

TECHNICIAN COMMITMENT CHAMPIONS NETWORK

**Equality Diversity and Inclusion Report
2018-2024**

Published: Dec 2025



University
of Glasgow

EDI Report



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The aim of this report is to highlight Equality, Diversity and Inclusion in the Technical and Specialist job family at the University of Glasgow as part of the Technician Commitment action plan.

Executive Summary

This Equality, Diversity and Inclusion (EDI) Report presents a detailed overview of the EDI landscape for Technical and Specialist (T&S) staff at the University of Glasgow between 2018 and 2024. It explores trends in key protected characteristics including ethnicity, gender, disability, age, and sexual orientation, and evaluates both staffing patterns and recruitment outcomes over time.

The University of Glasgow has demonstrated measurable progress in some areas, such as increasing disability disclosure rates and increasing the proportion of Minority Ethnic staff within the T&S job family. However, challenges remain, particularly regarding lower recruitment success rates for Minority Ethnic applicants, despite high proportions of applicants and inconsistent representation of T&S staff across EDI committees.

The data analysed highlights structural disparities across Colleges, particularly in gender distribution and career progression. The report also emphasises the sector-wide difficulty in identifying all T&S staff due to inconsistent job titles, and underlines the importance of targeted outreach to younger and more diverse candidate pools.

Based on the findings, this report recommends actions to enhance EDI awareness, ensure T&S representation in decision-making bodies, improve data collection and transparency, and foster inclusive recruitment and development practices.

Who We Are

The Technician Commitment is a university and research institution initiative, led by a steering board of sector bodies, hosted by the UK Institute for Technical Skills & Strategy.

Within the University of Glasgow there is a Technician Commitment Steering Group which comprises representatives from all key areas within the University, including technical, academic and HR colleagues. This group is chaired by the senior vice principal and has trade union representation.

Alongside the steering group there is the Technician Commitment Champions Network (TCCN), which is a group of 30 technicians from across the University who meet every two months with an elected chair and co-chair. The chair and co-chair also both sit on the steering group. The TCCN works collaboratively with technicians and specialists, technical managers, the Technician Commitment Steering Group and senior management to enhance technician engagement, support the delivery and enhancement of the University's commitment to the technical community and achievement of the action plan. The network is here to represent and support the technical community and hope to use this platform for best practice sharing across the University and to increase the acknowledgement and recognition of technicians.

The Equality, Diversity and Inclusion (EDI) sub-committee (photographed on the right) was formed with volunteers from the TCCN to investigate EDI within the T&S job family and develop EDI action points in line with the University's Technician Commitment Action Plan.



Our Mission

The University of Glasgow became a signatory to the Technician Commitment in 2018, pledging to ensure the visibility, recognition, career development and sustainability of all technical staff who work in the University. The University is currently in stage 3 of the Technician Commitment Action Plan and one of the Action Points is to “Monitor EDI progress in the Technical and Specialist (T&S) job family and support actions relating to EDI, specifically aligning with the University’s Equality Outcomes and Diversity KPI’s.”

The current University strategy Key Performance Indicator aligning to EDI aims to grow the percentage of UK Black, Asian and Minority Ethnic (BAME*) colleagues and to increase the percentage of colleagues who declare a disability. These aims are addressed within this report in context of the Technical and Specialist job family.

* The nomenclature Black, Asian and Minority Ethnic (BAME) was introduced in the 2016-17 report as agreed at the time by members of the University’s Race Equality Group. The University understands that this is not a collective experience, however as numbers are small the data cannot currently be presented in smaller subsets. As of the 2023-2024 report this terminology has been replaced with Minority Ethnic, which is in line with Scottish Government guidance for public bodies on the collection of data on ethnic groups.



Group photograph of the members of the University of Glasgow TCCN, Summer 2024.

EDI Introduction

Why EDI?

Equality, Diversity and Inclusion are the basis of creating a working, learning and teaching environment free from discrimination and unfair treatment.

Equality is ensuring that everyone in the University has the same opportunities and that no-one is treated differently or discriminated against because of their personal characteristics. These are known as “protected characteristics” under the Equality Act 2010 and are as follows:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

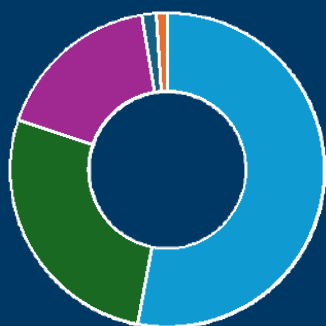
Discrimination based on any of these characteristics is illegal. Discrimination can take many forms including direct discrimination, indirect discrimination, bullying, harassment and victimisation.

Diversity is recognising, valuing and taking account of peoples differing backgrounds, knowledge, skills and experiences.

Inclusion is where these differences are seen as a benefit and where people feel comfortable to share perspectives, ideas and differences, knowing that their opinions and ideas are valued.

Why EDI for Technical and Specialist Staff?

Conventionally, EDI initiatives in higher education have focussed on the academic and research communities but it is incredibly important to recognise that EDI challenges do not only apply to these groups. T&S staff make vital contributions within the University. Their skills and expertise enable research, teaching, knowledge exchange, sustainability and outreach and cover a wide range of roles. In the academic year 2023-24, there were 752 members of staff in the T&S job family, making up 7.2% of staff within the University community. Across the UK, HESA estimated there were 45,975 technicians with 5,890 in Scotland, making it essential that EDI challenges within the T&S community are highlighted and addressed alongside our academic and research colleagues.



ARTS MVLS SENG SOCS UNIS

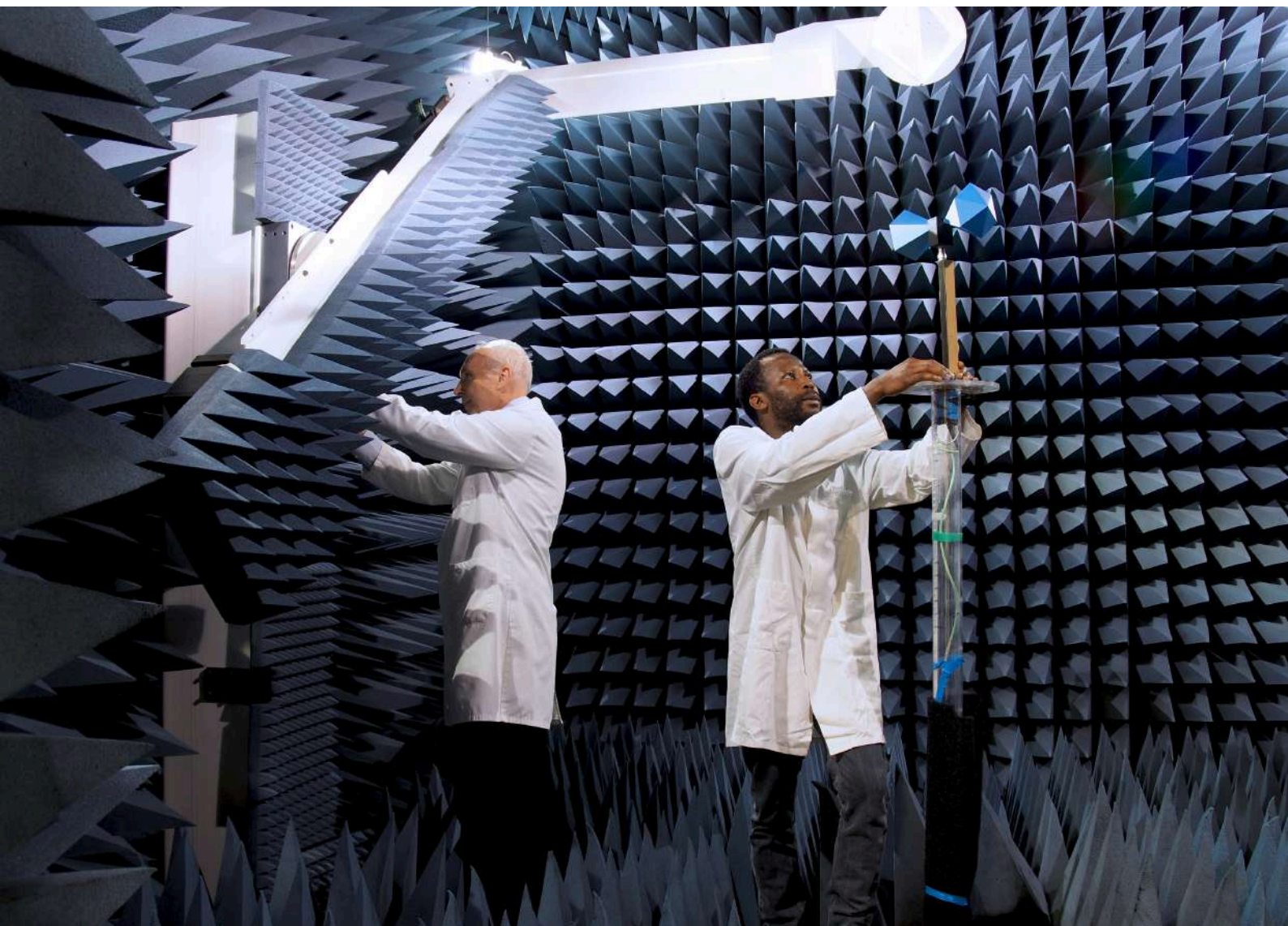
Technicians underpin day-to-day activities across the University. The University recognises that their skills, expertise, knowledge and professionalism provide a rich specialist resource. There are T&S staff in each college and in University services, with the majority in MVLS. When broken down even further, there are T&S staff in 33 Schools and Services across the University of Glasgow.

This shows the vast reach of the T&S community within the University and the diverse range of expertise they have, providing technical excellence which is crucial for research, teaching and knowledge transfer to staff and students.

However, it can be challenging to accurately capture all T&S staff as the words 'Technician' and/or 'Specialist' aren't necessarily utilised in job titles. In fact there may be T&S staff who don't realise they are part of the T&S community at the University.

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Technical and Specialist



Tom O'Hara, a member of the School of Engineering technical services is assisting Afesomeh Ofiare, PhD student mount antenna for measurement in the RF Anechoic Chamber in the Rankine building.

At the time of taking the image Afesomeh Ofiare was a PhD student, and he is now a member of the technical staff working in the School of Engineering.

Image by Peter McKenna - Tom O'Hara (left) and Afesomeh Ofiare (right)

Technical and Specialist EDI Data

This report considers data specific to the T&S job family from the annual University EDI Monitoring report, from 2018 to 2024 – the length of time the University has been a signatory of the Technician Commitment. This report also considers data generated in 2023 on Technical Staff Structures. Data included from external sources has been obtained from publicly available reports.

The data which shows University of Glasgow recruitment data for applications and successful applicants has high proportions where no monitoring data from applicants is provided. This is recorded as Unknown and there is work ongoing with the University's Recruitment Team to both understand the causes and to seek and implement solutions to minimise this in the future.

All annotations and labelling of data within this report are lifted directly from the original reports from which the data was generated.

T&S Proportion of Staff Numbers:

Figures 1 and 2 look at comparing the total number of staff belonging to the T&S job family as a proportion of the total staff at the University of Glasgow and three other Scottish Universities.

**T&S Job Family % as a Proportion of Total Staff Numbers
University of Glasgow**

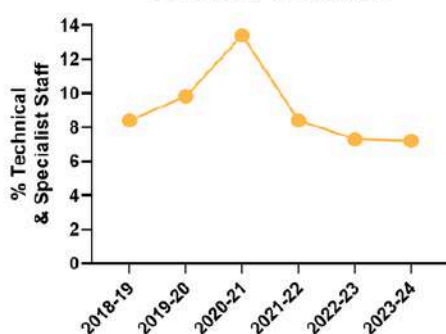


Figure 1

T&S Job Family % as a Proportion of Total Staff Numbers

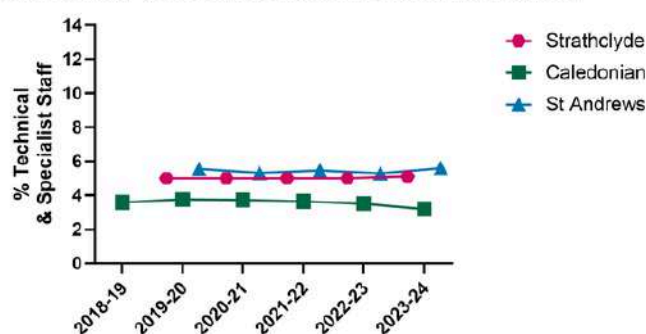


Figure 2

As seen in Figure 1 and Figure 2 the percentage of T&S staff at the University of Glasgow is higher than the other Scottish Universities. The lowest percentage for University of Glasgow was around 7% for 2022-2023 which is still higher than the highest for any other University, which was around 6% for the University of St Andrews. The data shows a notable increase in T&S staff at the University of Glasgow 2019-2020 followed by a sharp increase in 2020-2021, (Figure 1). This increase can be attributed to the University involvement in the Lighthouse Lab (the Scotland-wide COVID-19 testing facility) during the 2020 global pandemic where all the staff were employed by the University under the T&S job family. Aside from the time during the pandemic, the proportion of T&S staff within the University remains consistent.

Age Profiles:

Figure 3 shows the age profile of the T&S job family as a percentage in each age group.

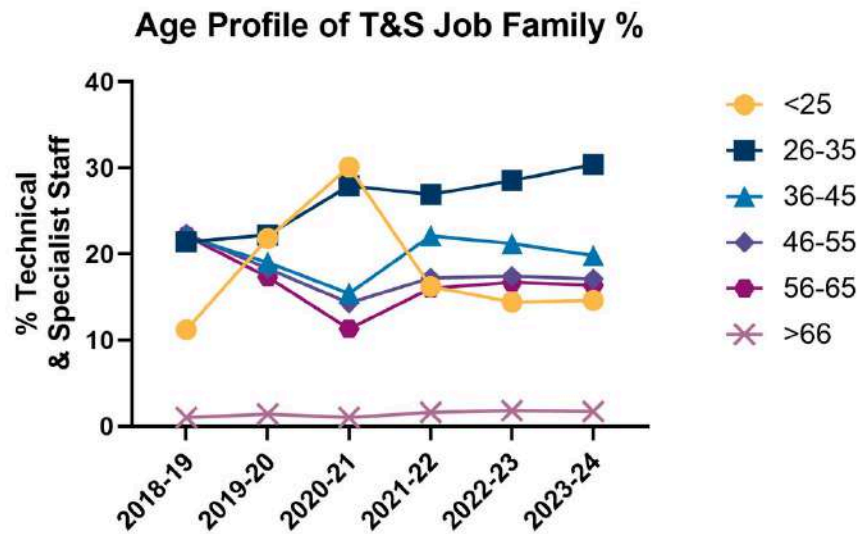


Figure 3

The <25 group shows a large increase, beginning in 2019-20 and peaking in 2020-21, as previously described this is a result of recruitment to the Lighthouse lab. The proportion of T&S staff <25 returns to a number in-line with the pre-pandemic level in the 2021-22 report. The 26-35 age group also increased alongside the <25 age group during the pandemic but has maintained this higher percentage since, continuing to grow, from 21.4% in 2018-19 to 30.4% in the 2023-24 report. Overall, the other four age groups have remained consistent, following the same trends (Figure 3).

Figures 4 and 5 look at the breakdown of job applicants and then the successful applicants by age group. It should be noted that the age groups for these two figures are slightly different to Figure 3. Data is not available for these figures in the 2018-19 and 2023-24 reports.

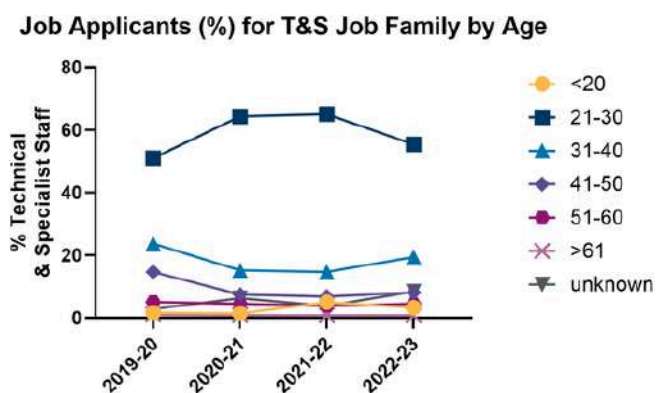


Figure 4

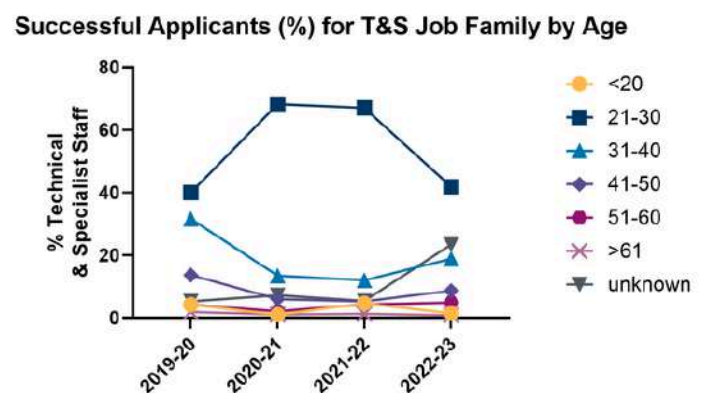


Figure 5

The effect of establishment of the Lighthouse lab is again seen in the 21-30 age group in these figures. In 2022-23 there is a large disparity in applicants vs successful applicants in the 21-30 age group, with 55.4% of applications coming from this group compared to 41.9% of successful applicants, meaning candidates in this group are less likely to be successful by 13.5%. The 31-40, 41-50, 51-60 and >66 show no disparities. The Unknown category saw a large increase in successful applicants in 2022-23, with 8.7% of applicants in this group but 23.4% of successful applicants coming from the Unknown group.

Disability:

Figure 6 examines the number of staff in the T&S job family reporting a disability.

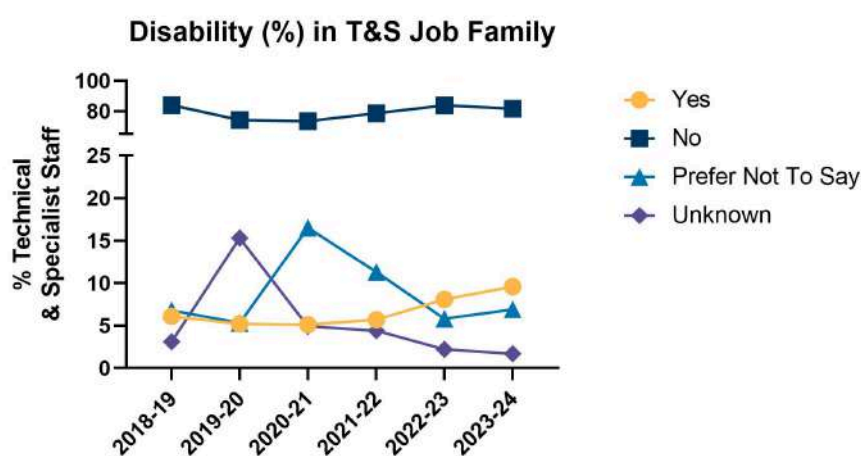


Figure 6

Disability data for the T&S job family is consistent over the years, with a steady increase in declared disabilities over time in line with the University's KPI. The number of T&S staff declaring a disability has increased from 5.1% in the 2020-21 report to 9.6% in the 2023-24 report, this is in line with the HESA data for the UK, which is 9.6% and higher than the figure for Scotland, which is 8.2% in the 2023-24 academic year. In particular, the increase in declared disabilities between 2021-22 and 2022-23 was the highest compared with all other job families in the University. There is an increase in Prefer Not To Say and a drop in Unknown in 2023-24, reflecting a University drive to improve data quality.

Figures 7 and 8 provide a breakdown of job applicants and then the successful applicants with a disability in the T&S job family.

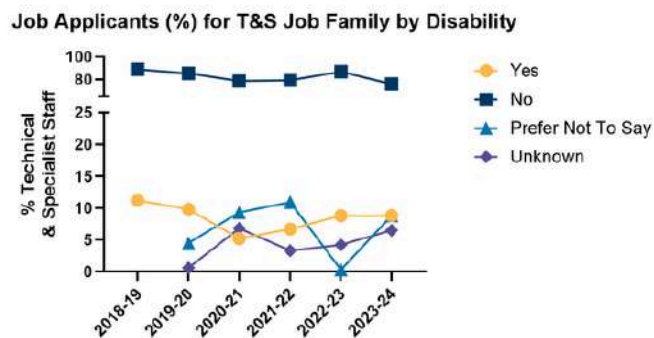


Figure 7

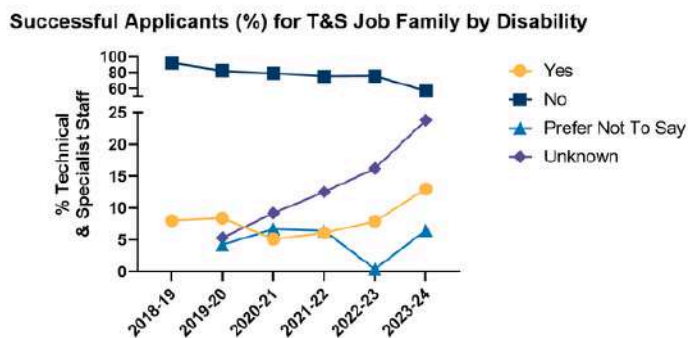


Figure 8

The number of applicants declaring a disability has increased slightly since the 2020-21 report, when it was 5.2%, to 8.8% in the 2023-24 report (Figure 7). The percentage of successful applicants declaring a disability has also increased in line with this, more than doubling from 5.1% in 2020-21 to 13% in 2023-24 (Figure 8). The number of applicants choosing Prefer Not To Say had a sharp drop in the 2022-23 report, from 10.9% the year before to 0.3% and then increasing again, to 8.8% in the 2023-24 report. This drop is consistent across all job families in the 2022-23 report, suggesting an anomaly in reporting as opposed to being an area for concern (Figure 7 and 8). There is a large increase in the Unknown group within the successful applicants, with Unknown making up 6.5% of total applicants in the 2023-24 report but ultimately going on to attribute 23.8% of successful applicants (Figure 8).

Ethnicity:

Figure 9 examines Ethnicity within the T&S job family, showing the percentage of White and Black, Asian and Minority Ethnic (BAME/Minority Ethnic) T&S staff, as well as Prefer Not to Say and Unknown categories.

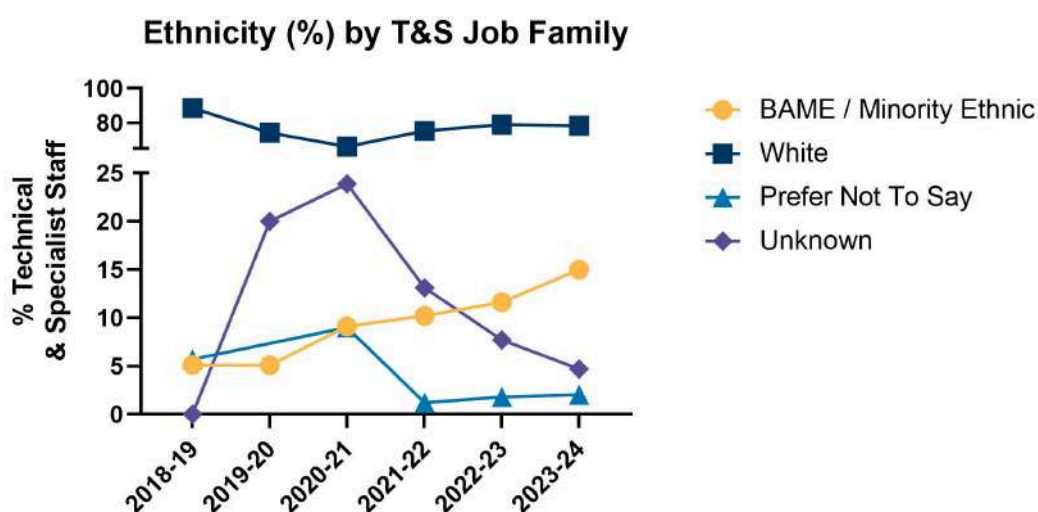


Figure 9

The proportion of white T&S staff has remained consistent whilst the % of BAME/Minority Ethnic T&S staff have increased over time, tripling from 5.1% in 2018-19, when the University first became a signatory to the Technician Commitment, to 15% in the most recent data, meeting the aim of the University's KPI to grow the percentage of BAME/Minority Ethnic colleagues (Figure 9). This increase in BAME/Minority Ethnic T&S staff aligns with the HESA UK percentage, which for 2023-24 was 14.6% and is significantly higher than the HESA data for Scotland, which is 5.9%.

There was a large increase in the Unknown group in the 2019-20 and 2020-21 reports, from 0% in 2018-2019 to 20% and then 23.9% in the 2019-20 and 2020-21 reports respectively. This is also an impact of the Lighthouse lab during the pandemic, with high numbers of staff being employed quickly on short term contracts. Since the 2021-22 report, the Unknown group has continued to drop. The Prefer Not To Say group had a small rise in 2020-21 but then subsequently dropped and has remained low since (Figure 9).

Figures 10 and 11 provide a breakdown of job applicants and then the successful applicants by Ethnicity within the T&S job family.

Job Applicants (%) for T&S Job Family by Ethnicity

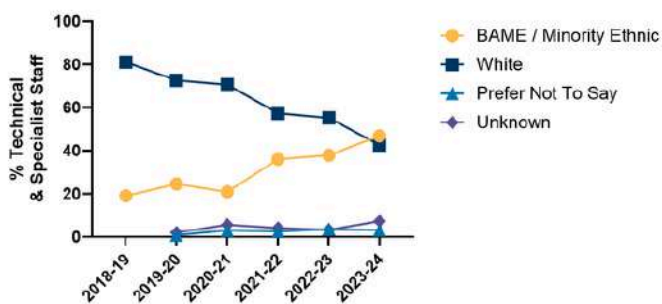


Figure 10

Successful Applicants (%) for T&S Job Family by Ethnicity

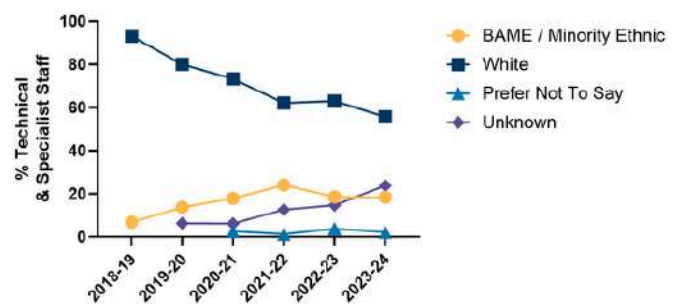


Figure 11

This data shows that, since 2018-19 the number of BAME/Minority Ethnic applicants has increased from 19% to 46.9% and the number of White applicants has decreased in line with this increase. In 2023-24, for the first time there were more BAME/Minority Ethnic applicants than White (Figure 10). Despite this, it does not correlate to success. Notably, being a White applicant correlates with success, however the same is not true for BAME/Minority Ethnic applicants (Figure 11). In 2023-24, 42.6% of applicants were white, with 55.7% of successful applicants being white, whereas 46.9% of applicants were BAME/Minority Ethnic, with a proportion of 18.4% successful applicants (Figure 11).

The Unknown group has a low proportion of applications, 7.3% in 2023-24 but have the second highest proportion, behind white, of successful applicants at 23.8%, and this has been growing steadily since 2020-21 (Figure 11) but the overall percentage of applications has remained low ranging from 5.6% to 7.3% (Figure 10). The Prefer Not To Say group is consistently low in both the number of applicants and successful applicants (Figures 10 and 11).

Sex and Gender:

Figures 12 and 13 look at comparing the male to female share of staff belonging to the T&S job family at the University of Glasgow and three other Scottish Universities.

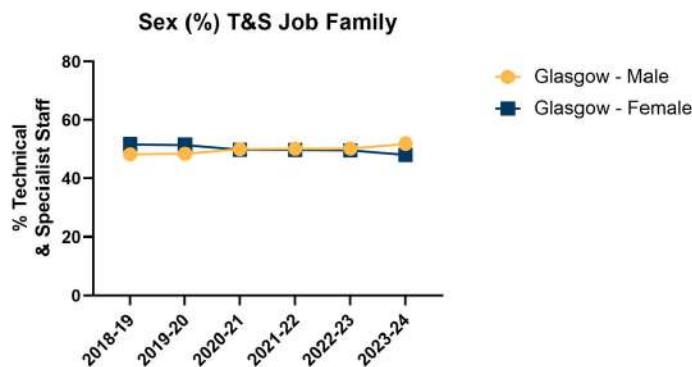


Figure 12

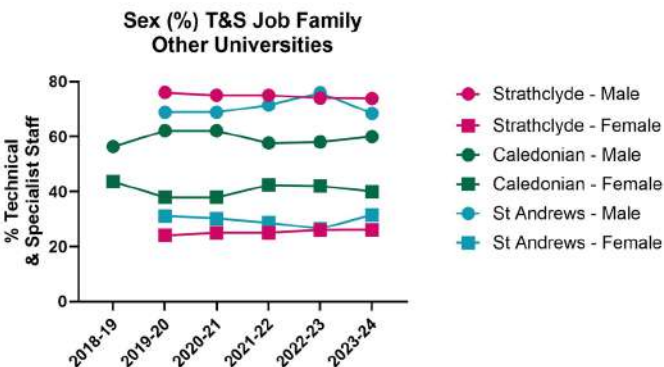


Figure 13

Since 2018-19, the year when the University became a signatory of the Technician Commitment, the proportions of male and female T&S staff have remained very close overall (Figure 12). When compared to other Scottish Universities, the University of Glasgow has a much closer gender split of the T&S job family (Figure 13). According to HESA data for both the UK as a whole and for Scotland, there are more female T&S staff than male, with the UK average over the past 6 years being 44% male to 56% female and the Scottish average being 45% male to 55% female. The University of Glasgow average over the last 6 years is 50/50.

Although the overall University male:female split of T&S staff has consistently been very close, Technical Staff Structure Data from 2023 has shown that the male:female ratios is remarkably uneven between the University's Colleges and Services.

Gender by College, Technical Staff Structures Data 2023

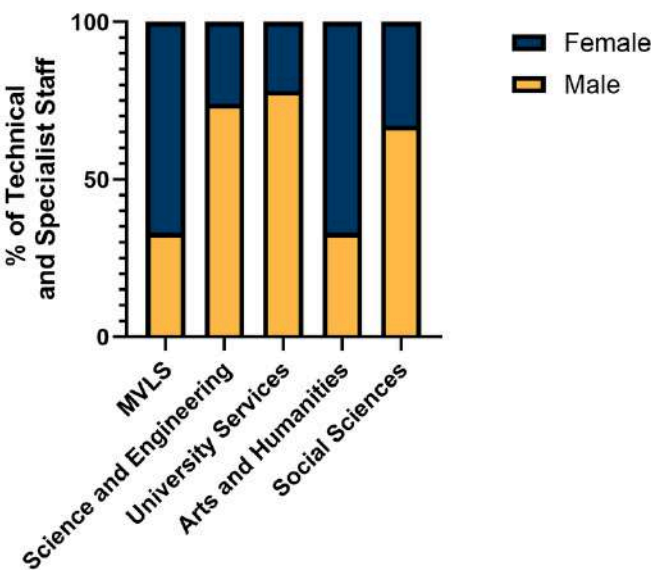


Figure 14

As shown in Figure 14, the Colleges of Science and Engineering, Social Sciences and University Services all have a male majority of T&S staff. University Services has 78% males to 22% females, whereas the Colleges of MVLS and Arts and Humanities have a female majority. MVLS is significant, as it is the College with the largest T&S workforce within the University and has a female majority of 67%.

Figures 15 and 16 provide a breakdown of job applicants and then the successful applicants by Sex within the T&S job family.

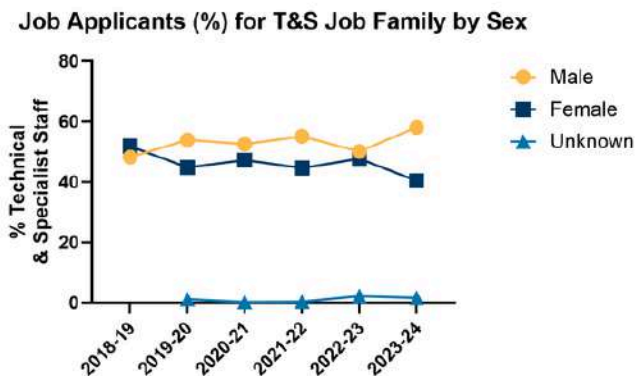


Figure 15

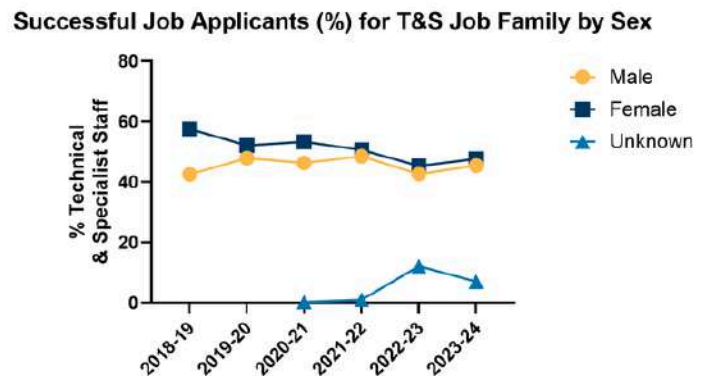


Figure 16

Analysing the Sex division of applicants for the T&S family, there are generally more male applicants over female applicants with fluctuations between 2.4% and 17.6% more male applicants, with the biggest disparity in 2023-24. The only recorded female majority was in 2018-19 with a 3.6% gap (Figure 15).

Despite this, females tend to be more successful but, overall, the success rate between males and females is very close. The highest recorded gap was seen in 2018-19 with a gap of 15%, which was reflective of the high share of female applicants. However, in the most recent three year brackets, the male-female gap percentage of successful applicants are consecutively between 2% and 3% (Figure 16).

In comparing the sex data throughout the previously published Staff Monitoring reports, there has been a general increase in the Unknown sex category in successful applicants (Figure 16).

Sexual Orientation:

Figure 17 shows sexual orientation within the T&S job family, showing the percentage of Heterosexual and LGB T&S staff, as well as Other and Prefer Not to Say categories. For the purpose of the EDI monitoring reports, the categories of Lesbian, Gay and Bisexual have been combined and shown as LGB, the whole University data in the reports shows the full breakdown. Due to high undeclared rates, the Unknown figures have been excluded from the graphics but have been included in the statistics used to create them.

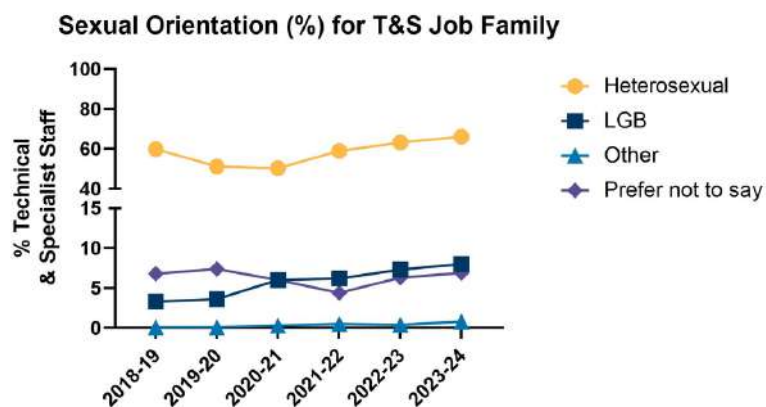


Figure 17

The 2023-24 T&S Sexual Orientation data (Figure 17) follows the general trend since 2018-19 with a slight increase in the Heterosexual and LGB groups. The 'Prefer Not To Say' category in T&S employees has fluctuated, though increased slightly over the past three years from 4.4% in 2021-22 to 6.9% in the 2023-24 report. Although it's a very small proportion of staff, the 'Other' category has seen an increase in 2023-24, doubling from the previous year.

Figures 18 and 19 provide a breakdown of job applicants and then the successful applicants by Sexual Orientation within the T&S job family.

Job Applicants (%) for T&S Job Family by Sexual Orientation

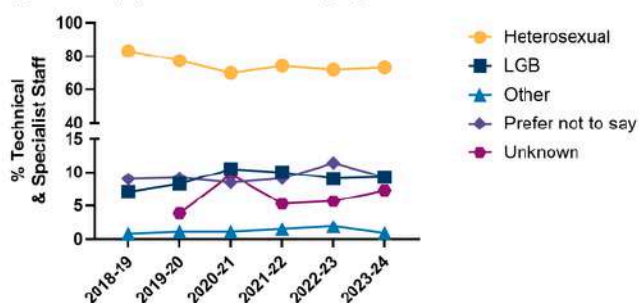


Figure 18

Successful Applicants (%) for T&S Job Family by Sexual Orientation

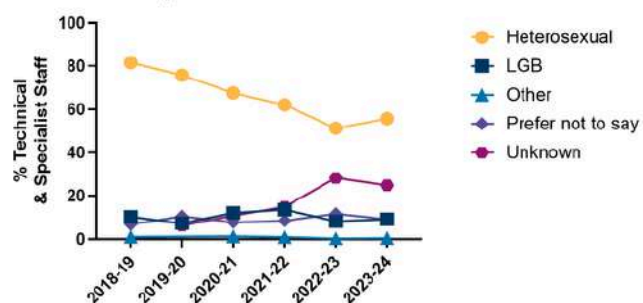


Figure 19

The proportion of job applicants in each group has remained somewhat consistent since the 2018-19 report (Figure 18). Within the successful applicants there has been a steady decline in the percentage of successful Heterosexual applicants (Figure 19). In the 2018-19 report, 83.1% of applicants were Heterosexual and they then accounted for 81.6% of successful applicants (Figures 18 and 19). Whilst the proportion of Heterosexual applicants has dropped slightly over the years, the proportion of successful applicants in that group dropped significantly, to 51.3% in 2022-23, with a small rise again to 55.7% in the most recent report (Figure 19). However, the LGB, Other and Prefer Not To Say groups have remained consistently low across both applicants and successful applicants (Figures 18 and 19). The Unknown group has had a small increase in the percentage of total applicants over the past three years, from 5.3% in 2021-22 to 7.3% in 2023-24 (Figure 18), however, during this period, the Unknown group has gone on to account for a large proportion of successful applicants, rising from 14.9% in 2021-22 to 24.9% in 2023-24 (Figure 19).

Regrading:

There is limited data on the regrading process. The total number of applicants each year is not available, with the data being presented in such a way that provides the percentage male to female applications and then the percentage of successful male and female regrading applicants. Whilst data is limited, it shows that most years more male T&S staff apply for regrading than female. Over the past six years, four of those had more males applying for regrading than females. The disparity between male to female applications is larger in the years that there were more male applicants, consistently between 60-70% male and 30-40% female. In years where more females were applying, the proportions were much closer, for example, in 2019-2020 there were 53% female applicants to 47% male.

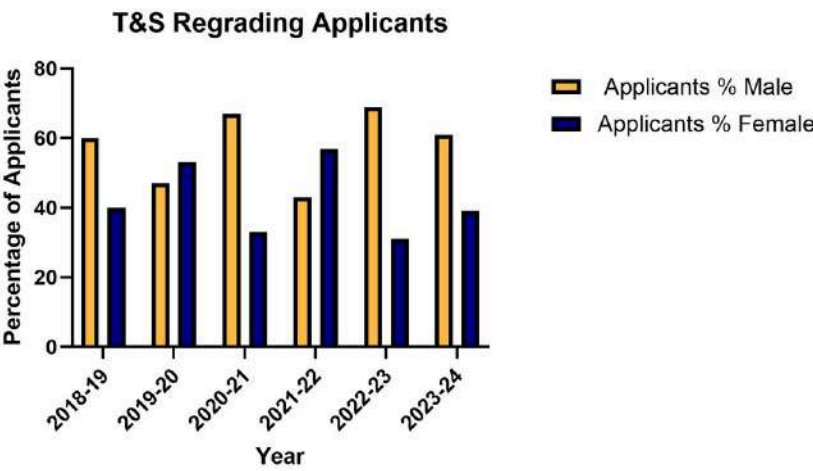


Figure 20

Figures 21 and 22 show that, overall there are very high success rates in regrading applications across both the male and female groups.

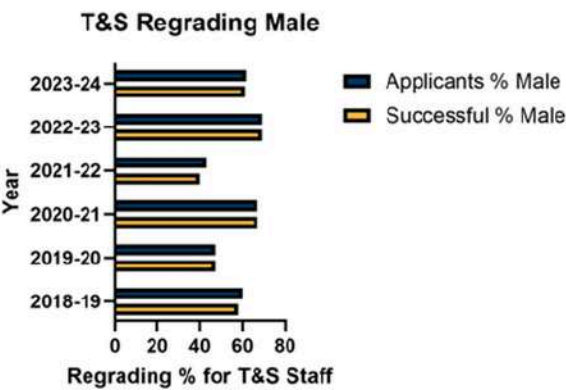


Figure 21

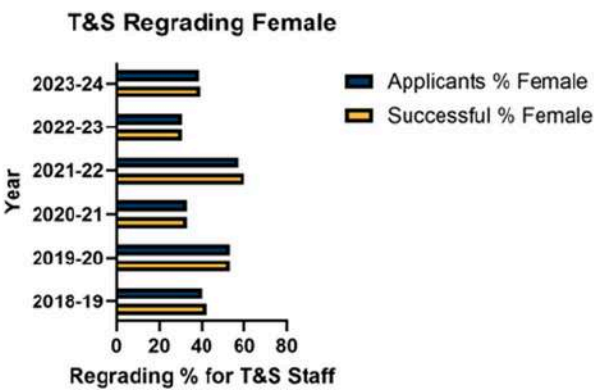


Figure 22

Key Takeaways

BAME/Minority Ethnic Application Success

42.6% of applicants were white with 55.7% success rate vs 46.9% BAME applicants with lower success rate of 18.4%.

Although progress has been made, and for the first time, there was a higher proportion of BAME/Minority Ethnic applicants than White applicants, this did not translate to an increase in BAME/Minority Ethnic successful applicants. To investigate this, more data and information is required, such as at which stage are these applicants failing? Do they fail to get to interview or at the interview process? Once these questions are answered, support mechanisms can be designed and implemented.

Gender and Sex

Whilst overall there is an even split of male and female T&S staff, that is not the whole story.

There are huge variations between the Colleges and University Services in the split of Gender and Sex at the University of Glasgow. MVLS has a much larger proportion of females to males whereas COSE has three times as many males to females. More in-depth data for each College/School including age by gender would help us begin to dive deeper into this and identify where change is necessary.

Who and where are Technicians and Specialists?

There are difficulties in identifying all T&S staff.

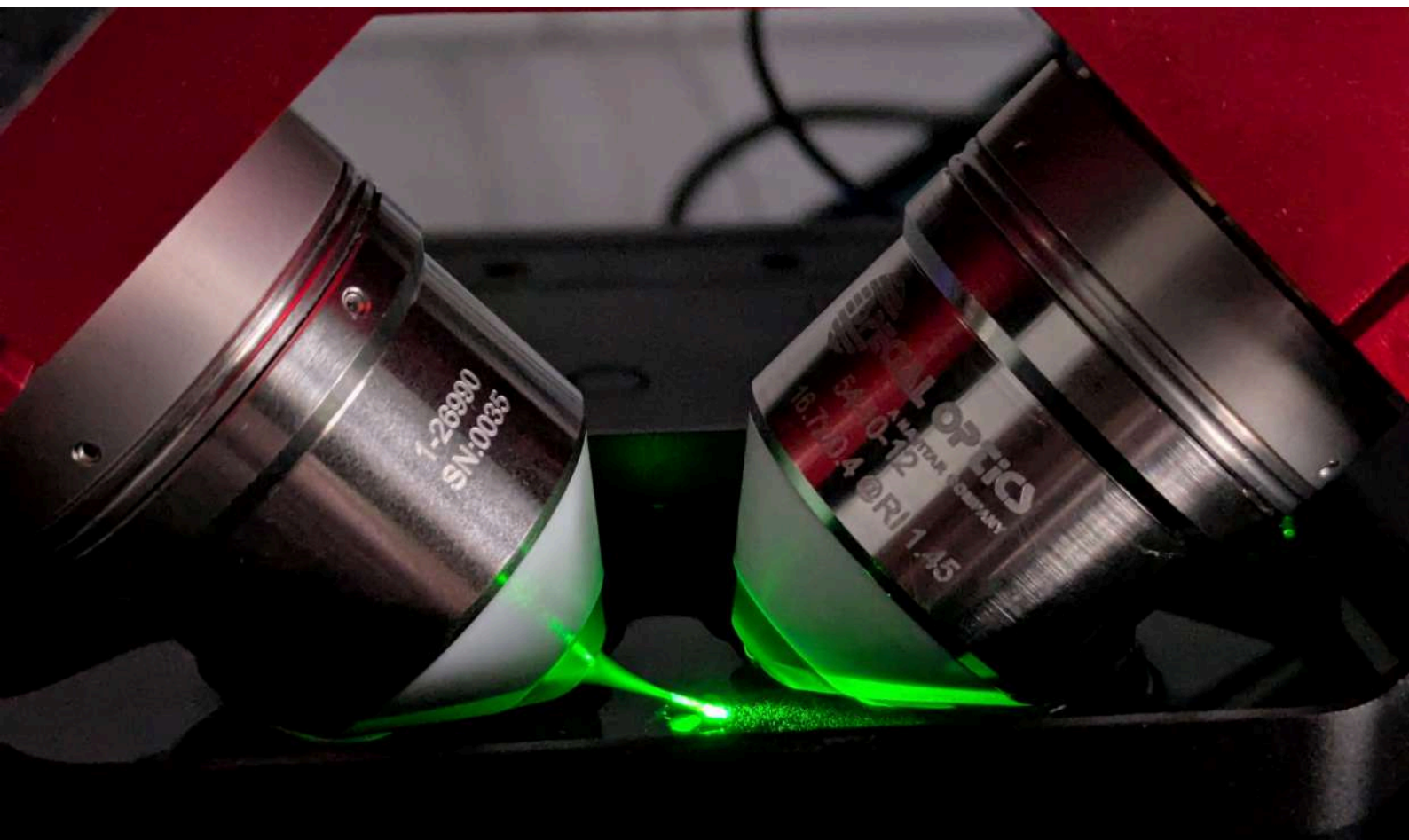
According to the staff monitoring report for 2023-24, there were 752 members of staff in the T&S job family at the University of Glasgow across 33 different Schools and Services. A major problem, sector-wide is that T&S roles are incredibly diverse and therefore job titles are also very diverse, with some job titles not even having the word 'Technician/Technical' and/or 'Specialist' in them. At the Scottish Technicians conference in 2025, it was shown that there are over 800 T&S staff with over 500

different job titles at the University of Edinburgh. This can make it difficult to locate and identify all members of the T&S job family, but it also means that some members of staff in the T&S community are unaware of, or think that certain things don't apply to them, like the Technician Commitment. For this report, all chairs of EDI committees in MVLS and COSE were approached and asked if there was any T&S representation on their Schools committee. One School stated they have no T&S staff but the data from the 2023 report on Technical Staff Structures shows that there were 33 members of T&S staff in that particular School.



Adam Tobasnick, Technician and Glassblower at SUERC, practicing a McLeod gauge for his glassblowing exam.

Image by Millie Bompard



EDI: COSE and MVLS Under the Microscope

Athena SWAN and EDI Committees

The Athena SWAN charter is an equality charter mark framework and accreditation scheme which is used globally to support and transform gender equality within higher education and research. It was first established in 2005, and its aims were to encourage and recognise commitment to advancing the careers of women in STEMM. In 2015 it was expanded to include non-STEMM departments and additional communities, including technical staff. When institutions sign up the charter, they are committing to adopting the Athena SWAN principles, which can be found on the Advance HE website [Athena Swan Charter](#) | [Advance HE](#).

Overall, the University of Glasgow holds a Bronze Athena SWAN Charter award. In addition, each School within the University has its own EDI and Athena SWAN committee and accreditation. These committees have a variety of names, ranging from EDI Committee to the VOICE committee in the School of Cancer Sciences and the Juno committee in the School of Physics and Astronomy. Both MVLS and COSE have College EDI committees where the chairs of each committee work with senior College and University colleagues.

Part of Athena SWAN accreditation involves having action points to encompass EDI within the whole School/College/University but also action points for each job family. It is therefore imperative that each job family is represented in these committees.

For this report, the Chairs of the committees for each school in MVLS and COSE were asked how many T&S staff were on their EDI committee and if they had any examples of any technician specific EDI actions taken by their committee. Figure 22 shows the percentage T&S representation on each School EDI committee. It's very clear that T&S representation on School committees needs to be improved. There are 5 Schools across both Colleges where there is no T&S representation and only 4 out of 15 schools have more than 10% T&S representation. There is significant synergy between the Technician Commitment and Athena SWAN, thereby creating the opportunity to harness this synergy and ensure initiatives are aligned across the University.

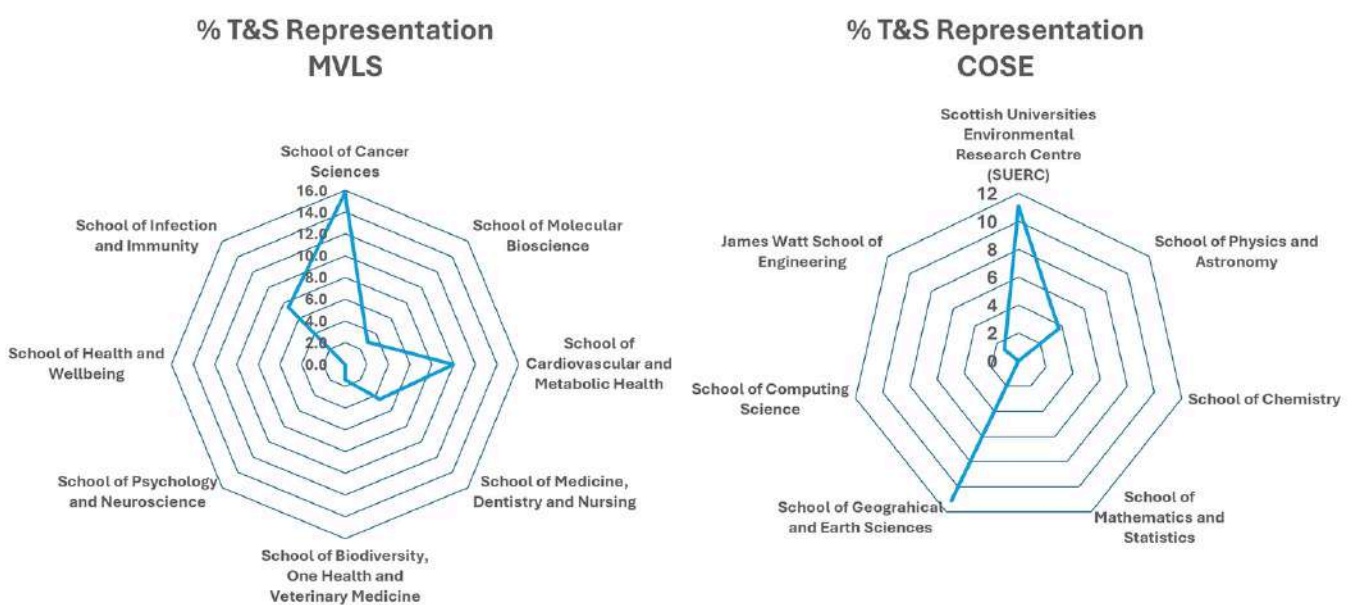



Figure 22


Whilst improvement in visibility of T&S Staff on School committees necessary, there are still many positive initiatives being enacted with many of the committees creating action points around career development and training opportunities for T&S staff, providing regrading workshops to assist with applications, and several Schools committee's are actively involved in providing funding to support T&S staff attendance at conferences. More specific examples of positive initiatives for T&S Staff include:

- The School of Cancer Sciences has approved a Fair Publication Policy to ensure that T&S staff and services are recognised appropriately for their contribution to publications.
- The School of Cardiovascular and Metabolic Health have included a Technician section within the monthly newsletter to increase visibility of T&S staff.
- The SUERC EDI committee has a Grassroots professional/support staff Voice Group which reports to EDI committee.

Supplementary documents




University of Glasgow - MyGlasgow - Equality &...
Latest Monitoring Reports
gla.ac.uk




Equality & Diversity | University of Strathclyde
The University of Strathclyde is...
strath.ac.uk

HESA - Experts in higher education data and...
We collect, process and publish...
hesa.ac.uk



Public Sector Equality Duty Report
GCU public sector equality dut...
gcu.ac.uk



Data, monitoring and reports - About - Universi...
The Diverse Action Plan outline...
st-andrews.ac.uk

Conclusions

This report provides an insight into equality, diversity and inclusion within the T&S job family at the University of Glasgow, highlighting successes and challenges. We recognise that the data available is limited and as such the conclusions are based on data currently available via the analysis of University Staff Monitoring Reports, HESA data, data from other Scottish Universities and from national conferences.

Within the University, the College of Medical Veterinary and Life Sciences (MVLS) has the largest proportion of T&S Staff, followed by the College of Science and Engineering (COSE), University Services (US), the College of Arts and Humanities (A&H) and finally the College of Social Sciences (SoCS).

When examining specific Colleges, EDI challenges become more apparent, for example in the 2023 Technical Staff Structures report, there were 430 T&S staff in MVLS of which 67% were female, compared to COSE, which had 220 T&S staff, of which only 26% were female.

65% of T&S staff are 45 or younger, in line with national data, but this means that 35% of T&S staff are over the age of 46, reflecting national reports that the T&S community is aging, leading to high numbers of highly skilled T&S staff retiring each year, taking significant experience, knowledge and understanding with them. The low proportion of T&S staff under the age of 25 (15%), whilst higher than HESA national averages (Scotland 11%, UK 9%), is indicative that there is work to be done to ensure appropriate succession planning to ensure the retention of technical skills across the University.

In line with the current University strategy, the Key Performance Indicator aligning to EDI aims to grow the percentage of UK Black, Asian and Minority Ethnic (BAME*) colleagues, and to increase the percentage of colleagues who declare a disability. There has been success in this in the T&S job family with consistently recorded increases in both groups over the past few years

In the academic year 2023-24, 15% of the T&S job family were of BAME/Minority Ethnic ethnicity, this is huge progress as that number has tripled from 5.1% in the 2019-20 report. There has also been an increase in applications for T&S positions from BAME/Minority Ethnic applicants, however this has not translated to success and is an area for further investigation.

The number of T&S staff reporting a disability has increased year on year since 2019-20 and meets the HESA figure for the whole UK and is higher than the Scottish figures.

Whilst regrading data is limited it shows that across both male and female groups there are consistently very high success rates but also that there generally more males applying than females, which needs to be investigated further and improved. The University is currently reviewing the regrading process, with an update expected in early 2026. It is imperative that any change to the regrading process is a positive change.

Actions and Recommendations

The observations within this report highlight the important and, at times, previously overlooked Equality, Diversity and Inclusion (EDI) challenges within the T&S job family. The following recommendations are made to promote awareness, recognition and positive action to advance EDI across the T&S community at the University of Glasgow.

1. Ensure T&S Representation on EDI Committees

T&S staff must be represented on EDI committees at every school and at College level. Committee Chairs should proactively engage with T&S staff to ensure initiatives are inclusive of all job families, and that the voices and perspectives of technical colleagues are embedded in strategic decision-making.

2. Raise EDI Awareness Among Leaders and Managers

Senior leaders, academic colleagues, and technical managers should receive tailored EDI training to enhance understanding of how EDI principles apply to all job families. This includes developing inclusive leadership behaviours and recognising unconscious bias in day-to-day decision-making.

3. Clarify the Identity of T&S Staff

There must be greater clarity across the University regarding who is included in the T&S job family. A significant number of T&S colleagues may not be identified as such due to inconsistent job titles or unclear definitions. Communications and engagement activities should be developed to improve awareness among both staff and managers.

4. Improve Diversity in Recruitment

Data shows that while applications from underrepresented groups—particularly Minority Ethnic candidates—are increasing, success rates are significantly lower. The University should:

- Provide enhanced EDI training for all managers involved in recruitment,
- Conduct further analysis to identify at which stage candidates are dropping out (application, shortlisting, interview),
- Promote inclusive job adverts that attract a diverse applicant pool,
- Review and refine selection criteria to ensure fairness and accessibility.

5. Promote Inclusive Role Modelling and Outreach

Initiatives should be developed to highlight and celebrate T&S staff from underrepresented backgrounds, fostering visible role models. Outreach programmes and partnerships with schools, colleges and professional bodies should be expanded to attract younger and more diverse individuals into technical careers.

6. Address Succession Planning and an Ageing Workforce

With 35% of T&S staff over the age of 46 and only 15% under 25, the University faces a skills sustainability challenge. Strategies should be developed to:

- Support knowledge transfer from experienced staff,
- Encourage early career pathways (e.g., apprenticeships, internships),
- Promote the technical profession to new generations through outreach and engagement.

7. Improve Data Quality and Detail

While this report provides valuable insight, more granular data is needed to fully understand intersectional inequalities. Recommended improvements include:

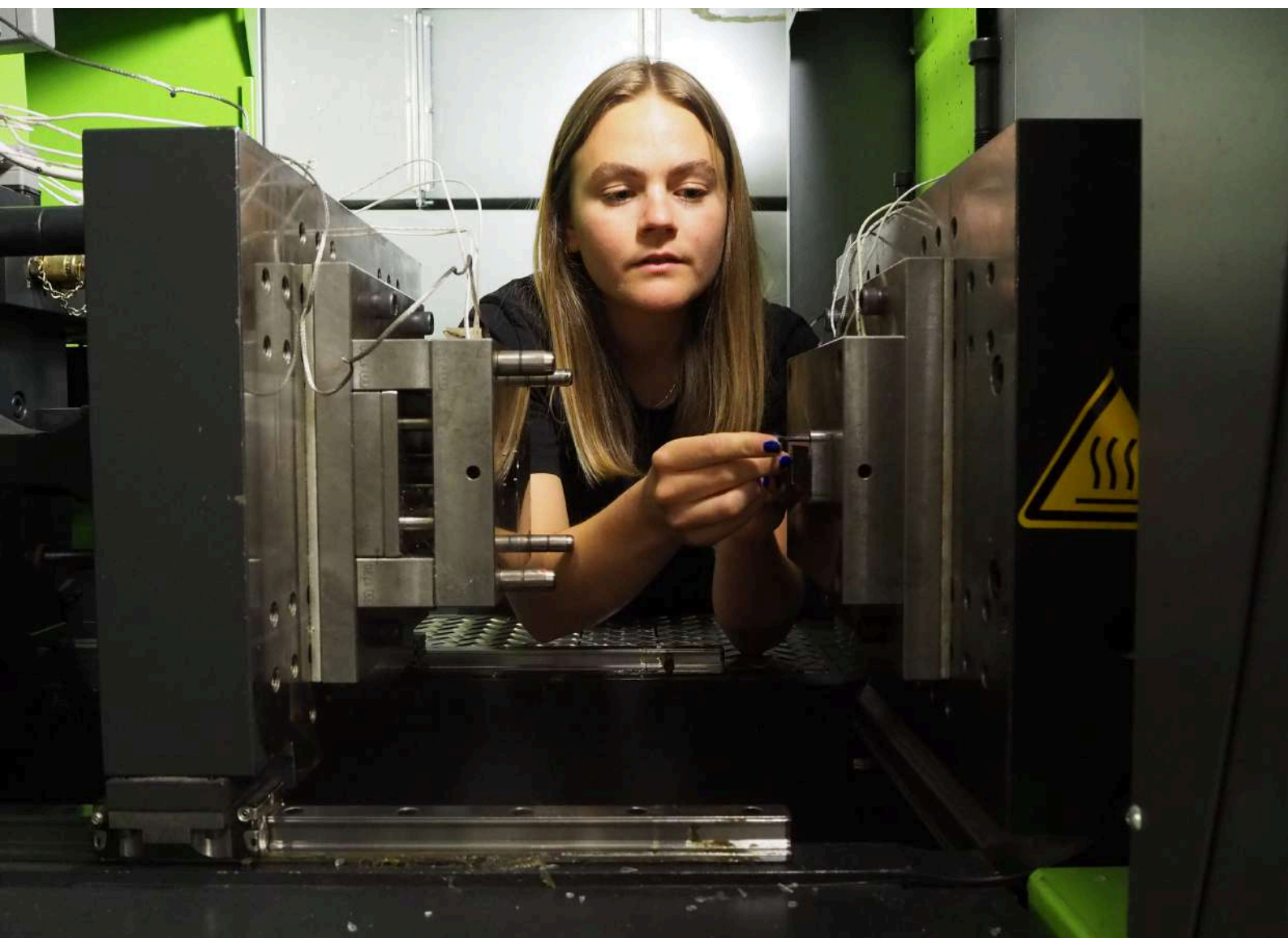
- Collection and analysis of gender by age across all schools and colleges,
- Cross-tabulated data combining age, gender, ethnicity and grade,
- Improved accuracy and completeness of staff monitoring data, especially reducing “Unknown” and “Prefer Not to Say” categories.

8. Track and Share EDI Actions Across Schools

To improve consistency and transparency, Schools should track and report their T&S-specific EDI actions. This will allow best practices—such as recognition initiatives, newsletters, training, or publication policies—to be shared across the institution.

9. Input and Support to the new Regrading System

As the University reviews and changes the current regrading system, it is imperative that the T&S community has input as to what that will look like. Once the system is in place, the T&S community will require support in how to approach the process.



Alysha Hunter, Technician in College of Science and Engineering, working on Injection Moulding in conjunction with research by Nikolaj Gadegaard.

Image by Peter McKenna

Acknowledgements

This research was commissioned by the University of Glasgow's Technician Commitment Steering Group and led by the Equality, Diversity and Inclusion (EDI) subgroup of the Technician Commitment Champions Network (TCCN), comprising the following members: Jennifer Cassels¹, Nikki R. Paul^{1,2}, Megan Blaney³, Helen Kinch⁴, Euan Stobbs⁵, Leo Combs⁶, Allan McVie⁷.

1. School of Cancer Sciences, MVLS
2. CRUK Scotland Institute, MVLS
3. James Watt School of Engineering, COSE
4. SUERC, COSE
5. School of Chemistry, COSE
6. School of Physics and Astronomy, COSE
7. School of Psychology & Neuroscience, MVLS

The authors wish to thank all participants who contributed to the report, the wider TCCN network for their thoughts and advice, the Technician Commitment Steering Group for valuable input and the University EDI team for support with data, Janell Kelly and Katie Farrell in particular.

The authors gratefully thank Dr Jacqueline Coutts, Cyril Pacot and Katie Farrell for reviewing and providing thoughtful and constructive feedback on this report.

Contact Us

For further information, please reach out to us at tc-champions@glasgow.ac.uk.