



**EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE
(EDMARC)**

**2019
ELEVENTH REPORT
EXECUTIVE SUMMARY**

1. Introduction

The eleventh EDMARC report provides analyses of student and staff data by the key equality dimensions of gender, age, disability, and ethnicity. The report supports the monitoring of equality and diversity within the University of Edinburgh.

This summary identifies the main points from the staff and student reports. The full reports can be obtained at: <https://www.ed.ac.uk/equality-diversity/monitoring-statistics/edmarc> or by contacting Barry M^cCluckie in Governance and Strategic Planning, telephone: 0131 651 5579 or email: Barry.Mccluckie@ed.ac.uk.

The University holds an institutional Athena Swan Silver Award, an award held by only eighteen other HE institutions and two research institutes. The University is also a member of Equalities Challenge Unit (ECU) Race Equality Charter; Stonewall; and Business Disability Forum. These activities concentrate on gender and race, sexual orientation and disability issues respectively in more detail than the EDMARC report does, and the findings and action plans are published on the Equality and Diversity website.

2. Students

2.1 Ethnicity

The overall proportion of black and ethnic minority (BME) UG entrants is the highest level recorded by EDMARC. The most recent five years has seen a year by year increase in the proportion of UK-domiciled BME entrants rising from 8.4% to 12.8% and a year on year increase in the overall proportion of non-UK domiciled BME entrants rising from 46.0% to 53.0% in the same period.

The proportion of UK-domiciled PGT entrants from an ethnic minority background has varied between 10.8% and 14.3% over the last five years and the proportion of non-UK PGT BME entrants has increased from 58.2% to 65.0% over the same period. The proportion of UK-domiciled PGT BME entrants is much higher in MVM than the other two Colleges, whereas SCE has a slightly higher proportion of non UK-domiciled PGT BME entrants than the other Colleges.

The proportion of UK-domiciled PGR entrants from an ethnic minority background has risen gently year by year over the last five years from 10.4% to 12.7% and for non-UK entrants it has risen from 41.8% to 45.4%.

Analysis of ethnicity data from peer groups shows that in 2017/18 the University of Edinburgh has a slightly higher proportion of BME entrants at all levels of study in comparison to other institutions in Scotland although is some way off the proportion of BME entrants to Russell Group institutions.

For the analysis of undergraduate outcomes, we use the proportion of entrants who exit with an award as a measure, along with the proportion of students that achieve a First or Upper Second Class Honours degree. While there is little difference between the proportion of white and BME UG students that leave with an exit qualification, there is a divergence of achievement for UK-domiciled BME students where the proportion of students achieving a 1st or 2.1 honours degree has been lower than white students for each of the last five years (range 3.9%-points to 10.3%-points) and for non-UK BME UG students (range 3.8%-points to 12.6%-points). Over a five year average, a lower proportion of BME students achieved a 1st or 2.1 honours degree in 10 out of 21 Schools and Centres (range -1.8%-points to -17.7%-points).

The difference in proportions of UK-domiciled white and BME students attainment in achieving a 1st or 2.1 Honours degree is reported across the sector in both the 2015 HEFCE study and in each country in the UK in the latest AdvanceHE student report. The HEFCE study showed a 15%-points overall difference after modelling other factors, and a difference to a variable degree across all entry qualifications (between 5%-points and 18%-points). The Advanced HE study showed differences of at least 9% across all nations of the United Kingdom.

Over the five year period for PGT a higher proportion of white UK-domiciled entrants exit with a qualification than do BME entrants (range 2.1%-points to 11.7%-points) whereas for non UK-domiciled entrants the proportion of BME students exiting with a qualification was similar to that of white students (range 2.1%-points to -0.8%-points).

In the most recent two years the proportion of UK-domiciled PGR BME students with an exit qualification has been close to that of white students (1.7% lower and 0.7% higher) whereas in the four preceding years the proportion of BME students exiting with an award was lower than that for white students (range from 7.7%-points to 11.6%-points). For non UK-domiciled PGR entrants the proportion of BME entrants achieving an exit qualification is lower than for white students to a lesser degree (range 5.1%-points to -1.7%-points).

2.2 Gender

Intakes of female students remain consistent across the most recent five year period for all levels of study. Since 2010/11 the proportion of female entrants has consistently exceeded 60% (range 60.3% - 65.0%), and places us second highest in the Russell Group universities for this measure in the latest available HESA data. While overall 65.0% of undergraduate (UG)

entrants were female in 2018/19 there remain gender differences between Colleges (linked to subject differences), with both the College of Arts, Humanities and Social Sciences and the College of Medicine and Veterinary Medicine having between 65% and 73% female entrants and the College of Science and Engineering having between 39% and 46% female entrants since 2010/11. The overall proportion of female postgraduate taught (PGT) entrants in 2018/19 was 65.0%. Subject differences remain at postgraduate taught level, with the College of Arts, Humanities and Social Science attracting the highest proportion of female entrants. For Postgraduate Research (PGR) entrants the proportion of female entrants in 2018/19 is 52.3% although there remain subject gender differences between the colleges with CAHSS and CMVM having a majority intake of female students. The proportion of female entrants in 2017/18 for first degree, postgraduate taught and postgraduate research are all above the Russell Group average.

Overall, and consistently over the last ten years females are more likely to exit with a qualification and to achieve a First or Upper Second Class Honours degree than males. Using the most recent five year average, 17 out of 20 Schools and Centres have a higher proportion of female students graduating with a first class or upper second degree (difference ranging between 0.8% and 16.7%).

Outcomes of PGT entrants show that female students are slightly more likely to have a successful outcome from their programme of study than male students. There is no consistent difference between the successful outcomes of women and men on Postgraduate Research programmes.

2.3 Age

The large majority (79%) of our UG entrants continue to be 21 or under on entry, with the relative decrease seen over the period from 87% in 2009/10 to 79% in 2018/19. As reflected in the sector as a whole, students aged 21 or under are more likely to achieve a First or Upper Second Class Honours degree than other age groups. For both PGT and PGR the proportion of students that exit with a qualification decreases with increased age.

2.4 Disability

The proportion of UG students with a registered disability continues to rise and is 12.1% in 2018/19. The proportion of PGT entrants with a declared disability has increased from a low of 4.8% in 2009/10 to a high of 6.8% in 2018/19 and that of PGR entrants has increased from 5.6% in 2009/10 to 7.6% in 2018/19. The University of Edinburgh has one of the lowest proportion of students declaring a disability in the Russell Group at PGR level.

There is little difference between the proportions of students declaring a disability exiting with a qualification compared to students with no declared disability over the seven year period (range 0.0%-points – 3.8%-points lower proportion for students declaring a disability). However, the proportion of students who disclosed a disability exiting with a First or Upper Second Class Honours degree is lower in each of the last five years shown (difference in range 0.3%-points to 5.6%-points lower) than students with no declared disability.

Students with no declared disability at PGT level are slightly more likely to have a successful outcome from their programme of study than students declaring a disability. For PGR students, there is more variability in outcomes for students with a declared disability which is partly influenced by the low numbers compared to students with no declared disability.

3. Staff

3.1 Ethnicity

Staff data is a snapshot of the staff database, as at 31 July 2019. The proportion of UK-nationality academic BME staff is 6.3% and for those staff from outside the UK it is 31.8%, with the proportion non-UK BME staff showing a stronger upward trend over the last six years (increasing year on year from 24.7% to 31.8%) than UK staff (increase from 5.9% in 2013/14 to 6.3% in 2018/19). The proportion of UK BME professional services staff is 3.2% and for non-UK staff is 23.4% with the trend showing small increases over the six year period for UK BME staff and a small decrease of 1.5%-points for non-UK staff. The University of Edinburgh has a higher proportion of both UK-nationality BME academic staff and BME professional services staff than the average for other institutions in Scotland but a lower proportion than that for Russell Group institutions.

There is a tendency for UK staff overall to be on higher grades than non-UK staff, and that within each of the non-UK and UK nationality groups, there tends to be a greater proportion of white ethnicity staff than BME staff on higher grades for both academic and professional services staff.

For academic staff, non-UK nationality BME staff are most likely to be employed on a fixed-term contract and White UK staff the least likely, a pattern has not changed significantly over the last six years. However, the proportion of UK BME academic staff on fixed-term contracts has fallen from 50% in 2013/14 to 32% in 2018/19, and is now a lower proportion than White non-UK academic staff (43% in 2018/19) and has closed the gap considerably with White UK staff (4%-points higher in 2018/19 compared to 18.0%-points in 2013/14). For professional services staff, non-UK BME staff overall are more likely to be on a fixed term contract than their UK counterparts over the last six years, with BME staff being more likely to be on fixed-term contracts than their white counterparts for both UK and non-UK staff.

3.2 Gender

For 2018/19, 44.2% of academic staff and 60.7% of professional services staff are women. There remains an under-representation of women in senior posts as women make up 37% of academic staff at grade UE09 and 26% of academic staff at UE10. For professional services staff women make up 52% of grade UE09 staff and 43% of UE10 staff. Women are more likely to be employed on a fixed-term contract (slightly more pronounced for academic staff than professional services staff) and this pattern has not changed significantly over the last six years.

3.3 Age

Since the removal of the default retirement age the proportion of all staff age 66 & over has increased slightly year-on-year but there remains a consistent spread of staff across all age groups.

3.4 Disability

Staff declaring a disability are presented at an aggregated University level as the figures are too small to be split by staff type and college and support group. The overall headcount of staff declaring a disability has risen from 403 in 2013/14 to 495 in 2018/19 (range 2.9% - 3.5%). The proportion of staff disclosing a disability is slightly lower than the benchmarking data for higher education in Scotland (3.7%, AdvanceHE statistical report 2019).

3.5 Specific Duties from the Equality Act

To meet the Specific Duties for public bodies in Scotland, figures on sexual orientation and religion are included in the EDMARC report. In 2018/19, 7,760 staff (50% of all staff) disclosed their religion or belief. Of those declared, 59% were of no religion. The proportion of staff declaring their religion as Christian (26.5%) is markedly lower than the Scottish (57.9%) and City of Edinburgh (46.7%) 2011 census proportions, and lower than the AdvanceHE 2019 statistical report data for staff across the UK (39.3%). However the small proportions who declared as Muslim, Spiritual, Buddhist, Jewish, Sikh are broadly in line with the census and HESA data making allowances for variability given the small numbers in each of these categories.

In 2018/19 50.4% of our staff declared their sexual orientation. Of those declared, 84% were heterosexual. Full breakdowns of the figures are available in the EDMARC report.

4. EDMARC actions

Following the publication of this EDMARC report, student and staff data broken down by School will be made available to all Colleges and Schools within the University. The EDMARC Staff and Student Reports, alongside the Executive Summary will be made public on the Equality and Diversity website to create greater transparency. By providing a greater granularity of data on entry profiles, the information will be used to inform any further analysis Schools may wish to take forward.

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