



University of
Strathclyde
Glasgow

2026 Staff Equality Monitoring Report

Human Resources

April 2026

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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 31st October 2025, for the reporting period between 1st November 2024 and 31st October 2025. Where available, data for October 2024 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 4,428 (a reduction from the 4,554 found in 2023/24), of which 79.0% hold full-time posts (78.2% in 2023/24).
- 65.8% of staff are based within the four Faculties (Engineering, Humanities and Social Sciences, Science, and Strathclyde Business School) with the remaining 34.2% in the Professional Services Directorates.
- The highest proportion of staff is aged 50-59 (25.8%), followed by 30-39 (25.5%) and 40-49 (25.4%). 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 and 50-59 age ranges. Male staff are more represented in the 20-29, 30-39, and 60+ age ranges.
- 6.4% of staff identify as being disabled (5.5% in 2024), with a slightly higher proportion of disabled female staff (7.7%) than male staff (5.0%). The disability status of 17.1% of staff is “not known” and 1.1% “prefer not to say”.
- 0.5% of staff identify as not having the same gender identity as assigned at birth and 56.9% of staff have the same identity as their sex registered at birth. The identities are 40.5% of staff are “not known” and 2.1% “prefer not to say”.
- 42.0% of staff are married, 1.2% are in a civil partnership, 21.2% are single, and 10.9% are co-habiting. The status of 15.0% of staff is “not known” and 6.7% “prefer not to say”.
- 0.8% staff began maternity leave, and 1.2% staff began paternity leave during the reporting period.

- 11.5% of staff are people of colour (a very slight increase from the 11.3% in 2024), comprised of Asian, 8.1%; Mixed Heritage, 1.9%; Black, 0.8%; and Other Ethnicity, 0.7%; ethnicities. The ethnicity of 11.1% of staff is “not known” and 2.4% of staff prefer not to declare their ethnicity. As in previous reports, a higher proportion of male staff (13.3%) compared to female staff (9.8%) are people of colour.
- Consistent with the previous report, 39.5% of staff identify as having no religion; 24.3% of staff identify as being Christian; and 2.5% are Muslim. 20.0% of staff have not provided a response and 8.8% “prefer not to say”
- 51.0% of staff are female and 49.0% are male (the same almost 50:50 split as found in the previous five reports).
- The proportion of female academic staff across all categories has increased compared to the previous report.
- 65.5% of staff identify as being heterosexual; 2.4% of staff identify as being bisexual; 1.6% identify as being a gay man; 1.2% identify as being a gay woman/lesbian; and 0.9% have another sexual orientation. The identities of 20.1% of staff are “not known” and 8.3% of staff “prefer not to say”.
- 930 staff are part-time (991 in 2023/24), comprising 21.0% of staff (21.8% in 2023/24). 6.6% of part-time staff are disabled (5.9% in 2023/24) and 8.1% of part-time staff are people of colour (7.5% in 2023/24). 69.1% of part-time staff are female (68.5% in 2023/24), compared to 30.9% male staff (31.5% in 2023/24).
- 15,559 applications have been received (11,927 in 2023/24). 5.4% of applicants are disabled (5.5% in 2023/24) and 51.1% are people of colour (48.4% in 2023/24). A higher proportion of applicants are male (52.4% down from 53.2% in 2023/24) than female (46.0% up from 45.5% in 2023/24).
- 596 new appointments began in 2024/25 (744 in 2023/24). 5.0% of appointments are disabled (4.2% in 2023/24) and 16.1% are people of colour (18.4% in 2023/24). 42.8% of appointments are female (44.9% in 2023/24) and 57.2% are male (55.1% 2023/24).
- 443 centrally facilitated staff development events have been delivered (432 in 2023/24). 6.7% of participants are disabled (5.8% in 2023/24) and 12.1% of participants are people of colour (12.0% in 2023/24). A higher proportion of participants are female staff (54.6%, compared to 53.1% in 2023/24) than male staff (45.4%, compared to 46.90% in 2023/24).

- Participation in learning and development decreases with age. In decreasing order, staff who undertake learning & development most are aged: 20-29 (90.7%), 30-39 (81.8%), 40-49 (80.1%), 50-59 (73.0%) and 60+ (60.1%). A higher proportion of disabled (80.6%) than non-disabled (76.7%) staff undertake learning & development. A higher proportion of staff across all groups comprising people of colour, except Mixed Heritage, participate in learning & development than white staff. In decreasing order, the ethnicity of staff who undertake development most is: Black (100%), Other Ethnicity (93.1%), Asian (81.1%), White (76.0), and Mixed Heritage (71.1%). A higher proportion of female (82.8%) than male staff (71.5%) undertake learning & development.
- 368 staff have been promoted (333 in 2023/24). 3.5% of promoted staff are disabled (5.7% in 2023/24). 14.9% of those promoted are people of colour (9.9% in 2023/24). 42.7% of promoted staff are female (51.0% in 2023/24) and 57.3% are male (47.1% in 2023/24).
- 751 staff left the University (757 in 2023/14). 4.1% of leavers are disabled (4.4% in 2023/24) and 14.1% of leavers are people of colour (12.7% in 2023/24). 43.5% of leavers are female (45.8% in 2023/24) and 56.5% are male (54.2% in 2023/24).
- 54 formal staff related grievances, and disciplinary cases have been addressed (compared to 51 in 2023/24).
- 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 31st October 2025, for the reporting period from 1st November 2024 to 31st October 2025.

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 decreased, from 4,554 to 4,428, between 1st November 2024 and 31st October 2025. As with other HEIs, Strathclyde has restricted recruitment over the last 12 months in response to external financial pressures faced by the sector.

6.4% of staff identify as being as being disabled, up from the 5.5% found in the previous report. The proportion of non-disabled staff has very slightly increased from 75.2% to 75.5%. At the

same time, the proportion of “not known” responses has decreased (from 18.3% to 17.1%) and the proportion of “prefer not to say” responses has increased very slightly (from 1.0% to 1.1%).

In relation to ethnicity, in decreasing order, staff identify as being White (75.50%), Asian (8.1%), Mixed Heritage (1.9%), Black (1.0%). and Other Ethnicity (0.7%). The ethnicity of 11.1% of staff is “not known” and 2.4% of staff prefer not to declare their ethnicity. As compared to last year, the proportion of staff across most ethnicities has increased, except for Black (which decreased from 1.0% to 0.7%) and Other Ethnicity (which decreased from 1.1% to 0.7%). At the same time, the proportion of “not known” responses has decreased from 12.5% to 11.1%, while the proportion of “prefer not to say” responses has increased very slightly from 2.2% to 2.4%.

51.0% of staff are female and 49.0% are male. This is consistent with the same almost 50:50 split which has been found in previous reports since 2020.

Table 2 presents Strathclyde staff compared with the Scottish and UK HEI sector average.

In terms of disabled staff, the University’s staff composition (6.4%) is slightly lower than both the Scottish average (7.7%) and the UK average (8.5%) but has increased since last year.

The proportion of Asian staff at Strathclyde (8.1%) is similar to the Scottish average (8.5%), with both being lower than the UK average (11.6%). The proportion of Black staff at Strathclyde (0.8%) is lower than the Scottish average (1.7%), with both being lower than the UK average (3.7%). The proportion of Mixed Heritage staff at Strathclyde (1.9%) is also slightly lower than the Scottish average (2.1%), both of which are lower than the UK average (2.8%). The proportion of staff at Strathclyde with another ethnicity (0.7%) is again lower than the Scottish average (1.8%), with both being lower than the UK average (2.1%). The proportion of White staff at Strathclyde (75.0%) is slightly higher than both the Scottish average (72.9%) and UK average (71.3%).

As can be seen, the percentage of female staff at Strathclyde (51.0%) remains lower than both the Scottish (55.6%) and UK (55.0%) average.

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

Disability Status	2025	2024
Disabled	283 (6.4%)	249 (5.5%)
Non-Disabled	3,342 (75.5%)	3,428 (75.2%)
Not Known	756 (17.1%)	833 (18.3%)
Prefer not to Say	47 (1.1%)	44 (1.0%)
Total (Column %)	4,428 (100%)	4,554 (100%)

Race (Ethnicity)	2025	2024
Asian	360 (8.1%)	349 (7.7%)
Black	37 (0.8%)	46 (1.0%)
Mixed Heritage	83 (1.9%)	68 (1.5%)
Other Ethnicity	29 (0.7%)	50 (1.1%)
White	3,323 (75.0%)	3,368 (74.0%)
Not Known	490 (11.1%)	571 (12.5%)
Prefer not to Say	106 (2.4%)	102 (2.2%)
Total (Column %)	4,428 (100%)	4,554 (100%)

Sex	2025	2024
Female	2,257 (51.0%)	2,319 (50.9%)
Male	2,171 (49.0%)	2,235 (49.1%)
Total (Column %)	4,428 (100%)	4,554 (100%)

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

Disability Status	Strathclyde	Scottish HEIs	UK HEIs
Disabled	283 (6.4%)	4,460 (7.7%)	38,245 (8.5%)
Non-Disabled	3,342 (75.5%)	53,150 (92.3%)	409,110 (91.5%)
Not Known	756 (17.1%)	***	***
Prefer not to Say	47 (1.1%)	***	***
Total (Column %)	4,428 (100%)	57,610 (100%)	447,355 (100%)

Race (Ethnicity)	Strathclyde	Scottish HEIs	UK HEIs
Asian	360 (8.1%)	4,920 (8.5%)	52,035 (11.6%)
Black	37 (0.8%)	980 (1.7%)	16,420 (3.7%)
Mixed Heritage	83 (1.9%)	1,205 (2.1%)	12,675 (2.8%)
Other Ethnicity	29 (0.7%)	1,010 (1.8%)	9,350 (2.1%)
White	3,323 (75.0%)	41,985 (72.9%)	318,855 (71.3%)
Not Known	490 (11.1%)	7,510 (13.0%)	38,020 (8.5%)
Prefer not to Say	106 (2.4%)	***	***
Total (Column %)	4,428 (100%)	57,610 (100%)	447,355 (100%)

Sex	Strathclyde	Scottish HEIs	UK HEIs
Female	2,257 (51.0%)	32,045 (55.6%)	246,130 (55.0%)
Male	2,171 (49.0%)	25,265 (43.9%)	198,910 (44.5%)
Other	*	300 (0.5%)	2,310 (0.5%)
Total (Column %)	4,428 (100%)	57,610 (100%)	447,355 (100%)

Source: HESA 2024/25 Data, Accessed through HEIDI+ on 01.03.26

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

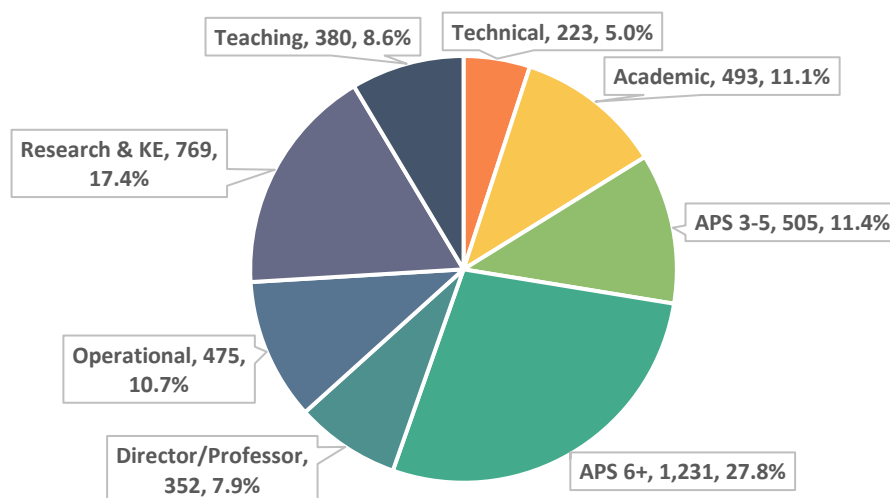
** Since 2012, the presentation of 'non-disabled staff' refers to staff who have indicated that they are not disabled, or whose disability status is unknown by their institution.

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

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+ (27.8%), followed by Research & Knowledge Exchange, (17.4%), and then APS 3-5 (11.4%).

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.

As can be seen from **Table 3**, 79.0% of staff hold full-time posts and 21.0% hold part-time posts. The highest proportion of part-time staff is found in the Operational (5.2%), followed by APS 6+ (4.3%), APS 3-5 (3.3%), and both Research & Knowledge Exchange (2.7%), and Teaching (2.7%) job categories. Within all job categories, including 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 (Column %)
Academic	462 (10.4%)	31 (0.7%)	493 (11.1%)
APS 3-5	357 (8.1%)	148 (3.3%)	505 (11.4%)
APS 6+	1040 (23.5%)	191 (4.3%)	1231 (27.8%)
Director/Professor	290 (6.5%)	62 (1.4%)	352 (7.9%)
Operational	245 (5.5%)	230 (5.2%)	475 (10.7%)
Research & KE	651 (14.7%)	118 (2.7%)	769 (17.4%)
Teaching	262 (5.9%)	118 (2.7%)	380 (8.6%)
Technical	191 (4.3%)	32 (0.7%)	223 (5.0%)
Total (Row %)	3,498 (79.0%)	930 (21.0%)	4,428 (100%)

3.3. Composition of Part-Time Staff

As can be seen in **Table 4**, there are 930 part-time staff within the University, comprising 21.0% of all staff (down from 21.8% in 2023/24).

A very slightly higher proportion of part-time staff are disabled, compared to overall staff. 6.6% of part-time staff are disabled (up from 5.9% in 2023/24), compared to 6.4% of overall staff. 68.7% of part-time staff are non-disabled (up from 66.1% in 2023/24), compared to 75.5% of overall staff.

In relation to ethnicity, a lower proportion of staff across all ethnic groups, work part-time compared to overall staff. 8.1% of part-time staff are people of colour (up from 7.5% in 2023/24) compared to 11.5% of overall staff. 5.7% of part-time staff are Asian (up from 4.5% in 2023/24) compared to 8.1% of overall staff. 0.5% of part-time staff are Black (down from 1.0% in 2023/24), compared to 0.8% of overall staff. 1.6% of part-time staff are Mixed Heritage (up from 1.3% in 2023/24), compared to 1.9% of overall staff. 0.2% of part-time staff have another ethnicity (0.7% in 2023/24), compared to 0.7% of overall staff. 72.3% of part-time staff are White (up from 68.3% in 2023/24) compared to 75.0% of overall staff.

The sex profile demonstrates that most part-time staff are female. 69.1% of part-time staff are female (up from 68.5% in 2023/24), compared to 51.0% of overall staff. 30.9% of part-time staff are male (down from 31.5% in 2023/24), compared to 49.0% of overall staff.

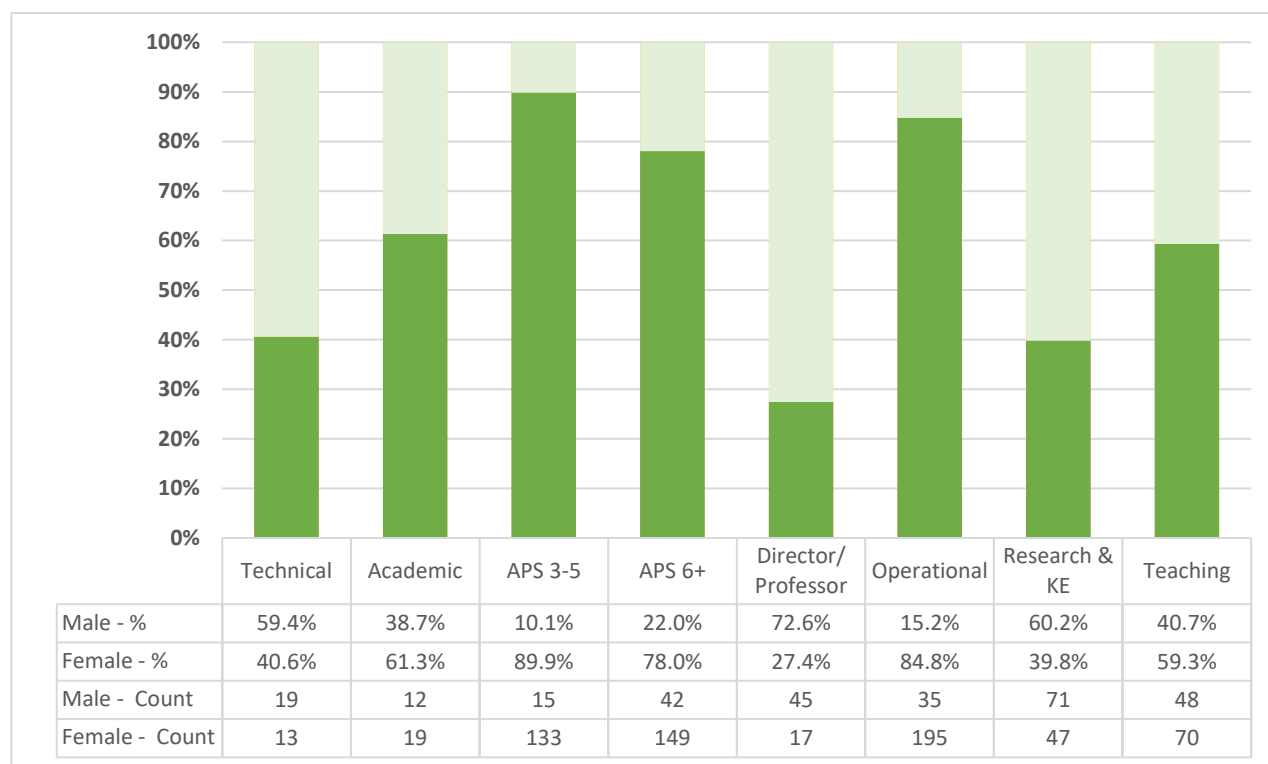
Table 4: Disability, Race (Ethnicity) and Sex of Staff by Part-Time and Full-Time Status

Disability Status	Part-Time	Full-Time	All Staff
Disabled	61 (6.6%)	222 (6.3%)	283 (6.4%)
Non-Disabled	639 (68.7%)	2,703 (77.3%)	3,342 (75.5%)
Not Known	223 (24.0%)	533 (15.2%)	756 (17.1%)
Prefer not to Say	7 (0.8%)	40 (1.1%)	47 (1.1%)
Total (Column %)	930 (100%)	3,498 (100%)	4,428 (100%)

Race (Ethnicity)	Part-Time	Full-Time	All Staff
Asian	53 (5.7%)	307 (8.8%)	360 (8.1%)
Black	5 (0.5%)	32 (0.9%)	37 (0.8%)
Mixed Heritage	15 (1.6%)	68 (1.9%)	83 (1.9%)
Other Ethnicity	2 (0.2%)	27 (0.8%)	29 (0.7%)
White	672 (72.3%)	2,651 (75.8%)	3,323 (75.0%)
Not Known	166 (17.8%)	324 (9.3%)	490 (11.1%)
Prefer not to Say	17 (1.8%)	89 (2.5%)	106 (2.4%)
Total (Column %)	930 (100%)	3,498 (100%)	4,428 (100%)

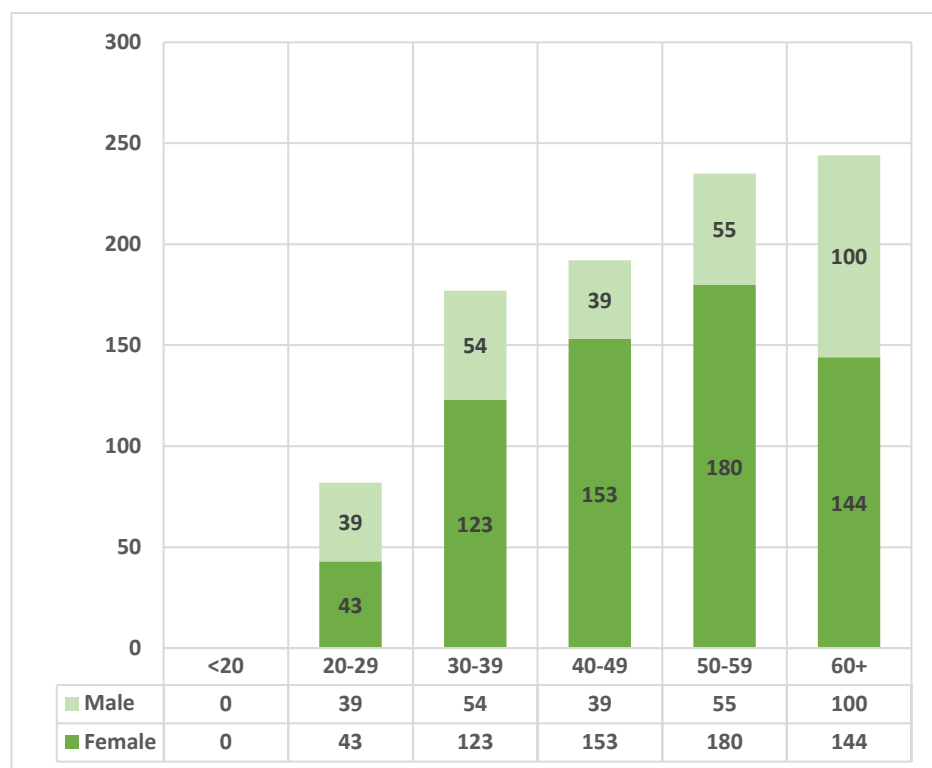
Sex	Part-Time	Full-Time	All Staff
Female	643 (69.1%)	1,614 (46.1%)	2,257 (51.0%)
Male	287 (30.9%)	1,884 (53.9%)	2,171 (49.0%)
Total (Column %)	930 (100%)	3,498 (100%)	4,428 (100%)

As can be seen from **Figure 2**, part-time female staff are highly represented within the APS 3-5 (89.9%), Operational Services (84.8%), and APS 6+ (78.0%) 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 (72.6%), Research & Knowledge Exchange (60.2%), and Technical (59.4%) job categories.

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

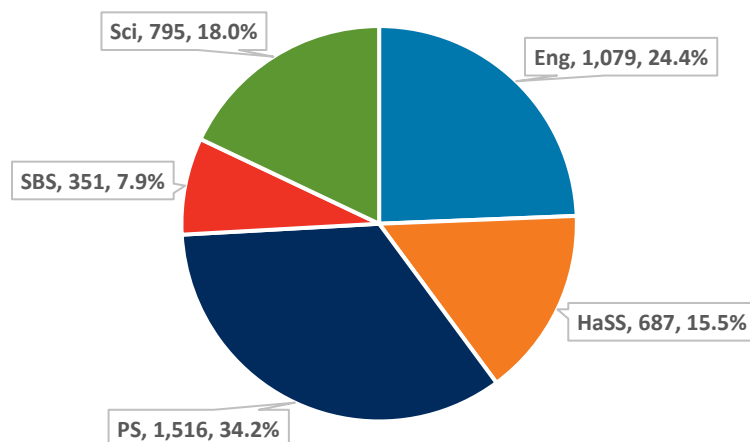
As can be seen from **Figure 3**, the age profile for part-time staff illustrates a higher concentration of female staff across all age ranges.

The highest concentration of part-time female staff is found within the 40-49 (79.7%), 50-59 (76.6%), and 30-39 (69.5%) age ranges. In contrast, the highest proportion of part-time male staff is found within the 20-29 (47.6%), and 60+ (41.0%) 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**. In decreasing order, the highest proportion of staff are in Professional Services (34.2%), Engineering (24.4%), Science, (18.0%), Humanities and Social Sciences, (HaSS, 15.5%) and Strathclyde Business School (SBS, 7.9%).

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 (23.6%) and Directors/Professors (14.0%) when compared with the other organisational areas.
- The highest proportion of APS Grade 3-5 (16.0%) and APS 6+ (49.3%) is based in Professional Services.
- Except for staff with numbers less than five, all reportable Operational staff are based in Professional Services (31.1%).
- The highest proportion of Research & Knowledge Exchange staff is based in the Faculty of Engineering (37.8%).
- The highest proportion of Teaching staff is based in the Strathclyde Business School (23.6%).
- The highest proportion of Technical staff is based in the Faculty of Science (12.8%).

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

Job Category	Eng	HaSS	PS	SBS	Sci	Totals
Academic	135 (12.5%)	140 (20.4%)	0 (0.0%)	83 (23.6%)	135 (17.0%)	493 (11.2%)
APS 3-5	75 (7.0%)	91 (13.2%)	243 (16.0%)	40 (11.4%)	56 (7.0%)	505 (11.4%)
APS 6+	179 (16.6%)	121 (17.6%)	747 (49.3%)	78 (22.2%)	106 (13.3%)	1231 (27.8%)
Director/Prof	108 (10.0%)	73 (10.6%)	28 (1.8%)	49 (14.0%)	94 (11.8%)	352 (8.0%)
Operational	*	0 (0.0%)	471 (31.1%)	*	*	471 (10.7%)
Research & KE	408 (37.8%)	87 (12.7%)	*	49 (14.0%)	222 (27.9%)	766 (17.3%)
Teaching	135 (12.5%)	140 (20.4%)	0 (0.0%)	83 (23.6%)	135 (17.0%)	493 (11.2%)
Technical	100 (9.3%)	6 (0.9%)	15 (1.0%)	0 (0.0%)	102 (12.8%)	223 (5.0%)
Total (Row %)	1,079 (24.4%)	687 (15.5%)	1,516 (34.2%)	351 (7.9%)	795 (18.0%)	4,428 (100%)

** 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 50-59 (25.8%), followed by 30-39 (25.5%) and 40-49 (25.4%). During 2023/24, the highest proportion of staff were aged 30-39 (26.0%), followed by 40-49 (25.5%), and 50-59 (25.0%).

In recent years, there has been a steady increase in the number of staff who are aged 60 and over (373 staff in 2017/18, 417 in 2018/19, 451 in 2019/20, 470 in 2020/21, 515 in 2021/22, 547 in 2022/23, 563 in 2023/24 and 566 in 2024/25).

In terms of sex, female staff are more represented in the 40-49 (27.4%), 50-59 (27.3%) and 30-39 (23.4%) age ranges. In contrast, male staff are more represented in the 30-39 (28.6%), 40-49 (23.9%) and 50-59 (23.2%) age ranges.

Table 6: Age Range of Staff by Sex

Age Range	Female	Male	Totals
<20	*	*	*
20-29	234 (10.4%)	227 (10.7%)	461 (10.4%)
30-39	528 (23.4%)	603 (28.6%)	1,131 (25.5%)
40-49	618 (27.4%)	505 (23.9%)	1,123 (25.4%)
50-59	616 (27.3%)	527 (23.2%)	1,143 (25.8%)
60+	260 (11.5%)	306 (13.1%)	566 (12.8%)
Total (Column %)	2,257 (100%)	2,171 (100%)	4,428 (100%)

3.6. Disability

As presented in **Table 7**, 6.4% staff identify as being disabled, an increase from the 5.5% found in 2023/24.

The proportion of “not known” responses, decreased from 18.3% in 2023/24 to 17.1%. The proportion who prefer not to declare their disability status increased very slightly from 1.0% to 1.1%.

In relation to sex, a slightly higher proportion of female staff (7.7%) than male staff (5.0%) identify as being disabled. However, a slightly higher proportion of male staff (18.6%) than female staff (15.6%) have not provided their disability status, so it is difficult to meaningfully analyse the data.

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.

Table 7: Staff Sex by Disability Status

Sex	Disabled	Non-Disabled	Not Known	Prefer not to Say	Total
Female	174 (7.7%)	1,710 (75.8%)	352 (15.6%)	21 (0.9%)	2,257 (100%)
Male	109 (5.0%)	1,632 (75.2%)	404 (18.6%)	26 (1.2%)	2,171 (100%)
Total (Row %)	283 (6.4%)	3,342 (75.5%)	756 (17.1%)	47 (1.1%)	4,428 (100%)

As detailed in **Table 8**, the highest proportion of disabled staff is based within the APS 3-5 (10.5%) and Teaching (8.2%), followed by the Technical (7.6%), and APS 6+ (6.7%) job categories. The lowest proportion of disabled staff is within the Director/Professor job category (4.0%). The proportion of “not known” responses varies across job categories, ranging from 33.7% in the Operational to 10.1% 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	27 (5.5%)	386 (78.3%)	71 (14.4%)	9 (1.8%)	493 (100%)
APS 3-5	53 (10.5%)	384 (76.0%)	60 (11.9%)	8 (1.6%)	505 (100%)
APS 6+	83 (6.7%)	1,015 (82.5%)	124 (10.1%)	9 (0.7%)	1,231 (100%)
Director/ Prof	14 (4.0%)	274 (77.8%)	62 (17.6%)	*	352 (100%)
Operational	23 (4.8%)	291 (61.3%)	160 (33.7%)	*	475 (100%)
Research & KE	35 (4.6%)	527 (68.5%)	196 (25.5%)	11 (1.4%)	769 (100%)
Teaching	31 (8.2%)	303 (79.7%)	43 (11.3%)	*	380 (100%)
Technical	17 (7.6%)	162 (72.6%)	40 (17.9%)	*	223 (100%)
Total (Row %)	283 (6.4%)	3,342 (75.5%)	756 (17.1%)	47 (1.1%)	4,428 (100%)

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 (10.2%), Strathclyde Business School (7.1%), Professional Services (6.3%), Science (5.7%), and Engineering (4.4%). The proportion of “not known” responses varies from 18.28% in Professional Services to 13.8% 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	48 (4.4%)	846 (78.4%)	172 (15.9%)	13 (1.2%)	1,079 (100%)
HaSS	70 (10.2%)	515 (75.0%)	95 (13.8%)	7 (1.0%)	687 (100%)
PS	95 (6.3%)	1,131 (74.6%)	276 (18.2%)	14 (0.9%)	1,516 (100%)
SBS	25 (7.1%)	266 (75.8%)	58 (16.5%)	*	351 (100%)
Sci	45 (5.7%)	584 (73.5%)	155 (19.5%)	11 (1.4%)	795 (100%)
Total (Row %)	283 (6.4%)	3,342 (75.5%)	756 (17.1%)	47 (1.1%)	4,428 (100%)

3.7. Race (Ethnicity and Nationality)

As can be seen from **Table 10**, 11.5% of staff are people of colour, a slight increase from the 10.7% found in 2023/24. A higher proportion of male staff (13.3%) compared to female staff (9.8%) are people of colour. 9.6% of male staff compared to 6.7% of female staff are Asian and 1.1% of male staff compared to 0.6% of female staff are Black. However, a very slightly higher proportion of female staff, 1.9%, compared to male staff, 1.8%, are from Mixed Heritage backgrounds. A higher proportion of male staff than female have chosen “prefer not to say” (3.2% compared to 1.6%) and have not provided their information (11.9% compared to 10.2%).

Table 10: Staff Sex by Race (Ethnicity)

Sex	Asian	Black	Mixed Heritage	Other Ethnicity	White	Not Known	Prefer not to Say	Total (Row %)
Female	152 (6.7%)	14 (0.6%)	43 (1.9%)	12 (0.5%)	1,768 (78.3%)	231 (10.2%)	37 (1.6%)	2,257 (100%)
Male	208 (9.6%)	23 (1.1%)	40 (1.8%)	17 (0.8%)	1,555 (71.6%)	259 (11.9%)	69 (3.2%)	2,171 (100%)
Total (Row %)	360 (8.1%)	37 (0.8%)	83 (1.9%)	29 (0.7%)	3,323 (75.0%)	490 (11.1%)	106 (2.4%)	4,428 (100%)

As shown in **Table 11**, staff of colour are concentrated in the Research & Knowledge Exchange (23.9%) and Academic (22.3%) job categories. In the Research & Knowledge Exchange job category, the composition of staff of colour is: Asian, 17.4%; Mixed Heritage, 3.0%; Black, 1.8%; and Other Ethnicity, 1.7%. 52.7% of staff are White, with 19.8% “not known” responses and 3.6% of staff preferring not to state their ethnicity. In the Academic job category, the composition of staff of colour is: Asian, 17.4%; Mixed Heritage, 3.4%; Black, 0.8%; and Other Ethnicity, 0.6%. 66.5% of staff are White, with 7.7% “not known” responses and 3.4% of staff preferring not to state their ethnicity. The lowest proportion of staff of colour is found in the APS 3-5 (3.8%) and Operational (3.5%) job categories. In the APS 3-5 job category, the composition of staff of colour is: Asian, 3.0%; Mixed Heritage, 0.6%; and Black, 0.2%. 86.5% of staff are White, with 7.7% “not known” responses and 3.4% of staff preferring not to state their ethnicity. In the Operational job category, the composition of staff of colour is: Asian, 2.5%; Mixed Heritage, 0.6%; and Black, 0.4%. 70.3% of staff are White, with 25.9% “not known” responses and 0.2% of staff preferring not to state their ethnicity.

The proportion of “not known” responses varies across job categories, ranging from 25.9% in Operational, to 5.1% in APS 6+. In contrast, the proportion of “prefer not to say” responses are more similar across job categories, ranging from 3.6% (Research & Knowledge Exchange) 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 (Row %)
Academic	17.4%	0.8%	3.4%	0.6%	66.5%	7.7%	3.4%	100%
APS 3-5	3.0%	0.2%	0.6%	0.0%	86.5%	6.9%	2.8%	100%
APS 6+	4.1%	0.6%	1.8%	0.2%	86.2%	5.1%	2.0%	100%
Director/ Prof	8.0%	0.9%	1.1%	0.6%	76.7%	9.7%	3.1%	100%
Operational	2.5%	0.4%	0.6%	0.0%	70.3%	25.9%	0.2%	100%
Research & KE	17.4%	1.8%	3.0%	1.7%	52.7%	19.8%	3.6%	100%
Teaching	6.3%	0.8%	2.1%	1.8%	82.1%	5.5%	1.3%	100%
Technical	4.5%	1.3%	1.3%	0.9%	78.9%	10.8%	2.2%	100%
Total (Row %)	360 (8.1%)	37 (0.8%)	83 (1.9%)	29 (0.7%)	3,323 (75.0%)	490 (11.1%)	106 (2.4%)	4,428 (100%)

As can be seen from **Table 12**, the highest proportion of staff of colour is found in Engineering (19.8%), followed by Strathclyde Business School (15.1%). In Engineering, the composition of staff of colour is: Asian, 15.1%; Mixed Heritage, 2.1%; Black, 1.6%; and Other Ethnicity, 1.0%. 66.3% of staff are White, with 10.6% “not known” responses and 3.3% of staff preferring not to state their ethnicity. In Strathclyde Business School, the composition of staff of colour is: Asian, 11.1%; and Mixed Heritage, 2.0%, with the remaining groups having less than five staff. 73.8% of staff are White, with 8.8% “not known” responses and 2.3% of staff preferring not to state their ethnicity.

The lowest proportion of staff of colour is found within Professional Services (5.3%) and Humanities and Social Sciences (8.4%). In Professional Services, the composition of staff of colour is: Asian, 3.5%; Mixed Heritage, 1.3%; and Black, 0.5%. 80.7% of staff are White, with 12.2% “not known” responses and 1.8% of staff preferring not to state their ethnicity. In Humanities and Social Sciences, the composition of staff of colour is: Asian, 4.1%; and Mixed Heritage, 3.5%, with the remaining groups having less than five staff. 82.7% of staff are White, with 7.3% “not known” responses and 1.6% of staff preferring not to state their ethnicity.

The proportion of “not known” responses varies from 13.8% in Science to 7.3% in Humanities and Social Sciences. As before, the proportion of “prefer not to say” responses is more similar, ranging from 3.3% in Engineering to 1.6% in Humanities and Social Sciences.

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. 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 has been building on the previous work of the RESG. The Self-Assessment Team was successful in achieving Bronze level accreditation of the [Race Equality Charter](#) following submission on 31st March 2026.

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 (Row%)
Eng	163 (15.1%)	17 (1.6%)	23 (2.1%)	11 (1.0%)	715 (66.3%)	114 (10.6%)	36 (3.3%)	1,079 (100%)
HaSS	28 (4.1%)	*	24 (3.5%)	*	568 (82.7%)	50 (7.3%)	11 (1.6%)	687 (100%)
PS	53 (3.5%)	7 (0.5%)	19 (1.3%)	*	1,223 (80.7%)	185 (12.2%)	28 (1.8%)	1,516 (100%)
SBS	39 (11.1%)	*	7 (2.0%)	*	259 (73.8%)	31 (8.8%)	8 (2.3%)	351 (100%)
Sci	77 (9.7%)	5 (0.6%)	10 (1.3%)	12 (1.5%)	558 (70.2%)	110 (13.8%)	23 (2.9%)	795 (100%)
Total (Row %)	360 (8.1%)	37 (0.8%)	83 (1.9%)	29 (0.7%)	3,323 (75.0%)	490 (11.1%)	106 (2.4%)	4,428 (100%)

As can be seen from **Figure 5**, at the end of the October snapshot date, 89 nationalities were represented within the University's staff population (a net increase from 88 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, 79.2%; China, 2.1%; India, 1.6%; Ireland, 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 31st October 2025

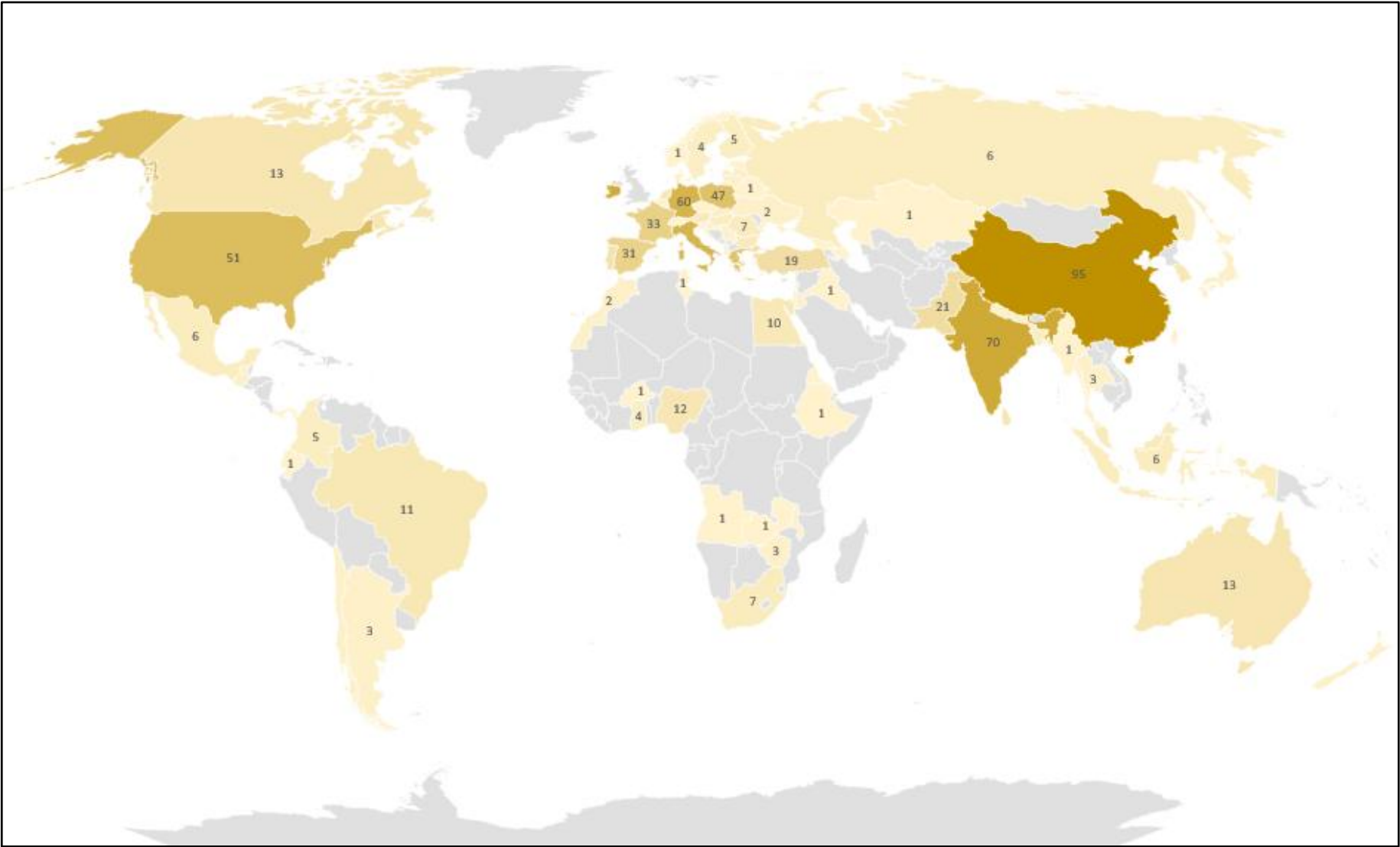
At the end of the October snapshot date, the following **89** nationalities were represented within the staff population:

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	3,506	79.2%
2	China	95	2.1%
3	India	70	1.6%
4	Ireland	68	1.5%
5	Italy	60	1.4%
6	Germany	60	1.4%
7	United States of America	51	1.2%
8	Poland	47	1.1%
9	Greece	45	1.0%
10	France	33	0.7%
11	Spain	31	0.7%
12	Iran, Islamic Republic of	24	0.5%
13	Pakistan	21	0.5%
14	Turkey	19	0.4%
15	Portugal	15	0.3%
16	Canada	13	0.3%
17	Australia	13	0.3%
18	Sri Lanka	12	0.3%
19	Nigeria	12	0.3%
20	Korea, Republic of	11	0.2%
21	Brazil	11	0.2%
22	Netherlands	11	0.2%
23	Egypt	10	0.2%
24	Austria	9	0.2%
25	Malaysia	8	0.2%
	Remaining 64 Nationalities Combined	173	3.9%
	89 Nationalities in Total	4,428	100%

Figure 6: Staff Headcount by Non-UK Primary Nationality

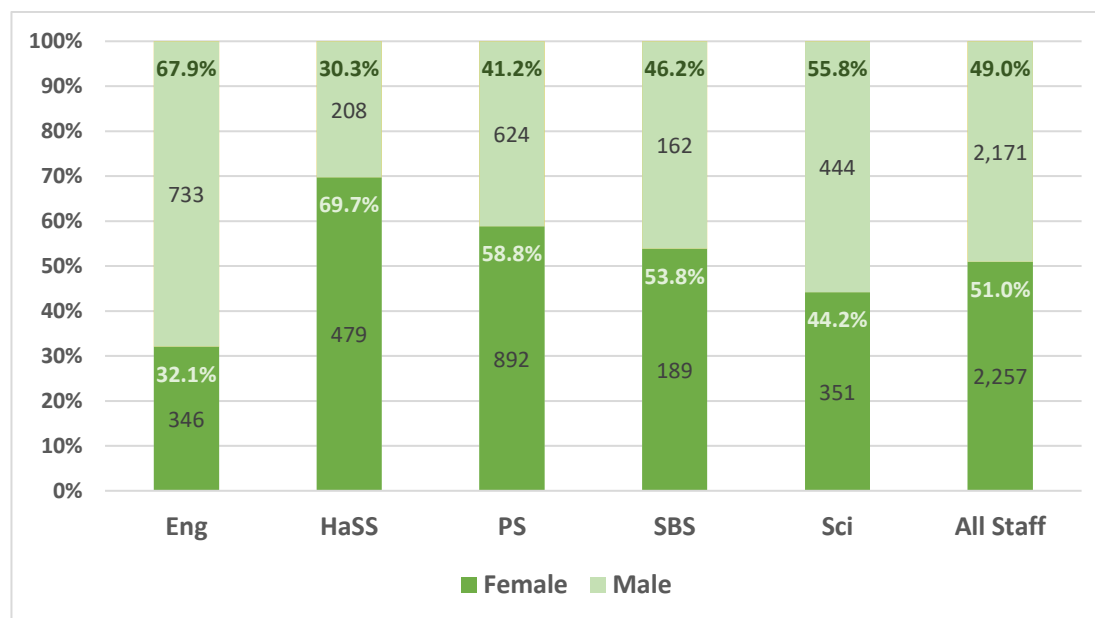


3.8. Sex

Overall, the representation of male and female staff remains relatively similar, with a 51.0% of staff being female and 49.0% 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 (69.7%) and the lowest proportion is found in Engineering (33.1%). 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 (77.6%), APS 6+ (63.4%), and Operational (54.3%) job categories. In contrast, the highest proportion of male staff is based within the Technical (73.1%), Director/Professor (70.2%), and Research & Knowledge Exchange (67.6%) job categories.

Table 14: Job Category of Staff by Sex

Job Category	Female			Male			Total	
	Count	Column %	Row %	Count	Column %	Row %	Count	Column %
Academic	212	9.4%	43.0%	281	12.9%	57.0%	493	11.1%
APS 3-5	392	17.4%	77.6%	113	5.2%	22.4%	505	11.4%
APS 6+	781	34.6%	63.4%	450	20.7%	36.6%	1,231	27.8%
Director/Prof	105	4.7%	29.8%	247	11.4%	70.2%	352	7.9%
Operational	258	11.4%	54.3%	217	10.0%	45.7%	475	10.7%
Research & KE	249	11.0%	32.4%	520	24.0%	67.6%	769	17.4%
Teaching	200	8.9%	52.6%	180	8.3%	47.4%	380	8.6%
Technical	60	2.7%	26.9%	163	7.5%	73.1%	223	5.0%
Total and %	2,257	100%	51.0%	2,171	100%	49.0%	4,428	100%

As shown in **Table 15**, more academic staff are male (62.9%) than female (37.1%). The Professor category comprises the largest group of Academic staff (39.4%, up from the 37.0% found in 2023/24), followed by Senior Lecturer (25.0%, up from the 23.0% found in 2023/24), then Lecturer B (21.5%, up from the 21.2% found in 2023/24), Reader (12.9%, down from the 15.2% found in 2023/24), and Lecturer A (1.2%, down from the 3.6% found in 2023/24).

The highest proportion of female academic staff is found within the Professor (29.8%), followed by Lecturer B (28.1%), and Senior Lecturer (25.8%) categories. Similarly, the highest proportion of male academic staff is found within the Professor (45.0%), followed by Senior Lecturer (24.5%), and then Lecturer B (17.6%) categories.

While a higher proportion of male academic staff (45.0%) than female academic staff (29.8%) are professors, the proportion of female professors has increased. For example, over the past five reporting periods, the proportion of female academic staff who are professors has increased from 24.0% (63) in 2020/21 to 29.8% (90) in 2024/25. Efforts to encourage both external recruitment and internal promotions of senior female staff, where appropriate, will continue.

Table 15: Distribution of Academic Staff by Sex

Academic Staff	Female Count	Column%	Male Count	Column%	Totals Count	Column%
Professor	90	29.8%	230	45.0%	320	39.4%
Reader	44	14.6%	61	11.9%	105	12.9%
Senior Lecturer	78	25.8%	125	24.5%	203	25.0%
Lecturer B	85	28.1%	90	17.6%	175	21.5%
Lecturer A	5	1.7%	5	1.0%	10	1.2%
Total and %	302 (37.1%)	100%	511 (62.9%)	100%	813	100%

As can be seen in **Figure 8**, when compared to 2023/24, the proportion of female academic staff in all categories has increased. The proportion of female Professors slightly increased (from 27.4% to 28.1%). Increases in the proportion of female staff are also found for the Reader (from 38.2% to 41.9%), Senior Lecturer (from 36.6% to 38.4%), Lecturer B (from 46.2% to 48.6%) and Lecturer A (from 44.8% to 50.0%) categories.

The Strathclyde Global Talent Programme (SGTP) continues to maintain focus placed on attracting a diverse pool of candidates, including the best female talent when it runs. This includes the recruitment of senior female academics to improve the pipeline for female promotions.

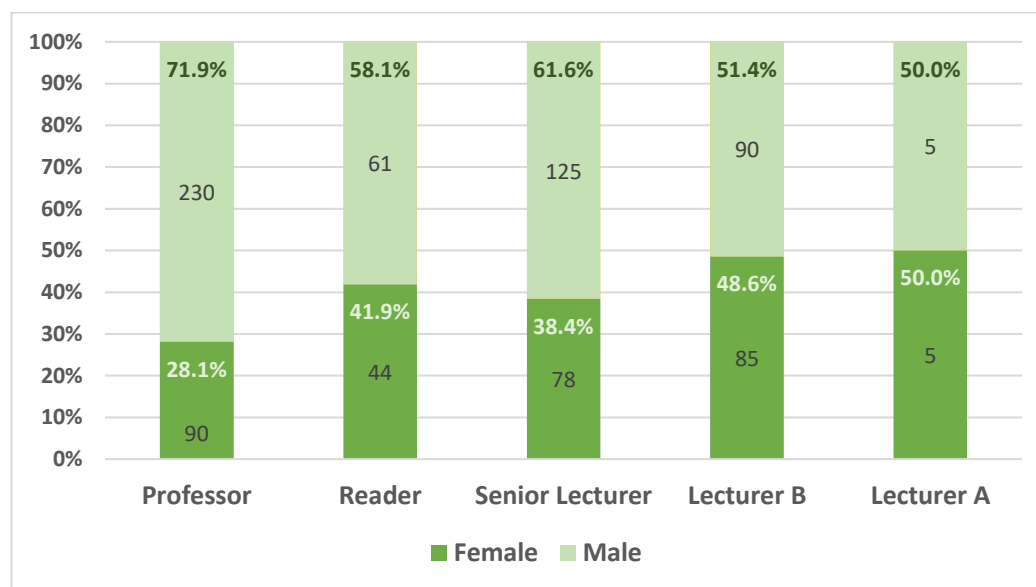
Figure 8: Staff Sex by Academic Grade

Table 16 illustrates the year-on-year progression of female academic staff between 2014/15 and 2024/25. The proportion of female staff has increased across all categories, except Lecturer A which has fluctuated over the years and remains the same in 2024/25. Looking at the changes over the last five reporting periods, we see that the proportion of:

- Female Professors has increased from 23.7% (63) in 2020/21 to 28.1% (90) in 2024/25.
- Female Readers has increased from 35.2% (38) in 2020/21 to 41.9% (44) in 2024/25.
- Female Senior Lecturers has decreased from 40.2% (82) to 38.4% (78) in 2024/25 (although this is a net increase from 2014/15).
- Female Lecturer B staff has increased from 36.9% (66) in 2020/21 to 48.6% (85) in 2024/25.
- Female Lecturer A staff has increased from 42.9% (9) in 2020/21 to 50.0% (5) in 2024/25.

As stated, efforts to encourage both the external recruitment and internal promotion of senior female staff, will continue. Given the higher proportion of female staff within the teaching job category - 200, or 52.6%, of the 380-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	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Professor	18.2%	19.4%	18.7%	18.4%	21.3%	22.6%	23.7%	24.5%	27.5%	27.4%	28.1%
Reader	22.9%	25.0%	27.4%	32.5%	32.5%	34.8%	35.2%	32.4%	32.2%	38.2%	41.9%
Senior Lecturer	32.7%	31.6%	34.3%	35.3%	34.6%	37.9%	40.2%	43.1%	41.8%	36.6%	38.4%
Lecturer B	39.8%	40.1%	41.9%	41.3%	40.4%	37.4%	36.9%	37.0%	42.5%	46.2%	48.6%
Lecturer A	50.0%	46.6%	36.4%	32.6%	41.7%	46.2%	42.9%	61.9%	37.5%	44.8%	50.0%

3.9. Other Protected Characteristics

As can be seen from **Table 17**, 0.8% staff (37) began maternity leave, and 1.2% staff (55) began paternity leave during the reporting period.

Table 17: Commencement of Family Leave from 1st November 2024 to 31st October 2025

Family Leave Type	Count	Percentage
Not Applicable	4,327	97.7%
On Adoption Leave	*	*
On Maternity Leave	37	0.8%
On Ordinary Parental Leave	*	*
On Paternity Leave	55	1.2%
On Shared Parental Leave	5	0.1%
Total and Column %	4,428	100%

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**, 0.5% of staff (20 individuals) identify as being trans. 56.9% identify as having the same gender identity as assigned at birth, the gender identity of 40.5% of staff is “not known”, and 2.1% prefer not to declare their identity. The proportion of “not known” responses has very slightly decreased from 41.0% to 40.5% since the previous report.

Table 18: Staff by Gender Identity

Gender Identity	Count	Percentage
Gender Identity Not Same as Birth	20	0.5%
Gender Identity Same as Birth	2,521	56.9%
Not Known	1,794	40.5%
Prefer not to Say	93	2.1%
Total and Column %	4,428	100%

As can be seen from **Table 19**, 42.0% of staff are married, 1.2% are in a civil partnership, 21.2% are single, and 10.9% are co-habiting. The status of 15.0% of staff is “not known” and 6.7% “prefer not to say”. The proportion of “not known” responses has decreased from 16.5% in 2023/24 to 15.0% in 2024/25.

Staff information on religion or belief is presented in **Table 20**. In decreasing order: 39.5% of staff identify as having no religion; 24.3% of staff identify as being Christian; and 2.5% are Muslim. 20.0% of staff have not provided a response and 8.8% “prefer not to say”. As seen with other protected characteristics, the proportion of “not known” responses have decreased since the previous report (down from 22.0% to 20.0%).

Table 19: Staff by Marriage and Civil Partnership

Relationship Status	Count	Percentage
Civil Partner	52	1.2%
Co Habiting	484	10.9%
Divorced	79	1.8%
Married	1858	42.0%
Separated	37	0.8%
Single	940	21.2%
Widowed	21	0.5%
Not Known	662	15.0%
Prefer not to Say	295	6.7%
Total and Column %	4,428	100%

Table 20: Staff by Religion or Belief

Religion or Belief	Count	Percentage
Any Other Religion, Belief or Faith	39	0.9%
Buddhist	34	0.8%
Christian	1078	24.3%
Hindu	56	1.3%
Humanist	24	0.5%
Jewish	10	0.2%
Muslim	112	2.5%
No Religion	1,750	39.5%
Pagan	*	*
Sikh	7	0.2%
Spiritual	40	0.9%
Not Known	887	20.0%
Prefer not to Say	389	8.8%
Total Count and Column %	4,428	100%

The sexual orientation of staff is presented in **Table 21**. In decreasing order: 65.5% of staff identify as being heterosexual; 2.4% of staff identify as being bisexual; 1.6% identify as being a gay man; 1.2% identify as being a gay woman/lesbian; and 0.9% have another sexual orientation. The responses of 20.1% staff are “not known” and 8.3% of staff “prefer not to say”. Declaration rates have improved since the previous report, with “not known” responses decreasing from 22.1% to 20.1%.

Table 21: Staff by Sexual Orientation

Sexual Orientation	Count	Percentage
Bisexual	108	2.4%
Gay Man	71	1.6%
Gay Woman/Lesbian	51	1.2%
Heterosexual	2,901	65.5%
Other	41	0.9%
Not Known	890	20.1%
Prefer not to Say	366	8.3%
Total and Column %	4,428	100%

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 1st November 2024 and 31st October 2025, the University received 15,559 applications (an increase from 11,927) for 596 posts (down from 744 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.

7.2% of applicants identify as being disabled (5.5% in 2023/24), 10.2% of those shortlisted are disabled (6.8% in 2023/24), 6.9% of those given job offers are disabled (4.1% in 2023/24) and 5.0% of appointed staff are disabled (4.2% in 2023/24), lower than the 6.4% of disabled staff. Further analysis is required to identify why the proportion of appointed disabled staff (5.0%) is lower than the proportion of shortlisted disabled candidates (6.4%).

The disability status of 41.9% of appointed staff is “not known” and 1.5% prefer not to declare their status. 17.5% of applicants, 17.9% of shortlisted applicants and 18.9% of those being made job offers prefer not to declare their disability status.

Across all ethnic groups comprising people of colour, the proportion of appointed staff was lower than the proportion of offers made, which is lower than the proportion of those shortlisted which, in turn, was lower than the proportion of applicants. In combination, 16.1% of appointments, 20.2% of offers, 33.2% of shortlisted candidates and 51.4% 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 Chancellor’s 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, 0.9% of shortlisted candidates, 1.2% of those being made offers, and 32.6% of appointed staff is “not known”. 3.5% of applicants, 4.3% of shortlisted candidates, 4.3% of those being made offers and 3.0% of appointed staff prefer not to declare their ethnicity.

During the reporting period, more applications have been received from male applicants (52.4%) than from female applicants (46.0%). 1.5% of applicants prefer not to declare their sex. The proportion of applications received from male applicants decreased from 53.2% and the proportion received from female applicants increased from 45.5% as compared to the previous reporting period.

The proportion of offers made to female applicants (46.3%) is very slightly lower than the proportion of shortlisted female applicants (46.4%), which, in turn, is very slightly higher than the proportion of applications received from female applicants (46.0%). 42.8% of appointments and 51.0% of overall staff are female. The proportion of offers made to male applicants (50.2%) was lower than the proportion of shortlisted male applicants (51.4%), which, in turn, was lower than that proportion of applications received from male applicants (52.4%). 57.2% of appointments and 49.0% of overall staff are male.

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

Disability Status	Applications	Shortlisted	Offer	Appointments	Overall Staff
Disabled	1,128 (7.2%)	219 (10.2%)	41 (6.9%)	30 (5.0%)	283 (6.4%)
Non-Disabled	11,705 (75.2%)	1,547 (71.9%)	444 (74.2%)	307 (51.5%)	3,342 (75.5%)
Not Known	0 (0%)	0 (0.0%)	0 (0.0%)	250 (41.9%)	756 (17.1%)
Prefer not to Say	2,726 (17.5%)	386 (17.9%)	113 (18.9%)	9 (1.5%)	47 (1.1%)
Total (Column %)	15,559 (100%)	2,152 (100%)	598 (100%)	596 (100%)	4,428 (100%)

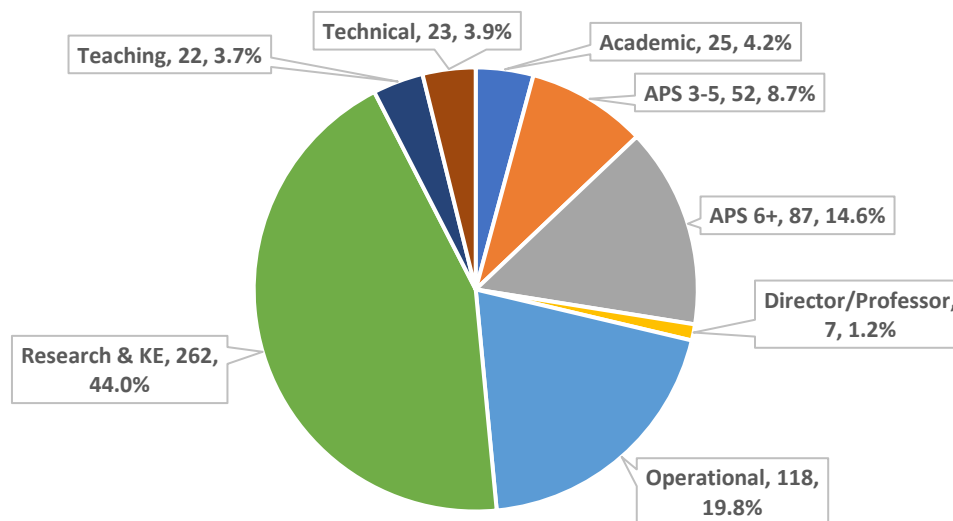
Ethnicity	Applications	Shortlisted	Offer	Appointments	Overall Staff
Asian	5,297 (34.0%)	464 (21.6%)	82 (13.7%)	63 (10.6%)	360 (8.1%)
Black	1,404 (9.0%)	99 (4.6%)	14 (2.3%)	13 (2.2%)	37 (0.8%)
Mixed Heritage	521 (3.3%)	76 (3.5%)	15 (2.5%)	12 (2.0%)	83 (1.9%)
Other Ethnicity	773 (5.0%)	49 (2.3%)	10 (1.7%)	8 (1.3%)	29 (0.7%)
White	6,931 (44.5%)	1,352 (62.8%)	444 (74.2%)	288 (48.3%)	3,323 (75.5%)
Not Known	87 (0.6%)	19 (0.9%)	7 (1.2%)	194 (32.6%)	490 (11.1%)
Prefer not to Say	546 (3.5%)	93 (4.3%)	26 (4.3%)	18 (3.0%)	106 (2.4%)
Total (Column %)	15,559 (100%)	2,152 (100%)	598 (100%)	596 (100%)	4,428 (100%)

Sex	Applications	Shortlisted	Offer	Appointments	Overall Staff
Female	7,161 (46.0%)	999 (46.4%)	277 (46.3%)	255 (42.8%)	2,257 (51.0%)
Male	8,160 (52.4%)	1,106 (51.4%)	300 (50.2%)	341 (57.2%)	2,171 (49.0%)
Not Known	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0%)
Prefer not to Say	238 (1.5%)	47 (2.2%)	21 (3.5%)	0 (0.0%)	0 (0%)
Total (Column %)	15,559 (100%)	2,152 (100%)	598 (100%)	596 (100%)	4,428 (100%)

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 (44.0%, up from 43.7%), followed by Operational (19.8%, up from 17.5%), APS 6+ (14.6%, up from 12.0%), APS 3-5 (8.7%, down from 10.6%), and Academic (4.2%, down from 4.6%).

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, 5.0% of successful appointments are disabled (up very slightly from 4.2% in 2023/24).

In decreasing order, the highest proportion of disabled appointed staff is as follows: 11.6% in Humanities and Social Sciences (down from 12.0% in the previous report), 8.0% in Science (up from 5.0% in the previous report), 7.4% in Strathclyde Business School (up from 4.3%), 4.7% in Professional Services (up from 3.5%), and 1.7% in Engineering (up from 1.5%).

The proportion of “not known” responses ranges from 51.9% in Strathclyde Business School to Engineering to 35.1% in Professional Services. Overall, 41.9% of new appointments have not provided a response for their disability status (down from 43.0% in 2023/24). 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	1.7%	48.3%	48.8%	1.3%	40.3%
HaSS	11.6%	58.0%	30.4%	0.0%	11.6%
PS	4.7%	58.1%	35.1%	2.0%	24.8%
SBS	7.4%	40.7%	51.9%	0.0%	4.5%
Sci	8.0%	48.2%	41.1%	2.7%	18.8%
Total (Row %)	30 (5.0%)	307 (51.5%)	250 (41.9%)	9 (1.5%)	596 (100%)

Table 24 details new appointments by job category and disability status. In decreasing order, the highest proportion of disabled appointments is found in Teaching (13.6%), APS 3-5 (11.5%), and APS 6+ (9.2%). However, due to the high proportion of “not known” responses, ranging from 51.9% in Research & Knowledge Exchange to 13.8% in APS 6+ 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	4.0%	72.0%	24.0%	0.0%	4.2%
APS 3-5	11.5%	48.1%	38.5%	1.9%	8.7%
APS 6+	9.2%	75.9%	13.8%	1.1%	14.6%
Director/Professor	0.0%	85.7%	14.3%	0.0%	1.2%
Operational	2.5%	44.9%	50.8%	1.7%	19.8%
Research & KE	2.7%	44.3%	51.9%	1.1%	44.0%
Teaching	13.6%	63.6%	18.2%	4.5%	3.7%
Technical	8.7%	39.1%	47.8%	4.3%	3.9%
Total (Row %)	30 (5.0%)	307 (51.5%)	250 (41.9%)	9 (1.5%)	596 (100%)

Race (Ethnicity)

As can be seen from **Table 25**, the highest proportion of appointed staff of colour is within the Academic (40.0%), Technical (21.7%), and APS 6+ (18.4%) job categories.

In the Academic job category, in decreasing order of appointed staff, 32.0% are Asian and 8.0% are Mixed Heritage. In the Technical job category, in decreasing order of appointed staff, 17.4% are Asian, and 4.3% identify as Other Ethnicity. In the APS6 + job category, in decreasing order of appointed staff, 10.3% are Asian, 4.6% are Mixed Heritage, and 3.4% are Black.

In contrast, the lowest proportion of appointed staff of colour is within the APS 3-5 (3.8%), Operational (11.9%), and Teaching (13.6%) job categories. In the APS 3-5 job category, in decreasing order of appointed staff, 1.9% are Asian, and 1.9% are Black. In the Operational job category, in decreasing order of appointed staff, 5.9% are Asian, 3.4% are Black, and 2.5% are Mixed Heritage. In the Teaching job category, in decreasing order of appointed staff, 9.1% are Asian, and 4.5% are Other Ethnicity. No people of colour have been appointed into Director/Professor roles within the reporting period. However, it should be noted that a very small number (7) were appointed into such roles.

As with disability, the high proportion of “not known” responses - ranging from 46.9% in Research & Knowledge Exchange, to 6.7% in APS 6+ - 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 Column %
Academic	32.0%	0.0%	8.0%	0.0%	44.0%	16.0%	0.0%	4.2%
APS 3-5	1.9%	1.9%	0.0%	0.0%	67.3%	26.9%	1.9%	8.7%
APS 6+	10.3%	3.4%	4.6%	0.0%	73.6%	5.7%	2.3%	14.6%
Director/ Prof	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	1.2%
Operational	5.9%	3.4%	2.5%	0.0%	54.2%	33.1%	0.8%	19.8%
Research & KE	12.2%	1.9%	1.1%	2.3%	30.5%	46.9%	5.0%	44.0%
Teaching	9.1%	0.0%	0.0%	4.5%	68.2%	18.2%	0.0%	3.7%
Technical	17.4%	0.0%	0.0%	4.3%	52.2%	21.7%	4.3%	3.9%
Total	63	13	12	8	288	194	18	596
Row %	10.6%	2.2%	2.0%	1.3%	48.3%	32.6%	3.0%	100%

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 Engineering (20.0%), followed by Strathclyde Business School (18.5%) and Science (14.3%). In Engineering, in decreasing order of appointed staff, 14.6% are Asian, 2.5% are Mixed Heritage, 2.1% are Black, and 0.8% identify as Other Ethnicity. In Strathclyde Business School, in decreasing order of appointed staff, 14.8% are Asian and 3.7% are Mixed Heritage. In Science, 9.8% are Asian, and 4.5% identify as Other Ethnicity.

In decreasing order, the lowest proportion of appointed staff of colour is found in Humanities and Social Sciences (10.1%) and Professional Services (13.5%). In Humanities and Social Sciences, in decreasing order of appointed staff, 7.2% are Asian, 1.4% are Black and 1.4% identify as Other Ethnicity. In Professional Services, in decreasing order of appointed staff, 5.4% are Asian, 4.7% are Black, and 3.4% are Mixed Heritage.

Again, a high proportion of “not known” responses - ranging from 40.7%, in Strathclyde Business School, to 18.8%, 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 Column %
Eng	14.6%	2.1%	2.5%	0.8%	35.0%	39.6%	5.4%	40.3%
HaSS	7.2%	1.4%	0.0%	1.4%	71.0%	18.8%	0.0%	11.6%
PS	5.4%	4.7%	3.4%	0.0%	59.5%	25.7%	1.4%	24.8%
SBS	14.8%	0.0%	3.7%	0.0%	40.7%	40.7%	0.0%	4.5%
Sci	9.8%	0.0%	0.0%	4.5%	50.0%	33.0%	2.7%	18.8%
Total	63	13	12	8	288	194	18	596
Row %	10.6%	2.2%	2.0%	1.3%	48.3%	36.2%	3.0%	100%

4.4. Sex

Table 27 presents appointments by job category and sex. In decreasing order, the highest proportion of appointed female staff is found in APS 3-5 and APS 6+ (both 65.4%), followed by the Teaching (50.0%) job category. The lowest proportion of appointed female staff is found in the Director/Professor (numbers are less than 5), Operational (33.1%), and Technical (26.1%) job categories. In contrast, the highest proportion of appointed male staff is found in the Technical (73.9%), Operational (66.9%), and Research & Knowledge Exchange (63.7%) job categories. The lowest proportion of appointed male staff is found in the Director/Professor (numbers less than five), APS 3-5 (34.6%), and APS 6+ (35.6%), and job categories.

Table 27: Appointments by Job Category and Sex

Job Category	Female	Male	Total (Column %)
Academic	11 (44.0%)	14 (56.0%)	25 (4.2%)
APS 3-5	34 (65.4%)	18 (34.6%)	52 (8.7%)
APS 6+	56 (64.4%)	31 (35.6%)	87 (14.6%)
Director/Professor	*	*	7 (1.2%)
Operational	39 (33.1%)	79 (66.9%)	118 (19.8%)
Research & KE	95 (36.3%)	167 (63.7%)	262 (44.0%)
Teaching	11 (50.0%)	11 (50.0%)	22 (3.7%)
Technical	6 (26.1%)	17 (73.9%)	23 (3.9%)
Total (Row %)	255 (42.8%)	341 (57.2%)	596 (100%)

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 Sciences (69.6%), Science (50.9%), and Strathclyde Business School (48.1%). The lowest proportion of appointed female staff is found in Engineering (28.3%) and Professional Services (46.6%). In contrast, the highest proportion of appointed male staff found in Engineering (71.7%), Strathclyde Business School (51.9%), and Professional Services (53.4%). The lowest proportion of appointed male staff is found in Humanities and Social Sciences (30.4%) and Science (49.1%).

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

Faculty/ Directorates	Female	Male	Total (Column %)
Eng	68 (28.3%)	172 (71.7%)	240 (40.3%)
HaSS	48 (69.6%)	21 (30.4%)	69 (11.6%)
PS	69 (46.6%)	79 (53.4%)	148 (24.8%)
SBS	13 (48.1%)	14 (51.9%)	27 (4.5%)
Sci	57 (50.9%)	55 (49.1%)	112 (18.8%)
Total (Row %)	255 (42.8%)	341 (57.2%)	596 (100%)

5. Staff Development

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

- Learning & development means any formal development event booked by staff through the Organisational and Staff Development Unit (OSDU) portal, who were employed by the University between 1st November 2024 and 31st October 2025 **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 443 centrally facilitated distinct staff development courses/programmes (up from 432 in 2023/24) consisting of 1,057 sessions (down from the 1,151 sessions delivered in 2023/24). In total, there have been 19,318 staff attendances in development sessions (a decrease from 22,237 in 2023/24).

The staff development sessions have been provided by 34 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.

27.0% of participants in learning and development programmes are aged 30-39 (higher than the 25.5% of overall staff), 26.3% are aged 40-49 (higher than the 25.4% of overall staff), and 24.4% are aged 50-59 (slightly lower than the 25.8% of overall staff). In contrast, 9.9% are aged 60+ (lower than the 12.8% of overall staff), and 12.1% are aged 20-29 (higher than the 10.4% of overall staff).

6.7% of participants are disabled (5.8% in 2023/24), very similar to the proportion of overall staff (6.4%). However, the disability status of 17.3% of participants is unknown (very slightly more than the 17.1% of overall staff). 1.1% of prefer not to declare their disability status (the same as overall staff).

12.1% of participants are people of colour (12.0% in 2023/24), slightly higher than the proportion of overall staff (11.5%). The ethnicity of 11.6% of participants is “not known” (compared to 11.1% of overall staff) and 2.5% “prefer not to say” (compared to 2.4% of overall staff).

As has been the case in previous years, a higher proportion of participants in learning & development programmes are female than male staff. 54.6% of participants are female (53.1% in 2023/24) compared to 51.0% of overall staff. 45.4% of participants are male (46.9% in 2023/24) compared to 49.0% of overall staff.

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

Age Range	L&D Participants	Overall Staff
<20	*	*
20-29	418 (12.1%)	461 (10.4%)
30-39	925 (27.0%)	1,131 (25.5%)
40-49	900 (26.3%)	1,123 (25.4%)
50-59	834 (24.4%)	1,143 (25.8%)
60+	340 (9.9%)	566 (12.8%)
Total (Column %)	3,421 (100%)	4,428 (100%)

Disability Status	L&D Participants	Overall Staff
Disabled	228 (6.7%)	283 (6.4%)
Non-Disabled	2,564 (74.9%)	3,342 (75.5%)
Not Known	591 (17.3%)	756 (17.1%)
Prefer not to Say	38 (1.1%)	47 (1.1%)
Total (Column %)	3,421 (100%)	4,428 (100%)

Race (Ethnicity)	L&D Participants	Overall Staff
Asian	292 (8.5%)	360 (8.1%)
Black	37 (1.1%)	37 (0.8%)
Mixed Heritage	59 (1.7%)	83 (1.9%)
Other Ethnicity	27 (0.8%)	29 (0.7%)
White	2,524 (73.8%)	3,323 (75.0%)
Not Known	398 (11.6%)	490 (11.1%)
Prefer not to Say	84 (2.5%)	106 (2.4%)
Total (Column %)	3,421 (100%)	4,428 (100%)

Sex	L&D Participants	Overall Staff
Female	1,869 (54.6%)	2,257 (51.0%)
Male	1,552 (45.4%)	2,171 (49.0%)
Total (Column %)	3,421 (100%)	4,428 (100%)

Table 30 presents the proportion of staff by age range who undertake learning & development as compared to those who have not. As can be seen, participation in learning and development decreases with age. In decreasing order, staff who undertake learning & development most are aged: 20-29 (90.7%), 30-39 (81.8%), 40-49 (80.1%), 50-59 (73.0%) and 60+ (60.1%).

Table 30: Participation in Learning & Development by Age Range

Age Range	L&D Undertaken	L&D Not Undertaken	Total
Under 20	*	0 (0.0%)	*
20-29	418 (90.7%)	43 (9.3%)	461 (100%)
30-39	925 (81.8%)	206 (18.2%)	1,131 (100%)
40-49	900 (80.1%)	223 (19.9%)	1,123 (100%)
50-59	834 (73.0%)	309 (27.0%)	1,143 (100%)
60 +	340 (60.1%)	226 (39.9%)	566 (100%)
Total (Row %)	3,421 (77.3%)	1,007 (22.7%)	4,428 (100%)

Table 31 presents the proportion of staff by disability status who undertake learning & development as compared to those who have not. A higher proportion of disabled (80.6%) than non-disabled (76.7%) staff undertake learning & development. However, the high proportion of “not known” responses make it difficult to analyse the data.

Table 31: Participation in Learning & Development by Disability Status

Disability Status	L&D Undertaken	L&D Not Undertaken	Total
Disabled	228 (80.6%)	55 (19.4%)	283 (100%)
Non-Disabled	2,564 (76.7%)	778 (23.3%)	3,342 (100%)
Not Known	591 (78.2%)	165 (21.8%)	756 (100%)
Prefer not to Say	38 (80.9%)	9 (19.1%)	47 (100%)
Total (Row %)	3,421 (77.3%)	1,007 (22.7%)	4,428 (100%)

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, except Mixed Heritage, undertake in learning & development than White staff.

In decreasing order, the ethnicity of staff who undertake development most is: Black (100%), Other Ethnicity (93.1%), Asian (81.1%), White (76.0), and Mixed Heritage (71.1%). 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 Undertaken	L&D Not Undertaken	Total (Row %)
Asian	292 (81.1%)	68 (18.9%)	360 (100%)
Black	37 (100%)	0 (0.0%)	37 (100%)
Mixed Heritage	59 (71.1%)	24 (28.9%)	83 (100%)
Other Ethnicity	27 (93.1%)	*	29 (100%)
White	2,524 (76.0%)	799 (24.0%)	3,323 (100%)
Not Known	398 (81.2%)	92 (18.8%)	490 (100%)
Prefer not to Say	84 (79.2%)	22 (20.8%)	106 (100%)
Total (Row %)	3,421 (77.3%)	1,007 (22.7%)	4,428 (100%)

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 (82.8%) than male staff (71.5%) undertake learning & development.

Table 33: Participation in Learning & Development by Sex

Row Labels	L&D Undertaken	L&D Not Undertaken	Total (Row %)
Female	1,869 (82.8%)	388 (17.2%)	2,257 (100%)
Male	1,552 (71.5%)	619 (28.5%)	2,171 (100%)
Total (Row %)	3,421 (77.3%)	1,007 (22.7%)	4,428 (100%)

5.2. Overview of Promotions

Promotions by sex, race (ethnicity) and disability are presented in **Table 34**. During the reporting period, 368 staff have been promoted (compared to 333 in 2023/24). As previously stated, Strathclyde has restricted recruitment over the last 12 months in response to financial pressures faced by the sector.

3.5% of those promoted are disabled (5.7% in 2023/24), which is slightly lower than the overall University (6.4%).

14.9% of those promoted are people of colour (9.9% in 2023/24) which is higher than compared to the overall University (11.5%). A very slightly higher proportion of Asian staff (9.0%) were promoted compared to the overall University (8.1%).

A slightly higher proportion of Mixed Heritage staff (4.3%) were promoted compared to the overall University (0.7%). Similarly, a slightly higher proportion of staff who identify as Other Ethnicity (1.4%) were promoted compared to the overall University (0.7%).

42.7% of those promoted this year are female (51.0% in 2023/24), which is lower than compared to the overall University (51.0%). 57.3% of promoted staff are male (47.1% in 2023/24), which is higher than compared to the overall University (49.0%, and 49.1% in 2022/23).

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

Disability Status	Promotions	Overall University
Disabled	13 (3.5%)	283 (6.4%)
Non-Disabled	314 (85.3%)	3,342 (75.5%)
Not Known	41 (11.1%)	756 (17.1%)
Prefer not to Say	0 (0.0%)	47 (1.1%)
Total (Column %)	368 (100%)	4,428 (100%)

Ethnicity	Promotions	Overall University
Asian	33 (9.0%)	360 (8.1%)
Black	*	37 (0.8%)
Mixed Heritage	16 (4.3%)	83 (1.9%)
Other Ethnicity	5 (1.4%)	29 (0.7%)
White	282 (76.6%)	3,323 (75.0%)
Not Known	24 (6.5%)	490 (11.1%)
Prefer not to Say	7 (1.9%)	106 (2.4%)
Total (Column %)	368 (100%)	4,428 (100%)

Sex	Promotions	Overall University
Female	157 (42.7%)	2,257 (51.0%)
Male	211 (57.3%)	2,171 (49.0%)
Total (Column %)	368 (100%)	4,428 (100%)

Table 35 presents promotions by job category and sex. In decreasing order, the highest proportion of promotions is found in the APS 6+ (26.6%), Research & Knowledge Exchange (23.1%), Academic (16.3%), and Director/Professor (10.3%) job categories.

The highest proportion of female promotions is found in the APS 3-5 (78.9%), followed by APS 6+ (60.2%), Teaching (56.7%), and Academic (45.0%) job categories. The lowest proportion of reportable female promotions is found within the Research & Knowledge Exchange (18.8%), Technical (21.7%), Technical (13.3%), and Director/Professor (42.1%) job categories.

In contrast, the highest proportion of male promotions is found in the Operational (86.7%), Research & Knowledge Exchange (81.2%), Technical (78.3%), and Director/professor (57.9%) job categories. The lowest proportion of reportable male promotions is found in the APS 6+ (39.8%), Teaching (43.3%), and Academic (55.0%) job categories.

Table 35: Promotions by Job Category and Sex

Job Category	Female #	Female %	Male #	Male %	Total #	Total & Column %
Academic	27	45.0%	33	55.0%	60	16.3%
APS 3-5	15	78.9%	*	*	19	5.2%
APS 6+	59	60.2%	39	39.8%	98	26.6%
Director/ Professor	16	42.1%	22	57.9%	38	10.3%
Operational	*	*	13	86.7%	15	4.1%
Research & KE	16	18.8%	69	81.2%	85	23.1%
Teaching	17	56.7%	13	43.3%	30	8.2%
Technical	5	21.7%	18	78.3%	23	6.3%
Total & Row %	157	42.7%	211	57.3%	368	100%

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, 751 staff have left the organisation (compared to 757 during 2023/24).

In relation to sex, 43.5% of leavers are female (45.8% in 2023/24) compared to 51.0% of overall staff. 56.5% of leavers are male (54.2% in 2023/24) compared to 49.0% of overall staff. 14.1% of leavers are people of colour (12.7% in 2023/24) compared to 11.5% of overall staff.

A higher proportion of staff across all the categories comprising people of colour, except Asian, are leavers compared to overall staff. In contrast, 50.6% of leavers are White compared to 75.0% of overall staff. However, the ethnicity of 33.0% of leavers is unknown, compared to 11.1% of overall staff. 4.1% of leavers are disabled (4.4% in 2023/24) compared to 6.4% of overall staff. The disability status of 38.3% of leavers is unknown compared to 17.1% of staff.

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

Disability Status	Leavers	Overall Staff
Disabled	31 (4.1%)	283 (6.4%)
Non-Disabled	426 (56.7%)	3,342 (75.5%)
Not Known	288 (38.3%)	756 (17.1%)
Prefer not to Say	6 (0.8%)	47 (1.1%)
Total (Column %)	751 (100%)	4,428 (100%)

Ethnicity	Leavers	Overall Staff
Asian	58 (7.7%)	360 (8.1%)
Black	23 (3.1%)	37 (0.8%)
Mixed Heritage	16 (2.1%)	83 (1.9%)
Other Ethnicity	9 (1.2%)	29 (0.7%)
White	380 (50.6%)	3,323 (75.0%)
Not Known	248 (33.0%)	490 (11.1%)
Prefer not to Say	17 (2.3%)	106 (2.4%)
Total (Column %)	751 (100%)	4,428 (100%)

Sex	Leavers	Overall Staff
Female	327 (43.5%)	2,257 (51.0%)
Male	424 (56.5%)	2,171 (49.0%)
Total (Column %)	751 (100%)	4,428 (100%)

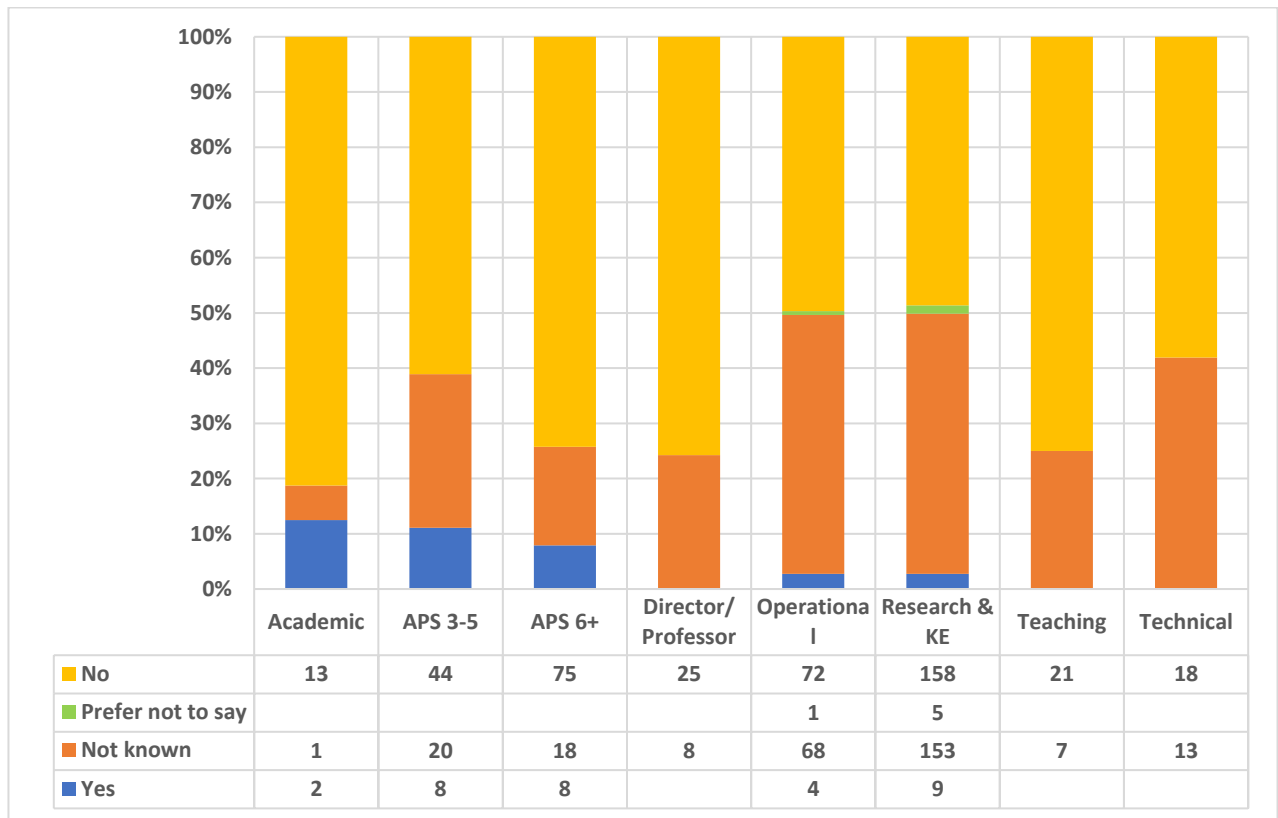
6.2. Disability

Figure 10 details leavers by disability. 56.7% of leavers identify as being non-disabled, compared to 75.0% of staff. 4.1% of leavers are disabled, compared to 6.4% of staff. The status of 38.3% of leavers is “not known”, compared to 17.1% of staff and 0.8% “prefer not to say”, compared to 1.1% of staff.

The highest proportion of disabled leavers are from the Academic (12.5%), APS 3-5 (11.1%), and APS 6 + (7.9%) job categories. In contrast, the highest proportion of non-disabled leavers are from the Academic (81.2%), Director/Professor (75.8%), and Teaching (75.0%) job categories.

The proportion of “not known” responses across job categories, ranges from from 47.1% in Research & Knowledge Exchange to 6.3% in Academic. As with elsewhere in this report, the proportion of “not known” responses are too high to support any meaningful interpretation.

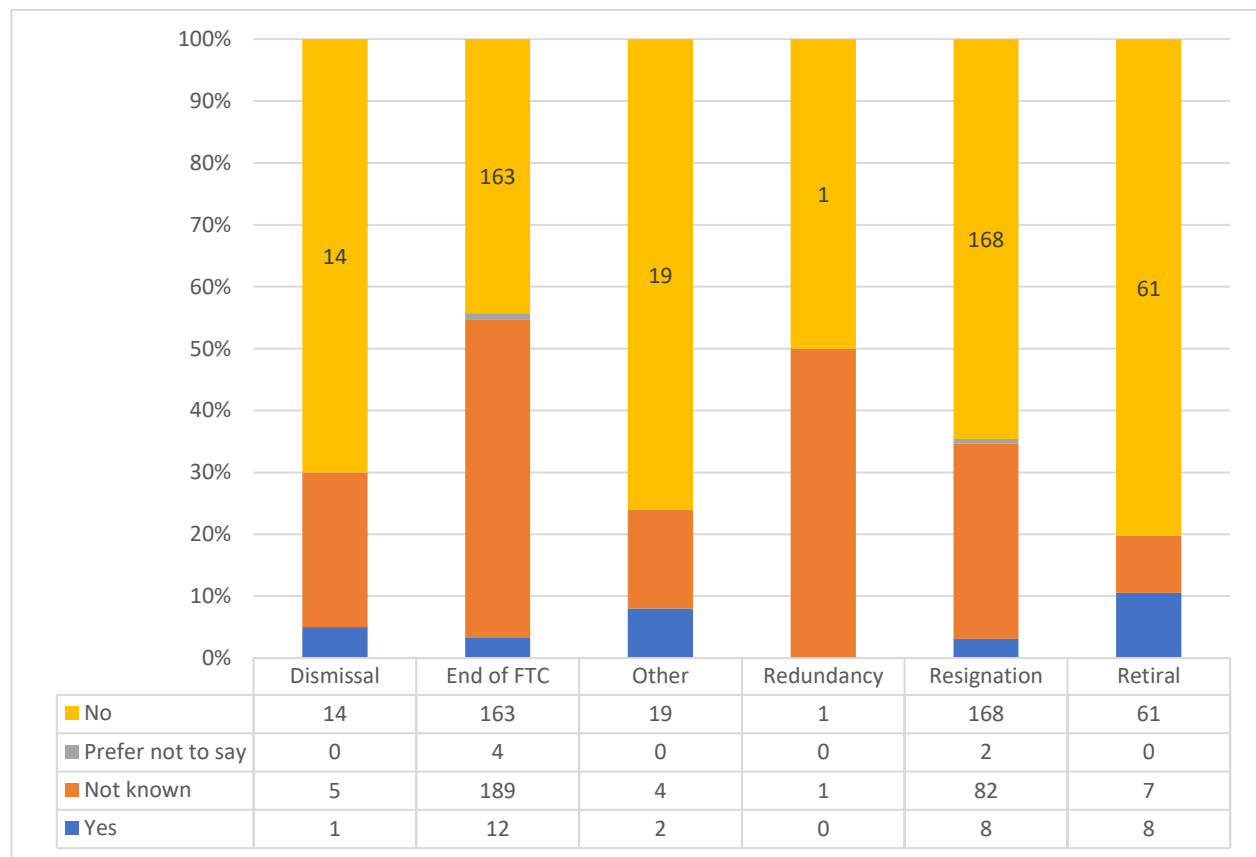
Figure 10: Leavers by Disability



The reasons for leaving by disability are presented in **Figure 11**. In decreasing order, the most common reasons for leaving are end of fixed-term contract (49.0%), resignation (34.6%), and retiral (10.1%). 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 end of fixed-term contract (38.7%), resignation (25.8%), retiral (25.8%), and dismissal (3.2%). In decreasing order, the most common reasons for leaving for non-disabled staff are resignation (39.4%), end of fixed-term contract (38.3%), and retiral (14.3%). 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**. 14.1% of leavers are people of colour, compared to 11.5% of overall staff. 50.6% of leavers are White, compared to 75.0% of overall staff. The ethnicity of 33.0% of leavers is “not known”, and 2.3% prefer not to declare their ethnicity.

The highest proportion of leavers, who are people of colour, are from the Teaching (21.4%), Academic (18.8%), Research & Knowledge Exchange (18.8%) and and Technical (16.1%) 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+ (81.2%), Director/Professor (69.7%) and Academic (68.7%) job categories.

As before, the high proportion of “not known” responses across job categories - ranging from 44.9% in Research & Knowledge Exchange to to 6.3% in Academic - present challenges in drawing interpretations and making meaningful conclusions, particularly in relation to the distribution of leavers by individual ethnicity categories.

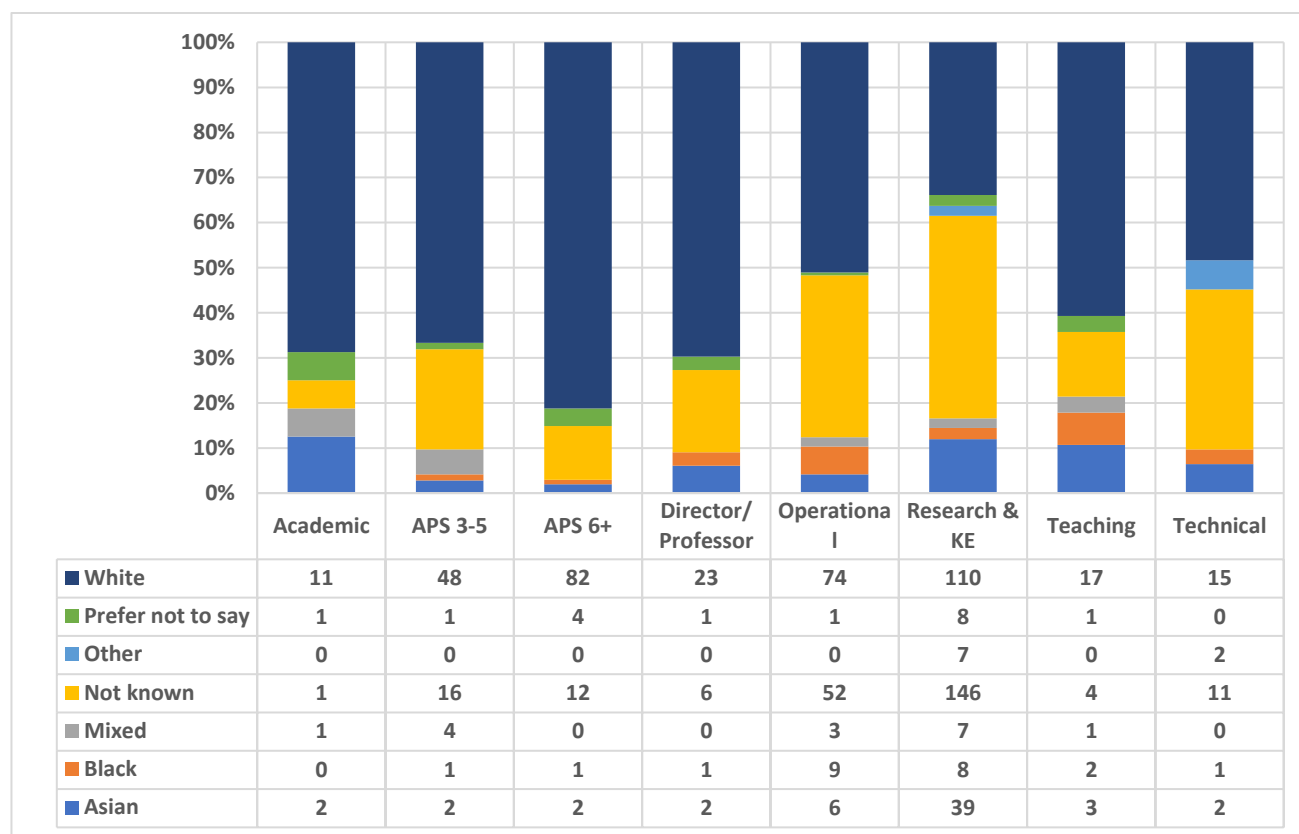
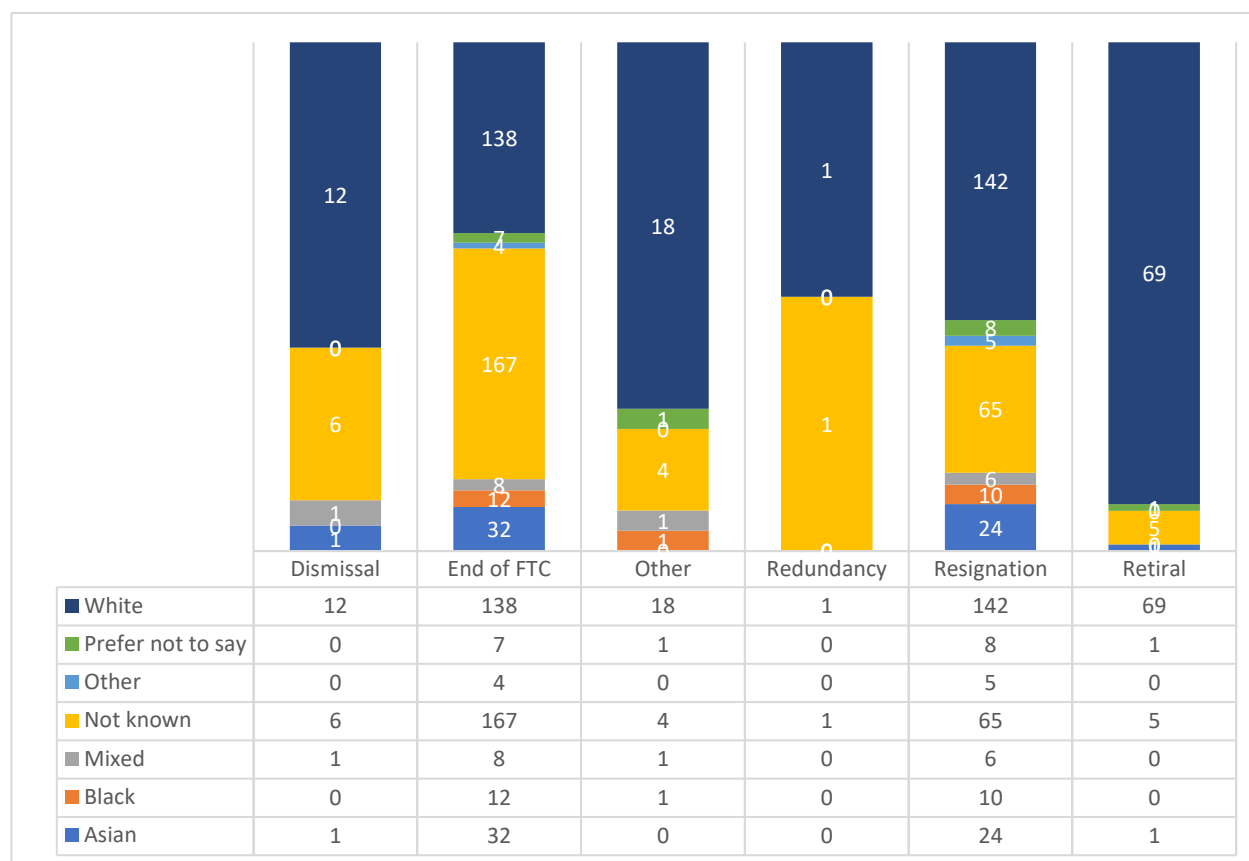
Figure 12: Leavers by Race (Ethnicity) and Job Category

Figure 13 provides the reason for leaving by race (ethnicity). In decreasing order, the most common reasons for leaving are end of fixed-term contract (49.0%), resignation (34.6%), and retiral (10.1%).

In decreasing order, the most common reasons for leaving for staff of colour are end of fixed-term contract (52.8%) and resignation (42.5%). In decreasing order, the most common reasons for leaving for White staff are resignation (37.4%), end of fixed-term contract (36.3%), and retiral (18.2%). As stated, 18.8% 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.

Again, a combination of low numbers and the high proportion of “not known” responses (33.0%), 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. 43.5% of leavers are female, compared to 51.0% of staff, and 56.5% of leavers are male, compared to 49.0% of staff.

Reflecting the gender composition within these areas, the highest proportion of female leavers are from the APS 3-5 (72.2%), APS 6+ (63.4%), and Teaching (53.6%) job categories. Similarly, reflecting the gender composition, the highest proportion of male leavers are from the Academic (93.8%), Technical (74.2%), and Director/Professor (66.7%) job categories.

Figure 15 details the reasons for leaving by sex. In decreasing order, the most common reasons for leaving are end of fixed-term contract (49.0%), resignation (34.6%), and retiral (10.1%).

In decreasing order, the most common reasons for leaving for female staff are resignation (40.1%), end of fixed-term contract (38.3%), and retiral (12.8%). In decreasing order, the most common reasons for leaving for male staff are end of fixed-term contract (57.3%), resignation (30.5%) and retiral (8.0%)

Figure 14: Leavers by Sex and Job Category

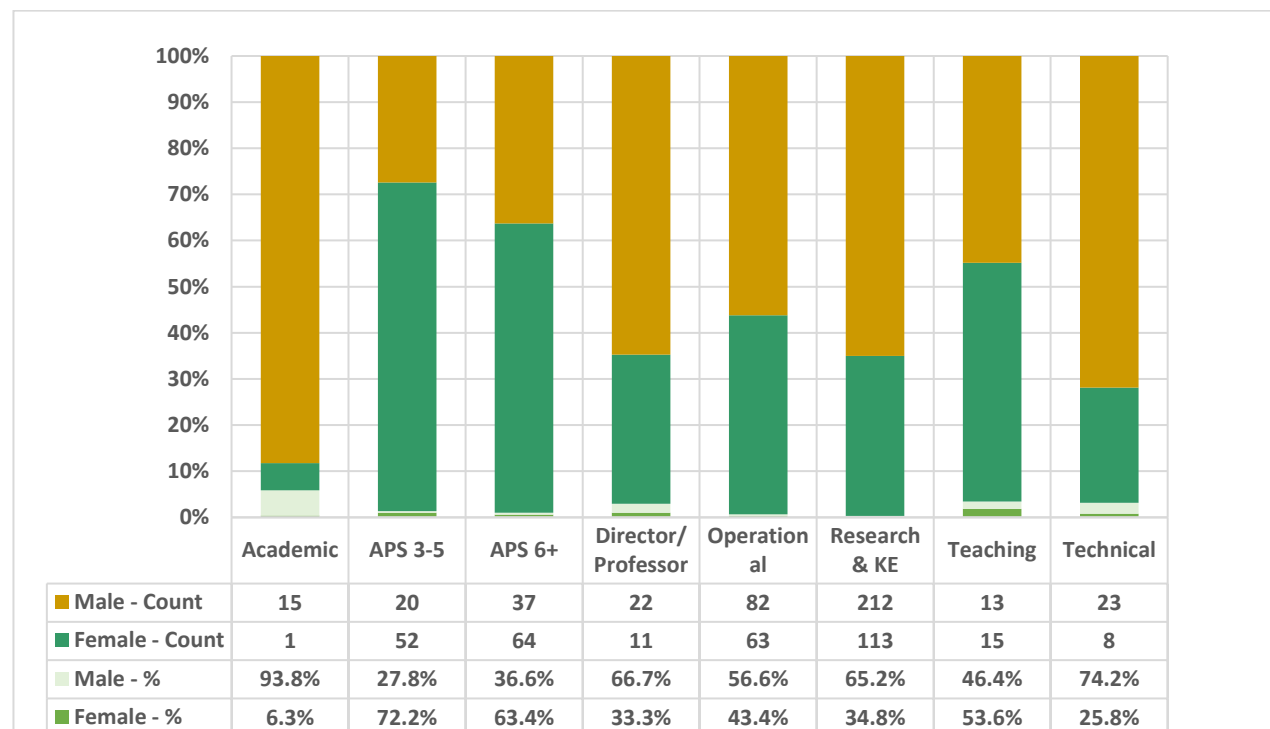
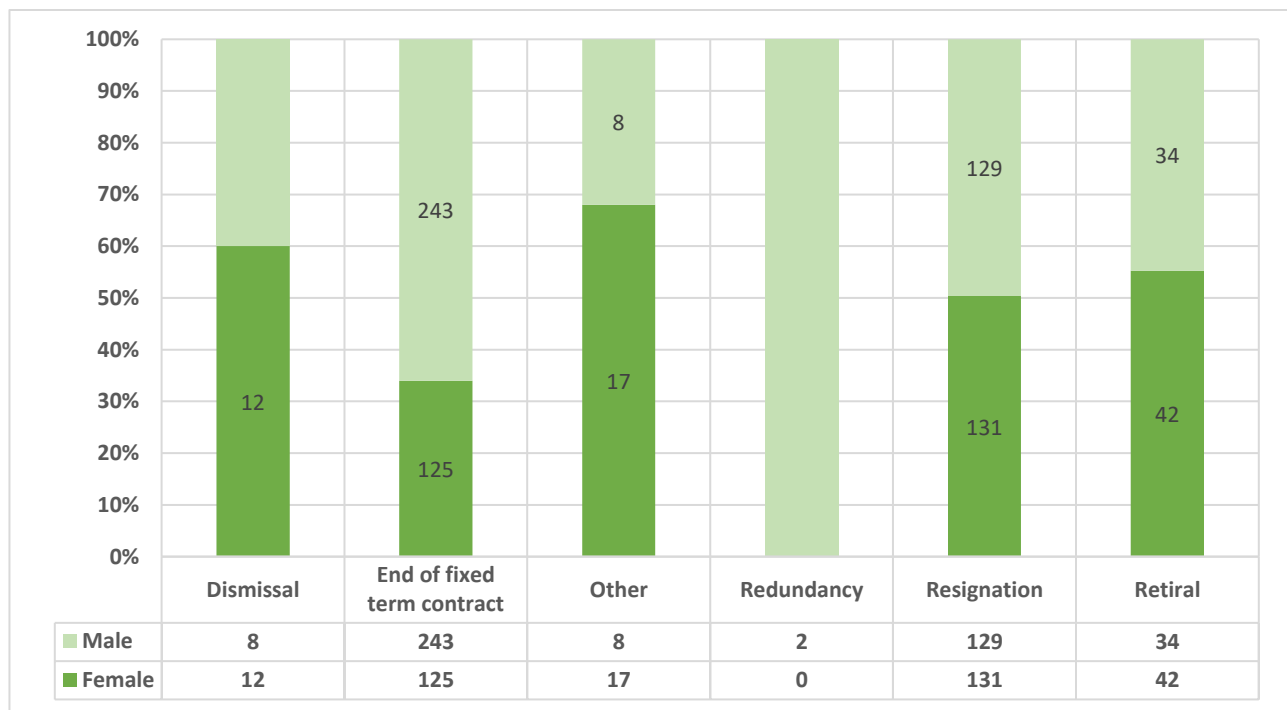


Figure 15: Reasons for Leaving by Sex



7. Staff Disciplinarys, Grievances and Complaints

Table 37 presents details of staff related disciplinarys, grievances and Dignity & Respect related complaints which the University has received and addressed since 2015/16. During the current reporting period, there have been 54 cases. This compares to 51 in 2023/24.

Previously peaking at 19 in 2014/15, the number of disciplinary cases has decreased in recent years but increased again to 26 in 2023/24, with seven cases involving women and 19 cases involving men. Cases have again increased during the current reporting period, with 10 cases involving women, 24 cases involving men, and the remaining involving multiple men. Historically, there has been a higher proportion of male than female staff involved in a disciplinary case.

Previously peaking at 13 in 2021/22, in general there are less than 5 grievance cases in each year.

Cases increased to 25 in 2023/24, before dropping again during the current period. In 2024/25 there have been 19 grievances; 10 raised by women and 8 raised by men.

Due to low numbers, it has generally not been possible to identify where a male or female staff member has raised a grievance.

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

	2015/ 2016	2016/ 2017	2017/ 2018	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	2023/ 2024	2024/ 2025
Disciplinary Cases										
Female	*	*	5	*	5	0	*	*	7	10
Male	13	11	9	7	7	6	5	8	19	24
Male and Male	0	0	0	0	0	0	0	*	0	*
Total	17	15	14	11	12	6	6	11	26	35
Grievance Cases										
Female	*	*	*	*	0	*	7	*	15	10
Male	*	*	*	*	0	*	6	7	8	9
Collective Grievance (Mixed Gender)	0	0	0	0	0	0	0	0	*	0
Total	*	*	*	*	0	*	13	8	25	19
Dignity & Respect Cases										
Female	*	0	*	*	0	*	*	N/A	N/A	N/A
Male	*	*	*	*	*	*	*	N/A	N/A	N/A
Female and Male	0	0	0	0	0	0	*	N/A	N/A	N/A
Total	5	*	*	*	*	7	6	N/A	N/A	N/A
Grand Total	26	21	19	18	16	15	25	19	51	54

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 2025. Staff have been encouraged to check the accuracy of all of their personal data through the launch of the employee self-service functionality of the new HR Payroll System in spring 2026.

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 40.5% 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). In all cases, the proportion of staff “not known” responses have decreased since 2024.

Our “prefer not to say” responses range from 0.0% for sex to 8.8% for Religion or Belief. In all cases, the proportion of staff “prefer not to say” responses have very slightly increased since 2024.

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)

	Strathclyde Not Known Response Rate	HEI Sector Not Known Response Rate	Strathclyde Prefer not to Say Rate	HEI Sector Prefer Not to Say Rate
Disability	17.1% (18.2%)	0.0% *	1.1% (1.0%)	**
Gender Reassignment	40.5% (41.0%)	41.9% (36.3%)	2.1% (2.0%)	6.8% (3.6%)
Race (Ethnicity)	11.1% (12.5%)	8.5% (8.9%)	2.4% (2.2%)	**
Relationship Status	15.0% (16.5%)	***	6.7% (6.2%)	***
Religion or Belief	20.0% (22.0%)	22.8% (27.0%)	8.8% (8.3%)	10.6% (9.1%)
Sex	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)
Sexual Orientation	20.1% (22.1%)	22.4% (28.1%)	8.3% (7.9%)	11.3% (9.5%)

Source: HESA 2023/24 Data, Accessed through HEIDI+ on 01.03.26

Note, at the time of publishing, HESA 2024/25 data are not yet available

Previous year’s data are presented in brackets.

* 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 present this ‘prefer not to say’ information.

*** 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 2024.

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 and sex has increased, while the proportion for race (ethnicity) has decreased since 2024.

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

	Applicants Not Known Response Rate	Staff Not Known Response Rate	Applicants Prefer not to Say Rate	Staff Prefer not to Say Rate
Disability	0.0% (0.0%)	17.1% (18.2%)	17.5% (14.3%)	1.1% (1.0%)
Race (Ethnicity)	0.6% (0.5%)	11.1% (12.5%)	3.5% (14.3%)	2.4% (1.0%)
Sex	0.1% (0.0%)	0.0% (0.0%)	1.5% (1.2%)	0.0% (0.0%)

Previous year's data are presented in brackets.

As shown in **Table 40**, the proportion of “not known” responses across disability and race (ethnicity) are noticeably higher for appointments than staff. The proportion of “prefer not to say” responses across disability and race (ethnicity) is only very slightly higher for appointments than staff. The proportion of “not known” appointment responses has decreased since 2024. The pattern for “prefer not to say” appointment responses is not as consistent, with the proportion decreasing very slightly for disability while increasing for race (ethnicity).

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

	Appointments Not Known Response Rate	Staff Not Known Response Rate	Appointments Prefer not to Say Rate	Staff Prefer not to Say Rate
Disability	41.9% (43.0%)	17.1% (18.3%)	1.5% (1.6%)	1.1% (1.0%)
Race (Ethnicity)	32.6% (39.2%)	11.1% (12.5%)	3.0% (1.5%)	2.4% (2.2%)
Sex	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)	0.0% (0.0%)

Previous year's data are 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 Charter](#) award submission and related action plan.
- 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 institutional objectives.