

**EQUALITY AND DIVERSITY MONITORING AND RESEARCH
COMMITTEE (EDMARC)
FIRST REPORT – STAFF DATA**

Introduction	2
Notes and definitions	2
1. Academic Staff	4
1.1 Gender	4
1.1.1 Gender by grade	4
1.1.2 Gender and Fixed term contracts	6
1.1.3 Gender and Part-time / Full-time	7
1.4 Gender and age	8
1.5 Age and grade	9
2. Professional Support Staff	11
2.1 Gender	11
2.2 Contract type	12
2.3 Part-time / Full-time	12
2.4 Gender by age	13
2.5 Age and grade	13
3. Ethnicity	15
3.1 Ethnic Minority staff	15
3.2 Comparison data with the Russell Group	16
3.3 Contract type	17
3.4 Ethnicity and grade	17
3.5 Full-time / Part-time	18
4. Disability	19
4.1 Disability figures	19
4.2 Comparison data	20

Introduction

The first report from the Equality and Diversity Monitoring and Research Committee (EDMARC), formerly known as Equal Opportunities Technical and Advisory Group (EOTAG), 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 recommendation.

EDMARC is chaired by Professor Sarah Cunningham-Burley and is composed of senior staff with interest in E and D 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 EOTAG group are:

Mr Ian Bettison, *Equality and Diversity Manager*
Mr Niall Bradley, *Student Recruitment and Admissions*
Professor Sarah Cunningham-Burley, Convener, *CMVM*
Ms Eilidh Fraser, *Corporate Human Resources*
Professor Brian Main, *CHSS*
Ms Karen Osterburg, *EUCLID*
Ms Camilla Pierry, *EUSA*
Ms Frances Provan, *Joint Unions*
Mr Andrew Quickfall, *Governance and Strategic Planning*
Professor David Raffe, *CHSS*
Dr Pamela Warner, *CMVM*
Professor Lorraine Waterhouse, *Vice-Principal (Equality and Diversity)*

This report focuses on the staff data for 2008/09 and looks at the equality dimensions of gender, disability and ethnicity for academic and professional support staff

Notes and definitions

The data used in this report is a snapshot of the staff database (Oracle HR), taken in July 2009.

Staff not on the University of Edinburgh grading structure have been assimilated to the equivalent UE grades and used throughout this report for ease of reference. A list of assimilated grades can be seen in Appendix 1.

As a change to previous equality and diversity monitoring reports, University staff will be reported in two categories; Academic and Professional Support staff. Where possible and appropriately, figures on staff whose function is 'Research' are reported separately and in addition to all academic staff.

Comparison data, using the Higher Education Statistics Agency (HESA) staff return will allow a degree of comparability with other institutions. Where appropriate, a peer group of institutions will be used to compare the

institution's performance such as the Russell Group. HESA comparison data refers to academic year 2007/08.

The staff data presented here does not include staff who are on Hours To be Notified (HTBN) contracts. HTBN staff generally work low and variable hours, most commonly as teaching tutors or invigilators, for example. There were 2,353 HTBN staff in the staff database in the snapshot. It should be noted that the number of HTBN staff has risen significantly in the past 18 months due to new procedures for contractual arrangements. Previously, these staff were not counted.

1. Academic Staff

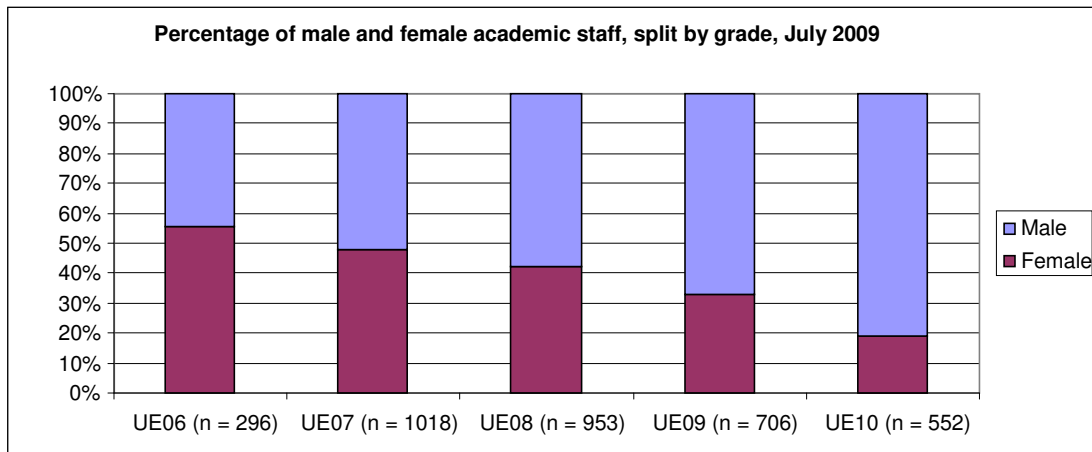
For the snapshot of this report, there is 3,529 academic staff (headcount) at the University of Edinburgh. Academic staff are defined for the purpose of this report as any person who is classified as 'Academic' or 'Clinical Academic' in the staff database (Job segment 2) and includes both teaching and research staff. Of this population, 1,639 are research staff.

1.1 Gender

1.1.1 Gender by grade

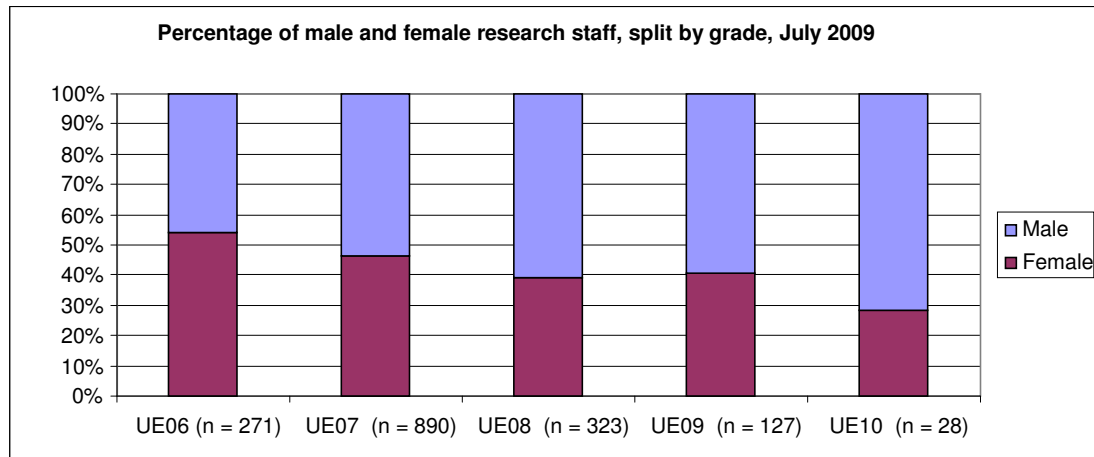
The proportion of male and female staff across grades is shown in figure 1. There is a gradual decrease in the proportion of women as grades increase with 19% of grade UE10 staff being female.

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



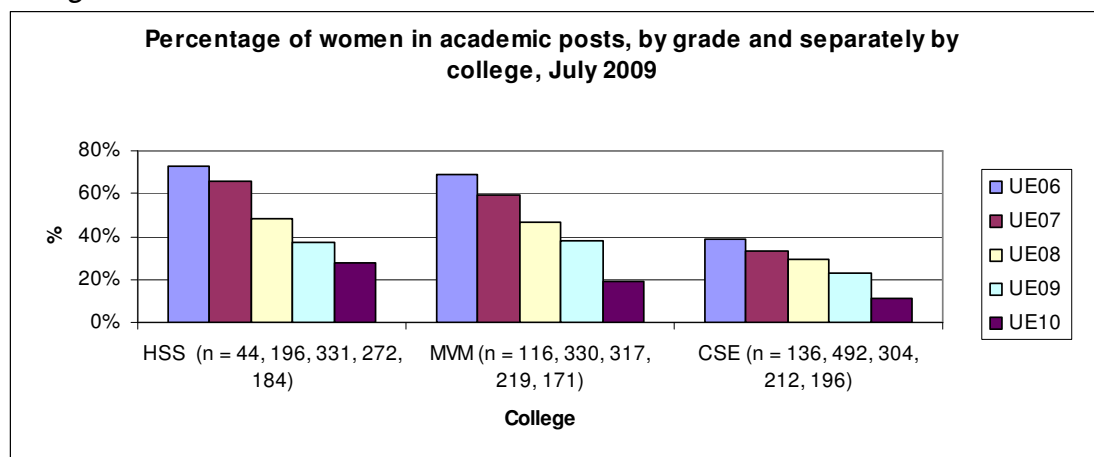
The breakdown of the proportion of women by grade for Research staff only is shown in figure 2. While the proportion of women in grades UE06, UE07 and UE08 are roughly similar to all academic staff, there are a higher proportion of women in research posts for the top two grades, although numbers are small at UE10. At grade UE09, 33% of all academic staff are female compared with 41% of Research staff. For grade UE10, 19% of all staff are female compared with 29% of Research staff.

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



A breakdown of the proportion of women in Academic posts, by grade and separately by college is shown in figure 3. There is a similar decline of the proportion of women in academic posts as grade increases, in all three colleges, and with different starting points.

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



Presented for the first time, a comparison of the proportion of women in professorial (UE10) and senior lecturer (UE09) posts¹ with other Russell Group institutions is shown in figures 4 and 5.

Figure 4 shows that the University of Edinburgh has a little above the median proportion of female professors when compared to Russell Group institutions.

¹ HESA definitions: **Professors** includes heads of departments, professors, researchers (former UAP - Universities Authoritative Panel scale grade IV), clinical professors, and those appointed professors on a locally determined scale. **Senior lecturers & researchers** includes principal lecturers, senior lecturers (former UAP/CSCFC scales), researchers (former UAP scale grade III), clinical senior lecturers and those appointed senior or principal lecturers on a locally determined scale.

However, the proportion of female Senior lecturers (figure 5) is less than the median for the Russell Group. Such a difference could suggest that many of the female professorial posts are largely dependent on external appointments, rather than internal progression.

The figures provide a useful context for one of the strategic priorities in the university's strategic plan relating to increasing the proportion of female academic staff appointed and promoted to lecturer, senior lecturer, reader and professor levels.

Figure 4: Comparison of proportion of female professors in Russell Group institutions, 2007/08

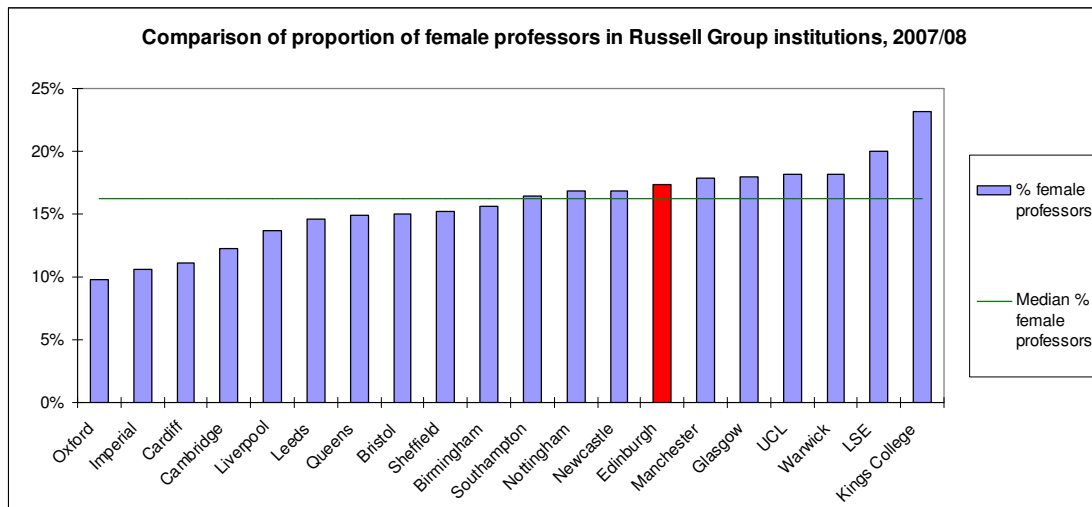
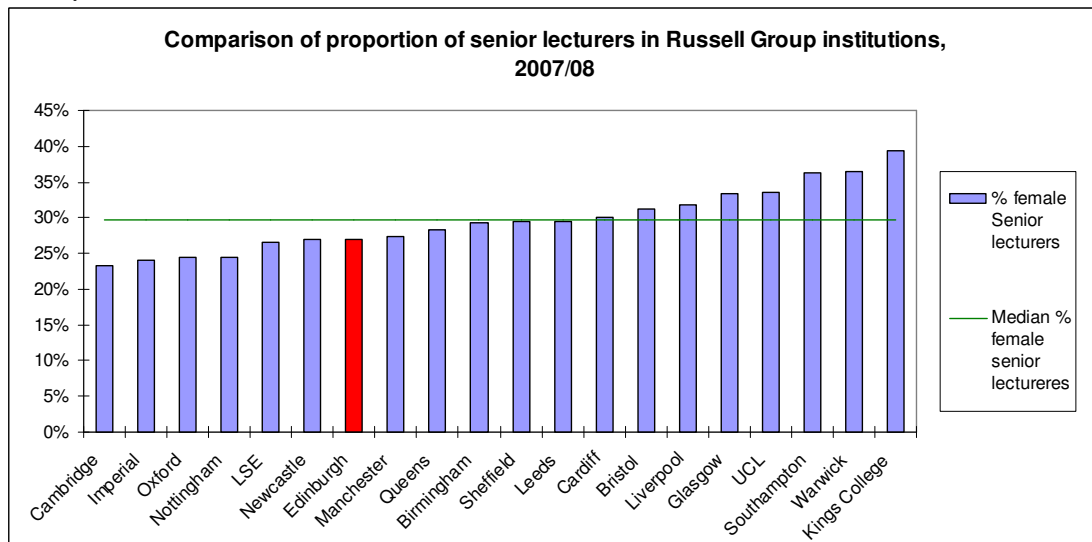


Figure 5: Comparison of proportion of female Senior lecturers in Russell Group, 2007/08



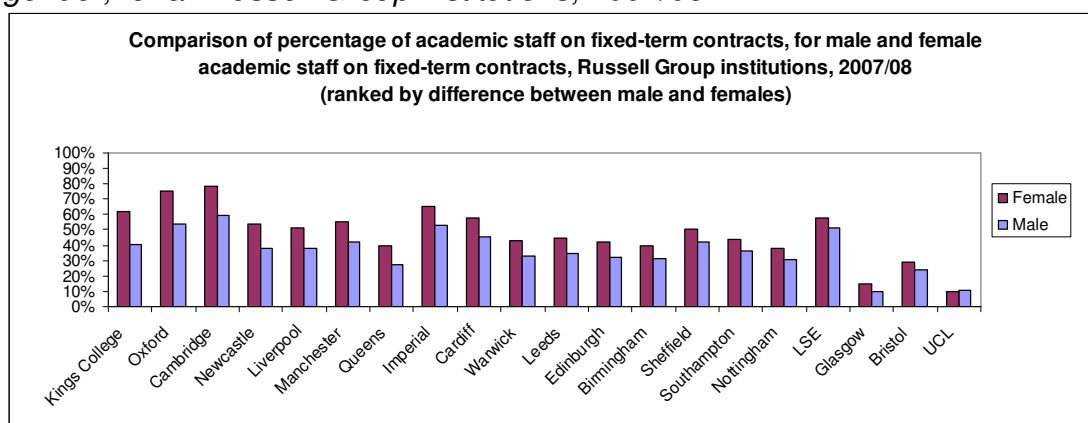
1.1.2 Gender and Fixed term contracts

For all academic staff, 44% of women and 37% of men are on fixed term contracts. However, for Research only staff, the difference between the

genders is much smaller with 64% of men and 63% of women on fixed-term contracts.

A comparison of University of Edinburgh with the Russell Group institutions is shown in figure 6. The graph is ranked by the difference between the genders.

Figure 6: Comparison of proportion of staff on fixed-term contracts, split by gender, for all Russell Group institutions, 2007/08



Further analysis of the HESA staff data shows that the gender difference for University of Edinburgh staff is 9.9%, which is lower than the median for other Russell Group institutions (12.4%). Further research is required to explore the gender difference in short term contracts for academic staff, for example, to see if subject area may provide an explanation.

1.1.3 Gender and Part-time / Full-time

Of all academic staff 6.6% of men and 21.6% of women currently work part-time. Of academic staff who work part-time, 68.1% are women. For Research staff who work part-time, 69.9% are female. It should again be noted that HTBN staff have been excluded in this analysis.

A comparison of the proportion of women in part-time academic jobs, for all Russell Group institutions is shown in figure 7. The graph shows that the University of Edinburgh has the second highest proportion of part-time academic staff who are female, although most have proportions above 50%. Further research would be required to explore the causes and consequences of this gender difference – for example the degree of choice and the experience of part time working for academic staff. For Research staff, the University of Edinburgh has an average proportion of part-time staff who are female when compared to other Russell Group institutions.

Figure 7: Proportion of part-time academic staff who are female, Russell Group institutions, 2007/08

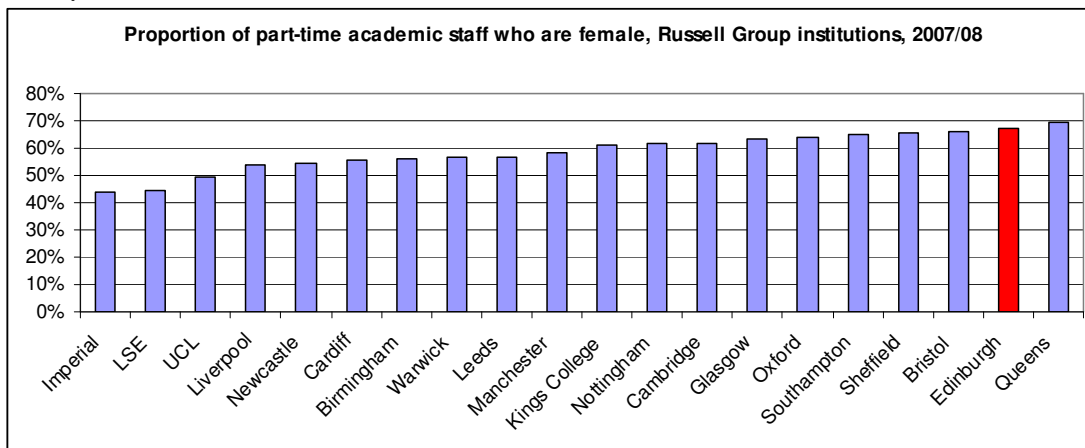
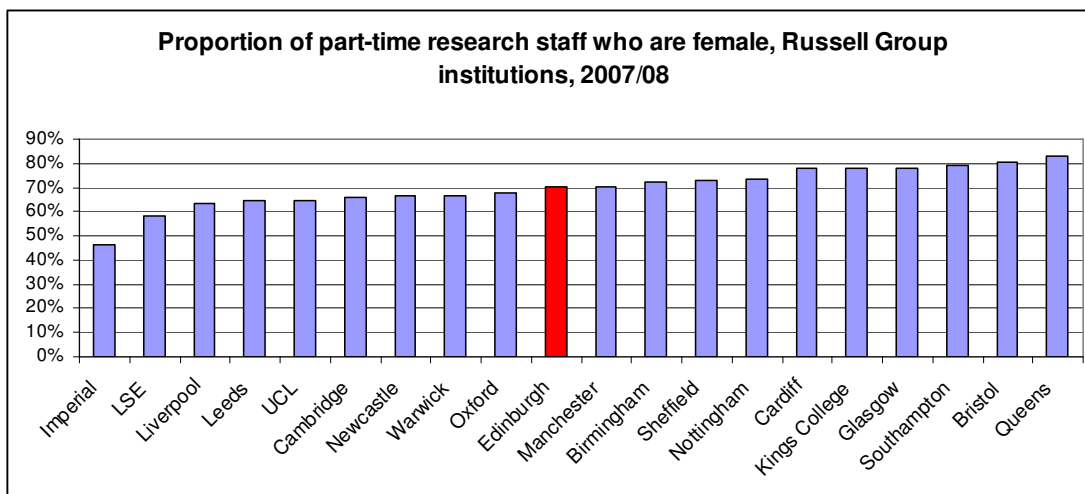


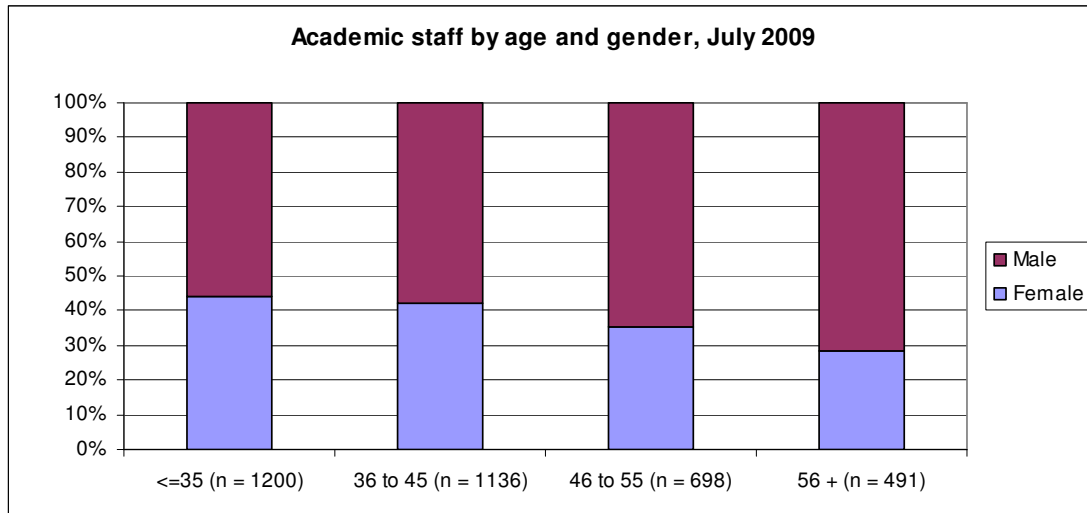
Figure 8: Proportion of part-time research staff who are female, Russell Group institutions, 2007/08



1.4 Gender and age

Figure 9 shows the breakdown of academic staff by age group and gender. The data shows that there is reasonable equality between the genders for those academic staff aged up to 45, as shown in the first two bars of the graph. There is a decline in the proportion of women in staff aged 46 and above, with only 28% of those aged 56 and above being female. Monitoring trends over time will help to identify the processes that lead to such a pattern.

Figure 9: Academic staff gender by age group



1.5 Age and grade

Figure 10 shows the distribution of age of academic staff by grade. Figure 11 shows the distribution, by age and grade, for the subset of academic staff who started between 1 August 2008 and 31 July 2009 (i.e. new staff).

Figure 10: Distribution of academic staff by age and grade, July 2009

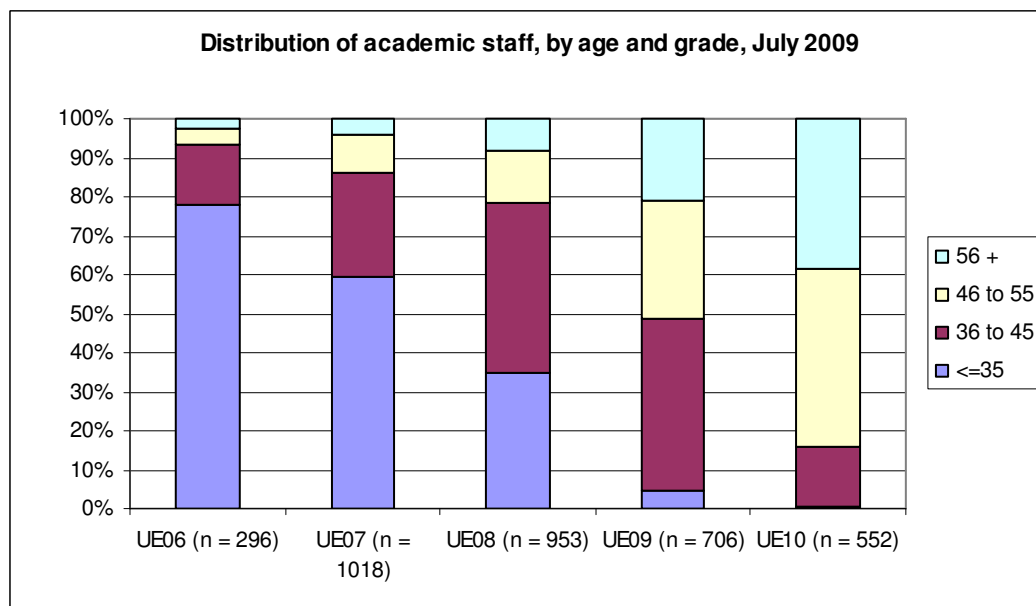


Figure 11: Distribution of new academic staff, by age and grade, July 2009

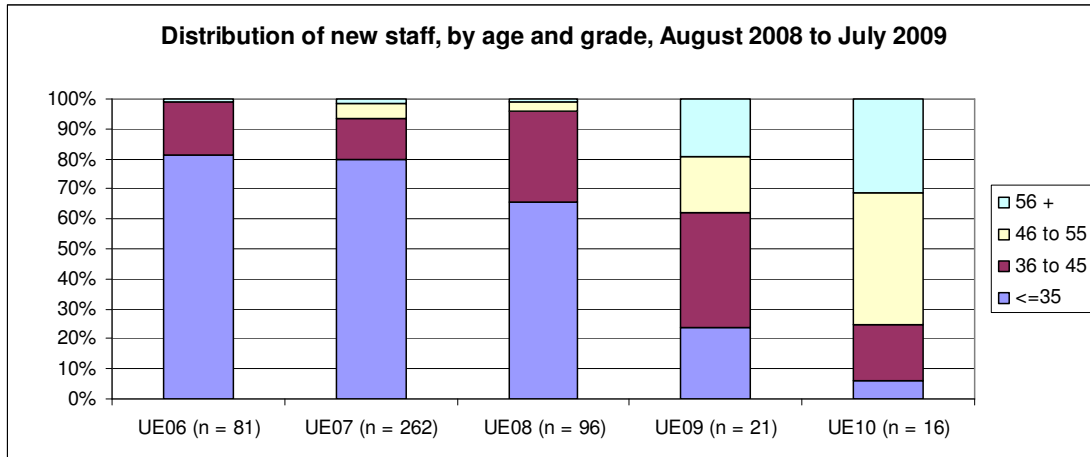
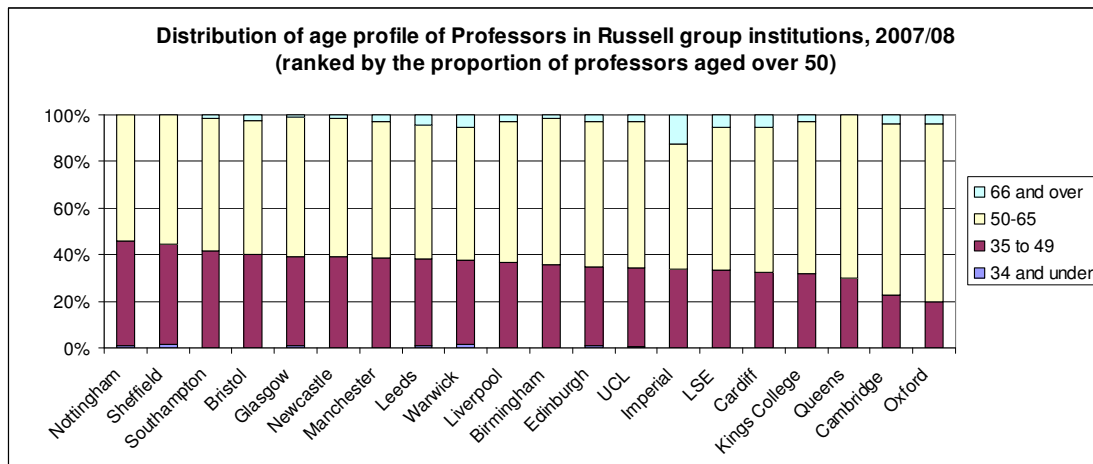


Figure 12 shows the age profile of professors in Russell Group institutions. The graph is ranked by the proportion of Professors aged over 50 years. The University of Edinburgh has 65% of professors over the age of 50, compared with a median of 63% for all Russell Group institutions.

Figure 12: Distribution of age profile of Professors in the Russell Group, 2007/08



2. Professional Support Staff

In the snapshot taken in July 2009, there were a total of 4,754 Professional Support staff in the University of Edinburgh. This excludes HTBN staff. Professional Support staff covers any member of staff who are not classified as 'Academic' (job segment 2) in the HR database.

A breakdown of professional support staff can be seen in table 1.

Table 1: breakdown of professional support staff, by college and support group, July 2009

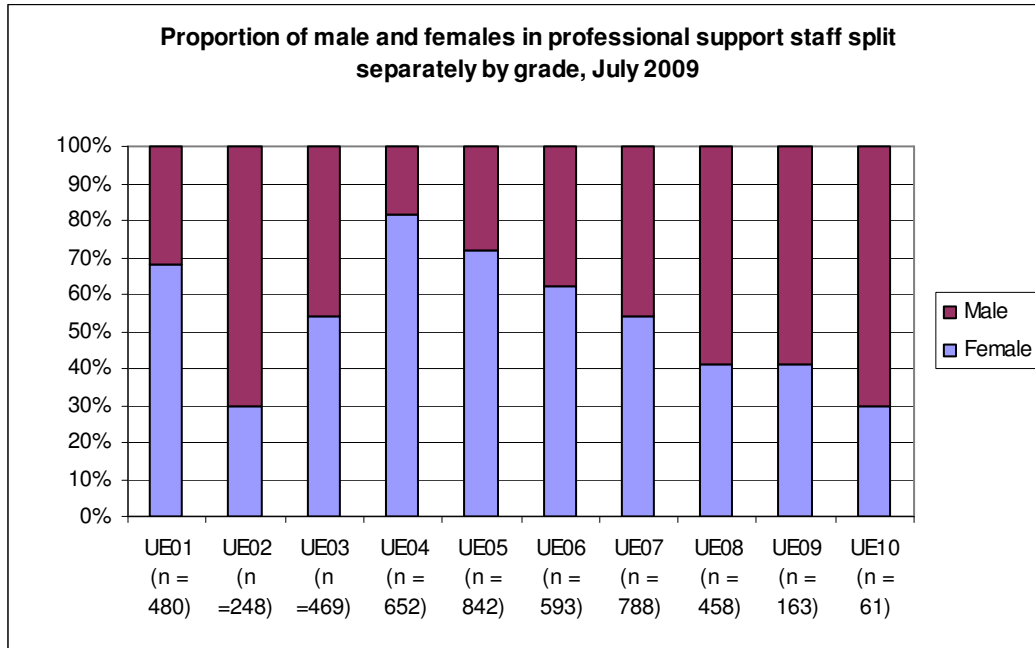
	Professional Support Staff
College of Humanities and Social Science	494
College of Medicine and Veterinary Medicine	1074
College of Science and Engineering	734
Corporate Services Group	1497
Information Services Group	623
Student and Academic Services Group Support Group	332
Grand Total	4754

2.1 Gender

Female staff are predominantly in the middle and low ranges of professional support staff grades, due to a high proportion of women in UE04 and UE05 (Secretarial posts) and UE01 (Cleaning) posts. Further occupational segregation can be seen in grade UE02 which are primarily portering / security jobs which are traditionally taken by men.

There is still a poor representation of women in grades UE08, UE09 and UE10. In particular, the proportion of women in grade 10 posts is low at 29.5%. However, when compared to academic staff, the proportion of women in grade UE10 posts is higher, 29.5% for professional support staff compared with 19.9% of academic staff. At grade UE09 women are slightly better represented in Professional Support staff posts with 41.1% female, against 33.3% of academic posts at this grade.

Figure 13: Proportion of male and female professional support staff, split separately by grade. July 2009



2.2 Contract type

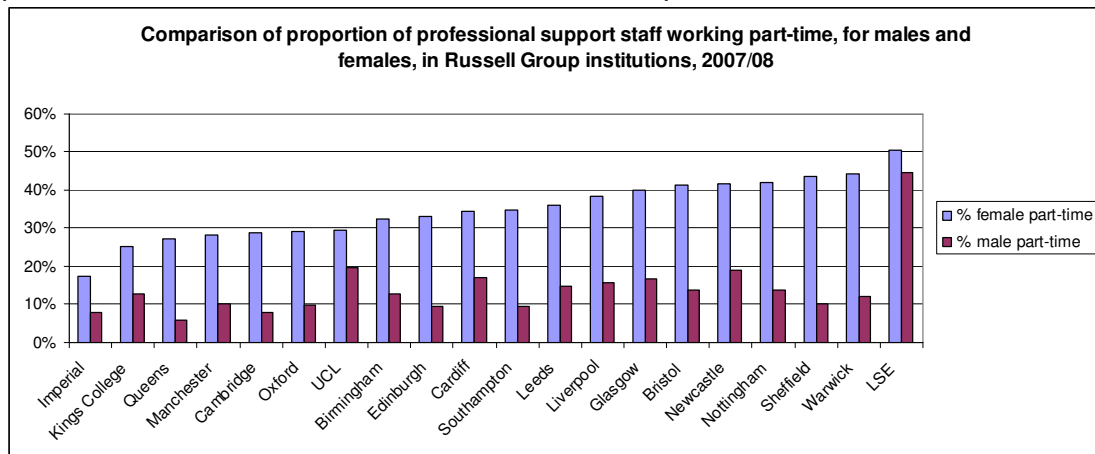
For professional support staff, 10.6% of men and 14.1% of women are employed on fixed-term contracts.

2.3 Part-time / Full-time

Overall, 28% of professional support staff work part-time. 13.5% of men work part-time while 38.5% of women work part-time. Occupational segregation can be seen grouped into grades UE01 to UE05 and UE06 to UE10. For grades UE01 to UE05, 46.7% of women work part-time compared with 24.4% of men. For grades UE06 to UE10, 25.8% of female staff work part-time compared with 5.2% of men, roughly comparable to the figures for academic staff (21.6% of academic women and 6.6% of academic men work part-time). The majority of men who work part-time in grades UE01 to UE05 are employed as cleaners or work in hospitality / catering jobs.

A comparison of the proportion of staff working part-time, broken down by gender, for Russell Group institutions is shown in figure 14.

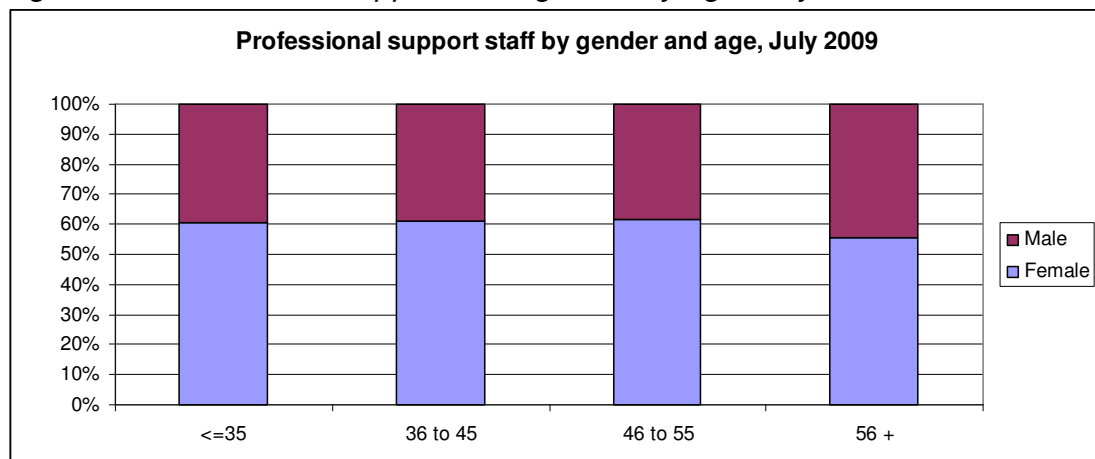
Figure 14: Comparison of proportion of professional support staff working part-time, for males and females, Russell Group, 2007/08



2.4 Gender by age

Figure 15 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 15: Professional support staff, gender by age, July 2009



2.5 Age and grade

Figure 16 shows the distribution of Professional Support staff by age and grade and figure 17 shows this for staff who started at the University of Edinburgh between August 2008 and July 2009.

Figure 16: Distribution of Professional Support staff, by age and grade, July 2009

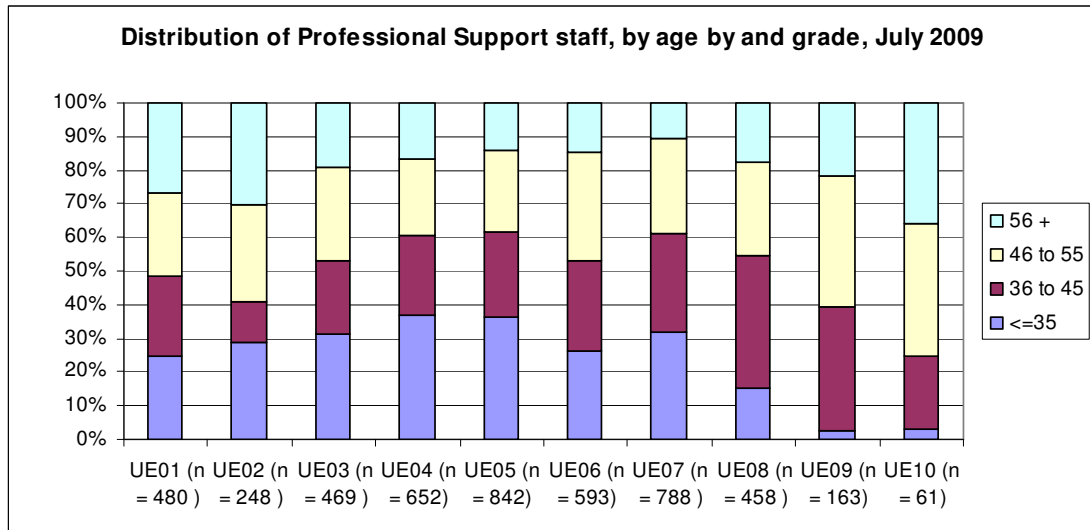
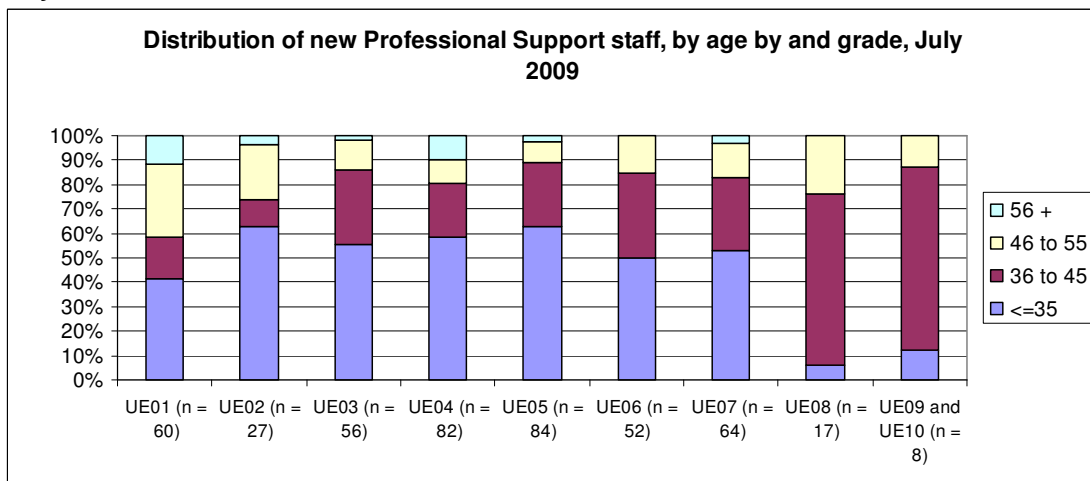


Figure 17: Distribution of new Professional Support staff, by age and grade, July 2009



3. Ethnicity

3.1 Ethnic Minority staff

The proportion of ethnic minority staff is shown in Table 2, broken down by staff type. It should be noted that the figures provided here are those with a known ethnic background. The total proportion of those with an unknown/refused ethnic background is 13.7% for all staff.

Table 2: Proportion of known ethnic minority population in University of Edinburgh staff, by Staff type

	Ethnic Minority proportion
Academic (n = 3039)	9.3%
Professional Support staff (n = 4104)	3.9%
Grand Total	6.2%

The breakdowns of ethnic minority backgrounds can be seen in figures 18 and 19, for academic and professional support staff respectively. Note that some categories have been aggregated for data protection reasons. The largest ethnic minority group is Chinese in both academic and professional support staff.

Figure 18: Pie chart of known ethnic minority academic staff, July 2009

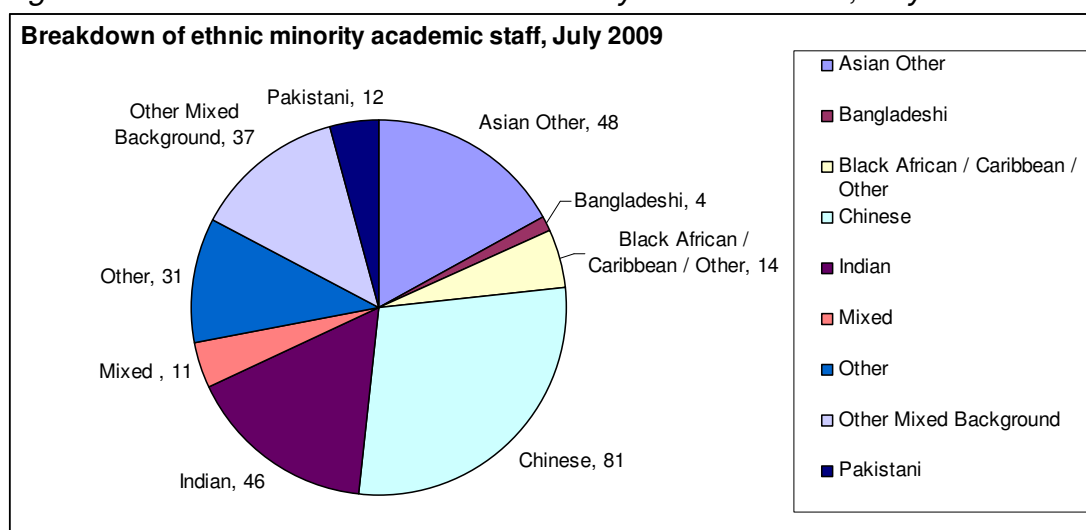
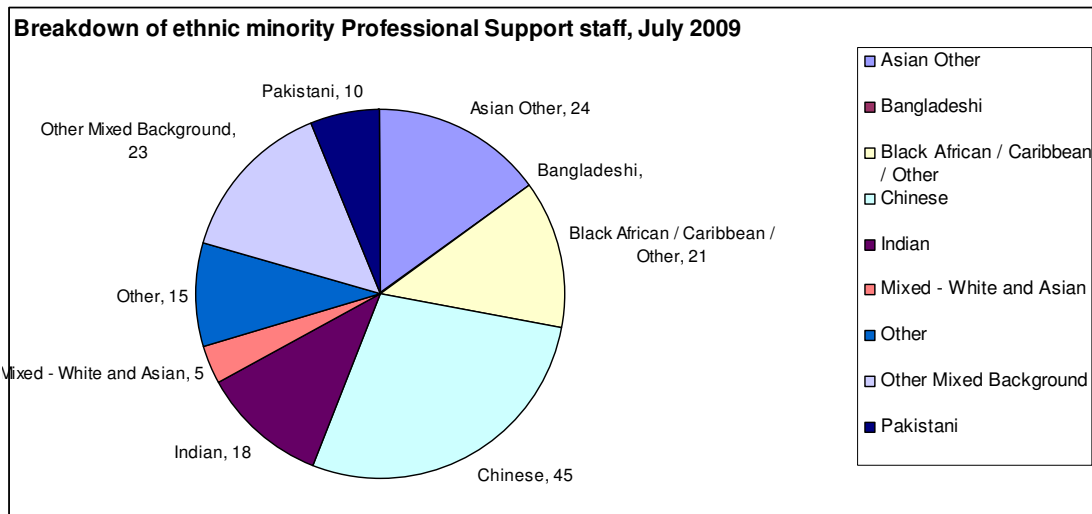


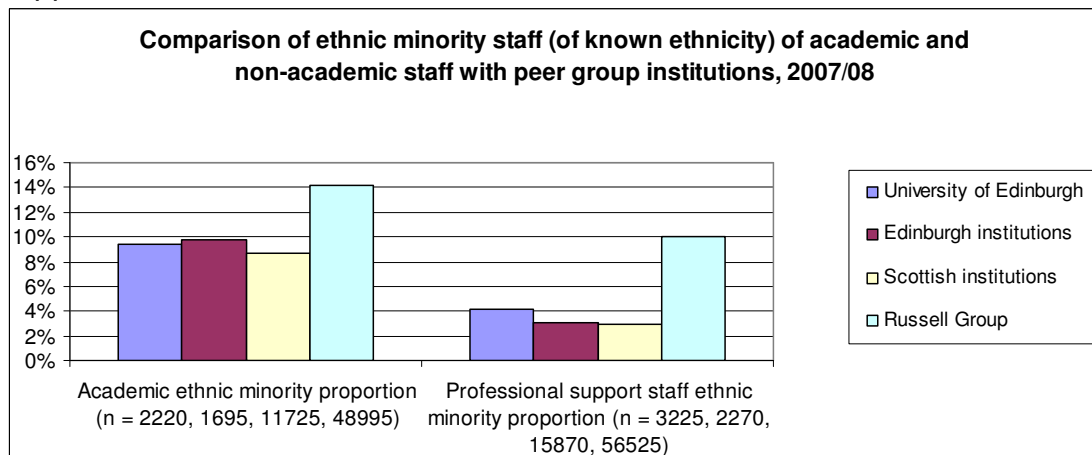
Figure 19: Pie chart of known ethnic minority professional support staff, July 2009



3.2 Comparison data with the Russell Group

A comparison of the proportion of ethnic minority staff, for academic and Professional support staff is shown in figure 20. The University is shown against aggregate figures for other Universities in Edinburgh, Scottish Higher Education Institutions and the Russell Group. For academic staff the University of Edinburgh has a proportion of ethnic minority staff above the average for other institutions in Scotland and comparable to other institutions in Edinburgh. For Professional support staff the University has a proportion of ethnic minority staff above the average for the both institutions in Edinburgh and across Scotland. For both staff segments, the Russell Group has a higher proportion of ethnic minority staff.

Figure 20: Comparison of ethnic minority staff of academic and Professional support staff



3.3 Contract type

For academic staff, 64.7% of ethnic minority staff is employed on a fixed-term contract compared to 36.7% of white staff. In 2007/08 the proportion of non-white academic staff on a fixed-term contract was 60.3% compared with 35.8% of white staff. The difference between white and non-white academic staff has decreased slightly from 28 percentage points to 24.5 percentage points. For Research-only staff, the proportion of ethnic minority staff on fixed-term contracts is 87.2% compared with 61.2% for White research staff. In 2007/08 the proportion of non-white Research staff on fixed-term contracts was 84% compared with 64.8% of white research staff.

For professional support staff, 31% of ethnic minority staff is employed on a fixed-term contract compared to 11.9% of white staff. In 2007/08, 29.7% of professional support staff were on a fixed-term contract compared with 12.3% of white staff. There has been a slight reduction in the difference between white and non-white staff from 19.1 percentage points in 2008/09 to 17.4 percentage points.

Further investigation of these patterns within and between staff segments is required in order to understand fully the employment patterns and experiences of ethnic minority staff.

3.4 Ethnicity and grade

Figures 21 and 22 show the distribution by grade academic and professional support staff respectively, for white and non-white staff. For academic staff there is a lower proportion of non-white staff in grade UE09 and UE10 posts, although the proportion of staff in lecturer (UE08) is identical. For professional support staff there is a larger proportion of non-white staff in UE01 posts although there is comparability between the remaining grades.

Figure 21: Comparison of white and non-white academic staff by grade

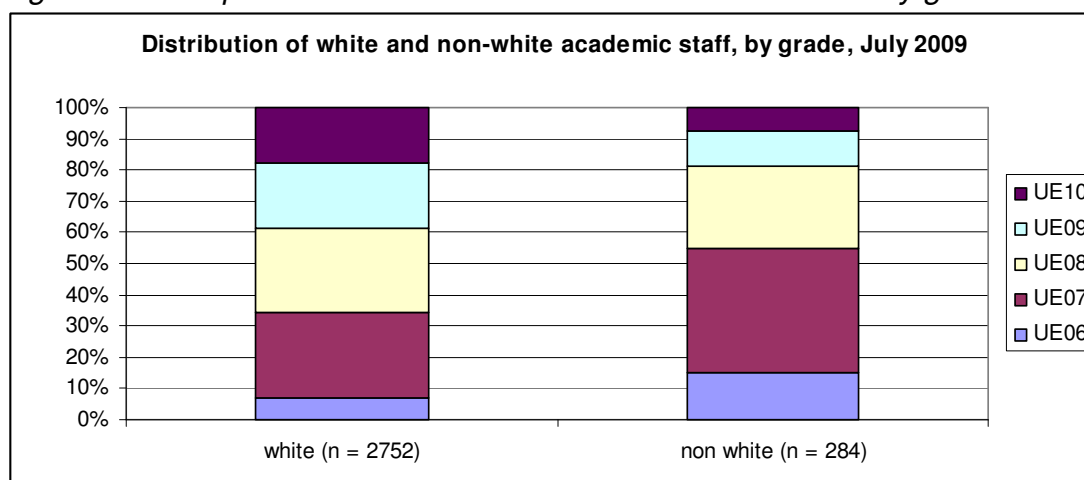
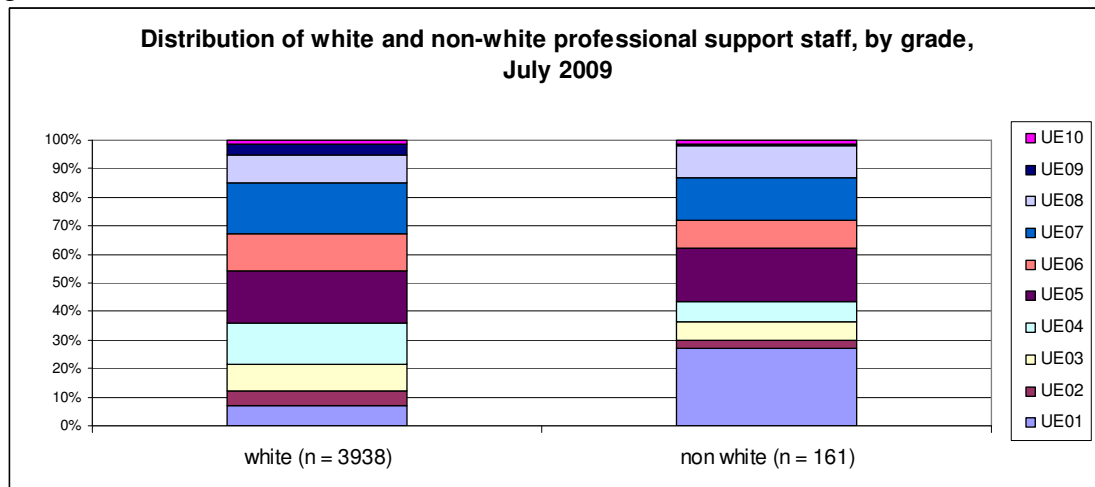


Figure 22: Comparison of white and non-white professional support staff by grade



3.5 Full-time / Part-time

For academic staff, 8.0% of ethnic minority staff work part-time compared with 14.0% of white academic staff. For professional support staff, 37.4% of ethnic minority staff work part-time compared with 26.3% of white staff. The majority of ethnic minority staff who work part-time are employed as cleaners on grade UE01.

4. Disability

4.1 Disability figures

The most recent disability figures for staff are presented, data taken in September 2009 after a data collection exercise carried out by Human Resources. The figures presented here are consistent with those reported in the Disability Equality Scheme for 2009 and can be found at <http://www.disability-office.ed.ac.uk/provision/des/report2009.html>.

The number of staff reporting a disability has increased from 65 in 2008 to 211 in 2009 as a direct result of a data collection exercise. The total proportion of staff reporting a disability is 2.1% of the total staff population. Note that this figure includes both academic, professional support staff and HTBN staff headcounts.

Figure 23 shows the breakdown of staff reporting a disability, broken down by disability type.

Figure 23: Disabled staff declaring a disability, September 2009

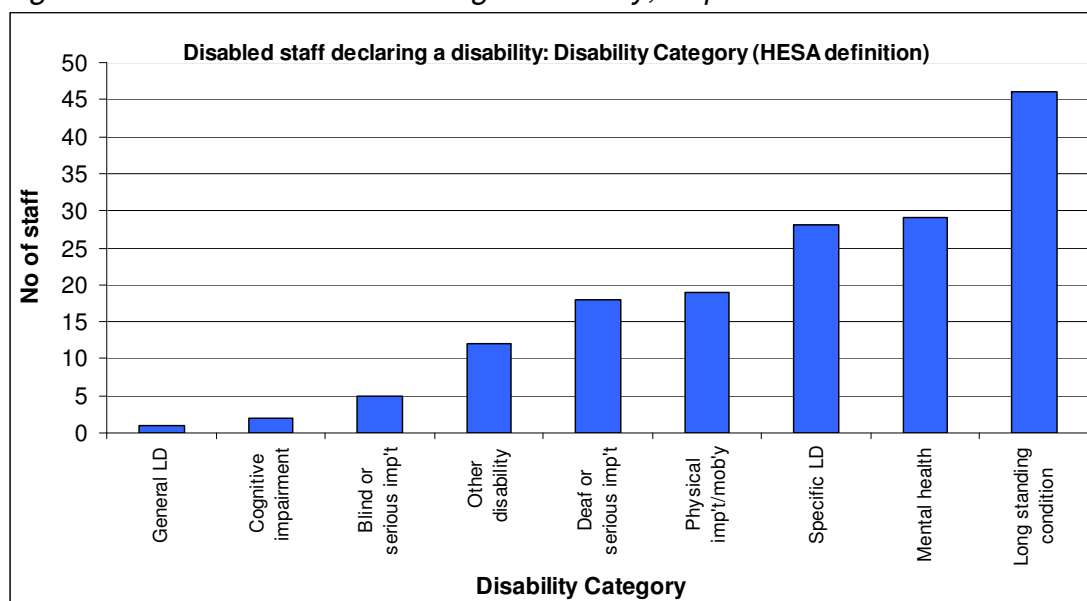
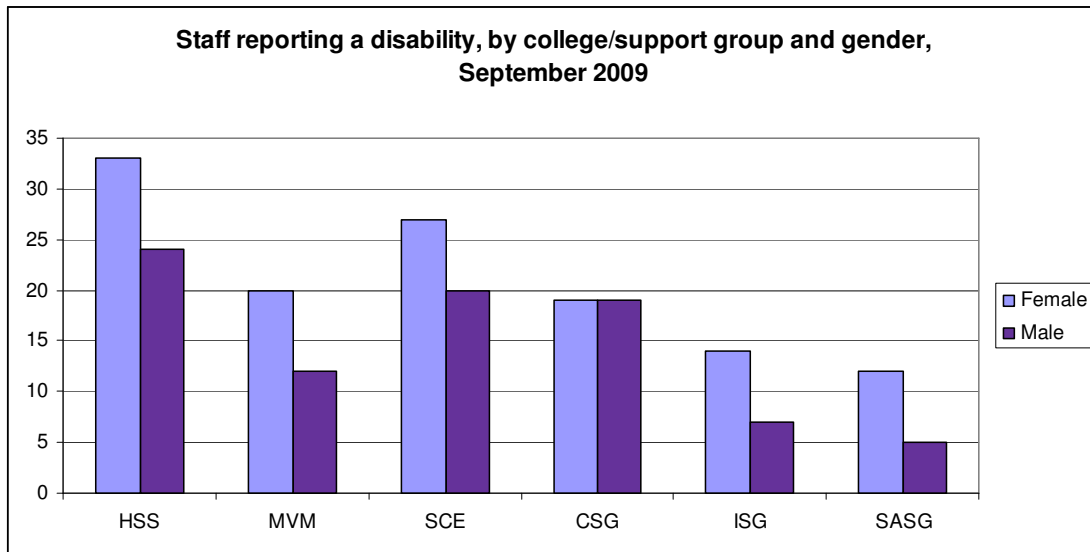


Figure 24 shows staff declaring a disability, broken down by college/support group and gender.

Figure 24: Staff reporting a disability by college/support group and gender



4.2 Comparison data

A comparison of the proportion of staff with a declared disability, for academic and professional support staff, for University of Edinburgh, Russell Group and all institutions is shown in figure 25. University of Edinburgh has a low proportion of staff with a declared disability in comparison to other institutions in the UK, for both academic and professional support staff.

It should be noted that the HESA figures presented here are for 2007/08 and so the improved disability figures after the data collection exercise will be reported in subsequent years of HESA data. It is expected that the increase in the proportion of staff reporting a disability will be similar to those reported by other institutions in the Russell Group and UK institutions.

Figure 25: Comparison of proportion of staff with a registered disability, University of Edinburgh, Russell group and all UK institutions 2007/08

