

## **Equality and Diversity**

# **Equality Data Report January 2014**

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## Background and Introduction

The University of Manchester is the largest single-site university in the UK.

It is committed to providing an environment free from direct or indirect discrimination, harassment, bullying or victimisation, where all members of its community are treated with respect and dignity.

It aims to create a culture of diversity within its community providing a dynamic working and learning environment, where all members are valued for their contribution and individuality.

This report sets out the latest equality information at the University as at 31<sup>st</sup> January 2014. The use of quantitative data along with qualitative information in the form of surveys, focus groups, interviews and meetings have provided the evidence based for the equality objectives that the University will strive to meet by 2016.

## Five key equality objectives have been identified:

- Improve the representation of women and black and minority ethnic staff in senior leadership, academic and professional support positions by promoting the University as an employer of choice and providing targeted support in promotions and career development.
- Address the differential degree attainment of black and minority ethnic undergraduate students by further increasing our understanding and instigating targeted programmes of support.
- To identify and attract outstanding students based on their educational potential and merit, irrespective of background, through our pioneering Manchester Access Programme.
- Improve the staff and student experience by fostering good relations between different equality groups and challenging discrimination and stereotypes through awareness raising activities and training events.
- Better understand the potential impact of University functions on certain groups by providing an inclusive environment that improves disclosure rates for disability, religion or belief (including lack of belief) and sexual orientation.

## Current Academic and Professional Support Services (PSS) staff profile by gender and ethnicity

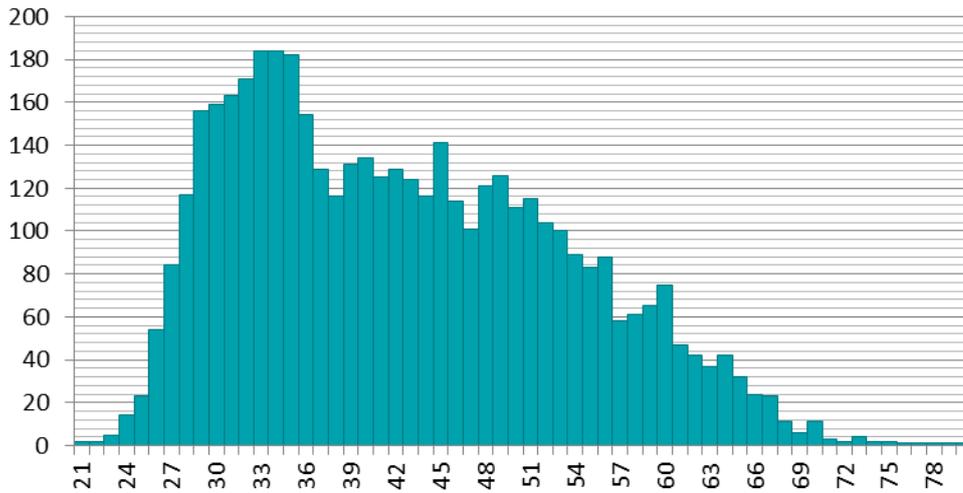
Academic Staff- University of Manchester 2010/11 to 2012/13													
Job Type	Ethnicity	2010/11				2011/12				2012/13			
		Female	Male	Total		Female	Male	Total		Female	Male	Total	
		Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%
Lecturer	White-British	207	243	450	58%	215	236	451	57%	323	378	701	83%
	Other White	98	111	209	27%	92	123	215	27%	0	0	0	0%
	BME	44	64	108	14%	52	71	123	16%	60	77	137	16%
	Not known	5	8	13	2%	1	3	4	1%	5	5	10	1%
	<b>Count</b>	<b>354</b>	<b>426</b>	<b>780</b>		<b>360</b>	<b>433</b>	<b>793</b>		<b>388</b>	<b>460</b>	<b>848</b>	
<b>%</b>	<b>45%</b>	<b>55%</b>			<b>45%</b>	<b>55%</b>			<b>46%</b>	<b>54%</b>			
Senior Lecturer/ Reader	White-British	136	303	439	67%	165	325	490	66%	224	405	629	88%
	Other White	48	92	140	21%	69	95	164	22%	0	0	0	0%
	BME	15	51	66	10%	20	58	78	11%	17	63	80	11%
	Not known	2	5	7	1%	2	4	6	1%	2	5	7	1%
	<b>Count</b>	<b>201</b>	<b>451</b>	<b>652</b>		<b>256</b>	<b>482</b>	<b>738</b>		<b>243</b>	<b>473</b>	<b>716</b>	
<b>%</b>	<b>31%</b>	<b>69%</b>			<b>35%</b>	<b>65%</b>			<b>34%</b>	<b>66%</b>			
Professor	White-British	89	408	497	73%	94	413	507	73%	150	552	702	89%
	Other White	31	89	120	18%	34	96	130	19%	0	0	0	0%
	BME	9	45	54	8%	11	47	58	8%	15	49	64	8%
	Not known	0	11	11	2%	0	1	1	0%	7	14	21	3%
	<b>Count</b>	<b>129</b>	<b>553</b>	<b>682</b>		<b>139</b>	<b>557</b>	<b>696</b>		<b>172</b>	<b>615</b>	<b>787</b>	
<b>%</b>	<b>19%</b>	<b>81%</b>			<b>20%</b>	<b>80%</b>			<b>22%</b>	<b>78%</b>			
All core academic staff	White-British	432	954	1386	66%	474	974	1448	65%	697	1335	2032	86%
	Other White	177	292	469	22%	195	314	509	23%	0	0	0	0%
	BME	68	160	228	11%	83	176	259	12%	92	189	281	12%
	Not known	7	24	31	1%	3	8	11	0%	14	24	38	2%
	<b>Count</b>	<b>684</b>	<b>1430</b>	<b>2114</b>		<b>755</b>	<b>1472</b>	<b>2227</b>		<b>803</b>	<b>1548</b>	<b>2351</b>	
<b>%</b>	<b>32%</b>	<b>68%</b>			<b>34%</b>	<b>66%</b>			<b>34%</b>	<b>66%</b>			
Research and Other Academics	White-British	596	550	1146	56%	593	553	1146	56%	839	813	1652	77%
	Other White	221	231	452	22%	233	250	483	24%	0	0	0	0%
	BME	157	227	384	19%	170	219	389	19%	176	240	416	19%
	Not known	25	32	57	3%	7	12	19	1%	35	49	84	4%
	<b>Count</b>	<b>999</b>	<b>1040</b>	<b>2039</b>		<b>1003</b>	<b>1034</b>	<b>2037</b>		<b>1050</b>	<b>1102</b>	<b>2152</b>	
<b>%</b>	<b>49%</b>	<b>51%</b>			<b>49%</b>	<b>51%</b>			<b>49%</b>	<b>51%</b>			

**PSS Staff by Grade, Ethnicity and Gender 2010/11 to 2012/13**

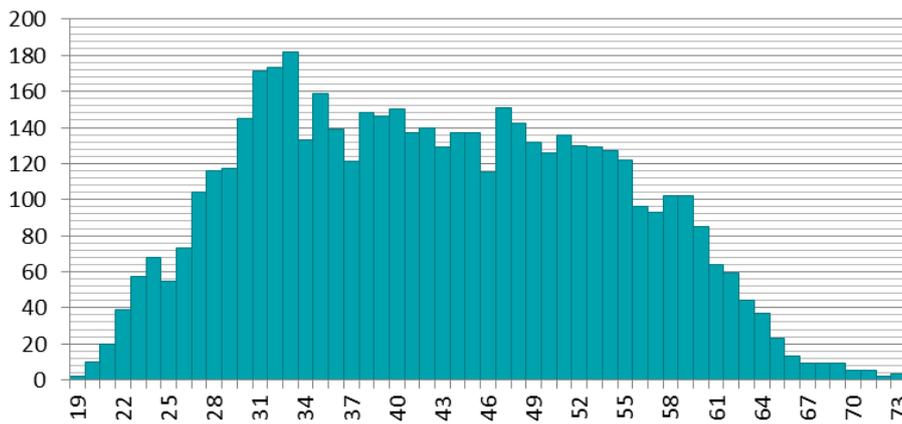
Grade	Ethnicity	2010/11				2011/12				2012/13			
		Female		Male		Total		Female		Male		Total	
		Count	Count	Count	%	Count	Count	Count	%	Count	Count	Count	%
Grade 1-4	White-British	1086	785	1871	78%	1011	726	1737	80%	1086	748	1834	86%
	Other White	104	57	161	7%	85	44	129	6%	0	0	0	0%
	BME	185	117	302	13%	173	113	286	13%	168	109	277	13%
	Not known	33	22	55	2%	9	3	12	1%	19	13	32	1%
	Count	1408	981	2389		1278	886	2164		1273	870	2143	
	%	59%	41%			59%	41%			59%	41%		
Grade 5 and 6	White-British	598	548	1146	83%	628	552	1180	84%	719	609	1328	89%
	Other White	55	41	96	7%	62	34	96	7%	0	0	0	0%
	BME	54	56	110	8%	63	60	123	9%	75	72	147	10%
	Not known	13	11	24	2%	2	4	6	0%	5	4	9	1%
	Count	720	656	1376		755	650	1405		799	685	1484	
	%	52%	48%			54%	46%			54%	46%		
Grade 7	White-British	218	268	486	87%	221	270	491	88%	254	303	557	94%
	Other White	18	22	40	7%	20	22	42	8%	0	0	0	0%
	BME	9	13	22	4%	10	12	22	4%	13	13	26	4%
	Not known	5	3	8	1%	0	3	3	1%	0	7	7	1%
	Count	250	306	556		251	307	558		267	323	590	
	%	45%	55%			45%	55%			45%	55%		
Grade 8 and 9	White-British	75	85	160	87%	84	84	168	88%	96	94	190	93%
	Other White	5	8	13	7%	4	8	12	6%	0	0	0	0%
	BME	3	5	8	4%	4	7	11	6%	4	9	13	6%
	Not known	1	1	2	1%	0	0	0	0%	1	1	2	1%
	Count	84	99	183		92	99	191		101	104	205	
	%	46%	54%			48%	52%			49%	51%		
Other	White-British	31	20	51	75%	90	67	157	88%	94	76	170	89%
	Other White	0	2	2	3%	4	3	7	4%	0	0	0	0%
	BME	3	2	5	7%	5	10	15	8%	8	11	19	10%
	Not known	8	2	10	15%	0	0	0	0%	1	0	1	1%
	Count	42	26	68		99	80	179		103	87	190	
	%	62%	38%			55%	45%			54%	46%		
Total of All Grades	White-British	2008	1706	3714	81%	2034	1699	3733	83%	2249	1830	4079	88%
	Other White	182	130	312	7%	175	111	286	6%	0	0	0	0%
	BME	254	193	447	10%	255	202	457	10%	268	214	482	10%
	Not known	60	39	99	2%	11	10	21	0%	26	25	51	1%
	Count	2504	2068	4572		2475	2022	4497		2543	2069	4612	
	%	55%	45%			55%	45%			55%	45%		

# Staff by Age

## Academic Staff by Age 2012/13



## Professional Support Services Staff by Age 2012/13



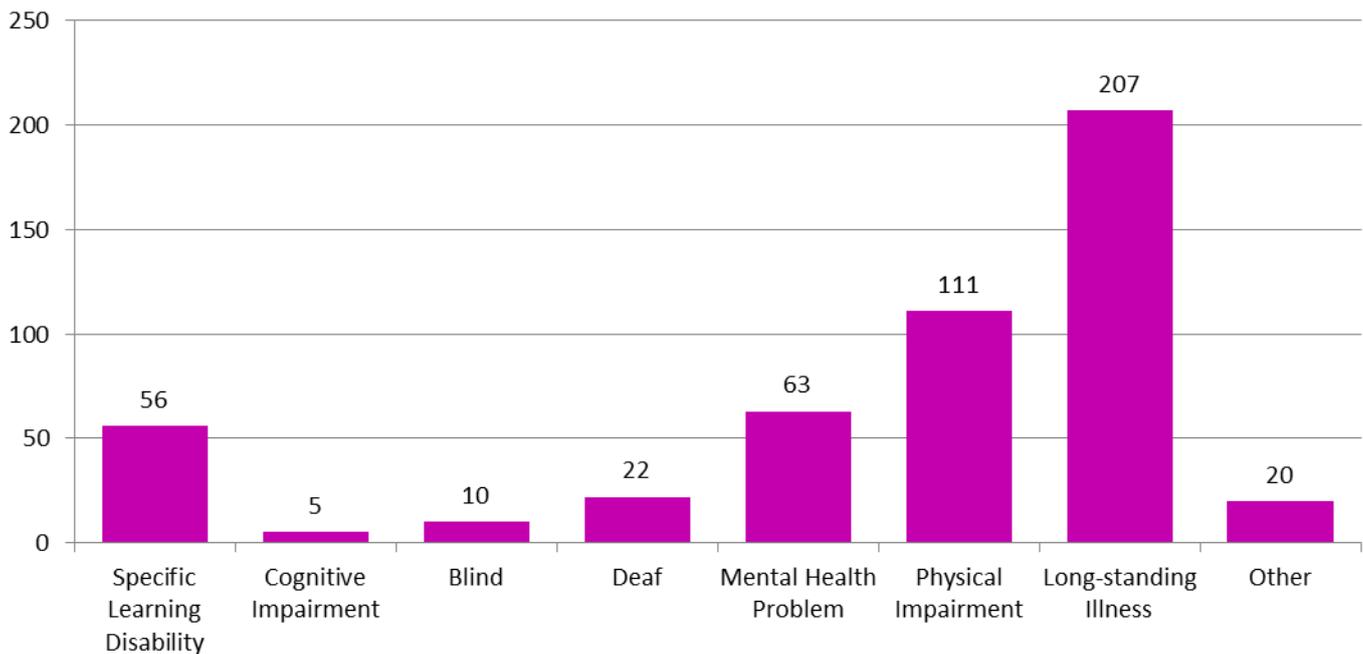
## All Staff by Age 2012/13

Age Band	2011/12				2012/13				% Change	
	Academic		PSS Staff		Academic		PSS Staff		Academic	PSS
	Count	%	Count	%	Count	%	Count	%	%	%
25 or less	49	1%	217	5%	46	1%	230	5%	-0.1%	0.2%
26 to 35	1355	32%	1238	28%	1454	32%	1238	27%	0.5%	-0.7%
36 to 45	1250	29%	1225	27%	1299	29%	1260	27%	-0.4%	0.1%
46 to 55	1045	24%	1161	26%	1064	24%	1182	26%	-0.9%	-0.2%
56 to 65	500	12%	608	14%	547	12%	653	14%	0.4%	0.6%
66 and above	69	2%	48	1%	93	2%	49	1%	0.4%	0.0%
<b>Total</b>	<b>4268</b>		<b>4497</b>		<b>4503</b>		<b>4612</b>			

## Staff by Disability

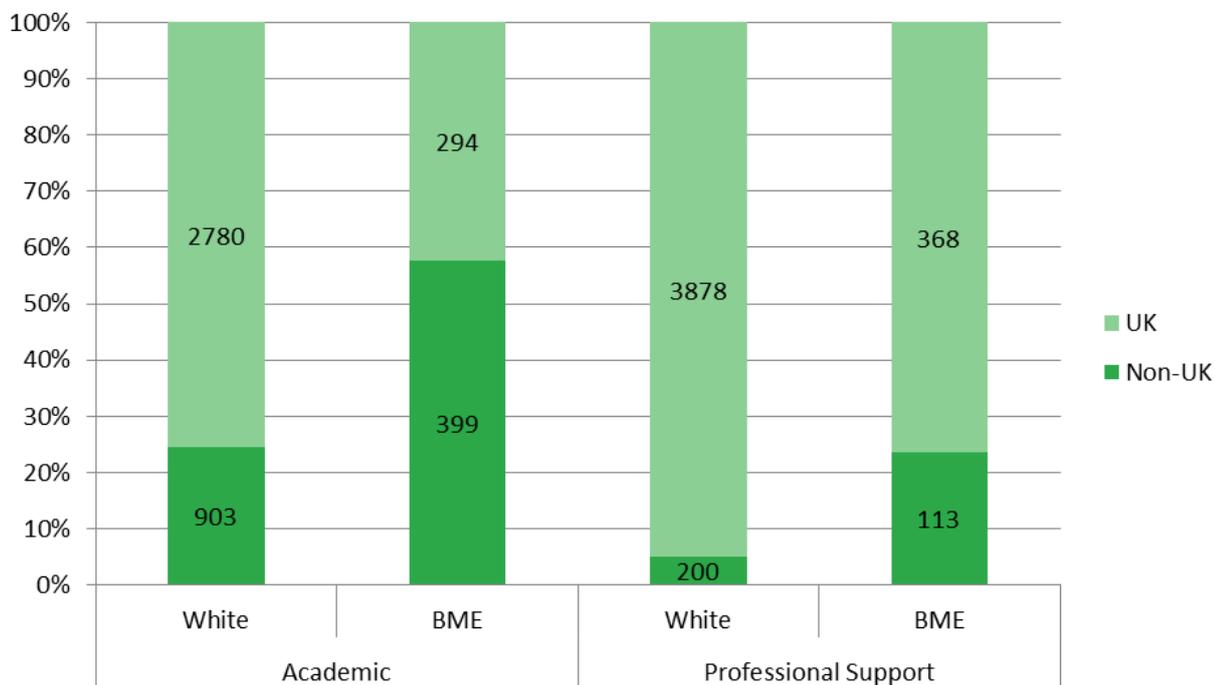
Disability disclosure at the University has more than doubled during the past year from 246 in 2011/12 to 606 in 2012/13. Overall 4% of academic staff and 9% of Professional Support Services staff have disclosed having a disability, which is higher than the Higher Education sector average of 3.4%.

### Disabled Staff by Disability Type 2012/13

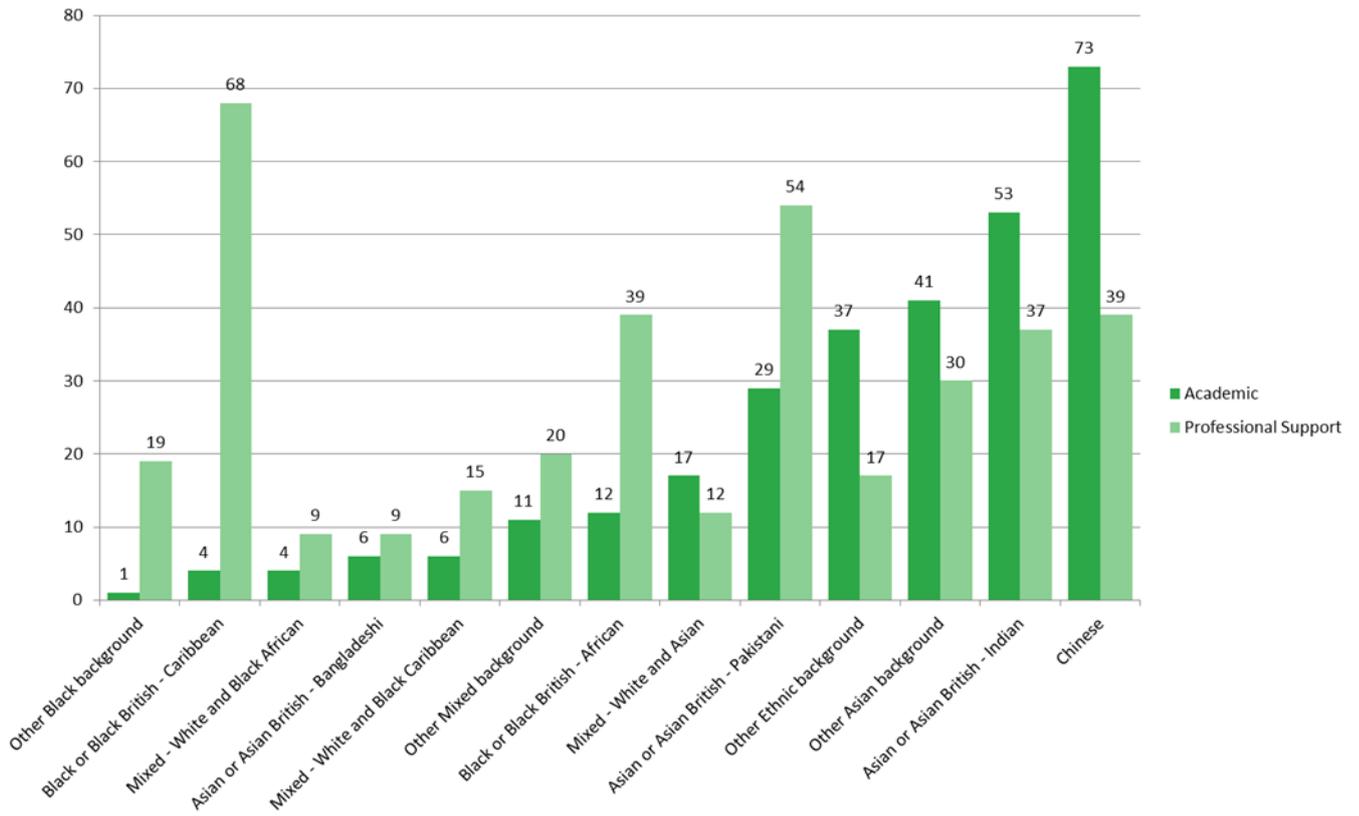


## Staff by Ethnicity

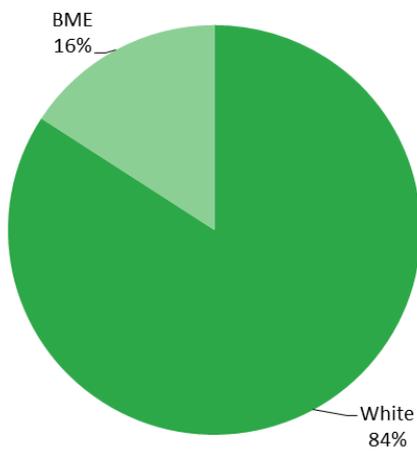
### All Staff by Nationality (UK or Non UK) and Ethnicity 2012/13



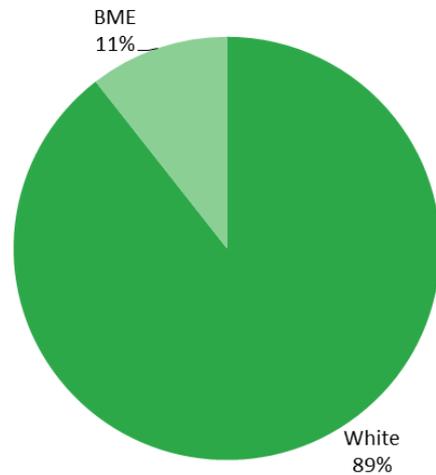
### All UK Staff by Ethnicity 2012/13



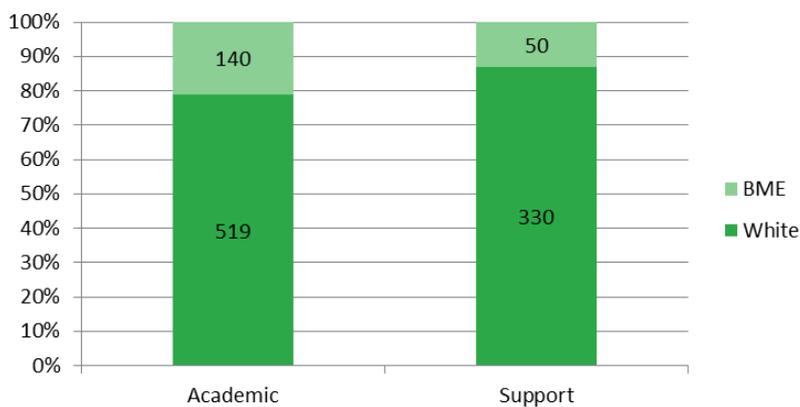
### Academic Staff 2012/13



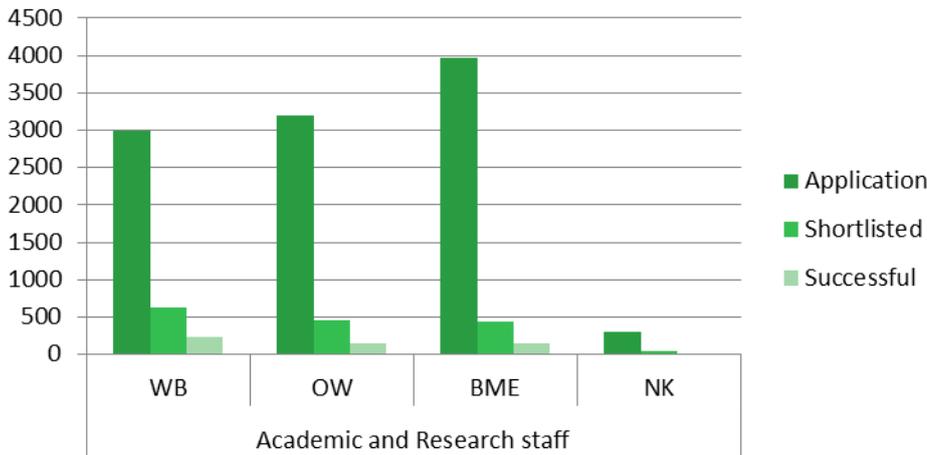
### Professional Support Services Staff 2012/13



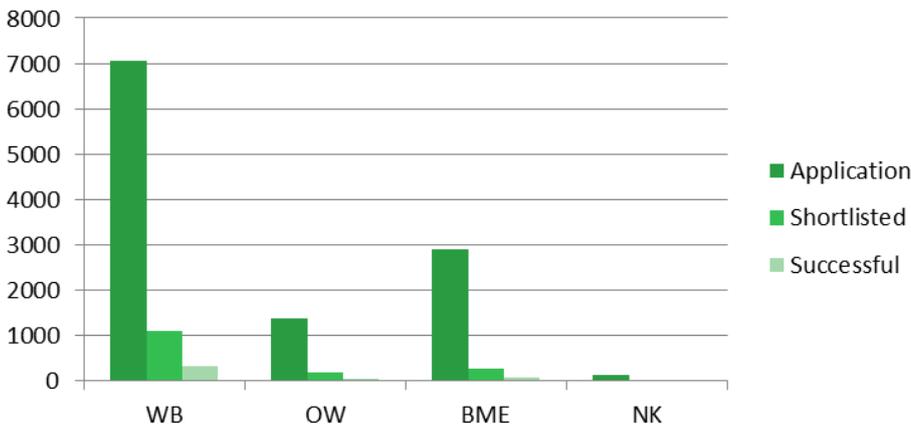
### All Staff Leavers 2012/13



## Recruitment of Academic and Research Staff by Ethnicity August 2012 - July 2013



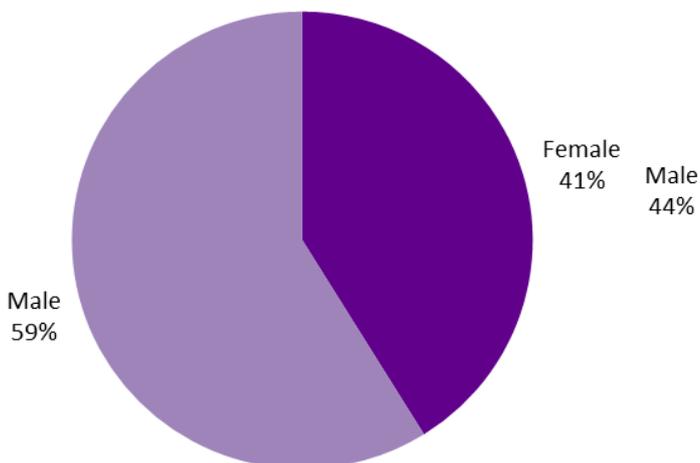
## Recruitment of PSS Staff by Ethnicity August 2012 - July 2013



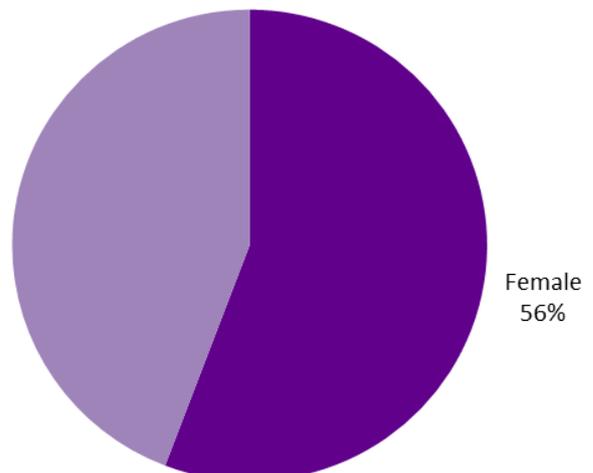
WB=White British; OW=Other White; BME=Black and Minority Ethnic; NK=Not Known

## Staff by Gender

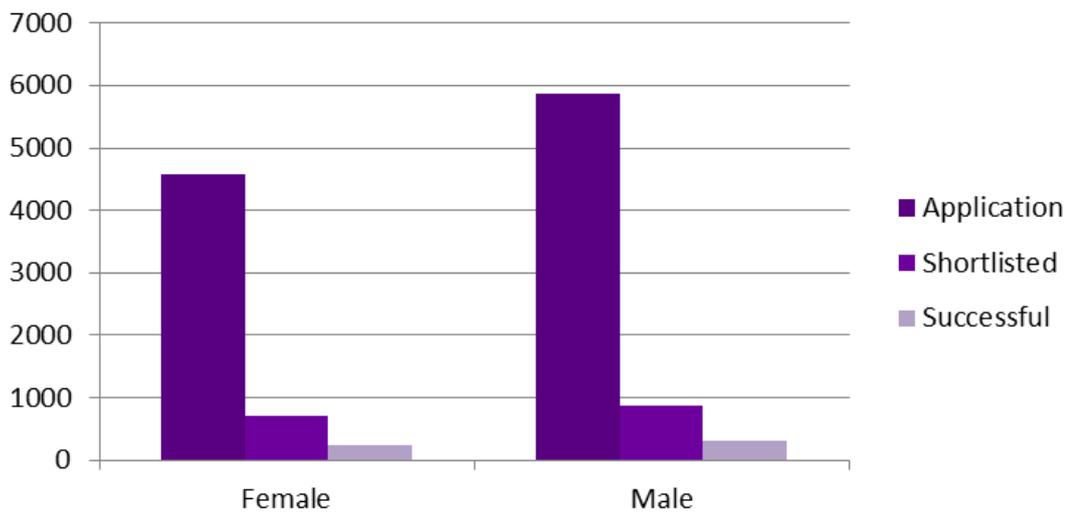
### Current Academic Staff by Gender



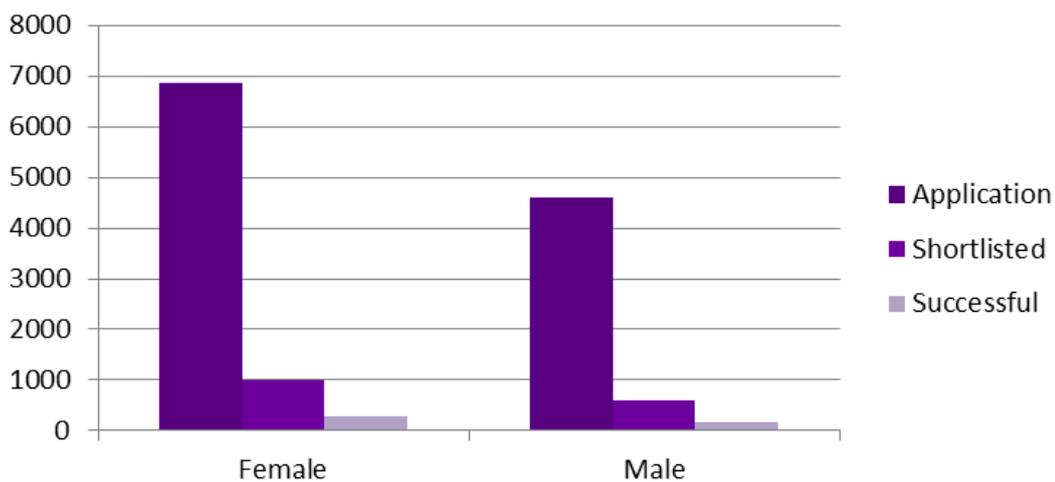
### Professional Support Services Staff by Gender



## Recruitment of Academic and Research Staff by Gender August 2012 - July 2013

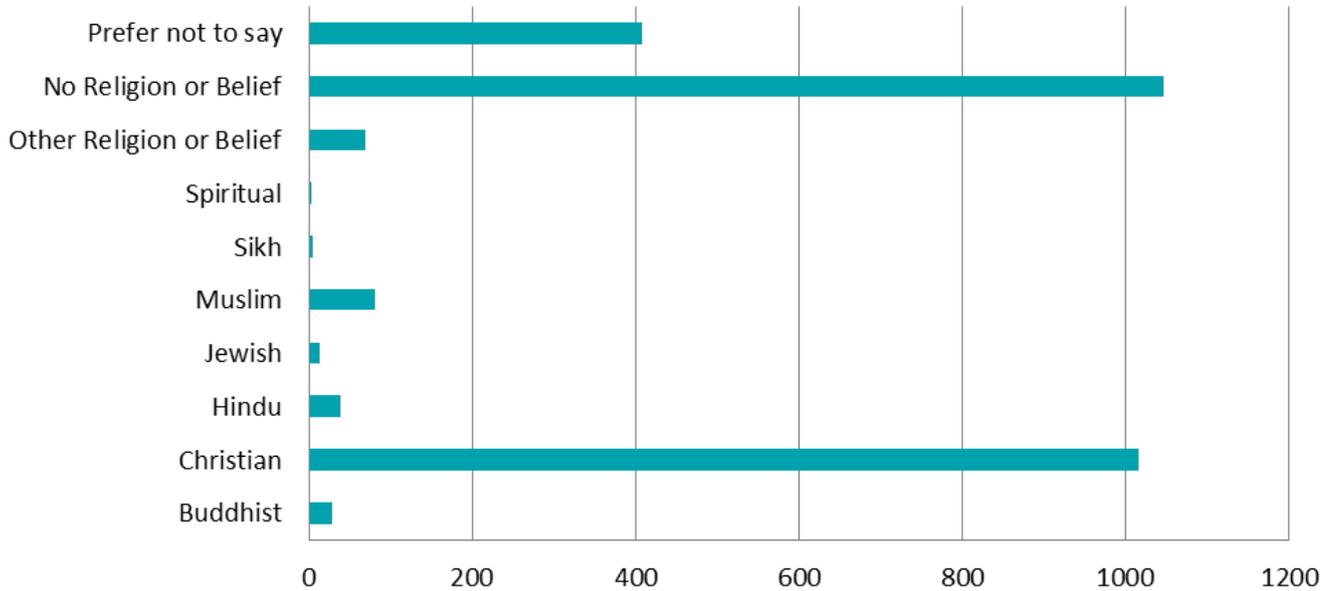


## Recruitment of PSS Staff by Gender August 2012 - July 2013



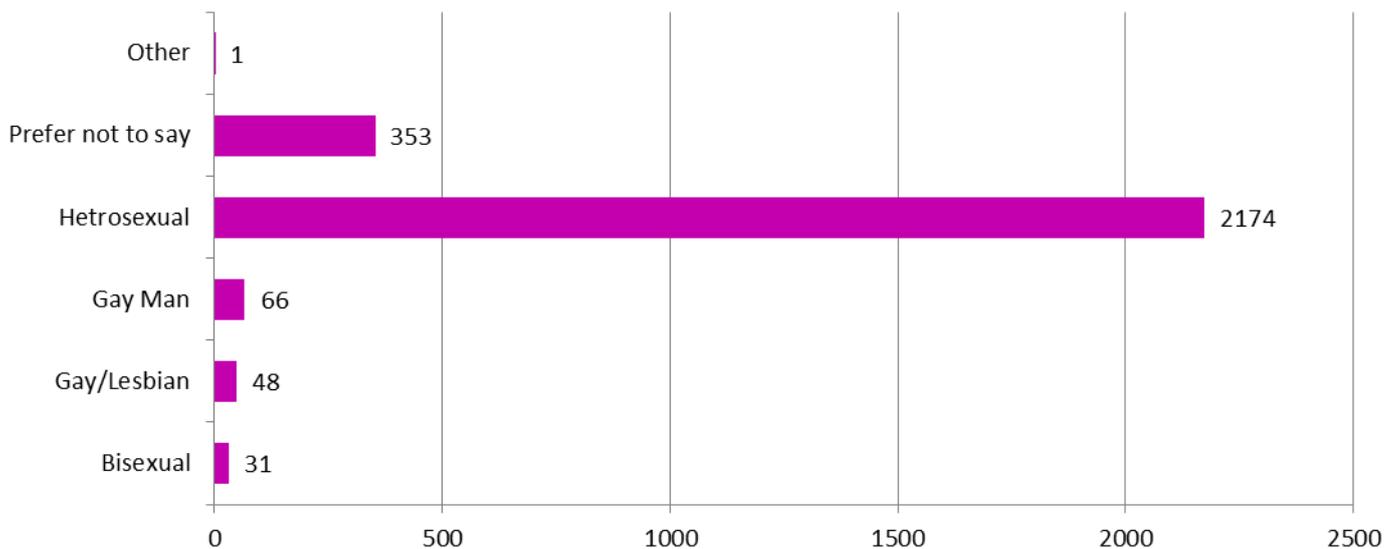
## Staff by Religion and Belief

### Current Religion or Belief 2012/13



## Staff by Sexual Orientation

### All Staff by Sexual Orientation



# Student Admissions Data

**Table 1: Undergraduate Admissions Equality and Diversity Data 2009/10-2011/12<sup>iiiiii</sup>**

			Application Process 2009/10			Application Process 2010/11			Application Process 2011/12		
			Applications	Offers	Acceptances	Applications	Offers	Acceptances	Applications	Offers	Acceptances
<b>Population</b>			<b>52405</b>	<b>28020</b>	<b>8668</b>	<b>55428</b>	<b>28064</b>	<b>8968</b>	<b>56691</b>	<b>28622</b>	<b>8525</b>
<b>Home Student Applications</b>	<b>Race</b>	<b>White<sup>iv</sup></b>	53%	57%	53%	52%	56%	53%	52%	54%	51%
		<b>BME<sup>v</sup></b>	16%	12%	15%	17%	12%	14%	16%	11%	13%
		<b>Not known</b>	10%	10%	14%	10%	10%	15%	10%	11%	14%
		<b>Total</b>	79%	79%	83%	79%	78%	82%	78%	76%	79%
<b>Overseas Student Applications</b>			21%	21%	17%	21%	22%	18%	22%	24%	21%
<b>All Student Applications</b>	<b>Gender</b>	<b>Female</b>	52%	52%	52%	53%	52%	52%	53%	51%	52%
		<b>Male</b>	48%	48%	48%	47%	48%	48%	47%	49%	48%
		<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%
	<b>Disability</b>	<b>Yes</b>	4%	4%	4%	4%	4%	5%	5%	5%	7%
		<b>No</b>	96%	96%	96%	96%	95%	94%	95%	95%	93%
		<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Table 2: Postgraduate Admissions Equality and Diversity Data 2009/10 - 2011/12<sup>vi</sup>**

			Application Process 2009/10			Application Process 2010/11			Application Process 2011/12		
			Applications	Offers	Acceptances	Applications	Offers	Acceptances	Applications	Offers	Acceptances
<b>Population</b>			<b>37158</b>	<b>13129</b>	<b>10689</b>	<b>39765</b>	<b>14732</b>	<b>10960</b>	<b>42903</b>	<b>9890</b>	<b>8104</b>
<b>Home Student Applications</b>	<b>Race</b>	<b>White</b>	18%	24%	28%	15%	21%	24%	17%	36%	37%
		<b>BME</b>	5%	6%	7%	4%	5%	6%	4%	7%	8%
		<b>Not known</b>	2%	2%	3%	3%	2%	2%	8%	3%	3%
		<b>Total</b>	29%	38%	43%	23%	29%	35%	30%	48%	49%
<b>Overseas Student Applications</b>			71%	62%	57%	77%	71%	65%	70%	52%	51%
<b>All Student Applications</b>	<b>Gender</b>	<b>Female</b>	45%	44%	45%	44%	43%	43%	49%	50%	50%
		<b>Male</b>	55%	56%	55%	56%	57%	57%	51%	37%	50%
		<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	87%	100%
	<b>Disability</b>	<b>Yes</b>	2%	2%	3%	2%	2%	2%	3%	6%	6%
		<b>No</b>	78%	71%	73%	77%	72%	72%	97%	94%	94%
		<b>Not known</b>	20%	26%	25%	21%	26%	26%	0%	0%	0%
<b>Total</b>			100%	100%	100%	100%	100%	100%	100%	100%	100%

# Current Student Profiles

**Table 3: Undergraduate Current Student Profiles Equality and Diversity Data 2009/10 - 2012/13**

			Current students 09/10			Current students 10/11			Current students 11/12			Current students 12/13		
			Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Population</b>			<b>28313</b>			<b>28514</b>			<b>27996</b>			<b>26669</b>		
<b>Home students</b> <small>vii</small>	<b>Race</b>	<b>White</b>	37%	28%	64%	36%	27%	63%	34%	27%	61%	32%	26%	58%
		<b>BME</b>	9%	7%	16%	9%	8%	16%	9%	8%	16%	8%	8%	16%
		<b>Not known</b>	1%	1%	2%	1%	1%	2%	0%	0%	1%	2%	1%	3%
		<b>Total</b>	47%	36%	82%	45%	36%	81%	43%	35%	78%	42%	35%	76%
<b>Overseas students</b>			9%	9%	18%	9%	10%	19%	10%	11%	22%	11%	12%	24%
<b>All students</b>	<b>Declared disabled</b> <small>viii</small>	12%			12%			14%			Not Yet Available			

**Table 4: Undergraduate Current Student Profiles by faculty 2010/11 - 2012/13**

			Faculty												
			Engineering and Physical Sciences			Humanities			Faculty of Life Sciences			Medical and Human Sciences			
			Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
<b>2010 /11</b>	<b>Population</b>			<b>6873</b>			<b>12741</b>			<b>2115</b>			<b>6785</b>		
	<b>Home students</b>	<b>Race</b>	<b>White</b>	18%	37%	54%	68%	54%	122%	12%	9%	20%	51%	15%	65%
			<b>BME</b>	5%	11%	16%	13%	10%	23%	4%	2%	6%	15%	8%	23%
			<b>Not known</b>	0%	1%	1%	1%	1%	1%	1%	0%	1%	2%	1%	3%
			<b>Total</b>	23%	49%	72%	82%	65%	147%	15%	11%	26%	68%	23%	91%
	<b>Overseas students</b>			9%	19%	28%	21%	18%	38%	3%	2%	4%	5%	3%	8%
	<b>All students</b>	<b>Gender</b>	<b>Female</b>	32%			55%			59%			74%		
<b>Male</b>			68%			45%			41%			26%			
<b>Total</b>			100%			100%			100%			100%			
<b>Disabled</b>			9%			12%			14%			14%			
<b>2011 /12</b>	<b>Population</b>			<b>7191</b>			<b>12285</b>			<b>2105</b>			<b>6415</b>		
	<b>Home students</b>	<b>Race</b>	<b>White</b>	18%	35%	52%	35%	28%	64%	37%	28%	65%	50%	15%	66%
			<b>BME</b>	5%	11%	15%	7%	5%	12%	11%	7%	18%	16%	8%	24%
			<b>Not known</b>	0%	1%	1%	0%	0%	1%	0%	0%	1%	1%	0%	1%
			<b>Total</b>	22%	46%	68%	42%	34%	77%	49%	35%	84%	67%	24%	91%
	<b>Overseas students</b>			10%	22%	32%	13%	10%	23%	10%	6%	16%	6%	3%	9%
	<b>All students</b>	<b>Gender</b>	<b>Female</b>	32%			55%			59%			73%		
<b>Male</b>			68%			45%			41%			27%			
<b>Total</b>			100%			100%			100%			100%			
<b>Disabled</b>			11%			14%			16%			15%			
<b>2012 /13</b>	<b>Population</b>			<b>10534</b>			<b>16669</b>			<b>2618</b>			<b>8388</b>		
	<b>Home students</b>	<b>Race</b>	<b>White</b>	13%	31%	44%	31%	24%	54%	34%	25%	59%	45%	16%	61%
			<b>BME</b>	3%	8%	12%	6%	5%	11%	10%	6%	16%	13%	8%	22%
			<b>Not known</b>	1%	1%	2%	1%	1%	2%	1%	1%	2%	3%	2%	5%
			<b>Total</b>	17%	40%	57%	38%	29%	67%	45%	32%	77%	61%	26%	87%
	<b>Overseas students</b>			14%	29%	43%	19%	14%	33%	14%	9%	23%	8%	5%	13%
	<b>All students</b>	<b>Gender</b>	<b>Female</b>	31%			57%			59%			69%		
<b>Male</b>			69%			43%			41%			31%			
<b>Total</b>			100%			100%			100%			100%			
<b>Disabled</b>			Not Yet Available			Not Yet Available			Not Yet Available			Not Yet Available			

**Table 5: Postgraduate Current Student Profiles Equality and Diversity Data 2009/10 - 2012/13**

			Current students 09/10			Current students 10/11			Current students 11/12			Current students 12/13		
			Female	Male	Total									
<b>Population</b>					<b>11125</b>			<b>11218</b>			<b>11957</b>			<b>11540</b>
<b>Home students</b>	<b>Race</b>	<b>White</b>	22%	20%	42%	23%	19%	42%	23%	19%	42%	24%	20%	43%
		<b>BME</b>	4%	5%	9%	5%	4%	9%	5%	5%	10%	5%	4%	9%
		<b>Not known</b>	1%	1%	2%	1%	1%	2%	1%	1%	2%	1%	1%	1%
		<b>Total</b>	28%	26%	53%	29%	24%	54%	29%	25%	54%	29%	25%	54%
<b>Overseas students</b>			21%	25%	47%	22%	25%	46%	22%	24%	46%	23%	24%	46%
<b>All students</b>	<b>Declared disabled</b>		10%			11%			9%			Not Yet Available		

**Table 6: Postgraduate taught current Student Profiles Equality and Diversity Data 2009/10 - 2012/13**

			Current students 09/10			Current students 10/11			Current students 11/12			Current students 12/13		
			Female	Male	Total									
<b>Population</b>					<b>7552</b>			<b>7677</b>			<b>8346</b>			<b>7953</b>
<b>Home students</b>	<b>Race</b>	<b>White</b>	23%	17%	40%	24%	16%	40%	23%	17%	40%	24%	17%	42%
		<b>BME</b>	5%	5%	10%	5%	4%	9%	5%	5%	10%	5%	4%	9%
		<b>Not known</b>	1%	1%	1%	1%	1%	2%	1%	1%	2%	1%	1%	1%
		<b>Total</b>	28%	23%	51%	30%	22%	52%	29%	23%	52%	30%	22%	52%
<b>Overseas students</b>			23%	26%	49%	23%	26%	48%	23%	25%	48%	25%	23%	48%
<b>All students</b>	<b>Declared disabled</b>		NA			NA			NA			NA		

**Table 7: Postgraduate taught Student Profiles Equality and Diversity Data 2010/11 - 2012/13**

				Faculty												
				Engineering and Physical Sciences			Humanities			Faculty of Life Sciences			Medical and Human Sciences			
				Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
2010/11	<b>Population</b>				<b>1827</b>			<b>4069</b>			<b>168</b>			<b>1613</b>		
	Home students	Race	White	4%	19%	23%	25%	15%	41%	22%	11%	33%	44%	16%	60%	
			BME	1%	4%	5%	4%	3%	7%	5%	3%	8%	11%	8%	20%	
			Not known	0%	2%	2%	1%	1%	2%	5%	1%	5%	1%	1%	2%	
			Total	5%	25%	31%	31%	19%	49%	32%	14%	46%	56%	26%	82%	
	Overseas				19%	51%	69%	29%	21%	51%	27%	27%	54%	10%	8%	18%
	All students	Gender	Female	24%			60%			59%			66%			
Male			76%			40%			41%			34%				
Total			100%			100%			100%			100%				
Disabled				NA			NA			NA			NA			
2011/12	<b>Population</b>				<b>1969</b>			<b>4480</b>			<b>187</b>			<b>1710</b>		
	Home students	Race	White	3%	19%	23%	25%	16%	41%	17%	19%	36%	43%	16%	59%	
			BME	1%	5%	6%	5%	4%	9%	6%	3%	9%	11%	7%	19%	
			Not known	0%	2%	2%	1%	1%	2%	1%	1%	2%	0%	0%	1%	
			Total	5%	25%	30%	31%	21%	52%	24%	22%	47%	55%	24%	78%	
	Overseas				24%	45%	70%	27%	21%	48%	32%	22%	53%	11%	10%	22%
	All students	Gender	Female	29%			58%			56%			66%			
Male			71%			42%			44%			34%				
Total			100%			100%			100%			100%				
Disabled				NA			NA			NA			NA			
2012/13	<b>Population</b>				<b>1873</b>			<b>126</b>			<b>4296</b>			<b>1658</b>		
	Home students	Race	White	4%	20%	24%	22%	16%	38%	26%	16%	42%	43%	17%	61%	
			BME	2%	4%	6%	9%	4%	13%	4%	3%	8%	10%	8%	18%	
			Not known	0%	1%	1%	0%	0%	0%	1%	1%	2%	0%	0%	1%	
			Total	6%	25%	31%	31%	20%	51%	31%	20%	51%	54%	25%	79%	
	Overseas				24%	45%	69%	23%	26%	49%	30%	19%	49%	12%	9%	21%
	All students	Gender	Female	30%			54%			61%			66%			
Male			70%			46%			39%			34%				
Total			100%			100%			100%			100%				
Disabled				NA			NA			NA			NA			

**Table 8: Postgraduate research Current Student Profiles Equality and Diversity Data 2009/10-2012/13**

			Current students 09/10			Current students 10/11			Current students 11/12			Current students 12/13		
			Female	Male	Total									
<b>Population</b>					<b>3573</b>			<b>3541</b>			<b>3611</b>			<b>3587</b>
<b>Home students</b>	<b>Race</b>	<b>White</b>	21%	25%	46%	21%	25%	46%	22%	25%	47%	23%	25%	47%
		<b>BME</b>	4%	5%	9%	4%	5%	9%	4%	5%	9%	4%	4%	8%
		<b>Not known</b>	2%	1%	3%	2%	1%	3%	1%	1%	2%	0%	1%	1%
		<b>Total</b>	27%	30%	57%	28%	30%	58%	28%	30%	58%	27%	30%	57%
<b>Overseas students</b>			18%	25%	43%	19%	23%	42%	18%	23%	42%	19%	24%	<b>NA</b>
<b>All students</b>	<b>Declared disabled</b>		<b>NA</b>			<b>NA</b>			<b>NA</b>			<b>NA</b>		

**Table 9: Postgraduate research Student Profiles Equality and Diversity Data 2010/11 - 2012/13**

				Faculty											
				Engineering and Physical Sciences			Humanities			Faculty of Life Sciences			Medical and Human Sciences		
				Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
2010/11	Population			1380			1085			388			688		
	Home students	Race	White	11%	30%	41%	25%	22%	47%	27%	28%	55%	34%	18%	52%
			BME	4%	6%	9%	3%	3%	6%	4%	3%	7%	7%	7%	14%
			Not known	0%	0%	1%	3%	1%	4%	1%	0%	1%	6%	1%	7%
			Total	15%	36%	51%	30%	26%	56%	32%	31%	63%	47%	26%	72%
	Overseas			15%	34%	49%	25%	19%	44%	22%	15%	37%	16%	11%	28%
	All students	Gender	Female	30%			55%			54%			63%		
Male			70%			45%			46%			37%			
Total			100%			100%			100%			100%			
Disabled			NA			NA			NA			NA			
2011/12	Population			1401			1155			378			677		
	Home students	Race	White	10%	30%	40%	27%	21%	47%	28%	27%	55%	37%	20%	57%
			BME	3%	6%	9%	3%	3%	6%	3%	3%	6%	7%	7%	13%
			Not known	0%	0%	1%	2%	1%	3%	1%	0%	1%	4%	1%	5%
			Total	13%	37%	50%	32%	25%	57%	32%	30%	62%	48%	28%	76%
	Overseas			15%	35%	50%	23%	20%	43%	22%	17%	38%	15%	9%	24%
	All students	Gender	Female	29%			55%			53%			63%		
Male			71%			45%			47%			37%			
Total			100%			100%			100%			100%			
Disabled			NA			NA			NA			NA			
2012/13	Population			1471			370			1104			642		
	Home students	Race	White	9%	31%	40%	27%	24%	51%	28%	20%	48%	40%	21%	61%
			BME	3%	5%	8%	4%	2%	6%	3%	4%	7%	8%	5%	13%
			Not known	0%	1%	1%	0%	0%	0%	1%	1%	2%	0%	0%	1%
			Total	12%	36%	48%	31%	27%	57%	33%	24%	57%	48%	26%	75%
	Overseas			16%	36%	52%	24%	19%	43%	23%	20%	43%	17%	8%	25%
	All students	Gender	Female	28%			54%			56%			65%		
Male			72%			46%			44%			35%			
Total			100%			100%			100%			100%			
Disabled			NA			NA			NA			NA			

# Undergraduate Degree Attainment

**Table 10: Undergraduate Degree attainment 2009/10-2011/12**

		Degree Classification 09/10			Degree Classification 10/11			Degree Classification 11/12					
		Good degree		Total	Good degree		Total	Good degree		Total			
		Female	Male		Female	Male		Female	Male				
<b>Population</b>					<b>6568</b>				<b>7043</b>				<b>6736</b>
<b>Race</b>	<b>White</b>	80%	73%		80%	73%		80%	75%		80%	75%	
	<b>BME</b>	66%	59%		64%	58%		66%	67%				
	<b>Not known</b>	65%	65%		54%	63%		70%	81%				
	<b>Total</b>	77%	71%		77%	70%		77%	73%				
<b>Overseas</b>		59%	52%		56%	59%		60%	57%		60%	57%	
<b>Disability</b>	<b>Yes</b>	74%	68%		74%	70%		71%	70%		71%	70%	
	<b>No</b>	74%	67%		73%	68%		74%	69%		74%	69%	
	<b>Total</b>	74%	67%		73%	68%		74%	70%		74%	70%	

# Current Student Benchmarks

**Table 11: Current student Benchmarks 2011/12<sup>ix</sup>**

2011/12		Undergraduate		Postgraduate Taught		Postgraduate Research	
		HESA UK HEIs	Russell group HEIs	HESA UK HEIs	Russell group HEIs	HESA UK HEIs	Russell group HEIs
		%	%	%	%	%	%
<b>Current Students</b>	<b>Female</b>	57%	54%	57%	56%	47%	46%
	<b>Male</b>	43%	46%	43%	44%	53%	54%
	<b>Indeterminate</b>						
	<b>White</b>	70%	68%	50%	41%	48%	46%
	<b>BME</b>	16%	13%	12%	10%	9%	9%
	<b>Not known</b>	2%	2%	3%	2%	3%	3%
	<b>Non-UK</b>	12%	17%	36%	47%	41%	43%
	<b>Disabled</b>	10%	8%	5%	5%	6%	6%
	<b>No disability</b>	90%	92%	94%	95%	94%	94%
	<b>Not known</b>	0%	0%	0%	0%	0%	0%

## 'Good' Classified Undergraduate Degree Benchmark

		2010/11	2011/12
		Good Degree	Good Degree
		%	%
<b>HESA UK HEIs</b>	<b>Female</b>	66%	68%
	<b>Male</b>	61%	63%
	<b>Indeterminate</b>		
	<b>White</b>	70%	71%
	<b>BME</b>	51%	54%
	<b>Not known</b>	50%	52%
	<b>Non-UK</b>	54%	56%
	<b>Disabled</b>	61%	64%
	<b>No disability</b>	65%	66%
	<b>Not known</b>	51%	38%
<b>Russell group HEIs</b>	<b>Female</b>	79%	81%
	<b>Male</b>	75%	76%
	<b>Indeterminate</b>		
	<b>White</b>	81%	83%
	<b>BME</b>	69%	72%
	<b>Not known</b>	70%	68%
	<b>Non-UK</b>	67%	69%
	<b>Disabled</b>	75%	77%
	<b>No disability</b>	78%	79%
	<b>Not known</b>	71%	53%

<sup>i</sup> Application process data based on data provided by Student Recruitment, Admissions and International Development (SRAID) from CampusSolutions (CS)

<sup>ii</sup> Application process is through UCAS

<sup>iii</sup> All percentages are rounded to the nearest whole number

<sup>iv</sup> White- includes White-British and Other White background

<sup>v</sup> BME- Black Minority Ethnic

<sup>vi</sup> Current Student Data based on 1/1 Snapshot Data provided by Planning Support Office (PSO) from CS

<sup>vii</sup> Home/Overseas status based on domicile

<sup>viii</sup> Disability figures are based on the number of students on the Disability support office (DSO) database for the following periods: 01/05/09 - 01/08/10, 01/05/10 - 01/08/11 and 01/05/11 - 01/08/12

<sup>ix</sup> Accessed through [www.heidi.ac.uk](http://www.heidi.ac.uk) 14/03/13