EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE (EDMARC)

STAFF REPORT

2015

SEVENTH REPORT

1. Introduction

The seventh report from the Equality and Diversity Monitoring and Research Committee (EDMARC) reports on student and staff data for the University of Edinburgh. The remit of the committee is to report and monitor equality and diversity issues and to carry out further research where appropriate. EDMARC also provides advice and technical expertise to make policy and research recommendations.

This report focuses on staff data for 2014/15 and looks at the equality dimensions of gender, disability, age and ethnicity for academic and professional services staff.

EDMARC is composed of senior staff with interest in equality and diversity issues and expertise in the area of analysis and management of data with support from the University's professional services. EDMARC is chaired by the Vice-Principal for People and Culture.

The current members of the EDMARC committee are:

Professor Jane Norman, Vice-Principal People & Culture, Convener

Mrs Denise Boyle, University HR Services

Ms Rebecca Gaukroger, Student Recruitment and Admissions

Professor Brian Main, CHSS

Andy Peel, EUSA Vice President Societies and Activities

Ms Karen Osterburg, Registry

Ms Angi Lamb, Joint Unions

Dr Caroline Wallace, University HR Services

Dr Pamela Warner, CMVM

Ms Sheila Williams, Student Disability Service

The reports will be published on the EDMARC website
http://www.ed.ac.uk/schools-departments/equality-diversity/monitoring-statistics/edmarc

Further information on equality and diversity in the university can be found at
http://www.ed.ac.uk/schools-departments/equality-diversity

2. Notes and definitions

The data used in this report are snapshots of the staff database, taken in July of 2010, 2011, 2012, 2013, 2014 and 2015. Staff will be reported in overall and in two categories; Academic and Professional Services staff. Where possible and appropriately, figures on academic staff whose function is 'Research' are reported separately and in addition to all academic staff. Academic staff is defined as Clinical Academics and Academic staff on UE grades UE06-UE10. Research staff is defined as Academic staff doing only Research and on

UE grades UE06-UE10. Professional Services staff is all staff that are not Clinical Academics or Academic.

Internal data uses staff headcount unless stated otherwise. Full-time and part-time staff will be reported as aggregate headcounts unless split out. The University's definition of full-time is any member of staff working 35 hours or more.

Comparisons to other institutions are made using data from the Higher Education Statistics Agency (HESA). This data represents figures submitted by institutions in an annual staff return. Academic staff is returned as one of two categories for University of Edinburgh; *'Research only'* **or** *'Teaching and Research'*. Where appropriate, a peer group of institutions will be used to compare the institution's performance such as the Russell Group or other institutions in Scotland. HESA comparison data refers to academic year 2013/14.

Where appropriate, this report has aligned definitions with other standard equality reporting, most notably from the Equality Challenge Unit (ECU). For example, this report looks at ethnicity by breaking down the population into UK-nationality and non-UK nationality groups – this is in line with ECU definitions. A statistical report for 2014 from the ECU on staff and students can be found on their website, http://www.ecu.ac.uk/wp-content/uploads/2014/12/Mini-stats-with-updated-pipeline-Dec-2014.pdf .

2.1. Hours to be Notified/Guaranteed Hours staff

From academic year 2014/15 Hours to be Notified (HTBN) contracts ceased to exist and staff have been predominantly moved onto guaranteed hours (GH) contracts.

The EDMARC staff report presently excludes fuller reporting on GH staff, unless otherwise noted. However, the University is looking at future monitoring and reporting processes for this group of staff. We need to accumulate data over more than one year to enable EDMARC to make useful interpretations. However, it is important at this stage to include the protected characteristics data (age, disability, ethnicity etc.) for this group of staff in the overall numbers, as indicated at the relevant sections. (See also 3.9).

3. <u>Overall Staff</u>

3.1. Headcount

For the snapshot taken in July 2015 there were a total of 10,258 staff, of which 2,682 work part-time. Staff classified as Guaranteed Hours are excluded in the headcount as referenced in 2.1 above. Academic staff covers any staff who are classified as 'Academic' or 'Clinical Academic'. A breakdown by college can be seen in table 1.

Table 1: Breakdown of staff headcounts, by college and support group, 2009-10 to 2014-15

Key to Abbreviations:
College of Humanities and Social Science (HSS)
College of Medicine & Veterinary Medicine (MVM)
College of Science & Engineering (CSE)
Corporate Services Support Group (CSG)
Information Services Support Group (ISG)
University Secretary's Group (USG)

| College / Support Gp		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
HSS	Full Time	1138	1130	1249	1488	1602	1724
	Part Time	290	295	380	432	485	531
	Total	**1428**	**1425**	**1628**	**1920**	**2087**	**2254**
MVM	Full Time	1711	1639	1709	1917	1963	2033
	Part Time	391	397	406	481	606	626
	Total	**2102**	**2036**	**2115**	**2364**	**2541**	**2640**
SCE	Full Time	1687	1658	1498	1714	1796	1884
	Part Time	231	209	225	258	286	298
	Total	**1918**	**1867**	**1722**	**1971**	**2081**	**2181**
CSG	Full Time	849	839	846	898	944	1043
	Part Time	663	713	730	753	855	921
	Total	**1512**	**1552**	**1575**	**1651**	**1797**	**1963**
ISG	Full Time	430	430	425	481	534	545
	Part Time	144	143	142	154	182	185
	Total	**574**	**573**	**565**	**635**	**715**	**729**
USG	Full Time	224	229	268	323	333	371
	Part Time	108	102	97	112	119	143
	Total	**332**	**331**	**365**	**435**	**452**	**513**
Total		**7866**	**7784**	**7962**	**8973**	**9660**	**10258**

3.2. Gender

The overall proportion of female staff (excluding HTBN/GH) in 2014/15 was 52.7% and a breakdown by college and services group is shown in figure 1. There is little movement in the data since 2009/10 and female staff continue to be underrepresented in SCE and ISG whereas male staff are underrepresented in USG.

Figure 1: Proportion of overall staff who are female, by College/Support Group, 2008-09 to 2013-14- Total Staff Population – 10,258 (UoE), 2,254 (HSS), 2,640 (MVM), 2,181 (SCE), 1,963 (CSG), 729 (ISG), 513 (USG)
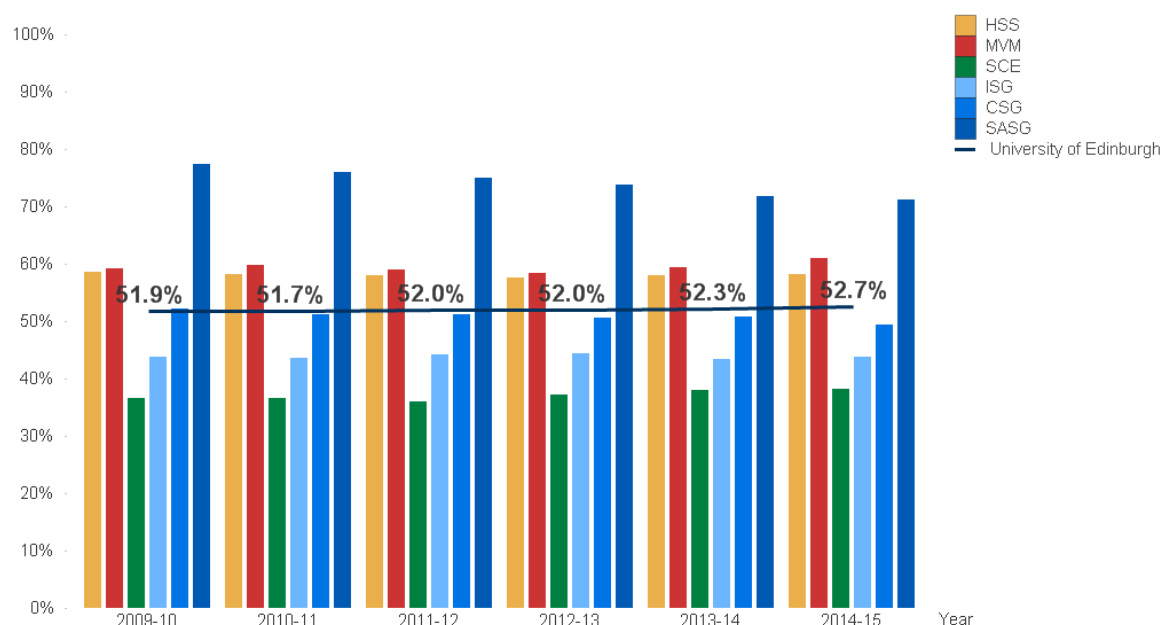
3.3. Ethnicity - % BME

Figure 2: proportion of overall staff who are Black and Ethnic Minority, by nationality grouping, 2008/09 to 2013/14 (the total counts for nationality groupings in 2014/15 are 2,420 (Non-UK) and 7,831 (UK))
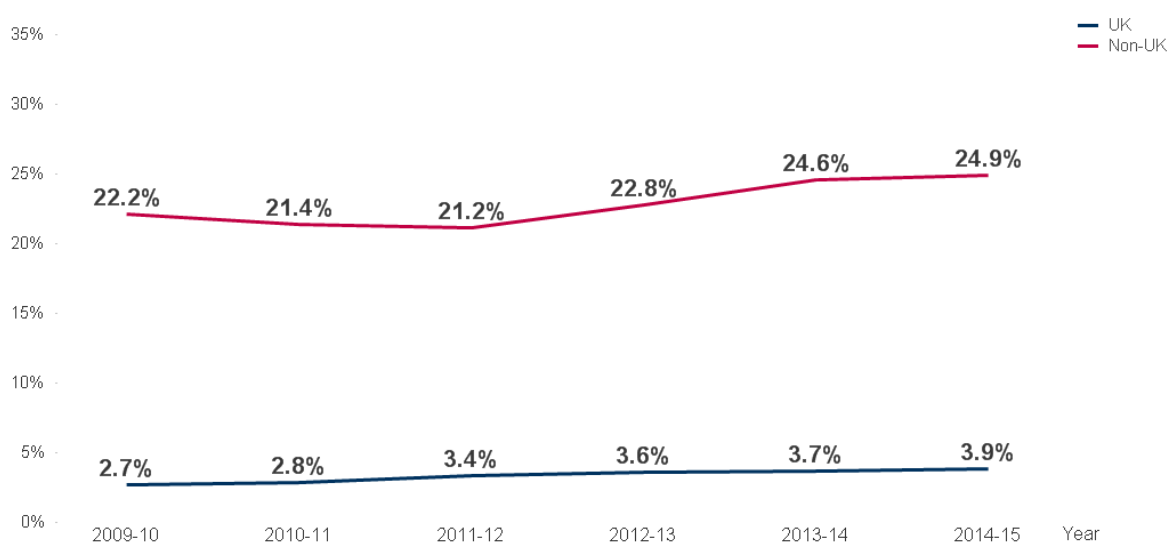
3.4. Age Distribution by Year

With the removal of the default retirement age the proportion of staff age 66 & over has increased slightly. However, overall there is a balance in the spread of staff across the age groups.

Figure 3: Overall staff distribution across age groups, separately for years 2009-10 to 2014-15 (the overall staff counts by years are 7,866 (2009/10), 7,784 (2010/11), 7,962 (2011/12), 8,973 (2012/13), 9,660 (2013/14) and 10,258 (2014/15)
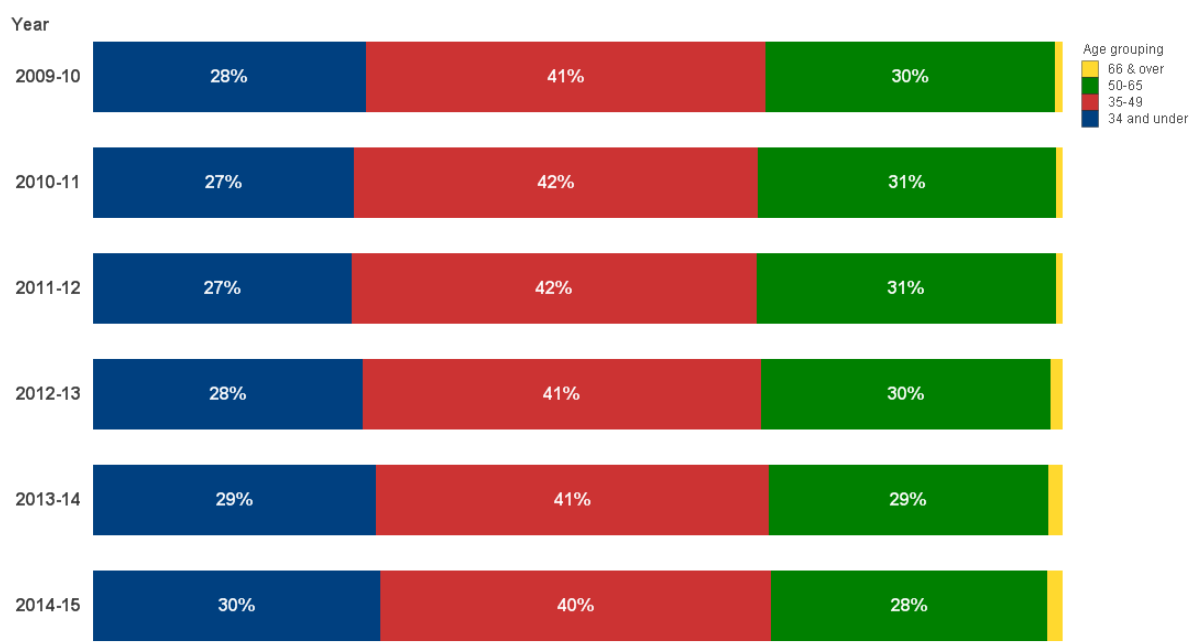
3.5. Disability

In 2014/15, 1,820 staff did not provide information on disability. The overall number of staff disclosing a disability is 397. Figure 4 shows the overall numbers of staff disclosing a disability and % this comprises of the total staff population for years from 2009/10 to 2014/15. Guaranteed Hours staff are included in these figures. A staff survey was conducted in 2013-14, and may account for the increase in staff disclosing a disability compared with previous years. Staff surveys are conducted every two years with a view to improving disclosure of all equality characteristics. The information from the survey carried out late 2015 will be included in the 2016 EDMARC Report.

Figure 4: Number of all staff (including Guaranteed Hours) disclosing a disability, 2009-10 to 2014-15
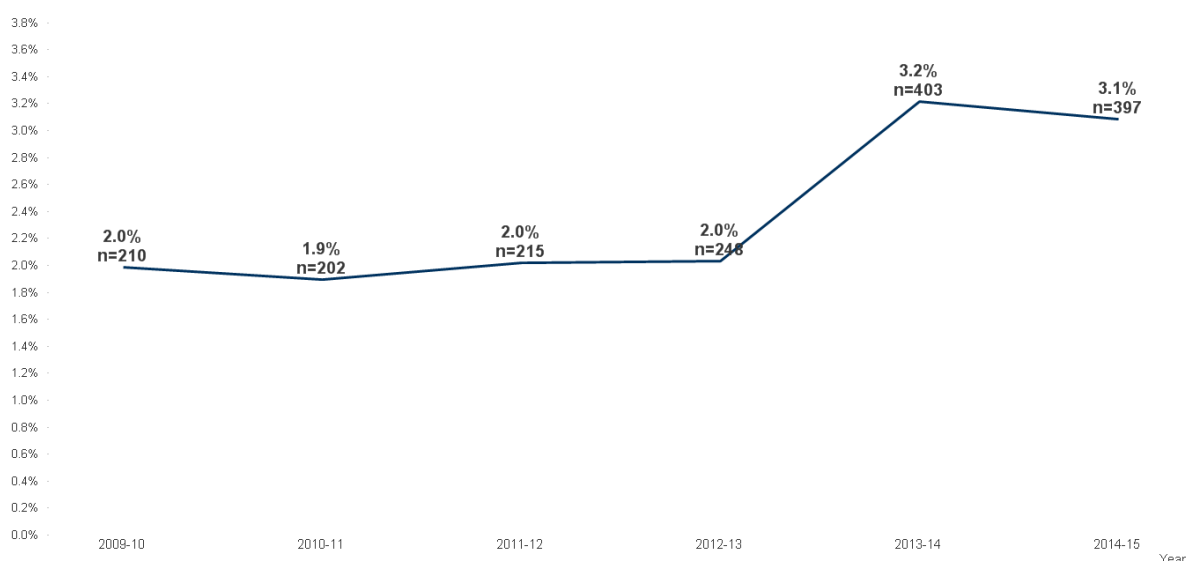
3.6. Religion and Belief

In 2014/15 8,939 (69%) of all staff, including Guaranteed Hours staff, did not did not disclose their religion/belief. Of the remaining 4,034 staff w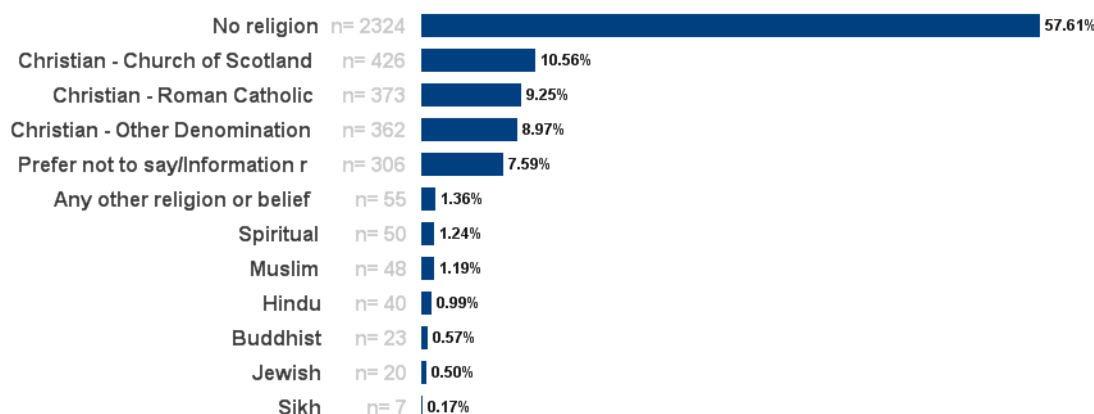ho disclosed their religion/belief, 58% were of no religion which is 17%-points higher than the Scottish proportion, 9%-points higher than the Edinburgh proportion and 14%-points higher than the Lothian area when compared to the 2011 census data. It is also 16%-points higher than the Equality Challenge Unit 2014 statistical report data, derived from HESA staff data.

The proportion of staff declaring their religion as Christian (28.8%) is markedly lower than the Scottish (57.9%), Lothian (46.0%) and Edinburgh (46.7%) 2011 census proportions, as well as being lower than the Equality Challenge Unit 2014 statistical report data, derived from HESA staff data (46.3%). However the small proportions who declared as Hindu, Muslim, Buddhist, Jewish and Sikh are broadly in line with the census and HESA data making allowances for variability expected given the small numbers in each of these categories.

The figure below presents the summary of staff that the information was collected from broken down by each category of Religion and Belief.
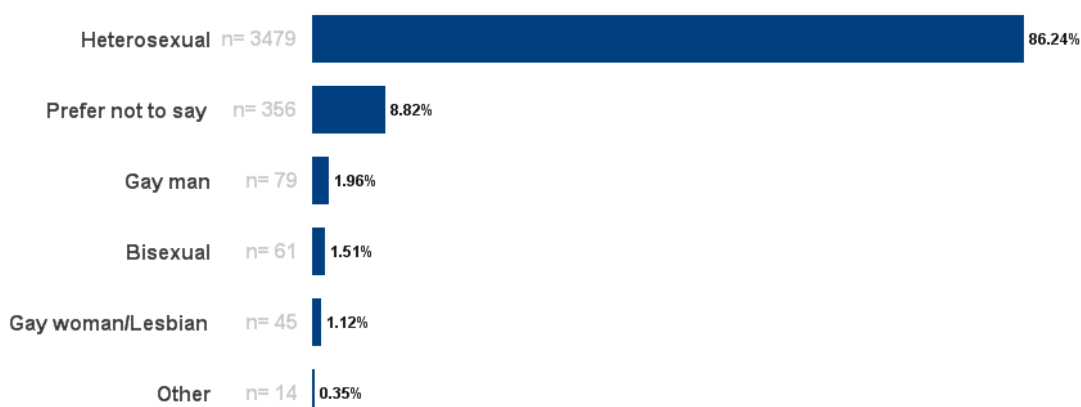
Figure 5: Proportion of staff of known Religion and Belief in each category, 2014/15

Religion and Belief	n	Percentage
No religion	n= 2324	57.61%
Christian - Church of Scotland	n= 426	10.56%
Christian - Roman Catholic	n= 373	9.25%
Christian - Other Denomination	n= 362	8.97%
Prefer not to say/Information r	n= 306	7.59%
Any other religion or belief	n= 55	1.36%
Spiritual	n= 50	1.24%
Muslim	n= 48	1.19%
Hindu	n= 40	0.99%
Buddhist	n= 23	0.57%
Jewish	n= 20	0.50%
Sikh	n= 7	0.17%

3.7. Sexual Orientation

In 2014/15 8,939 of all staff (including Guaranteed Hours staff) did not disclose their sexual orientation. Of the remaining 4,034 staff, 86% disclosed they were heterosexual. Out of the staff at the University of Edinburgh who responded to the sexual orientation item, the proportion declaring themselves to be Gay Man, Lesbian/Gay Woman or Bisexual when compared to the UK using the Office for National Statistics 2013 Integrated Household Survey (Gay Man =1.5%; Bisexual= 0.4%; Lesbian/Gay Woman =0.7%) and consistent with other Higher Education Institutions when compared to the Equality Challenge Unit 2014 statistical report data, derived from HESA staff data (Gay Man =2%; Bisexual= 1.2%; Lesbian/Gay Woman =1.2%). Figure 6 presents the summary of staff that the information was collected from broken down by each category of sexual orientation.

Figure 6: Proportion of staff of known sexual orientation in each category, 2014/15

Sexual Orientation	n	Percentage
Heterosexual	n= 3479	86.24%
Prefer not to say	n= 356	8.82%
Gay man	n= 79	1.96%
Bisexual	n= 61	1.51%
Gay woman/Lesbian	n= 45	1.12%
Other	n= 14	0.35%

3.8. Gender Identity

Of those for whom information is held, ten employees have a different gender identity now than was recorded at birth and 55 (1.4%) indicated 'prefer not to say'.

3.9. Guaranteed Hours staff

Guaranteed hours (GH) staff are typically staff who work variable hours, most commonly as teaching tutors or invigilators. For the snapshot taken in July 2014 there were 2,988 GH staff headcounts. 76.4% of GH staff are employed as tutors or demonstrators with the remainder employed in temporary cleaning and catering positions.

In 2014/15 there was an equal proportion of male and female GH staff. 67% of GH staff are under the age of 35, while 5% are over the age of 65. 4% of UK nationality GH staff are from an ethnic minority, 29% of Non-UK nationality. 3% of GH staff have a disclosed disability.

4. Academic Staff

4.1. Headcount

For the snapshot taken in July 2015, Table 2 shows there were a total of 4,188 academic staff, of which 630 work part-time. Academic staff covers any staff who are classified as 'Academic' or 'Clinical Academic'. As shown in Table 3 there were a total of 1,743 research staff, of which 267 work part-time. Research staff covers any staff who are classified as 'Research Only. Staff classified as Hours To Be Notified (2009/10 to 2013/14) and Guaranteed Hours (2014/15) are excluded.

Table 2: Breakdown of academic headcounts, by college, 2009-10 to 2014-15

College / Support Gp		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
HSS	Full Time	778	759	821	950	1016	1083
	Part Time	151	145	219	268	277	301
	Total	**929**	**904**	**1040**	**1218**	**1293**	**1384**
MVM	Full Time	968	921	933	1053	1127	1228
	Part Time	143	145	150	150	169	193
	Total	**1111**	**1066**	**1083**	**1203**	**1296**	**1421**
SCE	Full Time	1128	1103	1009	1117	1164	1247
	Part Time	113	101	113	127	142	144
	Total	**1241**	**1204**	**1122**	**1244**	**1306**	**1391**
Total		**3281**	**3174**	**3243**	**3665**	**3892**	**4188**

Table 3: Breakdown of Research headcounts, by college, 2009-10 to 2014-15

| College / Support Gp		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
HSS	Full Time	99	76	90	96	90	106
	Part Time	47	49	59	64	56	76
	Total	**146**	**125**	**149**	**160**	**146**	**182**
MVM	Full Time	534	492	512	550	579	647
	Part Time	88	84	84	78	96	105
	Total	**622**	**576**	**596**	**628**	**675**	**752**
SCE	Full Time	693	663	596	658	657	723
	Part Time	77	66	76	86	98	91
	Total	**770**	**729**	**672**	**744**	**755**	**814**
Total		**1538**	**1430**	**1416**	**1532**	**1575**	**1743**

4.2. Gender

4.2.1. Overall

The proportion of female academic staff in 2014/15 was 42.9%, which is 9.8%-points lower than the overall staff proportion breakdown shown in figure 1, and 16.5%-points lower than that for Professional Services staff (Fig.25)

Figure 7: Proportion of Academic staff who are female, by College, 2009-10 to 2014-15 (the total academic population for 2014/15 - 1,384 (HSS), 1,421 (MVM), 1,391 (SCE) and 4,188 (UoE))
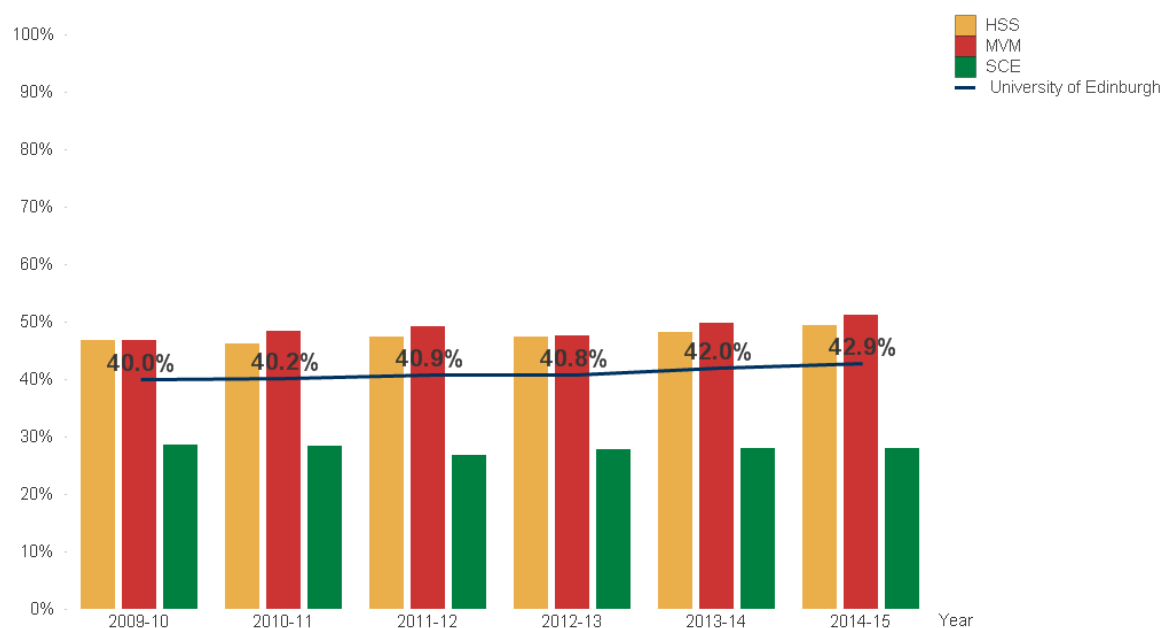
The proportion of female Research staff in 2014/15 was 48.3%, which is 4.4%-points lower than overall staff proportion shown in figure 1 and 11.1%-points lower than Professional Services staff (Fig. 25) but 5.4%-points higher than Academics shown in figure 7.

Figure 8: Proportion of Research staff who are female, by College, 2009-10 to 2014-15 (the total academic population for 2014-15 - 182 (HSS), 752 (MVM), 814 (SCE) and 1,743 (UoE))
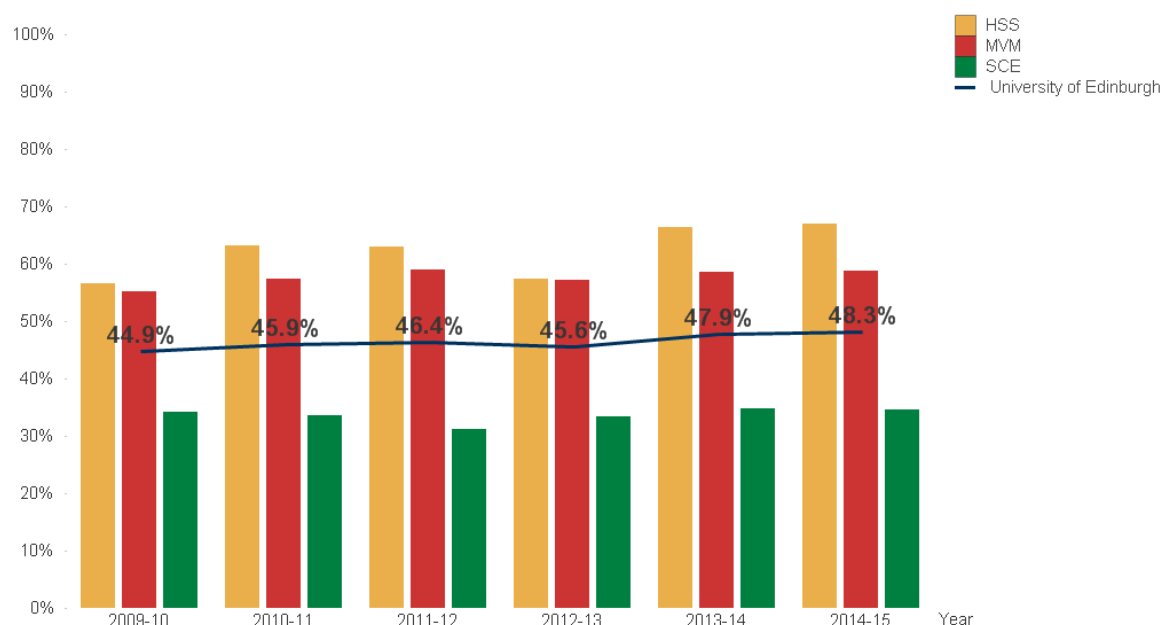

4.2.2. Gender - Russell Group Comparison

Figues 9 and 10 show the proportion of academic staff and research-only staff who are female in Russell Group institutions for 2013/14. We have moved up into the second quartile for female academics (9 out of 24) after being in the third quartile for the previous four years. We have also moved into the second quartile for female research-only staff (12 out of 24), compared to us being in the third quartile in the previous three years and the fourth quartile four years ago.

Figure 9: Percentage of female Academic staff in Russell Group Institutions 2013/14

Source: HESA

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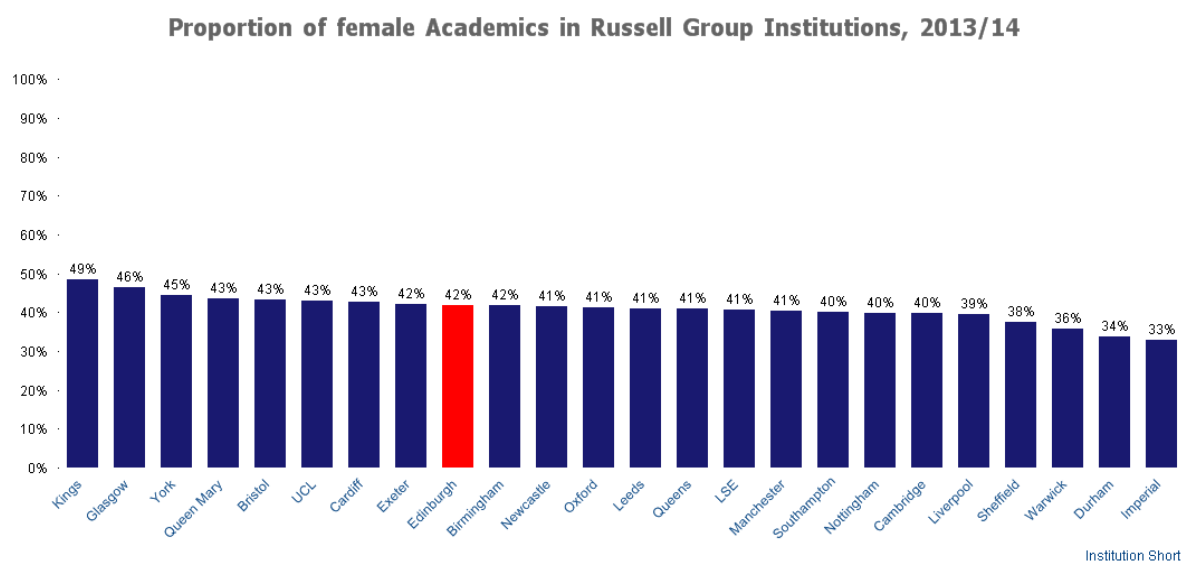
Figure 10: Percentage of female research-only staff in Russell Group Institutions 2013/14

Proportion of female Research Staff in Russell Group Institutions, 2013/14
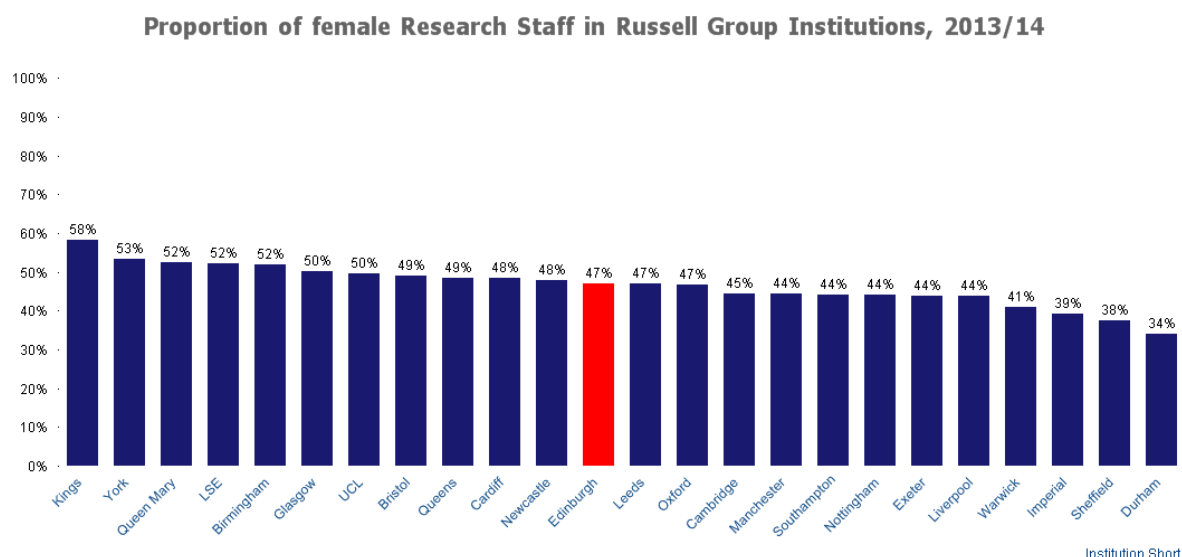
Source: HESA

4.2.3. Gender & Contract Type - % of Staff on Fixed Contract

Figure 11 shows the proportion of male and female academic staff on a fixed-term and open ended contract across the years and Figure 11a shows the proportion of male and female academic staff on a fixed-term and open ended contract by pay grade for 2014/15. Figure 12 shows the fixed term/open split for research-only staff. While for Research staff there is minimal difference between genders in the fixed/open split, across the years there is for academic staff a generally higher proportion of females on a fixed-term contract. The higher proportion of female academic staff on fixed-term contracts is primarily due to the greater proportion of female academic staff at Grade UE06 which has a high proportion of staff of both genders (around 80%) on fixed –term contracts (Fig.11a). We will investigate further the proportion of female staff at UE06 and evidence our findings in the next EDMARC report. We will also report on the proportion of men and women on Fixed Term Contracts by Grade.

Figure 11: Percentage of male and female academic staff, by fixed-term and open ended contract, 2008-09 to 2013-14
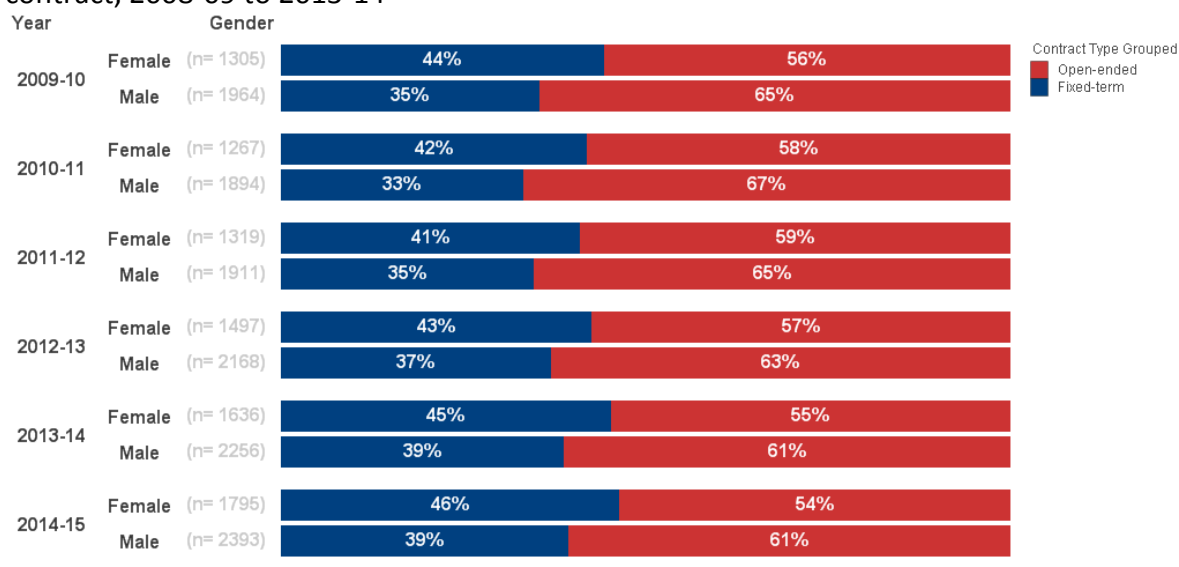
Figure 11a: Percentage of male and female academic staff, by fixed-term and open ended contract by pay grade, 2013-14
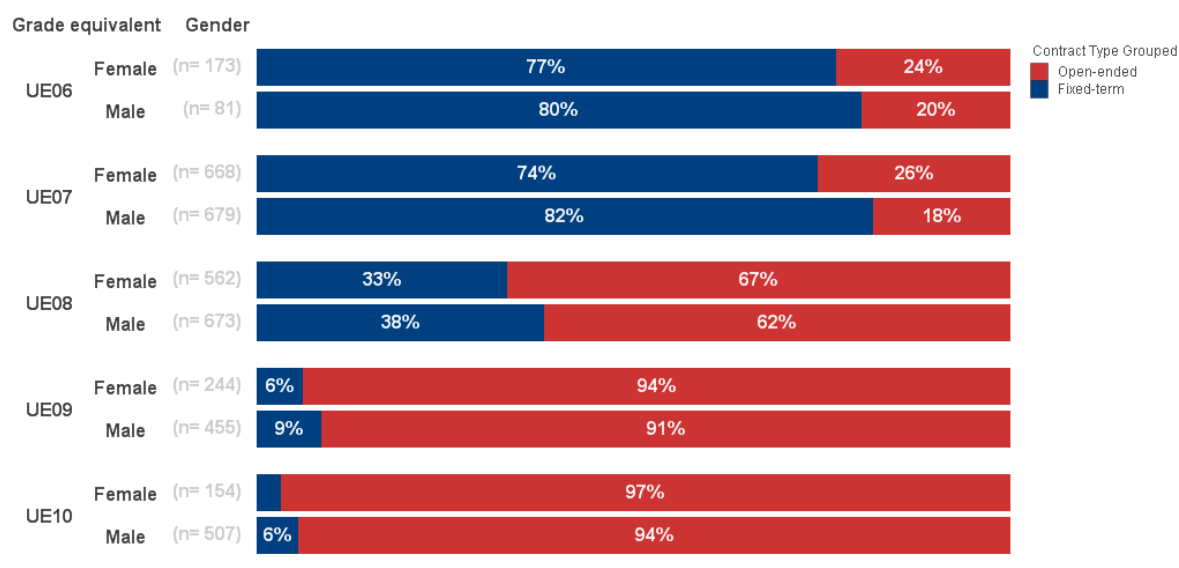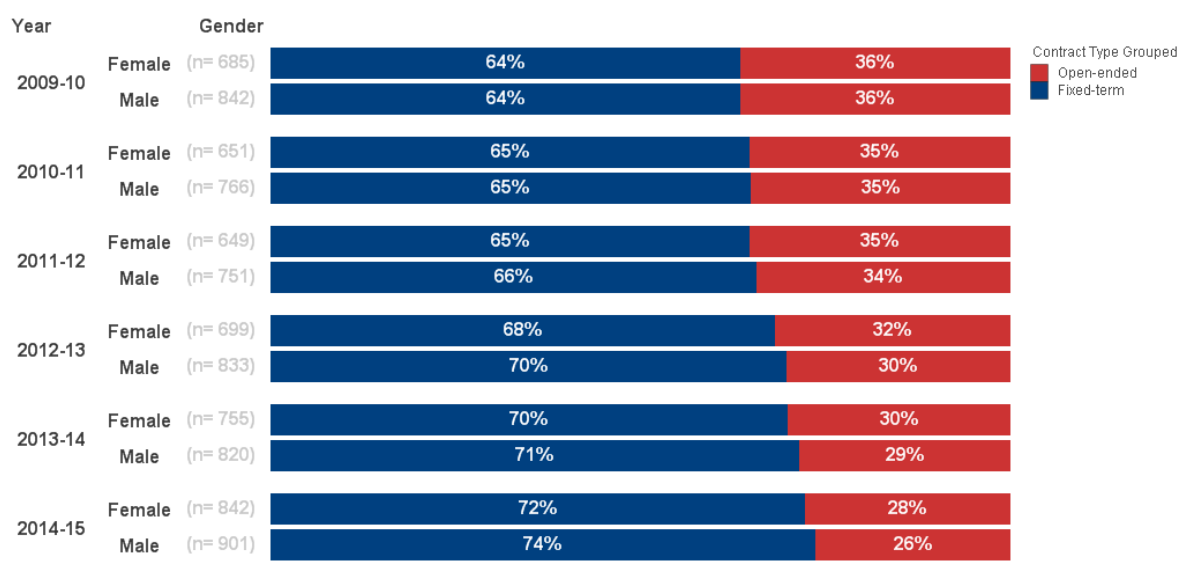

Figure 12: Percentage of male and female research-only staff, by contract type and gender, 2008-09 to 2013-14

4.2.4. Gender & Grade

There still remains a low proportion of women in grades UE09 and UE10 in both academic and research-only staff. However, the proportion of female academic staff at UE10 has been increasing since 2012/13. This reflects work carried out under the 2012/16 Strategic Plan to increase the proportion of female academics in senior grades. This work has included strategies to encourage more women to put themselves forward for promotion.

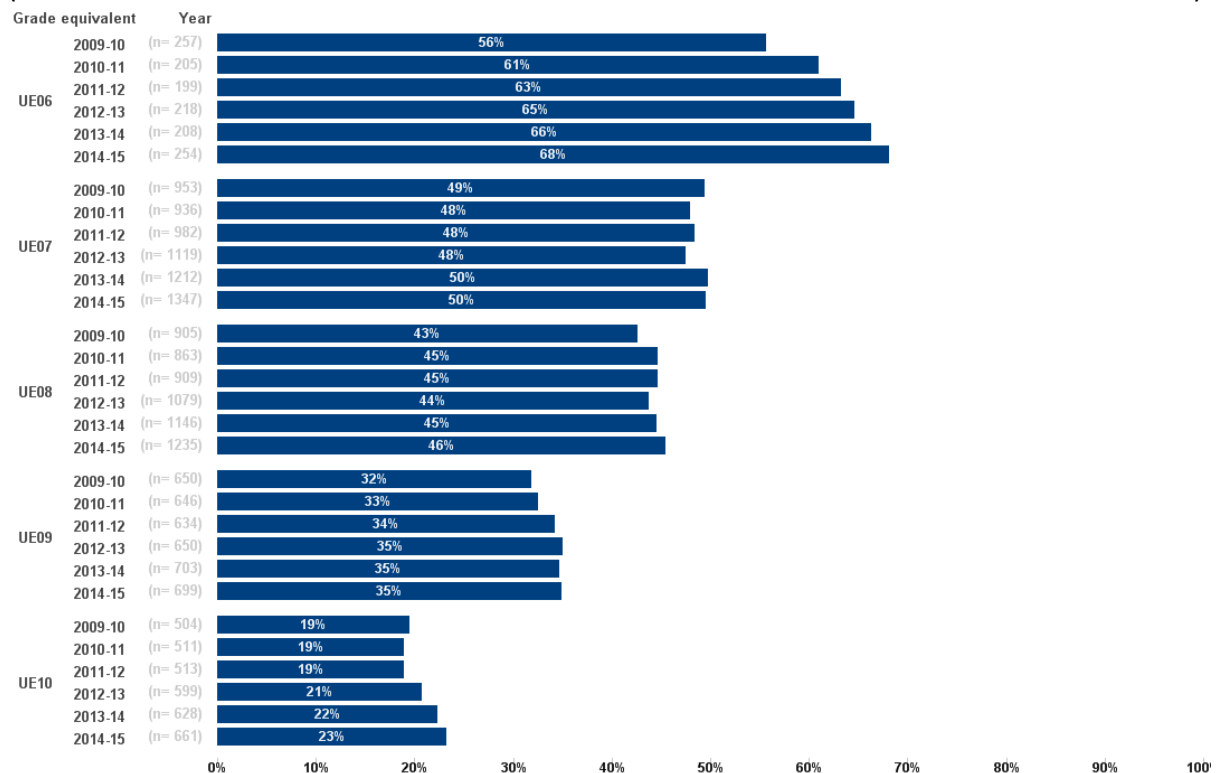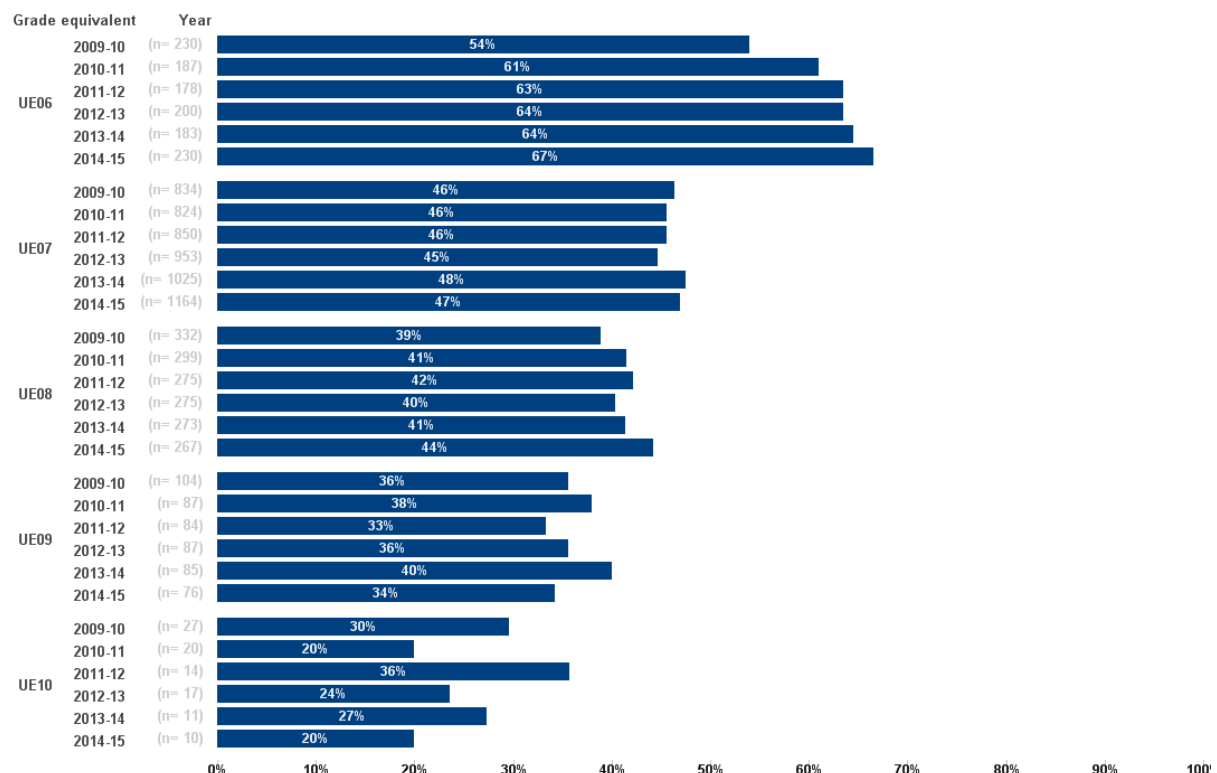Figure 13: Proportion of academic staff who are female, by UE grade equivalent and years (2009-10 to 2014-15).

Grade equivalent	Year		Proportion
UE06	2009-10	(n= 257)	56%
	2010-11	(n= 205)	61%
	2011-12	(n= 199)	63%
	2012-13	(n= 218)	65%
	2013-14	(n= 208)	66%
	2014-15	(n= 254)	68%
UE07	2009-10	(n= 953)	49%
	2010-11	(n= 936)	48%
	2011-12	(n= 982)	48%
	2012-13	(n= 1119)	48%
	2013-14	(n= 1212)	50%
	2014-15	(n= 1347)	50%
UE08	2009-10	(n= 905)	43%
	2010-11	(n= 863)	45%
	2011-12	(n= 909)	45%
	2012-13	(n= 1079)	44%
	2013-14	(n= 1146)	45%
	2014-15	(n= 1235)	46%
UE09	2009-10	(n= 650)	32%
	2010-11	(n= 646)	33%
	2011-12	(n= 634)	34%
	2012-13	(n= 650)	35%
	2013-14	(n= 703)	35%
	2014-15	(n= 699)	35%
UE10	2009-10	(n= 504)	19%
	2010-11	(n= 511)	19%
	2011-12	(n= 513)	19%
	2012-13	(n= 599)	21%
	2013-14	(n= 628)	22%
	2014-15	(n= 661)	23%

Figure 14: Proportion of research-only staff who are female, by UE grade equivalent and years (2009-10 to 2014-15).

Grade equivalent	Year		Proportion
UE06	2009-10	(n= 230)	54%
	2010-11	(n= 187)	61%
	2011-12	(n= 178)	63%
	2012-13	(n= 200)	64%
	2013-14	(n= 183)	64%
	2014-15	(n= 230)	67%
UE07	2009-10	(n= 834)	46%
	2010-11	(n= 824)	46%
	2011-12	(n= 850)	46%
	2012-13	(n= 953)	45%
	2013-14	(n= 1025)	48%
	2014-15	(n= 1164)	47%
UE08	2009-10	(n= 332)	39%
	2010-11	(n= 299)	41%
	2011-12	(n= 275)	42%
	2012-13	(n= 275)	40%
	2013-14	(n= 273)	41%
	2014-15	(n= 267)	44%
UE09	2009-10	(n= 104)	36%
	2010-11	(n= 87)	38%
	2011-12	(n= 84)	33%
	2012-13	(n= 87)	36%
	2013-14	(n= 85)	40%
	2014-15	(n= 76)	34%
UE10	2009-10	(n= 27)	30%
	2010-11	(n= 20)	20%
	2011-12	(n= 14)	36%
	2012-13	(n= 17)	24%
	2013-14	(n= 11)	27%
	2014-15	(n= 10)	20%

4.3. Ethnicity

4.3.1. Overall

Figures 15 and 16 show the proportion of academic and research-only staff respectively who are Black and Minority Ethnic (MBE). There has been a steady increase in BME staff proportion in both Academic and Research-only populations since 2011/12.

Figure 15: Proportion of Academic staff who are Black and Minority Ethnic, by nationality grouping, 2009-10 to 2014-15 (the counts for 2014-15 are 1,632 (Non-UK) and 2,552 (UK))
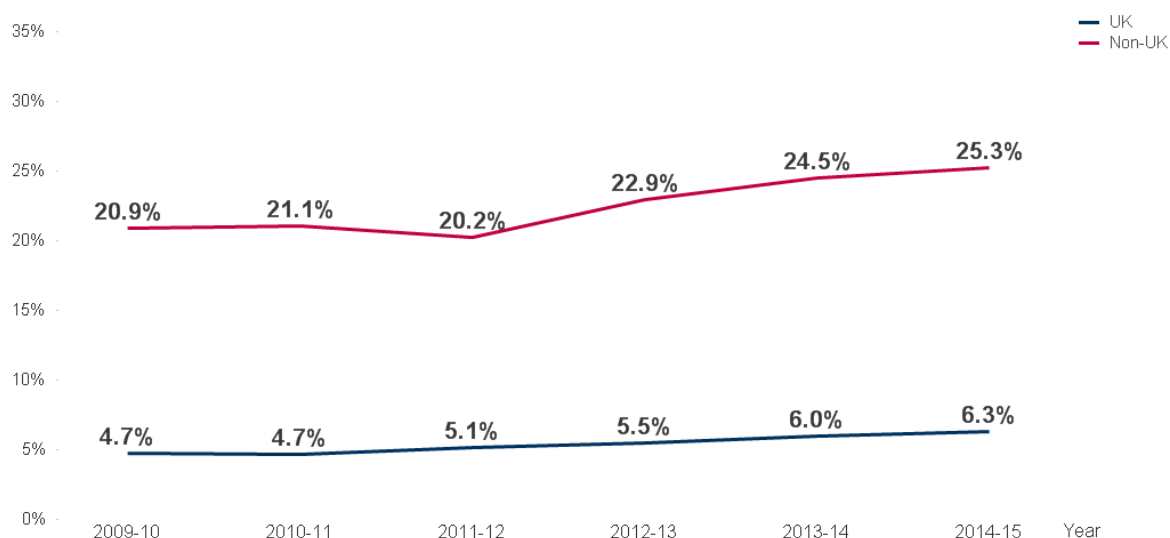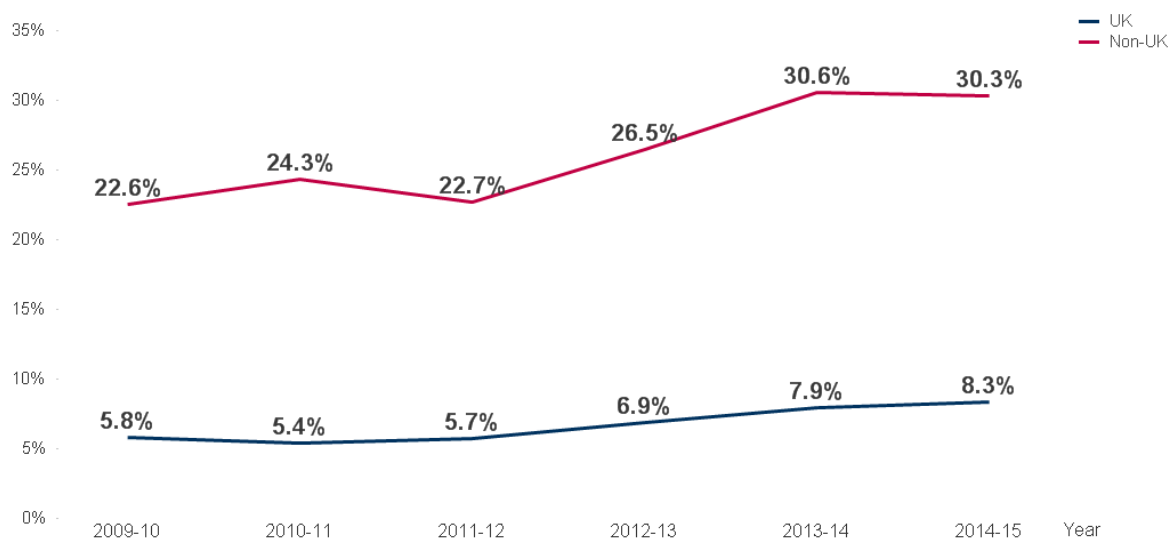

Figure 16: Proportion of Research-only staff who are Black and Minority Ethnic, by nationality grouping, 2009-10 to 2014-15 (the counts for 2014-15 are 789 (Non-UK) and 842 (UK)

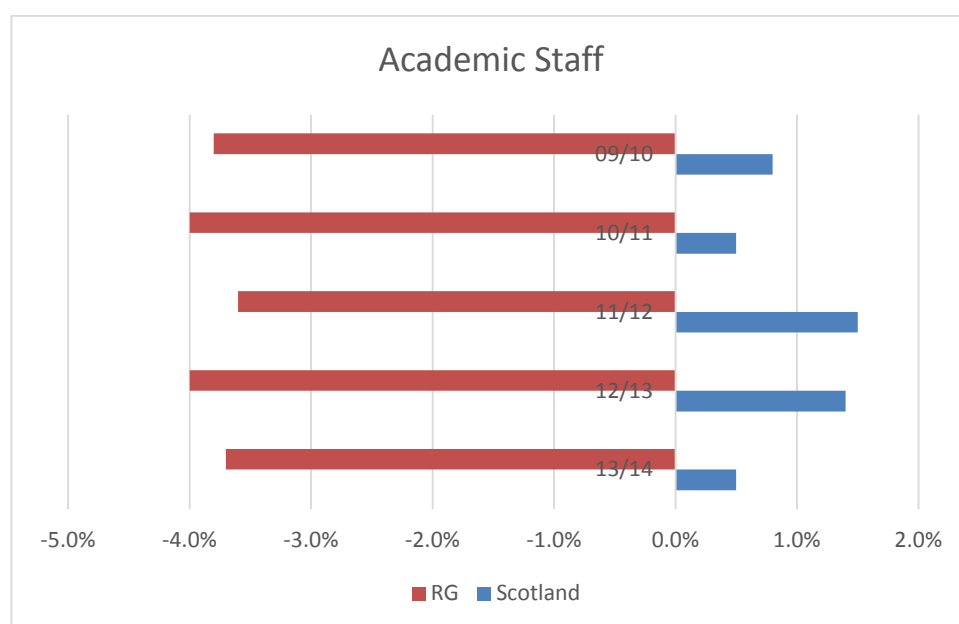### 4.3.2. Ethnicity – Russell Group Comparison

Figure 17 shows the proportion of UK-nationality academic staff who are Black and Minority Ethnic for the University of Edinburgh and peer group institutions in 2013/14. The University of Edinburgh is above the proportion of Scotland by 0.8%-points and is below Russell Group by 3.4%-points.

Figure 17: Proportions of BME among UK-nationality academic staff – University of Edinburgh and peer group institutions 2013/14

Proportion of BME Academics in Russell Group, Institutions in Scotland and University of Edinburgh, 2013/14
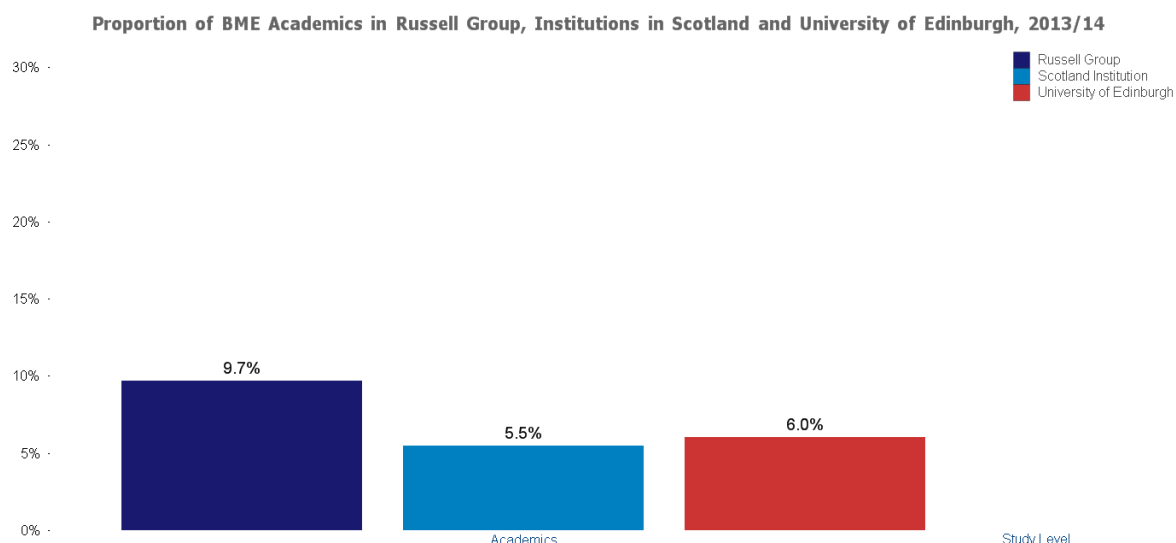
Source: HESA

Figure 17a shows the difference in %-points between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality academic staff who are Black and Minority Ethnic over a five year period.

Figure 17a: Proportion of BME academic staff – difference between University of Edinburgh and peer group institutions, 2009/10 to 2013/14

Academic Staff

Figure 18 shows the proportion of UK-nationality research staff who are Black and Minority Ethnic for the University of Edinburgh and peer group institutions in 2013/14. The University

of Edinburgh is above the average of Scotland by 1.2%-points and below Russell Group by 4.1%-points. This is an improvement on the previous year where we were 1.0%-points above and 6%-points below respectively.

Figure 18: Comparison of proportion of UK-nationality ethnic minority research-only staff with peer group institutions 2012/13

Proportion of BME Research Staff in Russell Group, Institutions in Scotland and University of Edinburgh, 2013/14
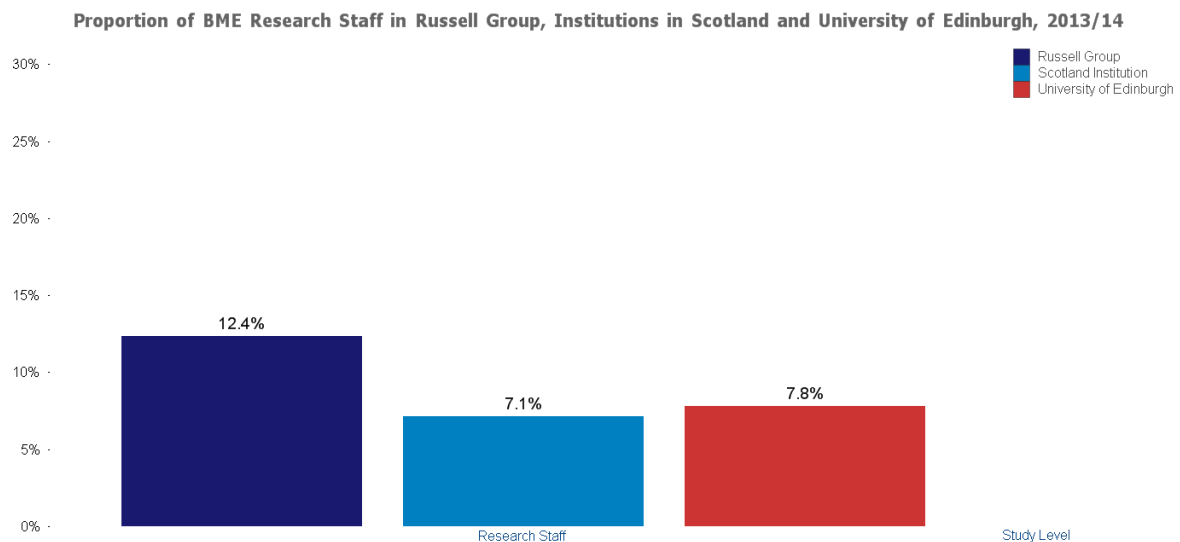
Source: HESA

4.3.3. Ethnicity & Contract Type - % of Staff on Fixed Contract

Figures 19 and 20 show the proportion of academic and research-only staff respectively on fixed term contracts. For UK staff and to a lesser extent non-UK staff there tends to be a greater proportion of BME staff than white staff on fixed term contracts. This tendency is more pronounced in academic than research-only staff, and for academic staff in particular shows no sign of convergence. Over the period shown our difference between white UK and BME UK staff on fixed contracts (range 18%-points to 21%-points) is higher than the Russell Group data (range 9%-points to 11%-points), whereas our difference between white non-UK and BME non-UK staff on fixed contracts (range 14%-points to 15%-points), while still higher, is closer to the Russell Group data (11%-points to 14%-points).

Figure 19: Proportion of academic staff on a fixed-term contact, 2009-10 to 2014-15, split by nationality and ethnic grouping (the total academic population for 2014-15 are 138 (BME UK), 2058 (White UK), 341 (BME Non UK), 1,008 (White Non UK)
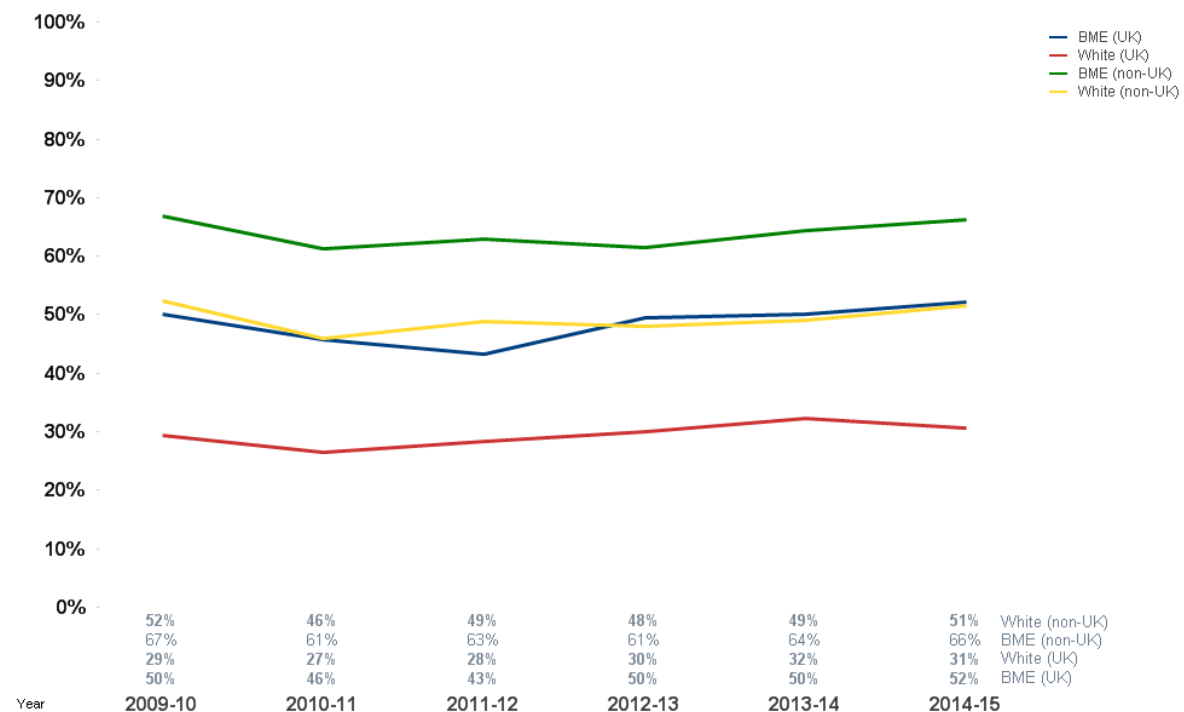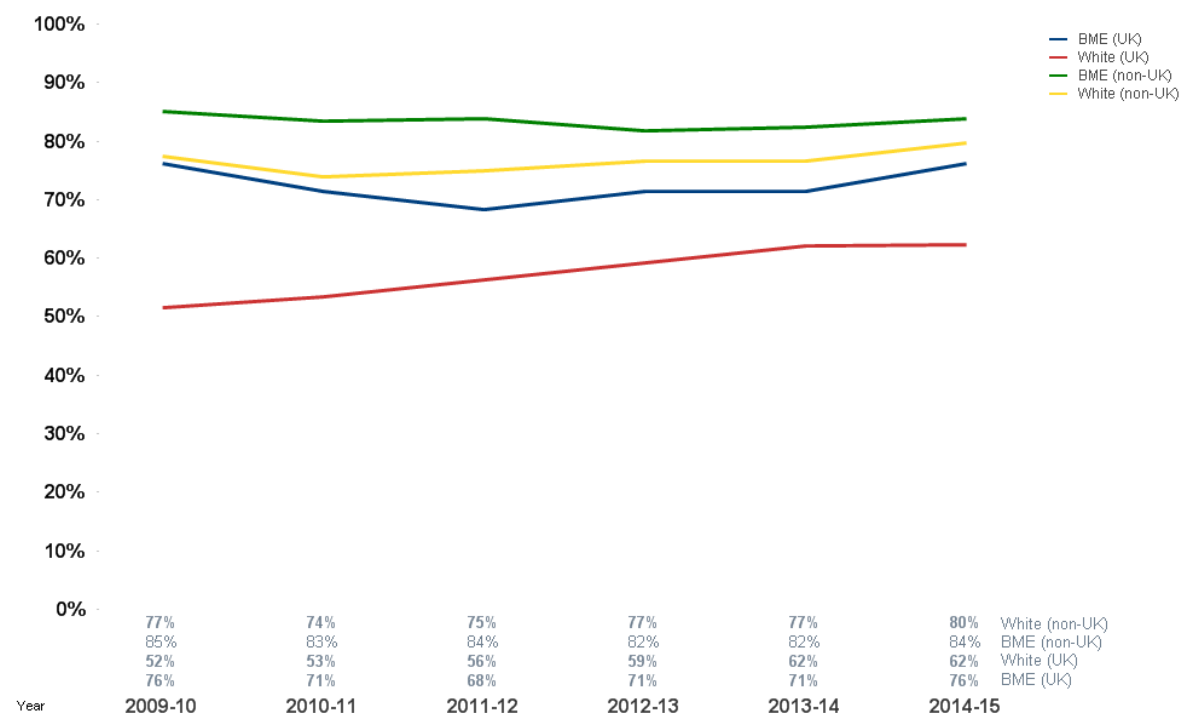

Figure 20: Proportion of research-only staff on a fixed-term contact, 2009-10 to 2014-15 (population counts for 2013/14 are 59 (BME UK), 649 (White UK), 218 (BME non-UK) and 501 (White non-UK))

4.3.4. Ethnicity & Grade

Figure 21 shows distribution by UE equivalent grade for academic staff split by nationality grouping and ethnicity, and Figure 22 shows the distribution for research-only staff. These graphs show that there is a tendency for UK staff overall to be on higher grades than non-UK staff, and that within each of the non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff than BME staff on higher grades. This tendency is more prominent for academic staff than research-only staff.

Figure 21: Academic staff by nationality grouping, ethnic grouping and UE equivalent grade, 2014-15
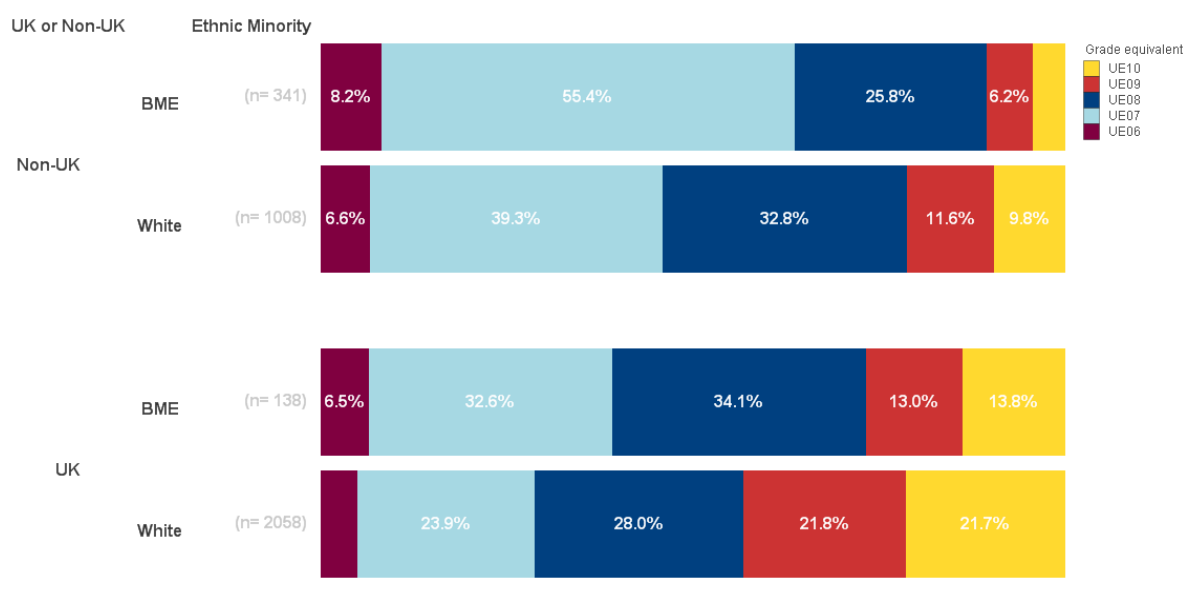
Figure 22: Research-only staff by nationality grouping, ethnic minority grouping and UE equivalent grade, 2014-15
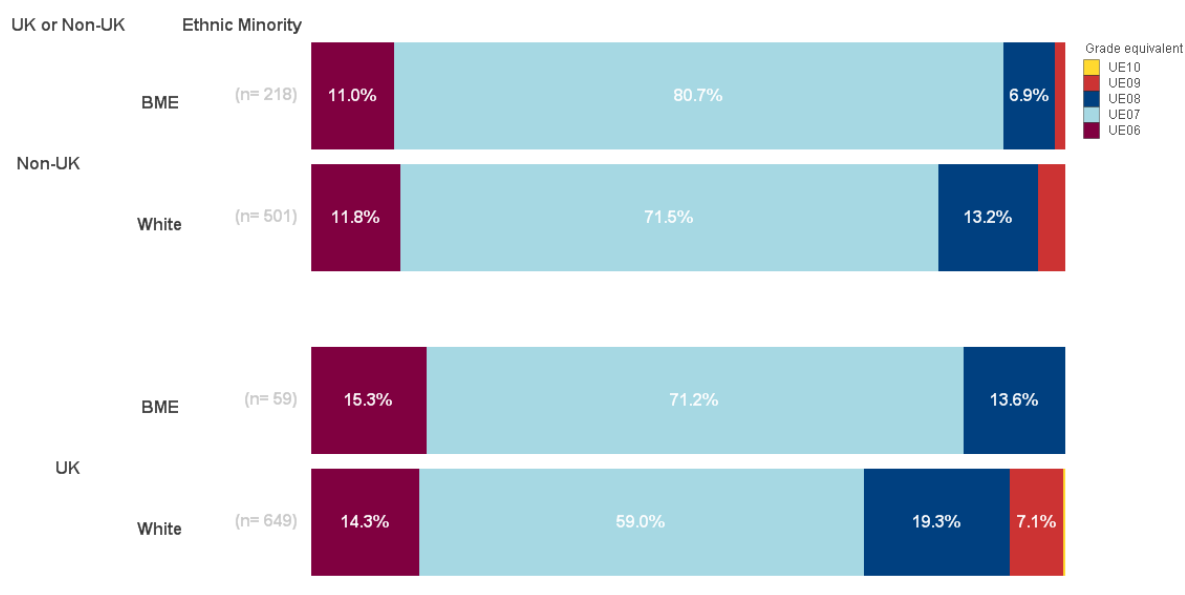
4.4. Age Distribution

Figures 23 and 24 show the age distribution of academic and research-only staff respectively. There is a greater proportion of staff in the *50-65* and *66 and over* categories in academic staff compared to research-only staff. This tendency has remained broadly constant over the period shown.

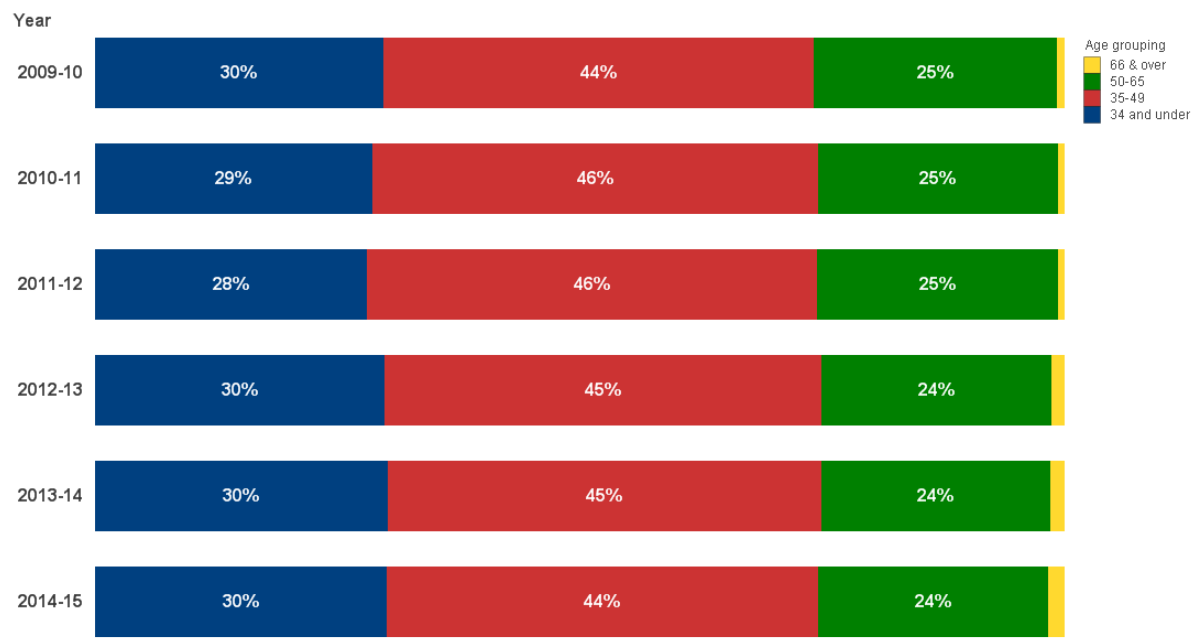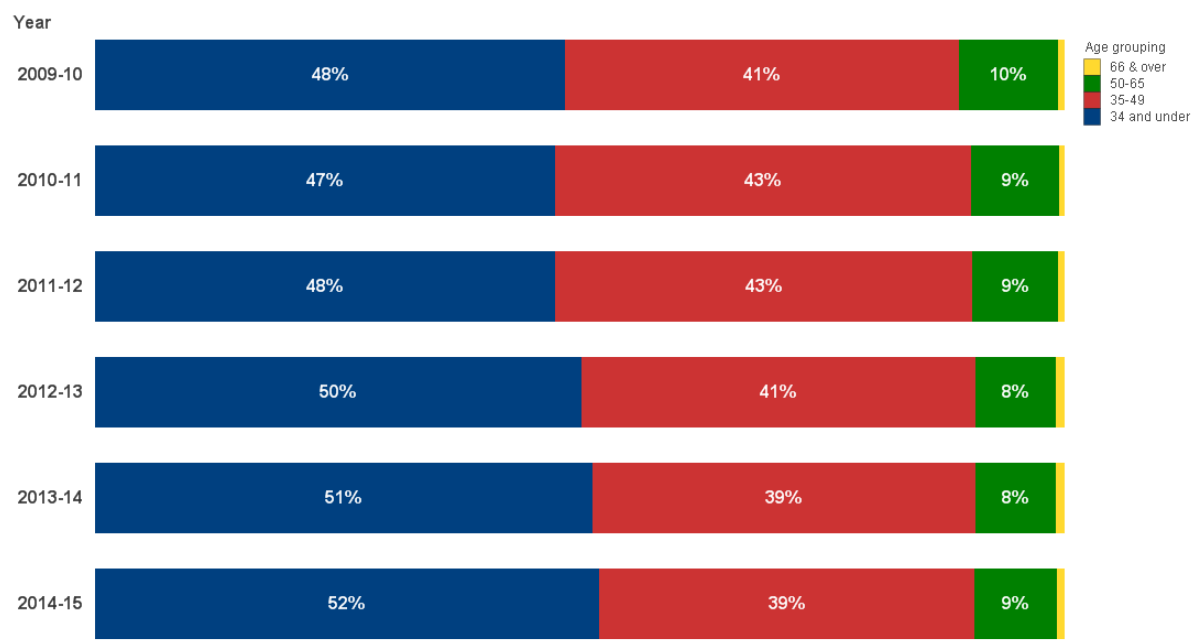Figure 23: Academic staff by age grouping, 2009-10 to 2014-15

Figure 24: Research-only staff by age grouping, 2009-10 to 2014-15

5. Professional Services Staff

5.1. Headcount

For the snapshot taken in July 2015 there were a total of 6,088 professional service staff headcount, of which 2,054 work part-time. Staff classified as Guaranteed Hours are excluded.

A breakdown by College and Support Group can be seen in table 4.

Table 4: Breakdown of professional services staff, by college and support group, 2009-10 to 2014-15

College / Support Gp		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
HSS	Full Time	360	371	428	538	586	641
	Part Time	139	150	165	165	213	231
	Total	499	521	592	703	799	871
MVM	Full Time	743	718	776	864	836	805
	Part Time	248	252	256	336	438	433
	Total	991	970	1032	1200	1274	1238
SCE	Full Time	559	555	489	597	632	637
	Part Time	118	108	113	131	145	154
	Total	677	663	602	728	777	791
CSG	Full Time	849	839	846	898	944	1043
	Part Time	663	713	730	753	855	921
	Total	1512	1552	1575	1651	1797	1963
ISG	Full Time	430	430	425	481	532	543
	Part Time	143	142	141	153	182	185
	Total	573	572	564	634	713	727
USG	Full Time	224	229	265	321	332	369
	Part Time	108	102	97	111	116	140
	Total	332	331	362	432	448	508
Total		4584	4609	4722	5348	5800	6088

5.2. Gender

5.2.1. Overall

The proportion of female professional services staff is approximately 60% and has remained constant for the last 6 years. A breakdown by college and support group is shown in figure 25.
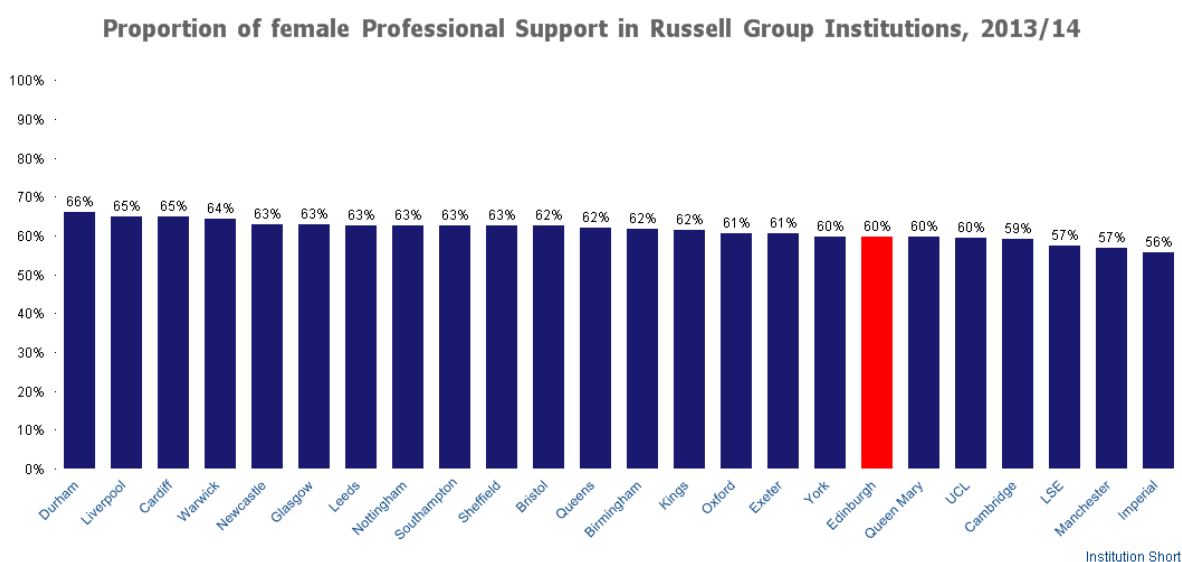
Figure 25: Proportion of Professional services staff who are female, by College/Support Group, 2009-010 to 2014-15 (the counts for 2013/14 are 871 (HSS), 1,238 (MVM), 791 (SCE), 727 (ISG), 1,963 (CSG), 508 (USG) and 6,088 (UoE).
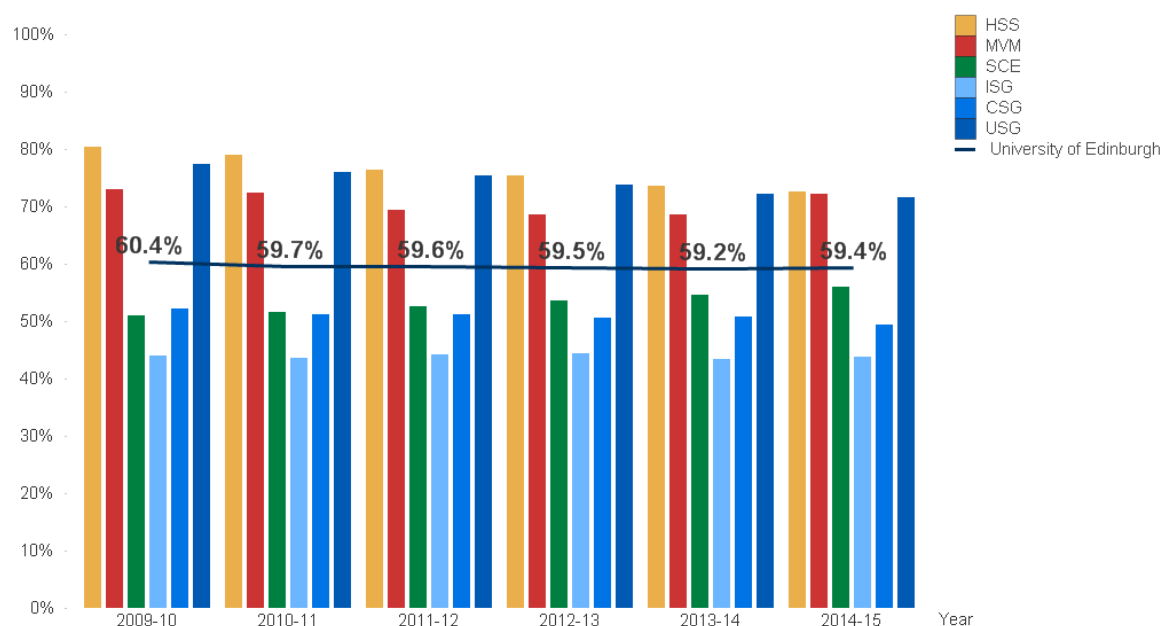
5.2.2. Gender - Russell Group Comparison

Figure 26 shows the proportion of female staff in Russel Group institutions. For all institutions the proportion of female staff is greater than 50%.

Figure 26: Percentage of female professional services staff in Russell Group Institutions for 2013/14
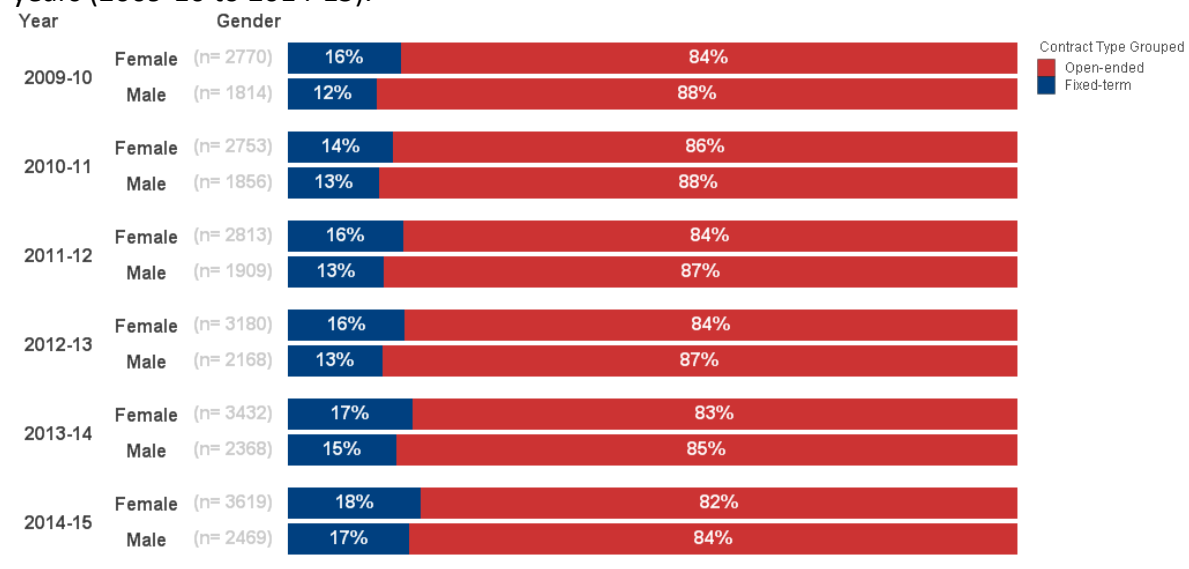

Proportion of female Professional Support in Russell Group Institutions, 2013/14

Source: HESA

5.2.3. Gender & Contract Type - % of Staff on Fixed Contract

Figure 27 shows the proportion of professional services staff on fixed-term and open-ended contracts for male and female staff. There is a persistent pattern of a slightly greater proportion of female staff (18% in 2014/15) than male staff (17% in 2014/15) on fixed-term contracts.

Figure 27: Contract type (fixed/open) for professional services staff, separately by gender and years (2009-10 to 2014-15).


5.2.4. Gender & Grade

Figure 28 shows the proportion of professional staff who are female. In grades UE01 to UE07 (except UE02) female staff are in the majority, whereas for grades UE08-UE10 female staff are in the minority (except for one year at grade UE09). In 2014/15 the proportion of females in UE10 increased from 31% to 38%.

Figure 28: Proportion of professional services staff who are female, separately by UE grade, and years (2009-10 to 2014-15).
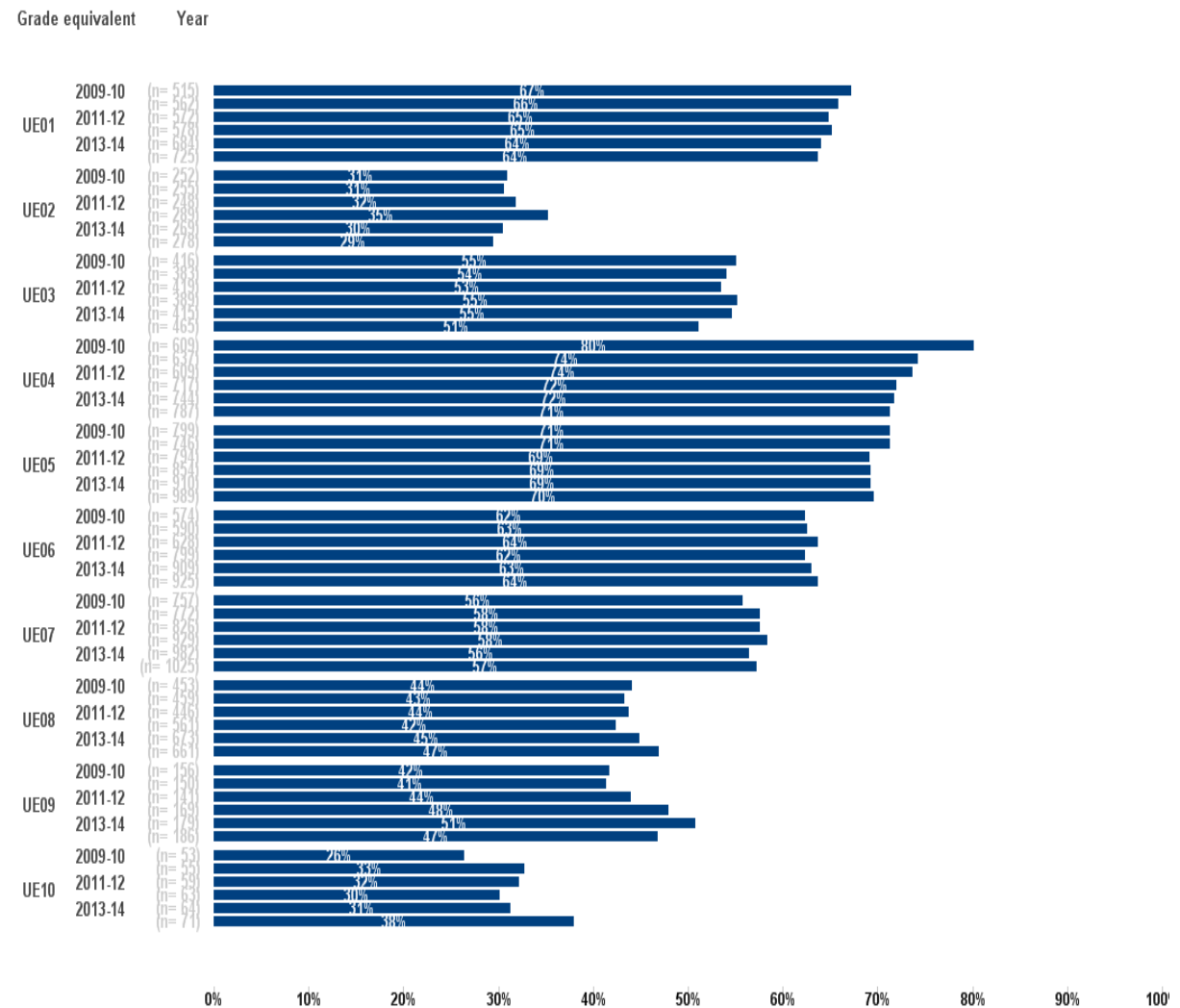
5.2.5. Gender & Occupational Group

Figure 29: Proportion of female staff, by Occupational Group, 2013-14 and 2014-15. Only Job segments with populations greater than 100 are included. The chart is sorted by total headcounts in each Occupational Grouping.
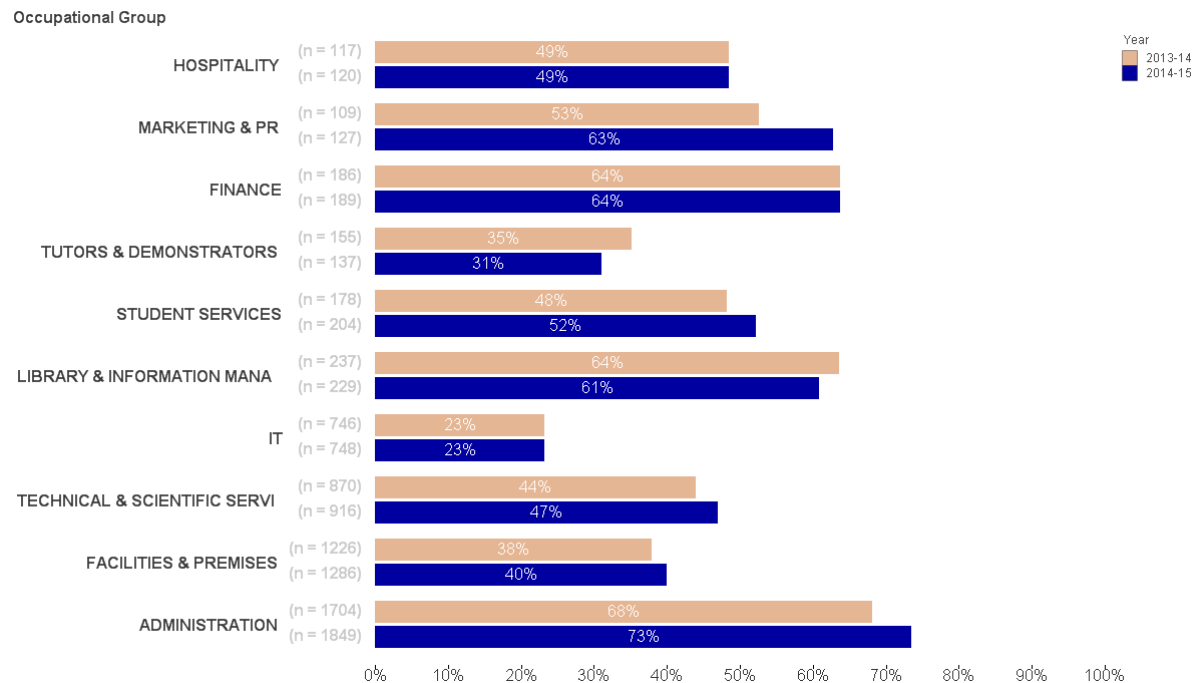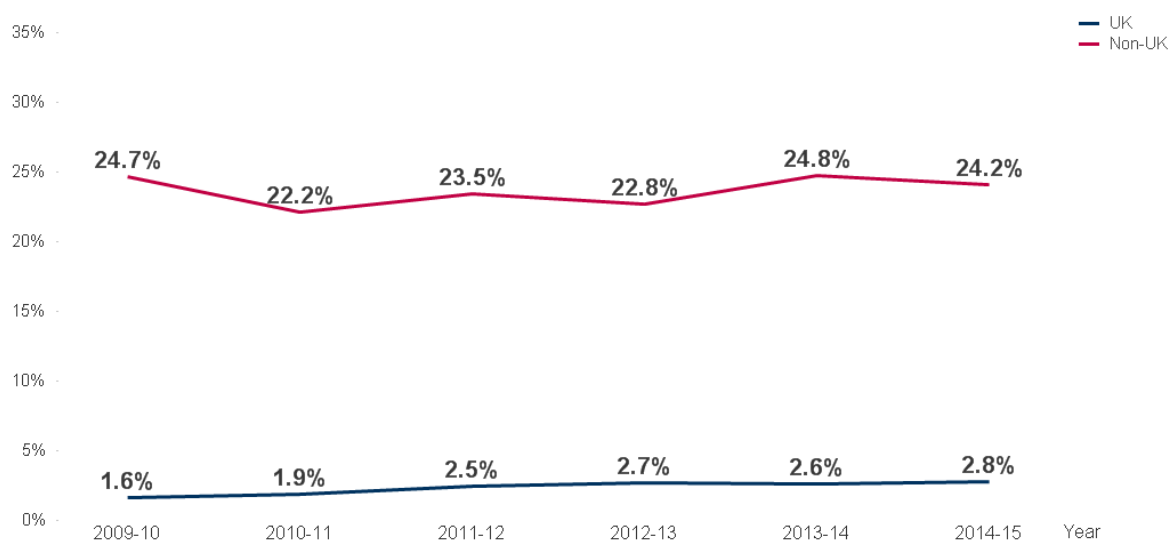

5.3. Ethnicity

5.3.1. Overall

Figure 30 shows the proportion of professional services staff who are Black and Minority Ethnic, 2009-10 to 2014-15. The 2011 census data shows that BME people represent 6.2% of the population in the Lothian area, and falls to 3.5% in the greater area of Lothian, Central Scotland and Mid Scotland and Fife area. Therefore our rate of BME professional staff is slightly below what might be expected from surrounding population.
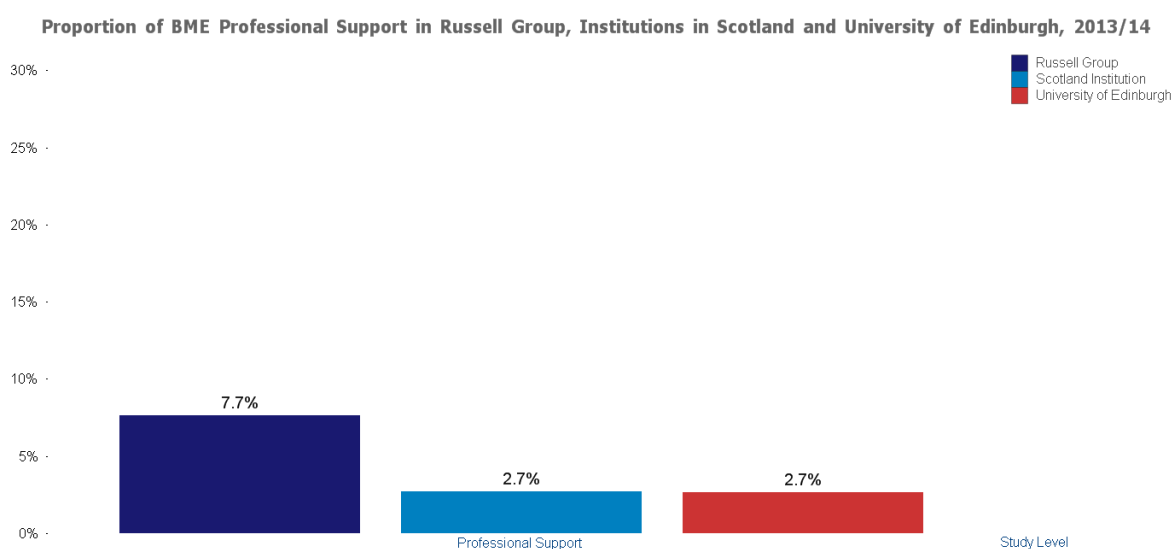
Figure 30: Proportion of Professional services staff who are Black and Minority Ethnic background, for UK and non-UK nationality, 2009-10 to 2014-15
(The counts for 2014-15 are 5,296 (UK) and 791 (Non-UK)

5.3.2. Ethnicity – Russell Group Comparison

Figure 31 shows the proportion of UK-nationality services staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2013/14. The University of Edinburgh is above the rate of Scotland by 0.1%-points and 4.9%-points below the Russell Group.
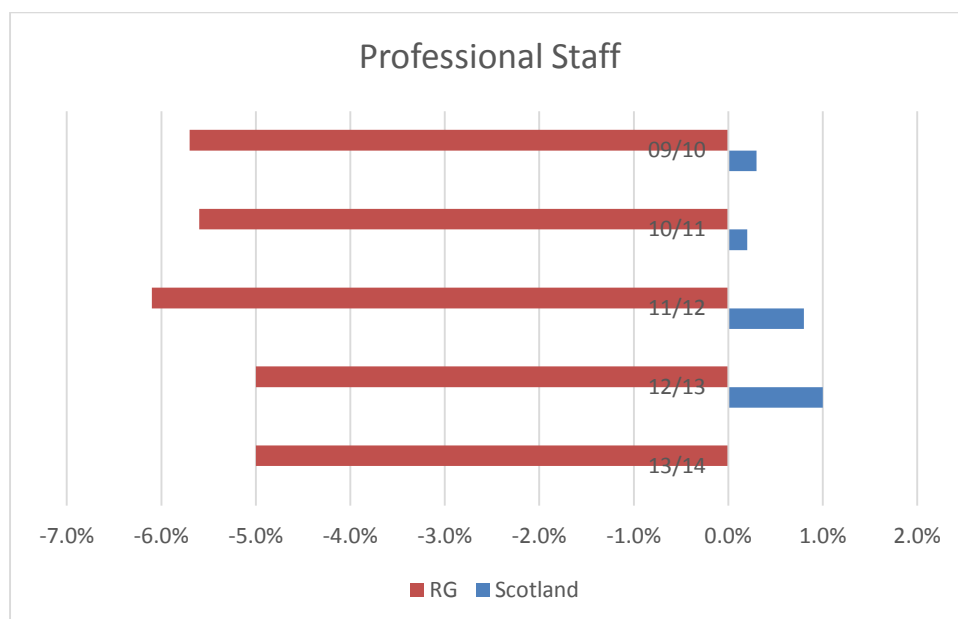
Figure 31: Proportion of professional services staff who are Black or Minority Ethnic, in University of Edinburgh and peer group institutions, 2012/13

Source: HESA

Figure 31a shows the difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality professional services staff who are Black and Ethnic Minority over a five year period.

Figure 31a: Difference in proportion of professional services staff who are Black or Minority Ethnic, between University of Edinburgh and peer group institutions, 2009/10 to 2013/14

5.3.3. Ethnicity & Contract Type - % of Staff on Fixed Contract

Figure 32 shows the proportion of professional services staff on a fixed-term contract, 2008/09 to 2013/14. The consistent trends are that there are a greater proportion of non-UK staff on fixed-term contracts than UK staff, and that within both non-UK and UK staff groups there is a higher proportion of BME staff than there are white staff on fixed-term contracts.

Figure 32: proportion of professional services staff on a fixed-term contract, by nationality and ethnic minority grouping, 2009-10 to 2014-15 (The count for 2014-15 are 126 (BME UK), 4,450 (White UK), 471 (BME non-UK) and 150 (White non-UK))
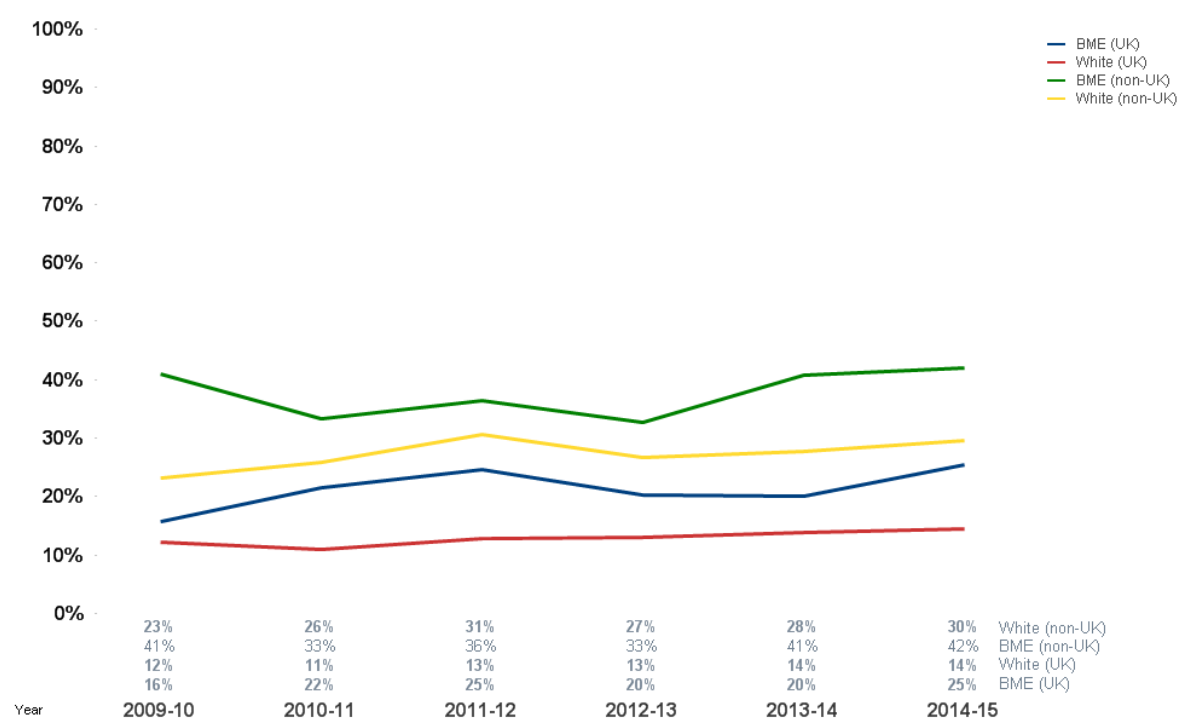
5.3.4. Ethnicity & Grade

Figure 33 shows distribution by UoE equivalent grade for professional services staff separately for nationality grouping and ethnicity. Within UK nationality group, there tends to be a slightly greater proportion of white ethnicity staff on the highest grades (ie grades 9 and 10) than BME staff, and a slightly greater proportion of BME staff on grade 8-10 than white ethnic staff.

Within the non-UK nationality group there are 3.6% of white ethnic staff and no BME staff on the highest grades (9 and 10). There are similar numbers of white ethnic and BME staff on grades 8-10.

Figure 33: Proportion of professional services staff by nationality grouping, ethnic grouping and UE equivalent grade, 2014/15.
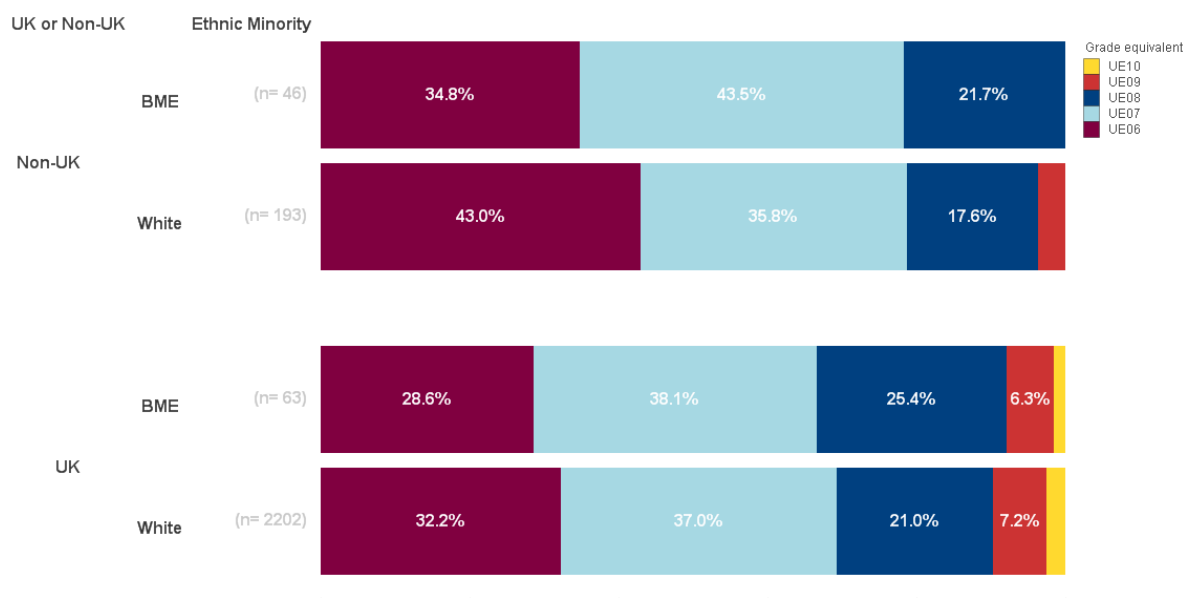
5.4. Age Distribution

With the removal of the default retirement age the proportion of staff age 66 & over has increased slightly. However, overall there is a balance in the spread of staff across the age groups.

Figure 34: Age distribution of professional services staff, by years (2009-10 to 2014-15)