



Membership Profile 2024/25

ECC has 133 members: from Aberdeen to Cornwall, from Belfast to East Anglia, as well as a growing number of international members and clients.

HR teams from the very largest, long-established and internationally-renowned universities to the smallest specialist colleges, all rely on our HERA and FEDRA job evaluation schemes – and our team of expert consultants.

In fact, during more than 25 years the HERA and FEDRA schemes have analysed more than 150,000 roles within 150 organisations – representing at least 500,000 staff.

Our membership includes the top 5 universities in the [Times Good University Guide 2025](#), the top 4 in [The Guardian Best Universities 2025](#) and 8 of the top 10 in the [Complete University Guide 2025](#).

With pay and reward gaining ever-greater attention, our members know that it has never been so important to have a robust, sector-specific approach to job evaluation and role analysis. And with some 70% of UK universities belonging to ECC, our members are actively involved in all the major HE mission groups:

25 ECC members belong to	London Higher The membership organisation for universities and higher education colleges across the capital (40 universities and higher education colleges) www.londonhigher.ac.uk
21 belong to	Guild HE Distinction and Diversity in Higher Education (53 universities and colleges) www.guildhe.ac.uk
20 are affiliated to	MillionPlus The Association for Modern Universities (22 universities) www.millionplus.ac.uk
15 comprise	The Cathedrals Group The only group of universities in the UK with a commitment to serving the public good that springs from faith-based values (15 universities) www.cathedralsgroup.ac.uk
13 are part of	The Russell Group Representing world-class research and education (24 universities) www.russellgroup.ac.uk
9 belong to	University Alliance The voice of technical and professional universities (14 universities) www.unialliance.ac.uk
9 belong to	UKADIA United Kingdom Arts & Design Institutions Association (14 institutions) ukadia.ac.uk
6 belong to	N8 Research Partnership A collaboration of research-intensive universities in the North of England (8 universities) www.n8research.org.uk
6 belong to	Conservatoires UK The voice of conservatoire education in the UK (11 conservatoires) www.conservatoiresuk.ac.uk

To find out more



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