

Credibility reporting definitions

Purpose: This document is designed to support re-creation of the Credibility report output tables and should not be used in isolation. It is recommended that this document is used with reference to both the Derived field specifications and the field list and details pages of the [C20025 Staff record coding manual](#).

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Person

Number of staff by nationality and sexual identification (NAT1)

Population: No additional population restrictions applied.

Label	XNAT01 valid entry
United Kingdom (including Guernsey, Jersey and Isle of Man)	1
European Union countries	2
Other European Economic Area countries	4
Other Non-European Union countries	5
Not Known	9

Label	Person.SEXID valid entry
Female	2
Male	1
Other	3

Number of staff (excluding atypical) by age and sexual identification (AGE1)

Population:

Population criteria:	Description
XPOPP01 = 1	Person counted within 1 December population

Label	XAGRPB01 valid entry
Under 21	1
21 to 30	2, 3
31 to 40	4, 5
41 to 50	6, 7
51 to 60	8, 9
61 to 65	A
Over 65	B

Label	Person.SEXID valid entry
Female	2
Male	1
Other	3

Number of staff with only atypical contracts by age and sexual identification (AGE2)

Population:

Population criteria:	Description
XPOPPA01 = 1	Person counted within atypical population
XACMRK01 = 1	Academic contract

Label	XAGRPB01 valid entry
Under 21	1

21 to 30	2, 3
31 to 40	4, 5
41 to 50	6, 7
51 to 60	8, 9
61 to 65	A
Over 65	B

Label	Person.SEXID valid entry
Female	2
Male	1
Other	3

Proportion of staff (excluding atypical) by disability as at 1 December (DISB1P)

Population:

Population criteria:	Description
XPOPP01 = 1	Person counted within 1 December population

Label	Person.DISABLE valid entry
00 - No known disability	00
08 - Two or more impairments and/or disabling medical conditions	08
51 - A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	51
52 - General learning disability (such as Down's syndrome)	52
53 - A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	53
54 - A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	54
55 - A mental health condition, such as depression, schizophrenia or anxiety disorder	55
56 - A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	56
57 - Deaf or serious hearing impairment	57
58 - Blind or a serious visual impairment uncorrected by glasses	58
96 - A disability, impairment or medical condition that is not listed above	96
97 - Information refused	97
99 - Not Available	99

Summary of staff (excluding atypical) by disability as at 1 December (DISB2)

Population:

Population criteria:	Description
XPOPP01 = 1	Person counted within 1 December population

Label	Person.DISABLE valid entry
Known to be disabled	08, 51, 52, 53, 54, 55, 56, 57, 58, 96
No known disability	00
Unknown	97, 99

Number of academic teaching qualifications as at 1 December (ATQ3)

Population:

Population criteria:	Description
XPOPP01 = 1	Person counted within 1 December population
Contract.ACEMPFUN = 1 or 3	Academic non-atypical contract that involves teaching.
Contract.TERMS = 1 or 2	Non-atypical contract

Label	Person.ACTCHQUAL valid entry
01 - Successfully completed an institutional provision in teaching in the higher education sector accredited against the UK Professional Standards Framework	01
07 - Holder of a PGCE in higher education, secondary education, further education, life long learning or any other equivalent UK qualification	07
08 - Accredited as a teacher of their subject by a professional UK body	08
09 - Other UK accreditation or qualification in teaching in the higher education sector	09
10 - Overseas accreditation or qualification for any level of teaching	10
11 - Recognised by Advance HE as an Associate Fellow against Descriptor 1 of the UKPSF	11
12 - Recognised by Advance HE as a Fellow against Descriptor 2 of the UKPSF	12
13 - Recognised by Advance HE as a Senior Fellow against Descriptor 3 of the UKPSF	13
14 - Recognised by Advance HE as a Principal Fellow against Descriptor 4 of the UKPSF	14
15 - Recognised by SEDA against Descriptor 1 of the UKPSF	15
16 - Recognised by SEDA against Descriptor 2 of the UKPSF	16
90 - Not known	90
99 - No academic teaching qualification held	99

Staff FPE for ethnicity by mode of employment and academic marker (ETH4)

Population:

Population criteria:	Description
XPOPC01 = 1	Contract counted within 1 December population

Label	Person.ETHNIC valid entry
Ethnic minority	21, 22, 29, 31, 32, 33, 34, 39, 41, 42, 43, 49, 50, 80

White	10, 13, 14, 15, 19
Not known	90, 98, 99

Label	XACMRK01 valid entry
Academic	1
Non-academic / Not applicable	2

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Atypical staff FPE for ethnicity (ETH5)

Population:

Population criteria:	Description
XPOPPA01 = 1	Person counted within atypical population
XACMRK01 = 1	Academic contract

Label	Person.ETHNIC valid entry
Ethnic minority	21, 22, 29, 31, 32, 33, 34, 39, 41, 42, 43, 49, 50, 80
White	10, 13, 14, 15, 19
Not known	90, 98, 99

Staff FPE (excluding atypical) by previous employment for staff as at 1 December and new starters (PREV3)

Population:

Population criteria:	Description
Staff as at 1 December: XPOPP01 = 1	Person counted within 1 December population
New starters: XPOPPA01 = 0 XNEWSTAFFMRK = 1	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1).

Label	Person.PREVEMP valid entry
01 - Another HEI in the UK	01
02 - HEI in an overseas country	02
03 - Other education provider in the UK	03
04 - Other education provider in an overseas country	04
05 - Research provider in the UK	05
06 - Research provider overseas	06
07 - Student in the UK	07

08 - Student in an overseas country	08
09 - NHS/General medical or General dental practice in the UK	09
10 - Health service in an overseas country	10
11 - Other public sector in the UK	11
12 - Private industry/commerce in the UK	12
13 - Self-employed in the UK	13
14 - Other employment in the UK	14
15 - Other employment in an overseas country	15
16 - Working in a research institute (private) in the UK	16
17 - Working in a research institute (private) in an overseas country	17
18 - Working in a research institute (public) in the UK	18
19 - Working in a research institute (public) in an overseas country	19
20 - Working in the voluntary sector	20
21 - Not in regular employment	21
22 - Working in the voluntary sector in the UK	22
23 - Working in the voluntary sector in an overseas country	23
99 - Not known	99

Label	XACMRK01 valid entry
Academic	1
Non-academic / Not applicable	2

Staff FPE (excluding atypical) for activity after leaving (ACTL3)

Population:

Population criteria:	Description
XACTSOC01 = 1, 2 or 3	SOC2010 major groups 1-3

Label	Person.ACTLEAVE valid entry
Working in a higher education provider	01
Working in another education provider	02
Working in a research institute (private)	03
Working in a research institute (public)	04
NHS/General medical practice/General dental practice	05
Working in another public sector organisation	06
Working in voluntary sector	07
Working in the private sector	08
Self-employed	09
Registered as a student	10
Retired	11
Not in regular employment	12
Not known	90, 91, 92

Staff FPE (excluding atypical) by previous employment and activity after leaving for staff who have left during the reporting period (PREV4)

Population:

Population criteria:	Description
XACTSOC01 = 1, 2 or 3	SOC2010 major groups 1-3
Person.DATELEFT >= '01-AUG-(Y1)'	Date left is on or after 1 August 20(Y1)
Contract.TERMS = 1 or 2	Non-atypical contract

Label	Person.PREVEMP valid entry
01 - Another HEI in the UK	01
02 - HEI in an overseas country	02
03 - Other education provider in the UK	03
04 - Other education provider in an overseas country	04
05 - Research provider in the UK	05
06 - Research provider overseas	06
07 - Student in the UK	07
08 - Student in an overseas country	08
09 - NHS/General medical or General dental practice in the UK	09
10 - Health service in an overseas country	10
11 - Other public sector in the UK	11
12 - Private industry/commerce in the UK	12
13 - Self-employed in the UK	13
14 - Other employment in the UK	14
15 - Other employment in an overseas country	15
16 - Working in a research institute (private) in the UK	16
17 - Working in a research institute (private) in an overseas country	17
18 - Working in a research institute (public) in the UK	18
19 - Working in a research institute (public) in an overseas country	19
20 - Working in the voluntary sector	20
21 - Not in regular employment	21
22 - Working in the voluntary sector in the UK	22
23 - Working in the voluntary sector in an overseas country	23
99 - Not known	99

Label	Person.ACTLEAVE valid entry
Working in a higher education provider	01
Working in another education provider	02
Working in a research institute (private)	03
Working in a research institute (public)	04
NHS / General medical practice / General dental practice	05
Working in another public sector organisation	06
Working in voluntary sector	07
Working in the private sector	08
Self-employed	09
Registered as a student	10

Retired	11
Not in regular employment	12
Not known	90

Number of governors by age and sexual identification (GOV1)

Population:

Population criteria:	Description
GOVFLAG = 1	Where a member of staff is a governor.

Label	XAGRPB01 valid entry
Under 21	1
21 to 30	2, 3
31 to 40	4, 5
41 to 50	6, 7
51 to 60	8, 9
61 to 65	A
Over 65	B

Label	Person.SEXID valid entry
Female	2
Male	1
Other	3

Contract

Staff FPE (excluding atypical) by academic employment function and levels (LVL1)

Population: No additional population restrictions applied.

Label	Contract.ACEMPFUN valid entry
1 - Academic contract that is teaching only	1
2 - Academic contract that is research only	2
3 - Academic contract that is both teaching and research	3
4 - Not an academic contract	4
9 - Academic contract that is neither teaching nor research	9

Label	Contract.LEVELS valid entry
Professor (F1)	F1
Other senior academic (A0-E2)	A0, B0, C1, C2, D1, D2, D3, E1, E2
Other contract levels (F2-P0)	F2, I0, J0, K0, L0, M0, N0, O0, P0

Staff FTE by contract levels and SOC2010 major groups (LVL2)

Population: No additional population restrictions applied.

Label	Contract.LEVELS valid entry
A0 - Vice-Chancellor / Principal / Head of Institution	A0
B0- UCEA level 2	B0
C1 - UCEA level 3A	C1
C2 - UCEA level 3B	C2
D1 - UCEA level 3/4A1	D1
D2 - UCEA level 3/4A2	D2
D3 - UCEA level 3/4A3	D3
E1 - UCEA level 4A	E1
E2 - UCEA level 4B	E2
F1 - UCEA level 5A	F1
F2 - UCEA level 5B	F2
I0 - XpertHR level I	I0
J0 - XpertHR level J	J0
K0 - XpertHR level K	K0
L0 - XpertHR level L	L0
M0 - XpertHR level M	M0
N0 - XpertHR level N	N0
O0 - XpertHR level O	O0
P0 - XpertHR level P	P0

Label	XACTSOC01 valid entry
1 - Managers, directors and senior officials	1
2 - Professional occupations	2
3 - Associate professional and technical occupations	3
4 - Administrative and secretarial occupations	4
5 - Skilled trades occupations	5
6 - Caring, leisure and other service occupations	6
7 - Sales and customer service occupations	7
8 - Process, plant and machine operatives	8
9 - Elementary occupations	9

Staff FTE by contract levels and academic marker (LVL3)

Population: No additional population restrictions applied.

Label	Contract.LEVELS valid entry
A0 - Vice-Chancellor / Principal / Head of Institution	A0
B0 - UCEA level 2	B0
C1 - UCEA level 3A	C1
C2 - UCEA level 3B	C2
D1 - UCEA level 3/4A1	D1
D2 - UCEA level 3/4A2	D2
D3 - UCEA level 3/4A3	D3
E1 - UCEA level 4A	E1
E2 - UCEA level 4B	E2
F1 - UCEA level 5A	F1

F2 - UCEA level 5B	F2
I0 - XpertHR level I	I0
J0 - XpertHR level J	J0
K0 - XpertHR level K	K0
L0 - XpertHR level L	L0
M0 - XpertHR level M	M0
N0 - XpertHR level N	N0
O0 - XpertHR level O	O0
P0 - XpertHR level P	P0

Label	XACMRK01 valid entry
Academic	1
Non-academic / Not applicable	2

Number of contracts by mode of employment and terms of employment (MOE1)

Population: No additional population restrictions applied.

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4
Atypical	5
Dormant	6

Label	Contract.TERMS valid entry
Open-ended/permanent	1
Fixed-term contract	2
Atypical	3

Staff FPE (excluding atypical) by mode of employment and academic marker (MOE3)

Population:

Population criteria:	Description
XPOPC01 = 1	Contract counted within 1 December population

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Label	XACMRK01 valid entry
Academic	1
Non-academic / Not applicable	2

Academic staff FPE (excluding atypical) as at 1 December by terms of employment (TERM1)

Population:

Population criteria:	Description
XPOPC01 = 1	Contract counted within 1 December population
XACMRK01 = 1	Academic contract

Label	Contract.TERMS valid entry
Open-ended/permanent	1
Fixed-term contract	2

Number of contracts by contract FTE and mode of employment (CFTE1)

Population: No additional population restrictions applied.

Label	ZCONFTE valid entry
CONFTE: 0-20	1
21-40	2
41-60	3
61-80	4
81-100	5
More than 100	6

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4
Atypical	5
Dormant	6

Salary

Staff FPE (excluding atypical) by salary group and mode of employment (SALG1)

Population: No additional population restrictions applied.

Label	XSALPNT01 valid entry
>= £1 and < £19,612	001, 002, 003, 004, 005, 006, 007, 008, 009, 010, 011
>= £19,612 and < £25,941	012, 013, 014, 015, 016, 017, 018, 019, 020, 021
>= £25,941 and < £34,804	022, 023, 024, 025, 026, 027, 028, 029, 030, 031
>= £34,804 and < £46,718	032, 033, 034, 035, 036, 037, 038, 039, 040, 041
>= £46,718 and < £62,727	042, 043, 044, 045, 046, 047, 048, 049, 050, 051
>= £62,727	052
£0 / Not applicable	\$\$\$

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Staff FTE (excluding atypical) basic salary for SOC2010 major groups 1-3 by academic marker and mode of employment (SAL1)

Population:

Population criteria:	Description
XACTSOC01 = 1, 2 or 3	SOC2010 major groups 1-3

Label	XSALG01 valid entry
£1 to £7,000	01
£7,001 to £10,000	02
£10,001 to £15,000	03
£15,001 to £20,000	04
£20,001 to £25,000	05
£25,001 to £30,000	06
£30,001 to £35,000	07
£35,001 to £40,000	08
£40,001 to £45,000	09
£45,001 to £50,000	10
£50,001 to £55,000	11
£55,001 to £60,000	12
£60,001 to £65,000	13
£65,001 to £70,000	14
£70,001 to £75,000	15
£75,001 to £80,000	16
£80,001 to £85,000	17
£85,001 to £90,000	18
£90,001 to £95,000	19
£95,001 to £100,000	20
£100,001 to £150,000	21
Over £150,000	22
£0 / Not applicable	\$\$

Label	Contract.ACEMPFUN valid entry
Academic	1, 2, 3, 9
Non-academic	4

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Staff FTE (excluding atypical) basic salary for SOC2010 major groups 1-3 by contract level and mode of employment (SAL2)

Population:

Population criteria:	Description
XACTSOC01 = 1, 2 or 3	SOC2010 major groups 1-3

Label	XSALG01 valid entry
£1 to £7,000	01
£7,001 to £10,000	02

£10,001 to £15,000	03
£15,001 to £20,000	04
£20,001 to £25,000	05
£25,001 to £30,000	06
£30,001 to £35,000	07
£35,001 to £40,000	08
£40,001 to £45,000	09
£45,001 to £50,000	10
£50,001 to £55,000	11
£55,001 to £60,000	12
£60,001 to £65,000	13
£65,001 to £70,000	14
£70,001 to £75,000	15
£75,001 to £80,000	16
£80,001 to £85,000	17
£85,001 to £90,000	18
£90,001 to £95,000	19
£95,001 to £100,000	20
£100,001 to £150,000	21
Over £150,000	22
£0 / Not applicable	\$\$

Label	Contract.LEVELS valid entry
Professor (F1)	F1
Other senior academic (A0-E2)	A0, B0, C1, C2, D1, D2, D3, E1, E2
Other contract levels (F2-P0)	F2, I0, J0, K0, L0, M0, N0, O0, P0

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Staff FTE (excluding atypical) basic salary for SOC2010 major groups 4-9 by contract level and mode of employment (SAL3)

Population:

Population criteria:	Description
XACTSOC01 = 4, 5, 6, 7, 8 or 9	SOC2010 major groups 4-9

Label	XSALG01 valid entry
£1 to £7,000	01
£7,001 to £10,000	02
£10,001 to £15,000	03
£15,001 to £20,000	04
£20,001 to £25,000	05
£25,001 to £30,000	06
£30,001 to £35,000	07
£35,001 to £40,000	08

£40,001 to £45,000	09
£45,001 to £50,000	10
£50,001 to £55,000	11
£55,001 to £60,000	12
£60,001 to £65,000	13
£65,001 to £70,000	14
£70,001 to £75,000	15
£75,001 to £80,000	16
£80,001 to £85,000	17
£85,001 to £90,000	18
£90,001 to £95,000	19
£95,001 to £100,000	20
£100,001 to £150,000	21
Over £150,000	22
£0 / Not applicable	\$\$

Label	Contract.LEVELS valid entry
Professor (F1)	F1
Other senior academic (A0-E2)	A0, B0, C1, C2, D1, D2, D3, E1, E2
Other contract levels (F2-P0)	F2, I0, J0, K0, L0, M0, N0, O0, P0

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Average salary (£) for staff (excluding atypical) by contract levels, mode of employment and sexual identification (SAL4)

Population:

Population criteria:	Description
XPOPC01 = 1	Contract counted within 1 December population
XSALR01 <> 0	Salary is not zero

Label	Contract.LEVELS valid entry
Vice-Chancellor / Principal / Head of Institution	A0
UCEA level 2	B0
UCEA level 3A	C1
UCEA level 3B	C2
UCEA level 3/4A1	D1
UCEA level 3/4A2	D2
UCEA level 3/4A3	D3
UCEA level 4A	E1
UCEA level 4B	E2
UCEA level 5A	F1
UCEA level 5B	F2
XpertHR level I	I0
XpertHR level J	J0

XpertHR level K	K0
XpertHR level L	L0
XpertHR level M	M0
XpertHR level N	N0
XpertHR level O	O0
XpertHR level P	P0

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Label	Person.SEXID valid entry
Female	2
Male	1
Other	3

Staff FPE for source of basic salary by mode of employment and academic marker (SOBS1)

Population:

Population criteria:	Description
XPOPC01 = 1	Contract counted within 1 December population

Label	Contract.SOBS valid entry
Wholly general financed by the HEP	01
All other sources of finance	02, 03, 07, 08, 10, 11, 12, 15, 51, 52, 53, 54, 55, 57, 58, 59, 63, 64, 65, 66

Label	XACMRK01 valid entry
Academic	1
Non-academic / Not applicable	2

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4

Activity

Staff FTE by SOC2010 major groups and mode of employment (SOC1)

Population: No additional population restrictions applied.

Label	XACTSOC01 valid entry
1 - Managers, directors and senior officials	1
2 - Professional occupations	2
3 - Associate professional and technical occupations	3
4 - Administrative and secretarial occupations	4
5 - Skilled trades occupations	5
6 - Caring, leisure and other service occupations	6
7 - Sales and customer service occupations	7
8 - Process, plant and machine operatives	8
9 - Elementary occupations	9

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4
Atypical	5
Dormant	6

Staff FPE (excluding atypical) as at 1 December by SOC2010 major groups (SOC2)

Population:

Population criteria:	Description
XPOPC01 = 1	Contract counted within 1 December population

Label	XACTSOC01 valid entry
1 - Managers, directors and senior officials	1
2 - Professional occupations	2
3 - Associate professional and technical occupations	3
4 - Administrative and secretarial occupations	4
5 - Skilled trades occupations	5
6 - Caring, leisure and other service occupations	6
7 - Sales and customer service occupations	7
8 - Process, plant and machine operatives	8
9 - Elementary occupations	9

Staff FPE for atypical staff by SOC2010 major groups (SOC3)

Population:

Population criteria:	Description
XPOPPA01 = 1	Person counted within atypical population

Label	XACTSOC01 valid entry
1 - Managers, directors and senior officials	1

2 - Professional occupations	2
3 - Associate professional and technical occupations	3

Staff FTE by mode of employment, SOC2010 major groups and academic employment function (MOE2)

Population: No additional population restrictions applied.

Label	Contract.MOEMP valid entry
Full-time	1, 2
Part-time	3, 4
Atypical	5
Dormant	6

Label	XACTSOC01 valid entry
SOC2010 major groups 1-3	1, 2, 3
SOC2010 major groups 4-9	4, 5, 6, 7, 8, 9

Label	Contract.ACEMPFUN valid entry
Academic	1, 2, 3, 9
Non-academic / Not applicable	4

Unknowns

Academic teaching qualification unknowns for staff (excluding atypical) as at 1 December (ATQ1)

Population:

Population criteria:	Description
Population: XPOPP01 = 1 Contract.ACEMPFUN = 1 or 3 Contract.TERMS = 1 or 2 XINSTC01 <> 'S'	Person counted within 1 December population. Academic non-atypical contract that involves teaching. Provider is not in Scotland.
No. unknown: XPOPP01 = 1 Contract.ACEMPFUN = 1 or 3 Contract.TERMS = 1 or 2 XINSTC01 <> 'S' Person.ACTCHQUAL = 90	Person counted within 1 December population. Academic non-atypical contract that involves teaching. Provider is not in Scotland. Academic teaching qualification is not known.

Academic teaching qualification unknowns for staff (excluding atypical) who started during the reporting period (ATQ2)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1 Contract.ACEMPFUN = 1 or 3 Contract.TERMS = 1 or 2 XINSTC01 <> 'S'	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). Academic non-atypical contract that involves teaching. Provider is not in Scotland.
No. unknown: XPOPPA01 = 0 XNEWSTAFFMRK = 1 Contract.ACEMPFUN = 1 or 3 Contract.TERMS = 1 or 2 XINSTC01 <> 'S' Person.ACTCHQUAL = 90	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). Academic non-atypical contract that involves teaching. Provider is not in Scotland. Academic teaching qualification is not known.

Nationality unknowns for staff (excluding atypical) as at 1 December (NAT2)

Population:

Population criteria:	Description
Population: XPOPP01 = 1	Person counted within 1 December population.
No. unknown: XPOPP01 = 1 Person.NATION = ZZ	Person counted within 1 December population. Nationality is not known.

Nationality unknowns for staff (excluding atypical) who started during the reporting period (NAT3)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1).
No. unknown: XPOPPA01 = 1 XNEWSTAFFMRK = 1 Person.NATION = ZZ	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). Nationality is not known.

Nationality unknowns for staff with atypical contracts only (NAT4)

Population:

Population criteria:	Description
Population: XPOPPA01 = 1	Person counted within atypical population.
No. unknown: XPOPPA01 = 1 Person.NATION = ZZ	Person counted within atypical population. Nationality is not known.

Ethnicity unknowns for staff (excluding atypical) as at 1 December (ETH1)

Population:

Population criteria:	Description
Population: XPOPP01 = 1	Person counted within 1 December population.
No. unknown: XPOPP01 = 1 Person.ETHNIC = 90	Person counted within 1 December population. Ethnicity is not known.

Ethnicity unknowns for staff (excluding atypical) who started during the reporting period (ETH2)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1).
No. unknown: XPOPPA01 = 1 XNEWSTAFFMRK = 1 Person.ETHNIC = 90	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). Ethnicity is not known.

Ethnicity unknowns for staff with atypical contracts only (ETH3)

Population:

Population criteria:	Description
Population: XPOPPA01 = 1	Person counted within atypical population.
No. unknown: XPOPPA01 = 1 Person.ETHNIC = 90	Person counted within atypical population. Ethnicity is not known.

Highest qualification held unknowns for staff (excluding atypical) as at 1 December (HQHD1)

Population:

Population criteria:	Description
Population: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts.
No. unknown: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.HQHELD = 99	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts. Highest qualification held is not known.

Highest qualification held unknowns for staff (excluding atypical) who started during the reporting period (HQHD2)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts.
No. unknown: XPOPPA01 = 1 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.HQHELD = 99	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts. Highest qualification held is not known.

Previous employment unknowns for staff (excluding atypical) as at 1 December (PREV1)

Population:

Population criteria:	Description
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Population: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts.
No. unknown: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.PREVEMP = 99	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts. Previous employment is not known.

Previous employment unknowns for staff (excluding atypical) who started during the reporting period (PREV2)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts.
No. unknown: XPOPPA01 = 0 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.PREVEMP = 99	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts. Previous employment is not known.

Location after leaving unknowns for staff (excluding atypical) as at 1 December (LOCL1)

Population:

Population criteria:	Description
Population: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death.
No. unknown: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8 Person.LOCL1 = 8	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death. Location after leaving is not known.

Location after leaving unknowns for staff (excluding atypical) who started during the reporting period (LOCL2)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death.
No. unknown: XPOPPA01 = 0 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8 Person.LOCLEAVE = 8	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death. Location after leaving is not known.

Activity after leaving unknowns for staff (excluding atypical) as at 1 December (ACTL1)

Population:

Population criteria:	Description
Population: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death.
No. unknown: XPOPP01 = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8 Person.ACTLEAVE = 90	Person counted within 1 December population. SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death. Activity after leaving is not known.

Activity after leaving unknowns for staff (excluding atypical) who started during the reporting period (ACTL2)

Population:

Population criteria:	Description
Population: XPOPPA01 = 0 XNEWSTAFFMRK = 1	Person not counted within atypical population.

XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8	First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death.
No. unknown: XPOPPA01 = 0 XNEWSTAFFMRK = 1 XACTSOC01 = 1, 2 or 3 Contract.TERMS = 1 or 2 Person.DATELEFT is not null Contract.RESCON <> 8 Person.ACTLEAVE = 90	Person not counted within atypical population. First contract at HEP is on or after 1 August 20(Y1). SOC2010 major groups 1-3. Non-atypical contracts. Person has left the HEP. Reason for ending the contract is not death. Activity after leaving is not known.

Unknown values for national identity - Welsh only (NATD1)

Population:

Population criteria:	Description
Population: XINSTC01 = W	Country of higher education provider is Wales
No. unknown: XINSTC01 = W Person.NATIOND = U	Country of higher education provider is Wales. National identity is not known.

Information refused values for national identity - Welsh only (NATD2)

Population:

Population criteria:	Description
Population: XINSTC01 = W	Country of higher education provider is Wales
No. refused: XINSTC01 = W Person.NATIOND = R	Country of higher education provider is Wales. National identity is information refused.

Clinical

Number of academic staff by NHS contract grade and NHS contracts (NHSC1)

Population:

Population criteria:	Description
XACMRK01 = 1	Academic contract

Label	Contract.NHSCONGR valid entry
Consultant	01
Specialist registrar	02
Staff grade	03
Associate specialist	04
General practitioner	05
Senior house officer	06
Clinical assistant	07
Foundation programme doctor	08
Speciality registrar	09
Speciality doctor	10
Non-medical grade	11

Label	Contract.NHSCON valid entry
1 - HEP contract and NHS honorary contract	1
2 - Separate HEP and NHS contracts	2
3 - Joint HEP / NHS or primary / community healthcare contracts	3

Number of staff by clinical excellence award (AWRD1)

Population: No additional population restrictions applied.

Label	Person.CLINARD valid entry
00 - No national level award (or level 9 equivalent)	00
01 - Clinical Excellence Award (local level 9) (England & Wales)	01
02 - Clinical Excellence Award (national level 9 - bronze) (England & Wales)	02
03 - Clinical Excellence Award (national level 10 - silver) (England & Wales)	03
04 - Clinical Excellence Award (national level 11 - gold) (England & Wales)	04
05 - Clinical Excellence Award (national level 12 - platinum) (England & Wales)	05
06 - Merit Award (B) (England & Wales)	06
07 - Merit Award (A) (England & Wales)	07
08 - Merit Award (A+) (England & Wales)	08
20 - Distinction Award (B) (Scotland)	20
21 - Distinction Award (A) (Scotland)	21

22 - Distinction Award (A+) (Scotland)	22
30 - Clinical Excellence Award (B) (Northern Ireland)	30
31 - Clinical Excellence Award (A) (Northern Ireland)	31
32 - Clinical Excellence Award (A+) (Northern Ireland)	32

Number of academic staff with healthcare professional specialty by NHS contracts (HSPC1)

Population:

Population criteria:	Description
XACMRK01 = 1	Academic contract

Label	Contract.HSPEC valid entry
Anaesthetics	01
Obstetrics & Gynaecology	02
Ophthalmology	03
Paediatrics & Child health	04
Pathology	05
Psychiatry	06
Radiology	07
Surgery	08
Physicians/Medicine	09
Public health medicine	10
Occupational medicine	11
Dentistry	12
General practice	13
Infection/Microbiology	15
Oncology	16
Medical education	17
Emergency medicine	18
Others in medicine or dentistry	21
Nursing	31
Midwifery	32
Health visiting	33
Physiotherapy	34
Radiography	35
Occupational therapy	36
Podiatry	37
Speech & language therapy	38
Art therapy	39
Paramedic	40
Orthoptics	41
Prosthetics & orthotics	42
Dietetics	43
Healthcare scientists	44
Pharmacy	45
Clinical psychology	46
Others	51

Label	Contract.NHSCON valid entry
1 - HEP contract and NHS honorary contract	1
2 - Separate HEP and NHS contracts	2
3 - Joint HEP / NHS or primary / community healthcare contracts	3

Healthcare professional specialty of staff with clinical status (HSPC2)

Population: No additional population restrictions applied.

Label	Contract.HSPEC valid entry
Anaesthetics	01
Obstetrics & Gynaecology	02
Ophthalmology	03
Paediatrics & Child health	04
Pathology	05
Psychiatry	06
Radiology	07
Surgery	08
Physicians/Medicine	09
Public health medicine	10
Occupational medicine	11
Dentistry	12
General practice	13
Infection/Microbiology	15
Oncology	16
Medical education	17
Emergency medicine	18
Others in medicine or dentistry	21
Nursing	31
Midwifery	32
Health visiting	33
Physiotherapy	34
Radiography	35
Occupational therapy	36
Podiatry	37
Speech & language therapy	38
Art therapy	39
Paramedic	40
Orthoptics	41
Prosthetics & orthotics	42
Dietetics	43
Healthcare scientists	44
Pharmacy	45
Clinical psychology	46
Others	51

Label	Contract.CLINICAL valid entry
1 - Clinical academic doctors and dentists	1

2 - Clinical academic nurses and midwives	2
3 - Clinical academic health professions	3
4 - Other clinical academic staff	4

Number of academic staff with clinical sub-specialty by NHS contracts (CLIN1)

Population:

Population criteria:	Description
XACMRK01 = 1	Academic contract

Label	Contract.CLINSUB valid entry
0101 - Anaesthetics	0101
0102 - Intensive care medicine	0102
0103 - Pain management	0103
0201 - Gynaecological oncology	0201
0202 - Obstetrics & Gynaecology	0202
0203 - Maternal & Fetal medicine	0203
0204 - Reproductive medicine	0204
0205 - Sexual & Reproductive health	0205
0206 - Urogynaecology	0206
0301 - Ophthalmology	0301
0302 - Medical ophthalmology	0302
0303 - Ophthalmic surgery	0303
0401 - Paediatrics	0401
0402 - Paediatric neurology	0402
0403 - Paediatric cardiology	0403
0404 - Neonatology	0404
0501 - Blood transfusion medicine	0501
0502 - Chemical pathology (including Clinical biochemistry)	0502
0503 - Clinical cytogenetics & Molecular genetics (Radiotherapy)	0503
0504 - Cytopathology	0504
0505 - Forensic pathology	0505
0506 - General pathology	0506
0507 - Laboratory haematology	0507
0508 - Histopathology (including Morbid anatomy)	0508
0509 - Immunopathology	0509
0510 - Neuropathology	0510
0511 - Paediatric pathology	0511
0601 - Child and adolescent psychiatry	0601
0602 - Forensic psychiatry	0602
0603 - General (Adult) psychiatry	0603
0604 - Old age psychiatry	0604
0605 - Psychiatry of eating disorders	0605
0606 - Psychiatry of learning disability	0606
0607 - Psychotherapy	0607
0701 - Clinical radiology (including Diagnostic radiology)	0701
0702 - Nuclear medicine	0702

0801 - Breast surgery	0801
0802 - Cardio-thoracic surgery (including Thoracic surgery)	0802
0803 - Colorectal surgery	0803
0804 - General surgery	0804
0805 - Gastrointestinal surgery	0805
0806 - Neurosurgery	0806
0807 - Oral & Maxillofacial surgery (where employed by the medical school)	0807
0808 - Otolaryngology (including ENT surgery)	0808
0809 - Paediatric surgery	0809
0810 - Plastic surgery	0810
0811 - Transplantation surgery	0811
0812 - Trauma & Orthopaedic surgery	0812
0813 - Urology	0813
0814 - Vascular surgery	0814
0901 - Acute medicine	0901
0902 - Allergy	0902
0903 - Audiological medicine	0903
0904 - Cardiology	0904
0905 - Clinical genetics	0905
0906 - Clinical haematology	0906
0907 - Clinical immunology	0907
0908 - Clinical neurophysiology	0908
0909 - Clinical pharmacology & Therapeutics	0909
0910 - Dermatology	0910
0911 - Endocrinology & Diabetes mellitus	0911
0912 - Gastroenterology (including Hepatology)	0912
0913 - General (Internal) medicine	0913
0914 - Genito-urinary medicine	0914
0915 - Geriatric medicine	0915
0916 - Neurology	0916
0917 - Palliative medicine	0917
0918 - Rehabilitation medicine	0918
0919 - Renal & Transplantation medicine (to include Nephrology)	0919
0920 - Respiratory medicine	0920
0921 - Rheumatology	0921
0922 - Sports & Exercise medicine	0922
0923 - Stroke medicine	0923
0924 - Toxicology	0924
1001 - Public health medicine (including Community medicine)	1001
1101 - Occupational medicine	1101
1201 - Endodontics	1201
1202 - Dental general practice	1202
1203 - Dental public health	1203
1204 - Oral medicine	1204
1205 - Oral surgery	1205
1206 - Orthodontics	1206
1207 - Paediatric dentistry	1207

1208 - Periodontics	1208
1209 - Prosthodontics	1209
1210 - Restorative dentistry	1210
1211 - Surgical dentistry	1211
1212 - Special care dentistry	1212
1213 - Oral & Maxillofacial surgery (where employed by the Dental school)	1213
1214 - Oral microbiology	1214
1215 - Oral pathology, Oral & Maxillofacial pathology	1215
1216 - Oral radiology, Dental & Maxillofacial radiology	1216
1301 - General practice	1301
1501 - Infectious diseases (Communicable diseases)	1501
1502 - Medical microbiology & Virology	1502
1503 - Tropical medicine	1503
1504 - Bacteriology	1504
1601 - Clinical oncology (including Radiotherapy)	1601
1602 - Medical oncology	1602
1701 - Medical education	1701
1702 - Surgical education	1702
1801 - Accident & Emergency medicine	1801

Label	Contract.NHSCON valid entry
1 - HEP contract and NHS honorary contract	1
2 - Separate HEP and NHS contracts	2
3 - Joint HEP / NHS or primary / community healthcare contracts	3

HESA cost centre

HESA cost centre by terms of contract and academic type (HCC1)

Population:

Population criteria:	Description
XPSESC01 = 1	Contract counted within session population

Label	Activity.CCENTRE valid entry
101 Clinical medicine	101
102 Clinical dentistry	102
103 Nursing & allied health professions	103
104 Psychology & behavioural sciences	104
105 Health & community studies	105
106 Anatomy & physiology	106
107 Pharmacy & pharmacology	107
108 Sports science & leisure studies	108
109 Veterinary science	109
110 Agriculture, forestry & food science	110
111 Earth, marine & environmental sciences	111
112 Biosciences	112
113 Chemistry	113
114 Physics	114
115 General engineering	115
116 Chemical engineering	116
117 Mineral, metallurgy & materials engineering	117
118 Civil engineering	118
119 Electrical, electronic & computer engineering	119
120 Mechanical, aero & production engineering	120
121 IT, systems sciences & computer software engineering	121
122 Mathematics	122
123 Architecture, built environment & planning	123
124 Geography & environmental studies	124
125 Area studies	125
126 Archaeology	126
127 Anthropology & development studies	127
128 Politics & international studies	128
129 Economics & econometrics	129
130 Law	130
131 Social work & social policy	131
132 Sociology	132
133 Business & management studies	133
134 Catering & hospitality management	134
135 Education	135
136 Continuing education	136
137 Modern languages	137

138 English language & literature	138
139 History	139
140 Classics	140
141 Philosophy	141
142 Theology & religious studies	142
143 Art & design	143
144 Music, dance, drama & performing arts	144
145 Media studies	145
201 Total academic services	201
202 Central administration & services	202
204 Staff & student facilities	204
205 Premises	205
206 Residences & catering	206

Label	Contract.TERMS valid entry
Standard contracts	1, 2
Atypical contracts	3

Label	XACMRK01 valid entry
Academic	1
Non-academic / Not applicable	2

HESA cost centre by academic employment function (HCC2)

Population:

Population criteria:	Description
XPSESCO1 = 1	Contract counted within session population

Label	Activity.CCENTRE valid entry
101 Clinical medicine	101
102 Clinical dentistry	102
103 Nursing & allied health professions	103
104 Psychology & behavioural sciences	104
105 Health & community studies	105
106 Anatomy & physiology	106
107 Pharmacy & pharmacology	107
108 Sports science & leisure studies	108
109 Veterinary science	109
110 Agriculture, forestry & food science	110
111 Earth, marine & environmental sciences	111
112 Biosciences	112
113 Chemistry	113
114 Physics	114
115 General engineering	115
116 Chemical engineering	116
117 Mineral, metallurgy & materials engineering	117
118 Civil engineering	118
119 Electrical, electronic & computer engineering	119
120 Mechanical, aero & production engineering	120
121 IT, systems sciences & computer software engineering	121
122 Mathematics	122
123 Architecture, built environment & planning	123
124 Geography & environmental studies	124
125 Area studies	125
126 Archaeology	126
127 Anthropology & development studies	127
128 Politics & international studies	128
129 Economics & econometrics	129
130 Law	130
131 Social work & social policy	131
132 Sociology	132
133 Business & management studies	133
134 Catering & hospitality management	134
135 Education	135
136 Continuing education	136
137 Modern languages	137
138 English language & literature	138

139 History	139
140 Classics	140
141 Philosophy	141
142 Theology & religious studies	142
143 Art & design	143
144 Music, dance, drama & performing arts	144
145 Media studies	145
201 Total academic services	201
202 Central administration & services	202
204 Staff & student facilities	204
205 Premises	205
206 Residences & catering	206

Label	Contract.ACEMPFUN valid entry
Teaching	1
Research	2
Teaching & Research	3
Academic not teaching or research	9