Equality, Diversity and Inclusion Data report - 2023

Summary report on Student and Staff Protected Characteristics

Introduction

The University of Edinburgh is strongly committed to advancing equality of opportunity and creating the conditions for all its staff and students to flourish. A key component of this is understanding and using data on the characteristics of our people to detect trends and areas in which further action is needed to support equality, diversity and inclusion.

Our commitment to this is also in line with our duties under two sets of governing regulations which require us to report publicly on the make up of our organisation against protected characteristics (as defined in the Equality Act 2010). Under the Public Sector Equality Duty we are required to report on the characteristics of our staff; and under the Scottish Code of Good Higher Education Governance (2017) we are required to submit a monitoring report on equality and diversity to our Court each year.

This report refreshes the approach that the University of Edinburgh has taken to equality, diversity and inclusion reporting. We published reports under the title of 'EDMARC' – Equality and Diversity Monitoring and Research Committee' – named after the oversight group originally set up to drive the form and direction of these reports. Part of the remit of this group has been taken on by the University's Equality, Diversity and Inclusion Committee, and during the pandemic, the EDMARC did not meet. Our intention is to reinstate this committee with a revised terms of reference and membership in 2023, to ensure that the University's approach to reporting on protected characteristics and other aspects of equality, diversity and inclusion is in line with best practice and meets the diverse needs of the University of Edinburgh community.

This summary report and accompanying data reports have been compiled in spring 2023 by a team from the University of Edinburgh's Governance and Strategic Planning department.

What this is and why

This report focuses on student and staff data up to academic year 2021/22. This mainly covers student/staff populations in the five years from 2017/18 to 2021/22, but in some instances the reference years are different. It examines the equality and diversity dimensions primarily of ethnicity, gender, disability and age for academic and professional services staff, and undergraduate, postgraduate taught and postgraduate research students.

Throughout this summary report, references to visuals in the Staff and Student reports are made in [square brackets]; [ST] denotes student data, and [SF] staff data.

What's different and why from reports we've published previously under EDMARC

This report in most respects aligns with previous editions of the 'EDMARC' report, but does include some changes of approach and data. It has been created in the context of an ongoing review, resulting in this high level report for internal and external purposes, supported by the development of enhanced and more detailed/exploratory online reporting solutions for an internal audience. Breakdowns of data by organisational units are not required for this report but will be available for an internal audience through new reporting.

To enhance this report, we have made our reporting on ethnicity more specific than in the EDMARC reports. Wherever the data allows, we refer to specific ethnicity groups or at a lower level of aggregation, though note that because numbers of staff or students can be small, to allow any statistical reporting we often have to group data at the level of BAME/white.

A significant change relates to the staff reporting, as trends over time may be affected by the alignment of data between the University's previous (to 2020/21), and new HR systems. In the student reporting we have now aligned with the University's general approach to analysis and have removed figures for the small minority of students who withdrew, for various reasons, in the first 5 weeks of their first session from our population and degree outcome figures; we aim to analyse this group separately given their particular context of limited exposure to the University.

Contextual information

Covid pandemic

The five-year period covered by this report includes 2020/21 and 2021/22, academic years particularly affected by the Covid-19 pandemic. In terms of student data, international student mobility was affected to a degree, but continued high demand meant the effect was limited except for visiting and exchange students whose numbers were temporarily much lower. UK student patterns may be affected by higher than planned undergraduate intakes in 2020/21 and 2021/22. In terms of staff figures, professional services staff numbers and distribution were affected in various ways during the pandemic. Changes to student funding arrangements post-Brexit mean that the 2021/22 intake of students from the EU was significantly lower than for 2020/21, affecting both undergraduate and postgraduate figures.

Data protection

When describing data that relates to individuals, even in aggregate, it is essential that care is taken to protect personal information that may make individuals identifiable. If data is not sufficiently aggregated, or is presented alongside other information, it could allow information about individuals to be derived. In these reports we have therefore been careful to suppress information on populations with very small numbers of individuals – either overall populations or the specific protected characteristic groups under consideration - and to round numbers to ensure that specific figures cannot be derived. Our rounding and suppression approach is as below. This is derived from good practice in

line with that used by the Higher Education Statistics Agency in publishing UK wide data on staff and students in higher education institutions.

- Percentages quoted are calculated from the original unrounded numbers.
- Percentages are suppressed where the overall population is less than 23.
- Absolute numbers used as the denominator in calculating percentages – such as the number of entrants, total staff, or number of graduates – are rounded to nearest 5.
- Where the number of individuals with a particular characteristic is less than 10, we have in places suppressed the statistics.

UK population data on ethnicity

Scottish census data from the latest census, conducted in 2022, are not yet (as of April 2023) available. There is little available up-to-date data on Scottish population demographics, with the most recent census information from 2011. The 2011 census found that 96.0% of Scotland's population identified as white, with 2.7% identifying as Asian.[1] Census data for England and Wales from the 2021 census indicates that for those two component parts of the United Kingdom, 81.7% of the population identifies as white, with the next largest ethnic grouping identifying as Asian (9.3%).[2]

UK HE protected characteristic data

Throughout the report references are made to comparative data on UK HE – this is taken from data from AdvanceHE's 'Equality + higher education: Staff statistical report 2022' and 'Equality + higher education: Students Statistical report 2022', and the accompanying data tables; downloaded on 30th January 2023 from https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-reports-2022

Gender

We are aware of the sensitivities in how to describe, define and measure gender and sex. The data in this report draw from a variety of sources, which having varying definitions and descriptions of both sex and gender therein; and the reporting requirements that are one driver of this report also use different terms and definitions of sex and gender. The Advance HE definition of gender encompasses gender roles, and socially constructed norms; gender identity; and gender expression. Having carefully considered the options, we considered that aligning with this definition was closest to the types of factors and influence that these data relate to.

---

[1] 2011 Scottish census data from https://www.scotlandscensus.gov.uk/census-results/at-a-glance/ethnicity/
[2] Census data for England and Wales from the ONS website: https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/bulletins/ethnicgroupengland andwales/census2021

Students

Contextual information on population

Student population figures for each year include students studying both on campus and online and include visiting students. The University has seen growth in both the overall numbers of students, and in each of our main levels of study (undergraduate, taught postgraduate (PGT) and research postgraduate (PGR)), over the years to 2021/22. We have experienced a particular increase in our undergraduate entrants[3] from both UK and non-UK domiciles in 2020/21 and in 2021/22, as a result of Covid-related assessment disruption impacts on students' entry qualifications. Visiting student numbers were much lower than usual in 2020/21 because of pandemic effects on student mobility; as a result the rise in population is particularly marked in 2021/22 due to: recovering visiting student numbers; another larger than usual entrant cohort; and the previous larger than usual cohort continuing their studies.

Ethnicity

Proportion - Undergraduate

Data for the most recent five years show there has been an **overall increase in the proportion of BAME UK domiciled and non-UK domiciled undergraduate entrants** to the University [ST3.1 and ST3.2]. The increase in non-UK domiciled BAME students has been more marked, with this proportion of undergraduate entrants rising by 14.3 percentage points, from 50.2% in 2017/18 to 64.5% in 2021/2 [ST3.2] When visiting and non-graduate students are excluded from the data, the proportion of non-UK domiciled BAME students in the 2021/22 intake rises to 71.4% (as a result of a majority of visiting students coming from the United States) [ST3.3].

By contrast, **UK-domiciled BAME students constitute a much smaller proportion of the University's undergraduate** entrants, representing 14.1% of UK entrants at this level in 2021/22 [ST3.1].

In both non-UK and UK domiciled undergraduate entrant intakes, **Asian students continue to represent the highest proportion of the BAME entrants** (56.3% and 6.1% respectively) [ST3.2 and ST3.1].

---

[3] Most entrants enter first year of their programme; a small minority have direct entry to later years, or transfer to us.

Proportion – Postgraduate

The **proportion of BAME entrants at postgraduate level has also increased** in the last five years. The 2021/22 proportion of UK-domiciled BAME PGT entrants (15.6%) [ST3.4] is marginally higher than the comparative proportion of undergraduate entrants (14.1%) [ST3.1]. On the other hand, the level of non-UK domiciled BAME PGT entrants in 2021/22 (74.6%) [ST3.5] represented a considerably higher proportion of entrants when compared with BAME non-UK domiciled undergraduates (64.5%) [ST3.2]. This constitutes a difference of over ten percentage points (10.1).

This trend extends to PGR level. The proportion of non-UK domiciled BAME PGR entrants has risen by 18.4 percentage points over the latest five-year period [ST3.7], while the equivalent proportion of UK-domiciled entrants saw a 3.2 percentage point increase over the same timeframe [ST3.6]. However, it is notable that the 2021/22 level of UK-domiciled BAME PGR entrants (15.0%) constitutes the highest recorded proportion in recent years [ST3.6].

Attainment – Undergraduate

There has been **little difference in the proportion of BAME and white undergraduates exiting the University with a successful outcome** over the last five years. This is the case for both UK-domiciled and non-UK BAME entrants [ST3.8 and ST3.12]. However, there continues to be greater variation in the proportion of non-UK white and BAME undergraduates achieving a 1st or 2.1 degree [ST3.14].

The last five years has seen a considerable narrowing of the gap between white and UK-domiciled BAME undergraduate degree attainment at this level, decreasing from 8.7 percentage points in 2017/18 to 1.0 percentage points in 2021/22 [ST3.10]. By contrast, 2021/22 figures show an 8.6 percentage point gap between white and non-UK domiciled BAME students exiting with a 1st or 2.1 degree [ST3.14].

Attainment – Postgraduate

While the figures show white students are more likely than both UK-domiciled and non-UK domiciled BAME students to achieve a successful outcome at undergraduate level, this trend is not exactly mirrored at postgraduate level.

A higher proportion of non-UK domiciled white PGT students exited with a successful outcome than non-UK domiciled BAME PGT students until 2016/17. Since then, non-UK BAME, students are more likely to achieve a successful outcome than white students. As of 2021/22, there is a 2.7 percentage point difference between the two groups [ST3.18].

When UK-domiciled students at the same level are considered, a higher proportion of white students exit with a successful outcome than BAME students. This trend has remained mostly consistent for cohorts entering between 2014/15 and 2018/19, with the only exception being 2016/17 when 91.4% BAME students attained a successful outcome in comparison to 90.3% white students [ST3.16].

While it is too early to measure the full impact of Covid-19 on these cohorts, there is a marginal year-on-year decrease in the proportions of both non-UK and UK-domiciled white PGT students who entered the University in 2017/18 and 2018/19 and exited with a successful outcome [ST3.16 and ST3.18]. For the PGR student cohort entering in 2016/17, there has been a slight decrease in the proportion of white, UK-domiciled students leaving with a successful outcome [ST3.20]. However for PGR BAME non-UK domiciled students, there has been a slight increase in the proportion of students leaving with a successful outcome [ST3.21].

Age

Age – Proportion

Young entrants (21 or under on entry) represent the highest proportion of the University's undergraduate intake. In 2021/22, 9.1% of all entrants were aged 17 or under, compared with 7.9% in 2020/21. The proportion of entrants aged 18-21 constitutes around 75% of undergraduates. This level also saw a slight year-on-year increase (2.4%) between 2020/21 and 2021/22, with the overall proportion remaining consistent over the timeframe. Meanwhile, the proportion of 2021/22 undergraduate entrants aged 22-25 saw a decrease of 3.9 percentage points on the previous year [ST5.1].

The majority of PGT students entering the University are aged 25 or under, with this proportion seeing year-on-year increases since 2017/8. By contrast, the proportion of entrants aged 26 or over has experienced a slight overall decline. When HESA data is combined on UK PGT entrants aged 25-29 and 30 and over, it is observed that this proportion has increased for the sector overall since 2017/18 (from 51.7% to 54.0% in 2021/22), and by 1.7 percentage points since 2020/21. This is similar to the trend seen for Scottish institutions: the proportion of PGT entrants aged 25 or over has increased from 54.1% in 2017/18 to 57.7% in 2021/22, and by 3.3 percentage points since 2020/21 [ST5.2].

Just over half of total PGR entrants are aged 25 or under [ST5.3].

Age on programme entry – Attainment

On the whole, the data indicates that younger undergraduates (aged 25 or under) are more likely than older undergraduates to exit the University with a successful outcome. However, it is notable that the **undergraduates aged '17 and under' age grouping constitutes one of the lowest-performing groups** in terms of successful outcomes (91.7% of 2017/18 entrants) [ST5.4]. According to HESA, undergraduates in this group are more likely to be Scottish-domiciled, with these students making up over 72% of 630 students aged 17 or under that entered the University in 2018/9.

More significant variation can be seen in relation to age and attainment when we look at proportions exiting with a 1st or 2:1 degree. Those aged 21 or under are more likely to achieve a 1st or 2:1 than

6

those aged between 22 and 35, and have similar attainment levels which have remained consistent over the past five years [ST5.5].

By contrast, just over half of undergraduates aged between 22 and 35 on entry (22-25: 58.8%, 26-35: 54.4%) exited with a 1st or 2:1 in 2021/22. While the attainment level for these groups was closer to 70% over the time period, the most recent data show that the proportion of students achieving a 1st or 2:1 fell sharply for both groups between 2020/21 and 2021/22 cohorts - by 22.2 and 12.2 percentage points respectively [ST5.5]. Overall, the proportion of undergraduate entrants achieving a 1st or 2:1 degree declined as age increased, which is consistent with the pattern presented by the AdvanceHE 2022 Students Statistical report.

At both PGT and PGR level, those aged 25 and under were most likely to achieve a successful outcome.

At the same time, despite remaining one of the groups less likely to achieve a positive outcome, the proportion of those aged 36 and over achieving a successful PGR level outcome has increased every year since 2012/13 [ST5.7].

Gender

Gender – Proportion

At both undergraduate and postgraduate level, **there is a consistently higher proportion of female students than male students**. As of the 2019/20 intake, the proportion of female PGT entrants has exceeded two-thirds of total entrants, and the overall proportions of female undergraduate and PGR entrants are in the majority (63.3% and 55.9% respectively in 2020/21) [ST4.1].

The most marked long-term increase can be seen at PGR level, with the female entrants constituting 55.9%. While the overall proportion of female PGRs first exceeded 50% of total entrants in 2011/12, this proportion has only been consistently maintained in the latest five years. Since 2017/18, the proportion of female PGR students entering the University has continually constituted more than half of entrants, increasing by 5.3 percentage points over the last five years and by 3.3 percentage points between 2020/21 and 2021/22 [ST4.1]. According to AdvanceHE's Students Statistical report, in 2020/21, the UK proportion of female PGRs was 50.3%, marking the first time that the proportion of female students outnumbered males at the same level.

Gender – Attainment

Female undergraduates have consistently outperformed male undergraduates in terms of outcomes, including over the past five years. There was a 2.0 percentage point gap between the female and male students who entered the University in 2017/18 and attained a successful outcome [ST4.2]. This widens to 4.7 percentage points between female and male undergraduates who exited with a 1st or 2:1 in the same year. The data for students exiting in 2021/22 show that the gap has been exacerbated on the

previous year due to a sharp dip of 5.3 percentage points in the proportion of male students attaining a 1st or 2:1 [ST4.3].

85.7% of female students who exited in 2021/22 graduated with a 2:1, compared to 81.0% of male students. These 2020/21 proportions were higher than the UK average for the same year identified in the AdvanceHE 2022 Students Statistical report - 83.9% female students and 80.6% male students.

However, this is a considerably higher proportion when compared to the latest HESA data on Scotland's national performance. Across Scottish institutions, a higher proportion of male than female exited with a 1st or 2:1 degree in 2021/22 (64.87% and 60.85% respectively). While this trend is mirrored at postgraduate level, there is less variation in outcomes. Between female and male students commencing PGT study in 2018/19, there was a difference of 2.6 percentage points in the proportion attaining a successful outcome. For PGR students that joined the University in 2016/17, there was a 1.3 percentage point gap between female and male students who exited with a successful outcome [ST4.5].

Disability

Disability - Proportion

Over the last five years, **there has been a marked increase at all levels in the proportion of students who disclosed a disability.** However, **disclosure rates are varied by level of study.** Of 2020/21 entrants, the highest proportion was among undergraduates (17.1%), compared to 13.5% of PGR entrants and 9.7% of PGTs [ST6.1]. This is lower than the UK and Scottish institutional averages for 2020/21 recorded by HESA for undergraduates (17.11%, 17.13%) and PGT (10.59%, 10.64%), but higher than the average proportion of disabled students at PGR level (12.12%, 10.64%).

Disability – Attainment

A higher proportion of undergraduate entrants with no known disability exited with a successful outcome than disabled students (the gap ranges from 2.3 percentage points in for 2013/14 entrants, to 1.4% for 2017/18 entrants) [ST6.2].

However, this gap increases slightly when we look at the proportion of non-disabled and disabled students who exited with a 1st or 2:1 degree. The proportion for disabled students is lower in each of the five years than for students with no declared disability; for those graduating in 2021/22, this constituted 81.5% and 84.7% respectively. Fewer non-disabled and disabled students graduated with a 1st or 2:1 in 2021/22 than in 2020/21, with the proportion of both falling by 4.3 percentage points each. This represents the first decrease in degree attainment in both groups since 2017/18 [ST6.3]

According to the AdvanceHE Students Statistical report 2022, 81.8% of disabled first degree undergraduate qualifiers received a 1st or 2:1 in 2020/21 compared to 81.6% in 2019/20. While AdvanceHE reports that Scotland has the largest degree-awarding gap of the UK nations (3.7 percentage points), it is notable that the difference in 1st/2:1 attainment at the University is slightly higher than that

at UK-wide level. Most recently, 82.7% of students with no known disability exited with a 1st or 2:1 UK-wide, compared with 81.8% of disabled students – a gap of 0.9 percentage points.

On the whole, the gap in performance at the University between the two groups has remained broadly similar over the past five years (ranging from a 1.6 percentage point difference for 2018/19 degrees to a 3.2 percentage point difference for 2021/22 degrees). Despite a fall in attainment levels for both groups between 2020/21 and 2021/22, the degree-awarding gap remains unchanged at 3.2 percentage points. This is slightly lower than the 2020/21 degree-awarding gap between disabled and non-disabled qualifiers across Scottish institutions, which at 3.7 percentage points is the UK's widest.

The proportion of disabled students attaining a successful outcome is also consistently lower than for students with no declared disability at postgraduate level [ST6.4]. While the last five years has seen an overall narrowing of the gap in performance between PGT students (ranging from 3.2 percentage points for 2014/5 entrants to 1.9 percentage points for 2018/9 entrants), the gap has historically been wider at PGR level. However, the difference in performance has decreased significantly in the time period (ranging from 10.1 percentage points for 2012/3 entry to 2.8 percentage points for 2016/7 entrants) [ST6.5].

Staff

Contextual information on population

The data shown in this report are for the University of Edinburgh as a legal entity, excluding staff employed by subsidiaries such as UoE Accommodation Limited, Edinburgh Innovations Limited, and the University Press; this was necessary in order to enable a coherent time series comparison between years. Note that student accommodation focused staff who are employed by the University are included.

Some fixed term and Guaranteed Hours staff patterns were affected for the 2020/21 and 2021/22 academic years as a result of Covid-related re-focusing of activity.

Staff population figures are shown for academic staff and professional services staff separately. Guaranteed Hours staff are included unless stated otherwise. Where the information of interest is blank for an individual, these records are excluded before percentages are calculated, apart from dimensions where the majority of staff have blank data e.g., declared disability. Where staff patterns for individual grades are shown it is not yet possible to map and include non-'UE' grade clinical academic staff.

Overall staff headcount context

At July 2022, there were 12,380 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 10.6%, with the 2021/22 total representing a 2.6% increase on the previous year. [SF2.1]

Academic and Professional Services staff

The 2021/22 data on job groups show that there were more Professional Services staff (6,950) than Academic staff (5,305). The number of staff in each group has grown a little over the past five years. Between 2020/21 and 2021/22, Professional Services and Academic staff totals increased by 0.2% and 2.6% respectively. [SF2.2]

Assignment category

Overall proportions of University staff on fixed-term and open-ended contracts have remained broadly unchanged over the last five-year period.

In 2021/22, there were 9,010 University staff on open-ended contracts, compared with 3,050 staff on fixed-term contracts, representing 74.7% and 25.3% respectively. These proportions have remained broadly unchanged overall, over the last five-year period. [SF2.3] This aligns with the composition we see at UK level, with AdvanceHE reporting that 75.9% of staff employed by UK Higher Education Institutions were on open-ended contracts, compared with 24.1% on fixed-term contracts.

Of the 11,765 'UE' graded staff at the University in 2021/22, the largest proportion were employed at UE07 (3,015 – 25.6%), and the smallest proportion at UE02 (290 – 2.5%). [SF2.4]

Guaranteed Hours staff

In 2021/22, Guaranteed Hours staff totalled 3,375. While the number of Guaranteed Hours staff increased steadily between 2017/18 and 2019/20 (15.5%), it has fallen slightly in the years since (by 4.7%). [Figure SF2.5] In 2021/22, almost two thirds (63.9%) of Guaranteed Hours staff were employed at grade UE06.

Ethnicity

Overall, the proportions of both UK-national and non-UK national BAME staff at the University have increased since 2017/18.

In 2021/22, where ethnicity is known, the overall proportion of BAME staff was 13.2%, an increase from 12.0% in the previous year. [SF3.1.1]. This is slightly higher than the BAME staff average for Scottish Higher Education Institutions (10.9%) as reported by AdvanceHE, and slightly lower than the UK average (16.3%). Over the most recent five-year period, the BAME staff proportion at the University increased by 3.0 percentage points from 10.2% in 2017/18.

2021/22 data show the proportions of non-UK national BAME staff and UK-national BAME staff were 31.9% and 5.3% respectively. While both proportions have increased since 2017/18, there has been a much more marked increase in the BAME proportion amongst non-UK staff. Levels increased by 4.0 percentage points over the period, and by 1.3 percentage points between 2020/21 and 2021/22,

compared with a 1.3 percentage point increase in the BAME proportion of UK staff over the latest five-year period and a 0.6 percentage point increase on 2020/21.

The proportion of non-UK to UK national BAME staff at the University broadly aligns with what we see at UK and Scottish Higher Education sector level: in 2020/21, the UK sector average of non-UK national BAME staff was 33.6%, and the Scottish sector average was 31.7%. While the proportion of UK-national BAME staff at the University is slightly higher than the Scottish average (4.6%), it is considerably lower than the UK average (11.4%).

There continues to be a higher proportion of BAME Academic staff than BAME Professional Services staff at the University, constituting 19.6% and 8.4% respectively in 2021/22. [SF3.2.1 and SF3.3.1] Reflecting the pattern we see for BAME staff overall, there is a higher proportion of non-UK national BAME Academic Staff (34.9%), compared with UK national BAME (7.8%). Over the last five years, the level of non-UK BAME academic staff has increased by 4.3 percentage points, compared to a 1.7 percentage point rise amongst the UK nationals. Between 2020/21 and 2021/22, the proportion of non-UK BAME Academic Staff saw a more marked increase (1.3 percentage points) than the proportion of UK national BAME (0.7 percentage points).

Similar to Academic Staff, amongst Professional Services staff, a higher proportion of non-UK staff are BAME (26.7%) than amongst UK staff (4.1%), with a larger increase in the former than the latter over the past five years (3.8% and 1.1% respectively) [SF3.3.1].

Within our BAME staff, the largest group is Asian. [SF3.2.2, SF3.3.2]

Guaranteed Hours staff

2021/22 data show that the proportion of staff on Guaranteed Hours contracts who were BAME was 27.5%, more than twice the overall proportion of BAME staff at the University [SF3.4.1]. As with the other staff groups, a higher majority of Guaranteed Hours Non-UK staff are BAME (46.1%) than UK staff (9.3%). Over the latest five-year period, these proportions have increased by 13.0 and 3.0 percentage points respectively.

Academic staff – Ethnicity and fixed-term contract

In relation to ethnicity and contract, **there is a markedly higher proportion of non-UK academic staff on fixed-term contracts compared with UK staff**. Within both groups, BAME academic staff are more likely than white Academic staff to be on a fixed-term contract [SF3.5].

Over the latest five-year period, the proportion of all academic staff on fixed-term contracts at the University has seen an overall decrease. However, between 2021/22 and 2021/22, there was a slight year-on-year increase for every group with the exception of non-UK white Academic staff.

Since 2017/18, a majority of non-UK BAME Academic staff have been on fixed-term contracts. Over the past five years, this proportion has continually exceeded 50.0% and although dropping 5.2 percentage points for 2020/21, rose by 0.3 percentage points to 53.6% between 2020/21 and 2021/22. This is a slightly higher proportion than shown by the latest data reported by AdvanceHE. Across the sector in 2020/21, 47.9% of non-UK BAME Academic staff were on fixed-term contracts, and 30.6% of UK BAME Academic staff.

Professional Services staff – Ethnicity and fixed-term contract

As with academic staff, a higher proportion of non-UK BAME Professional Services staff were on fixed term contracts as of 2021/22, 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. [SF3.6] Similar to the trend observed in relation to Academic staff, the past five years has shown an overall decrease in the proportion of staff on fixed-term contracts, with the exception of UK BAME staff. By contrast, this group has seen a 5.3 percentage point increase, from 22.2% in 2017/18 to 27.5% in 2021/22. This is somewhat higher than the AdvanceHE average for UK institutions, which in 2020/21 was 16.1% of UK BAME Professional Services staff on fixed-term contracts.

This trend has remained consistent over the last five years, although 2020/21 presents an outlier as all staff groupings saw a dip in the proportion of fixed-term contracts. This was particularly the case for non-UK and UK BAME Professional Services Staff, and may reflect specific Covid-related impacts on these groups, including through recruitment and retention. Underlying data show that the decreases were largely driven by staff in grades UE05 or lower, and the most recent figures have returned to previous levels.

Academic staff – Grades 6-10

In 2021/22, non-UK national staff were more likely than UK staff to be on fixed-term contracts; 44.6% of the former were on these contracts compared with 29.6% of UK staff. This difference is also seen for Professional Services staff but is less marked; 26.6% of Non-UK staff in this grouping were on fixed-term contracts in comparison to 13.0% of UK staff [SF3.7].

The proportion of non-UK BAME Academic staff decreases as grade increases, broadly reflected for UK BAME Academic staff until UE10 where there is a slightly higher proportion of BAME staff (5.3%) than at UK UE09 (4.8%) [SF3.8].

Ethnicity and grade – Academic staff

Over the past five years, the proportion of BAME Academic staff has increased at every grade (UE06 – UE10), although the data shows a continuation of the trend that as the grade increases, the proportion of BAME Academic staff decreases [Figure SF3.10].

Ethnicity and grade – Professional Services staff

In relation to BAME Professional Services staff, there has been a year-on-year increase in the proportions represented at UE02 and UE04-UE08 between 2020/21 and 2021/22. While the most considerable increases have been at the most senior grades, it is clear that there is an underrepresentation of BAME Professional Services staff, even more so than Academic BAME staff at the same levels [SF3.11].

Gender

Over the latest five-year period, the majority of staff at the University overall have been female (54.9% in 2021/22). While this represents an increase of 0.6 percentage points on the previous year, there has been little difference in the proportion over the past five years. [SF4.1] This is in line with the case for Higher Education Institutions across the UK; AdvanceHE reports overall averages of 54.2% female staff and 45.8% male staff for 2020/21.

Yet, while female staff are in the majority overall, the picture varies more considerably when we look at the representation of female Academic and Professional Services staff. There is a much higher proportion of female Professional Services (61.5%) than Academic staff (46.0%). Though the proportion of female Professional Services staff has remained broadly consistent over the past five years, we see a 0.9 percentage point increase in the proportion of female Academic staff on the previous year, and of 2.1 percentage points since 2017/18 [SF4.2]. Female staff constituted 52.1% of Guaranteed Hours staff in 2021/22 [SF4.3].

Gender and Contract type

Data from the last five years show that female Academic staff were more likely to be on open-ended employment contracts than on fixed-term contracts, with around 60% on open-ended contracts in comparison to 40% on fixed-term [SF4.4]. According to AdvanceHE, 66.0% of UK female Academic staff were on open-ended contracts in 2020/21, compared with 34.0% on fixed-term contracts.

This is slightly lower than the proportion of male staff on open-ended contracts during the same period, which has ranged from 65.5 – 67.0%. The proportion of female Academic staff on open-ended contracts decreased marginally for 2021/22 (by 0.9 percentage points), whereas male staff levels on open-ended contracts increased by 0.7 percentage points. [SF4.4]

This trend is mirrored in relation to Professional Services staff with a smaller gap; 82.8% of female and 85.6% of male staff are on open-ended contracts [SF4.5]. This is reinforced at UK level; in 2020/21, AdvanceHE recorded that 85.1% of female Professional Services staff were on open-ended contracts compared with 86.5% of male staff.

When the Professional Services and Academic staff are considered collectively by gender, male Professional Services staff are most likely to be on open-ended contracts (85.6%), with female Academic staff the least likely (59.8%). [SF4.4 and SF4.5]

When we look at gender, contract type, and staff grade, it emerges that similar proportions of female and male staff are on fixed-term contracts at the most junior grades (UE06 and UE07), and a higher proportion of staff employed at the most senior grades (UE08 – UE10) are employed on open-ended contracts [SF4.5 and SF4.6]. In relation to Professional Services staff, this trend broadly continues, however, staff of both genders at UE06 and UE07 are considerably more likely to be on open-ended contracts.

Considering the gender of Academic Staff at the University in relation to Grade, while female staff are in a clear majority at UE06 (62.3%) and constitute a small majority of 51.2% at both UE07 and UE08, representation of female Academic staff declines steeply at the most senior grades, UE09 and UE10. In 2021/22, female staff constituted 38.6% of UE09 staff and 28.4% of UE10. These proportions have increased only marginally over the five year period. [SF4.8]

By contrast, female Professional Services staff at the University are in the majority across all grades (UE01-UE10). Notably, there is a considerably higher proportion of Professional Services female staff than Academic female staff employed at grades UE06 to UE10. This includes UE09 and UE10. As a result of an increase on the previous year, **2021/22 marks the first year that female Professional Services staff at UE10 exceeds 50% (51.7%), constituting an overall majority.** [SF4.9]

Age

The age distribution of staff at the University has remained consistent over the most recent five-year period. Overall, there is a balance in the spread of staff across the 25-34 through to 45-54 age groups, with a slightly lower proportion in the 55-65 age group. [SF5.1]

This is largely mirrored in relation to Academic staff ages, though this group has marginally higher proportions of staff in the 25-34 and 35-44 age groups, and slightly lower in the 45-54 and 55-65 age groups. The distribution has remained consistent in the last seven years, though the proportion of those aged 55-65 saw a slight uplift (0.7 percentage points) on the previous year, with the level of those aged 25-34 and 35-44 falling by 0.6 and 0.7 percentage points. Over time, the proportion of academic staff in the 25-34 age group is gradually decreasing, from 29.4% in 2015/16 to 25.1% in 2021/22. Every other age group has increased representation over that same period [SF5.2].

The age distribution of Professional Services staff is consistent with the pattern seen for University staff overall, though this group shows a slightly higher proportion of those aged 45-54 and 55-65 than Academic staff [SF5.3].

Contrasting with the trends seen for other staff groups, a much higher proportion of Guaranteed Hours staff is concentrated in the younger age groups, 16-24 and 25-34. Since 2020/21, a majority of GH staff have been aged 25-34 (most recently 55.2%) [SF5.4].

Other Protected Characteristics

Disability

For 2021/22, the percentage of staff declaring disability(ies) was 5.1%, an increase on the range for recent years (between 3.0% and 4.0%). This increase may be connected to staff being able to self-declare a disability through the People and Money system. While this proportion is consistent with the average for Scottish Higher Education Institutions (5.0%), it is slightly lower than the UK average (6.0%).

Religion and Belief

In 2021/22, religion and belief of University staff was unknown for 44.1% of staff whilst another 3.6% actively chose not to declare the information. For staff who declared, the highest proportion answered No religion (28.0% of all staff), followed by Any other religion (6.8%) and Christian – other denomination (5.8%) as distinct from Christian - Roman Catholic (4.6%) or Christian - Church of Scotland (3.5%) [SF6.2].

Sexual Orientation

In 2021/22, sexual orientation was unknown for 44.0% of the population whilst another 5.4% actively chose not to declare this information. For staff who declared a sexual orientation the highest proportion was heterosexual (44.9% of all staff) whilst 2.5% identified as bisexual, 1.6% as gay man, and 0.8% as gay woman/lesbian [SF6.3].

Staff Gender Identity

Amongst University staff in 2021/22, 1.5% identified as having a different gender than that registered at birth. This figure constitutes a large increase compared to recent years when the figure has been less than 1.0%. As with sexual orientation, this increase follows on from staff being able to self-declare through the new People and Money system. The 2022 AdvanceHE Staff Statistical Report highlights that institutions return data on gender identity on a voluntary basis. The most recent figures show that, of the 60% of UK institutions which returned data, 0.6% staff identified as having a different gender than that registered at birth.