

Equality, Diversity and Inclusion public reporting – 2024/25

Summary report on Student and Staff Protected Characteristics

EDI public data report staff and student narrative

Introductory context

This narrative follows the staff and student data reporting on the 2024/25 academic year.

The majority of data points cover the staff and student populations in the five-year period from 2020/21 to 2024/25, with a few exceptions for the student outcomes related data.

Whilst in recent years we have benchmarked University findings against broader sector performance, this has been hindered somewhat in 2026 by changes to the Advance HE publications we have previously relied on for benchmarking: Advance HE are moving towards dashboards rather than static publications, and these are rolling out on a timescale different to their previous reports. Where most pertinent, we have instead benchmarked against recently released HEIDI Plus data for 2024/25, though we acknowledge the limitations of this and are aware that a numerical comparison only tells one part of the story.

In presenting these findings, we are mindful of the shifting external context at play, with drivers not limited to the decision taken by the previous UK Government to place restrictions on dependents travelling with international students; EU Exit; and geopolitical turbulence.

On an internal level, we are aware of financial challenges facing the sector as a whole and are beginning to see the impact on the staff data of measures such as the first voluntary severance scheme, which ran in Spring 2025.

This year's reporting covers data on AY2024/25, and as in other years, we focus on year-on-year changes. However, in terms of student data, this year's reporting considers undergraduates entering the University in 2020/21 and 2021/22 who exited in 2024/25 – a cohort which faced many direct and indirect challenges as a result of the Covid pandemic. As such, this year's reporting seems to present findings which seem more extreme than in recent years, with some gaps broadening rather than closing (this is especially in the case in relation to the attainment of successful outcomes and degree-awarding, particularly when considered through the lens of ethnicity).

With regard to the data published on student/staff ethnicity, we refer to specific ethnicity groupings at the lowest possible level of aggregation that allows 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.

This year's reporting has been drawn from the University staff and student population dashboards, which were launched and made available to all staff in June 2024. The staff and student data are derived from a July 2025 snapshot. The dashboards are available here (university staff only).

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

Areas of progress and areas of concern/development

This section foregrounds a selection of findings from the 2024/25 student and staff data. Whilst these are not exhaustive, we have taken the opportunity to comment on their relevance to our activity in these areas.

Areas of progress

- The proportion of PGR student entrants in the 26-35 age grouping increased by 2.8 percentage points (pp) on 2023/24 data (to 40.2%), constituting the highest proportion for this age group over the five-year reporting period presented through this report.
- With the UK BAME academic staff proportion sitting at 8.9%, this represents the highest level over the five-year reporting period. However, this remains below the UK BAME academic averages reported in the HESA staff return for 2024/25, with the Scottish HEI average being 9.6%, and the UK HEI average being 15.2%.
- We can see promising emerging trends in terms of female Academic staff representation compared to 2023/24 at grades UE08 and UE10. In terms of headcount, UE08 female Academics increased by 15 (1.4pp) to 730 (54.4%), and UE10 female Academics by 30 (1.6pp) to 285 (31.8%). At 31.8%, the proportion of female Academic staff at UE10 represents the highest of the reporting period.
- Female Professional Services now constitute an established majority at the most senior graded level of the University (56.9%). Between 2023/24 and 2024/25, the UE10 Female Professional Services headcount increased from 55 to 60 (4.3pp).

Areas of concern/development

- 2024/25 data on UK BAME and white student entrants' attainment of successful outcomes appears to show both steeper divergence and decreases across both groups from those seen in recent years. There is some evidence that the degree-awarding gap narrowed across the sector during Covid and is now widening again. This is likely due to the impact of 'no detriment' policies and changes to assessment that took place during the pandemic. Action to address this will be through our Teaching and Learning Strategy; a new Senate Quality Assurance Committee Subgroup; and a forthcoming institutional EDI Plan.
- There has been an increase in the total number and proportion of Academic staff on fixed-term contracts compared to the previous year, reversing a downward trend since 2021/22. Unsurprisingly, academic fixed-term contracts remain concentrated in grades UE06 and UE07. This increase may relate to factors such as recruitment constraint.

- When BAME Professional Services staff are considered by grade, it is clear that there continues to be overrepresentation at junior grades and underrepresentation at senior grades. For example, 17% of at UE02 are BAME, compared to 4.8% at UE09 and 2% at UE10. This compares to a 7% BAME population of Scotland in the 2022 census data. There appears to have been considerable growth in BAME professional services staff employed at UE09 (although this only accounts for 4.8%) as well as at UE07. This may reflect broader demographic changes overall (there was an 84% increase in the BAME population of Scotland since the 2011 census) Our Equality Outcomes are focused on improving the significant disparities in representation that we see across grades.

STUDENTS

Entrants by level of study

- The overall volume of entrants to the University has fluctuated over the five-year reporting period. Entrants increased in 2021/22 as a result of Covid-related disruption to school assessment approaches, reducing in 2022/23 and then increasing further in 2023/24 and 2024/25, with 2024/25 entrants totalling 21,150 (a 3.7% increase on the previous year). This is driven by slight increases across all levels of study, with postgraduate research (PGR) students accounting for the greatest proportional increase (5.5%). **[ST2.1]**
- The University's overall student population marginally increased from 49,490 students in 2022/23 to 49,645 students in 2024/25 (3.1%). This stems from an increase in our PGR student population (80 additional students/1.2%), as well as postgraduate taught (95 additional students/0.7%). Contrastingly, undergraduate saw a very slight decrease (0.08% - 25 fewer students), but it should be noted that this remains one of the highest UG populations of recent years. **[ST.2.2]**

Ethnicity

Undergraduate entrants

- In 2024/25, the proportion of UK-domiciled BAME undergraduate entrants has increased by 1.6 percentage points (pp) on the previous year. This is the highest proportion of in the reporting period. Unpicking this, we observe slight increases in all groupings, with the exception of mixed (0.1pp). The proportion of Asian entrants has grown by 0.9pp over the 2023/24. A 0.4pp increase in the proportion of Black entrants is seen, though it should be noted that this grouping accounts for a much smaller number of students so small changes in absolute numbers can drive larger changes in proportions. **[ST.3.1]**
- The 2024/25 proportion of non-UK domiciled BAME undergraduate entrants has also increased slightly, by 0.2pp on 2023/24. This is driven by increases across all groupings, including other, which is up 0.9pp to 4.0% - from 3.1% the previous year. **[ST3.2]**
- When we exclude visiting/non-graduating non-UK domiciled UG entrants from this analysis, the proportion of mixed UG entrants decreases, whilst the proportion of

Asian UG entrants increases from 51.9% including visiting/non-graduating entrants, to 74.0% excluding them. **[ST3.3]**

Postgraduate entrants

- At postgraduate taught level, the proportion of UK-domiciled BAME entrants increased from 17.1% to 19.1% on 2023/24 – constituting a 2.0% increase. This is the highest proportion of the five-year period, by a considerable margin. This is driven by varying increases in each grouping, with the proportion of mixed entrants increasing by 1.1pp. **[ST3.4]**
- The proportion of non-UK-domiciled BAME PGT entrants sees a 0.2pp increase on the previous year – constituting 80.3% of overall entrants. This remains a broadly similar makeup to 2023/24, with decreases seen in Asian (1.0pp) and Black (0.6pp) entrants. **[ST3.5]**
- The proportion of UK-domiciled BAME PGR entrants has seen a marginal (0.1pp) increase year-on-year. It suggests a mixed picture, with increases in Asian (0.7pp) and Other (1.2pp), and conversely, decreases in the proportions of Black (-0.5pp) and Mixed (-1.2pp) entrants. However, it should be noted this is based on a small number – 90 entrants total. **[ST.3.6]**
- By contrast, the proportion of BAME non-UK PGR entrants has seen a 1.6pp decrease on 2023/24 levels. This appears to be driven by a decrease in Black students (0.5pp), whilst other groupings either hold steady or fluctuate slightly. **[ST3.7]**

Attainment

- Within this report, ‘successful outcomes’ are grouped in terms of students’ entry year, which allows us to explore the experience of a student population who 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 overlap, 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.

Undergraduate attainment

- **When we consider attainment through this lens, sometimes the number of students is small, and this can contribute to year-on-year shifts in the data. In particular, the number of UK BAME undergraduate students is small in comparison to white UK undergraduates, and thus small shifts in individual data can skew the results at university level. This may not be the only factor in play, but should be considered as background to any other factors.**
- Over the most recent five-year period, we have seen overall consistency in the proportions of BAME and white undergraduates exiting the University with a successful outcome. Whilst there has been variation over this timeframe, UK BAME

undergraduates have been consistently more likely to leave with a successful outcome than UK White undergraduates. **However, 2024/25 data appears to show both steeper divergence and decreases across both groups than those seen in recent years.** The 2020/21 and 2021/22 entry cohorts joined the university with school leaver qualifications impacted by Covid related processes and were also impacted by their early years of study being disrupted by Covid-related restrictions.

- Whilst the overall attainment gap is similar to previous years (2.0pp), a higher proportion of UK white undergraduates than UK BAME undergraduates left with a successful outcome in 2024/25. The proportion of UK white students awarded a successful outcome saw a 0.7pp decrease (to 94.1%), whilst the BAME proportion was more marked – 4.8pp to (92.1%). The UK BAME proportion is the lowest of the period. **This decrease is markedly driven by a decrease in black attainment on 2023/24 – 88.7% of black undergraduates entering the University in 2020/21 left with a successful outcome in 2024/25, compared to 92.5% the year prior. [ST3.8, ST3.9]**
- Data on Firsts and 2:1s awarded to this cohort also seems to suggest a reversal of recent narrowing of the degree-awarding gap between white and BAME undergraduates. Whilst white attainment increased year-on-year by 2.1pp (to 84.7%), BAME attainment by contrast decreased by 3.5pp (to 80.1%). In this case, whilst Black undergraduates are least likely to be awarded a 2:1 or First, Asian attainment is driving this decrease – in 2024/25, 75.6% of UK domiciled Asian undergraduates graduated with a 2:1 or First (compared to 83.0% the year prior) **[ST3.10, ST3.11]**
- In contrast with UK white and BAME undergraduates, the proportion of non-UK domiciled undergraduates exiting the University with a successful outcome increased slightly for both groups, white by 0.4pp (to 98.4%), and BAME by 0.8pp (to 99.2%). **[ST3.12]**
- The increased proportion of non-UK undergraduates awarded a successful outcome does not appear to be mirrored in First/2:1 outcomes. The proportions of both groups exiting with a First or 2:1 decreased year-on-year; white by 1.5pp (to 90.2%), and BAME by 1.2pp (to 76.5%). As is the case for UK undergraduates, white non-UK undergraduates are more likely to be awarded a First or 2:1 than BAME undergraduates, though the degree-awarding gap within the non-UK domiciled cohort is much more pronounced than within the UK domiciled cohort. (non-UK: 13.7pp; UK: 0.8pp). **[ST3.14, ST3.12]**

Postgraduate attainment

- The most recent five-year period shows a decreasing trend in proportion of UK postgraduate taught students obtaining a successful outcome. However, 2024/25 data show steeper declines; both groups decreased by 3.4pp (white to 83.7%; BAME to 80.2%). The BAME decrease appears to be driven by a 20.5pp decrease in Other attainment – though it should be noted that this group represents a small number of UK PGT students (55). **[ST3.16, ST3.17]**
- The same shifts are not observed in relation to non-UK PGT successful outcomes. Whilst the BAME proportion has dipped slightly year-on-year (by 0.5pp, to 95.6%), the white proportion shows a year-on-year increase (by 2.7pp, to 92.5%). A decrease in Black attainment appears to be driving the BAME decrease – with this declining by 5.0pp (to 80.1%) on 2023/24 levels. **[ST3.18, ST3.19]**
- In relation to UK PGRs, 2019/20 entry data presents a contrasting picture. Building on last year's increase, BAME attainment has increased, by 2.0pp (to 87.4%). By comparison, white UK PGR successful outcomes have continued to decline on 2018/19 levels, by 4.5pp (to 79.9%). The most recent data presents a markedly wider attainment gap between UK BAME and white PGRs, of 7.5pp. **[ST3.20, ST3.21]**
- Once again, non-UK PGR data does not show the same fluctuation. Successful outcomes awarded to this group broadly follow pattern observed in recent years; BAME awarding has decreased by 0.1pp (to 94.9%), whereas white awarding has increased by 0.5pp (to 93.8%).
- This represents a reduction in the awarding gap between the two groups of -0.6pp, to 1.1pp. The data suggest the BAME decrease is driven by the attainment of the mixed grouping. **[ST3.22, ST3.23]**

Gender

Gender – proportion

- There has been a consistent majority of female students studying at the University over the past five years, across all levels of study. 2024/25 figures show that the majority is largest at PGT level, 68.1%. **[ST4.1]**

Gender – attainment

- Overall lower successful outcomes for 2020/21 entry data are confirmed here. Whilst 2019/20 data had presented the narrowest gap between male and female undergraduates in terms of successful outcomes awarded, the most recent data sees it widen. Male awarding has declined more significantly, by 2.4pp (to 94.6%), whereas female awarding declined by 1.6pp (to 95.3%). For both groups, this is the lowest attainment in terms of successful outcomes demonstrated over the most recent five-year period. **[ST4.2]**
- Degree-awarding for the cohort exiting in 2024/25 presents a mixed picture. Female degree-awarding continues the upward trend seen in recent years, increasing by 1.0pp (to 85.7%) year-on-year. By contrast, male degree-awarding

declined year-on-year, by 2.0pp (to 78.5). This opens up a 7.2pp gender degree-awarding gap – the widest of the most recent five-year period. **[ST4.3]**

- In terms of postgraduate taught successful outcomes, female awarding remains relatively steady (0.3pp decrease, to 93.2%), whereas male performance has declined by 1.2pp, to 89.0%. This increases the gap between the two, to 4.2pp. **[ST4.4]**
- For PGR students joining the University in 2019/20, the proportion awarded successful outcomes decreased; for female PGRs, by 2.0pp (to 89.0%), and for male PGRs, by 0.7pp (to 88.7%). The sharper decline in female awarding has the effect of closing the gap to 0.3pp, though not ideal that this is via a negative result. **[ST4.5]**

Age

- The same broad age split across undergraduate entrants observed in recent years is sustained, with a very slight increase in those aged 18-21 (0.5pp), and a very slight decrease (0.2pp) in those aged 17 and under. Conversely, UG entrants in the 22-25 age group increased by 0.9pp on the previous year **[ST5.1]**
- In terms of PGT entrants, a clear majority are aged 25 and under. However, 2024/25 shows an increase in 18-21 entrants (0.4pp), and 22-25 is also up slightly on the previous year, by 0.9pp. Conversely, small decreases can be seen in 26-35 and 35 and over age groupings. **[ST5.2]**
- The proportion of PGR entrants in the 26-35 grouping increased by 2.8pp on the most recent year's data, which constitutes the highest proportion for this age group over the period. By contrast, there were slight decreases in the 22-25 grouping (1.1pp), as well as 36 and over (1.7pp). **[ST5.3]**

Age – attainment

- Overall, 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, as seen in attainment when viewed through other lenses, recent steady awarding progress seems to have dipped across the younger age groups in particular. The 17-21 age grouping saw a 0.5pp decrease, 18-21 by 3.8pp, and 1.7pp, and 22-25 by 3.8pp. 26-35 decreased by 2.5pp, whereas successful outcomes for those aged 36 and over was the only proportion seeing an increase – by 0.8pp on the previous year's data. **[ST5.4]**
- Yet, the picture observed from successful outcomes data appears to even out for the younger age groups when we consider proportions awarded a First or 2:1 degree. The 17 and under age group holds steady on last year's proportion (78.8%), whilst the 18-21 grouping decreased by 0.3pp, to 83.8%. More concentrated downward shifts can be seen in regard to older age groups; 22-25 decreases by 5.7pp (to 65.2%), meanwhile the 26-35 age group recorded a 5.8pp increase (to 70.3%). **[ST5.5]**
- At PGT level, we see slight declines in successful outcomes awarding at 18-21 (by 0.3pp, to 97.6%), and at 22-25 (by 0.1pp, to 97.1pp). 26-35 performance at PGT also holds steady, at 87.0%. The only grouping seeing a marked downward trend on the previous year is 36 and over; the 6.1pp decrease in successful outcomes awarded

takes this to being by far the lowest of the reporting period, and is a considerable drop-off even compared to recent trends. **[ST5.6]**

- At PGR level, the only age grouping to see an improved proportion in terms of successful outcomes is 18-21, which increased by 2.9pp (to 98.4%) on the previous year's position. It's notable that this is a small population (60 individuals) studying on one year MScR programmes; while a higher proportion of the older age groups were studying multi-year PhD programmes. For 26-35, there was a 3.1pp decrease (to 87.5pp), and the highest decrease was for the 36 and over age grouping, which declined by 3.5pp on the previous year's data (to 80.9%). The gap between the youngest (18-21) and eldest (36 and over) age group in terms of successful outcomes, now stands at 17.5 percentage points. **[ST5.7]**

Disability

Disability – proportion

- Between 2023/24 and 2024/25, the proportion of students reporting a disability, across all levels of study, increased. The highest declaration increase was at PGT (0.8pp), followed by UG (0.5pp), and PGR (0.8pp). **[ST6.1]**

Disability – attainment

- Following patterns already observed in relation to total population UG successful outcomes, we see a decrease for both undergraduate entrants who disclosed a disability, and entrants with no known disability. The decrease for those with no known disability was higher than for those with a disclosed disability; 1.9pp compared to 0.2pp. The gap between the two currently sits at 1.4pp. **[ST6.2]**
- When we look at the proportion of First/2:1 degrees awarded over the most recent five-year period, a consistently higher proportion of undergraduates with no known disability graduated with a First/2:1 compared to those with a disclosed disability. In the most recent year, successful outcomes for graduates with no known disability decreased by 0.4pp (to 83.5%). However, for graduates with a disability disclosed, rates increased by 0.6pp on the previous year (to 80.1%). The awarding gap between the groups sits at 3.4pp. **[ST6.3]**
- Considering PGT successful outcomes, awarding for PGT students with a disclosed disability increased by 0.7pp (to 89.4%) on the last reporting year. By contrast, for PGT students with no disability disclosed, rates decreased by 0.6pp (to 92.1%). This represents a narrowing of the gap between the two groups, to 2.7pp. **[ST6.4]**
- Whilst data on PGRs entering at the 2018/19 session appeared to indicate a promising upward trend in terms of successful outcomes, the most recent data shows that for both PGRs with a disability disclosed, and those with no known disability, rates decreased year-on-year. Rates for those with no known disability decreased by 1.4pp (to 89.6%), compared to a more marked decrease of 3.7pp (to 82.9%) for those with a disclosed disability. As a result of these declines, the awarding gap currently stands at 6.7pp. **[ST6.5]**

STAFF

Overall staff headcount

- As of July 2025, there were 13,600 non-guaranteed hours staff at the University. Based on the most recent headcount, there has been a year-on-year decrease of 2.1% (equivalent to c.305 staff). **[SF2.1]**

Academic and Professional Services staff

- Continuing the trend seen over the most recent five-year period, a higher proportion of University staff are in Professional Services roles, although between 2023/24 and 2024/25, the data show a 3.8% reduction in Professional Services staff, whilst Academic staffing levels hold steady. **[SF2.2]**

Headcount – Contract type/assignment category– fixed-term or open ended

- Overall, proportions of staff employed on open-ended and fixed-term contracts have remained broadly consistent over the most recent reporting period. These show minimal change on the prior year's levels, with 77.0% employed on open-ended compared to 23.0% on fixed-term. **[SF2.3]**
- There has been an increase in the total number and proportion of Academic staff on fixed term contracts compared to the previous year, reversing a downward trend since 2021/22.
- Unsurprisingly academic fixed-term contracts remain concentrated in grades UE06 and UE07. **[SF 3.5, 3.6]**
- The total number of Professional Services staff (excluding Guaranteed Hours) on fixed-term contracts have decreased relative to the peak in 2022/23, but remains higher than the 2020/21 population. The relative proportions of Professional Services staff on fixed-term and open-ended has remained relatively consistent, with a slight decrease (0.2pp) in fixed term in 2024/25 compared with the previous year. Professional services staff on fixed-term contracts are distributed more evenly across grades compared with academic staff. **[SF 3.5, 3.7]**

Headcount – Grade

- Of the 13,080 total 'UE' graded staff at the University in July 2025, the largest proportion (3,300 – 25.2%) are employed at UE07. The smallest proportion (415 – 3.2%) are employed at UE04. Data appear to show that all grades, with the exception of UE09 and UE10, have seen a net decrease in staffing numbers over the 2024/25 reporting period. **[SF2.4]**

Headcount – Guaranteed Hours Staff

- In 2024/25, University Guaranteed Hours Staff totalled 3,900. Whilst the proportion of GH staff has steadily increased over the reporting period, most recent data

suggest a 1.5% decrease (-60 in headcount terms). A majority of GH staff are employed at UE06, mainly as student tutors and demonstrators. **[SF2.5]**

Staff ethnicity

- The overall population of BAME staff at the University (both non-UK and BAME) has increased over the last five years. 2023/24 to 2024/25 continues this trend, with overall BAME staff population having increased by 0.5pp – to 14.6%. **[SF3.1.1]**
- The overall increase is being driven by an increase in UK BAME staff. There has been a 0.6pp increase in UK BAME staff, and a marginal decrease in non-UK BAME staff (0.1pp). These now sit at 6.3% and 31.9% of the UK and non-UK staff populations respectively. The UK BAME staff population is the highest of the reporting period. According to data returned to HESA by UK universities in 2024/25, the UoE figures are below both the UK BAME staff average across Scottish HEIs (6.5%), and below the UK HEI average (14.4%). **[SF3.1.1]**
- Considering job function, there continues to be a higher proportion of BAME Academic staff than BAME Professional Services staff. These represent 20.8% and 9.9% respectively in 2024/25. **[SF3.2]**
- A higher proportion of Academic staff are non-UK BAME than UK BAME at the University. Whilst non-UK BAME academic staff marginally decreased on 2023/24 levels – by 0.2pp – by contrast, UK BAME academic staff increased by 0.8pp. With the UK BAME academic staff proportion sitting at 8.9%, this represents the highest level over the most recent five-year reporting period. However, this remains below the UK BAME averages reported in 2024/25 HEIDI Plus data for 2024/25, with the Scottish HEI average being 9.6%, and the UK HEI average being 15.2%. **[SF3.2.1]**
- A similar picture is seen in relation to BAME Professional Services staff. Whilst BAME Professional Services staff increase is overall 0.5pp, this is primarily driven by an increase in UK BAME Professional Services (a 0.4pp increase year-on-year). By contrast, the non-UK BAME Professional Services holds steady at 27.0% - which continues to be the highest proportion over the most recent reporting period. **[SF3.3.1]**
- Since 2020/21, there has been a sustained increase in the proportion of BAME staff employed on Guaranteed Hours contracts, from 22.8% to 35.5%. Between 2023/24 and 2024/25, UK BAME increased by 0.3pp (to 10.7%). However, the non-UK saw a more marked year-on-year increase, of 3.3pp (to 56.4%). This is reflected in a 2.0% increase in overall proportion of BAME staff on GH contracts over the same timeframe. **[SF3.4]** The largest ethnicity group represented across non-UK and UK Guaranteed Hours at the University is white. **[SF.3.4.1]**

Academic staff – Ethnicity and contract type

- Academic staff fixed-term contracts, regardless of ethnicity, are concentrated in Grades UE06 and UE07. However, BAME academic staff consistently make up a higher proportion on fixed-term contracts, particularly in grades UE06, UE07 and UE08 (with percentage point differences of 7.7, 14.8 and 9.4 respectively) **[SF 3.6]**

Professional Services staff – Ethnicity and contract type

- Although the proportion of staff on fixed-term contracts is lower for Professional Services staff compared with the Academic population, BAME Professional Services staff continue to make up higher proportions of staff on fixed-term contracts relative to white Professional Services staff, particularly at lower grades. This is most pronounced in UE03, with a percentage point difference of 31.1. **[SF 3.5, 3.7]**

Ethnicity, nationality and grade – Academic staff

- Across all grades, a general trend of higher proportions of non-UK BAME Academic staff than UK BAME Academic staff is reflected. Yet, we are seeing increases in non-UK Academic staff employed at UE grades 8-10, whereas we see increases from UE06-UE09 in relation to UK BAME Academic staff – with proportions at UE10 being held. **[SF3.8]**

Ethnicity, nationality and grade – Professional Services staff

- As with Academic staff, a higher proportion of non-UK BAME Professional Services staff than UK BAME Professional Services staff is reflected. However, whilst the non-UK BAME Professional Services picture have less consistent year-on-year trajectories (with some data points requiring suppression due to low underlying values), there are consistent year on year increases at UE09 for both non-UK and UK BAME Professional Services. **[SF3.9]**

Ethnicity and Grade – Academic Staff

- Considering the ethnicity of University Academic staff by UE grade, the highest proportion of BAME Academic staff are employed at UE06 (32.3%). This reflects a marked year-on-year increase in the proportion of BAME staff at this grade, despite a small reduction in the overall population of this group from 2023/4 levels. Additionally, it would seem that there have been promising year-on-year increases in the overall proportion of BAME academics employed at senior grades - UE08 through to UE10. **[SF3.10]**

Ethnicity and Grade – Professional Services staff

- When BAME Professional Services staff are considered by grade, it is clear that there continues to be significant underrepresentation (especially at the most senior grades UE0810). However, as we noted earlier, there appears to have been considerable growth in those employed at UE09 (although this only accounts for 4.9%), as well as at UE07. **[SF3.11]**

Gender

- Reflecting a sustained trend over the reporting period, the overall majority of University staff are female (56.1% in 2024/25). This figure is a 0.3pp increase on the prior year, and this mix has seen minimal fluctuation over recent years. **[SF4.1]**

- When we consider the gender of University staff by job family, there is much greater variation. A much higher proportion of Professional Services staff are female (62.2%), compared to female Academic staff (47.7%). However, it should be noted that while the proportion of female Professional Services staff has held relatively steady over the reporting period, the proportion of female Academic staff continues to increase year-on-year. The latest proportion is the highest reported in the most recent period. **[SF4.2]**
- Female staff constituted the majority of Guaranteed Hours staff in 2024/25 – this increases by 1.5pp (to 56.0%) between 2023/24 and 2024/25. **[SF4.3]**

Gender and contract type

- When gender and contract type are considered together, data show that female academic staff are more likely to be employed on fixed-term contracts than male staff. These proportions were 38.0% and 33.7% respectively in 2024/25, with both proportions seeing slight year-on-year increases on 2023/24 levels. **[SF4.4]**
- By comparison, slightly fewer female Professional Services staff are employed on fixed-term contracts than in 2023/24 (decreased to 14.3% of all female Professional Services staff). However, whilst the proportion of female Professional Services staff on fixed-term contracts decreased year-on-year by 0.6pp, the equivalent proportion of male Professional Services staff increased by 0.5pp (to 11.9%). **[SF4.5]**
- When we consider gender, contract, and grade together, 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 employed on open-ended contracts. **[SF4.6]**
- For Professional Services, a higher proportion of female staff employed at grades UE04-UE09 are employed on fixed-term contracts than male staff. However, 12.2% of male Professional Services staff are employed on fixed-term contracts at UE10, compared to 4.7% of female staff. **[SF4.7]**

Gender and pay grade

- From looking at gender and pay grade, we can see that female staff constitute a clear majority at UE06 (64.3%), and a slight majority at UE07 and UE08 (51.6% and 54.4% respectively). However, we can see promising trends in terms of female Academic representation emerging on the previous year at grades UE08 and UE10. In terms of headcount, UE08 female Academics increased by 15 (1.4pp) to 730 (54.4%), and UE10 female Academics by 30 (1.6pp) to 285 (31.8%). At 31.8%, the proportion of female Academic staff at UE10 represents the highest of the reporting period. **[SF4.8]**
- Contrasting with Academic staff, there are much higher proportions of female Professional Services staff employed at the University, with female staff being in the majority in every grade with the exception of UE03 (48.9%). Looking at grades UE09 and UE10, the data suggest marked year-on-year proportional increases. This seems particularly marked at UE10, with female Professional Services now

constituting an established majority at the most senior graded level of the University (56.9%). Between 2023/24 and 2024/25, the UE10 Female Professional Services headcount increased from 55 to 60 (4.3pp), whereas the equivalent male headcount decreased from 55 to 50. **[SF4.9]**

Age

- Overall, the broad distribution of University of Edinburgh staff in terms of age has remained fairly consistent over the reporting period. Proportions of staff aged 25-34, 35-44 and 45-54 remain largely in balance, with a slightly lower proportion aged 55-65. Interestingly, the 35-44 and 45-54 age groups have seen year-on-year increases of 0.8pp and 1.2pp respectively. **[SF5.1]**
- This picture is effectively mirrored when we consider the ages of academic staff. However, there are slightly more (+3.0pp) academic staff aged 35-44, and slightly fewer (-1.8pp) aged 55-65 compared to the overall age composition. **[SF5.2]**
- The position for Professional Services is broadly similar to the academic make-up, albeit with a slightly higher proportion of staff aged 55-65 (+3.1pp). **[SF5.3]**
- A much higher proportion of Guaranteed Hours staff at the University is concentrated in the younger age groups compared to the staff population overall. However, whilst the majority are aged 16-24 or 25-34, both these groups have seen year-on-year decreases, whilst the proportion of staff in the 35-44, 55-65, and 66 & over age groups have seen a slight year-on-year increase. **[SF5.4]**

Staff disability declaration

- For 2024/25, the percentage of staff declaring at least one disability was 6.9%. This represents a 0.1pp increase on the previous year (6.8%). **[SF6.1]**
- When staff disability is considered together with pay grade, levels of staff declaring at least one disability were highest in UE04 and UE05 (9.6% and 10.1% respectively). Declaration levels across the other UE grades range from 4.1% at UE09 to 7.9% at UE06. **[SF6.2]**

Staff Religion and Belief

- In 2024/25, staff religion and belief at the University was Unknown for 43.6% of staff, with a further 4.5% actively refusing to provide this information. Amongst staff that declared a religion or belief, the highest proportion responded No Religion (31.6%), followed by Christian – Other Denomination (5.5%). Christian – Roman Catholic accounted for 4.4%, Christian – Church of Scotland for 3.0%, and Muslim for 1.2%. Proportions of staff declaring as Hindu, Buddhist, Spiritual, Jewish and Sikh remain broadly similar to previous reporting years, whereas 0.1% staff identify as Pagan. **[SF7.3]**

Staff sexual orientation

- In 2024/25, sexual orientation was unknown for 43.7% of the overall University staff population, whilst a further 6.1% actively refused this information. Of staff that

declared sexual orientation, the highest proportion was heterosexual or straight (43.0% of all staff). Meanwhile, 3.6% declared as bisexual, 2.6% as gay or lesbian, and 1.0% as other sexual orientation. Those declaring as bisexual, gay or lesbian, and other sexual orientation have continued to increase year-on-year. **[SF7.4]**

Staff gender identity

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