

Appendix 2: Data tables

Please present the mandatory data tables, and if desired, any additional datasets

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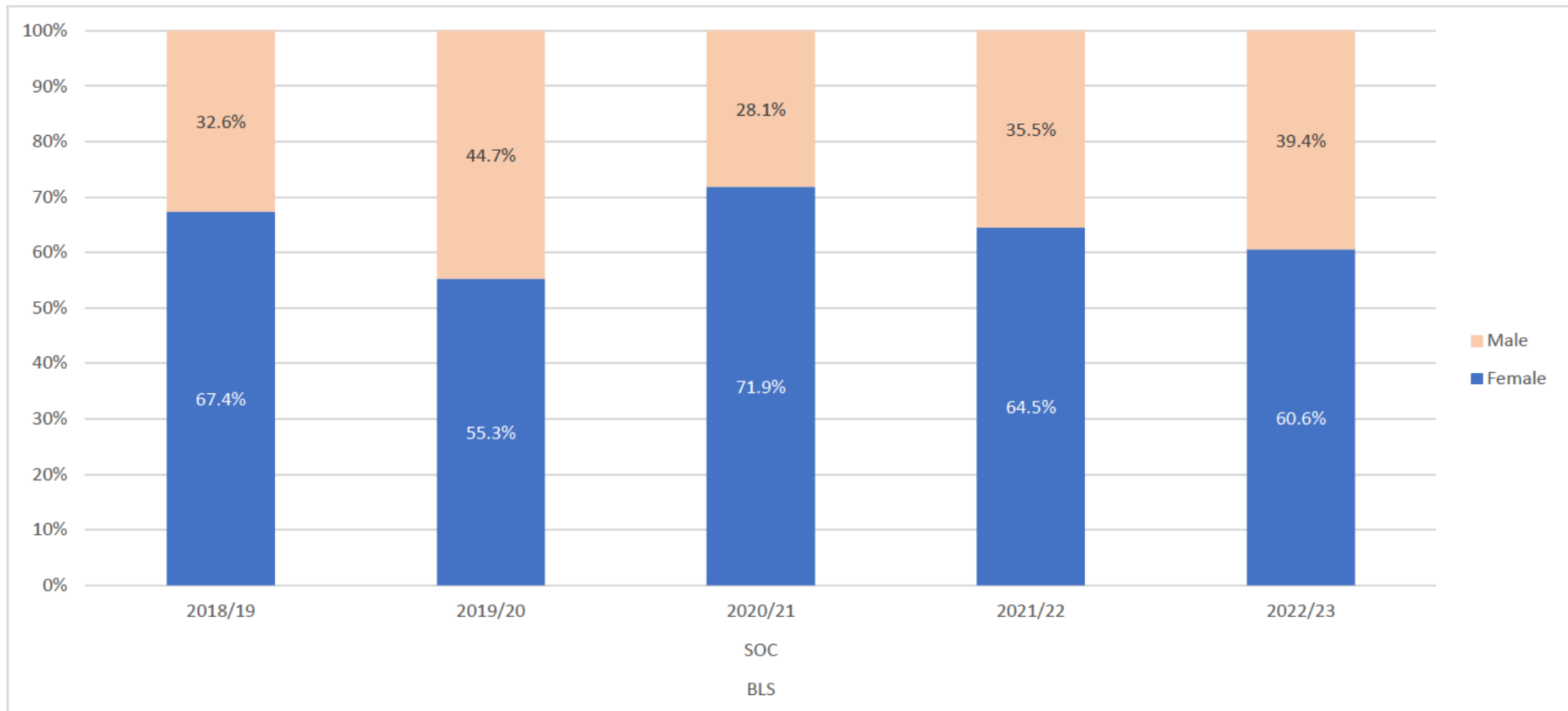
1. Students at foundation, UG, PGT and PGR level

Table 1.1 Foundation students headcount

School	Division	2018/19			2019/20			2020/21			2021/22			2022/23		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
BLS	SOC	31	15	46	21	17	38	23	9	32	20	11	31	20	13	33

School	Division	2018/19		2019/20		2020/21		2021/22		2022/23	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
BLS	SOC	67.4%	32.6%	55.3%	44.7%	71.9%	28.1%	64.5%	35.5%	60.6%	39.4%

Table 1.1 Foundation students



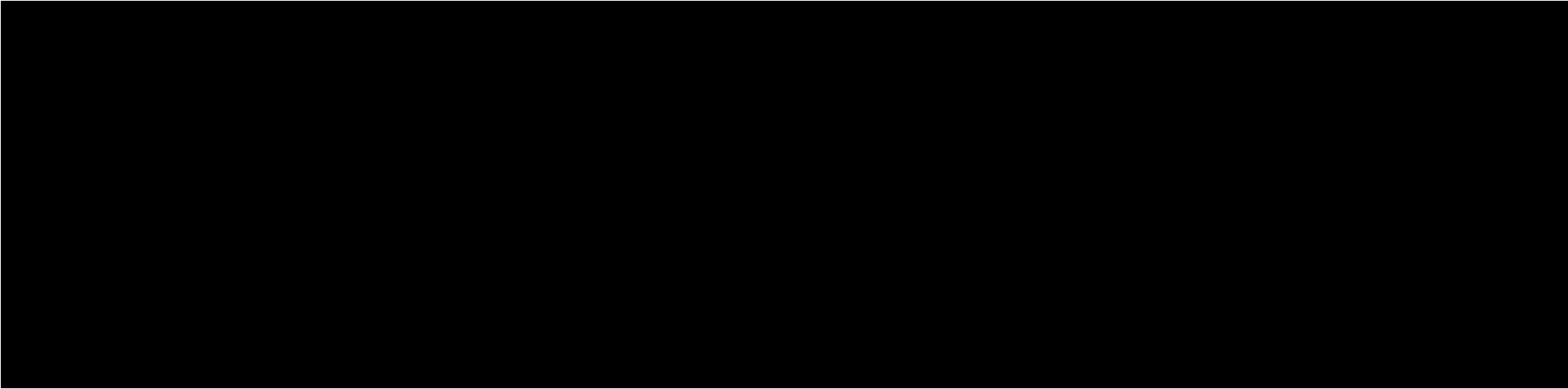
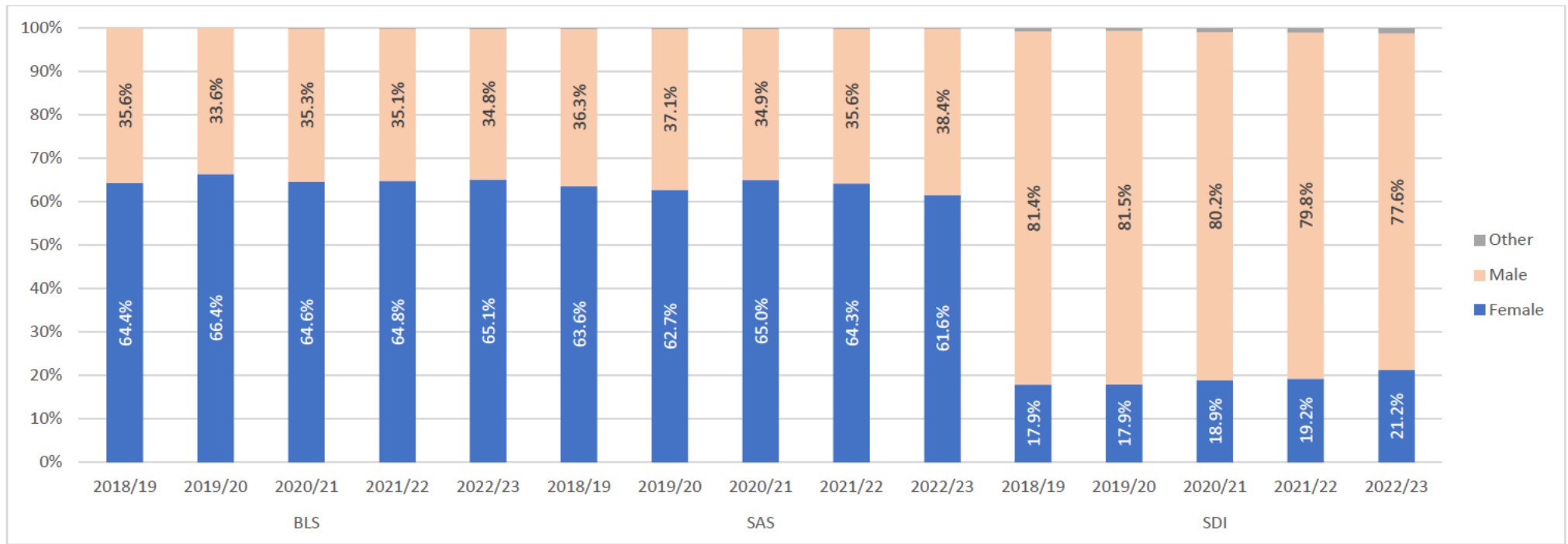


Table 1.3 UG Student proportions by School, Division and Gender

School	Division	2018/19			2019/20			2020/21			2021/22			2022/23		
		Female	Male	Other	Female	Male	Other	Female	Male	Other	Female	Male	Other	Female	Male	Other
BLS	ABM	55.5%	44.5%	0.0%	55.9%	44.1%	0.0%	51.5%	48.5%	0.0%	51.1%	48.9%	0.0%	52.5%	47.5%	0.0%
	LAW	65.1%	34.9%	0.0%	63.7%	36.3%	0.0%	66.5%	33.5%	0.0%	65.2%	34.8%	0.0%	66.7%	33.3%	0.0%
	SOC	74.2%	25.8%	0.0%	78.7%	21.3%	0.0%	77.8%	21.9%	0.3%	78.9%	20.8%	0.3%	77.1%	22.6%	0.3%
BLS Total		64.4%	35.6%	0.0%	66.4%	33.6%	0.0%	64.6%	35.3%	0.1%	64.8%	35.1%	0.1%	65.1%	34.8%	0.1%
SAS	EFS	59.4%	40.6%	0.0%	57.8%	41.8%	0.4%	64.0%	36.0%	0.0%	59.9%	40.1%	0.0%	53.8%	46.2%	0.0%
	HSC	75.2%	24.8%	0.0%	77.4%	22.6%	0.0%	77.6%	22.1%	0.3%	80.3%	19.4%	0.3%	79.2%	20.5%	0.3%
	PFS	80.6%	19.0%	0.4%	77.7%	22.1%	0.2%	80.0%	19.8%	0.2%	79.5%	20.3%	0.2%	80.8%	19.2%	0.0%
	SES	36.1%	63.9%	0.0%	34.7%	65.3%	0.0%	35.8%	64.2%	0.0%	35.9%	64.1%	0.0%	29.1%	70.9%	0.0%
SAS Total		63.6%	36.3%	0.1%	62.7%	37.1%	0.1%	65.0%	34.9%	0.1%	64.3%	35.6%	0.1%	61.6%	38.4%	0.1%
SDI	CYB	12.0%	87.2%	0.8%	12.3%	87.3%	0.5%	11.8%	87.3%	0.9%	12.0%	87.0%	1.0%	13.0%	86.0%	1.0%
	GAA	28.5%	70.6%	0.9%	27.0%	72.4%	0.7%	28.5%	70.5%	1.0%	29.0%	70.0%	1.0%	31.0%	67.6%	1.4%
	GTM	7.3%	92.4%	0.3%	8.4%	91.0%	0.6%	8.2%	91.2%	0.6%	7.4%	91.6%	1.0%	8.5%	90.5%	1.1%
SDI Total		17.9%	81.4%	0.7%	17.9%	81.5%	0.6%	18.9%	80.2%	0.9%	19.2%	79.8%	1.0%	21.2%	77.6%	1.2%
Grand Total		48.1%	51.6%	0.3%	47.6%	52.1%	0.3%	47.7%	51.9%	0.4%	46.9%	52.6%	0.5%	46.6%	52.8%	0.5%

Figure 1.2 UG Student proportions by School and Gender





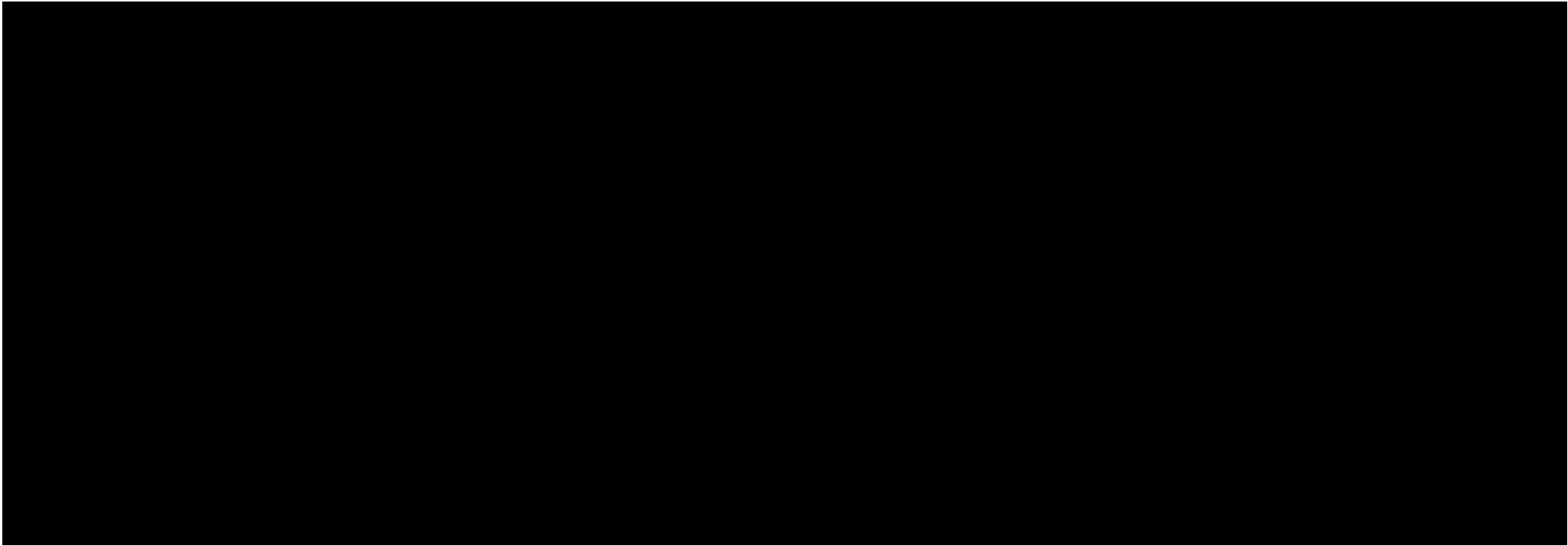
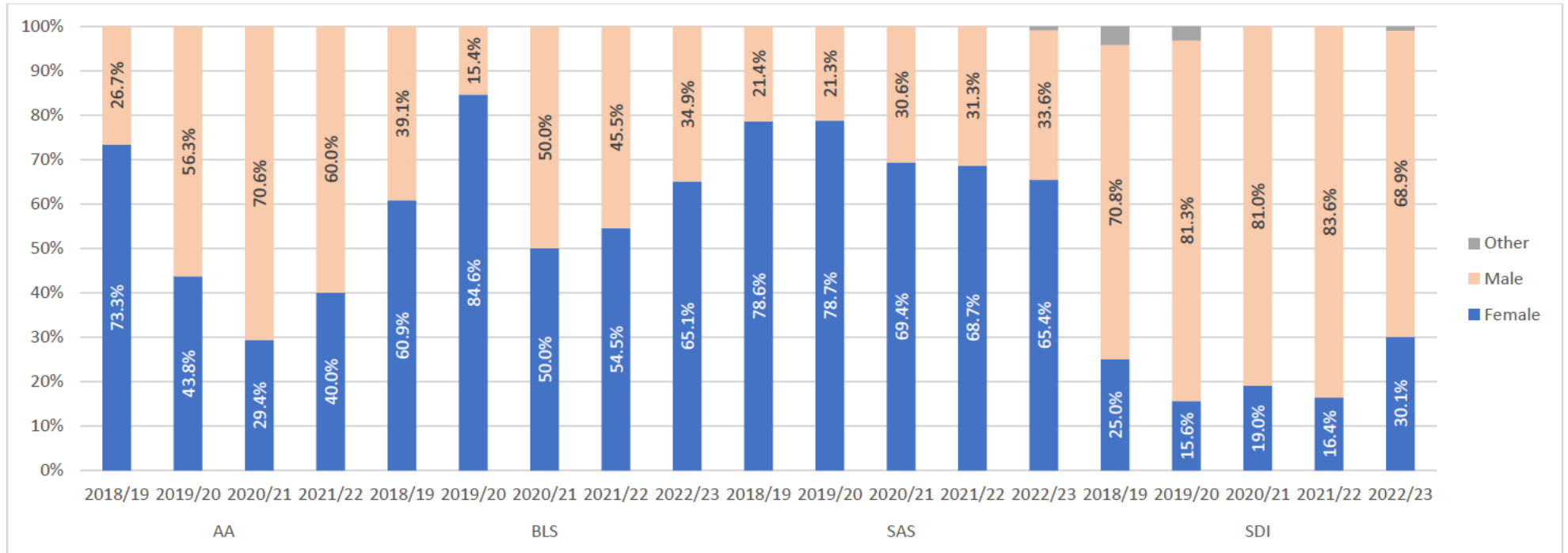


Figure 1.3 PGT student proportions by School and Gender



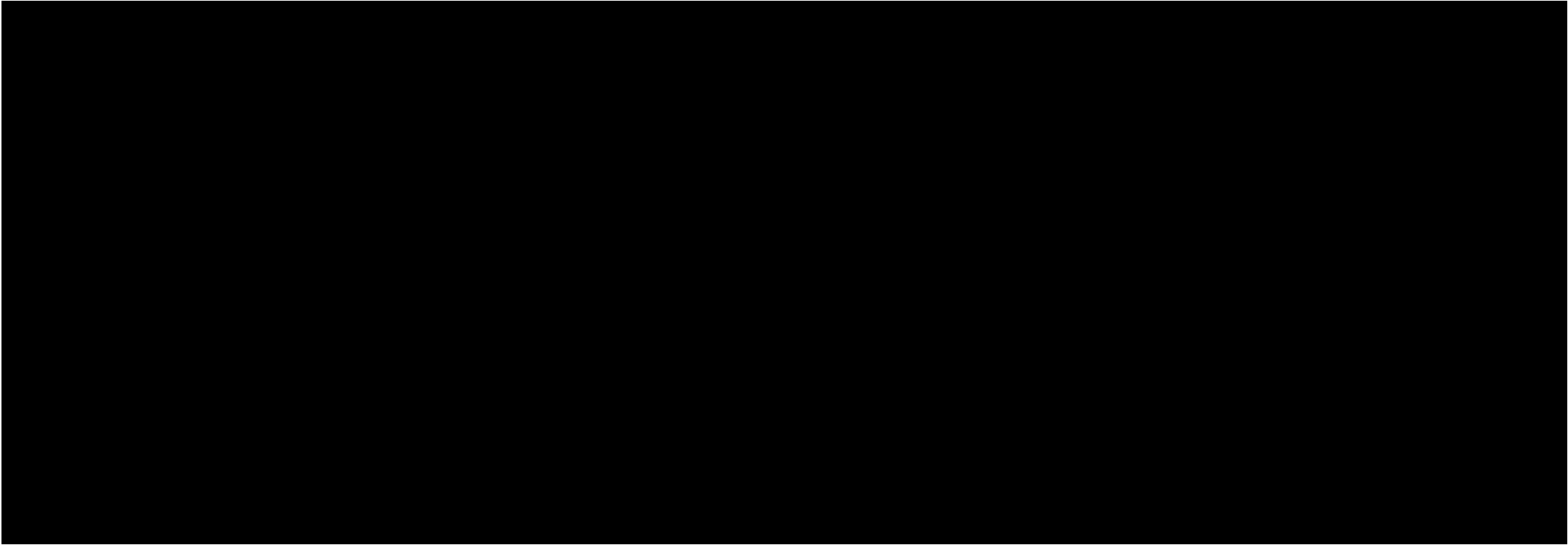
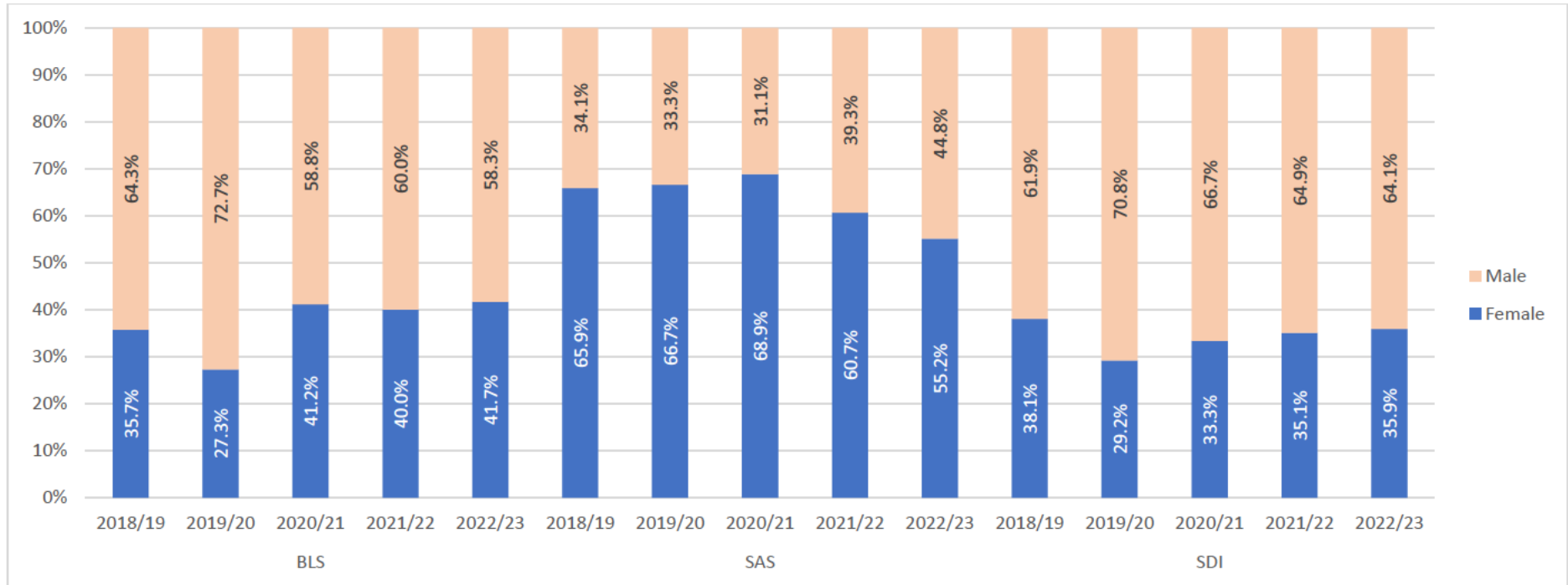


Table 1.8 PGR proportions by School, Division and Gender

School	Division	2018/19		2019/20		2020/21		2021/22		2022/23	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
BLS	ABM	20.0%	80.0%	0.0%	100.0%	0.0%	100.0%	23.1%	76.9%	38.5%	61.5%
	LAW	100.0%	0.0%			100.0%	0.0%				
	SOC	50.0%	50.0%	75.0%	25.0%	71.4%	28.6%	58.3%	41.7%	45.5%	54.5%
BLS Total		35.7%	64.3%	27.3%	72.7%	41.2%	58.8%	40.0%	60.0%	41.7%	58.3%
SAS	EFS	63.6%	36.4%	64.3%	35.7%	58.3%	41.7%	57.1%	42.9%	37.5%	62.5%
	HSC	69.2%	30.8%	91.7%	8.3%	80.0%	20.0%	71.4%	28.6%	81.8%	18.2%
	PFS	77.8%	22.2%	66.7%	33.3%	81.8%	18.2%	63.2%	36.8%	66.7%	33.3%
	SES	54.5%	45.5%	40.0%	60.0%	58.3%	41.7%	50.0%	50.0%	43.8%	56.3%
SAS Total		65.9%	34.1%	66.7%	33.3%	68.9%	31.1%	60.7%	39.3%	55.2%	44.8%
SDI	GTM	38.1%	61.9%	29.2%	70.8%	33.3%	66.7%	35.1%	64.9%	35.9%	64.1%
SDI Total		38.1%	61.9%	29.2%	70.8%	33.3%	66.7%	35.1%	64.9%	35.9%	64.1%
Grand Total		53.2%	46.8%	50.0%	50.0%	52.8%	47.2%	48.8%	51.2%	46.3%	53.7%

Figure 1.4 PGR proportions by School and Gender



2. Academic staff by grade and contract function

Data notes: Where numbers were too small, groups have been combined to provide more meaningful analysis. This has been noted in the figure title in most cases, but should be assumed to be the reason for combined data unless otherwise stated. In the very few cases where including data for a particular group would show single-gender data only, this has been redacted to avoid revealing gender information about individuals and noted in the title as appropriate.

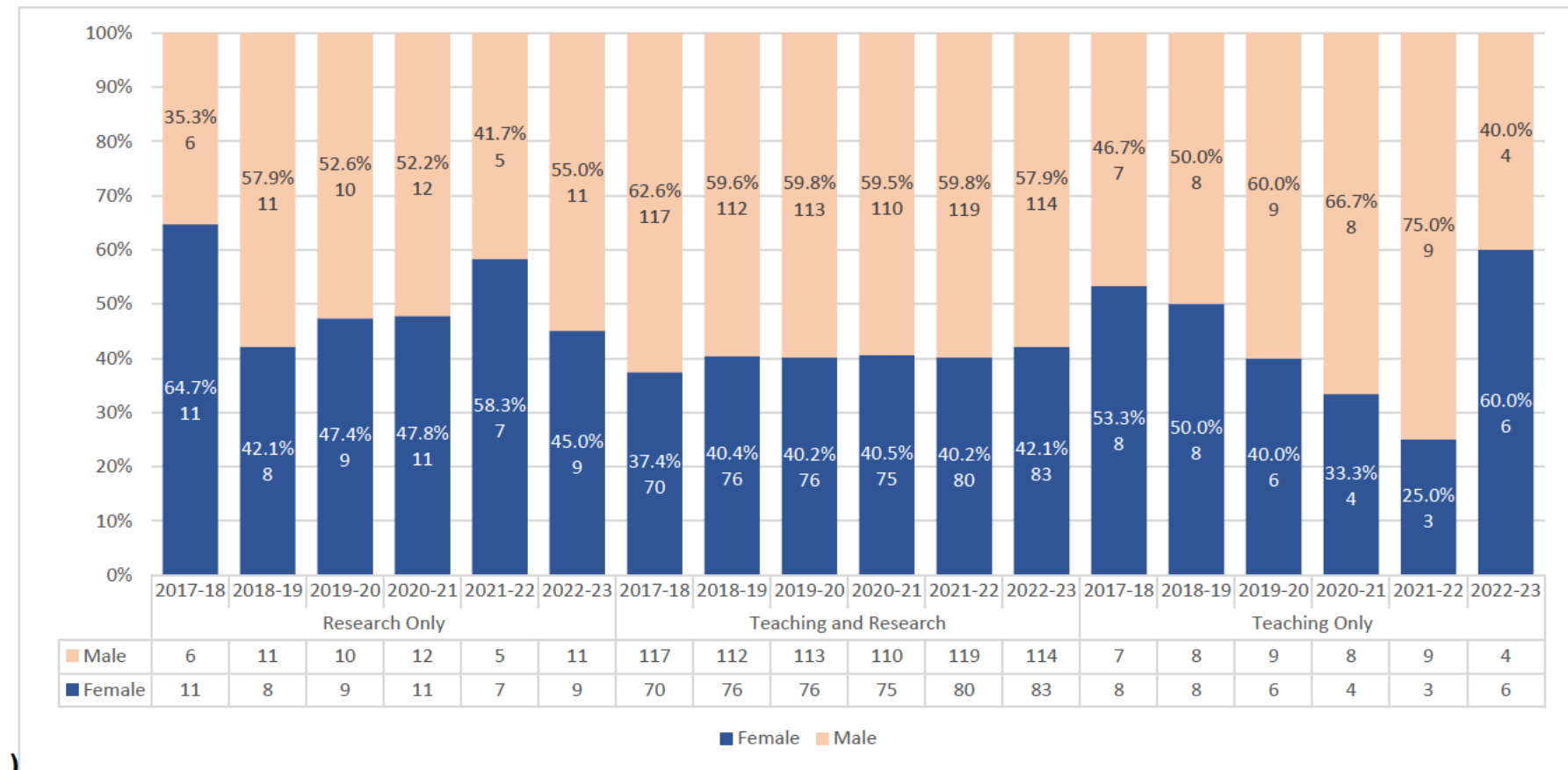




Figure 2.3 Salaried academic staff (Grade 7)

All contract functions reported together due to small numbers of Research Only and Teaching Only staff.

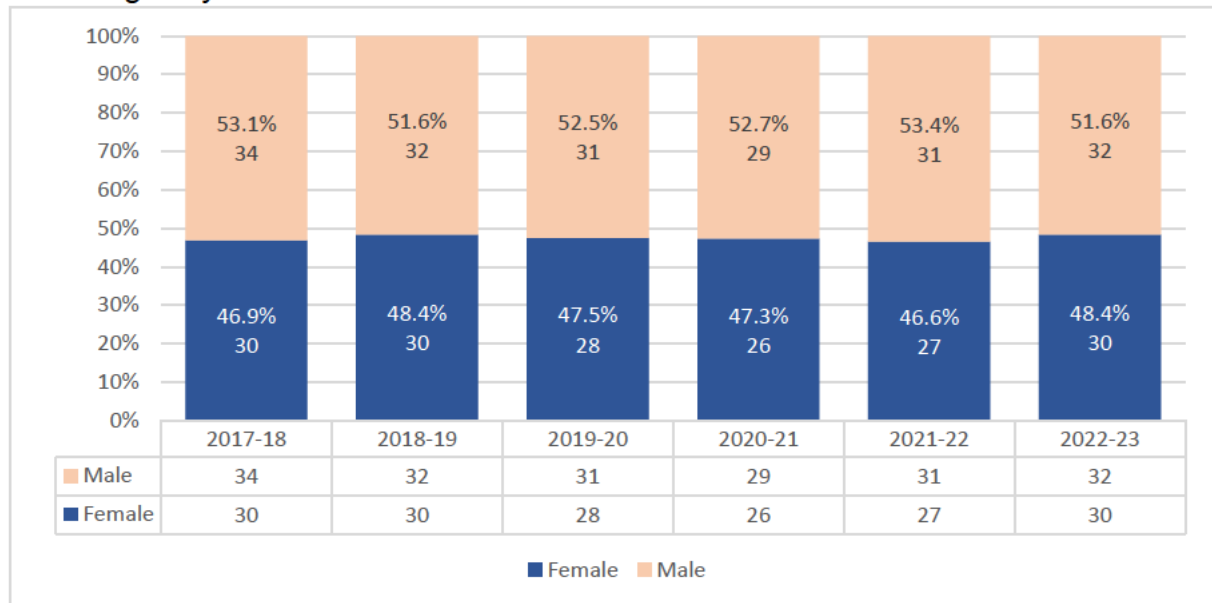


Figure 2.4 Salaried academic staff (Grade 8)

All contract functions reported together due to small numbers of Research Only staff.

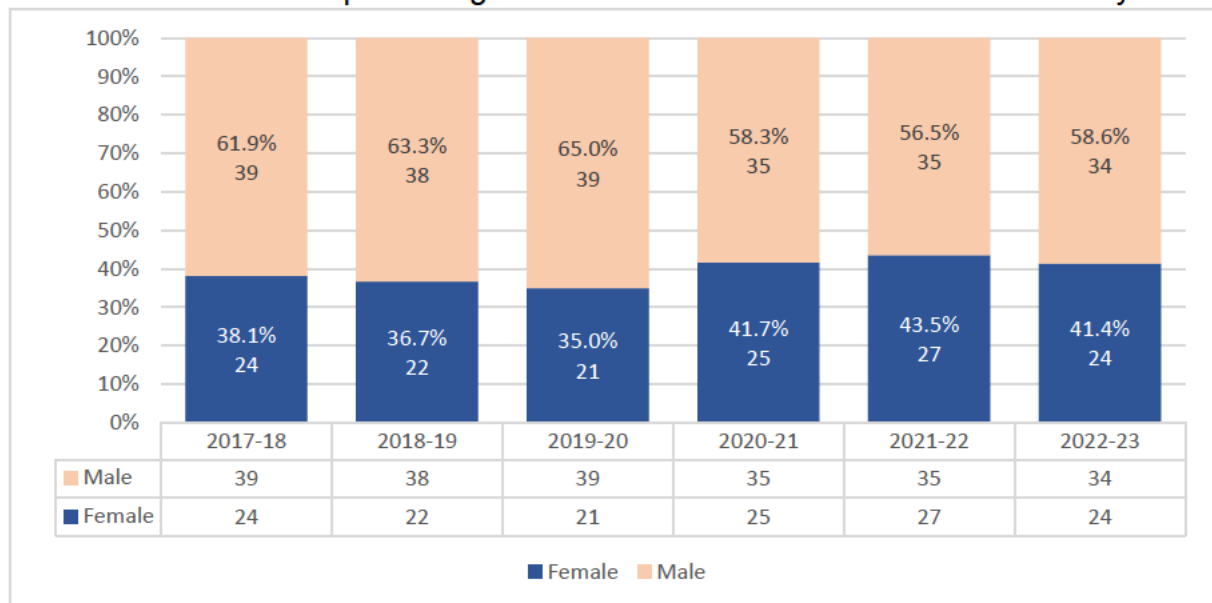


Figure 2.5 Salaried academic staff by contract function (Grade 9)

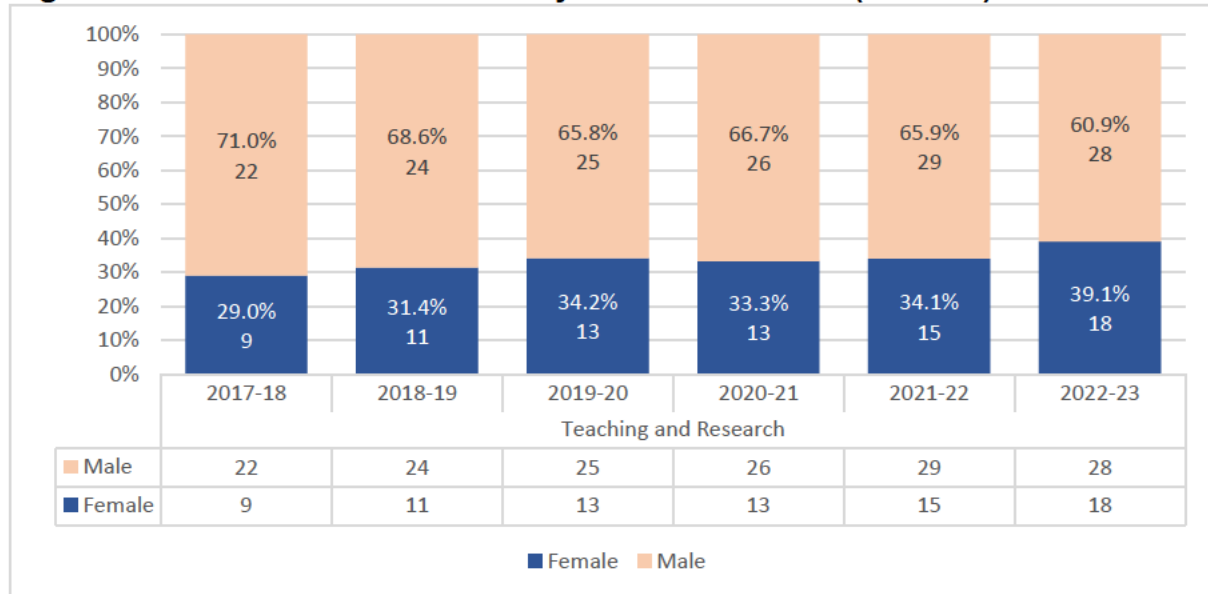


Figure 2.6 Salaried academic staff by contract function (Grade 10)

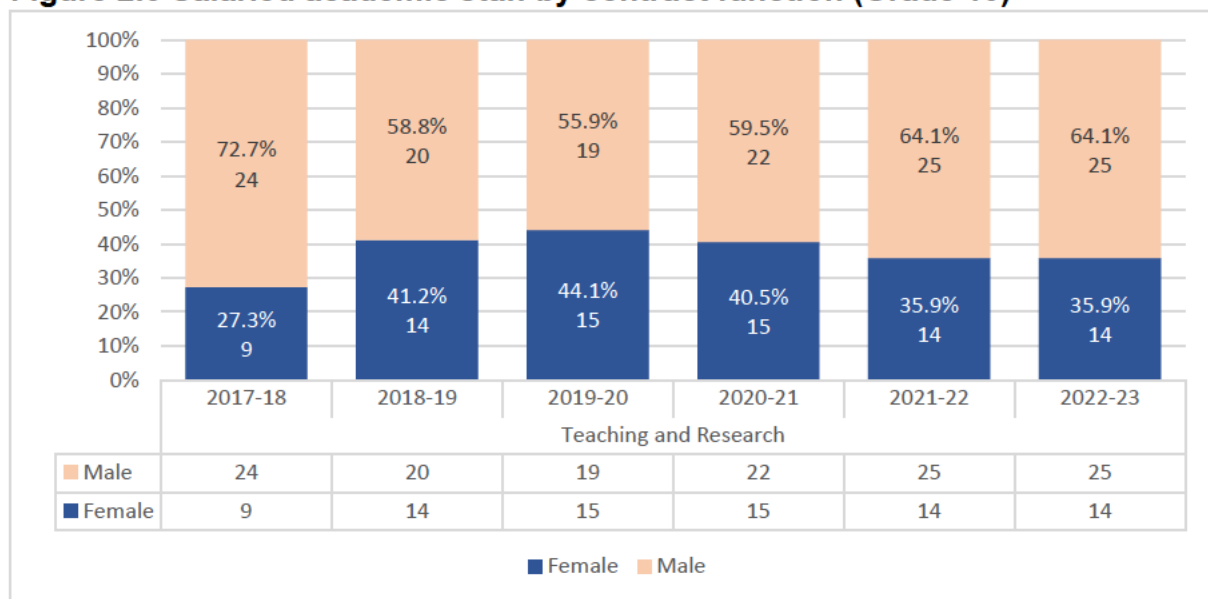


Figure 2.7 School of Business, Law and Social Sciences (BLS) salaried academic staff (all grades)

All contract functions reported together due to small numbers of Research Only and Teaching Only staff. BLS was created in 2018 therefore, data from 2017-18 does not exist.

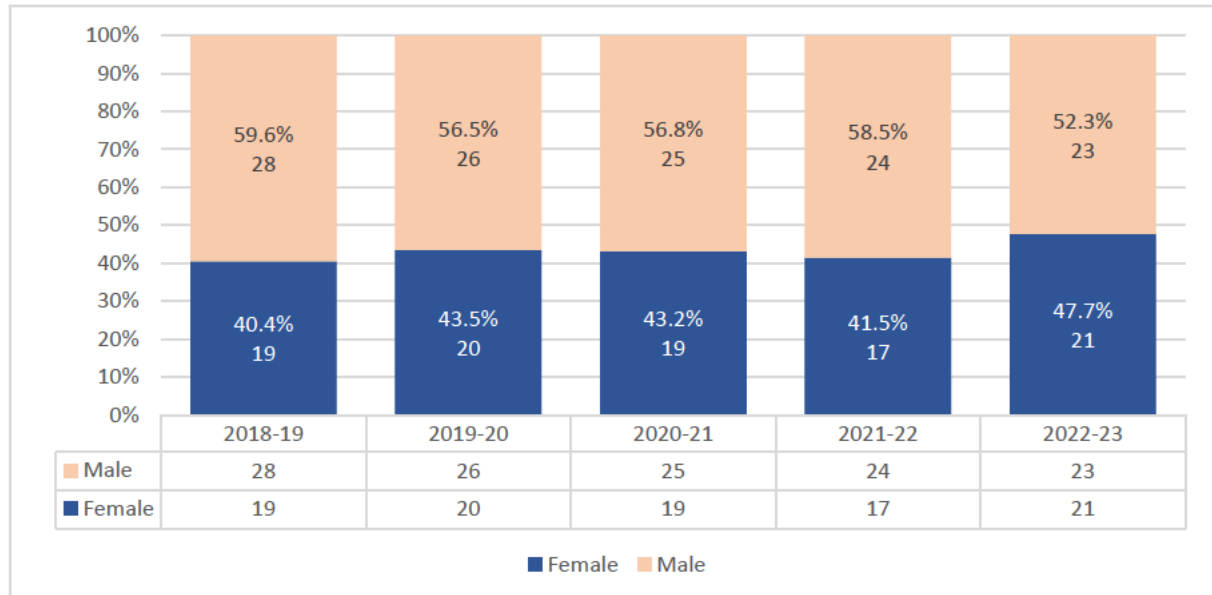


Figure 2.8 School of Business, Law and Social Sciences salaried academic staff by contract function (Grade 7-8)

All contract functions reported together due to small numbers of Research Only and Teaching Only staff

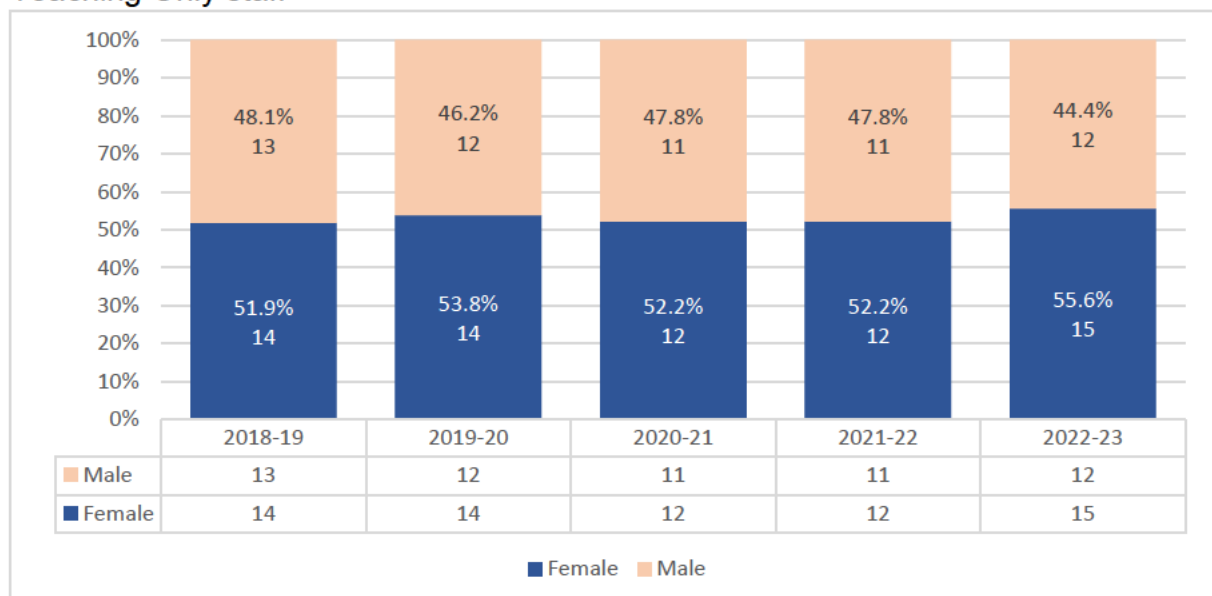


Figure 2.10 School of Design and Informatics salaried academic staff (all grades)

All contract functions reported together due to small numbers of Research Only and Teaching Only staff.

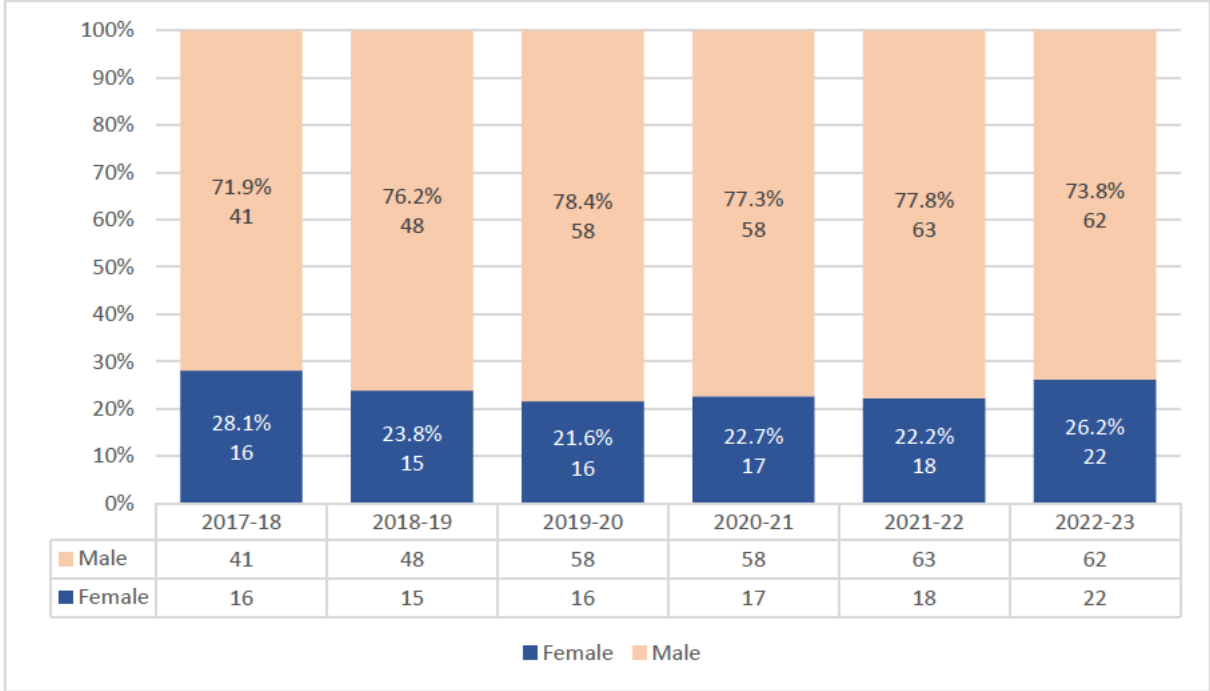
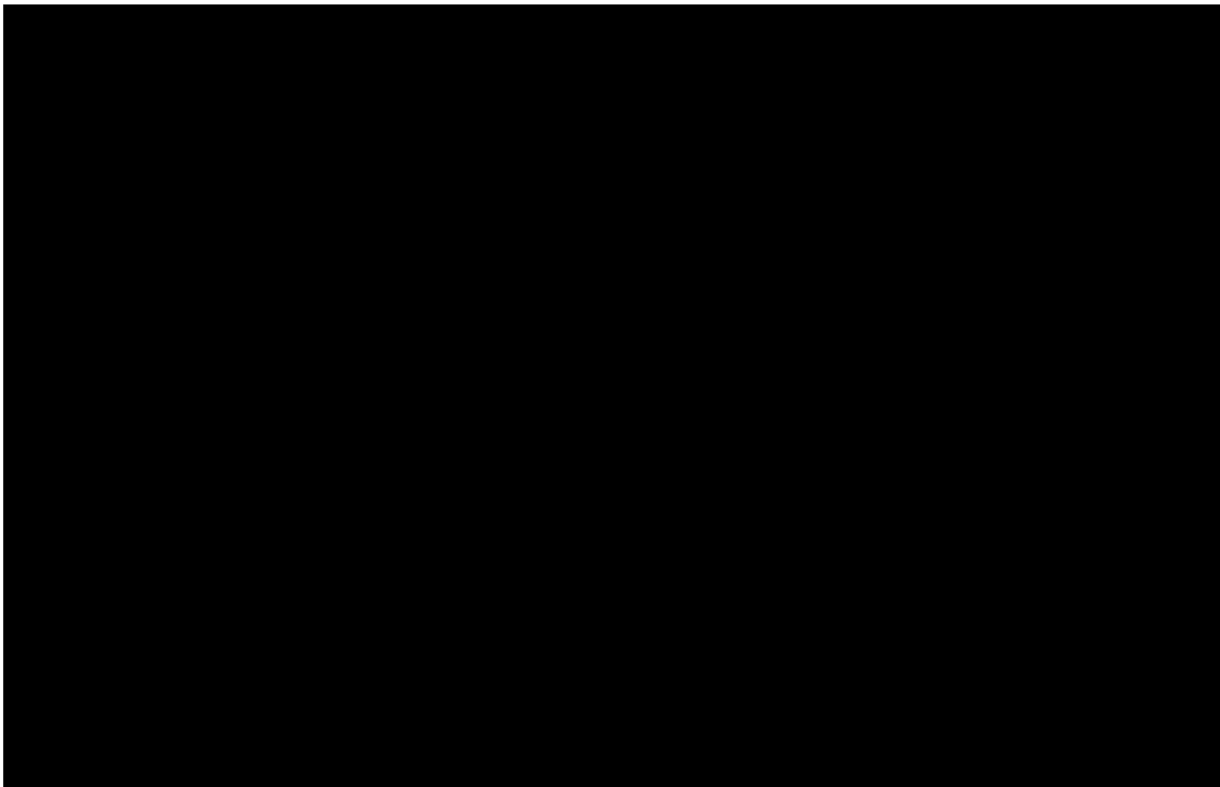
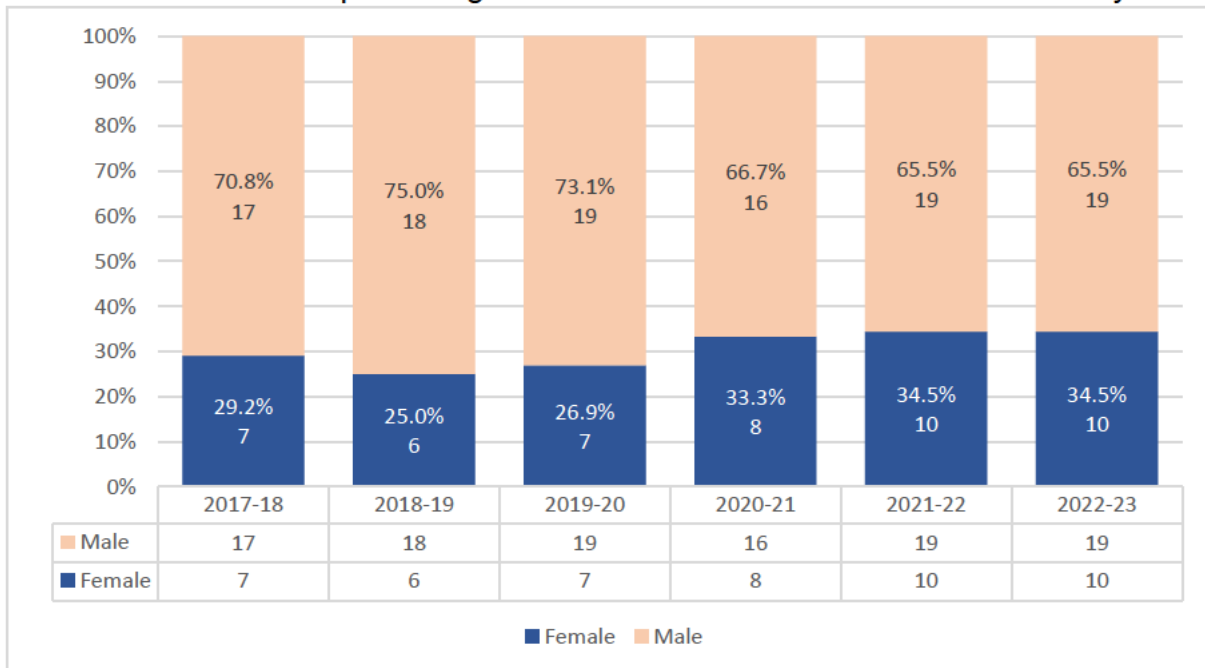
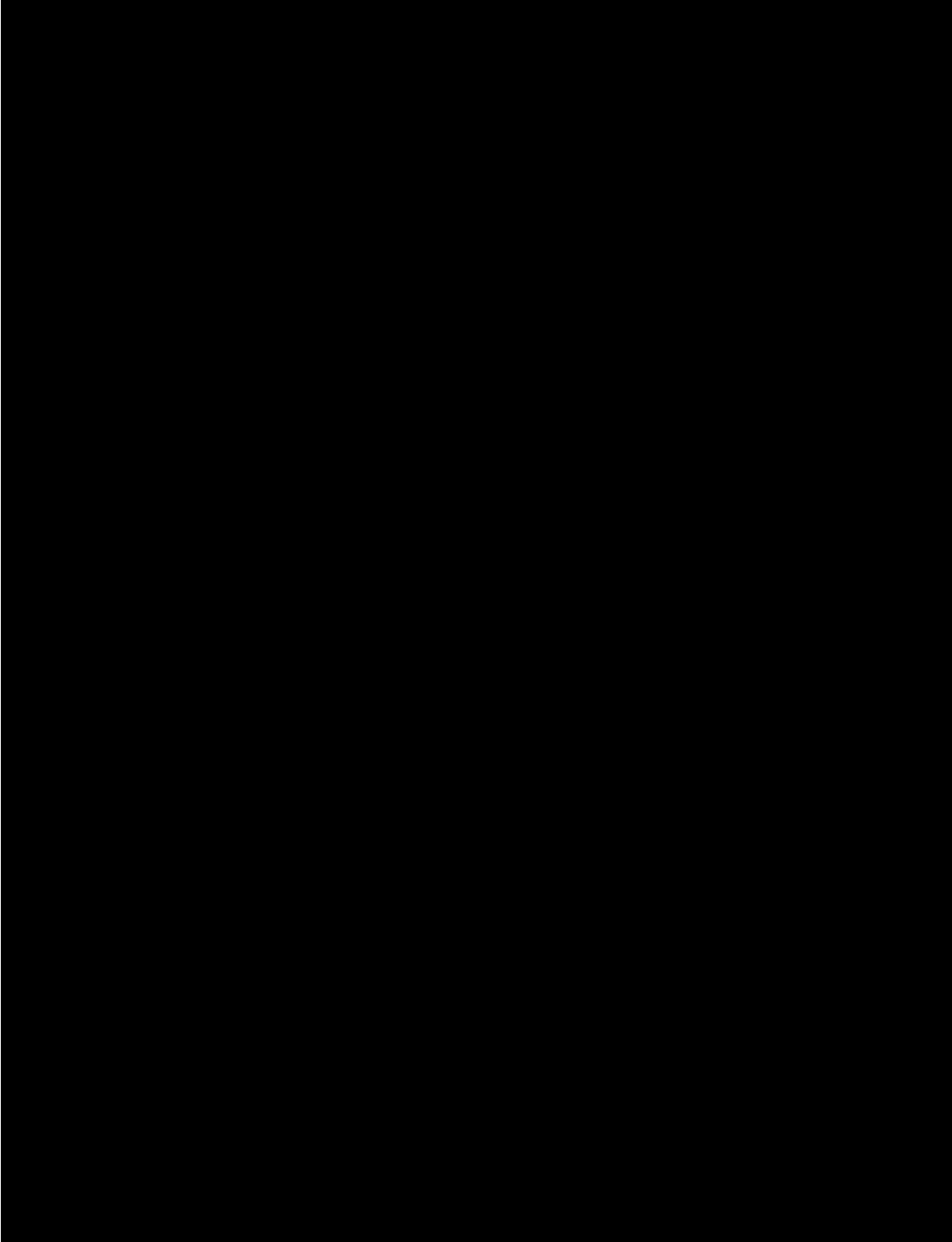
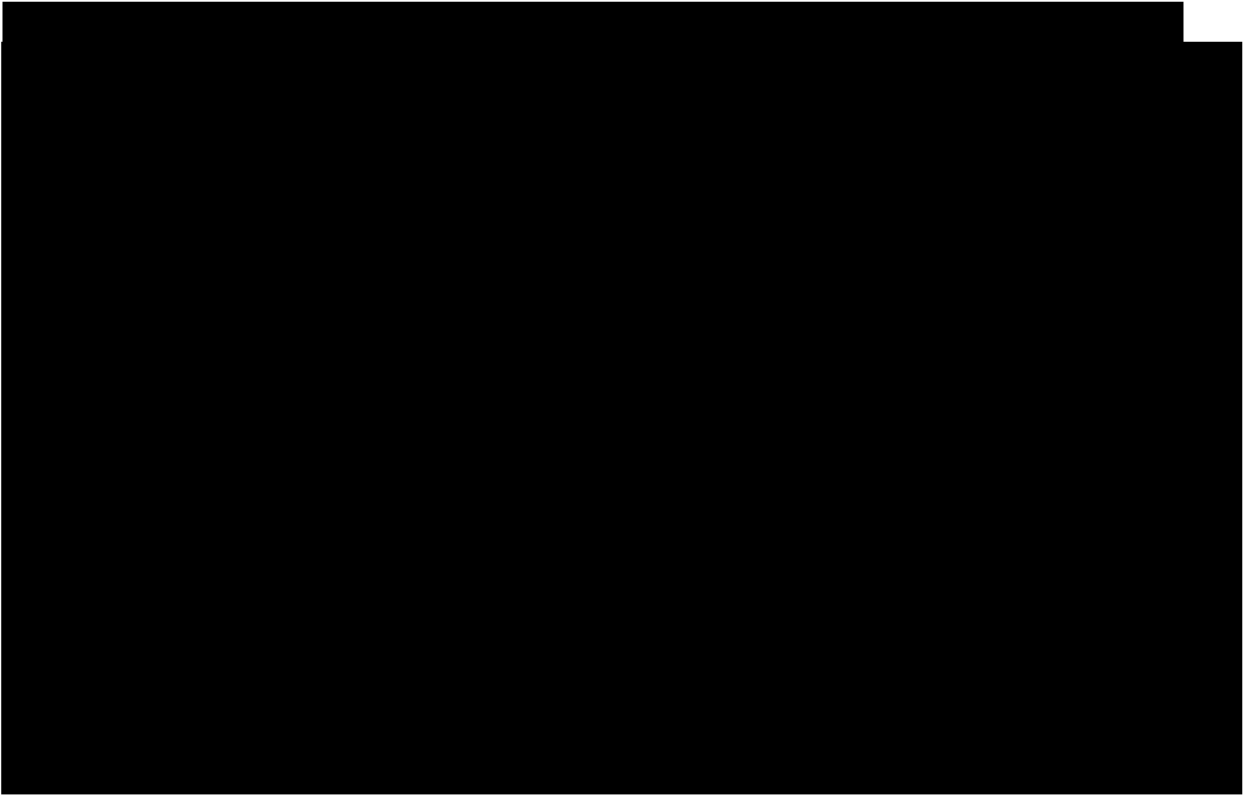


Figure 2.11 School of Design and Informatics salaried academic staff (Grade 7)
 All contract functions reported together due to small numbers of Research Only staff.







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[Redacted text block]

Figure 2.18 School of Applied Sciences salaried academic staff (Grade 7)
 All contract functions reported together due to small numbers of Research Only and Teaching Only staff.

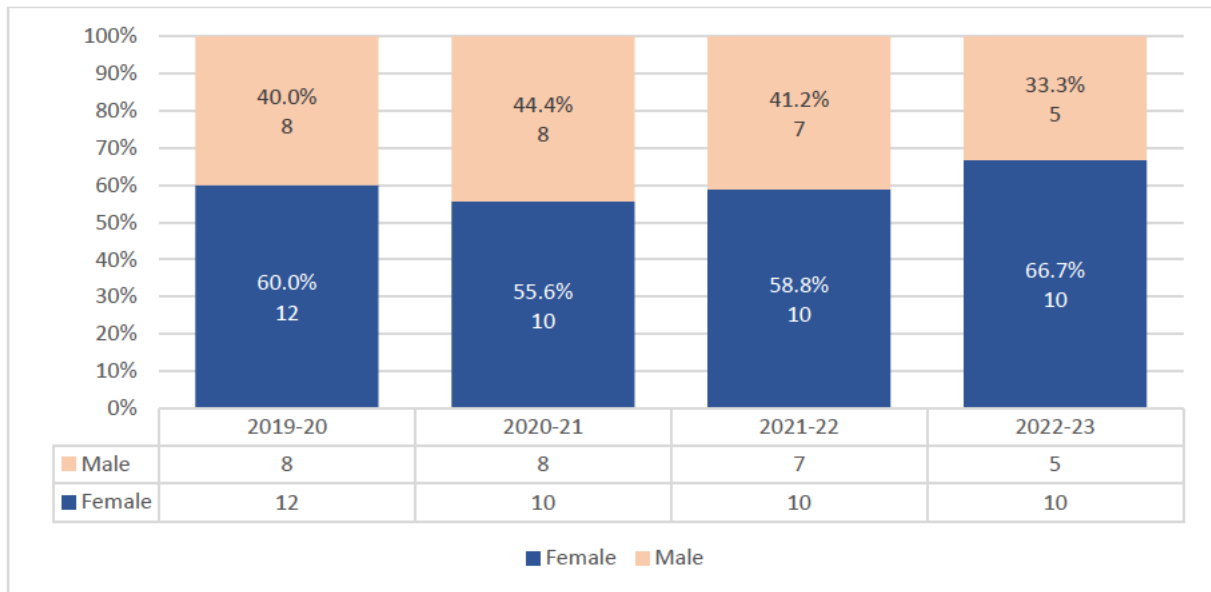


Figure 2.19 School of Applied Sciences salaried academic staff (Grade 8)
 All contract functions reported together due to small numbers of Research Only and Teaching Only staff.

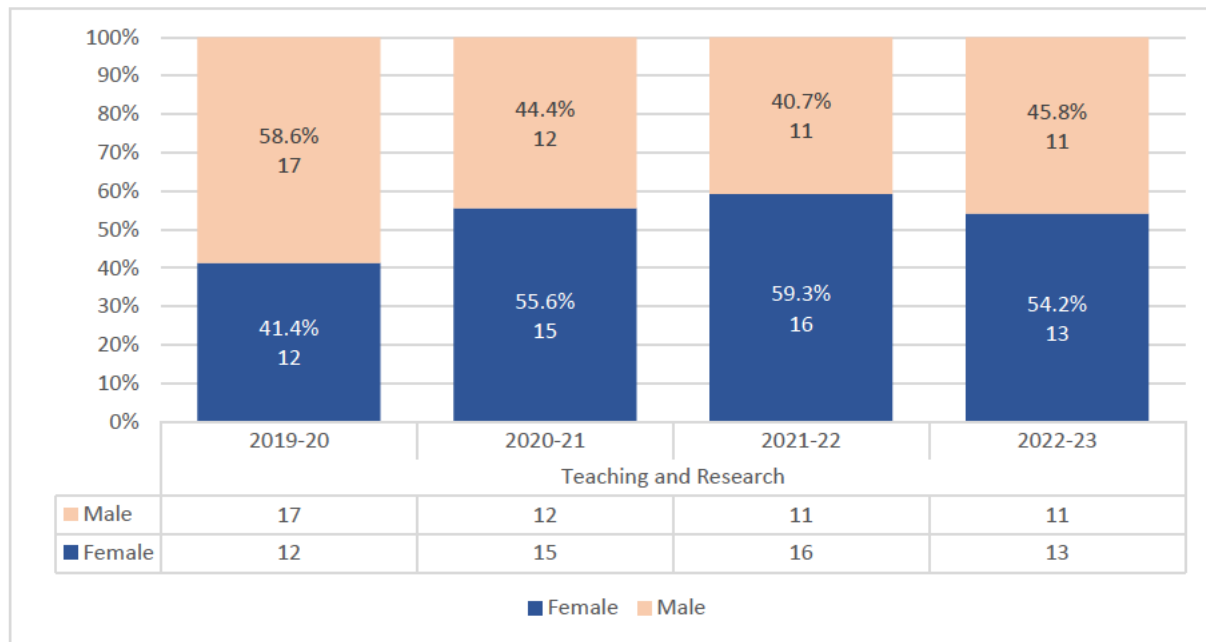
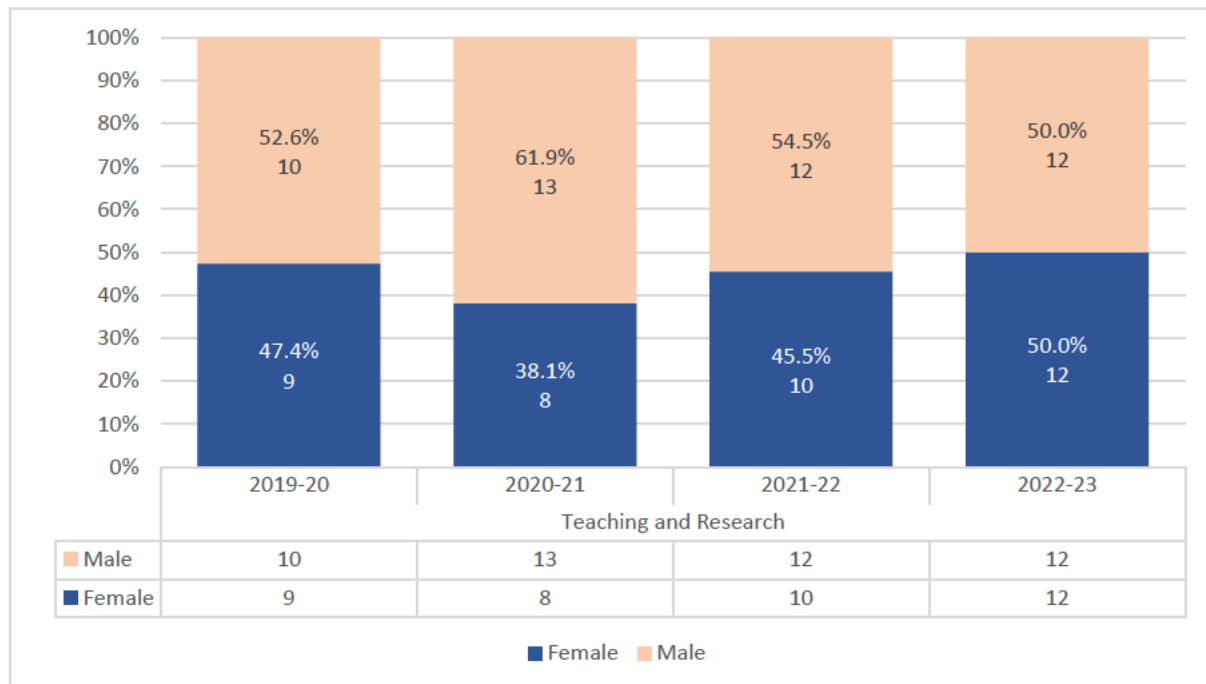


Figure 2.20 School of Applied Sciences salaried academic staff (Grade 9)
 All contract functions reported together due to small numbers of Research Only and Teaching Only staff.



[Redacted]

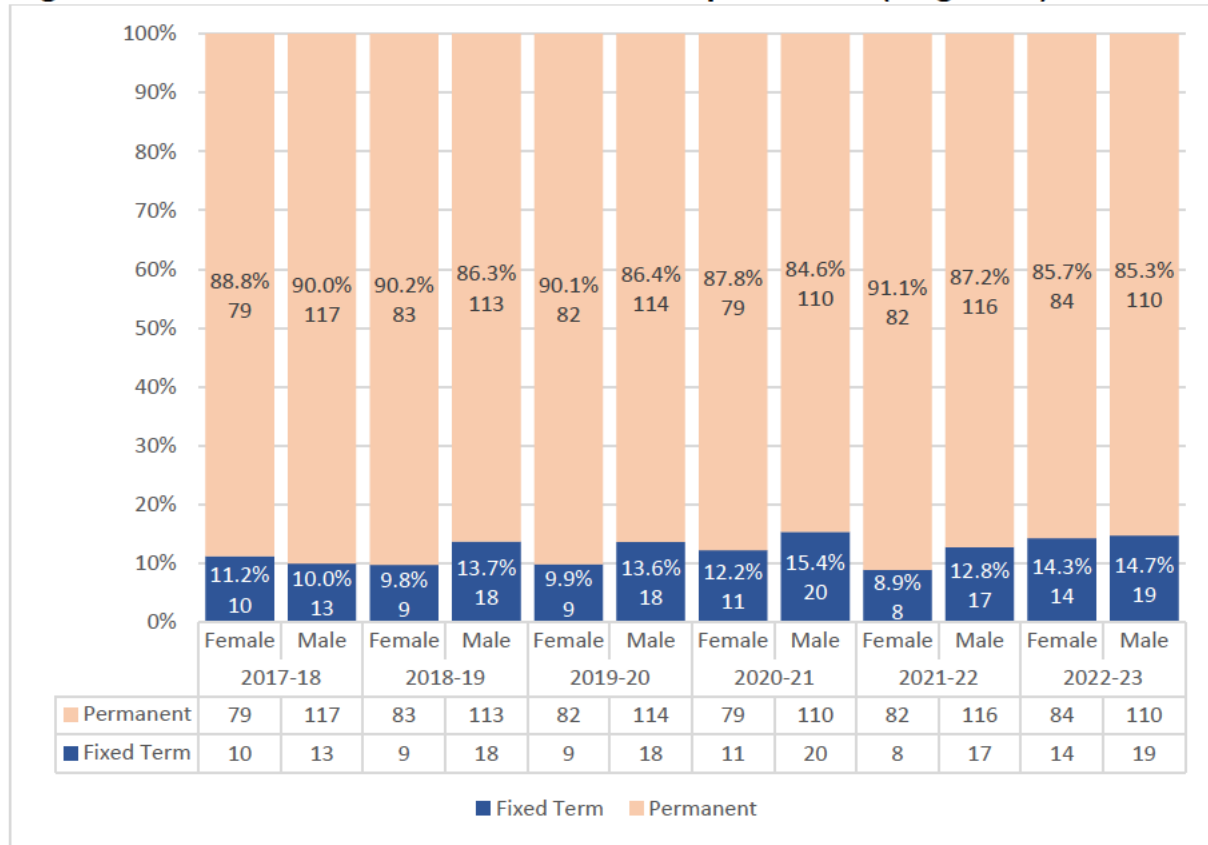
[Redacted]

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3. Academic staff by grade and contract type

Figure 3.1 Salaried academic staff fixed term/permanent (all grades)



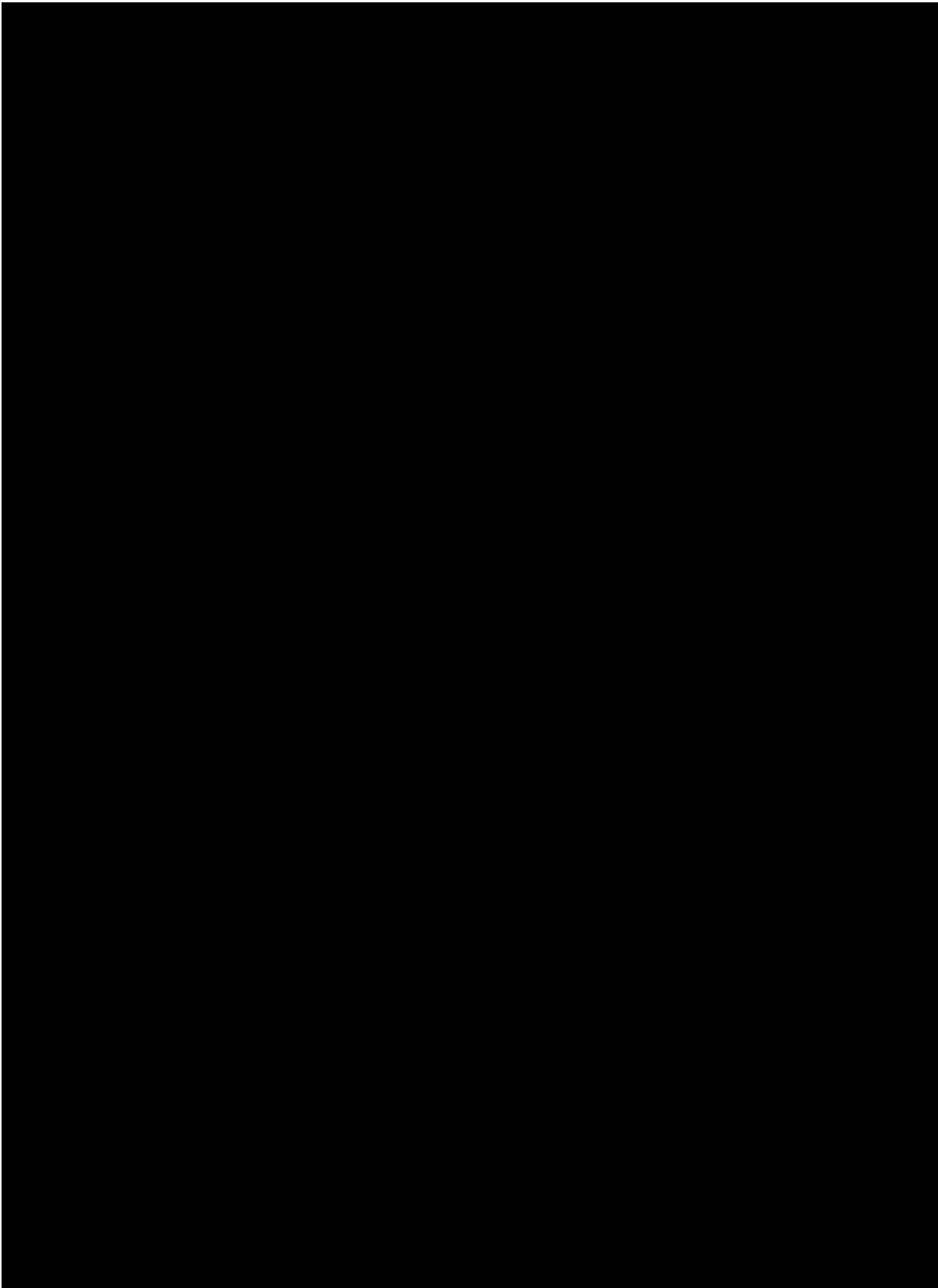


Figure 3.6 Salaried academic staff full time/part time (all grades)

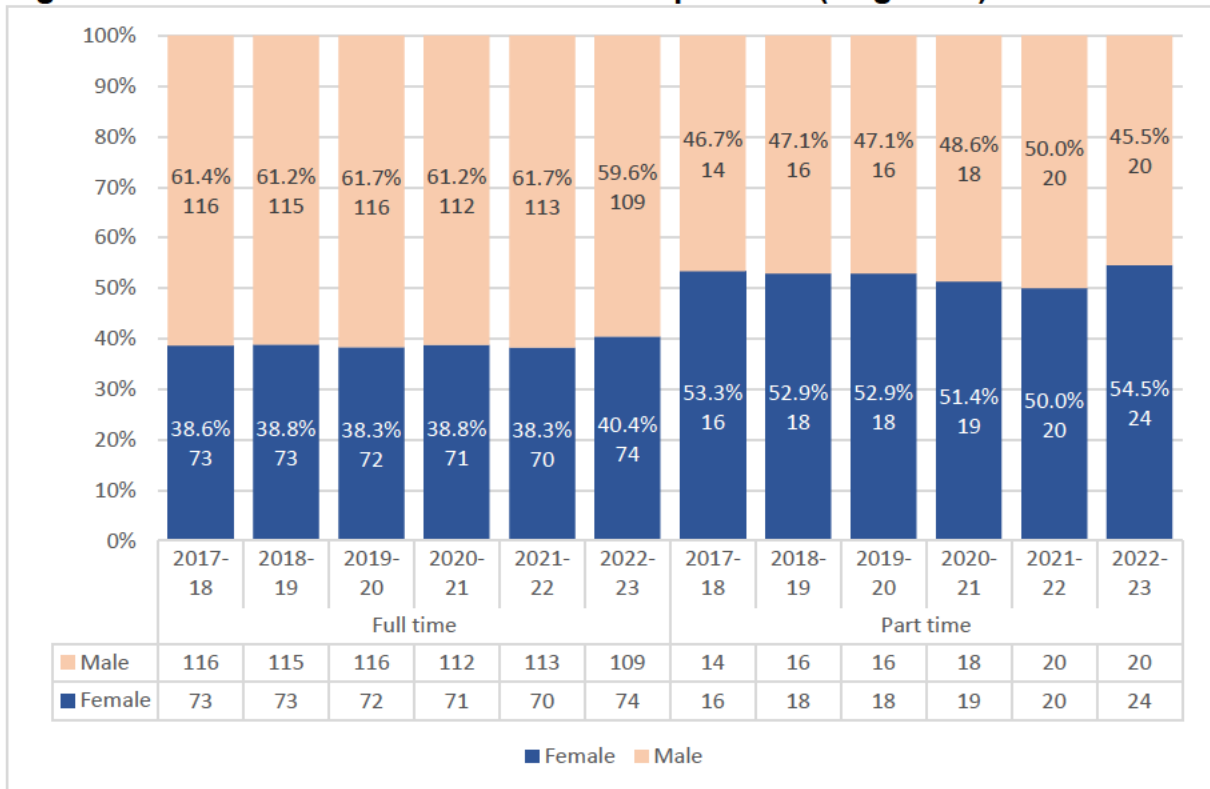


Figure 3.7 Salaried academic staff full time/part time (Grades 5-7)

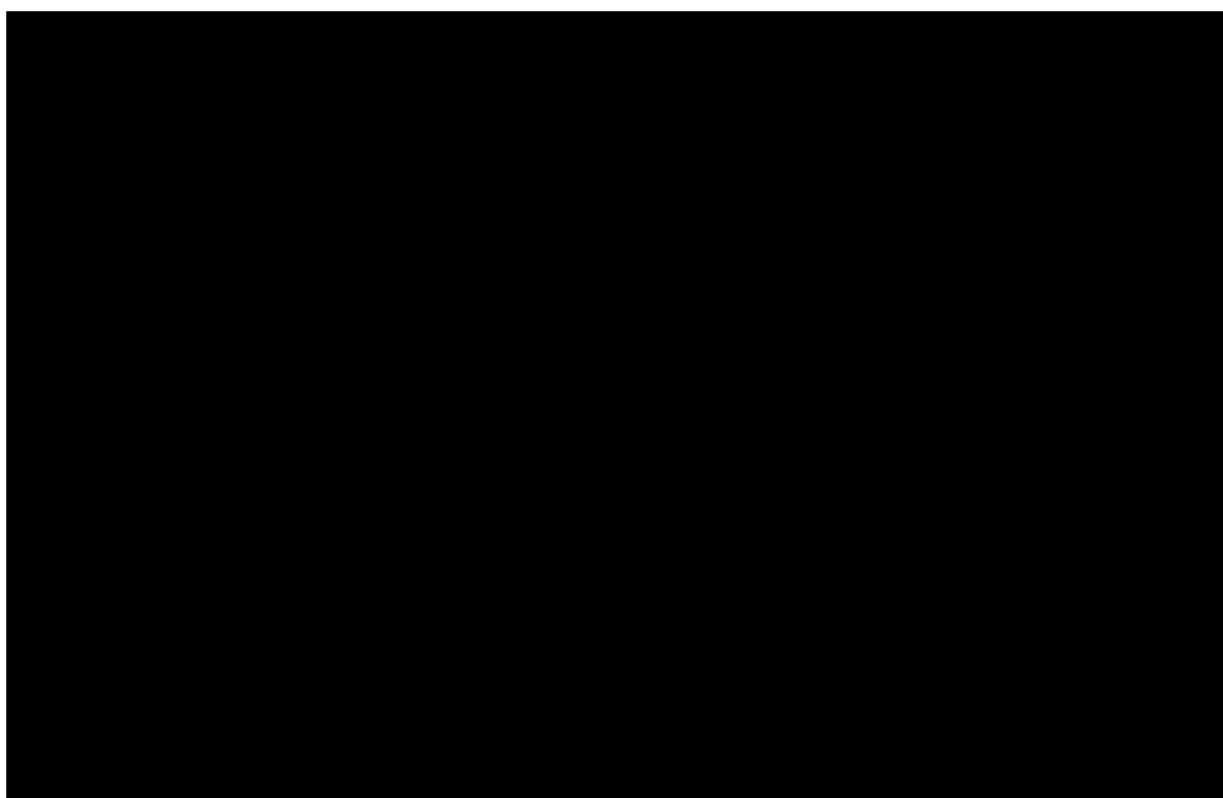
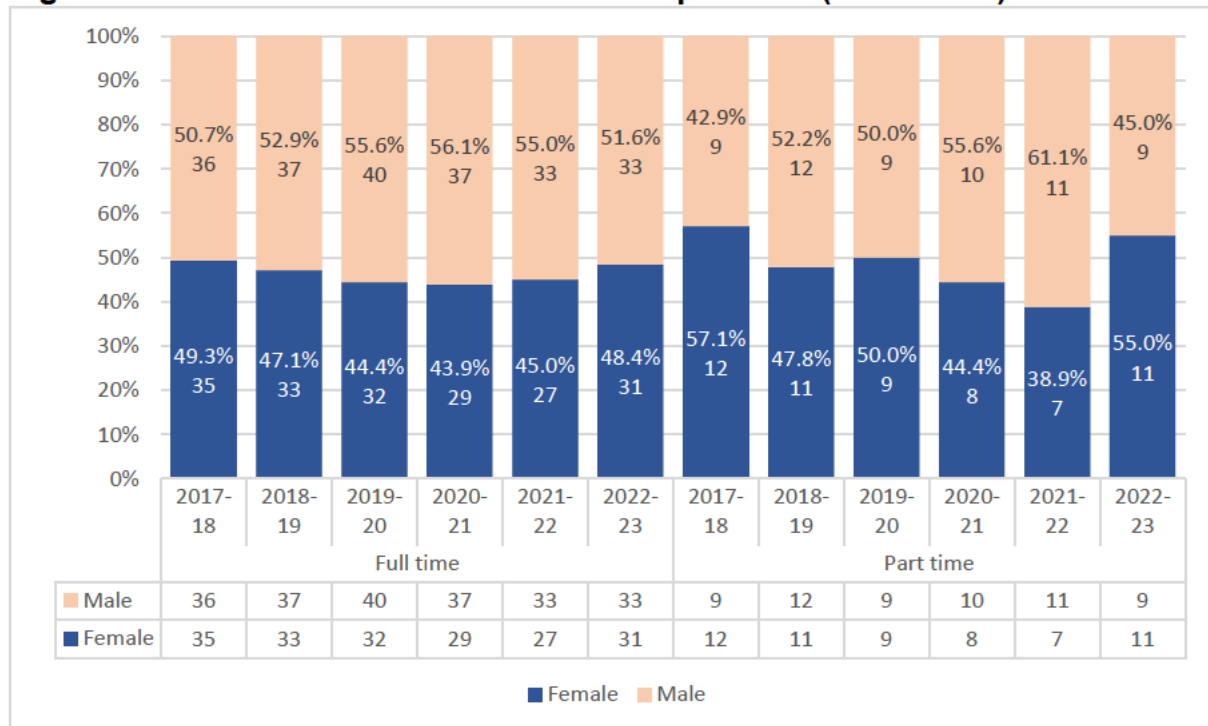
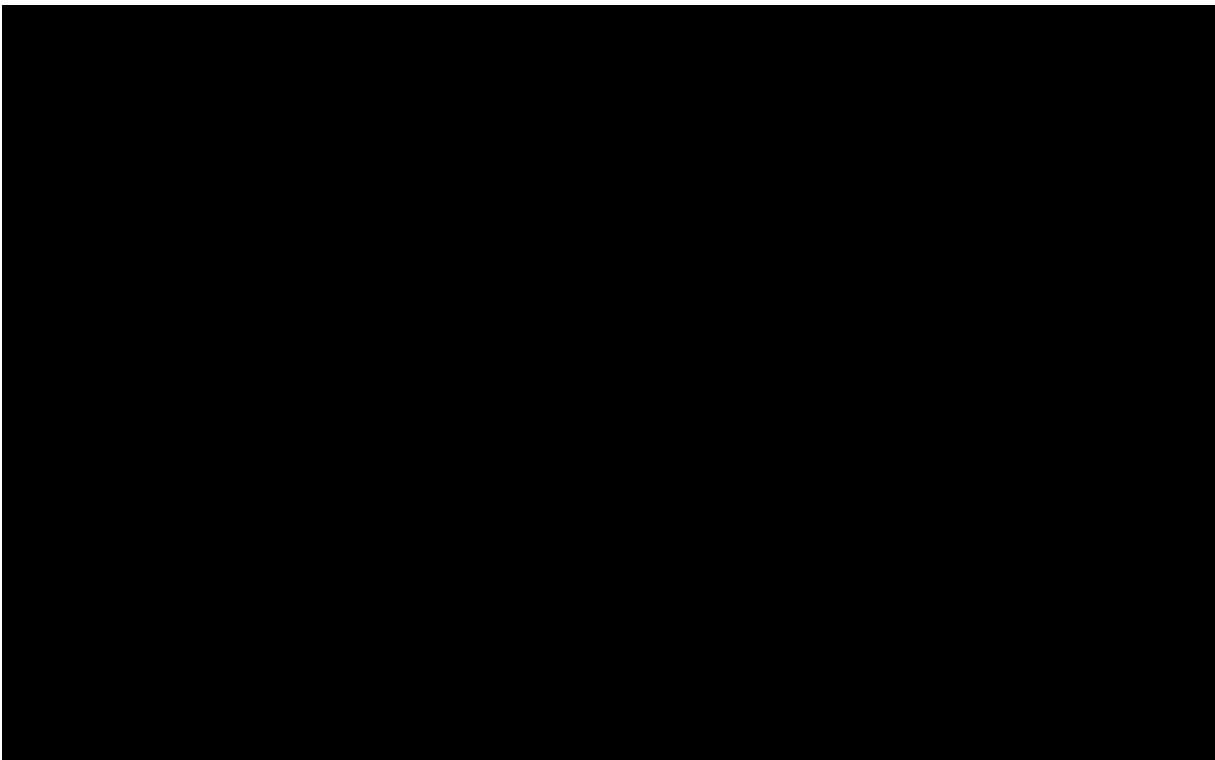
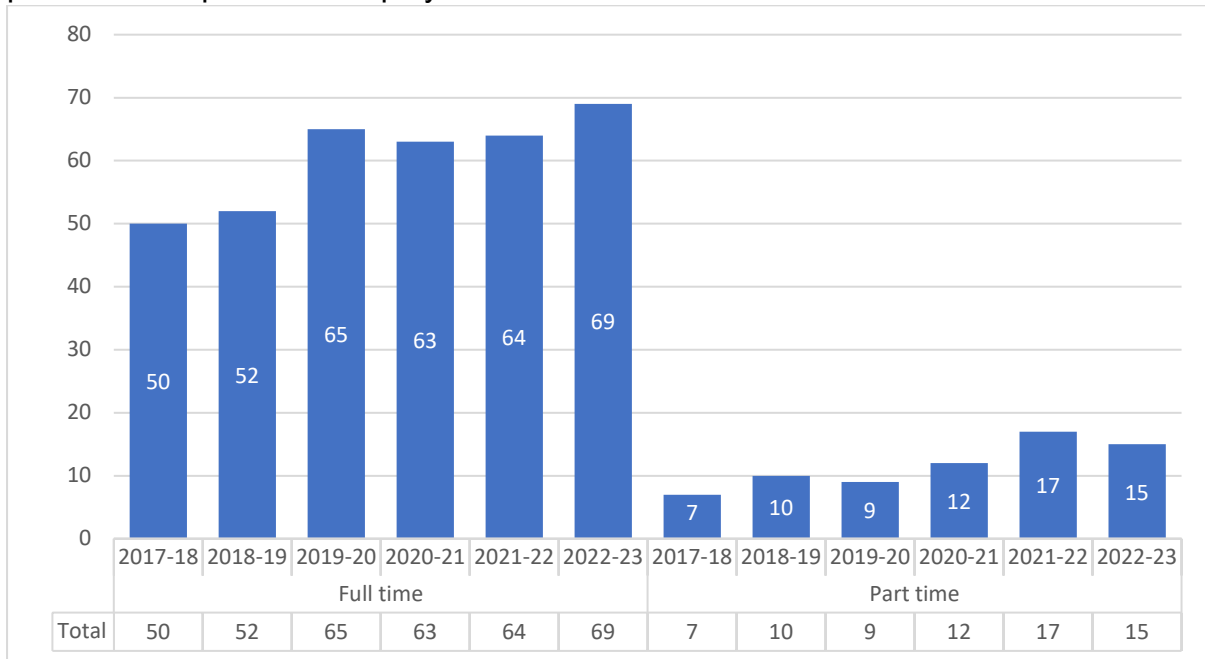
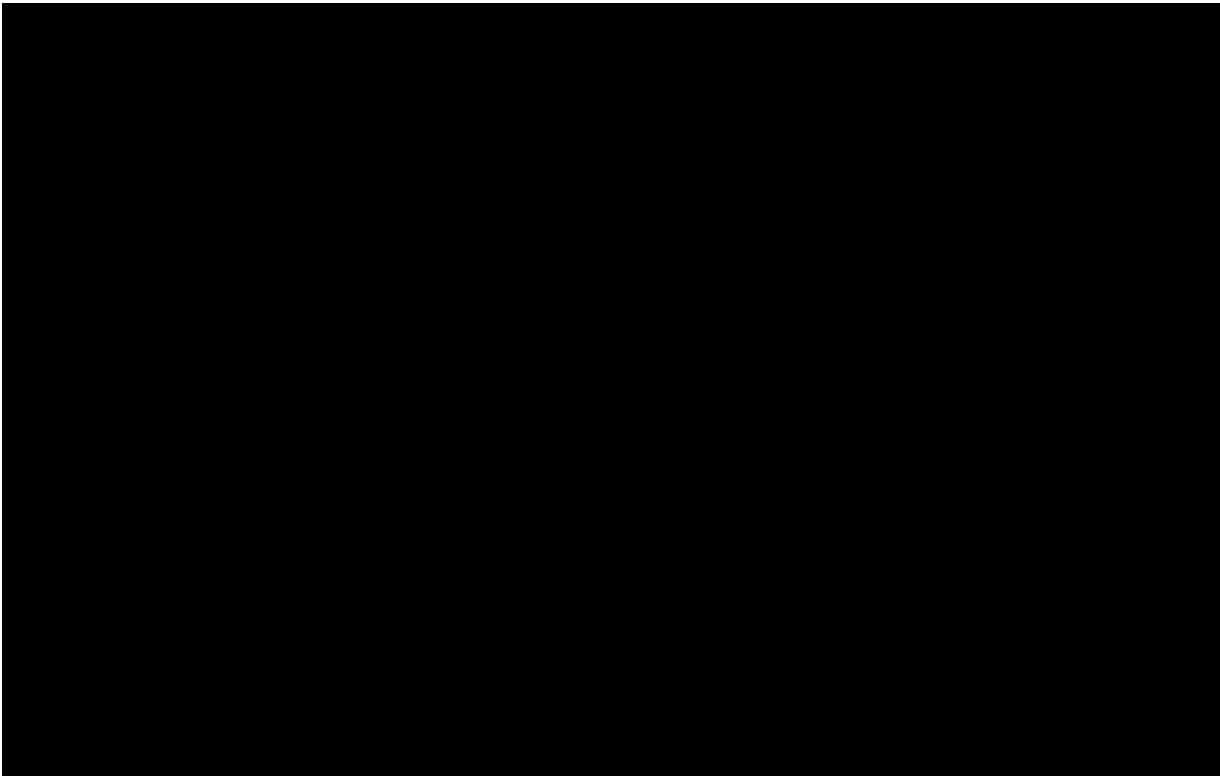
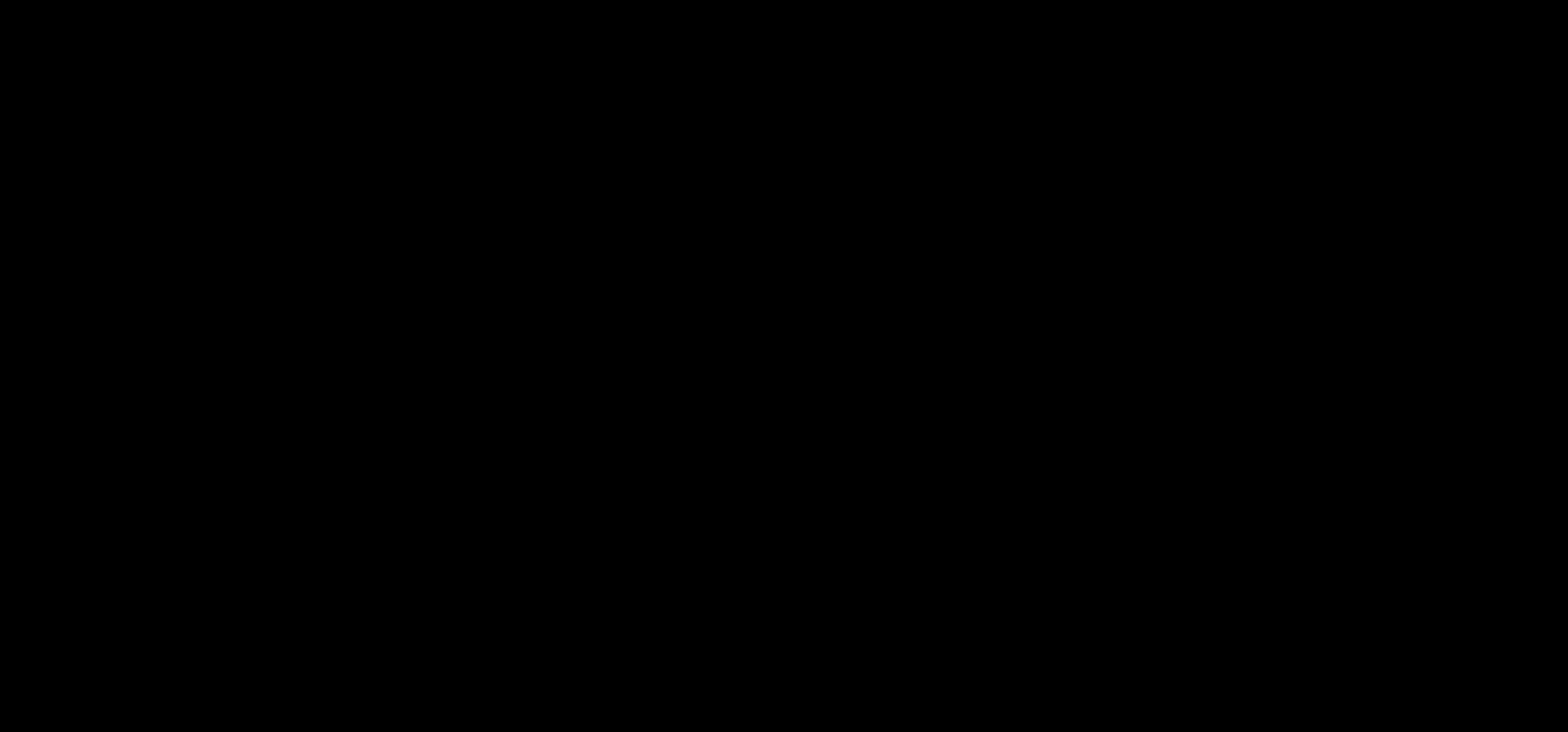


Figure 3.9 Salaried academic staff number of full time/part time staff (all grades) Graph based on figures above, without gender, to illustrate the overall pattern of full/part-time employment.





4. Professional, technical and operational (PTO) staff by grade and job family



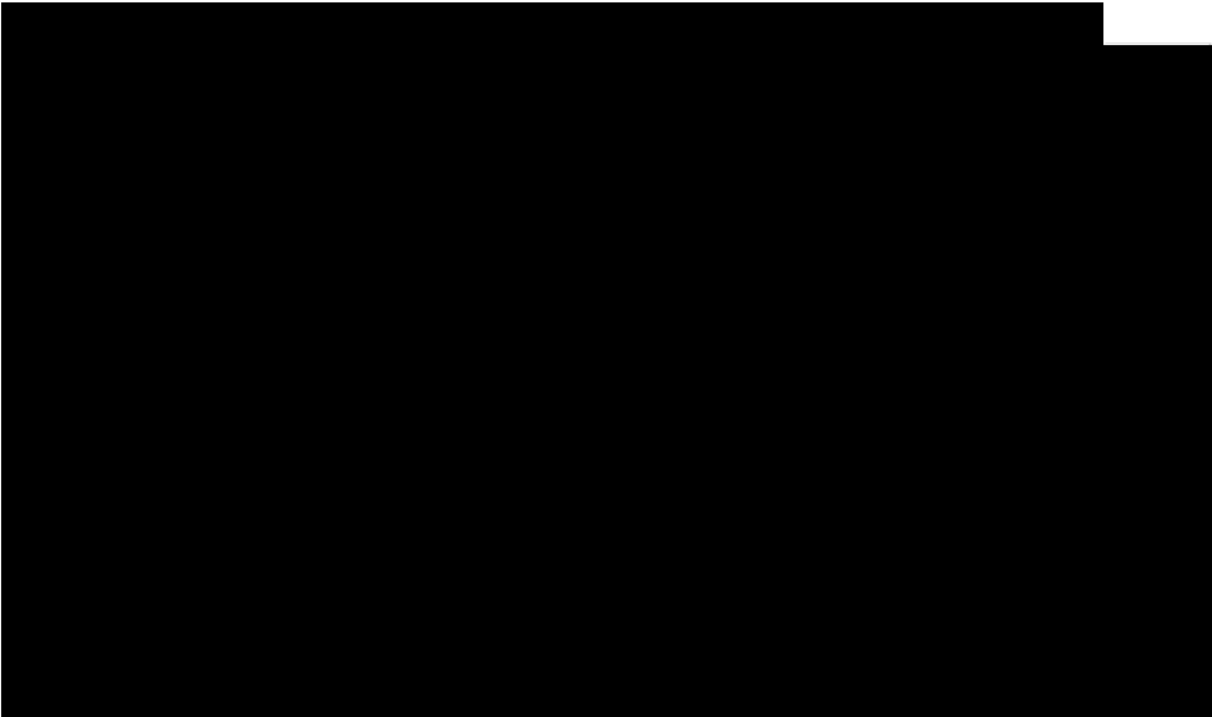
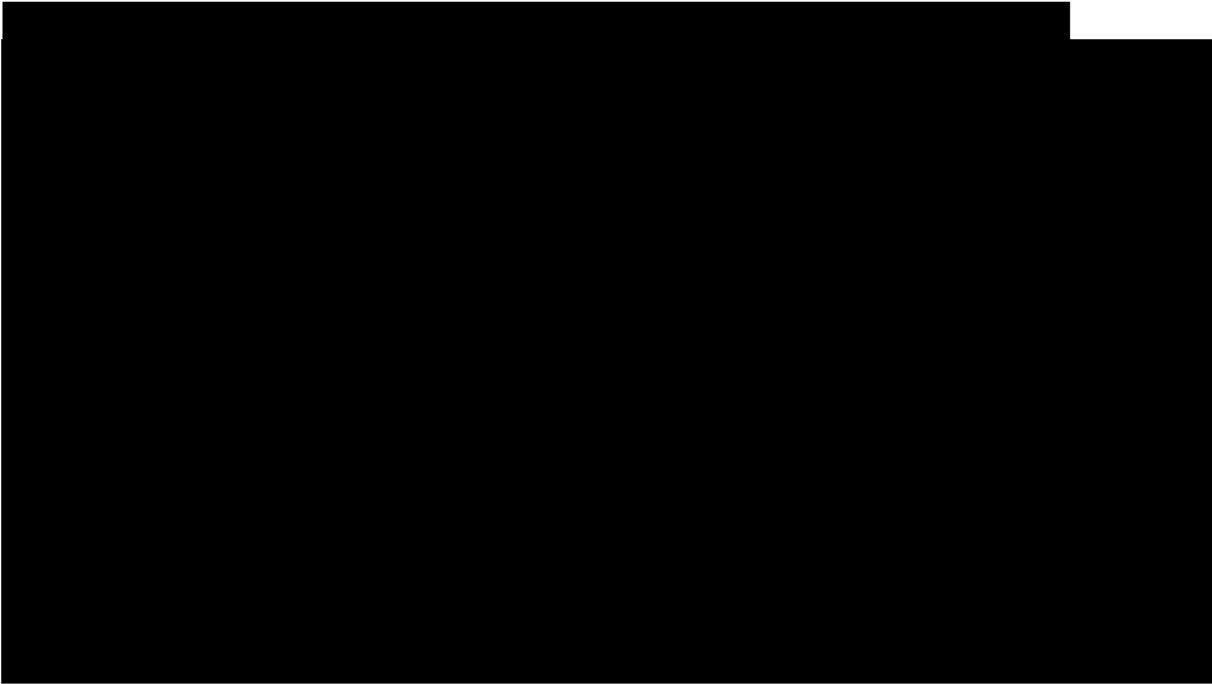


Figure 4.4 Salaried PTO staff (Grade 4)

All job families reported together due to small numbers of manual and technical staff.

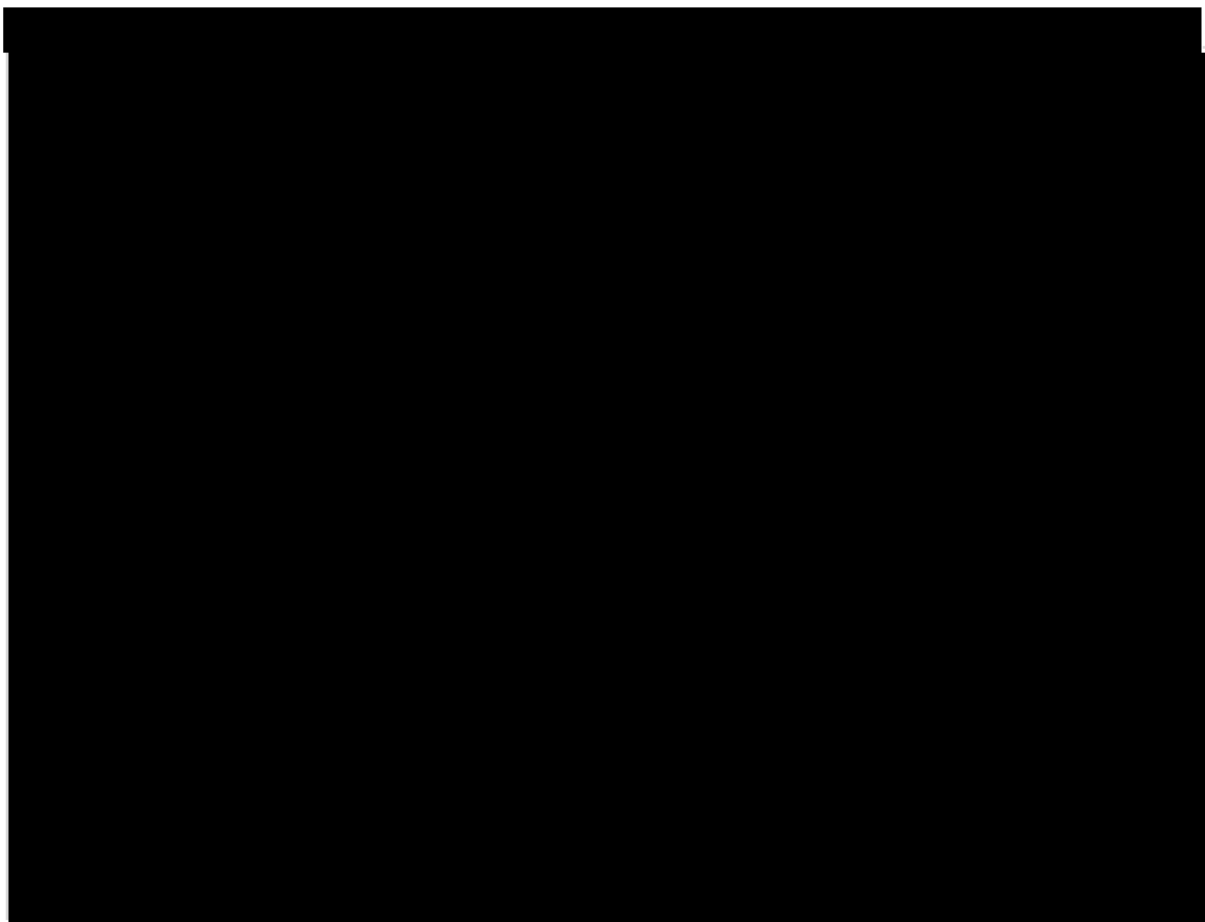
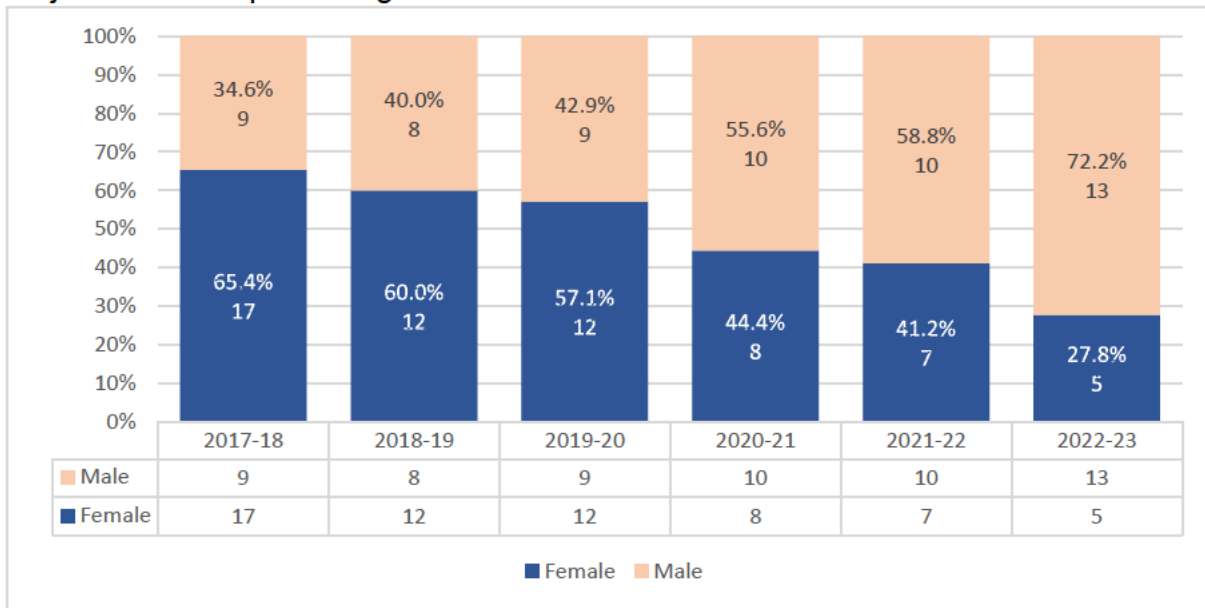


Figure 4.7 Salaried PTO staff (Grade 7)

All job families reported together due to small numbers of manual and technical staff.

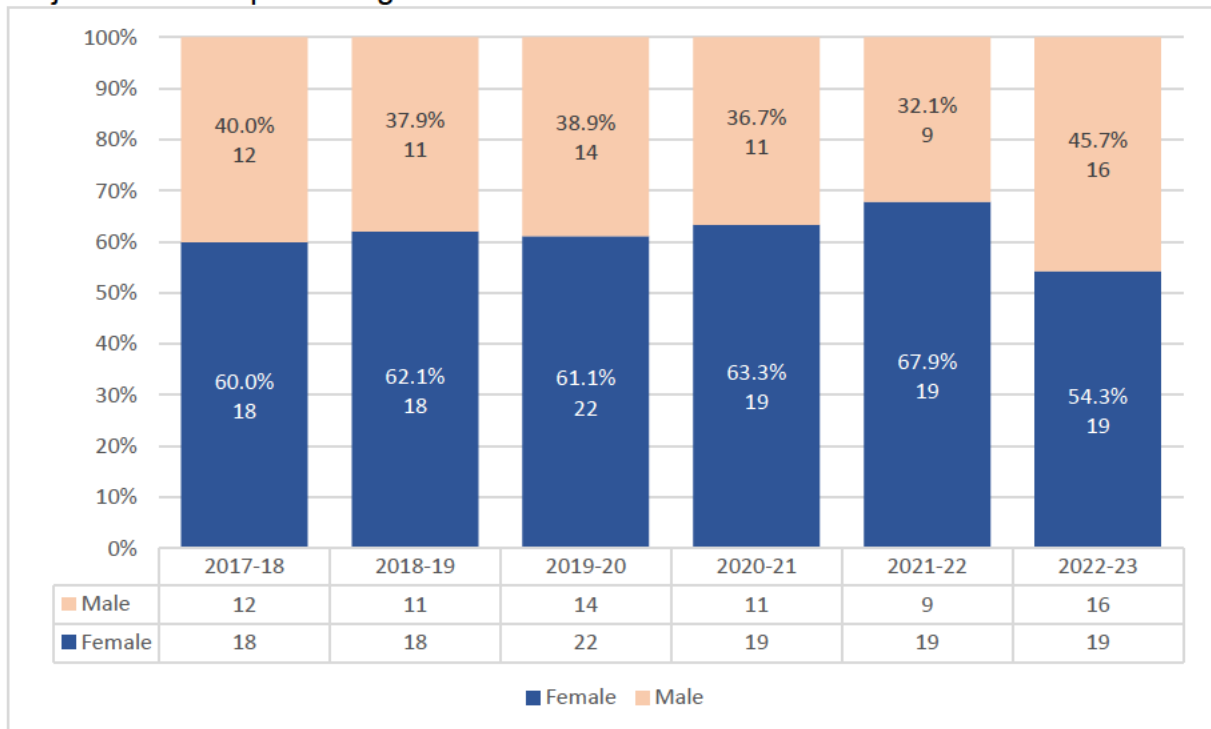


Figure 4.8 Salaried PTO staff by job family (Grade 8-9)
 Grades combined due to small numbers.

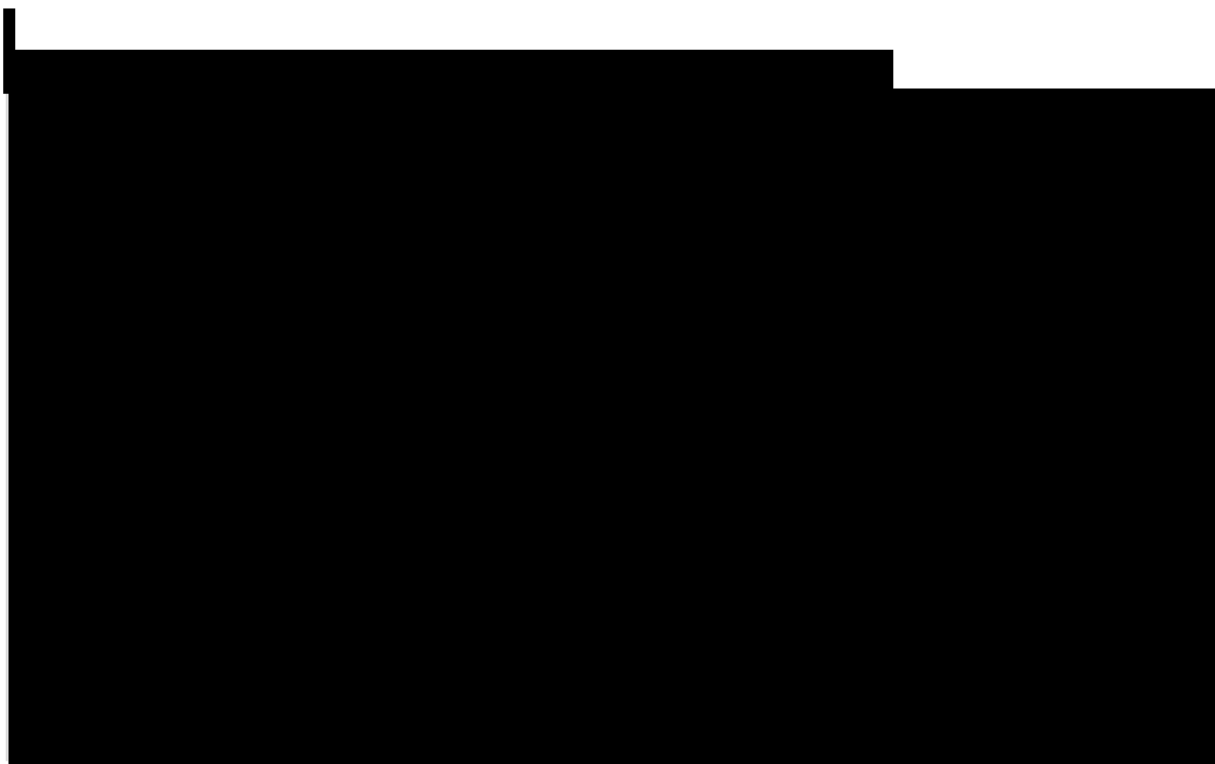
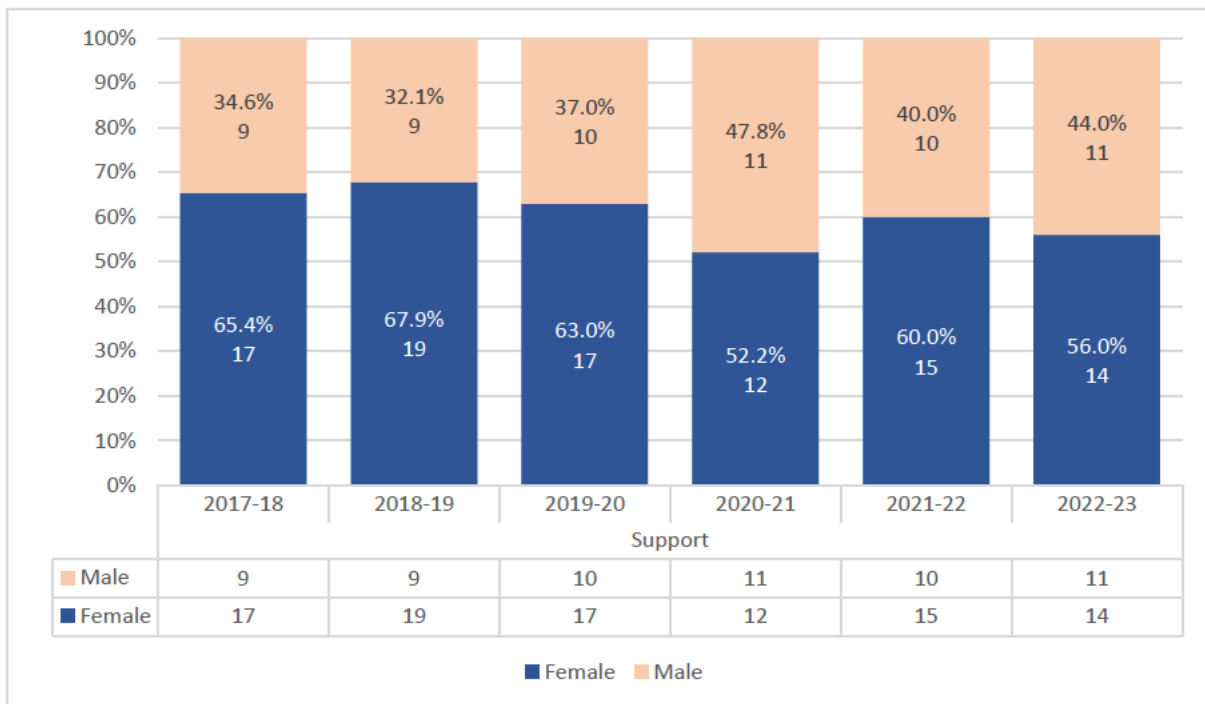


Figure 4.10 Finance Infrastructure and Corporate Services salaried PTO staff (all grades)

All job families reported together due to small numbers in some groups. NB nearly all manual staff are in FICS – so shown in Fig 4.1.

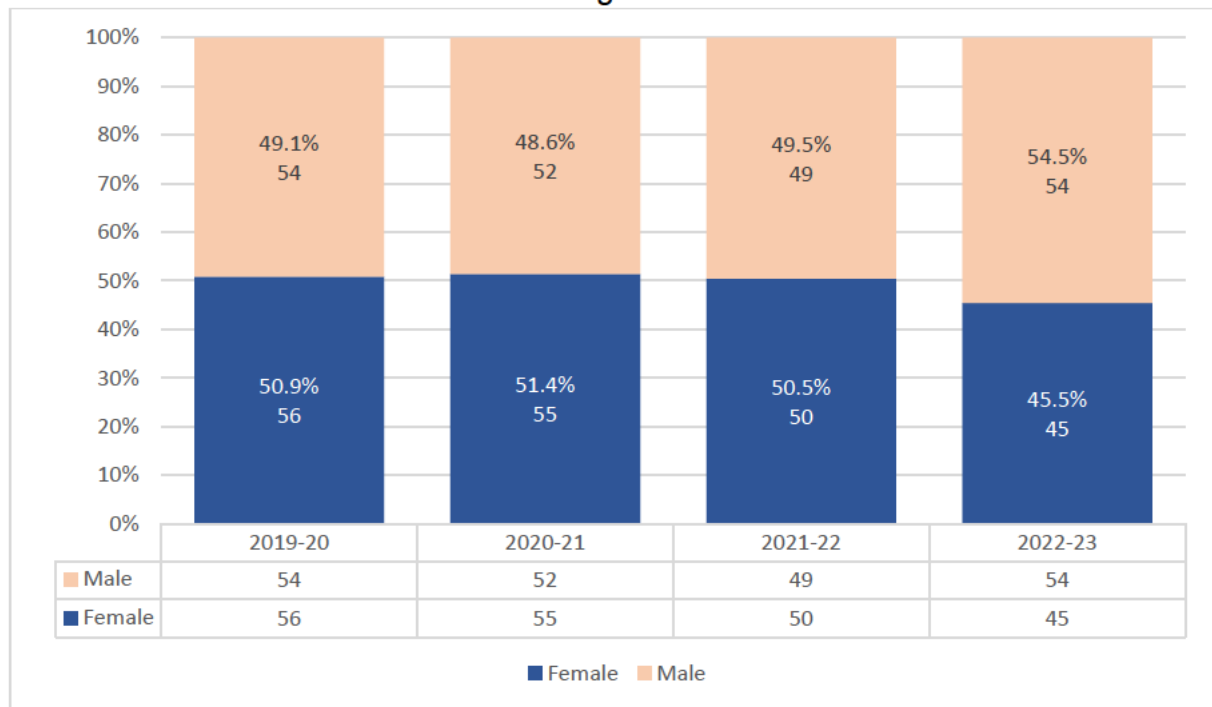


Figure 4.11 Finance Infrastructure and Corporate Services salaried PTO staff (Grade 5-6)

All job families reported together due to small numbers of Manual staff. Grades combined due to small numbers.

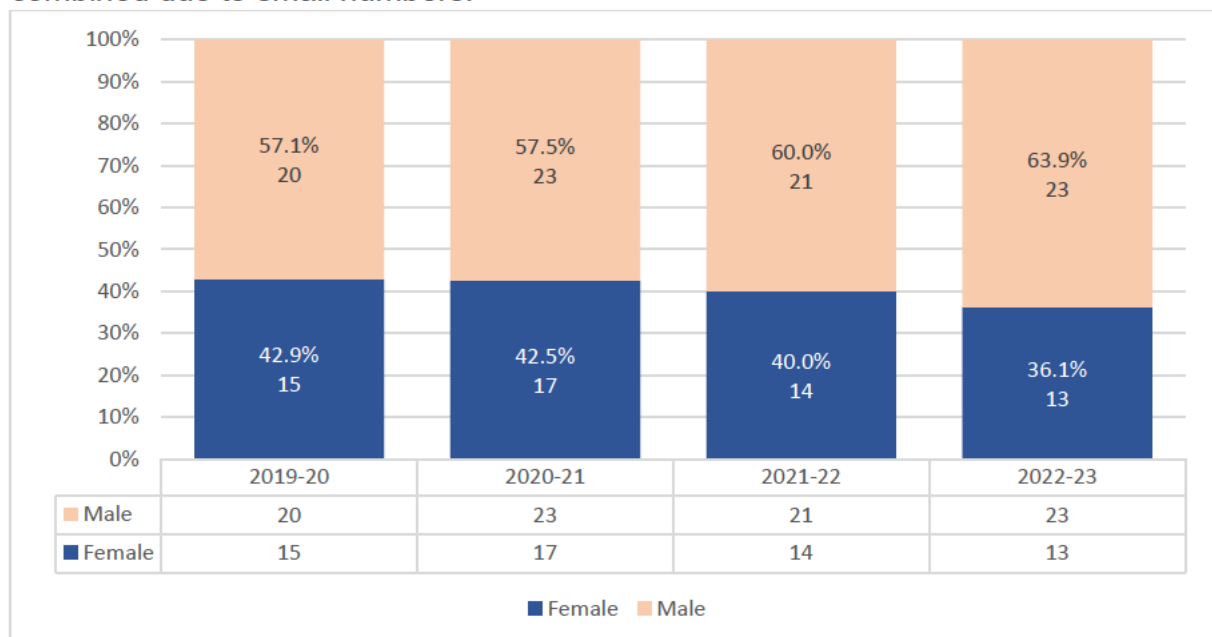


Figure 4.12 Finance Infrastructure and Corporate Services salaried PTO staff (Grade 7-10)

All job families reported together due to small numbers of Senior Management staff. Grades combined due to small numbers.

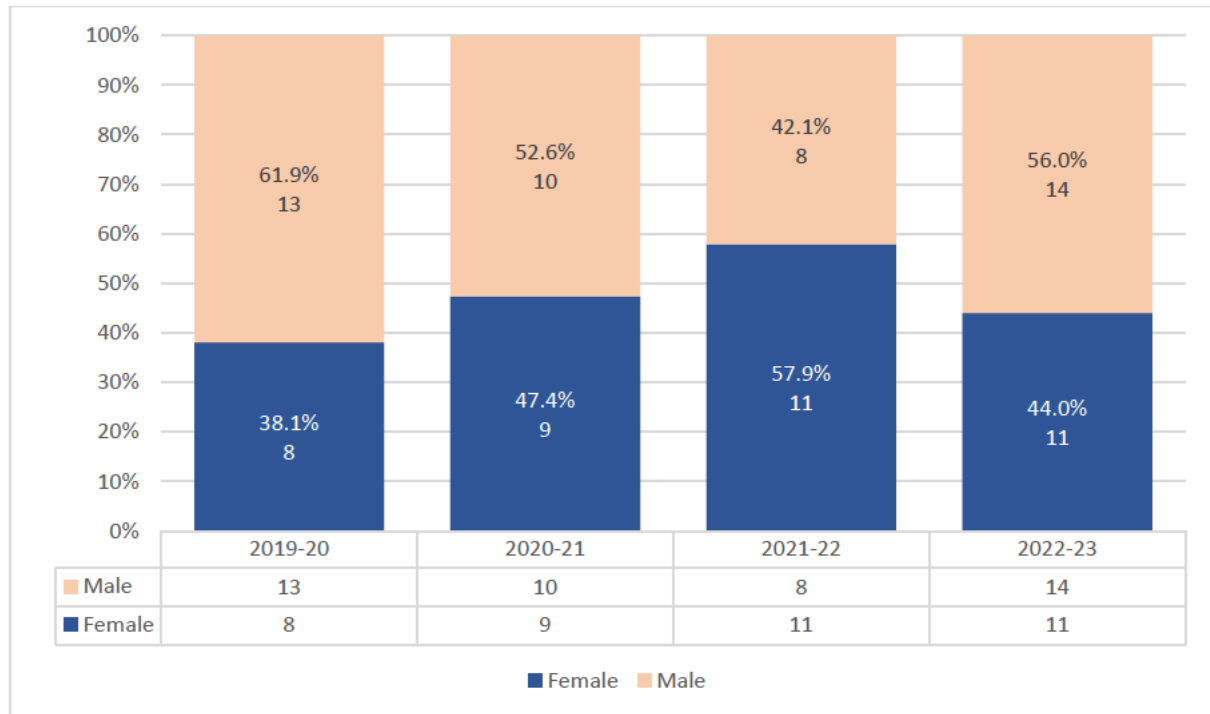


Figure 4.13 External Corporate Relations salaried PTO staff (all grades)

All job families reported together due to small numbers of Senior Management staff.

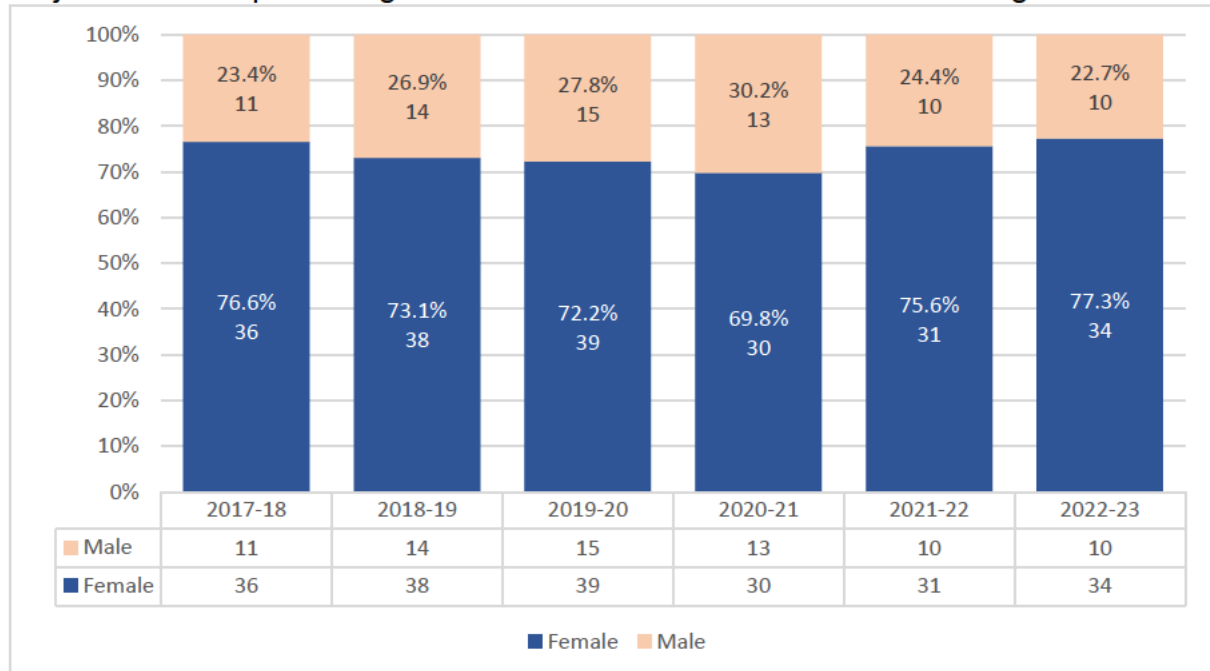


Figure 4.14 External Corporate Relations salaried PTO staff (Grades 2-6)
 All staff fall into the Support job family. Grades combined due to small numbers.

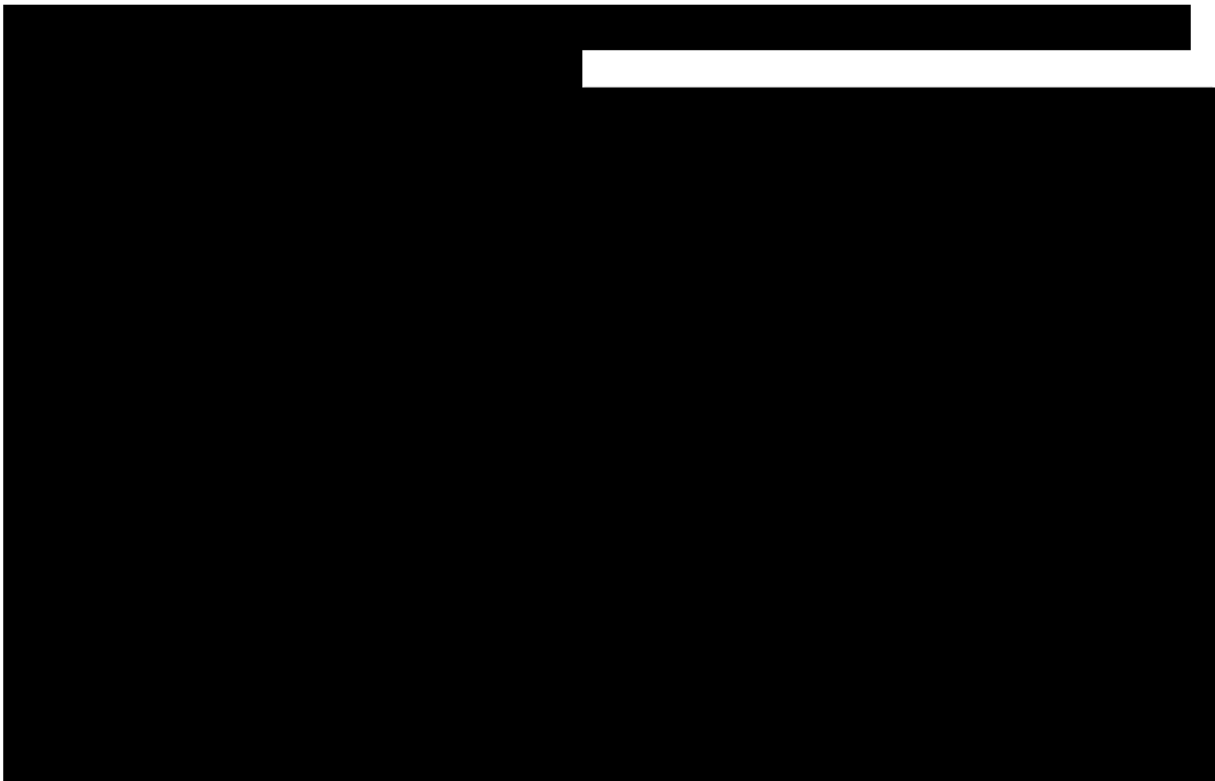
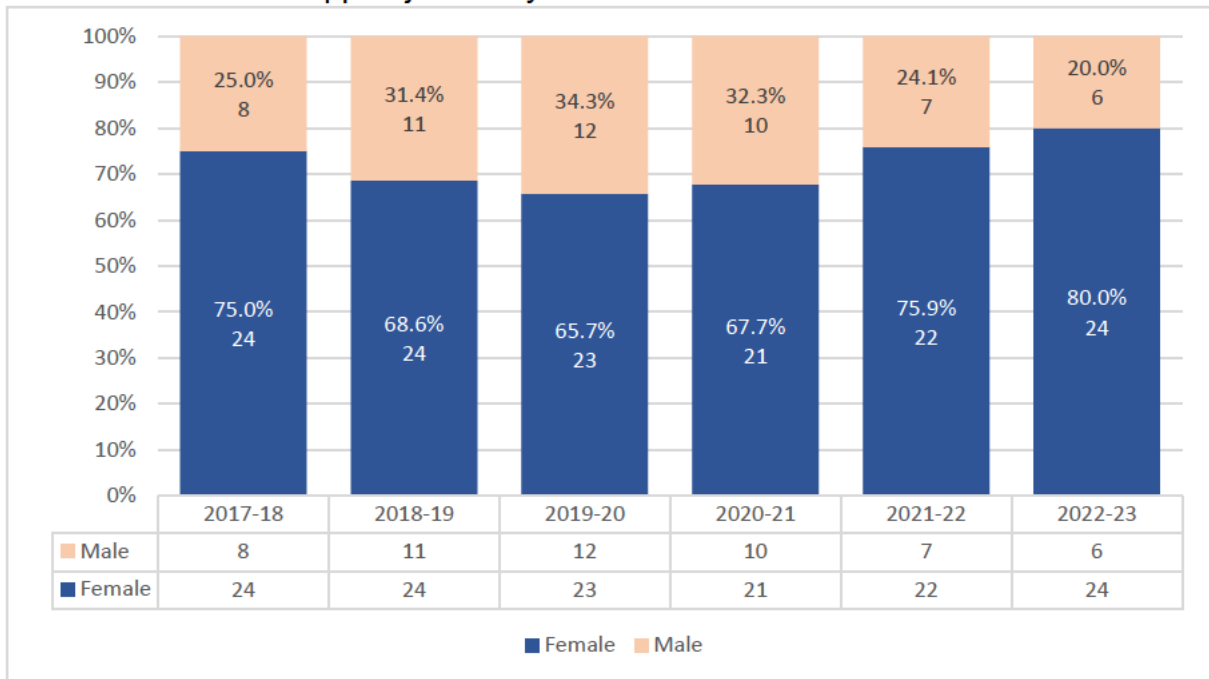


Figure 4.16 Student and Academic Services salaried PTO staff (all grades)
 All job families reported together due to small numbers of Senior Management staff.
 Due to a restructure in 2020, data can only be provided from 2019-2020 onwards.

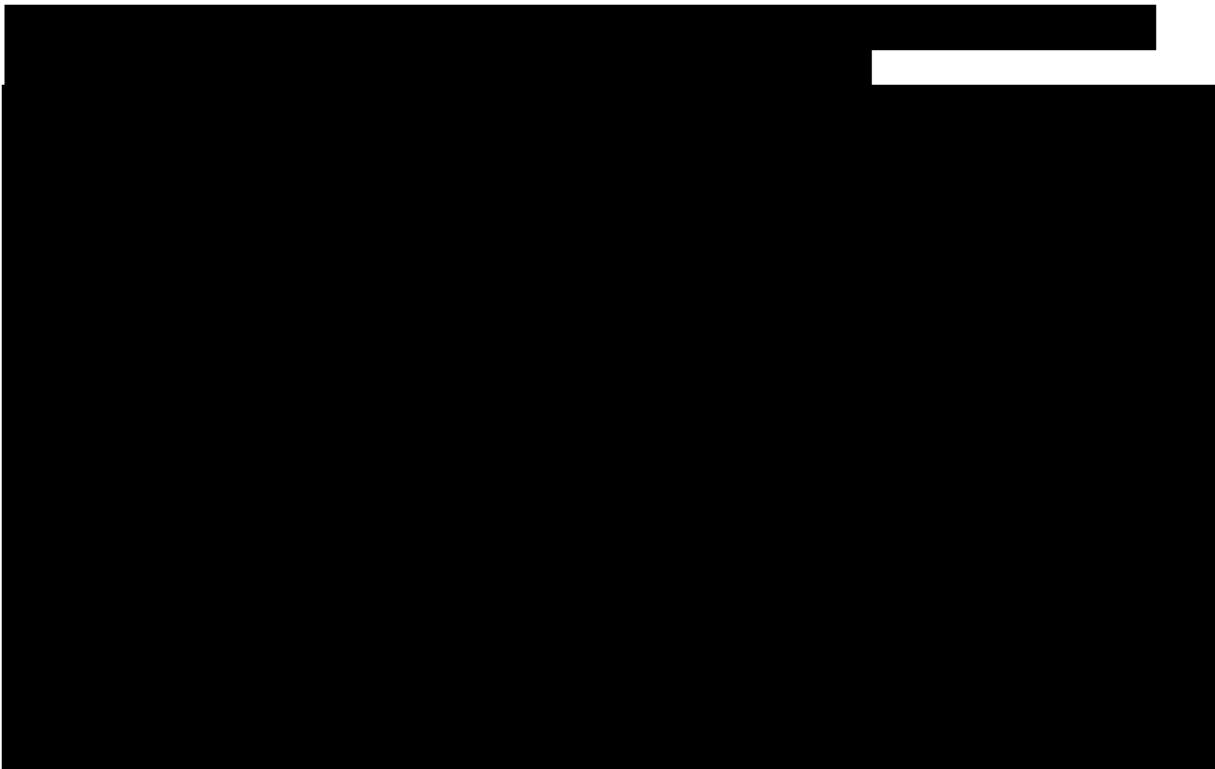
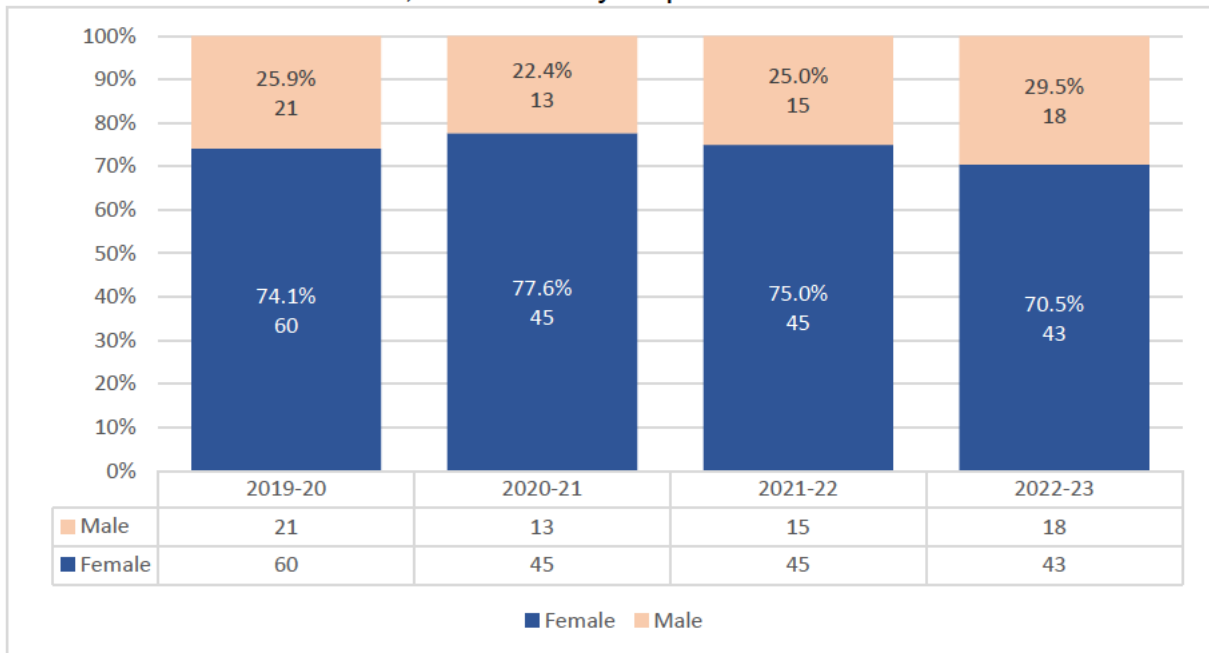


Figure 4.18 Student and Academic Services salaried PTO staff (Grade 6)
All staff fall into the Support job family.

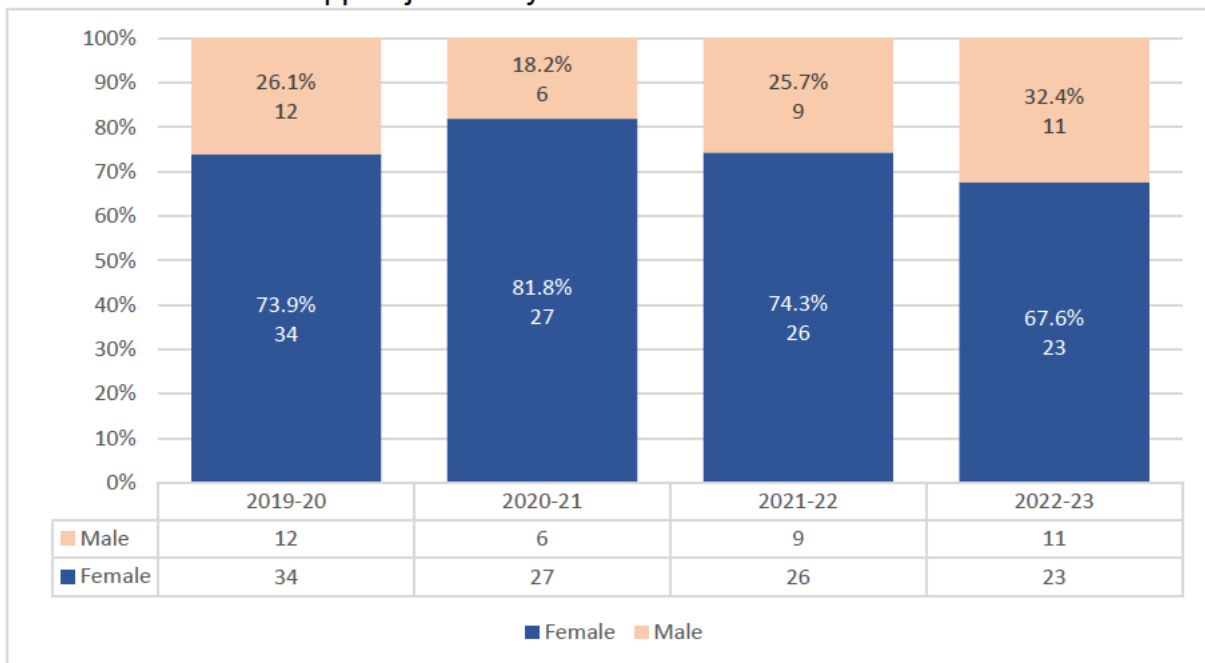
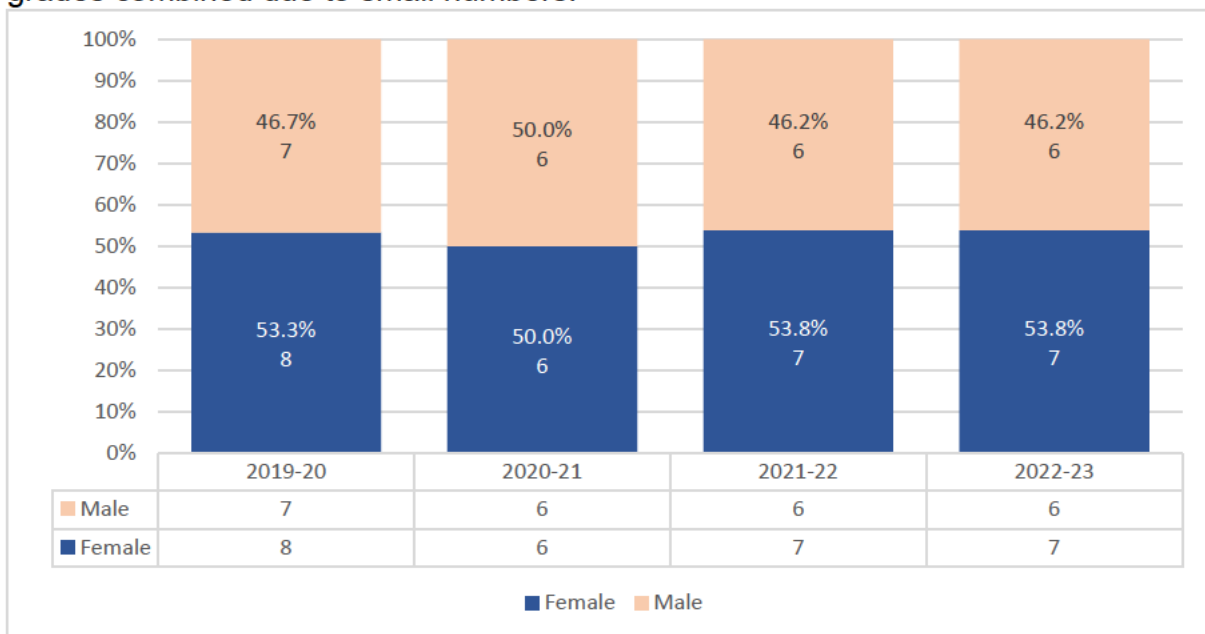


Figure 4.19 Student and Academic Services salaried PTO staff (Grade 7-10)
All job families combined due to small numbers of Senior Management staff and grades combined due to small numbers.



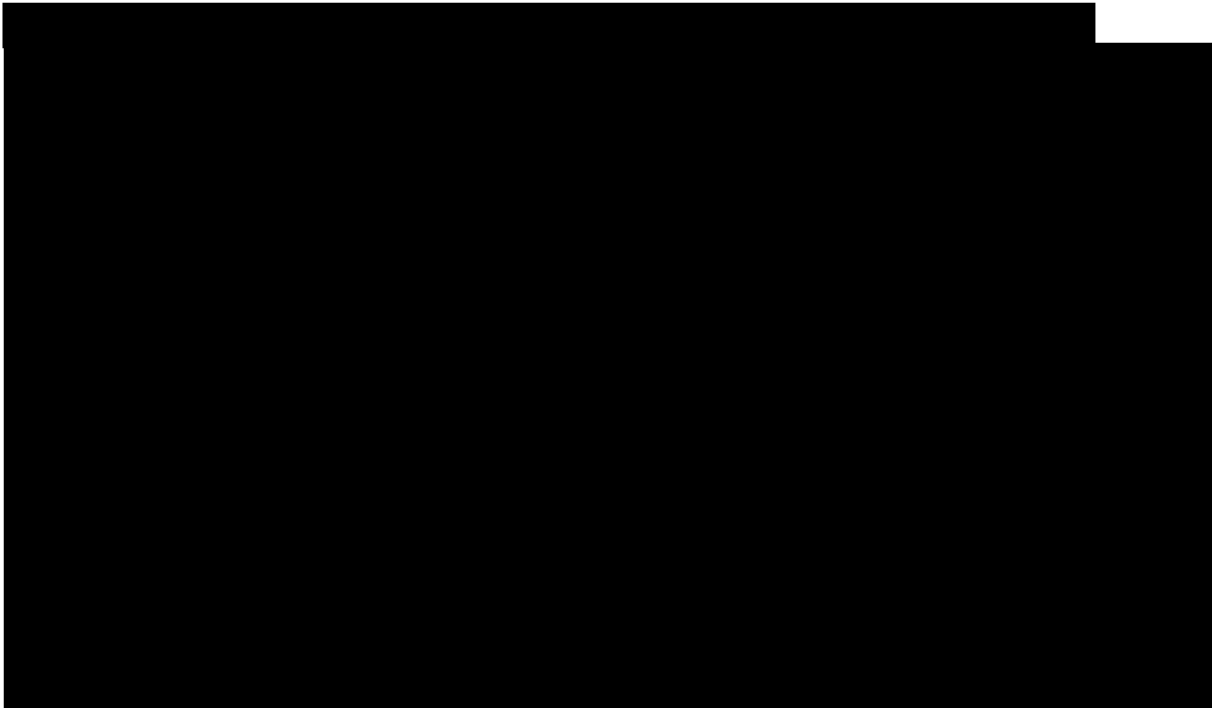
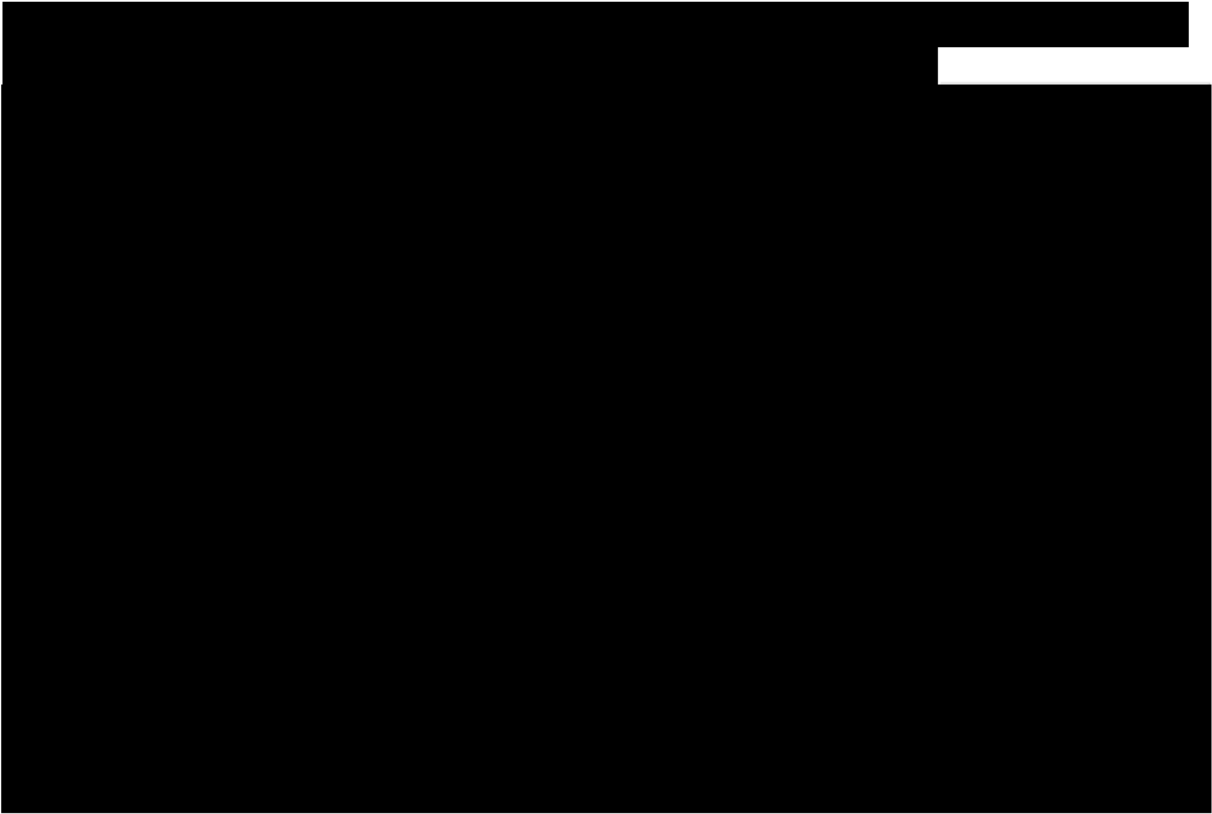


Figure 4.23 Hourly-paid PTO staff (all grades)

Due small numbers all job families have been combined.

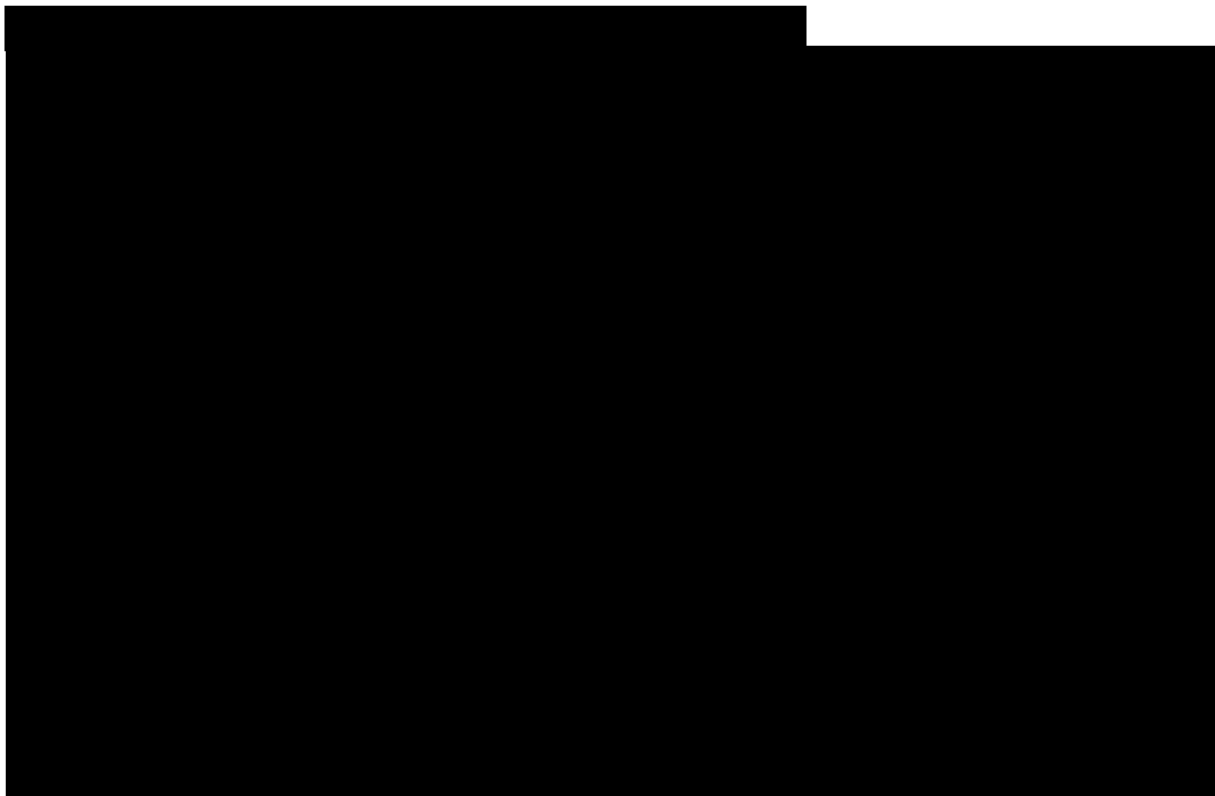
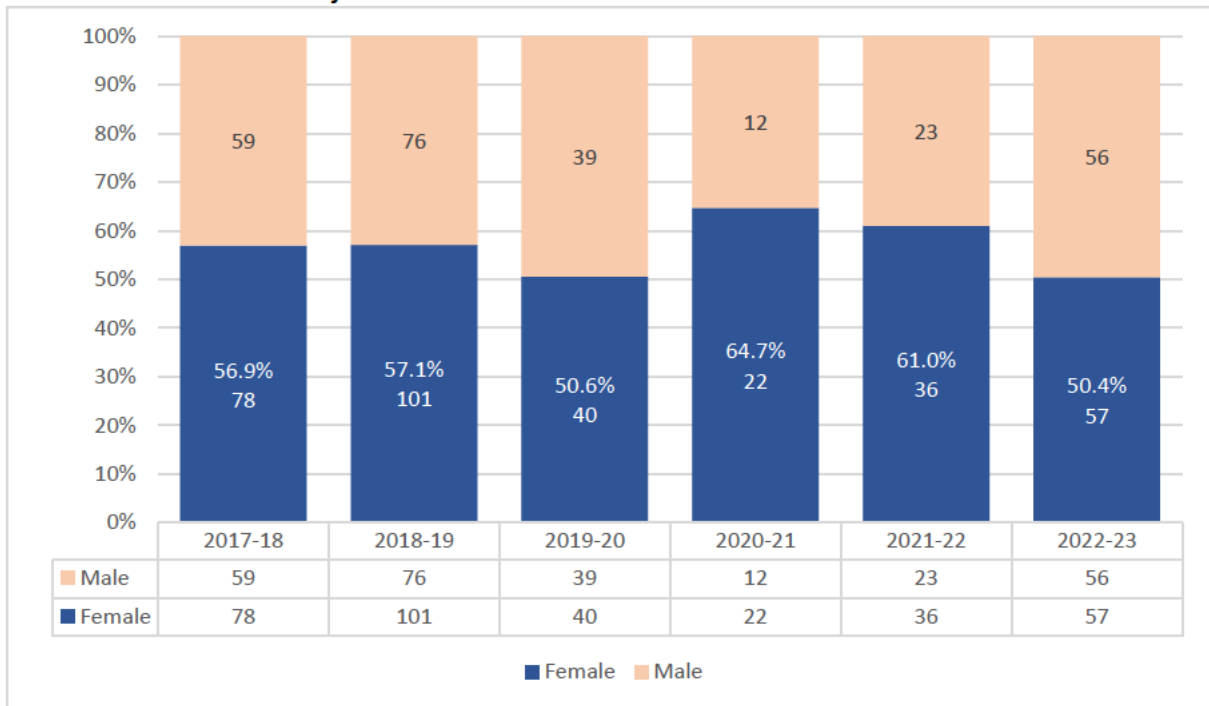
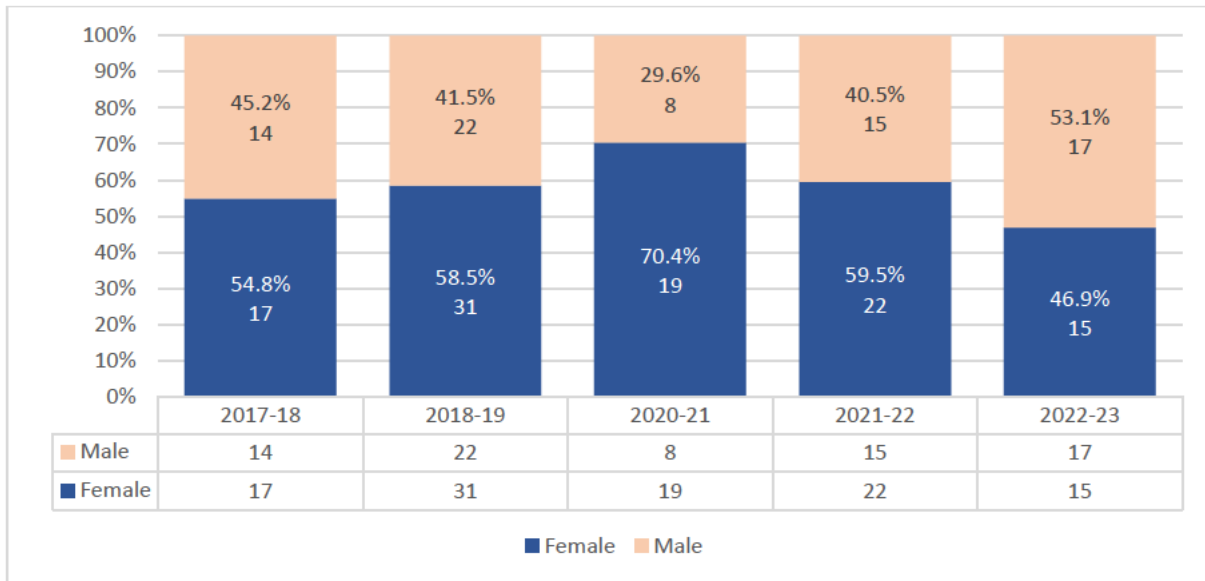
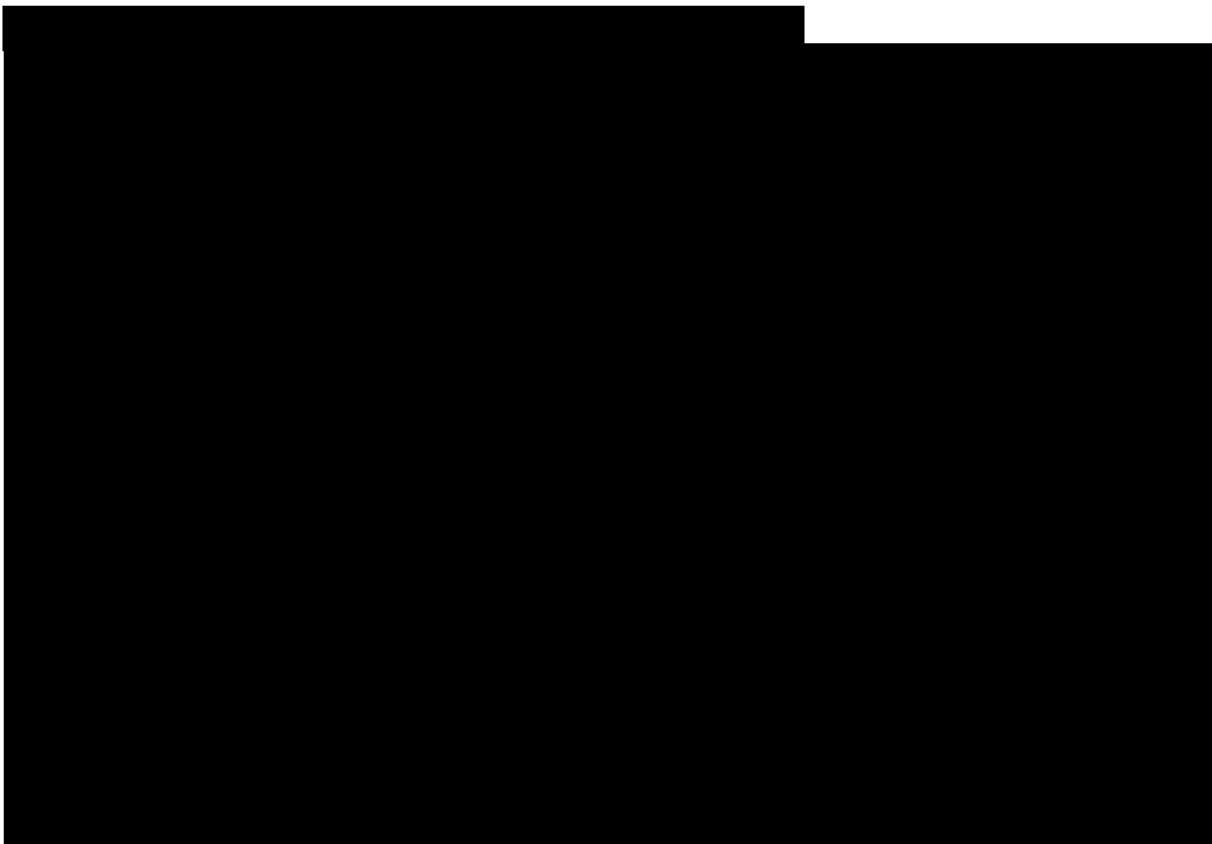
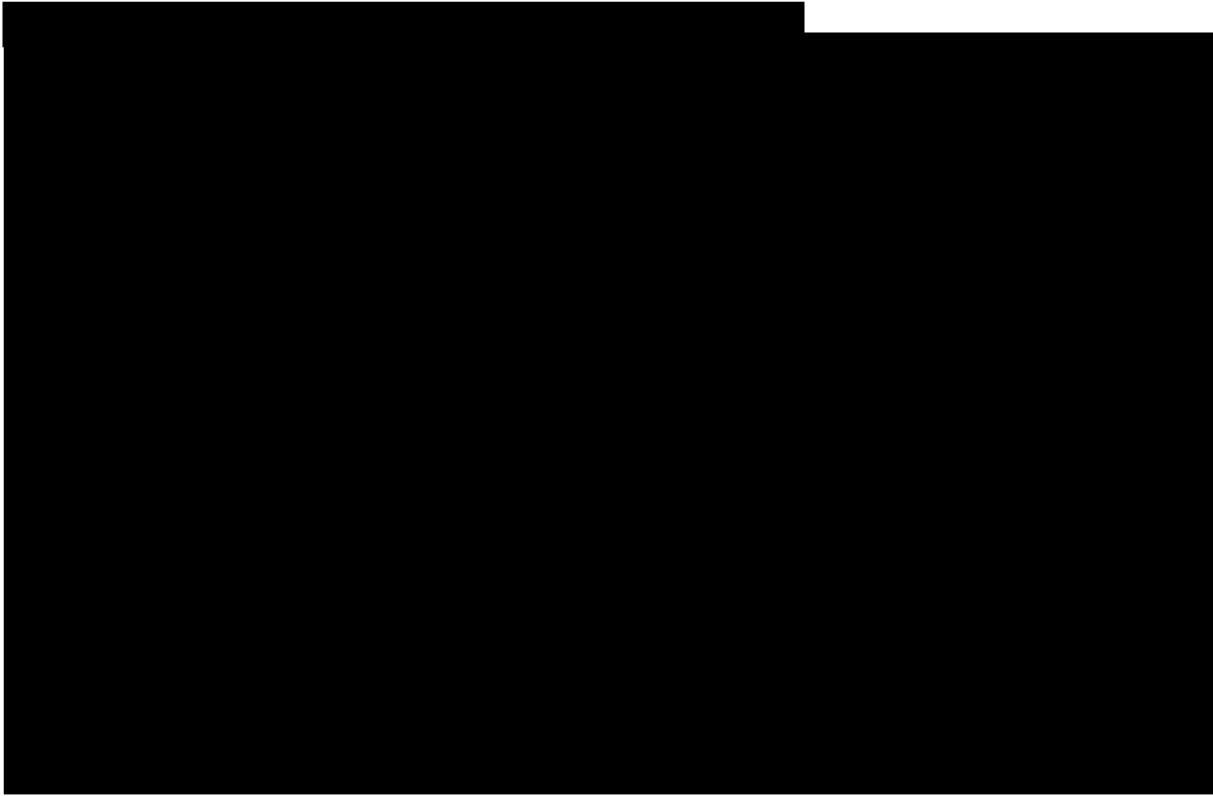


Figure 4.25 Hourly-paid PTO staff (Grade 2-3)

Due small numbers all job families have been combined. Due to data protection 2019-20 has been removed.







5. PTO staff by contract type

Figure 5.1 Salaried PTO staff fixed term/permanent (all grades)

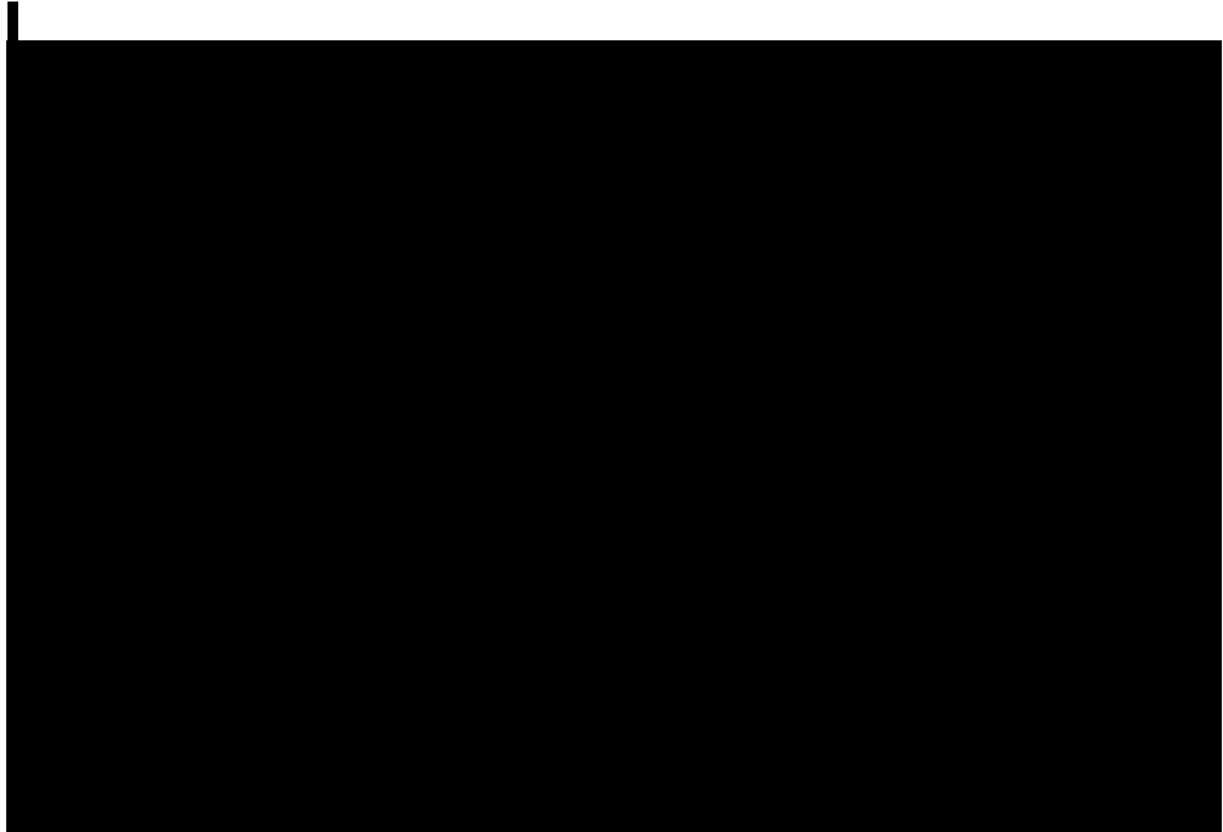
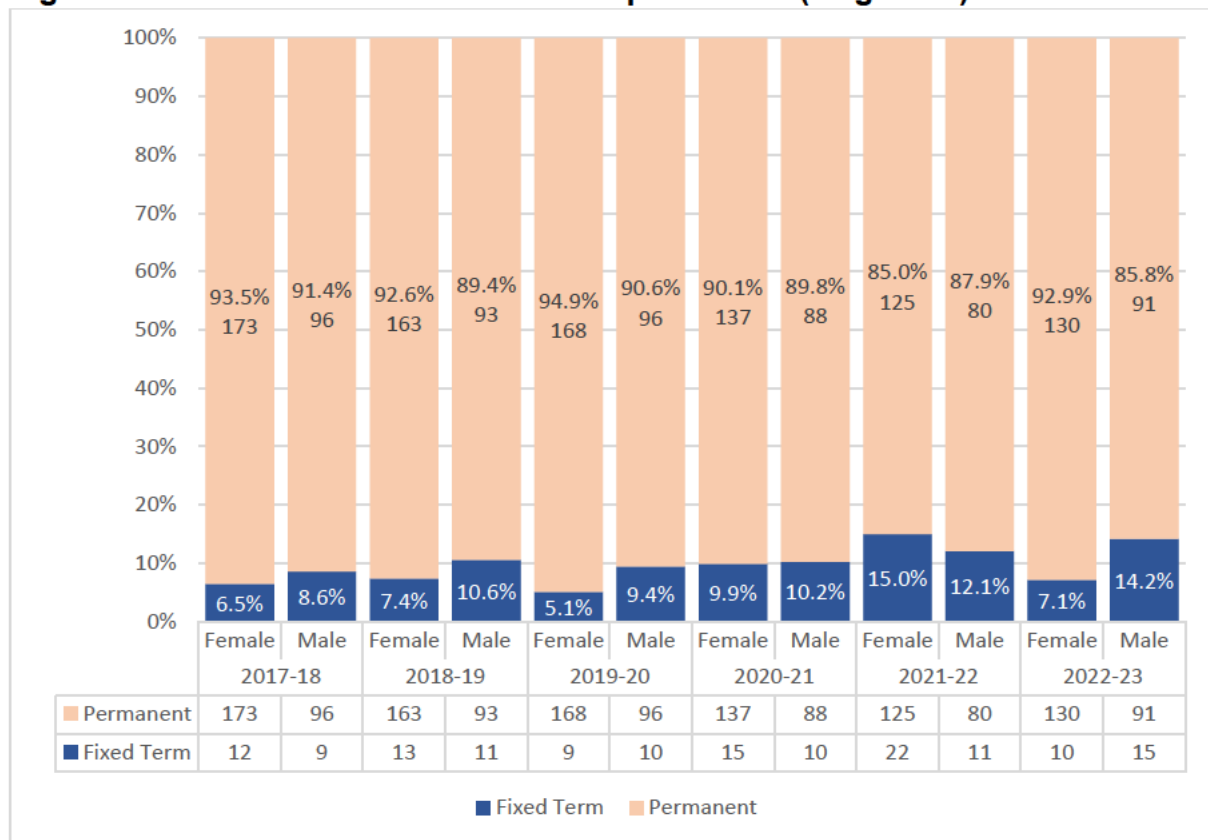
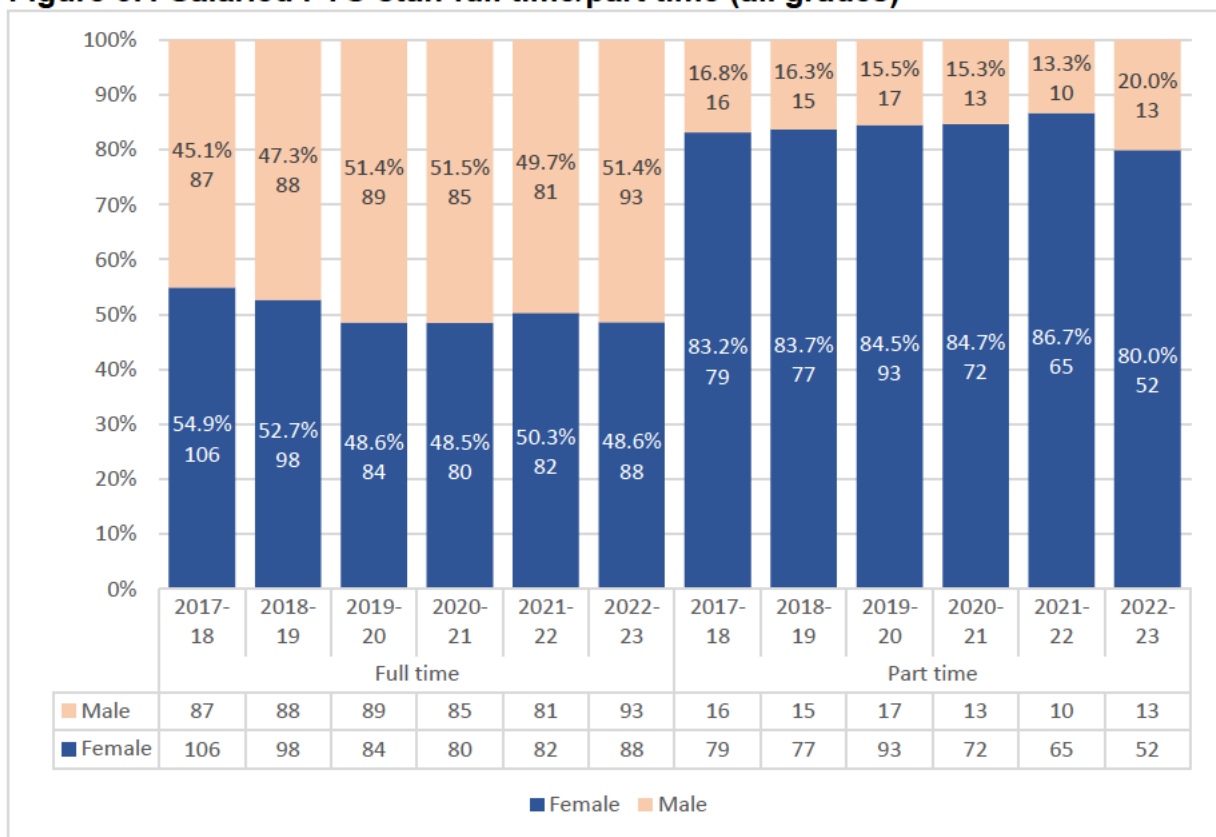


Figure 5.4 Salaried PTO staff full time/part time (all grades)



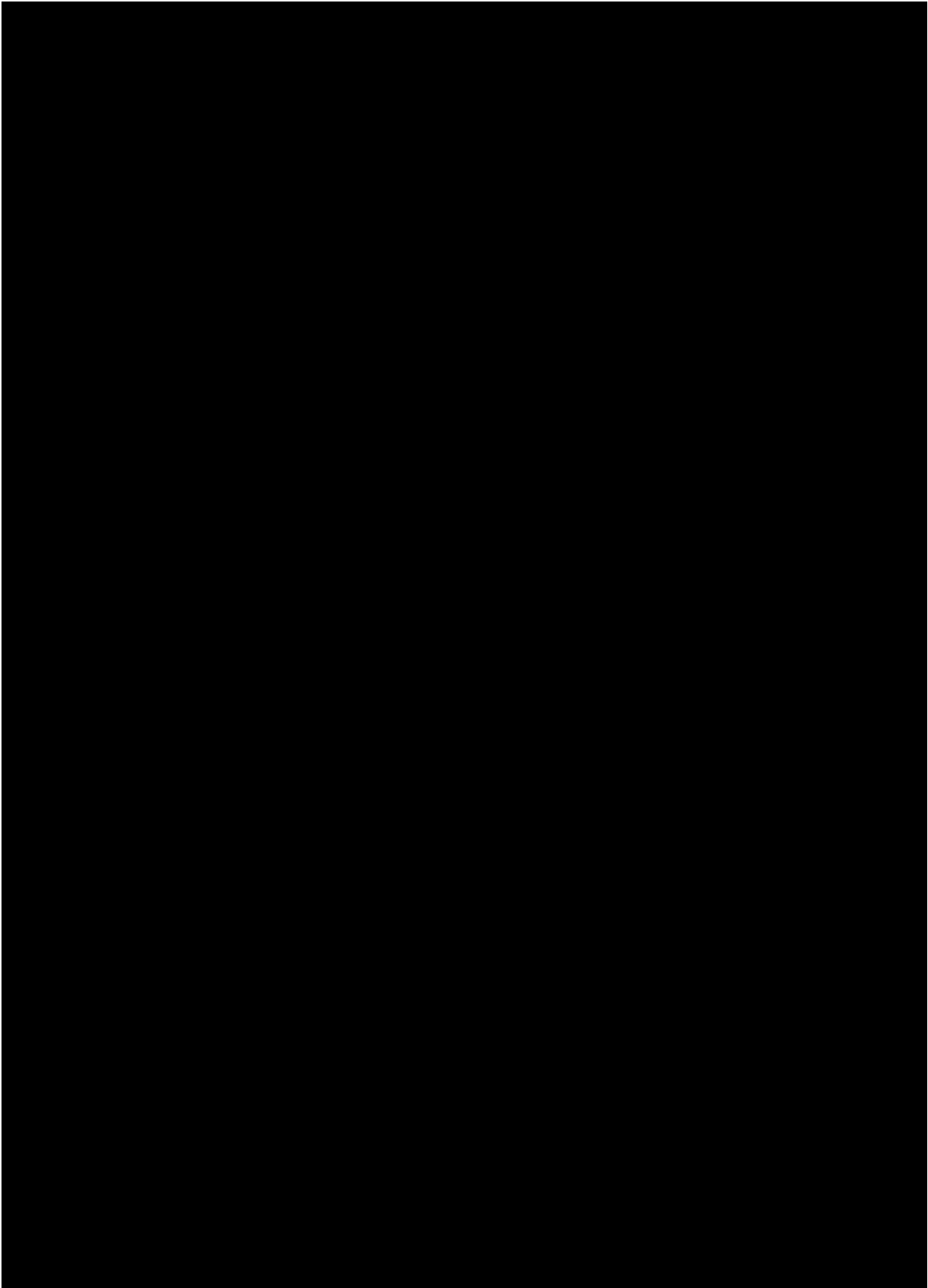
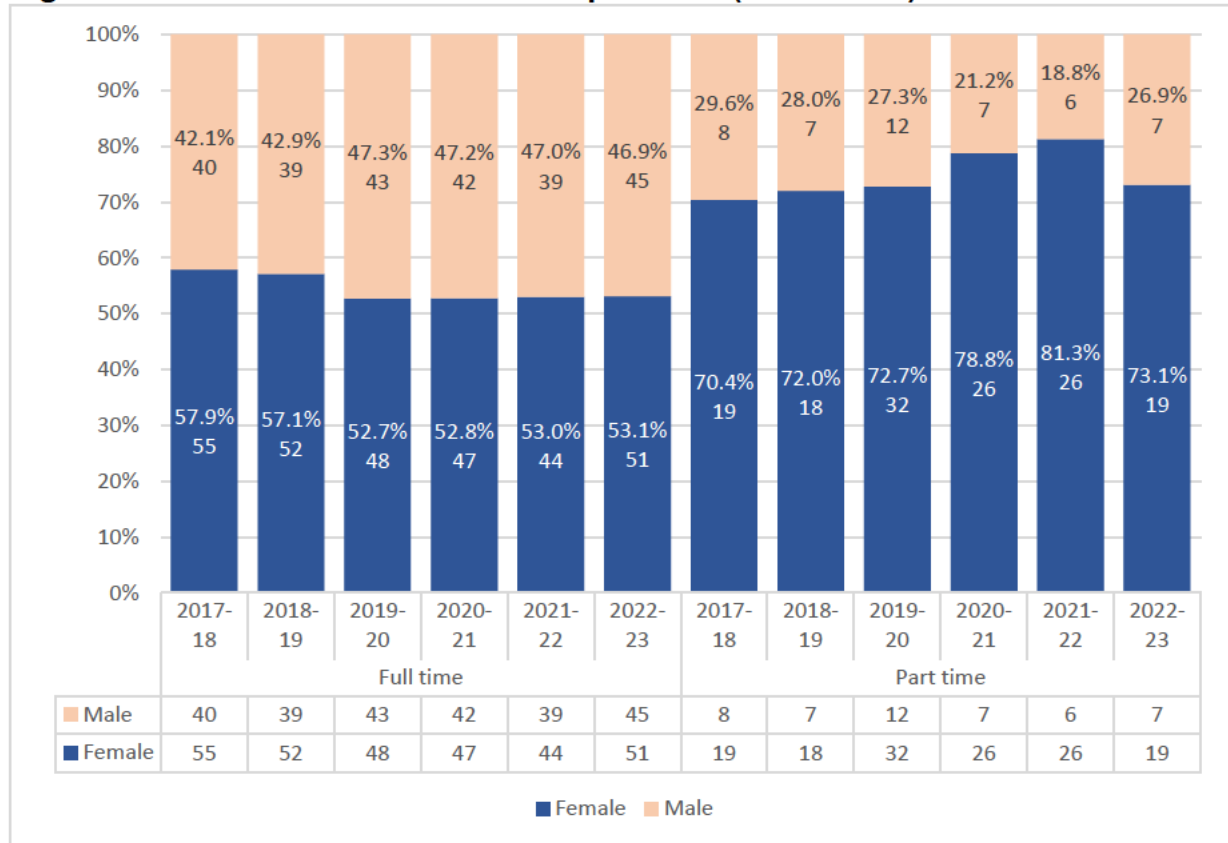
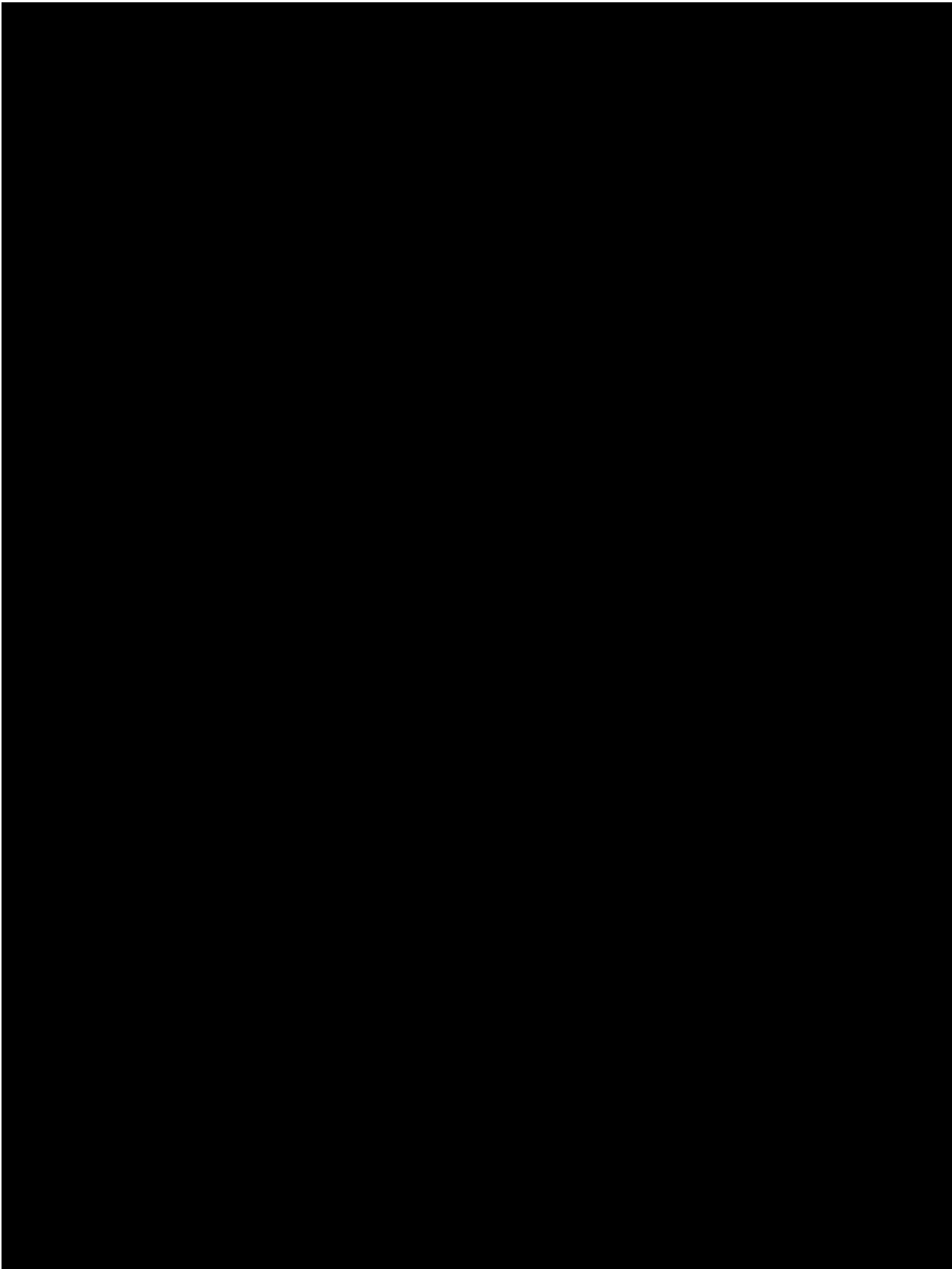


Figure 5.7 Salaried PTO staff full time/part time (Grades 6-7)





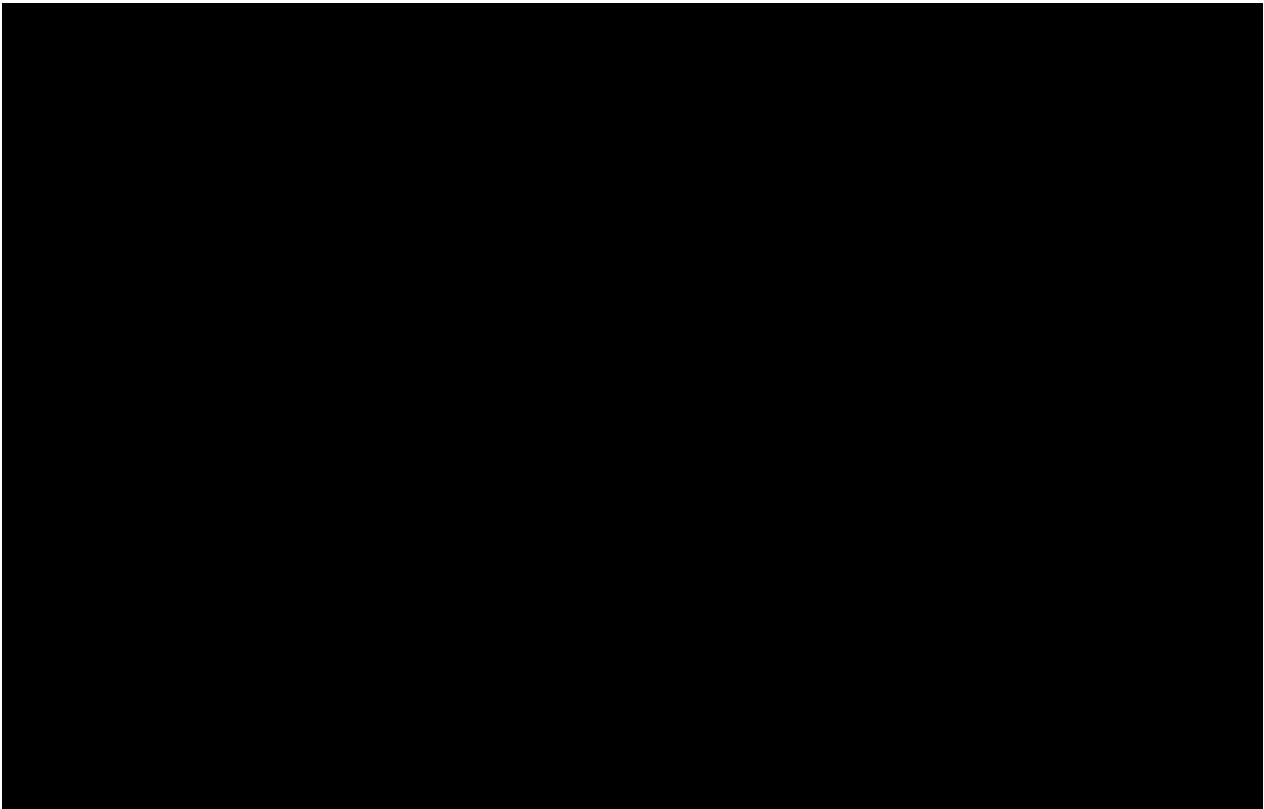
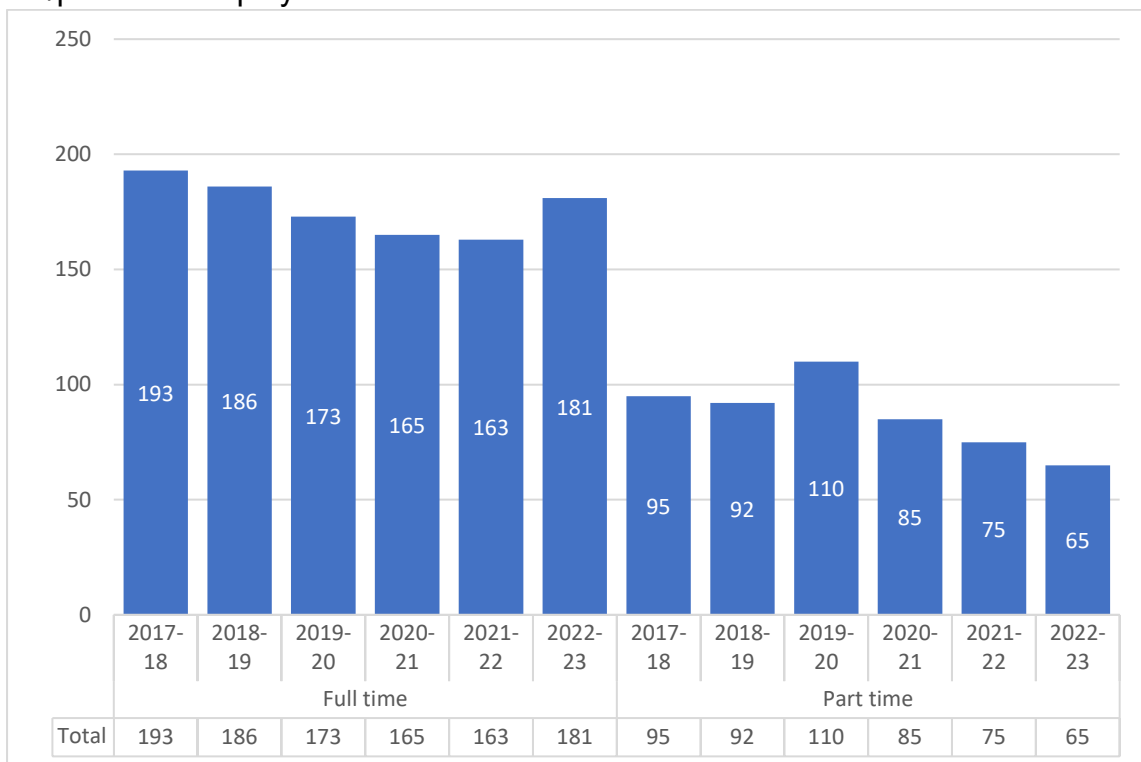


Figure 5.12 Salaried PTO staff number of full time/part time staff (all grades)
 Graph based on figures above, without gender, to illustrate the overall pattern of full/part-time employment.



6. Applications, shortlist and appointments made in recruitment to academic posts by grade

Note – recruitment analysis has been carried out based on the recruiting School or Services. Abertay Schools employ very few PSS staff, as our services are centralised other than a very small number of technical staff, so recruitment to Schools and Services approximates to academic and PSS staff, respectively.

Figure 6.1 Applications, shortlist and appointments made to Schools (all grades)

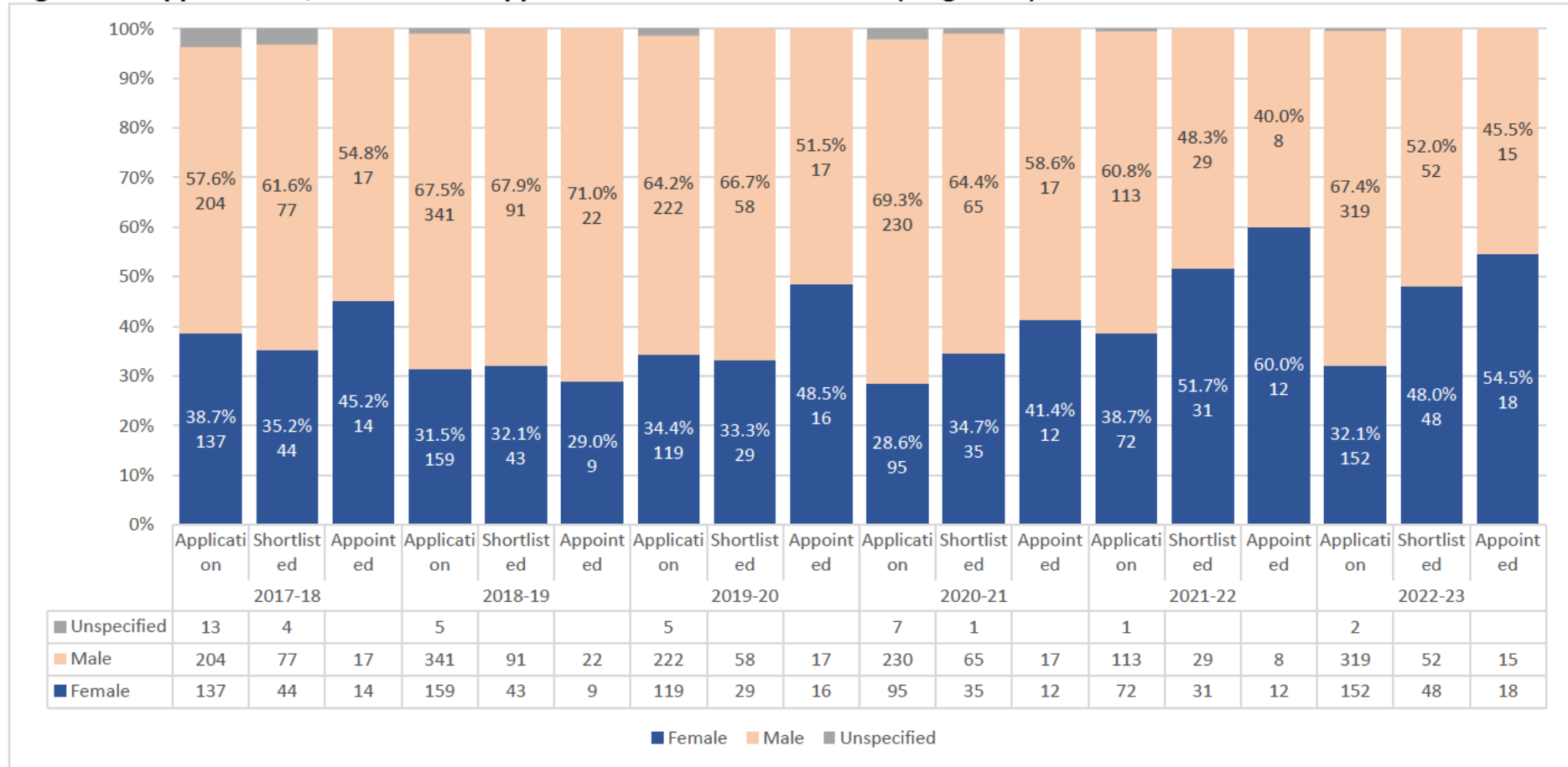


Figure 6.2 Applications, shortlist and appointments made to Schools (Grades 4-6)

Due to data protection all appointments for 2018-18 have been removed. Grades combined due to small appointment numbers.

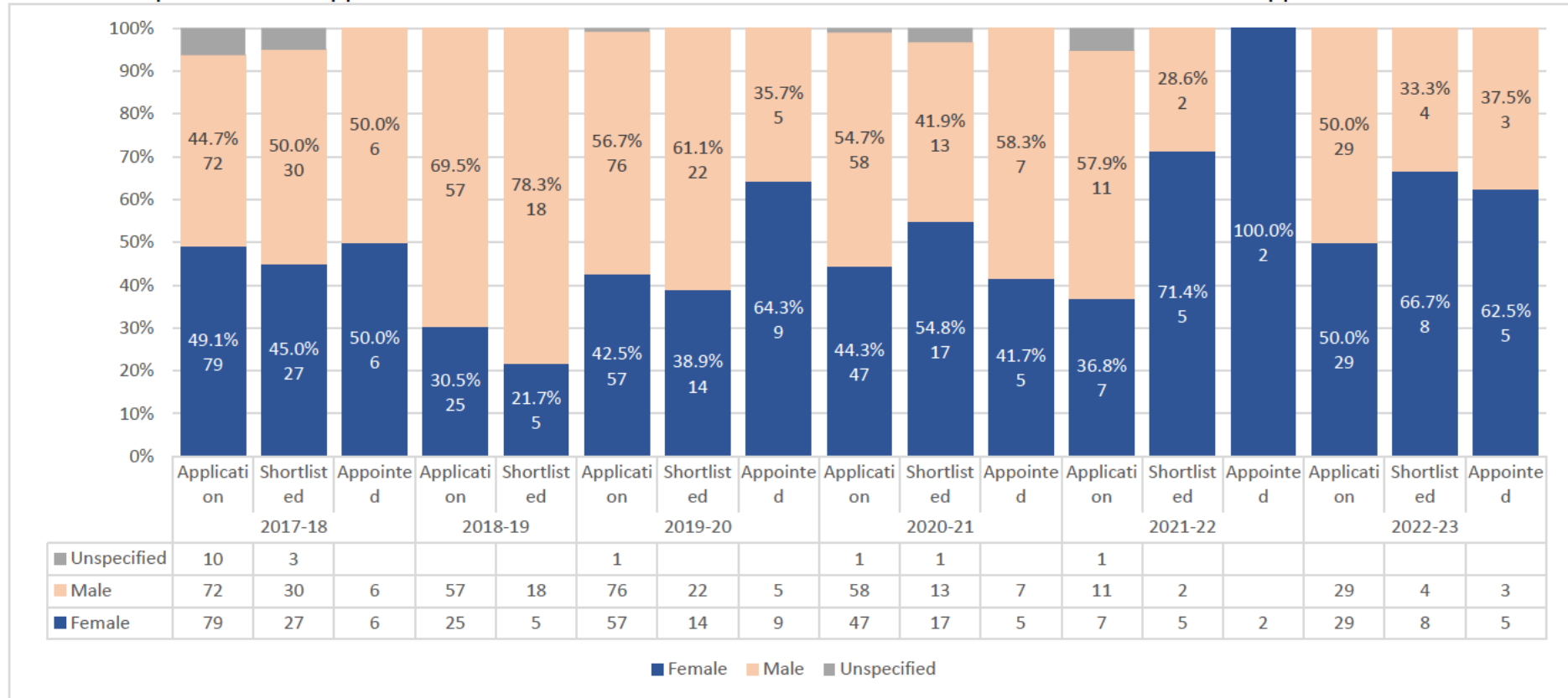


Figure 6.3 Applications, shortlist and appointments made to Schools (Grades 7-8)
 Grades combined due to small appointment numbers.

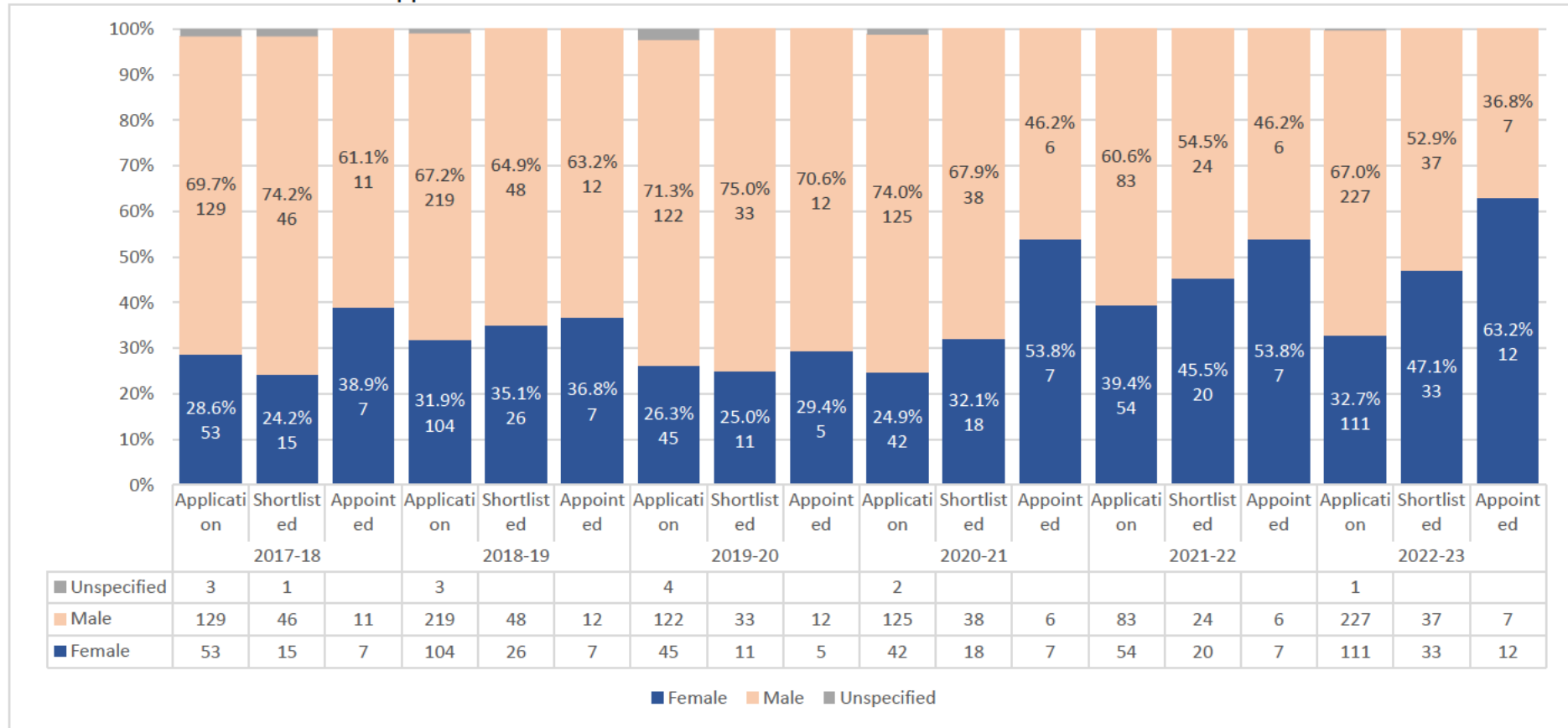


Figure 6.4 Applications, shortlist and appointments made to Schools (Grades 9-10)

Grades combined due to small appointment numbers. Data for Shortlisted candidates for 2020-21 as well as Appointed candidates for 2017-18, 2018-19 and 2020-21 have been removed due to data protection.

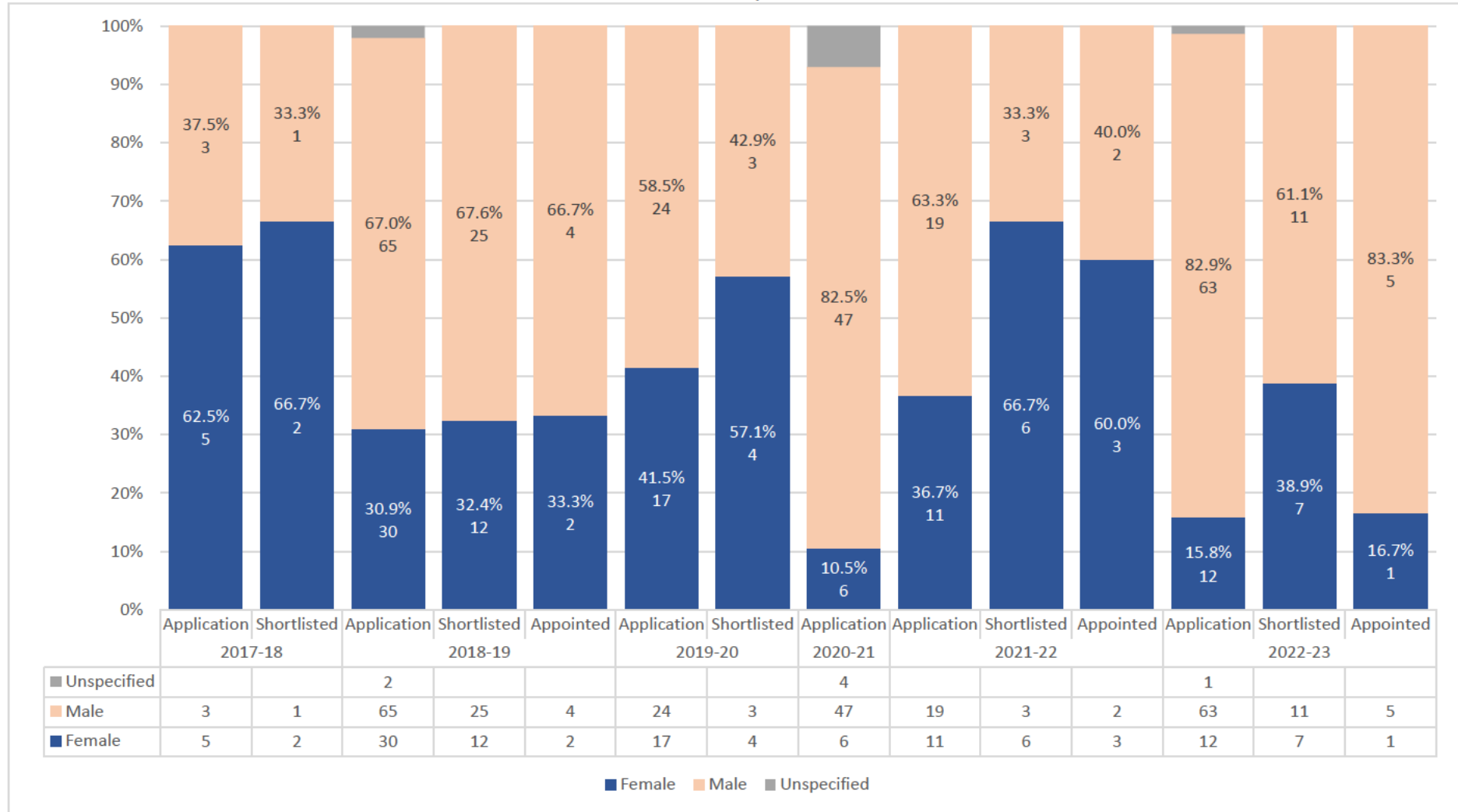


Figure 6.5 School of Applied Sciences applications, shortlist and appointments made to Schools (all grades)
 Grades combined due to small appointment numbers.

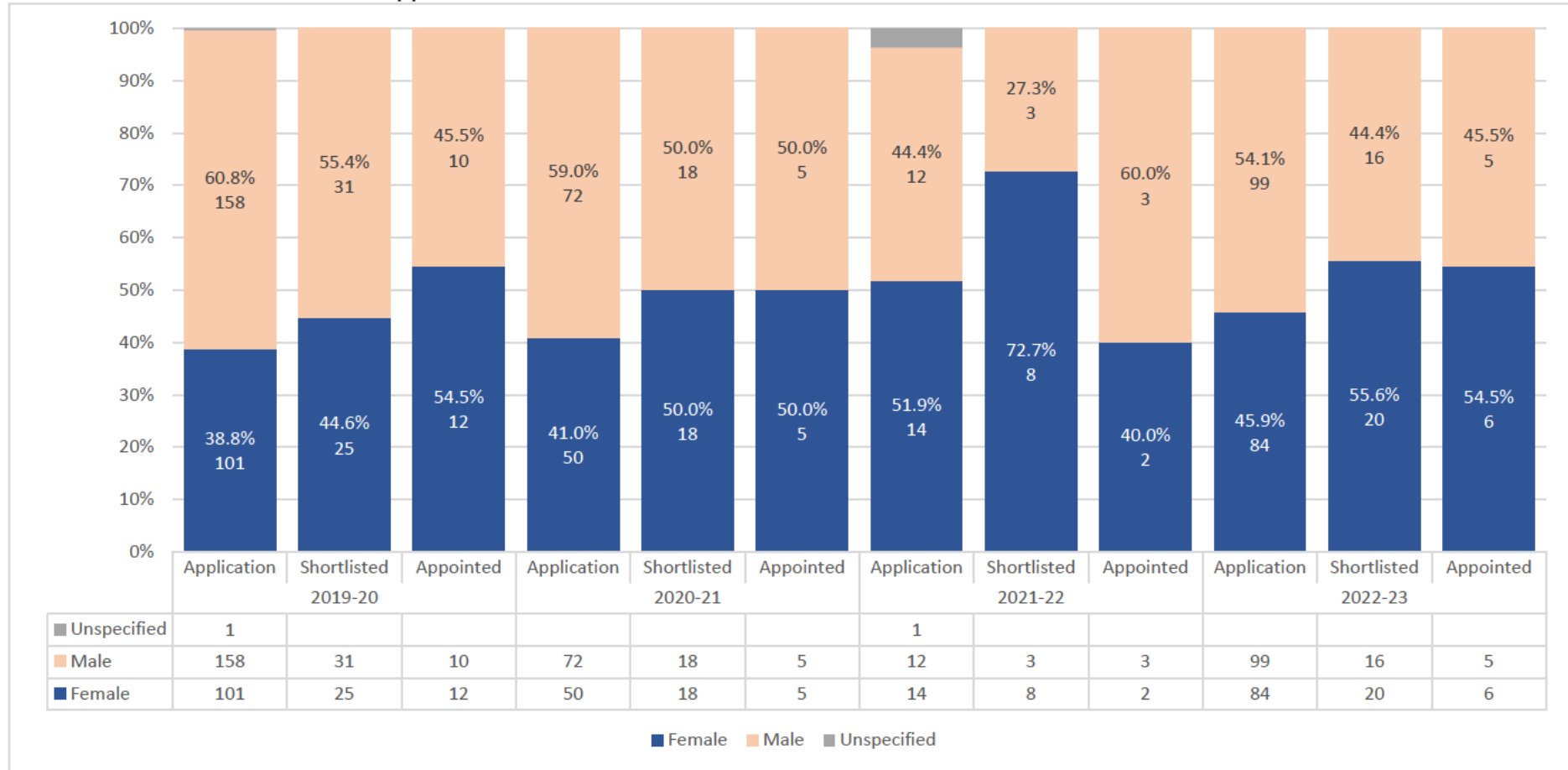


Figure 6.6 School of Business Law and Social Sciences applications, shortlist and appointments made to Schools (all grades)

Grades combined due to small appointment numbers. Data for Appointment candidates for 2019-20 has been removed due to data protection.

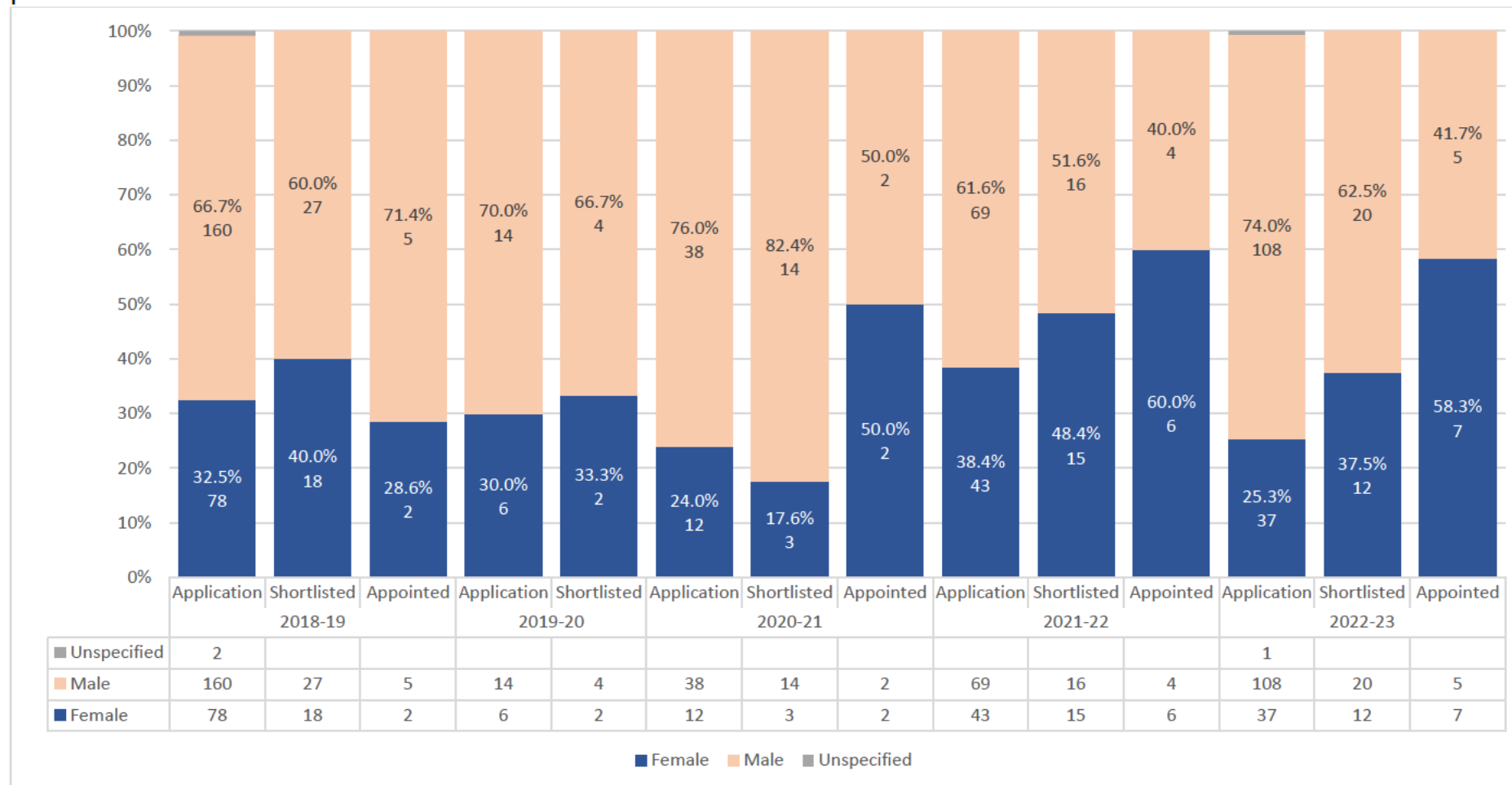
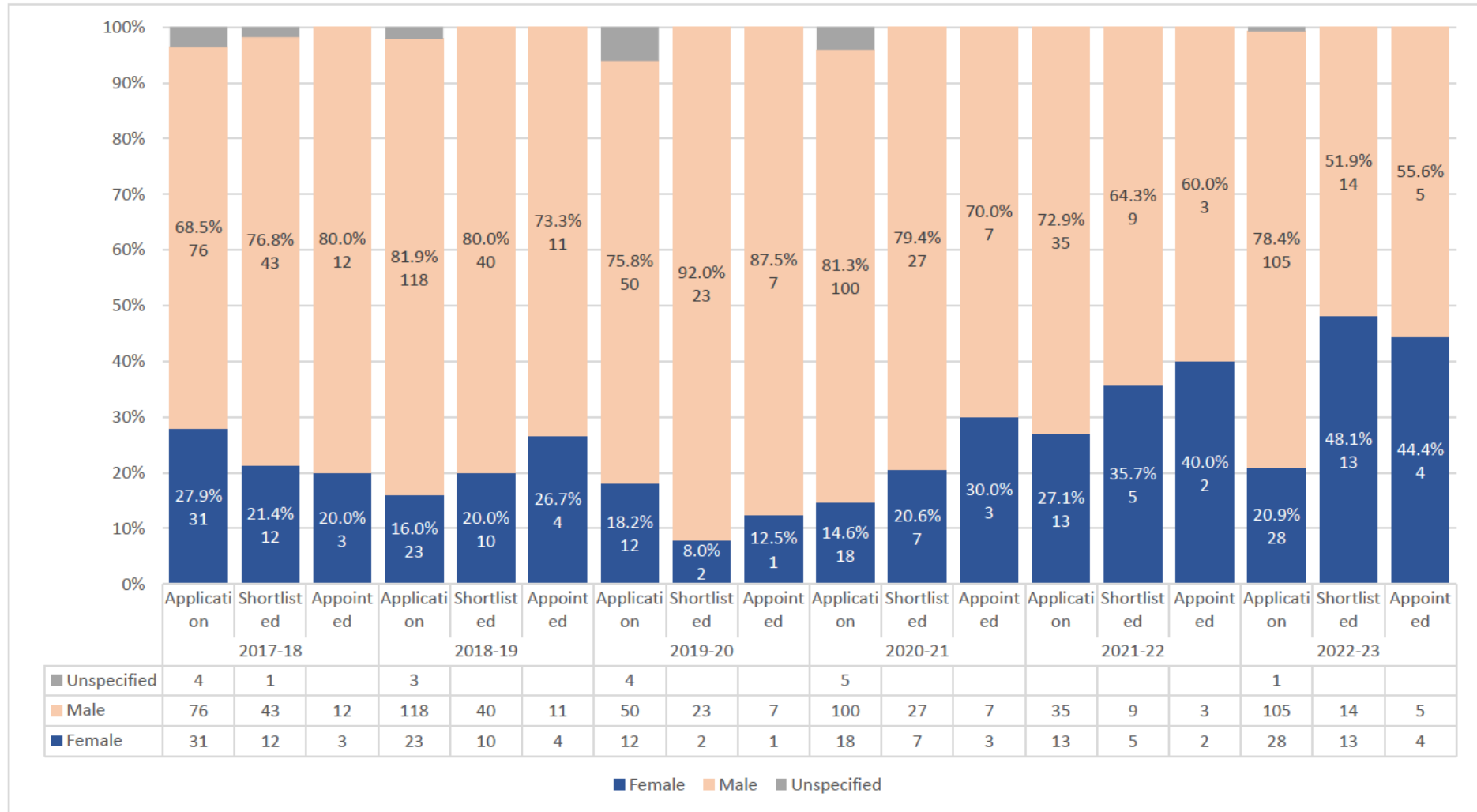


Figure 6.7 School of Design and Informatics applications, shortlist and appointments made to Schools (all grades) Grades combined due to small appointment numbers.



7. Applications, shortlist and appointments made in recruitment to Services by grade

Note: AbLE has been included with Services for recruitment reporting due to most AbLE staff being PSS.

Figure 7.1 Applications, shortlist and appointments made to Services (all grades)

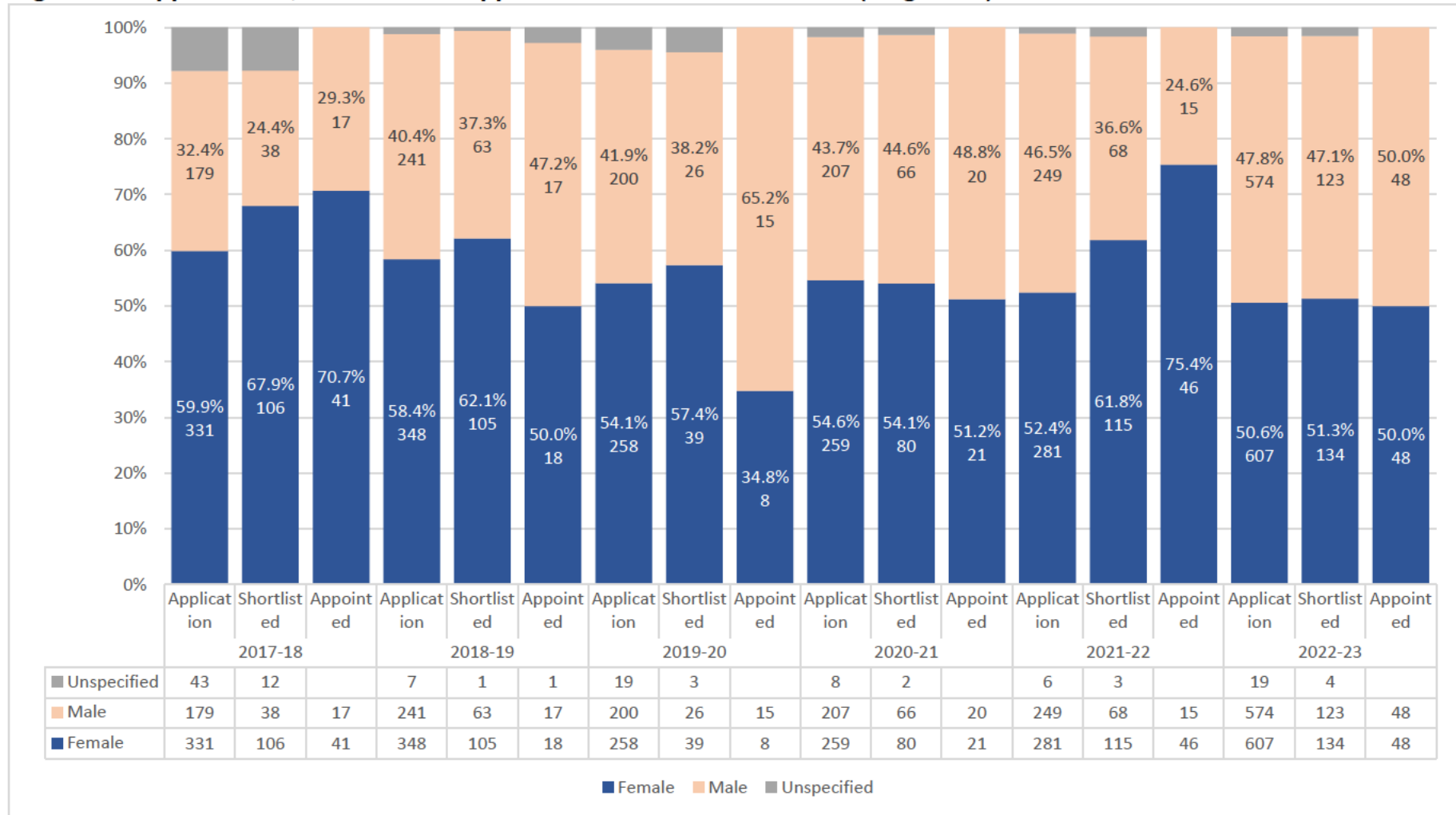


Figure 7.2 Applications, shortlist and appointments made to Services (Grades 1-3)

Grades combined due to small appointment numbers.

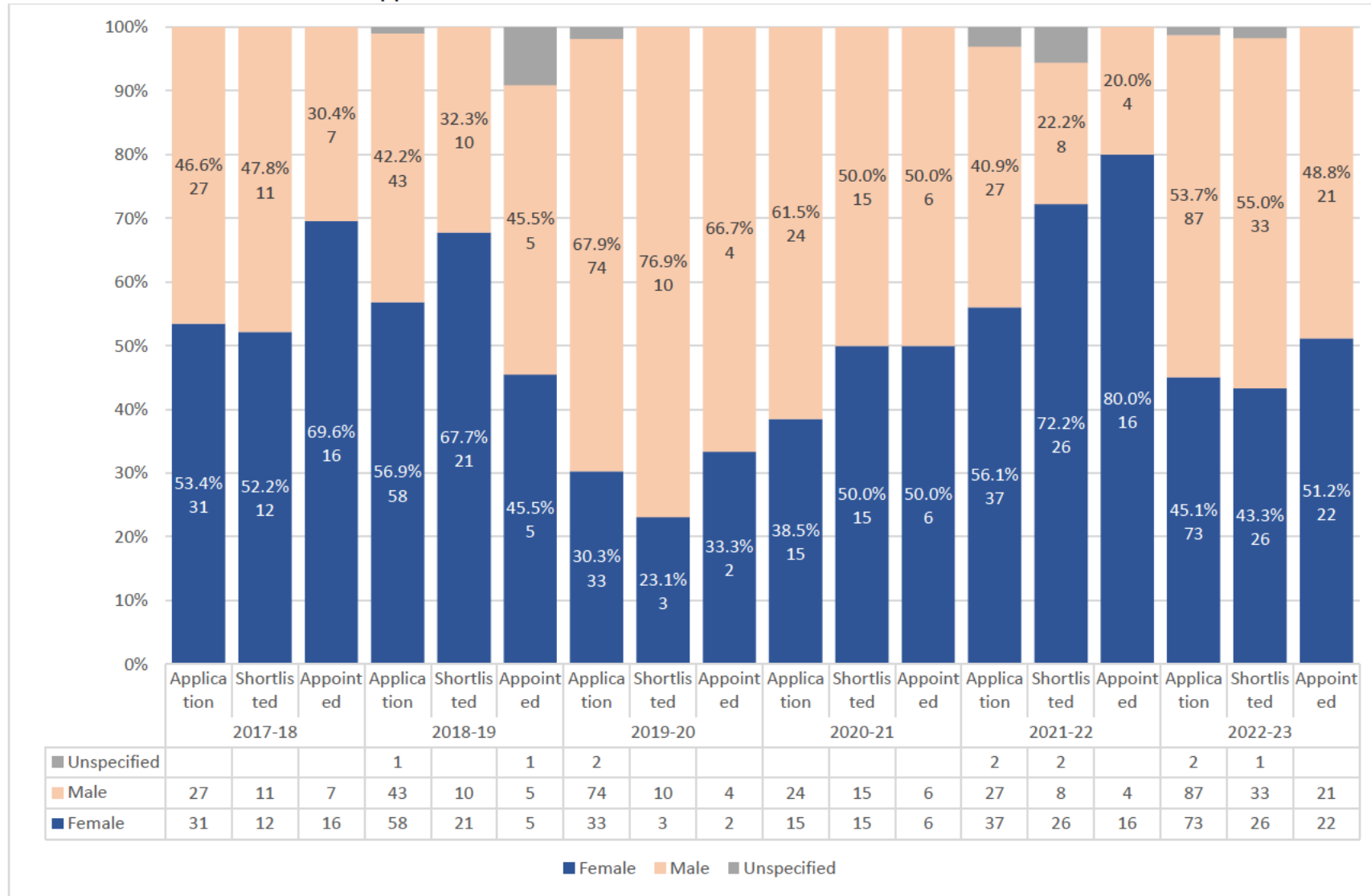


Figure 7.3 Applications, shortlist and appointments made to Services (Grades 4-6)

Grades combined due to small numbers.

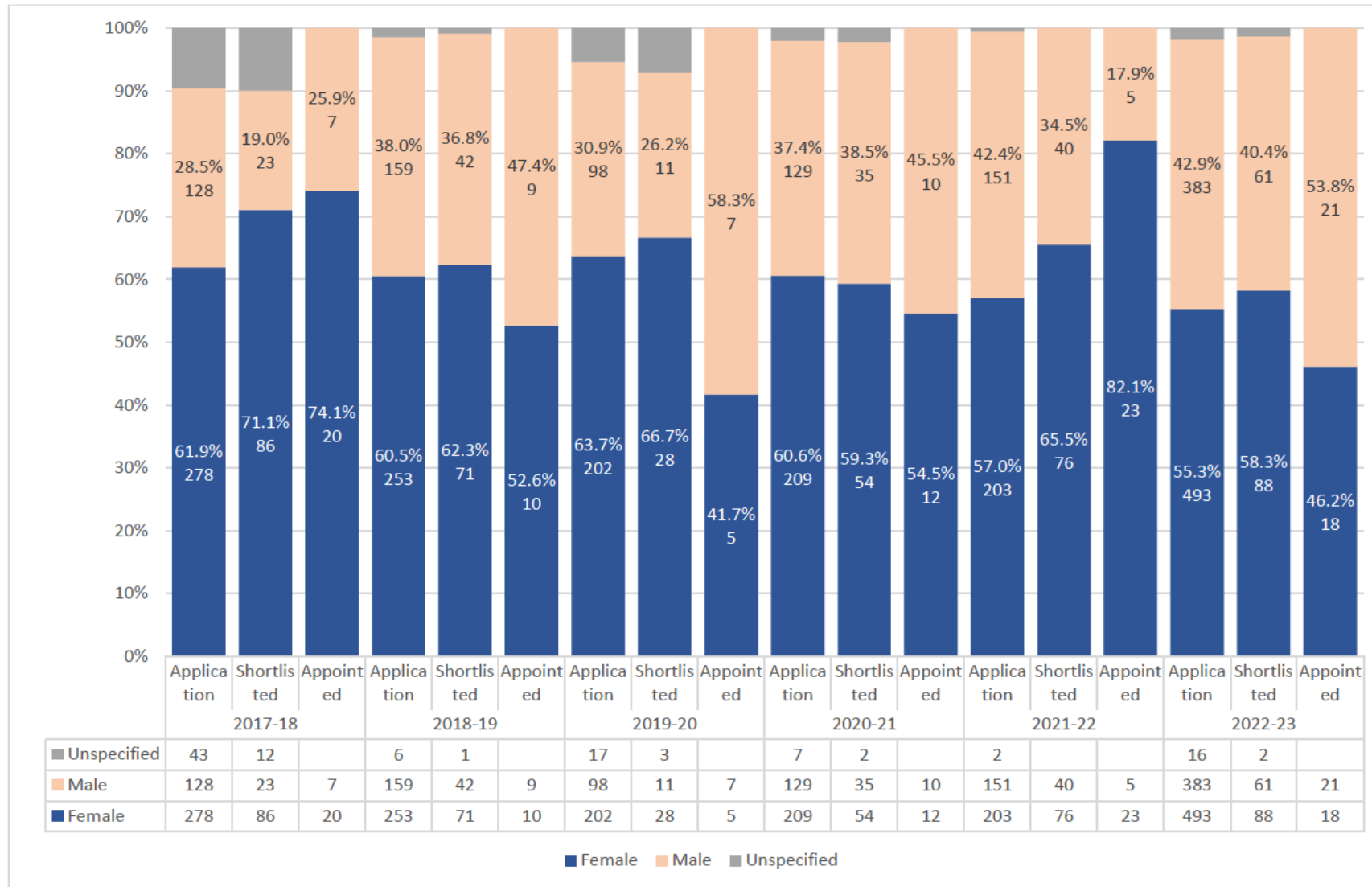


Figure 7.4 Applications, shortlist and appointments made to Services (Grades 7-10)

Grades combined due to small numbers.

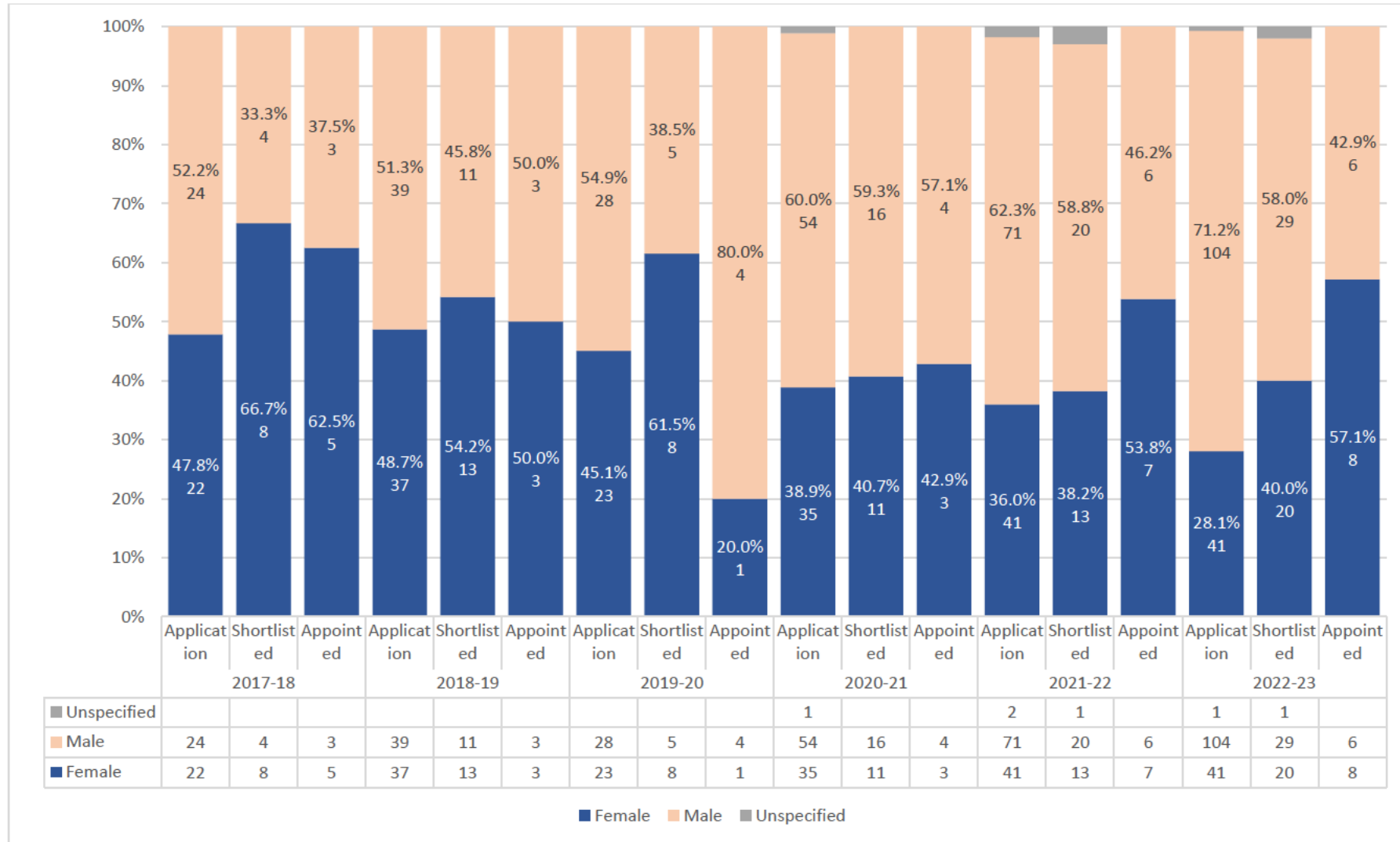


Figure 7.5 Student and Academic Services Applications, shortlist and appointments (all grades)

Grades combined due to small numbers.

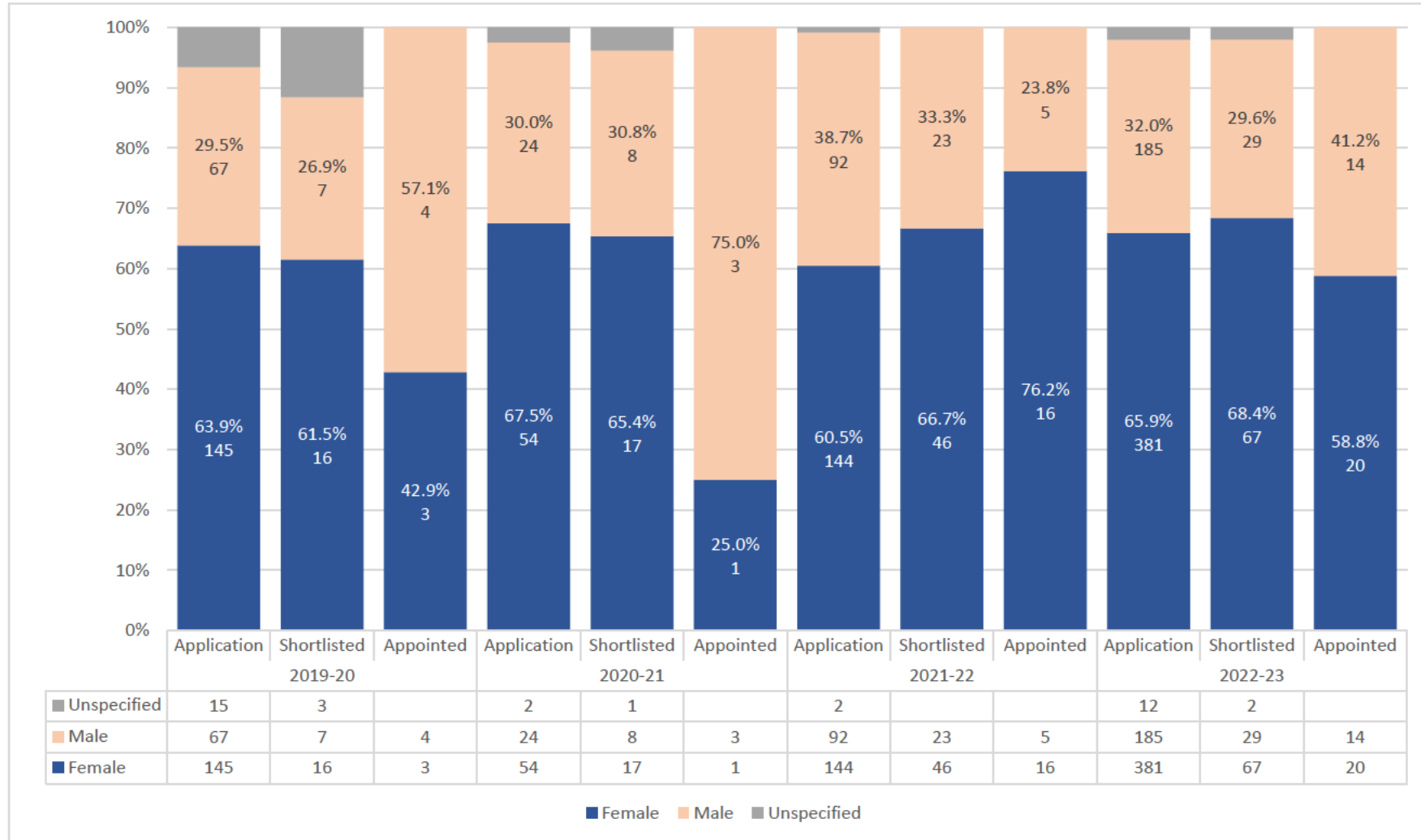


Figure 7.6 Finance Infrastructure and Corporate Services Applications, shortlist and appointments (all grades)

Grades combined due to small numbers.

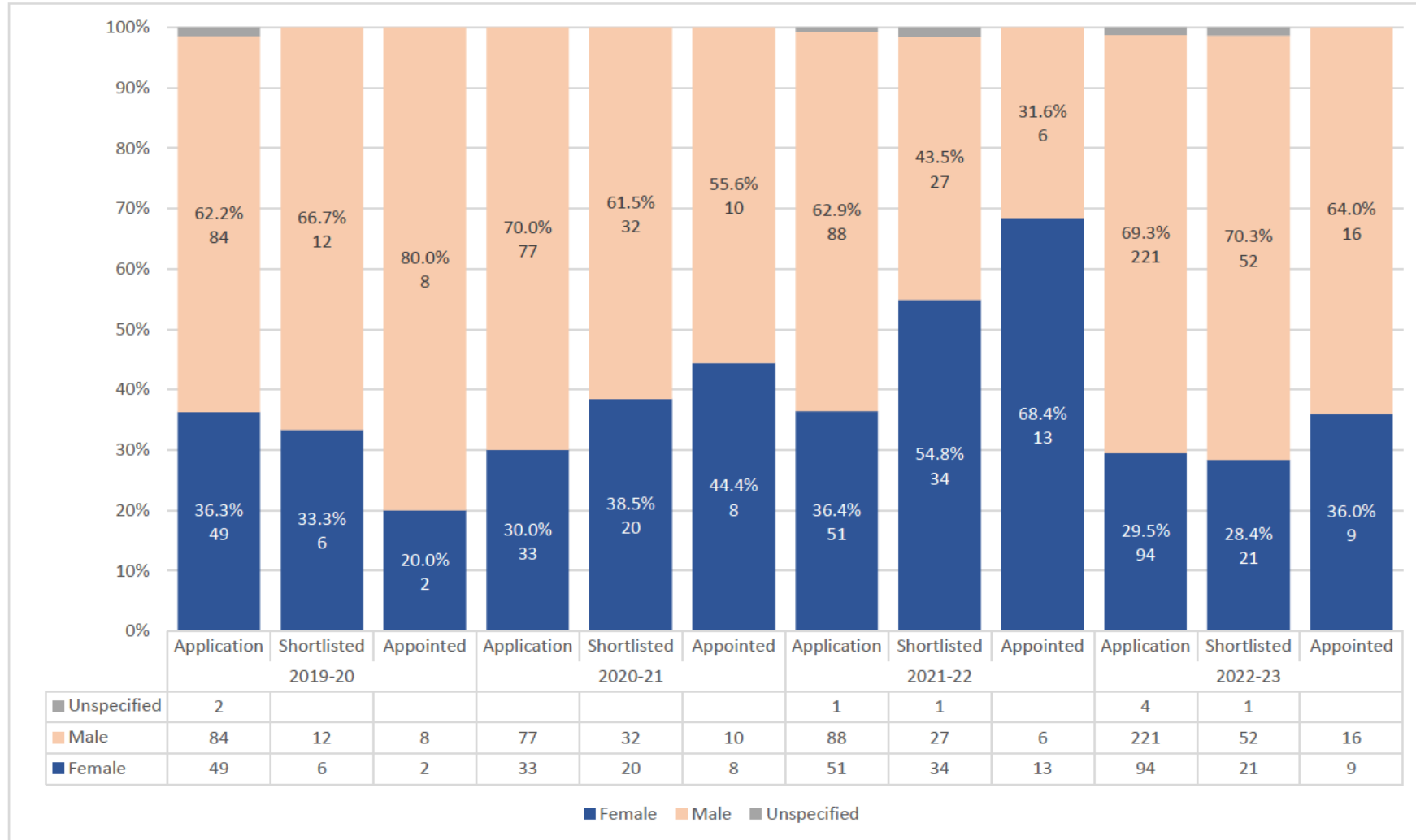
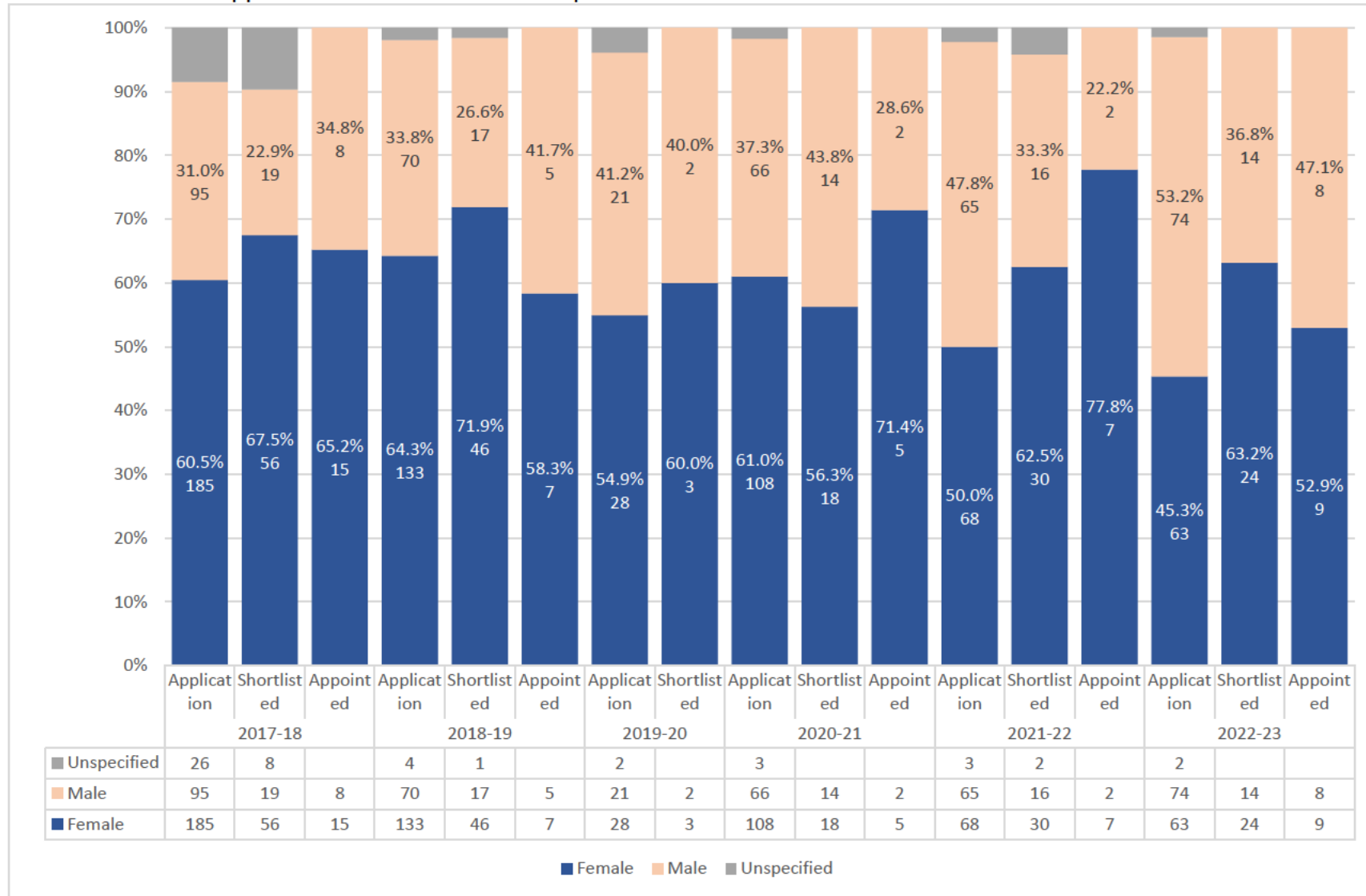


Figure 7.7 External and Corporate Relations applications, shortlist and appointments (all grades)

Data removed for Appointed 2019-20 due to data protection.



8. Applications and success rates for academic promotion by grade

Figure 8.1 Academic Promotions applications and outcomes by year and gender (all grades)

Note: the academic promotions process occurs between January and June and is implemented from 1 August of that year.

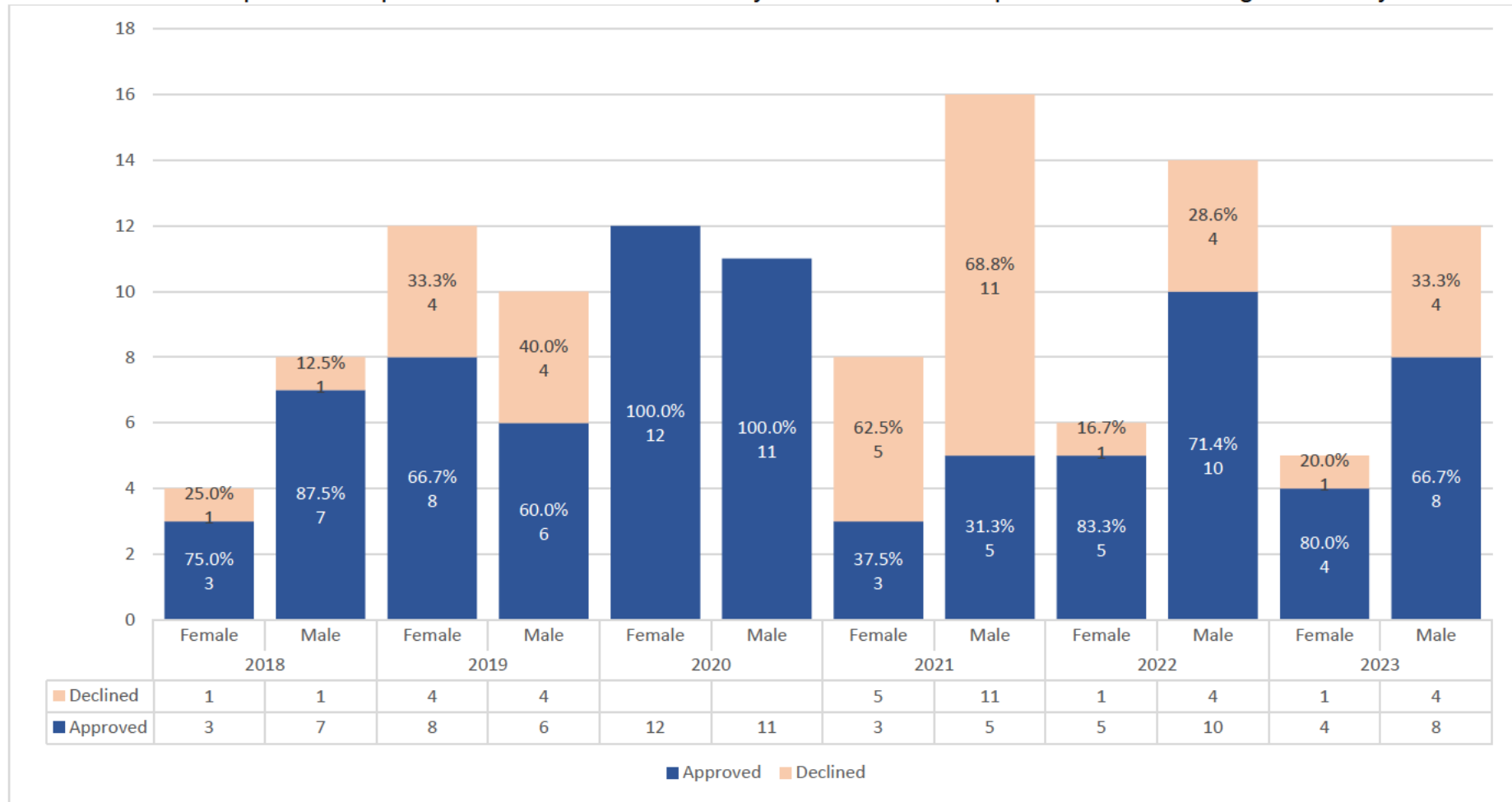


Figure 8.2 Applications and outcomes for 2018-23 (six years) by gender and original grade

(Original grade shown: 6, 7, 8, 9. All applications were for a single grade increase)

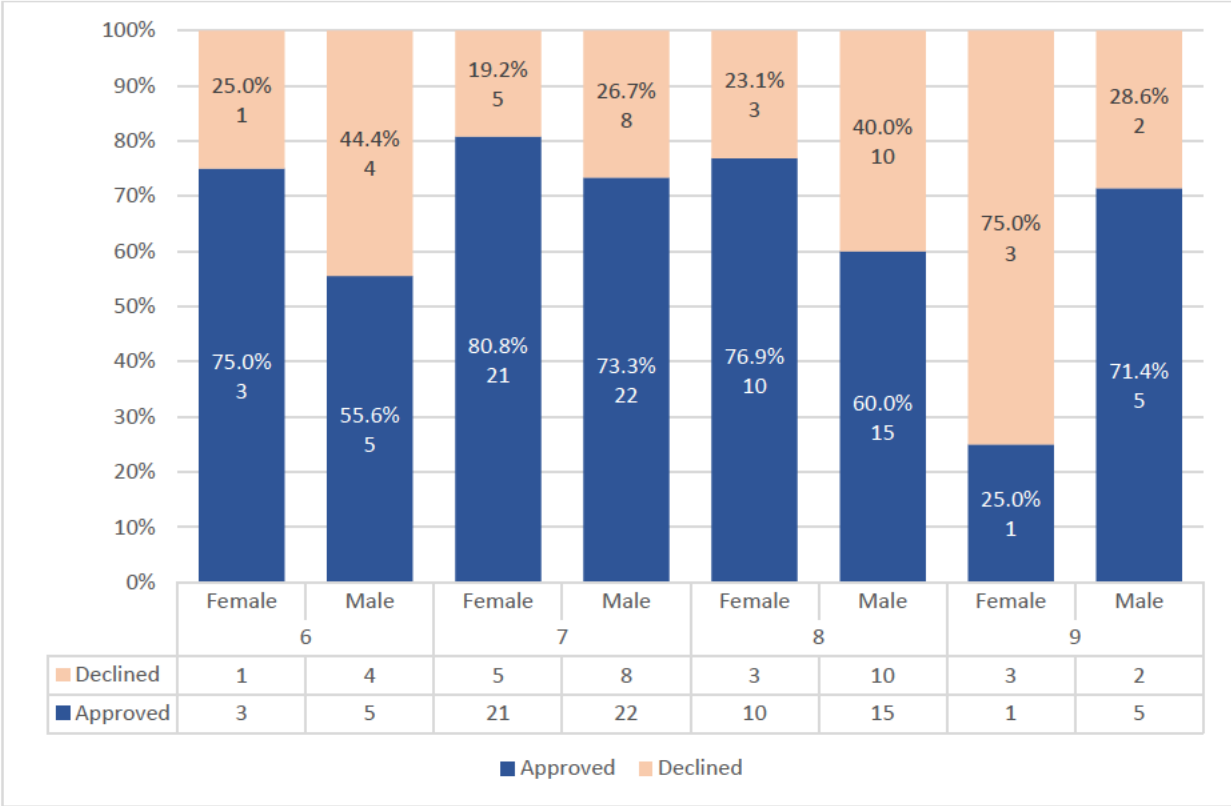


Table 8.1 Academic Promotions average applications per year (all grades)

	Applications		Successful Applications	
	Average	Percentage gender split	Average	Percentage gender split
Women	7.8	39.8%	5.8	42.7%
Men	11.8	60.2%	7.8	57.3%

Table 8.2 Academic Promotions overall success rate (all years and grades):

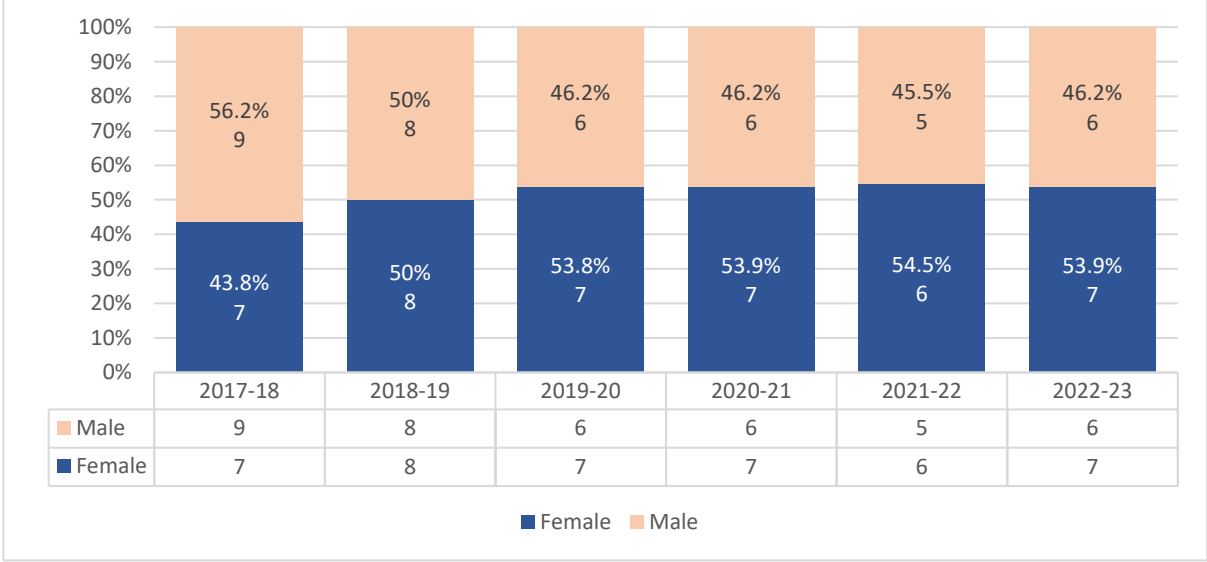
Gender	Success Rate
Women	74.5%
Men	66.2%

Note: Abertay does not have formal progression routes for PTO/PSS staff.

Other data: data sets in addition to the required data

9. Senior Management

Figure 9 Senior Management by gender and year



10. Gender Pay Gap

Table 10.1 Gender Pay Gap: Abertay University KPI 13

Staff overall gender pay gap based on average salary at 31 July (reported to Court and published on Abertay website along with Ethnicity and Disability Pay Gaps in biennial Equality Mainstreaming Report).

2017	2018 (University KPI baseline)	2019	2020	2021	2022	2023
22.7%	14.5%	13.5%	9.6%	11.4%	11.6%	7.2%

Table 10.2 Gender Pay Gap at 31 July 2023 by Grade

	Average Salary		Pay Gap
	Female	Male	
Grade 01	19898	19898	0.0%
Grade 02	20240	20199	-0.2%
Grade 03	21165	22064	4.1%
Grade 04	23892	23205	-3.0%
Grade 05	26384	25983	-1.5%
Grade 06	32555	32252	-0.9%
Grade 07	41151	40273	-2.2%
Grade 08	49157	49687	1.1%
Grade 09	60317	60885	0.9%
Grade 10	79929	76342	-4.7%
All	37108	39994	7.2%

11. Intersectional Analysis

Intersectional pay gaps by year from 2018 to 2023 based on average salary by ethnicity and sex. Bottom right pay gap is between white male and BAME female staff. (2018, 2019, 2020 data produced for Abertay University Race Equality Charter Bronze Award submission 2021)

Table 11.1 Intersectional pay gaps for 2018

	BAME		White		Pay Gap
	No.	Average FTE salary	No.	Average FTE salary	
Female	14	£29,304	321	£29,626	1.1%

Male	23	£36,472	261	£36,744	0.7%
Pay Gap		19.7%		19.4%	20.2%

Table 11.2 Intersectional pay gaps for 2019

	BAME		White		
	No.	Average FTE salary	No.	Average FTE salary	Pay Gap
Female	19	£29,499	315	£31,459	6.2%
Male	20	£38,783	268	£36,262	-7.0%
Pay Gap		23.9%		13.2%	18.6%

Table 11.3 Intersectional pay gaps for 2020

	BAME		White		
	No.	Average FTE salary	No.	Average FTE salary	Pay Gap
Female	13	£34,113	264	£34,469	1.0%
Male	17	£42,389	237	£38,570	-9.9%
Pay Gap		19.5%		10.6%	11.6%

Table 11.4 Intersectional pay gaps for 2021

	BAME		White		
	No.	Average FTE salary	No.	Average FTE salary	Pay Gap
Female	13	£31,582	266	£33,875	6.8%
Male	18	£41,994	234	£37,373	-12.4%
Pay Gap		24.8%		9.4%	15.5%

Table 11.5 Intersectional pay gaps for 2022

	BAME		White		
	No.	Average FTE salary	No.	Average FTE salary	Pay Gap
Female	21	£31,097	281	£34,298	9.3%
Male	24	£40,314	242	£38,979	-3.4%
Pay Gap		22.9%		12.0%	20.2%

Table 11.6 Intersectional pay gaps for 2023

	BAME		White		
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	No.	Average FTE salary	No.	Average FTE salary	Pay Gap
Female	27	£34,550	244	£39,419	12.4%
Male	30	£37,587	255	£40,848	8.0%
Pay Gap		8.1%		3.5%	15.1%

12. Learning and Development data

Table 12.1 Development Discussions (Abertay’s appraisal scheme) completion

Gendered analysis has not been undertaken due to very high completion rates.

Year	DD completion rate
2022	96%
2023	99%

Table 12.2 Abertay Aurora Cohorts

Staff supported to participate in the Aurora Programme (Advance HE Women’s Leadership Programme)

Year	Total
2018-19	12
2019-20	5
2020-21	9
2021-22	5
2022-23	3
2023-24	4
Grand Total	38

Across the period 6 (16%) of Abertay’s participants are Black, Asian or Minority Ethnic.

Table 12.3 TRAMS (Cross-institutional Teaching, Research and Academic Staff Mentoring Scheme) participants 2022-23



Type of participation	Female participants		Male participants		Total
Mentee	8	47%	9	53%	17
Mentor	7	54%	6	46%	13
Total roles	15	50%	15	50%	30

Of which, number acting as both mentee and mentor	3	20% of all female participants	1	7% of all male participants	4
Total individuals	12	46%	14	54%	26

Completion of online EDI courses

Position at November 2023, based on current staff with access to the course.

Table 12.4 Diversity and Inclusion Online Course Completion

	Female		Male		All	
Status	No.	%	No.	%	No.	%
Passed	91	36.2%	85	37.3%	176	36.7%
In Progress	22	8.8%	10	4.4%	32	6.7%
Not Started	138	55.0%	133	58.3%	271	56.6%
Grand Total	251	100.0%	228	100.0%	479	100.0%

Table 12.5 Unconscious Bias Online Course Completion

	Female		Male		All	
Status	No.	%	No.	%	No.	%
Passed	163	59.5%	143	57.9%	306	58.7%
In Progress	17	6.2%	10	4.0%	27	5.2%
Not Started	94	34.3%	94	38.1%	188	36.1%
Grand Total	274	100.0%	247	100.0%	521	100.0%

Table 12.6 Recruitment and Selection Online Course Completion

	Female		Male		All	
Status	No.	%	No.	%	No.	%
Passed	26	50.0%	24	50.0%	50	50.0%
In Progress	8	15.4%	7	14.6%	15	15.0%
Not Started	18	34.6%	17	35.4%	35	35.0%
Grand Total	52	100.0%	48	100.0%	100	100.0%