UK Employee Information
April 2025

hw.ac.uk

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Notes on the data

- This document updates the Employee Information published in April 2023.

- For the purpose of this document, we are presenting data for our Scottish Campuses, unless specifically otherwise stated.

- The data does not include casual staff.

- %s are subject to rounding.

- A census date of 31 December is used annually unless otherwise stated.

- To preserve anonymity, where there are <5 individuals in a group, this has been indicated by an asterisk (*).

- Pay and remuneration information is available under separate cover and can be found at www.hw.ac.uk/equality

Contact

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1. Introduction

1.1 Producing Employee Information across the employee journey helps us to look at how people from different groups are represented at each stage of that journey. This information can help us to see where there are challenges, opportunities and successes. It is an essential part of creating evidence-based action planning.

1.2 When we first published our employee information in this format, we mapped the data we hold against guidance published by the Equality and Human Rights Commission (EHRC), 'Employee Information and the Public Sector Equality Duty: A guide for public authorities in Scotland'[1]. Specifically, we aligned with recommended areas (p14) to cover outlined in table 1 below.

1.3 Following that mapping we then aligned the information we hold as shown in Figure 1. In this document we present the information in sections A-D.
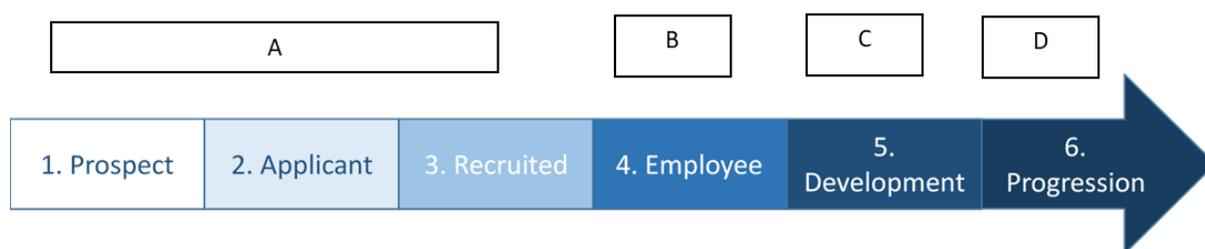
Figure 1: The Employee Journey

Table 1: The Heriot-Watt Employee Journey aligned to the EHRC guidance

EHRC Guidance	Heriot-Watt Employee Information
Recruitment	Section A
Promotion	Section D
Pay and Remuneration	Under separate cover at http://www.hw.ac.uk/equality
Training and Development	Section C
Return after maternity leave	Section B
Return to work of disabled employees following sick leave relating to their disability	Section B
Appraisal	Section C
Grievances (including about harassment)	Section B
Disciplinary action (including for harassment)	Section B
Dismissals and other reasons for leaving	Section B

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[1] 'Employee Information and the Public Sector Equality Duty: A guide for public authorities in Scotland'

1.5   Alongside information on the Employee Journey we include information relating to the composition of our key influential committees at 3. Decision-making: Committee Composition.

1.6   It continues to be our intention to produce employee information across the employee cycle; from when someone first considers joining us to when they become part of our employee alumni as outlined above in Figure 1.

1.7   We launched a new cloud based ERP system in 2021. The Enterprise Resource Planning (ERP) system is a suite of software products which enable a range of business functions such as purchase orders with vendors, invoices for students for fees, expense claims right the way through to employee reporting structures. The cloud-based system will enable faster, more efficient maintenance and provides improved flexibly for users to access remotely and update records as necessary.

1.8   Included in the new employee reporting structures are powerful tools to produce dashboards across equality related data to better supporting reporting, monitoring and evidence-based action planning. These tools will be invaluable to our future work.

2. Employee Information Tables

Section A: Recruitment

Disclosure rates - applications
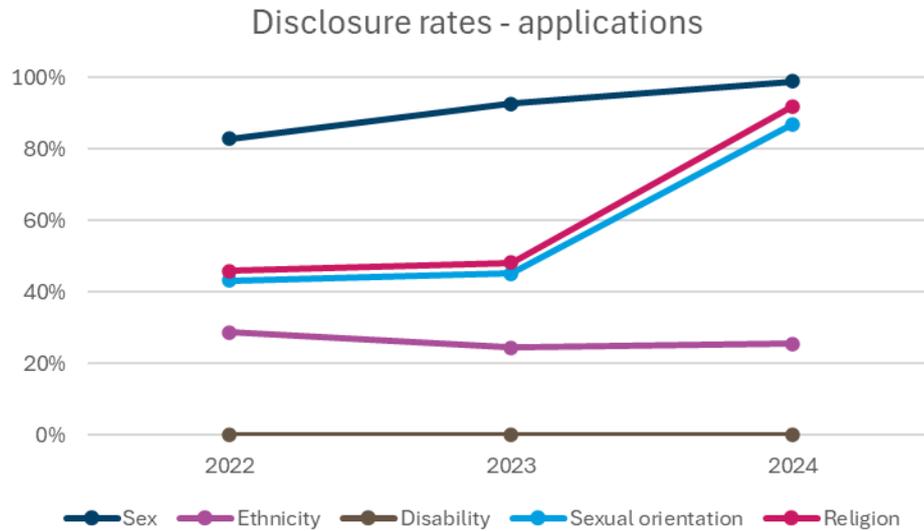
- Low disclosure is an issue across a number of characteristics. Disclosure rates of sex, sexual orientation, and religion increased in 2024.
- Male applicants have a lower success rate than female applicants, from application to offer acceptance.
- There has been an increase in the proportion of Hindi (6% in 2022 to 12% in 2024) and Muslim applicants (8% in 2022 to 19% in 2024).
- The proportion of non-UK applicants and successful recruits increased significantly between 2023 and 2024 (18% to 35% of applicants; 13% to 20% offers accepted)

Applicants by nationality
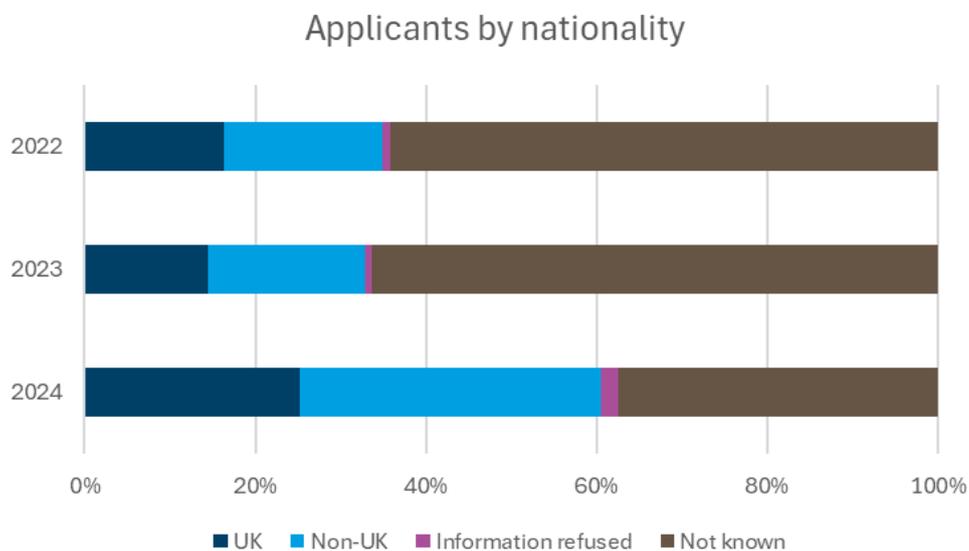
Table 2: Recruitment by sex 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	Female	7042	37%	288	34%
	Male	8865	46%	241	29%
	Not known	3271	17%	309	37%
2023	Female	8336	40%	286	38%
	Male	11102	53%	235	31%
	Not known	1539	7%	236	31%
2024	Female	5875	46%	244	44%
	Male	6797	53%	236	43%
	Not known	131	1%	71	13%

Table 3: Recruitment by ethnicity 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	BME	344	2%	5	1%
	White	5155	27%	388	44%
	Information refused	292	2%	15	2%
	Not known	13387	70%	480	54%
2023	BME	438	2%	*	*
	White	4675	22%	322	43%
	Information refused	299	1%	16	2%
	Not known	15565	74%	415	55%
2024	BME	437	3%	6	1%
	White	2828	22%	190	34%
	Information refused	339	3%	20	3%
	Not known	9199	72%	335	61%

Table 4: Recruitment by disability 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	Known disability	6	0%		
	Not known	19172	100%	838	100%
2023	Known disability	15	0%	9	1%
	No known disability	5	0%	*	*
	Not known	20957	100%	746	99%
2024	Known disability	28	0	*	*
	No known disability	15	0	*	*
	Not known	12760	100%	546	99%

Table 5: Recruitment by sexual orientation 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	Bisexual	497	3%	27	3%
	Gay or lesbian	207	1%	10	1%
	Heterosexual or straight	5753	37%	369	44%
	Other sexual orientation	166	1%	10	1%
	Information refused	943	6%	63	8%
	Not known	7783	51%	359	43%
2023	Bisexual	767	4%	19	3%
	Gay or lesbian	285	1%	14	2%
	Heterosexual or straight	8237	39%	354	47%
	Other sexual orientation	206	1%	7	1%
	Information refused	1405	7%	64	8%
	Not known	10077	48%	299	40%
2024	Bisexual	818	6%	16	3%
	Gay or lesbian	354	3%	14	3%
	Heterosexual or straight	9810	77%	346	63%
	Other sexual orientation	173	1%	*	*
	Information refused	1475	12%	66	12%
	Not known	173	1%	107	19%

Table 6: Recruitment by religion 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	No religion	2962	19%	283	34%
	Buddhist	90	1%	*	*
	Christian – Church of Scotland	296	2%	24	3%
	Christian – Roman Catholic	585	4%	33	4%
	Christian – other denomination	818	5%	39	5%
	Hindu	858	6%	11	1%
	Jewish	33	0%	*	*
	Muslim	1193	8%	30	4%
	Sikh	27	0%	*	*
	Spiritual	76	1%	6	1%
	Any other religion – or belief	77	1%	*	*
	Information refused	492	3%	40	5%
	Not known	7799	51%	367	44%
2023	No religion	4075	19%	264	35%
	Buddhist	153	1%	*	*
	Christian – Church of Scotland	324	2%	27	4%
	Christian – Roman Catholic	923	4%	40	5%
	Christian – other denomination	1210	6%	36	5%
	Hindu	1129	5%	13	2%
	Jewish	54	0%		
	Muslim	1963	9%	27	4%
	Sikh	33	0%	*	*
	Spiritual	149	1%	*	*
	Any other religion – or belief	110	1%	7	1%
	Information refused	757	4%	32	4%
	Not known	10097	48%	302	40%
2024	No religion	4475	35%	229	42%
	Buddhist	215	2%	*	*
	Christian – Church of Scotland	389	3%	30	5%
	Christian – Roman Catholic	982	8%	28	5%
	Christian – other denomination	1366	11%	40	7%
	Hindu	1569	12%	12	2%
	Jewish	20	0%		

	N	%	N	%
Muslim	2462	19%	26	5%
Sikh	40	0%	*	*
Spiritual	115	1%	*	*
Any other religion – or belief	150	1%	6	1%
Information refused	816	6%	52	9%
Not known	204	2%	119	22%

Table 7: Recruitment by age 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	25 and under	24	0%	8	1%
	26-30	43	0%	16	2%
	31-35	44	0%	13	2%
	36-40	45	0%	18	2%
	41-45	40	0%	16	2%
	46-50	36	0%	10	1%
	51-65	41	0%	13	2%
	66 and older				
	Not known	15076	98%	744	89%
2023	25 and under	37	0%	12	2%
	26-30	60	0%	24	3%
	31-35	69	0%	19	3%
	36-40	54	0%	12	2%
	41-45	51	0%	15	2%
	46-50	49	0%	20	3%
	51-65	55	0%	24	3%
	66 and older	*	*	*	*
	Not known	20600	98%	631	83%
2024	25 and under	80	1%	*	*
	26-30	108	1%	*	*
	31-35	76	1%	*	*
	36-40	55	0%		
	41-45	39	0%		
	46-50	39	0%		
	51-65	60	0%	*	*
	66 and older	5	0%		
	Not known	12341	96%	57	93%

Table 8: Recruitment by nationality 2022-2024 (calendar year)

		Application		Accept	
		N	%	N	%
2022	UK	2516	16%	245	29%
	Non-UK	2840	19%	99	12%
	Information refused	153	1%	8	1%
	Not known	9840	64%	486	58%
2023	UK	2996	14%	212	28%
	Non-UK	3829	18%	99	13%
	Information refused	183	1%	8	1%
	Not known	13803	66%	438	58%
2024	UK	3225	25%	190	34%
	Non-UK	4520	35%	110	20%
	Information refused	252	2%	9	2%
	Not known	4806	38%	242	44%

Section B: Employees

This section covers a range of employee information primarily at our Scottish campuses:

- Composition of our staff population by protected characteristics
- A range of information relating to being an employee including returning to work after absence, and information on leavers
- Details relating to discipline and grievance incidents

Age

Staff population by Age, 2024

Legend:
- ≤25
- 26-30
- 31-35
- 36-40
- 41-45
- 46-50
- 51-65
- ≥66
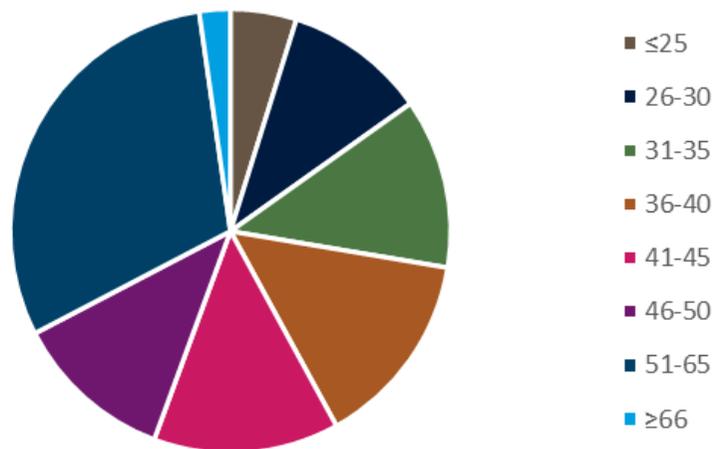
- The spread of staff across age groups has stayed largely consistent, with roughly 30% in the 51-65 age bracket.
- The 51-65 age group is the largest across all job families, except Research only (where the 31-35 age group is largest). The Technical job family has the highest proportion of staff who are 30 and under.
- The proportion of leavers who were 30 and under increased from 30% in 21/22 to 42% in 23/24.

Table 9: Overall Staff Profile by Protected Characteristic: Age and Grade by headcount 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Craft & Other
2022	25 and under		40	24	24	20	7	*			*
	26-30		15	24	33	31	91	9			*
	31-35		10	18	28	38	120	46	6		7
	36-40		14	12	25	35	90	91	33	6	*
	41-45		17	13	27	36	78	58	59	26	7
	46-50		19	12	25	14	40	61	28	34	*
	51-65	*	80	37	79	41	97	100	104	121	16
	66 and older		5	*	*	*	*	*	*	19	*
2023	25 and under		36	23	31	18	5	*			*
	26-30	*	21	25	35	52	103	15			*
	31-35		9	19	35	39	114	55	11		5
	36-40		17	17	28	34	108	89	27	9	*
	41-45		15	14	31	22	77	81	60	28	8
	46-50		18	13	28	17	45	57	31	29	*
	51-65	*	77	40	74	37	109	110	114	130	15
	66 and older		*	*	*	*	*	*	6	20	*
2024	25 and under		31	21	33	23	6	*			*
	26-30		18	24	39	47	103	17			*
	31-35		14	19	31	50	113	56	8		8
	36-40		13	17	31	40	114	89	30	11	*
	41-45		15	11	24	28	62	90	64	29	6
	46-50		16	17	29	21	54	65	45	36	*
	51-65	*	72	39	72	43	119	123	114	132	17
	66 and older		*	*	*	*	8	*	8	20	*

Table 10: Overall Staff Profile by Protected Characteristic: Age and Grade by percentage 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Craft & Other	TOTAL %
2022	25 and under		20%	17%	10%	9%	1%	*			*	5%
	26-30		8%	17%	14%	14%	17%	2%			*	9%
	31-35		5%	13%	12%	18%	23%	12%	3%		15%	12%
	36-40		7%	8%	10%	16%	17%	25%	14%	3%	*	14%
	41-45		9%	9%	11%	17%	15%	16%	25%	13%	15%	15%
	46-50		10%	8%	10%	6%	8%	17%	12%	17%	*	11%
	51-65	*	40%	26%	33%	19%	18%	27%	44%	59%	33%	31%
	66 and older		3%	*	*	*	*	*	*	9%	*	2%
2023	25 and under		18%	15%	12%	8%	1%	*			*	5%
	26-30	*	11%	16%	13%	24%	18%	4%			*	11%
	31-35		5%	12%	13%	18%	20%	13%	4%		11%	12%
	36-40		9%	11%	11%	15%	19%	22%	11%	4%	*	14%
	41-45		8%	9%	12%	10%	14%	20%	24%	13%	18%	14%
	46-50		9%	8%	11%	8%	8%	14%	12%	13%	*	10%
	51-65	*	39%	26%	28%	17%	19%	27%	46%	60%	33%	30%
	66 and older		*	*	*	*	*	*	2%	9%	*	2%
2024	25 and under		17%	14%	13%	9%	1%	*			*	5%
	26-30		10%	16%	15%	19%	18%	4%			*	10%
	31-35		8%	13%	12%	20%	20%	13%	3%		19%	12%
	36-40		7%	11%	12%	16%	20%	20%	11%	5%	*	14%
	41-45		8%	7%	9%	11%	11%	20%	24%	13%	14%	14%
	46-50		9%	11%	11%	8%	9%	15%	17%	16%	*	12%
	51-65	*	39%	26%	27%	17%	21%	28%	42%	58%	40%	30%
	66 and older		*	*	*	*	1%	*	3%	9%	*	2%

Table 11: Overall Staff Profile by Protected Characteristic: Age and Job Family by headcount 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research
2022	25 and under	68	15	5		5	7
	26-30	67	44	6	7	9	73
	31-35	52	65	*	31	28	88
	36-40	49	97	5	67	36	53
	41-45	60	110	*	87	38	21
	46-50	58	95	*	58	10	12
	51-65	194	222	7	152	71	20
	66 and older	9	7	*	18	*	*
2023	25 and under	67	18	11			7
	26-30	77	72	*	7	13	81
	31-35	58	70	6	43	28	78
	36-40	62	95	6	69	37	61
	41-45	62	108	*	91	43	28
	46-50	60	90	*	68	11	8
	51-65	190	251	8	155	73	22
	66 and older	8	10	*	20	*	*
2024	25 and under	68	16	7		7	9
	26-30	73	74	5	7	11	78
	31-35	64	78	10	40	27	77
	36-40	66	93	7	75	33	72
	41-45	53	99	*	94	55	26
	46-50	60	97	*	81	25	81
	51-65	188	267	7	160	82	20
	66 and older	7	15	*	20	6	*

Table 12: Overall Staff Profile by Protected Characteristic: Age and Job Family by percentage 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	TOTAL %
2022	25 and under	12%	2%	15%		3%	3%	5%
	26-30	12%	7%	18%	2%	5%	26%	10%
	31-35	9%	10%	*	7%	14%	32%	13%
	36-40	9%	15%	15%	16%	18%	19%	14%
	41-45	11%	17%	*	21%	19%	8%	15%
	46-50	10%	15%	*	14%	5%	4%	11%
	51-65	35%	34%	21%	36%	36%	7%	31%
	66 and older	2%	1%	*	4%	*	*	2%
2023	25 and under	11%	3%	14%	0%	3%	2%	4%
	26-30	13%	10%	*	2%	6%	28%	11%
	31-35	10%	10%	17%	9%	13%	27%	12%
	36-40	11%	13%	17%	15%	18%	21%	14%
	41-45	11%	15%	*	20%	21%	10%	15%
	46-50	10%	13%	*	15%	5%	3%	11%
	51-65	33%	35%	23%	34%	35%	8%	31%
	66 and older	1%	1%	*	4%	*	*	2%
2024	25 and under	12%	2%	16%		3%	2%	4%
	26-30	13%	10%	11%	1%	4%	21%	10%
	31-35	11%	11%	23%	8%	11%	21%	12%
	36-40	11%	13%	16%	16%	13%	20%	14%
	41-45	9%	13%	*	20%	22%	7%	13%
	46-50	10%	13%	*	17%	10%	22%	14%
	51-65	32%	36%	16%	34%	33%	5%	30%
	66 and older	1%	2%	*	4%	2%	*	2%

Table 13: Overall Staff Profile by Protected Characteristic: Age and Contract Type by headcount 2022-2024

		Full-time	Part-time	TOTAL NO.
2022	25 and under	40	80	120
	26-30	173	34	207
	31-35	38	235	273
	36-40	53	255	308
	41-45	86	235	321
	46-50	55	182	237
	51-65	159	515	674
	66 and older	16	27	43
2023	25 and under	87	31	118
	26-30	211	45	256
	31-35	256	31	287
	36-40	276	54	330
	41-45	75	261	336
	46-50	185	57	242
	51-65	556	151	707
	66 and older	21	26	47
2024	25 and under	90	27	117
	26-30	213	38	251
	31-35	257	42	299
	36-40	289	58	347
	41-45	259	70	329
	46-50	219	65	284
	51-65	569	163	732
	66 and older	31	24	55

Table 14: Overall Staff Profile by Protected Characteristic: Age and Contract Type by percentage 2022-2024

		Full-time	Part-time	TOTAL %
2022	25 and under	6%	5%	5%
	26-30	28%	2%	9%
	31-35	6%	15%	13%
	36-40	9%	16%	14%
	41-45	14%	15%	15%
	46-50	9%	12%	11%
	51-65	26%	33%	31%
	66 and older	3%	2%	2%
2023	25 and under	5%	5%	5%
	26-30	13%	7%	11%
	31-35	15%	5%	12%
	36-40	17%	8%	14%
	41-45	4%	40%	14%
	46-50	11%	9%	10%
	51-65	33%	23%	30%
	66 and older	1%	4%	2%
2024	25 and under	5%	6%	5%
	26-30	11%	8%	10%
	31-35	13%	9%	12%
	36-40	15%	12%	14%
	41-45	13%	14%	14%
	46-50	11%	13%	12%
	51-65	30%	33%	30%
	66 and older	2%	5%	2%

Table 15: Leavers by Protected Characteristic: Age 2022-2024

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
25 and under	63	13%	77	16%	81	19%
26-30	83	17%	85	18%	99	23%
31-35	80	16%	82	17%	71	16%
36-40	44	9%	58	12%	44	10%
41-45	61	13%	49	10%	28	6%
46-50	24	5%	31	6%	33	8%
51-65	107	22%	84	18%	64	15%
66 and older	24	5%	14	3%	13	3%
Total	**486**	**100%**	**480**	**100%**	**433**	**100%**

Disability

- Disability disclosure has stayed consistent at 8%. This is roughly the same across full-time and part-time staff.
- The highest proportion of disabled staff are in Professional & Managerial and Teaching & Scholarship job families.
- The proportion of leavers who are disabled remained between 5-6% over the three years.

Table 16: Overall Staff Profile by Protected Characteristic: Disability and Grade by headcount 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Other & Craft
2022	Known disability	*	8	13	19	23	41	31	19	12	*
	Not known	*	192	129	224	190	485	338	215	194	46
2023	Known disability	*	12	11	22	25	48	34	20	12	*
	Not known	*	185	142	242	195	517	378	229	204	43
2024	Known disability	*	11	14	16	25	51	37	20	14	*
	No known disability		172	136	246	229	528	408	249	214	42

Table 17: Overall Staff Profile by Protected Characteristic: Disability and Grade by percentage 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Other & Craft	TOTAL %
2022	Known disability	*	4%	9%	8%	11%	8%	8%	8%	6%	*	8%
	Not known	*	96%	91%	92%	89%	92%	92%	92%	94%	96%	92%
2023	Known disability	*	6%	7%	8%	11%	8%	8%	8%	6%	*	8%
	Not known	*	94%	93%	92%	89%	92%	92%	92%	94%	96%	92%
2024	Known disability	*	6%	9%	6%	10%	9%	8%	7%	6%	*	8%
	No known disability		94%	91%	94%	90%	91%	92%	93%	94%	98%	92%

Table 18: Overall Staff Profile by Protected Characteristic: Disability and Job Family by headcount 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentices
2022	Known disability	40	72	*	20	24	9	*
	Not known	517	583	31	396	180	268	39
2023	Known disability	46	81	*	23	20	13	*
	Not known	538	633	32	430	195	274	34
2024	Known disability	42	78	*	28	25	12	*
	No known disability	537	661	41	449	221	288	27

Table 19: Overall Staff Profile by Protected Characteristic: Disability and Job Family by percentage 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentices	TOTAL %
2022	Known disability	7%	11%	*	5%	12%	3%	*	8%
	Not known	93%	89%	91%	95%	88%	97%	98%	92%
2023	Known disability	8%	11%	*	5%	9%	5%	*	8%
	Not known	92%	89%	91%	95%	91%	95%	97%	92%
2024	Known disability	7%	11%	*	6%	10%	4%	*	8%
	No known disability	93%	89%	93%	94%	90%	96%	93%	92%

Table 20: Overall Staff Profile by Protected Characteristic: Disability and Contract Type by headcount 2022-2024

		Full-time	Part-time	TOTAL NO.
2022	Known disability	128	41	169
	Not known	1562	452	2014
2023	Known disability	140	47	187
	Not known	1712	424	2136
2024	Known disability	147	43	190
	No known disability	1779	445	2224

Table 21: Overall Staff Profile by Protected Characteristic: Disability and Contract Type by percentage 2022-2024

		Full-time	Part-time	TOTAL %
2022	Known disability	8%	8%	8%
	Not known	92%	92%	92%
2023	Known disability	8%	10%	8%
	Not known	92%	90%	92%
2024	Known disability	8%	9%	8%
	No known disability	92%	91%	92%

Table 22: Leavers by Protected Characteristic: Disability 2022-2024

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Known disability	28	6%	22	5%	27	6%
Not known	458	94%	458	95%	406	94%
Total	**486**	**100%**	**480**	**100%**	**433**	**100%**

Ethnicity

%BME by job family, 2024
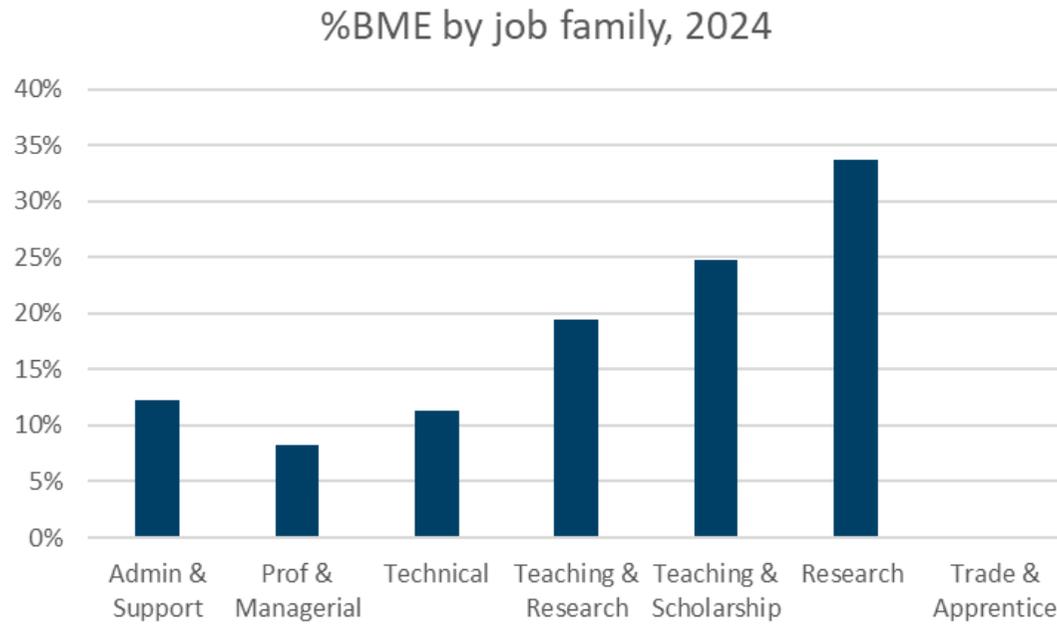
The proportion of BME staff has increased slightly from 13% in 2022 to 16% in 2024. The highest proportion of BME staff are at Grade 7-8, and in Teaching & Research, Teaching & Scholarship, and Research only job families.

Table 23: Overall Staff Profile by Protected Characteristic: Ethnicity and Grade by headcount 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Craft & Other
2022	BME		22	18	13	24	100	59	28	21	*
	White	*	127	107	205	165	359	271	179	166	36
	Information refused		26	15	22	14	52	33	25	17	7
	Not known		25	*	*	10	15	6	*	*	*
2023	BME	*	27	14	26	30	109	78	34	21	*
	White	*	124	122	222	164	393	291	188	175	35
	Information refused		19	13	12	11	44	32	25	15	5
	Not known		27	*	*	15	19	11	*	5	*
2024	BME		31	13	29	44	120	89	40	21	5
	White	*	112	118	217	182	403	312	201	187	30
	Information refused		15	12	12	12	35	33	25	15	5
	Not known		25	7	*	16	21	11	*	5	*

Table 24: Overall Staff Profile by Protected Characteristic: Ethnicity and Grade by percentage 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Craft & Other	TOTAL %
2022	BME		11%	13%	5%	11%	19%	16%	12%	10%	*	13%
	White	*	64%	75%	84%	77%	68%	73%	76%	81%	75%	74%
	Information refused		13%	11%	9%	7%	10%	9%	11%	8%	15%	10%
	Not known		13%	*	*	5%	3%	2%	*	*	*	3%
2023	BME	*	14%	9%	10%	14%	19%	19%	14%	10%	*	15%
	White	*	63%	80%	84%	75%	70%	71%	76%	81%	78%	74%
	Information refused		10%	8%	5%	5%	8%	8%	10%	7%	11%	8%
	Not known		14%	*	*	7%	3%	3%	*	2%	*	4%
2024	BME		17%	9%	11%	17%	21%	20%	15%	9%	12%	16%
	White	*	61%	79%	83%	72%	70%	70%	75%	82%	70%	73%
	Information refused		8%	8%	5%	5%	6%	7%	9%	7%	12%	7%
	Not known		14%	5%	*	6%	4%	2%	*	2%	*	4%

Table 25: Overall Staff Profile by Protected Characteristic: Ethnicity and Job Family by headcount 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentice
2022	BME	65	49	*	93	48	85	
	White	446	603	29	312	135	161	29
	Information refused	38	41	*	39	23	26	*
	Not known	35	19		9	9	15	*
2023	BME	65	49	*	93	48	85	
	White	446	603	29	312	135	161	29
	Information refused	38	43	*	39	23	26	*
	Not known	35	19		9	9	15	*
2024	BME	71	61	5	93	61	101	
	White	442	617	34	333	153	160	24
	Information refused	33	41	*	41	23	19	*
	Not known	33	20	*	10	9	20	*

Table 26: Overall Staff Profile by Protected Characteristic: Ethnicity and Job Family by percentage 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentice	TOTAL NO.
2022	BME	11%	7%	*	21%	22%	30%		15%
	White	76%	85%	83%	69%	63%	56%	83%	74%
	Information refused	7%	6%	*	9%	11%	9%	*	7%
	Not known	6%	3%		2%	4%	5%	*	4%
2023	BME	11%	7%	*	21%	22%	30%		15%
	White	76%	84%	83%	69%	63%	56%	83%	74%
	Information refused	7%	6%	*	9%	11%	9%	*	7%
	Not known	6%	3%		2%	4%	5%	*	4%
2024	BME	12%	8%	11%	19%	25%	34%		16%
	White	76%	83%	77%	70%	62%	53%	83%	73%
	Information refused	6%	6%	*	9%	9%	6%	*	7%
	Not known	6%	3%	*	2%	4%	7%	*	4%

Table 27: Overall Staff Profile by Protected Characteristic: Ethnicity and Contract Type by headcount 2022-2024

|		Full-time	Part-time	TOTAL NO.
2022	BME	237	52	289
	White	1264	353	1617
	Information refused	150	61	211
	Not known	39	27	66
2023	BME	284	59	343
	White	1376	339	1715
	Information refused	134	42	176
	Not known	58	31	89
2024	BME	321	71	392
	White	1422	341	1763
	Information refused	124	40	164
	Not known	59	36	95

Table 28: Overall Staff Profile by Protected Characteristic: Ethnicity and Contract Type by percentage 2022-2024

		Full-time	Part-time	TOTAL %
2022	BME	14%	11%	13%
	White	75%	72%	74%
	Information refused	9%	12%	10%
	Not known	2%	5%	3%
2023	BME	15%	13%	15%
	White	74%	72%	74%
	Information refused	7%	9%	8%
	Not known	3%	7%	4%
2024	BME	17%	15%	16%
	White	74%	70%	73%
	Information refused	6%	8%	7%
	Not known	3%	7%	4%

Table 29: Overall Staff Profile by Protected Characteristic: Ethnicity by headcount and percentage 2022-2024

	2022		2023		2024	
	N	%	N	%	N	%
Any other Asian background	43	2%	51	2%	53	2%
Any other ethnic background	28	1%	*	*	32	1%
Any other Mixed or Multiple ethnic background	13	1%	32	1%	25	1%
Any other White background	503	23%	471	20%	475	20%
Arab	23	1%	20	1%	28	1%
Asian - Bangladeshi or Bangladeshi British	5	0%	26	1%	*	*
Asian - Chinese or Chinese British	71	3%	*	*	96	4%
Asian - Indian or Indian British	33	2%	88	4%	55	2%
Asian - Pakistani or Pakistani British	22	1%	46	2%	34	1%
Black - African or African British	25	1%	28	1%	39	2%
Black - Caribbean or Caribbean British	*	*	24	1%	*	*
Malay - Only for Malaysia applicants / employees	*	*	*	*		
Mixed or multiple - White and Asian or Asian British	14	1%	13	1%	12	0%
Mixed or multiple - White and Black African or Black African British	*	*	*	*	5	0%
Mixed or multiple - White and Black Caribbean / Black Caribbean British	*	*	5	0%	6	0%
Not known	66	3%	89	4%	95	4%
Prefer not to say	211	10%	176	8%	164	7%
White	262	12%	380	16%	364	15%
White - English, Welsh, Northern Irish or British	10	0%	14	1%	70	3%
White - Scottish	836	38%	844	36%	849	35%
White British - Only for Malaysia applicants / employees	6	0%	6	0%	5	0%
Total	**2183**	**100%**	**2323**	**100%**	**2414**	**100%**

Table 30: Leavers by Protected Characteristic: Ethnicity 2022-2024

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
BME	72	15%	75	16%	88	20%
White	310	64%	289	60%	268	62%
Information refused	94	19%	55	11%	26	6%
Not known	10	2%	61	13%	51	12%
Total	**486**	**100%**	**480**	**100%**	**433**	**100%**

Nationality
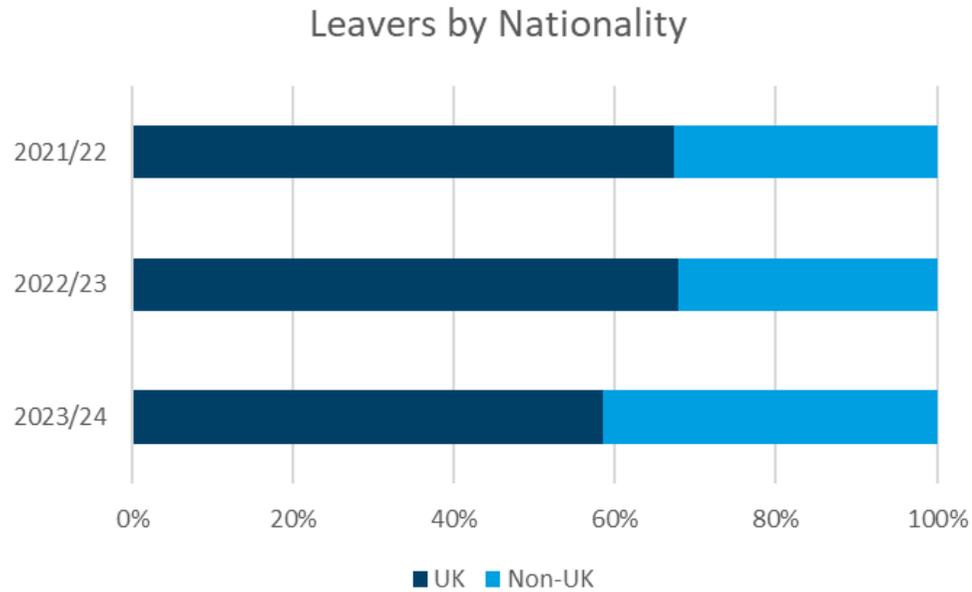
- The highest proportion of non-UK staff are in Teaching & Research (~50%), Teaching & Scholarship (~40%), and Research only (62-66%) job families.
- The proportion of non-UK leavers increased from 32-33% in 21/22 and 22/23 to 42% in 23/24.

Table 31: Overall Staff Profile by Characteristic: Nationality and Grade by headcount 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Craft & Other
2022	UK	*	132	123	200	164	318	249	147	145	42
	Non-UK		68	19	43	49	208	120	87	61	6
2023	UK	*	115	132	210	158	341	264	159	147	39
	Non-UK	*	82	21	54	62	224	148	90	69	6
2024	UK	*	103	131	201	178	353	271	174	151	34
	Non-UK		80	19	61	76	226	174	95	77	9

Table 32: Overall Staff Profile by Characteristic: Nationality and Grade by percentage 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Craft & Other	TOTAL %
2022	UK	*	66%	87%	82%	77%	60%	67%	63%	70%	88%	70%
	Non-UK		34%	13%	18%	23%	40%	33%	37%	30%	13%	30%
2023	UK	*	58%	86%	80%	72%	60%	64%	64%	68%	87%	67%
	Non-UK	*	42%	14%	20%	28%	40%	36%	36%	32%	13%	33%
2024	UK	*	56%	87%	77%	70%	61%	61%	65%	66%	79%	66%
	Non-UK		44%	13%	23%	30%	39%	39%	35%	34%	21%	34%

Table 33: Overall Staff Profile by Characteristic: Nationality and Job Family by headcount 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentice
2022	UK	430	584	28	216	120	106	38
	Non-UK	127	71	6	204	80	171	*
2023	UK	430	620	27	226	129	99	35
	Non-UK	154	94	8	227	86	188	
2024	UK	424	635	33	235	139	102	29
	Non-UK	155	104	11	242	107	198	

Table 34: Overall Staff Profile by Characteristic: Nationality and Job Family by percentage 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentice	TOTAL %
2022	UK	77%	89%	82%	51%	60%	38%	95%	70%
	Non-UK	23%	11%	18%	49%	40%	62%	*	30%
2023	UK	74%	87%	77%	50%	60%	34%	100%	67%
	Non-UK	26%	13%	23%	50%	40%	66%		33%
2024	UK	73%	86%	75%	49%	57%	34%	100%	66%
	Non-UK	27%	14%	25%	51%	43%	66%		34%

Table 35: Overall Staff Profile by Characteristic: Nationality and Contract Type by headcount 2022-2024

		Full-time	Part-time	TOTAL NO.
2022	UK	1154	368	1522
	Non-UK	536	125	661
2023	UK	1231	335	1566
	Non-UK	621	136	757
2024	UK	1265	332	1597
	Non-UK	661	156	817

Table 36: Overall Staff Profile by Characteristic: Nationality and Contract Type by percentage 2022-2024

		Full-time	Part-time	TOTAL %
2022	UK	68%	75%	70%
	Non-UK	32%	25%	30%
2023	UK	66%	71%	67%
	Non-UK	34%	29%	33%
2024	UK	66%	68%	66%
	Non-UK	34%	32%	34%

Table 37: Leavers by Protected Characteristic: Nationality 2022-2024

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
UK	327	67%	326	68%	253	58%
Non-UK	159	33%	154	32%	180	42%
Total	**486**	**100%**	**480**	**100%**	**433**	**100%**

%Female by Grade, 2024
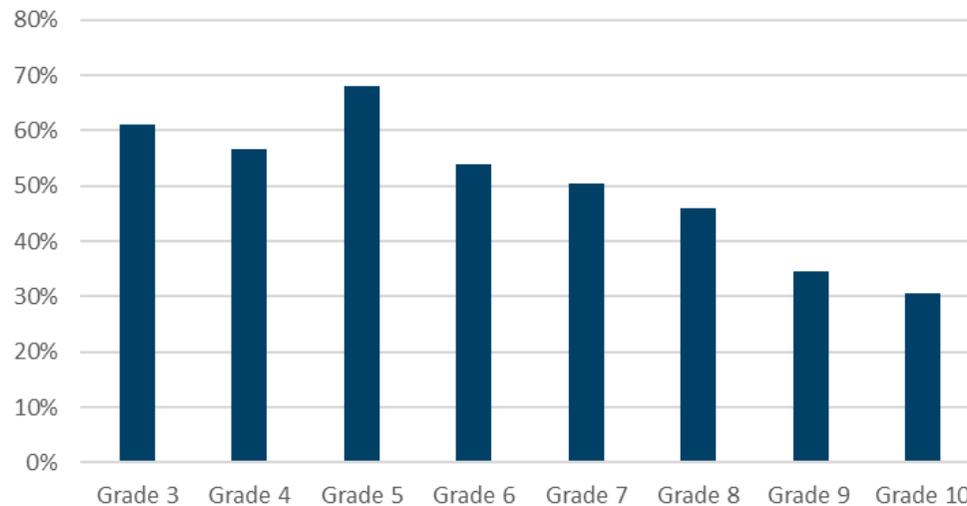
- The proportion of female staff has stayed consistent at 48-49% over the three years. The proportion of part-time staff who are female is higher than male.
- The highest proportion of female staff are at Grade 5 (65-68%), and the lowest at Grade 10 (30-31%).
- Technical and Trade & Apprentice job families have the lowest proportion of female staff, while Admin & Support have the highest.

Table 38: Overall Staff Profile by Protected Characteristic: Sex and Grade by headcount 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Other & Craft
2022	Female	*	115	77	158	131	241	166	77	62	12
	Male	*	81	65	84	82	285	203	157	144	36
	Information refused		*		*						
2023	Female		118	83	177	129	268	185	88	64	9
	Male	*	78	70	87	91	297	227	161	152	36
	Information refused		*								
2024	Female		112	85	178	137	292	205	93	70	7
	Male	*	70	65	84	117	286	238	176	158	36
	Not known		*					*	*		

Table 39: Overall Staff Profile by Protected Characteristic: Sex and Grade by percentage 2022-2024

		Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Other & Craft	TOTAL %
2022	Female	*	58%	54%	65%	62%	46%	45%	33%	30%	25%	48%
	Male	*	41%	46%	35%	38%	54%	55%	67%	70%	75%	52%
	Information refused		*		*							
2023	Female		60%	54%	67%	59%	47%	45%	35%	30%	20%	48%
	Male	*	40%	46%	33%	41%	53%	55%	65%	70%	80%	52%
	Information refused		*									0%
2024	Female		61%	57%	68%	54%	50%	46%	35%	31%	16%	49%
	Male	*	38%	43%	32%	46%	49%	53%	65%	69%	84%	51%
	Not known		*					*	*			

Table 40: Overall Staff Profile by Protected Characteristic: Sex and Job Family by headcount 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentice
2022	Female	350	367	11	118	102	87	5
	Male	202	288	23	302	98	190	35
	Information refused	5						
2023	Female	385	402	10	131	107	83	*
	Male	198	312	25	322	108	204	32
	Information refused	*						
2024	Female	386	419	9	143	121	97	*
	Male	192	320	35	333	124	202	25
	Not known	*			*	*	*	

Table 41: Overall Staff Profile by Protected Characteristic: Sex and Job Family by percentage 2022-2024

		Admin & Support	Prof & Managerial	Technical	Teaching & Research	Teaching & Scholarship	Research	Trade & Apprentice	TOTAL %
2022	Female	63%	56%	32%	28%	51%	31%	13%	48%
	Male	36%	44%	68%	72%	49%	69%	88%	52%
	Information refused	1%							
2023	Female	66%	56%	29%	29%	50%	29%	*	48%
	Male	34%	44%	71%	71%	50%	71%	91%	52%
	Information refused	*							
2024	Female	67%	57%	20%	30%	49%	32%	*	49%
	Male	33%	43%	80%	70%	50%	67%	86%	51%
	Not known	*			*	*	*		

Table 42: Overall Staff Profile by Protected Characteristic: Sex and Contract Type by headcount 2022-2024

		Full-time	Part-time
2022	Female	711	329
	Male	978	160
	Information refused	*	*
2023	Female	808	313
	Male	1044	157
	Information refused		
2024	Female	852	327
	Male	1071	160
	Not known	*	*

Table 43: Overall Staff Profile by Protected Characteristic: Sex and Contract Type by percentage 2022-2024

		Full-time	Part-time	TOTAL %
2022	Female	42%	67%	48%
	Male	58%	32%	52%
	Information refused	*	*	
2023	Female	44%	67%	48%
	Male	56%	33%	52%
	Information refused			
2024	Female	44%	67%	49%
	Male	56%	33%	51%
	Not known	*	*	

Table 44: Women returning to work after maternity leave 2022-2024

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Academics	8	32%	5	21%	5	38%
Professional Services	17	68%	19	79%	8	62%
Grand total	**25**	**100%**	**24**	**100%**	**13**	**100%**

Table 45: Leavers by Protected Characteristic: Sex 2022-2024

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	227	47%	223	46%	209	48%
Male	258	53%	245	51%	223	52%
Not known	*	*	12	3%	*	*

Other Characteristics

Table 46: Overall Staff Profile by Protected Characteristic: Marital Status by headcount and percentage 2022-2024

	2022		2023		2024	
	N	%	N	%	N	%
Civil Partnered	16	1%	22	1%	24	1%
Co-habiting	161	7%	185	8%	201	8%
Divorced	37	2%	38	2%	44	2%
Married	914	42%	965	42%	1022	42%
Unknown	432	20%	387	17%	349	14%
Other	29	1%	38	2%	38	2%
Prefer not to answer	94	4%	89	4%	94	4%
Separated	29	1%	29	1%	26	1%
Single	387	18%	495	21%	539	22%
Undisclosed	68	3%	62	3%	63	3%
Widow/ widower	16	1%	13	1%	14	1%
Total	**2183**	**100%**	**2323**	**100%**	**2414**	**100%**

Table 47: Overall Staff Profile by Protected Characteristic: Religion by headcount and percentage 2022-2024

	2022		2023		2024	
	N	%	N	%	N	%
No religion	848	39%	976	42%	1038	43%
Buddhist	10	0%	15	1%	18	1%
Christian – Church of Scotland	157	7%	160	7%	157	7%
Christian – Roman Catholic	145	7%	159	7%	173	7%
Christian – other denomination	129	6%	141	6%	161	7%
Hindu	20	1%	24	1%	28	1%
Jewish	*	*	*	*	*	*
Muslim	49	2%	66	3%	82	3%
Sikh	*	*	*	*	*	*
Spiritual	13	1%	12	1%	14	1%
Any other religion – or belief	21	1%	26	1%	29	1%
Information refused	253	12%	257	11%	262	11%
Not known	533	24%	482	21%	447	19%
Total	**2183**	**100%**	**2323**	**100%**	**2414**	**100%**

Table 48: Overall Staff Profile by Protected Characteristic: Trans Status by headcount and percentage 2022-2024 [2]

	2022		2023		2024	
	N	%	N	%	N	%
Yes					*	*
No	131	6%	177	8%	258	11%
Information refused	11	1%	13	1%	16	1%
Not known	2041	93%	2133	92%	2138	89%

Table 49: Overall Staff Profile by Protected Characteristic: Sexual orientation by headcount and percentage 2022-2024*

	2022		2023		2024	
	N	%	N	%	N	%
Bisexual	38	2%	49	2%	53	2%
Gay or lesbian	34	2%	40	2%	42	2%
Heterosexual or straight	1220	56%	1377	59%	1484	61%
Other sexual orientation	18	1%	19	1%	13	1%
Information refused	682	31%	654	28%	632	26%
Not known	191	9%	184	8%	190	8%
Total	**2183**	**100%**	**2323**	**100%**	**2414**	**100%**

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[2] Question asked: Do you consider yourself to be trans or have a trans history?

Disciplinary and Grievance Cases

Data on discipline cases are regularly reported to the University's governance committees including the Combined Joint Negotiation and Consultation Committee and Staff Committee. To maintain the confidence of those who bring forward complaints, an outline of cases has been summarised:

Disciplinary

Between 2021/22 – 2023/24, 56 disciplinary cases were brought forward. Of these:

- The gender split was 75% male and 25% female
- The ethnicity split was 70% White, 20% BME.
- 23% of cases were staff with declared disability.
- 11% of cases were staff on fixed-term and 89% on open-ended employment.
- 75% of cases were full-time staff, 23% were part-time staff.
- Cases were similarly spread between academic, professional service and manual job types (29-36%).
- 30% of cases involved discriminatory or bullying behaviour. Of these, 82% related to a protected characteristic.

Grievances

Between 2022/23 – 2023/24, 70 grievances were brought forward. Of the staff bringing forward the grievances:

- The gender split was roughly equal (49% female, 44% male).
- The ethnicity split was 70% White, 11% BME.
- 14% were disabled.
- 11% were on fixed-term and 71% on open-ended employment.
- 66% were full-time and 24% were part-time staff.
- 16% had academic, 29% had manual and 46% had professional service job types.
- 53% alleged discriminatory or bullying behaviour. Of these, 46% related to a protected characteristic.

Section C: Development

Information on our development offering update is not broken down by campuses and is presented for the entire University community.

Table 50: Employees undertaking PDR by sex 2021/22-2023/24

	2021/2022		2022/2023		2023/2024	
	N	%	N	%	N	%
Females	506	52%	431	52%	845	51%
Males	457	47%	402	48%	827	49%
Not known	*	*	*	*		

Table 51: Employees undertaking PDR by ethnicity 2021/22-2023/24

	2021/2022		2022/2023		2023/2024	
	N	%	N	%	N	%
BME	357	37%	355	43%	236	14%
White	527	55%	414	50%	1268	76%
Information refused	54	6%	41	5%	114	7%
Not known	26	3%	24	3%	54	3%
Total	**964**	**100%**	**834**	**100%**	**1672**	**100%**

Table 52: Employees undertaking PDR by academic and professional service roles 2021/22-2023/24

	2021/2022		2022/2023		2023/2024	
	N	%	N	%	N	%
Academic	504	52%	412	49%	773	46%
Professional Services	460	48%	422	51%	899	54%
Total	**964**	**100%**	**834**	**100%**	**1672**	**100%**

Table 53: Participation in Aurora 2021/22-2023/24[3]

	2021/22		2022-23		2023/24	
	N	%	N	%	N	%
Academics	9	60%	10	63%	*	*
Professional Services	6	40%	6	38%	6	60%

Table 54: Participation in POD academic learning and development by sex 2022-2024 (calendar year)

	2022		2023		2024	
	N	%	N	%	N	%
Female	852	61%	877	66%	646	69%
Male	512	37%	437	33%	290	31%
Not known	29	2%	5	0%	*	*

Table 55: Participation in POD academic learning and development by ethnicity 2022-2024 (calendar year)

	2022		2023		2024	
	N	%	N	%	N	%
BME	125	9%	167	13%	161	17%
White	1130	81%	1033	78%	726	77%
Information refused	66	5%	69	5%	26	2%
Not known	72	5%	50	4%	26	2%
Total	**1393**	**100%**	**1319**	**100%**	**939**	**100%**

[3] Aurora is a leadership development initiative for women, delivered by Advance HE.

Table 56: Participation in academic learning and development by gender 2021/22-2023/24 – by headcount

	2021/22			2022/23			2023/24		
	Female	Male	Not known	Female	Male	Not known	Female	Male	Not known
Research Futures	312	437	*	240	280	19	301	336	*
Postgraduate Programmes	51	41		40	34		68	58	
Professional and Occupational	110	141	9	154	135	524	263	168	737

Table 57: Participation in academic learning and development by gender 2021/22-2023/24 – by percentage

	2021/22			2022/23			2023/24		
	Female %	Male %	Not known %	Female %	Male %	Not known %	Female %	Male %	Not known %
Research Futures	42%	58%	*	45%	52%	4%	47%	53%	*
Postgraduate Programmes	55%	45%		54%	46%		54%	46%	
Professional and Occupational	42%	54%	3%	19%	17%	64%	23%	14%	63%
Total	**43%**	**56%**	**1%**	**30%**	**31%**	**38%**	**33%**	**29%**	**38%**

Section D: Progression

Progression information refers to the mechanism in place for career progression including contribution and promotion. The information contained refers to our Scottish Campuses.

Pay related information, including pay gap information, is under separate cover and can be found at www.hw.ac.uk/equality

Senior Academic Promotion Board success - by Sex
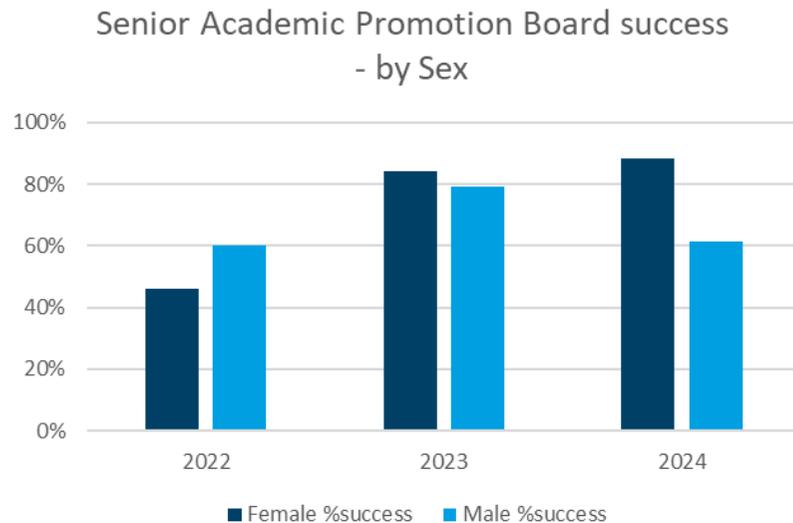
- The female success rate of Senior Academic Promotion Board cases increased, and was higher than male success rate in 2023 and 2024.
- The BME success rate of Senior Academic Promotion Board cases remain lower than White success rate.

Sex

Table 58: Contribution Board cases received by sex, academic and professional services staff covering all grades 2022-2024

	2022				2023				2024			
	Female	Female %	Male	Male %	Female	Female %	Male	Male %	Female	Female %	Male	Male %
Academics	18	47%	20	53%	13	38%	21	62%	11	35%	20	65%
Professional Services	18	56%	14	44%	33	66%	17	34%	29	63%	17	37%
TOTAL	**36**	**51%**	**34**	**49%**	**46**	**55%**	**38**	**45%**	**40**	**52%**	**37**	**48%**

Table 59: Professional Services regrading cases by sex 2022-2024

	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Cases	13	11	16	8	13	9
Successful	11	10	12	7	10	7
% Successful	**85%**	**91%**	**75%**	**88%**	**77%**	**78%**

Table 60: Academic Advancement Board cases by sex 2022-2024

Grade applied for	2022				2023				2024			
	Female	Male	%F success	%M success	Female	Male	%F success	%M success	Female	Male	%F success	%M success
7	*	*	100%	0%	*	*	100%	100%	*	*	100%	100%
8	8	10	100%	70%	4	15	75%	87%	14	10	100%	70%

Table 61: Senior Academic Promotion Board cases by sex 2022-2024

Grade applied for	2022				2023				2024			
	Female	Male	%F success	%M success	Female	Male	%F success	%M success	Female	Male	%F success	%M success
9	*	21	25%	76%	13	15	92%	80%	9	22	100%	77%
10	9	14	56%	36%	6	9	67%	78%	8	17	75%	41%

Ethnicity

Table 62: Contribution Board cases received by ethnicity, academic and professional services staff covering all grades 2022-2024

	2022						2023					
	BME	BME %	White	White %	Not known	Not known %	BME	BME %	White	White %	Not known	Not known %
Academics	7	18%	27	71%	*	*	5	15%	25	74%	*	*
Professional Services			30	94%	*	*	*	*	47	94%	*	*

	2024					
	BME	BME %	White	White %	Not known	Not known %
Academics	7	23%	22	71%	*	*
Professional Services	*	*	42	91%	*	*

Table 63: Professional Services regrading cases by ethnicity 2022-2024

	2022			2023			2024		
	BME	White	Not known	BME	White	Not known	BME	White	Not known
Cases		23	1	*	21	*		21	*
Successful		20	1	*	17			16	*
% Successful		87%	100%	100%	81%	0%		76%	100%

Table 64: Academic Advancement Board cases by ethnicity 2022-2024

Grade applied for	2022						2023					
	BME	White	Not known	BME % success	White % success	Not known % success	BME	White	Not known	BME % success	White % success	Not known % success
7		*			50%		*	*	*	100%	100%	100%
8	10	8		90%	75%		7	10	*	100%	70%	100%

Grade applied for	2024					
	BME	White	Not known	BME % success	White % success	Not known % success
7	*	*	*	100%	100%	100%
8	10	12	*	80%	90%	100%

Table 65: Senior Academic Promotion Board cases by ethnicity 2022-2024

Grade applied for	2022						2023					
	BME	White	Not known	BME % success	White % success	Not known % success	BME	White	Not known	BME % success	White % success	Not known % success
9	*	21	*	50%	71%	50%	*	19	*	100%	89%	60%
10	*	18	*	25%	50%	0%	*	12	*	0%	83%	50%

Grade applied for	2024					
	BME	White	Not known	BME % success	White % success	Not known % success
9	5	24	*	80%	88%	50%
10	8	16	*	38%	63%	0%

3. Decision-making: Committee Composition

The University has a range of governance committees that oversee the running of the University and make decisions across all aspects of the institution. Presented below is information relating to their composition. These committees operate University-wide.

While ethnicity data is collected for these committees, they are not published due to low numbers (except for University Senate).

%Female in Committees
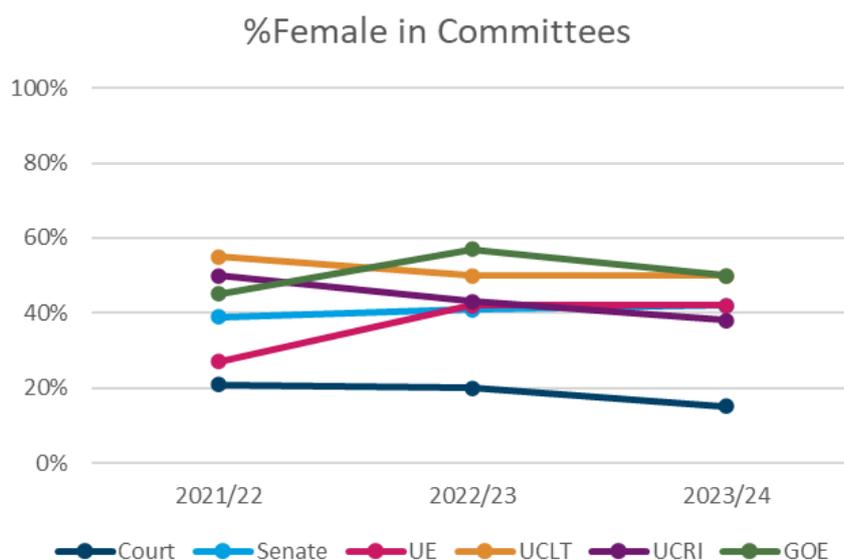
- The proportion of female members has increased slightly for Senate (39% in 21/22 to 42% in 23/24) and University Executive (27% in 21/22 to 42% in 23/24)
- The proportion of female members has decreased slightly for Court (21% in 21/22 to 15% in 23/24) and University Committee of Research & Innovation (50% in 21/22 to 38% in 23/24),
- University Committee of Learning & Teaching (50-55% female) and Global Operations Executive (45-57% female) remained relatively gender-balanced over the three years.
- The proportion of BME members on University Senate has remained between 14-19% over the three years.

Table 66: University Court gender profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	5	21%	5	20%	*	*
Male	19	79%	20	80%	17	85%

Table 67: University Senate sex profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	27	39%	32	41%	36	42%
Male	37	53%	41	52%	42	49%
Not known	6	9%	6	8%	8	9%
Total	70	100%	79	100%	86	100%

Table 68: University Senate ethnicity profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
BME	11	16%	11	14%	16	19%
White	48	69%	54	68%	55	64%
Not known	11	16%	14	18%	15	17%
Total	70	100%	79	100%	86	100%

Table 69: University Executive sex profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	*	*	5	42%	5	42%
Male	8	73%	7	58%	7	58%

Table 70: University Committee of Learning and Teaching sex profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	11	55%	11	50%	9	50%
Male	8	40%	10	45%	8	44%
Not known	*	*	*	*	*	*

Table 71: University Committee of Research and Innovation sex profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	11	50%	10	43%	9	38%
Male	11	50%	12	52%	14	58%
Not known			*	*	*	*

Table 72: Global Operations Executive sex profile 2021/22-2023/24

	2021/22		2022/23		2023/24	
	N	%	N	%	N	%
Female	9	45%	16	57%	14	50%
Male	11	55%	12	43%	14	50%
Total	20	100%	28	100%	28	100%