

HESA data category to recognise non-binary identities

The University is required by the Further and Higher Education Act 1992 to submit statistical returns to the Higher Education Statistics Agency (HESA), under category labels set down by HESA.

Institutions are now able to report staff sex under three categories: 'male', 'female' and 'other'. Although the naming of this last category is far from ideal (!), it does now allow reporting of staff who define as anything other than male or female.

In future this data will be captured via a self-service portal in the new HR system. Until this is in place, any staff who wish to be returned to HESA under the 'other' sex category should send an email to the confidential mailbox equalitydiversity@ed.ac.uk.

With regards to recording sex in University of Edinburgh job applications, colleagues are working on changes, and we hope to provide an update in the near future.