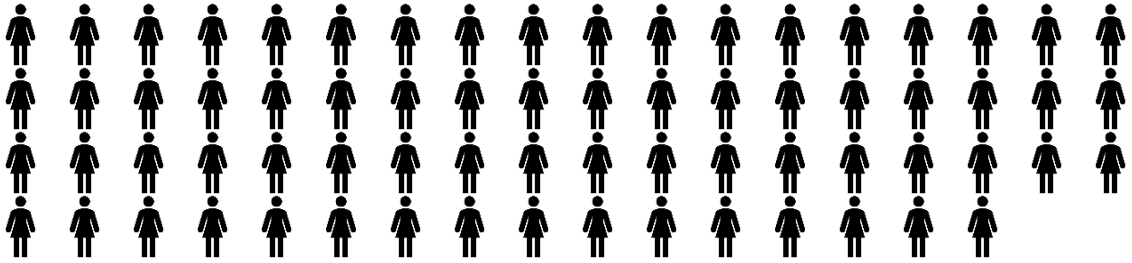
Equality Information & Impact Report 2020

3 Awards and 1 Recognition for sector-leading practice:

Developing Future Women Leaders

70 applications for Aurora Leadership Training Programme



Belonging, Empowerment and Safer Spaces

62 Student Ambassadors
22 Leads
40 Volunteers
10 Active Bystander sessions

Better working environment

16 locations with 50 universal toilets

Contents

Foreword

Equality, diversity and inclusion are central to our Social Responsibility agenda. Diversity is a huge strength of our institution and a source of great pride. However, we acknowledge there is still much to do to ensure we tackle all forms of discrimination and guarantee all staff and students are given opportunities to thrive. We have made progress - notably by the University and Schools achieving, or in the process of applying for, an Athena SWAN award which recognises commitment to the career advancement of women; the Race Equality Charter Mark award which aims to improve the representation, progression and success of minority ethnic staff and students within higher education; and recognition from Stonewall for creating an inclusive workplace as a top 100 employer for LGBT colleagues - but we are also aware that there is still much to do. We will continue to embed our commitment to equality, diversity and inclusion across all our processes and this report is a great example of our continued work in this area.

Professor Nalin Thakkar

Vice-President Social Responsibility

Introduction

The University of Manchester is one of Britain's largest single site universities. We employ over 12,000 staff and educate approximately 40,000 students. The University is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity. We are proud to strive to employ a workforce and educate a student body that reflects the diverse community we serve.

As a Higher Education Institution we have specific equality duties, as outlined by The Equality Act (2010). These require public authorities to tackle discrimination, victimisation and harassment, advance equality and foster good relations. It is also our responsibility to publish our equality information on an annual basis, and review and publish specific and measurable equality objectives every 4 years.

University of Manchester Equality Objectives 2016 – 2020

1. Improve the representation of women and black and minority ethnic (BME) staff in senior leadership, academic and professional support positions.
2. Take action to further understand and improve the experience of disabled staff as indicated in the staff survey.
3. Take action to further understand and address any differential outcomes of undergraduate students in relation to access, retention, attainment and progression to a positive graduate destination in relation to disability, ethnicity, gender and socio-economic status.
4. Take action to understand and address any inequalities for researchers.
5. To better understand the challenges, obstacles and barriers faced by different groups at the University and to foster good relations between people who share a relevant protected characteristic and those who do not share it.
6. Better understand the potential impact of University functions on certain groups by improving disclosure rates and reporting mechanisms for age, disability, ethnicity, caring responsibilities, religion or belief (including lack of belief) sexual orientation and gender reassignment.

Staff Equality Information: Key Findings

Age: The age of staff at the University has increased since 2017- the proportion of employees within '36 to 45' age range increased year on year. 29.6% of all staff at the University in 2019 were within 36 to 45 bracket- an increase of 0.6% since 2017 (see Figure 1). The data from 2019 shows that Professional Services (PS) staff and part-time staff are older than academic and full time staff (see Figure 2 and Figure 3).

Disability: 5.8% of staff at the University have disclosed their disability status on their staff record (see Figure 7). The proportion of disabled staff working at the University started increasing since 2017 after decreases between 2015 and 2017 (see Figure 11). The most prevalent disability type declared by staff, accounting for 29.0% of all disabilities, is a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy (see Figure 8).

Ethnicity: There has been a 3% increase in BAME staff across the university since 2015, with a 3.8% increase in BAME academics and a 2.6% increase in BAME PS staff (see Figure 17). The largest represented ethnic group is Asian accounting for 59.3% of all BAME staff (see Figure 13). 39% of BAME staff are from overseas and 5% from EU countries.

Gender: The proportion of female staff at the University has increased by 1.3% since 2015 (see Figure 28). In that period there has been a 1.2% increase in female academics and a 0.9% increase in female PS staff. There is a difference in representation of females at the highest level for seniority between academic and PS staff: 26.1% of Professors and 36.9% of Senior Lecturers/Readers are females (see Figure 29); in comparison there is much higher proportion of females at the highest positions in PS: 49.8% of Grade 8/9 and 51.6% of Grade 7 PS staff are females respectively (see Figure 30).

Recruitment: Only 37.7% of applications for core academic positions were sent by females and 34.0% by BAME Candidates in the period studied. Only 26.2% of applications for PS (both Faculty-based and central) were sent by BAME candidates and only 1.8% of BAME applications were successful in comparison to 3.3% of White candidates' applications (see recruitment tables).

Promotions: In promotions for Readers and Senior Lecturers/Senior Research Fellow, females are more successful than Males, while in the case of Chairs/Professors- females are more likely to apply but less likely to be successful. BAME candidates are less likely to be successful than White candidates in promotion applications to all roles (see promotion section for Gender and Ethnicity).

Leavers: Overall the percentage of female and BAME staff leaving the University in the past year has increased by 2.7% (see Figure 34) and 2.9% (see Figure 23) respectively. On further analysis it was determined that the increase is driven by fixed term contracts ending as turnover rates for BAME PS and Academics on permanent contracts were stable between 2016 and 2019 (see Figure 24)

Sexual Orientation, Gender Identity and Religion: 62.8% of employees of the University responded to question about sexual orientation and religion. Response rates to questions

about sexual orientation, gender identity and religion increased between 2017 and 2019 (see Figure 35 and Figure 38).

Internationalisation: The University of Manchester has more than 2000 members of staff who declared nationality different than 'British'. This group comes from more than 100 different countries. China, Italy and Germany top 3 countries of origin of University's international staff (see international section and the Map).

Methodology

Data of current staff in this report relates to the 2018/19 year and has come from the Annual Performance Review dataset produced by the Human Resources Systems Team. The data is current and up to date as of 31st July 2019 and has been analysed by the Equality, Diversity and Inclusion team. Data related to Recruitment is taken from Job train/Yellowfin system and data related to Academic promotions is collected by Human Resource partners.

Throughout this report the data is split by Academic staff and Professional Support Services (PS) staff. Academic staff are split by Professor, Senior Lecturer, Reader and Lecturer. Research staff include Researchers, Research Fellows and Senior Research Fellows. When the term 'Academic' is used in this report it groups together both Academic and Research Staff. PS staff are in a range of roles such as administration and technical roles.

Age

Figure 1: **All Staff by Age**

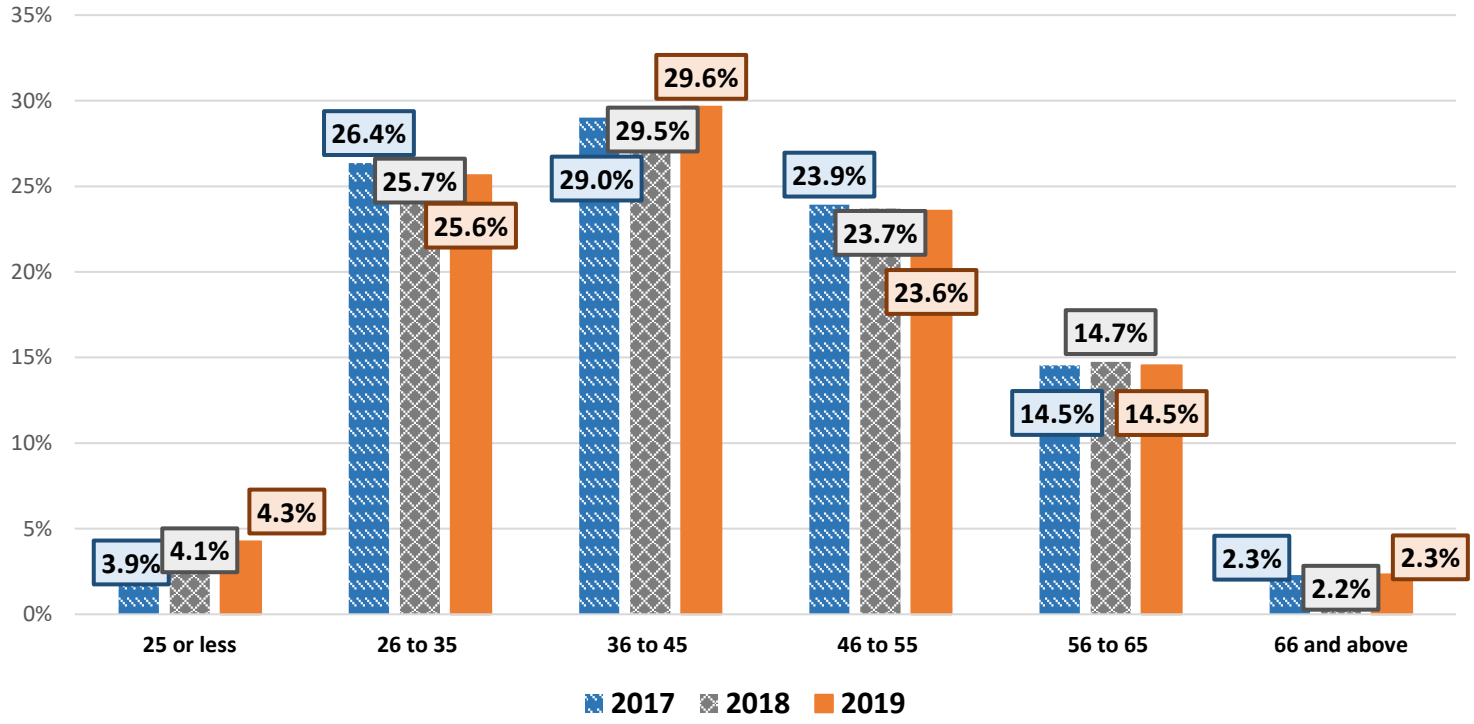
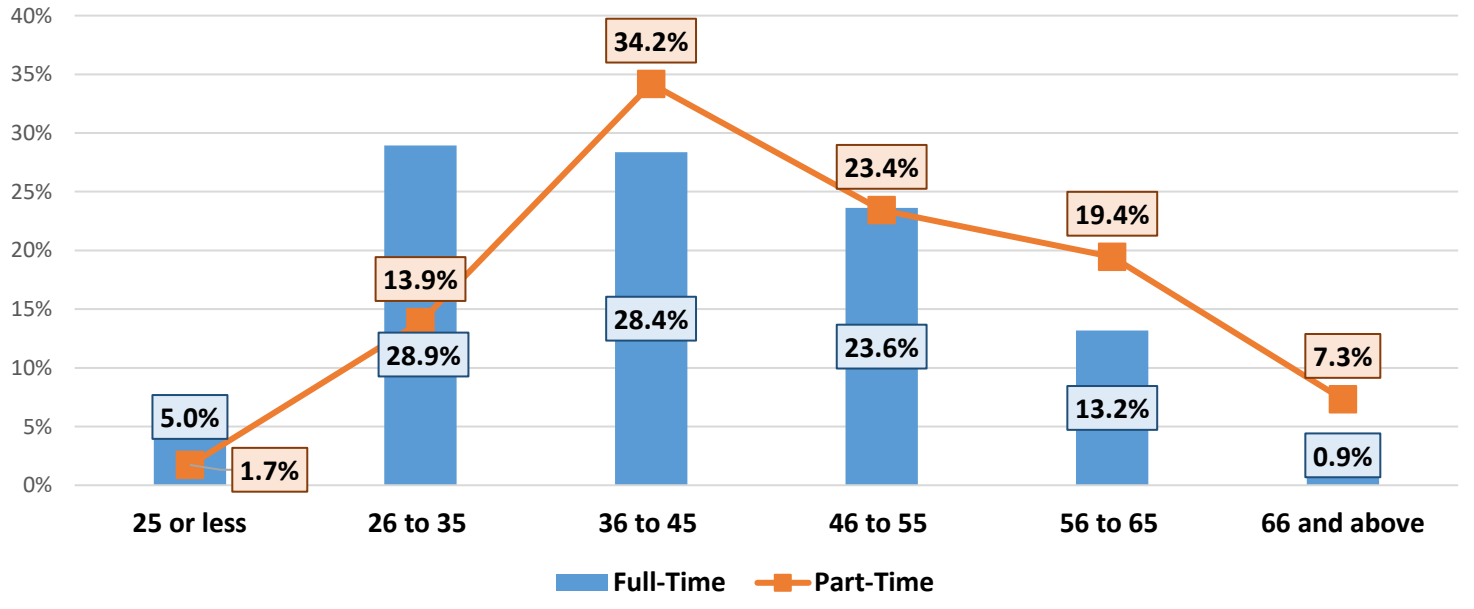


Figure 2: **Full-Time and Part-Time Staff by Age 2019**



The University has a wide range of ages of staff, with most staff at the University being aged from 36 to 45 (29.6%- see Figure 1). Full time staff at the University tend to be aged from 26 to 35 while part time staff tend to be aged from 36 to 45 (Figure 2). Academic staff ages show most academics are aged between 26 and 45, while most PS staff are aged from 36 to 45 (Figure 3).

Figure 3: **Academics and PS Staff by Age 2019**

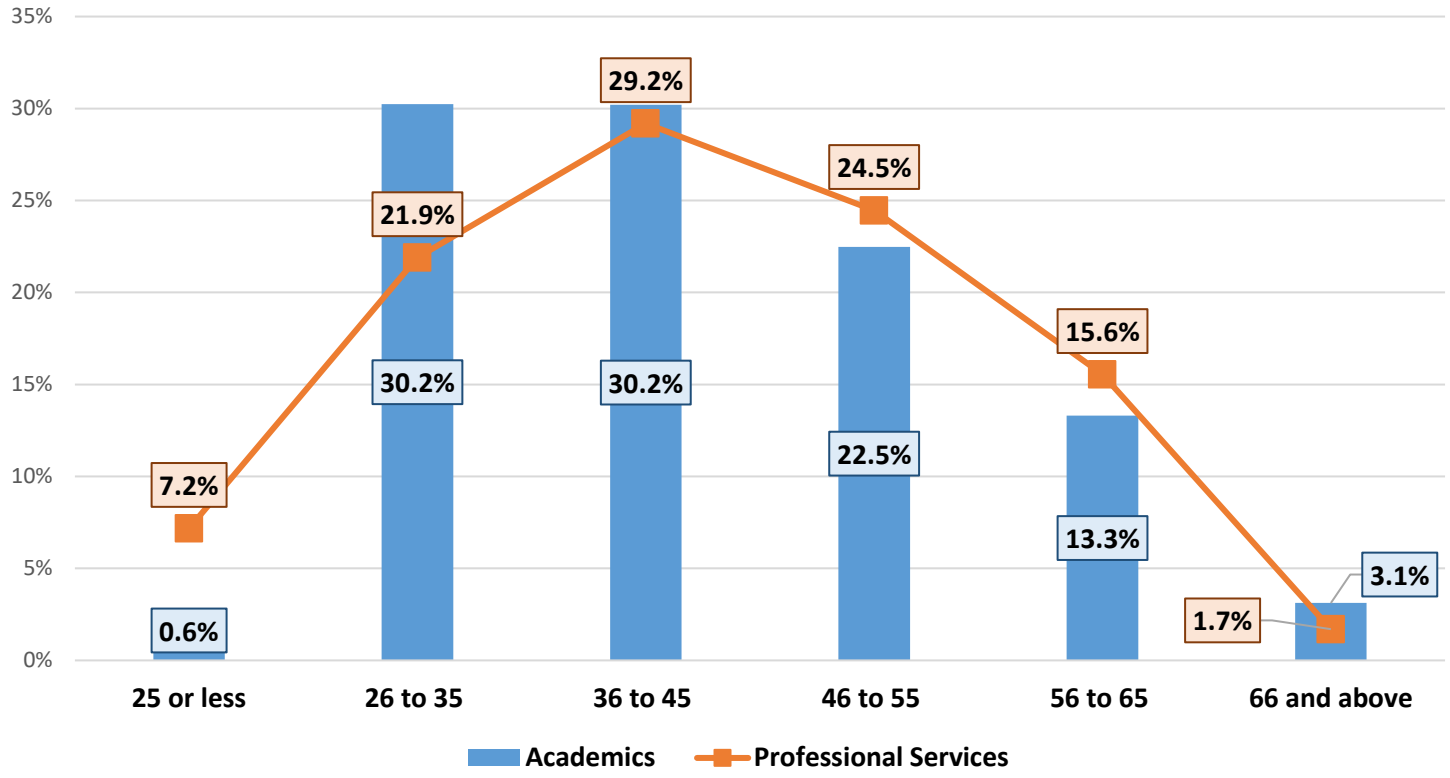
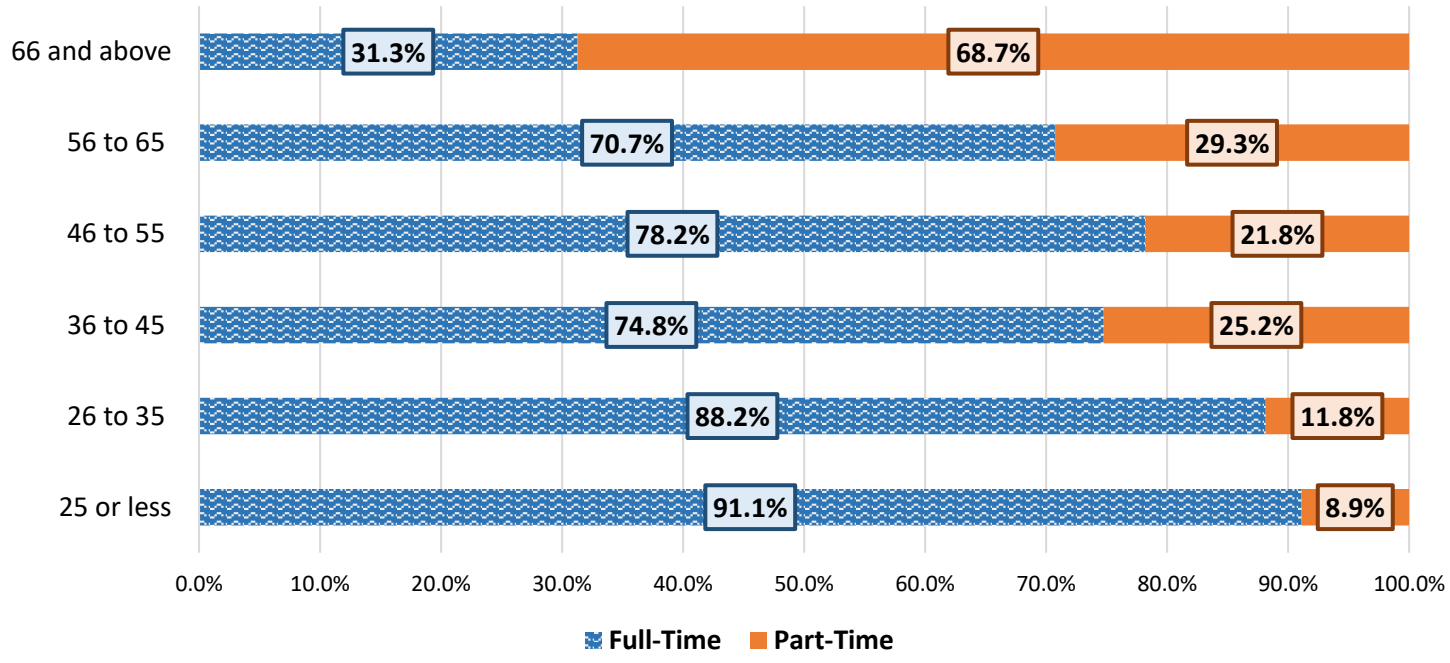


Figure 4: **All Staff by Age, 2019**



The percentage of staff working full-time at the University increases as age decreases, with the exception of the age bracket 36-45 (Figure 4). Staff of age 25 or less are most likely to be working full time (Figure 5) - this is the case for both Academic and PS staff (Figures 6 and 7).

Figure 5: **Academic Staff by Age, 2019**

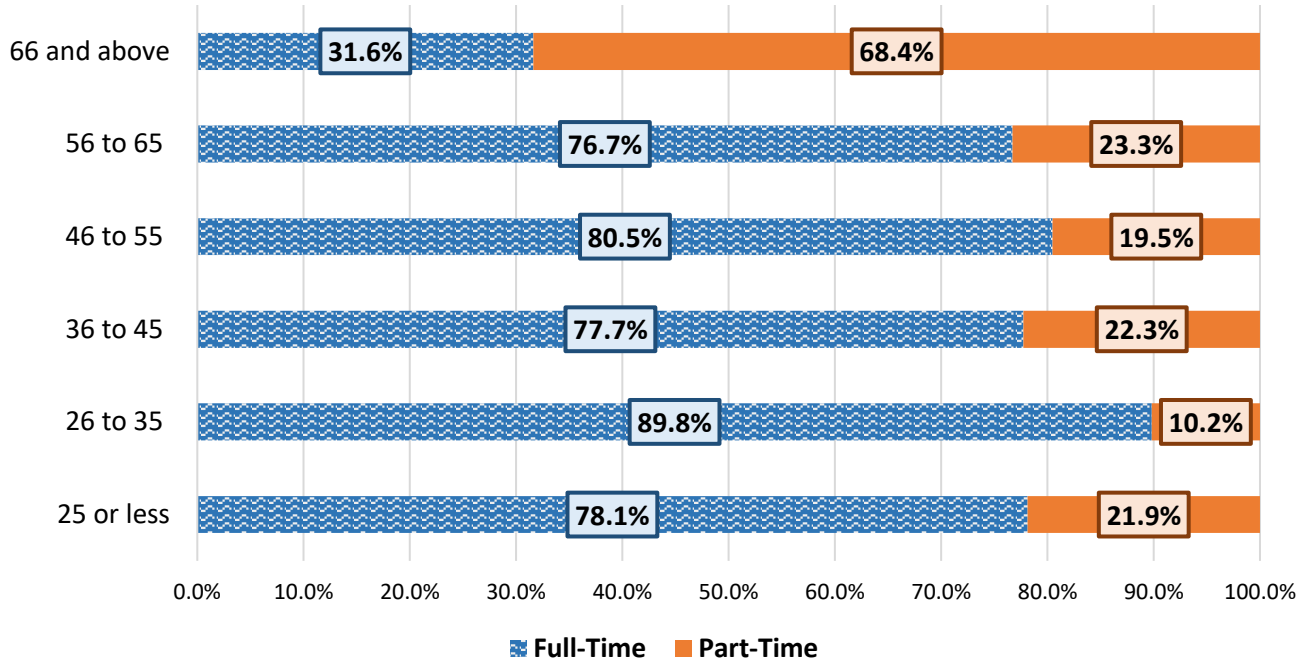
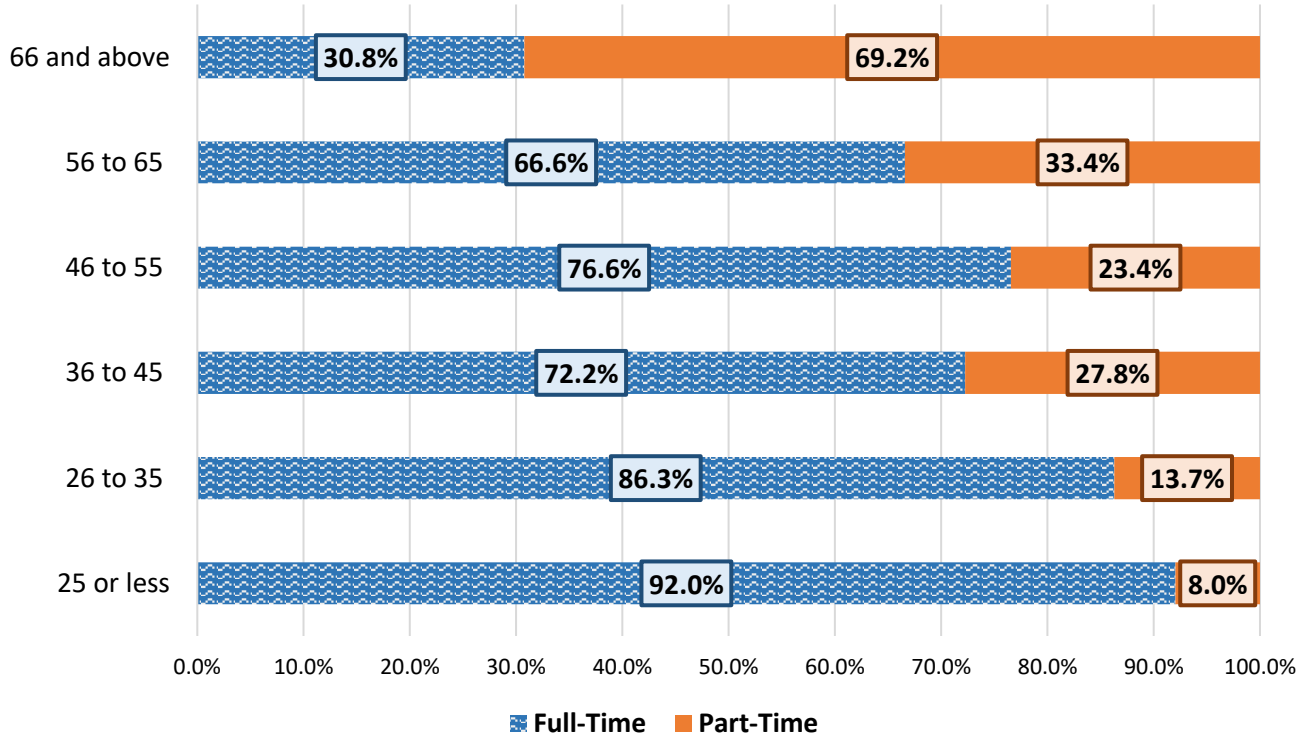
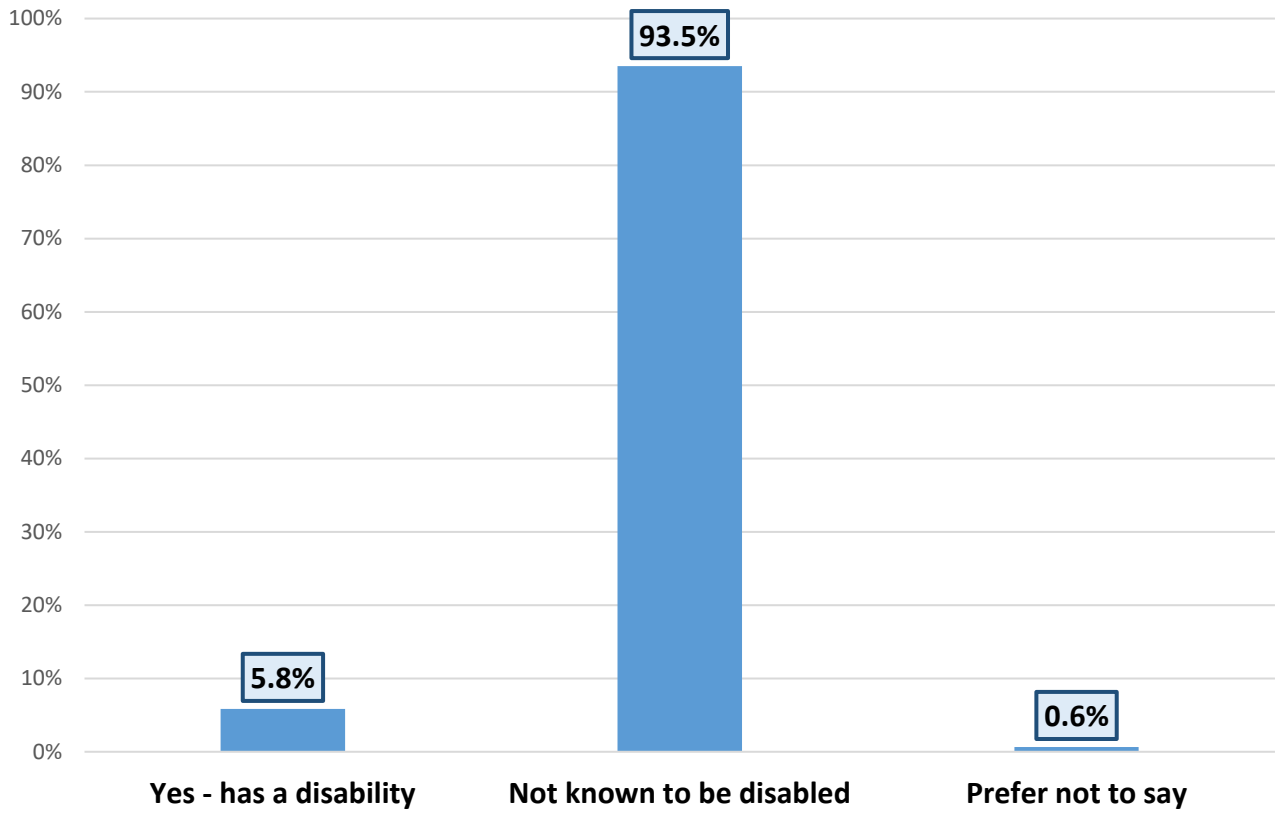


Figure 6: **Professional Services Staff by Age, 2019**



Disability

Figure 7: **Disability of staff, 2019**



5.8% of staff at the University have disclosed their disability status on their staff record. The percentage of all staff disclosing a disability has more than doubled since the publication of the Equality Act, with staff in PS being more likely to disclose a disability than academic staff. Holding the most complete and accurate information enables the University to effectively tackle discrimination and equalise opportunity in its community. The most prevalent disability type declared by staff is a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy. This accounts for 29% of all disabilities declared (Figure 8).

Figure 8: **Breakdown of Disabilities 2019**

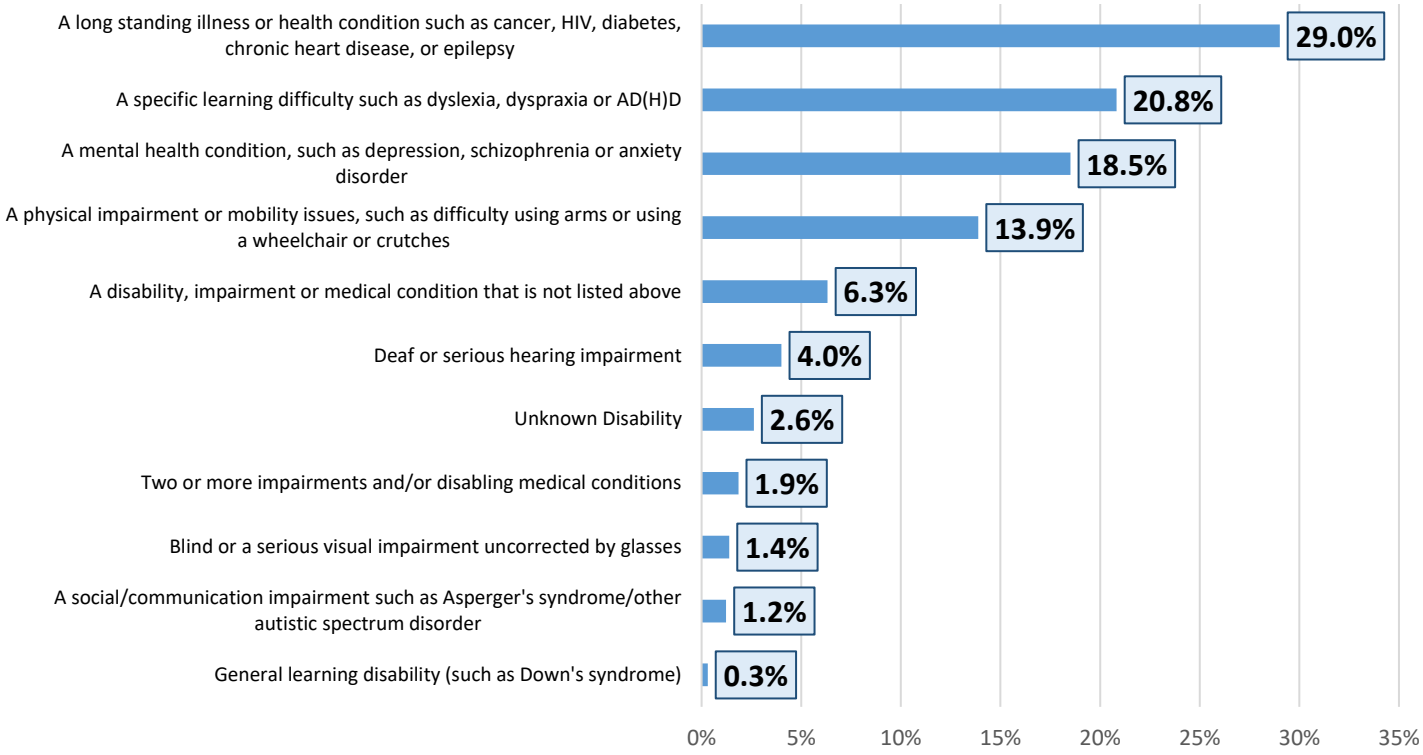


Figure 9: **Disability by Gender 2019**

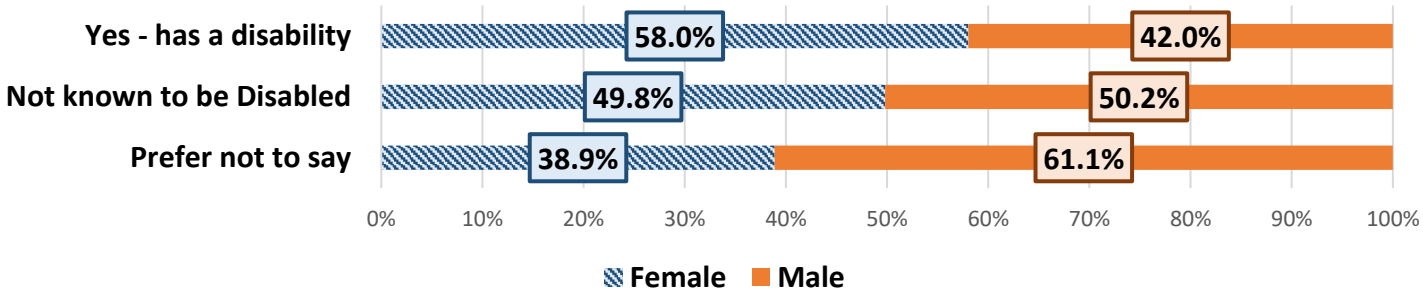
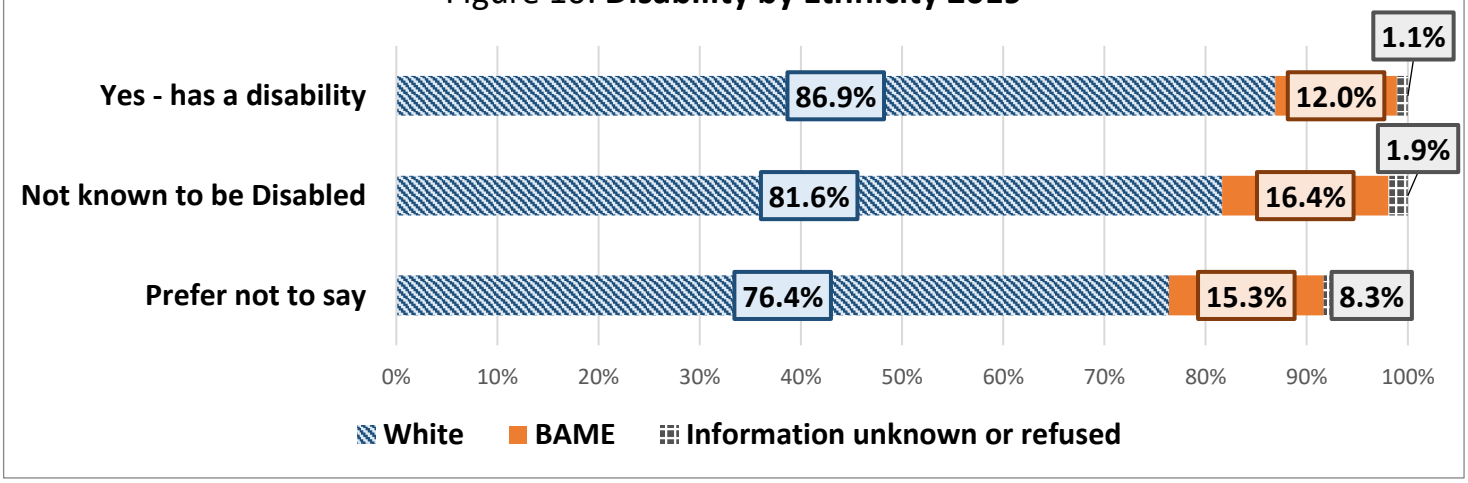
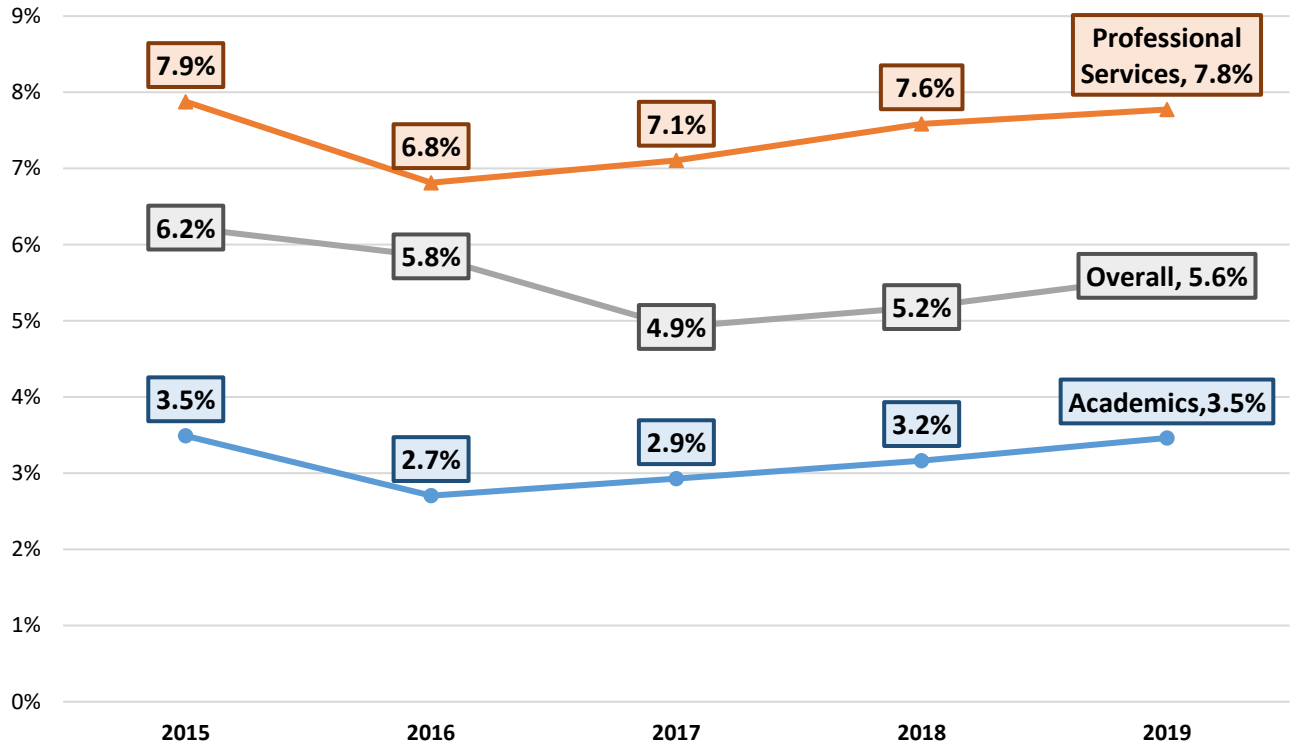


FIgure 10: **Disability by Ethnicity 2019**



Among members of staff who disclosed disability, majority of females: 58% while males are a majority among staff with no known disabilities (Figure 9). For the past five years the percentage of PS staff declaring a disability is consistently higher than the percentage of academic staff (Figure 11). Between 2018 and 2019 there has been a 0.4% increase in the percentage of all staff declaring a disability.

Figure 11: **Disabled staff in PS and Academic Roles**



Ethnicity

Figure 12: **All Staff by Ethnicity 2019**

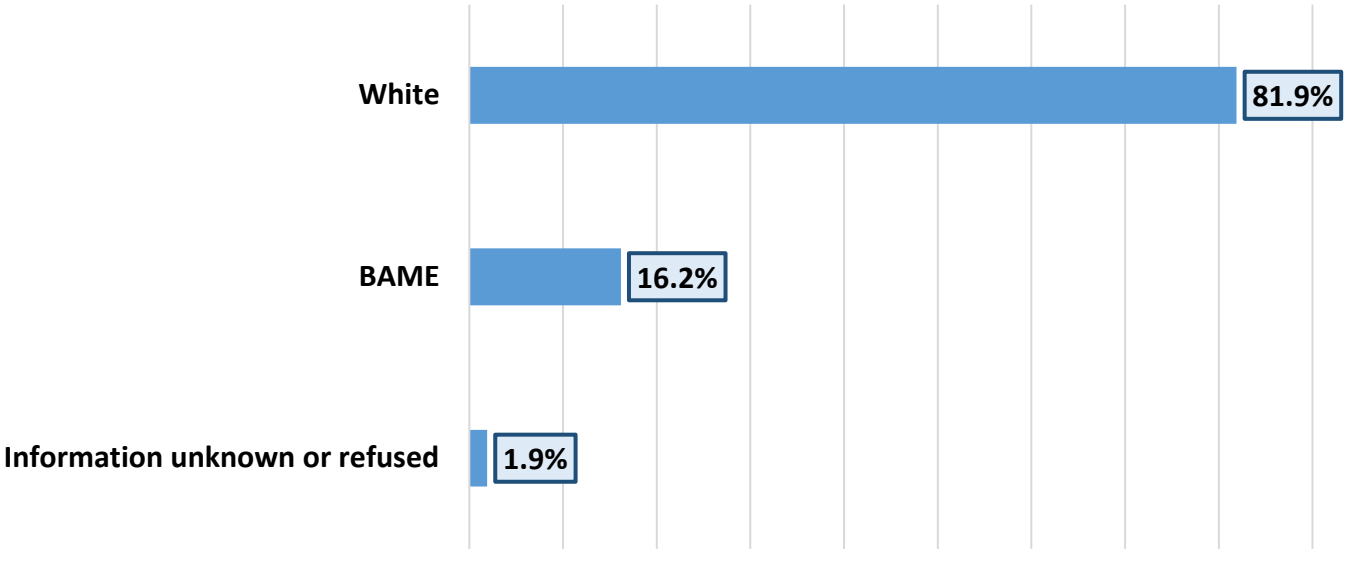
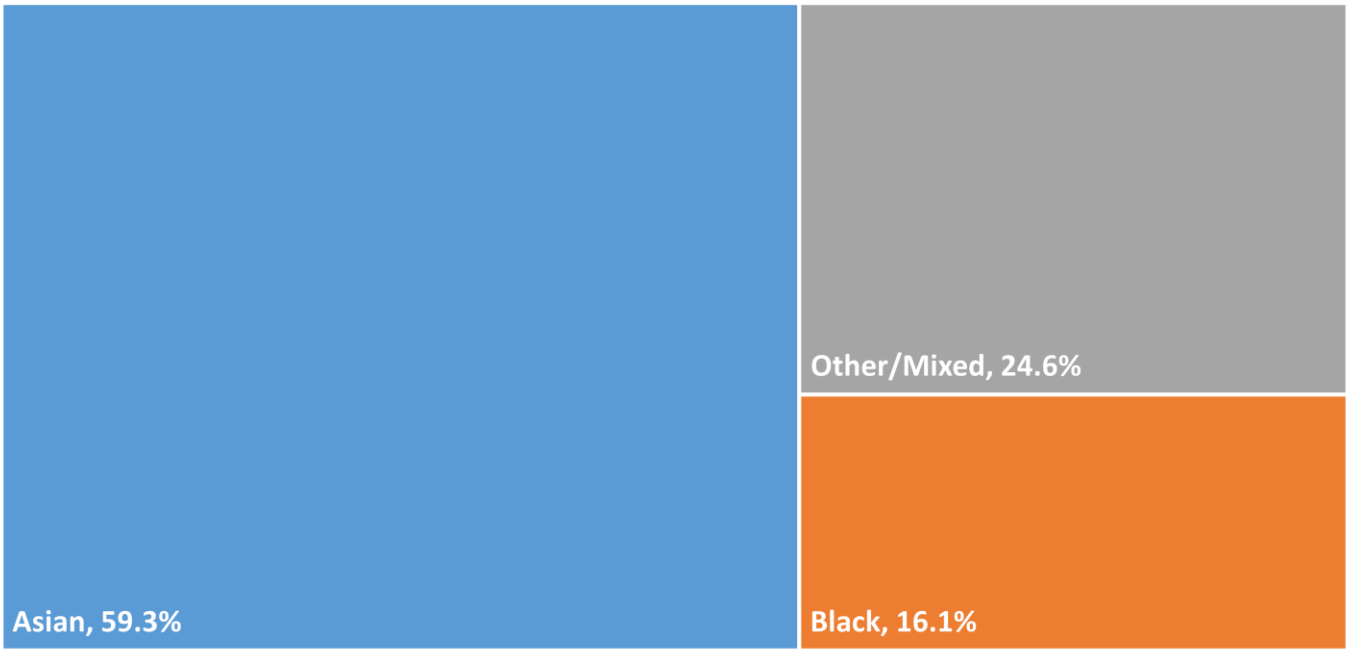


Figure 13: **BAME Staff by Ethnicity 2019**



'Black, Asian and Minority Ethnic' (BAME) is a term referring to those of non-White descent, and encompasses a wide range of different ethnicities irrespective of a person's origin or nationality. Of all respondents, Black, Asian and Minority Ethnic staff make up 16.2% of our staff population (Figure 12).

Figure 14: **BAME Professional Services Staff by Ethnicity 2019**

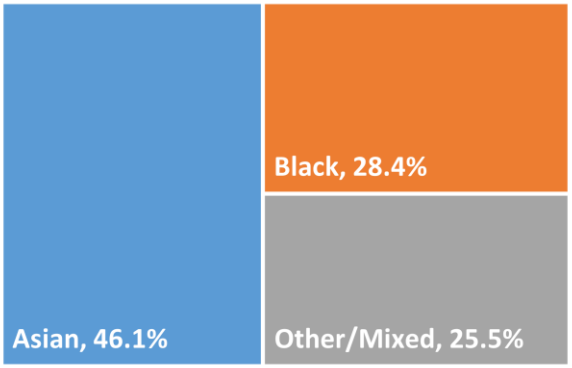
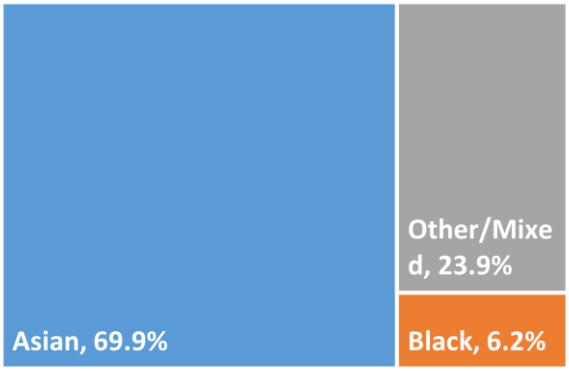


Figure 15: **BAME Academic Staff by Ethnicity 2019**



Of all BAME staff working at the university 59.3% are Asian (Figure 13). However, when analysed in terms of their functions at University, there is a significant difference in the proportion of Asian staff in academic posts when compared with PS. 46.1% of BAME PS staff (Figure 14) are Asian in comparison to69.9% of BAME academic staff (Figure 15). Out of Academics who identify as Asian:

>36.2% declared British Nationality

>27.4% declared their nationality as Chinese or Hong Kong-Chinese

>13.6% declared Indian nationality

Only 6.2% of Academic staff are Black (Figure 15) in comparison to 28.4% of Academics (Figure 14).

The proportion of Ethnic minorities is lower among females than males (see Figure 16).

Figure 16: **Ethnicity by Gender**

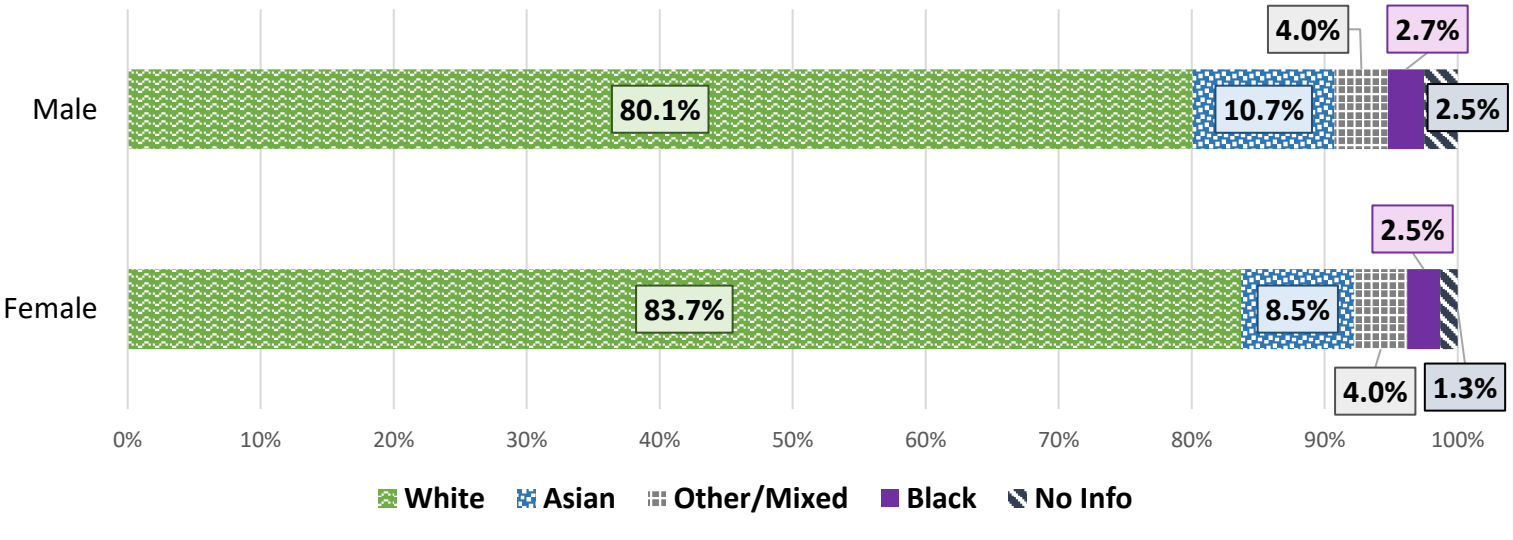
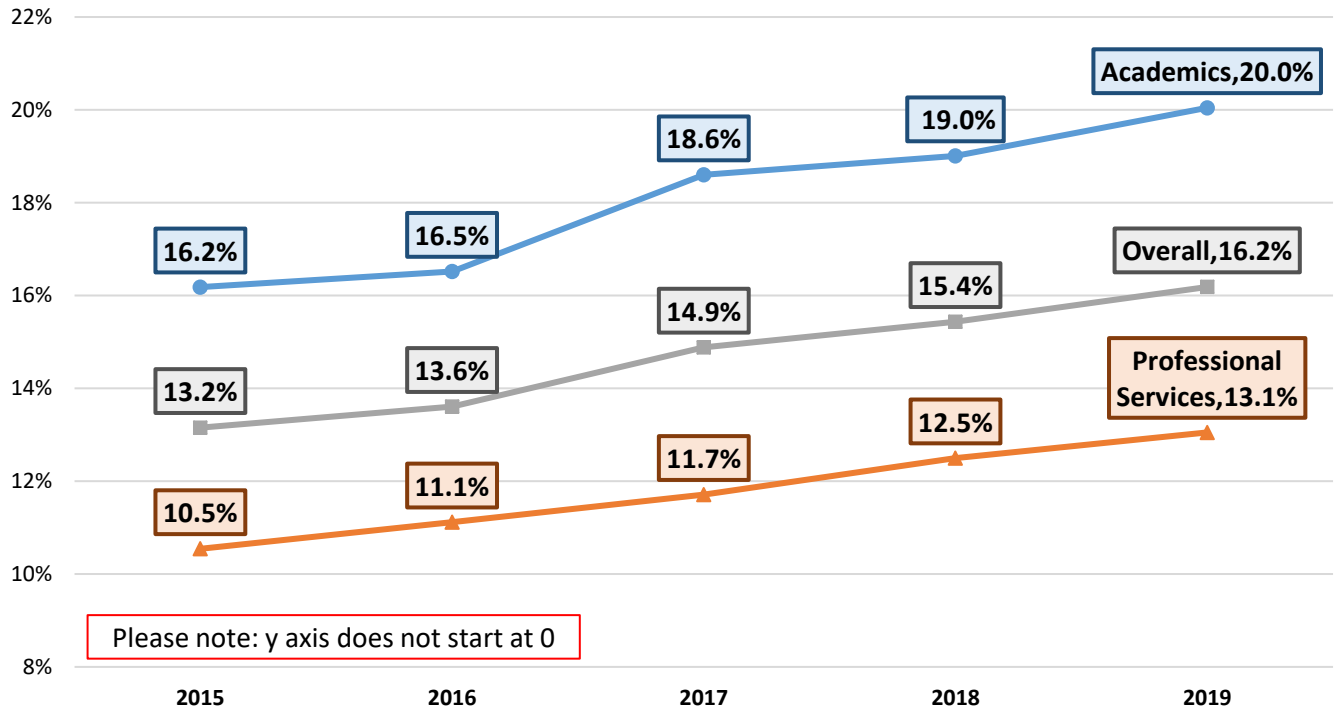


Figure 17: **Proportion of BAME Staff in PS and Academic Roles**



The percentage of BAME staff in academic roles has been consistently higher than the percentage in PS roles over the past five years (Figure 17). Since 2015 there has been a 3 % increase of BAME staff across the university with a 3.8% increase in BAME academics and a 2.6% increase in BAME PS staff.

Between 2015 and 2019 there has been a year on year increase in the percentage of BAME staff in both academic and PS roles.

Figure 18: **Promotions to Chair by Ethnicity 2019 (Count,Percentages)**

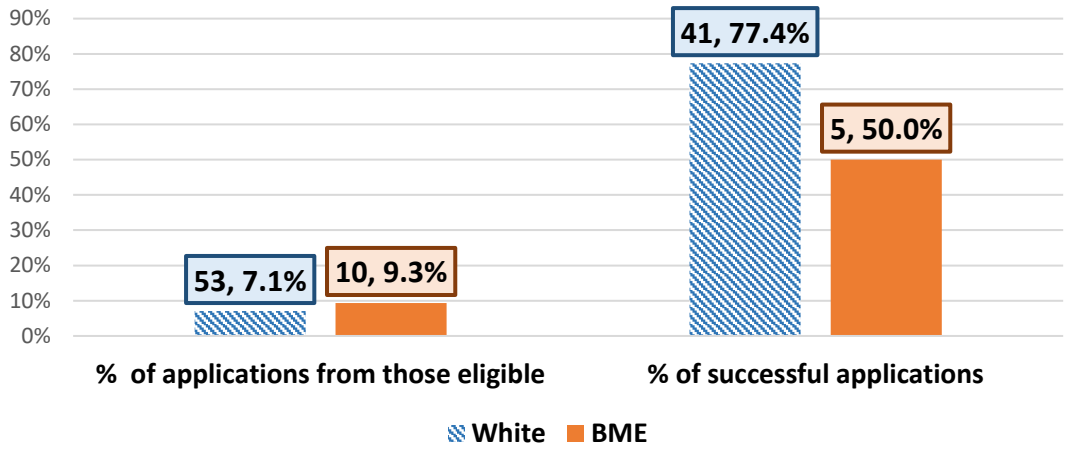


Figure 19: **Promotions to Reader by Ethnicity 2019 (Count,Percentage)**

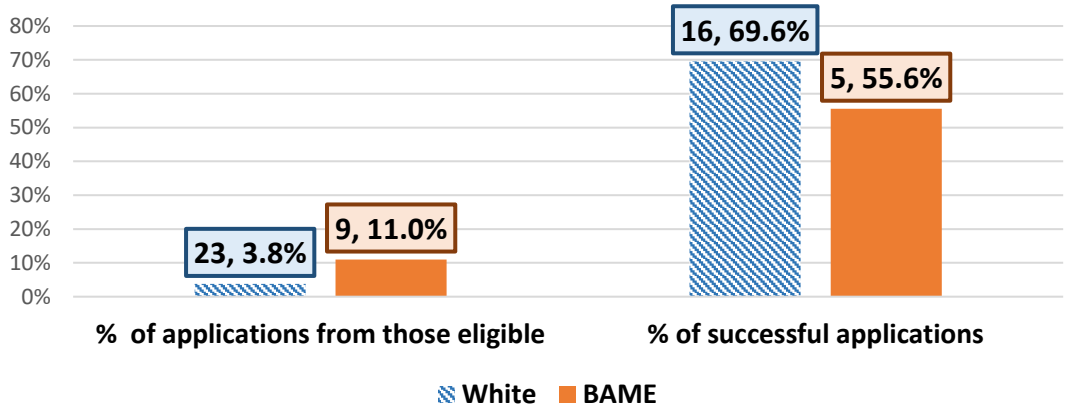
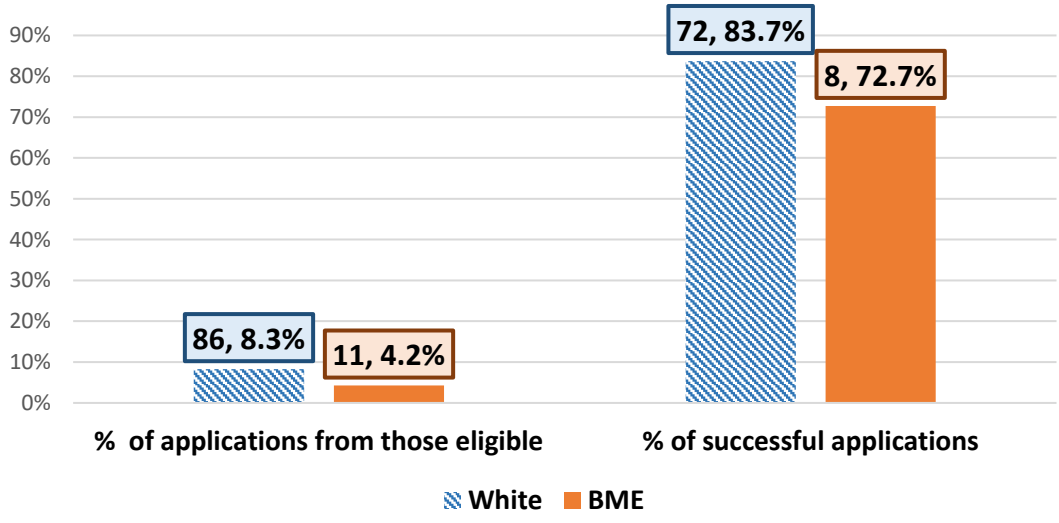


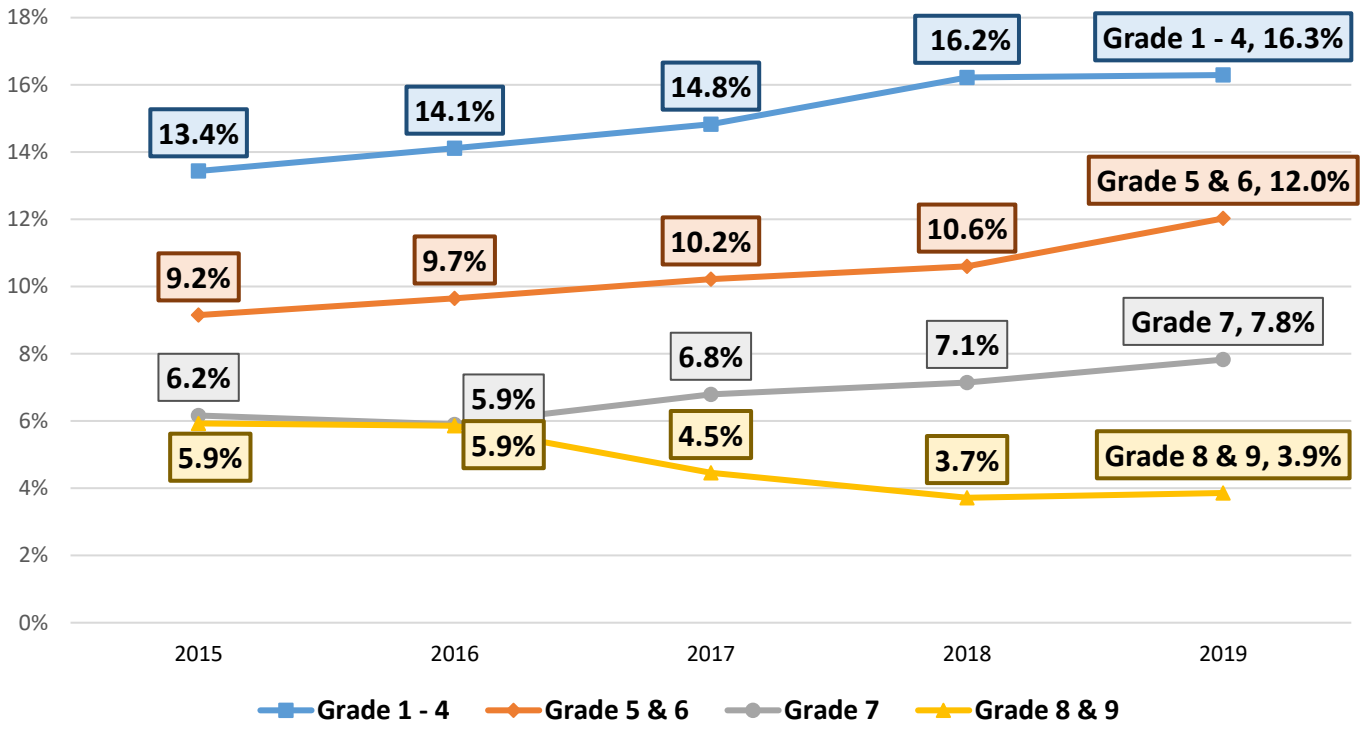
Figure 20: **Promotions to Senior Lecturer/Senior Research Fellows by Ethnicity 2019 (Count, Percentage)**



BAME academics were more likely to apply for Chair/Professor, (Figure 18), as well as Reader but not Senior Lecturer/Senior Research Fellow (Figure 19).

In the 2017/18 promotion round BAME candidates were less likely to be successful than White candidates when applying for a promotion at every level, however the count of individuals is small which makes interpretation difficult (Figures 18, 19 and 20).

Figure 21: **Proportion of BAME in Professional Services Staff Grades**



Between 2015 and 2019 all there is an increase in the percentage of BAME PS staff across all grades with the exception of Grades 8-9 which has seen fluctuation over the period discussed (Figure 21).

Between 2015 and 2019 there has been an increase in BAME staff across all academic job levels - Researchers have seen the largest increase of 6.1%.

Figure 22: **Proportion of BAME in Academic Staff Levels**

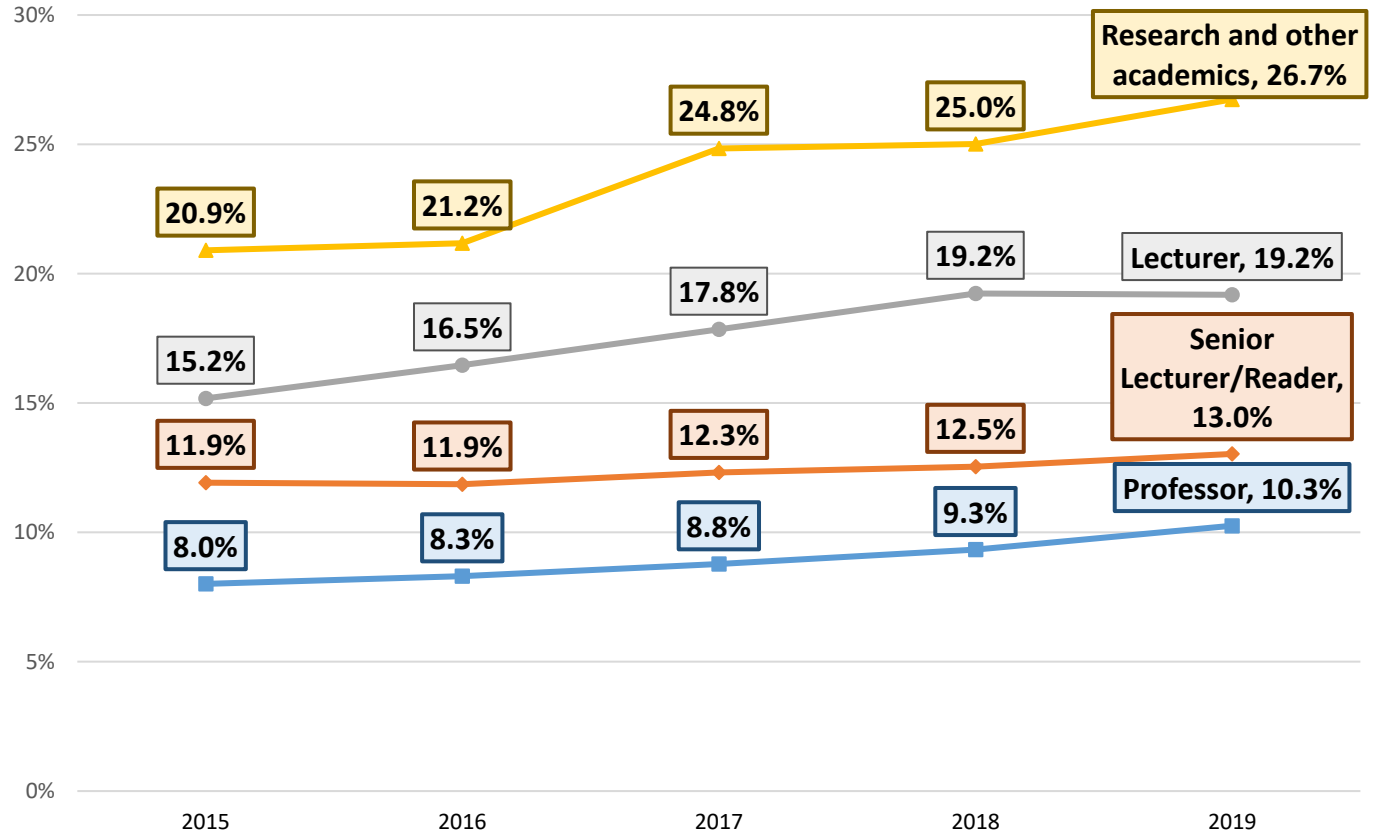
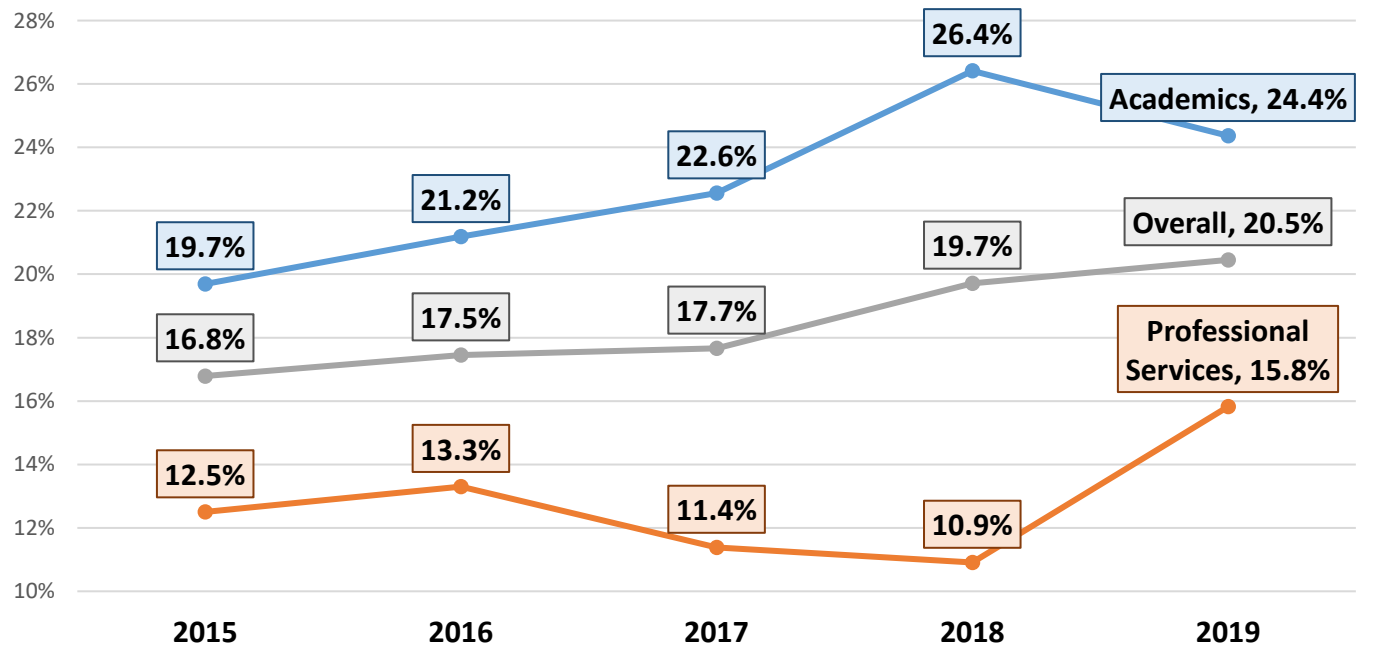


Figure 23: **Proportion of BAME among Leavers**



Between 2015 and 2019 the percentage of BAME leavers at the University has increased by 2.9%. With the percentage of BAME academics leaving the University increasing by 3.7% and the percentage of PS staff increased by 3.3% (Figure 23). One of the reasons why employees leave the University is that their fix-term contract of employment came to the end. In order to account for that this report indicates turnover rates for employees on permanent contracts: they remained stable over the period analysed for both BAME Academic and PS staff (Figures 24 and 25).

Figure 24: **Turnover rates for ethnic groups of PS staff on permanent contracts per year (Source: APR snapshots)**

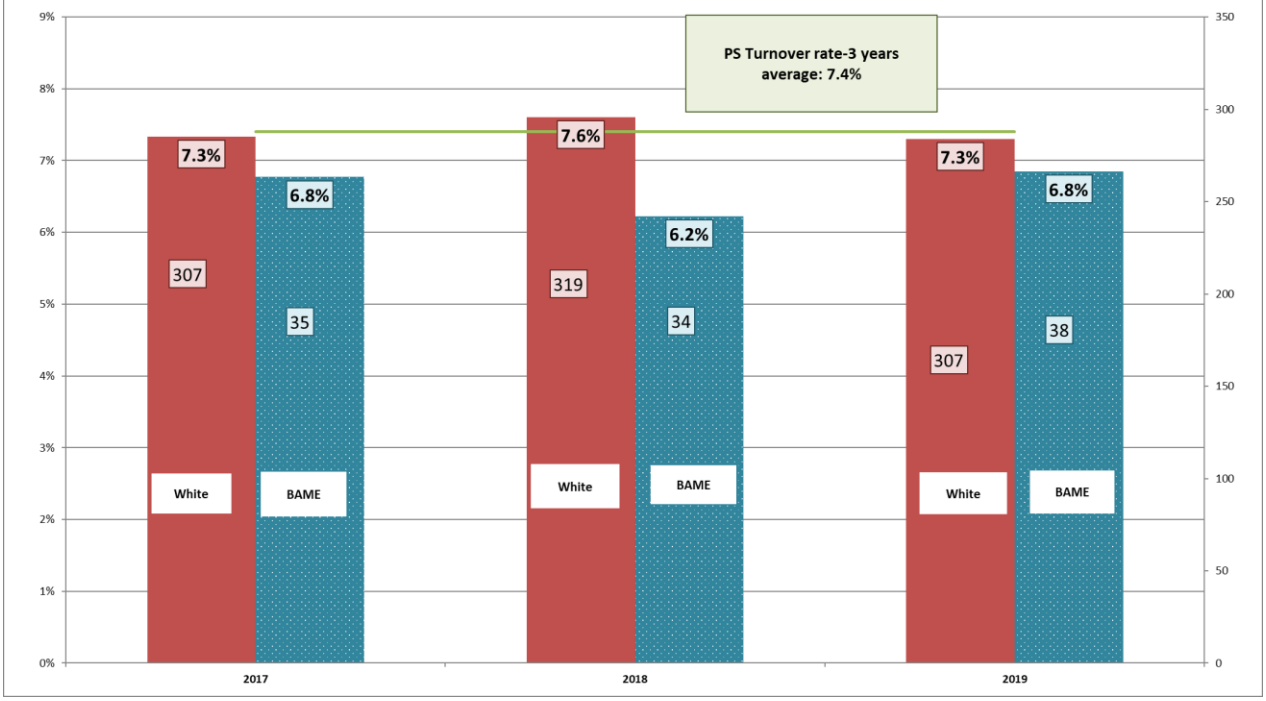


Figure 25: **Turnover rates for ethnic groups of Academic staff on permanent contracts per year (Source: APR snapshots)**

Gender

Figure 26: **Staff by Gender 2019**

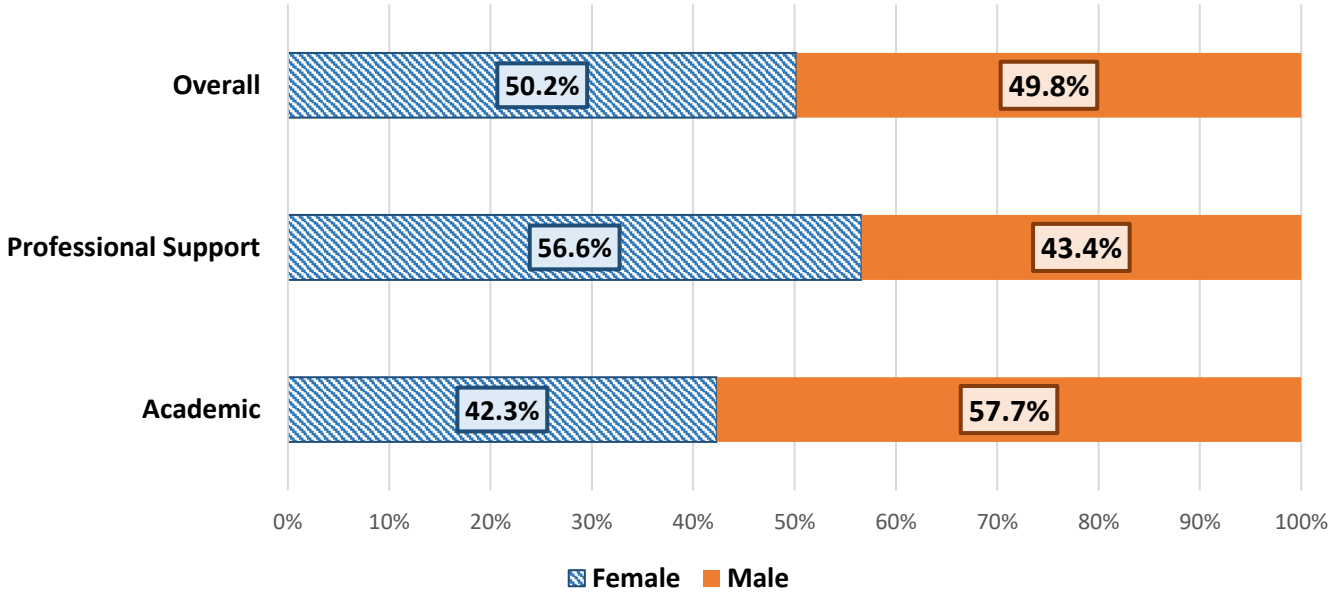
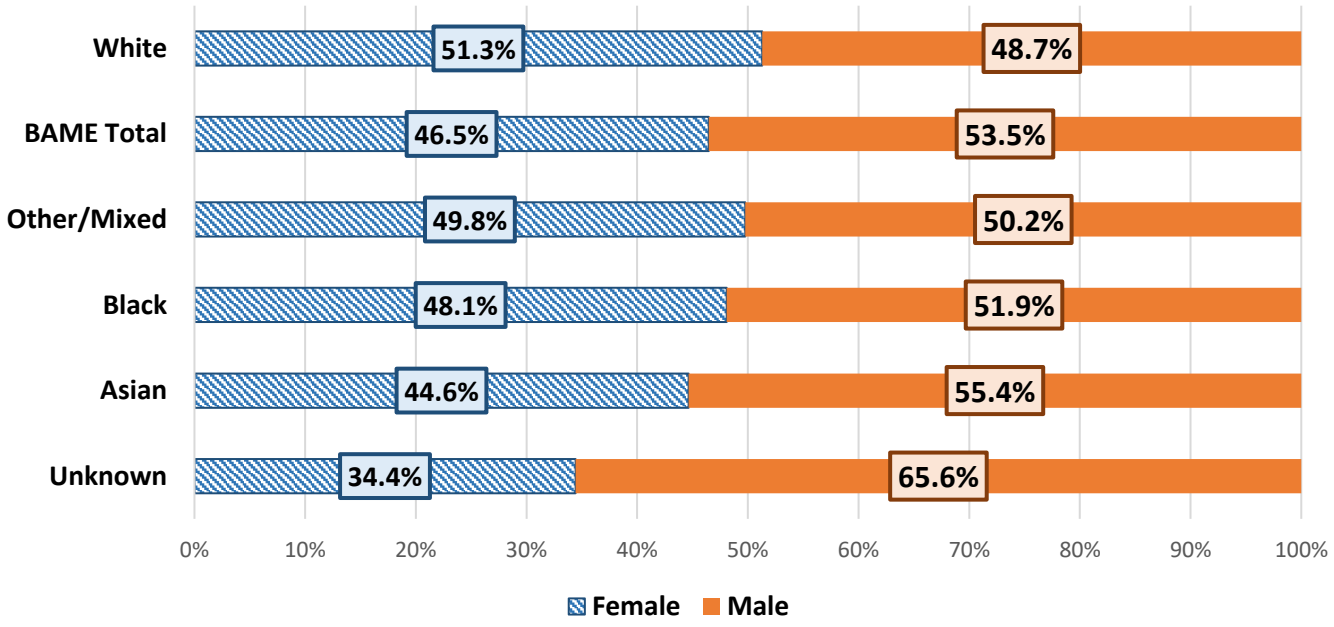


Figure 27: **Gender by Ethnicity 2019**



There are similar proportions of male and female staff working at the University (Figure 26). However, when analysed in terms of their functions at University, there are 15.4% more male academic staff compared with female. This trend is reversed within PS, where there are 13.2% more female staff than male.

Of all BAME staff at the University 46.5% are female compared with 51.3% of White staff being female (Figure 27).

Figure 28: **Proportion of Females in PS and Academic Roles**

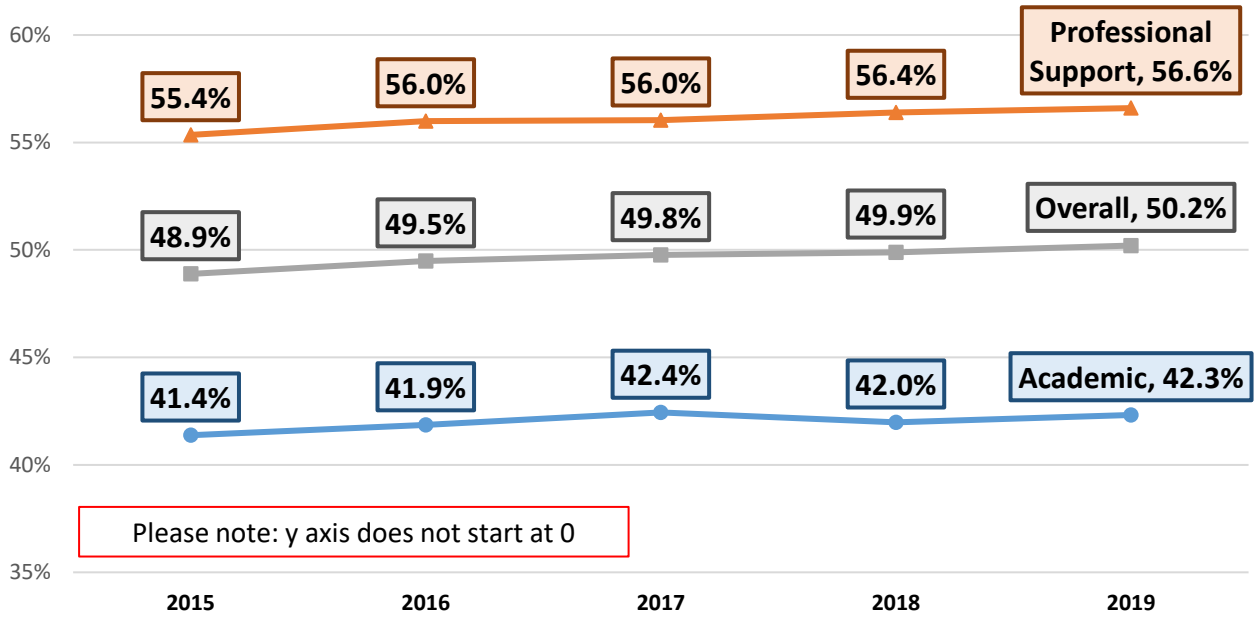
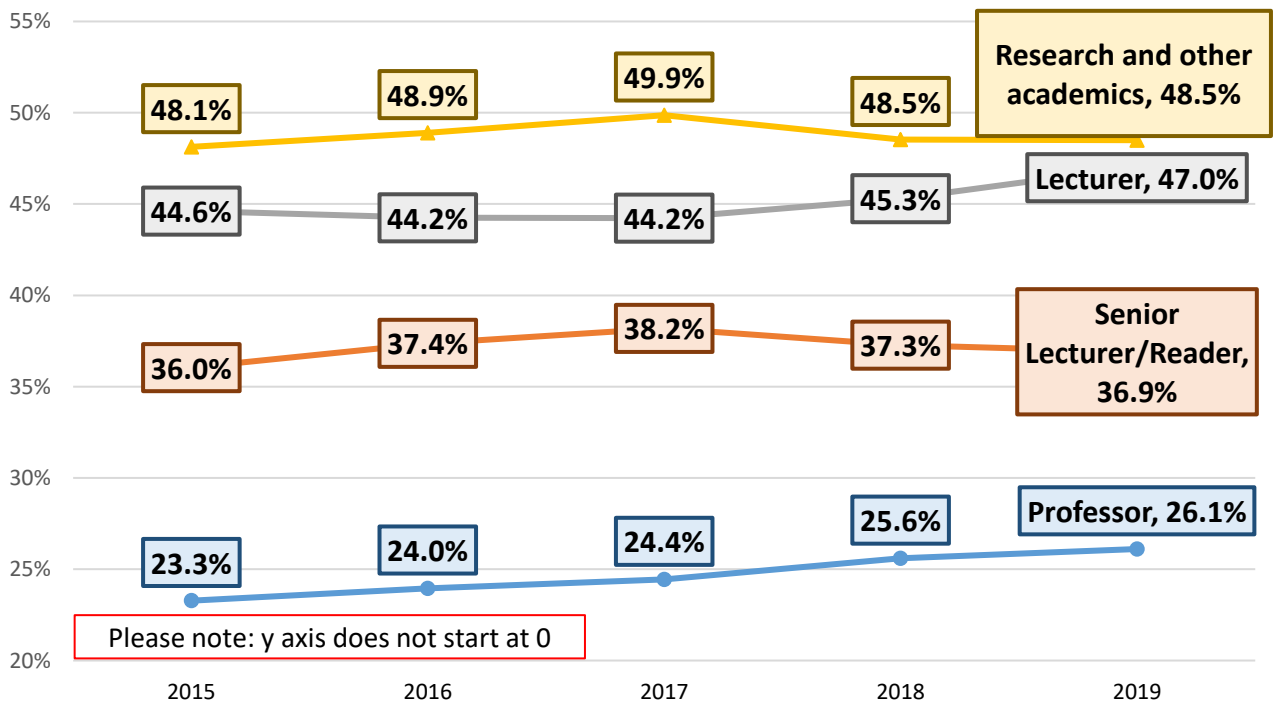


Figure 29: **Proportion of Female in Academic Staff Levels**



The percentage of female staff at the University increased by 1.3% between 2015 and 2019 (Figure 28). In that period there has been a 1.2% increase in female academics and a 0.9% increase in female PS staff.

The percentage of females in all academic roles has increased at all academic levels and remained stable in Researchers category (Figure 29).

The percentage of females among PS staff has been fluctuating but increased at Grades 5-6 and Grade 7 has increased between 2015 and 2019. Between 2014 and 2018 the percentage of female staff on Grades 1-4 has decreased by 0.2% and remained the same on Grades 8-9 by 2.3% (Figure 30).

Figure 30: **Proportion of Females in Professional Services Staff Grades**

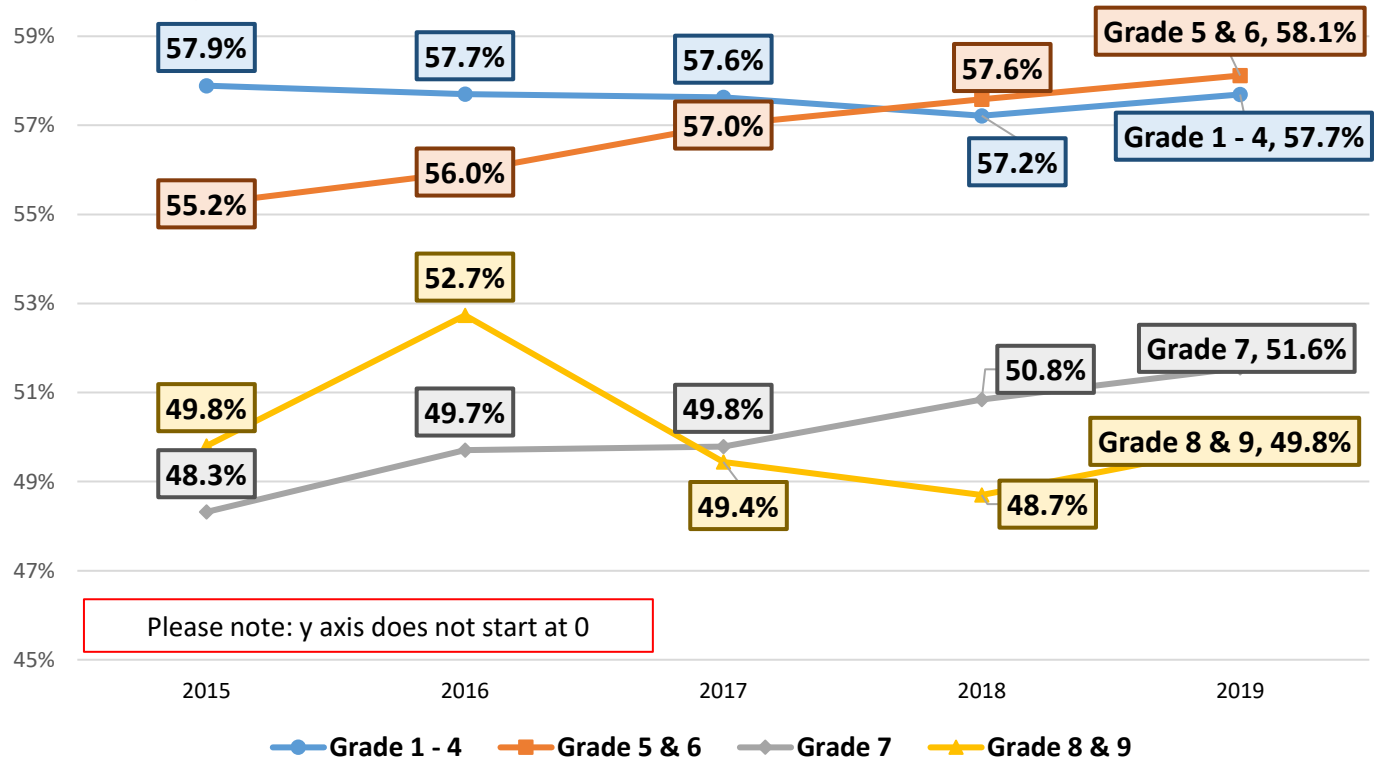


Figure 31: **Promotions to Chair by Gender 2019 (Count,Percentages)**

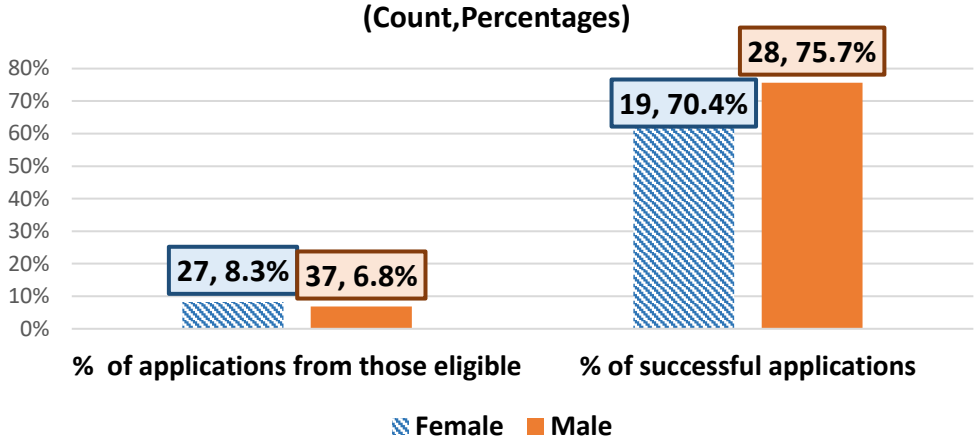


Figure 32: **Promotions to Reader by Gender 2019 (Count,Percentages)**

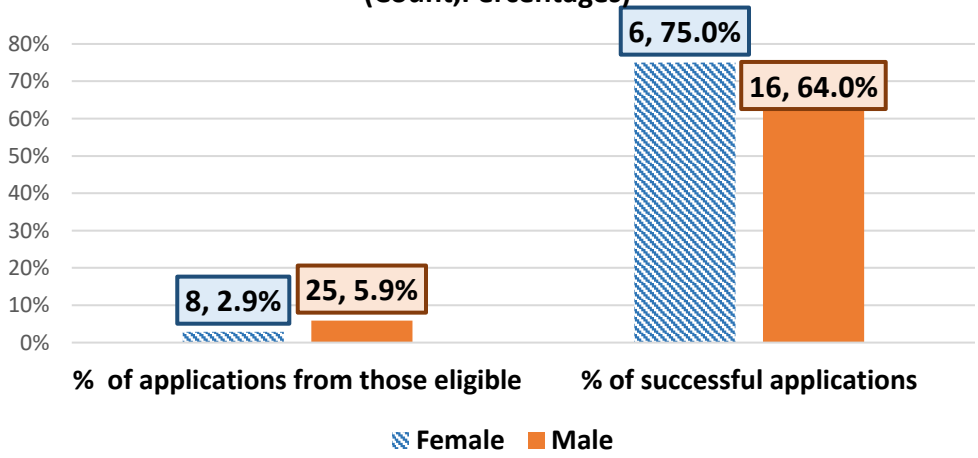
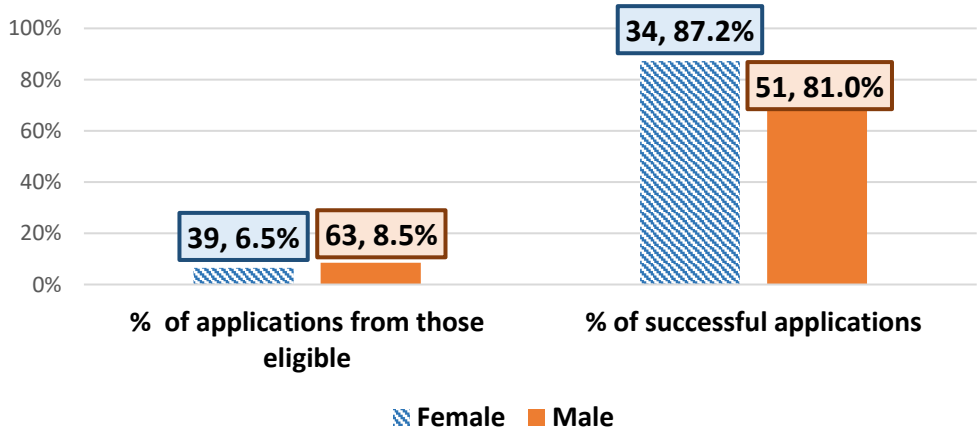
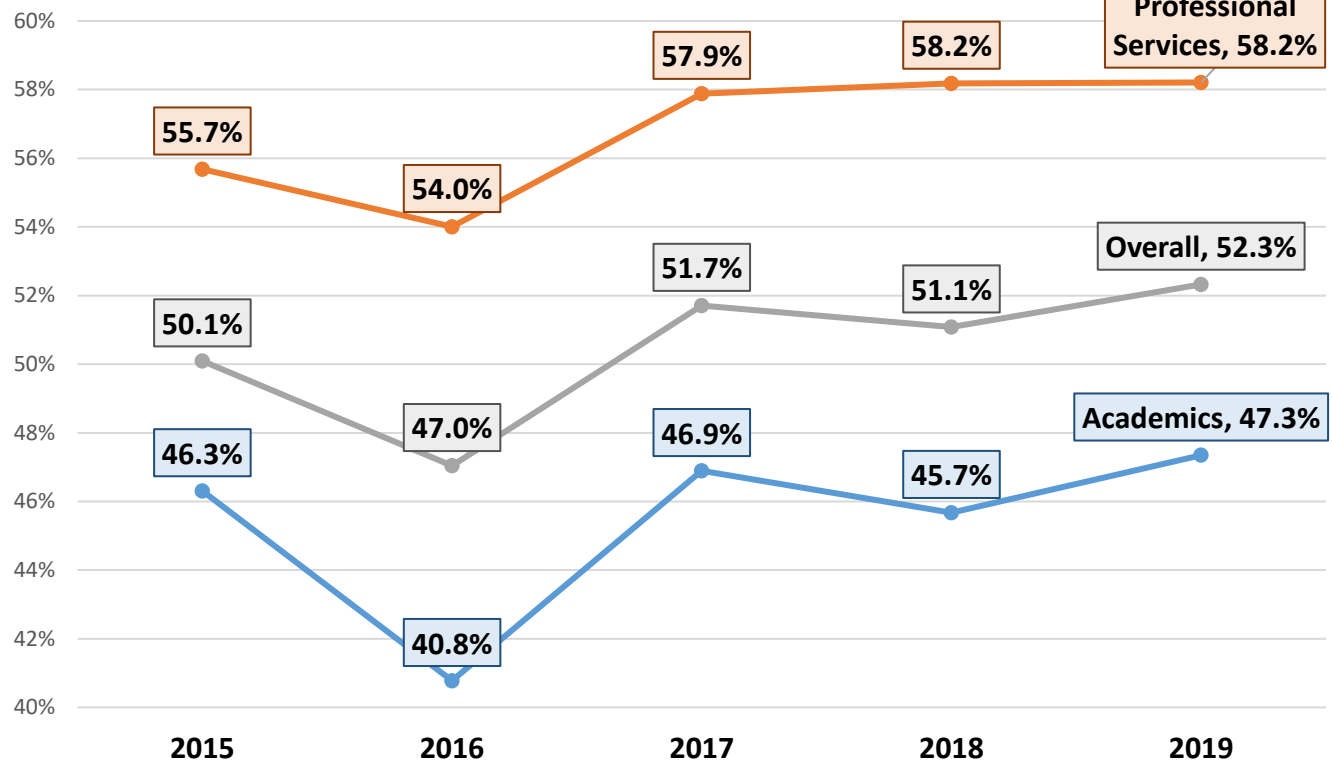


FIgure 33: **Promotions to Senior Lecturers/Senior Research Fellows by Gender 2019 (Count,Percentages)**



A higher percentage of males that were eligible applied for promotions for Readers and Senior Lecturers/Senior Research Fellows (Figure 33 & 33). A higher percentage of females were successful in applications for promotions for Readers and Senior Lecturers/Senior Research Fellows but not for Professors (Figure 31, 32 and 33).

Figure 34: **Proportion of Females among Leavers**



Overall the percentage of females among leavers at the University has increased by 2.7% between 2015 and 2019 (Figure 34). There was a drop in female leavers in 2016, however this has risen in 2017 and stabilised in later years.

Recruitment

Table 1: **Recruitment stages of core academic positions (Professorships, Senior lectureships and lectureships) split by gender and ethnicity, 2018-2019**

1. Core Academics (Professorships, Senior Professorships and lectureships)									
Gender	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
Men	3203	59.7%	365	51.9%	11.4%	73	48.0%	20.0%	2.3%
Women	2024	37.7%	322	45.8%	15.9%	75	49.3%	23.3%	3.7%
Unknown	137	2.6%	16	2.3%	11.7%	4	2.6%	25.0%	2.9%
Total	5364	100.0%	703	100.0%	13.1%	152	100.0%	21.6%	2.8%
Ethnicity	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
White	3202	59.7%	529	75.2%	16.5%	129	84.9%	24.4%	4.0%
BAME	1825	34.0%	140	19.9%	7.7%	14	9.2%	10.0%	0.8%
Unknown	337	6.3%	34	4.8%	10.1%	9	5.9%	26.5%	2.7%
Total	5364	100.0%	703	100.0%	13.1%	152	100.0%	21.6%	2.8%

Gender: Only 37.7% of applications for core academic positions were sent by Women in the period studied. However, Women seem to be more successful during the shortlisting the interview stages which results in nearly equal proportion of Men and Women among successful candidates-48.0% and 49.3% respectively.

Ethnicity: Only 34.0% of applications for core academic positions were sent by BAME candidates. In addition, BAME candidates are underrepresented among shortlisted-19.9% of shortlisted candidates were BAME as well as successful candidates-9.2% of successful candidates were BAME.

Table 2: **Recruitment stages of Researchers and other academics (Senior Research Fellows, Research Fellows, Researchers and others) split by gender and ethnicity, 2018-2019**

2. Researchers and other academics (SRF,RF and others)									
Gender	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
Men	6312	58.4%	790	56.1%	12.5%	243	54.1%	30.8%	3.8%
Women	4250	39.3%	582	41.4%	13.7%	188	41.9%	32.3%	4.4%
Unknown	253	2.3%	35	2.5%	13.8%	18	4.0%	51.4%	7.1%
Total	10815	100.0%	1407	100.0%	13.0%	449	100.0%	31.9%	4.2%
Ethnicity	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
White	5101	47.2%	907	64.5%	17.8%	317	70.6%	35.0%	6.2%
BAME	5073	46.9%	432	30.7%	8.5%	104	23.2%	24.1%	2.1%
Unknown	641	5.9%	68	4.8%	10.6%	28	6.2%	41.2%	4.4%
Total	10815	100.0%	1407	100.0%	13.0%	449	100.0%	31.9%	4.2%

Gender: 39.3% of applications for research academic positions were sent by Women in the period studied. The proportion of Women increases among shortlisted candidates to 41.4% and is 41.9% among successful candidates. It seems that Women are doing well throughout the recruitment process, especially during the shortlisting.

Ethnicity: 46.9% of applications for research academic positions were sent by BAME candidates. The proportion of BAME candidates decreased to 30.7% among shortlisted and again to 23.2% among successful candidates. It seems that shortlisting provides particular challenge for BAME candidates- only 8.5% of BAME applications were shortlisted in comparison to 17.8% of White candidates' applications.

Table 3: **Recruitment stages of Professional Services split by gender and ethnicity, 2018-2019**

3. Professional Services									
Gender	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
Men	11636	37.1%	1286	34.0%	11.1%	313	33.5%	24.3%	2.7%
Women	18863	60.1%	2317	61.3%	12.3%	549	58.8%	23.7%	2.9%
Unknown	877	2.8%	177	4.7%	20.2%	71	7.6%	40.1%	8.1%
Total	31376	100.0%	3780	100.0%	12.0%	933	100.0%	24.7%	3.0%
Ethnicity	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
White	21884	69.7%	2934	77.6%	13.4%	721	77.3%	24.6%	3.3%
BAME	8227	26.2%	648	17.1%	7.9%	144	15.4%	22.2%	1.8%
Unknown	1265	4.0%	198	5.2%	15.7%	68	7.3%	34.3%	5.4%
Total	31376	100.0%	3780	100.0%	12.0%	933	100.0%	24.7%	3.0%

Gender: 60.1% of applications for PS (both Faculty-based and central) positions were sent by Women in the period studied. The proportion of Women increases among shortlisted candidates to 61.3% and is 58.8% among successful candidates. It seems that Women are doing well throughout the recruitment process, especially during the shortlisting.

Ethnicity: Only 26.2% of applications for PS (both Faculty-based and central) were sent by BAME candidates. The proportion of BAME candidates decreases to 17.1% among shortlisted and again to 15.4% among successful candidates. It seems that shortlisting provides particular challenge for BAME candidates- only 7.9% of BAME applications were shortlisted in comparison to 13.4% of White candidates' applications.

Sexual Orientation, Gender Identity and Religion

Figure 35: **Sexual Orientation: Response rates**

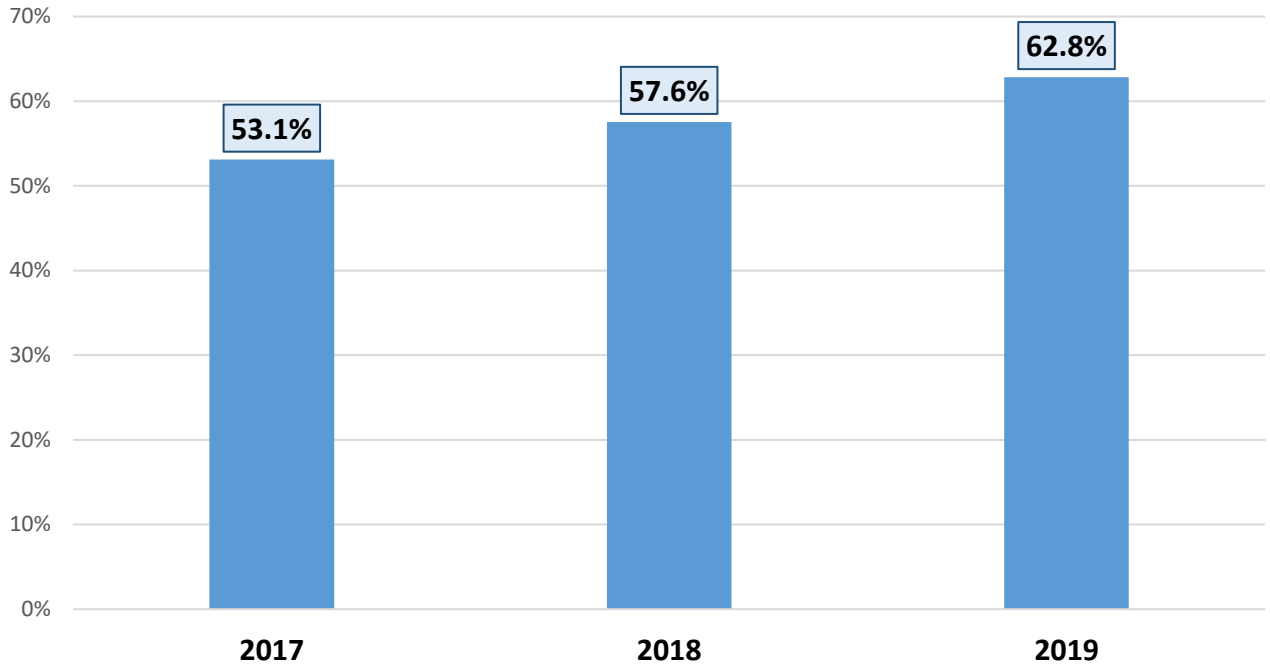


Figure 36: **Sexual Orientation of Employees, 2019 (Known Data)**

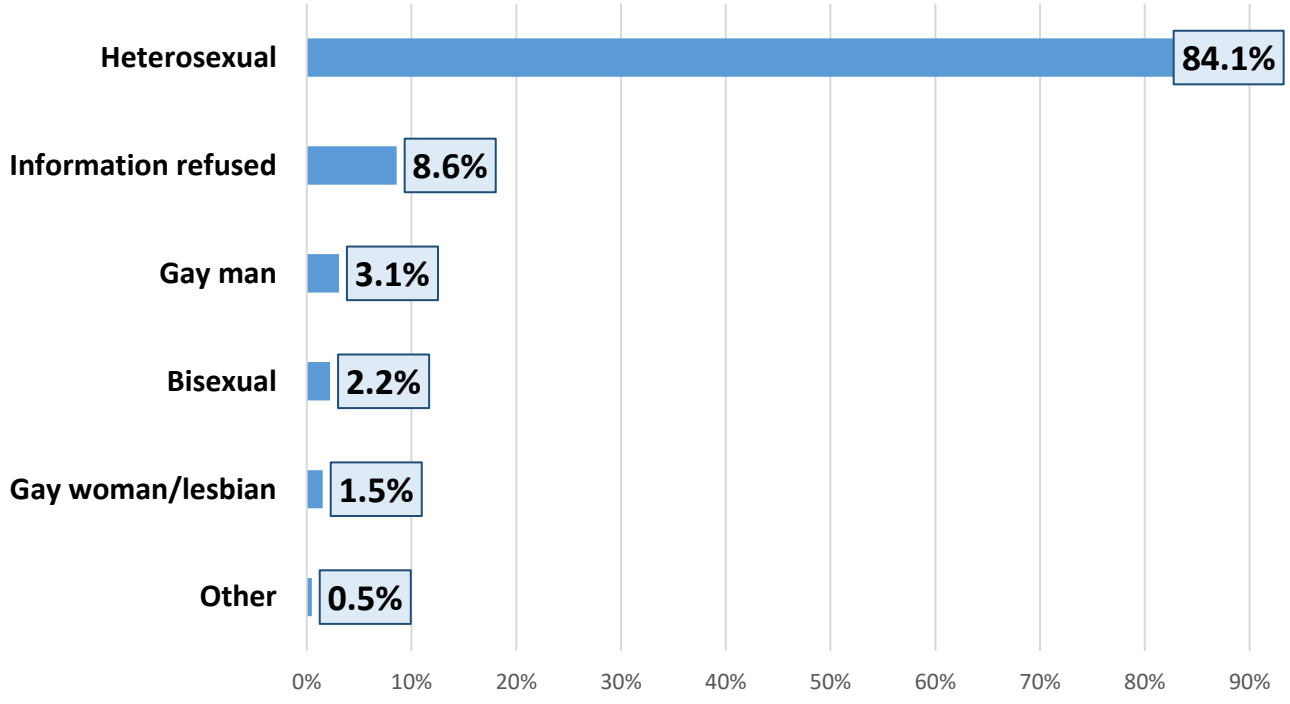
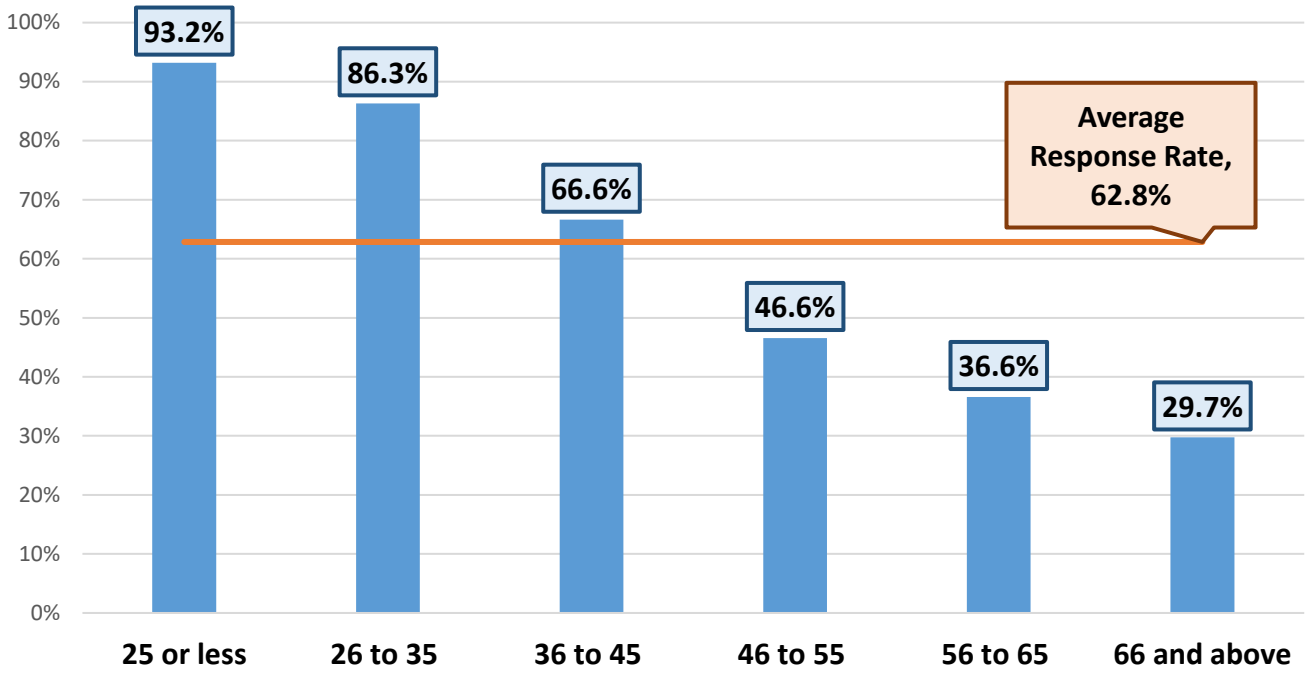


Figure 37: **Response rates of staff members to question about their sexual orientation by age, 2019**



62.8% of staff at the University were willing to disclose their sexual orientation (an increase from the last year by 5.2%), of these 84.1% are heterosexual (Figure 35). Response rates are related to age: younger employees are far more likely to disclose their sexual orientation (Figure 37).

Whilst there is still work to do on data disclosure for Sexual Orientation, we have seen some improvement thanks to:

- The University maintaining a Top 100 position in the annual Stonewall Workplace Equality Index for six consecutive years
- Using the results of the Staff Survey to positively reinforce the importance of accurate data disclosure
- Further increasing the number of ALLOUT allies who have promoted the importance of data completion in MyView
- Continued work with all areas to improve their data quality
- Ensuring members of ALLOOUT (The LGBT Staff Network Group) have updated their own data and encourage colleagues to do so
- Using the unknown data as a way to improve completion rates in the Faculty of Science and Engineering – especially when relating to Manchester Engineering Campus Development (MECD) provision
- Introducing the importance of data completion to all new staff via the induction process
- Focussing on data as part of the Diversity Calendar

Table 4: **Gender Identity: Is your gender identity the same as the gender you were originally assigned at birth? (see footnote below)[1]**

	2017			2018			2019		
	Academic	**Professional Support**	**Grand Total**	**Academic**	**Professional Support**	**Grand Total**	**Academic**	**Professional Support**	**Grand Total**
Yes	98.6%	99.5%	99.1%	97.4%	98.1%	97.8%	87.3%	86.8%	87.0%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	1.4%	0.5%	0.9%	2.6%	1.9%	2.2%	12.7%	13.2%	13.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

[1] This data is pulled from our HR system and based on the information that people submit either as anew starter or through the self service system MyView.
Whilst we have a very high completion of this field, the low numbers from such a high volume of staff(12,000) do give a 0% return on the gender identity field.
We know however that number those who answered no to question about gender identity is higher than 0% simply because the recent staff survey indicated that numbers
were less than 0.1%

Religion

Figure 38: **Religion: Response rates**

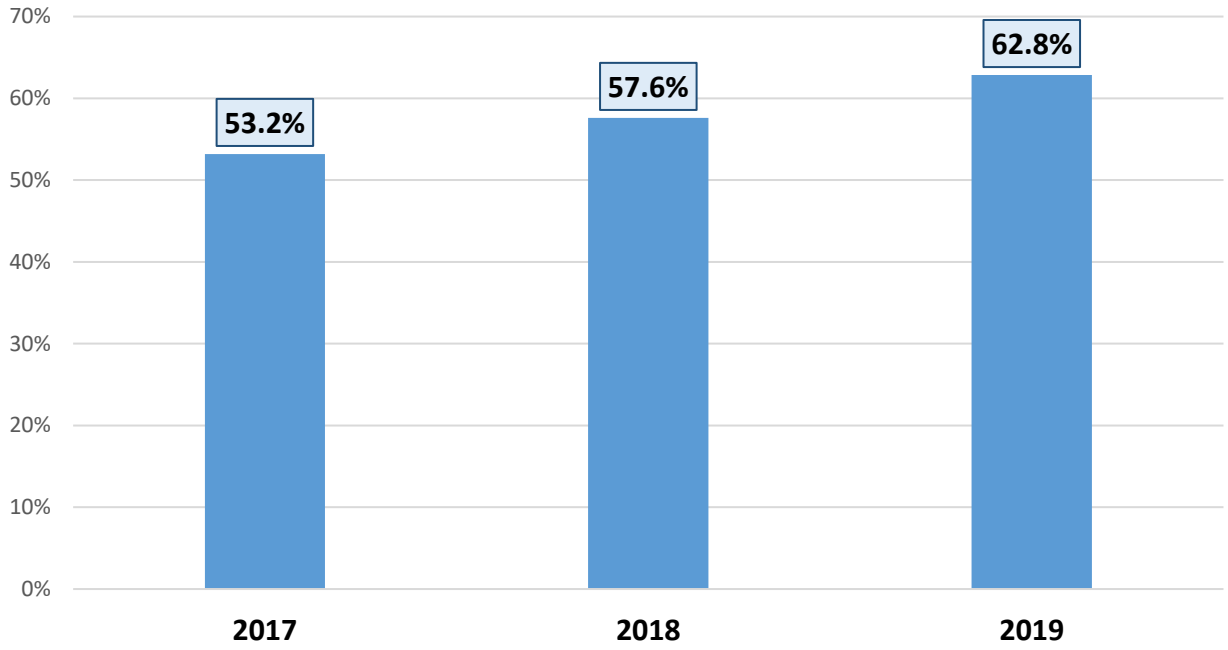


Figure 39: **Religion of Employees, 2019 (Known Data)**

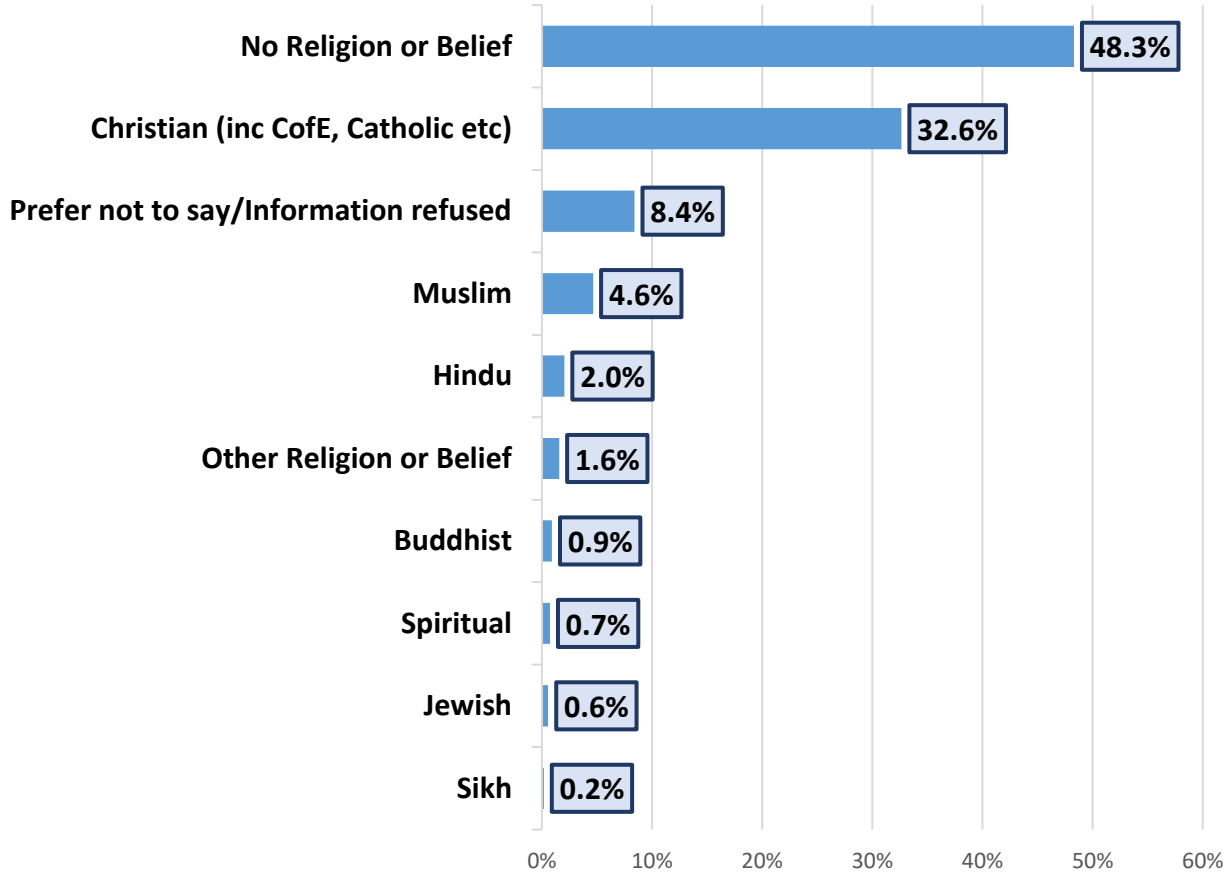
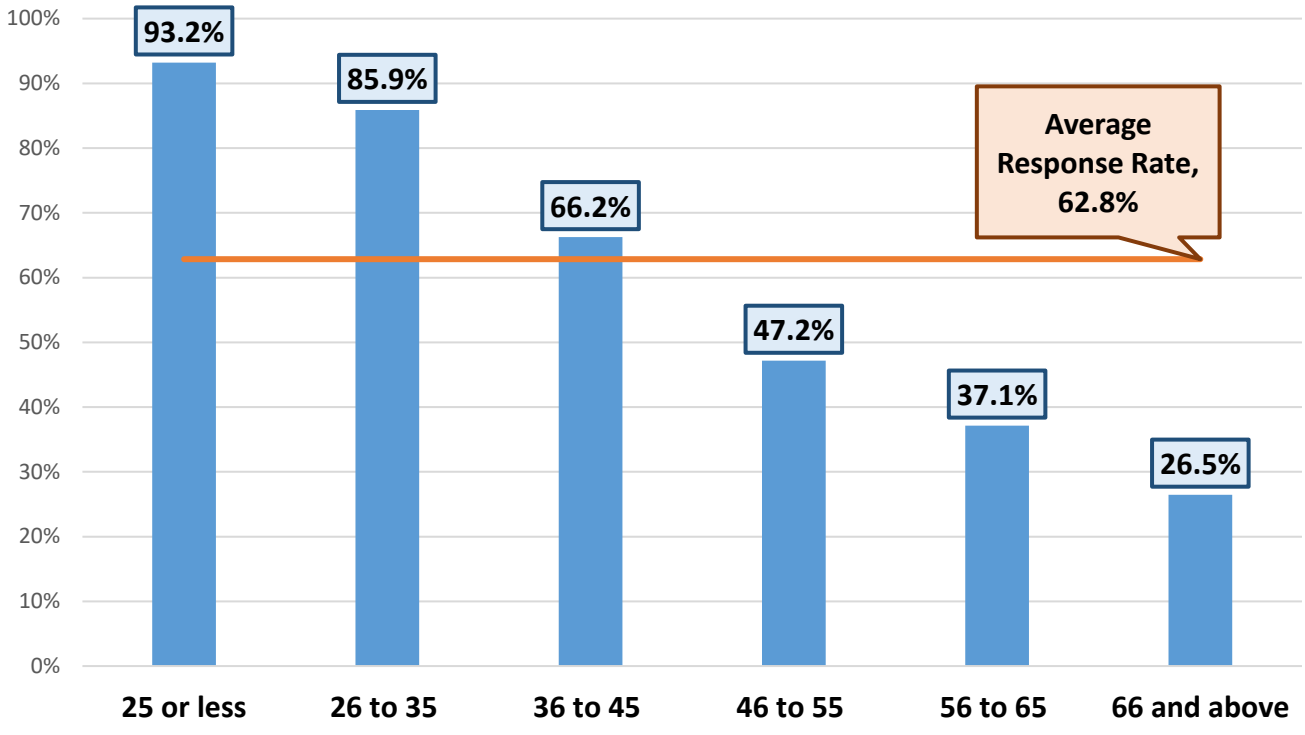


Figure 40: **Response rates of staff members to question about their religion by age, 2019**



62.8% of staff at the University were willing to disclose their religion (an increase from the last year by 5.2%), of these 48.3% declared themselves as non-Religious (Figures 37 and 38). Response rates are related to age: younger employees are far more likely to disclose their religion (Figure 39).

International Staff

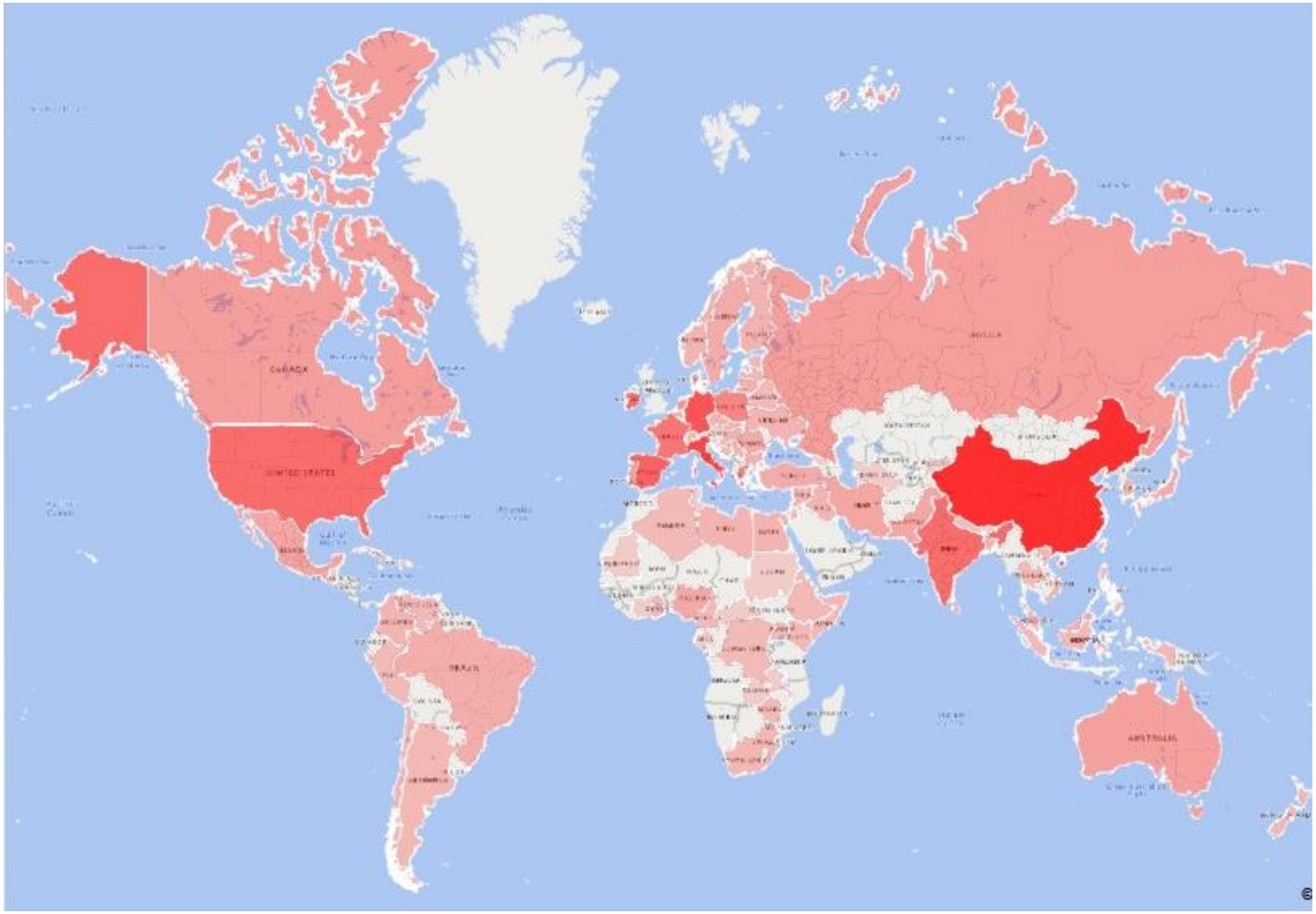
The University of Manchester has more than 2000 members of staff who declared nationality different than 'British'. This group comes from more than 100 different countries. Table 5 below indicates 10 most common nationalities of the University of Manchester International Staff.

Table 5: International staff count and percentage- Top 10 Countries 2019

Nationality	Number of staff members	As a % of International Staff
Chinese	224	9.9%
Italian (Includes Sardinia, Sicily)	187	8.3%
German	162	7.2%
Spanish (includes Ceuta, Melilla)	139	6.2%
Irish	130	5.8%
American	121	5.4%
Indian	119	5.3%
French (includes Corsica)	109	4.8%
Greek	95	4.2%
Polish	81	3.6%

Map: University of Manchester International staff by nationality 2019

The darker red colour the more non-UK staff identified that particular country as their nationality



Student Equality Information: Key Findings

In order to achieve consistency and clarity in terms of understanding of the recruitment trends, attainment, retention and graduate destinations (progression) of students, we would advise the reader to investigate Office for Students Access and participation data dashboard which includes information about students' diversity for the University of Manchester and other Higher Education institutions. The information below, provides general overview of the student population at the University of Manchester.

Undergraduate

Age: In 20119/20 8.1% of all undergraduate students were considered 'mature' (20 years old or less when starting course). The proportion of mature students have been declining for the last 5 years (see Figure 2).

Disability: 10.3% of all undergraduate students have a disability– most of them report learning difficulties and mental health conditions (see Figure 3 and Figure 4).

Ethnicity: The percentage of UK domicile BAME students at the University has increased by 1.1% in the past year to 32.0% in 2019/20 (see Figure 6).

Domicile: In 2019/20 the percentage of UK domicile students dropped by 1.6% to 63.7%- the lowest level in 5 years. 28.2% of students are from overseas and 8.1% from EU countries (see Figure 7).

Gender: In 2019/20 54.7% of undergraduate students were female and 45.3% were male. In the last five years there have consistently been more undergraduate female students than male students (see Figure 8).

Sexual Orientation, Gender Identity and Religion: In 2019/20 51.3% of UK domicile students on full-time courses have no religion (see Figure 9) and 82% described their sexual orientation as Heterosexual (see Figure 10). 0.8% answered 'No' to the question 'Is your Gender the same as assigned at birth?' which suggests that this was a proportion of known transgender students at the University in 2019/20 (see Table 1)

Postgraduate

Domicile: In 2019/20 56.1 % of postgraduate students come from overseas i.e. outside of the UK/EU. The proportion of postgraduate students domiciled in the UK decreased to 38.2% in 2019/20 (see Figure 11).

Ethnicity: In 2019/20 74.8% of postgraduate taught students were White (see Figure 13) compared with 84.1% for postgraduate research students only (see Figure 15). Asian is the next largest ethnic group for postgraduate study - 7.0% of postgraduate research students and 14.9% of postgraduate taught students are Asian.

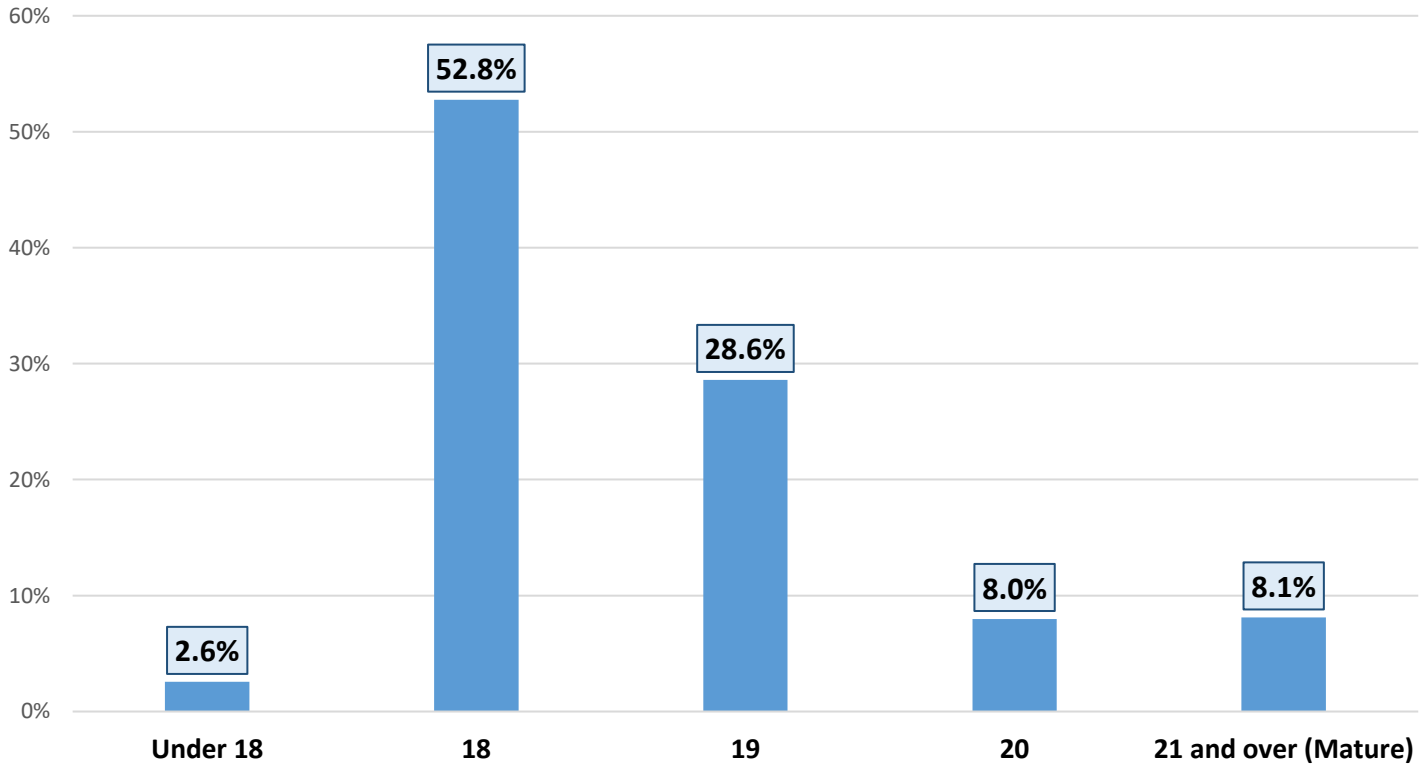
Gender: The proportion of females within postgraduate population increased in 2019/20 to 61.1%. This was driven by increase in proportion of female students doing postgraduate taught programs (see Figure 16).

Methodology

Data of current students in this report relates to 2019/20 year and has come from the 1st of December dataset produced by the Directorate of Planning. The data is current and up to date as of 1st December 2019 and has been analysed by the Equality, Diversity and Inclusion team.

Age

Figure 1: **Undergraduate Students by Age 2019/20**

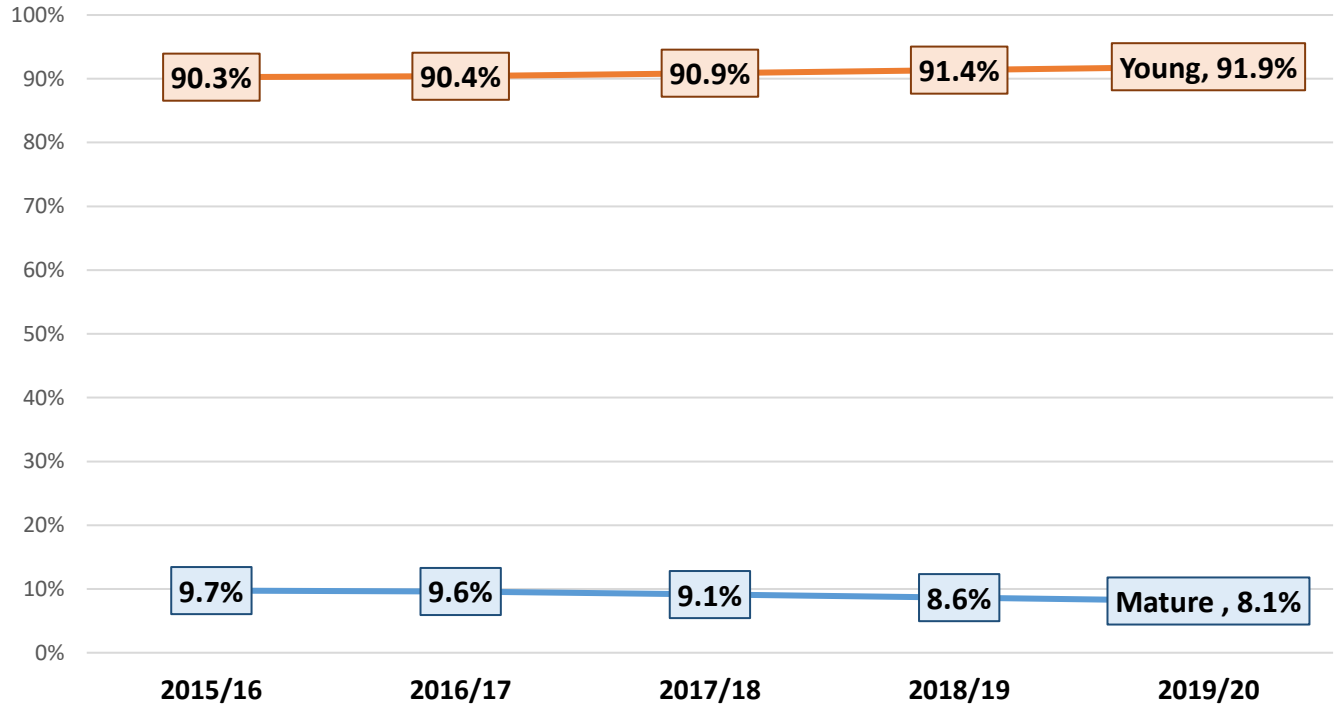


The most common age to start an undergraduate course at the University is 18, with 52.8% of all undergraduates starting in 2019/20 of that age (Figure 1).

Undergraduate students can be divided into two categories; young and mature. Young students are those aged under 21 on the start date of the term in which their course commences. Mature students are 21 or over by this date.

Over the past five years there has been a 1.6% decrease in mature students, with a 0.5% decrease in the past year (Figure 2).

Figure 2: **Undergraduate Students by Mature and Young**



Disability

Figure 3: **Disabled Undergraduate Students**

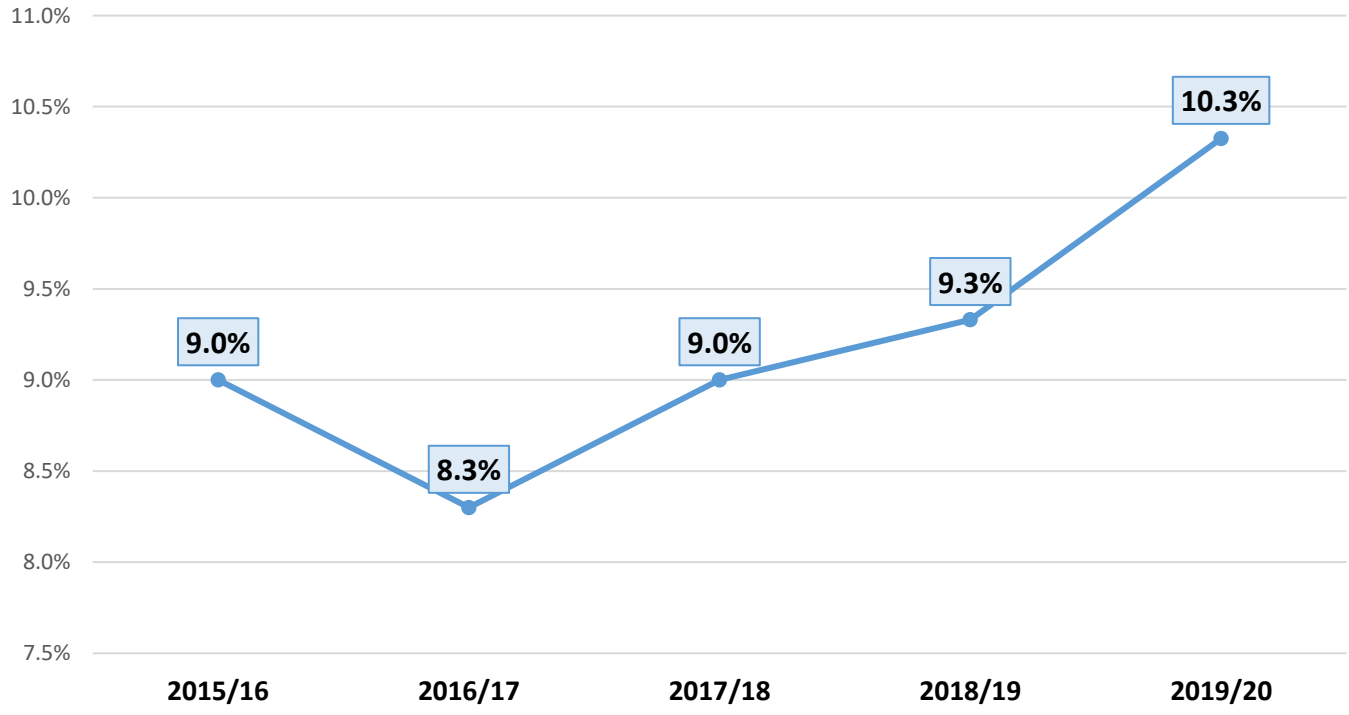
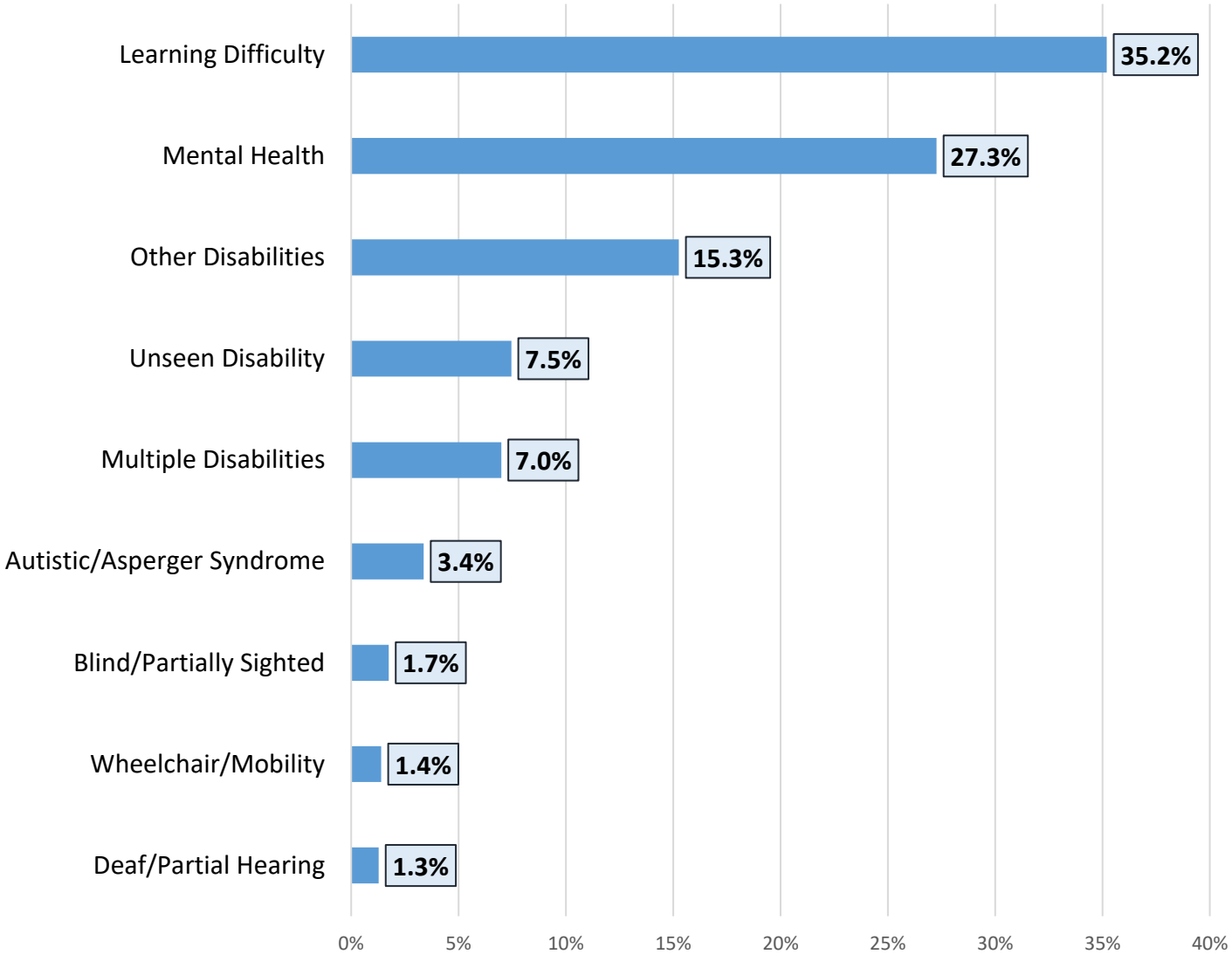


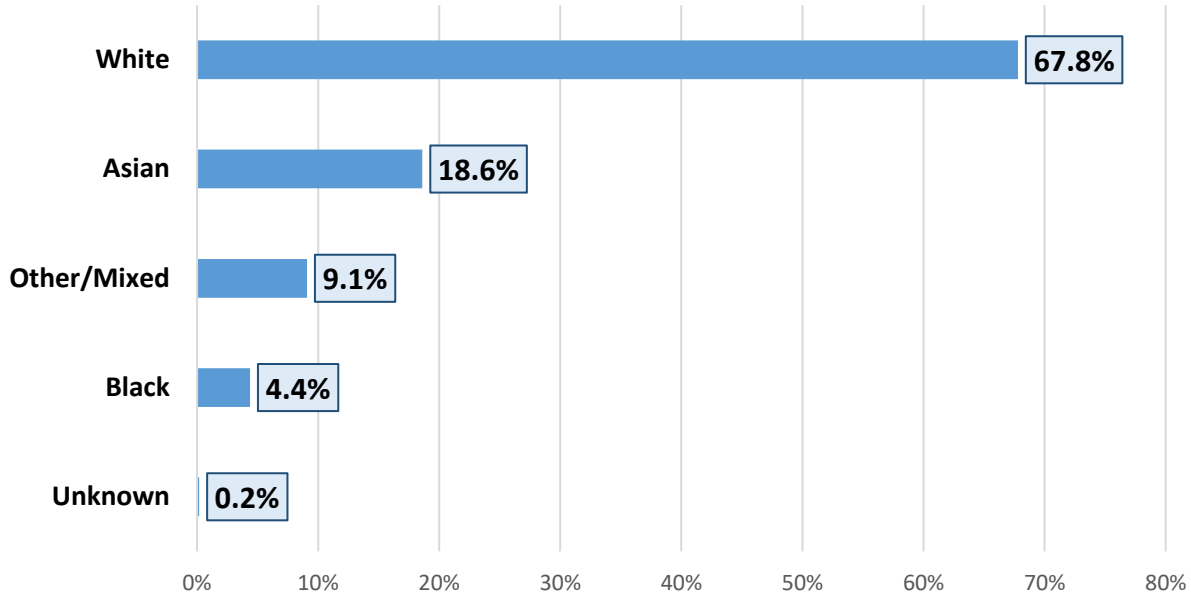
Figure 4: **Disabled Undegraduate Students, 2019/20**



10.3% of all undergraduate students have a disability. This is an increase of 1.3% since 2015/16 (Figure 3). Most disabled students report Learning Difficulties and Mental Health Conditions (see Figure 4.)

Ethnicity

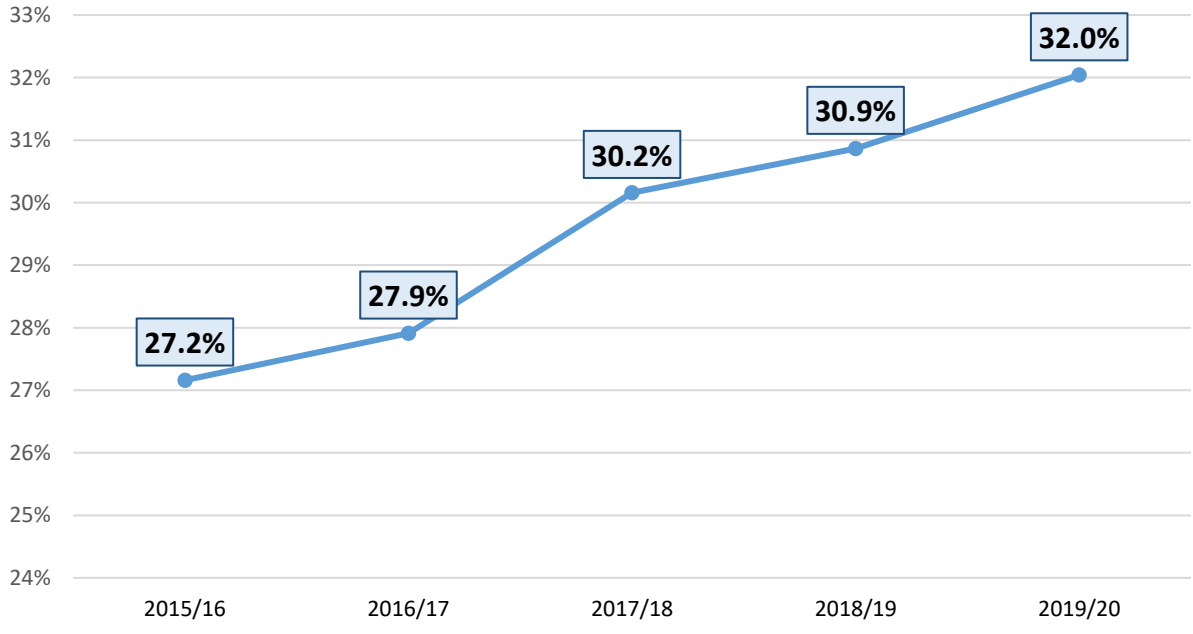
Figure 5: **UK Domicile Undergraduate Students by Ethnicity, 2019/20**



32.0% of UK domicile undergraduate students at the University are Black, Asian and Minority Ethnic (BAME) students. This is an increase of 4.8% in the last five years (Figure 6).

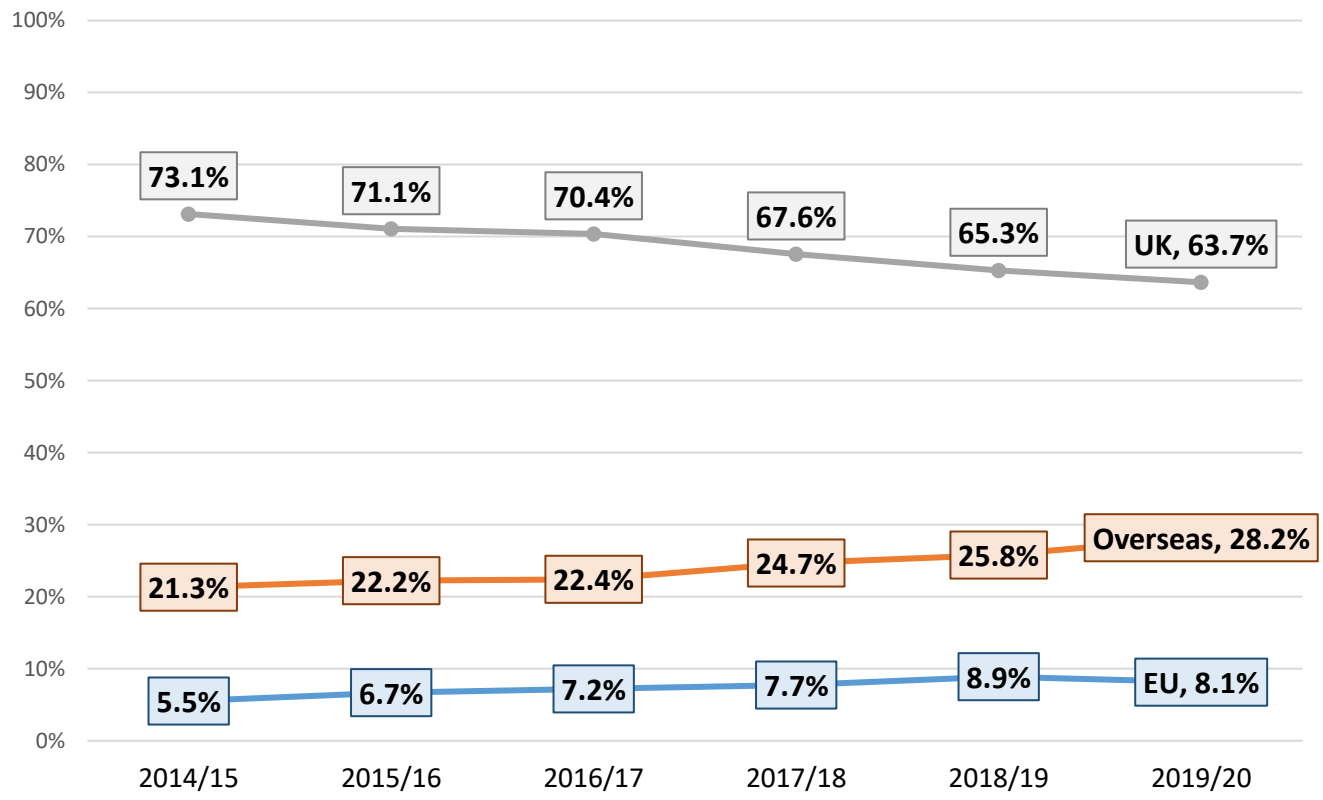
The largest represented BAME group is Asian representing 18.6% of the undergraduate student population. Only 4.4% of UK domicile students are Black making it the least represented ethnic group (Figure 5).

Figure 6: **Percentage of UK Domicile BAME Students**



Domicile

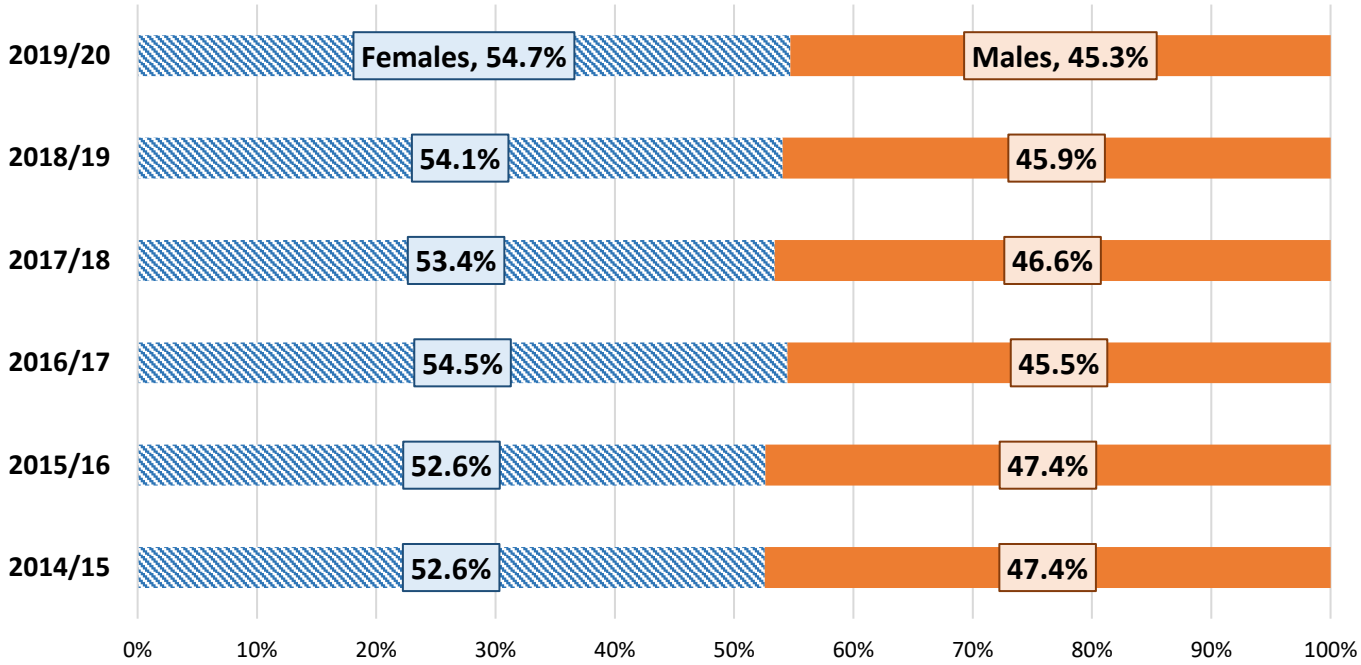
Figure 7: **Undergraduate Students by Domicile**



In 2019/20 the percentage of UK domicile students dropped by 1.6% to 63.7%, the lowest it has been within the period considered. There has been a 2.4% rise in overseas students and a 0.8% decrease in EU domicile students between 2018/19 and 2019/20 (Figure 7). This is a first decrease in the proportion of EU students after year on year increases since 2014/15.

Gender

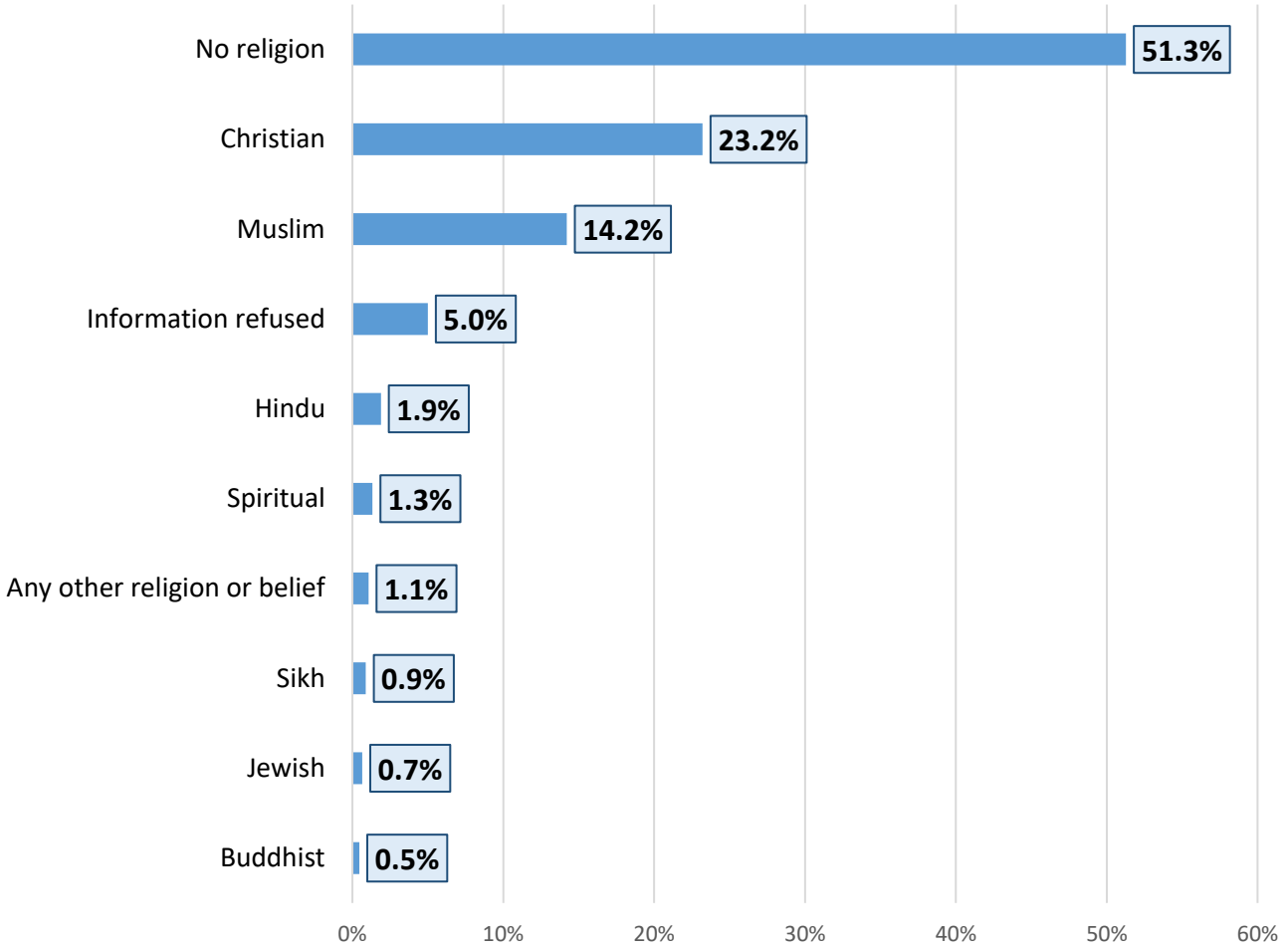
Figure 8: **Undergraduate Student Gender**



The undergraduate student population consists of 54.7% female and 45.3% male students. There has been an increase in the proportion of females since 2017/18. In the last five years there have consistently been more undergraduate female students than male students.

Religion

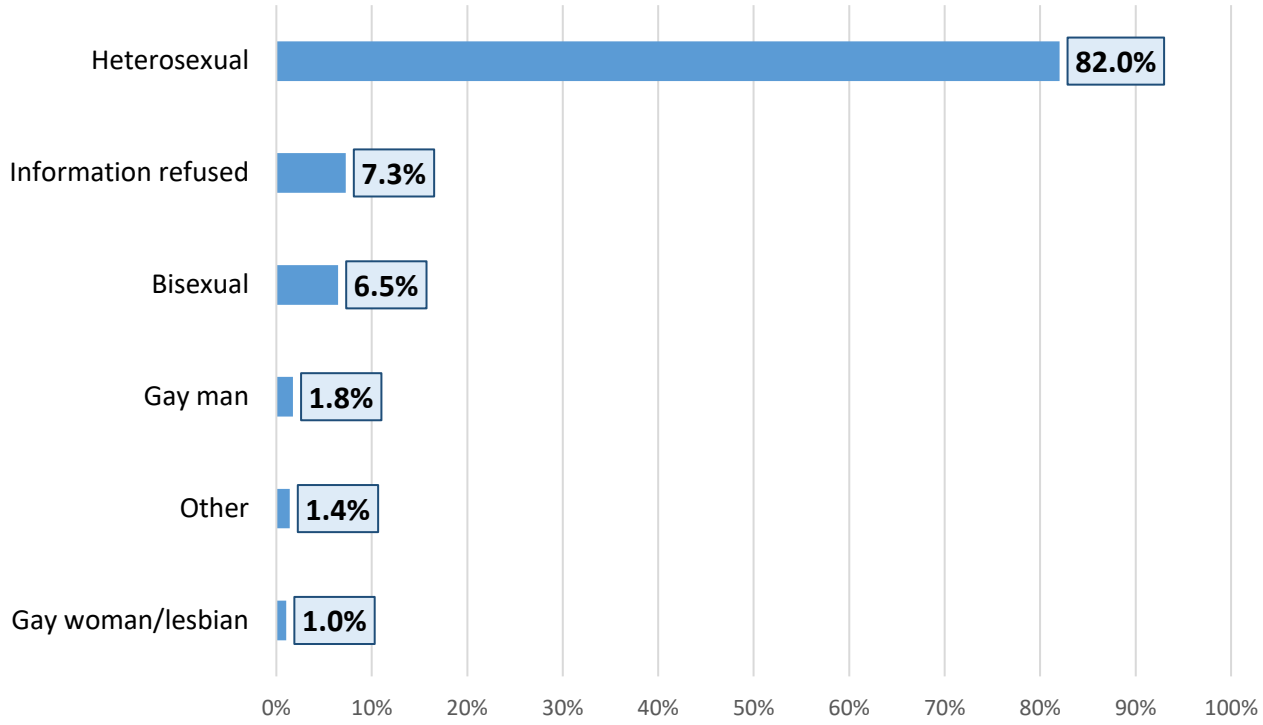
Figure 9: **Religion of UK Full-Time Undergraduate Students 2019/20**



51.3% of UK domicile students on full-time courses have no religion and 5.0% refused to give any religious information. Christian and Muslim are the highest represented religions with 23.2% and 14.2% respectively (Figure 9).

Sexual Orientation

Figure 10: **Sexual Orientation of UK Domicle Full-TIme Undergraduate Students 2019/20**



82.0% of UK domicile students on full time courses are heterosexual. 7.3% of students refused to disclose their sexual orientation (Figure 10).

Table 1: **Gender Identity of UK Full-time Undergraduate Students 2018/19**

Is your Gender the same as assigned at birth?	**%**
Yes	96.4%
No	0.8%
Information refused	2.8%

Postgraduate

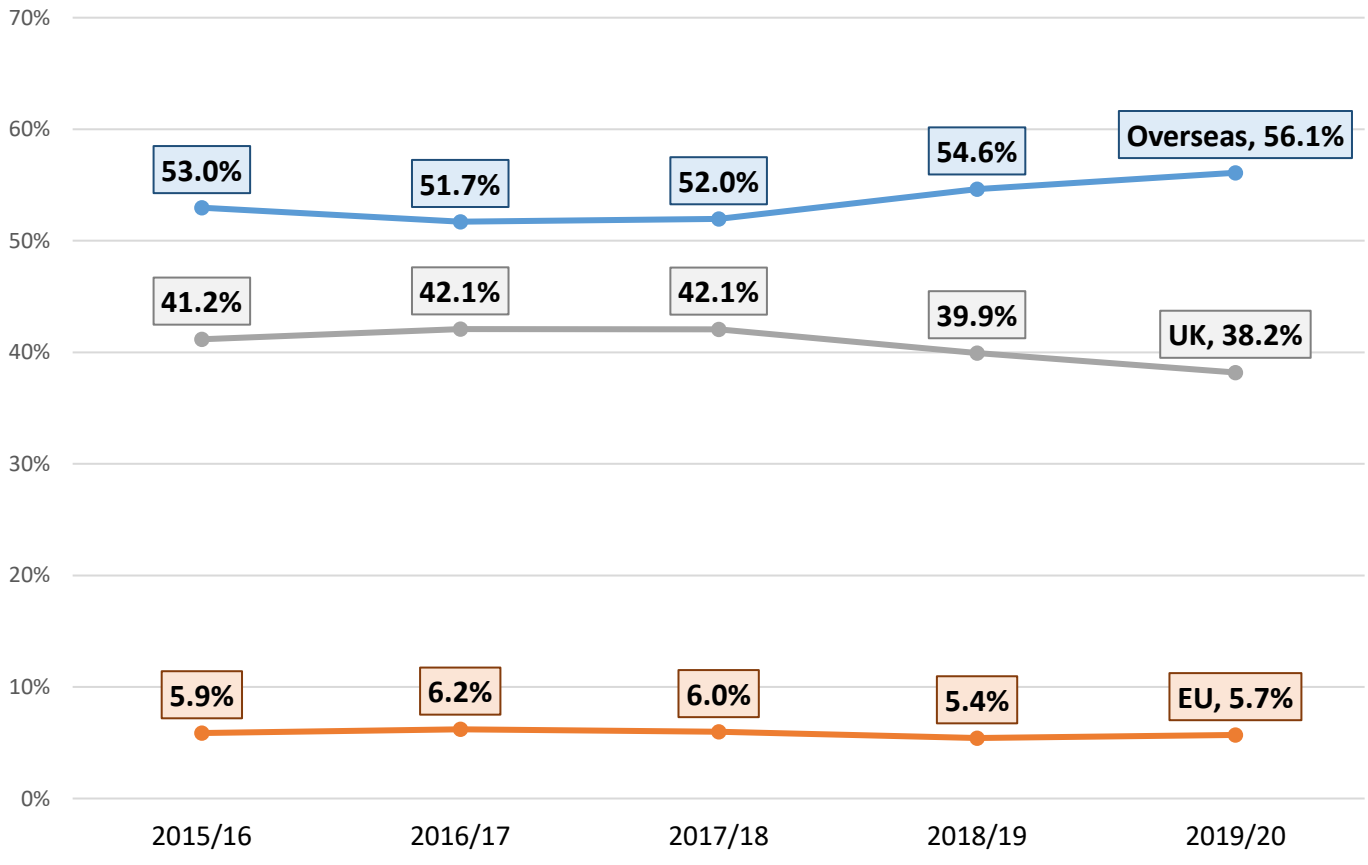
Students completing postgraduate study can be divided into those on postgraduate taught courses and those on postgraduate research courses. Postgraduate research can be further broken down into doctoral training and masters degrees.

Postgraduate research masters degrees include MSc by Research, Master of Enterprise (MEnt) and Master of Philosophy.

Doctoral Training results in different degree types. These can include Doctor of Philosophy (PhD), Doctor of Medicine (MD), Clinical Psychology (ClinPsyD), Education (EdD), Educational Psychology (DEdPsy), Educational and Child Psychology (DEdChPsychol), Engineering (EngD), Enterprise (EntD), Counselling Psychology (DCounsPsych), Doctor of Business Administration (DBA), Doctor of Professional Studies (DProf) and Doctor of Clinical Science (DClinSci).

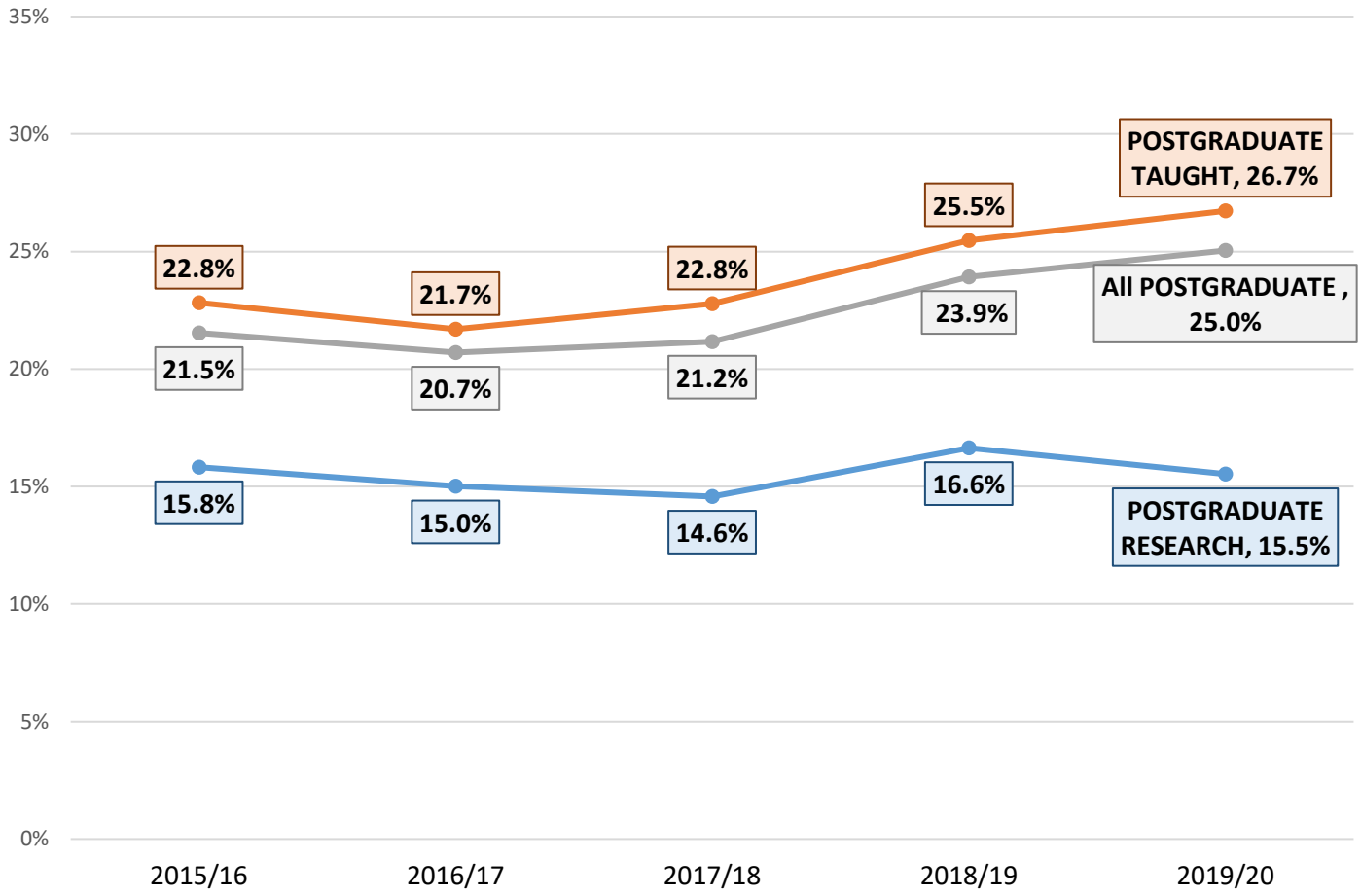
In 2019/20 92.6% of postgraduate research students started doctoral training and 7.4% are completing research masters.

Figure 11: **Postgraduate Students by Domicile**



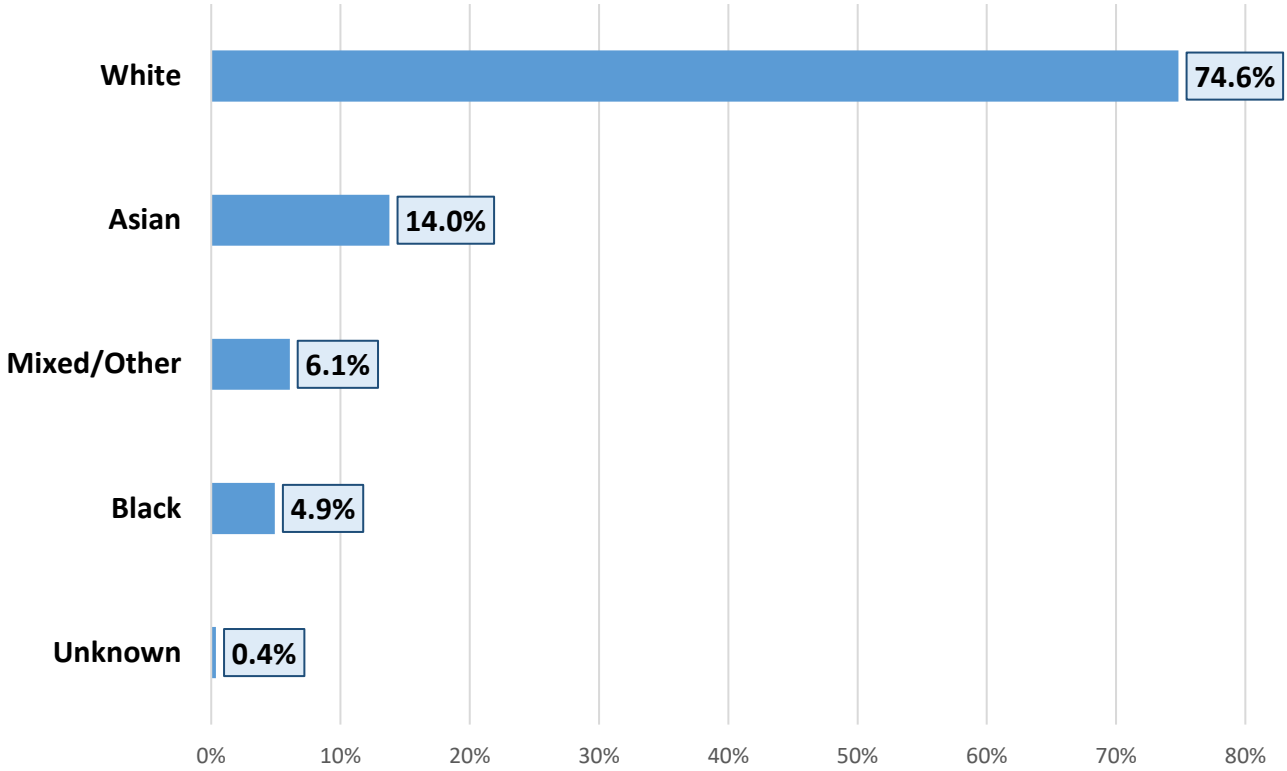
In 2019/20 56.1 % of postgraduate students come from overseas i.e. outside of the UK/EU. The proportion of postgraduate students domiciled in the UK decreased to 38.2% in 2019/20 (Figure 11).

Figure 28: **UK Domicile Postgraduate BAME Students**



In 2019/20 the proportion of UK BAME students on postgraduate taught courses increased to 26.7%. The percentage of UK BAME students on postgraduate research courses decreased year on year between 2014/15 and 2017/18, but increased in 2018/19 to 16.6%. 2018/19 saw a decrease to 15.5% (see Figure 12).

Figure 13: **Postgraduate Students by Ethnicity 2019/20**



In 2019/20 74.8% of postgraduate taught students were White (Figure 13) compared with 84.1% for postgraduate research students only (Figure 15). Asian is the next largest ethnic group for postgraduate study - 7.0% of postgraduate research students and 14.9% of postgraduate taught students are Asian.

Figure 14: **Postgraduate Taught by Ethnicity 2019/20**

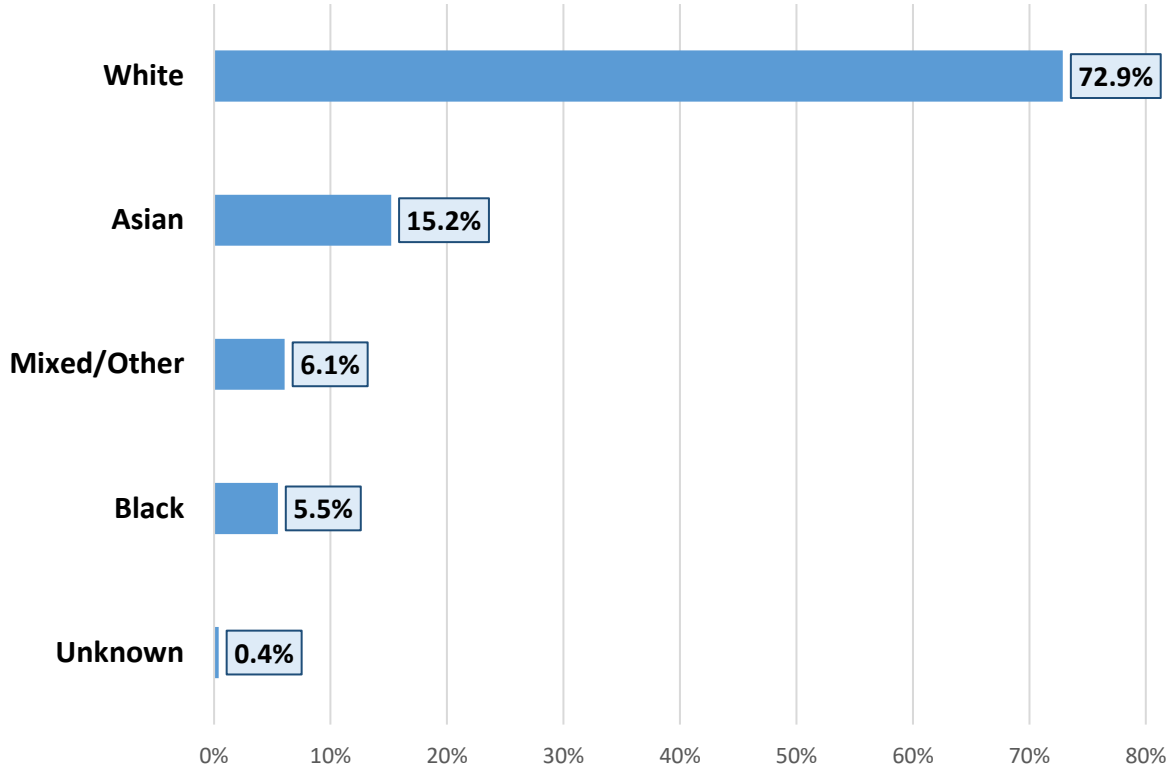
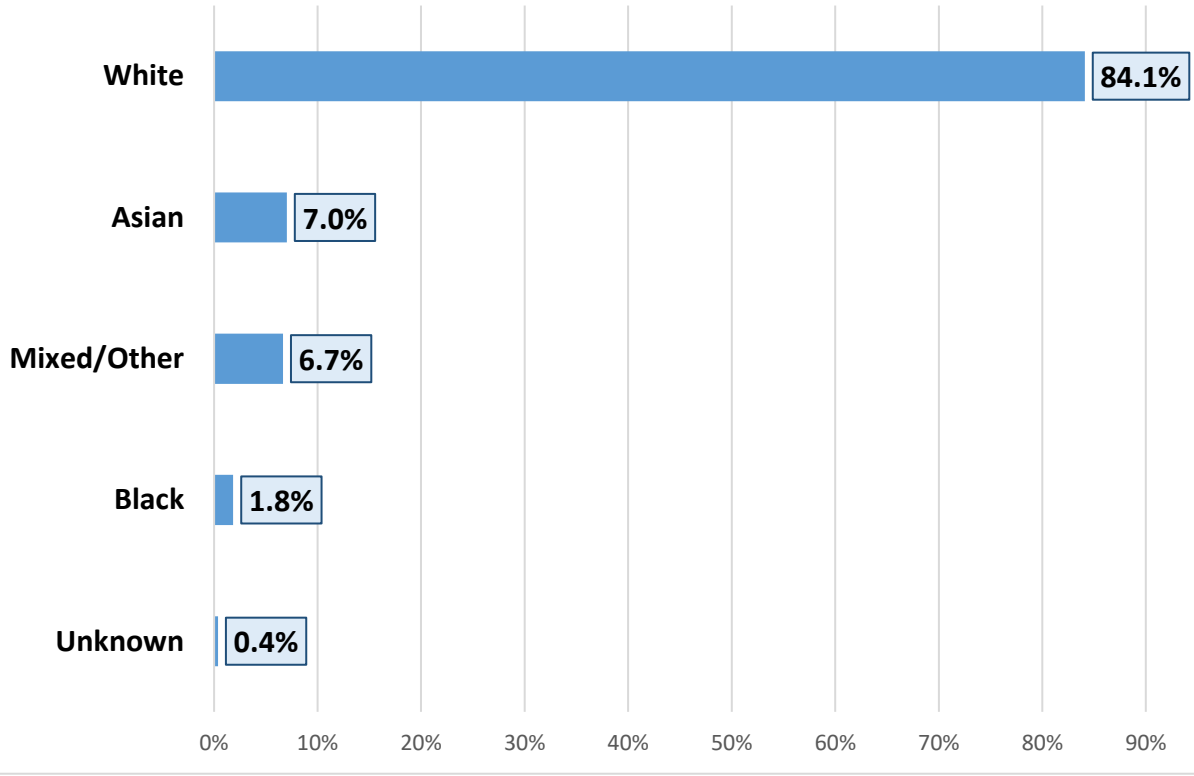
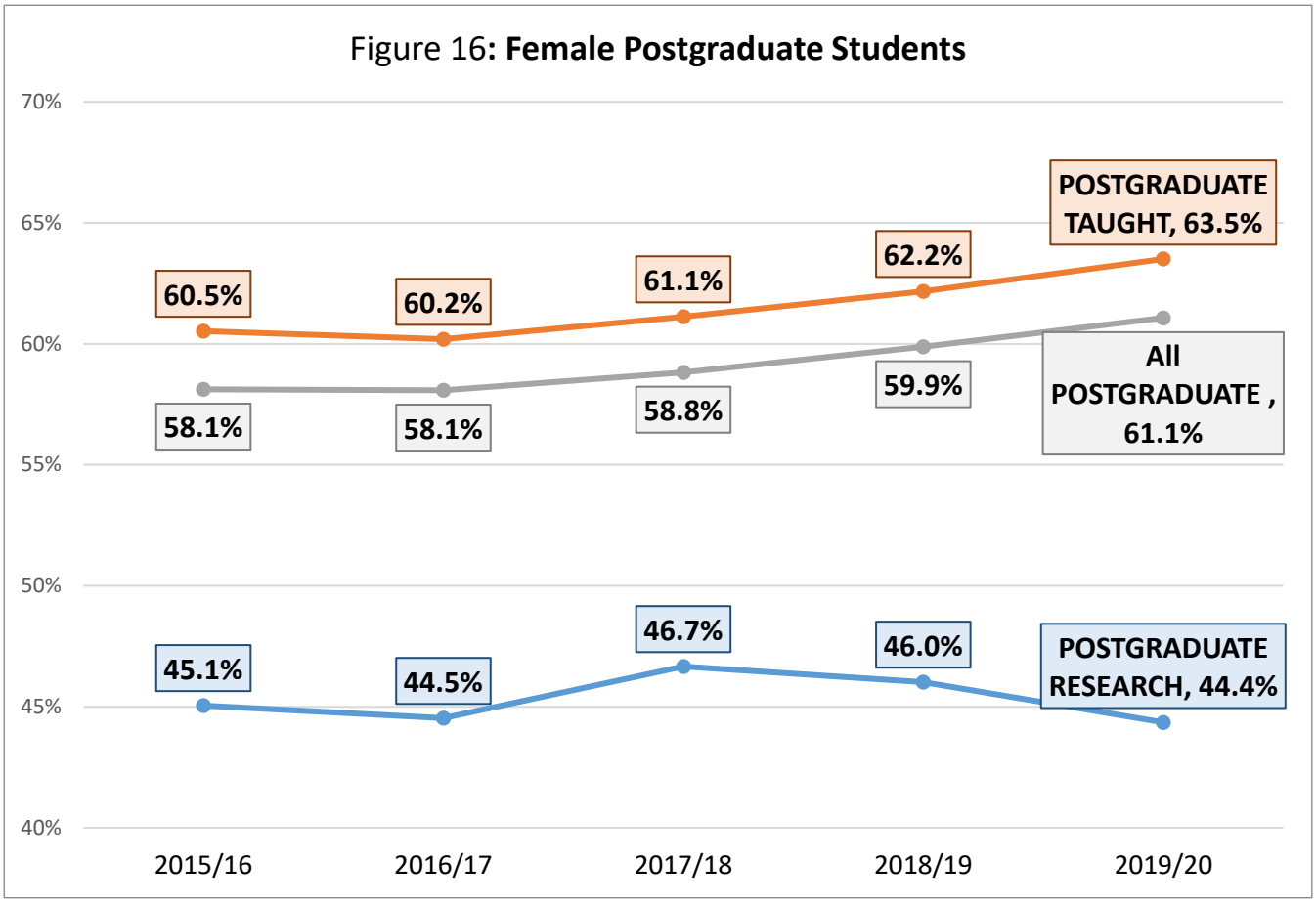


Figure 15: **Postgraduate Research by Ethnicity 2019/20**

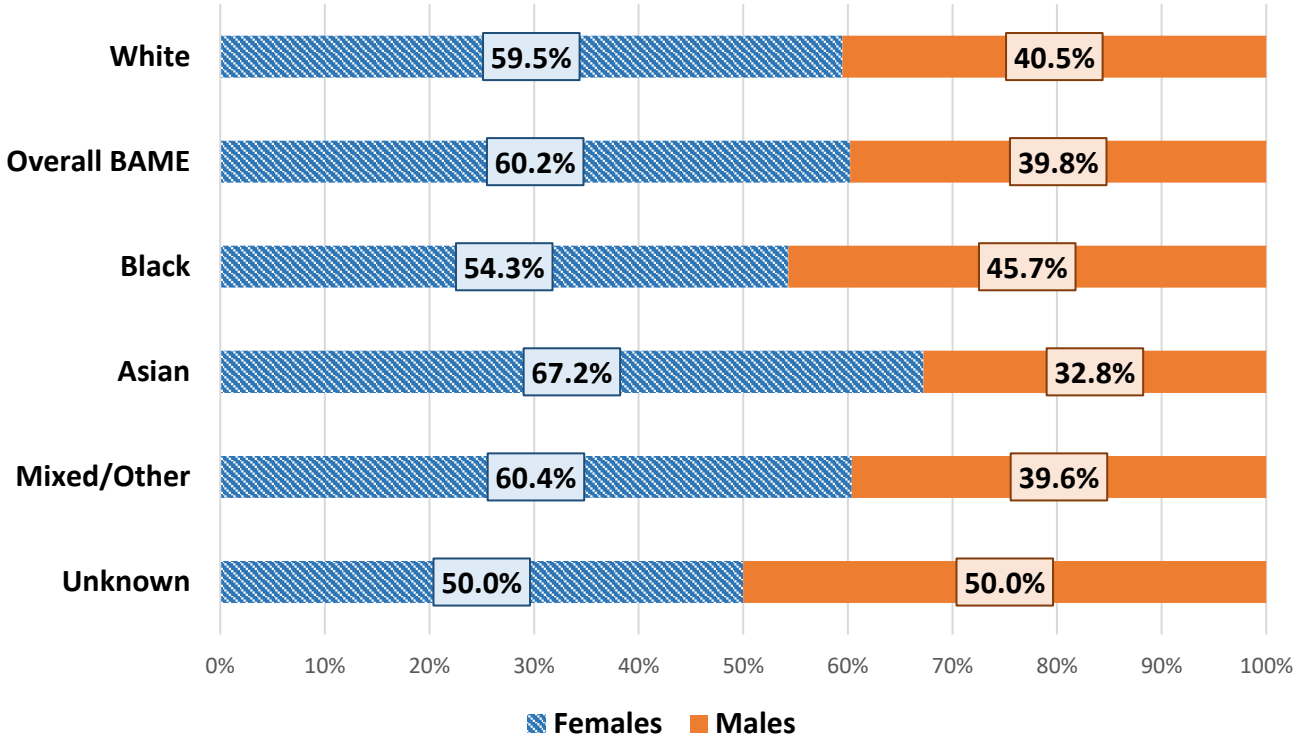


Gender



The proportion of females within postgraduate population increased in 2019/20 to 61.1%. This was driven by increase in proportion of female students doing postgraduate taught programs. Proportion of female students on research programs started decreasing since 2017/18 (see Figure 16).

Figure 17: **Postgraduate Student Gender by Ethnicity 2019/20**



In 2018/19 60.2% of BAME postgraduate students were female. 67.2% of Asian postgraduate students are female (Figure 17).