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 2020

GENDER	Total
	%
Female	57%
Male	43%
Other	0%
TOTAL	100%

Student Data 2020

GENDER	Total
	%
Female	58%
Male	42%
Other	0%
TOTAL	100%

Court Data (Jan 2021)
(Data reflects the fact that there are currently 2 vacancies on Court)

GENDER	Total
	%
Female	48%
Male	44%
Other	0%
TOTAL	92%

RACE/ETHNICITY

Staff Data 2020

ETHNICITY	Total
	%
Arab	0.4%
Asian	4.3%
Black	1.8%
Chinese	1.8%
Mixed	1.9%
Other	0.9%
White	85.5%
Information refused	3.4%
TOTAL	100%

Student Data 2020

ETHNICITY	Total
	%
Arab	2.5%
Asian	6.3%
Black	4.9%
Chinese	5.7%
Mixed	2.7%
Other	1.4%
White	61.7%
Information not known	0.2%
Information refused	14.5%
TOTAL	100%

Court Data (Jan 2021)
(Data reflects the fact that there are currently 2 vacancies on Court)

ETHNICITY	Total
	%
Arab	0%
Asian	0%
Black	0%
Chinese	0%
Mixed	0%
Other	0%
White	80%
Information not known	4%
Information refused	8%
TOTAL	92%

DISABILITY

Staff Data 2020

DISABILITY	Total
	%
Yes	5.1%
No	90.7%
Information not known	2%
Prefer not to disclose	2.2%
TOTAL	100%

Student Data 2020

DISABILITY	Total
	%
Yes	11.6%
No	84.1%
Unknown/not disclosed	4.3%
TOTAL	100%

Court Data (Jan 2021)
(Data reflects the fact that there are currently 2 vacancies on Court)

DISABILITY	Total
	%
Yes	4%
No	72%
Information not known	4%
Prefer not to disclose	12%
TOTAL	92%

SEXUAL ORIENTATION

Staff Data 2020

SEXUAL ORIENTATION	Total
	%
Bisexual	1.6%
Gay man	0.9%
Gay woman	0.7%
Heterosexual	71.9%
Other	0.5%
Information not known	12.9%
Prefer not to disclose	11.6%
TOTAL	100%

Student Data 2020

SEXUAL ORIENTATION	Total
	%
Bisexual	3.6%
Gay man	1.2%
Gay woman	0.8%
Heterosexual	64.5%
Other	1.9%
Information not known	15.5%
Prefer not to disclose	12.7%
TOTAL	100%

Court Data (Jan 2021)
(Data reflects the fact that there are currently 2 vacancies on Court)

SEXUAL ORIENTATION	Total
	%
Bisexual	0%
Gay Man	4%
Gay Woman	0%
Heterosexual	64%
Other	4%
Information not known	12%
Prefer not to disclose	8%
TOTAL	92%

RELIGION

Staff Data 2020

RELIGION	Total
	%
Buddhist	0.5%
Christian - Church of Scotland	10.9%
Christian – Other Denomination	10.7%
Christian - Roman Catholic	7.1%
Hindu	1%
Jewish	0.1%
Muslim	2%
Sikh	0%
Spiritual	0.9%
Other	0.7%
No Religion	45%
No Information	11.9%
Prefer not to disclose	9.2%
TOTAL	100%

Student Data 2020

RELIGION	Total
	%
Buddhist	1.2%
Christian - Church of Scotland	4.2%
Christian - Other denomination	11.8%
Christian - Roman Catholic	7.6%
Hindu	1.0%
Jewish	0.2%
Muslim	5.3%
Sikh	0.1%
Spiritual	1.1%
Other	0.9%
No Religion	41.9%
No Information	15.6%
Prefer not to disclose	9.1%
TOTAL	100%

Court Data (Jan 2021)
(Data reflects the fact that there are currently 2 vacancies on Court)

RELIGION	Total
	%
Buddhist	4%
Christian – Church of Scotland	20%
Christian – Other denomination	8%
Christian – Roman Catholic	4%
Hindu	0%
Jewish	0%
Muslim	0%
Sikh	0%
Spiritual	0%
Other	0%
No Religion	32%
No Information	12%
Prefer not to disclose	12%
TOTAL	92%

AGE

Staff Data 2020

AGE	Total
	%
25 and under	7.4%
26-35	21.4%
36-45	25.1%
46-55	24.7%
56-65	17.7%
Over 66	3.7%
TOTAL	100%

Student Data 2020

AGE	Total
	%
20 and under	44.8%
21-24	18.7%
25-29	13.1%
Over 30	23.4%
TOTAL	100%

Court Data (Jan 2021)
(Data reflects the fact that there are currently 2 vacancies on Court)

AGE	Total
	%
25 and under	8%
26-35	4%
36-45	8%
46-55	36%
56-65	40%
Over 66	12%
TOTAL	92%