

University of Aberdeen Court Statement of Intent on Diversity

The Governing Body of the University of Aberdeen (the University Court) is committed to supporting the achievement of excellent practice in embedding the principles of Equality and Diversity across all of the University's activities. In particular, the Court recognises that the increasing diversity of the University staff and student community adds to the University's success and integrity.

The Court believes that its own membership should represent the diverse nature of the University community (current data on which is provided below). The Court also recognises that Equality legislation protects nine specific characteristics (gender, race, religion, sexual orientation, age, pregnancy and maternity, transgender status, disability, marriage and civil partnership) and will endeavour to promote inclusivity and equality for all groups through its business and, where appropriate, in the diversity of its membership. To this end, the Court will seek, without prejudicing the skills and knowledge requirements of the Court, to ensure that this commitment is considered whenever it recruits independent members and will request that other electing or nominating bodies do the same.

The Court notes the requirements of the Gender Representation on Public Boards (Scotland) Act 2018 with regard to the objective of 50% of appointed independent members being women. The Court further aims to achieve and maintain a gender balance of 50:50 across all categories of its membership, while acknowledging that this is influenced by the outcome of electoral and nomination processes beyond its control.

Notwithstanding these aims, the University Court will at all times ensure that the recruitment and selection processes for Court appointments are transparent, fair and objective.

All internal or external bodies when electing or appointing members of Court are asked to take this statement and the commitment to greater diversity on Court that it represents, into account.

GENDER

Staff Data 2016/17

GENDER	Total
	%
Female	56%
Male	44%
TOTAL	100%

Student Data 2016/17

GENDER	Total
	%
Female	57%
Male	43%
TOTAL	100%

RACE/ETHNICITY

Staff Data 2016/17

ETHNICITY	Total
	%
Asian	2.1%
Black	1.4%
Chinese	1.4%
Mixed	0.7%
Other	21.7%
White	68.4%
Refused	4.3%
TOTAL	100%

Student Data 2016/17

ETHNICITY	Total
	%
Arab	2%
Asian	7%
Black	5%
Chinese	3%
Mixed	3%
Other	2%
White	79%
Refused	1%
TOTAL	100%

DISABILITY

Staff Data 2016/17

DISABILITY	Total
	%
Yes	3.8%
No	91.9%
Unknown	1.6%
Refused	2.7%
TOTAL	100%

Student Data 2016/17

DISABILITY	Total
	%
Yes	11.3%
No	87.7%
Unknown/refused	1.0%
TOTAL	100%

SEXUAL ORIENTATION

Staff Data 2016/17

SEXUAL ORIENTATION	Total
	%
Bisexual	0.8%
Gay man	0.7%
Gay woman	0.7%
Heterosexual	62.2%
No information	24.3%
Other	0.2%
Refused	11.5%
TOTAL	100%

Student Data 2016/17

SEXUAL ORIENTATION	Total
	%
Bisexual	2%
Gay man	1%
Gay woman/lesbian	1%
Heterosexual	82%
Other	2%
Prefer not to say	10%
Information not known	2%
TOTAL	100%

RELIGION

Staff Data 2016/17

RELIGION	Total
	%
Buddhist	0.4%
Christian - Church of Scotland	11.3%
Christian – Other Denomination	8.9%
Christian - Roman Catholic	6.3%
Hindu	0.8%
Jewish	0.2%
Muslim	1.3%
No info	22.2%
No Religion	39.1%
Other	0.5%
Refused	8.5%
Sikh	0.6%
TOTAL	100%

Student Data 2016-17

RELIGION	Total
	%
Any other religion or belief	1%
Buddhist	1%
Christian - Church of Scotland	8%
Christian - Other denomination	14%
Christian - Roman Catholic	10%
Hindu	1%
Jewish	0.2%
Muslim	5%
No religion	46%
Prefer not to say	10%
Sikh	0.2%
Spiritual	1%
Information not known	2%
TOTAL	100%

AGE**Staff Data 2016-17**

AGE	Total
	%
25 and under	8.4%
26-35	22.4%
36-45	25.1%
46-55	26.2%
56-65	15.5%
Over 66	2.4%
TOTAL	100%

Student Data 2016-17

AGE	Total
	%
Under 18	38%
18-20	25%
21-25	14%
Over 25	23%
TOTAL	100%