

Staff EDI data public report – data and visualisations

1. Notes and Definitions

The data used in this report are snapshots of the staff dataset hosted in the University's Enterprise Data Warehouse (EDW) for strategic reporting. This is a new system available to the University, and combines historic data from the previous HR database with data from the new People and Money System. 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 the latest available snapshot (for July 2022), however, we have also provided data from snapshots from the previous four academic years.

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. Where a percentage calculation has an underlying numerator of 10 or less, calculation outputs are not provided to reduce risk of staff re-identification.

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, guaranteed hours status, grade band and whether the staff member's primary assignment is considered to be Academic or Professional Services. Clinical staff are included in the Academic Staff population.

Figures are provided at the University level only, rather than breaking down into smaller organisation 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 contracts.

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 (110) and these are excluded from the reporting.

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.

2. Staff Headcount

2.1. Headcount – Overall

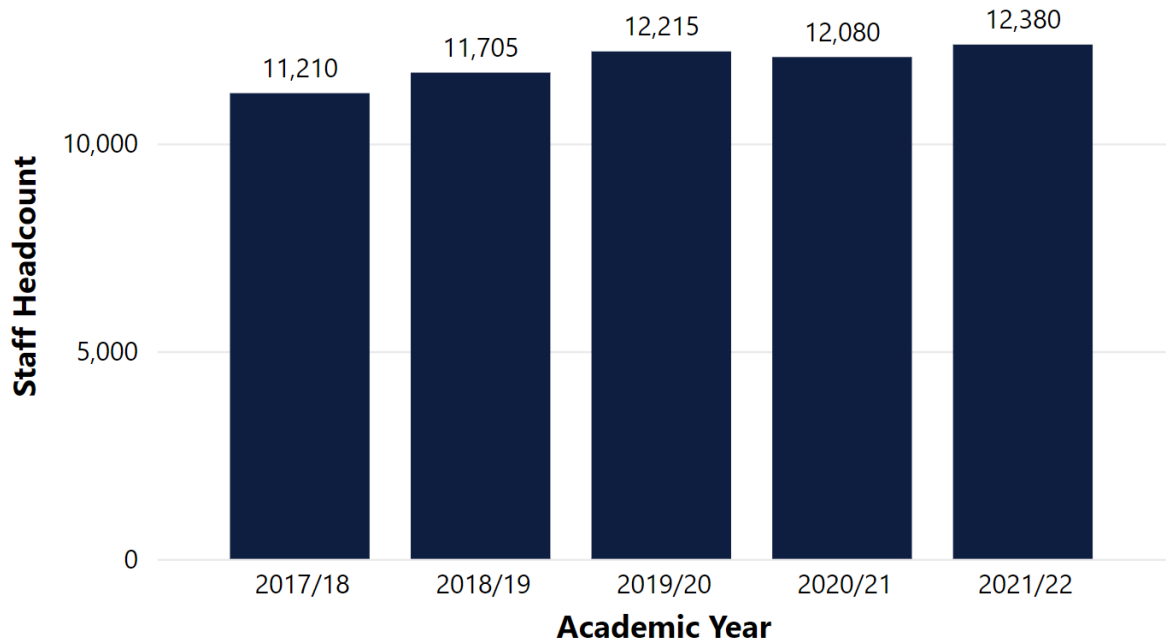


Figure SF2.1: Overall staff headcount. Excludes staff on guaranteed hours.

2.2. Headcount – Academic and Professional Services Staff

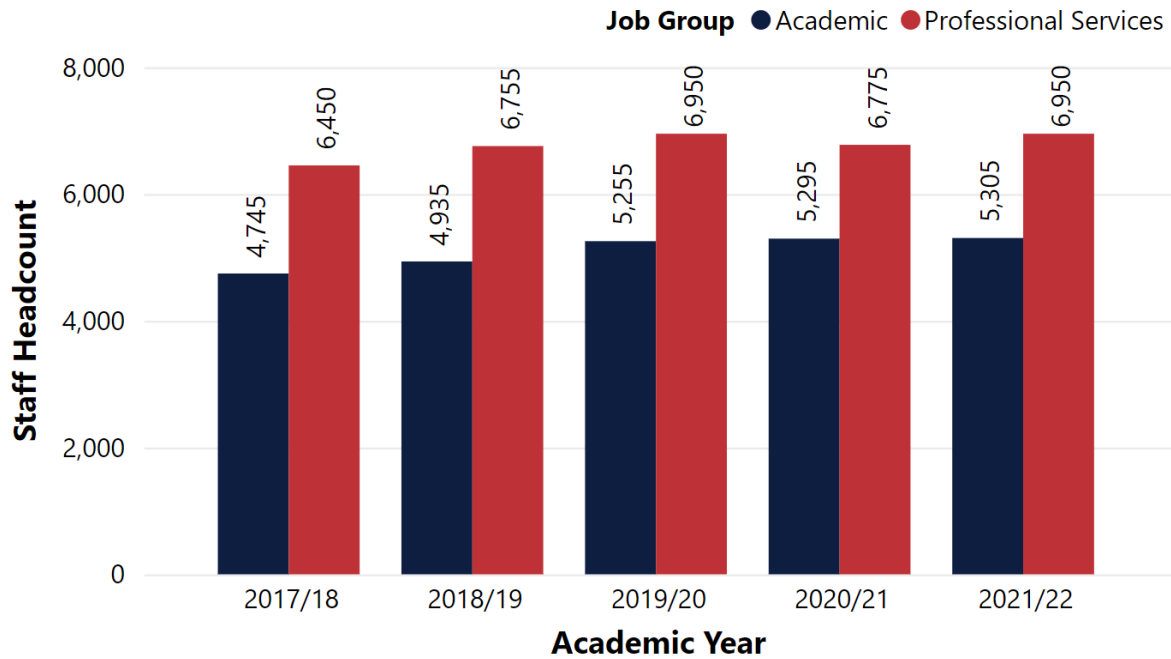


Figure SF2.2: Staff headcount by job group. Excludes staff on guaranteed hours. Excludes staff with unknown job groups (120).

2.3. Headcount – Assignment Category

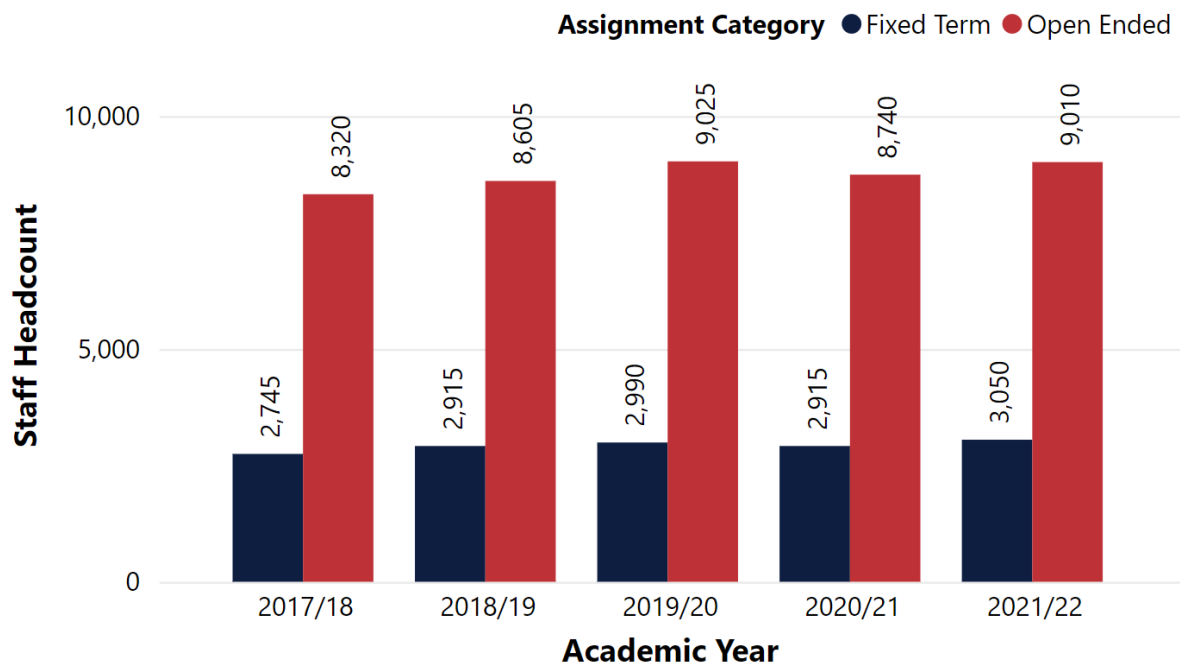


Figure SF2.3: Staff headcount by assignment category. Excludes staff on guaranteed hours. Excludes staff with any other or unknown assignment category (315).

2.4. Headcount - Grade

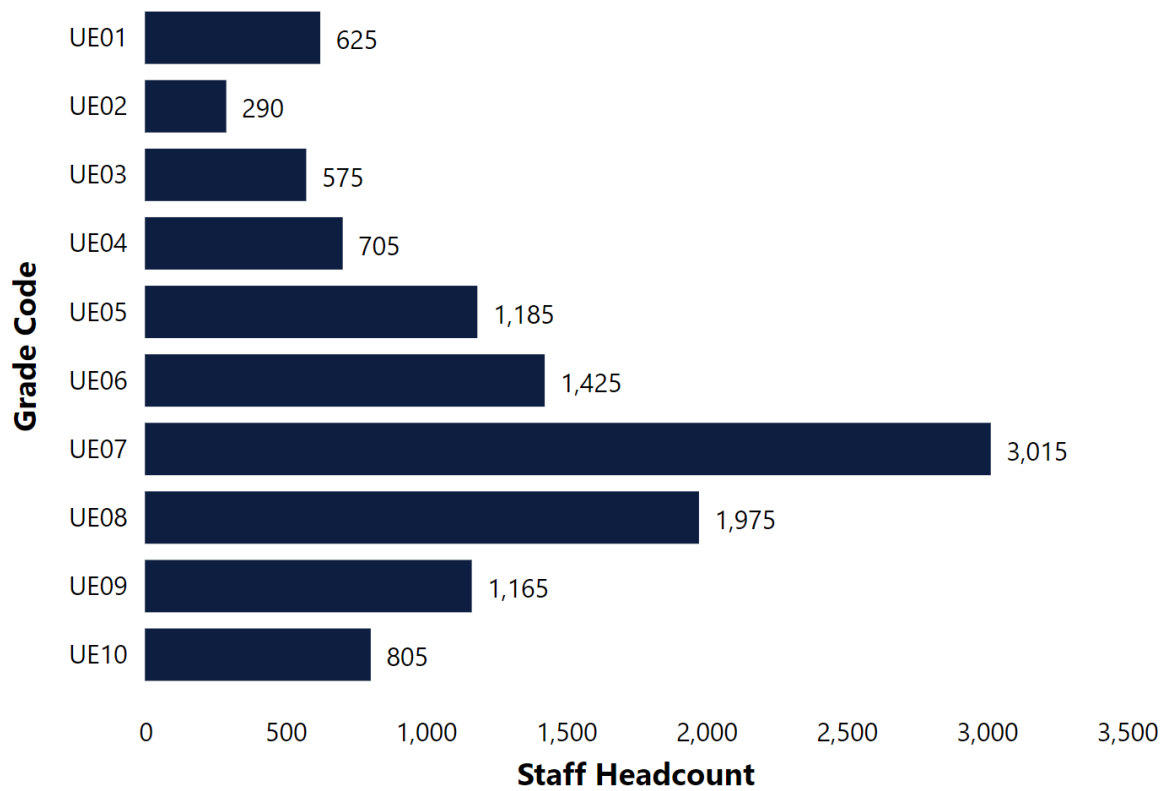


Figure SF2.4: 2021/22 staff headcount by grade. Excludes staff on guaranteed hours. Excludes staff not on UE grades (620 staff excluded).

2.5. Headcount – Guaranteed Hours Staff

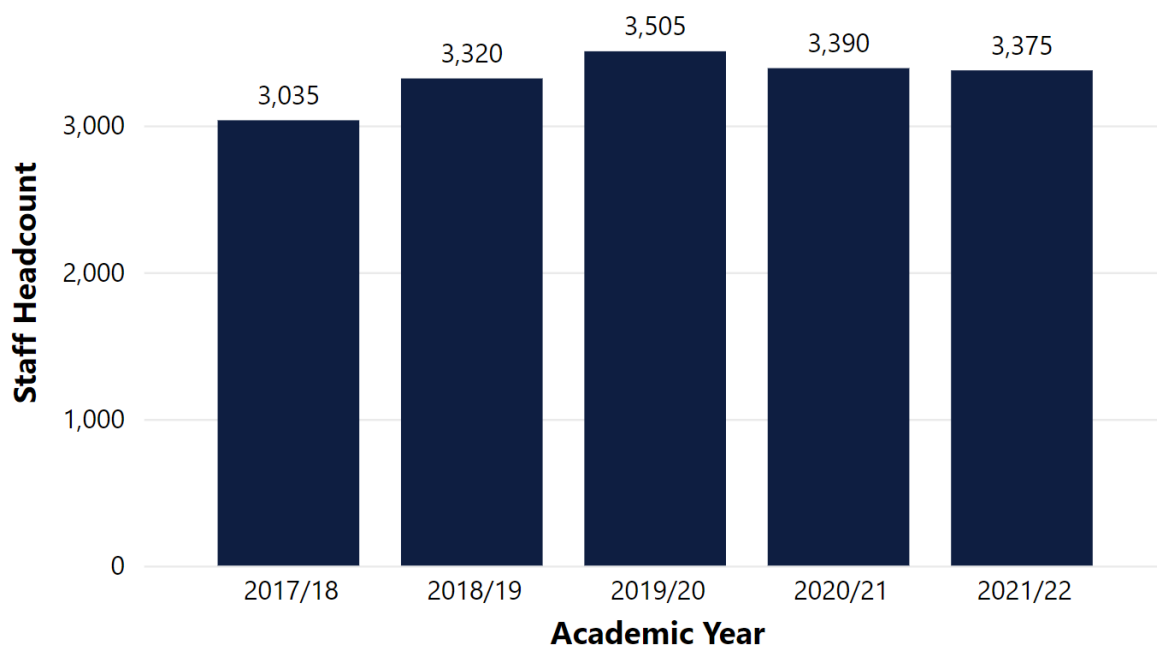


Figure SF2.5: 2021/22 guaranteed hours staff headcount. The largest group within the guaranteed hours staff population are Grade 6 Academic staff (2155 in 2021/22).

3. Staff Ethnicity

3.1. Ethnicity of Staff by Nationality Grouping

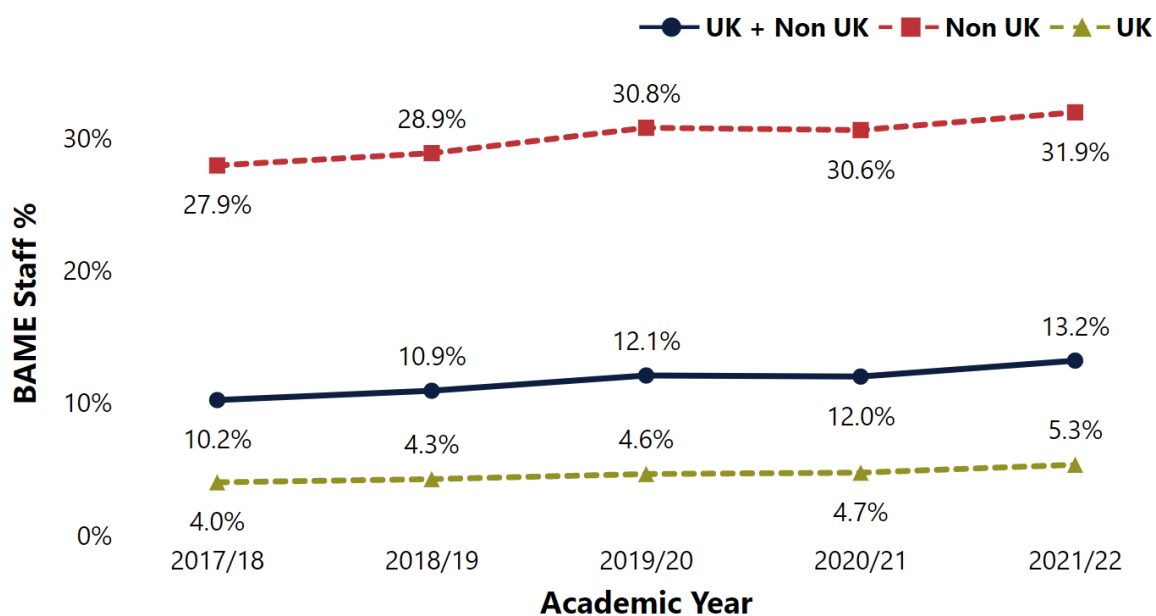


Figure SF3.1.1: Percentage of staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted red and yellow lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included.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

of staff with unknown ethnicity and/or nationality grouping = 1,235 for 2021/22. Headcount of staff who have chosen not to provide ethnicity data = 1,160 for 2021/22

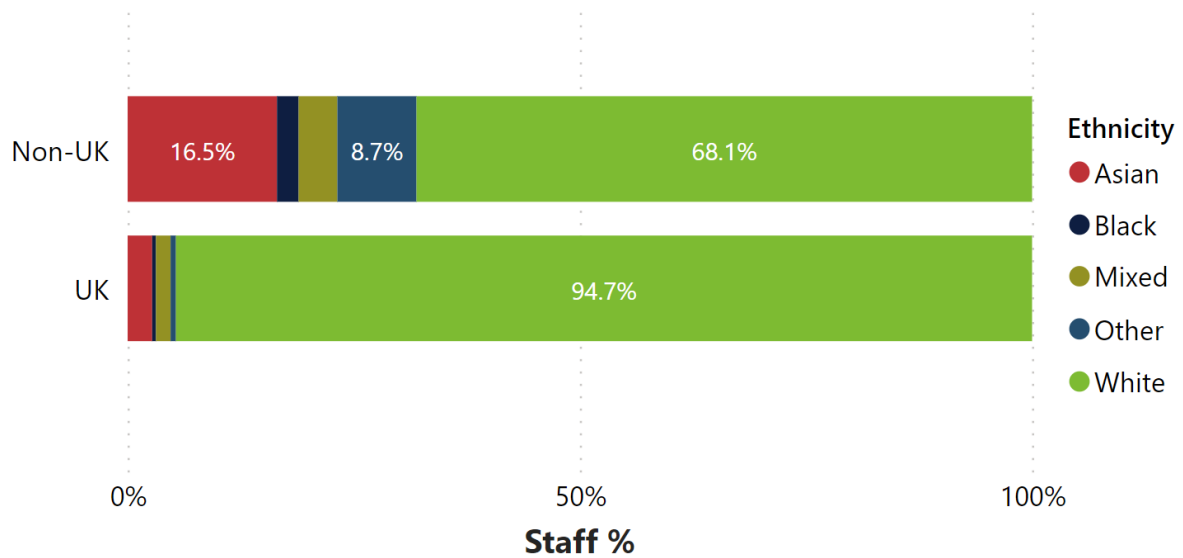


Figure SF3.1.2: For 2021/22, percentage of staff per ethnicity group by nationality. Staff on guaranteed hours not included.

3.2. Ethnicity of Academic Staff by Nationality Grouping

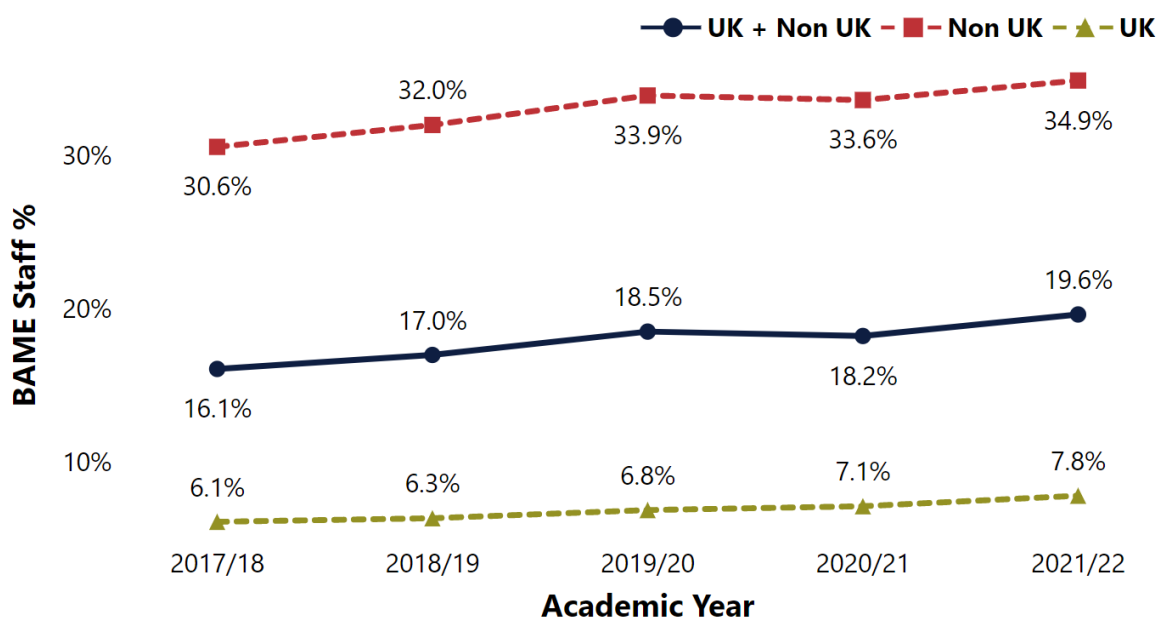


Figure SF3.2.1: Percentage of academic staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted red and green lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 515 for 2021/22. Headcount of staff who have chosen not to provide ethnicity data = 550 for 2021/22

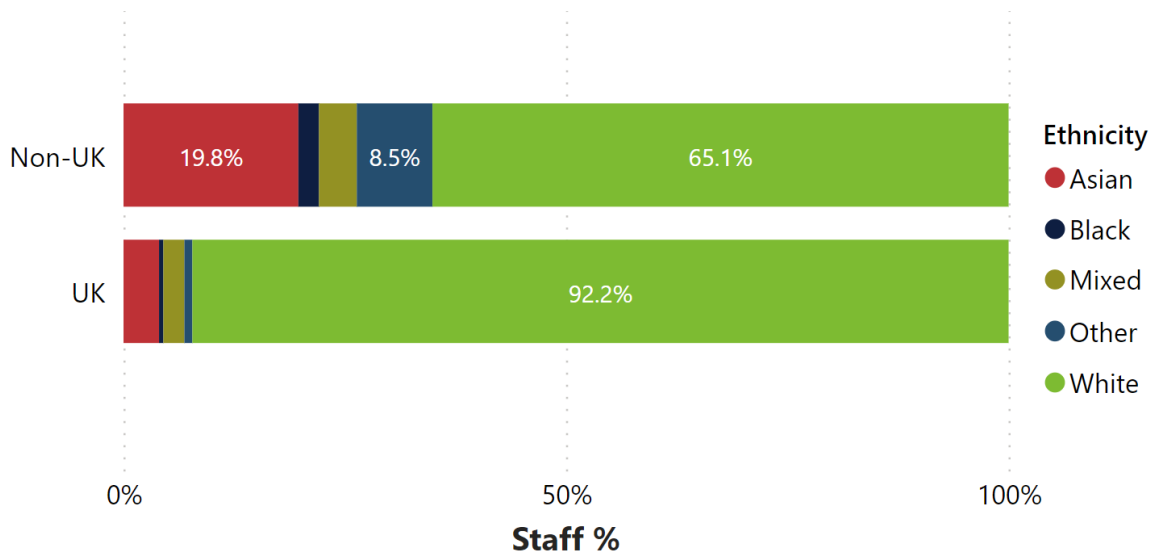


Figure SF3.2.2: For 2021/22, percentage of academic staff per ethnicity group by nationality. Staff on guaranteed hours not included.

3.3. Ethnicity of Professional Services Staff by Nationality Grouping

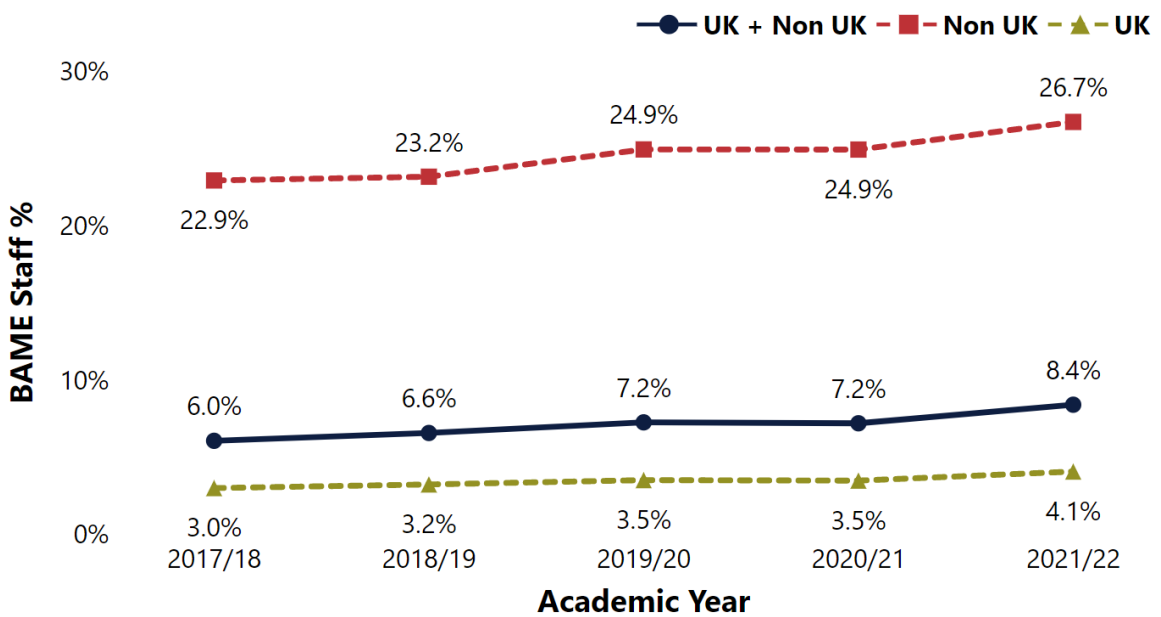


Figure SF3.3.1: Percentage of professional services staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted red and yellow lines are the percentages by nationality grouping (UK and Non-UK respectively). Staff on guaranteed hours are not included. Headcount of staff with unknown ethnicity and/or nationality grouping = 650 for 2021/22. Headcount of staff who have chosen not to provide ethnicity data = 600 for 2021/22

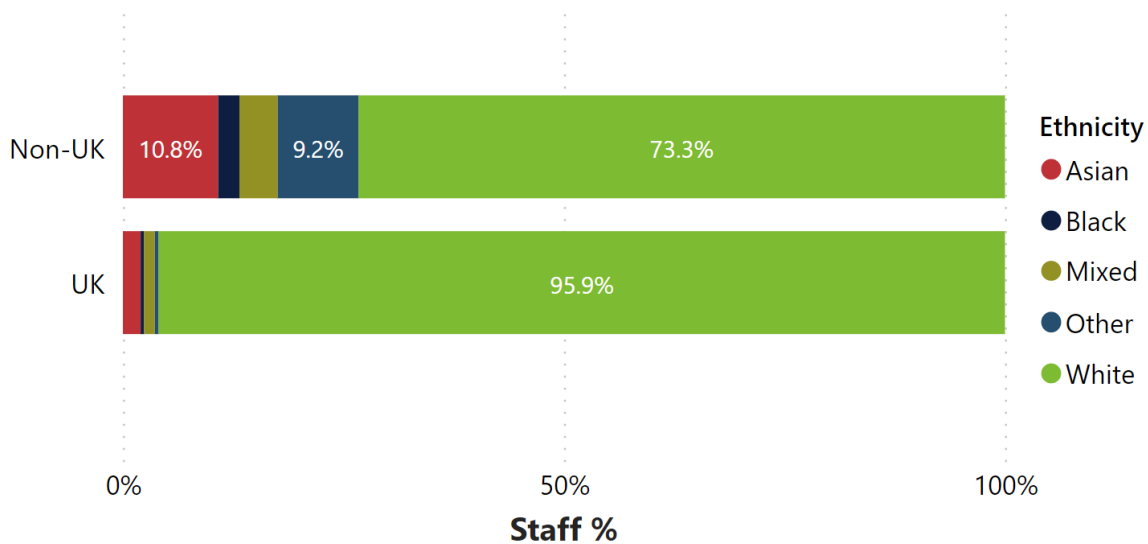


Figure SF3.3.2: For 2021/22, percentage of professional services staff per ethnicity group by nationality. Staff on guaranteed hours not included.

3.4. Ethnicity of Guaranteed Hours Staff by Nationality Grouping

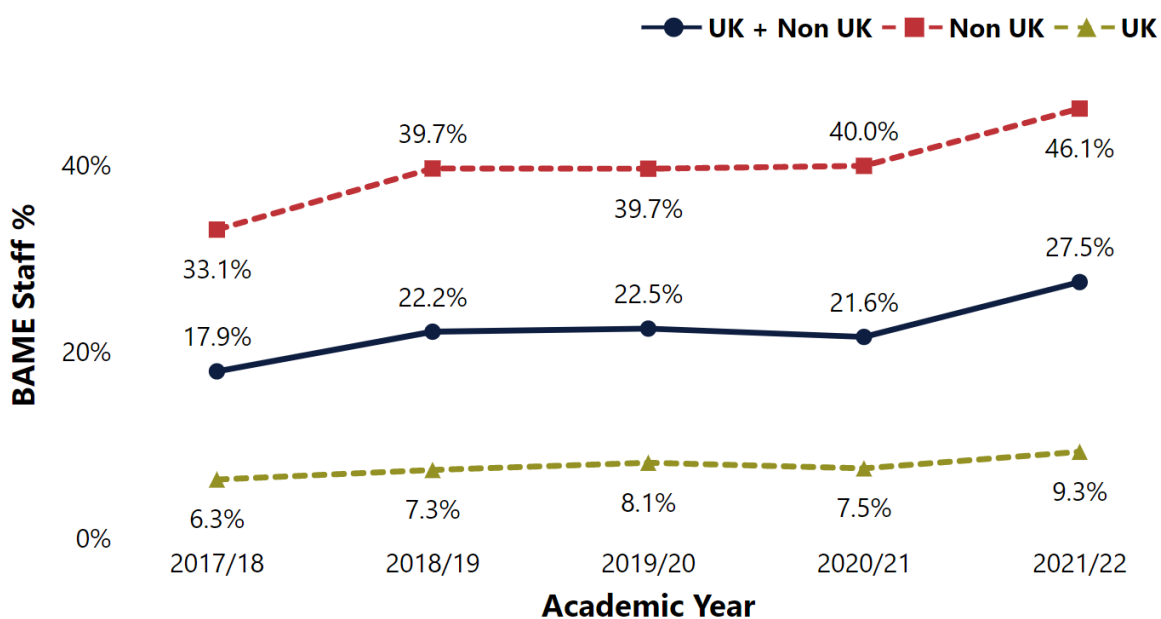


Figure SF3.4.1: Percentage of guaranteed hours staff with a Black, Asian and/or Minority ethnicity. The overall percentage for the University is given by the solid blue line. The dotted red and yellow lines are the percentages by nationality grouping (UK and Non-UK respectively). Headcount of staff with unknown ethnicity = 990 for 2021/22. Headcount of staff who have chosen not to provide ethnicity data = 450 for 2021/22

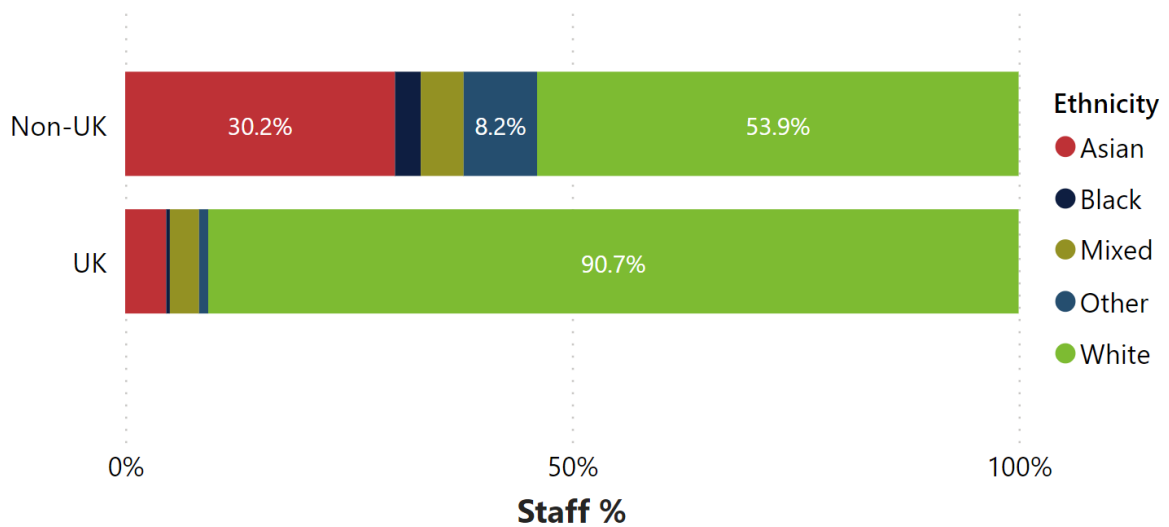


Figure SF3.4.2: For 2021/22, percentage of staff on guaranteed hours per ethnicity group by nationality.

3.5. Ethnicity and Fixed Term Contract Type – Academic Staff

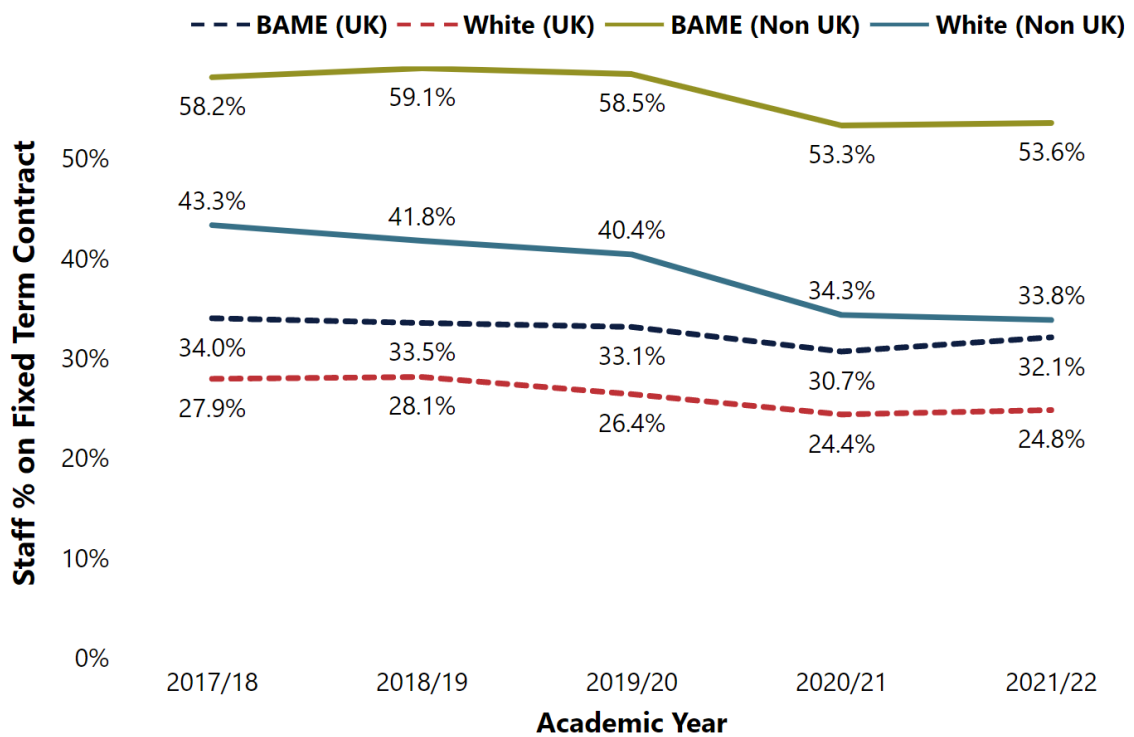


Figure SF3.5: Percentage of academic staff on a fixed term contract, by ethnicity and nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 410 for 2021/22. Headcount of fixed term staff who have chosen not to provide ethnicity data = 175 for 2021/22

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

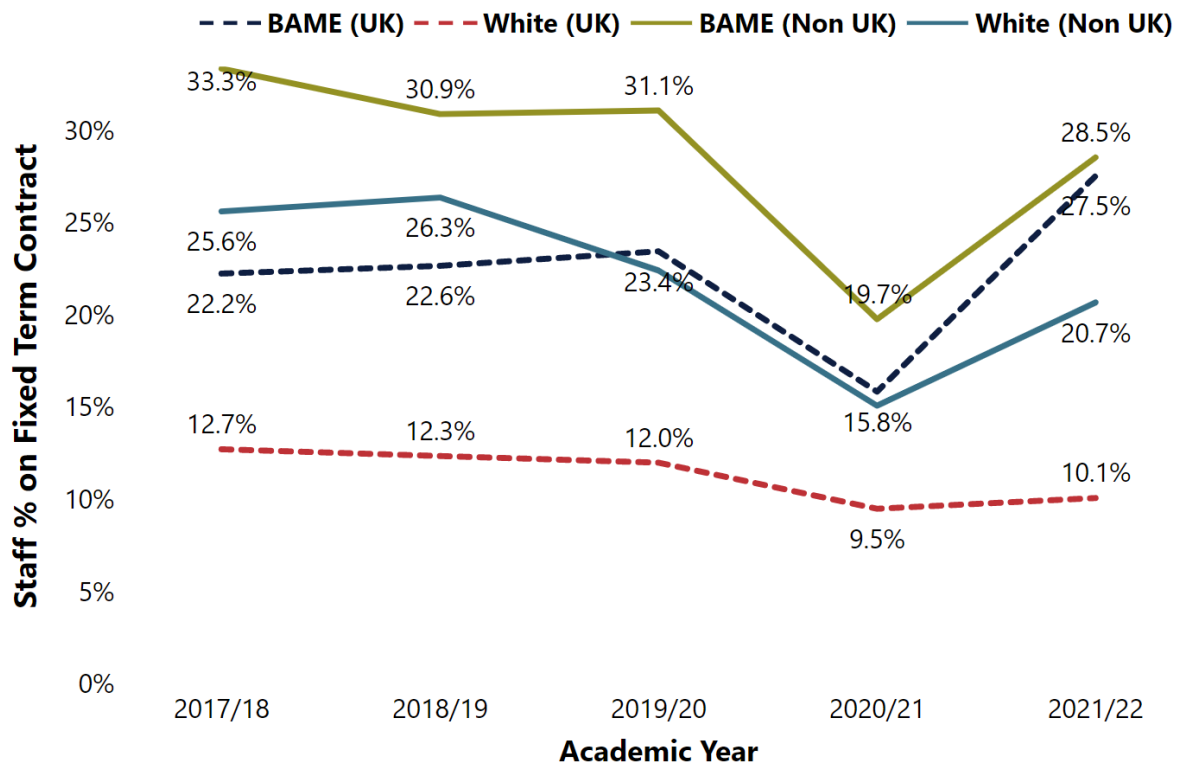


Figure SF3.6: Percentage of academic staff on a fixed term contract, by ethnicity and nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 270 for 2021/22. Headcount of fixed term staff who have chosen not to provide ethnicity data = 55 for 2021/22

3.7. Nationality and Contract Type

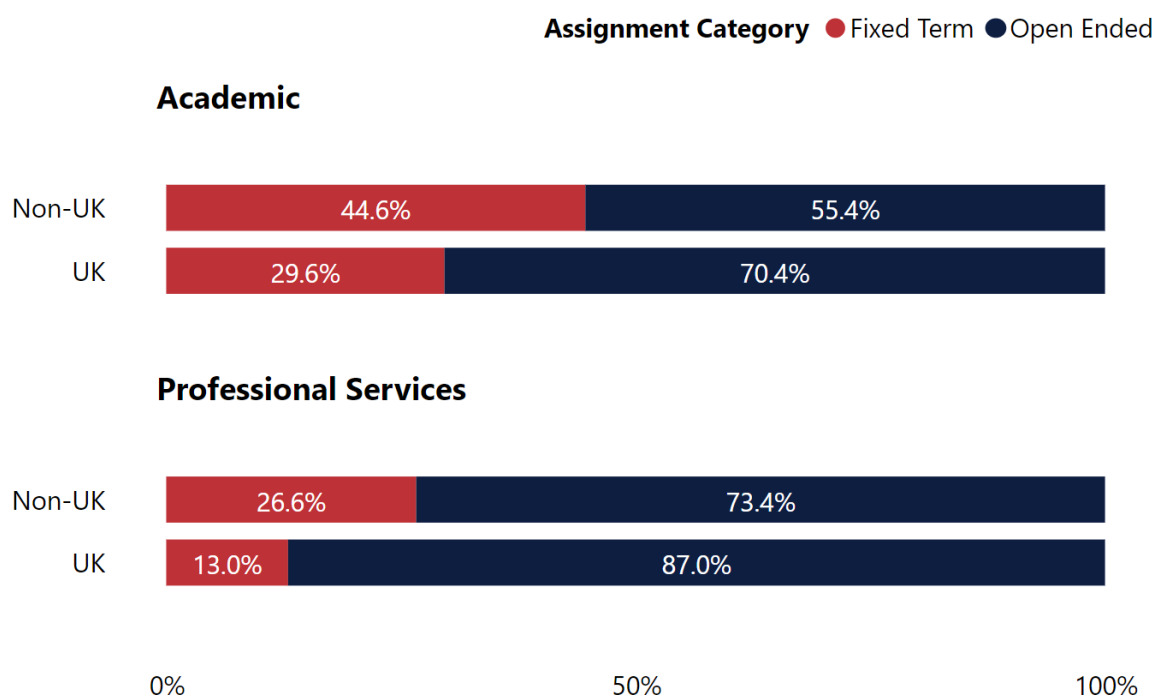


Figure SF3.7: For 2021/22, the proportion of academic and professional services staff on open ended / fixed term contract, by nationality grouping. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 230.

3.8. Ethnicity, Nationality and Grade – Academic Staff

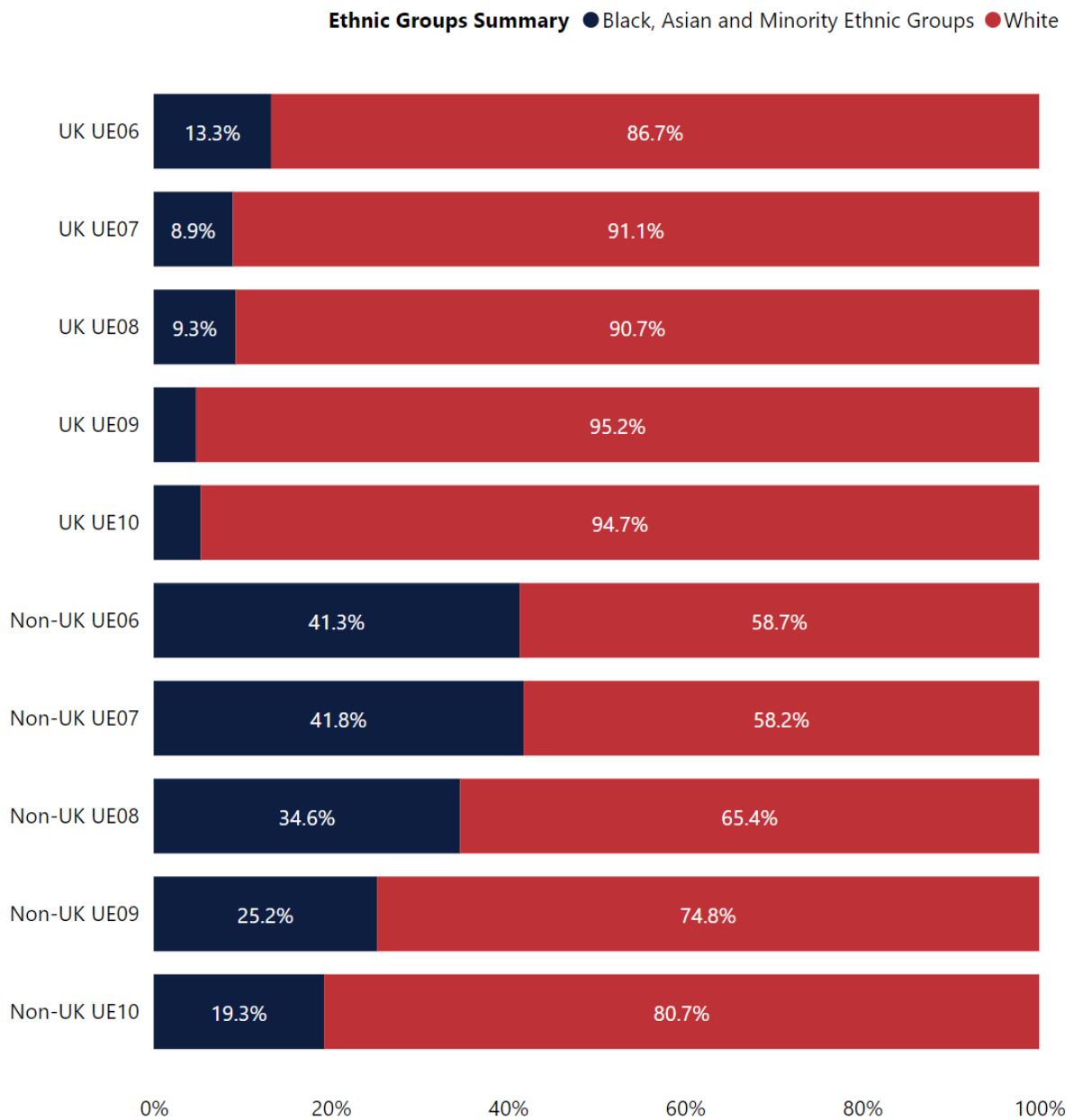


Figure SF3.8: For 2021/22, the proportion of BAME academic staff, by nationality grouping and grade. Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Staff not on UE grades are excluded. Headcount of staff excluded = 1380.

3.9. Ethnicity, Nationality and Grade – Professional Services Staff

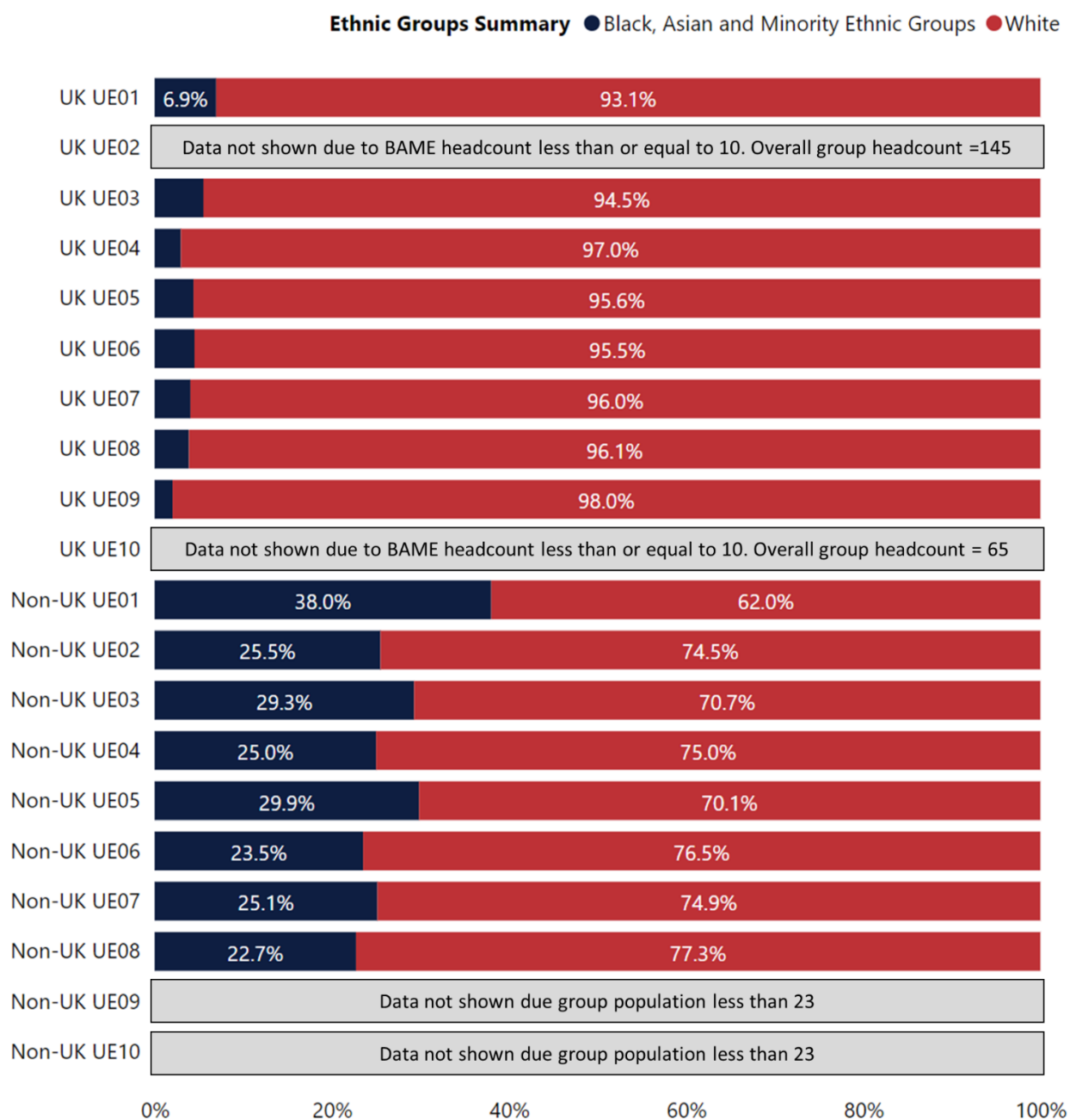


Figure SF3.9: For 2021/22, the proportion of BAME professional services staff, by nationality grouping and grade. Staff on guaranteed hours are not included. Staff not on UE grades are excluded. Headcount of staff excluded = 1220.

3.10. Ethnicity and Grade – Academic Staff

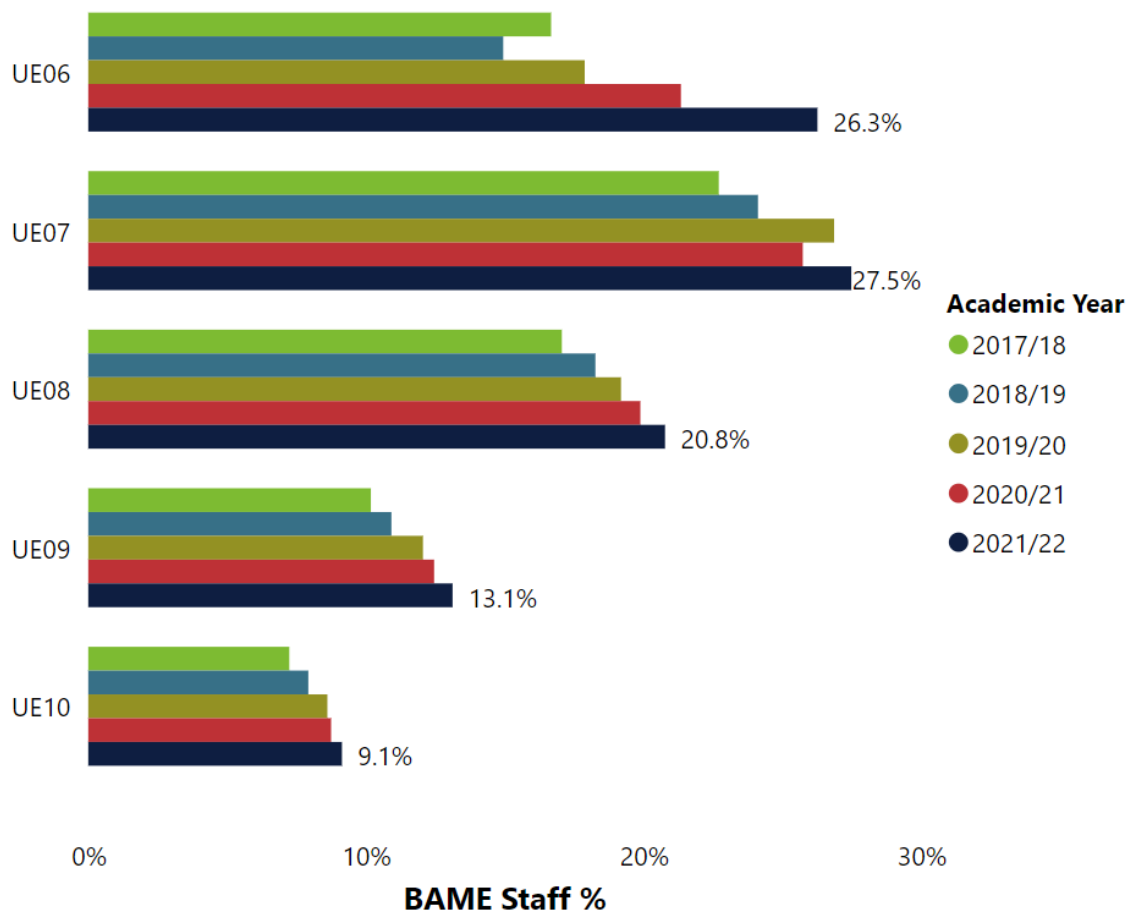


Figure SF3.10: The proportion of BAME academic staff, by grade. Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Staff not on UE grades are excluded. Headcount of staff excluded = 455.

3.11. Ethnicity and Grade – Professional Services Staff

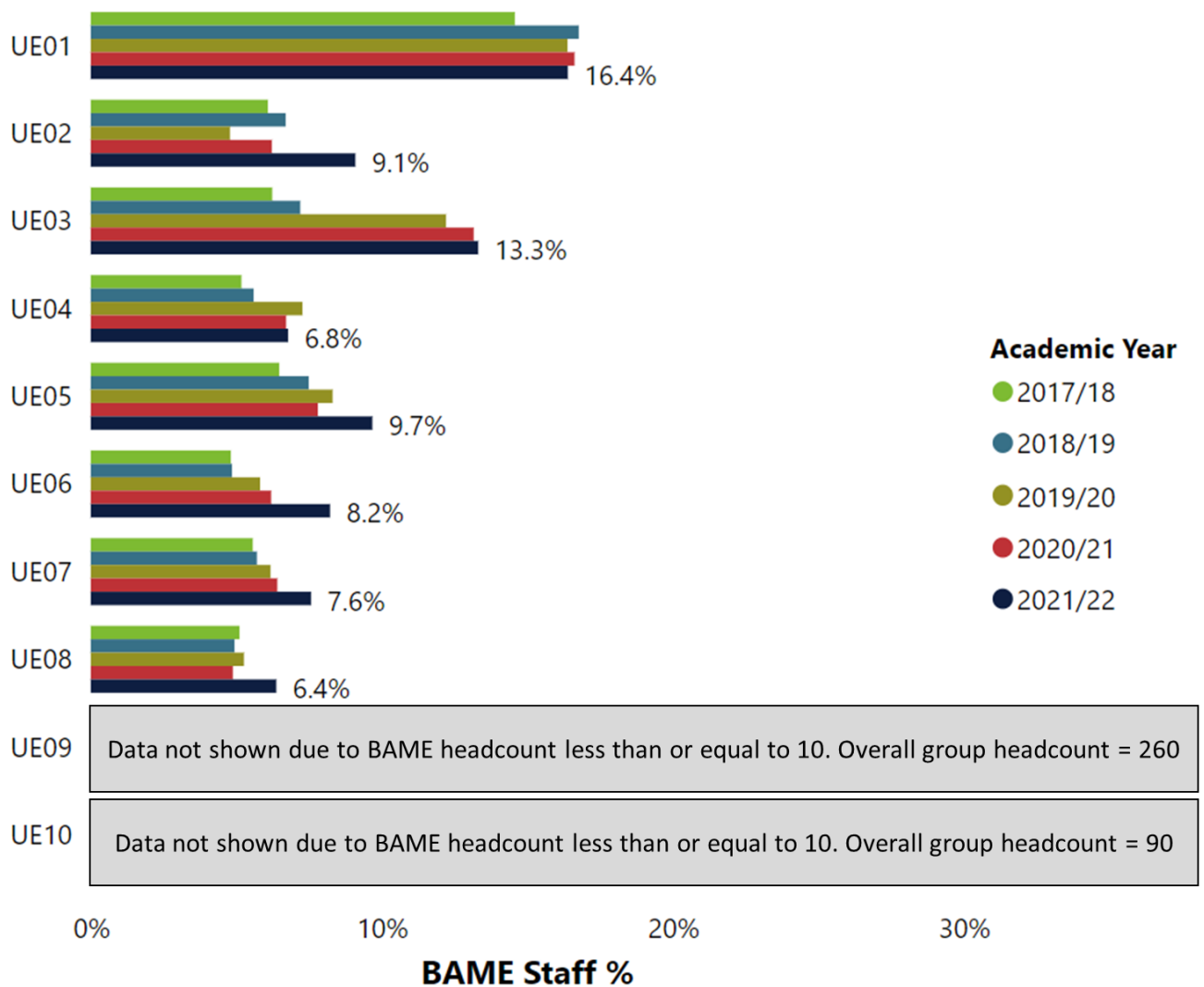


Figure SF3.11: The proportion of BAME professional services staff, by grade. Staff on guaranteed hours are not included. Staff not on UE grades are excluded. Headcount of staff excluded = 190 for 2021/22.

4. Staff Gender

4.1. Gender – Overall

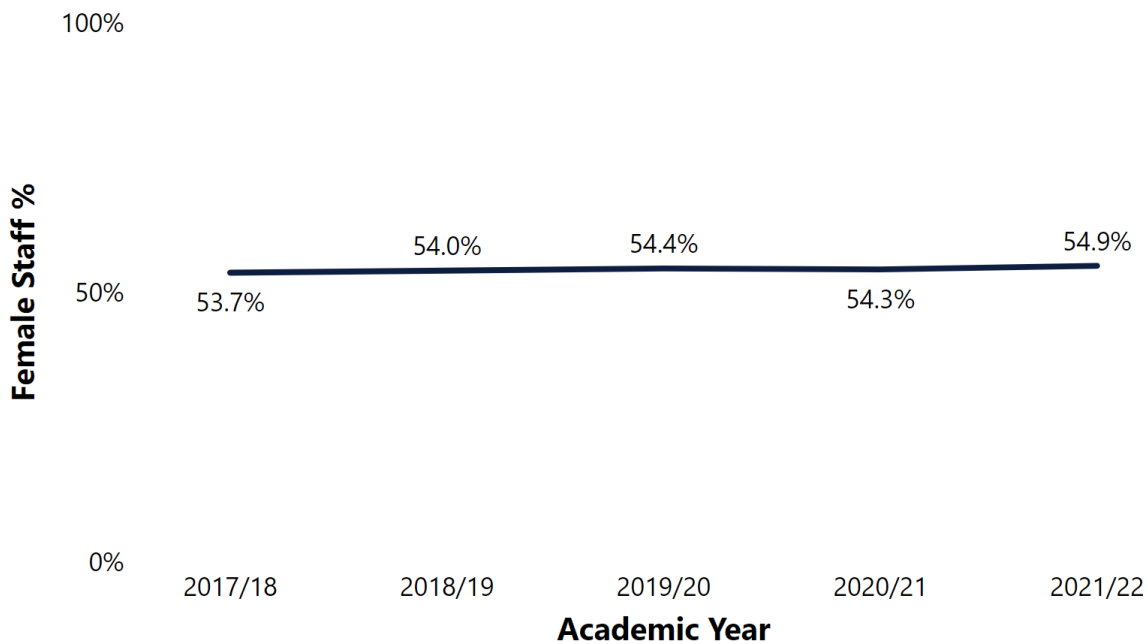


Figure SF4.1: The proportion of female staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 20.

4.2. Gender – Academic and Professional Services Staff

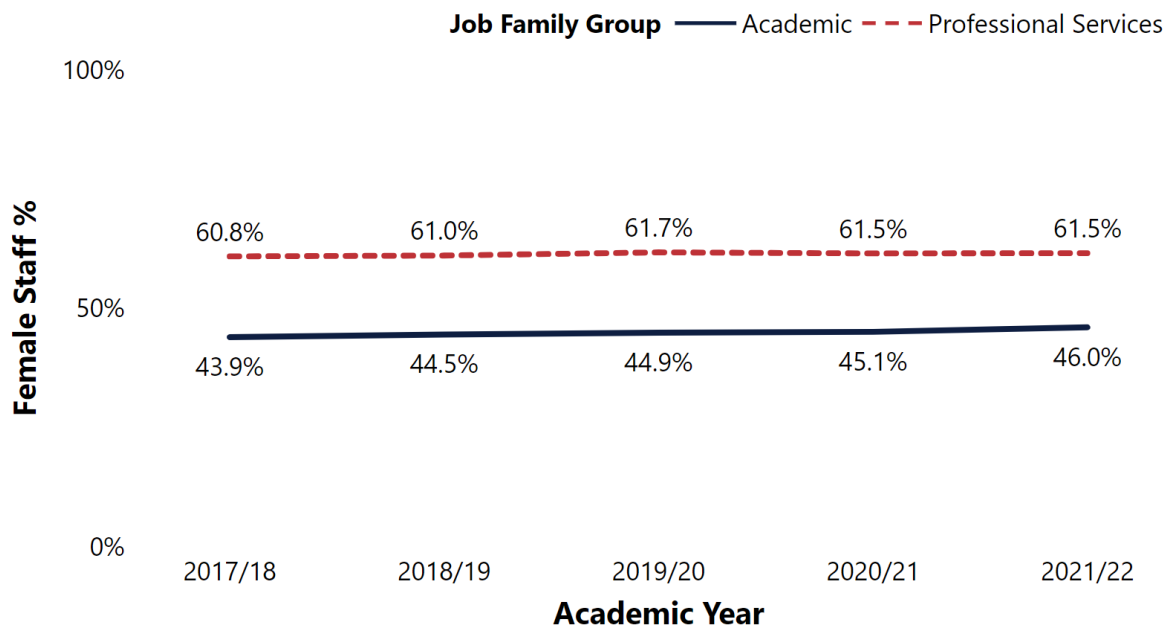


Figure SF4.2: The proportion of female staff, for both academic and professional services staff. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 140.

4.3. Gender – Guaranteed Hours Staff

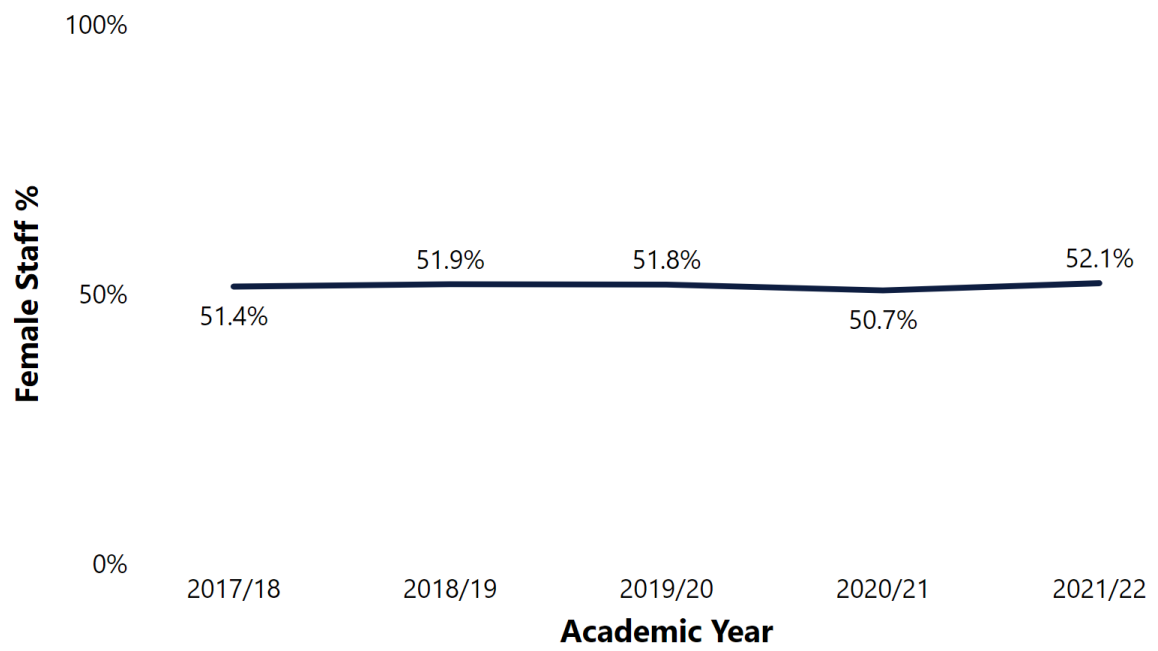


Figure SF4.3: The proportion of female guaranteed hours staff. Headcount of staff with unknown characteristics excluded from the calculations = 10.

4.4. Gender and Contract Type – Academic Staff

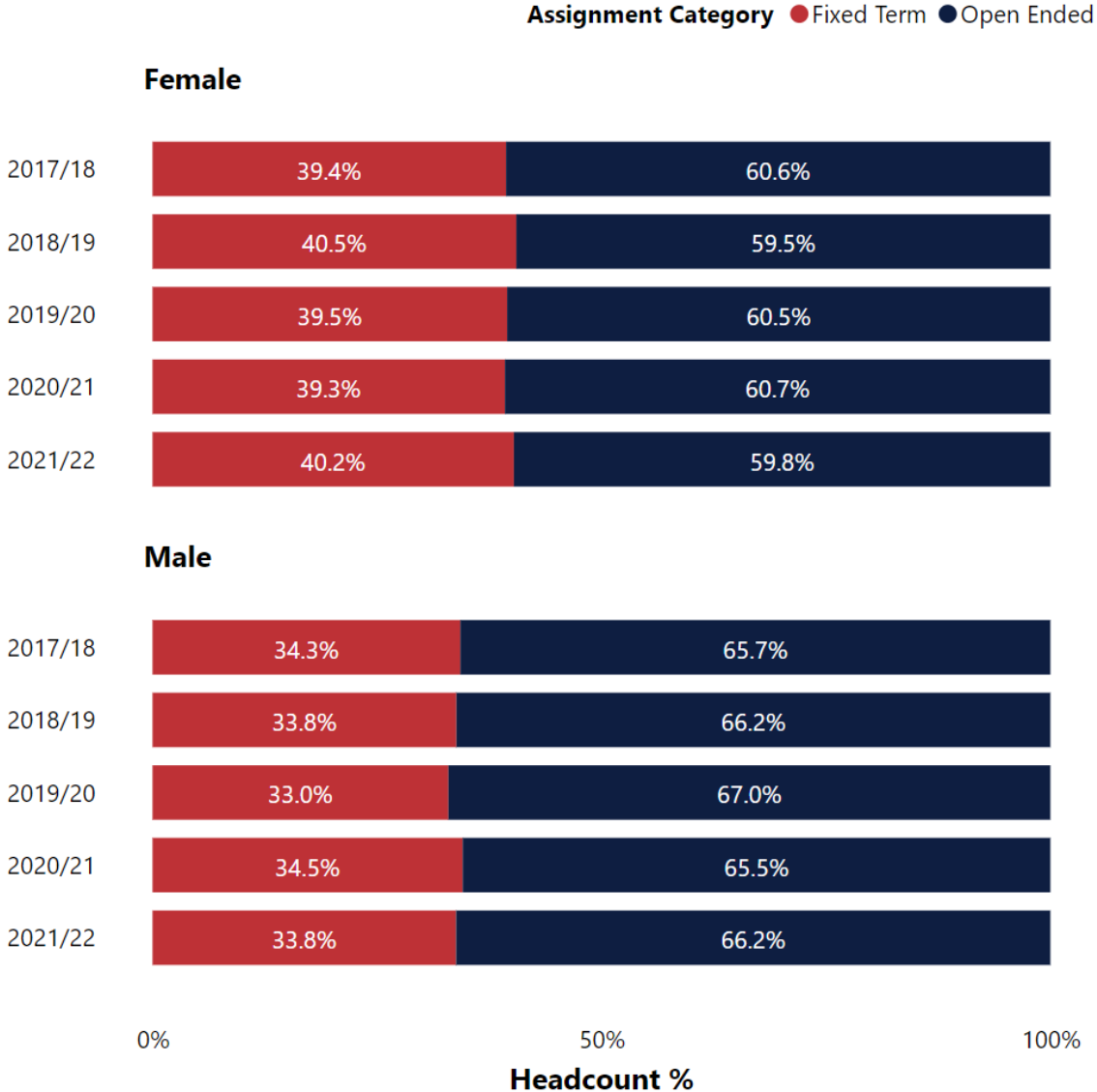


Figure SF4.4: The proportion of female and male academic staff on open ended and fixed term contracts. Staff on guaranteed hours are not included. Headcount of staff with unknown characteristics excluded from the calculations = 445.

4.6. Gender, Contract Type and Grade – Academic Staff

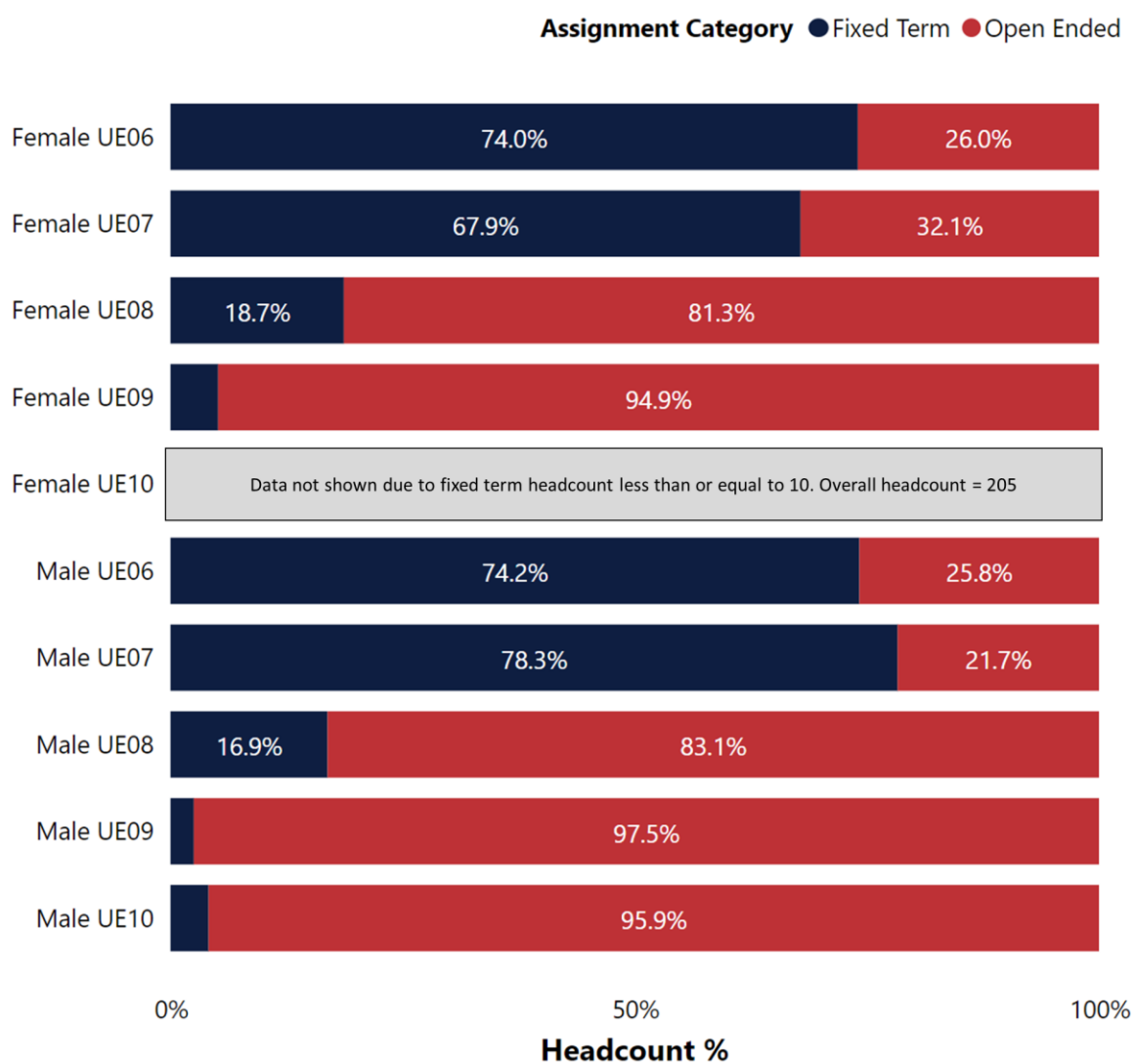


Figure SF4.6: For 2021/22, the proportion of female and male academic staff on open ended and fixed term contracts, by grade. Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Staff not on UE grades are excluded. Headcount of staff excluded = 445.

4.7. Gender, Contract Type and Grade – Professional Services Staff

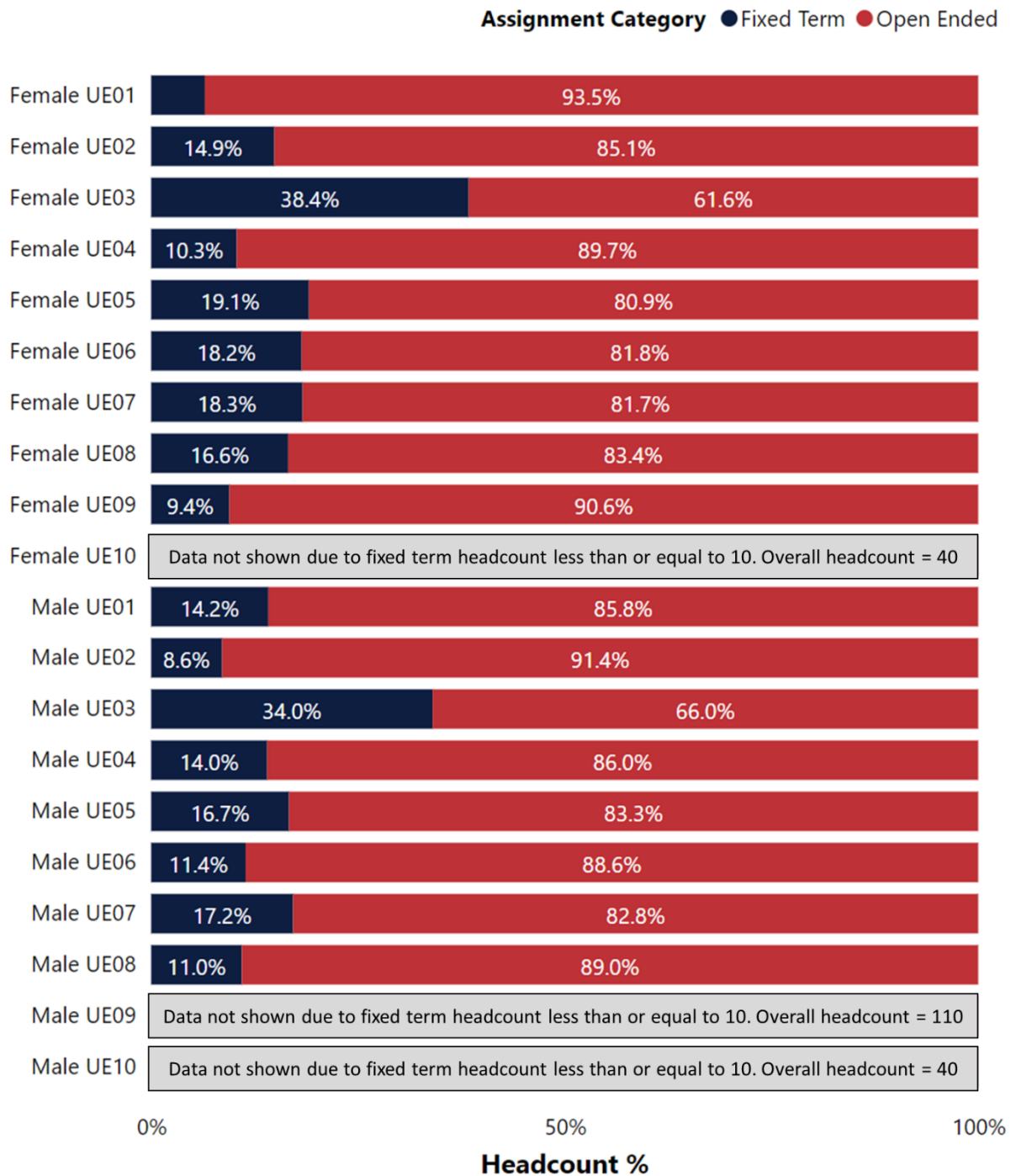


Figure SF4.7: For 2021/22, the proportion of female and male professional services staff on open ended and fixed term contracts, by grade. Staff on guaranteed hours are not included. Staff not on UE grades are excluded. Headcount of staff excluded = 385.

4.8. Gender and Pay Grade – Academic Staff

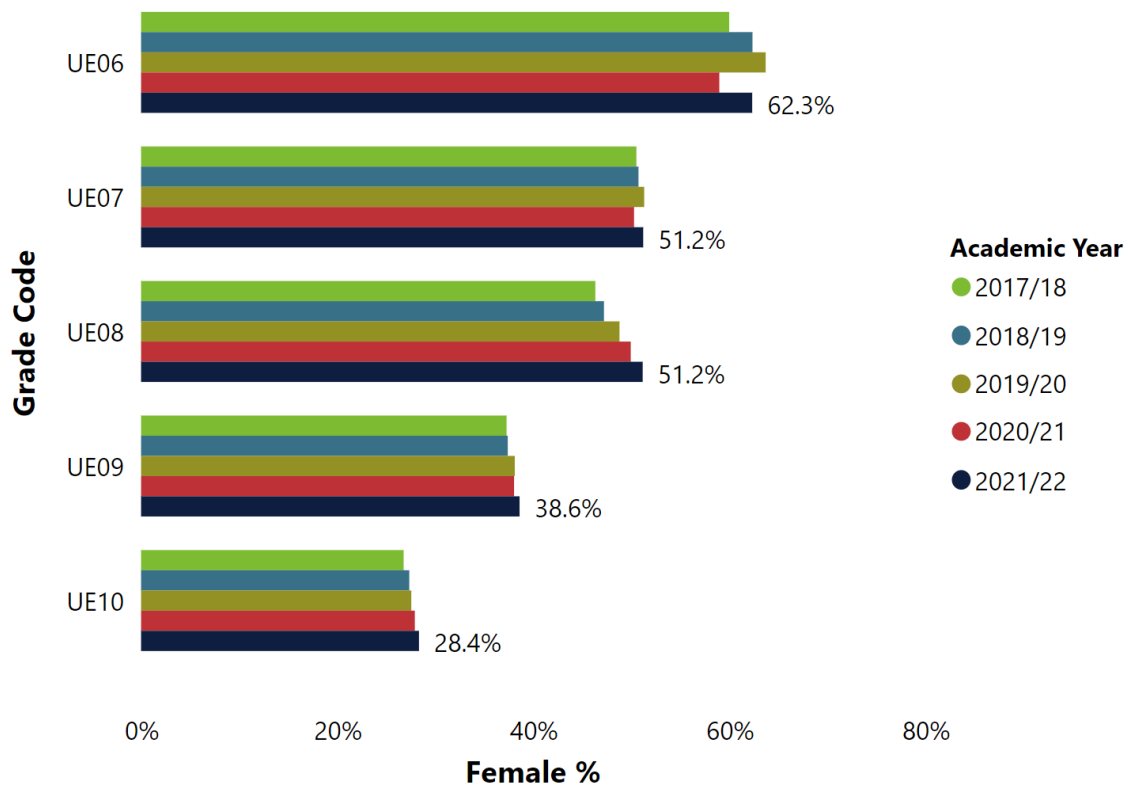


Figure SF4.8: The percentage of female academic staff by grade. Staff on guaranteed hours are not included. Grades UE01 to UE05 are excluded due to very low headcounts for academic staff. Staff not on UE grades are excluded. Headcount of staff excluded = 450 for 2021/22.

4.9. Gender and Pay Grade – Professional Services Staff

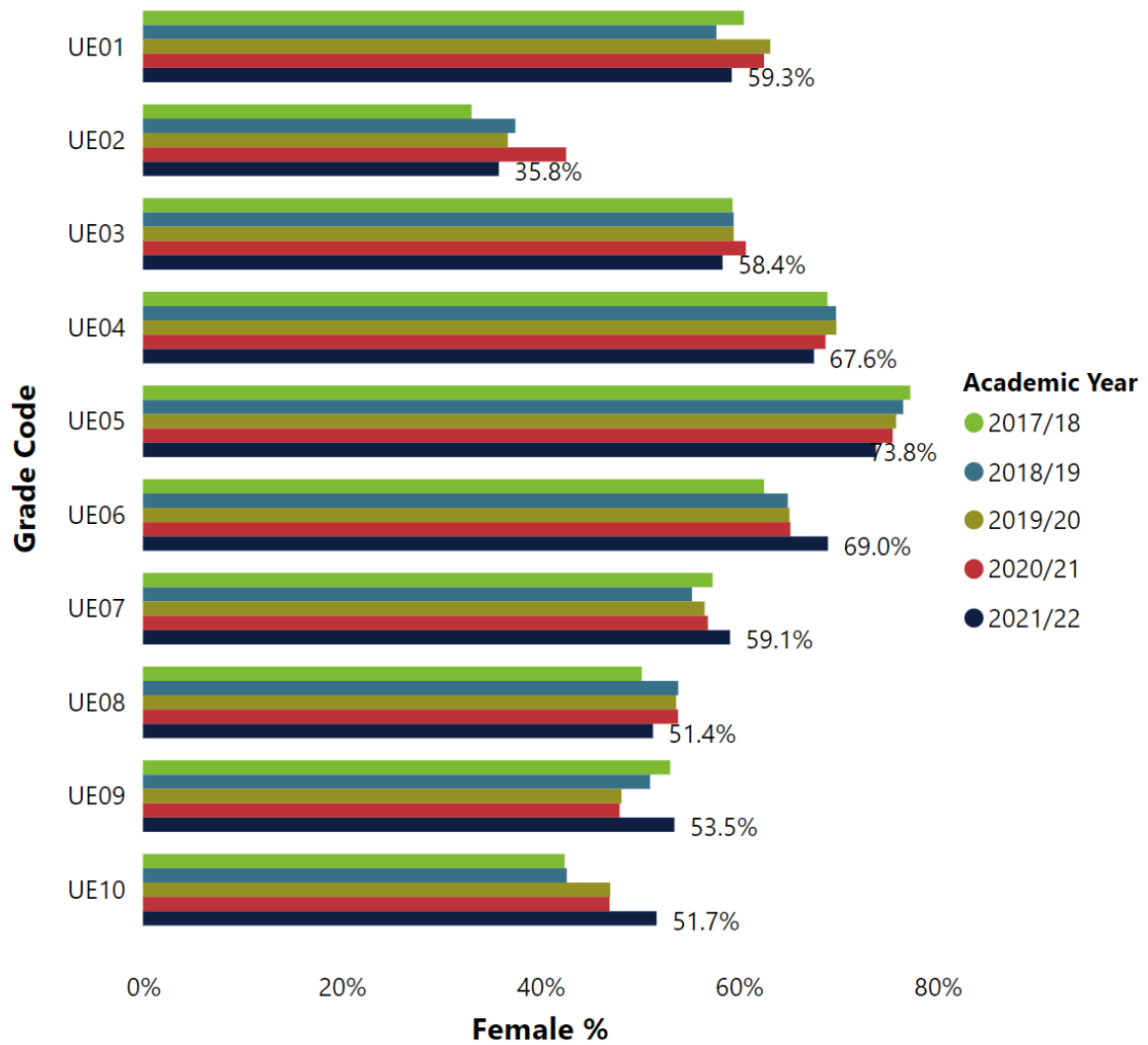


Figure SF4.9: The percentage of female professional services staff by grade. Staff on guaranteed hours are not included. Staff not on UE grades are excluded. Headcount of staff excluded = 190 for 2021/22.

5. Staff Age

5.1. Age Distribution – Overall

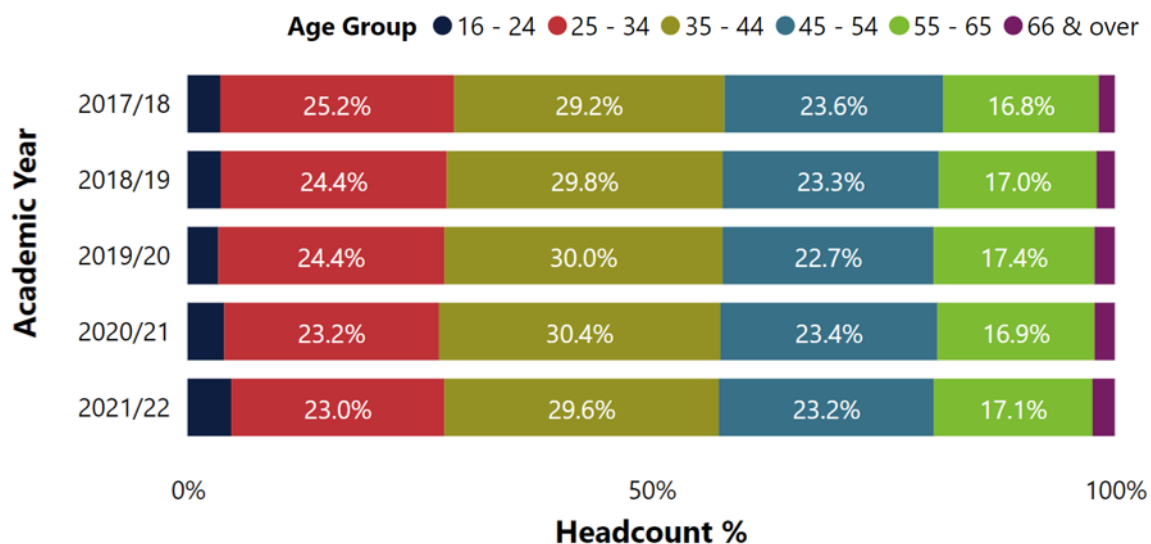


Figure SF5.1: Age distribution of staff, based on given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0.

5.2. Age Distribution – Academic Staff

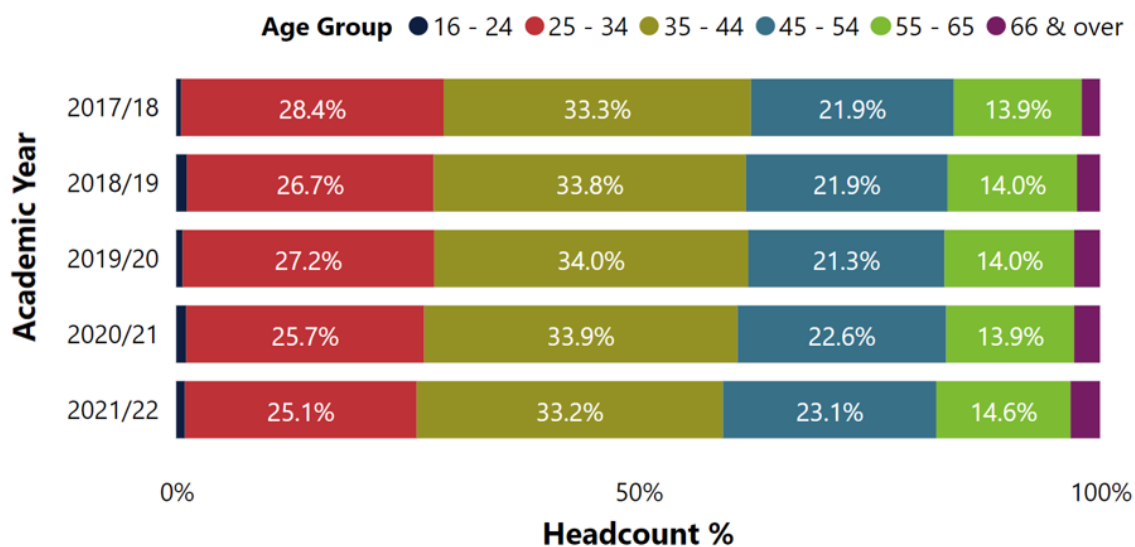


Figure SF5.2: Age distribution of academic staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0.

5.3. Age Distribution – Professional Services Staff

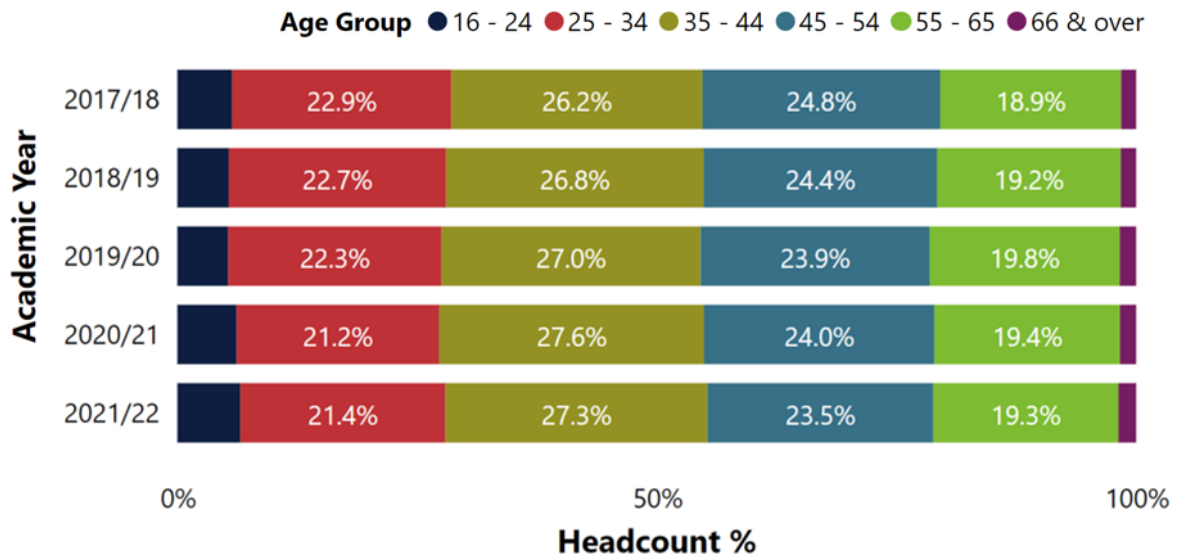


Figure SF5.3: Age distribution of professional services staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0.

5.4. Age Distribution – Guaranteed Hours Staff

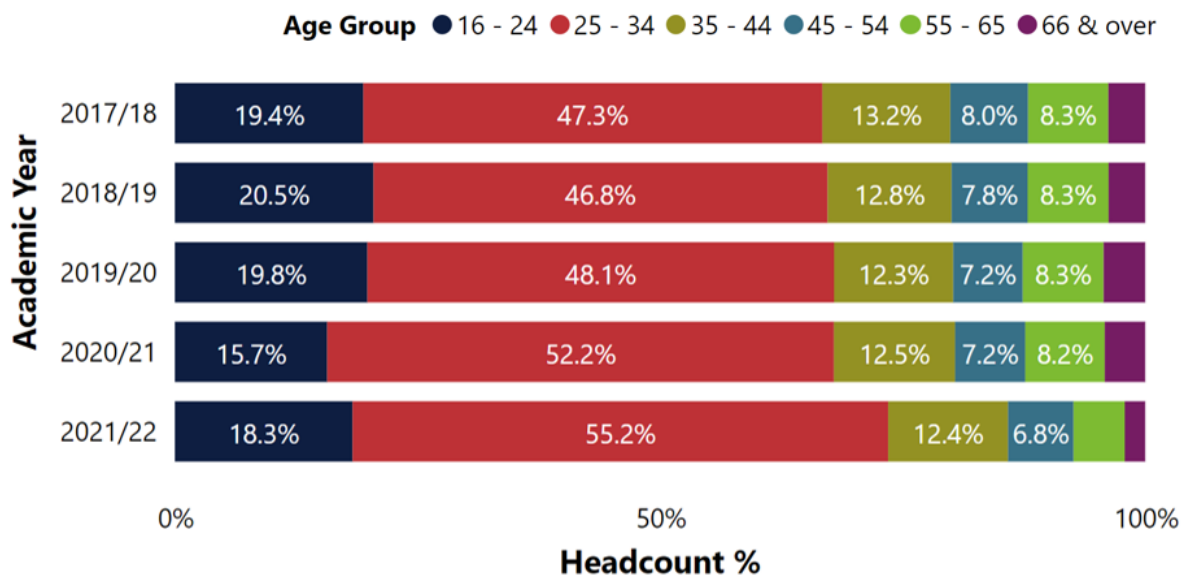


Figure SF5.4: Age distribution of guaranteed hours staff, using given age bandings. Staff on guaranteed hours are not included. Headcount of staff with unknown age excluded from the calculations = 0.

6. Other Protected Characteristics

6.1. Staff Disability

For 2021/22, the percentage of staff declaring at least one disability was 5.1%. The same figure for previous years has been between 3% & 4%, with the increase for 2021/22 following on from staff being able to self-declare a disability through the new People and Money system.

All staff (including those on guaranteed hours), regardless of whether information was available for their disability declaration or not, were used in the calculation. This includes the unknown headcount (11310) as it formed the majority of the population. 65 staff refused to provide information relating to declaring disability(ies).

6.2. Staff Religion and Belief

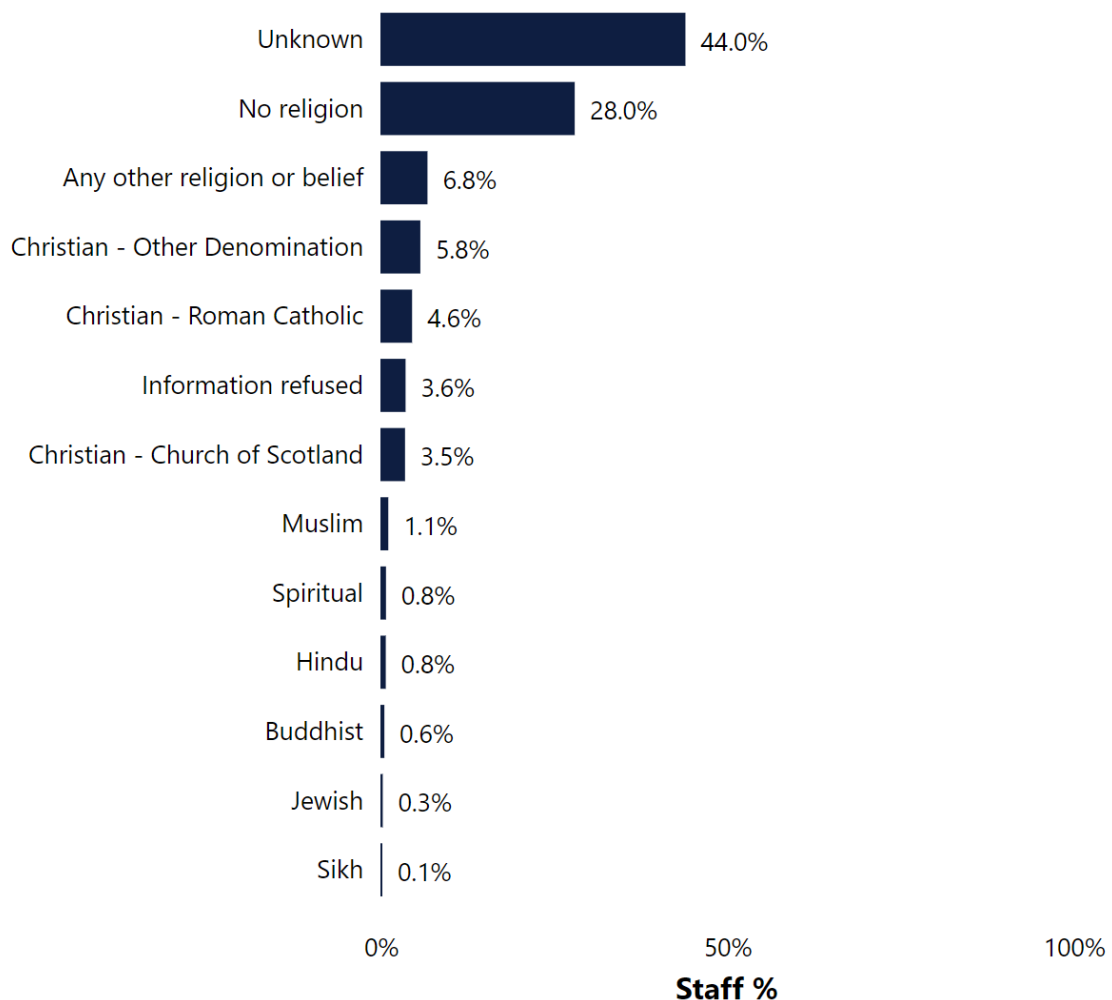


Figure SF6.2: For 2021/22, the percentage of staff by religion. Staff on guaranteed hours are included.

6.3. Staff Sexual Orientation

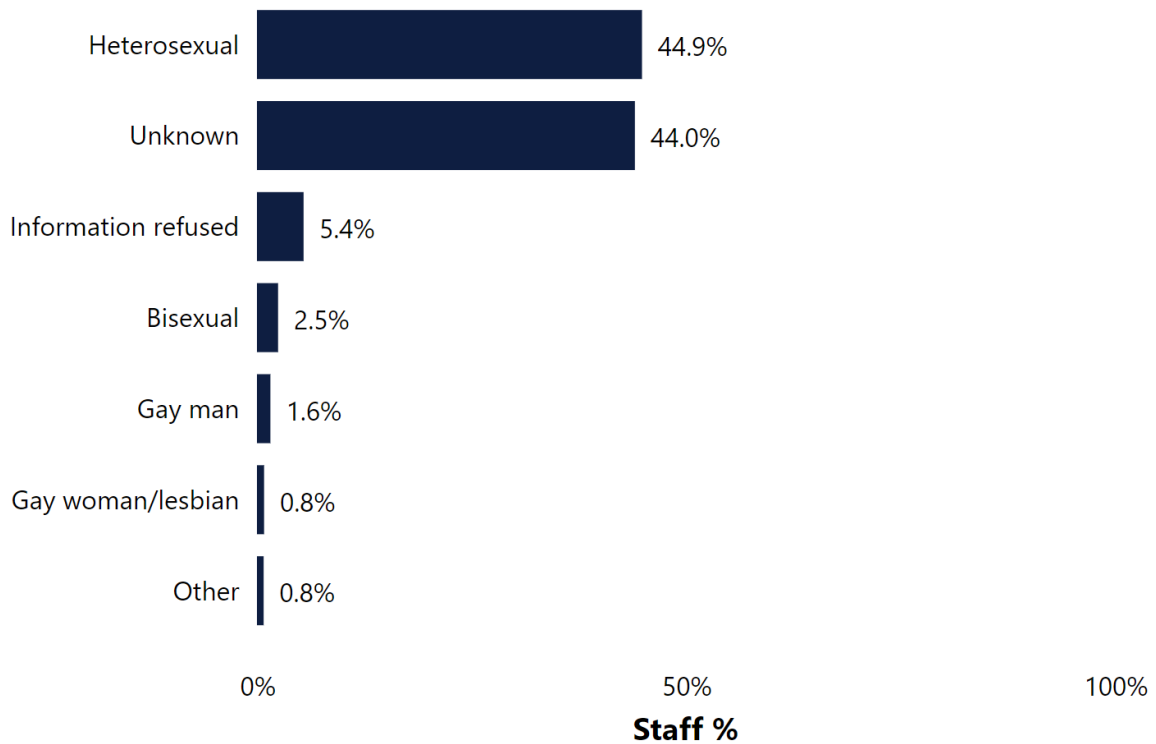


Figure SF6.3: For 2021/22, the percentage of staff by sexual orientation. Staff on guaranteed hours are included.

6.4. Staff Gender Identity

For 2021/22, the percentage of staff identifying as having a different gender than that registered at birth was 1.5%. The same figure for previous years has been less than 1%, with the large increase for 2021/22 following on from staff being able to self-report their gender identity through the new People and Money HR and finance system.

All staff (including those on guaranteed hours), regardless of whether information was available for their gender identity or not, were used in the calculation. The unknown headcount (9,220) was also used as it formed the majority of the population. 175 staff refused to provide information on their gender identity.