Analysis of full REF 2021 panel membership

REF2021 Research
Excellence
Framework

Contents

REF 2021

Executive summary

Purpose

1.   In October 2019, the four UK higher education funding bodies published an analysis of panel membership based on members who had been appointed for the criteria phase of REF 2021 .

2.   This report updates the previous analysis to incorporate all members and assessors who were appointed to the panels by January 2021. The report presents analysis across the protected characteristics, comparing the membership with the pool of nominees for panel membership, the expert panels in REF 2014, as well as the UK population of permanent academic staff, and of permanent professors.

Key points

3.   There is a statistically significant increase in the proportion of appointed panel members from Black, Asian and minority ethnic backgrounds compared with both the criteria-phase appointments (in 2018) and REF 2014. The data show that the proportion of those from Black, Asian and minority ethnic backgrounds in both the appointed and nominations pools is roughly consistent with population of permanent professors. However, it remains lower than the proportion in the permanent academic population.

4.   The updated analysis continues to show positive trends, as first identified in the criteria-phase report, including:

   a.   Female representation has improved significantly since the previous exercise. The proportion of appointed members that are female is equivalent to that within the wider academic population.

   b.   The representation of appointed members with a declared disability has also increased since 2014 and is consistent both with the pool of nominees and the current permanent academic populations.

5.   This analysis will be considered in detail by EDAP in its final report in 2022. The report will include reflections from the panel, as well as any recommendations for the funding bodies to consider for future exercises.

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1. 'Analysis of REF 2021 Panel Membership' (REF 2019/07). Available on www.ref.ac.uk, under 'Publications'.

Introduction

6.   The 2021 Research Excellence Framework (REF) is a process of expert review; submissions to the REF will be assessed by an expert sub-panel for each unit of assessment (UOA), working under the leadership and guidance of four main panels.

7.   Members have been appointed to REF panels through a nominations process. Panel chairs were appointed through an open application process. Further details of the roles and responsibilities of the REF panels and the criteria and process for their appointment, are set out in 'Roles and recruitment of the expert panels' (REF 2017/03) available at www.ref.ac.uk.

8.   The four UK higher education (HE) funding bodies recognise that diversity of perspective and experience contributes fundamental insight and value to the work of the REF panels, and that this insight and value comes not only from academic achievement but also from other aspects of panel members' lives.

9.   Following analysis of the REF 2014 panel membership, the REF Equality and Diversity Advisory Panel (EDAP) recommended that in a future exercise more should be done to identify ways of more effectively mainstreaming equality and diversity considerations among all participants, at all stages of the appointment process. Following advice from EDAP, the funding bodies introduced several measures to the recruitment process for panel members, which aimed at increasing the representativeness of the REF panel membership. These measures include:

   a)   A requirement for nominating bodies to complete a template asking about their organisation and how equality and diversity was supported within this, as well as about how equality and diversity was taken into account in identifying and selecting nominees for REF panels.

   b)   Contextual data was provided to nominating bodies to offer a broad indication of the current representation of HE academic staff across age, gender, ethnicity, and disability[2]. The data highlighted where key challenges remain for improving diversity in the academic staff population.

   c)   All panel chairs were required to complete 'Fairness in REF assessment' training in advance of the recruitment and selection process. The tailored training focused on understanding the role that unconscious bias might play in decision-making in a REF context and identifying steps to increase fairness in the process.

   d)   All nominees and appointed panel members were asked to complete an equality monitoring form.

10. Analysis of appointments made for the criteria phase of REF2021 was undertaken in 2018[3]. This suggested further work was required to increase the representation of those from Black, Asian and Minority Ethnic backgrounds both in the pool of nominees and in the appointed panel membership.

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2.   Available at http://www.ref.ac.uk/about/nompan/Contextual,Data.
3.   See 'Analysis of REF 2021 membership' (REF 2019/07) at https://www.ref.ac.uk/publications/analysis-of-ref-2021-panel-membership-ref-201907/

11. Following analysis of the REF 2021 criteria phase panel membership, EDAP recommended a number of additional measures to help to improve the selection process and increase the representativeness of the appointed panels. Following advice from EDAP, the funding bodies implemented the following measures:

   a. For the assessment phase, a wider group of individuals were involved in the selection of additional panel members.

   b. The 'Fairness in REF assessment' training offered to panel chairs at the start of the criteria phase was extended in an e-learning format to all those involved in selection decisions. Where areas for improvement were identified, the training was adapted to address those specific issues. The wider panel membership also completed the training in advance of the assessment year (or following appointment, if later).

12. This report presents the analysis of the full REF 2021 panel membership appointed by January 2021, looking at the representation of protected groups on the expert panels.

Methodology

13. The equality monitoring form is at Annex A. The form was sent to all nominees for panel membership, and all appointed members. The form was developed to cover the following protected characteristics in the Equality Act 2010:

• age

• disability

• gender reassignment

• pregnancy and maternity

• race

• religion and belief

• sex

• sexual orientation

(The form did not collect information on marriage and civil partnership.)

14. The form also requested information on caring responsibilities.

15. Full details about the methodology are available at Annex B. In summary, responses from appointed panel members were summarised and compared, where possible, to four other academic populations:

• REF 2021 total nomination pool (combining nominations made in 2017 and 2020).

• REF 2014 panel members

• UK permanent academic staff

• UK permanent academic staff with a senior position.

16. This report will also note where changes are observed since the earlier analysis on the criteria-phase membership published in 2019.

17. Data for the 'UK permanent academic staff' group is drawn from the 2019-20 HESA staff record. This group is referred to within this document as the 'general academic population'.

18. Data for the 'UK permanent academic staff with a senior position' is drawn from the 2019-20 HESA staff record. This group is referred to within this document as the 'professorial population'.

19. Analysis of the comparison between the REF 2021 appointed and nominated member pools has been conducted across all protected characteristics. However, data for certain characteristics were not available for all comparator populations.

20. Analysis was conducted at both total population level and, for the appointed REF populations, also at REF main panel level[4]. In both REF 2021[5] and REF 2014[6] there are four main panels:

• Main Panel A: Medicine, health and life sciences

• Main Panel B: Physical sciences, engineering and mathematics

• Main Panel C: Social sciences

• Main Panel D: Arts and humanities.

Response rates

21. Table 1 shows the response rates to the monitoring form. For the REF 2021 populations, this is as at January 2021 following which analysis was undertaken on the combined criteria and assessment phase panel appointments. For the REF 2014 population, this is as at 1 June 2011, when the first survey of REF 2014 panel members was conducted.

22. In several areas, respondents to the REF 2021 surveys were significantly less likely to answer 'Prefer not to say', compared with the HESA comparator populations. This is particularly the case for gender reassignment and pregnancy. It is also true to a smaller extent for religion and ethnicity.

Table 1: Response rates for REF panel membership monitoring

Population	Number of responses	Total membership	Rate
REF 2021 appointed panel membership	935	1105	85%
REF 2021 nominated panel membership	2815	3820	74%
REF 2014 appointed panel membership	700	810	86%

4. The data collected for nominees during the 2020 nominations round did not gather information at main panel level. For this reason, it has not been possible to break down comparisons between nominees and appointed members for the assessment phase by main panel.
5. A list of units of assessment (UOA) within each main panel is given at www.ref.ac.uk/about/uoa/.
6. Although the UOAs have changed between REF2014 and REF2021, the main panels cover broadly the same areas. A list of REF 2014 UOAs within each main panel is given at www.ref.ac.uk/2014/panels/unitsofassessment/.

Analysis

23. Full data tables for each protected characteristic are included at Annex B.

Sex

Figure 1. Sex of REF 2021 panel membership and comparator populations
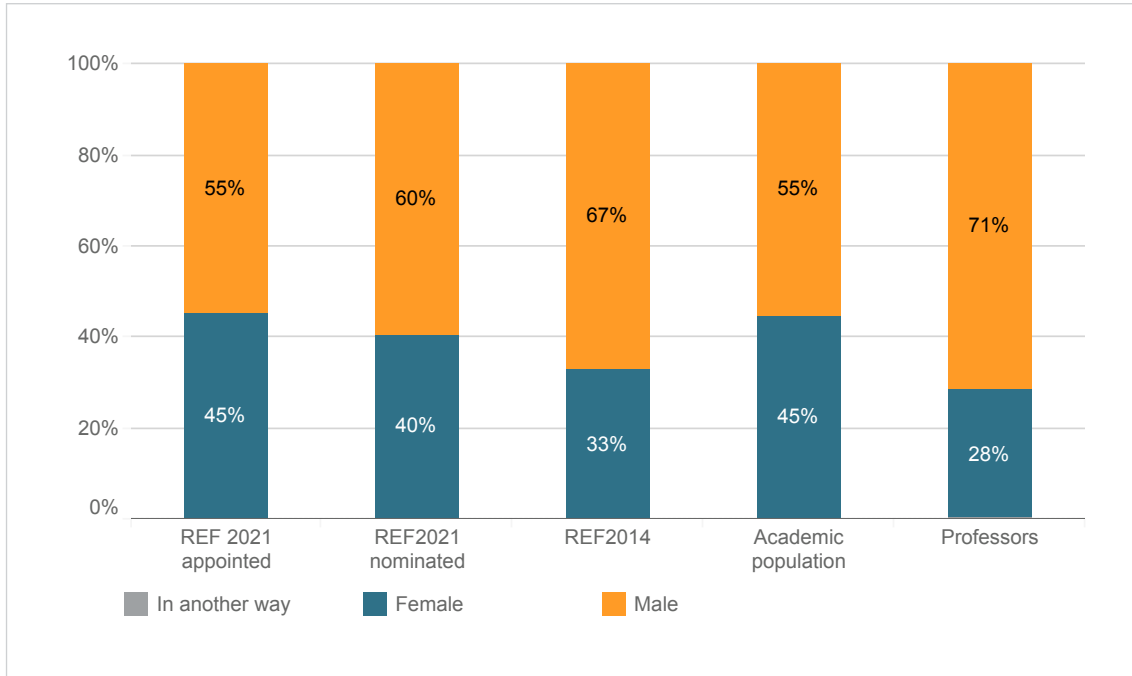
24. The data show that the clear improvements made in increasing representativeness since REF 2014 have been maintained from the criteria-phase panel appointments (Annex B, section 1). The balance of females and males in the full appointed pool remains 45% / 55%. This is a statistically significant increase of 12 percentage points from the 2014 exercise, where females made up 33% of the panel membership.

25. The data also show a statistically significant increase of 5 percentage points in the proportion of females in the appointed pool compared to the nominated pool. The proportion of female panel members in the appointed pool is equivalent to the proportion in the comparator HESA population of permanent academic staff (45%) and is significantly higher than the population of permanent professors (28%).

Figure 2. Sex of REF 2021 appointed members, by main panel
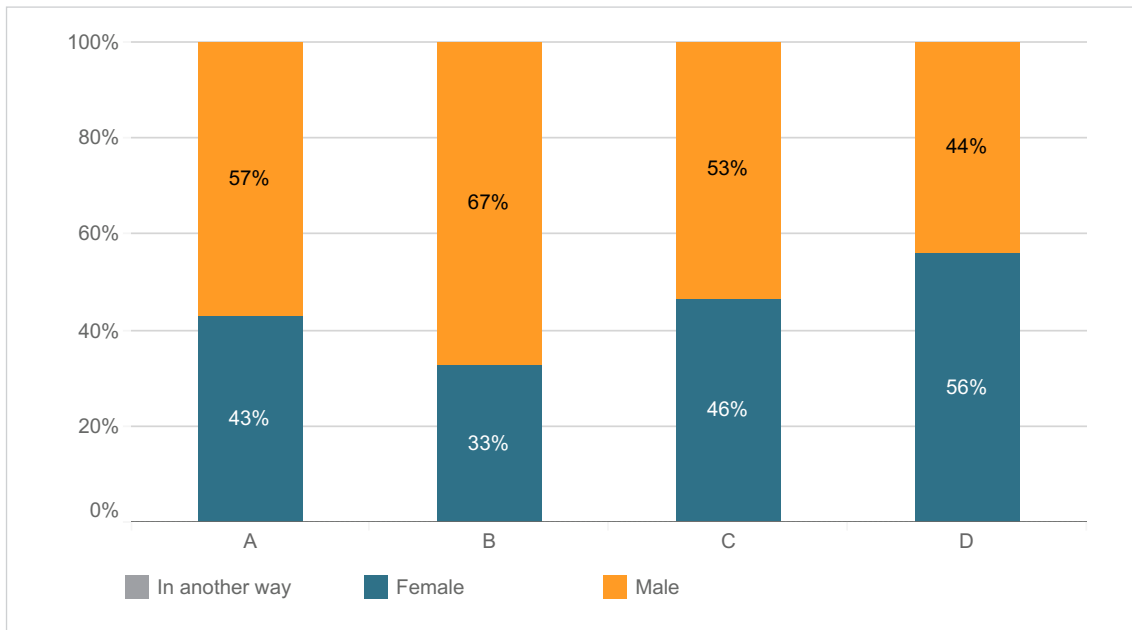
26. This proportion does vary across the main panels, with the balance being 56% female / 44% male in Main Panel D and 33% / 67% in Main Panel B. However, Main Panel B also showed the greatest percentage point increase between the proportion of female nominees[7] and female appointees (12 percentage points). Main panels C and D saw percentage point increases (of 5 and 3 percentage points, respectively). Main panel A had the same percentage of female nominees as appointees.

27. The criteria phase report identified that the percentage of appointees in Main Panel B also significantly exceeds female representation in these discipline areas in the 2017/18 HESA populations of permanent academic staff (21%) and permanent professors (13%). This suggests that the proportion of females in this main panel is indicative of wider issues of representation in these discipline areas.

28. Intersectional analyses of sex and age show that male appointed panel members are older than female appointed panel members, and this difference is statistically significant.

Gender identity

29. We asked nominees and appointees whether their gender identity is the same as the gender recorded at their birth (Annex B, section 2). Analysis of the full panel membership shows small increases since the criteria phase in the number of nominees who indicated that their gender identity was not the same as the gender recorded at birth. Across both the criteria phase only and current analysis, most of those who provided a response answered 'Yes' (Annex B, section 2). Fewer than five appointees and 10 nominees indicated that their gender identity was not the same as that recorded at birth.

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7. Main panel data on nominees is accurate as at September 2018, when analysis started. These data were not collected for the nominations made in 2020.

30. These proportions are largely consistent with responses provided in REF 2014, as well as the HESA populations of permanent academic staff and permanent professors. However, the number of nominees and appointees who responded 'Prefer not to say' was around 2%, which is a statistically significant difference compared with the HESA populations (72% for permanent academics and 77% for permanent professors)[8].

Ethnicity

31. The proportion of appointed panel members from Black, Asian and minority ethnic[9] backgrounds shows a statistically significant increase of 4 percentage points since the criteria phase panel appointments (Annex B, section 3). The current analysis, of the full panel membership, also shows a statistically significant increase (6 percentage points) in the proportion of Black, Asian and minority ethnic panel members on the REF 2021 panels since the 2014 exercise (11% compared to 5% in 2014). This percentage is in line with the comparator HESA population of permanent professors (11%), but is below the percentage seen in permanent academic staff (15%) (Annex B, section 3). The representation of white appointed panel members (89%) is greater than the population of permanent academic staff (85%) but consistent with the population of permanent professors (89%).

Figure 3. Ethnicity of REF 2021 panel membership and comparator populations

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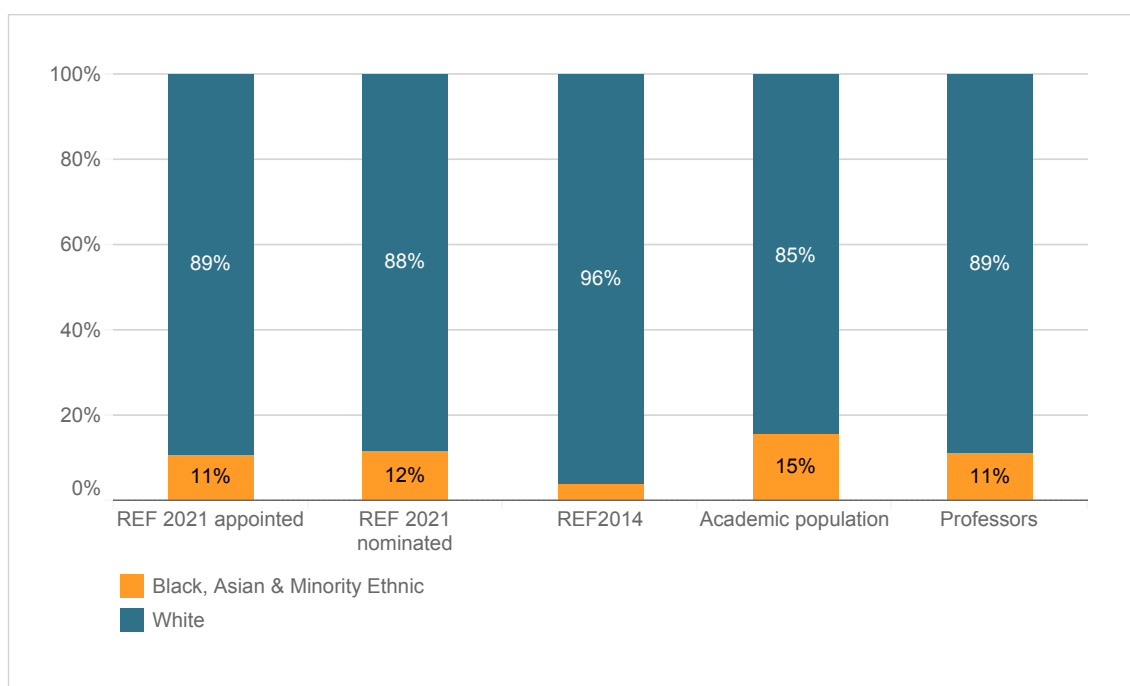
8. As at June 2011, when the first survey of REF 2014 panel members was conducted.
9. The term 'Black, Asian and minority ethnic' is used here for consistency with previous REF2021 publications; however, it is acknowledged that there are wider discussions currently being held about the language of race and approaches to understanding disparities. EDAP will consider this issue in their final report and will provide advice to the funding bodies for future exercises.

32. Across all ethnicity categories, the values indicate there is no significant difference between the nominated and appointed pools; however, when looking at selection rate, the lowest rate is observed for those from black backgrounds. An increase in the proportion of Black, Asian and minority ethnic panel members is observed across all main panels. Main Panel C shows the greatest increases from both REF 2014 (an increase of 13 percentage points) and between the criteria and assessment phase appointments (an increase of 4 percentage points). Greater representation is also seen in Main Panel D, where an increase of 8 percentage points since REF 2014 is observed. Smaller increases since REF 2014 were seen in Main Panels A and B (increases of 6 and 2 percentage points respectively since 2014).

33. The data on ethnicity indicate that clear progress has been made in increasing the representativeness of the panel membership. It also highlights that there is still more work to be done in future exercises to align more closely with the general academic population.

34. An intersectional analysis of sex and ethnicity reveals no statistically significant differences between groups either within the appointed pool, or between the appointed membership and nominee pool.

35. Analysis of age and ethnicity shows that for all ethnicities, appointed members are older than nominees. However, because ages are grouped, care should be taken as nominees' ages may have been at the top end of each range and appointees' ages at the bottom of each range. (See paragraphs 33-37 for more detailed analysis of age.) The analysis did not identify any significant differences in the ages of those from different ethnic backgrounds, either within the appointed pool or between the nominations and appointed pools.

Disability

36. The data for disability (Annex B, section 4) continue to show improvements have been made in increasing representativeness, with progress maintained since the criteria-phase analysis in 2018. The percentage of panel members with a declared disability in both the criteria and full panel analysis reports is 5%.

37. Since the 2014 exercise the proportion of appointees reporting a disability has increased by 4 percentage points, which is a statistically significant increase. There is no difference between the appointed and nominated pools in terms of declared disability (5% in both pools). The proportion of appointees reporting a disability is in line with the percentage in the comparator HESA population of permanent academic staff (5%) and greater than the population of permanent professors (3%); this difference is statistically significant.

Age

Figure 4. Age of REF 2021 panel membership and comparator populations
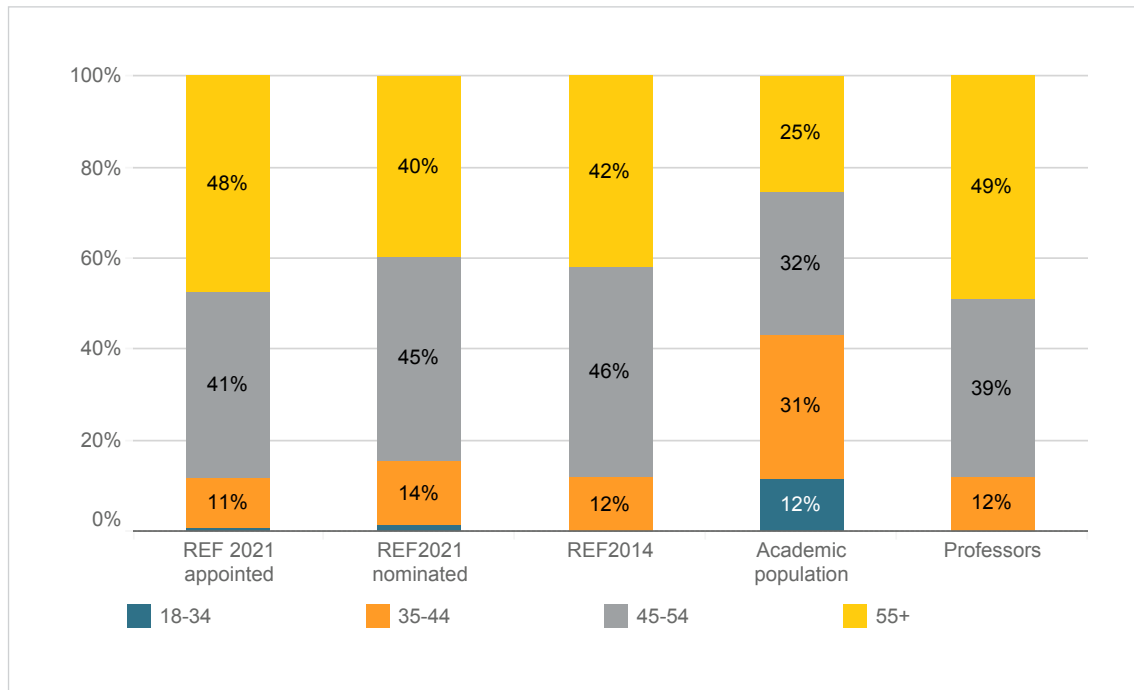
38. The age distribution of the full panel membership suggests a slightly older group than the nominated pool, 2014 membership and permanent academic staff population (Annex B, section 5). This is broadly consistent with the observations of the criteria-phase analysis; the current analysis shows a 2-percentage point increase in the proportion of appointed members in the 35-44 age group. The proportions of appointed members within each age group remain broadly aligned with the age profile of the permanent professor population.

39. Those under 45 make up 43% of the permanent staff population, compared with 15% of nominees and 12% of the panel membership. The proportion is more closely aligned with the population of permanent professors, where under 45s also make up 12% of the population.

40. Those over 55 make up 48% of appointees and 40% of the nominated pool, compared with 25% of the permanent academic population. Again, however, the panel membership is largely consistent with the population of permanent professors (49%).

41. Main Panel A had the largest difference between the percentage of appointed members under 45 (10%) and members over 55 (54%). Main Panel D had the smallest difference between the percentage of members under 45 (17%) and members over 55 (39%).

42. Intersectional analyses of age and sex show that the appointed panel pool is significantly older than the nominated pool, for both men and women. However, as noted above (paragraph 23), the analysis also showed that male appointed panel members are older than female appointed panel members, and this difference is statistically significant.

Religion

43. A numerical increase in the proportion of panel members identifying with the 'No religion' group was observed since the criteria phase (36% in the criteria phase compared with 51% in the full membership[10]), however this percentage remains smaller than was observed in REF 2014 (55%) (Annex B, section 6). A significant increase is observed in the proportions of panel members identifying with a religious group other than Christianity since REF 2014 (5 percentage points).

44. In all populations the largest group identified with 'No religion' followed by 'Christianity'. There are slightly more individuals identifying as 'Christian' in the appointed pool than in the academic population.

45. In the appointed pool, Christians are the largest group in Main Panel A (51%). Whereas those identifying with 'No religion' is the largest group in Main Panels B (51%), C (57%) and D (56%).

46. It is difficult to make any meaningful comparison with the HESA staff populations due to the high proportion of permanent academic staff and permanent professors who selected 'Prefer not to say' (58% and 70% respectively)[11]. This figure is significantly lower amongst the nominated and appointed pools (5% and 6% respectively).

Sexual orientation

Figure 5. Sexual orientation of REF panel membership and comparator populations (focused on 20% of population)
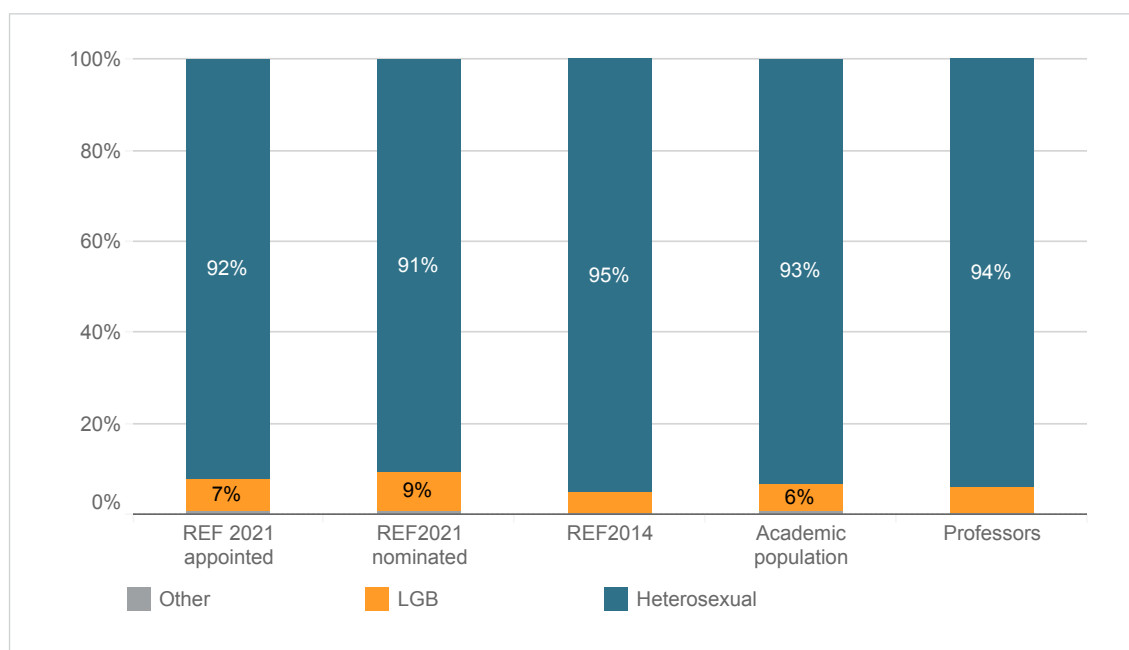
47. The data for sexual orientation show that the increased LGB representation identified in the criteria-phase report has been maintained (Annex B, section 7). The proportion of REF 2021 appointed panel members identifying as 'LGB' (7%) remains significantly higher than the proportion for the REF 2014 appointed membership. This proportion is in line with those observed in the wider HESA and permanent professor populations.

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10. Differences in proportions of panel members identifying with the group 'no religion' may be influenced by the re-coding of 'atheist' with 'No religion' for the assessment phase analysis. In the criteria phase analysis 'atheist' was coded with 'other'.
11. See Annex B (paragraph 9) for more information about this question in the HESA record.

48. In the REF 2021 appointed population, Main Panel B has the highest proportion of heterosexual members (98%) and Main Panel D the lowest (89%). There were differences in the proportions of those who 'Prefer not to say' across the main panels, especially in the appointed pool (10% in A, 14% in B, 13% in C and 17% in D).

49. Overall, however, the response rate to this question was much higher for REF nominees (89%) and appointed members (87%) compared with 42% for permanent academics and 30% for permanent professors in the HESA populations[12].

Pregnancy, parental leave and caring responsibilities

50. No notable differences were observed between the criteria and assessment phase panel memberships for pregnancy or family-based leave. A slight increase in the proportion of panel members with caring responsibilities was observed since the criteria phase.

51. No notable differences were observed between the appointed pool, and the nominated and REF 2014 pools (where the data are available) for pregnancy, family-based leave and caring responsibilities.

Pregnancy

52. 1% of the appointed panel membership responded that they were currently pregnant at the time of the survey (Annex B, section 8). The small numbers make it difficult to compare it with the nominated pool and 2014 membership once figures are rounded. The only meaningful difference is to be found in the proportion stating 'Prefer not to say', which is lower than REF 2014 (2%, compared with 8%).

Parental leave

43. There are few notable differences between proportions of members who took maternity leave between the nominated and appointed populations; a slightly lower proportion of appointed panel members took shared parental leave than in the nominations pool (Annex B, section 9). There are no notable differences in the number responding 'Prefer not to say'. The most common type of leave taken was maternity leave.

Caring responsibilities

53. These data were collected only in the REF 2021 surveys. Since the criteria phase, the proportion of panel members with caring responsibilities has increased by 2 percentage points in both the appointed and nominated populations.

54. There are no notable differences between the nominated and appointed populations (Annex B, section 10). In both pools, the proportion of those with caring responsibilities made up 48% and 47% respectively. There is variation by main panel, with higher proportions of members with caring responsibilities in Main Panels C (47%) and D (53%), and lower proportions in Main Panels A (42%) and B (43%).

55. The most common type of carer across all main panels was as a primary carer of a child under the age of 18 (27% of appointees and 26% of nominees). Those falling into other categories of carer made up 19% of appointees and 22% of the nominated pool.

56. An intersectional analysis of caring responsibilities and sex highlighted a statistically significant difference in the proportion of female appointed panel members with caring responsibilities (53%, compared with 41% for male appointed panel members).

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12. See Annex B (paragraph 9) for more information about this question in the HESA record.

Conclusions

57. The data show that the clear improvements made in the representativeness of the REF expert panels identified in the criteria-phase appointments has been built upon and increased in key areas. Overall, the current analysis shows an increase in the representativeness of panel members since REF 2014 in terms of sex, disability, ethnicity, religion or belief, and sexual orientation. When comparing the appointed membership with the pool of nominees, the proportions for many of the protected characteristics remain broadly consistent. Significant differences were observed for sex, with greater female representation in the appointed pool (5 percentage points), age, with greater proportions of the appointed pool in the older age groups, and for religion or belief.

58. The data show that representation on the panels is comparable with that observed in the current permanent academic populations across several protected characteristics, including sex, disability and sexual orientation. The proportion of females on the REF 2021 panels exceeds that of the comparator HESA population of permanent professors by a significant margin (17 percentage points). However, for some characteristics, including ethnicity and age, representation in the appointed pool is broadly consistent with the population of permanent professors, with significant differences seen between the appointed pool and the permanent academic population. For ethnicity in particular, this pattern is observed for both the appointed and nominated pools.

59. This analysis indicates that good progress has been made in a number of areas in maintaining and increasing the representativeness of the panels since the criteria phase of REF 2021. The data also indicate that there is still more work to be done in future exercises to increase the representation of those from Black, Asian and minority ethnic backgrounds both in the pool of nominees and in the appointed panel membership.

Annex A: Equality monitoring form for REF panels

REF 2021 panel nominations: equality and diversity survey for appointed panel members

The purpose of this survey is to collect information regarding equality and diversity within the appointed nominee pool for panels associated with the Research Excellence Framework (REF) 2021. We will use the information to establish if there are different rates of representation on REF panels, compared with the pool of nominated candidates, according to key protected characteristics. Responses will be analysed and reported to inform the UK funding bodies' understanding and evaluation of equality and diversity within the REF and to take this into consideration in other areas of our work. We may share the information with other UK funding bodies and our Equality and Diversity Advisory Panel for the purposes outlined above. We intend to publish anonymised aggregated data on the representativeness of the REF panels. The completion of this survey is voluntary and you will not be asked to disclose your identity. All survey responses will be anonymous and held securely and confidentially in accordance with the Data Protection Act 1998 and General Data Protection Regulation (GDPR) (EU) 2016/679. Responses will be retained for the duration of the REF and its evaluation, and will be destroyed securely thereafter.

1. Please select your REF main panel group

- [ ] Main panel A (sub-panels 1-6)
- [ ] Main panel B (sub-panels 7-12)
- [ ] Main panel C (sub-panels 13-24)
- [ ] Main panel D (sub-panels 25-34)

2. I would describe my ethnic origin as

- [ ] Arab
- [ ] Asian or Asian British – Bangladeshi
- [ ] Asian or Asian British – Indian
- [ ] Asian or Asian British – Pakistani
- [ ] Any other Asian or Asian British background (please specify below)
- [ ] Black or Black British – African
- [ ] Black or Black British – Caribbean
- [ ] Any other Black background (please specify below)
- [ ] Chinese
- [ ] Gypsy or Traveller
- [ ] Irish Traveller
- [ ] Mixed – Asian and White
- [ ] Mixed – Black African and White

☐ Mixed – Black Caribbean and White

☐ Any other Mixed background (please specify below)

☐ White – British

☐ White – Irish

☐ Any other White background (please specify below)

☐ Any other ethnic group (please specify below)

☐ Prefer not to say

Comments:

[   ]

3. The Equality Act 2010 considers a person disabled if:

• You have a physical or mental impairment or disability that has lasted or is likely to last at least 12 months, and

• This condition or disability has a substantial long-term effect on your ability to carry out day to day activities.

Do you consider yourself disabled?

☐ No

☐ Yes

☐ Prefer not to say

If yes, how would you describe your disability?

[   ]

4. How would you describe yourself?

☐ Female

☐ Male

☐ In another way

☐ Prefer not to say

5. Is your gender identity the same as the gender recorded at your birth?

☐ No

☐ Yes

☐ Prefer not to say

6. I am

☐ 18-24 years old

☐ 25-34 years old

☐ 35-44 years old

☐ 45-54 years old

☐ 55-64 years old

☐ 65+ years old

☐ Prefer not to say

7. Which group do you most identify with?

☐ Buddhist

☐ Christian

☐ Hindu

☐ Jewish

☐ Muslim

☐ No religion

☐ Sikh

☐ Prefer not to say

☐ Other (please specify):

☐ Bisexual

☐ Gay / lesbian woman

☐ Gay man

☐ Heterosexual / straight

☐ Prefer not to say

☐ Other (please specify):

8. Please indicate if any of the following apply to you.

9. Have you taken any of the following types of leave within the past year?

☐ Adoption leave

☐ Extended paternity leave

☐ Maternity leave

☐ Shared parental leave

☐ None

☐ Prefer not to say

10. Please indicate if any of the following caring responsibilities apply to you.

☐ Primary carer of a child under the age of 18

☐ Primary carer of a disabled adult over the age of 18

☐ Primary carer of a disabled child under the age of 18

☐ Primary carer of an adult over the age of 65

☐ Carer of multiple listed above

☐ None

☐ Secondary carer

☐ Prefer not to say

Thank you for completing the survey. Please click the "Done" button below to submit your entry.

Please note that this survey is anonymous, and it is not possible to identify you from your answers. We are therefore unable to provide individual receipts or discuss completed submissions. Thank you for your understanding.

Annex B: Data tables and methodology

1. This Annex shows all the data tables behind the findings of this report and describes the methodology used to create them.

2. Each section is related to one of the following characteristics:

  - age

  - caring responsibilities

  - disability

  - gender reassignment

  - pregnancy and maternity leave (including additional paternity and adoption leave)

  - race

  - religion and belief

  - sex

  - sexual orientation

3. Each section includes three tables which provide:

  - a description of the relevant field in each survey/data and of discrepancies between them

  - the comparison of responses across populations

  - the comparisons of responses across REF main panels

4. Each comparison table shows the headcount and proportion for each response, or group of responses, to each question of the equality survey of REF 2021 appointed panel members and compares, when possible, to four other academic populations:

  - REF 2021 total nomination pool (combining nominations made in 2017 and 2020).

  - REF 2014 panel members[13]

  - UK permanent academic staff [14,15]

  - UK permanent academic staff with a senior position.

5. The analysis uses responses of REF 2021 nominated panels members as at December 2020 and responses of appointed panel members as at January 2021.

6. The form also requested information on caring responsibilities.

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13. As at 1 June 2011, the deadline for the first survey of panel membership (see REF 2014 Analysis of panel membership: www.ref.ac.uk/2014/media/ref/content/pub/analysisofpanelmembership/ Analysispanelmembership.pdf).

14. As returned to the 2019-20 HESA Staff record (www.hesa.ac.uk/collection/c19025). It consists of all staff actively employed at a UK higher education institution, on the HESA census date of 31 July 2020, with one active permanent academic contract at lecturer level or above of at least 25 per cent on the census date and a total full-time equivalence of 40 per cent or more. This population includes medicine and dentistry staff and excludes staff on solely atypical contracts. It also excludes staff employed at the University of Buckingham.

15. A subset of the above where the contract level is UCEA (Universities and Colleges Employers Association) levels 5A and 5B (described as Professor or Function head). See HESA website for further information: www.hesa.ac.uk/collection/c17025/a/levels.

7.   For gaining more insights on differences for sex across subjects in the criteria-phase analysis, we mapped HESA data to the four main panels by using the main current academic discipline[16] associated to the staff member. We extracted the JACS principal subject from the main academic discipline and map it to main panels following the table shown in Annex C.

8.   The percentages in the tables are calculated with respect to the total number of actual responses (i.e., when 'Prefer not to say' or 'Not known/Refused' was not selected in either REF or HESA questionnaires). The percentage for 'Prefer not to say' is instead calculated from the total number of responses.

9.   Variables related to gender reassignment, sexual orientation, and religious belief are optional fields in HESA and thus do not have a good coverage. For the sake of simplicity, we treat missing values for these variables as 'Prefer not to say' or 'Not known'. The table below shows the proportion of staff who did not return any information by each field and by HESA population.

Field name	Label	Permanent academic staff	Permanent professors
GENREASSIGN	Gender reassignment	72%	77%
RELBLF	Religion or belief	58%	70%
SEXORT	Sexual orientation	58%	70%

10. To ensure anonymity, all tables show rounded figures. Responses are rounded to the nearest five but suppressed when lower than five. These cases are flagged by a period ('.'). Percentages are computed on unrounded numbers, unless the number is less than 20 in which case the percentages are calculated using rounded counts (to the nearest five). Percentages are then rounded to the nearest one per cent.

11. When responses are not available in a given survey, we flag them with 'N/A' to distinguish them from actual zeroes.

12. When statistical significance is mentioned in the text, it refers to the results of a statistical hypothesis test. To compare categorical variables across different populations, we use the chi-squared test that determines whether the differences between the expected frequencies (as based on the proportions of the reference population) and the observed ones are significant from a statistical point of view. However, a caveat of the chi-square test is that it is not very accurate when expected values are small. In practice, if any of the expected values is less than 5 or if the total is less than 50, then the results of the chi-square test are not extremely reliable. We use a significance level of 5 per cent.

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16. See https://www.hesa.ac.uk/collection/c17025/a/curaccdis for a detailed description of this field.

Section 1. Sex

13. The REF 2021 surveys asked panel members to describe their sex. In comparing responses to HESA data we use the field SEXID (sexual identification). In REF 2021 surveys there was an additional response: 'In another way' which we mapped to the option "Other" available in HESA data. In REF 2014 survey there were only two options ('Female' and 'Male'). The split of HESA population by main panel is done by mapping the academic discipline of the staff members to the subjects of each main panel, as described in paragraph 7.

Question	
REF 2021 appointed panel members:	How would you describe yourself?
REF 2021 nominated panel members:	How would you describe yourself?
REF 2014 appointed panel members:	I am
HESA 2019/20 Staff record field:	What is your sex?

	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2019-20 Staff record		Permanent professors in the HESA 2019-20 Staff record	
Group	No.	%	No.	%	No.	%	No.	%	No.	%
Female	420	45%	1,120	40%	230	33%	55,590	45%	5,655	28%
Male	505	55%	1,655	60%	460	67%	68,860	55%	14,170	71%
In another way	.	0%	5	0%	0	0	145	0%	40	0%
Known total	925	99%	2,775	99%	690	98%	124,590	100%	19,865	100%
Prefer not to say	10	1%	35	1%	10	1%	0	0	0	0

		REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
Main panel	Group	No.	%	No.	%	No.	%	No.	%	No.	%
A	Female	85	43%	230	43%	50	32%	18,170	53%	1,545	29%
A	Male	115	57%	310	57%	105	68%	16,035	47%	3,770	71%
A	In another way	0	0%	0	0%	0	0%	5	0%	.	0%
A	Known total	200	99%	540	99%	150	98%	34,210	100%	5,315	100%
A	Prefer not to say	.	0%	.	1%	.	3%	.	0%	.	0%
B	Female	65	33%	80	21%	35	23%	5,060	21%	655	13%
B	Male	130	67%	310	79%	115	77%	19,350	79%	4,355	87%
B	In another way	0	0%	.	0%	0	0%	5	0%	.	0%
B	Known total	195	99%	395	99%	150	98%	24,415	100%	5,010	100%
B	Prefer not to say	.	0%	.	1%	.	3%	.	0%	.	0%

Note: This table is continued overleaf

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
		No.	%	No.	%	No.	%	No.	%	No.	%
C	Female	140	46%	250	41%	65	33%	17,545	47%	1,565	31%
C	Male	160	53%	365	59%	135	67%	19,465	53%	3,405	69%
C	In another way	.	0%	0	0%	0	0%	.	0%	.	0%
C	Known total	295	98%	620	98%	200	99%	37,015	100%	4,970	100%
C	Prefer not to say	5	2%	10	2%	.	2%	.	0%	.	0%
D	Female	130	56%	305	53%	80	42%	10,245	47%	980	35%
D	Male	100	44%	275	47%	110	58%	11,460	53%	1,835	65%
D	In another way	0	0%	0	0%	0	0%	10	0%	.	0%
D	Known total	235	99%	580	99%	185	98%	20,985	100%	2,680	100%
D	Prefer not to say	.	2%	.	1%	.	3%	.	0%	.	0%
N/A	Female	.	.	.	.	.	.	275	41%	10	30%
N/A	Male	.	.	.	.	.	.	395	59%	25	70%
N/A	In another way	.	.	.	.	.	.	0	0%	.	0%
N/A	Known total	.	.	.	.	.	.	670	100%	35	100%
N/A	Prefer not to say	.	.	.	.	.	.	.	0%	.	0%

Section 2. Gender identity

14. This field is optional in HESA staff record and we include missing values in 'Prefer not to say', as described in paragraph 9.

Question	
REF 2021 appointed panel members:	"Is your gender identity the same as the gender recorded at your birth?"
REF 2021 nominated panel members:	"Is your gender identity the same as the gender recorded at your birth?"
REF 2014 appointed panel members:	"Is your gender identity the same as the gender you were assigned at birth?"
HESA 2019/20 Staff record field:	"Whether the current gender identity, on the basis of their own self-assessment, is that assigned at birth."

Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2019-20 Staff record		Permanent professors in the HESA 2019-20 Staff record	
	No.	%	No.	%	No.	%	No.	%	No.	%
No	.	1%	10	0%	0	0%	395	1%	40	1%
Yes	920	100%	2,765	100%	675	100%	34,810	99%	4,610	99%
Known total	920	98%	2,775	99%	675	96%	35,205	28%	4,650	23%
Prefer not to say	15	2%	40	1%	25	4%	89,385	72%	15,215	77%

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	No	0	0%	0	0%	0	0%
A	Yes	200	100%	540	100%	145	100%
A	Known total	200	99%	540	99%	145	95%
A	Prefer not to say	.	0%	.	1%	10	6%
B	No	.	0%	.	0%	0	0%
B	Yes	195	100%	395	100%	145	100%
B	Known total	195	99%	395	99%	145	96%
B	Prefer not to say	.	0%	5	1%	5	3%
C	No	.	0%	.	1%	0	0%
C	Yes	290	99%	620	99%	200	100%
C	Known total	295	97%	620	99%	200	97%
C	Prefer not to say	10	3%	10	2%	5	2%
D	No	.	0%	.	0%	0	0%
D	Yes	230	100%	575	100%	185	100%
D	Known total	230	98%	575	99%	185	97%
D	Prefer not to say	.	2%	5	1%	5	3%

Section 3. Ethnicity

15. The list of ethnicities available as an option slightly differs between all three REF surveys and the HESA Staff record. In order to deal with the various responses under White and Other in the REF surveys, the data are grouped according to the broader categories from 2011 census, as specified at: https://www.ethnicity-facts-figures.service.gov.uk/ethnicity-in-the-uk/ethnic-groups-and-data-collected. These categories are Asian, Black, Mixed, Other and White.

Question	
REF 2021 appointed panel members:	I would describe my ethnic origin as
REF 2021 nominated panel members:	I would describe my ethnic origin as
REF 2014 appointed panel members:	I would describe my ethnic origin as
HESA 2019/20 Staff record field:	Ethnicity, on the basis of their own self-assessment

Group	REF 2021 appointed panel membership No.	%	REF 2021 nominated panel membership No.	%	REF 2014 appointed panel membership No.	%	Permanent academics in the HESA 2019-20 Staff record No.	%	Permanent professors in the HESA 2019-20 Staff record No.	%
Asian	65	7%	190	7%	15	2%	10,840	9%	1,360	7%
Black	5	1%	30	1%	.	1%	2,365	2%	135	1%
Mixed	10	1%	45	2%	5	1%	2,460	2%	270	1%
White	820	89%	2,450	88%	655	96%	98,685	85%	16,355	89%
Other	15	2%	60	2%	.	1%	2,415	2%	300	2%
Known total	920	98%	2,770	99%	680	97%	116,770	94%	18,420	93%
Prefer not to say	15	2%	40	1%	20	3%	7,820	6%	1,445	7%

Main panel	Group	REF 2021 appointed panel membership No.	%	REF 2021 nominated panel membership No.	%	REF 2014 appointed panel membership No.	%
A	Asian	15	7%	40	7%	.	3%
A	Black	.	0%	5	1%	0	0%
A	Mixed	.	0%	.	1%	0	0%
A	White	180	90%	485	90%	145	98%
A	Other	.	2%	.	1%	0	0%
A	Known total	205	100%	535	99%	150	97%
A	Prefer not to say	.	0%	5	1%	5	3%
B	Asian	10	5%	25	7%	5	3%
B	Black	.	0%	.	1%	0	0%
B	Mixed	.	0%	.	1%	.	0%
B	White	175	92%	350	90%	140	95%
B	Other	.	0%	10	3%	.	0%
B	Known total	190	99%	390	98%	145	97%
B	Prefer not to say	.	0%	5	1%	5	3%
C	Asian	25	9%	35	6%	.	3%
C	Black	.	2%	5	1%	.	0%
C	Mixed	5	2%	10	2%	.	0%
C	White	250	86%	550	89%	190	96%
C	Other	10	3%	15	2%	.	0%
C	Known total	295	97%	620	98%	200	97%
C	Prefer not to say	10	3%	10	2%	5	2%
D	Asian	15	7%	25	4%	.	0%
D	Black	0	0%	5	1%	.	0%
D	Mixed	.	2%	5	1%	.	3%
D	White	210	91%	530	92%	175	96%
D	Other	.	2%	10	2%	.	0%
D	Known total	230	98%	580	99%	185	97%
D	Prefer not to say	.	2%	5	1%	5	3%

Section 4. Disability

16. 'Unsure' was available only in the REF 2014 survey. In all other cases the answers were either 'Yes' or 'No'.

Question	
REF 2021 appointed panel members:	Do you consider yourself disabled?
REF 2021 nominated panel members:	Do you consider yourself disabled?
REF 2014 appointed panel members:	Do you consider yourself disabled?
HESA 2019/20 Staff record field:	Disability, on the basis of their own self-assessment

Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	880	95%	2,615	95%	675	98%	115,345	95%	18,635	97%
No	45	5%	135	5%	10	1%	5,760	5%	645	3%
Unsure	925	99%	2,750	98%	685	98%	121,110	97%	19,280	97%
Known total	15	2%	65	2%	15	2%	3,480	3%	585	3%
Prefer not to say	5	1	45	2	10	1	3,445	3	540	3

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	No	195	97%	505	94%	150	99%
A	Yes	5	3%	30	6%	.	0%
A	Known total	200	99%	535	99%	150	97%
A	Prefer not to say	.	2%	5	1%	.	3%
A	No	185	96%	380	97%	145	99%
B	Yes	10	5%	10	3%	.	0%
B	Known total	190	99%	395	99%	145	97%
B	Prefer not to say	.	0%	5	1%	.	3%
B	No	280	94%	575	94%	195	98%
B	Yes	20	7%	35	6%	5	3%
C	Known total	300	99%	610	97%	200	98%
C	Prefer not to say	.	2%	20	3%	.	2%
C	No	220	95%	545	96%	185	98%
C	Yes	10	4%	25	4%	.	3%
C	Known total	230	97%	570	98%	185	99%
D	Prefer not to say	5	2%	15	3%	.	0%
D	No	145	95	545	96	185	98
D	Unsure	N/A	0	N/A	0	0	0
D	Known total	150		570		185	
D	Prefer not to say	.	3	15	3	.	0

Section 5. Age

17. 65+ was not available as a response in the REF 2014 survey so figures for 55+ are compared to the two groups 55-64 and 65+.

Question	
REF 2021 appointed panel members:	I am
REF 2021 nominated panel members:	I am
REF 2014 appointed panel members:	I am
HESA 2019/20 Staff record field:	Calculated from the date of birth on 1 December 2017

	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
Group	No.	%	No.	%	No.	%	No.	%	No.	%
18-24	0	0%	.	0%	0	0%	85	0%	0	0%
25-34	10	1%	35	1%	.	0%	14,555	12%	35	0%
35-44	100	11%	395	14%	80	12%	38,960	31%	2,320	12%
45-54	375	41%	1,240	45%	315	46%	39,455	32%	7,795	39%
55+	440	48%	1,105	40%	290	42%	31,535	25%	9,715	49%
Known total	925	99%	2,780	99%	690	98%	124,590	100%	19,865	100%
Prefer not to say	10	1%	35	1%	10	1%	0	0%	0	0%

		REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
Main panel	Group	No.	%	No.	%	No.	%
A	18-24	0	0%	0	0%	0	0%
A	25-34	.	0%	5	1%	0	0%
A	35-44	20	10%	55	10%	15	10%
A	45-54	75	36%	240	44%	75	49%
A	55+	110	54%	240	45%	60	40%
A	Known total	200	99%	540	100%	150	98%
A	Prefer not to say	.	0%	.	0%	.	3%
A	18-24	0	0%	0	0%	0	0%
B	25-34	.	0%	.	0%	0	0%
B	35-44	15	8%	45	11%	15	10%
B	45-54	75	40%	155	40%	75	51%
B	55+	95	51%	190	48%	60	39%
B	Known total	190	98%	395	99%	150	98%
B	Prefer not to say	.	3%	.	0%	.	3%
B	Known total	120		395		150	

Note: This table is continued overleaf

		No.	%	No.	%	No.	%
B	Prefer not to say	.	4	.	0	.	3
C	18-24	0	0%	0	0%	0	0%
C	25-34	.	0%	.	1%	.	0%
C	35-44	30	10%	95	16%	20	11%
C	45-54	125	41%	285	46%	90	45%
C	55+	145	48%	230	37%	90	44%
C	Known total	300	99%	620	98%	200	98%
C	Prefer not to say	.	2%	10	2%	.	2%
C	18-24	0	0%	.	0%	0	0%
D	25-34	.	2%	10	2%	0	0%
D	35-44	35	15%	85	15%	30	15%
D	45-54	105	45%	280	48%	80	41%
D	55+	90	39%	200	35%	80	44%
D	Known total	235	99%	575	99%	190	99%
D	Prefer not to say	.	2%	5	1%	.	0%
D	Known total	155		575		190	
D	Prefer not to say	.	0	5	1	.	0

Section 6. Religion and belief

18. The list of religions and beliefs available as an option slightly differed between the REF surveys and the HESA Staff record. Therefore, the list of responses has been reduced to the common denominator. This field is optional in HESA staff record and we include missing values in 'Prefer not to say', as described in paragraph 9.

Question	
REF 2021 appointed panel members:	Which group do you most identify with?
REF 2021 nominated panel members:	Which group do you most identify with?
REF 2014 appointed panel members:	Which group do you most identify with?
HESA 2019/20 Staff record field:	Religious belief of the member of staff, on the basis of their own self-assessment

	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
Group	No.	%	No.	%	No.	%	No.	%	No.	%
No religion	455	51%	1,440	54%	355	55%	26,255	51%	3,135	52%
Buddhist	10	1%	30	1%	5	1%	635	1%	60	1%
Christian	345	39%	975	37%	260	40%	19,185	37%	2,185	36%
Hindu	10	1%	35	1%	.	0%	975	2%	100	2%
Jewish	20	2%	30	1%	15	2%	555	1%	110	2%
Muslim	20	2%	55	2%	5	1%	1,725	3%	110	2%
Sikh	5	1%	10	0%	.	0%	175	0%	15	0%
Other	25	3%	85	3%	10	2%	2,305	4%	285	5%
Known total	890	95%	2,655	94%	645	92%	51,805	42%	6,005	30%
Prefer not to say	50	5%	160	6%	55	8%	72,785	58%	13,865	70%

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	No religion	80	39%	250	48%	75	51%
A	Buddhist	0	0%	.	1%	0	0%
A	Christian	100	51%	230	44%	65	45%
A	Hindu	.	0%	5	1%	0	0%
A	Jewish	.	3%	0	0%	.	3%
A	Muslim	5	3%	15	3%	.	0%
A	Sikh	.	0%	.	0%	0	0%
A	Other	5	3%	15	3%	.	0%
A	Known total	200	98%	520	96%	145	94%
A	Prefer not to say	.	2%	25	4%	10	6%
B	No religion	95	51%	200	52%	65	45%
B	Buddhist	.	3%	5	1%	.	0%
B	Christian	75	42%	155	40%	65	46%
B	Hindu	.	0%	.	1%	.	0%
B	Jewish	.	3%	0	0%	.	4%
B	Muslim	.	0%	10	3%	.	0%
B	Sikh	.	0%	.	0%	0	0%
B	Other	.	0%	10	3%	.	4%
B	Known total	180	94%	380	96%	140	92%
B	Prefer not to say	10	5%	15	4%	10	7%
C	No religion	160	57%	345	58%	115	60%
C	Buddhist	.	0%	5	1%	.	3%
C	Christian	90	32%	205	34%	70	36%
C	Hindu	5	2%	10	2%	0	0%
C	Jewish	10	4%	0	0%	.	3%
C	Muslim	5	2%	10	2%	.	0%
C	Sikh	.	0%	.	0%	0	0%
C	Other	10	4%	20	3%	.	0%
C	Known total	285	94%	600	95%	190	92%
C	Prefer not to say	20	7%	30	5%	15	7%
D	No religion	125	56%	320	59%	105	60%
D	Buddhist	.	2%	5	1%	.	0%
D	Christian	75	35%	180	34%	65	36%
D	Hindu	.	0%	.	0%	0	0%
D	Jewish	.	2%	0	0%	.	3%
D	Muslim	5	2%	.	1%	.	0%
D	Sikh	.	0%	.	0%	.	0%
D	Other	5	2%	25	5%	.	0%
D	Known total	220	94%	535	92%	175	92%
D	Prefer not to say	15	6%	45	8%	15	8%

Section 7. Sexual orientation

19. This field is optional in HESA staff record and we include missing values in 'Prefer not to say', as described in paragraph 9.

Question	
REF 2021 appointed panel members:	Please indicate if any of the following apply to you.
REF 2021 nominated panel members:	Please indicate if any of the following apply to you.
REF 2014 appointed panel members:	Please indicate if any of the following apply to you.
HESA 2019/20 Staff record field:	Sexual orientation, on the basis of their own self-assessment

	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership		Permanent academics in the HESA 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
Group	No.	%	No.	%	No.	%	No.	%	No.	%
Heterosexual	750	92%	2,275	91%	600	95%	48,930	93%	5,545	94%
LGB	60	7%	215	9%	30	5%	3,295	6%	325	6%
Other	5	1%	20	1%	.	0%	330	1%	25	0%
Known total	810	87%	2,510	89%	630	90%	52,555	42%	5,895	30%
Prefer not to say	125	13%	300	11%	70	10%	72,035	58%	13975	70%

		REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
Main panel	Group	No.	%	No.	%	No.	%
A	Heterosexual	175	94%	475	94%	135	94%
A	LGB	10	5%	30	6%	5	4%
A	Other	0	0%	.	0%	.	0%
A	Known total	185	91%	505	93%	140	92%
A	Prefer not to say	20	10%	35	7%	15	10%
B	Heterosexual	165	98%	350	96%	135	100%
B	LGB	.	3%	10	3%	0	0%
B	Other	0	0%	10	3%	0	0%
B	Known total	165	86%	365	92%	135	89%
B	Prefer not to say	30	14%	35	8%	15	10%
C	Heterosexual	240	90%	500	89%	175	95%
C	LGB	25	9%	60	11%	10	5%
C	Other	.	0%	.	0%	0	0%
C	Known total	265	87%	565	89%	185	89%
C	Prefer not to say	40	13%	65	11%	20	11%
D	Heterosexual	175	89%	440	86%	155	92%
D	LGB	20	10%	65	13%	15	9%
D	Other	.	3%	.	1%	.	0%
D	Known total	195	83%	510	87%	170	90%
D	Prefer not to say	40	17%	75	13%	20	11%

Section 8. Pregnancy

Question	
REF 2021 appointed panel members:	Are you currently pregnant?
REF 2021 nominated panel members:	Are you currently pregnant?
REF 2014 appointed panel members:	Are you currently pregnant?
HESA 2019/20 Staff record field:	Not recorded

Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
	No.	%	No.	%	No.	%
No	915	100%	2,745	100%	640	100%
Yes	.	1%	5	0%	.	0%
Known total	920	98%	2,750	98%	645	92%
Prefer not to say	20	2%	65	2%	55	8%

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	No	195	99%	535	100%	140	100%
A	Yes	.	0%	.	0%	0	0%
A	Known total	200	98%	535	99%	140	91%
A	Prefer not to say	5	2%	5	1%	15	10%
B	No	190	100%	390	100%	135	100%
B	Yes	0	0%	.	0%	0	0%
B	Known total	190	97%	395	99%	135	90%
B	Prefer not to say	5	3%	5	1%	15	10%
C	No	300	100%	620	100%	190	99%
C	Yes	0	0%	.	0%	.	0%
C	Known total	300	99%	620	98%	190	93%
C	Prefer not to say	.	2%	10	2%	15	7%
D	No	230	99%	570	100%	175	99%
D	Yes	.	0%	.	0%	.	0%
D	Known total	230	98%	570	98%	175	93%
D	Prefer not to say	5	2%	10	2%	15	8%

Section 9. Parental leave

20. We do not include REF2014 and HESA data in this comparison as the questions follow different structures.

Question	
REF 2021 appointed panel members:	Have you taken any of the following types of leave within the past year?
REF 2021 nominated panel members:	Have you taken any of the following types of leave within the past year?
REF 2014 appointed panel members:	Have you returned from maternity leave in the past year?
HESA 2019/20 Staff record field:	Whether any parental leave was taken during the reporting year

	REF 2021 appointed panel membership		REF 2021 nominated panel membership	
Group	No.	%	No.	%
None	910	99%	2,705	98%
Adoption leave	0	0%	5	0%
Extended paternity leave	.	0%	5	0%
Maternity leave	5	1%	25	1%
Shared parental leave	0	0%	15	1%
Multiple	.	0%	0	0%
Known total	915	98%	2,755	98%
Prefer not to say	20	2%	60	2%

		REF 2021 appointed panel membership		REF 2021 nominated panel membership	
Main panel	Group	No.	%	No.	%
A	None	200	99%	525	98%
A	Adoption leave	0	0%	.	0%
A	Extended paternity leave	0	0%	.	0%
A	Maternity leave	.	0%	.	1%
A	Shared parental leave	0	0%	5	1%
A	Multiple	0	0%	0	0%
A	Known total	205	100%	535	99%
A	Prefer not to say	.	0%	5	1%
B	None	190	99%	385	99%
B	Adoption leave	0	0%	0	0%
B	Extended paternity leave	0	0%	0	0%
B	Maternity leave	.	0%	.	1%
B	Shared parental leave	0	0%	.	0%
B	Multiple	.	0%	0	0%
B	Known total	190	99%	390	98%
B	Prefer not to say	.	0%	10	3%

Note: This table is continued overleaf

		REF 2021 appointed panel membership		REF 2021 nominated panel membership	
C	None	290	99%	605	99%
C	Adoption leave	0	0%	.	0%
C	Extended paternity leave	.	0%	.	0%
C	Maternity leave	.	0%	.	1%
C	Shared parental leave	0	0%	.	0%
C	Multiple	0	0%	0	0%
C	Known total	295	97%	615	97%
C	Prefer not to say	10	3%	15	2%
D	None	225	100%	565	98%
D	Adoption leave	0	0%	.	0%
D	Extended paternity leave	0	0%	.	0%
D	Maternity leave	.	0%	5	1%
D	Shared parental leave	0	0%	.	0%
D	Multiple	0	0%	0	0%
D	Known total	230	97%	575	98%
D	Prefer not to say	10	4%	10	2%

Section 10. Caring responsibilities

Question	
REF 2021 appointed panel members:	Please indicate if any of the following caring responsibilities apply to you.
REF 2021 nominated panel members:	Please indicate if any of the following caring responsibilities apply to you.
REF 2014 appointed panel members:	Not asked
HESA 2019/20 Staff record field:	Not recorded

	REF 2021 appointed panel membership		REF 2021 nominated panel membership	
Group	No.	%	No.	%
None	485	53%	1,425	52%
Primary carer of a child under the age of 18	245	27%	715	26%
Primary carer of a disabled child under the age of 18	.	0%	20	1%
Primary carer of a disabled adult over the age of 18	5	1%	25	1%
Primary carer of an adult over the age of 65	30	3%	70	3%
Secondary carer	90	10%	325	12%
Carer of multiple listed above	50	5%	140	5%
Known total	910	97%	2,715	97%
Prefer not to say	25	3%	100	3%

Note: This table is continued overleaf

Main panel	Group	REF 2021 appointed panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%
A	None	115	58%	280	52%
A	Primary carer of a child under the age of 18	45	22%	135	26%
A	Primary carer of a disabled child under the age of 18	0	0%	5	1%
A	Primary carer of a disabled adult over the age of 18	.	0%	5	1%
A	Primary carer of an adult over the age of 65	10	5%	20	4%
A	Secondary carer	15	8%	55	11%
A	Carer of multiple listed above	10	5%	25	5%
A	Known total	200	99%	530	98%
A	Prefer not to say	.	2%	10	2%
B	None	105	57%	230	60%
B	Primary carer of a child under the age of 18	50	26%	85	22%
B	Primary carer of a disabled child under the age of 18	0	0%	.	0%
B	Primary carer of a disabled adult over the age of 18	0	0%	.	0%
B	Primary carer of an adult over the age of 65	.	0%	10	3%
B	Secondary carer	25	13%	50	13%
B	Carer of multiple listed above	10	5%	10	3%
B	Known total	190	97%	385	97%
B	Prefer not to say	5	3%	15	4%
C	None	155	53%	315	52%
C	Primary carer of a child under the age of 18	80	27%	165	27%
C	Primary carer of a disabled child under the age of 18	.	0%	5	1%
C	Primary carer of a disabled adult over the age of 18	.	2%	5	1%
C	Primary carer of an adult over the age of 65	10	3%	15	2%
C	Secondary carer	25	9%	75	13%
C	Carer of multiple listed above	15	5%	30	5%
C	Known total	295	97%	605	96%
C	Prefer not to say	10	3%	25	4%
D	None	110	47%	300	52%
D	Primary carer of a child under the age of 18	70	32%	165	29%
D	Primary carer of a disabled child under the age of 18	.	0%	.	1%
D	Primary carer of a disabled adult over the age of 18	.	0%	5	1%
D	Primary carer of an adult over the age of 65	10	4%	15	3%
D	Secondary carer	25	11%	55	10%
D	Carer of multiple listed above	10	4%	25	5%
D	Known total	230	97%	570	98%
D	Prefer not to say	10	4%	15	3%

Annex C: Mapping of JACS principal subject to REF 2021 Main Panel

REF 2021 Main Panel	JACS principal subject codes								
	Mapping of JACS principal subject to REF 2021 Main Panel								
A	A0	A1	A2	A3	A4	A9	B0	B1	B2	B3
	B4	B5	B6	B7	B8	B9	C0	C1	C2	C3
	C4	C5	C7	C8	C9	D0	D1	D2	D3	D4
	D5	D6	D7	D9	F4					
B	F1	F2	F3	F5	F6	F7	F9	G1	G2	G3
	G9	H0	H1	H2	H3	H4	H5	H6	H7	H8
	H9	I1	I2	I3	I4	I5	I6	I7	I9	J0
	J1	J2	J3	J4	J5	J6	J7	J9		
C	C6	F0	F8	K0	K1	K2	K3	K4	K9	L0
	L1	L2	L3	L4	L5	L6	L7	L8	L9	M0
	M1	M2	M9	N0	N1	N2	N3	N4	N5	N6
	N7	N8	N9	X0	X1	X2	X3	X9		
D	P0	P1	P2	P3	P4	P5	P9	Q0	Q1	Q2
	Q3	Q4	Q5	Q6	Q7	Q8	Q9	R1	R2	R3
	R4	R5	R6	R7	R8	R9	T1	T2	T3	T4
	T5	T6	T7	T8	T9	V0	V1	V2	V3	V4
	V5	V6	V7	V9	W0	W1	W2	W3	W4	W5
	W6	W7	W8	W9						
Not applicable	Y0									