



Annual Employment Data Report
Session 24/25

November 2025

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Annual Employment Data

This report details UHI Moray's process to gather, monitor and utilise employee equalities data to better meet the general equality duty.

The general equality duty requires UHI Moray to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

1.1 UHI Moray UHI Mission, Vision and Values

Mission Statement - the purpose of UHI Moray is:

“To transform lives and to be at the heart of transformation in Moray and in the wider region”

UHI Moray will achieve this mission through activities related to teaching, learning, research and the support of students.

Vision Statement – During this period UHI Moray's vision was that it will become 'famous' for:

- the high quality of its teaching and learning
- its partnership work with stakeholders: including UHI, schools, employers and the community (through its partnership planning structures)
- the positive impact and outcomes of the work it does
- its values, for “doing the right things in the right way”

Values Statement – UHI Moray has developed an expression of each of the following values in order to be able to model linked behaviours that will generate the organisational culture that UHI Moray seeks to foster.

- Collaboration – We are friendly. We work collaboratively in our teams and across teams. We share the best of what we do as part of our interaction with each other. We are part of UHI and it is part of us. We fully play our part in UHI's development. We are generous with our time. We take time to listen, and to explain. We are always keen to help, to look together for ways of doing things better.
- Openness – We are local with an outward-facing perspective. We embrace change. We seek to be innovative in what we do and how we do it, curious to learn from the best in our sector to become the best. We reflect and discuss what we do and how we do it. We are always learning.
- Respect – We are accountable for what we do and how we do it. You can depend on us to do what we say we will. We agree our priorities and stick to them. We make decisions as close to possible to where their impact is. We

are considerate, supportive, and caring. People feel valued because we value them

- Excellence – We focus on our strengths, and on what we do well. We take every opportunity to recognise and celebrate our successes. We take pride in our work and seek to inspire and excite others. We are persistent in looking to achieve what is possible. We know our statistics and use them to improve. We are driven by our mission and vision though, not our data.

Staff are very much aware of our CORE values as we ensure this through recruitment, induction, professional review and development and staff development. We evaluate activities individually and collectively with reference to our CORE values.

1.2 Organisational Structure

UHI Moray offers a very diverse range of employment opportunities with a number of variants to the main terms and conditions (in relation to options for term time working, flexible working, part time and full time working etc). Posts offered range from cleaning, clerical, administration, technical and management to teaching in vocational and academic areas. As is described within the Annual Employment Equalities Data Section below, UHI Moray employs a high proportion of female staff, perhaps reflecting the flexibility, part time and term time nature of much of the employment opportunities offered. This is a common finding within the Further Education Sector.

UHI Moray has undergone a period of significant change over a sustained period. Session 24/25 saw the development and implementation of a Financial Recovery Plan and the consequent reduction in staffing over the period. This necessitated a full curriculum review and evaluation of activities. These continue to ensure the continued commitment to our Vision with a much smaller staff cohort. Hybrid working has continued in some areas of the institution, with a review having been undertaken in relation to the UHI Moray Flexible Working Procedure, which is planned to be ratified in November 2025. This review aims to bring equity in approach across staff groupings whilst reflecting the feedback gained from staff in the previous year.

1.3 Pay and Grading

In furtherance of UHI Moray's commitment to equal pay and, as reported in previous Mainstreaming Reports, UHI Moray undertook a job evaluation project which supported the implementation of a new pay and grading structure in January 2011. The most recent equal pay review (undertaken in 2025 and based on March 2024 salary payments), demonstrates that, whilst UHI Moray still has an overall gender pay gap, there are no significant gender pay gaps within grade when considering grades in relation to gender, disability or race, based on current salary levels.

UHI Moray became a signatory to the National Joint Negotiating Committee in 2015 and, as such, pay awards and amendments to relevant terms and conditions are now determined through National Bargaining. It is the case that separate agreements emerge from the NJNC for teaching and support staff and this has impacted upon the relative position of these groups. It has also been agreed that a National Job Evaluation Scheme will be applied to NJNC related support staff posts with outcomes backdated to 1 September 2018. This work commenced in 2019 and is still the subject of the national negotiating machinery. The outcome of this is likely to impact on the relative position of the staff groups.

1.4 Staff Development

Staff development in relation to equalities matters begins at the induction stage of employment at UHI Moray. Each individual is supported, by their line manager, through the Induction Section on the college virtual learning environment, Brightspace. Equality and Diversity is a key element of this. Thereafter, development on equalities issues such as equality impact assessment is built into staff development days as appropriate and as identified through the Professional Review process, requests from areas or informed through developments such as in response to priorities set at national level or through the Scottish Funding Council and the relevant professional standards. A particular focus of training has been in relation to Resilience and Workplace Coping Strategies, Harnessing Ideas, Sexual Harassment, Safer and Effective Recruitment and Unconscious Bias Training.

Staff and students are communicated with via a variety of media including newsletters, meetings, through the management structure, events, internet, the UHI Moray Hub on sharepoint, e-mail and virtual learning environment.

1.6 Equalities Data Collection for Staff

Disclosure rates for protected characteristics have been at high levels within UHI Moray for some time. The table below provides information in relation to the disclosure rates for staff on 31 July 25. It is a positive aspect that disclosure rates in UHI Moray remain so high, perhaps indicating that staff feel able to disclose data in confidence. It should be noted that where a member of staff has taken the option to decline information then this is considered to be a disclosure.

Table 1: Protected Characteristic Disclosure Rate

Protected Characteristic	Disclosure Rate at 31 July 2025
Sex	100%
Race	100%
Disability	98%
Sexual orientation	94%
Religion or belief	96%
Age	100%

Marriage and Civil Partnership	99%
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1.7 Equality Impact Assessment

All HR Policies and Procedures have been subject to Equality Impact Assessment in accordance with the HR Policy Review Timetable. The objective is to ensure that the HR Policy Review Group is fully informed when considering new and reviewed HR Policies and Procedures. These are considered by staff and trade union representatives, the Strategic Leadership Team and are published on the UHI Moray website.

1.8 Annual Employment Equalities Data – Sessions 24/25

Data has been collected and presented for the above session to allow comparisons and identifications of potential trends. The data covers the following protected characteristics:

- Sex
- Race
- Disability
- Age
- Religion or belief
- Sexual Orientation
- Marital Status

Data arising from the following processes is analysed and reference is made to the college population and 2022 local and national census data (where available).

- New employees
- Internal Appointments
- Recruitment Applications
- Leavers
- Grievances, Capability and Conduct Hearings (given low numbers and the statistical relevance of this data a qualitative review is undertaken during the policy review process rather than the presentation of data for these matters)

The data collected and analysed is based on all staff contracted at 31 July 25, the last date of the academic session, and records headcount. Information is held centrally in relation to the protected characteristic Pregnancy and Maternity and it has been identified that a gap exists in UHI Moray's central monitoring in relation to gender reassignment.

It should be noted that the census information is based upon the entire population whereas the college staff population is that of working age. Although we are to some extent not comparing like with like, the comparison is considered to be helpful in relation to highlighting some areas which may require may some further investigation.

1.8.1 UHI Moray Staffing Profile

Table 2: Sex

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 25
Sex			
Male	49	49	30
Female	51	51	70
Not Stated			

Gender

- Female - 167
- Male - 72
- Undisclosed - 0



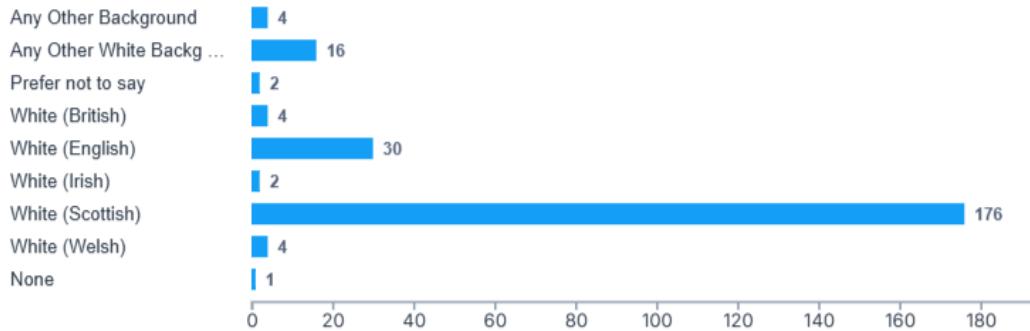
Our figures show, as is common with the education sector, that UHI Moray continues to employ a higher percentage of women than that reflected in both the Scottish and Moray population. The ratio between men and women employed at UHI Moray has not significantly altered over an extended period and it is considered that this is perhaps reflective of the types of posts offered and the part time, term time and fixed term nature of many of the UHI Moray posts, which would traditionally be more suited to those seeking flexibility for caring and other responsibilities. This assertion has been supported when considering this data alongside the UHI Moray Equal Pay Statement and Pay Gap reporting where the impact of occupational segregation is apparent.

Table 3: Ethnic Origin

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 25
Ethnic Origin			
White Scottish	77.7	73.7	73.6%
White Other British	9.4	20	15.9%
White Irish	1	0.6	0.8%
White Other	4.8	3.4	6.7%

Asian, Asian Scottish or Asian British	3.9	1	0%
Other ethnic groups	3.2	1.3	1.7%
Information refused/NK			1.3%

Person - Ethnicity



The monitoring categories for this protected characteristic have been aligned with the census. The data suggests that the UHI Moray population is quite aligned with that of the Moray area. It shows a slightly higher proportion of White Other in the UHI Moray population. The proportions of Other ethnic groups nationally and in Moray are low and this is reflected in the UHI Moray population.

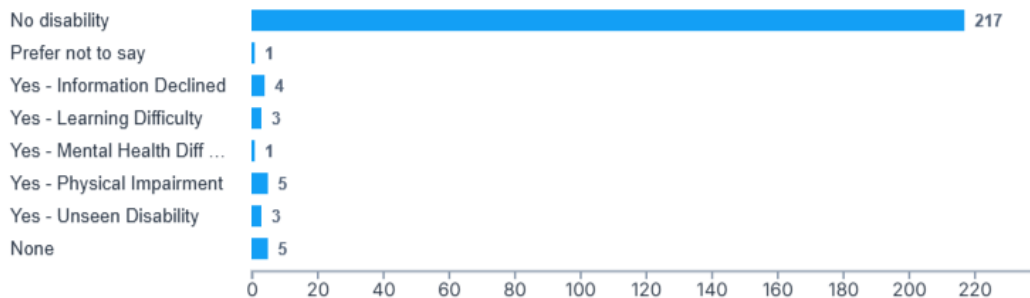
Overall, there is a full level of disclosure for this protected characteristic for UHI Moray.

Table 4: Disability

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 24
Disability*			
Info Declined/NK			2.5%
No	89	91	91%
Yes	11	9	6.5%

* long term health condition in the census

Person - Disability Status



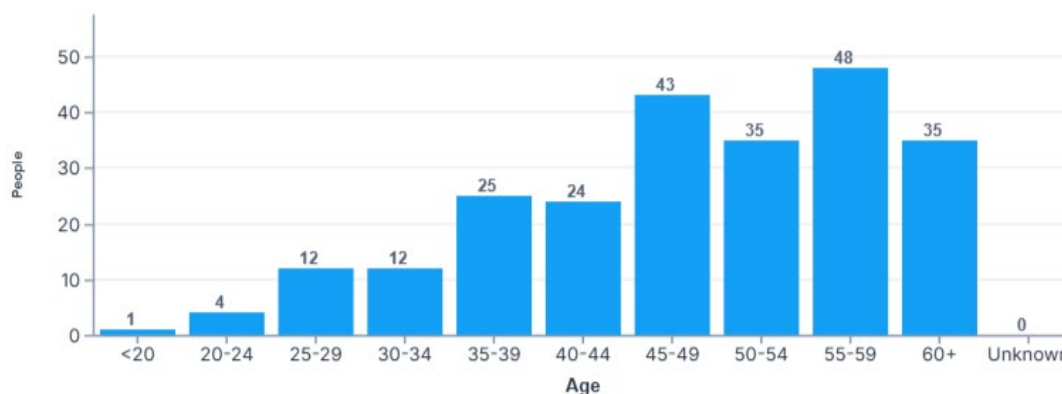
The census records this element with reference to impact on day to day activities. For this purpose 'Yes' above includes those who have noted that their long term health condition limits their day to day activities 'a lot' (to align to the legal definitions term 'significant') There is, again, a high disclosure rate in UHI Moray for this protected characteristic.

UHI Moray had, for a significant time, held the government 'Positive About Disability' double tick symbol and has, on a consistent basis, met the standards applied by that scheme in the attraction, support and retention of disabled staff. UHI Moray then migrated to the new Disability Confident Scheme.

Table 5: Age

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 25
Age			
16-29	16.9	14.1	7.1%
30-44	19.1	17.3	25.5%
45-59	20.8	21.7	52.7%
60+	26.9	30.3	14.6%
Not Stated			

Age



Staff aged between 45 and 59 make up the majority of UHI Moray's staff and the proportions of younger staff are relatively low. This is perhaps reflective of the types of roles undertaken in UHI Moray where lecturers, for example, are generally experienced in working in their area of specialism before moving into teaching. In general UHI Moray has a high proportion of longer serving staff and this again could contribute to the high proportion of staff in this age category.

Generation

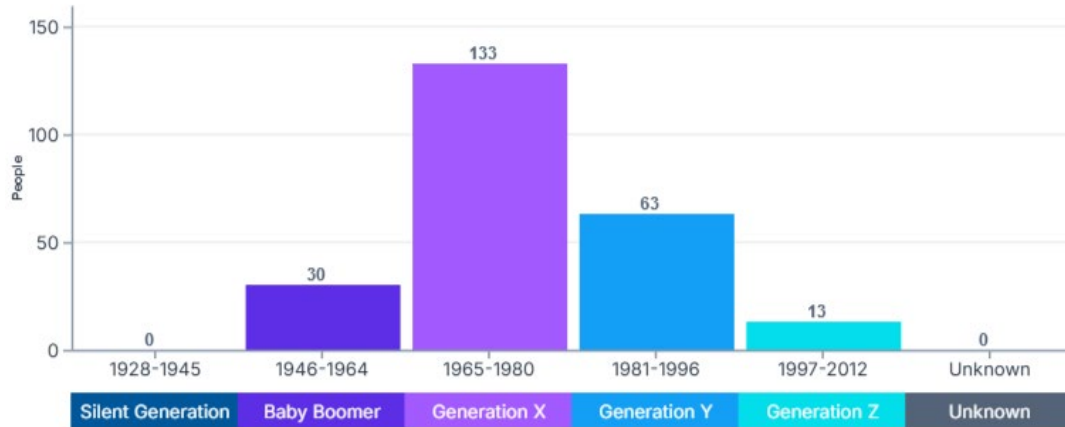
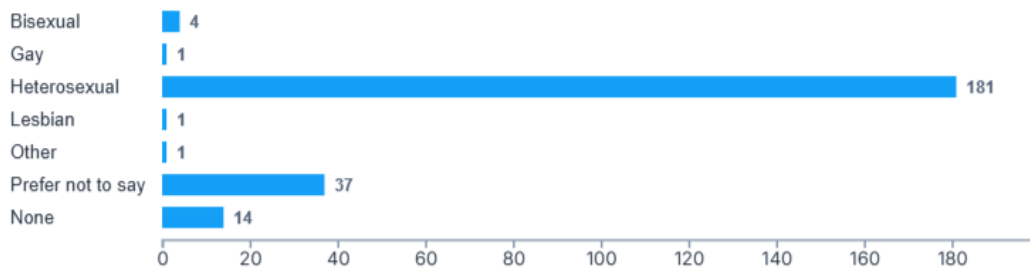


Table 6: Sexual Orientation

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 25
Sexual Orientation	For people aged 16 or over	For people aged 16 or over	
Heterosexual	87.8	89	75.7
Lesbian	4	2.8	2.9
Other			
Bisexual			
Gay			
Unknown/Info declined	8.2	8.2	21.3

Person - Sexual Orientation



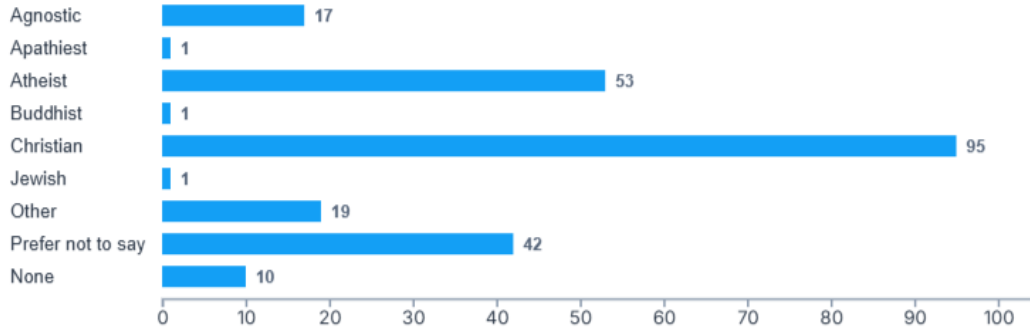
Whilst this is a protected characteristic with a high level of disclosure overall, it is the lowest level of disclosure in UHI Moray. This makes a comparison with the national and regional population data difficult.

Table 7 Religion or Belief

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 25
Religion or Belief			
Christian	38.8	34.2	39.7
Muslim	2.2	0.3	0

Other Religions	1.7	1.4	16.7
No Religion	51.1	58.1	26
Unknown	6.2	6	17.6

Person - Religion or Belief



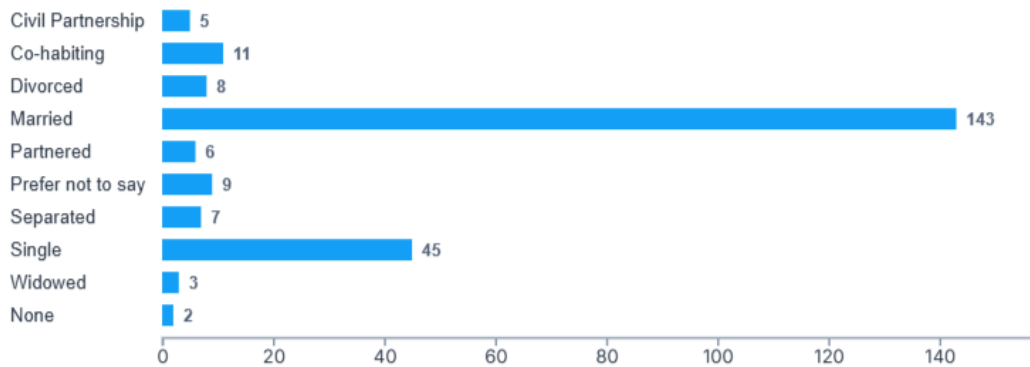
It is interesting to note that the level of No Religion is much lower in the UHI Moray population than in the Moray and Scottish population. It is difficult however to draw conclusions from this when, again, the unknown level is so high.

Table 8: Marital Status

	Scottish Pop'n Profile %	Moray Area Profile %	UHI Moray Profile % contracted staff at 31 July 25
Marital Status			
Single	38.1	31.1	18.8
Married**	44	49.1	59.8
Separated	2.4	2.5	2.9
Divorced	8.4	9.7	3.3
Widowed	7	7.6	1.2
Other			16.7
Not Known			

** UHI Moray figures include cohabiting and civil partnership

Person - Marital Status



Again, we show lower proportions of single employees when compared to the national and Moray population, which can partly be explained by the consideration

of only working population in the UHI Moray data. This data would also appear to correlate with the age profile of UHI Moray, where the majority of our population is in the age bracket 44 – 59.

Pregnancy and Maternity

Whilst this is a protected characteristic which is not monitored through self disclosure on the HR system, central records are held in relation to those staff who are pregnant or take maternity leave during the period. In the session 24/25 we had 2 members of staff begin maternity leave.

We believe that staff are well supported with maternity provisions which are more generous than statutory provisions, a positive approach in relation to flexible working and also a specific contact person for those who are embarking on maternity periods and are navigating through the relevant requirements and implications.

1.7.2 Recruitment

Being a process which is considered to have a high potential for an adverse impact on those of particular protected characteristics, the Recruitment and Selection Procedure is one which has been reviewed and amended in light of previous impact assessments.

The data and statistics are interesting but have their limitations and are therefore used to identify any further investigation. Previous further investigations have demonstrated that UHI Moray, like many other organisations, experiences occupational segregation. The terms and conditions which, in large measure, incorporate term time working and do not require weekend work, impact upon the profile of those seeking to work at UHI Moray.

In order to monitor this activity, three elements are considered: Applications, how these applications are translated into appointments and internal staff appointments. These have been considered with reference to the Scottish population. This is as a result of UHI Moray's move towards recruitment through recruitment websites and social media, which has had a consequent impact on the area from which UHI Moray is attracting applications. The potential increased flexibility to accommodate home-working which has resulted from the arrangements introduced as a result of Covid-19 has also enabled individuals from further afield to apply for roles and undertake them from a distance. This is evident through the locations of the applicants for posts. There is caution to be exercised in this comparison with census data however as, as has already been stated, we are reaching out to the working age population rather than the population as a whole.

Table 9: Sex

	Scottish Pop'n Profile %	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 24/25	% of External appointments 24/25
Gender				
Male	49	25	22.5	29
Female	51	75	77.5	71
Not Stated				

The figures show that we have a higher proportion of applications from females than is represented in the country. This is a trend for UHI Moray which tends to attract a greater number of female applicants due to the flexible working practices and the family friendly policies and procedures which can appeal to females who may be carers within the family. The nature of many of the UHI Moray vacancies which can be advertised more frequently can be traditionally female orientated roles too, such as administration, clerical and cleaning.

Table 10: Ethnic Origin

	Scottish Pop'n Profile %	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 24/25	% of External appointments 24/25
Ethnicity				
White Scottish	77.7	66	66.7	61
White Other British	9.4	18	28.6	23
White Irish	1	6	2.3	7
White Other	4.8	7	2.3	5
Asian, Asian Scottish or Asian British	3.9	1		2
Other ethnic groups	3.2	1		2
Information refused/NK		1		

We attracted applications from equal proportions of White Scottish candidates to externally advertised posts than is represented in the country. However, this is not reflected in the appointments made. It is considered that this is reflective of the more mobile working population brought with the local MOD bases where UHI Moray benefits from the skills and experiences brought with the families moving into the area.

Table 11: Disability

	Scottish Pop'n Profile %	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 24/25	% of External appointments 24/25
Disability*				
Info Declined/NK				
No	89	81	90.5	82
Yes	11	19	9.5	18

* long term health condition in the census

The data would suggest that we attract more disabled applicants to posts advertised externally than is in the general population but that progression internally does

roughly follow this trend. We are committed to demonstrating progression and taking positive action to attract, recruit and retain disabled people through our Disability Confident membership.

Table 12: Age

	Scottish Pop'n Profile %	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 24/25	% of External appointments 24/25
Age				
16-29	16.9	17		11
30-44	19.1	36	51	40
45-59	20.8	42	49	42
60+	26.9	5		7
Not Stated				

This protected characteristic is one in which the comparison against the census is impacted as we are comparing total population against working age population. The trend over the years has been that we attract the vast majority of applications from individuals who are over 29 years old which could be due to qualification and experience requirements of posts advertised.

Table 13: Sexual Orientation

	Scottish Pop'n Profile % (not recorded)	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 24/25	% of External appointments 24/25
Heterosexual	87.8	85	67	93
Lesbian	4	5	2	2
Other				
Bisexual				
Gay				
Unknown/Info declined	8.2	10	31	3

The data presents a positive picture in relation to this protected characteristic, but again, the level of unknowns may be impacting on this.

Table 14: Religion or Belief

	Scottish Pop'n Profile %	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 25/26	% of External appointments 24/25
Religion or Belief				
Christian	38.8	38	37.5	44
Muslim	2.2	1		2
Other Religions	1.7	22	15	11
No Religion	51.1	20	22.5	18
Unknown	6.2	9	25	15

There are higher proportions of applicants and internal appointments declaring their religion or belief as 'other' than is evident in the Scottish population, and there is a marked difference in percentages of those with no religion within our data. It may be that some confusion over reporting categories may be contributing to this.

Table 15: Marital Status

	Scottish Pop'n Profile %	% of Applications 24/25 (External Adverts)	% of Internal Staff appointments 24/25	% of External appointments 24/25
Marital Status				
Single	38.1	33	10	13
Married**	44	56	70	82
Separated	2.4	2	10	
Divorced	8.4	1	5	
Widowed	7	2		2
Other		3		
Not Known		3	5	2

** UHI Moray figures include cohabiting and civil partnership

The figures show that, for this protected characteristic, we attract more applicants and make more appointments of those who are married. As indicated before this is likely due to the experience requirements of a lot of our posts.

1.7.3 Staff Retention

UHI Moray has, for a number of years, monitored, by protected characteristic, not only those that join and progress in the organisation but also those that leave UHI Moray. The leavers data is benchmarked against the UHI Moray staffing profile as detailed in the tables below although it should be noted that low numbers can affect the statistical relevance.

Table 16: Sex

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Gender		
Female	70	62
Male	30	38
Not Stated	0	

The profile of staff leaving UHI Moray is slightly higher for males than represented the staff population

Table 17: Ethnic Origin

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Ethnicity		

White Scottish	73.6	71
White Other British	15.9	22
White Irish	0.8	
White Other	6.7	7
Asian, Asian Scottish or Asian British	0	
Other ethnic groups	1.7	
Information refused/NK		

The proportions of leavers by this protected characteristic generally reflect the UHI Moray population figures, other than the category of other ethnic groups.

Table 18: Disability

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Disability*		
Info Declined/NK	2.5	
No	91	87
Yes	6.5	13

* long term health condition in the census

The proportions of leavers by this protected characteristic generally reflect the UHI Moray population figures when considering statistical relevance.

Table 19: Age

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Age		
16-29	7.1	9
30-44	25.5	15
45-59	52.7	58
60+	14.6	18
Not Stated		

It is perhaps expected that the proportion of leavers (compared to the UHI Moray population) at age 60+ will be higher, particularly in a year where voluntary severance was implemented.

Table 20: Sexual Orientation

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Sexual Orientation		
Heterosexual	75.7	75
Lesbian	2.9	4
Other		
Bisexual		
Gay		
Unknown/Info declined	21.3	21

The proportions of leavers by this protected characteristic generally reflect the UHI Moray population figures.

Table 21: Religion or Belief

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Religion or Belief		
Christian	39.7	51
Muslim	0	
Other Religions	16.7	9
No Religion	26	10
Unknown	17.6	23

The proportions of with no religion appears to be low when compared against the UHI moray population

Table 22: Marital Status

	UHI Moray Profile % contracted staff at 31 July 25	% of total Leavers 24/25
Marital Status		
Single	18.8	16
Married**	59.8	64
Separated	2.9	5
Divorced	3.3	5
Widowed	1.2	
Other	16.7	10
Not Known		

** UHI Moray figures include cohabiting

The slightly higher proportion of leavers in the married category is may reflect the staff who were able to take advantage of the voluntary severance scheme within the year.

1.7.4 Staff Grievance, Capability and Conduct Matters

UHI Moray has considered monitoring data in relation to formal grievances, conduct hearings and capability hearings. It is intended that this data inform the impact assessment process but, fortunately, numbers of these matters are low and therefore there is no statistical relevance. More valuable to the evaluation and impact assessment process is the experiences obtained from the different perspectives in the utilisation of these procedures and this reflection on the experience of using the procedures contributes to the procedural review process. It should also be noted that policies in relation to these matters are now considered nationally.

