2019 Annual Equality Monitoring Report – Staff

Contents

Executive Summary

The University of Strathclyde annual staff equality monitoring report provides comprehensive information on the protected characteristics[1] of staff in recruitment, promotions, development, discipline, grievance, dignity and respect cases and turnover.

Information on comparison with the Higher Education sector is provided where available.

The report is based on data as of 31 October 2018. Where corresponding data is available for October 2017, this is shown in brackets alongside the October 2018 data to enable a year on year comparison.

The University has 3824 (3677) staff, of which 77% hold full-time posts. This is an increase in the staffing population of 4%.

There are 892 (859) part-time staff at the University making up 23% of all staff.

65% (65%) of staff are based within the four Faculties (Business, Humanities and Social Sciences, Engineering and Science) with the remaining 35% (36%) in the Professional Services Directorates.

The profile for gender by staff category reveals that a proportionately greater percentage of female staff than male are concentrated in the Administrative and Professional Services (APS) and Operational Services staff categories (Table 5). The majority of male staff are based within Research and Knowledge Exchange, Academic and Administrative & Professional Services Grade 6+ categories.

In terms of protected characteristics at the University:

- The gender composition of the staffing profile has remained static since October 2017. This has resulted in an overall staffing profile of 51% female staff and 49% male.

- There has been a 1% decrease in the percentage of female professors since last year. However, there has been a notable increase in the number of female Readers (by 6 individuals) which is a positive indication that this may change in the years ahead.

- The declared Disability status of the staffing profile has remained consistent at a rounded 3%. Disabled women are slighted more represented than disabled men.

- The BME (Black Minority Ethnic) component of the staffing profile is unchanged at a rounded 7%. There are twice as many BME male staff as there are BME female staff.

- The age profile indicates that women between age 40 and 59 outnumber men in these age groups. Men are more represented in the 30-39 and 60 plus age groups. The 20-29 age category has seen an increase in women resulting in an almost equal split between male and female staff.

- 22% (21%) of staff voluntarily describe themselves as Christians, 28% (26%) have stated 'no religion'.

- Declared disclosure by Lesbian, Gay and Bisexual (LGB) staff comprise 3% of all staff (2% in 2017).

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[1] The Equality Act 2010 (Equality Act 2010 Summary) recognises the association of people and groups as belonging to diverse protected characteristics including age, disability, gender reassignment, sex, race, religion or belief, sexual orientation, marriage and civil partnership and pregnancy and maternity.

- 0.2% (9 individuals) of employees have disclosed that they have a different gender to that which they had at birth. This has remained the same since 2017.

- Staff from 77 (71) nationalities are employed at the University.

234 staff were promoted during the period 1 November 2017 to 31 October 2018. This is a slight decrease from 237 promotions in 2016-17. There was a higher proportion of female staff promoted over male staff (54% compared to 46%). 8% of promotions were BME staff and 3% staff with disabilities, which is an increase from the previous year.

For part time staff, a significant proportion are female (76%) compared with male staff (24%), 4% are from a Black Minority Ethnic background and 5% have disclosed disability status. There has been a 1% increase in part-time male staff from last year.

Between 1 November 2017 and 31 October 2018, the University received 13,401 (an increase of approximately 400) applications for 690 posts. Marginally more applications were received from women with 50% of applicants being female and 49% male. 21% of the applicants were BME (a two percentage point decrease from 2017) and 4% of applicants disclosed a disability (unchanged from 2017).

Between November 2017 and October 2018, 643 staff left the University (up from 617 in the previous year). 52% of leavers were male and 48% female. 8% were BME staff (comparative with 2017) and 3% were staff with disabilities (unchanged from last year's report).

During the year the University provided 530 centrally facilitated staff development programmes. This is an increase of around 10% in staff development programmes (48 more) from last year's report. As previously, a significantly higher proportion of female staff participated in training programmes compared with male staff (60% versus 40%). 8% of participants were BME staff and 4% were staff with declared disabilities.

The University received and addressed 19 formal staff related grievances, dignity and respect complaints and disciplinary cases during 2017-2018. This was a decrease from 21 formal cases in 2016-17.

In this report, to prevent the possibility of any individual being identified, all figures less than 5 have been replaced with an asterisk.

1. Introduction

The University of Strathclyde aims to be an employer of choice locally and globally and aspires to reflect the diversity of people from all protected characteristic backgrounds in our staff community.
We are firmly committed to equality, diversity and inclusion.

The annual staff Equality Monitoring report provides information on the profile of staff and meets the requirement of the Public Sector Equality Duty (PSED) of the 2010 Equality Act.

The current staff profile is broadly consistent with the staff monitoring report from the previous year. The overall headcount of employees increased by 147 between 1 November 2017 and 31 October 2018.

The University as of October 2018 employed 3,824 staff, of which 51% are female and 49% male. This gender distribution remains static when compared to the October 2017 data.

7% of staff considered themselves to be Black and Minority Ethnic (BME) and 3% disclosed a disability (Table 1). These trends have remained the same as those reported in 2017.

Table 1: Strathclyde staff profile

2018	Strathclyde	2017	Strathclyde
Female	1,958 (51%)	Female	1,857 (51%)
Male	1,866 (49%)	Male	1,820 (49%)
Total	3,824 (100%)	Total	3,677 (100%)
BME	283 (7%)	BME	267 (7%)
Disability	132 (3%)	Disability	124 (3%)

2. University of Strathclyde and the Higher Education sector

Female staff represent a slightly higher proportion of staff at the University with 51% of the staffing profile compared to 49% of men. The percentage of male staff at Strathclyde remains higher (by four percentage points) than the Scottish average and three percentage points higher than the UK sector average (Table 2).

The proportion of BME staff at Strathclyde is significantly higher than the Scottish sector average (7% compared to 4%) and lower than the UK HE sector average.

In terms of disability status, the University's employment profile is slightly lower than the Scottish sector average and the UK HE sector average.

Table 2: Strathclyde staff profile compared with Scottish and UK Universities 2017

		Strathclyde	Scottish Universities	All UK
Female		1958(51%)	24,190 (55%)	227,670 (54%)
Male		1866 (49%)	20,175 (45%)	192,040 (46%)
Total		3824 (100%)	44,365 (100%)	410,130 (100%)
BME		267 (7%)	1165 (4%)	29,680 (9%)
Disability		124 (3%)	1590 (4%)	19,800 (5%)

http://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2018/

3.   Strathclyde staff profile by full and part-time status and staff category

The University staff profile indicates that 77% of employees hold full-time posts and 23% part-time posts (Table 3).

The highest proportion of full time staff are within the Administrative and Professional Services (APS 6+) staff category (18%) followed by the Research/Knowledge Exchange (16%) and Academic (12%) staff categories.

For part-time staff, the highest proportion are in Operational (53%), followed by APS 3-5 (32%) staff categories. In the 2017 report, the Teaching staff category had a greater proportion of part-time staff in comparison to those in the APS 3-5 category.

Within all of our job categories, the majority of staff hold full-time posts. The exception is within the Operational staff category, in which 53% hold part-time posts.

Table 3: Staff profile by full and part-time status

	FT	%	PT	%		Total	%
Academic	462	95	23	5		485	13
APS 3-5	378	68	178	32		556	15
APS 6+	715	80	183	20		898	23
Director/Professor	209	83	44	17		253	7
Operational	217	47	249	53		466	12
Research & KE	604	84	113	16		717	19
Teaching	183	69	84	31		267	7
Technical	164	90	18	10		182	5
Total numbers							
	77%		**23%**			**100%**	

Diagram 1 represents the distribution of staff by staff category. The highest numbers of staff (37%) are found in the Administrative and Professional Services (APS) staff category followed by Research/Knowledge Exchange (19%), Academic (13%) and Operational Services (12%). There are smaller numbers employed within the staff categories of Directors/ Professors (7%), Teaching (7%) and Technical Services (5%).

Diagram 1: Staff Profile by job category

Pie chart values:
- Academic, 485, 13%
- APS 3-5, 556, 14%
- APS 6+, 898, 23%
- Director/Professor, 253, 7%
- Operational, 466, 12%
- Research & KE, 717, 19%
- Teaching, 267, 7%
- Technical, 182, 5%
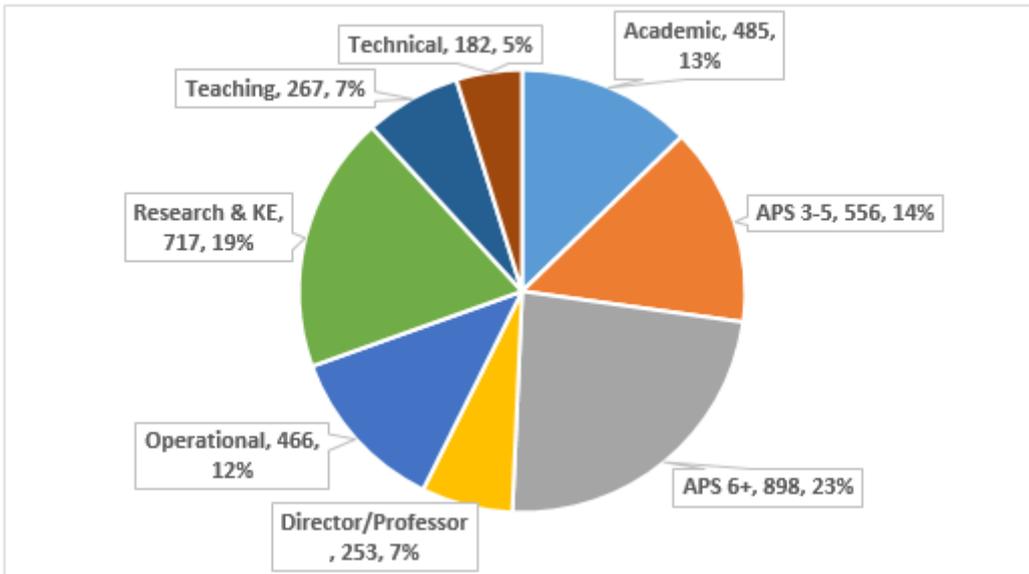
4.   Staff by Faculty/Professional Services Directorates

Staff analysis by organisational area (Diagram 2) shows that the highest proportion of staff are based within Professional Services Directorates (PS–35%), followed by the Faculties of Engineering (24%), Science (18%) and Humanities and Social Sciences (HaSS -16%). The Strathclyde Business School has the smallest proportion of University staff (7%).

Between October 2017 and October 2018 the proportion of staff in Engineering increased by 1 percentage point. Conversely the proportion of staff in HaSS fell by 1 percentage point.

Between October 2017 and October 2018 the proportion of staff in Professional Services, Science and the Business School has remained constant.

Diagram 2: Staff profile by Faculty/ Professional Services Directorates

Pie chart values:
- Sci, 693, 18%
- Eng, 909, 24%
- HaSS, 614, 16%
- PS, 1,326, 35%
- SBS, 277, 7%
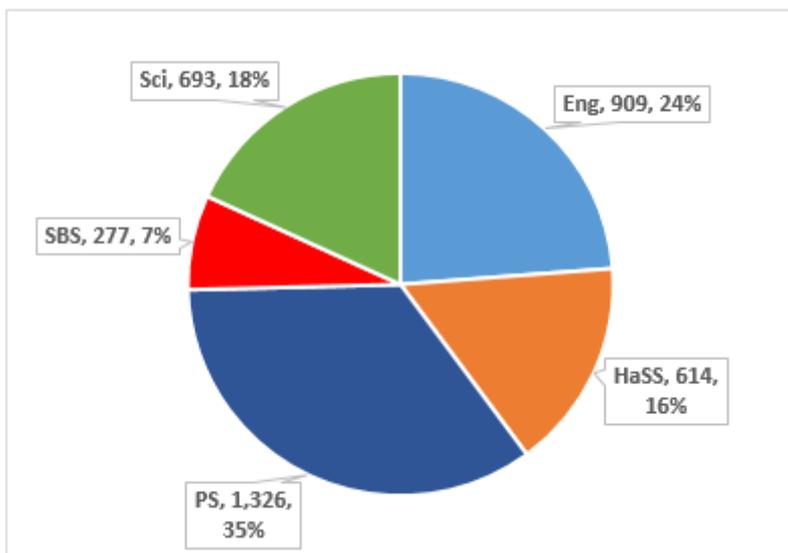
Within the staff populations in the Faculties and Professional Services Directorates (Table 4):

- Strathclyde Business School has the highest proportion of academic staff and Directors/Professors as a percentage of their overall staff numbers when compared with the other faculties;

- The highest percentage of APS Grade 3-5 staff are based in Professional Services Directorates;

- Nearly all Operational Services staff are based in the Professional Services Directorates;

- The majority of Research and Knowledge Exchange staff are located in the Faculty of Engineering;

- The highest percentage of Teaching focused staff are based in HaSS.

Table 4: Staff numbers by job category and Faculty/ Professional Services Directorates (* denotes value <5)

	Eng	HaSS	PS	SBS	Sci	Total
Academic	144	132	0	74	135	485
APS 3-5	72	109	282	43	50	556
APS 6+	104	115	542	61	76	898
Director/Professor	80	49	20	34	70	253
Operational	*	0	462	*	0	462
Research & KE	368	80	*	32	236	716
Teaching	59	124	7	33	44	267
Technical	82	5	13	0	82	182
	Eng	HaSS	PS	SBS	Sci	Total
Academic	16%	21%	0%	27%	19%	13%
APS 3-5	8%	18%	21%	16%	7%	15%
APS 6+	11%	19%	41%	22%	11%	24%
Director/Professor	9%	8%	2%	12%	10%	7%
Operational	0%	0%	35%	*	0%	12%
Research & KE	40%	13%	*	12%	34%	19%
Teaching	6%	20%	*	12%	6%	7%
Technical	9%	*	*	0%	12%	5%
Total numbers	100%	100%	100%	100%	100%	100%

5. Gender

The following section provides information by gender.

Overall the representation of men and women is reflective of the 2018 report. Females account for 51% of the staff population and males 49%.

However, this gender pattern varies within the Faculties and Professional Services Directorates. Diagram 3 (overleaf) indicates that the highest concentration of women is within Humanities and Social Sciences (70%) and the lowest percentage is in the Faculty of Engineering (31%).

This pattern of distribution largely mirrors the trends reported in the 2018 report, although there has been an increase of one percentage point across the female population in all four Faculties. The female population within Professional Services has remained the same since 2017.

Diagram 3: Gender profile by Faculties and Professional Services Directorates
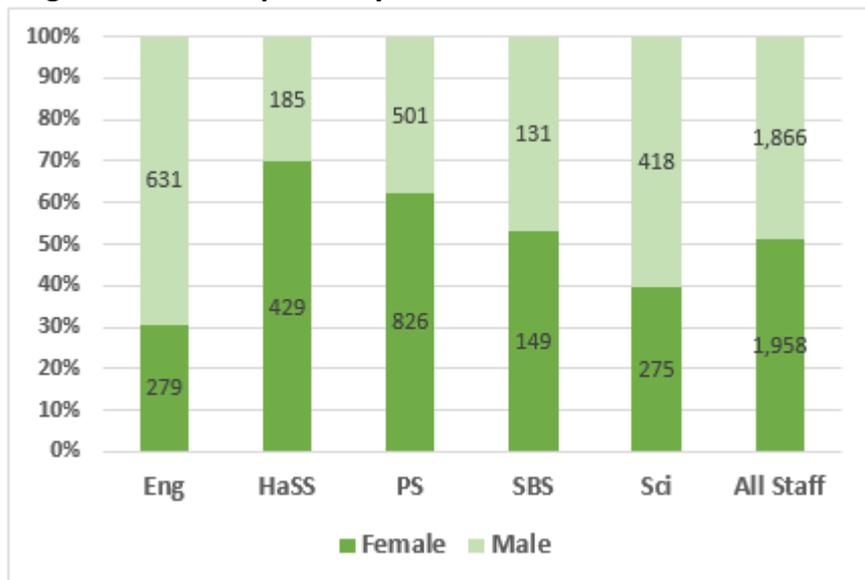
	Eng	HaSS	PS	SBS	Sci	Total
Female	31%	70%	62%	53%	40%	51%
Male	69%	30%	38%	47%	60%	49%
Total	100%	100%	100%	100%	100%	100%

The profile for gender by job category confirms that a proportionately greater percentage of female staff than male are concentrated in the APS and Operational Services categories (Table 5). The majority of male staff are based within the Research and Knowledge Exchange, Academic and APS 6+ categories.

Table 5: Gender by job category

	Female	F%	Male	M%	Total	T%
Academic	179	9%	306	16%	485	13%
APS 3-5	460	23%	96	5%	556	15%
APS 6+	585	30%	313	17%	898	23%
Director/Professor	49	3%	204	11%	253	7%
Operational	265	14%	201	11%	466	12%
Research & KE	228	12%	489	26%	717	19%
Teaching	146	7%	121	6%	267	7%
Technical	46	2%	136	7%	182	5%
Total	1958	100%	1866	100%	3824	100%

5.1 Gender Analysis - Academic category

Diagram 4: Gender profile for Academic staff
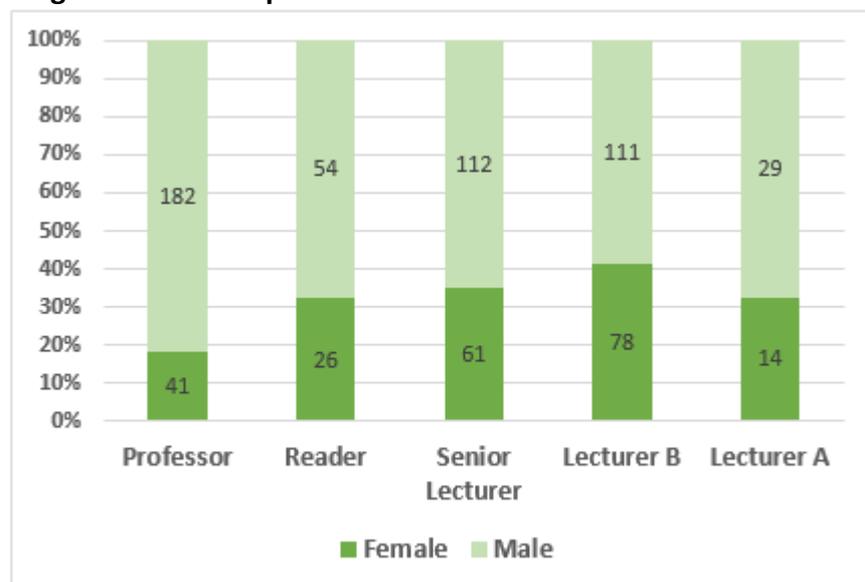
There is a higher concentration of male staff (69%) compared with female staff (31%) in the academic category (Diagram 4/Table 6). These figures remain unchanged when compared to October 2017.

Staff holding posts at Professorial level form the largest group of Academic Staff (31%), followed by staff at Lecturer B (27%), Senior Lecturer level (24%), Readers (11%) and Lecturer A's (6%).

Whilst the proportion of female professors has remained relatively static since last year, there has been a notable increase in the female Reader population with a 4% increase since last year. This indicates a growing pipeline of female academics who will potentially be promoted to Professor in the years ahead. The proportion of female Senior Lecturers and the proportion of females at Lecturer B has remained static.

Table 6: Gender by Academic staff

	Female		Male		Total	
Professor	41	18%	182	37%	223	31%
Reader	26	12%	54	11%	80	11%
Senior Lecturer	61	28%	112	23%	173	24%
Lecturer B	78	35%	111	23%	189	27%
Lecturer A	14	6%	29	6%	43	6%
Grand Total	220 (31%)	100%	488 (69%)	100%	708	100%

Table 7 and Diagram 5 below illustrate year on year progression of female academic staff between 2002 and 2018.

The percentage of females holding Professorial posts in recent years has risen from 11% in 2010 to 18% in 2017. However, there has been a slight decrease this year from 19% in 2017 to 18% in 2018. This remains a challenge at Strathclyde and efforts to encourage both external recruitment and internal

promotions of senior female staff, where appropriate, will continue. Given the higher proportion of female staff within the teaching focused staff category (133 of the 246 teaching staff are female), it is hoped that the recent launch of the role of Professor of Learning and Teaching will have an impact on the number of female professors in the years ahead. We have a number of initiatives aimed at improving the gender balance at Professorial level, detailed in our 2019 Equal and Gender pay report.

There have been progressive increases in the female percentage at Senior Lecturer level since 2010; from 24% to 35%. The number of females at Reader level has also increased by 4% since last year; again, another good indicator of potential future female progression to Professor level. Less positive is the number of females holding Lecturer A posts, which has dropped by 6 individuals since last year. The number of males holding Lecturer A positions has also decreased by 6. Trends observed since 2002 for Lecturer A remain the most fluctuating – however, the actual numbers of staff in this category are small.

Table 7: Percentage of female staff by Academic grade

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Professor	10%	13%	14%	14%	15%	12%	12%	12%	11%	16%	17%	16%	17%	18%	19%	19%	18%
Reader	18%	19%	19%	15%	20%	25%	30%	32%	34%	27%	28%	27%	26%	23%	25%	27%	33%
Senior Lecturer	25%	25%	28%	25%	29%	28%	27%	26%	24%	23%	27%	29%	31%	33%	32%	34%	35%
Lecturer B	37%	39%	38%	45%	44%	45%	46%	45%	44%	43%	38%	39%	38%	40%	40%	42%	41%
Lecturer A	46%	45%	46%	38%	65%	47%	60%	48%	45%	37%	50%	41%	50%	50%	47%	36%	33%

Diagram 5: Percentage of Academic female staff
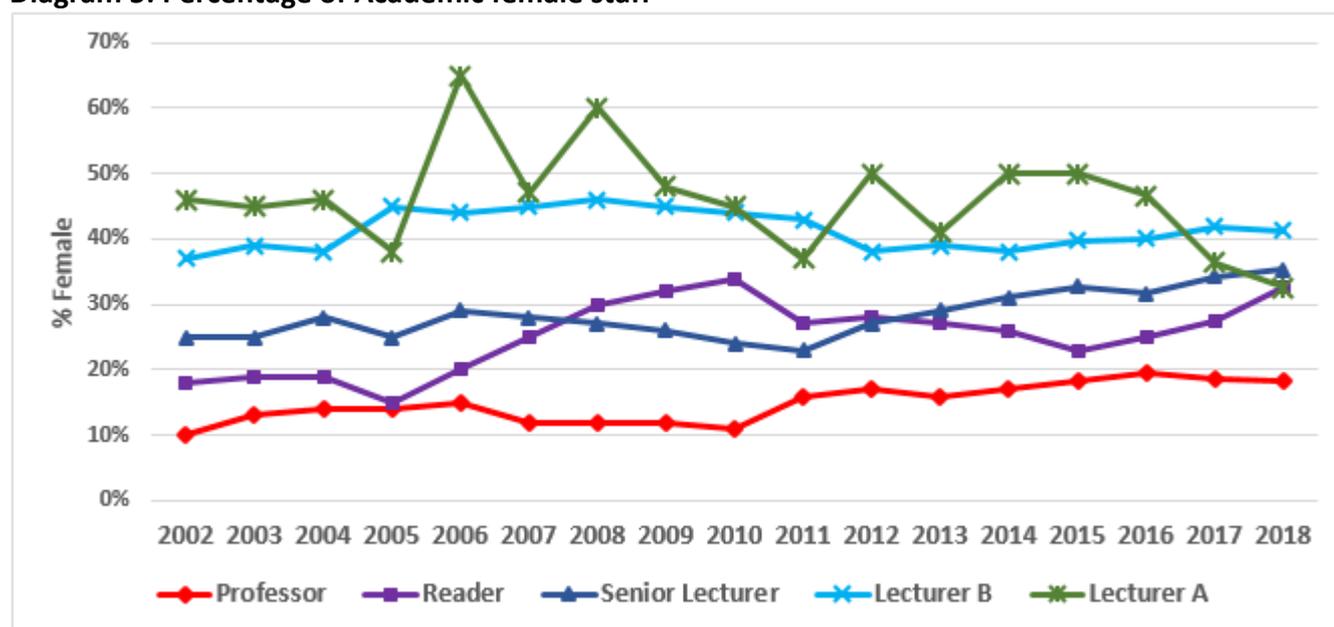
6.   Staff profile by Ethnicity

The University invites all staff on an annual basis to update their information, including personal characteristics.

The profile for ethnicity confirms that 90% of staff have disclosed information on their ethnic heritage.

Of those staff who have disclosed their ethnicity, 84% are White and 5% are from a Black and Minority Ethnic (BME) background.

There are twice as many BME male staff as there are BME female staff (Table 8).

As a rounded figure, the percentage of BME staff is unchanged at 7%.

Table 8: BME staff by gender

	2018			
	BME	Not known	Prefer not to say	White
Female	5%	10%	1%	84%
Male	10%	14%	2%	73%
Total %	7%	12%	2%	79%
Total Count	283	462	63	3,016

Table 8.1: Proportion of BME staff per job category

	BME	Not known	Prefer not to say	White
Academic	14%	9%	2%	75%
APS 3-5	3%	8%	1%	88%
APS 6+	3%	6%	2%	89%
Director/Professor	8%	16%	2%	74%
Operational	1%	15%	0%	83%
Research & KE	17%	24%	3%	56%
Teaching	7%	7%	1%	85%
Technical	3%	8%	2%	87%
Total %	7%	12%	2%	79%
Total Count	283	462	63	3,016

Analysis by staff categories (Table 8.1) indicates that BME staff are primarily concentrated in the Research/Knowledge Exchange (17%) and Academic (14%) staff categories.

Table 8.2: Ethnicity breakdown by Faculty/ Professional Services Directorates

	BME	Not known	Prefer not to say	White
Eng	127 (15%)	104 (12%)	14 (2%)	611 (71%)
HaSS	23 (4%)	60 (10%)	11 (2%)	508 (84%)
PS	29 (2%)	100 (8%)	20 (2%)	1131 (88%)
SBS	21 (8%)	15 (6%)	* (1%)	233 (86%)
Sci	67 (10%)	96 (14%)	13 (2%)	492 (74%)
Total %	7%	10%	2%	81%
Total Count	267	375	60	2,975

Table 8.2 provides information on the distribution of BME staff by Faculties and Professional Services Directorates. The highest proportion of BME staff are based in the Faculty of Engineering (15%) and the lowest within Professional Services Directorates (2%). Further action to attract BME staff into the Professional Services Directorates should ensue as appropriate.

7.   Staff with disabilities

132 staff have disclosed a disability, this representing 3% of our staff population (Table 9). This is a one percent decrease in the number of staff disclosing a disability since 2017. Conversely, there is 1% decrease in those reporting no disability compared to 2016.

A significant number of staff (19%) have not provided information on their disability status, with 1% choosing the 'prefer not to say' option. The University invites all staff on an annual basis to update their information including personal characteristics. The University remains committed to reducing the percentage of staff within the 'not known' category and will continue to work with the departmental Equality and Diversity contacts to encourage higher levels of disclosure.

Table 9: Staff with disabilities by Gender

Disability?	2018			
	Yes	Not known	Prefer not to say	No
Female	4%	16%	1%	79%
Male	2%	22%	1%	75%
Total %	3%	19%	1%	77%
Total Count	132	731	31	2,930

In terms of staff categories, the highest proportion of disabled staff are based within the Technical Services (7%), and Operational (5%) staff categories (Table 9.1).

Table 9.1: Staff with disabilities by job category

Disability?	Yes	Not known	Prefer not to say	No
Academic	3%	18%	1%	78%
APS 3-5	4%	12%	1%	83%
APS 6+	3%	11%	1%	85%
Director/Professor	2%	25%	0%	74%
Operational	5%	23%	0%	71%
Research & KE	2%	31%	1%	66%
Teaching	4%	21%	1%	74%
Technical	7%	15%	2%	77%
Total %	3%	19%	1%	77%
Total Count	132	731	31	2,930

The distribution of staff with disabilities within the Faculties and Professional Services Directorates indicates that HaSS, SBS and Professional Services continue to have marginally the highest representation (Table 9.2).

Table 9.2: Staff with disabilities by Faculty/ Professional Services Directorates

Disability?	Yes	Not known	Prefer not to say	No
Eng	25 (3%)	190 (21%)	7 (1%)	688 (76%)
HaSS	25 (4%)	129 (21%)	* (1%)	456 (74%)
PS	48 (4%)	211 (16%)	12 (1%)	1056 (80%)
SBS	10 (4%)	49 (18%)	1 (0%)	220 (79%)
Sci	24 (3%)	152 (22%)	7 (1%)	510 (74%)
Total %	3%	19%	1%	77%
Total Count	132	731	31	2,930

8. Age profile

The highest proportion of Strathclyde staff are between 30 to 39 and 40 to 49 years of age. In recent years, there has been a steady increase in the number of staff who are 60 and above (348 staff in October 2016, 363 staff in 2017 and 373 staff in 2018). This is in keeping with a more general trend across the UK workforce of individuals working for longer or choosing to return to the workplace after accessing a pension from another employer.

The age profile of staff by gender is provided in Table 10 and Diagram 6.

In terms of gender trends:
− Women and men are similarly represented in the <20 age group
− Men are marginally more represented in the 20-29, 30-39 and 60 plus age groups
− Women are most represented in 40-49 and 50-59 age groups.

Table 10: Staff by age and gender

Age Group	Female	F%	Male	M%	Total	%
<20	12	1%	15	1%	27	1%
20-29	225	10%	221	12%	446	12%
30-39	493	25%	532	28%	1025	27%
40-49	557	28%	465	25%	1022	27%
50-59	504	26%	427	23%	931	24%
60+	167	9%	206	11%	373	10%
Total	1958	100%	1866	100%	3824	100%

Diagram 6: Staff by age and gender

	<20		20-29		30-39		40-49		50-59		60+	
	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
Male	9	15	209	221	500	532	470	465	430	427	202	206
Female	15	12	192	225	467	493	542	557	480	504	161	167

9.   Promotions

The definition of 'promotions' in the context of this report is any staff member who has moved up at least a grade, be it within an existing appointment or by moving from one post to another.

A summary of staff promotions during the period 1 November 2017 to 31 October 2018 by gender, ethnicity and disability is presented in Table 11. In this period 234 staff were promoted, compared with 237 staff in 2016-17 and 216 in 2015-16. 54% of those promoted this year were female and 46% were male. This is a 2% decrease in female promotions when compared to last year's data.

8% of promotions were BME staff, which is an increase of 2 percentage points from the 2017 report but remains broadly in keeping with the percentage of BME staff employed at Strathclyde. 3% of the staff promoted had declared disabilities. The actual number of declared disabled staff promoted is small, however, making meaningful analysis of this change difficult.

Table 11: An overview of promotions

	Count	%
Female	126	54%
Male	108	46%
Total	234	100%
BME	18	8%
Disability	8	3%

The breakdown for staff promotions by gender and staff category is provided in Table 12. The highest numbers of promotions occurred within the APS 6+ staff category (24%) and the Research/Knowledge Exchange staff category (19%).

The highest percentage of female promotions were in the APS 3-5 and 6+ categories, whereas the highest percentage of male promotions were in the Academic and Research/Knowledge Exchange categories.

Table 12: Staff promotions by Gender, Job category and Faculty/ Professional Service Directorates (* denotes value <5)

	Female	F%	Male	M%	Total	T%
Academic	16	13%	24	22%	40	17%
APS 3-5	30	24%	14	13%	44	19%
APS 6+	50	40%	17	16%	57	24%
Prof/Director	*	2%	*	4%	6	3%
Operational	6	5%	*	2%	8	3%
Research & KE	12	10%	33	31%	45	19%
Teaching	8	6%	6	7%	14	6%
Technical	*	2%	8	7%	10	4%
Grand Total	126	100%	108	100%	234	100%

10. Part time staff profile

There are 892 part-time staff at the University making up 23% of all staff.

The gender profile indicates that the vast majority of part-time staff are female (76% - a one percent decrease from last year) compared with male staff (24% - one percent up from last year). Of those staff who have disclosed their protected characteristics, 4% (unchanged from last year) of part time staff are from a BME background and 5% (unchanged from last year) of part time staff have a declared disability (Table 13).

Table 13: Part time staff diversity profile

	Part-time staff
Female	676 (76%)
Male	216 (24%)
Total	892 (100%)
BME	40 (4%)
Disability	43 (5%)

Part-time female staff are highly represented within the Operational Services, APS 3-5 and APS 6+ staff categories (Diagram 7). There is a bias towards women within the part time staffing complement within all of the University's staff categories other than within Director/Professor roles where men in part time posts outnumber women. In addition, there are a higher number of males than females in part-time roles within the Technical staff category with an increase of eight males in part-time Technical roles between October 2017 and October 2018.

Diagram 7: Part time staff by gender and job category

	Academic	APS 3-5	APS 6+	Director/Professor	Operational	Research & KE	Teaching	Technical
Male	10	8	32	37	34	48	34	13
Female	13	170	151	7	215	65	50	5
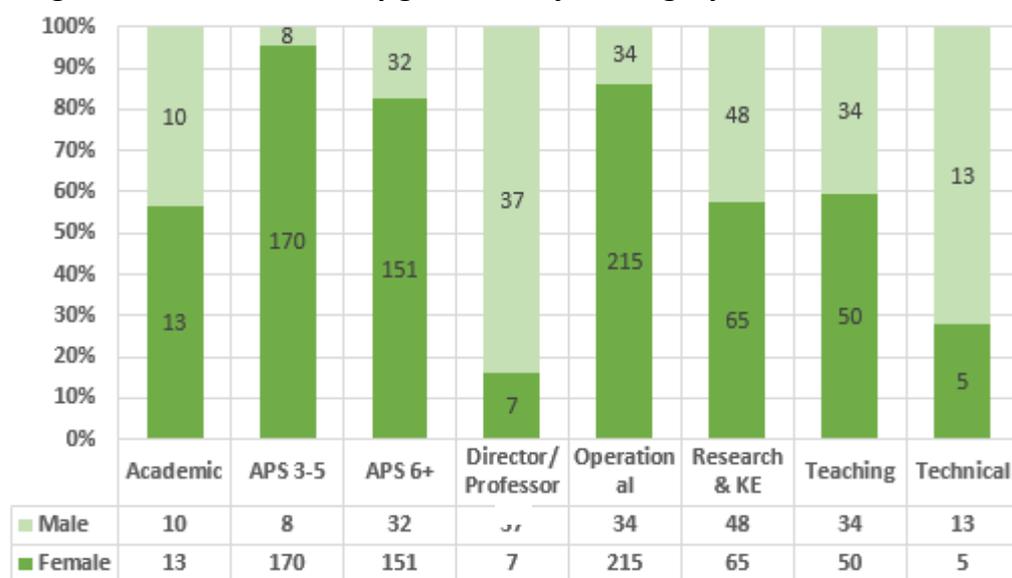
M	43%	4%	17%	84%	14%	42%	40%	72%
F	57%	96%	83%	16%	86%	58%	60%	28%
	100%	100%	100%	100%	100%	100%	100%	100%

The age profile for all part-time staff indicates a higher concentration of females in all age groups (Diagram 8). The highest concentration of part-time female staff is within the age band 50-59, whereas the highest number of part-time male staff are over 60.

Diagram 8: Part time staff by gender and age

	<20	20-29	30-39	40-49	50-59	60+
■ Male	1	32	34	30	47	72
■ Female	2	60	152	173	192	97
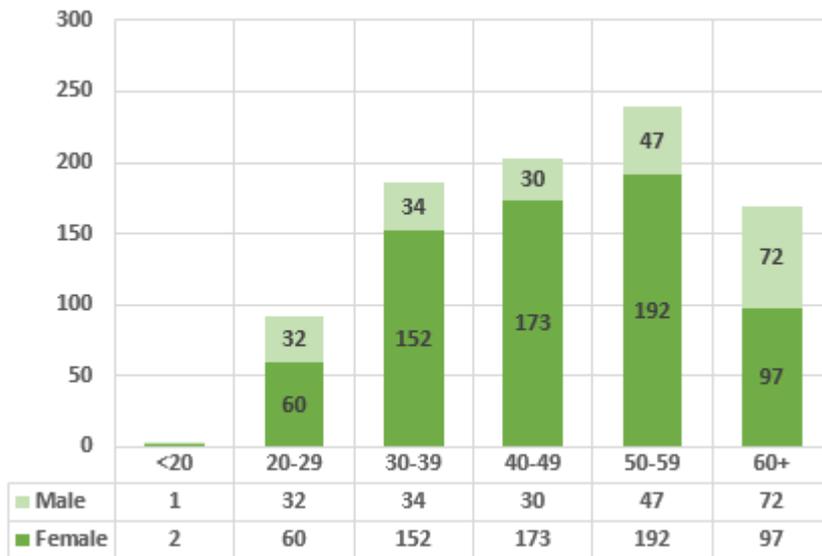
11. New staff applications and appointments

Between 1 November 2017 and 31 October 2018 the University received 13,401 (an increase on the previous year's figure) applications for 690 advertised posts (Table 14).

There was a slightly greater number of applications received from men than women (50% and 49% respectively). The gender status of the remaining applicants was 'not known' or 'prefer not to say'.

21% of the applicants were BME (a decrease of 2% from last year) and 4% of applicants disclosed a disability (the same figure as reported last year).

With respect to appointments, more women than men were appointed (51% female, 49% male).

Whilst the percentage of BME applicants declined slightly, overall BME appointments increased by 1% to a rounded 9%. We continue to monitor the success rate of BME applicants.

2% of applicants declaring a disability or disabilities were successful in gaining employment at the University (the same figure reported from last year, but with numbers remaining small, meaningful analysis is difficult). As with successful BME applicants, a significant percentage (41%) of appointees did not disclose their disability status.

Table 14: Applications and Appointments

	Applications	Appointed
Female	6707 (50%)	405 (51%)
Male	6544 (49%)	382 (49%)
Not known	0	-
Prefer not to say	150 (1%)	-
Total	**Count (100%)**	**787 (100%)**
BME	2853 (21%)	68 (9%)
Not known	68 (1%)	286 (36%)
Prefer not to say	436 (3%)	8 (1%)
Disability	583 (4%)	18 (2%)
Not known	0	324 (41%)
Prefer not to say	559 (4%)	4 (1%)

11.1 Appointments

Diagram 9 provides an overview of all appointments made. The highest percentage of appointments made were in the Research and Knowledge Exchange staff categories. (32% - a 6% decrease from last year's report). There has been an increase in appointments in the APS staff category, with an increase of two and five percentage points in the APS 3-5 and APS 6 + staff categories respectively. 129 new appointments in the APS 3-5 category were made this year, compared to 97 last year. 152 new appointments were made in the APS 6+ category this year compared to 97 last year.

Diagram 9: Appointments by job category
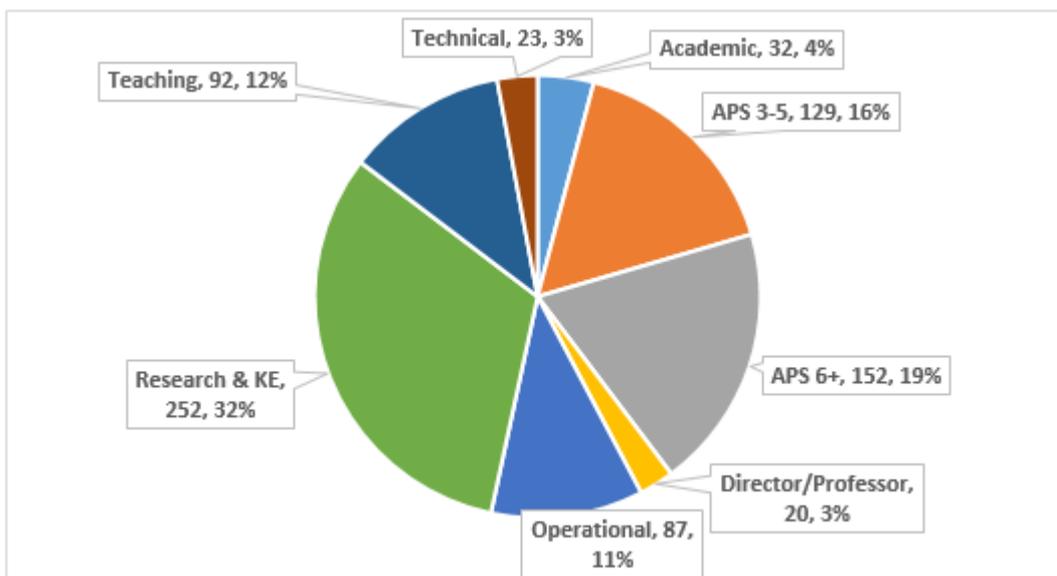
Table 15 provides a distribution of appointments in Faculty/ Professional Services Directorates by gender. A high proportion of male candidates were appointed in the Faculties of Engineering and Science whereas more female candidates were appointed within HaSS and the Professional Services Directorates.

29 females were appointed within SBS this year, compared to 12 last year. Similarly, the Faculty of Science appointed 67 females this year, compared with the 58 female appointments reported last year. Engineering increased their female appointments from 26% in 2017 to 37% in 2018. The proportion of female versus male appointments within HaSS and the Professional Services have declined from previous years' appointments.

Table 15: Appointments by gender and Faculty/Professional Services Directorates

	Female	Male	Total
Eng	72 (37%)	125 (63%)	197 (25%)
HaSS	84 (71%)	35 (29%)	119 (15%)
PS	153 (56%)	120 (44%)	273 (35%)
SBS	29 (57%)	22 (43%)	51 (6%)
Sci	67 (46%)	80 (54%)	147 (19%)
Total Count	405	382	787
Total %	51%	49%	100%

11.2 Appointments by ethnicity

In terms of ethnicity, the highest percentage of BME candidates appointed were within the Academic, Research and Knowledge Exchange staff categories. There has been a significant increase in the number of BME staff appointed within the Director/Professor staff category (0% in 2017 to 10%). The numbers of BME staff appointed in other staff categories are too small to provide any meaningful interpretation (Table 16).

Table 16: Appointments by ethnicity and job category

	BME	Not known	Prefer not to say	White	Total
Academic	22%	25%	0%	53%	4%
APS 3-5	4%	35%	0%	61%	16%
APS 6+	7%	20%	1%	72%	19%
Director/Professor	10%	40%	0%	50%	3%
Operational	2%	34%	2%	61%	11%
Research & KE	13%	49%	2%	36%	32%
Teaching	8%	41%	0%	51%	12%
Technical	4%	13%	0%	83%	3%
Total %	9%	36%	1%	54%	100%
Total Count	68	286	8	425	787

The highest percentage of BME applicants were appointed within the Faculty of Engineering and the Strathclyde Business School (Table 16.1). BME staff appointments increased by 5% in HaSS. However, there have been small decreases in the percentage of BME appointments in Science, SBS and Professional Services when compared with last year's report.

Table 16.1: Appointments by ethnicity and Faculty/Professional Services Directorates

	BME	Not known	Prefer not to say	White	Total
Eng	15%	38%	3%	45%	25%
HaSS	8%	36%	0%	56%	15%
PS	4%	36%	1%	60%	35%
SBS	12%	31%	0%	57%	6%
Sci	10%	37%	1%	52%	19%
Total %	9%	36%	1%	54%	100%
Total Count	68	286	8	425	787

11.3 Appointments for staff declaring a disability

Tables 17 and 17.1 provide information on the appointment of staff with declared disabilities.

There were 18 successful applicants with a disability appointed across all four Faculties and Professional Services. This is an increase of 5 appointments from last year.

- Overall appointments where staff declared a disability remained the same as last year at 2% of appointees (rounded).
- Appointments where staff have declared a disability have increased by 2% in SBS, 2% in Science and 1% in Professional Services. They have dropped in HASS by 2% and remained static in Engineering (although figures for declared disabilities are low, impacting upon statistical significance).
- Appointments where staff have declared a disability increased by 2% for the Research and Knowledge Exchange category but decreased by 2% for the Academic staff category (subject to the same caveat as above).

Table 17: Appointments by disability and Faculty/ Professional Services Directorates

Disability?	Yes	Not known	Prefer not to say	No	Total
Eng	1%	40%	1%	58%	25%
HaSS	1%	43%	0%	56%	15%
PS	3%	42%	0%	55%	35%
SBS	4%	33%	0%	63%	6%
Sci	4%	42%	1%	52%	19%
Total %	2%	41%	1%	56%	100%
Total Count	18	324	4	441	787

Table 17.1: Appointments by disability and job category

Disability?	Yes	Not known	Prefer not to say	No	Total
Academic	3%	25%	0%	72%	4%
APS 3-5	3%	40%	0%	57%	16%
APS 6+	2%	24%	0%	74%	19%
Director/Professor	0%	40%	0%	60%	3%
Operational	3%	44%	0%	53%	11%
Research & KE	2%	53%	1%	44%	32%
Teaching	1%	47%	0%	52%	12%
Technical	9%	22%	4%	65%	3%
Total %	2%	41%	1%	56%	100%
Total Count	18	324	4	441	787

12.   Staff Leavers

Table 18 provides information on staff leavers. Between November 2017 and October 2018, 643 staff left the University (an increase from 617 in the previous year (set in the context of our overall growth in staff numbers). 52% of leavers were male and 48% female. 8% were BME staff and 3% were staff with disabilities (these figures have remained unchanged since the 2017 report).

Table 18: Overview of staff leavers by protected characteristics

	Leavers
Female	307 (48%)
Male	336 (52%)
Total	643 (100%)
BME	49 (8%)
Disability	18 (3%)

The highest numbers of staff leavers were based in the Research/Knowledge Exchange and APS staff categories (Diagram 10).

The highest numbers of female leavers were based in the APS, Research/KE and Operational Services

staff categories. The highest numbers of male leavers were within Research/Knowledge Exchange.

Diagram 10: Leavers by gender and job category

	Academic	APS 3-5	APS 6+	Director/ Professor	Operational	Research & KE	Teaching	Technical
Male	21	20	42	19	44	134	39	17
Female	9	66	56	2	43	83	39	9

M	70%	23%	43%	90%	51%	62%	50%	65%
F	30%	77%	57%	10%	49%	38%	50%	35%
	100%	100%	100%	100%	100%	100%	100%	100%
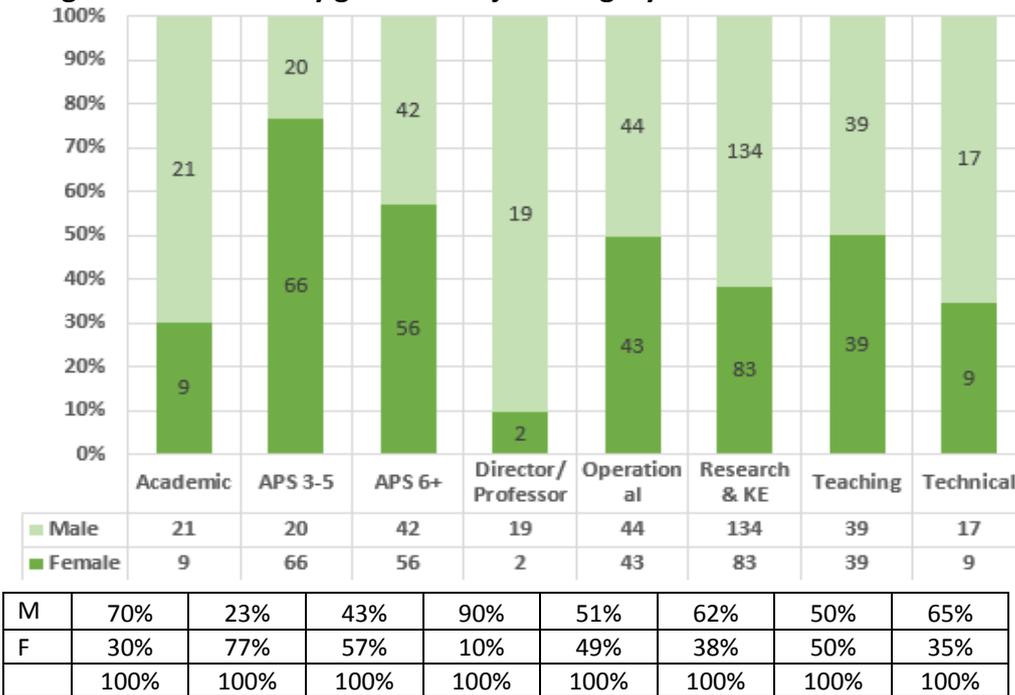
The reasons for staff leaving the University are presented in Diagram 10.1. The majority of leavers left as a result of their fixed term contract coming to an end or due to resignation. The 'other' category covers reasons such as death in-service, mutually agreed exit and Ill-health retirement.

Diagram 10.1: Leaving reasons by gender

	Dismissal	End of fixed term contract	Other	Redundancy	Resignation	Retiral
Male	7	141	33	7	125	23
Female	7	118	31	5	137	9

Diagram 11 provides a breakdown * staff leavers by ethnicity. The majority of BME leavers were employed within the Research/Knowledge Exchange staff category, which has the highest percentage of fixed term contracts. A total of 418 leavers (68%) have disclosed their ethnic heritage as white. The proportion of leavers whose ethnic s⊥us remains unknown is comparable with last year.
                                           *

Diagram 11: Leavers by ethnicity

	Academic	APS 3-5	APS 6+	Director/ Professor	Operational	Research & KE	Teaching	Technical
White	*	56	87	*	63	90	38	22
Prefer not to say	2	0	2	0	1	3	1	1
Not known	2	26	5	4	20	91	37	3
BME	3	4	4	0	3	33	2	0

The reasons for sta * eaving, analysed by * hnicity, are presented in Diagra * 11.1. The majority of leavers left as a result of their fixed term contract coming to an end or due to resignation.

Diagram 11.1: Leaving reasons by ethnicity

|	Dismissal	End of fixed term contract	Other	Redundancy	Resignation	Retiral
White	13	100	53	12	187	31
Prefer not to say	0	4	0	0	6	0
Not known	0	132	10	0	46	0
BME	1	23	1	0	23	1
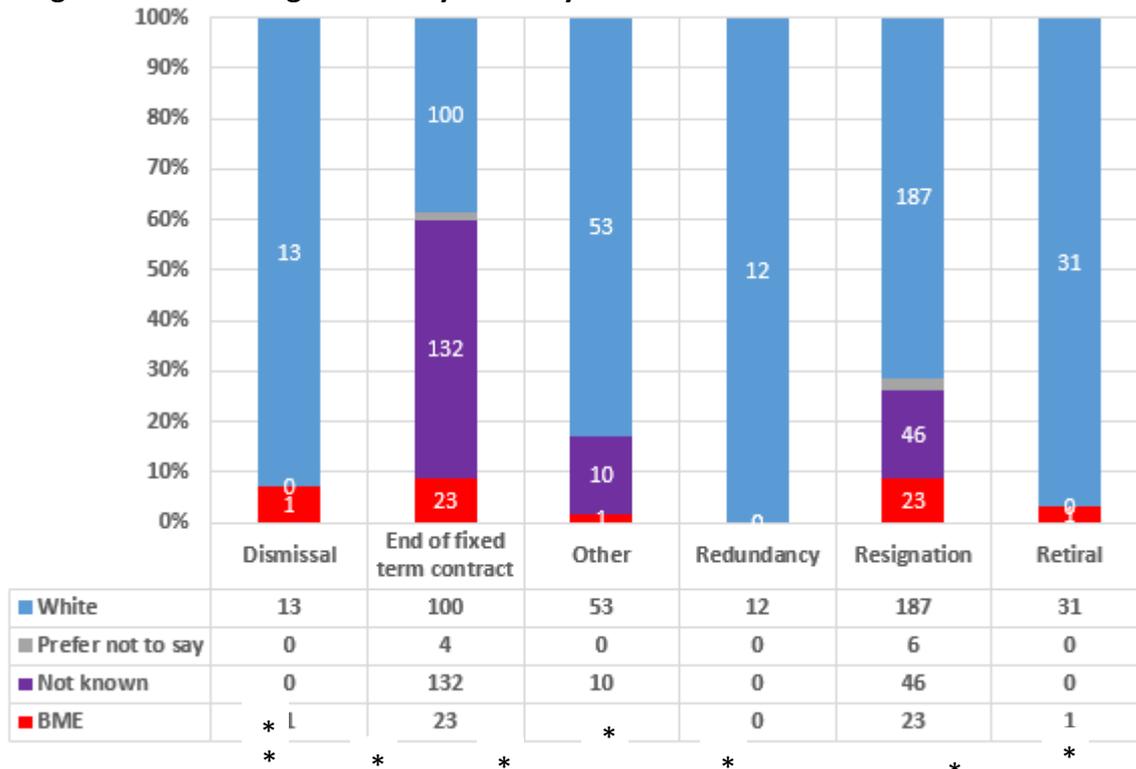
Diagram 12 provides information on staff leavers with disability. The numbers of staff are too small to make any meaningful interpretation.

Diagram 12: Leave * by disability and staff c * gory

	Academic	APS 3-5	APS 6+	Director/ Professor	Operation al	Research & KE	Teaching	Technical
No	20	52	82	14	5? *	106	35	17
Prefer not to say	0	1	1	*)	0	4	0	*
Not known	9	30	12	7	26	103	41	7
Yes	1	3	3	0	3	4	2	2
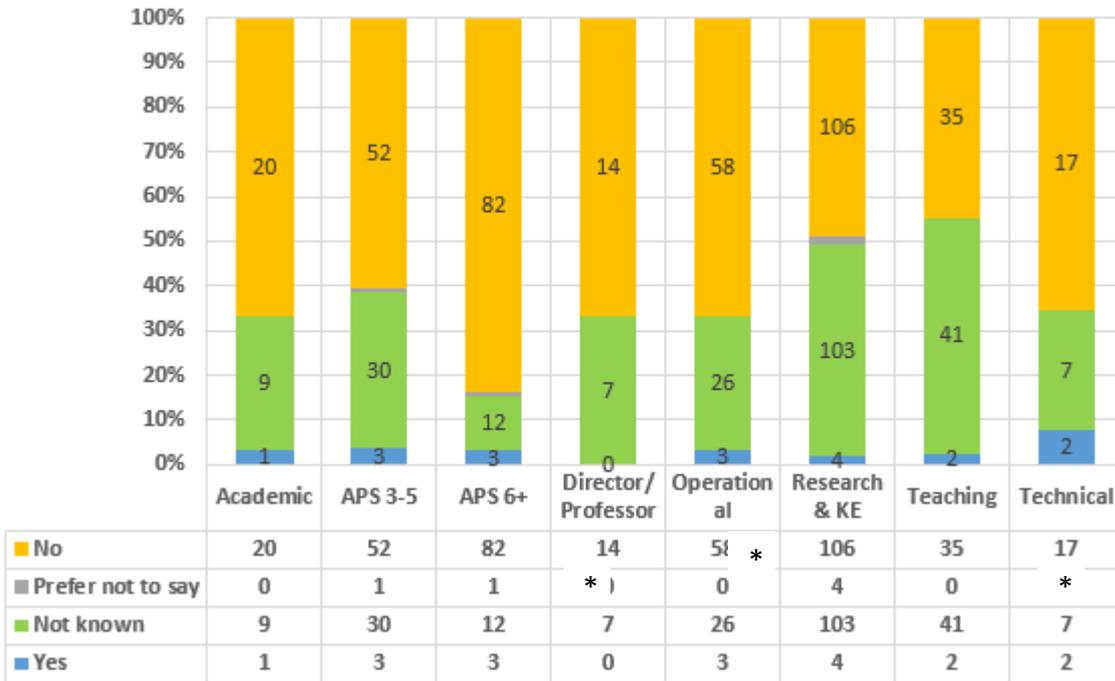
The reasons for staff with disabilities leaving the Univers ⁎ are presented in Dia ⁎ m 12.1.

Diagram 12.1: Leaving reasons by disability category

	Dismissal	End of fixed con	Other	Redundancy	Resignation	Retiral
No	14	103	42	10	186	29
Prefer not to say	*)	* 3 *	2	* 0	* 1 *	*
Not known	0	147	17	2	66	3
Yes	0	6	3	0	9	0
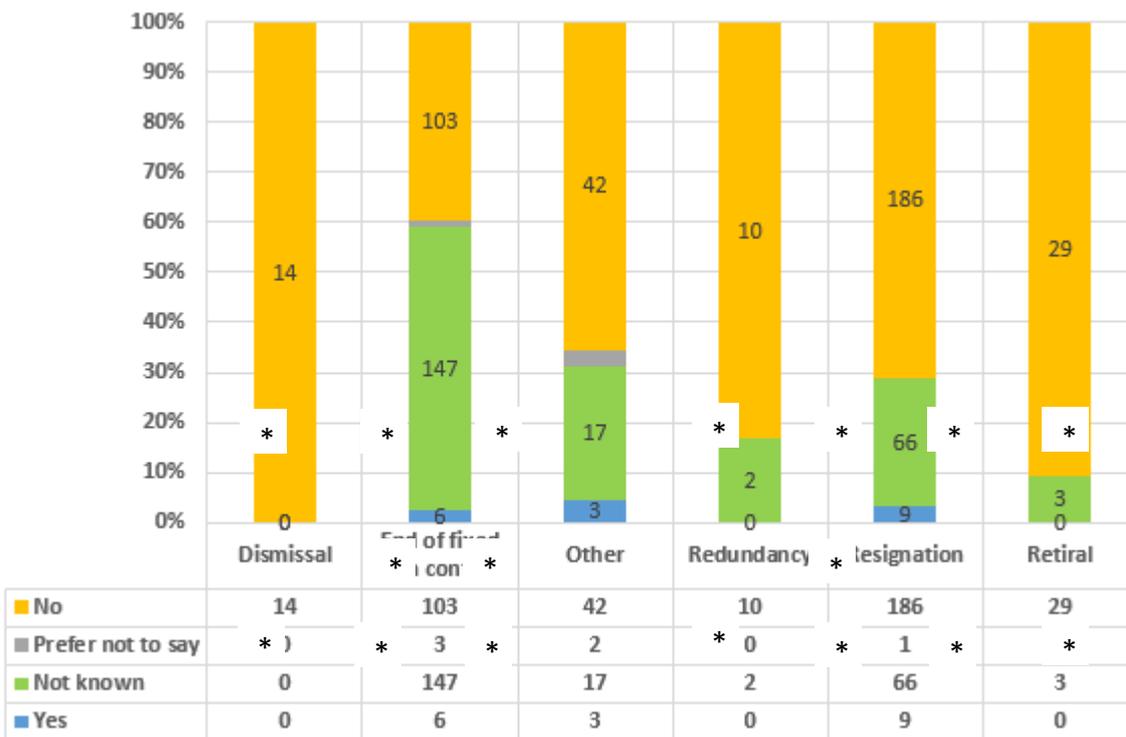
13. Staff Development

During the year the University provided 530 centrally facilitated staff development programmes consisting of 1,749 sessions. This is an increase of 10% (48 more programmes) compared to last year's report.

The staff development sessions are provided by different teams[2].

Table 19 provides an overview of participation rates (will include multiple attendances by some staff members) by protected characteristic. As has been the case in previous years, a higher proportion of female staff (60%) participated in development programmes compared with male staff (40%). The corresponding participation rates for female and male staff in 2016-17 were 58% and 42% respectively. 8% of participants were BME staff (9% last year) and 4% were staff with declared disabilities (4% last year).

Table 19: Participants by equality protected characteristics

	Participants		University Population
	Total	%	%
Female	7304	60%	51%
Male	4862	40%	49%
Total	12166	100%	100%
BME staff	968	8%	7%
Staff with disabilities	482	4%	3%

Analysis by age profile confirms that there was greater participation by staff within the age ranges 30-39, 40-49 and 50-59 (Table 20) which mirrors the distribution of all University staff within these age groups.

In terms of gender and age, more men aged 30-39 attended events and female staff participants were most likely to be within the 30-39 or 40-49 age ranges.

Table 20: Participants by age diversity

	Female	%	Male	%	Total	%		% Age profile of University Population
<20	35	0%	50	1%	85	1%		1%
20-29	916	13%	641	13%	1557	13%		11%
30-39	2101	29%	2106	43%	4207	35%		26%
40-49	2289	31%	1091	22%	3380	28%		28%
50-59	1631	22%	756	16%	2387	20%		25%
60+	330	5%	218	4%	578	5%		10%
Total	7302	100%	4862	100%	12164	100%		100%

14. Complaints/ Discipline/ Grievances

Between November 2012 and October 2018 the University has received and addressed 157 formal staff related complaints, grievances and disciplinary cases (Table 21).

64% were disciplinary cases; 18% grievances and 18% dignity and respect related complaints.

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[2] Disability Service, Equality and Diversity Office, IT training, Learning Technology Enhancement, Organisational and Staff Development Unit and HR general, Researcher Development programme, Safety Services

In 2018 there was a decrease in the number of formal cases compared to 2017 (19 cases compared to 21 cases in 2017). The number of formal cases remains low for an organisation of the size of Strathclyde.

Table 21: Breakdown of formal staff related complaints, grievances and disciplinary cases

	2012	2013	2014	2015	2016	2017	2018	Total	%
Disciplinary cases									
Female	6	5	*	6	*	*	5	34	34%
Male	8	7	*	13	13	11	9	65	66%
Total	14	12	8	19	17	15	14	99	100%
Grievance cases									
Female	*	*	0	*	*	*	*	11	38%
Male	5	*	*	*	*	*	*	18	62%
Total	7	5	*	*	*	*	*	29	100%
Dignity & Respect Complaints									
Female	*	*	*	8	*	0	*	17	57%
Male	*	*	*	*	*	*	*	12	43%
Total	*	*	5	9	5	*	*	29	100%
Grand Total	23	20	16	32	26	21	19	157	

15. Staff information for other protected characteristics

All staff are invited to provide information on their 'protected characteristics' on a voluntary basis. This section provides information on the disclosure rates for protected characteristics (Table 22). Comparison with the UK sector is provided. However, not all of the 164 Higher Education Institutions (HEIs) gather information on gender reassignment (102 HEIs do monitor), religion and belief (117 HEIs do monitor) and sexual orientation (121 HEIs do monitor).

At Strathclyde, information from staff on gender reassignment, religion and belief, sexual orientation, marital and civil partnership status was sought in September 2013 for the first time.

The disclosure rates for gender reassignment (improved by 4%), and parental (improved by 2%) have increased since 2017. All other rates have slightly decreased since 2017. We will monitor this and consider initiatives to improve the disclosure rate for reporting purposes.

Table 22: Disclosure by staff on their protected characteristics

2018	Not Known	Prefer not to Say	Employees	Strathclyde Response Rate*	Sector disclosure rate comparison
Gender	0	0	3824	100%	100%
BME	63	462	3824	86%	95%
Disability	731	31	3824	80%	97%
Sexual orientation	1507	239	3824	54%	49%
Religion	1494	234	3824	55%	51%

Gender reassignment	1591	52	3824	60%	51%
Marital/ Civil partnership	929	153	3824	72%	-
Parental	2540	45	3824	32%	-

* 'Response Rate' includes everyone except 'Not Known'.

The disclosure rate for applicants is higher in 2018 than the previous year (Table 22.1).

Table 22.1: Disclosure by applicants on their protected characteristics

2018	Not Known	Prefer not to Say	Applicants	Response Rate*
Gender	0	150	13401	99%
BME	68	436	13401	99%
Disability	97	462	13401	96%
2017	Not Known	Prefer not to Say	Applicants	Response Rate*
Gender	24	134	12958	99%
BME	100	373	12958	99%
Disability	1224	162	12958	91%

* 'Response Rate' includes everyone except 'Not Known'.

The disclosure rate for ethnicity and disability status for appointments is slightly lower in 2018 than the previous year (Table 22.2)

Table 22.2: Disclosure by Appointments on their protected characteristics

2018	Not Known	Prefer not to Say	Appointments	Response Rate*
Gender	0	0	787	100%
BME	286	8	787	63%
Disability	324	*	787	58%
2017	Not Known	Prefer not to Say	Appointments	Response Rate*
Gender	0	0	697	100%
BME	212	11	697	70%
Disability	254	*	697	64%

* 'Response Rate' includes everyone except 'Not Known'.

Staff provided information on religion and belief (Table 23) as follows: 22% of staff described themselves as Christians (an increase of 1% from 2017). 28% stated 'no religion' (increase of 2% from 2017). 6% of staff declined to provide the information.

Table 23: Strathclyde staff profile by religion or belief

Religion or Belief	Count	Percentage
Any other religion, belief or faith	31	1%
Buddhist	13	0%
Christian	828	22%
Hindu	27	1%
Humanist	19	0%
Jewish	5	0%
Muslim	69	2%
No religion	1085	28%
Not known	1494	39%
Prefer not to say	234	6%
Sikh	*	*
Spiritual	17	0%
Totals	3824	100%

In terms of disclosure of sexual orientation, 51% (an increase of 3% from 2017) of staff indicated that they are heterosexual (Table 24). Lesbian, Gay and Bisexual (LGB) staff comprise 3% of all staff (an increase of 1% from 2017). 6% of staff preferred not to provide information. The percentage of 'not known' staff has decreased by 4% since 2017.

Table 24: Strathclyde staff profile by sexual orientation

Sexual Orientation	Count	Percentage
Bisexual	27	1%
Gay man	40	1%
Gay woman/lesbian	24	1%
Heterosexual	1965	51%
Not known	1507	39%
Other	22	1%
Prefer not to say	239	6%
Totals	3824	100%

For the fifth year running, staff have been asked to disclose information about their gender identity status. Staff are asked the question: *'Is your gender identity the same as the gender you were originally assigned at birth?'*

Table 25 provides information on gender reassignment. There are 0.2% trans[3] staff (9 individuals). 1.3% refused to provide information. Whilst almost half of the total staffing population have not disclosed any information on this, there has been a 4% increase in disclosure levels since the 2017 report.

Table 25: Strathclyde staff profile by gender reassignment

Gender Same as at Birth	Count	Percentage
No	9	0%
Not known	1591	42%
Prefer not to say	52	1%
Yes	2172	57%
Totals	3824	100%

72% of staff disclosed information on their relationship status (Table 26). The profile indicates that 40% of staff are married; 22% are single and 7% co-habiting. Only a small proportion preferred not to disclose

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[3] Transgender is an umbrella term for people whose gender identity and/ or gender expression differs from their birth sex. Transgender people may or may not alter their bodies hormonally and/or surgically. The term transgender should only be used as an adjective, for example, 'transgender people'.

their relationship status (4%).

Table 26: Strathclyde staff profile by relationship status

Relationship Status	Count	Percentage
Civil Partner	22	1%
Co habiting	249	7%
Divorced	62	2%
Married	1526	40%
Not known	929	24%
Prefer not to say	153	4%
Separated	25	1%
Single	846	22%
Widowed	12	0%
Totals	**3824**	**100%**

Table 27 provides a breakdown of information on parental requirements. 66% of staff have not provided information. Only a small number have refused to disclose information. The number of staff on parental leave or pregnant is too small to provide any meaningful interpretation. However, the University remains committed to meeting the diverse needs of all staff.

Table 27: Strathclyde staff profile by parental requirements

Parental Requirements	Count	Percentage
Not applicable	1211	32%
Not known	2540	66%
On additional paternity leave	12	0%
On adoption leave	*	*
On maternity leave	14	0%
Prefer not to say	45	1%
Pregnant	*	*
Totals	**3824**	**100%**

16.   Staff by nationality

As at the end of October snapshot date, the following 77 nationalities were represented within the University's Employee population (up from 71 nationalities last year). New nationalities represented within our staff population this year include Albania, Argentina, Columbia, Estonia, Indonesia and Sri Lanka:

Albania, Argentina, Australia, Austria, Bangladesh, Belarus, Belgium, Brazil, Bulgaria, Canada, Chile, China, Colombia, Croatia, Cyprus, Denmark, Ecuador, Egypt, Estonia, Ethiopia, Finland, France, Germany, Ghana, Greece, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Italy, Japan, Kenya, Korea (South), Latvia, Libyan AR, Lithuania, Luxembourg, Malaysia, Malta, Mauritius, Mexico, Nepal, Netherlands, New Zealand, Nigeria, Norway, Pakistan, Palestine, Philippines, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Slovenia, Somalia, South Africa, Spain, Sri Lanka, Sudan, Sweden, Syria, Taiwan, Tajikistan, Thailand, Tunisia, Turkey, Uganda, Ukraine, United Kingdom, United States of America, Vietnam.