



THE UNIVERSITY *of* EDINBURGH

**EQUALITY AND DIVERSITY MONITORING AND
RESEARCH COMMITTEE (EDMARC)**

2010/11

SECOND REPORT

STAFF DATA

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Introduction

The second 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 on equality and diversity issues and provide advice and technical expertise to make policy and research recommendations

This report focuses on staff data for 2009/10 and looks at the equality dimensions of gender, disability and ethnicity for academic and professional support staff.

EDMARC is chaired by Professor Sarah Cunningham-Burley and 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. The current members of the EDMARC committee are:

Professor Sarah Cunningham-Burley, Convener, *CMVM*

Ms Eilidh Fraser, *Corporate Human Resources*

Ms Rebecca Gaugroger, *Student Recruitment and Admissions*

Professor Brian Main, *CHSS*

Ms Karen Osterburg, *EUCLID*

Ms Amy Woodgate, *EUSA*

Ms Frances Provan, *Joint Unions*

Mr Andrew Quickfall, Secretary, *Governance and Strategic Planning*

Professor David Raffe, *CHSS*

Dr Pamela Warner, *CMVM*

Professor Lorraine Waterhouse, *Vice-Principal (Equality and Diversity)*

Notes and definitions

The data used in this report is a snapshot of the staff database, taken in July 2010. The data represents staff on the revised pay and grading structure from the pay modernisation project completed in 2007.

Staff will be reported in two categories; Academic and Professional Support staff. Where possible and appropriately, figures on academic staff whose function is 'Research' are reported separately and in addition to all academic staff.

Internal data uses staff headcount unless stated. 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 are 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 2008/09.

Where possible, this report has aligned definitions with other standard equality reporting, most notably from the Equality Challenge Unit (ECU). A statistical report for 2009 from the ECU on staff and students can be found on their website, <http://www.ecu.ac.uk>.

Hours to Be Notified staff

This report excludes staff who are classified as Hours To Be Notified (HTBN). These are typically staff who work low and variable hours, most commonly as teaching tutors or invigilators. For the snapshot taken in July 2010 there were 2,335 HTBN staff headcounts. Approximately 74% of HTBN staff are employed as a tutor or demonstrator, 13% in administration and the remainder in temporary cleaning and catering positions.

The top level profile of HTBN staff shows that there is an equal split of male and female staff. The majority of staff are under the age of 35 (67%) while 13% are over the age of 56. 13.6% of HTBN staff are from an ethnic minority. 1.8% of HTBN staff have a declared disability.

Academic staff

For the snapshot of this report taken in July 2010, there are a total of 3,282 academic staff headcounts. Academic staff for the purpose of this report are defined as those staff as 'Academic' or 'Clinical Academic' in the staff database. Of this population, 1,538 are research staff. As noted above, HTBN staff are excluded from these figures.

Of these 3,282 academic staff, 408 were classified as working part-time. A breakdown of staff headcount shows that 45% of part-time staff work less than 0.5 FTE. 24% of part-time staff work between 0.5 and 0.7 FTE and 30% work between 0.7 and 0.9 FTE. The total FTE for part-time academic staff is 234 FTE.

Comparison data

Where possible, 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 are returned as one of two categories for University of Edinburgh; 'Research only' or 'Teaching and Research'. In 2008/09 there were a total of 3,105 staff FPE¹ of which 1,695 staff FPE were categorised as Teaching and Research and 1,410 staff FPE as Research only. The HESA data gives a measure of the full-time equivalent population apportioned for full-time and part-time staff, while internal data only gives headcount figures.

It should be noted that the majority of academic staff are classified as having an activity of 'Teaching and Research'. A breakdown of the academic staff figures show that approximately 5% of grade UE06 staff and 9% of UE07 grade staff have a job segment description of 'Teaching'. The majority of staff who are not classified as 'Research-only' are therefore classified as 'Teaching and Research'.

Gender

Figure 1 shows the split of academic staff, broken down by grade and gender. At grades UE06, UE07 and UE08 the proportion of female academic staff is roughly similar and there is no change from the previous year, as reported by EDMARC in 2009. For academic staff in grade UE09 there has been a small drop in the proportion of females from 33% in 2009 to 31.8% in 2010. For academic staff on grade UE10, the proportion of women remains at 19%. For research-only staff, shown in figure 2, the most notable change since last

¹ FPE – Full Person Equivalent. Individuals can hold more than one contract with an institution and each contract may involve more than one activity. In analyses staff counts have been divided amongst the activities in proportion to the declared FTE for each activity. This results in counts of full person equivalents (FPE). Staff FPE counts are calculated on the basis of contract activities that were active on 1 December of the reporting period (using the HESA staff contract population).

year is a drop of the proportion of females at grade UE09 from 41% in 2009 to 35.6% in 2010.

Figure 1: Proportion of male and female academic staff, split by grade

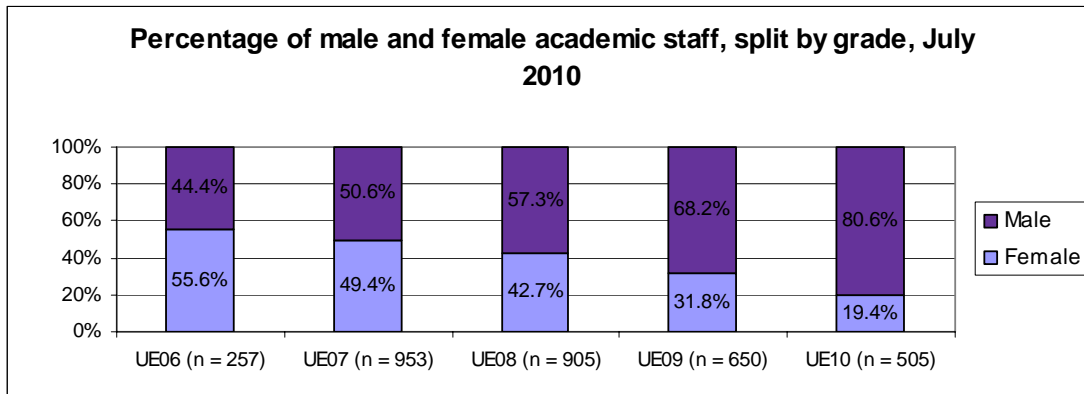


Figure 2: Proportion of male and female research-only staff, split by grade

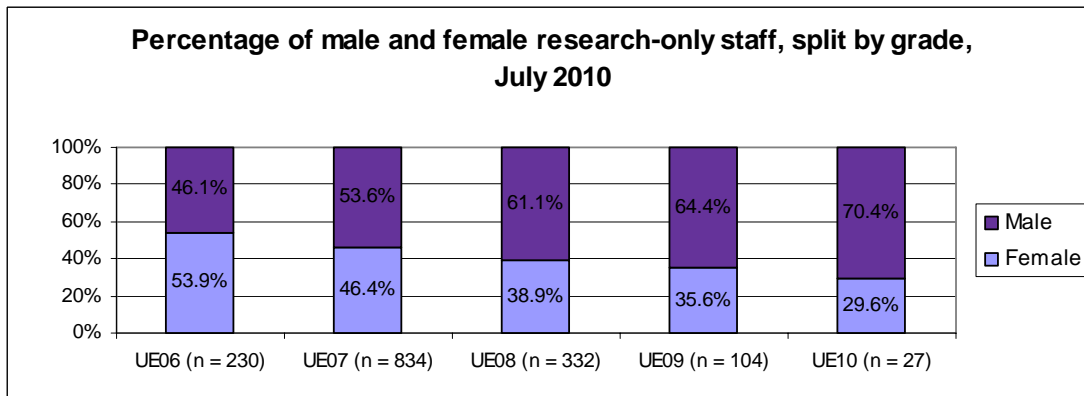


Figure 3 shows the proportion of women in academic posts, split by college. The pattern of decrease in the proportion of women in senior grades within each college is consistent with previous years.

Figure 3: Proportion of women in academic posts, by grade and separately by college

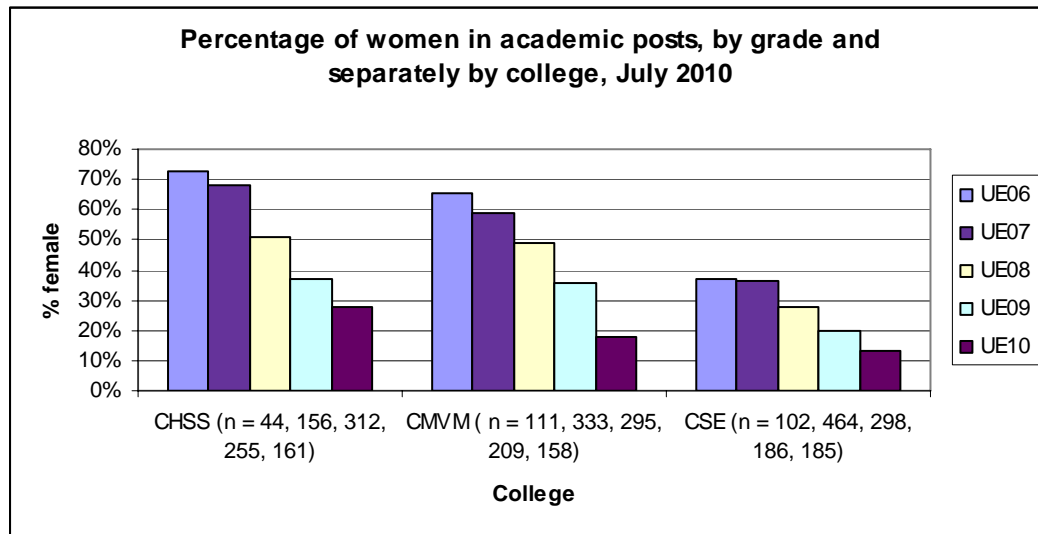
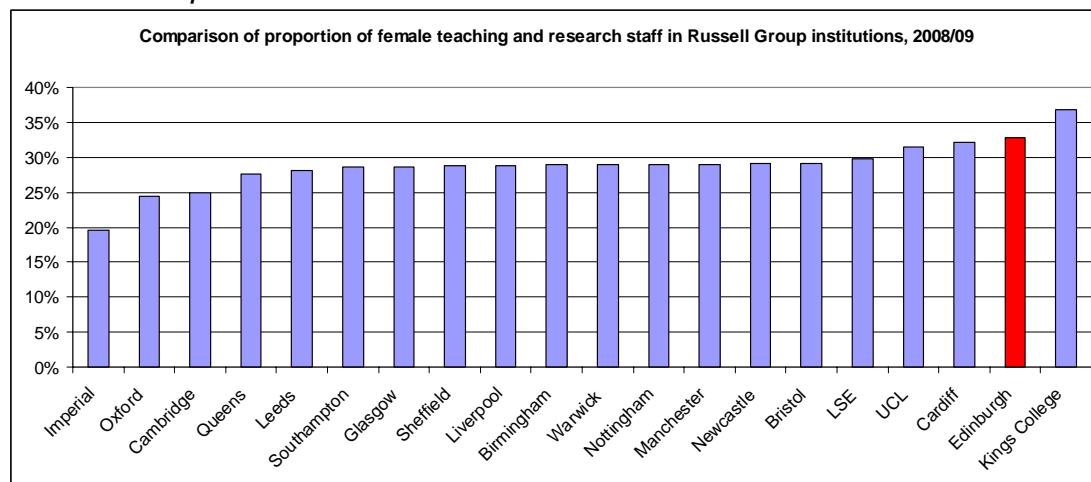


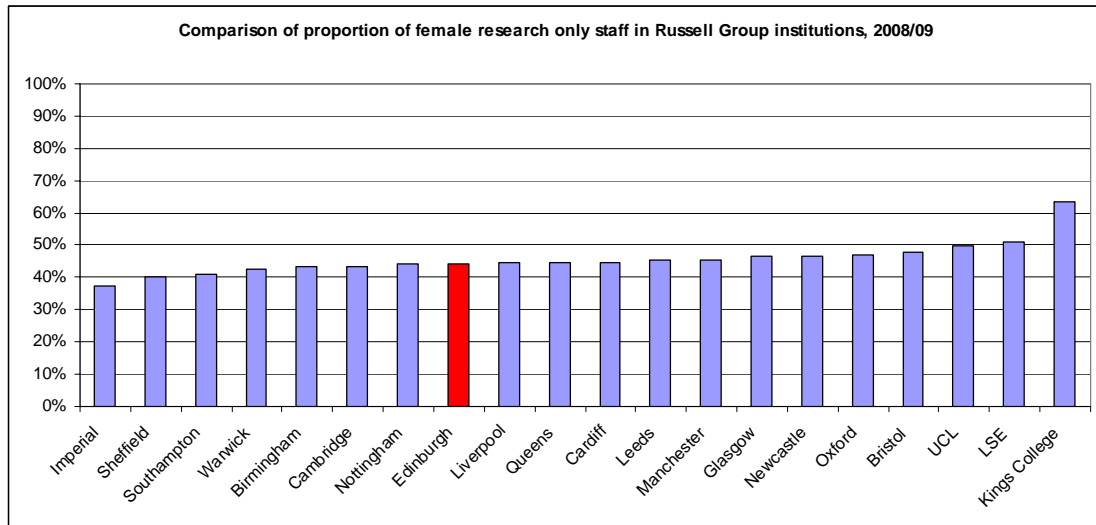
Figure 4 shows a comparison of the proportion of female ‘teaching and research’ staff in Russell group institutions. The University of Edinburgh has the second highest proportion of women in the Russell group.

Figure 4: comparison of proportion of female teaching and research staff in Russell Group institutions



For research-only staff, figure 5 shows that there is little variability of the proportion of women in academic posts between institutions in the Russell group.

Figure 5: comparison of proportion of female research only staff in Russell Group institutions



Gender and Fixed term contracts

For all academic staff, 38% of women and 32% of men are employed on fixed-term contracts. As reported in the 2009 EDMARC report, 42% for women and 32% for men were employed on fixed-term contracts. There has therefore been a slight reduction in the proportion of female staff employed on a fixed-term contract. Figure 6 shows the comparison for Russell Group institutions for 2008/09. The University of Edinburgh has the fourth smallest difference between male and female staff on fixed-term contracts.

Figure 6: Comparison of proportion of male and female research only staff on fixed term contracts, 2008/09

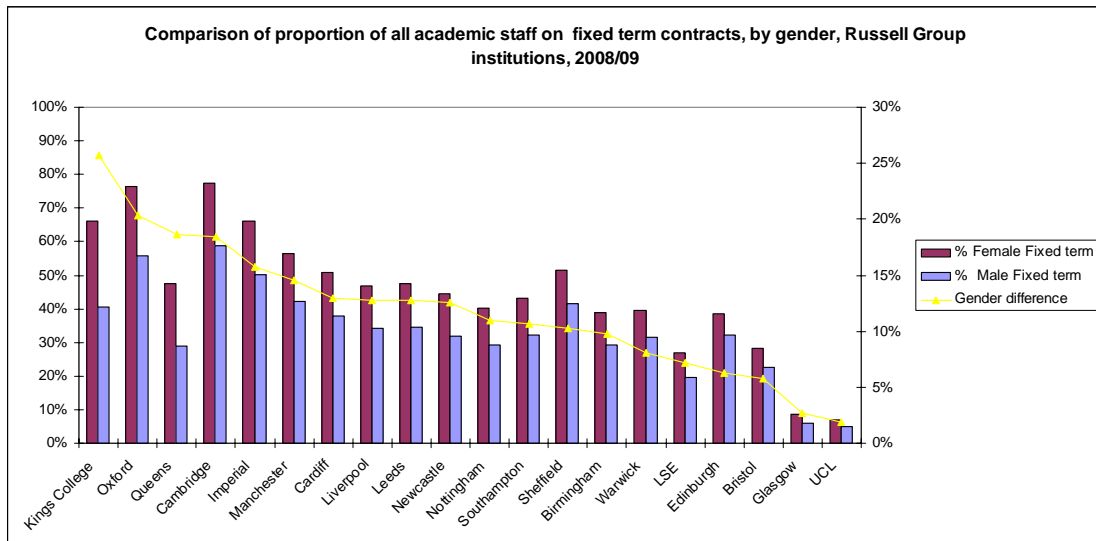
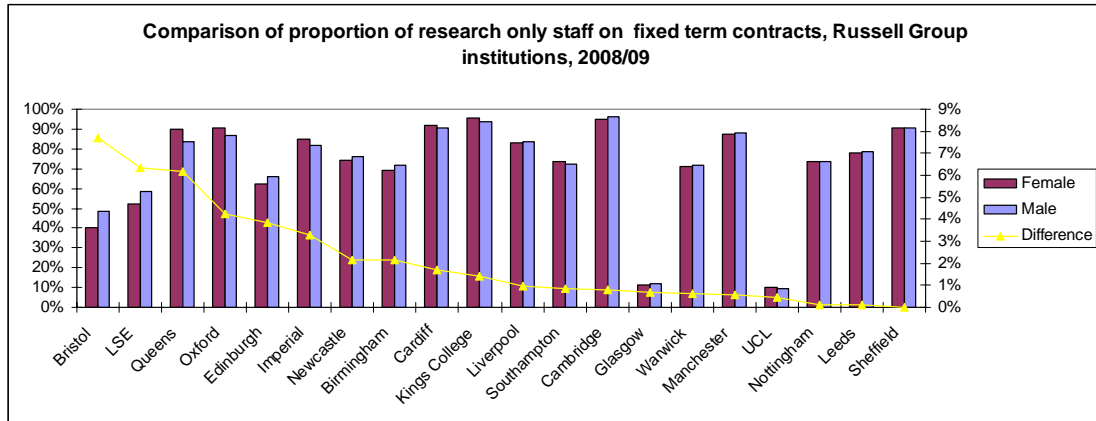


Figure 7 shows a comparison of research-only staff on fixed term contracts, for male and female staff, in Russell Group institutions. 63% of females are employed on fixed –term contract compared with 66% of men.

Figure 7: Comparison of proportion of male and female research only staff on fixed term contracts, 2008/09



Gender and mode of working

Of all academic staff 22% of women and 6% of men work part-time. There has been no change in these figures since last years EDMARC report. Of academic staff who work part-time, 72% are women. Figures for research only staff are almost identical with 22% of women and 7% of men working part-time. It should be noted again that HTBN staff are excluded from this analysis.

Gender and age

Figure 8 shows the breakdown of academic staff by age and gender for male and female staff at the University of Edinburgh.

Figure 8: Academic staff gender by age group

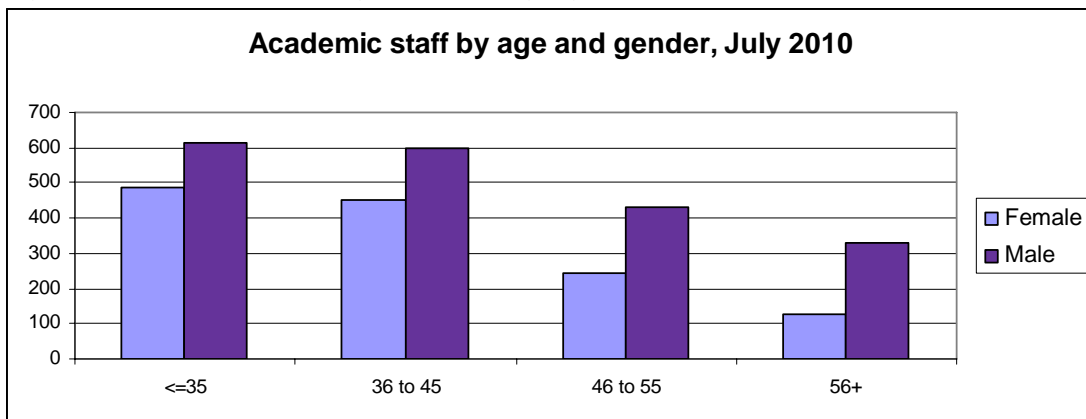
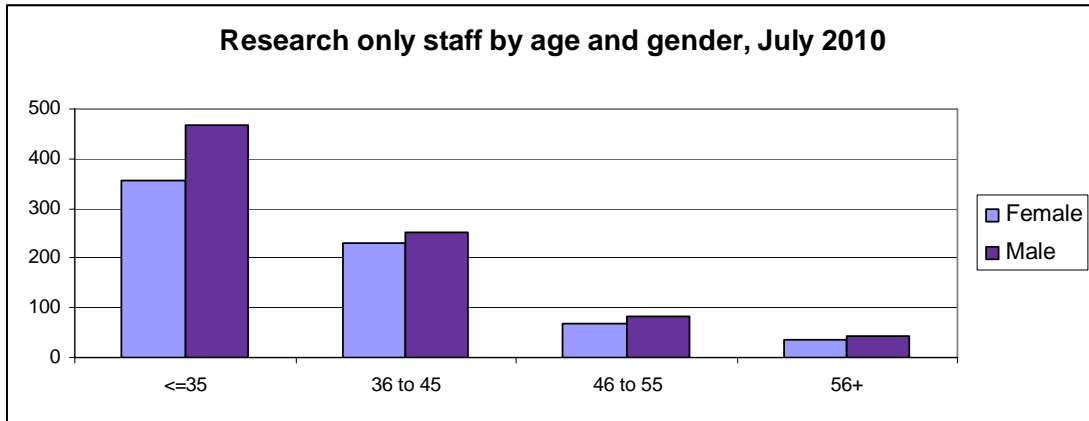


Figure 9, below, shows the breakdown of research only staff by age group. There is a decrease in the number of research staff in the older age groups. This suggests either that these staff move into research and teaching academic posts, or, more likely, that there remains difficulty in maintaining a research career path.

Figure 9: Research only staff gender by age group



Age and grade

Figures 10 and 11 show the distribution of academic staff by age and grade for all academic staff and research-only staff respectively.

Figure 10: Distribution of academic staff by age and grade

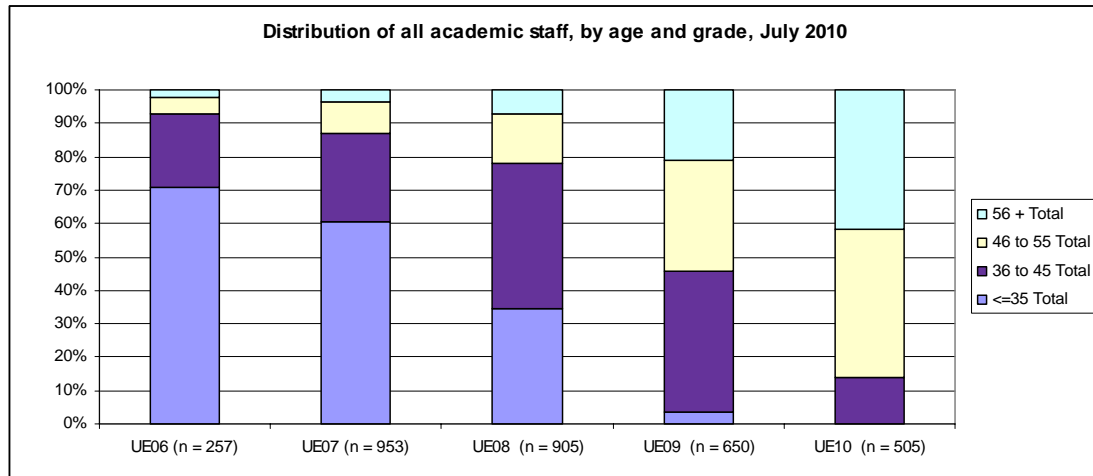


Figure 11: Distribution of research only staff by age and grade

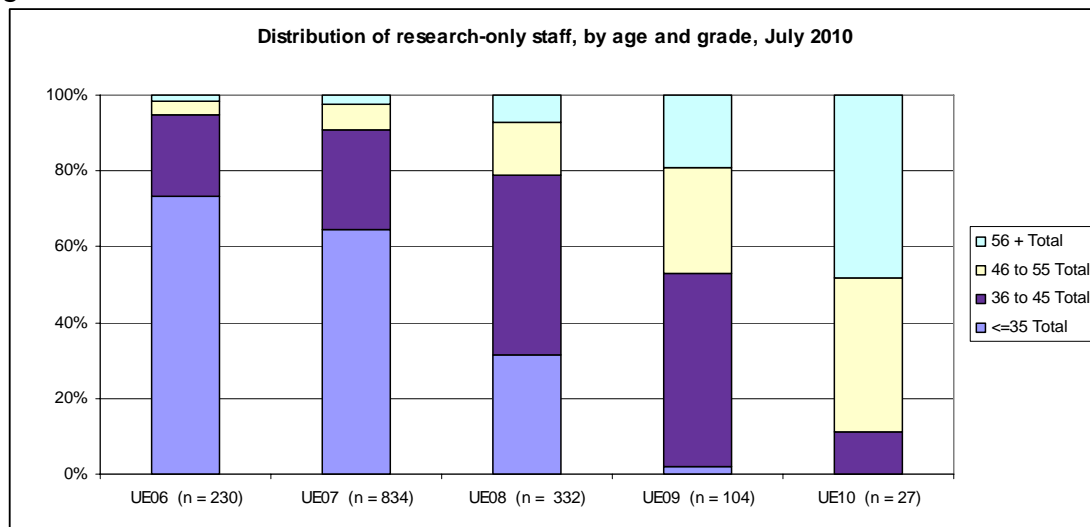


Figure 12 shows the age distribution of all academic staff in Russell Group institutions.

Figure 12: Distribution of academic staff by age group, for Russell Group institutions, 2008/09

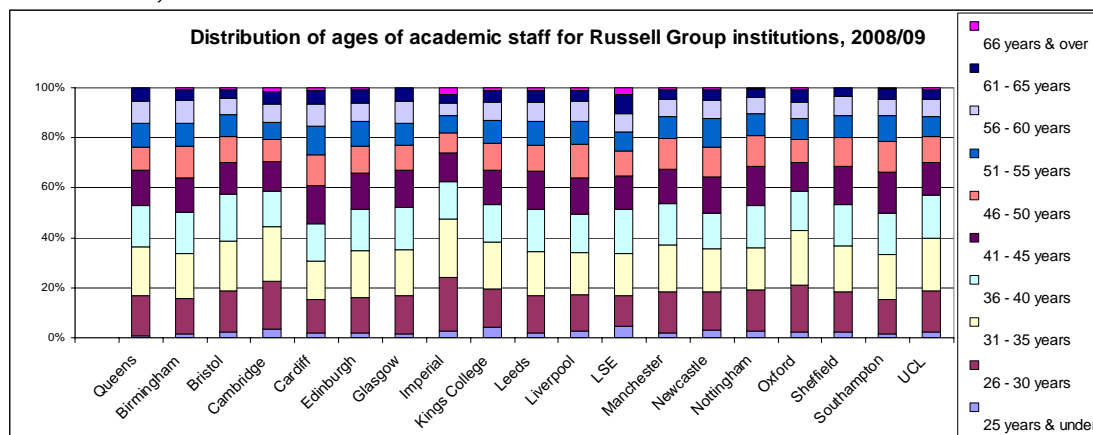
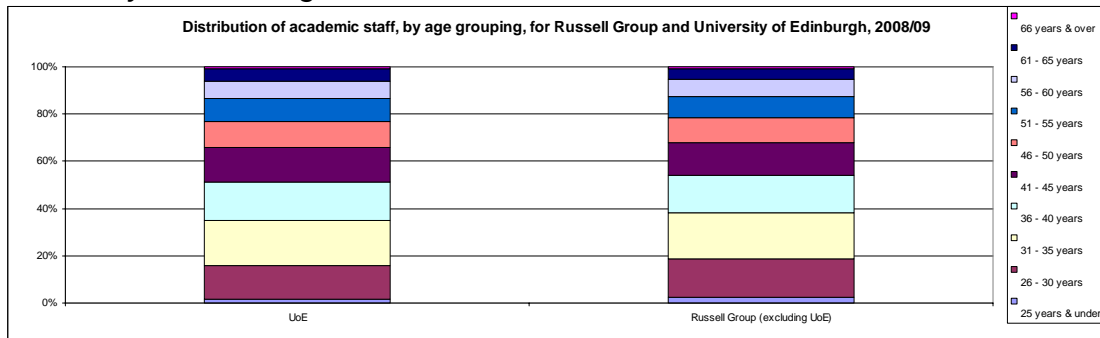


Figure 13 shows the distribution of academic staff, by age group, for the University of Edinburgh and Russell group institutions (aggregate). There is little difference in the age profile between The University of Edinburgh and other Russell group institutions.

Figure 13: Distribution of academic staff, by age group for Russell Group and University of Edinburgh, 2008/09

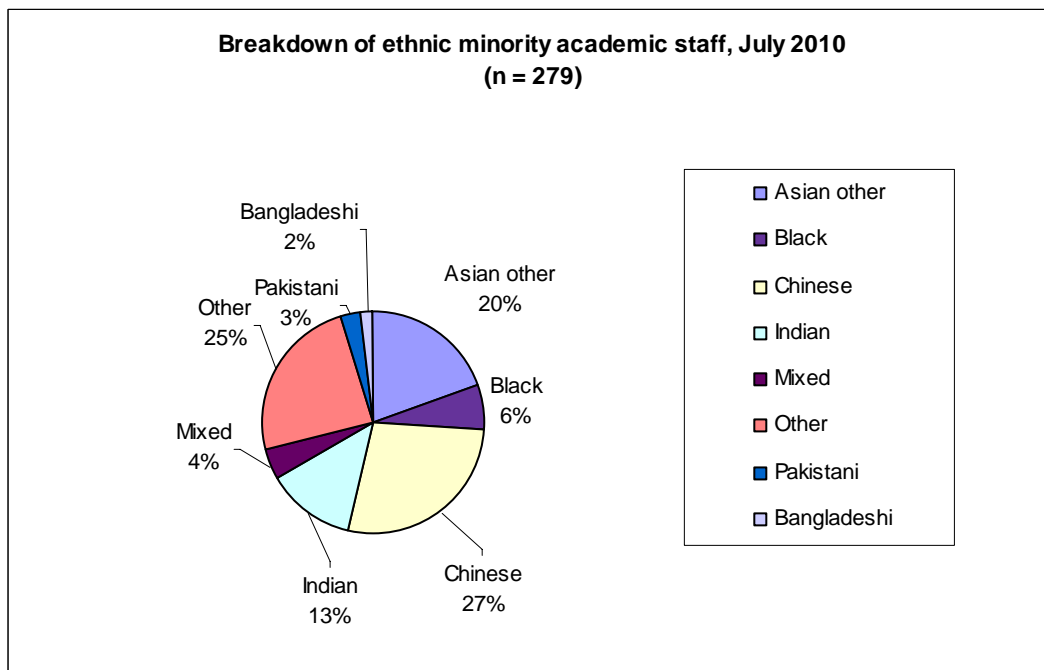


Ethnicity

The proportion of academic staff who are from an ethnic minority is 10% (n = 2783). For academic staff from the UK, the proportion of ethnic minority staff is lower at 4.7%.

The overall for the institution including professional support staff is 6.5%. It should be noted that the figures do not include those with an unknown or refused ethnicity. The total proportion of those with an unknown/refused ethnic background is 15%.

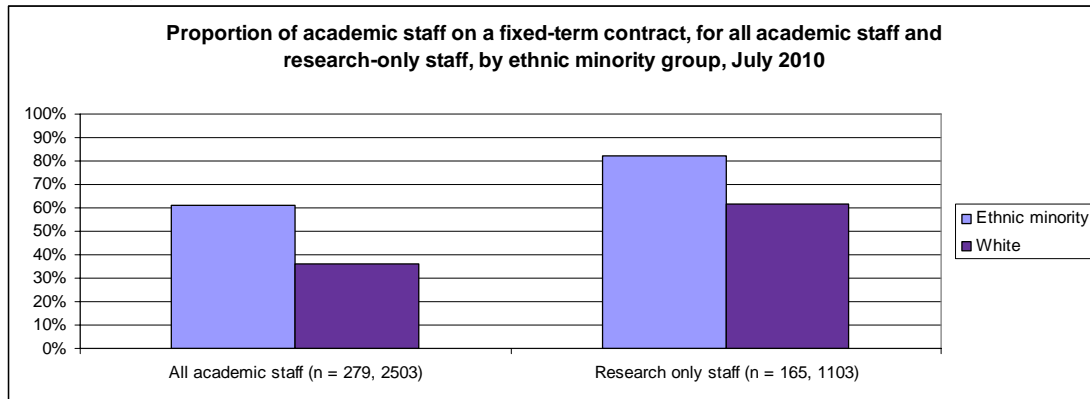
Figure 14: Pie chart of known ethnic minority academic staff, July 2010



Contract type

Figure 15 shows the proportion of academic staff on fixed-term contracts, for all academic staff and research-only staff, split by ethnic minority grouping.

Figure 15: Proportion of academic staff on a fixed-term contract, by ethnic minority group



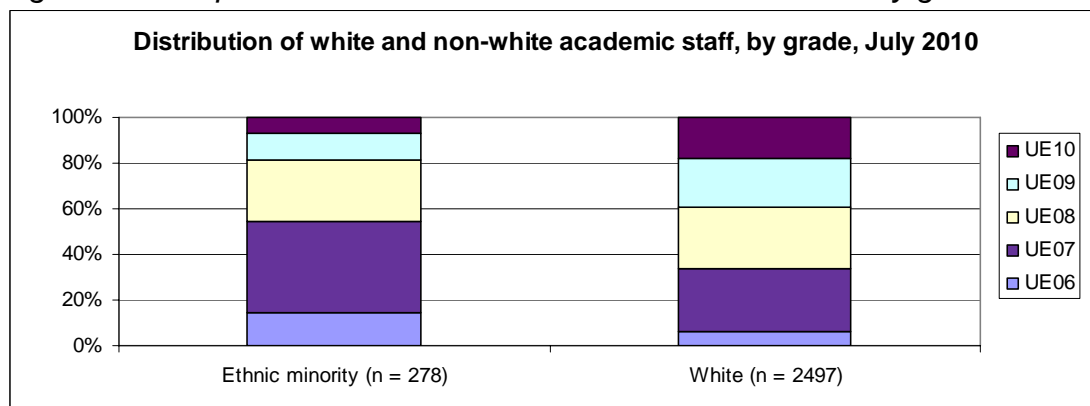
For academic staff, 60.9% of ethnic minority staff are employed on a fixed term contract compared with 35.9% of white staff. In 2008/09 the proportion of non-white staff on a fixed term contract was 64.7% compared with 36.7% of white academic staff. The difference between ethnicity groups has reduced from 28 percentage points in 2008/09 to 25 percentage points in 2009/10.

For research-only staff, the proportion of ethnic minority staff on fixed term contracts is 82.4% compared with 61.4% for white research staff. In 2008/09 the proportion of non-white staff on a fixed term contract was 87.2% compared with 61.2% of white academic staff. The difference between the ethnic groups has decreased from 26 percentage points to 21 percentage points.

Ethnicity and grade

Figure 16 shows the distribution by grade for academic staff for white and non-white staff. There is a lower proportion of non-white staff in grades UE09 and UE10 posts.

Figure 16: comparison of white and non-white academic staff by grade



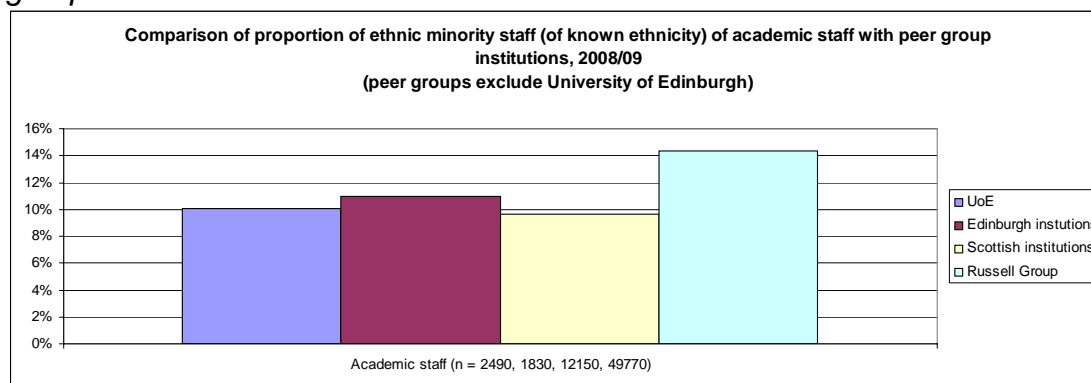
Mode of employment

For academic staff, there has been a drop from 8% to 5.3% of ethnic minority staff working part-time between 2009 and 2010. Further analysis by college does not reveal any significant differences of the location of the ethnic minority part-time staff. The proportion of white academic staff working part-time remains at 14%.

Comparison data with other institutions

A comparison of the proportion of ethnic minority academic staff in peer institution groups is shown in figure 17. The proportion of ethnic minority academic staff in the University of Edinburgh is comparable to other institutions in both Edinburgh and Scotland.

Figure 17: Comparison of academic ethnic minority staff with peer institution groups



Professional Support Staff

For the snapshot taken in July 2010, there were a total of 4,584 professional support staff headcount. This figure excludes staff classified as Hours to be Notified (HTBN) staff. Professional support staff covers any member of staff who are not classified as 'Academic' or 'Clinical Academic'.

A breakdown of professional support staff headcount is shown in table 1.

Table 1: breakdown of professional support staff, by college and support group, July 2010

College/Support Group Name	Full Time	Part Time	Grand Total
College of Humanities and Social Science	360	139	499
College of Medicine and Veterinary Medicine	743	248	991
College of Science and Engineering	559	118	677
Corporate Services Group	849	663	1512
Information Services Group	430	143	573
Student and Academic Services Group	224	108	332
Total headcount	3165	1419	4584

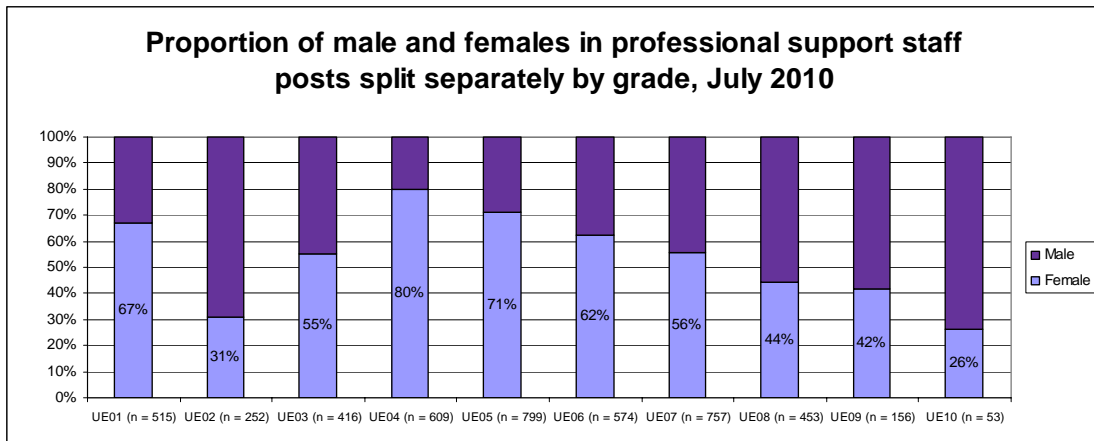
There are 1,419 professional support staff who are classified as working part-time. 24% of part-time professional support staff have an FTE of less than 0.5, 38% between 0.5 and 0.7 and 35% between 0.7 and 0.9. The total FTE for all part-time staff is 865.

Gender

Female staff are mostly in the middle and low ranges of the professional support staff grades, due to a high proportion of women in UE04 and UE05 grades which are predominantly secretarial posts and UE01 posts which are cleaning positions. There is further occupational segregation in grade UE02 which has a high proportion of male staff as these are primarily portering / security jobs.

There remains low representation of women in higher grades UE08, UE09 and UE10, as shown in figure 18. Only 26% of posts at grade UE10 are occupied by women, compared to 29.5% in 2009. However, when compared to the proportion of women in academic posts, there is a higher proportion of women in the higher grades for professional support staff. In UE10, only 19% of academic posts are women compared with 26% for professional support staff. At UE09 women are slightly better represented in professional support posts with 41% female compared with 32% for academic staff.

Figure 18: Proportion of male and female professional support staff, split separately by grade, July 2010



Contract type

For professional support staff, the proportion of women on fixed-term contracts has increased from 14.1% in 2009 to 15.6% in 2010. The proportion of men employed on fixed-term contracts has risen from 10.6% in 2009 to 12.2% in 2010.

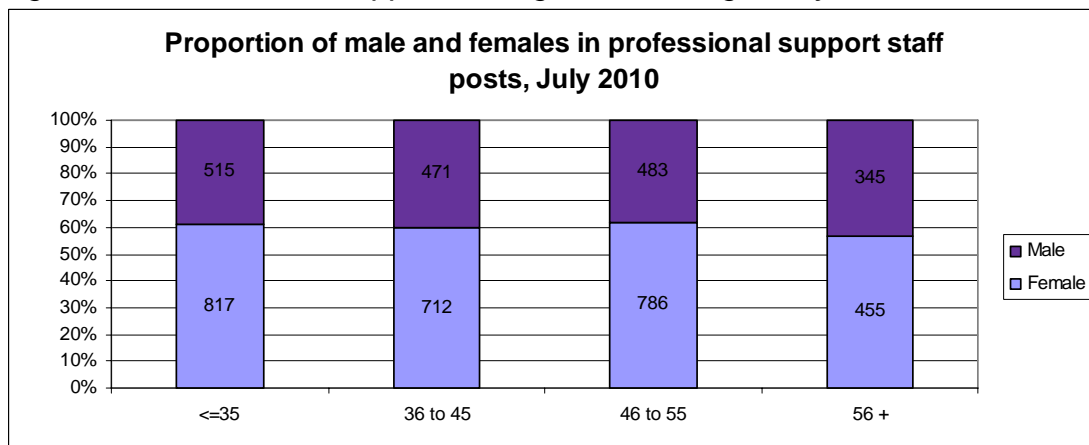
Mode of employment

Overall, 31% of professional support staff work part-time compared to 28% in 2009. The proportion of men working part-time has risen slightly from 13.5% in 2009 to 16% in 2010, while the proportion of women working part-time has risen from 38.5% in 2009 to 41% in 2010.

Gender and age

Figure 19 shows the distribution of professional support staff split by gender and age group. In all age groups there is a higher proportion of females.

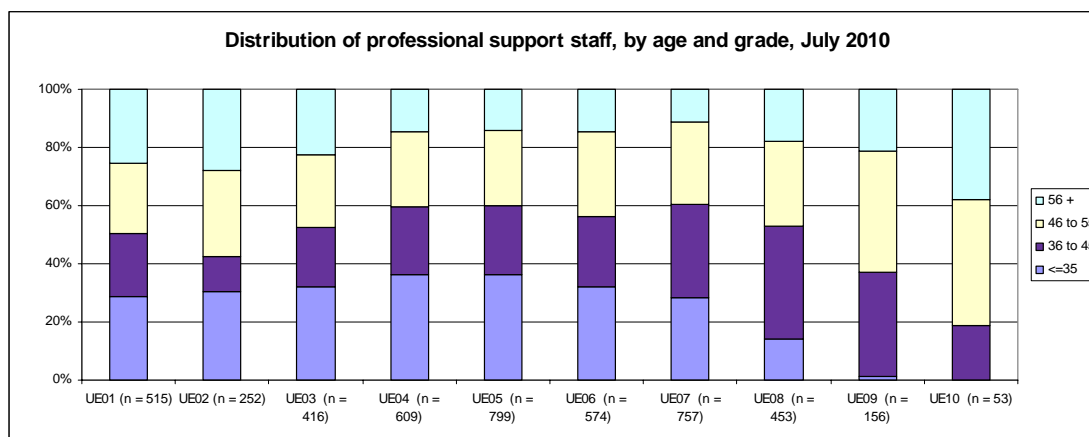
Figure 19: Professional support staff, gender and age, July 2010



Age and grade

Figure 20 shows the distribution of professional support staff by age and grade.

Figure 20: Distribution of professional support staff, by age and grade, July 2010

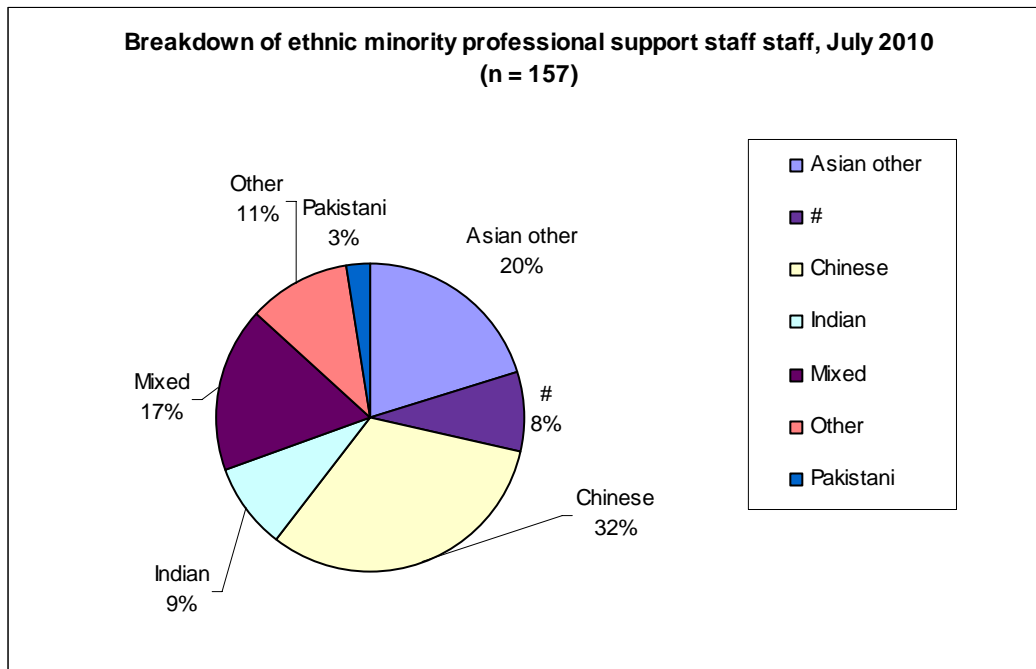


Ethnicity

The proportion of ethnic minority staff is 4%. This includes staff with a nationality from outside the UK. For professional support staff from the UK, the proportion of ethnic minority staff is lower at 1.6%. These figures show little change from the 2009 EDMARC report.

The overall for the institution including professional support staff is 6.5%. It should be noted that the figures do not include those with an unknown or refused ethnicity. The total proportion of those with an unknown/refused ethnic background is 15%, identical to that of academic staff. Figure 21 shows the breakdown of ethnic minority professional support staff, by ethnicity.

Figure 21: Pie chart of known ethnic minority professional support staff, July 2010



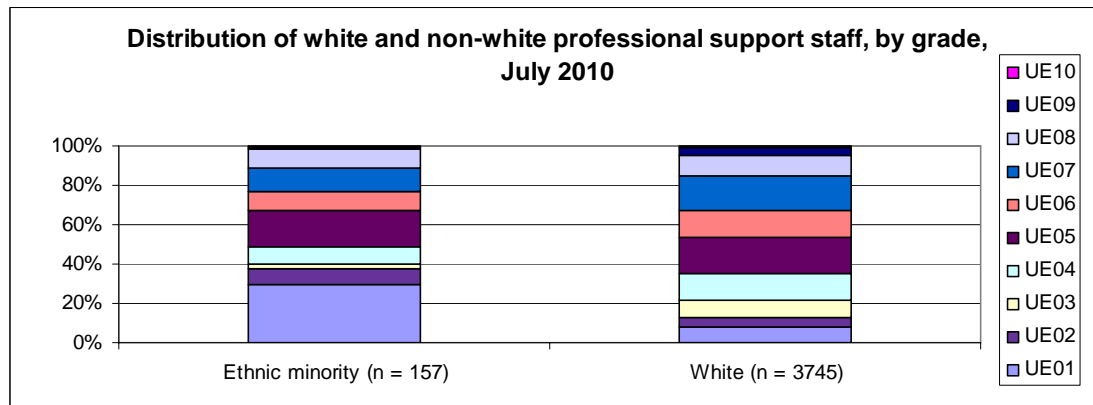
Contract type

For professional support staff 32% of ethnic minority staff are employed on a fixed-term contract compared to 13% of white staff. In 2008/09, 31% of non-white professional support staff were employed on a fixed-term contract compared with 11.9% of white staff.

Ethnicity and grade

Figure 22 shows the distribution by grade for professional support staff for white and non-white staff. For academic staff there is a lower proportion of non-white staff in grades UE09 and UE10 posts. There is a larger proportion of ethnic minority staff in UE01 grade posts. There is comparability between the proportions of ethnic minority and white staff in the remaining posts.

Figure 22: comparison of white and non-white professional support staff by grade



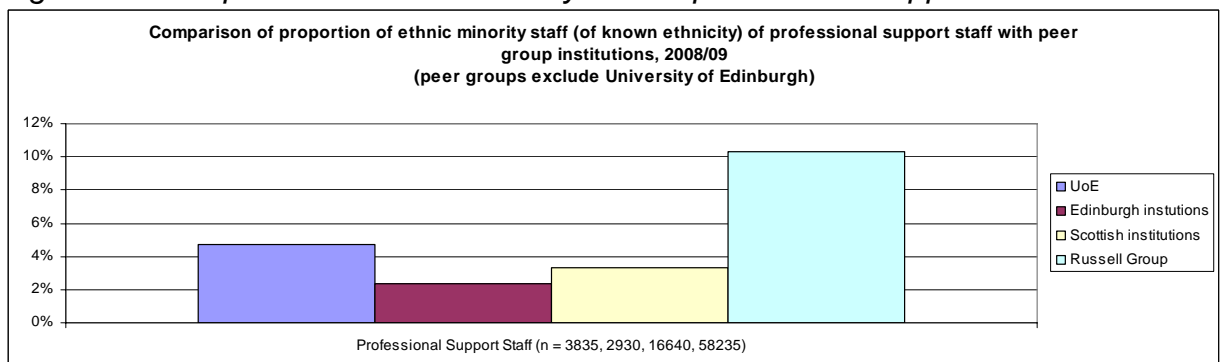
Mode of employment

For professional support staff, 47% of ethnic minority staff work part-time compared with 28% of white staff. The majority of ethnic minority staff who work part-time are employed as cleaners on grade UE01.

Comparison data with other institutions

Figure 23 shows a comparison of ethnic minority staff for professional support staff between University of Edinburgh and other peer group institutions. University of Edinburgh has a higher proportion of ethnic minority staff when compared to other institutions in Edinburgh and Scotland.

Figure 23: Comparison of ethnic minority staff of professional support staff

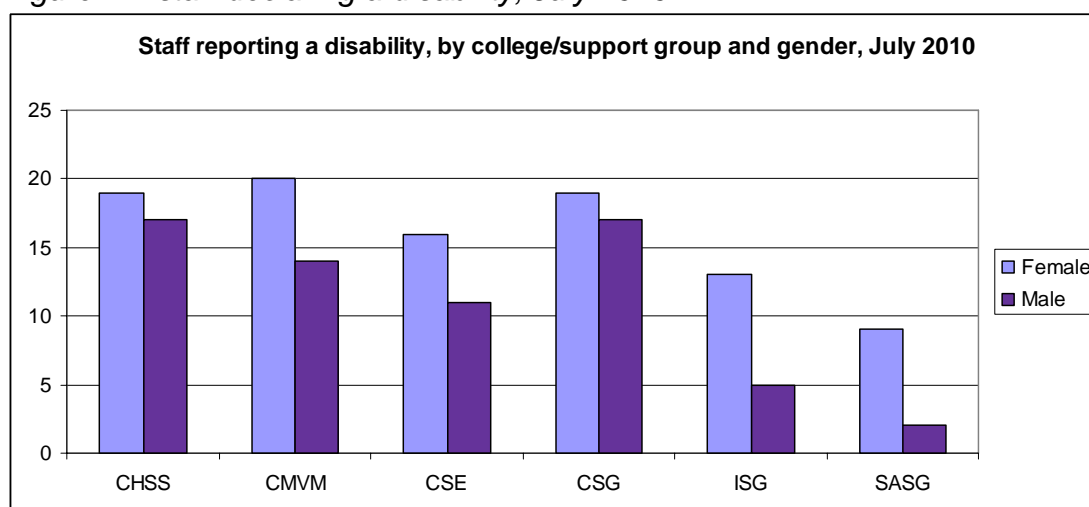


Disability

Staff declaring a disability are presented here separately as the figures are too small to be split by staff type. The proportion of staff declaring a disability is 2.1% which includes academic and professional support staff, although excludes HTBN staff. There has been no change in the proportion of staff declaring a disability since the 2009 EDMARC report.

Of those staff declaring a disability, figure 24 shows the breakdown of disabled staff by college/support group and gender.

Figure 24: staff declaring a disability, July 2010



When analysing staff with a disability by grade, there is little variation between grades. The highest proportion of staff with a disability can be seen in grade UE02 where 3.6% are declared disabled compared to grade UE07 where 1.9% of staff are declared disabled.

Staff declaring a disability are more likely to work part-time with 30% of all disabled staff employed part-time compared with 23% of staff declaring no disability.