



THE UNIVERSITY *of* EDINBURGH

**EQUALITY AND DIVERSITY MONITORING AND
RESEARCH COMMITTEE (EDMARC)**

Staff Report 2018/19



THE UNIVERSITY *of* EDINBURGH

1. INTRODUCTION	3
2. NOTES AND DEFINITIONS.....	3
2.1. Key Abbreviations.....	4
3. HEADCOUNT.....	5
3.1. Headcount - Overall	5
3.2. Headcount - Academic Staff	5
3.3. Headcount – Professional Services Staff.....	6
3.4. Guaranteed Hours Staff.....	6
4 ETHNICITY	7
4.1 ETHNICITY – OVERALL.....	7
4.1.1 Ethnicity – Academic Staff.....	7
4.1.2 Ethnicity – Professional Services Staff	9
4.1.3 Ethnicity – Guaranteed Hours Staff.....	11
4.2 Ethnicity and Contract type	11
4.2.1 Ethnicity & Contract Type Academic Staff - % of Staff on Fixed Term Contract.....	11
4.2.2 Ethnicity & Contract Type Professional Services Staff - % of Staff on Fixed Contract	11
4.3 Ethnicity & Grade.....	12
4.3.1 Ethnicity & Grade – Academic Staff	12
4.3.2 Ethnicity & Grade – Professional Services Staff	13
5. GENDER	13
5.1. Gender - Overall	13
5.1.1 Gender – Academic Staff	14

Equality and Diversity Monitoring and Research Committee

Staff Report 2018/19

5.1.2	Gender – Professional Services Staff	15
5.1.3	Gender – Guaranteed Hours Staff	16
5.2	Gender and Contract Type.....	17
5.2.1	Gender & Contract Type – % of Staff on Fixed Contract – Academic Staff.....	17
5.2.2	Gender & Contract Type – % of Staff on Fixed Contract – Professional Services Staff.....	18
5.3	Gender & Grade.....	18
5.3.1	Gender & Grade – Academic Staff	18
5.3.2	Gender & Grade – Professional Services Staff	19
5.4	Gender & Occupational Group – Professional Services Staff.....	20
6	AGE	21
6.1	Age Distribution by Year – Overall	21
6.2	Age Distribution by Year – Academic Staff	22
6.3	Age Distribution by Year – Professional Services Staff	22
7	OTHER PROTECTED CHARACTERISTICS	22
7.1	DISABILITY.....	23
7.2	Religion and Belief	23
7.3	Sexual Orientation	24
7.4	Gender Identity	25

7

1. Introduction

The eleventh 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 2018/19 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 Vice-Principal People and Culture.

The current members of the Committee are:

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

Denise Boyle, University HR Services

Oona Miller, EUSA Vice President Welfare

Rebecca Gaukroger, Student Recruitment and Admissions

Peter McDonald, Joint Unions

Peter Phillips, Governance and Strategic Planning

Dr Caroline Wallace, University HR Services

Dr Pamela Warner, CMVM

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 2013/14 through to 2018/19. 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 data from the Higher Education Statistics Agency (HESA). This data represents figures submitted by institutions in an annual staff return. 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. HESA comparison data refers to academic year 2017/18.

Where appropriate, this report has aligned definitions with other standard equality reporting, most notably from the AdvanceHE. For example, this report looks at ethnicity by breaking down the population into UK-nationality and non-UK nationality groups in line with AdvanceHE reporting. The AdvanceHE 'Equality + Higher Education Statistical Report 2019' can be found at [AdvanceHE EqHE Staff Stats Report 2019.pdf](#)

2.1. Key Abbreviations

CSG	Corporate Services Group
AHSS	College of Arts, Humanities and Social Sciences
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

For the snapshot taken in July 2019 there were 11914 staff (excluding staff on Guaranteed Hours contracts, reported separately in Section 3.4), of which 3178 were working part-time. The proportion of staff working part-time has increased over the 6-year period, pretty much static from last year, demonstrating the University’s commitment to providing flexible working opportunities. A breakdown by college and support group is shown in Table 1.

Table 1: Breakdown of staff headcounts, by college and support group, 2013/14 to 2018/19

College/Support Grp	Full/Part Time	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
AHSS	Full Time	1602	1724	1712	1765	1837	1926
	Part Time	485	531	528	582	602	660
	Total	2087	2254	2240	2347	2439	2586
MMM	Full Time	1963	2033	2124	2227	2313	2371
	Part Time	606	626	677	757	774	798
	Total	2541	2640	2801	2984	3087	3169
SCE	Full Time	1796	1884	1907	1951	2038	2119
	Part Time	286	298	320	316	341	334
	Total	2081	2181	2227	2267	2379	2453
CSG	Full Time	944	1043	1095	1094	1208	1213
	Part Time	855	921	946	976	949	993
	Total	1797	1963	2041	2070	2157	2206
ISG	Full Time	534	545	528	535	526	546
	Part Time	182	185	179	189	191	181
	Total	715	729	707	724	717	727
USG	Full Time	333	371	390	414	466	561
	Part Time	119	143	149	173	183	212
	Total	452	513	539	587	649	773
Total		9660	10258	10555	10979	11428	11914

3.2. Headcount - Academic Staff

For the snapshot taken in July 2019, Table 2 shows there were 4846 academic staff, of which 833 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, 2013/14 to 2018/19

College	Full/Part Time	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
AHSS	Full Time	1016	1083	1090	1146	1186	1239
	Part Time	277	301	297	315	336	420
	Total	1293	1384	1387	1461	1522	1659
MMM	Full Time	1128	1229	1292	1336	1388	1434
	Part Time	176	200	205	237	245	250
	Total	1304	1429	1497	1573	1633	1684
SCE	Full Time	1164	1247	1238	1290	1331	1340
	Part Time	142	144	163	155	158	163
	Total	1306	1391	1401	1445	1489	1503
Total		3900	4196	4285	4479	4644	4846

3.3. Headcount – Professional Services Staff

For the snapshot taken in July 2019, Table 3 shows there were 7049 professional services staff, of which 2337 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 support group, 2013/14 to 2018/19.

College/Support Grp	Full/Part Time	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
AHSS	Full Time	586	641	622	619	651	687
	Part Time	213	231	231	267	266	240
	Total	799	871	853	886	917	927
MMM	Full Time	835	804	832	891	925	937
	Part Time	431	426	472	520	529	548
	Total	1266	1230	1304	1411	1454	1485
SCE	Full Time	632	637	669	661	707	779
	Part Time	145	154	157	161	183	171
	Total	777	791	826	822	890	950
CSG	Full Time	944	1043	1095	1094	1208	1211
	Part Time	855	921	946	976	949	993
	Total	1797	1963	2041	2070	2157	2204
ISG	Full Time	532	543	526	533	525	545
	Part Time	182	185	179	189	191	181
	Total	713	727	705	722	716	726
USG	Full Time	332	369	384	406	457	553
	Part Time	116	140	142	168	178	204
	Total	448	508	526	574	635	757
Total		5792	6080	6255	6485	6769	7049

3.4. Guaranteed Hours Staff

The University has employed additional staff on Guaranteed Hours Contracts (GH) since 2013/14. At July 2019 there were 3456 GH staff, and a breakdown by college and support group is shown in Table 4. The number of GH staff as a proportion of all staff increased slightly from 21.7% in 2017/18, to 22.5% in 2018/19. The majority of GH staff (67.1%) are employed as tutors and demonstrators in the Colleges and of those 75.1% are students employed on Student Experience contracts.

Table 4: Headcount of Guaranteed Hours staff, by college and support group, 2016/17 to 2018/19.

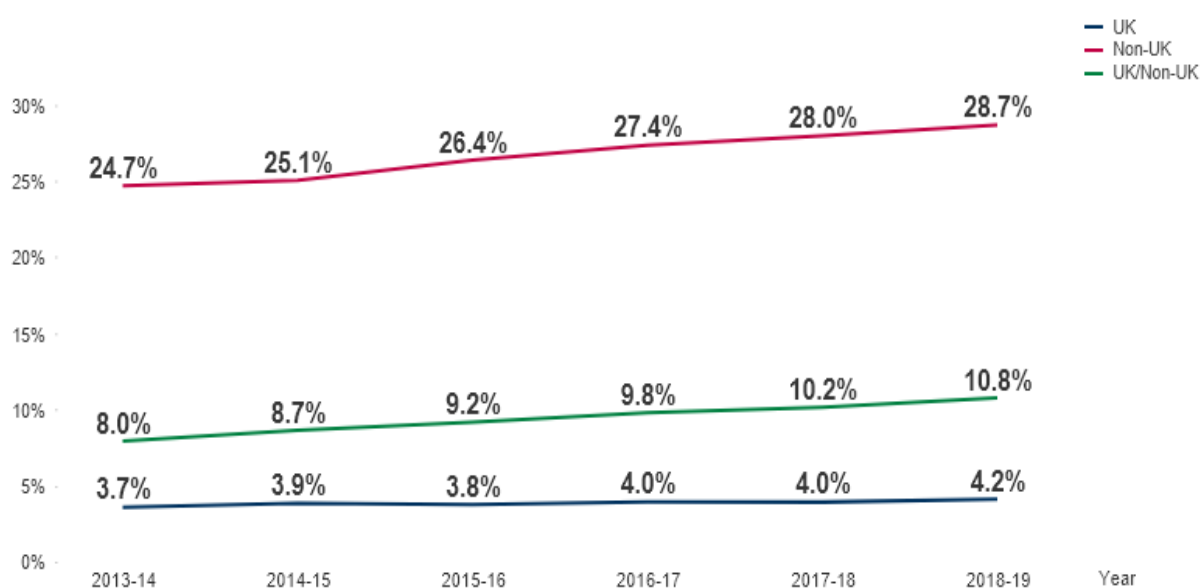
College/Support Grp	Full/Part Time	2016-17	2017-18	2018-19
AHSS	Full Time	5	5	5
	Part Time	1197	1239	1265
	Total	1202	1244	1270
MMM	Full Time	1	1	-
	Part Time	130	157	167
	Total	131	158	167
SCE	Full Time	1	-	-
	Part Time	970	1023	1206
	Total	971	1023	1206
CSG	Part Time	263	289	289
	Total	263	289	289
USG	Part Time	444	463	524
	Total	444	463	524
Total		3011	3177	3456

4 Ethnicity

4.1 Ethnicity – Overall

In 2018/19 where ethnicity is disclosed the overall proportion of Black and Minority Ethnic (BME) staff was 10.8%, up from 10.2% in the previous year. A breakdown by nationality grouping is shown in Figure 1. The proportion of both UK and non-UK BME academic staff has increased over the last six years, with a greater increase overall amongst non-UK staff.

Figure 1: proportion of Black and Minority Ethnic staff (excluding GH), where ethnicity is known, by nationality grouping, 2013/14 to 2018/19.



4.1.1 Ethnicity – Academic Staff

In 2018/19, where ethnicity is disclosed the proportion of Black and Minority Ethnic (BME) academic staff was 17.0%, an increase of 0.5% from 16.5% on 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, 2013/14 to 2017/18.

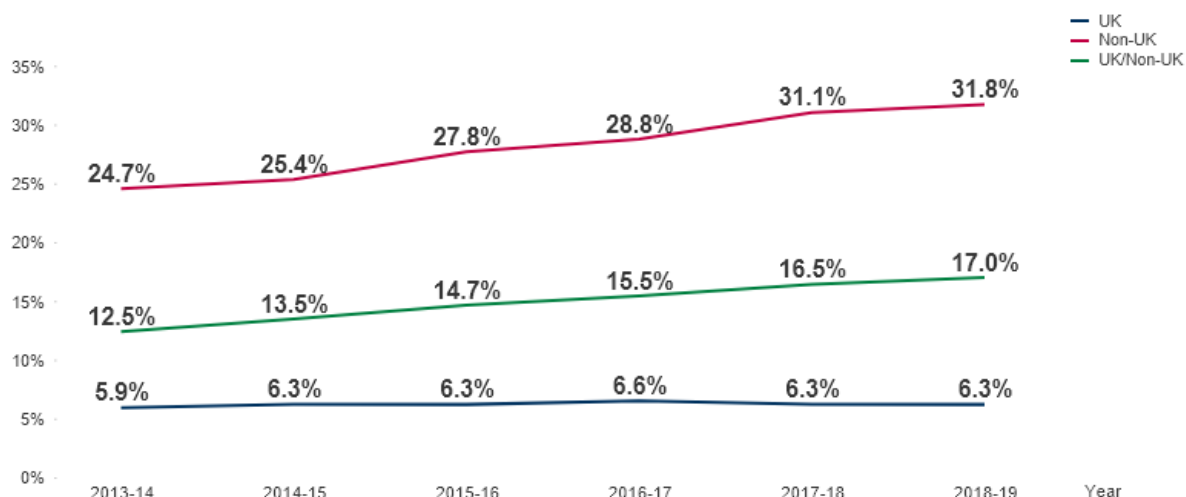


Figure 3 shows the proportion of UK-nationality BME academic staff for the University of Edinburgh and peer group institutions in 2017/18. The University of Edinburgh has a 0.2% greater proportion of BME staff than other HEIs in Scotland, but is significantly below the Russell Group average.

Figure 3: Proportions of UK-nationality BME academic staff – University of Edinburgh and peer group institutions 2017/18 (HESA data including GH staff)

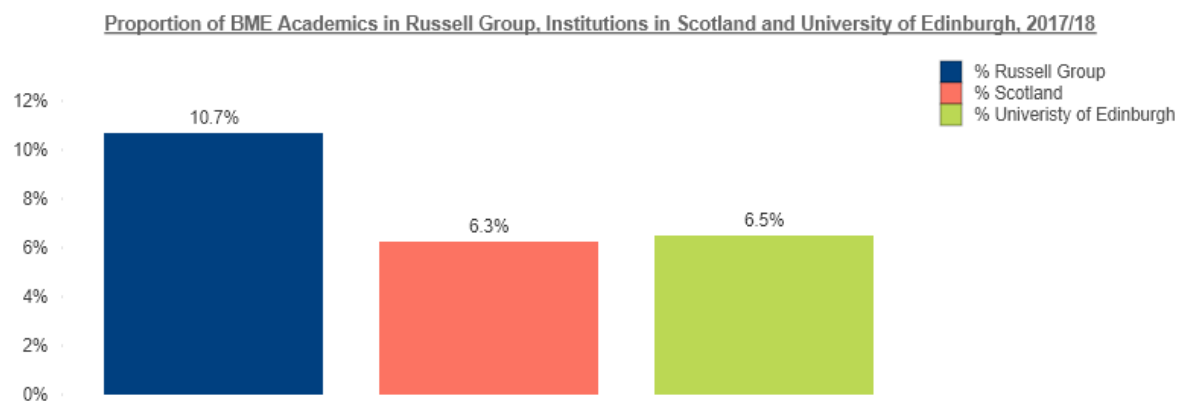
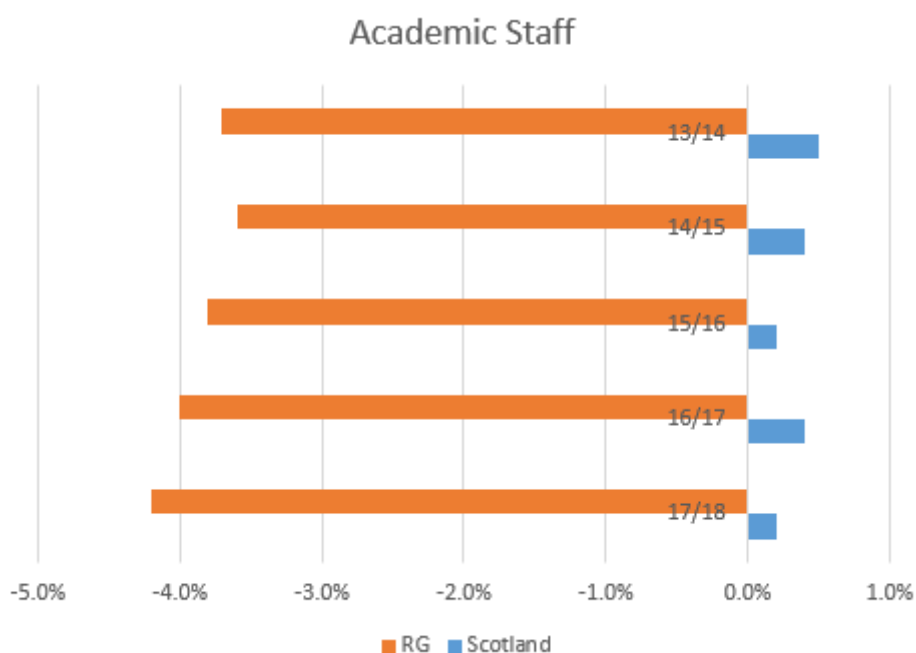


Figure 4 shows the percentage difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality BME academic staff over a five year period.

Figure 4: Proportion of UK-nationality BME academic staff – difference between University of Edinburgh and peer group institutions, 2013/14 to 2017/18



4.1.2 Ethnicity – Professional Services Staff

In 2018/19, where ethnicity is disclosed the proportion of Black and Minority Ethnic (BME) professional services staff was 6.6%, increasing from 5.9% in the previous year. A breakdown by nationality grouping is shown in Figure 5. The 2011 census data shows that BME people represent 4.3% of the population in the geographical area comprising the City of Edinburgh, the Lothians, Scottish Borders and Fife. The proportion of UK-nationality BME professional services staff is lower than might be expected from the surrounding population.

Figure 5: Proportion of Professional services staff who are Black and Minority Ethnic background, for UK and non-UK nationality, 2013/14 to 2017/18. Total counts for 2018/19 are 8,554 (UK) and 3,360 (Non-UK).

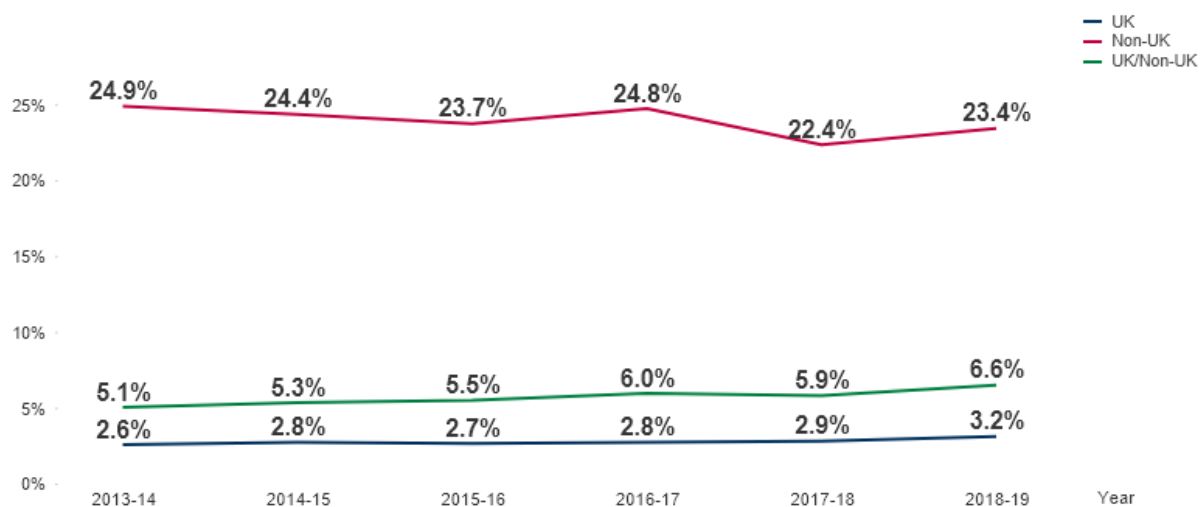


Figure 6 shows the proportion of UK-nationality professional services staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2017-18. The University of Edinburgh has an 0.6% greater proportion of BME Professional Services staff than other Scottish HEI's, but a 6.8% lower proportion than the Russell Group.

Figure 6: Proportion of professional services staff who are BME, in University of Edinburgh and peer group institutions, 2017/18. (HESA data including Guaranteed Hours)

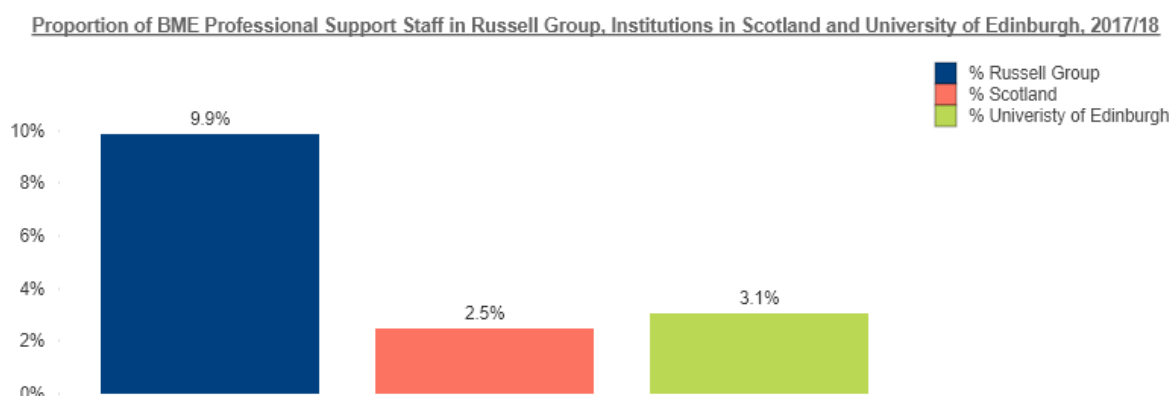
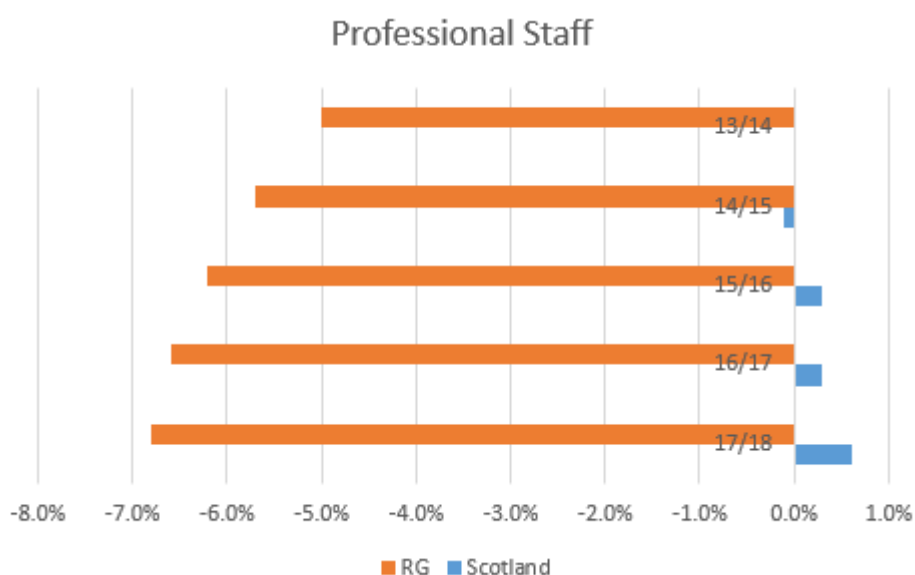


Figure 7 shows the difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality Black and Minority Ethnic professional services staff over a five year period.

Figure 7: Difference in proportion of Black and Minority Ethnic professional services staff between University of Edinburgh and peer group institutions, 2012/13 to 2017/18.



4.1.3 Ethnicity – Guaranteed Hours Staff

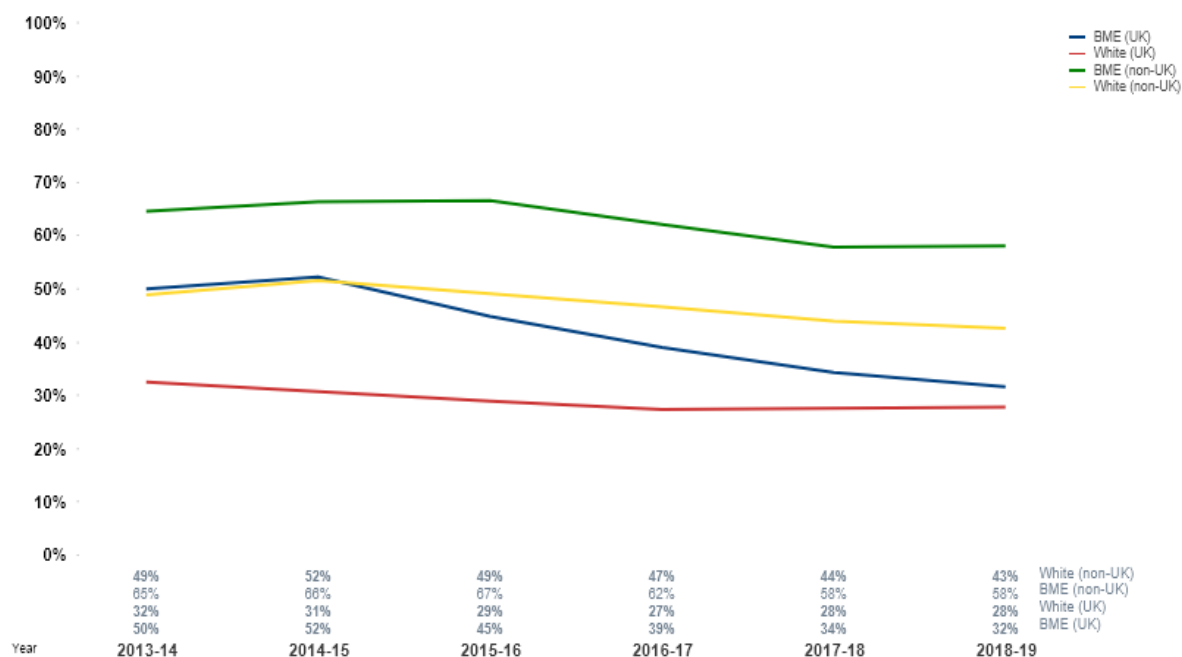
The proportion of BME staff in the GH population was 13.4% in 2018/19, 2.6% of UK nationality and 10.8% of Non-UK nationality GH staff. Figures reflect the number of PhD students undertaking teaching opportunities as part of their academic career development. The proportion of BME staff among GH staff is higher than the proportion among staff overall (10.8%), reflecting greater ethnic diversity of the student population (75.1% 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. For UK staff and to a lesser extent non-UK staff there tends to be a greater 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 decreased to 4% in 2018/19 compared to 6% in 2017/18, and the difference between white non-UK and BME non-UK staff has increased to 15% in 2018/19, from 14% in 2017/18.

Figure 8: Proportion of academic staff on a fixed-term contact, where ethnicity is known, by nationality and ethnic grouping, 2012/13 to 2017/18.

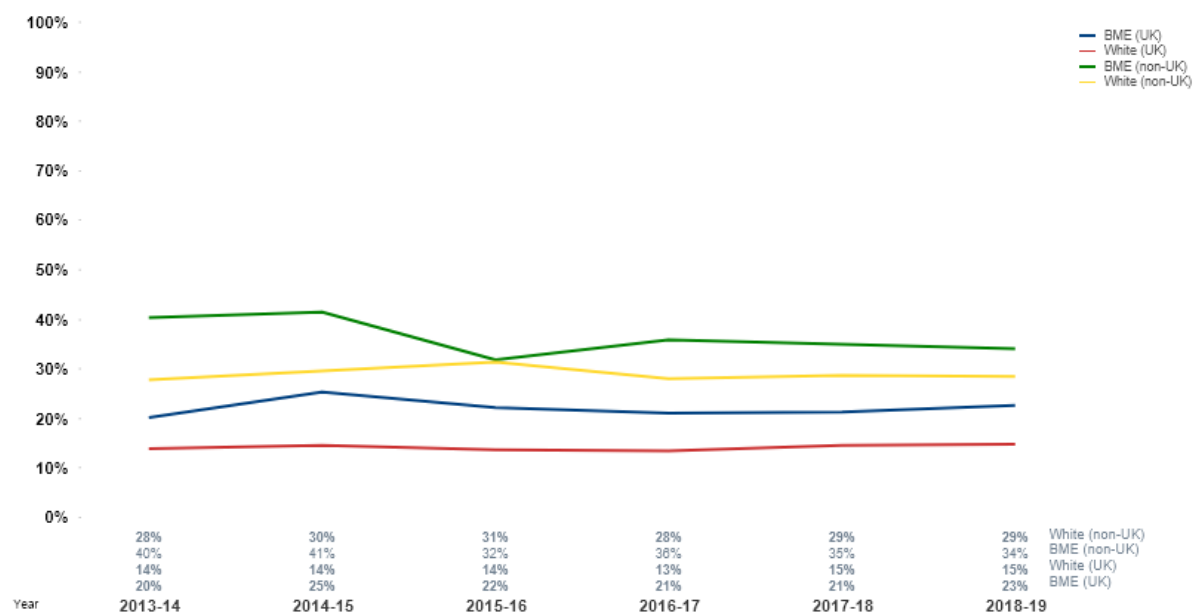


4.2.2 Ethnicity & Contract Type Professional Services Staff - % of Staff on Fixed Contract

Figure 9 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 9: Proportion of professional services staff on a fixed-term contract, where ethnicity is known, by nationality and ethnic grouping, 2013/14 to 2018/19.

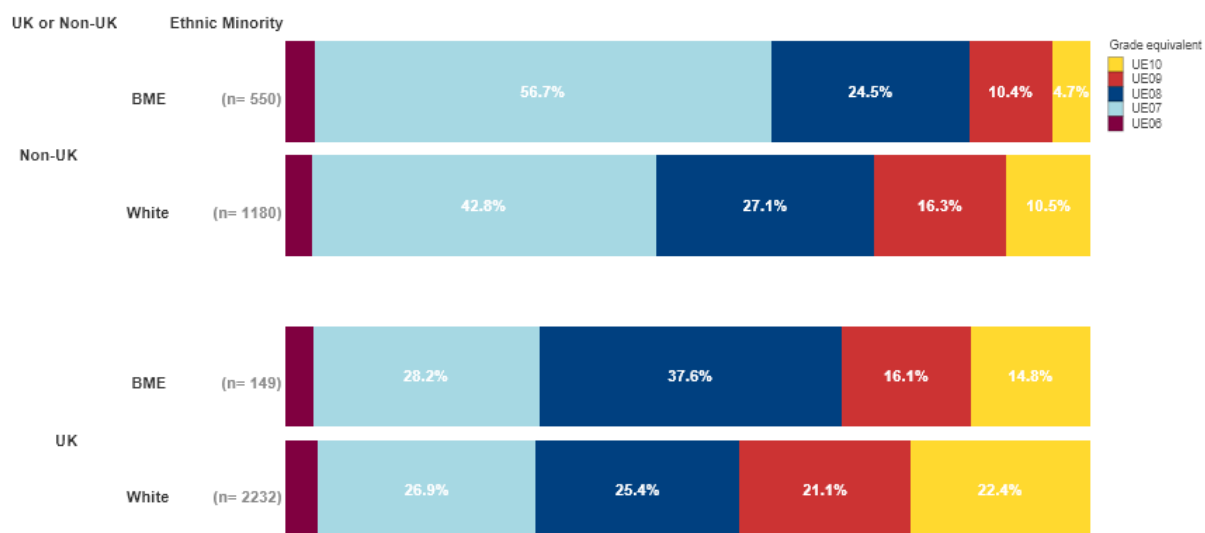


4.3 Ethnicity & Grade

4.3.1 Ethnicity & Grade – Academic Staff

Figure 10 shows a breakdown of academic staff by nationality grouping, ethnicity and grade for 2018/19. 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.

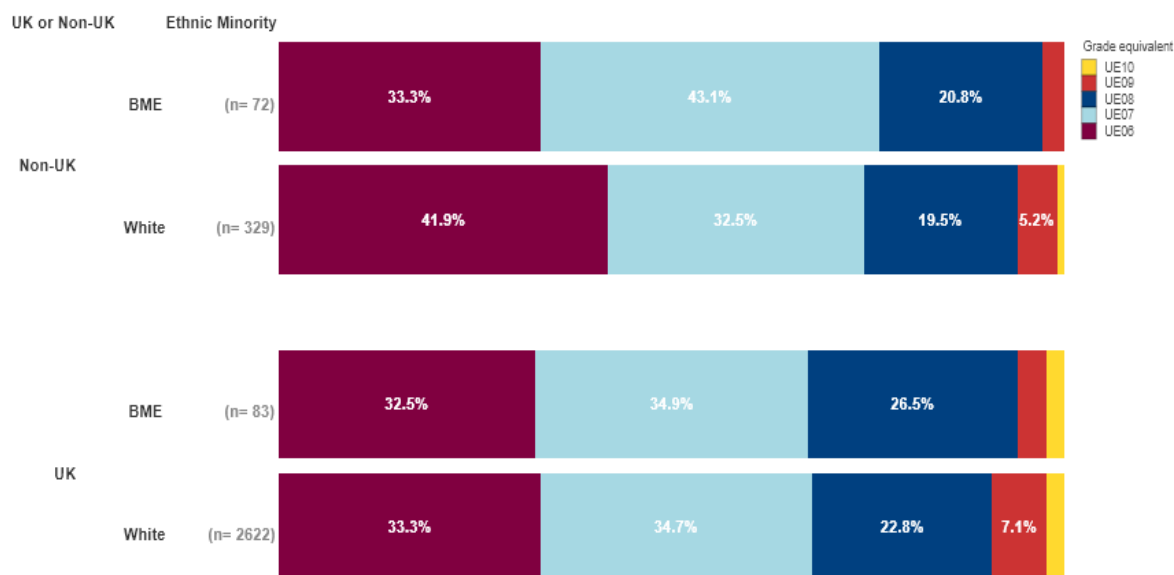
Figure 10: Academic staff by nationality grouping, ethnic grouping and UE grade, 2018/19



4.3.2 Ethnicity & Grade – Professional Services Staff

Figure 11 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 11: Proportion of professional services staff, where ethnicity is known, by nationality, ethnic grouping and UE grade, 2018/19.



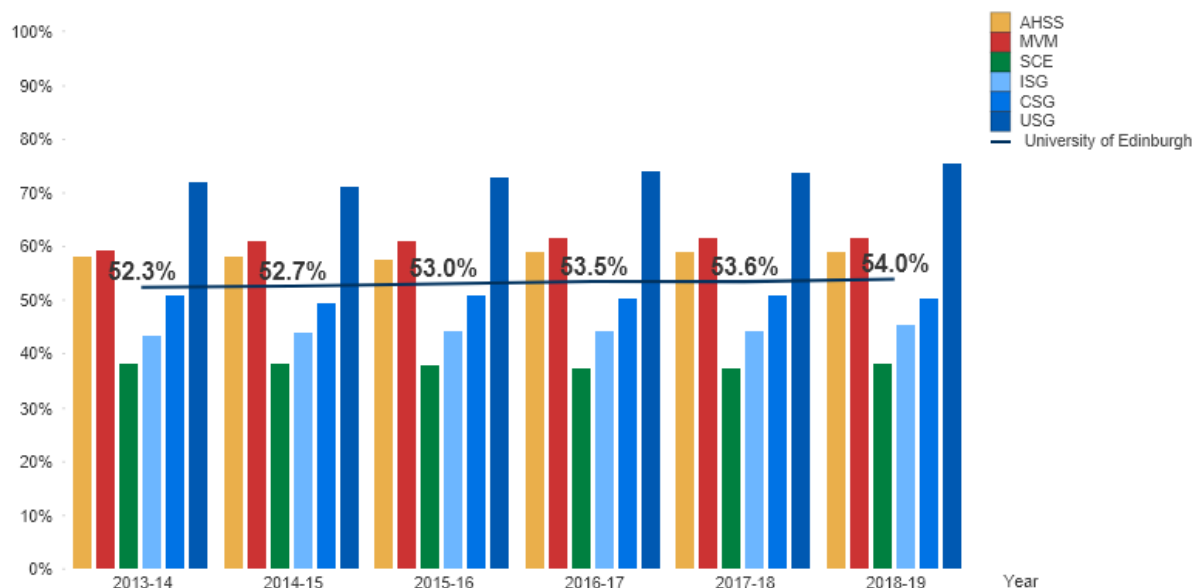
5. Gender

5.1. Gender - Overall

The overall proportion of female staff (excluding GH) in 2018/19 was 54.0% and a breakdown of overall population by college and support group is shown in Figure 12. There is little

movement in the data since 2013/14 and female staff continue to be underrepresented in SCE and ISG whereas male staff are underrepresented in AHSS, MVM and USG.

Figure 12: Proportion of overall staff (excluding GH) who are female, by College/Support Group, 2013/14 to 2018/19.



5.1.1 Gender – Academic Staff

The proportion of female academic staff in 2018/19 was 44.2%, a slight increase of more than 0.7% compared to 2017/18. This is 9.8% lower than the overall staff proportion breakdown shown in Figure 12, and 16.5% lower than that for Professional Services staff. The proportion of academic staff who are female, by College, is shown in Figure 13.

Figure 13: Proportion of Academic staff who are female, by College, 2013/14 to 2018/19. The total academic population for 2018/19 is 1,659 (AHSS), 1,684 (MVM), 1,503 (SCE) and 4846 (UoE).

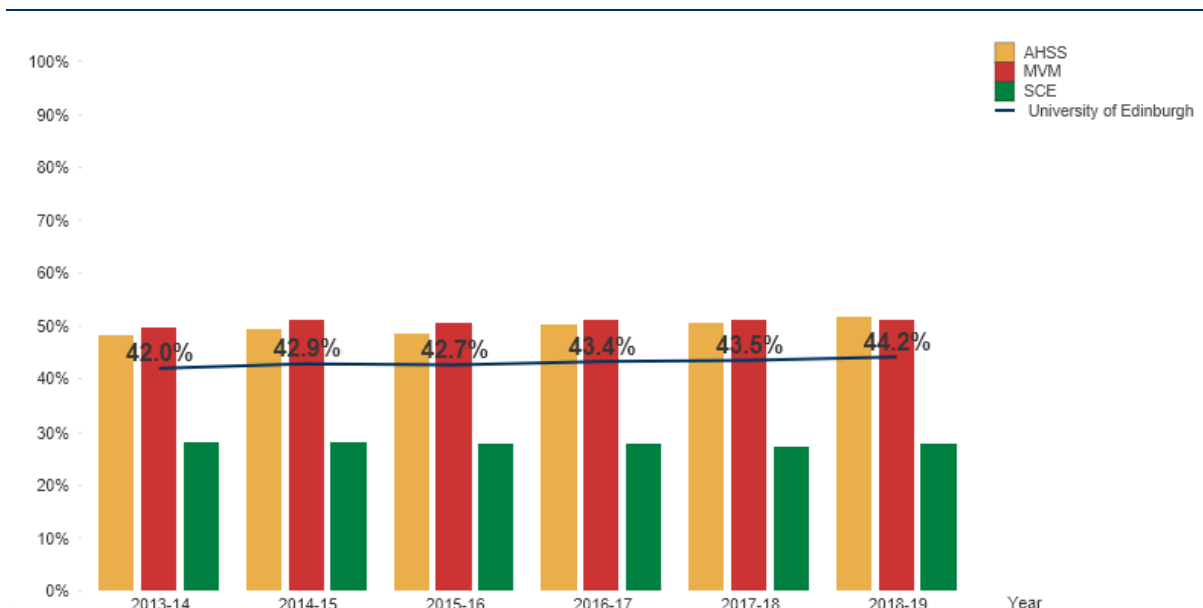
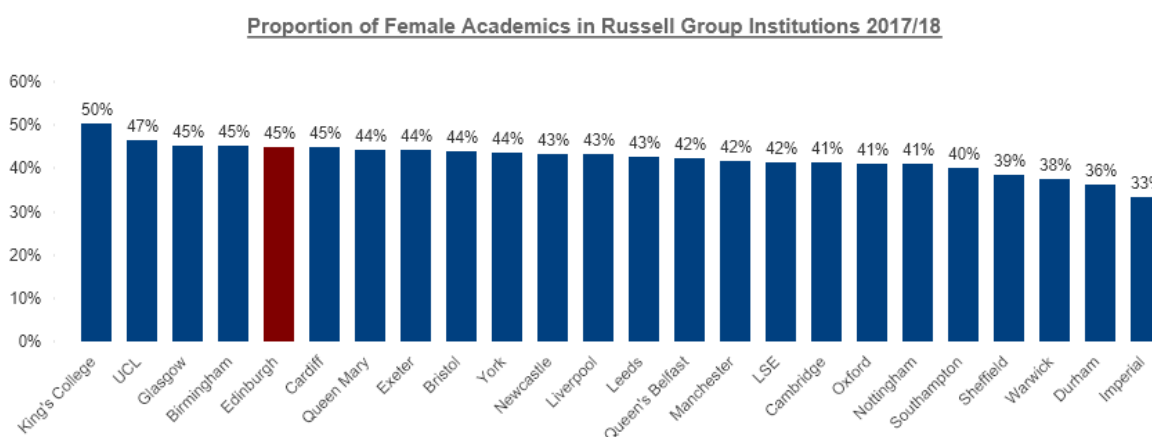


Figure 14 shows the proportion of female academic staff in Russell Group institutions for 2017/18. We are back in the first quartile for female academics, having been in the second quartile for the previous year.

Figure 14: Percentage of female Academic staff in Russell Group Institutions, 2017/18 (HESA data including Guaranteed Hours)



5.1.2 Gender – Professional Services Staff

The proportion of female professional services staff in 2018/19 was 60.7%, (60.6% 2017/18) and has remained reasonably constant for the last 6 years. A breakdown by college and support group is shown in Figure 15.

Figure 15: Proportion of Professional services staff who are female, by College/Support Group, 2013/14 to 2018/19. The total counts for 2018/19 are 927 (AHSS), 1,485 (MVM), 950 (SCE), 2,204 (CSG), 726 (ISG), 757 (USG) and 7,049 (UoE).

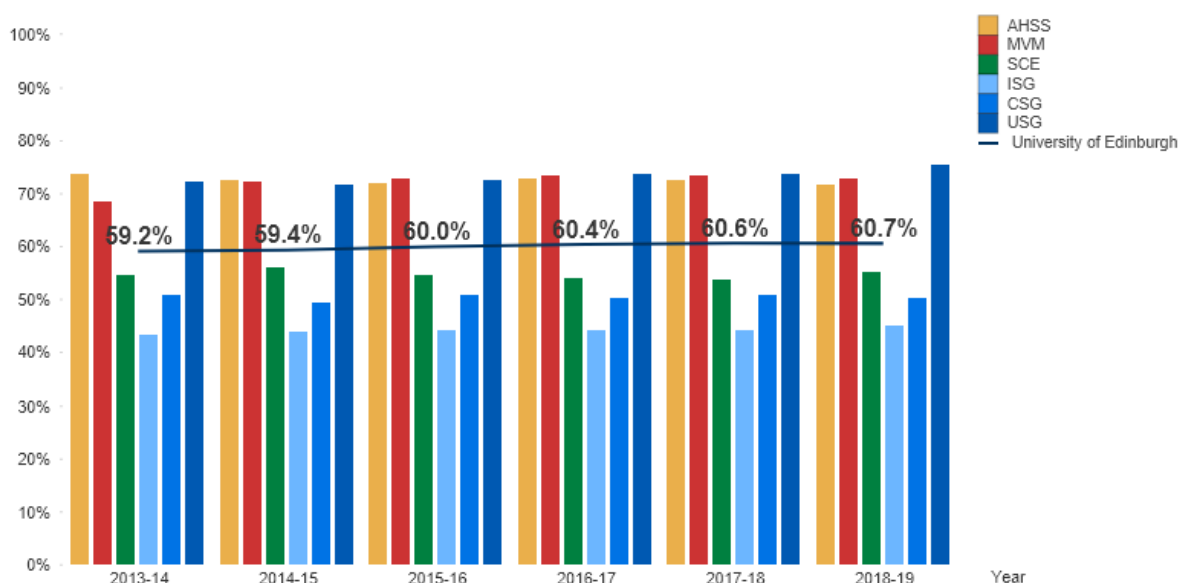
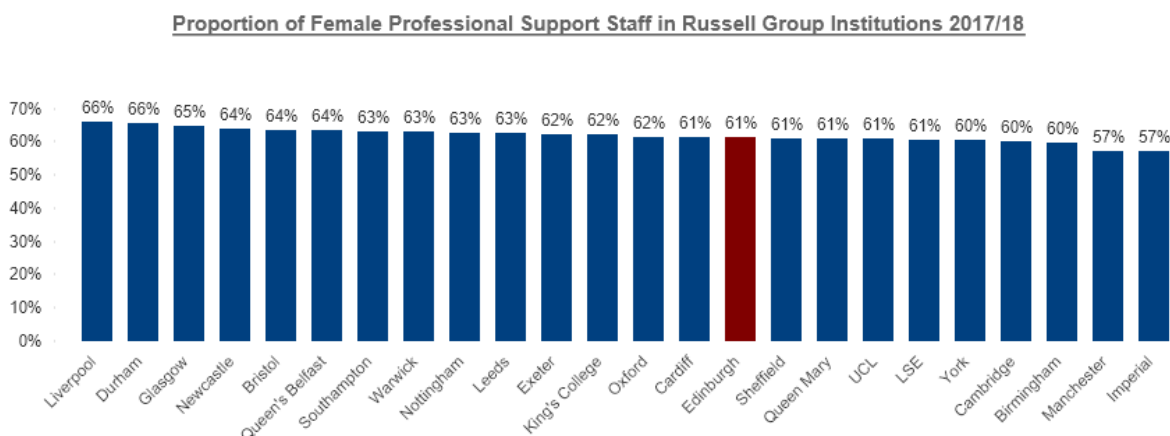


Figure 16 shows the proportion of female professional services staff in Russell Group institutions. For all institutions the proportion of female staff is greater than 50%, and we remain in the third quartile, as per the previous year.

Figure 16: Percentage of female professional services staff in Russell Group Institutions, 2017/18(HESA data including Guaranteed Hours).



5.1.3 Gender – Guaranteed Hours Staff

As shown in Figure 17, in 2018/19 the proportion of females amongst staff on guaranteed hours contracts was 51.8% overall, ranging from 36.6% in SCE to 70.6 in USG.

Figure 17: Headcount and proportion of female staff on GH contracts, by College/Support Group 2018/19.

2019	College/Support Group					
	AHSS	MVM	SCE	CSG	USG	Total

Headcount	711	111	441	159	370	1792
% Female	55.9%	66.5%	36.6%	55.0%	70.6%	51.8%
2018	College/Support Group					
	AHSS	MVM	SCE	CSG	USG	Total
Headcount	696	112	363	161	311	1643
% Female	55.9%	70.9%	35.5%	55.7%	67.2%	51.7%
2017	College/Support Group					
	AHSS	MVM	SCE	CSG	USG	Total
Headcount	665	92	349	151	303	1506
% Female	55.3%	70.2%	35.9%	57.4%	68.2%	51.8%

5.2 Gender and Contract Type

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

Figure 18 shows the proportion of male and female academic staff on a fixed-term and open-ended contract for 2013/14 to 2018/19 and Figure 19 shows the proportion of male and female academic staff on a fixed-term and open-ended contract by pay grade for 2018/19. The higher proportion of female academic staff on fixed-term contracts is primarily due to the greater proportion of female academic staff at Grade UE06 which has a high proportion of staff of both genders (average 72.5% (74.5% in 2017/18) on fixed-term contracts (Fig.19).

Figure 18: Percentage of male and female academic staff, by fixed-term and open-ended contract, 2013/14 to 2018/19.

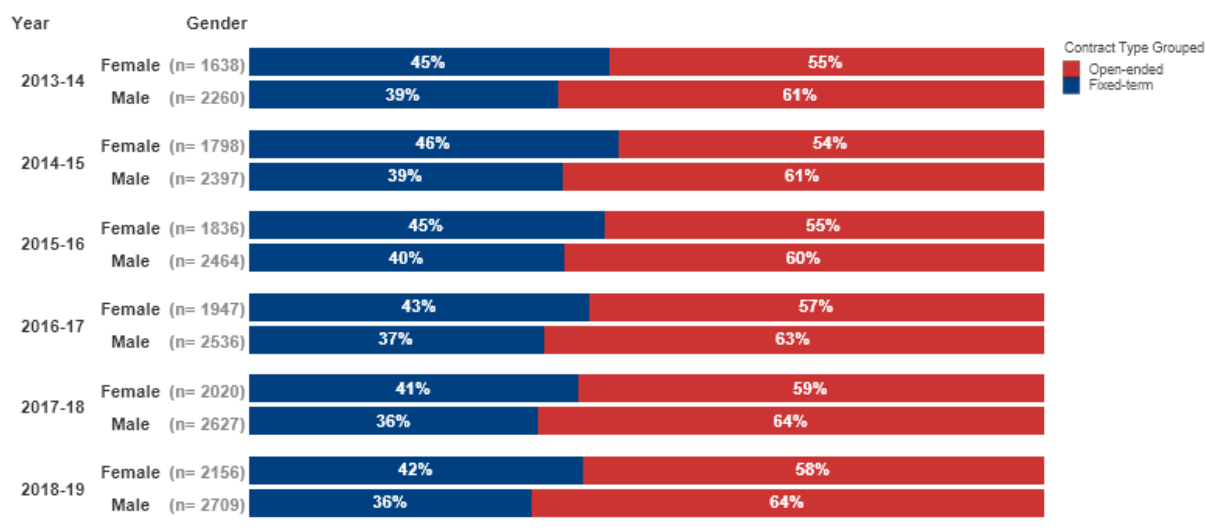
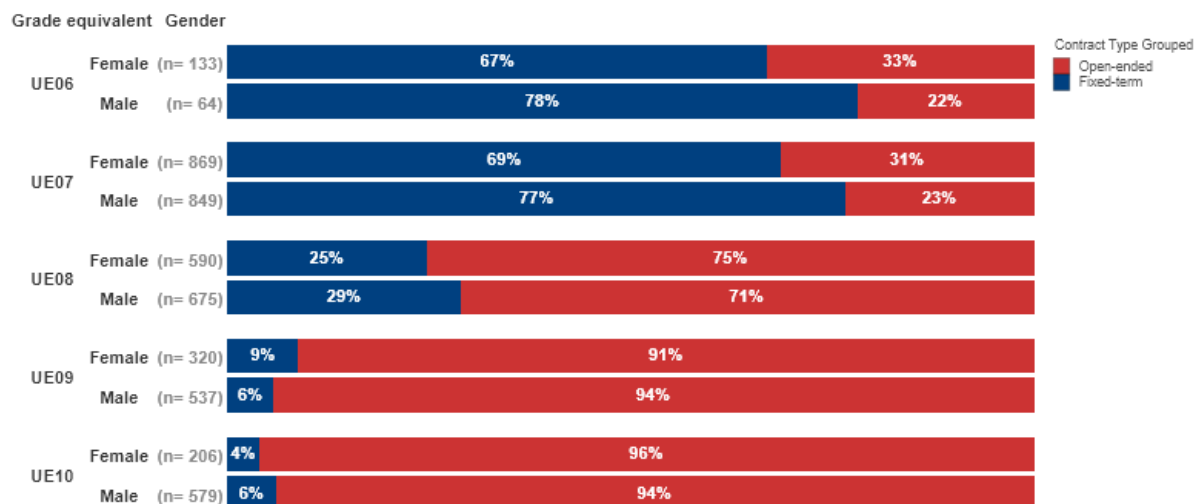


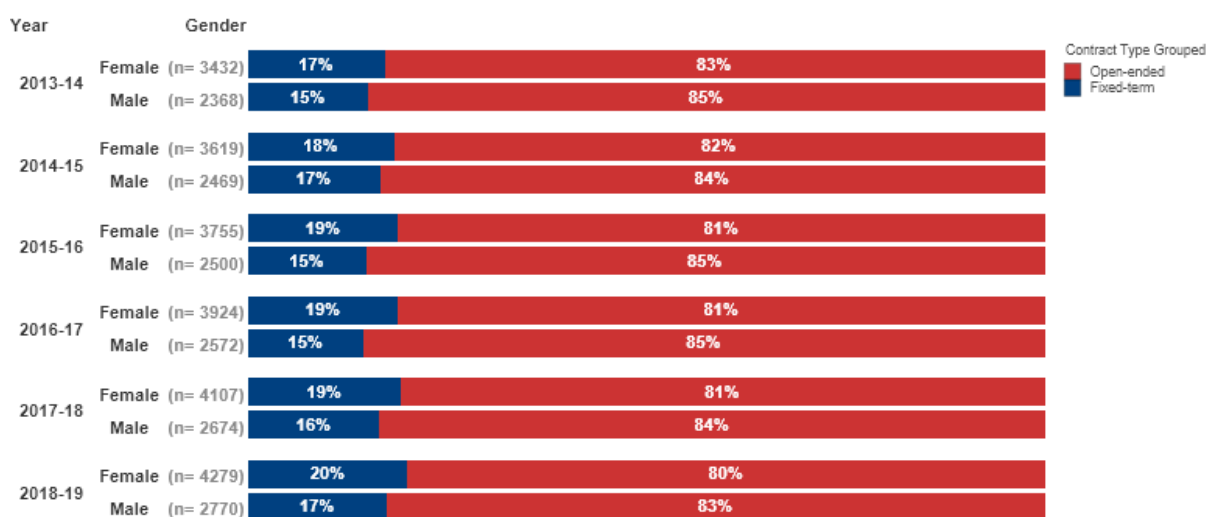
Figure 19: Percentage of male and female academic staff, by fixed-term and open-ended contract by pay grade, 2018/19.



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

Figure 20 shows the proportion of professional services staff on fixed-term and open-ended contracts by gender between 2013/14 and 2018/19. There is a consistent pattern of a greater proportion of female staff (20% in 2018/19) than male staff (17% in 2018/19) on fixed-term contracts.

Figure 20: Contract type (fixed/open) for professional services staff, by gender, 2013/14 to 2018/19.

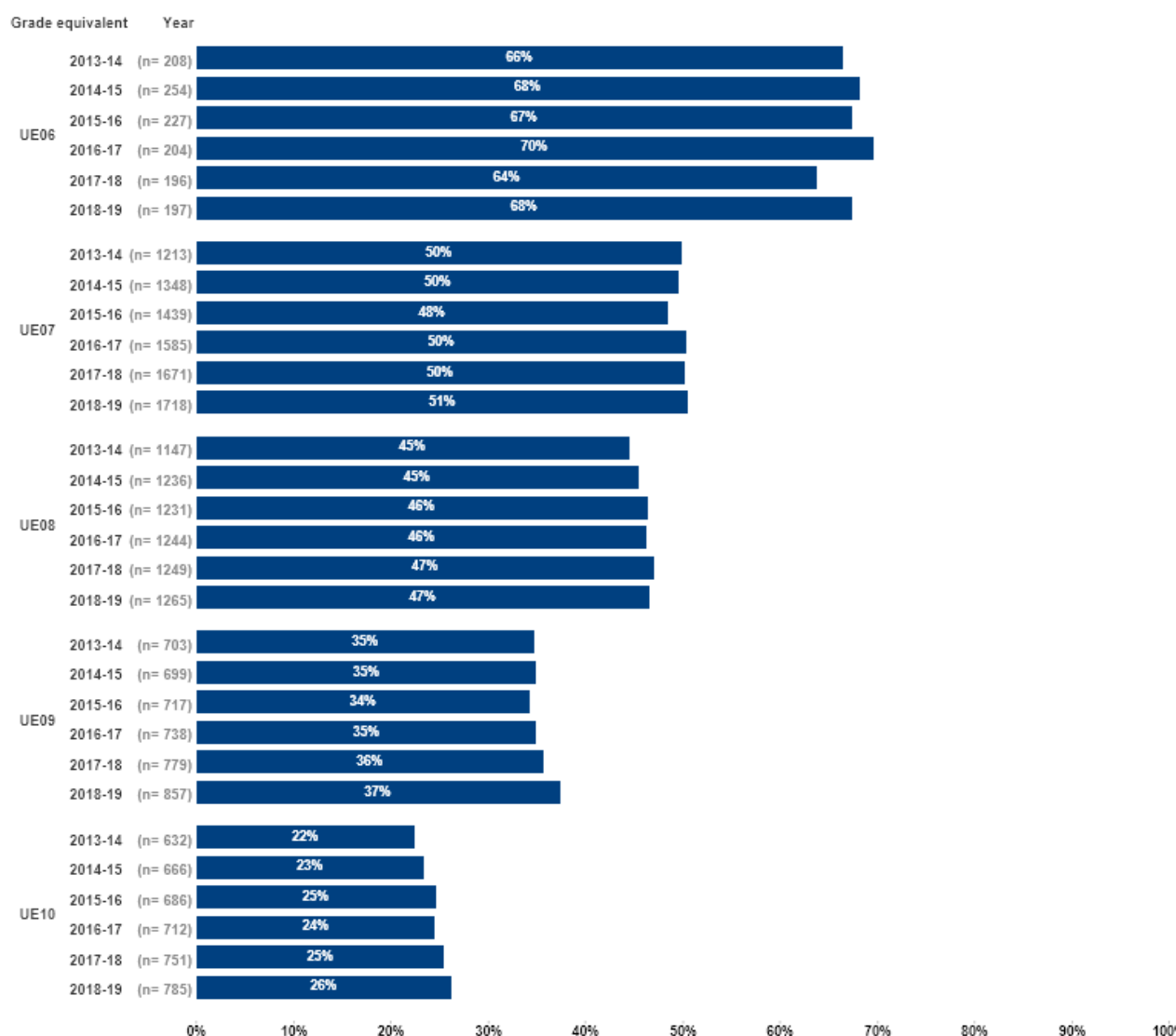


5.3 Gender & Grade

5.3.1 Gender & Grade – Academic Staff

Figure 21 shows the proportion of female academic staff by grade, from 2013/14 to 2018/19, clearly demonstrating the ‘leaky pipeline’ of women to senior grades. Over the period, there have been modest increases in the proportion of women within most grades, including the proportion of female academics at grade UE10, reflecting the strategic priority to increase the proportion of women at senior grades’.

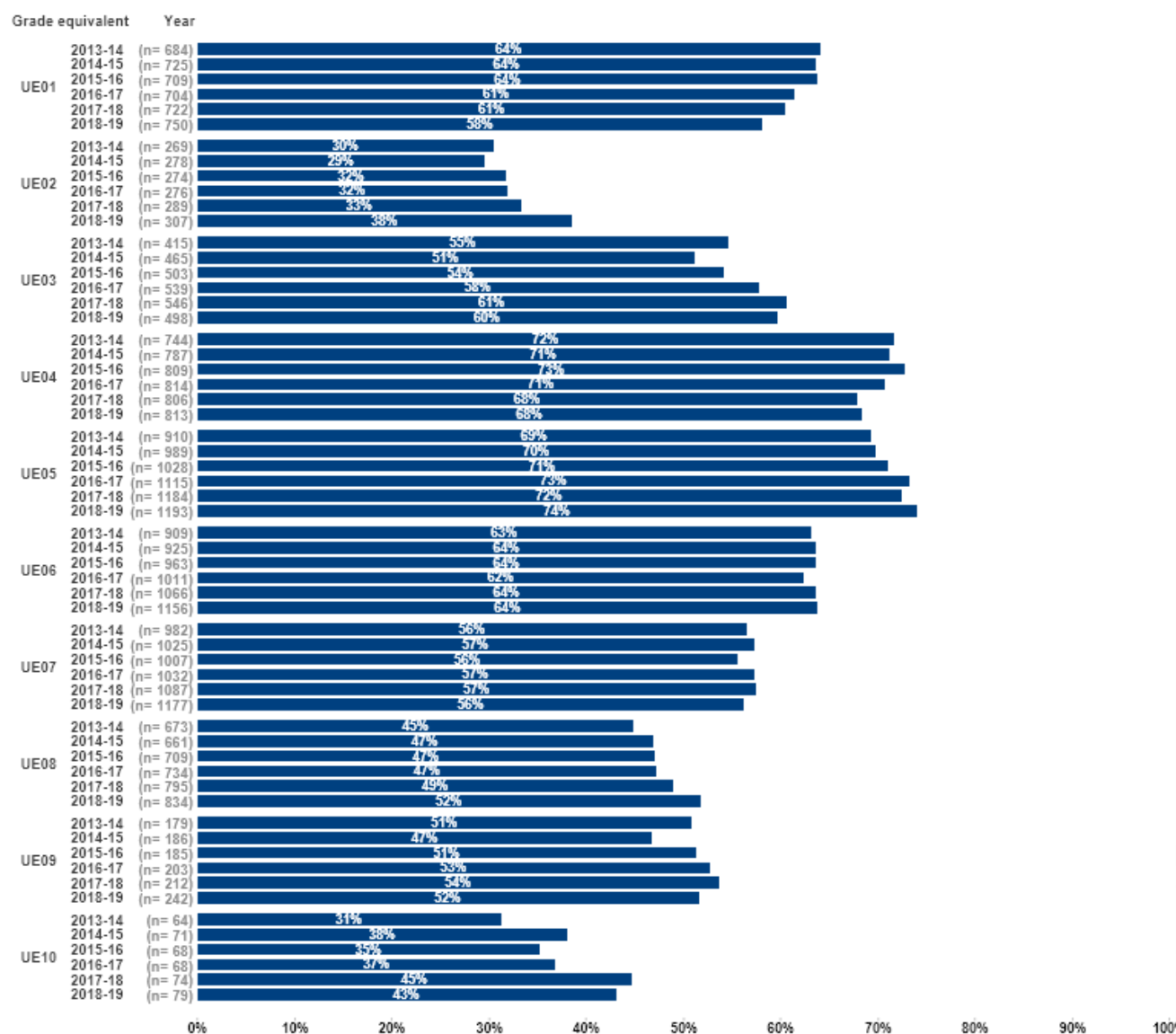
Figure 21: Proportion of academic staff who are female, by grade, 2013/14 to 2018/19.



5.3.2 Gender & Grade – Professional Services Staff

Figure 22 shows the proportion of professional staff who are female by grade, from 2013/14 to 2018/19. 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 on average.

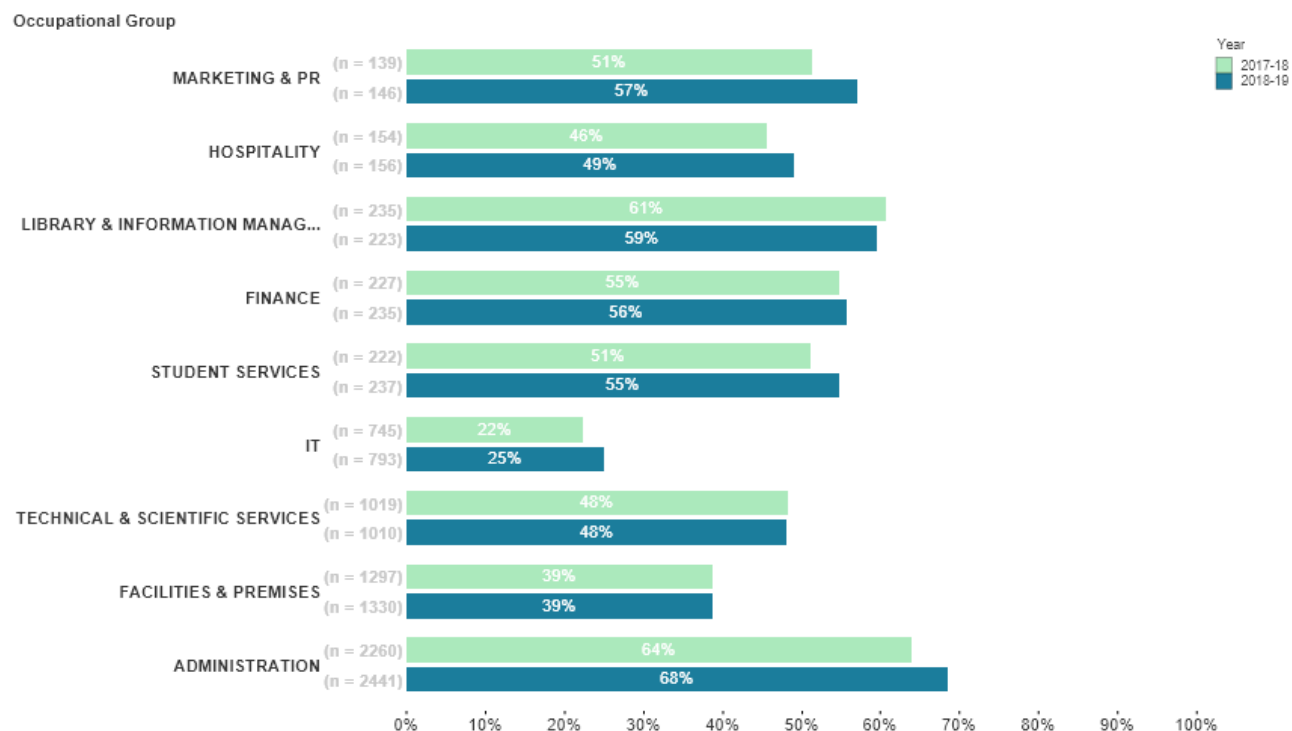
Figure 22: Proportion of professional services staff who are female, by grade, 2013/14 to 2018/19.



5.4 Gender & Occupational Group – Professional Services Staff

Figure 23 shows the proportion of female professional services staff across occupational groupings. Females are most highly represented in administrative roles and least represented in Information Technology roles.

Figure 23: Proportion of female staff, by Occupational Group, (excluding GH staff) 2017/18 and 2018/19. Only Job segments with populations greater than 100 are included.

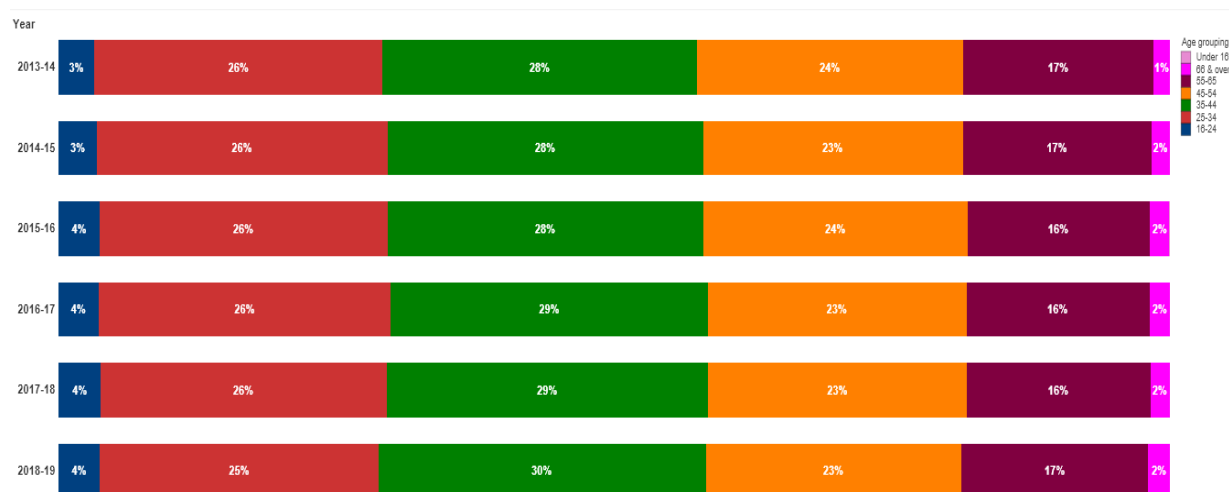


6 Age

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 fairly static since 2014/15. However, 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.

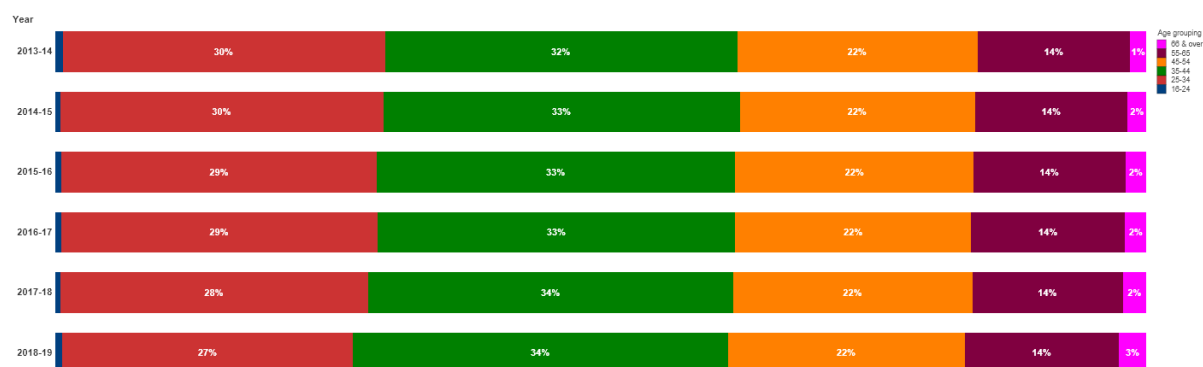
Figure 24: Overall staff distribution across age groups, 2013/14 to 2018/19.



6.2 Age Distribution by Year – Academic Staff

Figure 25 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, showing a slight increase at 66 & over for 2018/19.

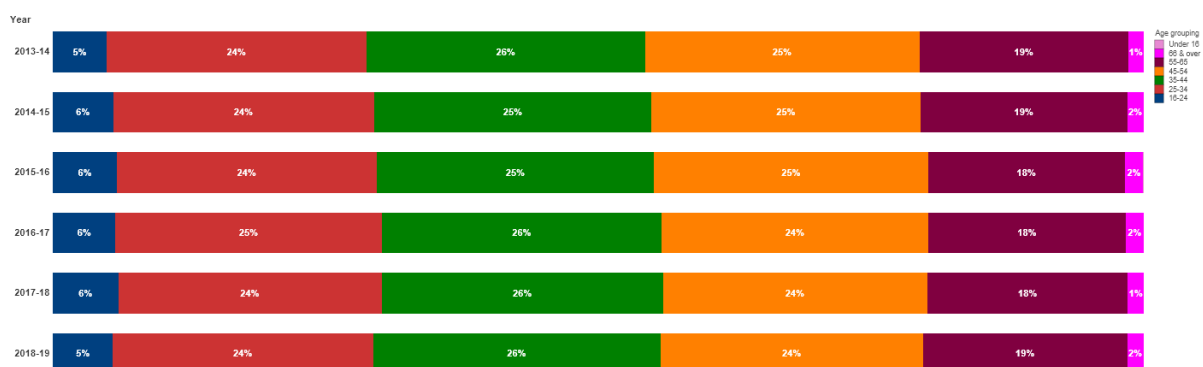
Figure 25: Academic staff by age grouping, 2013/14 to 2018/19



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 increased slightly year-on-year. However, overall there is a balance in the spread of staff across the age groups 25-34 through 55-65.

Figure 26: Age distribution of professional services staff, 2013/14 to 2018/19



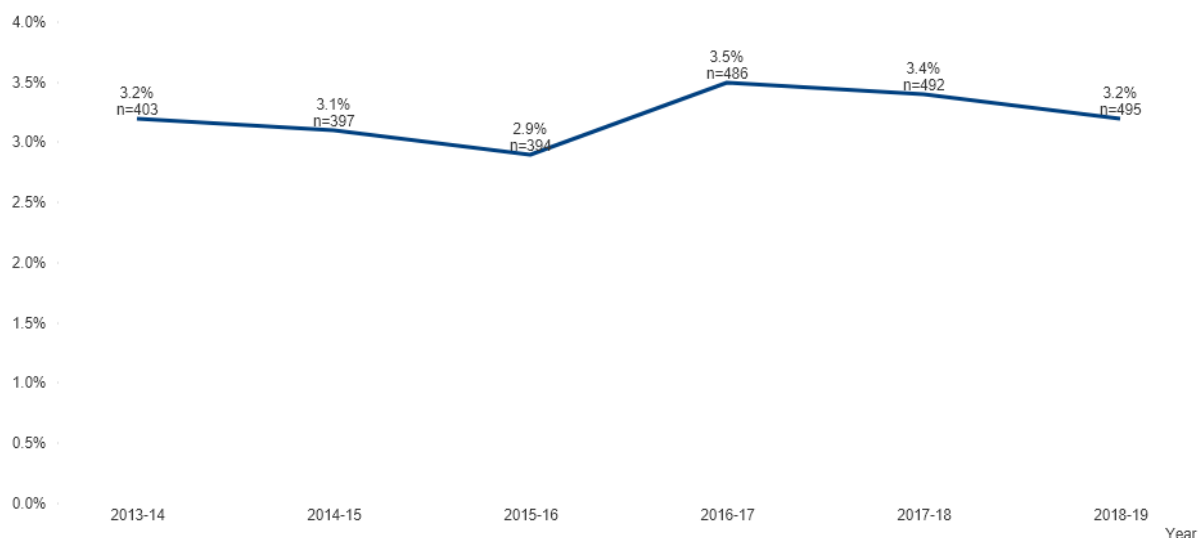
7 Other Protected Characteristics

We are pleased to note that disclosure rates have continued to increase since the last report. 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.

7.1 Disability

In 2018/19, 495 (3.2%) disclosed a disability. Figure 27 shows the overall proportion of staff disclosing a disability from 2013/14 to 2018/19. The proportion of staff disclosing a disability is broadly in line with the benchmarking data for higher education in Scotland (3.7%, AdvanceHE statistical report 2019).

Figure 27: Proportion of all staff (including GH) disclosing a disability, 2013/14 to 2017/18

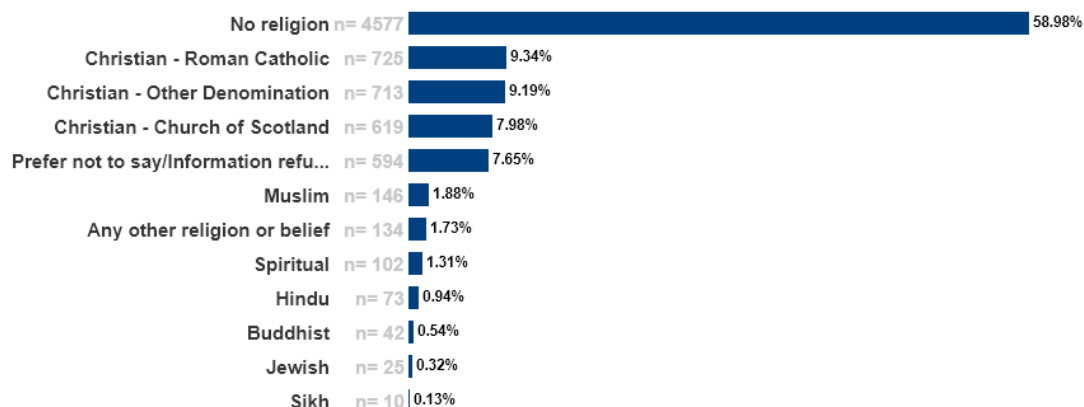


7.2 Religion and Belief

In 2018/19, 7760 (7034 in 2017/18) 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 19% higher than UK Higher Education Institutions data (AdvanceHE 2019 statistical report).

The proportion of staff declaring their religion as Christian 26.5% is markedly lower than the Scottish (57.9%) and City of Edinburgh (46.7%) 2011 census proportions, but higher than the AdvanceHE 2019 statistical report data (32.0%). 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 28 presents the proportion of staff in each category of Religion and Belief.

Figure 28: Proportion of staff of known Religion and Belief in each category, 2018/19.

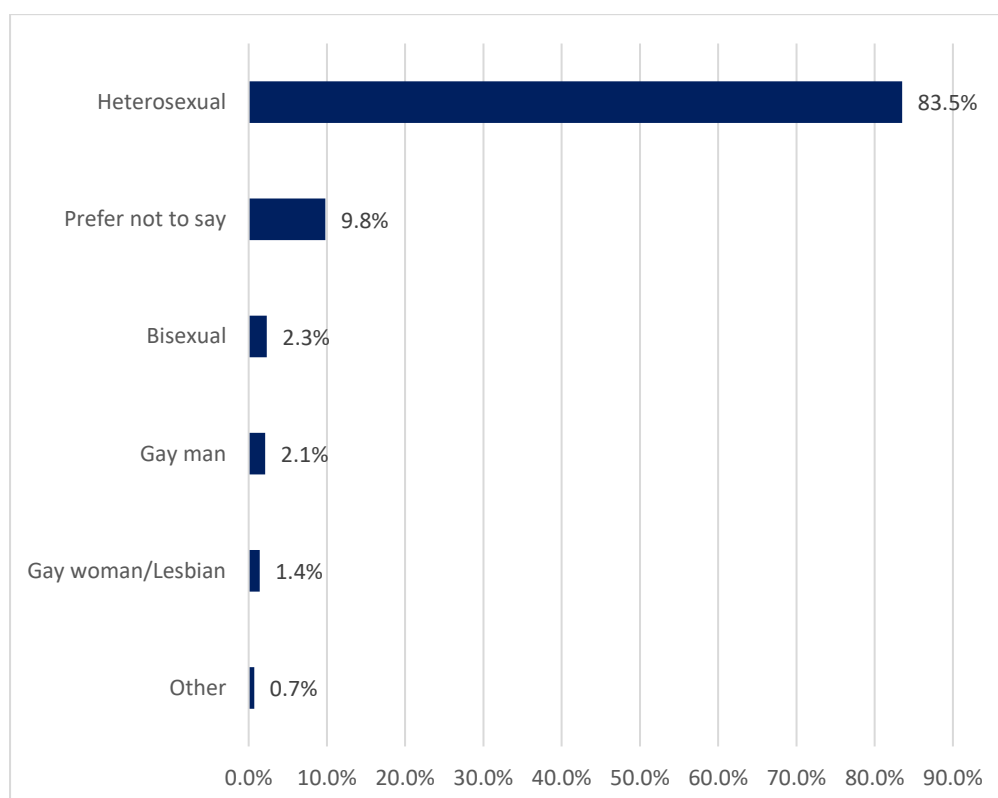


7.3 Sexual Orientation

50.4% of staff (up from 48.1% in 2018) disclosed their sexual orientation. The proportion of our staff identifying themselves as Gay (2.1%), Lesbian (1.4%) or Bisexual (2.3%) is significantly higher than the ONS 2017 Sexual Orientation UK data (Gay/Lesbian =1.3%; Bisexual= 0.7%) and the UK Higher Education Institution 2018 data (Gay Man =1.2%; Bisexual=0.7%; Lesbian/Gay Woman =0.6%).

Of those that disclosed, 83.5% were heterosexual. The proportion of staff identifying themselves as Gay/Lesbian or Bisexual is higher than the UK average in the Office for National Statistics 2016 Annual Population Survey (Bisexual= 0.8%; Gay/Lesbian =1.2%) and higher than the UK Higher Education Institution data from the AdvanceHE 2019 statistical report (Gay Man =1.3%; Bisexual=0.7%; Lesbian/Gay Woman =0.7%). Figure 29 below presents the proportion of UoE staff in each category of sexual orientation.

Figure 29: Proportion of staff of known sexual orientation in each category, 2018/19



7.4 Gender Identity

In 2018/19, 47.4% of staff (up from 44.6% in 2017/18), disclosed their gender identity. The proportion of staff disclosing a trans identity (0.6%) is higher than the UK Higher Education Institution data of 0.3% (AdvanceHE statistical report 2019).

Numbers are too low to carry out any further meaningful analysis, but it is encouraging to note increased disclosure.