



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

**SIXTH REPORT
EXECUTIVE SUMMARY**

1. Introduction

The sixth 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 Kevin Harkin in Governance and Strategic Planning, telephone: 0131 651 4578 or email: Kevin.Harkin@ed.ac.uk.

The University intends to apply for an institutional Athena Swan Silver Award and an Equalities Challenge Unit Race Charter Award, both submissions due in April 2015. These submissions will concentrate on gender and race issues respectively in more detail than the EDMARC report does, and the findings and action plans will be published on the Equality and Diversity website in due course.

2. Students

2.1 Undergraduate

Intakes of female students remain consistent across the period, 61.7% of undergraduate (UG) entrants were female in 2013/14. There remains gender differences between colleges (linked to subject differences) with both the College of Humanities and Social Sciences and the College of Medicine and Veterinary Medicine consistently having between 63% and 68% proportion of female UG entrants and the College of Science and Engineering having between 39% and 46% female entrants. The large majority (81%) of our entrants continue to be 21 or under on entry, with the relative decrease seen from a peak of 89% in 2008/09 maintained in 2013/14. The proportion of undergraduate students with a registered disability continues to rise and is 10.0%.

At 7.7%, the overall proportion of UK-domiciled ethnic minority undergraduate entrants has remained close to that in 2012/13 (7.9%), which was the highest level recorded by EDMARC. Analysis of ethnicity data from peer groups shows that the University of Edinburgh has a similar 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 (17.6%).

For the analysis of undergraduate outcomes, we use the proportion of entrants who exit with an award as the measure. Overall, and consistently over the last ten years, 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 overall females are more likely to achieve a first class or upper second class degree than males, although this pattern is not seen in all schools, with some showing a broadly even level of attainment between genders and in some schools in some years this is reversed, with males doing better than females.

For the current year the outcomes of entrants who register a disability was slightly lower (4.6%) than the group with no declared disability although the gap between the two groups proportion that achieved a 1st or 2.1 honours degree has closed. There has been a slight divergence of achievement for UK-domiciled ethnic minority students where the proportion of students achieving a 1st or 2.1 honours degree has been lower for the last two years. EDMARC will continue to monitor this data for any emerging trends in conjunction with the work done for the Race Charter submission.

2.2 Postgraduate Taught

The overall proportion of female entrants in 2013/14 was 62.3%, which is the highest level recorded by EDMARC. 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 a low of 3.5% in 2006/07 to 4.9% in 2013/14. The proportion of UK-domiciled entrants from an ethnic minority background has increased from 5.5% in 2002/03 to 11.0% in 2013/14. 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 49.6% although there remain subject gender differences between the colleges with CHSS and CMVM having a majority intake of female students. The proportion of entrants registering a disability is slightly higher than last year at 5.7%. The proportion of UK-domiciled entrants from an ethnic minority background is 9.8%. 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 less likely to successfully complete their programme. For 2013/14 students from an ethnic minority background were less likely to successfully complete their programme, and EDMARC will monitor this going forward.

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 at UG level, but at PGR level it is one of the lowest. Comparisons for ethnicity show that Edinburgh has a slightly lower proportion of UK-domiciled students from ethnic backgrounds compared with other institutions in Scotland, and a much lower proportion than Russell Group average at every level of study. Edinburgh's participation in the Race Charter Mark aims to identify how participation of BME students and staff can be improved.

3. Staff

3.1 Academic Staff

Staff data is a snapshot of the staff database, as at 31 July 2014. There remains an under-representation of women in senior academic posts. For academic staff in grade UE09, 35% are women and 22% 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. This pattern has not changed significantly over the last six years. . UK and non-UK BME staff are each more likely to be on a fixed term contract than their white counterparts.

The proportion of UK-nationality staff from an ethnic minority background is 5.9% and for those staff from outside the UK it is 24.5%, both of which show a general upward trend since 2008/09. 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. This pattern has not changed significantly over the last six years for academic staff overall, although the gap has narrowed for research staff.

3.2 Professional Services Staff

For Professional Services Staff there remains a lower representation of women in higher grades UE08 and UE10 with 31% of posts at grade UE10 occupied by women. For the first time this year the proportion of women in grade UE9 has breached 50%. 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 22% of academic posts are women compared with 31% for professional support staff. At UE09 women are better represented in professional support posts with 51% female compared with 35% for academic staff.

The proportion of UK nationality ethnic minority professional support staff is 2.6%, 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 24.8% in 2013/14. Comparison with other institutions shows that the University of Edinburgh has a higher proportion of ethnic minority professional support staff than other Scottish institutions.

Consistently over the reporting period there is a slightly higher proportion of female Professional Services Staff on fixed term contracts.

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 98 in 2008/09 to 250 in 2013/14. To ensure that provision of support meets the need, the University is working with the Disabled Staff Network to encourage staff to declare disabilities when the next staff survey is issued.

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 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. The number of staff declaring their sexual orientation was 3,182 and 9,345 were unknown. 87% 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.

Professor Jane Norman, Chair of EDMARC
Kevin Harkin, Governance and Strategic Planning
February 2014