

# Staff EDI data public report – data and visualisations

## 1. Notes and Definitions

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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 (up to 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 2025), however, trends are shown 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.

In 2024/25, the University began taking steps to ensure its future financial sustainability. Such steps included a voluntary severance scheme for staff. Most staff who were approved for this scheme left before 31<sup>st</sup> July 2025, resulting in a reduction in the overall staff population.

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 Although the UE01 grade is no longer active, for historical purposes this report continues to provide UE01 figures in grade-disaggregated visuals.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.

For ethnicity considerations, the response of “Not Known” is treated in the “Unknown” population. This is in part due to the extremely low usage of the “Not Known” response (less than 15, or 0.1%, of the entire population).

Staff gender is reported in line with legal HMRC requirements. Although staff are able to declare gender identities independent of these requirements, historic question changes have resulted in it not being possible to accurately interpret these identities.

## 2. Staff Headcount

### 2.1 Headcount – Overall

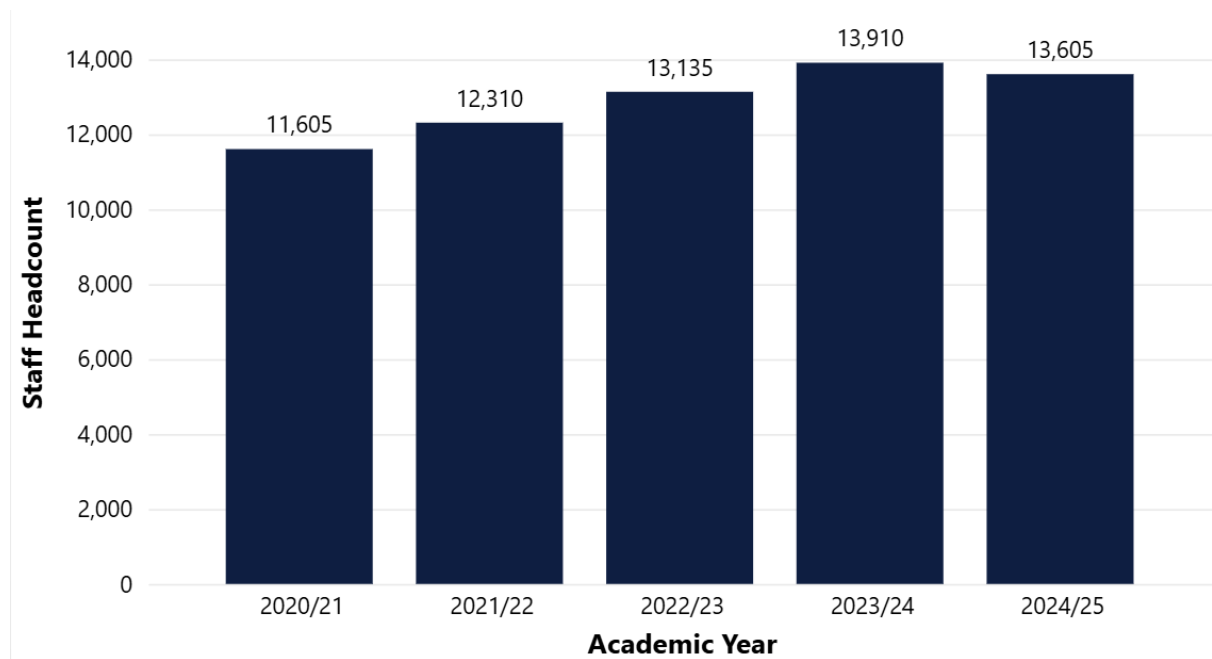


Figure SF2.1: Overall staff headcount. Excludes staff on guaranteed hours.

### 2.2 Headcount – Academic and Professional Services Staff

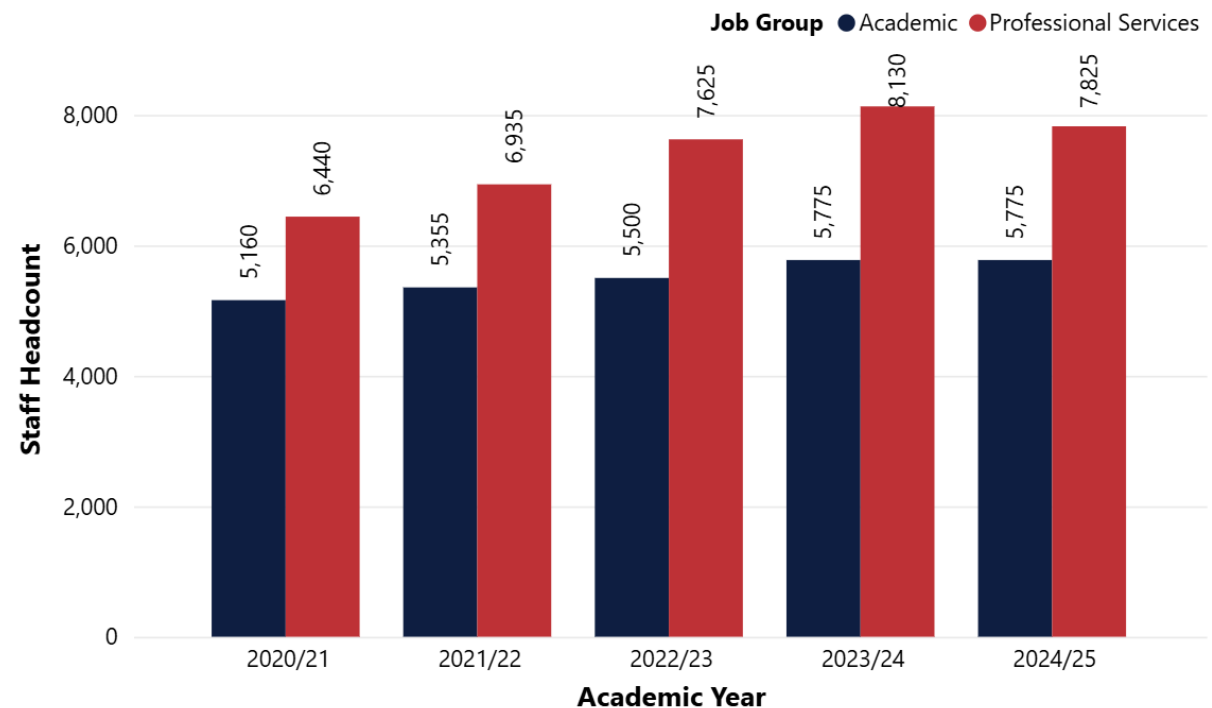


Figure SF2.2: Staff headcount by job group. Excludes staff on guaranteed hours. Excludes staff with unknown job groups (5 for 2024/25). Data point ordering matches legend ordering (left-most bar equals Academic group).

### 2.3 Headcount – Assignment Category

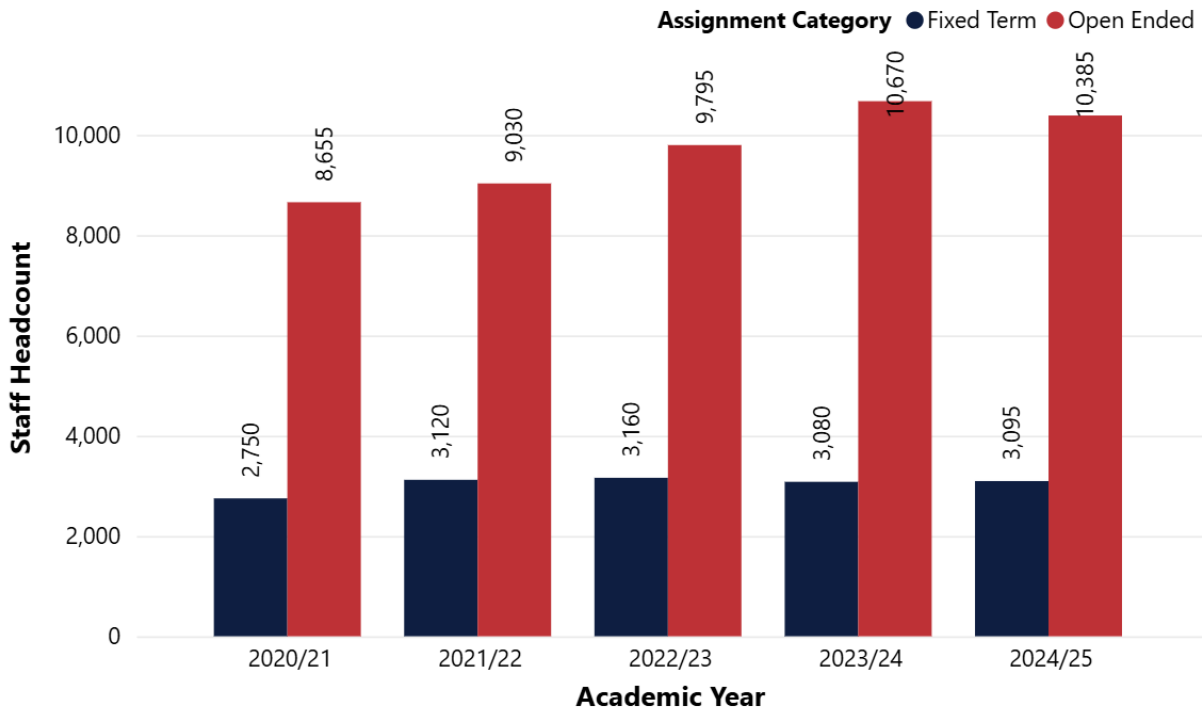


Figure SF2.3: Staff headcount by assignment category. Excludes staff on guaranteed hours. Excludes staff with any other or unknown assignment category (130 for 2024/25). Data point ordering matches legend ordering (left-most bar equals Fixed Term group).

## 2.4 Headcount – Grade

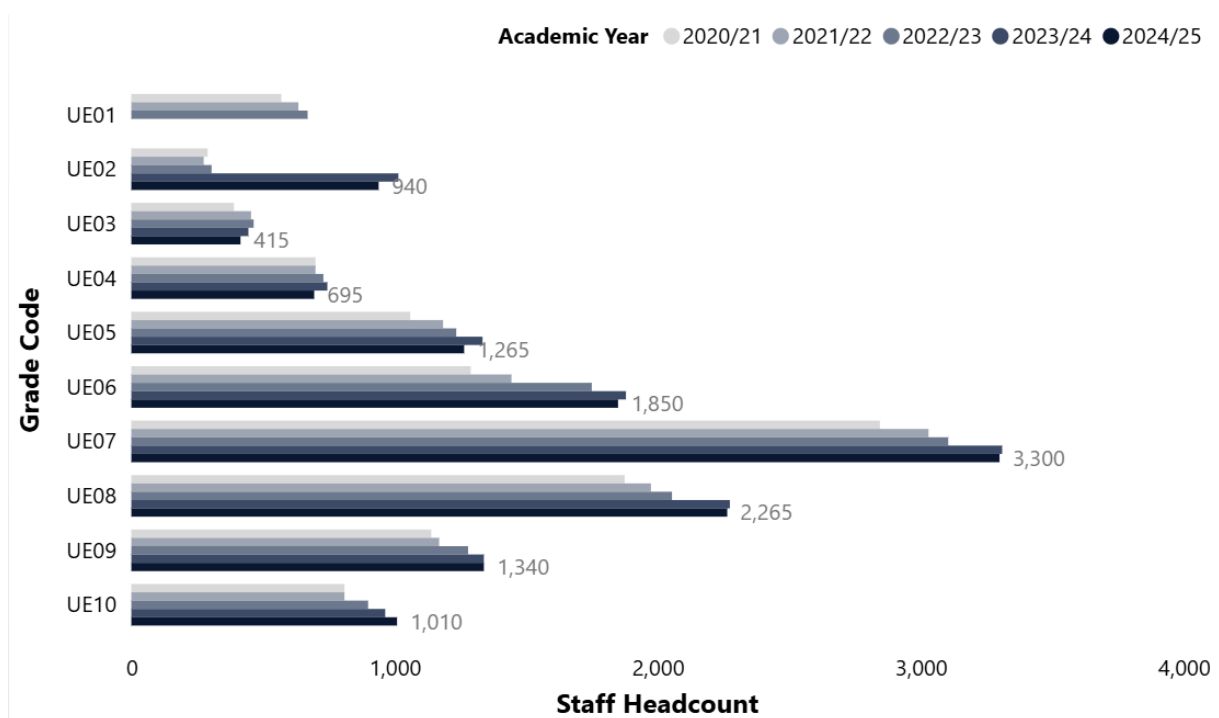


Figure SF2.4: Staff headcount by grade. Data labels reference the latest academic session (2024/25). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Excludes staff on guaranteed hours. Excludes staff not on UE grades (515 staff excluded for 2024/25).

## 2.5 Headcount – Guaranteed Hours Staff

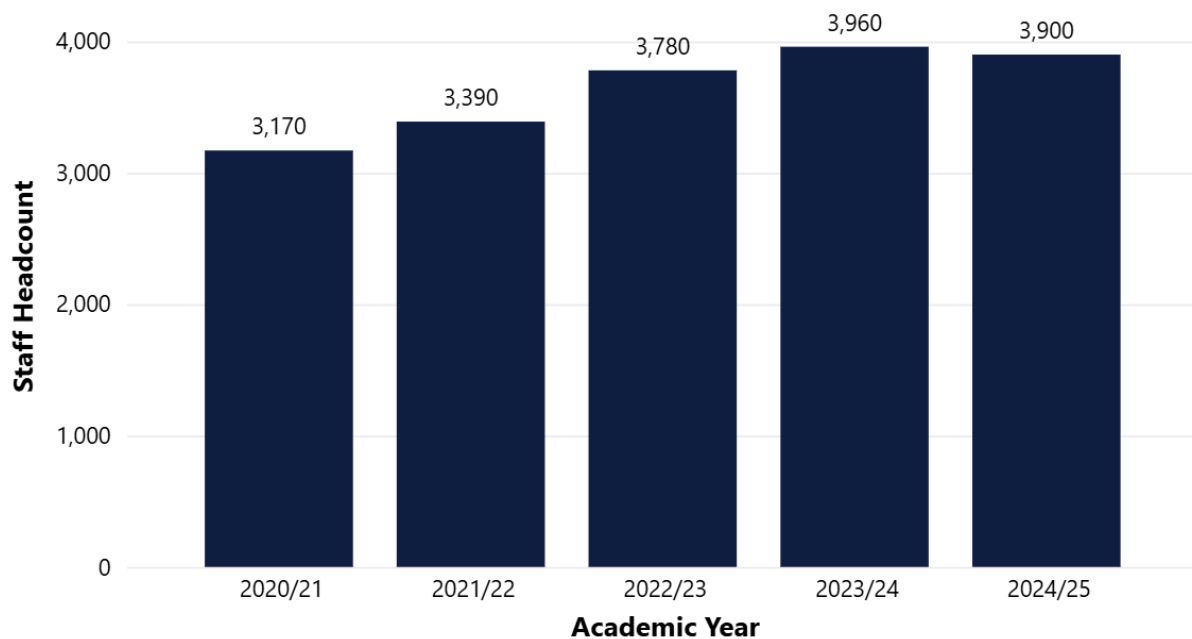


Figure SF2.5: Guaranteed hours staff headcount. The largest group within the guaranteed hours staff population are Grade 6 Academic staff (2205 in 2024/25).

## 3. Staff Ethnicity

Readers are directed to Appendix 1 for details on counts of unknown staff ethnicities.

### 3.1 Ethnicity of Staff by Nationality Grouping

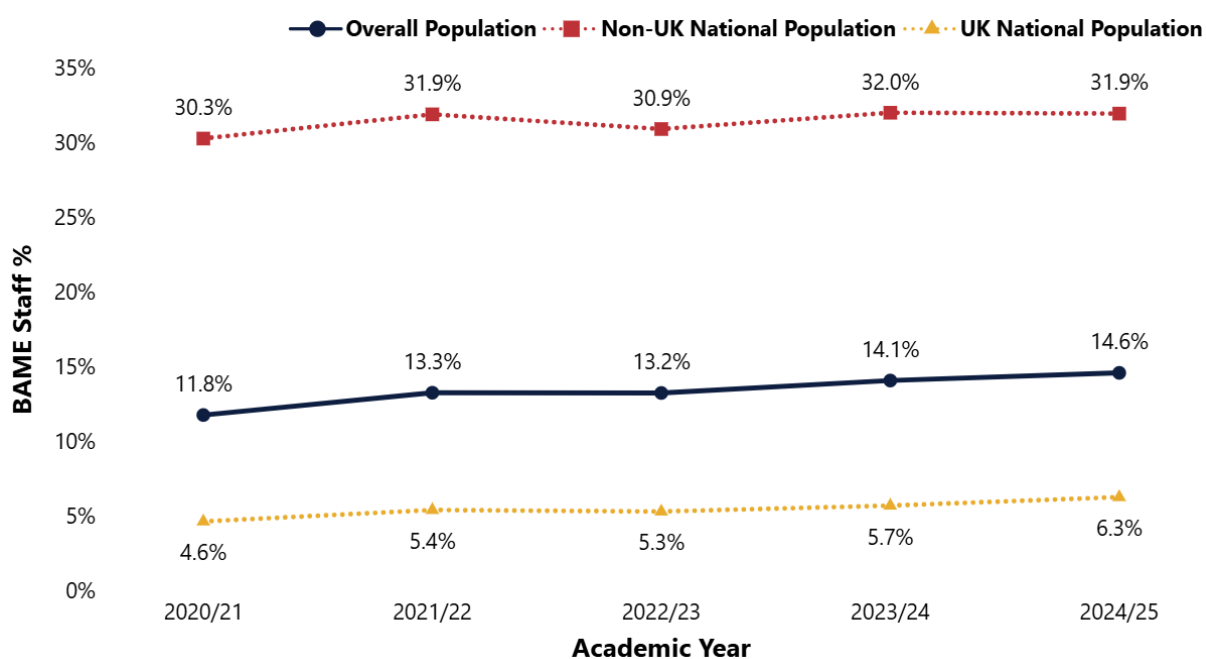


Figure SF3.1.1: Percentage of staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount

of staff with unknown ethnicity and/or nationality grouping = 3035 for 2024/25. Headcount of staff who have chosen not to provide ethnicity data = 830 for 2024/25. Due to unknown nationalities being included in the overall population calculation (blue line), this trend may vary slightly in relation to the others.

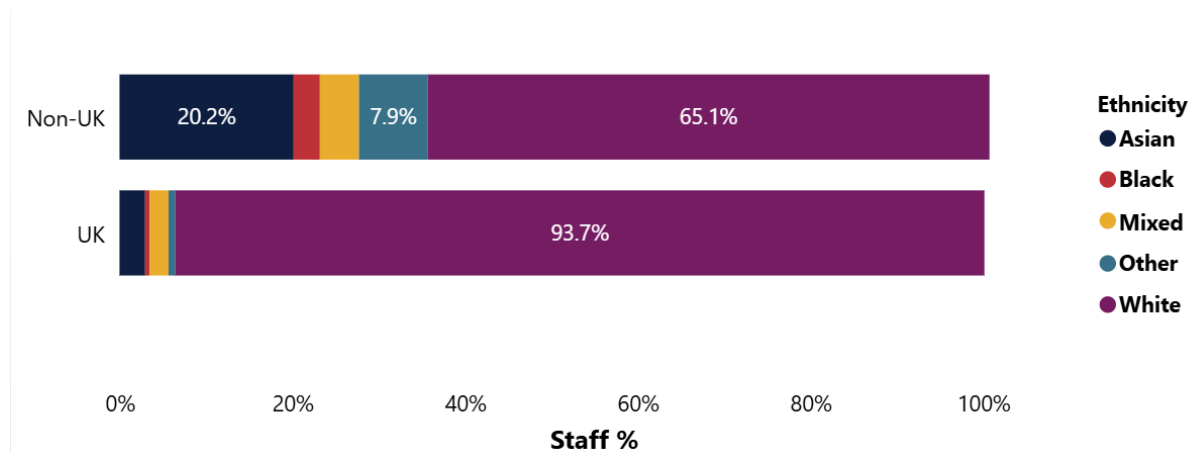


Figure SF3.1.2: For 2024/25, percentage of staff per ethnicity group by nationality grouping. Staff on guaranteed hours not included. Data point ordering matches legend ordering (left-most bar equals Asian data point).

### 3.2 Ethnicity of Academic Staff by Nationality Grouping

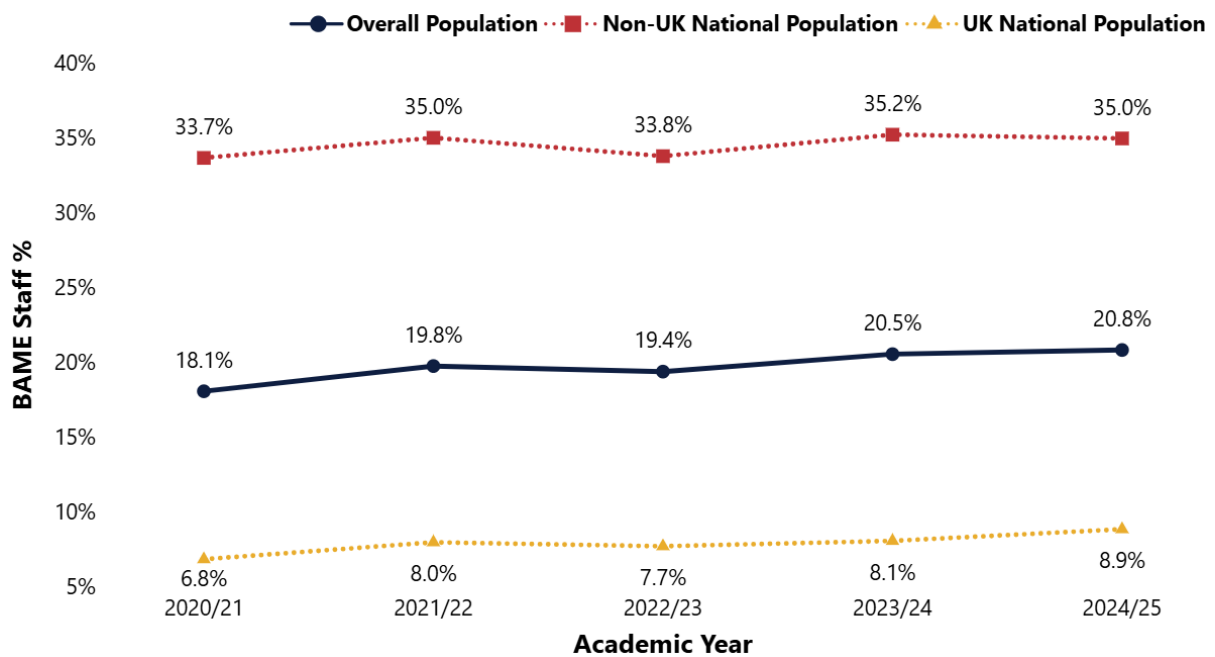


Figure SF3.2.1: Percentage of academic staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 1160 for 2024/25. Headcount of staff who have chosen not to provide ethnicity data = 415 for 2024/25. Due to unknown nationalities being included in the overall population calculation (blue line), this trend may vary slightly in relation to the others.

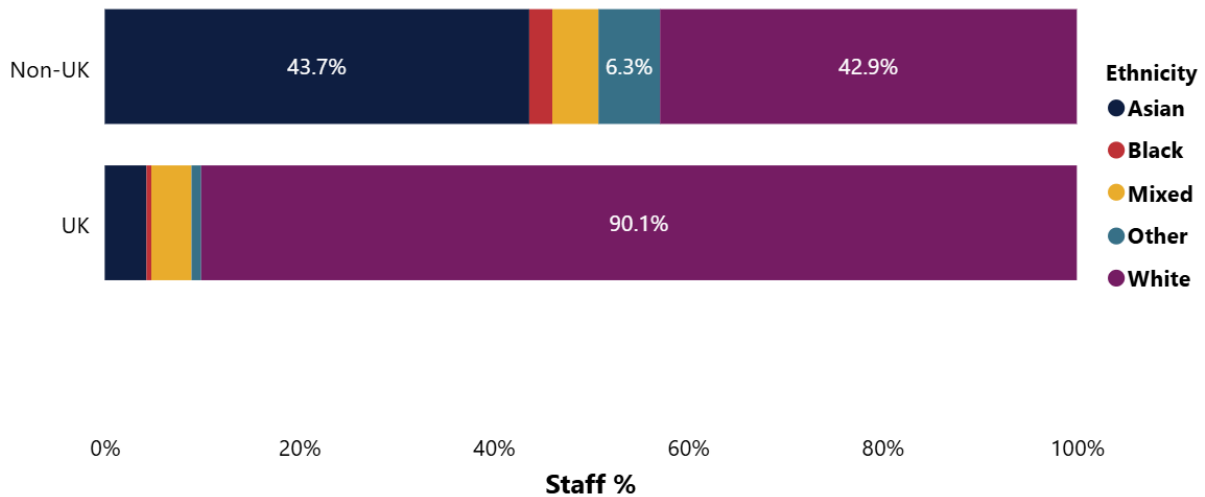


Figure SF3.2.2: For 2024/25, percentage of academic staff per ethnicity group by nationality. Staff on guaranteed hours not included. Data point ordering matches legend ordering (left-most bar equals Asian data point).

### 3.3 Ethnicity of Professional Services Staff by Nationality Grouping

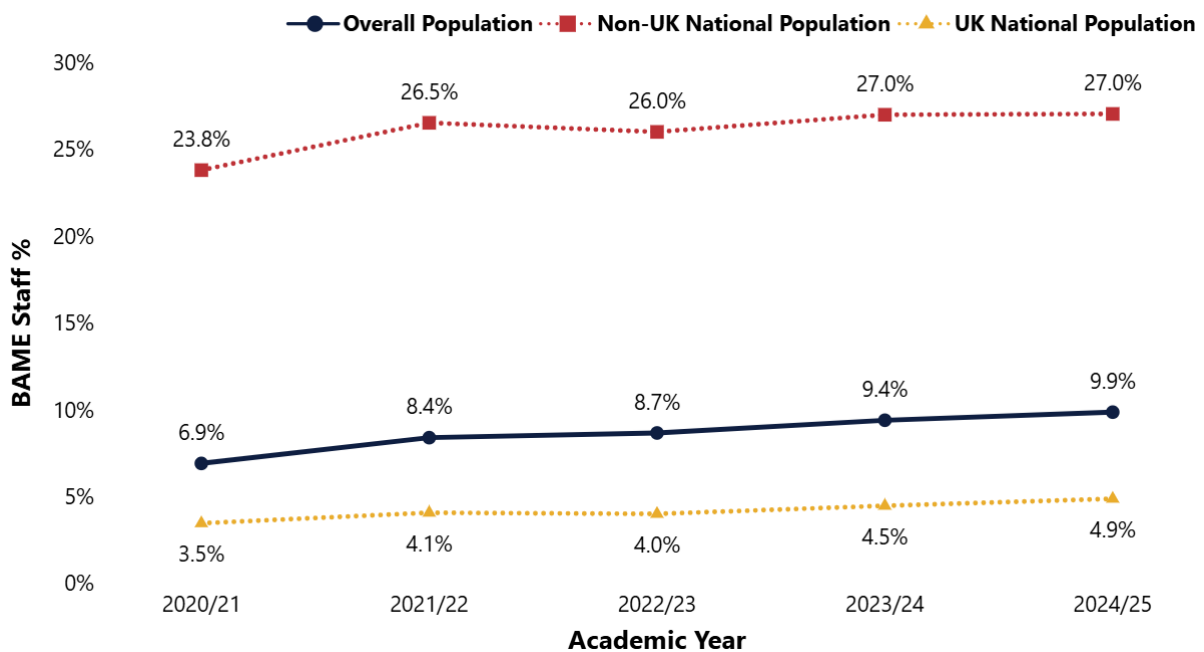


Figure SF3.3.1: Percentage of professional services staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 1955 for 2024/25. Headcount of staff who have chosen not to provide ethnicity data = 415 for 2024/25.

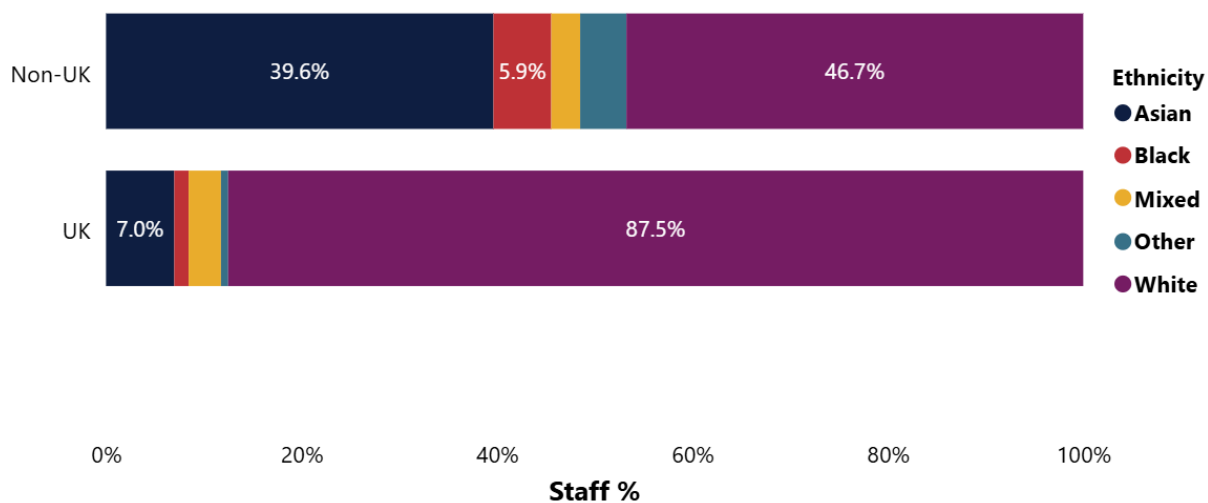


Figure SF3.3.2: For 2024/25, percentage of professional services staff per ethnicity group by nationality. Staff on guaranteed hours not included. Data point ordering matches legend ordering (left-most bar equals Asian data point).

### 3.4 Ethnicity of Guaranteed Hours Staff by Nationality Grouping

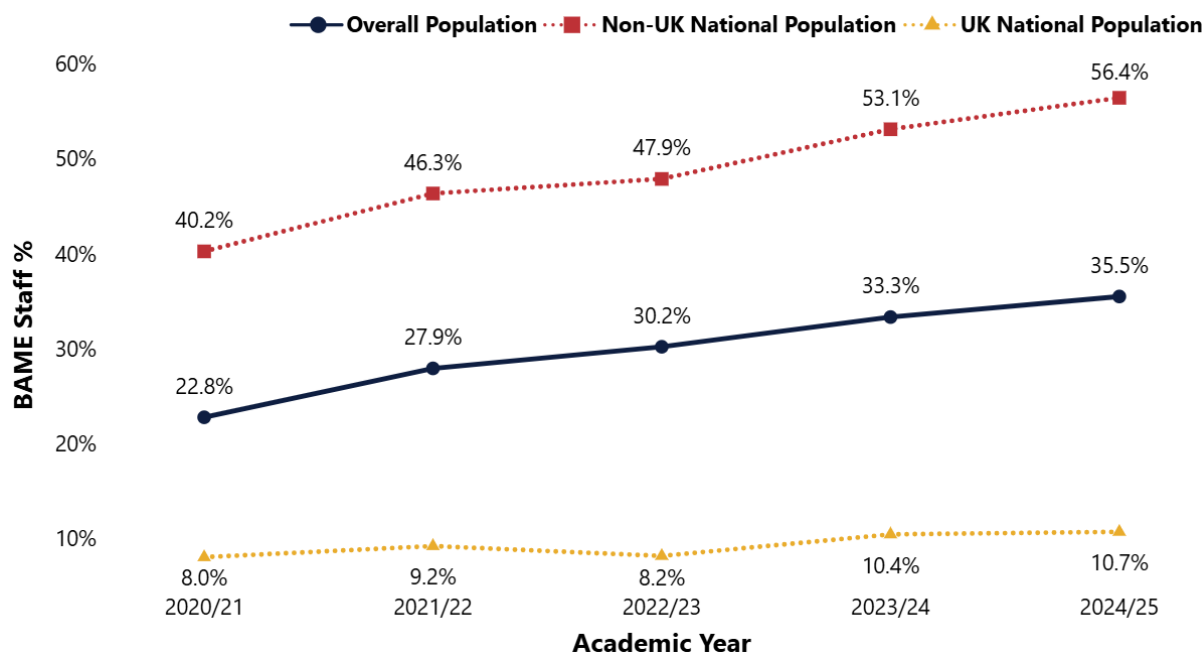


Figure SF3.4.1: Percentage of guaranteed hours staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted yellow and red lines are the percentages by nationality grouping (UK and Non-UK respectively). Headcount of staff with unknown ethnicity and / or nationality grouping = 1935 for 2024/25. Headcount of staff who have chosen not to provide ethnicity data = 160 for 2024/25.

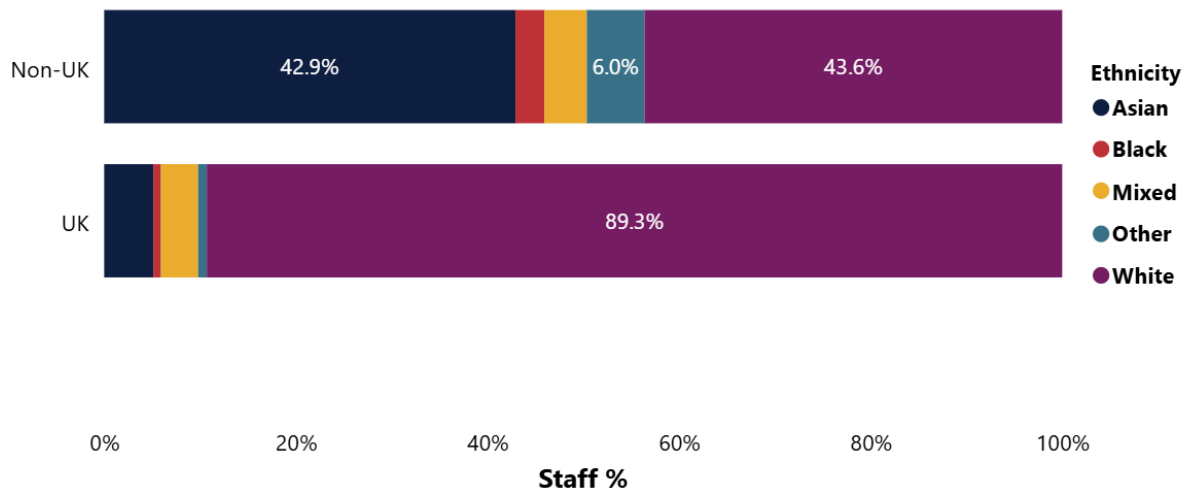


Figure SF3.4.2: For 2024/25, percentage of staff on guaranteed hours per ethnicity group by nationality. Data point ordering matches legend ordering (left-most bar equals Asian data point).

### 3.5 Ethnicity and Fixed Term Contract Type

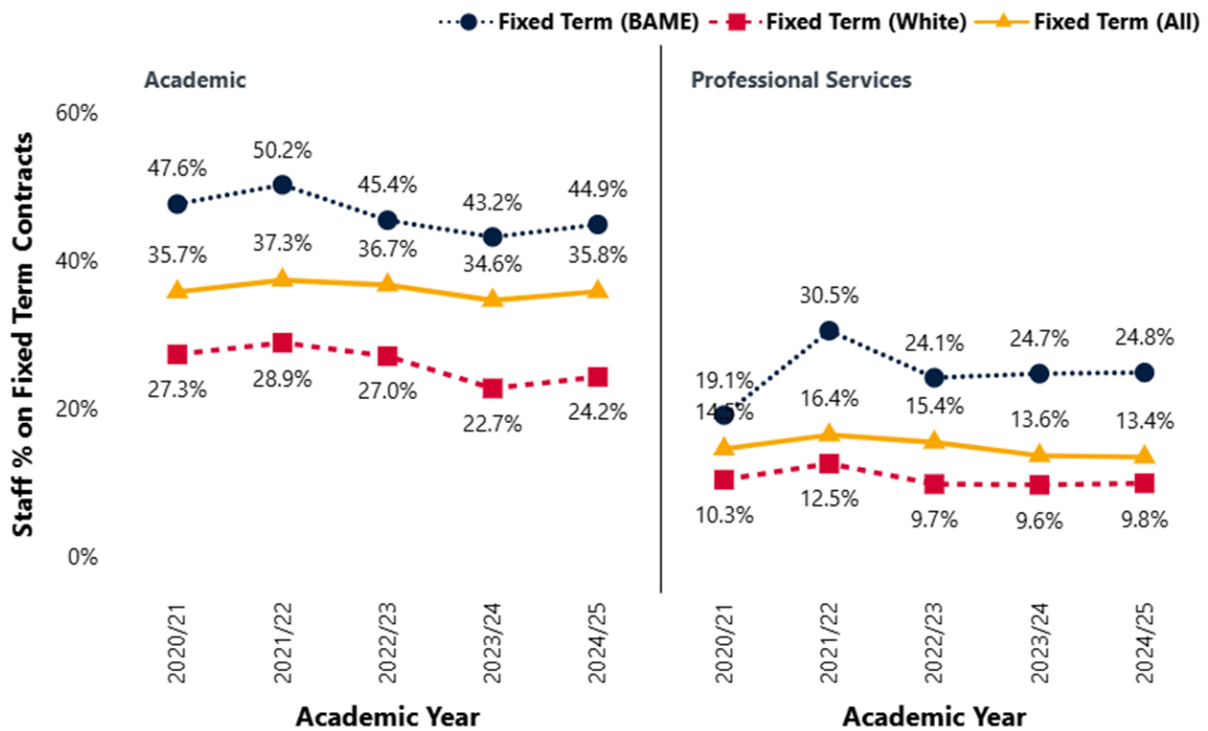


Figure SF3.5: Percentage of academic and professional services staff on a fixed term contract, by ethnicity. Staff with unknown characteristics are excluded from the calculations, except for the All population provided.

### 3.6 Ethnicity and Fixed Term Contract Type by Grade – Academic Staff

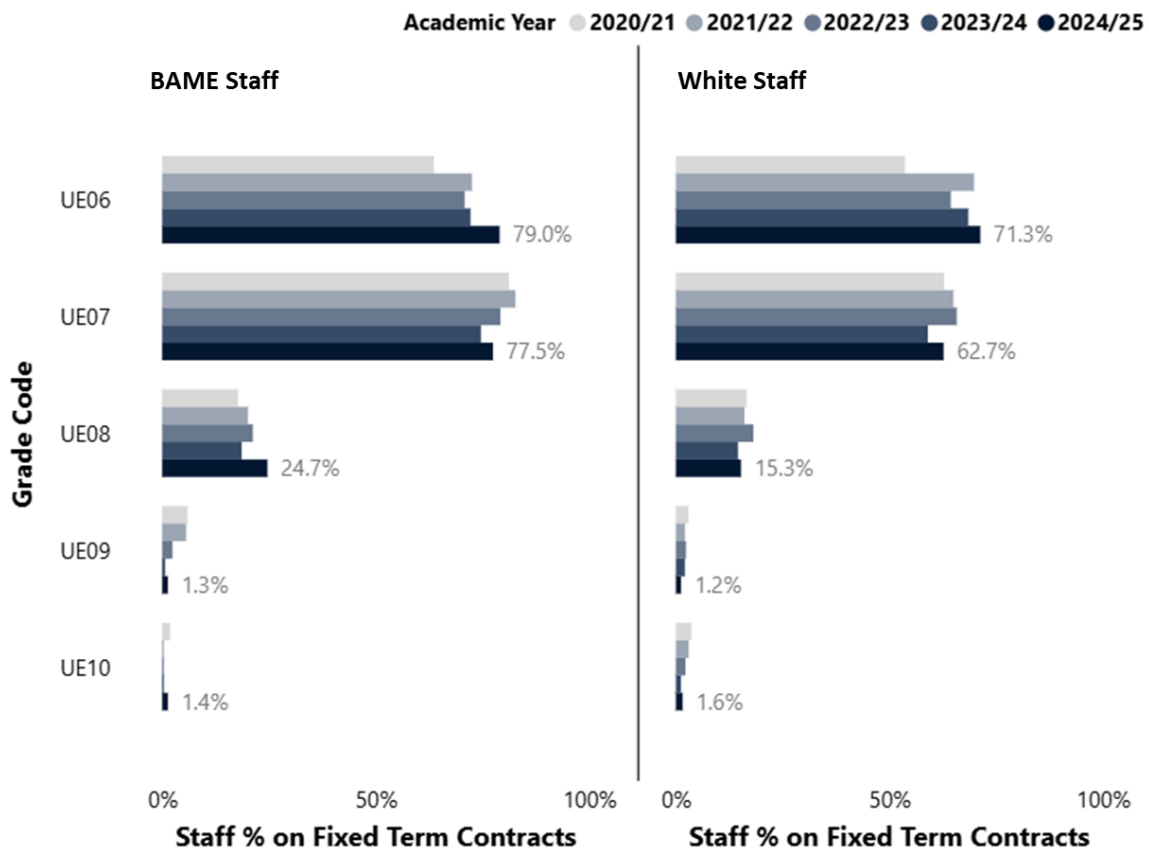


Figure SF3.6: Percentage of academic staff on a fixed term contract, by ethnicity grouping and grade. Staff on guaranteed hours are not included. Data labels are applied only to the most recent academic session (2024/5). Staff with unknown characteristics are excluded from the calculations. Only UE grade codes included, with codes UE06 and upwards appropriate for academic staff.

### 3.7 Ethnicity and Fixed Term Contract Type by Grade – Professional Services Staff

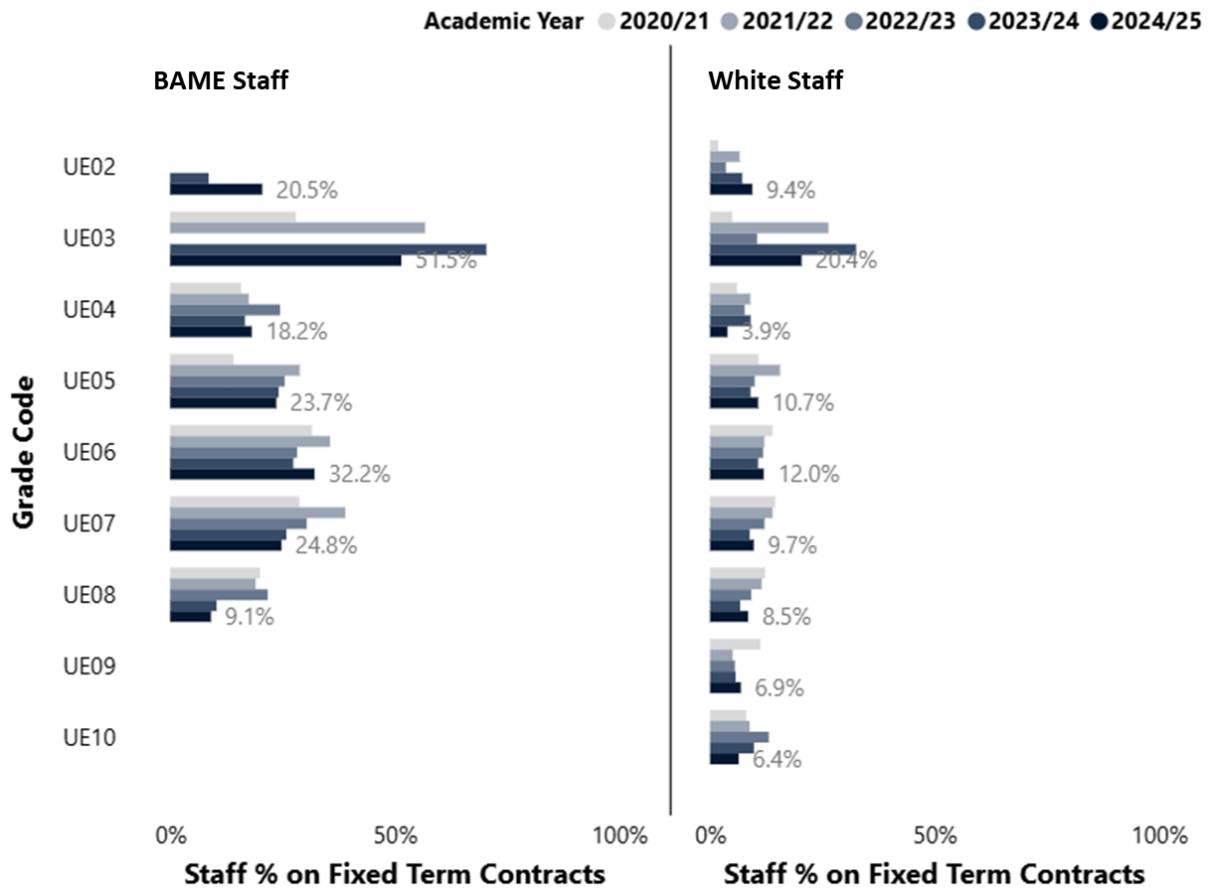
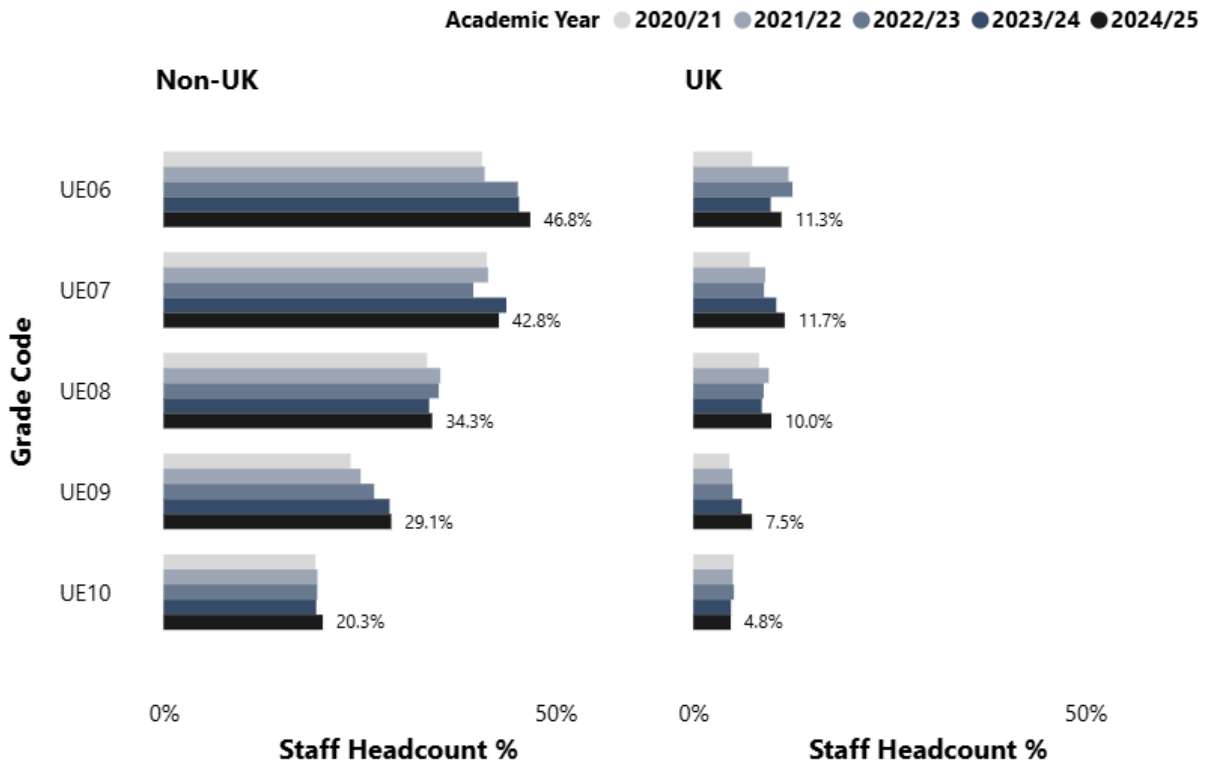


Figure SF3.7: Percentage of professional services staff on a fixed term contract, by ethnicity grouping and grade. Data labels are applied only to the most recent academic session (2024/5). Staff on guaranteed hours are not included. Staff with unknown characteristics are excluded from the calculations. Only UE grade codes included. Data points suppressed due to low denominator values.

### 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 (2024/25). 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

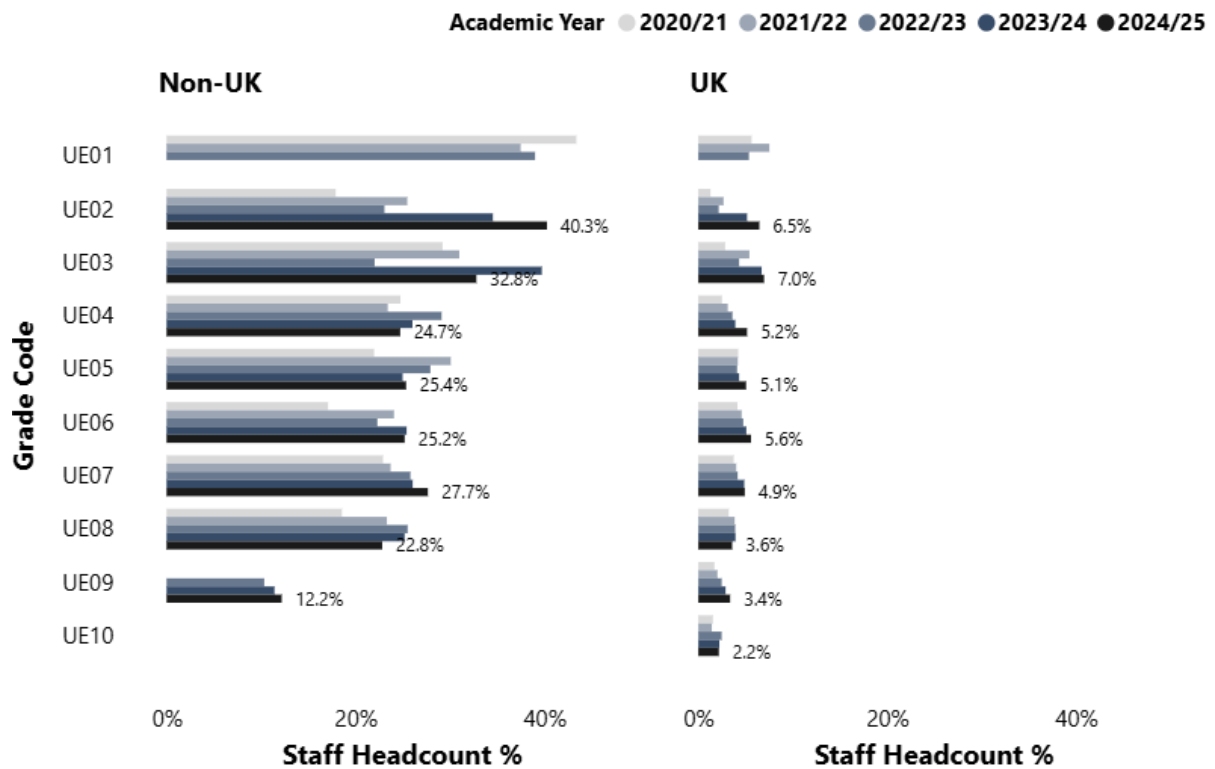
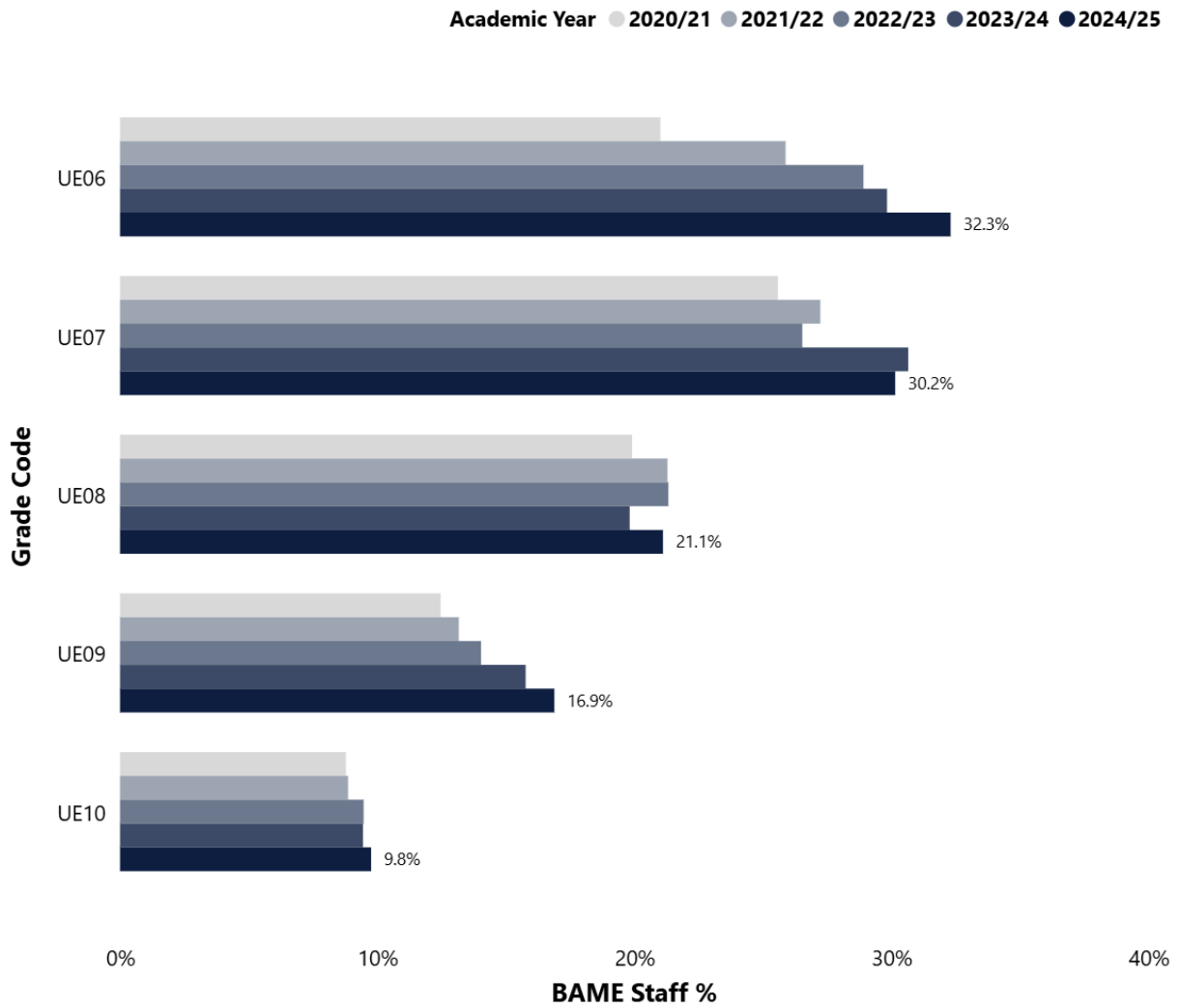


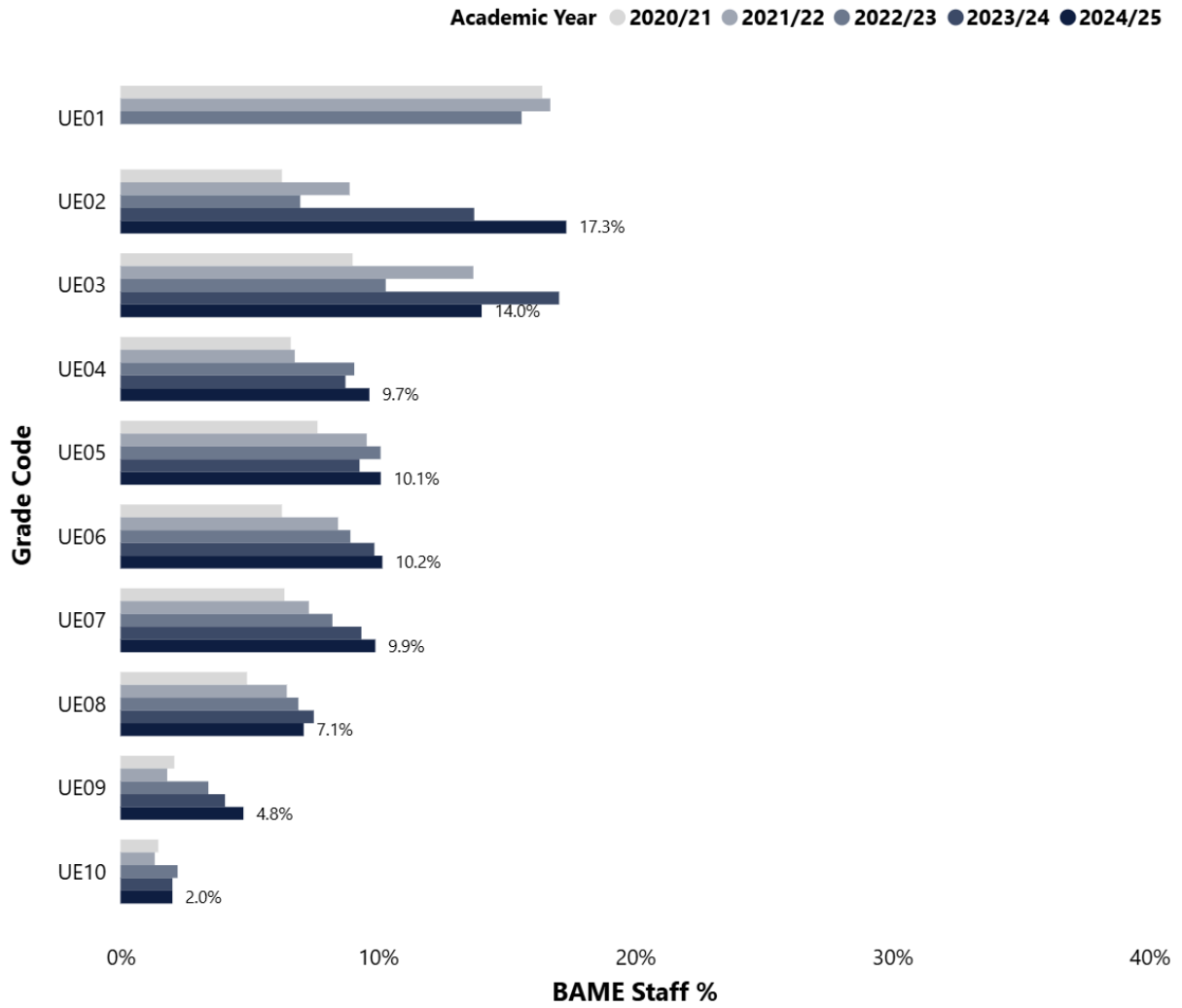
Figure SF3.9: The proportion of BAME professional services staff, by nationality grouping and grade. Data labels reference the latest academic session (2024/25). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Blank data points are due to applied suppression. 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 (2024/25). 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 (2024/25). 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

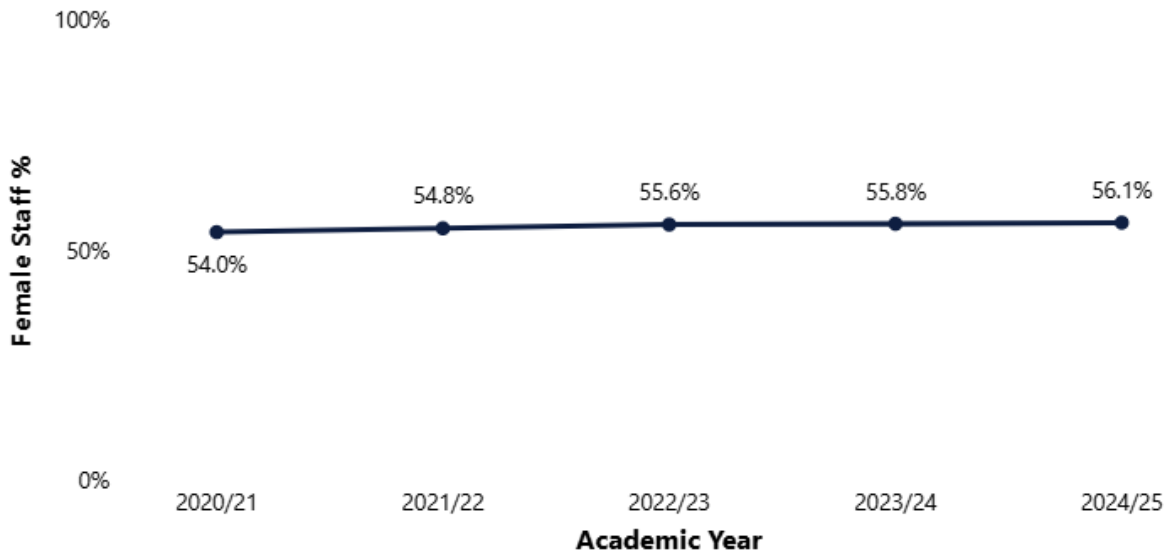


Figure SF4.1: The proportion of female staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2024/25.

### 4.2 Gender – Academic and Professional Services Staff

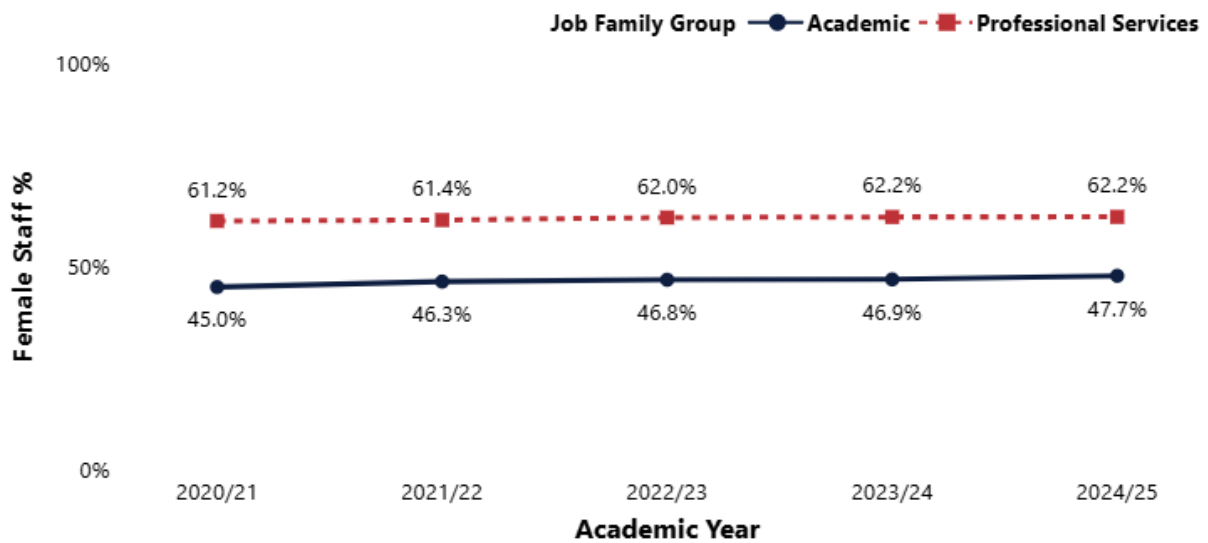


Figure SF4.2: The proportion of female staff, for both academic and professional services staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2024/25.

### 4.3 Gender – Guaranteed Hours Staff

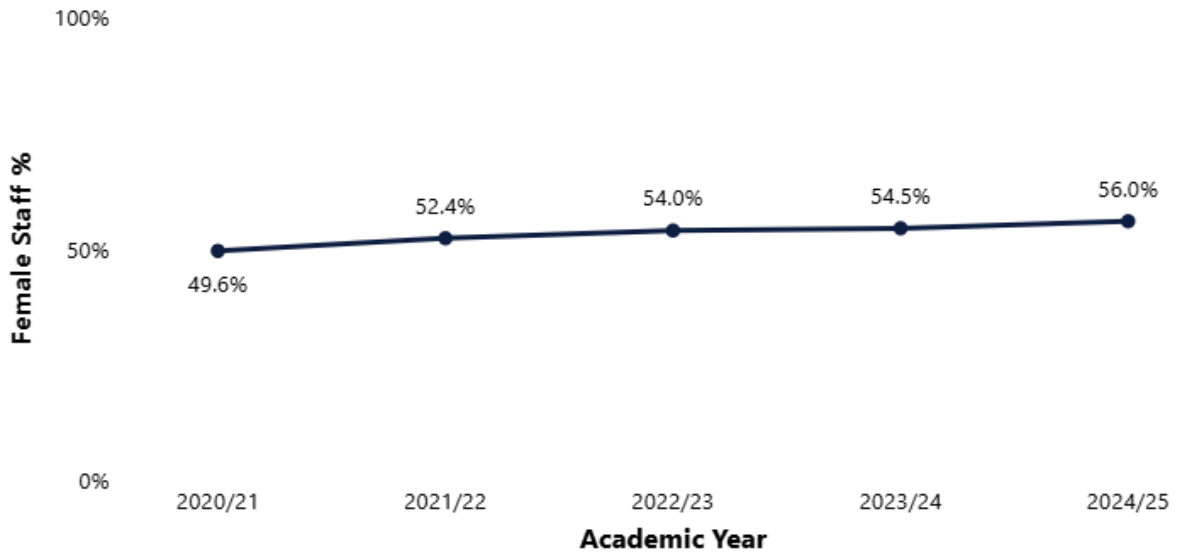


Figure SF4.3: The proportion of female guaranteed hours staff. Headcount of staff with unknown characteristics excluded from the calculations = 0 for 2024/25.

#### 4.4. Gender and Contract Type – Academic Staff

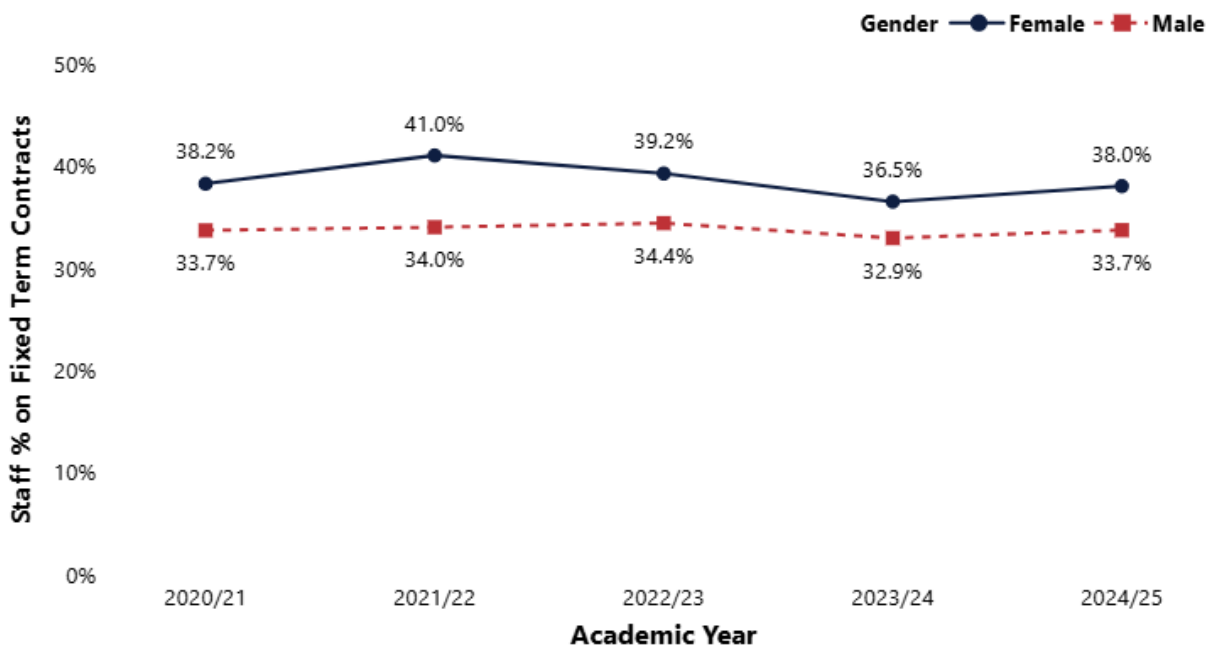


Figure SF4.4: The proportion of female and male academic staff on fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics or on secondment excluded from the calculations = 10 for 2024/25.

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

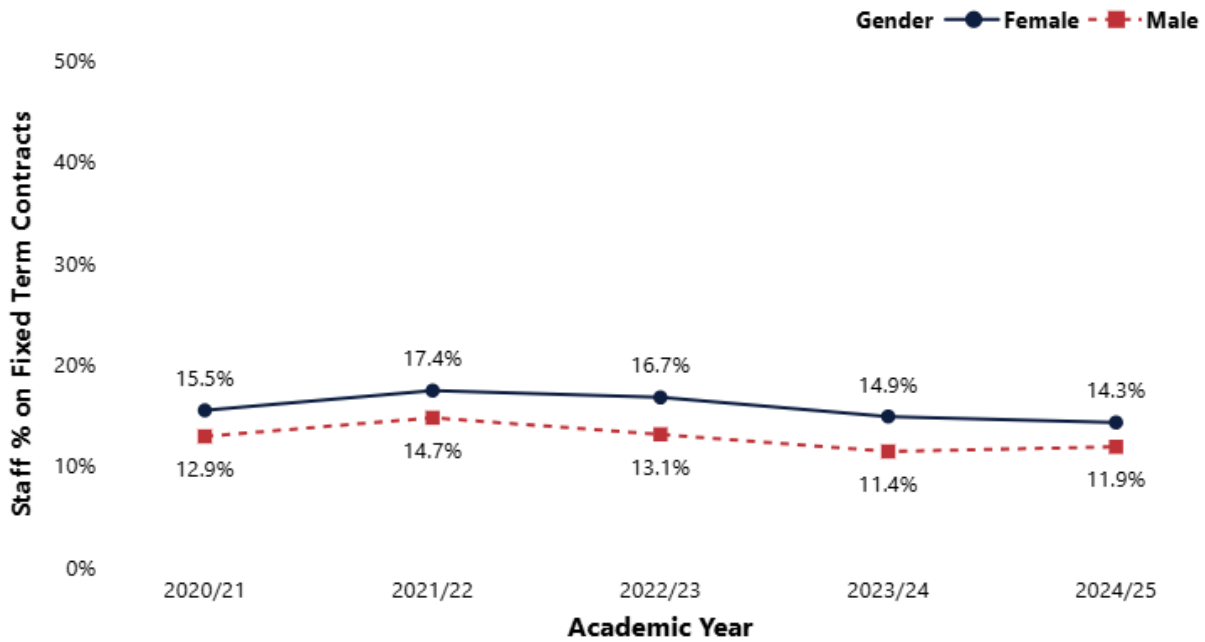


Figure SF4.5: The proportion of female and male professional staff on fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics or on secondment excluded from the calculations = 110 for 2024/25.

#### 4.6 Gender, Contract Type and Grade – Academic Staff

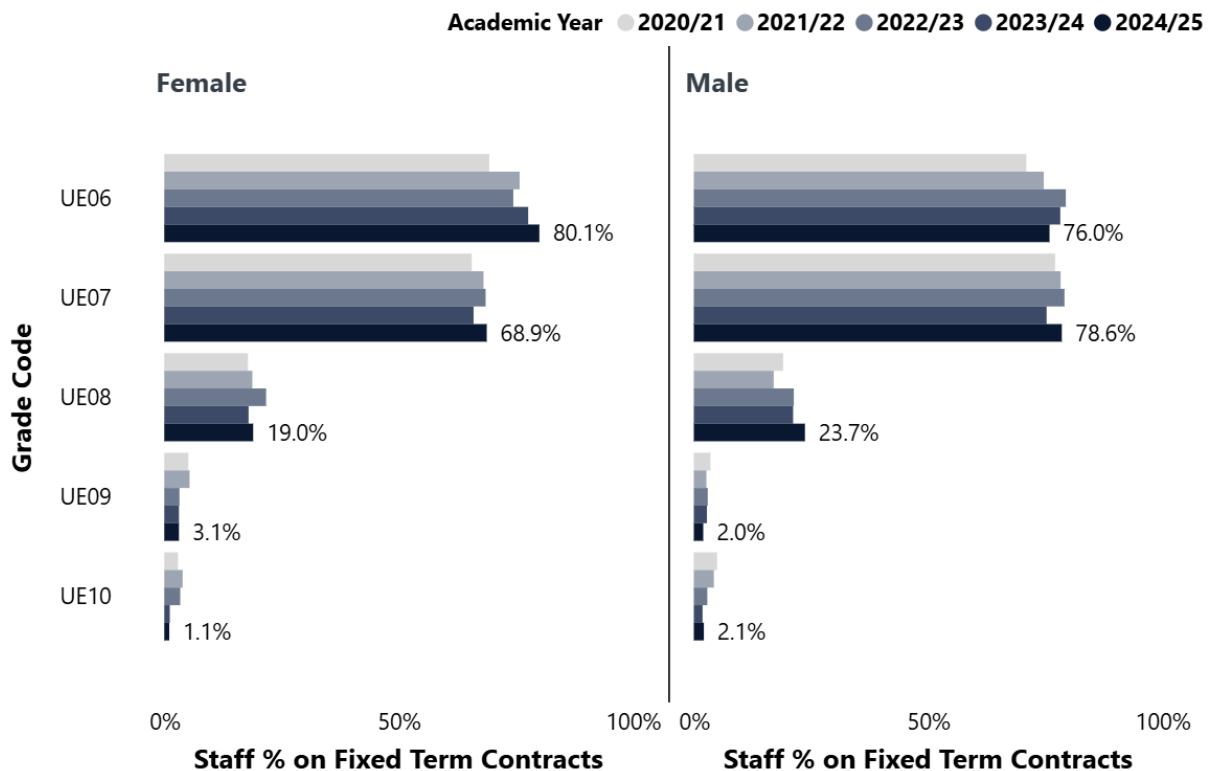


Figure SF4.6: The proportion of female and male academic staff on fixed term contracts, by grade. Data labels reference the latest academic session (2024/25). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are not included. 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

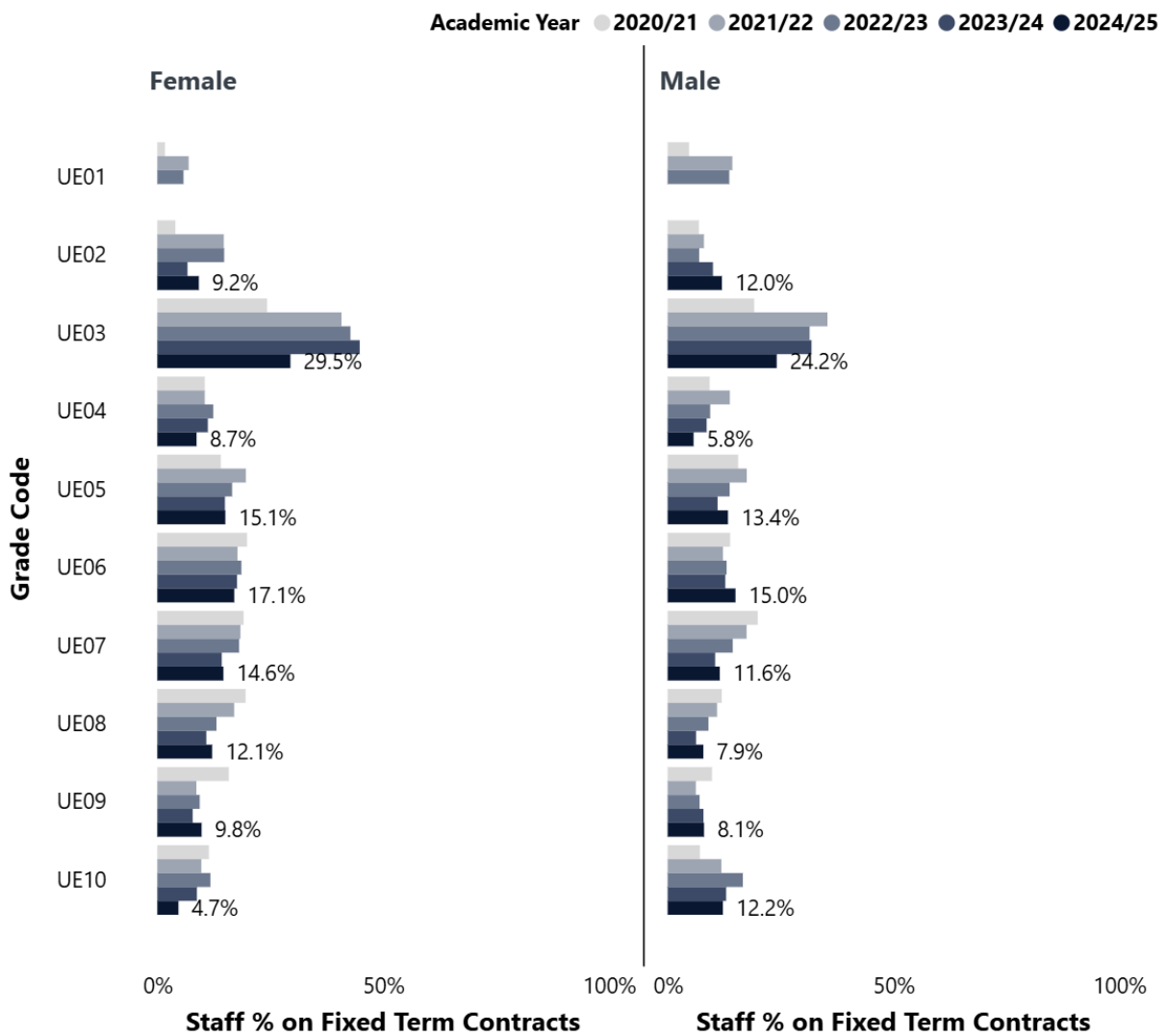
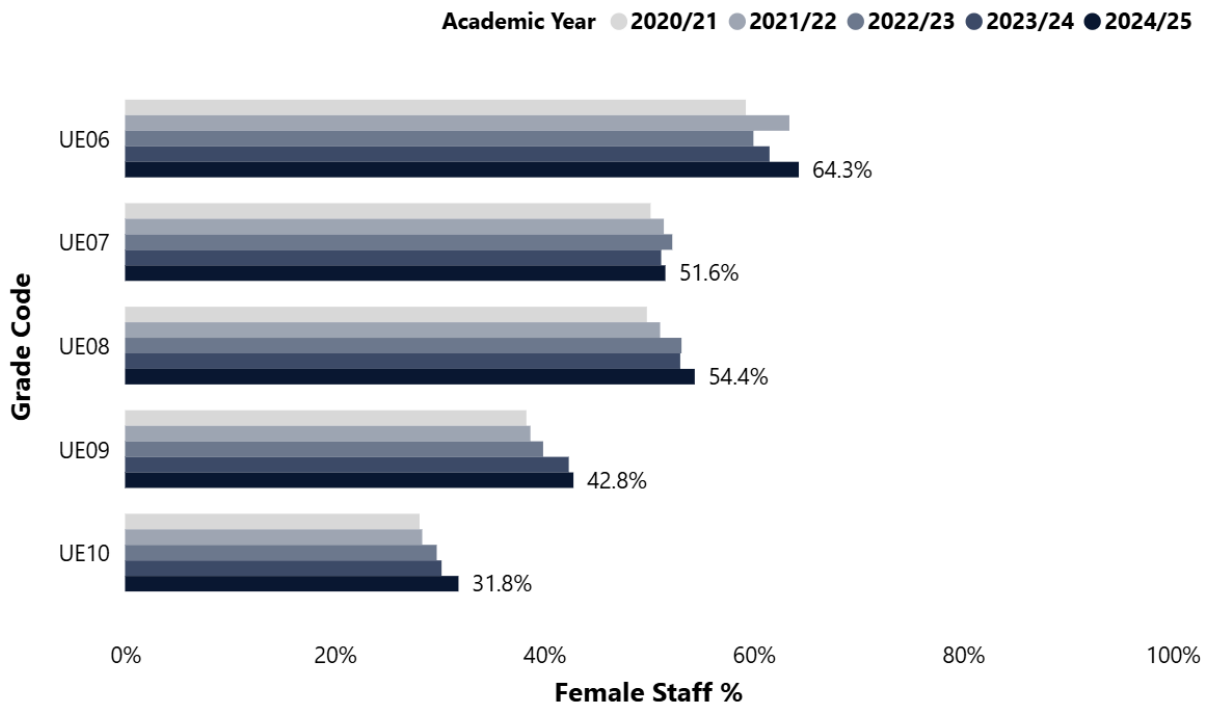


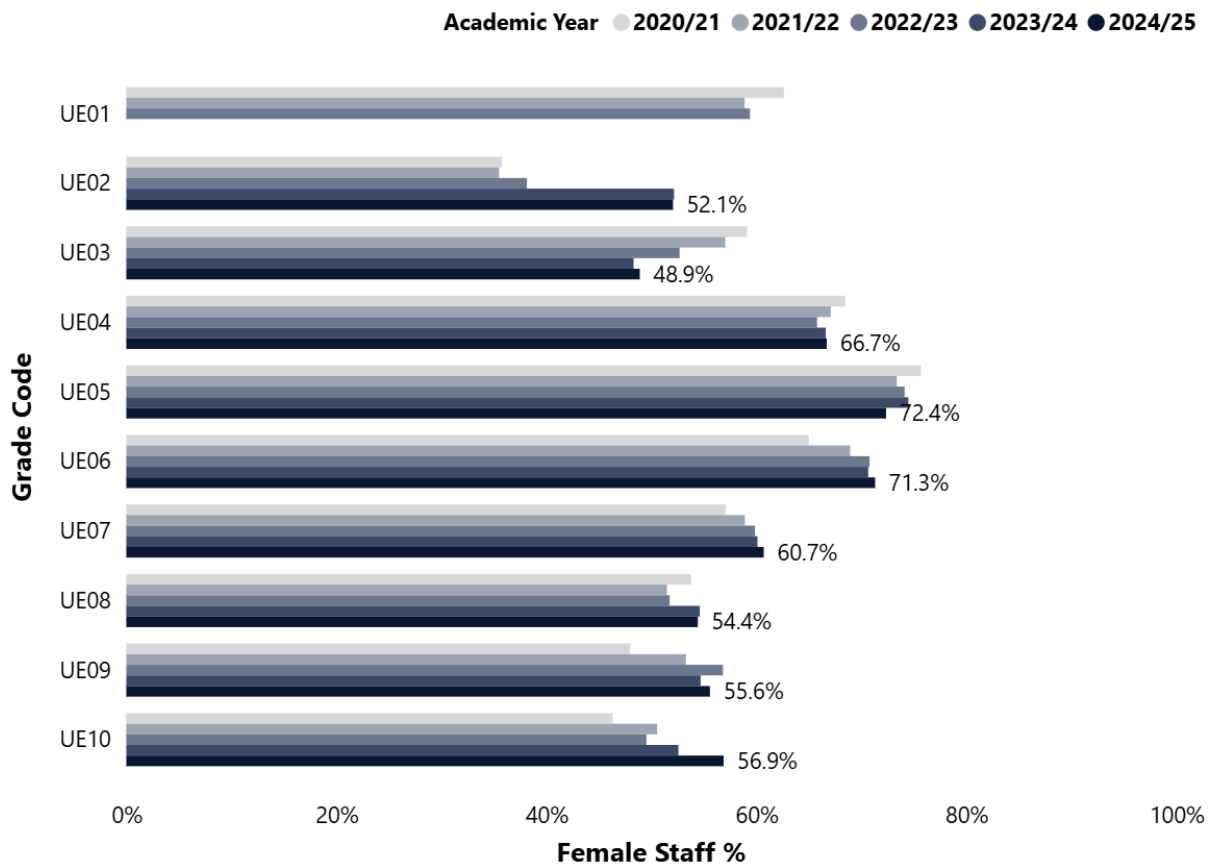
Figure SF4.7: The proportion of female and male professional services staff on fixed term contracts, by grade. Data labels reference the latest academic session (2024/25). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are 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 (2024/25). 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 (2024/25). 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

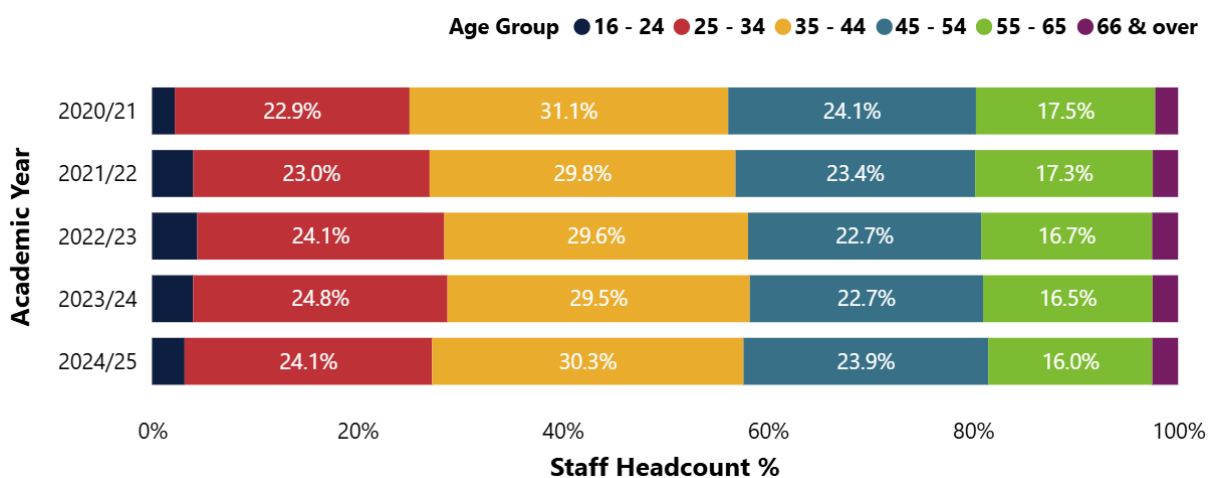


Figure SF5.1: Age distribution of staff, based on given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

### 5.2 Age Distribution – Academic Staff

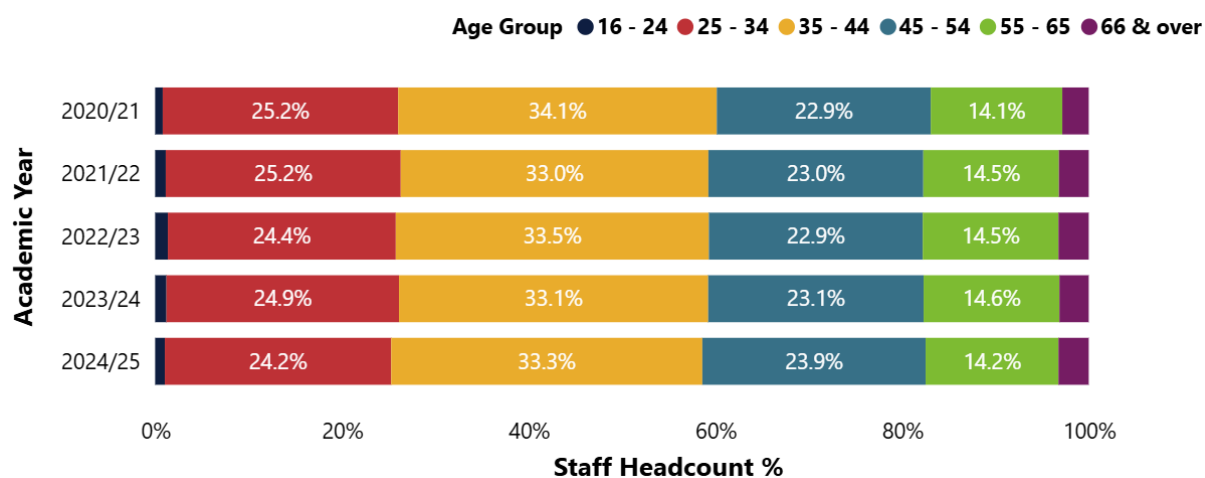


Figure SF5.2: Age distribution of academic staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

### 5.3 Age Distribution – Professional Services Staff

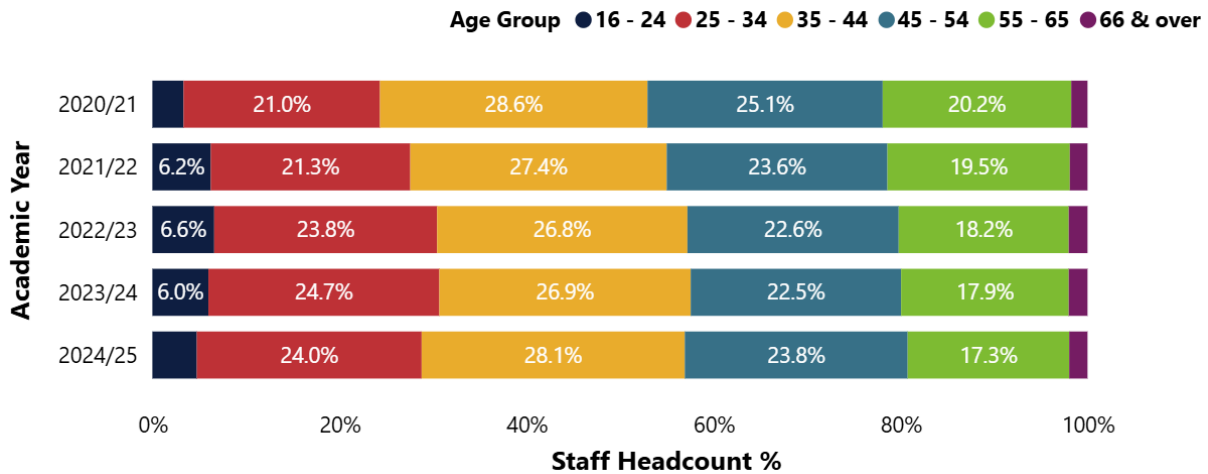


Figure SF5.3: Age distribution of professional services staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

#### 5.4 Age Distribution – Guaranteed Hours Staff

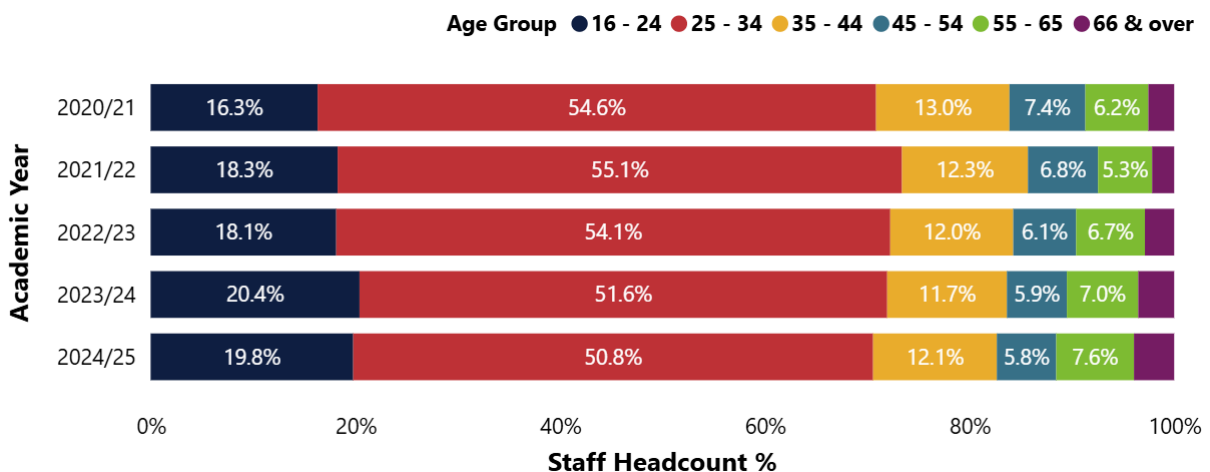


Figure SF5.4: Age distribution of guaranteed hours staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0. Data point ordering matches legend ordering (left-most bar equals 16 - 24 age group).

## 6. Staff Disability Declaration

### 6.1 Staff Disability - Overall

The percentage of staff declaring a disability can only be longitudinally reported from the 2021/22 academic session, as self-reporting was enabled for all staff from this point onwards. Prior to this change, 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 (11,915 unknown compared to 4,345 staff declaring no disability in 2024/25) as it forms the majority of the population

(68.1%). In addition, 45 (0.3%) staff refused to provide information relating to declaring disabilities in 2024/25.

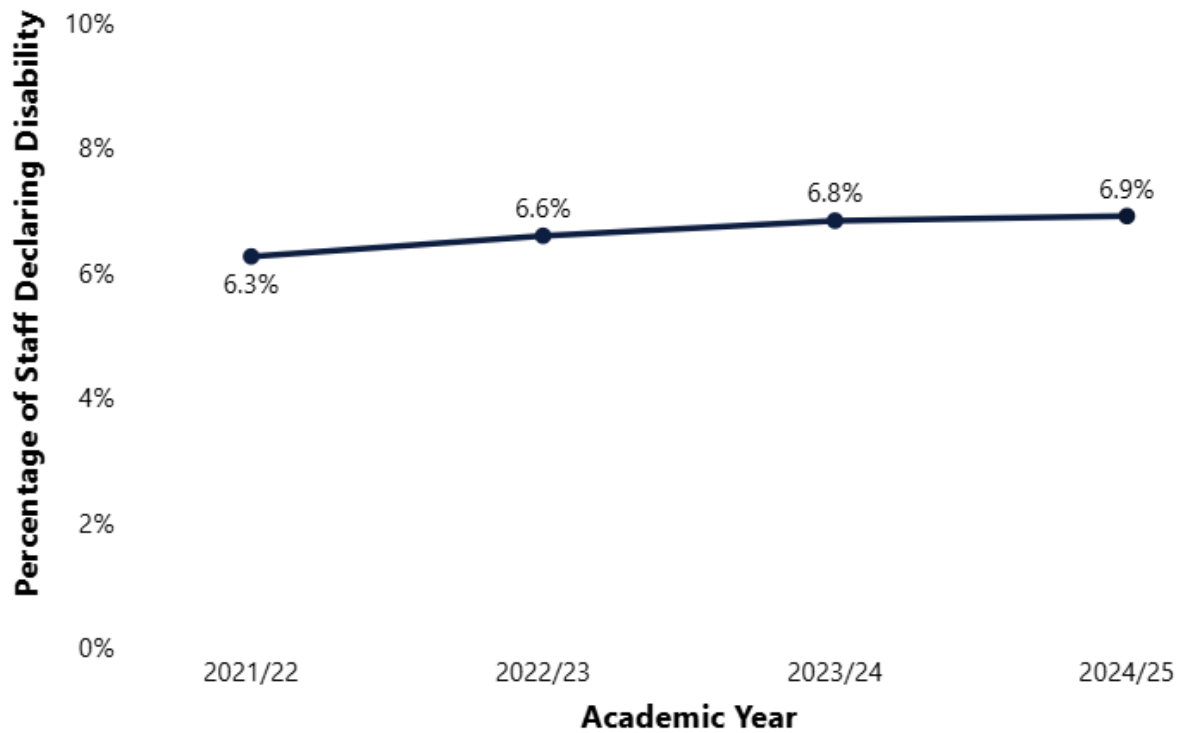


Figure SF6.1: Percentage of staff declaring at least one disability, from 2021/22 academic year onwards. Includes Guaranteed Hours staff. Includes unknown headcounts in percentage calculation.

## 6.2 Staff Disability and Pay Grade

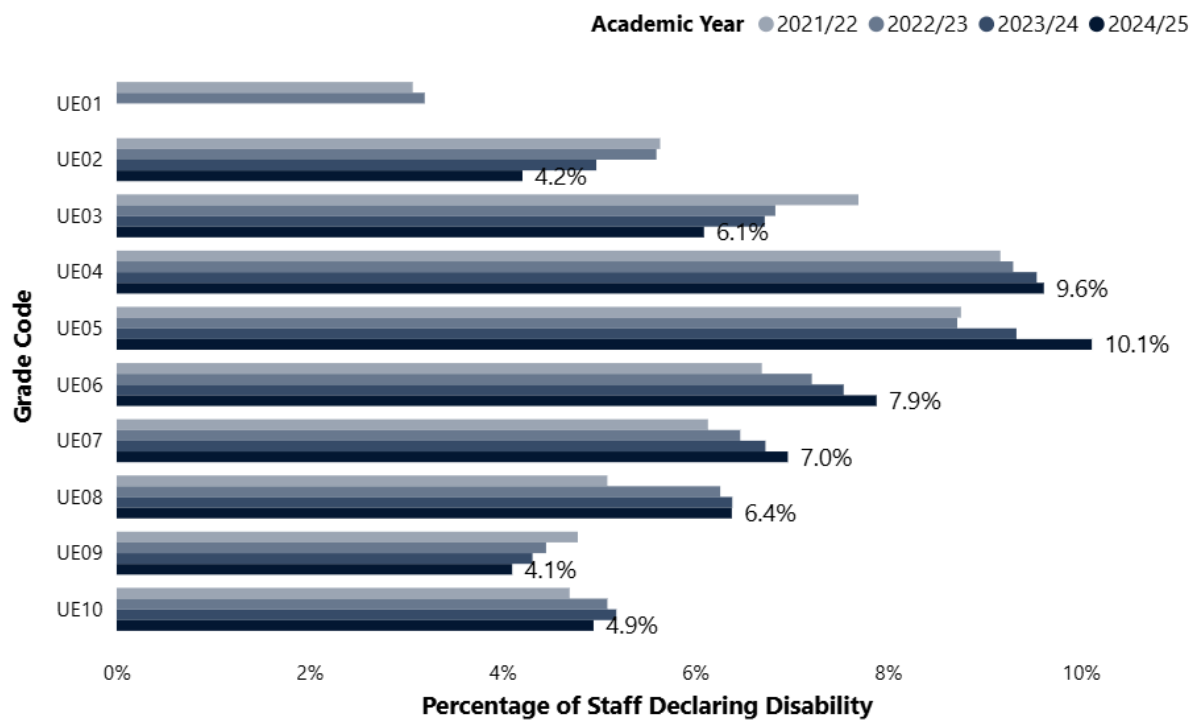


Figure SF6.2: Percentage of staff declaring at least one disability by grade, from 2021/22 academic year onwards. Includes Guaranteed Hours staff. Includes unknown headcounts in percentage calculation. Staff not on UE grades are excluded. Data labels are given for most recent reported session (2024/25).

## 7. Additional Protected Characteristics

### 7.3 Staff Religion and Belief

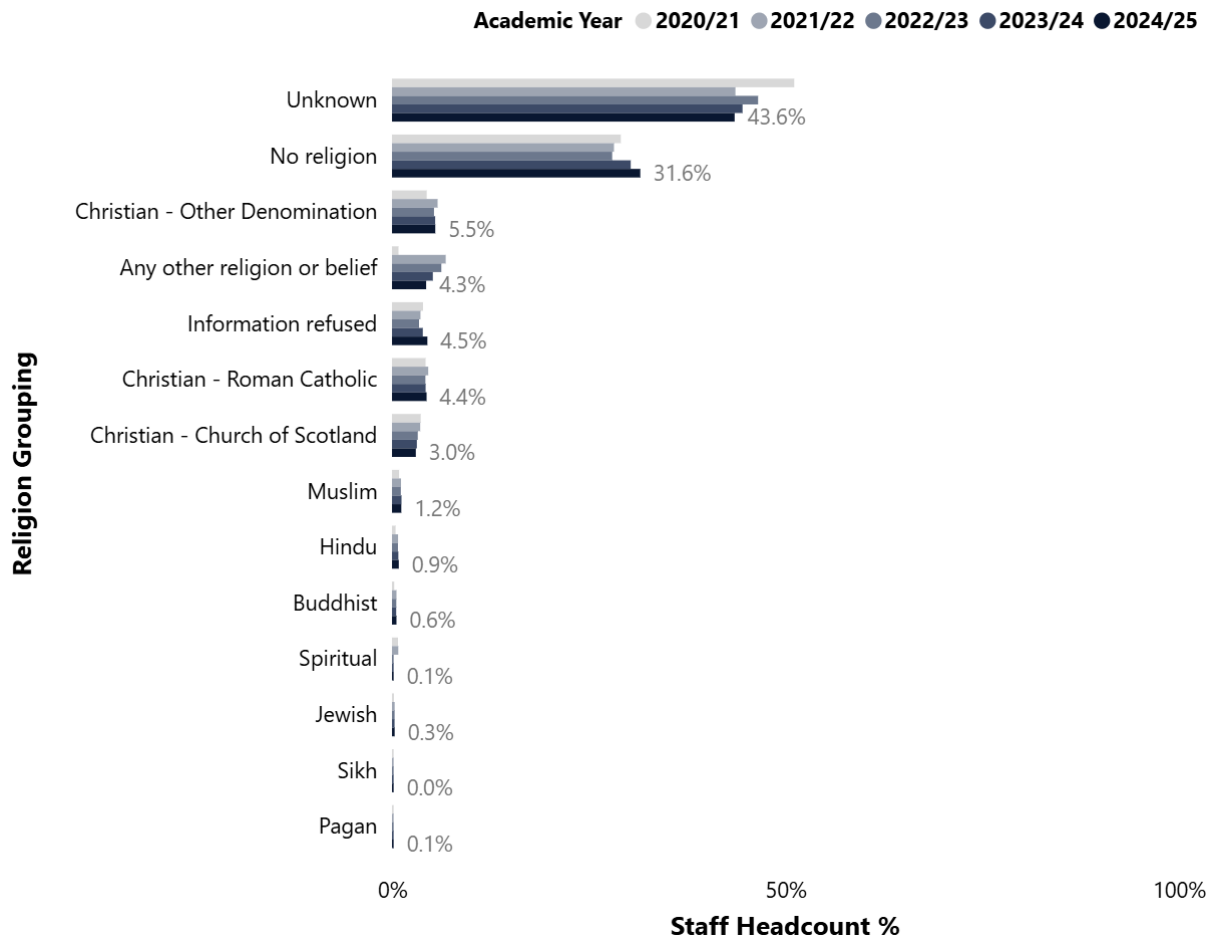


Figure SF6.3: The percentage of staff by religion. Data labels reference the latest academic session (2024/25). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are included.

With the exception of “Christian – Other Denomination”, no groupings have been applied to the religions stated in the chart above. Christian – Other Denomination consists of staff reporting to belong to “Christian”, “Christian – Church of Ireland”, “Christian – Presbyterian Church in Ireland” and “Christian – Other”.

### 7.4 Staff Sexual Orientation

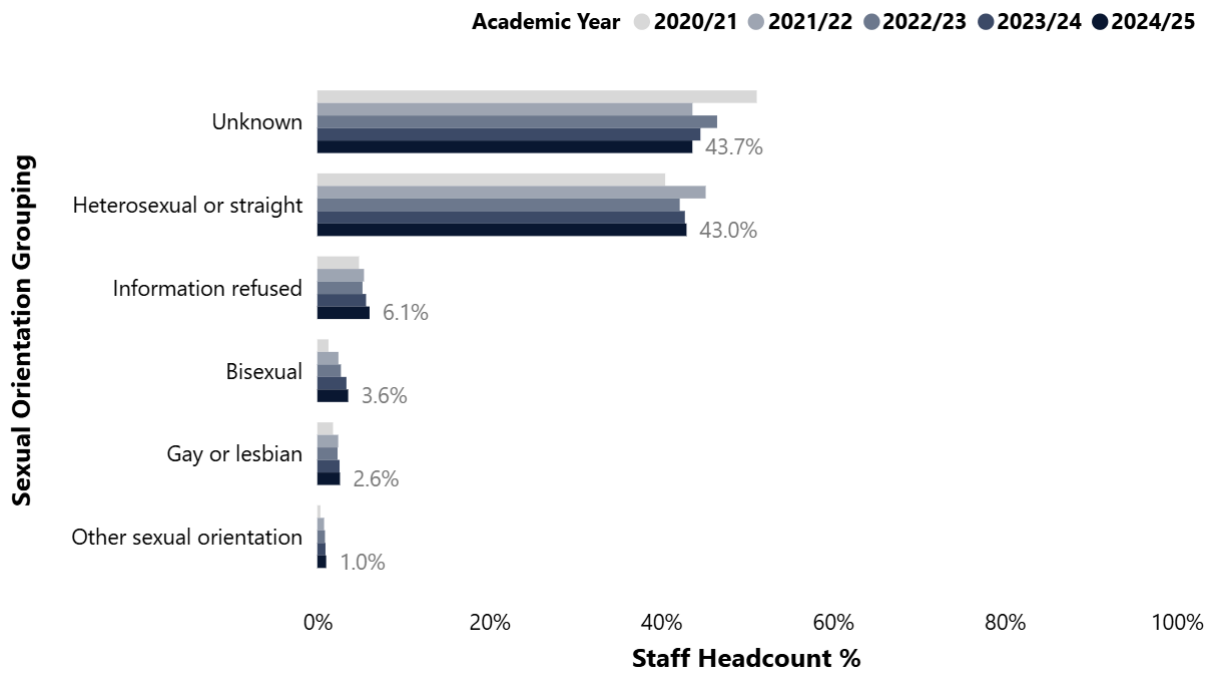


Figure SF6.: The percentage of staff by sexual orientation. Data labels reference the latest academic session (2024/25). Data point ordering matches legend ordering (top-most bar equals earliest academic year presented). Staff on guaranteed hours are included.

### 7.5 Staff Gender Identity

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
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%
2024/25	1050	18.2%	1730	22.1%	1740	44.6%