THE UNIVERSITY *of* EDINBURGH

EQUALITY AND DIVERSITY MONITORING AND RESEARCH COMMITTEE (EDMARC)

2018
TENTH REPORT
EXECUTIVE SUMMARY

1. Introduction

The tenth 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 from the following weblink: https://www.ed.ac.uk/equality-diversity/monitoring-statistics/edmarc or by contacting Kevin Harkin in Governance and Strategic Planning, telephone: 0131 651 4578 or email: Kevin.Harkin@ed.ac.uk.

The University successfully maintained an institutional Athena Swan Silver Award in 2018, an award held by only sixteen other HE institutions and two research institutes. The University also is 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
At 10.2%, 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 year by year increase in the proportion of BME entrants rising from 7.8% to 10.2%, compared to the five years previously (range of 5.8% - 6.3%). Over the last five years there has been a year-on-year increase in the overall proportion of non-UK BME UG entrants rising from 44.4% to 49.9% in 2018/19.

The proportion of UK-domiciled PGT entrants from an ethnic minority background has varied between 10.7% and 13.3% over the last five years and the proportion of non-UK PGT BME entrants has increased from 56.0% to 60.4% over the same period. The proportion of UK-domiciled PGT BME entrants is much higher in MVM than the other two Colleges, whereas all three Colleges have a similar proportion of non UK-domiciled PGT entrants.

The proportion of UK-domiciled PGR entrants from an ethnic minority background has risen gently year by year over the last five years from 9.7% to 11.5% whereas for non-UK entrants it has remained steady (range 42.0% to 45.0%).

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.

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 2.9%-points to 9.3%-points). For non-UK BME UG 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 five years (range 6.7%-points to 13.6%-points). A lower proportion of BME students achieved a 1st or 2.1 honours degree in 18 out of 20 Schools (range -1.8%-points to -20.3%-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 2019.

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 12.2%-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 every year over the five year period UK-domiciled PGR BME students were less likely to successfully complete their programme than white students (range 2.5%-points to 8.5%-points) whereas there is little difference in completion rates between non-UK domiciled BME and white students. EDMARC will monitor this going forward.

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% - 64.3%), and places us in the top three Russell Group universities for this measure. While overall 64.3% of undergraduate (UG) entrants were female in 2017/18 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 2017/18 was 63.0%. 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 2017/18 is 50.6% 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.

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.

2.3 Age
The large majority (82%) 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 2017/18. 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. 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 11.5% in 2017/18. Since 2006/07 the proportion of PGT entrants with a declared disability has increased from a low of 4.5% in 2008/09 to 6.7% in 2017/18. The proportion of PGR entrants declaring a disability has increased from a low of 4.9% in 2008/09 to 6.7% in 2017/18. 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, a pattern seen in each of the last six years (range 2.7%-points to 6.0%-points lower). 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.

2.5 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 Ethnicity
Staff data is a snapshot of the staff database, as at 31 July 2018. The proportion of UK-nationality academic BME staff is 6.3% and for those staff from outside the UK it is 31.1%, with the proportion non-UK BME staff showing a stronger upward trend over the last six years (increasing year on year from 23.0% to 31.1%) than UK staff (increase from 5.5% in 2012/13 to 6.3% in 2017/18). The proportion of UK BME professional services staff is 2.9% and for non-UK staff is 22.4% 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.

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 2012/13 to 34% in 2017/18, and is now a lower proportion that White non-UK academic staff (44% in 2017/18). 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 2017/18, 43.3% of academic staff and 60.6% of professional services staff are women. There remains an under-representation of women in senior posts as women make up 36% of academic staff at grade UE09 and 25% of academic staff at UE10. For professional services staff women make up 54% of grade UE09 staff and 45% 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 by split by staff type and college and support group. The overall headcount of staff declaring a disability has risen from 248 (2.0%) in 2012/13 to 492 (3.4%) in 2017/18. The

proportion of staff disclosing a disability is slightly lower than the benchmarking data for higher education in Scotland (3.6%, ECU statistical report 2018).

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 2017/18, 7,034 staff (48% of all staff) disclosed their religion or belief. Of those declared, 60% were of no religion. The proportion of staff declaring their religion as Christian 27.0% is markedly lower than the Scottish (57.9%) and City of Edinburgh (46.7%) 2011 census proportions, but slightly lower than the ECU 2017 statistical report data (28.8%). 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.

The number of staff declaring their sexual orientation was 6,329 (48% of all staff). Of those declared, 85% were heterosexual. Full breakdowns of the figures are available in the EDMARC report.

4. EDMARC actions

Following the publication of this EDMARC report, student data will be made available to all Colleges and Schools within the University and will also 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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29 March 2019