

EQUAL OPPORTUNITIES TECHNICAL ADVISORY GROUP

SUMMARY OF FIRST REPORT

1. Introduction

In late 1998, the University's Staff Committee established an Equal Opportunities Technical Advisory Group (EOTAG) to examine the key types of Equal Opportunities data which should be collected for both staff and students and to determine appropriate benchmarks against which these data could usefully be compared. This group has now produced its first report which examines primarily data on staff and, although ethnicity and disability are included, most of the detailed work has been on gender.

EOTAG is chaired by Vice Principal Michael Anderson and is composed of senior Academic staff with significant expertise in the area of analysis and management of this type of data and the appropriate staff from the Human Resources Department. The members of the Group are:

- Vice Principal Michael Anderson
- Mr Ian Bettison
- Mr Niall Bradley
- Dr Sarah Cunningham-Burley
- Ms Lynda Hutchison
- Professor Brian Main
- Ms Lauren Perrie
- Professor David Raffe
- Ms Pamela Warner

The first EOTAG report examines data on stock (our workforce at a given point in time) and flow (recruitment, promotion and leavers) for all staff groups. As far as possible, it attempts to establish benchmarks against which our figures can be compared and uses data from HESA and the recent Bett report extensively.

There are, at this stage, some obvious areas where action may be considered but there are others where further work is needed in terms of the quality and availability of data. There are also areas where the currently available data need to be examined in a greater degree of detail or over a longer period of time or supplemented by more qualitative work to try to determine the causes of what is observed.

This summary report highlights some key findings and aims to give a flavour of the full report. These areas are explored in more detail in the main report and it is important that the more detailed analysis is examined before comment or use is made since, if they are taken out of context, misleading conclusions may be drawn. Copies of the full report can be obtained from the Equal Opportunities Office.

Limitations of analyses possible with available data

The group recognises that there are limitations on the analyses possible from the range and quantity of data available. Some of these limitations and caveats are outlined below:

- the stock profile reflects practices, cultures and personal preferences of the past. However, inequality of opportunity is largely a cultural manifestation, to an extent unwitting and therefore we should be wary of taking comfort from the 'historical' explanation but rather should also take observed differentials as alerting us to the need for critical examination of established practices.
- While flow is more likely to provide an indicator of current practices, it too is subject to influences by past history. Individuals from groups who are perceived to have diminished opportunity at the University of Edinburgh may decide not to apply for posts or for promotion and this may even mean that there may be a higher rate of success among this self-selected elite.
- If a past or persistent British cultural tendency towards inequality of opportunity amongst specific sub-groups has influenced the stock profile of the University of Edinburgh, it is also likely to have been influential across other similar Higher Education institutions in the UK. Therefore, although it provides a useful picture of performance with regard to Equal Opportunities, relative to similar institutions, comparative benchmarking can not address the question of whether or not there is inequality of opportunity, in an absolute sense.
- Even where differences are found that are suggestive of inequality of opportunity, it should be borne in mind that there may be a range of factors other than discrimination (notably differences in preferences for particular types of activity) which may explain what is observed. Suggested possible explanations in this report are no more than suggestions requiring further investigation.
- Statistical analysis can raise many important questions about possible inequality of opportunity but in the absence of pertinent supporting data, no amount of statistical analysis can answer these questions.

The above caveats highlight the difficulties inherent in attempting to assess by means of aggregate data, the subtle effects resulting from inequality of opportunity. There is perhaps some possibility of success in monitoring sexual discrimination but surveillance is much harder in the case of ethnic origin and disability where numbers are significantly smaller.

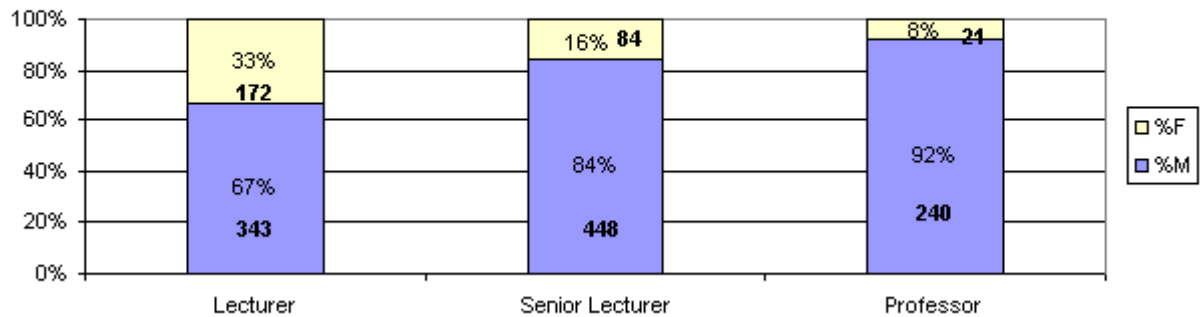
The Group has recognised that there are some areas in which the data we currently collect are not sufficient for our needs and has taken steps to improve the current situation. In our discussions on benchmarking, we have recognised that, as well as comparing our data with national and census records, it would be useful to compare the situation at the University of Edinburgh with some similar Universities. As part of a wider Staffing Strategy benchmarking exercise, agreement has been reached to share data with Glasgow University and it is planned to explore the possibility of doing so with UCL, Leeds, Manchester and Birmingham.

3. Some Key Findings

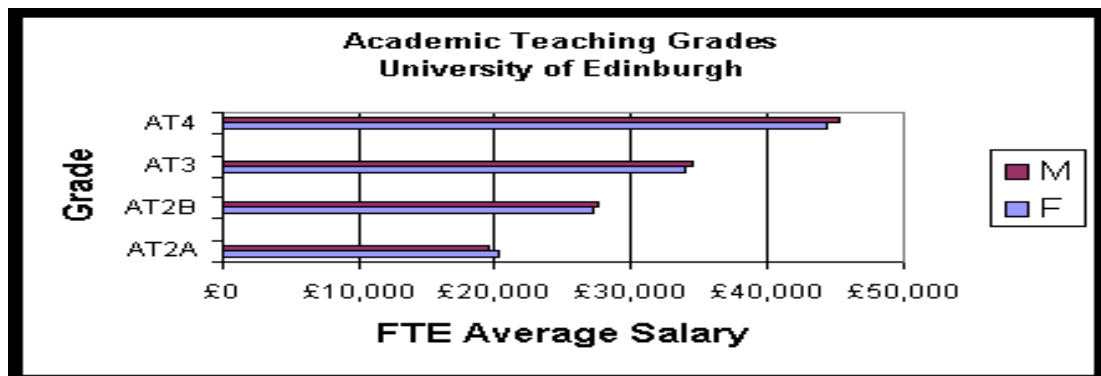
3.1 Academic Teaching Staff

a) Overall, fewer women are employed at all grades than men, and they are especially under-represented at the more senior grades

**Academic teaching staff by Grade and Gender
University of Edinburgh - July 1999**

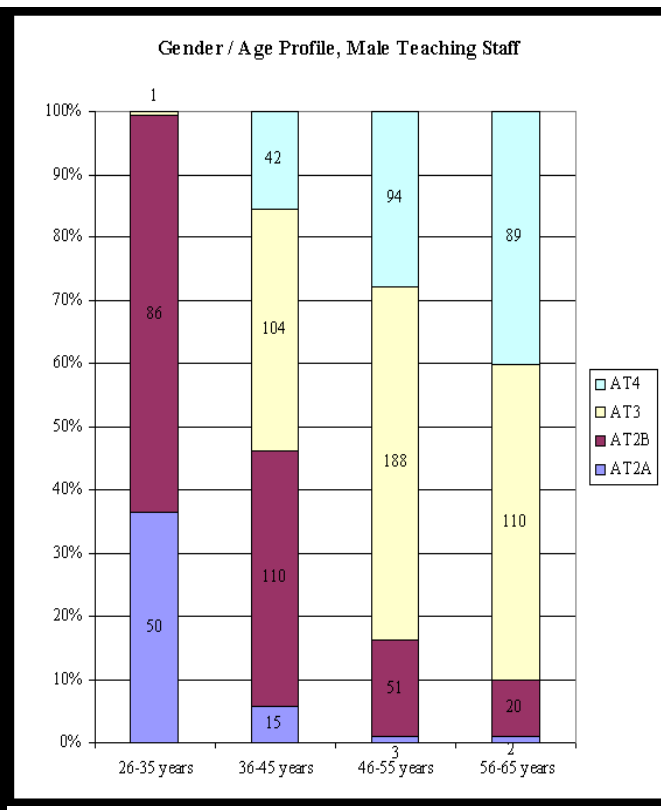
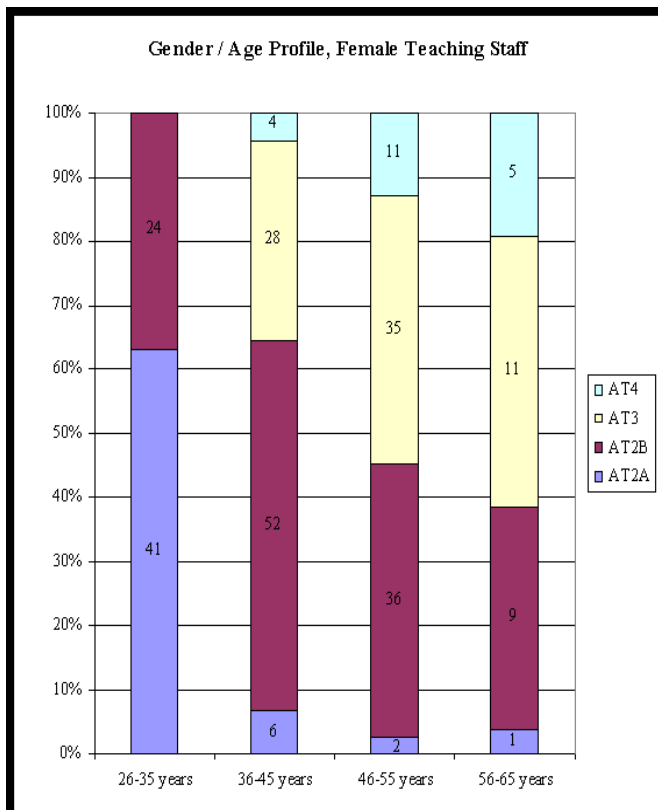


b) On average overall, women are also paid less than men. However the gap between men's and women's salaries is not as wide as would be expected from the figures quoted in the Bett report.

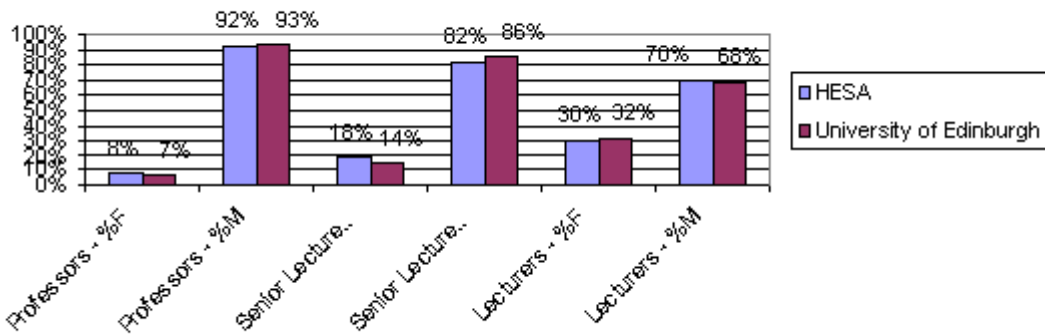


c) However, the age profile of women is markedly younger than that of men, reflecting rising numbers of female appointments in recent years. The percentages of men and women in the different age groups are as follows:

	Female	Male
25-35	30%	15%
36-45	37%	27%
46-55	27%	33%
56-65	6%	23%



HESA/University of Edinburgh 1997



d) as the graphs above show, age disparities explain a

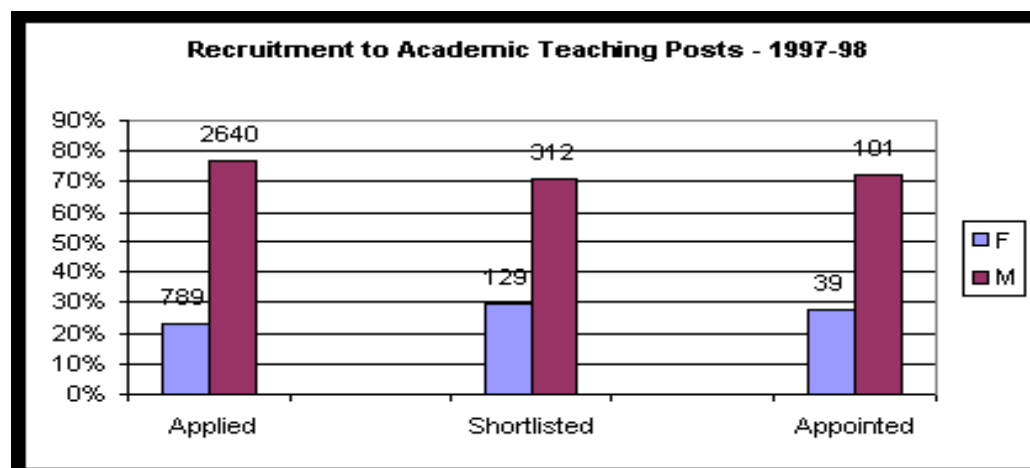
large part of the gender differences in salaries and grades, and within grades women are on average paid only marginally less than men, but significant differences do remain.

e) Also, women are slightly under-represented at senior levels compared to the national HESA statistics.

f) Women are rather more under-represented at the University of Edinburgh in the Faculty Groups where women are most numerous in the national picture (i.e. Arts, Divinity and Music and Law and Social Sciences) and there is also a number of planning units where there are no women teaching staff.

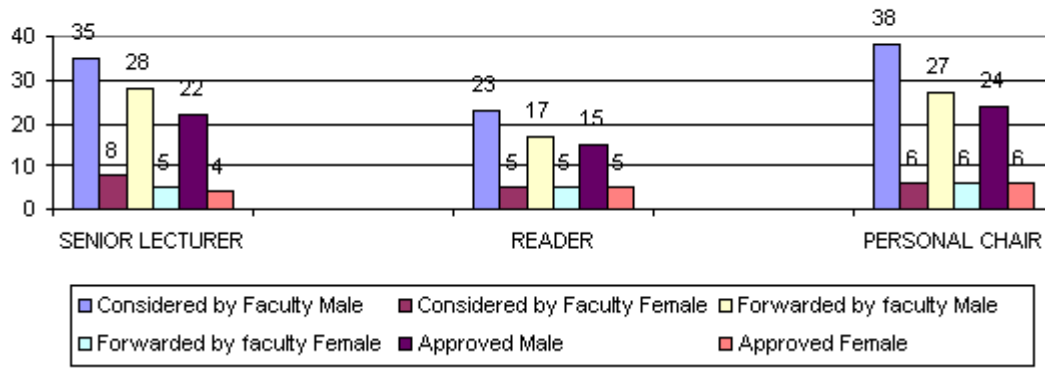
g) Although the percentage of women in Academic Teaching posts is increasing it is increasing at a slower rate than would be expected from the national figures.

h) The proportions of applications from women for Academic Teaching posts is somewhat lower than would be expected from the national figures but those who apply are more likely to



be short-listed and subsequently appointed.

PROMOTIONS SUMMARY 1999

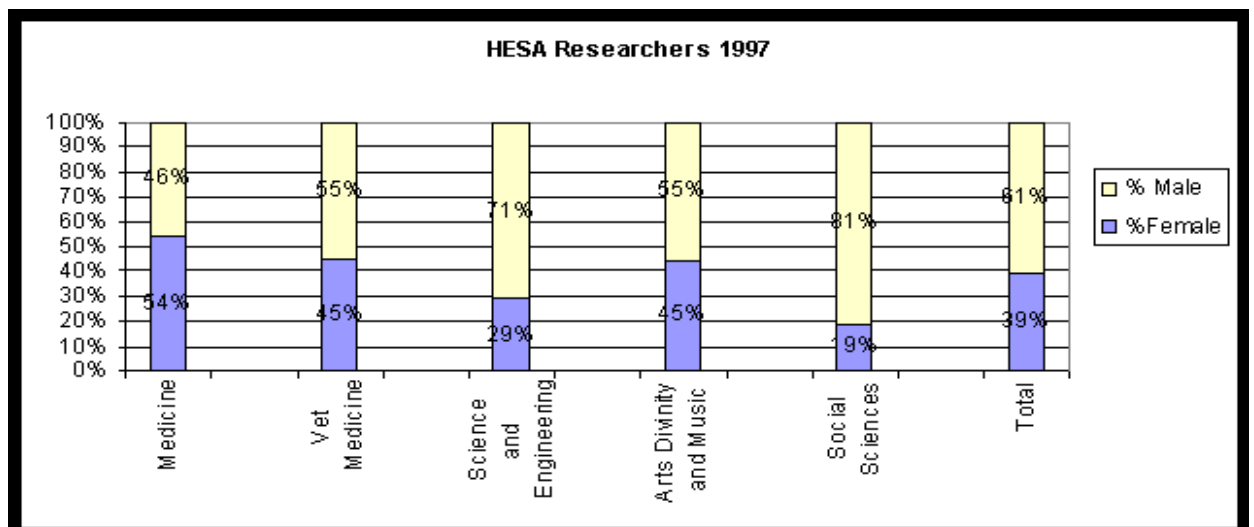


i) Women are less likely to be nominated or self-nominate for promotion than men but once nominated are more likely to be successful

j) People from ethnic minority communities are under-represented compared to the 1991 Census data but are most likely to be employed in this staff group.

Academic Research Staff

a) In contrast to the Academic Teaching staff group, except in the Law and Social Sciences Faculty Group there is a higher presence of women in research grades than would be expected from the national HESA statistics and overall there are only modestly more men than women except at the higher grades - this may partly at least reflect differences in age/length of service.

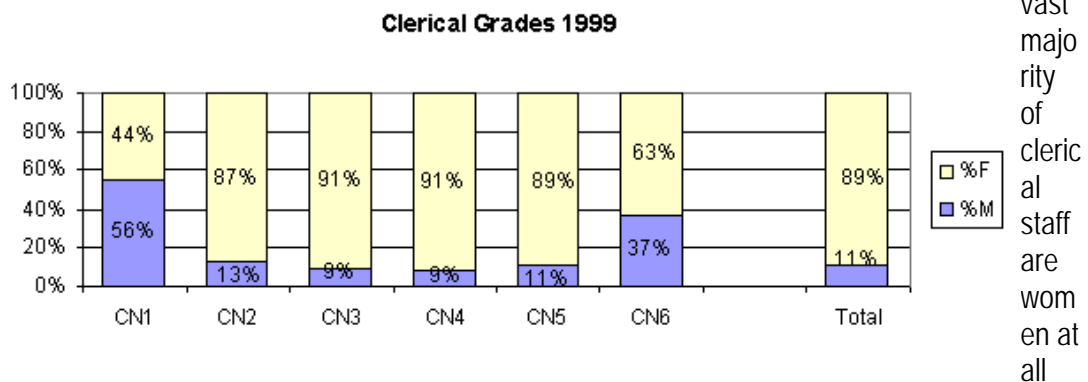


- b) There are some planning units where there are no women research staff .
- c) The proportions of applications from women for Academic research posts is as would be expected from the national figures and those who apply are more likely to be short-listed and subsequently appointed.

3.3 Academic Related Staff

Women are over-represented among library staff and markedly under-represented among computing staff and the percentage of women in Academic computing posts is falling.

3.4 Clerical Staff

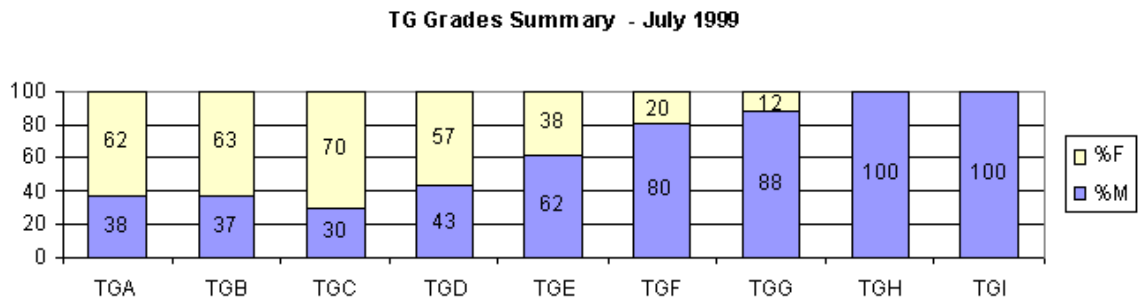


except the most junior grade.

b) At most grades women are paid more than men - this may partly at least reflect differences in age/length of service.

c) There is an increasing proportion of applications from men for these posts but they are less likely than women to be short-listed or appointed.

3.5 Technical Staff



a) Although around 50% of technical staff are women they are much more likely to be found in the lower grades

b) Around 50% of applications for posts are from women and they are more likely to be short-listed and appointed

3.6 Manual Staff

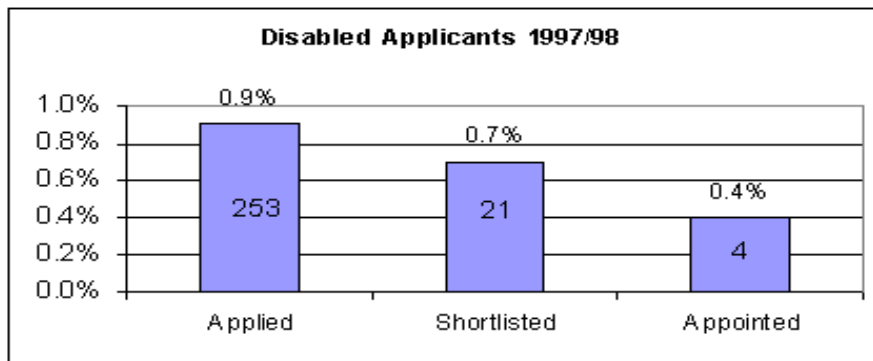
Although the majority of manual staff are women, the majority of them are in part-time posts with the majority of men being in full-time posts.

There are particular groups of manual staff which are exclusively male eg portering and security staff.

3.7 All staff groups

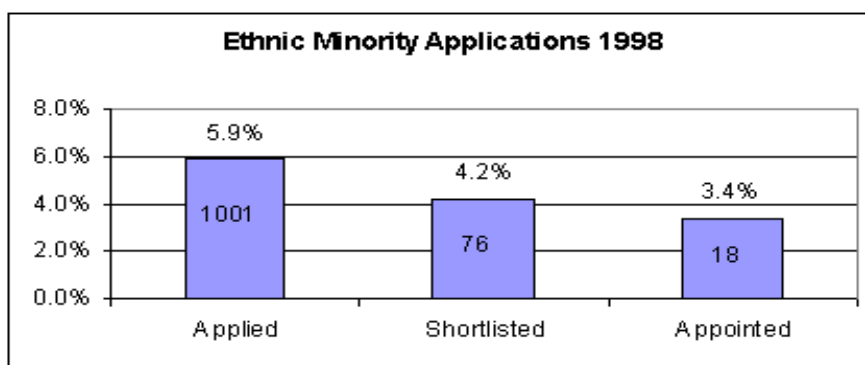
Women are generally more likely than men to be on fixed term contracts and to be in part-time posts

The University employs fewer disabled people than other comparable employers and although the numbers of disabled applicants are small, disabled applicants are less likely to be short-listed and appointed to posts than non-disabled people.



Comparing the proportion of people from ethnic minority communities employed at the University with the proportions in the community of Scotland taken from the 1991 census, it can be seen that minority ethnic people are slightly more likely to be employed in the Academic and Academic related grades than would be anticipated and less likely to be employed in clerical posts.

In Academic and related posts, the University is appointing people from ethnic minority communities in percentages higher than the current workforce and higher than the appropriate benchmark. In all staff groups, however, applicants from ethnic minorities are less likely to be short-listed and appointed to posts than white people



Recent national research on ethnicity and employment in Higher Education found that ethnic minority staff in UK Universities are more likely to be on short-term contracts than white staff. The same is true at Edinburgh but this may also reflect age and length of service.

4. Conclusion

There are several areas in the report where the findings suggest that there is evidence of inequality of opportunity and the possibility of discrimination, whether deliberate or institutional. The Equal Opportunities Technical Advisory Group is continuing its work to investigate these areas and the Equal Opportunities Sub-committee is considering the findings with a view to

recommending appropriate actions. The Technical Advisory Group will continue its work on staff and is anticipating reporting on staff stock data biennially with more frequent reporting on recruitment and promotion. It is planned that the major focus in the next report will be on student data and the Group also plans to report on this biennially.