

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 2024), however, trends are shown by data has provided from the end of July snapshots from the previous four academic years. Fundamental definition changes can impact both current and previous snapshots, and as such figures presented in this report may not exactly match historic equivalents – although any such changes should be relatively minimal.

Prior to the end of the 2023/24 academic session, the University implemented changes to its grade scale structure. For the purposes of this report, the most significant change was the removal of the lowest grade (UE01). Pre-existing staff on this grade were moved to the higher grade (UE02). Although the UE01 grade is no longer active, for historical purposes this report continues to provide UE01 figures in grade-disaggregated visuals.

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, unless otherwise stated.

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. 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 aggregated to BAME (Black, Asian and Minority Ethnic) to allow for meaningful and comparable longitudinal analysis, particularly when disaggregating by additional factors e.g. staff grades.

In line with current HESA practice, ethnicity categories are grouped in accordance with the UK Census ethnicity coding. The ethnic category groupings used are as follows, with white the only group not included considered BAME:

- **White** includes white, white – Scottish; white - English, Welsh, Northern Irish or British; white - Gypsy or Traveller; white – Irish; white – polish; white – roma; white – showman / showwoman; any other white background
- **Black** includes Black - Caribbean, black African; and any other black background.
- **Asian** includes Asia, Chinese, Indian, Pakistani; and any other Asian background.
- **Mixed** includes mixed - white and Asian; mixed - white and black African; mixed - white and black Caribbean; any other mixed or multiple ethnicity background.
- **Other** includes Arab and other ethnic background.

2. Staff Headcount

2.1. Headcount – Overall

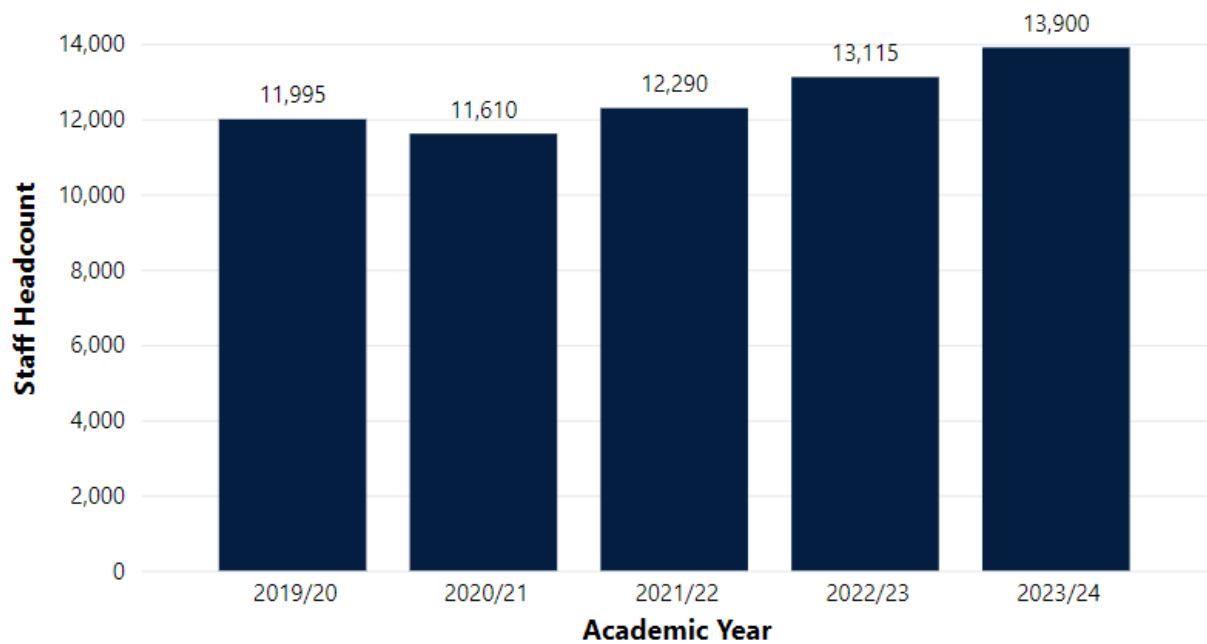


Figure SF2.1: Overall staff headcount. Excludes staff on guaranteed hours.

2.2. Headcount – Academic and Professional Services Staff

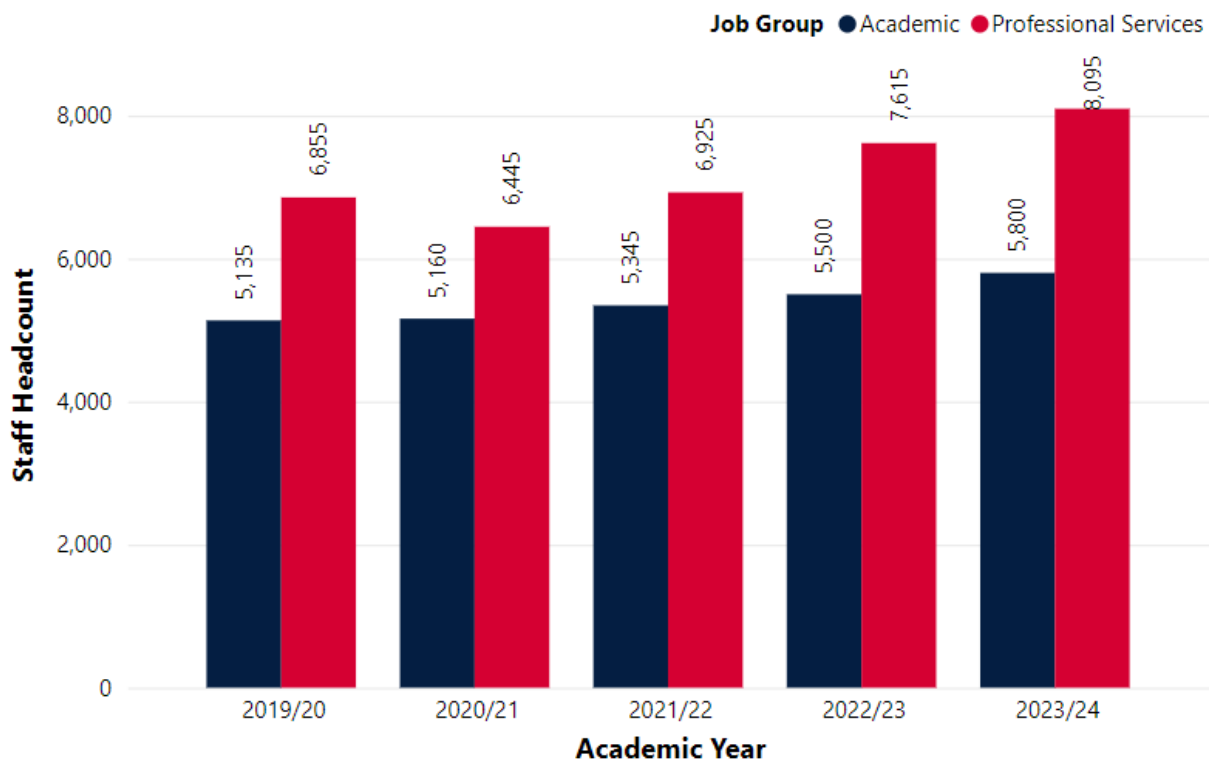


Figure SF2.2: Staff headcount by job group. Excludes staff on guaranteed hours. Excludes staff with unknown

job groups (5 for 2023/24). Data point ordering matches legend ordering (left-most bar equals Academic group).

2.3. Headcount – Assignment Category

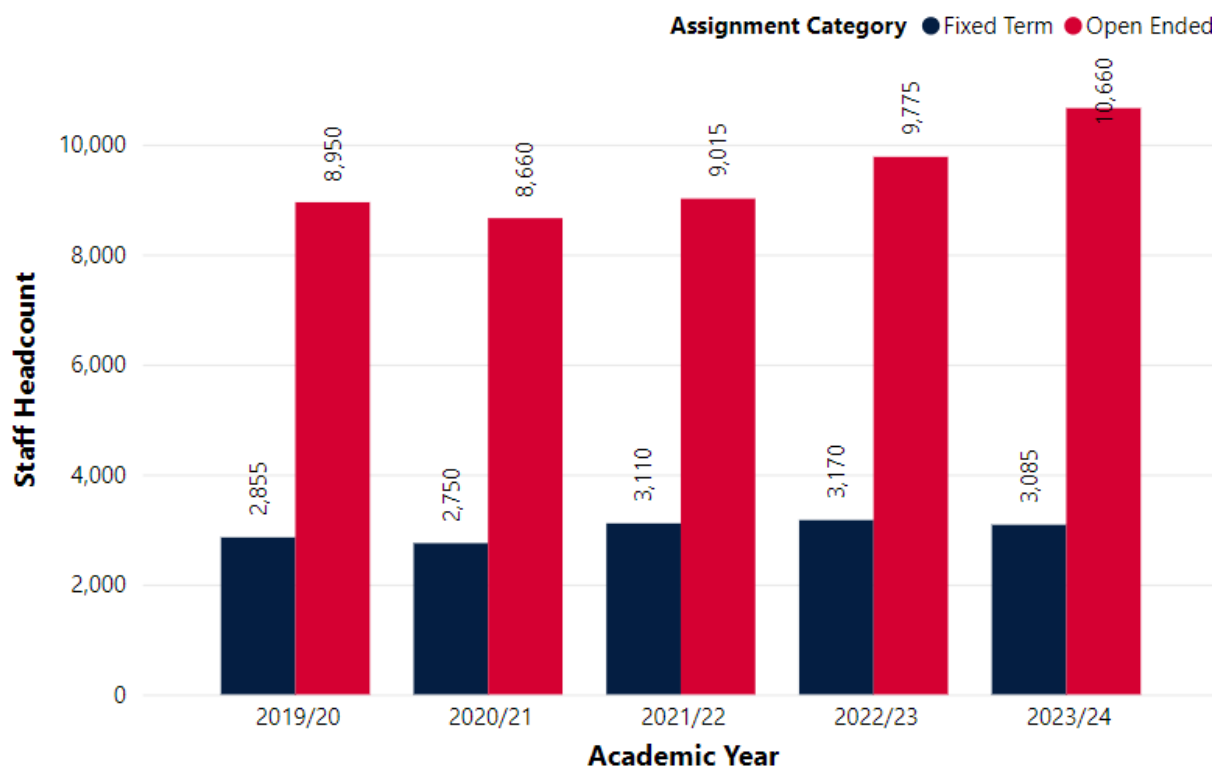


Figure SF2.3: Staff headcount by assignment category. Excludes staff on guaranteed hours. Excludes staff with any other or unknown assignment category (160 for 2023/24). Data point ordering matches legend ordering (left-most bar equals Academic group).

2.4. Headcount – Grade

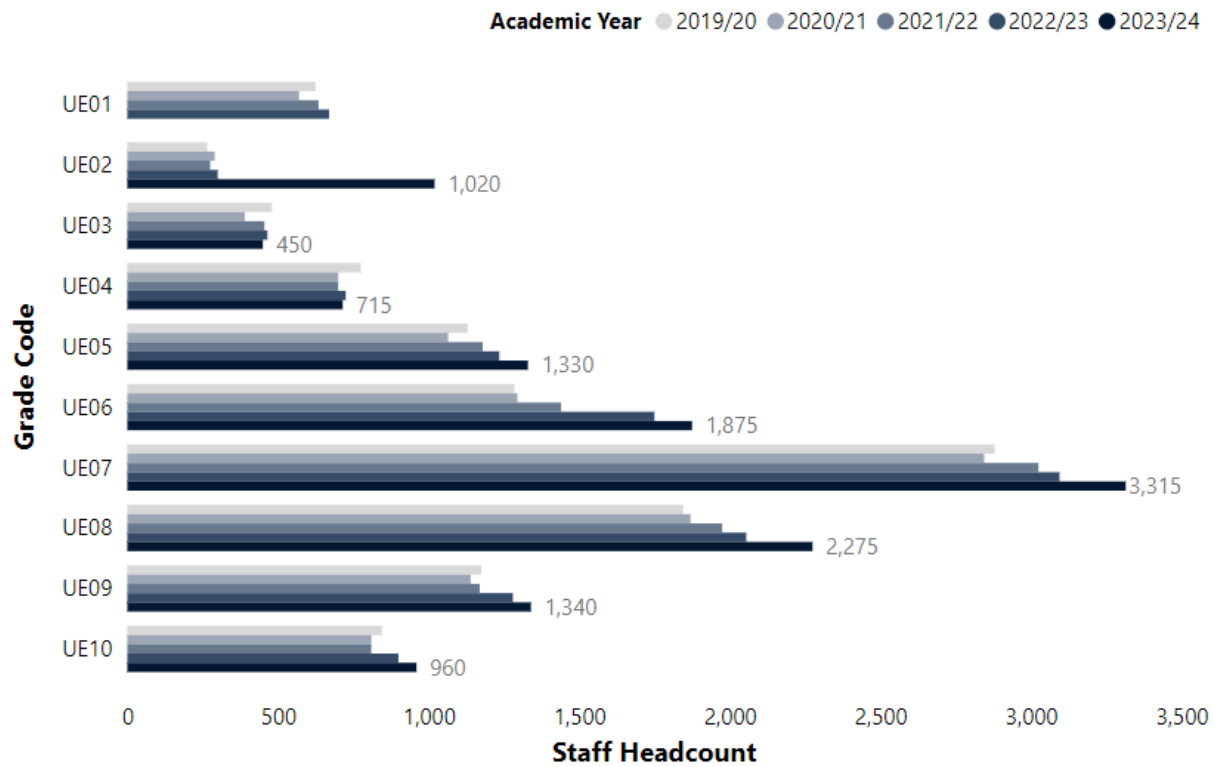


Figure SF2.4: Staff headcount by grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Excludes staff on guaranteed hours. Excludes staff not on UE grades (555 staff excluded for 2023/24).

2.5. Headcount – Guaranteed Hours Staff

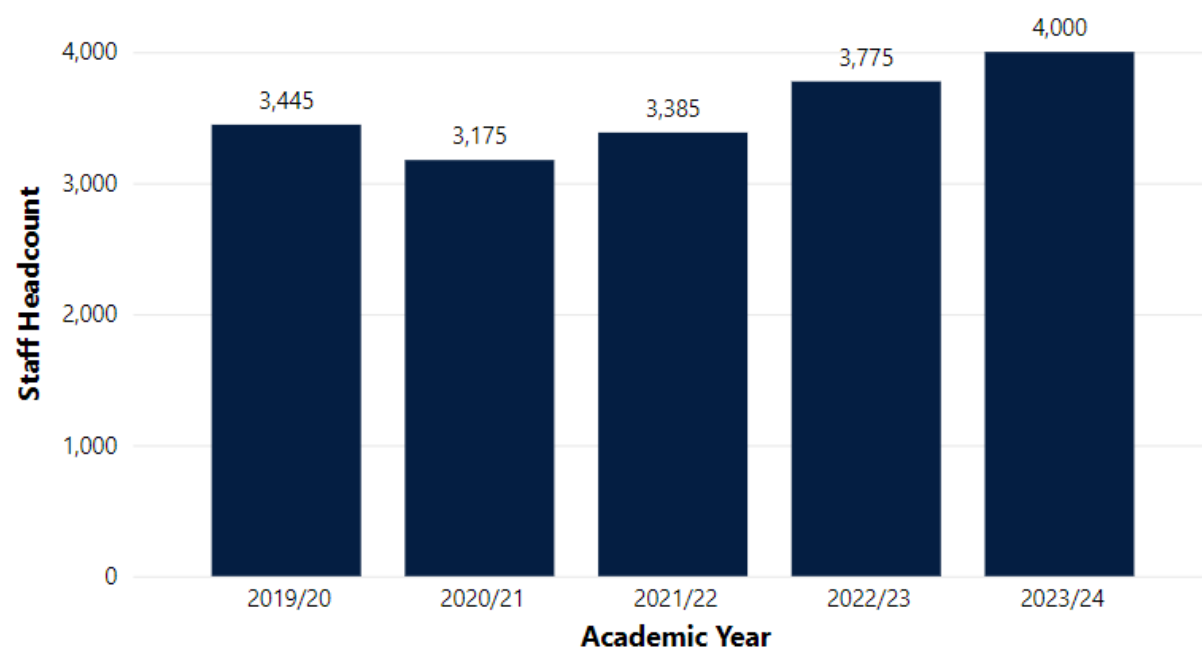


Figure SF2.5: Guaranteed hours staff headcount. The largest group within the guaranteed hours staff population are Grade 6 Academic staff (2270 in 2023/24).

3. Staff Ethnicity

3.1. Ethnicity of Staff by Nationality Grouping

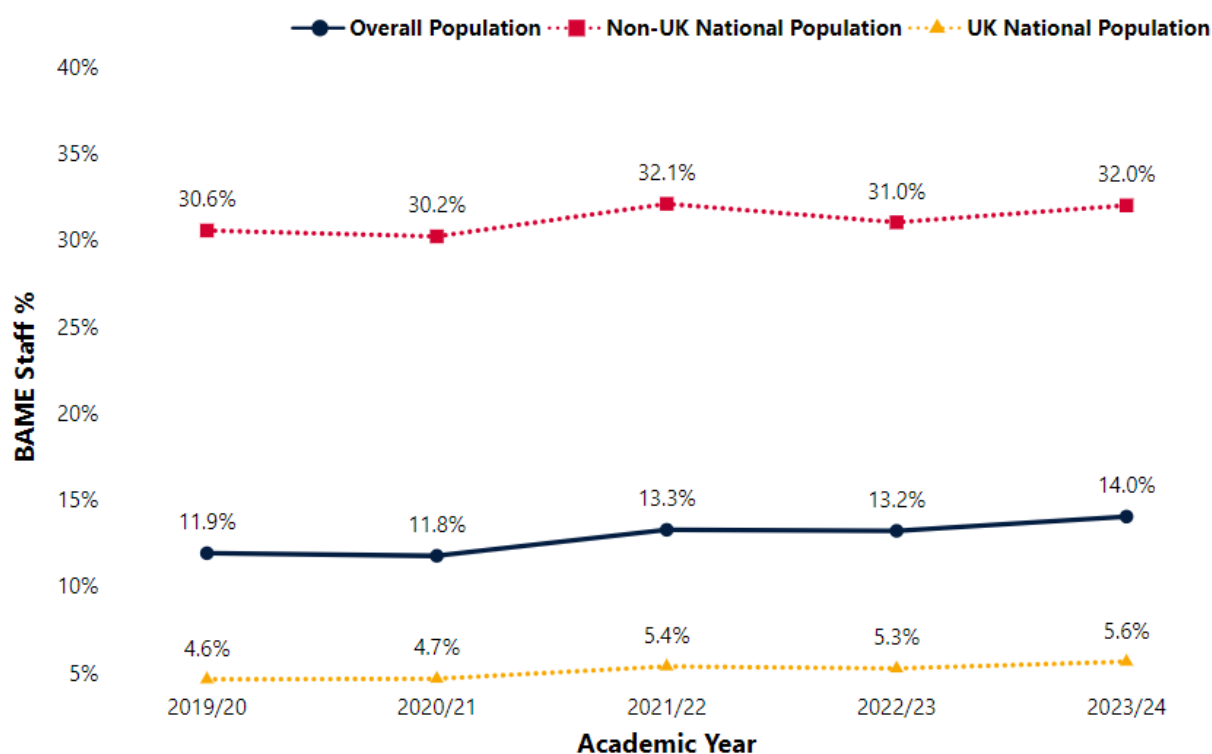


Figure SF3.1.1: Percentage of staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by

nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 2790 for 2023/24. Headcount of staff who have chosen not to provide ethnicity data = 920 for 2023/4. Due to unknown nationalities being included in the overall population calculation (blue line), this trend may vary slightly in relation to the others.

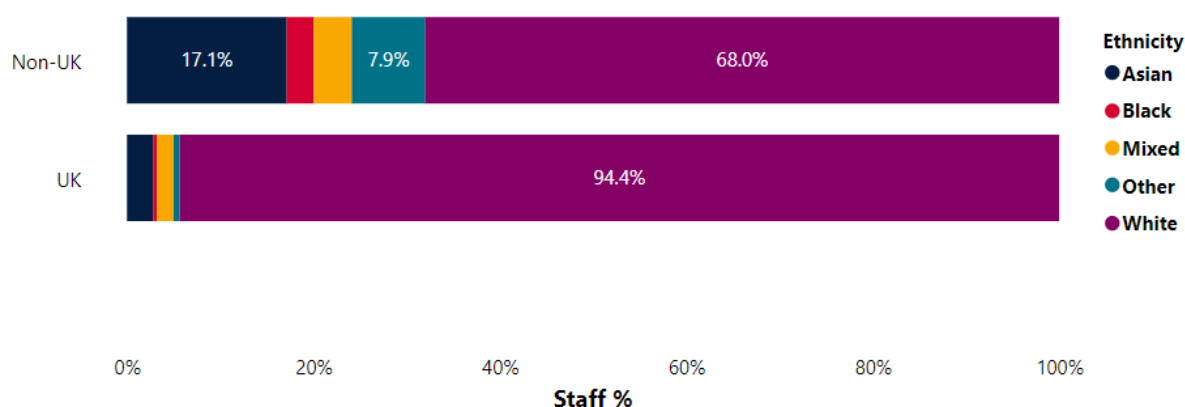


Figure SF3.1.2: For 2023/24, percentage of staff per ethnicity group by nationality grouping. Staff on guaranteed hours not included. Data point ordering matches legend ordering (left-most bar equals Asian data point).

3.2. Ethnicity of Academic Staff by Nationality Grouping

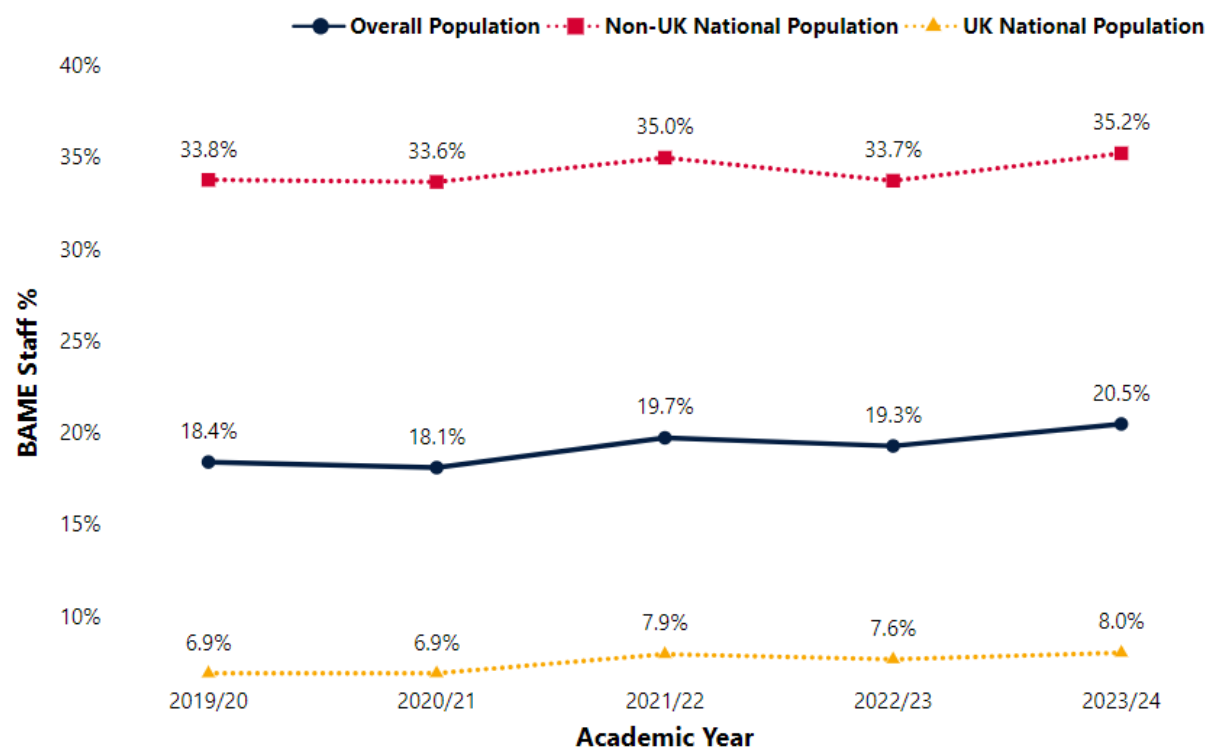


Figure SF3.2.1: Percentage of academic staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 1050 for 2023/24. Headcount of staff who have chosen not to provide ethnicity data = 440 for 2023/24. Due to unknown

nationalities being included in the overall population calculation (blue line), this trend may vary slightly in relation to the others.

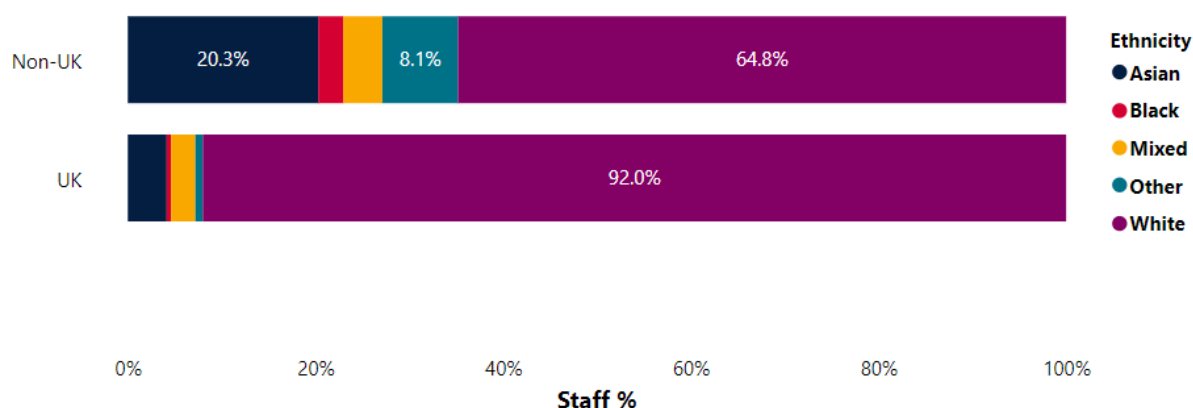


Figure SF3.2.2: For 2023/24, percentage of academic staff per ethnicity group by nationality. Staff on guaranteed hours not included. Data point ordering matches legend ordering (left-most bar equals Asian data point).

3.3. Ethnicity of Professional Services Staff by Nationality Grouping

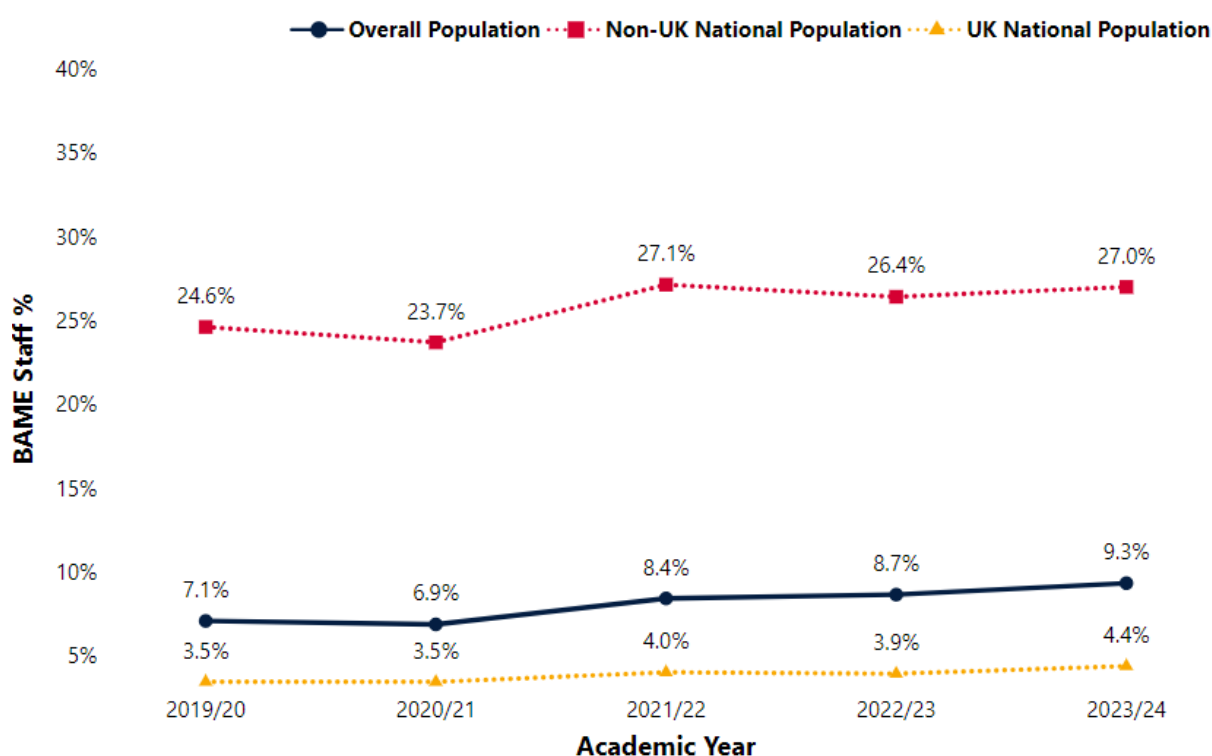


Figure SF3.3.1: Percentage of professional services staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 1,735 for 2023/24. Headcount of staff who have chosen not to provide ethnicity data = 470 for 2023/24.

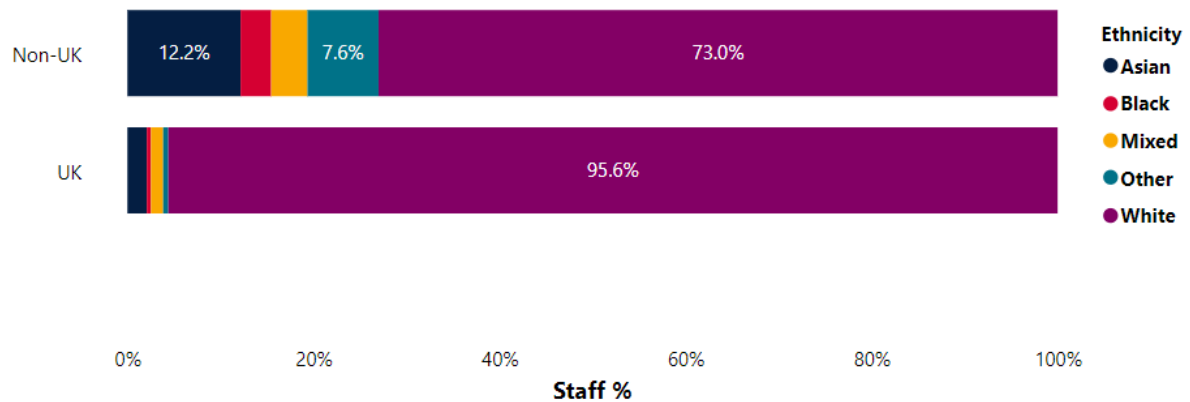


Figure SF3.3.2: For 2023/24, percentage of professional services staff per ethnicity group by nationality. Staff on guaranteed hours not included. Data point ordering matches legend ordering (left-most bar equals Asian data point).

3.4. Ethnicity of Guaranteed Hours Staff by Nationality Grouping

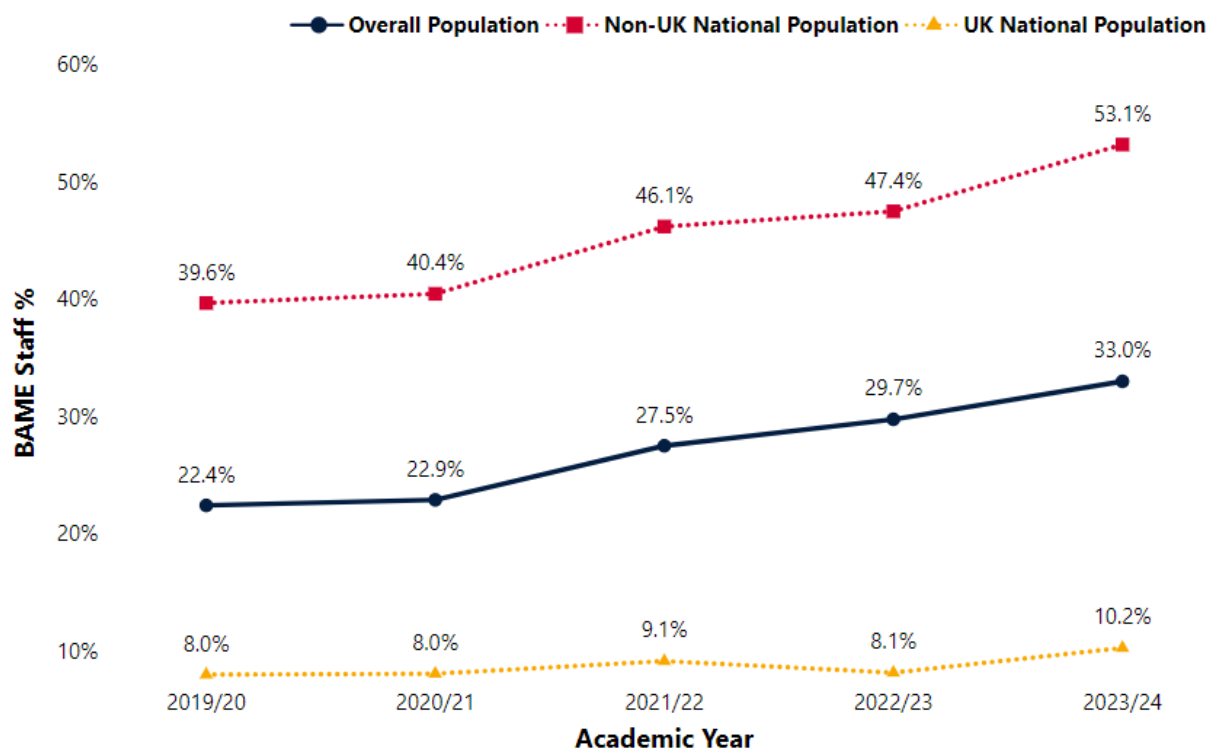


Figure SF3.4.1: Percentage of guaranteed hours staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Headcount of staff with unknown ethnicity and / or nationality grouping = 1850 for 2023/24. Headcount of staff who have chosen not to provide ethnicity data = 210 for 2023/24.

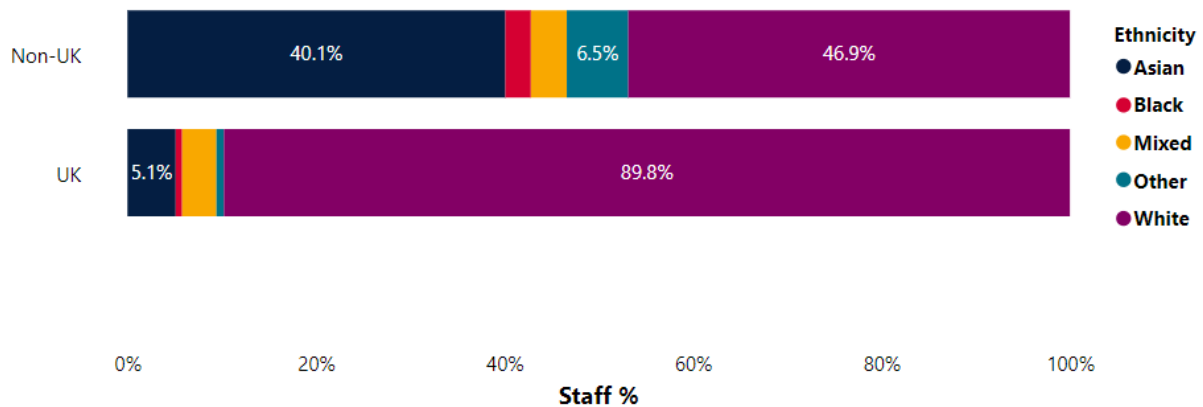


Figure SF3.4.2: For 2023/24, percentage of staff on guaranteed hours per ethnicity group by nationality. Data point ordering matches legend ordering (left-most bar equals Asian data point).

3.5. Ethnicity and Fixed Term Contract Type – Academic Staff

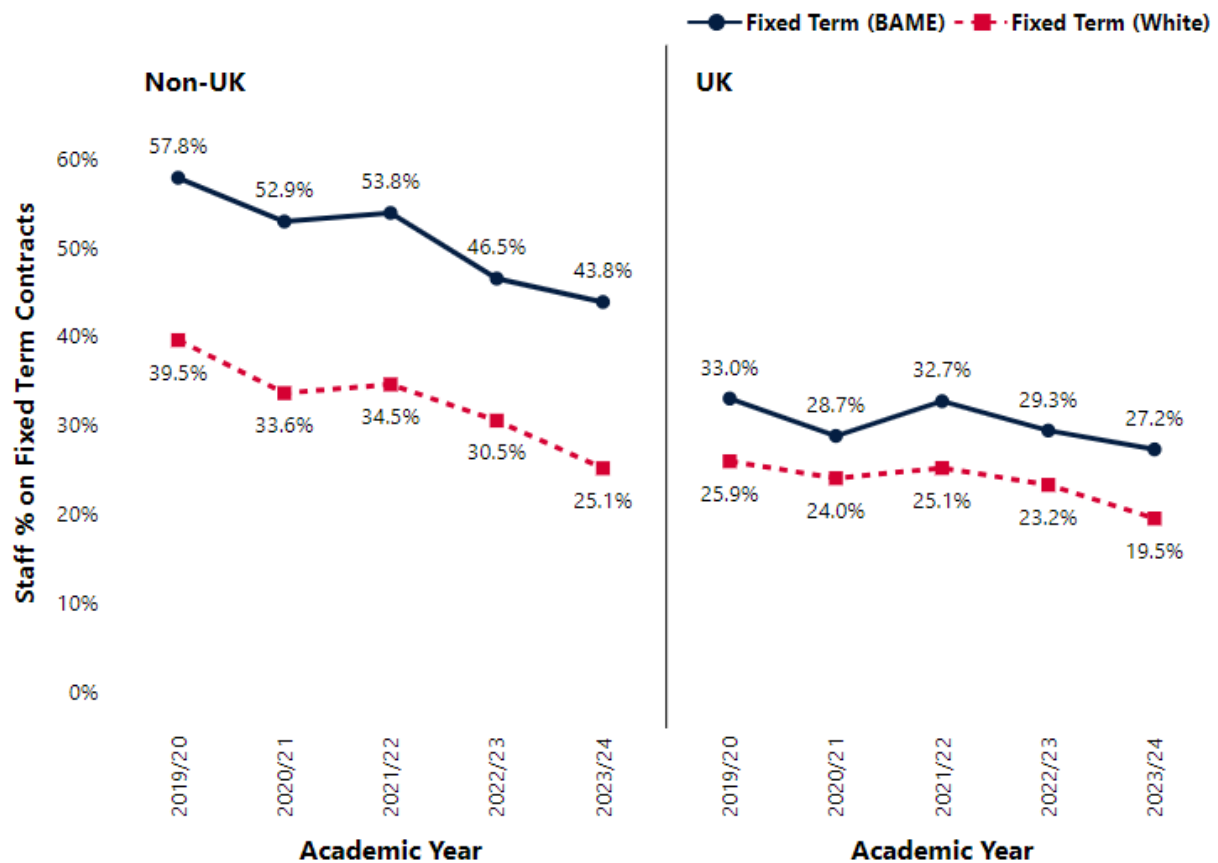


Figure SF3.5: Percentage of academic staff on a fixed term contract, by ethnicity and nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 1195 for 2023/24. Headcount of academic staff who have chosen not to provide ethnicity data = 440 for 2023/24.

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

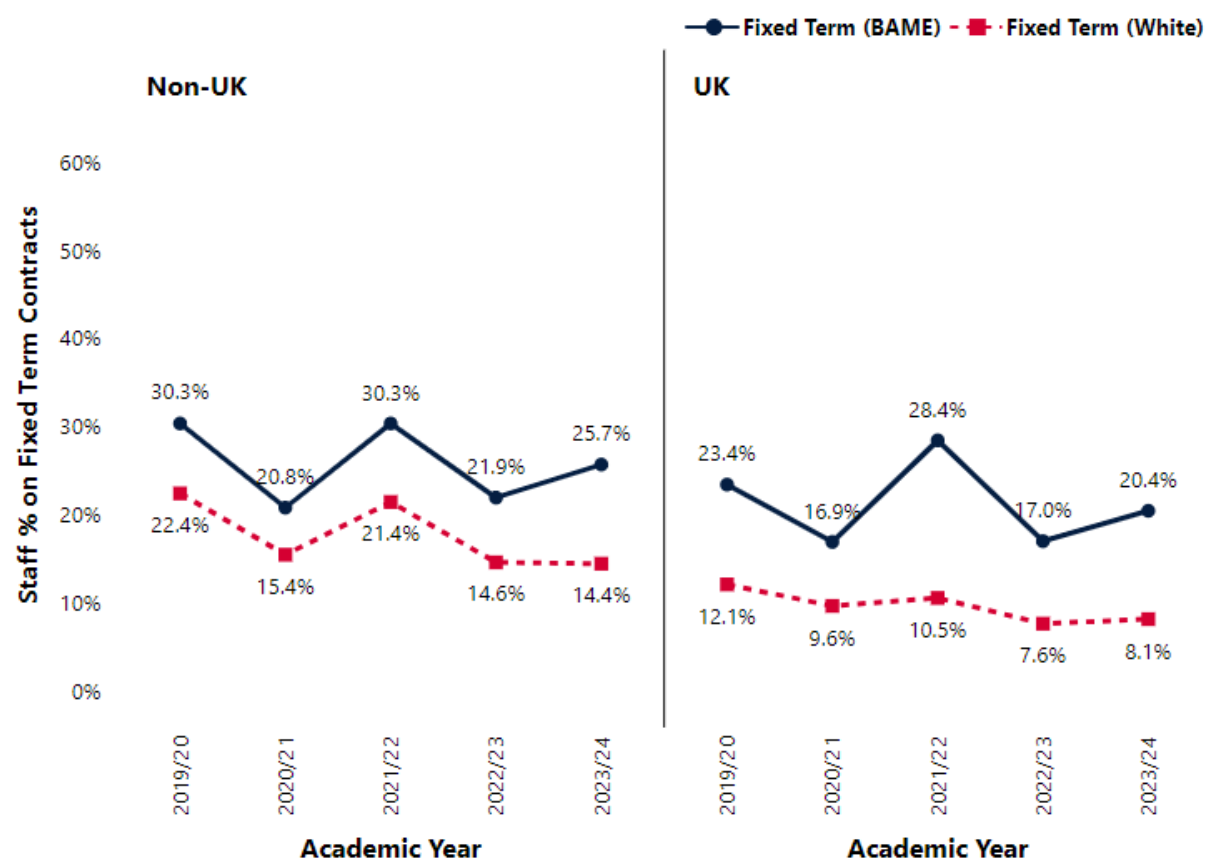


Figure SF3.6: Percentage of academic staff on a fixed term contract, by ethnicity and nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 2000 for 2023/24. Headcount of professional services staff who have chosen not to provide ethnicity data = 470 for 2023/24.

3.7. Nationality and Contract Type

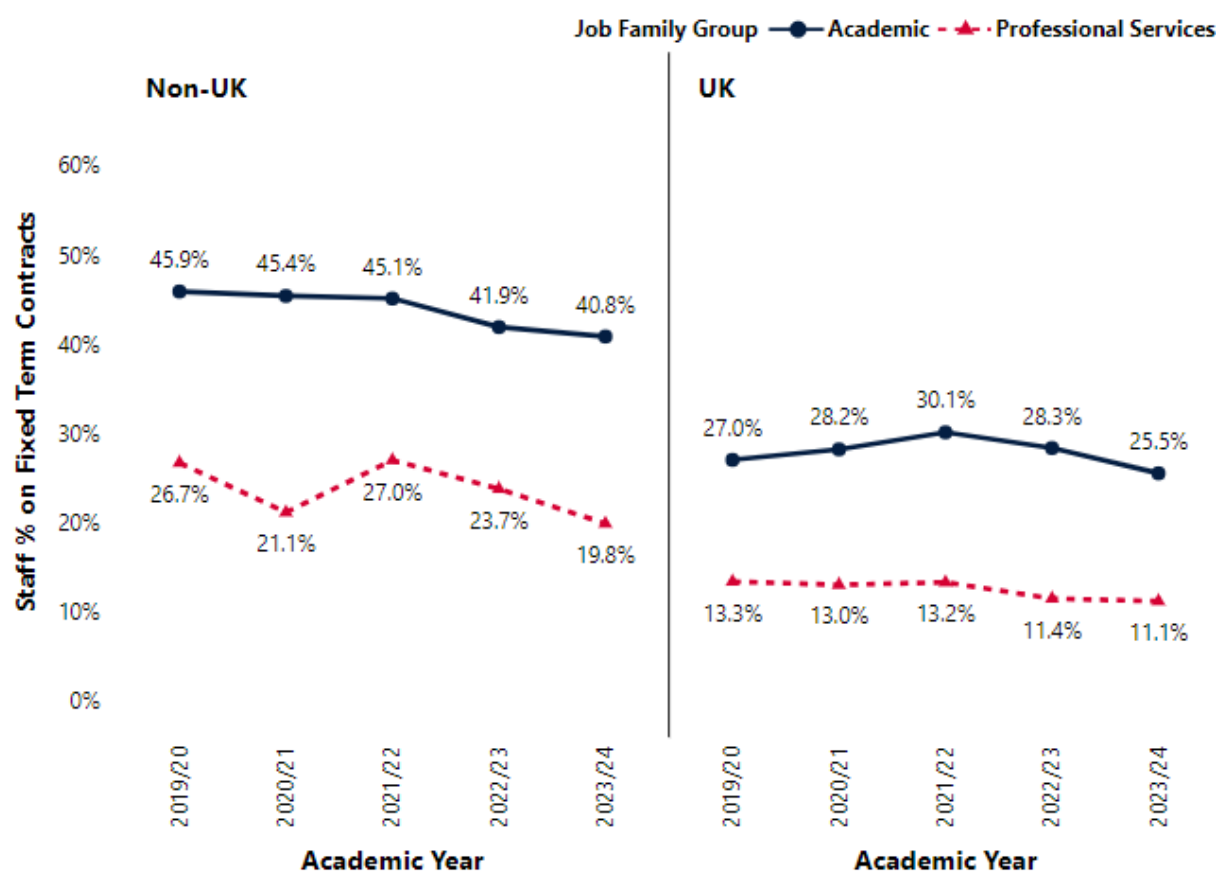


Figure SF3.7: The proportion of academic and professional services staff on fixed term contract, by nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations in 2023/24 = 485.

3.8. Ethnicity, Nationality and Grade – Academic Staff

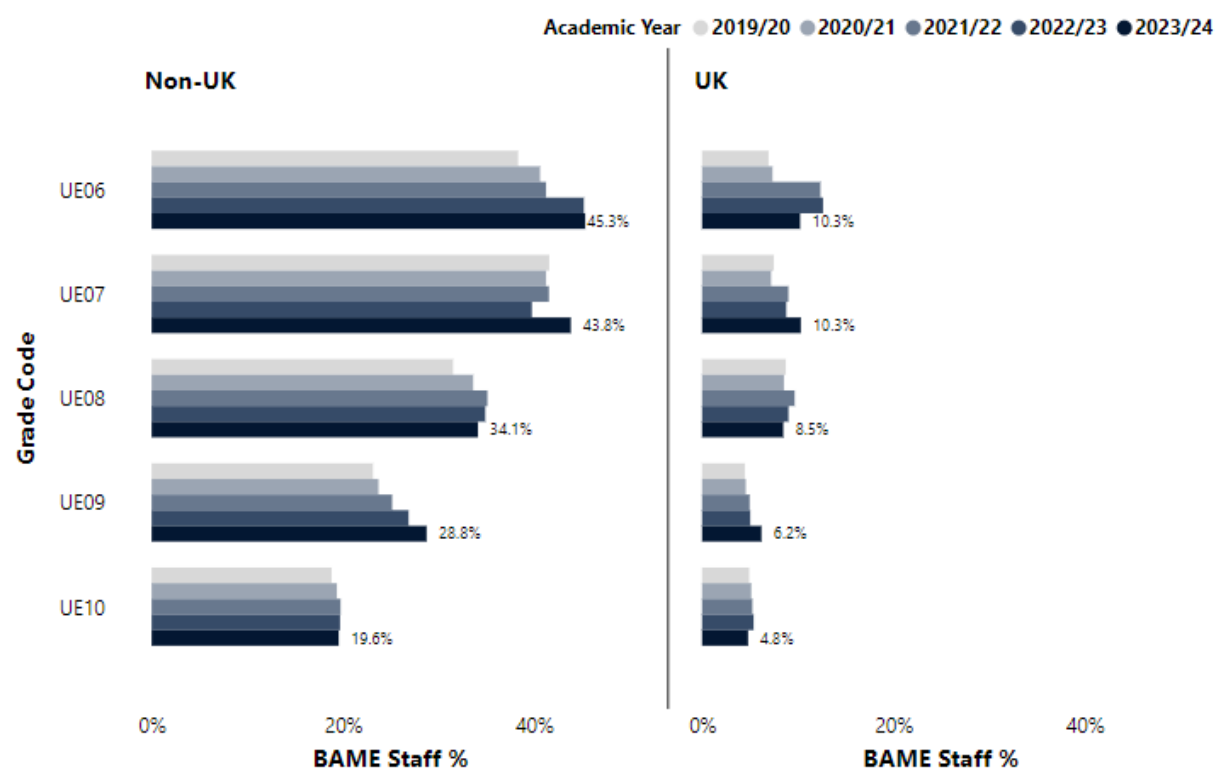


Figure SF3.8: The proportion of BAME academic staff, by nationality grouping and grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. Grades UE01 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

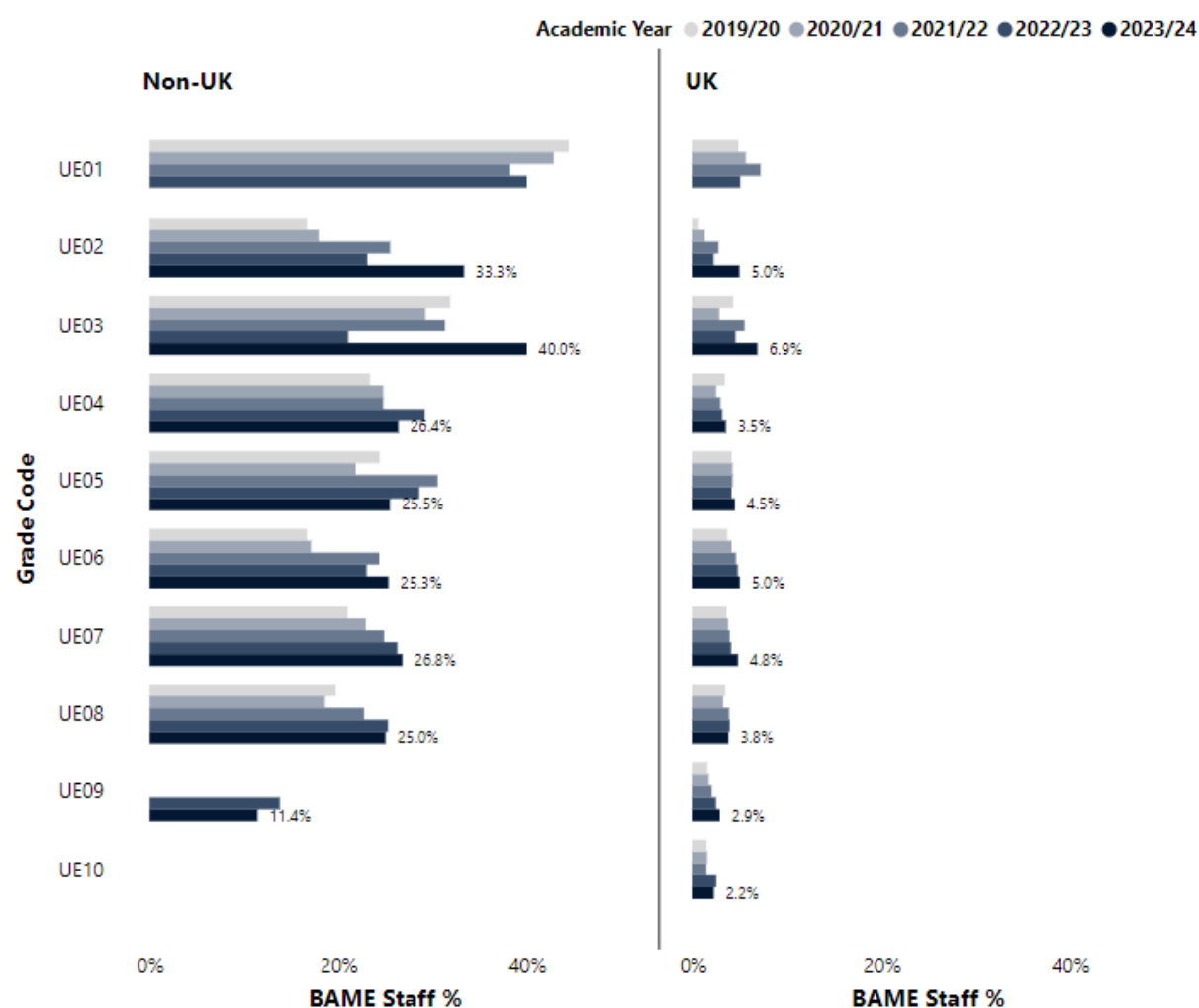


Figure SF3.9: The proportion of BAME professional services staff, by nationality grouping and grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Blank data points are due to applied suppression. 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

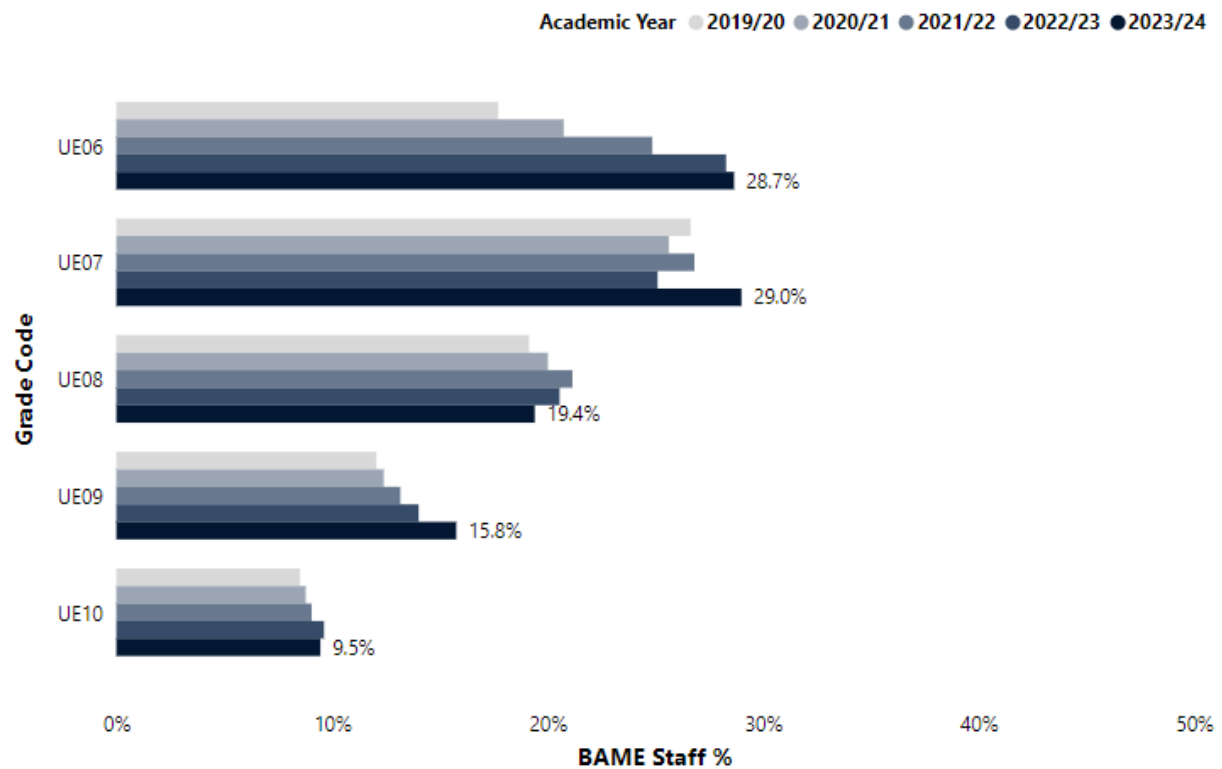


Figure SF3.10: The proportion of BAME academic staff, by grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded 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.

3.11. Ethnicity and Grade – Professional Services Staff

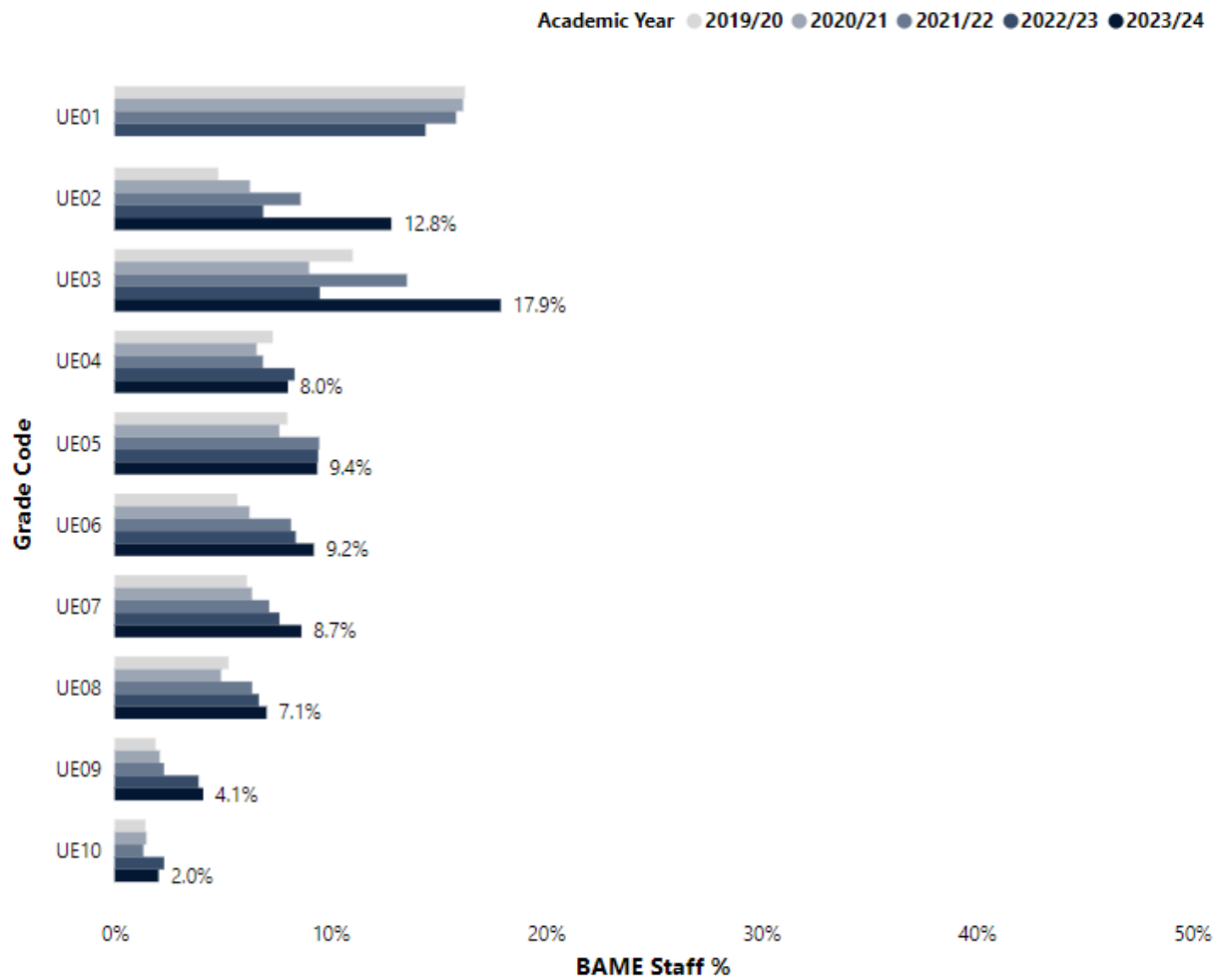


Figure SF3.11: The proportion of BAME professional services staff, by grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. Only staff on UE grades are included. The calculation does not consider staff whose ethnicity is unknown or not provided.

4. Staff Gender

4.1. Gender – Overall

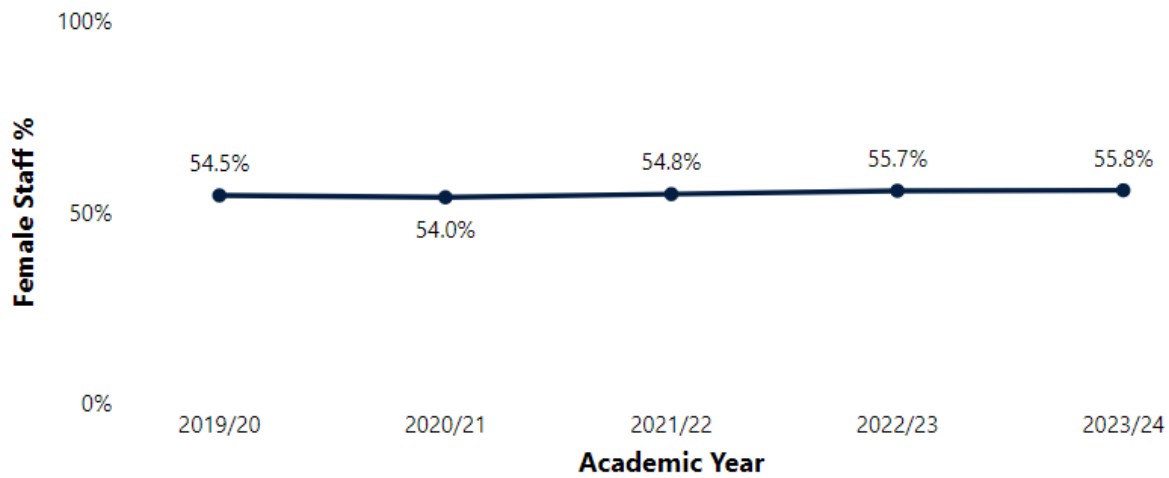


Figure SF4.1: The proportion of female staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2023/24.

4.2. Gender – Academic and Professional Services Staff

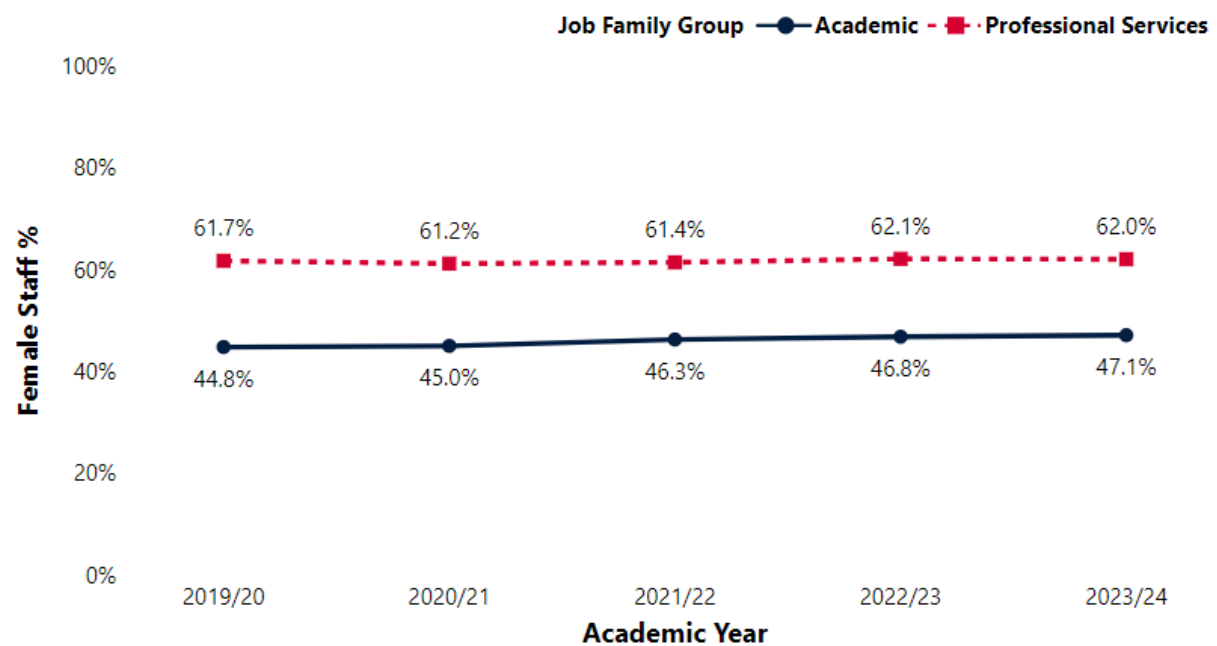


Figure SF4.2: The proportion of female staff, for both academic and professional services staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2023/24.

4.3. Gender – Guaranteed Hours Staff

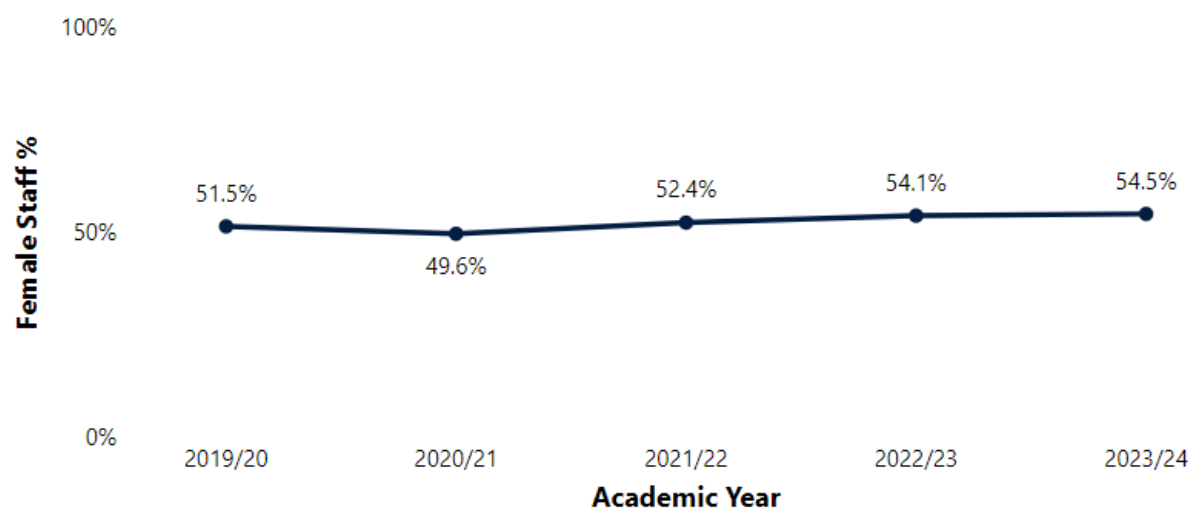


Figure SF4.3: The proportion of female guaranteed hours staff. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2023/24.

4.4. Gender and Contract Type – Academic Staff

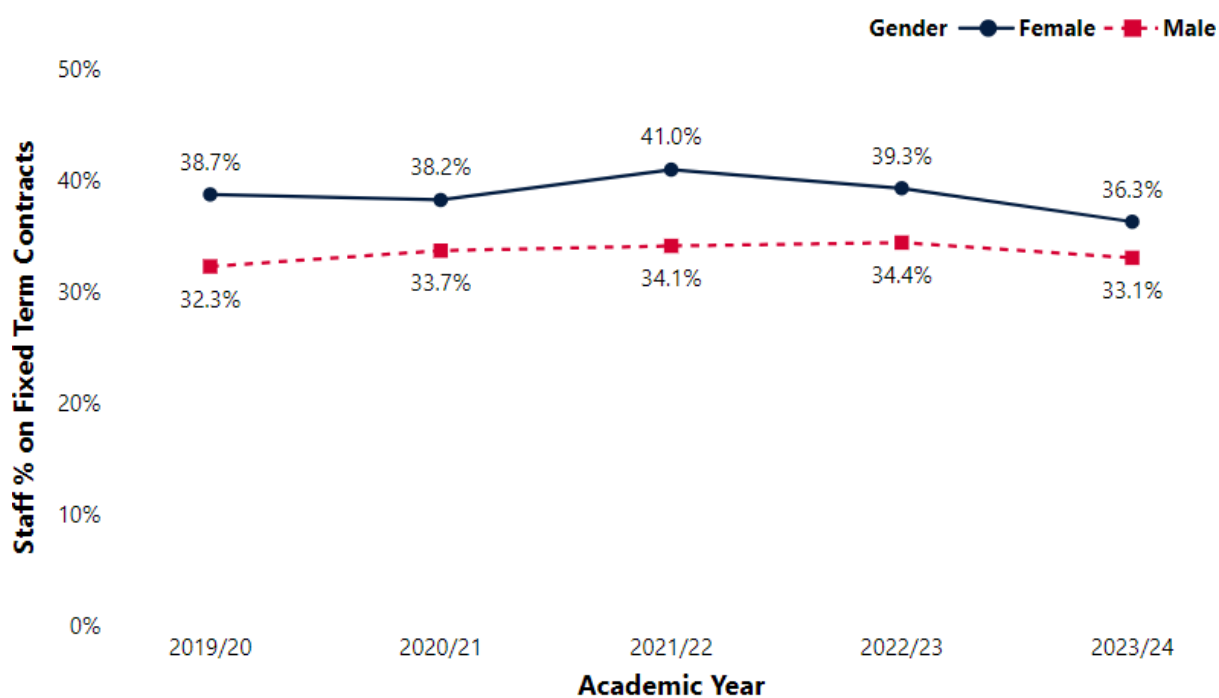


Figure SF4.4: The proportion of female and male academic staff on fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics or on secondment excluded from the calculations = 15 for 2023/24.

4.5. Gender and Contract Type – Professional Services Staff

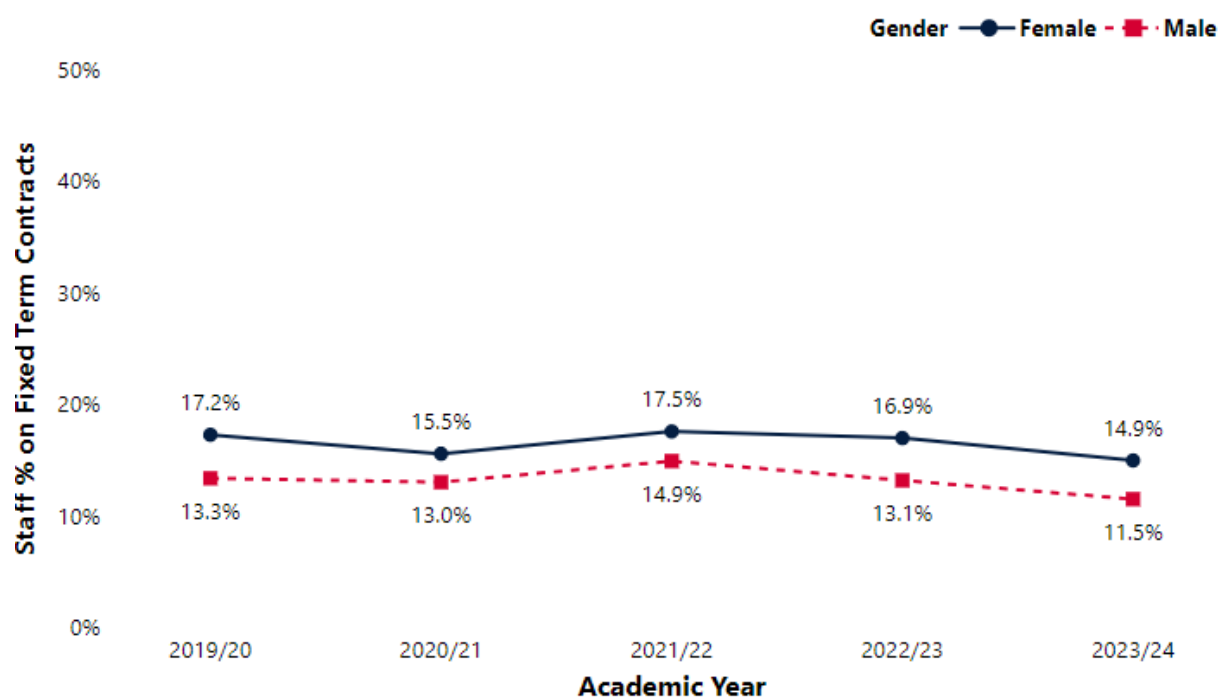


Figure SF4.5: The proportion of female and male professional staff on fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics or on secondment excluded from the calculations = 160 for 2023/24.

4.6. Gender, Contract Type and Grade – Academic Staff

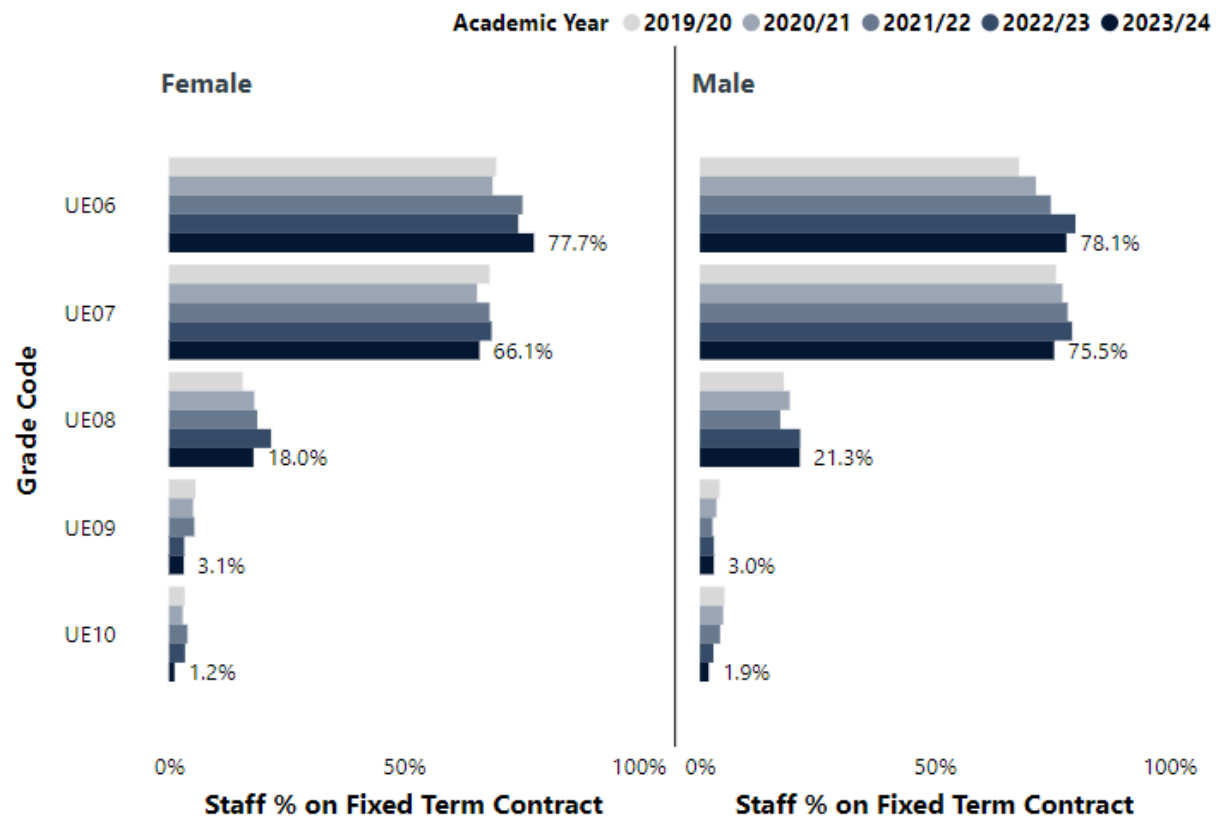


Figure SF4.6: The proportion of female and male academic staff on fixed term contracts, by grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. 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



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 (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. Only staff on UE grades are included.

4.8. Gender and Pay Grade – Academic Staff

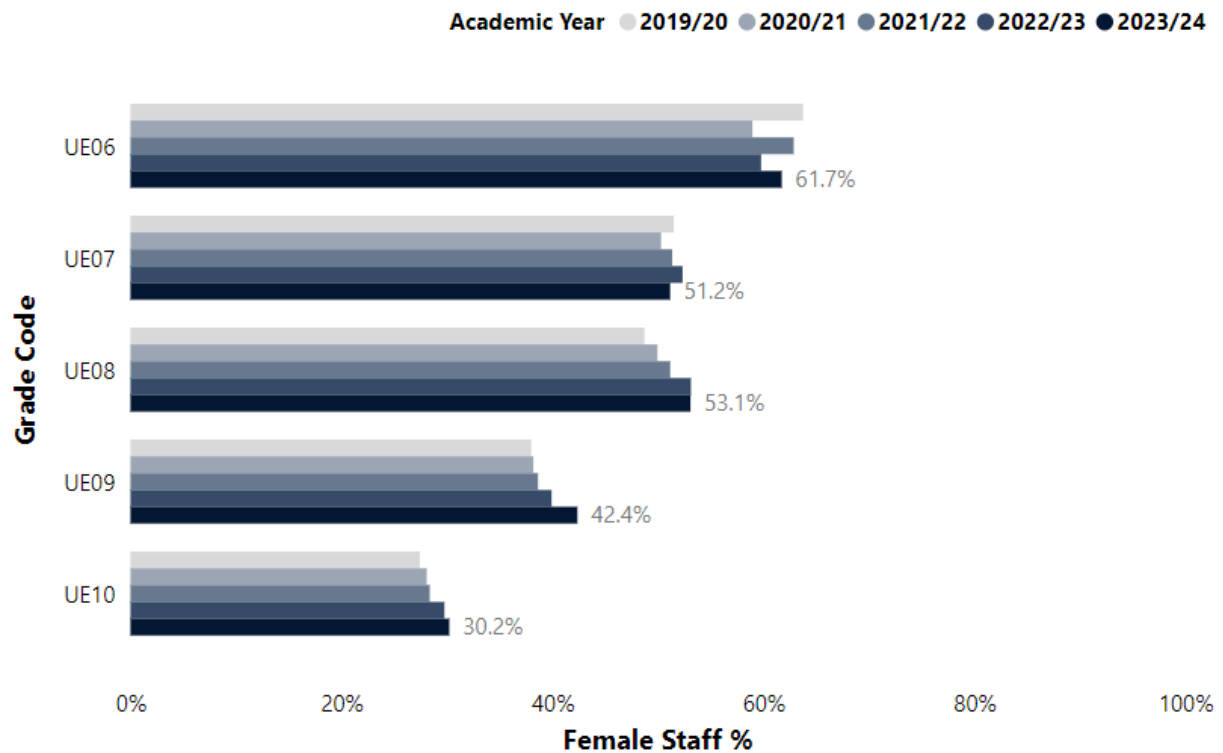


Figure SF4.8: The percentage of female academic staff by grade. Staff on guaranteed hours are not included. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Only staff on UE grades are included.

4.9. Gender and Pay Grade – Professional Services Staff

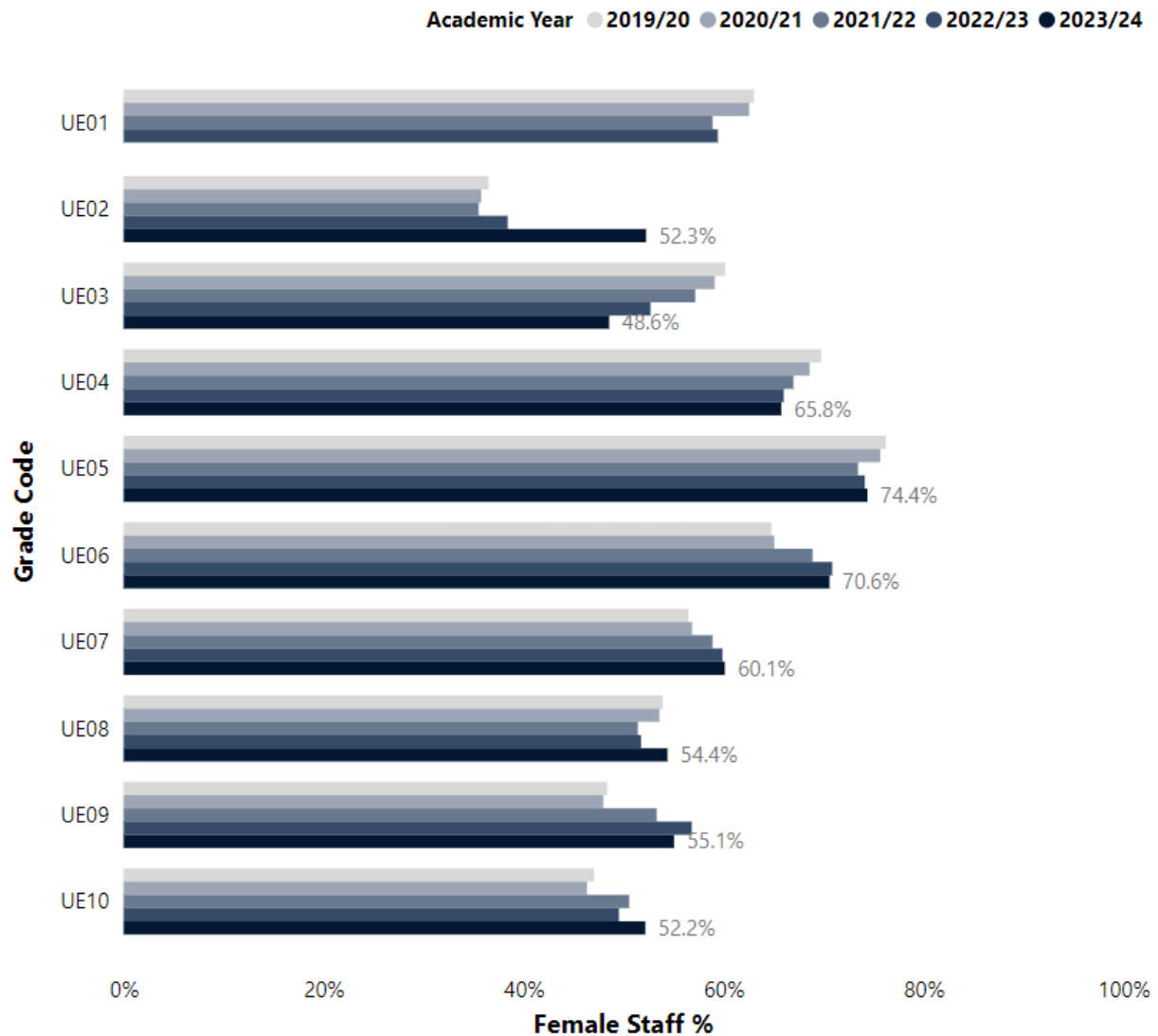


Figure SF4.9: The percentage of female professional services staff by grade. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. Only staff on UE grades are included.

5. Staff Age

5.1. Age Distribution – Overall

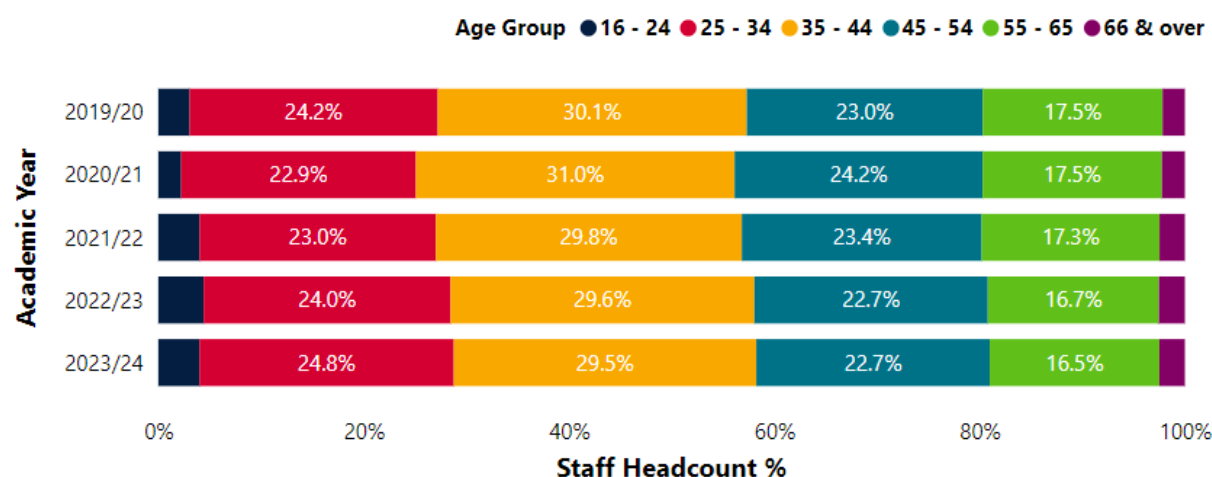


Figure SF5.1: Age distribution of staff, based on given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

5.2. Age Distribution – Academic Staff

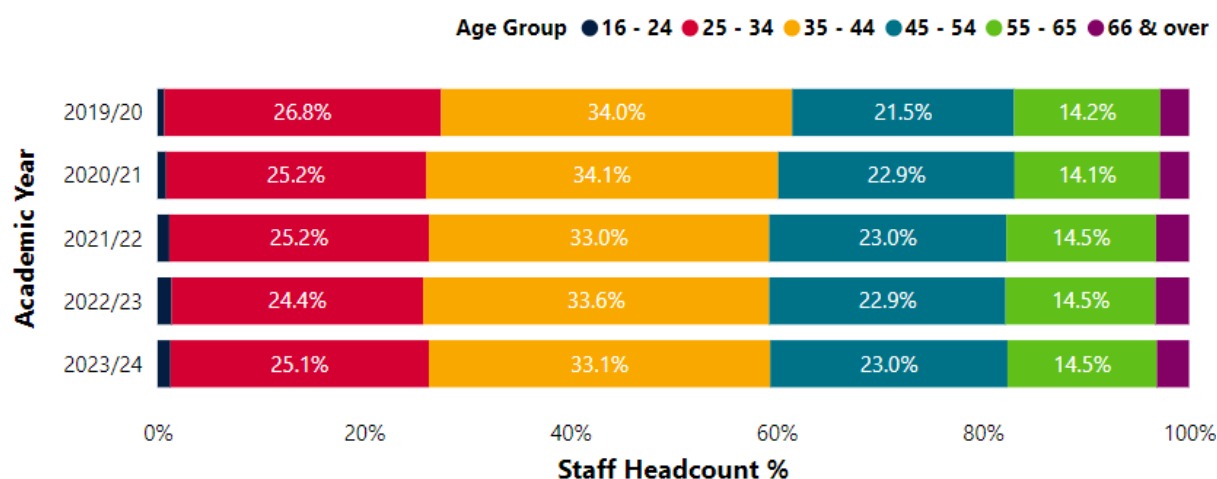


Figure SF5.2: Age distribution of academic staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

5.3. Age Distribution – Professional Services Staff

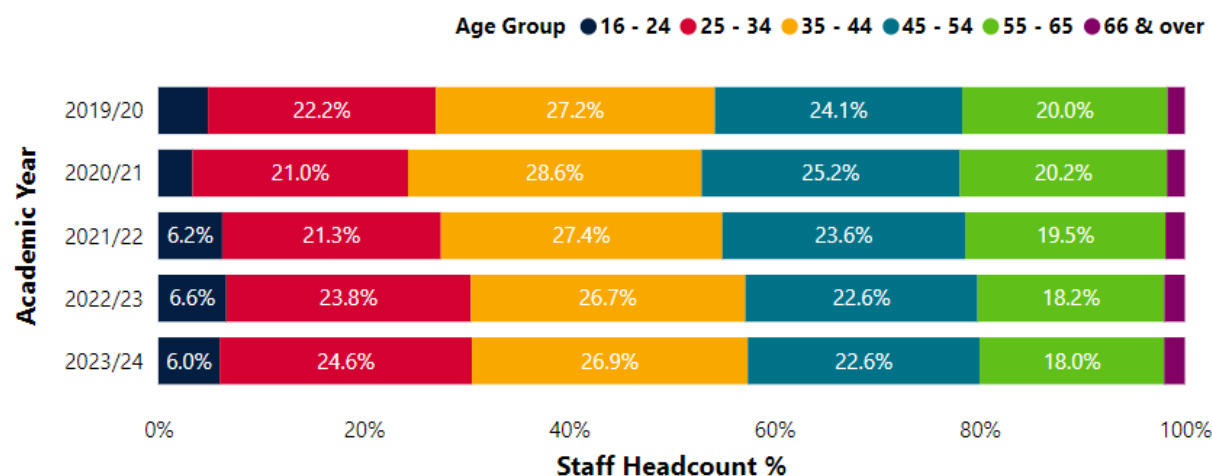


Figure SF5.3: Age distribution of professional services staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

5.4. Age Distribution – Guaranteed Hours Staff

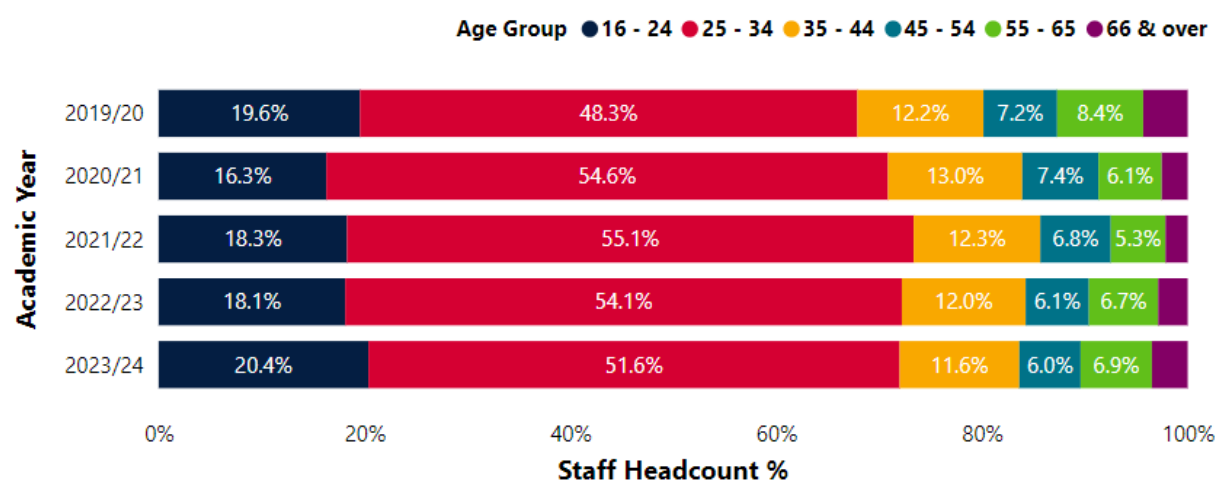


Figure SF5.4: Age distribution of guaranteed hours staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

6. Other Protected Characteristics

6.1. Staff Disability

For 2023/24, the percentage of staff declaring at least one disability was 6.0% for the full population. The same figure for 2022/23 was 5.5%. Considering non-guaranteed hours staff only, the figure was 6.3% for 2023/24 and 5.2% for guaranteed hours staff.

Prior to a system change allowing staff to self-report on disability status (implemented from 2021/22 onwards), figures were between 3 and 3.5%. All staff, regardless of whether information was available for their disability declaration or not, were used in the calculation. This includes the unknown / not declared headcount (12,445) as it formed the majority of the population (69.5%). In addition, 55 (0.3%) staff refused to provide information relating to declaring disabilities.

6.2. Staff Religion and Belief

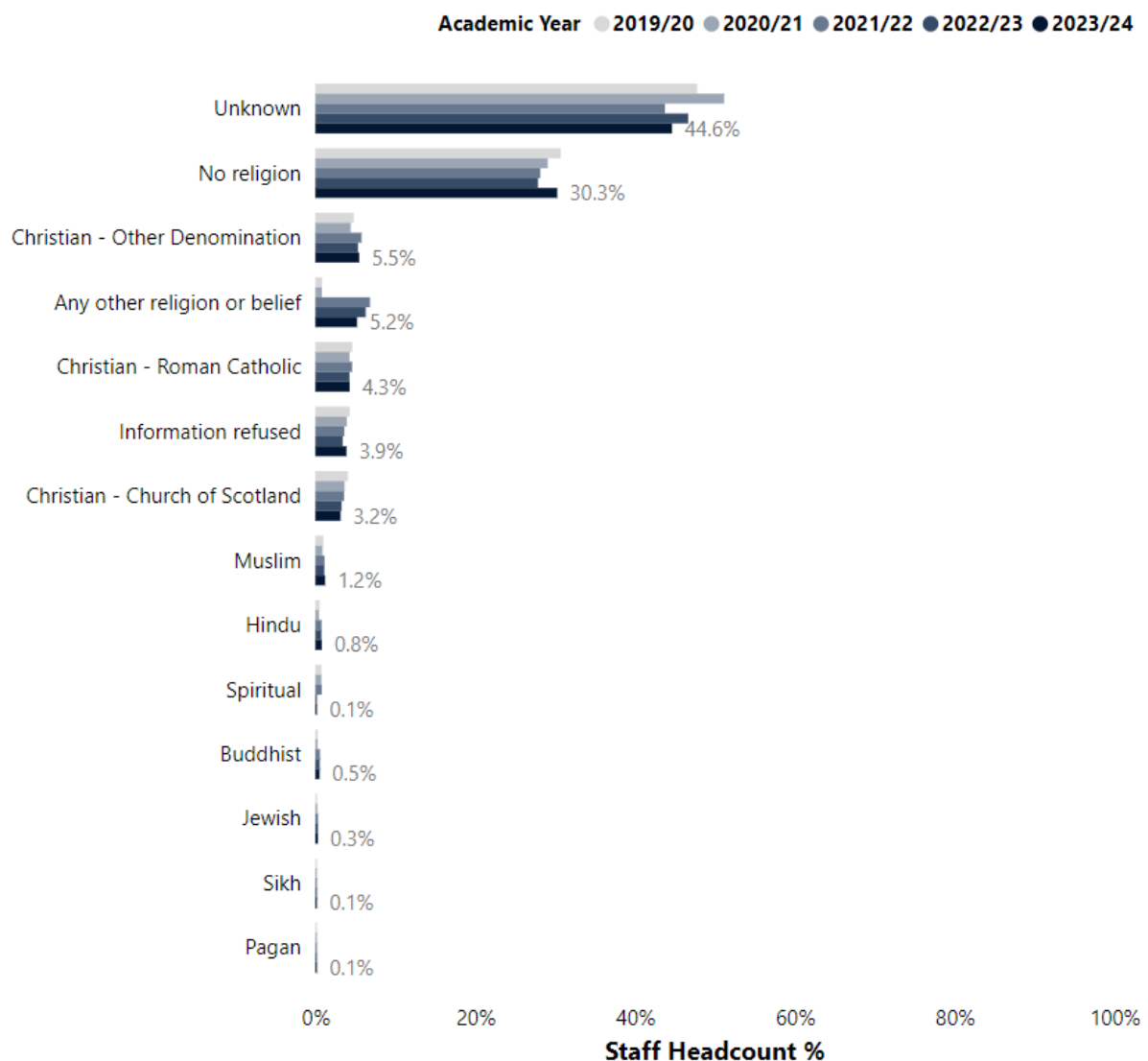


Figure SF6.2: The percentage of staff by religion. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are included.

6.3. Staff Sexual Orientation

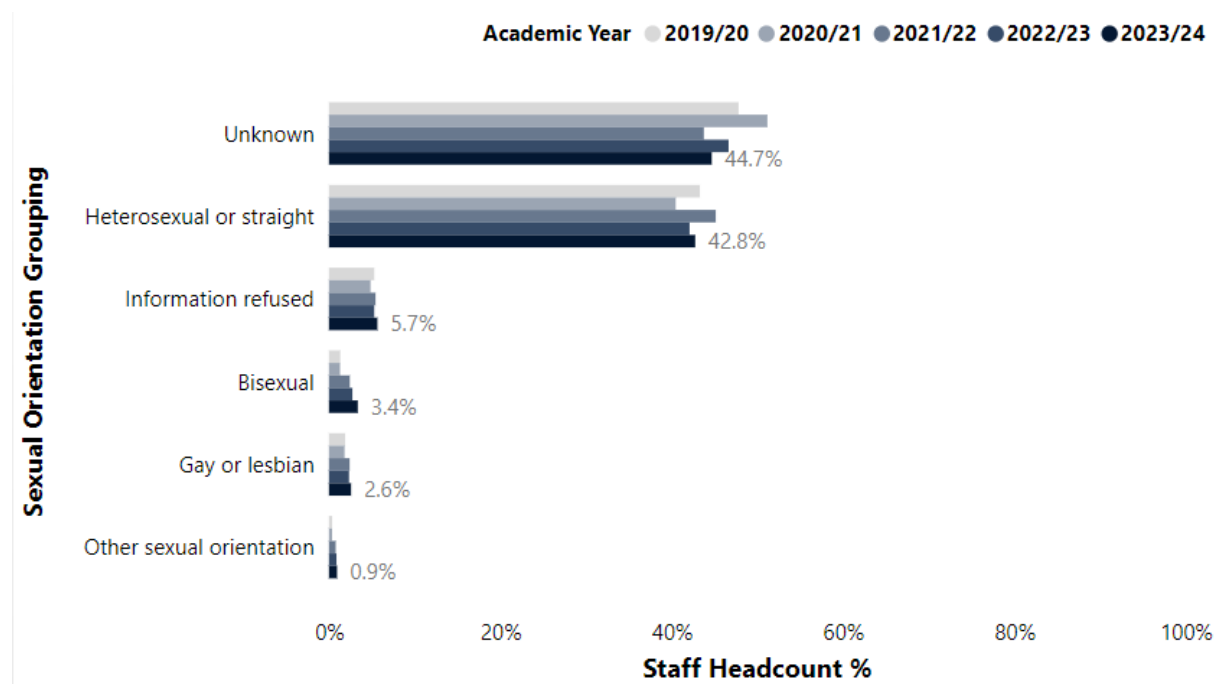


Figure SF6.3: The percentage of staff by sexual orientation. Data labels reference the latest academic session (2023/24). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are included.

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 Year	Academic		Professional Services		Guaranteed Hours Staff	
	Unknown Ethnicity Headcount (Rounded)	Percentage of Population	Unknown Ethnicity Headcount (Rounded)	Percentage of Population	Unknown Ethnicity Headcount (Rounded)	Percentage of Population
2019/20	375	7.3%	500	7.3%	640	18.5%
2020/21	630	12.2%	610	9.5%	920	29.1%
2021/22	475	8.9%	545	7.9%	950	28.1%
2022/23	775	14.1%	1430	18.8%	1455	38.6%
2023/24	1050	18.1%	1735	21.5%	1850	46.3%