



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

**2017
NINTH REPORT
EXECUTIVE SUMMARY**

1. Introduction

The ninth EDMARC report provides analyses of student and staff data by the protected equality characteristics. The report supports the monitoring of equality and diversity and informs action planning.

The University successfully achieved an institutional Athena SWAN Silver Award in 2015, an award held by only ten other HE institutions and two research institutes. The University also is a member of Equality Challenge Unit (ECU) Race Equality Charter; Stonewall; and Business Disability Forum. Information on related activities and action plans is available on the Equality and Diversity website.

2. Students

2.1 Gender

Intakes of female students remain consistent across the most recent five year period for all levels of study. While overall 63.8% of undergraduate (UG) entrants were female in 2016/17 there remains gender differences between Colleges (linked to subject differences), with both the College of Humanities and Social Sciences and the College of Medicine and Veterinary Medicine consistently having between 64% and 72% proportion of female UG entrants and the College of Science and Engineering having between 39% and 46% female entrants. The overall proportion of female postgraduate taught (PGT) entrants in 2016/17 was 63.4%. Subject differences remain at postgraduate taught level, with the College of Humanities and Social Science attracting the highest proportion of female entrants. For Postgraduate Research (PGR) entrants the proportion of female entrants in 2016/17 is 48.3% although there remain subject gender differences between the colleges with CHSS and CMVM having a majority intake of female students. The proportion of female entrants for first degree, postgraduate taught and postgraduate research are all above the Russell Group average.

For the analysis of undergraduate outcomes, we use the proportion of entrants who exit with an award as the measure. Overall, and consistently over the last ten years females are more likely to exit with a qualification and to achieve a first class or upper second class degree than males. This pattern is not seen in all schools, with some showing a broadly even level of attainment between genders and in some schools in some years this is reversed, with males doing better than females.

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.

2.2 Disability

The proportion of UG students with a registered disability continues to rise and is 11.2% in 2016/17. Since 2006/07 the proportion of PGT entrants with a declared disability has increased from a low of 4.3% in 2007/08 to 6.7% in 2015/16. The proportion of PGR entrants declaring a disability is the same as last year at 6.3%. The University of Edinburgh has one of the highest proportion of students declaring a disability in the Russell Group at UG level, but at PGR level it is one of the lowest.

For the current year the outcomes of entrants who register a disability the proportion that achieved a 1st or 2.1 honours degree was lower (4.6%-points) than the group 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.

2.3 Ethnicity

At 10.0%, the overall proportion of UK-domiciled black and ethnic minority (BME) UG entrants is the highest level recorded by EDMARC. The most recent five years has seen a step increase in the proportion of BME entrants (range 7.9% - 10.0%) compared to the five years previously (range of 5.8% - 6.3%). Over the last ten years there has been a year-on-year increase in the overall proportion of non-UK BME UG entrants (apart from 2010/11) rising from 21.3% to 48.3% in 2016/17. The proportion of UK-domiciled PGT entrants from an ethnic minority background has increased from 9.6 in 2007/08 to 11.6% in 2016/17 and the proportion of non-UK PGT BME entrants has increased from 48.1% to 60.4% over the same period. The proportion of UK-domiciled BME entrants is much higher in MVM than the other two Colleges, whereas all three Colleges have a similar proportion of non UK-domiciled entrants. The proportion of PGR entrants from an ethnic minority background is 11.2% for UK entrants and 44.9% for non-UK entrants, and the 10 year trend for both groups shows little increase over the period. Analysis of ethnicity data from peer groups shows that 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.

There is a slight 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 the last six years (range 3.0%-points to 8.4%-points). For non-UK BME students the diversion of achievement is more pronounced, with the proportion achieving a 1st or 2.1 honours degree being lower than white students in every one of the last ten years (range 6.8%-points to 17.7%-points). The difference in proportions of white and BME students

attainment in achieving a 1st or 2.1 Honours degree is reported across the sector (Russell Group difference in range 10%-points to 14%-points over the last five years, sector wide a 15%-points overall difference after modelling other factors, and seen by a variable degree across all entry qualifications from between 5%-points and 18%-points and in each country in the UK). EDMARC will publish a more detailed report on the UG BME journey from application to outcome in the summer of 2018.

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 9.8%-points difference) 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 -0.6%-point).

In every year over the five year period UK-domiciled PGR BME students were less likely to successfully complete their programme than white students (range 2.1%-points to 7.30%-points) whereas there is little difference in completion rates between non-UK domiciled BME and white students. EDMARC will monitor this going forward.

2.4 Age

The large majority (77%) of our UG entrants continue to be 21 or under on entry, with the relative decrease seen from a peak of 89% in 2008/09 maintained in 2016/17. As reflected in the sector as a whole, students aged 21 or under are more likely to achieve a 1st class or 2.1 Honours degree than other age groups.

2.5 Comparison data

Peer group comparison with Russell Group and institutions in Scotland is provided for the dimensions of gender, disability and ethnicity.

3. Staff

3.1 Gender

Staff data is a snapshot of the staff database, as at 31 July 2017. For 2016/17, 43.3% of academic staff and 60.4% of professional services staff are women. There remains an under-representation of women in senior posts. For academic staff women make up 35% of staff at grade UE09 and 24% of staff at UE10 and for professional services staff women make up 53% (>2% since 2015-16) of grade UE09 staff and 37% (>2% from 2015-16) of UE10 staff. Women are more likely to be employed on a fixed-term contract (more pronounced for academic staff than professional services staff) and this pattern has not changed significantly over the last six years.

3.2 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 202 (1.9%) in 2010/11 to 486 (3.5%) in 2016/17. The proportion of staff disclosing a disability is slightly higher than the benchmarking data for higher education in Scotland (3.3%, ECU statistical report 2016).

3.3 Ethnicity

The proportion of UK-nationality academic BME staff is 6.6% and for those staff from outside the UK it is 28.8%, both of which show a general upward trend since 2011/12. The proportion of non-UK nationality BME professional support staff is 6.0% and for UK nationality staff is 24.8% with the trend showing no appreciable increase for the last few years for either category of 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.

Both UK-nationality and non-UK nationality BME academic staff are more likely to be employed on a fixed-term contract than a white academic member of staff, a pattern has not changed significantly over the last six years. UK and non-UK BME professional services staff are each more likely to be on a fixed term contract than their white counterparts over the last six years, except for non UK-nationality staff in 2016/17 when the gap has been closed.

3.4 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.

3.5 Other Protected Characteristics

In 2016/17 the number of staff declaring their religion or belief was 6,338 and 7,652 were unknown. 58% of those declared were of no religion. The number of staff declaring their sexual orientation was 6,329 and 7,661 were unknown. Of those that declared, 85.9% were heterosexual.

4. EDMARC actions

This EDMARC report will be published on the Equality and Diversity website. Staff and student data will be made available to all Colleges, Schools and Support Groups within the University and to inform action planning.

*Professor Jane Norman, Chair of EDMARC and Vice Principal People & Culture
29 March 2018*
