

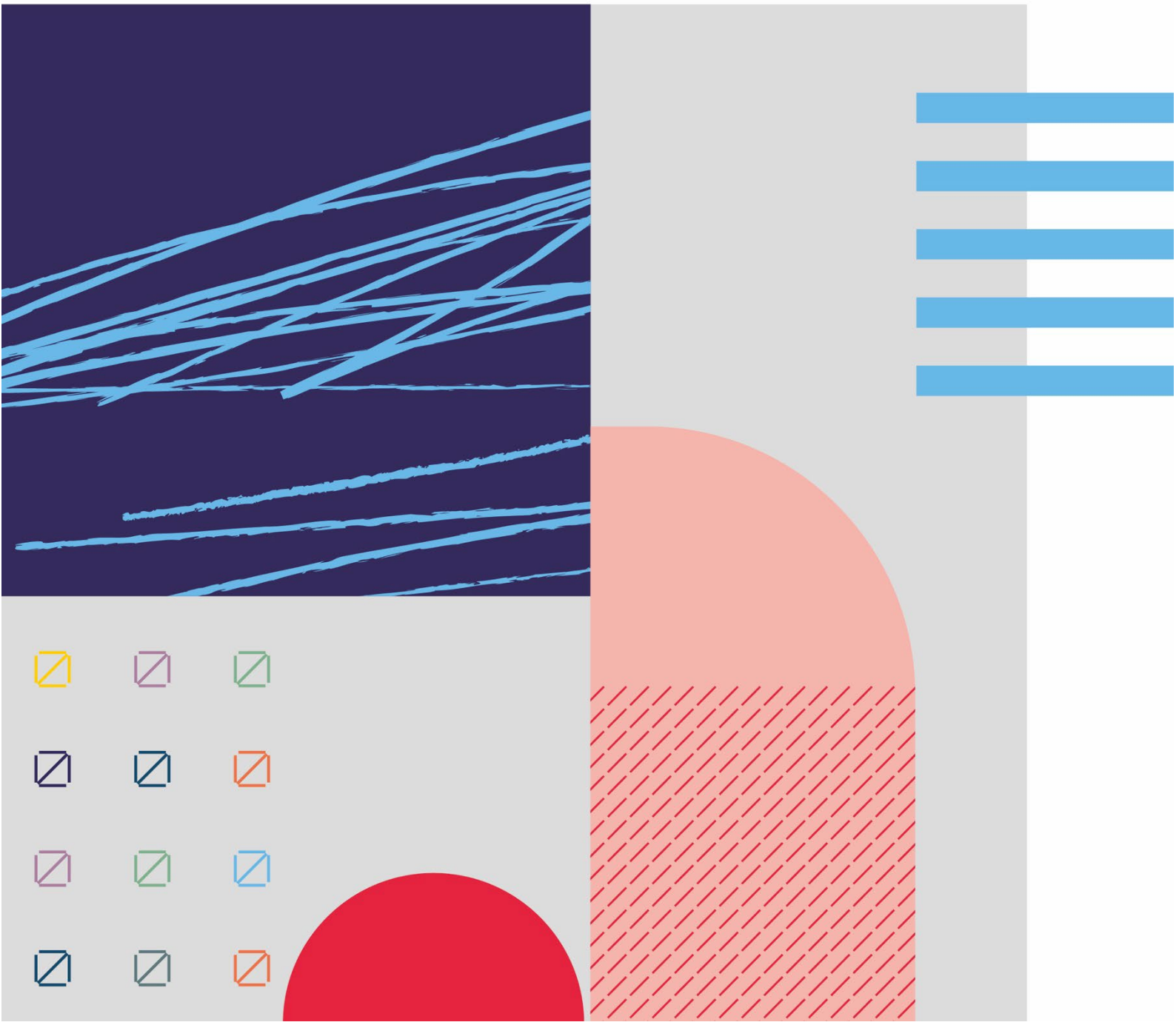


INCLUDE 2025:

EMPLOYEE INFORMATION

APRIL 2025

Celebrate, Challenge, Connect



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Edinburgh Napier University Employee Information April 2025

1. Introduction

- 1.1 This document contains employee information across all protected characteristic groups and stages of the colleague lifecycle. The information we present is 'point in time data', which is pulled from the University's data sources at the end of an academic year, 31 August, unless otherwise stated.
- 1.2 This document is published in April 2025 and includes employee information for the last two complete academic years; 2022/23 and 2023/24.
- 1.3 Each section includes begins with a brief summary of key messages contained within the data.
- 1.4 There are occasions when, due to small numbers and availability of data, we have presented data covering a longer time period such as promotions information which covers four academic years (2020/21- 2023/24).
- 1.5 Where there are instances of less than 5 people information has been redacted to preserve anonymity. For some protected groups that means we have not been able to include data.
- 1.6 In the tables relating to contract type 'Other' refers to those contracts which are annualised and guaranteed hours.
- 1.7 Although contained in the information relating to sex, additional information relating to the composition of the University Court is also contained in Table 53.
- 1.8 Notes on the data are contained at the end of this document outlining groupings created for publication for ethnicity and religion/belief/non-belief and changes to the salary grade naming convention for senior roles in 2023.
- 1.9 Information across Religion and Belief (including Non-Belief), Sexual Orientation and Trans Status and Gender Reassignment is patchy- based on low disclosure rates.

2. Age

Key Messages

The following section presents information across the employee lifecycle based on the Age protected characteristic.

Some key messages from the data are:

- Within Professional Services there are a higher number of employees in the under 25 and 25-34 age categories in comparison with our academic employees (Tables 1-3).
- Figure 1 shows the distribution over 2023/24 for academic, professional services and all staff.
- Most of our employees are under 55 (Tables 4-6), though slightly more of our academic colleagues are over 55 (21.5%) than the Scottish HEI benchmarking (16.5%) figure (Table 7).
- A higher proportion of over 55s have part-time contractual arrangements (Table 9).
- Leavers information in Tables 10-15 show that similar numbers and proportions of academic and professional services employees move on across the age ranges.

a) Recruitment

Date of birth is not recorded on our application forms.

b) Employee Breakdown

Table 1: Academic staff at Edinburgh Napier University by age

Academics	under 25	25-34	35-44	45-54	55-64	65+	Total
2022-23	<5	126	309	267	209	32	944
2023-24	-	80	280	269	199	35	863

Table 2: Professional Services staff at Edinburgh Napier University by age,

Professional Services	under 25	25-34	35-44	45-54	55-64	65+	Total
2022-23	25	282	244	240	189	18	998
2023-24	19	243	237	256	197	23	975

Table 3: All staff at Edinburgh Napier University by age

All Staff	under 25	25-34	35-44	45-54	55-64	65+	Total
2022-23	26	408	553	507	398	50	1942
2023-24	19	323	517	525	396	58	1838

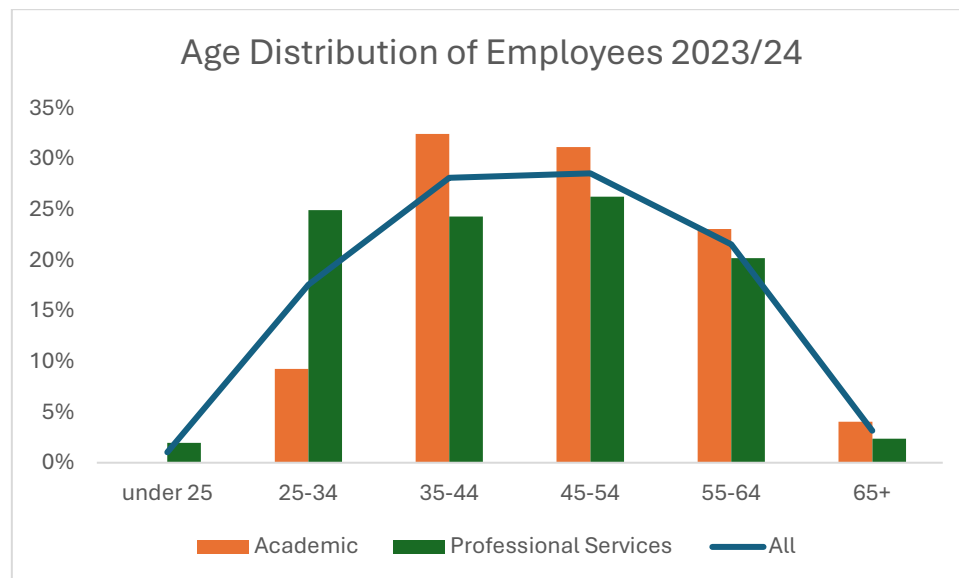


Figure 1: Age Distribution of Employees 2023/24

Table 4: Proportion of academic staff under and over 55 at Edinburgh Napier University by age

Academics	% under 55	% 55 and over
2022-23	74.5%	25.5%
2023-24	72.9%	27.1%

Table 5: Proportion of Professional Services staff under and over 55 at Edinburgh Napier University by age

Professional Services	% under 55	% 55 and over
2022-23	79.3%	20.7%
2023-24	77.4%	22.6%

Table 6: Proportion of all staff under and over 55 at Edinburgh Napier University by age

All Staff	% under 55	% 55 and over
2022-23	76.9%	23.1%
2023-24	75.3%	24.7%

Table 7: Benchmark of staff over 55 from Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University

Age group	Edinburgh Napier	Scotland HEIs	UK HEIs
Academic - Over 55	21.3%	16.5%	19.8%
Non academic - Over 55	17.4%	19.9%	17.7%
All Staff - Over 55	19.3%	18.3%	18.8%

* Data for Scotland and UK from HESA 2023-24.

c) Contract type

Table 8: Breakdown of contract types in each age group at Edinburgh Napier University

All Staff	Under 55			55 and over			Total
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	
2022-23	1153	241	100	278	123	47	1942
2023-24	1119	191	74	299	121	34	1838

Table 9: Proportion of staff in different contract types in each age group at Edinburgh Napier University

All Staff	Under 55			55 and over		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2022-23	79.8%	16.7%	6.9%	64.4%	28.5%	10.9%
2023-24	75.8%	12.9%	5.0%	66.9%	27.1%	7.6%

d) Leavers

Table 10: Number of academic staff leavers, by age groups, at Edinburgh Napier University

Academics	under 25	25-34	35-44	45-54	55-64	65+	Total
2020-21	<5	25	32	14	37	7	116
2021-22	<5	31	36	25	29	9	132
2022-23	<5	43	36	25	16	6	129
2023-24	<5	42	48	39	27	13	171

Table 11: Number of professional services staff leavers, by age groups, at Edinburgh Napier University

Professional Services	under 25	25-34	35-44	45-54	55-64	65+	Total
2022-23	15	54	29	25	21	10	154
2023-24	7	45	30	18	17	6	123

Table 12: Number of all staff leavers, by age groups, at Edinburgh Napier University

All Staff	under 25	25-34	35-44	45-54	55-64	65+	Total
2022-23	18	97	65	50	37	16	283
2023-24	9	87	78	57	44	19	294

Table 13: Proportion of academic staff leavers, by age groups, at Edinburgh Napier University

Academics	under 25	25-34	35-44	45-54	55-64	65+
2022-23	2.3%	33.3%	27.9%	19.4%	12.4%	4.7%
2023-24	1.2%	24.6%	28.1%	22.8%	15.8%	7.6%

Table 14: Proportion of professional services staff leavers, by age groups

Professional Services	under 25	25-34	35-44	45-54	55-64	65+
2022-23	9.7%	35.1%	18.8%	16.2%	13.6%	6.5%
2023-24	5.7%	36.6%	24.4%	14.6%	13.8%	4.9%

Table 15: Proportion of All staff Leavers, by age groups

All Staff	under 25	25-34	35-44	45-54	55-64	65+
2022-23	6.4%	34.3%	23.0%	17.7%	13.1%	5.7%
2023-24	3.1%	29.6%	26.5%	19.4%	15.0%	6.5%

3. Disability

Key Messages

Disability disclosure continues to be a challenge across higher education settings. Low disclosure means it is difficult to make an inference from the data we do hold. Edinburgh Napier is working to create an environment and working culture where people are confident to disclose personal information.

Some key messages from the information are:

- Disability disclosure in the recruitment process is relatively stable at just under 10% (Table 17).
- Edinburgh Napier compares favourably when benchmarked against the Scottish and UK HEIs with a consistently higher disclosure rate (Table 18).
- A larger number and proportion of female employees have disclosed a disability (Tables 19 and 20).
- Disability disclosure maybe increasing for full time staff (Table 22), Professional Services employees maybe more likely to disclose a disability (Tables 27 and 28).
- Promotions data (Table 23) covers 2020/21 to 2023/24 and shows a lower success rate for those who have declared a disability (27.59%) compared to those with no known disability (43.53%).
- Leavers numbers are difficult to draw conclusions from. The proportion of all staff leaving (Table 29) with a declared disability in 2024 (11.2%) is slightly higher than the University's all staff declaration (8.8%).

a) Recruitment

Table 16: Disclosed Disability Status of job applicants

All Applicants	Disability Declared	No Disability Declared	Not Stated	Total	% Disability Declared	% No Disability Declared
2022-23	498	4743	0	5241	9.50%	90.50%
2023-24	312	3261	0	3573	8.73%	91.27%

b) Employee Breakdown

Table 17: Number and proportion of disability disclosure for all staff at Edinburgh Napier University

All Staff	Disability	No Disability	Not stated	Total	% Disability declared	% No disability declared	% Not stated
2022-23	193	1619	130	1942	9.9%	83.4%	6.7%
2023-24	175	1541	122	1838	9.5%	83.8%	6.6%

Table 18: Benchmark of disability disclosure for all staff from Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University

Disability Disclosed	Edinburgh Napier	Scotland HEIs	UK HEIs
Academic	7.3%	5.9%	6.9%
Professional Services	11.4%	7.8%	9.0%
All Staff	9.4%	6.9%	7.9%

* Data for Scotland and UK from HESA 2023-24. Figure differs slightly to ENU figures due to rounding and census date

Table 19: Disability disclosure by gender at Edinburgh Napier University

All Staff	Disability		No or not stated		Total
	Female	Male	Female	Male	
2022-23	124	69	972	777	1942
2023-24	106	69	914	749	1838

Table 20: Proportion of disability disclosure by gender at Edinburgh Napier University

All Staff	Female	Male
2020-21	10.3%	8.0%
2021-22	11.1%	8.4%
2022-23	11.3%	8.2%
2023-24	10.4%	8.4%

c) Contract type

Table 21: Breakdown of contract types by disability disclosure at Edinburgh Napier University

All Staff	Disability			No or not stated			Total
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	
2022-23	150	34	9	1281	330	138	1942
2023-24	141	28	6	1277	284	102	1838

Table 22: Proportion of staff in different contract types by disability disclosure at Edinburgh Napier University

All Staff	Disability			No or not stated		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2022-23	82.0%	18.6%	4.9%	75.7%	19.5%	8.2%
2023-24	76.2%	15.1%	3.2%	73.5%	16.3%	5.9%

d) Promotions

Table 23: Academic Promotions applicants and success rates by disability status at Edinburgh Napier University

All applicants	No Disability - Applicants	No disability successful	Proportion	Disability declared - applicants	Disability declared - successful	Proportion
2020 - 21	46	18	39.13%	18	4	22.22%
2021 - 22	31	9	29.03%	4	2	50.00%
2022 - 23	42	18	42.86%	4	1	25.00%
2023- 24	51	29	56.86%	3	1	33.33%
All Years Total	170	74	43.53%	29	8	27.59%

e) Leavers

Table 24: Number of academic staff leavers, by disability status, at Edinburgh Napier University

Academics	Disability	No Disability	Not stated	Total
2022-23	11	103	15	129
2023-24	16	136	19	171

Table 25: Number of professional services staff leavers, by disability status, at Edinburgh Napier University

Professional Services	Disability	No Disability	Not stated	Total
2022-23	20	118	16	154
2023-24	17	99	7	123

Table 26: Number of all staff leavers, by disability status, at Edinburgh Napier University

All Staff	Disability	No Disability	Not stated	Total
2022-23	31	221	31	283
2023-24	33	235	26	294

Table 27: Proportion of academic staff leavers, by disability status, at Edinburgh Napier University

Academics	Disability	No Disability	Not stated
2022-23	8.5%	79.8%	11.6%
2023-24	9.4%	79.5%	11.1%

Table 28: Proportion of professional services staff leavers, by disability status, at Edinburgh Napier University

Professional Services	Disability	No Disability	Not stated
2022-23	13.0%	76.6%	10.4%
2023-24	13.8%	80.5%	5.7%

Table 29: Proportion of all staff leavers, by disability status, at Edinburgh Napier University

All Staff	Disability	No Disability	Not stated
2022-23	11.0%	78.1%	11.0%
2023-24	11.2%	79.9%	8.8%

4. Ethnicity

Key Messages

Ethnicity data presents information across the employee population. While the University has adapted the use of Global Majority, for the purposes of this employee information ‘minority ethnic’ refers to Black, Asian and other non-white groups.

Some headline messages from the data are:

- Applicant data (Table 31) is often challenging to interpret. The data show an increase in ethnicity disclosure alongside a decrease in ‘non-stated’. This may be an indicator of improvements to disclosure.
- Disclosure levels for academic and professional service employees has been relatively stable at c21% for academics and just over 5.5% for professional services (Tables 32 and 33). All staff (Table 34) remains at 13.1%.
- Benchmarking shows a slightly different figure due to difference in data collection dates. ENU sits between the Scottish and UK HEIs ethnicity disclosure figures.
- Our data shows that minority ethnic employees are less likely to be in part-time roles (Tables 36 and 37).
- Promotions data contained in Table 38 presents academic years 2020/21 to 2023/24 and shows some variation across the success rates. However, overall, there is less than a 5% difference in success rate between the groups over the timeframe.
- Leavers information (Tables 39-44) is difficult to interpret. Small numbers have a larger impact on percentage of leavers within some minority ethnic groups.

a) Recruitment

Table 30: Disclosed Ethnicity of job applicants

All Applicants	Minority Ethnic	White	Not stated	Total	% Minority Ethnic	% White	% Not stated
2022-23	1267	1927	2047	5241	24.17%	36.77%	39.06%
2023-24	1551	1753	269	3573	43.41%	49.06%	7.53%

b) Employee Breakdown

Table 31: Academic Staff by Ethnicity 2020/21-2023/24

Academics	Ethnic minority	White	Not stated	Total	% Ethnic minority	% White	% Not stated
2022-23	197	705	42	944	20.9%	74.7%	4.4%
2023-24	186	638	39	863	21.6%	73.9%	4.5%

Table 32: Professional Services Staff by Ethnicity 2020/21-2023/24

Professional Services	Ethnic minority	White	Not stated	Total	% Ethnic minority	% White	% Not stated
2022-23	57	923	18	998	5.7%	92.5%	1.8%
2023-24	55	900	20	975	5.6%	92.3%	2.1%

Table 33: All staff at Edinburgh Napier University by ethnicity

All Staff	Ethnic minority	White	Not stated	Total	% Ethnic minority	% White	% Not stated
2022-23	254	1628	60	1942	13.1%	83.8%	3.1%
2023-24	241	1538	59	1838	13.1%	83.7%	3.2%

Table 34: Benchmark of staff ethnic groups with Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University

Ethnicity	Edinburgh Napier	Scotland HEIs	UK HEIs
Academic	21.8%	18.9%	21.7%
Professional Services	7.2%	7.8%	15.5%
All Staff	14.4%	13.2%	18.9%

* Data for Scotland and UK from HESA 2023-24. Figure differs slightly to ENU figures due to rounding and census date

c) Contract type

Table 35: Breakdown of contract types in each ethnic group at Edinburgh Napier University

All Staff	Ethnic minority			White			Not stated		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2022-23	198	27	29	1192	326	110	41	11	8
2023-24	197	23	21	1178	279	81	43	10	6

Table 36: Proportion of staff in different contract types in each ethnic group at Edinburgh Napier University

All Staff	Ethnic minority			White			Not stated		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2022-23	92.1%	12.6%	13.5%	74.5%	20.4%	6.9%	66.1%	17.7%	12.9%
2023-24	75.2%	8.8%	8.0%	73.5%	17.4%	5.1%	74.1%	17.2%	10.3%

d) Promotions

Table 37: Academic Promotions applicants and success rates by ethnicity at Edinburgh Napier University

All applicants	White - Applicants	White - successful	Proportion	Minority Ethnic - applicants	Minority Ethnic - successful	Proportion
2020 - 21	44	19	43.18%	8	3	37.5%
2021 - 22	31	8	25.81%	6	3	50%
2022 - 23	38	17	44.74%	7	2	28.57%
2023- 24	38	23	60.53%	14	6	42.86%
All Years Total	151	67	44.37%	35	14	40.0%

e) Leavers

Table 38: Number of academic staff leavers, by ethnicity, at Edinburgh Napier University

Academics	Asian	Black	Mixed	Other	White	Unknown	Total
2022-23	13	<5	-	<5	103	8	129
2023-24	26	9	<5	7	118	9	171

Table 39: Number of professional services staff leavers, by ethnicity, at Edinburgh Napier University

Professional Services	Asian	Black	Mixed	Other	White	Unknown	Total
2022-23	<5	<5	<5	-	137	7	154
2023-24	7	<5	6	-	104	<5	123

Table 40: Number of all staff leavers, by ethnicity, at Edinburgh Napier University

All Staff	Asian	Black	Mixed	Other	White	Unknown	Total
2022-23	16	7	3	<5	240	15	283
2023-24	33	11	8	7	222	13	294

Table 41: Proportion of academic staff leavers, by ethnicity, at Edinburgh Napier University

Academics	Asian	Black	Mixed	Other	White	Unknown
2022-23	10.1%	2.3%	0.0%	1.6%	79.8%	6.2%
2023-24	15.2%	5.3%	1.2%	4.1%	69.0%	5.3%

Table 42: Proportion of professional services staff leavers, by ethnicity, at Edinburgh Napier University

Professional Services	Asian	Black	Mixed	Other	White	Unknown
2022-23	1.9%	2.6%	1.9%	-	89.0%	4.5%
2023-24	5.7%	1.6%	4.9%	-	84.6%	3.3%

Table 43: Proportion of all staff leavers, by ethnicity, at Edinburgh Napier University

All Staff	Asian	Black	Mixed	Other	White	Unknown
2022-23	5.7%	2.5%	1.1%	0.7%	84.8%	5.3%
2023-24	11.2%	3.7%	2.7%	2.4%	75.5%	4.4%

5. Sex

Key Messages

The information contained in the following section presents information that the University holds on 'sex' as the protected characteristic under the Equality Act. This is reflected in the University's HR system which currently only reports on 'female' and 'male' categories.

Although this part of our data reporting is limited to sex, we do make efforts to collect and report on Trans-status, Gender-reassignment, and Gender Identity. Disclosure is often too low to report on. We continue to work to create culture that is inclusive of all genders, including trans and non-binary colleagues.

Some key messages in the section are:

- We continue to see relatively stable numbers and proportions of female and male applicants, with slightly more females applying (Table 45).
- By 2023/24 there are 6.2 percentage-points more male academics than female (Table 46), whereas there are 26.2 percentage-points more female than male professional services employees (Table 47) showing a much higher percentage of females are employed in professional services roles.
- Tables 50 and 51 show the distribution of female and male employees across grades. Some numbers have been redacted because there are less than 5 people referred to in the data – which means that the data does not present the distribution fully.
- Figure 2 illustrates the distribution, showing the majority of professional services employees clustered in the lower grades and Academic employees mostly represented at grade 5-7 and onward through the higher grades.
- Contract type information contained in Tables 54 and 55 show more female employees in part-time roles.
- Promotions data (Table 56) covers four academic years. While there are lower numbers of females applying for promotion (89 in comparison with 109) over the period, female and male applicants have similar success rates (c45%).
- Leavers data shows more females than men leaving the University (Table 57). 24.4 percentage-points more females left in 2022/23 and 18.4 percentage-points more left in 2023/24 (Table 58). This difference largely comes from female moving on from Professional Services roles.

a) Recruitment

Table 44: Disclosed sex of job applicants

All Applicants	Female	Male	Not Stated	Total	% Female	% Male
2022-23	2614	2449	178	5241	49.88%	46.73%
2023-24	1746	1671	156	3573	48.87%	46.77%

b) Employee Breakdown

Table 45: Academic staff at Edinburgh Napier University by sex

Academics	Female	Male	Total	% Female	% Male
2022-23	459	485	944	48.6%	51.4%
2023-24	405	458	863	46.9%	53.1%

Table 46: Professional Services staff at Edinburgh Napier University by sex

Professional Services	Female	Male	Total	% Female	% Male
2022-23	637	361	998	63.8%	36.2%
2023-24	615	360	975	63.1%	36.9%

Table 47: All staff at Edinburgh Napier University by sex

All Staff	Female	Male	Total	% Female	% Male
2022-23	1096	846	1942	56.4%	43.6%
2023-24	1020	818	1838	55.5%	44.5%

Table 48: Benchmark of staff by sex groups with Scottish and UK Higher Education institutions (HEs) with Edinburgh Napier University

Gender	Edinburgh Napier		Scotland HEIs		UK HEIs	
	Female	Male	Female	Male	Female	Male
Academic	47.9%	51.7%	47.4%	52.0%	48.7%	50.9%
Non academic	62.8%	36.8%	62.9%	36.6%	62.6%	37.0%
All Staff	55.4%	44.2%	55.5%	44.0%	55.0%	44.6%

* Data for Scotland and UK from HESA 2023-24. A small proportion of staff have declared "Other" as their gender (0.4%).

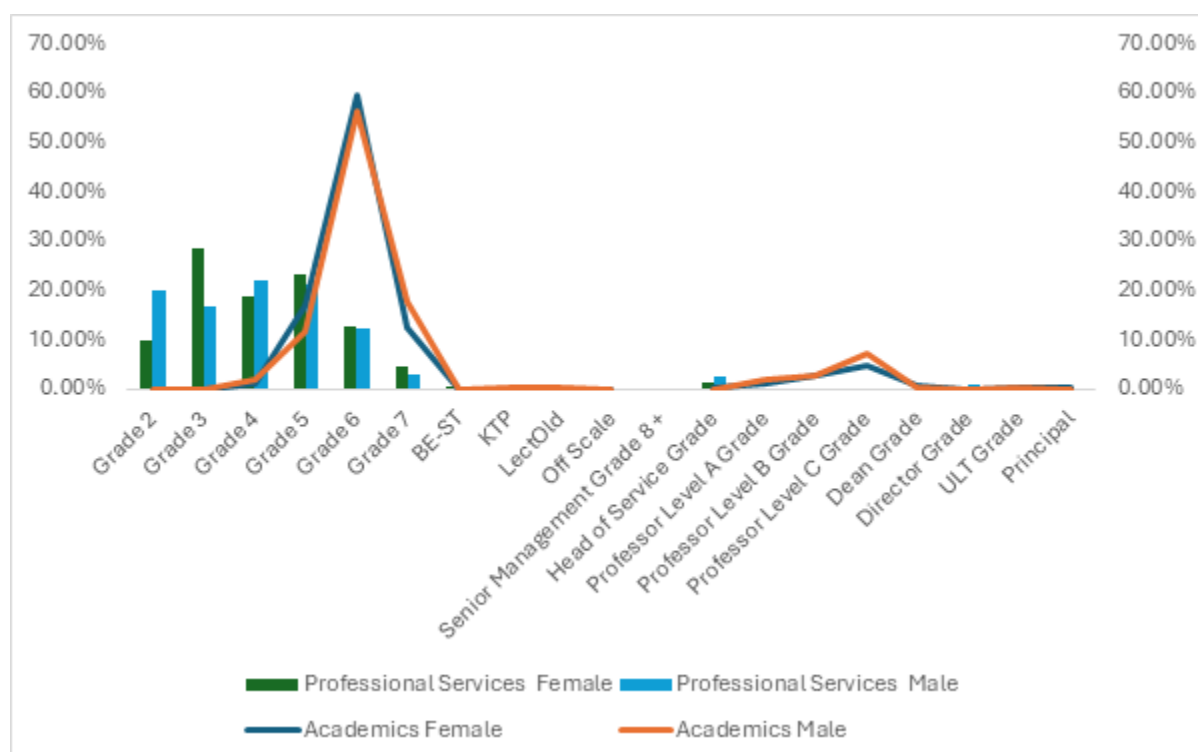
Table 49: All staff at Edinburgh Napier University by sex and by grades 2023/24

All Staff	Academics		Professional Services		Total by Grade
	Female	Male	Female	Male	
Grade 2	-	-	61	72	133
Grade 3	-	-	176	61	237
Grade 4	5	8	115	79	207
Grade 5	68	53	142	76	339
Grade 6	241	257	79	44	621
Grade 7	51	82	29	11	173
BE-ST	-	-	<5	<5	<5
KTP	-	<5	-	<5	<5
LectOld	-	<5	-	-	<5
Off Scale	-	-	<5	-	<5
Senior Management Grade 8 +					
Head of Service Grade	<5	-	7	9	17
Professor Level A Grade	<5	9	-	-	13
Professor Level B Grade	11	12	-	-	23
Professor Level C Grade	20	32	-	-	52
Dean Grade	<5	<5	-	-	<5
Director Grade	-	-	<5	<5	5
ULT Grade	<5	<5	<5	<5	6
Principal	<5	-	-	-	<5
Total	405	458	615	360	1838

Table 50: Distribution of staff by grade for each sex, and each staff category at Edinburgh Napier University 2023/24

All Staff	Academics		Professional Services	
	Female	Male	Female	Male
Grade 2	0.0%	0.0%	9.9%	20.0%
Grade 3	0.0%	0.0%	28.6%	16.9%
Grade 4	1.2%	1.7%	18.7%	21.9%
Grade 5	16.8%	11.6%	23.1%	21.1%
Grade 6	59.5%	56.1%	12.8%	12.2%
Grade 7	12.6%	17.9%	4.7%	3.1%
BE-ST	0.0%	0.0%	0.2%	0.6%
KTP	0.0%	0.2%	0.0%	0.3%
LectOld	0.0%	0.2%	0.0%	0.0%
Off Scale	0.0%	0.0%	0.2%	0.0%
Senior Management Grade 8 +				
Head of Service Grade	0.2%	0.0%	1.1%	2.5%
Professor Level A Grade	1.0%	2.0%	0.0%	0.0%
Professor Level B Grade	2.7%	2.6%	0.0%	0.0%
Professor Level C Grade	4.9%	7.0%	0.0%	0.0%
Dean Grade	0.5%	0.4%	0.0%	0.0%
Director Grade	0.0%	0.0%	0.3%	0.8%
ULT Grade	0.2%	0.2%	0.3%	0.6%
Principal	0.2%	0.0%	0.0%	0.0%

Figure 2: Distribution of Academic and Professional Services Employees by Sex across Grade 2023/24



c) Leadership Team

Table 51: Membership of leadership teams by sex, Edinburgh Napier University

All Staff	Female	Male	Unknown	Total
University Court	8	13	1	22
University Leadership Team	4	3		7
Senior Leadership Team (excluding ULT)	4	7		11

Table 52: Governance and Nominations Committee EDI Data from April 2024

National Identity	Ethnicity	Age	Disability
British= 14	White British = 8	20-30 = <5	Not Disabled= 13
Scottish = <5	White Scottish = <5	30-40= <5	Not Known= <5
English = <5	Other White:= <5	40-50= <5	Prefer not to say= <5
Chinese = <5	Chinese=<5	50-60= 8	Hidden Disability = <5
Irish = <5	Indian: = <5	60-70= 6	Not stated = <5
Not stated = <5	Irish = <5	70-80= <5	
	Other Black= <5		
	African= <5		
	Not stated = <5		

d) Contract Type

Table 53: Breakdown of contract types by sex at Edinburgh Napier University

All Staff	Female			Male			Total
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other	
2022-23	738	260	98	693	104	49	1942
2023-24	727	223	70	691	89	38	1838

Table 54: Proportion of staff in different contract types by sex at Edinburgh Napier University

All Staff	Female			Male		
	Full-Time	Part-Time	Other	Full-Time	Part-Time	Other
2022-23	70.0%	24.7%	9.3%	84.3%	12.7%	6.0%
2023-24	67.1%	20.6%	6.5%	82.4%	10.6%	4.5%

e) Promotions

Table 55: Academic Promotions applicants and success rates by sex at Edinburgh Napier University

All applicants	Female - Applicants	Female - successful	Proportion	Male - applicants	Male - successful	Proportion
2020 - 21	27	11	40.74%	29	13	44.83%
2021 - 22	16	3	18.75%	22	9	40.91%
2022 - 23	19	12	63.16%	30	9	30.00%
2023- 24	27	14	51.85%	28	18	64.29%
All Years Total	89	40	44.94%	109	49	44.95%

f) Leavers

Table 56: Number of staff leavers, by sex and staff groups, at Edinburgh Napier University

All Staff	Academics			Professional Services			All Staff		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2022-23	59	70	129	117	37	154	176	107	283
2023-24	99	72	171	75	48	123	174	120	294

Table 57: Proportion of staff leavers, by sex and staff groups, at Edinburgh Napier University

All Staff	Academics		Professional Services		All Staff	
	Female	Male	Female	Male	Female	Male
2022-23	45.7%	54.3%	76.0%	24.0%	62.2%	37.8%
2023-24	57.9%	42.1%	61.0%	39.0%	59.2%	40.8%

6. Religion and Belief

Key Messages

The Religion and Belief protected characteristic includes non-belief. The information presented in this document focuses on those with the largest responses and groups 'other' as outlined in the Notes on the Employee Information.

Some key messages from the information below are:

- Applicant information in Tables 59 and 60 shows that the information disclosed at application stage can vary greatly making any interpretation of the data difficult so substantiate.
- There has been little change in the numbers and proportions of employees disclosing religion and belief, including non-belief (Tables 61 and 62), rather the difference is in those not stating.

a) Recruitment

Table 58: Disclosed Religion or belief of job applicants at Edinburgh Napier University

All Applicants	No Belief	Not Stated	Christian	Agnostic	Muslim	Other	Total
2022-23	1177	2217	873	210	288	476	5241
2023-24	1107	460	997	186	282	541	3573

Table 59: Distribution of job applicants by their religion or belief at Edinburgh Napier University

All Applicants	No Belief	Not stated	Christian	Agnostic	Muslim	Other
2022-23	22.46%	42.30%	16.66%	4.01%	5.50%	9.08%
2023-24	30.98%	12.87%	27.90%	5.21%	7.89%	15.14%

b) Employee Breakdown

Table 60: All staff at Edinburgh Napier University by religion

All Staff	No Belief	Not stated	Christian	Agnostic	Muslim	Other	Total
2022-23	873	386	479	67	57	80	1942
2023-24	822	368	451	71	51	75	1838

Table 61: Proportion of all staff in each religion or belief group at Edinburgh Napier University

All Staff	No Belief	Not stated	Christian	Agnostic	Muslim	Other
2022-23	46.5%	20.6%	25.5%	3.6%	3.0%	4.3%
2023-24	42.7%	19.1%	23.5%	3.7%	2.7%	3.9%

7. Sexual Orientation

Key Messages

Information presented in Tables 63-66 presents information on sexual orientation. Sensitive data is often challenging to collect, and the University works to create an environment where people feel confident to disclose.

In Table 64 LGB refers to Lesbian, Gay and Bisexual.

Some key messages contained in the employee information below are:

- In recruitment (Tables 63 and 64) Heterosexual continues to be the largest group to disclose.
- In our employees (Table 65 and 66) those choosing not to disclose is much higher than the combined LGB numbers/percentage.

a) Recruitment

Table 62: Disclosed sexual orientation of job applicants at Edinburgh Napier University (number)

All Applicants	Bisexual	Gay	Lesbian	Heterosexual	Not stated	Total
2022-23	268	92	43	2537	2301	5241
2023-24	228	78	62	2663	179	3573

Table 63: Proportion of disclosed sexual orientation of job applicants at Edinburgh Napier University

All Applicants	LGB	Heterosexual	Not stated
2022-23	7.69%	48.41%	43.90%
2023-24	10.30%	74.53%	5.01%

b) Employee Breakdown

Table 64: All staff at Edinburgh Napier University by sexual orientation

All Staff	Bisexual	Gay	Lesbian	Heterosexual	Not stated	Total
2022-23	59	33	23	1383	444	1942
2023-24	59	29	19	1322	409	1838

Table 65: Proportion of all staff by sexual orientation at Edinburgh Napier University

All Staff	Bisexual	Gay	Lesbian	Heterosexual	Not stated
2022-23	3.1%	1.8%	1.2%	73.7%	23.7%
2023-24	3.1%	1.5%	1.0%	68.7%	21.3%

8. Trans status and gender-reassignment

Disclosure rates across the employee lifecycle are currently too low for publication.

9. Learning and Development

Key Messages

Learning and Development covers a range of opportunities for our employees to engage in mandatory offerings (online EDI training uptake is shown in Table 67) and non-mandatory offerings.

Our mandatory online training makes sure that all employees understand both University and individual responsibilities. We build on this foundation and support culture change with offerings from the People Team and the Department of Learning and Teaching Enhancement (DLTE).

Tables 68 to 70 show the offerings from DLTE in 2022/23, 2023/24 and to date in 2024/25.

Table 66: Number of staff who completed the annual online training on EDI at Edinburgh Napier University

Academic Year	Completion
2022/23	206
2023/22	1031

Table 67: Enhancing Inclusion Events 2022/23 uptake

Event	Uptake
ENhancing: Digital Accessibility Feb 23	53
ENhancing: Classroom Management Feb 23	66
ENhancing: Retention Feb 23	61

Table 68: DLTE Events in 2023/24

Event Theme	Event Title
Assessment	Workshop: Diversity and inclusivity in assessment design (previously scheduled for 24th April)
Programme Leader Network	International Student experience
Retention	Retention Summit (Invite only)
	Far From Home (intercultural experiences game) play test
CHER	Empowering Women in STEM webinar

Table 69: DLTE Events to date (28 February 2025) 2024/25

Event Theme	Event Title
Assessment	Workshop: Diversity and inclusivity in assessment design (previously scheduled for 24th April)
Programme Leader Network	International Student experience
Retention	Retention Summit (Invite only)
	Far From Home (intercultural experiences game) play test
CHER	Empowering Women in STEM webinar

10. Homelife related

Key Messages

We know that our employee community engages in work across all life stages. It's important that we create a working environment and culture that supports our employees in both the best and most challenging of times. This section presents information on some of our offerings for employees to support homelife related circumstances. We see the information contained in this section as an area of future focus so that we can build a more cohesive picture of the homelife offerings we have in place.

We acknowledge the mutual benefits of flexible working and are committed to developing an enabling culture where a healthy work-life balance is the norm and where colleagues are empowered to work in an agile manner to do their best work. Many roles in the University are already flexible by their very nature or contractual status and the extent of flexibility available will always be balanced with the impact on teams and the requirement to be present on our campuses.

Some key messages are:

- We offer a suite of family friendly and special leave policies that aim to support colleagues in achieving a healthy work-life balance, recognising there are a range of circumstances when colleagues may need to take time away from work. Table 70 shows uptake of these offerings over 2022/23- 2023/34. This is broken down by school and professional services. Some uptake is low necessitating a redaction.
- Table 71 shows flexible working requests from 2020/21 to date. This is shown over a longer period partly due to small numbers. The information refers to received requests rather than those where employees may have made arrangements before joining the University. The majority of requests are approved without a trial period.

Table 70: Family Friendly Offering Uptake

	School / Professional	Disability Leave	Adoption Leave	Paternity	Shared Parental Leave	Maternity
2022/23	School	5	<5	13	<5	5
	Professional	8	<5	5	<5	7
	Total	13	<5	18	<5	12
2023/24	School	6	<5	11	<5	17
	Professional	7	<5	5	<5	15
	Total	13	<5	16	<5	32

Table 71: Flexible Working Requests 2020/21 (year to date)

Academic Year	Approved - no trial period	Approved - trial period	Partially Approved - trial period	Approved	Total
2020/21	18	5			23
2021/22	28	12			40
2022/23	47	8		3	58
2023/24	50	8		9	67
2024/25 YTD	13	11	1	1	26
Total	156	44	1	13	214

Table 72: Flexible Working Requests: Compressed & Increasing Hours 2020/21- 2024/25 (year to date)

Academic Year	Compressed Hours	Increase in Hours	Other	Phased Retirement	Reduction in Hours	Working Pattern Change	(blank)	Total
2020/21	3	1		1	14	4		23
2021/22	16	1		3	10	8	2	40
2022/23	23	5	1	3	21	4	1	58
2023/24	30	1		2	25	7	2	67
2024/25 YTD	12			1	7	6		26
Total	84	8	1	10	77	29	5	214

11. Working Culture

Key Messages

The information in this section presents information on the type of grievances across the University from 2020-2024, by calendar year. We have chosen to present information across this four year period due to low numbers. All the grievance related events outlined below have been investigated and concluded in line with our processes.

Table 73: Employee Grievances 2020-2024

Grievance Type	2020	2021	2022	2023	2024
Bullying				<5	<5
Bullying and Harassment	<5				
Bullying, harassment (including sexual harassment)					<5
Bullying (including racial microaggressions)				<5	
Contractual					<5
Contractual, sex and disability discrimination					<5
Dignity at Work	<5		<5	<5	<5
Dignity at Work & Overtime				<5	
Discrimination					<5
Discrimination, harassment and victimisation		<5			
Flexible Working					<5
Manager's communication					<5
Pay Related		<5			
Process Related*		<5	<5	<5	<5
Victimisation					<5
TOTAL	6	<5	<5	7	15

*a University process could refer to, for example, performance and development processes

APPENDIX: Notes on the Employee Information

Ethnicity

In producing this information some steps have been taken to bring together categories. For ethnicity data the following groupings have been used:

Ethnicity Description	Employee Information Grouping
African	Black
Any other Asian background	Asian
Any other Black background	Black
Any other Ethnic background	Other
Any other Mixed background	Mixed
Any other Mixed or Multiple ethnic background	Mixed
Any other White background	White
Asian - Bangladeshi or Bangladeshi British	Asian
Asian - Chinese or Chinese British	Asian
Asian - Indian or Indian British	Asian
Asian - Pakistani or Pakistani British	Asian
Bangladeshi	Asian
Black - African or African British	Black
Black - Caribbean or Caribbean British	Black
British	White
Caribbean	Black
Chinese	Asian
Gypsy Traveller	White
Indian	Asian
Information Refused	Unknown
Mixed - White or White British and Black African or Black African British	Mixed
Mixed - White or White British and Black Caribbean or Black Caribbean British	Mixed
Mixed or multiple ethnic groups - White/White British & Asian/Asian British	Mixed
Non National	Unknown
Not Available	Unknown
Not Stated	Unknown
Pakistani	Asian
Prefer not to say	Unknown
White - English, Welsh, Northern Irish or British	White
White - Gypsy or Traveller	White
White - Irish	White

White - Scottish	White
White and Asian	Mixed
White and Black African	Mixed
White and Black Caribbean	Mixed
White and Chinese	Mixed
White British	White
White English	White
White Irish	White
White Scottish	White
White Welsh	White
xxBritish	White
xxNon National	Unknown
xxNot Stated	Unknown
xxWhite and Chinese	Mixed
xxWhite English	White
xxWhite Welsh	White
Arab	Other
White - Polish	White

Grading and Gender

We operate 2 grading structures:

Non Senior Managers - Grades 2-7

Senior Managers (this was implemented in 2023 to replace the previous Grade 8-10 framework)

Grade	Contract Type
Dean	Academic
Director	Professional Services
Prof A	Academic
Prof B	Academic
Prof C	Academic
Head of	Professional Services

Religion and Belief including non-belief

For Religion and Belief, the following groupings have been used:

Religion Description	Employee Information Grouping
Agnostic	Agnostic
Buddhist	Other
Christian - Protestant	Christian
Christian - Roman Catholic	Christian
Hindu	Other
Islam - Sunni	Other
Jewish	Other
Muslim	Muslim
No Belief	No Belief
Other	Other
Other Christian	Christian
Prefer not to say	Not stated
Sikh	Other



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