

Appendix 3 Equality Monitoring

The University has a positive duty to ensure that they are actively eliminating discrimination and positively promoting equality in relation to disability, gender and race. The duties place a legal obligation on the University to monitor the promotion of equality in relation to disability, gender and race. In areas such as sexual orientation, religion or belief and age, the University has a legal responsibility not to discriminate.

There are several key processes that currently take place to support the monitoring and annual reporting of equality and diversity related data. Appendix 3 provides an introduction to the mechanisms currently in place and highlights where these processes are being improved or extended to further support the monitoring and interpretation of the information collected.

1. Dignity and Respect

The promotion of dignity and respect across the University is monitored using a variety of different methods.

1.1 Dignity at Work and Study

The staff and student bi annual satisfaction surveys ask specific questions to establish the general consensus of opinion across the University community.

Staff Satisfaction Survey ¹		
% of Staff who agree:	2006	2008
Response % of University staff population	19%	20%
People are treated fairly and equally	70%	67%
There is zero tolerance of bullying and harassment	65%	54%

¹ www.staffnet.manchester.ac.uk/employment/staffsurvey

Student Satisfaction Survey ²		
% of Students who agree:	2007	2009
Response % of University student population	10%	15%
People are treated fairly and equally irrespective of their background	74%	75%
There is zero tolerance of bullying and harassment	63%	57%

- The response rate for both staff and student survey has increased and work is ongoing to improve these further.
- On the whole the majority of respondents for both staff and students feel people are treated fairly.
- The level of opinion regarding zero tolerance towards bullying and harassment has decreased amongst survey respondents for both staff (2006 65% 2008 54%) and students 2007 (63% 2009 57%).

The University's Dignity at Work and Study Policy (2009) includes mechanisms to determine whether measures taken to combat harassment, discrimination and bullying are effective in the following ways:

- The number and nature of all cases are monitored and included in the Annual Report to the Equality and Diversity Forum;
- The number and nature of formal complaints made by students about harassment, discrimination and bullying and any subsequent reviews are monitored and included in the Registrar's Annual Report to Senate on Student Complaints, Review and Discipline cases;
- The application of this policy is monitored through the bi-annual Staff Survey;
- The application of this policy is also monitored through the bi-annual Student Satisfaction Survey.

² www.campus.manchester.ac.uk/planningsupportoffice/PSO/MI/StudentFeedback

1.2 Equality and Diversity Training

Equality and Diversity Training seeks to promote the principles of equality of opportunity, dignity, respect and valuing difference. Training in equality and diversity for staff and students is provided in several different ways. The training available and the planned areas for improvement can be found in appendix 6 The University's Key Services.

Monitoring the percentage of staff and students attending these courses can help to establish the extent to which dignity and respect is being promoted across the University.

Training in Equality and Diversity for staff 'Diversity in the Workplace' is now monitored on an area basis through the University's Operational Performance Review.

1.3 Action

Objective 1: Promote dignity respect and understanding within the University and wider community

Priority	Ref.
Foster a harassment, discrimination and bullying 'zero tolerance culture' throughout the University.	1.1

- The launch of the University's Dignity at Work and Study Policy establishes several key services as well as promotional and training activities that support the promotion of a zero tolerance culture towards bullying and harassment.
- The equality monitoring data collected through the mechanisms established under the Dignity at Work and Study Policy published in 2009 will be included in the Single Equality Scheme Annual Review 2010.

Priority	Ref.
Develop and make available equality and diversity training, guidance materials and examples of good practice	1.3

- Data relating to the number of staff completing the University's Diversity in the Work Place online training session will continue to be monitored on an areas wide basis through the University's Operational Performance Review process.
- A summary of the analysis of the attendance data collected on equality and diversity related courses will be included in the Single Equality Scheme Annual Review 2010.

2. Access to employment and education

2.1 Staff recruitment and selection

Equality data relating to disability, gender and race of new employees beginning employment at the University is collated and reported on a University wide level through to Equality and Diversity Forum via the University's Equality Scheme annual reports.

This information is broken down and analysed by Faculty and reported through the University's Operational Performance Review.

Table A1 provides an overview of the University wide equality data collected for new starters based on disability, gender and race for 2006/07, 2007/08 and 2008/09.

- Approximately 1860 members of staff were newly employed at the University in 2008/09. There were more males (53%) than females (47%) and 3% of those declared a disability. 24% identified as coming from a BME background.
- The equality data profiles of new starters have not changed considerably over the last three years. The data suggest slightly more BME staff were employed in 08/09 24% than 07/08 19%. There has been a decrease in the percentage of ethnicity not known from 14% in 07/08 to 11% in 08/09. Percentages for White British and Other White Background newly employed have remained stable.

A number of activities have taken place over the last three years to improve the quality of the staff recruitment equality data available. A manual interim arrangement has been in place to collect staff recruitment short listing information in the years 2007/08 and 2008/09. It is envisaged in the long term all recruitment equality monitoring data will be available through resource link, with the majority of the equality data being uploaded by the applicant via a web based application programme.

Of the 1866 new starters in 2008/09 equality data was collected and reported at short listing stage for 444.

Table A2 provides an overview of the University wide equality data collected at short listing based on disability, gender and race.

Equality monitoring of the staff recruitment cycle for both academic and support staff is reported on a University wide level through to Equality and Diversity Forum through the University's Equality Scheme annual reports.

This information is broken down and analysed by Faculty and reported through the University's Operational Performance Review's.

2.2 Two Ticks guaranteed interview scheme

The University has been awarded the disability Two Ticks award, this symbol is now used on all staff recruiting activity. The symbol is awarded by Jobcentre Plus to recognise employers who have agreed to meet five commitments regarding the recruitment, employment, and retention and career development of disabled people.

One of these five commitments is to offer a guaranteed interview to disabled applicants that meet the essential job criteria. To help monitor this initiative a manual interim arrangement has been implemented alongside the equality short listing arrangement. As with the collection of short listing information the long term plan is to move to a web based electronic data collection method.

Table A1: Recruitment and Selection Equality and Diversity Data 2008/09													
Population		University of Manchester New starters ⁱ									University of Manchester Current Staff 08/09 ⁱⁱ		
		2006/07 ⁱⁱⁱ			2007/08 ^{iv}			2008/09 ^v					
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
				1410			2002			1866			11007
Race	White-British	25%	25%	50%	24%	25%	49%	25%	24%	49%	33%	35%	67%
	Other white background	10%	11%	21%	9%	9%	17%	9%	8%	17%	7%	8%	14%
	BME	7%	13%	21%	8%	11%	19%	9%	15%	24%	6%	8%	15%
	Not known	4%	4%	8%	7%	8%	14%	4%	7%	11%	2%	2%	4%
	Total	47%	53%	100%	47%	53%	100%	47%	53%	100%	47%	53%	100%
Disability	Yes	1%	1%	1%	N/A ^{vi}			1%	2%	2%	1%	1%	2%
	No	46%	53%	99%				46%	52%	98%	44%	49%	94%
	Not known	0%	0%	0%				0%	0%	0%	2%	2%	4%
	Grand Total	47%	53%	100%				47%	54%	100%	47%	53%	100%

Table A2: Recruitment and Selection Equality and Diversity Data 2008/09														
Population		Application Process ^{vii}												
		Application				Shortlist				Successful				
		Female	Male	Not known	Total	Female	Male	Not known	Total	Female	Male	Not known	Total	
					10838				1660				444	
All Staff	Race	White-British	32%	22%	0%	54%	35%	26%	0%	61%	34%	25%	0%	59%
		Other white background	7%	4%	0%	11%	6%	4%	0%	10%	7%	6%	0%	12%
		BME ^{viii}	15%	13%	0%	28%	10%	9%	0%	19%	11%	7%	0%	19%
		Not known	3%	3%	1%	6%	5%	3%	1%	10%	5%	4%	1%	10%
		Total	57%	42%	1%	100%	56%	42%	1%	100%	57%	42%	1%	100%
	Disability	Yes	4%	3%	1%	7%	5%	3%	1%	9%	4%	5%	0%	9%
		No	51%	37%	0%	89%	49%	37%	0%	86%	51%	36%	0%	87%
		Not known	2%	2%	0%	4%	2%	2%	1%	5%	2%	2%	0%	4%
		Total	57%	42%	1%	100%	56%	42%	1%	100%	57%	42%	1%	100%

2.3 Student admissions

Equality data relating to disability, gender, race and nationality of new undergraduate and post graduate students admitted to the University is collated and reported on a University wide and Faculty level through to Equality and Diversity Forum via the University's Equality Scheme annual reports.

Table B1 provides an overview of the undergraduates admitted to the University in 2006/07, 2007/08 and 2008/09 by disability, gender race and nationality.

- Approximately 9480 new undergraduate students were admitted to the University in 2008/09. There were more females (56%) than males (44%). 6% declared a disability, and 14% of all home new entrants identified as coming from a BME background. 16% of the undergraduates admitted were from overseas.
- The number of BME undergraduate students who have applied for and accepted a place has seen a marked decrease from 06/07 accepted 22% to 07/08 accepted 15% and has held at 15% accepted in 08/09.
- Of the 81% of applications from home students there were a lower percentage of offers (13%) and accepts (15%) for BME applicants (17%) in 08/09 compared with a higher proportion of offers (62%) and accepts for white (62%) applicants (56%).

Table B2 provides an overview of the postgraduates admitted to the University in, 2007/08 and 2008/09 by disability, gender race and nationality.

- Approximately 5955 new postgraduate students were admitted to the University in 2008/09. There were more males (52%) than females (48%) and 4% declared a disability. 9% of home new entrants identified as coming from a BME background. 48% of postgraduates admitted were from overseas.

The equality profiles of postgraduate students have remained fairly consistent over the last two years.

- Home postgraduate students applicants (31%) are more likely to be offered (36%) and accept (47%) a place than overseas applicants (69%), offers (64%) and accepts (53%). However there has been an increase in the number of overseas offers (58%) and accepts (49%) in 07/08 compared with 08/09 offers (64%) accepts (53%). A high % of PG applicant's disability status is unknown 26%

2.4 Widening participation

Embedded into The University of Manchester's strategic plan is our commitment to being an open, meritocratic institution that pro-actively seeks out people capable of benefiting from higher education, removes barriers to their participation and in so doing contributes to the expansion of higher education opportunities, locally, regionally, nationally and internationally.

Widening Participation is embedded in our institutional Vision, Values and Mission and our commitments are placed in the overall context of three fundamental Goals in our new Strategic Plan towards Manchester 2020 – research, higher learning and social engagement.

The University publishes an annual monitoring statement in relation to widening participation. In addition in January 2009 the HEFCE issued a formal request for all English HEIs to submit a Widening Participation Strategic Assessment (WPSA).

The Widening Participation Strategic Assessment is an opportunity for institutions to demonstrate, and take full credit for, all they are doing in respect of widening participation (WP). It will also bring together institutions' widening participation and fair access policies into a single public document.

The submission of a WP Strategic Assessment, and subsequent monitoring, will:

- build on existing requirements to the Office for Fair Access
- be made a condition of the continued receipt of the HEFCE WP allocation.

More information about the reporting mechanisms that relate to the University's widening participation activities can be found on the SRAID website.

- www.sraid.manchester.ac.uk

Table B1: Undergraduate Admissions Equality and Diversity Data 2008/09^{ix x}

Table B1: Undergraduate Admissions Equality and Diversity Data 2008/09 ^{ix x}														
			Application Process 06/07			Application Process 07/08			Application Process 08/09			University of Manchester		
			Application	Offers	Accepts	Application	Offers	Accepts	Application	Offers	Accepts	New entrant 07/08 ^{xi}	Current students 08/09 ^{xii}	
Home Student Applications^{xiii}	Population Race	White^{xiv}	58692	31590	7290	60783	31269	8466	52069	28941	8951	9480	27194	
		Other white background	N/A			0%	0%	0%	0%	0%	0%	0%	0%	0%
		BME	25%	20%	22%	16%	12%	15%	17%	13%	15%	14%	16%	
		Not known^{xv}	N/A			9%	8%	7%	9%	7%	6%	10%	6%	
		Total	82%	82%	85%	82%	82%	85%	81%	82%	84%	84%	84%	83%
		Overseas Student Applications	18%	18%	15%	18%	18%	15%	19%	18%	16%	16%	16%	17%
All Student Applications	Gender	Female	53%	51%	52%	53%	52%	52%	53%	53%	53%	56%	55%	
		Male	47%	49%	48%	47%	48%	48%	47%	47%	47%	44%	45%	
		Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
	Disability^{xvi}	Yes	4%	4%	5%	4%	4%	5%	3%	4%	4%	6%	10%	
		No	96%	96%	95%	96%	96%	95%	97%	96%	96%	94%	N/A	
		Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Table B2: Postgraduate Admissions Equality and Diversity Data 2008/09^{ix xvii}

Population			Application Process 07/08			Application Process 08/09			University of Manchester	
			Application	Offers	Accepts	Application	Offers	Accepts	New entrant 07/08 ^{xviii}	Current students 08/09 ^{xii}
			29338	11832	8151	32414	12799	7357	5955	9827
Home Student Applications	Race	White-British	14%	23%	30%	13%	19%	28%	35%	42%
		Other white background	8%	10%	10%	7%	9%	9%	0%	0%
		BME	4%	6%	7%	4%	5%	7%	9%	9%
		Not known	6%	4%	4%	6%	3%	4%	8%	3%
		Total	32%	42%	51%	31%	36%	47%	52%	54%
Overseas Student Applications			68%	58%	49%	69%	64%	53%	48%	46%
All Student Applications	Gender	Female	43%	44%	44%	44%	45%	46%	48%	48%
		Male	57%	56%	56%	56%	55%	54%	52%	52%
		Total	100%	100%	100%	100%	100%	100%	100%	100%
	Disability	Yes	2%	2%	3%	2%	2%	2%	4%	7%
		No	75%	71%	73%	72%	75%	77%	96%	N/A
		Not known	24%	27%	24%	26%	23%	21%	0%	N/A
		Total	100%	100%	100%	100%	100%	100%	100%	100%

2.5 Action

Objective 2: Attract and select a diverse range of talented people to work and study at the University

Priority	Ref.
Improve the staff and student equality data monitoring and reporting mechanisms in recruitment, selection and admissions.	2.3

- Following a pilot it is envisaged full implementation of a web based staff recruitment module will improve and expand the equality data monitoring at each stage of the staff recruitment life cycle. Including the monitoring and evaluation of the Two Ticks guaranteed interview scheme.
- A project is currently underway working with other Russell Group Universities to identify benchmarks that will allow more detailed analysis of the staff recruitment cycle.
- A pilot project looking at the implications of monitoring and reporting on student recruitment and admissions data at a programme level will establish the practicalities associated with this kind of analysis.

Priority	Ref.
Introduce a variety of selection tools and techniques that promote fairness and transparency in the staff and student selection process.	2.4

- Staff recruitment and selection techniques will continue to be monitored at a local level through ongoing analysis of short listing equality information.

Priority	Ref.
Develop targeted positive action initiatives in staff recruitment and selection	2.6

- A series of positive action initiatives have been identified through analysis of current data. These initiatives will be monitored at a local level through the Operational Performance Reviews.

3. The University Community and Progression

3.1 Staff profiles

Equality data relating to disability, gender and race of all employees at the University is reported on a University wide level through to Equality and Diversity Forum via the University's Equality Scheme annual reports.

This information is broken down and analysed by Faculty and reported through the University's Operational Performance Review's.

Table A3 provides an overview of the current staff profiles of the University in 2006/07, 2007/08 and 2008/09 by disability, gender race and nationality.

- There is approximately 11,000 staff employed at the University in a variety of academic and supporting roles ranging in age from 17 to 92 years old. Just over half are male (53% male 47% female) and 2% have declared a disability. 15% identify as coming from black and minority ethnic backgrounds (BME) and 21% are from overseas.
- The percentage of staff who have declared a disability remains consistent with other Universities across the UK (3%) and other Russell Group Universities (2%). However this percentage remains low compared with the working age population who has declared a disability in Manchester (12%).
- The percentage of BME staff employed at the University has increased year on year and remains relatively high (15%) compared with other Universities across the UK (9%) and other Russell Group Universities (10%).

Table A4 provides an overview of the current academic staff profiles of the University by disability, gender race and nationality in relation to grade.

- There are low numbers of female staff in senior academic positions. 28% of Senior Lecturers / Readers are female, decreasing further in Professorial positions 19%.
- Overall there are more BME academic staff (19%) compared with other higher education institutions (10%). However this figure decreases considerably in Professorial positions at the University (7%)

Table A5 provides an overview of the current support staff profiles of the University by disability, gender race and nationality in relation to grade.

- There are higher numbers of female staff (62%) employed in lower grade 1 – 4 supporting roles than males (38%)
- There are low numbers of BME staff in senior supporting roles. Grade 7, (5%) and grades 8 & 9 (4%).

3.2 Staff equality data benchmarking

Staff recruitment and admissions equality data is currently analysed and benchmarked set against previous years figures, HESA data from other Russell Group Universities and across the UK and the Annual Population Survey, Manchester, the North West and the UK.

Table A3 : Current Academic and support staff profile equality and diversity data 08/09 ^{xix xx}															
Population		2006/07			2007/08			2008/09			Russell Groups 07/08 ^{xxi}	HESA UK 07/08	APS - December 08 ^{xxii xxiii}		
		Female	Male	Total	Female	Male	Total	Female	Male	Total			Manchester	North West	UK
				11120			10981			11007	125920	372460	1,132,700	3,011,700	27,969,700
Race	White-British	34%	36%	70%	32%	35%	67%	33%	35%	67%	78%	81%	90%	94%	91%
	Other white background	6%	7%	13%	6%	7%	14%	7%	8%	14%	N/A				
	BME	6%	8%	13%	6%	8%	14%	6%	8%	15%	10%	9%	10%	6%	9%
	Not known	2%	2%	4%	2%	3%	5%	2%	2%	4%	12%	9%	0%	0%	0%
	Total	48%	53%	100%	46%	53%	100%	47%	53%	100%	100%	100%	100%	100%	100%
Gender	Female	47%			46%			47%			50%	53%	45%	46%	45%
	Male	53%			54%			53%			50%	47%	55%	54%	55%
	Total	100%			100%			100%			100%	100%	100%	100%	100%
Disability	Yes	1%	1%	2%	1%	1%	2%	1%	1%	2%	2%	3%	12%	12%	12%
	No	47%	52%	98%	44%	51%	96%	44%	49%	94%	91%	90%	88%	88%	88%
	Not known	0%	0%	0%	1%	1%	2%	2%	2%	4%	6%	7%	0%	0%	0%
	Total	48%	53%	100%	46%	53%	100%	47%	53%	100%	100%	100%	100%	100%	100%
Nationality	UK	77%			74%			75%			75%	79%	N/A		
	Non-UK	19%			24%			21%			20%	15%	N/A		
	Not known	4%			2%			4%			5%	6%	N/A		
	Total	100%			100%			100%			100%	100%	N/A		

Table A4: Current Academic Staff Profiles Equality and Diversity Data 2008/09ⁱⁱ

Population		Job Type														
		Lecturer			Senior Lecturer / Reader			Professor			Research & Other Academic			Teaching Assistants		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
				718			632			693			2268			1503
Race	White-British	23%	34%	57%	19%	48%	67%	13%	60%	73%	29%	28%	57%	16%	23%	39%
	Other white background	12%	15%	28%	6%	15%	22%	4%	14%	18%	11%	12%	23%	8%	8%	16%
	BME	6%	8%	14%	2%	9%	10%	1%	6%	7%	7%	11%	18%	11%	20%	31%
	Not known	0%	1%	1%	0%	0%	1%	0%	2%	2%	1%	2%	3%	6%	9%	15%
	Total	41%	59%	100%	28%	72%	100%	19%	81%	100%	48%	52%	100%	40%	60%	100%
Disability	Yes	1%	1%	2%	1%	1%	2%	0%	2%	2%	1%	1%	2%	1%	1%	2%
	No	40%	56%	97%	27%	71%	98%	19%	78%	97%	45%	48%	94%	35%	50%	85%
	Not known	1%	1%	2%	0%	0%	0%	0%	1%	1%	1%	3%	4%	4%	9%	13%
	Total	41%	59%	100%	28%	72%	100%	19%	81%	100%	48%	52%	100%	40%	60%	100%
Nationality ^{xxiv}	UK	65%			77%			80%			65%			44%		
	Non-UK	34%			23%			20%			33%			44%		
	Not known	0%			0%			0%			3%			13%		
	Total	100%			100%			100%			101%			99%		

Table A5: Current Support Staff Profiles Equality and Diversity Data 2008/09¹

Table A5: Current Support Staff Profiles Equality and Diversity Data 2008/09 ¹																
Race	Population	Grade														
		1-4			5&6			7			8&9			Other		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
				2661			1390			544			209			389
	White-British	48%	29%	78%	44%	41%	84%	38%	50%	88%	44%	44%	88%	30%	47%	78%
	Other white background	5%	2%	7%	4%	3%	7%	3%	4%	7%	2%	5%	7%	2%	4%	5%
	BME	8%	5%	12%	4%	3%	7%	2%	3%	5%	1%	3%	4%	5%	7%	13%
	Not known	2%	1%	3%	1%	1%	2%	0%	0%	1%	0%	1%	1%	2%	3%	4%
	Total	62%	38%	100%	52%	48%	100%	43%	57%	100%	47%	53%	100%	39%	61%	100%
Disability	Yes	1%	2%	3%	1%	2%	3%	1%	2%	3%	1%	1%	2%	1%	1%	1%
	No	59%	35%	94%	50%	45%	95%	42%	55%	96%	44%	50%	95%	35%	57%	92%
	Not known	1%	1%	3%	1%	1%	2%	1%	0%	1%	1%	2%	3%	3%	4%	7%
	Total	62%	38%	100%	52%	48%	100%	43%	57%	100%	47%	53%	100%	39%	61%	100%
Nationality	UK	86%			91%			95%			93%			84%		
	Non-UK	10%			6%			4%			5%			10%		
	Not known	4%			2%			1%			2%			6%		
	Total	100%			99%			100%			100%			100%		

3.3 Equal pay

The Implementation of the JNCHES framework agreement for the modernisation of pay structures at the University is currently underway. The implementation of this framework includes a series of mechanisms established to monitor the effect on equality groups, disability, gender and race.

3.4 Career development

Academic promotions data is currently monitored by gender and race and reported on a University wide level through to Equality and Diversity Forum via the University's Equality Scheme annual reports.

This information is broken down and analysed by Faculty and reported through the University's Operational Performance Review's.

Table A6 provides an overview of academic promotions at the University in, 2007/08 and 2008/09 by gender and race.

- The percentage of non White British academic staff applying for promotion increased from 23% in 2007/08 to 30% in 2008/09. As did the percentages for BME academic staff in 2007/08 10 % to 13% in 2008/09. The number of female applicants also increased from 28% 2007/08 to 31% in 2008/09.
- The percentage of BME academic staff successfully promoted increased from 9% 2007/08 to 12% in 2008/09.
- The percentage of female academic staff successfully promoted increased from 25% 2007/08 to 30% in 2008/09.
- In 200/09 academic staff who identify as BME (67% of those who applied) or from Other White Background (67% of those who applied) were less likely to be successful to promotion of Chair/ Professor compared with their White British counterparts (79% of those who applied).

3.5 Leavers

Table A8 provides an overview of the equality profiles of employees leaving the University in 2006/07, 2007/08 and 2008/09.

- The percentage of employees from Other White Backgrounds leaving the University has increased from 13% in 2007/08 to 18% in 2008/09. As have the percentage of BME employees in 2007/08 15% to 19% in 2008/09.
- Comparison data for disability status of leavers is currently unavailable.

Table A6: Academic promotion 2008/09										
Population		All applications for promotion						Current academic staff		
		2007/08			2008/09					
		Female	Male	Total	Female	Male	Total	Female	Male	Total
				166			137			4311
Race	White-British	20%	46%	66%	17%	38%	55%	24%	37%	61%
	Other white background	8%	16%	23%	12%	18%	30%	10%	13%	23%
	BME	1%	10%	10%	2%	11%	13%	5%	9%	14%
	Not known	0%	1%	1%	1%	1%	2%	1%	1%	2%
	Total	28%	72%	100%	31%	69%	100%	39%	61%	100%
Population		All successful promotions								
		2007/08			2008/09					
		Female	Male	Total	Female	Male	Total			
				166			137			
Race	White-British	18%	52%	70%	19%	43%	61%			
	Other white background	6%	14%	21%	9%	16%	25%			
	BME	0%	9%	9%	2%	10%	12%			
	Not known	0%	1%	1%	0%	2%	2%			
	Total	25%	75%	100%	30%	70%	100%			

Table A7: Academic Promotion 2008/09 ^{xxv}																			
Promotion applications		Senior Lecturer			Senior Lecturer (Teaching)			Senior Teaching Fellow			Senior Research Fellow			Reader			Chair/Prof		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Population				69			3			2			7			24			32
Race	White-British	16%	39%	55%	33%	67%	100%	100%	0%	100%	29%	43%	71%	13%	21%	33%	13%	47%	59%
	Other white background	13%	19%	32%	0%	0%	0%	0%	0%	0%	0%	29%	29%	25%	21%	46%	3%	16%	19%
	BME	3%	9%	12%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	17%	3%	16%	19%
	Not known	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%	0%	4%	0%	3%	3%
	Total	32%	68%	100%	33%	67%	100%	100%	0%	100%	29%	71%	100%	42%	58%	100%	19%	81%	100%
Successful promotions		Senior Lecturer			Senior Lecturer (Teaching)			Senior Teaching Fellow			Senior Research Fellow			Reader			Chair/Prof		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Population				74%			100%			100%			71%			67%			75%
Race	White-British	82%	85%	84%	100%	100%	100%	100%		100%	100%	67%	80%	67%	80%	75%	75%	80%	79%
	Other white background	33%	77%	59%								50%	50%	83%	40%	64%	100%	60%	67%
	BME	50%	67%	63%											75%	75%	100%	60%	67%
	Not known		100%	100%										0%		0%		100%	100%
	Total	59%	81%	74%	100%	100%	100%	100%		100%	100%	60%	71%	70%	64%	67%	83%	73%	75%

Table A8: All Staff Leaver Profiles Equality and Diversity Data 2008/09 ^{xxvi}										
		2006/07 ^{xxvii}			2007/08 ^{xxviii}			2008/09 ^{xxix}		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
Population		1129			1665			1179		
Race	White-British	35%	29%	64%	38%	30%	68%	31%	27%	58%
	Other white background	7%	8%	15%	6%	7%	13%	10%	8%	18%
	BME	6%	9%	15%	7%	7%	15%	8%	11%	19%
	Not known	3%	4%	6%	2%	2%	4%	3%	2%	5%
	Total	51%	49%	100%	54%	46%	100%	52%	48%	100%
Disability	Yes	1%	1%	2%	N/A			N/A		
	No	50%	49%	98%						
	Not known	0%	0%	0%						
	Total	51%	49%	100%						

3.6 Student profiles

Equality data relating to disability, gender and race of all students currently being educated is reported on a University wide level through to Equality and Diversity Forum through the University's Equality Scheme annual reports.

- There are over 37,000 students studying at the University on a variety of undergraduate and postgraduate programmes. The majority of students are 18-20 years old (45%) whilst 17% are over 30. 9% of students have declared a disability and there are slightly more females (53%) than males (47%). 14% identify as coming from black and minority ethnic backgrounds (BME) and 24% are from overseas.

Table B3 provides an overview of the current undergraduate equality profiles of the University in 2006/07, 2007/08 and 2008/09 by disability, gender race and nationality.

- The percentage of overseas undergraduate students has increased over the past three years 10% in 2006/07 to 16% in 2007/08 and 17% in 2008/09. The University has a relatively high number of overseas undergraduate students compared with other UK Universities 10% and other Russell Group Universities 12%
- The percentage of students declaring a disability has increased over the last three years 7% in 2006/07 to 11% in 2007/08 and 12% in 2008/09. The University has a relatively high number of undergraduate students who declare a disability compared with other UK Universities 8% and other Russell Group Universities 6%

Table B4 provides an overview of the current postgraduate equality profiles of the University in 2006/07, 2007/08 and 2008/09 by disability gender race and nationality.

- The equality profiles for post graduate students have not changed significantly over the last three years. There has been an increase in overseas students 36% in 2006/07 to 45% in 2007/08 to 46% in 2008/09. There are a high percentage of overseas postgraduate students compared with other UK Universities (33%) and other Russell Group Universities (42%).
- 7% of postgraduate students declared a disability in 2008/09. This is relatively high compared with UK Universities (5%) and other Russell Group Universities (4%).

Table B3: Undergraduate Current Student Profiles Equality and Diversity Data 2008/09														
			University of Manchester									HESA ^{xxi}		
			Current students 06/07 ^{xxx}			Current students 07/08 ^{xxxii}				Current students 08/09 ^{xii}			Russell Group 07/08	UK 07/08
			Female	Male	Total	Female	Male	Unknown	Total	Female	Male	Total		
Population					25677				26160			27194	334385	1804965
Home students^{xiii}	Race	White	39%	28%	67%	37%	28%	0%	65%	35%	27%	62%	72%	71%
		Other white background	2%	1%	3%	1%	1%	0%	1%	N/A			0%	0%
		BME	9%	7%	16%	8%	7%	0%	15%	9%	7%	16%	12%	15%
		Not known	2%	2%	5%	2%	1%	0%	3%	3%	2%	6%	4%	4%
		Total	51%	38%	90%	48%	36%	0%	84%	47%	36%	83%	88%	90%
Overseas students			5%	5%	10%	8%	8%	0%	16%	8%	8%	17%	12%	10%
All students	Gender	Female	56%			55%				55%			56%	58%
		Male	44%			44%				45%			44%	42%
		Total	100%			100%				100%			100%	100%
	Disability^{xxxiii}	Yes	7%			11%				12%			6%	8%
		No											91%	83%
		Not known											3%	9%
		Total												

Table B4: Postgraduate Current Student Profiles Equality and Diversity Data 2008/09														
		University of Manchester ^{xii}										HESA ^{xxi}		
		Current students 06/07 ^{xxx}			Current students 07/08 ^{xxx}				Current students 08/09 ^{xii}			Russell Group 07/08	UK 07/08	
		Female	Male	Total	Female	Male	Unknown	Total	Female	Male	Total			
Population				8816				9281			9827	136170	501110	
Home students^{xiii}	Race	White	23%	19%	42%	21%	19%	0%	40%	22%	20%	42%	44%	52%
		Other white background	4%	4%	9%	2%	2%	0%	4%	N/A			0%	0%
		BME	4%	4%	8%	4%	5%	0%	9%	4%	5%	9%	8%	10%
		Not known	2%	3%	5%	1%	1%	0%	2%	2%	2%	3%	5%	5%
		Total	34%	30%	64%	29%	26%	0%	55%	28%	26%	54%	58%	67%
Overseas students		15%	21%	36%	20%	25%	0%	45%	20%	26%	46%	42%	33%	
All students	Gender	Female	49%			48%				48%			51%	54%
		Male	51%			51%				52%			49%	46%
		Total	100%			100%				100%			100%	100%
	Disability	Yes	3%			N/A				7%			4%	5%
		No											93%	90%
		Not known											3%	5%
		Total											100%	100%

Table B5 provides an overview of the current undergraduate equality profiles of the University by Faculty in 2008/09 by disability, gender race and nationality.

- The Faculty of EPS has the highest percentage of overseas undergraduate students with 24% of the student population whilst MHS has the lowest 8%.
- The Faculty of LS (20%) and MHS (20%) have the highest percentage of home BME undergraduate students whilst Humanities has the lowest 13%.
- The Faculty of MHS has the lowest number of male undergraduate students 74% whilst the Faculty of EPS has the lowest number of female undergraduate students 31%.
- The Faculty of LS has the highest percentage of disabled students 14% whilst EPS has the lowest 10%

Table B6 provides an overview of the current postgraduate equality profiles of the University by Faculty in 2008/09 by disability, gender race and nationality

- The Faculty of EPS has the highest percentage of overseas postgraduate students with 62% of the student population whilst MHS has the lowest 22%.
- The Faculty of MHS (16%) has the highest percentage of home BME postgraduate students whilst the Faculty of EPS (7%) and Humanities (7%) has the lowest.
- The Faculty of EPS has the lowest percentage of female postgraduate students 27%
- The Faculty of MHS has the lowest percentage of disabled postgraduate students 5%

Table B5: Undergraduate Current Student Profiles Equality and Diversity Data 2008/09^{xii}

Table B5: Undergraduate Current Student Profiles Equality and Diversity Data 2008/09 ^{xii}														
			Faculty											
			Faculty of Engineering and Physical Sciences			Faculty of Humanities			Faculty of Life Sciences			Faculty of Medical and Human Sciences		
			Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Population					6579			11899			1815			6901
Home students^{xxxii}	Race	White^{xiv}	17%	40%	57%	36%	29%	64%	38%	26%	64%	49%	13%	62%
		BME	5%	10%	15%	7%	6%	13%	13%	7%	20%	14%	7%	20%
		Not known	1%	3%	4%	2%	2%	5%	3%	2%	5%	8%	2%	10%
		Total	24%	52%	76%	45%	36%	82%	54%	35%	89%	70%	22%	92%
Overseas students			8%	16%	24%	10%	8%	18%	8%	3%	11%	5%	3%	8%
All students	Gender	Female	31%			56%			62%			76%		
		Male	69%			44%			38%			24%		
		Total	100%			100%			100%			100%		
	Disability^{xxxiii}	Yes	10%			13%			14%			13%		
		No												
		Not known												
		Total												

Table B6: Postgraduate Student Profiles Equality and Diversity Data 2008/09^{xii xii}

Table B6: Postgraduate Student Profiles Equality and Diversity Data 2008/09 ^{xii xii}														
			Faculty											
			Faculty of Engineering and Physical Sciences			Faculty of Humanities			Faculty of Life Sciences			Faculty of Medical and Human Sciences		
			Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Population					2473			4495			552			2307
Home students^{xxxii}	Race	White^{xiv}		23%	29%	23%	17%	41%	23%	24%	47%	37%	20%	57%
		BME	2%	5%	7%	3%	3%	7%	6%	3%	9%	8%	8%	16%
		Not known	0%	1%	2%	2%	1%	3%	1%	2%	3%	3%	3%	6%
		Total	9%	29%	38%	29%	22%	50%	31%	28%	59%	48%	31%	78%
Overseas			17%	45%	62%	26%	24%	50%	20%	20%	41%	11%	11%	22%
All students	Gender	Female	27%			54%			51%			59%		
		Male	73%			46%			49%			41%		
		Total	100%			100%			100%			100%		
	Disability^{xxxiii}	Yes	7%			7%			7%			5%		
		No												
		Not known												
		Total												

3.7 Undergraduate degree attainment

Equality data relating to disability, gender, race and nationality in relation to undergraduate degree attainment is currently reported on a University wide level through to Equality and Diversity Forum through the University's Equality Scheme annual reports.

Table B7 provides an overview of undergraduate student degree attainment for 2007/08 in relation to disability, gender, race and nationality.

- BME students were less likely to get a first (10%) and upper second class honours degree (50%) compared to white students (first 17% - upper second class honours 58%). BME students were more likely to receive lower second class honours (27%) and third class honours (13%) compared with white students (lower second class honours 20% third class honours 5%).
- 73% of females received what is classed a 'good degree'³ a higher percentage than males receiving the same classifications 65%.
- Overseas students were less likely to get a first (10%) and upper second class honours degree (40%) compared to home students (first 16% - upper second class honours 56%). Overseas students were more likely to receive lower second class honours (36%) and third class honours (14%) compared with home students (lower second class honours 22% third class honours 6%).

³ As defined in Degree attainment, ethnicity and gender: a literature review The Higher Education Academy

Table B7: Undergraduate Degree attainment 2007/08

Table B7: Undergraduate Degree attainment 2007/08														
			Degree Classification											
			Third class honours / pass			Lower second class honours			Upper second class honours			First class honours		
			Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
University of Manchester ^{xxxiv}	Population				336			1119			2912			818
	Race	White ^{xiv}	4%	6%	5%	17%	24%	20%	62%	53%	58%	17%	17%	17%
		BME	11%	15%	13%	25%	29%	27%	53%	46%	50%	10%	10%	10%
		Not known	7%	8%	7%	27%	24%	26%	48%	51%	49%	17%	17%	17%
		Total	5%	8%	6%	19%	25%	22%	60%	52%	56%	16%	16%	16%
	Overseas ^{xxxii}	13%	15%	14%	36%	36%	36%	40%	39%	40%	10%	11%	10%	
	Disability ^{xxxv}	Yes	4%	13%	8%	26%	28%	27%	58%	47%	53%	12%	13%	12%
		No	6%	8%	7%	20%	26%	23%	58%	50%	54%	15%	15%	15%
		Total	6%	9%	7%	21%	26%	23%	58%	50%	54%	15%	15%	15%
HESA UK 07/08 ^{xxxvi}	Race	White	6%			28%			52%			15%		
		BME	12%			40%			40%			8%		
	Gender	Female	6%			30%			51%			13%		
		Male	9%			32%			44%			14%		
	Disability	Yes	41%						59%					
		No	38%						62%					

3.8 Actions

Objective 2: Create an environment that encourages and supports all staff and students to actively engage with the University and realise their full potential

Priority	Ref.
Improve the employee equality data available for analysis	3.1

- An employee equality data audit is due to take place across the University collecting data on age, disability, race, religion or belief and sexual orientation
- Appropriate benchmark will be identified that will support data analysis of current staff profiles by age
- Expand the equality data reported annually through the Single Equality Scheme to include age, religion or belief and sexual orientation

Priority	Ref.
Ensure University employees receive equal pay for work of equal value	3.5

- An equality impact assessment on the implementation of the JNCHES framework agreement for the modernisation of pay structures at the University of Manchester will be undertaken.
- An initial equal pay audit has taken place and the results have been reported to the Equality and Diversity Forum and mechanisms to monitor equal pay on an annual basis have been identified and included in the SES second year review and further actions have been set

Priority	Ref.
Ensure a Manchester education promotes equality and understanding between groups of students	3.6

- Work is underway to identify the potential institutional barriers that affect degree attainment of undergraduate students.

Priority	Ref.
Ensure equality of opportunity is promoted through the University's career development opportunities and academic promotions processes	3.7

- Implement mechanisms to monitor and report on the take up of career development opportunities for support staff by equality identifying areas for concern.

Priority	Ref.
Develop targeted positive action initiatives in career development and promotions	3.8

- The impact of local promotions processes at school level will continue to be monitored through the University's Operational Performance Reviews and relevant actions identified.
- Targeted career development opportunities for support staff have been identified and progress will be monitored through the University's Single Equality Scheme.

Data References

- ii Current staff data is based on a snapshot on 31/7/09 provided by the Planning Support Office (PSO) from ResourceLink (RL)
- iii New starter data 1/8/06 - 31/7/07 provided by PSO from RL
- iv New starter data 1/8/07 - 31/7/08 provided by PSO from RL
- v New starter data 1/8/08 - 31/7/09 provided by PSO from RL
- vi Disability data is not available for 2007/08
- vii Recruitment data relates to the completed application process 1/12/08 - 31/5/09. Incomplete data relating to a vacancy (eg no shortlisting data) was excluded
- viii BME = Black Minority Ethnic
- ix Application process 06/07, 07/08 and 08/09 data based on data provided by Student Recruitment, Admissions and International Development (SRAID) from CampusSolutions (CS)
- x Application process is through UCAS and it includes only first degree data, but student profile and new entrant data also includes other undergraduates (ie nursing diplomas)
- xi New entrant data is based on HESA 07/08 Undergraduate first year data for University of Manchester accessed through www.heidi.ac.uk (heidi)
- xii Current student data based on 1/12/08 snapshot data provided by PSO from CS
- xiii Home/Overseas status is based on fee status
- xiv White includes White-British and Other White background
- xv 'Not known' ethnicity is counted in BME for 06/07
- xvi There are 6 Undergraduate applications with 'Not known disability' which are not included
- xvii Postgraduate admission data is only available from 2007 onwards
- xviii New entrant data is based on HESA 07/08 Postgraduate first year data for University of Manchester accessed through heidi
- xix Staff benchmarking data (HESA and Annual Population Survey (APS)) do not spilt White into White – British and Other White background
- xx Total current staff includes academic teaching assistants.
- xxi HESA data 07/08 accessed through heidi
- xxii Annual Population Survey (APS) - December 08 accessed through www.nomis.co.uk percentages are of those in employment

- xxv No disability data available
- xxvi No disability data available
- xxvii Leaver data 1/08/06- 31/07/07 provided by PSO from RL
- xxviii Leaver data 1/08/07- 31/07/08 provided by PSO from RL

^{xxix} Leaver data 1/08/08- 31/07/09 provided by PSO from RL

^{xxx} Based on 1/12/06 snapshot provided by PSO from CS

^{xxxi} Based on 1/12/07 snapshot provided by PSO from CS

^{xxxii} Home/overseas status based on domicile

^{xxxiii} Disability figures are based on the number of students on the Disability support office (DSO) database 1/5/08 - 1/8/09 from DSO -15/10/09

^{xxxiv} 1 student in Faculty of Life Sciences of indeterminate gender was excluded from the figures

^{xxxv} 2 students with unknown disability status have been excluded

^{xxxvi} from ECU 'Equality in Higher Education Statistical report 2009'

<http://www.ecu.ac.uk/publications/equality-in-he-stats-09>