EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE (EDMARC)

Staff Report 2019/20

THE UNIVERSITY *of* EDINBURGH

1. Introduction

The twelfth report from the Equality and Diversity Monitoring and Research Committee (EDMARC) reports on student and staff data for the University of Edinburgh. The remit of the committee is to report and monitor equality and diversity issues, and to carry out further research where appropriate. EDMARC also provides advice and technical expertise to make policy and research recommendations.

This report focuses on staff data for 2019/20 and looks at the demographics by protected equality characteristics for academic and professional services staff.

EDMARC is composed of senior staff with an interest in equality and diversity issues and expertise in the analysis and management of data, and a representative from the Students Association. EDMARC is chaired by the University Lead for Equality, Diversity & Inclusion.

In this unusual year, EDMARC was not able to meet, and instead, the Equality, Diversity and Inclusion Committee discussed and approved the reports.

The current members of the Committee are:

Professor Sarah Cunningham-Burley, University Lead, Equality, Diversity & Inclusion

Denise Boyle, Human Resources

EUSA Vice President Welfare

Rebecca Gaukroger, Student Recruitment and Admissions

Joint Unions Representative

Pauline Manchester, Interim Director of Planning

Dr Caroline Wallace, Human Resources

The reports will be published on the EDMARC webpages
http://www.ed.ac.uk/schools-departments/equality-diversity/monitoring-statistics/edmarc

Further information on equality and diversity in the University can be found at
http://www.ed.ac.uk/equality-diversity

2. Notes and Definitions

The data used in this report are snapshots of the staff database, taken in July of each year from 2014/15 through to 2019/20. Staff are reported on overall, and in two categories: Academic and Professional Services staff. Academic staff are defined as Clinical Academics and Academic

staff on grades UE06-UE10. Professional Services staff are all staff that are not Clinical Academics or Academic.

Internal data uses staff headcount unless stated otherwise. Full-time and part-time staff are reported as aggregate headcounts unless stated. The University's definition of full-time is any member of staff working 35 hours or more per week.

Figures are presented primarily at University level but, where appropriate, a breakdown by College/Professional Services Groups is given.

Comparisons to other institutions are made using annual data from the Higher Education Statistics Agency (HESA). HESA comparison data refers to academic year 2018/19. Where appropriate, a peer group of institutions is used to compare the institution's performance such as the Russell Group or other institutions in Scotland.

This report has aligned definitions with other standard equality reporting and best practice. For example, this report presents ethnicity in UK-nationality and non-UK nationality groupings in line with AdvanceHE reporting. The AdvanceHE 'Equality + Higher Education Statistical Report 2020' can be found at https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020

2.1. Key Abbreviations

AHSS   College of Arts, Humanities and Social Sciences
CSG   Corporate Services Group
ISG   Information Services Group
MVM   College of Medicine & Veterinary Medicine
SCE   College of Science & Engineering
UoE   University of Edinburgh
USG   University Secretary's Group

3. Headcount

3.1. Headcount - Overall

At July 2020 there were 12,269 staff (excluding staff on Guaranteed Hours contracts, reported separately in Section 3.4), of which 3076 were working part-time, demonstrating the University's commitment to providing flexible working opportunities. However, the proportion of staff working part-time decreased slightly from 26.7% in 2018/19 to 25.1% in 2019/20, compared to the relatively static position over the previous 5 years. This may be attributed to parts of the University being unable to operate during the COVID-19 pandemic, with no requirement to recruit term-time staff or additional seasonal hospitality and events, for example, Accommodation Services. A breakdown by college and support group is shown in Table 1.

Table 1: Breakdown of staff headcounts, by college and professional services group, 2014/15 to 2019/20

College/Professional Services Grp	Full/Part Time	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
AHSS	Full Time	1724	1712	1765	1837	1926	2050
	Part Time	531	528	582	602	660	627
	Total	**2254**	**2240**	**2347**	**2439**	**2586**	**2677**
MVM	Full Time	2033	2124	2227	2313	2371	2427
	Part Time	626	677	757	774	798	788
	Total	**2640**	**2801**	**2984**	**3087**	**3169**	**3215**
SCE	Full Time	1884	1907	1951	2038	2119	2229
	Part Time	298	320	316	341	334	371
	Total	**2181**	**2227**	**2267**	**2379**	**2453**	**2600**
CSG	Full Time	1043	1095	1094	1208	1213	1256
	Part Time	921	946	976	949	993	842
	Total	**1963**	**2041**	**2070**	**2157**	**2206**	**2098**
ISG	Full Time	545	528	535	526	546	596
	Part Time	185	179	189	191	181	206
	Total	**729**	**707**	**724**	**717**	**727**	**802**
USG	Full Time	371	390	414	466	561	635
	Part Time	143	149	173	183	212	242
	Total	**513**	**539**	**587**	**649**	**773**	**877**
Total		**10258**	**10555**	**10979**	**11428**	**11914**	**12269**

3.2. Headcount - Academic Staff

At July 2020, Table 2 shows there were 5050 academic staff in the Colleges, of which 847 were working part-time. Staff on Guaranteed Hours contracts are excluded and reported separately in Section 3.4.

Table 2: Headcount of academic staff, by college, 2014/15 to 2019/20

College/Professional Services Grp	Full/Part Time	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
AHSS	Full Time	1083	1090	1146	1186	1239	1307
	Part Time	301	297	315	336	420	405
	Total	**1384**	**1387**	**1461**	**1522**	**1659**	**1712**
MVM	Full Time	1229	1292	1336	1388	1434	1497
	Part Time	200	205	237	245	250	247
	Total	**1429**	**1497**	**1573**	**1633**	**1684**	**1744**
SCE	Full Time	1247	1238	1290	1331	1340	1399
	Part Time	144	163	155	158	163	195
	Total	**1391**	**1401**	**1445**	**1489**	**1503**	**1594**
Total		**4196**	**4285**	**4479**	**4644**	**4846**	**5050**

3.3. Headcount – Professional Services Staff

At July 2020, Table 3 shows there were 7202 professional services staff, of which 2219 were working part-time. Staff on Guaranteed Hours (GH) contracts are excluded and reported separately in Section 3.4.

Table 3: Headcount of professional services staff, by college and professional services group, 2014/15 to 2019/20.

College/Professional Services Grp	Full/Part Time	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
AHSS	Full Time	641	622	619	651	687	743
	Part Time	231	231	267	266	240	222
	Total	**871**	**853**	**886**	**917**	**927**	**965**
MVM	Full Time	804	832	891	925	937	930
	Part Time	426	472	520	529	548	541
	Total	**1230**	**1304**	**1411**	**1454**	**1485**	**1471**
SCE	Full Time	637	669	661	707	779	830
	Part Time	154	157	161	183	171	176
	Total	**791**	**826**	**822**	**890**	**950**	**1006**
CSG	Full Time	1043	1095	1094	1208	1211	1255
	Part Time	921	946	976	949	993	842
	Total	**1963**	**2041**	**2070**	**2157**	**2204**	**2097**
ISG	Full Time	543	526	533	525	545	596

6

	Part Time	185	179	189	191	181	206
	Total	**727**	**705**	**722**	**716**	**726**	**802**
USG	Full Time	369	384	406	457	553	629
	Part Time	140	142	168	178	204	232
	Total	**508**	**526**	**574**	**635**	**757**	**861**
Total		**6080**	**6255**	**6485**	**6769**	**7049**	**7202**

3.4. Guaranteed Hours Staff

The University has employed additional staff on Guaranteed Hours Contracts (GH) since 2014/15. At July 2020 there were 3567 GH staff, and a breakdown by college and professional services group is shown in Table 4. The number of GH staff as a proportion of all staff for 2019/20, remained at 22.5%, the same as the previous year. The majority of GH staff (68.3%) are employed as tutors and demonstrators in the Colleges and of those 77.46% are students employed on Student Experience contracts.

Table 4: Headcount of Guaranteed Hours staff, by college and professional services group, 2017/18 to 2019/20

| College/Professional Services Group	Full/Part Time	2017-18	2018-19	2019-20
AHSS	Full Time	5	5	3
	Part Time	1239	1265	1306
	Total	**1244**	**1270**	**1309**
CSG	Full Time	-	-	1
	Part Time	289	289	278
	Total	**289**	**289**	**279**
ISG	Part Time	-	-	7
	Total	**-**	**-**	**7**
MVM	Full Time	1	-	-
	Part Time	157	167	145
	Total	**158**	**167**	**145**
SCE	Full Time	-	-	1
	Part Time	1023	1206	1315
	Total	**1023**	**1206**	**1316**
USG	Part Time	463	524	511
	Total	**463**	**524**	**511**
Total		**3177**	**3456**	**3567**

4 Ethnicity

4.1 Ethnicity – Overall

In 2019/20, where ethnicity is known, the overall proportion of Black and Minority Ethnic (BME) staff was 11.9%, an increase from 10.8% in the previous year. A breakdown by nationality grouping is shown in Figure 1. The proportion of both UK and non-UK BME staff has increased over the last six years, with a greater increases in the non-UK staff group.

Figure 1: proportion of Black and Minority Ethnic staff (excluding GH), where ethnicity is known, by nationality grouping, 2014/15 to 2019/20.
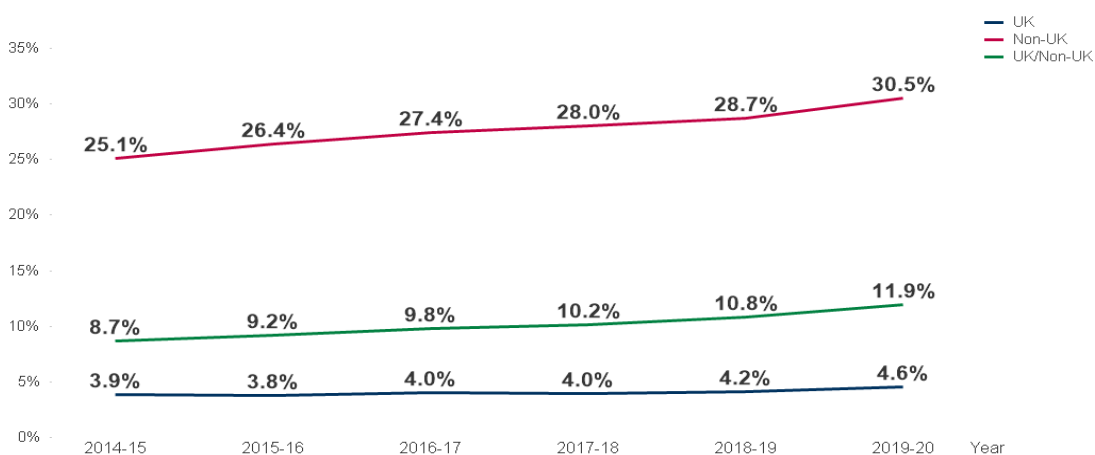
4.1.1 Ethnicity – Academic Staff

In 2019/20, where ethnicity is known the proportion of Black and Minority Ethnic (BME) academic staff was 18.5%, an increase from 17.0 % in the previous year. A breakdown by nationality grouping is shown in Figure 2.

Figure 2: Proportion of Black and Minority Ethnic academic staff, where ethnicity is known, by nationality grouping, 2014/15 to 2019/20.
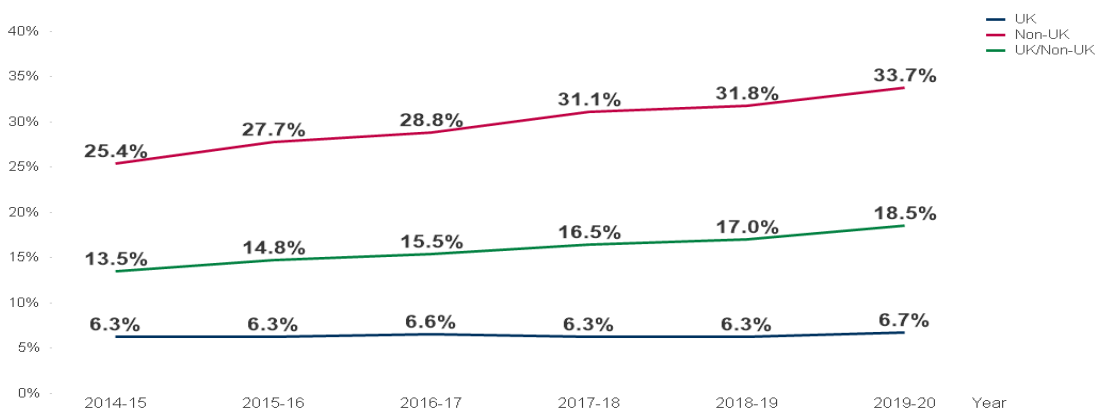

8

Figure 3 shows the proportion of UK-nationality BME academic staff for the University of Edinburgh and peer group institutions. The University of Edinburgh has a marginally higher proportion of BME staff than other HEIs in Scotland, but remains significantly below the Russell Group average.

Figure 3: Proportions of UK BME academic staff – University of Edinburgh and peer group institutions (HESA 2018/19).

Proportion of BME Academics in Russell Group, Institutions in Scotland and University of Edinburgh, 2018/19
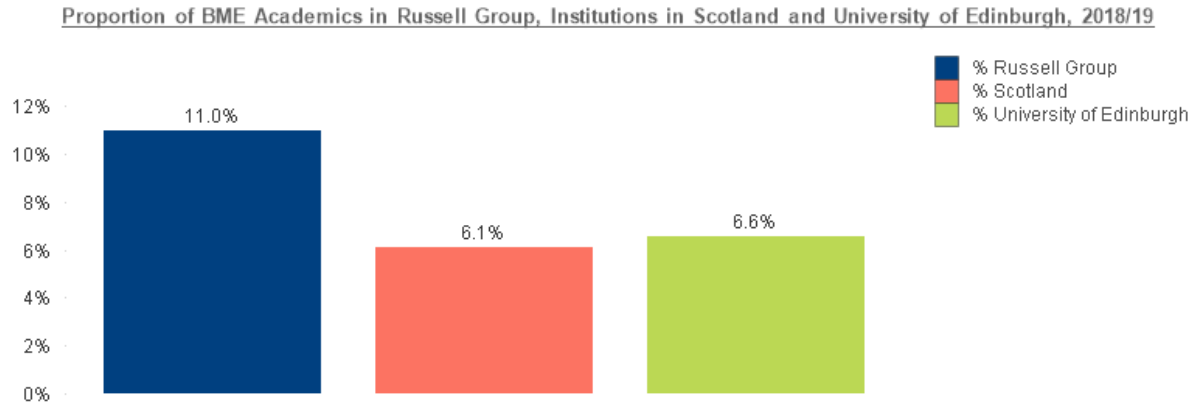
Figure 4 shows the percentage difference between the University and both Scotland and Russell Group comparators for the proportion of UK BME academic staff over a five year period.

Figure 4: Proportion of UK BME academic staff – difference between University of Edinburgh and peer group institutions, 2014/15 to 2018/19

Academic Staff, difference in proportion of BME
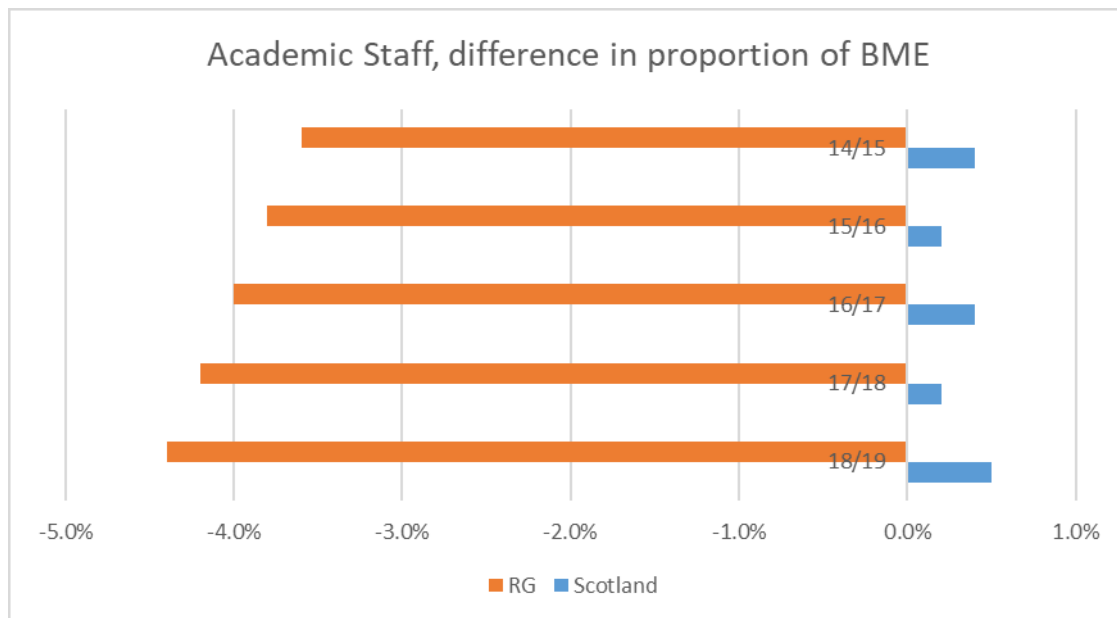
4.1.2   Ethnicity – Professional Services Staff

In 2019/20, where ethnicity is known the proportion of Black and Minority Ethnic (BME) professional services staff was 7.3%, increasing from 6.6% in the previous year. A breakdown by nationality grouping is shown in Figure 5. The 2011 census data shows that BME people represent 5.6% of the population in the geographical area comprising the City of Edinburgh and the Lothians. The figure for City of Edinburgh alone is 8.3% and for Scotland as a whole it is 4.0%.

Figure 5: Proportion of Professional services staff who are Black and Minority Ethnic background, for UK and non-UK nationality, 2014/15 to 2019/20. Total counts for 2019/20 are 8,664 (UK) and 3,605 (Non-UK).
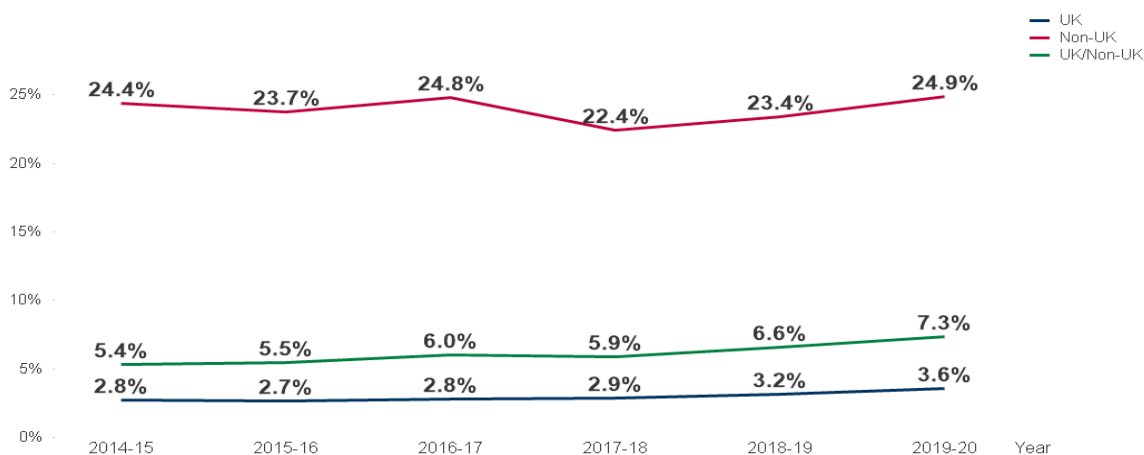

Figure 6 shows the proportion of UK professional services staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2019-2020. The University of Edinburgh has a 0.4% greater proportion of BME Professional Services staff than other Scottish HEI's, but a 7.0% lower proportion than the Russell Group.

Figure 6: Proportion of UK professional services staff who are BME, in University of Edinburgh and peer group institutions. (HESA 2018/19)
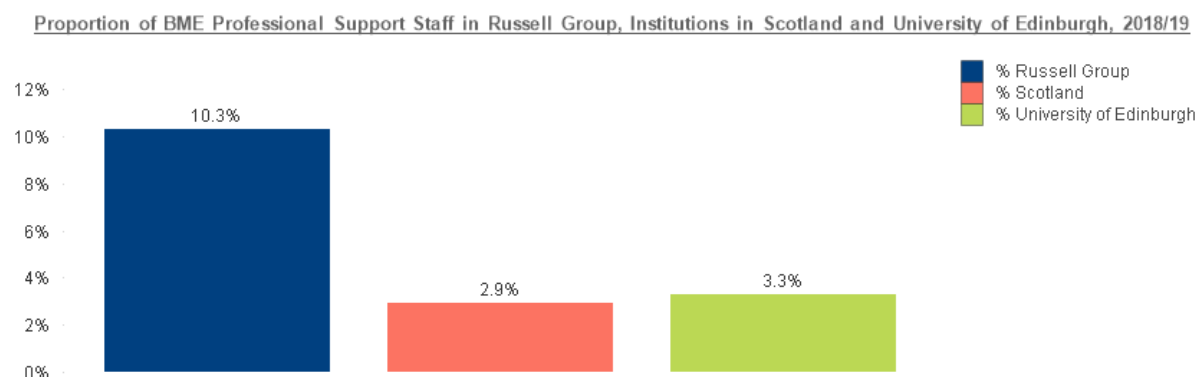

10

Figure 7 shows the difference between the University and both Scotland and Russell Group comparators for the proportion of UK Black and Minority Ethnic professional services staff over a five year period.

Figure 7: Difference in proportion of Black and Minority Ethnic professional services staff between University of Edinburgh and peer group institutions, 2014/15 to 2018/19.
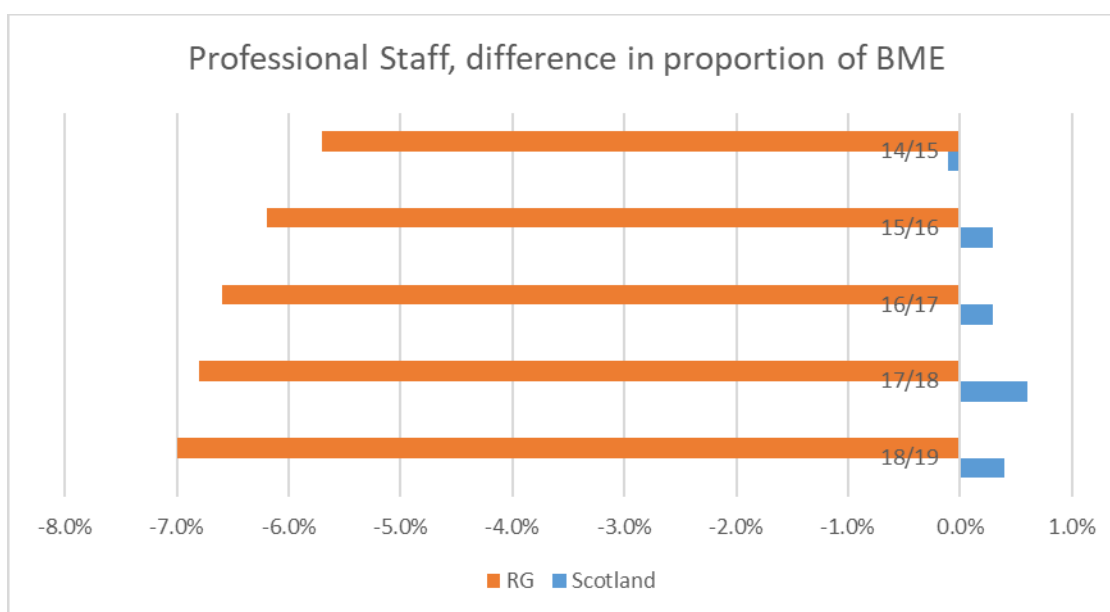
4.1.3   Ethnicity – Guaranteed Hours Staff

The proportion of BME staff in the GH population was 16.6% in 2019/20, of UK nationality and Non-UK nationality GH staff. The proportion of BME staff among GH staff is higher than the proportion among staff overall, reflecting greater ethnic diversity of the student population (77.4% of GH Staff are on Student Experience contracts).

4.2 Ethnicity and Contract type

4.2.1   Ethnicity & Contract Type Academic Staff - % of Staff on Fixed Term Contract

Figure 8 shows the proportion of academic staff on fixed-term contracts, by ethnicity and nationality groupings. There is a greater proportion of non-UK staff on fixed-term contracts than UK staff. For UK staff and to a greater extent non-UK staff there is a larger proportion of BME staff than white staff on fixed term contracts. Over the period shown, the difference between the proportion of white UK and BME UK staff on fixed contracts has increased to 7% in 2019/20 compared to 4% in 2018/19, and the difference between white non-UK and BME non-UK staff has increased to 16% in 2019/20, from 15% in 2018/19.

Figure 8: Proportion of academic staff on a fixed-term contact, where ethnicity is known, by nationality and ethnic grouping, 2014/15 to 2019/20.
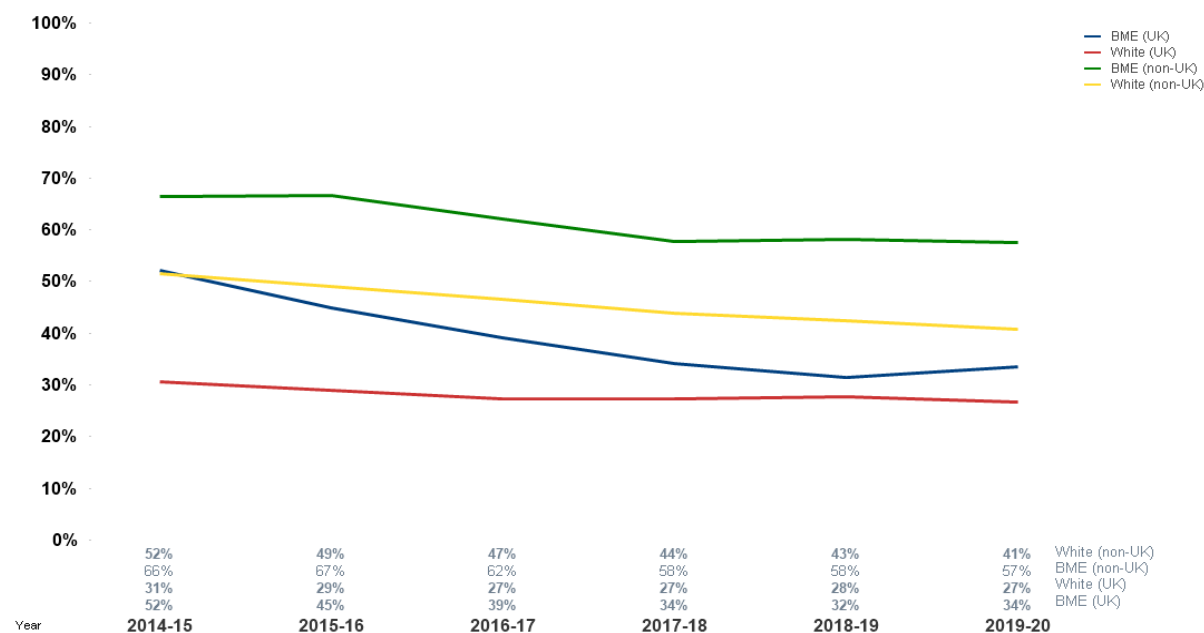
Figure 9 shows the percentage of UK and Non-UK academic staff on a fixed-term and open-ended contract for 2014/15 to 2019/20. The consistent trends are that there is a greater proportion of UK academic staff on open-ended contracts than Non-UK staff, and a higher proportion of Non-UK academic staff on fixed-term contracts.

Figure 9: Percentage of UK and Non-UK academic staff, by fixed-term and open-ended contract, 2014/15 to 2019/20.

4.2.2 Ethnicity & Contract Type Professional Services Staff - % of Staff on Fixed Contract

Figure 10 shows the proportion of professional services staff on a fixed-term contract, by ethnicity and nationality groupings. The consistent trends are that there is a greater proportion of non-UK staff on fixed-term contracts than UK staff, and that within both non-UK and UK staff groups there is a higher proportion of BME than White staff on fixed-term contracts.

Figure 10: Proportion of professional services staff on a fixed-term contract, where ethnicity is known, by nationality and ethnic grouping, 2014/15 to 2019/20.
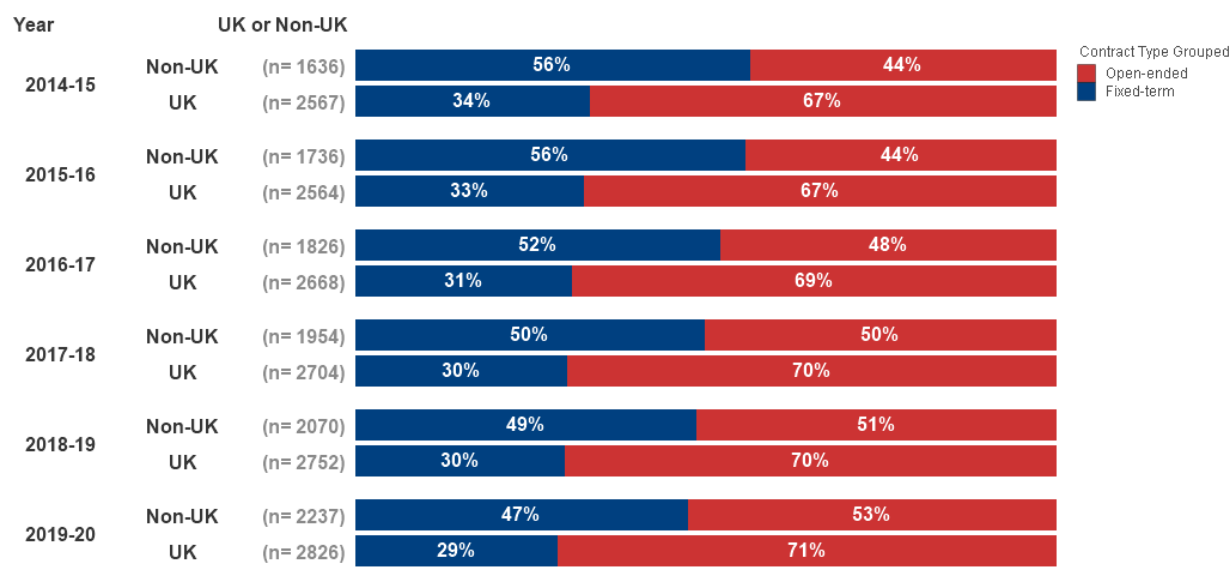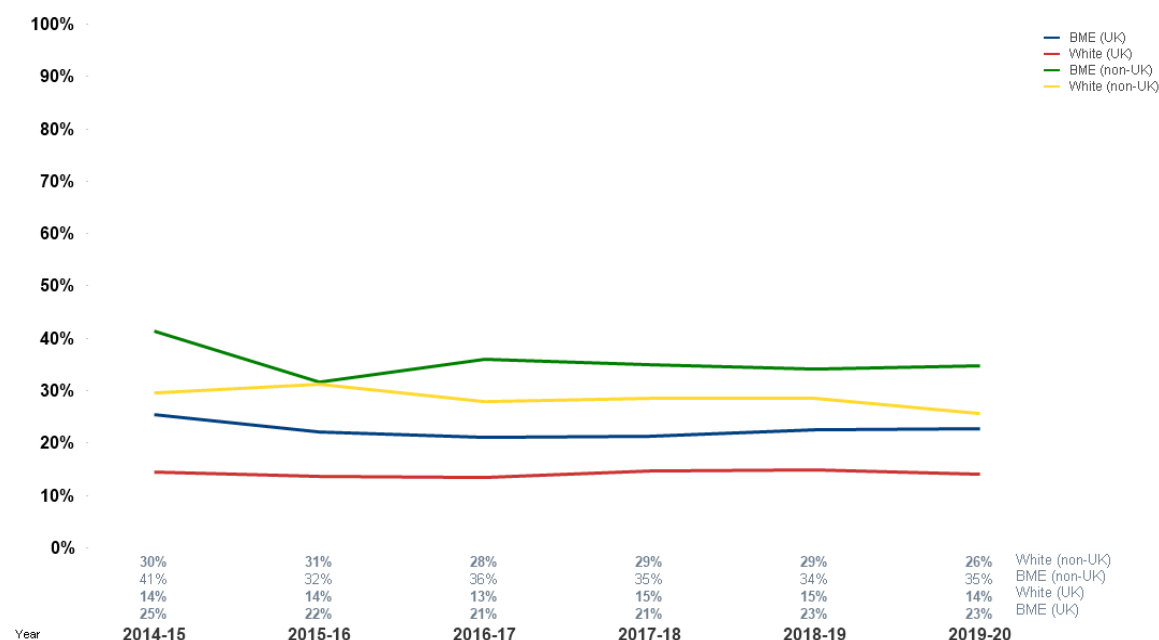

4.3 Ethnicity & Grade

4.3.1 Ethnicity & Grade – Academic Staff

Figure 11 shows a breakdown of academic staff by nationality grouping, ethnicity and grade for 2019/20. The graph shows that there is a tendency for UK staff overall to be on higher grades (UE09-UE10) than non-UK staff, and that within each of the non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff than BME staff on higher grades.

13

Figure 11: Academic staff by nationality grouping, ethnic grouping and UE grade, 2019/20

Figure 12 shows the proportion of all BME academic staff by grade, from 2014/15 to 2019/20. The majority of BME staff are grade UE07, with an increase in 2019-20. Over the period, there has been modest increases in the proportion of BME staff at all academic grades

Figure 12: Proportion of academic staff who are BME, by grade, 2014/15 to 2019/20

4.3.2 Ethnicity & Grade – Professional Services Staff

Figure 13 shows a breakdown of professional services staff by nationality grouping, ethnicity and grade (UE06-UE10). There is a tendency for UK staff overall to be on higher grades (UE09-UE10) than non-UK staff, and that within each of the non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff than BME staff on higher grades.

Figure 13: Proportion of professional services staff, where ethnicity is known, by nationality, ethnic grouping and UE grade, 2019/20.
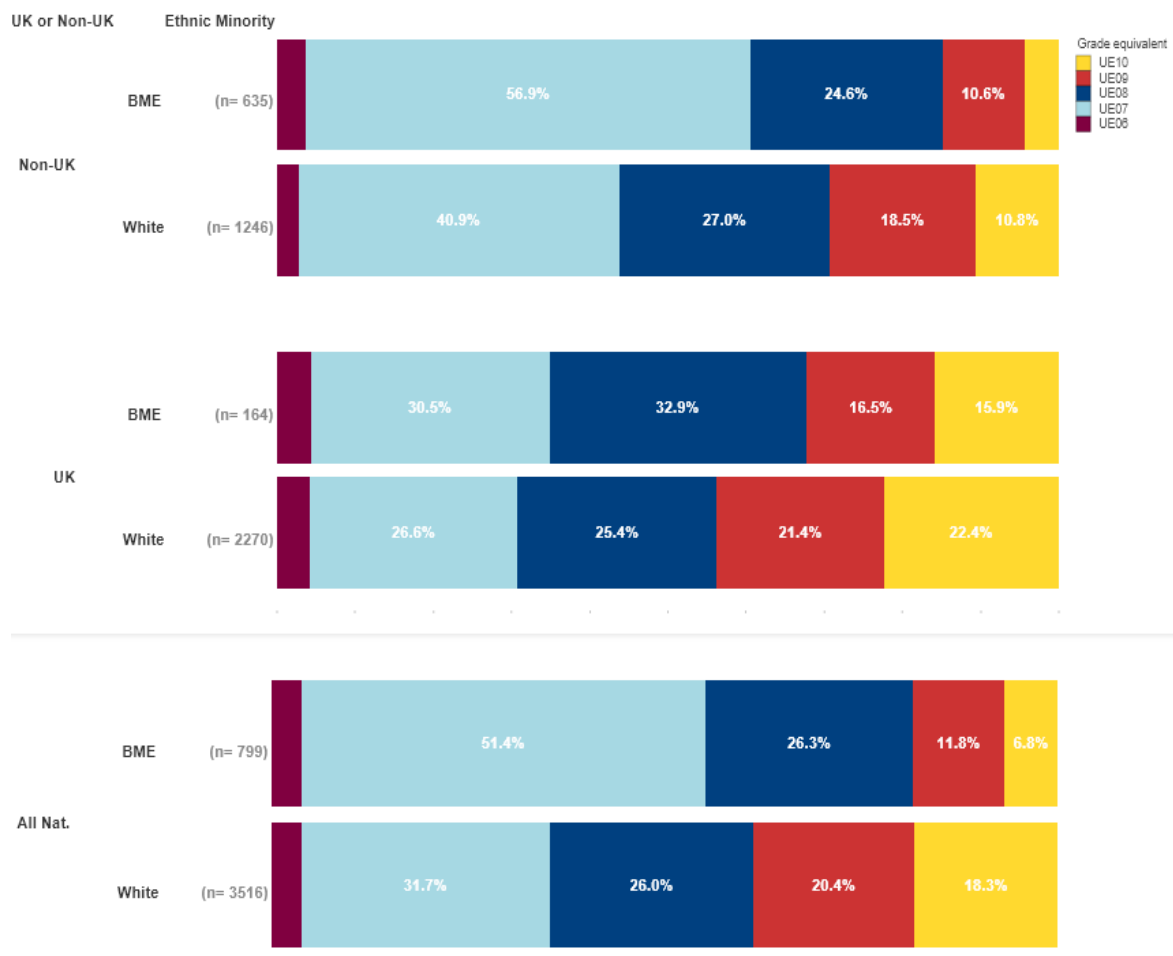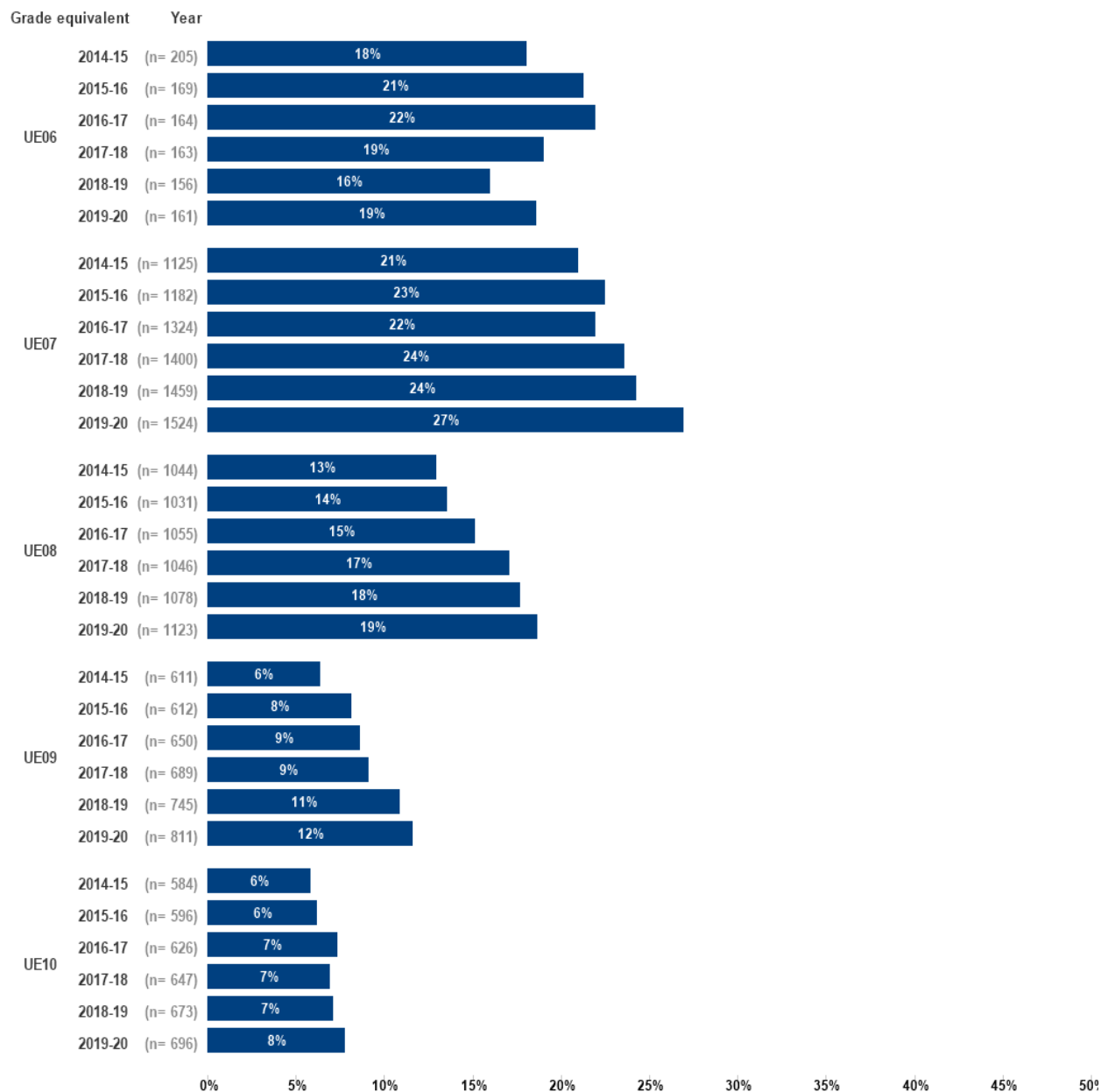

Figure 14 shows the proportion of BME professional services staff by grade, from 2014/15 to 2019/20. The majority of BME staff are grade UE01, with an increase in 2019-20. Compared to 2014-15, the proportion of BME staff at most grades have shown an increase, with the exception of grades UE02, UE09 and UE10.

16

Figure 14: Proportion of professional services staff who are BME, by grade, 2014/15 to 2019/20
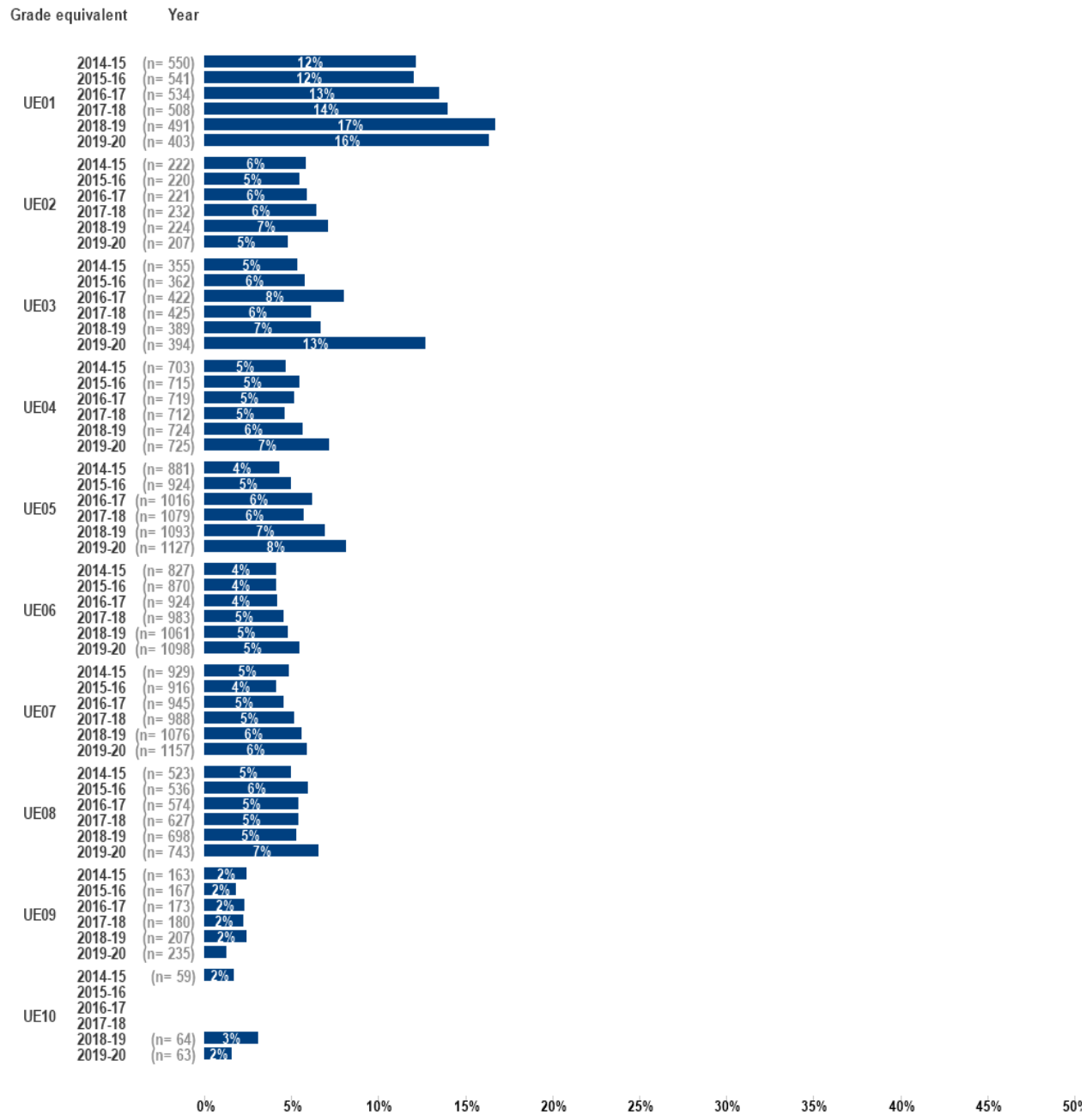
5. Gender

5.1. Gender - Overall

The overall proportion of female staff (excluding GH) in 2019/20 was 54.4% and a breakdown of overall population by college and support group is shown in Figure 15. Female staff continue to be underrepresented in SCE and ISG whereas male staff are underrepresented in AHSS, MVM and USG.

Figure 15: Proportion of overall staff (excluding GH) who are female, by College/Support Group, 2014/15 to 2019/20.
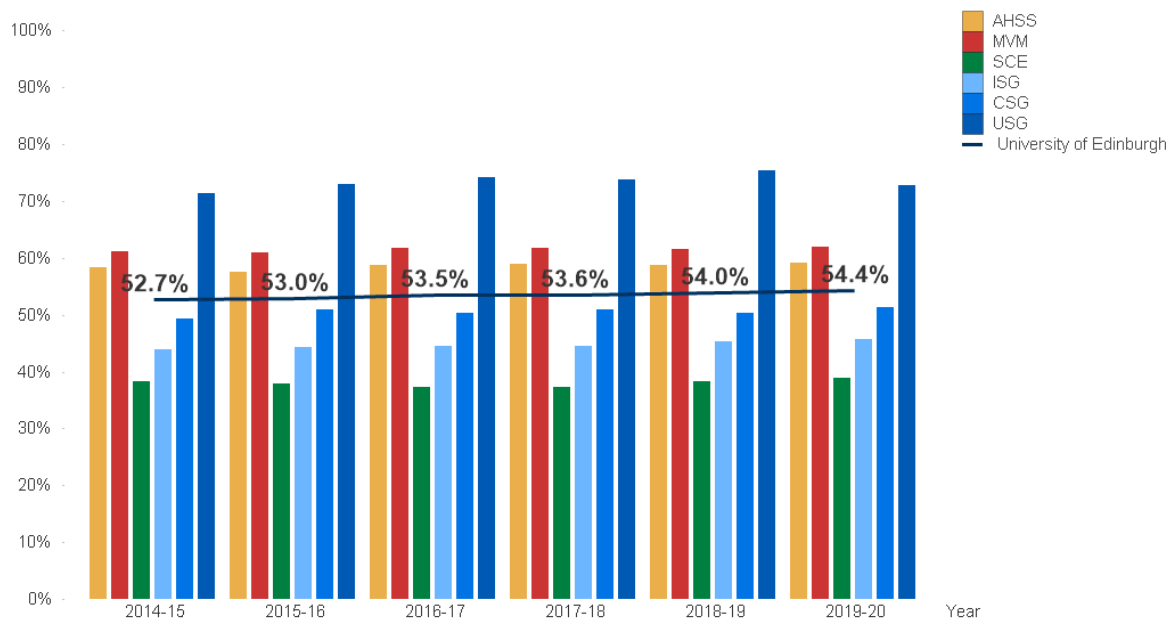
5.1.1   Gender – Academic Staff

The proportion of female academic staff in 2019/20 was 44.4%, a slight increase of 0.2% compared to 2018/19. This is 10% lower than the overall staff proportion breakdown shown in Figure 16, and 17% lower than that for Professional Services staff. The proportion of academic staff who are female, by College, is shown in Figure 16.

Figure 16: Proportion of Academic staff who are female, by College, 2014/15 to 2019/20.The total academic population for 2019/20 is 1,712 (AHSS), 1,756 (MVM), 1,594 (SCE) and 5062 (UoE).
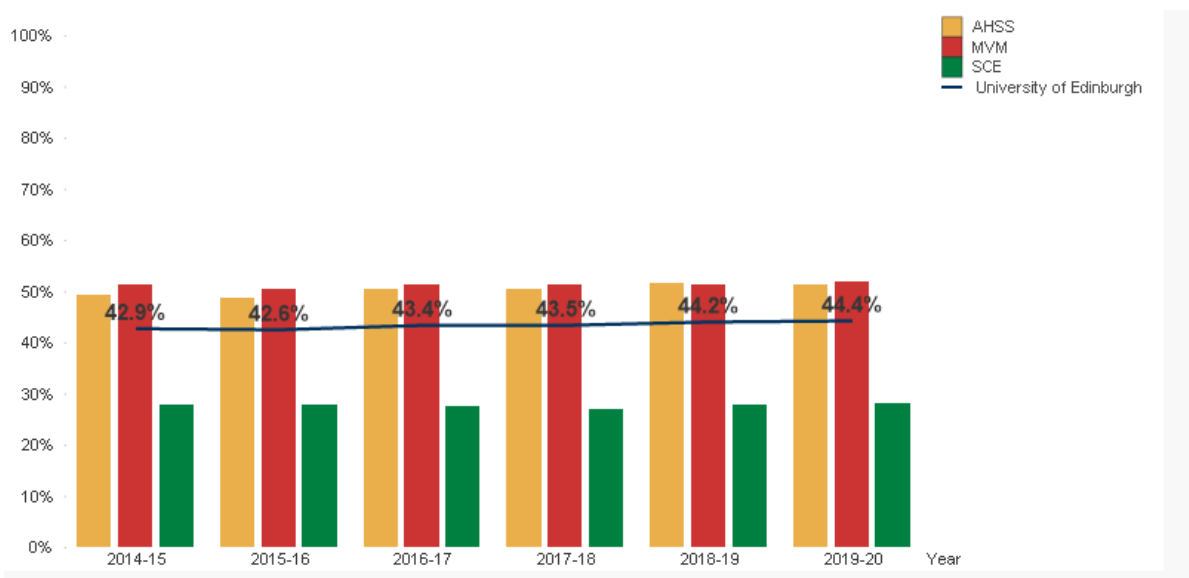
Figure 17 shows the proportion of female academic staff in Russell Group institutions for 2018/19. We are now in the second quartile for female academics, having been in the first quartile for the previous year.

Figure 17: Percentage of female Academic staff in Russell Group Institutions, 2018/19
 (HESA data including Guaranteed Hours)

Proportion of Female Academics in Russell Group Institutions 2018/19
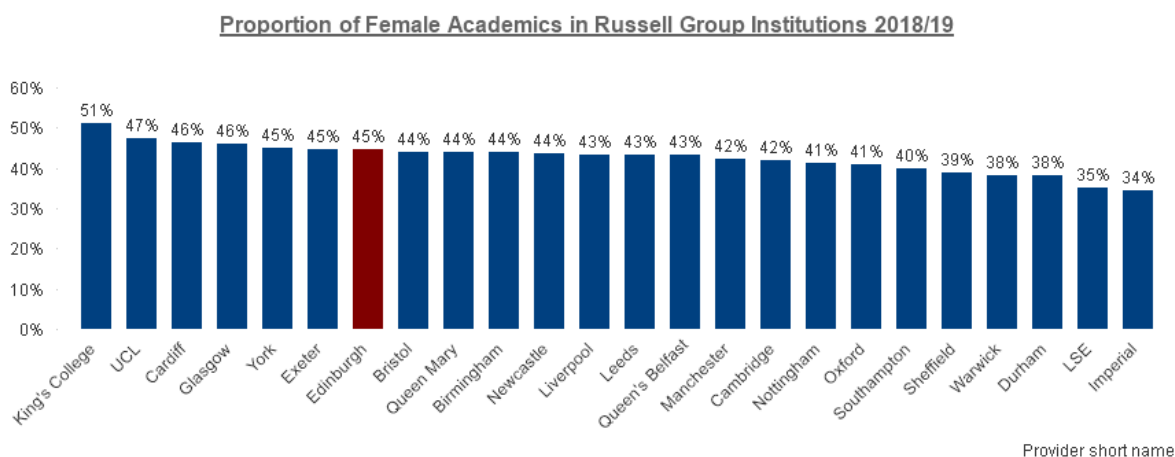
5.1.2   Gender – Professional Services Staff

The proportion of female professional services staff in 2019/20 was 61.4%, (60.7% 2018/19) with an increase year-on-year. A breakdown by college and professional services group is shown in Figure 18.

Figure 18: Proportion of Professional services staff who are female, by College/Professional Services Group, 2014/15 to 2019/20. The total professional services population for 2019/20 are 965 (AHSS), 1459 (MVM), 1006 (SCE), 2096 (CSG), 802 (ISG), 854 (USG) and 7182 (UoE).
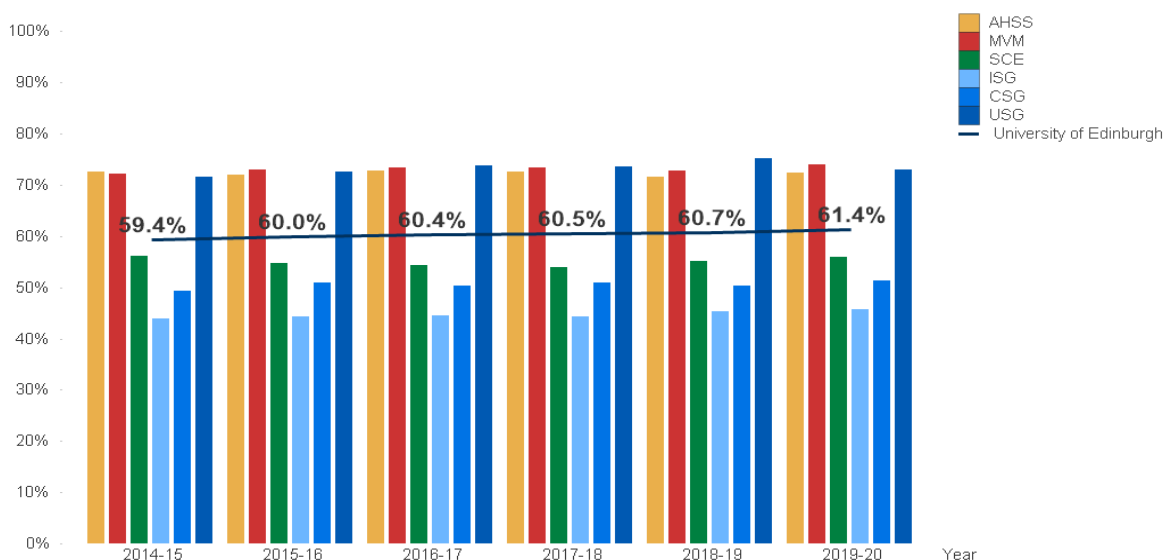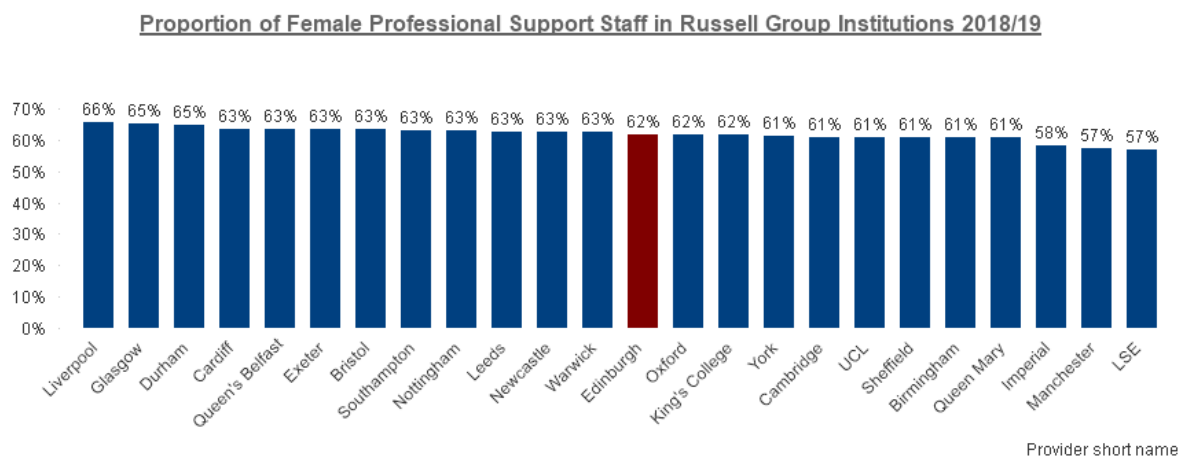
Figure 19 shows the proportion of female professional services staff in Russell Group institutions. For all institutions the proportion of female staff is greater than 50%, and we remain in the third quartile, as per the previous year.

Figure 19: Percentage of female professional services staff in Russell Group Institutions, 2018/19(HESA data including Guaranteed Hours).

Proportion of Female Professional Support Staff in Russell Group Institutions 2018/19

5.1.3 Gender – Guaranteed Hours Staff

As shown in Figure 20, in 2019/20 the proportion of females amongst staff on guaranteed hours contracts was 51.7% overall, ranging from 14.3% in ISG to 72.4% in USG.

Figure 20: Headcount and proportion of female staff on GH contracts, by College/Support Group 2019/20.

2020	College/Professional Services Group						
	AHSS	**MVM**	**SCE**	**CSG**	**ISG**	**USG**	**Total**
Headcount	755	91	481	147	1	370	1845
% Female	57.7%	62.8%	36.6%	52.7%	14.3%	72.4%	51.7%
2019	College/Professional Services Group						
	AHSS	**MVM**	**SCE**	**CSG**	**ISG**	**USG**	**Total**
Headcount	711	111	441	159	0	370	1792
% Female	55.9%	70.9%	35.5%	55.7%	0.0%	67.2%	51.7%
2018	College/Professional Services Group						
	AHSS	**MVM**	**SCE**	**CSG**	**ISG**	**USG**	**Total**
Headcount	696	112	363	161	0	311	1643
% Female	55.9%	70.9%	35.5%	55.7%	0.0%	67.2%	51.7%

20

5.2 Gender and Contract Type

5.2.1 Gender & Contract Type – % of Staff on Fixed Contract – Academic Staff

Figure 21 shows the proportion of male and female academic staff on a fixed-term and open-ended contract for 2014/15 to 2019/20, and Figure 22 shows the proportion of male and female academic staff on a fixed-term and open-ended contract by pay grade for 2019/20. The higher proportion of female academic staff on fixed-term contracts is primarily due to the greater proportion of female academic staff at Grade UE07 which has a high proportion of staff of both genders on fixed-term contracts (average 73% in 2019/20; 72.5% in 2018/19).

Figure 21: Percentage of male and female academic staff, by fixed-term and open-ended contract, 2014/15 to 2019/20.
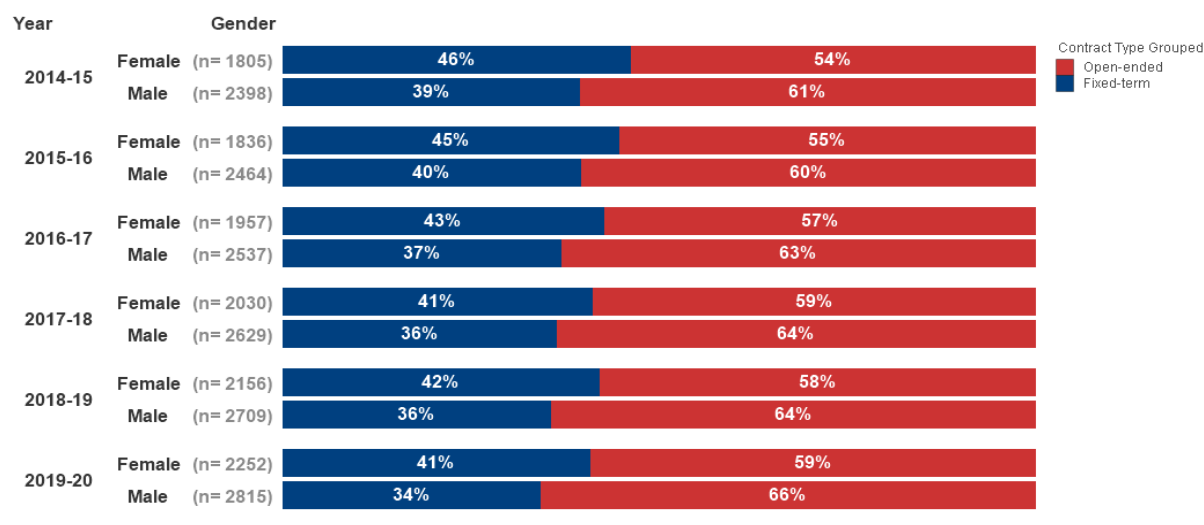

Figure 22: Percentage of male and female academic staff, by fixed-term and open-ended contract by pay grade, 2019/20.

21
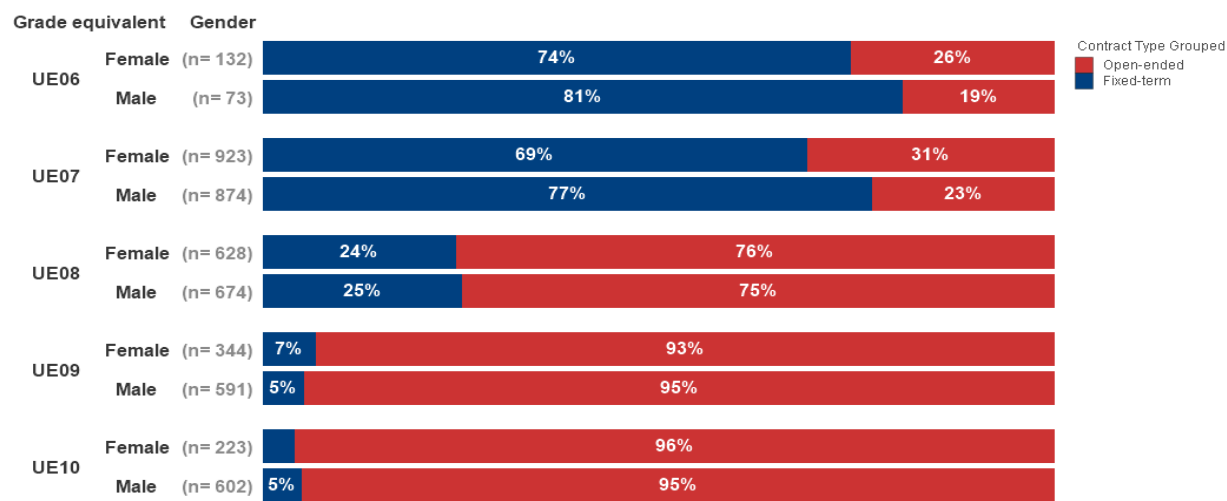
5.2.2 Gender & Contract Type – % of Staff on Fixed Contract – Professional Services Staff

Figure 23 shows the proportion of professional services staff on fixed-term and open-ended contracts by gender between 2014/15 and 2019/20. There is a consistent pattern of a greater proportion of female staff (20% in 2019/20) than male staff (17% in 2019/20) on fixed-term contracts.

Figure 23: Contract type (fixed/open) for professional services staff, by gender, 2014/15 to 2019/20.
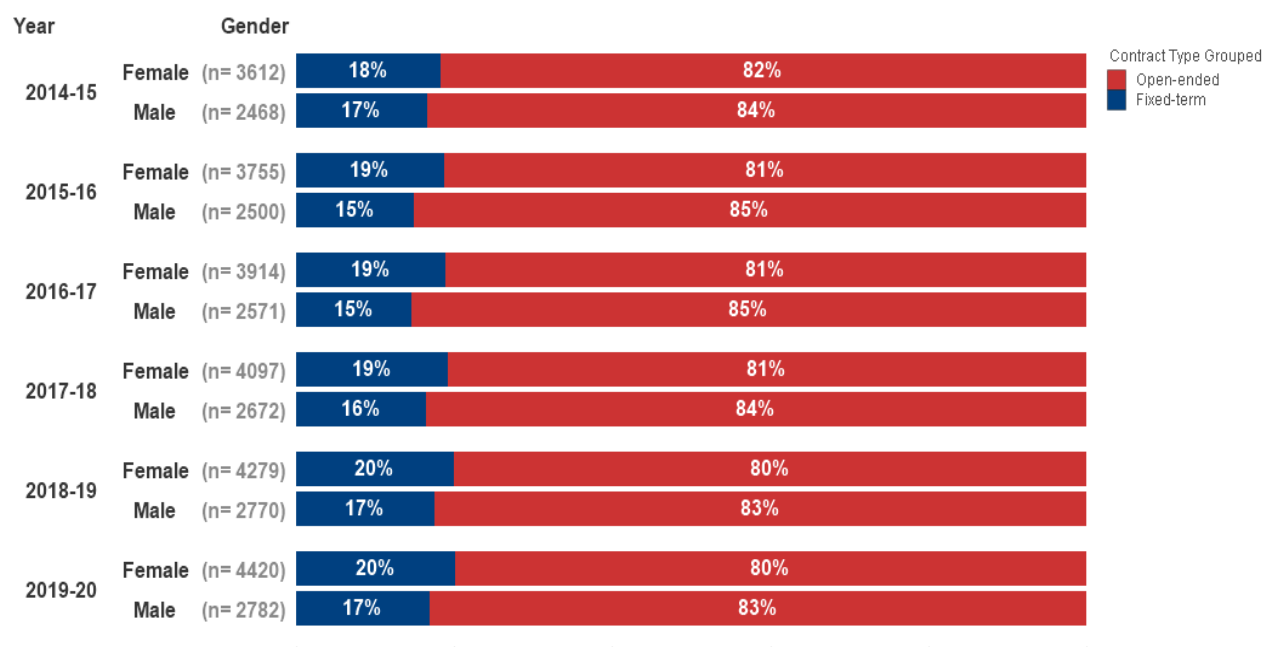
5.3 Gender & Grade

5.3.1 Gender & Grade – Academic Staff

Figure 24 shows the proportion of female academic staff by grade, from 2014/15 to 2019/20, clearly demonstrating the 'leaky pipeline' of women to senior grades. Over the period, there has been modest increases in the proportion of women at grades UE08 and UE10, reflecting the strategic priority to increase the proportion of women at senior grades.

Figure 24: Proportion of academic staff who are female, by grade, 2014/15 to 2019/20
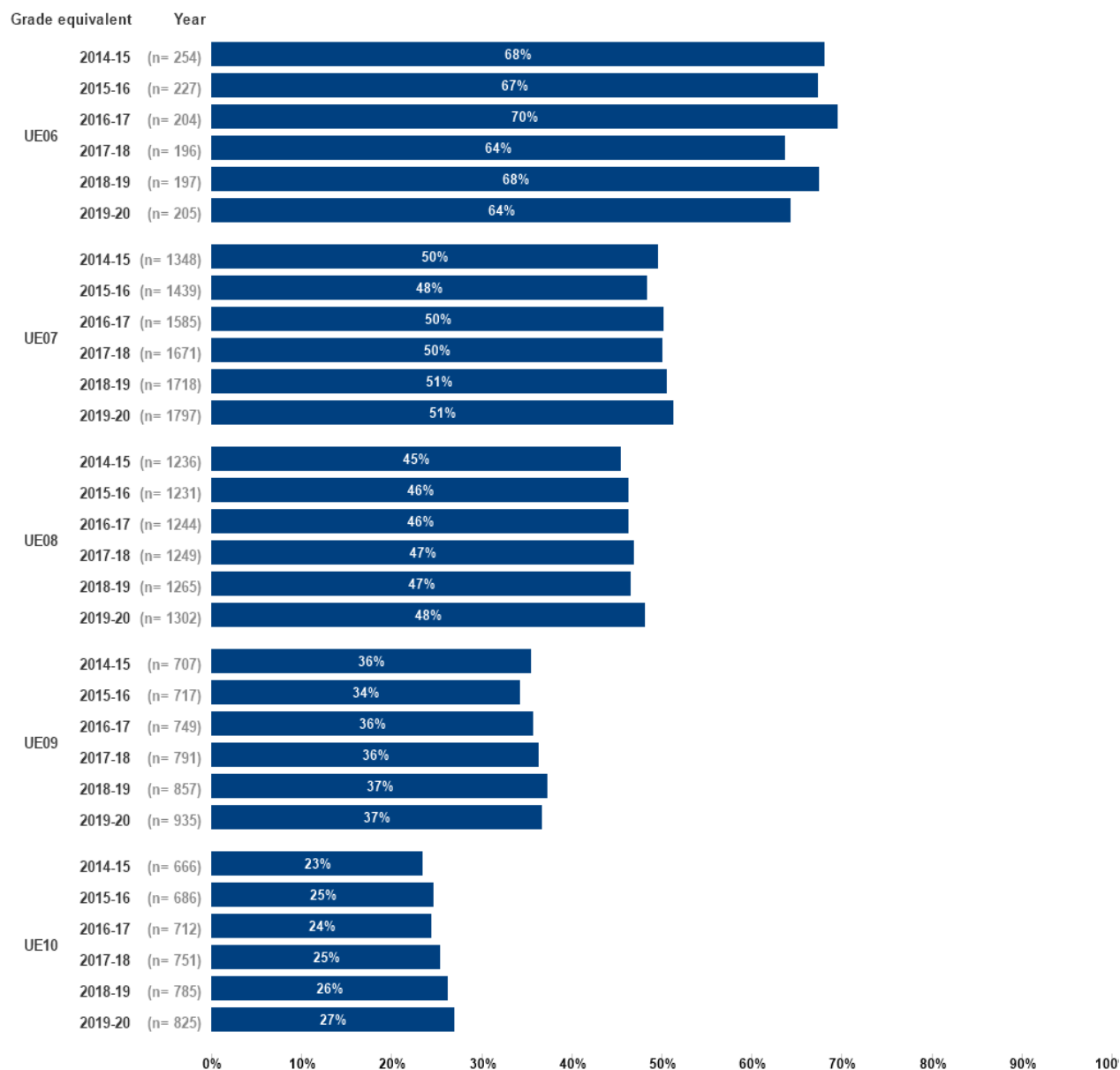
Gender & Grade – Professional Services Staff

Figure 25 shows the proportion of professional staff who are female by grade, from 2014/15 to 2019/20. In grades UE01 to UE09 (with the exception of UE02) female staff are in the majority, whereas for grades UE10 female staff are still slightly in the minority.

Figure 25: Proportion of professional services staff who are female, by grade, 2014/15 to 2019/20.

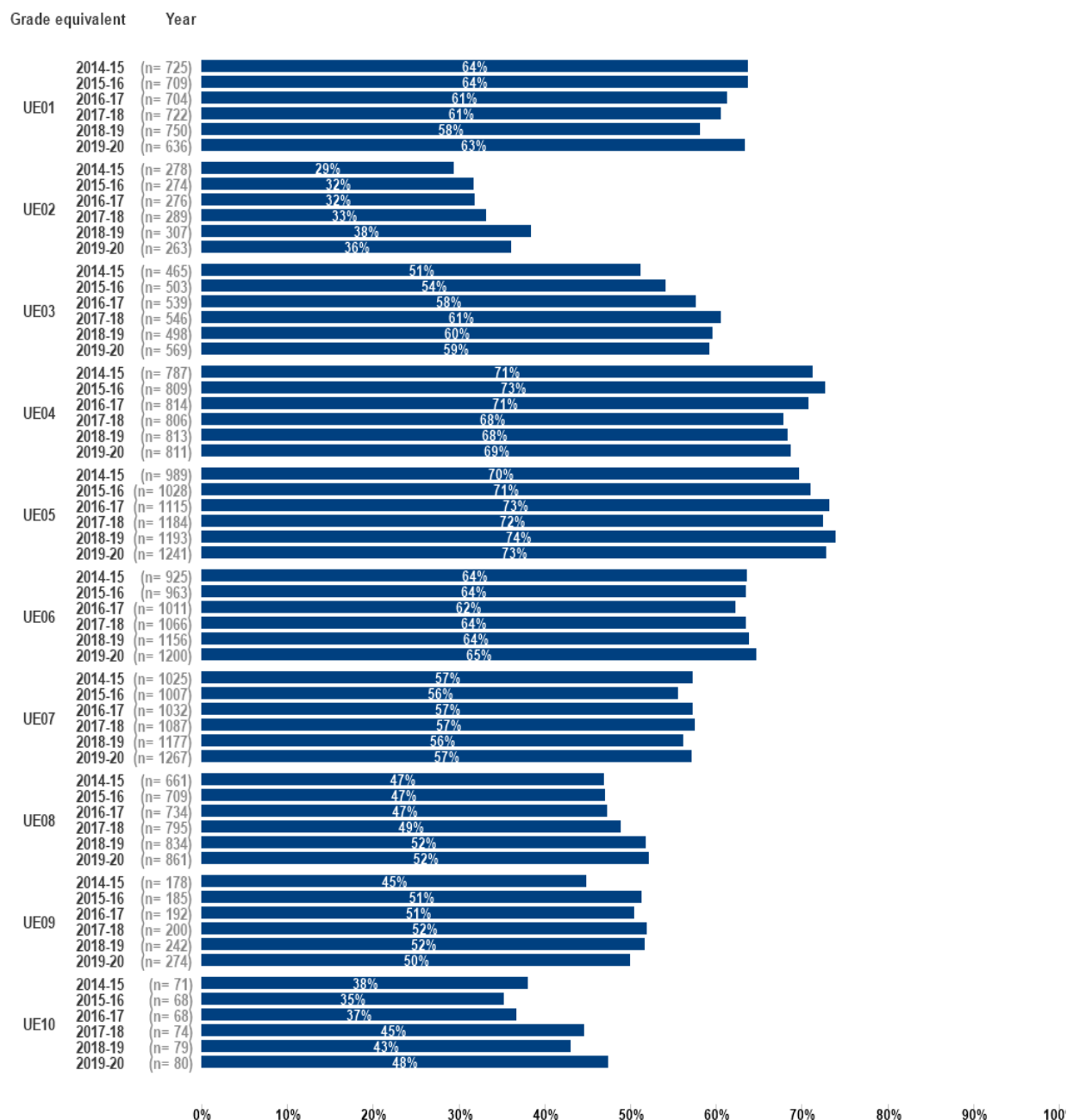| Grade equivalent	Year		Female %
UE01	2014-15	(n= 725)	64%
	2015-16	(n= 709)	64%
	2016-17	(n= 704)	61%
	2017-18	(n= 722)	61%
	2018-19	(n= 750)	58%
	2019-20	(n= 636)	63%
UE02	2014-15	(n= 278)	29%
	2015-16	(n= 274)	32%
	2016-17	(n= 276)	32%
	2017-18	(n= 289)	33%
	2018-19	(n= 307)	38%
	2019-20	(n= 263)	36%
UE03	2014-15	(n= 465)	51%
	2015-16	(n= 503)	54%
	2016-17	(n= 539)	58%
	2017-18	(n= 546)	61%
	2018-19	(n= 498)	60%
	2019-20	(n= 569)	59%
UE04	2014-15	(n= 787)	71%
	2015-16	(n= 809)	73%
	2016-17	(n= 814)	71%
	2017-18	(n= 806)	68%
	2018-19	(n= 813)	68%
	2019-20	(n= 811)	69%
UE05	2014-15	(n= 989)	70%
	2015-16	(n= 1028)	71%
	2016-17	(n= 1115)	73%
	2017-18	(n= 1184)	72%
	2018-19	(n= 1193)	74%
	2019-20	(n= 1241)	73%
UE06	2014-15	(n= 925)	64%
	2015-16	(n= 963)	64%
	2016-17	(n= 1011)	62%
	2017-18	(n= 1066)	64%
	2018-19	(n= 1156)	64%
	2019-20	(n= 1200)	65%
UE07	2014-15	(n= 1025)	57%
	2015-16	(n= 1007)	56%
	2016-17	(n= 1032)	57%
	2017-18	(n= 1087)	57%
	2018-19	(n= 1177)	56%
	2019-20	(n= 1267)	57%
UE08	2014-15	(n= 661)	47%
	2015-16	(n= 709)	47%
	2016-17	(n= 734)	47%
	2017-18	(n= 795)	49%
	2018-19	(n= 834)	52%
	2019-20	(n= 861)	52%
UE09	2014-15	(n= 178)	45%
	2015-16	(n= 185)	51%
	2016-17	(n= 192)	51%
	2017-18	(n= 200)	52%
	2018-19	(n= 242)	52%
	2019-20	(n= 274)	50%
UE10	2014-15	(n= 71)	38%
	2015-16	(n= 68)	35%
	2016-17	(n= 68)	37%
	2017-18	(n= 74)	45%
	2018-19	(n= 79)	43%
	2019-20	(n= 80)	48%

5.4 Gender & Occupational Group – Professional Services Staff

Figure 26 shows the proportion of female professional services staff across occupational groupings. Females are most highly represented in Administration roles and least represented in Information Technology roles.

Figure 26: Proportion of female staff, by Occupational Group, (excluding GH staff) 2018/19 and 2019/20. Only Job segments with populations greater than 100 are included.
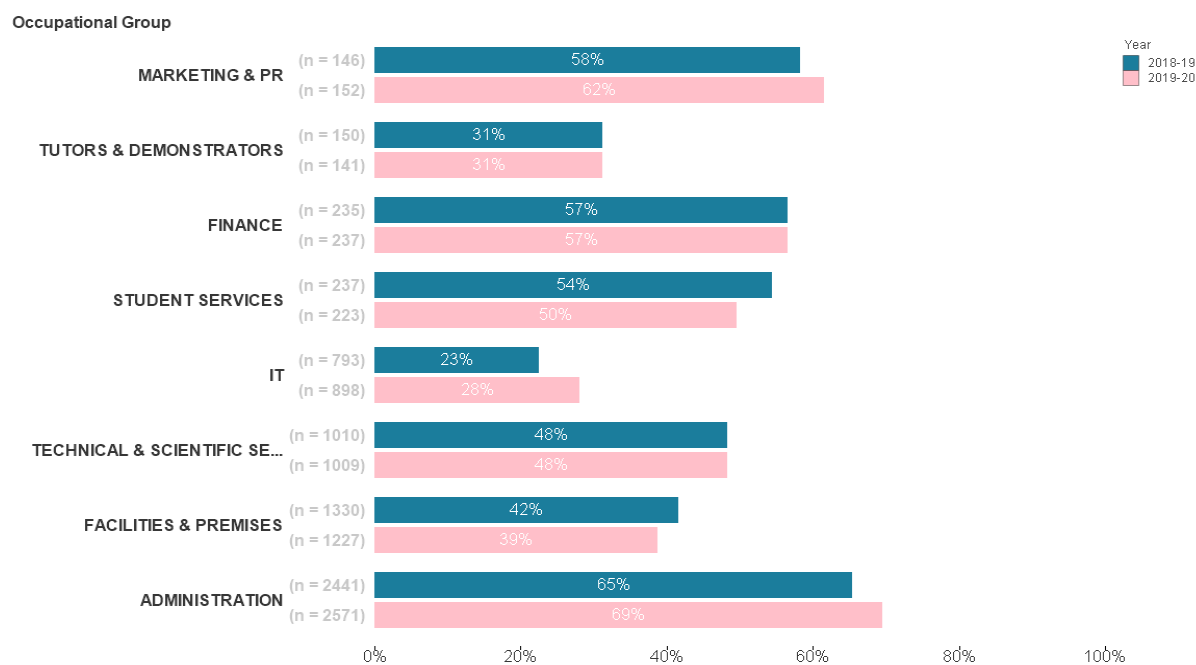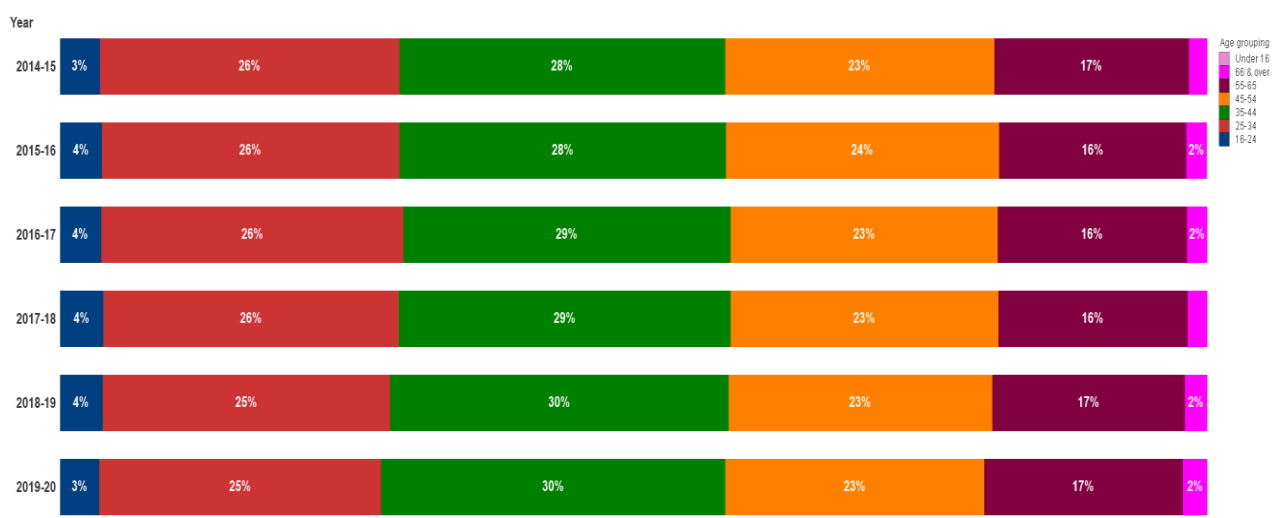

6   Age

6.1 Age Distribution by Year – Overall

Since the removal of the default retirement age the proportion of academic staff age 66 & over has remained static since 2014/15. Overall there is a balance in the spread of staff across the age groups 25-34 through 45-54 with a slightly lower proportion in the 55-65 age group.

Figure 27: Overall staff distribution across age groups, 2014/15 to 2019/20.

6.2 Age Distribution by Year – Academic Staff

Figure 28 shows the age distribution of academic staff. Similar to the overall age group, there is no significant change year on year to the proportion of academic staff in each age grouping.

Figure 28: Academic staff by age grouping, 2014/15 to 2019/20
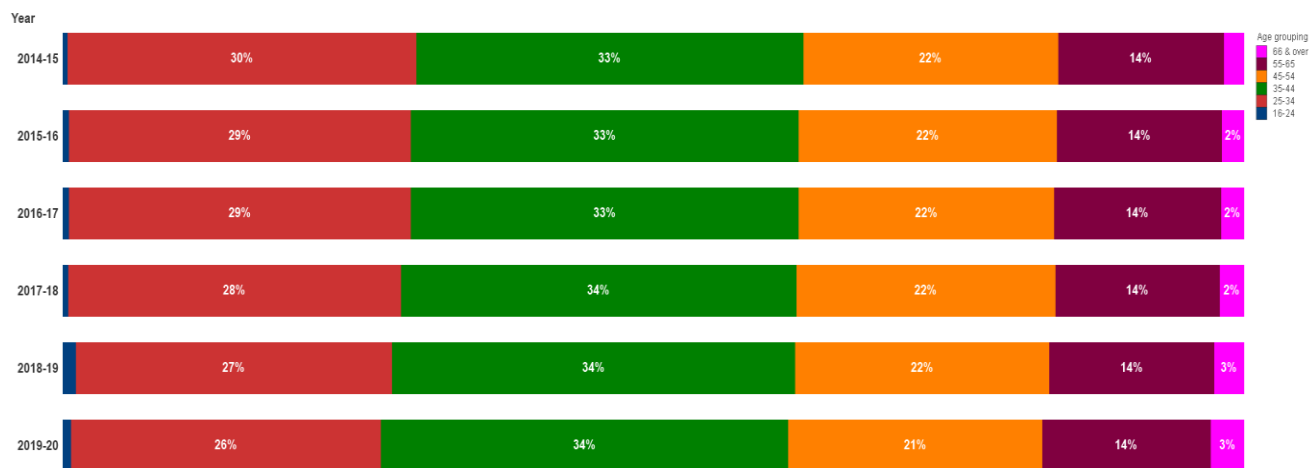
6.3 Age Distribution by Year – Professional Services Staff

Since the removal of the default retirement age the proportion of professional services staff age 66 & over has remained static year-on-year. However, overall there is a balance in the spread of staff across the age groups 25-34 through 55-65.

Figure 29: Age distribution of professional services staff, 2014/15 to 2019/20
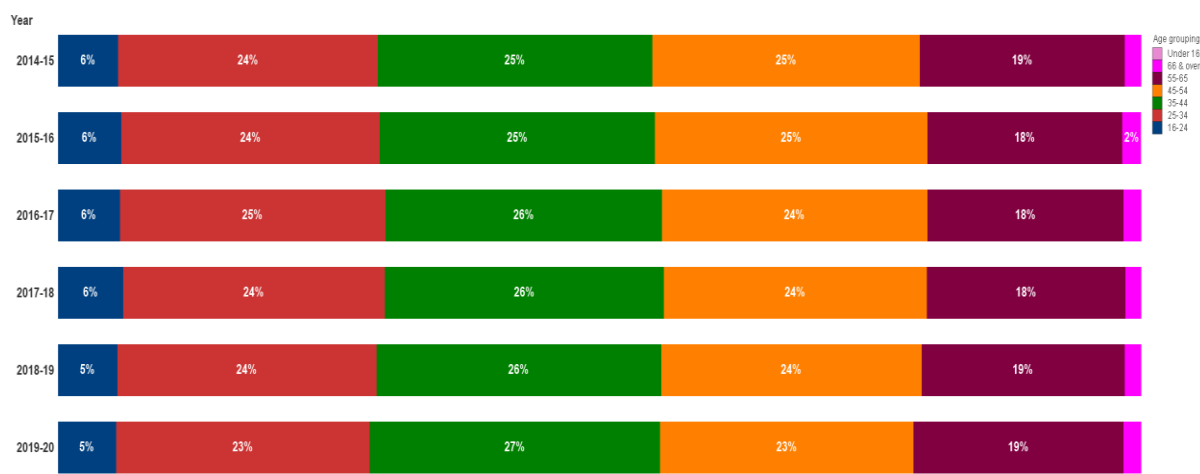
7   Other Protected Characteristics

We are pleased to note that disclosure rates for most other Protected Characteristics have continued to increase since the last report. The number of staff disclosing a disability remained the same number as the previous year, but proportionately 0.1% lower than the previous year. Overall, this increased disclosure helps the University to do as much it can to make the worklife experience for staff as fulfilling, supportive, and as inclusive as possible. Implementation of the new HR Core People & Money System, with its increased self-service function, should improve future disclosure rates.

7.1 Disability

In 2019/20, 495 staff (3.1%) disclosed a disability. Figure 30 shows the overall proportion of staff disclosing a disability from 2014/15 to 2019/20. The proportion of staff disclosing a disability is broadly in line with the benchmarking data for higher education in Scotland (3.8%, AdvanceHE statistical report 2020).

Figure 30: Proportion of all staff (including GH) disclosing a disability, 2014/15 to 2018/19
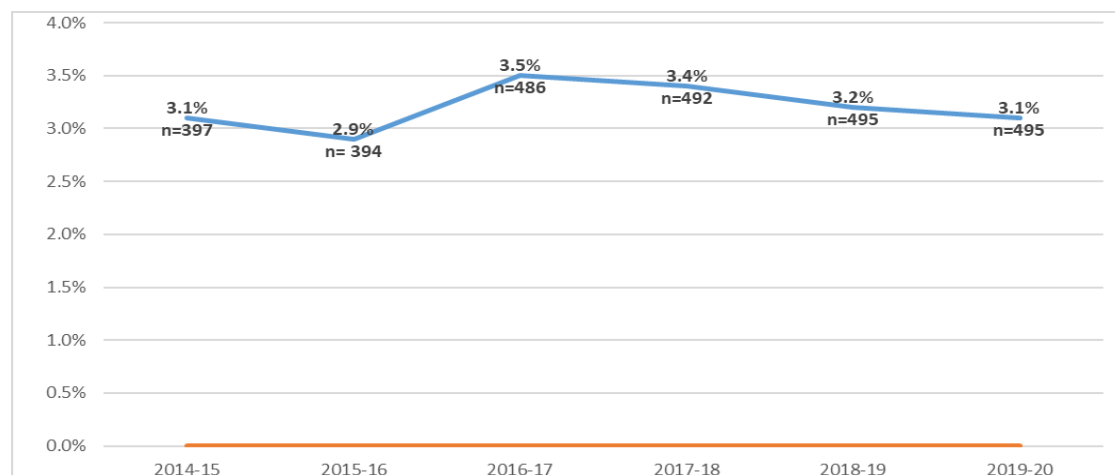

7.2 Religion and Belief

In 2019/20, 8223 (7760 in 2019/20) of all staff, including GH staff, disclosed their religion/belief. Of those who disclosed their religion/belief, 59% were of no religion, which is higher than the Scottish population (54%, 2011 census), and 17.5% higher than UK Higher Education Institutions data (AdvanceHE 2012 statistical report).

The proportion of staff declaring their religion as Christian 25.8% is markedly lower than the Scottish (57.9%) and City of Edinburgh (46.7%) 2011 census proportions, and lower than the AdvanceHE 2020statistical report data (31.9%). However the small proportions who declared as Muslim, Spiritual, Buddhist, Jewish, Sikh are broadly in line with the census and HESA data making

allowances for variability given the small numbers in each of these categories.   Figure 31 presents the proportion of staff in each category of Religion and Belief.

Figure 31: Proportion of staff of known Religion and Belief in each category, 2019/20.
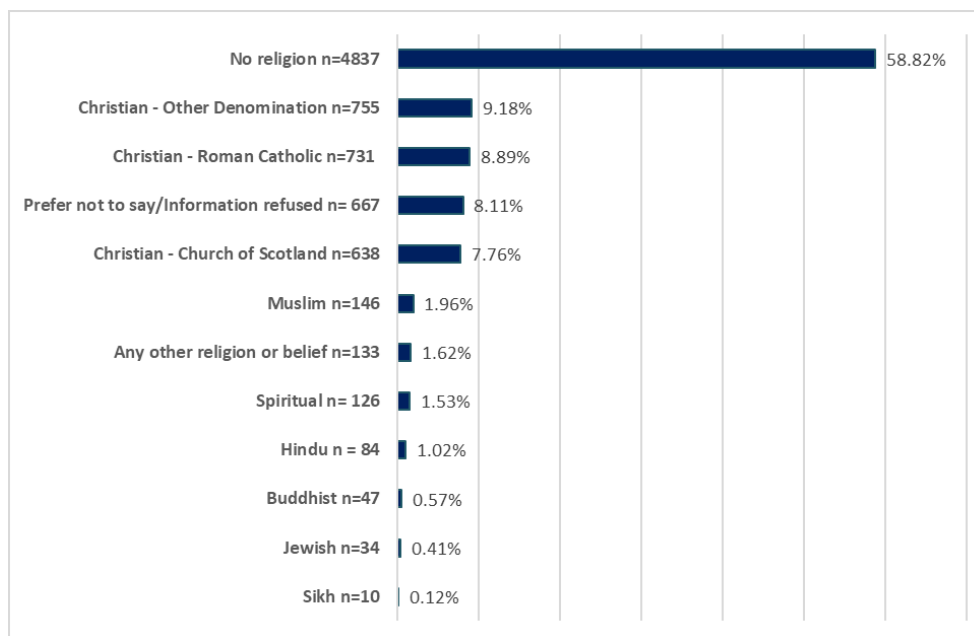
7.3 Sexual Orientation

In 2019/20 51.9% of staff (up from 50.4% in 2018/19) disclosed their sexual orientation.

Of those who did disclose, 83.0% were heterosexual. The proportion of our staff identifying themselves as Gay/Lesbian (3.7%) or Bisexual (2.5%) is significantly higher than the ONS 2018 Sexual Orientation UK data (Gay/Lesbian =1.4%; Bisexual= 0.9%) and higher than the UK Higher Education Institution data from the AdvanceHE 2020 statistical report (Gay/Lesbian = 3.1%; Bisexual=1.6%. Figure 32 below presents the proportion of UoE staff in each category of sexual orientation.

Figure 32: Proportion of staff of known sexual orientation in each category, 2019/20