

Equality, Diversity and Inclusion: Mainstreaming Report

Summary of Staff Data 2023

Introduction

At Edinburgh Napier University (ENU) we are committed to building as diverse a colleague base as we can, ensuring that our colleagues represent the students we teach and the communities we serve. We have around 1800 colleagues in Academic and Professional Services roles and are continually improving our recruitment processes and colleague engagement to ensure we can both attract and retain colleagues who are diverse and representative of our wider population.

The detailed breakdown of our colleague base is included in this appendix. It supports the University's obligations to publish staff equality monitoring data as part of the Public Sector Equality Duty (PSED) under the Equality Act 2010. The data presented is for each academic year (1 September – 31 August) of the last 2 years (2020-21; 2021-22).

The data has been gathered through different data systems, including the HR Equality & Diversity Dashboard from our Cognos system and MyHR, our HR system. It represents the current staff diversity information. The data presented shows members of staff on permanent or fixed-term contracts, but excludes casual contracts.

This report has been structured by the protected characteristics that we capture and shows data at each point of the colleague journey, from recruitment to leaving. In some instances colleagues haven't fully disclosed all their personal information with us but work is underway to encourage colleagues to do so which will result in richer data in the future.

In short, our staff data shows no real areas of under representation or concern but there are clearly areas of opportunity.

Overall, female colleagues continue to be in the majority at 56.3%, and 64.9% within Professional Services. By job grade we have a relatively equal split across all grades for females and males and our data is very much in line with Scottish and UK HE's. Our 2022 mean gender pay gap was 5.96% which is lower than the UK HE sector mean of 18.3%. We continue to ensure an equal gender split across all levels with a focus on more males within Professional Services.

In terms of Academic promotions, the data shows a close alignment between the success of female and male applicants. We see a very closely aligned split between the percentage of female and male applicants for vacancies at ENU over the period.

In terms of staff ethnicity, the number of minority ethnic applicants for vacancies has increased over the period which is extremely encouraging. The number of minority ethnic staff overall has increased and is currently 10% of the overall population, which compares with 10.3% for Scottish HE's and 16.1% for UK HE's.

In terms of promotions, we see a very close alignment for the numbers of successful promotions between minority ethnic and white staff.

We will continue our recruitment efforts to focus on methods of attracting even more minority ethnic applicants to ENU, particularly into Professional Services roles and encouraging existing minority ethnic staff to apply for promotion.

Religious belief data shows an increase in most categories over the period and a stable mix of beliefs across all staff.

Disability disclosed staff data for ENU is 8.3% which is equivalent to the average for other Scottish HE's at 8.5% and compares favourably with UK HE's at 6.8%.

We will continue to build on our fully inclusive and accessible recruitment process to support all prospective disabled applicants.

All age groups are represented within the University with the potential to look at recruiting more under 25s into professional services. The data also shows a higher than average over 55 population than in other Scottish and UK HE's so work is underway to ensure that Succession planning is being considered to plan for those who may chose to retire in the near future.

Numbers of staff disclosing as LGB/Heterosexual/Not stated has remained relatively stable over the period averaging at 5%, 65% and 30% respectively. We aim to improve this data set by encouraging more staff to feel confident to disclose this information.

We see a 95.7% maternity return rate over the period, suggesting we provide appropriate levels of support for mothers who want to return to ENU to continue their careers with us.

Encouraging colleagues to disclose their personal information will be a focus for us in the next reporting period as well as implementing improvements to our recruitment processes to allow us to continue to attract diverse candidates to Edinburgh Napier. A continued focus on placing equality, diversity and inclusion at the heart of our culture will also ensure that colleagues can thrive here regardless of their background and we will continue to be enriched by the diversity of perspectives that this brings.

Note: Where numbers are lower than 5, they have been changed to <5 to protect anonymity and in accordance with our data and privacy policy.

1. Age

1.1 Recruitment

We do not ask candidates for their date of birth on our application forms, therefore no data is available.

1.2 Staff breakdown

Tables show a breakdown of academic and professional services groups by age.

Academic staff at Edinburgh Napier University by age, 2020-21 to 2021-22

Academics	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
2020-21	<5	102	227	208	176	22	736
2021-22	<5	114	254	234	186	26	817

Professional Services staff at Edinburgh Napier University by age, 2020-21 to 2021-22

Prof Serv	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
2020-21	19	208	234	243	181	15	900
2021-22	29	244	237	233	185	21	949

All staff at Edinburgh Napier University by age, 2020-21 to 2021-22

All Staff	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
2020-21	20	310	461	451	357	37	1636
2021-22	32	358	491	467	371	47	1766

Proportion of academic staff under and over 55 at Edinburgh Napier University by age, 2020-21 to 2021-22

Academics	% under 55	% 55 and over
2020-21	73.1%	26.9%
2021-22	74.1%	25.9%

Proportion of professional services staff under and over 55 at Edinburgh Napier University by age, 2020-21 to 2021-22

Prof Serv	% under 55	% 55 and over
2020-21	78.2%	21.8%
2021-22	78.3%	21.7%

Proportion of all staff under and over 55 at Edinburgh Napier University by age, 2020-21 to 2021-22

All Staff	% under 55	% 55 and over
2020-21	75.9%	24.1%
2021-22	76.3%	23.7%

The data indicates that around a quarter of staff are aged 55 or above and this must be factored into our Workforce Planning. We recognise that our ageing population is higher than the sector norm and through our succession and workforce planning identifying any key risks to the University and what changes we may need to consider to our people policies and processes

Benchmark of staff over 55 from Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University, 2021-22

Age group	Edinburgh Napier	Scotland HEs	UK HEs
55 and over Academic	25.9%	16.5%	19.4%
55 and over Prof Serv	21.7%	20.3%	17.4%
55 and over All Staff	23.7%	18.5%	18.5%

Data for Scotland and UK from HESA 2021-22. Age data is 56+ for HESA.

1.3 Full-time / part-time

The tables show the breakdown of each age group of staff according to their contract types. “Other” refers to other contract types, which are annualised and guaranteed hours.

Breakdown of contract types in each age group at Edinburgh Napier University, 2020-21 to 2021-22

	Under 55			55 and over			Total
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	
2020-21	960	238	44	247	123	24	1636
2021-22	1042	248	58	268	127	23	1766

Proportion of staff in different contract types in each age group at Edinburgh Napier University, 2020-21 to 2021-22

	Under 55			55 and over		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2020-21	77.3%	19.2%	3.5%	62.7%	31.2%	6.1%
2021-22	77.3%	18.4%	4.3%	64.1%	30.4%	5.5%

1.4 Leavers

The tables show the number of staff leaving Edinburgh Napier University in the last two academic years, for all reasons including retirement, by age groups.

Number of academic staff leavers, by age groups, at Edinburgh Napier University, 2020-21 to 2021-22

Academics	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
2020-21	0	20	33	21	33	16	123
2021-22	<5	34	41	30	35	16	159

Number of professional services staff leavers, by age groups, at Edinburgh Napier University, 2020-21 to 2021-22

Prof Serv	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
2020-21	7	44	22	13	26	18	130
2021-22	18	58	46	35	28	13	198

Number of all staff leavers, by age groups, at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +	Total
2020-21	7	64	55	34	59	34	253
2021-22	21	92	87	65	63	29	357

Proportion of academic staff leavers, by age groups, at Edinburgh Napier University, 2020-21 to 2021-22

Academics	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +
2020-21	0.0%	16.3%	26.8%	17.1%	26.8%	13.0%
2021-22	1.9%	21.4%	25.8%	18.9%	22.0%	10.1%

Proportion of professional services staff leavers, by age groups, at Edinburgh Napier University, 2020-21 to 2021-22

Prof Serv	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +
2020-21	5.4%	33.8%	16.9%	10.0%	20.0%	13.8%
2021-22	9.1%	29.3%	23.2%	17.7%	14.1%	6.6%

Proportion of all staff leavers, by age groups, at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	under 25	25 – 34	35 – 44	45 – 54	55 – 64	65 +
2020-21	2.8%	25.3%	21.7%	13.4%	23.3%	13.4%
2021-22	5.9%	25.8%	24.4%	18.2%	17.6%	8.1%

2. Disability

2.1 Recruitment

As a member of the Disability Confident scheme, we aim to have a fully inclusive and accessible recruitment process and make every reasonable effort to provide or arrange necessary support and adaptations for those who need it.

We are able to offer and accept a manual application form (instead of online) if that is required to aid the application process, and we are able to accept only a CV for some roles too. If applicants wish to identify with the scheme, they can request reasonable adjustments during the interview process, for example:

- Ensuring we have full accessible interview spaces
- Changing the lighting or room layout as necessary
- Offering an alternative to a standard interview, for example a working interview or allowing extra time
- Allowing applicants to complete a written test using a computer

The table shows disability disclosure from all applicants to vacancies (both Academics and Professional Services) between November 2020 and August 2022.

All Applicants	Disability	No Disability	Not stated	Total	% Disability declared	% No disability declared
2020-21	403	3431	0	3834	10.5%	89.5%
2021-22	417	4205	0	4622	9.0%	91.0%

2.2 Staff Breakdown

The tables show the disability disclosure of all staff, including by gender, and highlighting our benchmark against other universities.

Number and proportion of disability disclosure for all staff at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Disability	No Disability	Not stated	Total	% Disability declared	% No disability declared
2020-21	124	1401	111	1636	7.6%	85.6%
2021-22	147	1572	47	1766	8.3%	89.0%

Benchmark of disability disclosure for all staff from Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University, 2021-22

	Edinburgh Napier	Scotland HEs	UK HEs
Disability Disclosed	8.3%	8.5%	6.8%

Data for Scotland and UK from HESA 2021-22

The data here shows that ENU has a higher number of staff who have disclosed disabilities than other UK and Scottish Universities which is a positive trend.

Disability disclosure by gender at Edinburgh Napier University, 2020-21 to 2021-22

Disability	Yes		No or not stated		Total
	Female	Male	Female	Male	
2020-21	76	48	845	667	1636
2021-22	91	56	903	716	1766

Proportion of disability disclosure by gender at Edinburgh Napier University, 2020-21 to 2021-22

	Female	Male
2020-21	8.3%	6.7%
2021-22	9.2%	7.3%

2.3 Full time- part time

The tables show the breakdown of disabled and non-disabled staff according to their contract types. "Other" refers to other contract types, which are annualised and guaranteed hours.

Breakdown of contract types by disability disclosure at Edinburgh Napier University, 2020-21 to 2021-22

	Disability			No disability or not stated		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2020-21	93	27	<5	1114	334	64
2021-22	111	27	9	1199	348	72

Proportion of staff in different contract types by disability disclosure at Edinburgh Napier University, 2020-21 to 2021-22

	Disability			No disability or not stated		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2020-21	75.0%	21.8%	3.2%	73.7%	22.1%	4.2%
2021-22	75.5%	18.4%	6.1%	74.1%	21.5%	4.4%

Figures remaining stable between 2020 – 2022.

2.4 Promotions

The table shows the comparative success rates in Academic Promotions between disabled and non-disabled applicants.

Academic Promotions applicants and success rates by disability status at Edinburgh Napier University, 2019-20 to 2021-22

All applicants	No disability - Applicants	No disability - Successful	Proportion	Disability declared - Applicants	Disability declared - Successful	Proportion
2019-20	31	17	54.8%	6	<5	33.3%
2020-21	47	18	38.3%	<5	<5	50.0%
2021-22	32	9	28.1%	<5	<5	66.7%
All Years Total	110	44	40.0%	13	6	46.2%

2.5 Leavers

The tables show the number of staff leaving Edinburgh Napier University in the last two academic years, for all reasons including retirement, by disability status.

Number of academic staff leavers, by disability status, at Edinburgh Napier University, 2020-21 to 2021-22

Academics	Disabled	Not Disabled	Unknown	Total
2020-21	9	107	7	123
2021-22	13	135	11	159

Number of professional services staff leavers, by disability status, at Edinburgh Napier University, 2020-21 to 2021-22

Prof Serv	Disabled	Not Disabled	Unknown	Total
2020-21	11	109	10	130
2021-22	15	168	15	198

Number of all staff leavers, by disability status, at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Disabled	Not Disabled	Unknown	Total
2020-21	20	216	17	253
2021-22	28	303	26	357

Proportion of academic staff leavers, by disability status, at Edinburgh Napier University, 2020-21 to 2021-22

Academics	Disabled	Not Disabled	Unknown
2020-21	7.3%	87.0%	5.7%
2021-22	8.2%	84.9%	6.9%

Proportion of professional services staff leavers, by disability status, at Edinburgh Napier University, 2020-21 to 2021-22

Prof Serv	Disabled	Not Disabled	Unknown
2020-21	8.5%	83.8%	7.7%
2021-22	7.6%	84.8%	7.6%

Proportion of all staff leavers, by disability status, at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Disabled	Not Disabled	Unknown
2020-21	7.9%	85.4%	6.7%
2021-22	7.8%	84.9%	7.3%

2.6 Return rates after disability leave

All employees who were absent from work due to disability returned to work.

Sickness absence due to disability, and return to work for staff at Edinburgh Napier University, 2020 to 2022

	2020	2021	2022
Number of disabled employees taking sickness absence due to disability	<5	11	16
Number of disabled employees returning to work following sickness due to disability	<5	11	16

3. Ethnicity

“Minority ethnic” refers to colleagues from a Black, Asian and other non-White ethnic backgrounds.

3.1 Recruitment

The table shows the breakdown from all applicants to vacancies (both Academics and Professional Services) between November 2020 and August 2022 by ethnicity.

All Applicants	Minority Ethnic	White	Not stated	Total	% Minority Ethnic	% White
2020-21	919	2635	280	3834	24.0%	68.7%
2021-22	1726	2566	330	4622	37.3%	55.5%

The number of minority ethnic applicants between 2020 and 2022 has increased by 88%, whilst the number of white applicants has lowered or remained relatively stable in comparison.

3.2 Staff Breakdown

The tables show the breakdown of all staff by ethnicity and highlights our benchmark against other universities.

All staff at Edinburgh Napier University by ethnicity, 2020-21 to 2021-22

All Staff	Minority Ethnic	White	Not stated	Total	% Minority Ethnic	% White
2020-21	132	1454	50	1636	8.1%	88.9%
2021-22	177	1533	56	1766	10.0%	86.8%

The number of minority ethnic staff has increased by 34% between 2020 – 2022 whilst white has increased by 5%.

Benchmark of staff ethnic groups with Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University, 2021-22

	Edinburgh Napier	Scotland HEs	UK HEs
Minority Ethnic staff	10.0%	10.3%	16.1%

Data for Scotland and UK from HESA 2021-22

3.3 Full-time / part-time

The tables show the breakdown of each ethnic group of staff according to their contract types. “Other” refers to other contract types, which are annualised and guaranteed hours.

Breakdown of contract types in each ethnic group at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Minority Ethnic			White			Not stated			Total
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	
2020-21	105	25	<5	1061	329	64	41	7	<5	1636
2021-22	143	25	9	1125	338	70	42	12	<5	1766

The number of minority ethnic full-time staff has increased by 36% and part-time remains stable. By comparison the number of white full-time staff increased by 6% and part-time remained stable

Proportion of staff in different contract types in each ethnic group at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Minority Ethnic			White		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2020-21	79.5%	18.9%	1.5%	73.0%	22.6%	4.4%
2021-22	80.8%	14.1%	5.1%	73.4%	22.0%	4.6%

3.4 Promotions

The table shows the comparative success rates in Academic Promotions between White and Minority Ethnic applicants.

Academic Promotions applicants and success rates by ethnicity at Edinburgh Napier University, 2019-20 to 2021-22

All applicants	White - Applicants	White - Successful	Proportion	Minority Ethnic - Applicants	Minority Ethnic - Successful	Proportion
2019-20	36	19	52.8%	<5	<5	50.0%
2020-21	43	18	41.9%	9	<5	33.3%
2021-22	30	8	26.7%	6	<5	50.0%
All Years Total	109	45	41.3%	19	8	42.1%

3.5 Leavers

The tables show the number of staff leaving Edinburgh Napier University in the last two academic years, for all reasons including retirement, by ethnicity.

Number of academic staff leavers, by ethnicity, at Edinburgh Napier University, 2020-21 to 2021-22

Academics	Asian	Black	Mixed	Other	White	Unknown	Total
2020-21	<5	5	<5	<5	102	9	123
2021-22	13	<5	6	<5	128	7	159

Number of professional services staff leavers, by ethnicity, at Edinburgh Napier University, 2020-21 to 2021-22

Prof Serv	Asian	Black	Mixed	Other	White	Unknown	Total
2020-21	<5	<5	<5	0	116	7	130
2021-22	5	<5	<5	0	184	<5	198

Number of all staff leavers, by ethnicity, at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Asian	Black	Mixed	Other	White	Unknown	Total
2020-21	7	7	<5	<5	218	16	253
2021-22	18	6	10	<5	312	10	357

Proportion of academic staff leavers, by ethnicity, at Edinburgh Napier University, 2020-21 to 2021-22

Academics	Minority Ethnic	White	Unknown
2020-21	9.8%	82.9%	7.3%
2021-22	15.1%	80.5%	4.4%

Proportion of professional services staff leavers, by ethnicity, at Edinburgh Napier University, 2020-21 to 2021-22

Prof Serv	Minority Ethnic	White	Unknown
2020-21	5.4%	89.2%	5.4%
2021-22	5.6%	92.9%	1.5%

Proportion of all staff leavers, by ethnicity, at Edinburgh Napier University, 2020-21 to 2021-22

All Staff	Minority Ethnic	White	Unknown
2020-21	7.5%	86.2%	6.3%
2021-22	9.8%	87.4%	2.8%

4. Gender

We are conscious that we continue to report using the term “gender” as opposed to “sex”. This is to reflect inclusive practices and is currently in alignment with the majority of the rest of the sector. Edinburgh Napier University aims to be inclusive of all genders, including trans and non-binary colleagues. However data reported here is mostly based on the sex category from our HR system, which currently only reports on “female” and “male” categories, due to external factors.

4.1 Recruitment

The table shows the breakdown from all applicants to vacancies (both Academics and Professional Services) between November 2020 and August 2022 by gender.

All Applicants	Female	Male	Not stated	Grand Total	% Female	% Male
2020-21	1976	1754	104	3834	51.5%	45.7%
2021-22	2237	2260	125	4622	48.4%	48.9%

Our system currently does not allow for an intersectional analysis of applicants by gender and grades.

4.2 Staff Breakdown

The tables show the breakdown of academics, professional services and all staff by gender, with a further breakdown by grades.

Academic staff at Edinburgh Napier University by gender, 2020-21 to 2021-22

Academics	Female	Male	Total	% Female	% Male
2020-21	343	393	736	46.6%	53.4%
2021-22	378	439	817	46.3%	53.7%

Professional Services staff at Edinburgh Napier University by gender, 2020-21 to 2021-22

Prof Serv	Female	Male	Grand Total	% Female	% Male
2020-21	578	322	900	64.2%	35.8%
2021-22	616	333	949	64.9%	35.1%

All staff at Edinburgh Napier University by gender, 2020-21 to 2021-22

All Staff	Female	Male	Grand Total	% Female	% Male
2020-21	921	715	1636	56.3%	43.7%
2021-22	994	772	1766	56.3%	43.7%

Despite significant increase in staff numbers between 2020 – 2022 the percentage split between males and females remains very stable with a majority of females.

All staff at Edinburgh Napier University by gender and by grades, 2021-22

Employee Group	Academics		Prof Serv		Total by Grade
	Female	Male	Female	Male	
Grade 1	0	0	8	5	13
Grade 2	0	0	63	51	114
Grade 3	0	0	179	58	237
Grade 4	12	14	115	75	216
Grade 5	61	67	137	78	343
Grade 6	212	240	77	39	568
Grade 7	55	71	27	10	163
Senior Management Grade 8 +					
Grade 8	15	23	6	7	51
Grade 9	8	12	0	5	25
Grade 10	8	8	<5	<5	19
Offscale	7	<5	<5	<5	17
Totals by Gender	378	439	616	333	1766

Distribution of staff by grade for each gender, and each staff category at Edinburgh Napier University, 2021-22

Employee Group	Academic		Prof Serv	
	Female	Male	Female	Male
Grade 1	0.0%	0.0%	1.3%	1.5%
Grade 2	0.0%	0.0%	10.2%	15.3%
Grade 3	0.0%	0.0%	29.1%	17.4%
Grade 4	3.2%	3.2%	18.7%	22.5%
Grade 5	16.1%	15.3%	22.2%	23.4%
Grade 6	56.1%	54.7%	12.5%	11.7%
Grade 7	14.6%	16.2%	4.4%	3.0%
Senior Management Grade 8 +				
Grade 8	4.0%	5.2%	1.0%	2.1%
Grade 9	2.1%	2.7%	0.0%	1.5%
Grade 10	2.1%	1.8%	0.3%	0.3%
Offscale	1.9%	0.9%	0.3%	1.2%

Benchmark of staff by gender groups with Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University, 2021-22

	Edinburgh Napier		Scotland HEs		UK HEs	
Gender	Female	Male	Female	Male	Female	Male
Academics	46.3%	53.7%	46.6%	53.4%	47.8%	52.0%
Prof Serv	64.9%	35.1%	62.5%	37.5%	62.6%	37.3%
All staff	56.3%	43.7%	54.8%	45.2%	54.5%	45.4%

Data for Scotland and UK from HESA 2021-22. A small proportion of staff have declared “other” as their gender (<0.2%).

4.3. Leadership teams

Leadership teams across the University are gender balanced.

Membership of leadership teams by gender, Edinburgh Napier University, October 2022

	Female	Male	Total
University Court	11	13	24
University Leadership Team	4	3	7
Senior Leadership Team	9	8	17

Currently the numbers of men and women in leadership teams at ENU is very well balanced.

4.4. Full-time/part-time

The tables show the breakdown of female and male staff according to their contract types. “Other” refers to other contract types, which are annualised and guaranteed hours.

Breakdown of contract types by gender at Edinburgh Napier University, 2020-21 to 2021-22

	Female			Male			Total
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	
2020-21	614	262	45	593	99	23	1636
2021-22	675	266	53	635	109	28	1766

Proportion of staff in different contract types by gender at Edinburgh Napier University, 2019-20 to 2021-22

	Female			Male		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2020-21	66.7%	28.4%	4.9%	82.9%	13.8%	3.2%
2021-22	67.9%	26.8%	5.3%	82.3%	14.1%	3.6%

Whilst actual numbers are increasing the percentage splits remain stable between males and females.

4.5. Promotions

The table shows the comparative success rates in Academic Promotions between male and female applicants.

Academic Promotions applicants and success rates by gender at Edinburgh Napier University, 2019-20 to 2021-22

All applicants	Female - Applicants	Female - Successful	Proportion	Male - Applicants	Male - Successful	Proportion
2019-20	20	10	50.0%	22	11	50.0%
2020-21	25	10	40.0%	31	14	45.2%
2021-22	16	<5	18.8%	22	9	40.9%
All Years Total	61	23	37.7%	75	34	45.3%

4.6. Leavers

The tables show the number of staff leaving Edinburgh Napier University in the last two academic years, for all reasons including retirement, by gender.

Number of staff leavers, by gender and staff groups, at Edinburgh Napier University, 2020-21 to 2021-22

	Academics			Prof Serv			All Staff		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2020-21	65	58	123	80	50	130	145	108	253
2021-22	82	77	159	118	80	198	200	157	357

Proportion of staff leavers, by gender and staff groups, at Edinburgh Napier University, 2020-21 to 2021-22

	Academics		Professional Services		All Staff	
	Female	Male	Female	Male	Female	Male
2020-21	52.8%	47.2%	61.5%	38.5%	57.3%	42.7%
2021-22	51.6%	48.4%	59.6%	40.4%	56.0%	44.0%

5. Religion and belief

For this section, we focus on the 5 larger response numbers, which are No Belief; Not stated; Christian; Agnostic; Muslim. Due to low numbers, other religions have been regrouped under "Other": Buddhist; Hindu; Jewish; Sikh; Other.

5.1 Recruitment

The tables show the declared religions or beliefs of all applicants to vacancies (both Academics and Professional Services) between November 2020 and August 2022.

Religions or beliefs of job applicants at Edinburgh Napier University, 2020-21 and 2021-22

All Applicants	No Belief	Not stated	Christian	Agnostic	Muslim	Other	Grand Total
2020-21	1440	488	973	302	317	314	3834
2021-22	1651	551	1113	246	575	486	4622

Distribution of job applicants by their religion or belief at Edinburgh Napier University, 2020-21 and 2021-22

All Applicants %	No Belief	Not stated	Christian	Agnostic	Muslim	Other
2020-21	31.2%	10.6%	21.1%	6.5%	6.9%	6.8%
2021-22	35.7%	11.9%	24.1%	5.3%	12.4%	10.5%

5.2 Staff breakdown

The tables show the breakdown of all staff by their religion or belief.

All staff at Edinburgh Napier University by religion, 2020-21 to 2021-22

All Staff	No Belief	Not stated	Christian	Agnostic	Muslim	Other	Total
2020-21	689	445	390	43	26	43	1636
2021-22	786	416	410	59	36	59	1766

Proportion of all staff in each religion or belief group at Edinburgh Napier University, 2020-21 to 2021-22

ALL %	No Belief	Not stated	Christian	Agnostic	Muslim	Other
2020-21	42.1%	27.2%	23.8%	2.6%	1.6%	2.6%
2021-22	44.5%	23.6%	23.2%	3.3%	2.0%	3.3%

6. Sexual Orientation

In this section, LGB refers to Lesbian, Gay, Bisexual. They have been aggregated to show the proportion of people declaring a sexual orientation other than heterosexual.

6.1 Recruitment

The tables show the sexual orientation of all applicants to vacancies (both Academics and Professional Services) between November 2020 and August 2022.

Sexual orientation of job applicants at Edinburgh Napier University, 2020-21 and 2021-22

All Applicants	Bisexual	Gay	Lesbian	Heterosexual	Not stated	Total
2020-21	254	119	43	2879	539	3834
2021-22	307	111	45	3444	715	4622

Sexual orientation of job applicants at Edinburgh Napier University, 2020-21 and 2021-22

All Applicants %	LGB	Heterosexual	Not stated
2020-21	10.9%	75.1%	14.1%
2021-22	10.0%	74.5%	15.5%

6.2 Staff Breakdown

Tables show the number and the proportion of staff according to the sexual orientation they disclosed.

All staff at Edinburgh Napier University by sexual orientation, 2020-21 to 2021-22

All Staff	Bisexual	Gay	Lesbian	Heterosexual	Not stated	Total
2020-21	31	37	14	1064	490	1636
2021-22	36	37	19	1210	464	1766

Proportion of all staff by sexual orientation at Edinburgh Napier University, 2020-21 to 2021-22

All Staff %	LGB	Heterosexual	Not stated
2020-21	5.0%	65.0%	30.0%
2021-22	5.2%	68.5%	26.3%

7. Trans status and gender re-assignment

A small number of staff have disclosed that their gender is different to the gender originally assigned at birth but numbers have not been disclosed as there are less than 5. Edinburgh Napier University aims to be inclusive of all genders, including trans and non-binary colleagues.

8. Learning and Development

All members of staff have to undertake an annual online training module on Equality, Diversity and Inclusion in the workplace. Completion numbers are shown in the table below.

Number of staff who completed the annual online training on EDI at Edinburgh Napier University, 2020-21 to 2021-22

Academic year	Completion
2020-21	690
2021-22	940

The training is available on our partner's website and therefore information on protected characteristics of staff is not available.

Alongside the online self-service training course, Edinburgh Napier University offers workshops open to all staff interested in learning more about Equality, Diversity and Inclusion. Completion numbers are shown in the table below.

Number of staff who completed an EDI workshop at Edinburgh Napier University, 2020-21 to 2021-22

Academic year	Completion
2020-21	20
2021-22	24

The Department of Learning and Teaching have organised a series of online workshops around inclusion, teaching and curriculum management between May and June 2022. The titles of courses are listed below.

Introducing Anti-Racist Curricula
Embedding Mental Health and Wellbeing
Dealing with Difficult Conversations in the Classroom
Supporting Dyslexic Students (and other Specific Learning Difficulties)
Inclusive Classroom Management
Disability in Curricula
Teaching Sensitive Topics
Supporting Neurodivergent Students
LGBTQIA Inclusion in the Classroom
Supporting Disabled Students

A workshop for academic women interested in applying to the Academic Promotions framework was organised in Autumn 2021 and 29 people attended.

9. Pregnancy and Maternity

Maternity return rates

The table shows the maternity return rates over the last three academic years. It highlights the number of staff who were on maternity leave over the period, the number of staff who left Edinburgh Napier University at the end of their leave and the proportion of staff who returned after their leave.

Maternity return rates at Edinburgh Napier University, 2020-21 to 2021-22

Staff on maternity leave	Total	Leavers	% Returners
2020-21	23	<5	95.7%
2021-22	31	<5	95.7%

10. Grievances

Data in this section is recorded by calendar year.

Category	2020	2021	2022
Number of Grievances Raised	2	3	2
Number of Grievances due to Bullying or Harassment	0	1	2
Number of Disciplinary cases Raised	3	5	2
Number of Disciplinary cases resulting in disciplinary action	0	4	1
Number of Disciplinary cases due to Bullying or Harassment	1	2	0
Dismissals	0	1	1