



University of  
**Strathclyde**  
Glasgow

# **2025 Staff Equality Monitoring Report**

**Human Resources**

**April 2025**

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## Executive Summary

As a socially progressive, people-oriented employer, the University of Strathclyde is committed to ensuring equality, diversity 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 31<sup>st</sup> October 2024, for the reporting period between 1<sup>st</sup> November 2023 and 31<sup>st</sup> October 2024. Where available, data for October 2023 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, figures have been replaced with an asterisk (\*). In terms of headline data:

- There is a staff headcount of 4,554 (almost identical to the 4,547 found in 2023), of which 78.2% hold full-time posts (80% in 2023).
- 65.5% of staff are based within the four Faculties (Engineering, Humanities and Social Sciences, Science, and Strathclyde Business School) with the remaining 34.5% in the Professional Services Directorates.
- The highest proportion of staff are aged 30-39 (26.0%), followed by 40-49 (25.5%), and 50-59 (25.0%). As with previous reports, there continues to be a steady increase in staff aged 60 and over. There are more female than male staff in the 40-49, 50-59, and 20-29 age ranges. Male staff are more represented in the 30-39, 60+ age ranges, and <20 age ranges.
- 5.5% of staff identify as being disabled (4.8% in 2023), with a slightly higher proportion of disabled female staff (6.6%) than male staff (4.4%). The disability status of 18.3% of staff is “not known” and 1.0% “prefer not to say”.
- 0.4% (20) of staff identify as not having the same gender identity as assigned at birth and 56.7% of staff have the same identity as their sex registered at birth. The identities are 41.0% of staff are “not known” and 2.0% “prefer not to say”.
- 41.7% of staff are married, 1.3% are in civil partnerships, 20.9% are single, and 10.6% are co-habiting. The response of 16.5% staff is “not known” and 6.2% “prefer not to say”.

- 1.1% staff (50) began maternity leave, 0.9% staff (41) began paternity leave, 0.2% staff (7) began shared parental leave, and 0.1% (\*) began ordinary parental leave during the reporting period.
- 11.3% of staff are people of colour (a very slight increase from the 10.7% in 2024), comprised of Asian, 7.7%; Mixed Heritage, 1.5%; Other Ethnicity, 1.1%; and Black, 1.0%, ethnicities. The ethnicity of 12.5% of staff is “not known” and 2.2% of staff prefer not to declare their ethnicity. As in previous reports, a higher proportion of male staff (13.6%) compared to female staff (9.1%) are people of colour.
- Consistent with the previous report, 37.9% of staff identify as having no religion, 24.6% of staff are Christian, and 2.5% are Muslim. The status of 22.0% of staff is “not known” and 8.3% “prefer not to say”.
- 50.9% of staff are female and 49.1% are male (the same almost 50:50 split as found in the previous four reports).
- There has been an 27.0% increase in the number of female Readers (47 in 2024 compared with 37 in 2023).
- 64.4% of staff are heterosexual, 2.1% are bisexual, 1.6% are gay men, 1.0% have another sexual orientation, and 0.9% are gay women/lesbian. The identities of 22.1% of staff are “not known” and 7.9% of staff “prefer not to say”.
- 991 staff are part-time (930 in 2023), comprising 21.8% of staff (20.4% in 2023). 5.9% of part-time staff are disabled (5.1% in 2023) and 7.5% are people of colour (6.5% in 2023). 68.5% of part-time staff are female (71.2% in 2023), compared to 31.5% male staff (28.8% in 2023).
- 11,927 applications have been received (13,412 in 2023). 5.4% of applicants are disabled (5.5% in 2023) and 51.1% are people of colour (48.4% in 2023). A higher proportion of applicants are male (53.2%, down from 56.2% in 2023) than female (45.5%, up from 42.7% in 2023).
- 744 new appointments began in 2023 (733 in 2023). 4.2% of appointments are disabled (4.5% in 2023) and 18.4% are people of colour (13.5% in 2023). 44.9% of appointments are female (49.0% in 2023) and 55.1% are male (51.0% 2023).
- 432 centrally facilitated staff development events have been delivered (363 in 2023). 5.8% of participants are disabled (5.0% in 2023) and 12.0% of participants are people of colour

(10.4% in 2023). A higher proportion of participants are female staff (53.1%, compared to 53.0% in 2023) than male staff (46.9%, compared to 47.0% in 2023).

- In relation to age, the groups which undertake learning & development most are aged: 40-49 (82.1%), 20-29 (79.1%), 30-39 (78.5%), and 50-59 (74.6%). A very similar proportion of disabled (77.8%) and non-disabled (78.0%) staff undertake learning & development. A higher proportion of staff across all groups comprising people of colour participate in learning & development than white staff. In decreasing order, the ethnicity of staff who undertake development most is: Mixed Heritage (81.8%), Other Ethnicity (80.4%), Asian (79.8%), Black (79.1%) and White (77.1%). A higher proportion of female (78.0%) than male staff (71.8%) undertake learning & development.
- 333 staff have been promoted (379 in 2023). 5.7% of promoted staff are disabled (4.7% in 2023) and 9.9% of those promoted are people of colour (11.1% in 2023). 52.9% of promoted staff are female (52.9% in 2023) and 47.1% are male (49.0% in 2023).
- 757 staff left the University (714 in 2023). 4.4% of leavers are disabled (4.6% in 2023) and 12.7% are people of colour (13.7% in 2023). 45.8% of leavers are female (45.9% in 2023) and 54.2% are male (50.1% in 2023).
- 51 formal staff related grievances, and disciplinary cases have been addressed (compared to 19 in 2023). Dignity and respect cases are now incorporated into disciplinary and grievance cases as appropriate, and increased numbers are now being received through Report and Support.
- The University Equality, Diversity & Inclusion Committee has approved a number of short-, mid- and long-term measures - including a video, e-fact sheet, awareness raising communications, senior managers and committee members 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](#).

## I. Introduction

As a socially progressive employer of choice, the University of Strathclyde aspires to reflect the diversity of people from all protected characteristic backgrounds in our staff community.

We are firmly committed to advancing equality, diversity and inclusion (EDI). We will soon launch our new People Strategy 2030 and, within the strategy, have maintained our pledge to ensure our leaders continue to champion a positive, and inclusive culture.

Previous equality monitoring reports presented ethnicity data using BAME (Black and Asian Minority Ethnic) and White categories. The BAME definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. Despite this, 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.

To rectify these shortcomings, going forward, the University will present ethnicity data using the following separate categories, instead of BAME:

- Asian.
- Black.
- Mixed Heritage.
- Other Ethnicity.

Doing so will allow for a more detailed and nuanced analysis. Where these categories are aggregated, for the purposes of analysis, the term “people of colour” or “staff of colour” will be used. We will continue to use the White category, which is comprised of:

- English, Welsh, Northern Irish or British.
- Gypsy or Traveller.
- Irish.
- Polish.
- Roma.
- Scottish.
- Showman / Show woman.
- Any other White background.

## 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).

Rather than presenting employee information every two years within its Mainstreaming Report, the University publishes a separate Staff Equality Monitoring Report annually. Doing so allows the University to better identify trends, take appropriate action, and progress the PSED year-on-year.

This report is based on data as of 31<sup>st</sup> October 2024, for the reporting period from 1<sup>st</sup> November 2023 to 31<sup>st</sup> October 2024. To prevent the possibility of any individual being identified, all figures less than five have been replaced with an asterisk.

## 3. Staff Composition

Staff composition by relevant protected characteristics is examined below.

### 3.1. Overview of Composition

As can be seen in **Table I**, the current staff profile is consistent with the previous staff monitoring report. The overall headcount of employees increased slightly by 7 between 1<sup>st</sup> November 2023 and 31<sup>st</sup> October 2024. As of October 2024, the University employs a headcount of 4,554 staff, of which 50.9% are female and 49.1% are male. This is consistent with the same almost 50:50 split which has been found in previous reports since 2020. In relation to ethnicity, in decreasing order, staff identify as being White (74.0%), Asian (7.7%), Mixed Heritage (1.5%), Other Ethnicity (1.1%), and Black (1.0%). The ethnicity of 12.5% of staff is “not known” and 2.2% of staff prefer not to declare their ethnicity. As compared to last year, the proportion of staff across all ethnicities has increased, except for Other Ethnicity which has remained the same. At the same time, the proportion of “not known” and “prefer not to say” responses has

decreased. 5.5% of staff identify as being disabled, up from the 4.8% found in the previous report. The proportion of non-disabled staff has also increased from 73.7% to 75.2%. At the same time, the proportion of “not known” responses has decreased (from 21.5% to 18.3%) and the proportion of “prefer not to say” responses has increased very slightly (from 0.1% to 1.0%).

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

<b>Disability Status</b>	<b>2024</b>	<b>2023</b>
Disabled	249 (5.5%)	218 (4.8%)
Non-Disabled	3,428 (75.2%)	3,349 (73.7%)
Not Known	833 (18.3%)	977 (21.5%)
Prefer not to Say	44 (1.0%)	* (0.1%)
<b>Total (Column %)</b>	<b>4,554 (100%)</b>	<b>4,547 (100%)</b>

<b>Race (Ethnicity)</b>	<b>2024</b>	<b>2023</b>
Asian	349 (7.7%)	313 (6.9%)
Black	46 (1.0%)	37 (0.8%)
Mixed Heritage	68 (1.5%)	54 (1.2%)
Other Ethnicity	50 (1.1%)	49 (1.1%)
White	3,368 (74.0%)	3,323 (73.1%)
Not Known	571 (12.5%)	668 (14.7%)
Prefer not to Say	102 (2.2%)	103 (2.3%)
<b>Total (Column %)</b>	<b>4,554 (100%)</b>	<b>4,547 (100%)</b>

<b>Sex</b>	<b>2024</b>	<b>2023</b>
Female	2,319 (50.9%)	2,317 (51.0%)
Male	2,235 (49.1%)	2,230 (49.0%)
<b>Total (Column %)</b>	<b>4,554 (100%)</b>	<b>4,547 (100%)</b>

**Table 2** presents Strathclyde staff compared with the Scottish and UK HEI sector average. As can be seen, the percentage of female staff at Strathclyde (50.9%) remains lower than both the Scottish (55.5%) and UK (55.5%) average. The proportion of Asian staff at Strathclyde (7.7%) is similar to the Scottish average (7.8%), with both being lower than the UK average (10.7%). The proportion of Black staff at Strathclyde (1.0%) is again slightly lower than the Scottish average



(1.7%), with both being lower than the UK average (3.5%). The proportion of Mixed Heritage staff at Strathclyde (1.5%) is also slightly lower than the Scottish average (1.9%), both of which are lower than the UK average (2.7%). The proportion of staff at Strathclyde with another ethnicity (1.1%) is again lower than the Scottish average (1.8%), with both being lower than the UK average (2.0%). The proportion of White staff at Strathclyde (74.0%) is very slightly higher than the Scottish average (73.3%) and slightly higher than UK average (72.2%). In terms of disabled staff, the University's staff composition (5.5%) is slightly lower than both the Scottish average (6.9%) and the UK average (7.9%).

**Table 2: Strathclyde Staff Compared with Scottish and UK HEIs (Based on HESA Data)**

<b>Disability Status</b>	<b>Strathclyde</b>	<b>Scottish HEIs</b>	<b>UK HEIs</b>
Disabled	249 (5.5%)	3,970 (6.9%)	35,680 (7.9%)
Non-Disabled	3,428 (75.2%)	53,935 (93.1%)	417,765 (92.1%)
Not Known	833 (18.3%)	***	***
Prefer not to Say	44 (1.0%)	***	***
<b>Total (Column %)</b>	<b>4,554 (100%)</b>	<b>57,905 (100%)</b>	<b>453,445 (100%)</b>

<b>Race (Ethnicity)</b>	<b>Strathclyde</b>	<b>Scottish HEIs</b>	<b>UK HEIs</b>
Asian	349 (7.7%)	5,520 (7.8%)	48,395 (10.7%)
Black	46 (1.0%)	960 (1.7%)	16,060 (3.5%)
Mixed Heritage	68 (1.5%)	1,120 (1.9%)	12,250 (2.7%)
Other Ethnicity	50 (1.1%)	1,015 (1.8%)	9,005 (2.0%)
White	3,368 (74.0%)	42,425 (73.3%)	327,525 (72.2%)
Not Known	571 (12.5%)	7,865 (13.6%)	40,210 (8.9%)
Prefer not to Say	102 (2.2%)	***	***
<b>Total (Column %)</b>	<b>4,554 (100%)</b>	<b>57,905 (100%)</b>	<b>453,445 (100%)</b>

<b>Sex</b>	<b>Strathclyde</b>	<b>Scottish HEIs</b>	<b>UK HEIs</b>
Female	2,319 (50.9%)	32,110 (55.5%)	249,520 (55.0%)
Male	2,235 (49.1%)	25,485 (44.0%)	202,060 (44.6%)
Other	-	310 (0.5%)	1,865 (0.4%)
<b>Total (Column %)</b>	<b>4,554 (100%)</b>	<b>57,905 (100%)</b>	<b>453,445 (100%)</b>

**Source: HESA 2023/2024 Data, Accessed through HEIDI+ on 01.02.25**

**\*\*** Since 2012, the presentation of 'non-disabled staff' refers to staff who have indicated that they are not disabled, or whose disability status is unknown by their institution.

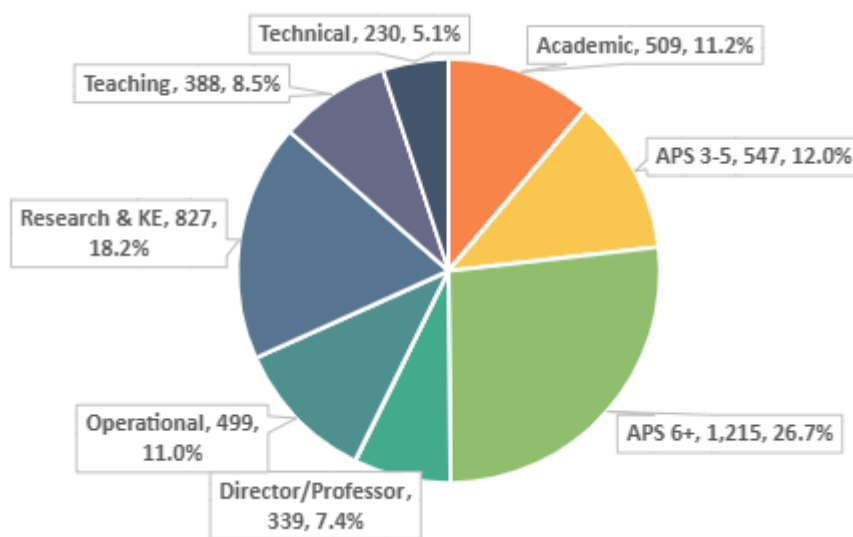
**\*\*\*** HESA data, accessed through HEIDI+, does not present prefer not to say data.

- To meet HMRC requirements, sex data collection is restricted to binary female/male classifications.

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

**Figure 1** presents the distribution of staff by job category. This illustrates that the highest proportion of staff is found in APS 6+ (26.7%), followed by Research & Knowledge Exchange, (18.2%), and then APS 3-5 (12.0%).

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



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

According to **Table 3**, 78.2% of staff hold full-time posts and 21.8% hold part-time posts. The highest proportion of part-time staff is found in the Operational (5.8%), followed by APS 6+ (4.0%), APS 3-5 (3.4%), Research & Knowledge Exchange (3.2%), and then Teaching (2.5%) job categories. Within all job categories, except for Operational, most staff hold full-time posts.

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

Job Category	Full-Time	Part-Time	Total
Academic	473 (10.4%)	36 (0.8%)	509 (11.2%)
APS 3-5	392 (8.6%)	155 (3.4%)	547 (12.0%)
APS 6+	1,035 (22.7%)	180 (4.0%)	1,215 (26.7%)
Director/Professor	278 (6.1%)	61 (1.3%)	339 (7.4%)
Operational	234 (5.1%)	265 (5.8%)	499 (11.0%)
Research & KE	683 (15.0%)	144 (3.2%)	827 (18.2%)
Teaching	272 (6.0%)	116 (2.5%)	388 (8.5%)
Technical	196 (4.3%)	34 (0.7%)	230 (5.1%)
<b>Total (Row %)</b>	<b>3,563 (78.2%)</b>	<b>991 (21.8%)</b>	<b>4,554 (100%)</b>

### 3.3. Composition of Part-Time Staff

As can be seen in **Table 4**, there are 991 part-time staff within the University, comprising 21.8% of all staff (up from 20.4% in 2023).

The sex profile demonstrates that most part-time staff are female. 68.5% of part-time staff are female (down from 71.2% in 2023), compared to 50.9% of overall staff. 31.5% of part-time staff are male (up from 28.8% in 2023), compared to 49.1% of overall staff.

In relation to ethnicity, a lower proportion of staff across all ethnic groups, except Black, work part-time compared to overall staff. 7.5% of part-time staff are people of colour (up from 6.5% in 2023) compared to 11.3% of overall staff. 4.5% of part-time staff are Asian (up from 3.8% in 2023) compared to 7.7% of overall staff. 1.3% of part-time staff are Mixed Heritage (up from 0.9% in 2023), compared to 1.5% of overall staff. 1.0% of part-time staff are Black (the same as in 2023), the same proportion as overall staff. 0.7% of part-time staff have another ethnicity (0.8% in 2023), compared to 1.1% of overall staff. 68.3% of part-time staff are White (down from 69.2% in 2023) compared to 74% of overall staff.

A higher proportion of part-time staff are disabled, compared to overall staff. 5.9% of part-time staff are disabled (up from 5.1% in 2023), compared to 5.5% of overall staff. 66.1% of staff are non-disabled (down from 66.8% in 2023), compared to 75.2% of overall staff.

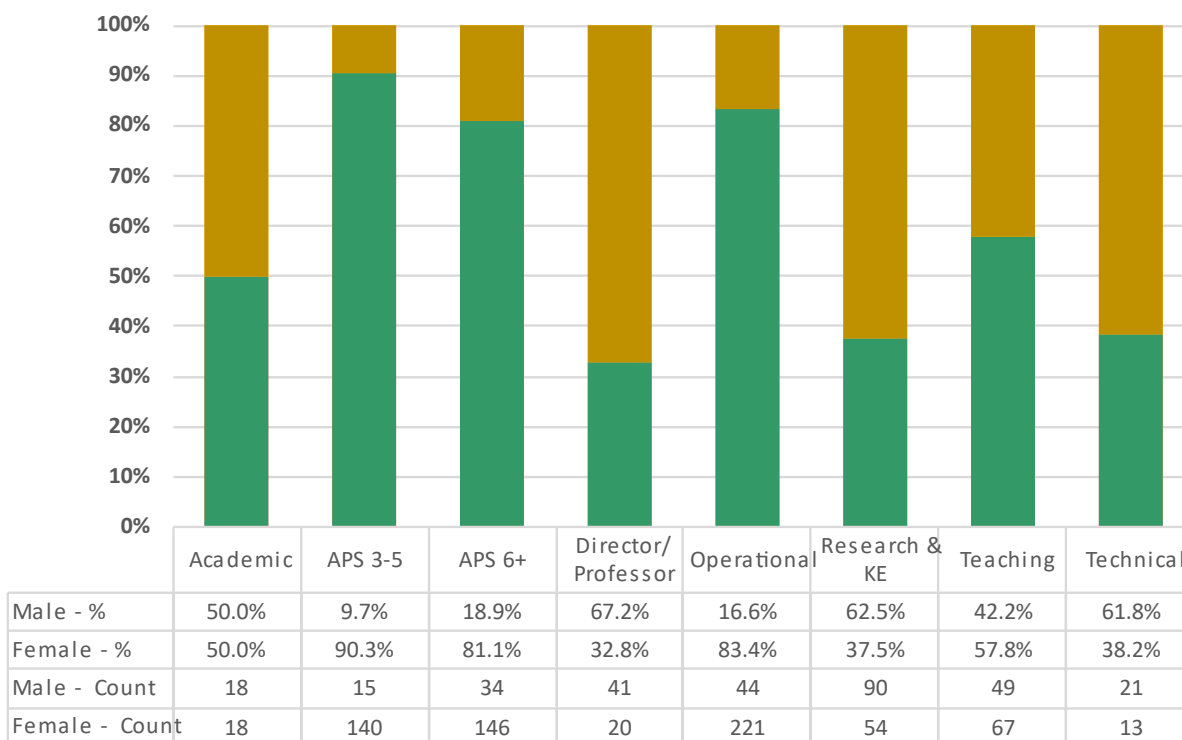
**Table 4: Disability, Race (Ethnicity) and Sex of Staff by Part-Time and Full-Time Status**

<b>Disability Status</b>	<b>Part-Time</b>	<b>Full-Time</b>	<b>All Staff</b>
Disabled	58 (5.9%)	191 (5.4%)	249 (5.5%)
Non-Disabled	655 (66.1%)	2,773 (77.8%)	3,428 (75.2%)
Not Known	271 (27.3%)	562 (15.8%)	833 (18.3%)
Prefer not to Say	7 (0.7%)	37 (1.0%)	44 (1.0%)
<b>Total (Column %)</b>	<b>991 (100%)</b>	<b>3,563 (100%)</b>	<b>4,554 (100%)</b>

<b>Race (Ethnicity)</b>	<b>Part-Time</b>	<b>Full-Time</b>	<b>All Staff</b>
Asian	45 (4.5%)	304 (8.5%)	349 (7.7%)
Black	10 (1.0%)	36 (1.0%)	46 (1.0%)
Mixed Heritage	13 (1.3%)	55 (1.5%)	68 (1.5%)
Other Ethnicity	7 (0.7%)	43 (1.2%)	50 (1.1%)
White	677 (68.3%)	2,691 (75.5%)	3,368 (74.0%)
Not Known	220 (22.2%)	351 (9.9%)	571 (12.5%)
Prefer not to Say	19 (1.9%)	83 (2.3%)	102 (2.2%)
<b>Total (Column %)</b>	<b>991 (100%)</b>	<b>3,563 (100%)</b>	<b>4,554 (100%)</b>

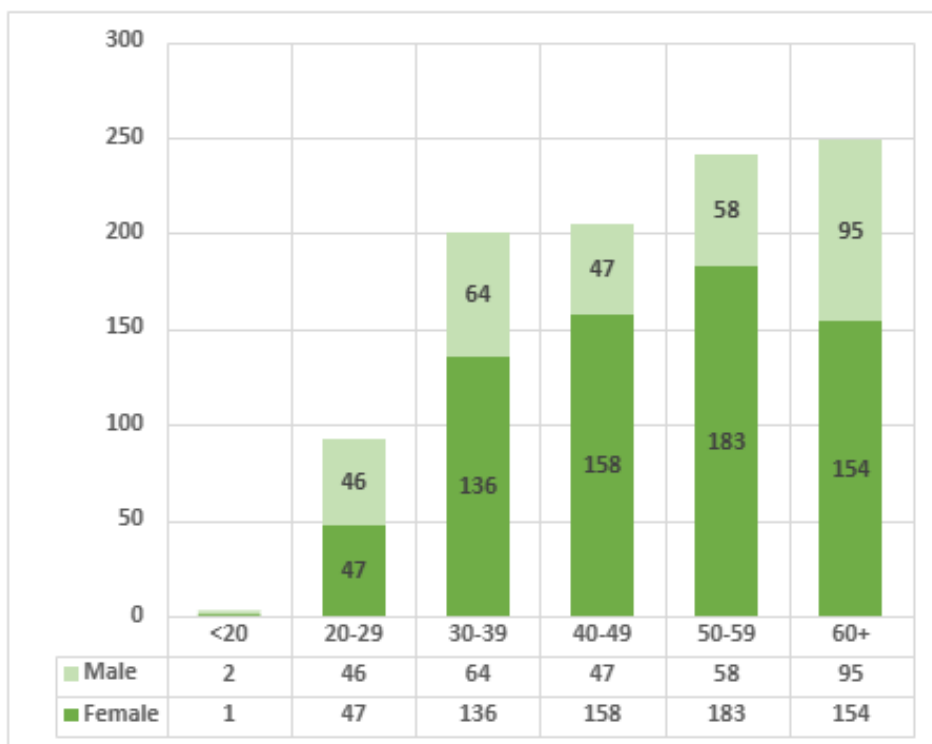
<b>Sex</b>	<b>Part-Time</b>	<b>Full-Time</b>	<b>All Staff</b>
Female	679 (68.5%)	1,640 (46.0%)	2,319 (50.9%)
Male	312 (31.5%)	1,923 (54.0%)	2,235 (49.1%)
<b>Total (Column %)</b>	<b>991 (100%)</b>	<b>3,563 (100%)</b>	<b>4,554 (100%)</b>

As can be seen from **Figure 2**, part-time female staff are highly represented within the APS 3-5 (90.3%), Operational Services (83.4%), and APS 6+ (81.1%) job categories. Indeed, within five 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 (67.2%), Research & Knowledge Exchange (62.5%), and Technical (61.8%) job categories. Within the Academic job category, there is a 50:50 split between female and male part-time staff.

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

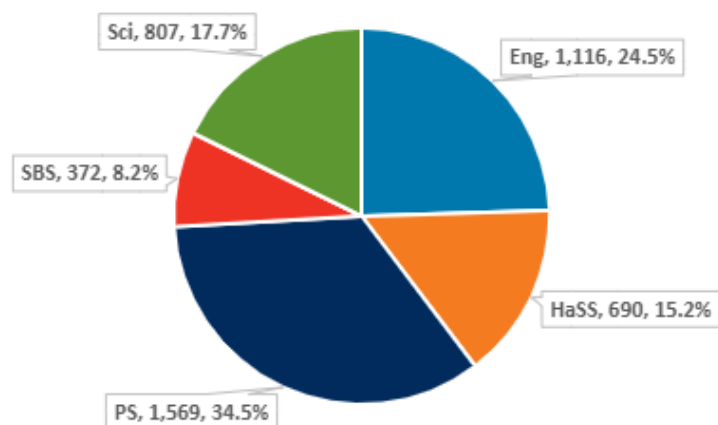
As can be seen from **Figure 3**, the age profile for part-time staff illustrates a higher concentration of female staff across all age ranges, except for < 20-year-olds.

The highest concentration of part-time female staff is found within the 40-49 (77.1%), 50-59 (75.9%), and 30-39 (68.0%) age ranges. In contrast, the highest proportion of part-time male staff is found within the <20 (66.7%), 20-29 (49.5%), and 60+ (38.2%) 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**. Since the previous report, the proportion of staff in Science slightly decreased (from 17.9% to 17.7%) and Humanities and Social Sciences slightly increased (from 15.0% to 15.2%) In contrast, the proportion of staff in Professional Services, Engineering, and Strathclyde Business School remained the same.

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

With reference to **Table 5**, which presents the job category of staff by faculty/Professional Services:

- Strathclyde Business School has the highest proportion of Academic staff (22.6%) and Directors/Professors (13.7%) when compared with the other organisational areas.
- The highest proportion of APS Grade 3-5 (17.3%) and APS 6+ (47.1%) is based in Professional Services.
- Except for staff with numbers less than five, all reportable Operational staff are based in Professional Services (31.6%).
- The highest proportion of Research & Knowledge Exchange staff is based in the Faculty of Engineering (40.1%).
- The highest proportion of Teaching staff is based in the Faculty of Humanities and Social Sciences (24.2%).
- The highest proportion of Technical staff is based in the Faculty of Science (13.0%).

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

Job Category	Eng	HaSS	PS	SBS	Sci	Totals
Academic	138 (12.4%)	139 (20.1%)	0 (0.0%)	84 (22.6%)	148 (18.3%)	509 (11.2%)
APS 3-5	78 (7.0%)	97 (14.1%)	271 (17.3%)	44 (11.8%)	57 (7.1%)	547 (12.0%)
APS 6+	170 (15.2%)	122 (17.7%)	739 (47.1%)	86 (23.1%)	98 (12.1%)	1215 (26.7%)
Director/Prof	98 (8.8%)	69 (10.0%)	34 (2.2%)	51 (13.7%)	87 (10.8%)	339 (7.5%)
Operational	0 (0.0%)	0 (0.0%)	496 (31.6%)	* (0.6%)	* (0.2%)	496 (10.9%)
Research & KE	448 (40.1%)	90 (13.0%)	* (0.1%)	50 (13.4%)	236 (29.2%)	824 (18.1%)
Teaching	80 (7.2%)	167 (24.2%)	11 (0.7%)	55 (14.8%)	75 (9.3%)	388 (8.5%)
Technical	104 (9.3%)	6 (0.9%)	15 (1.0%)	0 (0.0%)	105 (13.0%)	230 (5.1%)
<b>Total (Row %)</b>	<b>1,116 (24.5%)</b>	<b>690 (15.2%)</b>	<b>1,569 (34.5%)</b>	<b>372 (8.2%)</b>	<b>807 (17.7%)</b>	<b>4,554 (100%)</b>

\*\* 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 is aged 30-39 (26.0%), followed by 40-49 (25.5%), and 50-59 (25.0%). This distribution is the same as last year.

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, 515 in 2022, 547 in 2023, and 563 in 2024).

In terms of sex, female staff are more represented in the 40-49, 50-59, and 20-29 age ranges. In contrast, male staff are more represented in the 30-39, 60+ age ranges, and <20 age ranges.

**Table 6: Age Range of Staff by Sex**

Age Range	Female	Male	Totals
<20	7 (0.3%)	9 (0.4%)	16 (0.4%)
20-29	251 (10.8%)	240 (10.7%)	491 (10.8%)
30-39	544 (23.5%)	640 (28.6%)	1,184 (26.0%)
40-49	629 (27.1%)	534 (23.9%)	1,163 (25.5%)
50-59	618 (26.6%)	519 (23.2%)	1,137 (25.0%)
60+	270 (11.6%)	293 (13.1%)	563 (12.4%)
<b>Total (Column %)</b>	<b>2,319 (100%)</b>	<b>2,235 (100%)</b>	<b>4,554 (100%)</b>

### 3.6. Disability

As presented in **Table 7**, 5.5% staff identify as being disabled, an increase from the 4.8% found in 2023.

The proportion of “not known” responses, decreased from 21.5% in 2023 to 18.3%. However, the proportion who prefer not to declare their disability status increased from 0.1% to 1.0%.

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 the University and individual faculty Equality, Diversity & Inclusion Committees and Departments to encourage higher levels of declaration.



In relation to sex, a slightly higher proportion of female staff (6.5%) than male staff (4.4%) identify as being disabled. However, a slightly higher proportion of male staff (20.1%) than female staff (16.6%) have not provided their disability status, so it is difficult to meaningfully analyse the data.

**Table 7: Staff Sex by Disability Status**

Sex	Disabled	Non-Disabled	Not Known	Prefer not to Say	Total
Female	150 (6.5%)	1,765 (76.1%)	384 (16.6%)	20 (0.9%)	2,319 (100%)
Male	99 (4.4%)	1,663 (74.4%)	449 (20.1%)	24 (1.1%)	2,235 (100%)
<b>Total (Row %)</b>	<b>249 (5.5%)</b>	<b>3,428 (75.2%)</b>	<b>833 (18.3%)</b>	<b>44 (1.0%)</b>	<b>4,554 (100%)</b>

As detailed in **Table 8**, the highest proportion of disabled staff is based within the APS 3-5 (7.7%) and Technical (7.0%), followed by the Teaching (6.4%), and APS 6+ (5.8%) job categories. The lowest proportion of disabled staff is within the Director/Professor job category (3.8%). The proportion of “not known” responses varies across job categories, ranging from 33.5% in the Operational to 11.5% in APS 6+ job categories.

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

Job Category	Disabled	Non-Disabled	Not Known	Prefer not to Say	Total
Academic	26 (5.1%)	404 (79.4%)	70 (13.8%)	9 (1.8%)	509 (100%)
APS 3-5	42 (7.7%)	430 (78.6%)	68 (12.4%)	7 (1.3%)	547 (100%)
APS 6+	70 (5.8%)	997 (82.1%)	140 (11.5%)	8 (0.7%)	1,215 (100%)
Director/ Prof	13 (3.8%)	257 (75.8%)	68 (20.1%)	* (0.3%)	339 (100%)
Operational	22 (4.4%)	310 (62.1%)	167 (33.5%)	0 (0.0%)	499 (100%)
Research & KE	35 (4.2%)	552 (66.7%)	226 (27.3%)	14 (1.7%)	827 (100%)
Teaching	25 (6.4%)	310 (79.9%)	51 (13.1%)	* (0.5%)	388 (100%)
Technical	16 (7.0%)	168 (73.0%)	43 (18.7%)	* (1.3%)	230 (100%)
<b>Total (Row %)</b>	<b>249 (5.5%)</b>	<b>3,428 (75.2%)</b>	<b>833 (18.3%)</b>	<b>44 (1.0%)</b>	<b>4,554 (100%)</b>

**Table 9** presents faculty/Professional Services Directorate staff by disability status. In decreasing order, the highest proportion of disabled staff is found in Humanities and Social Sciences (8.7%), Strathclyde Business School (5.9%), Professional Services (5.3%), Science (5.3%), and Engineering (3.7%). The proportion of “not known” responses varies from 19.8% in Professional Services to 15.1% in Humanities and Social Sciences.

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

Faculty/Directorates	Disabled	Non-Disabled	Not Known	Prefer not to Say	Total
Eng	41 (3.7%)	864 (77.4%)	198 (17.7%)	13 (1.2%)	1,116 (100%)
HaSS	60 (8.7%)	519 (75.2%)	104 (15.1%)	7 (1.0%)	690 (100%)
PS	83 (5.3%)	1,162 (74.1%)	310 (19.8%)	14 (0.9%)	1,569 (100%)
SBS	22 (5.9%)	287 (77.2%)	62 (16.7%)	* (0.3%)	372 (100%)
Sci	43 (5.3%)	596 (73.9%)	159 (19.7%)	9 (1.1%)	807 (100%)
<b>Total (Row %)</b>	<b>249 (5.5%)</b>	<b>3,428 (75.2%)</b>	<b>833 (18.3%)</b>	<b>44 (1.0%)</b>	<b>4,554 (100%)</b>

### 3.7. Race (Ethnicity and Nationality)

As can be seen from **Table 10**, 11.3% of staff are people of colour, a slight increase from the 10.7% found in 2023. A higher proportion of male staff (13.6%) compared to female staff (9.1%) are people of colour. For example, 9.4% of male staff compared to 6.0% of female staff are Asian and 1.5% of male staff compared to 0.6% of female staff are Black. A slightly higher proportion of male staff than female have chosen “prefer not to say” (3.0% compared to 1.6%) and have not provided their information (13.8% compared to 11.3%).

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

Sex	Asian	Black	Mixed Heritage	Other Ethnicity	White	Not Known	Prefer not to Say	Total
Female	138 (6.0%)	13 (0.6%)	37 (1.6%)	21 (0.9%)	1,811 (78.1%)	263 (11.3%)	36 (1.6%)	2,319 (100%)
Male	211 (9.4%)	33 (1.5%)	31 (1.4%)	29 (1.3%)	1,557 (69.7%)	308 (13.8%)	66 (3.0%)	2,235 (100%)
<b>Total (Row %)</b>	<b>349 (7.7%)</b>	<b>46 (1.0%)</b>	<b>68 (1.5%)</b>	<b>50 (1.1%)</b>	<b>3,368 (74.0%)</b>	<b>571 (12.5%)</b>	<b>102 (2.2%)</b>	<b>4,554 (100%)</b>

As shown in **Table 11**, staff of colour are concentrated in the Research & Knowledge Exchange (23.3%) and Academic (20.9%) job categories. In the Research & Knowledge Exchange job category, the composition of staff of colour is: Asian, 16.4%; Mixed Heritage, 2.8%; Other Ethnicity, 2.2%; and Black, 1.9%; 51.0% of staff are White, with 22.9% “not known” responses and 2.8% of staff preferring not to state their ethnicity. In the Academic job category, the composition of staff of colour is: Asian, 15.7%; Other Ethnicity, 2.2%; Mixed Heritage, 2.0%; and Black, 0.8%. 68.8% of staff are White, with 7.1% “not known” responses and 3.5% of staff preferring not to state their ethnicity.

The lowest proportion of staff of colour is found in the Operational (4.4%) and APS 3-5 (4.7%) job categories. In the Operational job category, the composition of staff of colour is: Asian, 2.2%; Black, 1.6%; Mixed Heritage, 0.4%; and Other Ethnicity, 0.2%. 68.5% of staff are White, with 26.9% “not known” responses and 0.2% of staff preferring not to state their ethnicity. In the APS 3-5 job category, the composition of staff of colour is: Asian, 2.9%; Mixed Heritage, 1.1%; Other Ethnicity, 0.5%; and Black, 0.2%. 85.7% of staff are White, with 7.3% “not known” responses and 2.2% of staff preferring not to state their ethnicity.

The proportion of “not known” responses varies across job categories, ranging from 26.9% in Operational, to 6.2% in Teaching. In contrast, the proportion of “prefer not to say” responses are more similar across job categories, ranging from 3.5% (Academic) to 0.2% (Operational).

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

Grade	Asian	Black	Mixed Heritage	Other Ethnicity	White	Not Known	Prefer not to Say	Total
Academic	15.7%	0.8%	2.0%	2.2%	68.8%	7.1%	3.5%	100.0%
APS 3-5	2.9%	0.2%	1.1%	0.5%	85.7%	7.3%	2.2%	100.0%
APS 6+	3.7%	0.4%	1.2%	0.2%	85.9%	6.3%	2.1%	100.0%
Director/ Prof	7.1%	1.2%	0.6%	0.9%	74.6%	12.1%	3.5%	100.0%
Operational	2.2%	1.6%	0.4%	0.2%	68.5%	26.9%	0.2%	100.0%
Research & KE	16.4%	1.9%	2.8%	2.2%	51.0%	22.9%	2.8%	100.0%
Teaching	7.5%	1.3%	1.8%	2.1%	79.6%	6.2%	1.5%	100.0%
Technical	3.5%	1.3%	1.3%	1.3%	77.8%	13.0%	1.7%	100.0%
<b>Total</b>	<b>349</b>	<b>46</b>	<b>68</b>	<b>50</b>	<b>3,368</b>	<b>571</b>	<b>102</b>	<b>4,554</b>
<b>(Row %)</b>	<b>(7.7%)</b>	<b>(1.0%)</b>	<b>(1.5%)</b>	<b>(1.1%)</b>	<b>(74.0%)</b>	<b>(12.5%)</b>	<b>(2.2%)</b>	<b>(100%)</b>

As can be seen from **Table 12**, the highest proportion of staff of colour is found in Engineering (19.3%), followed by Strathclyde Business School (14.2%). In Engineering, the composition of staff of colour is: Asian, 14.4%; Other Ethnicity, 2.1%; Black, 1.5%; and Mixed Heritage, 1.3%. 65.4% of staff are White, with 12.5% “not known” responses and 2.7% of staff preferring not to state their ethnicity. In Strathclyde Business School, the composition of staff of colour is : Asian, 10.5%; Black, 1.3%; Other Ethnicity, 1.3%; and Mixed Heritage, 1.1%. 73.4% of staff are White, with 9.9% “not known” responses and 2.4% of staff preferring not to state their ethnicity.

The lowest proportion of staff of colour is found within Professional Services (4.6%) and Humanities and Social Sciences (8.8%). In Professional Services, the composition of staff of colour is: Asian, 2.9%; Mixed Heritage, 1.0%; Black, 0.6%; and Other Ethnicity, 0.1%. 79.5% of staff are White, with 14.0% “not known” responses and 1.7% of staff preferring not to state their ethnicity. In Humanities and Social Sciences, the composition of staff of colour is: Asian, 3.9%; Mixed Heritage, 2.8%; Other Ethnicity, 1.2%; and Black, 0.9%. 80.7% of staff are White, with 8.6% “not known” responses and 2.0% of staff preferring not to state their ethnicity.

The proportion of “not known” responses varies from 14.3% in Science to 8.6% in Humanities and Social Science. As before, the proportion of “prefer not to say” responses is more similar, ranging from 2.7% (both Engineering and Science) to 1.7% (Professional Services).

The University has devised several strategies to further advance equality, diversity and inclusion 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. [The Race Equality Working Group Report 2022](#) was subsequently published and the Race Equality Steering Group (RESG) was then established to implement the REWG recommendations. The work of the RESG has now been superseded by a Self-Assessment Team which is building on the previous work of the RESG and focusing efforts towards achieving the [Race Equality Charter](#).

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

Faculty/ Directorates	Asian	Black	Mixed Heritage	Other Ethnicity	White	Not Known	Prefer not to Say	Total
<b>Eng</b>	161 (14.4%)	17 (1.5%)	15 (1.3%)	23 (2.1%)	730 (65.4%)	140 (12.5%)	30 (2.7%)	1,116 (100%)
<b>HaSS</b>	27 (3.9%)	6 (0.9%)	19 (2.8%)	8 (1.2%)	557 (80.7%)	59 (8.6%)	14 (2.0%)	690 (100%)
<b>PS</b>	46 (2.9%)	10 (0.6%)	16 (1.0%)	* (0.1%)	1,248 (79.5%)	220 (14.0%)	27 (1.7%)	1,569 (100%)
<b>SBS</b>	39 (10.5%)	5 (1.3%)	* (1.1%)	5 (1.3%)	273 (73.4%)	37 (9.9%)	9 (2.4%)	372 (100%)
<b>Sci</b>	76 (9.4%)	8 (1.0%)	14 (1.7%)	12 (1.5%)	560 (69.4%)	115 (14.3%)	22 (2.7%)	807 (100%)
<b>Total (Row %)</b>	<b>349 (7.7%)</b>	<b>46 (1.0%)</b>	<b>68 (1.5%)</b>	<b>50 (1.1%)</b>	<b>3,368 (74.0%)</b>	<b>571 (12.5%)</b>	<b>102 (2.2%)</b>	<b>4,554 (100%)</b>

As can be seen from **Figure 5**, at the end of the October snapshot date, 88 nationalities were represented within the University’s staff population (a net increase from 86 during the previous year).

**Table 13** presents staff representation by the Top 25 nationalities. In decreasing order, the top five represented nations are: United Kingdom, 78.4%; China, 2.3%; Ireland, 1.5%; India 1.5%; and Italy, 1.4%.

**Figure 6** presents the spatial distribution of staff headcount by non-UK nationality, where darker shades correspond to higher headcounts. As can be seen, in decreasing order of representation across continents, non-UK staff are mostly from Asia, followed by Europe, then North America, Africa, South America, and Australia.

**Figure 5: Nationalities Represented within the Staff Population on 31<sup>st</sup> October 2024**

At the end of the October snapshot date, the following **88** nationalities were represented within the staff population:

Albania, Algeria, Argentina, Australia, Austria, Azerbaijan, Bangladesh, Belgium, Brazil, Bulgaria, Burkina Faso, Burma (Myanmar), Canada, Chile, China, Colombia, Croatia, Cyprus (European Union), Czech Republic, Denmark, Egypt, Eritrea, Estonia, Ethiopia, Finland, France, Germany, Ghana, Greece, Honduras, Hong Kong, Hungary, India, Indonesia, Iran, Islamic Republic of, Iraq, Ireland, Italy, Japan, Jordan, Kazakhstan, Kenya, Korea, Republic of, Latvia, Lebanon, Lithuania, Luxembourg, Malawi, Malaysia, Malta, Mauritius, Mexico, Morocco, Nepal, Netherlands, New Zealand, Nigeria, Norway, Pakistan, Palestinian, State of, Panama, Poland, Portugal, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Somalia, South Africa, Spain, Sri Lanka, Sweden, Switzerland, Syrian Arab Republic (Syria), Taiwan, Tajikistan, Tanzania, United Republic of, Thailand, Tunisia, Turkey, Uganda, Ukraine, United Kingdom, United States of America, Vietnam [Viet Nam], Zambia, Zimbabwe.

**Table 13: Staff Representation by the Top 25 Nationalities**

Rank	Country	Number of Staff	%
1	United Kingdom	3,571	78.4%
2	China	106	2.3%
3	Ireland	69	1.5%
4	India	68	1.5%
5	Italy	66	1.4%
6	Germany	59	1.3%
7	Greece	57	1.3%
8	United States of America	50	1.1%
9	Poland	47	1.0%
10	France	34	0.7%
11	Spain	34	0.7%
12	Iran, Islamic Republic of	23	0.5%
13	Turkey	22	0.5%
14	Nigeria	21	0.5%
15	Pakistan	20	0.4%
16	Portugal	16	0.4%
17	Canada	16	0.4%
18	Sri Lanka	14	0.3%
19	Brazil	13	0.3%
20	Netherlands	13	0.3%
21	Australia	12	0.3%
22	Egypt	11	0.2%
23	Bulgaria	11	0.2%
24	Austria	9	0.2%
25	Mexico	9	0.2%
	Remaining 63 Nationalities Combined	183	4.0%
	<b>88 Nationalities in Total</b>	<b>4,554</b>	<b>100%</b>

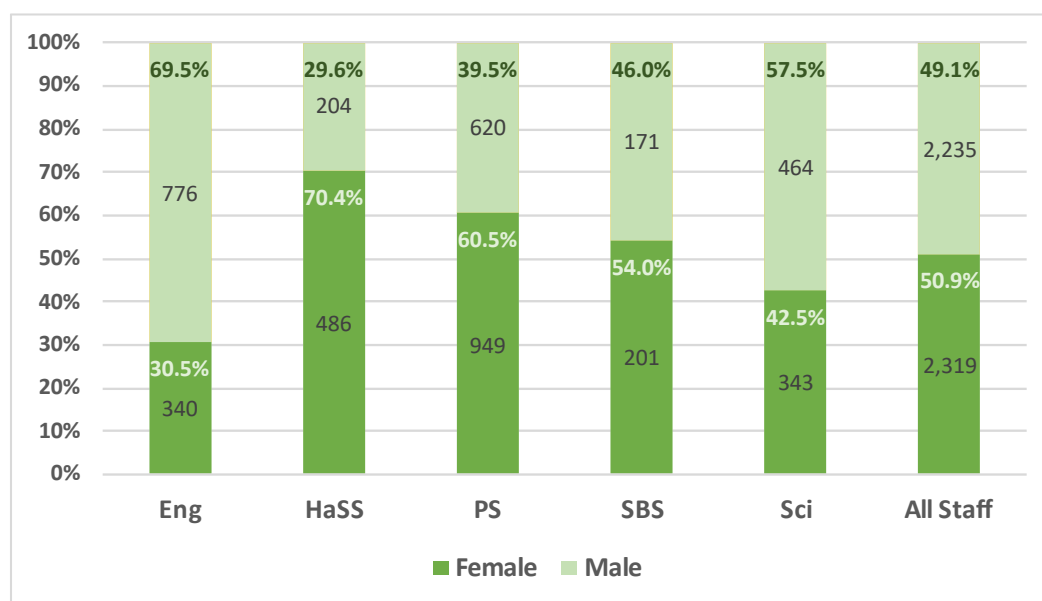
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### 3.8. Sex

Overall, the representation of male and female staff remains relatively similar, with a 50.9% of staff being female and 49.1% of staff being male, consistent with the almost 50:50 split found since 2020.

However, as detailed in **Figure 7**, the proportion of male and female staff varies across the faculties and Professional Services Directorates. The highest concentration of female staff is found within Humanities and Social Sciences (70.4%) and the lowest proportion is found in Engineering (30.5%). The distribution of female and male staff across faculties and Professional Services directorates is consistent with that found in the previous report.

**Figure 7: Staff by Sex and Faculty/Professional Services Directorates**



As detailed in **Table 14**, the highest proportion of female staff is found in the APS 3-5 (78.4%), APS 6+ (63.6%), and Operational (56.1%) job categories. In contrast, the highest proportion of male staff is based within the Technical (73.9%), Director/Professor (70.8%), and Research & Knowledge Exchange (67.8%) job categories



**Table 14: Job Category of Staff by Sex**

Job Category	Female			Male			Total	
	Count	Column %	Row %	Count	Column %	Row %	Count	Column %
Academic	207	8.9%	40.7%	302	13.5%	59.3%	509	11.2%
APS 3-5	429	18.5%	78.4%	118	5.3%	21.6%	547	12.0%
APS 6+	773	33.3%	63.6%	442	19.8%	36.4%	1,215	26.7%
Director/Prof	99	4.3%	29.2%	240	10.7%	70.8%	339	7.4%
Operational	280	12.1%	56.1%	219	9.8%	43.9%	499	11.0%
Research & KE	266	11.5%	32.2%	561	25.1%	67.8%	827	18.2%
Teaching	205	8.8%	52.8%	183	8.2%	47.2%	388	8.5%
Technical	60	2.6%	26.1%	170	7.6%	73.9%	230	5.1%
<b>Total and %</b>	<b>2,319</b>	<b>100%</b>	<b>50.9%</b>	<b>2,235</b>	<b>100%</b>	<b>49.1%</b>	<b>4,554</b>	<b>100%</b>

As shown in **Table 15**, more academic staff are male (64.2%) than female (35.8%). The Professor category comprises the largest group of Academic staff (37.0%, the same as in 2023), followed by Senior Lecturer (23.0%, almost the same as the 23.5% found in 2023), then Lecturer B (21.2%, 1.0% less than in 2023), Reader (15.2%, up from the 14.3% found in 2023), and Lecturer A (3.6%, a slight increase from the 3.0% found in 2023).

The highest proportion of female academic staff is found within the Professor (28.4%), followed by Senior Lecturer (23.5%), and then Lecturer B (27.3%) categories. Similarly, the highest proportion of male academic staff is found within the Professor (41.8%), followed by Senior Lecturer (22.7%), and then Lecturer B (17.7%) categories. Despite these similarities, a higher proportion of male academic staff (41.8%) than female academic staff (28.4%) are Professors.

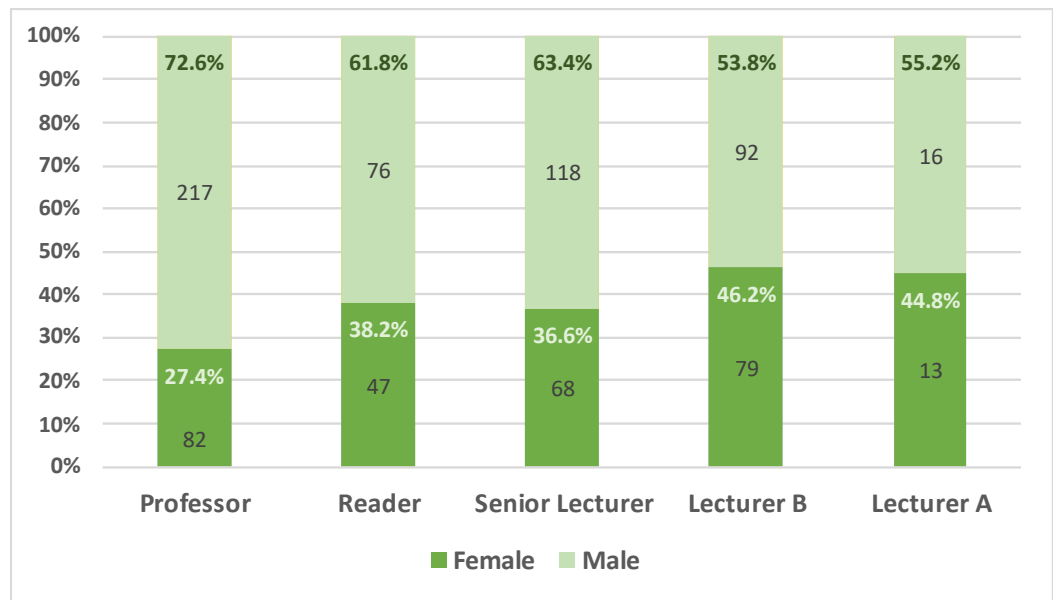
**Table 15: Distribution of Academic Staff by Sex**

Academic Staff	Female		Male		Totals	
	Count	Column%	Count	Column%	Count	Column%
Professor	82	28.4%	217	41.8%	299	37.0%
Reader	47	16.3%	76	14.6%	123	15.2%
Senior Lecturer	68	23.5%	118	22.7%	186	23.0%
Lecturer B	79	27.3%	92	17.7%	171	21.2%
Lecturer A	13	4.5%	16	3.1%	29	3.6%
<b>Total and %</b>	<b>289 (35.8%)</b>	<b>100%</b>	<b>519 (64.2%)</b>	<b>100%</b>	<b>808 (100%)</b>	<b>100%</b>

As can be seen in **Figure 8**, when compared to 2023, the proportion of female Professors has remained the same. Increases in the proportion of female staff are found for the Reader (from 32.2% to 38.2%), Lecturer B (from 42.5% to 46.2%), and Lecturer A (from 37.5% to 44.8%) academic grades. In contrast the proportion of female Senior Lecturers has decreased (from 41.8% to 36.6%).

The Strathclyde Global Talent Programme (SGTP) continues to run annually with a maintained focus placed on attracting a diverse pool of candidates, including 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.

**Figure 8: Staff Sex by Academic Grade**



**Table 16** illustrates the year-on-year progression of female academic staff between 2014 and 2024. Most categories have seen an increase in the proportion of female incumbents. Whilst the proportion of female staff in Professorial roles has increased from 17.0% in 2014, the number (82) remains the same as in 2023 (27.4% compared to 27.5%). The proportion of female staff in readers roles has increased from 26.0% in 2014 to 38.2% in 2024. Although the proportion of female staff in Senior Lecturer roles has increased from 31.0% in 2014, to 41.8% in 2023, it has decreased to 36.6% in 2024. The proportion of female Lecturer B staff has increased to 46.2%.

Despite the previous reduction in the proportion of female staff in the Lecturer A category, from 61.9% in 2022, to 37.5% in 2023, there has been an increase to 44.8% in 2024.

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 52.8%, of the 388 teaching staff are female - it is hoped that the role of Professor of Learning and Teaching will continue to support the pipeline to increasing the number of female staff at Professorial level in the years to come. As detailed in the Equal Pay and Gender Pay Report 2025, we have several initiatives targeted at improving the gender balance.

**Table 16: Female Academic Staff by Grade**

Academic Staff	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Professor	17.0%	18.2%	19.4%	18.7%	18.4%	21.3%	22.6%	23.7%	24.5%	27.5%	27.4%
Reader	26.0%	22.9%	25.0%	27.4%	32.5%	32.5%	34.8%	35.2%	32.4%	32.2%	38.2%
Senior Lecturer	31.0%	32.7%	31.6%	34.3%	35.3%	34.6%	37.9%	40.2%	43.1%	41.8%	36.6%
Lecturer B	38.0%	39.8%	40.1%	41.9%	41.3%	40.4%	37.4%	36.9%	37.1%	42.5%	46.2%
Lecturer A	50.0%	50.0%	46.6%	36.4%	32.6%	41.7%	46.2%	42.9%	61.9%	37.5%	44.8%

### 3.9. Other Protected Characteristics

As can be seen from **Table 17**, 0.3% staff (13) began maternity leave and 0.2% staff (11) began paternity leave during the reporting period.

**Table 17: Commencement of Family Leave from 1<sup>st</sup> November 2023 to 31<sup>st</sup> October 2024**

Family Leave Type	Count	Percentage
Not Applicable	4,452	97.8%
On Adoption Leave	0	0.0%
On Maternity Leave	50	1.1%
On Ordinary Parental Leave	*	0.1%
On Paternity Leave	41	0.9%
On Shared Parental Leave	7	0.2%
<b>Total and Column %</b>	<b>4,554</b>	<b>100%</b>

Staff are asked to declare their gender identity by responding to the question “Does your gender identity match your sex as registered at birth?”. The University continues to adopt the umbrella definition of trans (transgender) for people whose gender identity and/or gender expression differs from their sex at birth. As such, this monitoring question is used to inform an analysis of gender reassignment.

As can be seen from **Table 18**, 0.4% of staff (20 individuals) identify as being trans. 56.7% identify as having the same gender identity as assigned at birth, the gender identity of 41.0% of staff is “not known”, and 2.0% prefer not to declare their identity. The proportion of “not known” responses has decreased from 45.6% to 41.0% since the previous report.

**Table 18: Staff by Gender Identity**

Gender Identity	Count	Percentage
Gender Identity Not Same as Birth	20	0.4%
Gender Identity Same as Birth	2,580	56.7%
Not Known	1,865	41.0%
Prefer not to Say	89	2.0%
<b>Total and Column %</b>	<b>4,554</b>	<b>100%</b>

As can be seen from **Table 19**, 41.7% of staff are married, 1.3% are in a civil partnership, 20.9% are single, and 10.6% are co-habiting. The status of 16.5% of staff is “not known” and 6.2% “prefer not to say”. The proportion of “not known” responses has decreased from 19.7% in 2023 to 16.5% in 2024.

Staff information on religion or belief is presented in **Table 20**. In decreasing order: 37.9% of staff identify as having no religion; 24.6% of staff identify as being Christian; and 2.5% are Muslim. 22.0% of staff have not provided a response and 8.3% “prefer not to say”. As seen with other protected characteristics, the proportion of “not known” responses have decreased since the previous report (down from 26.2% to 22.0%).

**Table 19: Staff by Marriage and Civil Partnership**

Relationship Status	Count	Percentage
Civil Partner	60	1.3%
Co Habiting	481	10.6%
Divorced	75	1.6%
Married	1,898	41.7%
Separated	35	0.8%
Single	951	20.9%
Widowed	21	0.5%
Not Known	751	16.5%
Prefer not to Say	282	6.2%
<b>Total and Column %</b>	<b>4,554</b>	<b>100%</b>

**Table 20: Staff by Religion or Belief**

Religion or Belief	Count	Percentage
Any Other Religion, Belief or Faith	39	0.9%
Buddhist	31	0.7%
Christian	1,121	24.6%
Hindu	55	1.2%
Humanist	26	0.6%
Jewish	9	0.2%
Muslim	115	2.5%
No Religion	1,728	37.9%
Pagan	0	0%
Sikh	7	0.2%
Spiritual	39	0.9%
Not Known	1,002	22.0%
Prefer not to Say	380	8.3%
<b>Total Count and Column %</b>	<b>4,554</b>	<b>100%</b>

The sexual orientation of staff is presented in **Table 21**. In decreasing order: 64.4% of staff identify as being heterosexual; 2.1% of staff identify as being bisexual; 1.6% identify as being a gay man; 1.0% have another sexual orientation; and 0.9% identify as being a gay woman/lesbian. The responses of 22.1% staff are “not known” and 7.9% of staff “prefer not to say”. Declaration rates have improved since the previous report, with “not known” responses decreasing from 26.4% to 22.1%.

**Table 21: Staff by Sexual Orientation**

<b>Sexual Orientation</b>	<b>Count</b>	<b>Percentage</b>
Bisexual	96	2.1%
Gay Man	72	1.6%
Gay Woman/Lesbian	43	0.9%
Heterosexual	2,933	64.4%
Other	45	1.0%
Not Known	1,006	22.1%
Prefer not to Say	359	7.9%
<b>Total and Column %</b>	<b>4,554</b>	<b>100%</b>

## 4. Staff Recruitment

Staff recruitment by relevant protected characteristics is examined below.

### 4.1. Overview of Recruitment

As can be seen from **Table 22**, between 1<sup>st</sup> November 2023 and 31<sup>st</sup> October 2024, the University received 11,927 applications (a decrease from 13,412) for 557 posts (down from 843 in the previous year). As with other HEIs, Strathclyde has restricted recruitment over the last 12 months in response to external financial pressures faced by the sector.

During the reporting period, more applications have been received from male applicants (53.2%) than from female applicants (45.5%). 1.2% of applicants prefer not to declare their sex and the response of 0.1% is unknown. The proportion of applications received from male applicants decreased from 56.2% and the proportion received from female applicants increased from 42.7% as compared to the previous reporting period.

In this year, and the previous three reporting years, the proportion of offers made to female applicants (53.9%) is higher than the proportion of shortlisted female applicants (49.8%), which, in turn, is higher than the proportion of applications received from female applicants (45.5%). 44.9% of appointments and 50.9% of overall staff are female. However, it is unknown why the proportion of appointed female staff (44.9%) is lower than the proportion of offers made to female candidates (53.9%), so further investigation is required.

In contrast, and in both this and the previous three years, the proportion of offers made to male applicants (44.3%) is lower than the proportion of shortlisted male applicants (48.7%), which, in turn, is lower than that proportion of applications received from male applicants (53.2%). 55.1% of appointments and 49.1% of overall staff are male. Similarly, a more detailed examination is required to identify why the proportion of appointed male staff (55.1%) is higher than the proportion of offers made to male candidates (44.3%).

Across all ethnic groups comprising people of colour, except Mixed Heritage, the proportion of appointed staff is lower than the proportion of offers made, which is lower than the proportion of those shortlisted which, in turn, is lower than the proportion of applicants. In combination, 18.4% of appointments, 25.5% of offers, 33.1% of shortlisted candidates and 51.1% of applicants are people of colour. Anecdotally, it is understood that a high number of applications received are speculative from applicants not meeting the essential requirements for the role. Furthermore, applications from people of colour 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. Going forward, we will continue to examine these conversion rates.

The ethnicity of 0.6% of applicants, 1.2% of shortlisted candidates, 2.0% of those being made offers, and 39.2% of appointed staff is “not known”. 3.3% of applicants, 3.0% of shortlisted candidates, 2.3% of those being made offers and 1.5% of appointed staff prefer not to declare their ethnicity.

5.4% of applicants identify as being disabled (5.5% in 2023), 6.8% of those shortlisted are disabled (7.5% in 2023), 4.1% of those given job offers are disabled (6.5% in 2023) and 4.2% of appointed staff are disabled (4.5% in 2023), lower than the 5.5% of disabled staff. Further analysis is required to identify why the proportion of appointed disabled staff (4.2%) is lower than the proportion of shortlisted disabled candidates (6.8%).

The disability status of 43.0% of appointed staff is “not known” and 1.6% prefer not to declare their status. 14.3% of applicants, 13.6% of shortlisted applicants and 13.6% of those being made job offers prefer not to declare their disability status.

**Table 22: Applications and Appointments by Disability, Race (Ethnicity) and Sex**

<b>Disability Status</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Offer</b>	<b>Appointments</b>	<b>Overall Staff</b>
Disabled	646 (5.4%)	138 (6.8%)	23 (4.1%)	31 (4.2%)	249 (5.5%)
Non-Disabled	9,575 (80.3%)	1,617 (79.6%)	458 (82.2%)	381 (51.2%)	3,428 (75.2%)
Not Known	0 (0%)	0 (0.0%)	0 (0.0%)	320 (43.0%)	833 (18.2%)
Prefer not to Say	1,706 (14.3%)	276 (13.6%)	76 (13.6%)	12 (1.6%)	44 (1.0%)
<b>Total (Column %)</b>	<b>11,927 (100%)</b>	<b>2,031 (100%)</b>	<b>557 (100%)</b>	<b>744 (100%)</b>	<b>4,554 (100%)</b>

<b>Ethnicity</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Offer</b>	<b>Appointments</b>	<b>Overall Staff</b>
Asian	4,108 (34.4%)	434 (21.4%)	86 (15.4%)	85 (11.4%)	349 (7.7%)
Black	1,054 (8.8%)	113 (5.6%)	20 (3.6%)	16 (2.2%)	46 (1.0%)
Mixed Heritage	353 (3.0%)	73 (3.6%)	23 (4.1%)	26 (3.5%)	68 (1.5%)
Other Ethnicity	582 (4.9%)	53 (2.6%)	13 (2.3%)	10 (1.3%)	50 (1.1%)
White	5,364 (45.0%)	1,274 (62.7%)	391 (70.2%)	304 (40.9%)	3,368 (74.0%)
Not Known	76 (0.6%)	24 (1.2%)	11 (2.0%)	292 (39.2%)	571 (12.5%)
Prefer not to Say	390 (3.3%)	60 (3.0%)	13 (2.3%)	11 (1.5%)	102 (2.2%)
<b>Total (Column %)</b>	<b>11,927 (100%)</b>	<b>2,031 (100%)</b>	<b>557 (100%)</b>	<b>744 (100%)</b>	<b>4,554 (100%)</b>

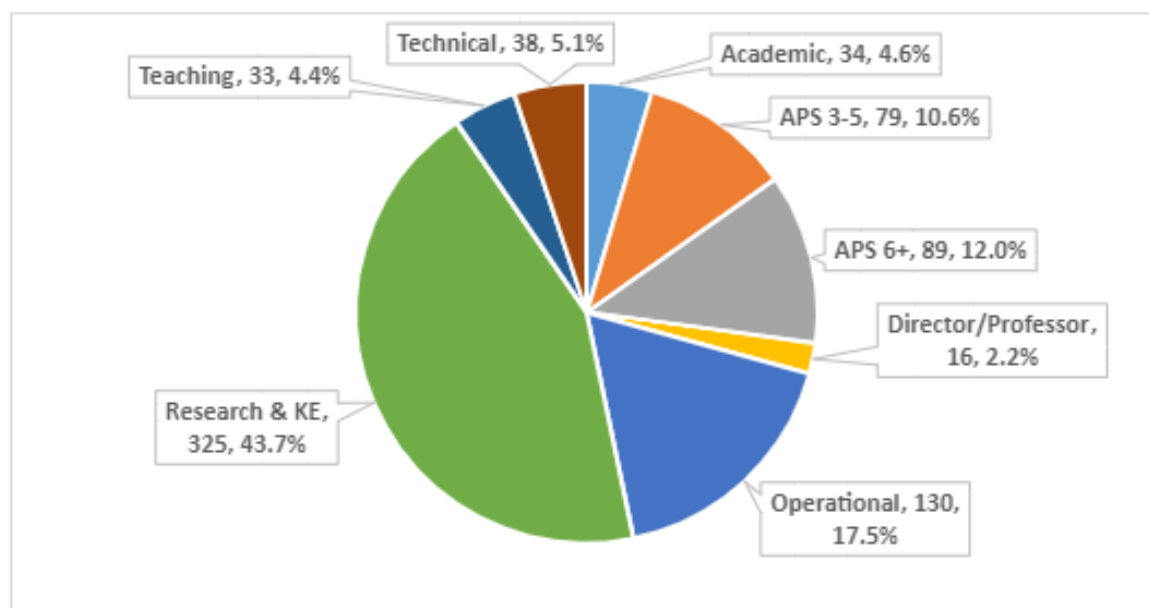
<b>Sex</b>	<b>Applications</b>	<b>Shortlisted</b>	<b>Offer</b>	<b>Appointments</b>	<b>Overall Staff</b>
Female	5,423 (45.5%)	1,011 (49.8%)	300 (53.9%)	334 (44.9%)	2,319 (50.9%)
Male	6,350 (53.2%)	989 (48.7%)	247 (44.3%)	410 (55.1%)	2,235 (49.1%)
Not Known	14 (0.1%)	9 (0.4%)	7 (1.3%)	0 (0%)	0 (0%)
Prefer not to Say	140 (1.2%)	22 (1.1%)	3 (0.5%)	0 (0%)	0 (0%)
<b>Total (Column %)</b>	<b>11,927 (100%)</b>	<b>2,031 (100%)</b>	<b>557 (100%)</b>	<b>744 (100%)</b>	<b>4,554 (100%)</b>



## 4.2. Appointments by Job Category

**Figure 9** presents appointments by job category. In decreasing order, the highest proportion of appointments made are in Research & Knowledge Exchange (43.7%, up from 35.9%), followed by Operational (17.5%, up from 15.1%), APS 6+ (12.0%, down from 17.3%), APS 3-5 (10.6%, down from 13.0%), and Academic (4.6%, down from 6.4%).

**Figure 9: Appointments by Job Category**



## 4.3. Disability

As can be seen from **Table 23**, which presents staff appointments by faculty/Professional Services directorates and disability status, 4.2% of successful appointments are disabled (down very slightly from 4.5% in 2023).

In decreasing order, the highest proportion of disabled appointed staff is as follows: 12.0% in Humanities and Social Science (up from 4.0% in the previous report), 5.0% in Science (the same as in the previous report), 4.3% in Strathclyde Business School (up from 2.0%), 3.5% in Professional Services (down from 5.0%), and 1.5% in Engineering (down from 5.0%).

The proportion of “not known” responses ranges from 53.2% in Engineering to 23.9% in Humanities and Social Sciences. Overall, 43.0% of new appointments have not provided a response for their disability status (down from 48.7% in 2023). Despite improvements, these data gaps make it challenging to meaningfully analyse data.

**Table 23: Appointments by Faculty/Professional Services Directorates and Disability Status**

Faculty/Directorates	Disabled	Non-Disabled	Not Known	Prefer not to Say	Total
Eng	1.5%	53.2%	53.2%	1.9%	35.9%
HaSS	12.0%	23.9%	23.9%	2.2%	12.4%
PS	3.5%	40.4%	40.4%	1.0%	26.6%
SBS	4.3%	47.8%	47.8%	0.0%	6.2%
Sci	5.0%	38.3%	38.3%	2.1%	19.0%
<b>Total (Row %)</b>	<b>31 (4.2%)</b>	<b>381 (51.2%)</b>	<b>320 (43.0%)</b>	<b>12 (1.6%)</b>	<b>744 (100%)</b>

**Table 24** details new appointments by job category and disability status. In decreasing order, the highest proportion of disabled appointments is found in Teaching (12.1%), Academic (11.8%), and APS 3-5 (7.6%). However, due to the high proportion of “not known” responses, ranging from 67.7% in the Operational to 11.8% in the Academic categories, it is difficult to analyse and interpret the data.

**Table 24: Appointments by Job Category and Disability Status**

Job Category	Disabled	Non-Disabled	Not Known	Prefer not to Say	Total
Academic	11.8%	73.5%	11.8%	2.9%	4.6%
APS 3-5	7.6%	68.4%	24.1%	0.0%	10.6%
APS 6+	2.2%	65.2%	30.3%	2.2%	12.0%
Director/Professor	6.3%	68.8%	25.0%	0.0%	2.2%
Operational	1.5%	30.8%	67.7%	0.0%	17.5%
Research & KE	3.4%	46.8%	47.1%	2.8%	43.7%
Teaching	12.1%	66.7%	21.2%	0.0%	4.4%
Technical	2.6%	50.0%	47.4%	0.0%	5.1%
<b>Total (Row %)</b>	<b>31 (4.2%)</b>	<b>381 (51.2%)</b>	<b>320 (43.0%)</b>	<b>22 (1.6%)</b>	<b>744 (100%)</b>

#### 4.4. Race (Ethnicity)

As can be seen from **Table 25**, the highest proportion of appointed staff of colour is within the Academic (41.2%), Teaching (33.3%), and Research & Knowledge Exchange (20.2%) job categories.

In the Academic job category, in decreasing order of appointed staff, 32.4% are Asian and 8.8% are Mixed Heritage. In the Teaching job category, in decreasing order of appointed staff, 15.2% are Asian, 9.1% are Mixed Heritage, 6.1% identify as Other Ethnicity, and 3.0% are Black. In the Research & Knowledge Exchange job category, in decreasing order of appointed staff, 14.8% are Asian, 1.8% are Black, 1.8% are Mixed Heritage, and 1.8% identify as Other Ethnicity.

In contrast, the lowest proportion of appointed staff of colour is within the Operational (12.3%), APS 6+ (12.4%), and APS 3-5 (12.7%) job categories. In the Operational job category, in decreasing order of appointed staff, 5.4% are Asian, 4.6% are Black, and 2.3% are Mixed Heritage. In the APS 6+ job category, in decreasing order of appointed staff, 7.9% are Asian, and 4.5% are Mixed Heritage. In the APS 3-5 job categories, in decreasing order of appointed staff, 6.3% are Asian, and 6.3% are Mixed Heritage.

However, as with disability, the high proportion of “not known” responses - ranging from 64.6% in the Operational to 8.8% in the Academic job categories - make it challenging to analyse the data and draw any meaningful conclusions.

**Table 25: Appointments by Job Category and Race (Ethnicity)**

Job Category	Asian	Black	Mixed Heritage	Other Ethnicity	White	Not Known	Prefer not to Say	Total
Academic	32.4%	0.0%	8.8%	0.0%	47.1%	8.8%	2.9%	4.6%
APS 3-5	6.3%	0.0%	6.3%	0.0%	67.1%	19.0%	1.3%	10.6%
APS 6+	7.9%	0.0%	4.5%	0.0%	64.0%	21.3%	2.2%	12.0%
Director/ Prof	0.0%	12.5%	6.3%	0.0%	56.3%	18.8%	6.3%	2.2%
Operational	5.4%	4.6%	2.3%	0.0%	23.1%	64.6%	0.0%	17.5%
Research & KE	14.8%	1.8%	1.8%	1.8%	32.9%	44.9%	1.8%	43.7%
Teaching	15.2%	3.0%	9.1%	6.1%	51.5%	15.2%	0.0%	4.4%
Technical	5.3%	2.6%	2.6%	5.3%	39.5%	44.7%	0.0%	5.1%
<b>Total</b>	<b>85</b>	<b>16</b>	<b>26</b>	<b>10</b>	<b>304</b>	<b>292</b>	<b>11</b>	<b>744</b>
<b>Row %</b>	<b>11.4%</b>	<b>2.2%</b>	<b>3.5%</b>	<b>1.3%</b>	<b>40.9%</b>	<b>39.2%</b>	<b>1.5%</b>	<b>100%</b>

**Table 26** presents appointments by faculties/Professional Services directorates and race (ethnicity).

In decreasing order, the highest proportion of appointed staff of colour is found in Strathclyde Business School (21.1%), followed by Humanities and Social Sciences (20.7%), and Engineering (19.1%). In Strathclyde Business School, in decreasing order of appointed staff, 19.6% are Asian and 2.2% are Black. In Humanities and Social Sciences, 8.7% are Mixed Heritage, 6.5% are Asian, 3.3% are Black, and 2.2% identify as Other Ethnicity. In Engineering, in decreasing order of appointed staff, 14.6% are Asian, 2.2% are Black, 1.2% are Mixed Heritage, and 1.1% identify as Other Ethnicity.

In decreasing order, the lowest proportion of appointed staff of colour is found in Professional Services (16.2%) and Science (17.7%). In Professional Services, in decreasing order of appointed staff, 7.6% are Asian, 5.6% are Mixed Heritage, and 3.0% are Black. In Science, in decreasing order of appointed staff, 11.3% are Asian, 3.5% identify as Other Ethnicity, 2.3% are Mixed Heritage, and 0.7% are Black.

Again, a high proportion of “not known” responses - ranging from 50.5% in Engineering to 21.7% in Humanities and Social Sciences - is found. As will be detailed in [Section 9](#), steps are being taken to redress these data gaps.

**Table 26: Appointments by Faculty/Professional Services Directorates and Race (Ethnicity)**

Faculty/ Directorates	Asian	Black	Mixed Heritage	Other Ethnicity	White	Not Known	Prefer not to Say	Total
<b>Eng</b>	14.6%	2.2%	1.2%	1.1%	28.8%	50.6%	1.5%	35.9%
<b>HaSS</b>	6.5%	3.3%	8.7%	2.2%	55.4%	21.7%	2.2%	12.4%
<b>PS</b>	7.6%	3.0%	5.6%	0.0%	48.0%	34.3%	1.5%	26.6%
<b>SBS</b>	19.6%	0.0%	2.2%	0.0%	30.4%	47.8%	0.0%	6.2%
<b>Sci</b>	11.3%	0.7%	2.3%	3.5%	47.5%	33.3%	1.4%	19.0%
<b>Total</b>	<b>85</b>	<b>16</b>	<b>26</b>	<b>10</b>	<b>304</b>	<b>292</b>	<b>11</b>	<b>744</b>
<b>Row %</b>	<b>11.4%</b>	<b>2.2%</b>	<b>3.5%</b>	<b>1.3%</b>	<b>40.9%</b>	<b>39.2%</b>	<b>1.5%</b>	<b>100%</b>

## 4.5. Sex

**Table 27** presents appointments by job category and sex. In decreasing order, the highest proportion of appointed female staff is found in the APS 3-5 (77.2%), followed by APS 6+ (59.6%), and Teaching (57.6%) job categories. The lowest proportion of appointed female staff is found in the Director/Professor (31.3%), Technical (31.6%), and Research & Knowledge Exchange (35.1%) job categories. In contrast, the highest proportion of appointed male staff is found in the Director/Professor (68.8%), Technical (68.4%), and Research & Knowledge Exchange (64.9%) job categories. The lowest proportion of appointed male staff is found in the APS 3-5 (22.8%), APS 6+ (40.4%), and Teaching (42.4%) job categories.

**Table 27: Appointments by Job Category and Sex**

Job Category	Female	Male	Total
Academic	19 (55.9%)	15 (44.1%)	34 (4.6%)
APS 3-5	61 (77.2%)	18 (22.8%)	79 (10.6%)
APS 6+	53 (59.6%)	36 (40.4%)	89 (12.0%)
Director/Professor	5 (31.3%)	11 (68.8%)	16 (2.2%)
Operational	51 (39.2%)	79 (60.8%)	130 (17.5%)
Research & KE	114 (35.1%)	211 (64.9%)	325 (43.7%)
Teaching	19 (57.6%)	14 (42.4%)	33 (4.4%)
Technical	12 (31.6%)	26 (68.4%)	38 (5.1%)
<b>Total (Row %)</b>	<b>334 (44.9%)</b>	<b>410 (55.1%)</b>	<b>744 (100%)</b>

Appointments by faculty/Professional Services directorates and sex are detailed in **Table 28**. As can be seen, the highest proportion of appointed female staff is found in Humanities and Social Science (75.0%), Professional Services (54.5%), and Science (44.0%). The lowest proportion of appointed female staff is found in Engineering (28.1%) and Strathclyde Business School (43.5%). In contrast, the highest proportion of appointed male staff found in Engineering (71.9%), Strathclyde Business School (56.5%), and Science (56.0%). The lowest proportion of appointed male staff is found in Humanities and Social Sciences (25.0%) and Professional Services (45.5%).

**Table 28: Appointments by Faculty/Professional Services Directorates and Sex**

Faculty/ Directorates	Female	Male	Total
Eng	75 (28.1%)	192 (71.9%)	267 (35.9%)
HaSS	69 (75.0%)	23 (25.0%)	92 (12.4%)
PS	108 (54.5%)	90 (45.5%)	198 (26.6%)
SBS	20 (43.5%)	26 (56.5%)	46 (6.2%)
Sci	62 (44.0%)	79 (56.0%)	141 (19.0%)
<b>Total (Row %)</b>	<b>334 (44.9%)</b>	<b>410 (55.1%)</b>	<b>744 (100%)</b>

## 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 by staff through the Organisational and Staff Development Unit (OSDU) portal, who were employed by the University between 1<sup>st</sup> November 2023 and 31<sup>st</sup> October 2024 **and** are still employed.
- Promotions means any staff member who has moved up at least a grade, either 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 432 centrally facilitated distinct staff development courses/programmes (up from 363 in 2023) consisting of 11,151 sessions (up from the 926 sessions delivered in 2023). In total, there have been 22,237 staff attendances in development sessions (an increase from 19,318 in 2023).

The staff development sessions have been provided by 37 different teams across the University, including Access, Equality & Inclusion, Centre for Lifelong Learning, Disability & Wellbeing Service, Human Resources, Organisational and Staff Development Unit, and Digital Accessibility.

**Table 29** provides an overview of participation in learning & development by age range, disability, race (ethnicity) and sex. As has been the case in previous years, a higher proportion of participants in learning & development programmes are female than male staff. 53.1% of participants are female (53.0% in 2023) compared to 50.9% of overall staff. 46.9% of participants are male (47.0% in 2023) compared to 49.1% of overall staff.

12.0% of participants are people of colour (up from 10.4% in 2023), slightly higher than the proportion of overall staff (11.3%). The ethnicity of 9.2% of participants is “not known” (compared to 12.5% of overall staff) and 2.4% “prefer not to say” (compared to 2.2% of overall staff).

5.8% of participants are disabled (5.0% in 2023), very similar to the proportion of overall staff (5.5%). However, the disability status of 15.5% of participants is unknown (slightly less than the 18.3% of overall staff). No participants prefer not to declare their disability status (compared to 1.0% of overall staff).

28.1% of participants in learning and development programmes are aged 40-49 (higher than the 25.5% of overall staff), 26.5% are aged 30-39 (very similar to the 26.0% of overall staff), and 25.3% are aged 50-59 (very similar to the 25.0% of overall staff). In contrast, 0.3% of participants are aged <20 (very similar to the 0.4% of overall staff), 8.5% are aged 60+ (lower than the 12.4% of overall staff), and 11.3% are aged 20-29 (similar to the 10.8% of overall staff).

**Table 30** presents the proportion of staff by age range who undertake learning & development as compared to those who have not. In decreasing order, the staff groups which undertake learning & development most are aged: 40-49 (82.1%), 20-29 (79.1%), 30-39 (78.5%), and 50-59 (74.6%). In contrast, the age ranges which undertake development least are aged: <20 (78.6%) and 60+ (50.5%).

**Table 31** presents the proportion of staff by disability status who undertake learning & development as compared to those who have not. A very similar proportion of disabled (77.8%) and non-disabled (78.0%) staff undertake learning & development. However, the high proportion of “not known” responses make it difficult to analyse the data.

**Table 29: Participation in Learning & Development by Age, Disability, Race (Ethnicity) and Sex**

<b>Age Range</b>	<b>L&amp;D Participants</b>	<b>Overall Staff</b>
<20	11 (0.3%)	16 (0.4%)
20-29	375 (11.3%)	491 (10.8%)
30-39	881 (26.5%)	1,184 (26.0%)
40-49	933 (28.1%)	1,163 (25.5%)
50-59	842 (25.3%)	1,137 (25.0%)
60+	283 (8.5%)	563 (12.4%)
<b>Total (Column %)</b>	<b>3,325 (100%)</b>	<b>4,554 (100%)</b>

<b>Disability Status</b>	<b>L&amp;D Participants</b>	<b>Overall Staff</b>
Disabled	193 (5.8%)	249 (5.5%)
Non-Disabled	2,615 (78.6%)	3,428 (75.2%)
Not Known	517 (15.5%)	833 (18.3%)
Prefer not to Say	0 (0.0%)	44 (1.0%)
<b>Total (Column %)</b>	<b>3,325 (100%)</b>	<b>4,554 (100%)</b>

<b>Race (Ethnicity)</b>	<b>L&amp;D Participants</b>	<b>Overall Staff</b>
Asian	269 (8.1%)	349 (7.7%)
Black	34 (1.0%)	46 (1.0%)
Mixed Heritage	54 (1.6%)	68 (1.5%)
Other Ethnicity	41 (1.2%)	50 (1.1%)
White	2,543 (76.5%)	3,368 (74.0%)
Not Known	305 (9.2%)	571 (12.5%)
Prefer not to Say	79 (2.4%)	102 (2.2%)
<b>Total (Column %)</b>	<b>3,325 (100%)</b>	<b>4,554 (100%)</b>

<b>Sex</b>	<b>L&amp;D Participants</b>	<b>Overall Staff</b>
Female	1,765 (53.1%)	2,319 (50.9%)
Male	1,560 (46.9%)	2,235 (49.1%)
<b>Total (Column %)</b>	<b>3,325 (100%)</b>	<b>4,554 (100%)</b>



**Table 30: Participation in Learning & Development by Age Range**

Age Range	L&D Not Undertaken	L&D Undertaken	Total
Under 20	* (21.4%)	11 (78.6%)	14 (100%)
20-29	99 (20.0%)	375 (79.1%)	474 (100%)
30-39	241 (21.5%)	881 (78.5%)	1,122 (100%)
40-49	203 (17.9%)	933 (82.1%)	1,136 (100%)
50-59	287 (25.4%)	842 (74.6%)	1,129 (100%)
60 +	277 (49.5%)	283 (50.5%)	560 (100%)
<b>Total (Row %)</b>	<b>1,110 (25.0%)</b>	<b>3,325 (75.0%)</b>	<b>4,435 (100%)</b>

**Table 31: Participation in Learning & Development by Disability Status**

Disability Status	L&D Not Undertaken	L&D Undertaken	Total
Disabled	55 (22.2%)	193 (77.8%)	248 (100%)
Non-Disabled	737 (22.0%)	2,615 (78.0%)	3,352 (100%)
Not Known	318 (38.1%)	517 (61.9%)	835 (100%)
Prefer not to Say	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Total (Row %)</b>	<b>1,110 (25.0%)</b>	<b>3,325 (75.0%)</b>	<b>4,435 (100%)</b>

**Table 32** presents the proportion of staff by ethnicity who undertake learning & development as compared to those who have not. A higher proportion of staff across all groups comprising people of colour undertake in learning & development than white staff. In decreasing order, the ethnicity of staff who undertake development most is: Mixed Heritage (81.8%), Other Ethnicity (80.4%), Asian (79.8%), Black (79.1%), and White (77.1%). As before, the high proportion of “not known” responses make it difficult to analyse the data.

**Table 32: Participation in Learning & Development by Race (Ethnicity)**

Ethnicity	L&D Not Undertaken	L&D Undertaken	Total
Asian	68 (20.2%)	269 (79.8%)	337 (100%)
Black	9 (20.9%)	34 (79.1%)	43 (100%)
Mixed Heritage	12 (18.2%)	54 (81.8%)	66 (100%)
Other Ethnicity	10 (19.6%)	41 (80.4%)	51 (100%)
White	754 (22.9%)	2,543 (77.1%)	3,297 (100%)
Not Known	235 (43.5%)	305 (56.5%)	540 (100%)
Prefer not to Say	22 (21.8%)	79 (78.2%)	101 (100%)
<b>Total (Row %)</b>	<b>1,110 (25.0%)</b>	<b>3,325 (75.0%)</b>	<b>4,435 (100%)</b>

**Table 33** presents the proportion of staff by sex who undertake learning & development as compared to those who have not. A higher proportion of female (78.0%) than male staff (71.8%) undertake learning & development.

**Table 33: Participation in Learning & Development by Sex**

Row Labels	L&D Not Undertaken	L&D Undertaken	Total
Female	497 (22.0%)	1,765 (78.0%)	2,262 (100%)
Male	613 (28.2%)	1,560 (71.8%)	2,173 (100%)
<b>Total (Row %)</b>	<b>1,110 (25.0%)</b>	<b>3,325 (75.0%)</b>	<b>4,435 (100%)</b>

## 5.2. Overview of Promotions

Promotions by sex, race (ethnicity) and disability are presented in **Table 34**. During the reporting period, 333 staff have been promoted (compared to 379 in 2023). As previously stated, Strathclyde has restricted recruitment over the last 12 months in response to financial pressures faced by the sector.

52.9% of those promoted this year are female (50.9% in 2023) which is slightly higher than compared to the overall University (50.9%). 47.1% of promoted staff are male (49.0% in 2023) which is slightly lower than compared to the overall University (49.1%). 9.9% of those promoted are people of colour (11.1% in 2023) which is slightly lower than compared to the overall University (11.3%). A very slightly higher proportion of Asian staff (7.8%) were promoted compared to the overall University (7.7%). A slightly lower proportion of Black staff (0.3%) were promoted compared to the overall University (1.0%). Similarly, a lower proportion of staff who identify as Other Ethnicity (0.3%) compared to the overall University (1.1%) were promoted. 5.7% of those promoted are disabled (4.7% in 2023), which is very similar compared to the overall University (5.5%).

**Table 34: Promotions by Disability, Race (Ethnicity) and Sex**

Disability Status	Promotions	Overall University
Disabled	19 (5.7%)	249 (5.5%)
Non-Disabled	269 (80.8%)	3428 (75.2%)
Not Known	45 (13.5%)	833 (18.3%)
Prefer not to Say	0 (0.0%)	44 (1.0%)
<b>Total (Column %)</b>	<b>333 (100%)</b>	<b>4,554 (100%)</b>

Ethnicity	Promotions	Overall University
Asian	26 (7.8%)	349 (7.7%)
Black	* (0.3%)	46 (1.0%)
Mixed Heritage	5 (1.5%)	68 (1.5%)
Other Ethnicity	* (0.3%)	50 (1.1%)
White	264 (79.3%)	3,368 (74.0%)
Not Known	25 (7.5%)	571 (12.5%)
Prefer not to Say	11 (3.3%)	102 (2.2%)
<b>Total (Column %)</b>	<b>333 (100%)</b>	<b>4,554 (100%)</b>

Sex	Promotions	Overall University
Female	176 (52.9%)	2,319 (50.9%)
Male	157 (47.1%)	2,235 (49.1%)
<b>Total (Column %)</b>	<b>333 (100%)</b>	<b>4,554 (100%)</b>

**Table 35** presents promotions by job category and sex. In decreasing order, the highest proportion of promotions is found in the APS 6+ (26.7%), Research & Knowledge Exchange (18.6%), Academic (17.7%), and APS 3-5 (10.5%) job categories.

The highest proportion of female promotions is found in the APS 6+ (78.7%), followed by APS 3-5 (77.1%), Teaching (51.5%), and Academic (42.4%) job categories. The lowest proportion of female promotions is found within the Technical (13.3%), Operational (25.0%), Director/Professor (33.3%), and Research & Knowledge Exchange (40.3%) job categories.

In contrast, the highest proportion of male promotions is found in the Technical (86.7%), Operational (75.0%), Director/professor (66.7%), and Research & Knowledge Exchange (59.7%) job categories. The lowest proportion of male promotions is found in the APS 6+ (21.3%), APS 3-5 (22.9%), Teaching (48.5%), and Academic (57.6%) job categories.

**Table 35: Promotions by Job Category and Sex**

Job Category	Female #	Female %	Male #	Male %	Total #	Total %
Academic	25	42.4%	34	57.6%	59	17.7%
APS 3-5	27	77.1%	8	22.9%	35	10.5%
APS 6+	70	78.7%	19	21.3%	89	26.7%
Director/ Professor	7	33.3%	14	66.7%	21	6.3%
Operational	*	25.0%	*	75.0%	*	1.2%
Research & KE	25	40.3%	37	59.7%	62	18.6%
Teaching	17	51.5%	16	48.5%	33	9.9%
Technical	*	13.3%	26	86.7%	30	9.0%
<b>Total and Row %</b>	<b>176</b>	<b>52.9%</b>	<b>157</b>	<b>47.1%</b>	<b>333</b>	<b>100%</b>

## 6. Staff Retention

Staff retention by relevant protected characteristics is examined below.

### 6.1. Overview of Retention

**Table 36** presents leavers by sex, race (ethnicity) and disability. During the reporting period, 757 staff have left the organisation (compared to 714 during 2023).

In relation to sex, 45.8% of leavers are female (45.9% in 2023) compared to 50.9% of overall staff. 54.2% of leavers are male (50.1% in 2023) compared to 49.1% of overall staff. 12.7% of leavers are people of colour (13.7% in 2023) compared to 11.3% of overall staff. A higher proportion of staff across all the categories comprising people of colour are leavers compared to overall staff. In contrast, 46.8% of leavers are White compared to 74.0% of overall staff. However, the ethnicity of 37.8% of leavers is unknown, compared to 12.5% of overall staff. 4.4% of leavers are disabled (4.6% in 2023) compared to 5.5% of overall staff. The disability status of 42.0% of leavers is unknown compared to 18.3% of staff.

**Table 36: Leavers by Disability, Race (Ethnicity) and Sex**

Disability Status	Leavers	Overall Staff
Disabled	33 (4.4%)	249 (5.5%)
Non-Disabled	403 (53.2%)	3,428 (75.2%)
Not Known	318 (42.0%)	833 (18.3%)
Prefer not to Say	* (0.4%)	44 (1.0%)
<b>Total (Column %)</b>	<b>757 (100%)</b>	<b>4,554 (100%)</b>

Ethnicity	Leavers	Overall Staff
Asian	61 (8.1%)	349 (7.7%)
Black	11 (1.5%)	46 (1.0%)
Mixed Heritage	15 (2.0%)	68 (1.5%)
Other Ethnicity	9 (1.2%)	50 (1.1%)
White	354 (46.8%)	3,368 (74.0%)
Not Known	286 (37.8%)	571 (12.5%)
Prefer not to Say	21 (2.8%)	102 (2.2%)
<b>Total (Column %)</b>	<b>757 (100%)</b>	<b>4,554 (100%)</b>

Sex	Leavers	Overall Staff
Female	347 (45.8%)	2,319 (50.9%)
Male	410 (54.2%)	2,235 (49.1%)
<b>Total (Column %)</b>	<b>757 (100%)</b>	<b>4,554 (100%)</b>

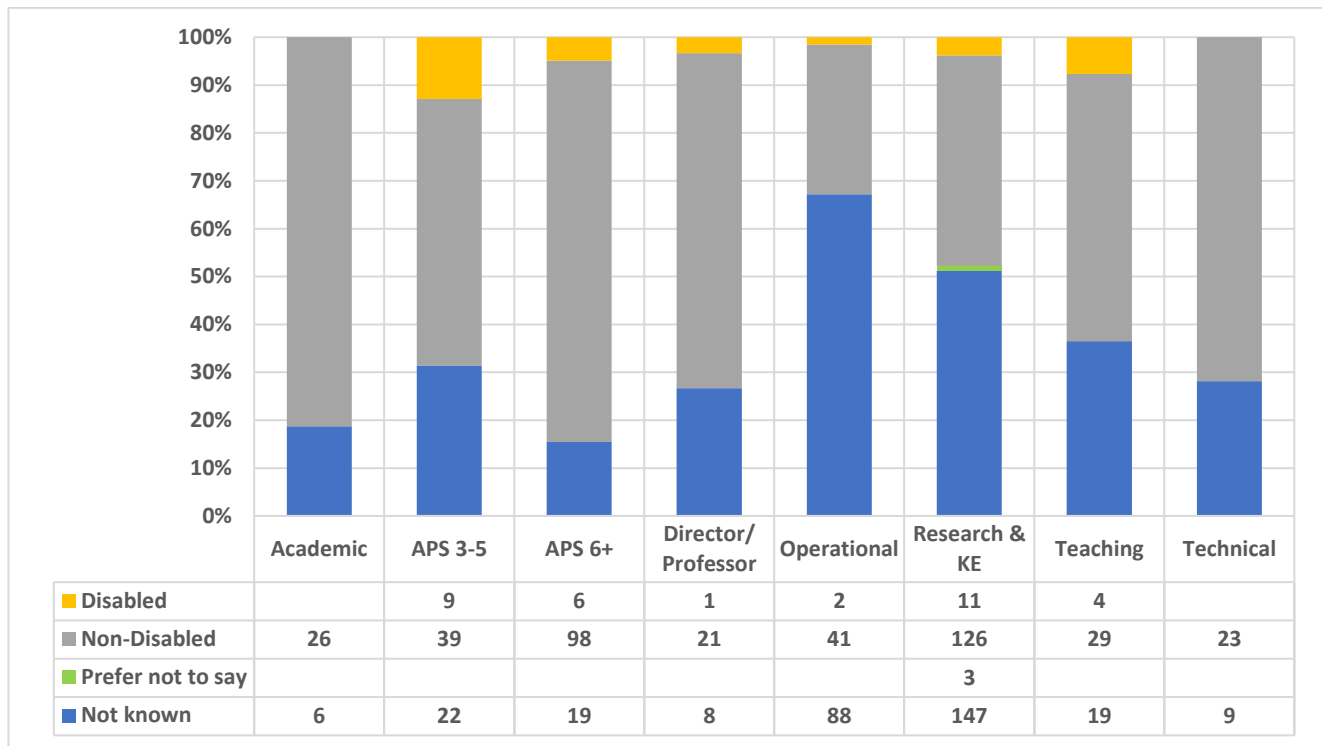
## 6.2. Disability

**Figure 10** details leavers by disability. 53.2% of leavers identify as being non-disabled, 4.4% of leavers are disabled, the status of 42.0% of leavers is “not known”, and 0.4% “prefer not to say”.

The highest proportion of disabled leavers are from the APS 3-5 (12.9%), Teaching (7.7%), APS 6+ (4.9%), and Research & Knowledge Exchange (3.8%) job categories. In contrast, the highest proportion of non-disabled leavers are from the Academic (81.3%), APS 6+ (79.7%), Technical (71.9%) and Director/Professor (70.0%) and Teaching (55.8%) job categories.

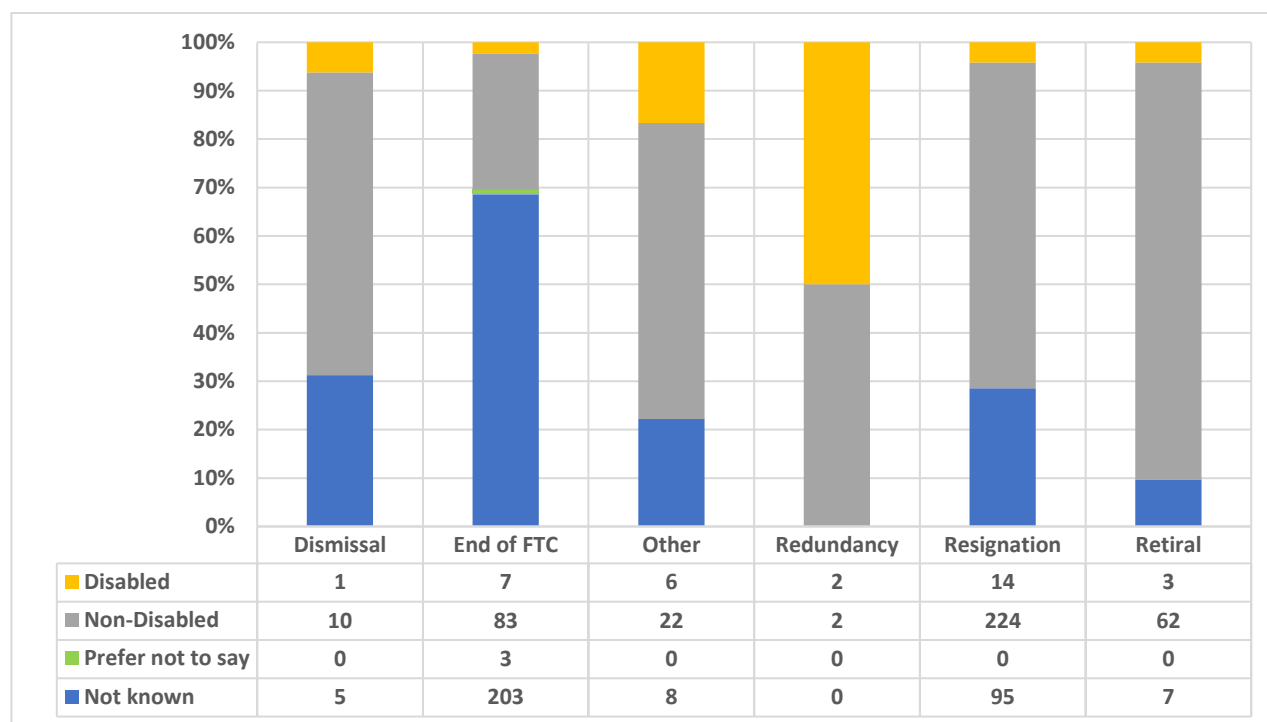
The proportion of “not known” responses ranges from 67.2% in Operational to 15.4% in APS 6+. As with elsewhere in this report, the proportion of “not known” responses are too high to support any meaningful interpretation.

Figure 10: Leavers by Disability



The reasons for leaving by disability are presented in **Figure 11**. In decreasing order, the most common reasons for leaving are resignation (44.0%), end of fixed-term contract (39.1%), and retiral (9.5%). The “other” category comprises reasons such as death in-service, mutually agreed exit, and ill-health retirement.

In decreasing order, the most common reasons for leaving for disabled staff are resignation (42.4%), end of fixed-term contract (21.2%), and retiral (9.1%). In decreasing order, the most common reasons for leaving for non-disabled staff are resignation (55.6%), end of fixed-term contract (20.6%), and retiral (15.4%). A combination of low numbers and the high proportion of “not known” responses prevent any meaningful interpretation from being made.

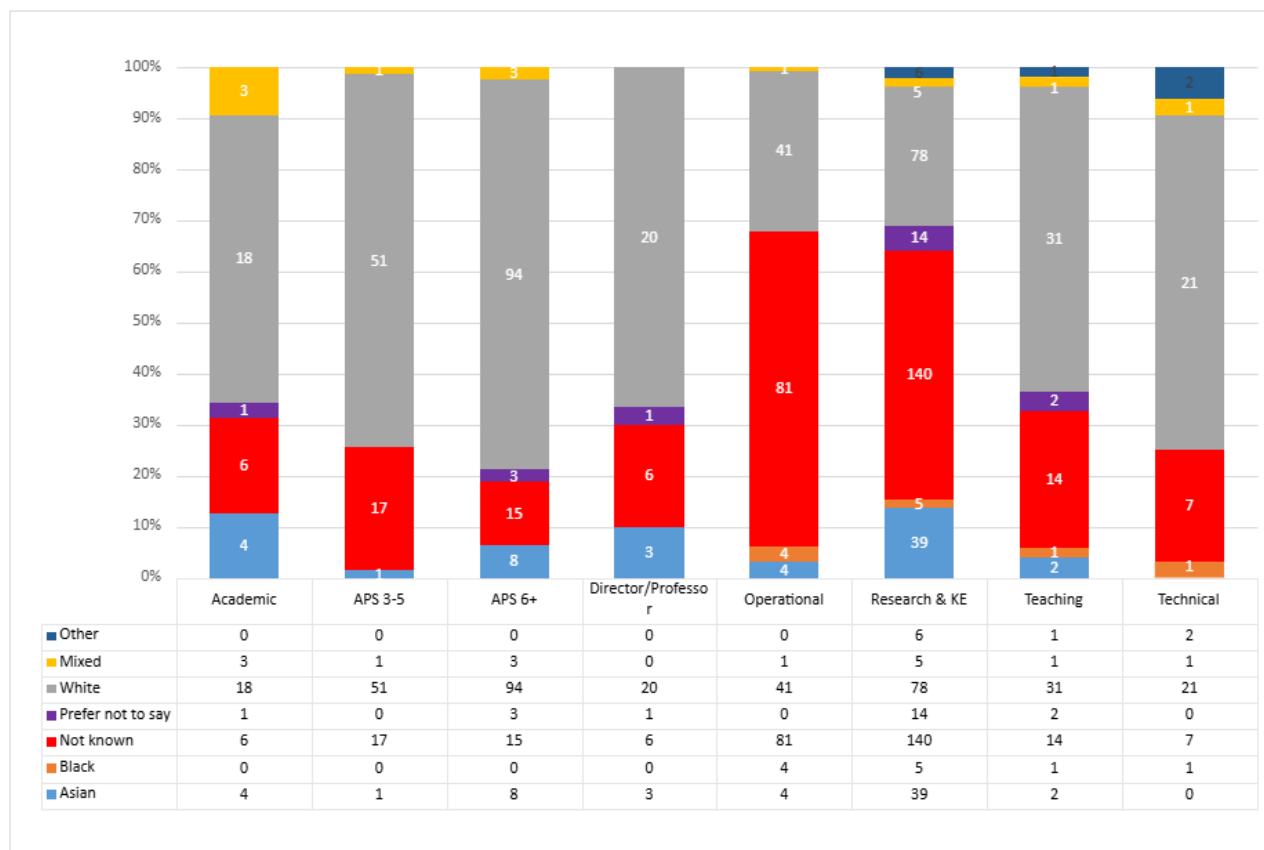
**Figure 11: Reasons for Leaving by Disability**

### 6.3. Race (Ethnicity)

Leavers by race (ethnicity) and job category is presented in **Figure 12**. 12.7% of leavers are people of colour, compared to 11.4% of overall staff. 46.8% of leavers are White (compared to 74.0% of overall staff). The ethnicity of 37.8% staff is “not known”, and 2.8% prefer not to declare their ethnicity.

The highest proportion of leavers, who are people of colour, are from the Academic (21.9%), Research & Knowledge Exchange (19.2%), and Technical (12.5%) job categories. Of note, Research & Knowledge Exchange has the highest percentage of fixed-term contracts, which partly explains the high proportion of staff of colour leaving this area. In contrast, the highest proportion of leavers who are White are from the APS 6+ (76.4%), APS 3-5 (72.9%), and Director/Professor (66.7%) job categories.

As before, the high proportion of “not known” responses - ranging from 61.8% in Operational to 12.2% in APS 6+ - present challenges in drawing interpretations and making meaningful conclusions, particularly in relation to the distribution of leavers by individual ethnicity categories.

**Figure 12: Leavers by Race (Ethnicity) and Job Category**

**Figure 13** provides the reason for leaving by race (ethnicity). In decreasing order, the most common reasons for leaving are resignation (44.0%), end of fixed-term contract (39.1%), and retiral (9.5%).

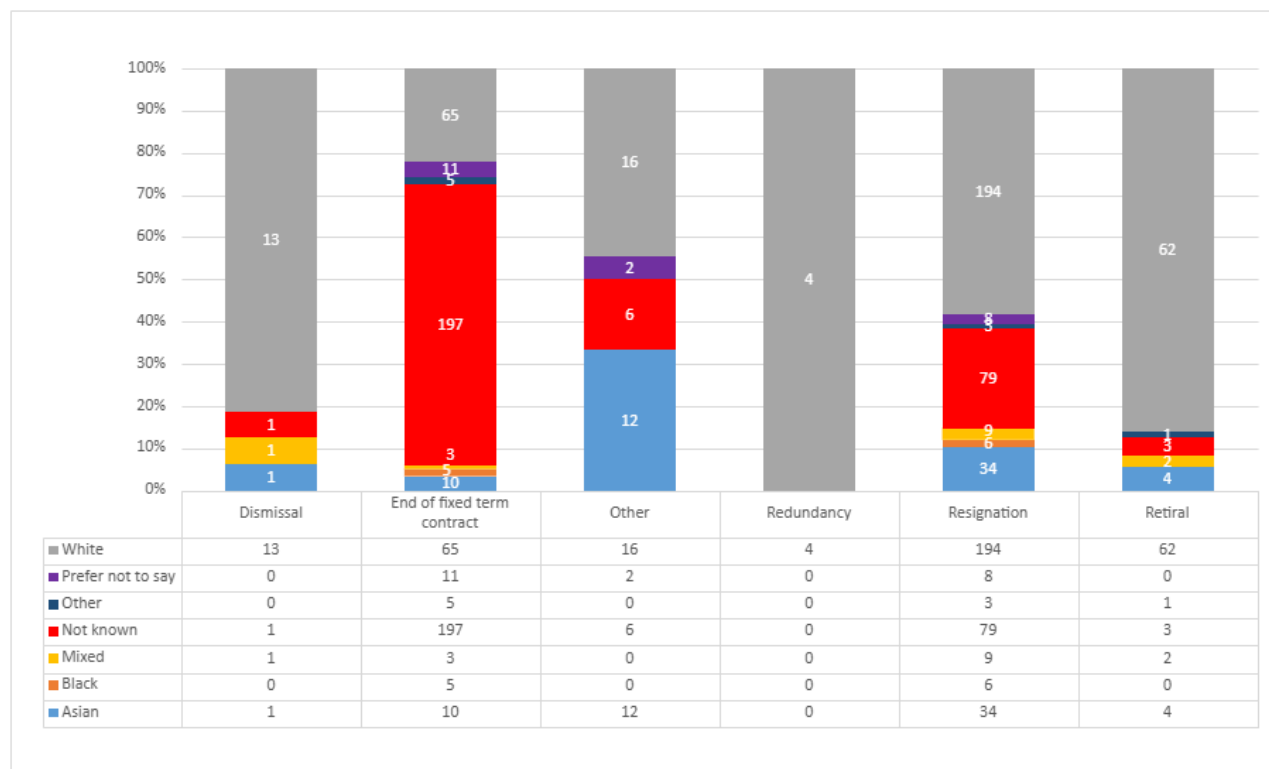
In decreasing order, the most common reasons for leaving for staff of colour are resignation (54.2%), end of fixed-term contract (24.0%), and other (12.5%). As stated, 19.2% of leavers who are people of colour are employed within Research & Knowledge Exchange and this job category has the highest percentage of fixed-term contracts. This partly explains why this reason for leaving is higher for staff of colour as compared to White staff.

In decreasing order, the most common reasons for leaving for White staff are resignation (54.8%), end of fixed-term contract (18.4%), and retiral (17.5%).

Again, a combination of low numbers and the high proportion of “not known” responses (37.8%), in contrast to the proportion from individual ethnicity categories, prevent any meaningful interpretation from being made.



Figure 13: Reasons for Leaving by Race (Ethnicity)



## 6.4. Sex

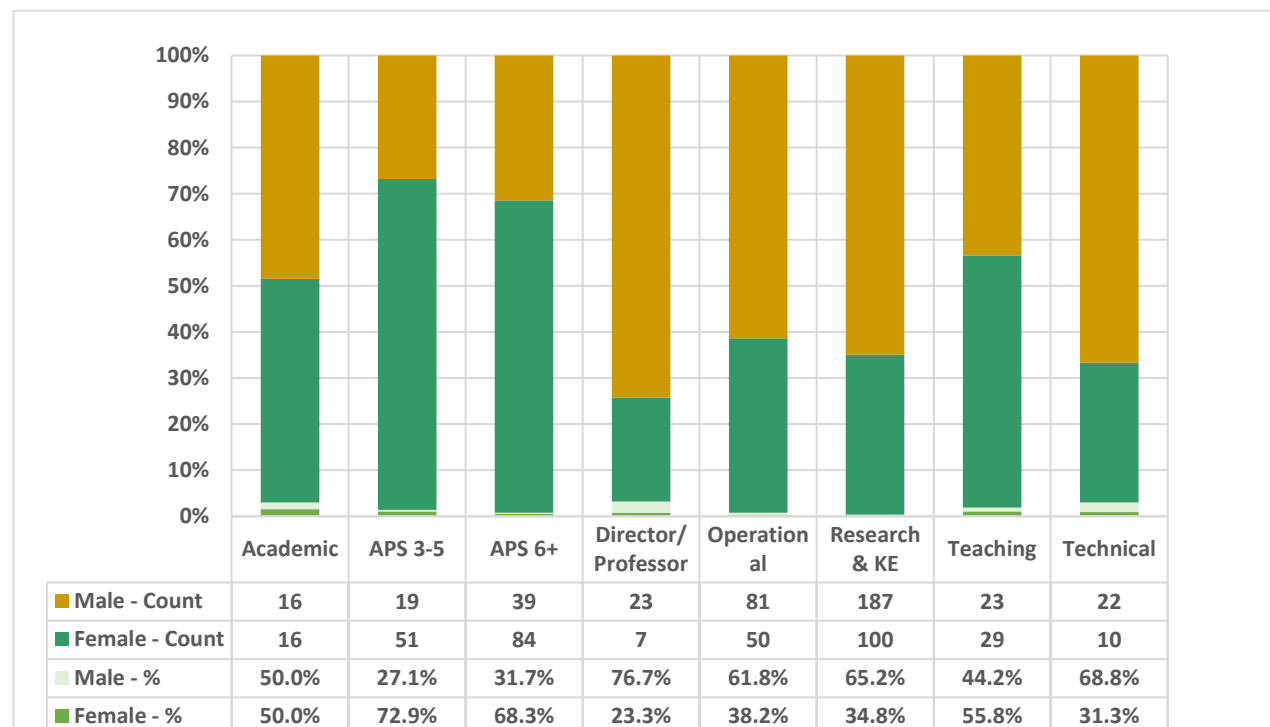
Figure 14 presents leavers by sex and job category. 45.8% of leavers are female and 54.2% of leavers are male.

Reflecting the gender composition within these areas, the highest proportion of female leavers are from the APS 3-5 (72.9%), APS 6+ (68.3%), Teaching (55.8%), and Academic (50.0%) job categories. Similarly, reflecting the gender composition, the highest proportion of male leavers are from the Director/Professor (76.7%), Technical (68.8%), Research & Knowledge Exchange (65.2%), and Operational (61.8%) job categories.

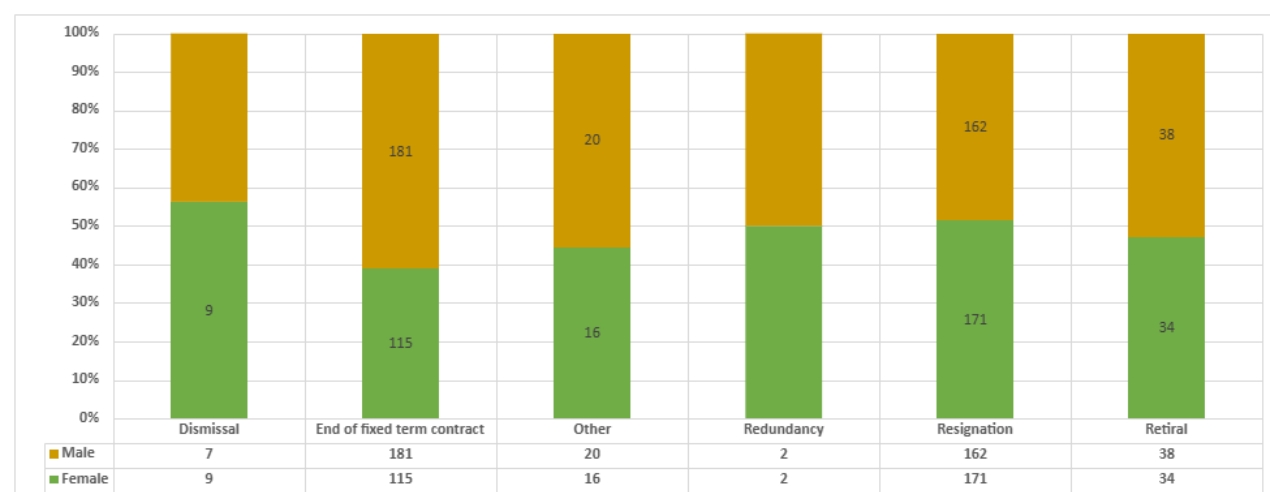
Figure 15 details the reasons for leaving by sex. In decreasing order, the most common reasons for leaving are resignation (44.0%), end of fixed-term contract (39.1%), retiral (9.5%), and other (4.8%).

In decreasing order, the most common reasons for leaving for female staff are resignation (49.3%), end of fixed-term contract (33.1%), retiral (9.8%), and other (4.6%). In decreasing order, the most common reasons for leaving for male staff are resignation (39.5%), end of fixed-term contract (44.1%), retiral (9.3%), and other (4.9%).

**Figure 14: Leavers by Sex and Job Category**



**Figure 15: Reasons for Leaving by Sex**



## 7. Staff Disciplinary, Grievances and Complaints

**Table 37** presents details of staff related disciplinary, grievances and Dignity & Respect related complaints which the University has received and addressed since 2014. During the reporting period, there have been 51 cases (as compared to 19 in 2023).

Previously peaking at 19 in 2015, the number of disciplinary cases has decreased in recent years but increased again to 26 in 2024, with seven cases involving female staff and 19 cases involving male staff. Historically, there has been a higher proportion of male than female staff involved in a disciplinary case.

Previously peaking at 13 in 2022, in general there are less than 5 grievance cases in each year. Due to low numbers, it is generally not been possible to identify where a male or female staff member has raised a grievance. In 2024 there have been 25 grievances; 15 raised by women, 8 raised by men and the remainder raised by groups of mixed genders.

Historically, the number of Dignity & Respect related complaints varied, and, in most years, numbers were less than five. Similarly, due to low numbers, it was not possible to identify where a male or female staff member raised a Dignity & Respect complaint. Dignity & Respect cases are no longer tracked separately but are, instead, incorporated into the disciplinary and grievance cases as appropriate. Efforts over the last few years to create an inclusive and supportive culture and to encourage staff to raise concerns through Report and Support, are likely to have resulted in an increased number of disciplinary and grievance cases being reported.

**Table 37: Formal Staff Related Disciplinary, Grievance and Dignity & Respect Cases by Sex**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Disciplinary Cases</b>											
<b>Female</b>	*	6	*	*	5	*	5	0	*	*	7
<b>Male</b>	*	13	13	11	9	7	7	6	5	8	19
<b>Male and Male</b>	0	0	0	0	0	0	0	0	0	*	0
<b>Total</b>	<b>8</b>	<b>19</b>	<b>17</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>12</b>	<b>6</b>	<b>6</b>	<b>11</b>	<b>26</b>
<b>Grievance Cases</b>											
<b>Female</b>	0	*	*	*	*	*	0	*	7	*	15
<b>Male</b>	*	*	*	*	*	*	0	*	6	7	8
<b>Collective Grievance (Mixed Gender)</b>	0	0	0	0	0	0	0	0	0	0	*
<b>Total</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>0</b>	<b>*</b>	<b>13</b>	<b>8</b>	<b>25</b>
<b>Dignity &amp; Respect Complaints</b>											
<b>Female</b>	*	8	*	0	*	*	0	*	*	N/A	N/A
<b>Male</b>	*	*	*	*	*	*	*	*	*	N/A	N/A
<b>Female and Male</b>	0	0	0	0	0	0	0	0	*	N/A	N/A
<b>Total</b>	<b>5</b>	<b>9</b>	<b>5</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>7</b>	<b>6</b>	<b>N/A</b>	<b>N/A</b>
<b>Grand Total</b>	<b>16</b>	<b>32</b>	<b>26</b>	<b>21</b>	<b>19</b>	<b>18</b>	<b>16</b>	<b>15</b>	<b>25</b>	<b>19</b>	<b>51</b>

## 8. Gathering and Using Staff Information

The steps taken and progress the University has made in gathering and using equality information to better perform the PSED, together with issues around declaration and plans to redress data gaps, is presented below.

### 8.1. Gathering Staff Information

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

The data response field options 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, staff are invited to check the accuracy of and update their personal information, including their protected characteristics every one to two years, the last time in October 2024.

## 8.2. Declaration Rates

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

**Table 38** presents declaration rates by protected characteristics, detailing the proportion of “not known” and “prefer not to say” responses.

As can be seen, “not known” response rates at Strathclyde range from 0.0% for sex to 41.0% for gender reassignment (we have a 0.0% response rate for sex as we are required to gather this for HMRC, so a staff response is not optional). The University also collects data on parental status, which has an 81.5% “not known” response rate. In all cases, except for parental status, the proportion of staff “not known” responses have decreased since 2023.

Our “prefer not to say” responses range from 0.0% for sex to 8.3% for Religion or Belief. In all cases, except for parental status and race (ethnicity), the proportion of staff “prefer not to say” responses have very slightly increased since 2023.

Higher Education Institutions also experience data gaps in relation to “not known” and “prefer not to say” responses, some of which are higher than the corresponding gaps found at Strathclyde.

**Table 38: Staff Declaration Rates by Protected Characteristics (Compared to Previous Year)**

	<b>Strathclyde Not Known Response Rate</b>	<b>HEI Sector Not Known Response Rate</b>	<b>Strathclyde Prefer not to Say Rate</b>	<b>HEI Sector Prefer Not to Say Rate</b>
<b>Disability</b>	18.2% (21.5%)	0.0%**	1.0% (0.1%)	?
<b>Gender Reassignment</b>	41.0% (45.6%)	41.9% (36.3%)	2.0% (1.6%)	6.8% (3.6%)
<b>Parental Status</b>	81.5% (78.2%)	- ***	0.7% (0.7%)	- ***
<b>Race (Ethnicity)</b>	12.5% (14.7%)	8.9 (9.1%)	2.2% (2.3%)	?
<b>Relationship Status</b>	16.5% (19.7%)	- ****	6.2% (5.8%)	- ****
<b>Religion or Belief</b>	22.0% (26.2%)	22.8% (27.0%)	8.3% (7.8%)	10.6% (9.1%)
<b>Sex</b>	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)
<b>Sexual Orientation</b>	22.1% (26.4%)	22.4% (28.1%)	7.9% (7.6%)	11.3% (9.5%)

**Source: HESA 2023/2024 Data, Accessed through HEIDI+ on 01.02.25, and Advance HE Statistical Reports**

Previous year's data is presented in brackets.

? The current HEIDI+ data (based on HESA data) does not present this information.

\*\* Since 2012, the presentation of 'non-disabled staff' refers to staff who have indicated that they are not disabled, or whose disability status is unknown by their institution.

\*\*\* HESA does not collect data on parental status, so this isn't available.

\*\*\*\* HESA only collects data on marital status from Welsh HEIs, so this isn't available.

As can be seen from **Table 39**, the proportion of “not known” responses across race (ethnicity) and disability is lower for applicants than staff. However, the proportion of “not known” responses for sex is marginally higher for applicants than staff. The proportion of “not known” applicant responses for race (ethnicity) and sex has very slightly increased since 2023.

The proportion of “prefer not to say” responses across sex, race and disability is higher for applicants than staff. The proportion of “prefer not to say” applicant responses for disability has decreased, whilst the proportion for race (ethnicity) and sex has increased since 2023.

**Table 39: Applicant Declaration Rates by Disability, Race (Ethnicity) and Sex (Compared to Previous Year)**

	<b>Applicants Not Known Response Rate</b>	<b>Staff Not Known Response Rate</b>	<b>Applicants Prefer not to Say Rate</b>	<b>Staff Prefer not to Say Rate</b>
<b>Disability</b>	0.0% (0.0%)	18.2% (21.5%)	14.3% (16.3%)	1.0% (0.1%)
<b>Race (Ethnicity)</b>	0.6% (0.5%)	12.5% (14.7%)	14.3% (3.2%)	1.0% (2.3%)
<b>Sex</b>	0.1% (0.0%)	0.0% (0.0%)	1.2% (1.1%)	0.0% (0.0%)

Previous year's data is presented in brackets.

As shown in **Table 40**, the proportion of “not known” responses across race (ethnicity) and disability are higher for appointments than staff. The proportion of “prefer not to say” responses across sex and, race (ethnicity) and disability is almost the same for appointments and staff. The proportion of “not known” appointment responses has decreased since 2023. The pattern for “prefer not to say” appointment responses is not as consistent, with the proportion increasing for disability whilst decreasing for race (ethnicity).

**Table 40: Appointment Declaration Rates by Disability, Race (Ethnicity) and Sex**

	<b>Appointments Not Known Response Rate</b>	<b>Staff Not Known Response Rate</b>	<b>Appointments Prefer not to Say Rate</b>	<b>Staff Prefer not to Say Rate</b>
<b>Disability</b>	43.0% (48.7%)	18.2% (21.5%)	1.6% (0.0%)	1.0% (0.1%)
<b>Race (Ethnicity)</b>	39.2% (42.6%)	12.5% (14.7%)	1.5% (2.3%)	2.2% (2.3%)
<b>Sex</b>	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)

Previous year's data is presented in brackets.

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, recruitment, 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](#) and devising our next round of outcomes.
- Our [Athena Swan](#) award submissions and related action plans.
- Our Race Equality Steering Group Action Plan, and [Race Equality Charter](#) award submission.
- 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 equality outcomes, and detailing the steps taken to collect and use employee information to better perform the PSED.

The University is currently implementing a new HR and Payroll System. This provides the opportunity to further refine our equality and diversity monitoring in alignment with the HESA annual staff return and revisions contained within the Scottish Census 2022, to ensure best practice and better support benchmarking.

As part of this process, the University's Equality, Diversity & Inclusion Committee considered and approved several short-, mid- and long-term options to better encourage applicants and staff to declare their equality information. These 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 and committee members 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, recruitment, development and retention and better deliver both the [Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations](#) in support of the PSED, and our corporate objectives.