



Llywodraeth Cymru
Welsh Government

Welsh Government usage of Higher Education Statistics Agency (HESA) staff data

The Higher Education Statistics Agency (HESA) collects a range of higher education staff data every year from UK universities. This data is then provided to UK governments and higher education funding bodies to support their work in regulating and funding providers. In addition, information derived from the data is published as anonymous official statistics and in many accessible formats for use by a wide range of organisations and individuals (including higher education providers, academic researchers, private companies, professional bodies and the press and media).

HESA publish a [collection notice](#), explaining how data are collected and processed. This statement does not attempt to replicate HESA's collection notice, but describes how Welsh Government uses the data collected by HESA on staff.

What does Welsh Government receive from HESA?

Welsh Government receives data from HESA on staff employed at UK higher education providers. Some of the data received by Welsh Government from HESA is personal data and/or special category data, as defined in the General Data Protection Regulation.

What does Welsh Government do with HESA data?

HESA data is used in a variety of ways by Welsh Government, such as the publication of statistics on Welsh higher education and to respond to requests for data and analysis from stakeholders or the general public. Any statistics published or responses to requests for analysis are anonymised, meaning that individuals cannot be identified.

Analysis of staff numbers

HESA data is used to publish statistics on the activity of higher education staff in Wales and provide analysis in response to requests from stakeholders or the general public. Numbers of staff employed in higher education institutions in Wales are analysed according to variables including:

- institution of employment
- contract type (e.g. academic or non-academic);
- mode of employment (full-time or part-time);
- cost centre (i.e. broad subject area) of host department;
- equality characteristics (e.g. age, disability, gender, ethnicity);
- ability to teach in Welsh;
- domicile.

Welsh language in higher education

HESA data is also used in the routine analysis of Welsh language use in higher education, particularly the numbers of staff teaching through the medium of Welsh. Welsh Government uses this information to monitor progress against targets for numbers of students studying set numbers of credits in Welsh. This is part of wider Welsh Government priorities relating to the Welsh language strategy.

Sharing data for analysis and research

HESA data is shared with third party contractors conducting data analysis and research or evaluation commissioned by the Welsh Government. Other organisations and researchers may also be provided with anonymised HESA data, with Welsh Government approval. The Welsh Government has a formal data sharing agreement in place whenever we share HESA data with a third party. This means the third party will have to sign a confidentiality agreement relating to the data, to show that they operate satisfactory information security procedures and that copies of the data will be destroyed when the timescale for the data sharing agreement expires. They can only use the data for the reason they sign up to and nothing else. All copies of data transfers are logged and recorded.

Contacts

Statistician

Email: post16ed.stats@gov.wales

For further information about the information which Welsh Government holds and its use, or if you wish to exercise your rights under the GDPR, please see contact details below:

Data Protection Officer
Welsh Government
Cathays Park
Cardiff
CF10 3NQ
dataprotectionofficer@gov.wales

To contact the Information Commissioner's Office, please see details below:

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
029 2067 8400 (Wales helpline) or 0303 123 1113 (UK helpline)
[Home | ICO](#)