

Research report

Higher Education Pay and Prices Index

1 July 2009



Universities UK

This series of Research reports published by Universities UK will present the results of research we have commissioned or undertaken in support of our policy development function. The series aims to disseminate project results in an accessible form and there will normally be a discussion of policy options arising from the work.

This index is produced for Universities UK by Dr Celia Phillips and Dr Irini Moustaki of the Department of Statistics at the London School of Economics and Political Science. We acknowledge with thanks the contributors (the majority of our sample contacted) who take time to fill in our survey form and provide us with the essential information needed to construct the index.

1	
2	Summary
2	
3	Introduction
3	
4	The Index (HEPPI) for 1 July 2009
3.1	
5	Trends in the HEPPI
4	
6	Guide to the HEPPI
4.1	
6	Purpose and coverage
4.2	
6	Principles of construction
4.3	
7	The weights for the main items
4.4	
8	Price indices for individual items
4.5	
9	Individual items
4.6	
11	Sample of institutions

1 Summary

- For the first time since the inception of the higher education pay and prices index (HEPPI) in 1956, a fall in the retail prices index (RPI) of 1.6 per cent was recorded for the period between July 2008 and July 2009. Over the same period the HEPPI recorded an increase of 4.9 per cent, with all the constituent items showing an increase over the same period.
- Libraries (item 3) showed the highest increase at 8.4 per cent. It is likely that this is a delayed effect, with last year's figure being a slight underestimate. This reflects to some extent the nature of the figures collected by the Library and Information Statistics Unit at Loughborough University which show a slight lag when compared to other items of the index (see notes on the construction of HEPPI).
- The only other item showing an above index average increase is salaries (item 1) at 6.3 per cent. Last year for the first time salary cost figures in the index were based on institutions' returns rather than the national pay increases that had been used in previous years. The same method is used this year and is based on total staff costs, which reflects the cost of incremental drift, changes in the number and type of staff, the introduction of the pay spine and other relevant salary cost factors.
- National insurance (item 2) and office and laboratory consumables (item 4) each demonstrated an increase close to the index average of 4.6 and 4.4 per cent respectively.
- Telephone and postage (item 5) and rent and rates (item 12) both had below index average increases of 3.2 and 3.7 per cent respectively.
- The lowest increases were found in travel and subsistence (item 6) with a 0.5 per cent rise between July 2008 and July 2009. Advertising (item 8) saw no change, while there were small increases in the following: professional fees (item 9) 1.1 per cent; energy, water and sewerage (item 10) 0.9 per cent; and repairs and maintenance (item 11) 1.9 per cent.

- The higher education pay and prices index (HEPPI) measures the general price increases facing higher education institutions in the UK. It was produced at six-monthly intervals since it was started in 1956 but from the July 2006 edition it has been published annually, reflecting the fact that we have been in a period of (relatively) low inflation in the UK economy. Since the move to an annual index we have taken the opportunity to publish the data in a new format.
- The index covers all higher education institutions and was introduced in 1996 to replace the universities pay and prices index (UPPI) which dates back to 1956. Although there is great diversity among institutions the index gives a broad indication of how the prices of goods and services that they buy are changing on a national level.
- Included in this edition of the index is an updated version of the *Guide to the Higher Education Pay and Prices Index. A guide to its construction and interpretation* (2005), which is available on the Universities UK website ([www.universitiesuk.ac.uk/PolicyandResearch/Statistics/Higher-Education-Pay-and-Prices - Index](http://www.universitiesuk.ac.uk/PolicyandResearch/Statistics/Higher-Education-Pay-and-Prices-Index)), together with earlier editions of the index.
- The method for constructing the salary element of the index has been revised in order to ensure that the index remains a useful tool for planning purposes both inside and outside higher education institutions and this is described in the guide to the methodology. This is the second year that the index has been based on the actual cost of universities' salaries and wages rather than national pay increases, which only account for a proportion of the total cost. Figures included in the index are based on sample institutions' returns to our survey rather than national increases. The new method also reflects the cost of incremental drift, changes in the number and type of staff, the introduction of the new pay spine and other relevant salary cost factors. Since the implementation of the new nationally agreed single pay spine for all grades we are no longer able to distinguish between salaries for clinical and non-clinical academics or between academic and non-academic salaries.
- The HEPPI is produced for Universities UK by Dr Celia Phillips and Dr Irini Moustaki of the Department of Statistics at the London School of Economics and Political Science. The researchers rely, as ever, on the quality of information provided by universities and colleges, which together with publicly available data on price changes provided by various governmental agencies, make up the data presented here. Universities UK and the researchers acknowledge with thanks the contributors (the majority of our sample contacted) who take time to fill in our survey form and provide us with the essential information needed to construct the index.

It should be noted when assessing this year's index that, for the second year in a row, figures on salary costs are based on institutions' returns rather than the rates determined by national salary agreements. This means that changes in the actual expenditure on wages have been assessed and the figures thus have the same standing as the other expenditure figures in the tables.

Table 1
The HEPPI 1 July 2009

Item	Weights used in 2009	Percentage change 1 July 2008 to 1 Jul 2009	Price index 1 July 2009 (1 Jul 1996=100)
1. Salaries	56.7	6.3	170.4
2. National insurance	4.7	4.6	176.2
3. Libraries	1.7	8.4	217.9
4. Office and laboratory consumables and equipment	8.2	4.4	97.7
5. Telephone and postage	1.2	3.2	99.5
6. Travel and subsistence	3.6	0.5	147.4
7. Fellowships and studentships	6.6	2.6	224.0
8. Advertising	1.3	0.0	149.6
9. Professional fees	5.7	1.1	241.5
10. Energy, water and sewerage	2.0	0.9	277.8
11. Repairs and maintenance	2.6	1.9	219.4
12. Rents, rates and insurance	1.7	3.7	150.9
13. All other expenditures	4.1		
Total	100.0	4.9	160.1

Looking at the HEPPI in detail:

- For the first time since the introduction of the HEPPI, the retail prices index (RPI) showed a decrease of 1.6 per cent between July 2008 and July 2009. Over the same period the HEPPI showed an increase of 4.9 per cent. None of the items comprising the HEPPI showed a decrease over the period.
- Libraries (item 3) showed the highest increase at 8.4 per cent, but it is likely that this is a delayed effect with last year's figure being a slight underestimate. This reflects to some extent the nature of figures collected by the Library and Information Statistics Unit at Loughborough University which show a slight lag when compared to other items of the index (see notes on the construction of HEPPI in section 4.2).
- Salaries (item 1) were the only other item to show an above average rise with an increase of 6.3 per cent between 1 July 2008 and 1 July 2009 compared with an overall rise in the index of 4.9 per cent. It should be noted that last year for the first time salary cost figures in the index were based on institutions' returns rather than the national pay increases used in previous years. The same method is used this year and is based on total staff costs and reflects the cost of incremental drift, changes in the number and type of staff, the implementation of the pay spine and other relevant salary cost factors.
- Changes close to the HEPPI average were shown for national insurance (item 2) and office and laboratory consumables (item 4) with increases of 4.6 and 4.4 per cent respectively.
- Telephone and postage (item 5) and rent and rates (item 12) both showed increases below the HEPPI average, of 3.2 and 3.7 per cent respectively.
- The lowest increases were found in travel and subsistence (item 6) with a 0.5 per cent increase between July 2008 and July 2009, There was no change in advertising prices (item 8), while the following saw small increases: professional fees (item 9) 1.1 per cent; energy, water and sewerage (item 10) 0.9 per cent; and repairs and maintenance (item 11) 1.9 per cent.

3.1 Trends in the HEPPI

The following graph gives the trend in university pay and prices since 1986 compared with the RPI, with the data used in the chart shown in table 2.

Figure 1

Comparison of the HEPPI against the RPI, January 1986 to July 2009 (1996 base = 100)

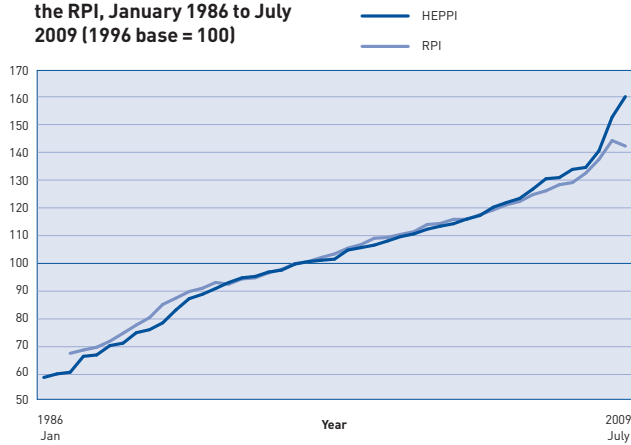


Table 2

The Higher Education Pay and Prices Index 1998-2009 (January 1996=100)

	Pay expenditure	Non-pay expenditure	All expenditure
1998 July	107.2	103.9	106.0
1999 January	109.3	104.1	107.5
1999 July	112.0	103.9	109.1
2000 January	113.5	104.3	110.1
2000 July	115.6	105.4	111.8
2001 January	116.9	106.1	112.9
2001 July	118.7	105.5	113.8
2002 January	120.6	107.1	115.5
2002 July	121.4	109.1	116.8
2003 January	125.4	110.6	119.8
2003 July	126.0	113.8	121.5
2004 January	127.2	115.7	123.0
2004 July	130.8	118.8	126.4
2005 January	134.4	123.0	130.2
2005 July	134.7	123.4	130.6
2006 January	138.0	126.0	133.6
2006 July	138.1	127.6	134.3
2007 July	143.5	134.3	140.3
2008 July	160.2	140.3	152.6
2009 July	170.4	144.4	160.1

By Professor David Bartholomew, Dr Celia Phillips and Dr Irini Moustaki

Department of Statistics, London School of Economics and Political Science

4.1 Purpose and coverage

The index is designed to measure changes in the general price level facing universities in the United Kingdom at annual intervals ending on 30 June each year. 'Price' here refers not only to goods and services, but also to wages and salaries. Since about 60 per cent of all university expenditure falls into the latter item, the pay element has been made explicit in the name of the index.

The original purpose of the Universities Pay and Prices Index (UPPI) and its predecessor was to provide the former Committee of Vice-Chancellors and Principals (CVCP) (now Universities UK) with information for its negotiations with government about the level of university funding. The changed basis of funding means that it now has a somewhat different role. It is still used by a variety of bodies, including Universities UK and government departments, but increasingly interest has focused on the components of the index. These are used for internal budgeting purposes by individual universities and by national groupings such as librarians. The index should therefore, be regarded primarily as a collection of indices, each relating to a different item of university expenditure.

The index covers all publicly-funded universities in Great Britain and Northern Ireland and various colleges and institutions of higher education. For convenience, we refer to all of these as 'universities'. There is of course a great diversity among such institutions and the index cannot give an accurate picture for each institution. Instead, it gives a broad indication of how the prices of goods and services which universities buy are changing on a national level.

The index covers the whole range of university expenditure as it appears in the standard set of accounts adopted by all institutions, with certain exceptions. All expenditure on student residences, catering and conferences is excluded because it is required to be self-financing, and universities themselves fix the prices to cover costs. We also exclude provision for long-term depreciation on the grounds that this depends only marginally if at all, on current price levels. The term 'total' in Table 1 above refers to the total after these two items have been excluded.

4.2 Principles of construction

The idea of a general price level is an abstract notion akin to that of an average. Prices of different commodities increase at different rates. Often the increase will not be uniform but abrupt: regional variations may mean that their impact varies from one university to another. The construction of a price index is an attempt to determine an average, or typical, level of prices whose trend over time shows the impact of inflation on universities. In the short-term it will not correspond exactly with the experience of any individual university and at best it can be no more than an estimate.

We are not concerned with the absolute level of prices but with their level relative to that at some time chosen to serve as a point of reference. In the case of a single commodity, change in price can be measured directly by a price relative. This is the ratio of the price now to the price at the reference point. For example, if the price of something is £90 now, having risen from £80, the price relative is $90/80$ or 1.125. This is usually expressed as a percentage by multiplying by 100.

In this form it tells us that something which originally cost £100 would now cost £112.50 – a 12.5 per cent increase. A succession of such indices at, for example, annual intervals charts the trend of price inflation. In practice, of course, universities buy not one commodity but many, and to obtain a complete picture of price rises we need to look at the movements of the whole set of price relatives. A general idea of the 'underlying' level can be found by taking some kind of average. There is no 'best' way of doing this and the various ways of doing it have different advantages. The HEPPI is formed by taking a weighted average of the price relatives, using as weights the amounts spent by all universities in the most recent year for which national figures are available.

The construction of the index therefore involves three stages:

- the classification of total expenditure into categories such as salaries, insurance, heating, which are judged to be relevant to users;
- the estimation of a price relative for each item; and in the case of salaries, the pay bill per institution
- the combination of these prices relatives into a single index.

The second stage may require further subdivision since 'office and laboratory supplies' for example, cover many different things with prices increasing at different rates. The details of how this is done are set out in later sections.

Figures for expenditure are derived primarily from the returns that all institutions make to the Higher Education Statistics Agency (HESA). However, some of the categories which these returns give are not entirely adequate for our purposes and are therefore supplemented by further information obtained from a sample of university accounts.

The data for calculating price relatives come from four main sources:

- Until 2007 the HEPPI quoted the nationally agreed rates for salaries and wages for academic, technical and administrative staff that were available from the Universities and Colleges Employers' Association (UCEA).

From 2008 onwards, salary rates are based on the actual cost of universities' salaries and wages rather than national pay increases, which only account for a proportion of the total cost. More specifically, figures used in the index are based on institutions' returns and total expenditure on staff costs. The new method also reflects the cost of incremental drift, changes in the number and type of staff, the implementation of the new pay spine and other relevant salary cost factors. Since the implementation of the nationally agreed single pay spine for all grades we are no longer able to distinguish between salaries for clinical and non-clinical academics and between academic and non-academic salaries.

A distinction between academic and non-academic salaries can be made in the future if the universities that participate in the survey or other sources such as HESA can produce a breakdown of expenditures on salaries by these variables. This will be investigated further for implementation in future editions of the index.

- Goods and services that are bought on the open market are covered by various indices published by the Office for National Statistics (ONS) including components of the retail prices index and various producer price indices.
- In a few cases, such as books and periodicals, national indices appropriate for universities are available from the Library and Information Statistics Unit (LISU) at Loughborough University.

- Where no outside source is available, information is obtained directly from a sample of universities. At present this covers expenditure on heat, light and water.

The index currently measures changes in price levels since 1 January 1996 when the level was fixed at 100. The broad change in prices since 1998 is shown in Table 2.

In technical language the index is 'chained', which means that the priority is to measure short-term change. This means that we re-estimate the main weights every year as new data becomes available. The expenditure data required for this exercise is provided from HESA returns. Changes over longer intervals of time are obtained by multiplying the indices compiled for the constituent time intervals.

4.3 The weights for the main items

The standard layout adopted for the publication of the index is given in Table 1 above. The weights listed in the second column of the table are the percentages of total recurrent expenditure in each of the categories listed in the first column. These are derived as specified in Table 6 of HESA's Finance Plus publication for the most recent year available.

The weights for items 10, 11, 12 and 13 are obtained directly from HESA Table 6 of the same publication and other HESA sources. In the second stage an estimate is made of the amount of employers' national insurance that has been included in those totals. These amounts are then deducted from total pay expenditure to give the amounts paid in salaries and wages; they are then expressed as percentages of total recurrent expenditure.

A number of methods have been tried for estimating the employers' national insurance contributions since these are not given as part of the HESA return. An exact determination would require information on the frequency distribution of salaries and wages for all grades of staff in the university system. This is available from UCEA for most grades of staff but the effort involved in calculating these would not be justified when a much simpler approximation is available. This is provided by the annual accounts of universities. These provide figures for both total pay expenditure and social security payments. The latter are almost entirely employers' national insurance contributions. We consider that the approximation involved is adequate for our purposes.

Expenditure on libraries (item 3) is no longer given in the HESA returns and therefore it is estimated separately from the university accounts together with items 2-9 as explained below.

By subtracting the expenditure on wages and salaries and on items 10-13 from 'total recurrent expenditure' we get the total amount spent on items 3-9. Let us call this 'other expenditure'. The problem is to then allocate this 'other expenditure' among the seven heads. It has, so far, proved impossible to obtain information at a national level that would enable us to make this breakdown. Indeed, it is doubtful whether such information exists in many universities. However, some universities list expenditure on most or all of these items in their annual accounts. By relating it to the 'other expenditure' of those universities we are able to estimate the proportions of 'other expenditure' that are attributable to the individual items. Using these proportions we can then estimate expenditure for all universities.

This procedure assumes that the sample of universities which happen to provide the necessary information in their accounts is representative of all universities. Those used for the July 2009 Index were:

Bangor University
Buckinghamshire New University
Cardiff University
Guildhall School of Music and Drama
Heriot-Watt University
King's College London
London Metropolitan University
Loughborough University
Oxford Brookes University
St George's, University of London
Thames Valley University
The Royal College of Music
University College Falmouth
University College London
University of Cambridge
University of Durham
University of East Anglia
University of Edinburgh
University of Glasgow
University of Huddersfield

University of Liverpool
University of Manchester
University of Northampton
University of Nottingham
University of Reading
University of Sheffield
University of Strathclyde
University of Wales, Newport
University of Wolverhampton
University of York

We believe that the sample is adequate since the variation of the estimated proportions across universities is acceptable for the purposes in hand.

The percentage of expenditure on item 4, 'office and laboratory consumables and equipment', proved impossible to estimate by these means. The ways in which universities describe and allocate such expenditures is so varied that no sensible national estimate can be derived directly from their published accounts. We therefore derived it as a balancing item. We know, precisely, the national expenditure on items 3-9 inclusive. We believe we have adequate estimates for all items except item 4. We therefore assume that the residual proportion after all others have been accounted for is attributable to 'office and laboratory' consumables and equipment.

We must emphasise that these weights are national averages and it is to be expected that individual institutions will show considerable variation - especially in the case of specialist institutions.

4.4 Price indices for individual items

The next step in the construction of the index is to estimate the yearly changes in prices given in Table 1 under the column titled 'Price index'. The nature of the problems involved can be explained by focusing attention on a few representative cases. Having done this we can then list the details for all items.

An example is provided by 'telephone and postage'. Here we use national indices, which are part of the retail prices index (RPI) for the two components, and then estimate weights from the expenditures on the two items given in university accounts. The weighted average is then entered in the relevant column.

The most difficult case is provided by item 4, 'office and laboratory consumables and equipment'. This covers a vast collection of materials including such things as glassware, chemicals, stationery and so on. It would be quite impossible to enumerate all of the components which should be included, much less to estimate weights for them. We therefore divide them into broad groups, for example equipment, printing and stationery. We then obtain indices for as many items as possible within each group and estimate a group average increase as the unweighted geometric mean of these indices. The averages for the groups are then combined using estimated weights from university accounts. In such a case there will of course be many items whose price rises are not included in the index. The aim is to ensure that those items included are representative of the whole.

To make an exact determination of the rise it is necessary to have the salary distributions for all categories of employee. One can then work out the cost to universities of any change in the rates. This is too costly a process to carry out on a regular basis but it was done for the July 1996 Index. A much simpler method, also used by UCEA, is to compute the increase for the person on the average income in each occupational group and then to form a weighted average of these increases. In July 1996 this method showed poor agreement with the results of the full calculation and has been abandoned.

We therefore use the annual accounts of universities. These provide figures for both total pay expenditure and social security payments. The latter are almost entirely employers' national insurance contributions. We consider that the approximation involved is adequate for our purposes.

4.5 Individual items

a) Academic salaries, non-academic wages and superannuation

The index takes into account the pay modernisation issues and the introduction of a single pay spine for staff. The index is based on the actual cost of universities' salaries and wages taken from the survey conducted as part of the index calculation, rather than national agreed pay increases, which only account for a proportion of the total cost. It should be noted that this reflects changes in the number of staff as well as overall pay inflation.

b) National insurance

This item presents particular difficulties because the rate paid depends on the earnings bracket into which the employee falls. These rates may be changed differentially so the employers' contribution does not necessarily rise in line with pay. The rates are changed annually in April and so the annual increase appears in the July index.

c) Libraries

Library expenditure is classified into books and periodicals. The price increase for books is obtained from the Library and Information Statistics Unit (LISU) at Loughborough University. Separate indices are provided for UK and US books and these are weighted 0.7 and 0.3, respectively. Price changes in the latter are in dollars and these are converted to pounds using an average exchange rate estimated from monthly figures for the relevant year (exchange rates are obtained from Economics Trends). The two indices are then weighted according to total expenditure.

Prices for journals are obtained from the Blackwells Index covering about 2,000 publications as supplied to us by the LISU.

The weights used to combine these indices are currently:

Books	Periodicals
0.0419	0.419

These are derived from expenditure figures provided by HESA.

d) Office and laboratory consumables and equipment

Price increases are estimated from the producer price index (PPI) published in the ONS monthly monitor (price indices of products manufactured) from a representative set of items in the categories listed below. Within each item an unweighted geometric mean is taken of the indices. These are then combined using the weights given in brackets below, which are based on expenditure information provided by a large provincial university. Efforts are being made to estimate new weights from a representative sample of universities chosen for the purpose.

At present the PPI's are based on the prices of products manufactured in the United Kingdom. The indices are being re-based to the year 2000. The indices are identified by their PPI numbers.

The current list is as follows:

- Equipment (weight 0.55): office machinery and parts thereof (300100), computers and other information processing equipment (300200), instruments and appliances for measuring checking etc. (332000), chairs and seats (3611), other office and shop furniture (3612).
- Consumables (weight 0.25): other glass, processed including technical glassware (261523), prepared pet-food (157200), pens and markers (366321), small office or desk equipment (287522), soap, detergents, polishing materials etc (245100), toilet paper, tissues etc. (212211), pharmaceutical products (244100), chemical products (7111124), Inorganic chemicals (241300), organic chemicals (241400). [Note: items 261523 and 287522 have been discontinued.]
- Published materials (weight 0.07): newspapers and journals (221200 & 221300).
- Printing and stationery (weight 0.13): printing services (222000), paper stationery (212300)

e) Telephone and postage

Price rises are based on the relevant component indices of the RPI.

f) Travel and subsistence

We use the indices of travel and leisure, UK holidays, restraint means, rail fares and motoring expenditure from the RPI.

g) Fellowships and studentships

This item is based on increases applied at the beginning of the academic year in the previous October. This item refers to studentships and fellowships provided by universities from their own funds and it is assumed that they will rise in line with those awarded by the research councils.

h) Advertising

This is based on the cost per column centimetre charged to educational users by the main publications used by universities. These include the broadsheet dailies, weeklies (such as *Times Higher Education (THE)*, *New Scientist and Nature*) and specialist publications including the *Caterer and Hotel Keeper*, *Accountancy Age* and *The British Medical Journal*. Price rises are calculated for each publication over the preceding year and then a representative figure (usually the median increase) is selected.

i) Professional fees

This item is increasingly common in university expenditure and we have found no satisfactory indices for the fees that are charged. In addition to audit costs, we assume that legal fees will be a major component. Pending further research we use an average of the annual increase of legal professionals and of business and financial professionals obtained from Table A14.1 of the annual survey of hours and earnings (Office for National Statistics).

j) Energy, water and sewerage

This is obtained from our survey of universities. Respondents are asked to provide price increases for each component of their costs together with expenditures on each. We then form a weighted average, using these expenditures, for all universities in the sample. This is the first year we have also incorporated data from estate management statistics on energy, water and sewerage costs. This data is to be collected by HESA from 2009/10 and we hope to be able to incorporate more of this data from this source.

k) Repairs and maintenance

This item is a component of the RPI and we assume that the experience of universities will be in line with the general price changes in this area.

l) Rents, rates and insurance

This item is split into two parts: (a) rates and (b) rents and insurance. For the former we use the business rate, which changes in April each year. We treat the increase from April of year X to April of year X+1 as though it occurred in the year January to December of Year X+1. For rent and insurance we use the geometric mean of the RPI figures for rent and dwelling insurance and ground rent. The two components are combined with weights derived from a sample of ten sets of university accounts that give expenditures in the two items. The weights currently used are rates: 0.33 rents / insurance 0.67.

m) All other expenditure

This is the residual HESA item, which includes an extremely diverse set of items that cannot be easily classified. We give no price change for this item. The effect of this policy on the overall index is the same as if we imputed the same rise as all other items put together.

4.6 Sample of institutions

Since 1998, the sample of universities surveyed has numbered 50 in all and reflected, with very minor changes, the composition of the original 1956 index. The universities involved have been remarkably faithful in carrying out the work over the years.

They are from England, Scotland and Wales, but not from Northern Ireland. A check was carried out in 1986, when the current compilers took over the index and it was found that the participants in the index represented the then university sector in terms of:

- area of the country;
- income;
- faculty balance;
- ratio of postgraduates to undergraduates; and
- research expenditure

In terms of readily accessible figures on price charges, they did not differ significantly from the parent population. This was still the case when the sample had to be augmented for the new HEPPI.

The list of current participants, in alphabetical order, is as follows:

Anglia Ruskin University
Bangor University
Buckinghamshire New University
Cardiff University
Edge Hill University
Guildhall School of Music and Drama
Heriot-Watt University
King's College London
London Metropolitan University
Loughborough University
Napier University
Oxford Brookes University
Queen Mary University of London
Roehampton University
St George's, University of London
St Mary's University College
Swansea University
Thames Valley University
The Royal College of Music
University College Falmouth
University College London
University of Abertay, Dundee
University of Bedfordshire
University of Birmingham
University of Bradford
University of Bristol
University of Cambridge
University of Central Lancashire
University of Durham
University of East Anglia
University of Edinburgh
University of Glasgow
University of Gloucestershire
University of Huddersfield
University of Leicester
University of Liverpool
University of Manchester

University of Northampton
University of Nottingham
University of Oxford
University of Reading
University of Sheffield
University of St Andrews
University of Strathclyde
University of Teesside
University of the West of England
University of Wales, Newport
University of Wolverhampton
University of Worcester
University of York



This product has been manufactured on paper from well managed forests and other controlled sources. It is manufactured using the FSC Chain of Custody and by a company employing the ISO14001 environmental standard.

About Universities UK

This publication has been produced by Universities UK, which is the representative body for the executive heads of UK universities and is recognised as the umbrella group for the university sector. It works to advance the interests of universities and to spread good practice throughout the higher education sector.

Universities UK

Woburn House
20 Tavistock Square
London
WC1H 9HQ

telephone

+44 (0)20 7419 4111

fax

+44 (0)20 7388 8649

email

info@universitiesuk.ac.uk

web

www.universitiesuk.ac.uk

Alternative formats

This publication can be downloaded from the Universities UK website in PDF format. We can also supply it in Word. Please email publications@universities.ac.uk to order alternative versions.

© Universities UK
ISBN 978 1 84036 223 7
December 2009

