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](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 worked 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

<table>
<thead>
<tr>
<th>Year</th>
<th>Full/Part Time</th>
<th>CSG</th>
<th>HSS</th>
<th>ISG</th>
<th>MVM</th>
<th>SASG</th>
<th>SCIE</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-09</td>
<td>Full Time</td>
<td>875</td>
<td>1193</td>
<td>466</td>
<td>1708</td>
<td>237</td>
<td>1717</td>
<td>6202</td>
</tr>
<tr>
<td></td>
<td>Part Time</td>
<td>617</td>
<td>289</td>
<td>145</td>
<td>331</td>
<td>99</td>
<td>243</td>
<td>1774</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1492</td>
<td>1488</td>
<td>611</td>
<td>2039</td>
<td>336</td>
<td>1959</td>
<td>7974</td>
</tr>
<tr>
<td>2009-10</td>
<td>Full Time</td>
<td>693</td>
<td>290</td>
<td>144</td>
<td>351</td>
<td>154</td>
<td>251</td>
<td>1587</td>
</tr>
<tr>
<td></td>
<td>Part Time</td>
<td>523</td>
<td>243</td>
<td>119</td>
<td>395</td>
<td>128</td>
<td>258</td>
<td>1177</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1416</td>
<td>533</td>
<td>263</td>
<td>746</td>
<td>282</td>
<td>509</td>
<td>1654</td>
</tr>
<tr>
<td>2010-11</td>
<td>Full Time</td>
<td>639</td>
<td>1130</td>
<td>430</td>
<td>1636</td>
<td>220</td>
<td>1668</td>
<td>5925</td>
</tr>
<tr>
<td></td>
<td>Part Time</td>
<td>713</td>
<td>295</td>
<td>143</td>
<td>397</td>
<td>102</td>
<td>209</td>
<td>1859</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1552</td>
<td>1425</td>
<td>573</td>
<td>2036</td>
<td>322</td>
<td>1877</td>
<td>7784</td>
</tr>
<tr>
<td>2011-12</td>
<td>Full Time</td>
<td>846</td>
<td>1249</td>
<td>425</td>
<td>1736</td>
<td>290</td>
<td>1438</td>
<td>5996</td>
</tr>
<tr>
<td></td>
<td>Part Time</td>
<td>730</td>
<td>380</td>
<td>142</td>
<td>406</td>
<td>97</td>
<td>225</td>
<td>1972</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1575</td>
<td>1628</td>
<td>565</td>
<td>2145</td>
<td>387</td>
<td>1763</td>
<td>7962</td>
</tr>
<tr>
<td>2012-13</td>
<td>Full Time</td>
<td>858</td>
<td>1488</td>
<td>481</td>
<td>1917</td>
<td>323</td>
<td>1714</td>
<td>6821</td>
</tr>
<tr>
<td></td>
<td>Part Time</td>
<td>753</td>
<td>432</td>
<td>154</td>
<td>451</td>
<td>112</td>
<td>268</td>
<td>2187</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1611</td>
<td>1920</td>
<td>635</td>
<td>2368</td>
<td>435</td>
<td>1974</td>
<td>8278</td>
</tr>
<tr>
<td>2013-14</td>
<td>Full Time</td>
<td>944</td>
<td>1602</td>
<td>534</td>
<td>1953</td>
<td>335</td>
<td>1706</td>
<td>7172</td>
</tr>
<tr>
<td></td>
<td>Part Time</td>
<td>855</td>
<td>485</td>
<td>182</td>
<td>606</td>
<td>110</td>
<td>280</td>
<td>2520</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>1799</td>
<td>2087</td>
<td>715</td>
<td>2541</td>
<td>445</td>
<td>2081</td>
<td>9690</td>
</tr>
</tbody>
</table>

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.
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.

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Full Time</th>
<th>Part Time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-09</td>
<td>845</td>
<td>951</td>
<td>1896</td>
</tr>
<tr>
<td></td>
<td>157</td>
<td>137</td>
<td>294</td>
</tr>
<tr>
<td></td>
<td>1002</td>
<td>1088</td>
<td>2090</td>
</tr>
<tr>
<td>2009-10</td>
<td>778</td>
<td>968</td>
<td>1746</td>
</tr>
<tr>
<td></td>
<td>151</td>
<td>143</td>
<td>294</td>
</tr>
<tr>
<td></td>
<td>929</td>
<td>1111</td>
<td>2040</td>
</tr>
<tr>
<td>2010-11</td>
<td>759</td>
<td>921</td>
<td>1680</td>
</tr>
<tr>
<td></td>
<td>145</td>
<td>145</td>
<td>290</td>
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<td></td>
<td>804</td>
<td>1086</td>
<td>1890</td>
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<tr>
<td>2011-12</td>
<td>821</td>
<td>933</td>
<td>1754</td>
</tr>
<tr>
<td></td>
<td>219</td>
<td>150</td>
<td>369</td>
</tr>
<tr>
<td></td>
<td>1040</td>
<td>1086</td>
<td>2126</td>
</tr>
<tr>
<td>2012-13</td>
<td>950</td>
<td>1053</td>
<td>1903</td>
</tr>
<tr>
<td></td>
<td>268</td>
<td>150</td>
<td>418</td>
</tr>
<tr>
<td></td>
<td>1218</td>
<td>1203</td>
<td>2421</td>
</tr>
<tr>
<td>2013-14</td>
<td>1016</td>
<td>1127</td>
<td>2143</td>
</tr>
<tr>
<td></td>
<td>277</td>
<td>169</td>
<td>446</td>
</tr>
<tr>
<td></td>
<td>1293</td>
<td>1296</td>
<td>3589</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Full Time</th>
<th>Part Time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-09</td>
<td>136</td>
<td>513</td>
<td>649</td>
</tr>
<tr>
<td></td>
<td>54</td>
<td>85</td>
<td>139</td>
</tr>
<tr>
<td></td>
<td>190</td>
<td>598</td>
<td>788</td>
</tr>
<tr>
<td>2009-10</td>
<td>99</td>
<td>534</td>
<td>633</td>
</tr>
<tr>
<td></td>
<td>47</td>
<td>88</td>
<td>135</td>
</tr>
<tr>
<td></td>
<td>146</td>
<td>622</td>
<td>768</td>
</tr>
<tr>
<td>2010-11</td>
<td>76</td>
<td>492</td>
<td>568</td>
</tr>
<tr>
<td></td>
<td>49</td>
<td>64</td>
<td>113</td>
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<tr>
<td></td>
<td>124</td>
<td>576</td>
<td>700</td>
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<tr>
<td>2011-12</td>
<td>90</td>
<td>512</td>
<td>602</td>
</tr>
<tr>
<td></td>
<td>59</td>
<td>84</td>
<td>143</td>
</tr>
<tr>
<td></td>
<td>148</td>
<td>596</td>
<td>744</td>
</tr>
<tr>
<td>2012-13</td>
<td>96</td>
<td>550</td>
<td>646</td>
</tr>
<tr>
<td></td>
<td>64</td>
<td>78</td>
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<tr>
<td></td>
<td>160</td>
<td>628</td>
<td>788</td>
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<td>2013-14</td>
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<td>56</td>
<td>96</td>
<td>152</td>
</tr>
<tr>
<td></td>
<td>146</td>
<td>675</td>
<td>821</td>
</tr>
</tbody>
</table>
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**

![Percentage of female Academic staff graph]

Source: HESA

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

![Percentage of female research-only staff graph]

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 contract, 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 21: Academic staff by nationality grouping, ethnic grouping and UE equivalent grade, 2013-14](image)

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

![Figure 22: Research-only staff by nationality grouping, ethnic minority grouping and UE equivalent grade, 2013-14](image)
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*
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