THE UNIVERSITY *of* EDINBURGH

EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE (EDMARC)

STAFF REPORT

2012/13

FOURTH REPORT

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1. Introduction

The fourth 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 2011/12 and looks at the equality dimensions of gender, disability, age and ethnicity for academic and professional support staff.

EDMARC is chaired by Professor Lorraine Waterhouse 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 Lorraine Waterhouse, *Vice-Principal (Equality and Diversity)*, Convener,
Ms Eilidh Fraser, *Corporate Human Resources*
Ms Rebecca Gaukroger, *Student Recruitment and Admissions*
Professor Brian Main, *CHSS*
Hazel Marzetti, *EUSA*
Ms Karen Osterburg, *Registry*
Angi Lamb, *Joint Unions*
Mr Andrew Quickfall, Secretary, *Governance and Strategic Planning*
Professor David Raffe, *CHSS*
Dr Pamela Warner, *CMVM*

2. Notes and definitions

The data used in this report are snapshots of the staff database, taken in July of 2009, 2010, 2011 and 2012. 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 2010/11.

Where appropriate, this report has aligned definitions with other standard equality reporting, most notably from the Equality Challenge Unit (ECU). A statistical report for 2012 from the ECU on staff and students can be found on their website, http://www.ecu.ac.uk.

2.1. 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 2012 there were 2,817 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 2011-12 there was an equal proportion of male and female HTBN staff. 63% of HTBN staff are under the age of 35, while 4% are over the age of 65. 3.4% of UK nationality HTBN staff are from an ethnic minority. 2.2% of HTBN staff have a declared disability.

3. Academic Staff

3.1. Academic staff headcount

For the snapshot taken in July 2012 there were a total of 3,230 academic staff headcount, of which 480 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 headcounts, by college, 2008-09 to 2011-12

Year		HSS	MVM	SCE	Total
2008-09	Full Time	845	951	1162	**2958**
	Part Time	157	137	127	**421**
	Total	**1002**	**1088**	**1289**	**3379**
2009-10	Full Time	778	963	1122	**2863**
	Part Time	150	143	113	**406**
	Total	**928**	**1106**	**1235**	**3269**
2010-11	Full Time	759	919	1092	**2770**
	Part Time	145	145	101	**391**
	Total	**904**	**1064**	**1193**	**3161**
2011-12	Full Time	821	930	999	**2750**
	Part Time	219	150	113	**480**
	Total	**1040**	**1080**	**1112**	**3230**

3.2. Gender

The overall proportion of female academic staff in 2011/12 was 41% and a breakdown by college is shown in figure 1.

Figure 1: Proportion of Academic staff who are female, by College, 2008-09 to 2010-11 (the n-values for 2011/12 are 1,040 (HSS), 1,080 (MVM), 1,112 (SCE) and 3,230 (UoE)

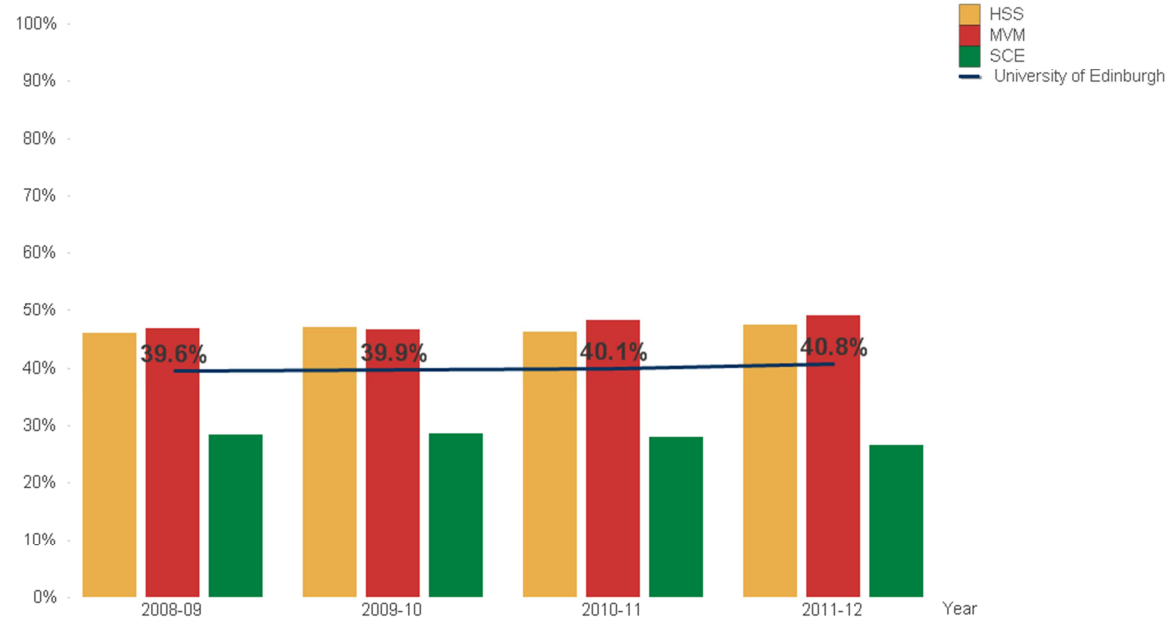


Figure 2 shows the proportion of research-only staff who are female, broken down by college.

Figure 2: Proportion of research-only staff who are female, by college, 2008-09 to 2010-11 (the n-values for 2011/12 are149 (HSS), 591 (MVM), 661 (SCE) and 1,400 (UoE))

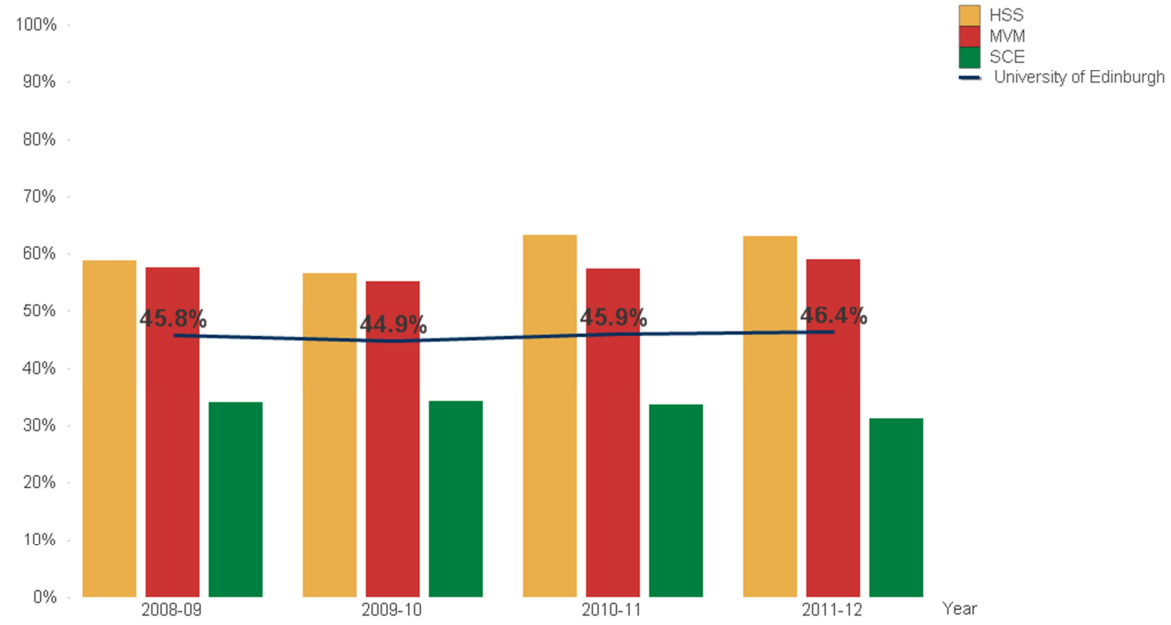


Figure 3 shows the proportion academic staff who are female, broken down by UE grade equivalent, 2008-09 to 2011-12. There still remains a low proportion of women in grades UE09 and UE10.

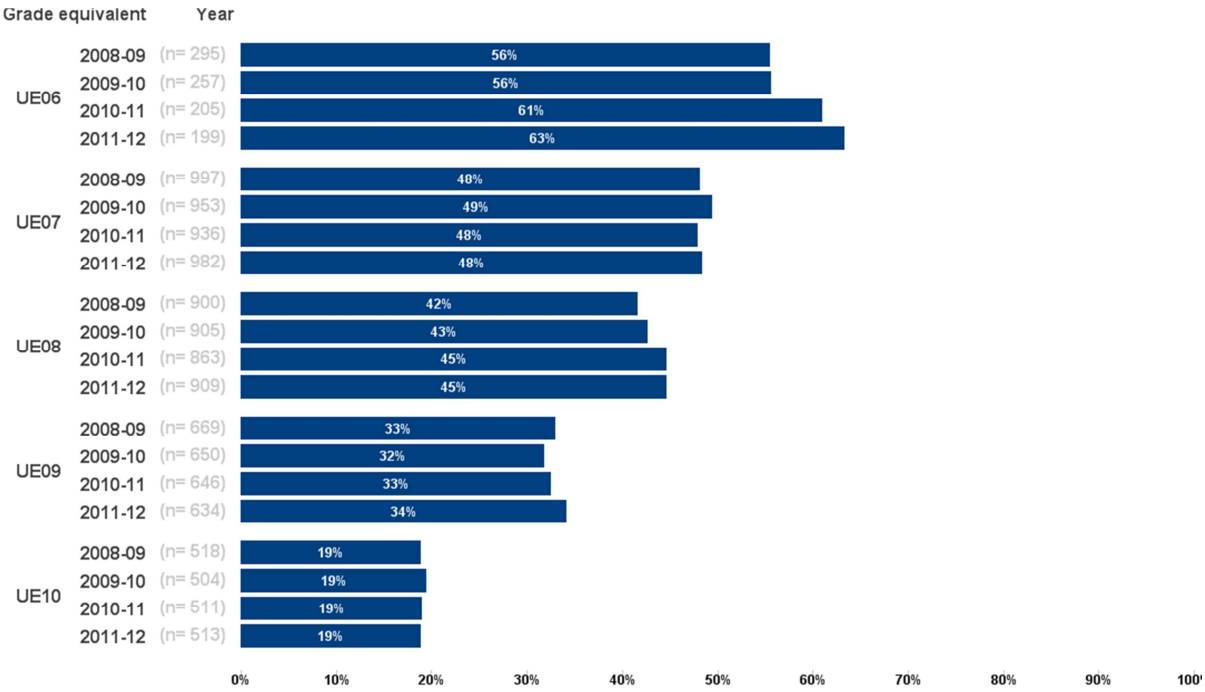


Figure 4 shows the proportion of research-only staff who are female, by UE grade equivalent, 2008-09 to 2011-12.

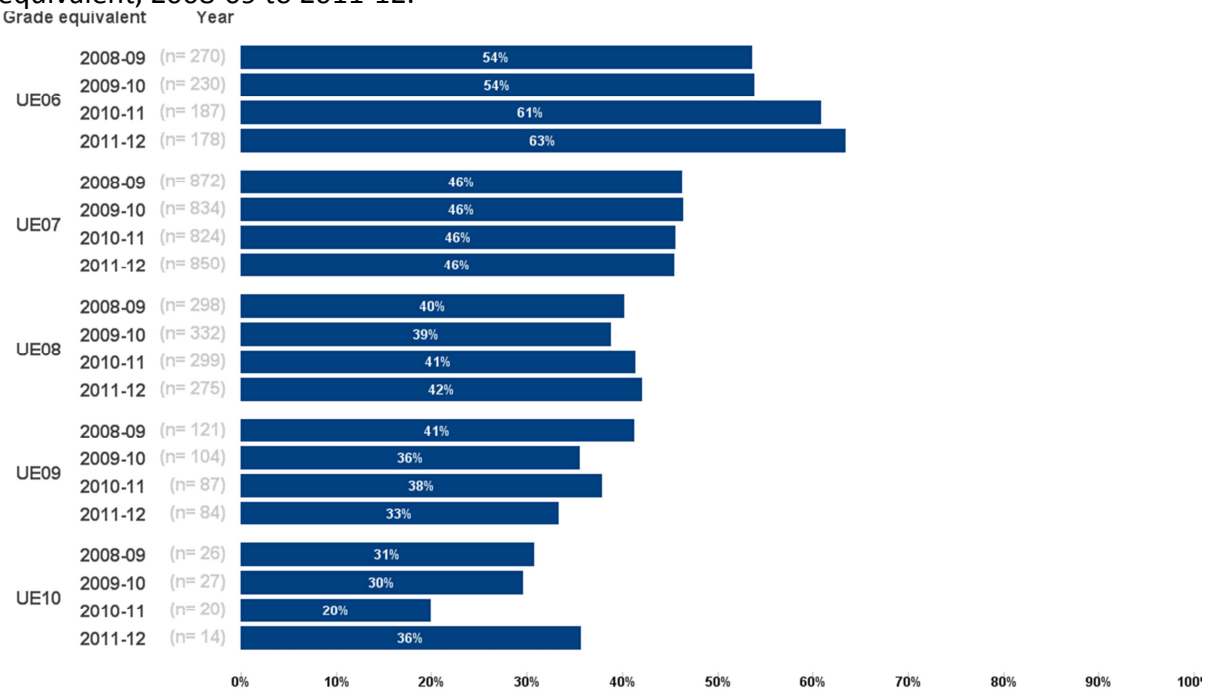
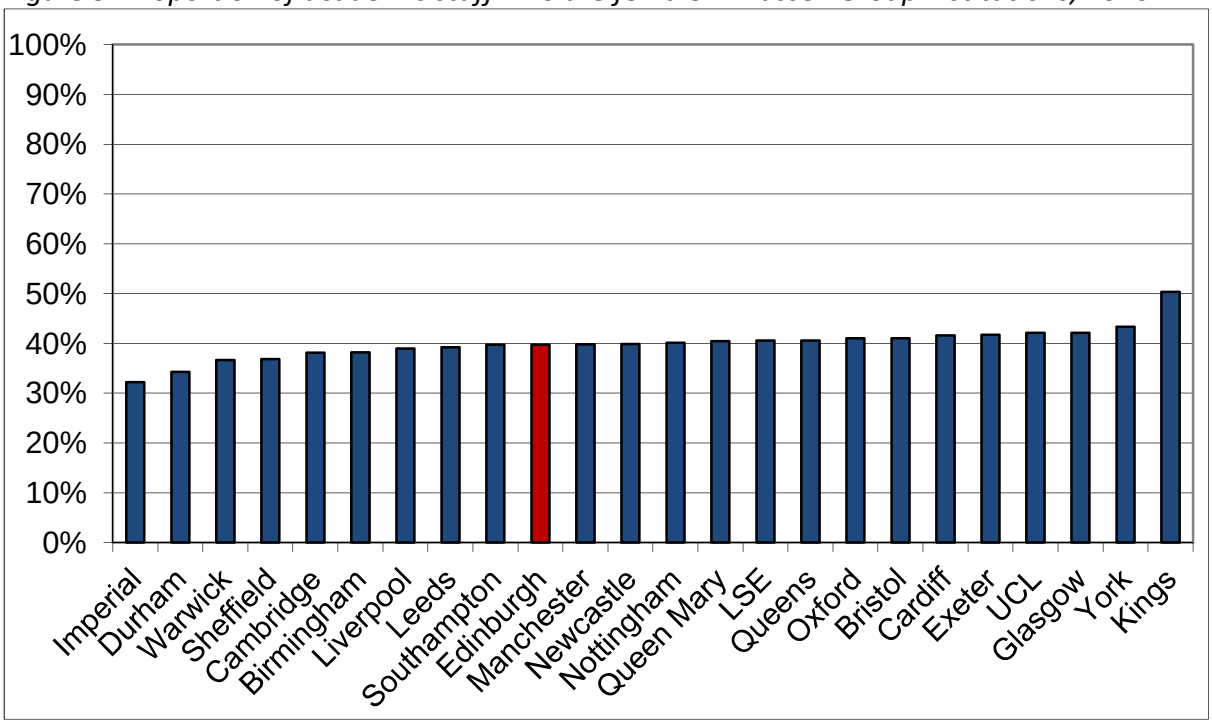


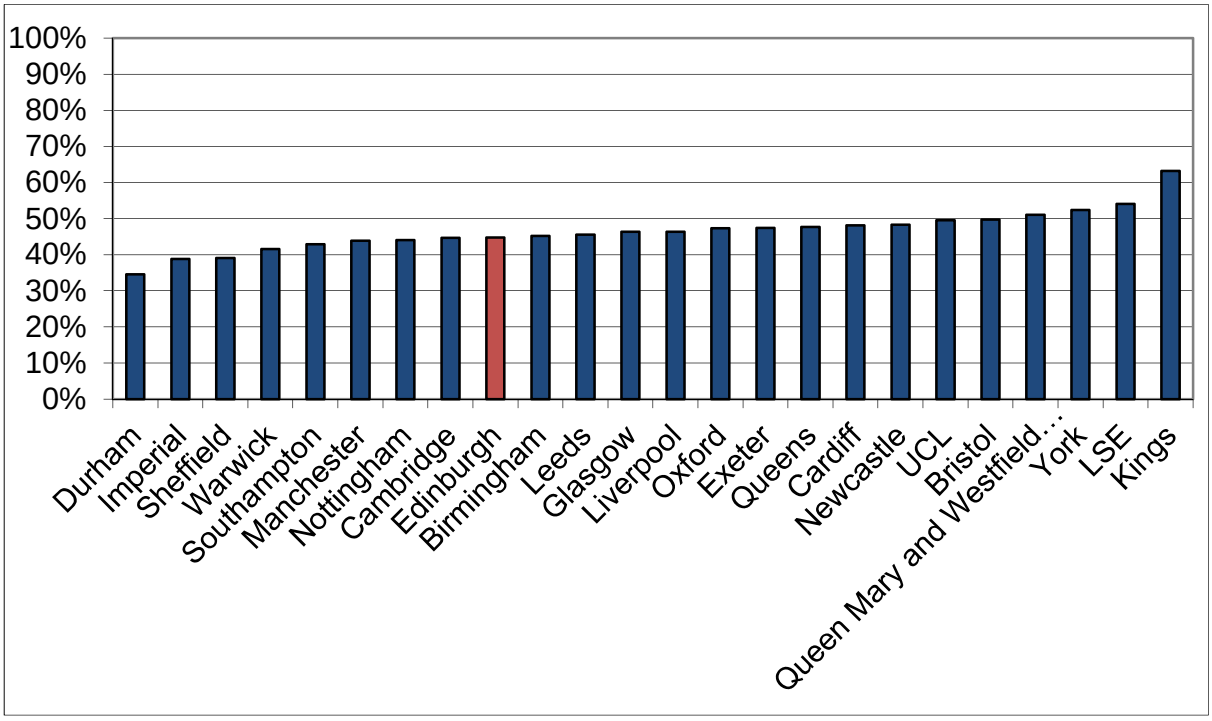
Figure 5 shows the proportion of academic staff who are female in Russell Group institutions for 2010-11.

Figure 5: Proportion of academic staff who are female in Russell Group institutions, 2010-11



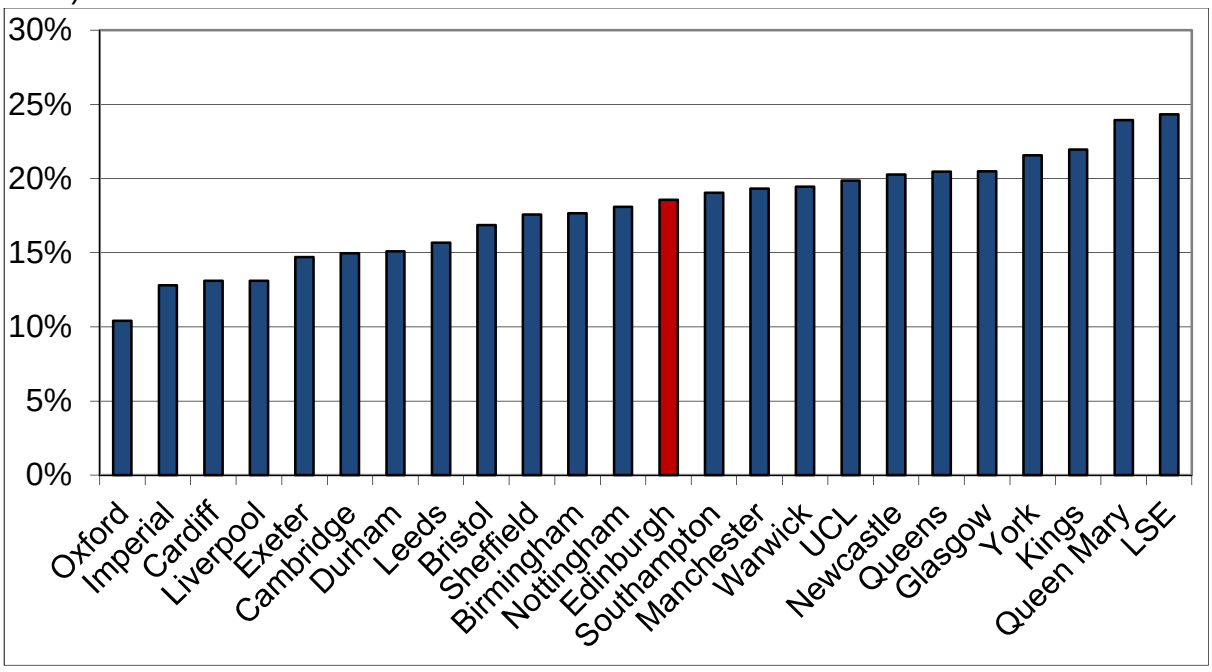
Source: HESA

Figure 6: Proportion of research-only staff who are female in Russell Group institutions, 2010-11



Source: HESA

Figure 7: Professorial staff who are female, for Russell Group institutions, 2010-11 (Source: HESA)



Source: HESA

3.3. Gender and contract type

Figure 8 shows the proportion of male and female academic staff on a fixed-term and open ended contract and figure 9 shows the split for research-only staff. While there is no gender difference for research-only staff, there remains a higher proportion of female academic staff on a fixed-term contract.

Figure 8: Percentage of male and female academic staff, by fixed-term and open ended contract, 2008-09 to 2011-12

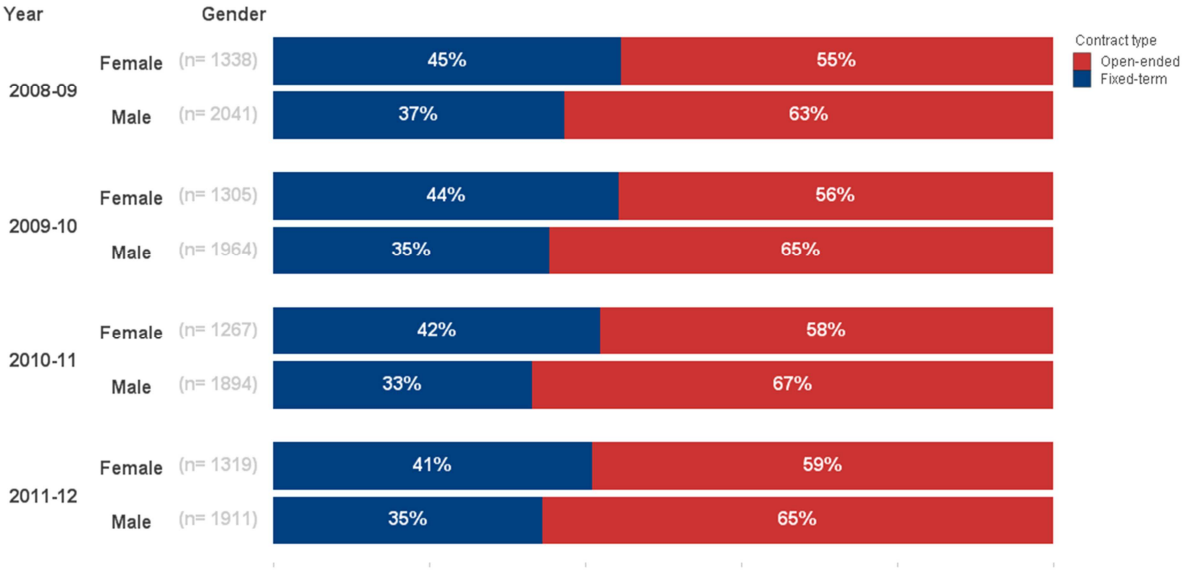
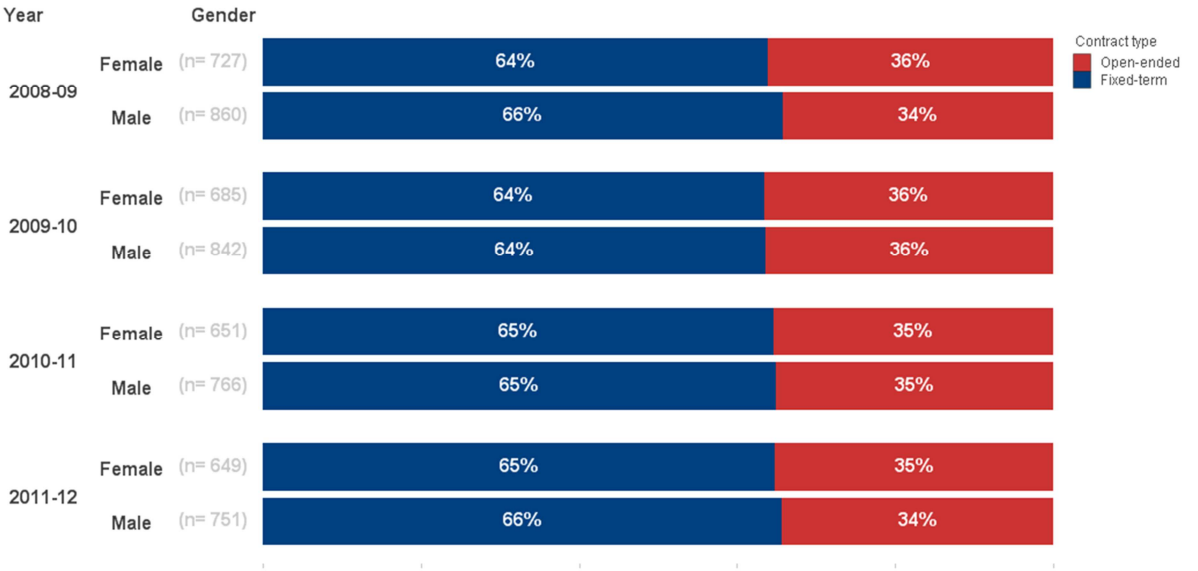


Figure 9: Percentage of male and female research-only staff, by contract type and gender, 2008-09 to 2011-12



3.4. Ethnicity

Figure 10: Proportion of Academic staff who are Black and Ethnic Minority, by nationality grouping, 2008-09 to 2011-12 (the n-values for 2011-12 are 1,040 (Non-UK) and 2,188 (UK))

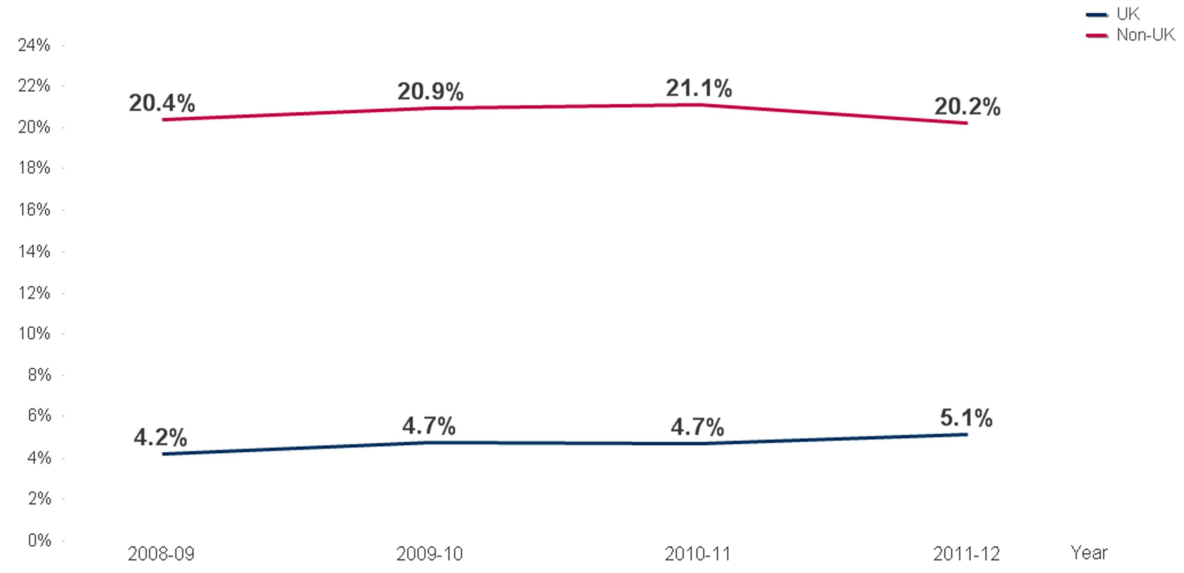


Figure 11: Proportion of Research-only staff who are Black and Ethnic Minority, by nationality grouping, 2008-09 to 2011-12 (the n-values for 2011-12 are 1,040 (Non-UK) and 2,188 (UK)

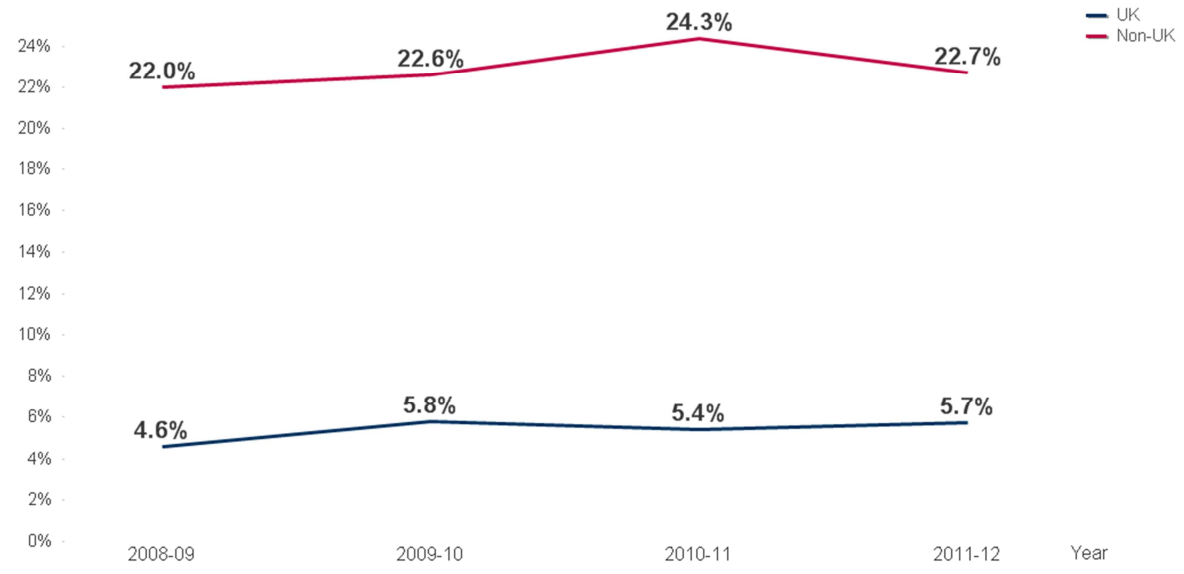
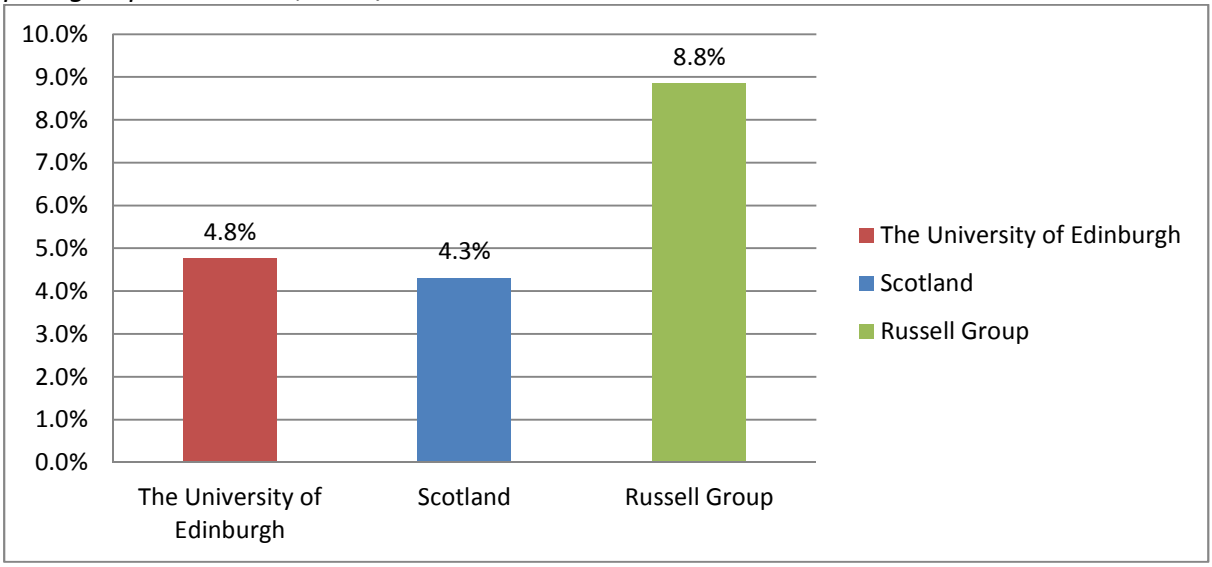


Figure 12 shows the proportion of UK-nationality academic staff who are Black and Ethnic Minority, for the University of Edinburgh and peer group institutions

Figure 12: Comparison of proportion of UK-nationality ethnic minority academic staff, with peer group institutions, 2010/11



3.5. Ethnicity and contract type

Figure 13 shows the proportion of academic staff on a fixed-term contract, 2008-09 to 2011-12, split by nationality and ethnic grouping.

Figure 13: Proportion of academic staff on a fixed-term contact, 2008-09 to 2011-12, split by nationality and ethnic grouping
(the n-values for 2011/12 are 97 (BME UK), 1,790 (White UK), 173 (BME non-UK) and 682 (White non-UK))

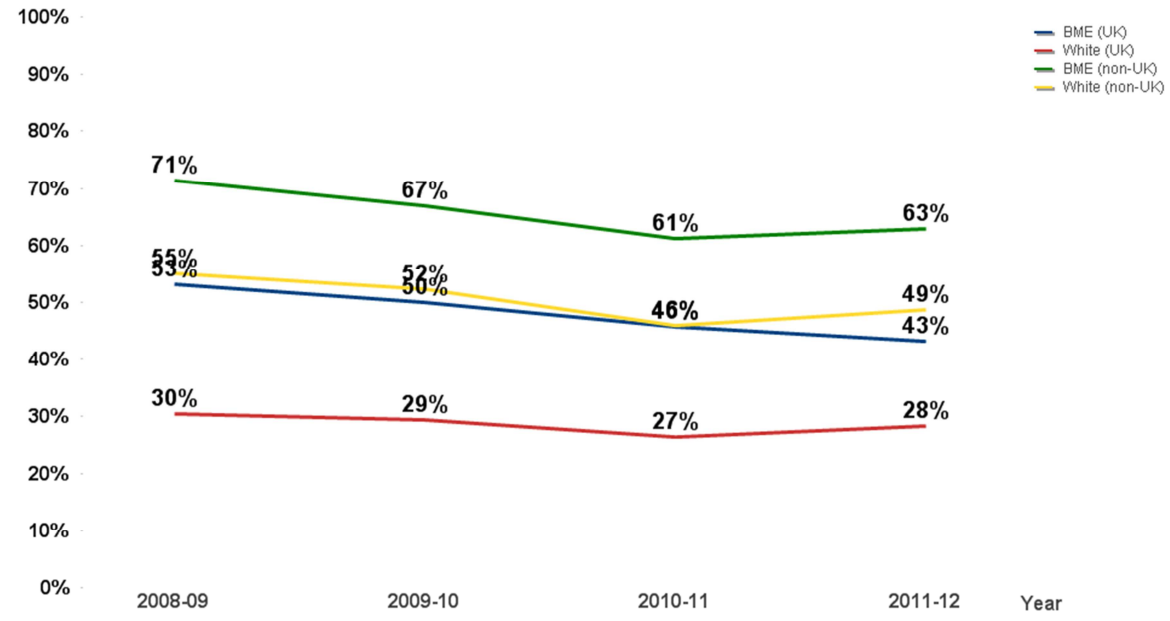
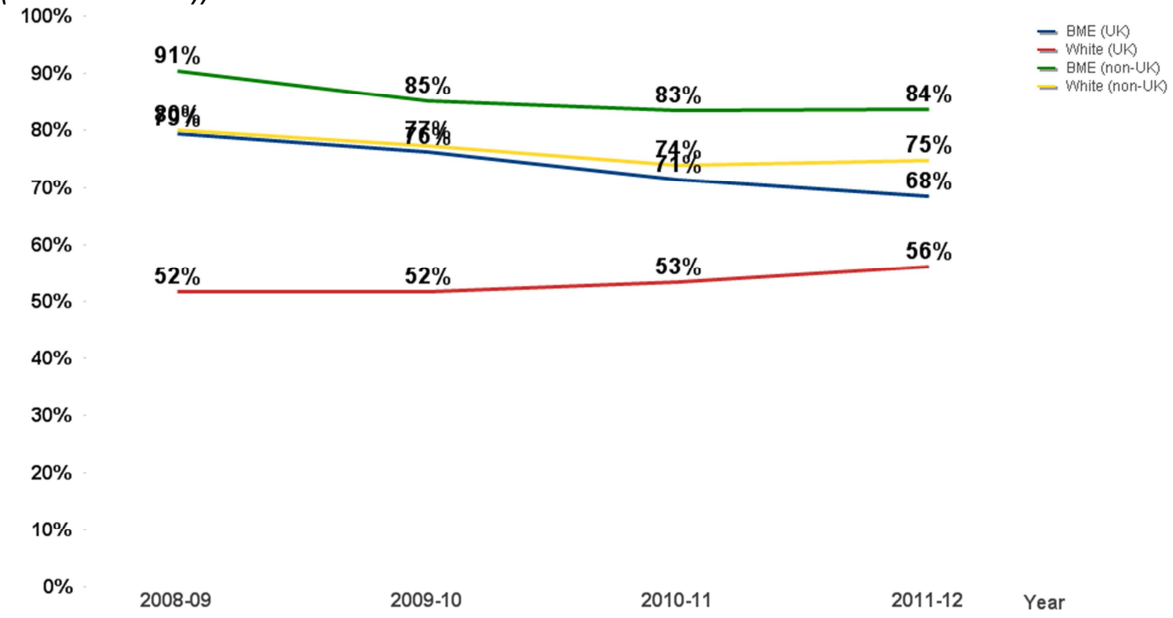


Figure 14: Proportion of research-only staff on a fixed-term contact, 2008-09 to 2011-12 (the n-values for 2011/12 are 38 (BME UK), 626 (White UK), 111 (BME non-UK) and 378 (White non-UK))



3.6. Ethnicity and grade

Figure 15: Academic staff by nationality grouping, ethnic minority grouping and UE equivalent grade, 2011-12

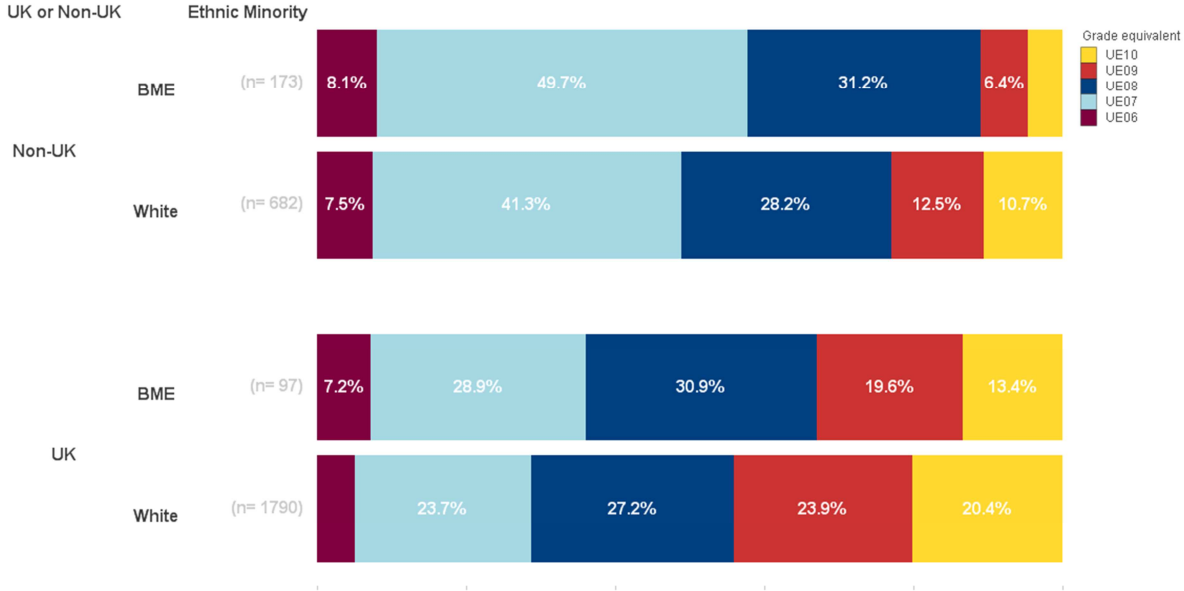


Figure 16: Research-only staff by nationality grouping, ethnic minority grouping and UE equivalent grade, 2011-12

3.7. Age

Figure 17 shows academic staff by age group, 2008-09 to 2011-12.

Figure 17: Academic staff by age grouping, 2008-09 to 2011-12

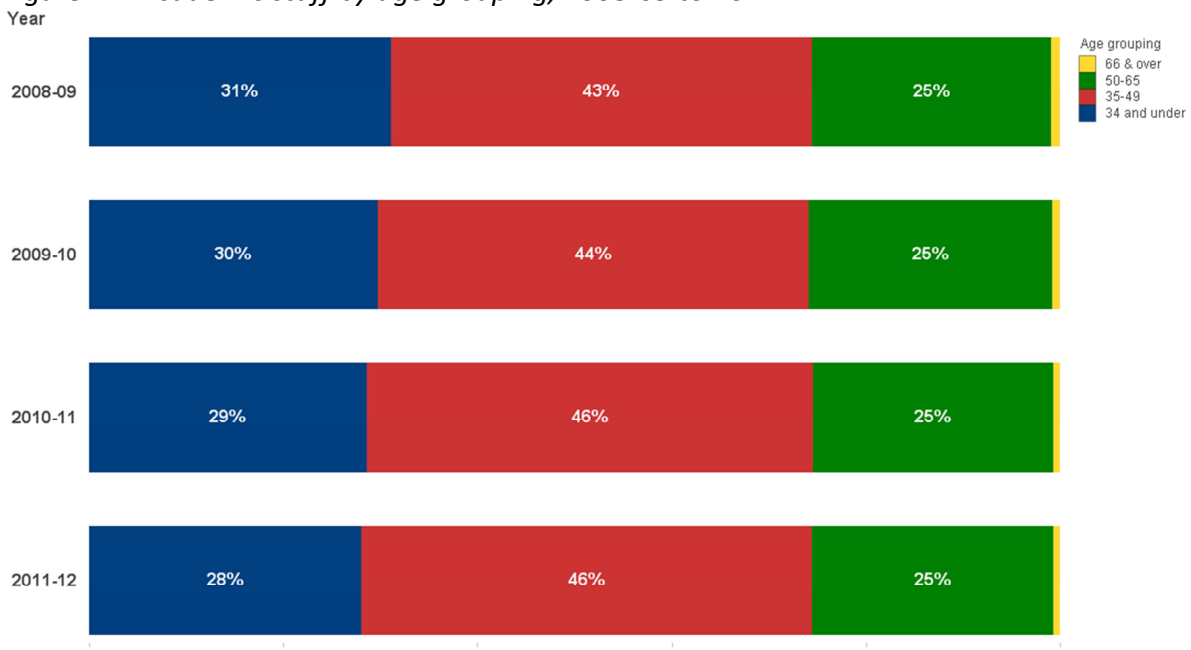
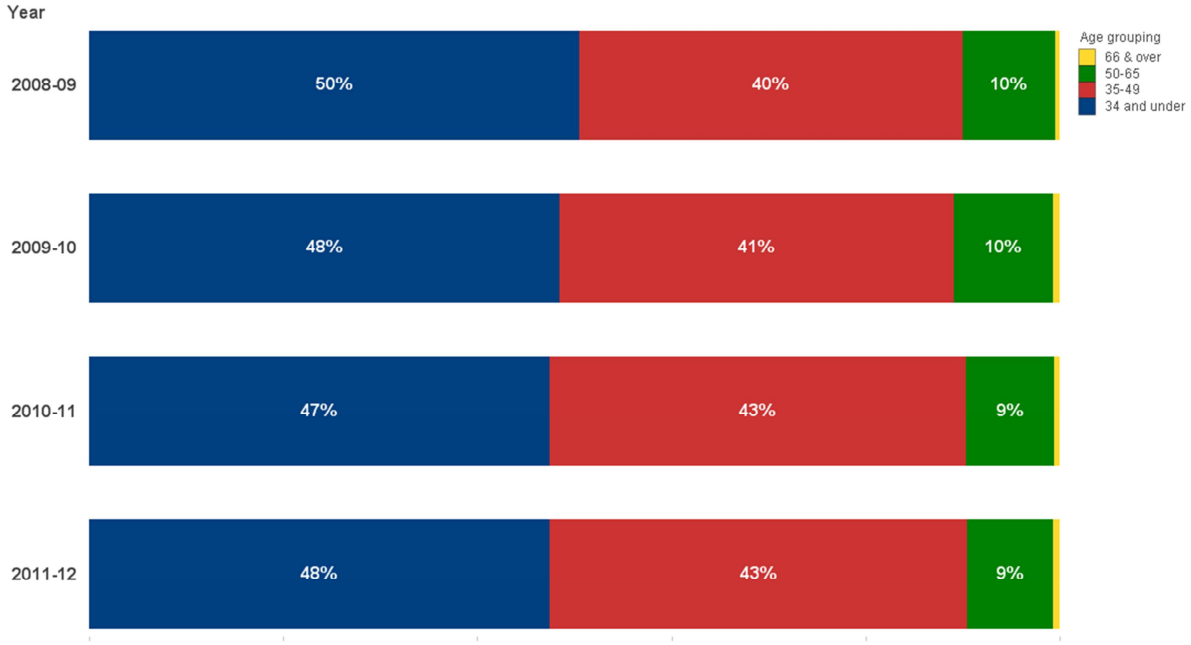


Figure 18 shows Research-only staff by age grouping, 2008-09 to 2011-12.

Figure 18: Research-only staff by age grouping, 2008-09 to 2010-11



4. Professional Support Staff

For the snapshot taken in July 2012 there were a total of 4,711 professional support staff headcount, of which 1,490 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 2011-12

Year		HSS	MVM	SCE	CSG	ISG	SASG	Total
2008-09	Full Time	354	757	555	875	466	233	**3240**
	Part Time	132	244	115	616	144	99	**1350**
	Total	**486**	**1001**	**670**	**1491**	**610**	**332**	**4590**
2009-10	Full Time	360	743	559	849	430	224	**3165**
	Part Time	139	248	118	663	143	108	**1419**
	Total	**499**	**991**	**677**	**1512**	**573**	**332**	**4584**
2010-11	Full Time	371	718	555	839	430	229	**3142**
	Part Time	150	252	108	713	142	102	**1467**
	Total	**521**	**970**	**663**	**1552**	**572**	**331**	**4609**
2011-12	Full Time	428	776	489	842	425	265	**3225**
	Part Time	165	256	113	723	141	97	**1490**
	Total	**592**	**1032**	**602**	**1564**	**564**	**362**	**4711**

4.1. 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 32% for 2011-12.

Figure 19: Proportion of Professional support staff who are female, by College/Support Group, 2008-09 to 2011-12
(the n-values for 2011/12 are 592 (HSS), 1,032 (MVM), 602 (SCE) , 564 (ISG), 1,564 (CSG), 362 (SASG) and 4,711 (UoE)

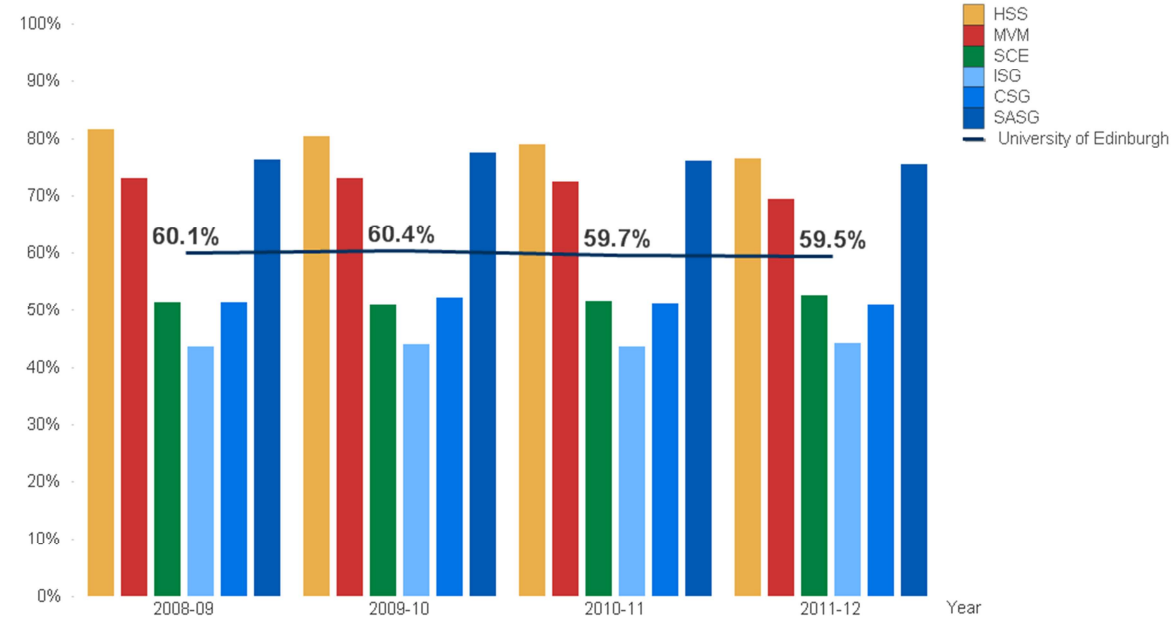
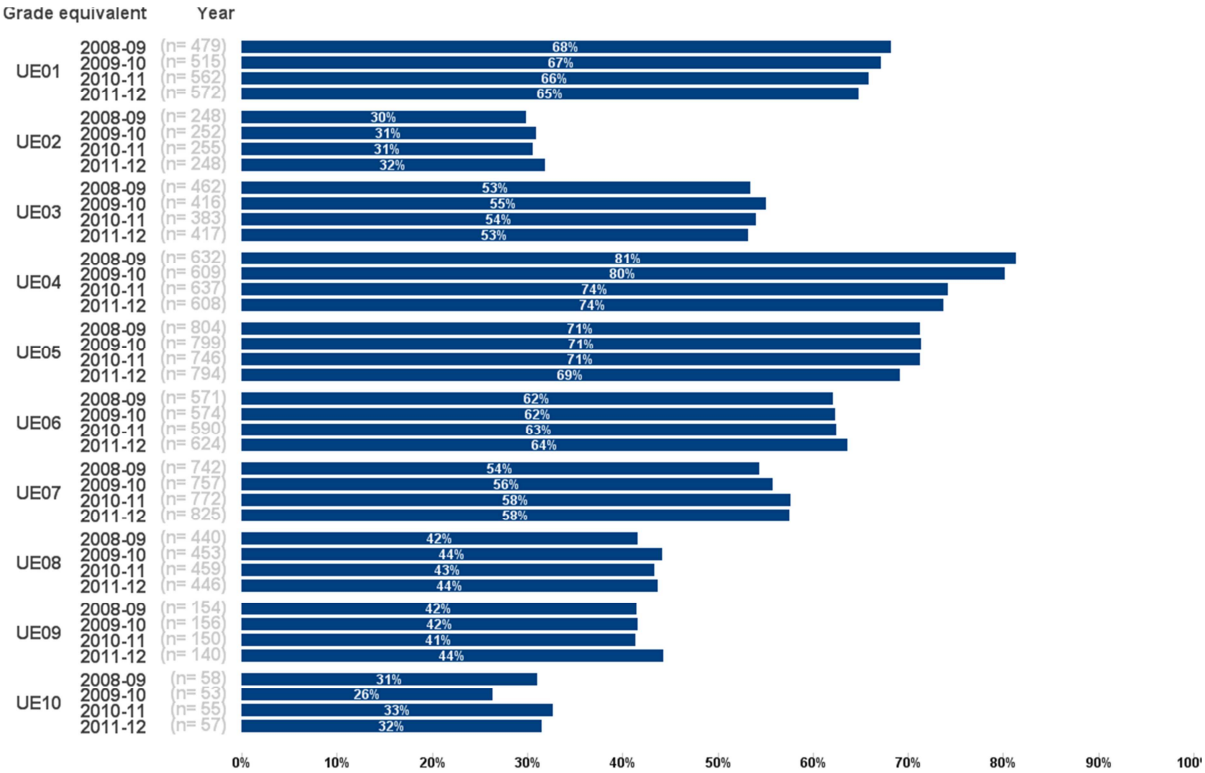


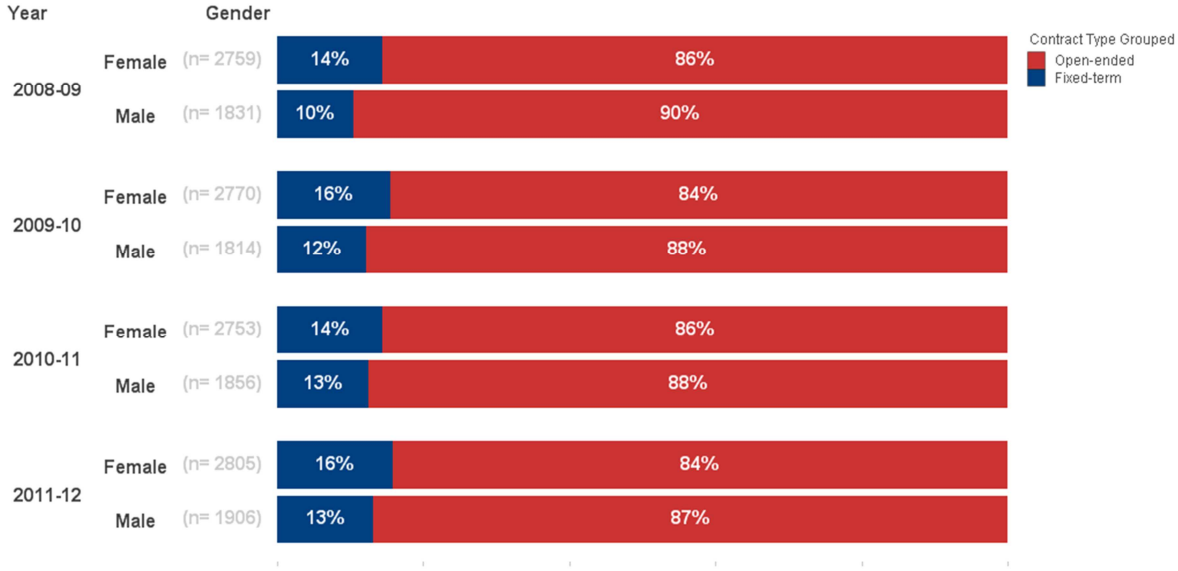
Figure 20: Proportion of Professional support staff who are female, by UE grade, 2008-09 to 2010-11



4.2. Gender and contract type

Figure 21 shows the proportion of Professional support staff on a fixed-term and open-ended contract, for male and female staff. In 2011-12, 16% of professional support staff were female employed on a fixed-term contract compared with 13% of men.

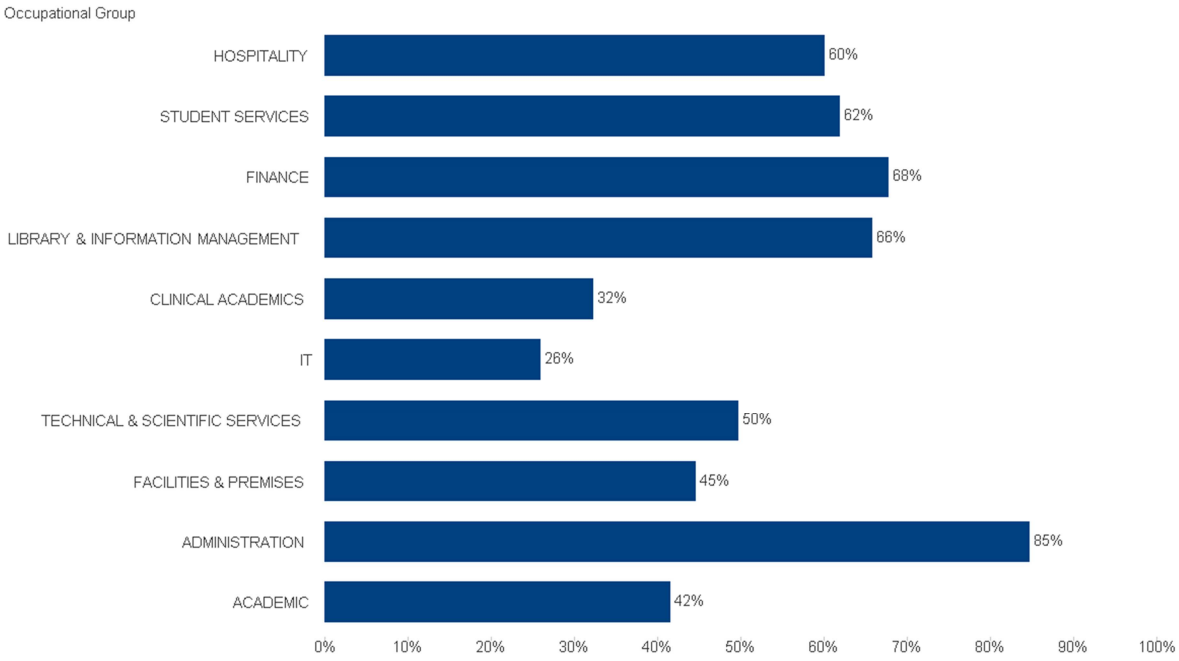
Figure 21: Professional support staff by gender and contract type, 2008-09 to 2011-12



4.3. Gender and Occupational Groupings

Figure 22: Proportion of staff who is female, by Occupational Group, 2011/12. Only Job segments with populations greater than 100 are included.

Chart is sorted by total headcounts in each Occupational Grouping *(n = 108, 158, 177, 217, 238, 563, 787, 1078, 1328, 3009)*



4.4. Ethnicity

Figure 22 shows the proportion of professional support staff with a Black and minority ethnic background, 2008-09 to 2011-12.

Figure 22: Proportion of Professional support staff who are Black and minority ethnic background, for UK and non-UK nationality, 2008-09 to 2011-12
(The n-values for 2011-12 are 3616 (UK) and 375 (Non-UK)

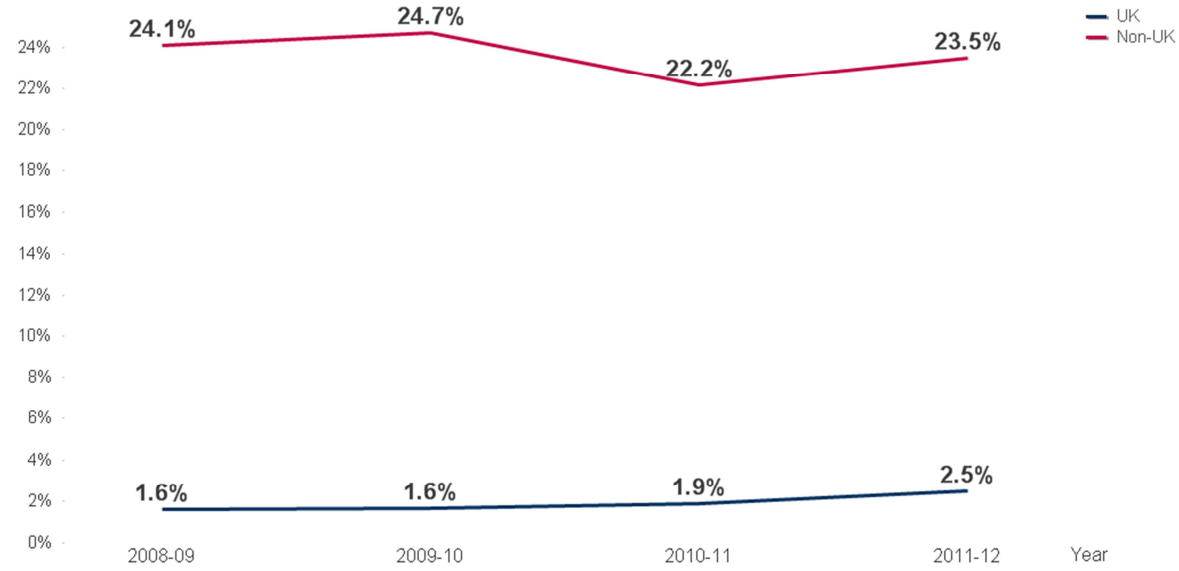


Figure 23 shows the proportion of professional support staff on a fixed-term contract, by nationality and ethnic minority grouping, 2008-09 to 2011-12.

Figure 23: proportion of professional support staff on a fixed-term contract, by nationality and ethnic minority grouping, 2008-09 to 2011-12
(The n-values for 2011-12 are 89 (BME UK), 3,527 (White UK), 88 (BME non-UK) and 287 (White non-UK))

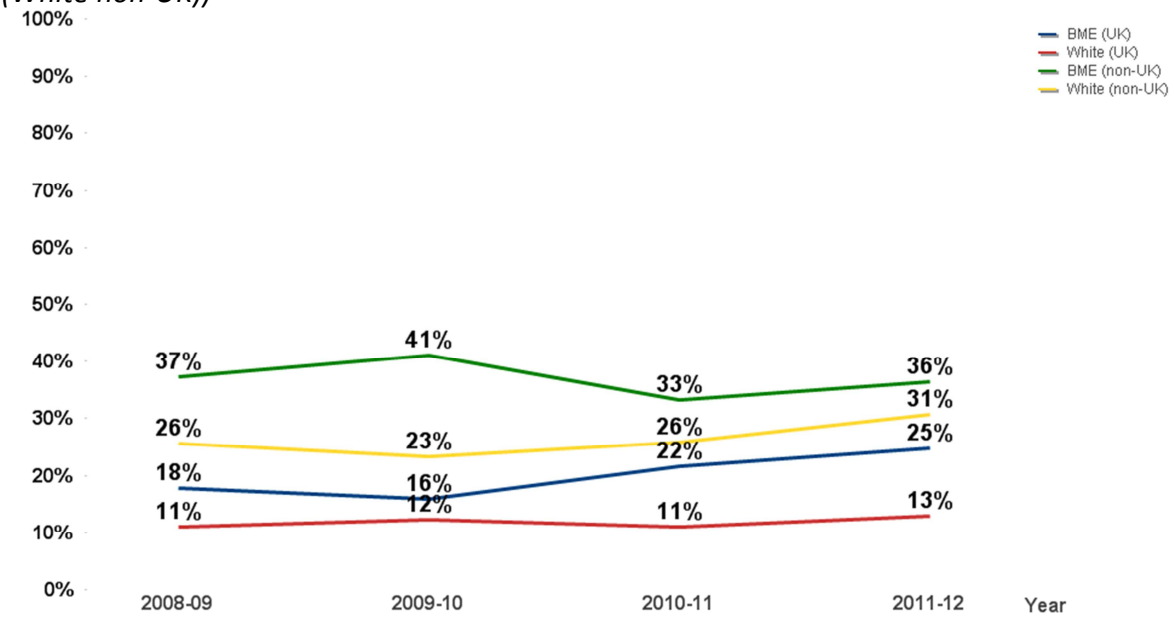
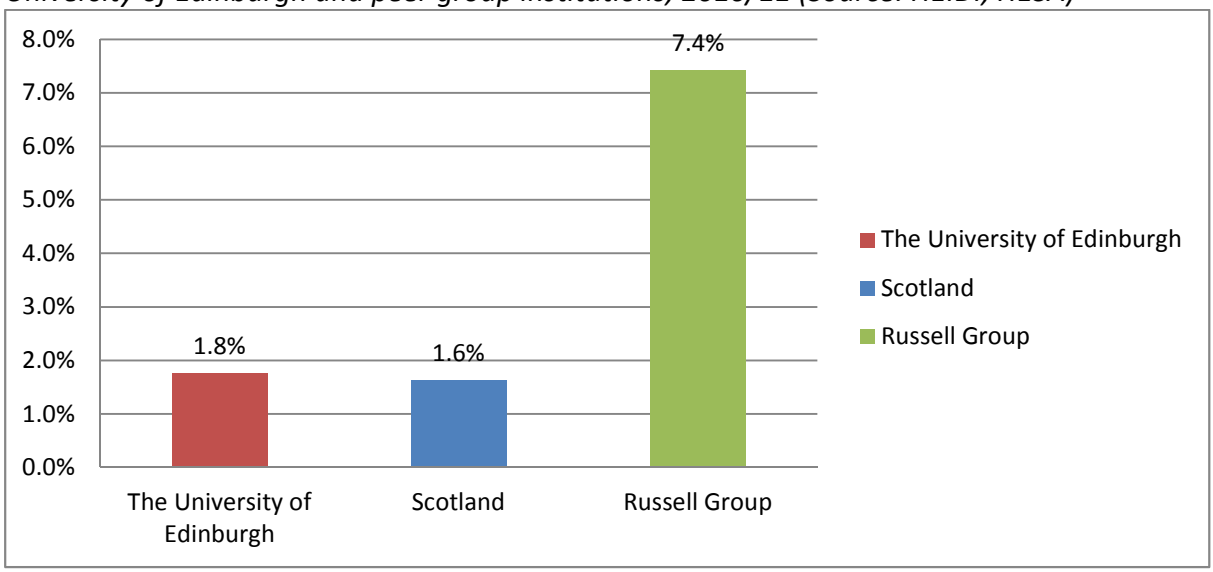


Figure 24 shows the proportion of Professional support staff who are Black or Minority Ethnic, in University of Edinburgh and peer group institutions, 2010/11.

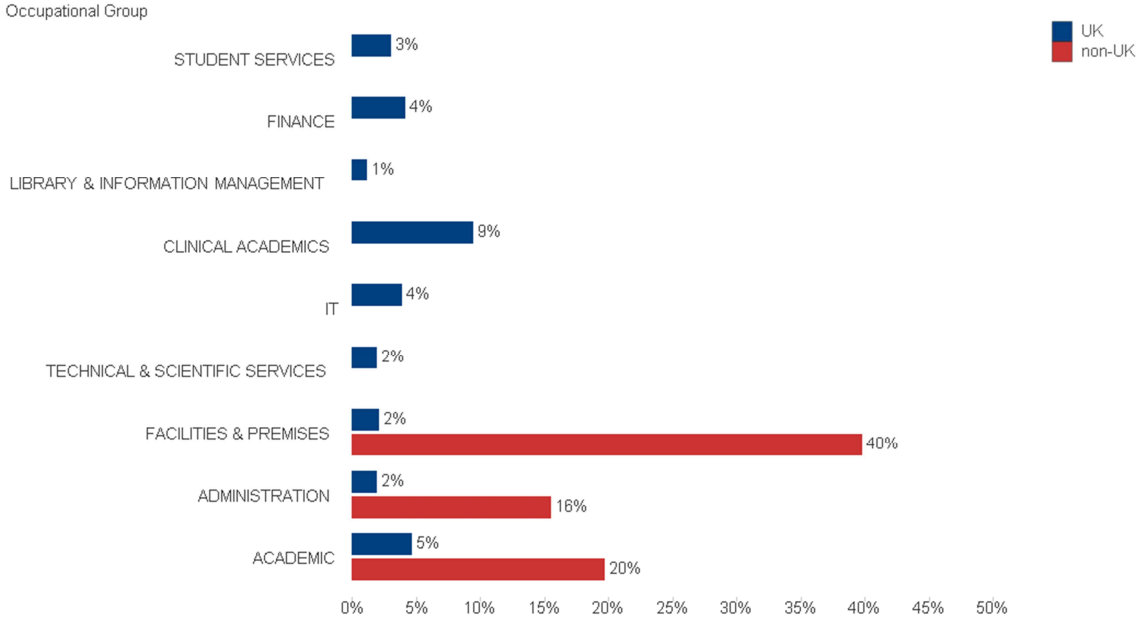
Figure 24: Proportion of Professional support staff who are Black or Minority Ethnic, in University of Edinburgh and peer group institutions, 2010/11 (Source: HEIDI, HESA)



4.5. Ethnicity and Occupational Grouping

Figure 26: Proportion of staff who are BME, by Occupational Group, 2011/12. Only Occupational Groupings with populations greater than 100 are included.

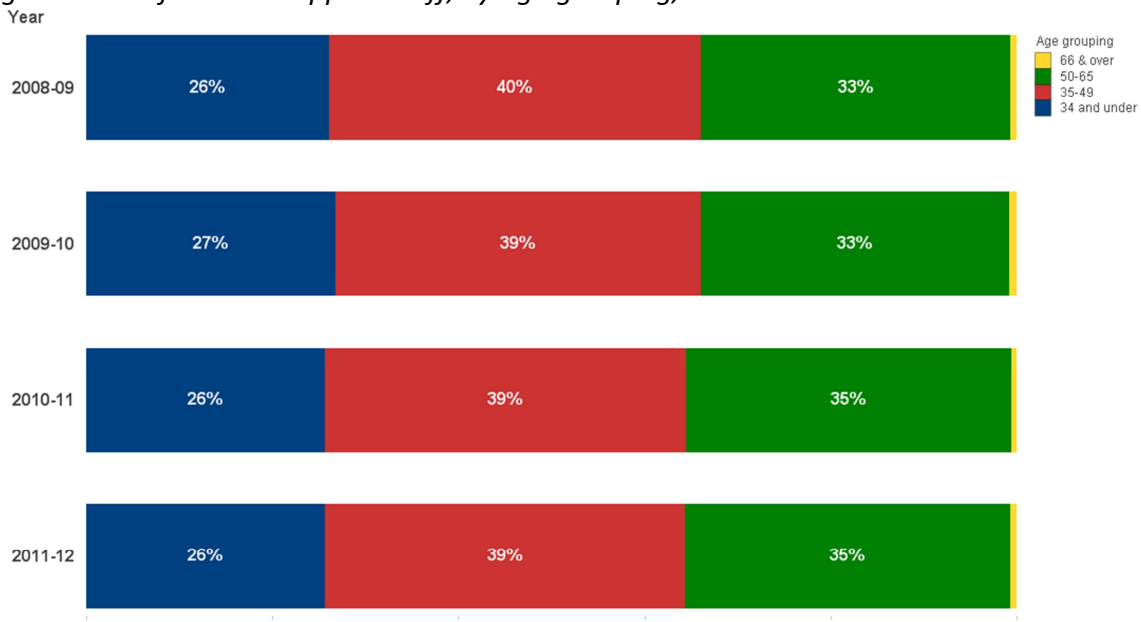
Chart is sorted by total headcounts in each Occupational Grouping. *(n = 131, 144, 164, 180, 459, 619, 711, 103, 1070, 116, 1070, 846)*



4.6. Age

Figure 25 shows the distribution of Professional support staff, by age grouping, 2008-09 to 2011-12.

Figure 25: Professional support staff, by age grouping, 2008-09 to 2011-12



5. Disability

Staff declaring a disability are presented here separately and at an aggregated University level as the figures are too small to by split by staff type and college and support group. In 2011/12 the overall proportion of staff declaring a disability (excluding HTBN staff) is 2.2% (n = 6,515). Figure 26 shows the overall proportion of staff declaring a disability from 2008/09 to 2011/12. The rise reflects an improvement in the data capture and recording of disability information.

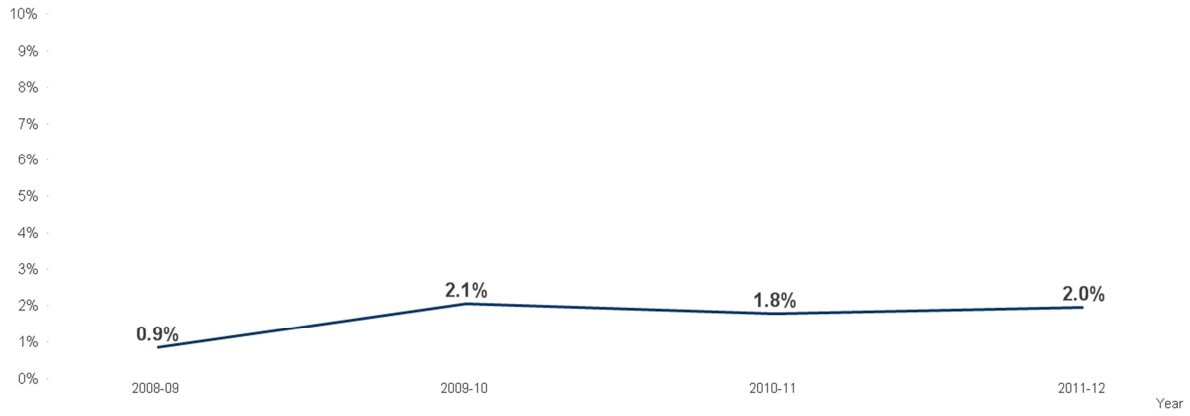



Figure 26: Proportion of staff declaring a disability, 2008/09 to 2011/12