EDI public data report staff and student narrative

Introductory context

This associated narrative follows the staff and student data reporting on the 2022/23 academic year. This mainly covers student/staff populations in the five-year period from 2018/19 to 2022/23, but in some instances the reference years are different.

Findings and trends on the University's position are compared to institutions at Scotland or UK level, as reported in AdvanceHE's dedicated reporting on the protected characteristics of staff and students. While our EDMARC reporting is focused on the 2022/23 academic year, the latest available AdvanceHE data at time of writing is on 2021/22, hence why this is used as a baseline for comparisons.

The 2022/23 academic year has taken place against a changed external context, which has influenced shifts in patterns and trends observed at university level. While 2021/22 saw greater staff recruitment market challenges, these have somewhat eased as we have emerged from the pandemic, facilitating recruitment of some staff roles across the University.

As the University has transitioned to a return to full in-person teaching and in-person examination, this has resulted in a need for additional invigilators, tutors, demonstrators, and other staff to support the student experience. The increase in Professional Services staff recruited can also be partly attributed to the active recruitment of Student Advisers, to support increased learning and support needs amongst the student population.

The years immediately preceding 2022/23 have seen significant disruption to normal student recruitment patterns as result of external events, including EU Exit and the Covid-19 pandemic. The composition of the University's student population has fluctuated in recent years with changes in fee and funding arrangements for EU students studying in Scotland, and Covid-related school assessment disruption, which impacted entry qualifications and resulted in a higher number of entrants, resulting in a higher number of continuing students. These shifts are not unique to the University of Edinburgh, but are important context when considering 2022/23 findings in relation to the years immediately preceding it.

With regard to the data published on student/staff ethnicity, we refer to specific ethnicity groupings at the lowest possible level of aggregation to allow for meaningful statistical comparisons. Because the relevant populations of students or staff can be small, to allow any statistical reporting, we often have to group at the level of BAME/white.

Figures in square brackets refer to the Staff data report [SF] or Student data report [ST].

STAFF

Overall staff headcount

- At July 2023, there were 13,325 staff at the University (excluding staff on Guaranteed Hours contracts, see below). In the latest five-year period, the overall number of staff has increased by **15.0%**, with the 2022/23 figure representing an **8.1%** increase on the previous year. **[SF2.1]**
- AdvanceHE data reported **53,120 staff** at Higher Education Institutions in Scotland representing **12.5%** of UK staff overall.

Academic and Professional Services staff

- There continues to a be a higher proportion of Professional Services staff compared to Academic staff at the University. Between 2021/22 and 2022/23, Professional Services and Academic staff totals increased by **11.2%** and **4.5%** respectively. **[SF2.2]**
- **The year-on-year increase in Professional Services staff at the University has been contributed to by an expansion of Student Adviser positions across some departments, which increased from 65 to 125 overall.**
- The University proportions of staff by activity – 42.0% Academic and 58.0% Professional Services – show a slightly higher majority of Professional Services staff compared to UK-level. AdvanceHE reported an overall UK HEI staff composition of 54.9% Academic and 45.1% Professional Services staff in 2021/22.

Assignment category

- **Overall proportions of University staff on fixed-term and open-ended contracts have remained broadly consistent over the latest five-year period.** 2022/23 data show there were 9,855 University staff on open-ended contracts, compared with 3,300 staff on fixed-term contracts, representing **74.9%** and **25.1%** respectively. **[SF2.3] However, greater variation is observed when we look at ethnicity and nationality groupings in relation to contract type.**
- The University's contract type proportions broadly align with average UK-level figures reported by AdvanceHE, which recorded 75.3% of staff on open-ended contracts, and 24.7% on fixed-term.

Grade

- Of the **12,735** 'UE' graded staff at the University in 2022/23, the largest proportion were employed at UE07 (3,155 – 24.8%), and the smallest proportion at UE02 (315 – 2.5%). **[SF2.4]**

Guaranteed Hours staff

- In 2022/23, Guaranteed Hours staff at the University totalled 3,940. The data indicate that the number of Guaranteed Hours staff has slowly increased over the last five years, falling slightly between 2019/20 and 2020/21, associated with the impact of Covid-19 on recruitment trends. However, the number of Guaranteed

Hours staff saw a 14.9% year-on-year increase between 2021/22 and 2022/23. This is predominantly due to the inclusion of invigilators in the dataset once again, together with a doubling of the amount of teaching assistants (from 120 to 250). **[SF2.5]** Over half of Guaranteed Hours staff population are Grade 6 Academic staff – 59.6%, with most of these being Tutors or Demonstrators.

Ethnicity

- **Overall, the proportion of BAME staff at the University (including both non-UK and UK BAME) has increased over the last five years. However, between 2021/22 and 2022/23, this overall proportion has remained consistent, with marginal year-on-year decreases across both UK and non-UK nationals. [SF3.1.1]**. Across the last five years, the BAME staff proportion has increased by **2.4 percentage points** from **10.9%** in 2018/19.
- 2022/23 data show the proportions of non-UK and UK BAME staff were **31.2%** and **5.3%** respectively. While the overarching trend over the past five years has been an increase in both proportions, 2021/22 – 2022/23 has seen a slight **0.9 percentage point** reduction in the proportion of non-UK BAME staff, from **32.2% to 31.2%**, whereas the proportion of UK BAME staff has **dropped by 0.1 percentage points from 2021/22 to 5.3%**. **[SF3.1.1]**
- More broadly, the proportions of both non-UK and UK BAME staff have increased over the past five years, with the non-UK BAME staff proportion increase more marked than the UK BAME staff.
- The University's proportion of UK BAME staff (5.3%) is slightly higher than the 2021/22 average for Scottish institutions, as recorded by AdvanceHE (5.0%), while below the UK average (12.2%). The proportion of non-UK national BAME staff (31.2%) remains slightly below the UK and Scotland averages, which in 2021/22 were 36.1% and 34.2% respectively.
- **Considered by job function, there continues to be a higher proportion of BAME Academic staff than BAME Professional Services staff**, constituting 19.5% and 8.6% respectively in 2022/23. While the overall proportion of BAME staff across both groups has increased since 2018/19, the proportion of BAME academic staff decreased by 0.2 percentage points year-on-year from 2021/22 to 19.5%.
- Reflecting the pattern we see for BAME staff overall, there is a higher proportion of non-UK national BAME academic staff (34.1%) compared with UK national BAME (7.8%). Within this, the proportion of UK BAME staff saw a reduction of 0.1 percentage points between 2021/22 and 2022/23, from 7.9% to 7.8%, whereas the non-UK BAME staff proportion saw a more marked year-on-year decrease of 0.9 percentage points, from 35.0% to 34.1%. **[SF3.2.1]** However, it should be noted that these are slight in-year variations within a broader overall upward trend in the proportion of BAME staff of both nationality groups at the University over the latest five-year period. The overall proportion of BAME staff has increased from 16.9% to 19.5% since 2018-19. The proportion of non-UK BAME staff has increased from 32.0% to 34.1%, and the proportion of UK BAME staff from 6.2% to 7.8% over the same timeframe.

- The proportion of BAME professional services saw a year-on-year increase of 0.2 percentage points – to 8.6%. **[SF3.3.1]** Chiming with what we see amongst BAME academic staff at the university, a higher proportion of BAME professional services staff are non-UK nationals (26.1%) compared to UK nationals (3.9%). While the former has experienced a greater increase over the last five years, it saw a marginal decrease of 1.1 percentage points to 26.1% in 2022/23, whereas the proportion of UK national professional services staff has decreased marginally (by 0.1 percentage points compared to 2021/22) to 3.9%. **[SF3.3.1]**
- The largest group across both BAME academic and professional services staff at the University is Asian **[SF3.2.2, SF3.3.2]**

Guaranteed Hours staff

- Since 2018/19, there has been an overall increase in the proportion of BAME staff on Guaranteed Hours contracts, from **22.1% to 30.0%**. This is more than twice the overall proportion of BAME staff at the University **(13.3%)** not on guaranteed hours. As with the other staff groups, more Guaranteed Hours staff are non-UK national BAME **(47.9%)** compared to UK national BAME **(8.3%)**. Year-on-year, the proportion of non-UK BAME Guaranteed Hours staff has increased marginally to **47.9% from 46.0%**, whereas the UK national BAME proportion has seen a year-on-year reduction from **9.1% in 2021/22 to 8.3%** in 2022/23. The largest ethnicity group represented across both non-UK and UK national Guaranteed Hours staff at the University is white. **[SF3.4.2]**

Academic staff – Ethnicity and fixed-term contract

- **There has been an overall reduction in the proportion of University staff on fixed-term contracts, including academic and professional services staff of all ethnicity and nationality groupings. This has continued year-on-year between 2021/22 and 2022/23, with all groups seeing a decrease. [SF3.5], [SF3.6]**
- Looking at academic staff, there is markedly higher proportion of non-UK nationals on fixed-term contracts compared with UK nationals. BAME staff are more likely to be employed on a fixed-term contract than white staff.
- Over the last five years, a majority of non-UK BAME academic staff have been on fixed-term contracts, with this proportion exceeding 50.0% between 2018/19 and 2021/22. However, between 2021/22 and 2022/23, the proportion decreased by 6.4 percentage points to **47.6%,** falling below 50.0% of non-UK academic staff for the first time in recent years. **[SF3.5]**
- **However, the University's proportion of UK BAME academic staff on fixed-term contracts is slightly lower than the UK average of 32.0%.**

Professional Services staff – Ethnicity and fixed-term contract

- As with academic staff, a higher proportion of non-UK BAME Professional Services staff than white Professional Services staff were on fixed-term contracts as of 2022/23, with both non-UK and UK BAME staff more likely to be on a fixed-term contract than white staff of the same nationality grouping **[SF.3.6]** Regardless of ethnicity, academic staff at grades UE06 and UE07 has the majority of staff on fixed term contracts. This group makes up a larger proportion of the BAME staff population when compared to white staff, thus driving the overall difference in the percentage of staff on fixed term contracts. Slight differences exist at higher grades, but these are far less pronounced e.g., for UE09, the difference in the percentage of BAME and white staff on fixed term contracts is less than 0.5%.
- 2020/21 – 2021/22 saw an increase in the proportion of Professional Services staff across all ethnicity and nationality groupings employed on fixed-term contracts; however, it is notable that each of these have seen a year-on-year decrease between 2021/22 and 2022/23. The most marked of these has been at UK BAME professional services staff, seeing a reduction of **10.4** percentage points to 18.0% **[SF3.6]**. While the decrease in fixed-term contracts across all groups as presented by 2020-21 data may reflect specific impacts related to Covid-19, the latest year-on-year decrease beyond previous levels may be associated with the University's sustained commitment to reducing the number of staff employed on fixed-term contracts.
- Despite this reduced proportion, 2021/22 Advance HE data shows that this remains higher than the UK average amount of UK national BAME Professional Services staff employed on fixed-term contracts (15.9%).

Nationality and contract type

- **2022/23 data show an overall decrease in the proportion of University staff on fixed-term contracts, however, the proportion of UK national academics on fixed-term contracts has continued to increase over most recent five-year period.** Non-UK academic remains the grouping with the highest proportion of staff employed on fixed-term contracts **(42.9%)**, though it experienced a year-on-year percentage point decrease of 2.3%. The lowest proportion of staff on fixed-term contracts remains UK national Professional Services, at 11.8%. Between 2021/22 and 2022/23, there have been year-on-year decreases in the proportion of staff on fixed-term contracts across all nationality groupings, with the highest reductions seen at non-UK academic and professional services, falling by 2.3 and 2.4 percentage points respectively. **[SF.3.7]**

Ethnicity and grade – Academic staff

- Considering the ethnicity of University staff by UE grade, the highest proportion of BAME academics are employed at the lowest reported grade for academic staff (UE06), and the data show the trend that as the seniority of the grade increases,

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the proportion of BAME academic staff decreases. 28.4% of BAME academic staff are employed at UE06, compared to 9.6% at UE10. With the exception of UE07 and UE08, the proportion of BAME academic staff across all grades has increased every year since 2018/19. **[SF3.10]**

Ethnicity, Nationality and Grade – Academic staff

- When 'UE' graded BAME academic staff are considered by nationality grouping, the data demonstrate higher proportions of non-UK BAME academic staff represented across the grading structure compared to UK BAME academic staff. This reflects the University's staff composition of a greater number of non-UK BAME academic staff overall. **[SF3.8]**

Ethnicity and grade – Professional Services staff

- As seen for BAME academic staff, a majority of BAME professional services staff are employed at the lowest grade (UE01) – 14.3%. While this grouping does not follow the trend of lesser representation with grade increases, it is clear that there is a more significant underrepresentation of BAME Professional Services staff, which, despite year-on-year increases at UE09 and UE10, continues to be most acute at the most senior grades. **[SF3.11]**
- When 'UE' graded BAME professional services staff are considered by nationality grouping, the data reflects the trend seen across BAME academic staff, that non-UK BAME staff are better represented overall. However, the disparity between non-UK and UK nationals is more marked at professional services compared to academic staff **[SF3.9]**

Gender

- The majority of University staff overall are female (55.6% in 2022/23). While this represents an increase of 0.8 percentage points on the previous year, the proportion has seen little change over the past five years. **[SF4.1]**
- **These proportions are closely aligned with the overall staff composition seen across HEIs in Scotland, as reported by AdvanceHE (54.8% female and 45.2% male)**
- Although the overall majority of staff are female, there is a much higher proportion of female Professional Services staff (61.9%) compared to Academic female staff (46.9%). The proportion of female academic staff levels have grown by more than professional services over the five years from 2018/19, with the 2022/23 proportion of female academic staff the highest in recent years. **[SF4.2]**
- Female staff constituted 53.7% of Guaranteed Hours staff in 2022/23. **[SF4.3]**

Gender and contract type

- When gender and contract type are considered together, the data show that female academic staff are slightly more likely to be on fixed-term contracts than male academic staff. In 2022/23, these proportions were 40.1% and 35.0% respectively. These proportions have remained broadly consistent over the latest five-year period. **[SF4.4]**
- While a far lower proportion of Professional Services staff are on fixed-term contracts, female professional services staff are slightly more likely than male staff to be fixed-term. In 2022-23, the respective proportions were 17.3% of female staff compared to 13.8% male staff. **[SF4.5]** AdvanceHE data for 2021/22 reflects this trend. In 2021/22, 35.1% of female academic staff at UK HEIs were on fixed-term contracts, compared with 14.9% of female Professional Services staff.

Gender, contract type and grade

- Looking at gender, contract type, and grade, it emerges that broadly similar proportions of female and male academic staff are on fixed-term contracts at the most junior grades (UE06 and UE07), with a much higher proportion of staff at the most senior grades (UE08 – UE10) employed on open-ended contracts. **[SF4.6]**
- When Professional Services are considered, this trend broadly continues, but Professional Services staff at grades UE06-UE09 are considerably more likely to be on open-ended contracts than is the case for Academic staff. At grades UE06 and above, the proportion of female Professional Services staff on fixed-term contracts are between three and seven percentage points higher than for male staff on fixed-term contracts at the same grades. **[SF4.7]**

Gender and pay grade

- While female academic staff constitute a clear majority at UE06 (61.0%) and constitute a slight majority at grades UE07 and UE08 (52.3% and 53.2% respectively), the data show that representation of female academic staff declines steeply at the most senior grades (39.9% at UE09 and 29.7% at UE10). While both proportions have increased slightly year-on-year, the overall shift over the latest five-year period has been marginal. **[SF4.8]**
- By contrast, with the exception of UE10, female Professional Services staff are in the majority across all grades (UE01-UE09). A considerably higher proportion of female Professional Services staff than Academic staff is employed at grades UE06-10, including at the most senior grades. **[SF4.9]** In particular, the proportion of female Professional Services staff employed at UE09 increased by 3.5 percentage points on 2021/22 levels – from 53.3% in 2021/22 to 56.7% in 2022-23 – the largest increases in the last five years. The proportion of female staff employed at UE10 has decreased very slightly on 2021/22 proportions, to 49.1%.

Age

- The overall age distribution of University staff has remained consistent over the past five years, with proportions of staff aged 25-34, 35-44 and 45-54 broadly balanced, with a slightly lower proportion aged 55-65 **[SF5.1]**
- This is largely reflected across the age make-up of academic staff, with this group having a slightly higher proportion of staff aged 25-34 and 35-44. However, the proportion of the former decreased between 2021/22 and 2022/23, for the first time since 2019/20. **[SF5.2]**
- The picture seen across professional services is similar, however, 2022/23 data shows a slightly higher proportion of these staff aged 55-65 than for academic staff. With the proportion of staff aged 45-54 having dropped by over a percentage point on 2021/22, the latest data shows a lower proportion of Professional Services staff of this age than academic staff for the first time in the most recent five-year period. **[SF5.3]**
- A much higher proportion of Guaranteed Hours staff is concentrated in the younger age groups. As of 2022/23, a majority (54.3%) were aged 24-34. **[SF5.4]**

Other Protected Characteristics

Staff disabilities

- For 2022/23, the percentage of staff declaring at least one disability was 5.4%. The same figure for 2021/22 was 5.2%. This compares to an overall disability disclosure rate across UK HEI staff of 6.8% and an 8.5% disclosure rate among staff working in Scotland. Prior to this, figures were between 3.0% and 3.5%. The increases in more recent years are due to system change allowing staff to self-report on their disability status.

Religion and belief

- In 2022/23, religion and belief of staff at the University was unknown for 47.0% of staff, with a further 3.4% actively choosing against declaring this information. Across staff that declared, the highest proportion responded No religion (27.7%), followed by Any other religion or belief (6.3%), and Christian – Other Denomination (5.3%) as distinct from Christian – Roman Catholic (4.2%) or Christian – Church of Scotland (3.2%). Since 2018/19, there has been a 50% increase in the staff headcounts for each of the following religions: Jewish, Buddhist and Hindu, however the respective percentages of the overall population are largely unchanged. **[SF6.2]**

Staff sexual orientation

- In 2022/23, sexual orientation was unknown for 47.0% of the overall University staff population, whilst a further 5.3% actively chose not to declare this information. Of staff that declared sexual orientation, the highest proportion was heterosexual or straight (41.8% of all staff). 2.7% declared as being bisexual and 2.3% as gay or lesbian. Looking at trends observed in recent years, there has been a doubling in the percentage of staff reporting as bisexual (1.1% to 2.5%) since 2018/19, while a 0.5 percentage point increase for Gay / Lesbian staff (to 2.5%) **[SF6.3]**

Staff gender identity

- *Due to system changes and related question interpretation, it is currently not possible to accurately report on staff gender identity.*

STUDENTS

Entrants by level of study

- Over the latest five-year period, the rate of university entrants has fluctuated, seeing a particular increase in 2021/22 as a result of Covid-related school assessment disruption, which impacted entry qualifications. However, 2022/23 levels reflect a return to pre-Covid patterns. In the last year, the number of entrants at each level of study has seen a slight year-on-year decrease on 2021/22, with undergraduate entrants seeing the largest reduction (5.0%) to 9,695. Overall, total entrants in 2022/23 amounted to 20,205, a 5.9% reduction on the previous year. **[ST2.1]**

Student population by level of study

- Overall, the University's student population increased by 1.4% on 2021/22, to 49,740. While the University's undergraduate and postgraduate research populations increased slightly on the previous year, this is due to higher undergraduate entrant numbers in 2020/21 and higher postgraduate research entrant numbers in 2020/21 and 2021/22, translating into more continuing students. Conversely, the postgraduate taught population saw a 3.1% decrease, with this population typically consisting of a single year of study. **[ST2.2]**

Ethnicity

Undergraduate entrants

- As of 2022/23, the proportion of UK-domiciled BAME UG entrants has increased to its highest level in the latest five-year period, from 13.9% in 2021/22 to 16.8%. This includes a 2.1 percentage point increase in the proportion of Asian entrants. **[ST3.1]**
- Conversely, the proportion of non-UK domiciled BAME undergraduate entrants **decreased** by 3.7 percentage points year-on-year in 2022/23. Within this, the proportions of Asian and 'other' non-UK domiciled BAME entrants decreased by 3.5 and 0.1% respectively. **[ST3.2]**

Postgraduate entrants

- At postgraduate taught level, the proportion of UK-domiciled BAME entrants reduced from 15.7% to 15.1% (0.6 percentage points), though within this year-on-year decrease, the proportions of black and 'other' entrants are slightly higher than in 2021/22. **[ST.3.4]**
- Due to a change in the University's data collection practices, non-UK domiciled students were not asked for their ethnicity when matriculating in 2020/21 and 2021/22. This data was later collected retroactively during registration for

returning years, and has now been reinstated for 2022/3 entrants. As fewer PGT students return for a second year, the PGT non-UK domiciled cohort is disproportionately impacted.

- While the proportion of UK-domiciled BAME postgraduate research entrants to the University has grown by 2.3 percentage points to 14.8% over the latest five-year period, 2022/23 data show a 0.1 percentage point decrease on 2021/22 levels. However, within this, the proportion of 'mixed' entrants of this grouping grew by 1.4 percentage points year-on-year. **[ST.3.6]** The equivalent proportion of non-UK domiciled BAME postgraduate research entrants saw growth slow compared to previous years (0.5 percentage points), which can be attributed to a 1.6 percentage decrease in the proportion of 'other' PGR entrants between 2021/22 and 2022/23, with the proportions of Asian, 'mixed', and black entrants experiencing slight increases. **[ST3.7]**

Attainment – undergraduate

- Within this report, 'successful outcomes' are grouped in terms of students' entry year, which allows us to explore the experience of a student population began their studies under the same broad circumstances. Undergraduate exit awards are grouped by the year a student exited with an award, which allows us to explore the shared experience of Honours year study.
- These populations will share many of the same students, but will not be identical due to the different study routes an individual may follow. Despite these differences, comparison between the two groups may help to build a more complete picture of student attainment and progression across the entire course of their studies.
- Over the last five years, the proportion of BAME and white undergraduates exiting the University with a successful outcome has seen little overall variation. This is the case for both UK-domiciled and non-UK domiciled BAME entrants **[ST.3.8, ST3.12]**. However, we observe greater differences in the proportions of BAME and white students of both nationality groups awarded a First or 2:1 degree.
- While the 2019/20 to 2021/22 exit award sessions showed a narrowing of the attainment gap between UK-domiciled white and BAME undergraduates, there has been a decline in the proportions of both groups awarded a First or 2:1 since then. This has been more pronounced for BAME undergraduates; for the 2022/23 exit award session, we observe year-on-year reductions of 6.1 and 10.9 percentage points for white and BAME respectively. The most recent degree-awarding gap between white and BAME undergraduates is 5.5 percentage points, the largest recorded since 2018/19 (which was 10.3). While the degree awarding gap has narrowed, the latest levels for both groups are the lowest recorded in the last five-year period. **[ST.3.10]**
- By contrast, the degree-awarding gap between white and non-UK domiciled BAME undergraduates at the University has widened overall in the last five years. **[3.14]** In 2018/19, this was 3.9 percentage points, and in 2021/22 it was 8.8 percentage points. 2022/23 exit award data presents a marked year-on-year

decrease in the gap, by 10.9 percentage points, with most recent white degree awarding presented as 88.6% compared to 77.7% across non-UK domiciled BAME undergraduates. **[ST3.14].**

Attainment – postgraduate

- Contrasting with the trend we see at undergraduate level, a higher proportion of non-UK domiciled BAME postgraduate taught students than white postgraduate taught students have exited with a successful outcome since the 2017/18 entry session. As of the 2019/20 entry session, there is a 1.4 percentage point difference between white and non-UK domiciled BAME students awarded a successful outcome on exit. **[ST3.18].**
- When we consider UK-domiciled postgraduate taught students, a higher proportion of white students have tended to exit with a successful outcome than BAME students. This pattern has remained consistent over the latest five-year period, with the only exception being 2016/17, when 91.0% of BAME students awarded a successful outcome in comparison to 90.6% of white students. **[ST3.16].** Of all postgraduate taught students entering the University in 2019/20, UK-domiciled white was the only grouping to see a marginal year-on-year decrease in the proportion awarded a successful outcome (0.5 percentage points), whereas the others saw a slight increase of 1.5 percentage points. **[ST3.16, ST3.18].**
- At PGR level, the only grouping not to experience a slight year-on-year awarding decrease was non-UK domiciled white**. [ST3.21].**

Gender

Gender - proportion

- Over the last five years, there has been a consistent majority of female students at all levels of study. 2022/23 figures show that female undergraduates are close to exceeding two-thirds of 2022/23 entrants (65.3%), a marginal increase on the previous year. **[ST4.1]**.
- Since 2018/19, the proportion of female PGR entrants has continually exceeded more than half of entrants. According to AdvanceHE data for 2021/22, on average, 56.1% of students across all levels of study at Russell Group universities were female. The equivalent figure for Scottish institutions, considering all students, was 59.4%. AdvanceHE recorded that 57.4% of UK first degree undergraduates were female, compared to 42.6% male, in 2020/21.

Gender – attainment

- Female undergraduates have consistently outperformed male undergraduates in terms of successful outcomes, including over the past five years. There was a 0.8

percentage point gap between female and male students who entered the University in 2018/19 and were awarded a successful outcome. **[ST4.2]**.

- There are 3.4 percentage points between female and male undergraduates who exited with a First or 2:1 in 2022/23. However, 2022/23 data shows a sharp decline in the proportions of female and male students exiting with a First or 2:1, which **may be as a result of a return to normal assessment approaches following provisions introduced by institutions during the pandemic.**

- In 2022/23, 79.4% of female students graduated with a First or 2:1 compared to 76.0% of male students **[ST4.3]**. AdvanceHE records that 84.4% female students in Scotland received a First or 2:1 in 2021/22, compared to 80.8% of male students. This represents a year-on-year degree-awarding reduction on the previous exit award session for both groups. The reduction is more pronounced for female undergraduates (6.4 percentage points on the previous year) than for male undergraduates (5.1 percentage points on the previous year), though the proportion of female undergraduates being awarded a degree remains higher overall.

- There is less variation between postgraduate outcomes. Between female and male students commencing postgraduate taught study in 2019/20, there was a 3.2 percentage point difference in the proportions awarded a successful outcome. For PGR students that joined the University in 2019/20, there was a 2.7 percentage point gap between female and male students who exited with a successful outcome. **[ST4.4, ST4.5]**

Age

- Young entrants (21 or under on entry) represent the highest proportion of the University's undergraduate intake. In 2022/23, 9.3% of all entrants were aged 17 or under, compared to 9.1% in 2021/22. The proportion of entrants aged 18-21 constitutes 70.6%, down 3.7 percentage points on the previous year. Meanwhile, the proportion of entrants aged 22-25 increased 2.6 percentage points on the previous year, with the 26-35 and 36 and over age categories holding broadly steady on the previous year. **[ST5.1]**.

- The majority of postgraduate taught entrants are aged 25 or under, with 2022/23 reflecting an increase of 3.9 percentage points on 2018/19. The proportion of entrants aged 18-21 has seen a slight year-on-year increase (0.1 percentage points), with the proportion aged 36 and older reduced from 2021/22 (1.3percentage points). **[ST.5.2]**

- Just over half of total postgraduate research entrants are aged 25 or under (54.1% in 2022/23) **[ST5.3]**

Age – attainment

- On the whole, the data indicate that younger undergraduates (aged 25 or under) are more likely than older undergraduates (aged 26 or above) to exit the University with a successful outcome. However, apart from entrants aged 18-21,

the proportion of successful outcomes awarded across all age groups saw a decline between 2017/18 and 2018/19 entry sessions, with the sharpest being at 36 and over, which decreased by 11.6 percentage points from 94.9% to 83.3%. **[ST5.4]**

- More variation can be seen in relation to age and attainment when we look at proportions exiting with a First or 2:1 degree. Those aged 21 or under have been consistently more likely to be awarded a First or 2:1 than those aged between 22 and 35. As seen in other degree award data, degree-awarding for these groups saw a year-on-year decline.

- By contrast, just over half of undergraduates aged between 22 and 35 on entry (22-25: 54.0%, 26-35: 57.6%) exited with a First or 2:1 in 2022/23. While 22-25 degree attainment fell considerably year on year, by 5.4 percentage points to 54.0%, 26-35 degree attainment saw a slight increase of 4.2 percentage points between the same sessions. **[ST.5.5]** AdvanceHE data on 2021/22 students at all levels of study receiving a First or 2:1 mirrors the observed trend of decreased degree-awarding as age increases.

- At both postgraduate taught and postgraduate research level, those aged 25 and under were most likely to be awarded a successful outcome.

- Reflecting the patterns observed on undergraduate attainment, the proportion of those aged 36 and over at postgraduate taught and postgraduate research level exiting the University with a successful outcome was the age group which experienced the sharpest year-on-year decline. At postgraduate taught level, the gap between the group awarded the highest proportion of successful outcomes, 22-25, and the lowest, 36 and over, was 21.9 percentage points. At postgraduate research level, the group awarded the highest proportion of successful outcomes in relation to the 2017/18 entry session was 18-21, whereas the lowest was 36 and over. The most recently recorded attainment gap between these groups was 11.5 percentage points. **[ST.5.6, ST.5.7]**

Disability

Disability – proportion

- Between 2018/19 and 2021/22, there was a marked increase, across all levels of study, in the proportion of students who declared a disability. However, there was a decrease in declaration levels between 2021/22 and 2022/23 across all groups. The largest decrease was at undergraduate level, which saw a reduction of 3.2 percentage points on the previous year, to 13.9%. **[ST6.1]** This variation in disclosure levels follows the trend observed in AdvanceHE's Student Statistical report for 2021/22, with the greatest disclosure proportion observed at undergraduate, followed by postgraduate research, and postgraduate taught.

Disability – attainment

- A higher proportion of undergraduate entrants with no known disability exited with a successful outcome than students with a disclosed disability (the gap ranges

from 1.6 percentage points for 2014/15 entrants and 1.8 percentage points for 2018/19 entrants). **[ST6.2]**

- However, the gap becomes pronounced when we look at the proportion of First/2.1 degrees awarded. A higher proportion of students with no known disability exited the University with a First or 2:1 than those who disclosed a disability. This has been the case for the previous five years since the 2018/19 entry session. However, with lower degree awarding reported for both groups in the 2021/22 and 2022/23 exit award sessions, the gap in degree awarding currently sits at **5.6 percentage points**. **[ST6.3] This is the first marked widening of the gap since the 2018/19 exit award session, and it is important to note that the gap has remained broadly unchanged over the latest four years prior to 2022/23. For the 2022/23 exit award session, 79.1% of undergraduates who disclosed a disability attained a First or 2:1 degree, compared to 73.5% of undergraduates with no known disability.** AdvanceHE data for 2021/22 indicates that the degree-awarding gap is larger than that at national level. For Scotland overall, in 2021/22, 81.8% of disabled students were awarded a First or 2:1, compared to 83.1% of non-disabled students, showing a degree-awarding gap of 1.3%. Of all the UK nations, Northern Ireland recorded the largest degree-awarding gap, of 1.6%.

- The proportion of disabled students being awarded a successful outcome is also consistently lower than for students with no declared disability at postgraduate taught level **[ST6.4]**. While the last five years has seen an overall narrowing of the gap in performance between postgraduate taught students who disclosed a disclosed a disability and those with no known disability (ranging from 6.6 percentage points in 2015/16 and 2.1 percentage points in 2018/19), the data show this has broadened year-on-year to 6.2 percentage points in 2019/20.

- Conversely, the 2022/23 data for postgraduate research successful outcomes indicates a promising narrowing of the gap between students with a disclosed disability and students with no known disability awarded successful outcomes; however, this has only been the case for the most recent entry session. For 2013/14 entrants, this was 9.6 percentage points, and for 2017/18 entrants it was 3.6 percentage points. The proportion of postgraduate taught students with no known disability awarded a successful outcome has decreased since the 2015/16 entry session, but remains higher than the proportion recorded for the 2013/14 entry session **[ST6.5].**