



EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE (EDMARC)

FIFTH REPORT EXECUTIVE SUMMARY

1. Introduction

The fifth EDMARC report provides analyses of student and staff data by the key equality dimensions of gender, age, disability and ethnicity. The report supports the monitoring of equality and diversity within the University of Edinburgh.

This summary identifies the main points from the staff and student reports. The full reports can be obtained from the following weblink,

<https://www.wiki.ed.ac.uk/display/UCC/Central+Management+Group>

or by contacting Andrew Quickfall in Governance and Strategic Planning, telephone: 0131 651 4104 or email: Andrew.Quickfall@ed.ac.uk.

2. Students

2.1 Undergraduate

Intakes of female students remain consistent across the period, 62% of undergraduate entrants were female in 2012/13. There remains gender differences between colleges with the College of Science and Engineering showing a small drop in the proportion of women at undergraduate level while the other two colleges show slight increases. The proportion of undergraduate students with a registered disability continues to rise and is 9.4%.

The overall proportion of UK-domiciled ethnic minority undergraduate entrants has increased from 6.2% in 2011/12 to 7.9% in 2012/13, the highest level recorded by EDMARC. Analysis of ethnicity data from peer groups shows that the University of Edinburgh has a comparable proportion of BME entrants in comparison to other institutions in Scotland although is some way off the proportion of BME entrants to Russell Group institutions (16.9%).

For the analysis of undergraduate outcomes, the proportion of entrants who exit with an award is used as the measure. Overall, there is no statistically significant difference between the successful outcomes of male and female students. Male students are more likely to withdraw from their programme of study and females are more likely to achieve a first class or upper second class degree. When broken down to School level, gender differences are mixed with some Schools recording greater achievement for male students. Many Schools show little difference between gender in the achievement of a first or upper class second degrees.

There is no difference between the outcomes of entrants who register a disability. There has been a slight divergence of achievement for UK-domiciled ethnic minority students although this is the first year there has been any difference in attainment levels. EDMARC will monitor this data for any emerging trends.

2.2 Postgraduate Taught

The overall proportion of female entrants in 2012/13 was 60%. Subject differences remain at postgraduate taught level, with the College of Humanities and Social Science attracting the highest proportion of female entrants. Since 2006/07 the proportion of PGT entrants with a registered disability has increased from 3.5% to 5.6% in 2012/13. The proportion of UK-domiciled entrants from an ethnic minority background has increased from 5.5% in 2002/03 to 11.8% in 2012/13. Outcomes of PGT entrants show that female students are slightly more likely to have a successful outcome from their programme of study. There is little difference between the outcomes of disabled and non-disabled entrants.

2.3 Postgraduate Research

For Postgraduate Research entrants the proportion of female entrants is 49% although there remain subject gender differences between the colleges with CHSS and CMVM having a higher proportional intake of female students. The proportion of entrants registering a disability is slightly lower than last year at 5.8%. The proportion of UK-domiciled entrants from an ethnic minority background is 9%. There is no difference between the successful outcomes of women and men on Postgraduate Research programmes. Students who do not declare a disability are slightly more likely to successfully complete their programme.

2.4 Comparison data

Peer group comparison with Russell Group and institutions in Scotland is provided for the dimensions of gender, disability and ethnicity. The proportion of female entrants for first degree, postgraduate taught and postgraduate research are all above the Russell Group average. The University of Edinburgh has one of the highest proportion of students declaring a disability in the Russell Group. Comparisons for ethnicity show that Edinburgh has a higher proportion of UK-domiciled students from ethnic backgrounds compared with other institutions in Scotland, although lower than Russell Group average.

3. Staff

3.1 Academic Staff

Staff data is a snapshot of the staff database, as at 31 July 2013. There remains an under-representation of women in senior academic posts. For academic staff in grade UE09, 35% are female and 21% of grade UE10 staff are women. For staff on fixed-term contracts, there is no gender difference for research-only staff although for the total academic staff population, female staff are more likely to be employed on a fixed-term contract. The proportion of UK-nationality staff from an ethnic minority background is 5.5% and for those staff from outside the UK it is 23%. The University of Edinburgh has a higher proportion of

UK-nationality staff from ethnic minorities than the average for other institutions in Scotland. Ethnic minority academic staff are more likely to be employed on a fixed-term contract than a white academic member of staff.

3.2 Professional Support Staff

For Professional Support Staff there remains a lower representation of women in higher grades UE08, UE09 and UE10. 30% of posts at grade UE10 are occupied by women. When compared to the proportion of women in academic posts, women are better represented in the higher grades for professional support staff; in grade UE10 only 21% of academic posts are women compared with 30% for professional support staff. At UE09 women are slightly better represented in professional support posts with 48% female compared with 35% for academic staff.

The proportion of UK nationality ethnic minority professional support staff is 2.7%, with a general upward trend observed since 2008/09. For non-UK nationality staff the proportion of professional support staff from an ethnic minority background was 22.8% in 2012-13. Comparison with other institutions shows that the University of Edinburgh has a higher proportion of ethnic minority professional support staff than other Scottish institutions.

3.3 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 and college and support group. The overall headcount of staff declaring a disability has risen from 69 in 2008/09 to 278 in 2012/13. The rise reflects an improvement in the data capture and recording of disability information.

3.4 Specific Duties from the Equality Act

To meet the Specific Duties for public bodies in Scotland, figures on sexual orientation and religion are included in the EDMARC report. In 2012/13 the number of staff declaring their religion or belief was 2,128 and 6,845 were unknown. 58% of those declared were of no religion. The number of staff declaring their sexual orientation was 2,128 and 6,845 were unknown. 88% of those declared were heterosexual. Full breakdowns of the figures are available in the EDMARC report.

4. EDMARC actions

Following the publication of this EDMARC report, student data will be made available to all Colleges and Schools within the University and will also be made public on the Equality and Diversity website to create greater transparency. By providing a greater granularity of data on entry profiles, it is hoped that the information will be used to inform any further analysis Schools may wish to take forward. From next year the EDMARC report will include information on Widening Participation.

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