Staff EDI data public report – data and visualisations

1. Notes and Definitions

The data used in this report are snapshots of the staff dataset hosted in the University's Enterprise Data Warehouse (EDW) for strategic reporting. This allows for the combination of historic data from the previous HR database (September 2021) with data from the University's HR system, People and Money. The end of month July snapshots are used i.e. the snapshots that reflect the end of the academic year. The focus of this report is to update on the latest available snapshot (for July 2023), however, trends are shown by data has provided from the end of July snapshots from the previous four academic years.

Unless otherwise stated, metrics are provided based on headcount figures or percentages of headcounts. Furthermore, in cases where staff characteristics are unknown or the information has been refused, any percentage calculations are based on the known population i.e. unknowns are not included in the calculation. The exception to this is when there is a considerable proportion of the population which is not known, and in these cases the unknown (percentage) values are provided.

Aligning with HESA reporting methodology, presented headcount figures have been rounded to the nearest 5. Percentages are rounded to one decimal place and are based on the non-rounded underlying figures. Where the percentage calculation has an underlying denominator headcount of 23 or less, calculation outputs are not provided.

Headcounts are disaggregated by staff contractual details as well as protected characteristics. The former includes Full time / Part time employment, open ended / fixed term contract, grade band and whether the staff member's primary assignment is considered to be Academic or Professional Services. Clinical staff are included within the Academic Staff population. Guaranteed Hours staff are also included as their own dedicated sub-population.

Figures are provided at the University level only i.e. there is no disaggregation by sub-organisational units e.g. Colleges or Schools.

This report only considers staff employed by the University of Edinburgh. Staff employed at subsidiaries including Edinburgh Innovations Ltd, Edinburgh University Press Ltd and University of Edinburgh Accommodation Services are therefore not included. The report also does not include staff on casual or contingent contracts. In comparison to the 2022 report, Unitemp staff are also not included from the population, aligning with the University standard reporting population.

To avoid double-counting, headcount figures are based on staff primary assignment only. There are less than 1% of staff without a primary assignment in the dataset (130) and these are excluded from the reporting.

This report has aligned definitions with other standard equality reporting. For example, this report presents ethnicity in UK-nationality and non-UK nationality groupings in line with AdvanceHE reporting. In the analysis, ethnicities are typically grouped to allow for meaningful and comparable longitudinal analysis, particularly when disaggregating by additional factors e.g. staff grades.

2. Staff Headcount

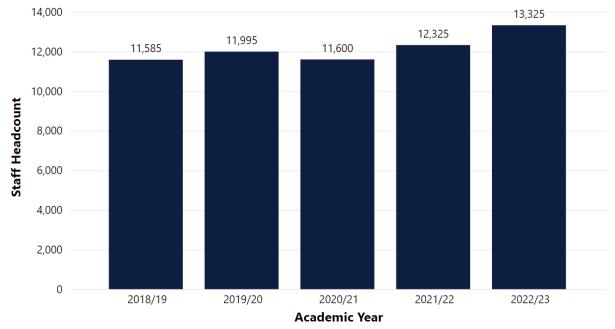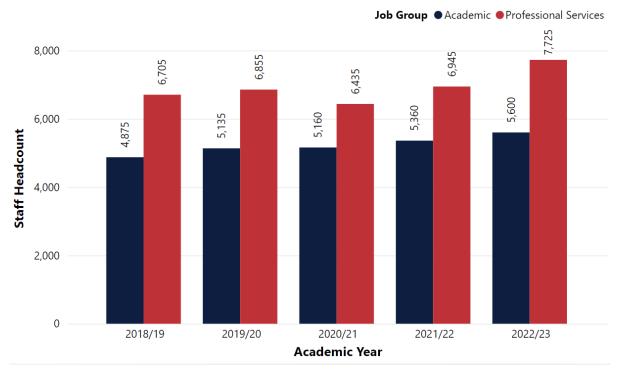### 2.1. Headcount – Overall

Figure SF2.1: Overall staff headcount. Excludes staff on guaranteed hours.

2.2. Headcount – Academic and Professional Services Staff

Figure SF2.2: Staff headcount by job group. Excludes staff on guaranteed hours. Excludes staff with unknown job groups (0 for 2022/23).
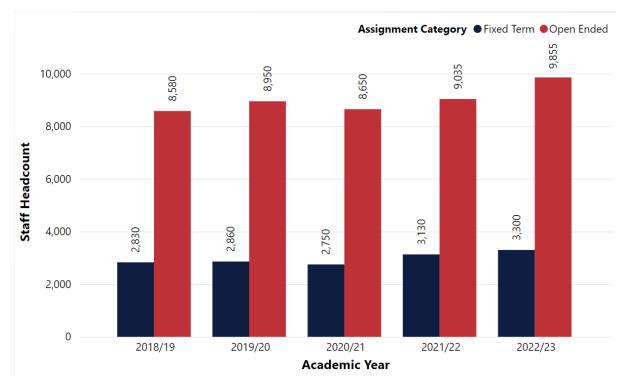
2.3. Headcount – Assignment Category

Figure SF2.3: Staff headcount by assignment category. Excludes staff on guaranteed hours. Excludes staff with any other or unknown assignment category (175 for 2022/23).
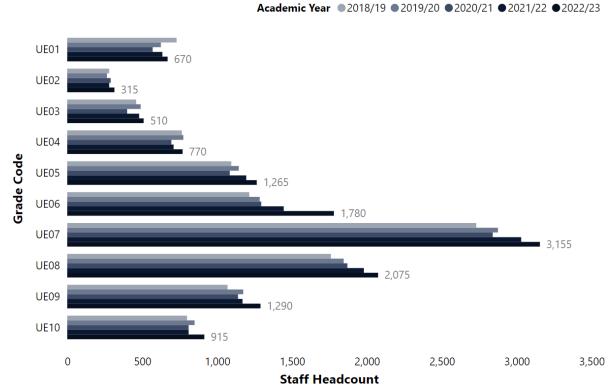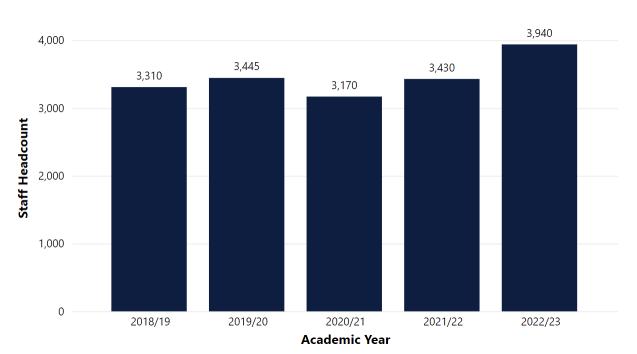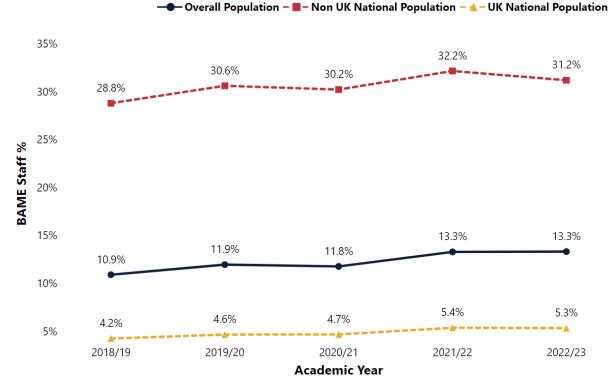
2.4. Headcount - Grade

Figure SF2.4: Staff headcount by grade. Data labels reference the latest academic session (2022/23). Excludes staff on guaranteed hours. Excludes staff not on UE grades (590 staff excluded for 2022/23).

2.5. Headcount – Guaranteed Hours Staff

Figure SF2.5: Guaranteed hours staff headcount. The largest group within the guaranteed hours staff population are Grade 6 Academic staff (2350 in 2022/23).

3. Staff Ethnicity

3.1. Ethnicity of Staff by Nationality Grouping

Figure SF3.1.1: Percentage of staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 2685 for 2022/23. Headcount of staff who have chosen not to provide ethnicity data = 995 for 2022/3. Due to unknown nationalities being included in the overall population calculation (blue line), this trend may vary slightly in relation to the others.
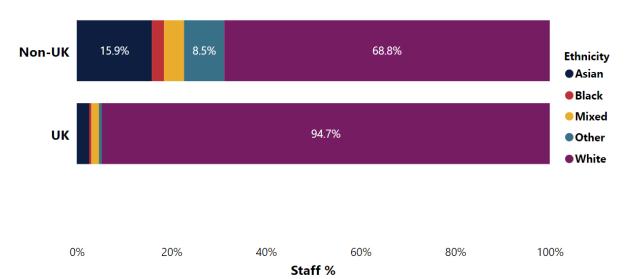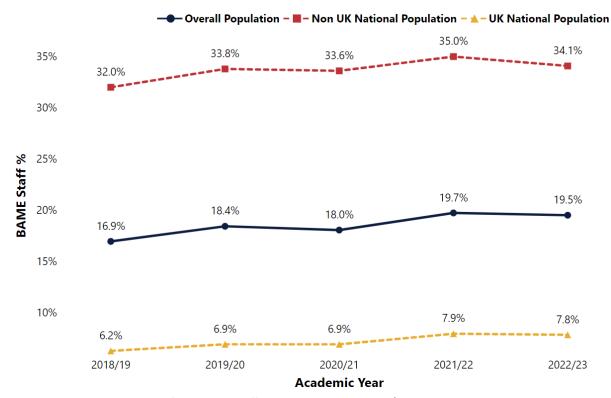

Figure SF3.1.2: For 2022/23, percentage of staff per ethnicity group by nationality grouping. Staff on guaranteed hours not included.

3.2. Ethnicity of Academic Staff by Nationality Grouping

Figure SF3.2.1: Percentage of academic staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 925 for 2022/23. Headcount of staff who have chosen not to provide ethnicity data = 475 for 2022/23. Due to unknown nationalities being included in the overall population calculation (blue line), this trend may vary slightly in relation to the others.
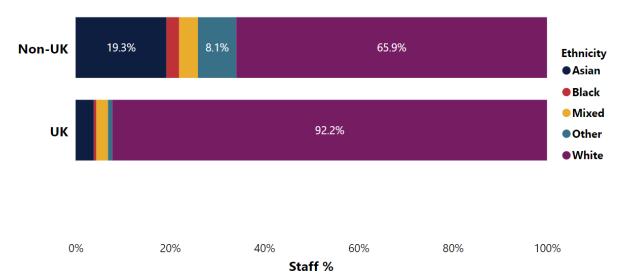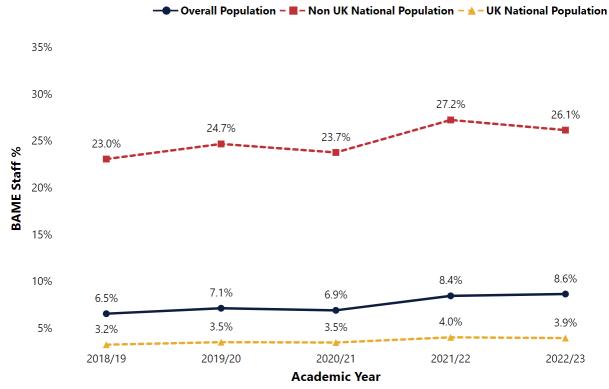

Figure SF3.2.2: For 2022/23, percentage of academic staff per ethnicity group by nationality. Staff on guaranteed hours not included.

6

3.3. Ethnicity of Professional Services Staff by Nationality Grouping

Figure SF3.3.1: Percentage of professional services staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 1,755 for 2022/23. Headcount of staff who have chosen not to provide ethnicity data = 515 for 2022/23.
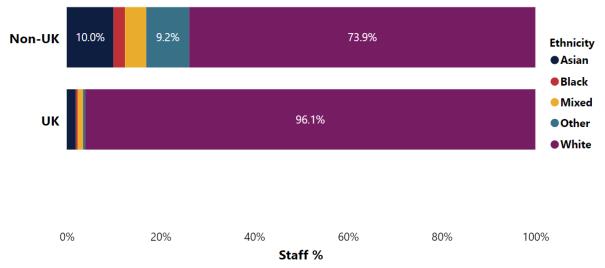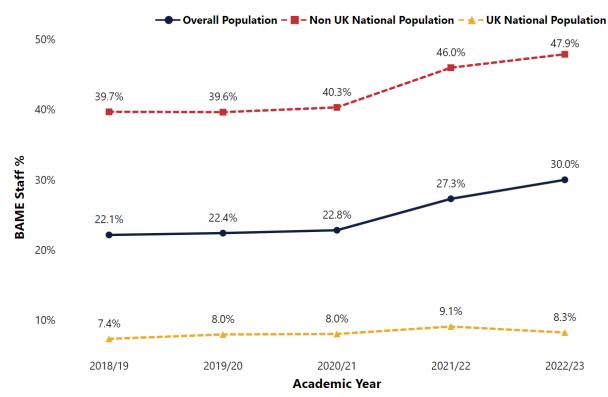

Figure SF3.3.2: For 2021/22, percentage of professional services staff per ethnicity group by nationality. Staff on guaranteed hours not included.

3.4. Ethnicity of Guaranteed Hours Staff by Nationality Grouping

Figure SF3.4.1: Percentage of guaranteed hours staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Headcount of staff with unknown ethnicity and / or nationality grouping = 1,780 for 2022/23. Headcount of staff who have chosen not to provide ethnicity data = 340 for 2022/23
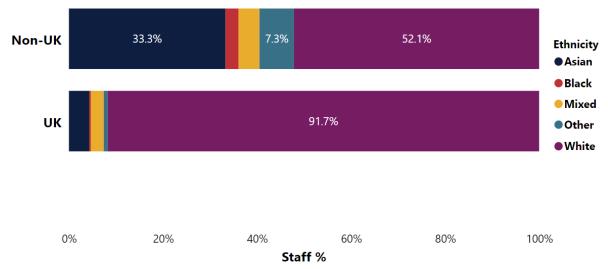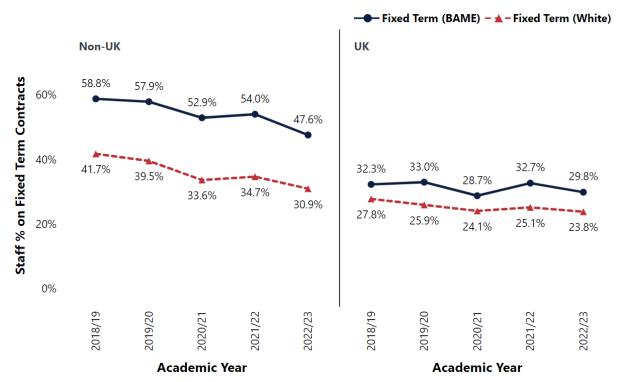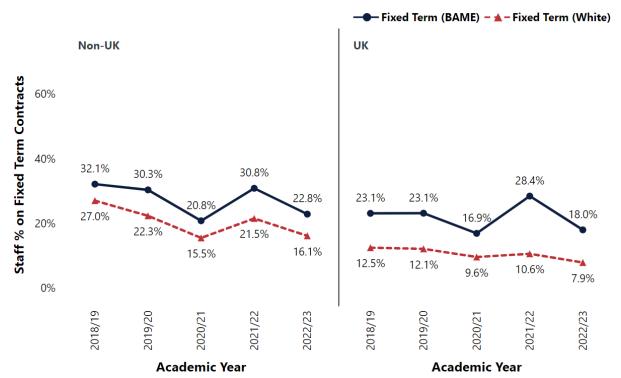

Figure SF3.4.2: For 2022/23, percentage of staff on guaranteed hours per ethnicity group by nationality.

3.5. Ethnicity and Fixed Term Contract Type – Academic Staff

Figure SF3.5: Percentage of academic staff on a fixed term contract, by ethnicity and nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 620 for 2022/23. Headcount of fixed term staff who have chosen not to provide ethnicity data = 470 for 2022/23.

3.6. Ethnicity and Fixed Term Contract Type – Professional Services Staff

Figure SF3.6: Percentage of academic staff on a fixed term contract, by ethnicity and nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 1295 for 2022/23. Headcount of fixed term staff who have chosen not to provide ethnicity data = 515 for 2022/23.
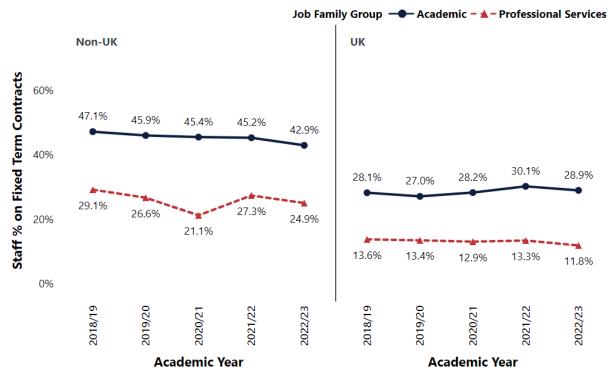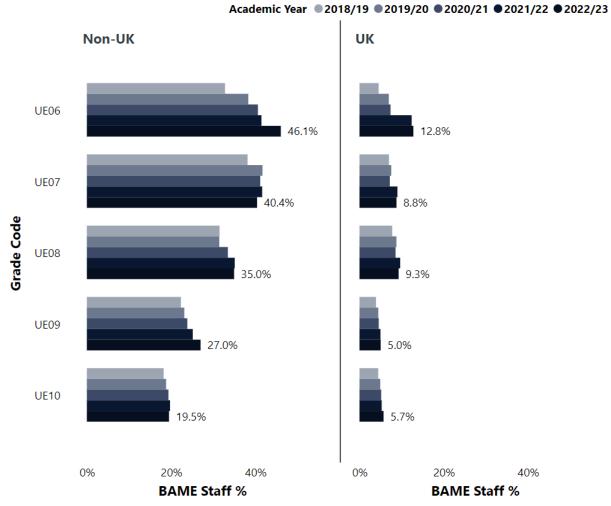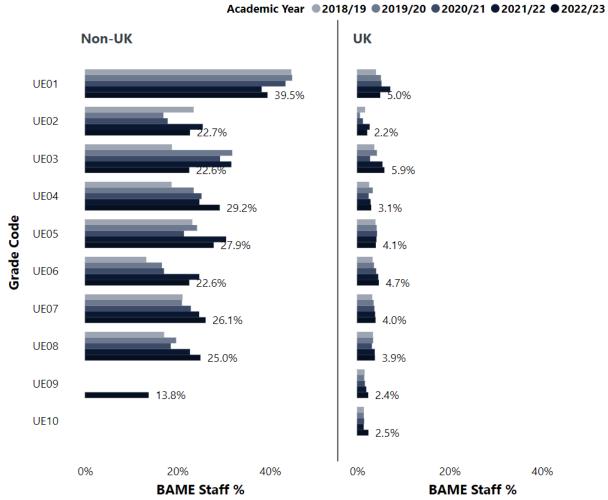
3.7. Nationality and Contract Type

Figure SF3.7: The proportion of academic and professional services staff on fixed term contract, by nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 170.

3.8. Ethnicity, Nationality and Grade – Academic Staff

Figure SF3.8: The proportion of BAME academic staff, by nationality grouping and grade. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Only staff on UE grades are included. The calculation does not consider staff whose ethnicity is unknown or not provided.

3.9. Ethnicity, Nationality and Grade – Professional Services Staff

Academic Year ● 2018/19 ● 2019/20 ● 2020/21 ● 2021/22 ● 2022/23

Non-UK

Grade Code	
UE01	39.5%
UE02	22.7%
UE03	22.6%
UE04	29.2%
UE05	27.9%
UE06	22.6%
UE07	26.1%
UE08	25.0%
UE09	13.8%
UE10	

UK

Grade Code	
UE01	5.0%
UE02	2.2%
UE03	5.9%
UE04	3.1%
UE05	4.1%
UE06	4.7%
UE07	4.0%
UE08	3.9%
UE09	2.4%
UE10	2.5%

BAME Staff %   BAME Staff %

Figure SF3.9: For 2022/23, the proportion of BAME professional services staff, by nationality grouping and grade. Data labels reference the latest academic session (2022/23). Blank data points are due to applied rounding and suppression. Staff on guaranteed hours are not included. Only staff on UE grades are included. The calculation does not consider staff whose ethnicity is unknown or not provided.
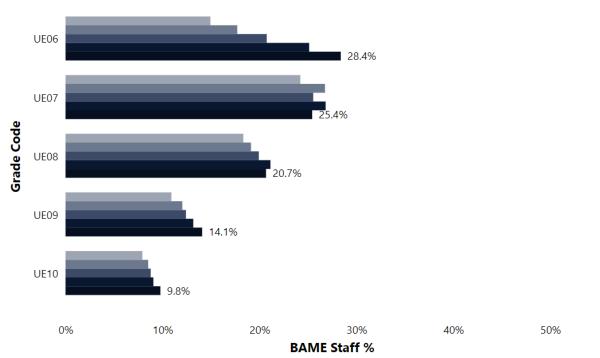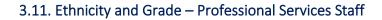
3.10. Ethnicity and Grade – Academic Staff

Figure SF3.10: The proportion of BAME academic staff, by grade. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Staff not on UE grades are excluded. Only staff on UE grades are included. The calculation does not consider staff whose ethnicity is unknown or not provided. 1,410 staff excluded for 2022/23.

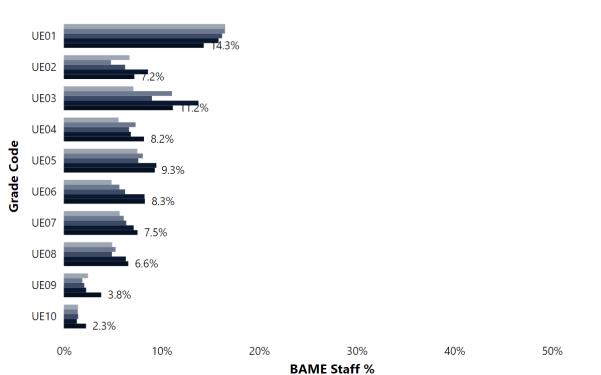## 3.11. Ethnicity and Grade – Professional Services Staff

Figure SF3.11: The proportion of BAME professional services staff, by grade. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are not included. Only staff on UE grades are included. The calculation does not consider staff whose ethnicity is unknown or not provided. 1,805 staff excluded for 2022/23.
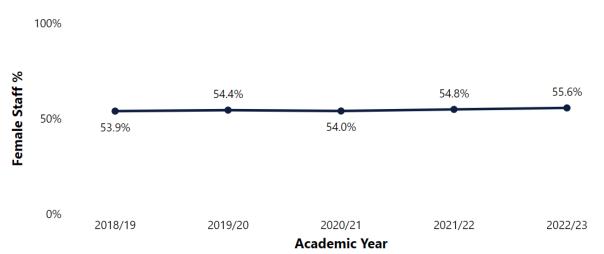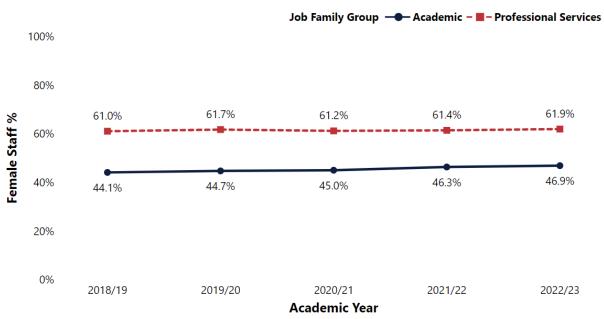
4. Staff Gender

4.1. Gender – Overall

Figure SF4.1: The proportion of female staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 5 for 2022/23.

4.2. Gender – Academic and Professional Services Staff

Figure SF4.2: The proportion of female staff, for both academic and professional services staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 5 for 2022/23.
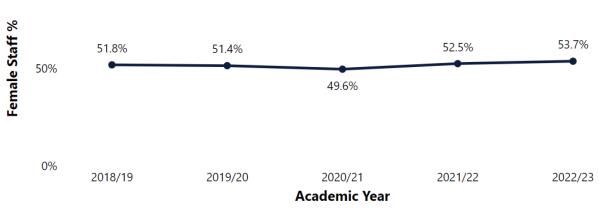
4.3. Gender – Guaranteed Hours Staff

Figure SF4.3: The proportion of female guaranteed hours staff. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2022/23.

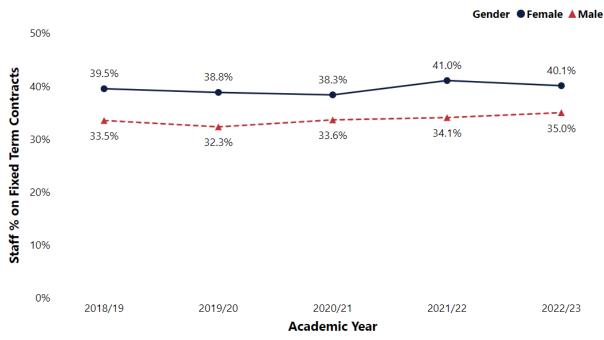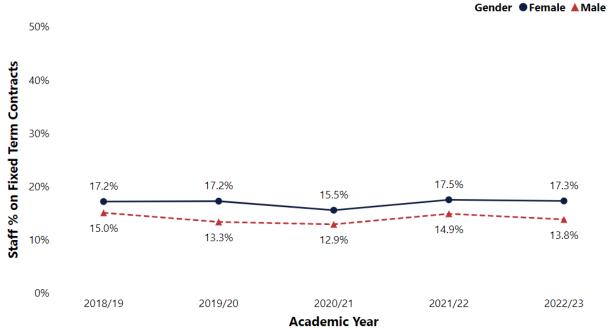## 4.4. Gender and Contract Type – Academic Staff

Figure SF4.4: The proportion of female and male academic staff on fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 10 for 2022/23.

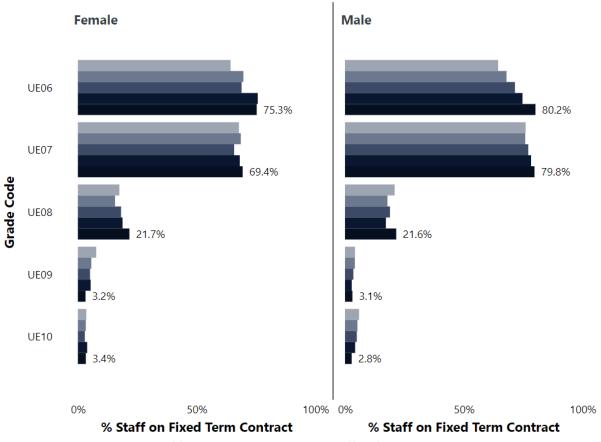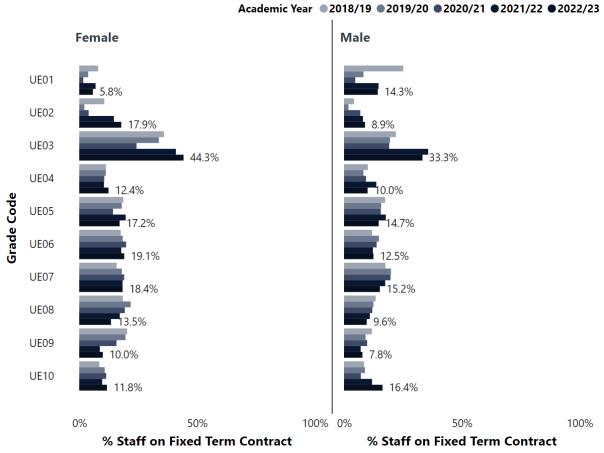## 4.5. Gender and Contract Type – Professional Services Staff

Figure SF4.5: The proportion of female and male professional staff on fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 165 for 2022/23.

4.6. Gender, Contract Type and Grade – Academic Staff

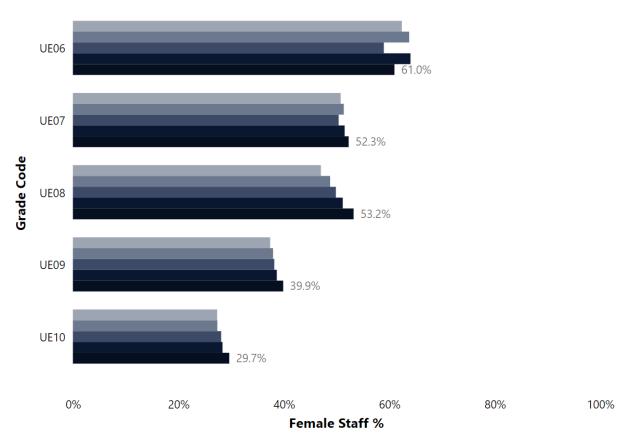**Academic Year** ● 2018/19 ● 2019/20 ● 2020/21 ● 2021/22 ● 2022/23

Figure SF4.6: The proportion of female and male academic staff on fixed term contracts, by grade. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Only staff on UE grades are included.

4.7. Gender, Contract Type and Grade – Professional Services Staff

Academic Year ● 2018/19 ● 2019/20 ● 2020/21 ● 2021/22 ● 2022/23

Figure SF4.7: The proportion of female and male professional services staff on fixed term contracts, by grade. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are not included. Only staff on UE grades are included.

4.8. Gender and Pay Grade – Academic Staff

Figure SF4.8: The percentage of female academic staff by grade. Staff on guaranteed hours are not included. Data labels reference the latest academic session (2022/23). Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Only staff on UE grades are included.

4.9. Gender and Pay Grade – Professional Services Staff

Academic Year ● 2018/19 ● 2019/20 ● 2020/21 ● 2021/22 ● 2022/23

- UE01 — 59.4%
- UE02 — 38.3%
- UE03 — 53.0%
- UE04 — 65.6%
- UE05 — 74.0%
- UE06 — 71.0%
- UE07 — 59.8%
- UE08 — 51.6%
- UE09 — 56.7%
- UE10 — 49.1%

Female Staff %

Figure SF4.9: The percentage of female professional services staff by grade. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are not included. Only staff on UE grades are included.
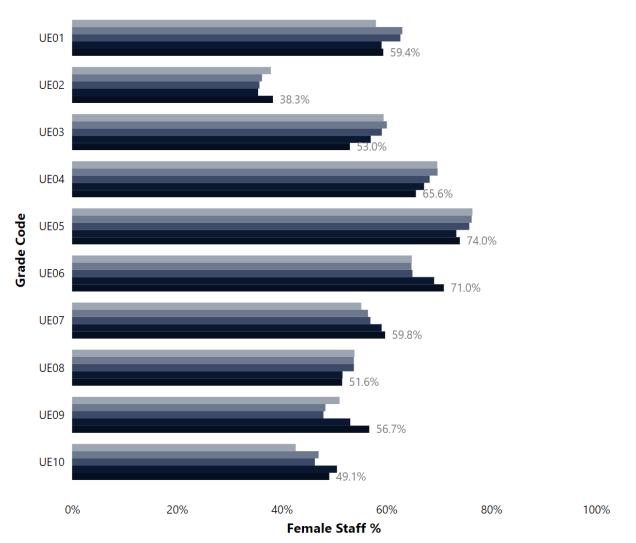
5. Staff Age

5.1. Age Distribution – Overall
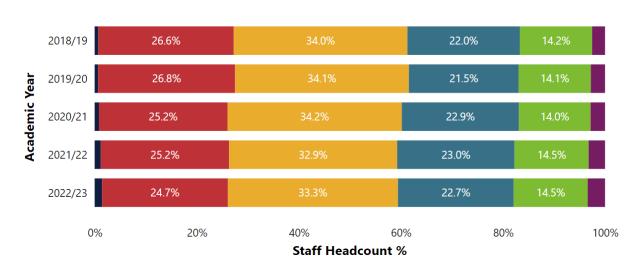
Age Group ● 16 - 24 ● 25 - 34 ● 35 - 44 ● 45 - 54 ● 55 - 65 ● 66 & over

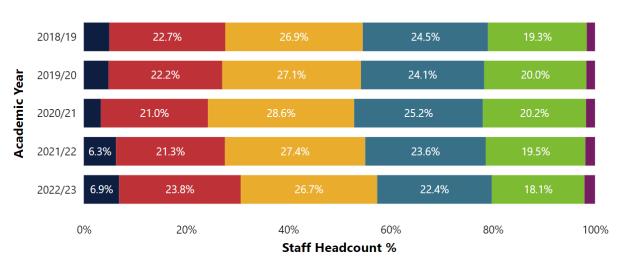| Academic Year	25 - 34	35 - 44	45 - 54	55 - 65
2018/19	24.3%	29.9%	23.4%	17.2%
2019/20	24.2%	30.1%	23.0%	17.5%
2020/21	22.8%	31.1%	24.2%	17.5%
2021/22	23.0%	29.8%	23.3%	17.3%
2022/23	24.1%	29.5%	22.5%	16.6%

Staff Headcount %

Figure SF5.1: Age distribution of staff, based on given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 5.

5.2. Age Distribution – Academic Staff

Age Group ● 16 - 24 ● 25 - 34 ● 35 - 44 ● 45 - 54 ● 55 - 65 ● 66 & over

Academic Year	25 - 34	35 - 44	45 - 54	55 - 65
2018/19	26.6%	34.0%	22.0%	14.2%
2019/20	26.8%	34.1%	21.5%	14.1%
2020/21	25.2%	34.2%	22.9%	14.0%
2021/22	25.2%	32.9%	23.0%	14.5%
2022/23	24.7%	33.3%	22.7%	14.5%

Staff Headcount %

Figure SF5.2: Age distribution of academic staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0.

5.3. Age Distribution – Professional Services Staff

Figure SF5.3: *Age distribution of professional services staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 5.*
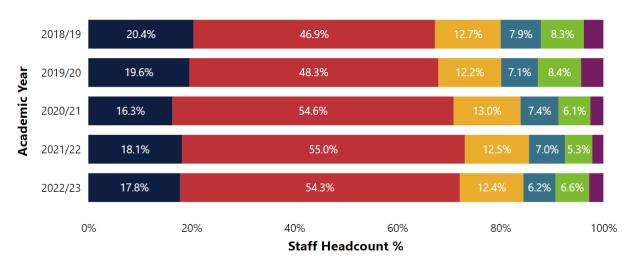
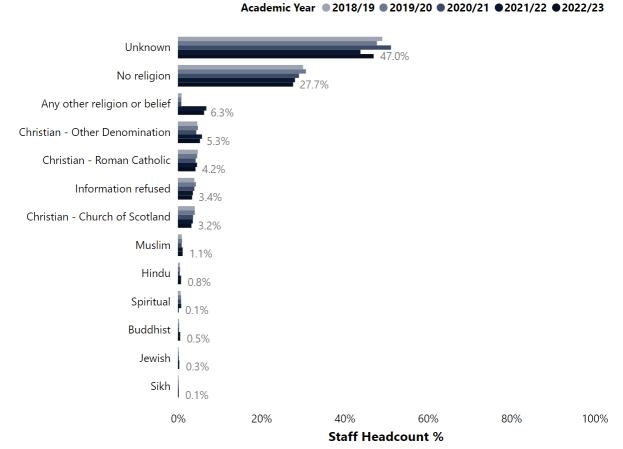## 5.4. Age Distribution – Guaranteed Hours Staff

Figure SF5.4: *Age distribution of guaranteed hours staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0.*

6. Other Protected Characteristics

6.1. Staff Disability

For 2022/23, the percentage of staff declaring at least one disability was 5.4%. The same figure for 2021/22 was 5.2%. Prior to this, figures were between 3 and 3.5%. The increases in more recent years are correlated with and likely due to system change allowing staff to self-report on their disability status.
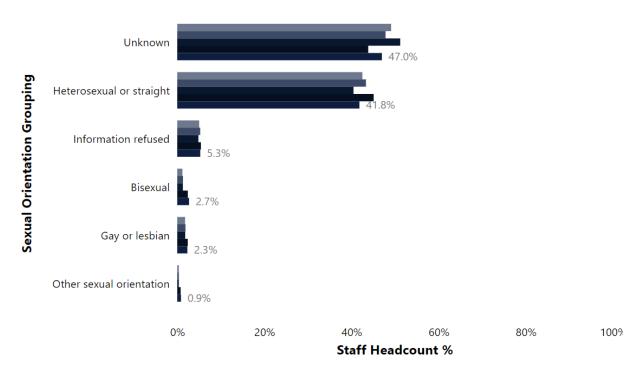
All staff (including those on guaranteed hours), regardless of whether information was available for their disability declaration or not, were used in the calculation. This includes the unknown headcount (12,250) as it formed the majority of the population. In addition, 60 staff refused to provide information relating to declaring disabilities.

6.2. Staff Religion and Belief

Figure SF6.2: The percentage of staff by religion. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are included.

6.3. Staff Sexual Orientation

Figure SF6.3: The percentage of staff by sexual orientation. Data labels reference the latest academic session (2022/23). Staff on guaranteed hours are included.

6.4. Staff Gender Identity

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

Appendix 1: Summary Table of Unknown Ethnicities

Due to recent system changes, the table below provides figures (and percentages of the respective staff populations) for when the staff ethnicity is unknown.

	Academic		Professional Services		Guaranteed Hours Staff	
Academic Year	Unknown Ethnicity Headcount (Rounded)	Percentage of Population	Unknown Ethnicity Headcount (Rounded)	Percentage of Population	Unknown Ethnicity Headcount (Rounded)	Percentage of Population
2022/23	790	14.1%	1460	18.9%	1510	38.3%
2021/22	480	9.0%	555	8.0%	970	28.3%
2020/21	635	12.3%	610	9.5%	920	29.0%
2019/20	375	7.3%	500	7.3%	640	18.6%
2018/19	330	6.8%	435	6.5%	535	16.2%