

## **2021 Annual Equality Monitoring Report – Staff**

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## Executive Summary

The University of Strathclyde is a socially progressive employer, committed to ensuring diversity, equality and inclusion within our staffing population. The annual staff equality monitoring report provides comprehensive information on the protected characteristics<sup>1</sup> of staff in recruitment, promotions, development, discipline, grievance, dignity and respect cases and turnover.

The report is based on data as of 31 October 2020. Where corresponding data is available for October 2019, this is presented to enable a year on year comparison. A significant part of the reporting period has been impacted by the Covid-19 global pandemic and this should be taken into account when reflecting on the data presented.

The University has 4166 (4045 in 2019) staff, of which 78% hold full-time posts. This is an increase in the staffing population of 3%.

There are 928 (936 in 2019) part-time staff at the University making up 22% of all staff.

65% of staff are based within the four Faculties (Business, Humanities and Social Sciences, Engineering and Science) with the remaining 35% in the Professional Services Directorates. These figures are the same as those reported in the 2020 report.

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 Research categories.

In terms of protected characteristics at the University:

- The gender composition of the staffing profile has fluctuated slightly since the October 2019 Monitoring Report. There is now an overall staffing profile of 50% female staff and 50% male.
- There has been an 18% increase in the percentage of female professors since last year.
- The declared Disability status of the staffing profile has remained static at 4%. Disabled women are slightly more represented than disabled men.
- The percentage of BME (Black Minority Ethnic) staff has increased from a rounded 7% in 2019 to 9% this year. There are twice as many BME male staff as there are BME female staff which remains unchanged from last year.
- 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 a decrease in men over the last year.
- 26% (23%) of staff voluntarily describe themselves as Christians, 35% (30%) have stated 'no religion'.
- Declared disclosure by Lesbian, Gay and Bisexual (LGB) staff comprise 3% of all staff which is

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<sup>1</sup> 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.

comparable with 2019.

- 0.2% (10 individuals) of employees have disclosed that they have a different gender to that which they had at birth. This is an increase from 0.1% (6 individuals) in 2019.
- Staff from 77 (78) nationalities are employed at the University.

297 staff were promoted during the period 1 November 2019 to 31 October 2020. This is an increase from 282 promotions in 2018-19. 14% of promotions were BME staff, a significant increase on last year's report that recorded 8% of promotions were BME staff. 3% of promotions were from those who identified with disabilities which was a slight increase from the previous year (2%).

For part time staff, a significant proportion are female (74%) compared with male staff (26%), 5% are from a Black Minority Ethnic background and 5% have disclosed disability status. These figures have remained static since 2019.

Between 1 November 2019 and 31 October 2020, the University received 11,970 applications. Whilst this is a decline on the previous year (15,737 reported in 2019) this is a result of the impact of COVID on recruitment activities. The University received marginally more applications from female applicants (49%) than male applicants (48%). 2% of applicants preferred not to disclose their gender. 27% of applicants were BME (a two-percentage point increase from 2019) and 5% of applicants disclosed a disability (a one percentage point increase from 2019).

Between November 2019 and October 2020, 552 staff left the University (down from 670 in the previous year). 53% of leavers were male and 47% female (unchanged from last year). 9% were BME staff (an increase of 1%) and 2% were staff with disabilities (a decrease of 1% from last year's report).

During the year the University provided 409 centrally facilitated staff development programmes. As reported previously, a significantly higher proportion of female staff participated in training programmes compared with male staff (59% versus 41%). 13% of participants were BME staff, an increase from 9% in 2019, and 4% were staff with declared disabilities.

The University received and addressed 16 formal staff related grievances, dignity and respect complaints and disciplinary cases during 2019 - 2020. This is a slight decrease from 18 formal cases in 2018-19.

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 and set out our plans going forward within our People Strategy 2020-2025.

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.

Since March 2020 the University has been operating in the midst of the global pandemic and there are aspects of the data that reflect this and should be taken into account.

The current staff profile is broadly consistent with the staff monitoring report from the previous year. The overall headcount of employees increased by 121 between 1 November 2019 and 31 October 2020.

The University as of October 2020 employed 4,166 (4,045) staff, of which 50% are female and 50% male. This gender distribution has shifted to an equal split between male and female staff compared to the 2019 data (51% of staff were female and 49% were male).

9% of staff considered themselves to be Black and Minority Ethnic (BME) a 2% increase from last year and 4% disclosed a disability (Table 1), comparative to last year.

**Table 1: Strathclyde staff profile**

2020	Strathclyde	2019	Strathclyde
Female	2,096 (50%)	Female	2,057 (51%)
Male	2,070 (50%)	Male	1,988 (49%)
<b>Total</b>	<b>4,166 (100%)</b>	<b>Total</b>	<b>4,045 (100%)</b>
BME	382 (9%)	BME	296 (7%)
Disability	161 (4%)	Disability	142 (4%)

## 2. University of Strathclyde and the Higher Education sector

Female staff represent the same proportion of male staff at the University. 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 (9% compared to 4.1%) and only marginally lower than the UK HE sector average.

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

**Table 2: Strathclyde staff profile compared with Scottish and UK Universities 2020**

	Strathclyde	Scottish Universities	All UK
<b>Female</b>	2,096 (50%)	27,205 (55%)	240,215 (54.6%)
<b>Male</b>	2,070 (50%)	22,305 (45%)	199,575 (45.4%)
<b>Total</b>	<b>4,166 (100%)</b>	<b>49,510 (100%)</b>	<b>439,790 (100%)</b>

<b>BME*</b>	382 (9%)	1,390 (4.1%)	33,645 (10.3%)
<b>Disability</b>	161 (4%)	1,865 (3.8%)	23,105 (5.3%)

<https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>

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

The University staff profile indicates that 78% of employees hold full-time posts and 22% part-time posts (Table 3).

For part-time staff, the highest proportion are in Operational (52%), followed by APS 3-5 (29%) staff categories.

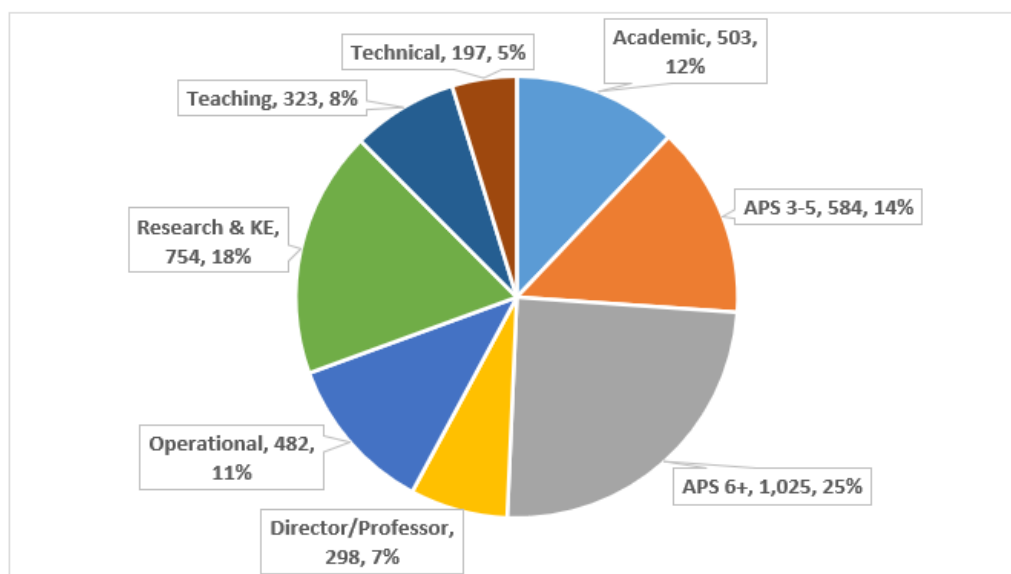
Within all of our job categories, the majority of staff hold full-time posts. The exception is within the Operational staff category, in which 52% hold part-time posts.

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

Grade	FT	PT	Total
Academic	487 (12%)	16 (0%)	503 (12%)
APS 3-5	415 (10%)	169 (4%)	584 (14%)
APS 6+	823 (20%)	202 (5%)	1025 (25%)
Director/Professor	250 (6%)	48 (1%)	298 (7%)
Operational	230 (6%)	252 (6%)	482 (12%)
Research & KE	630 (15%)	124 (3%)	754 (18%)
Teaching	229 (5%)	94 (2%)	323 (8%)
Technical	174 (4%)	23 (1%)	197 (5%)
<b>Total Count</b>	<b>3,238</b>	<b>928</b>	<b>4,166</b>
<b>Total %</b>	<b>78%</b>	<b>22%</b>	<b>100%</b>

Diagram 1 represents the distribution of staff by staff category. The highest numbers of staff (39%) are in the Administrative and Professional Services (APS) staff category followed by Research/Knowledge Exchange (18%), Academic (12%) and Operational Services (11%). There are smaller numbers employed within the staff categories of Teaching\* (8%), Directors/ Professors (7%), and Technical Services (5%).

**Diagram 1: Staff Profile by job category**



\*The Teaching staff category does not include UG or PG students who may teach on assignments or as part of their studies.

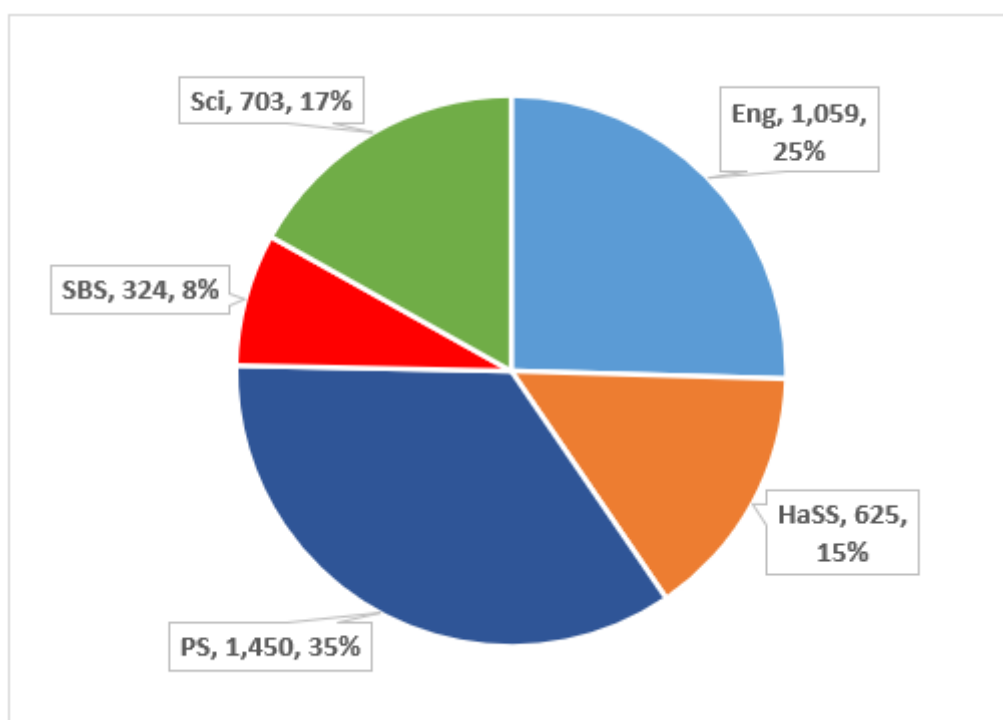
#### 4. Staff by Faculty/Professional Services Directorates

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 (25%), Science (17%) and Humanities and Social Sciences (HaSS -15%). The Strathclyde Business School has the smallest proportion of University staff (8%).

Between October 2019 and October 2020, 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 2019 and October 2020, the proportion of staff in Professional Services, Science and SBS HaSS has remained constant.

**Diagram 2: Staff profile by Faculty/ Professional Services Directorates**



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)**

	Engineering		HaSS		Professional Services		SBS		Science		Totals	
	Staff Count	% of Staff	Staff Count	% of Staff	Staff Count	% of Staff	Staff Count	% of Staff	Staff Count	% of Staff	Staff Count	% of Staff
Academic	161	15%	127	20%	0	0%	79	24%	136	19%	503	12%
APS 3-5	92	9%	105	17%	292	20%	45	14%	50	7%	584	14%
APS 6+	123	12%	108	17%	631	44%	79	24%	84	12%	1025	25%
Director/ Professor	90	8%	55	9%	26	2%	41	13%	86	12%	298	7%
Operational	0	0%	0	0%	477	33%	*	*	*	*	477	11%
Research & KE	424	40%	86	14%	0	0%	41	13%	203	29%	754	18%
Teaching	77	7%	138	22%	7	7%	39	12%	62	9%	323	8%
Technical	92	9%	6	1%	17	17%	0	0%	82	12%	197	5%
<b>Total of University population</b>	<b>1059</b>	<b>25%</b>	<b>625</b>	<b>15%</b>	<b>1450</b>	<b>35%</b>	<b>324</b>	<b>8%</b>	<b>703</b>	<b>17%</b>	-	-

*N.B The total staff count has not been included as the \* do not allow for a total of 4166 to be reached.*

## 5. Gender

The following section provides information by gender.

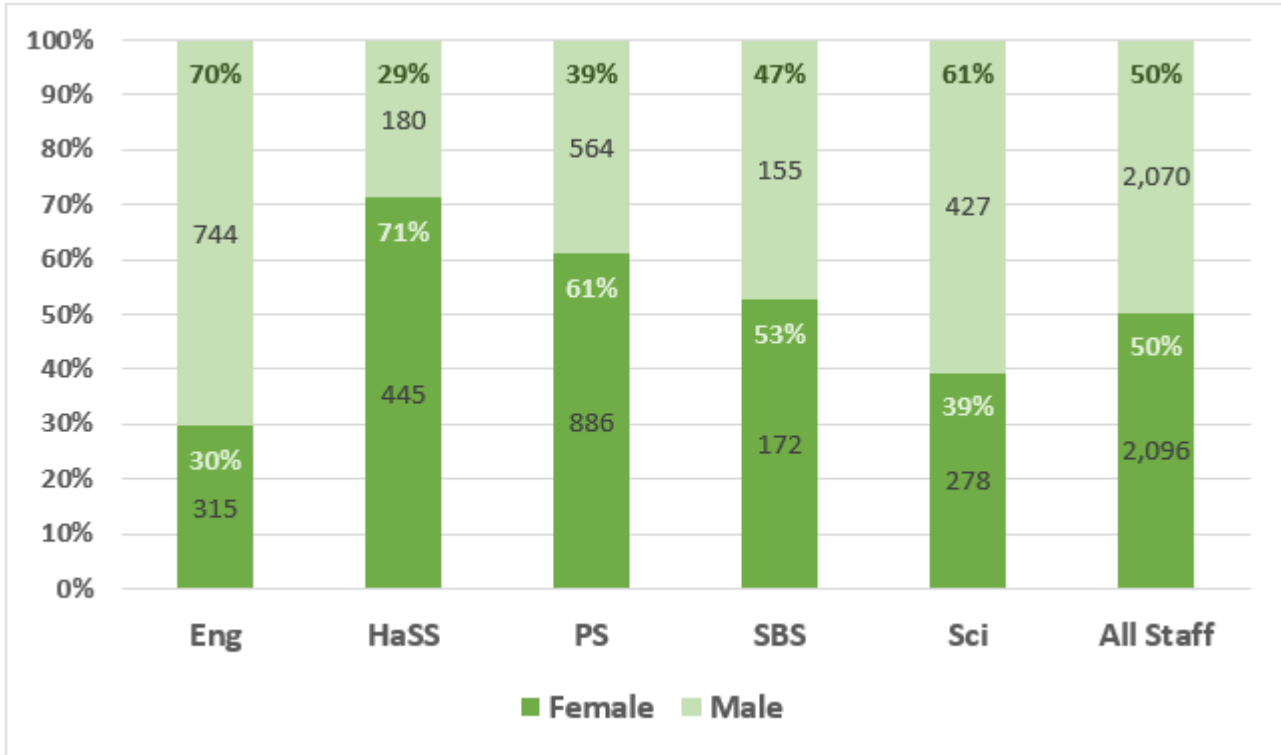
Overall the representation of men and women has shifted slightly to create an equal population of male and female staff in the University. Females account for 50% of the staff population and males 50%, which is a 1% decrease in the female population from 2019.

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 (71%) and the lowest percentage is in the Faculty of Engineering (30%).

This pattern of distribution largely mirrors the trends reported in the 2019 report, although there has been an increase of one percentage point across the female population in Professional Services (the first increase in this areas since 2017) and a decrease of one percentage point in SBS.



**Diagram 3: Gender profile by Faculties and Professional Services Directorates**



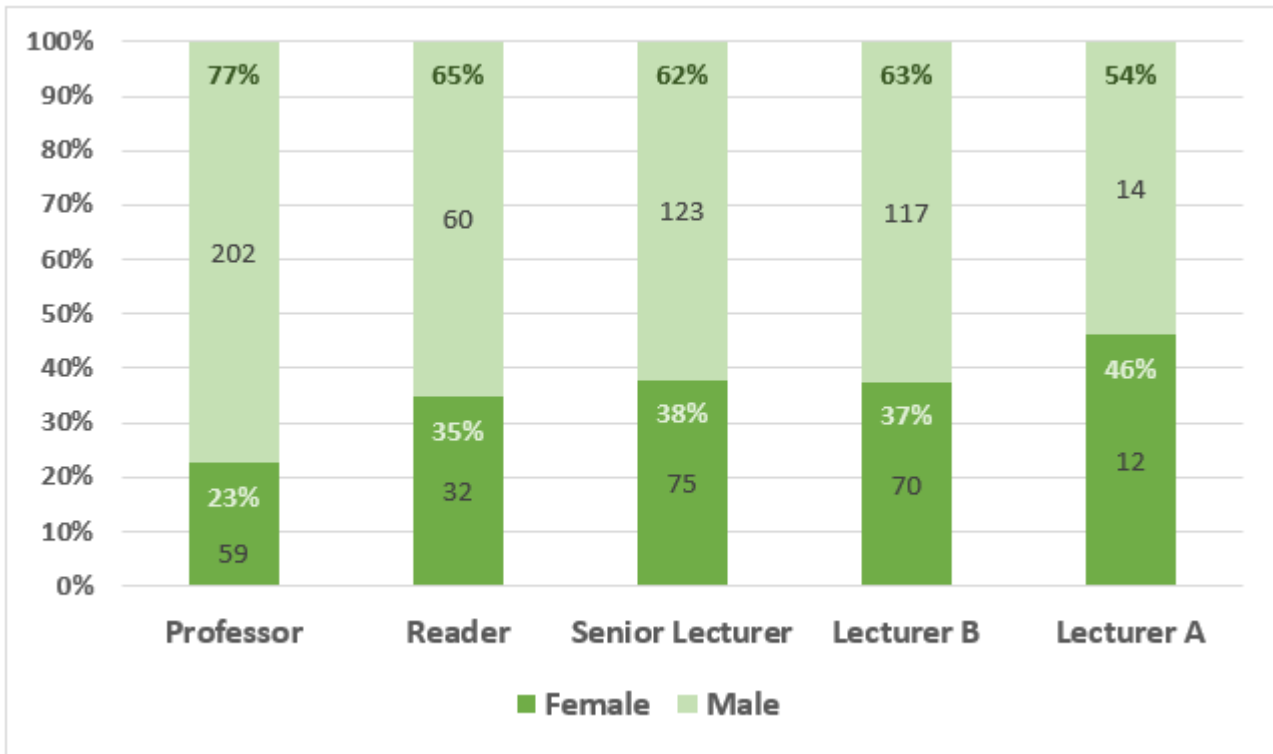
The profile for gender by job category confirms that a proportionately greater percentage of female staff than male are concentrated in the APS and Operational Services categories (Table 5). The majority of male staff are based within the Research and Knowledge Exchange, APS 6+ and Academic staff categories; these being the higher levels of our grading structure and with a corresponding impact on our overall gender pay gap.

**Table 5: Gender by job category**

	Female			Male			Totals	
	Count	% of Total Staff	%of Job Category	Count	% of Total Staff	%of Job Category	Count	% of Total Staff
Academic	189	9%	38%	314	15%	62%	503	12%
APS 3-5	470	22%	80%	114	6%	20%	584	14%
APS 6+	666	32%	65%	359	17%	35%	1,025	25%
Director/Professor	76	4%	26%	222	11%	74%	298	7%
Operational	260	12%	54%	222	11%	46%	482	12%
Research & KE	219	10%	29%	535	26%	71%	754	18%
Teaching	169	8%	52%	154	7%	48%	323	8%
Technical	47	2%	24%	150	7%	76%	197	5%
<b>Totals</b>	<b>2,096</b>	<b>100%</b>	<b>50%</b>	<b>2,070</b>	<b>100%</b>	<b>50%</b>	<b>4,166</b>	<b>100%</b>

## 5.1 Gender Analysis - Academic category

Diagram 4: Gender profile for Academic staff



There is a higher concentration of male staff (68%) compared with female staff (32%) in the academic category (Diagram 4/Table 6). This is the same concentration of male and female staff as reported in 2019.

Staff holding posts at Professorial level form the largest group of Academic Staff (34%), followed by staff at Senior Lecturer level (26% - an increase of 2 percentage points), Lecturer B level (24% - a decrease of 2 percentage points), Readers (12% - an increase of 1 percentage point) and Lecturer A's (3% - an decrease of 2 percentage points).

The proportion of female professors has increased by 3 percentage points since last year (six points since 2018) and the Reader population has also increased from 33% to 35%. In last year's report, we confirmed that there were 50 female Professors. This year's number is 59 showing a positive trajectory in our bid to appoint and promote female Academics to Professorial posts.

**Table 6: Gender by Academic staff**

	Female		Male		Totals	
	Count	% of Academic Population	Count	% of Academic Population	Count	% of Academic Population
Professor	59	24%	202	39%	261	34%
Reader	32	13%	60	12%	92	12%
Senior Lecturer	75	30%	123	24%	198	26%
Lecturer B	70	28%	117	23%	187	24%
Lecturer A	12	5%	14	3%	26	3%
<b>Totals</b>	<b>248</b>	<b>32%</b>	<b>516</b>	<b>68%</b>	<b>764</b>	<b>100%</b>

Table 7 and Diagram 5 below illustrate year on year progression of female academic staff between 2002 and 2020.

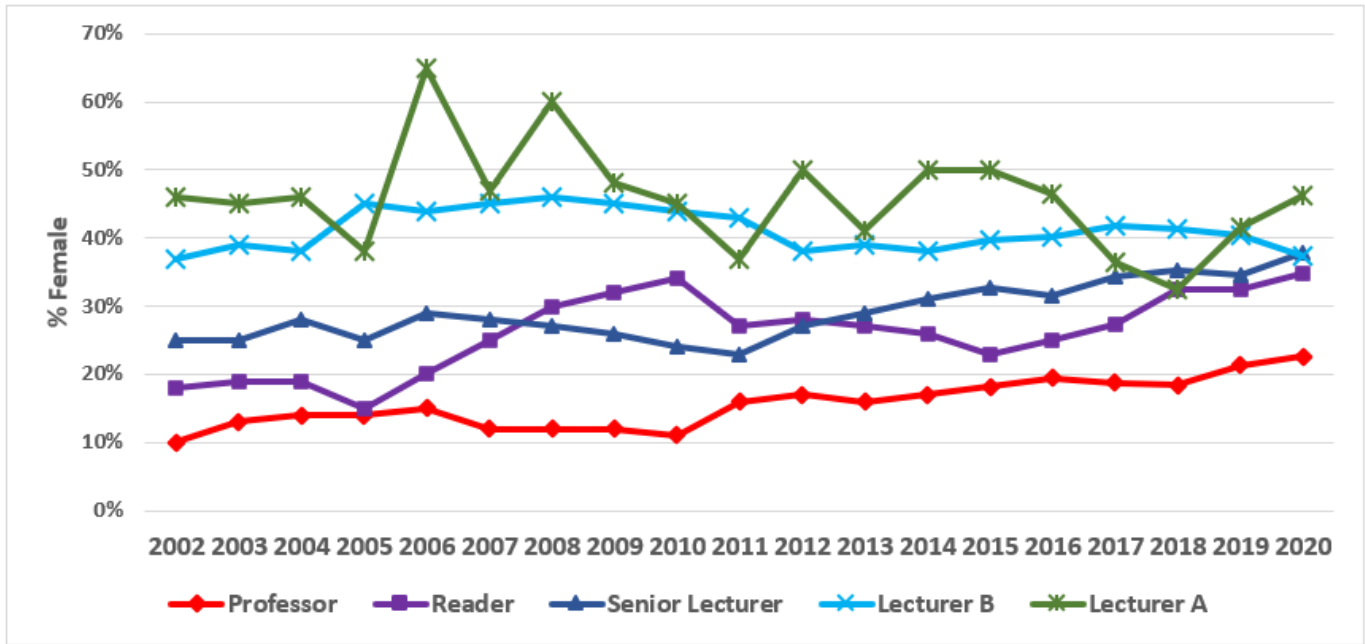
The percentage of females holding Professorial posts in recent years has risen from 11% in 2010 to 23% in 2019. Efforts to encourage both external recruitment and internal promotions of senior female staff, where appropriate, will continue. Given the higher proportion of female staff within the teaching focused staff category (169 of the 323 teaching staff are female), it is hoped that 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 2021 Gender Pay Report

It was reported last year that the female percentage at Senior Lecturer level had remained static over the last 2 consecutive reporting periods. However, there was an increase from 35% to 38% between 2019 and 2020.

**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	2019	2020
Professor	10%	13%	14%	14%	15%	12%	12%	12%	11%	16%	17%	16%	17%	18%	19%	19%	18%	21%	23%
Reader	18%	19%	19%	15%	20%	25%	30%	32%	34%	27%	28%	27%	26%	23%	25%	27%	33%	33%	35%
Senior Lecturer	25%	25%	28%	25%	29%	28%	27%	26%	24%	23%	27%	29%	31%	33%	32%	34%	35%	35%	38%
Lecturer B	37%	39%	38%	45%	44%	45%	46%	45%	44%	43%	38%	39%	38%	40%	40%	42%	41%	40%	37%
Lecturer A	46%	45%	46%	38%	65%	47%	60%	48%	45%	37%	50%	41%	50%	50%	47%	36%	33%	42%	46%

**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 91% of staff have disclosed information on their ethnic heritage.

Of those staff who have disclosed their ethnicity, 79% are White and 9% 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 has increased from 7% to 9%.

**Table 8: BME staff by gender**

	2020			
	BME	Not known	Prefer not to say	White
Female	6%	7%	2%	85%
Male	12%	11%	3%	74%
<b>Total %</b>	<b>9%</b>	<b>9%</b>	<b>2%</b>	<b>79%</b>
<b>Total Count</b>	<b>382</b>	<b>393</b>	<b>86</b>	<b>3,305</b>

**Table 8.1: Proportion of BME staff per job category**

	<b>BME</b>	<b>Not known</b>	<b>Prefer not to say</b>	<b>White</b>
Academic	17%	8%	4%	72%
APS 3-5	4%	5%	2%	89%
APS 6+	3%	5%	2%	90%
Director/Professor	7%	13%	2%	78%
Operational	2%	14%	0%	84%
Research & KE	23%	18%	3%	55%
Teaching	8%	6%	1%	85%
Technical	3%	8%	2%	87%
<b>Total %</b>	<b>9%</b>	<b>9%</b>	<b>2%</b>	<b>79%</b>
<b>Total Count</b>	<b>382</b>	<b>393</b>	<b>86</b>	<b>3,305</b>

Analysis by staff categories (Table 8.1) indicates that BME staff are primarily concentrated in the Research/Knowledge Exchange (23%) and Academic (17%) staff categories.

**Table 8.2: Ethnicity breakdown by Faculty/ Professional Services Directorates**

	<b>BME</b>	<b>Not known</b>	<b>Prefer not to say</b>	<b>White</b>
Eng	149 (15%)	128 (13%)	26 (3%)	682 (69%)
HaSS	29 (5%)	79 (12%)	8 (1%)	523 (82%)
PS	36 (3%)	146 (10%)	21 (1%)	1216 (86%)
SBS	24 (8%)	35 (12%)	6 (2%)	238 (79%)
Sci	58 (8%)	120 (17%)	18 (3%)	503 (72%)
<b>Total %</b>	<b>7%</b>	<b>13%</b>	<b>2%</b>	<b>78%</b>
<b>Total Count</b>	<b>296</b>	<b>508</b>	<b>79</b>	<b>3,162</b>

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 (3%). Further action to attract BME staff into the Professional Services Directorates is required.

## **7. Staff with disabilities**

161 staff have disclosed a disability, this representing 4% of our staff population (Table 9). The disclosure rate has remained static since 2019.

A significant number of staff (15%) have not provided information on their disability status, with 1% choosing the 'prefer not to say' option. However, this figure is down by 5% from 2019, improving the disclosure rate. This is a result of the all staff email circulated requesting that staff update their details on Pegasus 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?	2020			
	Yes	Not known	Prefer not to say	No
Female	5%	13%	1%	82%
Male	3%	18%	1%	78%
<b>Total %</b>	<b>4%</b>	<b>15%</b>	<b>1%</b>	<b>80%</b>
<b>Total Count</b>	<b>161</b>	<b>637</b>	<b>52</b>	<b>3,316</b>

In terms of staff categories, the highest proportion of disabled staff are based within the Technical Services (6%), Administrative & Professional Services 3-5 (5%) 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%	14%	2%	81%
APS 3-5	5%	10%	1%	84%
APS 6+	4%	9%	1%	85%
Director/Professor	3%	20%	1%	75%
Operational	5%	22%	0%	73%
Research & KE	2%	24%	1%	73%
Teaching	3%	13%	2%	82%
Technical	6%	13%	1%	81%
<b>Total %</b>	<b>4%</b>	<b>15%</b>	<b>1%</b>	<b>80%</b>
<b>Total Count</b>	<b>161</b>	<b>637</b>	<b>52</b>	<b>3,316</b>

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%)	4 (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%)
<b>Total %</b>	<b>3%</b>	<b>19%</b>	<b>1%</b>	<b>77%</b>
<b>Total Count</b>	<b>132</b>	<b>731</b>	<b>31</b>	<b>2,930</b>

## 8. Age profile

The highest proportion of Strathclyde staff are between 40 to 49 and 50 to 59 years of age. This is an increase in staff in the older age categories when compared to 2019 (the highest number of staff were the 30-39 and 40-49 staff categories). In recent years, there has been a steady increase in the number of staff who are 60 and above (363 staff in 2017, 373 staff in 2018, 417 in 2019 and now 451 in 2020). 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.

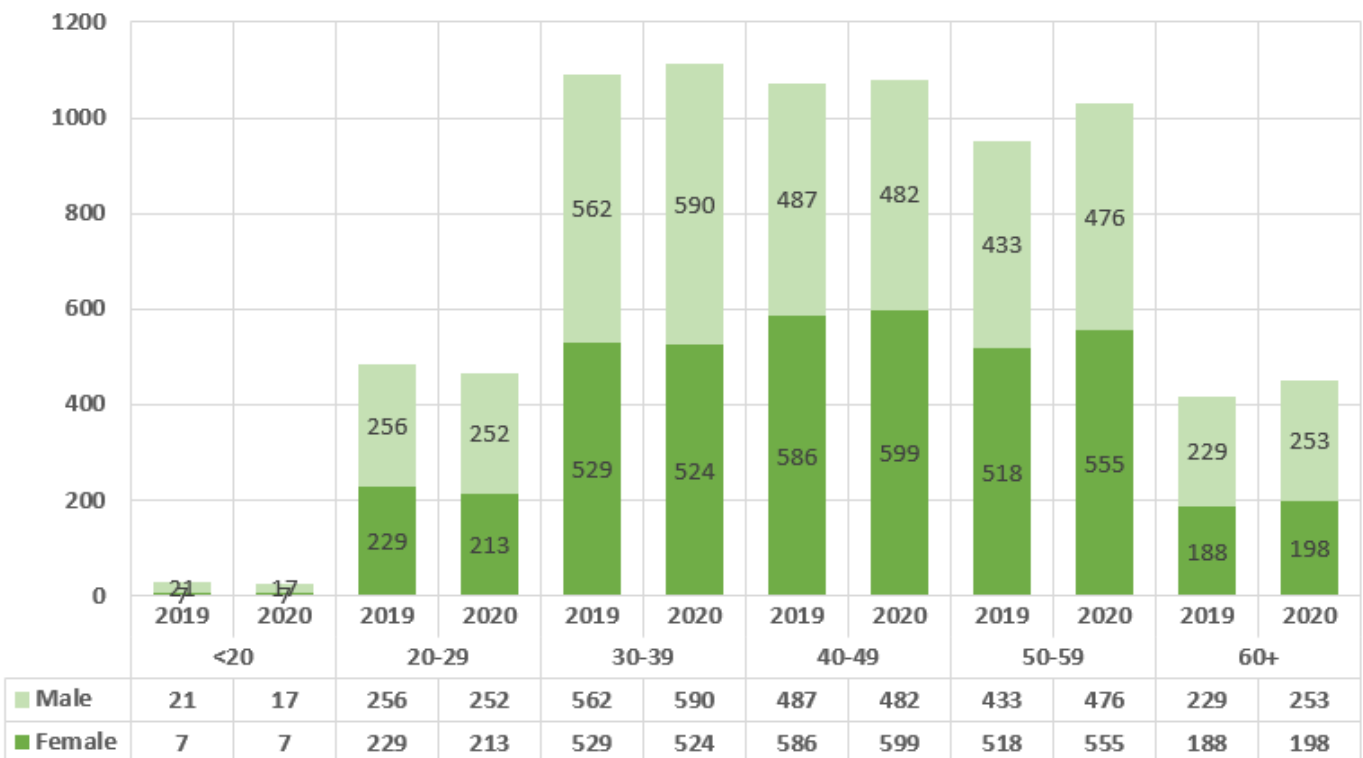
In terms of gender trends:

- There has been an increase in the % of females represented in the <20 age group with less men and more women of that age in our staffing population compared to last year (females comprised of 25% of the population compared to 29% last year).
- 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	% of Age Group Population	Male	% of Age Group Population	Totals
<20	7	0%	17	1%	24 (1%)
20-29	213	10%	252	12%	465 (11%)
30-39	524	25%	590	29%	1114 (27%)
40-49	599	29%	482	23%	1081 (26%)
50-59	555	26%	476	23%	1031 (25%)
60+	198	9%	253	12%	451 (11%)
<b>Totals</b>	<b>2,096</b>	<b>100%</b>	<b>2,070</b>	<b>100%</b>	<b>4,166</b>

**Diagram 6: Staff by age and gender**



## 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 2019 to 31 October 2020 by gender, ethnicity and disability is presented in Table 11. In this period 297 staff were promoted, compared with 282 staff in 2018-19. 45% of those promoted this year were female and 55% were male. This is a decrease in the percentage of female promotions when compared to last year's data which confirmed that 49% of those promoted in 2018-19 were female.

14% of promotions were BME staff, which is a significant increase from the last report (8%). 3% of the staff who were promoted this year 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	133	45%
Male	164	55%
<b>Total</b>	<b>297</b>	<b>100%</b>
BME	41	14%
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 Research & Knowledge Exchange (26%), the Academic (24%) and the APS 6+ (20%). The number of promotions in the Academic staff category has remained the same this year after a significant increase last year (40 to 72).

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 Director/Professor, Technical 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	Total
Academic	31	43%	41	57%	72	24%
APS 3-5	15	83%	*	17%	18	6%
APS 6+	42	72%	16	28%	58	20%
Director/Professor	*	22%	18	78%	23	8%
Operational	*	67%	*	33%	*	1%
Research & KE	21	27%	57	73%	78	26%
Teaching	13	48%	14	52%	27	9%
Technical	*	22%	14	78%	18	6%
<b>Total</b>	<b>133</b>	<b>45%</b>	<b>164</b>	<b>55%</b>	<b>297</b>	<b>100%</b>



## 10. Part time staff profile

There are 928 part-time staff at the University making up 22% (a 1% decrease from last year) of all staff.

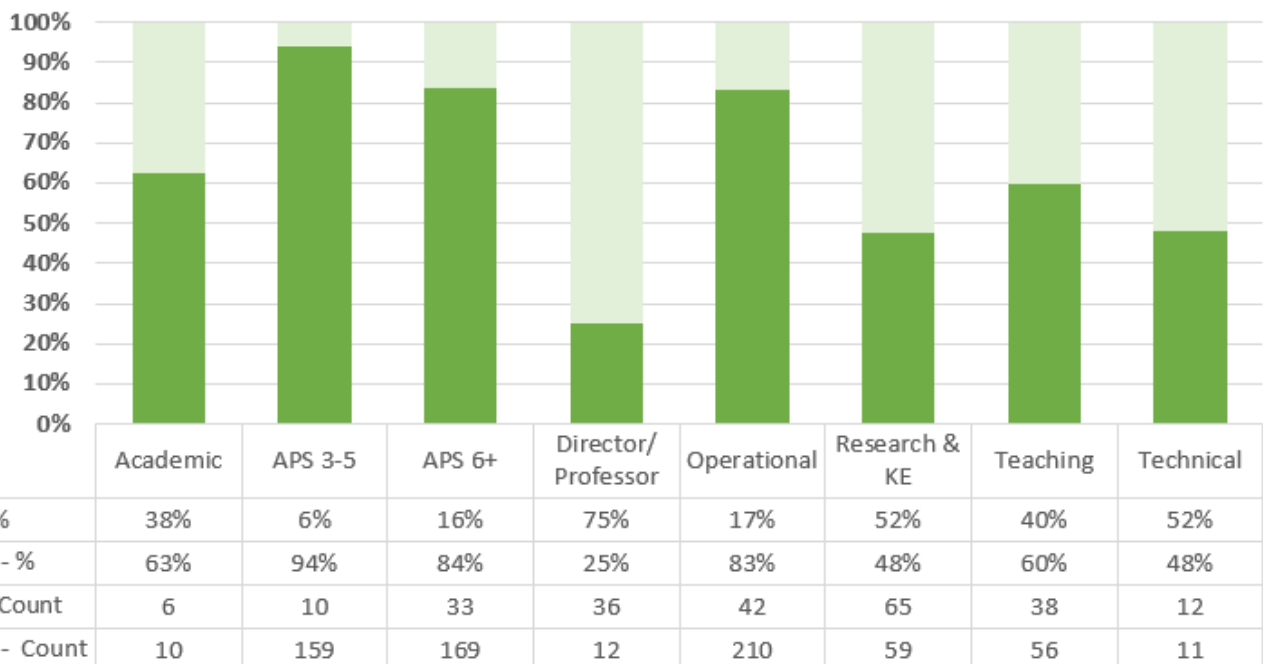
The gender profile indicates that the vast majority of part-time staff are female (74% - comparative with last year) compared with male staff (26%). Of those staff who have disclosed their protected characteristics, 5% (same as reported in 2019) of part time staff are from a BME background and 5% (unchanged from last year) of part time staff have a declared disability (Table 13).

**Table 13: Part time staff diversity profile**

	Part-time staff
Female	686 (74%)
Male	242 (26%)
<b>Total</b>	<b>928 (100%)</b>
BME	50 (5%)
Disability	48 (5%)

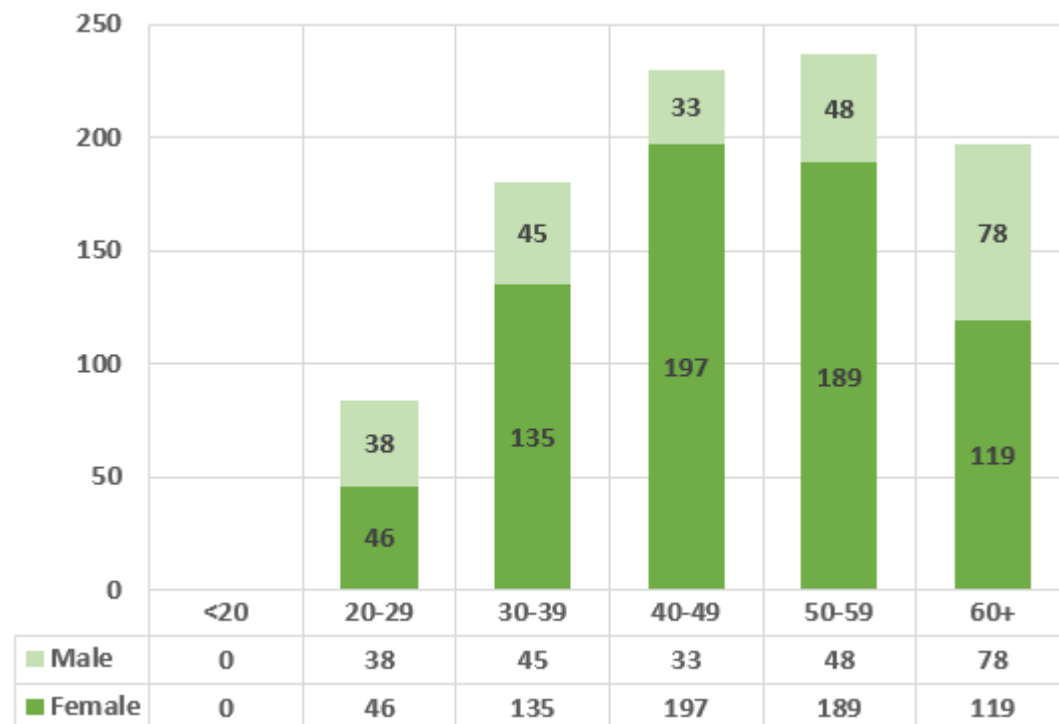
Part-time female staff are highly represented within the Operational Services, APS 3-5 and APS 6+ staff categories (Diagram 7). There is a bias towards women within the part time staffing complement within all of the University's staff categories other than within Director/Professor category where the number of part-time males significantly outweigh the number of females. In the Research & KE and Technical categories there is an almost equal proportion of males and females in part-time roles.

**Diagram 7: Part time staff by gender and job category**



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 40-49, whereas the highest number of part-time male staff are over 60.

**Diagram 8: Part time staff by gender and age**



## 11. New staff applications and appointments

Between 1 November 2019 and 31 October 2020, the University received 11,970 applications (a decrease on the previous year's figure of 15,737 applications) applications for 550 posts. In 2019, the University recruited for 871 advertised posts and therefore it is evident that the pandemic has had the most significant impact on our recruitment data. (Table 14).

There was a slightly greater number of applications received from women than men (49% and 48% respectively). This is an increase in female applications from 2019 (48%). The gender status of the remaining applicants was 'not known' or 'prefer not to say'.

27% of the applicants were BME (an increase of 2% from last year) and 5% of applicants disclosed a disability (a 1% increase from last year).

As has been the case in previous years, the percentage of BME applicants was significantly higher than the % of BME appointments. This, plus the significant percentage of successful candidates whose ethnicity is 'not known,' requires further investigation and monitoring in the year ahead.

3% of applicants declaring a disability or disabilities were successful in gaining employment at the University (an increase of 1% from last year, but with numbers remaining small, meaningful analysis is difficult). As with successful BME applicants, the disability status of a significant percentage of appointees is not known.

**Table 14: Applications and Appointments**

	<b>Applications</b>	<b>Shortlisted</b>	<b>Offer</b>
Female	5,915 (49%)	903 (50%)	286 (52%)
Male	5,797 (48%)	880 (49%)	255 (46%)
Not Known	72 (1%)	3 (0%)	3 (1%)
Prefer not to specify	186 (2%)	19 (1%)	6 (1%)
<b>Total</b>	<b>11,970 (100%)</b>	<b>1,805 (100%)</b>	<b>550 (100%)</b>
BME	3,178 (27%)	390 (22%)	95 (17%)
Not known	133 (1%)	15 (1%)	8 (1%)
Prefer not to say	408 (3%)	56 (3%)	23 (4%)
Disability	549 (5%)	110 (6%)	22 (4%)
Not known	-	-	-
Prefer not to specify	2185 (18%)	295 (16%)	100 (18%)

### 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. (41% - a significant increase from 30% reported in last year’s report). There is a decline in appointments across all staff categories other than Director/Professor which is reflective of the reduced number of appointments and advertised posts.

**Diagram 9: Appointments by job category**

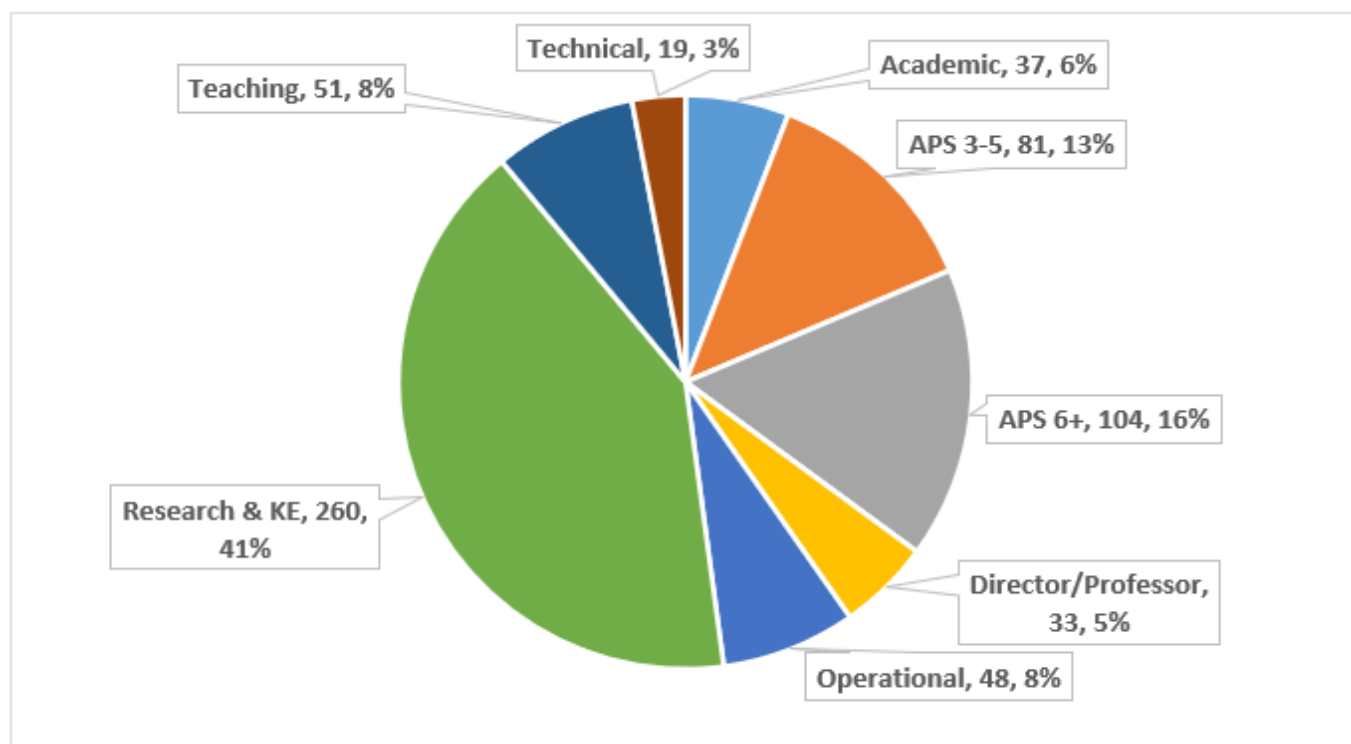


Table 15 provides a distribution of appointments in Faculty/ Professional Services Directorates by gender. A high proportion of male candidates were appointed in the Faculties of Engineering and Science whereas more female candidates were appointed within HaSS and the Professional Services Directorates.

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

	Female	Male	Total
Eng	64 (28%)	166 (72%)	230 (36%)
HaSS	58 (69%)	26 (31%)	84 (13%)
PS	84 (56%)	65 (44%)	149 (24%)
SBS	32 (62%)	20 (38%)	52 (8%)
Sci	45 (38%)	73 (62%)	118 (19%)
<b>Total Count</b>	<b>283</b>	<b>350</b>	<b>633</b>
<b>Total %</b>	<b>45%</b>	<b>55%</b>	<b>100%</b>

## 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. 3% of appointments made at Director/Professor level were BME candidate which is an increase from last year where no appointments were made at this level. 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	24%	27%	8%	41%	6%
APS 3-5	10%	21%	0%	69%	13%
APS 6+	7%	11%	1%	82%	16%
Director/Professor	3%	33%	6%	58%	5%
Operational	2%	38%	0%	60%	8%
Research & KE	29%	35%	3%	33%	41%
Teaching	8%	31%	2%	59%	8%
Technical	11%	26%	0%	63%	3%
<b>Total %</b>	<b>17%</b>	<b>28%</b>	<b>2%</b>	<b>53%</b>	<b>100%</b>
<b>Total Count</b>	<b>108</b>	<b>178</b>	<b>14</b>	<b>333</b>	<b>633</b>

The highest percentage of BME applicants were appointed within the Faculty of Engineering (Table 16.1). However, there have been significant increases in the percentage of BME appointments across all 4 Faculties and the Professional Services directorate when compared with last year's report. This is likely to be the result of greater data capture as highlighted previously.

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

	<b>BME</b>	<b>Not known</b>	<b>Prefer not to say</b>	<b>White</b>	<b>Total</b>
Eng	26%	32%	2%	40%	36%
HaSS	10%	32%	5%	54%	13%
PS	7%	21%	1%	72%	24%
SBS	12%	37%	0%	52%	8%
Sci	20%	23%	3%	53%	19%
<b>Total %</b>	<b>17%</b>	<b>28%</b>	<b>2%</b>	<b>53%</b>	<b>100%</b>
<b>Total Count</b>	<b>108</b>	<b>178</b>	<b>14</b>	<b>333</b>	<b>633</b>

### 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 17 successful applicants with a known disability appointed across all four Faculties and Professional Services. This compares to 18 appointed in 2019.

- Overall appointments where staff declared a disability increased from 2% to 3% of appointees (rounded).
- Appointments where staff have declared a disability has increased by 5% in HASS, 4% in SBS and 1% in Science. The figures have remained static in Engineering and Professional Services (although figures for declared disabilities are low, impacting upon statistical significance).
- Appointments where staff have declared a disability increased by 6% for the APS 3-5 category and 3% in the Academic category (after a 3% decrease last year) but decreased by 3% for the Teaching staff category and 2% for the Technical and Director/Professional staff categories (subject to the same caveat as above).

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

<b>Disability?</b>	<b>Yes</b>	<b>Not known</b>	<b>Prefer not to say</b>	<b>No</b>	<b>Total</b>
Academic	3%	38%	5%	54%	6%
APS 3-5	9%	26%	2%	63%	13%
APS 6+	4%	22%	1%	73%	16%
Director/Professor	3%	33%	3%	61%	5%
Operational	2%	46%	0%	52%	8%
Research & KE	1%	38%	2%	59%	41%
Teaching	0%	39%	2%	59%	8%
Technical	5%	32%	0%	63%	3%
<b>Total %</b>	<b>3%</b>	<b>34%</b>	<b>2%</b>	<b>61%</b>	<b>100%</b>
<b>Total Count</b>	<b>17</b>	<b>216</b>	<b>13</b>	<b>387</b>	<b>633</b>

**Table 17.1: Appointments by disability and job category**

Disability?	Yes	Not known	Prefer not to say	No	Total
Academic	3%	38%	5%	54%	6%
APS 3-5	9%	26%	2%	63%	13%
APS 6+	4%	22%	1%	73%	16%
Director/Professor	3%	33%	3%	61%	5%
Operational	2%	46%	0%	52%	8%
Research & KE	1%	38%	2%	59%	41%
Teaching	0%	39%	2%	59%	8%
Technical	5%	32%	0%	63%	3%
<b>Total %</b>	<b>3%</b>	<b>34%</b>	<b>2%</b>	<b>61%</b>	<b>100%</b>
<b>Total Count</b>	<b>17</b>	<b>216</b>	<b>13</b>	<b>387</b>	<b>633</b>

## 12. Staff Leavers

Table 18 provides information on staff leavers. Between November 2019 and October 2020, 550 staff left the University, a significant decrease from 670 in the previous year). 53% of leavers were male and 47% female (unchanged since the 2019 report). 9% were BME staff (an increase of one percentage point) and 2% were staff with disabilities (a decrease of 1 percentage point).

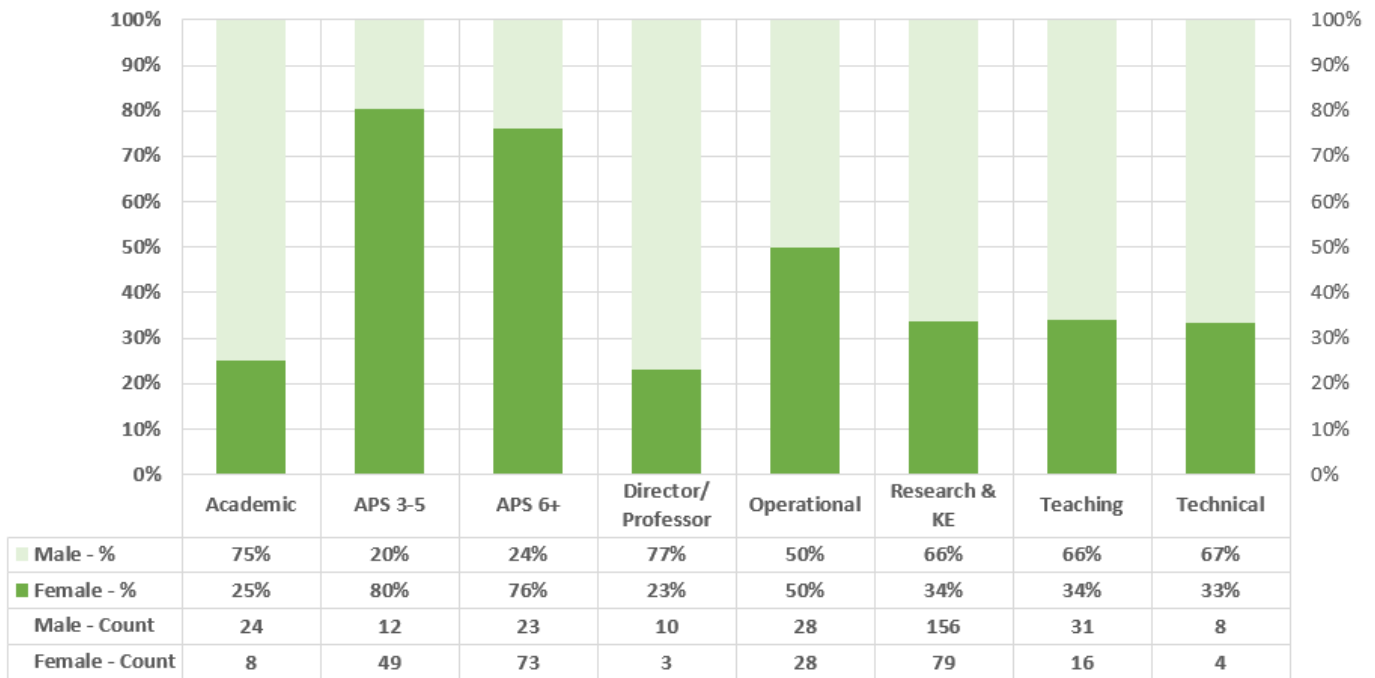
**Table 18: Overview of staff leavers by protected characteristics**

	Leavers
Female	260 (47%)
Male	292 (53%)
<b>Total</b>	<b>552 (100%)</b>
BME	51 (9%)
Disability	13 (2%)

The highest numbers of staff leavers were based in the Research/Knowledge Exchange (where most of our fixed term staff are located) and Teaching staff categories (Diagram 10).

The highest numbers of female leavers were based in the APS and Operational Services staff categories. The highest numbers of male leavers were within the Director/Professor and Academic categories.

**Diagram 10: Leavers by gender and job category**



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.

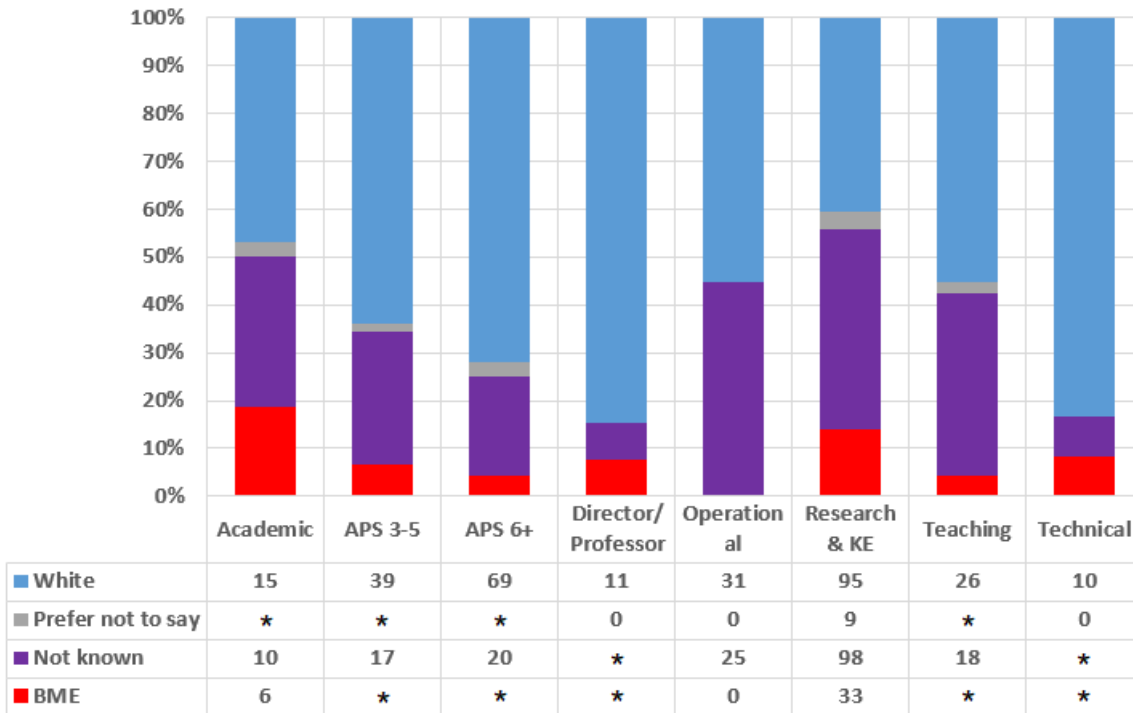
**Diagram 10.1: Leaving reasons by gender**



Diagram 11 provides a breakdown of 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 296 leavers (54%) have disclosed their ethnic heritage as white. The proportion of

leavers whose ethnic status remains unknown has decreased from 35% to 34% since last year.

**Diagram 11: Leavers by ethnicity**



The reasons for staff leaving, analysed by ethnicity, are presented in Diagram 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**

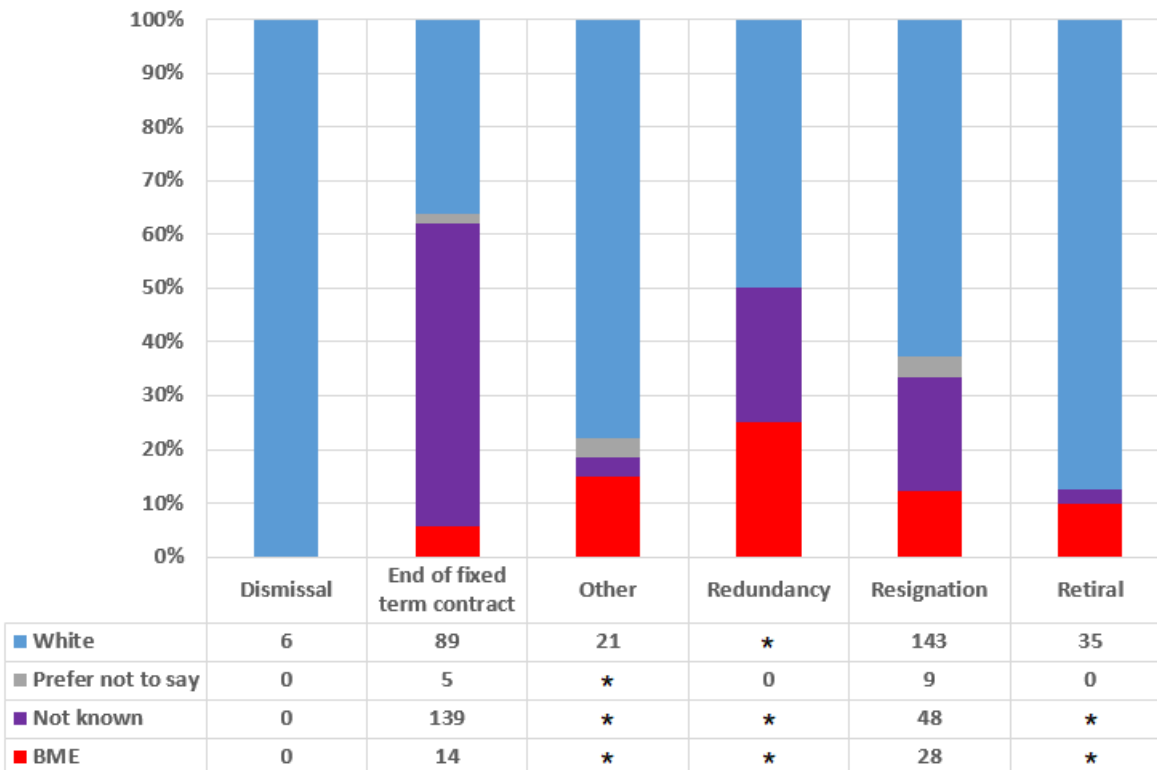
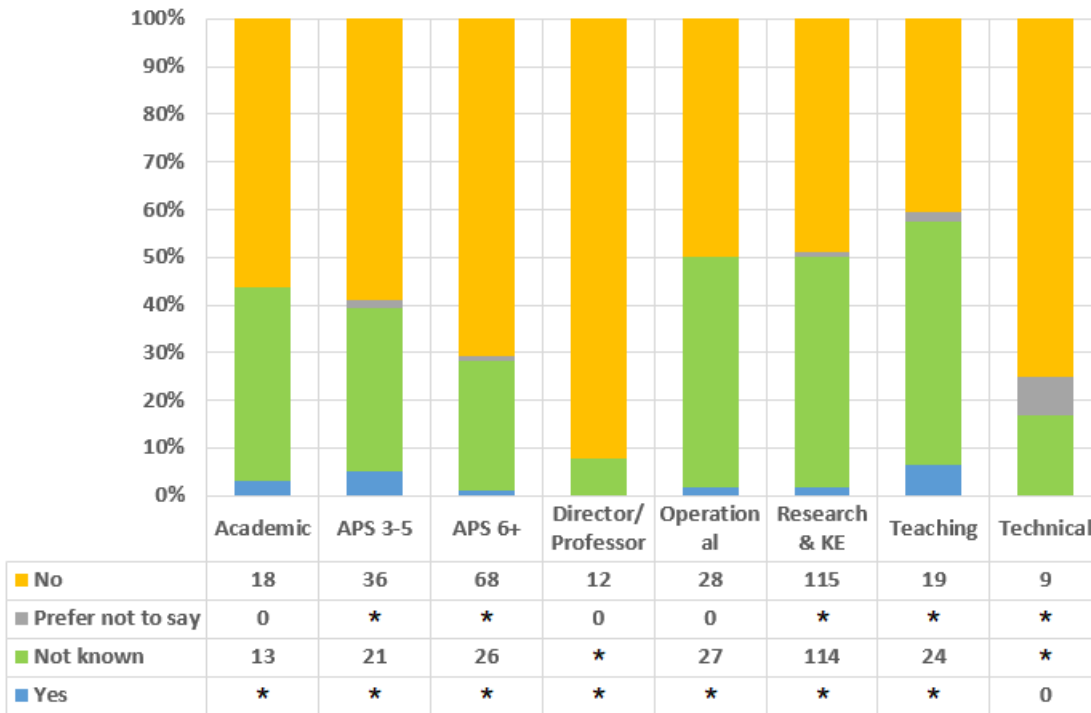




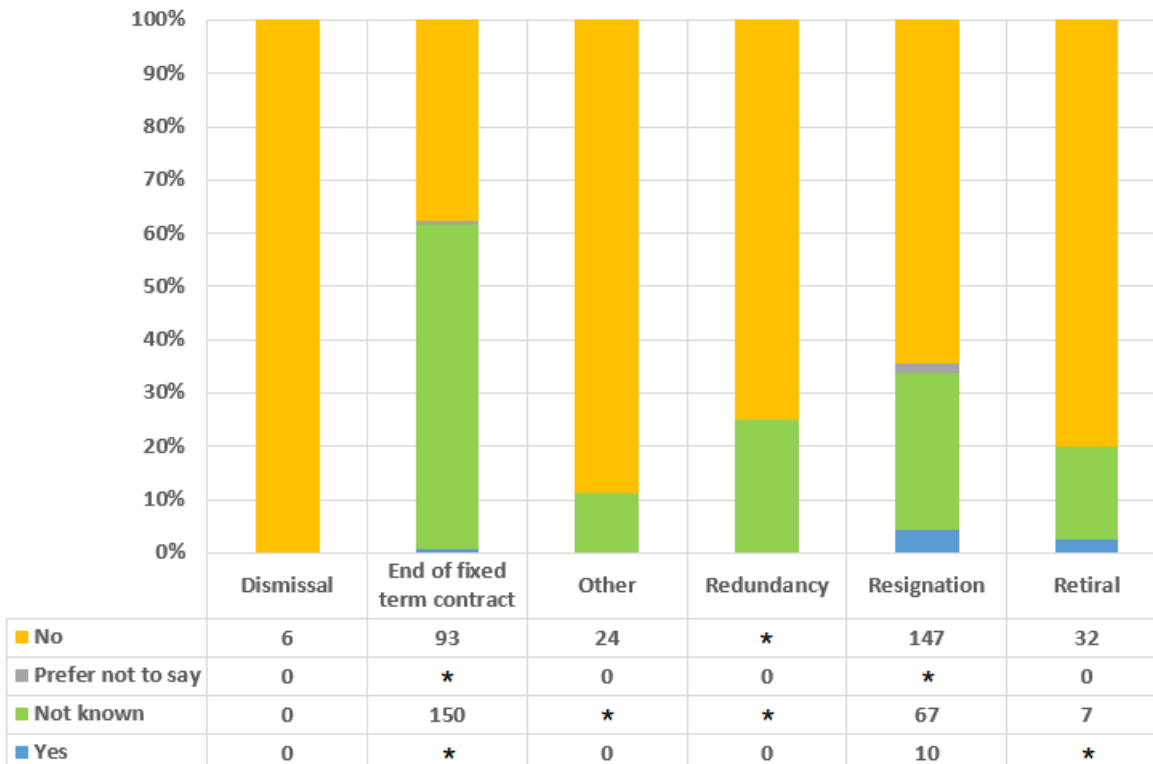
Diagram 12 provides information on staff leavers with disability. The numbers of staff are too small to make any meaningful interpretation.

**Diagram 12: Leavers by disability and staff category**



The reasons for staff with disabilities leaving the University are presented in Diagram 12.1.

**Diagram 12.1: Leaving reasons by disability category**



### 13. Staff Development

During the year the University provided 409 centrally facilitated staff development programmes consisting of 1,080 sessions. Programme numbers have increased by 25 from 384 compared to last year which is a significant achievement given the sudden shift to remote working and the requirement for training delivery to move solely online.

The staff development sessions are provided by different teams<sup>2</sup>.

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 (59%) participated in development programmes compared with male staff (41%). The corresponding participation rates for female and male staff were the same in 2019. 13% 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	8210	59%	51%
Male	5759	41%	49%
Total	13969	100%	100%
BME staff	1767	13%	7%
Staff with disabilities	578	4%	4%

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	25	0%	20	0%	45	0%	1%
20-29	631	8%	538	9%	1169	8%	11%
30-39	2293	28%	2178	38%	4471	32%	27%
40-49	2823	34%	1478	26%	4301	31%	26%
50-59	2040	25%	1228	21%	3268	23%	25%
60+	398	5%	317	6%	715	5%	11%
<b>Total</b>	<b>8210</b>	<b>100%</b>	<b>4044</b>	<b>100%</b>	<b>13969</b>	<b>100%</b>	<b>100%</b>

<sup>2</sup> Disability Service, Equality and Diversity Office, IT training, Learning Technology Enhancement, Organisational and Staff Development Unit and HR general, Researcher Development programme, Safety Services

## 14. Complaints/ Discipline/ Grievances

Table 21 shows the history of staff related complaints, grievances and disciplinary cases (Table 21). which the University has received and addressed (running total is 180). 62% of these have been disciplinary cases; 17% grievances and 20% dignity and respect related complaints.

In 2020 there was a slight decrease in the number of formal cases compared to 2019 (16 cases compared to 18 cases in 2019). The number of formal cases recorded is 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	2019	2020	Total
<b>Disciplinary cases</b>										
Female	6	5	*	6	*	*	5	*	5	43
Male	8	7	*	13	13	11	9	7	7	79
Total	14	12	8	19	17	15	14	11	12	122
<b>Grievance cases</b>										
Female	*	*	0	*	*	*	*	*	0	12
Male	5	*	*	*	*	*	*	*	0	18
Total	7	5	*	*	*	*	*	*	0	30
<b>Dignity &amp; Respect complaints</b>										
Female	*	*	*	8	*	0	*	*	*	20
Male	*	*	*	*	*	*	*	*	*	19
Total	*	*	5	9	5	*	*	*	*	39
Grand Total	23	20	16	32	26	21	19	18	16	191

## 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.

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 all protected characteristics other than gender reassignment and parental have increased since 2018 with the disclosure rate for sexual orientation and religion improving significantly by 9% since 2019. The disclosure rate for gender reassignment and parental characteristics have remained static. This is a positive response to the initiatives developed to improve the disclosure rate for reporting purposes.

**Table 22: Disclosure by staff on their protected characteristics**

<b>2020</b>	<b>Not Known</b>	<b>Prefer not to Say</b>	<b>Employees</b>	<b>Strathclyde Response Rate*</b>	<b>Sector disclosure rate comparison</b>
Gender	0	0	4166	100%	100%
BME	393	86	4166	91%	94.3%
Disability	637	52	4166	85%	100%
Sexual orientation	1139	304	4166	73%	55.6%
Religion	1127	302	4166	73%	58.6%
Gender reassignment	1505	71	4166	64%	50.9%
Marital/ Civil partnership	720	207	4166	77%	-
Parental	2730	56	4166	38%	-

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

The disclosure rate for applicants is comparative with the previous year (Table 22.1). Only the disclosure rate for gender has decreased marginally from 100% to 99%.

**Table 22.1: Disclosure by applicants on their protected characteristics**

<b>2020</b>	<b>Not Known</b>	<b>Prefer not to Say</b>	<b>Applicants</b>	<b>Response Rate*</b>
Gender	72	186	11970	99%
BME	133	408	11970	99%
Disability	0	2185	11970	100%

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

For staff appointed, the disclosure rate for ethnicity has increased slightly by 2% although the rate for disability status has increased significantly by 11% since 2019. (Table 22.2)

**Table 22.2: Disclosure by Appointments on their protected characteristics**

<b>2020</b>	<b>Not Known</b>	<b>Prefer not to Say</b>	<b>Appointments</b>	<b>Response Rate*</b>
Gender	0	0	633	100%
BME	178	14	633	66%
Disability	216	13	633	66%

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

Staff provided information on religion and belief (Table 23) as follows: 26% of staff described themselves as Christians (an increase of 3% from 2019). 35% stated 'no religion' (increase of 5% from 2019). 7% of staff declined to provide the information (the same as reported last year).

**Table 23: Strathclyde staff profile by religion or belief**

Religion or Belief	Count	Percentage
Any other religion, belief or faith	35	1%
Buddhist	16	0%
Christian	1066	26%
Hindu	38	1%
Humanist	23	1%
Jewish	5	0%
Muslim	82	2%
No religion	1447	35%
Not known	1127	27%
Prefer not to say	302	7%
Sikh	*	*
Spiritual	22	1%
<b>Totals</b>	<b>4166</b>	<b>100%</b>

In terms of disclosure of sexual orientation, 61% (an increase of 7% since 2019) of staff indicated that they are heterosexual (Table 24). Lesbian, Gay and Bisexual (LGB) staff comprise 3% of all staff (an increase of 1% since 2019). 7% of staff preferred not to provide information. The percentage of 'not known' staff has decreased by 9% since 2019 (from 36% to 27%).

**Table 24: Strathclyde staff profile by sexual orientation**

Sexual Orientation	Count	Percentage
Bisexual	53	1%
Gay man	64	2%
Gay woman/lesbian	19	0%
Heterosexual	2559	61%
Not known	1139	27%
Other	28	1%
Prefer not to say	304	7%
<b>Totals</b>	<b>4166</b>	<b>100%</b>

For the seventh 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<sup>3</sup> staff (10 individuals). 1.7% refused to provide information. Whilst a significant number of the total staffing population have not disclosed any information on this, there has been a 5% increase in disclosure levels since the 2019 report (from 59% to 64%)

**Table 25: Strathclyde staff profile by gender reassignment**

<sup>3</sup> 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'.

Gender Same as at Birth	Count	Percentage
No	10	0%
Not known	1505	36%
Prefer not to say	71	2%
Yes	2580	62%
<b>Totals</b>	<b>4166</b>	<b>100%</b>

83% of staff disclosed information on their relationship status (Table 26). The profile indicates that 43% of staff are married; 22% are single and 9% co-habiting. Only a small proportion preferred not to disclose their relationship status (5%).

**Table 26: Strathclyde staff profile by relationship status**

Relationship Status	Count	Percentage
Civil Partner	32	1%
Co habiting	383	9%
Divorced	67	2%
Married	1786	43%
Not known	720	17%
Prefer not to say	207	5%
Separated	27	1%
Single	933	22%
Widowed	11	0%
<b>Totals</b>	<b>4166</b>	<b>100%</b>

Table 27 provides a breakdown of information on parental requirements. 66% of staff have not provided 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 and has recently enhanced its parental support provision.

**Table 27: Strathclyde staff profile by parental requirements**

Parental Requirements	Count	Percentage
Not applicable	1342	32%
Not known	2730	66%
On additional paternity leave	15	0%
On adoption leave	*	*
On maternity leave	19	0%
Prefer not to say	56	1%
Pregnant	*	*
<b>Totals</b>	<b>4166</b>	<b>100%</b>

## 16. Staff by nationality

As at the end of October snapshot date, the following 77 nationalities were represented within the University's Employee population (down from 78 nationalities last year). New nationalities represented within our staff population this year include Afghanistan, Malaya, Malta and the State of Palestine:

Afghanistan, Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, Chile, China, Croatia, Cyprus, Czech Republic, Denmark, Ecuador, Egypt, Eritrea, Estonia, Finland, France, Germany, Ghana, Greece, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Italy, Japan, Kenya, Latvia, Lebanon, Libya, Lithuania, Luxembourg, Malaya, Malaysia, Malta, Mauritius, Mexico, Morocco, Nepal, Netherlands, New Zealand, Nigeria, Pakistan, Philippines, Poland, Portugal, Romania, Russia, Serbia, Singapore, Slovakia, Somalia, South Africa, South Korea, Spain, Sri Lanka, State of Palestine, Sweden, Switzerland, Syria, Taiwan, Tajikistan, Tunisia, Turkey, Uganda, Ukraine, United Kingdom, United States of America, Vietnam, Yemen, Zimbabwe