



THE UNIVERSITY *of* EDINBURGH

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

Staff Report 2015/16

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1. Introduction

The eighth 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 2015/16 and looks at the demographics by protected equality characteristics for academic and professional services staff.

EDMARC is composed of senior staff with an 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 People and Culture.

The current members of the EDMARC committee are:

Professor Jane Norman, Vice-Principal People & Culture, Convener

Mrs Denise Boyle, University HR Services

Ms Rebecca Gaukroger/Laura Cattell, Student Recruitment and Admissions

Jess Husbands, EUSA Vice President Societies and Activities

Ms Karen Osterburg, Registry

Ms Angi Lamb, Joint Unions

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 each year from 2010/11 through to 2015/16. Staff are reported in overall and in two categories: Academic and Professional Services staff. Academic staff are defined as Clinical Academics and Academic staff on UE grades UE06-UE10. Professional Services staff are 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 stated. The University's definition of full-time is any member of staff working 35 hours or more.

Figures are primarily presented at University level but where appropriate a breakdown by College has been given.

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. 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 2014/15.

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 in line with ECU reporting. The ECU 'Equality in Higher Education Statistical Report 2016' can be found at <http://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2016/>.

2.1. Key Abbreviations

CSG	Corporate Services Support Group
HSS	College of Arts, Humanities and Social Science
ISG	Information Services Group
MVM	College of Medicine & Veterinary Medicine
SCE	College of Science & Engineering
UoE	University of Edinburgh
USG	University Secretary's Group

3. Headcount

3.1. Headcount - Overall

For the snapshot taken in July 2016 there were 10,555 staff (excluding staff on Guaranteed Hours contracts, reported separately in Section 3.4), of which 2,799 were working part-time. A breakdown by college and support group is shown in Table 1.

Table 1: Breakdown of staff headcounts, by college and support group, 2010/11 to 2015/16

College / Support Gp		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
HSS	Full Time	1130	1249	1488	1602	1724	1712
	Part Time	295	380	432	485	531	528
	Total	1425	1628	1920	2087	2254	2240
MVM	Full Time	1639	1709	1917	1963	2033	2124
	Part Time	397	406	481	606	626	677
	Total	2036	2115	2364	2541	2640	2801
SCE	Full Time	1658	1498	1714	1796	1884	1907
	Part Time	209	225	258	286	298	320
	Total	1867	1722	1971	2081	2181	2227
CSG	Full Time	839	846	898	944	1043	1095
	Part Time	713	730	753	855	921	946
	Total	1552	1575	1651	1797	1963	2041
ISG	Full Time	430	425	481	534	545	528
	Part Time	143	142	154	182	185	179
	Total	573	565	635	715	729	707
USG	Full Time	229	268	323	333	371	390
	Part Time	102	97	112	119	143	149
	Total	331	365	435	452	513	539
Total		7784	7962	8973	9660	10258	10555

3.2. Headcount - Academic Staff

For the snapshot taken in July 2016, Table 2 shows there were 4,285 academic staff, of which 665 were working part-time. Academic staff covers any staff who are classified as 'Academic' or 'Clinical Academic'. Staff on Guaranteed Hours (GH) contracts are excluded and reported separately in Section 3.4.

Table 2: Headcount of academic staff, by college, 2010/11 to 2015/16

College / Support Gp		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
HSS	Full Time	759	821	950	1016	1083	1090
	Part Time	145	219	268	277	301	297
	Total	904	1040	1218	1293	1384	1387
MVM	Full Time	921	933	1053	1127	1228	1292
	Part Time	145	150	150	169	193	205
	Total	1066	1083	1203	1296	1421	1497
SCE	Full Time	1103	1009	1117	1164	1247	1238
	Part Time	101	113	127	142	144	163
	Total	1204	1122	1244	1306	1391	1401
Total		3174	3243	3665	3892	4188	4285

3.3. Headcount – Professional Services Staff

For the snapshot taken in July 2016, Table 3 shows there were 6,255 professional service staff, of which 2,127 were working part-time. Staff on Guaranteed Hours (GH) contracts are excluded and reported separately in Section 3.4.

Table 3: Headcount of professional services staff, by college and support group, 2010/11 to 2015/16.

College / Support Gp		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
HSS	Full Time	371	428	538	586	641	622
	Part Time	150	165	165	213	231	231
	Total	521	592	703	799	871	853
MVM	Full Time	718	776	864	836	805	832
	Part Time	252	256	336	438	433	472
	Total	970	1032	1200	1274	1238	1304
SCE	Full Time	555	489	597	632	637	669
	Part Time	108	113	131	145	154	157
	Total	663	602	728	777	791	826
CSG	Full Time	839	846	898	944	1043	1095
	Part Time	713	730	753	855	921	946
	Total	1552	1575	1651	1797	1963	2041
ISG	Full Time	430	425	481	532	543	526
	Part Time	142	141	153	182	185	179
	Total	572	564	634	713	727	705
USG	Full Time	229	265	321	332	369	384
	Part Time	102	97	111	116	140	142
	Total	331	362	432	448	508	526
Total		4609	4722	5348	5800	6088	6255

3.4. Guaranteed Hours Staff

In 2014/15 the University introduced a new contract type, employing additional staff on guaranteed hours (GH) contracts. 70% of GH staff are employed as tutors and or/demonstrators in the Colleges. At July 2016 there were 2851 GH staff, and a breakdown by college and support group is shown in table 4. The number of GH staff as a proportion of all staff was 23% in 2014/15 and is currently 21% for 2015/16.

Table 4: Headcount of Guaranteed Hours staff, by college and support group, 2014/15 to 2015/16.

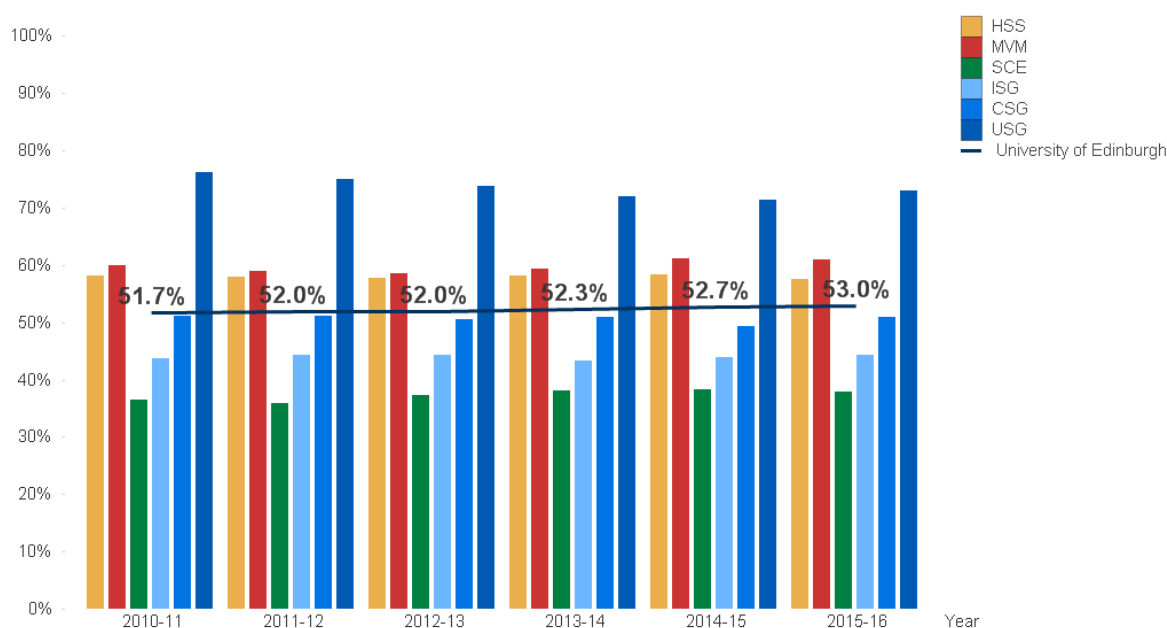
College / Support Group	2014-15	2015-16
HSS	1285	1188
MVM	126	118
SCE	967	867
CSG	311	251
ISG	-	-
USG	385	427
Total	3074	2851

4. Gender

4.1. Gender - Overall

The overall proportion of female staff (excluding GH) in 2015/16 was 53% and a breakdown of overall population by college and support group is shown in figure 1. There is little movement in the data since 2010/11 and female staff continue to be underrepresented in SCE and ISG whereas male staff are underrepresented in HSS, MVM and USG.

Figure 1: Proportion of overall staff (excluding GH) who are female, by College/Support Group, 2010/11 to 2015/16.



4.1.1. Gender – Academic Staff

The proportion of female academic staff in 2015/16 was 42.6%, which is 10.4% lower than the overall staff proportion breakdown shown in figure 1, and 17.4% lower than that for Professional Services staff. The proportion of academic staff who are female, by College, is shown in Figure 2.

Figure 2: Proportion of Academic staff who are female, by College, 2010/11 to 2015/16. The total academic population for 2015/16 is 1,387 (HSS), 1,509 (MVM), 1,401 (SCE) and 4,297 (UoE).

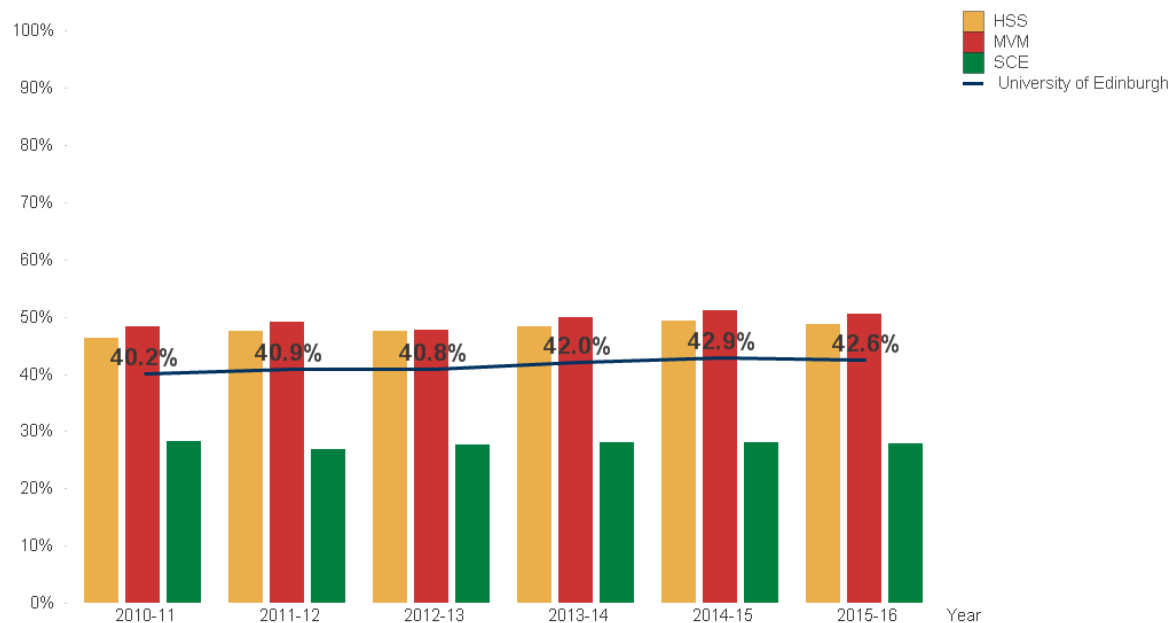
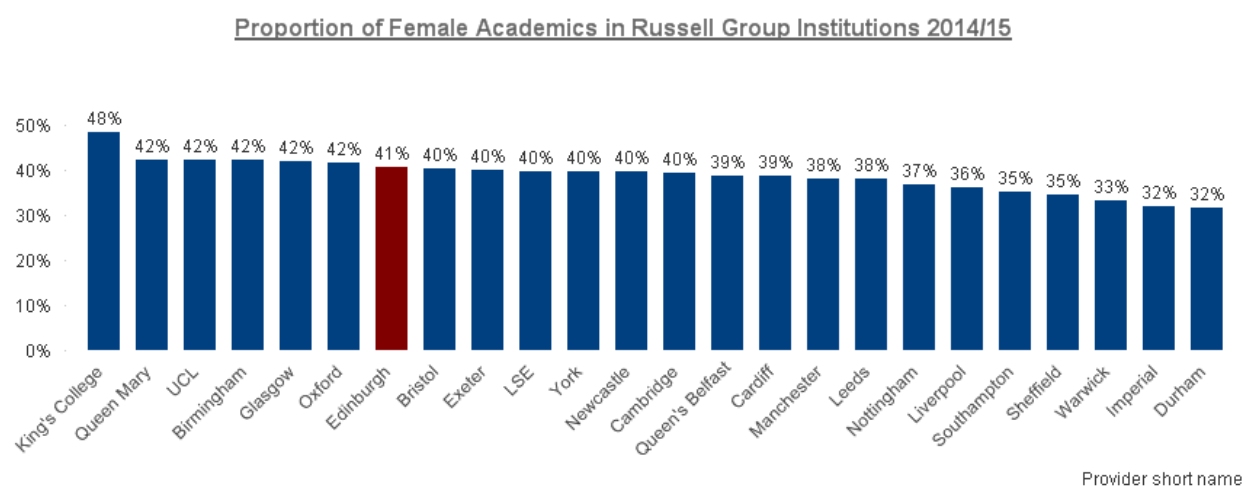


Figure 3 shows the proportion of female academic staff in Russell Group institutions for 2014/15. We have remained in the second quartile for female academics for the second year running (7th from 9th out of 24) after being in the third quartile for the four years prior to 2013/14.

Figure 3: Percentage of female Academic staff in Russell Group Institutions, 2014/15



4.1.2. Gender – Professional Services Staff

The proportion of female professional services staff in 2015/16 was 60%, and has remained constant for the last 6 years. A breakdown by college and support group is shown in figure 4.

Figure 4: Proportion of Professional services staff who are female, by College/Support Group, 2010/11 to 2015/16. The total counts for 2015/16 are 853 (HSS), 1,292 (MVM), 826 (SCE), 2040 (CSG), 705 (ISG), 520 (USG) and 6236 (UoE).

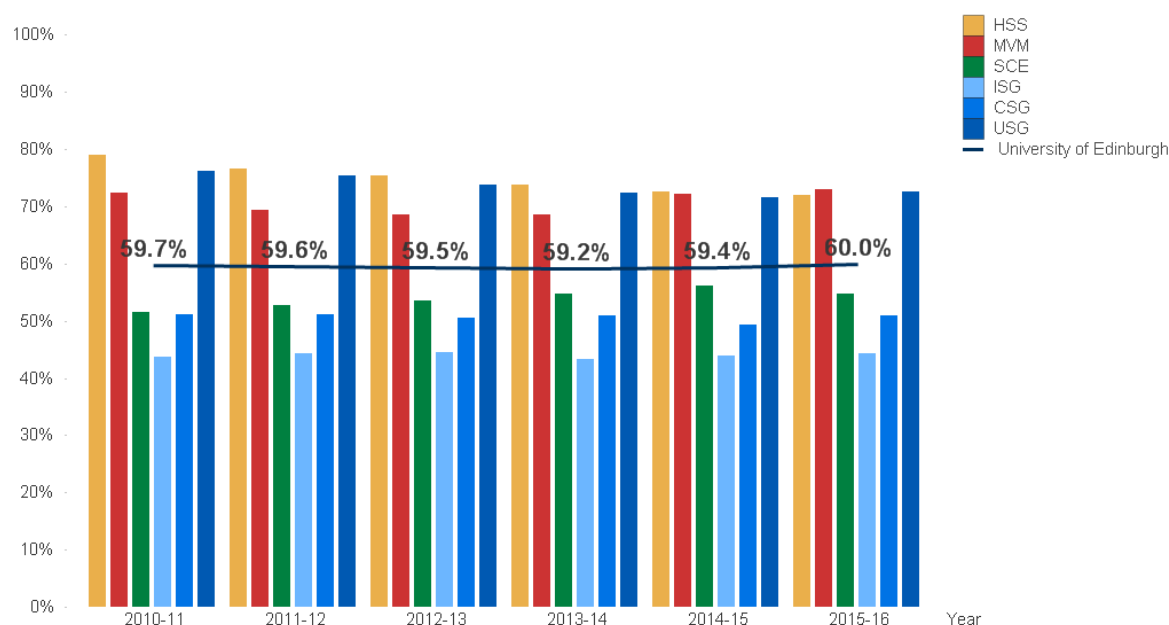
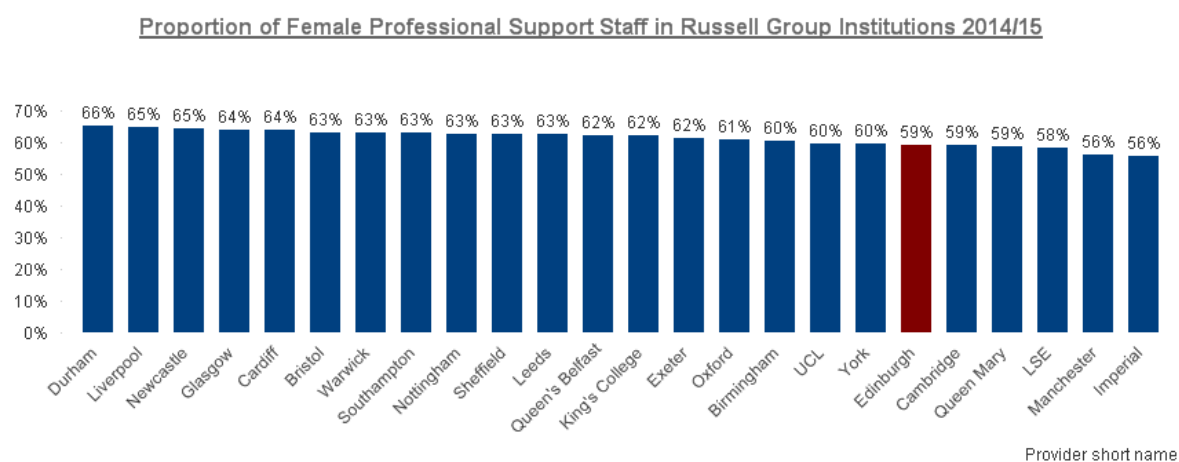


Figure 5 shows the proportion of female professional services staff in Russell Group institutions. For all institutions the proportion of female staff is greater than 50%.

Figure 5: Percentage of female professional services staff in Russell Group Institutions, 2014/15.



4.1.3. Gender – Guaranteed Hours Staff

As shown in Figure 6, in 2015/16 the proportion of females amongst staff on guaranteed hours contracts was 51.6% overall, ranging from 32.4% in SCE to 71.2% in MVM.

Figure 6: Headcount and proportion of female staff on GH contracts, by College/Support Group, 2015/16.

	College/Support Group					
	HSS	MVM	SCE	CSG	USG	Total
Headcount	682	84	281	141	284	1472
% Female	57.4%	71.2%	32.4%	56.2%	66.5%	51.6%

4.2. Gender and Contract Type

4.2.1. Gender & Contract Type – % of Staff on Fixed Contract – Academic Staff

Figure 7 shows the proportion of male and female academic staff on a fixed-term and open-ended contract for 2010/11 to 2015/16 and Figure 8 shows the proportion of male and female academic staff on a fixed-term and open-ended contract by pay grade for 2015/16. The higher proportion of female academic staff on fixed-term contracts is primarily due to the greater proportion of female academic staff at Grade UE06 which has a high proportion of staff of both genders (average 81%) on fixed-term contracts (Fig.7a). We have investigated further the proportion of female staff at UE06 and present this in the Spotlight Report.

Figure 7: Percentage of male and female academic staff, by fixed-term and open-ended contract, 2010/11 to 2015/16.

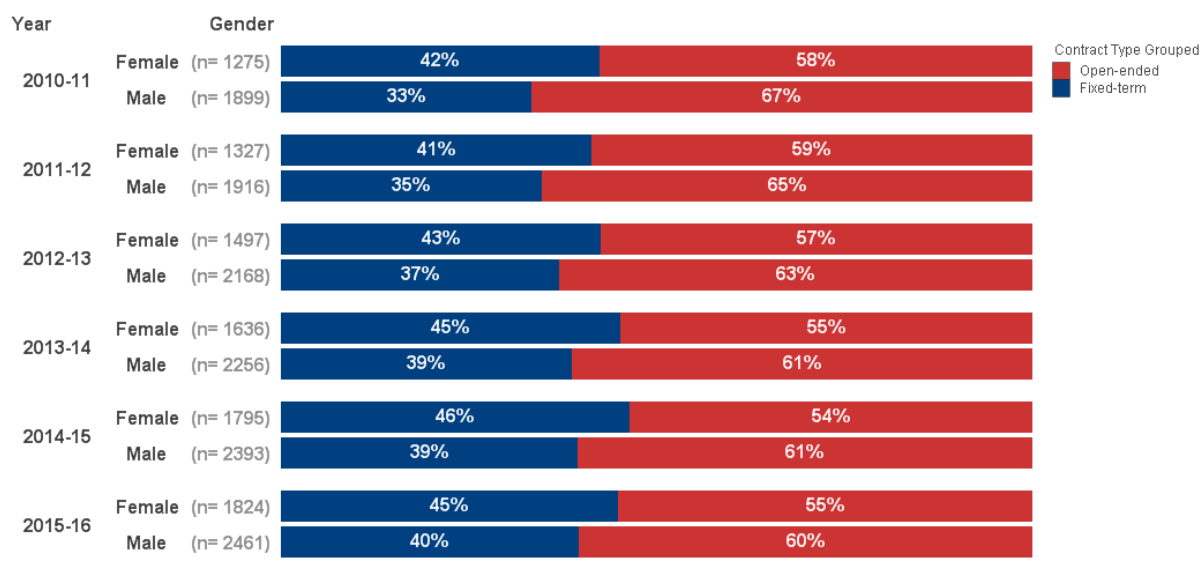
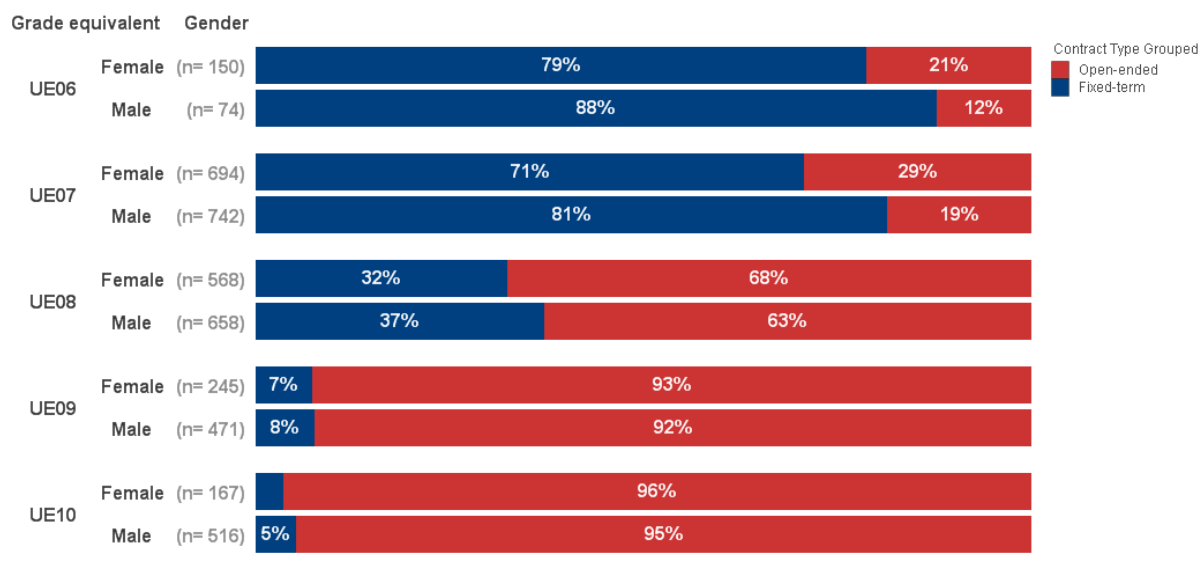


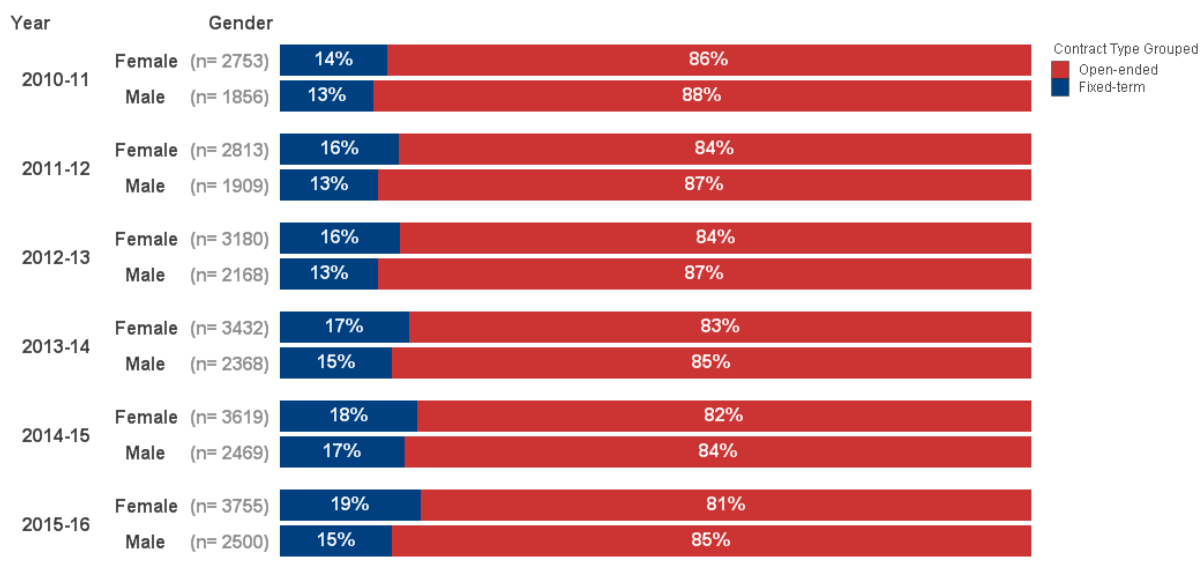
Figure 8: Percentage of male and female academic staff, by fixed-term and open-ended contract by pay grade, 2015/16.



4.2.2. Gender & Contract Type – % of Staff on Fixed Contract – Professional Services Staff

Figure 9 shows the proportion of professional services staff on fixed-term and open-ended contracts for male and female staff between 2010/11 and 2015/16. There is a consistent pattern of a greater proportion of female staff (19% in 2015/16) than male staff (15% in 2015/16) on fixed-term contracts.

Figure 9: Contract type (fixed/open) for professional services staff, by gender, 2010/11 to 2015/16.

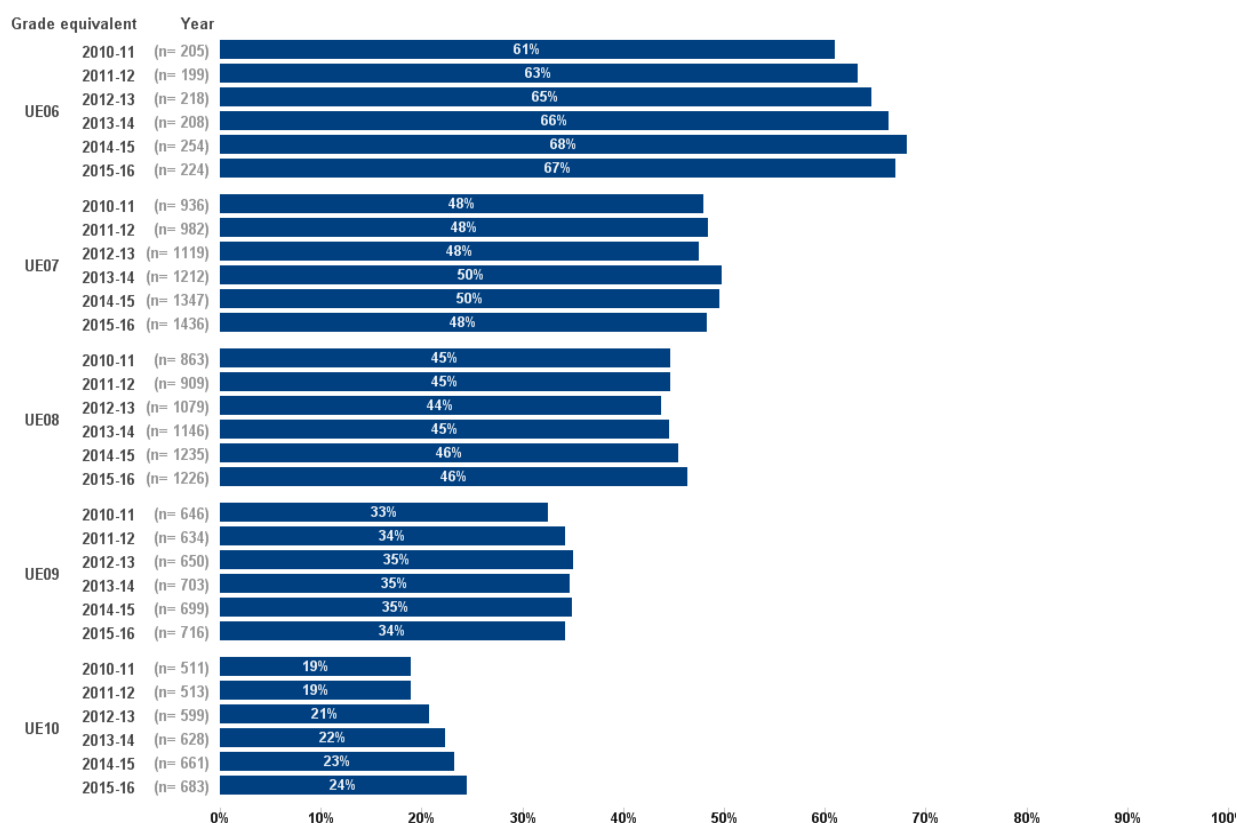


4.3. Gender & Grade

4.3.1. Gender & Grade – Academic Staff

Figure 10 shows the proportion of female academic staff by grade, from 2010/11 to 2015/16. The proportion of female academic staff declines with increasing grade with little change over the period except at grade UE10. The proportion of female academic staff at UE10 has been increasing since 2012/13, reflecting work carried out under the 2012-16 Strategic Plan to increase the proportion of female academics in senior grades. This work has included strategies to encourage more women to put themselves forward for promotion.

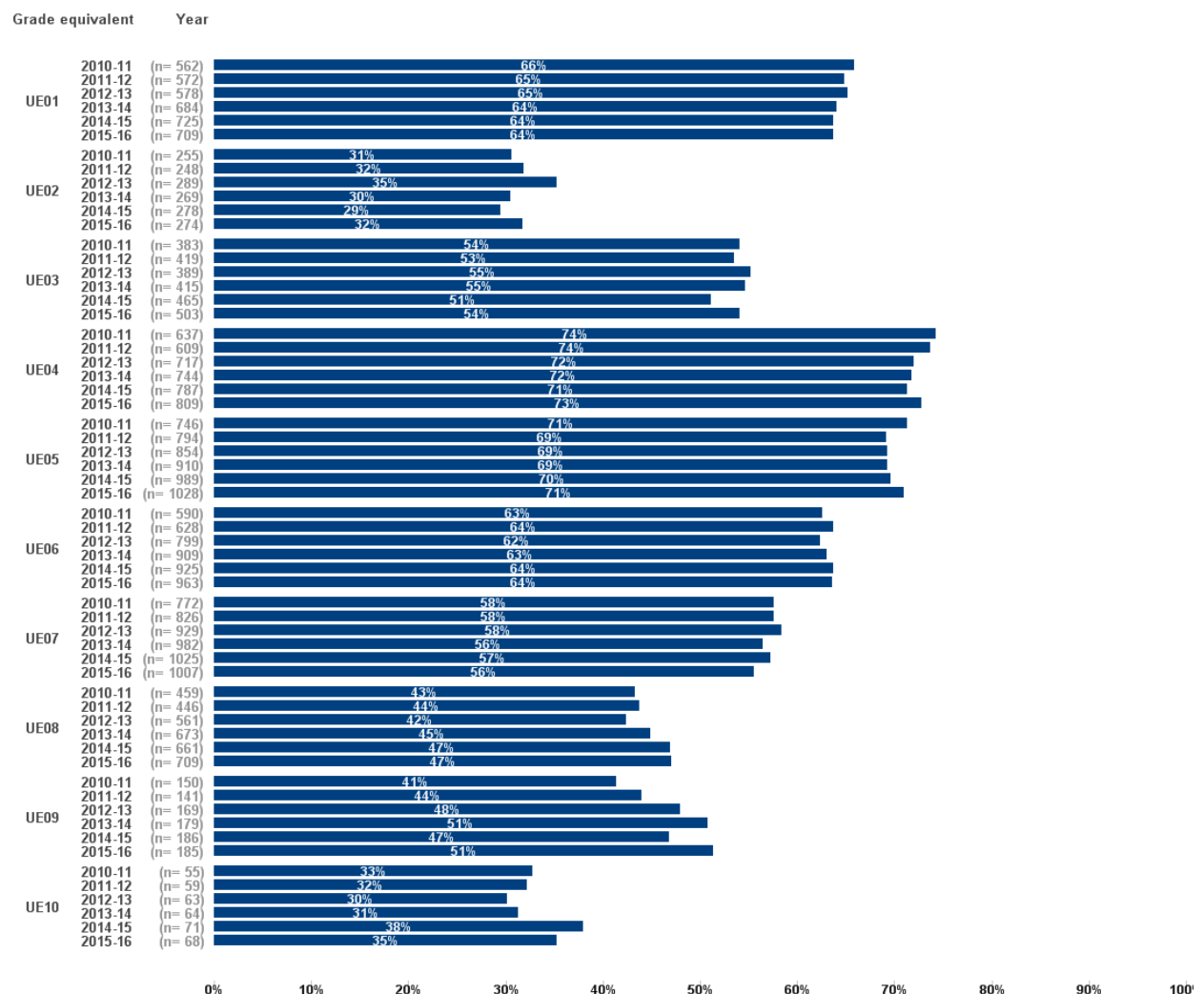
Figure 10: Proportion of academic staff who are female, by grade equivalent, 2010/11 to 2015/16.



4.3.2. Gender & Grade – Professional Services Staff

Figure 11 shows the proportion of professional staff who are female by grade, from 2010/11 to 2015/16. In grades UE01 to UE07 (with the exception of UE02) female staff are in the majority, whereas for grades UE08-UE10 female staff are in the minority on average. There has been an increase in the proportion of females at grades UE08 and UE09 since 2010/11. In 2015/16 the proportion of females in UE10 fell slightly from 38% to 35%, after increasing from 31% to 38% in the previous year.

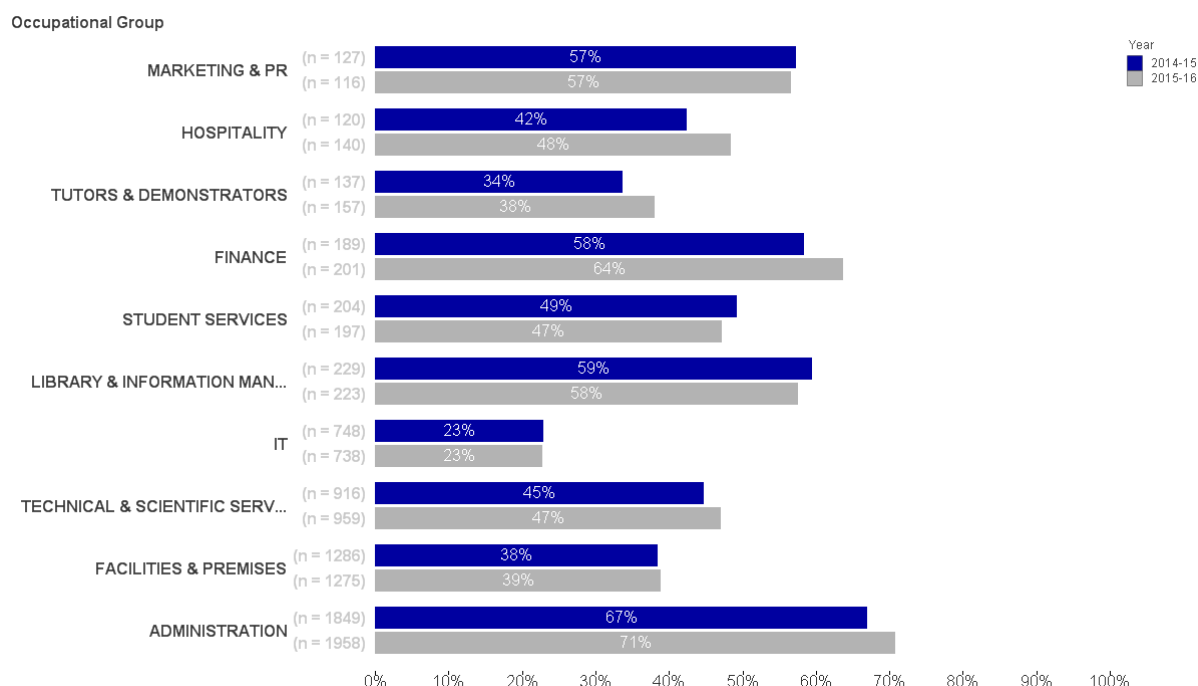
Figure 11: Proportion of professional services staff who are female, by grade, 2010/11 to 2015/16.



4.4. Gender & Occupational Group – Professional Services Staff

Figure 12 shows the proportion of female professional services staff across occupational groupings. Females are most highly represented in administrative roles and least represented in Information Technology roles.

Figure 12: Proportion of female staff, by Occupational Group, (excluding GH staff) 2014/15 and 2015/16. Only Job segments with populations greater than 100 are included.

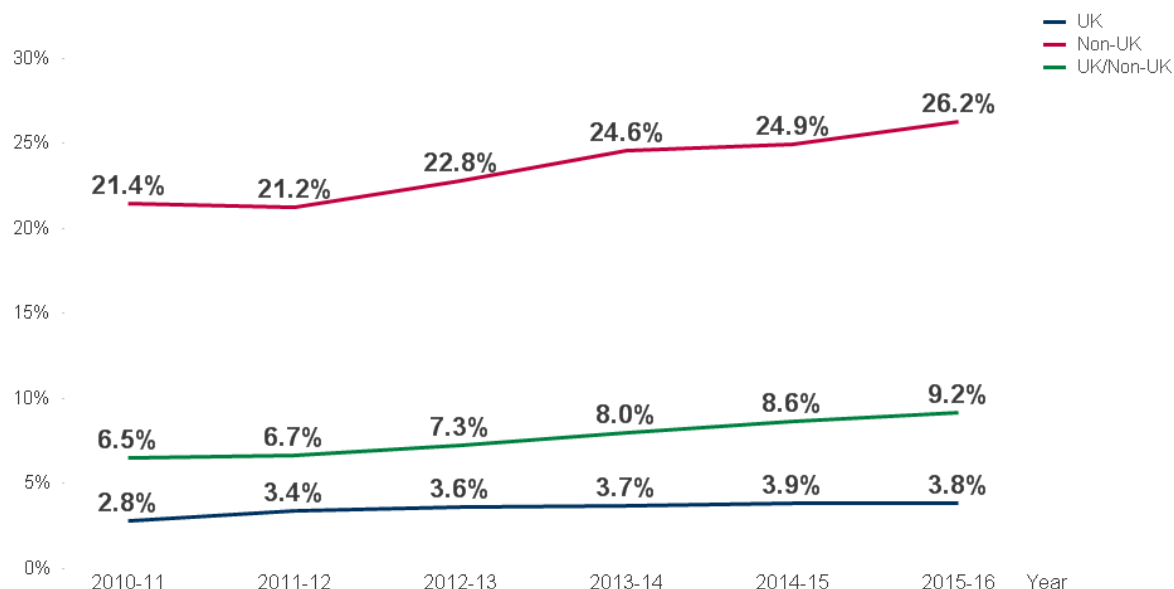


5. Ethnicity

5.1. Ethnicity – Overall

In 2015/16, where ethnicity is disclosed the overall proportion of Black and Minority Ethnic (BME) staff was 9.2%, an increase from 8.6% in the previous year. A breakdown by nationality grouping is shown in Figure 13. The proportion of both UK and non-UK BME academic staff has increased over the last five years, with a greater increase amongst non-UK staff.

Figure 13: proportion of Black and Minority Ethnic staff (excluding GH), where ethnicity is known, by nationality grouping, 2010/11 to 2015/16.



5.1.1. Ethnicity – Academic Staff

In 2015/16, where ethnicity is disclosed the proportion of Black and Minority Ethnic (BME) academic staff was 14.6%, an increase from 13.5% in the previous year. A breakdown by nationality grouping is shown in Figure 14.

Figure 14: Proportion of Black and Minority Ethnic academic staff, where ethnicity is known, by nationality grouping, 2010-11 to 2015-16.

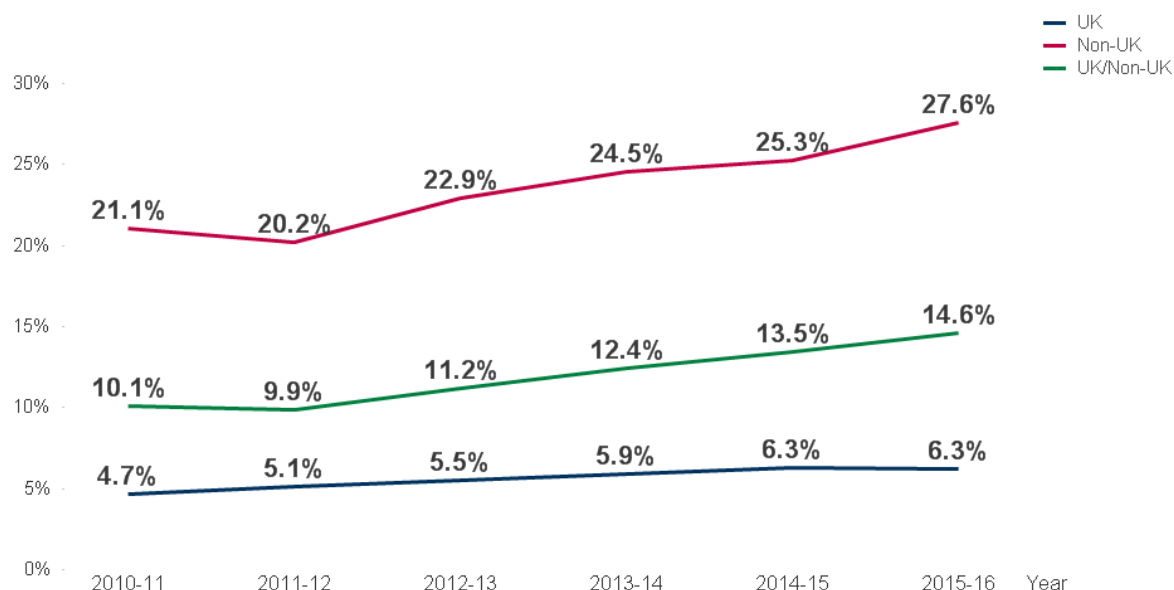


Figure 15 shows the proportion of UK-nationality academic staff who are Black and Minority Ethnic for the University of Edinburgh and peer group institutions in 2014/15. The University of Edinburgh is above the proportion of Scotland by 0.7 % and is below Russell Group by 3.5%.

Figure 15: Proportions of UK-nationality BME academic staff – University of Edinburgh and peer group institutions 2014/15

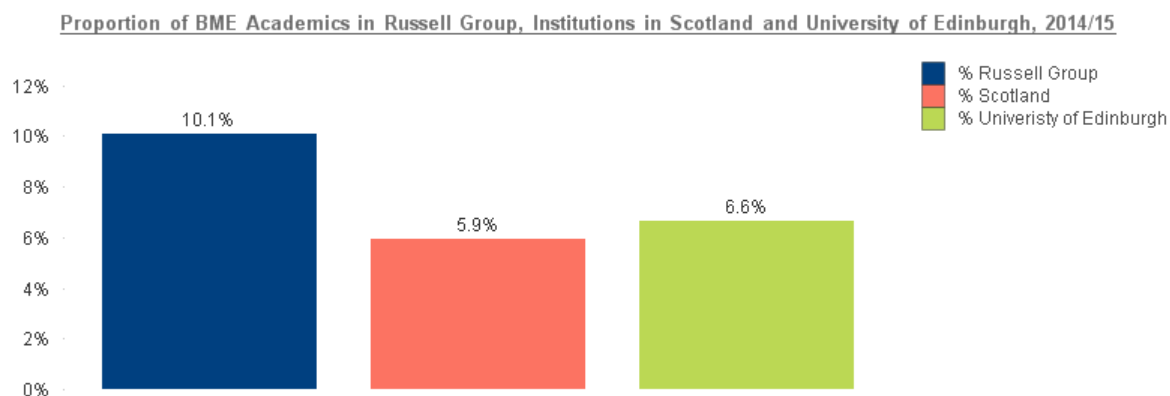
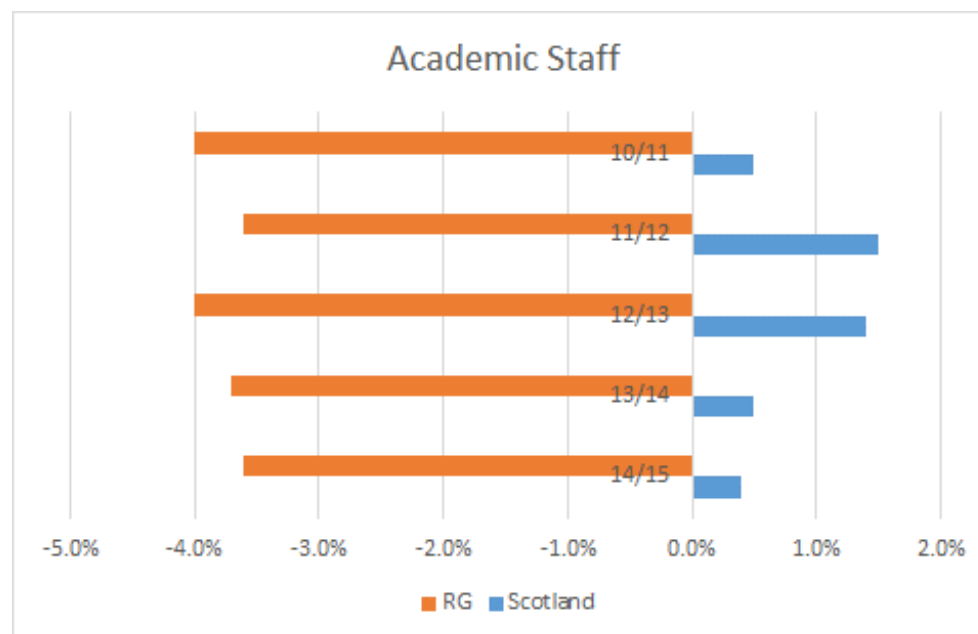


Figure 16 shows the percentage difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality academic staff who are Black and Minority Ethnic over a five year period.

Figure 16: Proportion of UK-nationality BME academic staff – difference between University of Edinburgh and peer group institutions, 2010/11 to 2014/15



5.1.2. Ethnicity – Professional Services Staff

In 2015/16, where ethnicity is disclosed the proportion of Black and Minority Ethnic (BME) professional services staff was 5.5%, a modest increase from 5.3% in the previous year. A breakdown by nationality grouping is shown in Figure 17. The 2011 census data shows that BME people represent 4.3% of the population in the geographical area comprising the City of Edinburgh, the Lothians, Scottish Borders and Fife. The proportion of UK-nationality BME professional services staff is lower than might be expected from the surrounding population.

Figure 17: Proportion of Professional services staff who are Black and Minority Ethnic background, for UK and non-UK nationality, 2010/11 to 2015/16. The counts for 2015/16 are 5,319 (UK) and 917 (Non-UK).

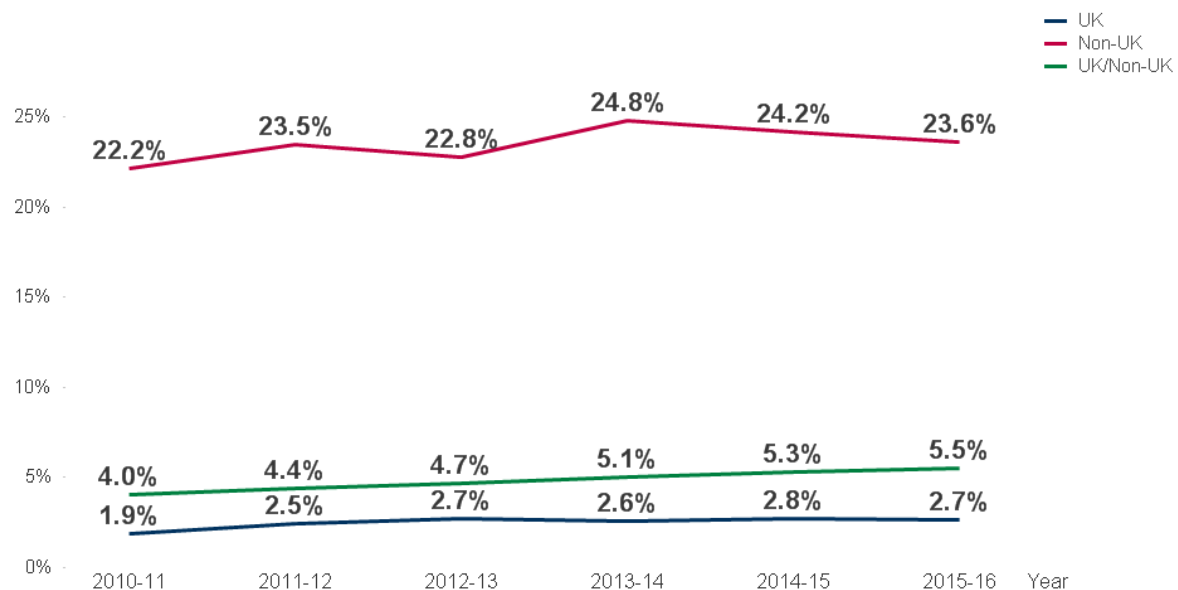


Figure 18 shows the proportion of UK-nationality professional services staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2014/15. The University of Edinburgh is above the rate of Scotland by 0.4%, and 5.7% below the Russell Group.

Figure 18: Proportion of professional services staff who are Black or Minority Ethnic, in University of Edinburgh and peer group institutions, 2014/15.

Proportion of BME Professional Support Staff in Russell Group, Institutions in Scotland and University of Edinburgh, 2014/15

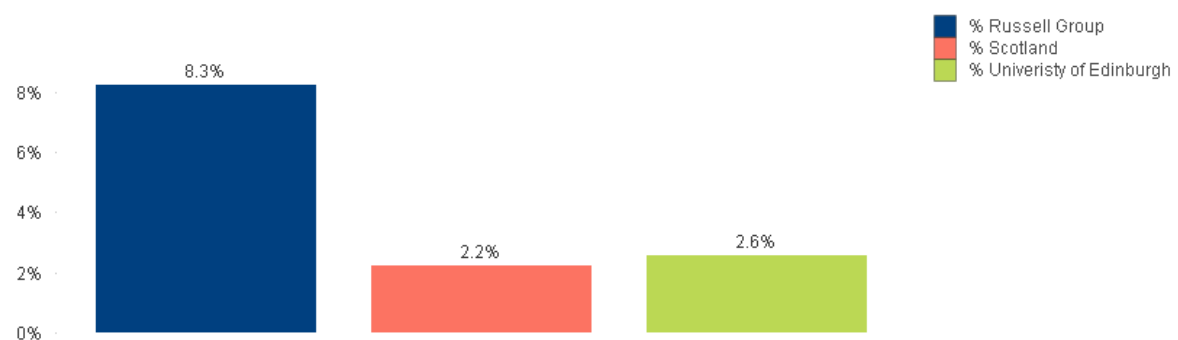
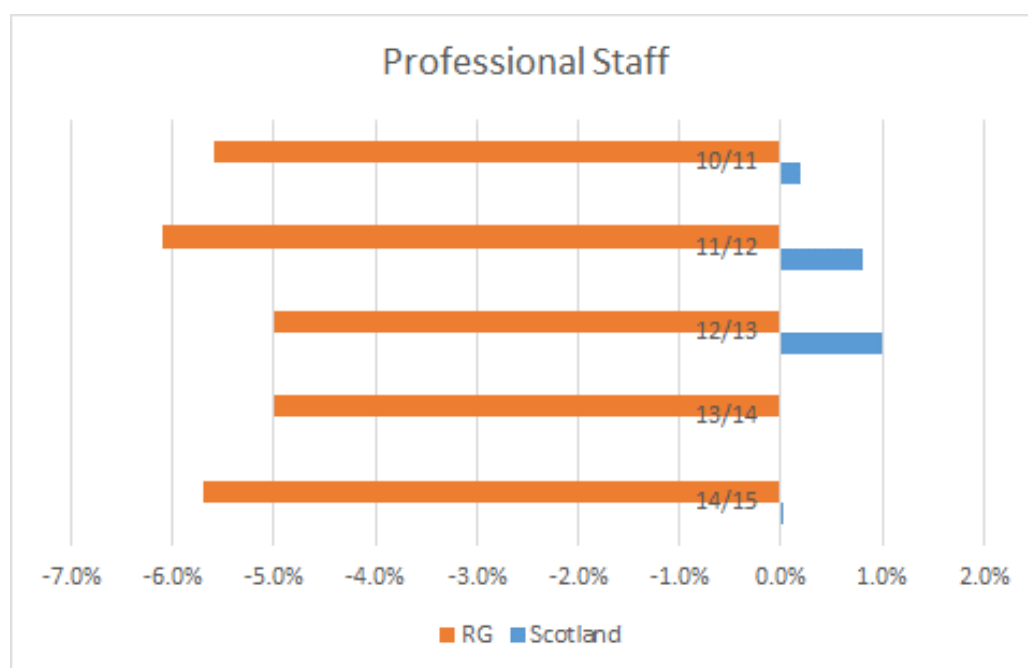


Figure 19 shows the difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality professional services staff who are Black and Ethnic Minority over a five year period.

Figure 19: Difference in proportion of professional services staff who are Black or Minority Ethnic, between University of Edinburgh and peer group institutions, 2010/11 to 2014/15.



5.1.3. Ethnicity – Guaranteed Hours Staff

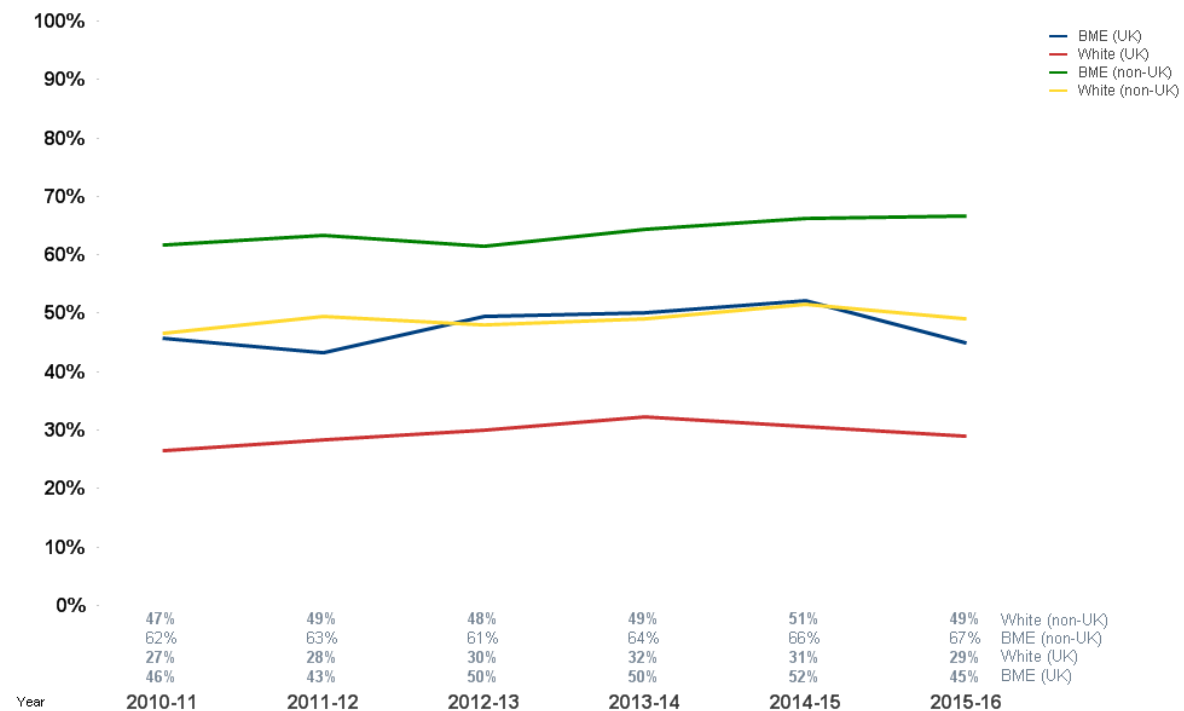
The proportion of BME staff in the GH population was 15.5% in 2015/16, 5.2% of UK nationality and 30.1% of Non-UK nationality GH staff. The proportion of BME staff among GH staff was higher than the proportion among staff overall (8.5%). This may reflect the number of PhD students undertaking teaching opportunities as part of their academic career development.

5.2. Ethnicity and Contract type

5.2.1. Ethnicity & Contract Type Academic Staff - % of Staff on Fixed Contract

Figure 20 shows the proportion of academic staff 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. Over the period shown the difference between white UK and BME UK staff on fixed contracts (range 15% to 21%) is higher than the Russell Group data (range 9% to 11%), whereas the difference between white non-UK and BME non-UK staff on fixed contracts (range 13% to 18%), while still higher, is closer to the Russell Group data (11% to 14%).

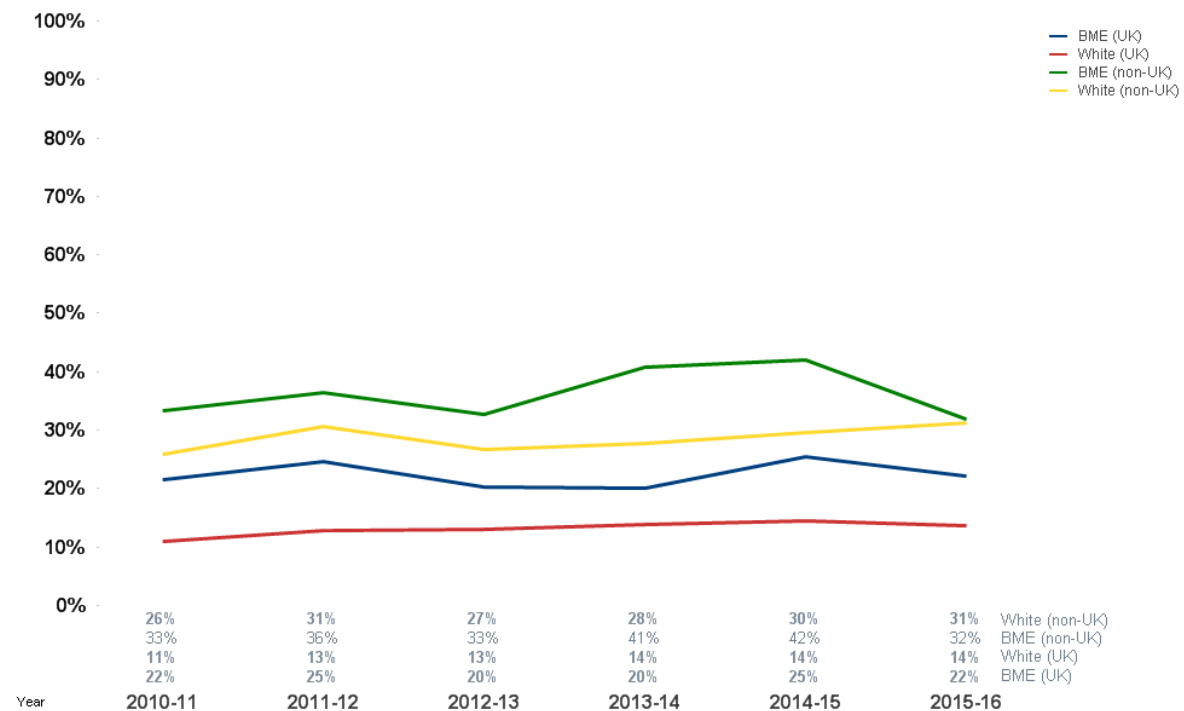
Figure 20: Proportion of academic staff on a fixed-term contact, where ethnicity is known, by nationality and ethnic grouping, 2010/11 to 2015/16.



5.2.2. Ethnicity & Contract Type Professional Services Staff - % of Staff on Fixed Contract

Figure 21 shows the proportion of professional services staff on a fixed-term contract, 2010/11 to 2015/16. The consistent trends are that there is 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 than White staff on fixed-term contracts.

Figure 21: Proportion of professional services staff on a fixed-term contract, where ethnicity is known, by nationality and ethnic grouping, 2010/11 to 2015/16.

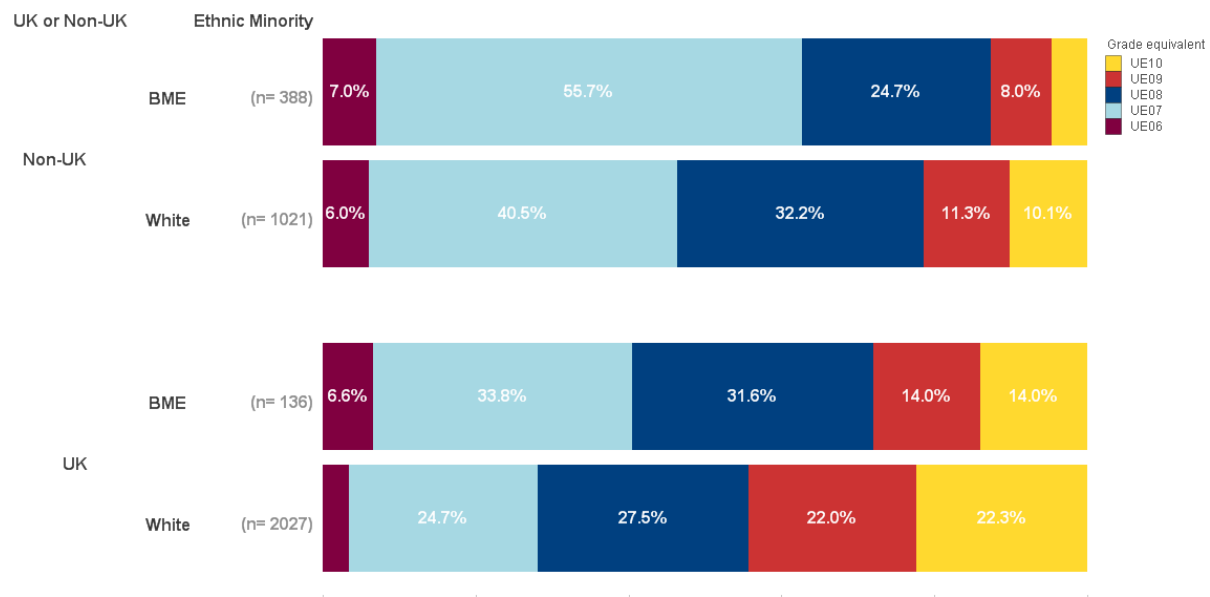


5.3. Ethnicity & Grade

5.3.1. Ethnicity & Grade – Academic Staff

Figure 22 shows a breakdown of academic staff by nationality grouping, ethnicity and grade for 2015/16. The graph shows that there is a tendency for UK staff overall to be on higher grades than non-UK staff, and that within each of the non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff than BME staff on higher grades.

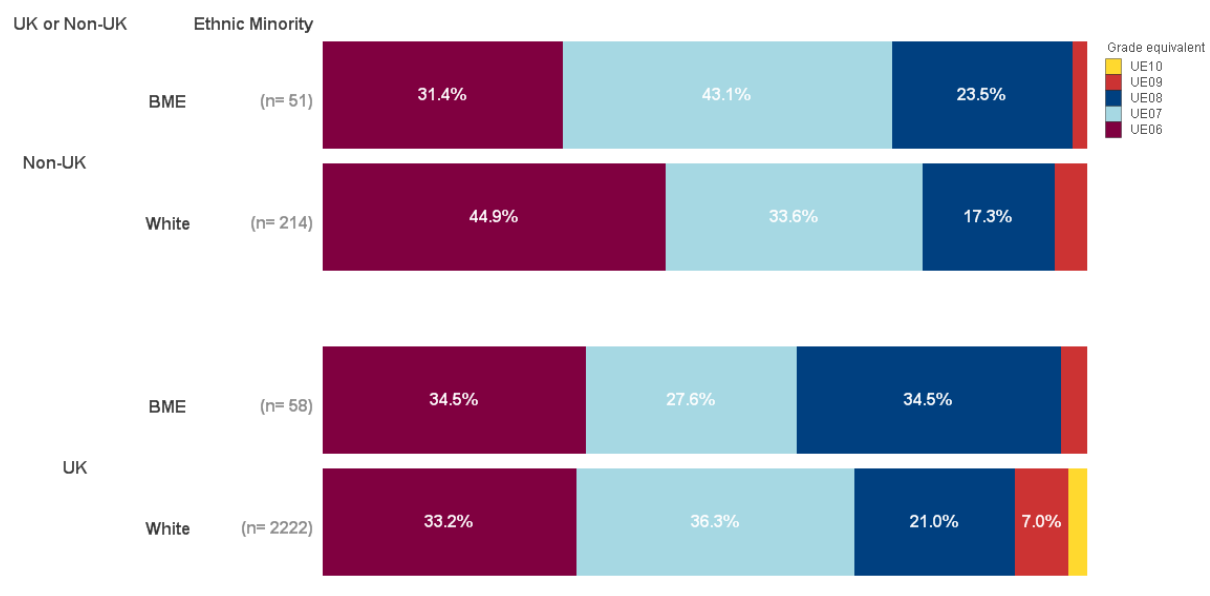
Figure 22: Academic staff by nationality grouping, ethnic grouping and UE grade, 2015/16



5.3.2. Ethnicity & Grade – Professional Services Staff

Figure 23 shows a breakdown of professional services staff by nationality grouping, ethnicity and grade. There is a tendency for UK staff overall to be on higher grades than non-UK staff, and that within each of the non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff than BME staff on higher grades.

Figure 23: Proportion of professional services staff, where ethnicity is known, by nationality, ethnic grouping and UE grade, 2015/16.

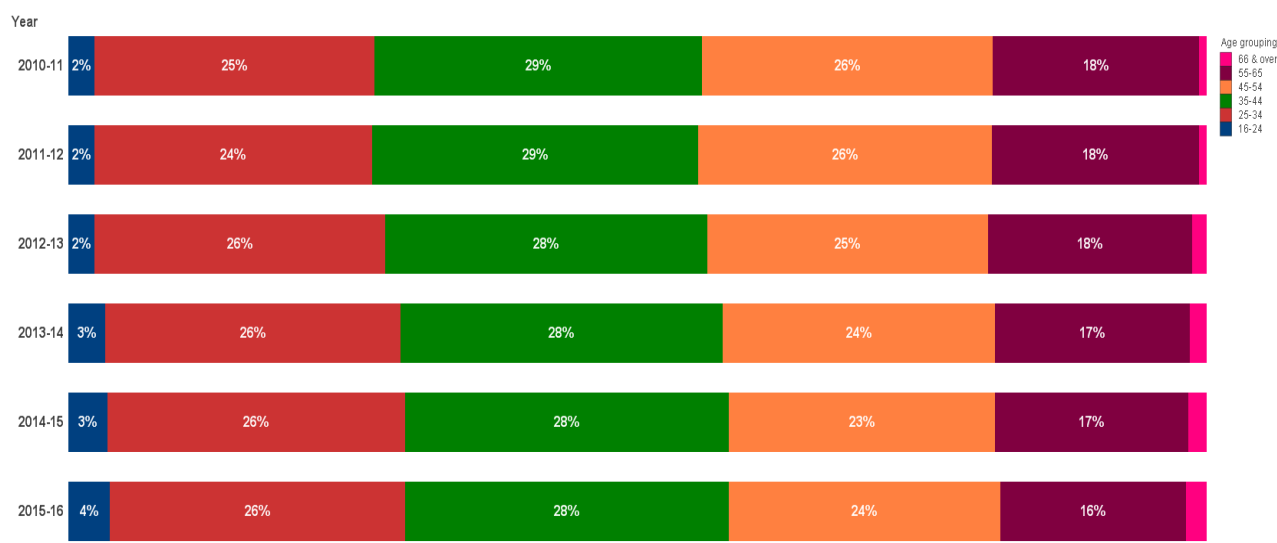


6. Age

6.1. Age Distribution by Year – Overall

Since the removal of the default retirement age the proportion of staff age 66 & over has increased slightly year-on-year. However, overall there is a balance in the spread of staff across the age groups 25-34 through 45-54 with a slightly lower proportion in the 55-65 age group.

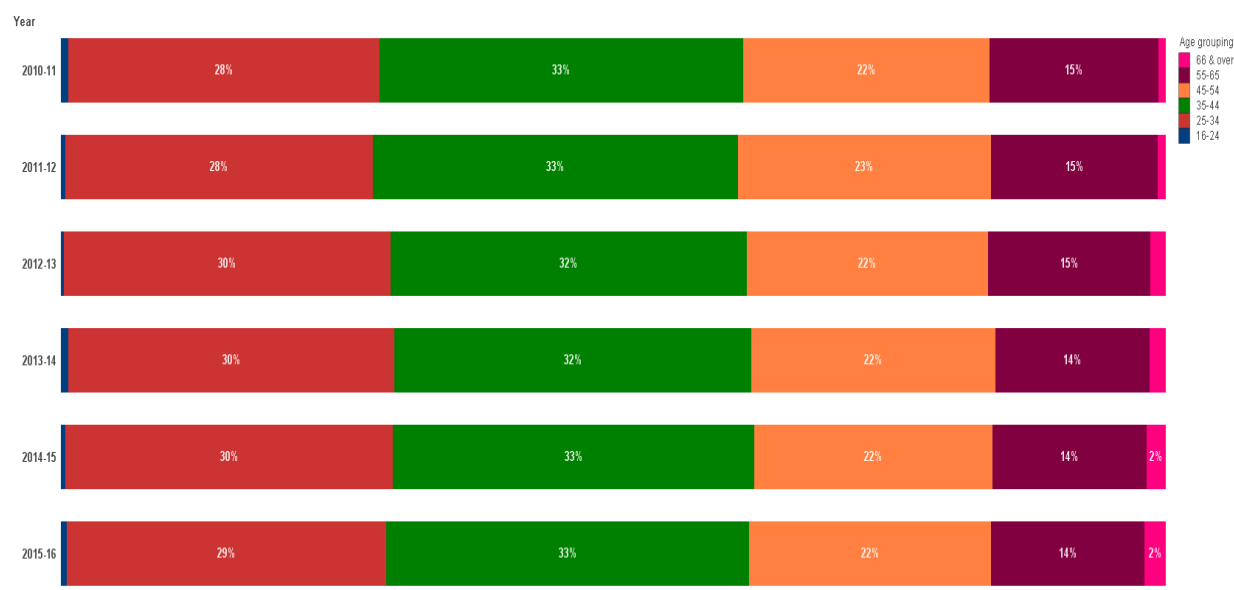
Figure 24: Overall staff distribution across age groups, 2010/11 to 2015/16.



6.2. Age Distribution by Year – Academic Staff

Figure 25 shows the age distribution of academic staff. Similar to the overall age group, there is no significant change year on year to the proportion of academic staff in each age grouping.

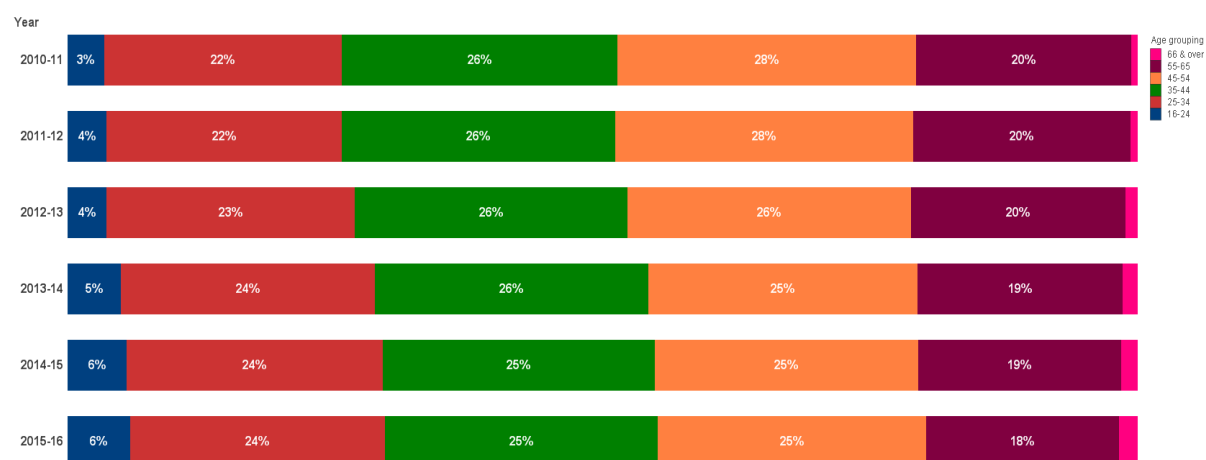
Figure 25: Academic staff by age grouping, 2010/11 to 2015/16



6.3. Age Distribution by Year – Professional Services Staff

Since the removal of the default retirement age the proportion of staff age 66 & over has increased slightly year-on-year. However, overall there is a balance in the spread of staff across the age groups 25-34 through 55-65.

Figure 26: Age distribution of professional services staff, 2010/11 to 2015/16



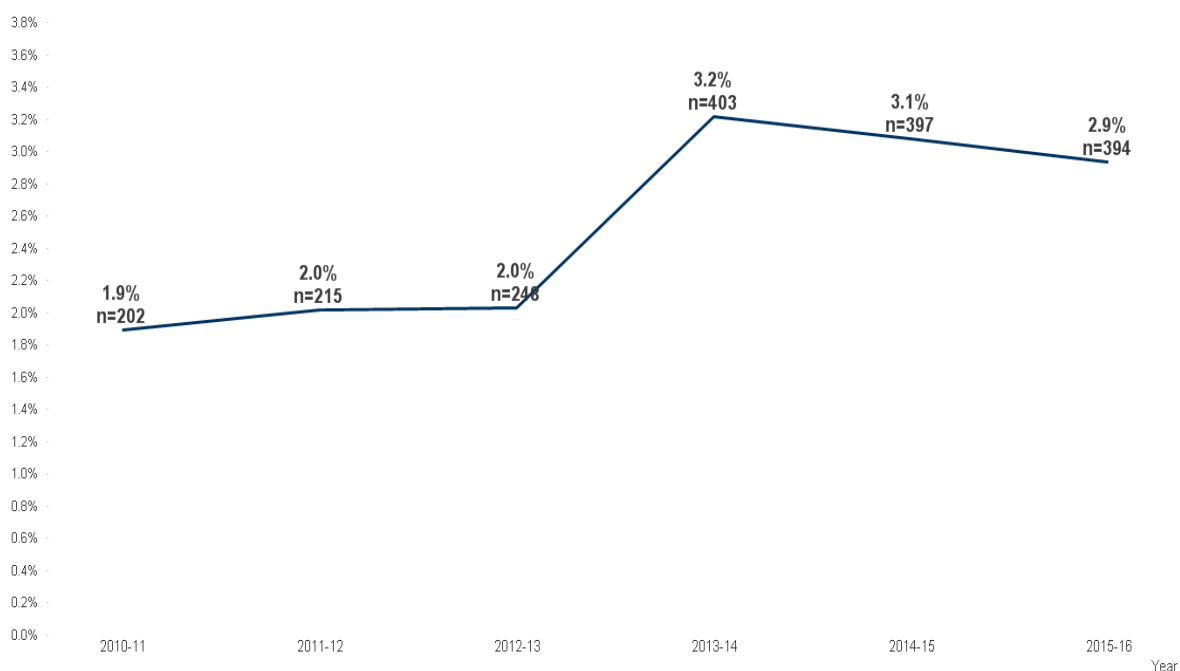
7. Other Protected Characteristics

7.1. Disability

In 2015/16, 11,527 staff provided information on whether they had a disability or not, with the 394 staff members disclosing a disability. Figure 27 shows the overall proportion of staff disclosing a disability from 2010/11 to 2015/16. The proportion of staff disclosing a disability since 2013/14 is broadly in line with the benchmarking data for higher education in Scotland (3.3%, ECU statistical report 2016). A staff equality monitoring survey was conducted in 2013-14, and may account for the increase in staff disclosing a disability compared with previous

years. Staff equality monitoring surveys will be conducted every two years with a view to improving disclosure of all equality characteristics. The information from the survey carried out in 2015/16 will be included in the 2016/17 EDMARC Report.

Figure 27: Proportion of all staff (including GH) disclosing a disability, 2010/11 to 2015/16.

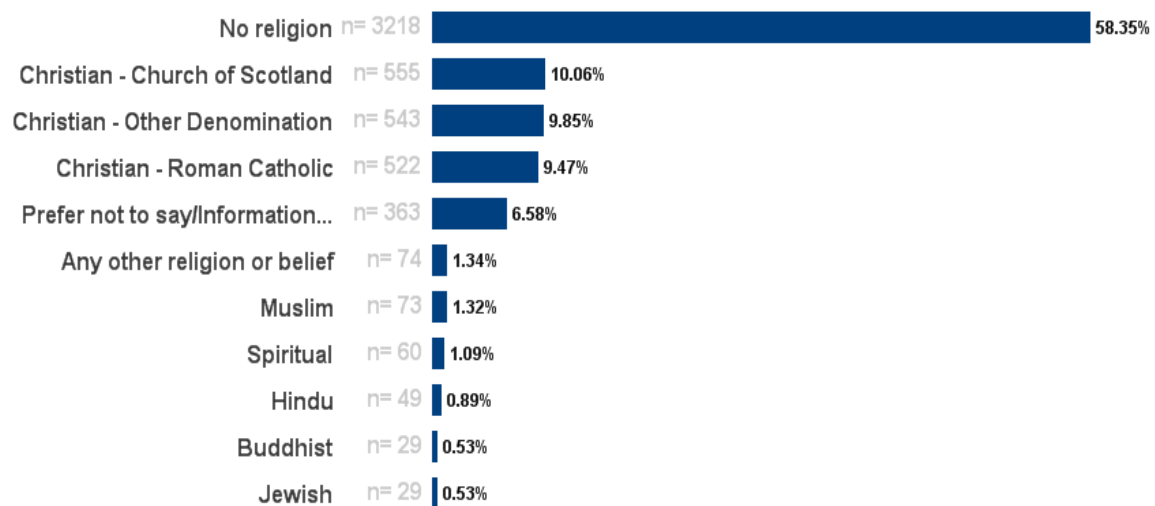


7.2. Religion and Belief

In 2015/16, 5156 (38%) of all staff, including GH staff, disclosed their religion/belief. Of those who disclosed their religion/belief, 58% were of no religion which is 17% higher than the Scottish population, and 9% higher than the City of Edinburgh population when compared to the 2011 census data. It is also 12% higher than the Equality Challenge Unit 2016 statistical report data, derived from HESA staff data for UK institutions.

The proportion of staff declaring their religion as Christian (29.3%) is markedly lower than the Scottish (57.9%) and City of Edinburgh (46.7%) 2011 census proportions, as well as being lower than the Equality Challenge Unit 2016 statistical report data (38.6%). However the small proportions who declared as Hindu, Muslim, Buddhist and Jewish are broadly in line with the census and HESA data making allowances for variability given the small numbers in each of these categories. Figure 28 presents the proportion of staff in each category of Religion and Belief.

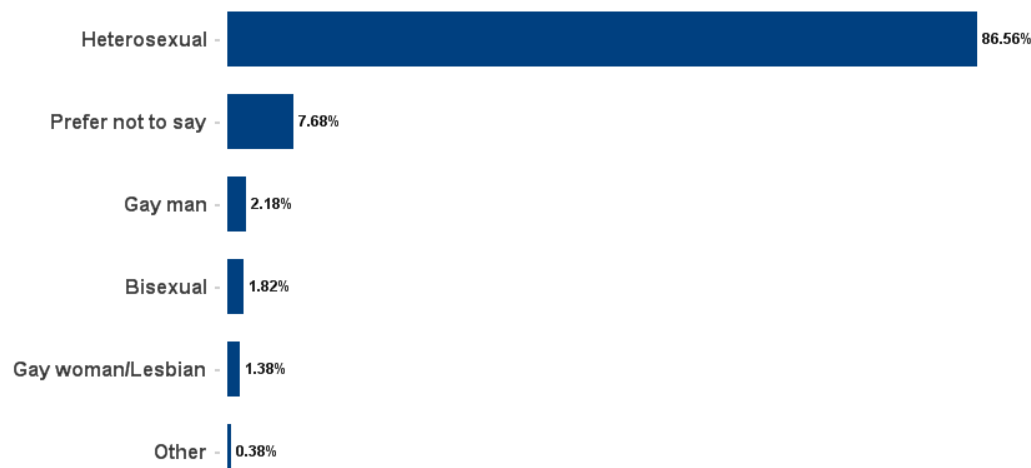
Figure 28: Proportion of staff of known Religion and Belief in each category, 2015/16.



7.3. Sexual Orientation

In 2015/16 5,003 staff (38%), including GH staff, disclosed their sexual orientation. Of those that disclosed, 93.7% disclosed they were heterosexual. The proportion of staff identifying themselves as Gay Man, Lesbian/Gay Woman or Bisexual is higher than the UK average 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 UK Higher Education Institutions from the Equality Challenge Unit 2016 statistical report data (Gay Man =2%; Bisexual= 1.2%; Lesbian/Gay Woman =1.2%). Figure 29 presents the proportion of staff in each category of sexual orientation.

Figure 29: Proportion of staff of known sexual orientation in each category, 2015/16



7.4. Gender Identity

In 2015/16 4,760 staff (35.5%), including Guaranteed Hours staff, disclosed their gender identity. Of those who chose to disclose, eighteen employees (0.4%) have a different gender identity now than was recorded at birth. This is consistent with the UK Higher Education Institution data at 0.43% (Equality Challenge Unit statistical report 2016).