



**Disability of Staff of Welsh HEIs Compared to Population Distributions of Disability**

Staff at Welsh HEIs

Disability Type	Numbers					
	2017/18		2018/19		2019/20	
	Academic	All	Academic	All	Academic	All
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	130	255	145	285	155	305
General learning disability (such as Down's syndrome)	5	10	5	10	5	20
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0	10	5	15	10	20
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	135	325	135	340	145	370
A mental health condition, such as depression, schizophrenia or anxiety disorder	65	155	85	190	90	220
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	45	90	50	100	55	95
Deaf or serious hearing impairment	30	70	30	70	35	80
Blind or a serious visual impairment uncorrected by glasses	10	25	15	25	15	20
Two or more impairments and/or disabling medical conditions	85	195	70	155	80	180
A disability, impairment or medical condition that is not listed above	60	155	55	160	70	180
<b>Disabled subtotal</b>	<b>570</b>	<b>1,285</b>	<b>590</b>	<b>1,350</b>	<b>660</b>	<b>1,485</b>
No known disability	10,980	20,505	11,285	20,750	11,205	20,575
Information refused	505	880	505	885	495	855
<b>Total</b>	<b>12,055</b>	<b>22,670</b>	<b>12,380</b>	<b>22,985</b>	<b>12,360</b>	<b>22,915</b>

Disability Type	Percentages					
	2017/18		2018/19		2019/20	
	Academic	All	Academic	All	Academic	All
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	1.1%	1.2%	1.2%	1.3%	1.3%	1.4%
General learning disability (such as Down's syndrome)	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	1.2%	1.5%	1.1%	1.5%	1.2%	1.7%
A mental health condition, such as depression, schizophrenia or anxiety disorder	0.6%	0.7%	0.7%	0.9%	0.8%	1.0%
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.4%	0.4%	0.4%	0.4%	0.4%	0.4%
Deaf or serious hearing impairment	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%
Blind or a serious visual impairment uncorrected by glasses	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Two or more impairments and/or disabling medical conditions	0.7%	0.9%	0.6%	0.7%	0.7%	0.8%
A disability, impairment or medical condition that is not listed above	0.5%	0.7%	0.5%	0.7%	0.6%	0.8%
<b>Disabled subtotal</b>	<b>4.9%</b>	<b>5.9%</b>	<b>5.0%</b>	<b>6.1%</b>	<b>5.6%</b>	<b>6.7%</b>
No known disability	95.1%	94.1%	95.0%	93.9%	94.4%	93.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Staff at Welsh HEIs on non-atypical contracts

Disability Type	Numbers					
	2017/18		2018/19		2019/20	
	Academic	All	Academic	All	Academic	All
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	100	225	125	265	120	270
General learning disability (such as Down's syndrome)	5	10	5	10	5	15
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0	10	5	15	5	15
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	115	305	125	330	140	365
A mental health condition, such as depression, schizophrenia or anxiety disorder	50	140	65	170	65	195
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	35	85	45	90	50	90
Deaf or serious hearing impairment	30	65	25	65	30	75
Blind or a serious visual impairment uncorrected by glasses	10	20	10	20	15	20
Two or more impairments and/or disabling medical conditions	75	185	60	145	65	165
A disability, impairment or medical condition that is not listed above	55	150	55	160	60	175
<b>Disabled subtotal</b>	<b>475</b>	<b>1,195</b>	<b>515</b>	<b>1,275</b>	<b>555</b>	<b>1,380</b>
No known disability	9,385	18,910	9,350	18,815	9,205	18,575
Information refused	395	770	400	785	405	765
<b>Total</b>	<b>10,255</b>	<b>20,870</b>	<b>10,265</b>	<b>20,875</b>	<b>10,165</b>	<b>20,720</b>

Disability Type	Percentages					
	2017/18		2018/19		2019/20	
	Academic	All	Academic	All	Academic	All
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	1.0%	1.1%	1.3%	1.3%	1.2%	1.3%
General learning disability (such as Down's syndrome)	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	1.2%	1.5%	1.3%	1.6%	1.5%	1.8%
A mental health condition, such as depression, schizophrenia or anxiety disorder	0.5%	0.7%	0.6%	0.9%	0.7%	1.0%
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%
Deaf or serious hearing impairment	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%
Blind or a serious visual impairment uncorrected by glasses	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Two or more impairments and/or disabling medical conditions	0.8%	0.9%	0.6%	0.7%	0.7%	0.8%
A disability, impairment or medical condition that is not listed above	0.6%	0.8%	0.5%	0.8%	0.6%	0.9%
<b>Disabled subtotal</b>	<b>4.8%</b>	<b>5.9%</b>	<b>5.2%</b>	<b>6.3%</b>	<b>5.7%</b>	<b>6.9%</b>
No known disability	95.2%	94.1%	94.8%	93.7%	94.3%	93.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Academic staff at Welsh HEIs on atypical contracts

Disability Type	Numbers		
	2017/18	2018/19	2019/20
	A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	30	20
General learning disability (such as Down's syndrome)	0	0	0
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0	0	5
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	20	10	5
A mental health condition, such as depression, schizophrenia or anxiety disorder	15	20	25
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	5	5	5
Deaf or serious hearing impairment	0	5	5
Blind or a serious visual impairment uncorrected by glasses	0	0	0
Two or more impairments and/or disabling medical conditions	10	10	15
A disability, impairment or medical condition that is not listed above	5	5	10
<b>Disabled subtotal</b>	<b>90</b>	<b>80</b>	<b>105</b>
No known disability	1,595	1,935	2,000
Information refused	110	100	90
<b>Total</b>	<b>1,800</b>	<b>2,115</b>	<b>2,195</b>

Disability Type	Percentages		
	2017/18	2018/19	2019/20
	A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	1.8%	1.0%
General learning disability (such as Down's syndrome)	0.1%	0.0%	0.0%
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.0%	0.0%	0.1%
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	1.1%	0.5%	0.2%
A mental health condition, such as depression, schizophrenia or anxiety disorder	1.0%	1.0%	1.2%
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.4%	0.3%	0.2%
Deaf or serious hearing impairment	0.1%	0.2%	0.2%
Blind or a serious visual impairment uncorrected by glasses	0.1%	0.0%	0.0%
Two or more impairments and/or disabling medical conditions	0.5%	0.5%	0.7%
A disability, impairment or medical condition that is not listed above	0.3%	0.1%	0.4%
<b>Disabled subtotal</b>	<b>5.5%</b>	<b>3.9%</b>	<b>5.0%</b>
No known disability	94.5%	96.1%	95.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: HESA Staff Record

**Notes:**

HESA staff contract population

HEFCW's standard data disclosure control procedure has been applied. This means that:

All numbers are rounded up or down to the nearest multiple of 5. Any number lower than 2.5 is rounded to 0. Halves are rounded upwards (e.g. 2.5 is rounded to 5).

Percentages are calculated on unrounded data. Percentages calculated on populations which contain fewer than 22.5 individuals are suppressed and represented as ".".

Totals are the rounded sum of unrounded data and may not equal the sum of rounded data shown

From 2015/16 collection onwards, atypical non-academic staff are no longer included in the coverage of the HESA staff record. This means that data for 'All' staff shown in the 'Staff at Welsh HEIs' table includes data for academic staff on both atypical and non-atypical contracts, and data for non-academic staff on non-atypical contracts.