



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

**STAFF REPORT**

2011/12

**THIRD REPORT**

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## **1. Introduction**

The third 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 2010/11 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, *Registry (EUCLID)*

Ms Emma Meehan, *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)*

### **1.1. Notes and definitions**

The data used in this report is a snapshot of the staff database, taken in July of 2009, 2010 and 2011. This report is the first time since the revised pay and grading structure was introduced that EDMARC has looked at trend data.

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 2009/10.

Where appropriate, this report has aligned definitions with other standard equality reporting, most notably from the Equality Challenge Unit (ECU). A statistical report for 2010 from the ECU on staff and students can be found on their website, <http://www.ecu.ac.uk>.

### **1.2. Hours to Be Notified staff**

The EDMARC staff report excludes staff classified as Hours To Be Notified (HTBN). These are typically staff who work variable hours, most commonly as teaching tutors or invigilators. For the snapshot taken in July 2011 there were 2,887 HTBN staff headcounts. 75% of HTBN staff are employed as tutors or demonstrators with the remainder employed as in temporary cleaning and catering positions.

In 2010-11 there was an equal proportion of male and female HTBN staff. 69% of HTBN staff are under the age of 35, while 12% are over the age of 65. 3.5% of UK nationality HTBN staff are from an ethnic minority. 2.6% of HTBN staff have a declared disability.

## 2. Academic Staff

### 2.1. Academic staff headcount

For the snapshot taken in July 2011 there were a total of 3,161 academic staff headcount, of which 391 work part-time. Staff classified as Hours To Be Notified are excluded. 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 academic, by college, 2008-09 to 2010-11

Staff headcount					
Year		CHSS	CMVM	CSE	Total
2008-09	Full Time	845	951	1162	2958
	Part Time	157	137	127	421
	<b>Total</b>	<b>1002</b>	<b>1088</b>	<b>1289</b>	<b>3379</b>
2009-10	Full Time	778	963	1122	2863
	Part Time	150	143	113	406
	<b>Total</b>	<b>928</b>	<b>1106</b>	<b>1235</b>	<b>3269</b>
2010-11	Full Time	759	919	1092	2770
	Part Time	145	145	101	391
	<b>Total</b>	<b>904</b>	<b>1064</b>	<b>1193</b>	<b>3161</b>

## 2.2 GENDER

The proportion of female academic staff has remained constant at 40% for the last three years. A breakdown by college is shown in figure 1. There remain fewer women in the college of Science and Engineering (CSE), compared to the other two colleges. Figure 2 shows the proportion of male and female research-only staff, broken down by college.

*Figure 1: Proportion of Male and Female Academic staff headcount, by College, 2008-09 to 2010-11*

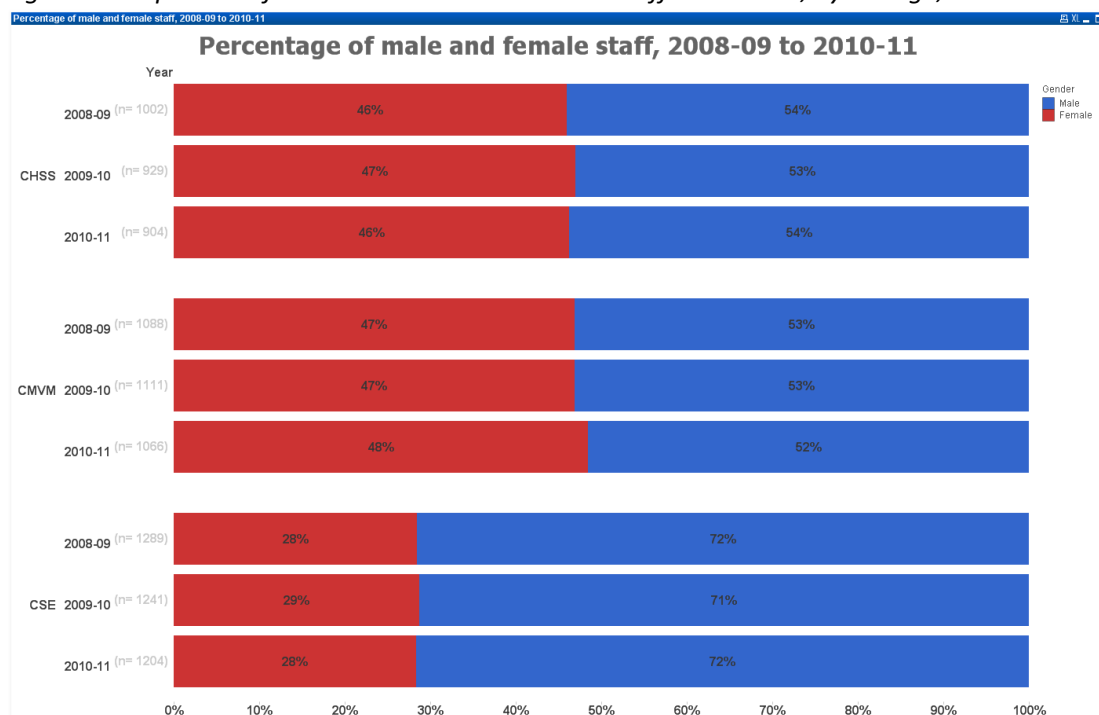


Figure 2: Proportion of Male and Female Research-only staff headcount, by college, 2008-09 to 2010-11

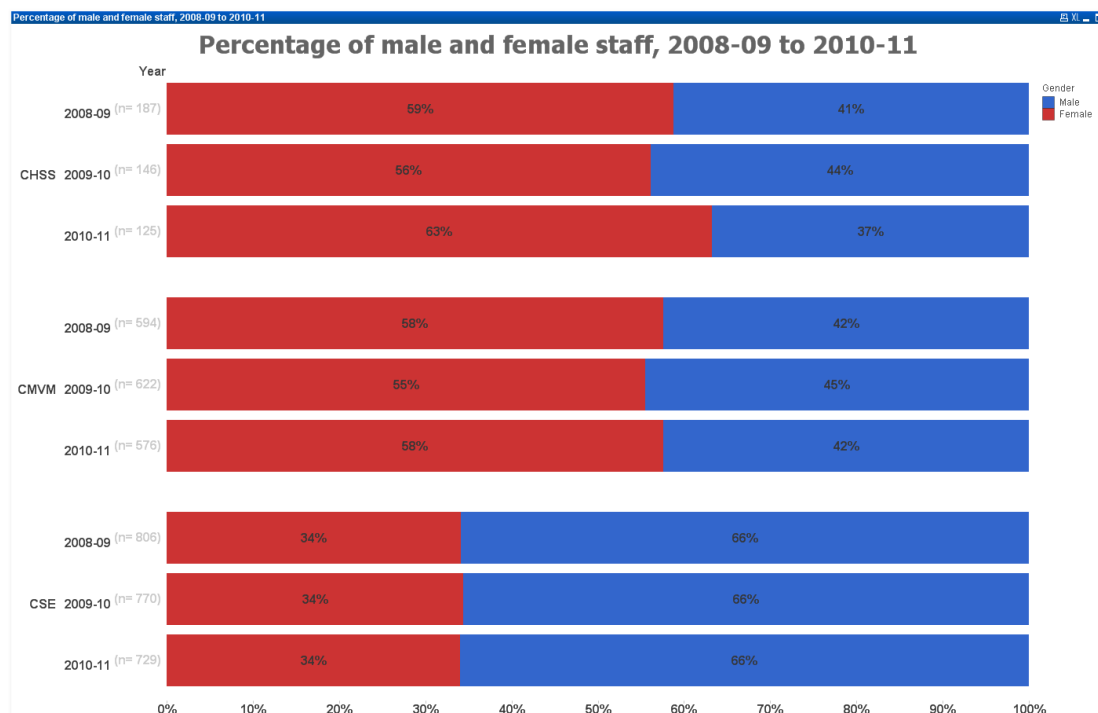


Figure 3 shows the proportion of male and female academic staff, broken down by UE grade equivalent, 2008-09 to 2010-11. There still remains a low proportion of women in grades UE9 and UE10.

Figure 3: Proportion of Male and Female academic staff headcount, by UE grade equivalent, 2008-09 to 2010-11

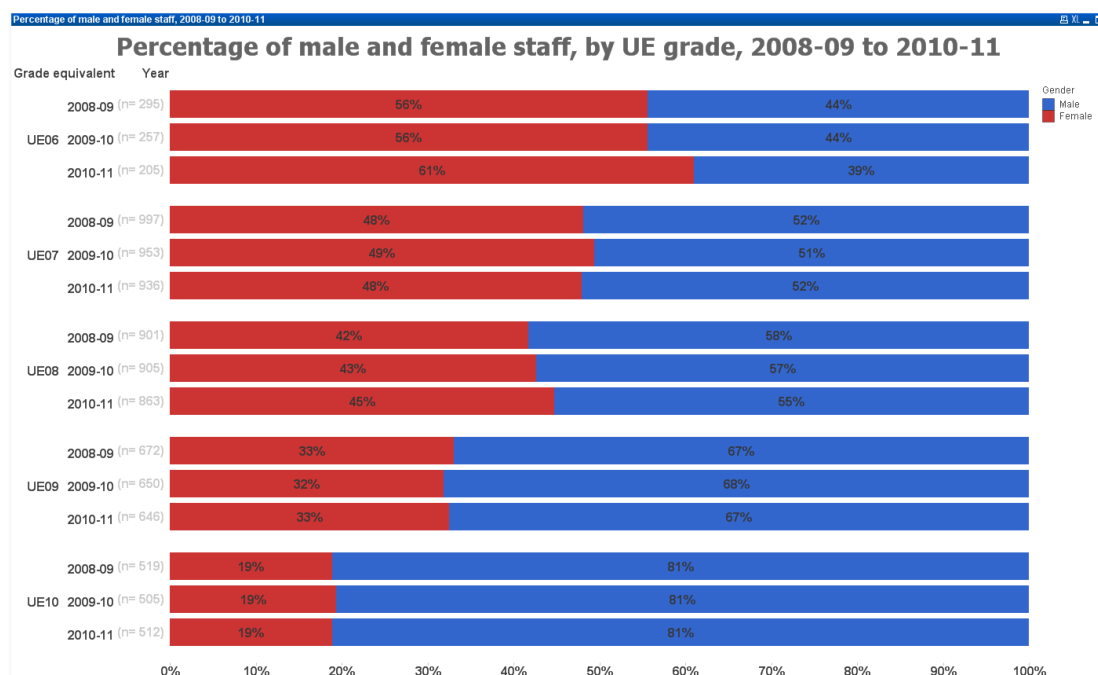


Figure 4 shows the proportion of male and female research-only staff headcount, by UE grade equivalent, 2008-09 to 2010-11.

*Figure 4: Proportion of Male and Female Research-only staff headcount, by UE grade equivalent, 2008-09 to 2010-11*

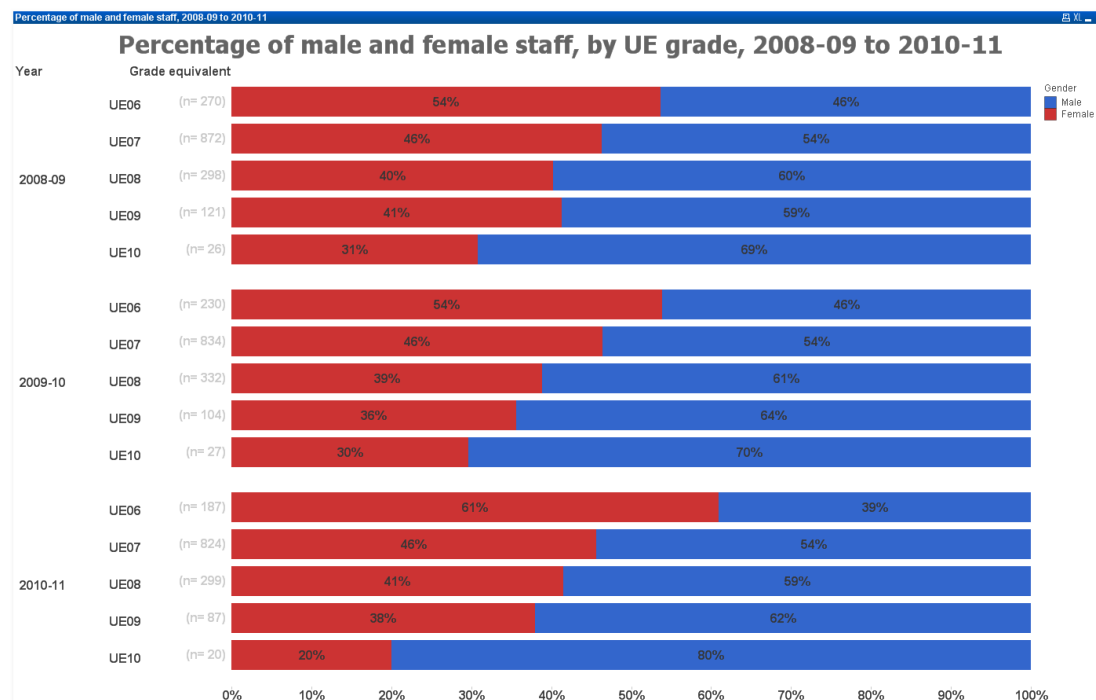


Figure 5 shows a comparison of the proportion of female academic staff in Russell Group institutions for 2009-10. Figure 6 shows the comparison of female research-only staff in Russell group institutions for 2009-10.

*Figure 5: Comparison of proportion of female academic staff in Russell Group institutions, 2009-10*



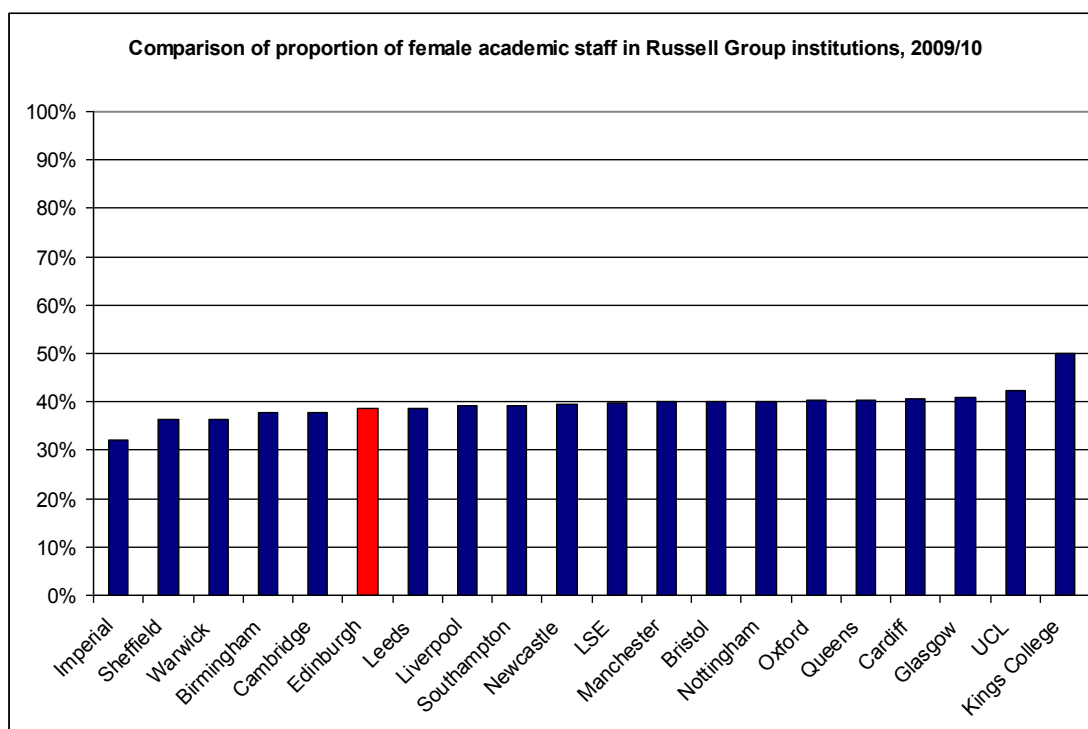


Figure 6: Comparison of proportion of female research-only staff in Russell Group institutions, 2009/10

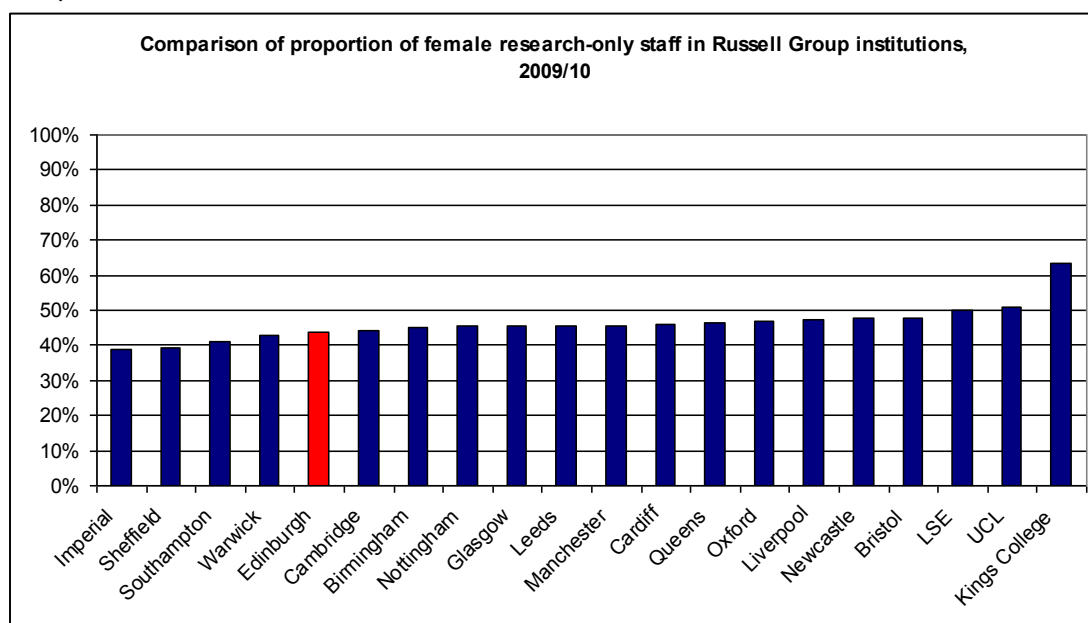
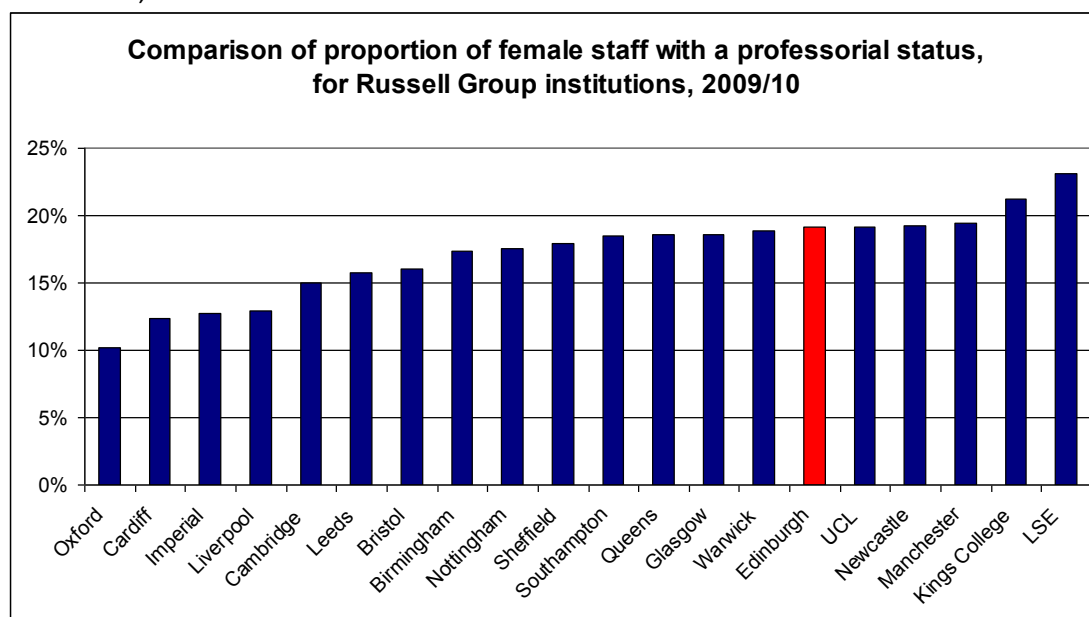


Figure 7 shows a comparison of female staff with a professorial status, for Russell Group institutions in 2009-10.

Figure 7: Comparison of proportion of female staff with a professorial status, for Russell Group institutions, 2009-10



## 2.2. Gender and contract type

Figure 8 shows the proportion of male and female staff on a fixed-term and open ended contract. Women are more likely to be employed on a fixed-term contract, although there is no gender difference for research-only staff, as shown in figure 9.

Figure 8: Percentage of male and female academic staff, by contract type and gender, 2008-09 to 2010-11

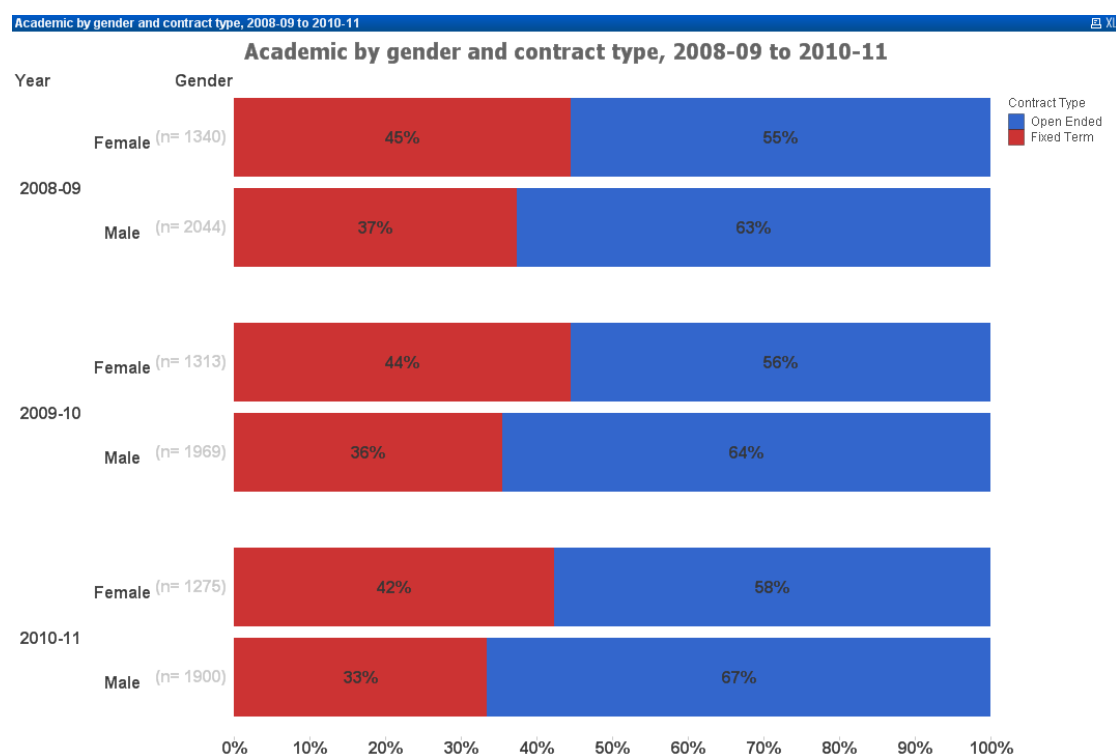


Figure 9: Percentage of male and female research-only staff, by contract type and gender, 2008-09 to 2010-11

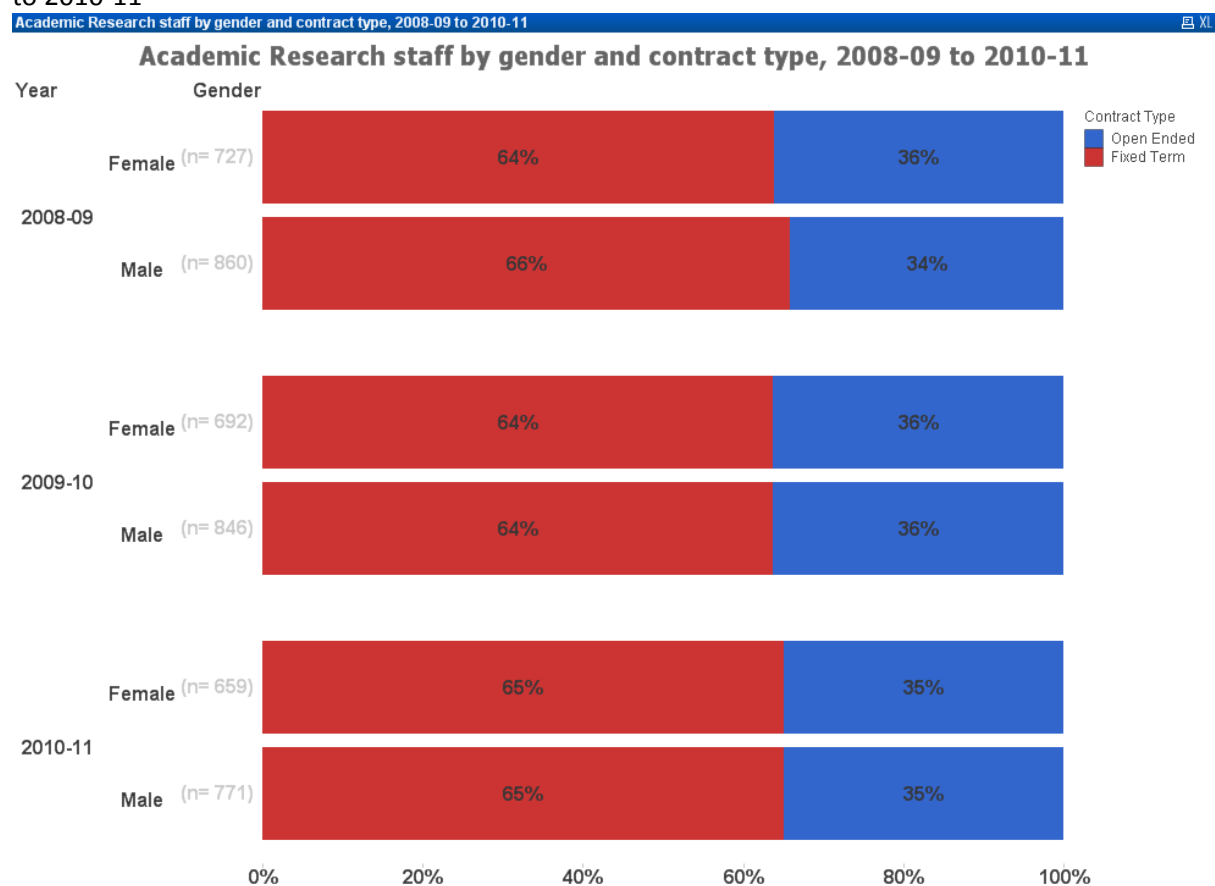
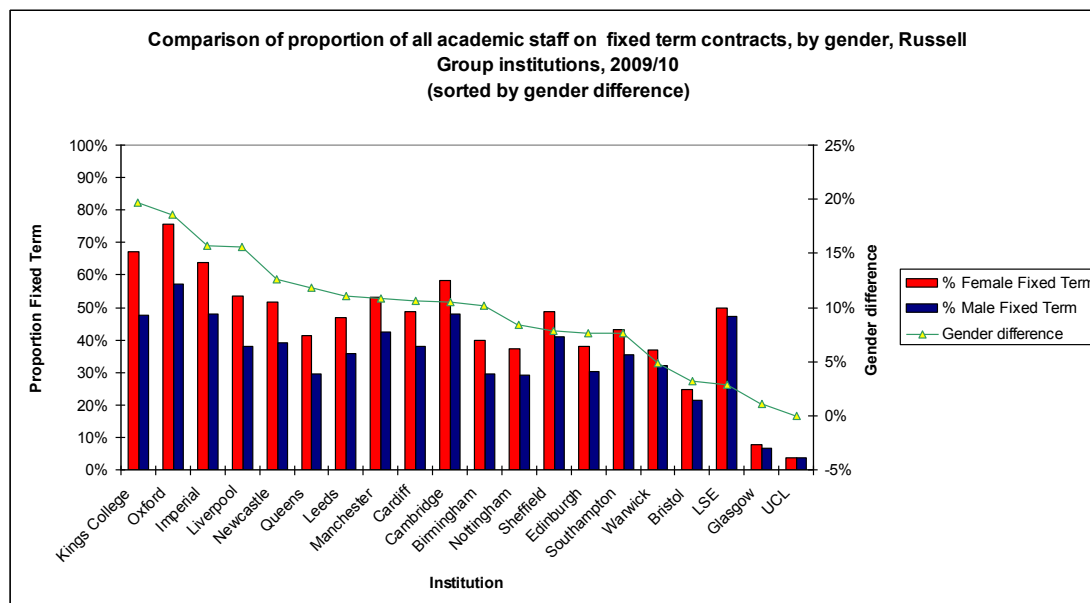


Figure 10 shows the comparison of male and female academic staff on fixed-term contracts, 2009-10. The University of Edinburgh has the seventh smallest gender difference in the Russell Group.

Figure 10: Comparison of proportion of male and female academic staff on fixed-term contracts, 2009-10



## 2.3. Ethnicity

The proportion of UK nationality academic staff who are from an ethnic minority background is 4.7% in 2010-11. For non-UK nationality staff the proportion of staff from an ethnic minority background is 21.1% for 2010-11. Figure 11 shows the breakdown by ethnic minority group of UK-nationality academic staff for the last three years.

Figure 11: Percentage of UK nationality academic staff of an ethnic minority, 2008-09 to 2010-11

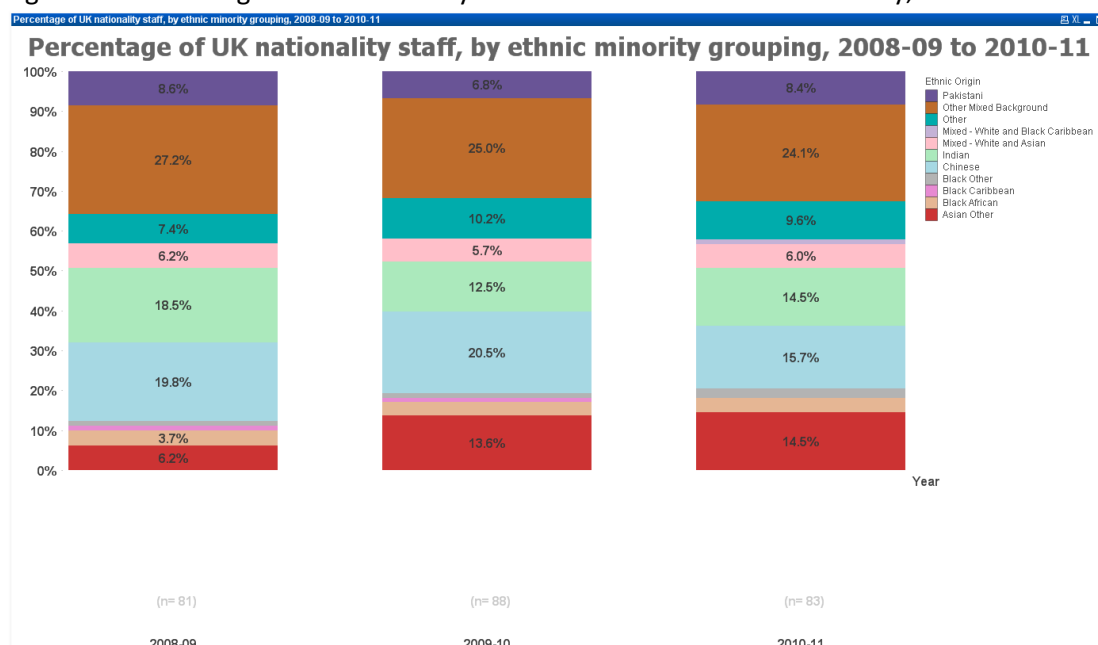
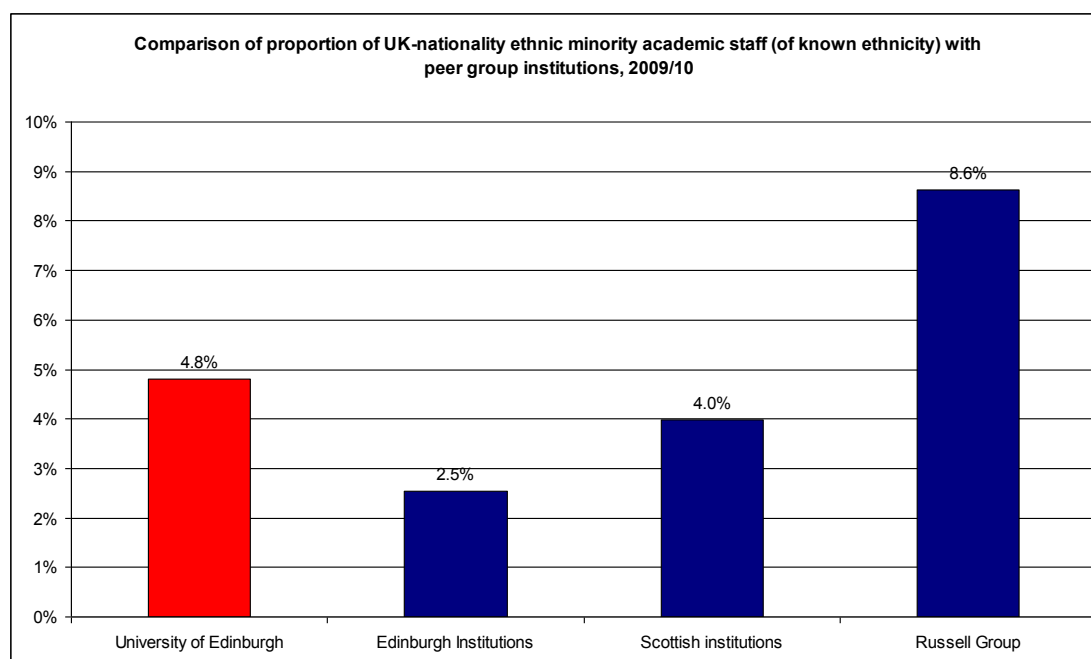


Figure 12 shows the proportion of UK-nationality ethnic minority academic staff in peer institutions, 2009-10.

*Figure 12: Comparison of proportion of UK-nationality ethnic minority academic staff, with peer group institutions, 2009-10*



## 2.4. Ethnicity and contract type

Figure 13 shows the proportion of UK-nationality academic by contract type, for ethnic minority grouping. Figure 14 shows the proportions of UK-nationality research-only staff by contract type, for ethnic minority grouping.

*Figure 13: Percentage of UK nationality academic staff, split by contract type and ethnic minority grouping, 2008-09 to 2010-11*

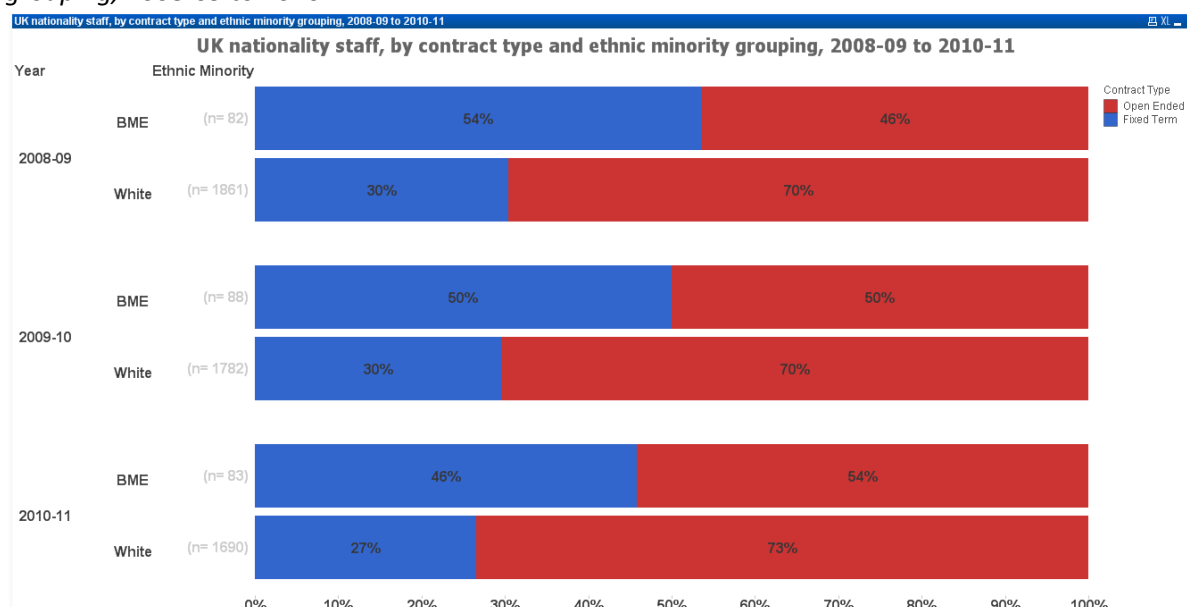
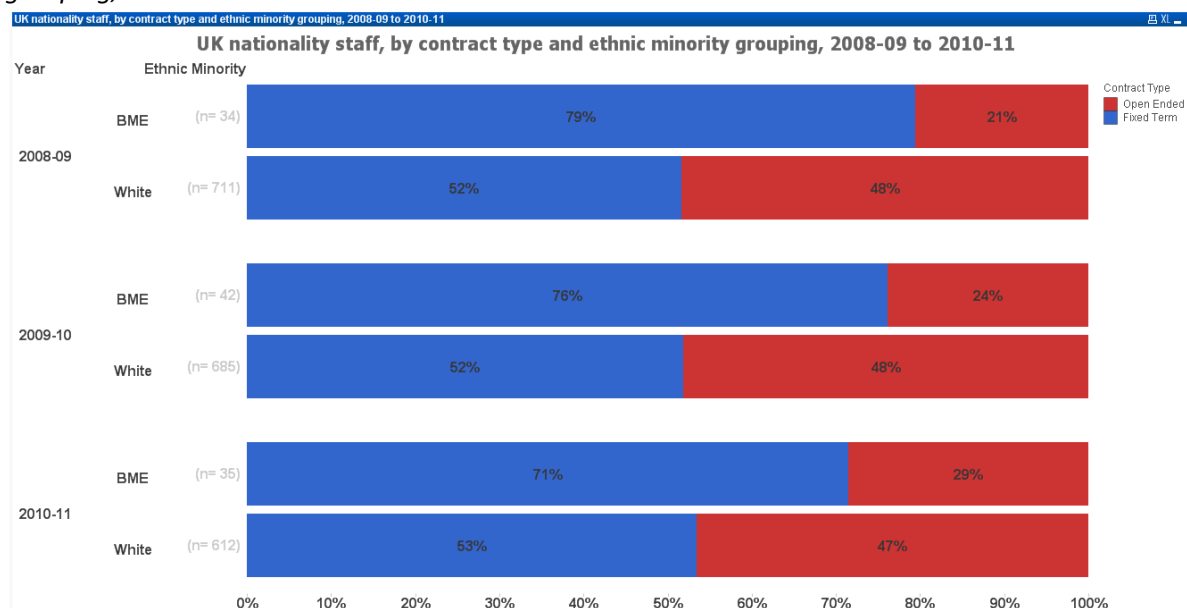


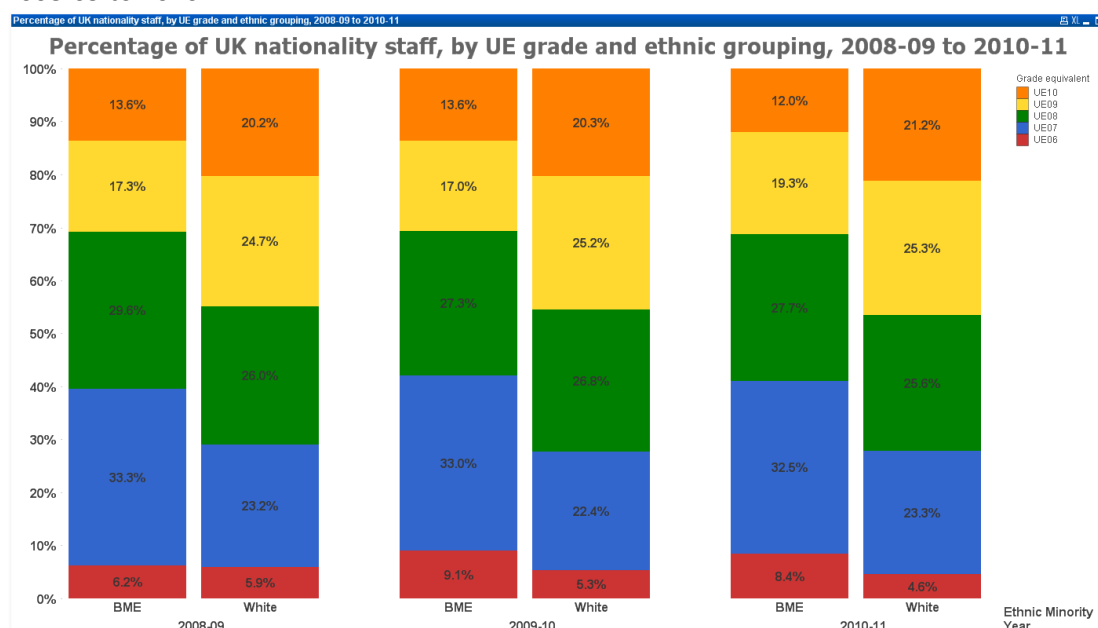
Figure 14: Percentage of UK nationality research-only staff, split by contract type and ethnic minority grouping, 2008-09 to 2010-11



## Ethnicity and grade

Figure 15 shows the proportion of UK-nationality staff, split by grade and ethnic minority grouping, 2008-09 to 2010-11

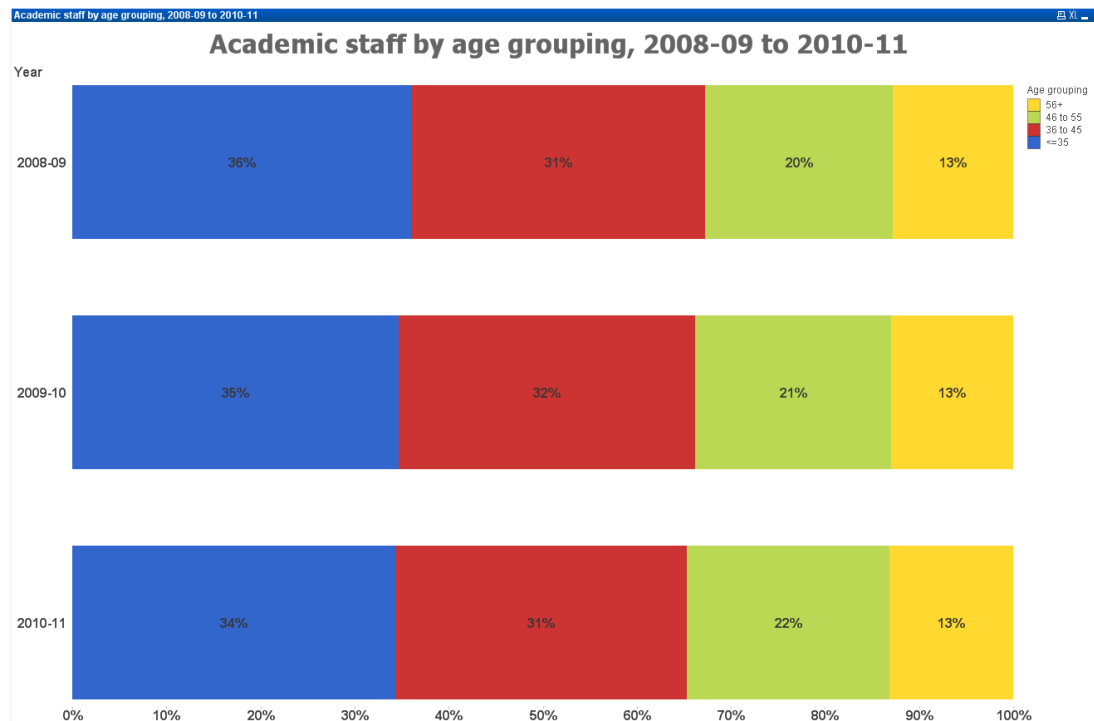
Figure 15: Proportion of UK-nationality academic staff, split by grade and ethnic minority grouping, 2008-09 to 2010-11



## 2.5. Age

Figure 16 shows academic staff by age group, 2008-09 to 2010-11. Figure 17 shows academic staff by age grouping and UE grade.

*Figure 16: Academic staff by age grouping, 2008-09 to 2010-11*



*Figure 17: Academic staff by age grouping and UE grade, 2008-09 to 2010-11*



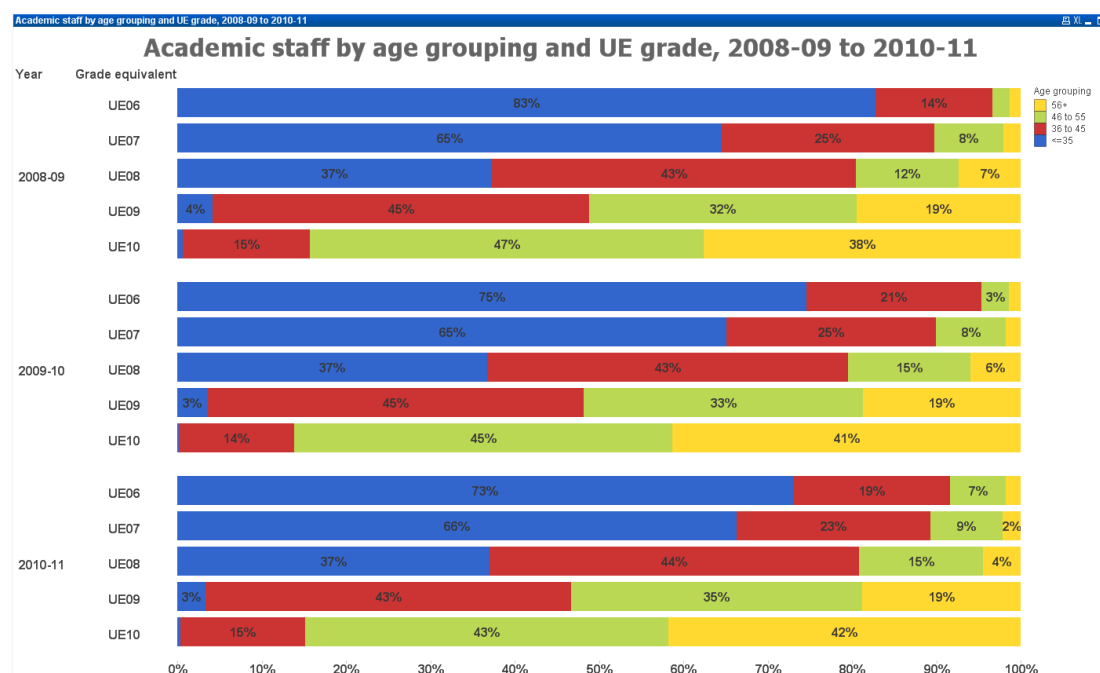
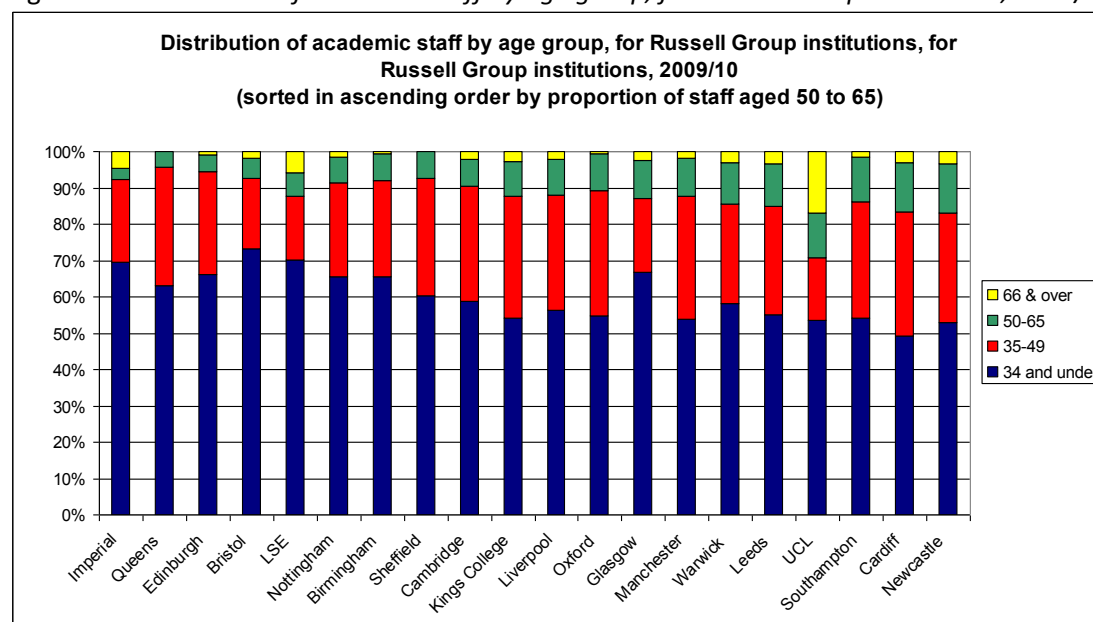


Figure 18 shows the distribution of academic staff by age group, for Russell Group institutions, 2009-10

Figure 18: *Distribution of academic staff by age group, for Russell Group institutions, 2009/10*



## Professional Support Staff

For the snapshot taken in July 2011 there were a total of 4,609 professional support staff headcount, of which 1,467 work part-time. Staff classified as Hours To Be Notified are excluded. Professional support staff covers any staff who are not classified as 'Academic' or 'Clinical Academic'.

A breakdown by College and Support Group can be seen in table 2.

Table 2: Breakdown of professional support staff, by college and support group, 2008-09 to 2010-11

Staff headcount								
Year		CHSS	CMVM	CSE	CSG	ISG	SASG	Total
2008-09	Full Time	354	757	555	875	466	233	3240
	Part Time	132	244	115	616	144	99	1350
	<b>Total</b>	<b>486</b>	<b>1001</b>	<b>670</b>	<b>1491</b>	<b>610</b>	<b>332</b>	<b>4590</b>
2009-10	Full Time	360	743	559	849	430	224	3165
	Part Time	139	248	118	663	143	108	1419
	<b>Total</b>	<b>499</b>	<b>991</b>	<b>677</b>	<b>1512</b>	<b>573</b>	<b>332</b>	<b>4584</b>
2010-11	Full Time	371	718	555	839	430	229	3142
	Part Time	150	252	108	713	142	102	1467
	<b>Total</b>	<b>521</b>	<b>970</b>	<b>663</b>	<b>1552</b>	<b>572</b>	<b>331</b>	<b>4609</b>

### 3. Professional Support Staff

#### 3.1. Gender

The proportion of female professional support staff is 60% and has remained constant for the last three years. A breakdown by college and support group is shown in figure 19. Figure 20 shows the breakdown by UE grade. The proportion of women at UE grade 10 is still low at 33% for 2010-11 although this has increased from the previous year.

Figure 19: Proportion of Male and Female Professional support staff headcount, by College/Support Group, 2008-09 to 2010-11

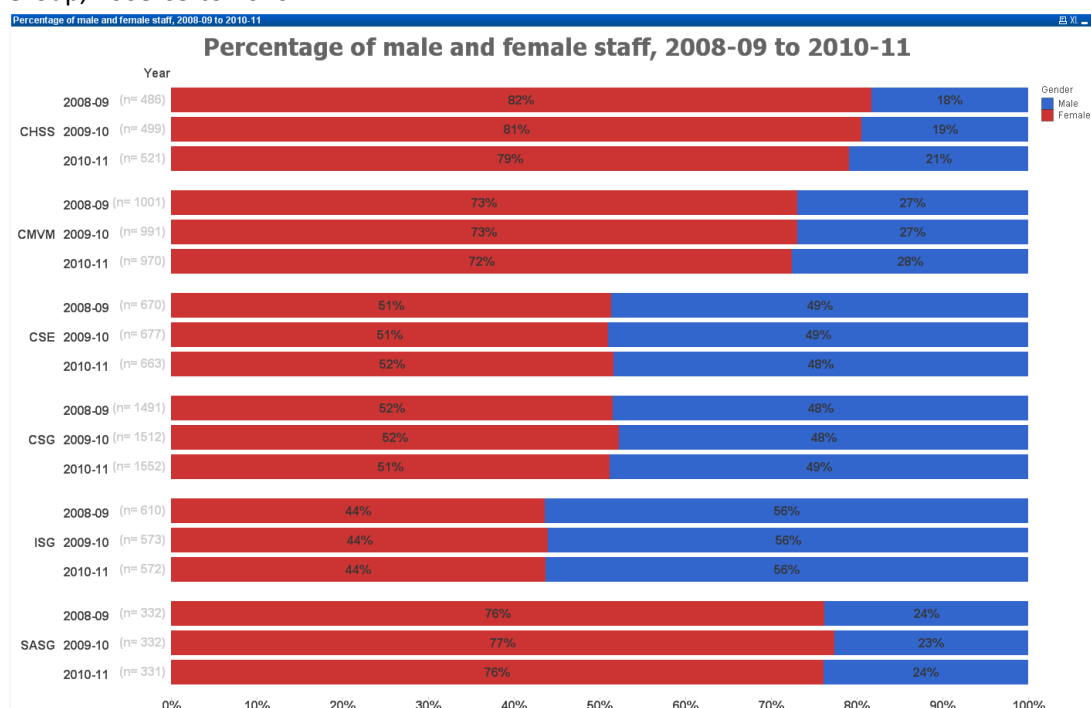
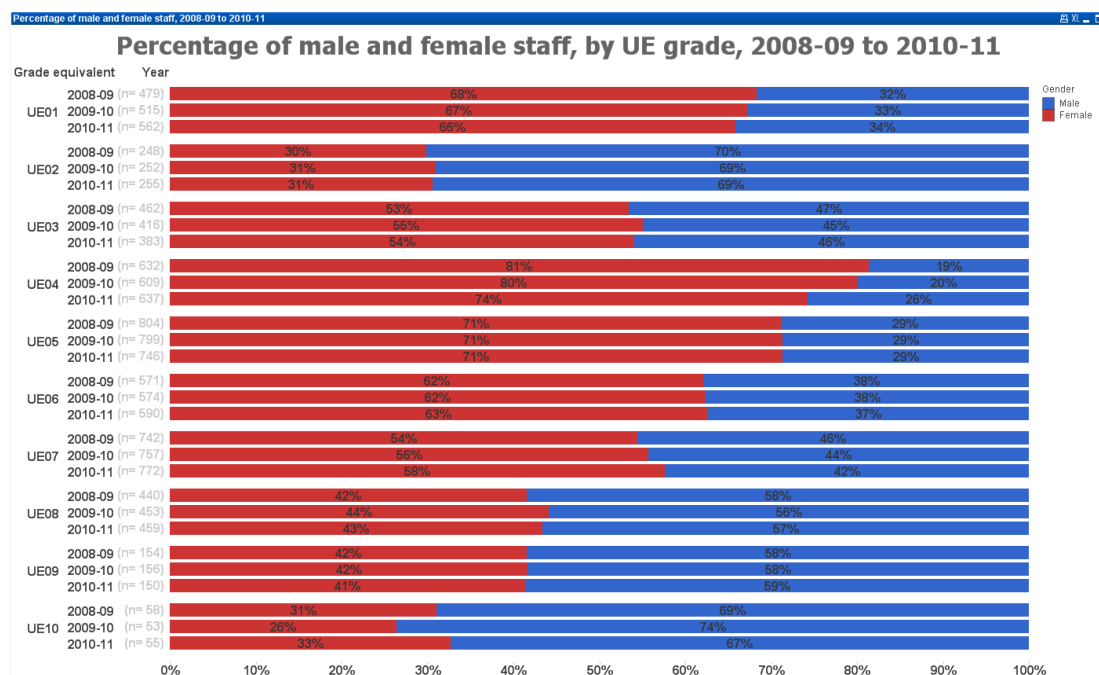


Figure 20: Proportion of Male and Female Professional support staff headcount, by UE grade, 2008-09 to 2010-11



### 3.2. Gender and contract type

In 2010-11, 14.5% of female professional support staff were employed on a fixed-term contract compared with 12.6% of men. This is the smallest gender difference in the last three years.

### 3.3. Ethnicity

In 2010-11, 1.9% of UK nationality professional support staff were from an ethnic minority background. This has increased from 1.6% in the previous two years. A breakdown by ethnic minority background is shown in figure 21. For non-UK nationality staff the proportion of professional support staff from an ethnic minority background was 22.2% in 2010-11.

Figure 21: Proportion of UK nationality professional support staff of ethnic minority, 2008-09 to 2010-11

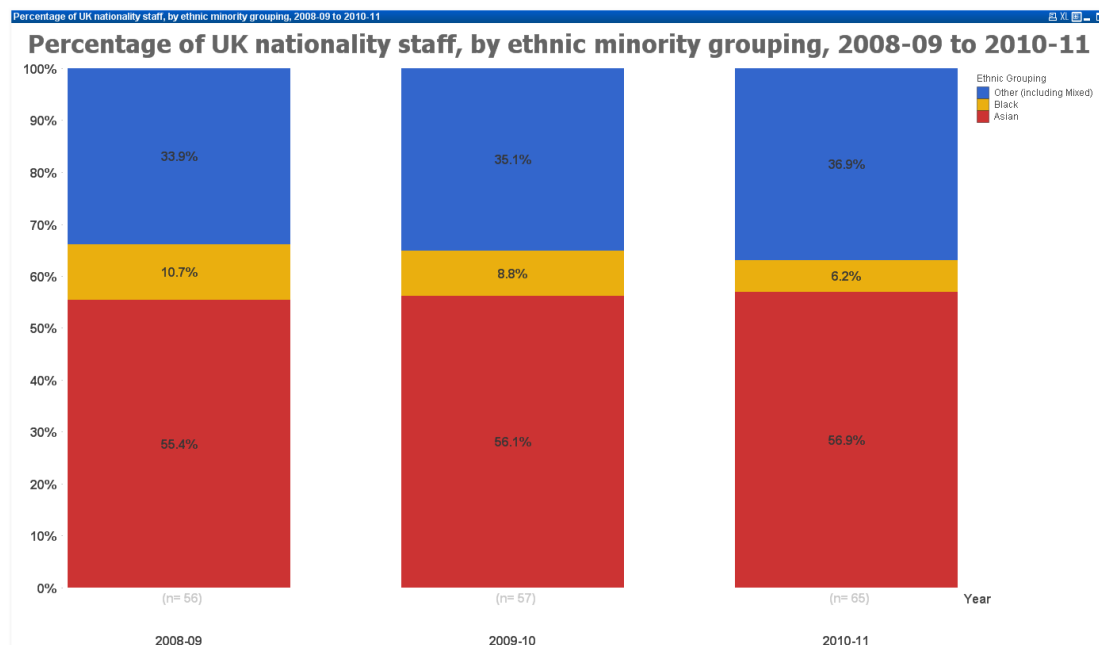


Figure 22 shows the proportion of UK nationality professional support staff on a fixed term contract, split by BME and white ethnicity.

Figure 22: Proportion of UK nationality professional support staff by contract type and ethnic minority grouping, 2008-09 to 2010-11

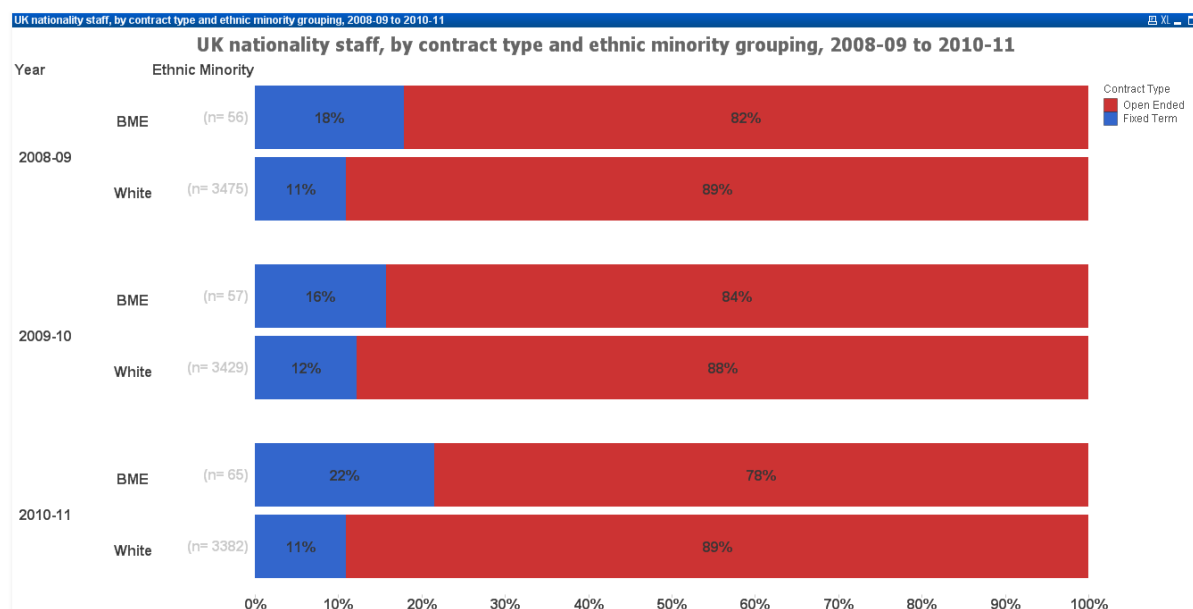
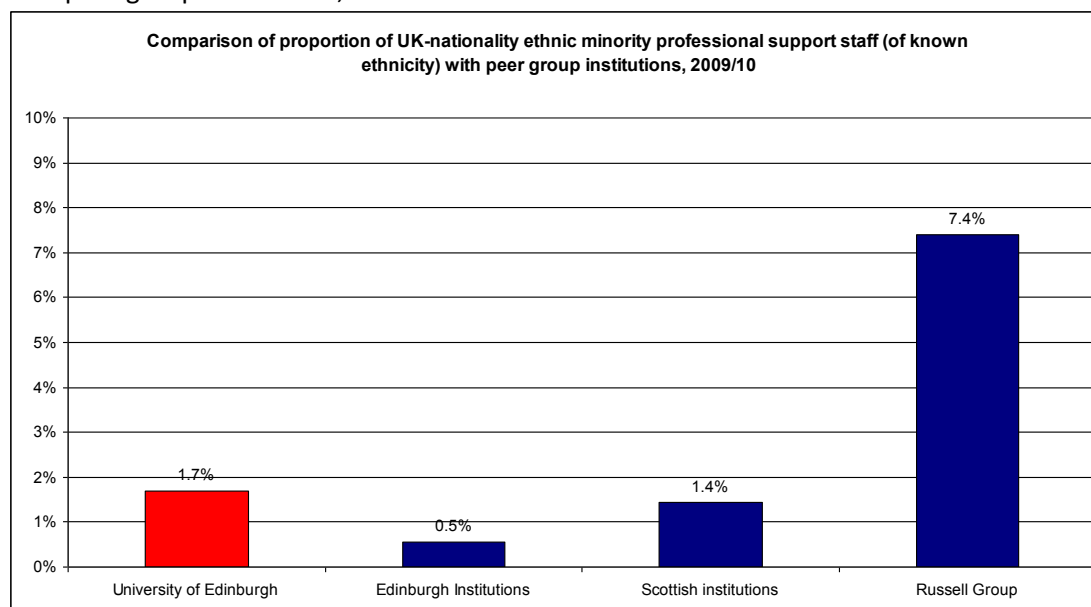


Figure 23 shows the proportion of UK nationality ethnic minority professional support staff in University of Edinburgh and peer group institutions, 2009-10.

Figure 23: Comparison of proportion of UK-nationality ethnic minority professional support staff, with peer group institutions, 2009-10



### 3.4. Age

Figure 24 shows the distribution of professional support staff, by age grouping, 2008-09 to 2010-11. Figure 25 shows the distribution of professional support staff by UE grade.

Figure 24: Proportion of professional support staff headcount, by age grouping, 2008-09 to 2010-11

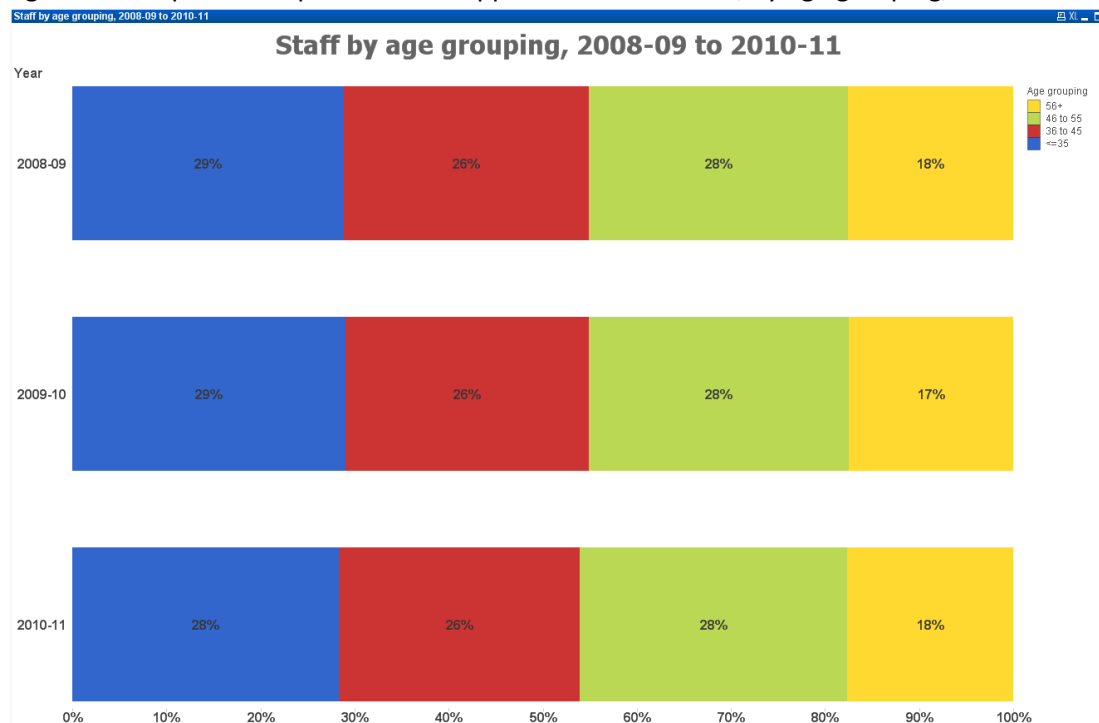
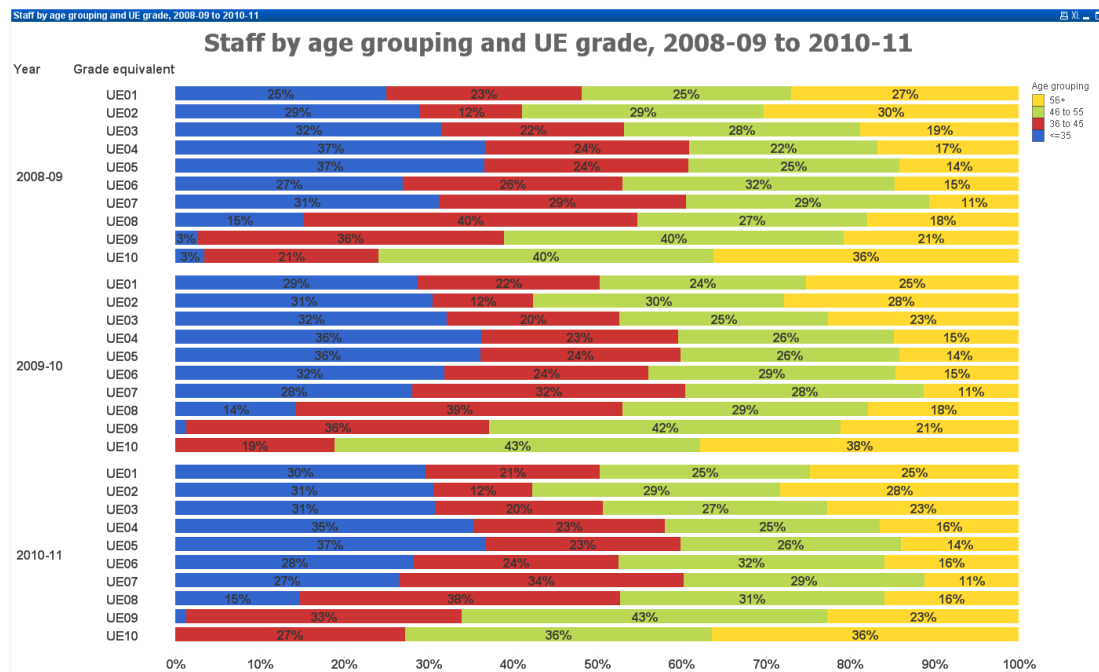


Figure 25: Proportion of professional support staff headcount, by age grouping and UE grade, 2008-09 to 2010-11





#### 4. Disability

Staff declaring a disability are presented here separately and at an aggregated University level as the figures are too small to be split by staff type. The overall proportion of staff headcount (excluding HTBN staff) is 1.8% which includes academic and professional support staff. The proportion of staff declaring a disability in last years EDMARC report was 2.1%.

Figure 26: Headcount of staff declaring a disability, July 2011

