Analysis of REF 2021 panel membership

REF2021 Research Excellence Framework

Contents

REF2021

Executive summary

Purpose

1.   This report analyses the representativeness of the REF appointed panels across the protected groups, 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 permanent professors.

Key points

2.   There are a number of areas where the data reveal positive trends, including:

  a.   Female representation has improved significantly since the previous exercise. The proportion of appointed members that are female exceeds 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.

3.   There are some areas where the data show more limited progress. The data show that while the proportion of those from BME backgrounds in the pool of nominees is roughly consistent with population of permanent professors, it is lower than the proportion in the permanent academic population. When combined with a decrease in proportion between nominees and appointees, this results in decreased representativeness in comparison with both populations. This suggests further work is required to increase the representation of those from BME backgrounds both in the pool of nominees and in the appointed panel membership.

4.   Based on these findings, there are a number of steps that the funding bodies will take to improve further the representativeness of the REF 2021 panels. These include adjustments to both the nominations and the selection processes, which the funding bodies will put into practice ahead of the second round of recruitment in 2020.

5.   This report should be read together with EDAP's 'Review of nominating bodies' equality and diversity templates'[1], which includes recommendations on how to improve the nominations process in the recruitment of assessment phase members in 2020.

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1.   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[2]:

    a. Nominating bodies were required 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[3]. The data highlighted where key challenges remain for improving diversity in the academic staff population.

    c. All panel chairs were required to complete unconscious bias training in advance of the recruitment and selection process.

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

10. This report presents the analysis of panel membership appointed in 2018, looking at the representation of protected groups on the expert panels. A second round of nominations will take place in spring 2020, ahead of the assessment phase.

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2. See 'Roles and recruitment of the expert panels' (REF 2017/03) at www.ref.ac.uk/publications.
3. Available at http://www.ref.ac.uk/about/nompan/Contextual,Data.

Methodology

11. 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:

    a. age

    b. disability

    c. gender reassignment

    d. pregnancy and maternity

    e. race

    f. religion and belief

    g. sex

    h. sexual orientation

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

12. The form also requested information on caring responsibilities.

13. 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 nominated panel members
- REF 2014 panel members
- UK permanent academic staff
- UK permanent academic staff with a senior position.

14. 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.

15. Analysis was conducted at both total population level and, for the REF populations, REF main panel level. In both REF 2021[4] and REF 2014[5] 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.

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4. A list of units of assessment (UOA) within each main panel is given at www.ref.ac.uk/about/uoa/.
5. Although the UOAs have changed between REFs, 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/.

Response rates

16. Table 1 shows the response rates to the monitoring form. For the REF 2021 populations, this is as at September 2018, when this analysis started. For the REF 2014 population, this is as at 1 June 2011, when the first survey of REF 2014 panel members was conducted.

17. 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, religion and belief, and sexual orientation. It is also true to a smaller extent for disability and ethnicity.

Table 1: Response rates for REF panel membership monitoring

Population	Number of responses	Total membership	Rate
REF 2021 appointed panel membership[6]	600	665	90%
REF 2021 nominated panel membership[7]	2,155	2,960	73%
REF 2014 appointed panel membership[8]	700	810	86%

Analysis

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

Sex

Figure 1. Sex of REF 2021 panel membership and comparator populations
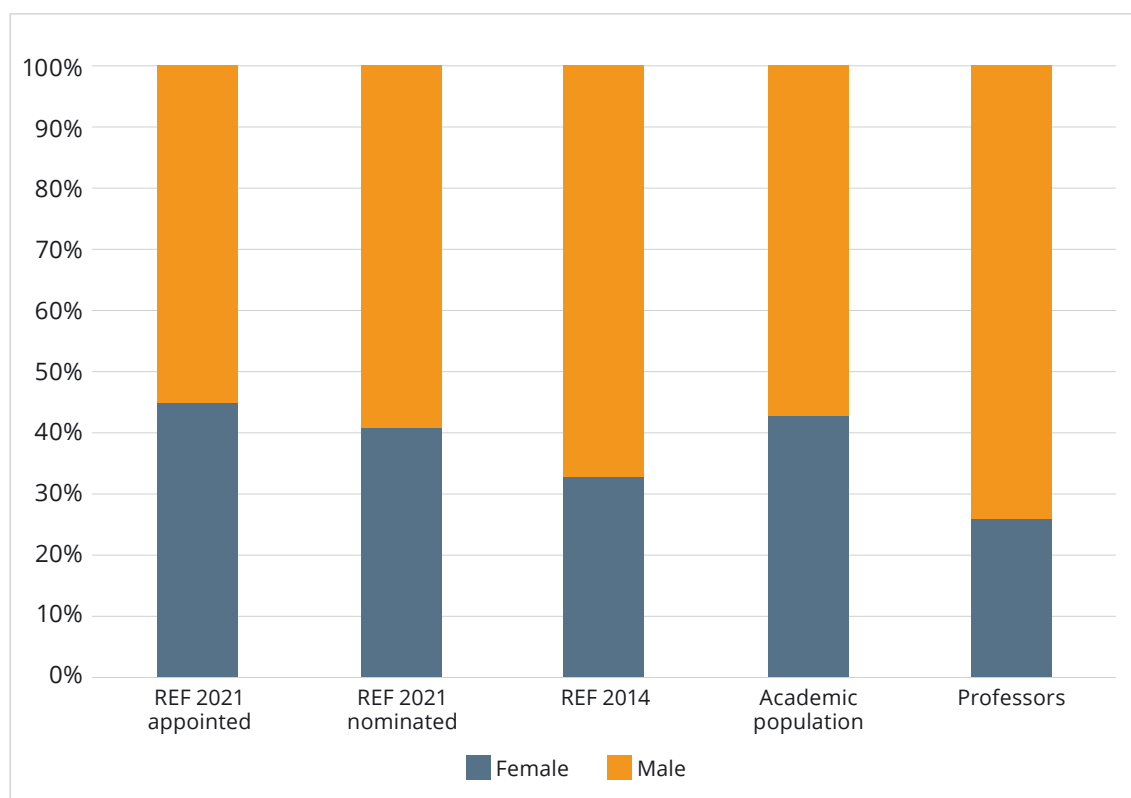
6. As at September 2018, when analysis started.
7. As at September 2018, when analysis started.
8. As at June 2011, when the first survey of REF 2014 panel members was conducted.

19. The data show clear improvements have been made in increasing representativeness since REF 2014 (Annex B, section 1). The balance of females and males in the appointed pool is 45% / 55%. This represents an increase of 12 percentage points from the previous exercise where females made up 33% of the panel membership.

20. The data also show an increase of 4 percentage points in the proportion of females in the appointed pool compared to the nominated pool. The proportion of females in the appointed pool is also greater than the proportions in the comparator HESA population of permanent academic staff (43%) and is significantly higher than the population of permanent professors (26%).

Figure 2. Sex of REF 2021 appointed members, by main panel

21. This proportion does vary across the main panels, with the balance being 55% female / 45% male in Main Panel D and 32% / 68% in Main Panel B. However, Main Panel B also showed the greatest percentage point increase between the proportion of female nominees and female appointees (11 percentage points, compared with 1 in A, 5 in C and 2 in D).

22. The percentage of appointees in Main Panel B also significantly exceeds female representation in these discipline areas in the HESA populations of permanent academic staff (20%) and permanent professors (12%). This suggests both that the proportion of 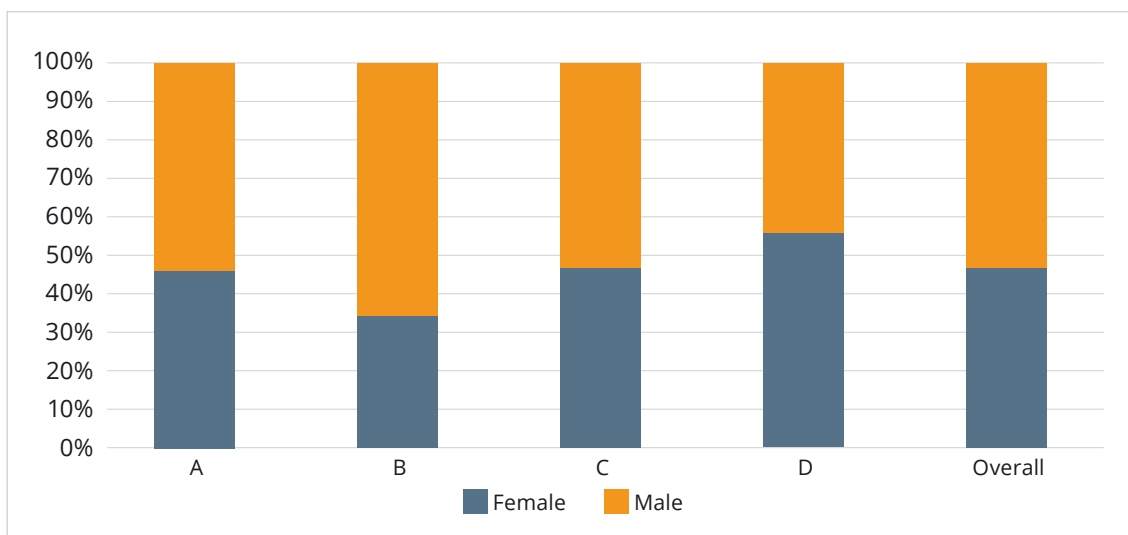females in this main panel is indicative of wider issues of representation in these discipline areas, and that more work is required in the nominations process to increase representation of females in the pool of nominees.

Gender identity

23. We asked nominees and appointees whether their gender identity is the same as the gender recorded at their birth. In both pools, most of those who provided a response answered 'Yes' (Annex B, section 2). Fewer than five in each pool indicated that their gender identity was not the same as that recorded at birth. 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 1%, which is significantly lower than among the HESA populations (73% for permanent academics and 77% for permanent professors).

Ethnicity

24. There has been a slight increase in the percentage of appointed members from BME backgrounds since the 2014 exercise (7% compared to 5% in 2014); however, this percentage is still below both comparator HESA populations of permanent academic staff (14%) and permanent professors (10%) (Annex B, section 3). The representation of white nominees (90%) is slightly greater than the population of permanent academic staff (86%) but consistent with the population of permanent professors (90%).

Figure 3. Ethnicity of REF 2021 panel membership and comparator populations
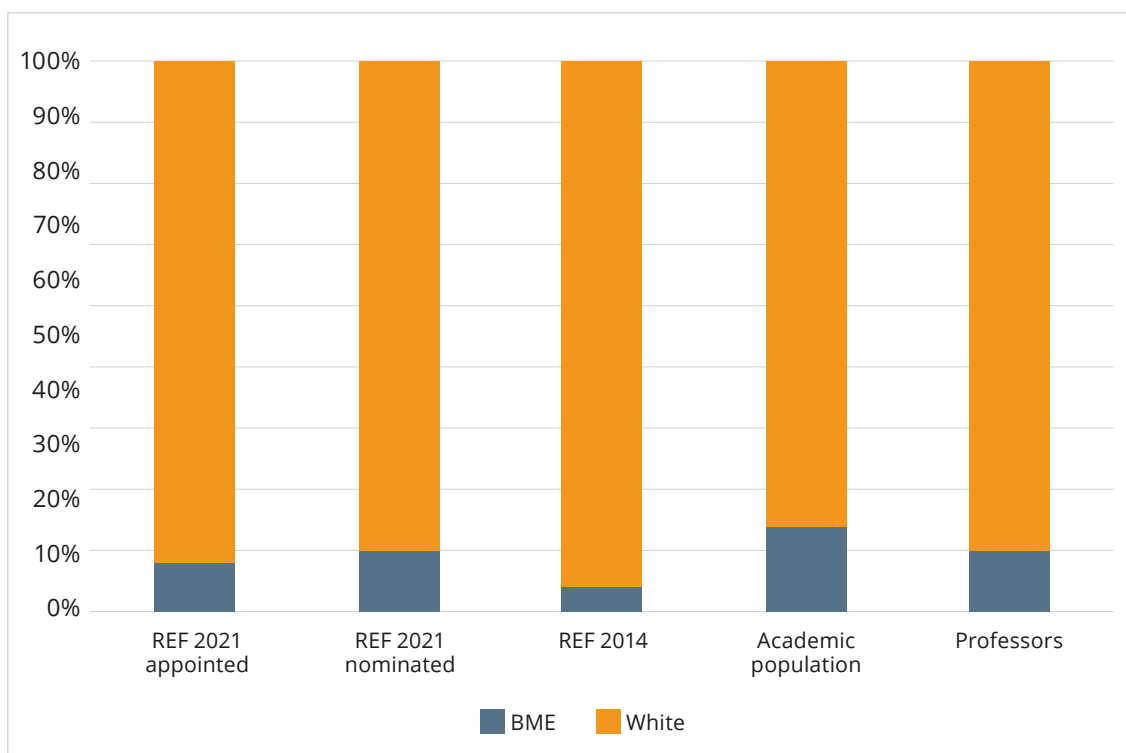
25. The white population in the appointed pool is two percentage points greater than in the nominated pool for 2021 membership; however, this difference is not statistically significant. Across all ethnicity categories, the values indicate there is no significant difference between the nominated and appointed pools; however, when looking at selection rate, the lowest rate is observed for those from black backgrounds.

26. There is little variation across main panels when comparing the percentage difference between nominees and appointees, although Main Panels C and D show the least difference with an increase of 1 percentage point in the white population between the appointed and nominated pools compared with 3 in A and 4 in B.

27. The data on ethnic background indicate limited progress has been made in increasing the representativeness of the panel membership, and that more work is required to address this at both the nomination and appointment stages.

28. An intersectional analysis of gender and ethnicity reveals no significant differences between the appointed membership and nominee pool.

29. Analysis of age and ethnicity shows that for all ethnicities, appointed members are slightly older, and statistical tests indicate that the difference in the age of appointees compared with nominees across both white and non-white groups is significant. 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 31 to 34 for more detailed analysis of age.

Disability

30. The data for disability (Annex B, section 4) suggest improvements have been made in increasing representativeness. The proportion of appointees reporting a disability has increased by 4 percentage points since the 2014 exercise, 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 also greater than the percentages in the comparator HESA populations of permanent academic staff (4%) and permanent professors (3%); however, the difference is statistically significant in the latter case only.

Age

Figure 4. Age of REF 2021 panel membership and comparator populations
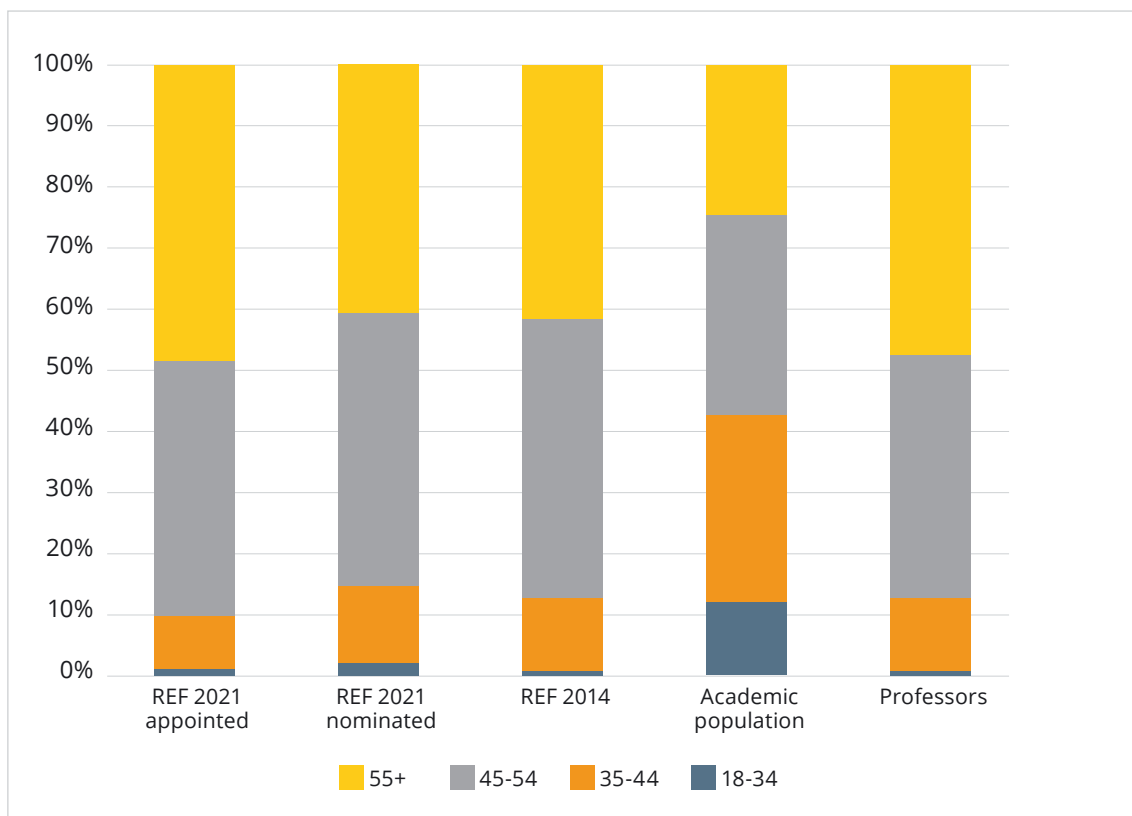
31. The age distribution of the appointed pool suggests a slightly older group than the nominated pool, 2014 membership and permanent academic staff population (Annex B, section 5). There are fewer differences with the age profile of the permanent professor population.

32. While 43% of the permanent staff population is under 45, individuals in this age bracket make up only 14% of nominees and 10% of the panel membership. This difference is considerably smaller when compared with the population of permanent professors, where under 45s make up 12% of the population.

33. The largest difference can be seen among those over 55, who make up 49% 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 (47%).

34. Main Panel A had the largest difference between the percentage of members under 45 (8%) and members over 55 (55%). Main Panel B showed the least variation between the age groups represented in the nominated and appointed pools.

Religion

35. In all populations, excluding the appointed panel membership, the largest group identified with 'No religion' followed by 'Christianity'. In the appointed population, there are roughly equal numbers in these two groups. The appointed population has a larger proportion of members (1 in 4) in other religious or belief groups (i.e. not Christian or No religion) than all other populations (Annex B, section 6).

36. In the appointed pool, Christians are the largest group in Main Panels A and B. Whereas those identifying with 'No religion' is the largest group in Main Panel C. The combined proportion of 'No religion' and Christian follow the proportion for the overall population of appointed members, apart from Main Panel A which has fewer members of other religions or beliefs.

37. There are notable differences by religion in the appointed pool compared with the nominated, 2014 and comparator HESA pools. 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' (63% and 74% respectively). This figure is significantly lower amongst the nominated and appointed pools (5% and 6% respectively). Additionally, the data should be treated with caution due to differences in the available response categories (including that the categories for the appointed membership included 'atheist').

Sexual orientation

Figure 5. Sexual orientation of REF panel membership and comparator populations (focused on 20% of population)
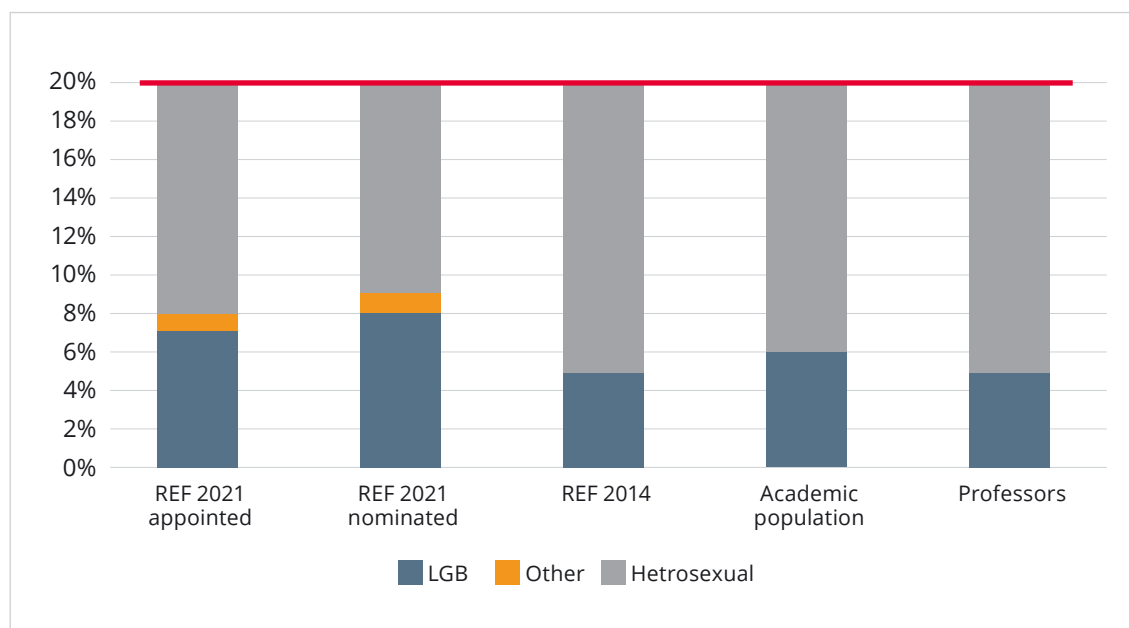
38. There has been a significant increase of two percentage points in the proportion of appointed panel members describing themselves as 'LGB' between REF 2014 and REF2021. LGB representation on the REF panels is also significantly higher than in the HESA professors population (but not than in the general academic population) (Annex B, section 7).

39. In each REF population, Main Panel B has the highest proportion of heterosexual members (98%) and Main Panel D the lowest (88%). There were differences in the proportions of those who 'Prefer not to say' across the main panels, especially in the appointed pool (11% in A, 20% in B, 16% in C and 19% in D).

40. The response rate to this question for appointed members was 83%. This compares to 33% for the main HESA population who provided information on their sexual orientation.

Pregnancy, parental leave and caring responsibilities

41. 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

42. 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 (3% vs. 8%).

Parental leave

43. There are no notable differences between proportions of members who took leave between the nominated and appointed populations (Annex B, section 9). Similarly for the number responding 'Prefer not to say'. The most common type of leave taken was maternity leave. Due to very small numbers in the main panel data, comparative analysis by main panel is not possible.

Caring responsibilities

44. These data were collected only in the REF 2021 surveys.

45. 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 ca. 45%. In the nominated pool, Main Panel B had a higher proportion of members with no caring responsibilities. In the appointed pool, it was Main Panel A.

46. The most common type of carer across all main panels was as a primary carer of a child under the age of 18 (28% of appointees and 26% of nominees). Those falling into other categories of carer made up 17% of appointees and 20% of the nominated pool.

Conclusions

47. The data indicate clear improvements in the representativeness of panel members in terms of sex, disability, and sexual orientation since the previous exercise. They also indicate where progress has been more limited, in terms of ethnicity in particular.

48. When comparing the appointed membership with the pool of nominees, the proportions for many of the protected characteristics remain broadly consistent – slightly higher

female representation in the appointed pool (4 percentage points) and slightly lower BME representation (2 percentage points). The more considerable differences are observed for age, with greater proportions of the appointed pool in the older age groups, and for religion or belief.

49. The data show that representation on the panels exceeds or is comparable with that in the current permanent academic populations in terms of sex, disability and sexual orientation. The proportion of women on the REF 2021 panels exceeds that of the comparator HESA populations, by a significant margin (19 percentage points) in the case of permanent professors. However, the figures relating to ethnicity show that the pool of nominees is broadly consistent with population of permanent professors, but is lower than the permanent academic population. When combined with the decrease in proportion between nominees and appointees, this results in decreased representativeness in comparison with both populations.

50. This analysis indicates that good progress has been made in a number of areas in increasing the representativeness of the panels, but that further work is required to increase the representation of those from BME backgrounds both in the pool of nominees and in the appointed panel membership.

Recommendations

51. In its review of the equality and diversity templates completed by the nominating bodies[9], EDAP has made a number of recommendations on how to improve the nominations process. These are directed at both the nominating bodies and the four UK higher education funding bodies and include:

For funding bodies

- Provide clearer guidance on what is meant by 'equality and diversity issues'.

- Clarify which types of organisation are eligible to nominate candidates. Any organisation, association, interest or advocacy group with an interest in REF is eligible to nominate, even if relatively small, and even if they have not previously made nominations.

- Clarify within the template guidance that only organisational information in the context of equality and diversity is required. Several organisations provided us with information on their infrastructure, finances, etc.

- Review the accessibility of the call for nominations and accompanying material, ensuring including that it is fully understandable by those who are less familiar with the process.

- Clarify in the guidance that nominating bodies should not include potentially identifying personal data about nominees' protected characteristics, and that this information will be collected centrally by the REF team in an anonymous survey.

- Provide further information on how nominating bodies might want to use the contextual information and data on equality and diversity characteristics of the wider HE sector, provided by the funding bodies.

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9. Available on www.ref.ac.uk, under 'Publications'.

- Clarify for nominating bodies what might constitute positive action (e.g. requiring nominations of both men and women), and what constitutes discriminatory practice (e.g. nominating only men from a set of eligible male and female nominees).

- Provide more detailed information on the types of reasonable adjustments that can be made in relation to panel meetings to provide encouragement for individuals with a disability or caring responsibilities.

- Re-design the template so that it is more structured, with more sub-sections and more detailed guidance on the information required for each sub-section.

- Clearly state that nominations will only be accepted where accompanied by a statement setting out how equality and diversity has been taken into account in the nominating body's selection processes.

For nominating bodies

- Very small organisations, or those who do not normally nominate to such exercises, might wish to consider working with one or more other nominating bodies with similar interests in order to address the suggested improvements in process that follow.

- Circulate the call for nominees as widely as possible, going beyond the usual individuals, groups, and seniority levels. It has been noted that barriers to progression for those in certain under-represented groups (such as BME), may mean that they have the right experience without having attained the usual markers of seniority.

- Consider the full range of protected characteristics when developing nominations processes and encouraging interest from individuals.

- Consider the diversity of the panel or set of individuals involved in the selection process.

- Provide information to potential nominees about how the organisation will go about the selection process and what criteria they will use.

- Consider offering feedback to individuals considered for nominations but not put forward to the funding bodies.

- When completing the template, provide clearer and directly relevant information in response to each question, rather than outline general processes or simply link to an existing policy.

- In addition, make it clearer how any provided contextual information has been used to inform the organisation's approach to identifying and selecting between nominees.

52. In addition, there are a number of measures that may help to improve the selection process and increase the representativeness of the appointed panels:

a. The unconscious bias training offered to panel chairs at the start of the criteria-setting phase should be extended to those involved in the selection of assessment-phase panel members and a mandatory refresher course provided for panel chairs. Where areas for improvement have been identified, the training should be adapted to address those specific issues.

b. For the assessment phase, a wider group of individuals should be involved in the selection of additional panel members. EDAP should provide advice to the panels on how best to constitute a representative selection panel. This should include guidance on ensuring that the burden does not fall disproportionately on those members with protected characteristics.

Annex A: Equality monitoring form for REF panels

Page 1. Equality and Diversity Data Collection

The purpose of this survey is to collect information regarding equality and diversity within the applicant or nominations 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 applicants or 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 purpose 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.

Page 2. Equality and Diversity Data Collection

1. 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 Irish – 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:

[ ]

2. 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?

[ ]

3. How would you describe yourself?

☐ Female

☐ Male

☐ In another way

☐ Prefer not to say

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

☐ No

☐ Yes

☐ Prefer not to say

5. 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

6. Which group do you most identify with?

- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ No religion
- ☐ Sikh
- ☐ Prefer not to say
- ☐ Other (please specify):

[   ]

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

- ☐ Bisexual
- ☐ Gay / lesbian woman
- ☐ Gay man
- ☐ Heterosexual / straight
- ☐ Prefer not to say
- ☐ Other (please specify):

[   ]

8. Are you currently pregnant?

- ☐ No
- ☐ Yes
- ☐ Prefer not to say

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

3. Thank You Page

• You have completed this survey.

Thank you for taking the time to answer this survey.

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 nominated panel members

   - REF 2014 panel members[10]

   - UK permanent academic staff[11]

   - UK permanent academic staff with a senior position[12]

5. The analysis uses responses of REF 2021 nominated and appointed panel members as at September 2018.

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10. 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).
11. As returned to the 2017-18 HESA Staff record (www.hesa.ac.uk/collection/c17025). It consists of all staff actively employed at a UK higher education institution, on the HESA census date of 1 December 2017, 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.
11. 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.

6.   The form also requested information on caring responsibilities.

7.   For gaining more insights on gender differences across subjects, we map HESA data to the four main panels by using the main current academic discipline[13] associated to the staff member. We extract 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	74%	77%
RELBLF	Religion or belief	52%	64%
SEXORT	Sexual orientation	54%	64%

10. To ensure anonymity, all tables show rounded figures. Responses are rounded to the nearest five but suppressed when lower than five[14]. These cases are flagged by a period ('.'). Percentages are computed on unrounded numbers[15], 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.

13.   See https://www.hesa.ac.uk/collection/c17025/a/curaccdis for a detailed description of this field.
14.   This implies that a 0 can be interpreted as an actual 0 and not as a rounded 2 or 1.
15.   This implies that percentages might not always add up to 100.

Section 1. Sex

1.   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 2017/18 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 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
Group	No.	%	No.	%	No.	%	No.	%	No.	%
Female	265	45	870	41	230	33	51,295	43	4,760	26
Male	325	55	1,260	59	460	67	66,705	57	13,385	74
In another way	0	0	.	0	N/A	0	25	0	.	0
Known total	590		2,130		690		118,025		18,140	
Prefer not to say	5	1	20	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 academics in the HESA 2017/18 Staff record	
Main panel	Group	No.	%	No.	%	No.	%	No.	%	No.	%
A	Female	55	44	230	43	50	32	18,170	53	1,545	29
A	Male	75	56	310	57	105	68	16,035	47	3,770	71
A	In another way	0	0	0	0	N/A	0	5	0	.	0
A	Known total	130		540		150		34,210		5,315	
A	Prefer not to say	0	0	.	1	.	3				
B	Female	40	32	80	21	35	23	5,060	21	655	13
B	Male	85	68	310	79	115	77	19,350	79	4,355	87
B	In another way	0	0	.	0	N/A	0	5	0	.	0
B	Known total	120		395		150		24,415		5,010	
B	Prefer not to say	.	0	.	1	.	3				

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 academics in the HESA 2017/18 Staff record	
		No.	%	No.	%	No.	%	No.	%	No.	%
C	Female	85	45	250	41	65	33	17,545	47	1,565	31
C	Male	100	55	365	59	135	67	19,465	53	3,405	69
C	In another way	0	0	0	0	N/A	0	5	0	.	0
C	Known total	185		620		200		37,015		4,970	
C	Prefer not to say	.	0	.	1	.	3				
D	Female	85	55	305	53	80	42	10,245	47	980	35
D	Male	70	45	275	47	110	58	11,460	53	1,835	65
D	In another way	0	0	0	0	N/A	0	10	0	.	0
D	Known total	155		580		185		20,985		2,680	
D	Prefer not to say	.	3	.	1	.	3				
N/A	Female							275	41	10	30
N/A	Male							295	59	25	70
N/A	In another way							0	0	0	0
N/A	Known total							670		35	
N/A	Prefer not to say										

Section 2. Gender reassignment

2.   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 2017/18 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 2017/18 Staff record		Permanent professors in the HESA 2017/18 Staff record	
	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	590	100	2,125	100	675	100	27,800	100	3,710	100
No	.	0	5	0	0	0	120	0	10	0
Known total	590		2,130		675		27,925		3,720	
Prefer not to say	5	1	25	1	25	4	90,105	76	14,425	80

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	Yes	130	100	540	100	145	100
A	No	0	0	0	0	0	0
A	Known total	130		540		145	
A	Prefer not to say	.	0	.	1	10	6
B	Yes	120	100	395	100	145	100
B	No	0	0	0	0	0	0
B	Known total	120		395		145	
B	Prefer not to say	.	0	5	1	5	3
C	Yes	185	99	620	99	200	100
C	No	.	0	.	1	0	0
C	Known total	185		620		200	
C	Prefer not to say	.	3	10	2	5	2
D	Yes	155	99	575	100	185	100
D	No	.	0	.	0	0	0
D	Known total	155		575		185	
D	Prefer not to say	.	0	5	1	5	3

Section 3. Ethnicity

3.   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 2017/18 Staff record field:	Ethnicity, on the basis of their own self-assessment

Group	REF 2021 appointed panel membership No.	REF 2021 appointed panel membership %	REF 2021 nominated panel membership No.	REF 2021 nominated panel membership %	REF 2014 appointed panel membership No.	REF 2014 appointed panel membership %	Permanent academics in the HESA 2017/18 Staff record No.	Permanent academics in the HESA 2017/18 Staff record %	Permanent professors in the HESA 2017/18 Staff record No.	Permanent professors in the HESA 2017/18 Staff record %
Asian	30	5	135	6	15	2	9,295	8	1,155	7
Black	.	0	30	1	.	1	1,860	2	115	1
Mixed	5	1	5	0	5	1	2,005	2	210	1
Other	5	1	35	2	.	1	2,080	2	270	2
White	540	92	1,915	90	655	96	95,725	86	15,060	90
Known total	590		2,125		680		110,965		16,810	
Prefer not to say	10	2	30	1	20	3	7,060	6	1,330	7

Main panel	Group	REF 2021 appointed panel membership No.	REF 2021 appointed panel membership %	REF 2021 nominated panel membership No.	REF 2021 nominated panel membership %	REF 2014 appointed panel membership No.	REF 2014 appointed panel membership %
A	Asian	5	4	40	7	.	3
A	Black	0	0	10	2	0	0
A	Mixed	.	0	.	0	0	0
A	Other	.	0	.	1	0	0
A	White	120	93	485	90	145	98
A	Known total	130		535		150	
A	Prefer not to say	0	0	5	1	5	3
B	Asian	5	4	30	7	5	3
B	Black	0	0	.	1	0	0
B	Mixed	.	0	.	0	.	0
B	Other	0	0	10	3	.	0
B	White	115	93	350	90	140	95
B	Known total	120		390		145	
B	Prefer not to say	.	0	5	1	5	3
C	Asian	10	5	45	7	.	3
C	Black	.	0	10	2	.	0
C	Mixed	.	0	.	0	.	0
C	Other	5	3	15	2	.	0
C	White	165	90	550	89	190	96
C	Known total	180		620		200	
C	Prefer not to say	5	3	10	2	5	2
D	Asian	10	7	25	5	.	0
D	Black	0	0	10	2	.	0
D	Mixed	.	0	.	0	.	3
D	Other	.	0	10	2	.	0
D	White	140	93	530	92	175	96
D	Known total	155		580		185	
D	Prefer not to say	.	3	5	1	5	3

Section 4. Disability

4. '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 2017/18 Staff record field:	Disability, 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.	%
Yes	30	5	105	5	10	1	4,850	4	585	3
No	560	95	2,005	95	675	98	109,730	96	17,020	97
Unsure	N/A	0	N/A	0	.	1	N/A	0	N/A	0
Known total	590		2,110		690		114,580		17,600	
Prefer not to say	5	1	45	2	10	1	3,445	3	540	3

		REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
Main panel	Group	No.	%	No.	%	No.	%
A	Yes	5	4	30	6	.	0
A	No	125	95	505	94	150	99
A	Unsure	N/A	0	N/A	0	.	0
A	Known total	130		535		150	
A	Prefer not to say	0	0	5	1	.	3
B	Yes	5	4	10	3	.	0
B	No	115	95	380	97	145	98
B	Unsure	N/A	0	N/A	0	.	0
B	Known total	120		395		150	
B	Prefer not to say	.	0	5	1	.	0
C	Yes	10	5	35	6	5	2
C	No	175	95	575	94	195	98
C	Unsure	N/A	0	N/A	0	0	0
C	Known total	185		610		200	
C	Prefer not to say	.	0	20	3	.	2
D	Yes	10	7	25	4	.	3
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

5. 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 2017/18 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	75	0	0	0
25-34	.	1	20	1	.	0	13,915	12	30	0
35-44	50	9	280	13	80	12	36,340	31	2,155	12
45-54	245	42	960	45	315	46	38,690	33	7,320	40
55-64	250	42	730	34	290	42	25,140	21	6,975	38
65+	40	7	135	6			3,870	3	1,660	9
Known total	590		2,130		690		118,025		18,140	
Prefer not to say	10	2	25	1	10	1				

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	18-24	0	0	0	0	0	0
A	25-34	.	0	5	1	0	0
A	35-44	10	8	55	10	15	10
A	45-54	45	34	240	44	75	49
A	55-64	65	51	215	39	60	40
A	65+	5	4	30	5		
A	Known total	130		540		150	
A	Prefer not to say	.	0	.	0	.	3
B	18-24	0	0	0	0	0	0
B	25-34	0	0	.	0	0	0
B	35-44	10	8	45	11	15	10
B	45-54	50	41	155	40	75	51
B	55-64	50	43	160	40	60	39
B	65+	10	8	35	8		
B	Known total	120		395		150	
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	15	8	95	16	20	11
C	45-54	80	44	285	46	90	45
C	55-64	75	40	190	31	90	44
C	65+	15	8	40	6		
C	Known total	185		620		200	
C	Prefer not to say	.	3	10	2	.	2
D	18-24	0	0	.	0	0	0
D	25-34	.	0	10	2	0	0
D	35-44	15	10	85	15	30	15
D	45-54	70	47	280	48	80	41
D	55-64	55	36	165	29	80	44
D	65+	10	6	35	6		
D	Known total	155		575		190	
D	Prefer not to say	.	0	5	1	.	0

Section 6. Religion and belief

6.   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 2017/18 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	205	36	1,105	54	355	55	21,580	49	2,435	51
Buddhist	.	0	20	1	5	1	530	1	50	1
Christian	215	38	770	38	260	40	16,955	39	1,795	37
Hindu	.	0	20	1	.	0	750	2	65	1
Jewish	10	2	40	2	15	2	480	1	90	2
Muslim	10	2	35	2	5	1	1,200	3	90	2
Sikh	0	0	5	0	.	0	140	0	20	0
Other	120	21	40	2	10	2	2,000	5	255	5
Known total	565		2,035		645		43,635		4,800	
Prefer not to say	35	6	115	5	55	8	74,390	63	13,340	74

Main panel	Group	REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%	No.	%
A	No religion	40	32	250	48	75	51
A	Buddhist	0	0	.	1	0	0
A	Christian	65	48	230	44	65	45
A	Hindu	0	0	5	1	0	0
A	Jewish	.	0	5	1	.	3
A	Muslim	.	4	15	3	.	0
A	Sikh	0	0	.	0	0	0
A	Other	20	15	15	3	.	0
A	Known total	130		520		145	
A	Prefer not to say	.	0	25	4	10	6
B	No religion	35	33	200	52	65	45
B	Buddhist	.	0	5	1	.	0
B	Christian	45	40	155	40	65	46
B	Hindu	.	0	.	1	.	0
B	Jewish	.	0	5	1	.	4
B	Muslim	.	0	10	3	.	0
B	Sikh	0	0	.	0	0	0
B	Other	25	23	5	1	.	4
B	Known total	110		380		140	
B	Prefer not to say	10	8	15	4	10	7
C	No religion	75	41	345	57	115	60
C	Buddhist	.	0	5	1	.	3
C	Christian	55	30	205	34	70	36
C	Hindu	0	0	10	2	0	0
C	Jewish	5	3	10	2	.	3
C	Muslim	.	0	10	2	.	0
C	Sikh	0	0	.	0	0	0
C	Other	40	24	10	2	.	0
C	Known total	175		600		190	
C	Prefer not to say	10	5	30	5	15	7
D	No religion	55	37	315	59	105	60
D	Buddhist	0	0	5	1	.	0
D	Christian	55	37	180	34	65	36
D	Hindu	0	0	.	0	0	0
D	Jewish	.	0	15	3	.	3
D	Muslim	.	3	.	1	.	0
D	Sikh	0	0	.	0	.	0
D	Other	35	23	10	2	.	0
D	Known total	145		535		175	
D	Prefer not to say	10	6	45	8	15	8

Section 7. Sexual orientation

7. 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 whether any of the following apply to you.
HESA 2017/18 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.	%
LGB	35	7	165	8	30	5	2,455	6	240	5
Other	.	1	15	1	.	0	210	0	15	0
Heterosexual	460	93	1,765	91	600	95	39,420	94	4,445	95
Known total	495		1,940		630		42,085		4,700	
Prefer not to say	100	17	210	10	70	10	75,940	64	13,440	74

		REF 2021 appointed panel membership		REF 2021 nominated panel membership		REF 2014 appointed panel membership	
Main panel	Group	No.	%	No.	%	No.	%
A	LGB	5	4	30	6	5	4
A	Other	0	0	.	0	.	0
A	Heterosexual	110	95	475	94	135	94
A	Known total	115		505		140	
A	Prefer not to say	15	11	35	7	15	10
B	LGB	.	0	10	3	0	0
B	Other	0	0	10	3	0	0
B	Heterosexual	95	98	350	95	135	100
B	Known total	100		365		135	
B	Prefer not to say	25	20	35	8	15	10
C	LGB	10	6	60	11	10	5
C	Other	.	0	.	0	0	0
C	Heterosexual	145	92	500	89	175	95
C	Known total	155		565		185	
C	Prefer not to say	30	16	65	11	20	11
C	Prefer not to say	.	3	10	2	.	2
D	LGB	15	12	65	13	15	9
D	Other	.	0	.	0	.	0
D	Heterosexual	110	88	440	87	155	92
D	Known total	125		510		170	
D	Prefer not to say	30	19	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 2017/18 Staff record field:	Not recorded

Group	REF 2021 appointed panel membership No.	%	REF 2021 nominated panel membership No.	%	REF 2014 appointed panel membership No.	%
Yes	.	1	.	0	.	0
No	580	99	2,115	100	640	100
Known total	585		2,120		645	
Prefer not to say	15	3	35	2	55	8

Main panel	Group	REF 2021 appointed panel membership No.	%	REF 2021 nominated panel membership No.	%	REF 2014 appointed panel membership No.	%
A	Yes	.	0	.	0	0	0
A	No	125	98	535	100	140	100
A	Known total	130		535		140	
A	Prefer not to say	.	0	5	1	15	10
B	Yes	0	0	.	0	0	0
B	No	120	100	390	100	135	100
B	Known total	120		395		135	
B	Prefer not to say	.	4	5	1	15	10
C	Yes	0	0	.	0	.	0
C	No	185	100	620	100	190	99
C	Known total	185		620		190	
C	Prefer not to say	.	3	10	2	15	7
D	Yes	.	0	.	0	.	0
D	No	150	99	570	100	175	99
D	Known total	150		570		175	
D	Prefer not to say	5	3	10	2	15	8

Section 9. Parental leave

8. 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 2017/18 Staff record field:	Whether any parental leave was taken during the reporting year

Group	Type	REF 2021 appointed panel membership No.	%	REF 2021 nominated panel membership No.	%
Yes	Adoption leave	0	0	.	0
Yes	Extended paternity leave	0	0	.	0
Yes	Maternity leave	.	1	20	1
Yes	Shared parental leave	0	0	10	0
No	None	575	99	2,080	98
Known total		580		2,115	
Prefer not to say	Prefer not to say	15	3	40	2

Main panel	Group		REF 2021 appointed panel membership No.	%	REF 2021 nominated panel membership No.	%
A	Yes	Adoption leave	0	0	.	0
A	Yes	Extended paternity leave	0	0	.	0
A	Yes	Maternity leave	.	0	.	1
A	Yes	Shared parental leave	0	0	5	1
A	No	None	130	99	525	98
A	Known total		130		535	
A	Prefer not to say	Prefer not to say	0	0	5	1
B	Yes	Adoption leave	0	0	0	0
B	Yes	Extended paternity leave	0	0	0	0
B	Yes	Maternity leave	.	0	.	1
B	Yes	Shared parental leave	0	0	.	0
B	No	None	120	99	385	99
B	Known total		120		390	
B	Prefer not to say	Prefer not to say	.	0	10	3

Note: This table is continued overleaf

			REF 2021 appointed panel membership		REF 2021 nominated panel membership	
C	Yes	Adoption leave	0	0	.	0
C	Yes	Extended paternity leave	0	0	.	0
C	Yes	Maternity leave	.	0	.	1
C	Yes	Shared parental leave	0	0	.	0
C	No	None	180	99	605	99
C	Known total		180		615	
C	Prefer not to say	Prefer not to say	10	5	15	2
D	Yes	Adoption leave	0	0	.	0
D	Yes	Extended paternity leave	0	0	.	0
D	Yes	Maternity leave	.	0	5	1
D	Yes	Shared parental leave	0	0	.	0
D	No	None	150	99	565	98
D	Known total		150		575	
D	Prefer not to say	Prefer not to say	5	3	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 2017/18 Staff record field:	Not recorded

	REF 2021 appointed panel membership		REF 2021 nominated panel membership	
Group	No.	%	No.	%
Primary carer of a child under the age of 18	160	28	545	26
Primary carer of a disabled child under the age of 18	.	0	15	1
Primary carer of a disabled adult over the age of 18	.	0	20	1
Primary carer of an adult over the age of 65	15	3	55	3
Carer of multiple listed above	20	4	95	4
Secondary carer	60	10	240	11
Carer total	260	45	970	46
None	320	55	1,120	54
Known total	580		2,090	
Prefer not to say	20	3	60	3

Main panel	Group	REF 2021 appointed panel membership		REF 2014 appointed panel membership	
		No.	%	No.	%
A	Primary carer of a child under the age of 18	30	23	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	0	5	1
A	Primary carer of an adult over the age of 65	5	4	20	4
A	Carer of multiple listed above	.	4	25	5
A	Secondary carer	10	8	55	11
A	Carer total	50	37	250	48
A	None	80	63	280	52
A	Known total	130		530	
A	Prefer not to say	.	0	10	2
B	Primary carer of a child under the age of 18	35	28	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	0	10	3
B	Carer of multiple listed above	.	4	10	3
B	Secondary carer	15	13	50	13
B	Carer total	50	45	155	40
B	None	65	55	230	60
B	Known total	120		385	
B	Prefer not to say	.	4	15	4
C	Primary carer of a child under the age of 18	55	30	165	27
C	Primary carer of a disabled child under the age of 18	0	0	5	1
C	Primary carer of a disabled adult over the age of 18	.	0	5	1
C	Primary carer of an adult over the age of 65	.	3	15	2
C	Carer of multiple listed above	10	6	30	5
C	Secondary carer	20	11	75	13
C	Carer total	85	48	295	48
C	None	95	52	315	52
C	Known total	180		605	
C	Prefer not to say	5	3	25	4
D	Primary carer of a child under the age of 18	45	30	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	0	5	1
D	Primary carer of an adult over the age of 65	5	3	15	3
D	Carer of multiple listed above	5	3	25	5
D	Secondary carer	15	10	55	10
D	Carer total	70	48	270	48
D	None	80	52	300	52
D	Known total	150		570	
D	Prefer not to say	5	3	15	3

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

Mapping of JACS principal subject to REF 2021 Main Panel									
REF 2021 Main Panel	JACS principal subject codes								
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									