# 2023 Staff Equality Monitoring Report

**Human Resources**

**April 2023**

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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. This annual staff equality monitoring report provides comprehensive information on the protected characteristics of staff in relation to composition, recruitment, development, and retention data.

This report is based on data as of 31st October 2022, for the reporting period from 1st November 2021 to 31st October 2022. A significant part of the reporting period has been impacted by the Covid-19 global pandemic and this should be considered when reflecting on data. Where available, data for October 2021 is presented to enable a year-on-year comparison. To prevent the possibility of any individual being identified, where the data used returned a sample size of five members of staff or less, these figures have been replaced with an asterisk. In terms of headline data:

- There is a staff headcount of 4,495 (a 4% increase from the 4,322 in 2021), of which 79% hold full-time posts (78% in 2021).
- 65% of staff are based within the four Faculties (Strathclyde Business School, Humanities and Social Sciences, Engineering and Science) with the remaining 35% in the Professional Services Directorates.
- The highest proportion of staff are aged 30-39 (27%), 40-49 (25%) and 50-59 (25%). In recent years, there has been a steady increase in staff aged 60 and over. There are more female than male staff in the 40-49 and 50-59 ages ranges. Male staff are marginally more represented in the under 20, 30-39 and 60+ age ranges.
- 4% of staff identify as being disabled (the same proportion since 2020) with a slightly higher proportion of disabled female (5%) than disabled male staff (3%). The disability status of 18% of staff is "not known" and 1% "prefer not to say".
- 0% (15) of staff identify as not having the same gender identity as assigned at birth and 53% of staff have the same identity as assigned at birth. The identities are 45% of staff are "not known" and 1% "prefer not to say".
- 35.5% of staff identify as having no religion, 24.4% of staff are Christian and 2.2% are Muslim. The status of 26.7% of staff is "not known" and 7.3% "prefer not to say".

- 10% of staff are from BAME (Black, Asian, Minority & Ethnic) backgrounds (9% in 2021). The ethnicity of 15% of staff is "not known" and 2% "prefer not to say". As in previous reports, there is a higher proportion of male BAME staff (13%) than female BAME staff (7%).
- 50% of staff are female and 50% are male (the same since 2020).
- There has been an 8% increase in the number of female Professors (68 in 2022 compared with 63 in 2021).
- 60.9% of staff are heterosexual, 1.5% are gay men, 1.5% are bisexual, 0.8% are gay women/lesbian and 0.8% have another sexual orientation. The identities of 26.9% of staff are "not known" and 7.4% of staff "prefer not to say".
- 935 staff are part-time (954 in 2021), comprising 21% of staff (22% in 2021). 5% of part-time staff are disabled (5% in 2021) and 7% are from BAME backgrounds (6% in 2021). 71% of part-time staff are female (69% in 2021) compared to 29% male staff (31% in 2021).
- 25 formal staff related grievances, Dignity & Respect complaints and disciplinary cases have been addressed (compared to 15 in 2021).
- 12,603 applications have been received (12,009 in 2021). 5% of applicants are disabled (the same as in 2021) and 43% are from BAME backgrounds (38% in 2021). A higher proportion of applicants are male (54% in 2022 compared to 57% in 2021) than female (44% in 2022 compared to 41% in 2021).
- 363 centrally facilitated staff development events have been delivered (339 in 2021). 4% of participants are disabled (the same as in 2021) and 11% of participants are from BAME backgrounds (13% in 2021). A higher proportion of participants are female staff (58%, compared to 60% in 2021) than male staff (42%, compared to 40% in 2021).
- 430 staff have been promoted (an 18% increase from 363 in 2021). 4% of promoted staff are disabled (4% in 2021) and 9% of promoted staff are BAME (8% in 2021). 53% of promoted staff are female (51% in 2021) and 47% are male (49% in 2021).
- 770 staff left the University (a 40% increase from 551 in 2021, during which time the impact of COVID made turnover rates historically low). 3% of leavers are disabled (the same as in 2021) and 11% are from BAME backgrounds (12% in 2021). 45% of leavers are female and 55% are male (the same as in 2021).

- The University is considering proactive measures, including a video, e-fact sheet, awareness raising communications, senior managers role modelling good behaviour and local meeting agenda points, to encourage staff to declare their equality information so as to better deliver the Equality Act 2010 (Specific Duties) (Scotland) Regulations.

# 1. Introduction

The University of Strathclyde aims to be a socially progressive 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 (EDI) and set out our plans going forward within our People Strategy 2020-2025 which outlines how, as a university, we will achieve our people vision. Within the strategy we have pledged to ensure our leaders continue to champion a positive, and inclusive culture and that we develop and implement a "best in class" EDI programme.

# 2. Purpose

In response to the specific duty to gather and use employee information, as detailed in the Equality Act 2010 (Specific Duties) (Scotland) Regulations, the purpose of this report is to:

- Publish an annual breakdown of the number and relevant protected characteristics of employees, in relation to composition, recruitment, development and retention.
- Detail the progress made in gathering and using this information to better perform the Public Sector Equality Duty (PSED).

Of note, rather than presenting employee information every two years within its Mainstreaming Report, the University publishes a separate Staff Equality Monitoring Report annually.

This is based on data as of 31st October 2022, for the reporting period from 1st November 2021 to 31st October 2022. To prevent the possibility of any individual being identified, all figures less than five have been replaced with an asterisk.

Following the easing of the second Covid lockdown in Scotland, most areas of the University have begun to resume an on-campus presence, with many staff working in a hybrid manner. Since

20th June 2022, the on-campus presence of all areas of the University has increased and from 31st October 2022 all staff have been expected to work on campus for a minimum of three days per week pro-rated for part time staff. Some aspects of the data presented reflect the impact of this operational context.

# 3. Staff Composition

Staff composition by relevant protected characteristics is examined below.

## 3.1. Overview of Composition

As can be seen in **Table 1**, the current staff profile is consistent with the staff monitoring report from the previous year. The overall headcount of employees increased by 113 between 1st November 2021 and 31st October 2022.

As of October 2022, the University employs a headcount of 4,495 staff, of which 50% are female and 50% male, maintaining the equal split between male and female staff seen since 2020. 10% of staff identify as being Black, Asian and Minority Ethnic (BAME), an increase from 9% in 2021 and 4% identified as being disabled, the same as in 2021.

**Table 1: Strathclyde Staff by Sex, Race (Ethnicity) and Disability**

| | 2022 | 2021 |
|---|---|---|
| **Female** | 2,267 (50%) | 2,154 (50%) |
| **Male** | 2,228 (50%) | 2,168 (50%) |
| **Total Count and %** | **4,495 (100%)** | **4,322 (100%)** |
| | | |
| **BAME** | 437 (10%) | 394 (9%) |
| **Disability** | 189 (4%) | 177 (4%) |

The BAME definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. The University recognises the limitations of this acronym, particularly the:

- Assumption that minority ethnic staff are a homogenous group.

- Acronym's function as a label to describe minority ethnic groups of people, rather than identities with which people have chosen to identify. Perception that BAME refer only to non-White people, which does not consider White minority ethnic groups.

As can be seen from **Table 2**, the percentage of male staff at Strathclyde remains higher than both the Scottish and UK HE sectors (50% compared to 45.5% and 45.8% respectively).

The proportion of BAME staff at Strathclyde is significantly higher than the Scottish HE sector average (10% compared to 4.6%) and slightly lower than the UK HE sector average (10% compared to 11.4%). In terms of disability status, the University's staff composition is slightly lower than both the Scottish HE sector average (4% compared to 5%) and the UK HE sector average (4% compared to 6%).

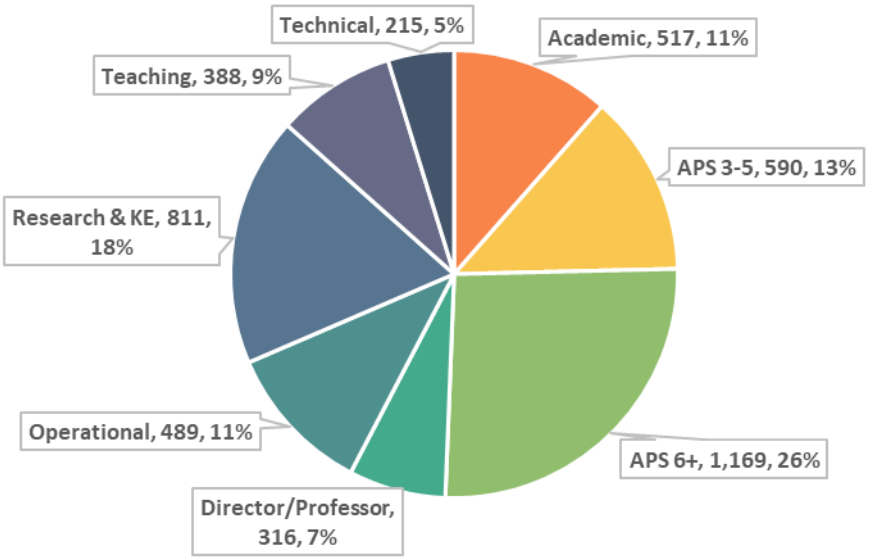
**Table 2: Strathclyde Staff Compared with Scottish and UK Universities 2022**

| | Strathclyde | Scottish Universities | All UK |
|---|---|---|---|
| Female | 2,267 (50%) | 28,400 (54.6%) | 224,985 (54.2%) |
| Male | 2,228 (50%) | 23,580 (45.4%) | 190,195 (45.8%) |
| **Total Count and %** | **4,495 (100%)** | **51,980 (100%)** | **415,180 (100%)** |
| | | | |
| **BAME** | 437 (10%) | 1,630 (4.6%) | 34,165 (11.4%) |
| **Disability** | 189 (4%) | 2,610 (5%) | 24,825 (6.0%) |

## 3.2. Staff by Full and Part-Time Status and Job Category

**Figure 1** presents the distribution of staff by job category. This illustrates that the highest proportion of staff is found in APS 6+ (1,169, 26%), followed by Research and Knowledge Exchange, KE, (811, 18%) and then APS 3-5 (590, 13%).

**Figure 1: Staff by Job Category ***




* The Teaching staff category does not include undergraduate or postgraduate students who may teaching on assignments as part of their studies.

According to **Table 3**, 79% of staff hold full-time posts and 21% hold part-time posts. The highest proportion of part-time staff is found in Operational (246, 5%), followed by APS 6+ (175, 4%) and then APS 3-5 (160, 4%). Within all job categories, except for Operational, most staff hold full-time posts.

**Table 3: Staff by Full and Part-Time Status**

| Grade | Full-Time | Part-Time | Total |
|---|---|---|---|
| Academic | 488 (11%) | 29 (1%) | 517 (12%) |
| APS 3-5 | 430 (10%) | 160 (4%) | 590 (13%) |
| APS 6+ | 994 (22%) | 175 (4%) | 1169 (26%) |
| Director/Professor | 266 (6%) | 50 (1%) | 316 (7%) |
| Operational | 243 (5%) | 246 (5%) | 489 (11%) |
| Research & KE | 674 (15%) | 137 (3%) | 811 (18%) |
| Teaching | 269 (6%) | 119 (3%) | 388 (9%) |
| Technical | 196 (4%) | 19 (0%) | 215 (5%) |
| **Total Count** | **3,560** | **935** | **4,495** |
| **Total %** | **79%** | **21%** | **100%** |

## 3.3. Composition of Part-Time Staff

As can be seen in **Table 4**, there are 935 part-time staff within the University, comprising 21% of all staff. This is a slight decrease from 22% of part-time staff employed in 2021.

The sex profile demonstrates that most part-time staff are female (71%, an increase from the 69% found in 2021), compared with 29% of male staff (a decrease from the 31% found in 2021).

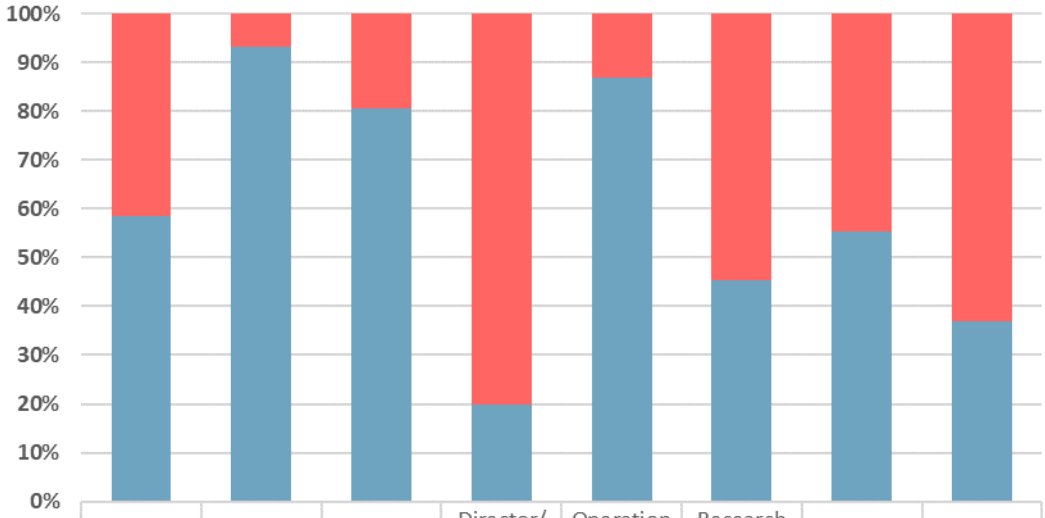
Of those who declared their protected characteristics, 7% (a 1% increase from 2021) of part-time staff are from a BAME background and 5% (the same as 2021) of part-time staff identify as being disabled.

As can be seen from **Figure 2**, part-time female staff are highly represented within the APS 3-5 (93%), Operational Services (87%) and APS 6+ (81%) job categories. Indeed, within five out of the eight job categories, most part-time staff are female. In contrast, a higher proportion of part-time male staff is found within the Director/Professor (80%), Technical (63%) and Research and KE (55%) job categories.

**Table 4: Part-Time Staff by Sex, Race (Ethnicity) and Disability**

| Protected Characteristic | Part-Time Staff |
|---|---|
| Female | 666 (71%) |
| Male | 269 (29%) |
| Total Count and % | 935 (100%) |
| | |
| BAME | 68 (7%) |
| Disability | 47 (5%) |

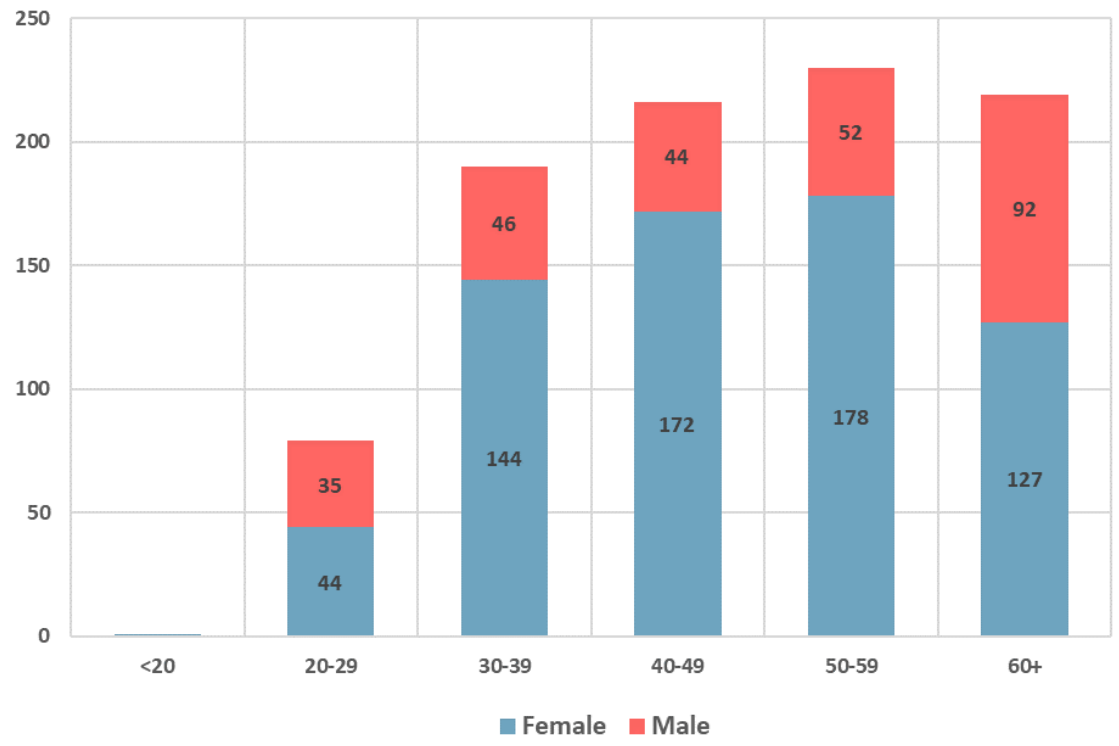
**Figure 2: Part-Time Staff by Sex and Job Category**




| | Academic | APS 3-5 | APS 6+ | Director/ Professor | Operational | Research & KE | Teaching | Technical |
|---|---|---|---|---|---|---|---|---|
| Male - % | 41% | 7% | 19% | 80% | 13% | 55% | 45% | 63% |
| Female - % | 59% | 93% | 81% | 20% | 87% | 45% | 55% | 37% |
| Male - Count | 12 | 11 | 34 | 40 | 32 | 75 | 53 | 12 |
| Female - Count | 17 | 149 | 141 | 10 | 214 | 62 | 66 | 7 |

As can be seen from **Figure 3**, the age profile for all part-time staff illustrates a higher concentration of female staff across all age groups. The highest concentration of part-time female staff is found within the 40-49 (80%), 50-59 (77%) and 30-39 (76%) age ranges. In contrast, the highest proportion of part-time male staff is found within the 20-29 (44%), 60+ (42%) and 30-39 (24%) age ranges.

**Figure 3: Part-Time Staff by Sex and Age**




## 3.4. Staff by Faculty/Professional Services Directorates

Staff by organisational area is presented in **Figure 4**. During the reporting period, the proportion of staff in Engineering decreased by 1% as compared the previous report. In contrast the proportion of staff in both Professional Services, and Strathclyde Business School increased by 1% as compared to the previous reporting period. Between November 2021 and October 2022, the proportion of staff in Science and HaSS remained the same. With reference to **Table 5**, which presents staff by faculty/Professional Services and Job Category:

- Strathclyde Business School has the highest proportion of Academic staff (21%) and Directors/Professors (13%) when compared with the other faculties.
- The highest proportion of APS Grade 3-5 (19%) is based in Professional Services.
- Except for staff with numbers less than five, all reportable Operational staff are based in Professional Services (31%).
- The highest proportion of Research and Knowledge Exchange staff is based in the Faculty of Engineering (39%).

- The highest proportion of Teaching staff is based in the Faculty of Humanities and Social Sciences (24%).

**Figure 4: Staff by Faculty/Professional Services Directorates**

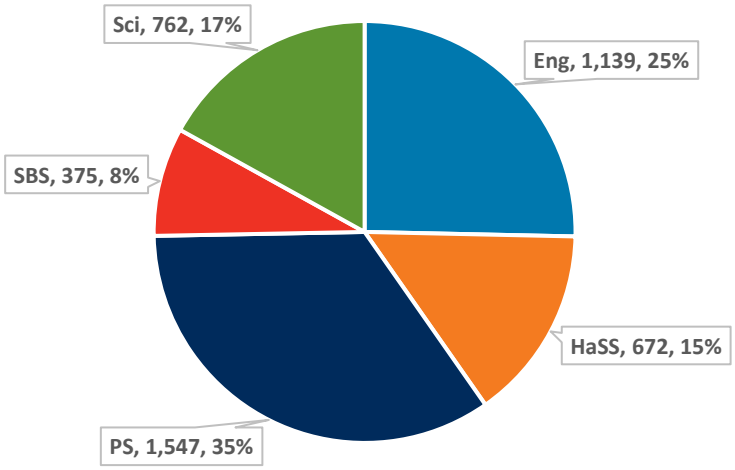



**Table 5: Staff by Faculty/Professional Services Directorates and Job Category ****

| | Eng | HaSS | PS | SBS | Sci | Totals |
|---|---|---|---|---|---|---|
| Academic | 160 (14%) | 135 (20%) | 0 (0%) | 79 (21%) | 143 (19%) | 517 (12%) |
| APS 3-5 | 91 (8%) | 102 (15%) | 298 (19%) | 47 (13%) | 52 (7%) | 590 (13%) |
| APS 6+ | 169 (15%) | 115 (17%) | 698 (45%) | 94 (25%) | 93 (12%) | 1169 (26%) |
| Director/ Professor | 91 (8%) | 58 (9%) | 36 (2%) | 49 (13%) | 82 (11%) | 316 (7%) |
| Operational | * | 0 (0%) | 482 (31%) | * | * | 482 (11%) |
| Research & KE | 446 (39%) | 92 (14%) | 0 (0%) | 41 (11%) | 232 (30%) | 811 (18%) |
| Teaching | 80 (7%) | 164 (24%) | 12 (1%) | 62 (17%) | 70 (9%) | 388 (9%) |
| Technical | 99 (9%) | 6 (1%) | 21 (1%) | 0 (0%) | 89 (12%) | 215 (5%) |
| **Total Count (Row%)** | **1139 (25%)** | **672 (15%)** | **1547 (34%)** | **375 (8%)** | **762 (17%)** | **4,495** |

** Eng = Engineering; HaSS = Humanities and Social Sciences; PS = Professional Services; Sci = Science.

## 3.5. Age

As illustrated by **Table 6**, the highest proportion of Strathclyde staff are aged 30-39 (27%), followed by 50-59 (25%). This is in slight contrast to the previous report in which the highest proportion of staff were aged 40-49 (25%) and 50-59 (25%).

In recent years, there has been a steady increase in the number of staff who are aged 60 and over (373 staff in 2018, 417 in 2019, 451 in 2020, 470 in 2021 and 515 in 2022).

In terms of sex, male staff are marginally more represented in the under 20, 30-39 and 60+ age ranges. In contrast, female staff are more represented in the 40-49 and 50-59 age ranges.

**Table 6: Staff Sex by Age**

| | Female | % | Male | % | Totals |
|---|---|---|---|---|---|
| **<20** | 11 | 0% | 13 | 1% | 24 (1%) |
| **20-29** | 257 | 11% | 253 | 11% | 510 (11%) |
| **30-39** | 551 | 24% | 644 | 29% | 1195 (27%) |
| **40-49** | 618 | 27% | 506 | 23% | 1124 (25%) |
| **50-59** | 610 | 27% | 518 | 23% | 1128 (25%) |
| **60+** | 220 | 10% | 294 | 13% | 514 (11%) |
| **Total Count and %** | **2,267** | **100%** | **2,228** | **100%** | **4,495** |

## 3.6. Disability

As presented in **Table 7**, 189 staff identify being disabled (4%), a proportion which has remained constant since 2020.

A significant proportion of staff have not provided their disability status (18%) and 1% have chosen the "prefer not to say" option.

The University remains committed to reducing the percentage of staff within the "not known" and "prefer not to say" categories and will continue to liaise with departmental Equality and Diversity contacts and line managers to encourage higher levels of declaration.

In relation to sex, a slightly higher proportion of female staff (5%) than male staff (3%) identify as being disabled. However, a slightly higher proportion of male staff (20%) than female staff (18%) have not provided their disability status, so it is difficult to draw any conclusions.

**Table 7: Staff Disability by Sex**

| | Disabled | Not Known | Prefer not to Say | Non-Disabled |
|---|---|---|---|---|
| Female | 5% | 18% | 1% | 76% |
| Male | 3% | 20% | 1% | 75% |
| **Total Count** | **189** | **844** | **60** | **3,402** |
| **Total %** | **4%** | **18%** | **1%** | **76%** |

As detailed in **Table 8**, the highest proportion of disabled staff is based within the Technical (7%), followed by APS 3-5 (6%), APS 6+ (4%), Operational (4%) and Teaching (4%) job categories.

**Table 8: Staff Disability by Job Category**

| | Disabled | Not Known | Prefer not to Say | Non-Disabled |
|---|---|---|---|---|
| Academic | 3% | 14% | 3% | 79% |
| APS 3-5 | 6% | 16% | 1% | 77% |
| APS 6+ | 4% | 11% | 1% | 83% |
| Director/ Professor | 3% | 20% | 2% | 75% |
| Operational | 4% | 30% | 0% | 66% |
| Research & KE | 3% | 31% | 1% | 65% |
| Teaching | 4% | 14% | 2% | 80% |
| Technical | 7% | 15% | 1% | 77% |
| **Total Count** | **189** | **844** | **60** | **3,402** |
| **Total %** | **4%** | **19%** | **1%** | **76%** |

The proportion of "not known" responses varies across job categories, ranging from 31% in Research and Knowledge Exchange to 11% in APS 6+. Similarly, the proportion of "prefer not to say" responses range from 3% in Academic to 1% in APS 3-5, APS 6+, Research and Knowledge Exchange and Technical job categories.

**Table 9** presents staff disability by Faculty/Professional Services Directorate. In decreasing order, the highest proportion of disabled staff is found in Humanities and Social Sciences (6%), Professional Services (5%), Science (5%), Strathclyde Business School (4%) and Engineering (3%). The proportion of "not known" responses vary from 23% in Science to 17% in Humanities and Social Sciences. The proportion of "prefer not to say" responses are broadly similar, ranging from 1-2% across faculties/Professional Services Directorates.

**Table 9: Staff Disability by Faculty/Professional Services Directorates**

| | Disabled | Not Known | Prefer not to Say | Non-Disabled |
|---|---|---|---|---|
| Eng | 31 (3%) | 204 (18%) | 16 (1%) | 888 (78%) |
| HaSS | 37 (6%) | 117 (17%) | 12 (2%) | 506 (75%) |
| PS | 70 (5%) | 283 (18%) | 16 (1%) | 1178 (76%) |
| SBS | 15 (4%) | 68 (18%) | 7 (2%) | 285 (76%) |
| Sci | 36 (5%) | 172 (23%) | 9 (1%) | 545 (72%) |
| **Total Count** | **189** | **844** | **60** | **3,402** |
| **Total %** | **4%** | **19%** | **1%** | **76%** |

## 3.7. Race (Ethnicity)

As can be seen from **Table 10**, 87% of staff have declared information on their ethnicity, of which 10% identify as being from a BAME background. This equates to a 1% increase from 2021. 75% of staff identify as being White, 2% of staff have chosen "prefer not to say" and 13% of staff have not provided their information.

A higher proportion of male staff (12%) are from BAME backgrounds compared to female staff (7%). A higher proportion of male staff have both chosen "prefer not to say" (3%) and have not provided their information (14%) as compared to female staff (2% and 12% respectively).

**Table 10: Staff Race (Ethnicity) by Sex**

| | BAME | Not Known | Prefer not to Say | White |
|---|---|---|---|---|
| Female | 7% | 12% | 2% | 79% |
| Male | 12% | 14% | 3% | 71% |
| **Total Count** | **437** | **596** | **93** | **3,369** |
| **Total %** | **10%** | **13%** | **2%** | **75%** |

As shown in **Table 11**, BAME staff are primarily concentrated in the Research and Knowledge Exchange (22%) and Academic (19%) job categories. The lowest proportion of BAME staff is found in APS 3-5 (4%) and APS 6+ (4%). The proportion of "not known" responses vary from 27% in Research and Knowledge Exchange to 6% in APS 6+. The proportion of "prefer not to say" responses are more similar, ranging from 2-4% across job categories.

**Table 11: Staff Race (Ethnicity) by Job Category**

| | BAME | Not Known | Prefer not to Say | White |
|---|---|---|---|---|
| Academic | 19% | 9% | 4% | 69% |
| APS 3-5 | 4% | 10% | 2% | 84% |
| APS 6+ | 4% | 6% | 2% | 88% |
| Director/Professor | 8% | 14% | 3% | 75% |
| Operational | 3% | 22% | 0% | 75% |
| Research & KE | 22% | 27% | 3% | 48% |
| Teaching | 9% | 7% | 2% | 82% |
| Technical | 6% | 10% | 2% | 82% |
| **Total Count** | **437** | **596** | **93** | **3,369** |
| **Total %** | **10%** | **13%** | **2%** | **75%** |

As can be seen from **Table 12**, the highest proportion of BAME staff is found in the Faculty of Engineering (19%), followed by Strathclyde Business School (12%) and Science (11%). The lowest proportion of BAME staff is based within Professional Services (3%). The proportion of "not known" responses varies from 27% in Research and Knowledge Exchange to 6% in APS 6+. As before, the proportion of "prefer not to say" responses is more similar, ranging from 0-4%.

The University has devised several strategies to further develop equality and diversity in this area. A Race Equality Working Group (REWG) was formed in 2020 with a remit to work to:

- Ensure an inclusive environment for Black Asian and Minority Ethnic (BAME) students and staff.
- Promote racial diversity across the University.
- Improve the educational and employment outcomes for BAME students and staff, where required.

In November 2021, the Equality, Diversity and Inclusion Committee (EDIC) approved an "anti-racist statement" and a phased action plan for the next two years. A Race Equality Steering Group (RESG) has been established to provide oversight to implementing the REWG recommendations and lead the University's efforts towards achieving the Race Equality Charter.

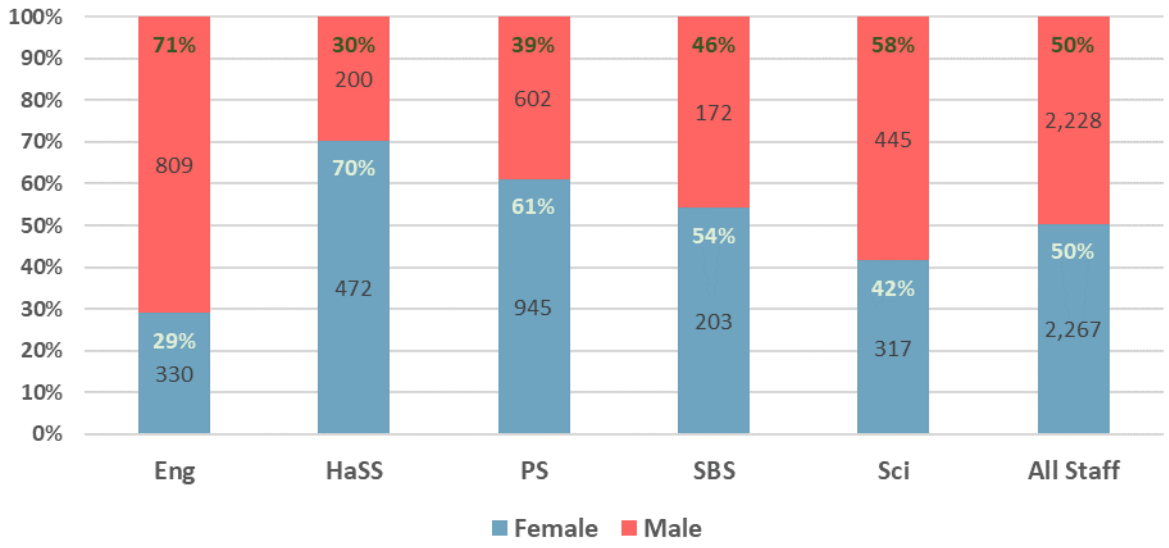
**Table 12: Staff Race (Ethnicity) by Faculty/Professional Services Directorates**

| | BAME | Not Known | Prefer not to Say | White |
|---|---|---|---|---|
| Eng | 215 (19%) | 145 (13%) | 37 (3%) | 742 (65%) |
| HaSS | 41 (6%) | 74 (11%) | 12 (2%) | 545 (81%) |
| PS | 52 (3%) | 195 (13%) | 19 (1%) | 1281 (83%) |
| SBS | 44 (12%) | 43 (11%) | 8 (2%) | 280 (75%) |
| Sci | 85 (11%) | 139 (18%) | 17 (2%) | 521 (68%) |
| **Total Count** | **437** | **596** | **93** | **3,369** |
| **Total %** | **10%** | **13%** | **2%** | **75%** |

## 3.8. Sex

Overall, the representation of male and female staff remains constant, with a 50:50 split in the University. However, as detailed in **Figure 5**, the proportion of male and female staff varies within the faculties and Professional Services Directorates. The highest concentration of female staff is found within The Faculty of Humanities and Social Science (70%) and the lowest proportion is found in Engineering (29%). The distribution largely mirrors the trends reported in the previous report, although there has been a 1% increase of female staff in the Faculty of Science since 2021.

**Figure 5: Staff by Sex and Faculty/Professional Services Directorates**



As detailed in **Table 13**, the highest proportion of female staff is found in the APS 3-5 (79%), APS 6+ (64%) and Operational (55%) job categories. In contrast, the highest proportion of male staff is based within the Director/Professor (73%), Research and Knowledge Exchange (70%) and Academic (61%) job categories. Of note, the job categories most occupied by male staff are paid more than those most occupied by female staff, negatively impacting on our overall gender pay gap. There is also a significantly greater proportion of male staff within the Technical (75%) category, however this staff category has the smallest total population.

**Table 13: Staff Sex by Job Category**

| | Female | | | Male | | | Totals | |
|---|---|---|---|---|---|---|---|---|
| | # | % | *% | # | % | *% | # | % |
| Academic | 204 | 9% | 39% | 313 | 14% | 61% | 517 | 12% |
| APS 3-5 | 464 | 20% | 79% | 126 | 6% | 21% | 590 | 13% |
| APS 6+ | 745 | 33% | 64% | 424 | 19% | 36% | 1,169 | 26% |
| Director/ Professor | 84 | 4% | 27% | 232 | 10% | 73% | 316 | 7% |
| Operational | 270 | 12% | 55% | 219 | 10% | 45% | 489 | 11% |
| Research & KE | 241 | 11% | 30% | 570 | 26% | 70% | 811 | 18% |
| Teaching | 205 | 9% | 53% | 183 | 8% | 47% | 388 | 9% |
| Technical | 54 | 2% | 25% | 161 | 7% | 75% | 215 | 5% |
| **Total Count and %** | **2,267** | **100%** | **50%** | **2,228** | **100%** | **50%** | **4,495** | **100%** |

*% denotes percentage of job category

As shown in **Table 14,** most academic staff are male (66%) compared to female (34%). There has been a 2% increase of female staff within the academic staff population since 2020. The Professorial level comprises the largest group of Academic staff (35%), followed by Senior Lecturer (26%, consistent with the previous two years), then Lecturer B (23%, consistent with 2021), Reader (14%, consistent with 2021) and Lecturer A (3%, consistent with 2021). The highest proportion of female academic staff are found within the Senior Lecturer (32%), followed by Professor and Lecturer B (both 25%) and then Reader (13%) categories. In contrast, the highest proportion of male academic staff are found within the Professor (35%), followed by Senior Lecturer (26%) and then Lecturer B (23%) categories.

As can be seen in **Figure 6**, when compared to 2021, and in relation to female academic staff, the proportion of Professors has remained the same, Readers has decreased by 3%, Senior Lecturers has increased by 3%, Lecturer B has remained the same, and Lecturers A has increased by 19%. Although the proportion of female Professors has remained the name, there has been an 8% increase in the number of female Professors (68 in 2022 compared with 63 in 2021).

The Strathclyde Global Talent Programme (SGTP) continues to run annually with a maintained focus placed on attracting a diverse pool of candidates, include the best female talent. This includes the recruitment of senior female academics as well as Chancellor's Fellows to improve the pipeline for female promotions.

**Table 14: Distribution of Academic Staff by Sex**

| | Female | | Male | | Totals | |
|---|---|---|---|---|---|---|
| | # | % | # | % | # | % |
| **Professor** | 68 | 25% | 210 | 40% | 278 | 35% |
| **Reader** | 36 | 13% | 75 | 14% | 111 | 14% |
| **Senior Lecturer** | 88 | 32% | 116 | 22% | 204 | 26% |
| **Lecturer B** | 67 | 25% | 114 | 22% | 181 | 23% |
| **Lecturer A** | 13 | 5% | 8 | 2% | 21 | 3% |
| **Total Count and %** | **272 (34%)** | **100%** | **523 (66%)** | **100%** | **795** | **100%** |

**Figure 6: Staff Sex by Academic Grade**

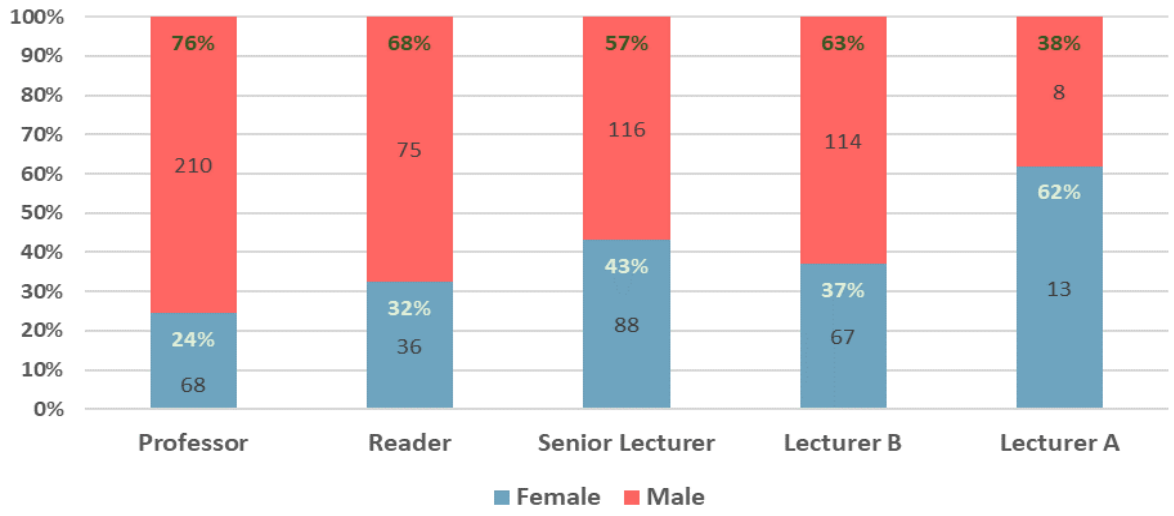


**Table 15** illustrates year on year progression of female academic staff between 2012 and 2022. Most categories have seen an increase in the proportion of female incumbents. In particular, the proportion of female staff holding Professorial roles has increased from 17% in 2012 to 24% in 2022. As stated, although the overall proportion of female professors in 2022 is the same as in 2021, there has been an 8% increase in the number of female Professors (68 in 2022 compared with 63 in 2021).

Similarly, the proportion of female staff holding Senior Lecturer roles has increased from 27% in 2012 to 43% in 2022. Only the Lecturer B category has experienced a sustained decline. After rising from 38% in 2012 to 42% in 2017, the proportion decreased and levelled out at 37% in 2020.

Efforts to encourage both external recruitment and internal promotion of senior female staff, where appropriate, will continue. Given the higher proportion of female staff within the teaching job category (205, or 53%, of the 388 teaching staff are female), it is hoped that the role of Professor of Learning and Teaching will continue to provide a pathway to increasing the number of female staff at Professorial level in the years ahead. We have a number of initiatives targeted at improving the gender balance, as detailed in the Gender Pay and Equal Pay Gap Report 2023.

**Table 15: Female Academic Staff by Grade**

| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Professor | 17% | 16% | 17% | 18% | 19% | 19% | 18% | 21% | 23% | 24% | 24% |
| Reader | 28% | 27% | 26% | 23% | 25% | 27% | 33% | 33% | 35% | 35% | 32% |
| Senior Lecturer | 27% | 29% | 31% | 33% | 32% | 34% | 35% | 35% | 38% | 40% | 43% |
| Lecturer B | 38% | 39% | 38% | 40% | 40% | 42% | 41% | 40% | 37% | 37% | 37% |
| Lecturer A | 50% | 41% | 50% | 50% | 47% | 36% | 33% | 42% | 46% | 43% | 62% |

## 3.9. Other Protected Characteristics

As can be seen from **Table 16**, in decreasing order, 1% staff (50) began maternity leave, 1% staff (48) began maternity support leave and 0% staff (8) began shared parental leave during the reporting period.

**Table 16: Commencement of Family Leave from 1st November 2021 to 31st October 2022**

| | Count | Percentage |
|---|---|---|
| Not Applicable | 4,389 | 98% |
| On Adoption Leave | 0 | 0% |
| On Maternity Leave | 50 | 1% |
| On Maternity Support Leave | 48 | 1% |
| On Shared Parental Leave | 8 | 0% |
| **Total Count and %** | **4,495** | **100%** |

For the ninth year running, staff have been asked to declare their gender identity by responding to the question "Is your gender identity the same as the gender you were originally assigned at birth?". The university adopts the umbrella definition of transgender for people whose gender identity and/or gender expression differs from their sex at birth. As such, this monitoring question can be used to inform an analysis of gender reassignment.

As can be seen from **Table 17**, 0% of staff (15 individuals) identify as being trans, 1% (67) chose "prefer not to say", 45% (2,010) have not responded and 53% (2,403) identify as having the same gender identity as assigned at birth.

**Table 17: Staff by Gender Identity**

| | Count | Percentage |
|---|---|---|
| Gender Identity Not Same as Birth | 15 | 0% |
| Not Known | 2,010 | 45% |
| Prefer not to Say | 67 | 1% |
| Gender Identity Same as Birth | 2,403 | 53% |
| **Total Count and %** | **4,495** | **100%** |

As can be seen from **Table 18**, 81% of staff have declared their marriage and civil partnership status. 41% (1,847) of staff are married, 1% (36) are in a civil partnership, 21% (945) are single and 10% (446) are co-habiting. The response of 19% (865) staff is "not known" and 5% (243) have responded with "prefer not to say".

**Table 18: Staff by Marriage and Civil Partnership**

| | Count | Percentage |
|---|---|---|
| Civil Partner | 36 | 1% |
| Co Habiting | 446 | 10% |
| Divorced | 62 | 1% |
| Married | 1,847 | 41% |
| Not Known | 865 | 19% |
| Prefer not to Say | 243 | 5% |
| Separated | 35 | 1% |
| Single | 945 | 21% |
| Widowed | 16 | 0% |
| **Total Count and %** | **4,495** | **100%** |

Staff information on religion or belief is presented in **Table 19.** In decreasing order, 35.5% of staff identify has having no religion, 26.7% of staff have not responded to the question; 24.4% of staff identify as being Christian, 7.3% prefer not to say, and 2.2% are Muslim. Results are broadly consistent with 2022.

**Table 19: Staff by Religion or Belief**

| | Count | Percentage |
|---|---|---|
| Any Other Religion, Belief or Faith | 41 | 0.9% |
| Buddhist | 18 | 0.4% |
| Christian | 1,099 | 24.4% |
| Hindu | 41 | 0.9% |
| Humanist | 25 | 0.6% |
| Jewish | 7 | 0.2% |
| Muslim | 98 | 2.2% |
| No Religion | 1,597 | 35.5% |
| Not Known | 1,200 | 26.7% |
| Prefer not to Say | 330 | 7.3% |
| Sikh | 5 | 0.1% |
| Spiritual | 34 | 0.8% |
| **Total Count and %** | **4,495** | **100%** |

The sexual orientation of staff is presented in **Table 20**. In decreasing order: 60.9% of staff identify as being heterosexual, the responses of 26.9% staff are "not known", 7.4% of staff prefer not to say, 1.6% of staff identify as being a gay man, 1.5% are bisexual, 0.8% identify as being a gay woman/lesbian and 0.8% have another sexual orientation. Declaration rates remain consistent with the previous report.

**Table 20: Staff by Sexual Orientation**

| | Count | Percentage |
|---|---|---|
| Bisexual | 68 | 1.5% |
| Gay Man | 74 | 1.6% |
| Gay Woman/Lesbian | 35 | 0.8% |
| Heterosexual | 2,738 | 60.9% |
| Not Known | 1,210 | 26.9% |
| Other | 38 | 0.8% |
| Prefer not to Say | 332 | 7.4% |
| **Total Count and %** | **4,495** | **100%** |

# 4. Staff Recruitment

Staff recruitment by relevant protected characteristics is examined below.

## 4.1. Overview of Recruitment

As can be seen from **Table 21**, between 1st November 2021 and 31st October 2022, the University received 12,603 applications (an increase on the previous year's figure of 12,009) applications) for 1,085 posts (up from 835 in the previous year).

During the reporting period, more applications have been received from male applicants (54%) than from female applicants (44%). The proportion of applications received from male applicants decreased from 57% and the proportion received from female applicants increased from 41% as compared to the previous reporting period.

In both this year and the previous reporting year, the proportion of offers made to female applicants (55%) is higher than the proportion of shortlisted female applicants (50%), which, in turn, is higher than the proportion of applications received from female applicants (44%). In contrast, and in both years, the proportion of offers made to male applicants (44%) is lower than the proportion of shortlisted male applicants (49%), which, in turn, is lower than that proportion of applications received from male applicants (54%).

As has been the case in previous years, the proportion of offers made to BAME individuals (20%) is lower than the proportion of those shortlisted (27%) which, in turn, is lower than the proportion of BAME applicants (43%). Going forward, we will examine why this may be the case. Anecdotally, it is understood that a high number of applications received are speculative from applicants not meeting the essential requirements for the role. Furthermore, BAME applicants are typically for Academic Professional roles, such as Chancellors Fellows, where we have high numbers of applications and limited posts at the end of the process.

5% of applicants identify as being disabled, 6% of those shortlisted are disabled and 6% of those given job offers are disabled.

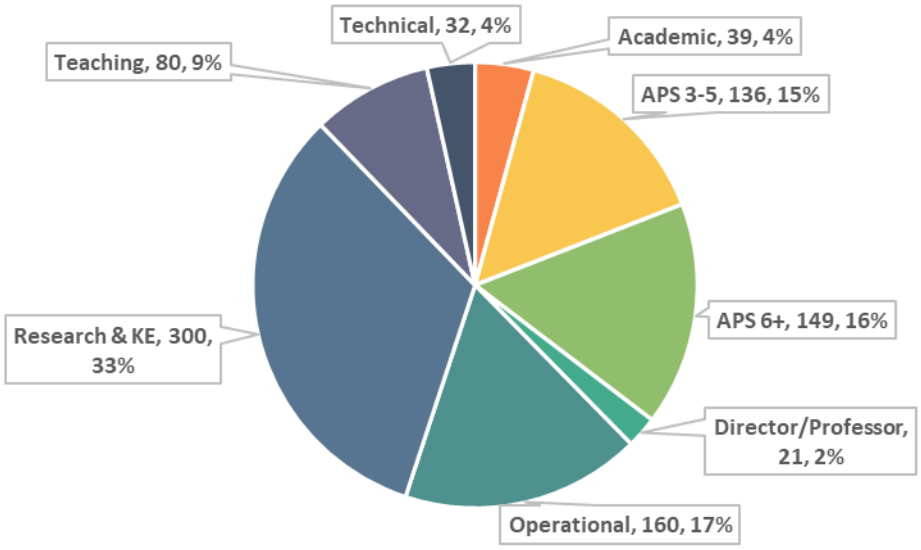
**Table 21: Applications and Appointments by Sex, Race (Ethnicity) and Disability**

| | Applications | Shortlisted | Offer |
|---|---|---|---|
| **Female** | 5,555 (44%) | 1,511 (50%) | 595 (55%) |
| **Male** | 6,777 (54%) | 1,487 (49%) | 475 (44%) |
| **Not Known** | 57 (0%) | 4 (0%) | 2 (0%) |
| **Prefer not to Say** | 214 (2%) | 42 (1%) | 13 (1%) |
| **Total Count and %** | **12,603 (100%)** | **3,044 (100%)** | **1,085 (100%)** |
| | | | |
| **BAME** | 5,466 (43%) | 836 (27%) | 214 (20%) |
| **Not Known** | 139 (1%) | 22 (1%) | 9 (1%) |
| **Prefer not to Say** | 468 (4%) | 104 (3%) | 34 (3%) |
| | | | |
| **Disability** | 680 (5%) | 189 (6%) | 60 (6%) |
| **Not Known** | - | - | - |
| **Prefer not to Say** | 2,218 (18%) | 496 (16%) | 189 (7%) |

## 4.2. Appointments by Job Category

**Figure 7** presents appointments by job category. In decreasing order, the highest proportion of appointments made are in Research and Knowledge Exchange (33%, down from 41% in 2021) year), followed by Operational (17%, up from 13%), APS 6% (16%, down from 17%), APS 3-5 (15%, up from 13%), and Teaching (9%, up from 5%).

**Figure 7: Appointments by Job Category**




## 4.3. Disability

As can be seen from **Table 22**, which presents the disability status of new appointments by Faculty/Professional Services Directorates, 3% of successful appointments are disabled, the same proportion as in 2021.

Appointments of disabled new staff are as follows: 4% in the Faculty of Humanities and Social Science (a decrease from 5% in the previous report), 4% in the Faculty of Science (the same proportion as the previous report), 3% in Professional Services (a decrease from 6% in the previous report), 3% in Strathclyde Business School (the same proportion as the previous report), and 1% in the Faculty of Engineering (the same proportion as in the previous report). The proportion of "not known" responses ranges from 54% in the Faculty of Science to 29% in Strathclyde Business School. Overall, 46% of new appointments have not provided a response for their disability status. These data gaps make it challenging to meaningfully analyse the data.

**Table 22: Appointments by Disability and Faculty/Professional Services Directorates**

| | Disabled | Not Known | Prefer not to Say | Non-Disabled | Total |
|---|---|---|---|---|---|
| Eng | 1% | 51% | 1% | 47% | 34% |
| HaSS | 4% | 38% | 2% | 56% | 12% |
| PS | 3% | 46% | 0% | 51% | 30% |
| SBS | 3% | 29% | 1% | 67% | 9% |
| Sci | 4% | 54% | 1% | 41% | 15% |
| **Total Count** | **25** | **426** | **7** | **459** | **917** |
| **Total %** | **3%** | **46%** | **1%** | **50%** | **100%** |

**Table 23** details the disability status of new appointments by job category. In decreasing order, the highest proportion of disabled appointments is found in APS 3-5, APS 6+, and Teaching (all 4%), Academic and Technical (both 3%), and Research and Knowledge Exchange. No appointed Directors/Professors identify as being disabled. However, due to the high "not known" responses, ranging from 59% in Research & Knowledge Exchange to 21% in Teaching, it is difficult to draw any meaningful conclusions.

**Table 23: Appointments by Disability and Job Category**

| | Disabled | Not Known | Prefer not to Say | Non-Disabled | Total |
|---|---|---|---|---|---|
| Academic | 3% | 31% | 0% | 67% | 4% |
| APS 3-5 | 4% | 38% | 1% | 56% | 15% |
| APS 6+ | 4% | 25% | 1% | 70% | 16% |
| Director/Professor | 0% | 38% | 0% | 62% | 2% |
| Operational | 1% | 71% | 0% | 28% | 17% |
| Research & KE | 2% | 59% | 0% | 38% | 33% |
| Teaching | 4% | 21% | 1% | 74% | 9% |
| Technical | 3% | 28% | 3% | 66% | 3% |
| **Total Count** | **25** | **426** | **7** | **459** | **917** |
| **Total %** | **3%** | **46%** | **1%** | **50%** | **100%** |

## 4.4. Race (Ethnicity)

As can be seen from **Table 24**, the highest proportion of appointed BAME candidates are within the Academic (28%), Research & Knowledge Exchange (18%), and Technical (9%) job categories.

Unlike during 2021, in which 17% of Directors/Professors were from BAME backgrounds, no appointed Directors/Professors identify as being from BAME backgrounds during this reporting period. However, like disability, high proportion of "not known" responses, ranging from 69% in Operational to 14% in Teaching makes it challenging to draw any meaningful conclusions.

**Table 25** presents appointments by ethnicity and faculties/Professional Services directorates. In decreasing order, the highest proportion of appointed BAME candidates is found in Engineering (20%), followed by Strathclyde Business School (18%) and then Science (11%).

Again, a high proportion of "not known" responses is found, ranging from 48% in Engineering to 19% in Strathclyde Business School. As will be detailed in Section 9, looking forward, steps will be taken to redress these data gaps.

**Table 24: Appointments by Race (Ethnicity) and Job Category**

| | BAME | Not Known | Prefer not to Say | White | Total |
|---|---|---|---|---|---|
| Academic | 28% | 26% | 5% | 41% | 4% |
| APS 3-5 | 9% | 26% | 1% | 64% | 15% |
| APS 6+ | 10% | 17% | 1% | 72% | 16% |
| Director/Professor | 0% | 33% | 5% | 62% | 2% |
| Operational | 8% | 69% | 1% | 23% | 17% |
| Research & KE | 18% | 58% | 2% | 22% | 33% |
| Teaching | 11% | 14% | 5% | 70% | 9% |
| Technical | 9% | 22% | 0% | 69% | 3% |
| **Total Count** | **117** | **380** | **17** | **403** | **917** |
| **Total %** | **13%** | **41%** | **2%** | **44%** | **100%** |

**Table 25: Appointments by Race (Ethnicity) and Faculty/Professional Services Directorates**

| | BAME | Not Known | Prefer not to Say | White | Total |
|---|---|---|---|---|---|
| Eng | 20% | 48% | 2% | 30% | 34% |
| HaSS | 6% | 29% | 3% | 63% | 12% |
| PS | 7% | 40% | 1% | 53% | 30% |
| SBS | 18% | 19% | 3% | 61% | 9% |
| Sci | 11% | 54% | 2% | 33% | 15% |
| **Total Count** | **117** | **380** | **17** | **403** | **917** |
| **Total %** | **13%** | **41%** | **2%** | **44%** | **100%** |

## 4.5. Sex

Appointments by sex and faculty/Professional Services directorates are detailed in **Table 26**. As can be seen, the highest proportion of appointed female candidates is found in Humanities and Social Science (76%), Professional Services (61%) and Strathclyde Business School (56%). In contrast, the highest proportion of appointed male candidates is found in Engineering (71%), Science (55%) and Strathclyde Business School (44%).

**Table 26: Appointments by Sex and Faculty/Professional Services Directorates**

| | Female | Male | Total |
|---|---|---|---|
| Eng | 90 (29%) | 220 (71%) | 310 (34%) |
| HaSS | 85 (76%) | 27 (24%) | 112 (12%) |
| PS | 169 (61%) | 106 (39%) | 275 (30%) |
| SBS | 44 (56%) | 35 (44%) | 79 (9%) |
| Sci | 63 (45%) | 78 (55%) | 141 (15%) |
| **Total Count** | **451** | **466** | **917** |
| **Total %** | **49%** | **51%** | **100%** |

# 5. Staff Development

Staff development by relevant protected characteristics, in relation to learning & development and promotions, is examined below. In the context of this report:

- Learning & development means any formal development event booked through the Organisational and Staff Development Unit (OSDU) portal.
- Promotions means 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.

## 5.1. Overview of Learning & Development

During the reporting period, the University provided 363 centrally facilitated distinct staff development events (an increase from the 339 events delivered in 2021) consisting of 867 sessions (up from the 853 sessions delivered in 2021). In total, there have been 15,773 staff attendances in development sessions (an increase from 14,399 attendances in 2021).

The staff development sessions have been provided by 26 different teams across the University, including Access, Equality & Inclusion, Disability Service, Human Resources, Organisational and Staff Development Unit and Safety, Health & Wellbeing.

**Table 27** provides an overview of participation in learning & development by sex, race (ethnicity) and disability. As has been the case in previous years, a higher proportion of female staff (58%, compared to 60% in 2021) than male staff (42%, compared to 40% in 2021) have participated in programmes. 11% of participants are BAME staff (down from the 13% in 2021) and 4% are disabled (the same as 2021)

**Table 27: Participation in Learning & Development by Sex, Race (Ethnicity) and Disability**

| | Participants # | Participants % | University Population % |
|---|---|---|---|
| Female | 9,194 | 58% | 50% |
| Male | 6,579 | 42% | 50% |
| **Total Count and %** | **15,773** | **100%** | **100%** |
| | | | |
| **BAME** | 1,804 | 11% | 10% |
| **Disability** | 694 | 4% | 4% |

**Table 28** presents participation in learning & development by sex and age. 58% of participants are female staff and 42% of participants are male staff.

In decreasing order, learning & development has been mostly undertaken by staff aged 30-39 (32%), followed by 40-49 (28%) and then 20-29 (18%) and 50-59 (18%).

Out of the 58% of female participants, most are aged 40-49 (18%), 30-39 (17%) and 50-59 (11%). Out of the 42% of male participants, most are aged 30-39 (15%), 40-49 (9%) and 20-29 (8%). As such, a higher proportion of male staff aged under 39 have participated in learning and development than female staff.

**Table 28: Participation in Learning & Development by Sex and Age**

| Age Group | Female | % | Male | % | Total # | Total % |
|---|---|---|---|---|---|---|
| **<20** | 101 | 1% | 71 | 0% | 172 | 1% |
| **20-29** | 1,500 | 10% | 1,334 | 8% | 2,834 | 18% |
| **30-39** | 2,708 | 17% | 2,380 | 15% | 5,088 | 32% |
| **40-49** | 2,847 | 18% | 1491 | 9% | 4,338 | 28% |
| **50-59** | 1,799 | 11% | 1,058 | 7% | 2,857 | 18% |
| **60+** | 239 | 2% | 245 | 2% | 484 | 3% |
| **Total Count and %** | **9,194** | **58%** | **6,579** | **42%** | **15,773** | **100%** |

## 5.2. Overview of Promotions

Promotions by sex, race (ethnicity) and disability are presented in **Table 29**. During the reporting period, 430 staff have been promoted, compared to 363 in 2021.

53% of those promoted this year are female (compared to 51% in 2021) and 47% are male (compared to 49% in 2021).

9% of those promoted are from BAME backgrounds (compared to 8% in 2021) and 4% of those promoted are disabled (the same as 2021).

**Table 29: Promotions by Sex, Race (Ethnicity) and Disability**

| | # | % |
|---|---|---|
| **Female** | 227 | 53% |
| **Male** | 203 | 47% |
| **Total Count and %** | **430** | **100%** |
| | | |
| **BAME** | 40 | 9% |
| **Disability** | 19 | 4% |

**Table 30** presents promotions by sex and job category. In decreasing order, the highest proportions of promotions have occurred in APS 6+ (34%), Research & Knowledge Exchange (18%) and APS 3-5 (14%).

The highest proportion of female promotions is found in the APS 3-5 (78%), followed by Operational (71%) and then APS 6+ (70%) job categories. In contrast, the highest proportion of male promotions is found in the Technical (79%), followed by Research & Knowledge Exchange (71%) and then Director/Professor (65%) job categories.

**Table 30: Promotions by Sex and Job Category**

| | Female # | Female % | Male # | Male % | Total # | Total % |
|---|---|---|---|---|---|---|
| **Academic** | 23 | 40% | 35 | 60% | 58 | 13% |
| **APS 3-5** | 46 | 78% | 13 | 22% | 59 | 14% |
| **APS 6+** | 103 | 70% | 44 | 30% | 147 | 34% |
| **Director/ Professor** | 8 | 35% | 15 | 65% | 23 | 5% |
| **Operational** | * | 71% | * | 29% | 7 | 2% |
| **Research & KE** | 22 | 29% | 55 | 71% | 77 | 18% |
| **Teaching** | 14 | 47% | 16 | 53% | 30 | 7% |
| **Technical** | 6 | 21% | 23 | 79% | 29 | 7% |
| **Total Count and %** | **227** | **53%** | **203** | **47%** | **430** | **100%** |

(* denotes value <5)

# 6. Staff Retention

Staff retention by relevant protected characteristics is examined below.

## 6.1. Overview of Retention

**Table 31** presents leavers by sex, race (ethnicity) and disability. During the reporting period 770 staff have left the organisation (compared to 551 during 2021).

In relation to sex, 45% of leavers are female (the same as 2021) and 55% are male (the same as 2021). 11% of staff are from BAME backgrounds (compared to 12% in 2021) and 3% are disabled (the same as 2021).

**Table 31: Leavers by Sex, Race (Ethnicity) and Disability**

| | Leavers |
|---|---|
| Female | 348 (45%) |
| Male | 422 (55%) |
| **Total Count and %** | **770 (100%)** |
| | |
| **BAME** | 85 (11%) |
| **Disability** | 23 (3%) |

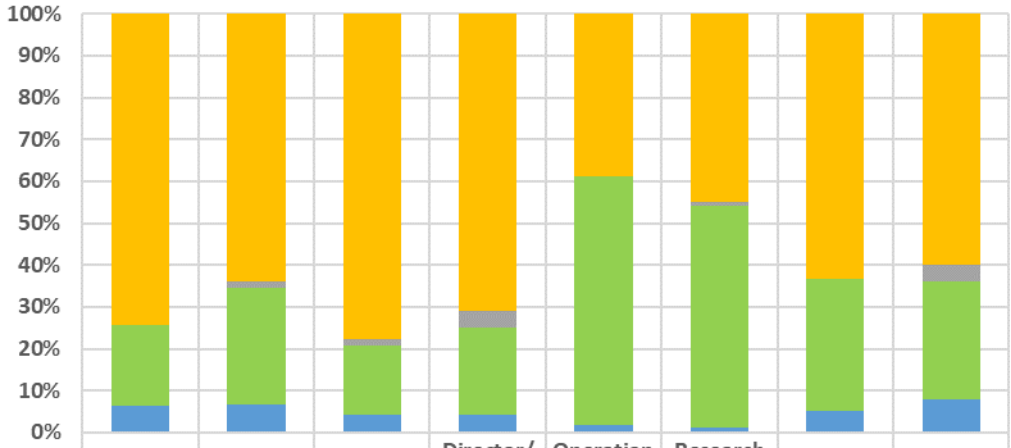
## 6.2. Disability

**Figure 8** details leavers by disability. 54% of leavers identify as being non-disabled, 3% of leavers are disabled, the status of 42% of leavers is unknown and 1% have chosen "prefer not to say".

The highest proportion of disabled leavers are from the Technical (8%), APS 3 (7%) and Academic (6%) job categories. In contrast, the highest proportion of non-disabled leavers are from APS 6 (78%), Academic (74%) and Director/Professor (71%).

The proportion of "not known" responses ranges from 59% in Operational to 17% in APS 6+. As with elsewhere in this report, the high proportion of "not known" responses are too high to support any meaningful interpretation.

**Figure 8: Leavers by Disability**




| | Academic | APS 3-5 | APS 6+ | Director/ Professor | Operational | Research & KE | Teaching | Technical |
|---|---|---|---|---|---|---|---|---|
| No | 23 | 48 | 94 | 17 | 68 | 126 | 24 | 15 |
| Prefer not to say | 0 | 1 | 2 | 1 | 0 | 3 | 0 | 1 |
| Not known | 6 | 21 | 20 | 5 | 104 | 149 | 12 | 7 |
| Yes | 2 | 5 | 5 | 1 | 3 | 3 | 2 | 2 |

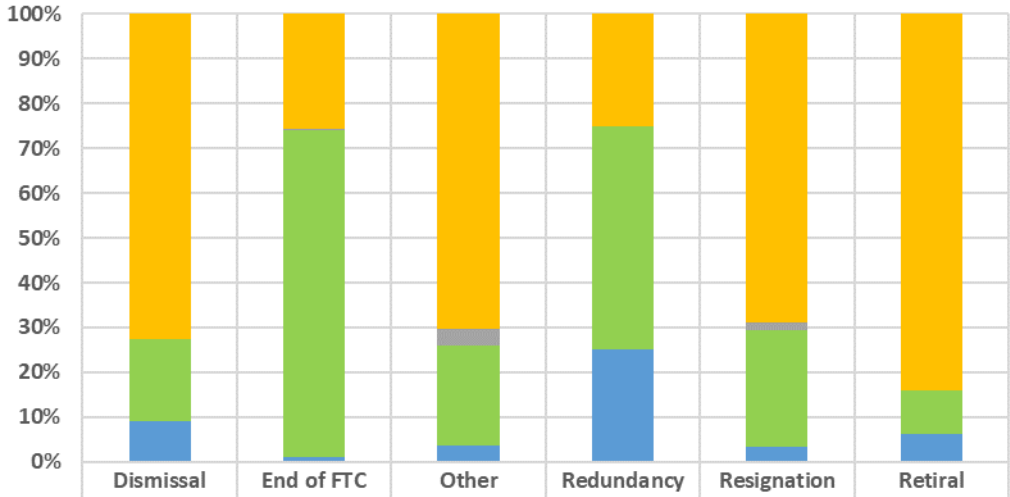
The reasons for leaving by disability are presented in **Figure 9.** In decreasing order, the most common reasons for leaving given by staff are resignation (49%), end of fixed-term contract (37%) and retiral (8%). The "other" category comprises reasons such as death in-services, mutually agreed exit and ill-health retirement.

In decreasing order, the most common reasons for leaving given by non-disabled staff are resignation (63%), end of fixed-term contract (18%), and retiral (13%).

In decreasing order, the most common reasons for leaving given by disabled staff are resignation (57%), retiral (17%) and end of fixed-term contract (13%). Retiral might be a more common reason for disabled people due to the fact the acquired disability increases exponentially with age.

Despite this possibility, a combination of low numbers and the high proportion of "not known" responses prevent any meaningful interpretation from being made.

**Figure 9: Reasons for Leaving by Disability**




| | Dismissal | End of FTC | Other | Redundancy | Resignation | Retiral |
|---|---|---|---|---|---|---|
| No | 8 | 74 | 19 | 1 | 260 | 53 |
| Prefer not to say | 0 | 1 | 1 | 0 | 6 | 0 |
| Not known | 2 | 210 | 6 | 2 | 98 | 6 |
| Yes | 1 | 3 | 1 | 1 | 13 | 4 |

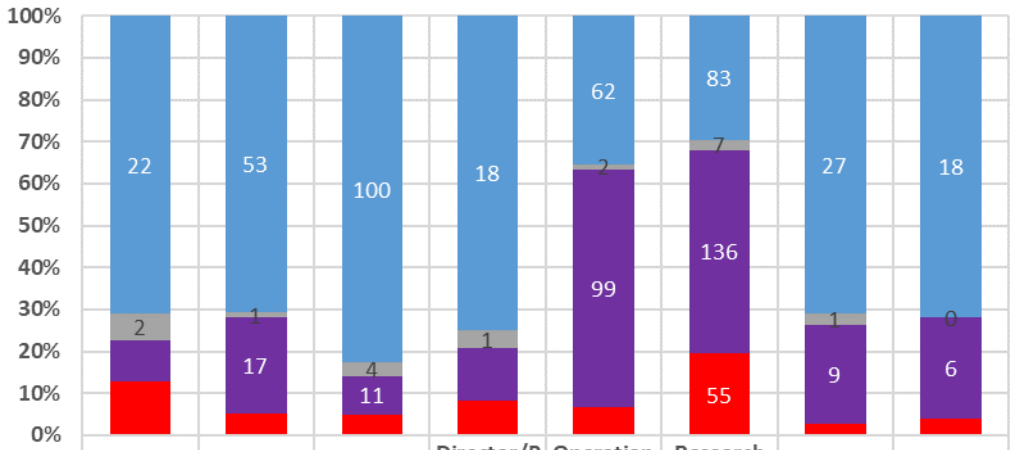
## 6.3. Race (Ethnicity)

Leavers by race (ethnicity) and job category is presented in **Figure 10**. 11% of leavers are from BAME backgrounds, 50% are White, the ethnicity of 37% staff is unknown and 2% have chosen "prefer not to say".

The highest proportion of BAME leavers were employed within the Research & Knowledge Exchange (20%), followed by Academic (13%) and then Director/Professor (8%) job categories. Of note, Research & Knowledge Exchange has the highest percentage of fixed-term contracts, which partly explains the high proportion of BAME staff leaving this area. In contrast, the highest proportion of White leavers is employed within APS 6 (83%), Director/Professor (75%) and Technical (72%) job categories.

As before, the high proportion of unknown responses, ranging from 57% in Operational to 9% in APS 6+, present challenges in drawing interpretations and making meaningful conclusions.

**Figure 10: Leavers by Race (Ethnicity) and Job Category**




| | Academic | APS 3-5 | APS 6+ | Director/Professor | Operational | Research & KE | Teaching | Technical |
|---|---|---|---|---|---|---|---|---|
| White | 22 | 53 | 100 | 18 | 62 | 83 | 27 | 18 |
| Prefer not to say | 2 | 1 | 4 | 1 | 2 | 7 | 1 | 0 |
| Not known | 3 | 17 | 11 | 3 | 99 | 136 | 9 | 6 |
| BME | 4 | 4 | 6 | 2 | 12 | 55 | 1 | 1 |

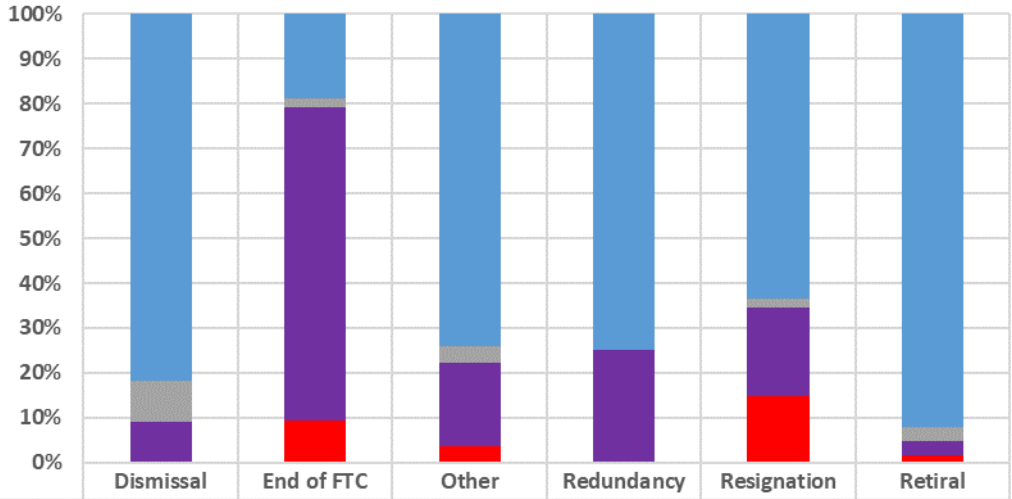
**Figure 11** provides the reason for leaving by race (ethnicity). In decreasing order, the most common reasons for leaving given by staff are resignation (49%), end of fixed-term contract (37%) and retiral (8%).

In decreasing order, the most common reasons for leaving given by White staff are resignation (62%), retiral (15%) and end of fixed-term contract (14%).

In decreasing order, the most common reasons for leaving given by BAME staff are resignation (66%), end of fixed-term contract (32%) and retiral (1%). As stated, the highest proportion of BAME leavers are employed within Research & Knowledge Exchange (20%) and this job category has the highest percentage of fixed-term contracts, which partly explains why this reason for leaving is higher compared to the reason given by White staff.

Despite this possibility, a combination of low numbers and the high proportion of "not known" responses prevent any meaningful interpretation from being made.

**Figure 11: Reasons for Leaving by Race (Ethnicity)**




| | Dismissal | End of FTC | Other | Redundancy | Resignation | Retiral |
|---|---|---|---|---|---|---|
| White | 9 | 54 | 20 | 3 | 239 | 58 |
| Prefer not to say | 1 | 6 | 1 | 0 | 8 | 2 |
| Not known | 1 | 201 | 5 | 1 | 74 | 2 |
| BME | 0 | 27 | 1 | 0 | 56 | 1 |

## 6.4. Sex

**Figure 12** presents leavers by sex and job category. 55% of leavers are male and 45% of leavers are female.

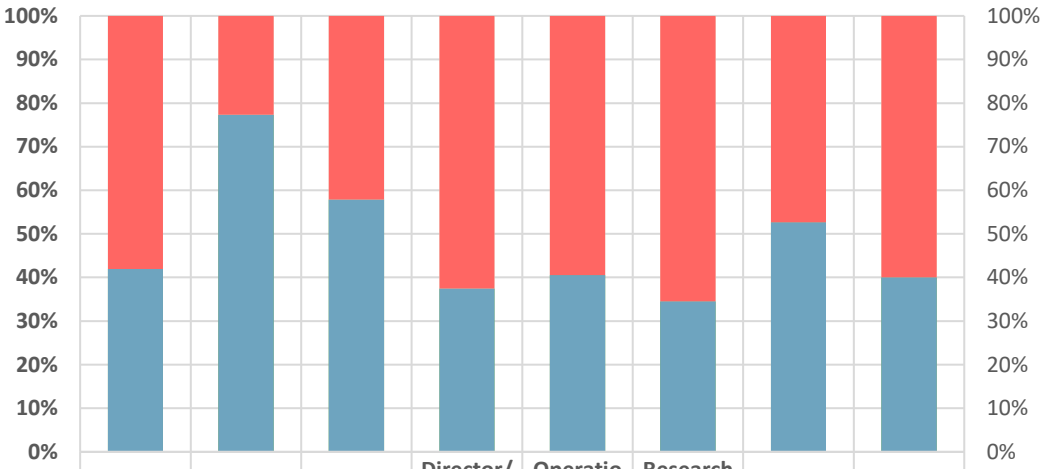
The highest proportion of female leavers are based in the APS 3-5 (77%), APS 6+ (58%) and Teaching (53%) job categories. In contrast, the highest proportion of male leavers are based in the Research & Knowledge Exchange (65%), Director/Professor (63%) and Technical (60%) job categories.

**Figure 13** details the reasons for leaving by sex. In decreasing order, the most common reasons for leaving given by staff are resignation (49%), end of fixed-term contract (37%) and retiral (8%).

In decreasing order, the most common reasons for leaving given by female staff are resignation (56%), end of fixed-term contract (28%) and retiral (9%).

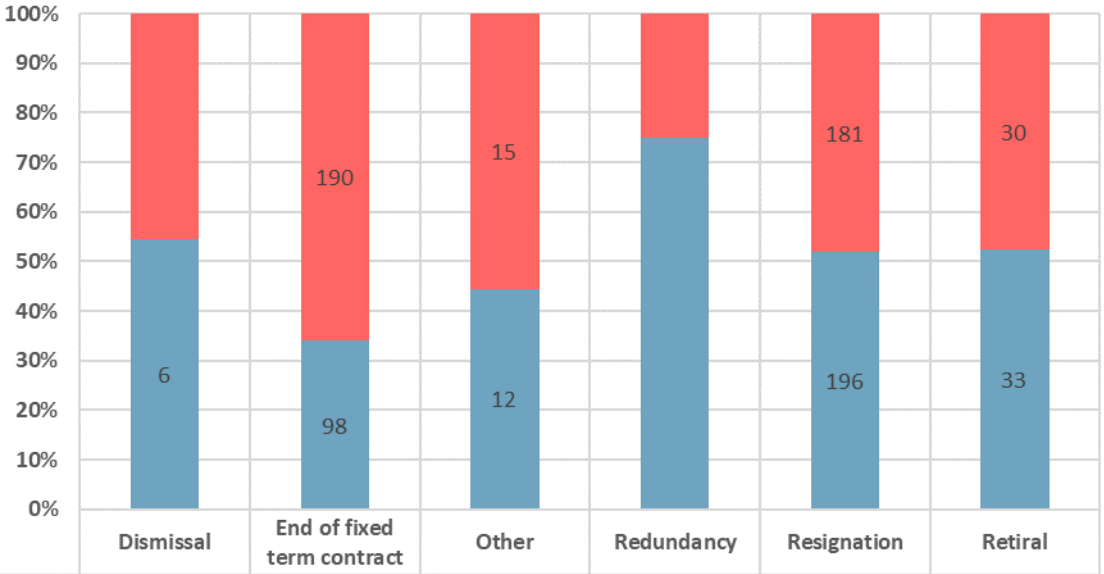
In decreasing order, the most common reasons for leaving given by male staff are end of fixed-term contract (45%), resignation (43%) and retiral (7%).

**Figure 12: Leavers by Sex and Job Category**




| | Academic | APS 3-5 | APS 6+ | Director/ Professor | Operational | Research & KE | Teaching | Technical |
|---|---|---|---|---|---|---|---|---|
| Male - % | 58% | 23% | 42% | 63% | 59% | 65% | 47% | 60% |
| Female - % | 42% | 77% | 58% | 38% | 41% | 35% | 53% | 40% |
| Male - Count | 18 | 17 | 51 | 15 | 104 | 184 | 18 | 15 |
| Female - Count | 13 | 58 | 70 | 9 | 71 | 97 | 20 | 10 |

**Figure 13: Reasons for Leaving by Sex**




| | Dismissal | End of fixed term contract | Other | Redundancy | Resignation | Retiral |
|---|---|---|---|---|---|---|
| Male | 5 | 190 | 15 | 1 | 181 | 30 |
| Female | 6 | 98 | 12 | 3 | 196 | 33 |

# 7. Staff Disciplinaries, Grievances and Complaints

**Table 32** presents staff related disciplinaries, grievances and Dignity & Respect related complaints since 2013 which the University has received and addressed. During the reporting period there have been 25 cases (as compared to 15 in 2021) and the running total is 208.

Peaking at 19 in 2015, the number of disciplinary cases has decreased in recent years. Historically, there has been a higher proportion of male than female staff involved in a disciplinary case. The number of Dignity & Respect related complaints has varied, and, in most years, numbers have been less than five. Due to low numbers, it is generally not possible to identify where a male or female staff member has raised a Dignity & Respect complaint. As the University recently recruited approximately 15 new Dignity & Respect Advisers in late 2022, and has launched awareness raising communications, the number of complaints is expected to increase.

**Table 32: Formal Staff Related Complaints, etc., by Sex**

| | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Disciplinary Cases** | | | | | | | | | | |
| Female | 5 | * | 6 | * | * | 5 | * | 5 | 0 | * |
| Male | 7 | * | 13 | 13 | 11 | 9 | 7 | 7 | 6 | 5 |
| **Total** | **12** | **8** | **19** | **17** | **15** | **14** | **11** | **12** | **6** | **6** |
| **Grievance Cases** | | | | | | | | | | |
| Female | * | 0 | * | * | * | * | * | 0 | * | 7 |
| Male | * | * | * | * | * | * | * | 0 | * | 6 |
| **Total** | **5** | ***** | ***** | ***** | ***** | ***** | ***** | **0** | ***** | **13** |
| **Dignity & Respect Complaints** | | | | | | | | | | |
| Female | * | * | 8 | * | 0 | * | * | 0 | * | * |
| Male | * | * | * | * | * | * | * | * | * | * |
| Female and Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | * |
| **Total** | ***** | **5** | **9** | **5** | ***** | ***** | ***** | ***** | **7** | **6** |
| **Grand Total** | **20** | **16** | **32** | **26** | **21** | **19** | **18** | **16** | **15** | **25** |

# 8. Gathering and Using Staff Information

This section will present the steps taken and progress the University has made in gathering and using equality information to better perform the Public Sector Equality Duty (PSED), together with explaining some issues with declaration and plans to redress these.

## 8.1. Gathering Staff Information

In September 2013, the University revised its integrated HR management system to extend data collection across all protected characteristics and has been collecting information on gender reassignment, marital and civil partnership status, religion or belief and sexual orientation since that time.

The data fields chosen are in line with the Higher Education Statistics Agency (HESA) reporting requirements and, where possible, aligned to the fields used by the Scottish Census 2022. As such, the University has been collecting and monitoring information across all nine protected characteristics in relation to the recruitment, composition, development, and retention of staff since Autumn 2013.

All applicants applying online are invited to declare their protected characteristics. Similarly existing staff are invited to check the accuracy of and update their personal information, including their protected characteristics every one to two years.

## 8.2. Declaration Rates

Successive staff equality monitoring reports have found that, despite continued improvements, the proportion of "not known" responses remains high for some protected characteristics. Similarly, there are instances of "prefer not to say" across most protected characteristics.

**Table 33** presents declaration rates by protected characteristics and details the proportion of "not known" and "prefer not to say" responses. As can be seen, "not known" responses range from 0% for sex to 47% for gender reassignment. The University also collects data on parental status, which has a 75% "not known" response rate. As a sector, Higher Education Institutions also experience data gaps.

**Table 33: Staff Declaration Rates by Protected Characteristics**

| | Not Known | Prefer not to Say | Employees | University Unknown Response Rate | Sector Unknown Response Rate |
|---|---|---|---|---|---|
| **Sex** | 0 | 0 | 4,495 | 0% | 0.0% |
| **BAME** | 596 | 93 | 4,495 | 13% | 7.9% |
| **Disability** | 844 | 60 | 4,495 | 19% | 0.0% |
| **Sexual Orientation** | 1,210 | 332 | 4,495 | 27% | 30.0% |
| **Religion or Belief** | 1,200 | 330 | 4,495 | 27% | 30.0% |
| **Gender Reassignment** | 2,100 | 67 | 4,495 | 47% | 39.5% |
| **Relationship** | 865 | 243 | 4,495 | 19% | - |
| **Parental** | 3,367 | 45 | 4,495 | 75% | - |

As can be seen from **Table 34**, the proportion of "not known" responses for applicants is lower than that found for existing staff. In contrast, as shown in **Table 35,** the proportion of "not known" responses for the BAME and disability status of appointments is higher than that for existing staff.

**Table 34: Applicant Declaration Rates by Protected Characteristics**

| | Not Known | Prefer not to Say | Applicants | Unknown Response Rate |
|---|---|---|---|---|
| **Sex** | 57 | 214 | 12,603 | 0% |
| **BAME** | 139 | 468 | 12,603 | 1% |
| **Disability** | 0 | 2218 | 12,603 | 0% |

**Table 35: Appointment Declaration Rates by Protected Characteristics**

| | Not Known | Prefer not to Say | Appointments | Unknown Response Rate |
|---|---|---|---|---|
| **Sex** | 0 | 0 | 917 | 0% |
| **BAME** | 380 | 17 | 917 | 41% |
| **Disability** | 426 | 7 | 917 | 46% |

These data gaps present two challenges. Firstly, such responses illustrate that, for a variety of reasons, some staff have not engaged with the process of declaration ("not known") or, when they do, choose not to declare these data ("prefer not to say"). Secondly, "not known" and "prefer not to say" responses prevent an accurate representation of staff composition, development, and retention from being determined. In turn, these data gaps have limited our ability to fully inform the following Equality Act 2010 (Specific Duties) (Scotland) Regulations in support of the PSED:

- Publish equality outcome and report progress.
- Assess and review policies and practices (conduct Equality Impact Assessments).
- Report on steps taken to gather and use staff equality information (this report).

Going forward, we reaffirm our commitment to redressing these data gaps.

### 8.3. Using Staff Information to Better Perform the PSED

Despite the issues resulting from existing data gaps, a genuine attempt has been made to analyse data, draw relevant conclusions and support action planning. Indeed, staff information is being used to better perform the PSED through informing and supporting:

- Relevant Equality Impact Assessments.
- Progress in delivering the University's Equality Outcomes 2021-2025.
- Our Athena Swan award submissions and related action plans.
- HR recruitment and selection systems and procedures, including talent acquisition.
- Organisational Development systems and procedures, including succession planning.

## 9. Future Actions

The University recognises that complete and valid staff data are essential to conducting Equality Impact Assessments, devising equality outcomes and demonstrating progress in meeting these outcomes, and detailing the steps taken and use employee information.

The University is currently planning the implementation of ITrent, our new HR and Payroll System, which is expected to go live in Spring 2024. This provides the opportunity to further refine our equality and diversity monitoring in alignment with the HESA annual staff return and the revisions contained within the Scottish Census 2022, to ensure best practice and better support benchmarking.

As part of these measures, the University is currently considering several options to better encourage applicants and staff to declare their equality information. Possible options include:

- An animated video, e-fact sheet and awareness raising communications explaining the rationale for monitoring and reassuring staff about anonymity and confidentiality.
- Senior managers acting as positive role models by declaring their data.
- Agenda points to support discussions in local team meetings.
- Specifically targeting staff within faculties, departments, and job categories with a relatively high proportion of "not known" and "prefer not to say" responses and encouraging them to provide their equality information.

In doing so, the University will be able to gather and analyse a more accurate representation of staff composition, development and retention and better deliver the Equality Act 2010 (Specific Duties) (Scotland) Regulations in support of the PSED.