

Staff Equality Monitoring Report 2016-17

Executive Summary

This is the sixth 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 under the Equality Act 2010.

The publishing cycle reflects the previous academic cycle (August 2016 –July 2017).

The report shows the following important changes:

- 3.7% of University staff has declared a disability. This is a rise of 0.5% since 2015-16.
- There has been an increase in non-UK staff from 19.8% in 2014-15 to 22.8% in 2016-17.
- The percentage of staff stating they are Christian (all denominations) has risen from 9.3% in 2014-15 to 13% in 2016-17.
- The percentage of Sikh staff has risen from 0.2% in 2015-16 to 1.3% on 2016-17.
- There has been a 0.5% increase in staff declaring they are Lesbian, Gay or Bisexual from 2.6% in 2015-16 to 3.1%.
- Disability declaration rates for Grades 1, 2 and 3 have risen by 0.9%, 2.7% and 2.1% respectively from 2015-16 with Operational and Technical & Related job families seeing the largest rises (1.2% and 0.9% respectively).
- The College of Arts has seen an increase in male staff by 2.8% from 2015-16 and the College of Science & Engineering has seen a 1.4% increase in female staff.
- There has been an increase in male staff in Grades 4 and 5 (by 8.2% and 5.2% respectively) which supports activity relating to occupational segregation.
- In Academic Promotions for 2016-17 women were more successful than men in gaining promotion in Grades 6 to 9.

The data continues to highlight challenges; these include:

- For Academic Promotions, this is the first year this report has separated the Reader grade from Grade 9; only 14% of women were successful at this grade compared with 88% of men.
- 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 continue to have large variabilities.

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 and sex, 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, nor on sexual orientation, 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

Notes and definitions

The census date for the 2015-16 report was 2 August 2016. This 2016-17 report is based on a census date of 24 August 2017, 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 **7528** (up 508 on last year). This is the head count for all staff in the University; with those on multiple contracts only being counted once. The three previous year's total headcount figures were 6592 (2013-14), 6865 (2014-15), and 7020 (2015-16). The later census date may be impacted by recruitment of Graduate Teaching Assistants (GTA), Tutors and Demonstrators under the extended workforce policy. This may have impacted declaration rates in some equality categories.

College/University Services Split

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

Table 1 - College	#	%
Arts	535	7%
MVLS	2271	30%
Science and Engineering	1499	20%
Social Science	862	11%
University Services	2361	31%

Increase in Science and Engineering in headcount by 385 from 2015-16, it is anticipated this is due to high recruitment of GTA, Tutors and Demonstrators within this area.

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	#	%
Clinical	260	3%
Management, Professional and Administrative (MPA)	2578	34%
Operational	860	11%
Research & Teaching	3182	42%
SMG	13	0%
Technical & Related	635	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	4907 (+146)	65% (-3%)
Part Time = FTE - 0 + anything < 1.0	2621 (+362)	35% (+3%)

The increase in Part Time roles is likely to be related to recruitment of GTA, Tutors and Demonstrators.

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	1174	16%
O = (O) Open ended with funding end date	1445	19%
P = (P) Open ended + (C) Permanent in Temporary Fixed Term Appointment (HoC/Principal/VP roles etc)	4772	63%
S = (S) Fixed term - SOSR e.g. Maternity leave cover	137	2%

Grade Grouping

Table 5 - Grade Grouping	#	%
Grade 1	367	5%
Grade 2	380	5%
Grade 3	312	4%
Grade 4	557	7%
Grade 5	988	13%
Grade 6	1277	17%
Grade 7	1358	18%
Grade 8	853	11%
Grade 9	626	8%
Level 10 (see Table 6 for definition)	506	7%
Clinical	212	3%
Other ¹	92	1%

Table 6 - Level 10 staff (based on Actual Grade Description)	#	%
Professor	448	89%
Senior Administrative Group	43	9%
Senior Management Group (SMG)	13	3%

Ethnicity

The Race Equality Group decided in 2016-17 to change the nomenclature from Black and Minority Ethnic (BME) to Black, Asian and Minority Ethnic (BAME), as this reflects the population. 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).

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.

Maternity

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

Recruitment - Applications and Successful Applicants

The census date for applicants and successful applicants was 01 August 2016 – 31 July 2017 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.

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.

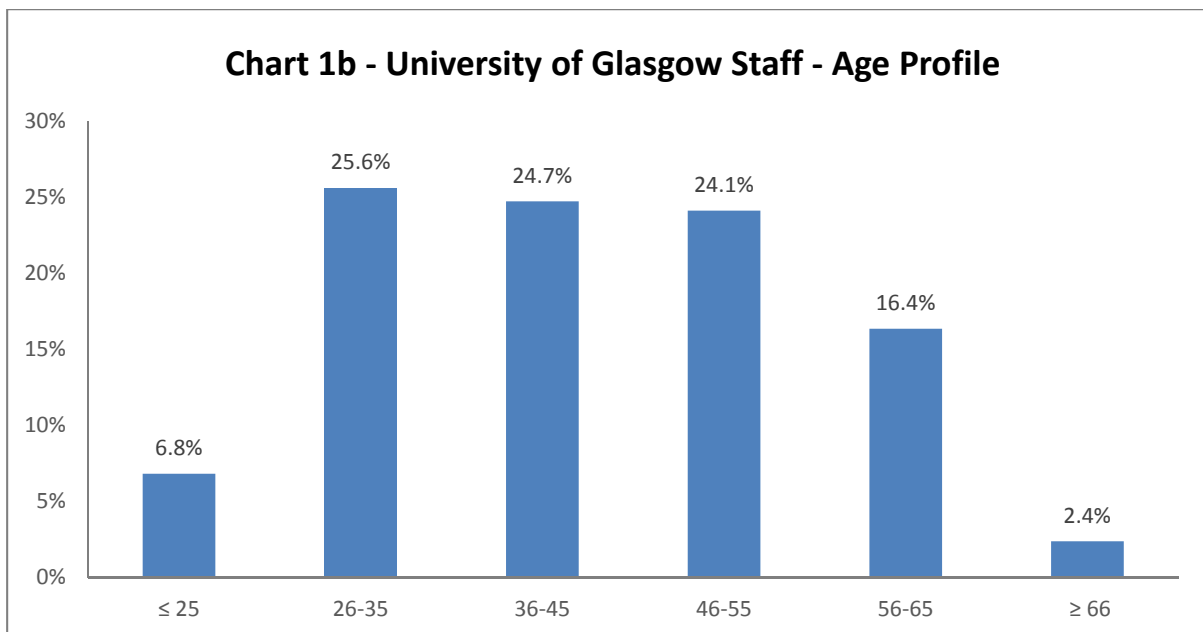
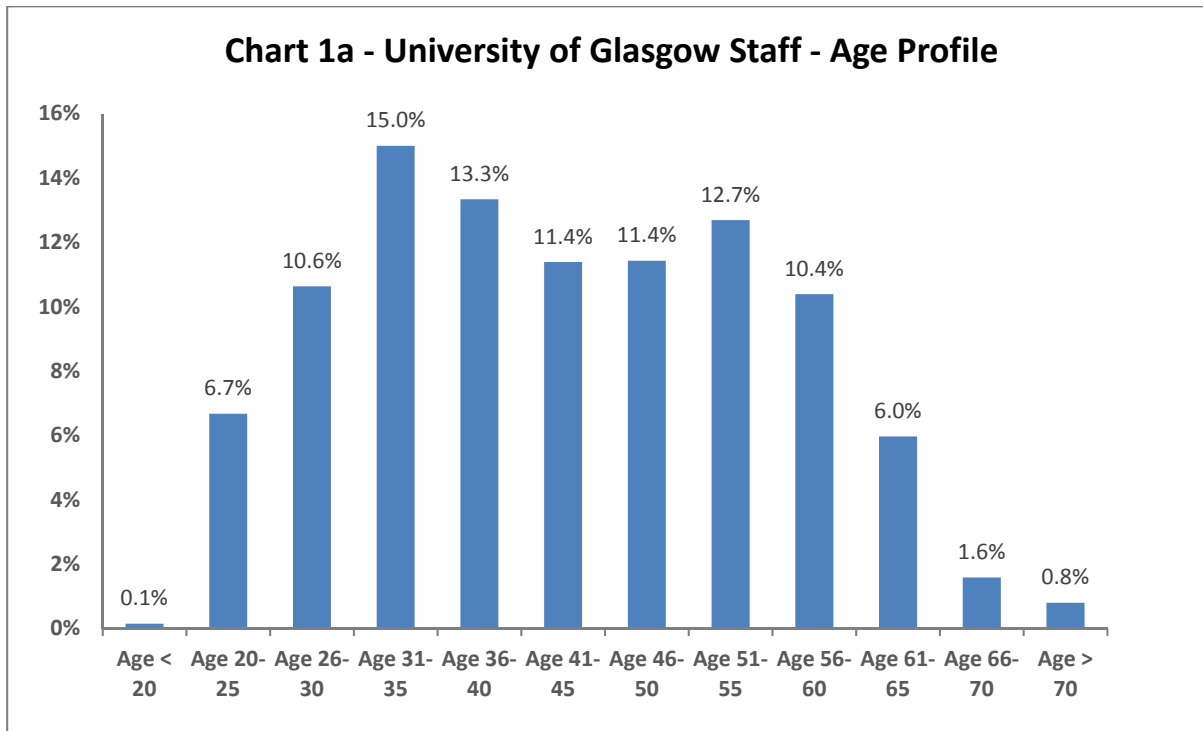
Pay Gap Information

In accordance with the Public Sector Equality Duties, Pay Gap information is provided by sex.

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

Whole University Profile

Age



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 rise (0.8%) in age range 26-35 from 2015-16, however there has been a drop in age ranges 36-45 and 46-55 (1.5% and 1.9%) respectively.

Disability

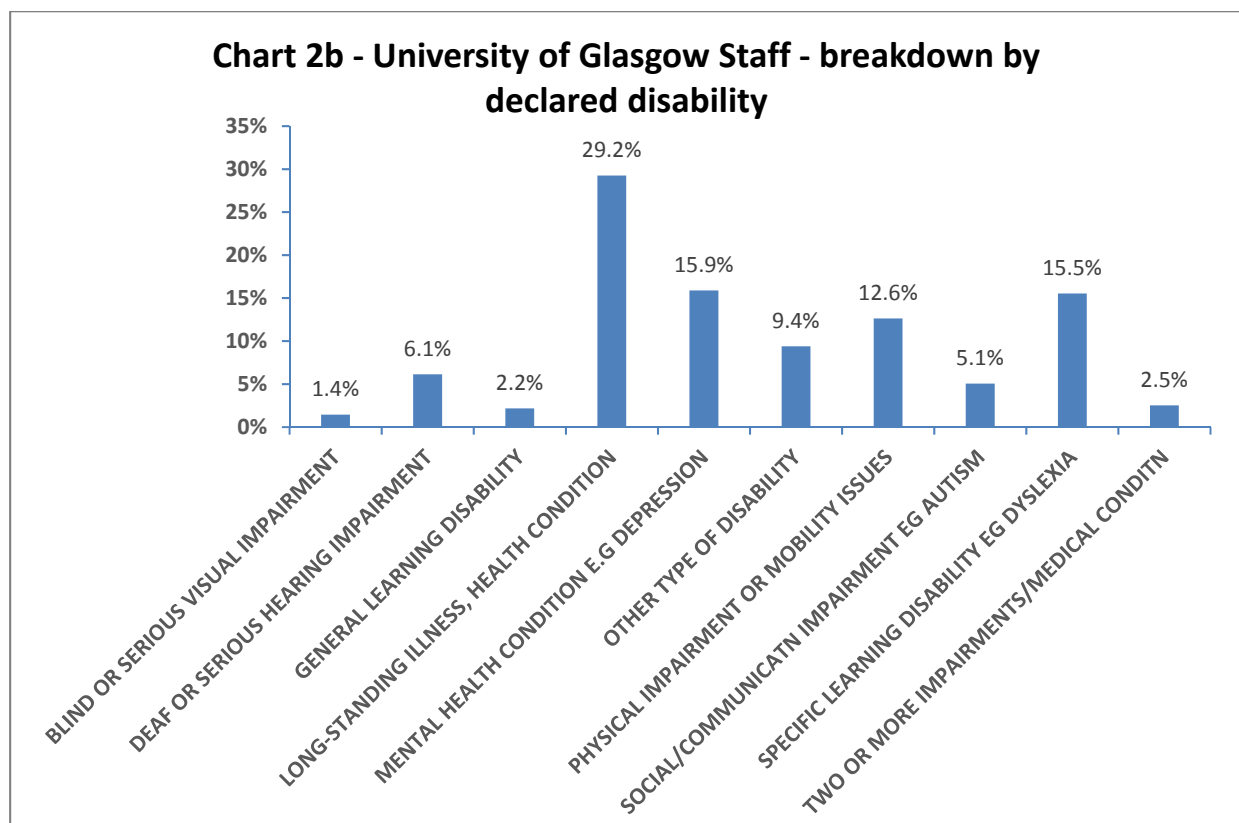
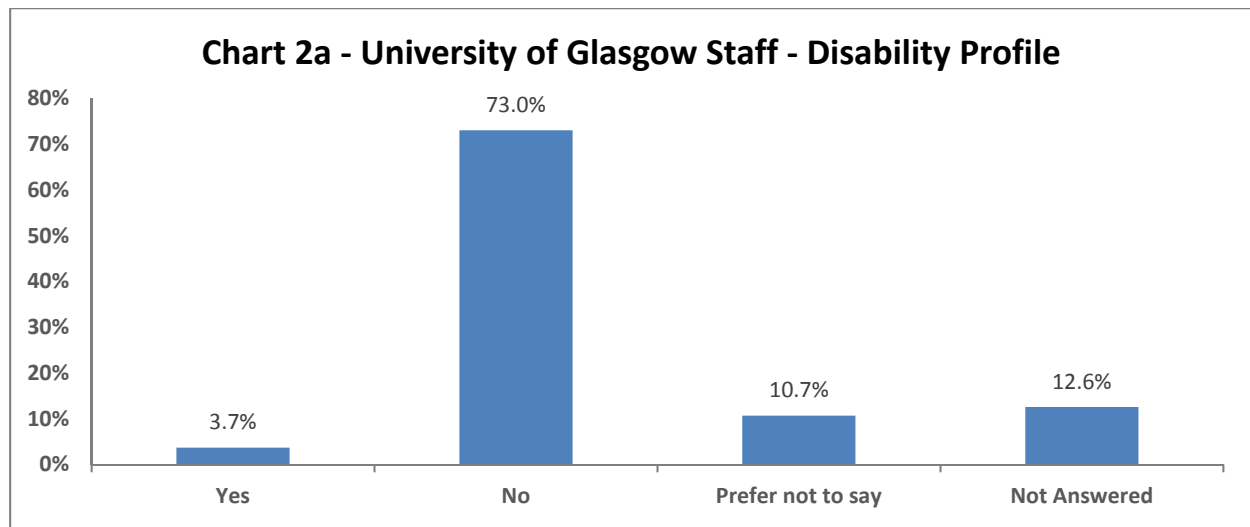


Chart 2a above shows 3.7% of University staff has declared a disability. This is a rise of 0.5% since 2015-16. Staff stating 'No' has dropped by 4.5% since 2014-2015. For 2016-17 the 'Prefer not to say' category has also dropped by 2%. There has been a sharp rise in the 'Not answered' category by over 4%.

When considering impairment type, in Chart 2b, there has been a sharp drop in the percentage of staff declaring a Long standing illness or health condition from 37.8% in 2015-16 to 29.2%; a continual rise in staff declaring a Mental health condition from 13.6% in 2014-15 to 15.9%; and 2016-17 sees a sharp rise in staff stating they have either a Social/Communication impairment (from 3.1% to 5.1%) or a Specific learning disability (from 11.6% to 15.5%).

Marital Status

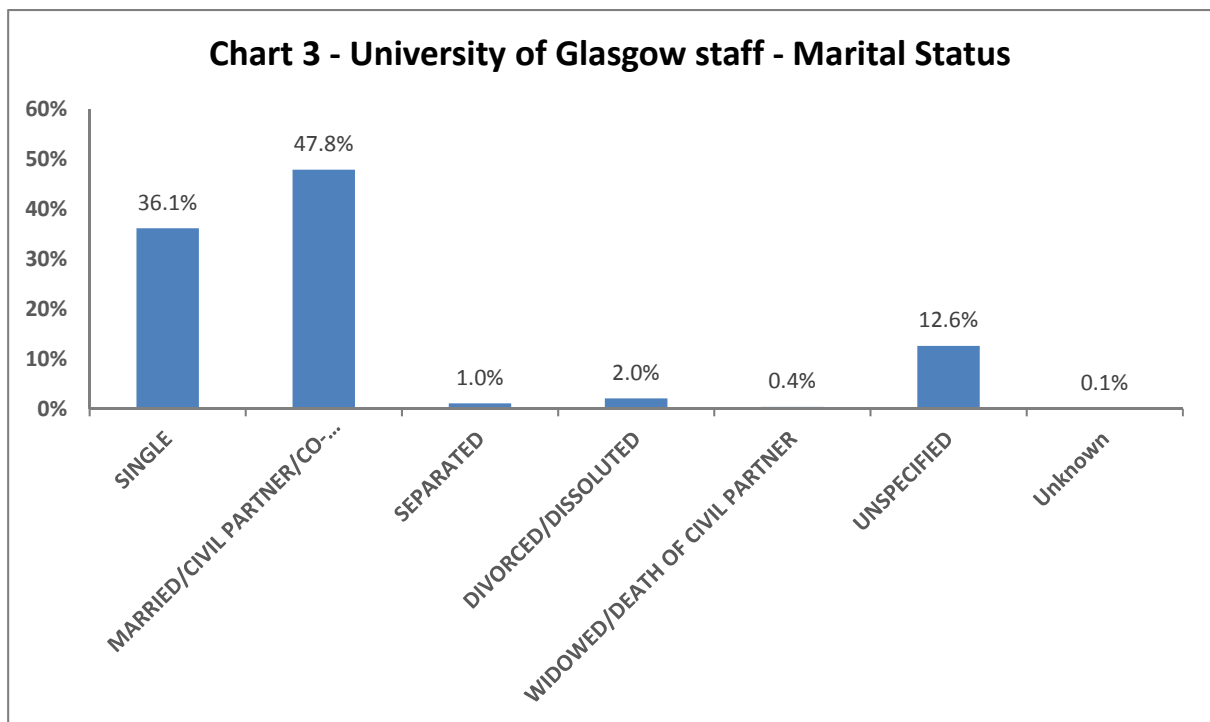
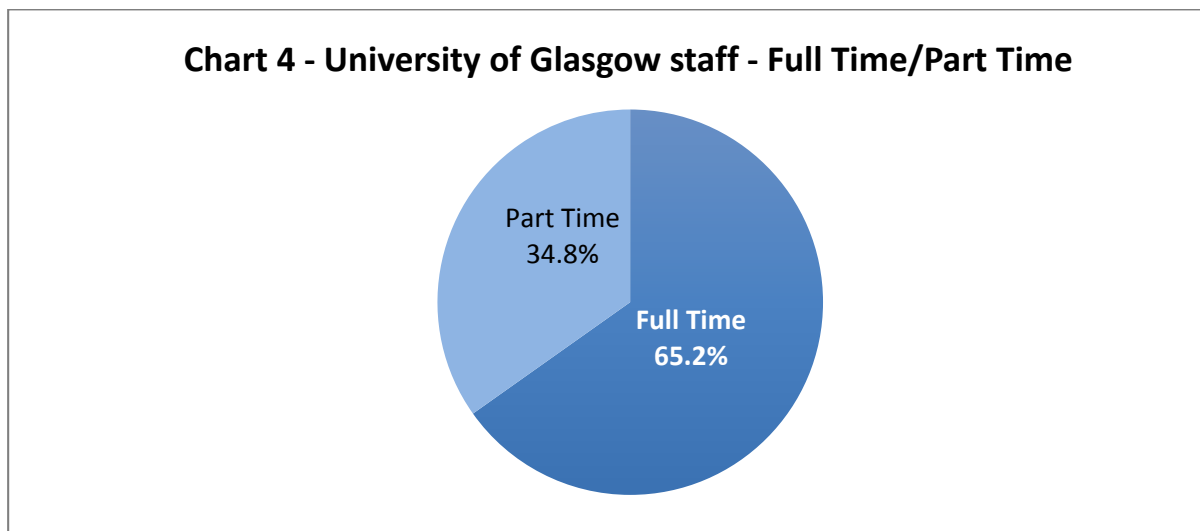


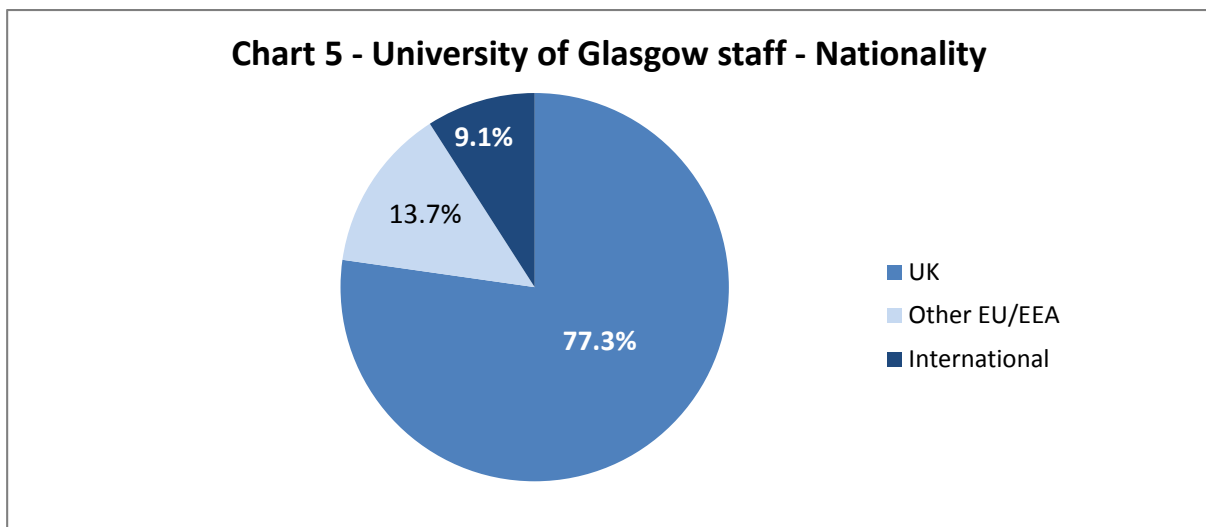
Chart 3 shows a rise in single staff in the last three years (from 31.5% to 36.1%) and a drop in Married/Civil Partnership/Co-habiting staff (from 52.1% to 47.8%).

Full Time/Part Time



Two thirds of University staff work full time and one third works part time. This is a slight rise from 2014-15 of 31.3% to the current 34.8%.

Nationality



13.7% of staff come from other EU/EEA countries and 9.1% from elsewhere overseas. 77.3% of staff in 2016-17 are from the UK. The percentage of Non-UK staff has risen from 19.8% in 2014-15 to 22.8% in 2016-17.

Ethnicity

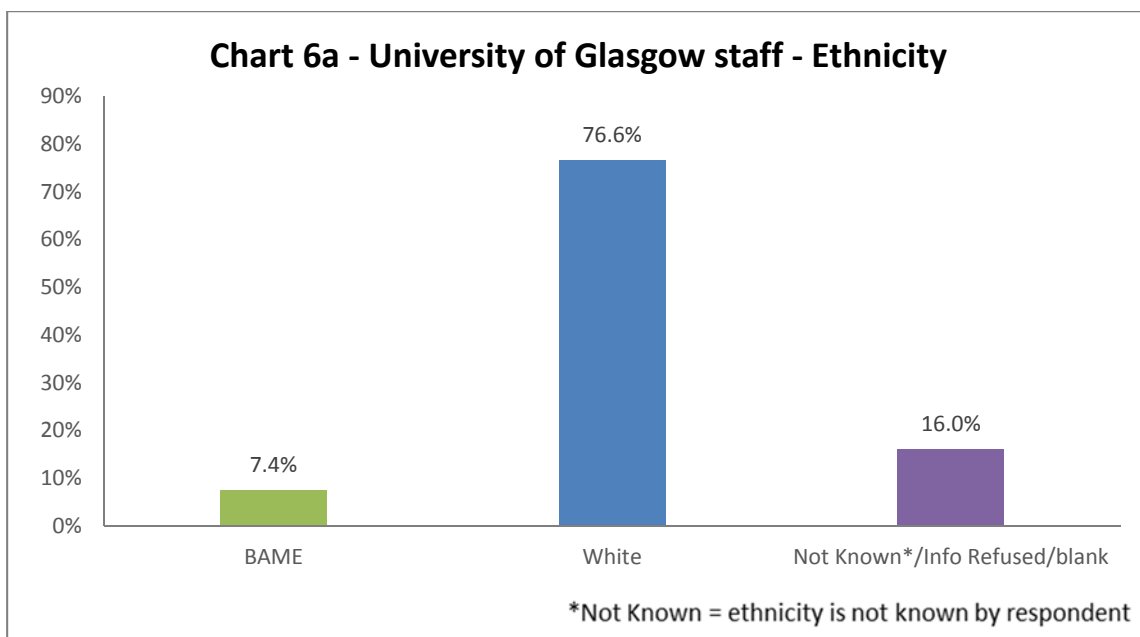
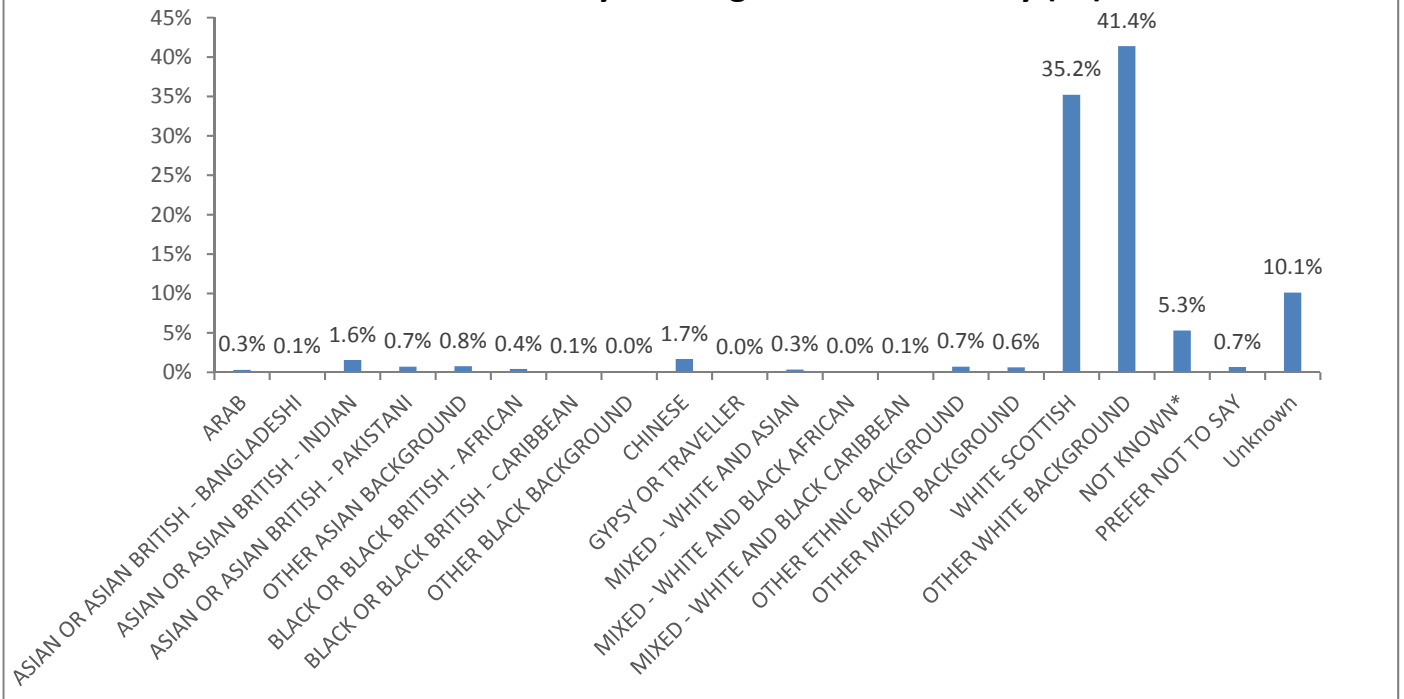


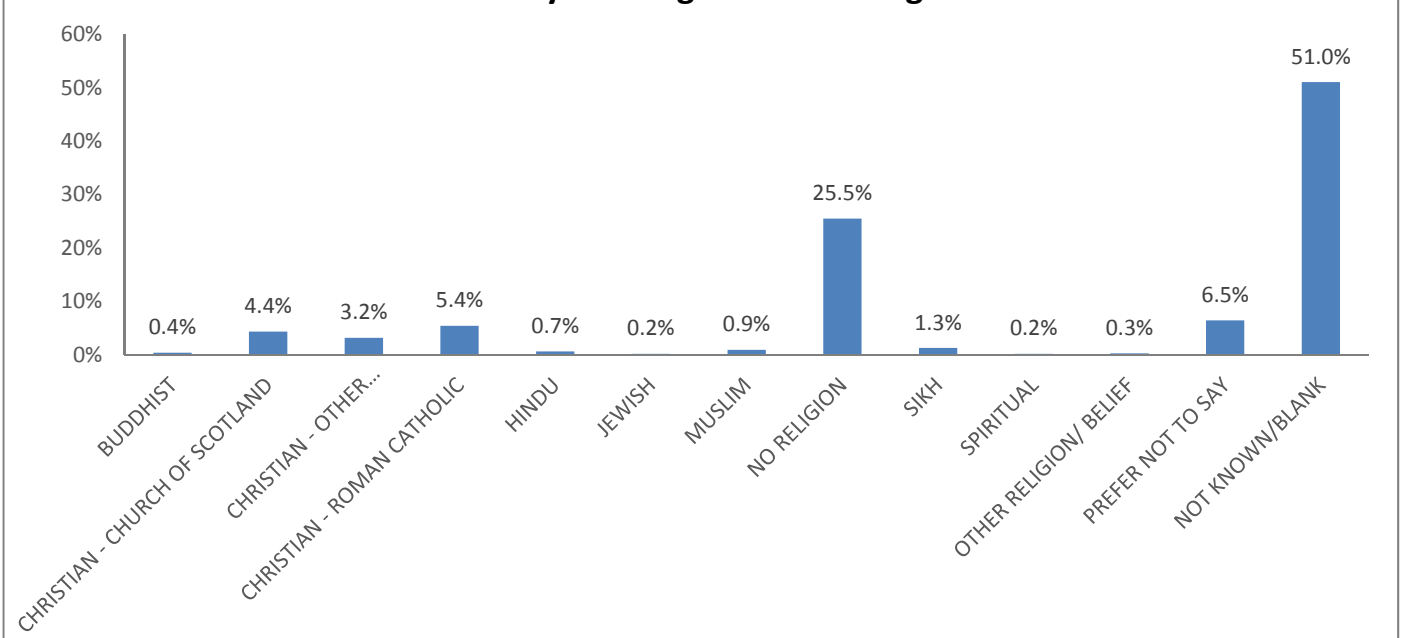
Chart 6a shows 7.4% of University staff are from a Black, Asian or Minority Ethnic background (up from 5.3% in 2011-12); this is higher than the Scottish national average from the 2011 census (4%), but lower than the Glasgow City average from the same census (11.6%). The full ethnic breakdown is provided for information in Chart 6b below. The percentage of 'Not Known/Info refused/Blank' has risen by 1.2% from 2015-16.

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



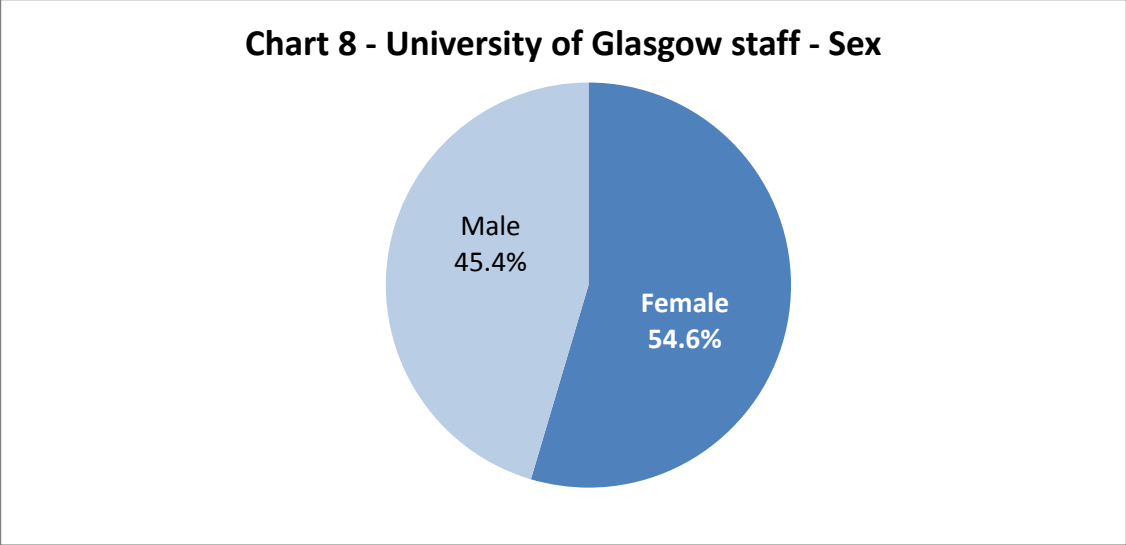
Religion and Belief

Chart 7 - University of Glasgow staff - Religion and Belief



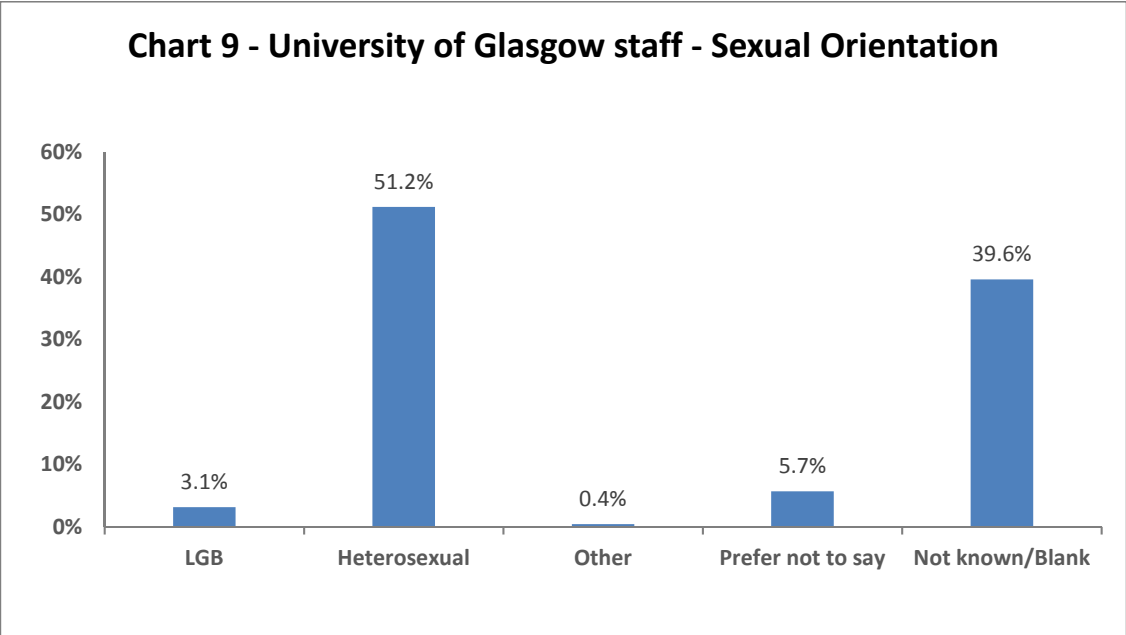
2016-17 sees a rise in the percentage of staff stating they are Christian (all denominations) from 9.3% in 2014-15 to 13%. There has also been a rise in the percentage of Sikh staff from 0.2% in 2015-16 to 1.3% in 2016-17.

Sex



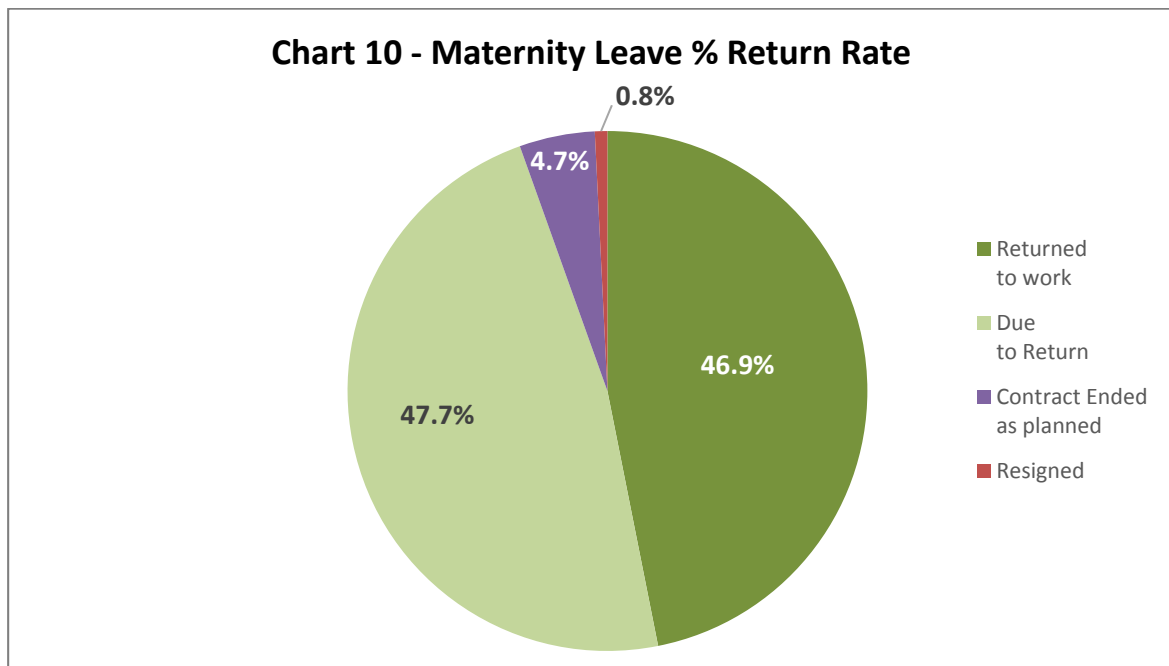
We have seen little fluctuation in the gender makeup of the University’s workforce since 2011.

Sexual Orientation



2016-17 has seen a 0.5% increase in staff declaring they are Lesbian, Gay or Bisexual from 2.6% in 2015-16 to 3.1%.

Maternity Leave



2016-17 is the second year we have recorded Maternity Leave return rates within this report. 46.9% staff returned during the year (compared to 53.4% in 2015-16), however a higher percentage (47.7%) are due to return, than 2015-16 (42.1%). 4.7% staff contracts ended as planned (3.5% in 2015-16) and 0.8% resigned (0.9% in 2015-16).

Profile by Age

By College

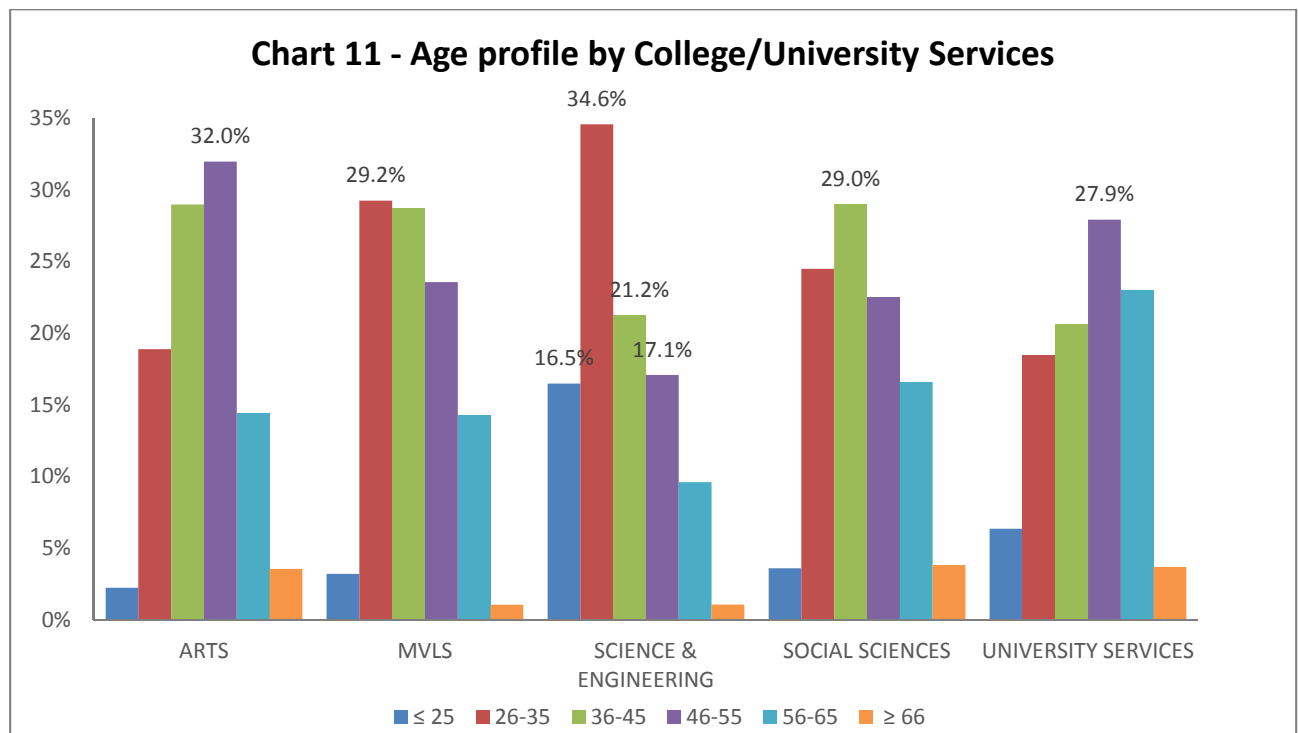


Table 7	ARTS	MVLS	SCIENCE & ENGINEERING	SOCIAL SCIENCES	UNIVERSITY SERVICES
Age Range	%	%	%	%	%
≤ 25	2.3	3.2	16.5	3.6	6.4
26-35	18.9	29.2	34.6	24.5	18.4
36-45	29.0	28.7	21.2	29.0	20.6
46-55	32.0	23.6	17.1	22.5	27.9
56-65	14.4	14.3	9.6	16.6	23.0
≥ 66	3.6	1.1	1.1	3.8	3.7

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 considerable increase in age range 26-35 from 30.2% in 2015-16 to 34.6%, and a drop in age range 36-45 from 27.4% to 21.2%.

By Level 10 staff

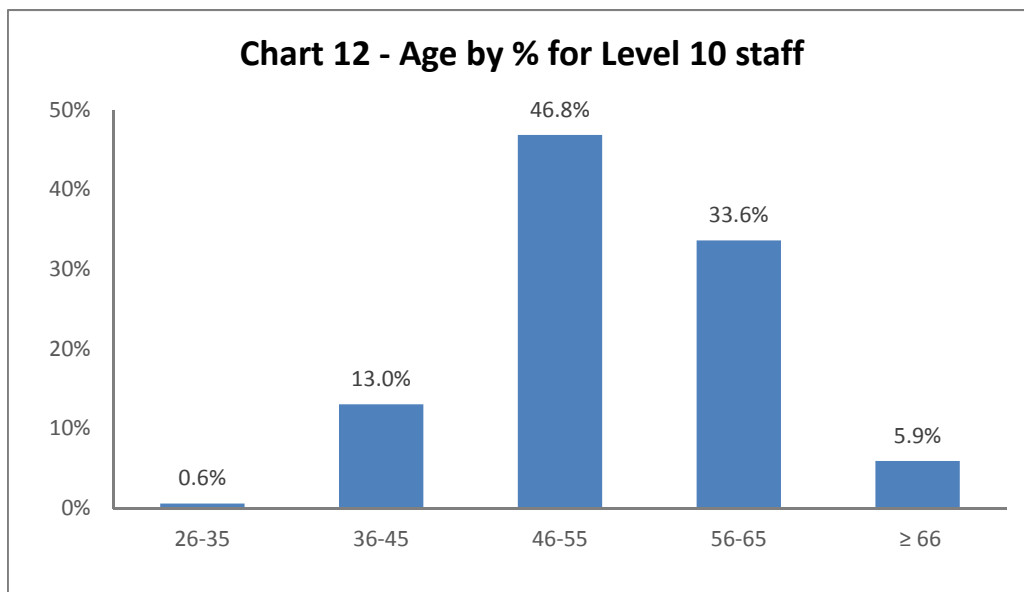


Chart 12 above shows the majority of Level 10 staff are aged 46 or over; this reflects last year's data.

By Job Family Profile

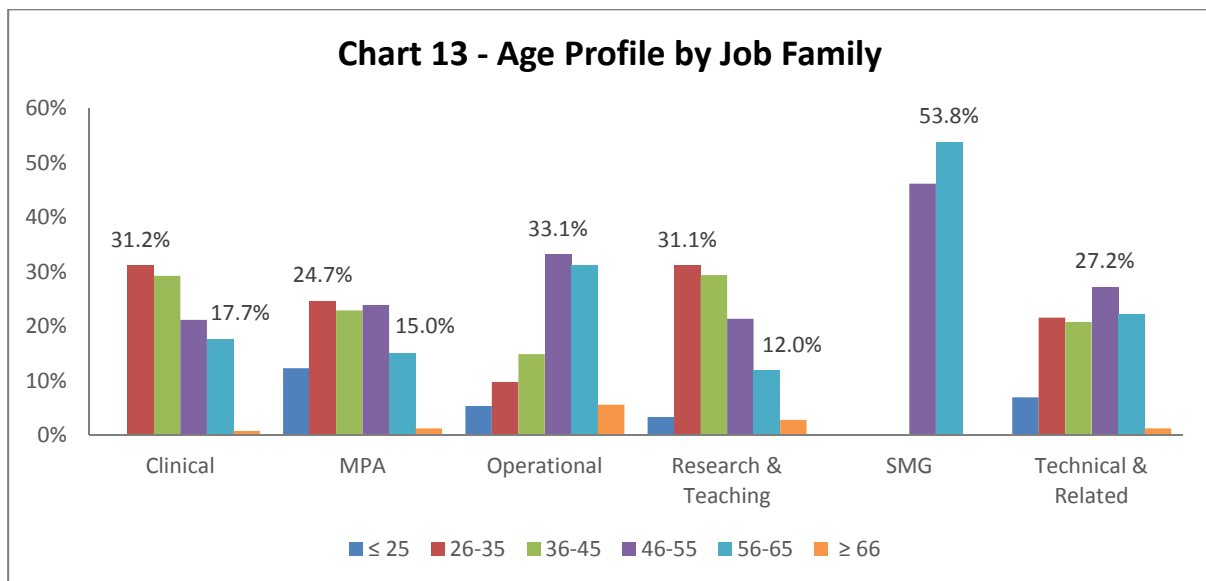


Table 8	Clinical	MPA	Operational	Research & Teaching	SMG	Technical & Related
Age Range	%	%	%	%	%	%
Age ≤25	0.0	12.3	5.3	3.3	0.0	6.9
Age 26-35	31.2	24.7	9.8	31.1	0.0	21.6
Age 36-45	29.2	22.9	14.9	29.4	0.0	20.8
Age 46-55	21.2	23.9	33.1	21.4	46.2	27.2
Age 56-65	17.7	15.0	31.3	12.0	53.8	22.2
Age ≥66	0.8	1.2	5.6	2.8	0.0	1.3

Chart 13 above outlines the age distribution by job family. From this it can be seen 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

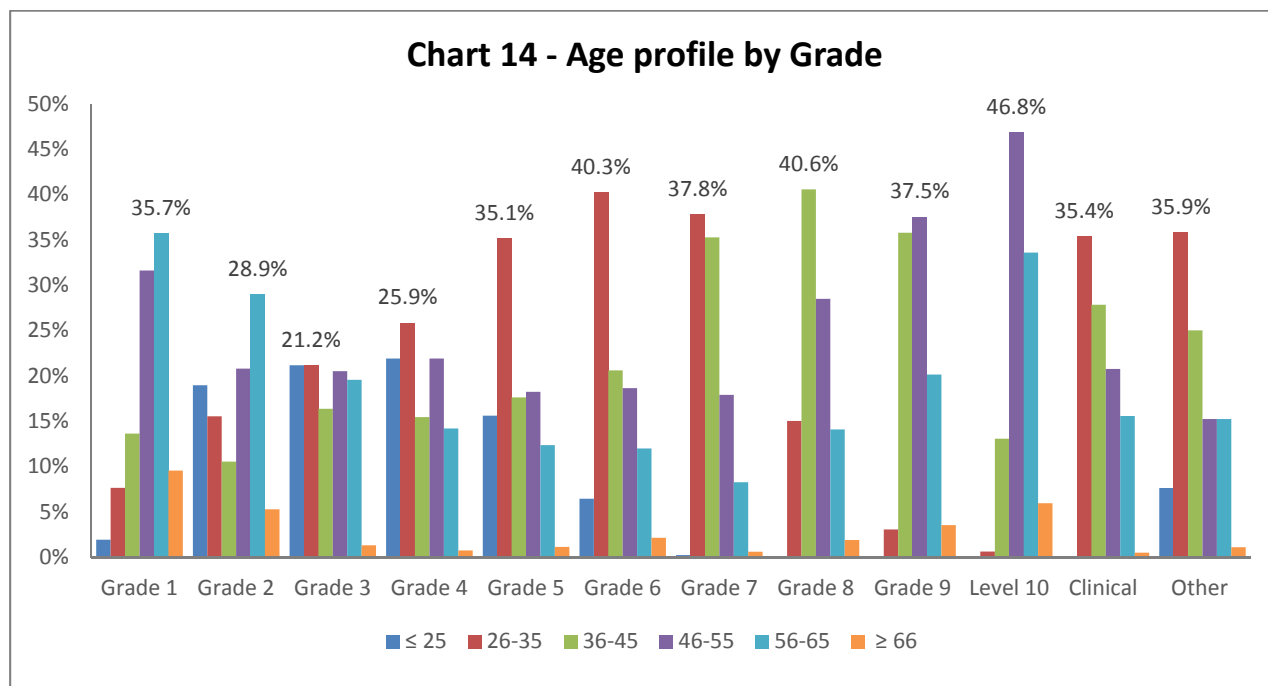


Table 9	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Level 10	Clinical	Other
Age Range	%	%	%	%	%	%	%	%	%	%	%	%
Age ≤ 25	1.9	18.9	21.2	21.9	15.6	6.4	0.2	0.0	0.0	0.0	0.0	7.6
Age 26-35	7.6	15.5	21.2	25.9	35.1	40.3	37.8	15.0	3.0	0.6	35.4	35.9
Age 36-45	13.6	10.5	16.3	15.4	17.6	20.6	35.3	40.6	35.8	13.0	27.8	25.0
Age 46-55	31.6	20.8	20.5	21.9	18.2	18.6	17.9	28.5	37.5	46.8	20.8	15.2
Age 56-65	35.7	28.9	19.6	14.2	12.3	12.0	8.2	14.1	20.1	33.6	15.6	15.2
Age ≥ 66	9.5	5.3	1.3	0.7	1.1	2.1	0.6	1.9	3.5	5.9	0.5	1.1

Chart 14 and Table 9 show the general profile for age range reflects the norm; staff who are in senior grades (9 and above) are likely to be older. 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

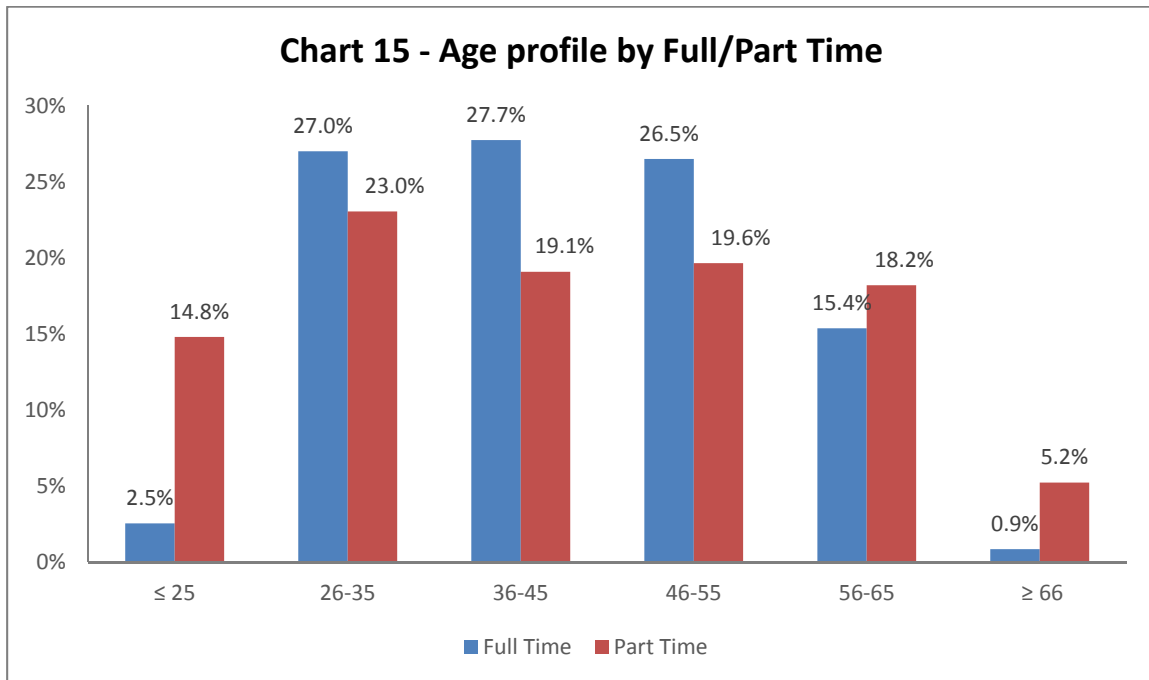
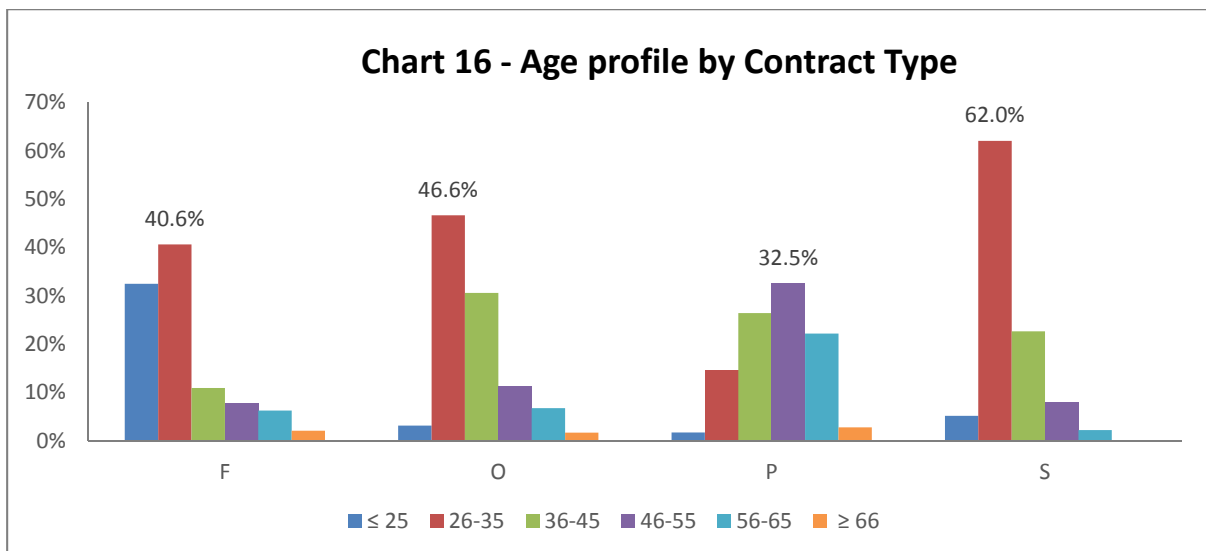


Chart 15 shows the part time staff age profile. 2016-17 sees a rise in the percentage of under 25 age range working part time from 9% to 14.8%, and a drop in those working part time in all other age ranges.

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	32.5	3.1	1.7	5.1
Age 26-35	40.6	46.6	14.5	62.0
Age 36-45	10.9	30.6	26.4	22.6
Age 46-55	7.8	11.3	32.5	8.0
Age 56-65	6.2	6.7	22.2	2.2
Age ≥66	2.0	1.7	2.7	0.0

Chart 16 above shows that Open ended with Funding End Date and both types of Fixed Term workers are relatively young compared to the overall University profile in Chart 1. 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. There has been a 10% rise in age range ≤25 in the Fixed Term as per FT and OE Contact type (F).

By Nationality

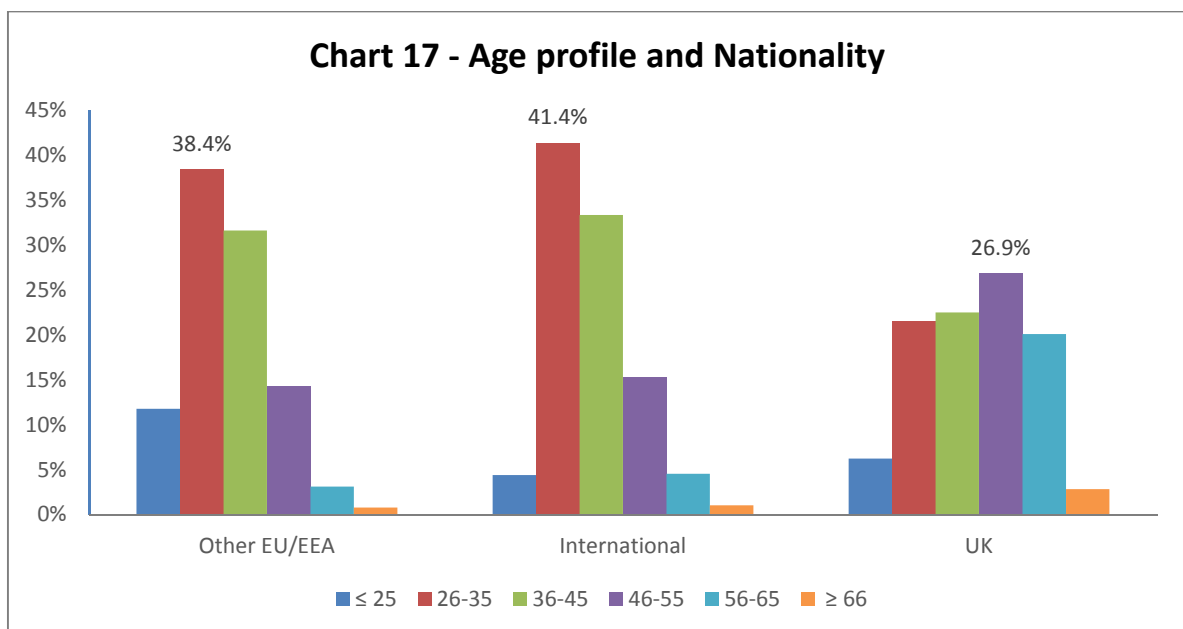
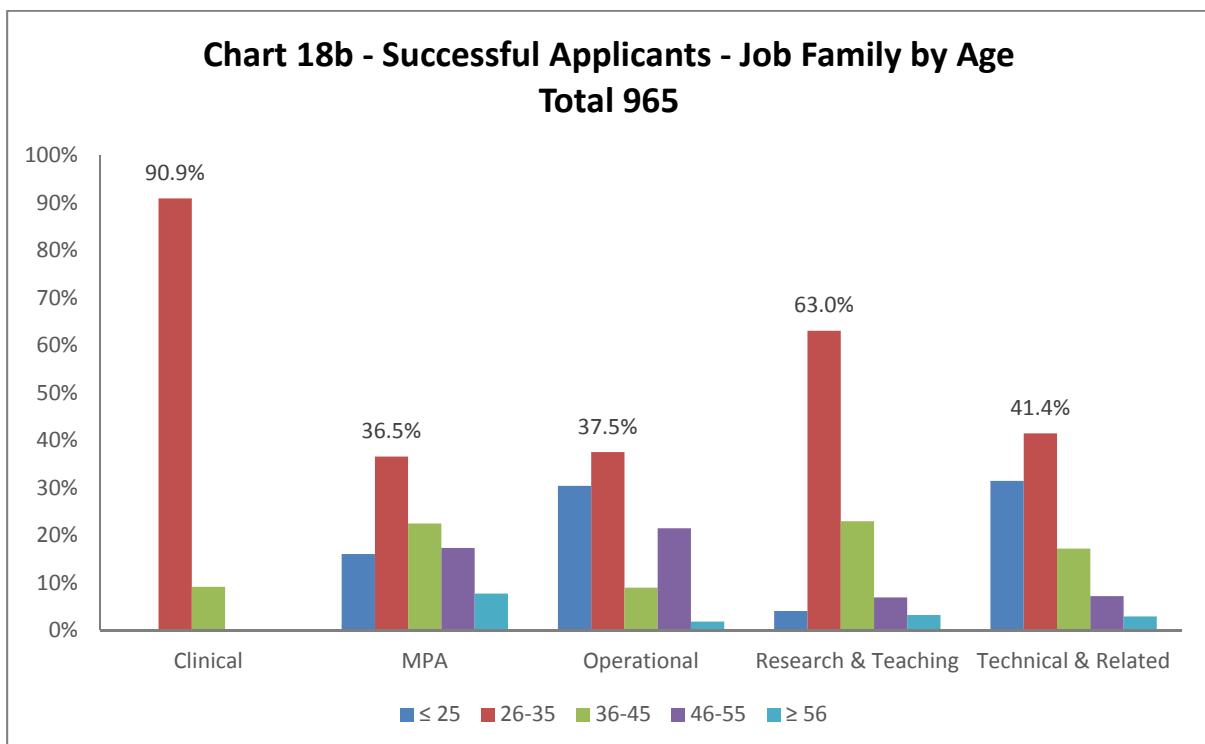
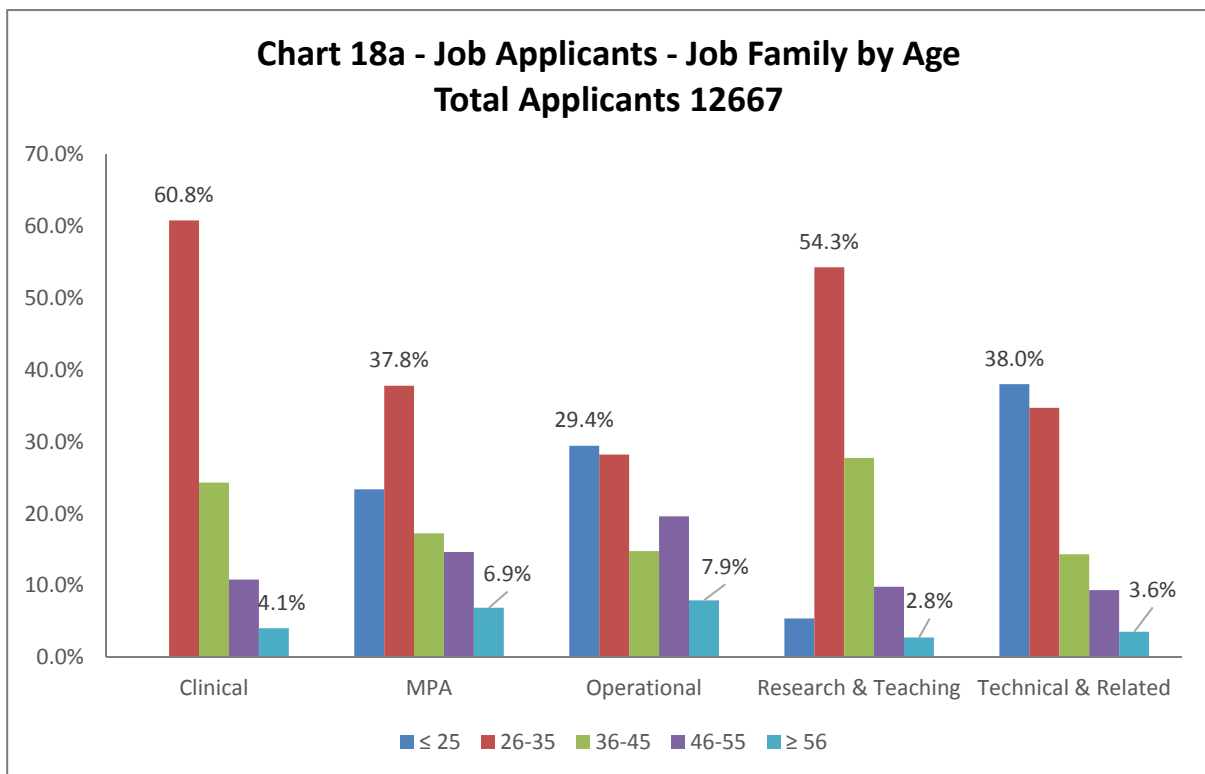


Chart 17 tells us a higher percentage of our EU/EEA and International staff are younger than our UK staff, this reflects the last two years data.

Recruitment – by Applications and Successful Applicants



As in previous years, Charts 18a and 18b show the age of applicants are generally reflective of the appointments. The proportion of 26-35 year olds successful applicants in Operational and Technical & Related job families is higher than the largest pool of applicants who come from the under 25 age range.

Profile by Disability

By College

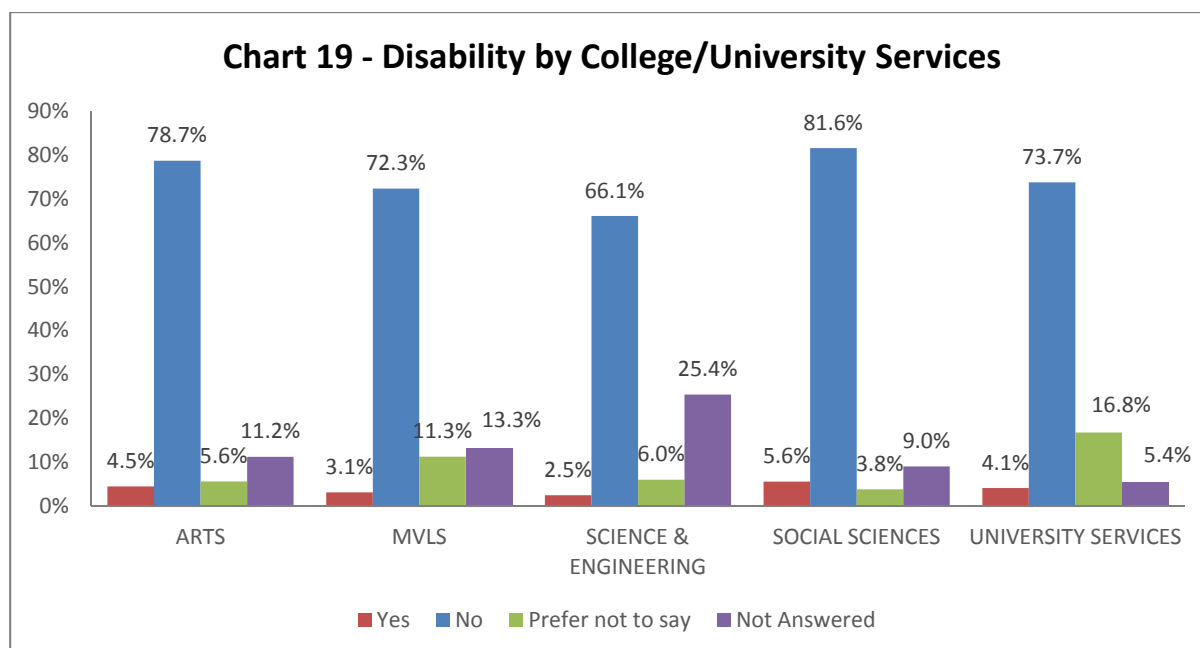


Chart 19 shows where our Disabled staff are in College/US. Science & Engineering has the lowest percentage of disabled staff (2.5%), however also has the highest percentage of Not answered responses. Arts and MVLS have seen modest rises in staff declarations from 2014-15 (3.8% to 4.5% and 2.7% to 3.1% respectively). Social Science and University Services have seen the biggest increases in declarations from 2015-16 (1.5% and 0.9% respectively), however Social Science had a 1% drop from 2014-15 to 2015-16.

By Level 10 staff

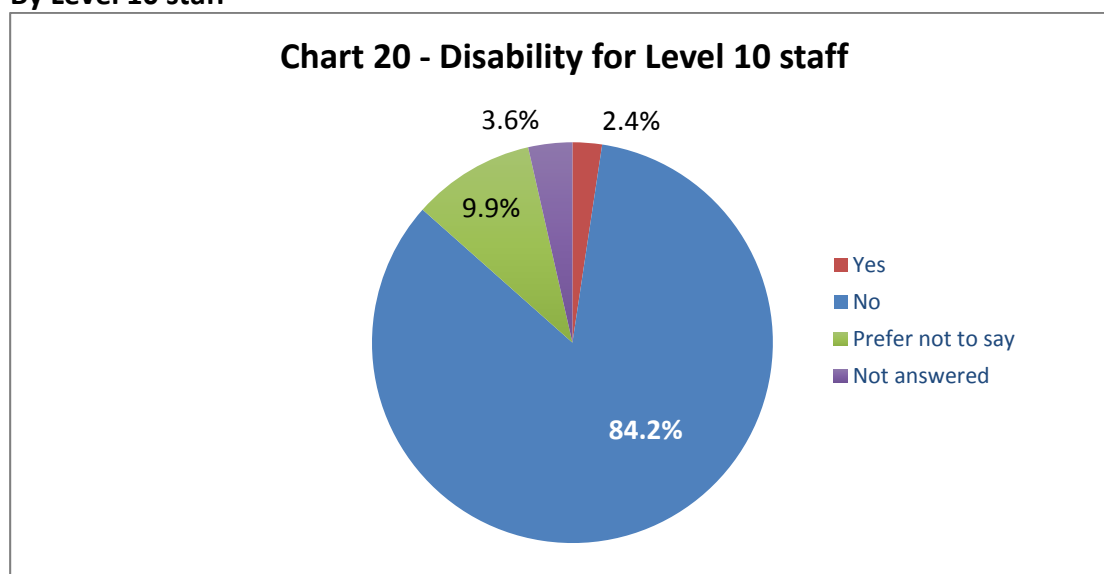


Chart 20 shows 2.4% of senior staff have declared a disability; this static when compared to 2015-16 and lower than the University wide figures.

By Job Family Profile

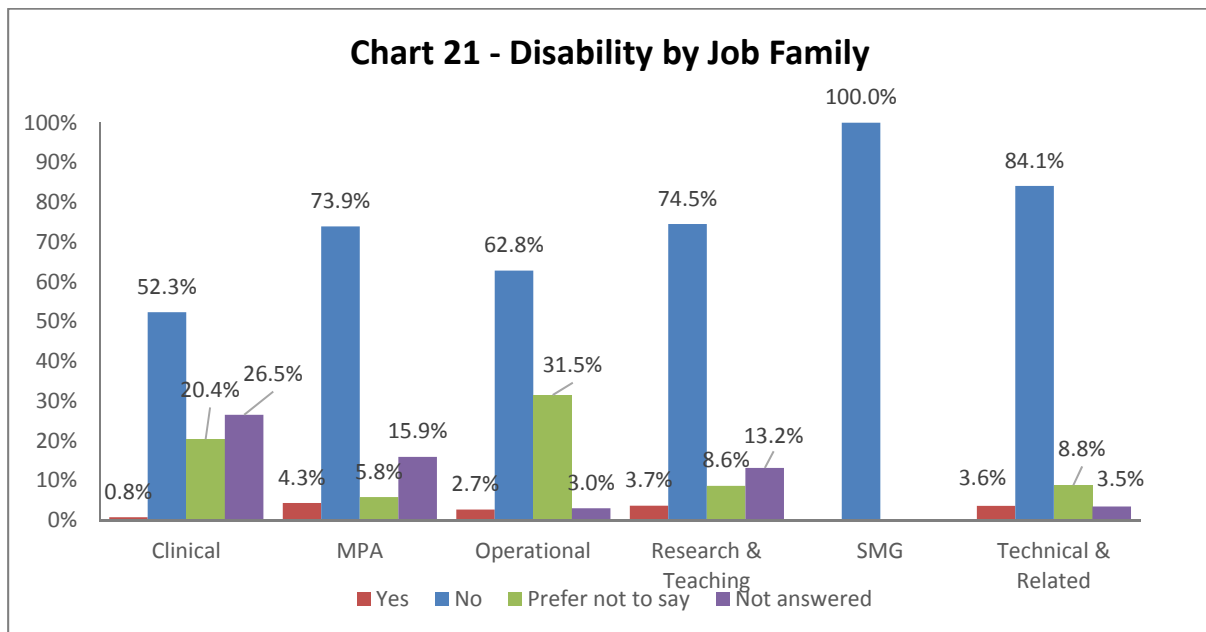


Chart 21 shows MPA staff have a higher disability declaration rate than all other job families. Operational and Technical & Related job families have the largest rise in declaration rates from 2015-16 (1.2% and 0.9% respectively). There has been a significant increase in staff having not answered in Research & Teaching and MPA job families.

By Grade

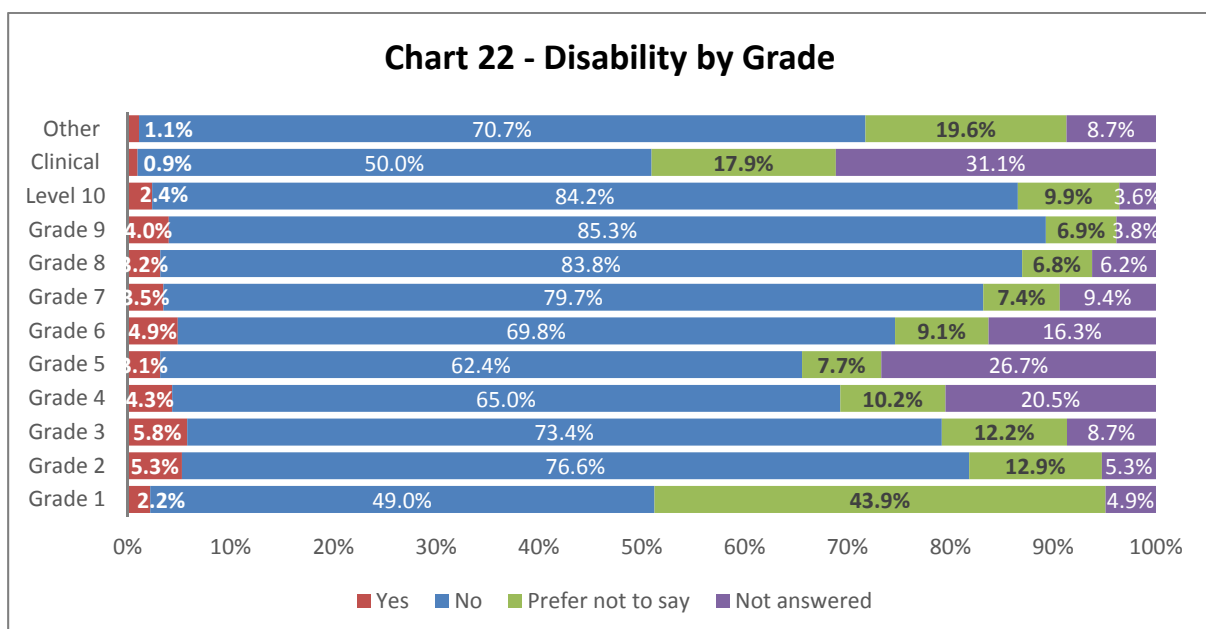
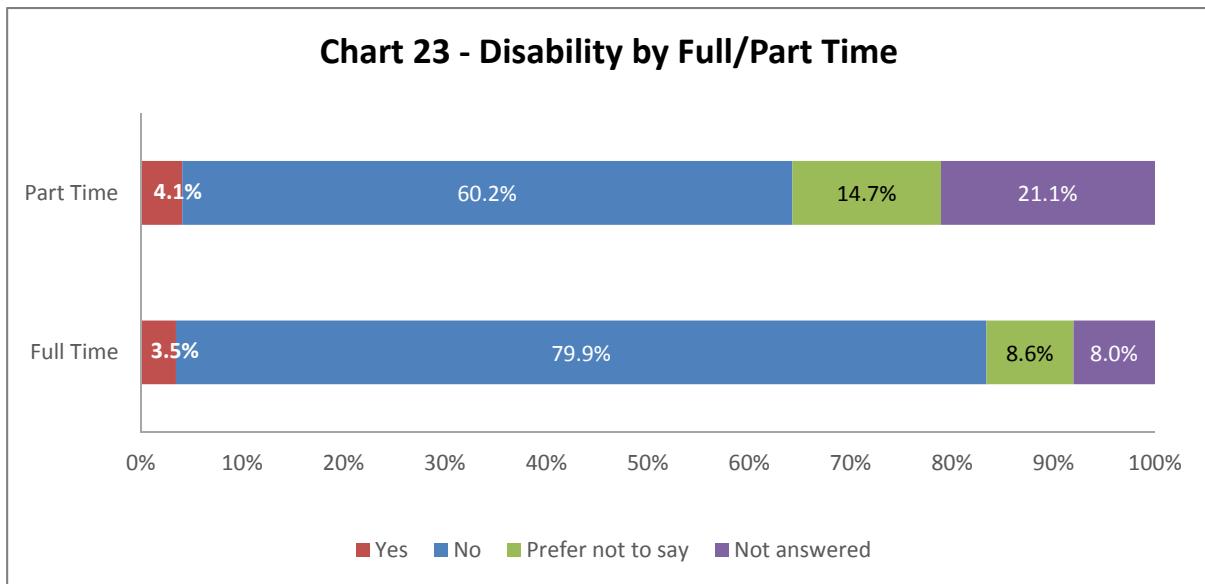


Chart 22 shows disability declaration rates by grade. From 2015-16 there are higher declaration rates for Grades 1, 2 and 3 (a rise of 0.9%, 2.7% and 2.1% respectively). These grades show a drop in staff stating 'Prefer not to say'. All other grades are fairly static, or show marginal increases.

By Full/Part Time



Staff with a disability are more likely to work part time, as shown in Chart 23. This is a rise of 0.9% from 2015-16.

By Contract Type

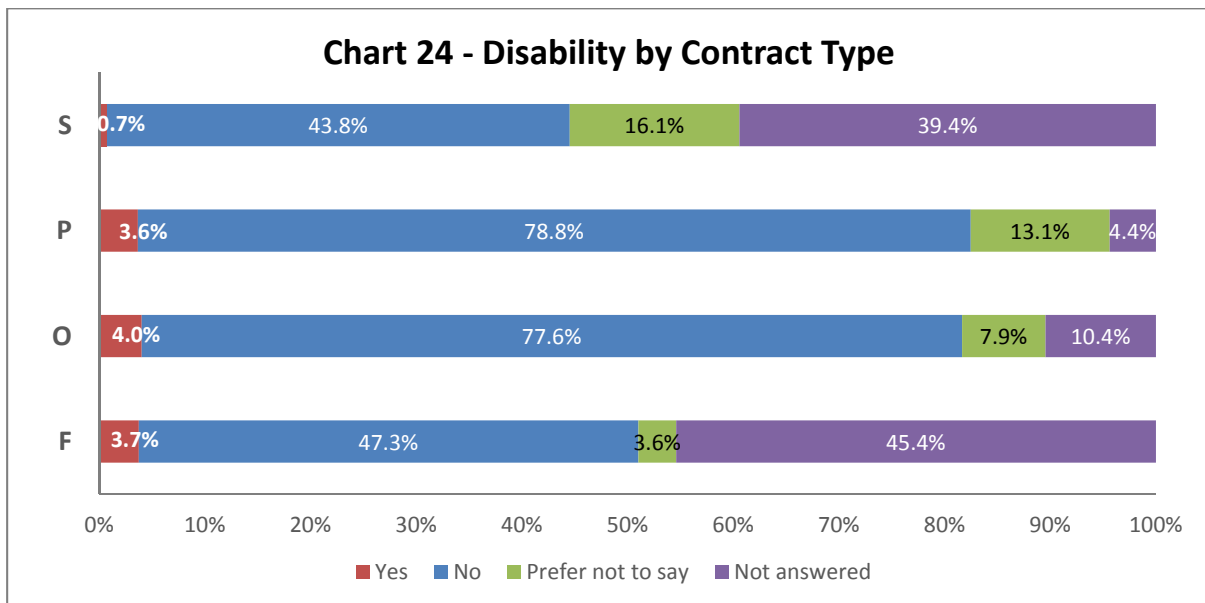


Chart 24 above shows Disabled staff are most likely to have an Open-ended with funding end date (code O) contract, a rise of 0.9% from 2015-16. There has been a rise in Disabled staff with Open-ended (code P) from 3.3% to 3.6% and in Fixed term (code F) from 2.8% to 3.7% contract types.

By Nationality

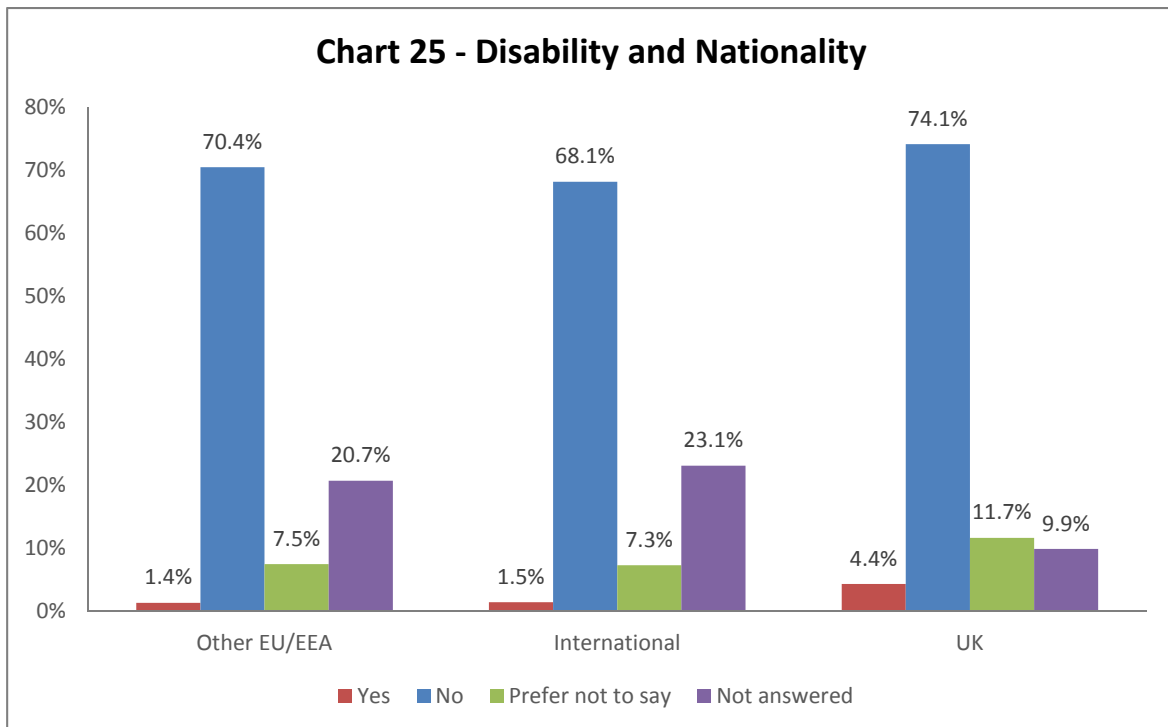
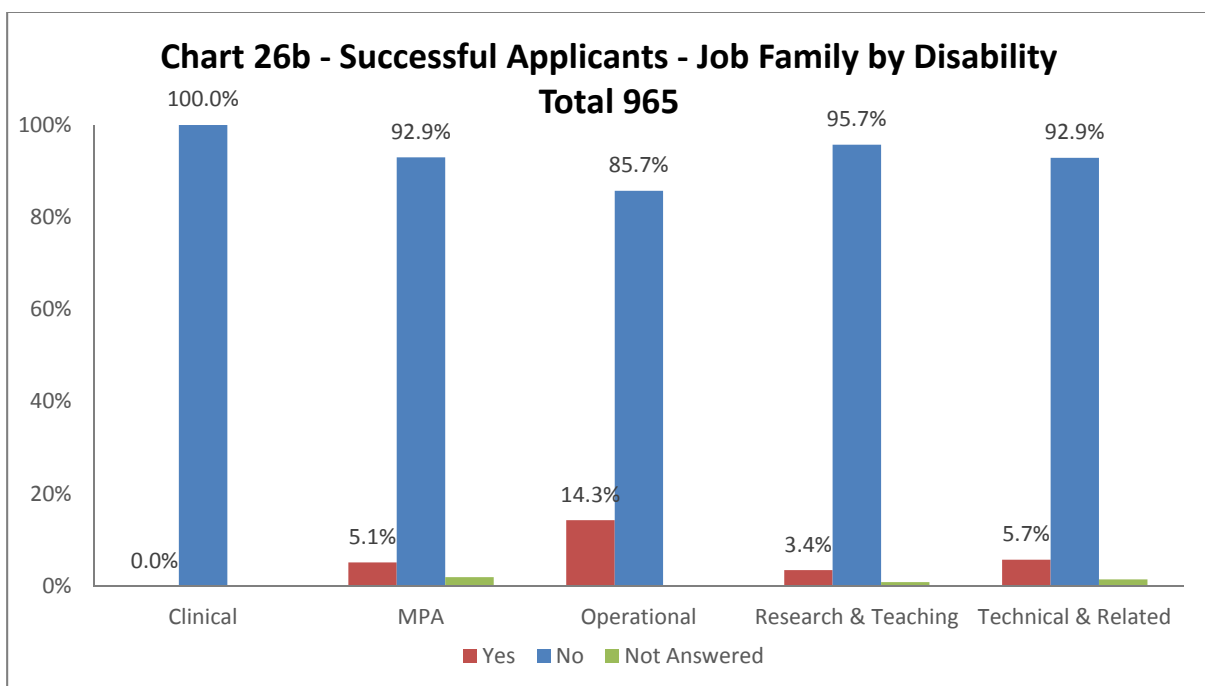
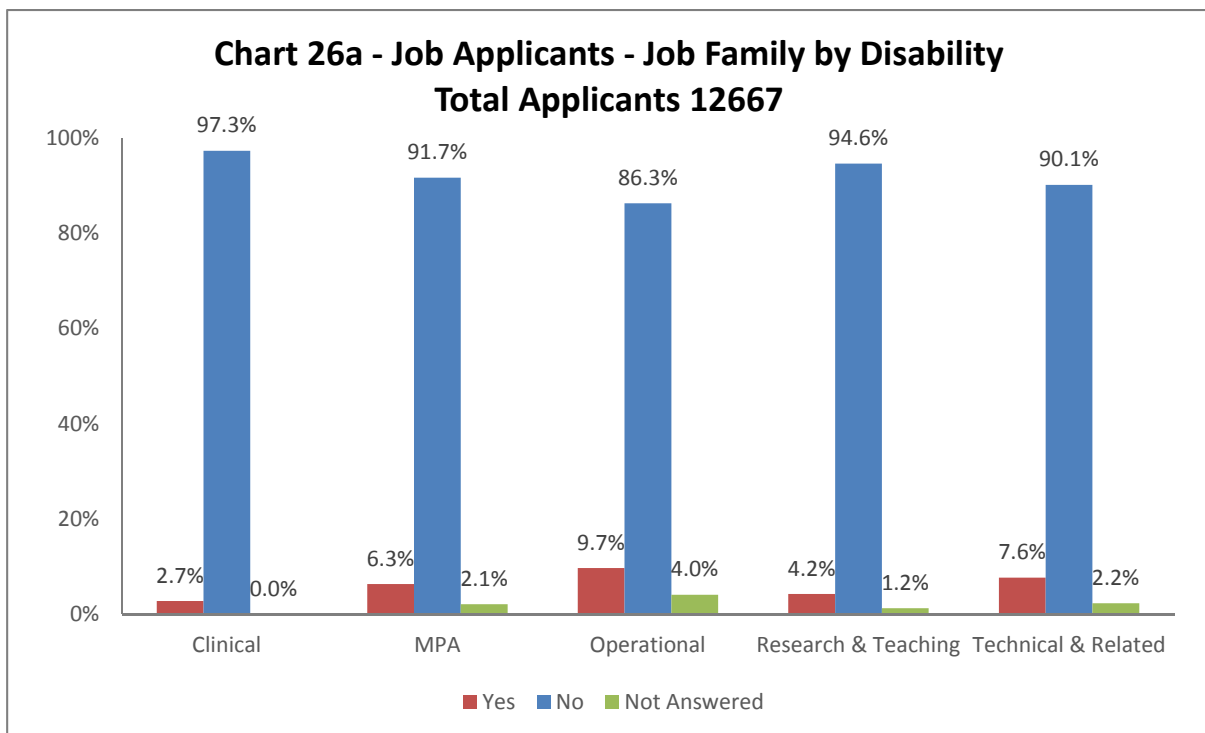


Chart 25 indicates a higher percentage of staff from the UK have declared a disability, this is a rise of 0.7% from 2015-16. The EU/EEA and International staff declaration rates are either static or have marginal increases. Both these categories have high percentages of 'not answered'.

Recruitment – by Applications and Successful Applicants



Charts 26a and 26b show a differing picture across the job families. The percentage of successful Disabled applicants was lower for MPA, Research & Teaching and Technical & Related job families, but only by less than 2%. Clinical job family did not appoint any Disabled applicants. The success rate for Disabled applicants in Operational job family was 4.6% higher than the applicant rate; this bucks the trend of the last three years where generally all job families have fewer successful Disabled applicants than applications.

Profile by Ethnicity

By College

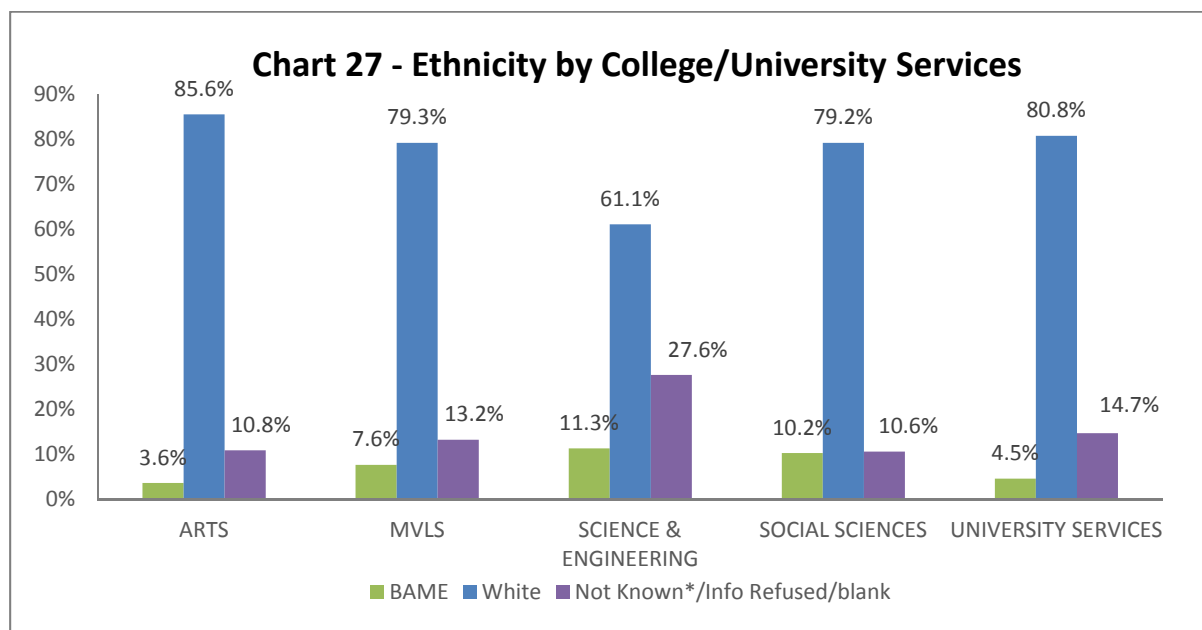


Chart 27 shows the breakdown of BAME staff in College/US. Comparing the 2015-16 figures, BAME staff figures in Arts have remained static, MVLS has seen a marginal increase, Science & Engineering a 0.7% drop with Social Science and University Services seeing an increase (0.7% and 0.3% respectively). There has been a significant increase, up 12.2%, in the 'Not known/Info refused/Blank' rates for Science & Engineering.

By Level 10 Staff

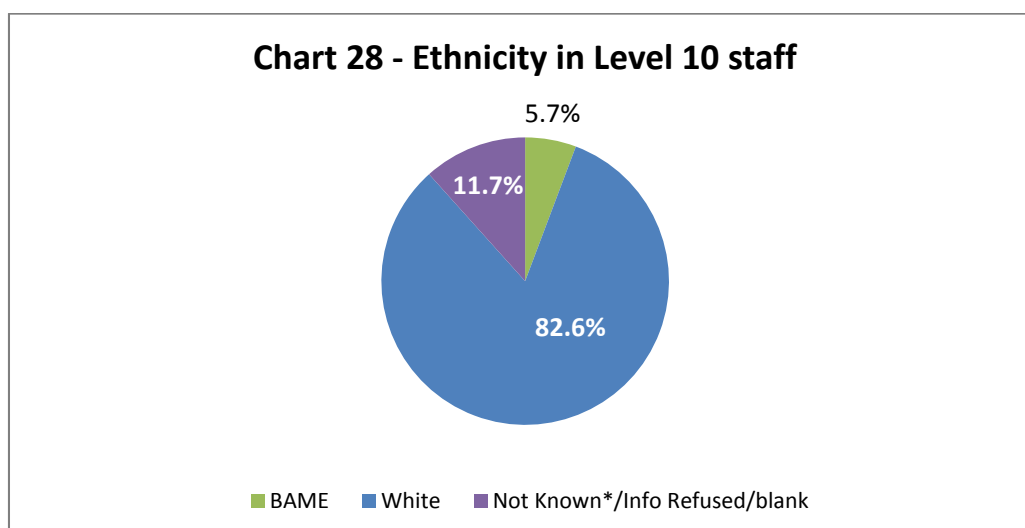


Chart 28 above shows the proportion of BAME staff in Level 10 roles. From 2015-16, there has been an increase of 0.6%.

By Job Family Profile

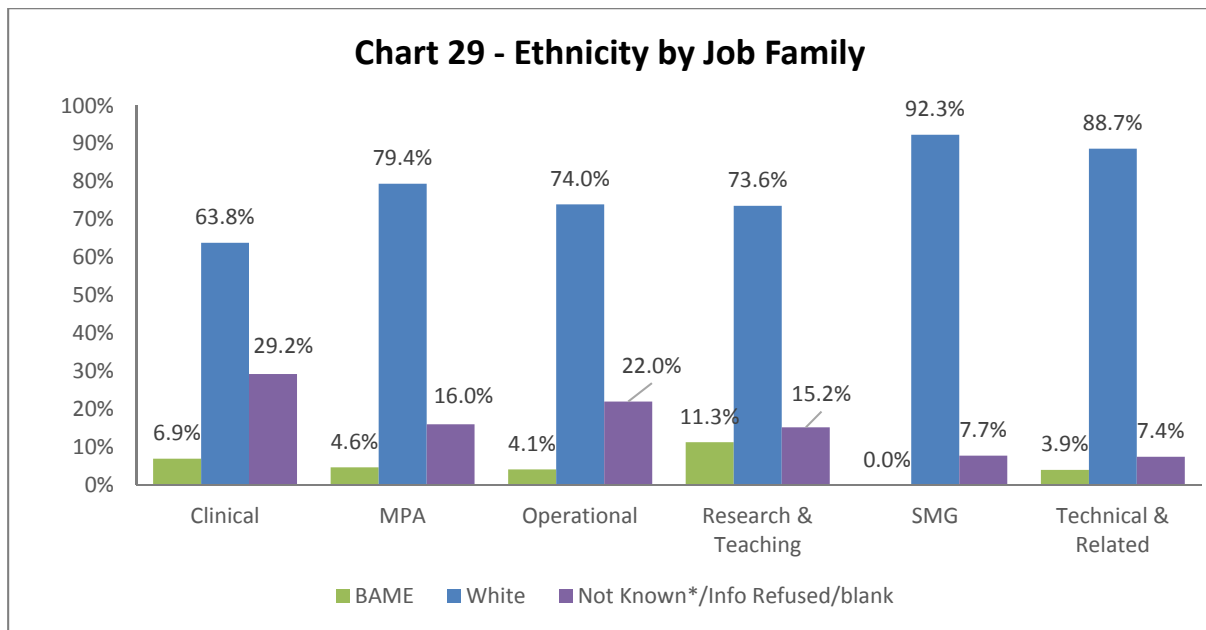


Chart 29 shows the highest proportion of BAME staff is in Research & Teaching (11.3%), a 0.5% increase from 2015-16. The percentage of BAME staff in the Clinical job family has dropped again from 8.2% in 2015-16 to 6.9%. Technical & Related staff dropped marginally from 2015-16 (by 0.2%), however Operational staff have had a 0.8% increase. The percentage of staff with 'Not known/Info refused/blank' remains high within the Clinical and Operational job families, and fairly static across all areas.

By Grade

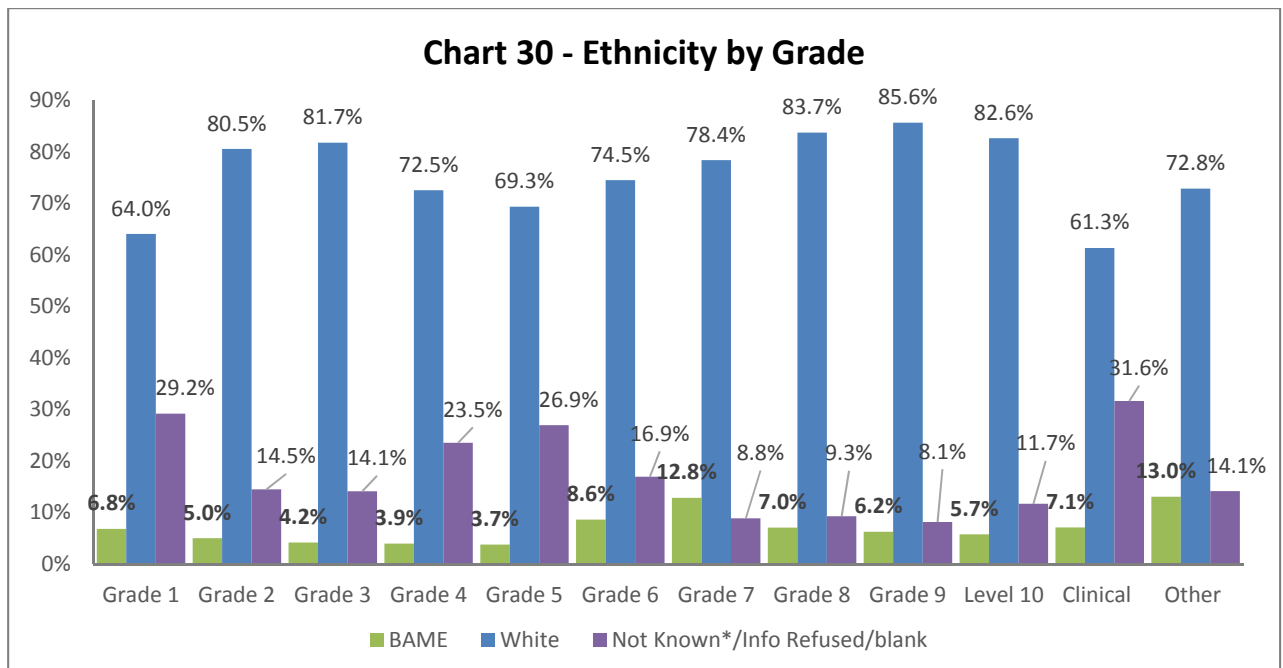
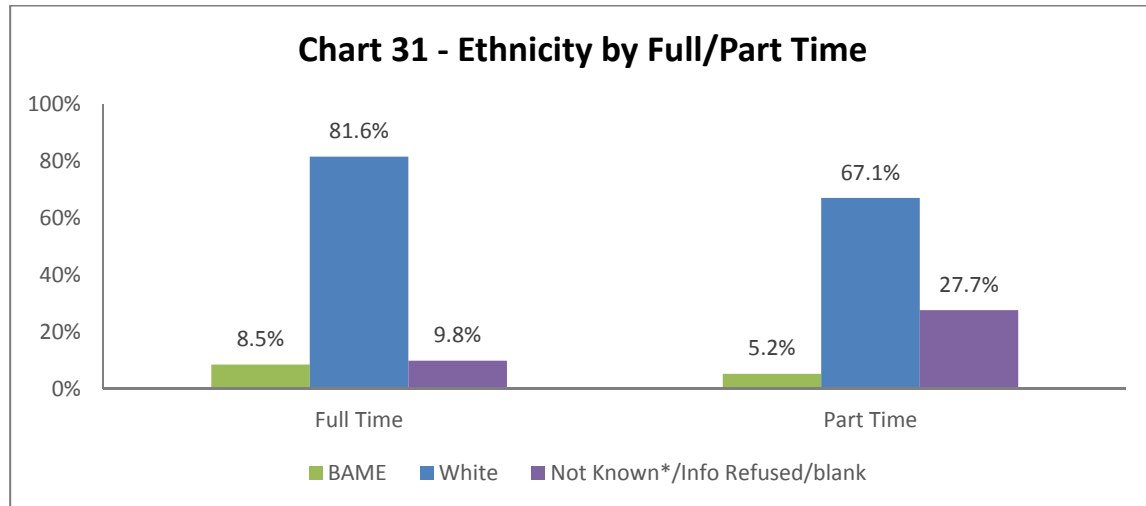


Chart 30 above shows the grade and ethnicities of staff. All grades show an increase in BAME staff (notably by 1.5% in Grade 3), with the exceptions of Grades 2 and 5 which have dropped by 0.5% and 0.3% respectively.

By Full/Part Time



There are fewer BAME part time staff than full time, reflecting previous year's data. However there has been a 0.8% rise in full time BAME staff and a drop of 0.5% part time BAME staff from 2015-16. There are very high rates of non-disclosure for Part Time staff.

By Contract Type

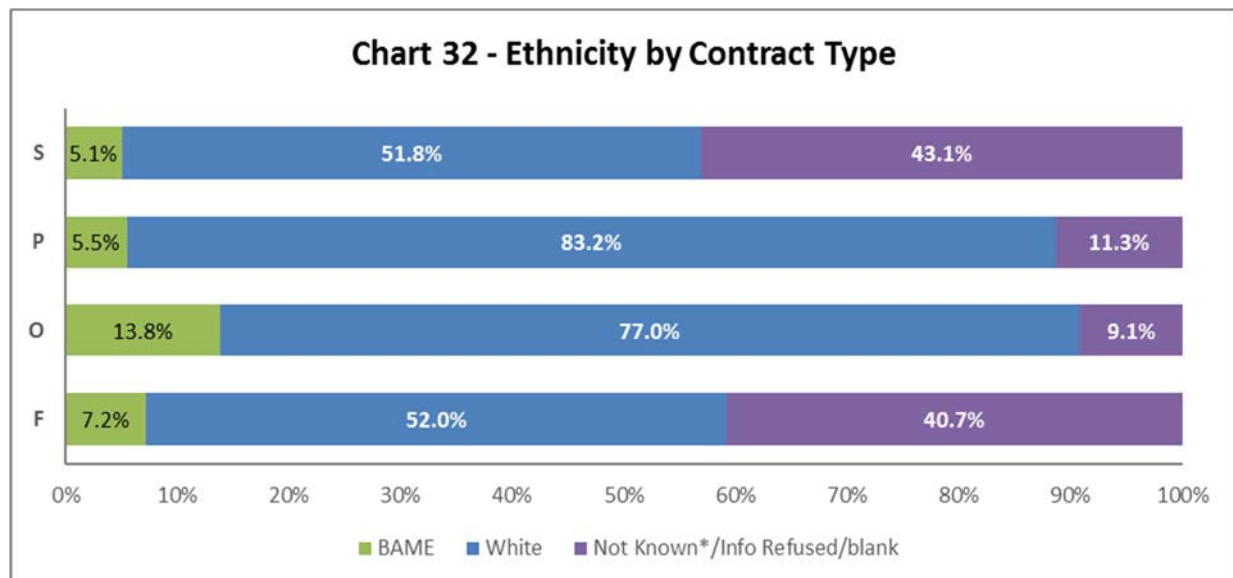


Chart 32 indicates the proportion of BAME staff on an Open ended contract (code P) is lower than on Open-ended with ending fund date (code O) and Fixed term as per FT & OE (code F) contracts. There has been an increase on BAME staff on Open ended contracts (code P) by 0.5% from 2015-16.

By Nationality

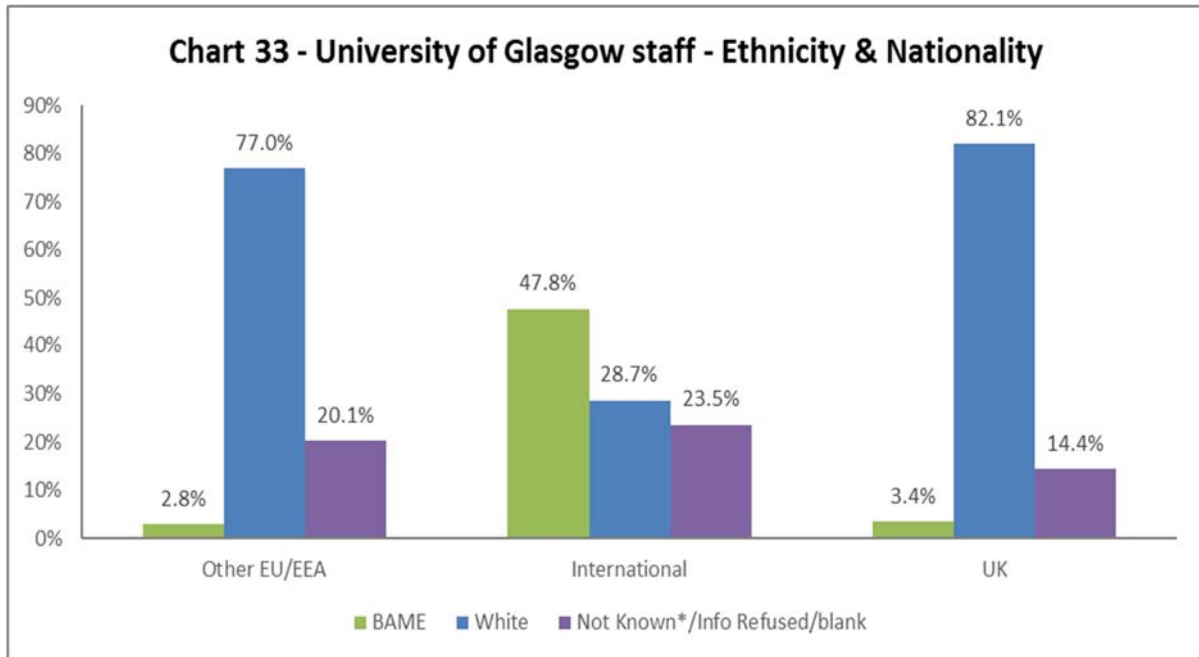
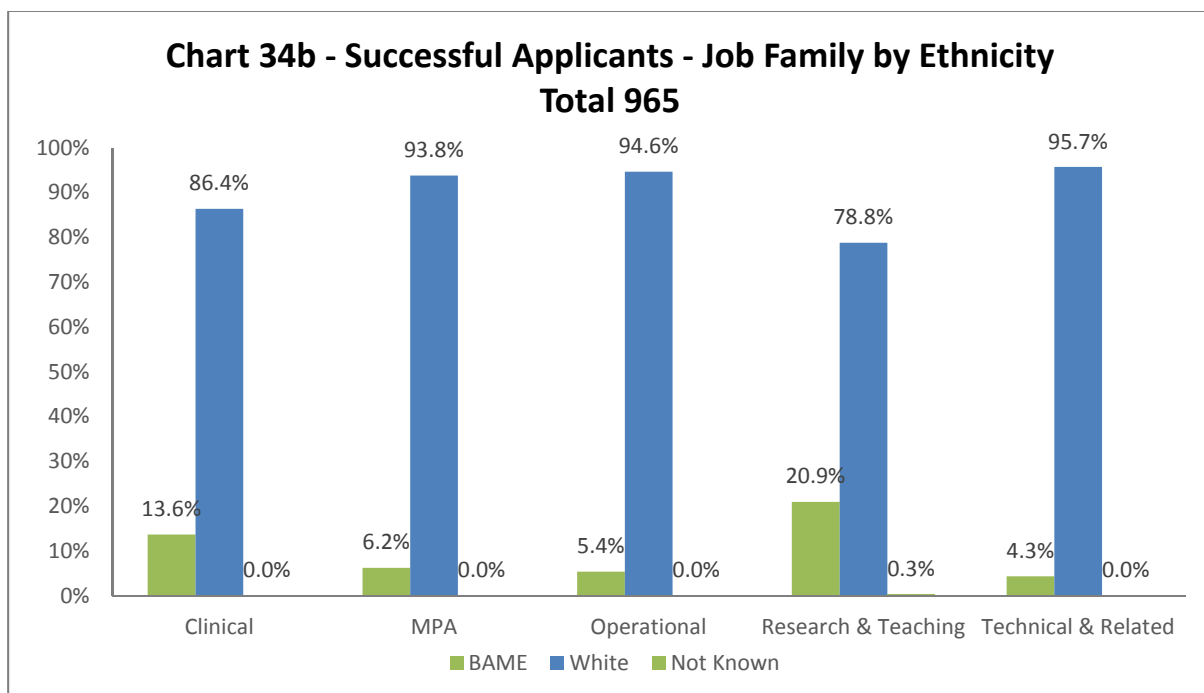
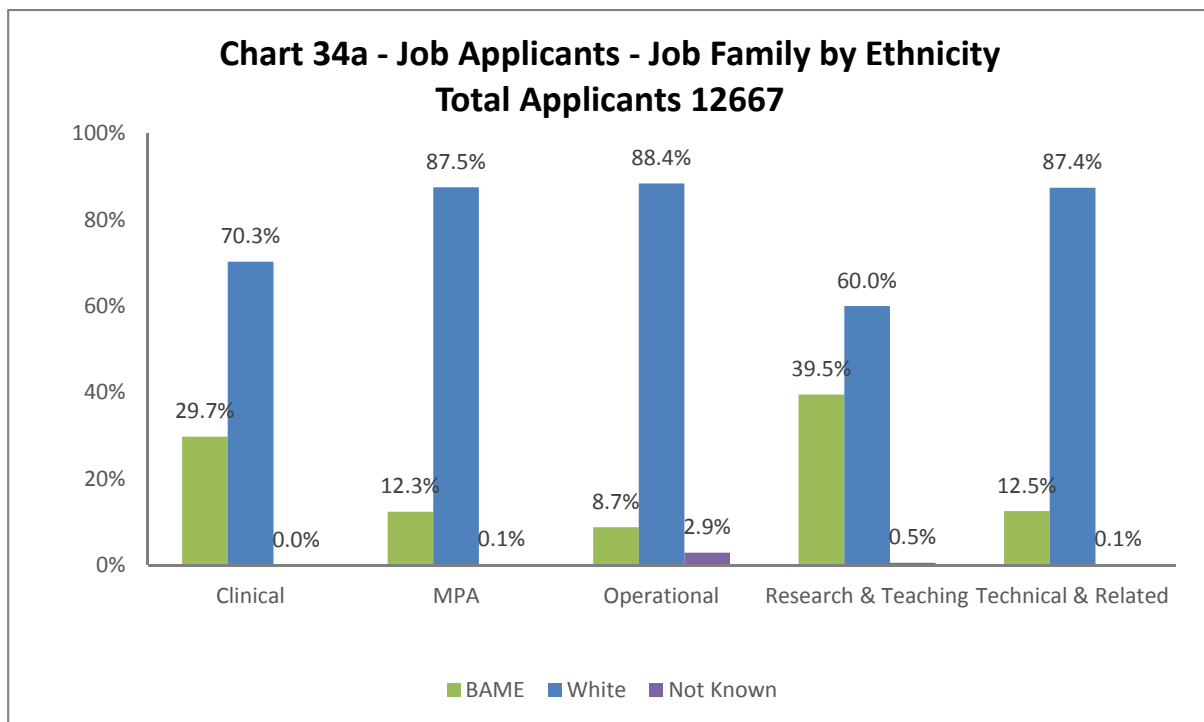


Chart 33 outlines that of our international staff 47.8% are BAME, 2.8% of our EU/EEA staff are BAME and 3.4% of our UK staff are BME. This shows marginal increases in BAME International and EU/EEA staff from 2015-16, and figure staying static for BAME UK.

Recruitment – by Applications and Successful Applicants



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 the Clinical and in Research & Teaching job families, where the drop is 16.1% and 18.6% respectively. This trend has been evident for a number of years and requires further investigation.

Profile by Sex

By College

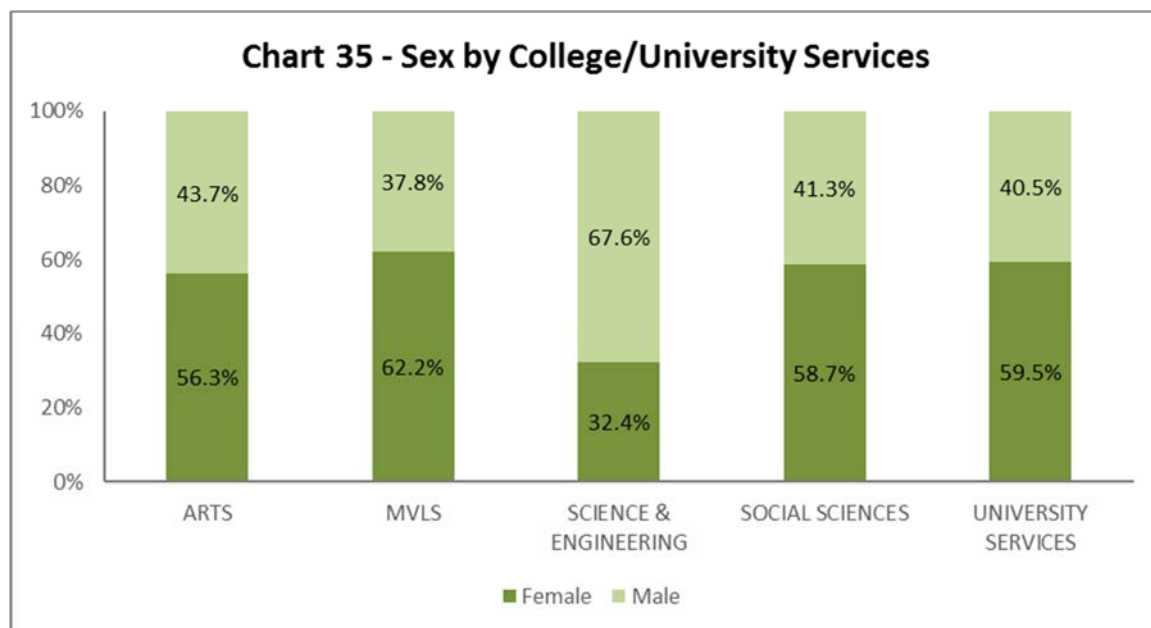


Chart 35 shows the gender split by College/US. Arts has seen an increase in male staff by 2.8% from 2015-16; MVLS, Social Science and University Services have seen marginal fluctuations; Science & Engineering have seen a 1.4% increase in female staff.

By Level 10 Staff

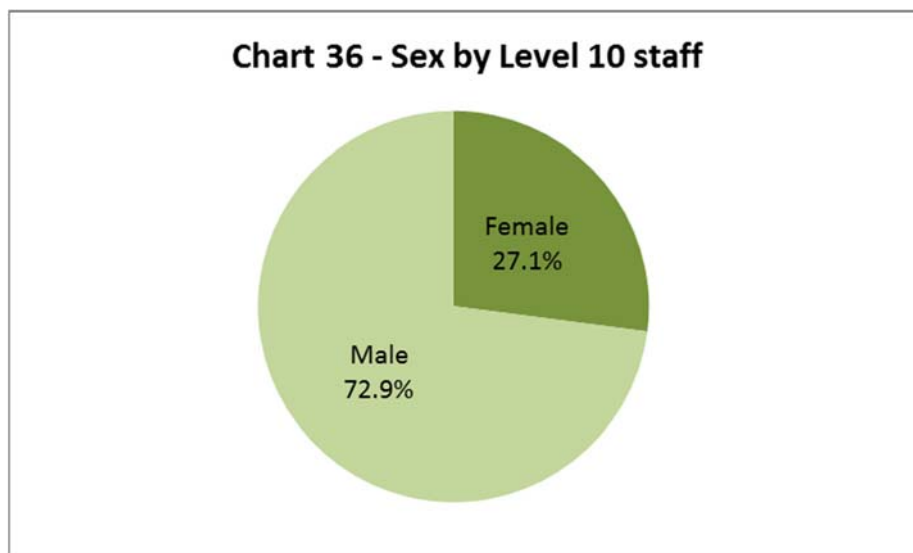


Chart 36 illustrates that 27.1% of senior staff are female. This reflects a steady increase from 2011, when it was 25.4%. The University's KPI aims for this to be 33% by 2020.

By Job Family Profile

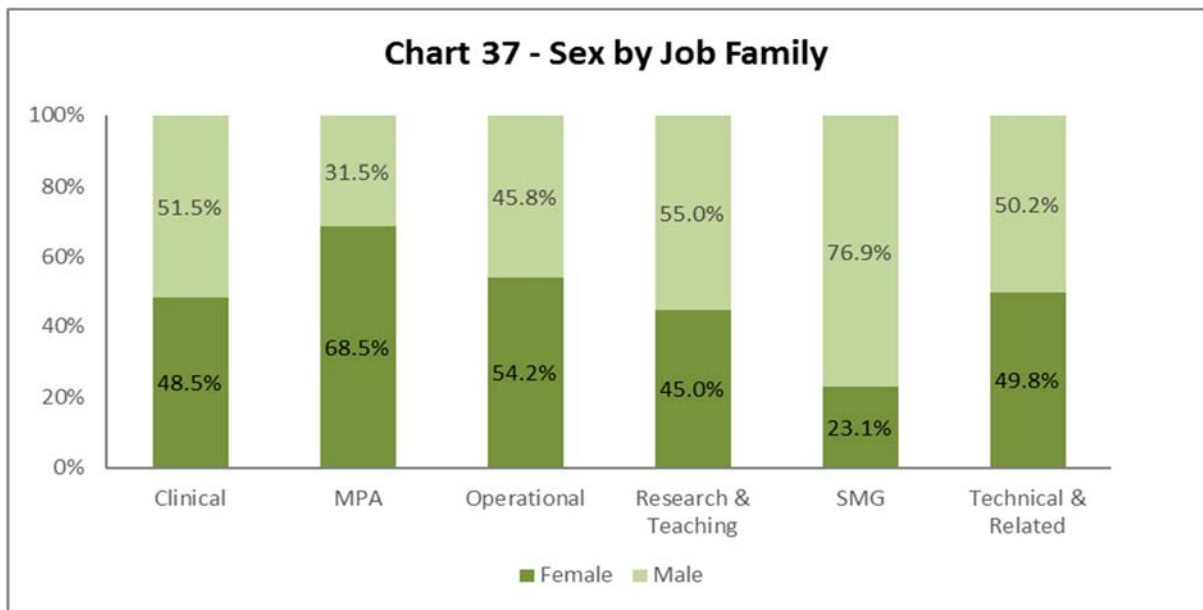


Chart 37 shows a static picture from 2015-16, with the exception of Clinical staff seeing a 2.1% increase in females and MPA with a 3.7% increase in male staff.

By Grade

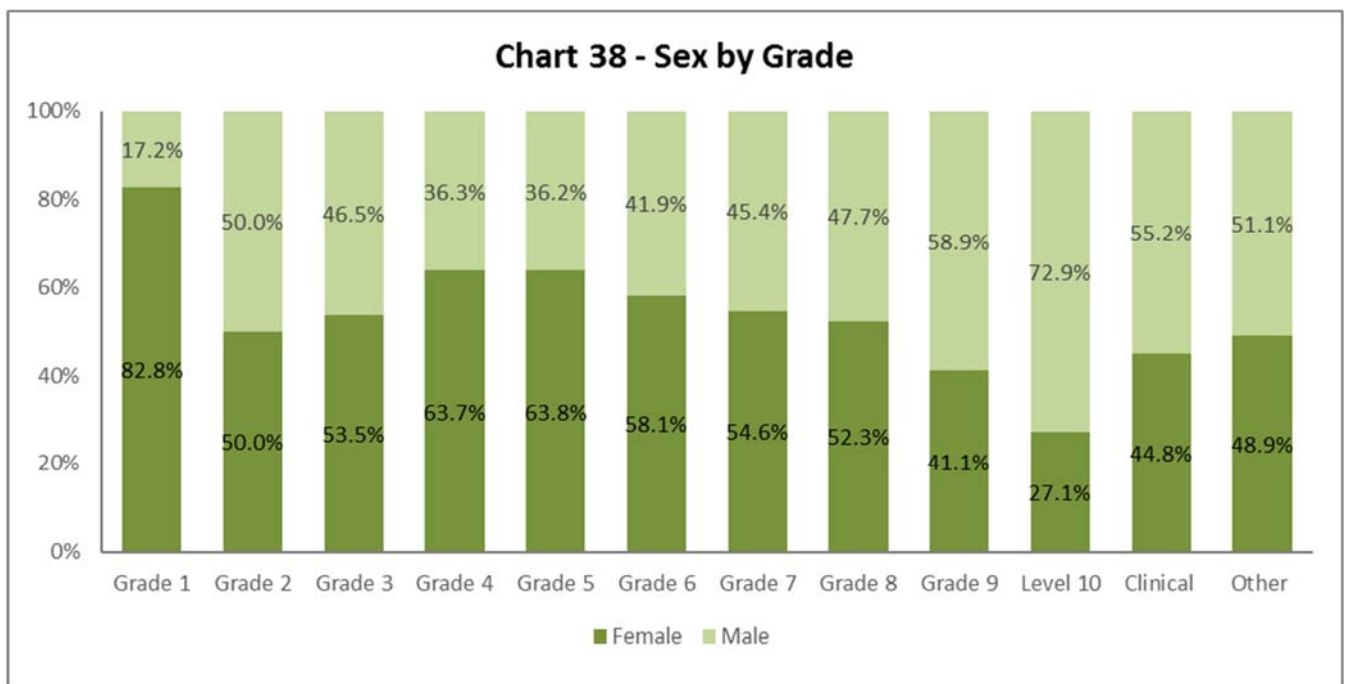


Chart 38 shows a similar pattern to previous years (with the exception of Grades 2 and 3, where there is a 50:50 split of men and women) as we climb the grades, the percentage of male staff increases and female staff declines. It should be noted there has increases in male staff in Grades 4 and 5 (by 8.2% and 5.2% respectively) which supports activity relating to occupational segregation. There have also been marginal increases in female staff in Grades 8 and 9 (by 1.6% and 2% respectively).

By Full/Part Time

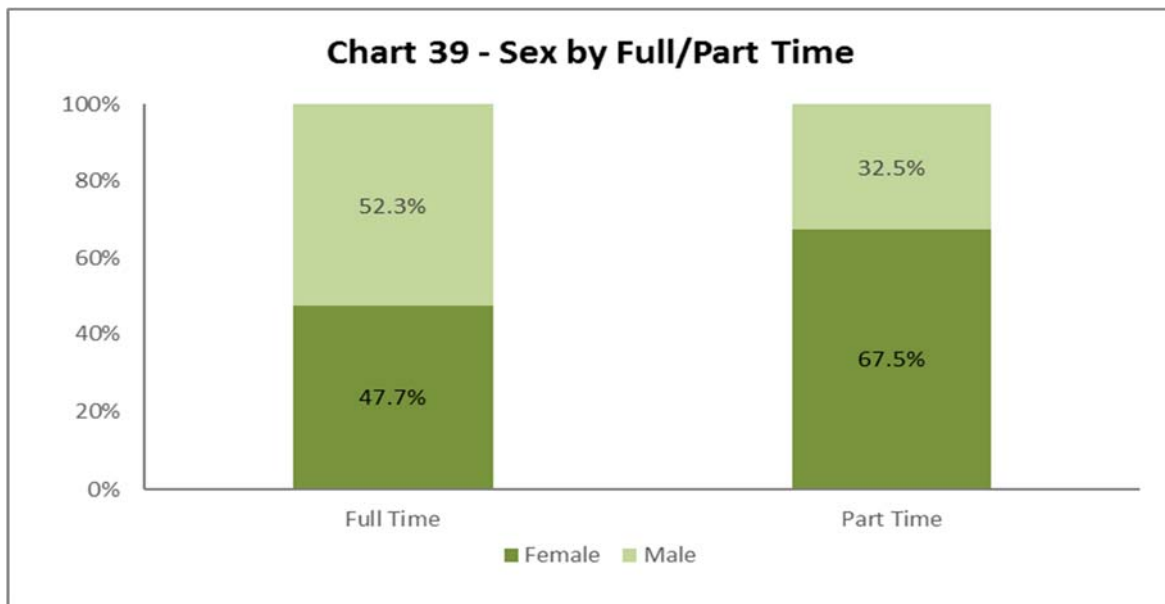


Chart 39 illustrates the sex breakdown of Full and Part Time staff. Approximately two thirds of all Part Time staff are female – this is a drop from over 70% in 2015-16.

By Contract Type

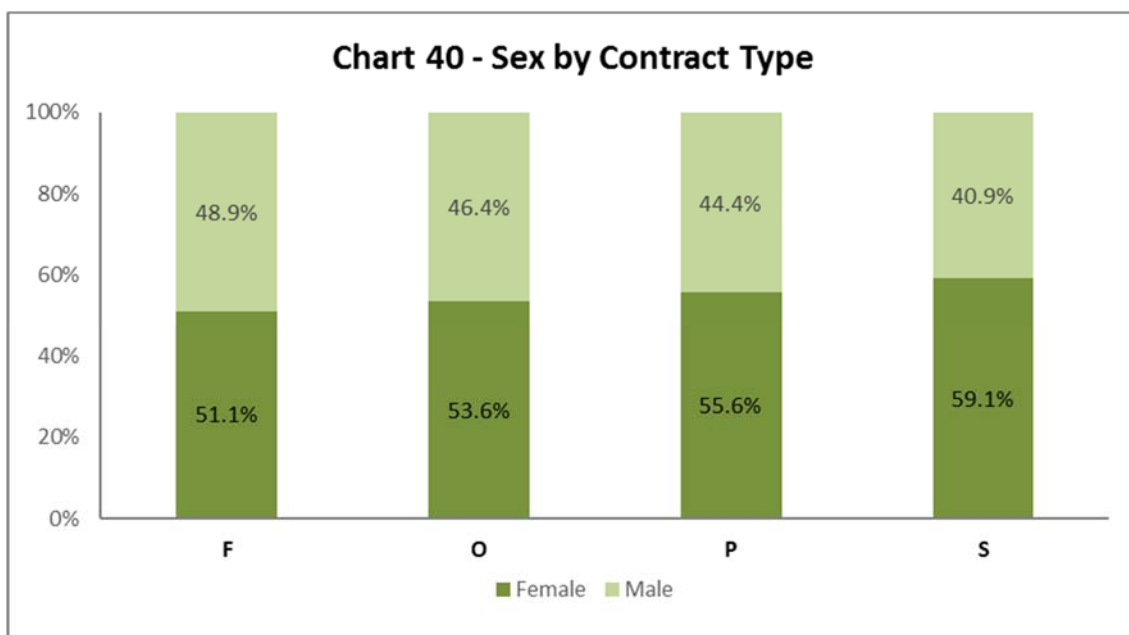
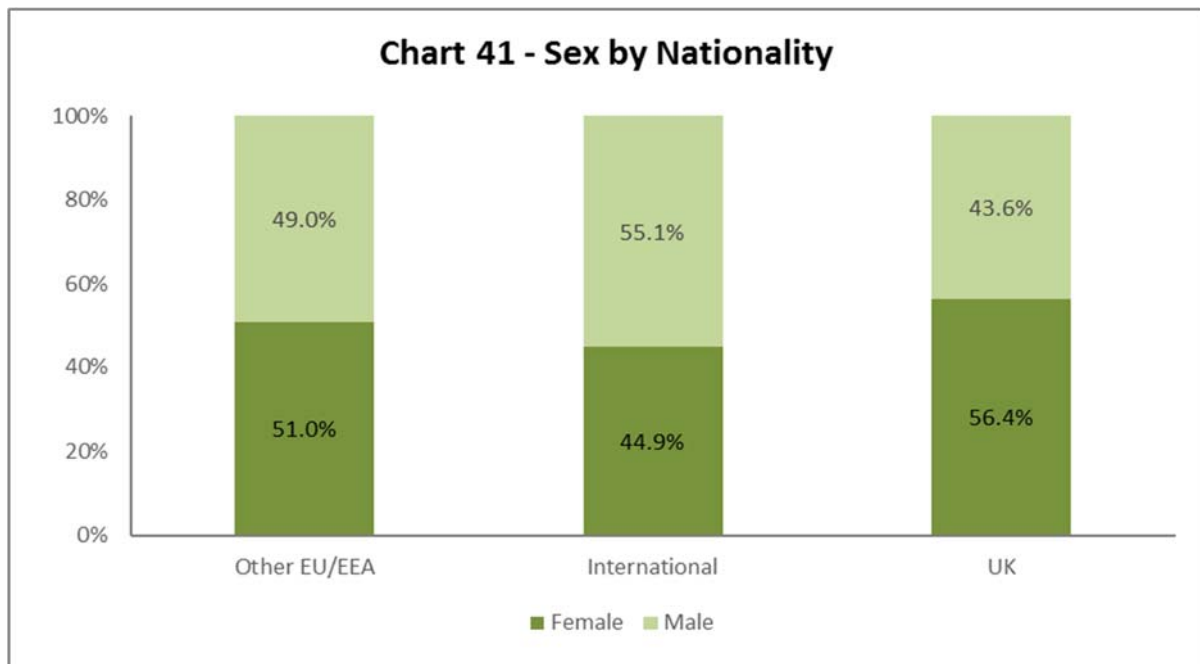


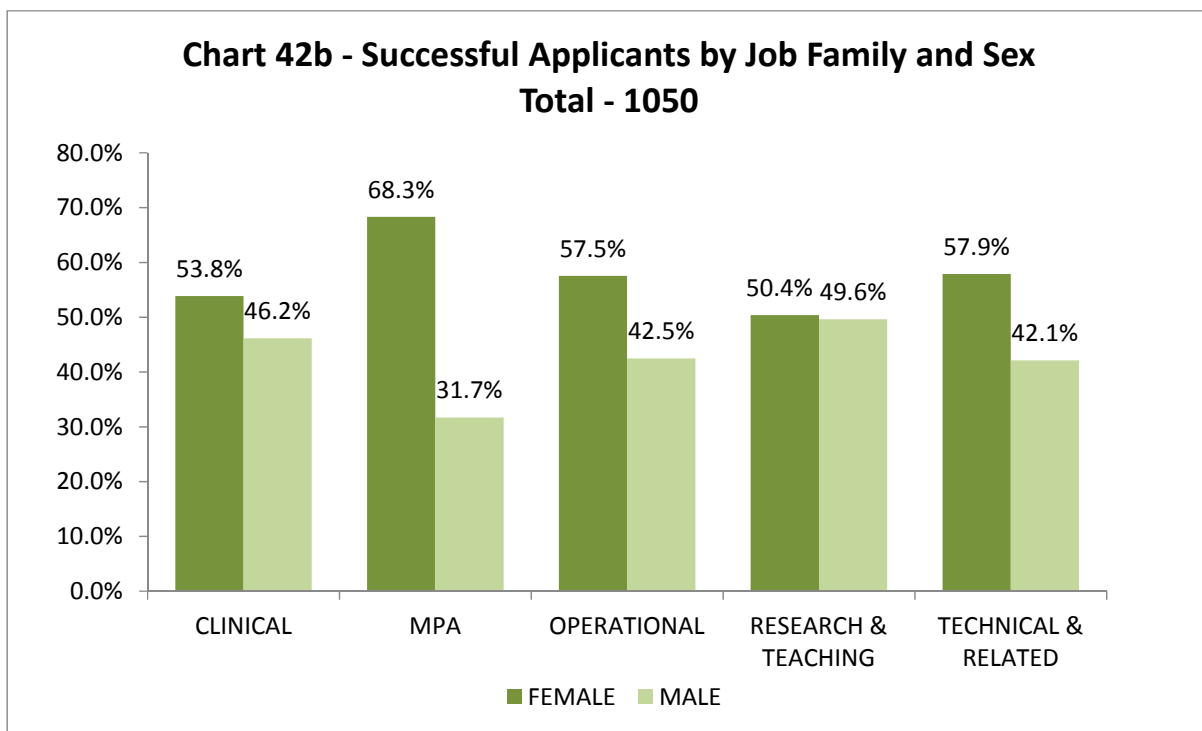
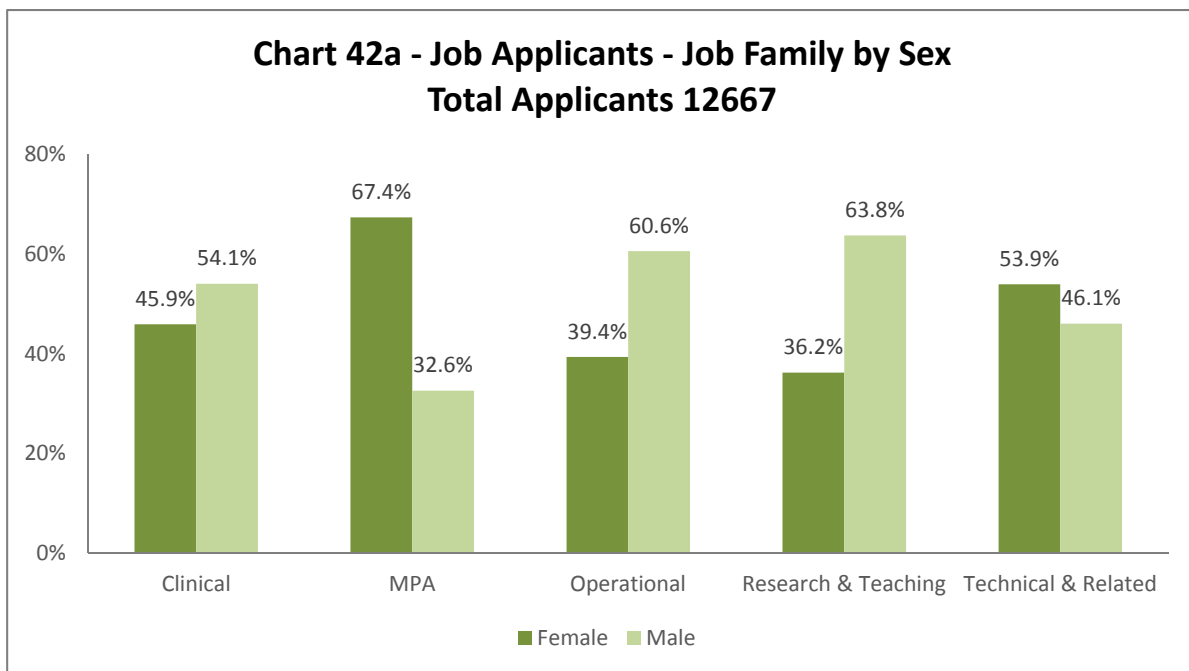
Chart 40 shows women are more likely to hold an Open-ended contract (code P), this is a change from 2015-16, where females were more likely to hold a Fixed Term contract (Code F).

By Nationality



As in 2015-16, 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.

Recruitment – by Applications and Successful Applicants



In all job families female applicants were more successful than male applicants. This is significant in Operational and Research & Teaching job families where there were significantly more applications from men than women.

Academic Promotions

Table 11 - Academic Promotions 2017 - R&T and Clinical Job Families Only						
Grade Applied For		Female		Male		Overall
		No.	%	No.	%	No.
GRADE 6*	Apps	1	100%	0	0%	1
	Successful	1	100%	0	0%	1
	Promoted (%)	100%		0%		100%
GRADE 7	Apps	8	30%	19	70%	27
	Successful	7	30%	16	70%	23
	Promoted (%)	88%		84%		85%
GRADE 8	Apps	38	63%	22	37%	60
	Successful	34	68%	16	32%	50
	Promoted (%)	89%		73%		83%
GRADE 9	Apps	18	35%	34	65%	52
	Partly Successful	1	50%	1	50%	2
	Successful	14	52%	22	61%	36
	Promoted (%)	83%		68%		73%
READER	Apps	7	47%	8	53%	15
	Partly Successful	1	100%	0	0%	1
	Successful	0	0%	7	100%	7
	Promoted (%)	14%		88%		53%
CLINICAL	Apps	0	0%	2	100%	2
	Successful	0	0%	2	100%	2
	Promoted (%)	0%		100%		100%
PROFESSOR	Apps	13	35%	24	65%	37
	Partly Successful	0	0%	2	100%	2
	Successful	9	35%	17	65%	26
	Promoted (%)	69%		79%		76%

Table 11 provides information about the Academic Promotions 2016-17 process by gender. Women were more successful than men in gaining promotion in Grades 6 to 9.

This is the first year this report has separated the Reader grade from Grade 9. Investigation work is required to understand why women were unsuccessful at Reader.

As noted in previous years, although women continue to be successful at many grades the numbers applying decreases in comparison to men, as the grades become more senior.

Regrading for Professional & Support Staff

Table 12 - Regrading 2016-17 - Professional and Support Staff by Grade						
Grade Applied For		Female		Male		Overall
		No.	%	No.	%	No.
GRADE 1-5	Apps	26	84%	5	16%	31
	Partly Successful	0	0%	0	0%	0
	Successful	24	83%	5	17%	29
	Promoted (%)	92%		100%		94%
GRADE 6-9	Apps	17	61%	11	39%	28
	Partly Successful	1	100%	0	0%	1
	Successful	10	48%	11	52%	21
	Promoted (%)	65%		100%		79%

Table 13 - Regrading 2016-17 - Professional and Support Staff by Job Family						
Job Family		Female		Male		Overall
		No.	%	No.	%	No.
MPA	Apps	22	67%	11	33%	33
	Partly Successful	1	100%	0	0%	1
	Successful	14	56%	11	44%	25
	Promoted (%)	68%		100%		79%
OPS	Apps	17	100%	0	0%	17
	Successful	17	100%	0	0%	17
	Promoted (%)	100%		0%		100%
TECH & RELATED	Apps	4	44%	5	56%	9
	Successful	3	38%	5	63%	8
	Promoted (%)	75%		100%		89%

Table 12 above shows in Grades 1-5 men are more likely to be successful than women, however this is marginal. In Grade 6-9 women make 61% of applications, and 65% are successful, compared to men who make 39% of applicants and are 100% successful.

Table 13 shows in MPA and Technical & Related job families, men are more likely to be successful than women. Women were the only applicants in the Operational job family, and were 100% successful.

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). In April 2017 the University published Equal Pay Statements along with pay gap information based on Gender, Disability and Ethnicity.

Our Gender Pay Gap was calculated at 18.2%. 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.