Staff Equality Monitoring Report 2019-20

Executive Summary

This is the ninth annual staff equality monitoring report produced by the Equality and Diversity Unit and follows largely the same format as the previous reports to allow comparison between years. This report supports the University's obligations to publish annual staff equality monitoring data as part of the Public Sector Equality Duty (PSED) under the Equality Act 2010.

The publishing cycle reflects the previous academic cycle (August 2019 –July 2020).

The report shows the following important points and changes:
- The percentage of Females at Grade 10 has increased by 2.2% from 2018-19, to 33%, and means the University has achieved its Key Performance Indicator[1].
- The percentage of Females in the Senior Management Group (SMG) has increased to 57.1%; an increase of 21.4% from 2017-18.
- A significant percentage of staff returned from maternity leave in 2019-20 – about 80%.
- 8.6% of our staff are Black Asian and Minority Ethnic (BAME) background; a 0.1% drop from 2018-19. The highest percentages are in College of Science and Engineering, the Research and Teaching job family, employed at Grade 7 and on an Open-ended with funding end date contract.
- 4.4% of our staff have a declared disability - this is static from 2019-20. The highest percentages are in University Services, in the MPA job family, employed at Grade 4 and the largest impairment type is a 'Long-standing Health Condition'.
- There has been a steep rise in the percentage of staff who are single when compared to those who are married/civil partner/co-habiting; this is the first time where single people is the biggest cohort at almost 45%.
- The report includes data on gender reassignment, BSL users and a Case Management section for the first time.

The data highlights a number of challenges; these include:
- An increasing percentage of staff have not informed us of their diversity details – particularly for ethnicity and disability, an increase of 4.1% and 3.5% respectively from 2018-19. This is a significant challenge when trying to understand the staffing cohort and requires urgent attention.
- The University continues to have a low percentage of UK nationality BAME staff (4.1%) when compared to our local community.
- The Operational job family has an older profile. This should be noted when considering succession planning. However, improvements have been made from 2018-19.
- Success rates for BAME job applicants continue to show large variabilities, with significant disparities in the Research and Teaching job family.

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[1] University Strategy 2015-2020

Introduction

The Staff Equality Monitoring Report allows the University to have a standard base for all staff equality information across the organisation. This report meets one of the University's obligations under the Public Sector Equality Duty (PSED).

The aim of this report is to provide transparent data for all functions in the institution to use when equality information is required, such as when conducting Equality Impact Assessments (EIA).

Structure

This report has been structured to provide a 'Whole University' overview by all the main protected characteristics plus full/part time working, and maternity leave followed by specific sections on age, disability, ethnicity, sex and sexual orientation with a breakdown of data by the following:
- College
- Grade 10 staff
- Job Family Profiles
- Grade
- Full/Part Time
- Contract Type
- Nationality
- Recruitment – by all applicants and successful applicants

We have not provided a further breakdown beyond 'Whole University' on data for religion and belief as the proportion of staff answering these questions is too small to give meaningful information.

Further information has then been provided, by sex, on:
- Academic Promotions
- Regrading for Professional & Support Staff
- Equal Pay – Gender Pay Gap
- Case management

Information on Sickness Absences has been provided, by age, disability, ethnicity, sex, and sexual orientation.

Notes and definitions

This report is based on a census date of **10 August 2020**, unless otherwise stated. Percentages have been used, as there are some instances where numbers are very small and using actual numbers carries a risk of identifying individual staff. Overall proportions for each of the sections have been provided in Tables 1-6 below.

Whole University - Total head count is **8691** (up 493 on last year). This is the head count for all staff in the University; with those on multiple contracts only counted once. The three previous year's total headcount figures were 7528 (2016-17), 7655 (2017-18) and 8198 (2018-19).

College/University Services Split

When using the term 'By College' this includes University Services as a College.

Table 1 - College	%2017 18	%2018-19	%2019-20
Arts	8%	8%	**8.3%**
MVLS	30%	28.5%	**30.2%**
Science and Engineering	20%	20%	**19.7%**
Social Sciences	12%	14.5%	**14.8%**
University Services	30%	29%	**27.0%**

Job Family Profile

Some members of the Senior Management Group (SMG) are classed as 'Research & Teaching' or 'Clinical' under the Job Family profile. For reporting purposes these have been moved into SMG, and the original Job Family figures have been amended accordingly.

Table 2 - Job Family	%2017-18	%2018-19	%2019 20
Clinical	3.6%	3.3%	**3.4%**
Management, Professional and Administrative (MPA)	34.7%	32.6%	**28.2%**
Operational	11.1%	10.1%	**9.9%**
Research & Teaching	42.2%	45.4%	**48.5%**
SMG	0.2%	0.2%	**0.2%**
Technical & Related	8.2%	8.4%	**9.8%**

By Full/Part Time

All staff who work less than one FTE are considered Part Time.

Table 3 - Full Time / Part Time	%2017-18	%2018-19	%2019-20
Full Time = FTE 1.0	66.0%	64.5%	**63.6%**
Part Time = FTE - 0 + anything < 1.0	34.0%	35.5%	**36.4%**

By Contract Type

The contract types are as follows;

F = Fixed term as per FT & OE Contract policy

O = Open ended with funding end date

P = Open ended + Permanent in Temporary Fixed Term Appointment

S = Fixed term - SOSR e.g. Maternity leave cover

Table 4 - Contract Type	%2017-18	%2018 19	%2019-20
F = (F) Fixed term	16.5%	20.2%	**22.8%**
O = (O) Open ended with funding end date	19.0%	18.0%	**17.4%**
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (Head of College/Principal/Vice Principal roles etc.)	62.9%	60.4%	**58.7%**
S = (S) Fixed term - SOSR e.g. Maternity leave cover	1.6%	1.3%	**1.2%**

Grade Grouping

Table 5 - Grade Grouping	% 2017 18	% 2018 19	% 2019 20
Grade 1	4.8%	4.4%	**4.1%**
Grade 2	4.5%	4.0%	**3.9%**
Grade 3	4.0%	4.0%	**4.7%**
Grade 4	6.2%	5.8%	**4.9%**
Grade 5	13.8%	13.9%	**14.8%**
Grade 6	16.6%	18.5%	**18.4%**
Grade 7	18.4%	17.8%	**17.1%**
Grade 8	12.1%	12.9%	**12.8%**
Grade 9	8.3%	7.9%	**8.1%**
Grade 10 (see Table 6 for definition)	7.1%	7.0%	**7.4%**
Clinical	3.6%	3.3%	**3.5%**
Other[2]	0.6%	0.5%	**0.4%**

Table 6 – Grade 10 staff (based on Actual Grade Description)	% 2017-18	% 2018 19	% 2019 20
Professor	88.3%	88.0%	**88.5%**
Senior Administrative Group	9.2%	9.4%	**9.3%**
Senior Management Group (SMG)	2.6%	2.6%	**2.2%**

Age
Two charts are provided for the whole University age data, using 5-year groupings and then 10-year age groupings. For all subsequent charts, the age data is provided using the 10-year age groupings only.

Disability
Two charts have been provided for the whole University disability data, whether staff have stated they have a disability, and then by impairment category. For all subsequent charts the disability data is only provided by whether staff have stated they have a disability or not.

Ethnicity
Two charts have been provided for the whole University ethnicity data. For all subsequent charts all ethnic minority categories have been combined into Black, Asian or Minority Ethnic (BAME).

The nomenclature Black, Asian and Minority Ethnic (BAME) was introduced in the 2016-17 report as agreed at the time by members of the University's Race Equality Group. The University understands this is not a collective experience, however as numbers are small we cannot currently present the data in smaller subsets.

Maternity
This outlines the percentage who returned to work within the reporting period, the percentage still on leave and due to return, those whose contract ended within the period and those who resigned.

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[2] As in previous years, MRC staff have been removed from this category and reallocated to the relevant grade based on salary scales.

Gender Reassignment

In order to collect information in relation the protected characteristic of gender reassignment the University uses the Advance HE recommended question 'Does your gender identity match your sex as registered at birth?' following its use by HESA. Responses are based on the staff member's own self-assessment.

Nationality

This is based on information provided by staff about their right to work in the UK. For the purpose of this report, we have used the following categories: UK, EU/EEA and International.

Sexual Orientation

For the purposes of this report, the sexual orientation categories of Lesbian, Gay and Bisexual have been combined and shown as LGB. The whole University data shows the full breakdown, including where information has not been declared. For all subsequent charts, only rates of declared sexual orientation or 'prefer not to say' data is provided. This is the third time the University has reported this level of information. Future reports will allow more detailed analysis as the University builds trend data on this community of staff.

Recruitment - Applications and Successful Applicants

The census date is based on the date the post was first advertised, 01 August 2019 – 31 July 2020 and for all applicants and successful applicants. The information excludes direct appointments and those who withdrew prior to an offer decision or during the application process. The protected characteristic information of 412 applicants has been archived due to GDPR requirements; these individuals have been excluded from the information provided. None of these applicants were hired.

Due to implementation of a new E-Recruit system, data sets from the old and new systems have been combined in order to provide a full year's data. Additional or amended data points have been provided as a result.

Case Management

This section provides data on formal employment related procedures - Managing Attendance (previously known as Capability), Discipline and Grievance during the report period
01 August 2019 – 31 July 2020. Data is only provided by sex as further disaggregation carries a risk of identifying individual staff.

Additionally, within this section data is provided on Sickness Absences. Figures are based on staff who have been absent for 20 or more continuous working days between 01 August 2019 – 31 July 2020, with charts provided by Age, Disability, Ethnicity, Sex and Sexual Orientation.

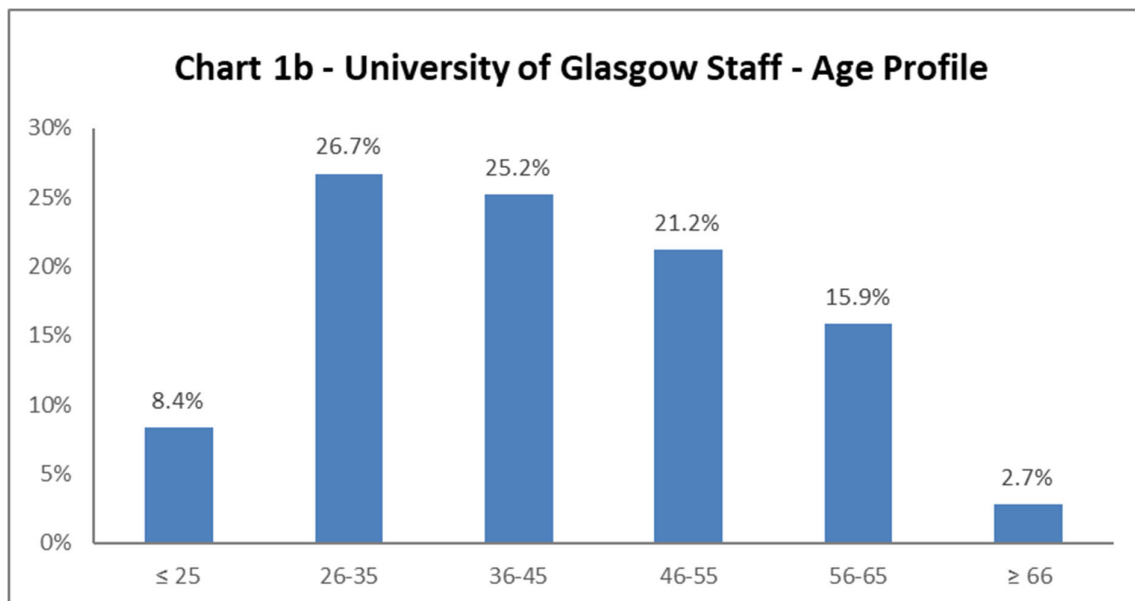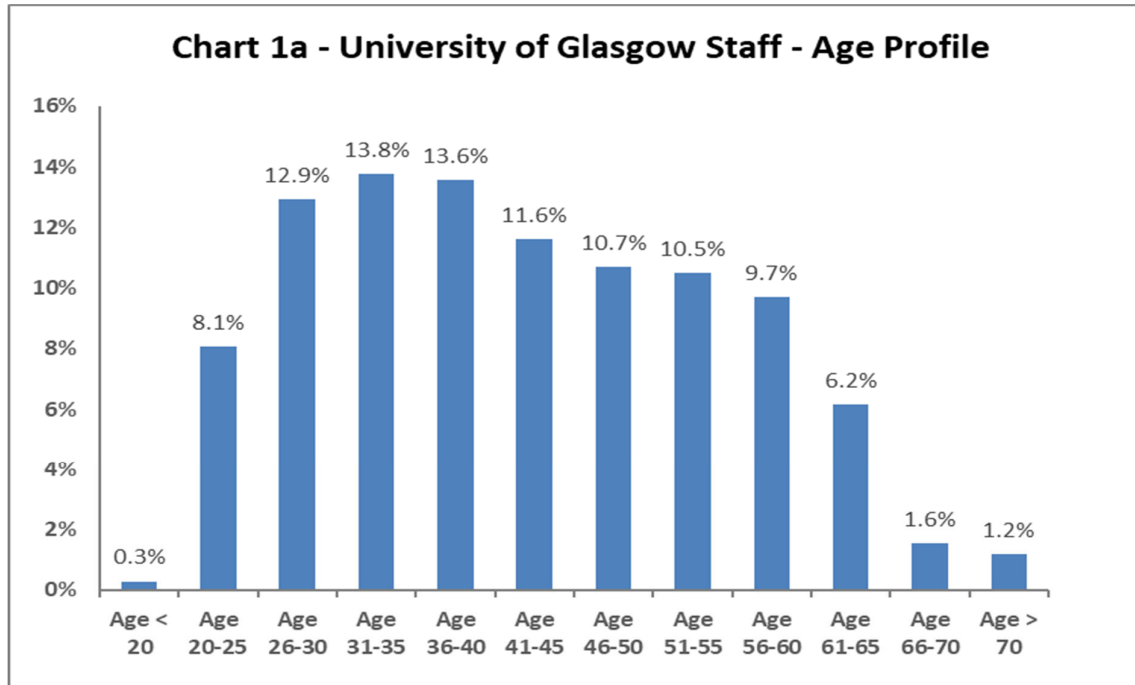Academic Promotions and Professional & Support Staff Regarding

The data for promotion is only provided by sex as further disaggregation carries a risk of identifying individual staff.

Pay Gap Information

In accordance with the Public Sector Equality Duties, the Gender Pay Gap and Equal Pay information for Disability and Ethnicity are provided in line with our legislative requirements in a separate report.

Whole University Profile

Age

Chart 1a - University of Glasgow Staff - Age Profile

Chart 1b - University of Glasgow Staff - Age Profile

The University's age profile follows more or less a bell curve, as shown in Charts 1a and 1b above. The age profile has remained similar since 2011-12. There has been a slight increase in 20-25 years since 2018-19, by 0.5%. The only other notable change is in the 51-55 age range which has dropped by 0.8% since 2018-19.
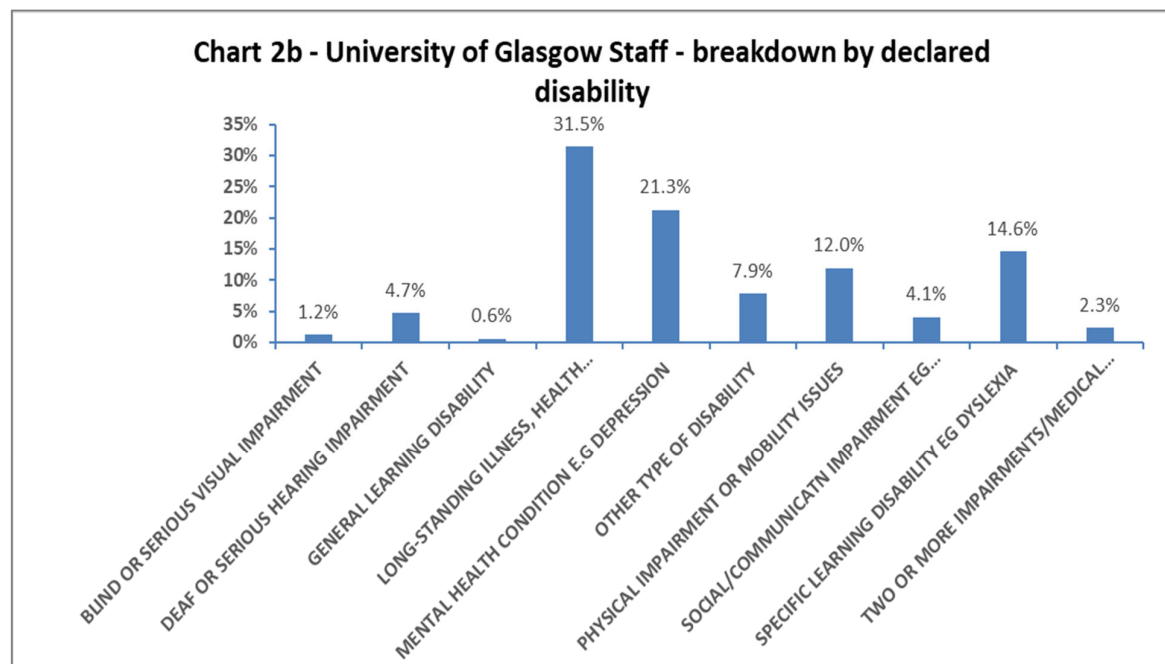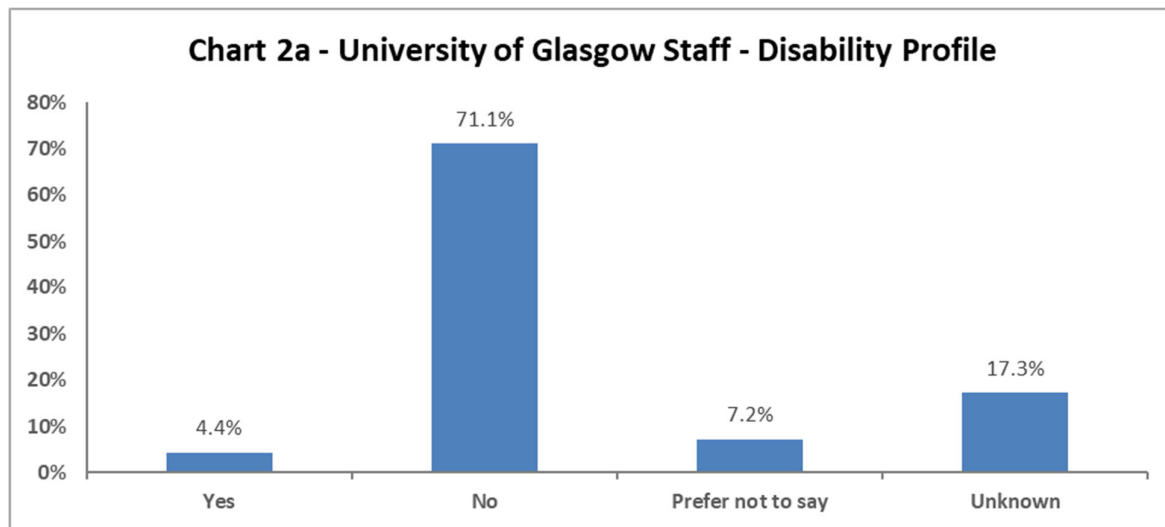
Disability

Chart 2a - University of Glasgow Staff - Disability Profile

Values shown: Yes 4.4%, No 71.1%, Prefer not to say 7.2%, Unknown 17.3%

Chart 2b - University of Glasgow Staff - breakdown by declared disability

Values shown: Blind or serious visual impairment 1.2%, Deaf or serious hearing impairment 4.7%, General learning disability 0.6%, Long-standing illness, health… 31.5%, Mental health condition e.g depression 21.3%, Other type of disability 7.9%, Physical impairment or mobility issues 12.0%, Social/communicatn impairment eg… 4.1%, Specific learning disability eg dyslexia 14.6%, Two or more impairments/medical… 2.3%

Chart 2a above shows 4.4% of University staff have declared a disability, this is static from 2018-19. However, since 2018-19 there has been an increase in the Unknown from 13.8% to 17.3%, and a decrease in staff stating 'No' by 2.5% and a 1% decrease in those stating, 'prefer not to say'. This implies staff are not completing this data, and the University needs to consider how to support declarations.

When considering impairment type, in Chart 2b, the largest cohort of staff has a longstanding illness or health condition, and this has increased by 1.7% from 2018-19. Comparing to 2018-19 also shows an increase by 1.5% of those with a physical impairment or mobility issues, and 0.9% increase in those with a social/communication impairment and a specific learning disability. All other impairment types have only marginal increases or decreases.

Marital Status

Chart 3 - University of Glasgow Staff - Marital Status
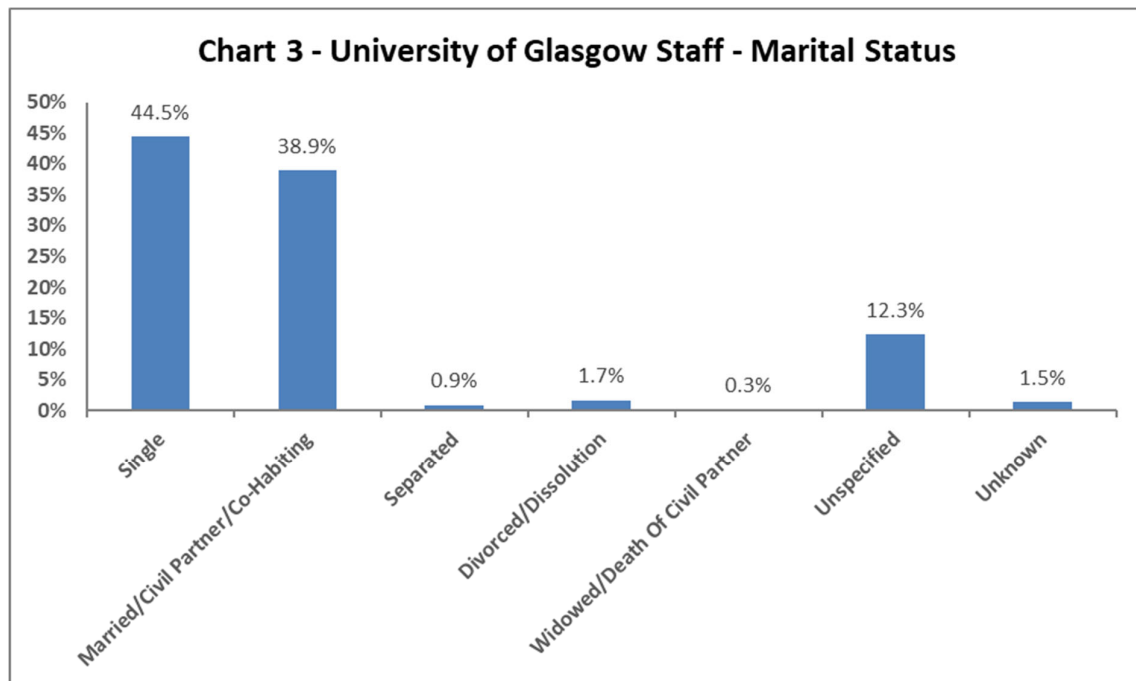
Chart 3 shows single staff represent 44.5% of the staff population. This has risen steadily from 31.5% in 2013-14, with a corresponding drop (from 52.1% to 38.9%) in Married/Civil Partnership/Co-habiting staff. This is the first year we have more single staff than Married/Civil Partner/Co-Habiting.
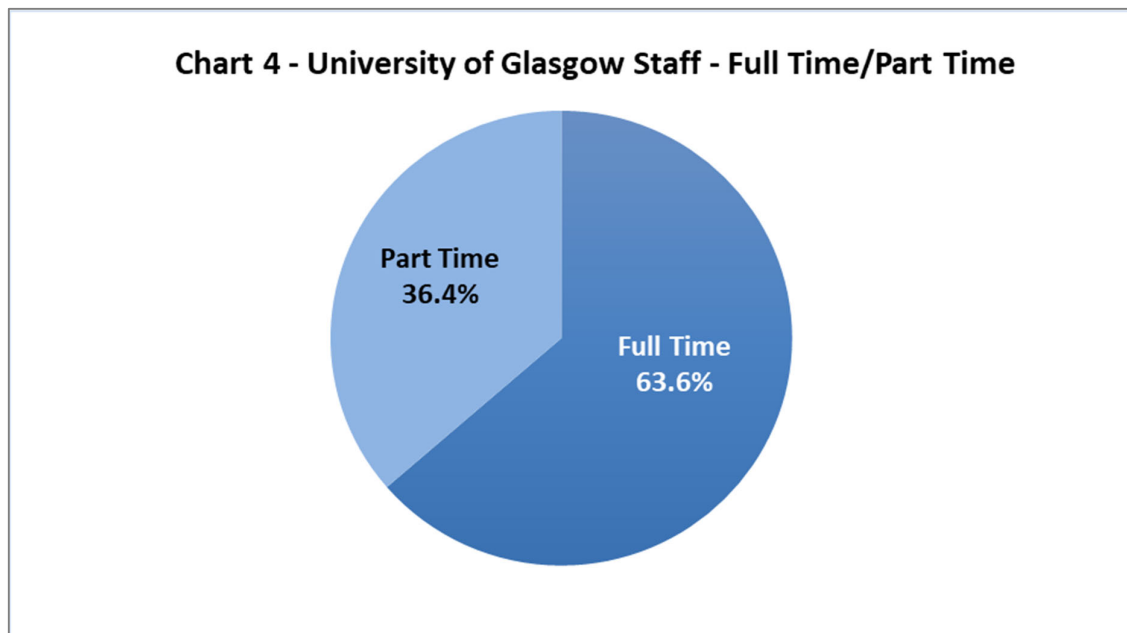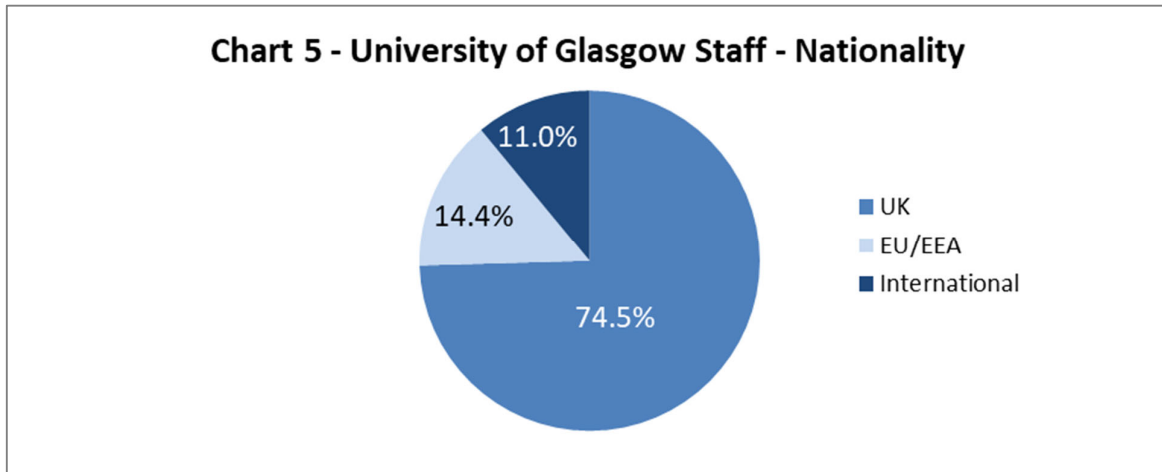
Full Time/Part Time

Chart 4 - University of Glasgow Staff - Full Time/Part Time

Chart 4 shows approximately two thirds of University staff working full time and one third working part time. The Part Time staff continue to grow with an increase of 0.9% from 2018-19.

Nationality

Chart 5 - University of Glasgow Staff - Nationality

- UK
- EU/EEA
- International

11.0%
14.4%
74.5%

The data shows a 0.5% increase in staff from International backgrounds. The EU/EAA staff are static from 2018-19, and a 0.6% drop in UK staff since 2018-19.

Ethnicity

Chart 6a - University of Glasgow Staff - Ethnicity

BAME	8.6%	
White	73.2%	
Unknown	17.2%	
Prefer not to say	1.0%	

*Not Known = ethnicity is not known by respondent
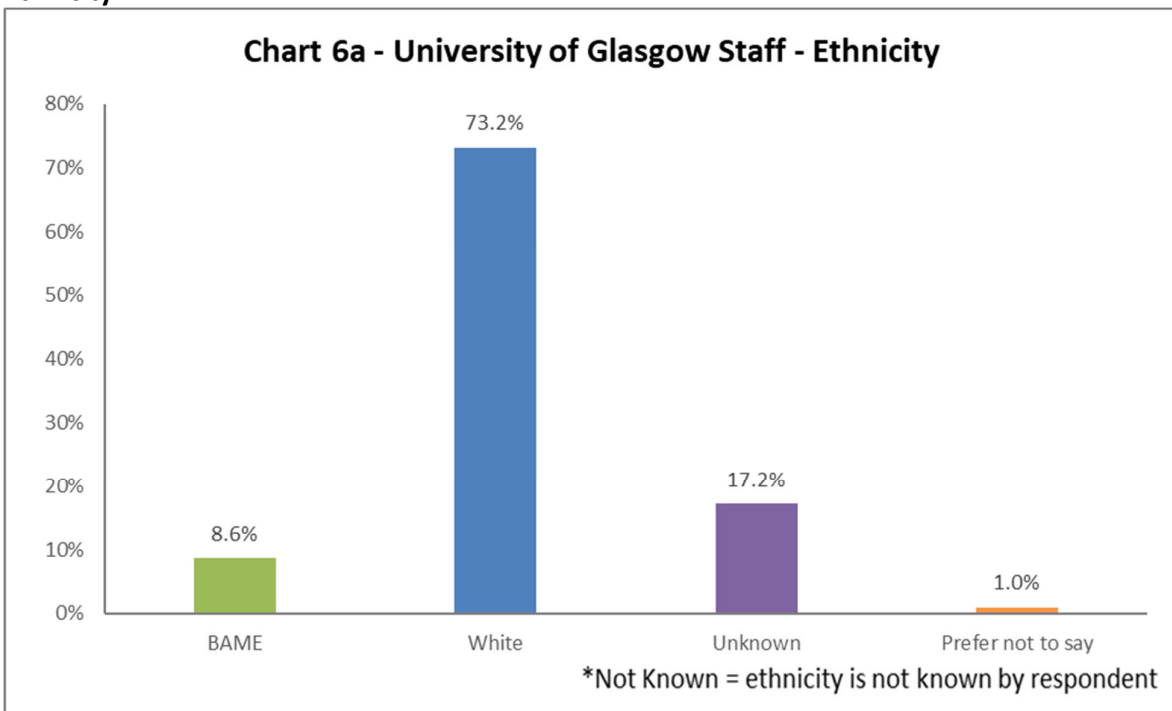
Chart 6a shows 8.6% of University staff are from a Black, Asian or Minority Ethnic (BAME) background, a 0.1% decrease from 2018-19. There has been a 3.1% decrease in staff stating they are White and a 4.1% increase in the 'Unknown' category. This implies staff are not completing this data, and the University needs to consider how to support declarations. The full ethnic breakdown is provided in Chart 6b on the next page.

Chart 6b - University of Glasgow staff - Ethnicity (all)

Values shown for each category:
- ARAB: 0.3%
- ASIAN OR ASIAN BRITISH – BANGLADESHI: 0.1%
- ASIAN OR ASIAN BRITISH – INDIAN: 1.5%
- ASIAN OR ASIAN BRITISH – PAKISTANI: 0.6%
- OTHER ASIAN BACKGROUND: 0.9%
- BLACK OR BLACK BRITISH – AFRICAN: 0.6%
- BLACK OR BLACK BRITISH – CARIBBEAN: 0.1%
- OTHER BLACK BACKGROUND: 0.1%
- CHINESE: 1.9%
- GYPSY OR TRAVELLER: 0.0%
- MIXED – WHITE AND ASIAN: 0.4%
- MIXED – WHITE AND BLACK AFRICAN: 0.1%
- MIXED – WHITE AND BLACK CARIBBEAN: 0.0%
- OTHER ETHNIC BACKGROUND: 0.9%
- OTHER MIXED BACKGROUND: 1.0%
- WHITE SCOTTISH: 36.0%
- OTHER WHITE BACKGROUND: 37.2%
- NOT KNOWN*: 5.0%
- PREFER NOT TO SAY: 1.0%
- Unknown: 12.2%

Religion and Belief

Chart 7 - University of Glasgow staff - Religion and Belief

Values shown for each category:
- BUDDHIST: 0.5%
- CHRISTIAN - CHURCH OF SCOTLAND: 4.8%
- CHRISTIAN - OTHER...: 3.9%
- CHRISTIAN - ROMAN CATHOLIC: 7.1%
- HINDU: 0.7%
- JEWISH: 0.3%
- MUSLIM: 1.2%
- NO RELIGION: 29.2%
- SIKH: 1.1%
- SPIRITUAL: 0.2%
- OTHER RELIGION/ BELIEF: 0.5%
- PREFER NOT TO SAY: 9.5%
- UNKNOWN: 40.9%

The largest component of staff continues to state they have no religion. There has been a slight rise in staff stating they are Christian by 0.4%, with the largest proportion stating they are Roman Catholic.

Sex

Chart 8 - University of Glasgow staff - Sex

Male
45.3%

Female
54.7%
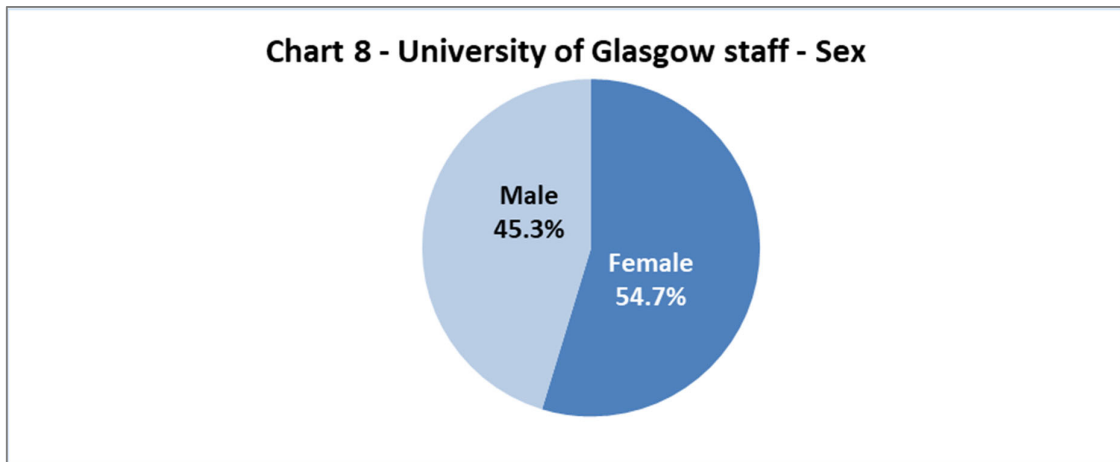
Chart 8 shows the proportion of staff by Sex, this is unchanged from 2018-19.

Sexual Orientation

Chart 9 - University of Glasgow staff - Sexual Orientation

Category	Percentage
LGB	4.0%
Heterosexual	52.8%
Other	0.5%
Prefer not to say	8.9%
Unknown	33.9%
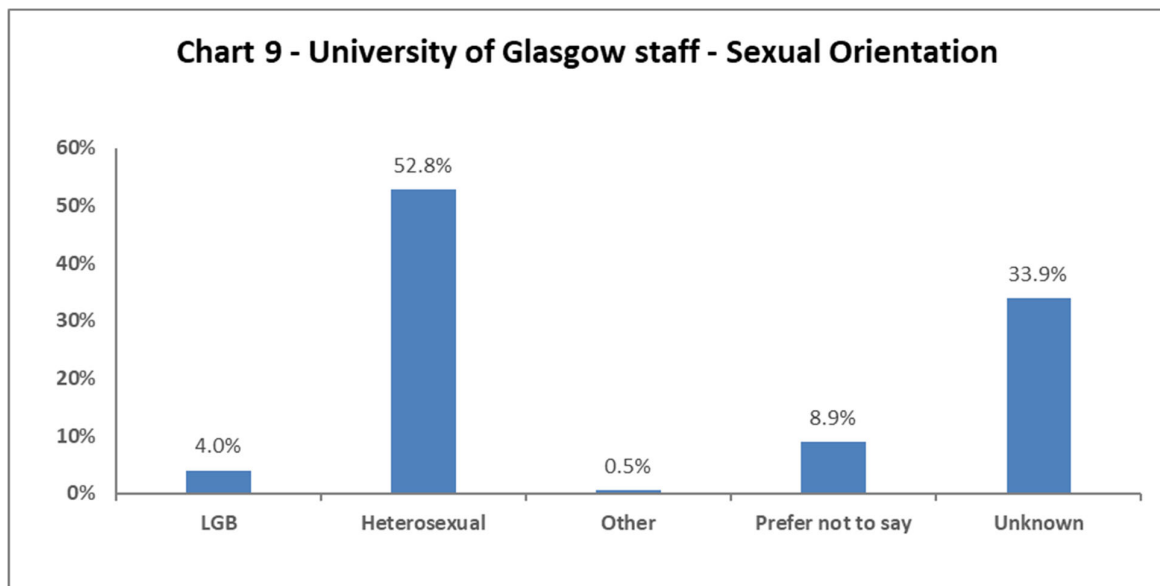
2019-20 has seen a 0.1% increase in staff declaring they are Lesbian, Gay or Bisexual. There has been a 1.4% decrease in staff stating they are Heterosexual and a 1.1% increase in the 'Unknown' category.

Maternity Leave

Chart 10 - Maternity Leave % Return Rate

1.5% 2.0%

16.3%

80.1%

- ■ Returned to work
- ■ Due to Return
- ■ Contract Ended as planned
- ■ Resigned
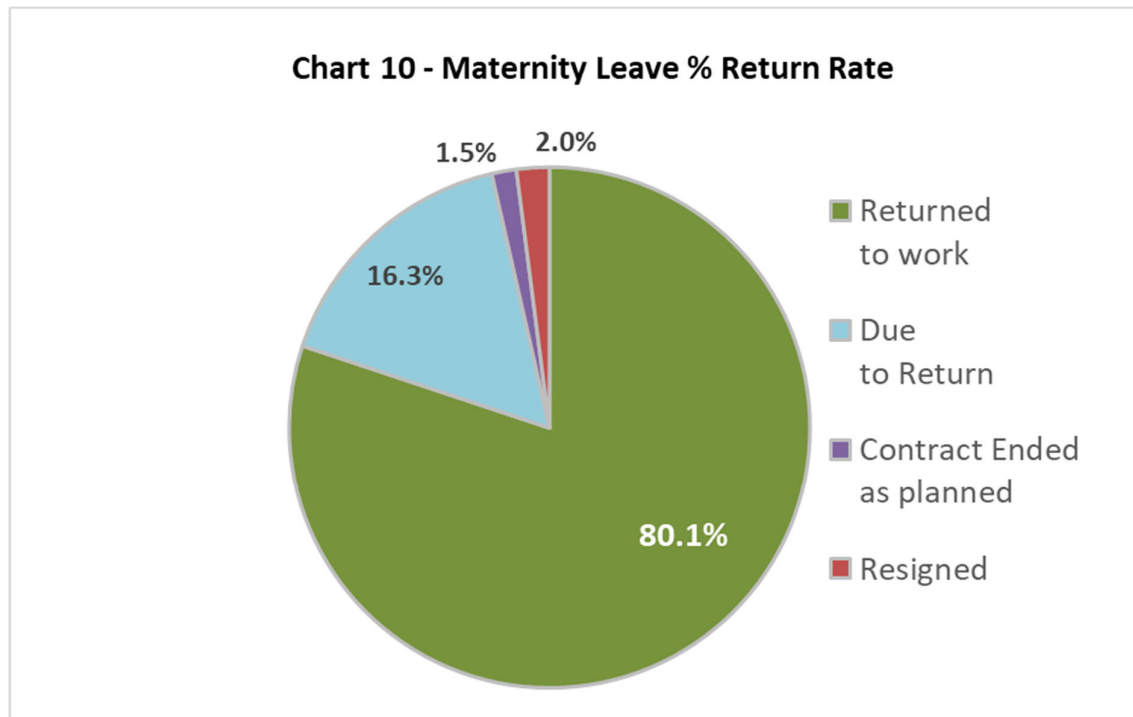
80.1% of staff returned from maternity leave during 2019-20, this is a significant increase from 2018-19 – however there was a larger proportion still on maternity leave and due to return in that period (38%). There has been a drop in the percentage of staff whose contract ended as planned this year from 4.1% in 2018-19 to 1.5% in 2019-20.

Gender Reassignment

23 staff responded negatively to the gender identity question:
    'Is your gender identity the same as the sex registered at birth?'

Profile by Age

By College

Chart 11 - Age profile by College/University Services
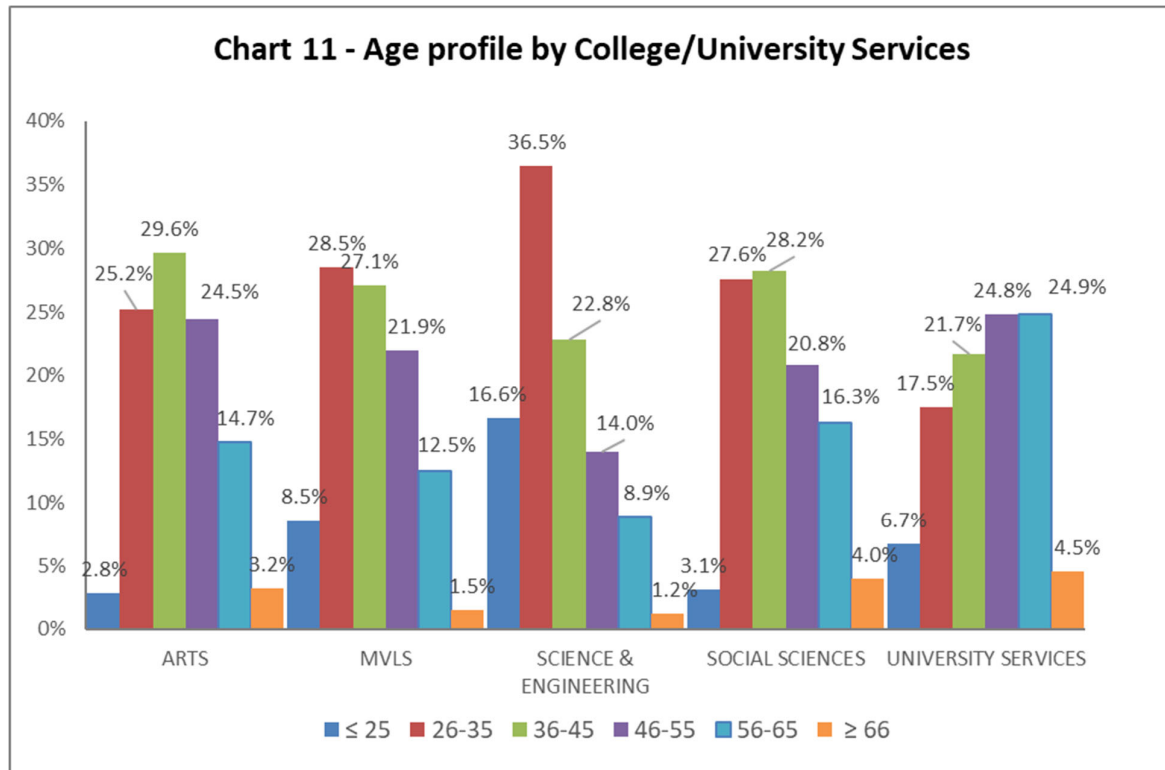
Table 7	ARTS	MVLS	SCIENCE & ENGINEERING	SOCIAL SCIENCES	UNIVERSITY SERVICES
Age Range	%	%	%	%	%
≤ 25	2.8	8.5	16.6	3.1	6.7
26-35	25.2	28.5	36.5	27.6	17.5
36-45	29.6	27.1	22.8	28.2	21.7
46-55	24.5	21.9	14.0	20.8	24.8
56-65	14.7	12.5	8.9	16.3	24.9
≥ 66	3.2	1.5	1.2	4.0	4.5

Chart 11 above allows a quick visualisation of the distribution of ages in each College/US which can be compared with the Whole University distribution in Chart 1. Table 7 above gives the relevant percentages. The College of Arts has seen a 3.6% increase in 26-35 year olds and a decrease of 2.4% in 36-45 year olds, and reflects a progressive increase in younger staff in the College. All other Colleges/US have only seen slight fluctuations in the age ranges of staff. College of Science and Engineering continues to have significant percentage of 26-35 year olds at 36.5%, and US continues to have the oldest population of staff.

By Grade 10 staff
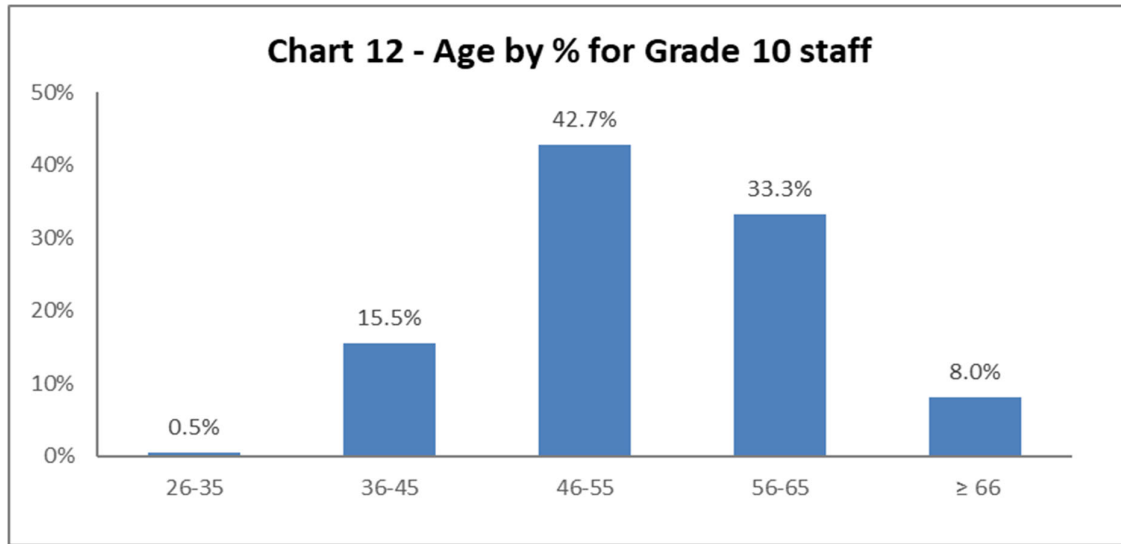
Chart 12 above shows the majority of Grade 10 staff are aged 46 or over. There has been a 2.3% increase staff under 45 years old in Grade 10 since 2018-19.

By Job Family Profile
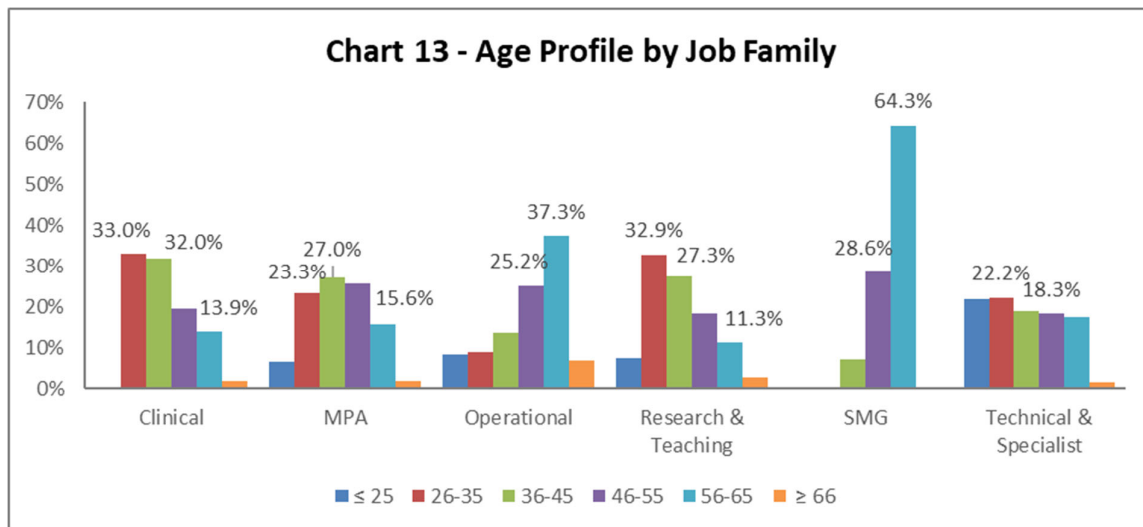
Table 8	Clinical	MPA	Operational	Research & Teaching	SMG	Technical & Related
Age Range	%	%	%	%	%	%
Age ≤25	0.0	6.6	8.3	7.3	0.0	21.8
Age 26-35	33.0	23.3	9.0	32.9	0.0	22.2
Age 36-45	32.0	27.0	13.5	27.3	7.1	19.0
Age 46-55	19.4	25.7	25.2	18.4	28.6	18.3
Age 56-65	13.9	15.6	37.3	11.3	64.3	17.3
Age ≥66	1.7	1.8	6.8	2.8	0.0	1.4

Chart 13 above outlines the age distribution by job family. The MPA under 25 years old cohort has seen a significant decrease in the last year, however this will be relatively low in number. The Operational job family continues to be older, however there is improvement in numbers at a younger age range. This is markedly noticeable in the Technical and Related job family, which has seen a 10% increase in staff who are under 25. Table 8 above gives the relevant percentage figures.

By Grade

Chart 14 - Age profile by Grade
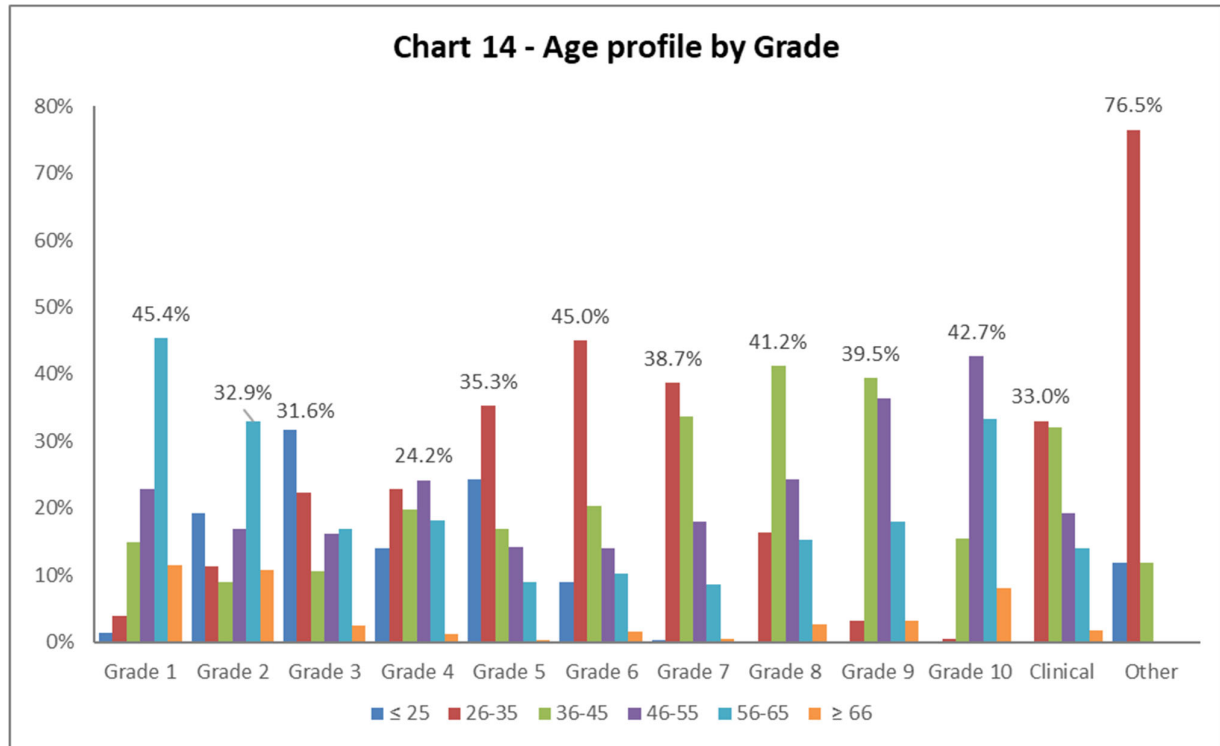
Table 9	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Clinical	Other
Age Range	%	%	%	%	%	%	%	%	%	%	%	%
Age ≤ 25	1.4	19.3	31.6	14.0	24.4	9.0	0.3	0.1	0.0	0.0	0.0	11.8
Age 26-35	3.9	11.3	22.3	22.8	35.3	45.0	38.7	16.4	3.1	0.5	33.0	76.5
Age 36-45	14.9	8.9	10.5	19.8	16.9	20.2	33.7	41.2	39.5	15.5	32.0	11.8
Age 46-55	22.8	16.9	16.2	24.2	14.2	13.9	18.1	24.3	36.4	42.7	19.3	0.0
Age 56-65	45.4	32.9	16.9	18.1	8.9	10.3	8.6	15.2	17.9	33.3	14.0	0.0
Age ≥ 66	11.5	10.7	2.5	1.2	0.4	1.6	0.5	2.7	3.1	8.0	1.7	0.0

Chart 14 and Table 9 show the general profile for age range reflects the norm and has not changed significantly since reporting started. However, there are increases of over 1% in Grades 1 and 2 for age range 66+. There is a significant rise in age range 26-35 from Grade 6; which coincides with the start of the Research and Teaching job family.

By Full/Part Time

Chart 15 - Age profile by Full/Part Time
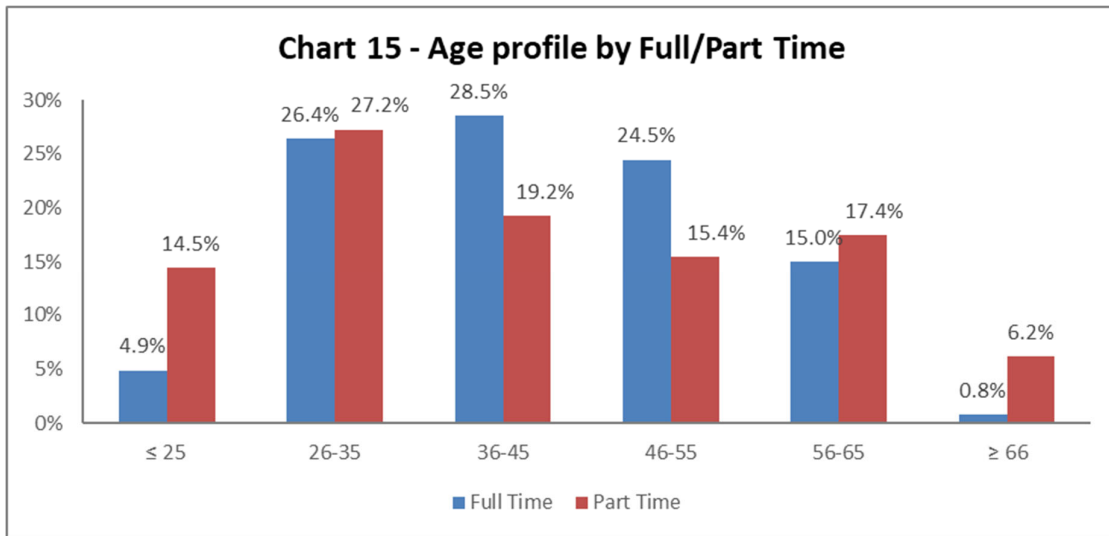
Chart 15 shows the part time staff age profile. A larger proportion of staff under 35 work part time than full time – this is a change from 2018-19.

By Contract Type

Chart 16 - Age profile by contract type
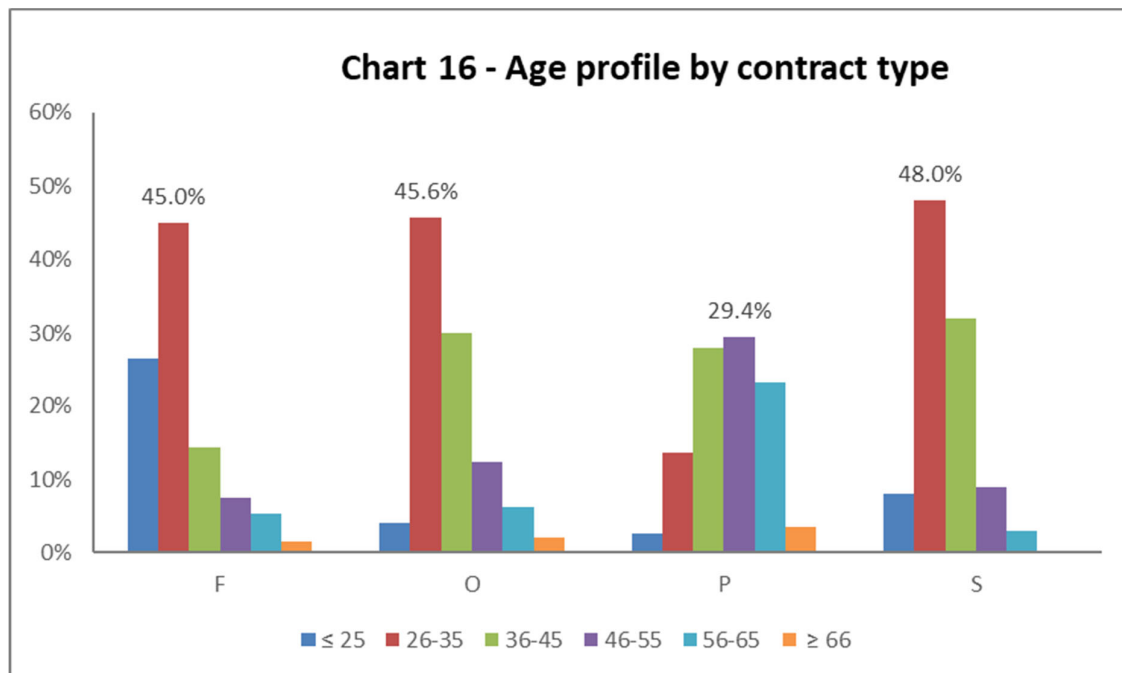
Key
F = Fixed term as per FT & OE Contract policy
O = Open ended with funding end date
P = Open ended ('Permanent') + Perm in Temp Fixed Term Appointment (HoC/Principal/VP role)
S = Fixed term - SOSR e.g. Maternity leave cover

Table 10	F	O	P	S
Age Range	%	%	%	%
Age ≤25	26.4	4.0	2.6	8.0
Age 26-35	45.0	45.6	13.6	48.0
Age 36-45	14.4	30.0	27.8	32.0
Age 46-55	7.4	12.3	29.4	9.0
Age 56-65	5.3	6.1	23.1	3.0
Age ≥66	1.5	2.0	3.5	0.0

Chart 16 above shows that Open ended with Funding End Date (code O) and both types of Fixed Term (F & S) workers are generally younger (under 35). The percentage of staff on (code O) has decreased by 1.4% from 2018-19. Staff on Open ended contracts (code P) tend to be older compared to the University profile. The Fixed term contracts (code S) are relative few in number, hence the spike in age range 26-45 years.

By Nationality
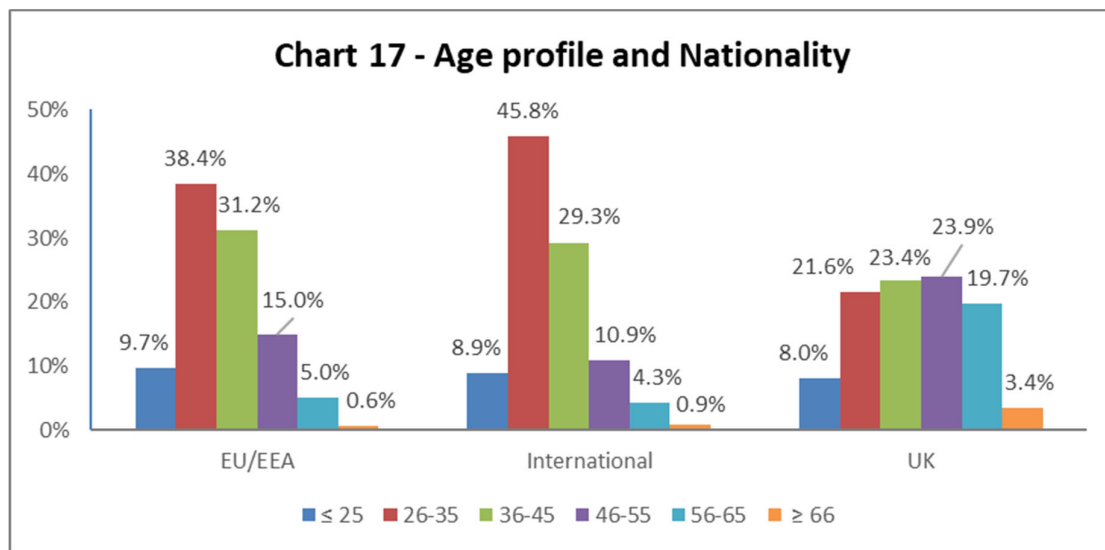
Chart 17 tells us a higher percentage of our EU/EEA and International staff are younger than our UK staff, this reflects the last four years data.

Recruitment – by Applications and Successful Applicants

Chart 18a - Job Applicants by Job Family and Age -
Total Applicants 15212

Chart 18b - Successful Applicants by Job Family and Age
Total - 1188
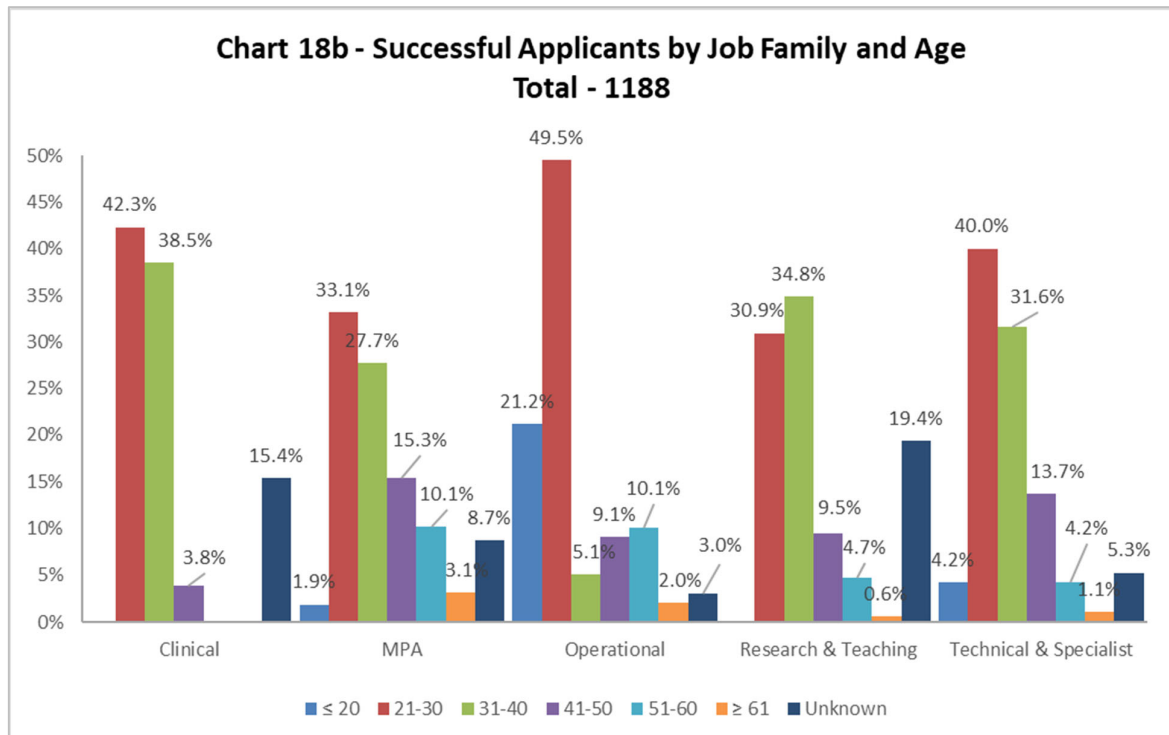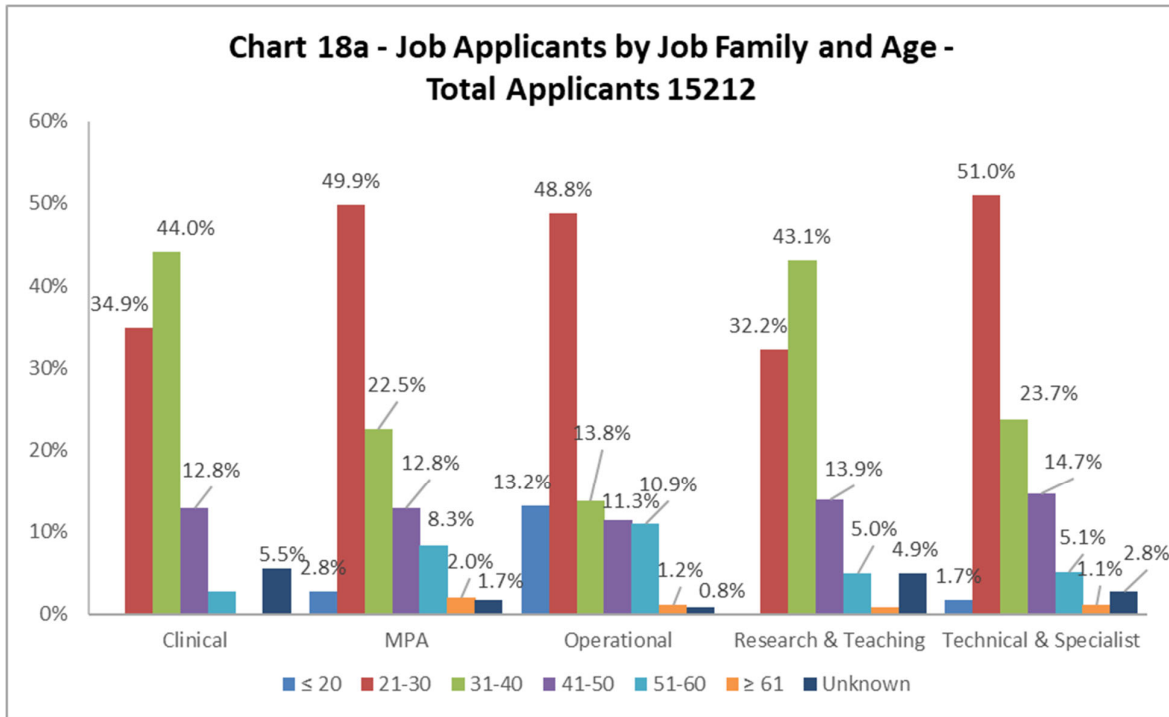
As in previous years, Charts 18a and 18b show the age of applicants are generally reflective of the appointments. The biggest disparities are in the Operational job family, where under 20 where more successful and 31-40 yar olds were less successful. The data displays unknowns for the first time.

Profile by Disability

By College

Chart 19 - Disability by College/University Services
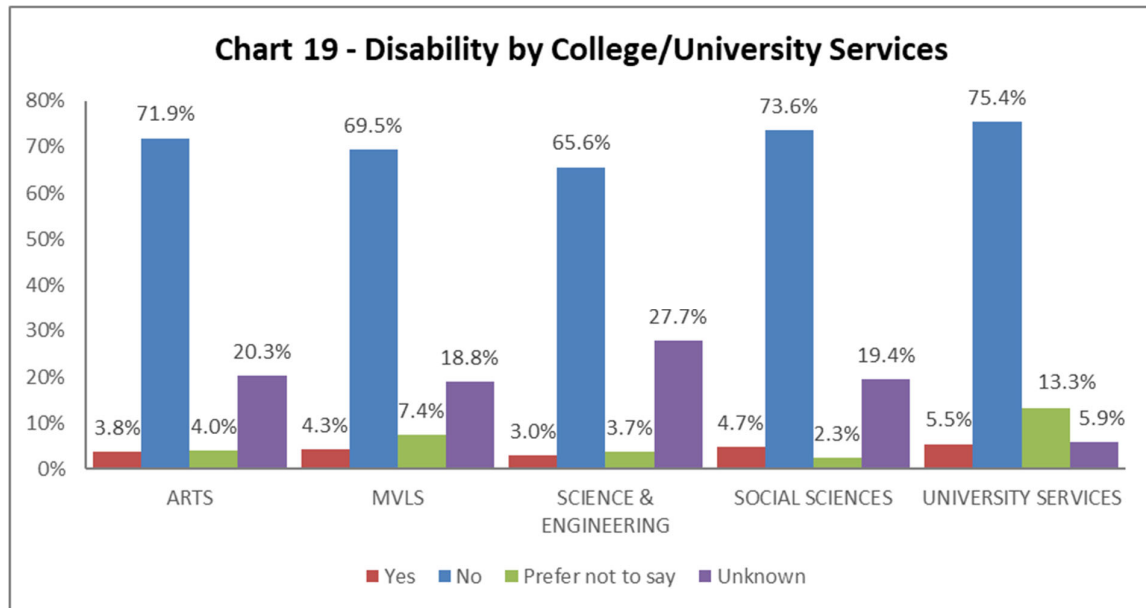
Chart 19 shows the percentage of Disabled staff within College/US. There has been a slight increase in staff with disabilities in Science & Engineering and University Services (by 0.1% and 0.5% respectively). All other areas have seen a drop in disability declarations – most notably in Arts by 1.8%. The 'Unknown' category is the second highest in all Colleges/US, behind 'No', this requires significant focus by the University.

By Grade 10 staff

Chart 20 - Disability for Grade 10 staff
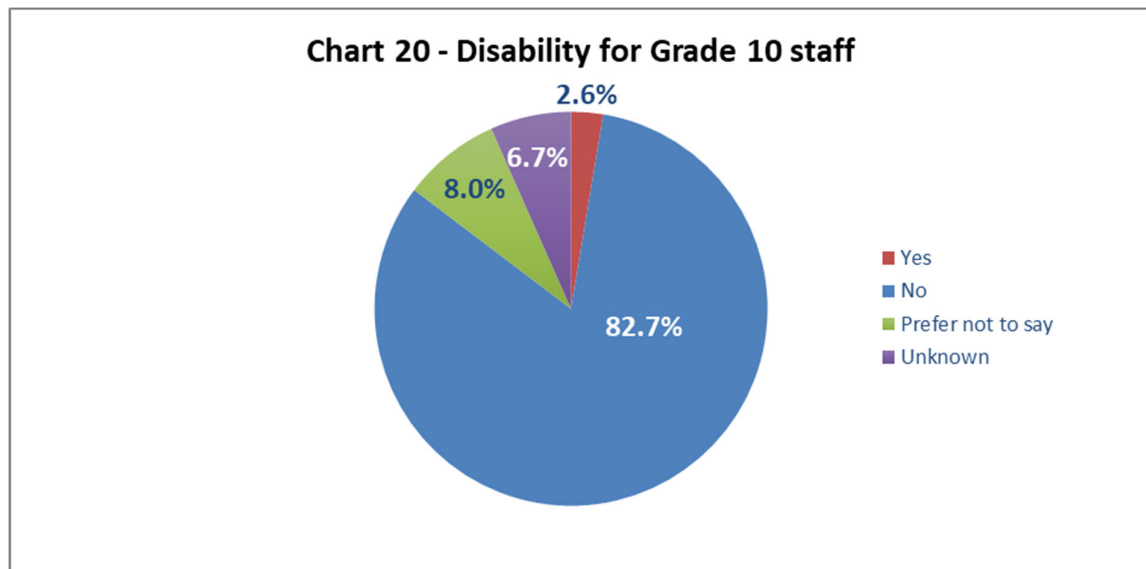
Chart 20 shows 2.6% of senior staff have declared a disability; this is a 0.4% decrease from 2018-19, and is lower than the University wide figures.

By Job Family Profile

Chart 21 - Disability by Job Family
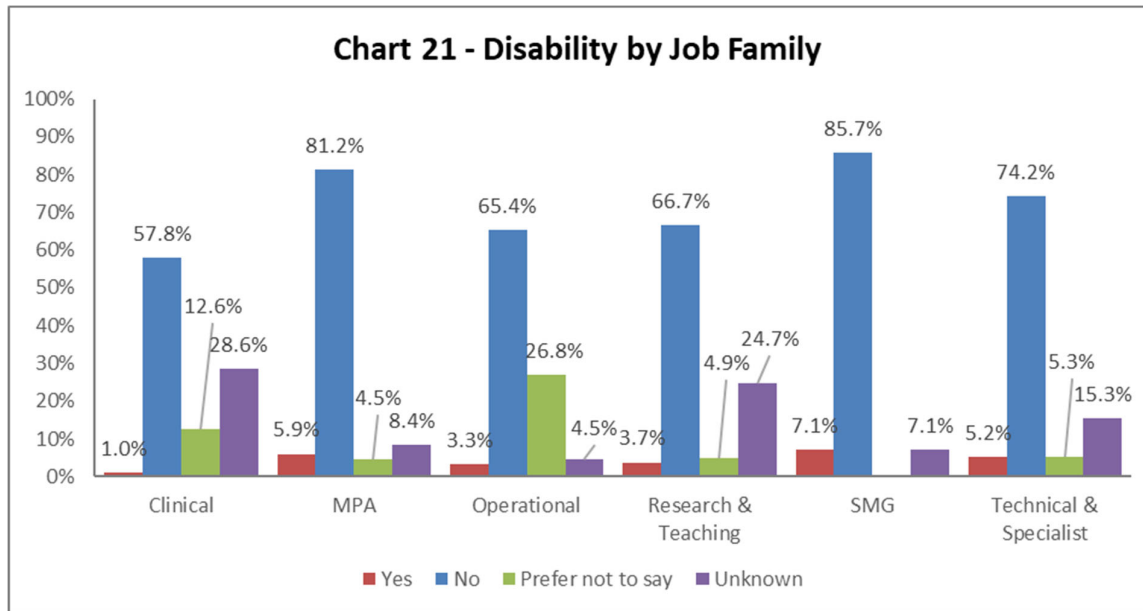
Chart 21 shows most job families have seen minor fluctuations in disability declaration rates from 2018-19. Most notable is the significant percentage of 'Unknown' in Clinical, Research & Teaching and Technical & Specialist staff. In addition, one quarter of all Operational staff have stated 'Prefer not to say'.

By Grade

Chart 22 - Disability by Grade
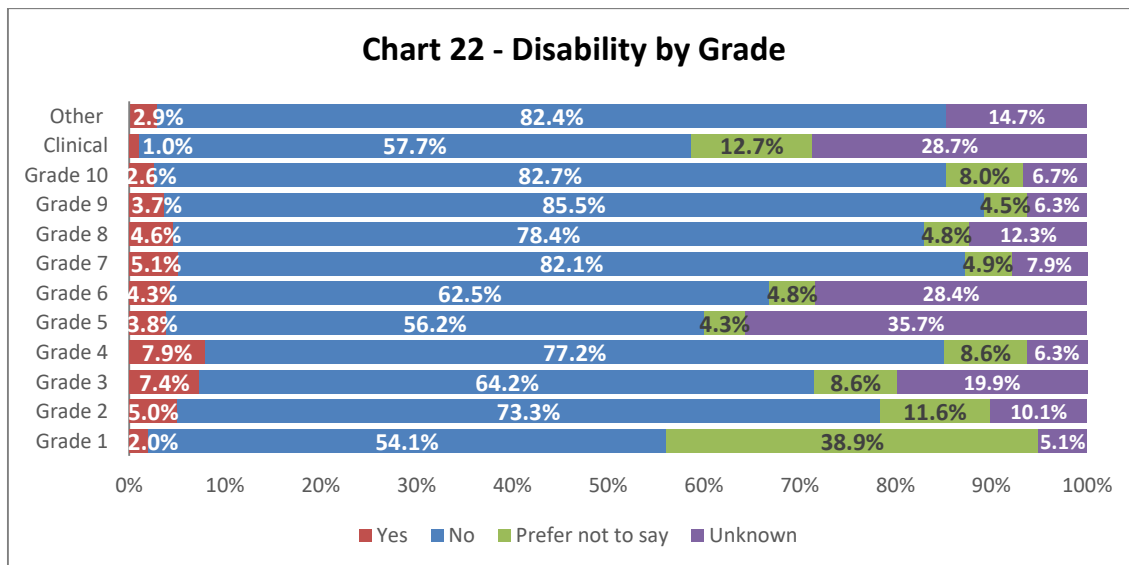
Chart 22 shows disability declaration rates by Grade. There has been a 1% decrease in Grade 3 staff declaring a disability, and minor fluctuation in all declaring grades from 2018-19. However, there are almost 40% of Grade 1 staff stating, 'Prefer not to say' and significantly high percentage of Grades 3, 5,6, and Clinicians as 'Unknown'.

By Full/Part Time
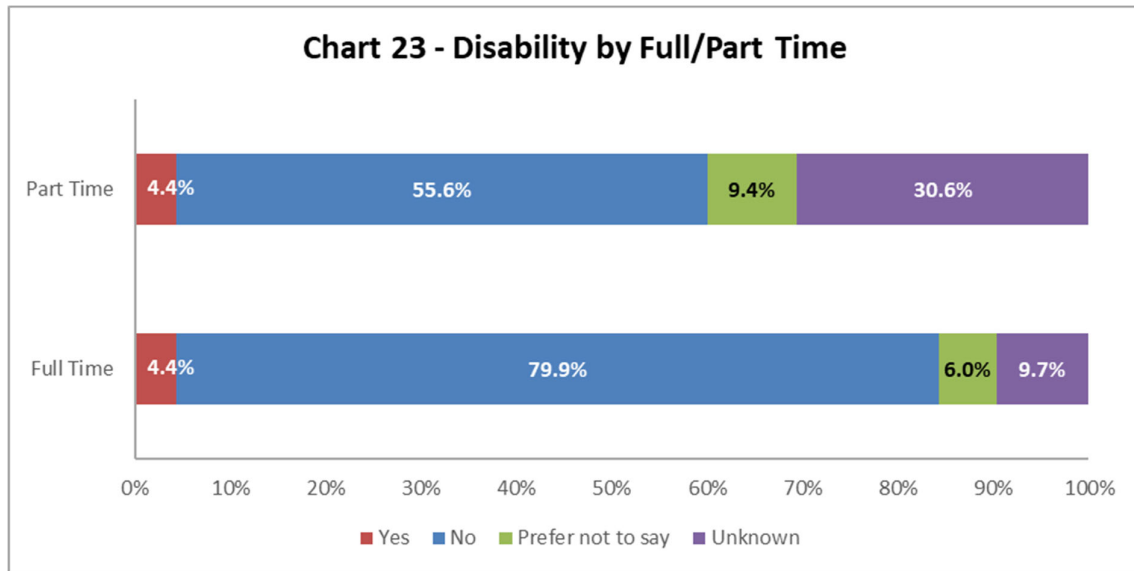
Chart 23 shows staff with a disability are equally as likely to work full time or part time. There has been a rise in the 'Unknown' category in both full and part time since 2018-19.

By Contract Type
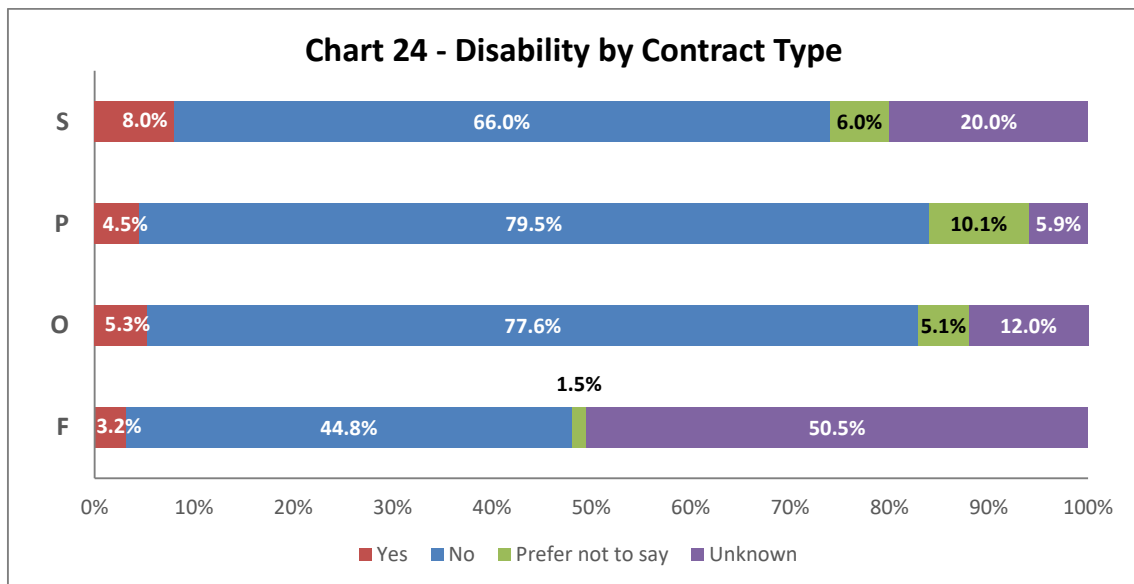
Chart 24 above shows Disabled staff are most likely to have an SOSR contract (code S) – but as this is only 1.2% of the staff population this is very low. The next highest is Open-ended with funding end date (code O) contract, which is 0.5% higher than 2018-19. In general, there has been an increase in Disabled staff in all contract types. However, has been a rise in Disabled staff with Open-ended (code P) from 3.3% in 2015-16, to 4.5% in 2019-20. Again, there large proportions of 'Unknown' in all contract types, significantly in Fixed Term staff at 50.5%.

By Nationality

Chart 25 - Disability and Nationality
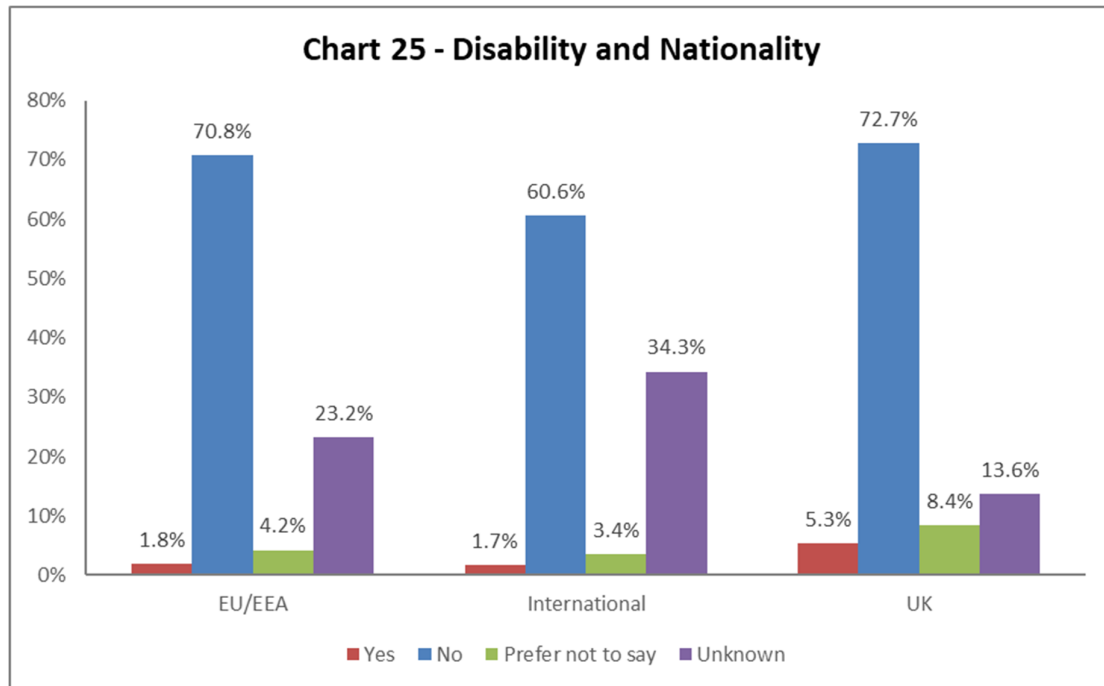
Chart 25 indicates a higher percentage of staff from the UK have declared a disability, this is static from 2018-19. International and EU/EEA staff have significant 'Unknown' rates.

BSL Users

As part of the University's British Sign Language (BSL) Action Plan we have reviewed the number of staff who declared a level of proficiency in the use of BSL. Less than 5 staff have declared any level of proficiency.

Recruitment – by Applications and Successful Applicants

Chart 26a - Job Applicants - Job Family by Disability
Total Applicants 15212

Chart 26b - Successful Applicants by Job Family and Disability
Total - 1188
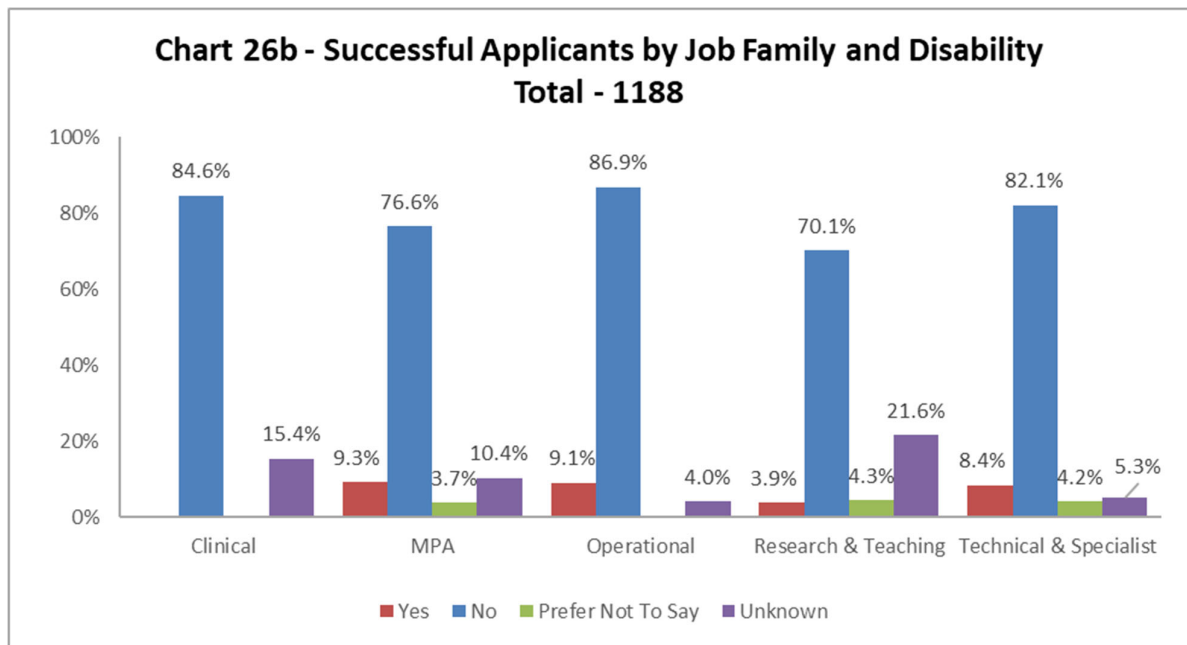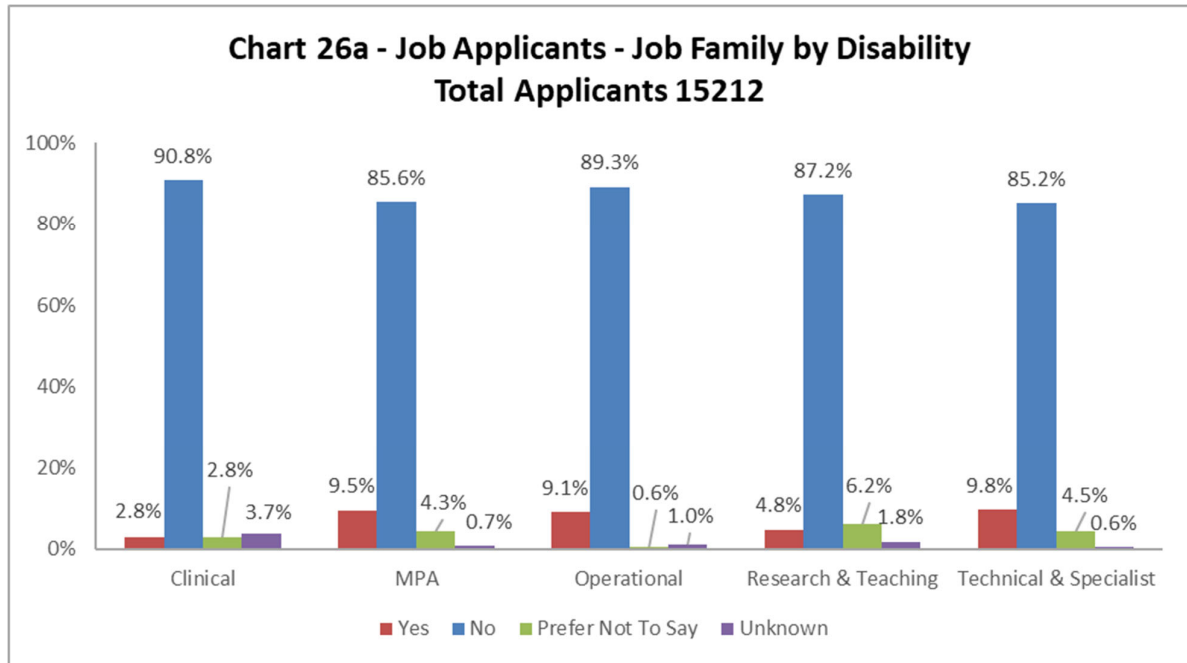
Charts 26a and 26b show that across most job families had slightly more Disabled applicants than were successfully appointed, however the differences were very small. The only exception was Clinical where no Disabled staff were successful, however the numbers will be small in this job family. There are significantly high percentages of 'Unknown' in the Research & Teaching job family.

Profile by Ethnicity

By College
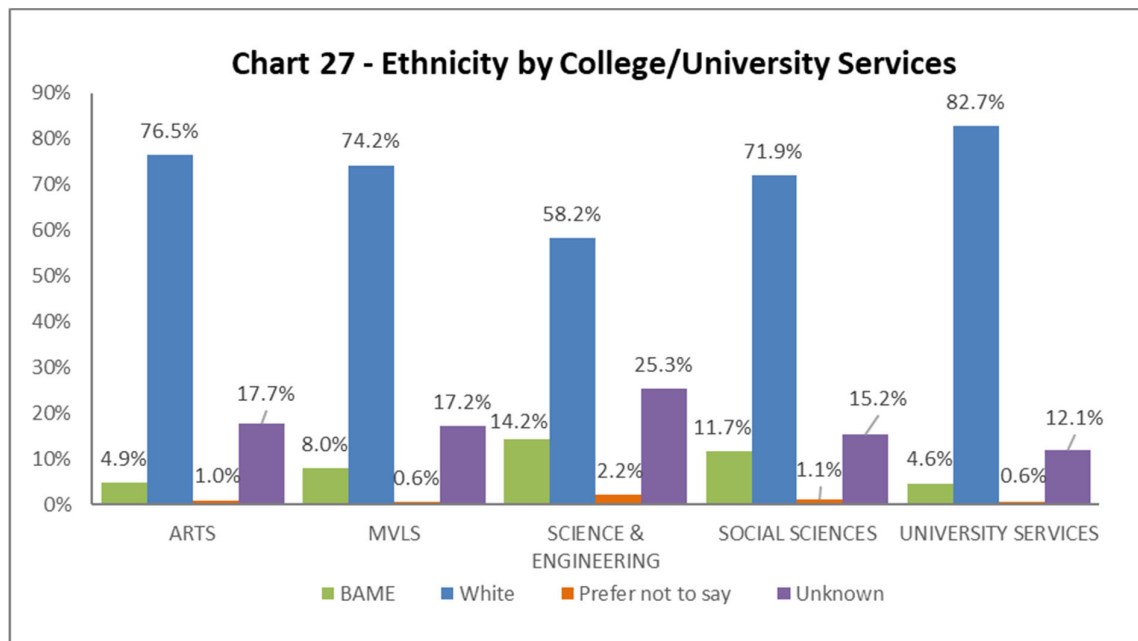
Chart 27 shows the breakdown by ethnicity of staff in College/US. There have been minor fluctuations in the percentage across all Colleges, most notably a drop in Arts from 5.3% in 2018-19 to 4.9% in 2019-20; US percentage is static. There has been a growth in all Colleges/US in the percentage of 'Unknown' ethnicity.

By Grade 10 Staff
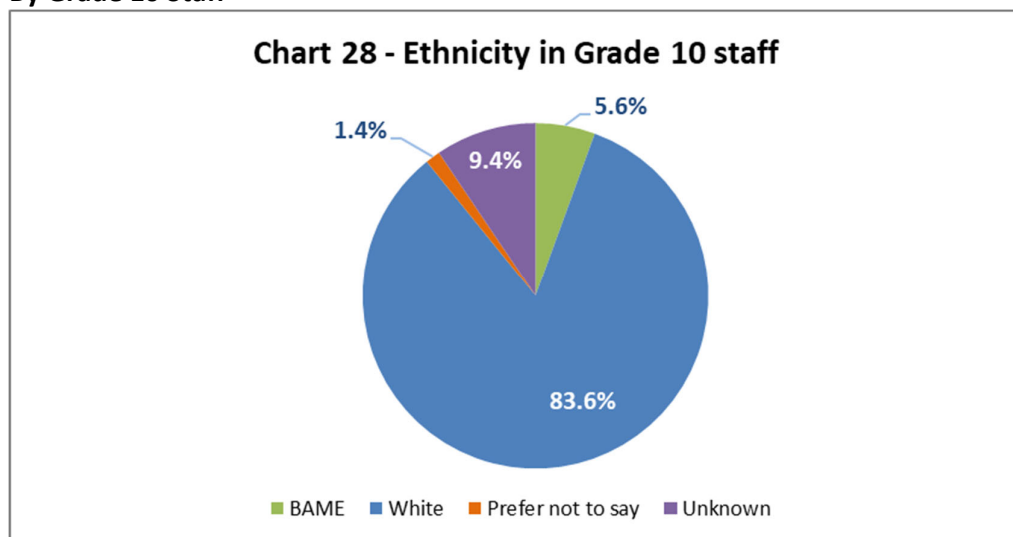
Chart 28 above show the ethnicity of staff at Grade 10. The has been a minor increase in BAME staff at this grade from 5.4% in 2018-19 to 5.6%.

By Job Family Profile

Chart 29 - Ethnicity by Job Family
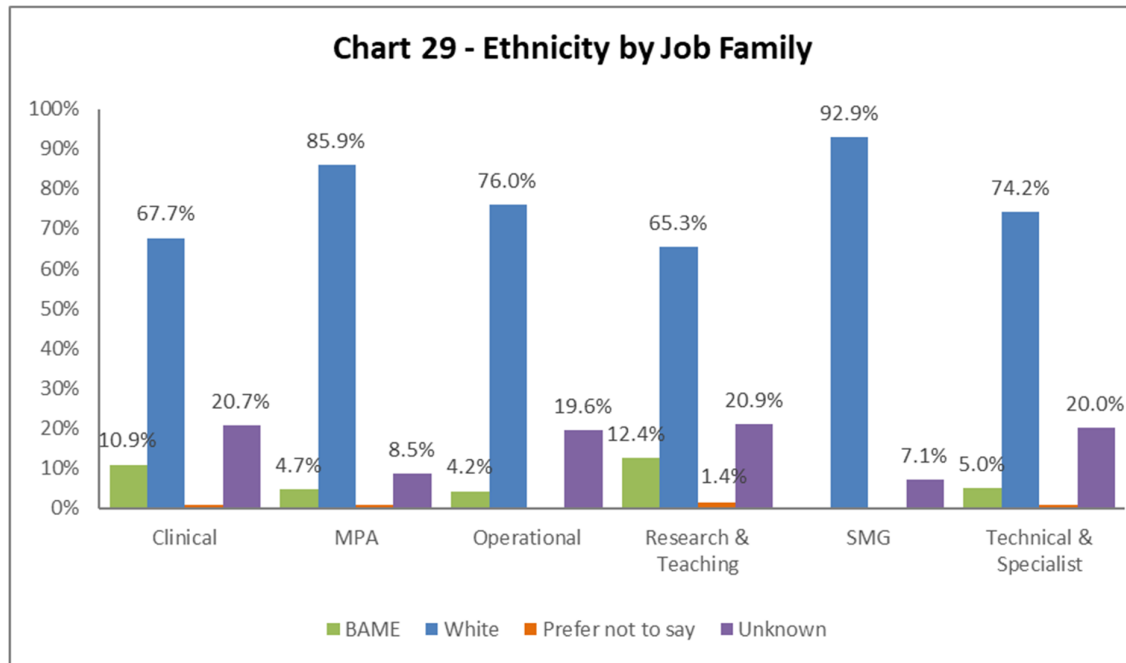
Chart 29 shows the ethnicity of staff by job family. There have only been minor fluctuations in BAME staff across the job families since 2018-19, except for MPA which has seen a drop from 5.5% in 2018-19 to 4.7%. Notably, there are high percentages of 'Unknown' across all the job families.
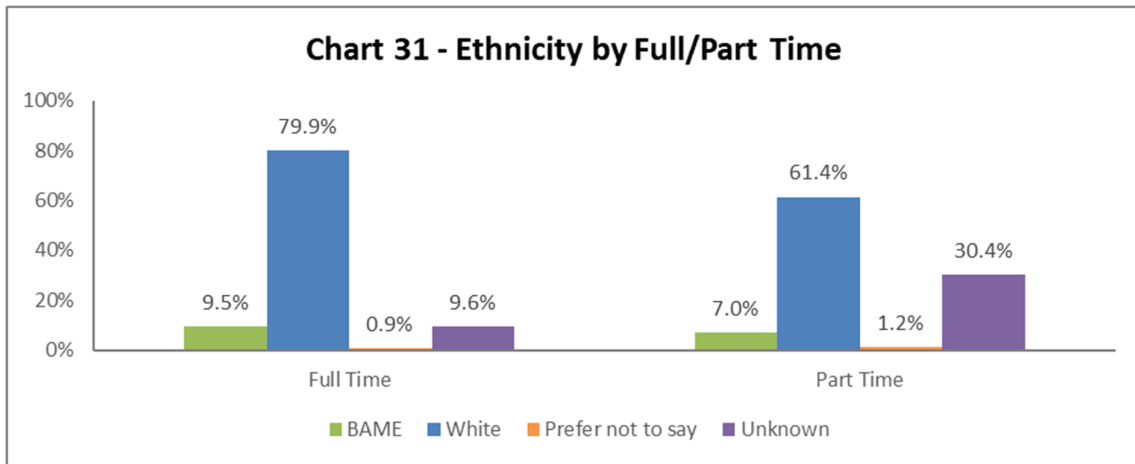
By Grade

Chart 30 - Ethnicity by Grade
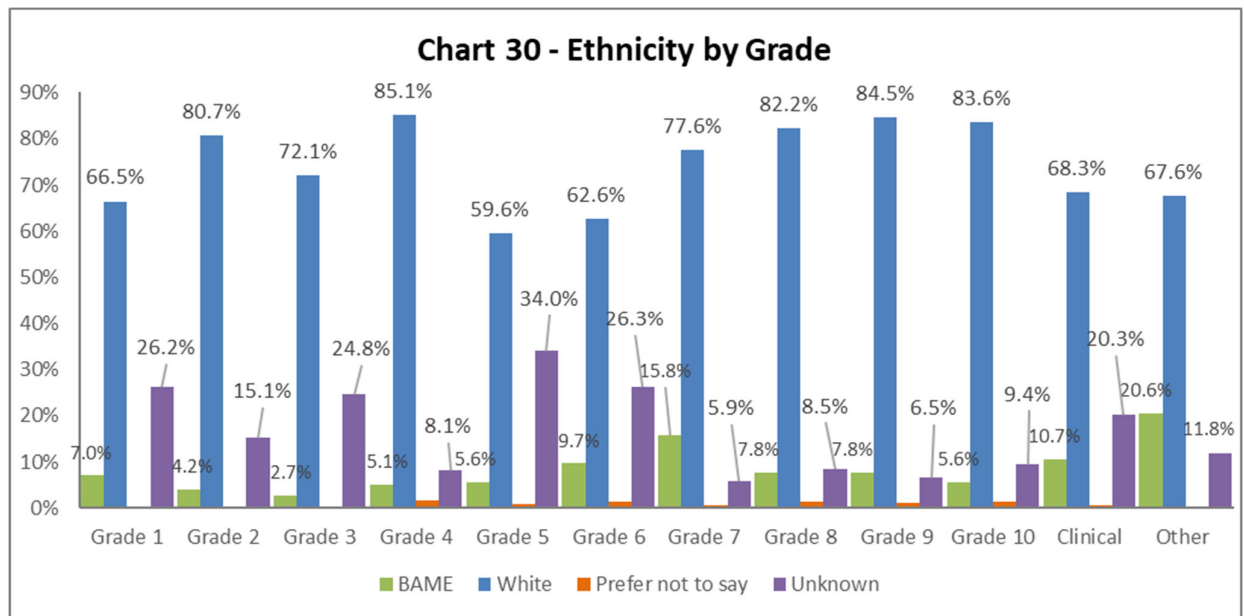
Chart 30 above shows the grade and ethnicities of staff. There is a differing picture across the grades with rises of 0.5% or more in Grades 7 and 9, but equivalent drops in Grades 2, 4, 6 and 8, between 2018-19 and 2019-20. In general the 'Unknown' category is higher in Grades 6 and below.

By Full/Part Time

Chart 31 - Ethnicity by Full/Part Time

The ethnicity of staff working full time and part time reflects the 2018-19 data, however there are rises in the 'Unknown' category for both modes of working.

By Contract Type
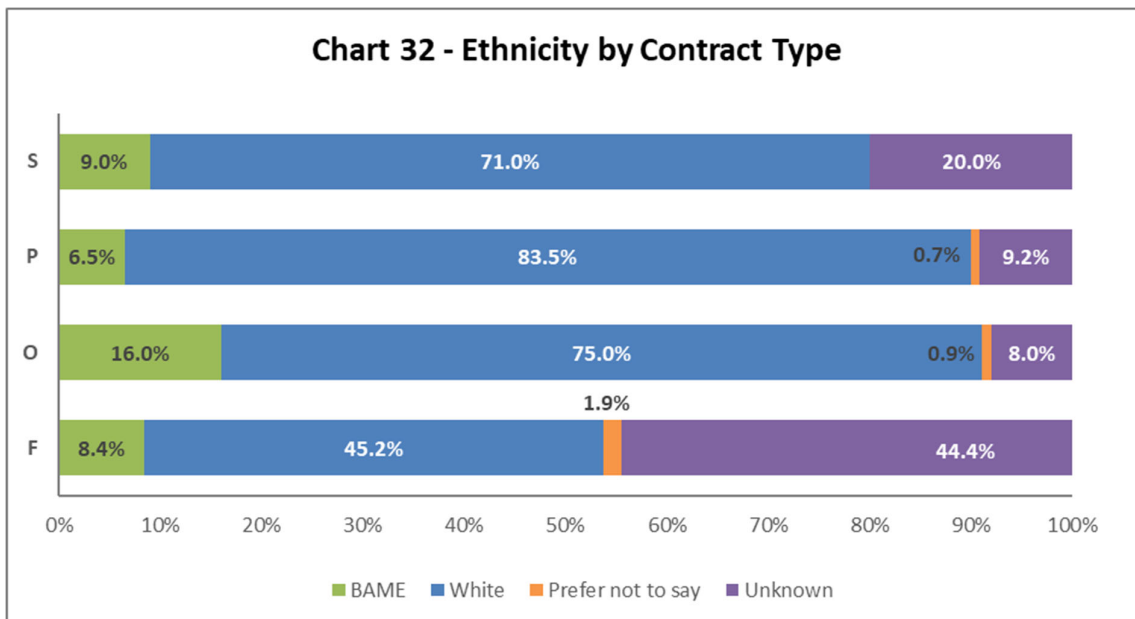

Chart 32 - Ethnicity by Contract Type

Chart 32 indicates the highest proportion of BAME staff are on Open-ended with funding end date (code O) contracts, an increase of 2% from 2017-18. All contract types have seen an increase in the percentages of BAME staff compared to last year. The percentage of staff on contract type F with 'Unknown' ethnicity has increased by more than 10% from 2018-19.

By Nationality

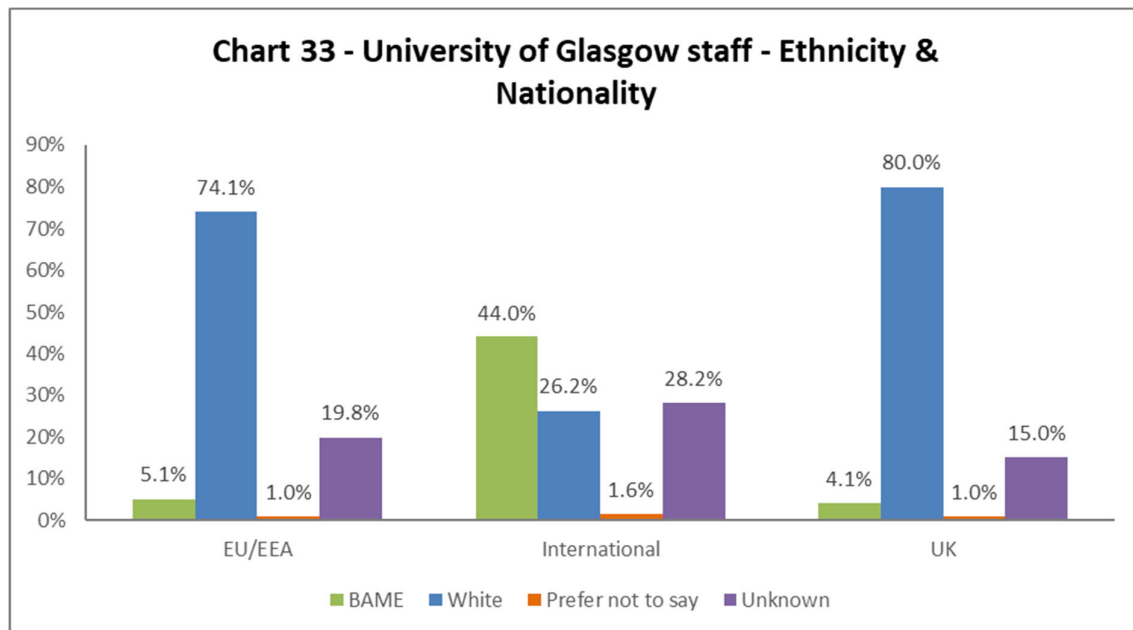**Chart 33 - University of Glasgow staff - Ethnicity & Nationality**

Chart 33 outlines the nationality and ethnicity of our staff. 44% of our International staff and 5.1% of our EU/EAA staff are from BAME backgrounds. Of our UK staff, only 4.1% are from BAME backgrounds – a 0.1% increase from 2018-19.
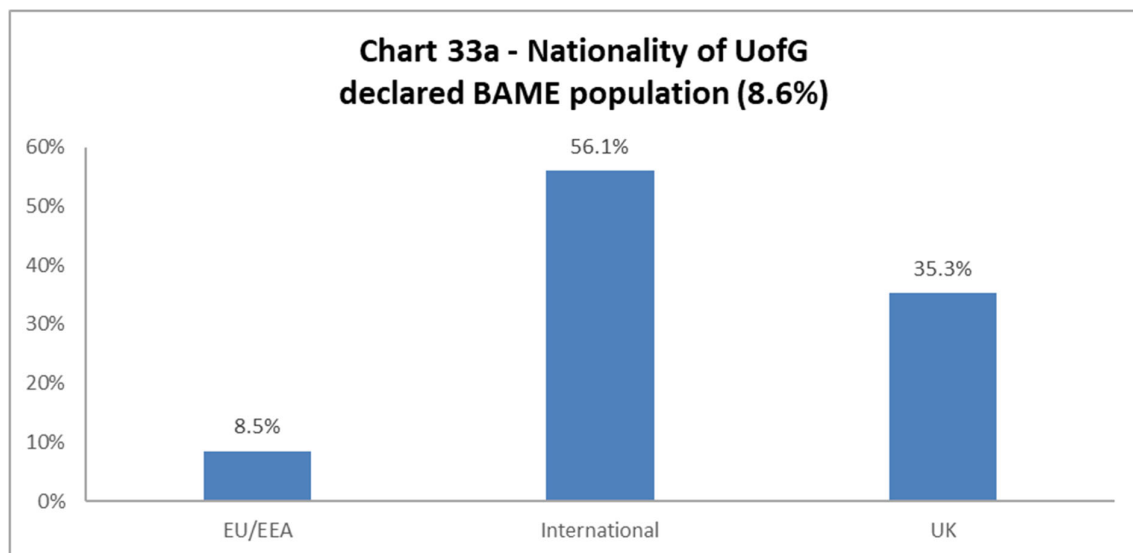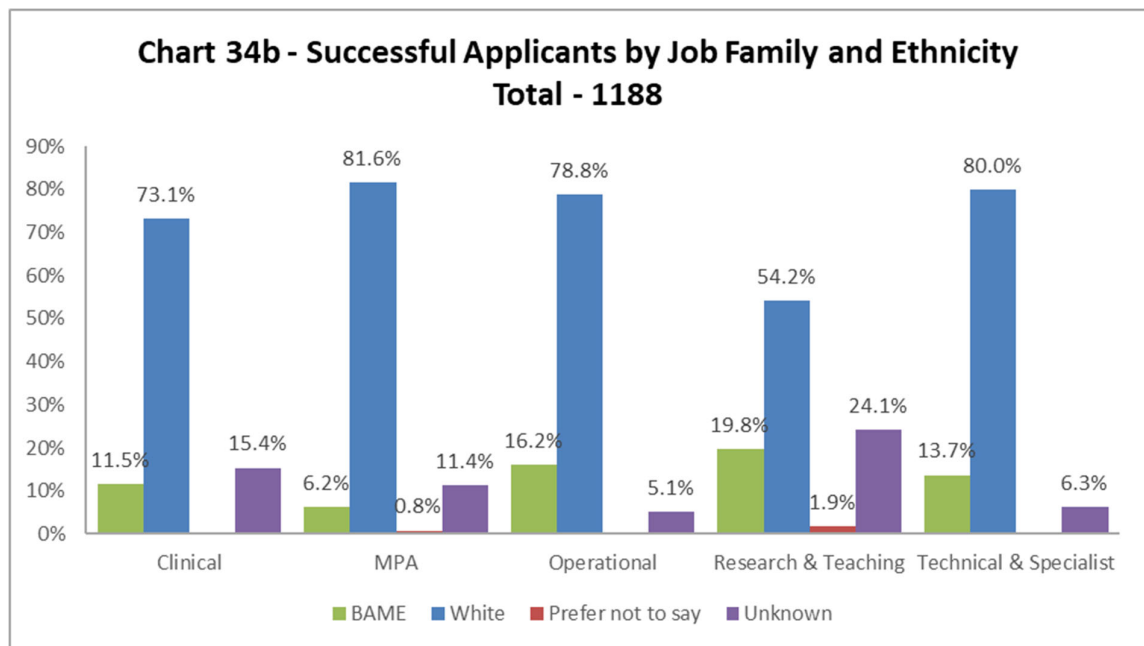

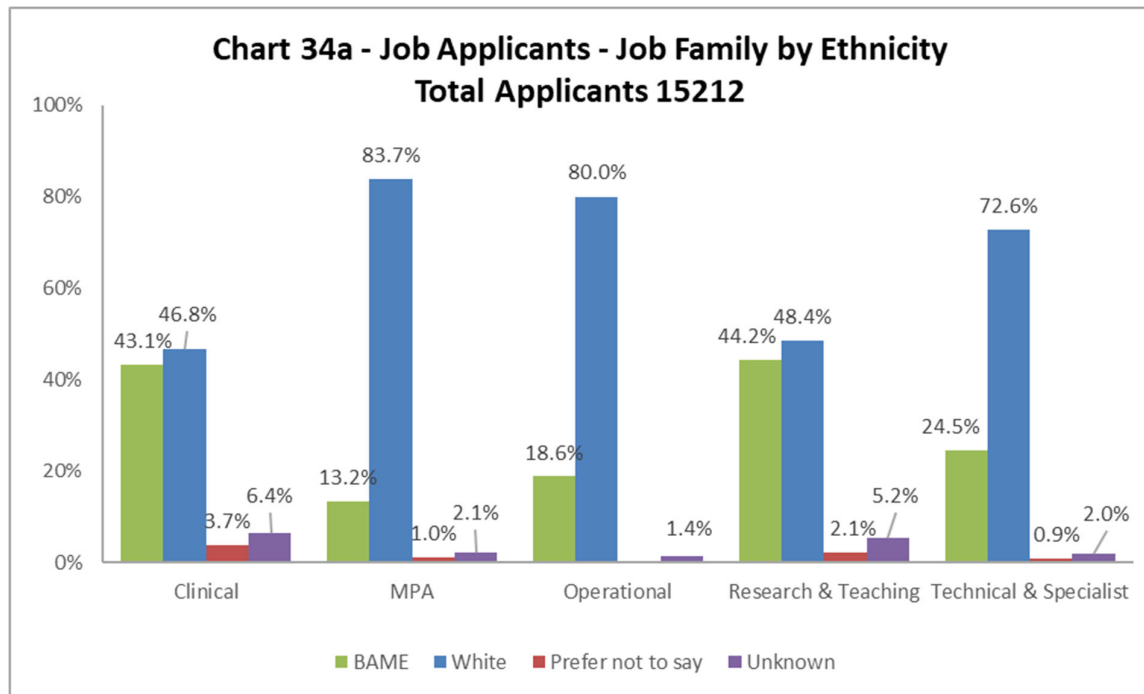**Chart 33a - Nationality of UofG declared BAME population (8.6%)**

Chart 33a is a new inclusion for this report. The chart outlines the nationality of our BAME staff population (8.6% of total – see Chart 6a). Over half of our total BAME staff are International, with slightly over one third from the UK and 8.5% from the EU/EEA.

Recruitment – by Applications and Successful Applicants

Chart 34a - Job Applicants - Job Family by Ethnicity
Total Applicants 15212

Chart 34b - Successful Applicants by Job Family and Ethnicity
Total - 1188

The data, as illustrated by Chart 34a and 34b, shows BAME staff are proportionally less likely to be appointed in all job family profiles. The greatest difference is seen in the Clinical job family, where the drop between applications and successful applicants is over 30% - it should be noted there will be a relatively low number of jobs advertised in this job family. The drop in Research and Teaching between applications and successful appointments had reduced to under 10% in 2018-19 but is once again larger than 20% in 2019-20.
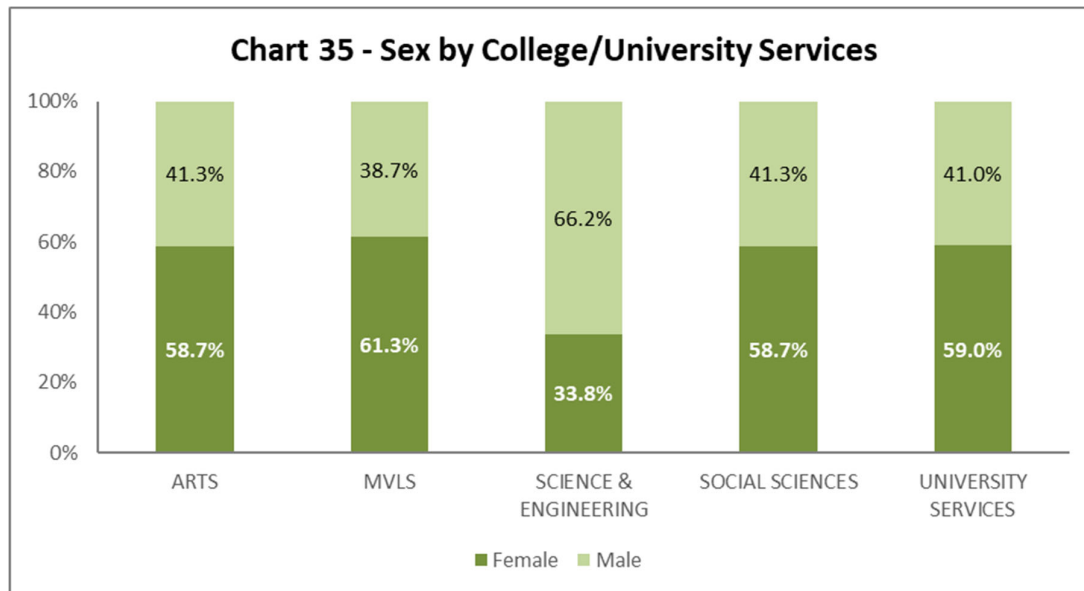
Profile by Sex

By College

Chart 35 shows the split by Sex in College/US. Arts has seen a slight drop in the percentage of Males, whilst Social Science and US have seen minor increases in Females. All other areas are static.
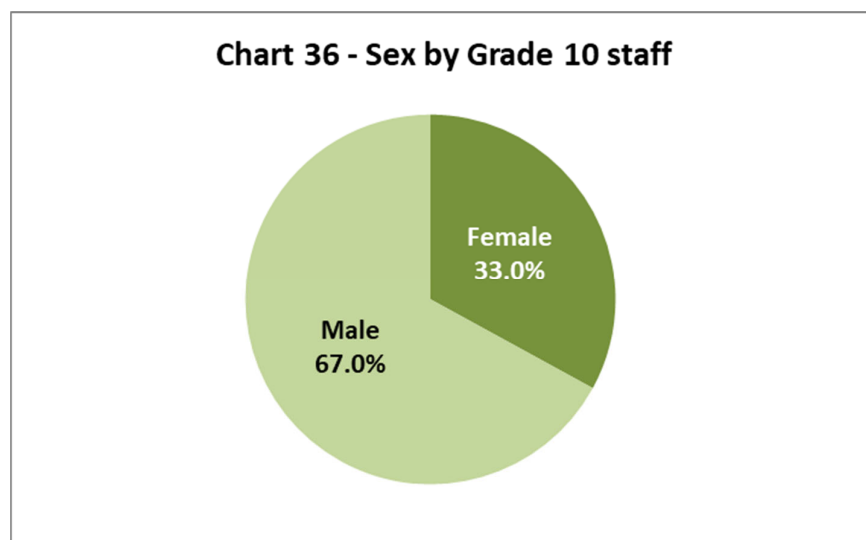
By Grade 10 Staff

Chart 36 illustrates that 33% of senior staff are Female. This is an increase of 2.2% from 2018-19 and therefore the University has achieved its Key Performance Indicator (KPI), of 33%[3] by 2020.

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[3] University Strategy 2015-2020

By Job Family Profile

Chart 37 - Sex by Job Family

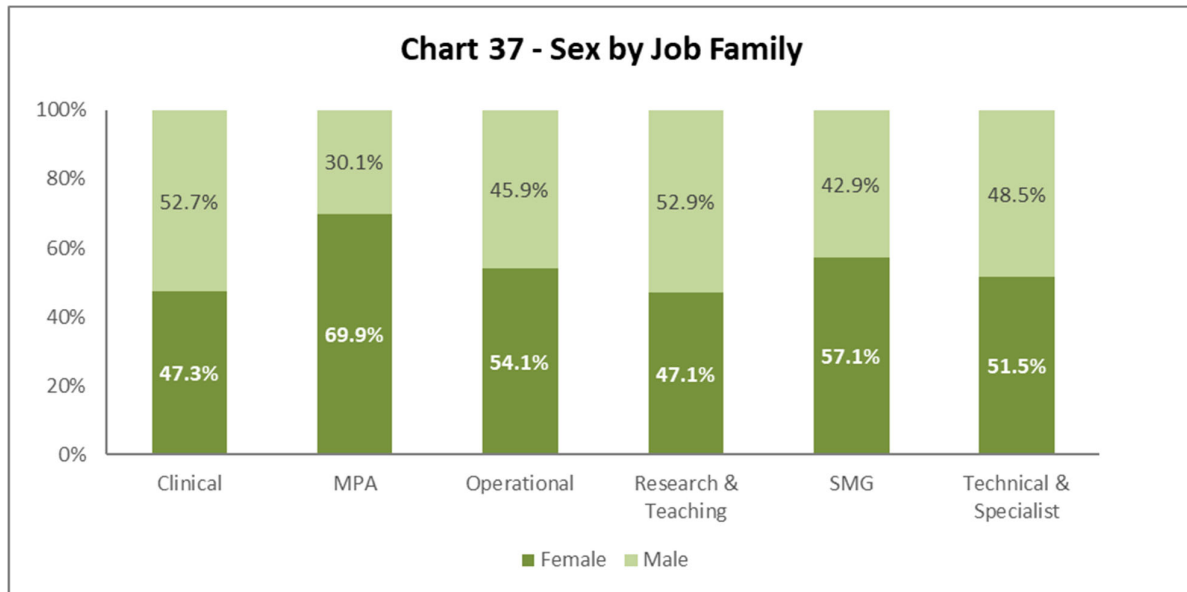|	Clinical	MPA	Operational	Research & Teaching	SMG	Technical & Specialist
Male	52.7%	30.1%	45.9%	52.9%	42.9%	48.5%
Female	47.3%	69.9%	54.1%	47.1%	57.1%	51.5%

Chart 37 shows a further increase in Females in SMG by 3.8% from 2018-19. There are other minor fluctuations across the job families – an increase in females in Clinical, MPA and Research and Teaching job families.

By Grade

Chart 38 - Sex by Grade

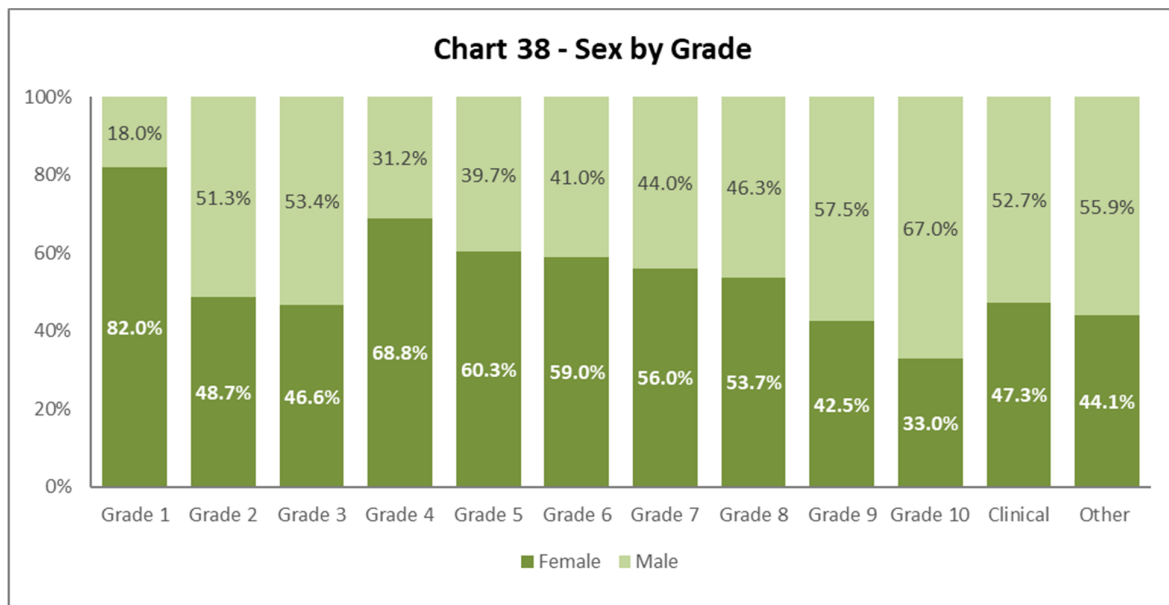|	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Clinical	Other
Male	18.0%	51.3%	53.4%	31.2%	39.7%	41.0%	44.0%	46.3%	57.5%	67.0%	52.7%	55.9%
Female	82.0%	48.7%	46.6%	68.8%	60.3%	59.0%	56.0%	53.7%	42.5%	33.0%	47.3%	44.1%

Chart 38 shows a similar pattern to previous years (with the exception of Grades 2 and 3, where there are almost 50:50 splits) as we climb the grades, the percentage of Male staff increases, and Female staff declines. The percentage of Females in Grade 4 has dropped by 3.5%, Grade 8 Females has increased by 1.7%.

By Full/Part Time
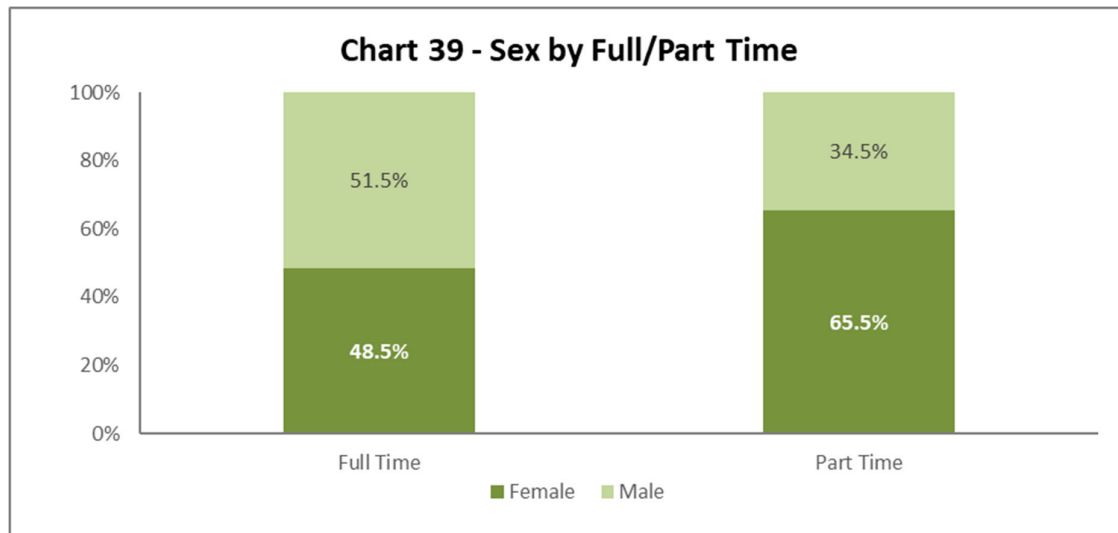

Chart 39 - Sex by Full/Part Time

Chart 39 illustrates the breakdown by Sex of Full and Part Time staff, this is a static picture from 2018-19, where approximately two thirds of all Part Time staff are Female.

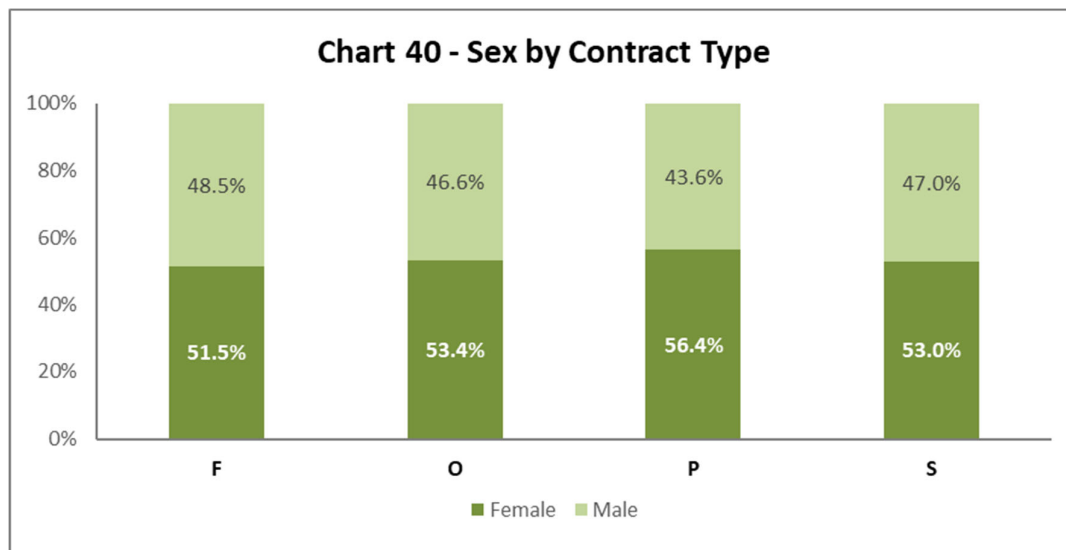**By Contract Type**

Chart 40 - Sex by Contract Type

Chart 40 shows Sex by contract type. There is very little change from 2018-19, except for contract type S, where the balance is more even between Males and Females than last year.
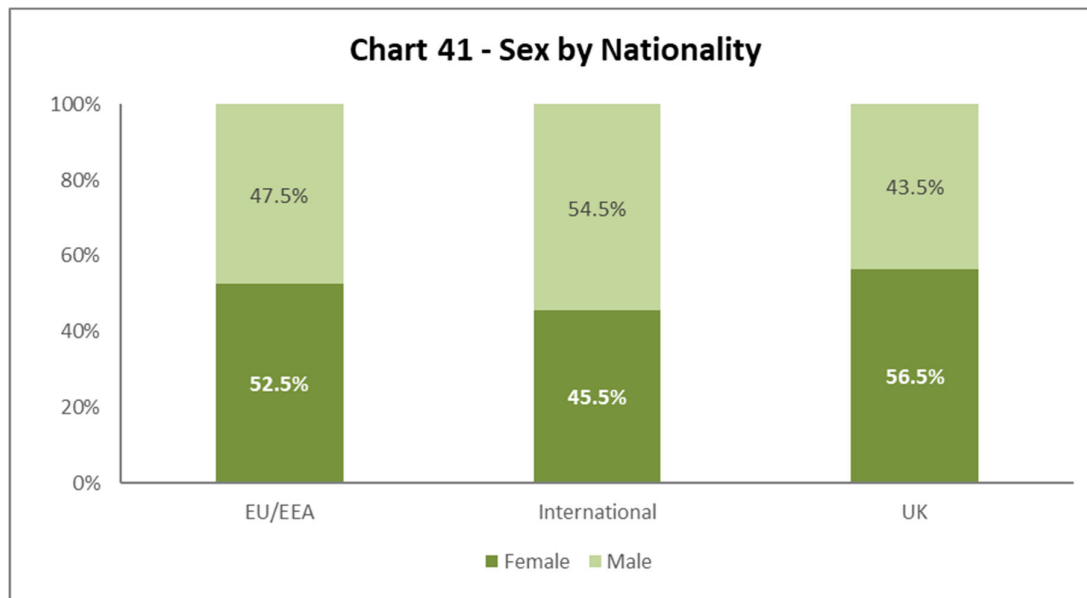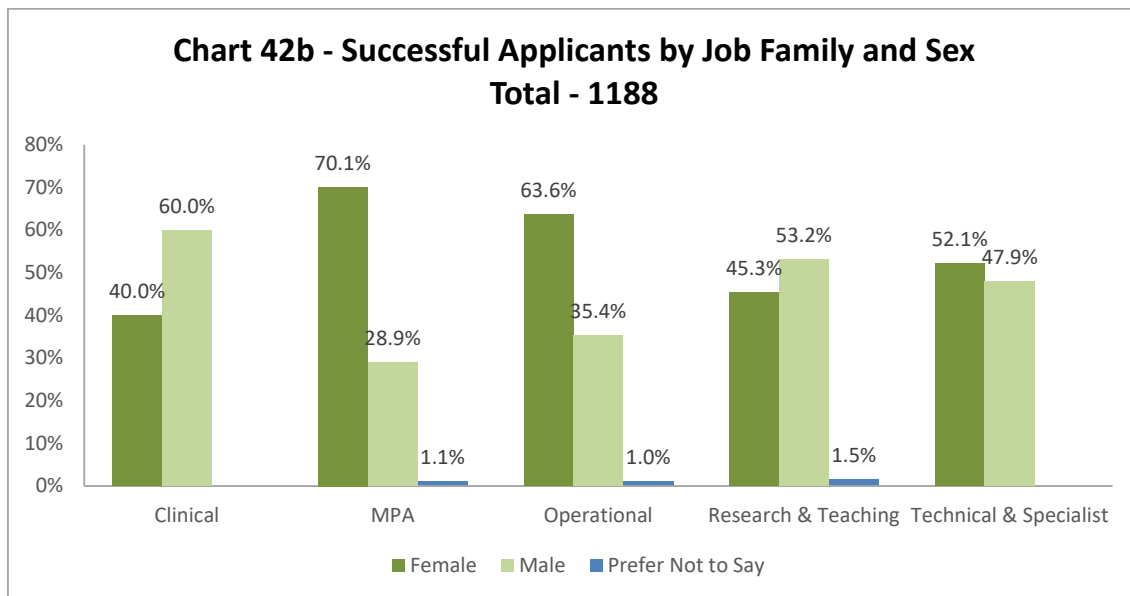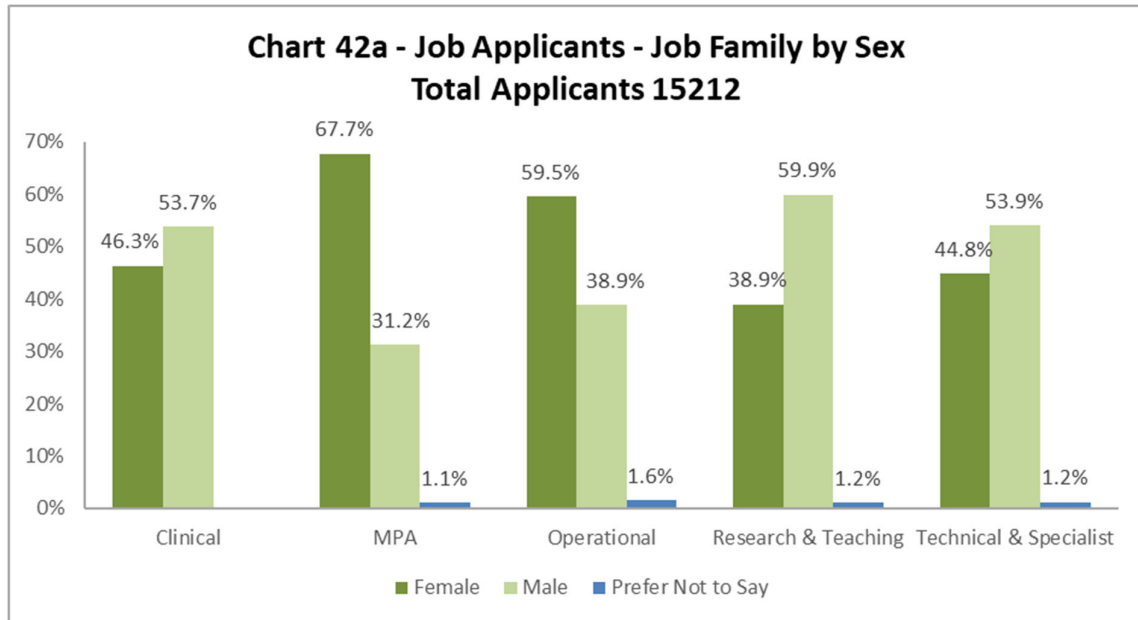
By Nationality

Chart 41 - Sex by Nationality

Chart 41 shows Females and Males are fairly equally represented from EU/EEA. We have a higher proportion of Male International staff, although the Female percentage has increased by 2% from 2018-19.

Recruitment – by Applications and Successful Applicants

Chart 42a - Job Applicants - Job Family by Sex
Total Applicants 15212

Chart 42b - Successful Applicants by Job Family and Sex
Total - 1188

For most job families, the Sex profile of applicants reflects those who are successful applicants, however in Research and Teaching, Males are proportionately more successful than Female, and this is reverse of 2018-19. Females are more successful than Males in the Technical and Specialist job family.

Profile by Sexual Orientation

33.9% of all staff have not answered the question on Sexual Orientation. As such 'Unknown' figures have been excluded from these graphics but have been included in the statistics which are used to create them.

By College
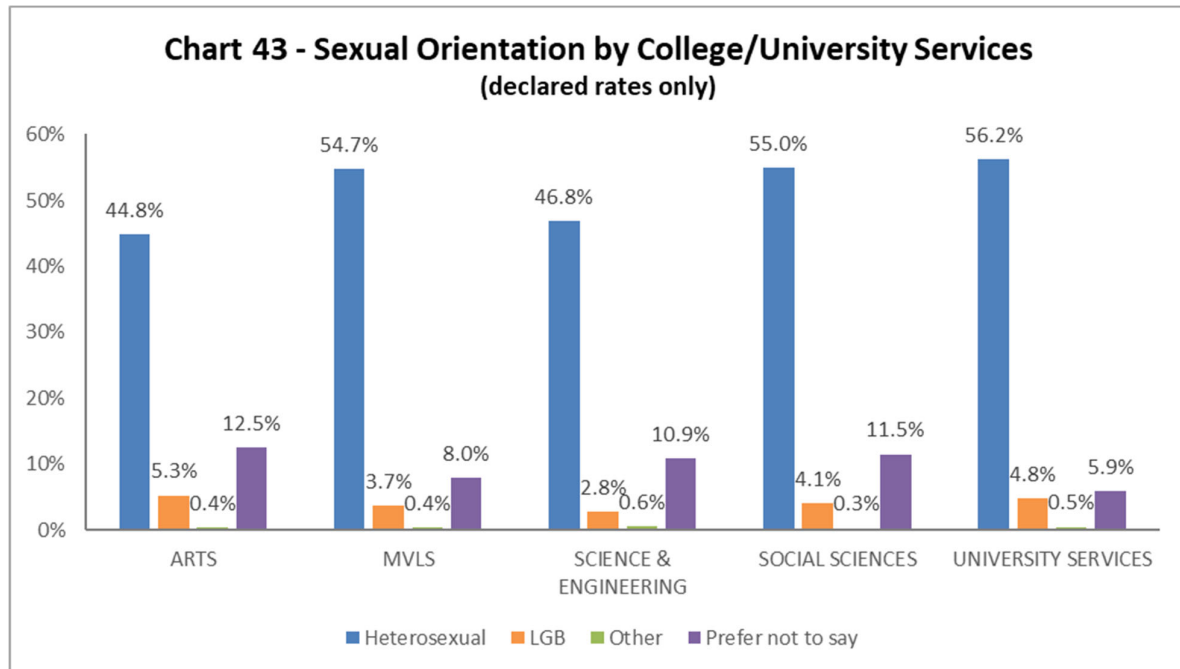
Arts continue to have the highest proportion of staff who have declared as LBG compared to other Colleges/US; Science and Engineering has the smallest proportion. There have been minor fluctuations across all Colleges/US from 2018-19.

By Grade 10 Staff
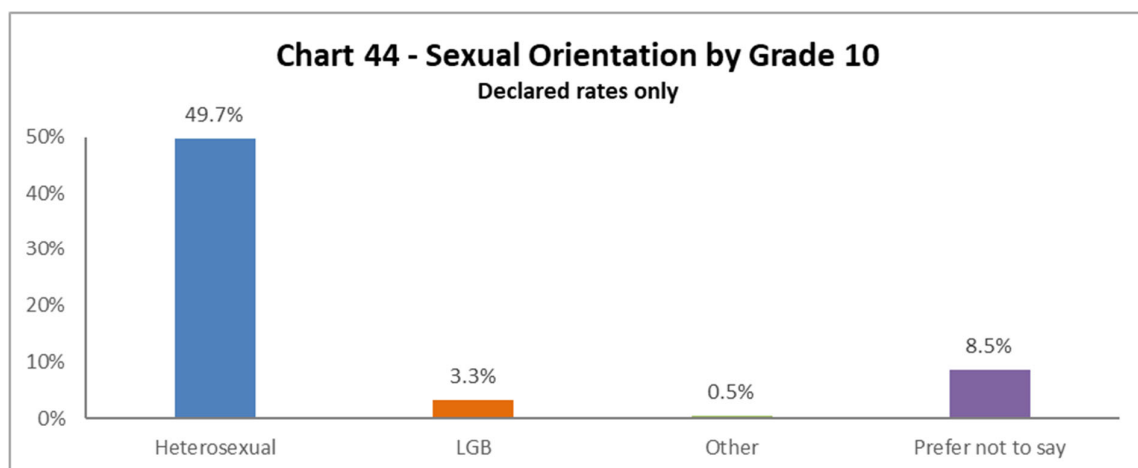
3.3% of Grade 10 staff identify as LGB, this is an increase of 0.3% from 2018-19.

By Job Family

Chart 45 - Sexual Orientation by Job Family
Declared rates only
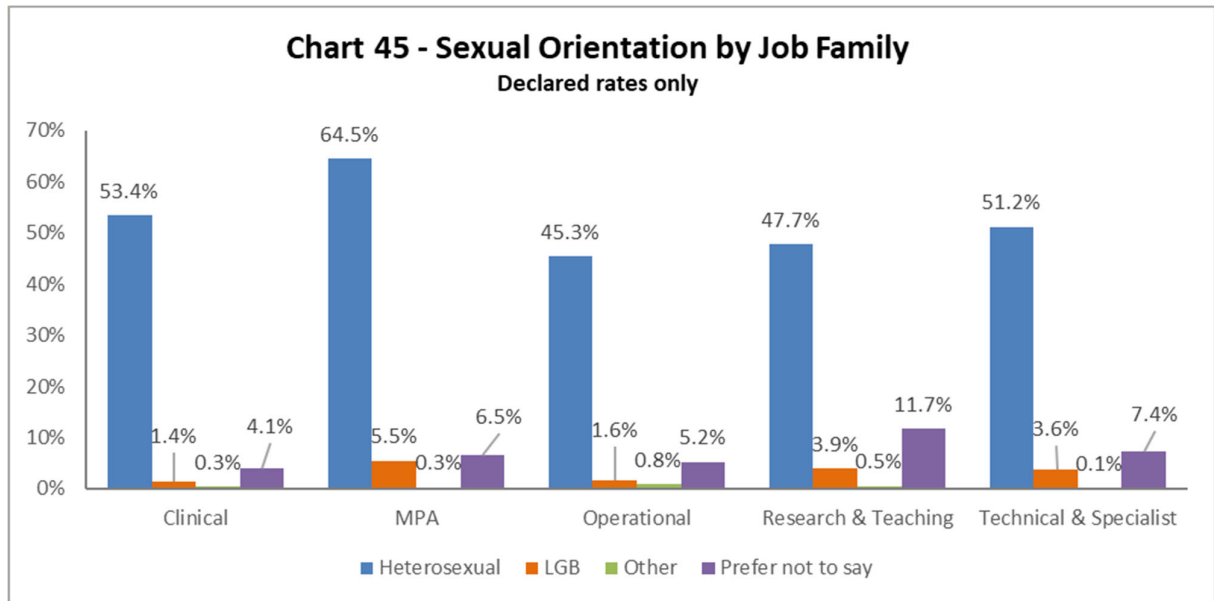
The highest proportion of LGB staff (5.5%) are in the MPA job family, an increase of 1.8% from 2017-18, all other job families have seen minor fluctuations from 2018-19.

By Grade

Chart 46 - Sexual Orientation by Grade
Declared rates only
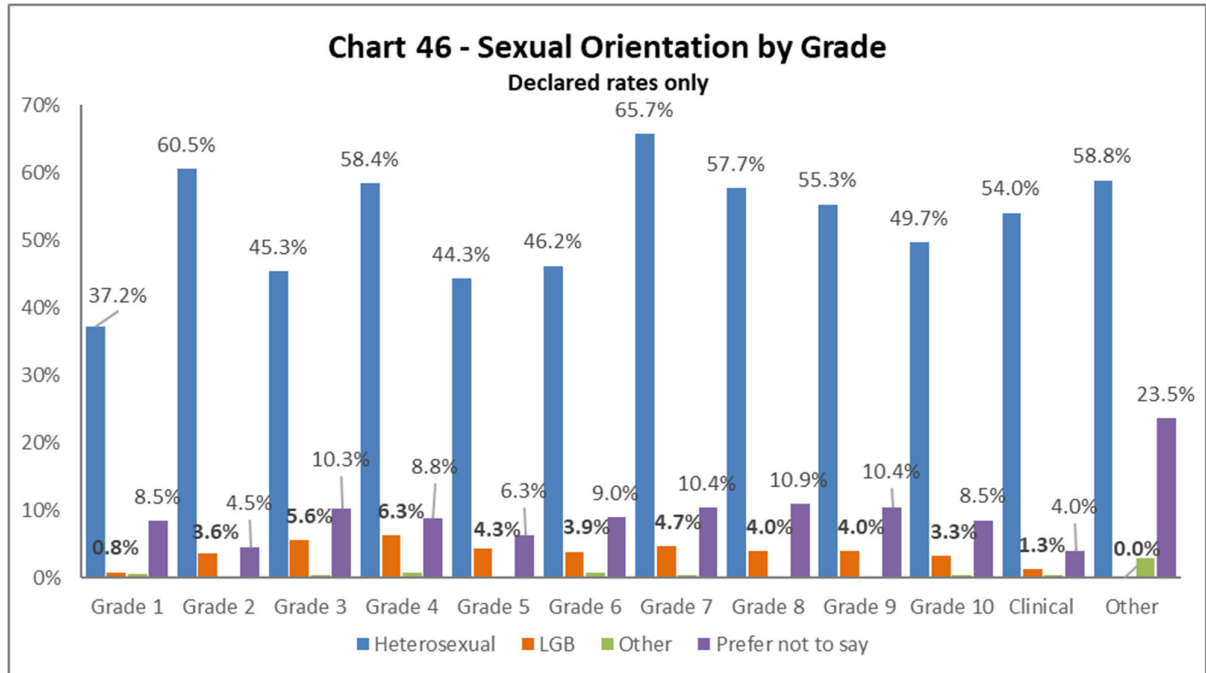
LGB staff are evenly spread across the grades, with the highest proportion in Grade 4. There have been slight fluctuations across the grades, increases in Grades 3, 4, 5, 7 and 8 and decreases in Grades 1, 2, 6 and 9.

By Full/Part Time

Chart 47 - Sexual Orientation by Full/Part Time
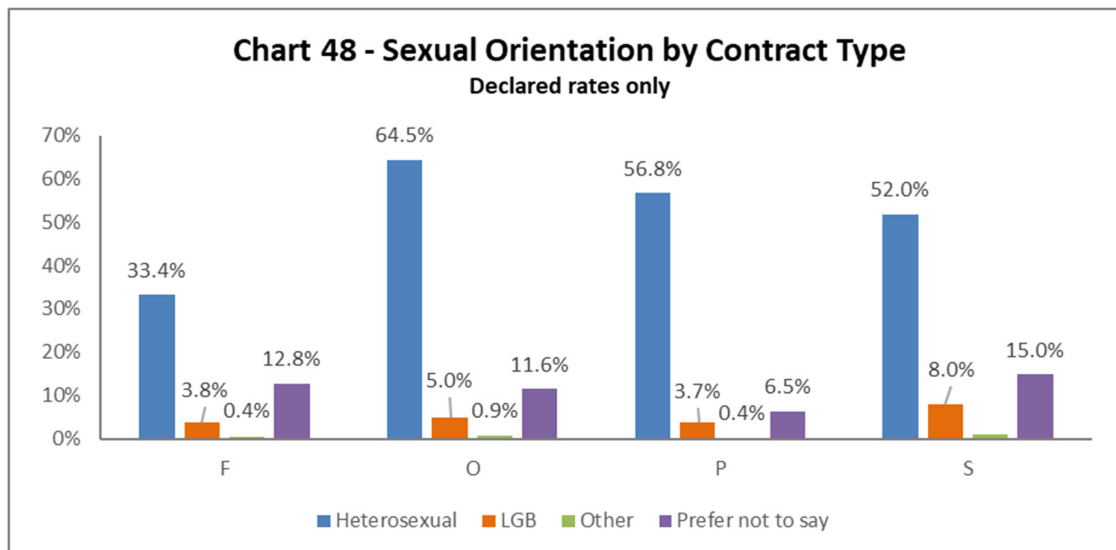Declared rates only

- Full Time: Heterosexual 58.8%, LGB 4.7%, Other 0.4%, Prefer not to say 8.8%
- Part Time: Heterosexual 42.2%, LGB 2.8%, Other 0.5%, Prefer not to say 9.1%
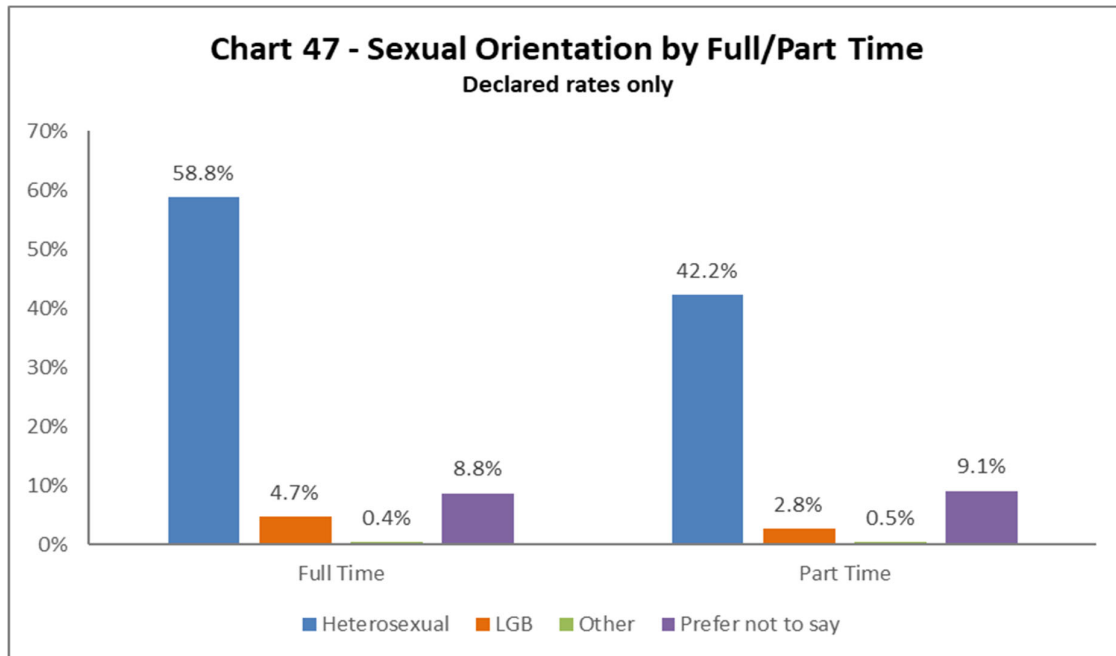
Most LGB staff work full time, which has increase from 2018-19. There has been a drop in LGB staff working part time from last year.

By Contract Type

Chart 48 - Sexual Orientation by Contract Type
Declared rates only

- F: Heterosexual 33.4%, LGB 3.8%, Other 0.4%, Prefer not to say 12.8%
- O: Heterosexual 64.5%, LGB 5.0%, Other 0.9%, Prefer not to say 11.6%
- P: Heterosexual 56.8%, LGB 3.7%, Other 0.4%, Prefer not to say 6.5%
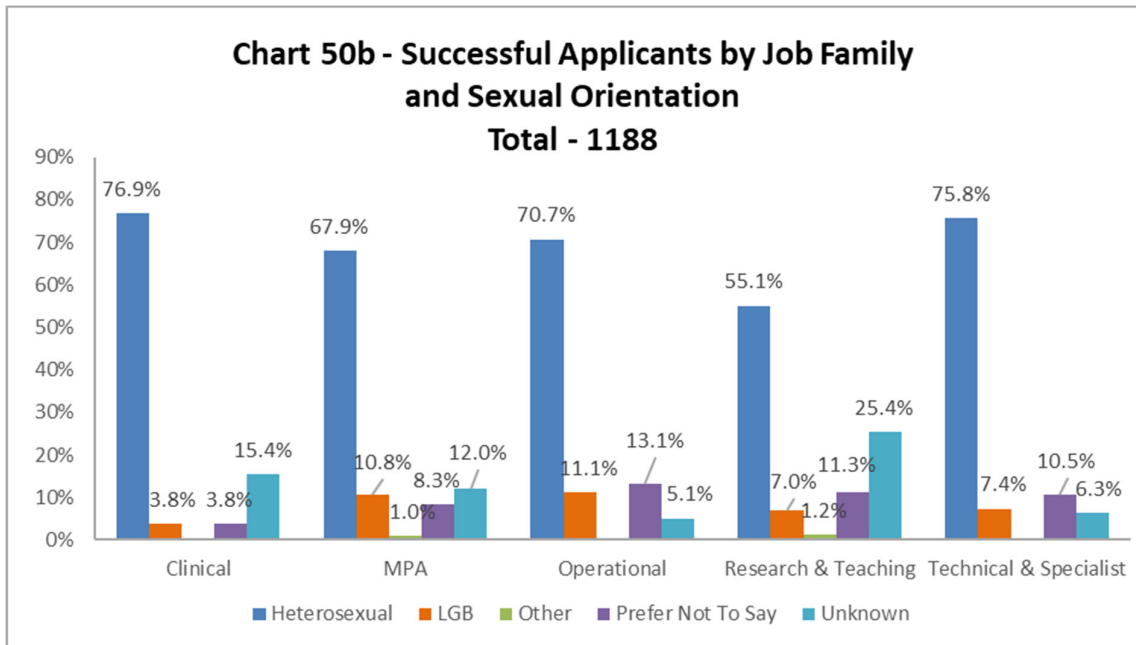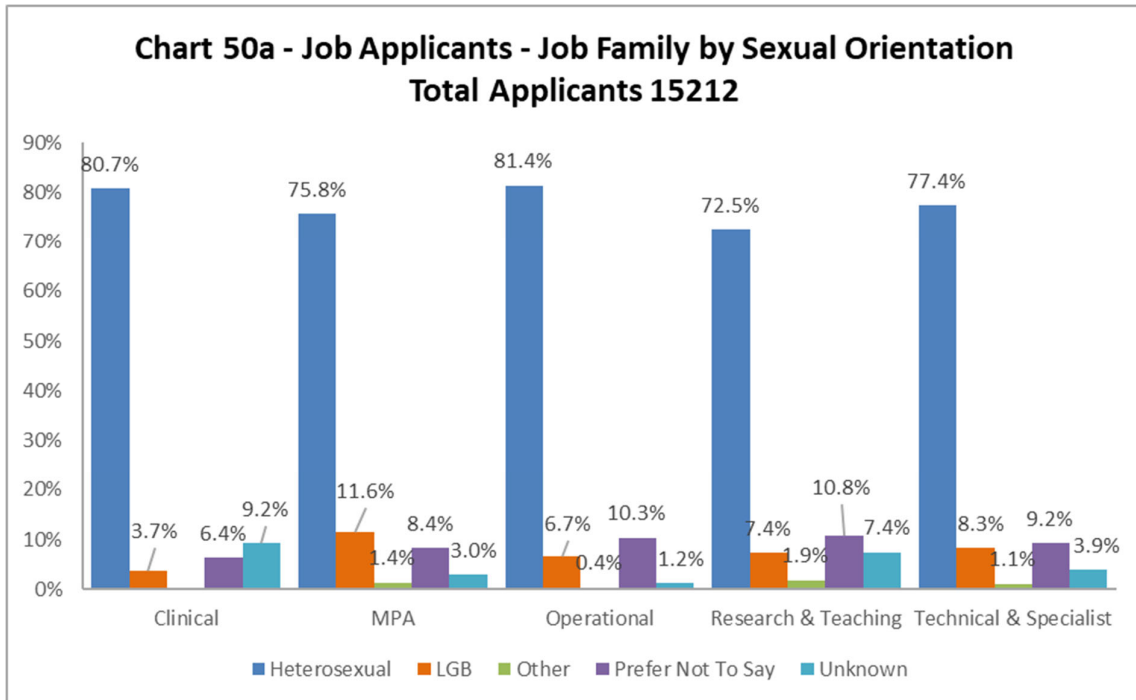- S: Heterosexual 52.0%, LGB 8.0%, Other (bar), Prefer not to say 15.0%

The highest proportion of LGB staff are those on the Fixed term (code S) contracts, however this is a very small percentage of staff. The next highest are on Open ended with funding end dates (O). The lowest proportion are on Open Ended (code P) contracts.

By Nationality

Chart 49 - Sexual Orientation and Nationality
### Declared rates only
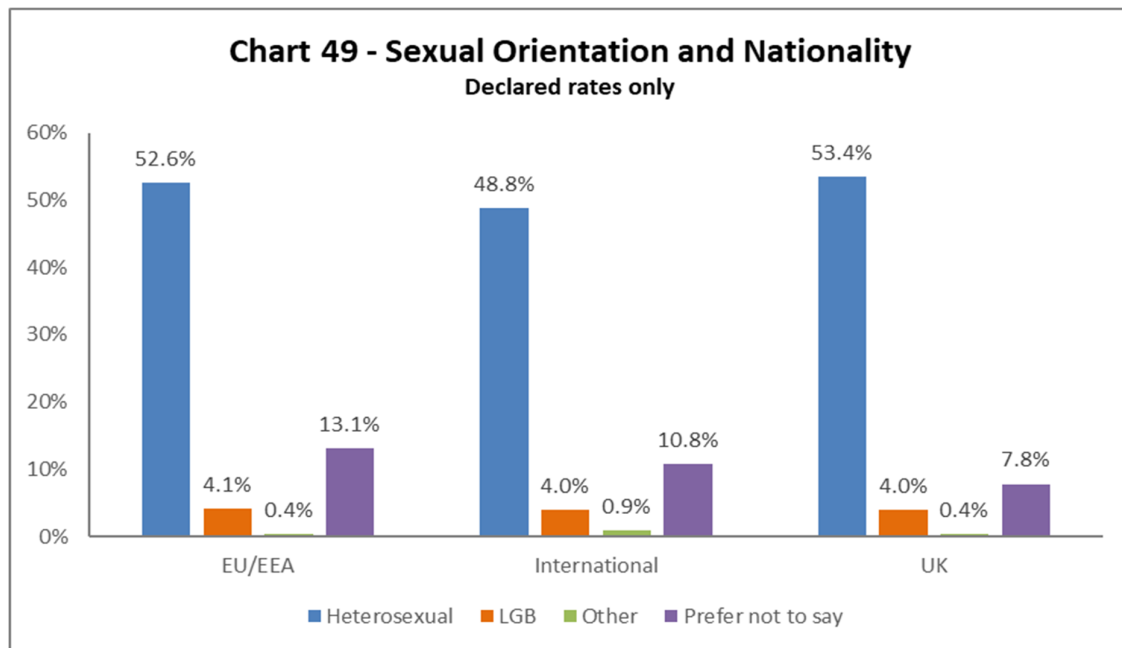
The highest proportion of LGB staff are from the EU/EEA, however this is a 0.5% reduction from 2018-19. International and UK LGB staff have seen minor decreases and increases, respectively, since 2018-19.

Recruitment – by Applications and Successful Applicants

Chart 50a - Job Applicants - Job Family by Sexual Orientation
Total Applicants 15212

Chart 50b - Successful Applicants by Job Family
and Sexual Orientation
Total - 1188

The proportion of successful LGB applicants closely matches that of the applicant pool across the job families, with Operational staff showing an increase of 4.4%.

V1.2

Case Management - General

Chart 51 - Case Management - General by Sex
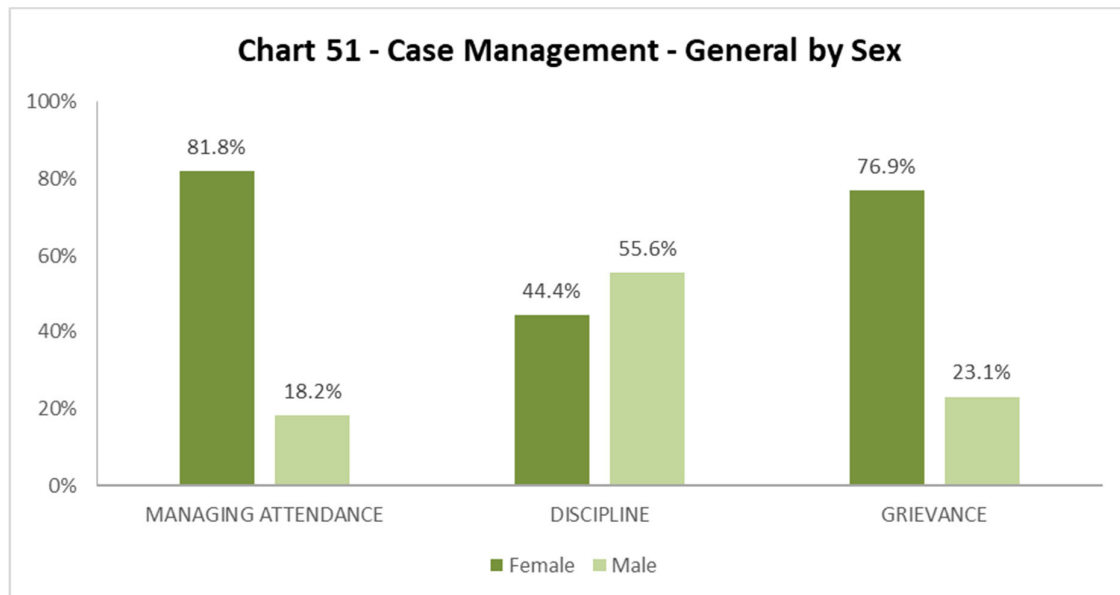
2019-20 saw a significant decrease in the number of Case Management cases; 61 cases in 2018-19 and 33 in 2019-20. It is notable however, where the numbers were more even in 2018-19, in 2019-20 Females were more likely to go through Managing Attendance (previous Capability) and Grievance compared to Males.

Case Management – Sickness

The sickness figures relate to staff who have been absent for 20 or more continuous working days between 01 August 2019 – 31 July 2020. This involves 4.1% of staff under report. This is a reduction from 2018-19.
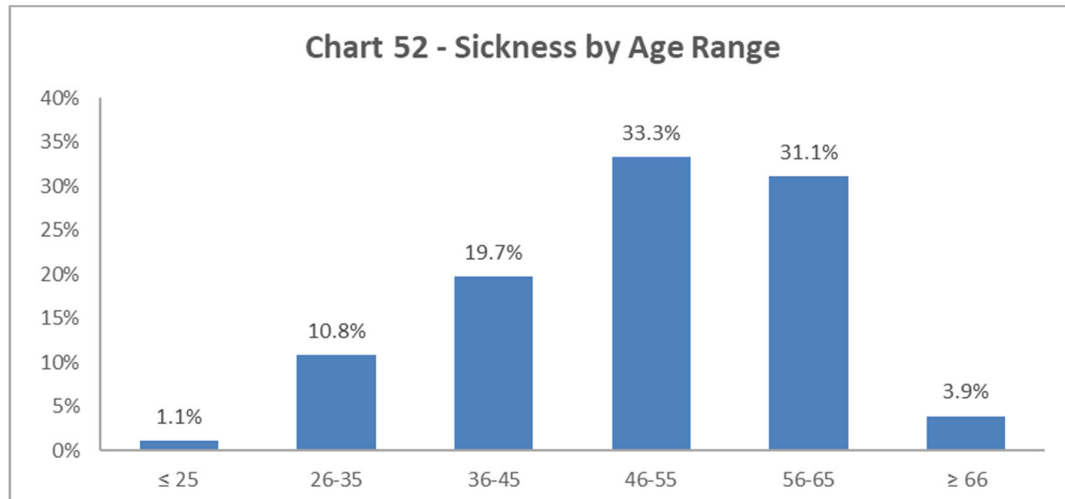
Age

Chart 52 shows most staff who were off sick for 20 days or more, were in the 46-55 age group. This a change from 2018-19, where the majority were 56-65 age range.
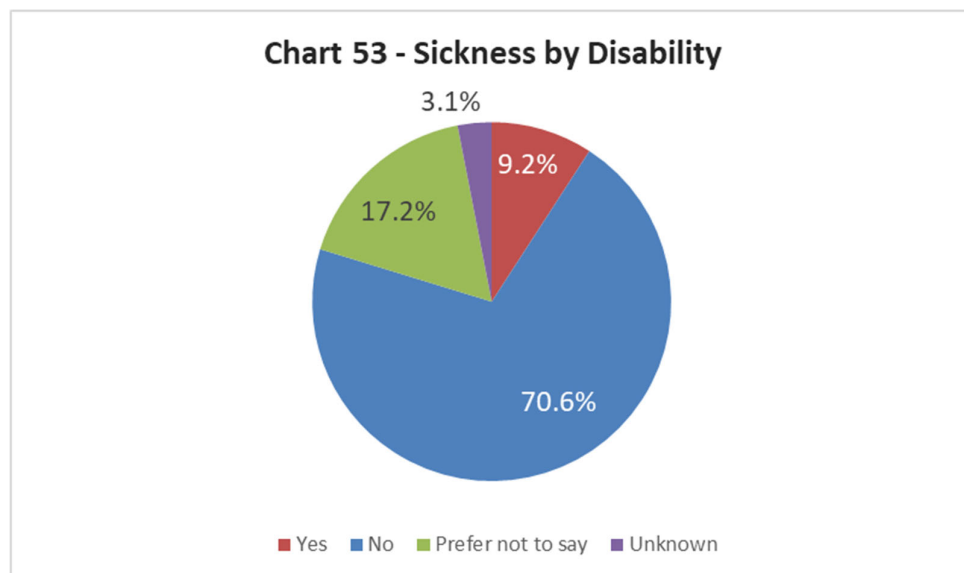
Disability

Chart 53 shows the proportion of disabled staff absent for 20 days or more was 9.2%, which represents an increase of 1.5% from 2017-18. This reflects a continuous rise from 2.9% in 2013-14. There is a notably high percentage of staff who chose the 'Prefer not to say' category.

Ethnicity

Chart 54 - Sickness by Ethnicity

- BAME 5.3%
- White 81.9%
- Prefer not to say 1.1%
- Unknown 11.7%
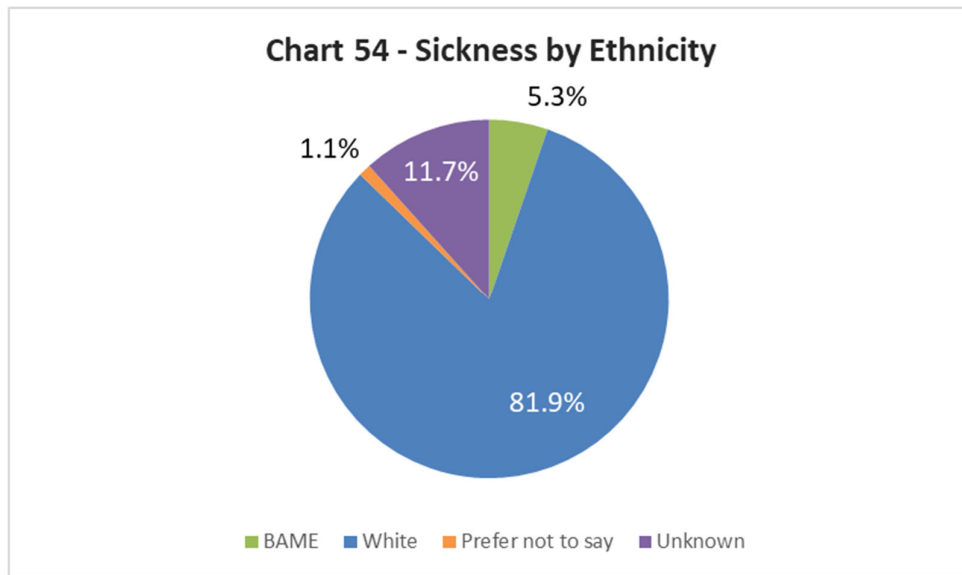
Chart 54 shows that, of staff who were off sick for more than 20 days, 5.3% are from a BAME background; this is a 0.9% increase from 2018-19 and 1.9% from 2017-18. A relatively high percentage of staff who were off for 20 days or more have not informed us of their ethnicity.

Sex

Chart 55 - Sickness by Sex

- Female 65.3%
- Male 34.7%
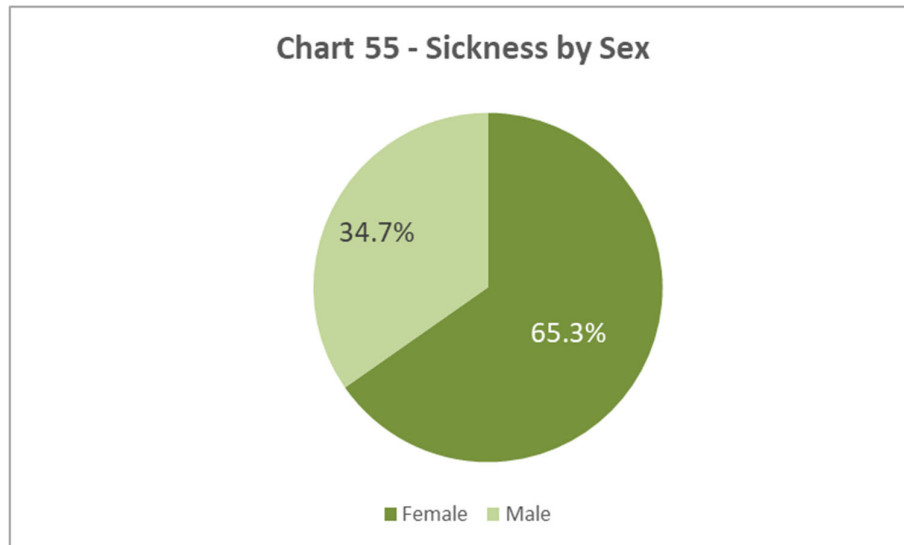
As in previous years, a higher proportion of Female staff have been off sick for 20 days or more than the overall University population as illustrated in Chart 8. This is an increase of 2.4% from 2018-19.

Sexual Orientation
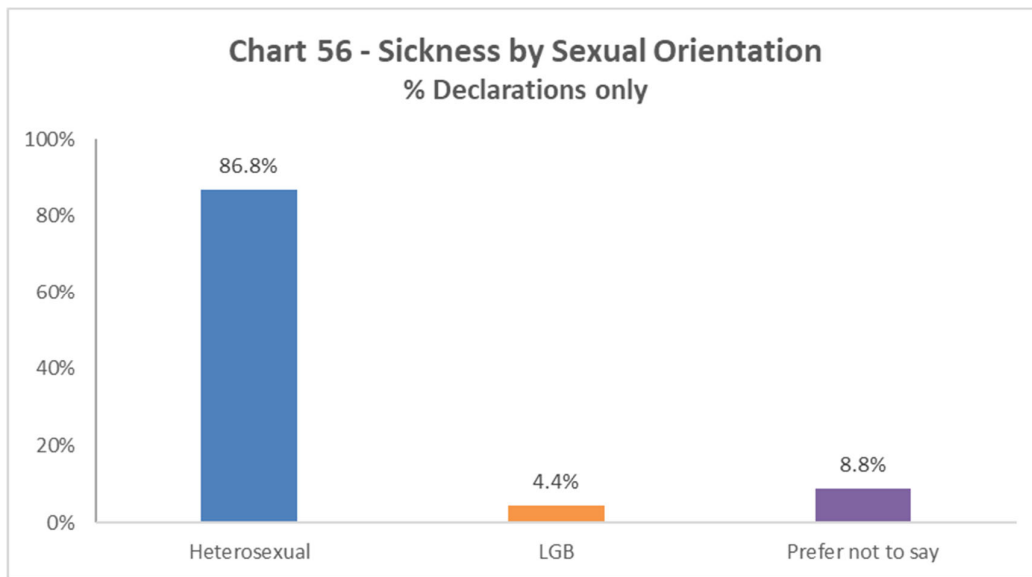

Chart 56 shows that of those who were off sick for more than 20 days, 4.4% declared as LGB. This is an increase of 1.5% from 2018-19.

Academic Promotions

Table 11 - Academic Promotions 2020 - R&T and Clinical Job Families Only				
Grade Applied For		**Success Rate For Grade**	**Female**	**Male**
GRADE 7	Applicants		57%	43%
	Successful		62%	38%
	Promoted (%)	**78%**	**86%**	**69%**
GRADE 8	Applicants		54%	46%
	Successful		56%	44%
	Promoted (%)	**91%**	**95%**	**87%**
GRADE 9	Applicants		44%	56%
	Successful		52%	57%
	Promoted (%)	**83%**	**82%**	**84%**
READER	Applicants		24%	76%
	Successful		21%	79%
	Promoted (%)	**82%**	**75%**	**85%**
CLINICAL	Applicants		56%	44%
	Successful		33%	67%
	Promoted (%)	**67%**	**40%**	**100%**
PROFESSOR	Applicants		40%	60%
	Successful		37%	63%
	Promoted (%)	**73%**	**67%**	**77%**
SUCCESS RATE FOR ALL APPLICANTS %		**83%**	**83%**	**82%**

Table 11 provides breakdown by Sex of the Academic Promotions 2019-20 process. The overall success rates of Males and Females are almost equal (83% and 82% respectively). However, Females tend to be more successful at Grade 7-8, with Males more successful at Grade 9 and above. The rates for Clinical promotions are particularly low for Females, however the numbers are small.

Regrading for Professional & Support Staff

Table 12 - Regrading 2019-20 - Professional and Support Staff by Grade				
Grade Applied For		**Success Rate**	**Female**	**Male**
GRADE 1-5	Applicants		79%	21%
	Successful		79%	21%
	Promoted (%)	**100%**	**100%**	**100%**
GRADE 6-10	Applicants		64%	36%
	Successful		57%	43%
	Promoted (%)	**83%**	**74%**	**100%**
SUCCESS RATE FOR ALL APPLICANTS %		**88%**	**82%**	**100%**

Table 13 - Regrading 2019-20 - Professional and Support Staff by Job Family				
Job Family		**Success Rate**	**Female**	**Male**
MPA	Applicants		74%	26%
	Successful		69%	31%
	Promoted (%)	**83%**	**77%**	**100%**
TECH & SPEC	Applicants		53%	47%
	Successful		53%	47%
	Promoted (%)	**100%**	**100%**	**100%**
SUCCESS RATE FOR ALL APPLICANTS %		**88%**	**82%**	**100%**

Table 12 above shows in all Grades Males are more likely than Females to be successful in the Regrading process, reflecting previous years. This is within the context of there being a larger proportion of Females in these grades; in Grade 1-5 are 61% Female and in Grades 6-10 are 52% Female. It should be noted the success rate for Females has improved from 2018-19.

Table 13 shows a similar pattern to Table 12, with Males more likely to be successful in all job families compared to Females. It should be noted that the Technical & Specialist job family has had significant success in the Regrading process for both Males and Females. There were no Regrading applications from within the Operational job family in 2019-20.

Equal Pay

The University has a duty to publish pay gap information by 30th April every two years under Regulation 7 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The report for 2021 will be available on that date and will include analysis for sex, ethnicity, and disability.

The University's Gender Pay Gap will be published along with the Equal Pay reporting document.

END.