



THE UNIVERSITY *of* EDINBURGH

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

STAFF REPORT

2014/15

SIXTH REPORT

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1. Introduction

The sixth 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 2013/14 and looks at the equality dimensions of gender, disability, age and ethnicity for academic and professional support staff.

EDMARC 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. EDMARC is chaired by the Vice-Principal for Equality and Diversity.

The current members of the EDMARC committee are:

Professor Jane Norman, Vice-Principal for Equality and Diversity, Convener

Ms Denise Boyle, University HR Services

Ms Rebecca Gaukroger, Student Recruitment and Admissions

Professor Brian Main, CHSS

Hazel Marzetti, EUSA

Ms Karen Osterburg, Registry

Angi Lamb, Joint Unions

Professor David Raffe, CHSS

Dr Caroline Wallace, University HR Services

Dr Pamela Warner, CMVM

The reports will be published on the EDMARC website

<http://www.ed.ac.uk/schools-departments/equality-diversity/monitoring-statistics/edmarc>

Further information on equality and diversity in the university can be found at

<http://www.ed.ac.uk/schools-departments/equality-diversity>

2. Notes and definitions

The data used in this report are snapshots of the staff database, taken in July of 2009, 2010, 2011, 2012, 2013 and 2014. Staff will be reported in overall and 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. Academic staff is defined as Clinical Academics and Academic staff on UE grades UE06-UE10. Research staff is defined as Academic staff doing only Research and on UE grades UE06-UE10. Professional Support staff is all staff that are not Clinical Academics or Academic.

Internal data uses staff headcount unless stated otherwise. 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 is 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 2012/13.

Where appropriate, this report has aligned definitions with other standard equality reporting, most notably from the Equality Challenge Unit (ECU). For example, this report looks at ethnicity by breaking down the population into UK-nationality and non-UK nationality groups – this is in line with ECU definitions. A statistical report for 2014 from the ECU on staff and students can be found on their website, <http://www.ecu.ac.uk/wp-content/uploads/2014/12/Mini-stats-with-updated-pipeline-Dec-2014.pdf>.

2.1. Hours to Be Notified staff

A project to review the use of Hours to Be Notified (HTBN) contracts in the University was established early in 2013 with a view to ceasing their use. HTBN contracts are no longer used for new staff and existing staff have now predominantly been moved onto guaranteed hours (GH) contracts. The project will now look at identifying alternative arrangements to HTBN contracts that meet the University's diverse needs and provide flexibility and a degree of certainty for staff in terms of access to work and pay.

The EDMARC staff report excludes staff formerly classified as on HTBN contracts and now on guaranteed hours contracts. These are typically staff who work variable hours, most commonly as teaching tutors or invigilators. For the snapshot taken in July 2014 there were 2988 GH staff headcounts. 76.4% of GH staff are employed as tutors or demonstrators with the remainder employed as in temporary cleaning and catering positions.

In 2013-14 there was an equal proportion of male and female GH staff. 67% of GH staff are under the age of 35, while 5% are over the age of 65. 4.0% of UK nationality GH staff are from an ethnic minority, 36.1% of Non-UK nationality. 2.4% of GH staff have a declared disability. Going forward we expect to report more fully on GH staff from 2015/16 onwards.

3. Overall Staff

3.1. Headcount

For the snapshot taken in July 2014 there were a total of 9,660 staff, of which 2,520 work part-time. Staff classified as Hours To Be Notified and/Guaranteed Hours 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.

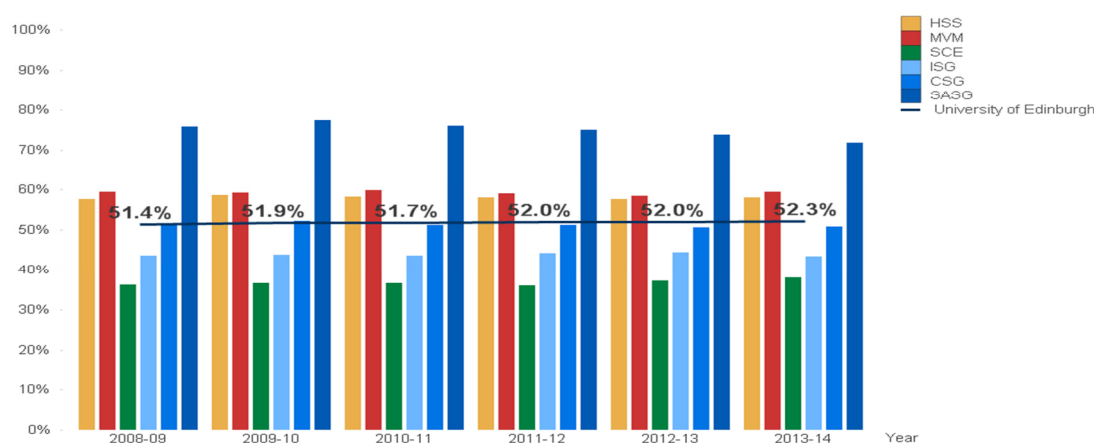
Table 1: Breakdown of staff headcounts, by college and support group, 2008-09 to 2013-14

Year	Full/Part Time	C	CSG	HSS	ISG	MVM	SASG	SCE	Total
2008-09	Full Time		875	1199	466	1708	237	1717	6202
	Part Time		617	289	145	381	99	243	1774
	Total		1492	1488	611	2089	336	1959	7974
2009-10	Full Time		849	1138	430	1711	224	1687	6039
	Part Time		663	290	144	391	108	231	1827
	Total		1512	1428	574	2102	332	1918	7866
2010-11	Full Time		839	1130	430	1639	229	1658	5925
	Part Time		713	295	143	397	102	209	1859
	Total		1552	1425	573	2036	331	1867	7784
2011-12	Full Time		846	1249	425	1709	268	1498	5995
	Part Time		730	380	142	406	97	225	1972
	Total		1575	1628	565	2115	365	1722	7962
2012-13	Full Time		898	1488	481	1917	323	1714	6821
	Part Time		753	432	154	481	112	258	2187
	Total		1651	1920	635	2364	435	1971	8973
2013-14	Full Time		944	1602	534	1963	333	1796	7172
	Part Time		855	485	182	606	119	286	2520
	Total		1797	2087	715	2541	452	2081	9660

3.2. Gender

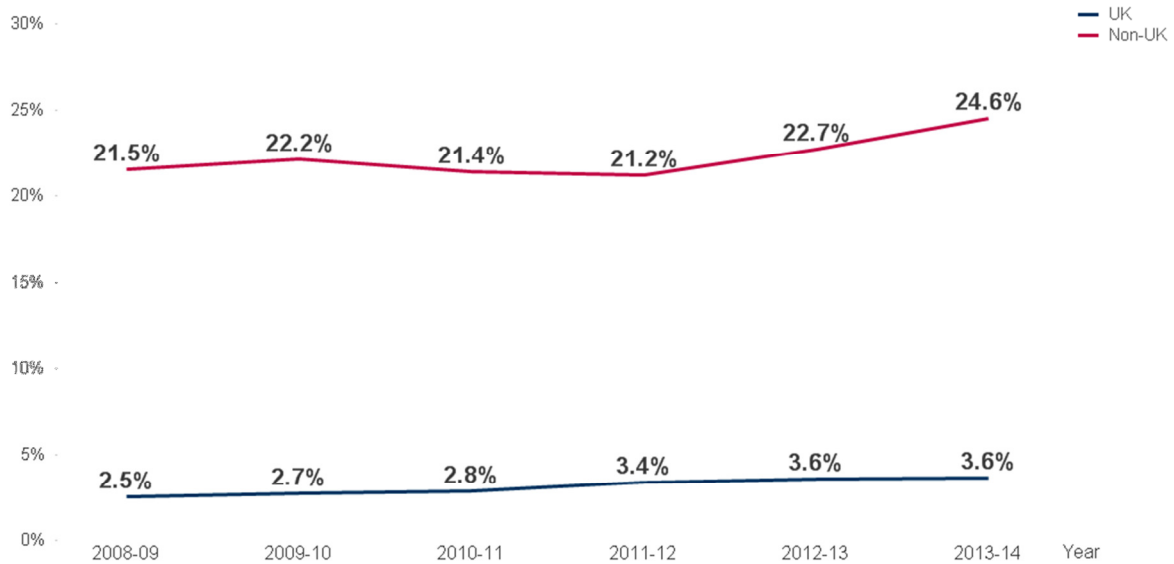
The overall proportion of female staff (excluding HTBN/GH) in 2013/14 was 52.3% and a breakdown by college and support group is shown in figure 1.

Figure 1: Proportion of overall staff who are female, by College/Support Group, 2008-09 to 2013-14- Total Staff Population – 9,660 (UoE), 2,087 (HSS), 2,541 (MVM), 2,081 (SCE), 1,797 (CSG), 715 (ISG), 452 (SASG)



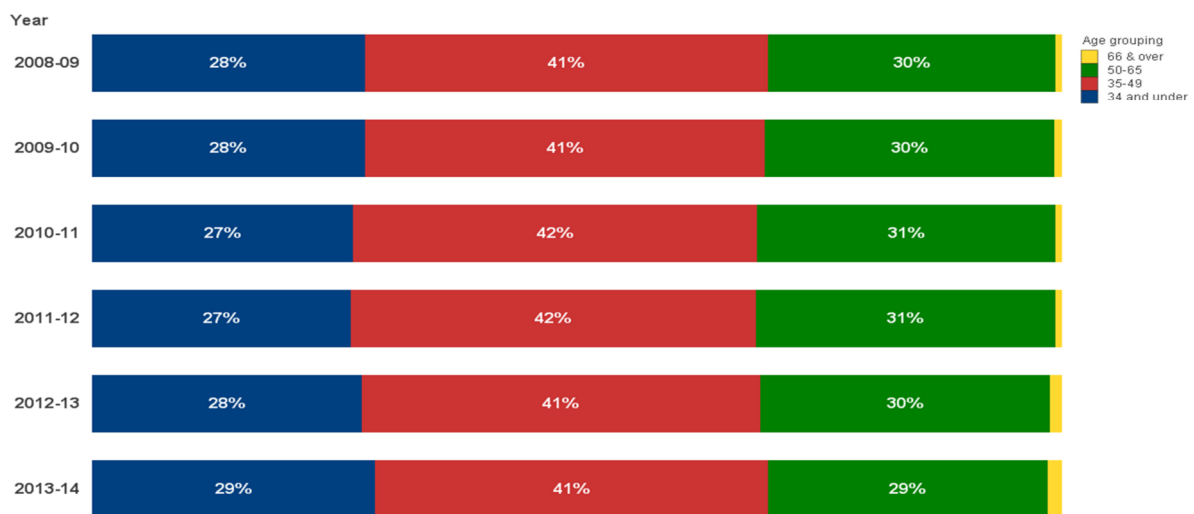
3.3. Ethnicity - % BME

Figure 2: proportion of overall staff who are Black and Ethnic Minority, by nationality grouping, 2008-09 to 2013-14 (the total values for Nationality groupings in 2013/14 are 2,112 (Non-UK) and 7,544 (UK) 4 (Unknown))



3.4. Age Distribution by Year

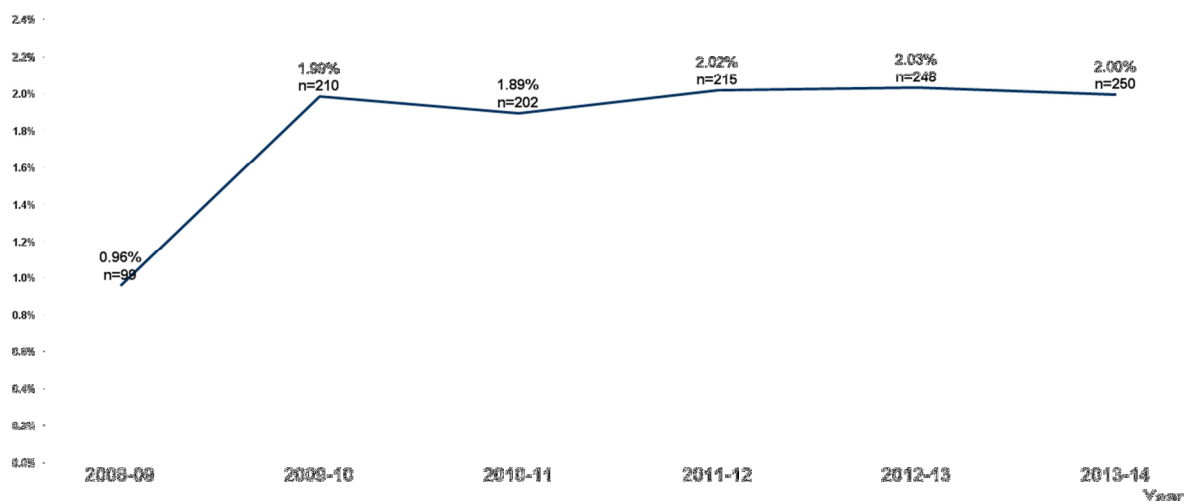
Figure 3: Overall staff by age grouping, 2008-09 to 2013-14 (the total values for Years are 7,974 (2008/09), 7,866 (2009/10), 7,784 (2010/11), 7,962 (2011/12), 8,973 (2012/13), 9,660 (2013/14))



3.5. Disability

In 2013/14 the overall number of staff declaring a disability is 250. Figure 4 shows the overall numbers of staff declaring a disability and % of total population from 2008/09 to 2013/14. HTBN/GH staff included in these figures.

Figure 4: Number of staff declaring a disability, 2008/09 to 2013/14



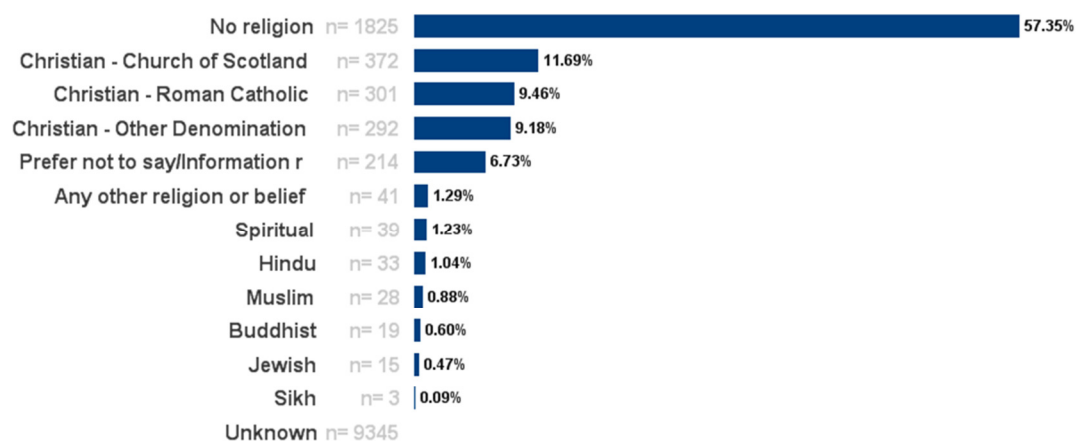
3.6. Religion and Belief

In 2013/14 the number of staff declaring their religion or belief was 3,182 and 9,345 were unknown. 57% of those declared were of no religion which is 17% higher than the Scottish average and 9% higher than the Edinburgh average when compared to the 2011 census data. It is also 20% higher than the HESA 2014 average.

The proportion of staff declaring their religion as Christian (30.3%) is significantly lower than the Scottish (57.9%) and Edinburgh (46.7) 2011 census proportions as well as being lower than the HESA proportion (53.8%). However the small proportions who declared as Hindu, Muslim, Buddhist, Jewish and Sikh are broadly in line with the census and HESA data given the small numbers in each of these categories.

The figure below presents the summary of staff that the information was collected from broken down by each category of Religion and Belief. HTBN/GH staff included in these figures.

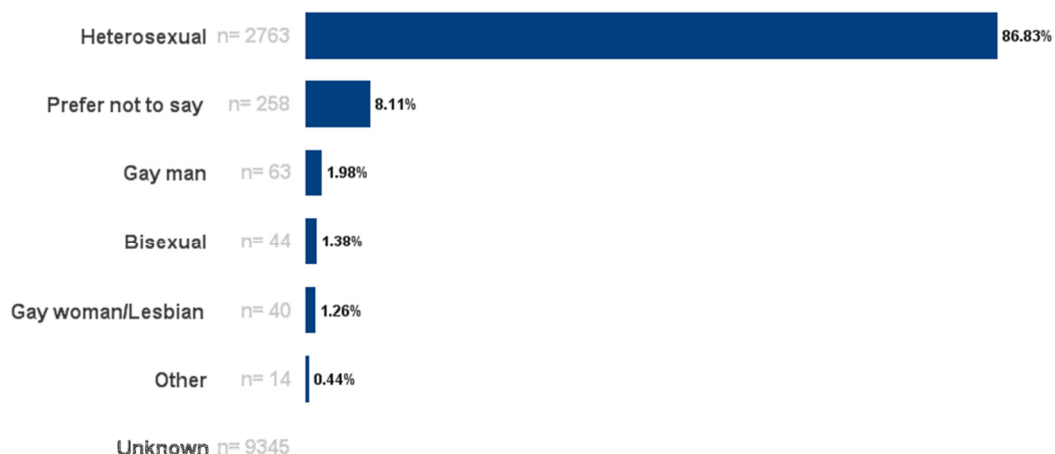
Figure 5: Proportion of staff of known Religion and Belief in each category, 2013/14



3.7. Sexual Orientation

In 2013/14 the number of staff declaring their sexual orientation was 3,182 and 9,345 were unknown. 87% of those declared were heterosexual. The University of Edinburgh is above the average for the proportion declaring themselves to be Gay Man, Lesbian/Gay Woman or Bisexual when compared to the UK using the Office for National Statistics 2013 Integrated Household Survey (Gay Man =1.5% Bisexual= 0.4%; Lesbian/Gay Woman =0.7%) and consistent with other Higher Education Institutions when compared to the HESA 2014 statistical report data (Gay Man =2%; Bisexual= 1.2%; Lesbian/Gay Woman =1.2%). Figure 6 summarises the rest of the categories for staff that the information has been collected from. HTBN/GH staff are included in these figures.

Figure 6: Proportion of staff of known Religion and Belief in each category, 2013/14



3.8. Gender Identity

Of those for whom information is held, six employees have a different gender identity now than was recorded at birth and 34 (1.1%) indicated 'prefer not to say'.

4. Academic Staff

4.1. Headcount

For the snapshot taken in July 2014, Table 2 shows there were a total of 3,892 academic staff, of which 585 work part-time. Academic staff covers any staff who are classified as 'Academic' or 'Clinical Academic'. As shown in Table 3 there were a total of 1,575 research staff, of which 249 work part-time. Research staff covers any staff who are classified as 'Research Only'. Staff classified as Hours To Be Notified and Guaranteed Hours are excluded.

Table 2: Breakdown of academic headcounts, by college, 2008-09 to 2013-14

Year	Full/Part Time	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	968	1128	2874
	Part Time	151	143	113	407
	Total	929	1111	1241	3281
2010-11	Full Time	759	921	1103	2783
	Part Time	145	145	101	391
	Total	904	1066	1204	3174
2011-12	Full Time	821	933	1009	2763
	Part Time	219	150	113	480
	Total	1040	1083	1122	3243
2012-13	Full Time	950	1053	1117	3120
	Part Time	268	150	127	545
	Total	1218	1203	1244	3665
2013-14	Full Time	1016	1127	1164	3307
	Part Time	277	169	142	585
	Total	1293	1296	1306	3892

Table 3: Breakdown of Research headcounts, by college, 2008-09 to 2013-14

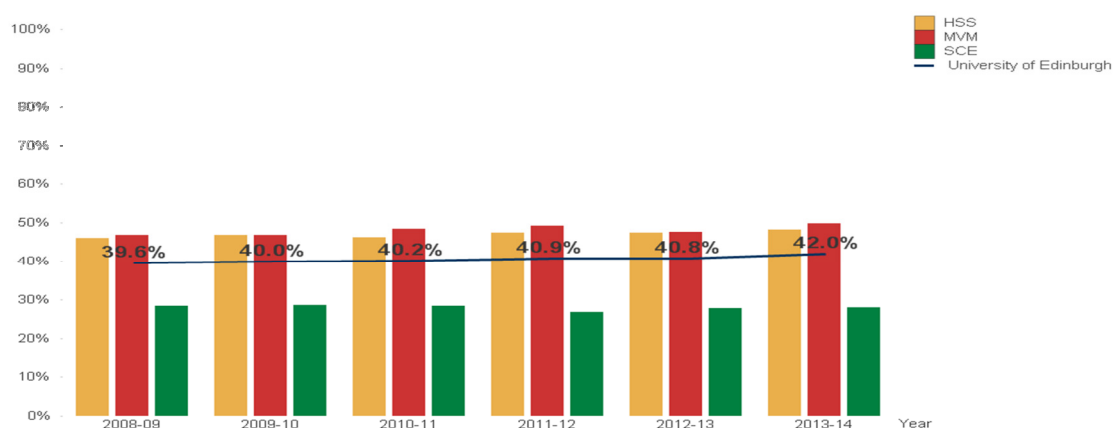
Year	Full/Part Time	HSS	MVM	SCE	Total
2008-09	Full Time	136	513	730	1379
	Part Time	54	85	81	220
	Total	190	598	811	1599
2009-10	Full Time	99	534	693	1326
	Part Time	47	88	77	212
	Total	146	622	770	1538
2010-11	Full Time	76	492	663	1231
	Part Time	49	84	66	199
	Total	125	576	729	1430
2011-12	Full Time	90	512	596	1198
	Part Time	59	84	76	219
	Total	149	596	672	1418
2012-13	Full Time	96	550	658	1304
	Part Time	64	78	86	228
	Total	160	628	744	1532
2013-14	Full Time	90	579	657	1326
	Part Time	56	96	98	249
	Total	146	675	755	1575

4.2. Gender

4.2.1. Overall

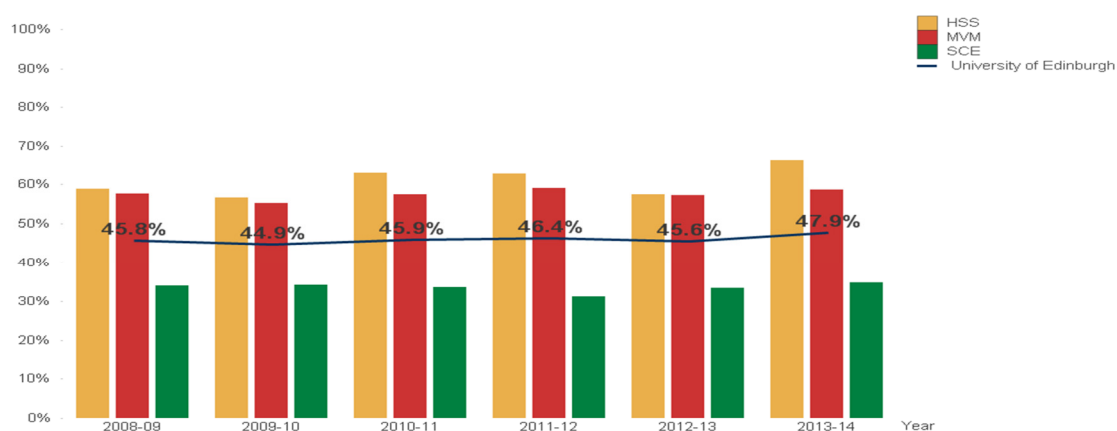
The proportion of female academic staff in 2013/14 was 42%, which is 10% lower than the overall staff proportion breakdown shown in figure 1.

Figure 7: Proportion of Academic staff who are female, by College, 2008-09 to 2013-14 (the total academic population for 2013/14 - 1,293 (HSS), 1,296 (MVM), 1,306 (SCE) and 3,892 (UoE))



The proportion of female Research staff in 2013/14 was 48%, which is 4% lower than overall staff proportion shown in figure 1 but 5% higher than Academics shown in figure 7.

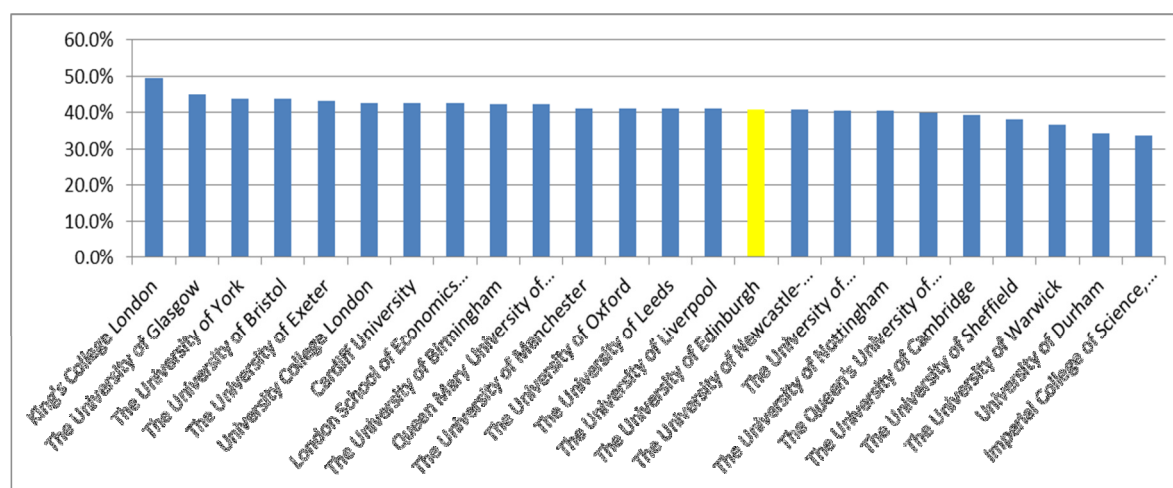
Figure 8: Proportion of Academic staff who are female, by College, 2008-09 to 2013-14 (the total academic population for 2013/14 - 146 (HSS), 675 (MVM), 755 (SCE) and 1,575 (UoE))



4.2.2. Gender - Russell Group Comparison

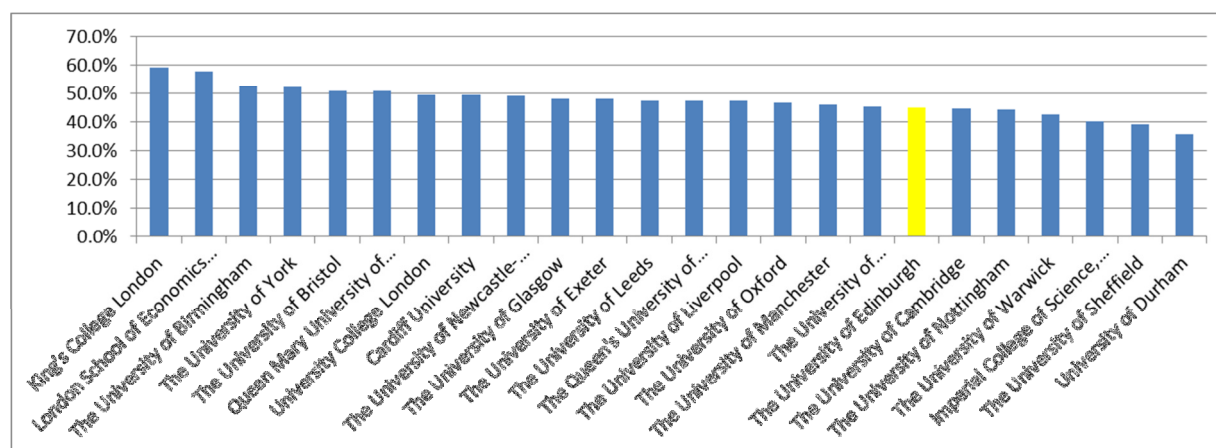
Figures 9 and 10 show the proportion of academic staff and research-only staff who are female in Russell Group institutions for 2012/13.

Figure 9: Percentage of female Academic staff in Russell Group Institutions 2012/13



Source: HESA

Figure 10: Percentage of female research-only staff in Russell Group Institutions 2012/13



Source: HESA

4.2.3. Gender & Contract Type - % of Staff on Fixed Contract

Figure 11 shows the proportion of male and female academic staff on a fixed-term and open ended contract and figure 12 shows the split for research-only staff. There remains a higher proportion of female academic staff on a fixed-term contract while there is minimal gender difference with Research staff.

Figure 11: Percentage of male and female academic staff, by fixed-term and open ended contract, 2008-09 to 2013-14

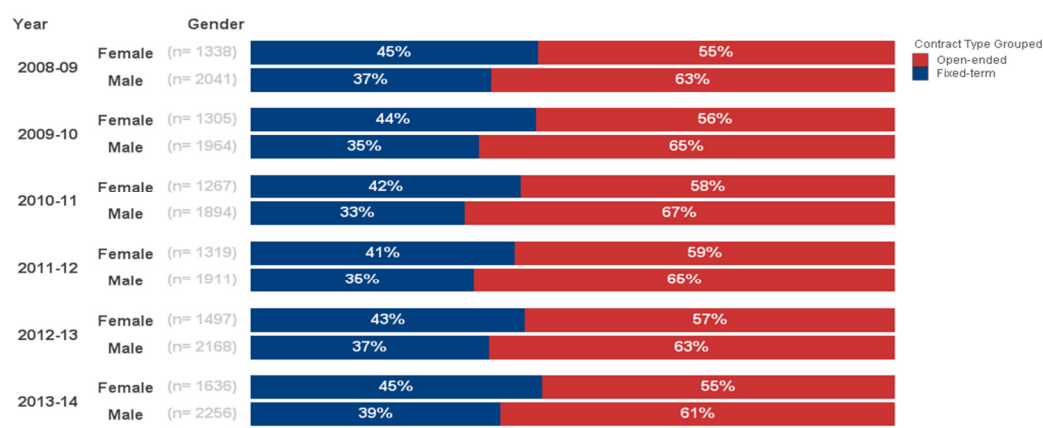
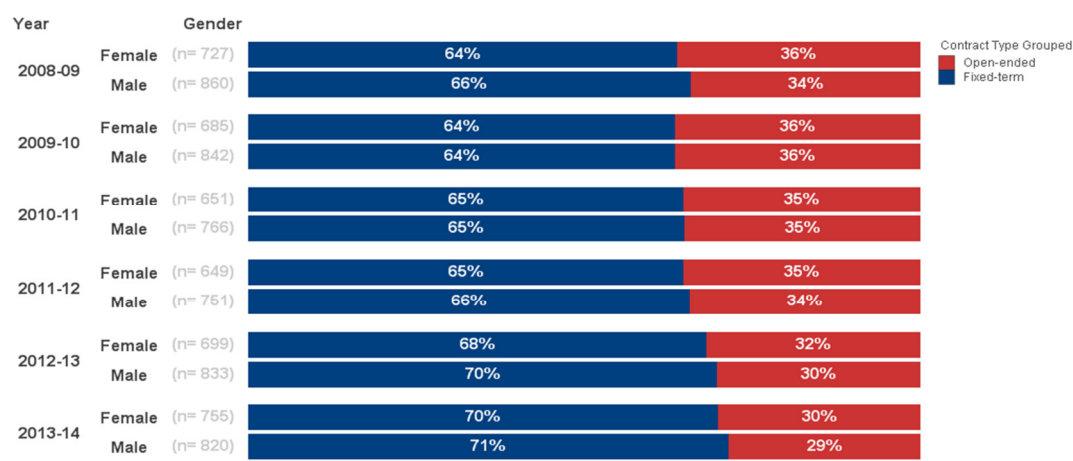


Figure 12: Percentage of male and female research-only staff, by contract type and gender, 2008-09 to 2013-14



4.2.4. Gender & Grade

There still remains a low proportion of women in grades UE09 and UE10 in both academic and research-only staff.

Figure 13: Proportion of academic staff who are female, broken down by UE grade equivalent, 2008-09 to 2013-14.

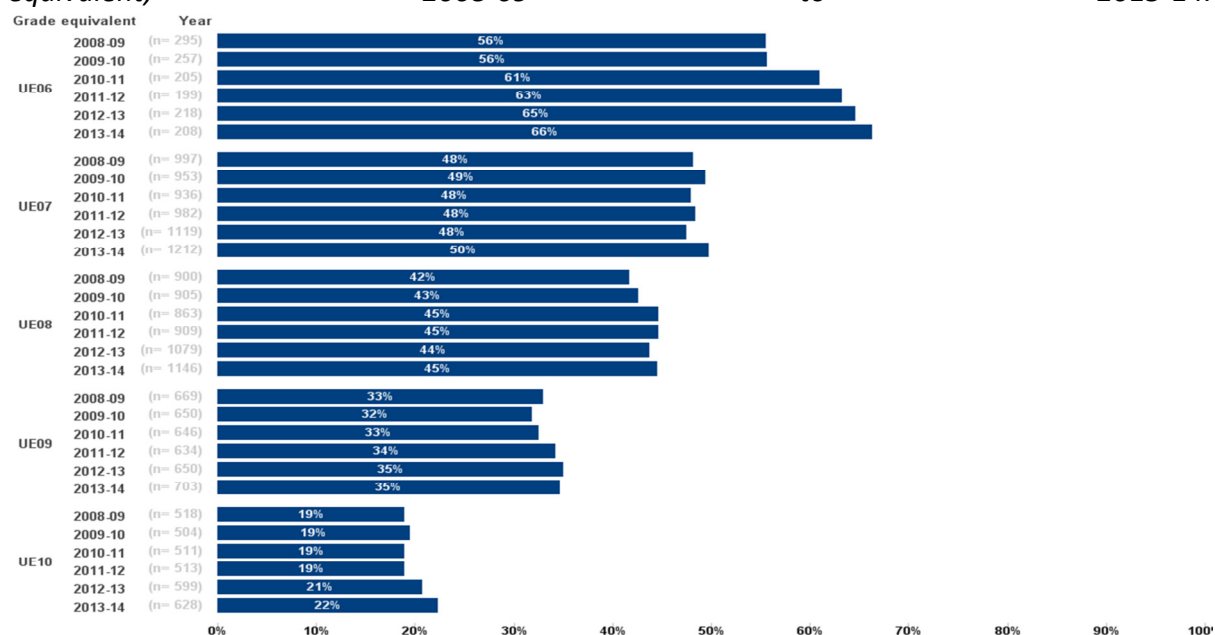
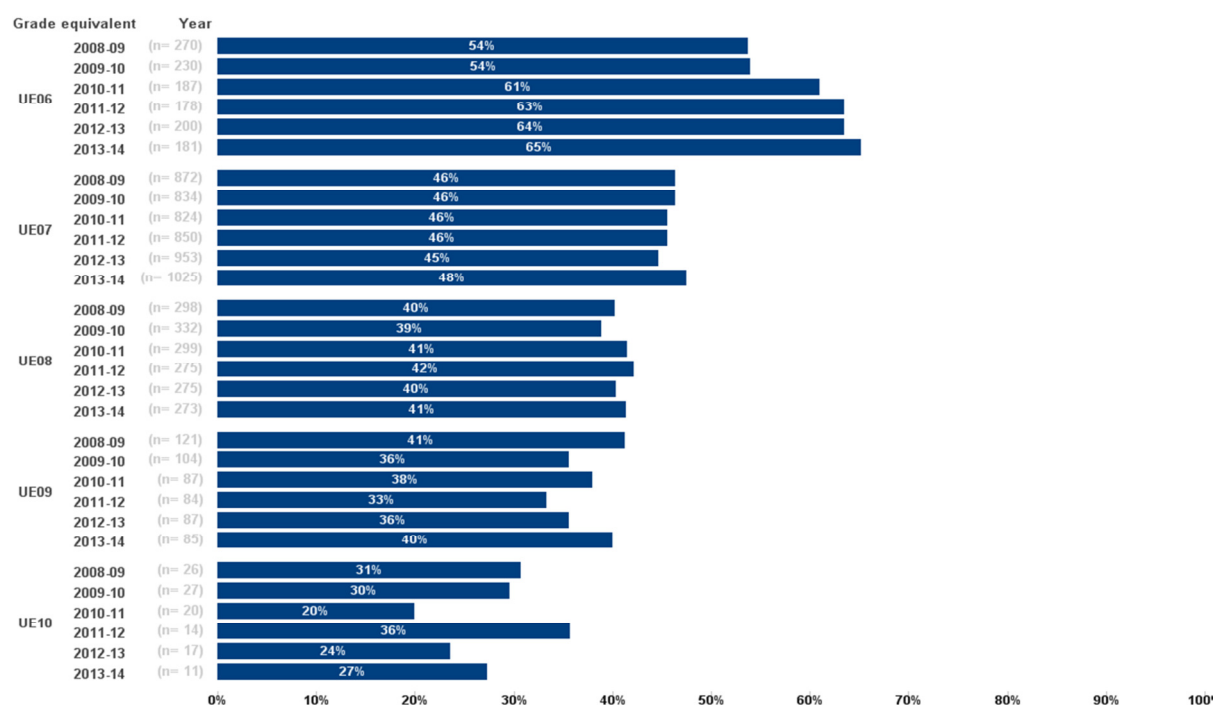


Figure 14: Proportion of research-only staff who are female, by UE grade equivalent, 2008-09 to 2013-14.



4.3. Ethnicity

4.3.1. Overall

Figures 15 and 16 show the proportion of academic and research-only staff respectively who are Black and Ethnic Minority. There has been a steady increase in BME staff proportion in both Academic and research-only populations since 2011/12

Figure 15: Proportion of Academic staff who are Black and Ethnic Minority, by nationality grouping, 2008-09 to 2013-14 (the n-values for 2013-14 are 1,422 (Non-UK) and 2,474 (UK))

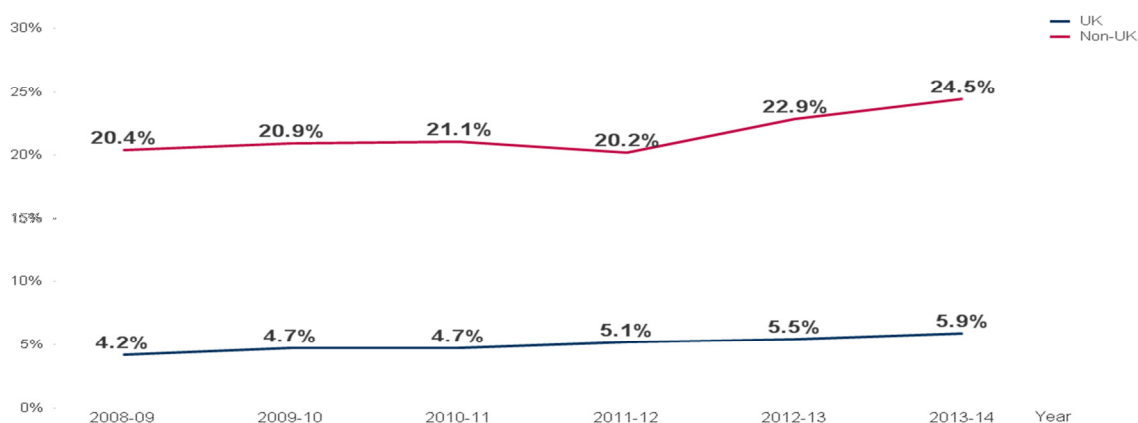
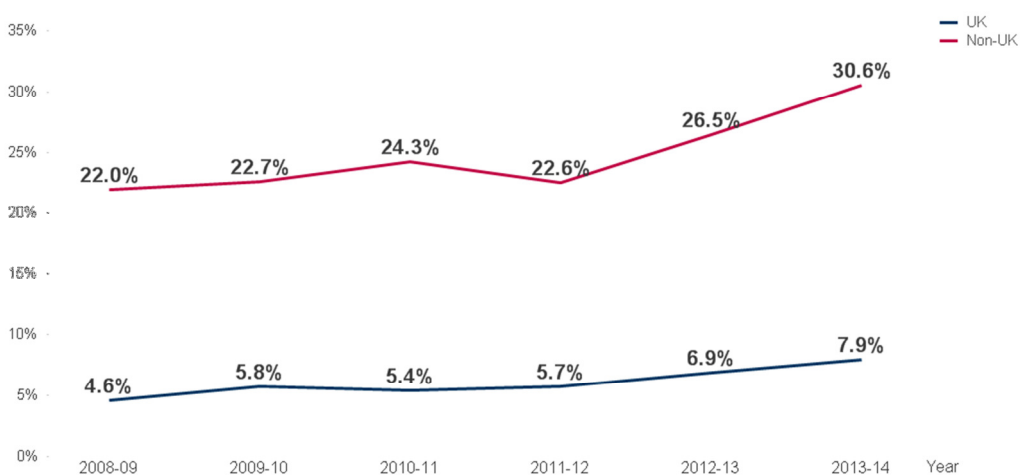


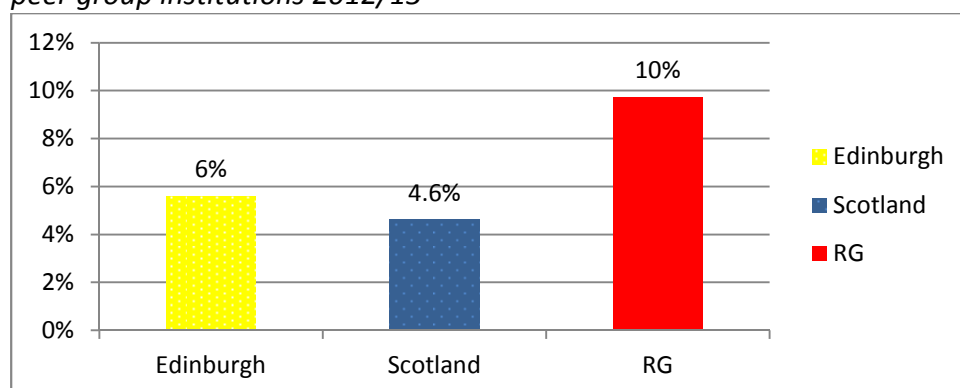
Figure 16: Proportion of Research-only staff who are Black and Ethnic Minority, by nationality grouping, 2008-09 to 2013-14 (the n-values for 2013-14 are 756 (Non-UK) and 817 (UK))



4.3.2. Ethnicity – Russell Group Comparison

Figure 17 shows the proportion of UK-nationality academic staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2012/13. The University of Edinburgh is above the average of Scotland by 1.4% and below RG by 4%

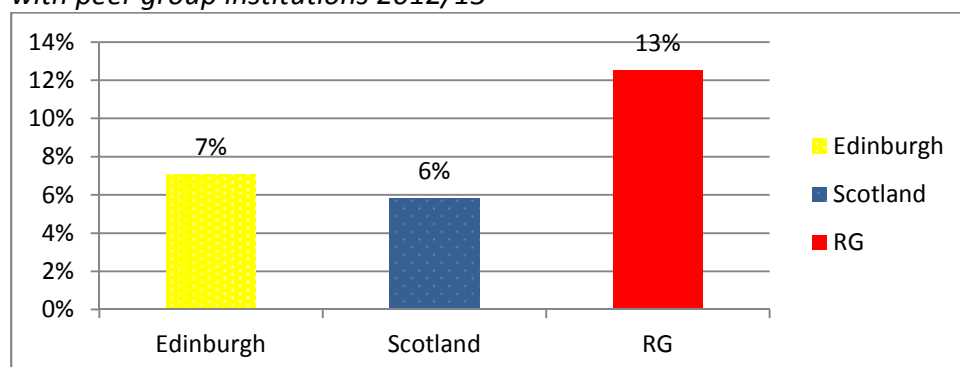
Figure 17: Comparison of proportion of UK-nationality ethnic minority academic staff with peer group institutions 2012/13



Source: HESA

Figure 18 shows the proportion of UK-nationality research staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2012/13. The University of Edinburgh is above the average of Scotland by 1% and below RG by 6%

Figure 18: Comparison of proportion of UK-nationality ethnic minority research-only staff with peer group institutions 2012/13



Source: HESA

4.3.3. Ethnicity & Contract Type - % of Staff on Fixed Contract

Figures 19 and 20 show the proportion of academic and research-only staff respectively on fixed term contracts. For UK staff and to a lesser extent non-UK staff there tends to be a greater proportion of BME staff than white staff on fixed term contracts. This tendency is more pronounced in academic than research-only staff.

Figure 20: Proportion of academic staff on a fixed-term contact, 2008-09 to 2013-14, split by nationality and ethnic grouping (the Total Academic Population for 2013/14 are 128 (BME UK), 2026 (White UK), 283 (BME Non UK), 870 (White Non UK))

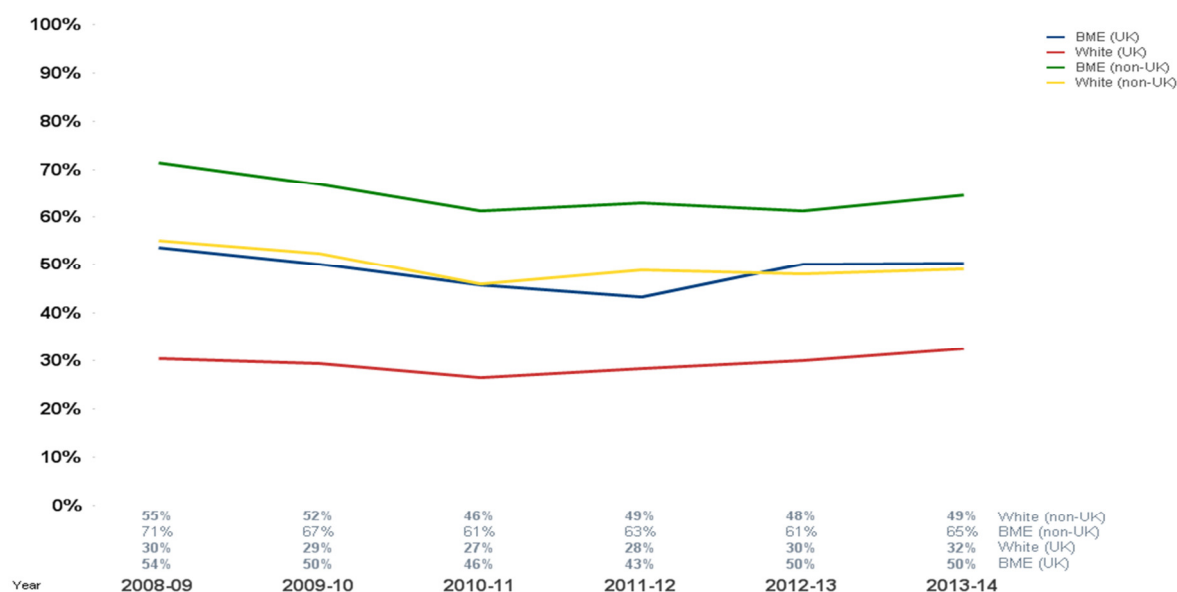
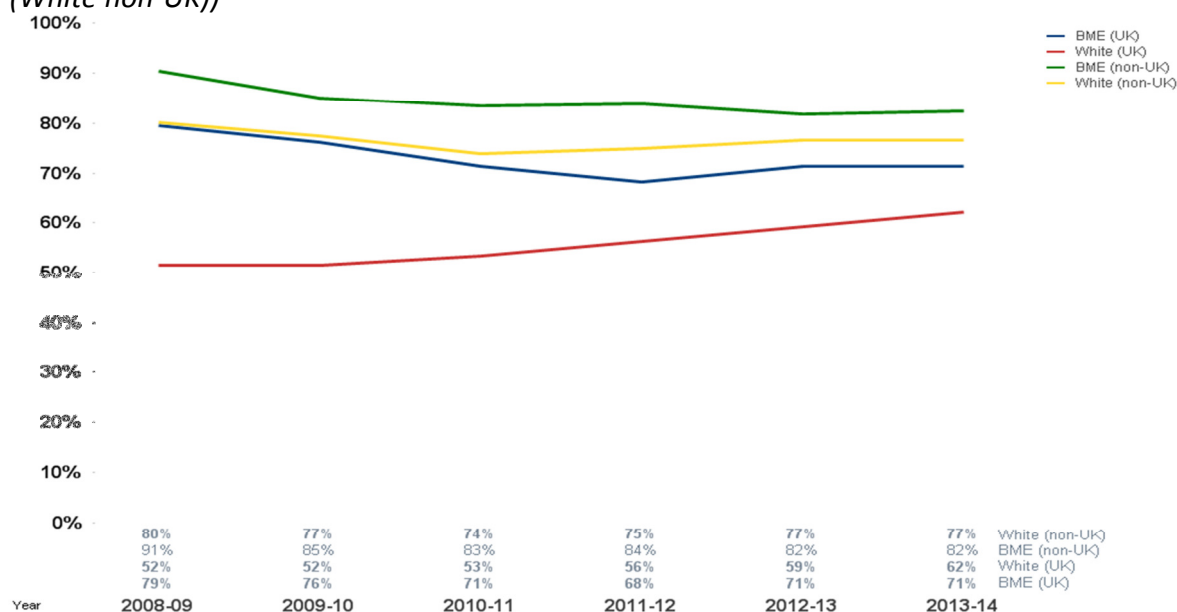


Figure 20: Proportion of research-only staff on a fixed-term contact, 2008-09 to 2013-14 (the n-values for 2013/14 are 58 (BME UK), 650 (White UK), 181 (BME non-UK) and 410 (White non-UK))



4.3.4. Ethnicity & Grade

Figures 21 and 22 shows academic and research-only staff respectively split by nationality grouping, ethnicity and UE equivalent grade. Within both non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff on higher grades, and UK staff overall on higher grades than non-UK staff. This tendency is more prominent for academic staff than research-only staff.

Figure 21: Academic staff by nationality grouping, ethnic grouping and UE equivalent grade, 2013-14

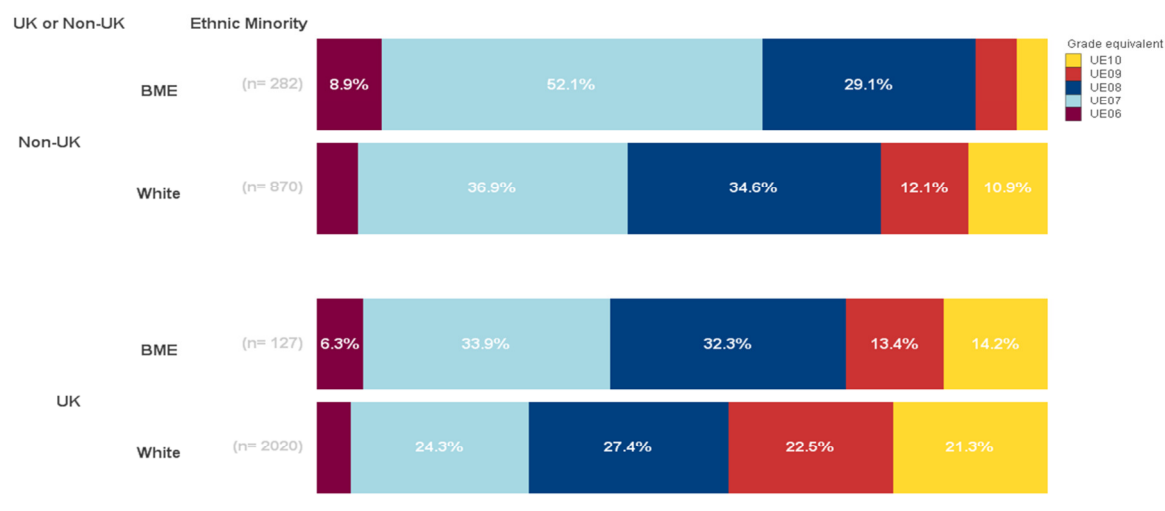
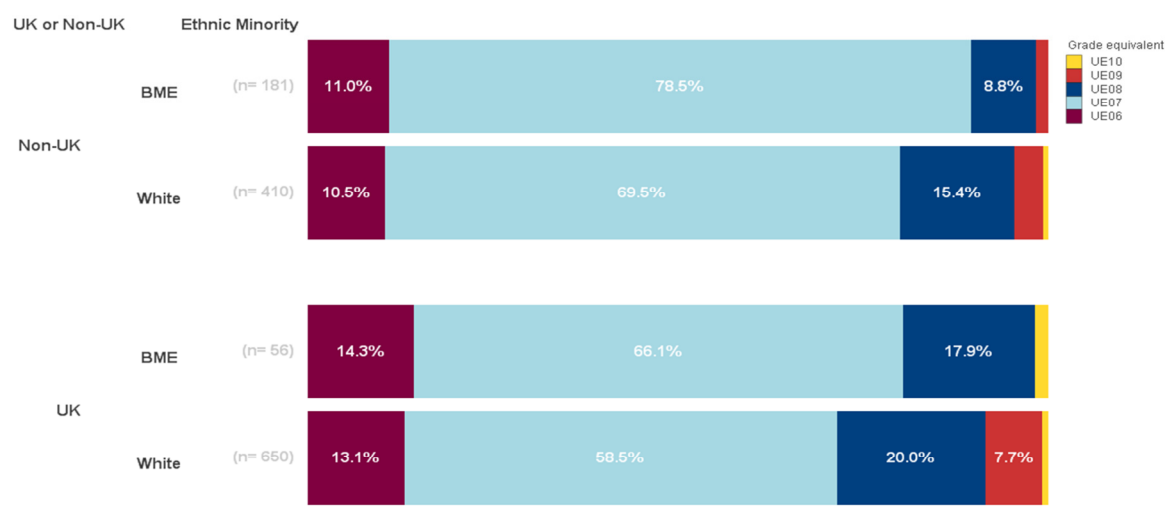


Figure 22: Research-only staff by nationality grouping, ethnic minority grouping and UE equivalent grade, 2013-14



4.4. Age Distribution

Figures 23 and 24 show the age distribution of academic and research-only staff respectively. There is a greater proportion of staff in the 50-65 and 66 and over categories in academic staff compared to research-only staff. This tendency has remained broadly constant over the period shown.

Figure 23: Academic staff by age grouping, 2008-09 to 2013-14

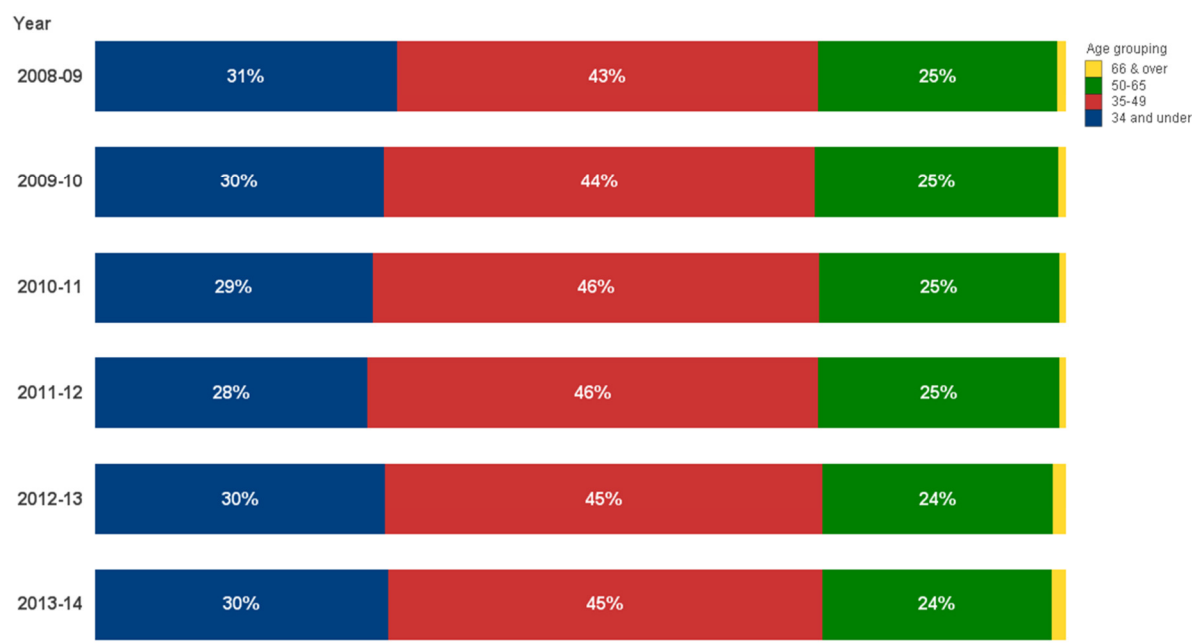
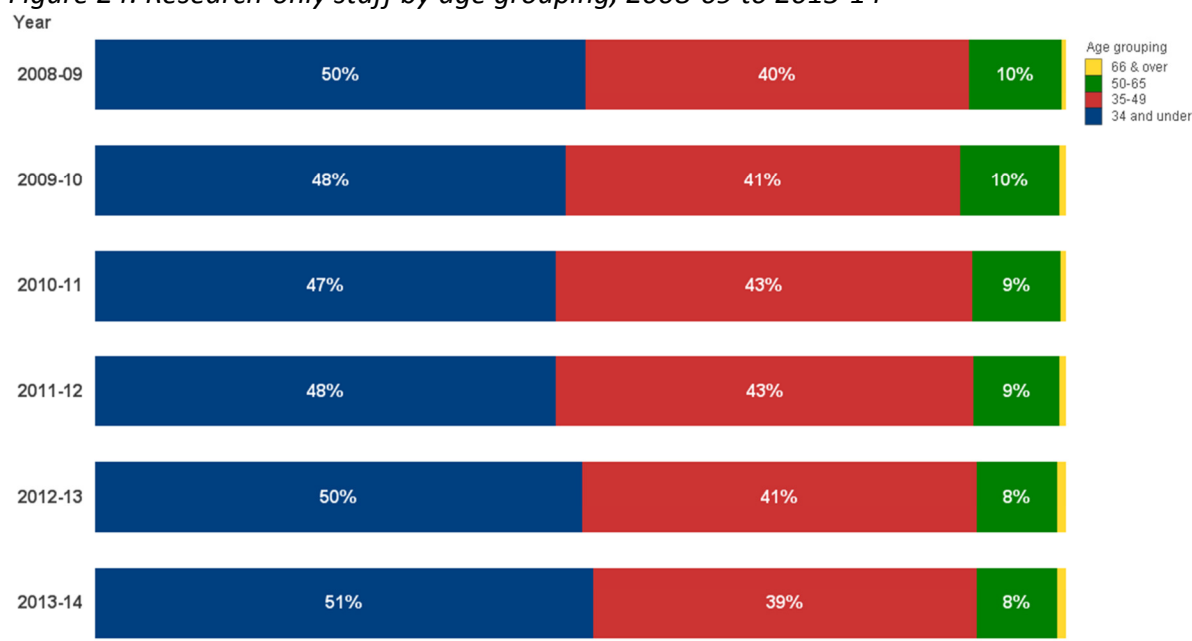


Figure 24: Research-only staff by age grouping, 2008-09 to 2013-14



5. Professional Services Staff

5.1. Headcount

For the snapshot taken in July 2014 there were a total of 5,800 professional service staff headcount, of which 1,941 work part-time. Staff classified as Hours To Be Notified and Guaranteed Hours are excluded.

A breakdown by College and Support Group can be seen in table 4.

Table 4: Breakdown of professional support staff, by college and support group, 2008-09 to 2013-14

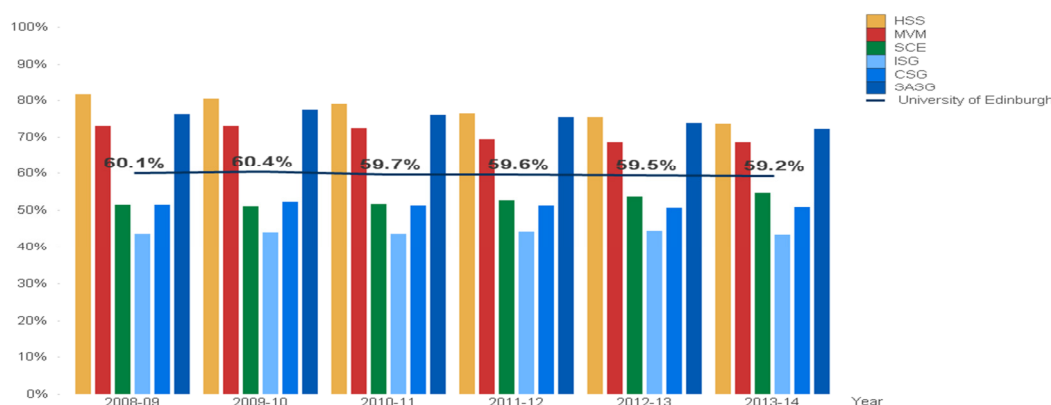
Year	Full/Part Time	C HSS						Total
		C	MVM	SCE	CSG	ISG	SASG	
2008-09	Full Time	354	757	555	875	486	233	3240
	Part Time	132	244	115	616	144	99	1350
	Total	486	1001	670	1491	610	332	4590
2009-10	Full Time	360	743	559	849	430	224	3165
	Part Time	139	249	119	863	143	106	1419
	Total	499	992	678	1512	573	330	4584
2010-11	Full Time	371	719	556	839	430	229	3192
	Part Time	150	252	108	713	142	102	1467
	Total	521	971	664	1552	572	331	4659
2011-12	Full Time	428	778	489	646	425	285	3229
	Part Time	165	258	113	730	141	97	1497
	Total	593	1036	602	1376	566	382	4726
2012-13	Full Time	538	864	597	898	481	321	3999
	Part Time	185	338	131	753	153	111	1819
	Total	723	1202	728	1651	634	432	5818
2013-14	Full Time	588	836	632	944	532	332	3862
	Part Time	213	436	145	855	182	116	1941
	Total	801	1272	777	1799	714	448	5803

5.2. Gender

5.2.1. Overall

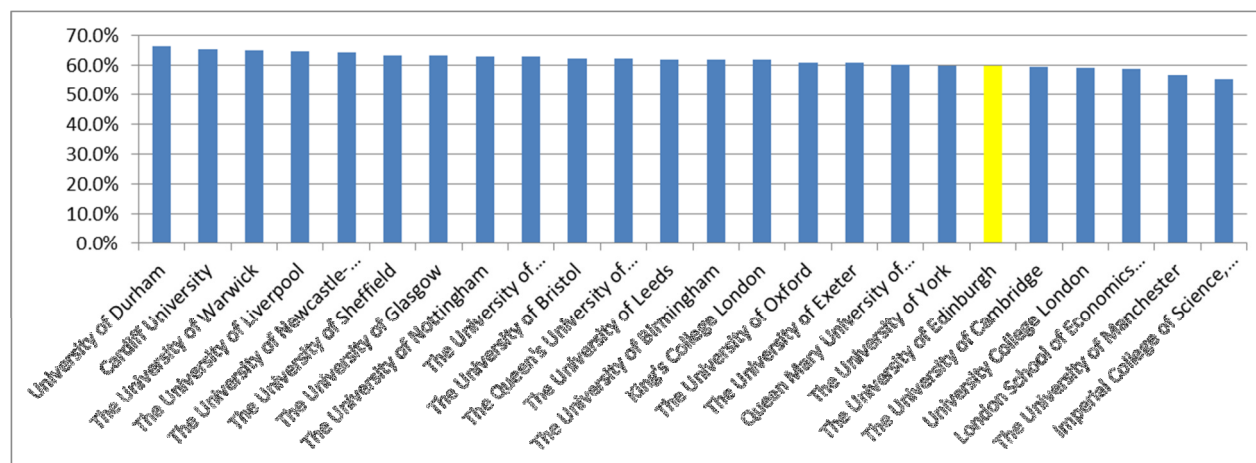
The proportion of female professional support staff is approximately 60% and has remained constant for the last 5 years. A breakdown by college and support group is shown in figure 25. Figure 26 shows the breakdown by UE grade. The proportion of women at UE grade 10 is still low at 31% for 2013-14.

Figure 25: Proportion of Professional support staff who are female, by College/Support Group, 2008-09 to 2013-14 (the n-values for 2013/14 are 799 (HSS), 1,274 (MVM), 777 (SCE), 713 (ISG), 1,797 (CSG), 448 (SASG) and 5,800 (UoE))



5.2.2. Gender - Russell Group Comparison

Figure 26: Percentage of female professional support staff in Russell Group Institutions for 2013/14

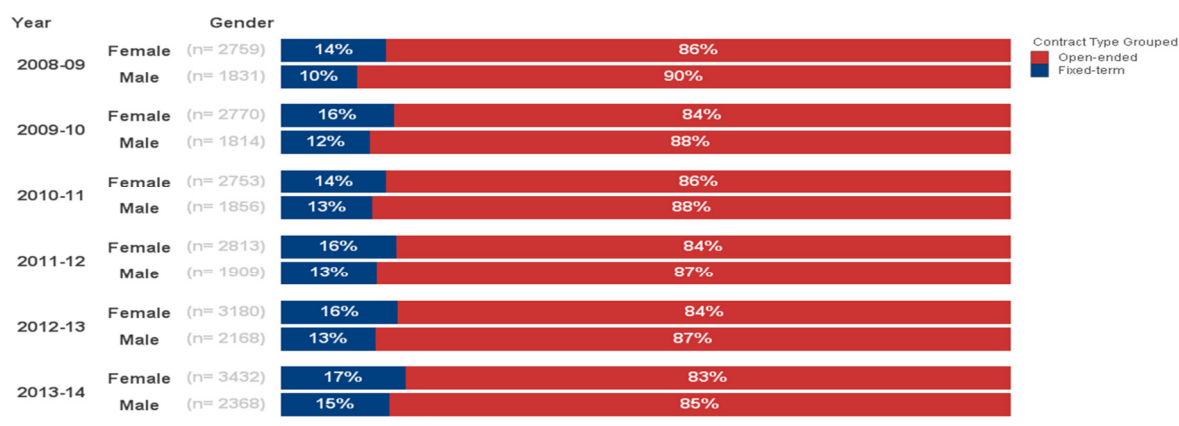


Source: HESA

5.2.3. Gender & Contract Type - % of Staff on Fixed Contract

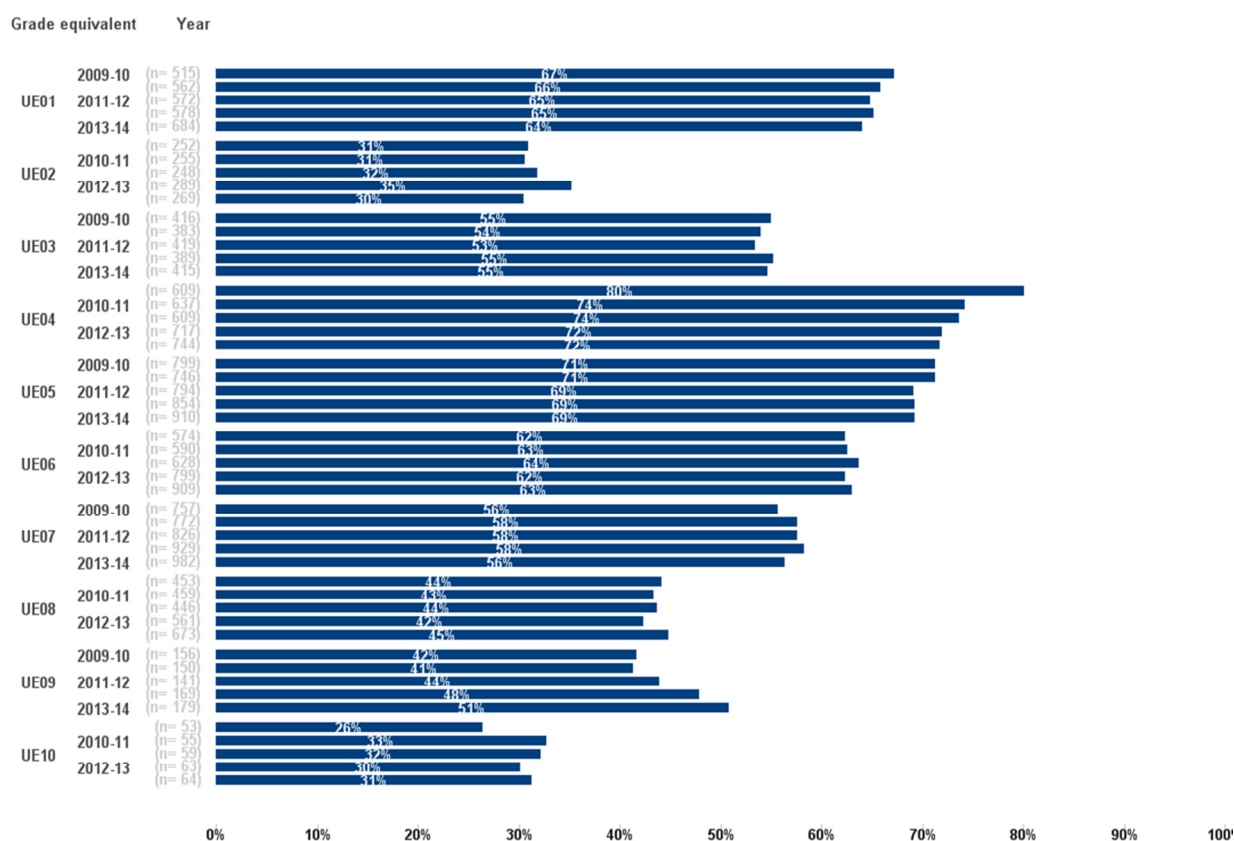
Figure 27 shows the proportion of professional support staff on fixed-term and open-ended contracts for male and female staff. There is a persistent pattern of a slightly greater proportion of female staff (17% in 2013/14) than male staff (15% in 2013/14) on fixed-term contracts.

Figure 27: Professional support staff by gender and contract type, 2008-09 to 2013-14



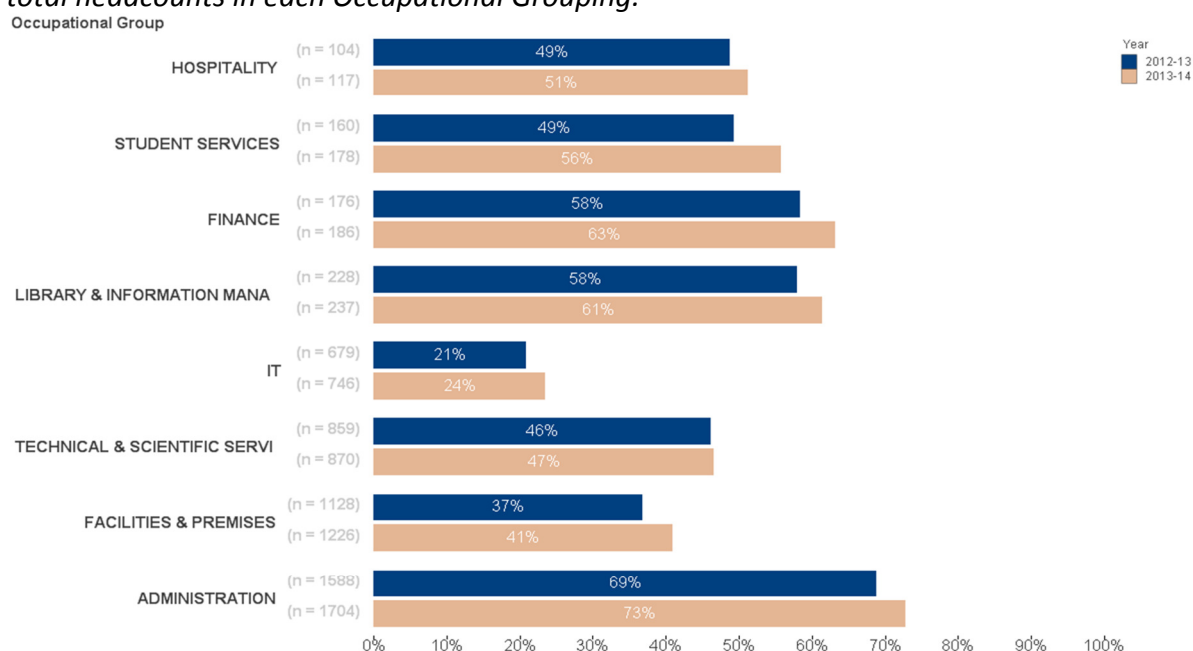
5.2.4. Gender & Grade

Figure 28: Proportion of Professional support staff who are female, by UE grade, 2009-10 to 2013-14



5.2.5. Gender & Occupational Group

Figure 29: Proportion of staff who is female, by Occupational Group, 2012/13 and 2013/14. Only Job segments with populations greater than 100 are included. The chart is sorted by total headcounts in each Occupational Grouping.

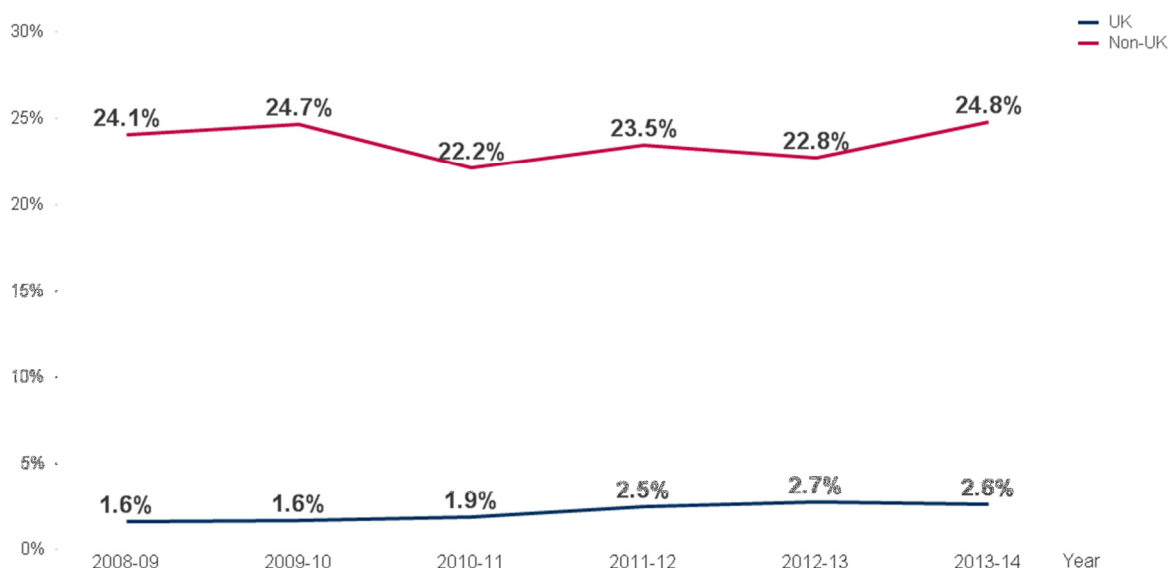


5.3. Ethnicity

5.3.1. Overall

Figure 30 shows the proportion of professional support staff with a Black and minority ethnic background, 2008-09 to 2013-14.

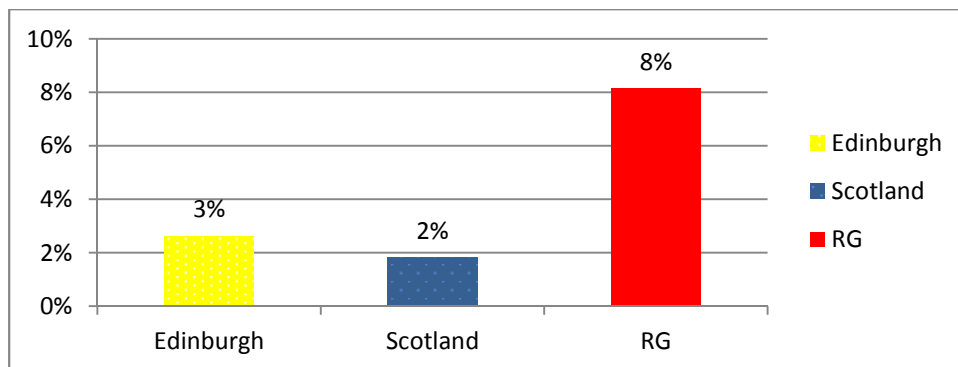
Figure 30: Proportion of Professional support staff who are Black and minority ethnic background, for UK and non-UK nationality, 2008-09 to 2013-14 (The n-values for 2013-14 are 5,100 (UK) and 699 (Non-UK))



5.3.2. Ethnicity – Russell Group Comparison

Figure 31 shows the proportion of UK-nationality support staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2012/13. The University of Edinburgh is above the average of Scotland by 1% and 5% behind the Russell Group.

Figure 31: Proportion of professional support staff who are Black or Minority Ethnic, in University of Edinburgh and peer group institutions, 2012/13



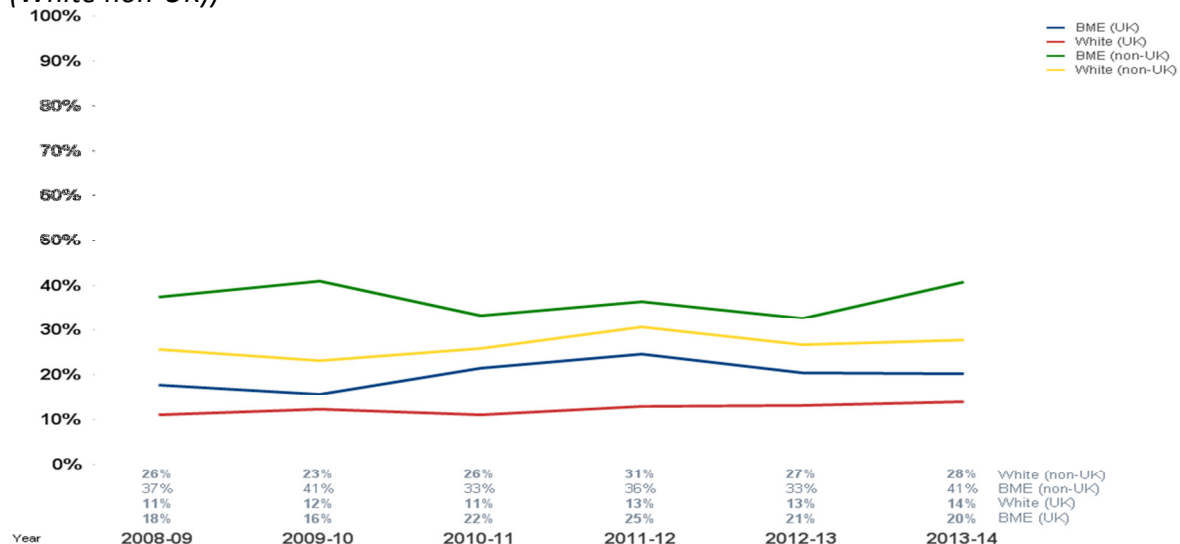
Source: HESA

5.3.3. Ethnicity & Contract Type - % of Staff on Fixed Contract

Figure 32 shows the proportion of professional support staff on a fixed-term contract, 2008-09 to 2013-14. The consistent trends are that there are a greater proportion of non-UK staff on fixed-term contracts than UK staff, and that within both non-UK and UK staff groups there is a higher proportion of BME staff than there are white staff on fixed-term contracts.

Figure 32: proportion of professional support staff on a fixed-term contract, by nationality and ethnic minority grouping, 2008-09 to 2013-14

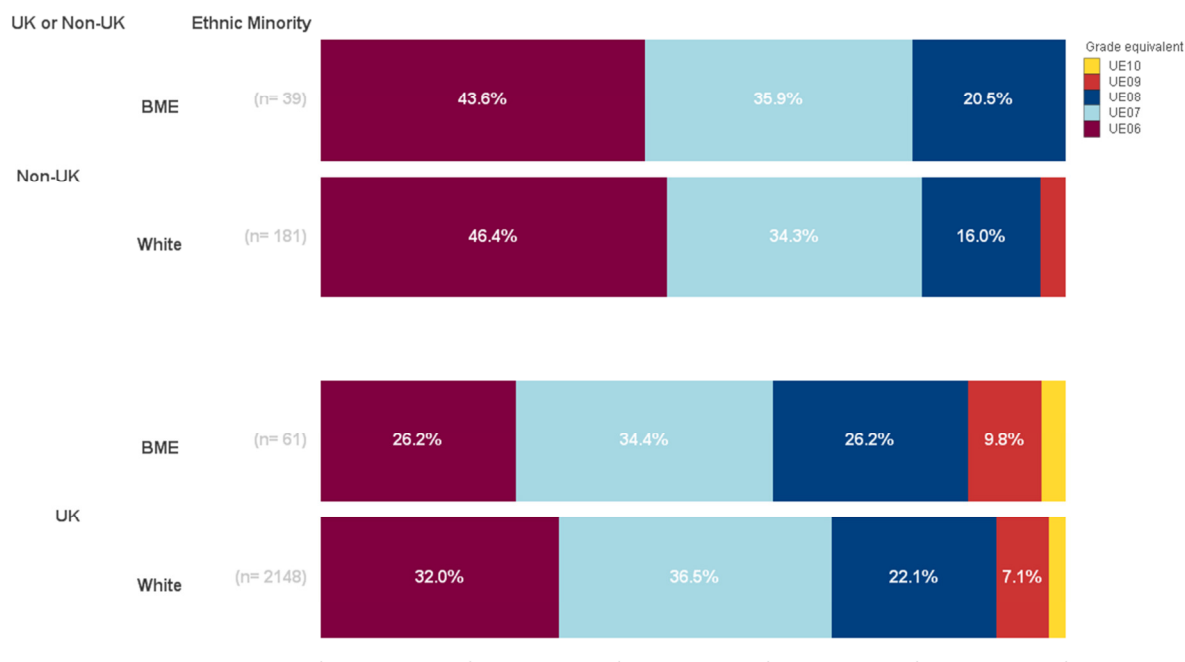
(The n-values for 2013-14 are 114 (BME UK), 4,271 (White UK), 135 (BME non-UK) and 410 (White non-UK))



5.3.4. Ethnicity & Grade

Figure 33 shows professional support staff split by nationality grouping, ethnicity and UE equivalent grade. Within both non-UK and UK nationality groups, there tends to be a slightly greater proportion of white ethnicity staff on higher grades, and UK staff overall on higher grades than non-UK staff.

Figure 33: Proportion of professional support staff by nationality grouping, ethnic grouping and UE equivalent grade, 2013/14.



5.4. Age Distribution

Figure 34: Professional support staff, by age grouping, 2008-09 to 2013-14

