

PUBLIC SECTOR EQUALITY DUTY REPORT 2021

8. STAFF AND STUDENT INFORMATION

- 8.1 Staff and student profile data for 2019 and 2020 are available at the end of this document.
- 8.2 The University's data is regularly checked for accuracy and a full data cleansing exercise was undertaken in 2017.
- 8.3 There are relatively few significant changes in the overall profile data since 2019. However, how we have used data has changed in that detailed data analysis is now required to meet the requirements of the equality charter marks we are committed to, such as Athena Swan and Race Equality Charter.
- 8.4 This means that EDIC is increasingly involved in the review of analysis of data and a sub-group of that Committee (Barriers to Progression Working Group) was established to undertake work related to standardising data collection and use for equality purposes. The Group will report progress during 2021.
- 8.5 The University and the Schools are now well-versed in analysing gender equality qualitative and quantitative data and this informs action plans and provides benchmarks for progress (key developments were outlined in Section 5.3.2 above). As the University focusses on achieving the next level of accreditation, the intersectional elements must be analysed too to ascertain barriers which exist because of a combination of protected characteristics.
- 8.6 The data presented shows less changes overall in comparison to the changes that were reported in the 2019 report where there had been some significant shifts in the staff profile. The data shows the following:
- Overall gender balance has remained relatively stable from 2017 – 2020, although work done in Schools to support Athena Swan activity has resulted in an increase in female professor numbers between 2015/16 to 2018/19 from 22% to 28% in STEMM areas and 20% to 24% in AHSSBL areas and a higher proportion of applications for Professorial roles are from women (up from 13% in 2015/16 to 22% in 2018/19).
 - Staff disability disclosure of disability has increased slowly since 2017 (4.1%) to 4.9% in 2020. Although disclosure rates remain stable over the previous three years, they have improved significantly since reporting commenced in 2013
 - In 2017 18.2% of staff refused to disclose their sexual orientation, in 2020 this had decreased to 11.9%
 - 41.5% of staff worked part-time in 2017, in 2020 this had increased slightly to 44.6%
 - 1.6% of staff stated they were Muslim in 2017 and this had increased to 2.1% in 2020. 42.7% of staff stated they had no religion in 2017 and this has increased to 44% in 2020. In 2017 the University did not hold any information on religion for 17% of staff, this has decreased steadily to 13.4% in 2020.
 - Since 2018 the University has been able to add the category 'other' to its gender monitoring whereas previously data was only generated for Male or Female.
 - Numbers of undergraduate students aged 30 and over has increased significantly since 2017 (647 compared to 1667 in 2020)
 - The numbers of students identifying as Bisexual has increased significantly since 2017 across all groups of students
 - Students declaring a disability increased by 75 between 2018 and 2020, taking the total to 1908.
- 8.7 It is encouraging that overall, the University is able to collect more data than in previous years and that staff and students are more willing to provide that information.
- 8.8 In relation to race equality specifically, a data plan for the quantitative and qualitative data required to fulfil the requirements of the Race Equality Charter has been developed. Early analysis provides the following data:

8.9 UK-domiciled staff (2019/20, as per HESA Staff Collection)

The proportion of Black, Asian and Minority Ethnic staff at the University is substantially higher within academic staff (16.7%) than in non-academic staff (4.3%). In terms of academic staff, the University is ahead of Scottish HEIs (12.8%) and broadly similar to the national UK picture (16.2%). In terms of non-academic staff, the University is slightly ahead of the Scottish HEIs but fares less favourably in the UK picture.

8.10 The percentage of Black, Asian and Minority Ethnic staff at Professorial level is growing and is currently at 6.3%. The University is slightly behind the Scottish HEIs (7.4%) and somewhat behind the national UK picture (10.1%) in relation to this category.

8.11 The proportion of Black, Asian and Minority Ethnic staff are substantially more represented at academic contract levels lower than Professorial level (19.0% vs 6.3%).

8.12 The Schools of Engineering (27.0%) and Business (29.0%) have the highest percentage of Black, Asian and Minority Ethnic staff in comparison to all the other Schools.

8.13 Currently, there are no Black, Asian and Minority Ethnic staff at senior management (as defined by HESA) level.

8.14 UK-domiciled students (2019/20, as per HESA Student Collection)

In terms of UK-domiciled Black, Asian and Minority Ethnic students as a proportion of the population, the University is ahead of the Scottish HEIs and behind the national UK picture. This proportion has additionally been growing consistently in recent academic years.

8.15 The split between White and Black, Asian and Minority Ethnic UK-domiciled students is similar within the UG (13.1%), PGT (13.7%) and PGR (15.6%) student populations.

8.16 The Schools of Business (16.5%), NCS (16.6%), MMSN (22.9%) and Engineering (25.9%) have the highest proportion of UK-domiciled Black, Asian and Minority Ethnic students (all levels) in comparison to all the other Schools.

8.16 The proportion of non-UK-domiciled Black, Asian and Minority Ethnic students (46.2%) is far higher than that of UK-domiciled students (13.3%), and this proportion has been growing as a reflection of University international recruitment strategies.

8.17 The University's work on race equality data is also analysed from the perspective of the local and regional context. In the 2011 Census, 8.1% of the population within Aberdeen City identified as being from a Black, Asian or Minority Ethnic background. In Aberdeenshire, this percentage was 1.5%. In combination, 4.6% of the population in Aberdeen City & Shire identified as being from a Minority background. This compares with a figure of 4.0% for Scotland, and 12.9% for the UK.

8.18 This more nuanced analysis reported above is starting to give the University an emerging picture of the challenges and opportunities in terms of its overall approach to race equality. The data plan explains how this analysis needs to be further explored in terms of recruitment, promotions, progression, attainment and satisfaction of Black, Asian and Minority Ethnic staff and students and this will be undertaken over the next two years.

8.19 As mentioned in Section 5.5.32 above the University undertook a Staff Survey in 2020. A range of analysis is being undertaken on the results which will be split by protected characteristic. This will provide the University with meaningful data to inform actions.

PUBLIC SECTOR EQUALITY DUTY 2019
STAFF AND STUDENT DATA 2019/20
Staff Data – Protected Characteristics

Staff Age by School 2019	25 and under		26 - 35		36 - 45		46 - 55		56 - 65		66 and over 66		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	4	3.3%	27	22.1%	34	27.9%	33	27.1%	19	15.6%	5	4.1%	122	3.2%
DHP	4	5.1%	19	24.1%	26	32.9%	12	15.2%	11	13.9%	7	8.9%	79	2.1%
Geosciences	6	6.1%	32	32.3%	27	27.3%	13	13.1%	19	19.2%	2	2.0%	99	2.6%
Language, Literature, Music & Visual Cul	3	2.0%	35	23.3%	42	28.0%	44	29.3%	20	13.3%	6	4.0%	150	3.9%
Law	2	1.6%	32	25.4%	29	23.0%	35	27.8%	24	19.1%	4	3.2%	126	3.3%
Medicine, Medical Sciences & Nutrition	40	4.7%	159	18.7%	227	26.7%	244	28.7%	161	18.9%	19	2.2%	850	22.1%
Natural & Computing Sciences	30	18.3%	40	24.4%	36	22.0%	39	23.8%	17	10.4%	2	1.2%	164	4.3%
School of Biological Sciences	14	8.2%	53	31.2%	39	22.9%	37	21.8%	22	12.9%	5	2.9%	170	4.4%
School of Education	1	0.9%	12	10.9%	18	16.4%	35	31.8%	27	24.6%	17	15.5%	110	2.9%
School of Engineering	35	20.2%	40	23.1%	43	24.9%	31	17.9%	23	13.3%	1	0.6%	173	4.5%
School of Psychology	6	10.3%	14	24.1%	22	37.9%	14	24.1%	2	3.5%			58	1.5%
Social Science	1	1.8%	7	12.3%	16	28.1%	22	38.6%	8	14.0%	3	5.3%	57	1.5%
Professional Services	230	13.6%	322	19.0%	360	21.3%	427	25.2%	303	17.9%	52	3.1%	1694	44.0%
University Total	376	9.8%	792	20.6%	919	23.9%	986	25.6%	656	17.0%	123	3.2%	3852	100.0%

Staff Age by School 2020

	25 and under		26 - 35		36 - 45		46 - 55		56 - 65		66 and over 66		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	6	3.5%	41	23.8%	56	32.6%	35	20.4%	20	11.6%	14	8.1%	172	4.2%
DHP	1	1.3%	18	22.5%	22	27.5%	21	26.3%	14	17.5%	4	5.0%	80	2.0%
Geosciences	9	7.9%	33	29.0%	33	29.0%	17	14.9%	18	15.8%	4	3.5%	114	2.8%
Language, Literature, Music & Visual Cul	2	1.1%	40	22.9%	50	28.6%	52	29.7%	23	13.1%	8	4.6%	175	4.3%
Law	1	0.8%	30	24.0%	33	26.4%	32	25.6%	25	20.0%	4	3.2%	125	3.1%
Medicine, Medical Sciences & Nutrition	37	4.4%	156	18.4%	223	26.4%	247	29.2%	164	19.4%	19	2.3%	846	20.7%
Natural & Computing Sciences	31	16.8%	58	31.4%	35	18.9%	36	19.5%	23	12.4%	2	1.1%	185	4.5%
School of Biological Sciences	37	17.9%	66	31.9%	36	17.4%	37	17.9%	26	12.6%	5	2.4%	207	5.1%
School of Education	2	1.8%	14	12.3%	16	14.0%	36	31.6%	30	26.3%	16	14.0%	114	2.8%
School of Engineering	52	24.9%	42	20.1%	51	24.4%	38	18.2%	24	11.5%	2	1.0%	209	5.1%
School of Psychology	10	12.8%	22	28.2%	32	41.0%	10	12.8%	4	5.1%			78	1.9%
Social Science	1	1.6%	12	19.4%	15	24.2%	21	33.9%	9	14.5%	4	6.5%	62	1.5%
Professional Services	192	11.1%	307	17.8%	389	22.5%	460	26.6%	319	18.5%	62	3.6%	1729	42.2%
University Total	381	9.3%	839	20.5%	991	24.2%	1042	25.4%	699	17.1%	144	3.5%	4096	100.0%

Staff Gender by School 2019

	F		M		School Total	UOA Total
	No.	%	No.	%	No.	%
Business School	57	46.7%	65	53.3%	122	3.2%
Divinity, History & Philosophy	32	40.5%	47	59.5%	79	2.1%
Geosciences	39	39.4%	60	60.6%	99	2.6%
Language, Literature, Music & Visual Cul	80	53.3%	70	46.7%	150	3.9%
Law	59	46.8%	67	53.2%	126	3.3%
Medicine, Medical Sciences & Nutrition	542	63.8%	308	36.2%	850	22.1%
Natural & Computing Sciences	58	35.4%	106	64.6%	164	4.3%
School of Biological Sciences	93	54.7%	77	45.3%	170	4.4%
School of Education	83	75.5%	27	24.5%	110	2.9%
School of Engineering	39	22.5%	134	77.5%	173	4.5%
School of Psychology	35	60.3%	23	39.7%	58	1.5%
Social Science	29	50.9%	28	49.1%	57	1.5%
Professional Services	1005	59.3%	689	40.7%	1694	44.0%
University Total	2151	55.8%	1701	44.2%	3852	100.0%

Staff Gender by School 2020

	F		M		School Total	UOA Total
	No.	%	No.	%	No.	%
Business School	80	46.5%	92	53.5%	172	4.2%
Divinity, History & Philosophy	32	40.0%	48	60.0%	80	2.0%
Geosciences	40	35.1%	74	64.9%	114	2.8%
Language, Literature, Music & Visual Cul	99	56.6%	76	43.4%	175	4.3%
Law	57	45.6%	68	54.4%	125	3.1%
Medicine, Medical Sciences & Nutrition	528	62.4%	318	37.6%	846	20.7%
Natural & Computing Sciences	50	27.0%	135	73.0%	185	4.5%
School of Biological Sciences	109	52.7%	98	47.3%	207	5.1%
School of Education	91	79.8%	23	20.2%	114	2.8%
School of Engineering	38	18.2%	171	81.8%	209	5.1%
School of Psychology	50	64.1%	28	35.9%	78	1.9%
Social Science	31	50.0%	31	50.0%	62	1.5%
Professional Services	1030	59.6%	699	40.4%	1729	42.2%
University Total	2235	54.6%	1861	45.4%	4096	100.0%

Staff Disability by School 2019

	No		Refused		Unknown		Yes		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	109	89.3%	4	3.3%	5	4.1%	4	3.3%	122	3.2%
Divinity, History & Philosophy	70	88.6%	5	6.3%	2	2.5%	2	2.5%	79	2.1%
Geosciences	86	86.9%	5	5.1%	5	5.1%	3	3.0%	99	2.6%
Language, Literature, Music & Visual Cul	135	90.0%	4	2.7%	3	2.0%	8	5.3%	150	3.9%
Law	118	93.7%			7	5.6%	1	0.8%	126	3.3%
Medicine, Medical Sciences & Nutrition	793	93.3%	16	1.9%	12	1.4%	29	3.4%	850	22.1%
Natural & Computing Sciences	157	95.7%	2	1.2%	1	0.6%	4	2.4%	164	4.3%
School of Biological Sciences	154	90.6%			12	7.1%	4	2.4%	170	4.4%
School of Education	97	88.2%			9	8.2%	4	3.6%	110	2.9%
School of Engineering	152	87.9%	3	1.7%	15	8.7%	3	1.7%	173	4.5%
School of Psychology	51	87.9%			5	8.6%	2	3.4%	58	1.5%
Social Science	56	98.2%					1	1.8%	57	1.5%
Professional Services	1508	89.0%	37	2.2%	39	2.3%	110	6.5%	1694	44.0%
University Total	3486	90.5%	76	2.0%	115	3.0%	175	4.5%	3852	100.0%

Staff Disability by School 2020

	No		Refused		Unknown		Yes		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	147	85.5%	5	2.9%	15	8.7%	5	2.9%	172	4.2%
Divinity, History & Philosophy	73	91.3%	5	6.3%	1	1.3%	1	1.3%	80	2.0%
Geosciences	97	85.1%	6	5.3%	7	6.1%	4	3.5%	114	2.8%
Language, Literature, Music & Visual Cul	153	87.4%	5	2.9%	9	5.1%	8	4.6%	175	4.3%
Law	117	93.6%	1	0.8%	6	4.8%	1	0.8%	125	3.1%
Medicine, Medical Sciences & Nutrition	783	92.6%	16	1.9%	13	1.5%	34	4.0%	846	20.7%
Natural & Computing Sciences	159	85.9%	4	2.2%	17	9.2%	5	2.7%	185	4.5%
School of Biological Sciences	183	88.4%			15	7.2%	9	4.3%	207	5.1%
School of Education	103	90.4%			8	7.0%	3	2.6%	114	2.8%
School of Engineering	165	78.9%	5	2.4%	31	14.8%	8	3.8%	209	5.1%
School of Psychology	66	84.6%	3	3.8%	5	6.4%	4	5.1%	78	1.9%
Social Science	60	96.8%					2	3.2%	62	1.5%
Professional Services	1538	89.0%	35	2.0%	38	2.2%	118	6.8%	1729	42.2%
University Total	3644	89.0%	85	2.1%	165	4.0%	202	4.9%	4096	100.0%

Staff Ethnicity by School 2019	Asian		Black		Chinese		Mixed		Other		R/U		White		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	20	16.4%	8	6.6%	10	8.2%	2	1.6%	2	1.6%	3	2.5%	77	63.1%	122	3.2%
Divinity, History & Philosophy			1	1.3%	1	1.3%	2	2.5%	1	1.3%	6	7.6%	68	86.1%	79	2.1%
Geosciences	4	4.0%			1	1.0%					7	7.1%	87	87.9%	99	2.6%
Language, Literature, Music & Visual Cul	1	0.7%			5	3.3%	3	2.0%	3	2.0%	8	5.3%	130	86.7%	150	3.9%
Law	1	0.8%	6	4.8%	1	0.8%	2	1.6%	1	0.8%	5	4.0%	110	87.3%	126	3.3%
Medicine, Medical Sciences & Nutrition	54	6.4%	12	1.4%	11	1.3%	14	1.6%	16	1.9%	33	3.9%	710	83.5%	850	22.1%
Natural & Computing Sciences	10	6.1%	5	3.0%	10	6.1%	4	2.4%	4	2.4%	7	4.3%	124	75.6%	164	4.3%
School of Biological Sciences	3	1.8%	3	1.8%	3	1.8%	2	1.2%	2	1.2%	14	8.2%	143	84.1%	170	4.4%
School of Education	1	0.9%	1	0.9%					1	0.9%	5	4.5%	102	92.7%	110	2.9%
School of Engineering	26	15.0%	13	7.5%	7	4.0%	3	1.7%	2	1.2%	17	9.8%	105	60.7%	173	4.5%
School of Psychology	4	6.9%			2	3.4%	2	3.4%	1	1.7%	3	5.2%	46	79.3%	58	1.5%
Social Science	3	5.3%							1	1.8%	1	1.8%	52	91.2%	57	1.5%
Professional Services	38	2.2%	26	1.5%	18	1.1%	22	1.3%	13	0.8%	60	3.5%	1517	89.6%	1694	44.0%
University Total	165	4.3%	75	1.9%	69	1.8%	56	1.5%	47	1.2%	169	4.4%	3271	84.9%	3852	100.0%

Staff Ethnicity by School 2020	Asian		Black		Chinese		Mixed		Other		R/U		White		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	27	15.7%	16	9.3%	17	9.9%	2	1.2%	5	2.9%	8	4.7%	97	56.4%	172	4.2%
Divinity, History & Philosophy			1	1.3%	1	1.3%	2	2.5%	1	1.3%	7	8.8%	68	85.0%	80	2.0%
Geosciences	4	3.5%			1	0.9%	1	0.9%	3	2.6%	14	12.3%	91	79.8%	114	2.8%
Language, Literature, Music & Visual Cul	2	1.1%			4	2.3%	3	1.7%	4	2.3%	13	7.4%	149	85.1%	175	4.3%
Law	2	1.6%	6	4.8%	2	1.6%	2	1.6%			3	2.4%	110	88.0%	125	3.1%
Medicine, Medical Sciences & Nutrition	53	6.3%	12	1.4%	11	1.3%	15	1.8%	15	1.8%	39	4.6%	701	82.9%	846	20.7%
Natural & Computing Sciences	16	8.6%	5	2.7%	10	5.4%	4	2.2%	4	2.2%	14	7.6%	132	71.4%	185	4.5%
School of Biological Sciences	5	2.4%	8	3.9%	3	1.4%	4	1.9%	2	1.0%	13	6.3%	172	83.1%	207	5.1%
School of Education			1	0.9%							8	7.0%	105	92.1%	114	2.8%
School of Engineering	27	12.9%	13	6.2%	10	4.8%	3	1.4%	3	1.4%	33	15.8%	120	57.4%	209	5.1%
School of Psychology	6	7.7%			5	6.4%	3	3.8%			6	7.7%	58	74.4%	78	1.9%
Social Science	4	6.5%	1	1.6%					2	3.2%	1	1.6%	54	87.1%	62	1.5%
Professional Services	37	2.1%	30	1.7%	15	0.9%	22	1.3%	12	0.7%	58	3.4%	1555	89.9%	1729	42.2%
University Total	183	4.5%	93	2.3%	79	1.9%	61	1.5%	51	1.2%	217	5.3%	3412	83.3%	4096	100.0%

Staff Sexual Orientation by School 2019	Bisexual		Gay man		Gay woman		Heterosexual		Refused		No information		Other		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School							89	73.0%	18	14.8%	15	12.3%			122	3.2%
Divinity, History & Philosophy	1	1.3%	1	1.3%			55	69.6%	15	19.0%	7	8.9%			79	2.1%
Geosciences	2	2.0%	1	1.0%			58	58.6%	20	20.2%	18	18.2%			99	2.6%
Language, Literature, Music & Visual Cul			1	0.7%			86	57.3%	23	15.3%	39	26.0%	1	0.7%	150	3.9%
Law	1	0.8%					63	50.0%	9	7.1%	53	42.1%			126	3.3%
Medicine, Medical Sciences & Nutrition	7	0.8%	1	0.1%	7	0.8%	609	71.6%	114	13.4%	112	13.2%			850	22.1%
Natural & Computing Sciences	2	1.2%	3	1.8%	1	0.6%	103	62.8%	23	14.0%	28	17.1%	4	2.4%	164	4.3%
School of Biological Sciences	1	0.6%			1	0.6%	110	64.7%	34	20.0%	23	13.5%	1	0.6%	170	4.4%
School of Education	1	0.9%	3	2.7%	2	1.8%	78	70.9%	14	12.7%	12	10.9%			110	2.9%
School of Engineering					1	0.6%	126	72.8%	30	17.3%	15	8.7%	1	0.6%	173	4.5%
School of Psychology	4	6.9%	3	5.2%			33	56.9%	8	13.8%	10	17.2%			58	1.5%
Social Science							37	64.9%	7	12.3%	13	22.8%			57	1.5%
Professional Services	23	1.4%	21	1.2%	17	1.0%	1242	73.3%	200	11.8%	180	10.6%	11	0.7%	1694	44.0%
University Total	42	1.1%	34	0.9%	29	0.8%	2689	69.8%	515	13.4%	525	13.6%	18	0.5%	3852	100.0%

Staff Sexual Orientation by School 2020

	Bisexual		Gay man		Gay woman		Heterosexual		Refused		No information		Other		School Total	UOA Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School					1	0.6%	131	76.2%	17	9.9%	23	13.4%			172	4.2%
Divinity, History & Philosophy	1	1.3%	1	1.3%			58	72.5%	14	17.5%	6	7.5%			80	2.0%
Geosciences	1	0.9%	2	1.8%	2	1.8%	69	60.5%	15	13.2%	23	20.2%	2	1.8%	114	2.8%
Language, Literature, Music & Visual Cul	6	3.4%	2	1.1%			98	56.0%	24	13.7%	45	25.7%			175	4.3%
Law	1	0.8%	2	1.6%			72	57.6%	7	5.6%	43	34.4%			125	3.1%
Medicine, Medical Sciences & Nutrition	9	1.1%	2	0.2%	7	0.8%	614	72.6%	107	12.6%	106	12.5%	1	0.1%	846	20.7%
Natural & Computing Sciences	7	3.8%	4	2.2%			107	57.8%	25	13.5%	41	22.2%	1	0.5%	185	4.5%
School of Biological Sciences	8	3.9%	3	1.4%			134	64.7%	26	12.6%	35	16.9%	1	0.5%	207	5.1%
School of Education	1	0.9%	4	3.5%	1	0.9%	84	73.7%	8	7.0%	16	14.0%			114	2.8%
School of Engineering	1	0.5%					137	65.6%	27	12.9%	44	21.1%			209	5.1%
School of Psychology	3	3.8%	1	1.3%			52	66.7%	11	14.1%	10	12.8%	1	1.3%	78	1.9%
Social Science	1	1.6%					40	64.5%	8	12.9%	12	19.4%	1	1.6%	62	1.5%
Professional Services	34	2.0%	17	1.0%	14	0.8%	1280	74.0%	199	11.5%	173	10.0%	12	0.7%	1729	42.2%
University Total	73	1.8%	38	0.9%	25	0.6%	2876	70.2%	488	11.9%	577	14.1%	19	0.5%	4096	100.0%

Staff Working Hours by School 2019

	FT		PT		School Total	UOA Total
	No.	%	No.	%	No.	%
Business School	77	64.7%	42	35.3%	119	3.2%
Divinity, History & Philosophy	50	64.9%	27	35.1%	77	2.0%
Geosciences	69	70.4%	29	29.6%	98	2.5%
Language, Literature, Music & Visual Cul	62	42.2%	85	57.8%	147	3.9%
Law	43	34.7%	81	65.3%	124	3.3%
Medicine, Medical Sciences & Nutrition	551	66.6%	277	33.5%	828	22.0%
Natural & Computing Sciences	108	66.3%	55	33.7%	163	4.3%
School of Biological Sciences	91	54.8%	75	45.2%	166	4.4%
School of Education	46	43.4%	60	56.6%	106	2.8%
School of Engineering	100	58.8%	70	41.2%	170	4.5%
School of Psychology	38	67.9%	18	32.1%	56	1.5%
Social Science	47	85.5%	8	14.6%	55	1.5%
Professional Services	803	48.6%	849	51.4%	1652	43.9%
University Total	2085	55.4%	1676	44.6%	3761	99.9%

Staff Working Hours by School 2020

	FT		PT		School Total	UOA Total
	No.	%	No.	%	No.	%
Business School	100	61.4%	63	38.7%	163	4.1%
Divinity, History & Philosophy	60	76.0%	19	24.1%	79	2.0%
Geosciences	85	75.2%	28	24.8%	113	2.9%
Language, Literature, Music & Visual Cul	71	41.8%	99	58.2%	170	4.3%
Law	54	43.9%	69	56.1%	123	3.1%
Medicine, Medical Sciences & Nutrition	547	66.2%	279	33.8%	826	20.7%
Natural & Computing Sciences	116	63.7%	66	36.3%	182	4.6%
School of Biological Sciences	102	51.8%	95	48.2%	197	4.9%
School of Education	46	43.0%	61	57.0%	107	2.7%
School of Engineering	113	55.1%	92	44.9%	205	5.1%
School of Psychology	46	61.3%	29	38.7%	75	1.9%
Social Science	49	81.7%	11	18.3%	60	1.5%
Professional Services	821	48.5%	868	51.2%	1689	42.3%
University Total	2210	55.4%	1779	44.6%	3989	100.1%

Staff Data – Leavers

Leavers 2018/2019		Business School		DHP		Geosciences		Language, Literature, Music & Visual Cul		Law		Medicine, Medical Sciences & Nutrition		Natural & Computing Sciences		School of Biological Sciences		School of Education		School of Engineering		School of Psychology		Social Science		Professional Services		UOA TOTAL	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Age	25 and under	3	13.0%		0.0%	3	7.9%	12	30.0%	6	19.4%	16	9.7%	30	50.8%	22	28.2%	1	5.9%	34	49.3%	9	36.0%	3	21.4%	126	41.0%	265	30.2%
	26 - 35	8	34.8%	4	33.3%	24	63.2%	15	37.5%	8	25.8%	70	42.4%	21	35.6%	36	46.2%	1	5.9%	26	37.7%	12	48.0%	7	50.0%	60	19.5%	292	33.3%
	36 - 45	5	21.7%	3	25.0%	8	21.1%	9	22.5%	6	19.4%	32	19.4%	5	8.5%	16	20.5%	2	11.8%	3	4.3%	4	16.0%	1	7.1%	38	12.4%	132	15.0%
	46 - 55	4	17.4%	2	16.7%	1	2.6%	3	7.5%	5	16.1%	19	11.5%	2	3.4%	2	2.6%	4	23.5%	2	2.9%		0.0%	2	14.3%	36	11.7%	82	9.3%
	56 - 65	1	4.3%	1	8.3%	1	2.6%	1	2.5%	3	9.7%	24	14.5%	1	1.7%	1	1.3%	5	29.4%	3	4.3%		0.0%		0.0%	43	14.0%	84	9.6%
	66 and over 66	2	8.7%	2	16.7%	1	2.6%		0.0%	3	9.7%	4	2.4%		0.0%	1	1.3%	4	23.5%	1	1.4%		0.0%	1	7.1%	4	1.3%	23	2.6%
	TOTAL	23	100.0%	12	100.0%	38	100.0%	40	100.0%	31	100.0%	165	100.0%	59	100.0%	78	100.0%	17	100.0%	69	100.0%	25	100.0%	14	100.0%	307	100.0%	878	100.0%
Disability	No	20	87.0%	10	83.3%	34	89.5%	34	85.0%	26	83.9%	150	90.9%	56	94.9%	58	74.4%	15	88.2%	54	78.3%	16	64.0%	13	92.9%	256	83.4%	742	84.5%
	Refused		0.0%	1	8.3%	2	5.3%		0.0%		0.0%	3	1.8%	1	1.7%	1	1.3%		0.0%		0.0%		0.0%	1	0.3%	9	1.0%		
	Unknown	2	8.7%	1	8.3%	2	5.3%	3	7.5%	5	16.1%	8	4.8%	1	1.7%	16	20.5%	2	11.8%	13	18.8%	7	28.0%	1	7.1%	22	7.2%	83	9.5%
	Yes	1	4.3%		0.0%		0.0%	3	7.5%		0.0%	4	2.4%	1	1.7%	3	3.8%		0.0%	2	2.9%	2	8.0%		0.0%	28	9.1%	44	5.0%
		TOTAL	23	100.0%	12	100.0%	38	100.0%	40	100.0%	31	100.0%	165	100.0%	59	100.0%	78	100.0%	17	100.0%	69	100.0%	25	100.0%	14	100.0%	307	100.0%	878
Ethnic Origin	Asian	3	13.0%	1	8.3%	4	10.5%		0.0%		0.0%	12	7.3%	6	10.2%	2	2.6%		0.0%	10	14.5%		0.0%	1	7.1%	8	2.6%	47	5.4%
	Black		0.0%		0.0%	3	7.9%	2	5.0%	1	3.2%	3	1.8%	7	11.9%	2	2.6%		0.0%	8	11.6%		0.0%	1	7.1%	14	4.6%	41	4.7%
	Chinese	2	8.7%		0.0%	1	2.6%	1	2.5%	1	3.2%	6	3.6%	2	3.4%	4	5.1%		0.0%	2	2.9%		0.0%	3	1.0%	22	2.5%		
	Mixed		0.0%		0.0%		0.0%	1	2.5%		0.0%	4	2.4%	1	1.7%		0.0%		0.0%	1	1.4%		0.0%	1	7.1%	8	2.6%	16	1.8%
	Other		0.0%		0.0%		0.0%	1	2.5%	1	3.2%	5	3.0%	2	3.4%	1	1.3%		0.0%		0.0%		0.0%	1	7.1%	1	0.3%	12	1.4%
	R/U	4	17.4%	2	16.7%	5	13.2%	4	10.0%	4	12.9%	6	3.6%	5	8.5%	15	19.2%	1	5.9%	10	14.5%	3	12.0%	1	7.1%	21	6.8%	81	9.2%
	White	14	60.9%	9	75.0%	25	65.8%	31	77.5%	24	77.4%	129	78.2%	36	61.0%	54	69.2%	16	94.1%	38	55.1%	22	88.0%	9	64.3%	252	82.1%	659	75.1%
		TOTAL	23	100.0%	12	100.0%	38	100.0%	40	100.0%	31	100.0%	165	100.0%	59	100.0%	78	100.0%	17	100.0%	69	100.0%	25	100.0%	14	100.0%	307	100.0%	878
Gender	F	11	47.8%	4	33.3%	20	52.6%	20	50.0%	15	48.4%	109	66.1%	28	47.5%	45	57.7%	9	52.9%	18	26.1%	17	68.0%	8	57.1%	196	63.8%	500	56.9%
	M	12	52.2%	8	66.7%	18	47.4%	20	50.0%	16	51.6%	56	33.9%	31	52.5%	33	42.3%	8	47.1%	51	73.9%	8	32.0%	6	42.9%	111	36.2%	378	43.1%
		TOTAL	23	100.0%	12	100.0%	38	100.0%	40	100.0%	31	100.0%	165	100.0%	59	100.0%	78	100.0%	17	100.0%	69	100.0%	25	100.0%	14	100.0%	307	100.0%	878

Leavers 2019/2020		Business School		DHP		Geosciences		Language, Literature, Music & Visual Cul		Law		Medicine, Medical Sciences & Nutrition		Natural & Computing Sciences		School of Biological Sciences		School of Education		School of Engineering		School of Psychology		Social Science		Professional Services		UOA TOTAL			
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Age	25 and under	2	7.7%	5	20.8%	8	25.8%	6	15.8%	3	9.1%	33	19.9%	31	37.8%	28	37.8%	4	16.7%	49	51.0%	18	54.5%	1	6.3%	129	47.1%	317	34.6%		
	26 - 35	6	23.1%	11	45.8%	14	45.2%	17	44.7%	11	33.3%	68	41.0%	30	36.6%	32	43.2%	3	12.5%	29	30.2%	9	27.3%	8	50.0%	44	16.1%	282	30.8%		
	36 - 45	6	23.1%	3	12.5%	5	16.1%	6	15.8%	9	27.3%	25	15.1%	17	20.7%	9	12.2%	6	25.0%	10	10.4%	3	9.1%	6	37.5%	32	11.7%	137	14.9%		
	46 - 55	7	26.9%	2	8.3%	1	3.2%	4	10.5%	7	21.2%	20	12.0%	4	4.9%	1	1.4%	4	16.7%	5	5.2%	2	6.1%	1	6.3%	26	9.5%	84	9.2%		
	56 - 65	3	11.5%		0.0%	2	6.5%	4	10.5%	2	6.1%	14	8.4%		0.0%	2	2.7%	5	20.8%	2	2.1%	1	3.0%		0.0%	33	12.0%	68	7.4%		
	66 and over 66	2	7.7%	3	12.5%	1	3.2%	1	2.6%	1	3.0%	6	3.6%		0.0%	2	2.7%	2	8.3%	1	1.0%		0.0%		0.0%	10	3.6%	29	3.2%		
	TOTAL	26	100.0%	24	100.0%	31	100.0%	38	100.0%	33	100.0%	166	100.0%	82	100.0%	74	100.0%	24	100.0%	96	100.0%	33	100.0%	16	100.0%	274	100.0%	917	100.0%		
Disability	No	21	80.8%	19	79.2%	25	80.6%	32	84.2%	26	78.8%	141	84.9%	62	75.6%	49	66.2%	20	83.3%	64	66.7%	28	84.8%	16	100.0%	242	88.3%	745	81.2%		
	Refused	1	3.8%	2	8.3%		0.0%		0.0%		0.0%	1	0.6%	1	1.2%		0.0%		0.0%	1	1.0%		0.0%	4	1.5%	10	1.1%				
	Unknown	3	11.5%	2	8.3%	5	16.1%	5	13.2%	5	15.2%	14	8.4%	18	22.0%	21	28.4%	3	12.5%	28	29.2%	3	9.1%		0.0%	14	5.1%	121	13.2%		
	Yes	1	3.8%	1	4.2%	1	3.2%	1	2.6%	2	6.1%	10	6.0%	1	1.2%	4	5.4%	1	4.2%	3	3.1%	2	6.1%		0.0%	14	5.1%	41	4.5%		
	TOTAL	26	100.0%	24	100.0%	31	100.0%	38	100.0%	33	100.0%	166	100.0%	82	100.0%	74	100.0%	24	100.0%	96	100.0%	33	100.0%	16	100.0%	274	100.0%	917	100.0%		
Ethnic Origin	Asian	4	15.4%		0.0%	2	6.5%	1	2.6%	2	6.1%	18	10.8%	11	13.4%	1	1.4%	1	4.2%	10	10.4%	1	3.0%	3	18.8%	12	4.4%	66	7.2%		
	Black	4	15.4%		0.0%	1	3.2%		0.0%	3	9.1%	6	3.6%	5	6.1%	5	6.8%		0.0%	10	10.4%		0.0%	1	6.3%	9	3.3%	44	4.8%		
	Chinese	3	11.5%		0.0%	2	6.5%	2	5.3%		0.0%	5	3.0%	11	13.4%	2	2.7%		0.0%	6	6.3%		0.0%	1	6.3%	8	2.9%	40	4.4%		
	Mixed		0.0%		0.0%	2	6.5%	4	10.5%		0.0%	4	2.4%		0.0%	1	1.4%		0.0%		0.0%	2	6.1%		0.0%	7	2.6%	20	2.2%		
	Other	2	7.7%		0.0%	2	6.5%		0.0%	1	3.0%	6	3.6%	3	3.7%	1	1.4%	1	4.2%	6	6.3%	2	6.1%		0.0%	3	1.1%	27	2.9%		
	R/U	3	11.5%	4	16.7%	3	9.7%	6	15.8%	4	12.1%	14	8.4%	12	14.6%	13	17.6%	2	8.3%	27	28.1%	4	12.1%		0.0%	15	5.5%	107	11.7%		
	White	10	38.5%	20	83.3%	19	61.3%	25	65.8%	23	69.7%	113	68.1%	40	48.8%	51	68.9%	20	83.3%	37	38.5%	24	72.7%	11	68.8%	220	80.3%	613	66.8%		
	TOTAL	26	100.0%	24	100.0%	31	100.0%	38	100.0%	33	100.0%	166	100.0%	82	100.0%	74	100.0%	24	100.0%	96	100.0%	33	100.0%	16	100.0%	274	100.0%	917	100.0%		
Gender	F	12	46.2%	5	19.2%	10	38.5%	23	88.5%	16	61.5%	109	419.2%	21	80.8%	45	60.8%	18	75.0%	11	11.5%	22	66.7%	13	81.3%	172	62.8%	477	52.0%		
	M	14	53.8%	19	73.1%	21	80.8%	15	57.7%	17	65.4%	57	219.2%	61	234.6%	29	39.2%	6	25.0%	85	88.5%	11	33.3%	3	18.8%	102	37.2%	440	48.0%		
	TOTAL	26	100.0%	24	92.3%	31	119.2%	38	146.2%	33	126.9%	166	638.5%	82	315.4%	74	100.0%	24	100.0%	96	100.0%	33	100.0%	16	100.0%	274	100.0%	917	100.0%		

Staff Religion by School 2019	Buddhist		Christian - Church of Scotland		Christian - Other denomination		Christian - Roman Catholic		Hindu		Jewish		Muslim		No Info		No Religion		Other		Refused		Sikh		Spiritual		School Total		UOA Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	2	1.6%	11	9.0%	13	10.7%	15	12.3%	1	0.8%			9	7.4%	15	12.3%	38	31.1%			16	13.1%					2	1.6%	122	3.2%
Divinity, History & Philosophy			8	10.1%	19	24.1%	5	6.3%							7	8.9%	24	30.4%	1	1.3%	15	19.0%							79	2.1%
Geosciences			1	1.0%	12	12.1%	13	13.1%	1	1.0%			2	2.0%	16	16.2%	36	36.4%			18	18.2%							99	2.6%
Language, Literature, Music & Visual Cul			12	8.0%	9	6.0%	14	9.3%					2	1.3%	36	24.0%	54	36.0%			23	15.3%							150	3.9%
Law			11	8.7%	18	14.3%	9	7.1%					2	1.6%	50	39.7%	27	21.4%			9	7.1%							126	3.3%
Medicine, Medical Sciences & Nutrition	10	1.2%	115	13.5%	104	12.2%	54	6.4%	15	1.8%			16	1.9%	108	12.7%	338	39.8%	3	0.4%	81	9.5%			6	0.7%			850	22.1%
Natural & Computing Sciences	1	0.6%	7	4.3%	12	7.3%	12	7.3%	2	1.2%	3	1.8%	3	1.8%	27	16.5%	80	48.8%	1	0.6%	12	7.3%	1	0.6%	3	1.8%			164	4.3%
School of Biological Sciences			8	4.7%	16	9.4%	8	4.7%	1	0.6%			3	1.8%	22	12.9%	83	48.8%	2	1.2%	27	15.9%							170	4.4%
School of Education			23	20.9%	17	15.5%	5	4.5%					1	0.9%	12	10.9%	41	37.3%	1	0.9%	8	7.3%			2	1.8%			110	2.9%
School of Engineering			13	7.5%	18	10.4%	8	4.6%	7	4.0%			18	10.4%	15	8.7%	56	32.4%	1	0.6%	37	21.4%							173	4.5%
School of Psychology			2	3.4%	3	5.2%	2	3.4%			1	1.7%			10	17.2%	32	55.2%			7	12.1%					1	1.7%	58	1.5%
Social Science	1	1.8%	4	7.0%	5	8.8%	1	1.8%					1	1.8%	13	22.8%	24	42.1%			7	12.3%					1	1.8%	57	1.5%
Professional Services	7	0.4%	212	12.5%	171	10.1%	84	5.0%	9	0.5%	2	0.1%	22	1.3%	162	9.6%	829	48.9%	17	1.0%	154	9.1%			25	1.5%	1694	44.0%		
University Total	21	0.5%	427	11.1%	417	10.8%	230	6.0%	36	0.9%	6	0.2%	79	2.1%	493	12.8%	1662	43.1%	26	0.7%	414	10.7%	1	0.0%	40	1.04%	3852	100.0%		

Staff Religion by School 2020	Buddhist		Christian - Church of Scotland		Christian - Other denomination		Christian - Roman Catholic		Hindu		Jewish		Muslim		No Info		No Religion		Other		Refused		Sikh		Spiritual		School Total		UOA Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Business School	3	1.7%	12	7.0%	23	13.4%	15	8.7%	2	1.2%			15	8.7%	23	13.4%	57	33.1%			21	12.2%					1	0.6%	172	4.2%
Divinity, History & Philosophy			8	10.0%	22	27.5%	4	5.0%							6	7.5%	26	32.5%	1	1.3%	13	16.3%							80	2.0%
Geosciences			1	0.9%	15	13.2%	12	10.5%	1	0.9%			2	1.8%	21	18.4%	46	40.4%			16	14.0%							114	2.8%
Language, Literature, Music & Visual Cul	1	0.6%	14	8.0%	12	6.9%	15	8.6%					2	1.1%	42	24.0%	67	38.3%			21	12.0%					1	0.6%	175	4.3%
Law			14	11.2%	14	11.2%	11	8.8%					2	1.6%	41	32.8%	32	25.6%	2	1.6%	9	7.2%							125	3.1%
Medicine, Medical Sciences & Nutrition	7	0.8%	107	12.6%	109	12.9%	49	5.8%	16	1.9%			18	2.1%	104	12.3%	351	41.5%	3	0.4%	75	8.9%			7	0.8%			846	20.7%
Natural & Computing Sciences	2	1.1%	8	4.3%	13	7.0%	12	6.5%	3	1.6%	2	1.1%	6	3.2%	40	21.6%	83	44.9%			13	7.0%	1	0.5%	2	1.1%			185	4.5%
School of Biological Sciences			12	5.8%	23	11.1%	10	4.8%	1	0.5%			1	0.5%	33	15.9%	106	51.2%	2	1.0%	19	9.2%							207	5.1%
School of Education			26	22.8%	18	15.8%	6	5.3%							15	13.2%	39	34.2%	1	0.9%	6	5.3%			3	2.6%			114	2.8%
School of Engineering	4	1.9%	13	6.2%	21	10.0%	9	4.3%	8	3.8%			14	6.7%	44	21.1%	66	31.6%			29	13.9%			1	0.5%			209	5.1%
School of Psychology			2	2.6%	5	6.4%	3	3.8%	1	1.3%	1	1.3%			10	12.8%	48	61.5%			8	10.3%							78	1.9%
Social Science	1	1.6%	4	6.5%	6	9.7%	1	1.6%					2	3.2%	12	19.4%	26	41.9%	1	1.6%	7	11.3%			2	3.2%			62	1.5%
Professional Services	12	0.7%	211	12.2%	184	10.6%	97	5.6%	10	0.6%	2	0.1%	24	1.4%	158	9.1%	838	48.5%	15	0.9%	161	9.3%			17	1.0%	1729	42.2%		
University Total	30	0.7%	432	10.5%	465	11.4%	244	6.0%	42	1.0%	5	0.1%	86	2.1%	549	13.4%	1785	43.6%	25	0.6%	398	9.7%	1	0.0%	34	0.83%	4096	100.0%		

Staff Data – Recruitment

Recruitment		Female	Male	Other	Total	% of F		Female	Male	Other	Total	% of F
Grade 1	Applicants	824	609	11	1444	57.06%	Grade 6/7	44	22		66	66.67%
	Interviewees	303	148	2	453	66.89%		15	8		23	65.22%
	Offers	111	44		155	71.61%		3	2		5	60.00%
	Acceptances	107	44		151	70.86%		3	2		5	60.00%
Grade 2	Applicants	2204	1263	13	3480	63.33%	Grade 7	742	1070	8	1820	40.77%
	Interviewees	239	115		354	67.51%		158	171	1	330	47.88%
	Offers	50	22		72	69.44%		51	52		103	49.51%
	Acceptances	46	21		67	68.66%		48	47	1	96	50.00%
Grade 3	Applicants	2204	1263	13	3480	63.33%	Grade 7/8	583	1592	2	2177	26.78%
	Interviewees	519	232	4	755	68.74%		87	216		303	28.71%
	Offers	97	34	1	132	73.48%		20	47		67	29.85%
	Acceptances	88	30		118	74.58%		19	38		57	33.33%
Grade 4	Applicants	2225	1036	5	3266	68.13%	Grade 8	146	297		443	32.96%
	Interviewees	455	146		601	75.71%		35	54		89	39.33%
	Offers	89	31		120	74.17%		10	10		20	50.00%
	Acceptances	81	28		109	74.31%		8	9		17	47.06%
Grade 4/5	Applicants	42	23	0	65	64.62%	Grade 8/9	17	78		95	17.89%
	Interviewees	10	1		11	90.91%		6	22		28	21.43%
	Offers	2			2	100.00%		3	6		9	33.33%
	Acceptances	2			2	100.00%		3	4		7	42.86%
Grade 5	Applicants	1527	916	6	2449	62.35%	Grade 9	101	229		330	30.61%
	Interviewees	324	170	1	495	65.45%		26	50		76	34.21%
	Offers	96	62		158	60.76%		7	13		20	35.00%
	Acceptances	86	60		146	58.90%		5	11		16	31.25%
Grade 5/6	Applicants	86	43	1	130	66.15%	Clinical	66	62	1	129	51.16%
	Interviewees	37	9	1	47	78.72%		39	32	1	72	54.17%
	Offers	15	3		18	83.33%		26	21		47	55.32%
	Acceptances	14	3		17	82.35%		26	20		46	56.52%
Grade 6	Applicants	1591	1588	12	3191	49.86%						
	Interviewees	375	348	3	726	51.65%						
	Offers	121	107		228	53.07%						

	Acceptances	112	102		214	52.34%
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AGE

LEVEL	RESEARCH POSTGRADUATE		TAUGHT POSTGRADUATE		UNDERGRADUATE	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
AGE						
20 AND UNDER	0	2	27	22	8928	8987
21-24	391	338	1192	1534	1705	1886
25-29	528	509	1039	1217	661	903
30+	758	717	1827	2312	1201	1667
TOTAL	1677	1566	4085	5085	12495	13443

GENDER

LEVEL	RESEARCH POSTGRADUATE		TAUGHT POSTGRADUATE		UNDERGRADUATE	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
GENDER						
FEMALE	777	732	2331	2735	7517	8224
MALE	892	833	1753	2348	4966	5196
OTHER	2	1	1	1	12	23
TOTAL	1671	1566	4085	5084	12495	13443

DISABILITY

LEVEL	RESEARCH POSTGRADUATE		TAUGHT POSTGRADUATE		UNDERGRADUATE	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
DISABILITY						
Disability Declared	101	94	275	325	1833	1908
No known disability	1534	1434	3753	4646	10289	10827
Unknown/Refused	36	38	57	113	373	708
TOTAL	1671	1566	4085	5084	12495	13443

SEXUAL ORIENTATION

LEVEL	RESEARCH POSTGRADUATE		TAUGHT POSTGRADUATE		UNDERGRADUATE	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
SEXUAL ORIENTATION						
BISEXUAL	49	54	73	128	479	532
GAY MAN	28	23	43	45	163	172
GAY WOMAN/LESBIAN	9	12	21	26	105	113
HETEROSEXUAL	1292	1204	2737	3298	8569	8449
OTHER	69	64	79	147	147	163
PREFER NOT TO SAY	220	207	877	1068	1274	1278
INFORMATION NOT KNOWN	4	2	255	372	1758	2736
TOTAL	1671	1566	4085	5084	12495	13443

ETHNICITY

LEVEL	RESEARCH POSTGRADUATE		TAUGHT POSTGRADUATE		UNDERGRADUATE	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
ETHNICITY						
ARAB	108	114	172	237	146	159
ASIAN - OTHER	142	128	213	226	200	215
BANGLADESHI	11	14	12	17	23	38
BLACK - OTHER	7	9	16	17	11	22
BLACK AFRICAN	174	156	349	496	228	244
BLACK CARIBBEAN	3	3	19	36	16	11
CHINESE	81	86	439	762	245	301
GYPSY OR TRAVELLER	0	0	1	0	3	2
INDIAN	52	43	91	144	164	196
INFORMATION NOT YET SOUGHT	1	1	0	0	0	1
MIXED - OTHER	43	44	100	97	214	223
MIXED - WHITE/ASIAN AFRICAN	5	5	18	16	26	26
MIXED - WHITE/BLACK AFRICAN	8	10	12	21	61	51
MIXED - WHITE/BLACK CARIBBEAN	2	1	8	7	21	32
NOT KNOWN	0	0	54	12	24	14
OTHER	32	36	135	95	153	154
PAKISTANI	21	21	42	57	144	160
PREFER NOT TO SAY	3	2	19	36	9	5
WHITE	1	1	83	147	75	78
WHITE- BRITISH	301	291	1007	1114	3892	3868
WHITE- IRISH	26	20	75	94	136	150
WHITE - OTHER	529	482	605	575	3154	2885
WHITE - GYPSY/TRAVELLER	0	0	1	1	2	1
WHITE - SCOTTISH	120	99	505	621	1909	1969
NULL	1	0	109	256	1639	2638
TOTAL	1671	1566	4085	5084	12495	13443

RELIGION

LEVEL	RESEARCH POSTGRADUATE		TAUGHT POSTGRADUATE		UNDERGRADUATE	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
RELIGION						
ANY OTHER RELIGION OR BELIEF	23	17	48	63	102	107
BUDDHIST	39	36	102	112	86	86
CHRISTIAN	2	1	64	152	7	18
CHRISTIAN - CHURCH OF SCOTLAND	42	32	211	200	666	604
CHRISTIAN - OTHER DENOMINATION	413	391	515	595	1269	1223
CHRISTIAN - ROMAN CATHOLIC	159	139	394	418	1012	973
HINDU	28	23	51	87	80	81
JEWISH	3	2	8	9	22	27
MUSLIM	238	222	320	415	372	419
NO RELIGION	549	539	1583	2005	5808	5877
PREFER NOT TO SAY	145	135	477	558	1175	1141
SIKH	2	3	3	5	19	22
SPIRITUAL	24	24	62	86	105	103
INFORMATION NOT KNOWN	4	2	247	379	1772	2762
TOTAL	1671	1566	4085	5084	12495	13443

IS GENDER NOW SAME AS BIRTH?

LEVEL	RESEARCH POSTGRADUATE						TAUGHT POSTGRADUATE						UNDERGRADUATE					
	2018/19			2019/20			2018/19			2019/20			2018/19			2019/20		
	F	M	O	F	M	O	F	M	O	F	M	O	F	M	O	F	M	O
IS GENDER NOW SAME AS BIRTH?																		
YES	756	866	0	715	813	0	1891	1370	0	2220	1898	0	6264	4278	2	6307	4193	2
NO	2	2	0	1	2	0	8	6	1	7	6	0	17	9	3	20	15	7
PREFER NOT TO SAY	19	20	2	14	18	1	268	280	0	283	286	1	71	63	7	71	60	10
INFORMATION NOT AVAILABLE	0	0	0	2	0	0	164	97	0	225	158	0	1165	616	0	1826	928	4
TOTAL	777	888	2	732	833	1	2331	1753	1	2735	2348	1	7517	4966	12	8224	5196	23

Student Data Non-continuation
NON-CONTINUATION BY GENDER & DISABILITY

NON-CONTINUATION BY GENDER & DISABILITY		FULL TIME UNDERGRADUATES			
		2018		2019	
		Y	N	Y	N
FEMALE	NO KNOWN DISABILITY	4539	151	4614	95
	DISABILITY DECLARED	831	57	816	35
	UNKNOWN/REFUSED	2	0	3	0
	TOTAL	5372	208	5433	130
MALE	NO KNOWN DISABILITY	3211	146	3193	84
	DISABILITY DECLARED	607	45	575	30
	UNKNOWN/REFUSED	5	0	5	0
	TOTAL	3823	191	3773	114
OTHER	NO KNOWN DISABILITY	9	0	10	0
	DISABILITY DECLARED	3	0	6	0
	UNKNOWN/REFUSED	0	0	0	0
	TOTAL	12	0	16	0

NON-CONTINUATION BY GENDER & ETHNICITY

NON-CONTINUATION BY GENDER & ETHNICITY		FULL TIME UNDERGRADUATES			
		2018		2019	
		Y	N	Y	N
FEMALE	White (pre2001)	33	7	39	3
	White - British	1906	75	1932	63
	White - Irish	72	0	76	1
	White-Scottish	895	52	936	31
	White-Gypsy/Traveller	1	0	1	0
	White - Other	1733	47	1600	23
	Black - Caribbean	8	0	6	0
	Black - African	106	1	119	3
	Black - other	6	0	11	0
	Asian - Indian	71	0	90	0
	Asian - Pakistani	50	0	59	0
	Asian - Bangladeshi	14	0	18	0
	Asian - Chinese	112	4	157	1
	Asian - other	76	8	89	2
	White/Black Caribbean	13	0	19	0
	White/Black African	34	1	28	1
	White/Asian	11	0	11	0
	Mixed - Other	117	5	118	0
	Arab	49	1	60	0
	Other	56	5	58	0
Not known	9	2	6	2	
	TOTAL	5372	208	5433	130
MALE	White (pre2001)	30	5	30	2
	White - British	1543	76	1482	38
	White - Irish	50	1	52	0
	White-Scottish	664	38	664	27
	Gypsy or Traveller	2	1	2	0
	White - Other	859	37	800	19
	Black - Caribbean	6	0	5	0
	Black - African	95	6	87	9
	Black - other	3	1	7	0
	Asian - Indian	73	1	82	1
	Asian - Pakistani	76	5	82	1
	Asian - Bangladeshi	8	0	15	1
	Asian - Chinese	85	4	107	0
	Asian - other	80	4	85	3
	White/Black Caribbean	7	1	10	1
	White/Black African	19	3	16	0
	White/Asian	15	0	15	0
	Mixed - Other	72	2	79	3
	Arab	62	1	71	4
	Other	60	4	72	3
Not known	14	1	10	2	
	TOTAL	3823	191	3773	114
OTHER	White - British	4	0	4	0
	White-Scottish	4	0	5	0



	White - Other	4	0	7	0
	TOTAL	12	0	16	0

NON-CONTINUATION BY GENDER & AGE

NON-CONTINUATION BY GENDER & AGE		FULL TIME UNDERGRADUATES			
		2018		2019	
		Y	N	Y	N
FEMALE	20 AND UNDER	4703	168	4704	108
	21-24	506	26	552	12
	25-29	93	7	100	6
	30 YEARS AND OVER	70	7	77	4
	TOTAL	5372	208	5433	130
MALE	20 AND UNDER	3216	121	3189	80
	21-24	437	43	405	26
	25-29	109	18	119	2
	30 YEARS AND OVER	61	9	60	6
	TOTAL	3823	191	3773	114