

Addendum to EDMARC Staff report

Protected characteristics of Gender identity, Religion and belief and Sexual orientation

The University issued a questionnaire to all staff in January 2013 to gather and update information on their Protected Characteristics. For the first time, this included questions regarding Gender Identity, Religion and Belief and Sexual Orientation. This addendum provides a summary of the new data, as at 31 March 2013. These characteristics will be incorporated into future EDMARC reports.

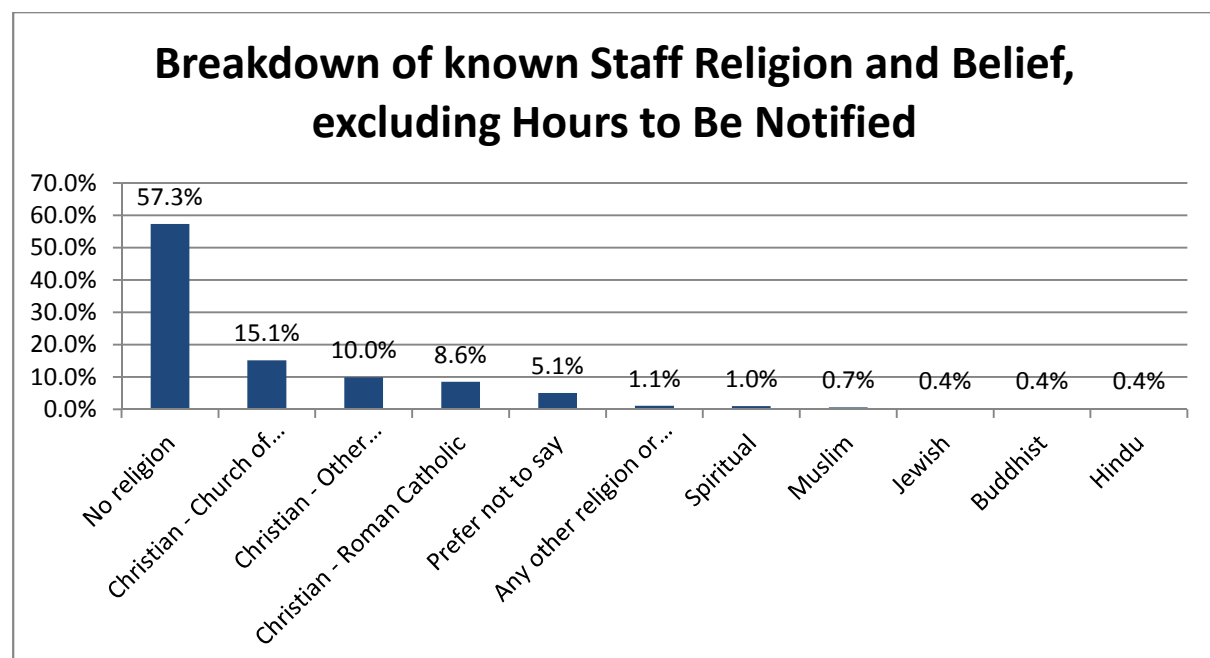
Following the questionnaire, information regarding the new Protected Characteristics is held for 1,936 staff¹. That includes data on how many gave the response of 'prefer not to say' to the questions. The data below relates to that group of staff. The number of staff for whom no data is held for these characteristics is 7444. These data exclude 'hours to be notified' staff, in keeping with the rest of the EDMARC report

Gender Identity

Of those for whom information is held, one employee has a different gender identity now than was recorded at birth and 18 (0.9%) indicated 'prefer not to say'.

Religion and Belief

The chart below shows the proportion of staff in each category of religion and belief. The combined Christian population is 652: 33.7% of the staff for whom data is held.

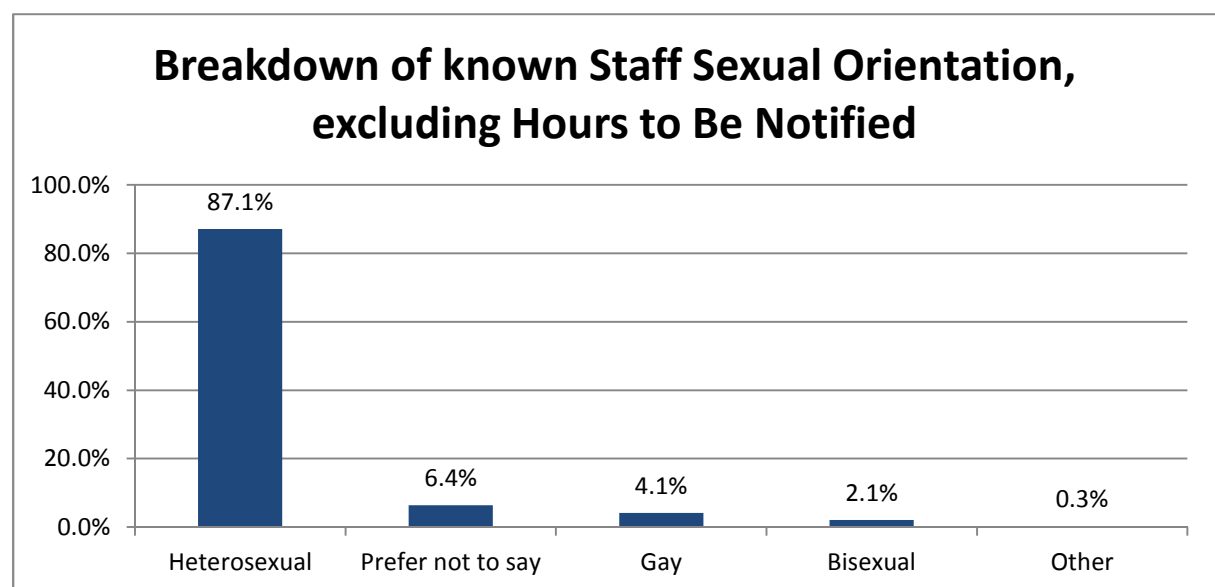


¹ These data exclude 'hours to be notified' staff, in keeping with the rest of the EDMARC report. It is intended to consider that staff group in a future report.

	Headcount	% of known
No religion	1109	57.3%
Christian - Church of Scotland	293	15.1%
Christian - Other Denomination	193	10.0%
Christian - Roman Catholic	166	2.2%
Prefer not to say	99	5.1%
Any other religion or belief	21	1.1%
Spiritual	20	1.0%
Muslim	13	0.4%
Jewish	8	0.4%
Buddhist	7	0.4%
Hindu	7	0.4%
Total Known	1936	
Not Known	7444	

Sexual Orientation

The chart below shows staff by sexual orientation of staff. A higher proportion of respondents chose 'prefer not to say' regarding their sexual orientation (6.4%) than religion (1%), compared to 0.9% regarding their gender identity.



	Headcount	% of known
Heterosexual	1686	87.1%
Prefer not to say	124	6.4%
Gay	80	4.1%
Bisexual	41	2.1%
Other	5	0.3%
Total Known	1936	
Not Known	7444	