



**Queen Margaret  
University**  
EDINBURGH

## **Staff Equalities Data**

***2020-21 – 2023-24***

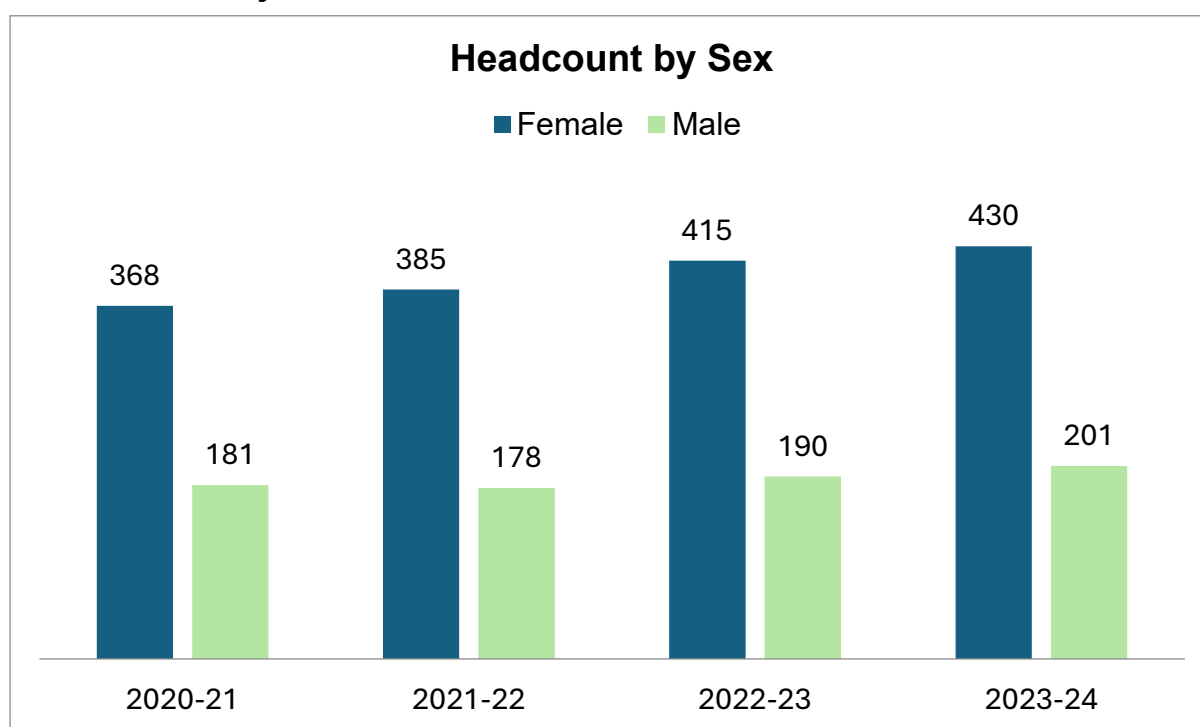
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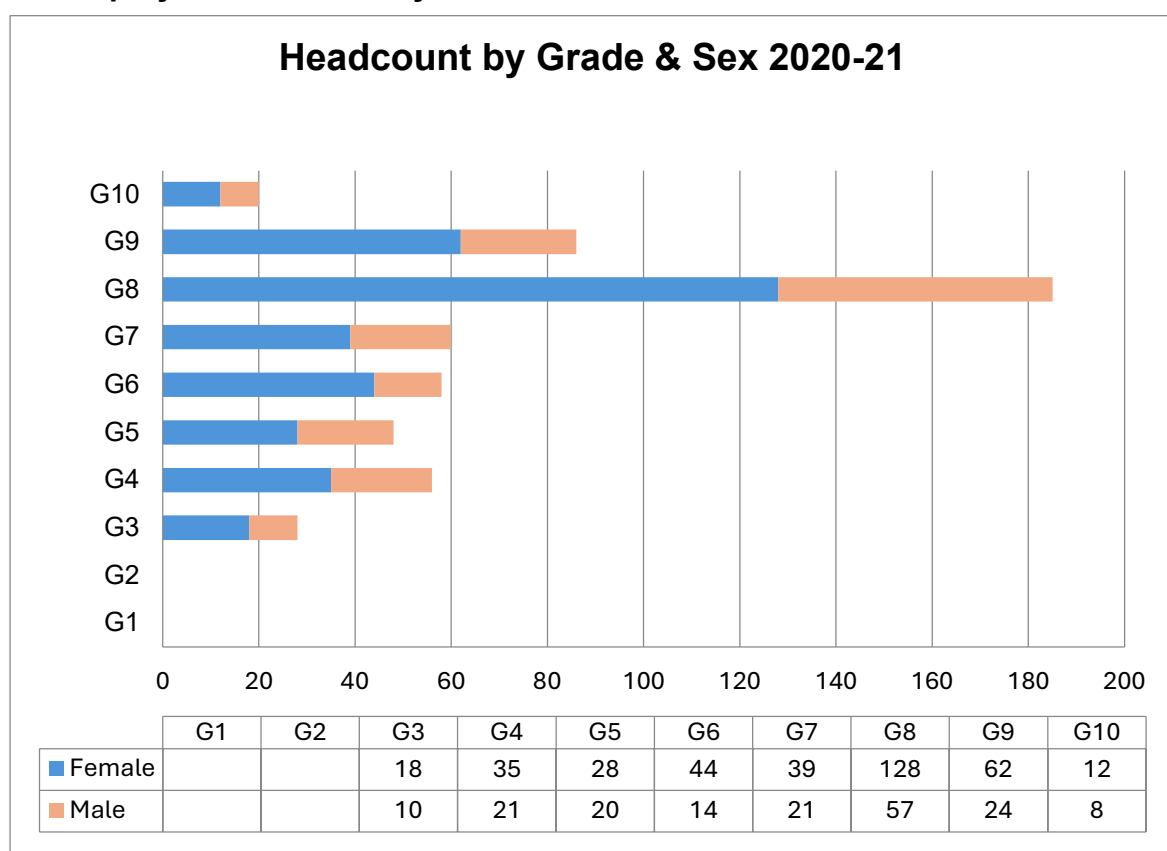
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## 1. Section 1 – Employee Headcount Equalities Data

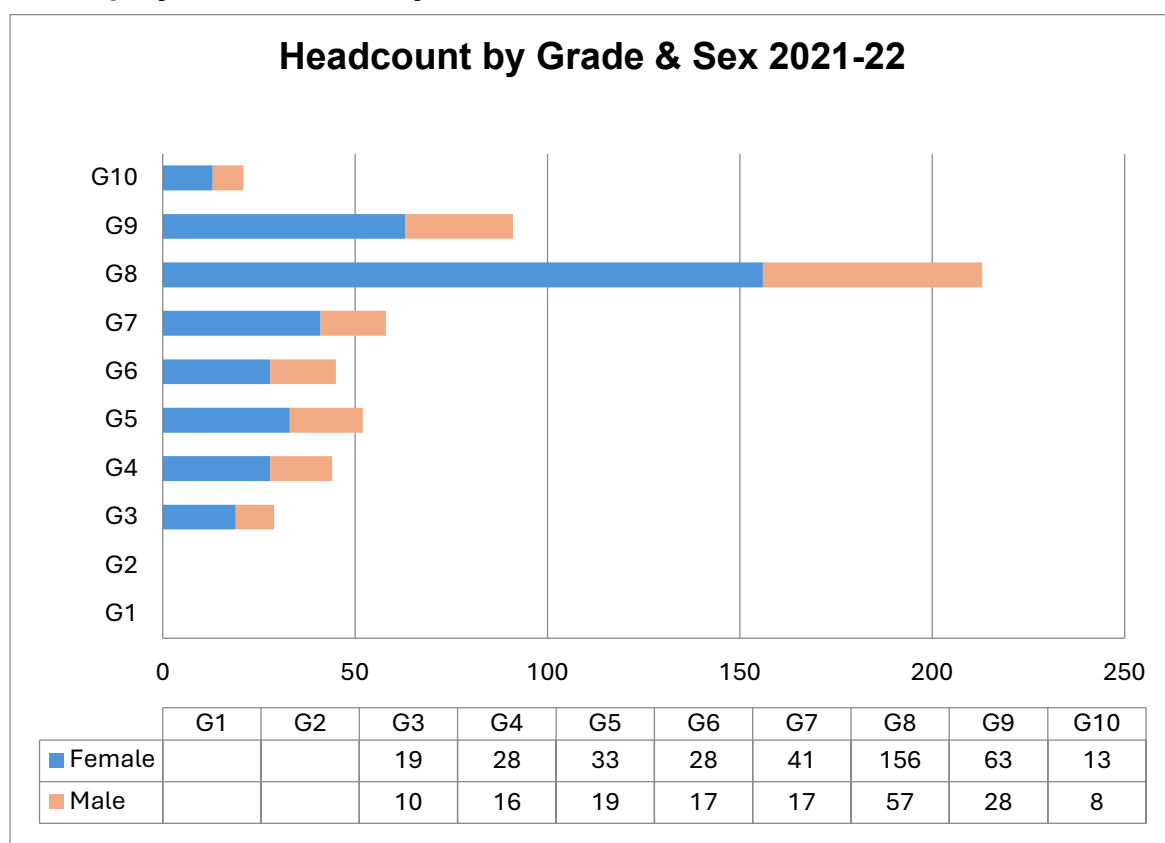
### 1.1 Headcount by Sex



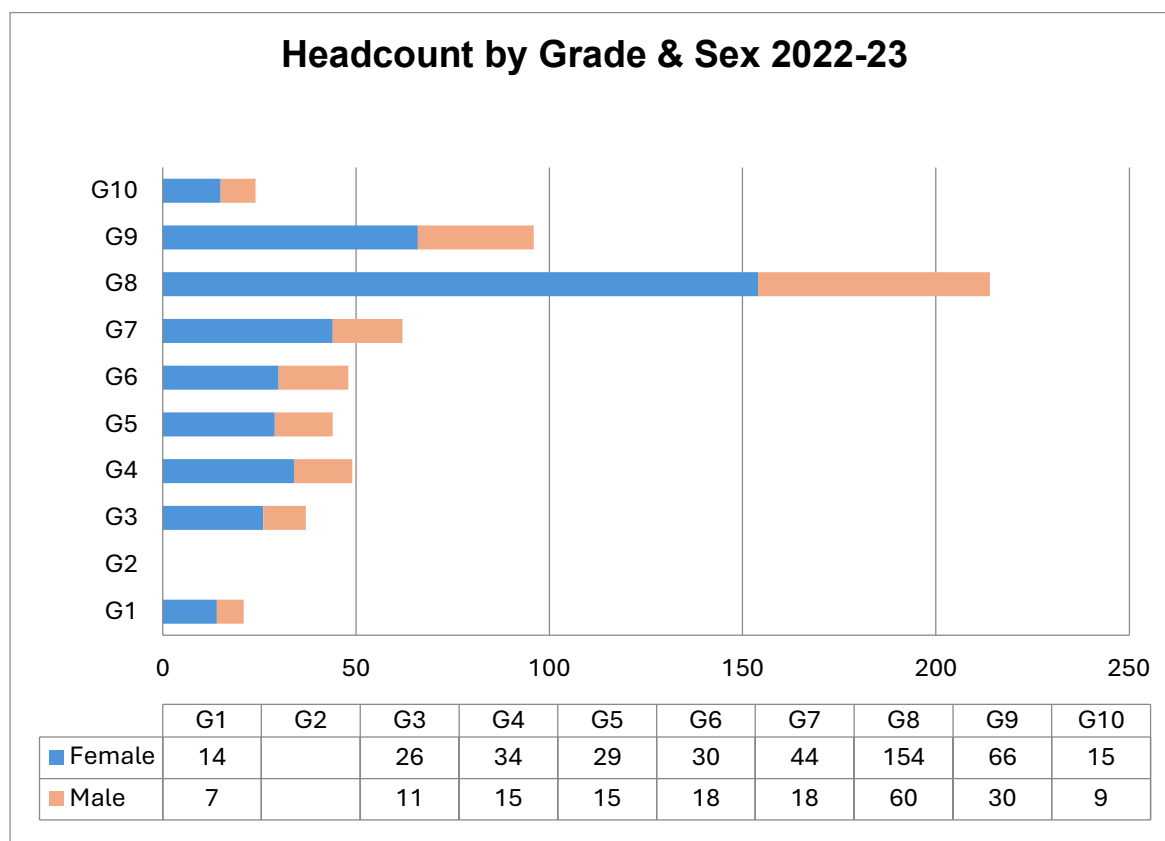
### 1.1 Employee Headcount by Grade and Sex 2020-21



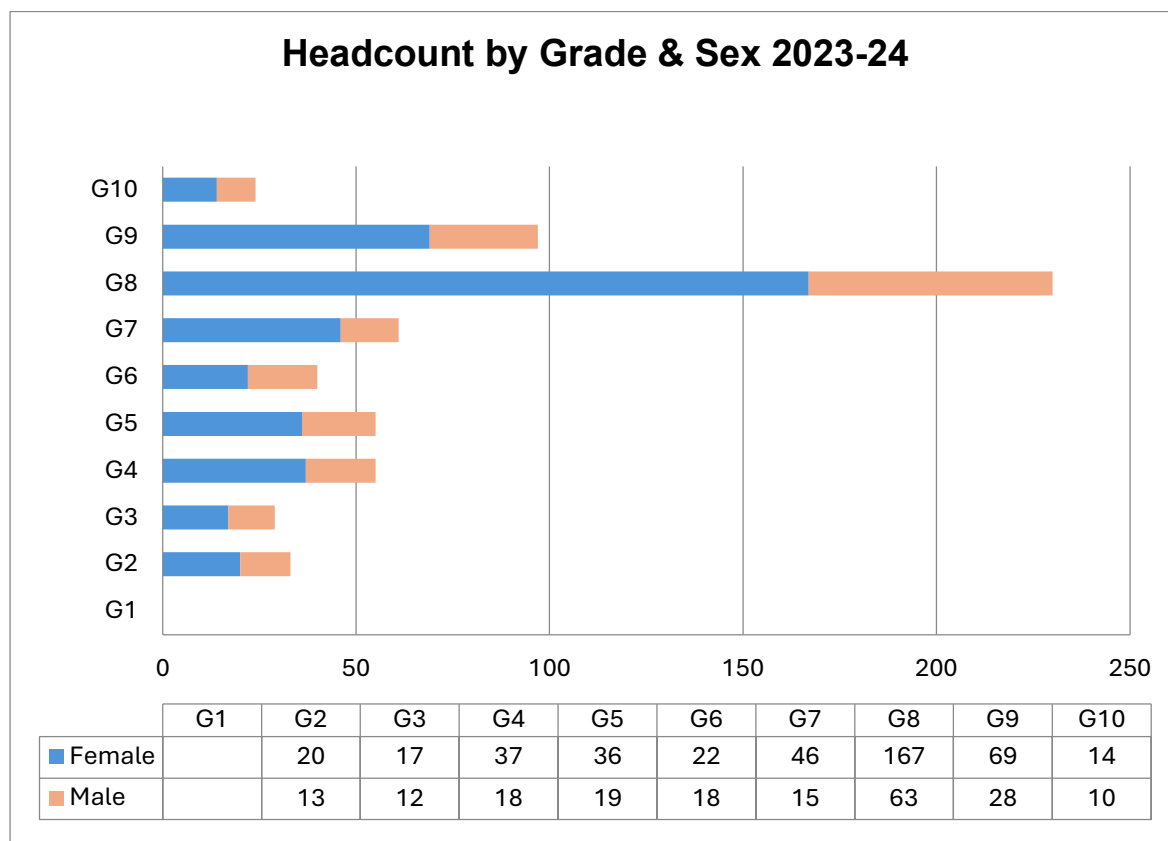
## 1.2 Employee Headcount by Grade and Sex 2021-2022



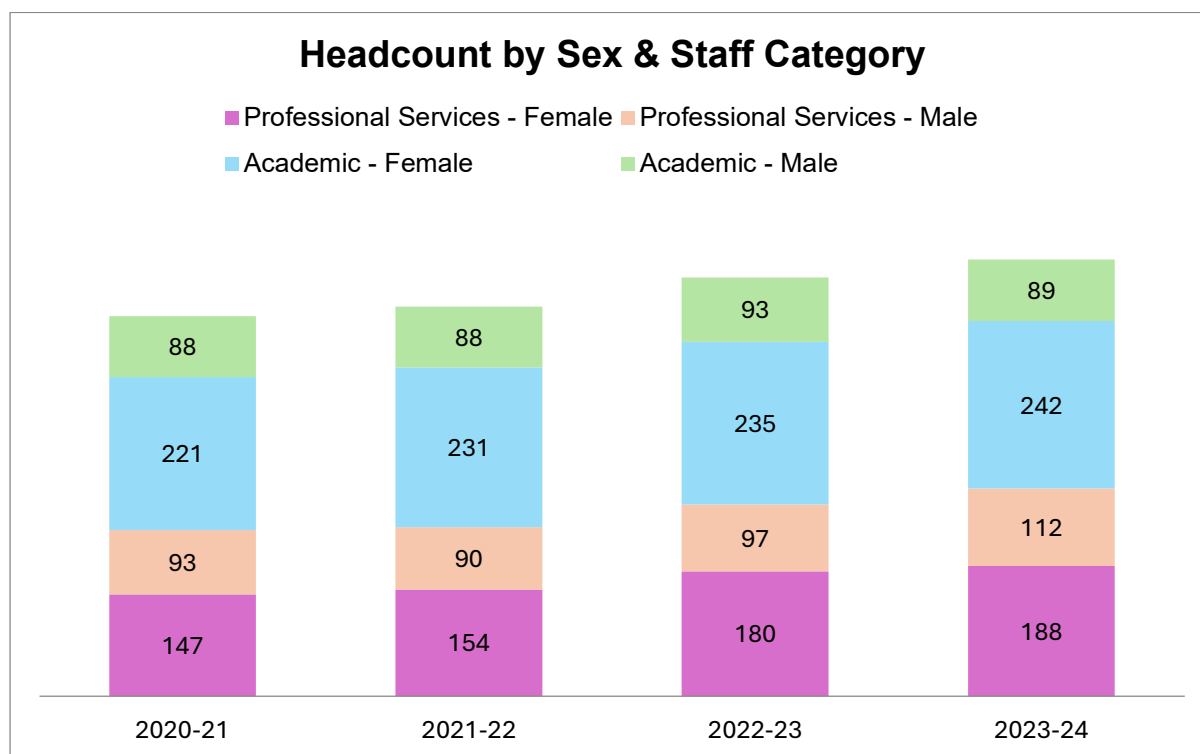
## 1.3 Employee Headcount by Grade and Sex 2022-2023



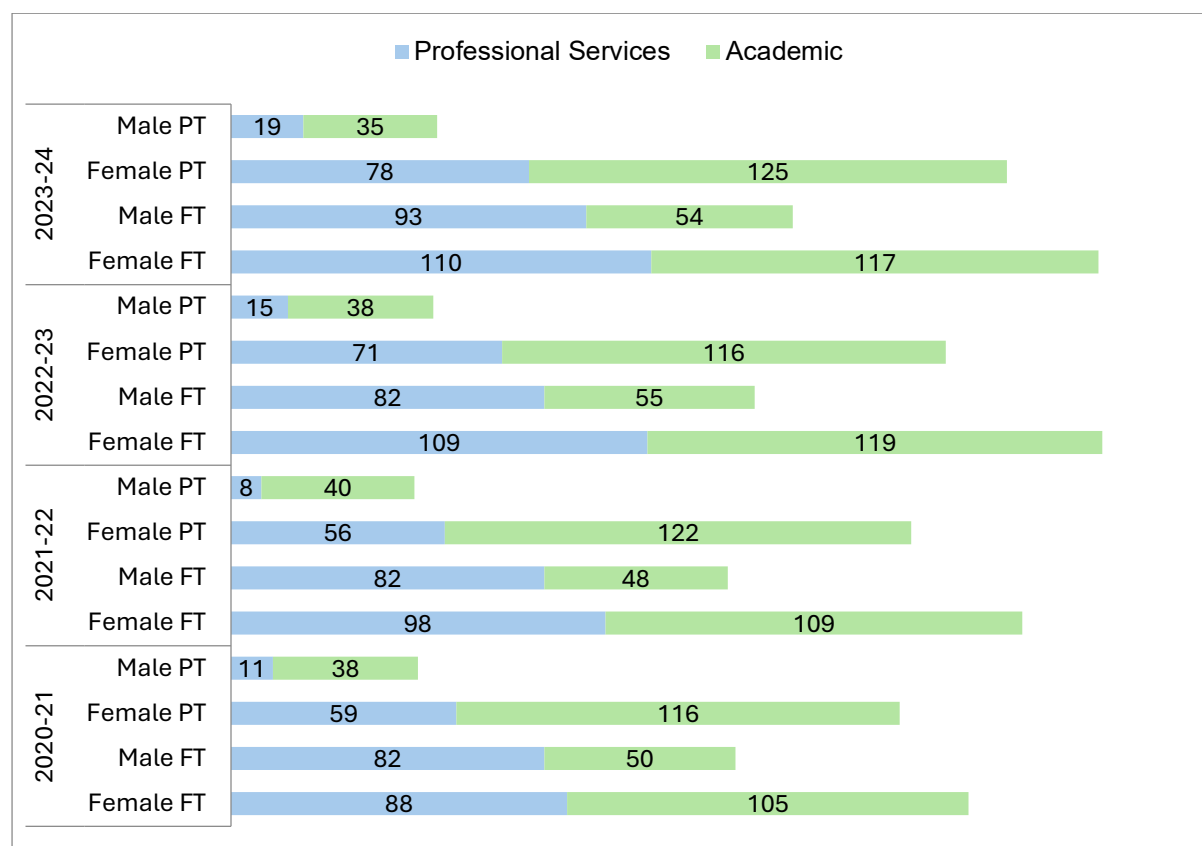
#### 1.4 Employee Headcount by Grade and Sex 2023-2024



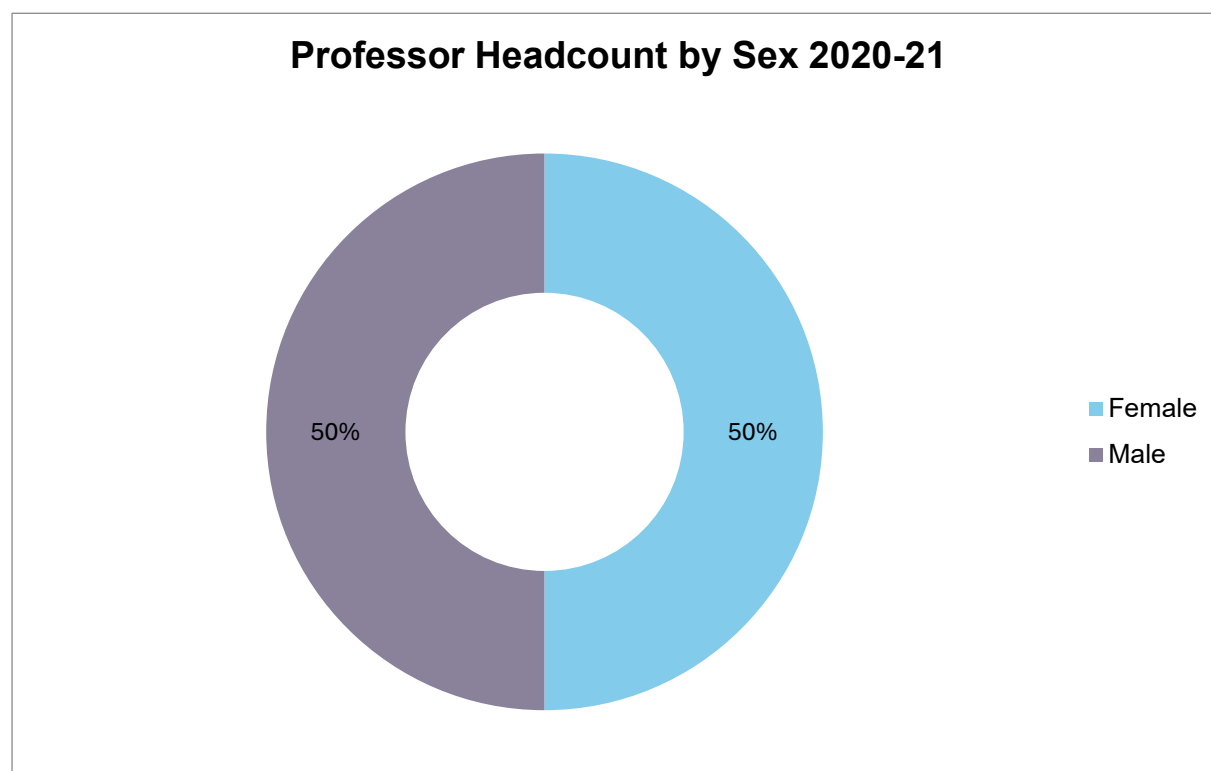
#### 1.5 Employee Headcount by Sex and Staff Category



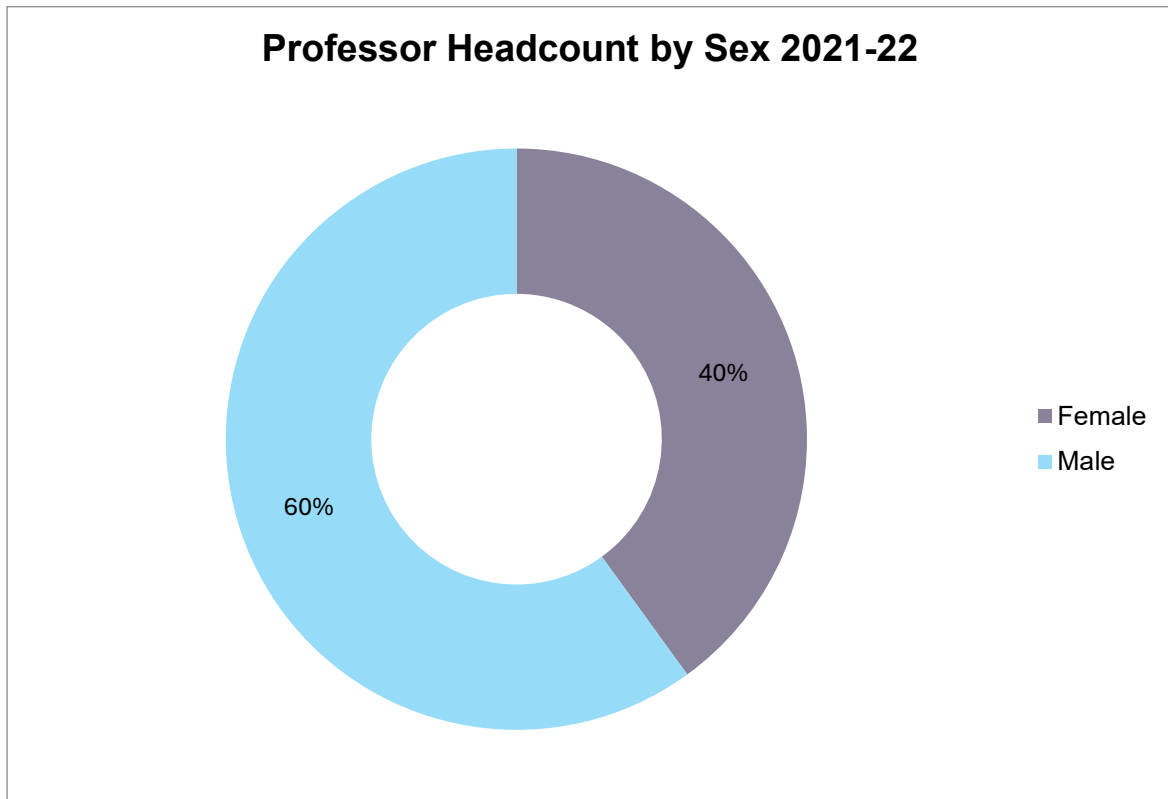
## 1.6 Employee Headcount by Sex, Employment Category and Employment Status



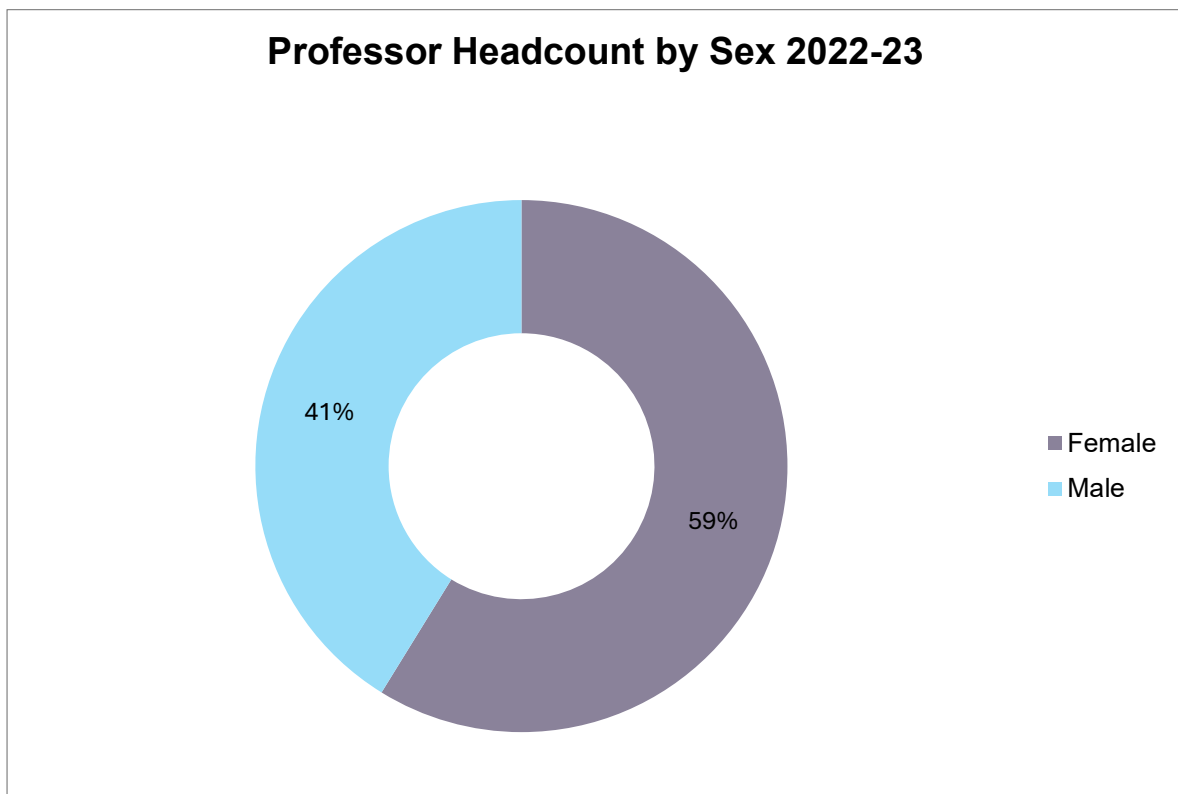
## 1.7 Professors by Sex 2020-2021



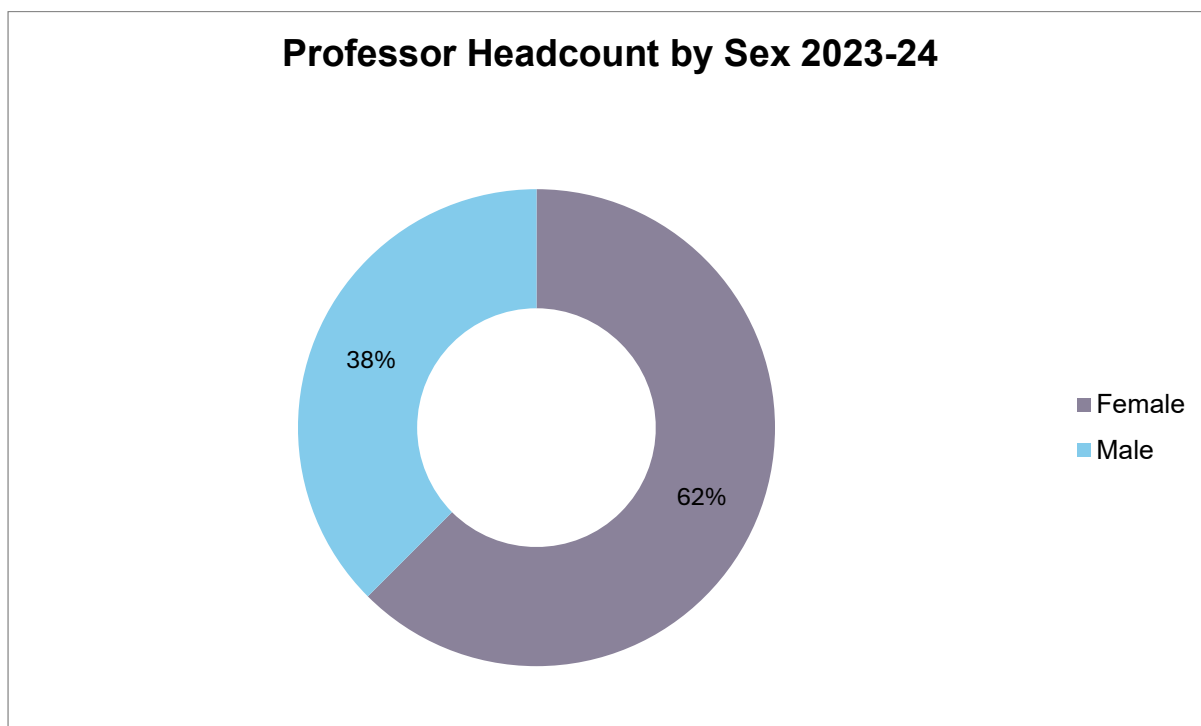
### 1.8 Professors by Sex 2021-2022



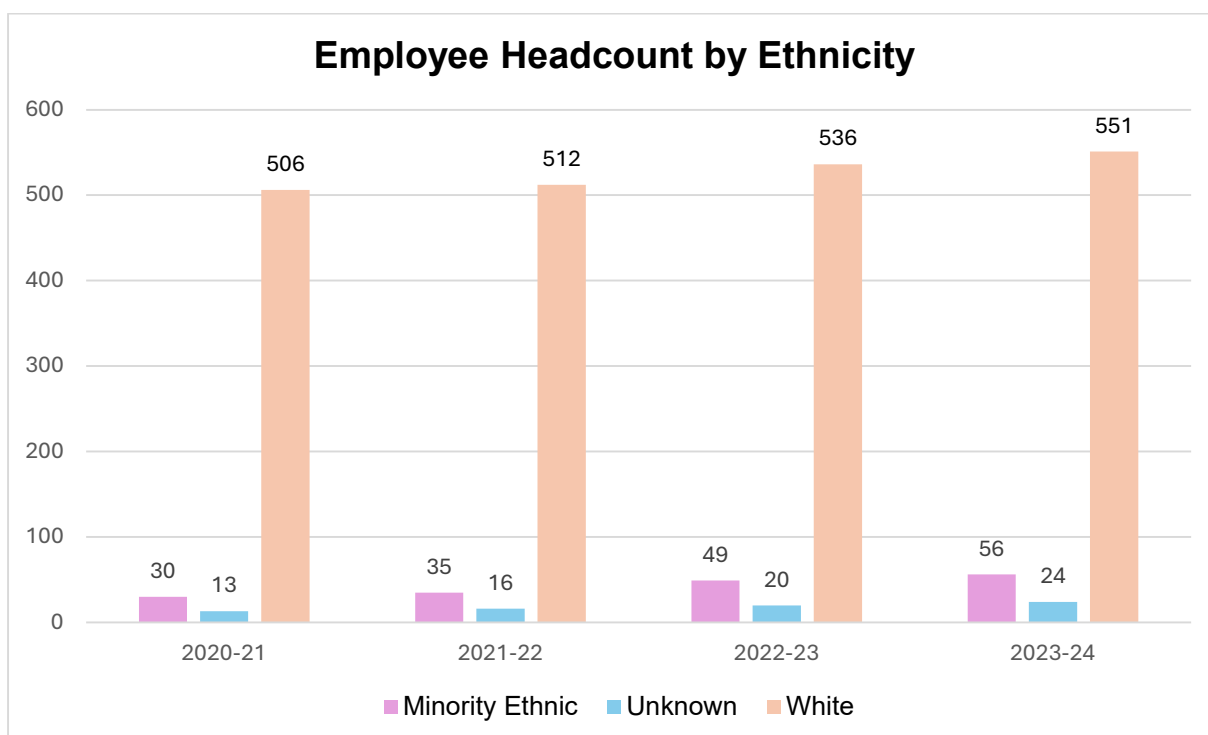
### 1.9 Professors by Sex 2022 – 2023



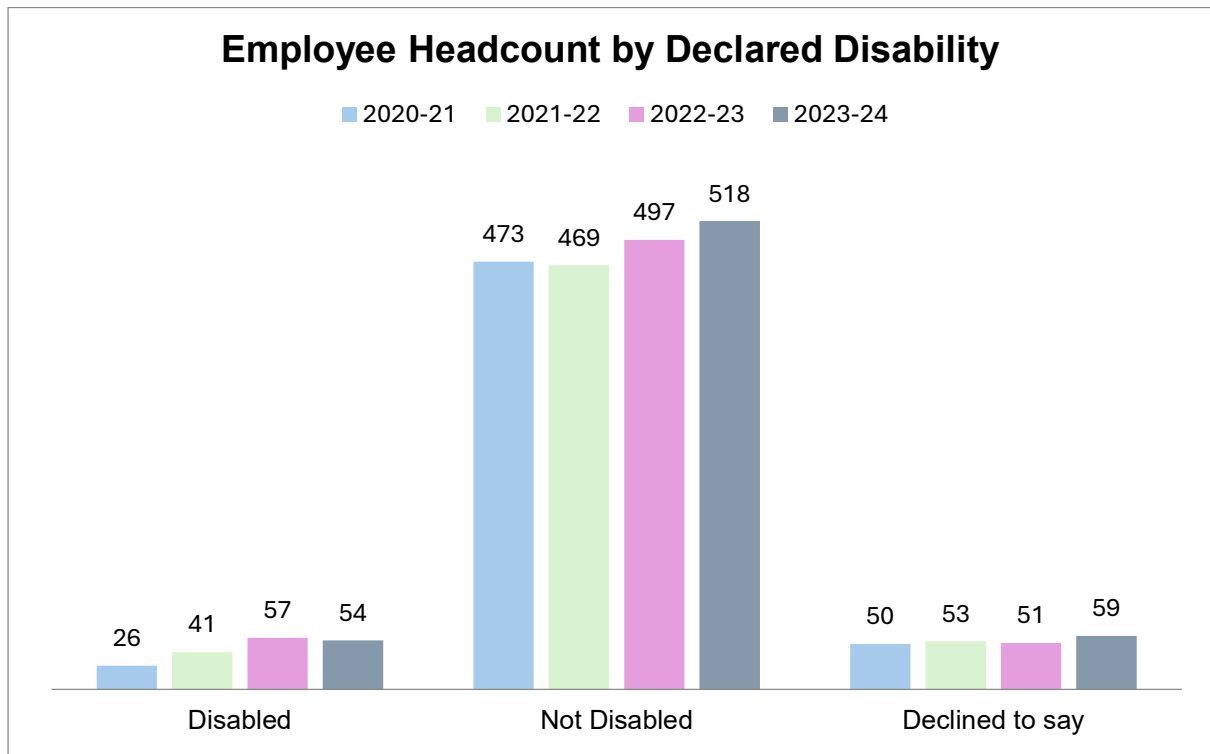
### 1.10 Professors by Sex 2023 – 2024



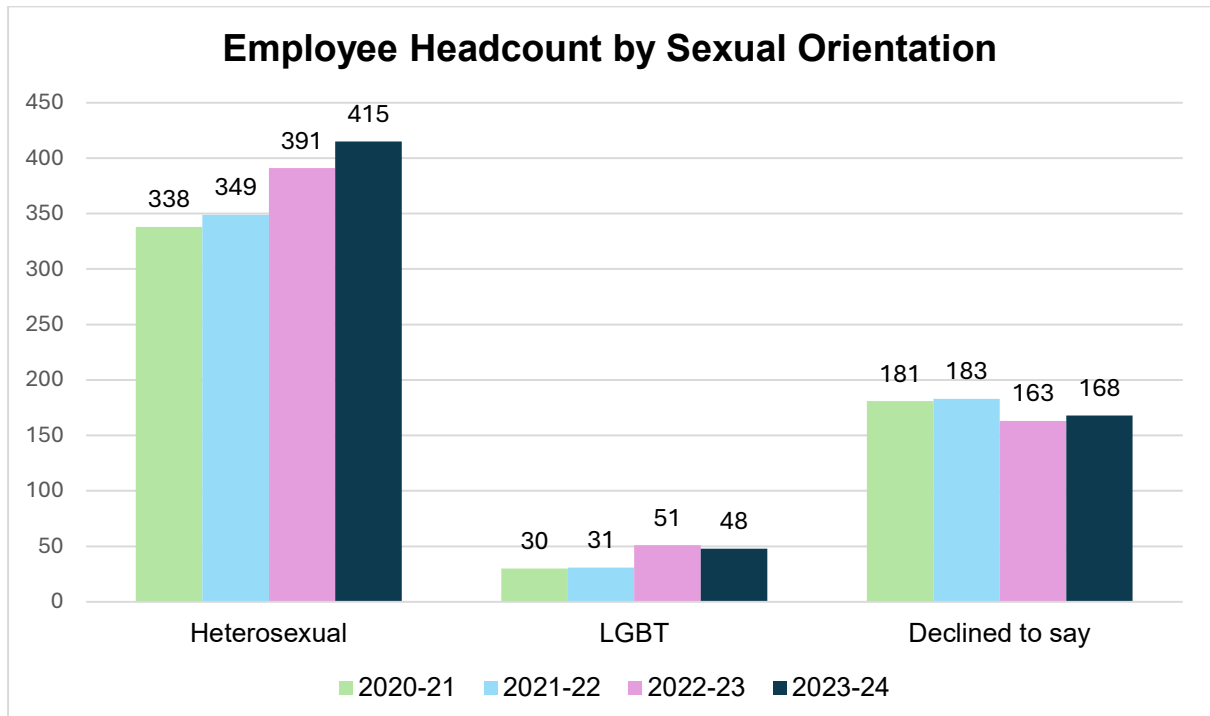
### 1.11 Employee Headcount by Ethnicity



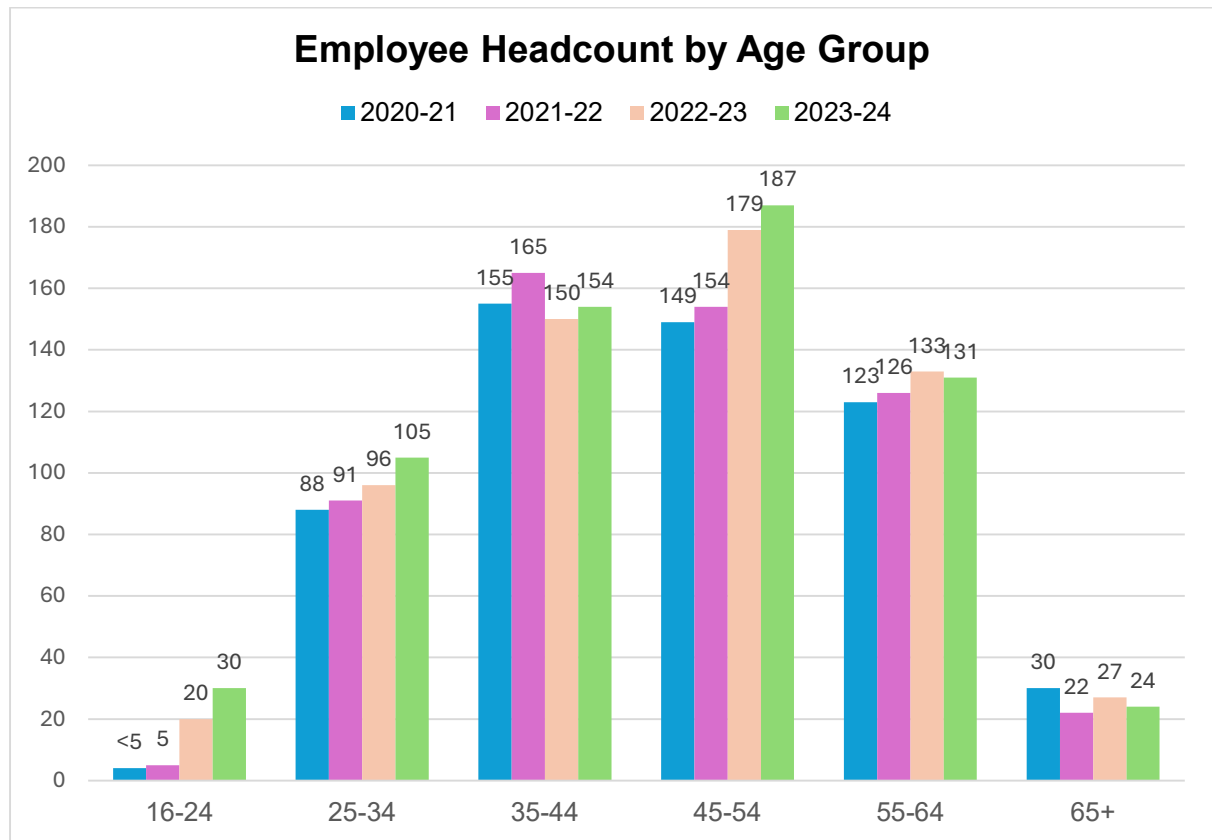
### 1.12 Employee Headcount by Disability



### 1.13 Employee Headcount by Sexual Orientation

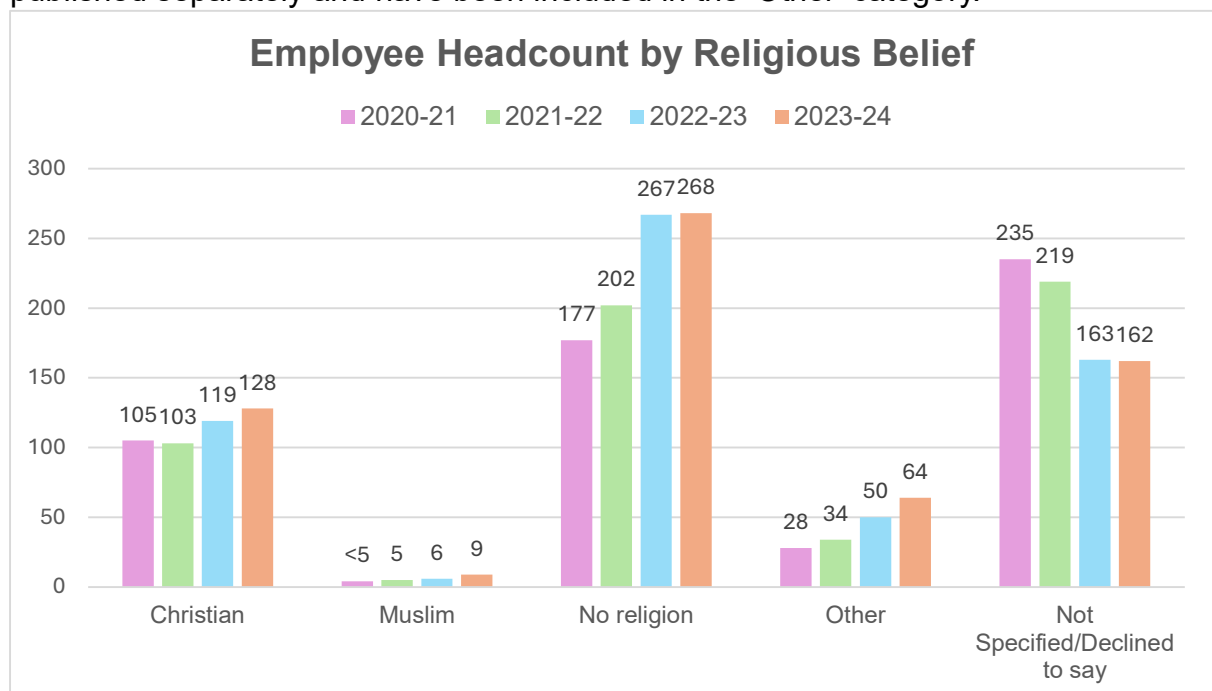


### 1.14 Employee Headcount by Age Group



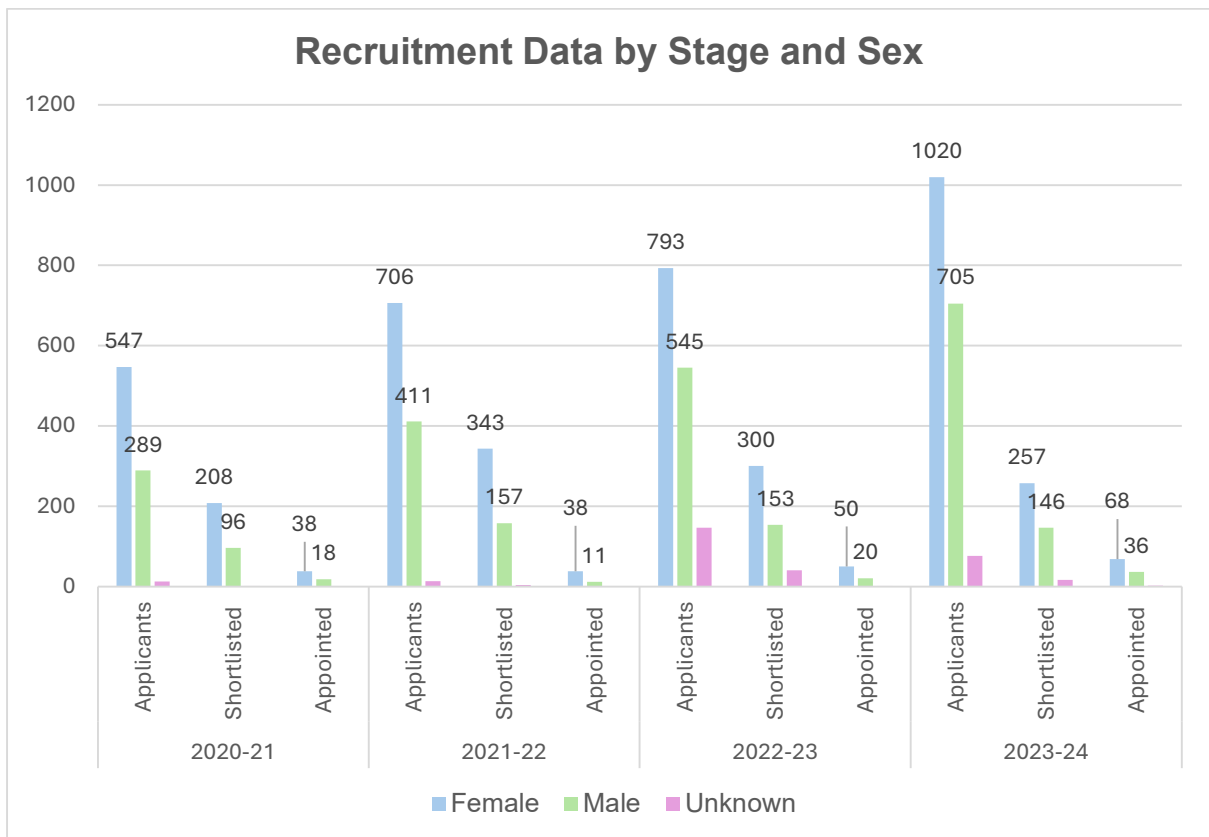
### 1.15 Employee Headcount by Religious Belief

Due to small numbers, employees declared as Buddhist, Hindu or Jewish cannot be published separately and have been included in the 'Other' category.

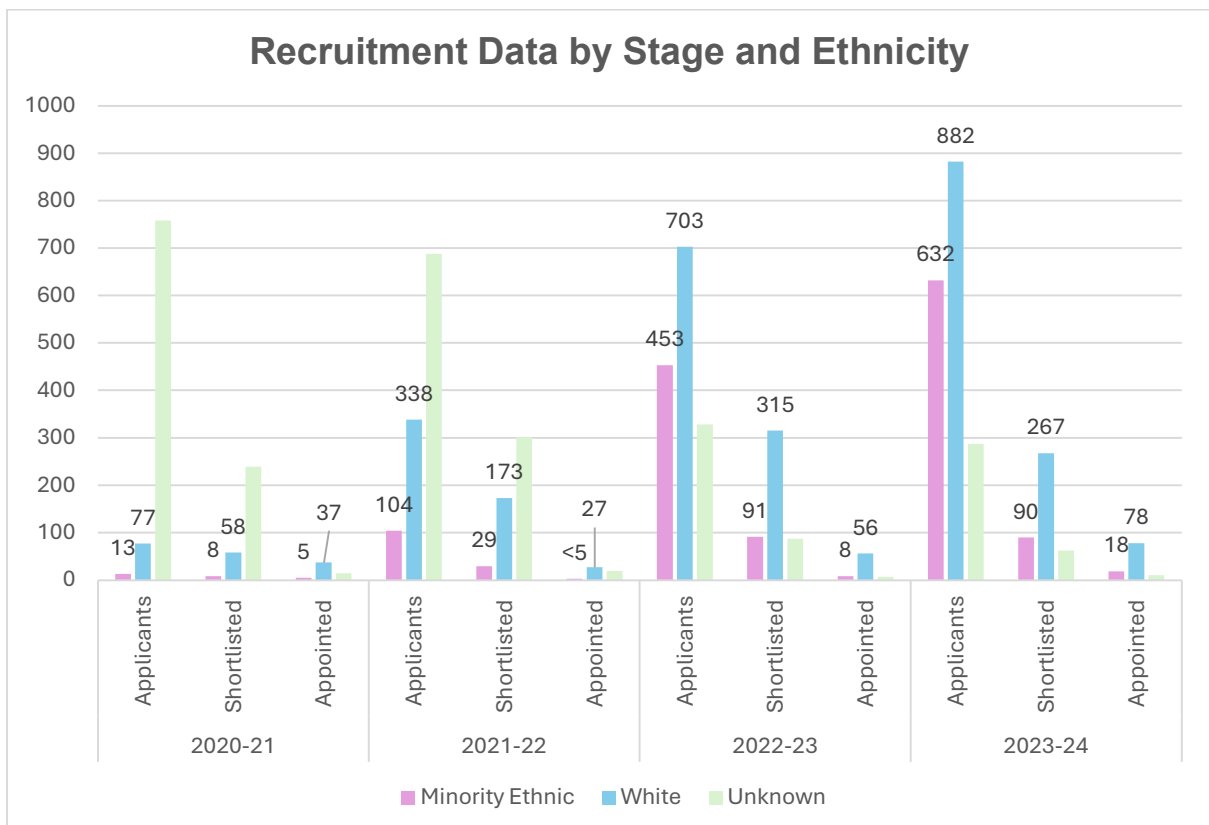


## Section 2: Recruitment Equalities Data

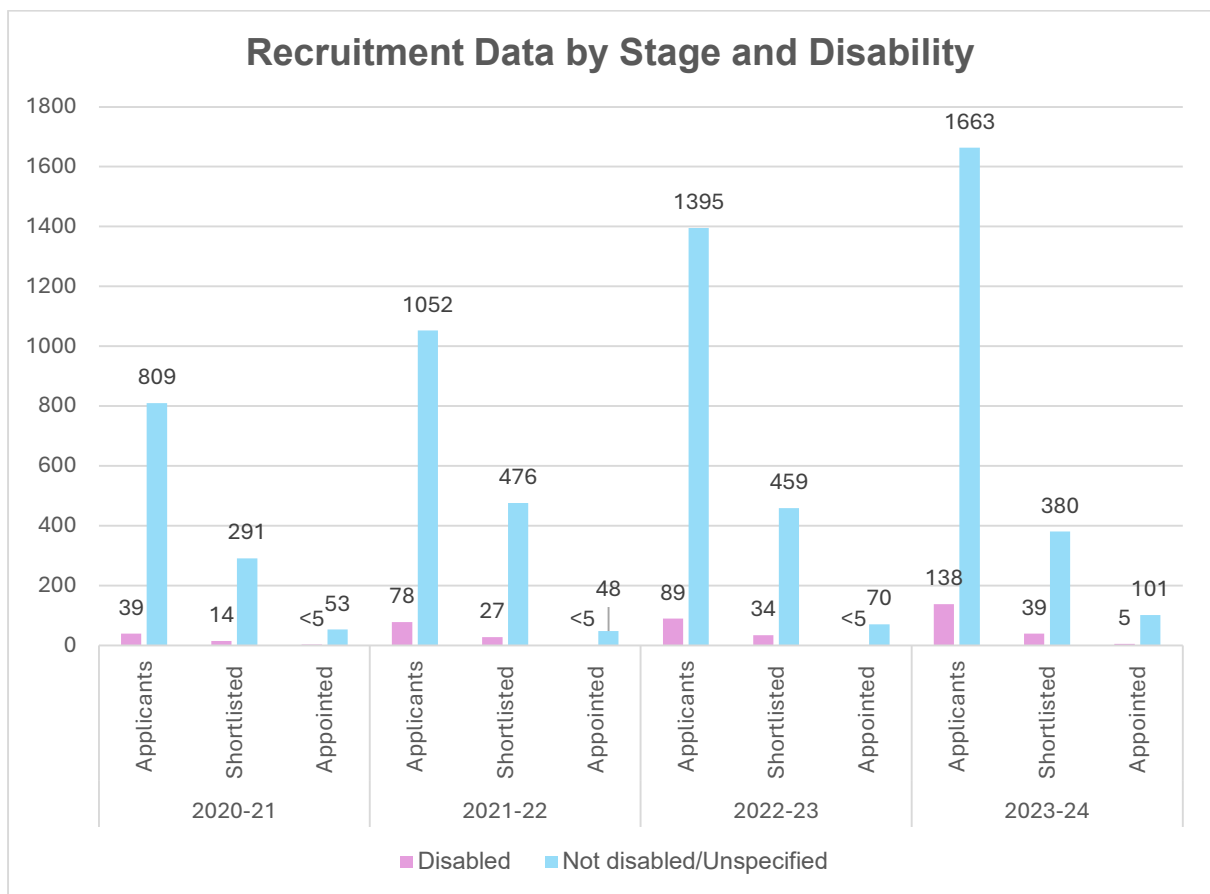
### 2.1 Recruitment Data by Stage and Sex



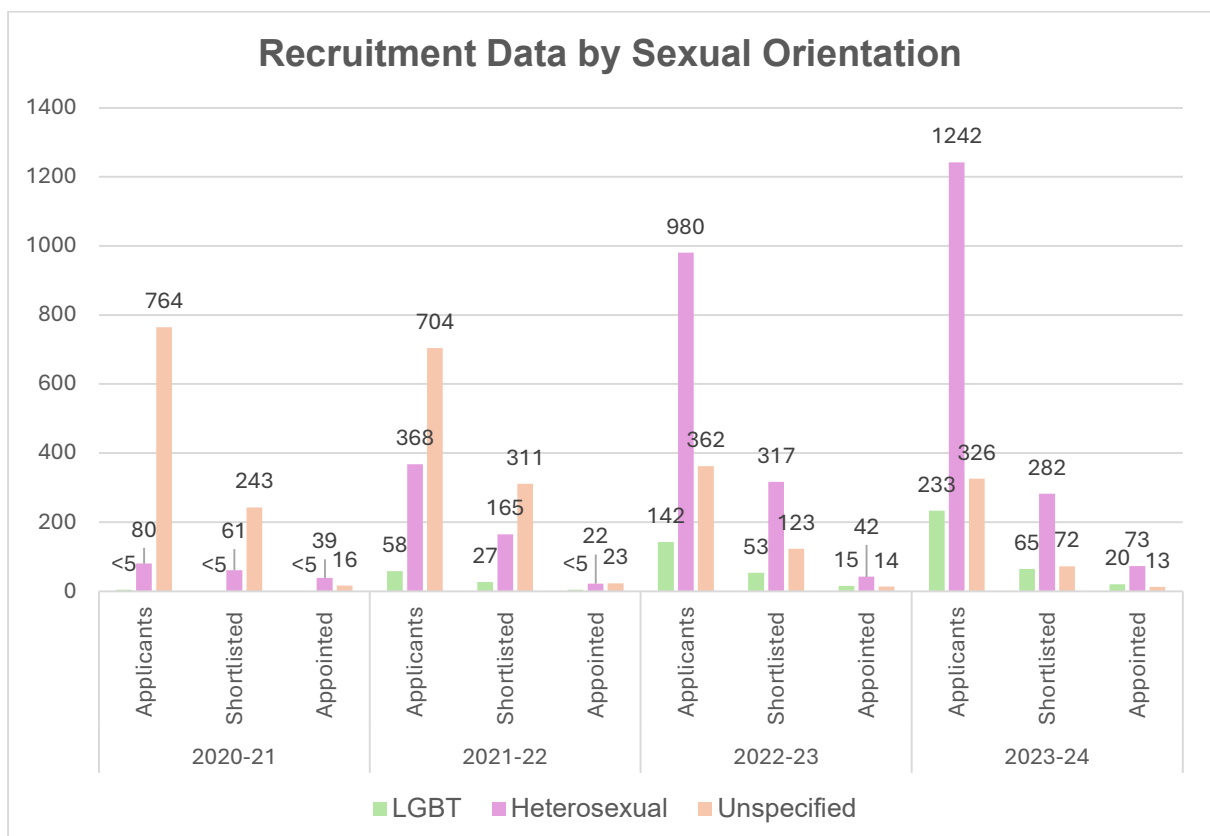
### 2.2 Recruitment Data by Stage and Ethnicity



## 2.3 Recruitment Data by Stage and Disability

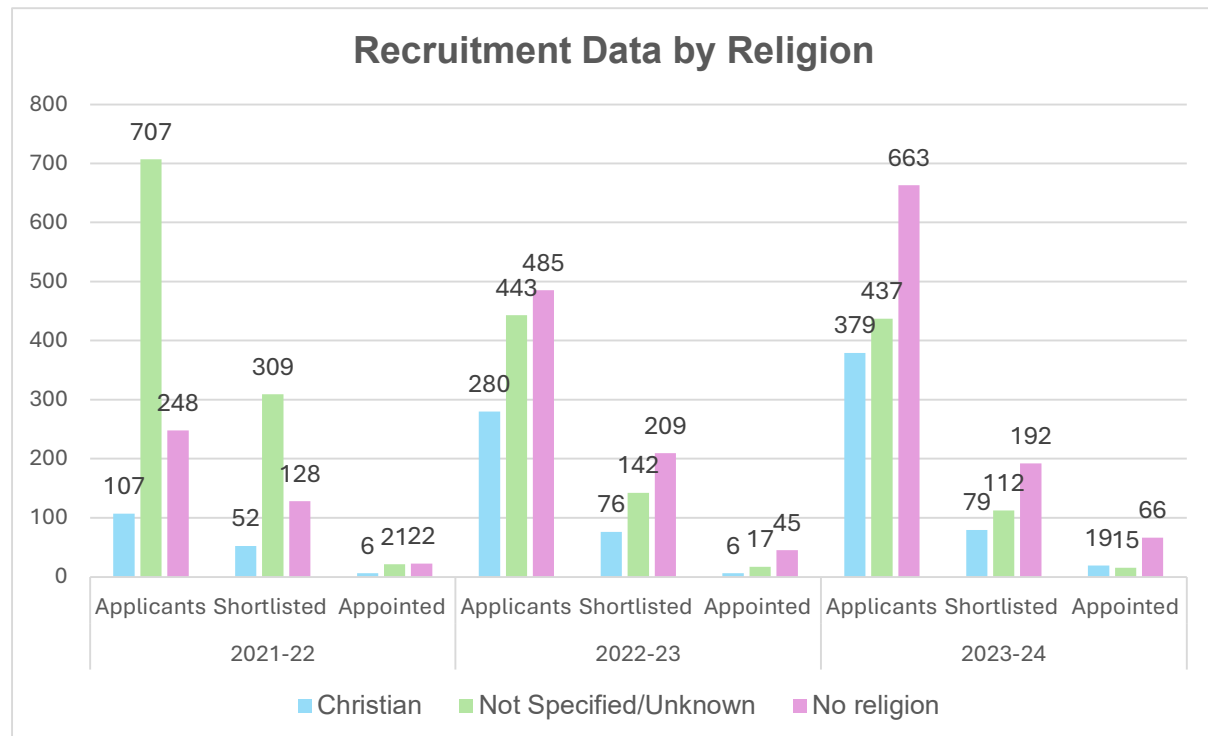


## 2.4 Recruitment Data by Stage and Sexual Orientation

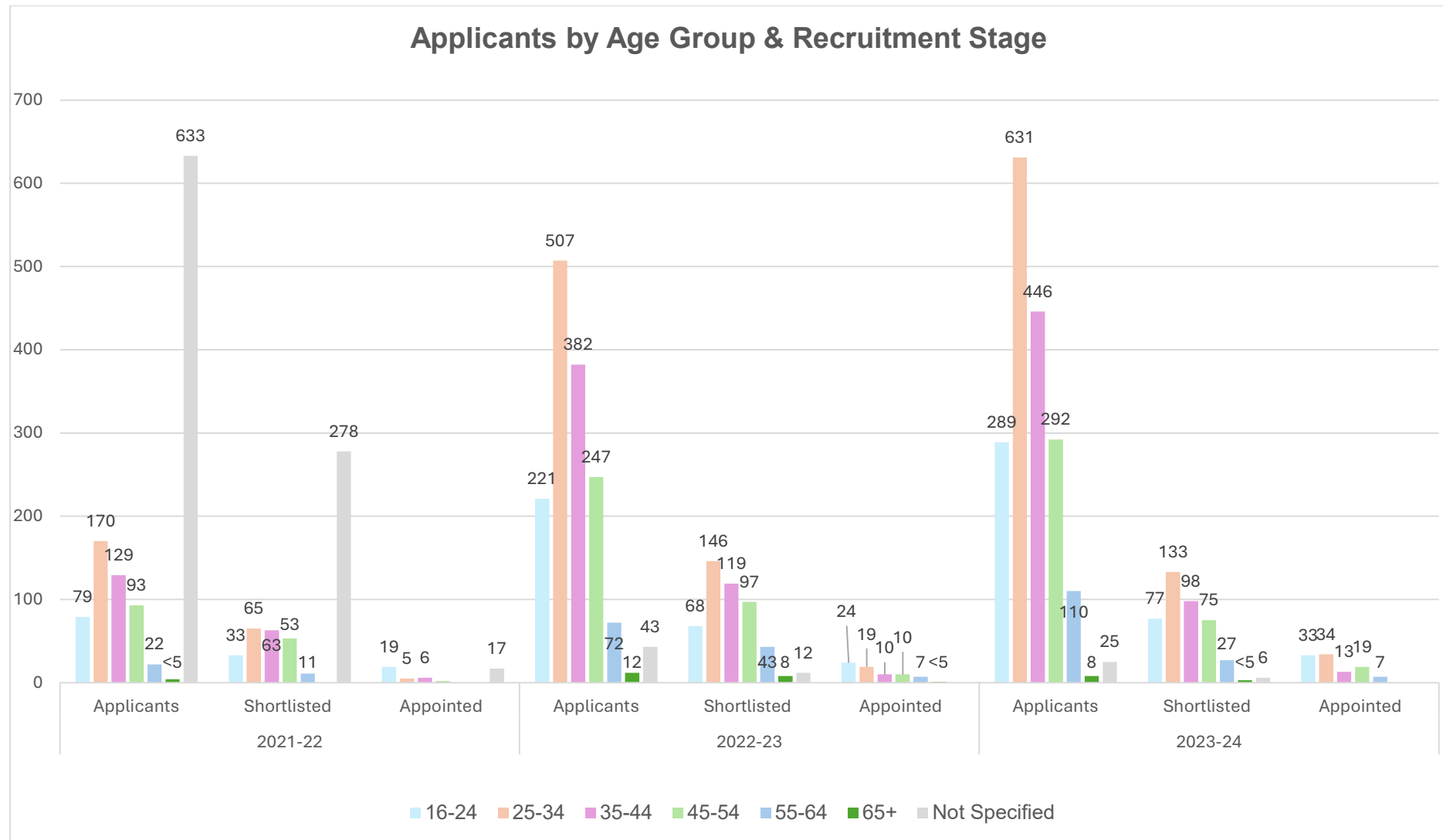


## 2.5 Recruitment Data by Stage and Religion

Due to small numbers, recruitment data relating to applicants declared as Buddhist, Hindu, Jewish, Muslim, Sikh and 'Other' cannot be published. Where numbers are substantial enough to publish, data has been provided below.

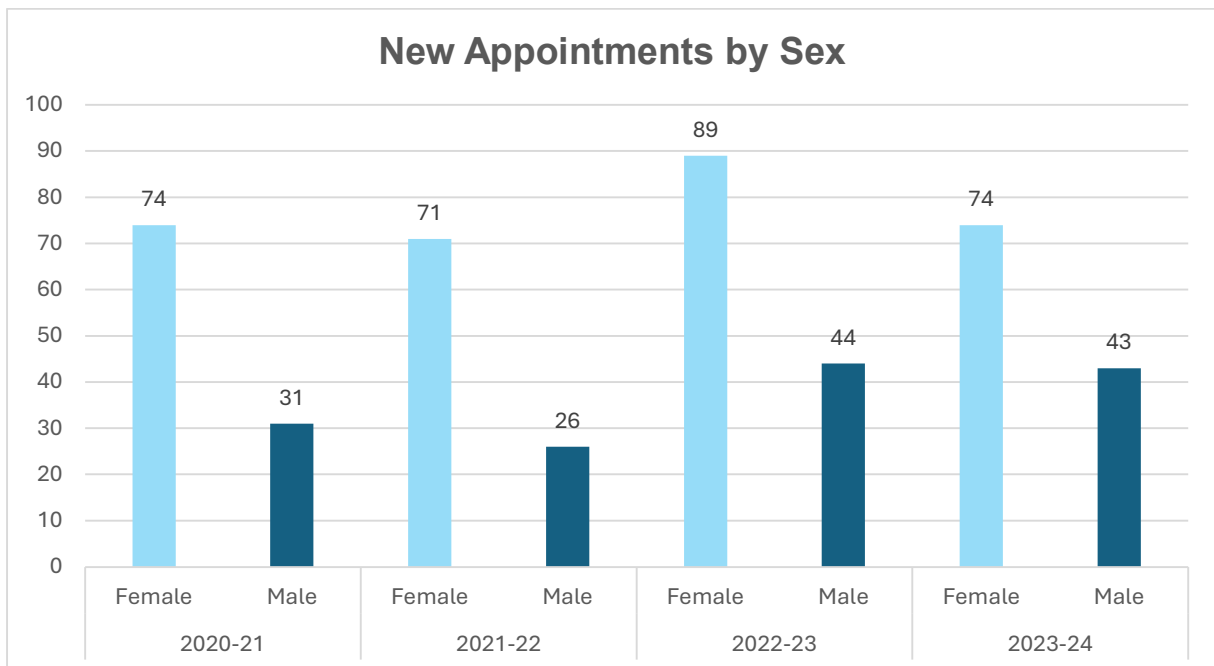


## 2.6 Recruitment Data by Stage and Age



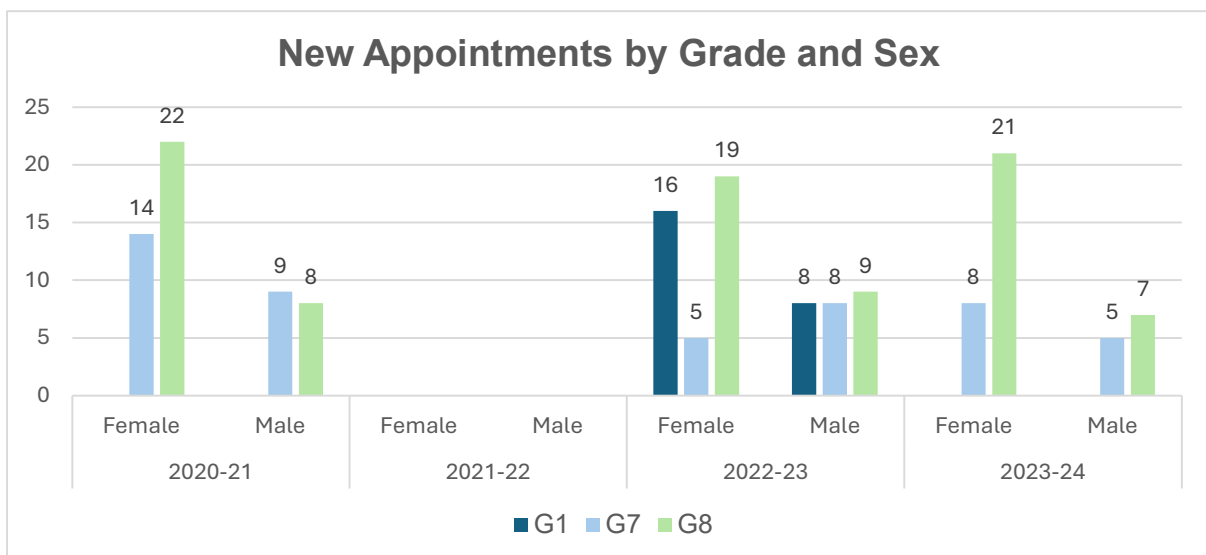
## Section 3: New Appointments Equalities Data

### 3.1 New Appointments by Sex

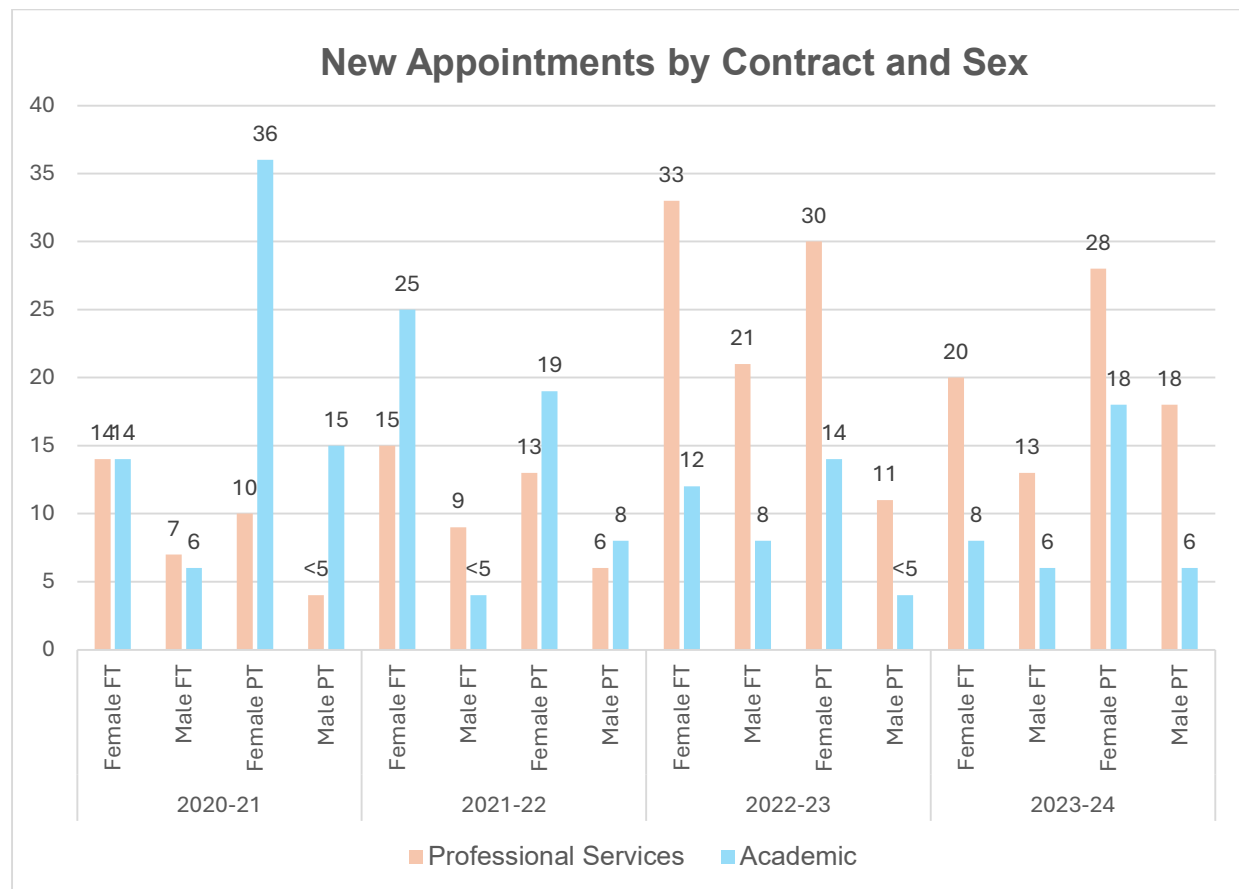


### 3.2 New Appointments by Grade and Sex

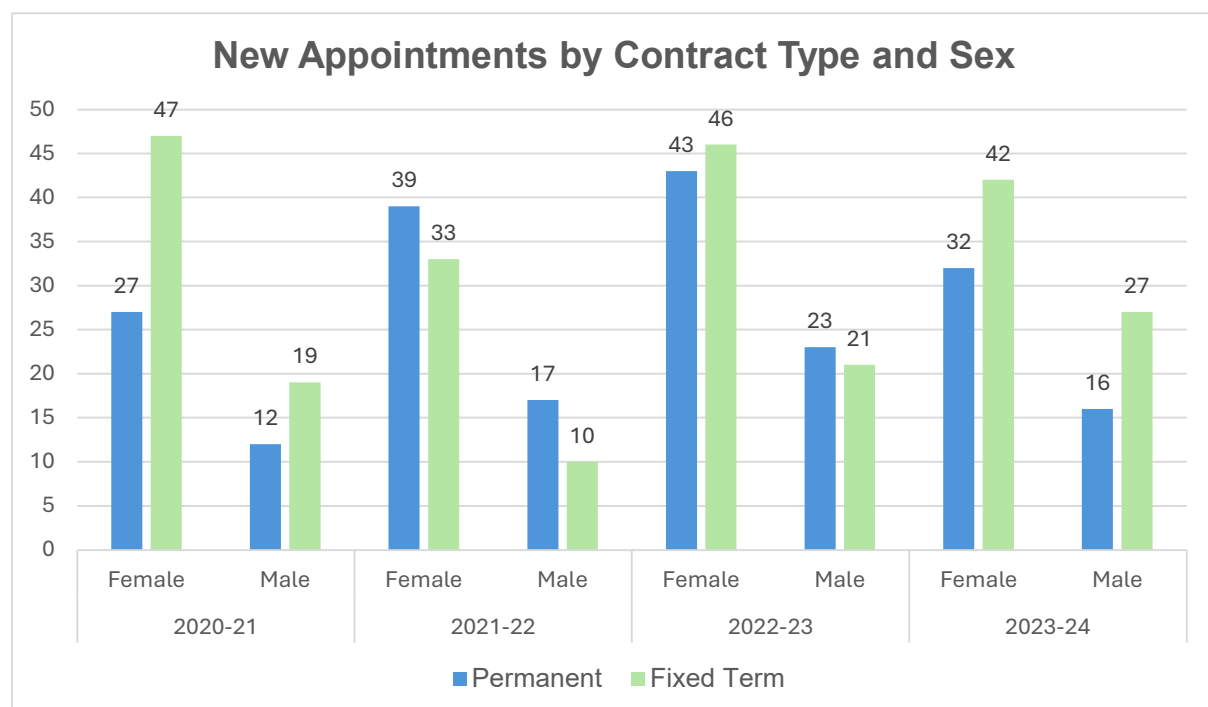
Due to small numbers, it has not been possible to publish the sex data of new appointments by all grades. Where numbers are substantial enough to publish, data has been provided below.



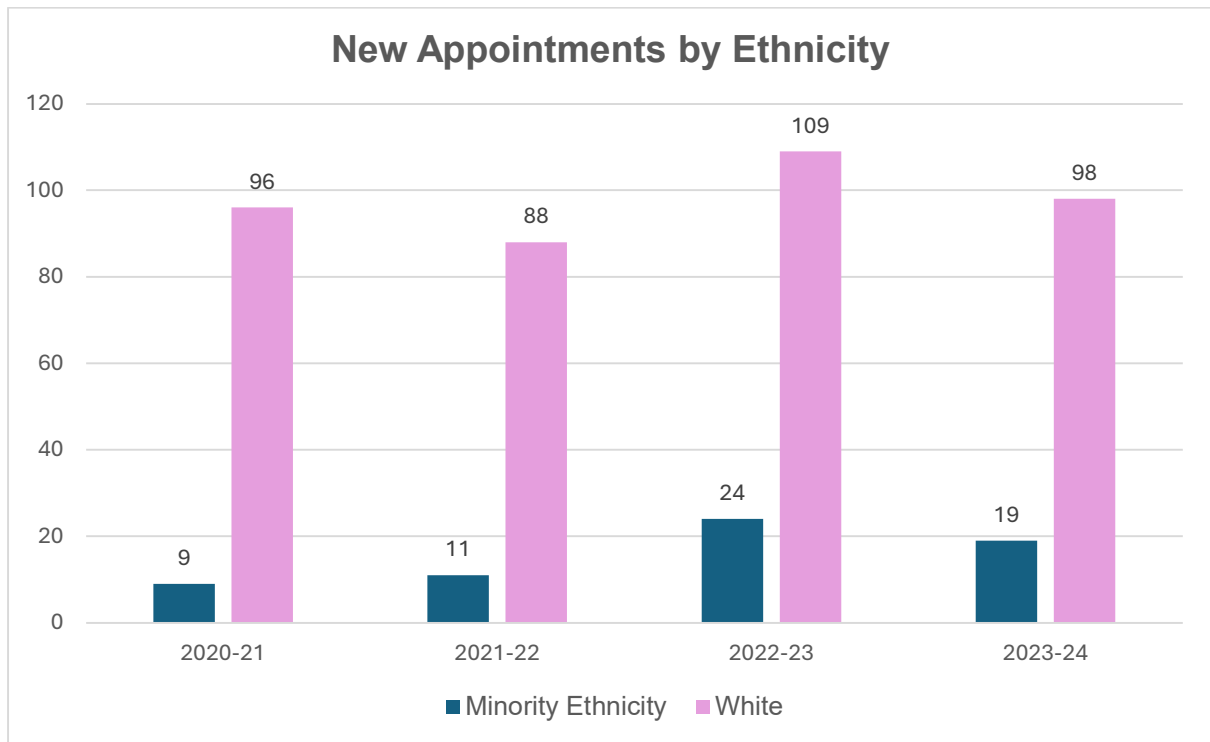
### 3.3 New Appointments by Employment Category, Contract (Part-Time / Full-Time) and Sex



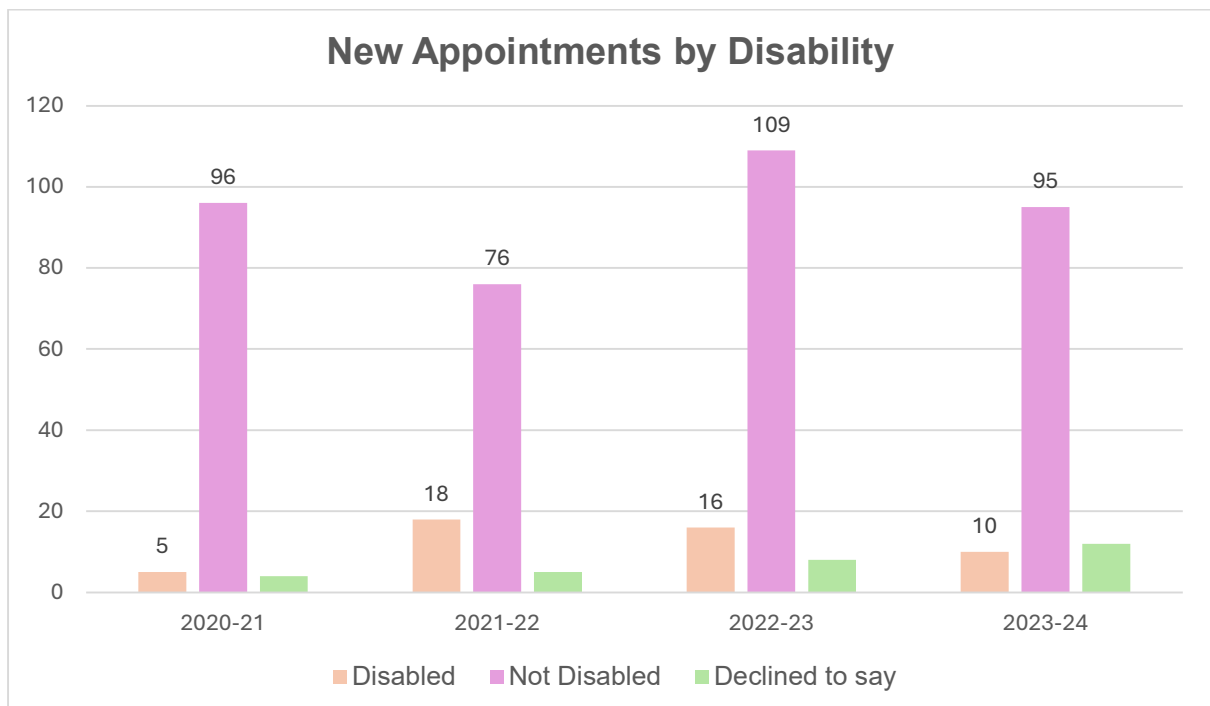
### 3.4 New Appointments by Contract Type and Sex



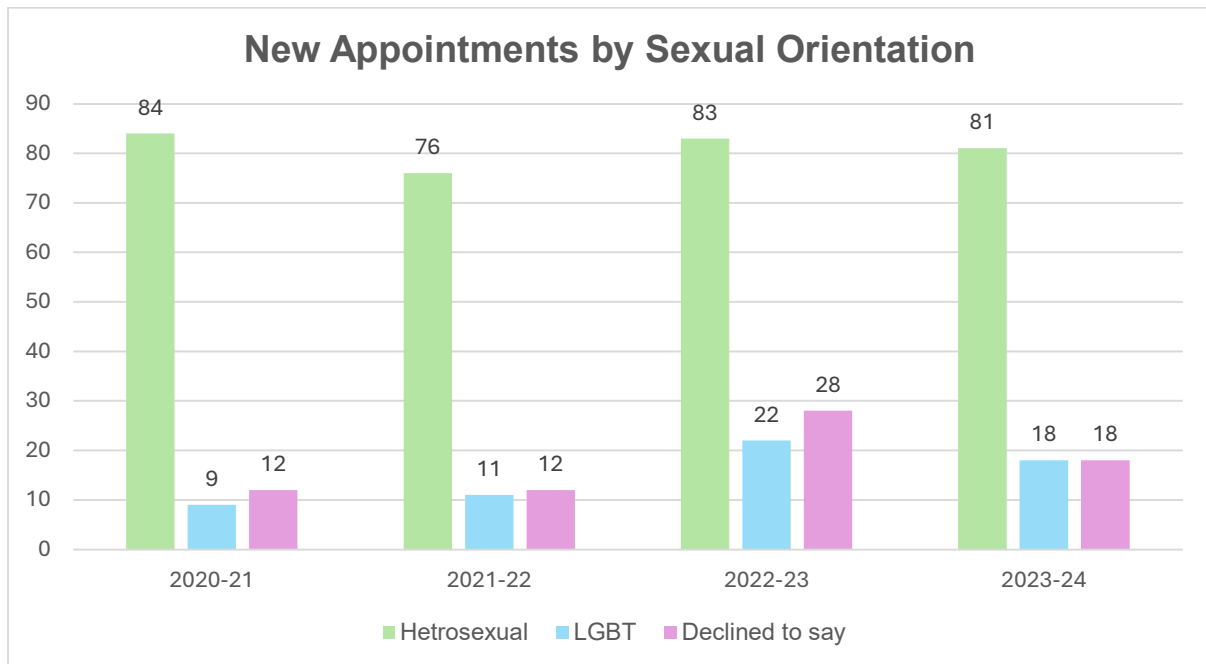
### 3.5 New Appointments by Ethnicity



### 3.6 New Appointments by Disability

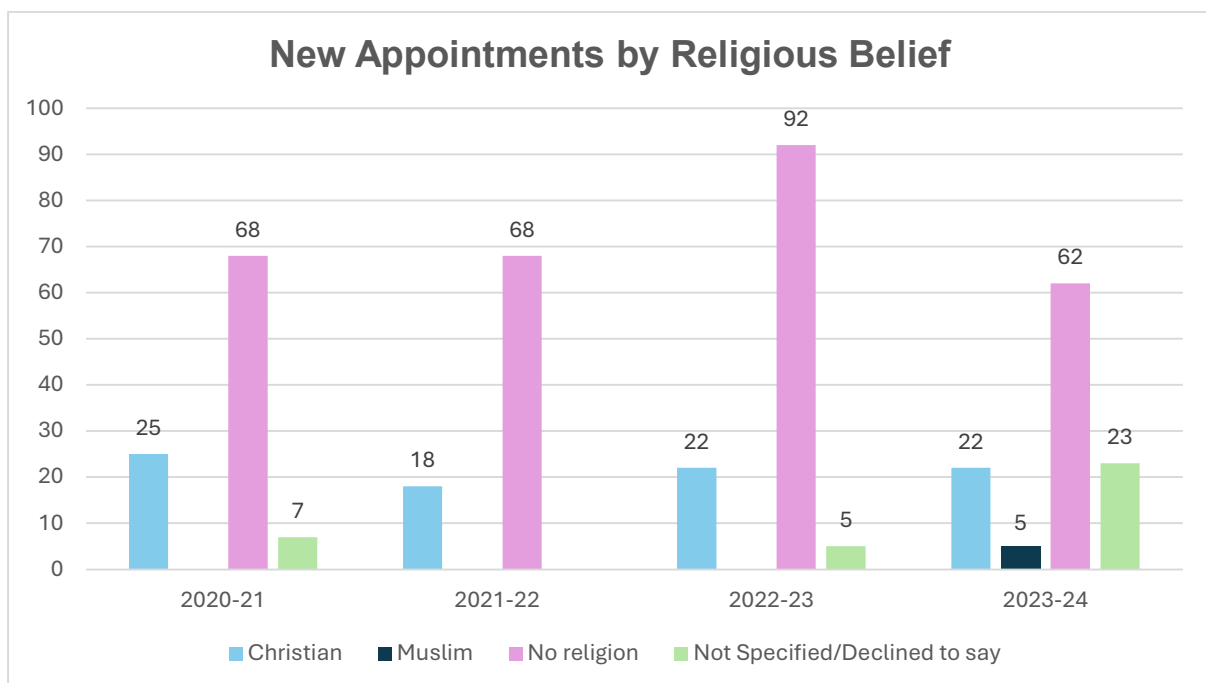


### 3.7 New Appointments by Sexual Orientation



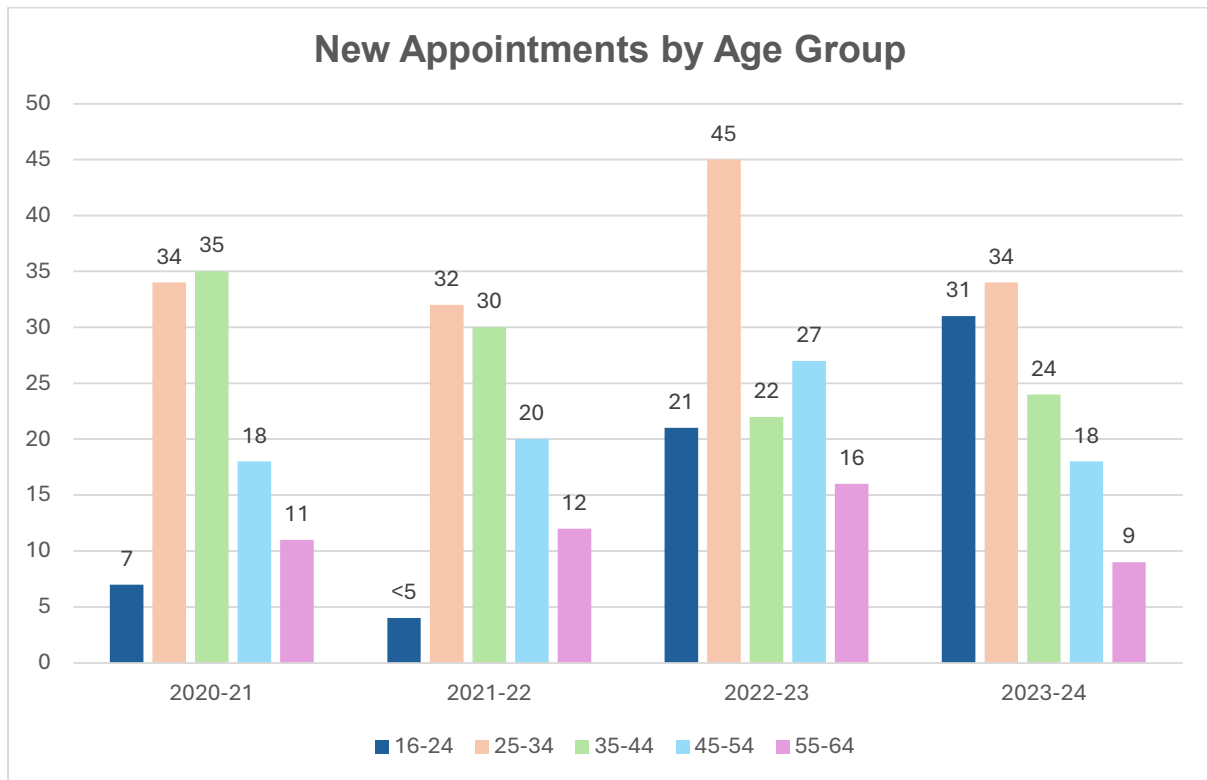
### 3.8 New Appointments by Religious Belief

Due to small numbers, it has not been possible to publish full religious belief data of new appointments. Where numbers are substantial enough to publish by religious group, data has been provided below.



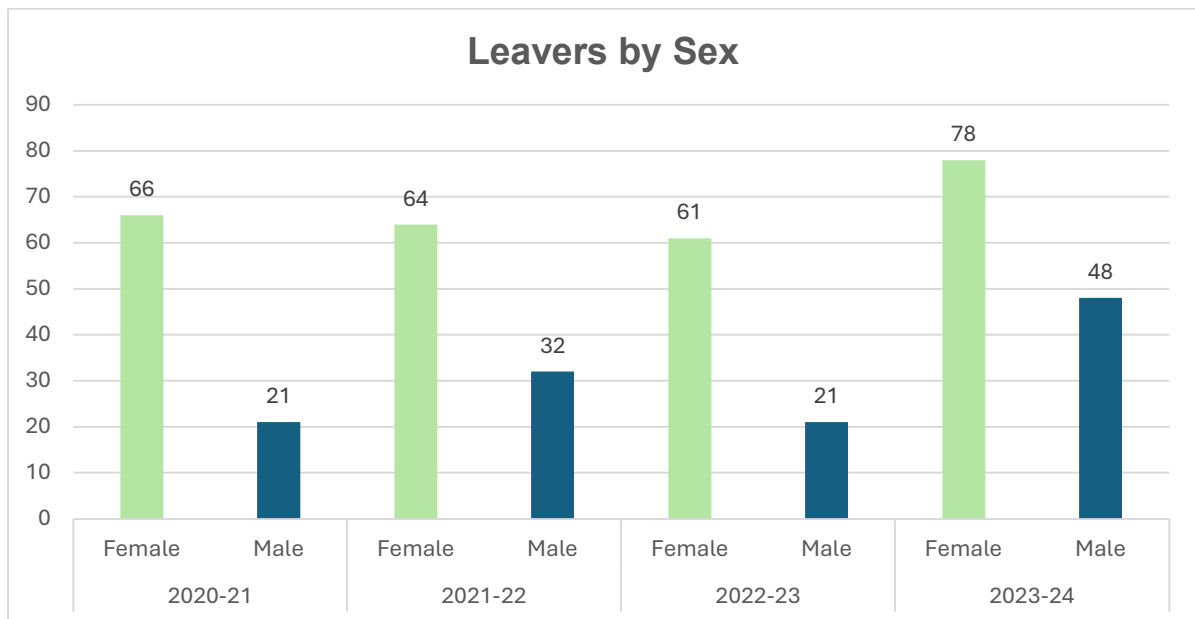
### 3.9 New Appointments by Age

Due to small numbers, it has not been possible to publish the data for new appointments in the 65+ age group.



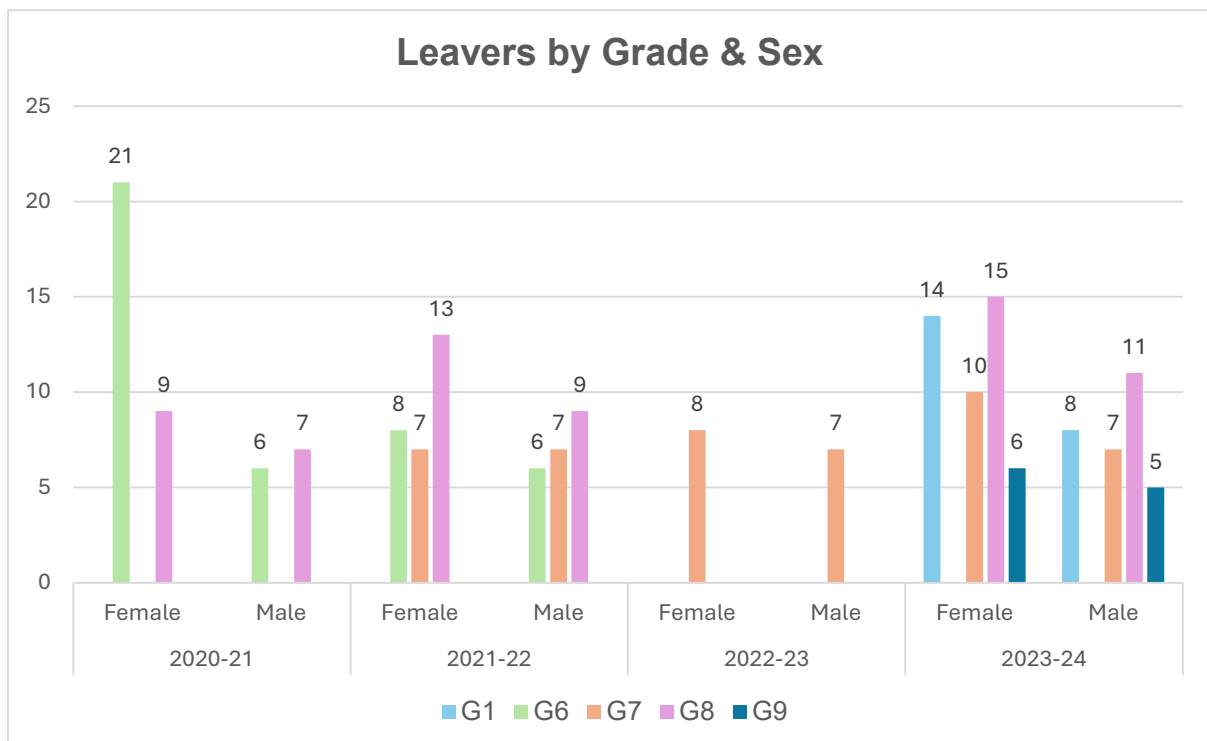
## Section 4: Leavers Equalities Data

### 4.1 Leavers by Sex

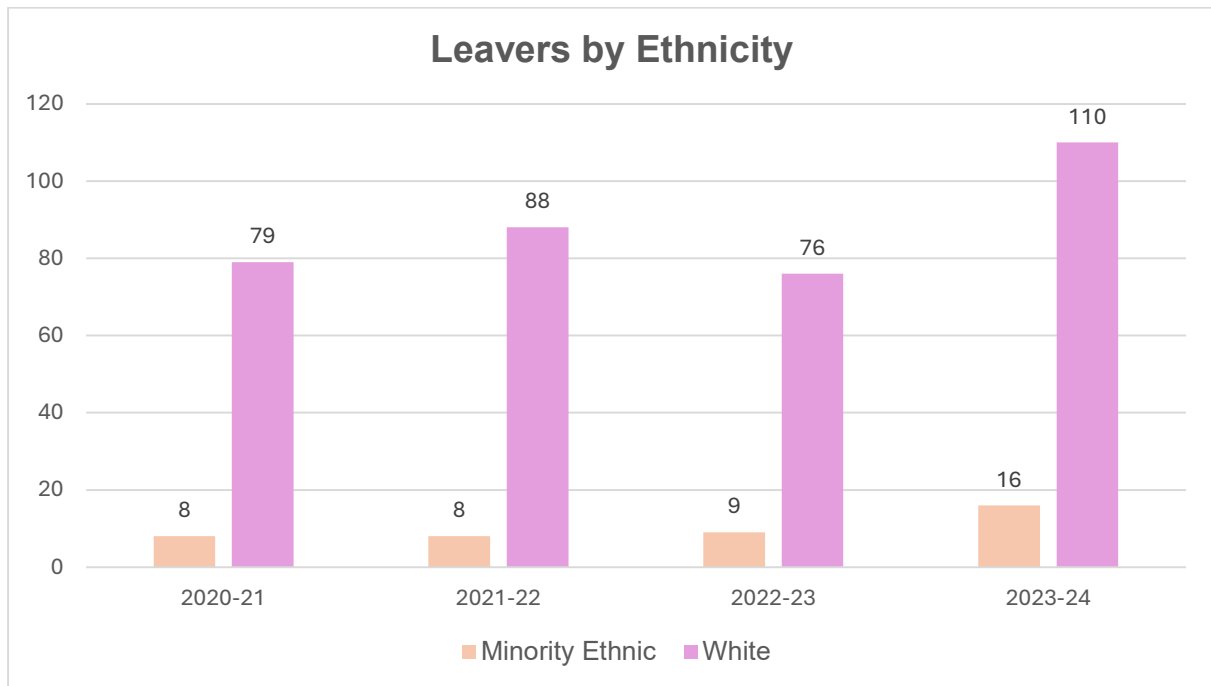


### 4.2 Leavers by Grade and Sex

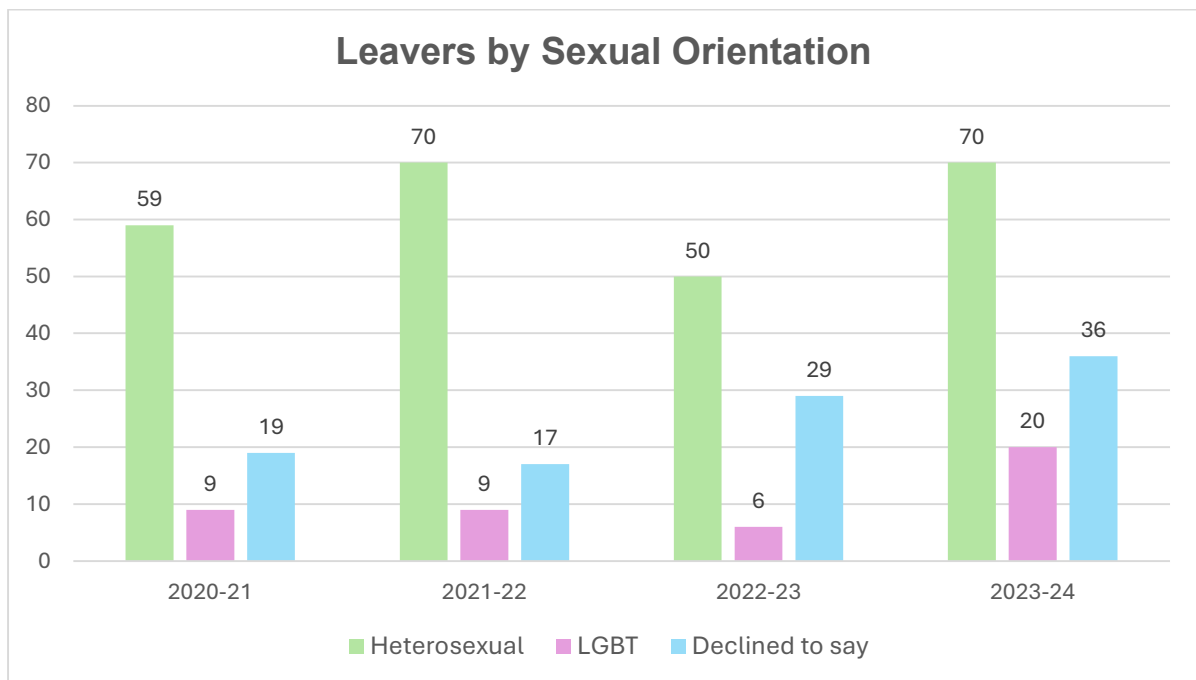
Due to small numbers, it has not been possible to publish the sex data of leavers by all grades. Where numbers are substantial enough to publish, data has been provided below.



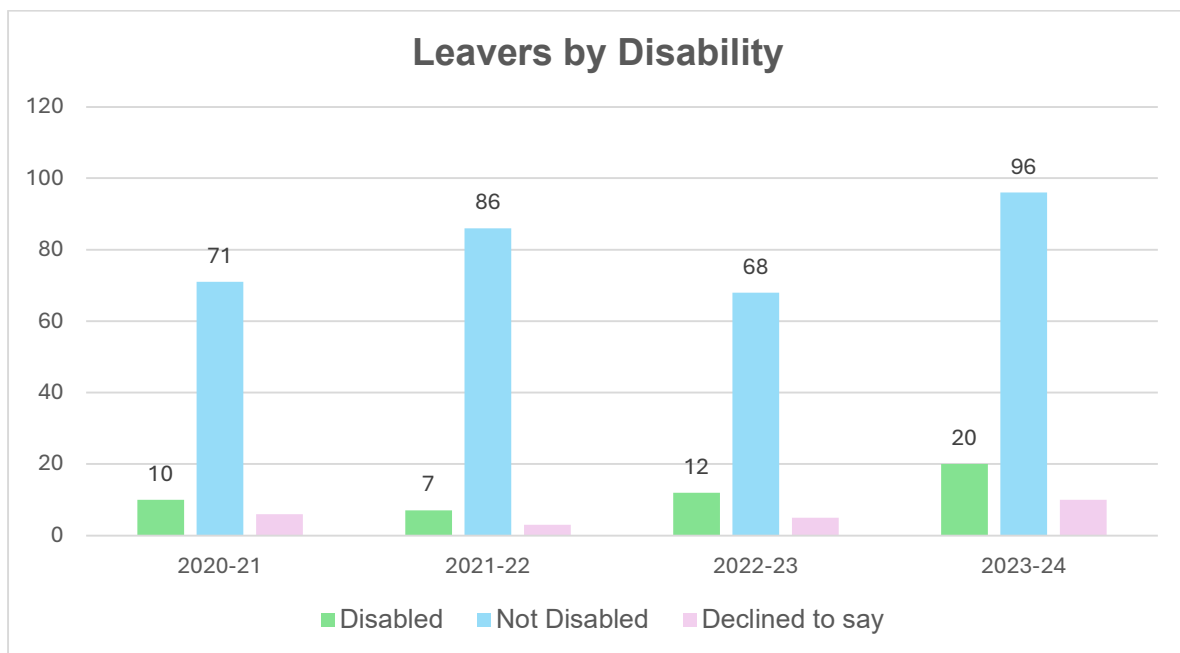
### 4.3 Leavers by Ethnicity



### 4.4 Leavers by Sexual Orientation

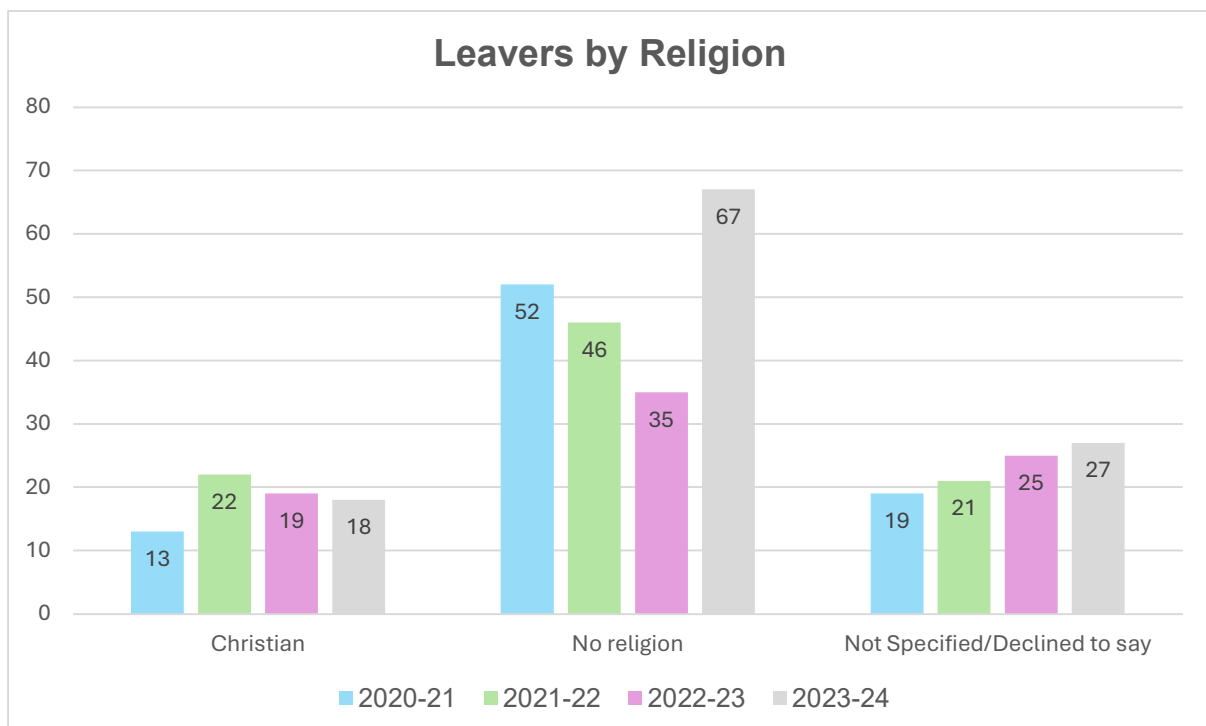


#### 4.5 Leavers by Disability

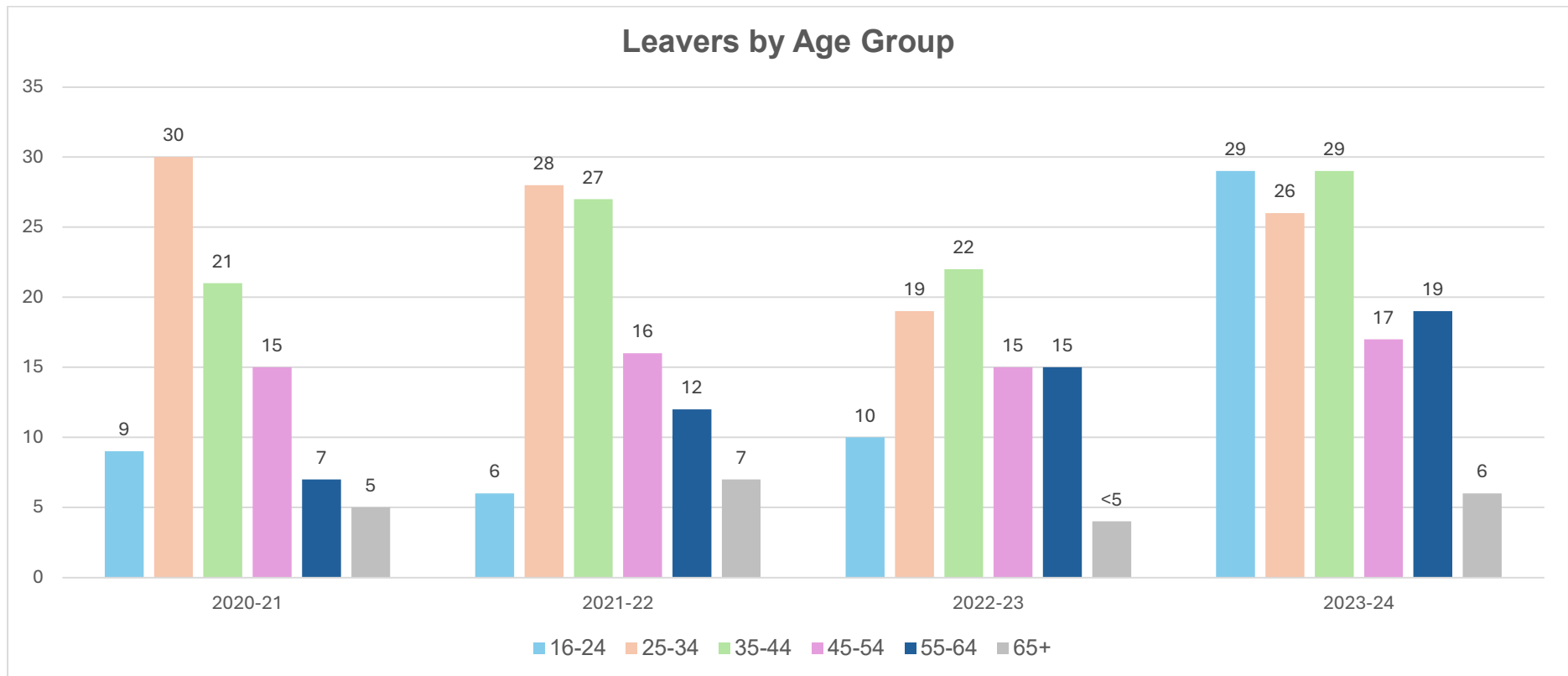


#### 4.6 Leavers by Religion

Due to small numbers, data relating to leavers declared as Buddhist, Hindu, Jewish, Muslim, Sikh and 'Other' cannot be published. Where numbers are substantial enough to publish, data has been provided below.

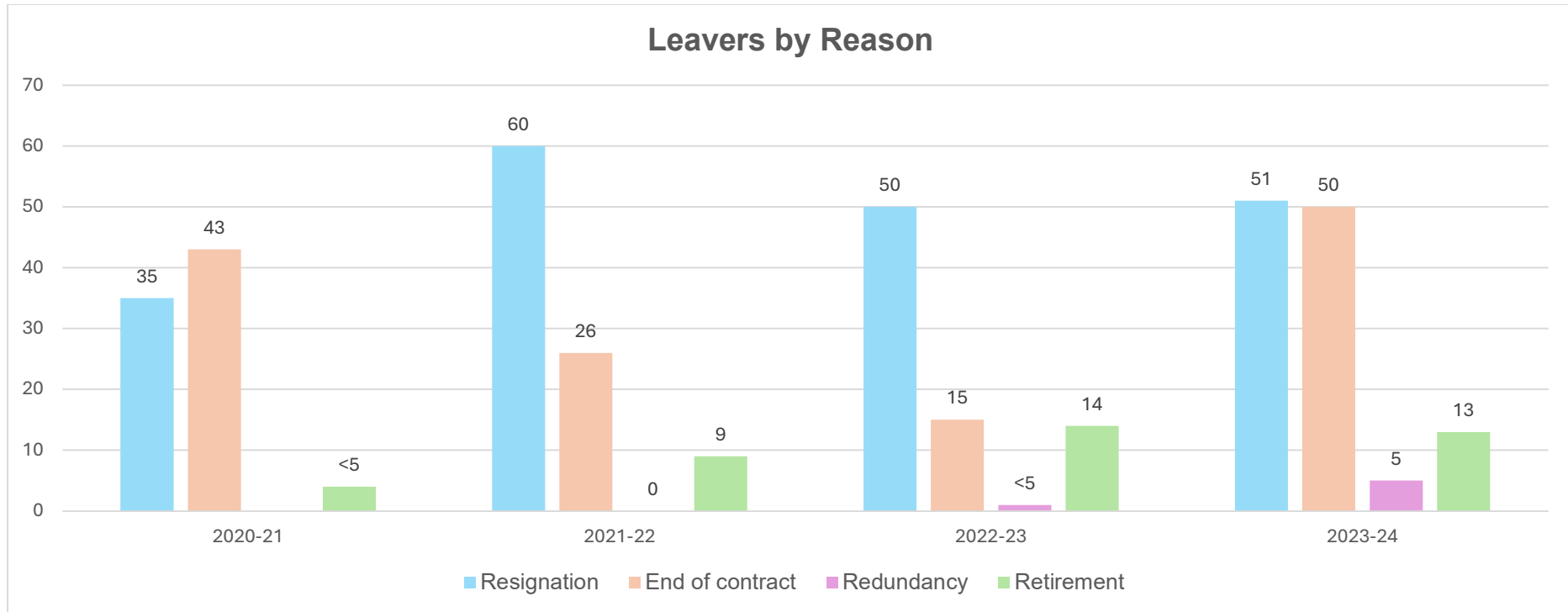


#### 4.7 Leavers by Age

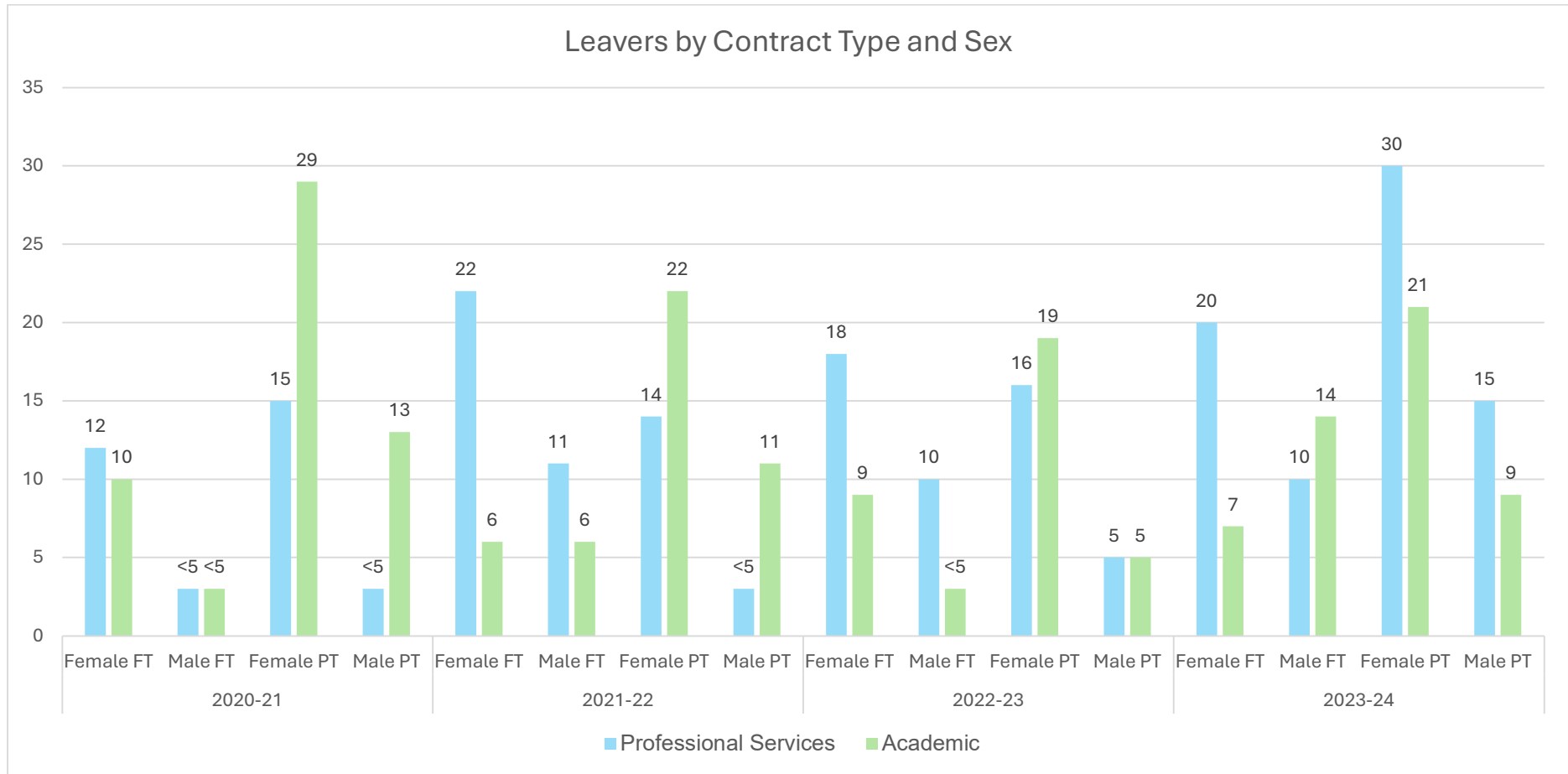


#### 4.8 Leavers by Reason

Due to small numbers, data relating to leavers by reasons of 'dismissal', 'deceased', compromise agreement' and 'other' cannot be published. Where numbers are substantial enough to publish, data has been provided below.



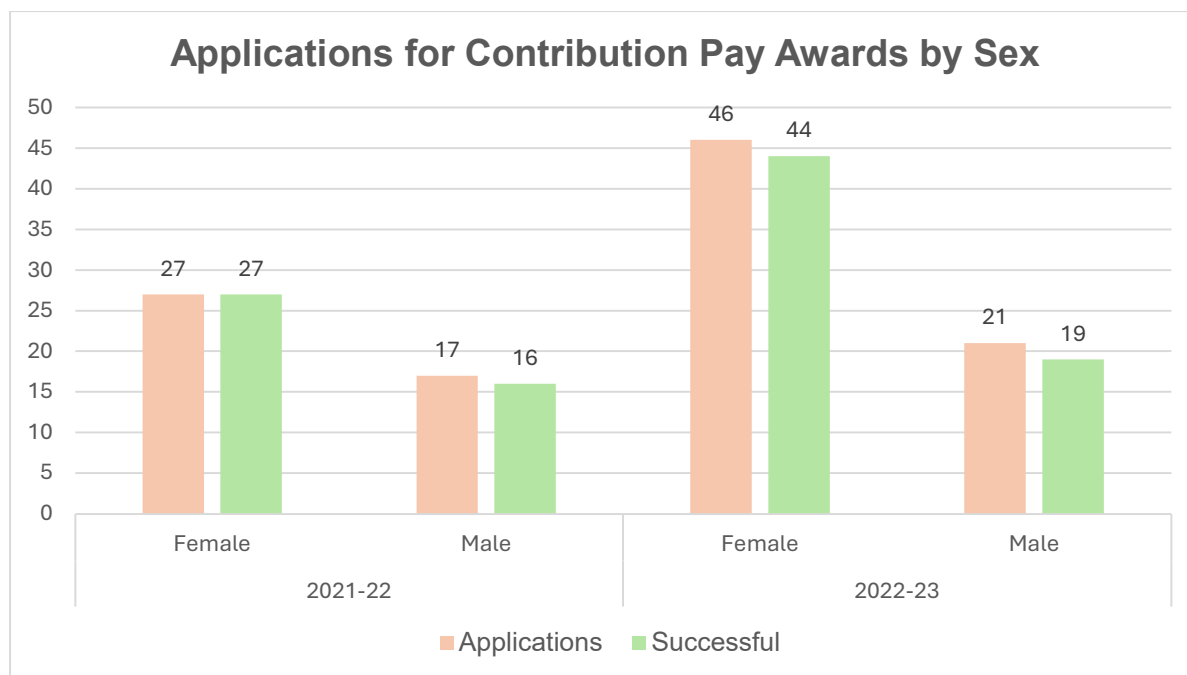
#### 4.9 Leavers by Employment Category and Type (Part-Time / Full-Time) and Sex



## Section 5: Promotions Data

Data has not been provided for 2023-24 as the Reward and Recognition cycle was on pause during that year. Due to small numbers, breakdown of promotions data by protected characteristic cannot be provided beyond sex.

### 5.1 Applications for Contribution Pay Awards by Sex



### 5.2 Applications for Academic Promotion by Sex

Due to small numbers, it has not been possible to provide a breakdown of applications for academic promotion by grade. However, overall academic promotion applications by sex have been provided below.

