Staff Equality Monitoring Report 2017-18

Executive Summary

This is the seventh annual staff equality monitoring report produced by the Equality and Diversity Unit, and follows largely the same format as the previous reports, allowing 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 under the Equality Act 2010.

The publishing cycle reflects the previous academic cycle (August 2017 –July 2018).

The report shows the following important changes:

- The percentage of women at level 10 has increased by 1.1% from 2016-17, making a total of 28.2%.
- 4% of University staff have declared a disability. This is a rise of 0.8% since 2015-16.
- There has been an increase in staff declaring they are Lesbian, Gay or Bisexual from 2.6% in 2015-16 to 3.2% in 2017-18.
- 7.5% of staff have declared they are Black, Asian or Minority Ethnic (BAME).
- There has been a 0.5% decrease in Non-UK staff from 2016-17.
- The percentage of staff stating they are Christian (all denominations) has risen from 9.3% in 2014-15 to 14.6% in 2017-18.
- Disability declaration rates for Level 10 have increased by 0.3% to 2.7%.
- The College of Arts has seen an increase in BAME staff of 0.7%.
- In Academic Promotions for 2017-18 women and men were equally successful. It is noteworthy that this includes promotion to Reader where women were less successful in 2016-17.

The data highlights challenges; these include:

- There has been a decrease in BAME Level 10 staff by 0.8%.
- The Operational job family has an older profile; this should be noted when considering succession planning.
- Application and Successful appointments for Black, Asian and Minority Ethnic (BAME) staff continues to have large variabilities.
- The Regarding process highlights some gender concerns as men are more successful than women. Further investigation will be required to understand this.

The Equality and Diversity Strategy Committee identified in 2017 that the data set for the protected characteristic Sexual Orientation was sufficient to consider this at the same level of detail as age, Disability, Ethnicity and Sex. This report therefore includes a detailed section on Sexual Orientation for the first time.

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.

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.

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
- Level 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 is then been provided, by sex, on:
- Academic Promotions
- Regrading for Professional & Support Staff
- Equal Pay – Gender Pay Gap

Notes and definitions

This 2017-18 report is based on a census date of 6 August 2018, 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 figures for each of the sections have been provided in Tables 1-6 below.

Whole University - Total head count is **7655** (up 127 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 6865 (2014-15), 7020 (2015-16) and 7528 (2016-17).

College/University Services Split

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

Table 1 - College	#2017	#2018	%2018
Arts	535	606	8%
MVLS	2271	2268	30%
Science and Engineering	1499	1531	20%
Social Science	862	929	12%
University Services	2361	2321	30%

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 amended accordingly.

Table 2 - Job Family	#	%
Clinical	275	4%
Management, Professional and Administrative (MPA)	2659	35%
Operational	851	11%
Research & Teaching	3227	42%
SMG	14	0%
Technical & Related	629	8%

By Full/Part Time

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

Table 3 - Full Time / Part Time	#	%
Full Time = FTE 1.0	5055	66%
Part Time = FTE anything < 1.0	2600	34%

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	#	%
F = (F) Fixed term	1260	16%
O = (O) Open ended with funding end date	1453	19%
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (such as Principal/Vice Principal/Head of College roles etc.)	4816	63%
S = (S) Fixed term - SOSR e.g. Maternity leave cover	126	2%

Grade Grouping

Table 5 - Grade Grouping	#	%
Grade 1	369	5%
Grade 2	346	5%
Grade 3	307	4%
Grade 4	472	6%
Grade 5	1057	14%
Grade 6	1274	17%
Grade 7	1405	18%
Grade 8	929	12%
Grade 9	635	8%
Level 10 (see Table 6 for definition)	546	7%
Clinical	272	4%
Other[1]	43	1%

Table 6 - Level 10 staff (based on Actual Grade Description)	#	%
Professor	482	88%
Senior Administrative Group	50	9%
Senior Management Group (SMG)	14	3%

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 are 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 this best reflects the local population.

Maternity
This outlines the percentages of 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.

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.

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[1] As with last year MRC staff have been removed from this category and reallocated to the relevant grade based on salary scales.

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 declared sexual orientation or 'prefer not to say' data is provided. This is the first 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 for applicants and successful applicants was 01 August 2017 – 31 July 2018 and based on the date the post was first advertised. The information excludes direct appointments and those who withdrew prior to an offer decision or during the application process. Data from 651 applications is missing due to GDPR and IGrasp issues relating to archiving.

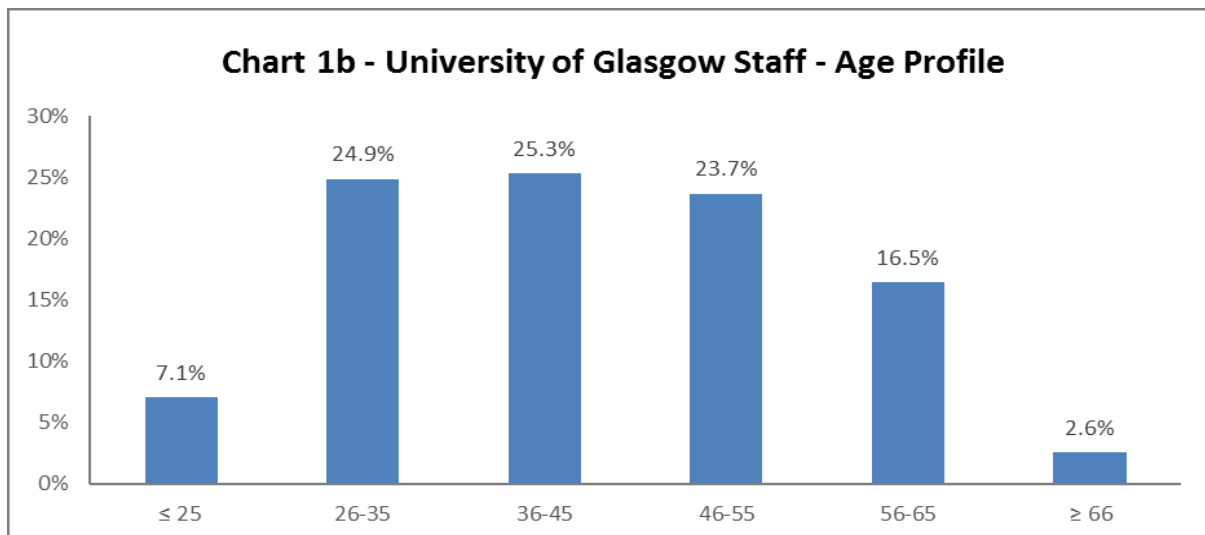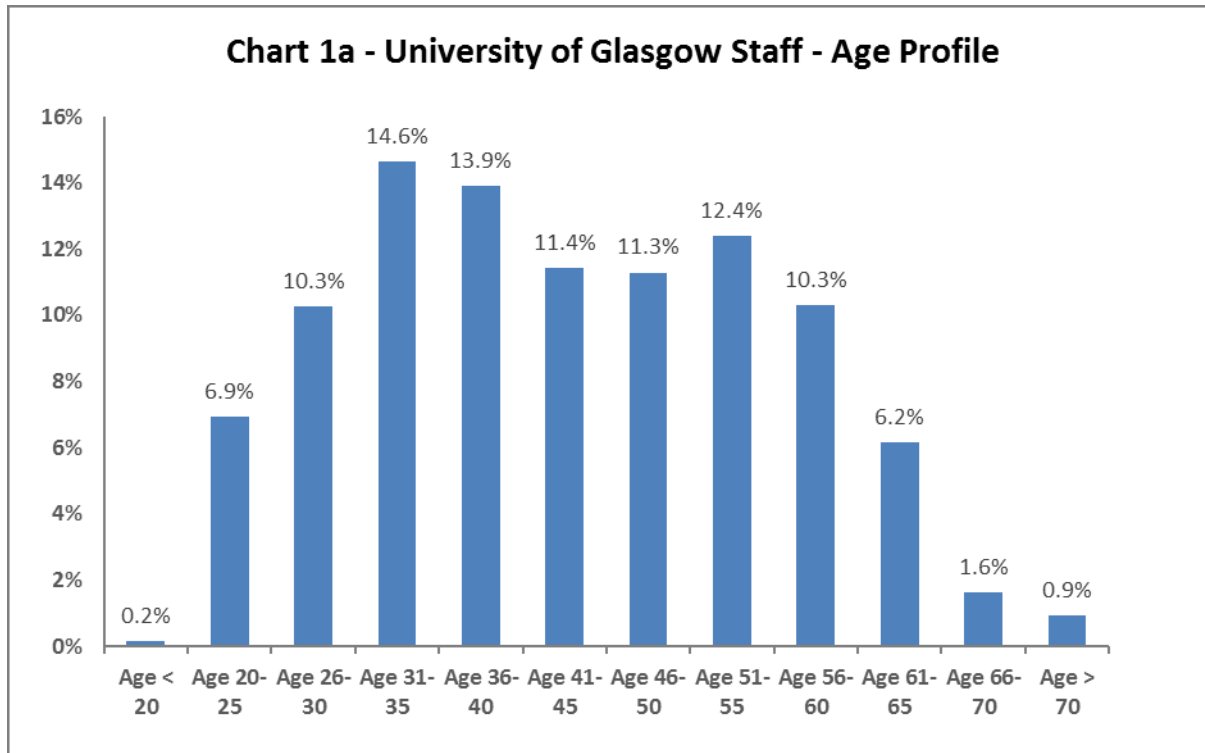Academic Promotions and Professional & Support Staff Regarding
The promotion data is only provided by sex as further disaggregation carries a risk of identifying individual staff.

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

Age < 20: 0.2%
Age 20-25: 6.9%
Age 26-30: 10.3%
Age 31-35: 14.6%
Age 36-40: 13.9%
Age 41-45: 11.4%
Age 46-50: 11.3%
Age 51-55: 12.4%
Age 56-60: 10.3%
Age 61-65: 6.2%
Age 66-70: 1.6%
Age > 70: 0.9%

Chart 1b - University of Glasgow Staff - Age Profile

≤ 25: 7.1%
26-35: 24.9%
36-45: 25.3%
46-55: 23.7%
56-65: 16.5%
≥ 66: 2.6%

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 dip (0.7%) from age range 26-35, and a rise (0.6%) in age range 36-45 from 2016-17, however all other age ranges have only had marginal increases or decreases.

Disability

Chart 2a - University of Glasgow Staff - Disability Profile

Category	Percentage
Yes	4.0%
No	72.6%
Prefer not to say	9.6%
Not Answered	13.8%

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

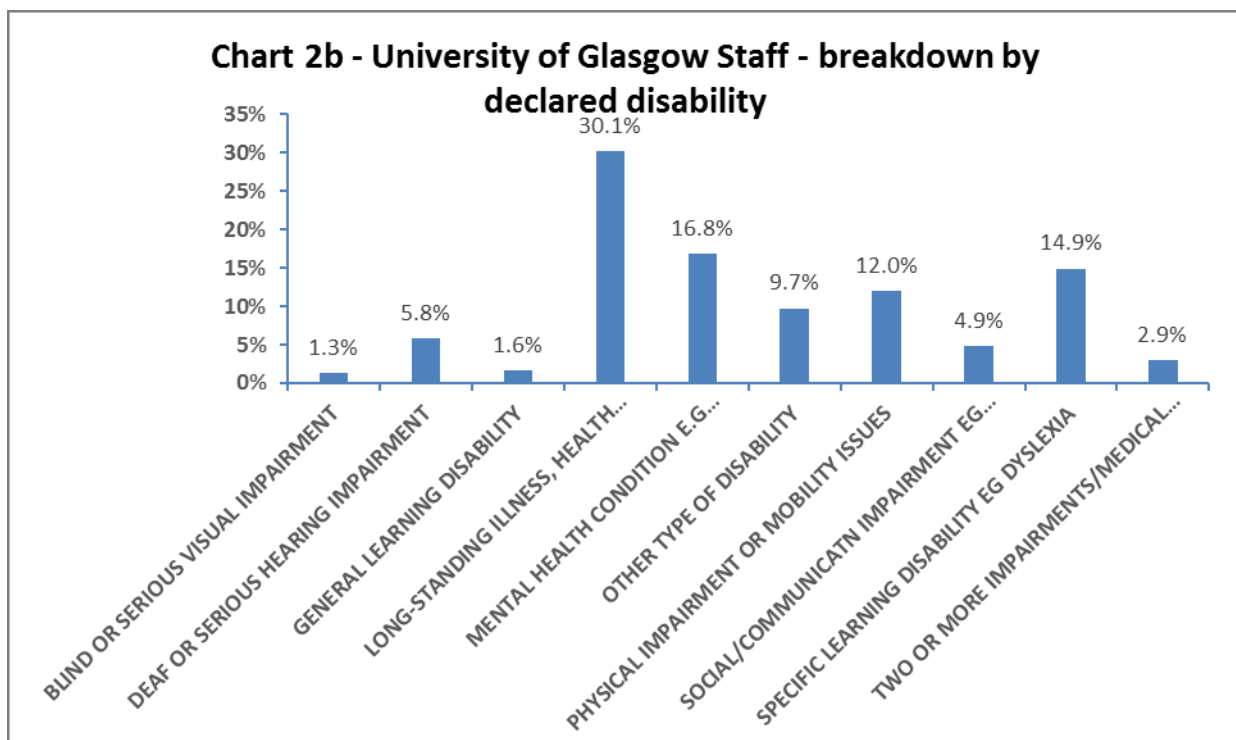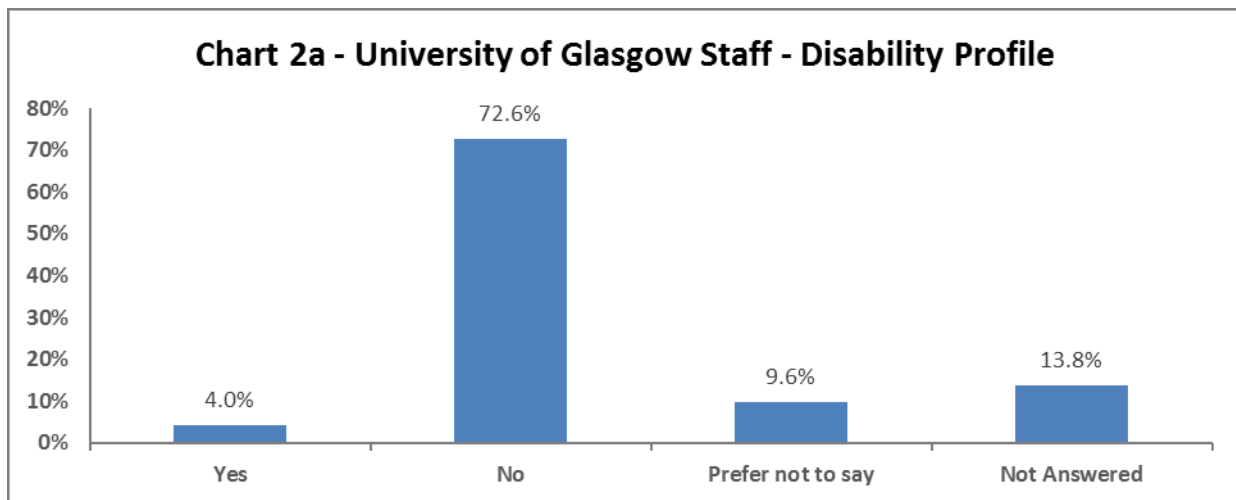| Category	Percentage
BLIND OR SERIOUS VISUAL IMPAIRMENT	1.3%
DEAF OR SERIOUS HEARING IMPAIRMENT	5.8%
GENERAL LEARNING DISABILITY	1.6%
LONG-STANDING ILLNESS, HEALTH...	30.1%
MENTAL HEALTH CONDITION E.G...	16.8%
OTHER TYPE OF DISABILITY	9.7%
PHYSICAL IMPAIRMENT OR MOBILITY ISSUES	12.0%
SOCIAL/COMMUNICATN IMPAIRMENT EG...	4.9%
SPECIFIC LEARNING DISABILITY EG DYSLEXIA	14.9%
TWO OR MORE IMPAIRMENTS/MEDICAL...	2.9%

Chart 2a above shows 4% of University staff has declared a disability. This is a rise of 0.3% since 2016-17. Staff stating 'No' continues to drop, although this is by a small margin (0.4%). The 'Prefer not to say' category has also dropped by 1.1% from 2016-17. There continues to be a rise in the 'Not answered' category by 1.2%.

When considering impairment type, in Chart 2b, there has been an increase in staff stating they have a General Learning Disability (by 0.6%) and a Mental Health condition (0.9%) since 2016-17. The other impairment types have only seen minor increases or decreases in the last year.
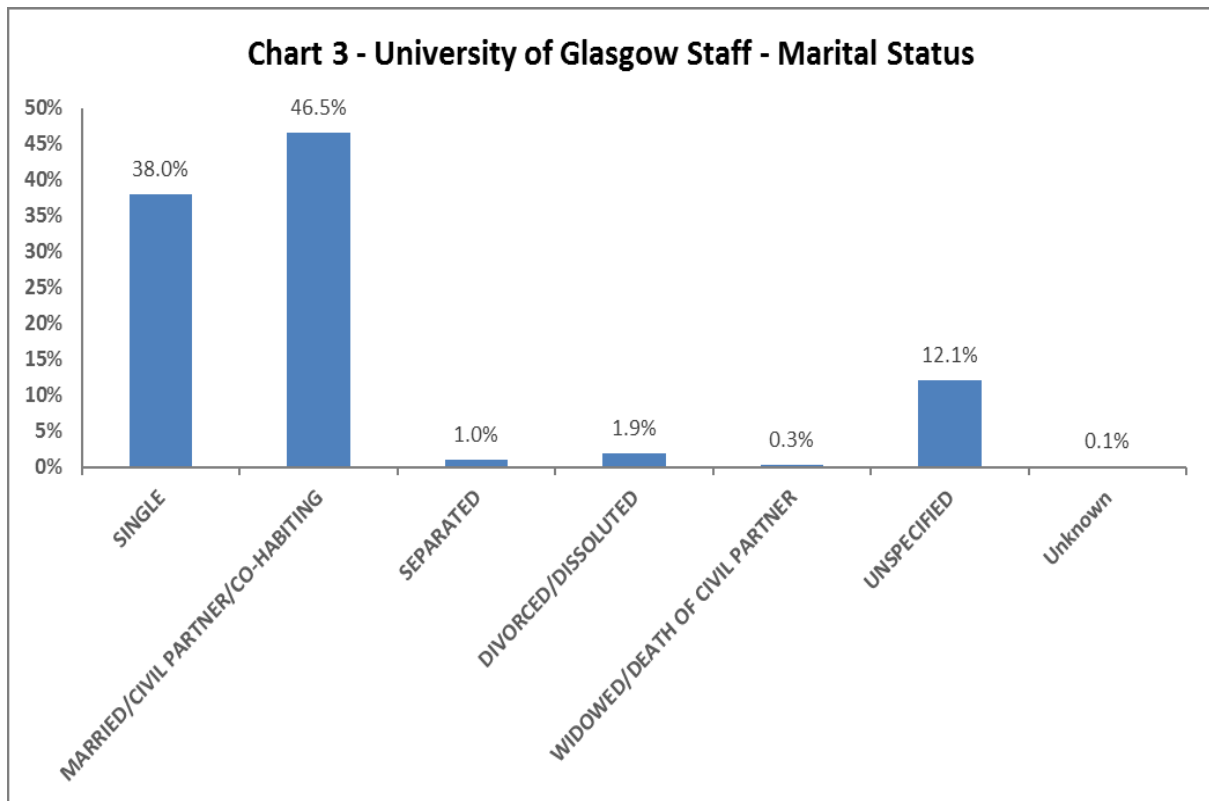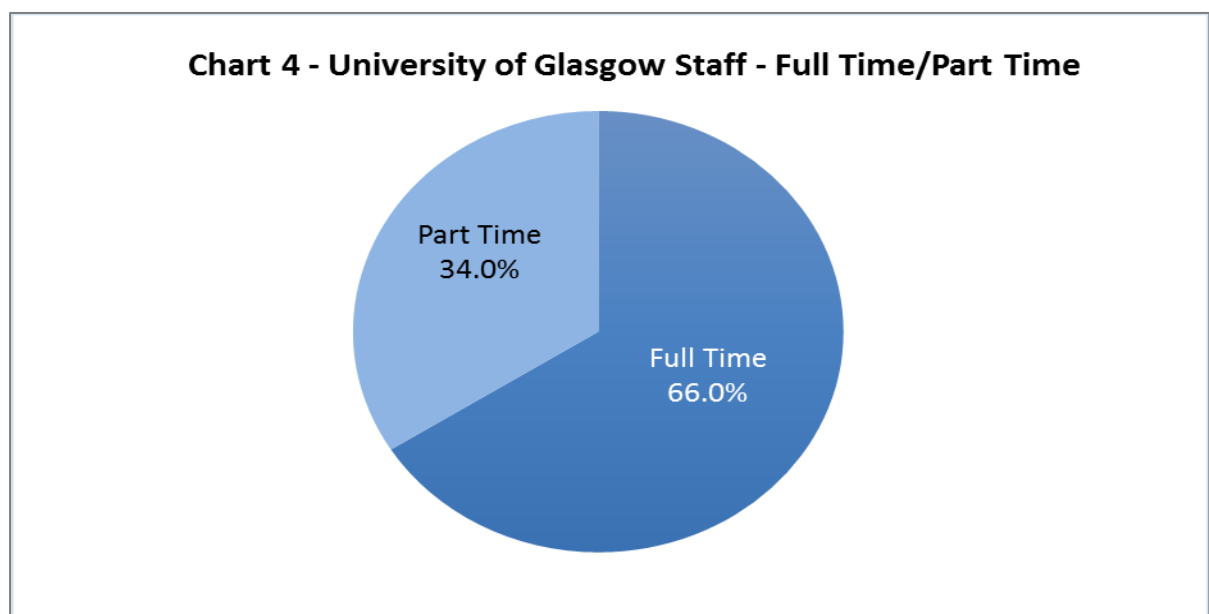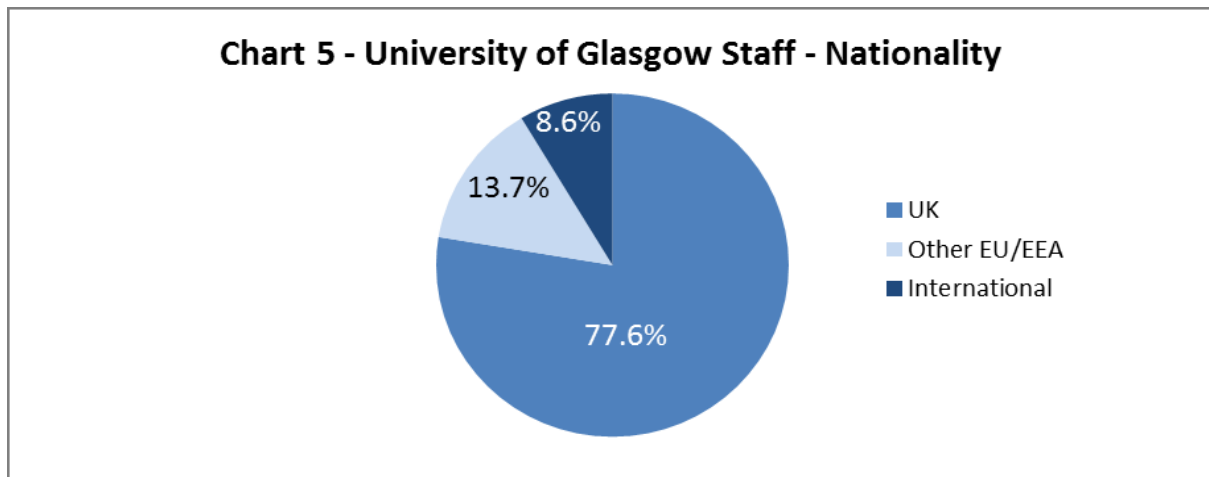
Marital Status

Chart 3 shows a rise in single staff in the last four years (from 31.5% to 38%) and a drop in Married/Civil Partnership/Co-habiting staff (from 52.1% to 46.5%).

Full Time/Part Time

Two thirds of University staff work full time and one third works part time.

Nationality

Chart 5 - University of Glasgow Staff - Nationality

Legend:
- UK
- Other EU/EEA
- International

8.6%
13.7%
77.6%

13.7% of staff come from other EU/EEA countries and 8.6% from elsewhere overseas. 77.6% of staff in 2017-18 are from the UK. The percentage of Non-UK staff has drop slightly from 2016-17 from 22.8% to 22.3%.

Ethnicity

Chart 6a - University of Glasgow Staff - Ethnicity

BAME 7.5%
White 76.8%
Not Known*/blank 15.0%
Prefer not to say 0.7%

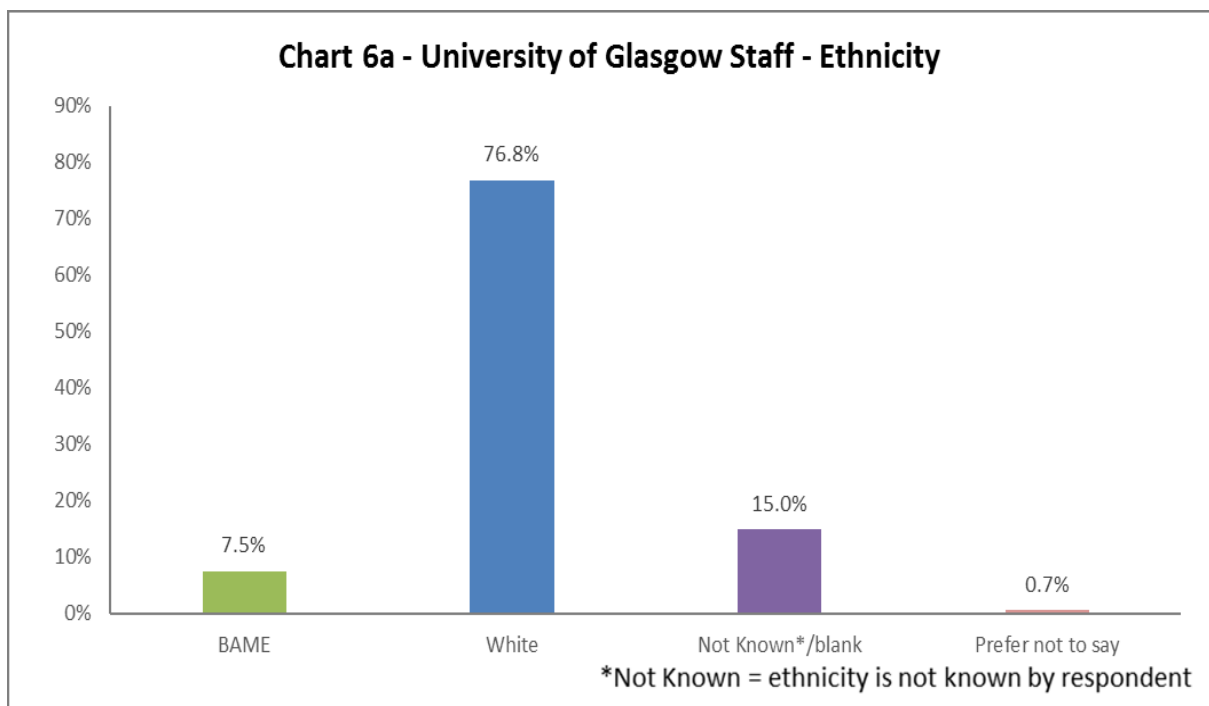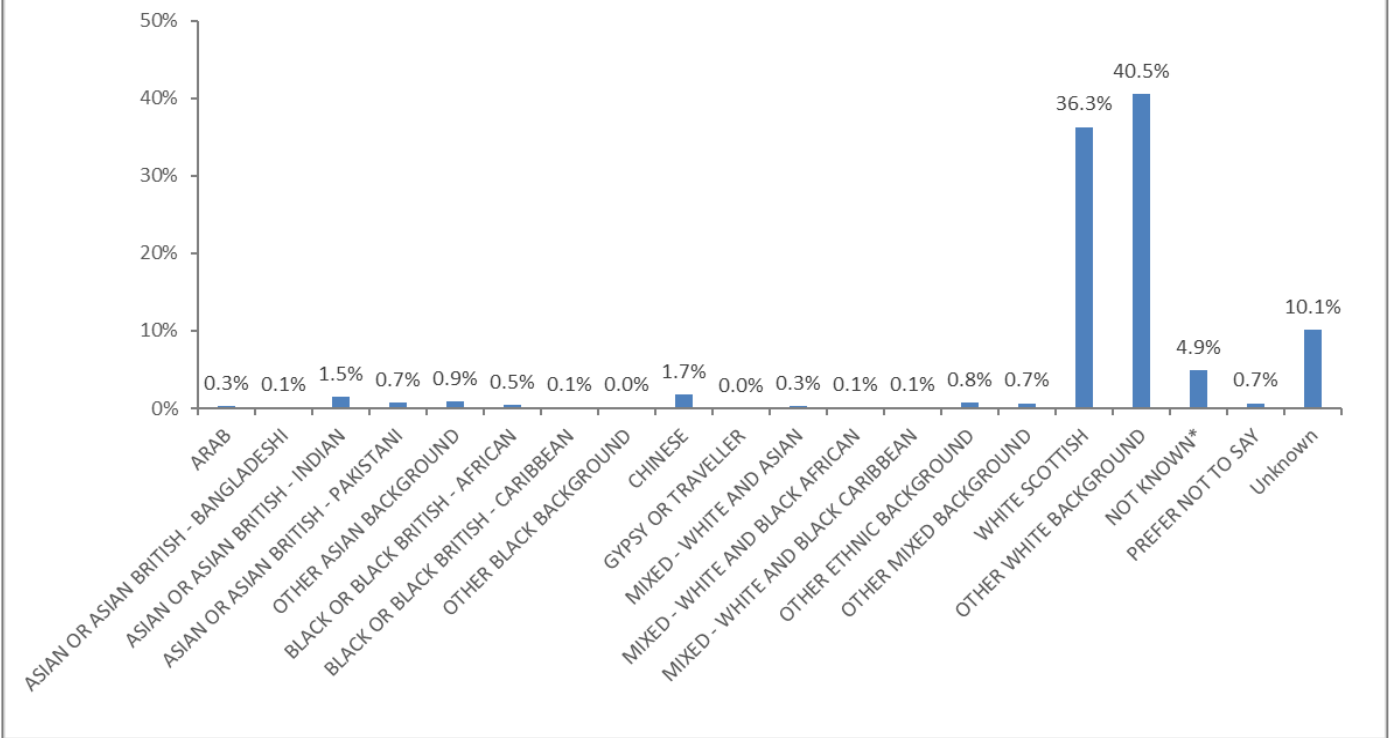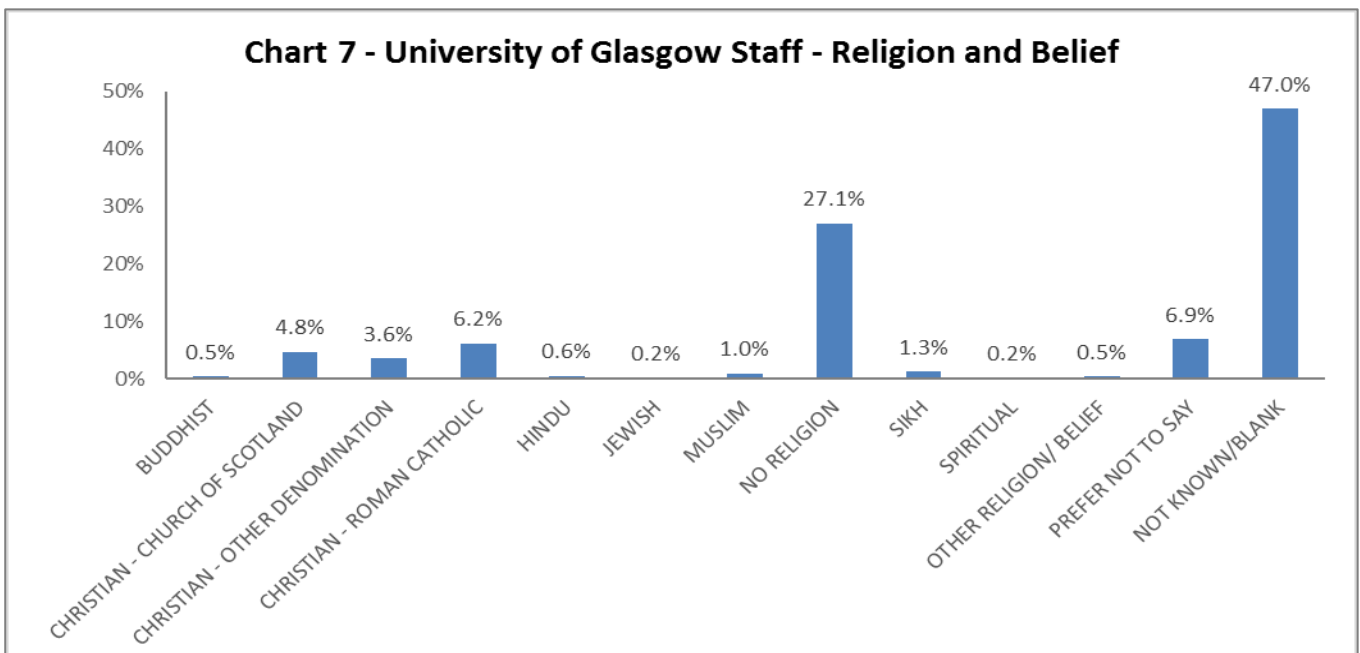*Not Known = ethnicity is not known by respondent

Chart 6a shows 7.5% of University staff are from a Black, Asian or Minority Ethnic background (up from 5.3% in 2011-12); this is higher than the Scottish national average from the 2011 census (4%), but lower than the Glasgow City average from the same census (11.6%). The full ethnic breakdown is provided for information in Chart 6b below.

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**Chart 6b - University of Glasgow Staff - Ethnicity (all)**

Values by category:
- ARAB: 0.3%
- ASIAN OR ASIAN BRITISH - BANGLADESHI: 0.1%
- ASIAN OR ASIAN BRITISH - INDIAN: 1.5%
- ASIAN OR ASIAN BRITISH - PAKISTANI: 0.7%
- OTHER ASIAN BACKGROUND: 0.9%
- BLACK OR BLACK BRITISH - AFRICAN: 0.5%
- BLACK OR BLACK BRITISH - CARIBBEAN: 0.1%
- OTHER BLACK BACKGROUND: 0.0%
- CHINESE: 1.7%
- GYPSY OR TRAVELLER: 0.0%
- MIXED - WHITE AND ASIAN: 0.3%
- MIXED - WHITE AND BLACK AFRICAN: 0.1%
- MIXED - WHITE AND BLACK CARIBBEAN: 0.1%
- OTHER ETHNIC BACKGROUND: 0.8%
- OTHER MIXED BACKGROUND: 0.7%
- WHITE SCOTTISH: 36.3%
- OTHER WHITE BACKGROUND: 40.5%
- NOT KNOWN*: 4.9%
- PREFER NOT TO SAY: 0.7%
- Unknown: 10.1%

Religion and Belief

Chart 7 - University of Glasgow Staff - Religion and Belief

Values by category:
- BUDDHIST: 0.5%
- CHRISTIAN - CHURCH OF SCOTLAND: 4.8%
- CHRISTIAN - OTHER DENOMINATION: 3.6%
- CHRISTIAN - ROMAN CATHOLIC: 6.2%
- HINDU: 0.6%
- JEWISH: 0.2%
- MUSLIM: 1.0%
- NO RELIGION: 27.1%
- SIKH: 1.3%
- SPIRITUAL: 0.2%
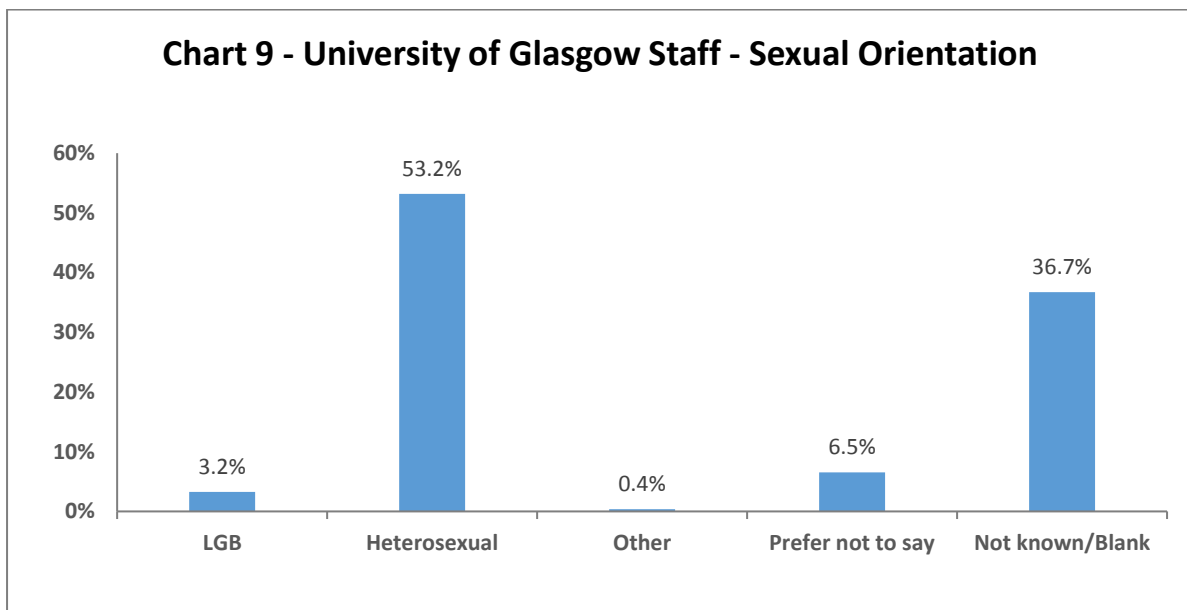- OTHER RELIGION/ BELIEF: 0.5%
- PREFER NOT TO SAY: 6.9%
- NOT KNOWN/BLANK: 47.0%

2017-18 sees a rise in the percentage of staff stating they are Christian (all denominations) from 9.3% in 2014-15 to 14.6%.

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Sex

**Chart 8 - University of Glasgow Staff - Sex**

Male
45.0%

Female
55.0%
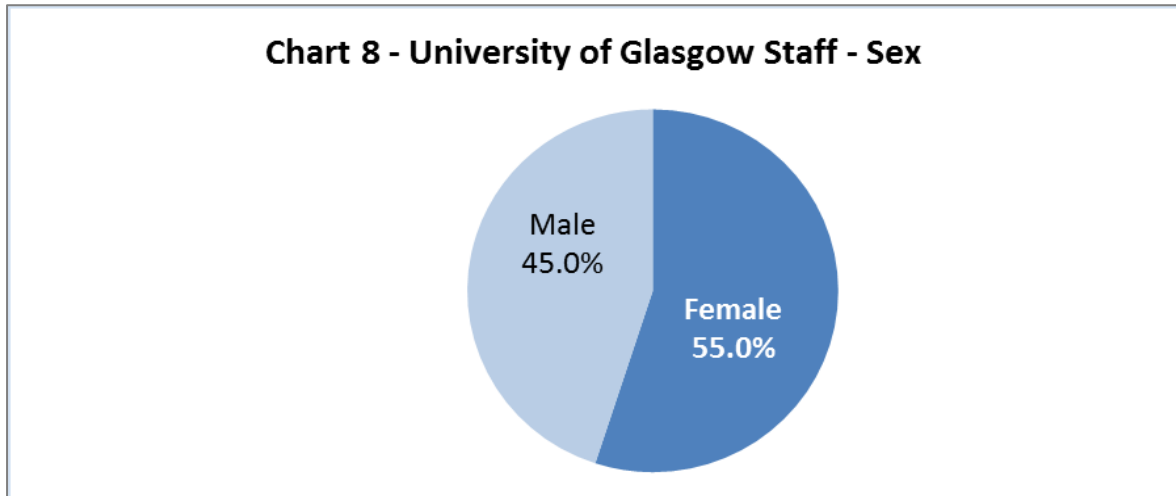
We have seen little fluctuation in the gender makeup of the University's workforce since 2011.

Sexual Orientation

Chart 9 - University of Glasgow Staff - Sexual Orientation

Category	Percentage
LGB	3.2%
Heterosexual	53.2%
Other	0.4%
Prefer not to say	6.5%
Not known/Blank	36.7%

2017-18 has seen a 0.1% increase in staff declaring they are Lesbian, Gay or Bisexual. There has been a 0.8% increase in staff stating 'Prefer not to say' from 2016-17.

Maternity Leave

Chart 10 - Maternity Leave % Return Rate
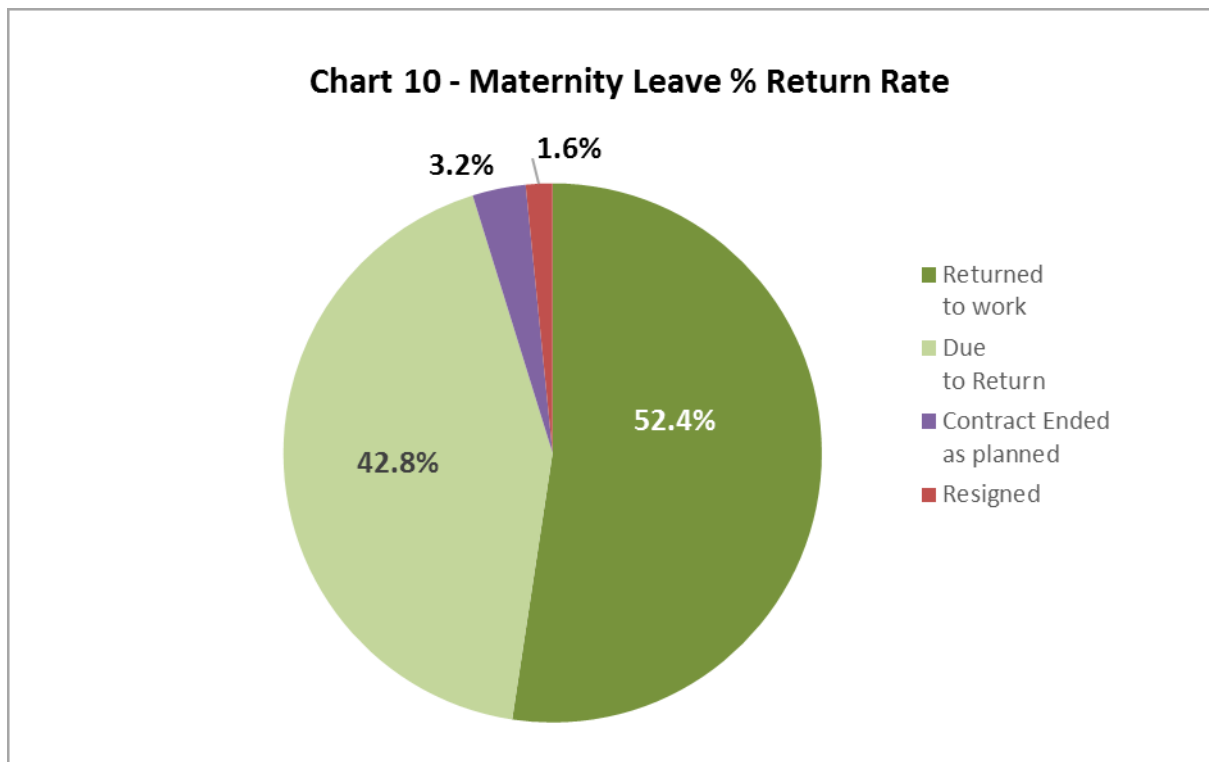
52.4% staff returned during the year (compared to 46.9% in 2016-17), and 42.8& are due to return. 3.2% of staff contracts ended as planned, compared to 4.7% in 2016-17. 1.6% of staff resigned, compared to 0.8% in 2016-17, however this is a very small increase in terms of numbers.
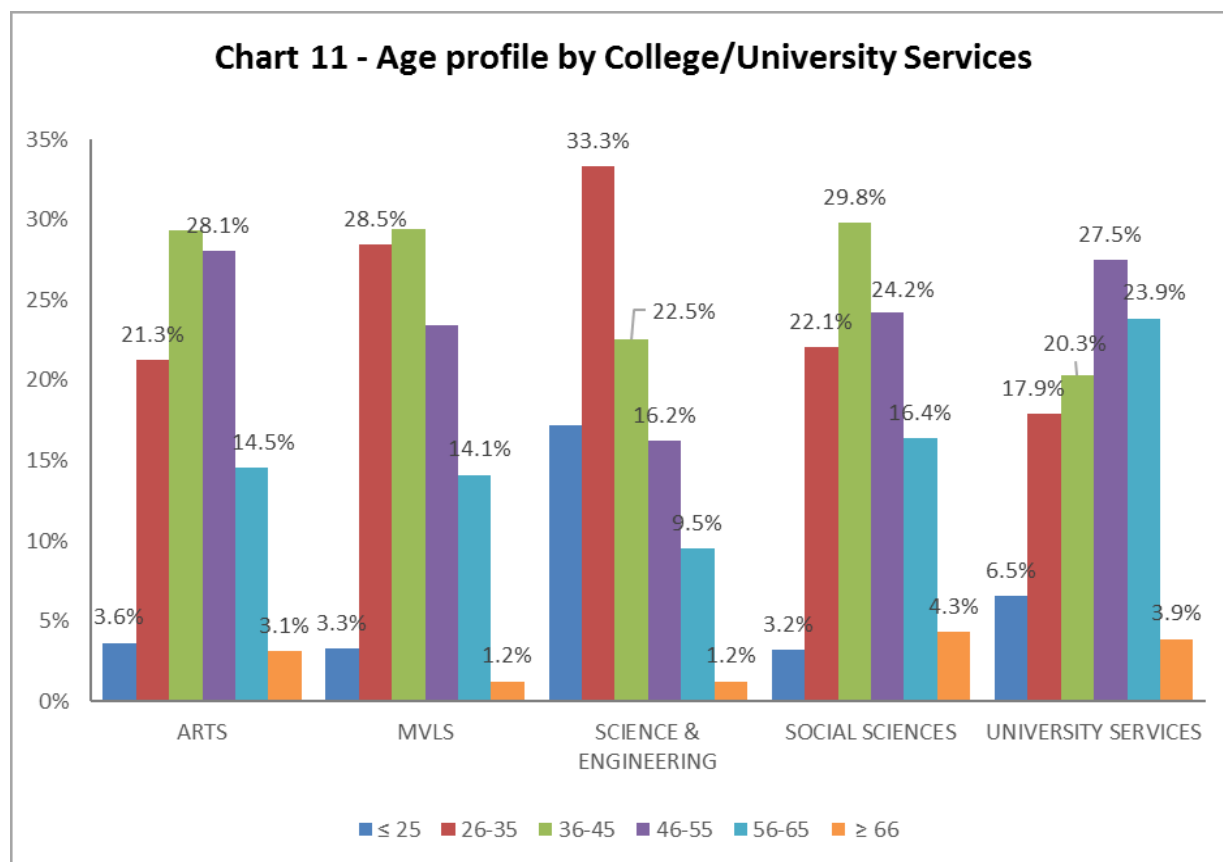
Profile by Age

By College

Chart 11 - Age profile by College/University Services

Table 7	ARTS	MVLS	SCIENCE & ENGINEERING	SOCIAL SCIENCES	UNIVERSITY SERVICES
Age Range	%	%	%	%	%
≤ 25	3.6	3.3	17.2	3.2	6.5
26-35	21.3	28.5	33.3	22.1	17.9
36-45	29.4	29.4	22.5	29.8	20.3
46-55	28.1	23.5	16.2	24.2	27.5
56-65	14.5	14.1	9.5	16.4	23.9
≥ 66	3.1	1.2	1.2	4.3	3.9

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 only College/US outlier from previous years is Science and Engineering which has a spike in 26-35 age range compared to other Colleges. University Services continues to have an older demographic of staff when compared to the Colleges.
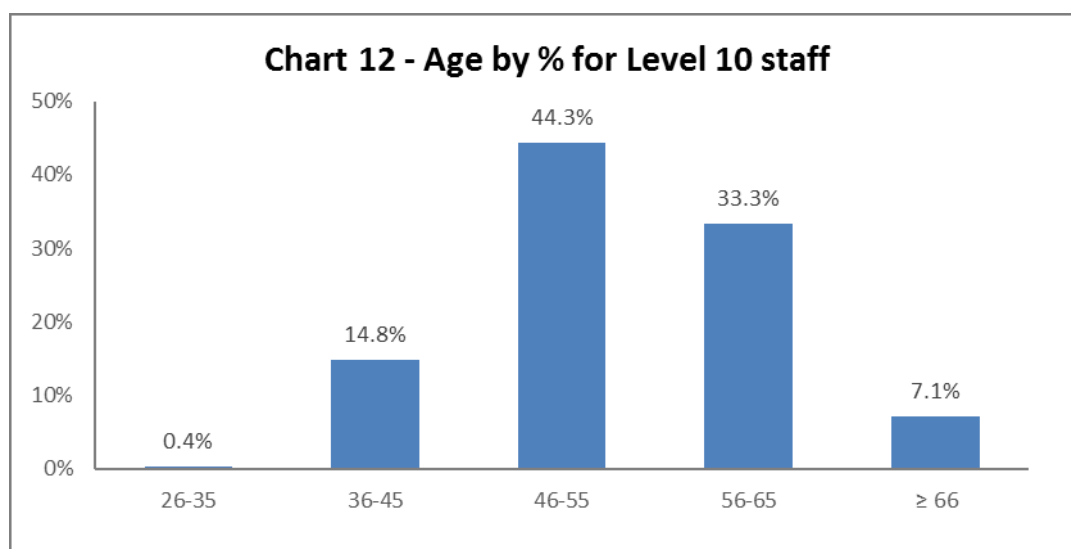
By Level 10 staff

Chart 12 above shows the majority of Level 10 staff are aged 46 or over; there has been a marked increase in level 10 staff who are 66 or over (from 5.9% in 2016-17 to 7.1% in 2017-18).
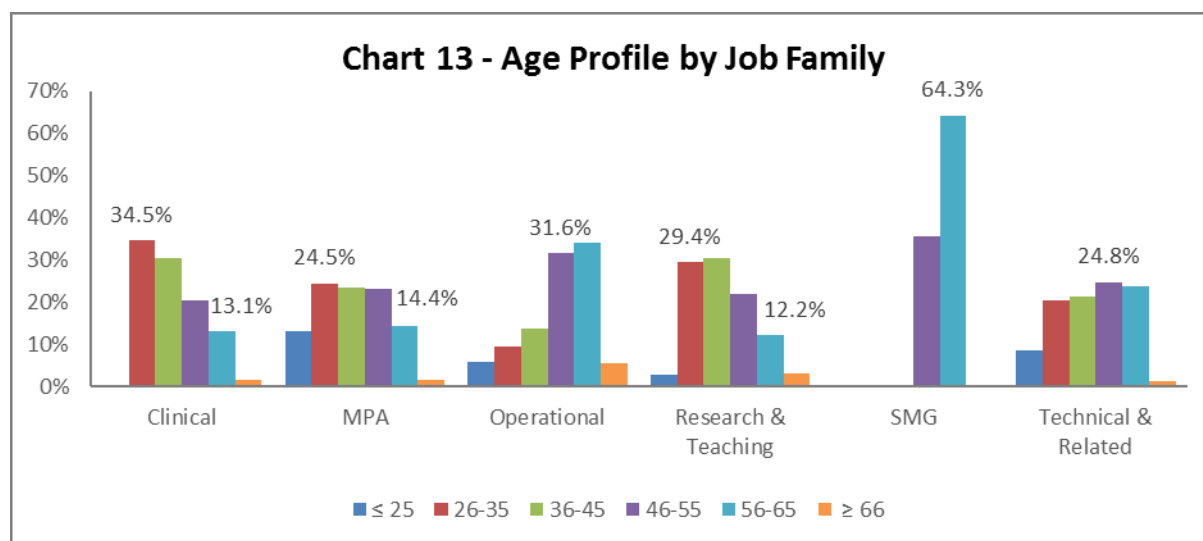
By Job Family Profile

Table 8	Clinical	MPA	Operational	Research & Teaching	SMG	Technical & Related
Age Range	%	%	%	%	%	%
Age ≤25	0.0	13.1	5.8	2.9	0.0	8.4
Age 26-35	34.5	24.5	9.4	29.4	0.0	20.5
Age 36-45	30.5	23.4	13.6	30.5	0.0	21.3
Age 46-55	20.4	23.2	31.6	22.0	35.7	24.8
Age 56-65	13.1	14.4	34.0	12.2	64.3	23.7
Age ≥66	1.5	1.4	5.6	3.0	0.0	1.3

Chart 13 above outlines the age distribution by job family. The age profile by family reflects previous years. The MPA staff profile is most similar to the University average (Chart 1), whilst Research &

Teaching staff have a slightly younger profile. Operational and Technical & Related staff have an older profile, and specifically for Operational job family this should be noted when considering succession planning. The numbers of Clinical staff are quite low, so it is difficult to draw conclusions. Table 8 above gives the relevant percentage figures which are very similar to those seen in previous years.
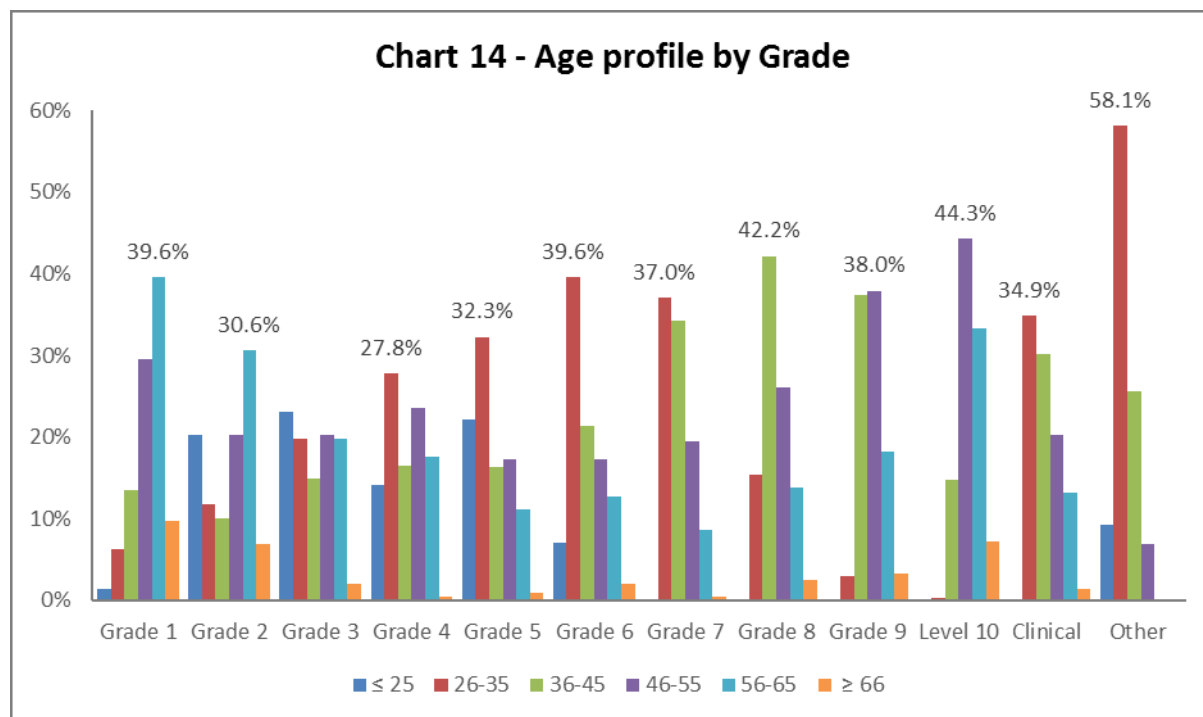
By Grade

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	Level 10	Clinical	Other
Age Range	%	%	%	%	%	%	%	%	%	%	%	%
Age ≤ 25	1.4	20.2	23.1	14.2	22.1	7.0	0.1	0.0	0.0	0.0	0.0	9.3
Age 26-35	6.2	11.8	19.9	27.8	32.3	39.6	37.0	15.4	3.0	0.4	34.9	58.1
Age 36-45	13.6	10.1	15.0	16.5	16.4	21.4	34.2	42.2	37.5	14.8	30.1	25.6
Age 46-55	29.5	20.2	20.2	23.5	17.2	17.3	19.5	26.2	38.0	44.3	20.2	7.0
Age 56-65	39.6	30.6	19.9	17.6	11.2	12.7	8.7	13.8	18.3	33.3	13.2	0.0
Age ≥ 66	9.8	6.9	2.0	0.4	0.9	2.0	0.4	2.5	3.3	7.1	1.5	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 spikes in Grades 1 and 2 for staff who are aged 50 years or over, which is possibly linked to the job family profiles. There is a significant rise in age range 26-35 from Grade 6, where the Research and Teaching job family starts. This profile is similar to previous reported years.

By Full/Part Time

Chart 15 - Age profile by Full/Part Time

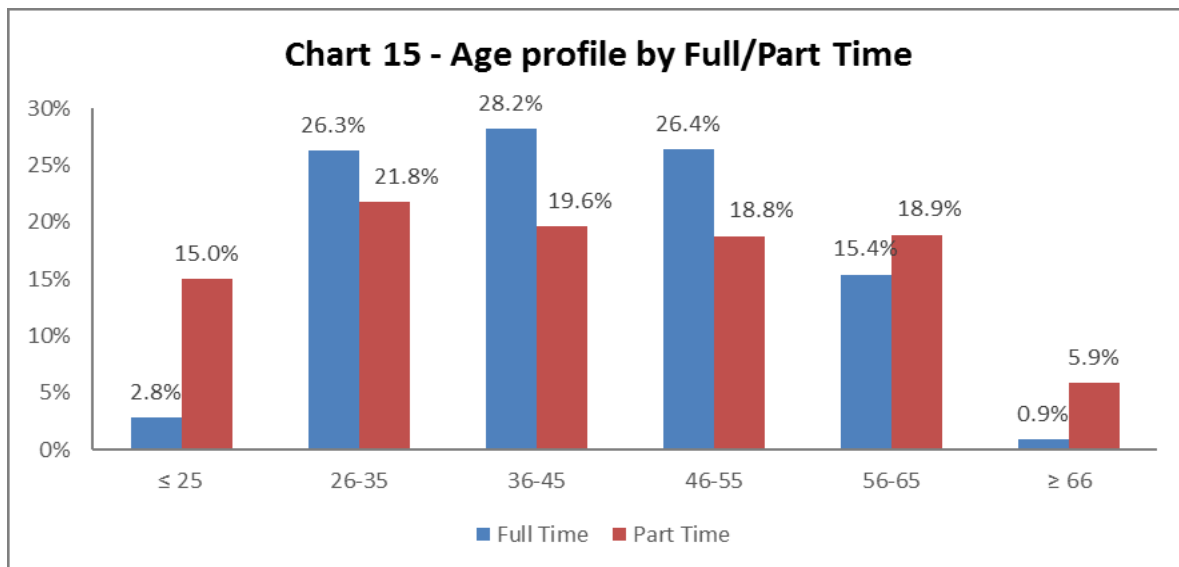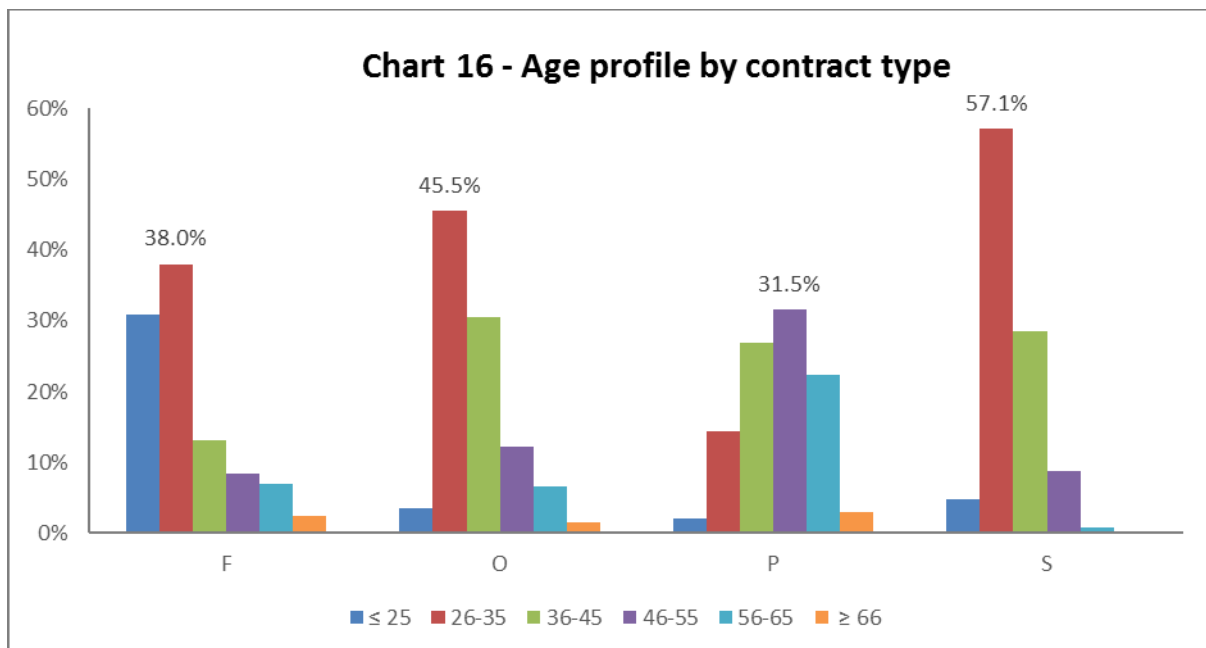| Age	Full Time	Part Time
≤ 25	2.8%	15.0%
26-35	26.3%	21.8%
36-45	28.2%	19.6%
46-55	26.4%	18.8%
56-65	15.4%	18.9%
≥ 66	0.9%	5.9%

Chart 15 shows the part time staff age profile. The 2017-18 data reflects the previous year, with staff under 25 and over 56 more likely to work part time than full time.

By Contract Type

Chart 16 - Age profile by contract type

Key data labels shown: F: 38.0%; O: 45.5%; P: 31.5%; S: 57.1%

Legend: ≤ 25, 26-35, 36-45, 46-55, 56-65, ≥ 66

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	31.0	3.5	2.0	4.8
Age 26-35	38.0	45.5	14.4	57.1
Age 36-45	13.2	30.6	26.8	28.6
Age 46-55	8.4	12.3	31.5	8.7
Age 56-65	7.0	6.6	22.3	0.8
Age ≥66	2.5	1.6	2.9	0.0

Chart 16 above shows that Open ended with Funding End Date and both types of Fixed Term workers are generally younger (under 35). Staff on Open ended contracts (code P) tend to be slightly older compared to the University profile. The Fixed term contracts (code S) are relative few in number, hence the spike in age range 26-35 years, which reflects previous years.
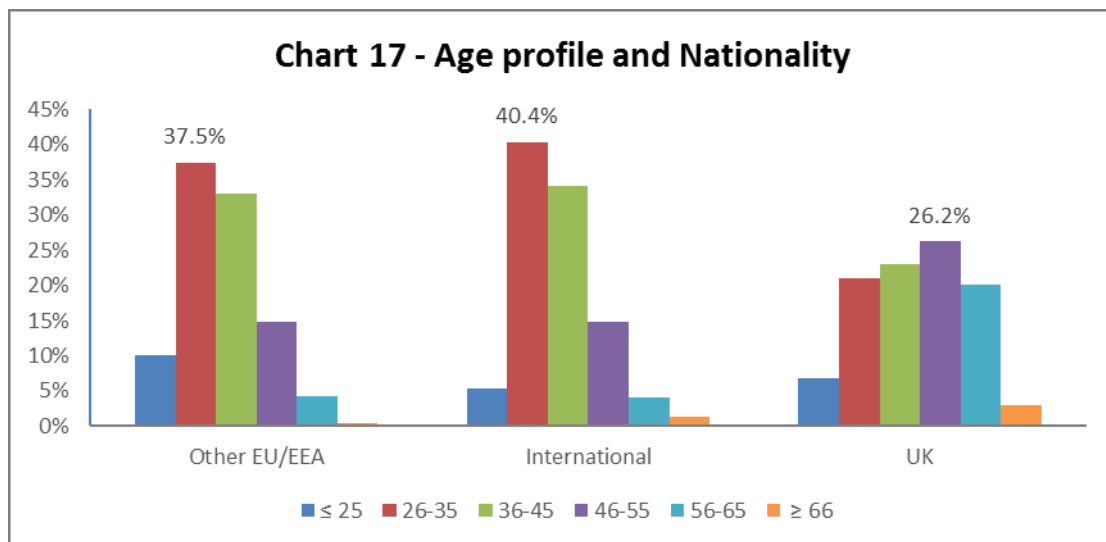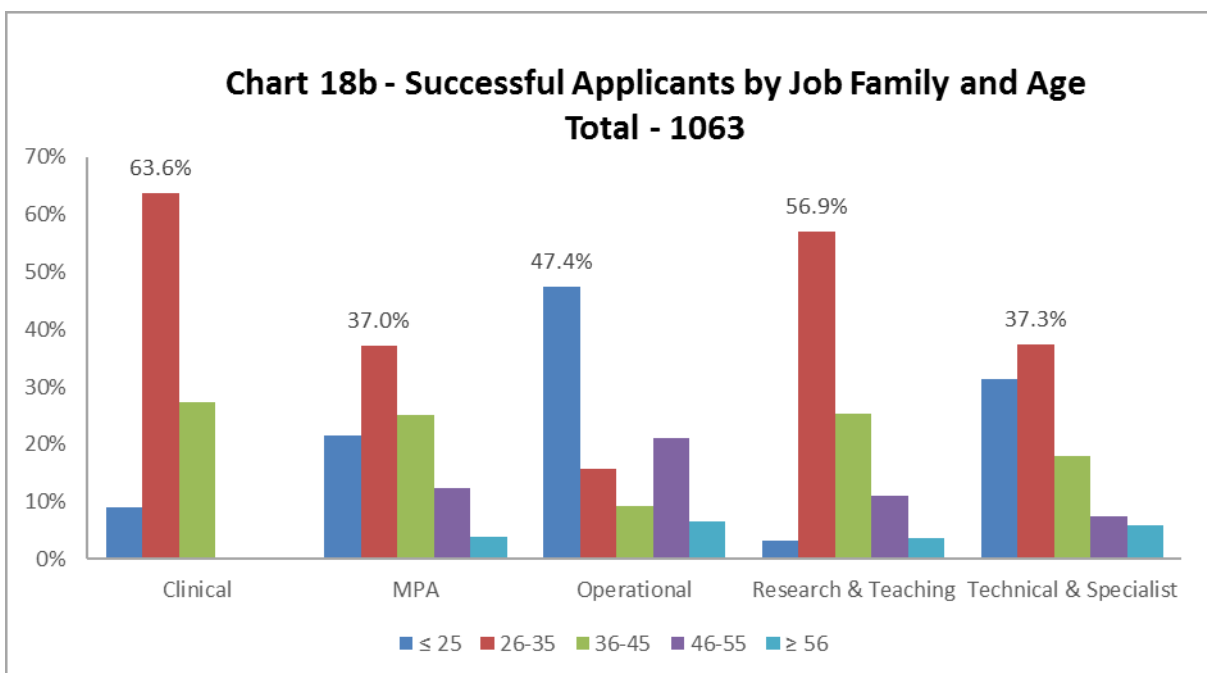
By Nationality

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

Recruitment – by Applications and Successful Applicants

Chart 18a - Job Applicants by Job Family and Age - Total Applicants 14999

Chart 18b - Successful Applicants by Job Family and Age Total - 1063
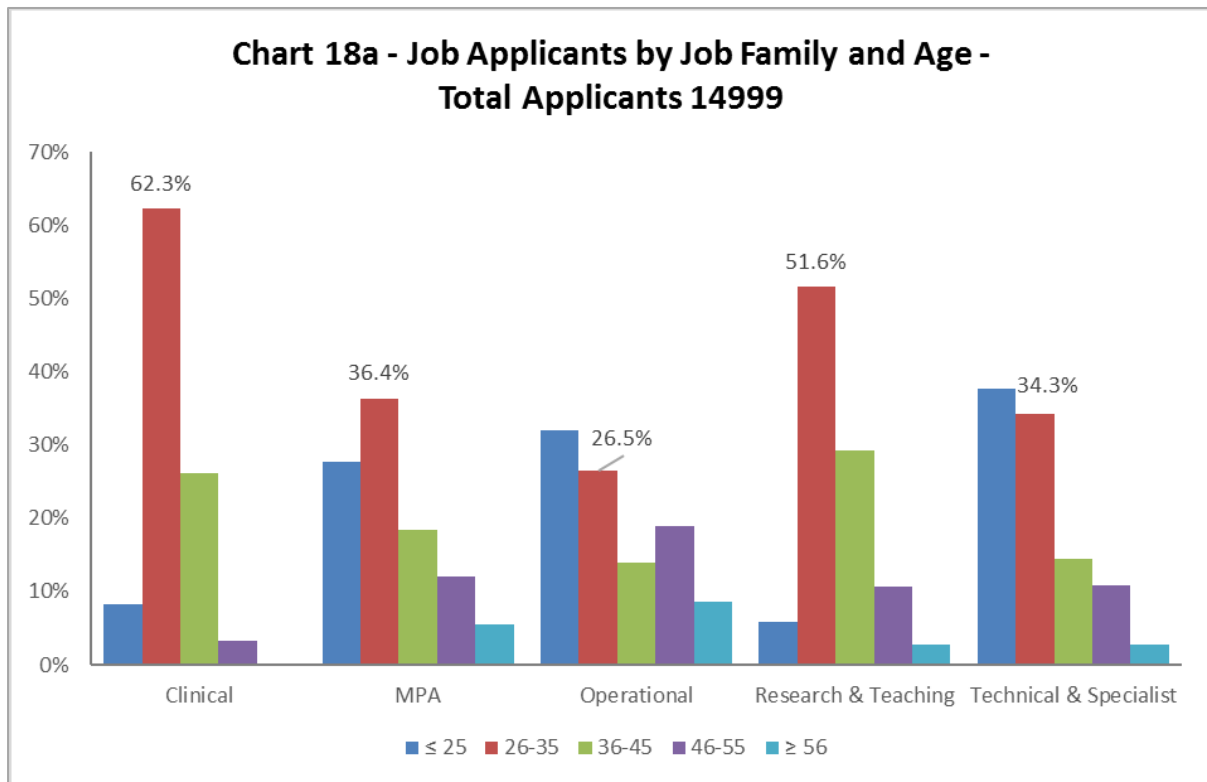
As in previous years, Charts 18a and 18b show the age of applicants are generally reflective of the appointments. The proportion of under 25 year olds successful applicants in Operational job family is significantly higher than the applicant pool.

Profile by Disability

By College

Chart 19 - Disability by College/University Services
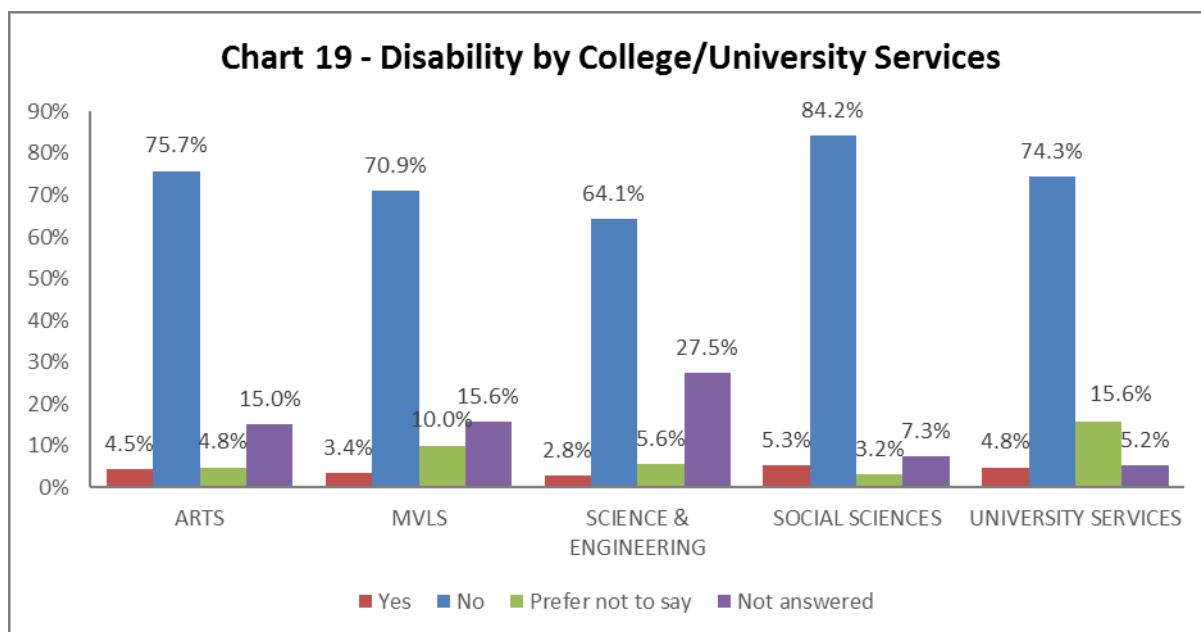
Chart 19 shows where our Disabled staff are in College/US. There has been a slight increase in staff with disabilities in all areas, except Arts which remains static. Science & Engineering has the lowest percentage of disabled staff (2.8%), however also has the highest percentage of Not answered responses. Social Sciences has a highest percentage of disabled staff.

By Level 10 staff

Chart 20 - Disability for Level 10 staff

Chart 20 shows 2.7% of senior staff have declared a disability; this is a 0.3% increase from 2016-17, and lower than the University wide figures.

By Job Family Profile

Chart 21 - Disability by Job Family

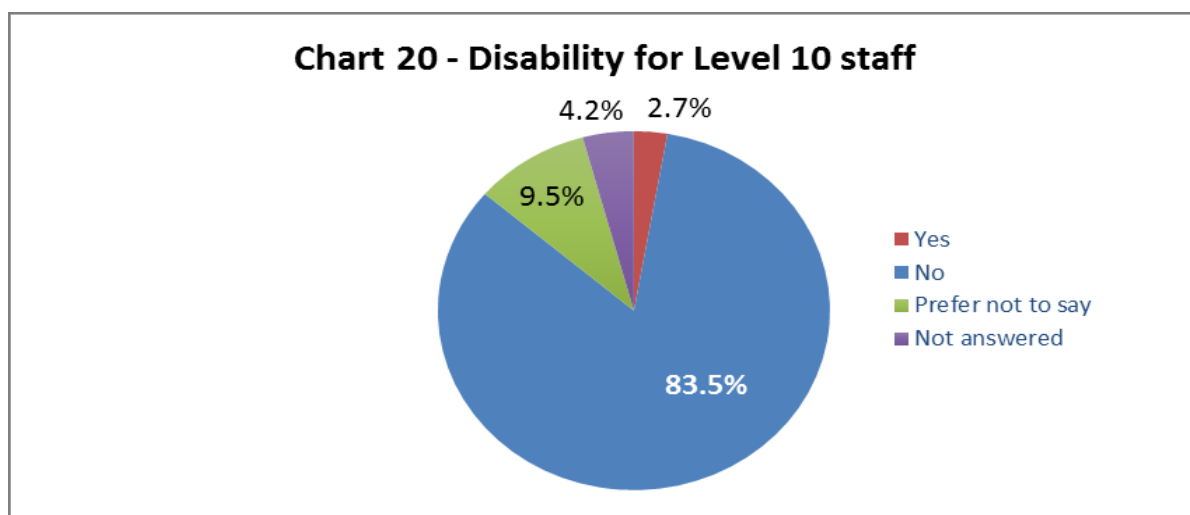A grouped bar chart showing disability declaration by job family with categories Yes, No, Prefer not to say, Not answered:

- Clinical: Yes 1.1%, No 46.5%, Prefer not to say 17.5%, Not answered 34.9%
- MPA: Yes 4.6%, No 72.4%, Prefer not to say 5.2%, Not answered 17.8%
- Operational: Yes 3.2%, No 63.6%, Prefer not to say 30.3%, Not answered 2.9%
- Research & Teaching: Yes 3.8%, No 75.2%, Prefer not to say 7.4%, Not answered 13.5%
- SMG: No 92.9%, Prefer not to say 0.0%
- Technical & Related: Yes 5.1%, No 83.0%, Prefer not to say 7.8%, Not answered 4.1%
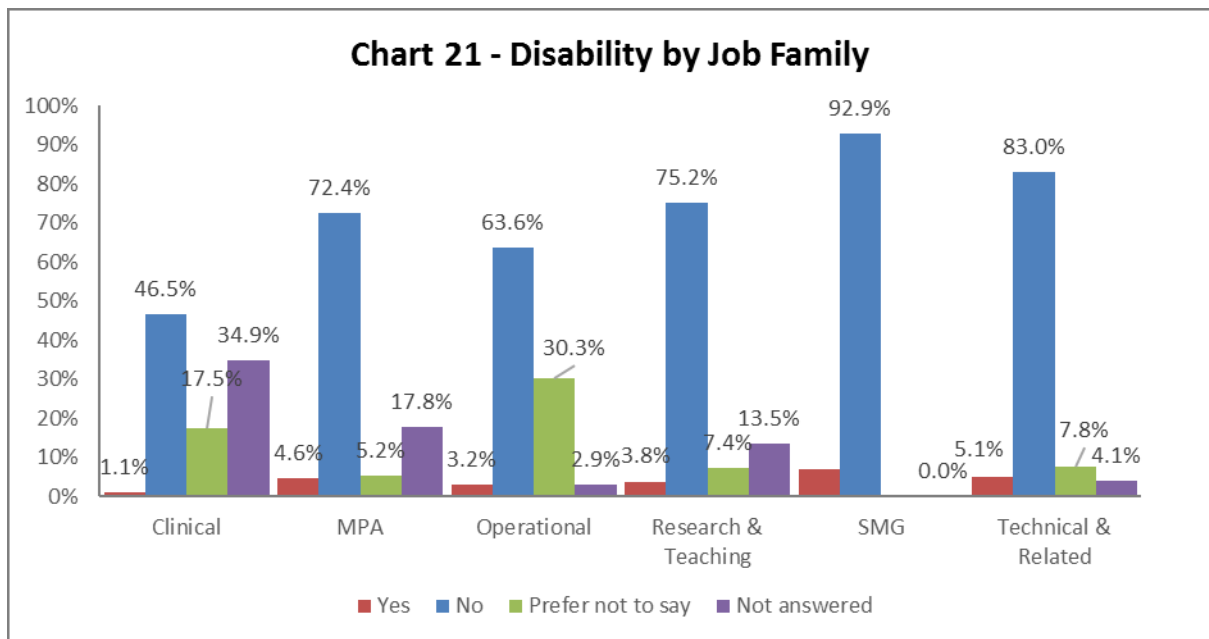
Chart 21 shows Technical and Related staff have a higher disability declaration rate than all other job families, this is a change from previous year. However all job families have seen an increase in declaration rates compared to 2016-17. There continues to be an increase in staff having not answered across most job families.

By Grade

Chart 22 - Disability by Grade

A horizontal stacked bar chart showing disability declaration by grade with categories Yes, No, Prefer not to say, Not answered:

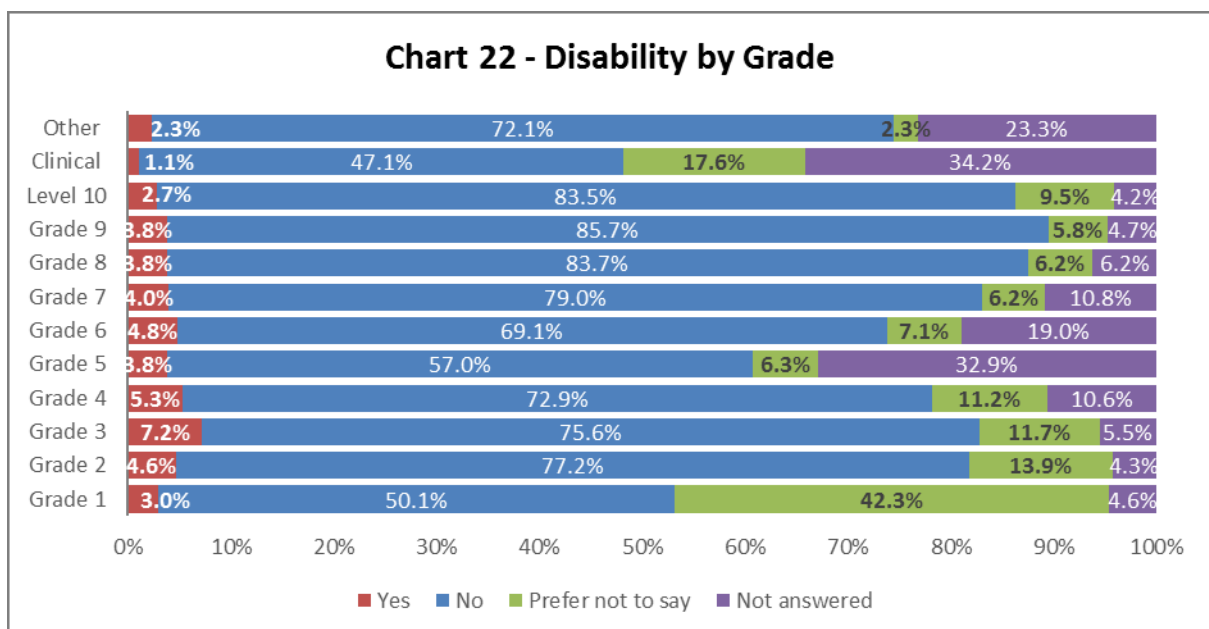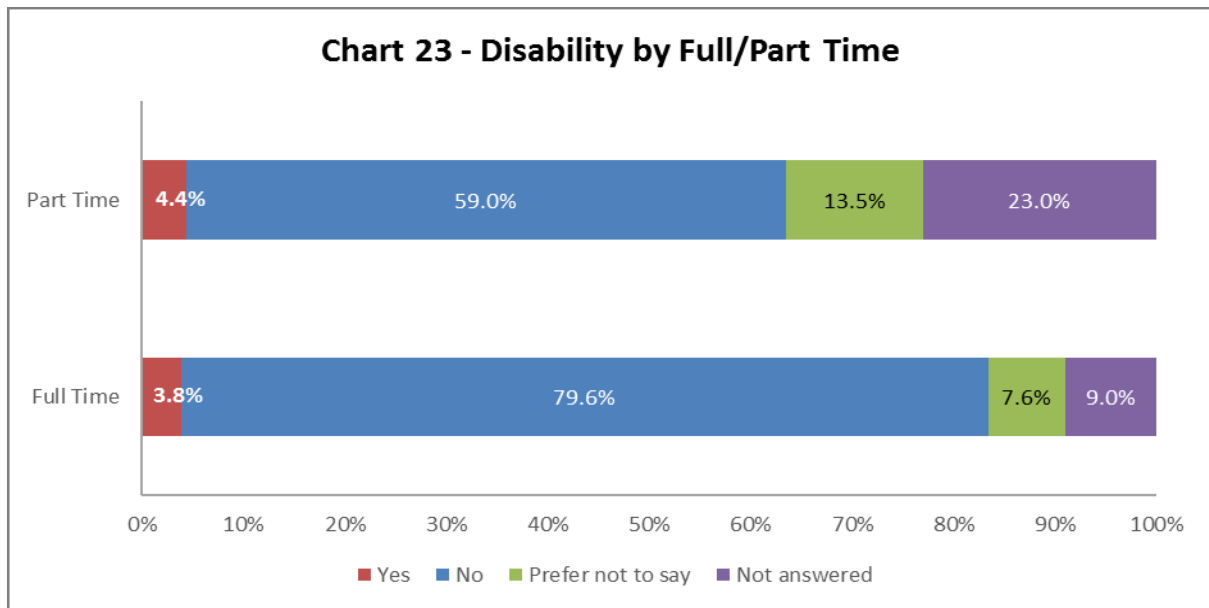| Grade	Yes	No	Prefer not to say	Not answered
Other	2.3%	72.1%	2.3%	23.3%
Clinical	1.1%	47.1%	17.6%	34.2%
Level 10	2.7%	83.5%	9.5%	4.2%
Grade 9	3.8%	85.7%	5.8%	4.7%
Grade 8	3.8%	83.7%	6.2%	6.2%
Grade 7	4.0%	79.0%	6.2%	10.8%
Grade 6	4.8%	69.1%	7.1%	19.0%
Grade 5	3.8%	57.0%	6.3%	32.9%
Grade 4	5.3%	72.9%	11.2%	10.6%
Grade 3	7.2%	75.6%	11.7%	5.5%
Grade 2	4.6%	77.2%	13.9%	4.3%
Grade 1	3.0%	50.1%	42.3%	4.6%

Chart 22 shows disability declaration rates by grade. There has generally been an increase in declarations in grades 1-5, and a slight decrease in grade 6-9. There has been a sharp increase in grade 5 staff not answering this question, but a drop in grade 4 staff not answering this question.

20

By Full/Part Time

Chart 23 - Disability by Full/Part Time

	Yes	No	Prefer not to say	Not answered
Part Time	4.4%	59.0%	13.5%	23.0%
Full Time	3.8%	79.6%	7.6%	9.0%

Legend: ■ Yes ■ No ■ Prefer not to say ■ Not answered

Staff with a disability are more likely to work part time, as shown in Chart 23.

By Contract Type

Chart 24 - Disability by Contract Type

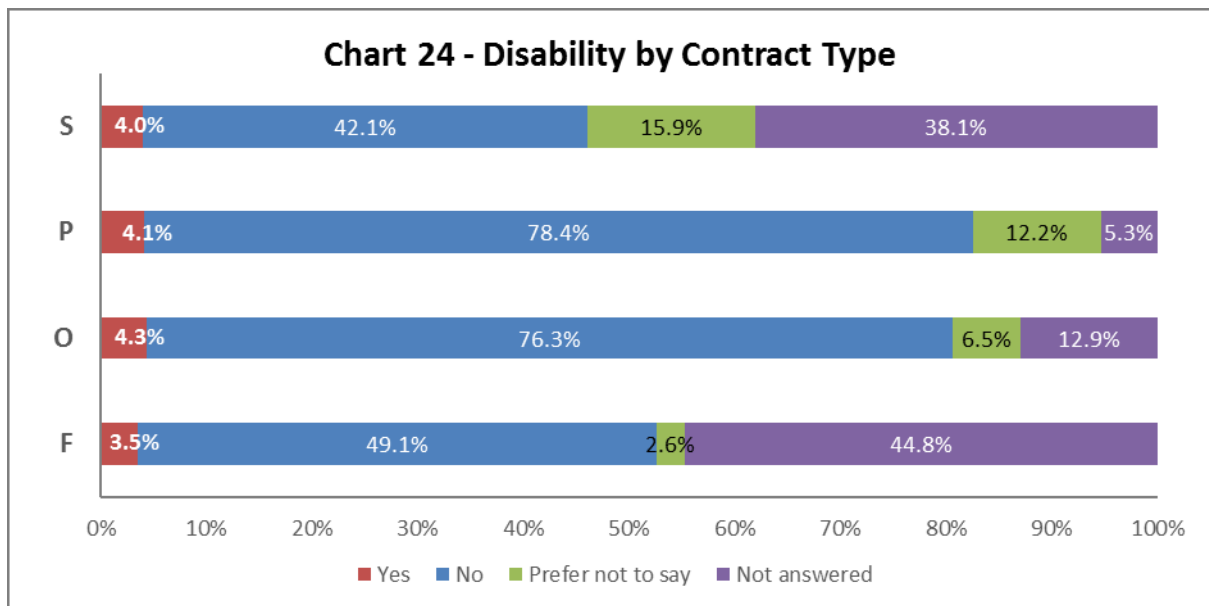|	Yes	No	Prefer not to say	Not answered
S	4.0%	42.1%	15.9%	38.1%
P	4.1%	78.4%	12.2%	5.3%
O	4.3%	76.3%	6.5%	12.9%
F	3.5%	49.1%	2.6%	44.8%

Legend: ■ Yes ■ No ■ Prefer not to say ■ Not answered

Chart 24 above shows Disabled staff are most likely to have an Open-ended with funding end date (code O) contract, which reflects 2016-17. However, has been a rise in Disabled staff with Open-ended (code P) from 3.3% in 2015-16 to 4.1% in 2017-18.

By Nationality

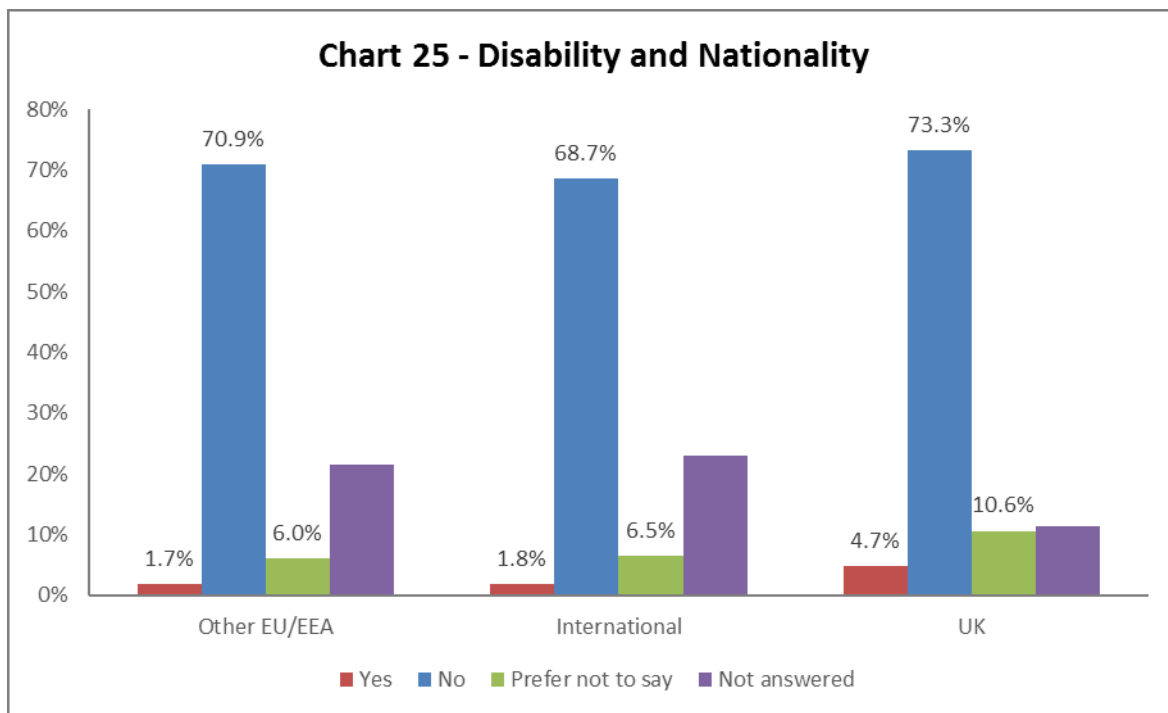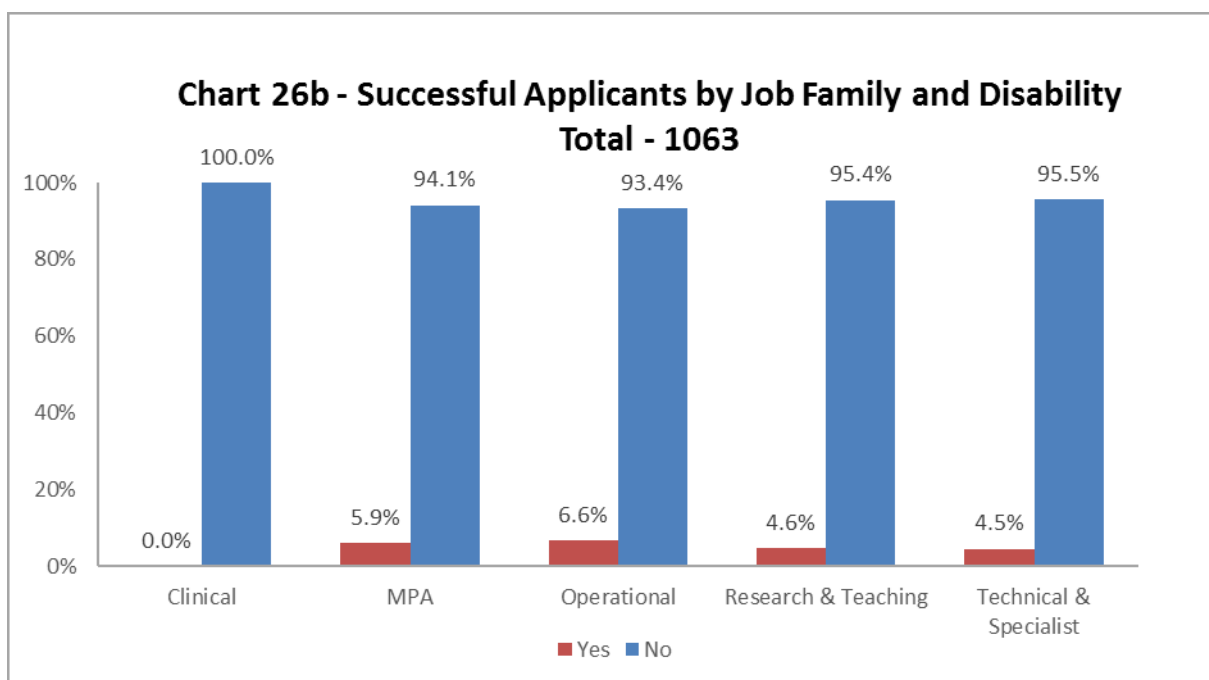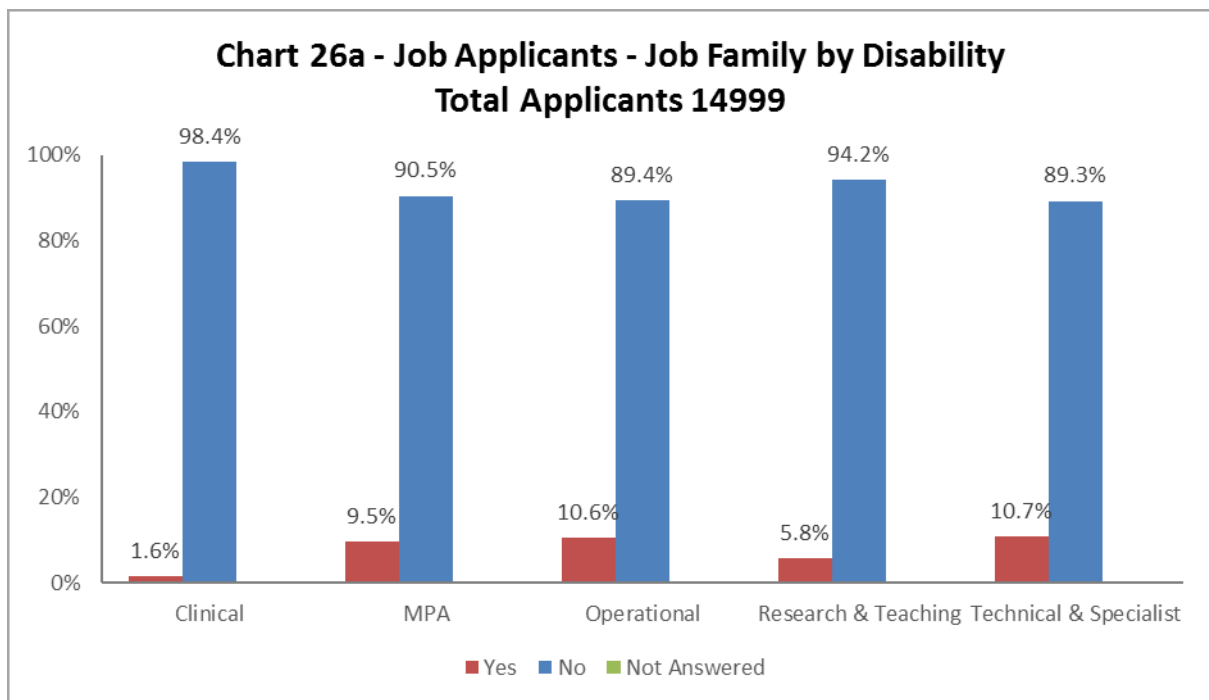**Chart 25 - Disability and Nationality**

Chart 25 indicates a higher percentage of staff from the UK have declared a disability, this is a rise of 0.3% from 2016-17. The EU/EEA and International staff declaration rates have marginal increases of 0.3% in both categories.

Recruitment – by Applications and Successful Applicants

Chart 26a - Job Applicants - Job Family by Disability Total Applicants 14999

Job Family	Yes	No
Clinical	1.6%	98.4%
MPA	9.5%	90.5%
Operational	10.6%	89.4%
Research & Teaching	5.8%	94.2%
Technical & Specialist	10.7%	89.3%

Yes ■ No ■ Not Answered ■

Chart 26b - Successful Applicants by Job Family and Disability Total - 1063

Job Family	Yes	No
Clinical	0.0%	100.0%
MPA	5.9%	94.1%
Operational	6.6%	93.4%
Research & Teaching	4.6%	95.4%
Technical & Specialist	4.5%	95.5%

■ Yes ■ No

Charts 26a and 26b show that across all job families had more Disabled applicants than were successfully appointed. The percentage decrease ranged from over 6% in Technical and Related to just over 1% in Research and Teaching. The Clinical job family did not appoint any Disabled applicants.

Profile by Ethnicity

By College

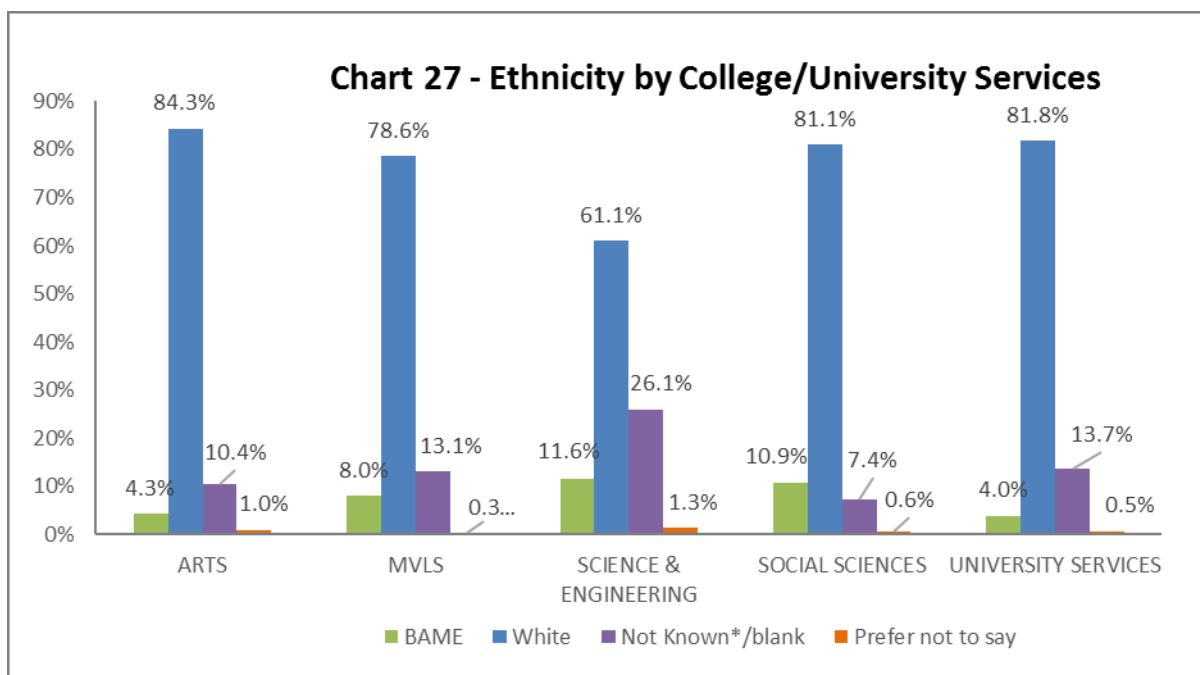**Chart 27 - Ethnicity by College/University Services**

Chart 27 shows the breakdown of BAME staff in College/US. There has been a marked increase in the percentage of BAME staff in Arts, rising from 3.6% in 2016-27 to 4.3% in 2017-18; Science and Engineering have also had a slight increase by 0.3% from last year. All other Colleges/US have seen a slight decrease. Science and Engineering continue to have very high 'Not known/Info refused/Blank' rates.

By Level 10 Staff

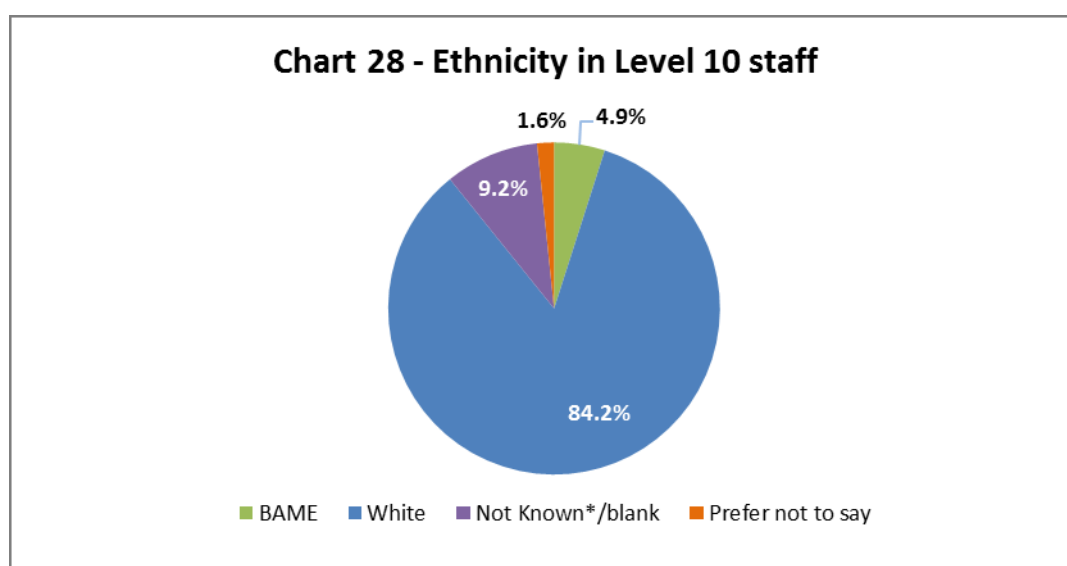**Chart 28 - Ethnicity in Level 10 staff**

Chart 28 above show the percentage of BAME staff at level 10 to be 4.9%, this is a decrease of 0.8% from last year. This is the first time we have had a decrease in BAME staff at this level.

By Job Family Profile
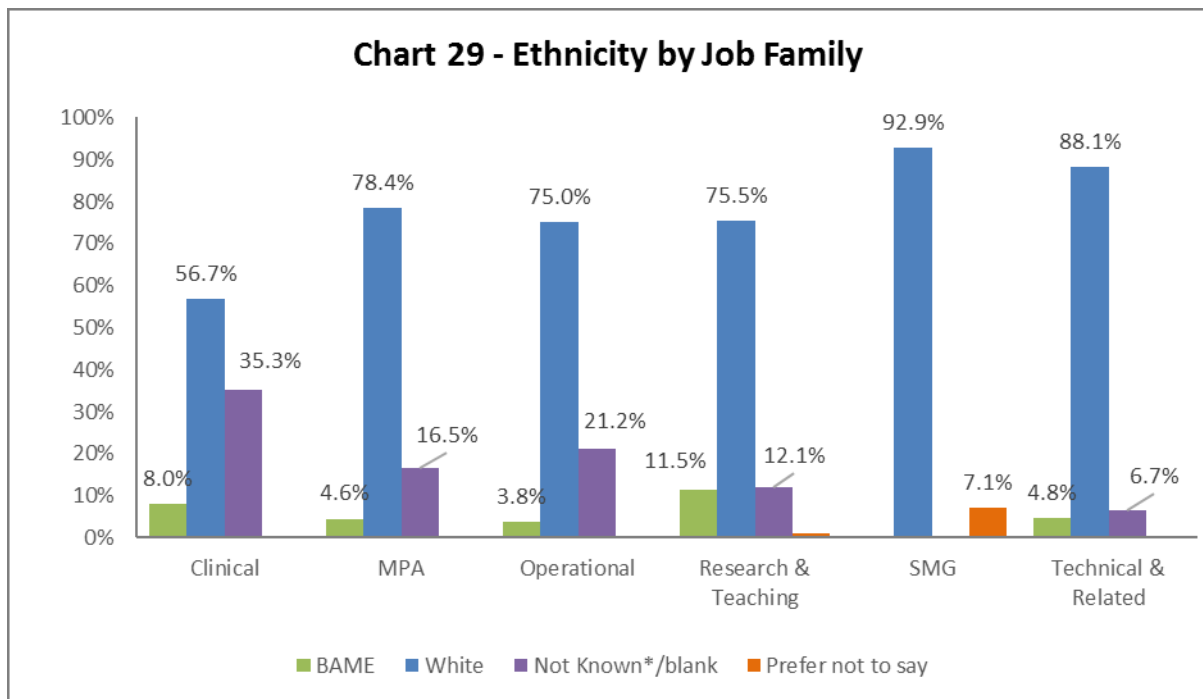
Chart 29 - Ethnicity by Job Family

Chart 29 shows the highest proportion of BAME staff is in Research & Teaching (11.5%), a 0.2% increase from 2016-17. Technical and Related job family has been 0.9% increase since 2016-17. The percentage of BAME staff in the Clinical and Operational job families has dropped from last year by 1.1% and 0.3% respectively.

By Grade
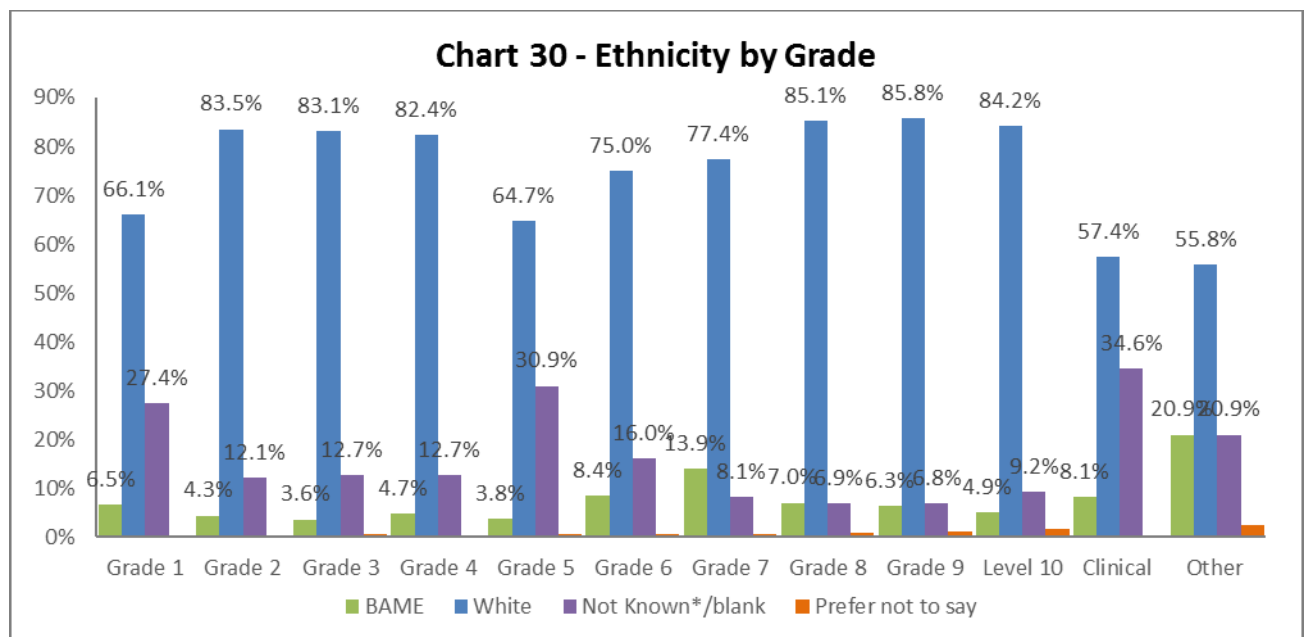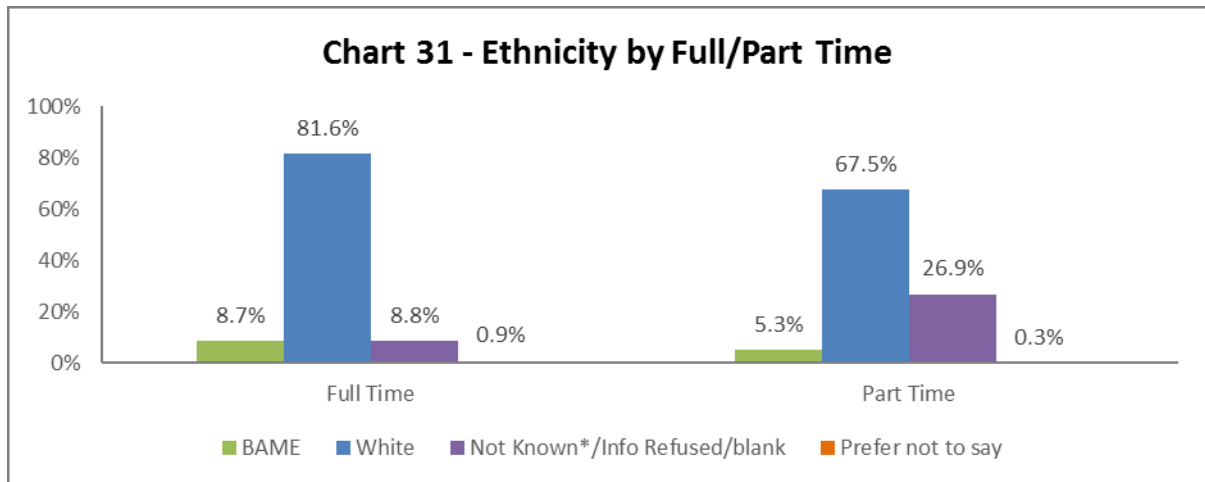
Chart 30 - Ethnicity by Grade

Chart 30 above shows the grade and ethnicities of staff. Most grades show an increase in BAME staff (grades 1, 3, 6, 10 being the exceptions). Grade 7 continues to have the highest percentage of BAME, with an increase of 1.1% from 2016-17.

By Full/Part Time

Chart 31 - Ethnicity by Full/Part Time

There are fewer BAME part time staff than full time, reflecting previous year's data. The percentages are marginally higher than last year.

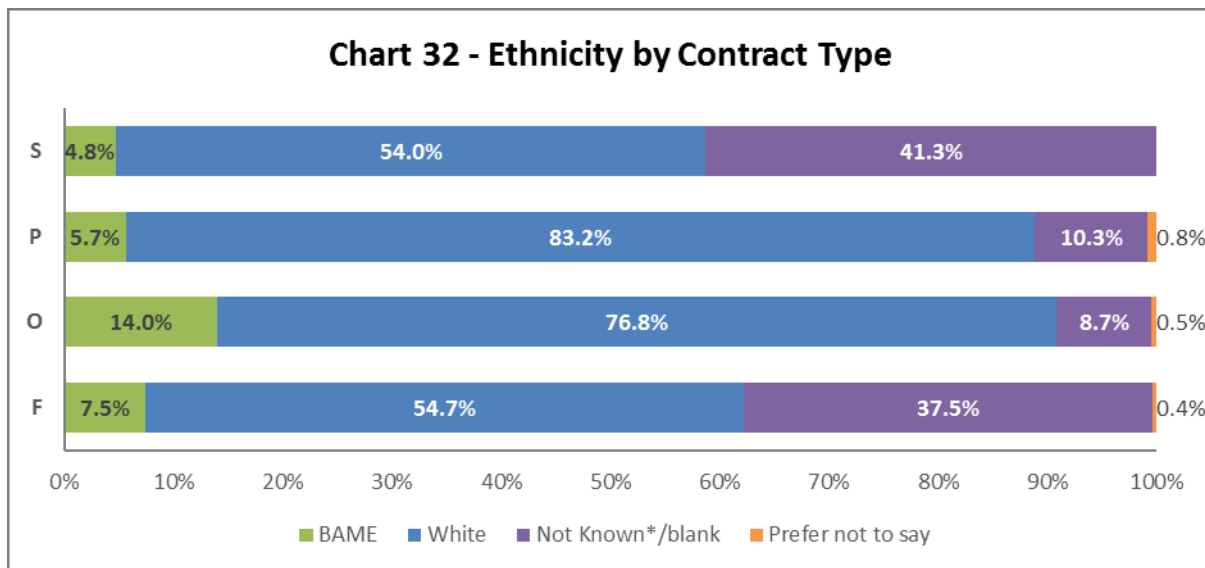**By Contract Type**

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. All contract types have seen a marginal increase in the percentages of BAME staff compared to last year.

By Nationality

Chart 33 - University of Glasgow staff - Ethnicity & Nationality

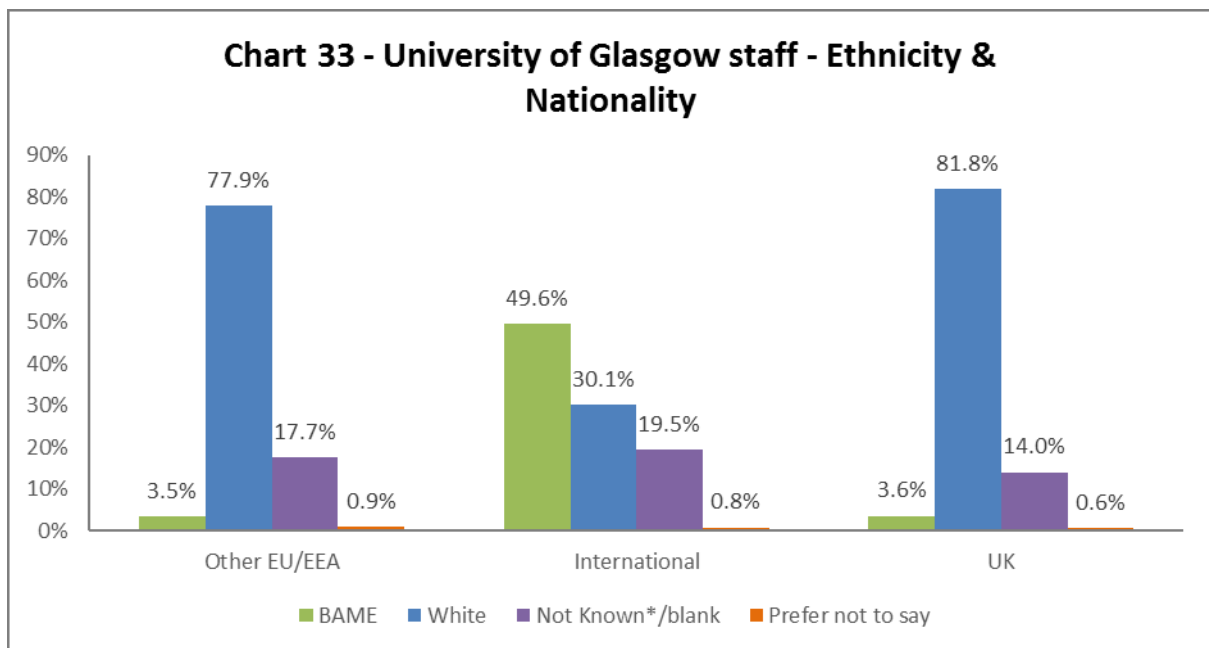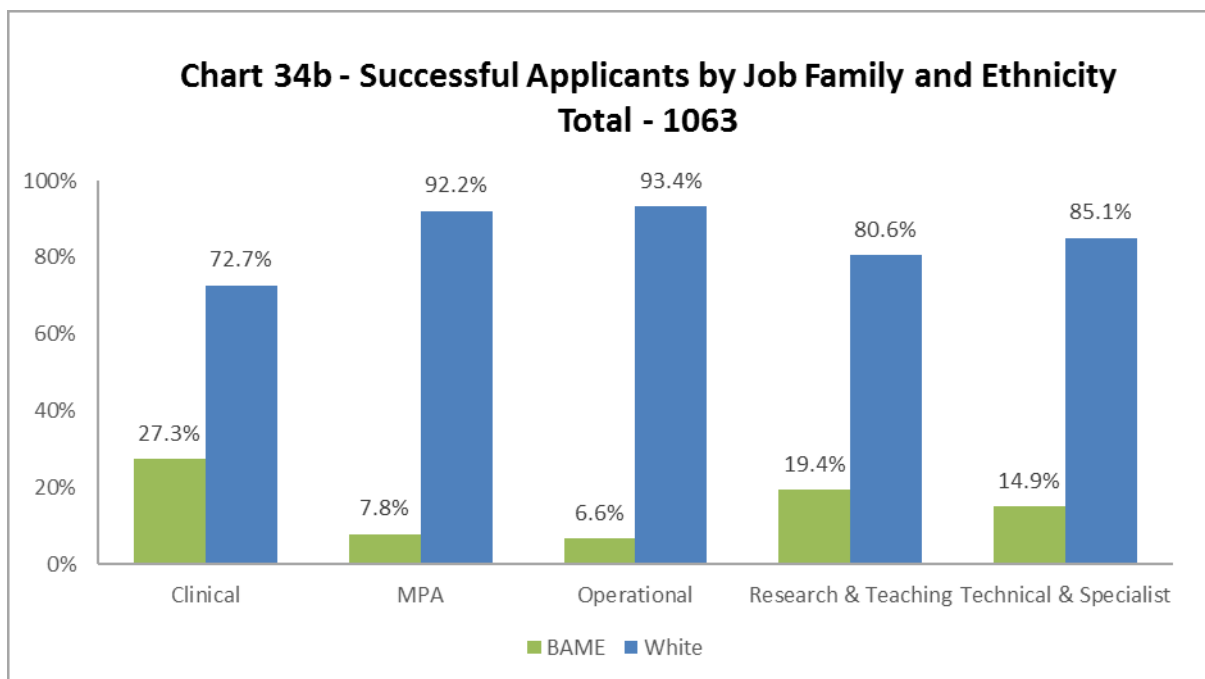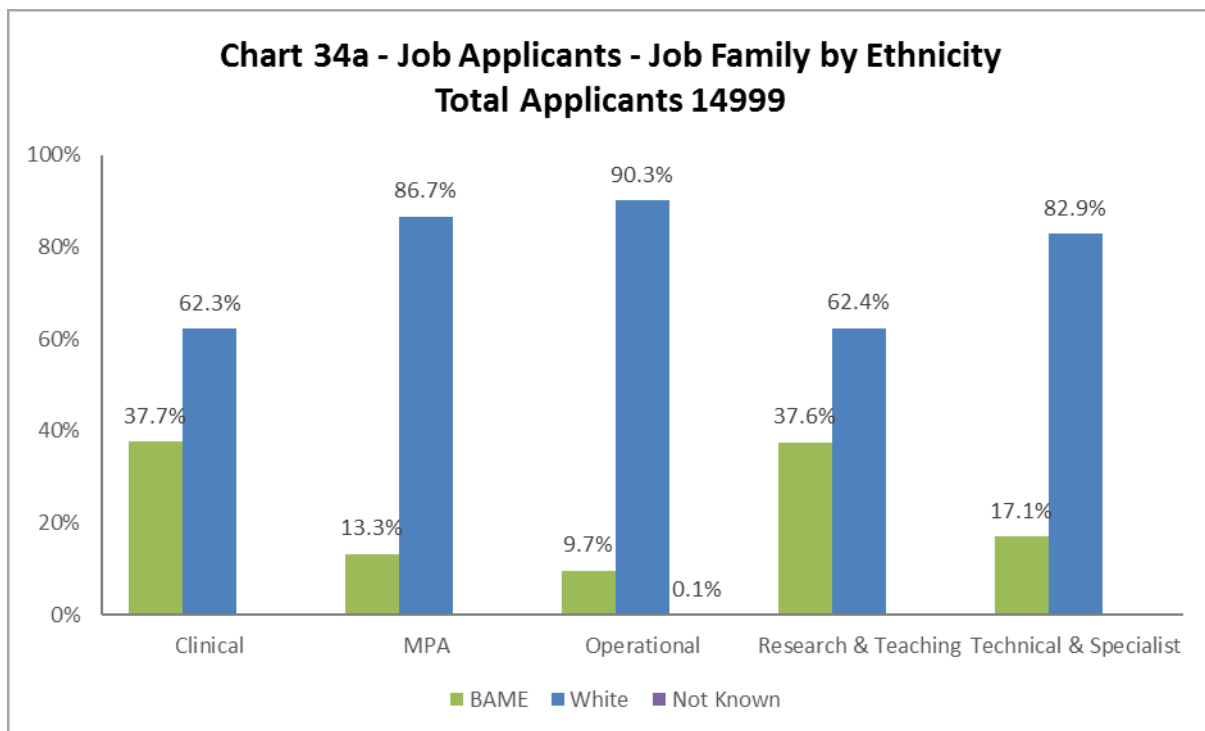| Category	BAME	White	Not Known*/blank	Prefer not to say
Other EU/EEA	3.5%	77.9%	17.7%	0.9%
International	49.6%	30.1%	19.5%	0.8%
UK	3.6%	81.8%	14.0%	0.6%

Chart 33 outlines that of our international staff 49.6% are BAME, 3.5% of our EU/EEA staff are BAME and 3.6% of our UK staff are BAME. This shows a 1.8% increases in BAME International and 0.7% increase in BAME EU/EEA staff, and a 0.2% increase for UK BAME staff.

Recruitment – by Applications and Successful Applicants

Chart 34a - Job Applicants - Job Family by Ethnicity
Total Applicants 14999

Job Family	BAME	White	Not Known
Clinical	37.7%	62.3%	
MPA	13.3%	86.7%	
Operational	9.7%	90.3%	0.1%
Research & Teaching	37.6%	62.4%	
Technical & Specialist	17.1%	82.9%	

Chart 34b - Successful Applicants by Job Family and Ethnicity
Total - 1063

Job Family	BAME	White
Clinical	27.3%	72.7%
MPA	7.8%	92.2%
Operational	6.6%	93.4%
Research & Teaching	19.4%	80.6%
Technical & Specialist	14.9%	85.1%

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 highest differences are in Research & Teaching job families, where the drop is 18.2%. This trend has been evident for a number of years and requires further investigation. There has been a marked increase in the success rate of BAME applicants to the Technical and Related job family, compared to 2016-17.

Profile by Sex

By College

Chart 35 - Sex by College/University Services
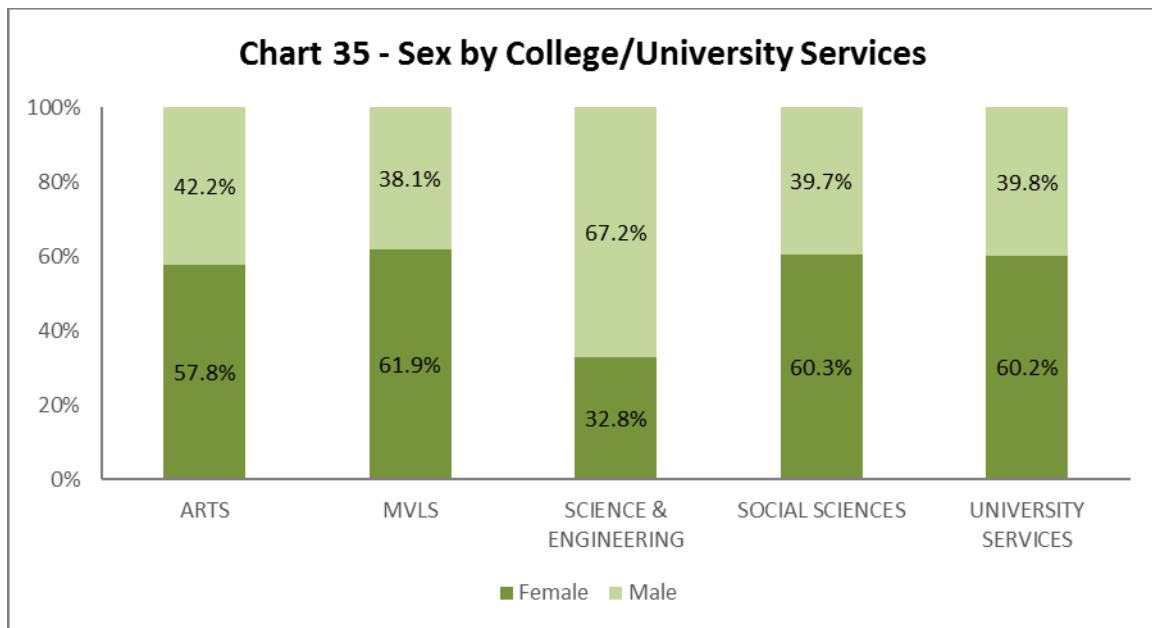

Chart 35 shows the gender split by College/US. All areas, except MVLS, have had marginal increases in female staff. MVLS has had a marginal increase in male staff.

By Level 10 Staff

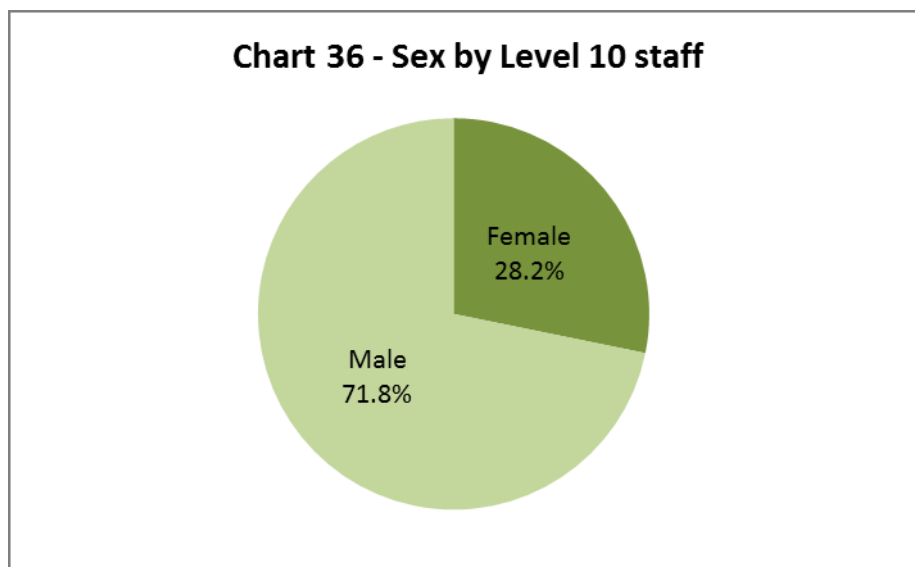## Chart 36 - Sex by Level 10 staff

Chart 36 illustrates that 28.2% of senior staff are female. This is an increase of 1.1% from 2016-17, and brings us closer to our KPI, of 33% by 2020.

By Job Family Profile

Chart 37 - Sex by Job Family
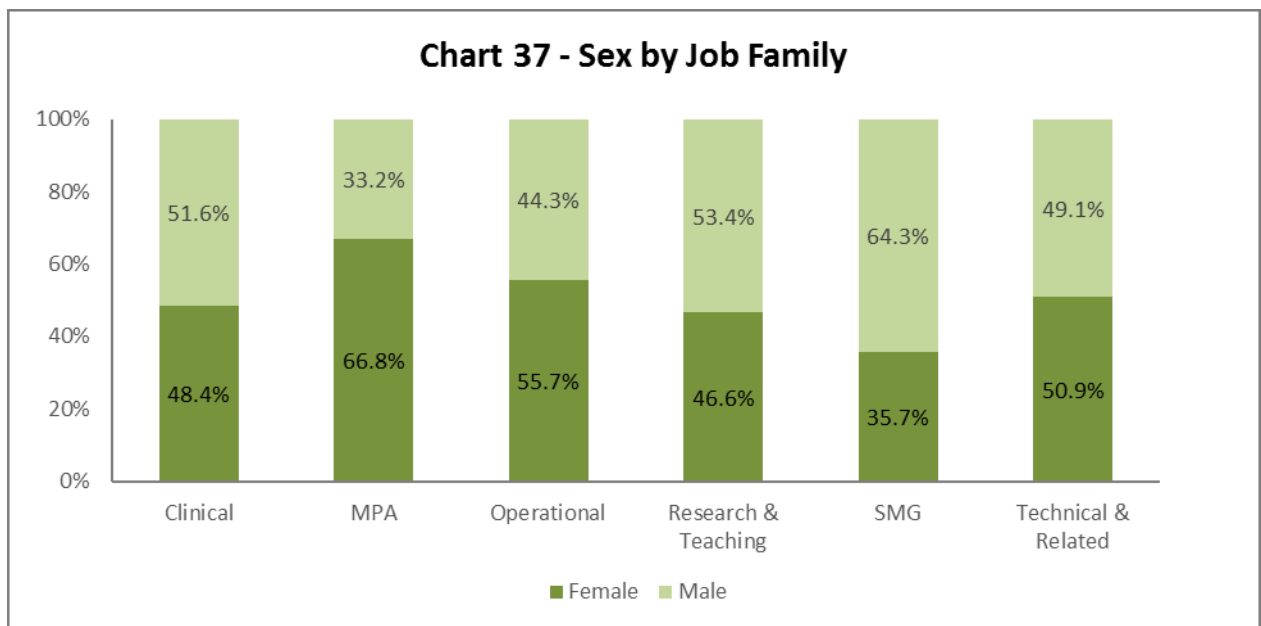
Chart 37 shows an increase in women in all job families, with the exception of Clinical staff who have had a 0.1% decrease. There has been a notable rise in female representation on SMG by 12.6%.

By Grade

Chart 38 - Sex by Grade
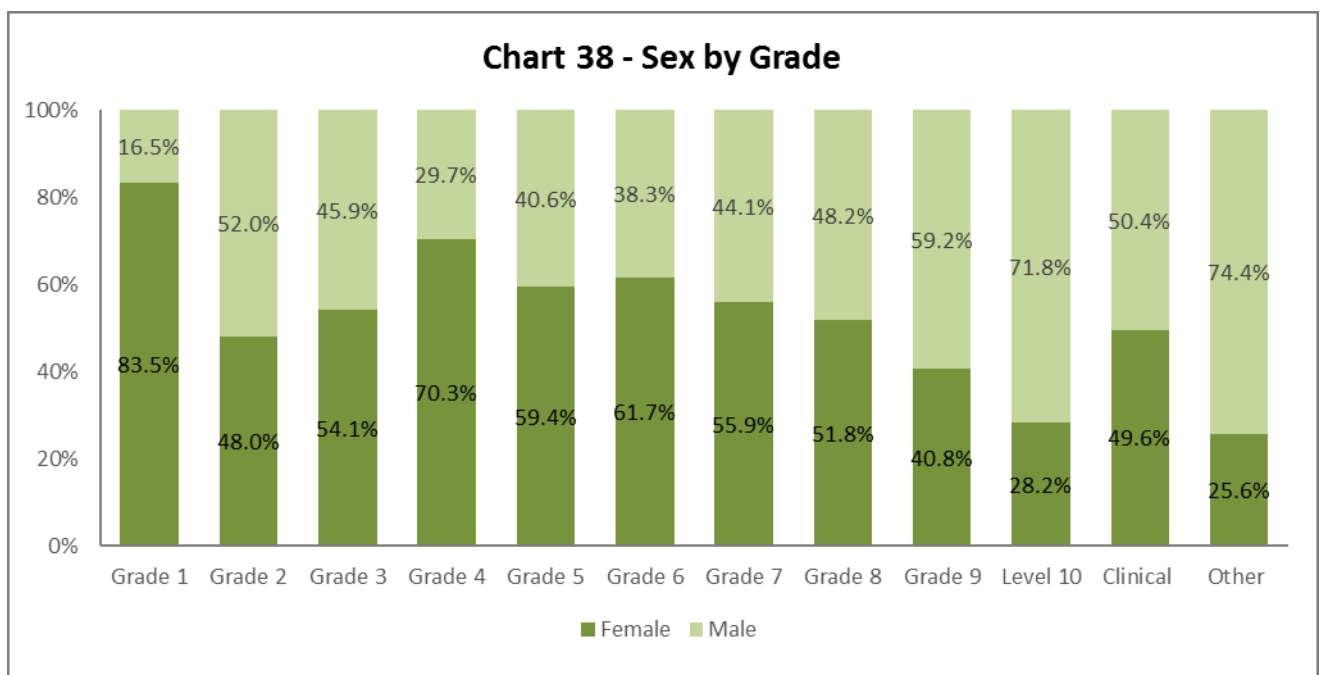
Chart 38 shows a similar pattern to previous years (with the exception of Grades 2 and 3, where there is almost s 50:50 split of men and women) as we climb the grades, the percentage of male staff increases and female staff declines. It noted that there has been an increase females in Grades 4 by 6.6% from 2016-17.

By Full/Part Time

Chart 39 - Sex by Full/Part Time

	Full Time	Part Time
Male	51.5%	32.3%
Female	48.5%	67.7%
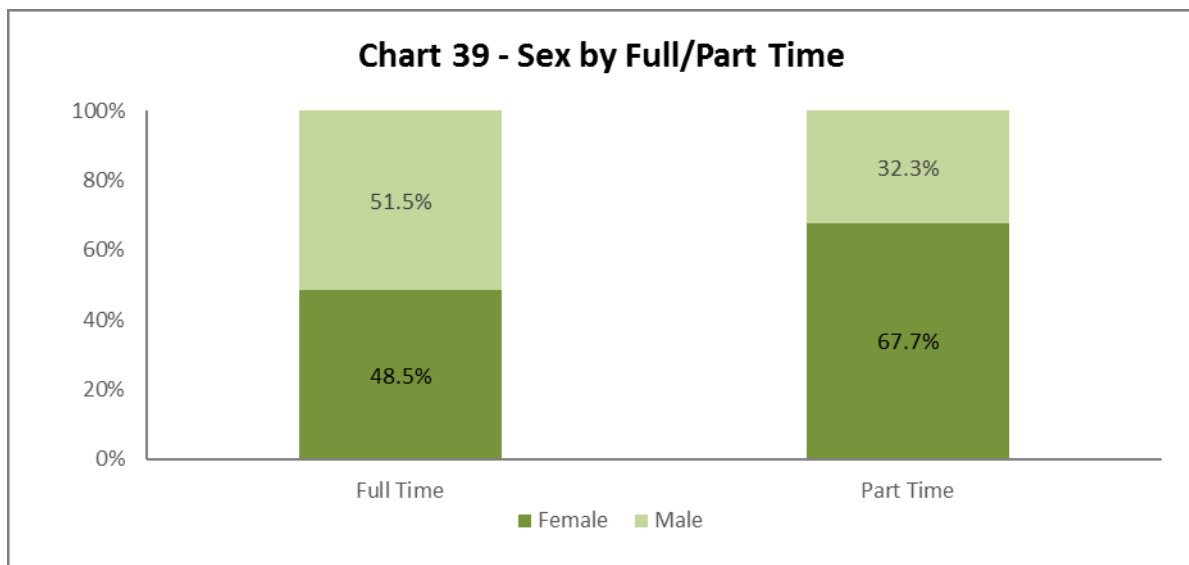
Chart 39 illustrates the sex breakdown of Full and Part Time staff. Approximately two thirds of all Part Time staff are female.

By Contract Type

Chart 40 - Sex by Contract Type

	F	O	P	S
Male	47.5%	45.6%	44.2%	40.5%
Female	52.5%	54.4%	55.8%	59.5%
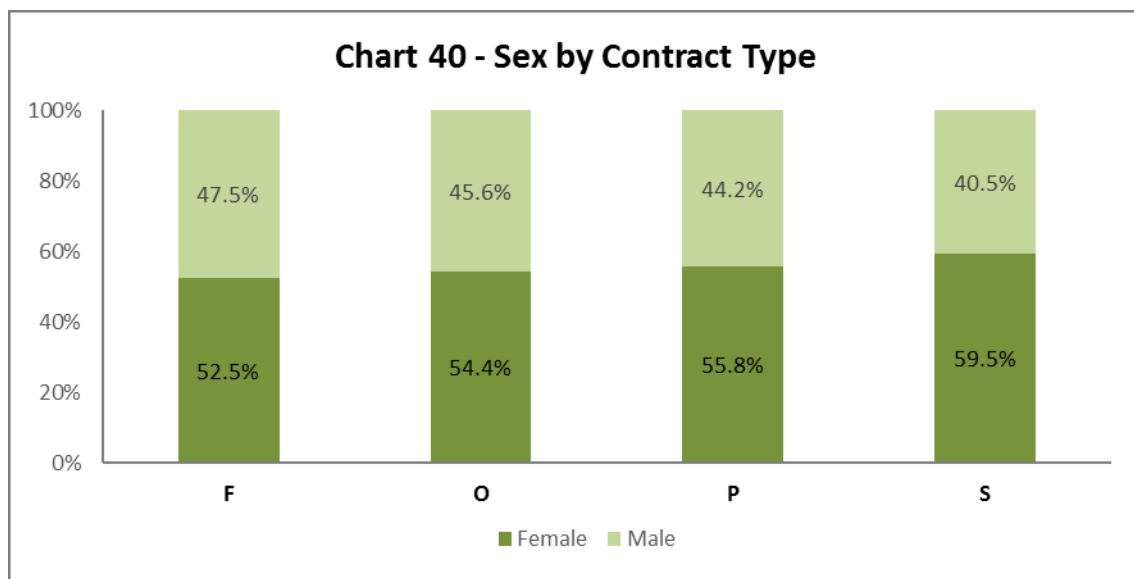
Chart 40 shows women are more likely to hold an Open-ended contract (code P), this mirrors the data from 2016-17.

By Nationality

Chart 41 - Sex by Nationality

	Other EU/EEA	International	UK
Male	47.1%	55.4%	43.5%
Female	52.9%	44.6%	56.5%

■ Female ■ Male

Chart 41 shows women and men are fairly equally represented from EU/EEA, we have slightly more men who are International and slightly more women from the UK, this reflects the data from 2016-17.

Recruitment – by Applications and Successful Applicants

Chart 42a - Job Applicants - Job Family by Sex
Total Applicants 14999

Job Family	Female	Male
Clinical	29.5%	70.5%
MPA	67.0%	33.0%
Operational	43.4%	56.6%
Research & Teaching	40.1%	59.9%
Technical & Specialist	50.9%	49.1%

■ Female ■ Male

Chart 42b - Successful Applicants by Job Family and Sex
Total - 1063

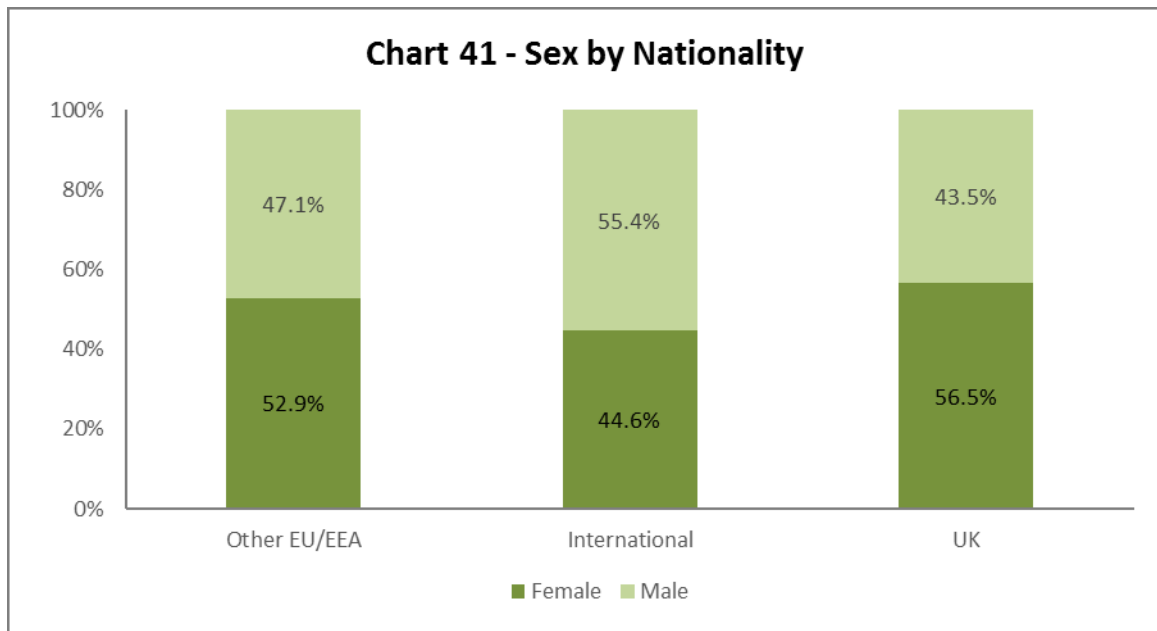| Job Family	Female	Male
Clinical	27.3%	72.7%
MPA	70.4%	29.6%
Operational	40.8%	59.2%
Research & Teaching	50.6%	49.4%
Technical & Specialist	53.7%	46.3%

■ Female ■ Male

All job families, the sex of applicants reflects those who are successful applicants, with the exception of Research and Teaching, where women are more successful than men in proportion to applications.

Profile by Sexual Orientation

By College

Chart 43 - Sexual Orientation % by College/University Services
Declarations only

Chart showing Sexual Orientation % by College/University Services:

College	Heterosexual	LGB	Other	Prefer not to say
ARTS	48.0%	4.8%	0.2%	11.7%
MVLS	56.0%	2.7%	0.3%	5.3%
SCIENCE & ENGINEERING	47.0%	2.6%	0.3%	7.4%
SOCIAL SCIENCES	60.7%	3.8%	0.3%	8.5%
UNIVERSITY SERVICES	52.9%	3.5%	0.5%	5.0%
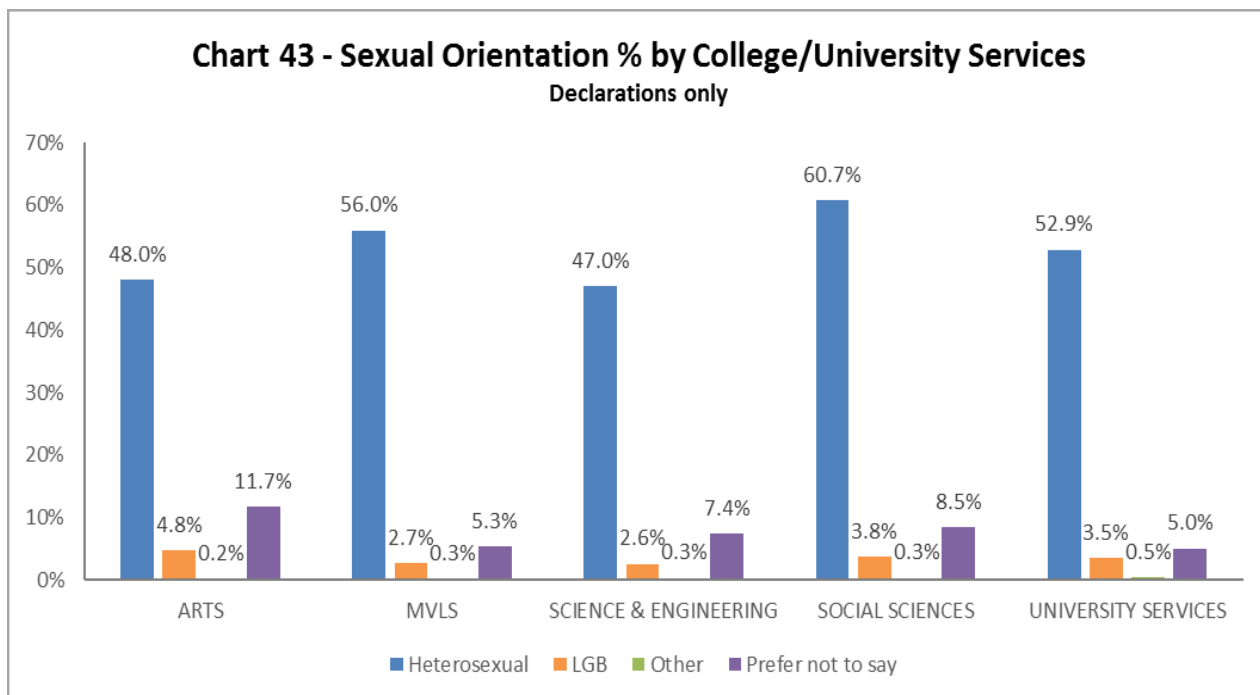
Arts have the highest proportion of LBG staff compared to other Colleges/US, and Science and Engineering has the smallest proportion.

By Level 10 Staff

Chart 44 - Sexual Orientation % by Level 10
Declarations only

Chart showing Sexual Orientation % by Level 10:

	Heterosexual	LGB	Other	Prefer not to say
	48.7%	2.7%	0.5%	6.4%
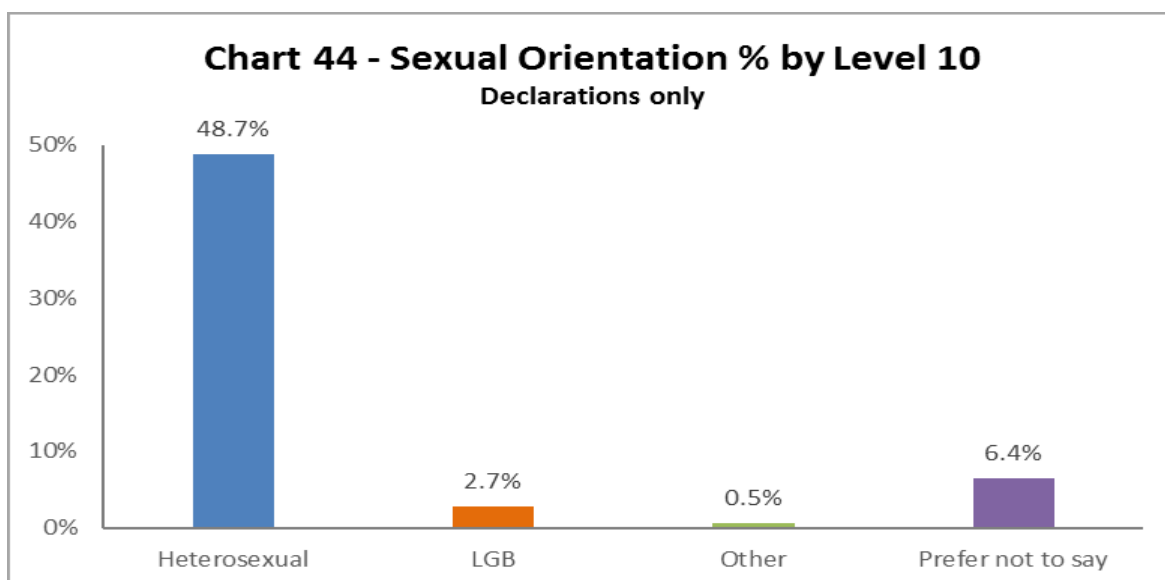
2.7% of level 10 staff identify as LGB.

By Job Family

Chart 45 - Sexual Orientation % by Job Family
Declarations only

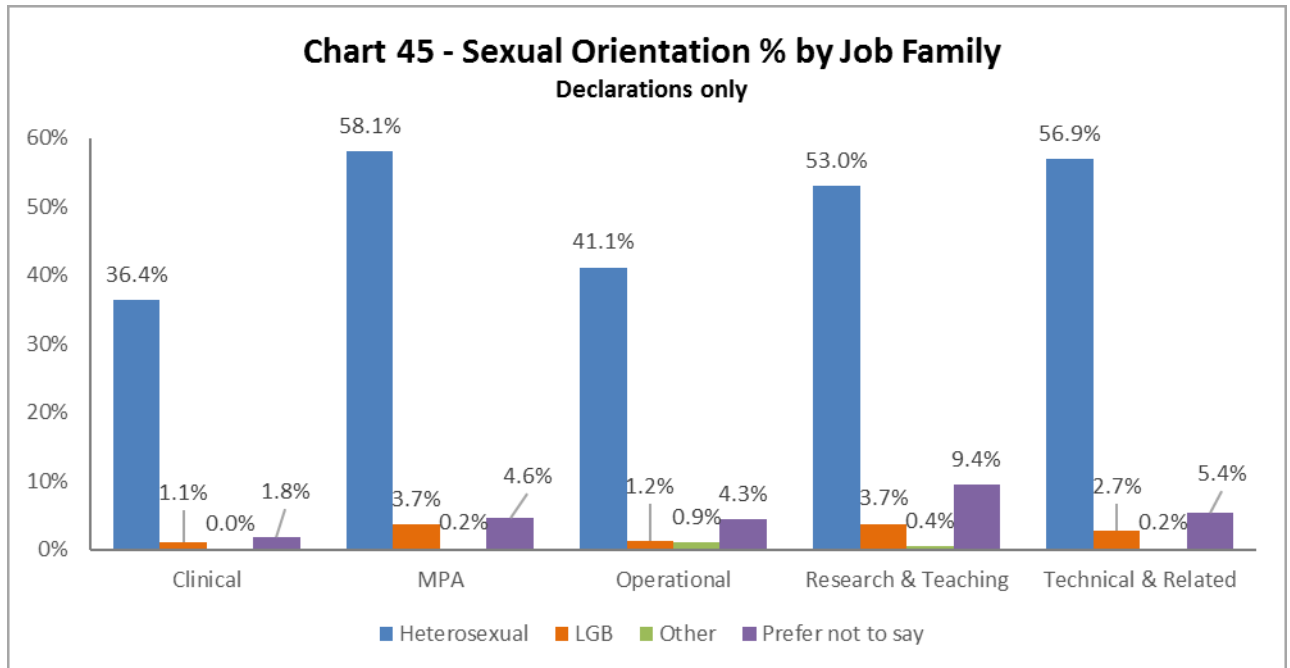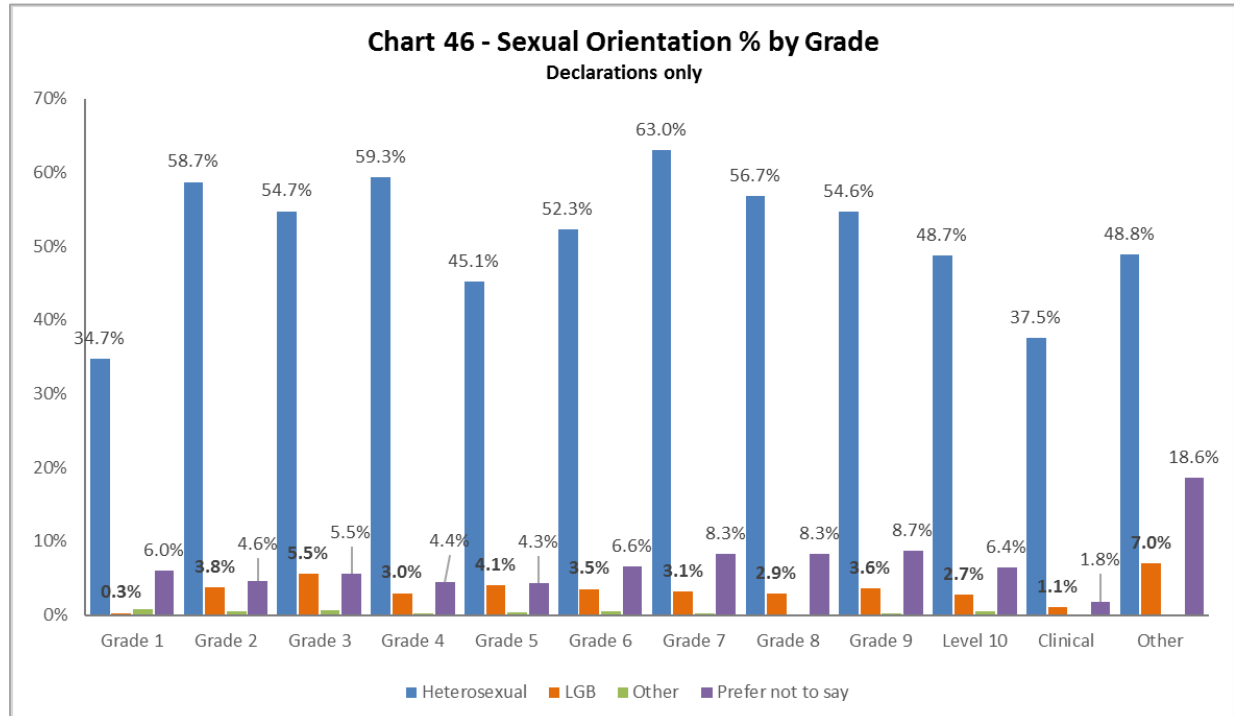| Job Family	Heterosexual	LGB	Other	Prefer not to say
Clinical	36.4%	1.1%	0.0%	1.8%
MPA	58.1%	3.7%	0.2%	4.6%
Operational	41.1%	1.2%	0.9%	4.3%
Research & Teaching	53.0%	3.7%	0.4%	9.4%
Technical & Related	56.9%	2.7%	0.2%	5.4%

The highest proportion of LGB staff (3.7%) are in MPA and Research and Teaching job families.

By Grade

Chart 46 - Sexual Orientation % by Grade
Declarations only

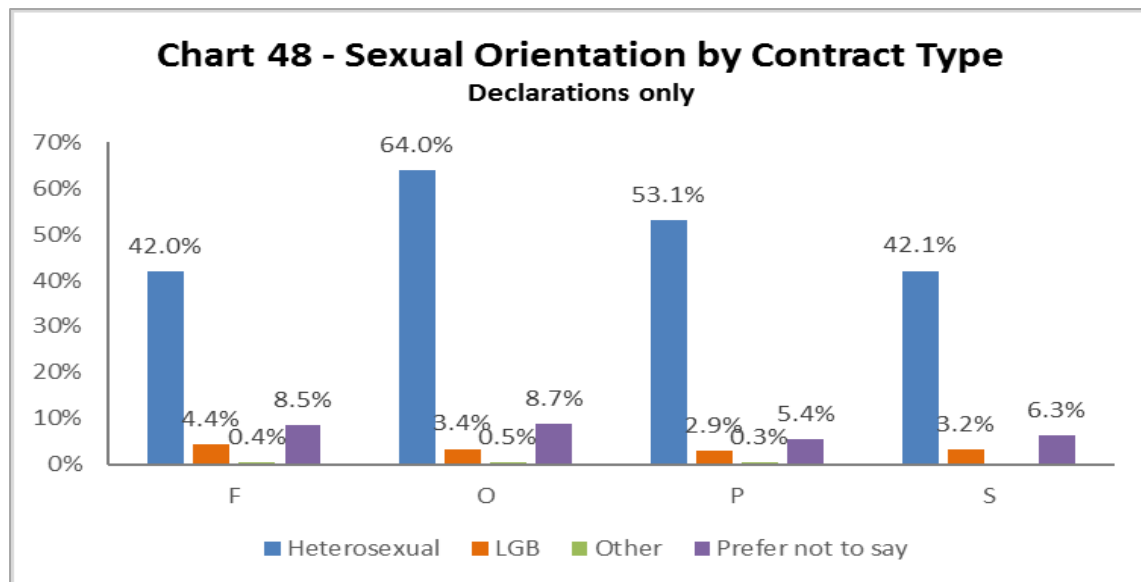| Grade	Heterosexual	LGB	Other	Prefer not to say
Grade 1	34.7%	0.3%		6.0%
Grade 2	58.7%	3.8%		4.6%
Grade 3	54.7%	5.5%		5.5%
Grade 4	59.3%	3.0%		4.4%
Grade 5	45.1%	4.1%		4.3%
Grade 6	52.3%	3.5%		6.6%
Grade 7	63.0%	3.1%		8.3%
Grade 8	56.7%	2.9%		8.3%
Grade 9	54.6%	3.6%		8.7%
Level 10	48.7%	2.7%		6.4%
Clinical	37.5%	1.1%		1.8%
Other	48.8%	7.0%		18.6%

LGB staff are even spread across the grades, with the highest proportion in Grade 5. There are no LGB in Grade 1.

By Full/Part Time

Chart 47 - Sexual Orientation by Full/Part Time
Declarations only
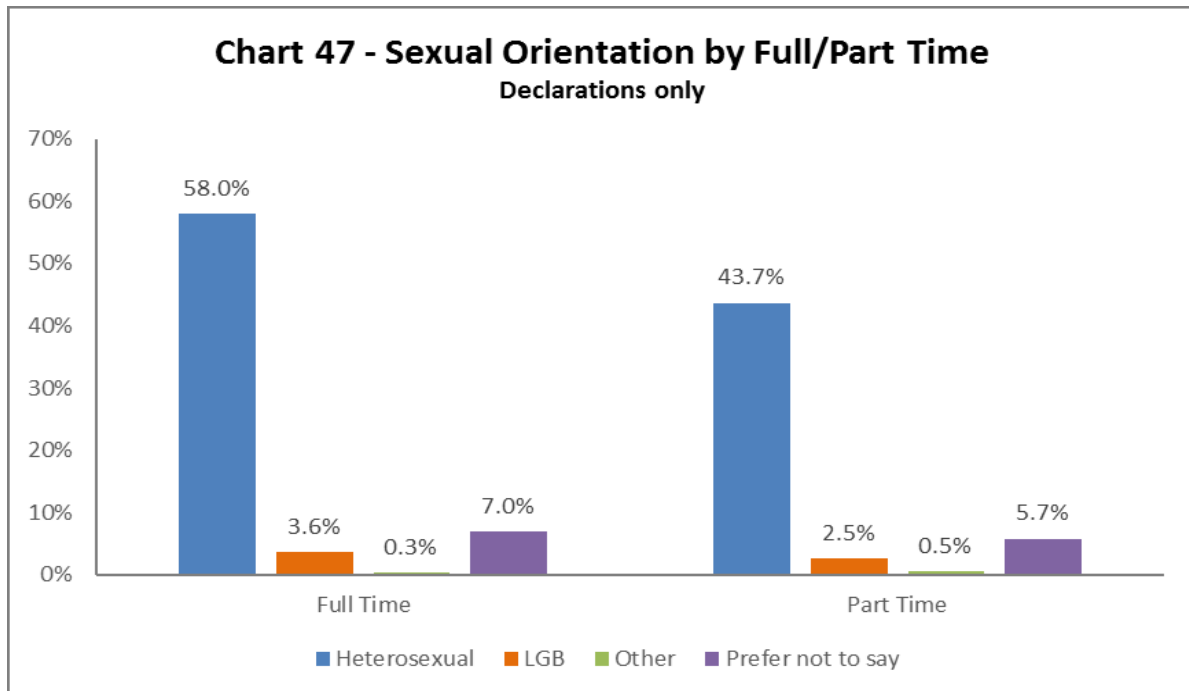
Most LGB staff work full time.

By Contrast Type

Chart 48 - Sexual Orientation by Contract Type
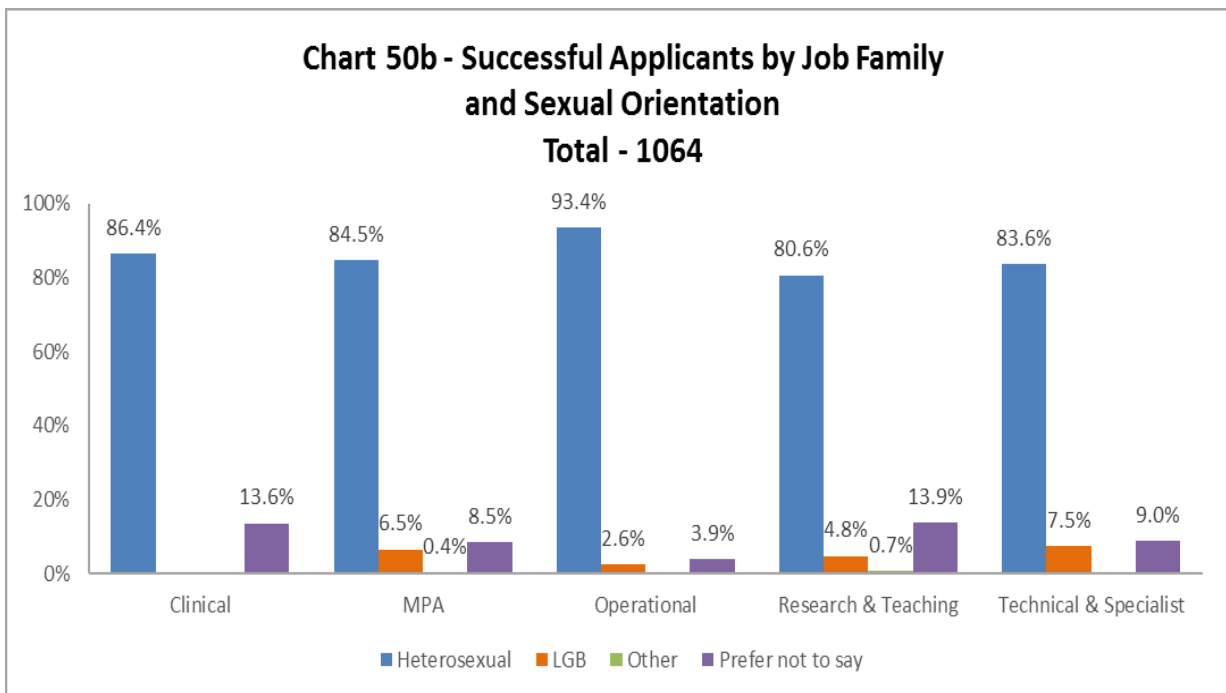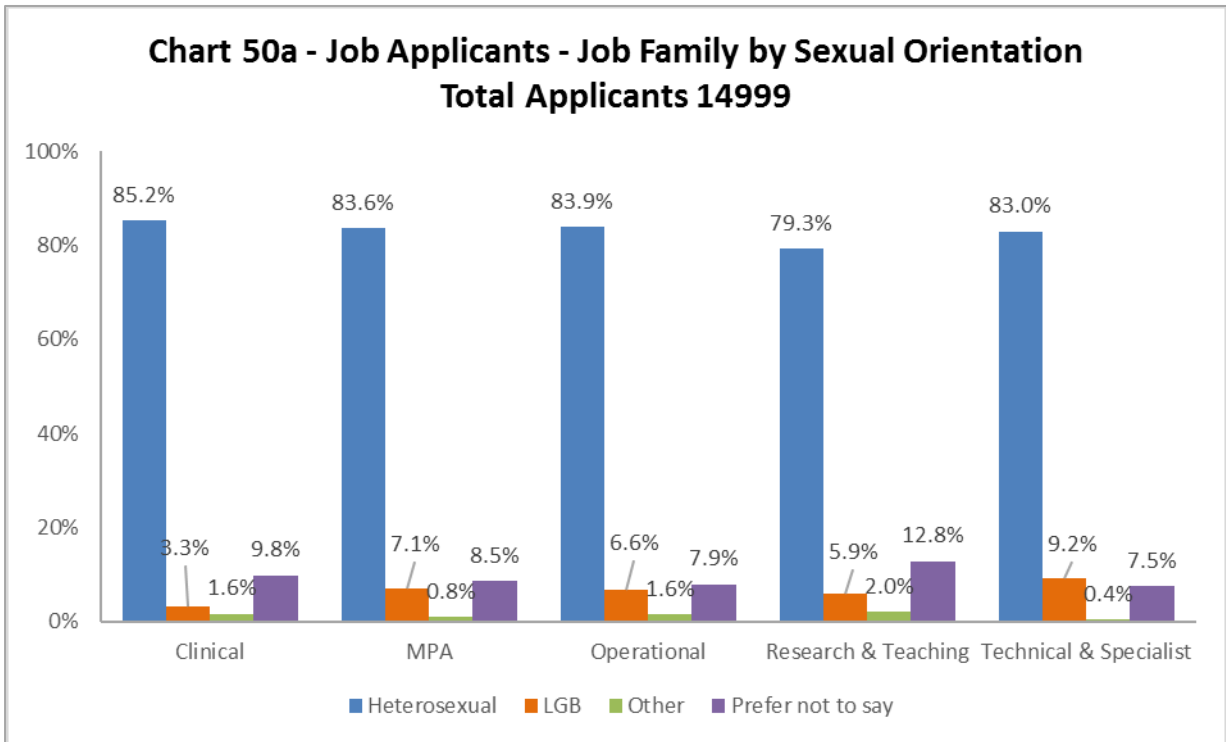Declarations only

The highest proportion of LGB staff have Fixed term (code F) contracts, and the lowest proportion are on Open Ended (code P) contracts.

By Nationality

Chart 49 - Sexual Orientation and Nationality
Declarations only
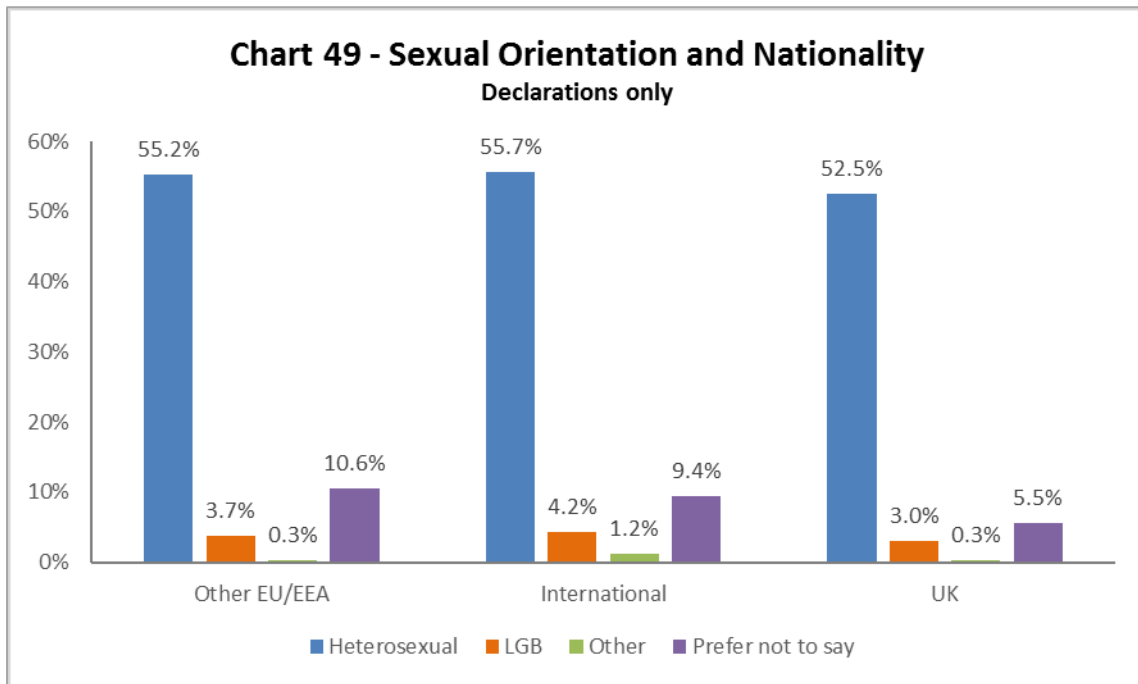
The highest proportion of LGB staff are International at 4.2%, 3.7% are EU/EEA and 3% are from the UK.

Recruitment – by Applications and Successful Applicants

Chart 50a - Job Applicants - Job Family by Sexual Orientation
Total Applicants 14999

Chart 50b - Successful Applicants by Job Family
and Sexual Orientation
Total - 1064

The percentages declaring sexual orientation at application are fairly high, including those from LGB orientations. The conversion rate to successful applicants for LGB not too dissimilar to the applicant rate, with the exception of Clinical and Operational job families.

Academic Promotions

Table 11 - Academic Promotions 2018 - R&T and Clinical Job Families Only						
Grade Applied For		**Female**		**Male**		**Overall**
		No.	**%**	**No.**	**%**	**No.**
GRADE 7	Apps	14	45%	17	55%	31
	Successful	13	45%	16	55%	29
	Promoted (%)	**93%**		**94%**		**94%**
GRADE 8	Apps	35	49%	36	51%	71
	Successful	33	49%	34	51%	67
	Promoted (%)	**94%**		**94%**		**94%**
GRADE 9	Apps	24	38%	39	62%	63
	Successful	19	52%	30	61%	49
	Promoted (%)	**79%**		**77%**		**78%**
READER	Apps	5	50%	5	50%	10
	Successful	5	50%	5	50%	10
	Promoted (%)	**100%**		**100%**		**100%**
CLINICAL	Apps	0	0%	1	100%	1
	Successful	0	0%	0	0%	0
	Promoted (%)	**0%**		**0%**		**0%**
PROFESSOR	Apps	13	42%	18	58%	31
	Successful	11	42%	15	58%	26
	Promoted (%)	**85%**		**83%**		**84%**

Table 11 provides information about the Academic Promotions 2017-18 process by gender. Women and men were equally successful, in general across all grades.

In contrast to 2016-17, all applications to Reader for women and men were successful.

As noted in previous years, although women continue to be successful at many grades the numbers applying is lower compared to their male counterparts.

Regrading for Professional & Support Staff

Table 12 - Regrading 2017-18 - Professional and Support Staff by Grade		Female		Male		Overall
Grade Applied For		No.	%	No.	%	No.
GRADE 1-5	Apps	12	75%	4	25%	16
	Successful	9	69%	4	33%	13
	Promoted (%)	**75%**		**100%**		**81%**
GRADE 6-9	Apps	31	76%	10	24%	41
	Successful	17	71%	7	29%	24
	Promoted (%)	**55%**		**70%**		**59%**

Table 13 - Regrading 2017-18 - Professional and Support Staff by Job Family		Female		Male		Overall
Job Family		No.	%	No.	%	No.
MPA	Apps	28	88%	4	13%	32
	Successful	14	81%	3	19%	17
	Promoted (%)	**50%**		**75%**		**53%**
OPS	Apps	1	100%	0	0%	1
	Successful	1	100%	0	0%	1
	Promoted (%)	**100%**		**0%**		**100%**
TECH & SPEC	Apps	14	58%	10	42%	24
	Successful	11	58%	8	42%	19
	Promoted (%)	**79%**		**80%**		**79%**

OVERALL SUCCESS RATE = 37 / 57 = 65%

Table 12 above shows in all Grades men are more likely than women to be successful in the regrading process. Further investigation would be required to understand why this is the case.

Table 13 shows the same pattern as Table 12, with men more likely to be successful at regrading in all job families compared to women. Further investigation would be required to understand why this is the case.

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). This is due to be published by the legislative deadline of April 2019.

Our Gender Pay Gap was calculated at 17.9%. This is the percentage difference between men's average hourly pay and women's average hourly pay (excluding overtime). The University recognises the gender pay gap is significant and has established a Gender Pay Working Group which report to Human Resources Committee to address this.

END.