

Office for
Students



Staff at the Office for Students

Equality statistics 2025-26

Reference: OfS 2026.27

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Contents

Key findings 2

Introduction 2

Staff characteristics..... 4

Working pattern..... 4

Appointments 4

Leavers 4

Age..... 5

Disability..... 6

Race..... 7

Religion or belief 8

Sex..... 9

Sexual orientation 10

Disclosure..... 11

Key findings

The Office for Students (OfS) is the independent regulator of higher education in England. We employ a workforce of approximately 550 people.

This section describes the makeup of our staff population split by six protected characteristics. Key findings are:

Age: The staff employed by the OfS have a median age of 40.

Disability: 16 per cent of OfS staff have reported that they have a disability.

Race: 12 per cent of OfS staff have declared they are from an ethnic minority background.

Religion or belief: 26 per cent of OfS staff have a declared religion or belief.

Sex: Approximately two-thirds of OfS staff are female and one-third are male.

Sexual orientation: 8 per cent of OfS staff have declared they are lesbian, gay, bisexual or other.

Introduction

1. The Office for Students (OfS) is the independent regulator of higher education in England. We are publishing this data in the interests of transparency, and to contribute to our compliance with the Public Sector Equality Duty. This data is used internally to understand the impact of our policy decisions, for example in relation to pay and benefits.
2. This report is an update to the version published in July 2025.¹ This data does not constitute Official Statistics but was produced following the principles of the Code of Practice for Statistics.²
3. The OfS employs around 550 staff and so is considerably smaller than the majority of Civil Service departments.³
4. The OfS staff profile data in this report covers all those employed by the OfS including permanent staff, fixed-term staff and sandwich year placement students. It does not include members of our board, our committees, our student panel or contractors and agency staff.
5. As part of our Public Sector Equality Duty, OfS staff profile data is presented by reference to the following six protected characteristics:

¹ Available at: [Staff at the Office for Students: Equality statistics - Office for Students](#).

² See [Code of Practice for Statistics](#).

³ Civil Service statistics: 2025, available at: [Statistical bulletin - Civil Service Statistics: 2025 - GOV.UK](#).

- age
 - disability
 - race⁴
 - religion or belief
 - sex
 - sexual orientation.
6. The numbers of staff reporting gender reassignment (that their gender is different from their sex at birth) does not meet our threshold⁵ for inclusion of this data.
 7. We do not report on the protected characteristic of marriage/civil partnerships as we do not currently collect this data.
 8. We do not report on the protected characteristic of pregnancy/maternity as this is variable during the reporting period.
 9. OfS staff profile data is presented based on annual census points to show the current composition of the OfS and how this has changed. Figure 1 shows the total count of OfS staff at these census points, rounded to the nearest 10.
 10. We include proportions for all characteristic categories, including 'prefer not to say' and non-completion. It is important to consider the size of 'prefer not to say' and non-completion when making comparisons between other categories.
 11. This publication also includes data on the number of the appointments made to the OfS, and some high-level data related to the number of staff that have left the OfS in recent years.
 12. To allow a consistent approach to visualisation, the staff profile charts present the categories for which the characteristic is known in alphabetical order. Where relevant, these are then followed by 'prefer not to say' and 'not completed'. The only exception to this is age group, which is presented in ascending order.
 13. To protect individuals' data, we have rounded counts to the nearest 10 and proportions to the nearest one percentage point. Furthermore, counts and proportions for categories that apply to five or fewer staff are suppressed. For the data on appointments and leavers, counts are rounded to the nearest five. This is because the data is not split by personal characteristics so the disclosure risk is much lower.
 14. Some percentages are not shown in the charts in this report due to lack of space. Annex A, published alongside this report, gives all data referenced in this document.⁶

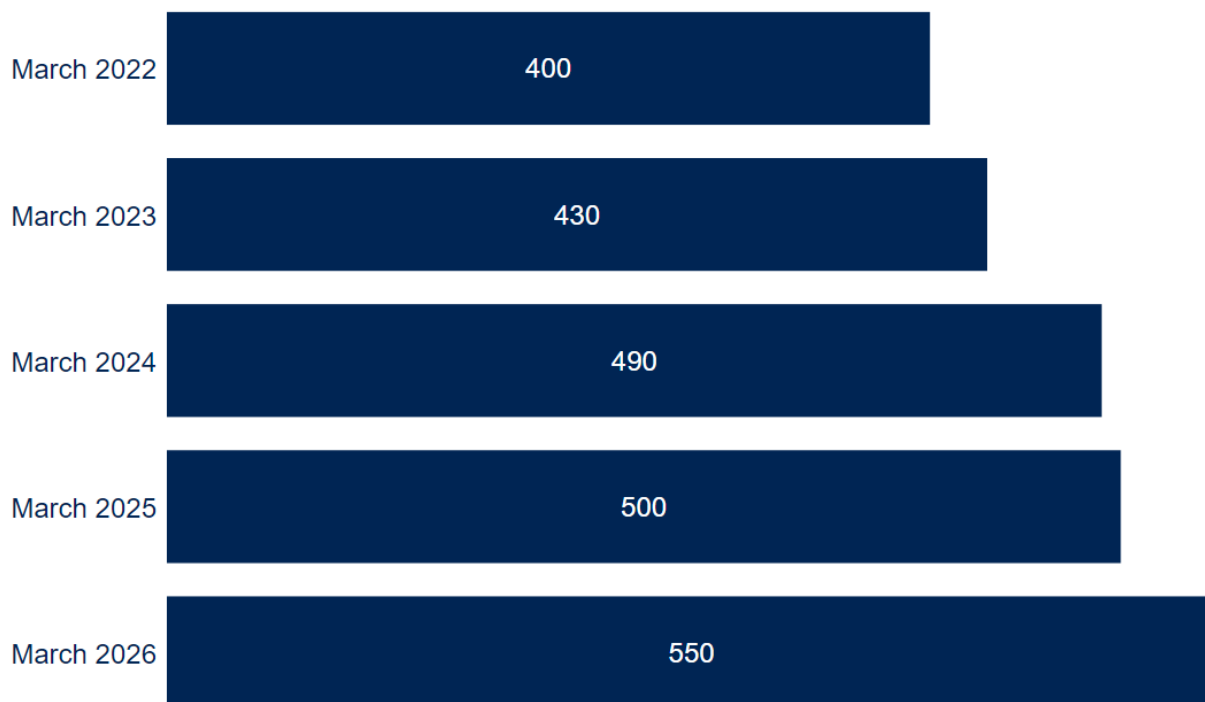
⁴ Note that staff are asked the question 'What is your ethnic group?'. The Equality Act 2010 states that race includes 'ethnic or national origins'.

⁵ Data is suppressed where the group represents five or fewer responses.

⁶ See [Staff at the Office for Students: Equality statistics - Office for Students](#).

Staff characteristics

Figure 1: OfS staff totals



Working pattern

16. Around 77 per cent of OfS staff work full-time and 23 per cent work part-time.

Appointments

17. The OfS made 172 staff appointments between 1 April 2025 and 31 March 2026. Of these, 107 were new starters and 49 were internal appointments for staff already working at the OfS. The other 16 appointments were temporary promotions for current staff. Due to small numbers, we do not include data on appointments split by staff characteristics.

Leavers

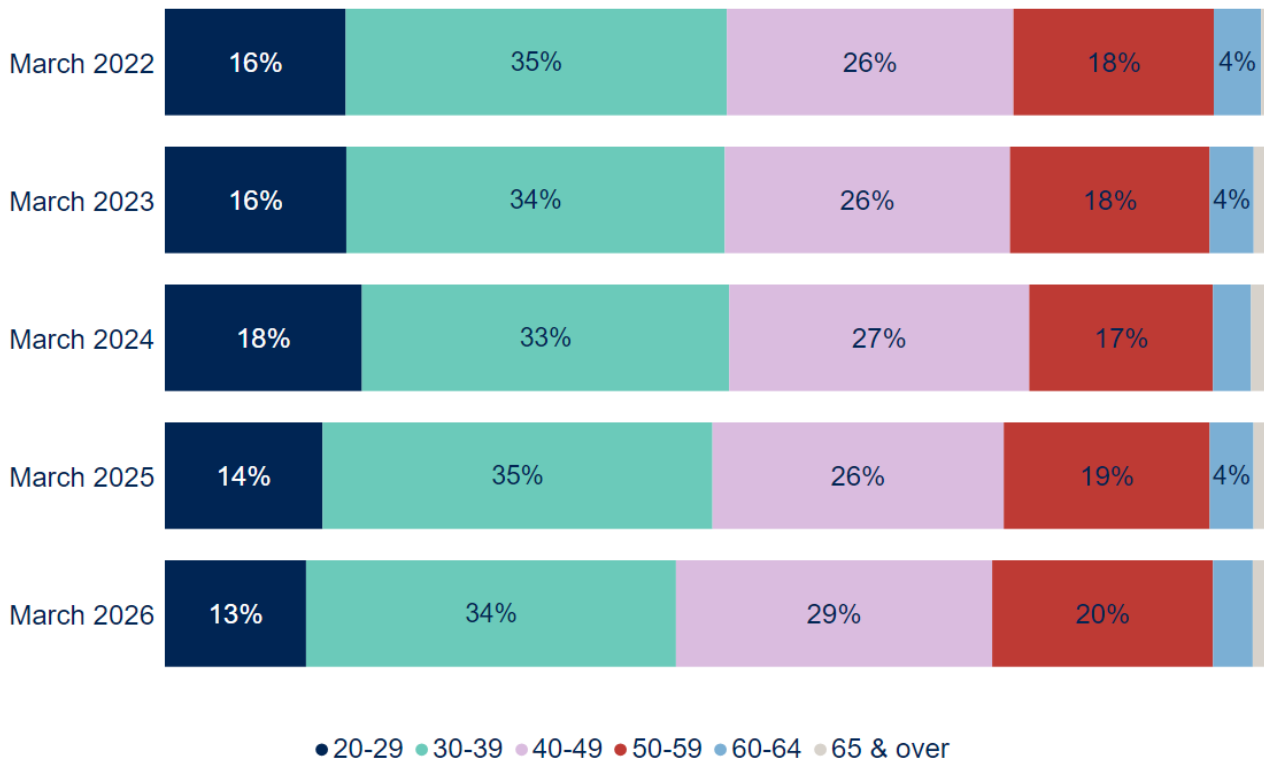
18. Between 1 April 2025 and 31 March 2026, 57 staff left the OfS. These leavers comprise both staff on permanent contracts and those who have reached the end of fixed-term contracts (including our student entry schemes). Due to these small numbers, we do not include data on staff that have left the OfS split by characteristic.

Age

The staff employed by the OfS have a median age of 40.

19. Figure 2 shows the current age profile of OfS staff and how it compares with previous years. Age is known for all members of staff because their date of birth must be provided as part of the application process for our pension schemes.

Figure 2: OfS staff by age group

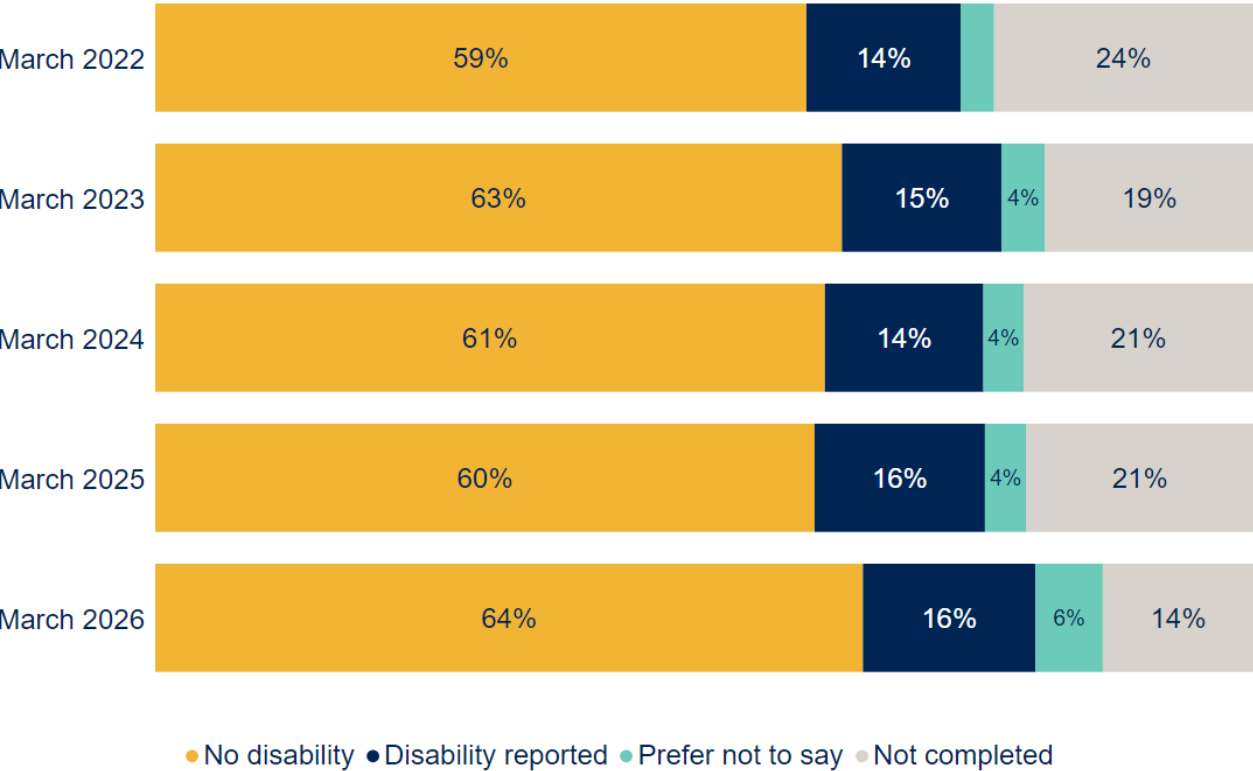


Note: Ages have been grouped in the same way as the Civil Service National Statistics, to allow comparison. Bar labels show proportions rounded to the nearest 1 per cent. The OfS employs staff aged 16 to 19; however, the number of staff has not been above the reporting threshold so we have excluded this group from the chart. As a result of the rounding and our suppression criteria, bar labels will sometimes sum to less or more than 100.

Disability

Sixteen per cent of OfS staff have reported they have a disability.

Figure 3: OfS staff by disability



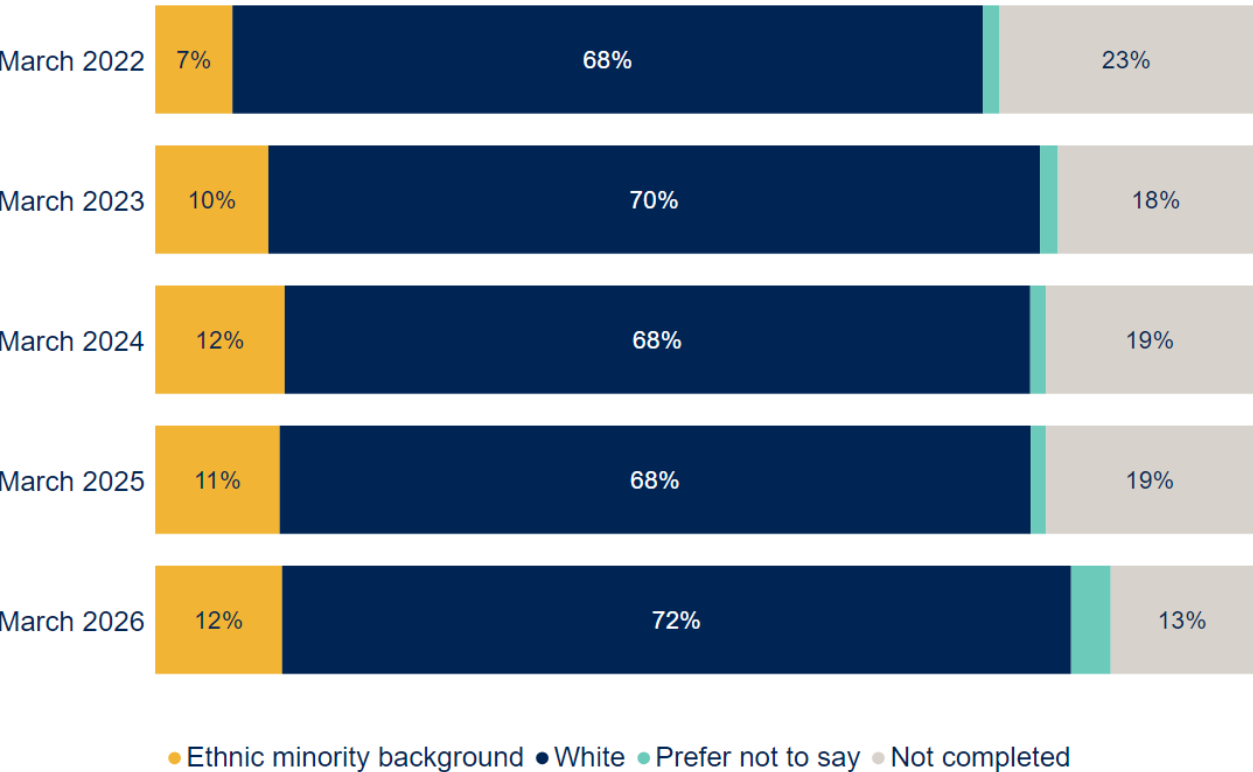
Note: Bar labels show proportions rounded to the nearest 1 per cent. As a result of this rounding and our suppression criteria, bar labels will sometimes sum to less or more than 100.

Race

Eleven per cent of OfS staff have declared they are from an ethnic minority background.

20. This data is collected using the question ‘What is your ethnic group?’ and is related to the protected characteristic of race.
21. Figure 4 shows the ethnicities of OfS staff. Twelve per cent of staff have said they are from an ethnic minority background.

Figure 4: OfS staff by ethnicity



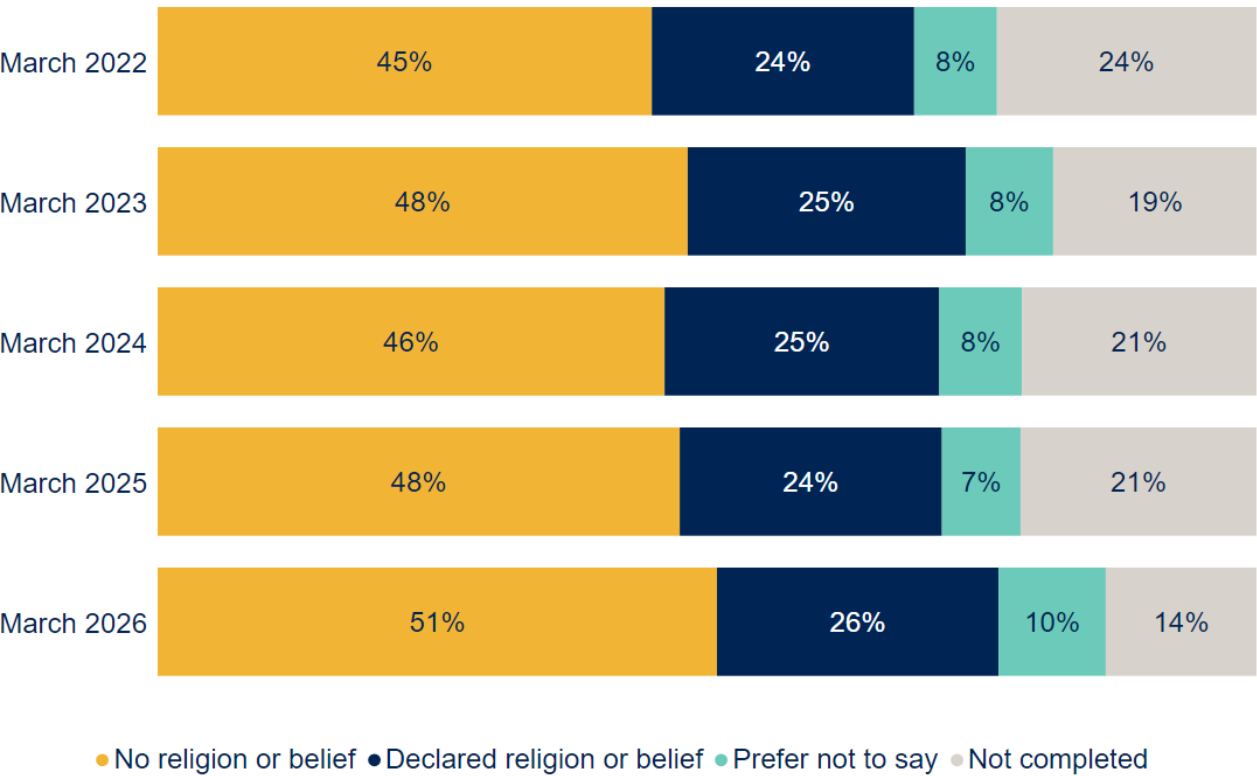
Note: Bar labels show proportions rounded to the nearest 1 per cent. As a result of this rounding, bar labels will sometimes sum to less or more than 100.

Religion or belief

Twenty-six per cent of OfS staff have a declared religion or belief.

22. While this category relates to the protected characteristic of ‘religion or belief’, the question from which we draw the data asks specifically about ‘religious belief’.
23. Figure 5 shows the responses to this question for OfS staff.

Figure 5: OfS staff by religion or belief



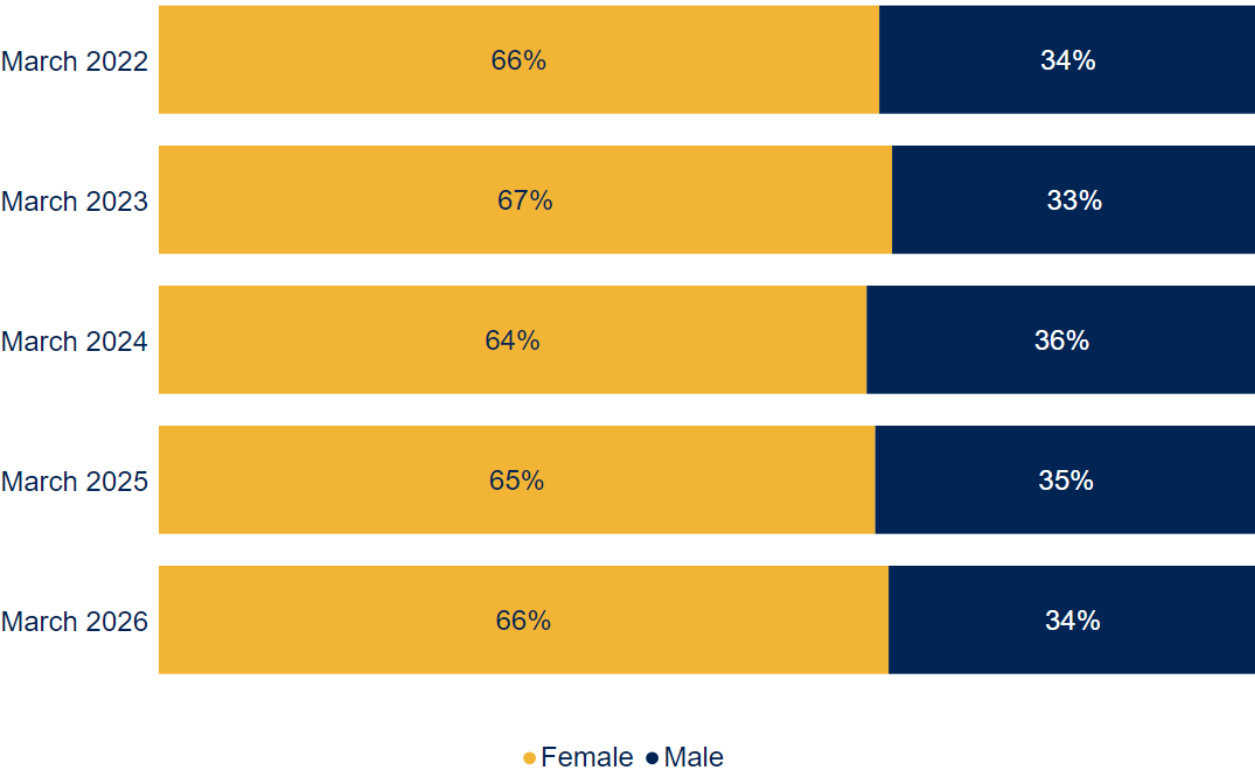
Note: Bar labels show proportions rounded to the nearest 1 per cent. As a result of this rounding and our suppression criteria, bar labels will sometimes sum to less or more than 100.

Sex

Approximately two-thirds of OfS staff are female and one-third are male.

24. Figure 6 shows the sex of OfS staff. Approximately two-thirds are female (66 per cent) and one-third are male (34 per cent). We have data relating to sex for all members of staff as it must be provided as part of the application process for our pension schemes.

Figure 6: OfS staff by sex



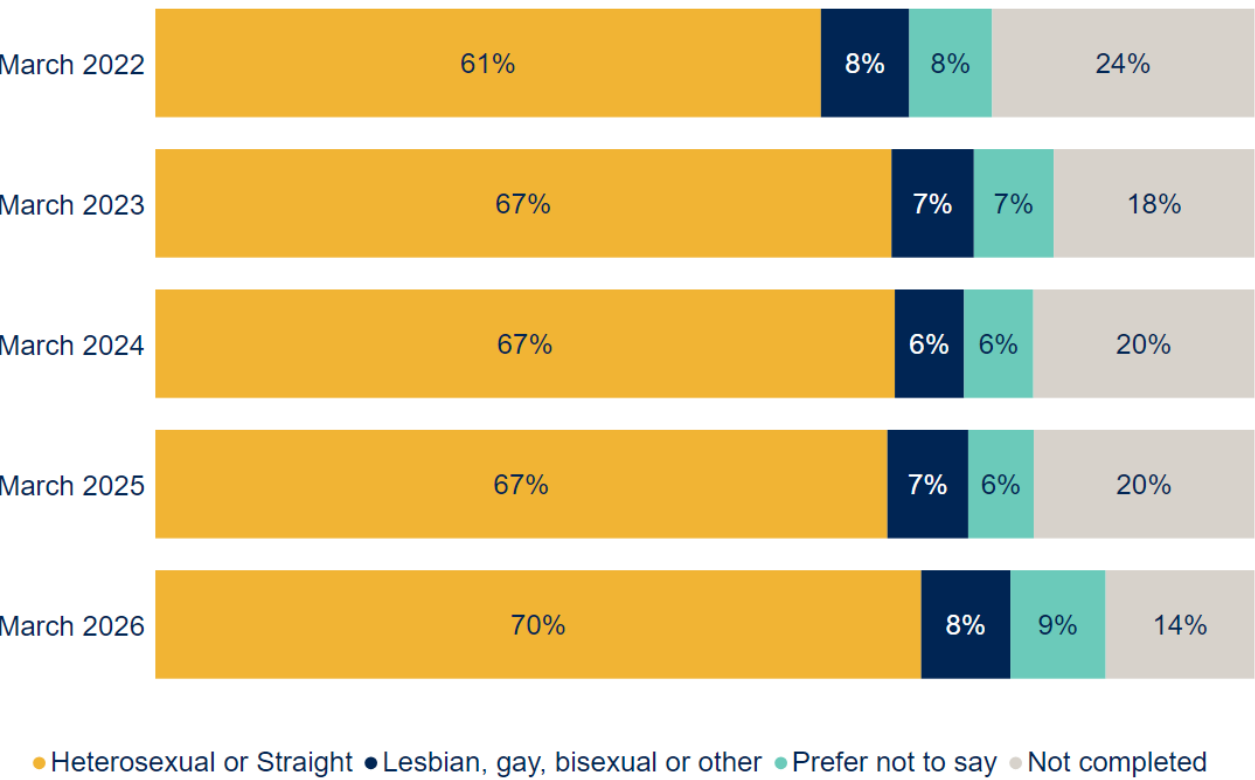
Note: Bar labels show proportions rounded to the nearest 1 per cent. As a result of this rounding, bar labels will sometimes sum to less or more than 100.

Sexual orientation

Eight per cent of OfS staff have declared they are lesbian, gay, bisexual or other.

25. Figure 7 shows the sexual orientations of OfS staff. Eight per cent of staff have declared they are asexual, bisexual, gay, or other.

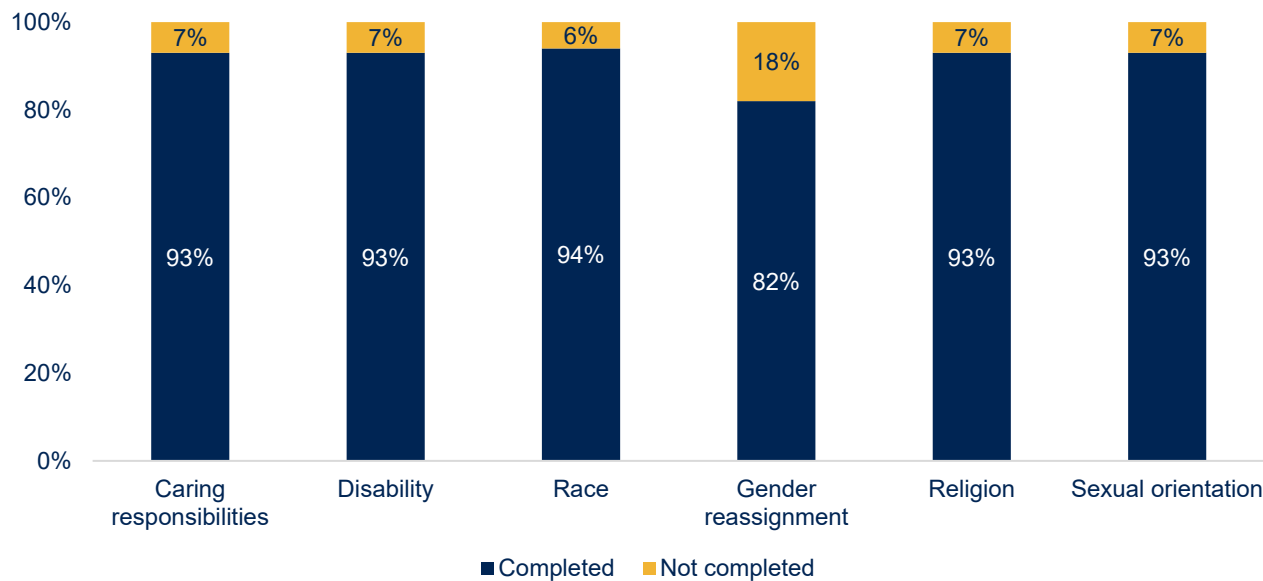
Figure 7: OfS staff by sexual orientation



Note: Bar labels show proportions rounded to the nearest 1 per cent. As a result of this rounding and our suppression criteria, bar labels will sometimes sum to less or more than 100.

Disclosure

Figure 8: OfS diversity disclosure rates (as of May 2026)



26. We have sought to improve our disclosure rates through a series of communications about the benefits of reporting. The data in Figure 8 shows the latest data from May 2026. We have complete data relating to age and sex for all members of staff as it must be provided as part of the application process for our pension schemes, so these have not been included in Figure 8.



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