



THE UNIVERSITY *of* EDINBURGH

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

Staff Report 2016/17

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1. Introduction

The ninth report from the Equality and Diversity Monitoring and Research Committee (EDMARC) reports on student and staff data for the University of Edinburgh. The remit of the committee is to report and monitor equality and diversity issues and to carry out further research where appropriate. EDMARC also provides advice and technical expertise to make policy and research recommendations.

This report focuses on staff data for 2016/17 and looks at the demographics by protected equality characteristics for academic and professional services staff.

EDMARC is composed of senior staff with an interest in equality and diversity issues and expertise in the analysis and management of data, and a representative from the Students Association. EDMARC is chaired by the Vice-Principal People and Culture.

The current members of the Committee are:

Professor Jane Norman, Vice-Principal People & Culture, Convener

Mrs Denise Boyle, University HR Services

Esther Dominy, EUSA Vice President Welfare

Ms Rebecca Gaukroger, Student Recruitment and Admissions

Mr Peter Phillips, Governance and Strategic Planning

Dr Caroline Wallace, University HR Services

Dr Pamela Warner, CMVM

The reports will be published on the EDMARC webpages

<http://www.ed.ac.uk/schools-departments/equality-diversity/monitoring-statistics/edmarc>

Further information on equality and diversity in the university can be found at

<http://www.ed.ac.uk/schools-departments/equality-diversity>

2. Notes and Definitions

The data used in this report are snapshots of the staff database, taken in July of each year from 2011/12 through to 2016/17. Staff are reported on overall, and in two categories: Academic and Professional Services staff. Academic staff are defined as Clinical Academics and Academic staff on UE grades UE06-UE10. Professional Services staff are all staff that are not Clinical Academics or Academic.

Internal data uses staff headcount unless stated otherwise. Full-time and part-time staff will be reported as aggregate headcounts unless stated. The University's definition of full-time is any member of staff working 35 hours or more.

Figures are primarily presented at University level but where appropriate a breakdown by College has been given.

Comparisons to other institutions are made using data from the Higher Education Statistics Agency (HESA). This data represents figures submitted by institutions in an annual staff return. Where appropriate, a peer group of institutions will be used to compare the institution's performance such as the Russell Group or other institutions in Scotland. HESA comparison data refers to academic year 2015/16.

Where appropriate, this report has aligned definitions with other standard equality reporting, most notably from the Equality Challenge Unit (ECU). For example, this report looks at ethnicity by breaking down the population into UK-nationality and non-UK nationality groups in line with ECU reporting. The ECU 'Equality in Higher Education Statistical Report 2017' can be found at <https://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2017/>.

2.1. Key Abbreviations

CSG	Corporate Services Support Group
AHSS	College of Arts, Humanities and Social Sciences
ISG	Information Services Group
MVM	College of Medicine & Veterinary Medicine
SCE	College of Science & Engineering
UoE	University of Edinburgh
USG	University Secretary's Group

3. Headcount

3.1. Headcount - Overall

For the snapshot taken in July 2017 there were 10,979 staff (excluding staff on Guaranteed Hours contracts, reported separately in Section 3.4), of which 2,993 were working part-time. The proportion of staff working part-time has increased in all Colleges and Support Groups over the 6-year period, demonstrating the University’s commitment to providing flexible working opportunities. A breakdown by college and support group is shown in Table 1.

Table 1: Breakdown of staff headcounts, by college and support group, 2011/12 to 2016/17

College / Support Gp		2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
AHSS	Full Time	1249	1488	1602	1724	1712	1765
	Part Time	380	432	485	531	528	582
	Total	1628	1920	2087	2254	2240	2347
MVM	Full Time	1709	1917	1963	2033	2124	2227
	Part Time	406	481	606	626	677	757
	Total	2115	2364	2541	2640	2801	2984
SCE	Full Time	1498	1714	1796	1884	1907	1951
	Part Time	225	258	286	298	320	316
	Total	1722	1971	2081	2181	2227	2267
CSG	Full Time	846	898	944	1043	1095	1094
	Part Time	730	753	855	921	946	976
	Total	1575	1651	1797	1963	2041	2070
ISG	Full Time	425	481	534	545	528	535
	Part Time	142	154	182	185	179	189
	Total	565	635	715	729	707	724
USG	Full Time	268	323	333	371	390	414
	Part Time	97	112	119	143	149	173
	Total	365	435	452	513	539	587
Total		7962	8973	9660	10258	10555	10979

3.2. Headcount - Academic Staff

For the snapshot taken in July 2017, Table 2 shows there were 4,468 academic staff, of which 697 were working part-time. Academic staff covers any staff who are classified as ‘Academic’ or ‘Clinical Academic’. Staff on Guaranteed Hours (GH) contracts are excluded and reported separately in Section 3.4.

Table 2: Headcount of academic staff, by college, 2011/12 to 2016/17

College / Support Gp		2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
AHSS	Full Time	821	950	1016	1083	1090	1146
	Part Time	219	268	277	301	297	315
	Total	1040	1218	1293	1384	1387	1461
MVM	Full Time	933	1053	1127	1228	1292	1335
	Part Time	150	150	169	193	205	227
	Total	1083	1203	1296	1421	1497	1562
SCE	Full Time	1009	1117	1164	1247	1238	1290
	Part Time	113	127	142	144	163	155
	Total	1122	1244	1306	1391	1401	1445
Total		3243	3665	3892	4188	4285	4468

3.3. Headcount – Professional Services Staff

For the snapshot taken in July 2017, Table 3 shows there were 6,496 professional services staff, of which 2,291 were working part-time. Staff on Guaranteed Hours (GH) contracts are excluded and reported separately in Section 3.4.

Table 3: Headcount of professional services staff, by college and support group, 2011/12 to 2016/17.

College / Support Gp		2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
AHSS	Full Time	428	538	586	641	622	619
	Part Time	165	165	213	231	231	267
	Total	592	703	799	871	853	886
MVM	Full Time	776	864	836	805	832	892
	Part Time	256	336	438	433	472	530
	Total	1032	1200	1274	1238	1304	1422
SCE	Full Time	489	597	632	637	669	661
	Part Time	113	131	145	154	157	161
	Total	602	728	777	791	826	822
CSG	Full Time	846	898	944	1043	1095	1094
	Part Time	730	753	855	921	946	976
	Total	1575	1651	1797	1963	2041	2070
ISG	Full Time	425	481	532	543	526	533
	Part Time	141	153	182	185	179	189
	Total	564	634	713	727	705	722
USG	Full Time	265	321	332	369	384	406
	Part Time	97	111	116	140	142	168
	Total	362	432	448	508	526	574
Total		4722	5348	5800	6088	6255	6496

3.4. Guaranteed Hours Staff

The University has employed additional staff on Guaranteed Hours Contracts (GH) since 2014/15. At July 2017 there were 3,011 GH staff, and a breakdown by college and support group is shown in Table 4. The number of GH staff as a proportion of all staff has reduced from 23% in 2015/16 to 21.5% for 2016/17. 72.5% of GH staff are employed as tutors and demonstrators in the Colleges.

Table 4: Headcount of Guaranteed Hours staff, by college and support group, 2015/16 to 2016/17.

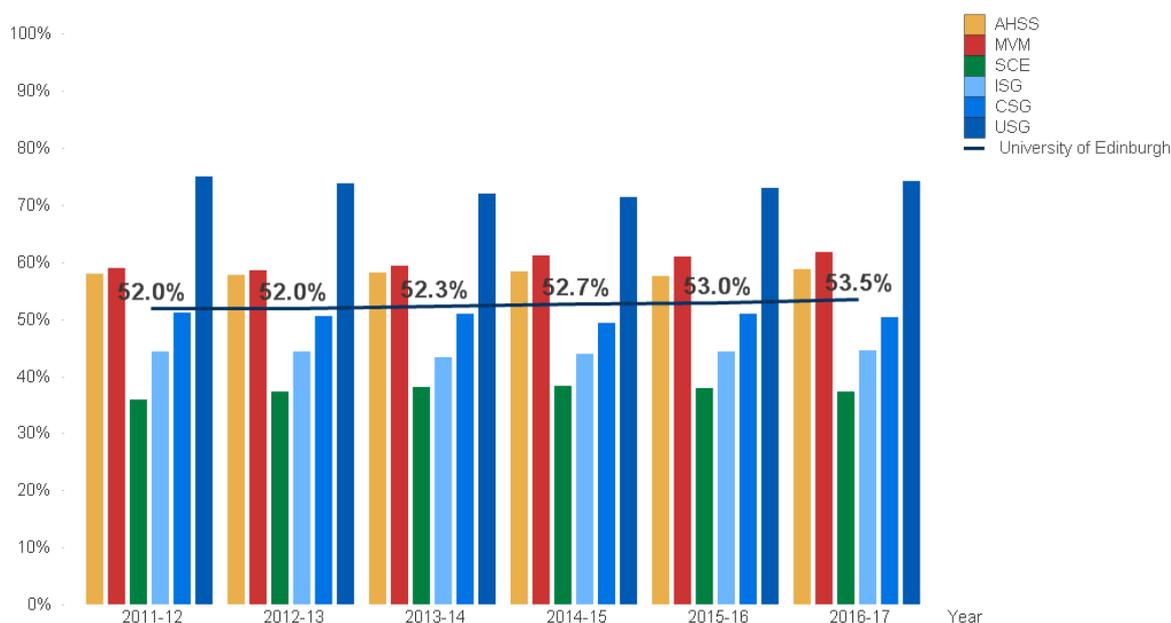
College / Support Group	2015-16	2016-17
AHSS	1188	1202
MVM	118	131
SCE	867	971
CSG	251	263
ISG	-	-
USG	427	444
Total	2851	3011

4. Gender

4.1. Gender - Overall

The overall proportion of female staff (excluding GH) in 2016/17 was 53.5% and a breakdown of overall population by college and support group is shown in Figure 1. There is little movement in the data since 2011/12 and female staff continue to be underrepresented in SCE and ISG whereas male staff are underrepresented in AHSS, MVM and USG.

Figure 1: Proportion of overall staff (excluding GH) who are female, by College/Support Group, 2011/12 to 2016/17.



4.1.1 Gender – Academic Staff

The proportion of female academic staff in 2016/17 was 43.3%, which is 10.2% lower than the overall staff proportion breakdown shown in Figure 1, and 17.1% lower than that for Professional Services staff. The proportion of academic staff who are female, by College, is shown in Figure 2.

Figure 2: Proportion of Academic staff who are female, by College, 2011/12 to 2016/17. The total academic population for 2016/17 is 1,461 (AHSS), 1,562 (MVM), 1,445 (SCE) and 4,468 (UoE).

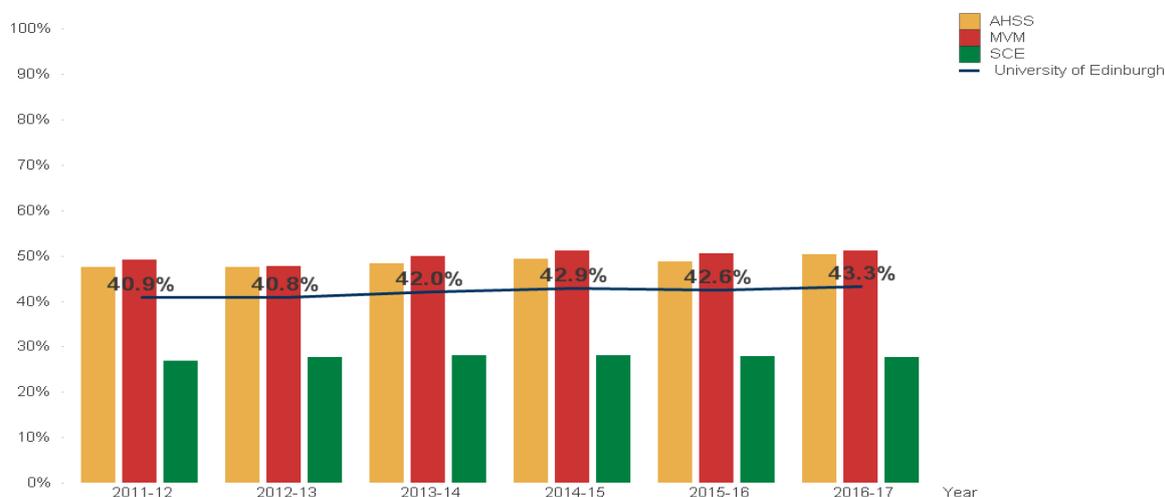
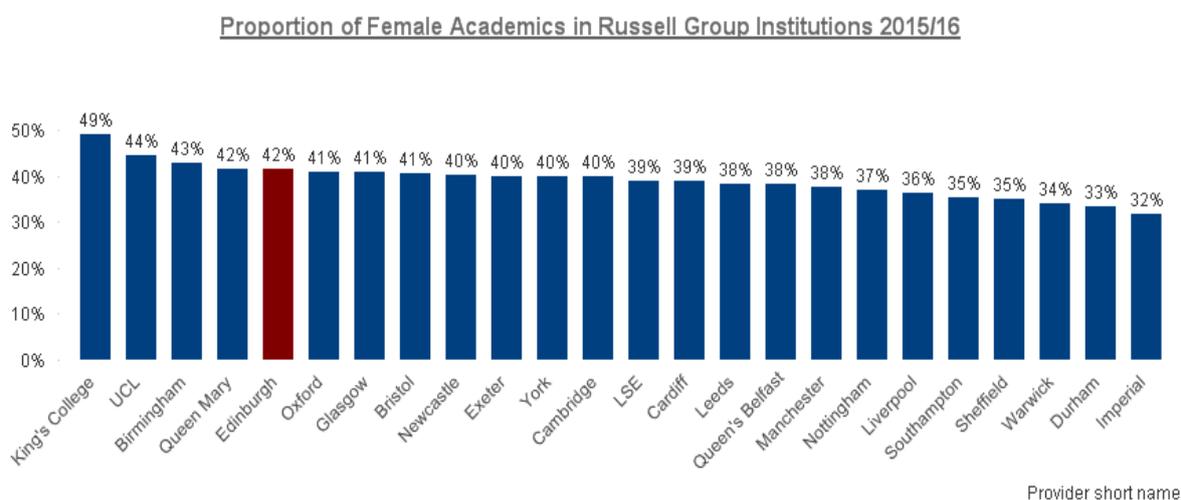


Figure 3 shows the proportion of female academic staff in Russell Group institutions for 2015/16. We are now in the first quartile for female academics, having been in the second quartile for the two previous years, and in the third quartile prior to 2013/14.

Figure 3: Percentage of female Academic staff in Russell Group Institutions, 2015/16



4.1.2 Gender – Professional Services Staff

The proportion of female professional services staff in 2016/17 was 60.4%, and has remained reasonably constant for the last 6 years. A breakdown by college and support group is shown in Figure 4.

Figure 4: Proportion of Professional services staff who are female, by College/Support Group, 2011/12 to 2016/17. The total counts for 2016/17 are 886 (AHSS), 1,422 (MVM), 822 (SCE), 2,070 (CSG), 722 (ISG), 574 (USG) and 6,493 (UoE).

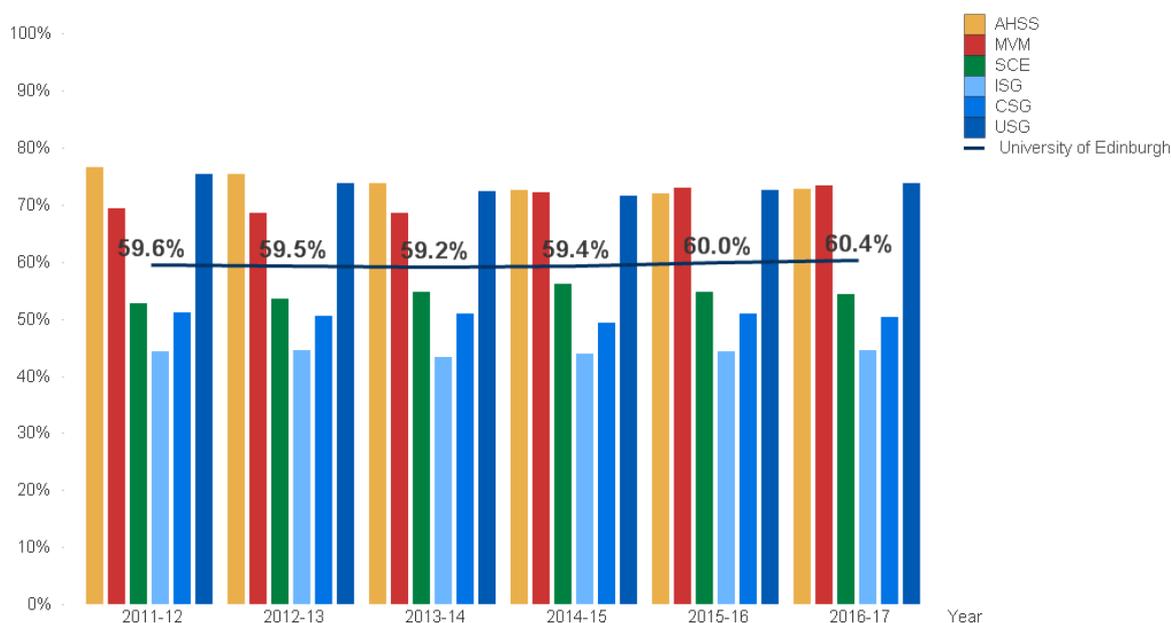
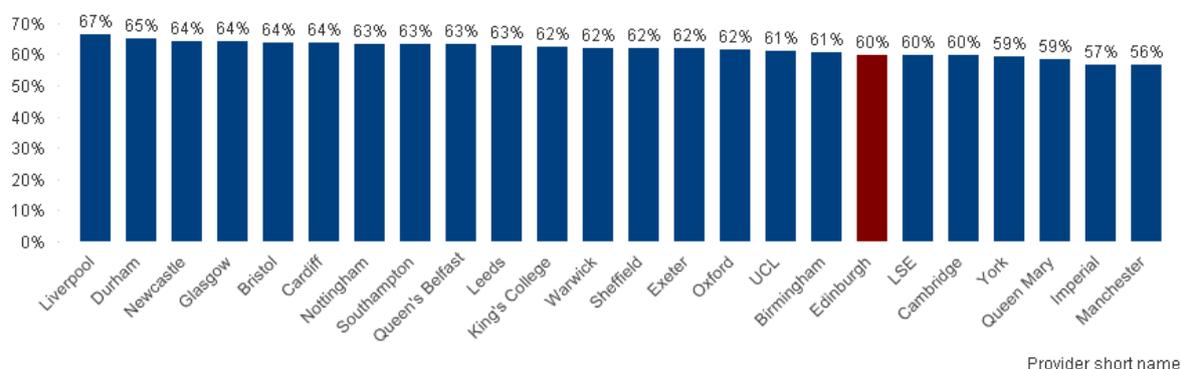


Figure 5 shows the proportion of female professional services staff in Russell Group institutions. For all institutions the proportion of female staff is greater than 50%.

Figure 5: Percentage of female professional services staff in Russell Group Institutions, 2015/16.

Proportion of Female Professional Support Staff in Russell Group Institutions 2015/16



4.1.3 Gender – Guaranteed Hours Staff

As shown in Figure 6, in 2016/17 the proportion of females amongst staff on guaranteed hours contracts was 51.8% overall, ranging from 35.9% in SCE to 70.2% in MVM.

Figure 6: Headcount and proportion of female staff on GH contracts, by College/Support Group 2016/17.

2017	College/Support Group					
	AHSS	MVM	SCE	CSG	USG	Total
Headcount	665	92	349	151	303	1506
% Female	55.3%	70.2%	35.9%	57.4%	68.2%	51.8%
2016	College/Support Group					
	AHSS	MVM	SCE	CSG	USG	Total
Headcount	682	84	281	141	284	1472
% Female	57.4%	71.2%	32.4%	56.2%	66.5%	51.6%

4.2 Gender and Contract Type

4.2.1 Gender & Contract Type – % of Staff on Fixed Contract – Academic Staff

Figure 7 shows the proportion of male and female academic staff on a fixed-term and open-ended contract for 2011/12 to 2016/17 and Figure 8 shows the proportion of male and female academic staff on a fixed-term and open-ended contract by pay grade for 2016/17. The higher proportion of female academic staff on fixed-term contracts is primarily due to the greater proportion of female academic staff at Grade UE06 which has a high proportion of staff of both genders (average 78% (81% in 2015/16) on fixed-term contracts (Fig.8).

Figure 7: Percentage of male and female academic staff, by fixed-term and open-ended contract, 2011/12 to 2016/17.

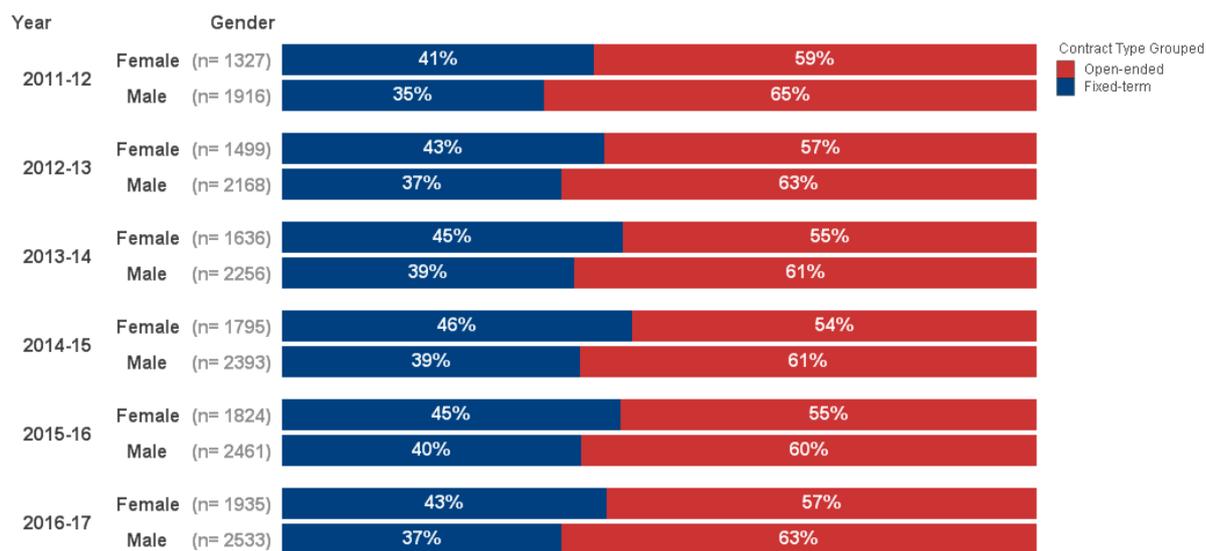
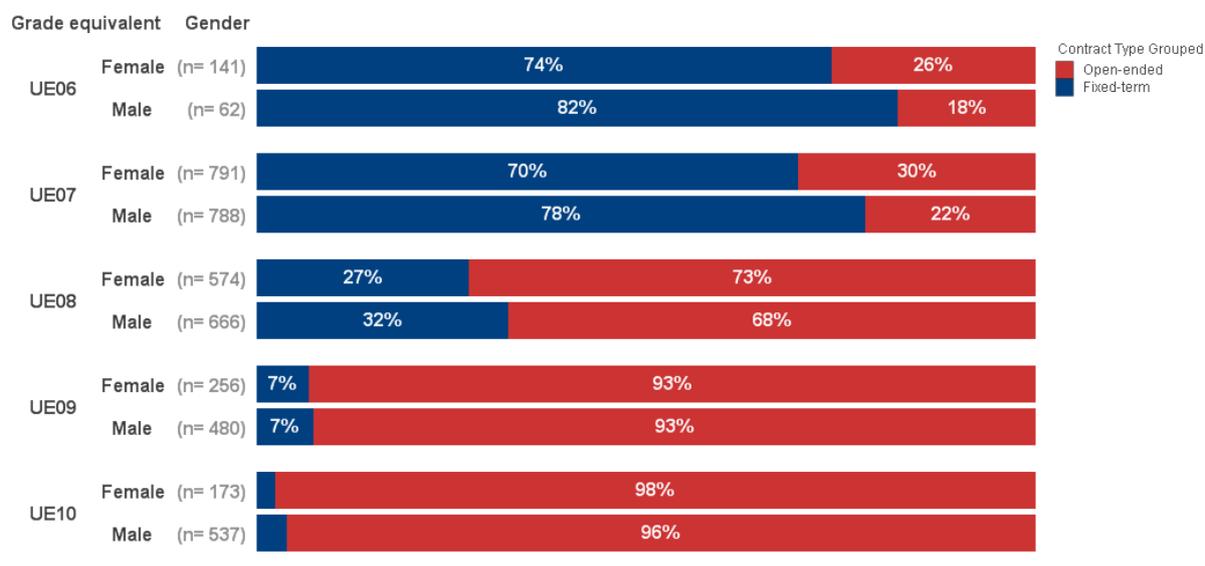


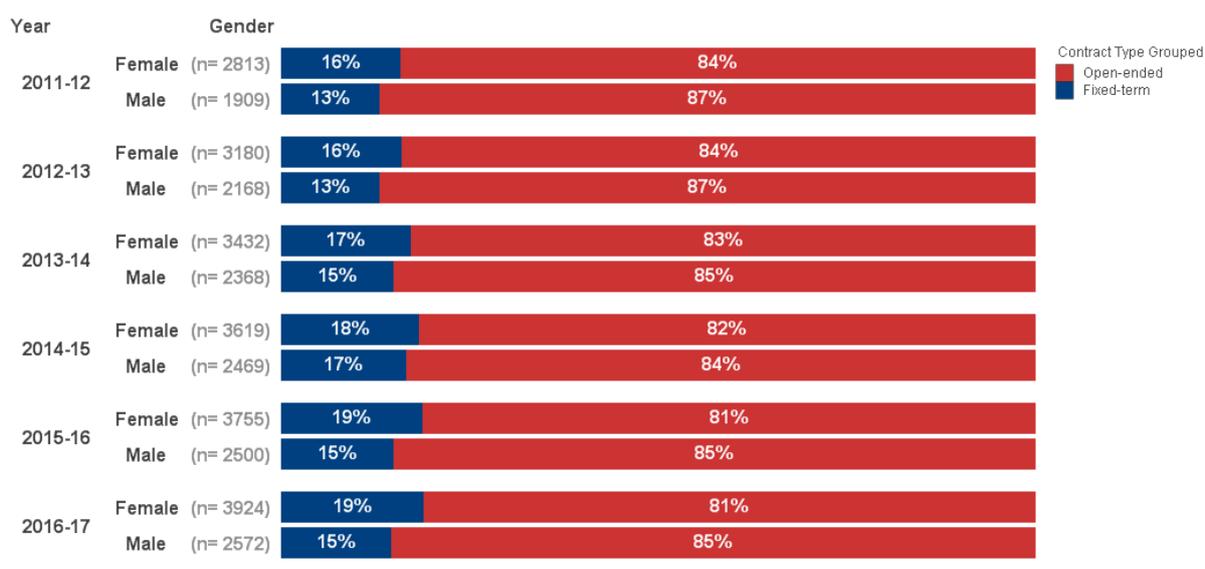
Figure 8: Percentage of male and female academic staff, by fixed-term and open-ended contract by pay grade, 2016/17.



4.2.1 Gender & Contract Type – % of Staff on Fixed Contract – Professional Services Staff

Figure 9 shows the proportion of professional services staff on fixed-term and open-ended contracts by gender between 2011/12 and 2016/17. There is a consistent pattern of a greater proportion of female staff (19% in 2016/17) than male staff (15% in 2016/17) on fixed-term contracts, with no movement since the previous year.

Figure 9: Contract type (fixed/open) for professional services staff, by gender, 2011/12 to 2016/17.

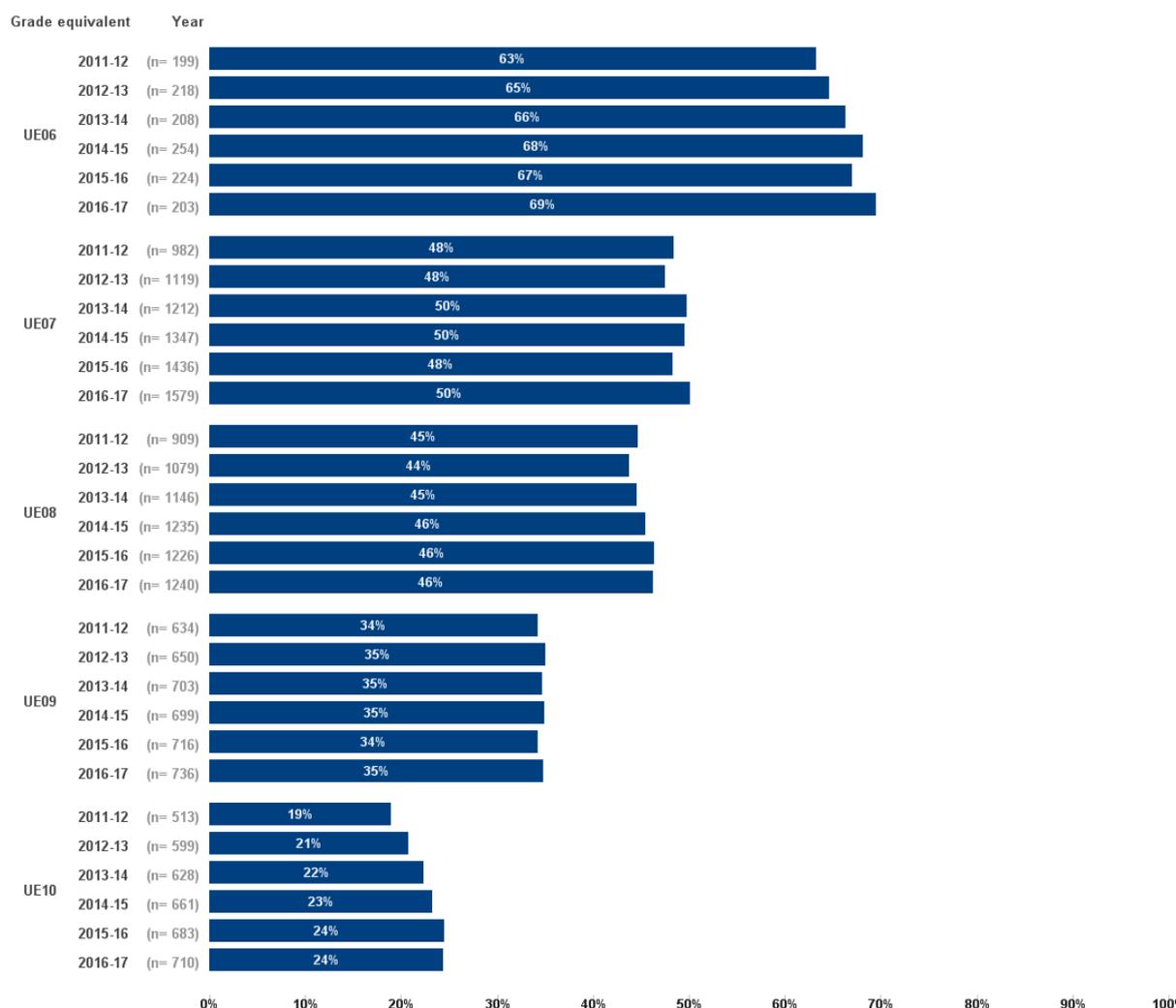


4.3 Gender & Grade

4.3.1 Gender & Grade – Academic Staff

Figure 10 shows the proportion of female academic staff by grade, from 2011/12 to 2016/17, clearly demonstrating the ‘leaky pipeline’ of women to senior grades. Over the period, there have been modest increases in the proportion of women within each grade, with a greater increase in the proportion of female academics at grade UE10, reflecting work carried out under the 2012-16 Strategic Plan to increase the proportion of female professors.

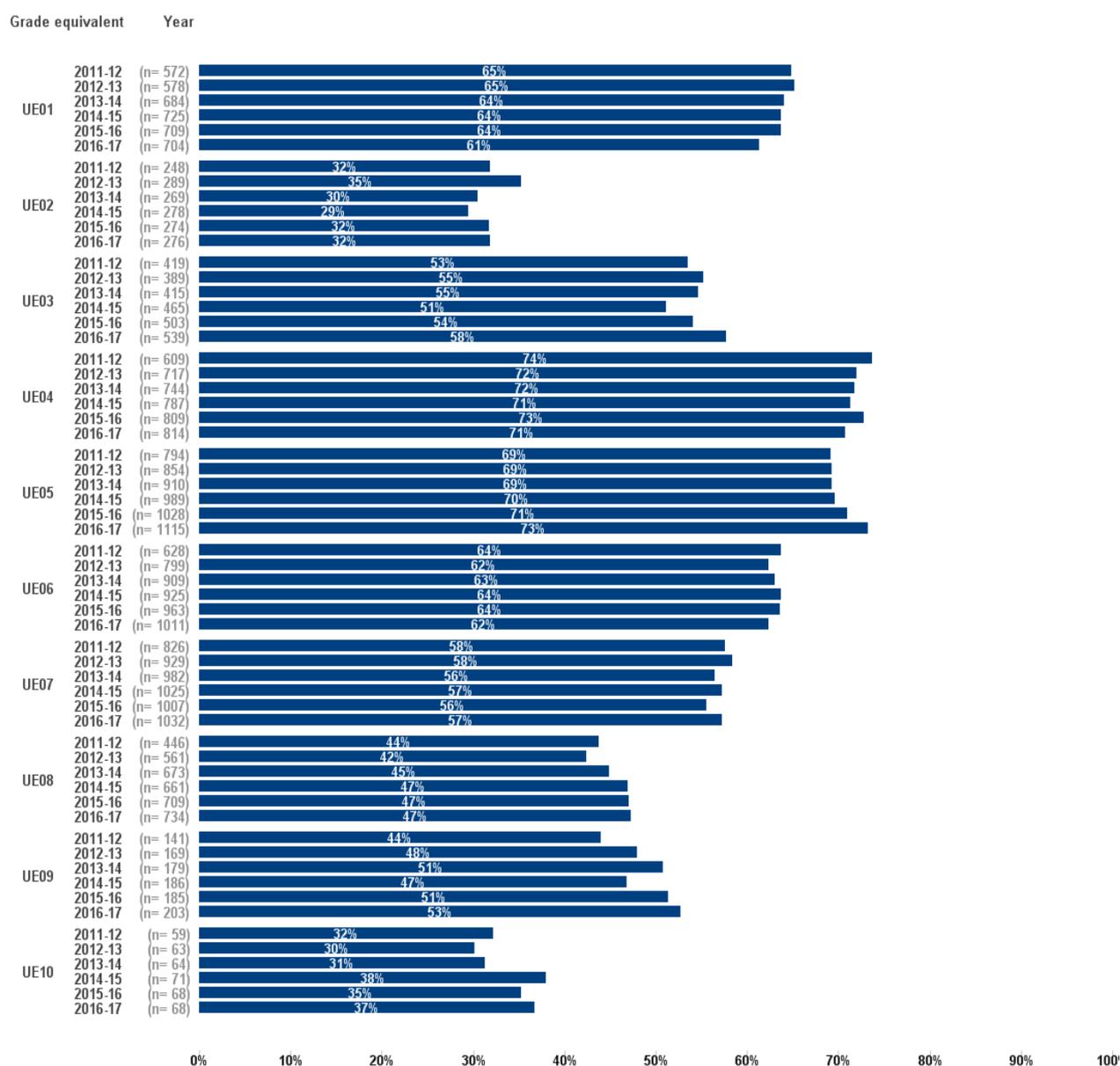
Figure 10: Proportion of academic staff who are female, by grade, 2011/12 to 2016/17.



4.3.2 Gender & Grade – Professional Services Staff

Figure 11 shows the proportion of professional staff who are female by grade, from 2011/12 to 2016/17. In grades UE01 to UE07 (with the exception of UE02) female staff are in the majority, whereas for grades UE08 to UE10 female staff are in the minority on average. There has been an increase in the proportion of females at grades UE08 to UE10 since 2011/12.

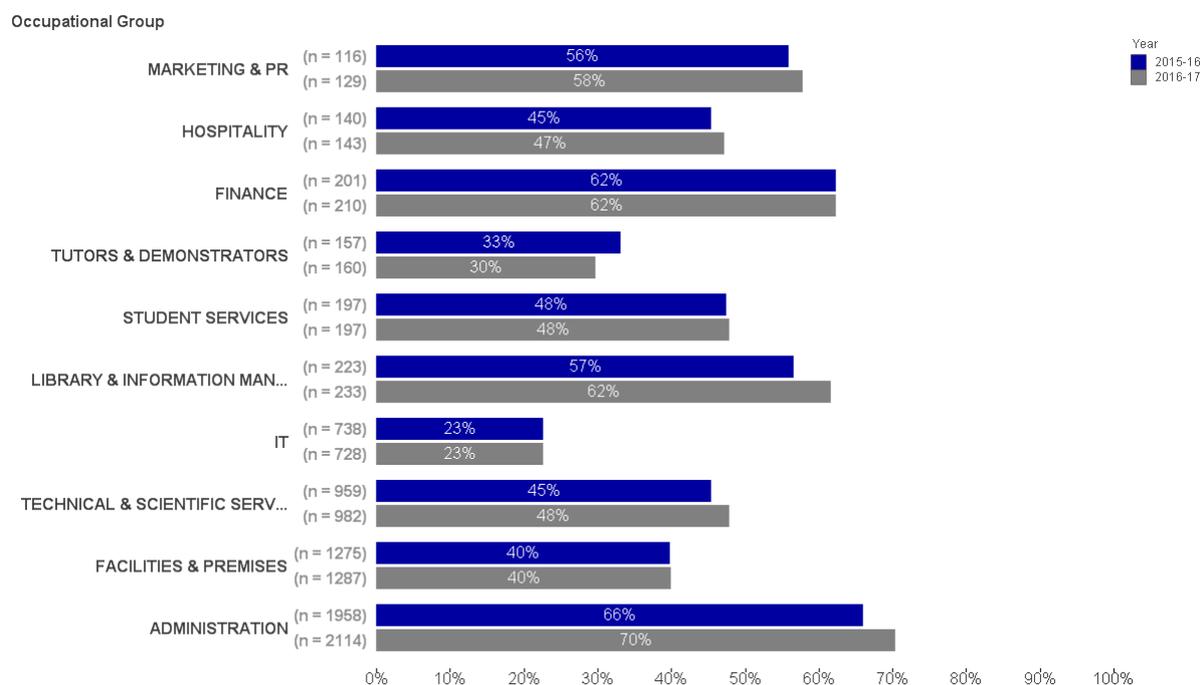
Figure 11: Proportion of professional services staff who are female, by grade, 2011/12 to 2016/17.



4.4 Gender & Occupational Group – Professional Services Staff

Figure 12 shows the proportion of female professional services staff across occupational groupings. Females are most highly represented in administrative roles and least represented in Information Technology roles.

Figure 12: Proportion of female staff, by Occupational Group, (excluding GH staff) 2015/16 and 2016/17. Only Job segments with populations greater than 100 are included.

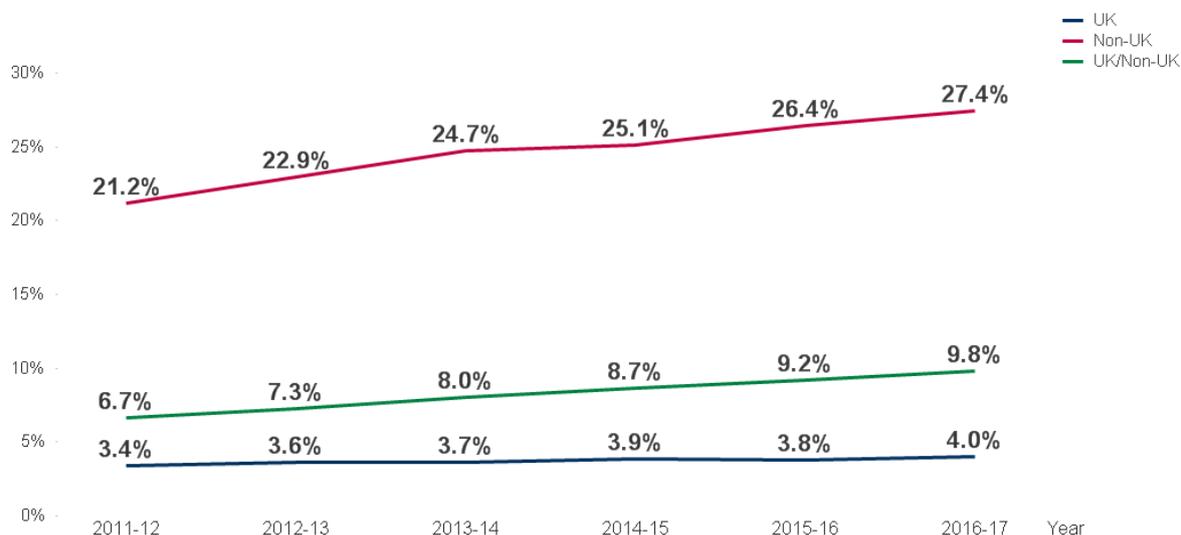


5 Ethnicity

5.1 Ethnicity – Overall

In 2016/17, where ethnicity is disclosed the overall proportion of Black and Minority Ethnic (BME) staff was 9.8%, an increase from 9.2% in the previous year. A breakdown by nationality grouping is shown in Figure 13. The proportion of both UK and non-UK BME academic staff has increased over the last six years, with a greater increase overall amongst non-UK staff.

Figure 13: proportion of Black and Minority Ethnic staff (excluding GH), where ethnicity is known, by nationality grouping, 2011/12 to 2016/17.



5.1.1 Ethnicity – Academic Staff

In 2016/17, where ethnicity is disclosed the proportion of Black and Minority Ethnic (BME) academic staff was 15.5%, an increase from 14.8% in the previous year. A breakdown by nationality grouping is shown in Figure 14.

Figure 14: Proportion of Black and Minority Ethnic academic staff, where ethnicity is known, by nationality grouping, 2011/12 to 2016/17.

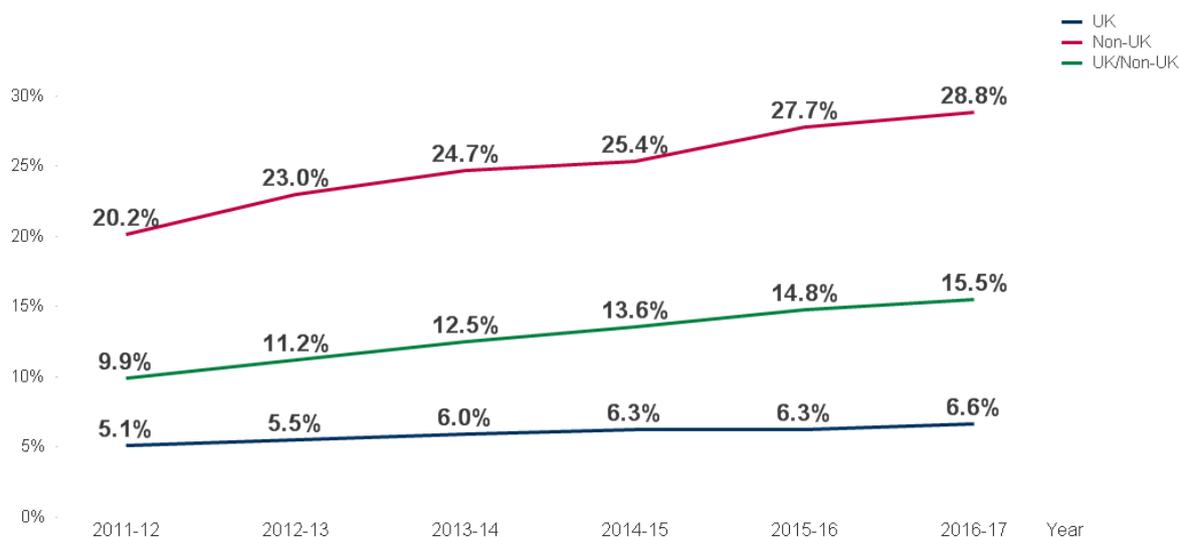


Figure 15 shows the proportion of UK-nationality Black and Minority Ethnic academic staff for the University of Edinburgh and peer group institutions in 2015/16. The University of Edinburgh is above the proportion for HEIs in Scotland by 0.2% and is below Russell Group by 3.8%.

Figure 15: Proportions of UK-nationality BME academic staff – University of Edinburgh and peer group institutions 2015/16

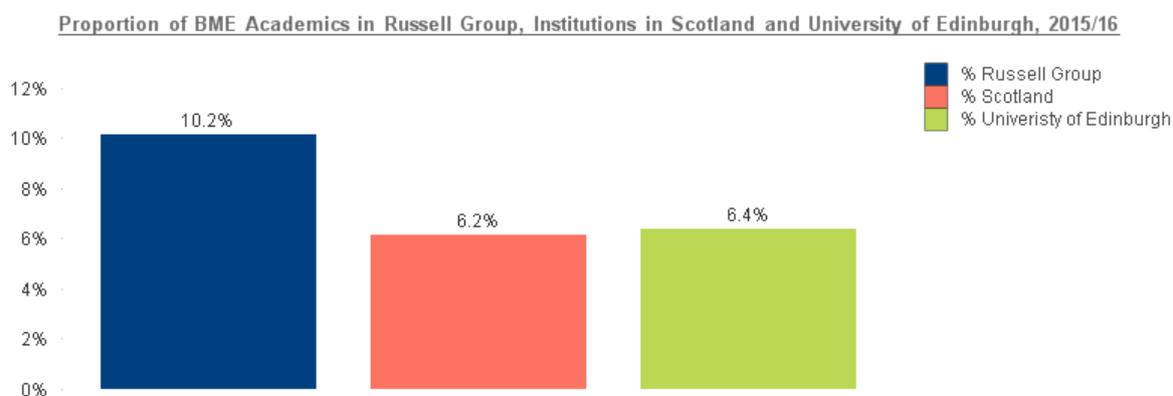
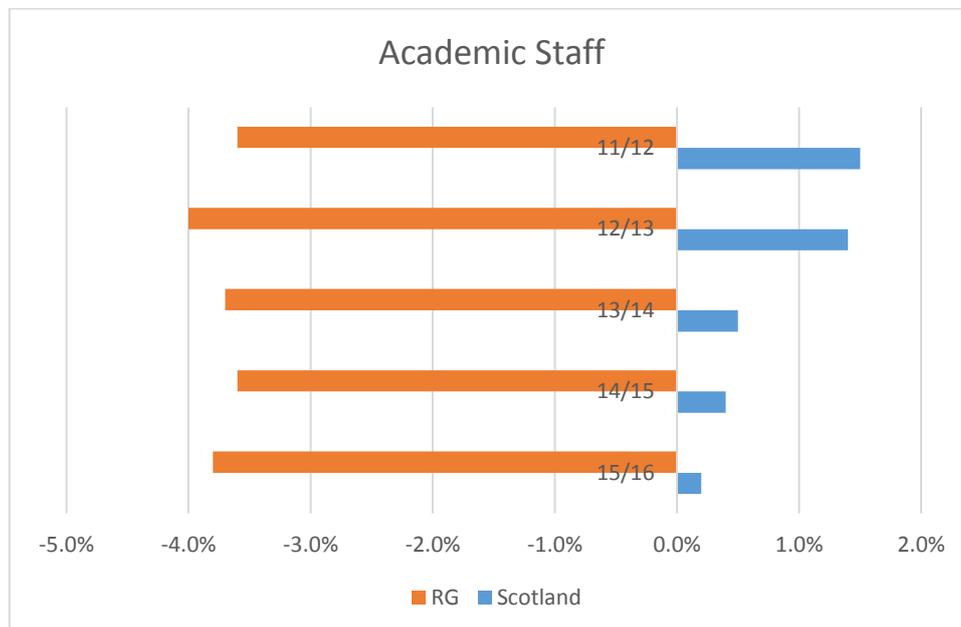


Figure 16 shows the percentage difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality Black and Minority Ethnic academic staff over a five year period.

Figure 16: Proportion of UK-nationality BME academic staff – difference between University of Edinburgh and peer group institutions, 2011/12 to 2015/16



5.1.2 Ethnicity – Professional Services Staff

In 2016/17, where ethnicity is disclosed the proportion of Black and Minority Ethnic (BME) professional services staff was 6.0%, a modest increase from 5.5% in the previous year. A breakdown by nationality grouping is shown in Figure 17. The 2011 census data shows that BME people represent 4.3% of the population in the geographical area comprising the City of Edinburgh, the Lothians, Scottish Borders and Fife. The proportion of UK-nationality BME professional services staff is lower than might be expected from the surrounding population.

Figure 17: Proportion of Professional services staff who are Black and Minority Ethnic background, for UK and non-UK nationality, 2011/12 to 2016/17. The counts for 2016/17 are 5,453 (UK) and 1,043 (Non-UK).

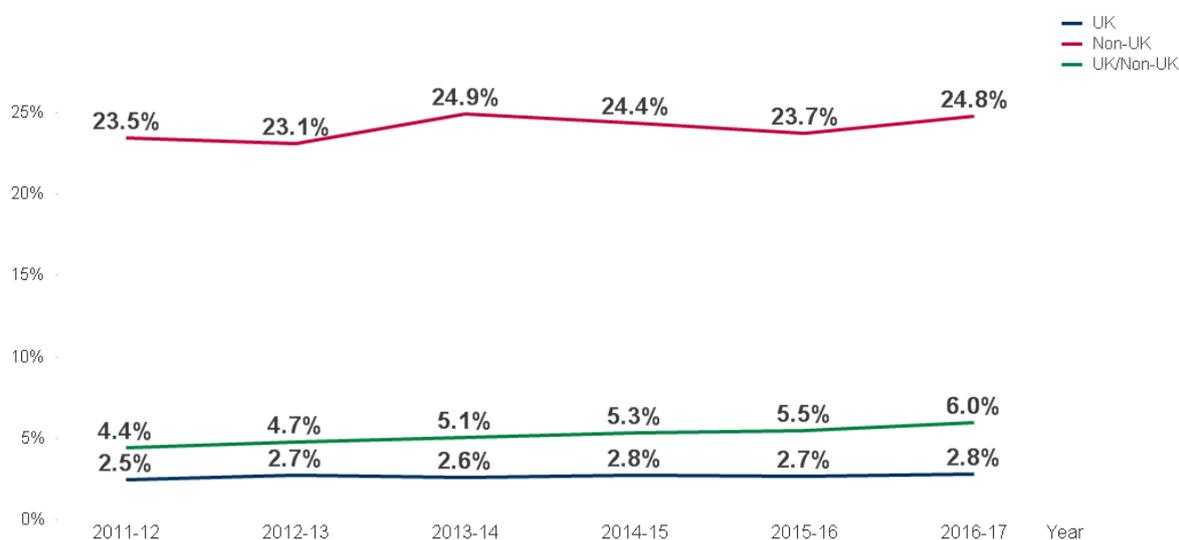


Figure 18 shows the proportion of UK-nationality professional services staff who are Black and Ethnic Minority for the University of Edinburgh and peer group institutions in 2015/16. The University of Edinburgh is above the rate of Scotland by 0.3%, and 6.2% below the Russell Group.

Figure 18: Proportion of professional services staff who are Black or Minority Ethnic, in University of Edinburgh and peer group institutions, 2015/16.

Proportion of BME Professional Support Staff in Russell Group, Institutions in Scotland and University of Edinburgh, 2015/16

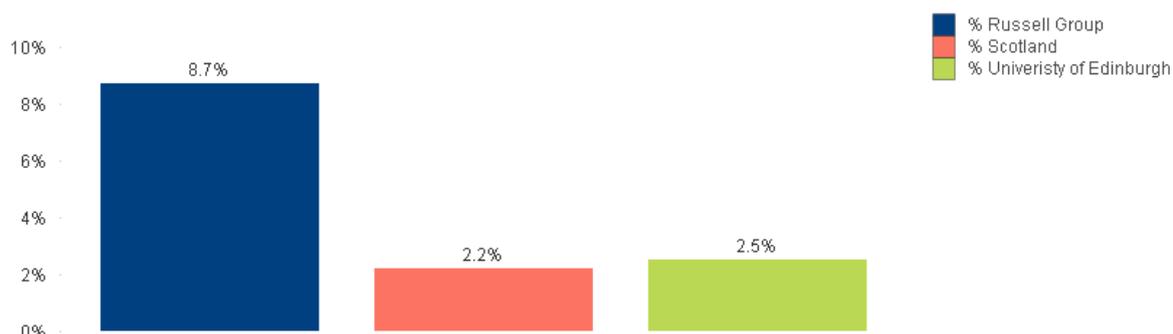
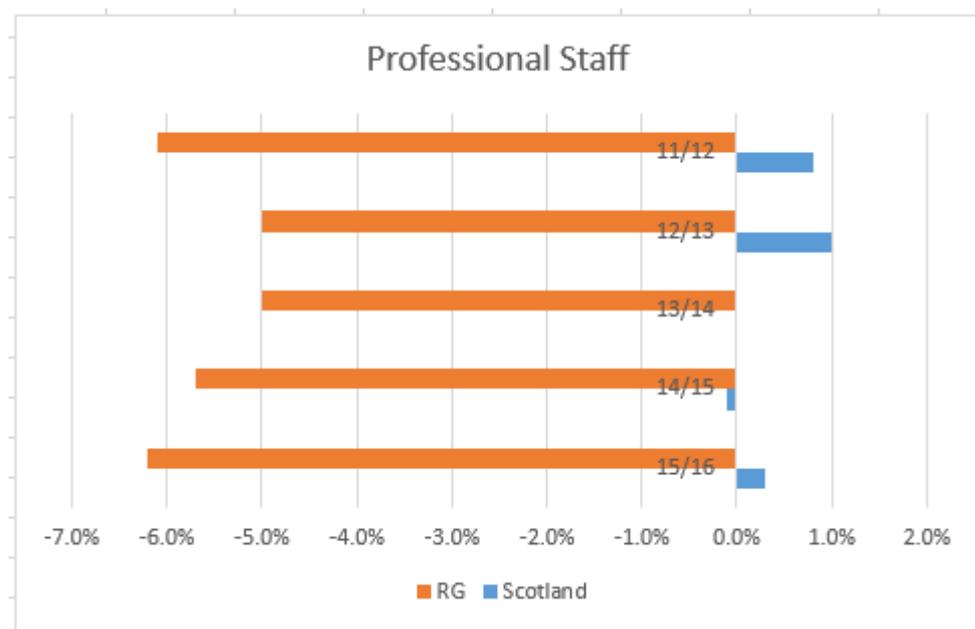


Figure 19 shows the difference between the University and both Scotland and Russell Group comparators for the proportion of UK-nationality Black and Minority Ethnic professional services staff over a five year period.

Figure 19: Difference in proportion of Black and Minority Ethnic professional services staff between University of Edinburgh and peer group institutions, 2011/12 to 2015/16.



5.1.3 Ethnicity – Guaranteed Hours Staff

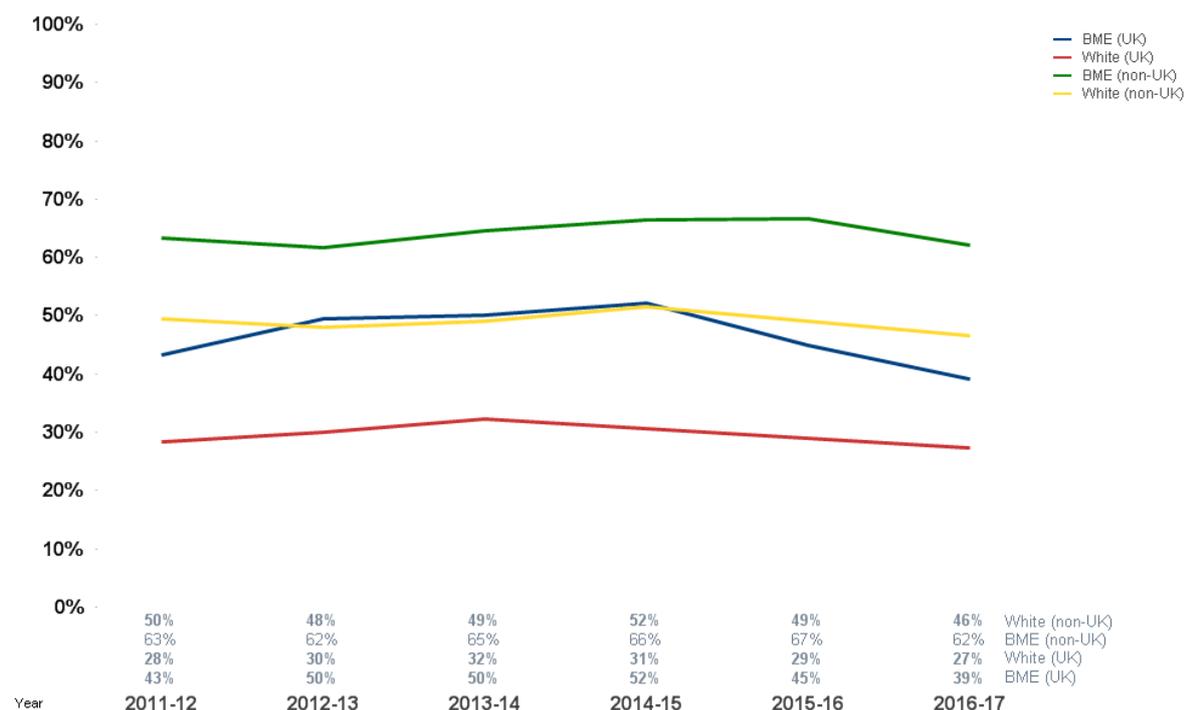
The proportion of BME staff in the GH population was 14.2% in 2016/17, 4.6% of UK nationality and 27.8% of Non-UK nationality GH staff. The proportion of BME staff among GH staff was higher than the proportion among staff overall (9.8%). This may reflect the number of PhD students undertaking teaching opportunities as part of their academic career development.

5.2 Ethnicity and Contract type

5.2.1 Ethnicity & Contract Type Academic Staff - % of Staff on Fixed Term Contract

Figure 20 shows the proportion of academic staff on fixed-term contracts, by ethnicity and nationality groupings. For UK staff and to a lesser extent non-UK staff there tends to be a greater proportion of BME staff than white staff on fixed term contracts. Over the period shown the difference between the proportion of white UK and BME UK staff on fixed contracts has reduced to 12% in 2016/17 compared to 21% in 2015/16, and the difference between white non-UK and BME non-UK staff has decreased to 16%, from 18% in 2015/16,.

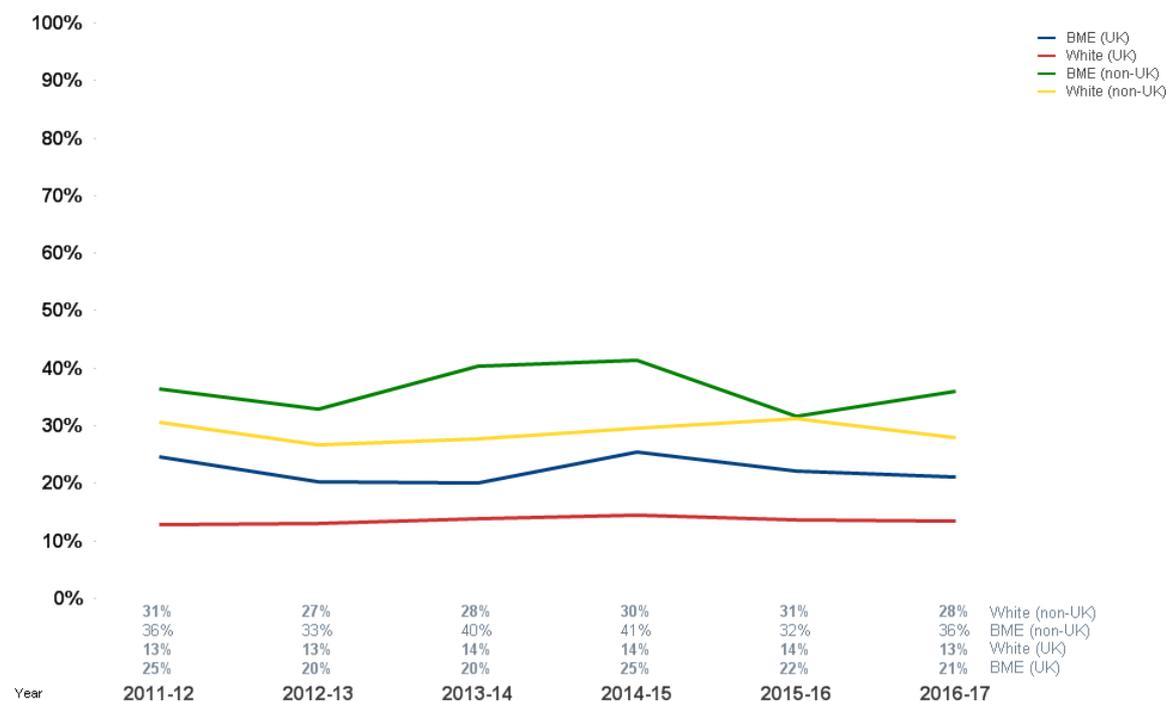
Figure 20: Proportion of academic staff on a fixed-term contact, where ethnicity is known, by nationality and ethnic grouping, 2011/12 to 2016/17.



5.2.2 Ethnicity & Contract Type Professional Services Staff - % of Staff on Fixed Contract

Figure 21 shows the proportion of professional services staff on a fixed-term contract, by ethnicity and nationality groupings. The consistent trends are that there is a greater proportion of non-UK staff on fixed-term contracts than UK staff, and that within both non-UK and UK staff groups there is a higher proportion of BME than White staff on fixed-term contracts.

Figure 21: Proportion of professional services staff on a fixed-term contract, where ethnicity is known, by nationality and ethnic grouping, 2011/12 to 2016/17.

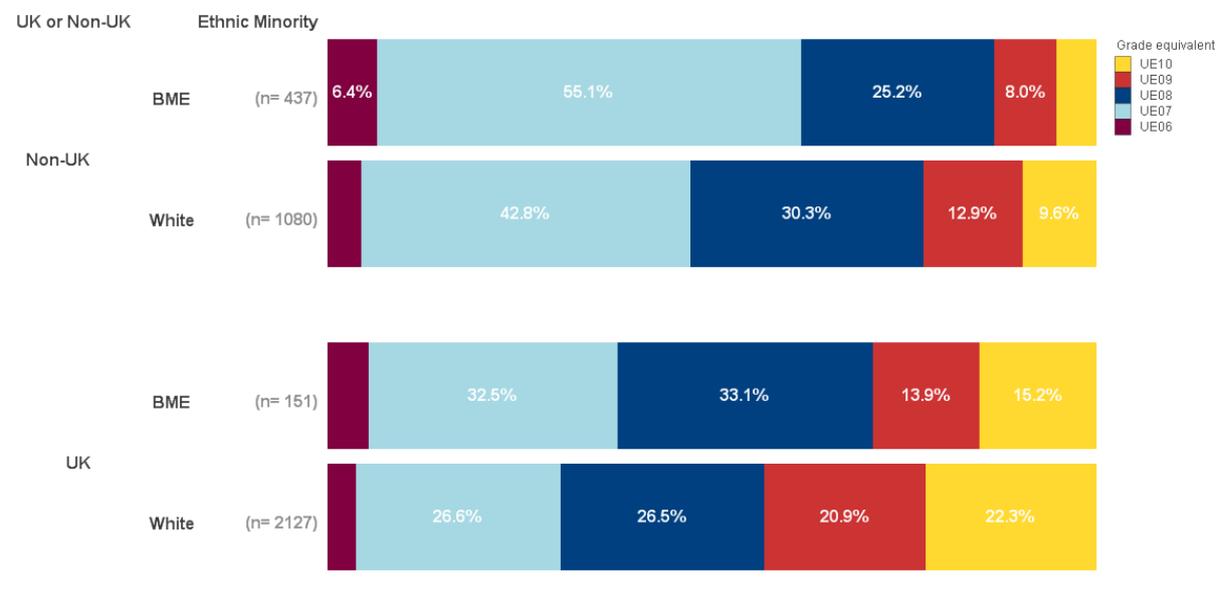


5.3 Ethnicity & Grade

5.3.1 Ethnicity & Grade – Academic Staff

Figure 22 shows a breakdown of academic staff by nationality grouping, ethnicity and grade for 2016/17. The graph shows that there is a tendency for UK staff overall to be on higher grades (UE09-UE10) 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.

Figure 22: Academic staff by nationality grouping, ethnic grouping and UE grade, 2016/17



5.3.2 Ethnicity & Grade – Professional Services Staff

Figure 23 shows a breakdown of professional services staff by nationality grouping, ethnicity and grade (UE06-UE10). There is a tendency for UK staff overall to be on higher grades (UE09-UE10) 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.

Figure 23: Proportion of professional services staff, where ethnicity is known, by nationality, ethnic grouping and UE grade, 2016/17.

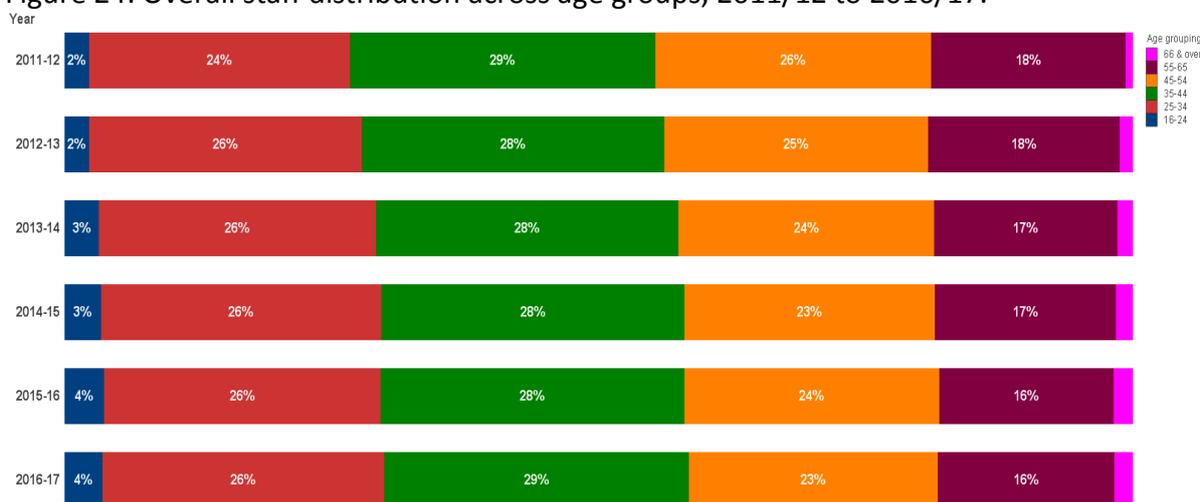


6 Age

6.1 Age Distribution by Year – Overall

Since the removal of the default retirement age the proportion of academic staff age 66 & over has increased slightly year-on-year. However, overall there is a balance in the spread of staff across the age groups 25-34 through 45-54 with a slightly lower proportion in the 55-65 age group.

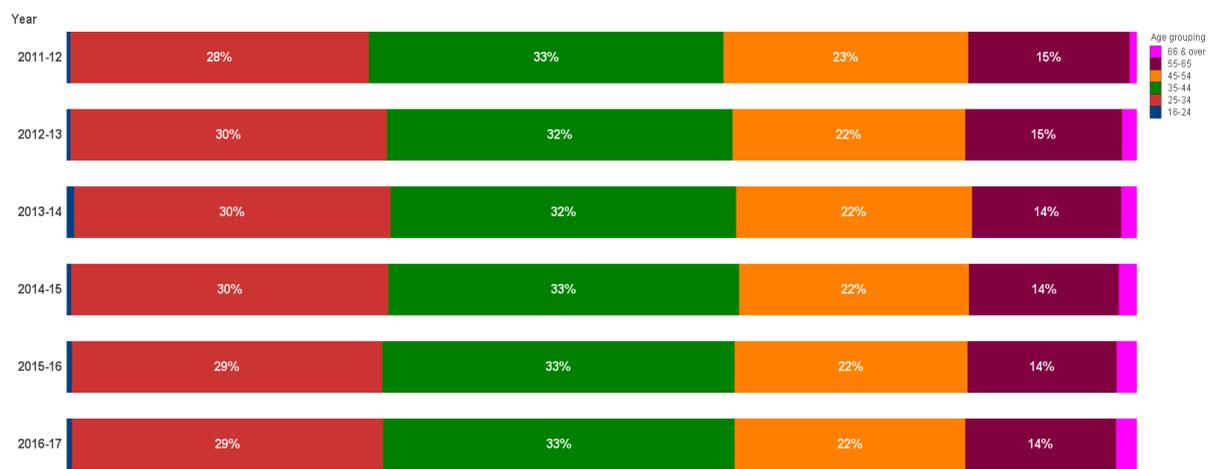
Figure 24: Overall staff distribution across age groups, 2011/12 to 2016/17.



6.2 Age Distribution by Year – Academic Staff

Figure 25 shows the age distribution of academic staff. Similar to the overall age group, there is no significant change year on year to the proportion of academic staff in each age grouping.

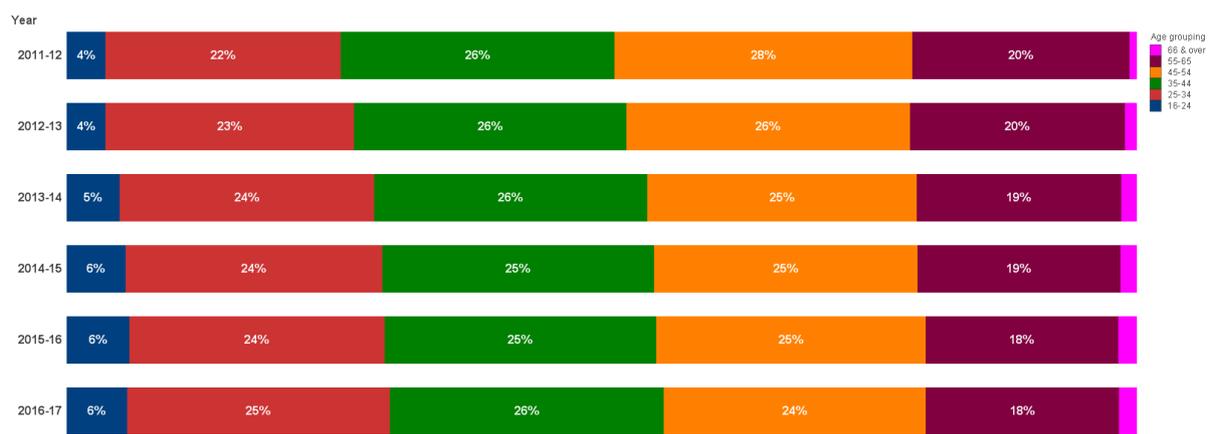
Figure 25: Academic staff by age grouping, 2011/12 to 2016/17



6.3 Age Distribution by Year – Professional Services Staff

Since the removal of the default retirement age the proportion of professional services staff age 66 & over has increased slightly year-on-year. However, overall there is a balance in the spread of staff across the age groups 25-34 through 55-65.

Figure 26: Age distribution of professional services staff, 2011/12 to 2016/17



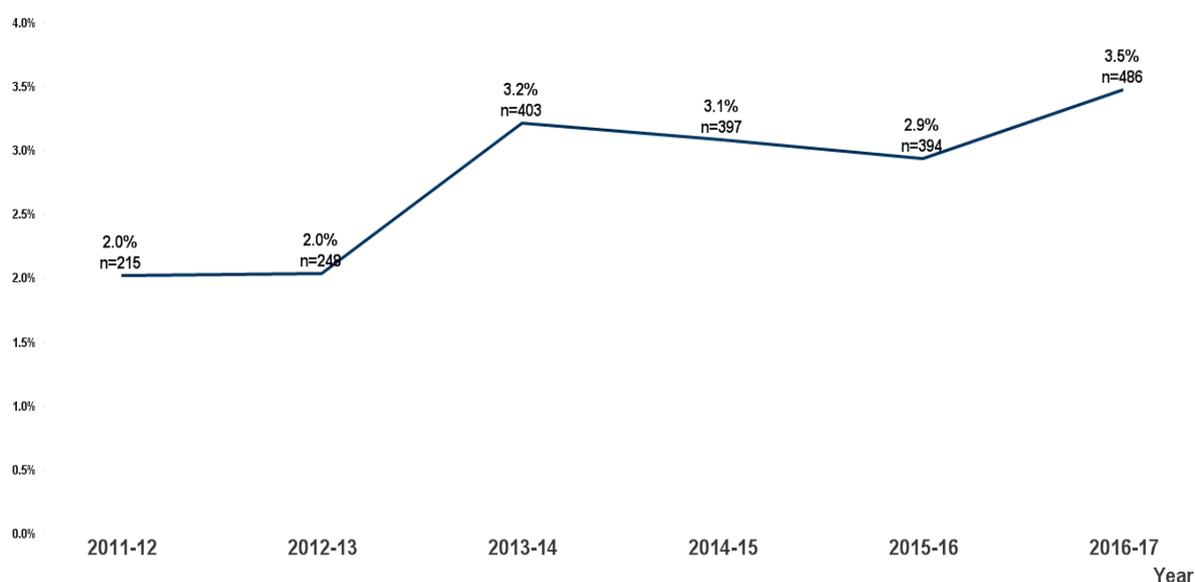
7 Other Protected Characteristics

We are pleased to note that disclosure rates have increased since the last report, mainly due to our equality monitoring survey carried out in 2016/17. The survey encouraged staff to update records held on their protected characteristics. This information helps the University to do as much it can to make the worklife experience for staff as fulfilling, supportive, and as inclusive as possible.

7.1 Disability

In 2016/17, 13,963 staff provided information on whether they had a disability or not, with 486 (3.5%) staff members disclosing a disability. Figure 27 shows the overall proportion of staff disclosing a disability from 2011/12 to 2016/17. The proportion of staff disclosing a disability is broadly in line with the benchmarking data for higher education in Scotland (3.3%, ECU statistical report 2017). Staff equality monitoring surveys are usually conducted every two years with a view to improving disclosure of all equality characteristics, and the next one is due in 2018.

Figure 27: Proportion of all staff (including GH) disclosing a disability, 2011/12 to 2016/17



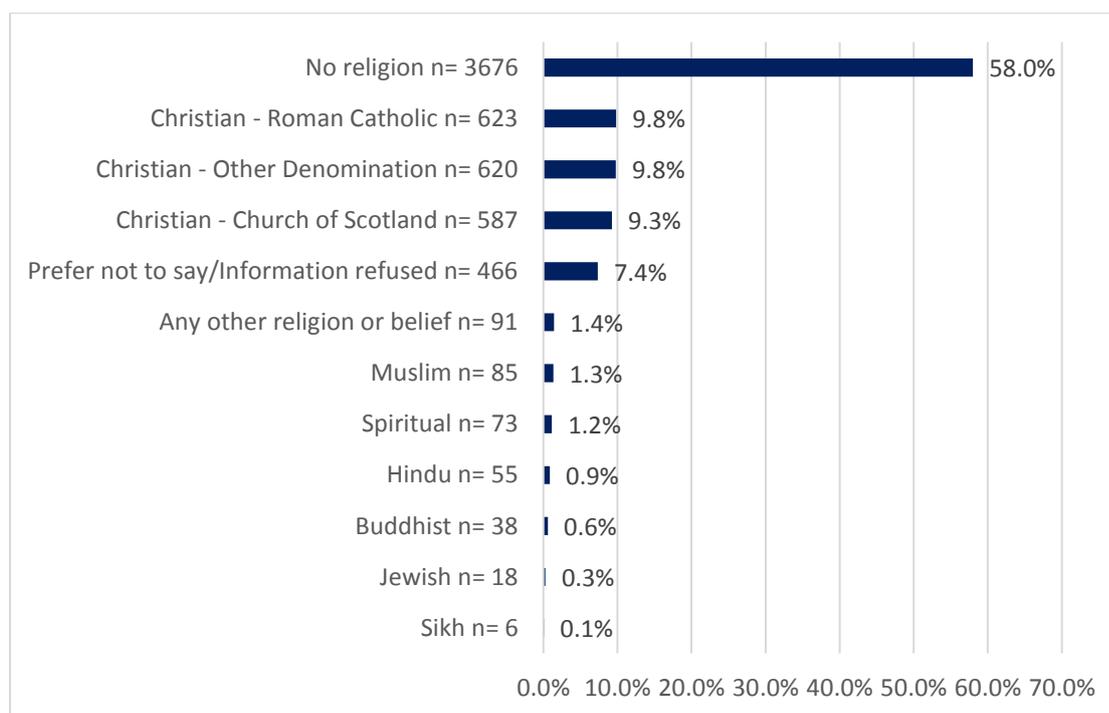
7.2 Religion and Belief

In 2016/17, 6338 of all staff, including GH staff, disclosed their religion/belief. Of those who disclosed their religion/belief, 58% were of no religion, which is higher than the Scottish population (54%, 2011 census), and also 14% higher than UK Higher Education Institutions data (Equality Challenge Unit 2017 statistical report).

The proportion of staff declaring their religion as Christian 28.9% is markedly lower than the Scottish (57.9%) and City of Edinburgh (46.7%) 2011 census proportions, as well as being

lower than the Equality Challenge Unit 2017 statistical report data (38.6%). 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. Figure 28 presents the proportion of staff in each category of Religion and Belief.

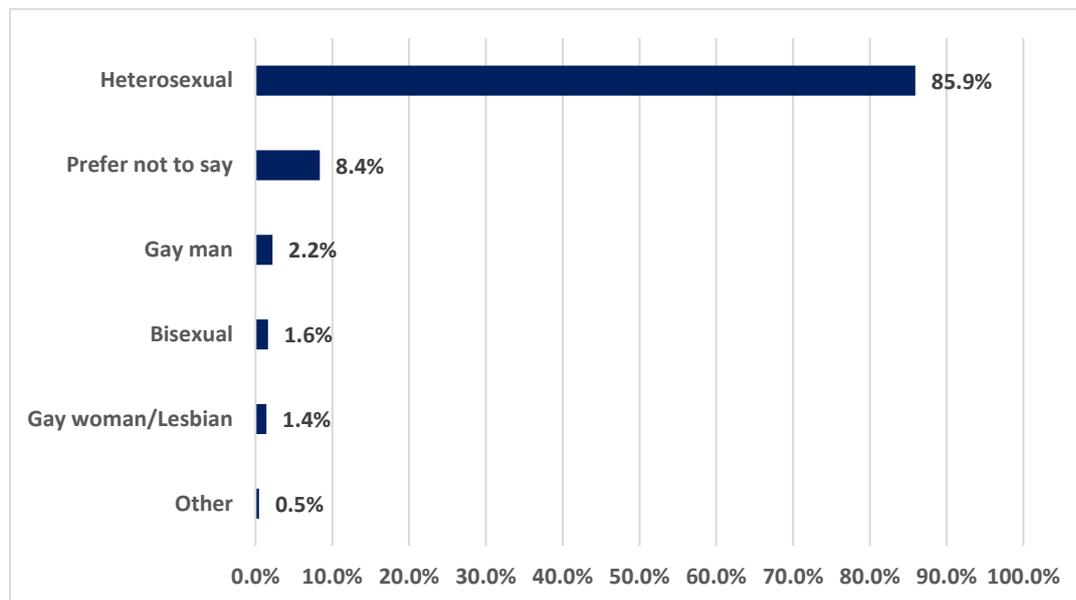
Figure 28: Proportion of staff of known Religion and Belief in each category, 2015/16.



7.3 Sexual Orientation

In 2016/17 6329 staff (45.2%) (38% in 15/16), including GH staff, disclosed their sexual orientation. Of those that disclosed, 85.9% disclosed they were heterosexual. The proportion of staff identifying themselves as Gay/Lesbian or Bisexual is higher than the UK average using the Office for National Statistics 2016 Annual Population Survey (Bisexual= 0.8%; Gay/Lesbian =1.2%) and higher than the UK Higher Education Institution data from the Equality Challenge Unit 2017 statistical report data (Gay Man =1.7%; Bisexual= 1.0%; Lesbian/Gay Woman =1.0%). Figure 29 presents the proportion of staff in each category of sexual orientation.

Figure 29: Proportion of staff of known sexual orientation in each category, 2016/17



7.4 Gender Identity

In 2016/17 5,640 staff (40.3% (35.5% in 2015/16), including Guaranteed Hours staff, disclosed their gender identity. Of those who chose to disclose, twenty two employees (0.4%) consider themselves to be a trans person. This is consistent with the UK Higher Education Institution data at 0.4% (Equality Challenge Unit statistical report 2017).