

# Equality Information Report 2021

32.5% of UK Domiciled Undergraduate students, 26.3% of Postgraduate Taught and 15.1% of Postgraduate Research students who started their studies in 2020/21 were ethnic minorities

3.2% of employees in the highest positions in Professional Services are BAME

65.5% of employees disclosed their religion and out of these 49% said that they do not have any religion or belief

6.3% of employees disclosed that they are disabled

27.1% of Professors are women as opposed to 49.1% in the highest Professional Services grades

29.9% of students who started in 2020/21 came from overseas and 7.6% came from EU countries

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## Foreword

Equality, diversity and inclusion are central to our University vision and strategy. Diversity is a huge strength of our institution and a source of great pride. However, we acknowledge that we must continually work hard to ensure we tackle all forms of discrimination and guarantee all staff and students are given opportunities to thrive. We have made progress, demonstrated through the achievement of Athena SWAN awards 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 11,000 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 2018- the proportion of employees within '36 to 45' age range increased year on year. 29.9% of all staff at the University in 2020 were within 36 to 45 bracket- an increase of 0.3% since 2018 (see Figure 1, p.7). The data from 2020 shows that Professional Services (PS) staff and part-time staff are older than academic and full time staff (see Figure 2 and Figure 3, pp.7-8).

**Disability:** 6.3% of staff at the University have disclosed their disability status on their staff record (see Figure 7, p.10). The proportion of disabled staff working at the University started increasing since 2016 (see Figure 11, p.12). The most prevalent disability type declared by staff, accounting for 23.8% of all disabilities, is a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy (see Figure 8, p.11).

**Ethnicity:** There has been a 3.3% increase in BAME staff across the university since 2016 up to 16.9% in 2020. 21.2% of academic staff and 13.4% of Professional Services staff are BAME (see Figure 17, p.15). The largest represented ethnic group is Asian accounting for 58.4% of all BAME staff (see Figure 13, p.13). 39.8% of BAME staff are from overseas and 5.1% from EU countries.

**Gender:** The percentage of female staff at the University increased by 1% between 2016 and 2020 up to 50.5% (Figure 28, p.21). 42.4% of academics are females as opposed to 57.2% of PS staff. There is a difference in representation of females at the highest level for seniority between academic and PS staff: 27.1% of Professors and 37.1% of Senior Lecturers/Readers are females (see Figure 29, p.21); in comparison there is much higher proportion of females at the highest positions in PS: 49.1% of Grade 8/9 and 53.5% of Grade 7 PS staff are females respectively (see Figure 30, p.22).

**Recruitment:** Only 35.5% of applications for core academic positions were sent by females and 46.9% by BAME Candidates in the period studied. Only 29.2% of applications for PS (both Faculty-based and central) were sent by BAME candidates and only 0.9% of BAME applications were successful in comparison to 2.4% of White candidates' applications (see recruitment tables, pp.25-26).

**Promotions:** In all core academic promotions, females are more successful than Males, but are less likely to apply for a promotion. BAME candidates are less likely to be successful than White candidates in promotion applications to all roles but are more likely to apply than White candidates (see promotion section for Gender, p.23 and Ethnicity, p.16).

**Leavers:** Overall the percentage of female and BAME staff leaving the University in the past year has increased by 3.4% (see Figure 34, p.24) and 2.9% (see Figure 23, p.18) 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 2017 and 2020 (see Figure 24, p.19).

**Sexual Orientation, Gender Identity and Religion:** 65.2% of employees of the University responded to question about sexual orientation and religion. Response rates to questions about sexual orientation and religion increased between 2017 and 2020 (pp.27-31).

**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, pp.32-33).

### Methodology

Data of current staff in this report relates to the 2019/20 academic 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 2020 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

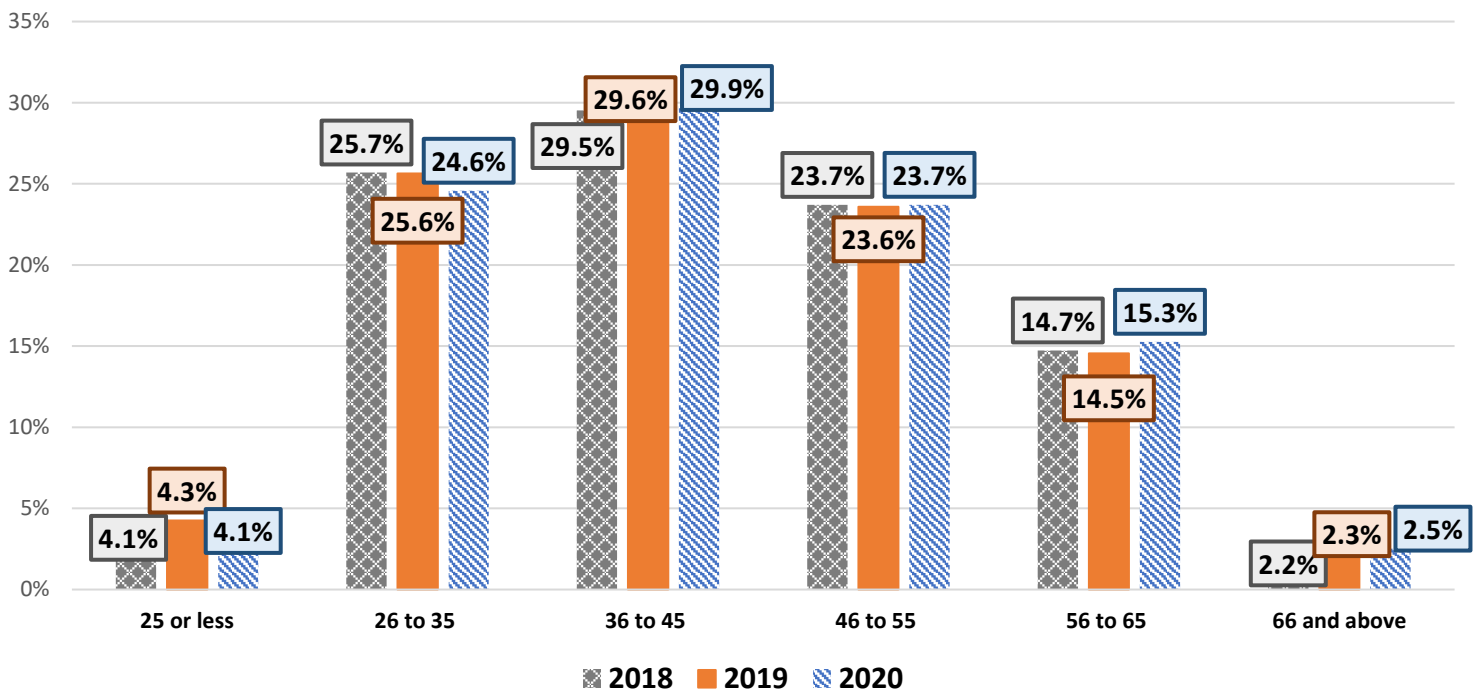
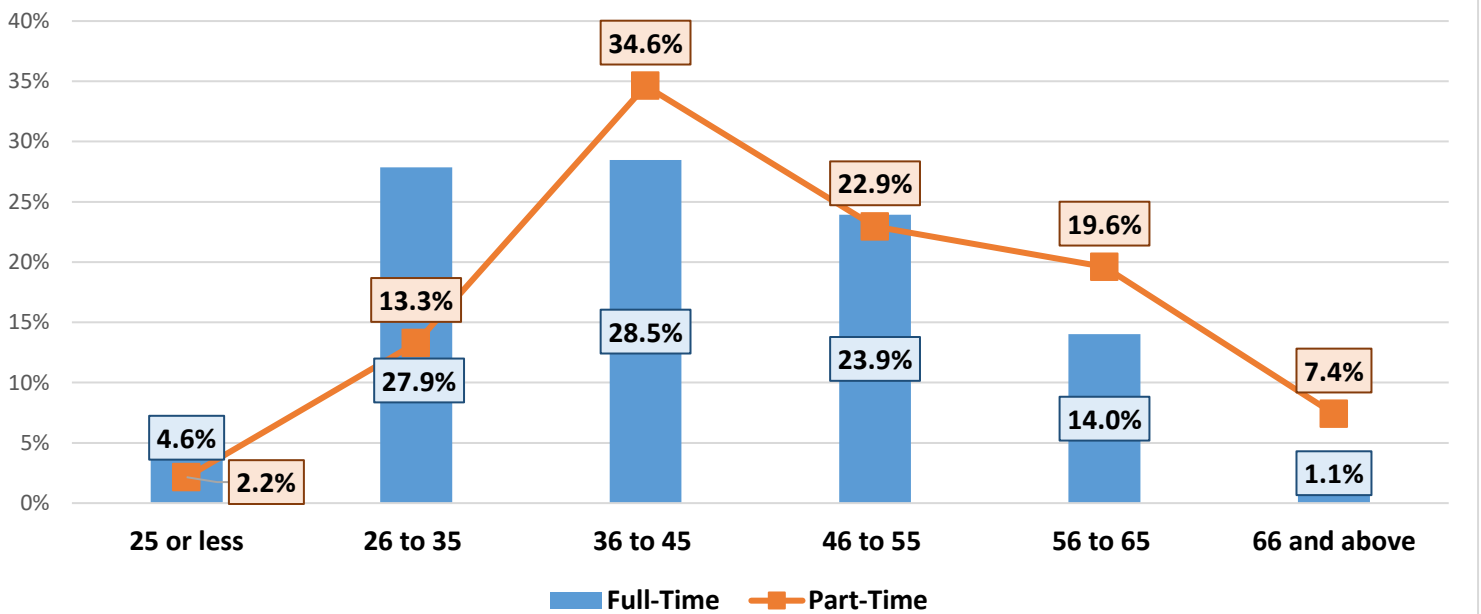


Figure 2: Full-Time and Part-Time Staff by Age 2020



The university has a wide range of ages of staff, with most staff at the University being aged from 36 to 45 (29.9%-see Figure 1). Full time staff as well as part time staff at the University tend to be aged from 36 to 35 (Figure 2). Both, most Academic and PS staff ages show most academics are aged between 36 and 45 years old (Figure 3).

Figure 3: Academics and PS Staff by Age 2020

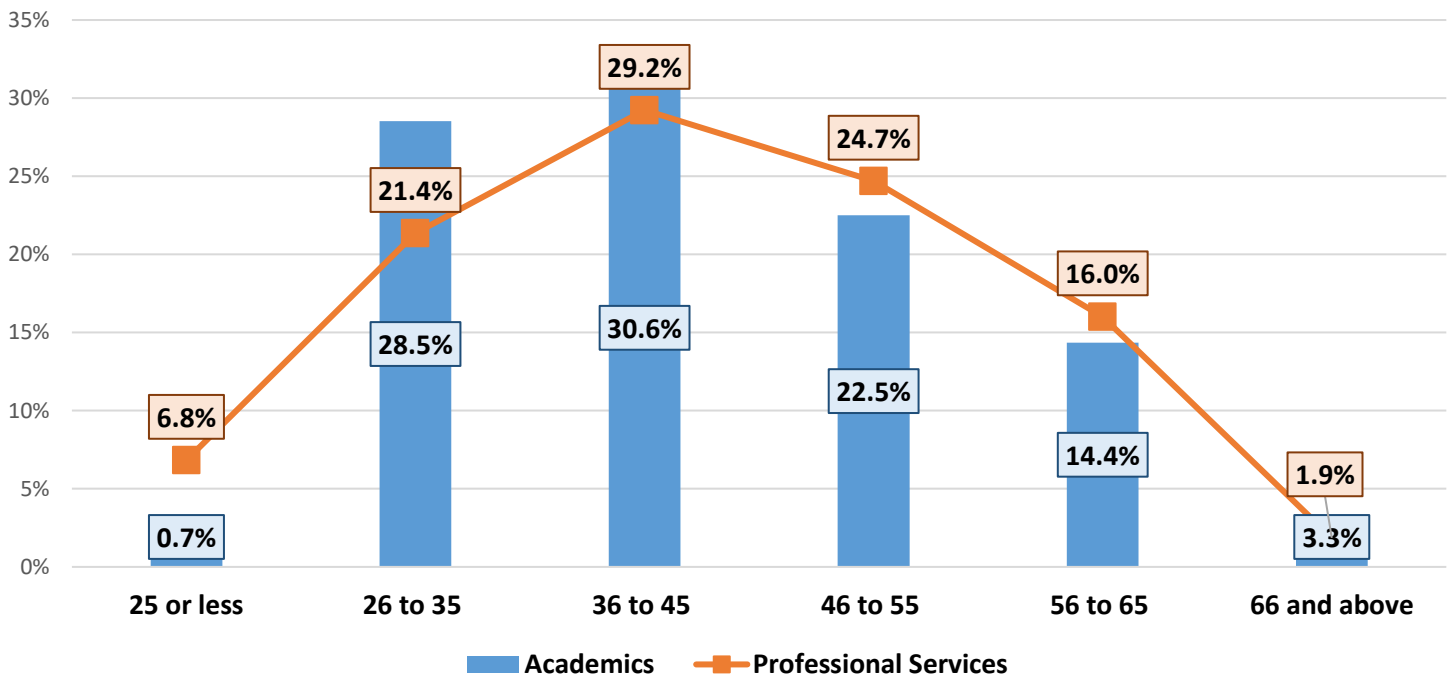
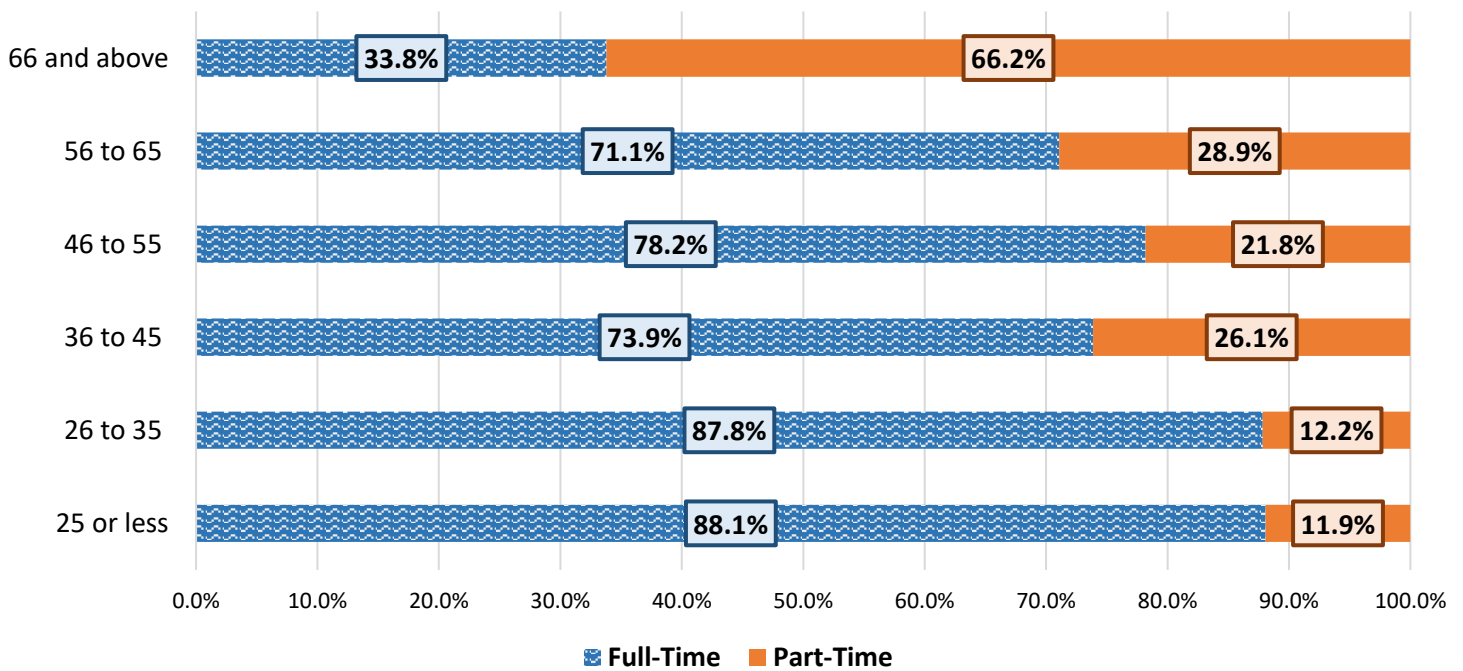


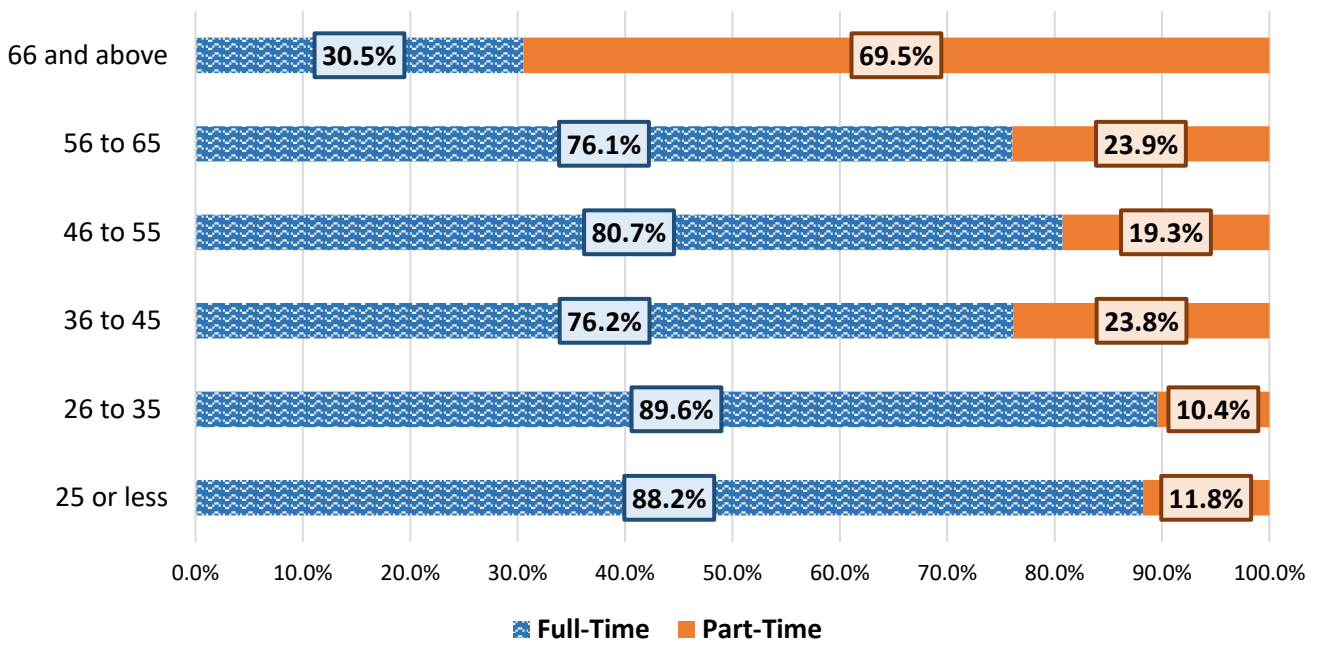
Figure 4: All Staff by Age, 2020



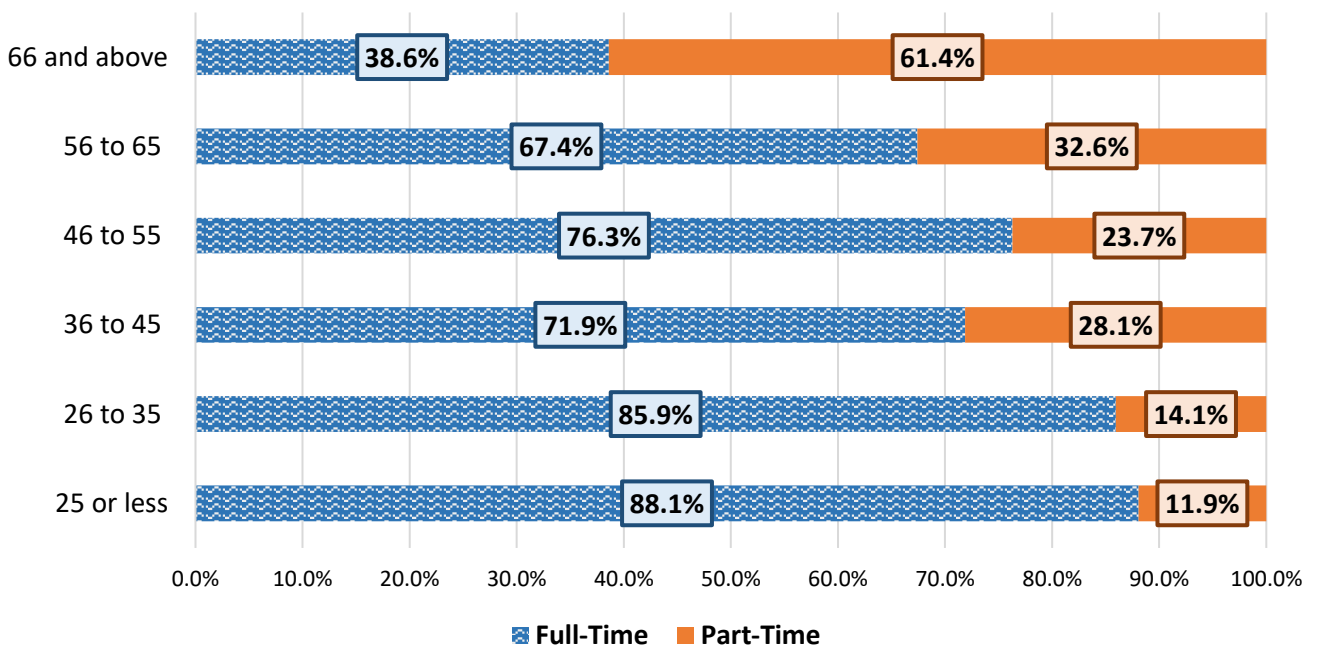
The percentage of staff working full-time at the University increases as age decreases, with the exception of the age bracket 36-45 (Figure 4). Staff of age 25 or less are most likely to be working full time (Figure 4) - this is the case for both Academic and PS staff (Figures 5 and 6).



**Figure 5: Academic Staff by Age, 2020**

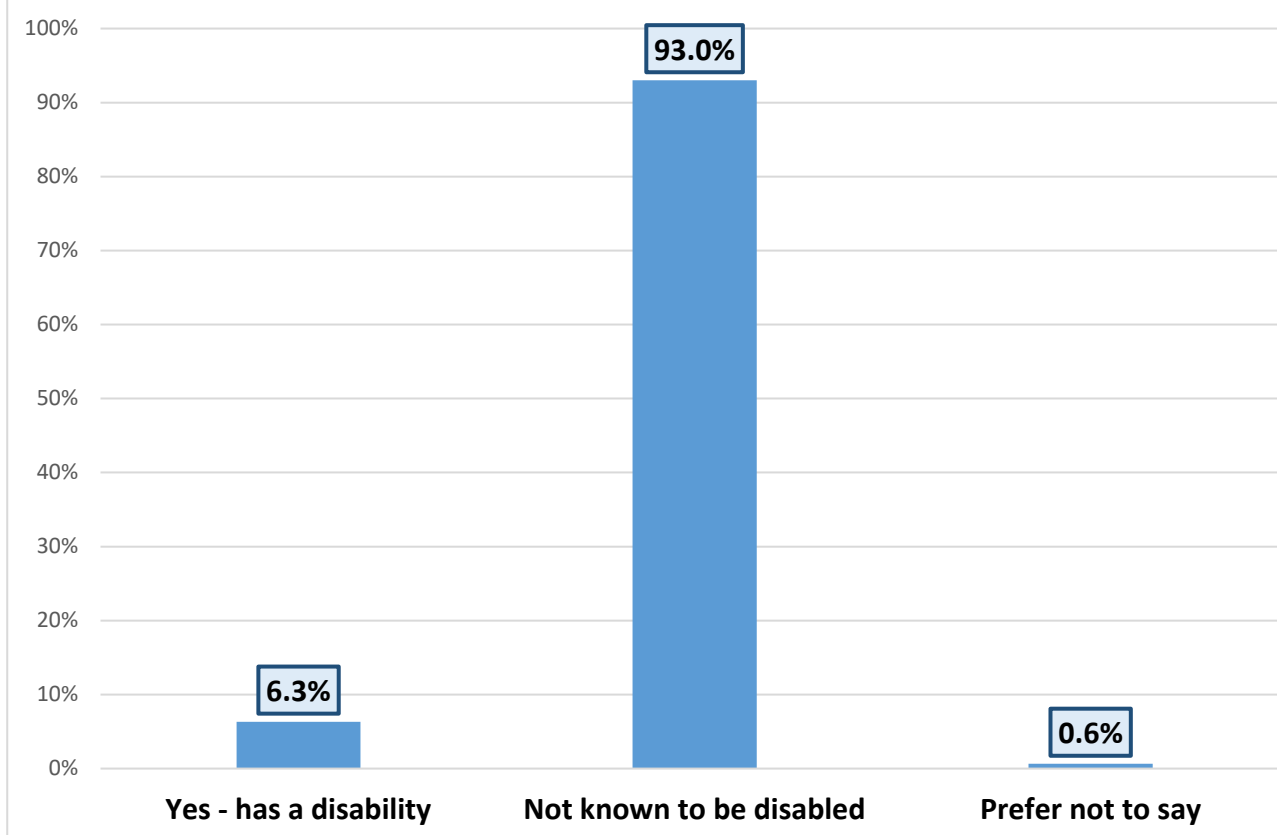


**Figure 6: Professional Services Staff by Age, 2020**



## Disability

Figure 7: Disability of staff, 2020



6.3% 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 23.8% of all disabilities declared (Figure 8).

Figure 8: Breakdown of Disabilities 2020

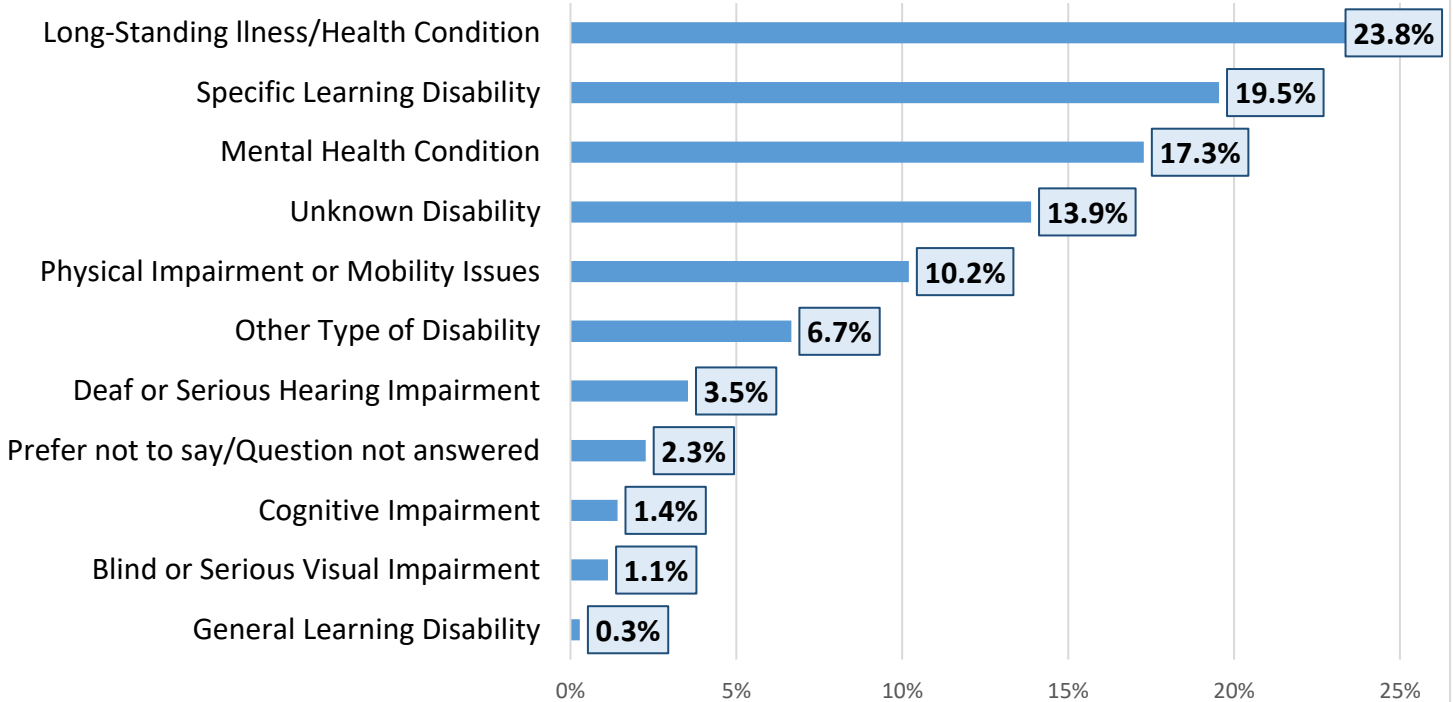


Figure 9: Disability by Gender 2020

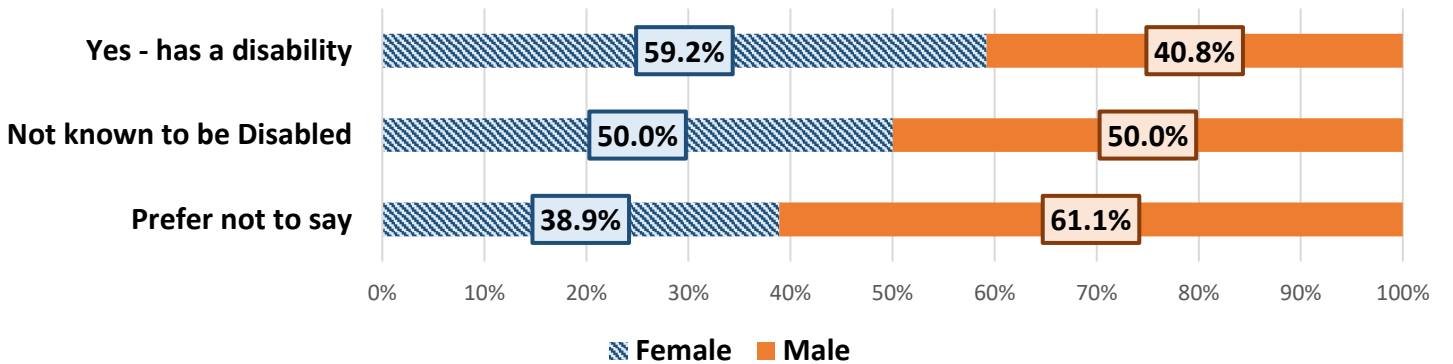
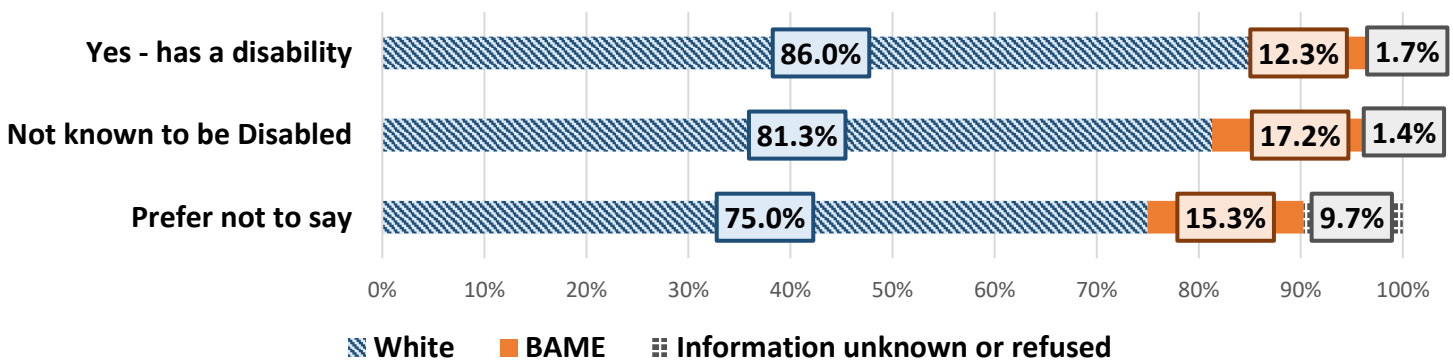
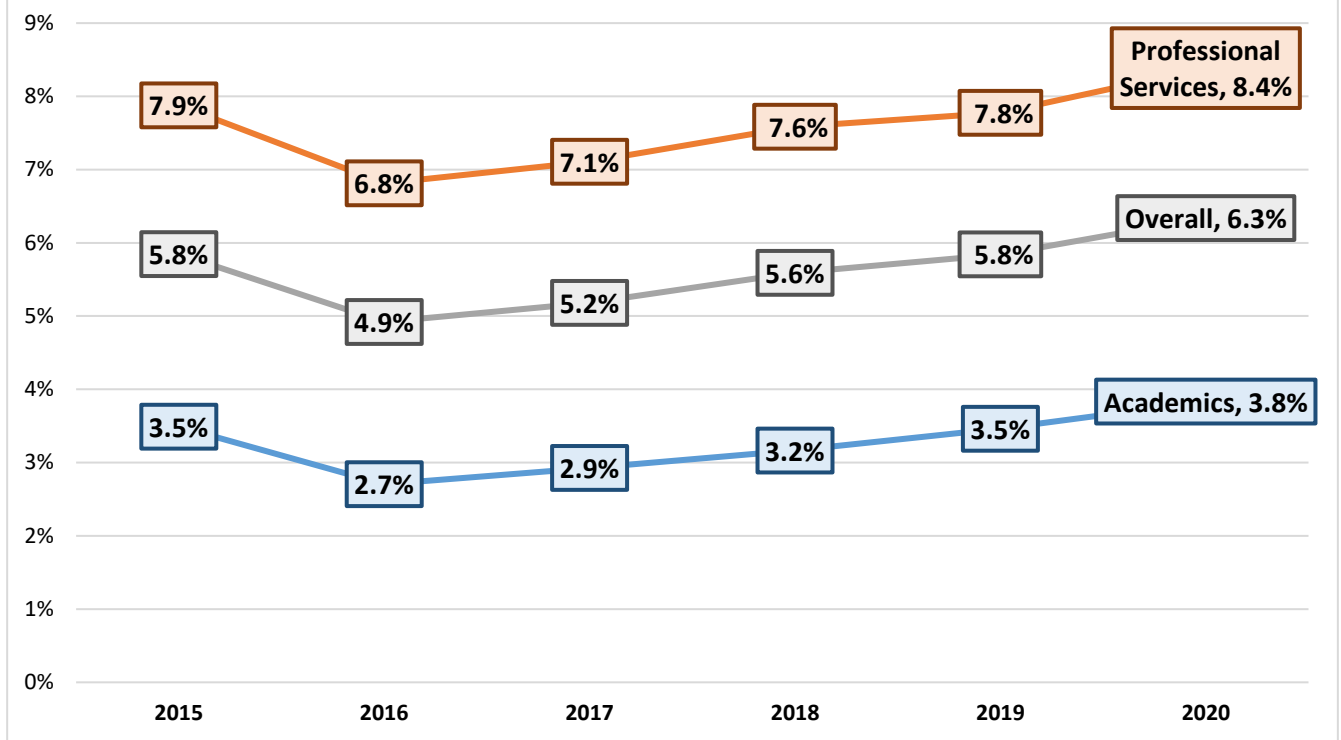


Figure 10: Disability by Ethnicity 2020



Among members of staff who disclosed disability, majority of females: 59.2% while among staff with no known disabilities proportions are 50%/50% (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 2019 and 2020 there has been a 0.5% 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 2020

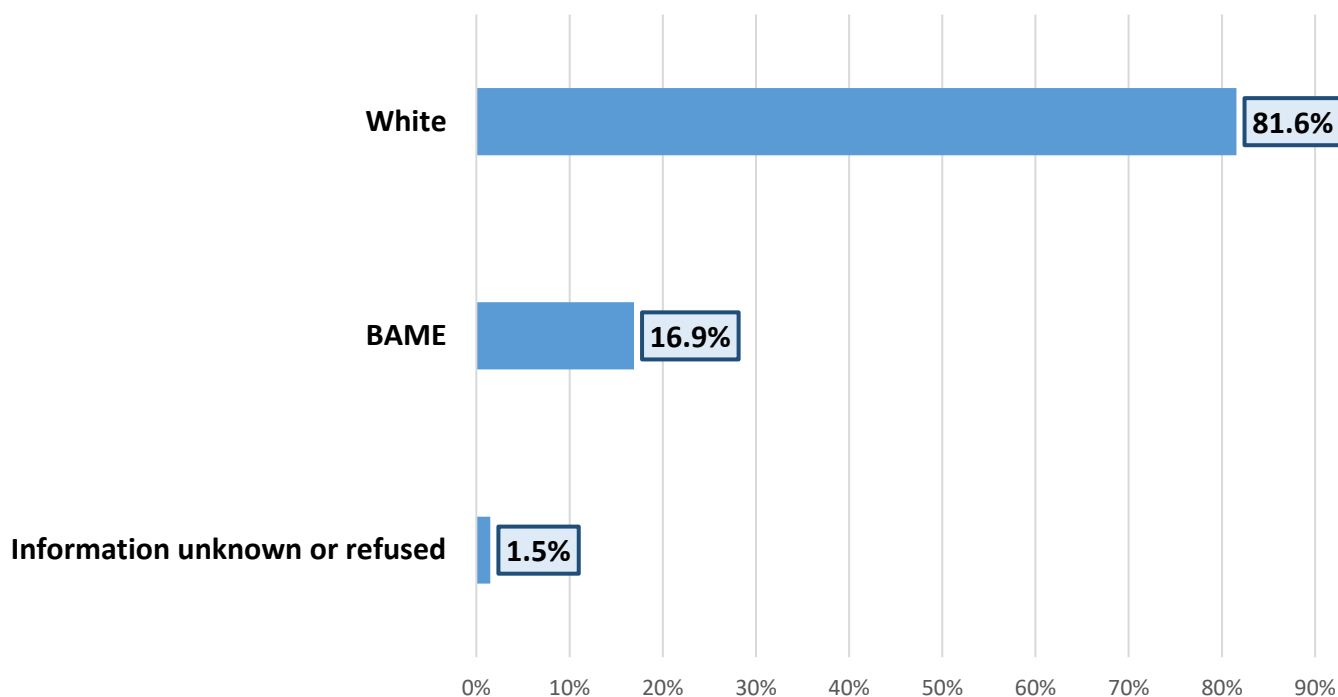
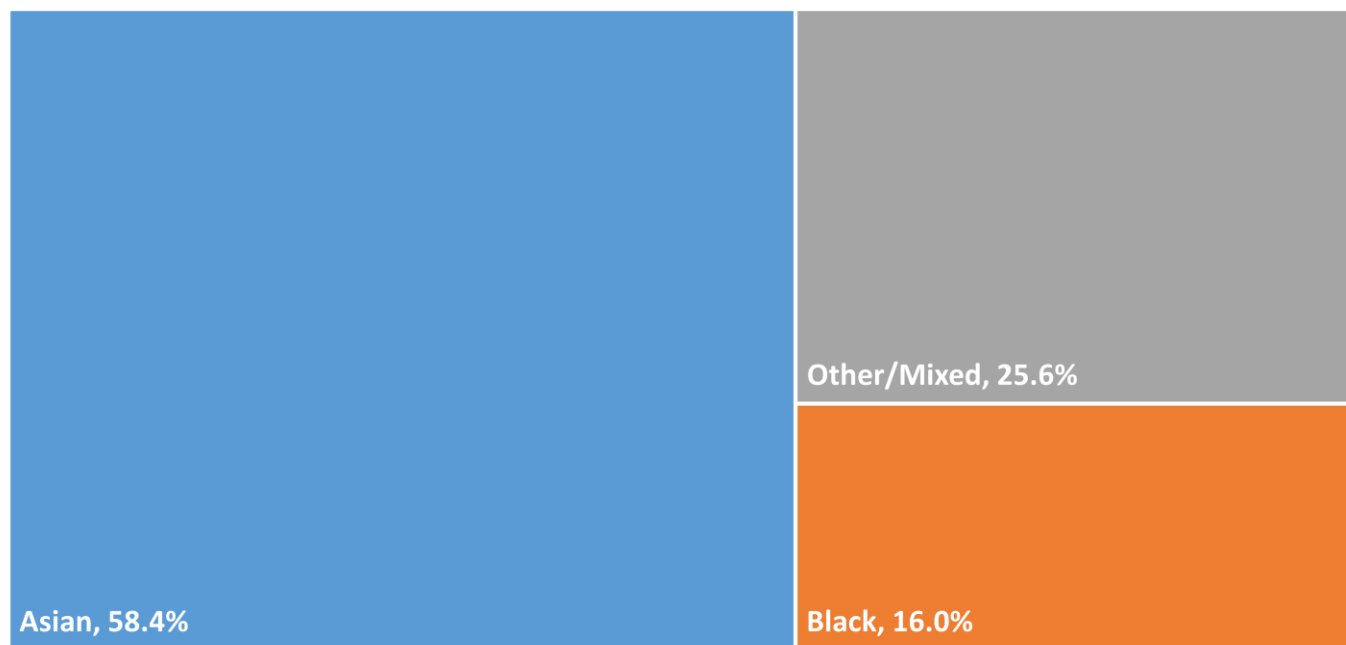


Figure 13: BAME Staff by Ethnicity 2020



'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 16.9% of our staff population (Figure 12).

Figure 14: BAME Professional Services Staff by Ethnicity 2020

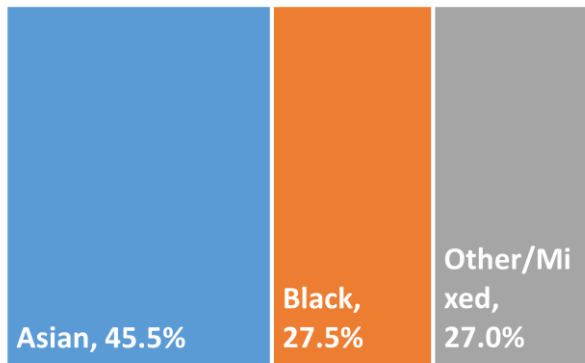
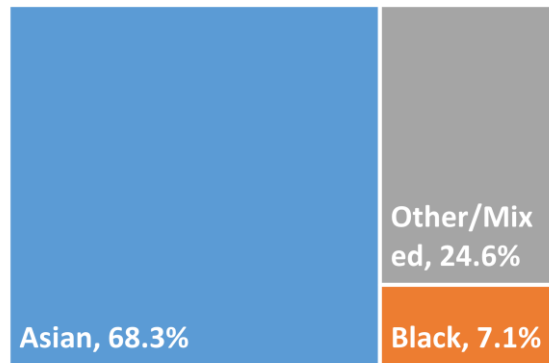


Figure 15: BAME Academic Staff by Ethnicity 2020



Of all BAME staff working at the university 58.4% 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. 45.5% of BAME PS staff (Figure 14) are Asian in comparison to 68.3% of BAME academic staff (Figure 15). Out of Academics who identify as Asian:

- >36% declared British Nationality
- >28% declared their nationality as Chinese or Hong Kong-Chinese
- >13.2% declared Indian nationality

Only 7.1% of Academic staff are Black (Figure 15) in comparison to 27.5% of Academics (Figure 14).

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

Figure 16: Ethnicity by Gender, 2020

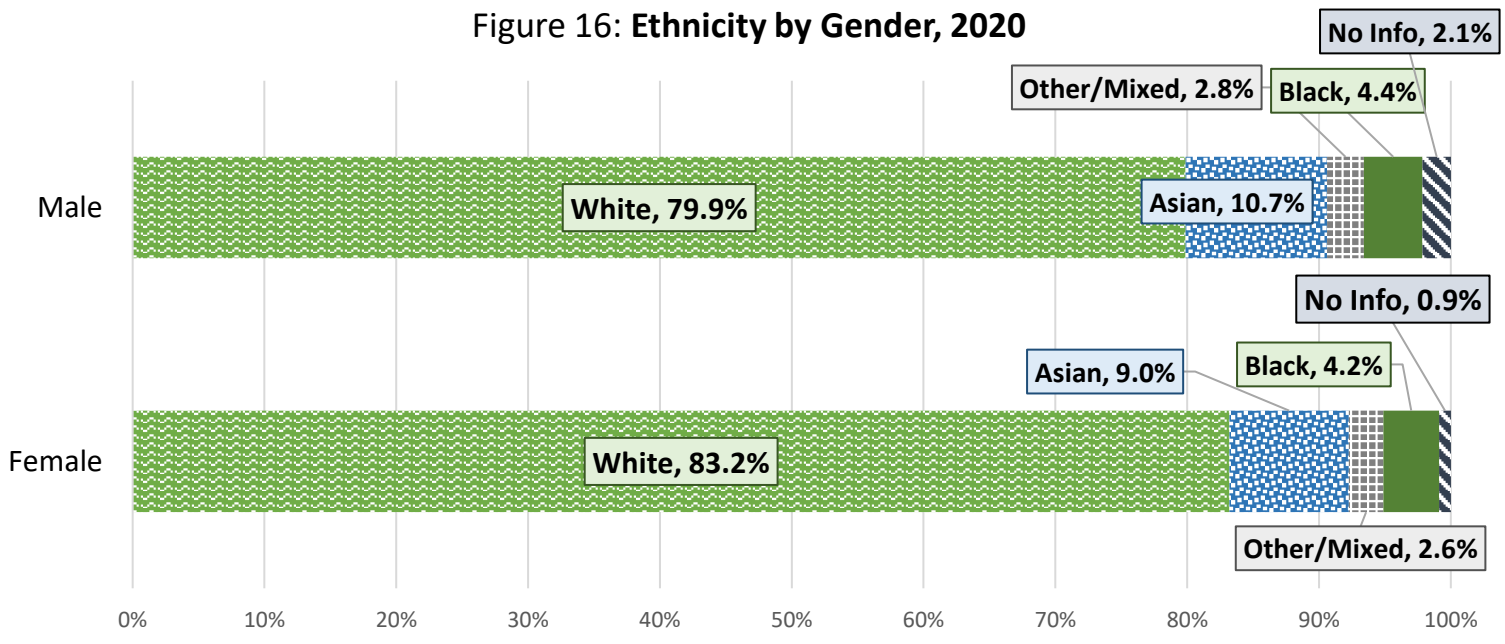
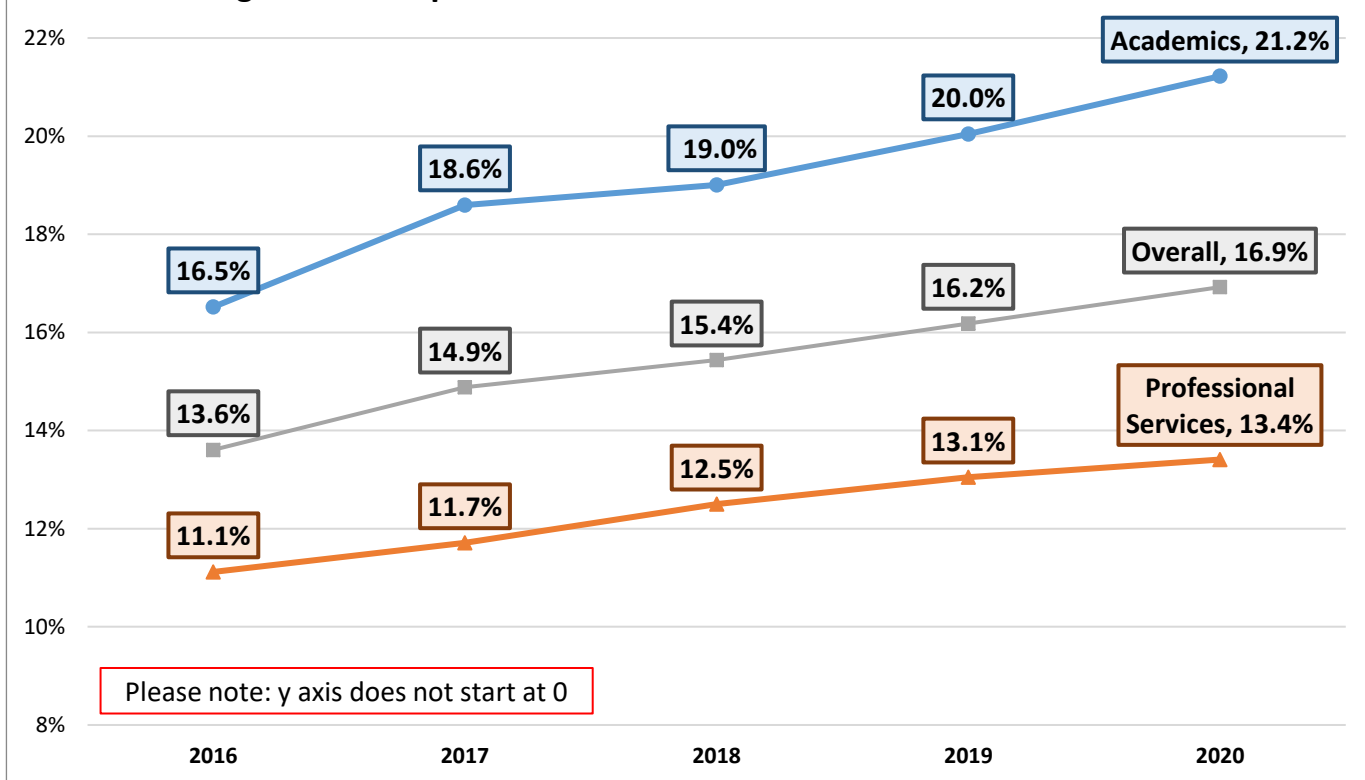


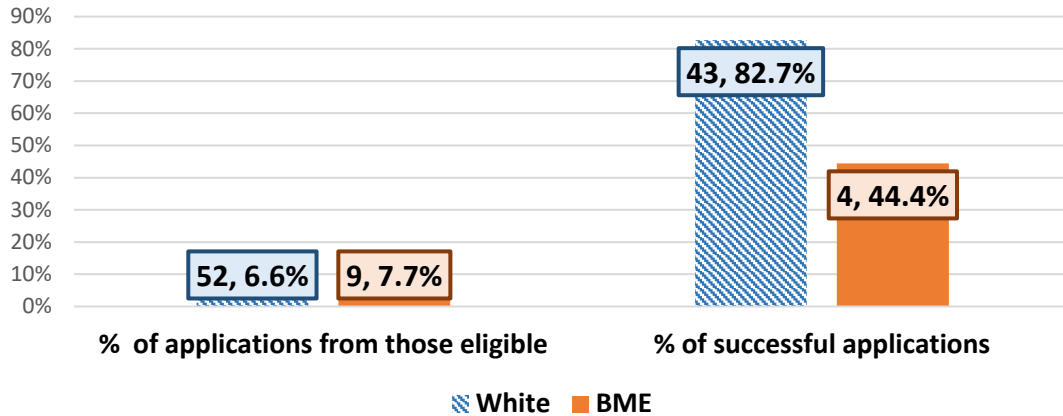
Figure 17: Proportion of BAME Staff in PS and Academic Roles



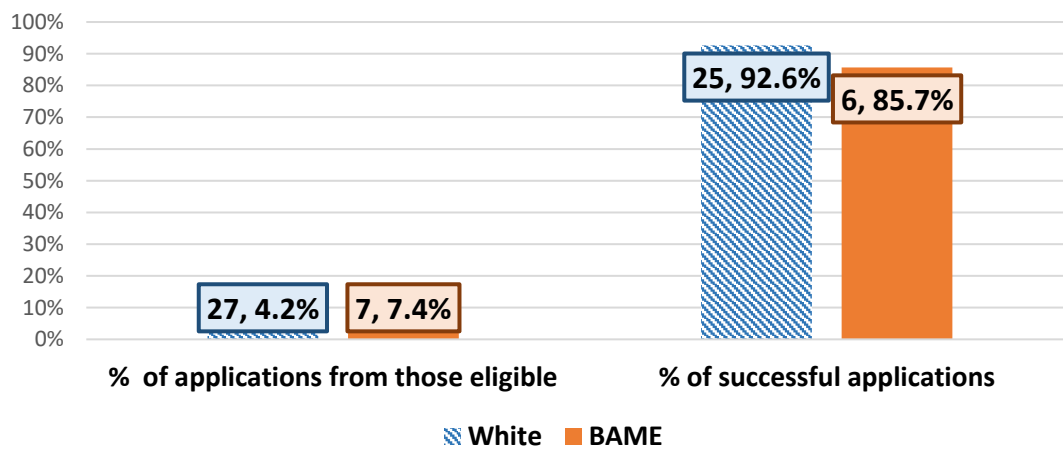
The percentage of BAME staff in academic roles has been consistently higher than the percentage in PS roles over the past five years (Figure 17). Since 2016 there has been a 3.3 % increase of BAME staff across the university with a 4.7% increase in BAME academics and a 2.3% increase in BAME PS staff.

Between 2016 and 2020 there has been a year on year increase in the percentage of BAME staff in both academic and PS roles.

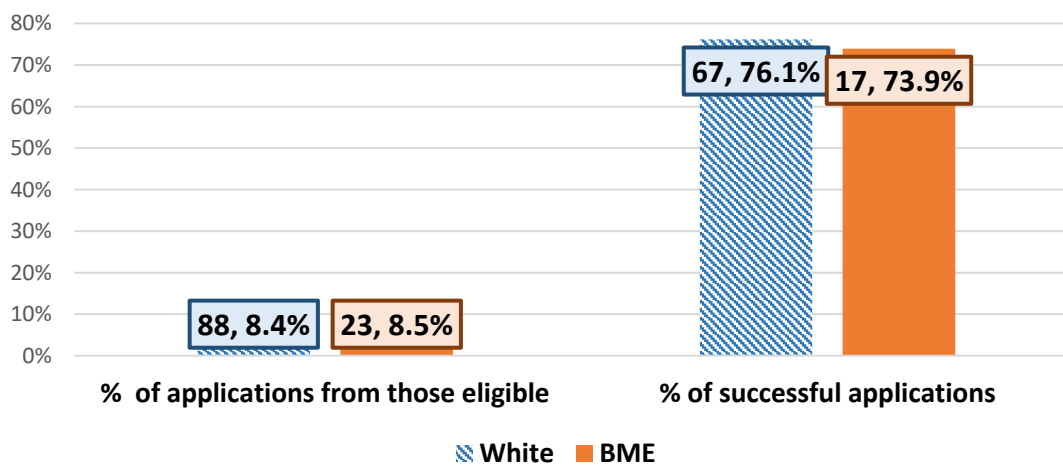
**Figure 18: Promotions to Chair by Ethnicity 2020  
(Count, Percentages)**



**Figure 19: Promotions to Reader by Ethnicity 2020  
(Count, Percentage)**



**Figure 20: Promotions to Senior Lecturer/Senior  
Research Fellows by Ethnicity 2020 (Count, Percentage)**

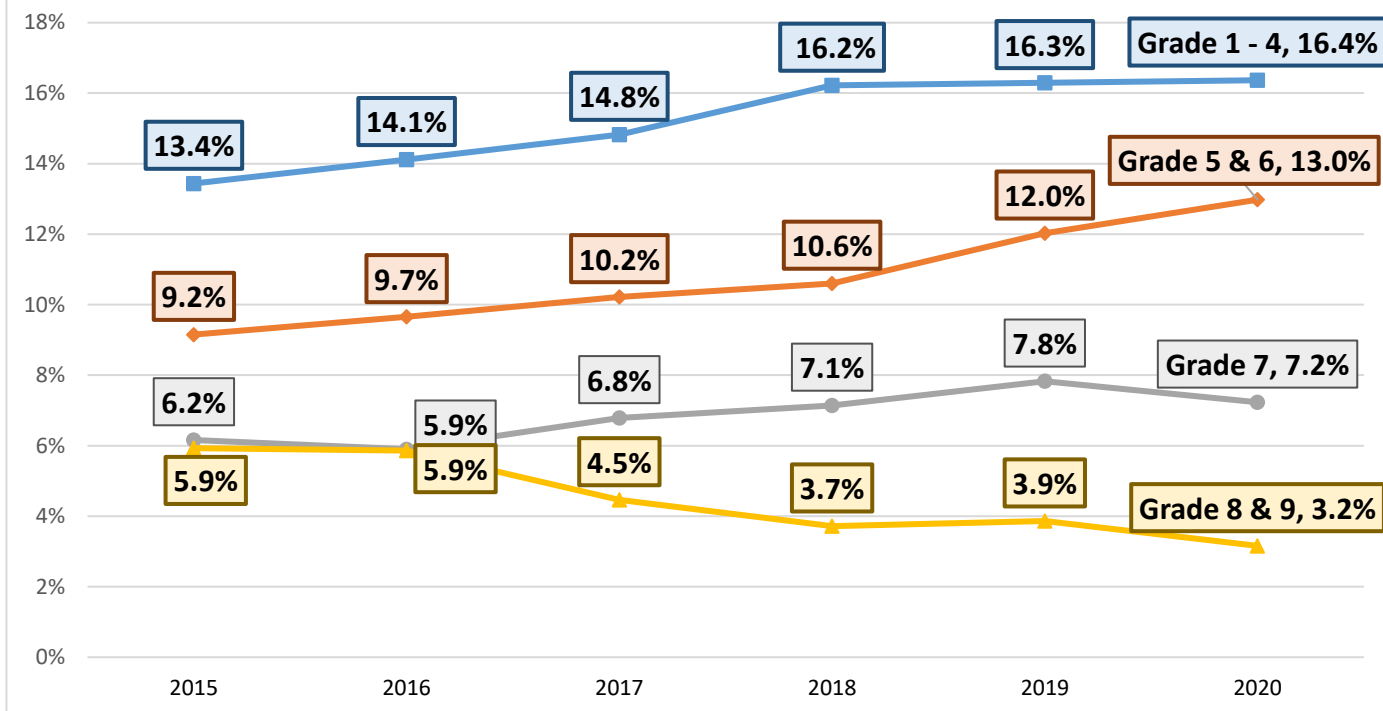




BAME academics were more likely to apply for all core Academic positions (Figures 17, 18 and 19).

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 2020 there was increase in the percentage of BAME PS staff across all grades with the exception of Grades 8-9 which has seen a small decrease over the period discussed (Figure 21).

Between 2015 and 2020 there has been an increase in BAME staff across all academic job levels.

Figure 22: Proportion of BAME in Academic Staff Levels

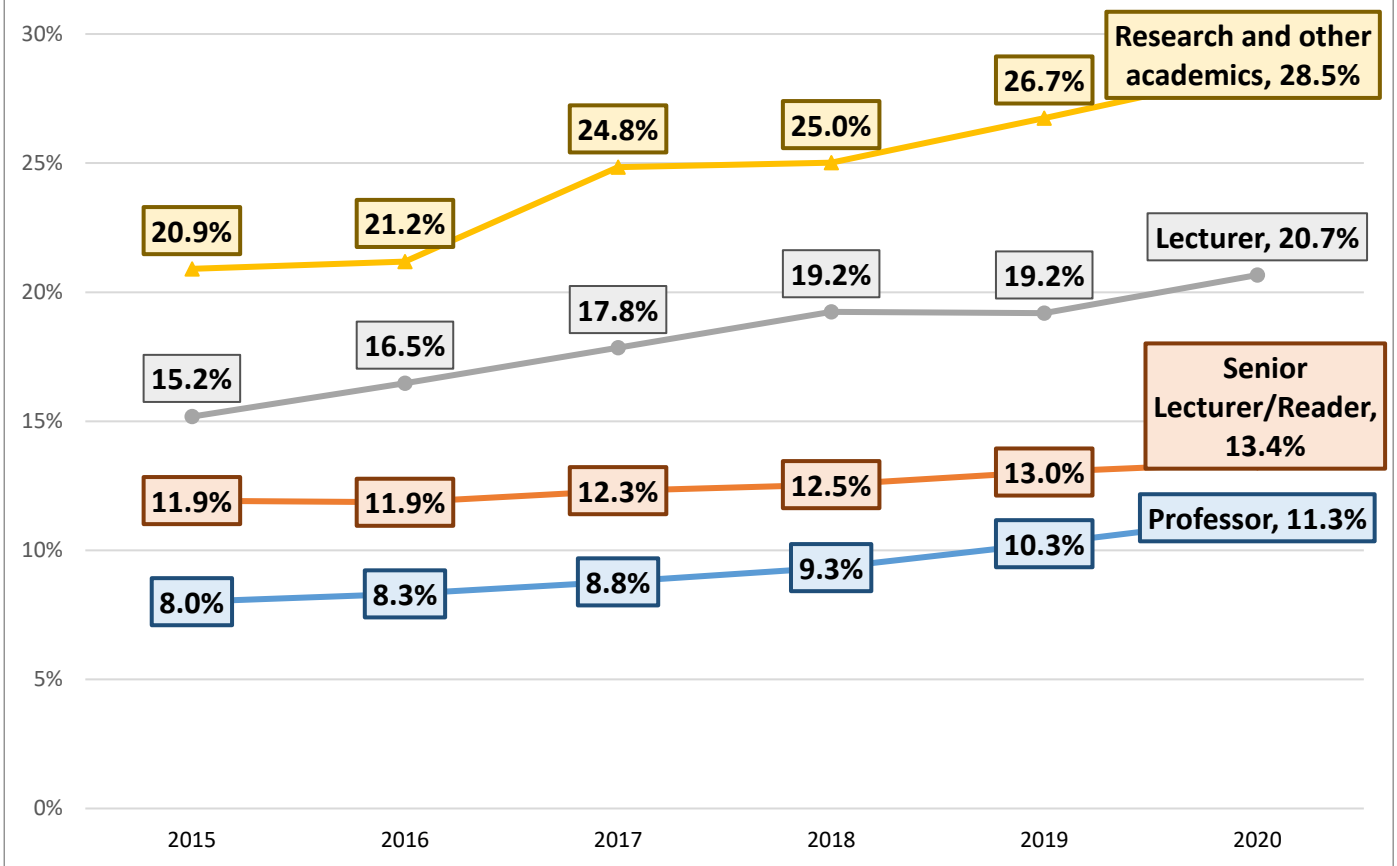
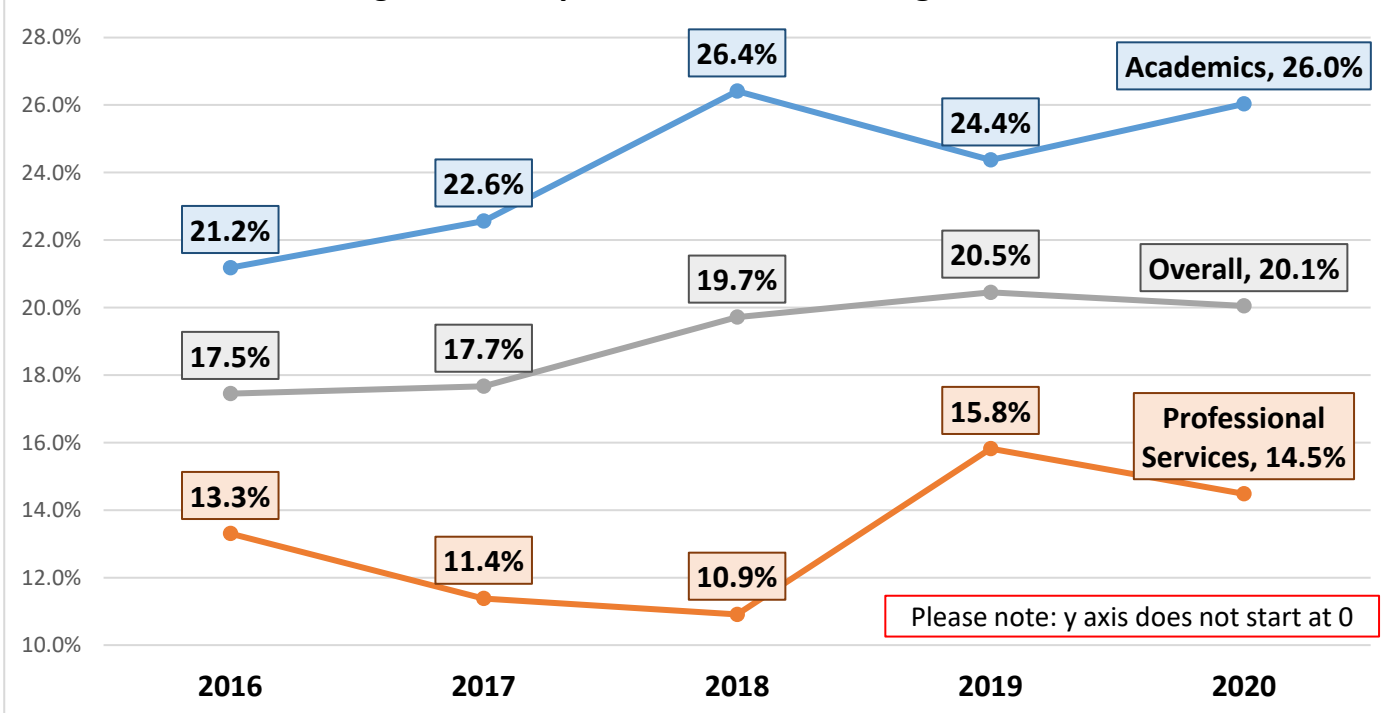


Figure 23: Proportion of BAME among Leavers



Between 2016 and 2020 the percentage of BAME leavers at the University has increased by 2.9%. With the percentage of BAME academics leaving the University increasing by 2.6% and the percentage of PS staff increased by 1.2% (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)

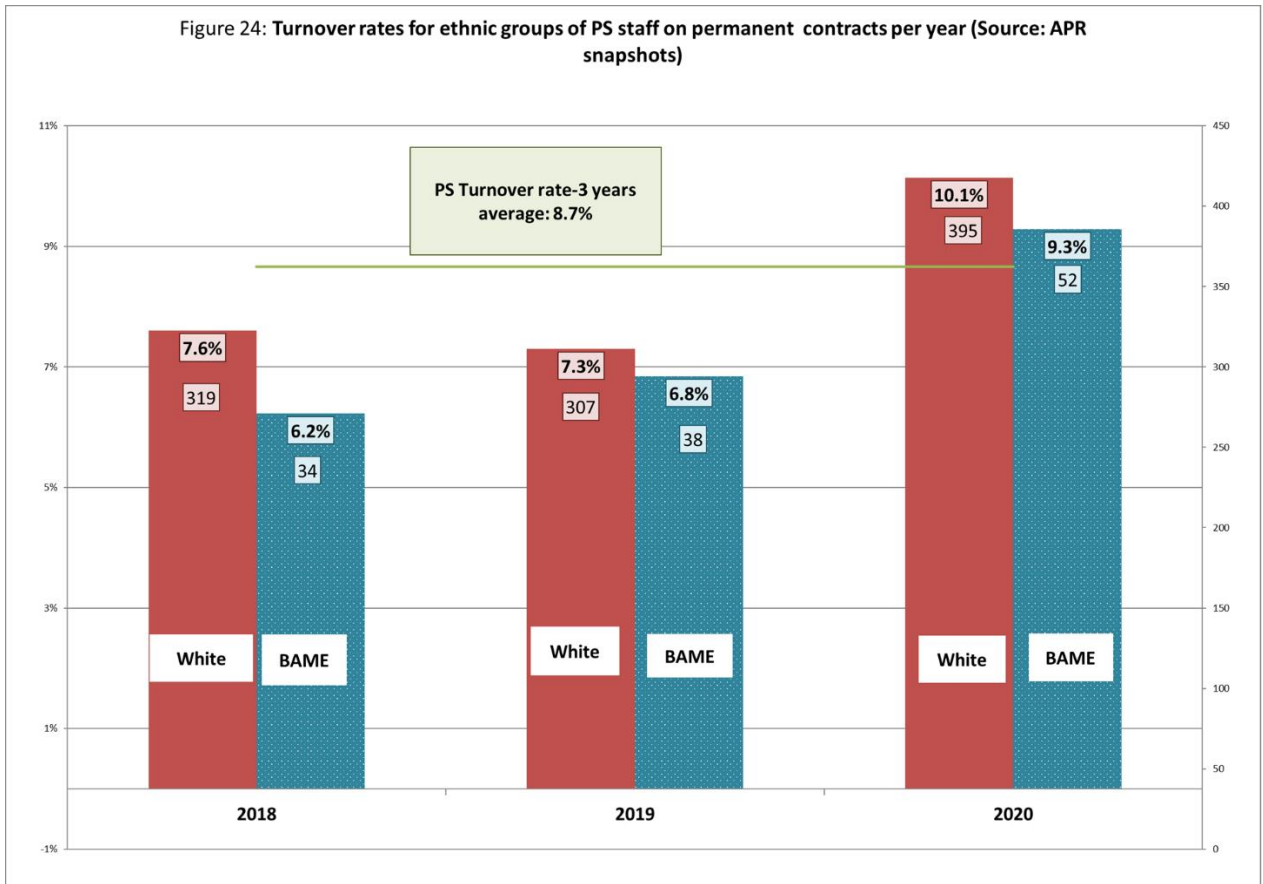
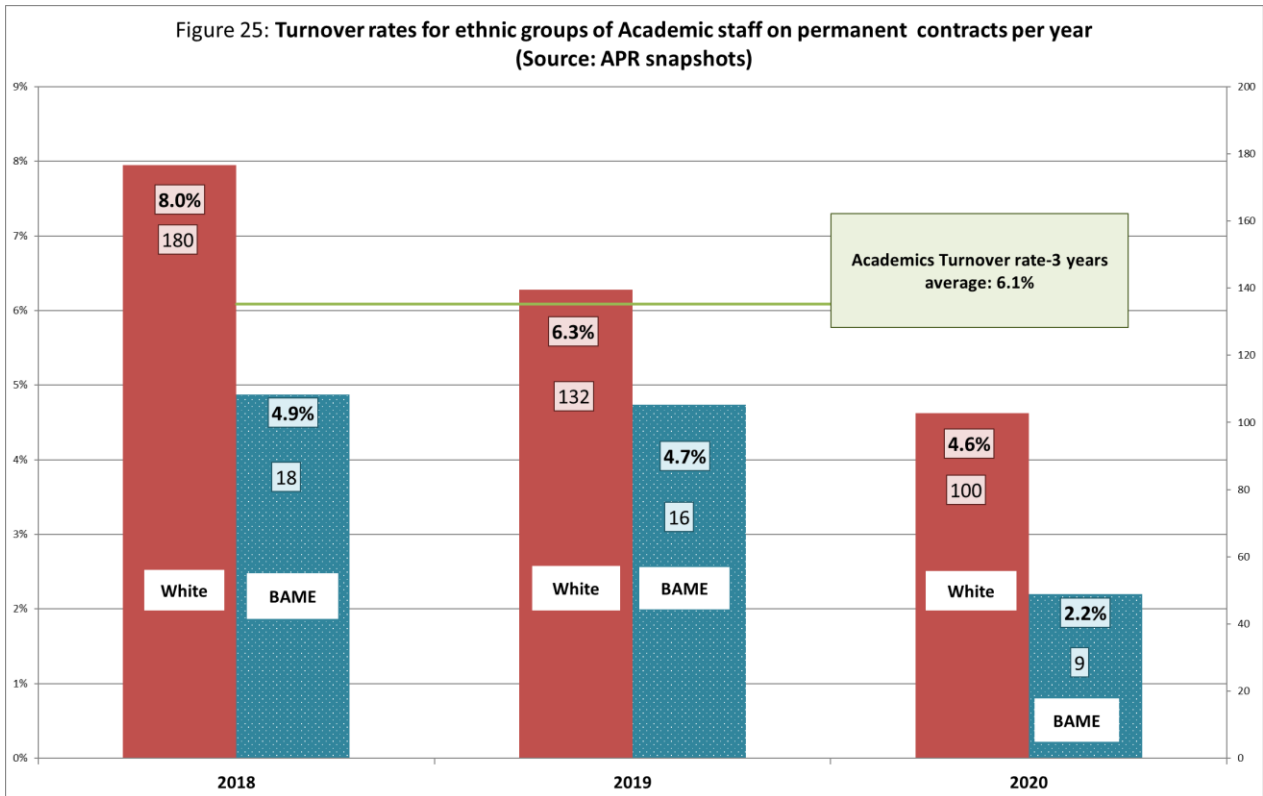
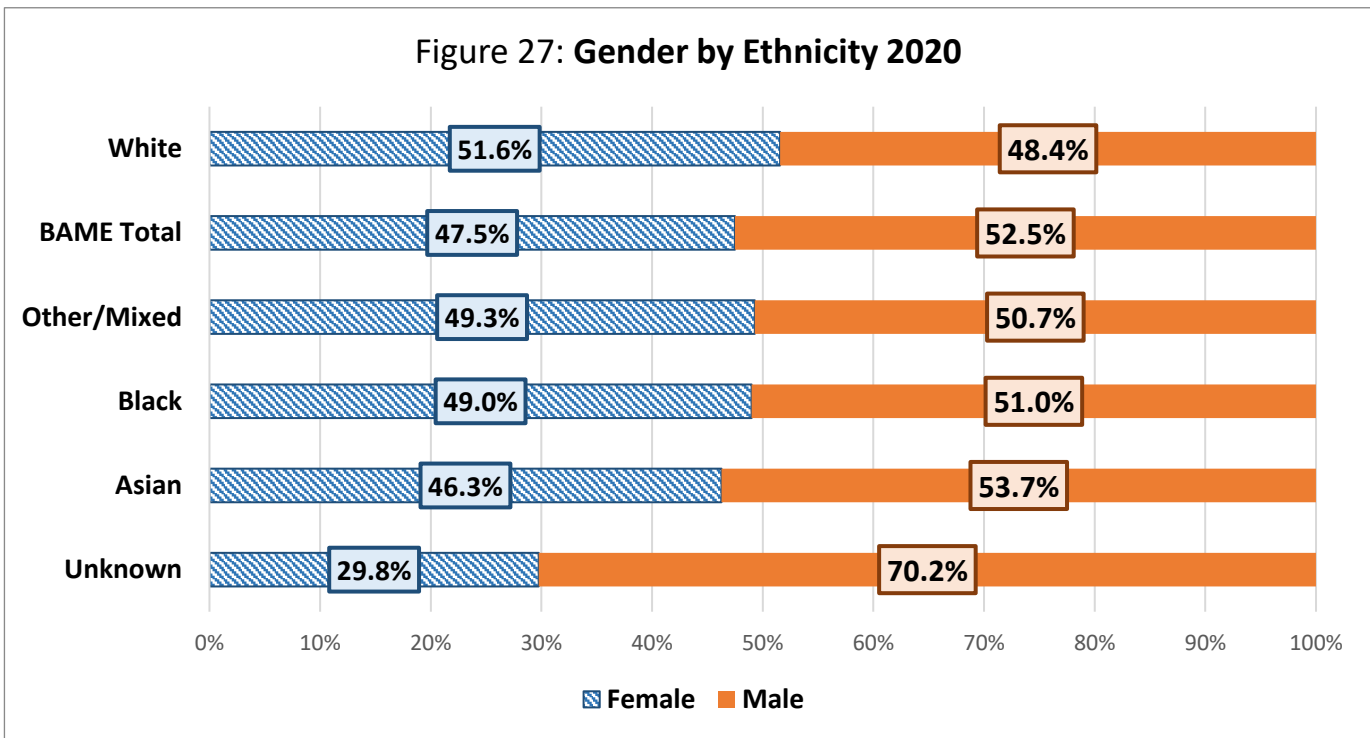
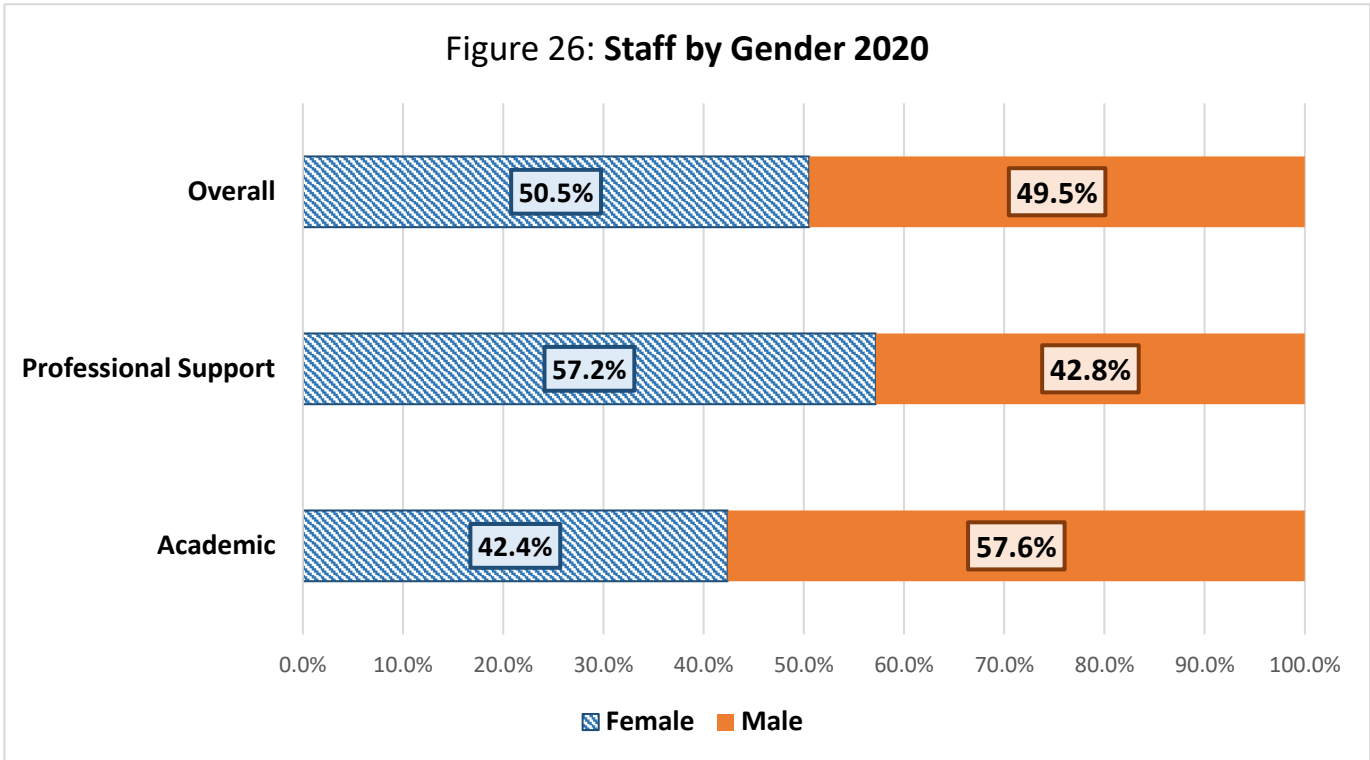


Figure 25: Turnover rates for ethnic groups of Academic staff on permanent contracts per year (Source: APR snapshots)



**Gender**



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 a much larger proportion of females among professional services staff – 57.2% as opposed to academic staff -42.4%.

Of all BAME staff at the University 47.5% are female compared with 51.6% of White staff being female (Figure 27).

Figure 28: Proportion of Females in PS and Academic Roles

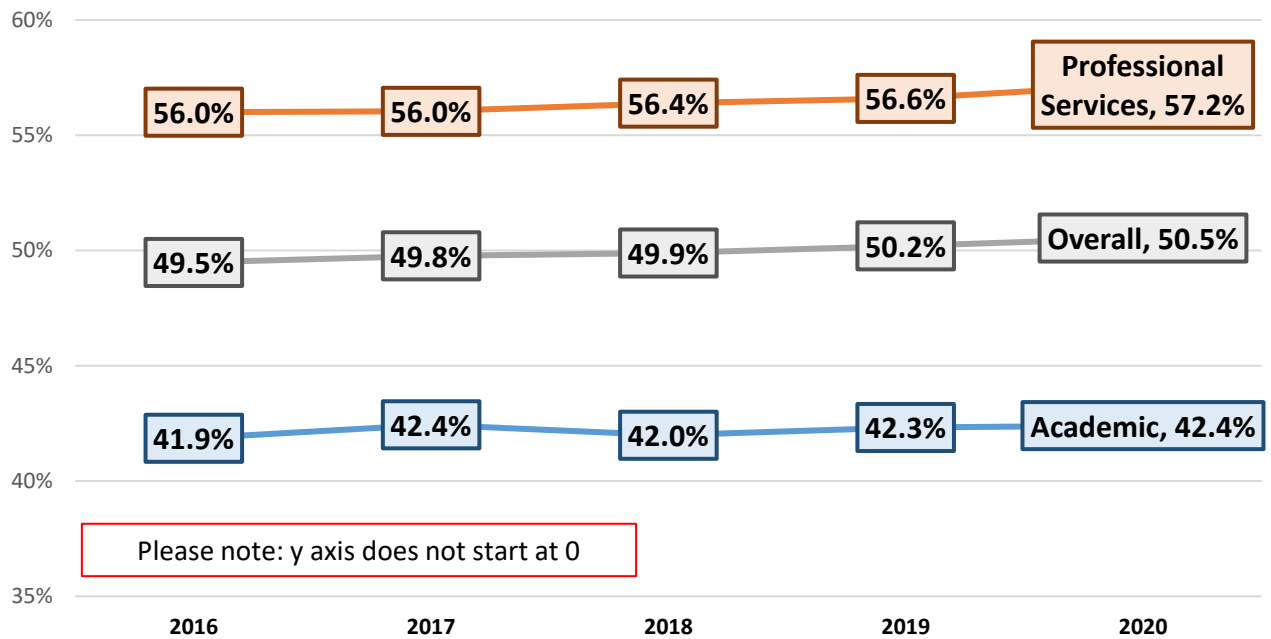
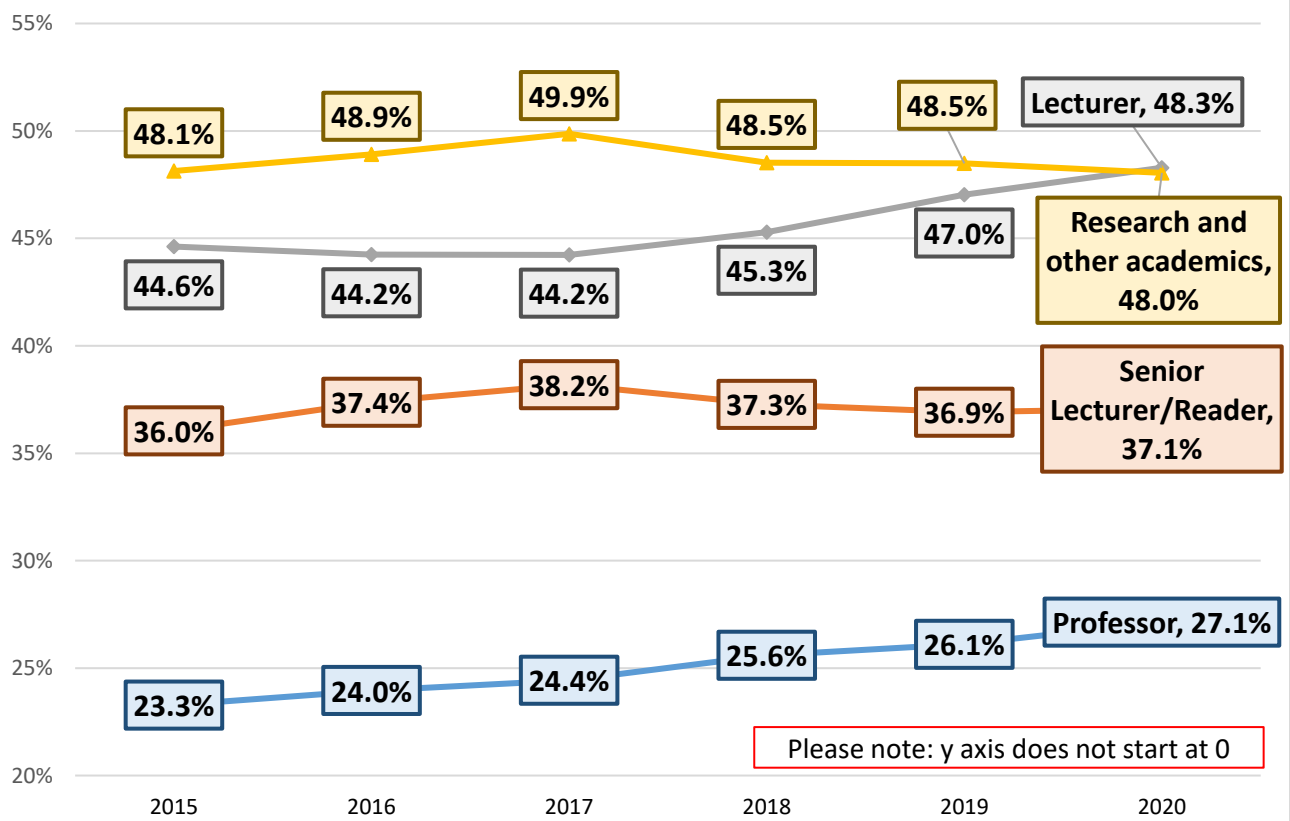


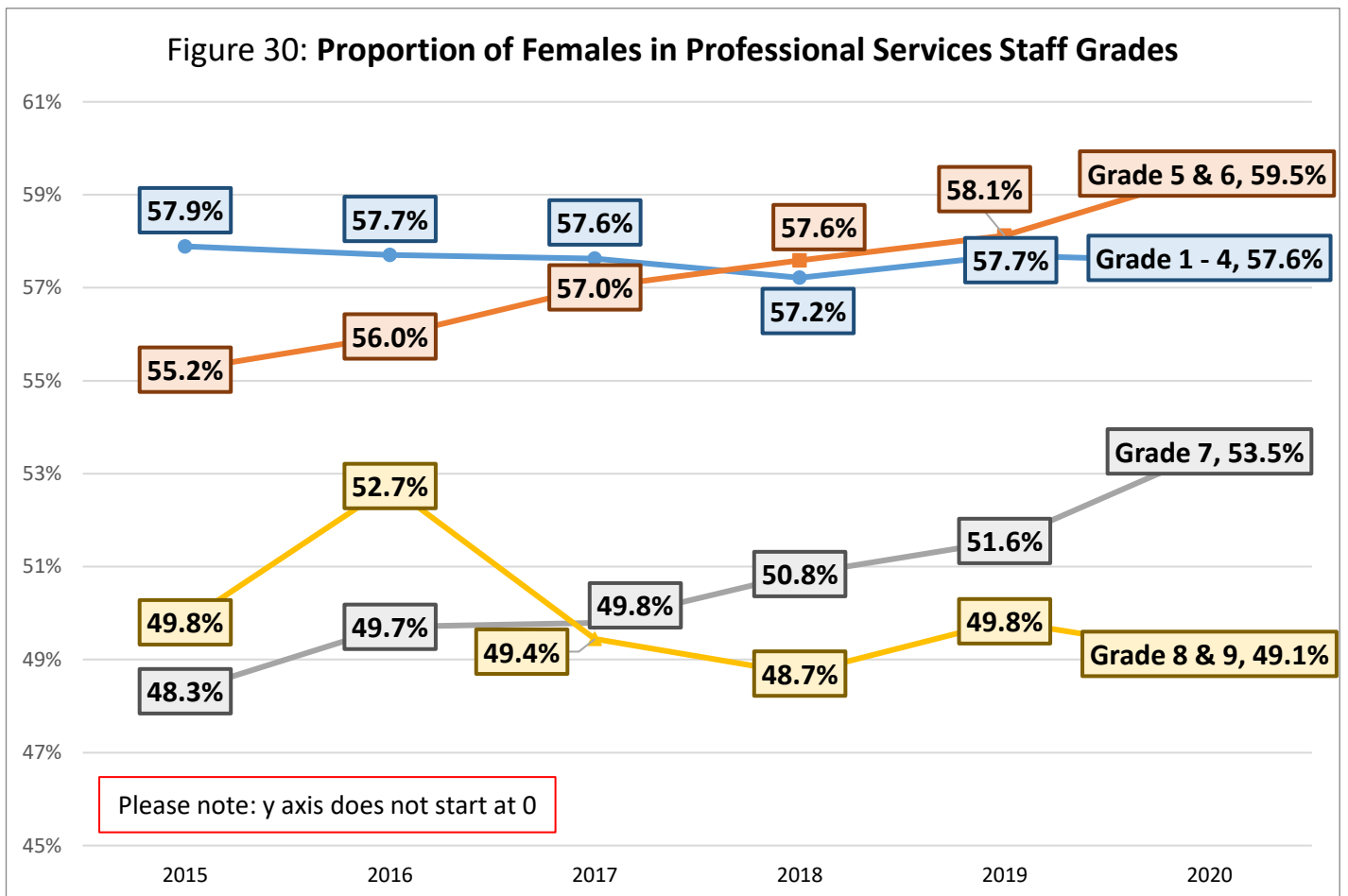
Figure 29: Proportion of Female in Academic Staff Levels



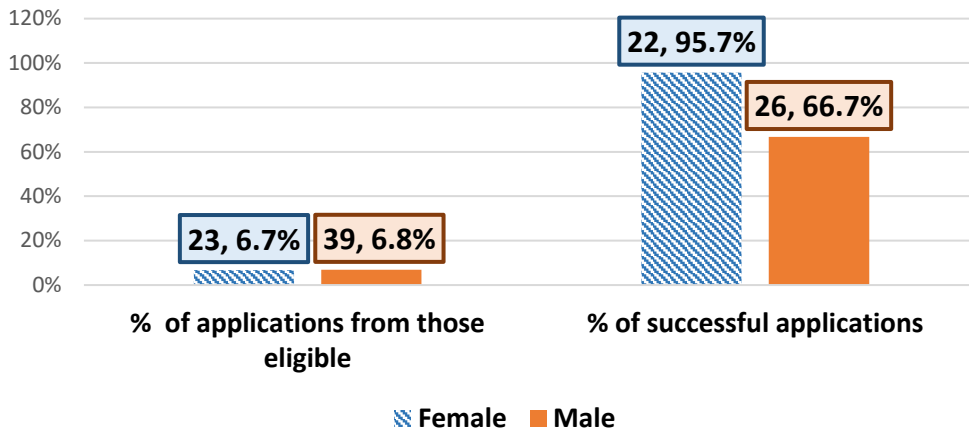
The percentage of female staff at the University increased by 1% between 2016 and 2020 (Figure 28). In that period there has been a 0.5% increase in female academics and a 1.2% increase in proportion of female PS staff.

The percentage of females in all academic roles has increased at all academic levels with exception of Researchers category. In 2020 the proportion of females among lecturers increased to 48.3% (Figure 29).

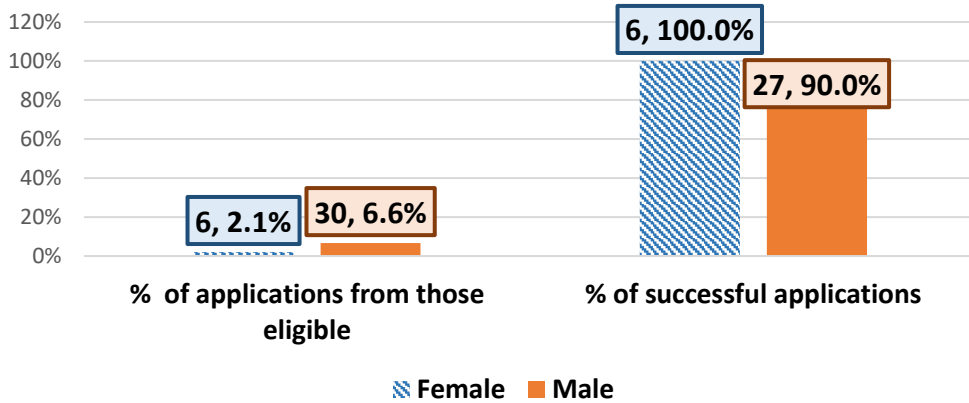
The percentage of females among PS staff has been fluctuating but increased at Grades 5-6 and Grade 7 has increased between 2015 and 2020. Between 2015 and 2020 the percentage of female staff on Grades 1-4 and Grades 8 & 9 fluctuated but remained stable (Figure 30).



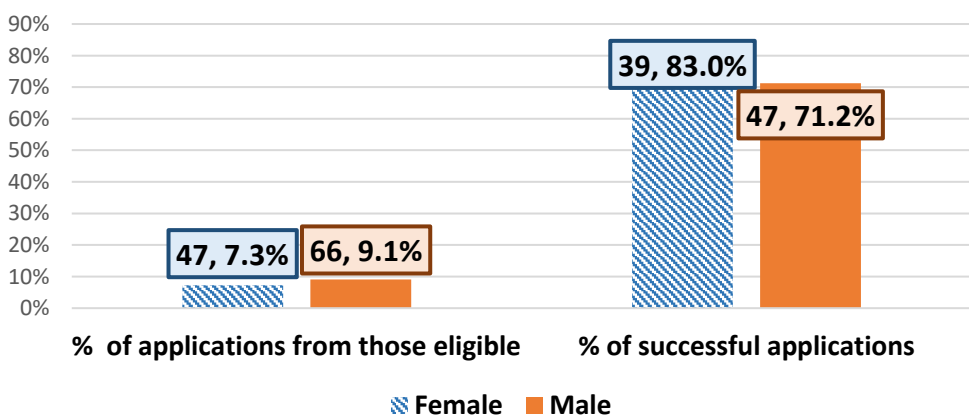
**Figure 31: Promotions to Chair by Gender 2020  
(Count, Percentages)**



**Figure 32: Promotions to Reader by Gender 2020  
(Count, Percentages)**

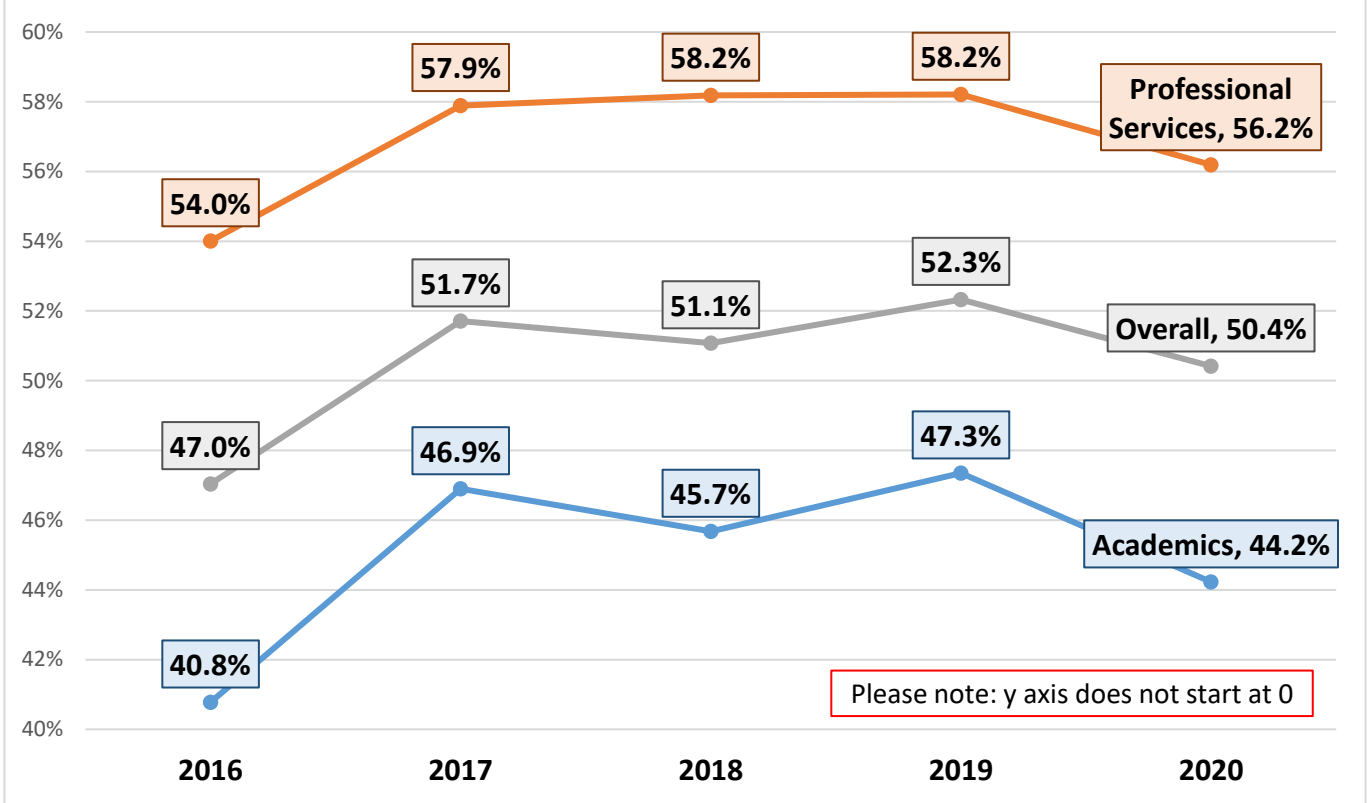


**Figure 33: Promotions to Senior Lecturers/Senior Research Fellows by Gender 2020  
(Count, Percentages)**



A higher percentage of males that were eligible applied for promotions for in the case of all core academic positions. A higher percentage of females were successful in applications for all core academic promotions (Figures 31, 32 and 33).

Figure 34: Proportion of Females among Leavers



Overall the percentage of females among leavers at the University has increased by 3.4% between 2015 and 2020, but there was a small decrease in 2020 (Figure 34).



## Recruitment

Table 1: Recruitment stages of core academic positions (Professorships, Senior lectureships and lectureships) split by gender and ethnicity, 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
Male	1313	62.3%	112	47.9%	8.5%	23	38.3%	20.5%	1.8%
Female	747	35.5%	120	51.3%	16.1%	36	60.0%	30.0%	4.8%
Unknown	47	2.2%	2	0.9%	4.3%	1	1.7%	50.0%	2.1%
Total	2107	100.0%	234	100.0%	11.1%	60	100.0%	25.6%	2.8%
Ethnicity									
Ethnicity	All Applications	%	Shortlisted	%-All	As % of Applications	Successful	%-All	As % of Shortlisted	As % of Applications
White	999	47.4%	157	67.1%	15.7%	47	78.3%	29.9%	4.7%
BAME	989	46.9%	73	31.2%	7.4%	12	20.0%	16.4%	1.2%
Unknown	119	5.6%	4	1.7%	3.4%	1	1.7%	25.0%	0.8%
Total	2107	100.0%	234	100.0%	11.1%	60	100.0%	25.6%	2.8%

**Gender:** Only 35.5% of applications for core academic positions were sent by females in the period studied. However, females seem to be more successful during the shortlisting the interview stages which means that there is more females among shortlisted and successful candidates.

**Ethnicity:** 46.9% of applications for core academic positions were sent by BAME candidates. In addition, BAME candidates are underrepresented among shortlisted-31.2% of shortlisted candidates were BAME as well as successful candidates-20% 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, 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
Male	3007	56.2%	371	53.4%	12.3%	108	51.2%	29.1%	3.6%
Female	2202	41.1%	312	44.9%	14.2%	99	46.9%	31.7%	4.5%
Unknown	144	2.7%	12	1.7%	8.3%	4	1.9%	33.3%	2.8%
Total	5353	100.0%	695	100.0%	13.0%	211	100.0%	30.4%	3.9%
Ethnicity									
Ethnicity	All Applications	%	Shortlisted	%-All	As % of Applications	Successful	%-All	As % of Shortlisted	As % of Applications
White	2015	37.6%	375	54.0%	18.6%	122	57.8%	32.5%	6.1%
BAME	2973	55.5%	281	40.4%	9.5%	78	37.0%	27.8%	2.6%
Unknown	365	6.8%	39	5.6%	10.7%	11	5.2%	28.2%	3.0%
Total	5353	100.0%	695	100.0%	13.0%	211	100.0%	30.4%	3.9%

**Gender:** 41.1% of applications for research academic positions were sent by females in the period studied. The proportion of females increases among shortlisted candidates to 44.9% and is 46.9% among successful candidates. It seems that females are doing well throughout the recruitment process, especially during the shortlisting.

**Ethnicity:** 55.5% of applications for research academic positions were sent by BAME candidates. The proportion of BAME candidates decreased to 40.4% among shortlisted and again to 37.0% among successful candidates. It seems that shortlisting provides particular challenge for BAME candidates- only 9.5% of BAME applications were shortlisted in comparison to 18.6% of White candidates' applications.

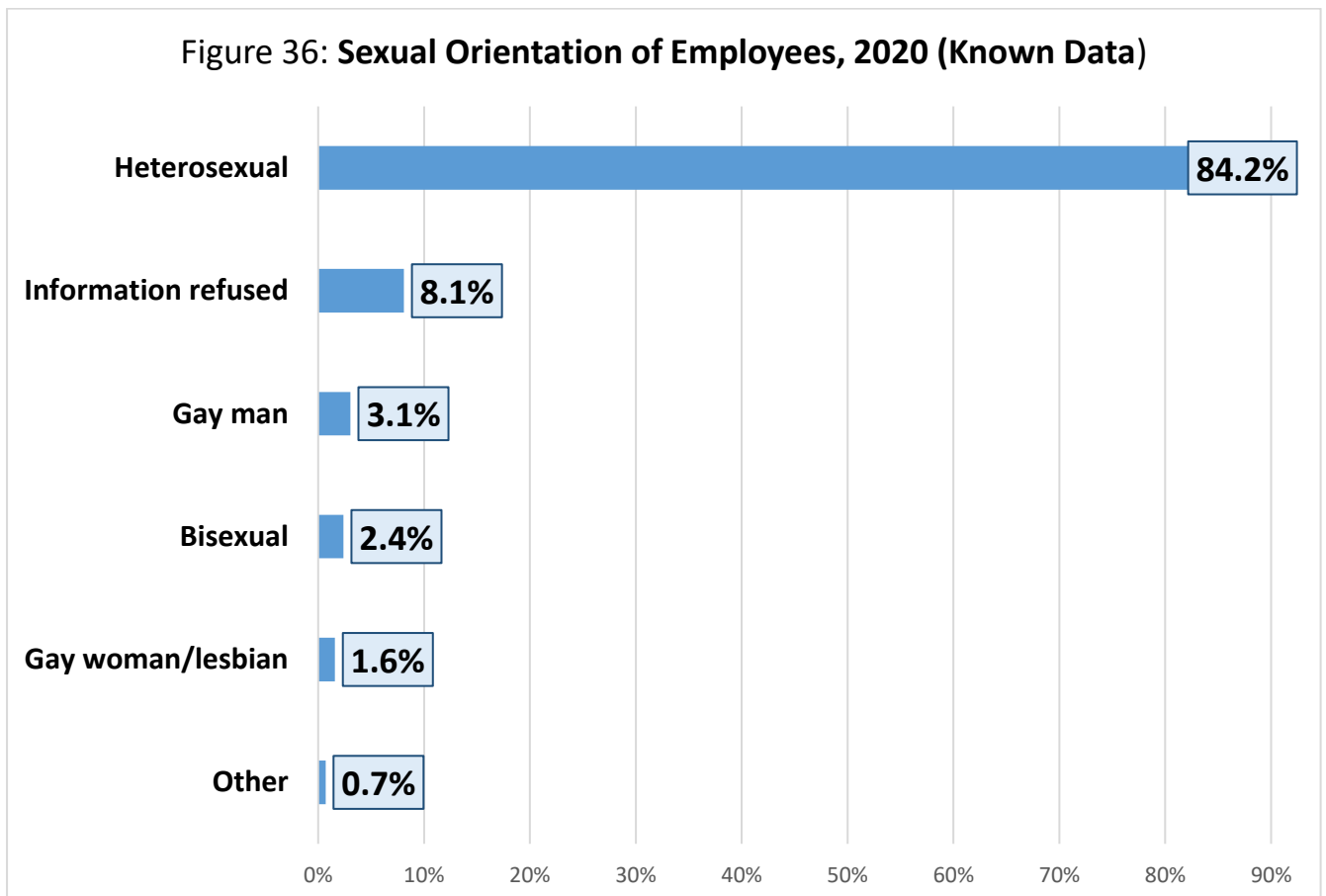
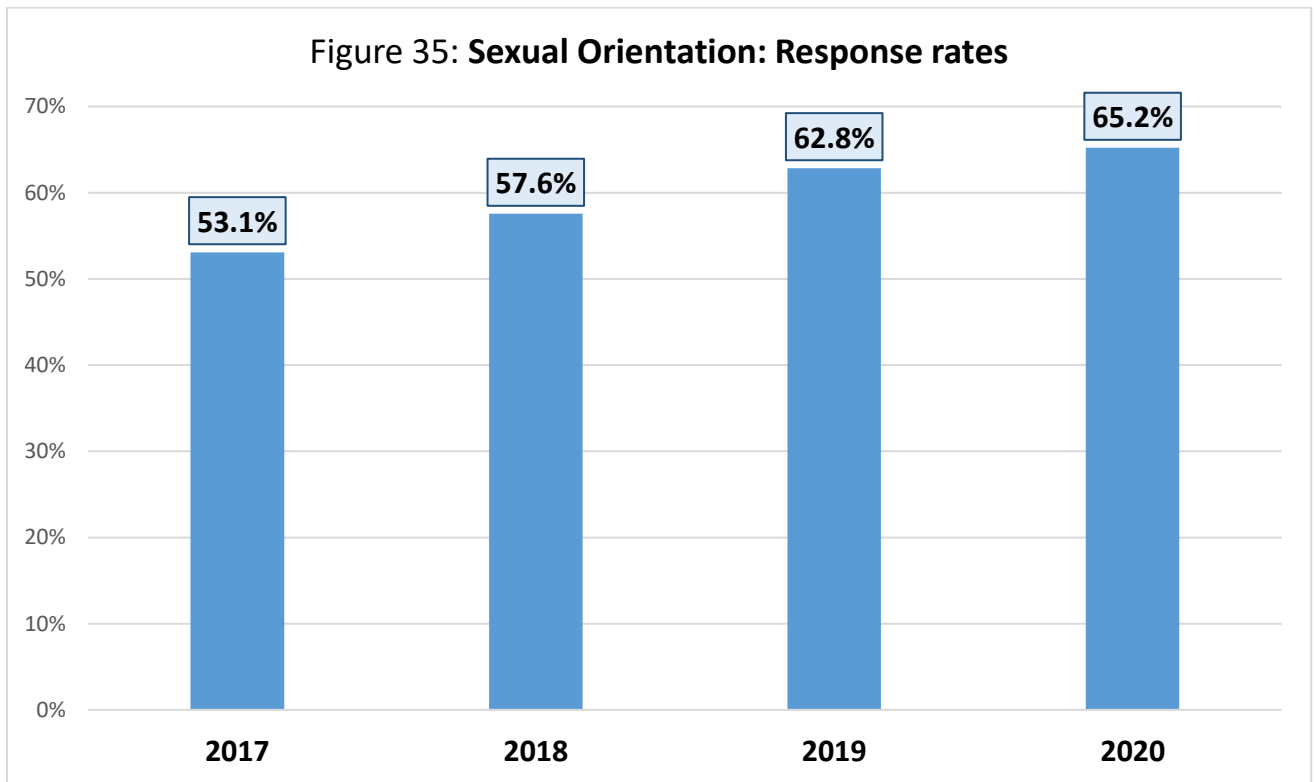
**Table 3: Recruitment stages of Professional Services split by gender and ethnicity, 2019**

<b>3. Professional Services</b>									
<b>Gender</b>	<b>All Applications</b>	<b>%</b>	<b>Shortlisted</b>	<b>%-All</b>	<b>As % of Applications</b>	<b>Successful</b>	<b>%-All</b>	<b>As % of Shortlisted</b>	<b>As % of Applications</b>
Male	5114	37.8%	475	32.0%	9.3%	74	26.6%	15.6%	1.4%
Female	8021	59.2%	924	62.2%	11.5%	180	64.7%	19.5%	2.2%
Unknown	409	3.0%	87	5.9%	21.3%	24	8.6%	27.6%	5.9%
<b>Total</b>	<b>13544</b>	<b>100.0%</b>	<b>1486</b>	<b>100.0%</b>	<b>11.0%</b>	<b>278</b>	<b>100.0%</b>	<b>18.7%</b>	<b>2.1%</b>
<b>Ethnicity</b>	<b>All Applications</b>	<b>%</b>	<b>Shortlisted</b>	<b>%-All</b>	<b>As % of Applications</b>	<b>Successful</b>	<b>%-All</b>	<b>As % of Shortlisted</b>	<b>As % of Applications</b>
White	9002	66.5%	1101	74.1%	12.2%	217	78.1%	19.7%	2.4%
BAME	3956	29.2%	292	19.7%	7.4%	35	12.6%	12.0%	0.9%
Unknown	586	4.3%	93	6.3%	15.9%	26	9.4%	28.0%	4.4%
<b>Total</b>	<b>13544</b>	<b>100.0%</b>	<b>1486</b>	<b>100.0%</b>	<b>11.0%</b>	<b>278</b>	<b>100.0%</b>	<b>18.7%</b>	<b>2.1%</b>

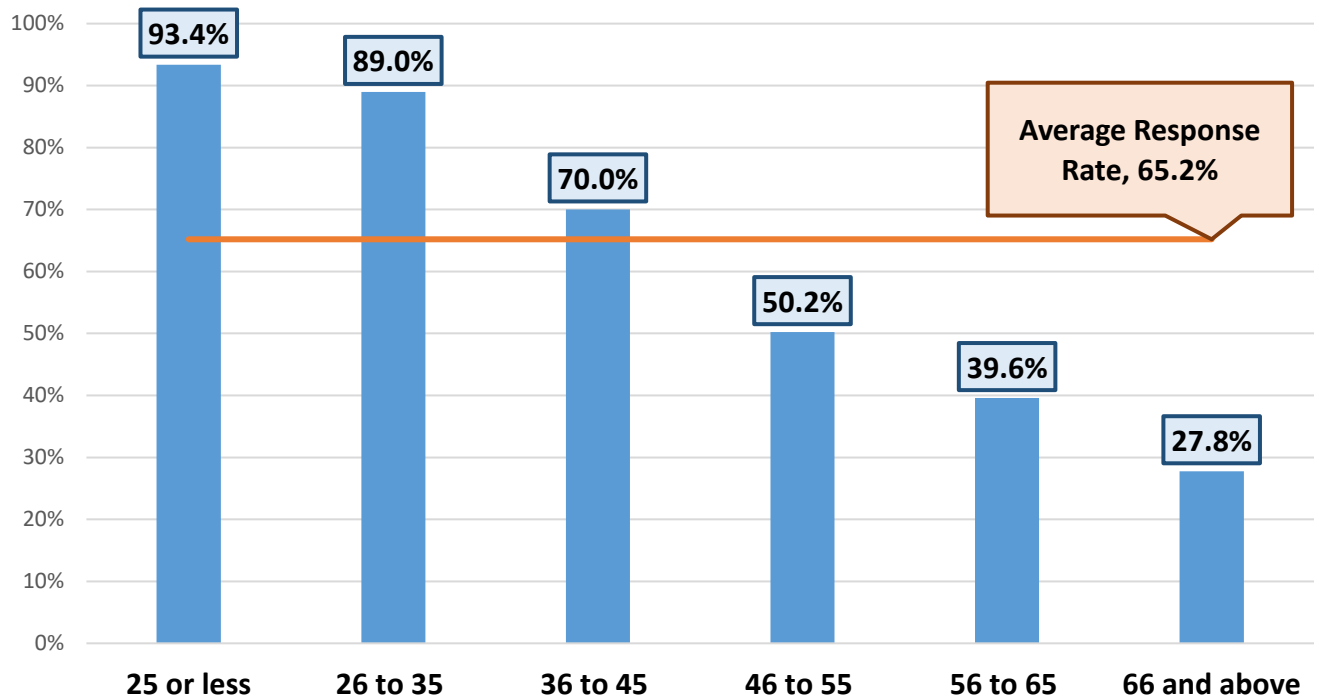
**Gender:** 59.2% of applications for PS (both Faculty-based and central) positions were sent by females in the period studied. The proportion of females increases among shortlisted candidates to 62.2% and again to 64.7% among successful candidates. It seems that females are doing well throughout the recruitment process.

**Ethnicity:** Only 29.2% of applications for PS (both Faculty-based and central) were sent by BAME candidates. The proportion of BAME candidates decreases to 19.7% among shortlisted and again to 12.6% among successful candidates.

## Sexual Orientation, Gender Identity and Religion



**Figure 37: Response rates of staff members to question about their sexual orientation by age, 2020**



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 (no index in 2020)
- Using the results of the Staff Survey to positively reinforce the importance of accurate data disclosure
- Positive reinforcement by members of the SLT and BoG by recorded videos
- A campaign for all staff to include their pronouns on their signatures and Zoom screens
- Conducting a survey for all members of ALLOUT and using the findings to inform activities and to raise awareness to the EDI Governance Group
- Further increasing the number of ALLOUT allies who have proactively promoted the importance of data completion in MyView
- Continued work with all areas to improve their data quality and emphasis on this during induction and periodic reminders throughout the year
- Ensuring members of ALLOUT (The LGBT Staff Network Group) have updated their own data and encourage colleagues to do so

We will continue to improve in 2021 by:

- Committing to communicate more regularly about trans and non-binary identities to improve disclosure rates for these areas
- Bespoke campaigns in Faculty of Life sciences and the Library

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

	2018			2019			2020		
	Academic	Professional Support	Grand Total	Academic	Professional Support	Grand Total	Academic	Professional Support	Grand Total
Yes	97.4%	98.1%	97.8%	87.3%	86.8%	87.0%	78.6%	79.8%	79.2%
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	2.6%	1.9%	2.2%	12.7%	13.2%	13.0%	21.4%	20.2%	20.8%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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<sup>1</sup> This data is pulled from our HR system and based on the information that people submit either as a new 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(11,139) 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

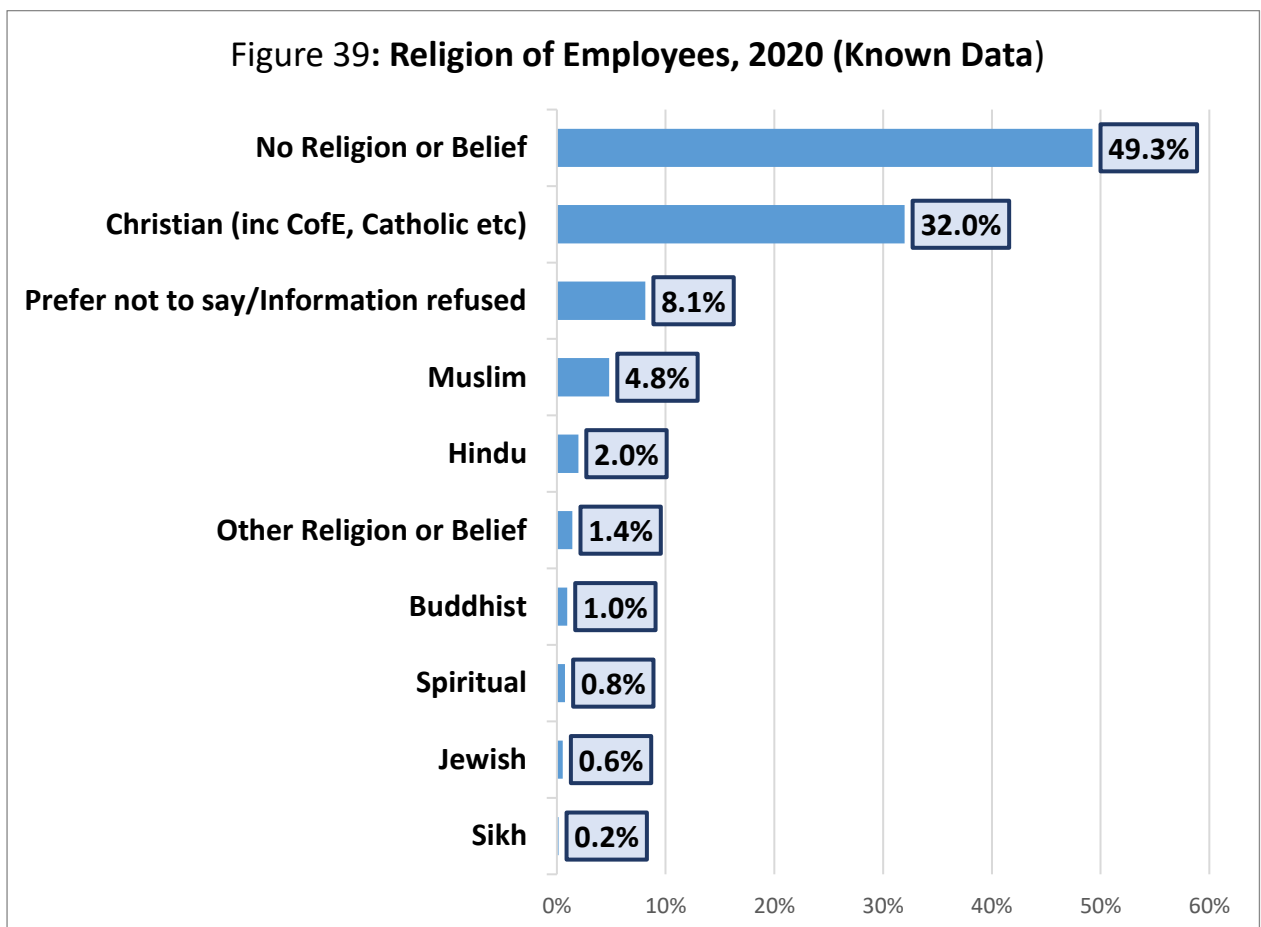
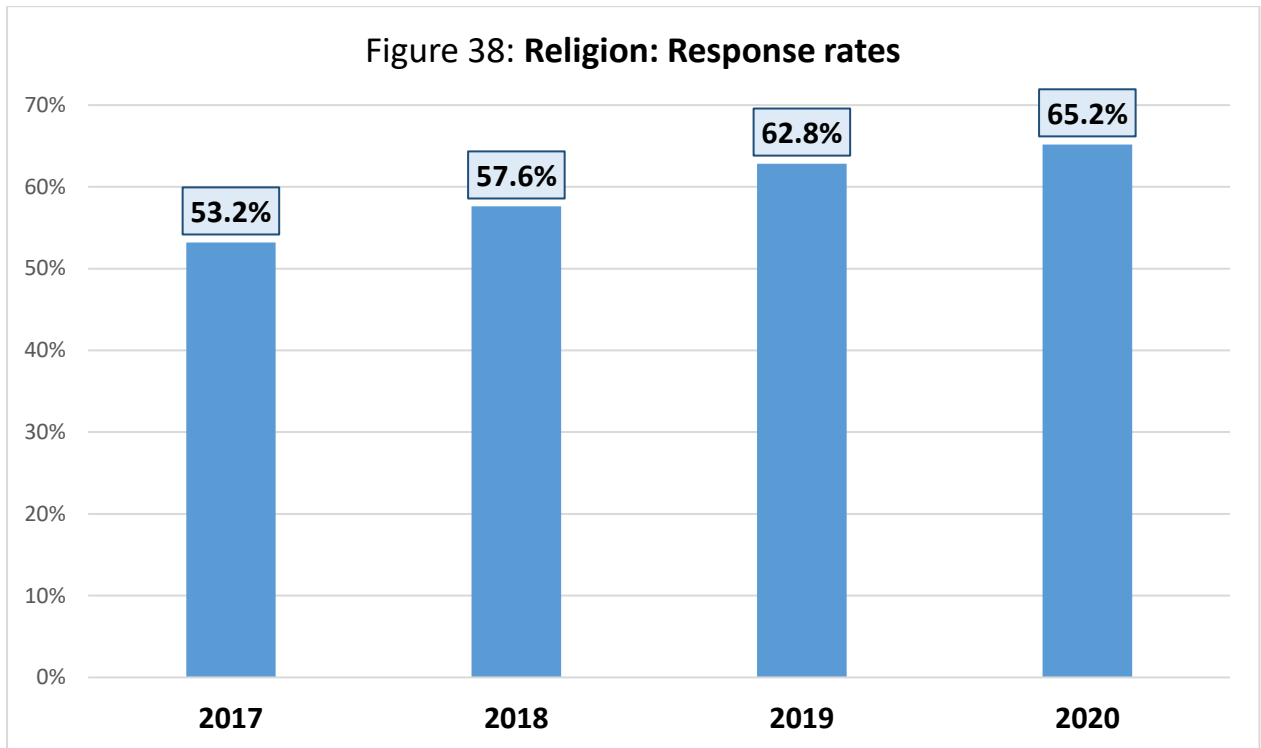
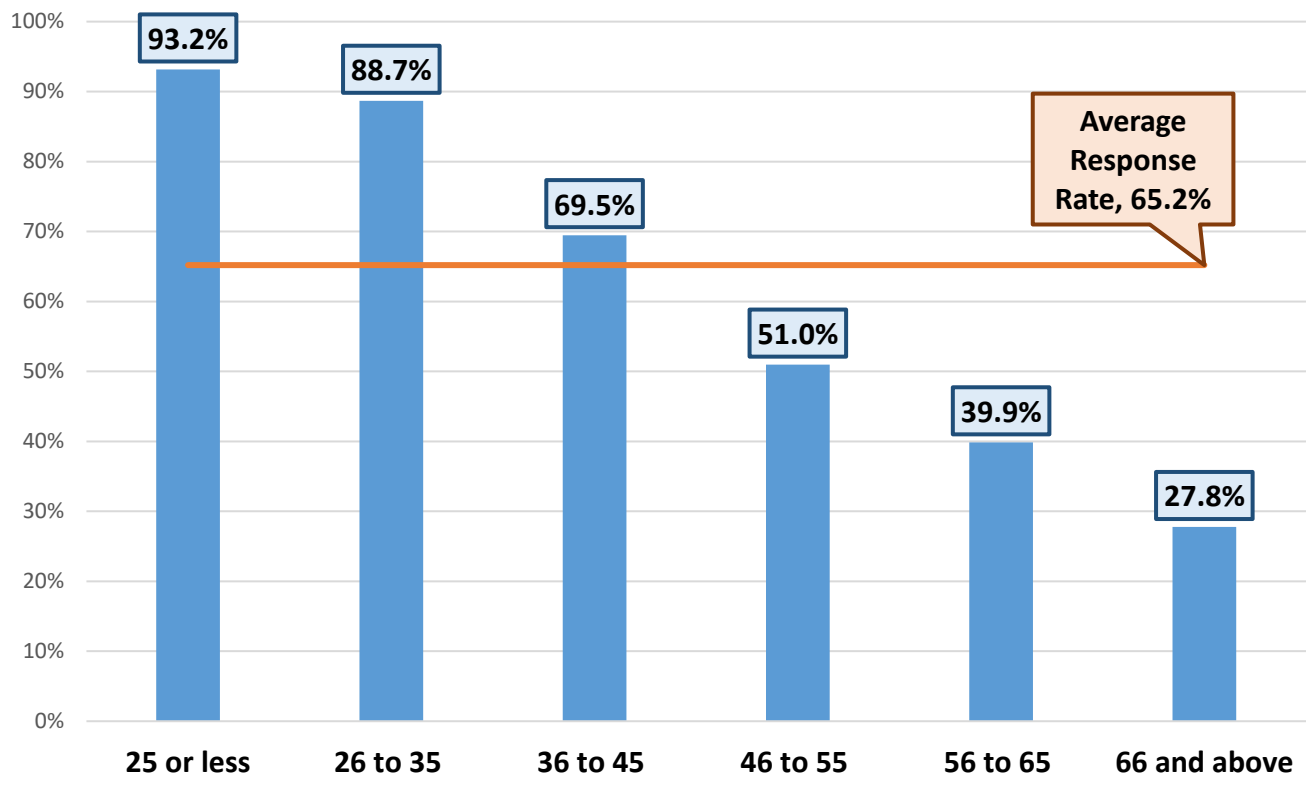


Figure 40: Response rates of staff members to question about their religion by age, 2020



65.2% of staff at the University were willing to disclose their religion (an increase from the last year by 2.4%), of these 49.3% 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.

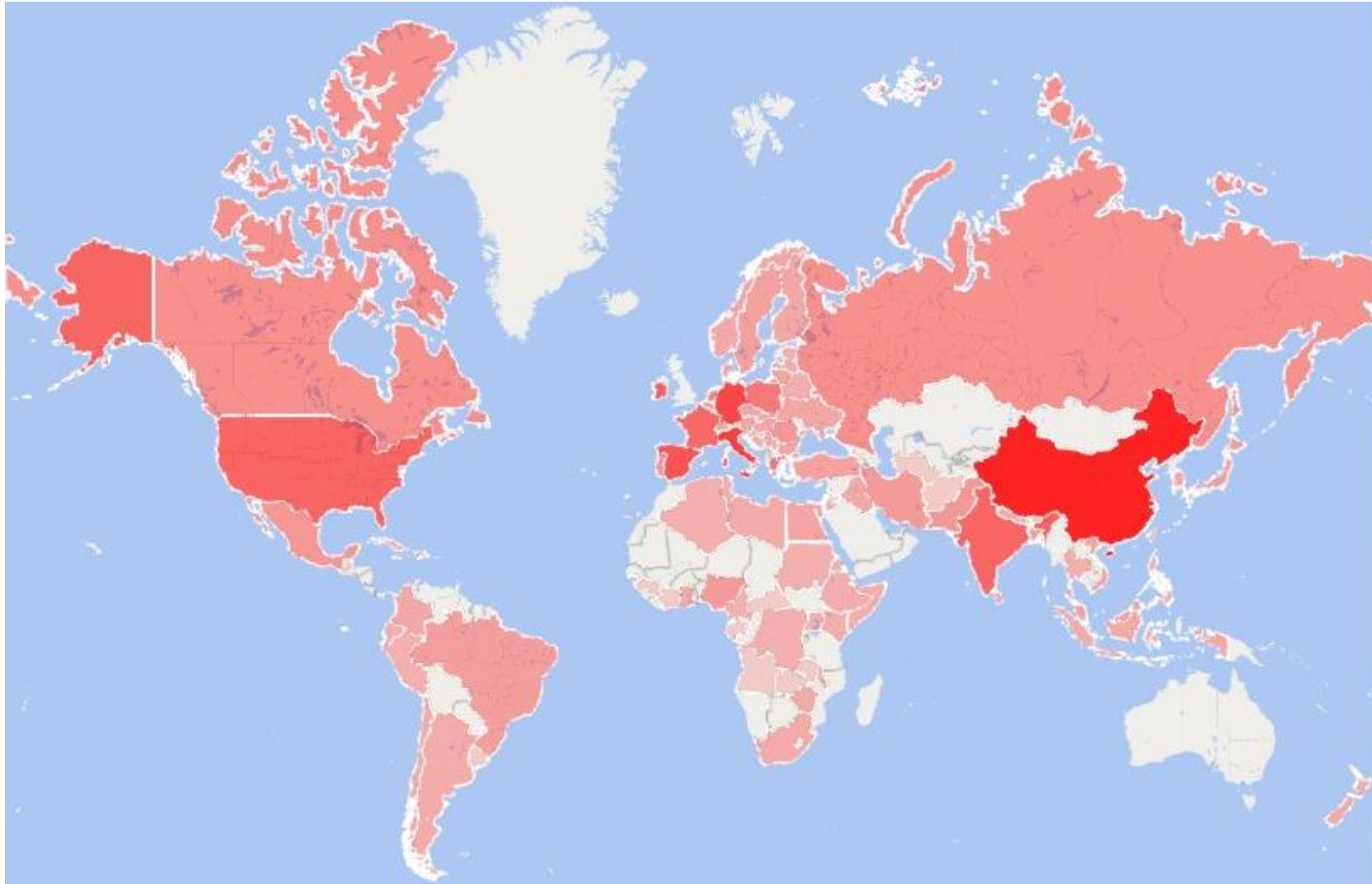
Table 5: International staff count and percentage- Top 10 Countries 2020

Country	Number of staff members	As a % of International Staff
Chinese	231	10.0%
Italian (Includes Sardinia, Sicily)	188	8.1%
German	170	7.3%
Spanish (includes Ceuta, Melilla)	147	6.3%
Irish	126	5.4%
Indian	118	5.1%
American	116	5.0%
French (includes Corsica)	110	4.7%
Greek	101	4.4%
Polish	87	3.7%



Map: University of Manchester International staff by nationality 2020

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 2020/21 7.0% 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, p.36).

**Disability:** 9.5% of all undergraduate students have a disability– most of them report learning difficulties and mental health conditions (see Figure 3 and Figure 4, pp.36-37).

**Ethnicity:** The percentage of UK domicile BAME students at the University has increased by 0.5% points in the past year to 32.5% in 2020/21 (see Figure 6, p.38).

**Domicile:** In 2020/21 the percentage of UK domicile students dropped by 1.2% to 62.5%- the lowest level in 5 years. 29.9% of students are from overseas and 7.6% from EU countries (see Figure 7, p.39).

**Gender:** In 2020/21 55.6% of undergraduate students were female and 44.4% were male. In the last five years there have consistently been more undergraduate female students than male students (see Figure 8, p.40).

**Sexual Orientation, Gender Identity and Religion:** In 2020/21 51.0% of UK domicile students on full-time courses have no religion (see Figure 9, p.41) and 79% described their sexual orientation as Heterosexual (see Figure 10, p. 42). 0.6% 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 2020/21 (see Table 1, p.42).

### Postgraduate

**Domicile:** In 2020/21 56.7% of postgraduate students come from overseas i.e. outside of the UK/EU. The proportion of postgraduate students domiciled in the UK increased slightly to 39.1% and proportion of students from the EU decreased to 4.3% in 2020/21 (see Figure 11, p.43).

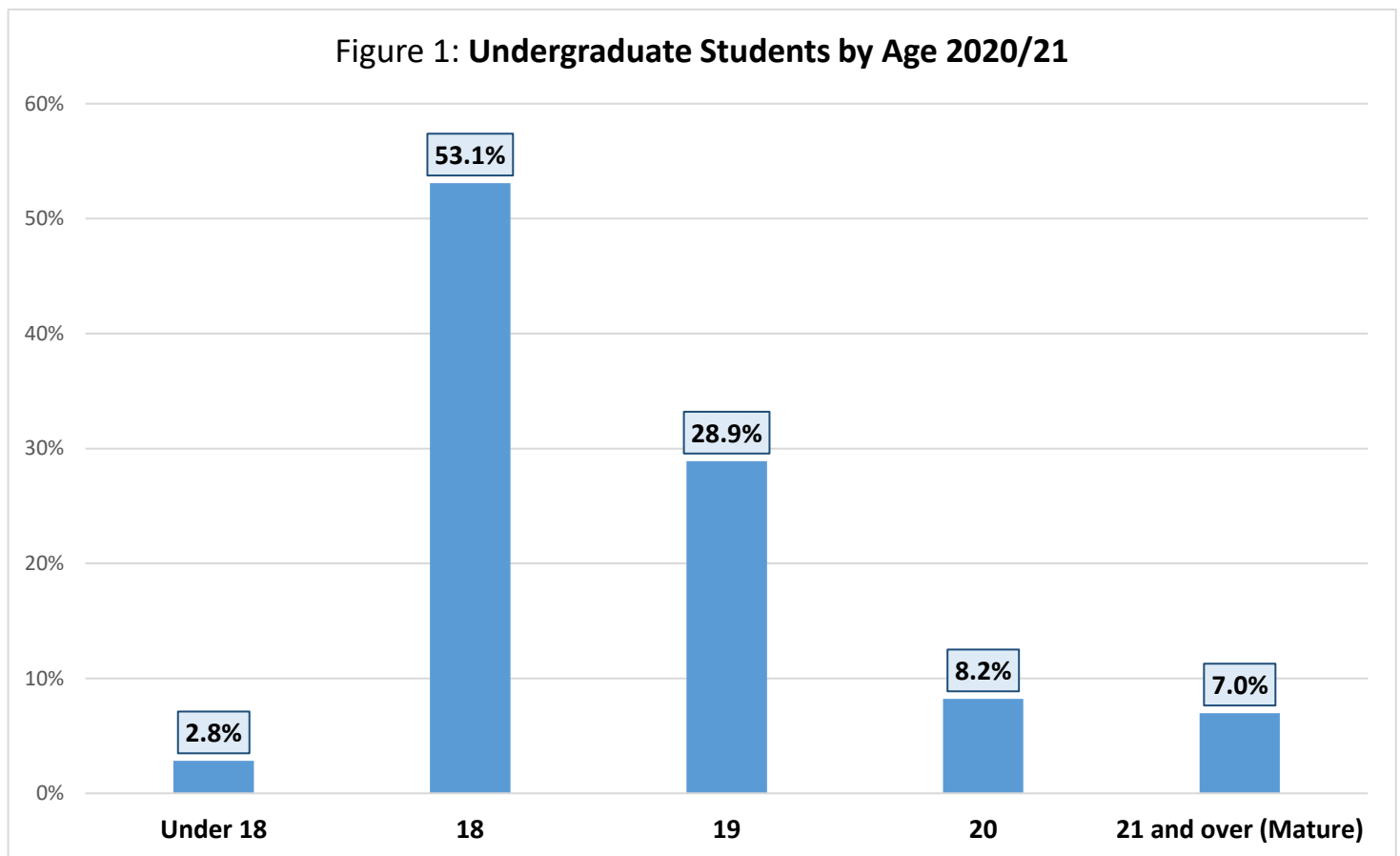
**Ethnicity:** In 2020/21 26.3% of postgraduate taught students were BAME (see Figure 13, p.45) compared with 15.1% for postgraduate research students only (see Figure 15, p.46). Asian is the next largest ethnic group for postgraduate study - 7.1% of postgraduate research students and 16.3% of postgraduate taught students are Asian.

**Gender:** The proportion of females within postgraduate population increased in 2020/21 to 63.8%. The proportion of females increased on both postgraduate taught and research programmes (see Figure 16, p.47).

### Methodology

Data of current students in this report relates to 2020/21 year and has come from the 1<sup>st</sup> of December dataset produced by the Directorate of Planning. The data is current and up to date as of 1st December 2020 and has been analysed by the Equality, Diversity and Inclusion team.

### **Age**

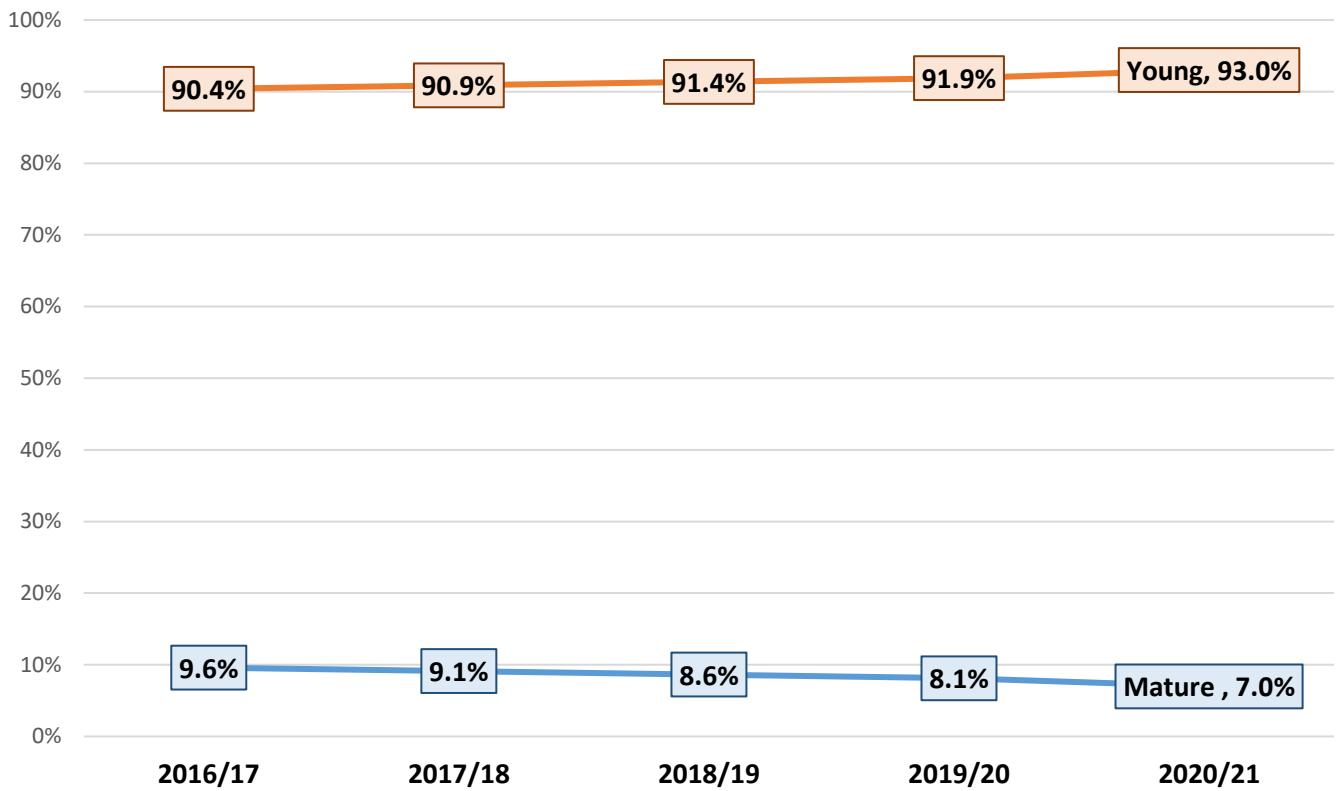


The most common age to start an undergraduate course at the University is 18, with 53.1% of all undergraduates starting in 2020/21 of that age (Figure 1).

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

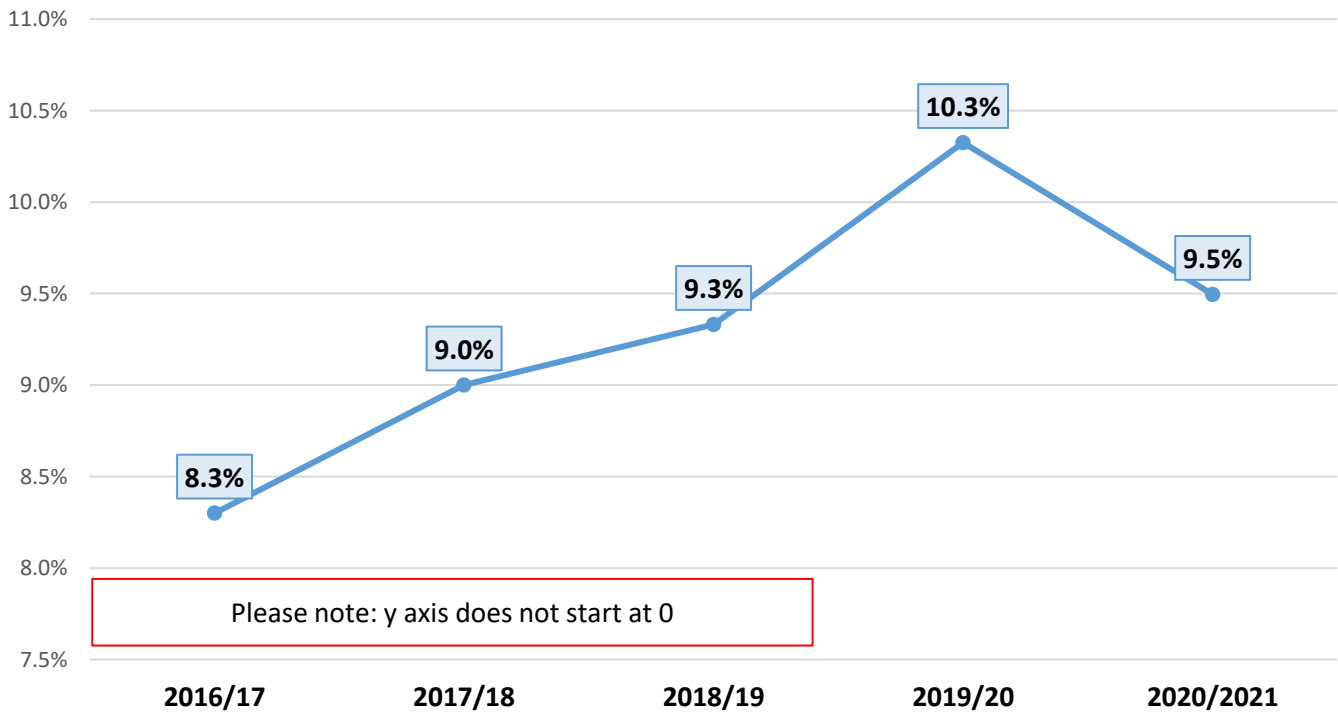
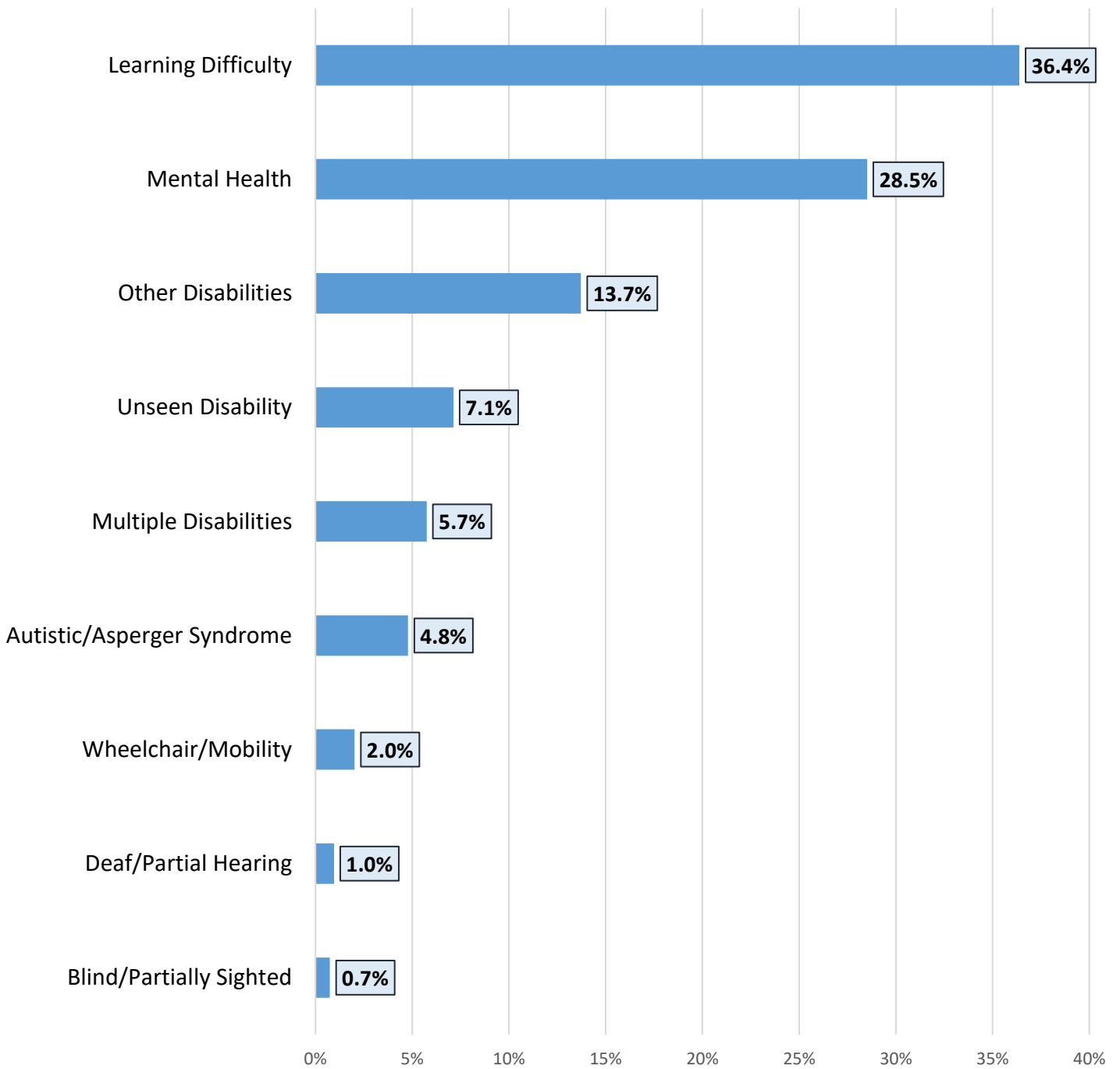
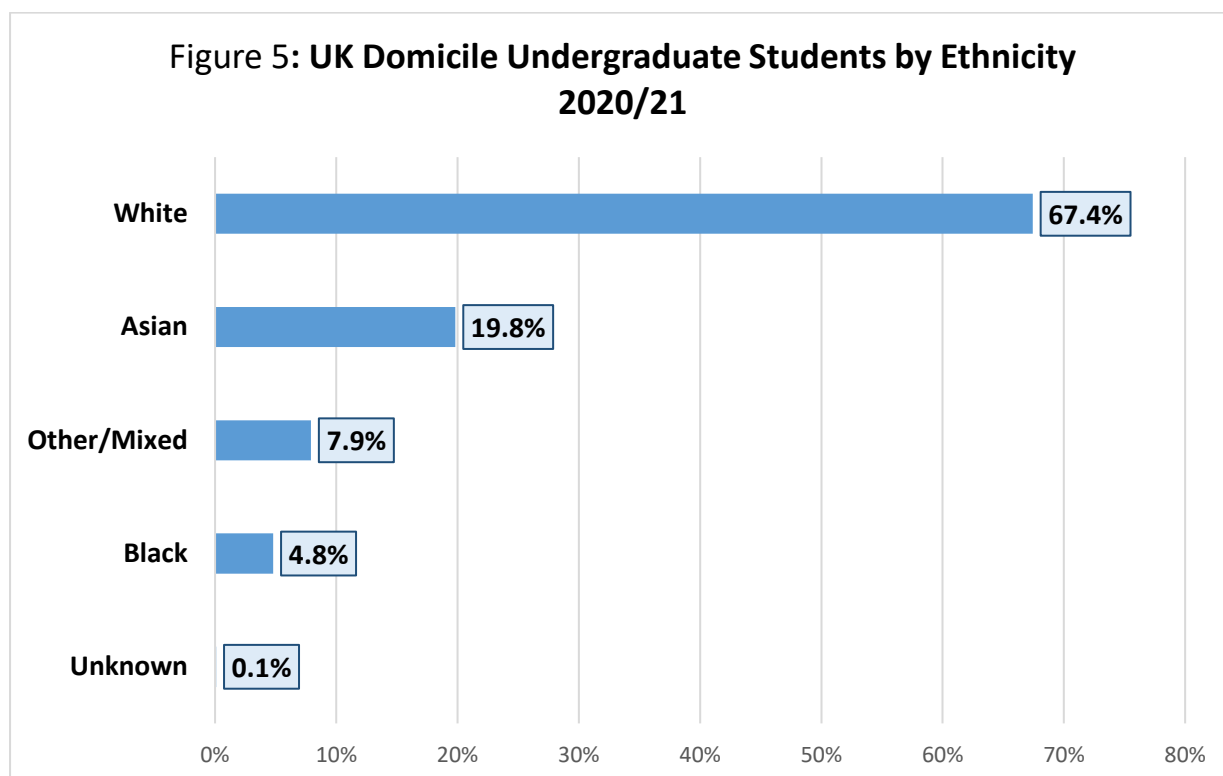


Figure 4: Disabled Undegraduate Students, 2020/21



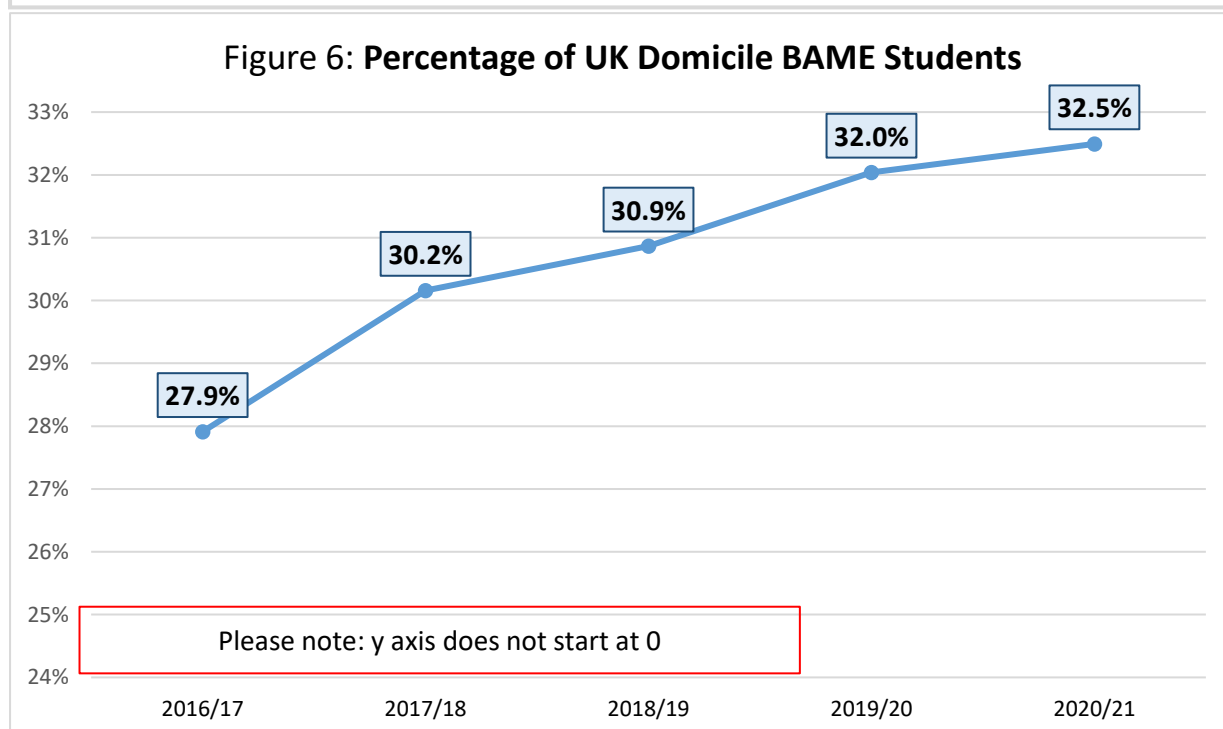
9.5% of all undergraduate students have a disability. This is an increase of 1.2% since 2016/17 (Figure 3). Most disabled students report Learning Difficulties and Mental Health Conditions (see Figure 4.)

## Ethnicity

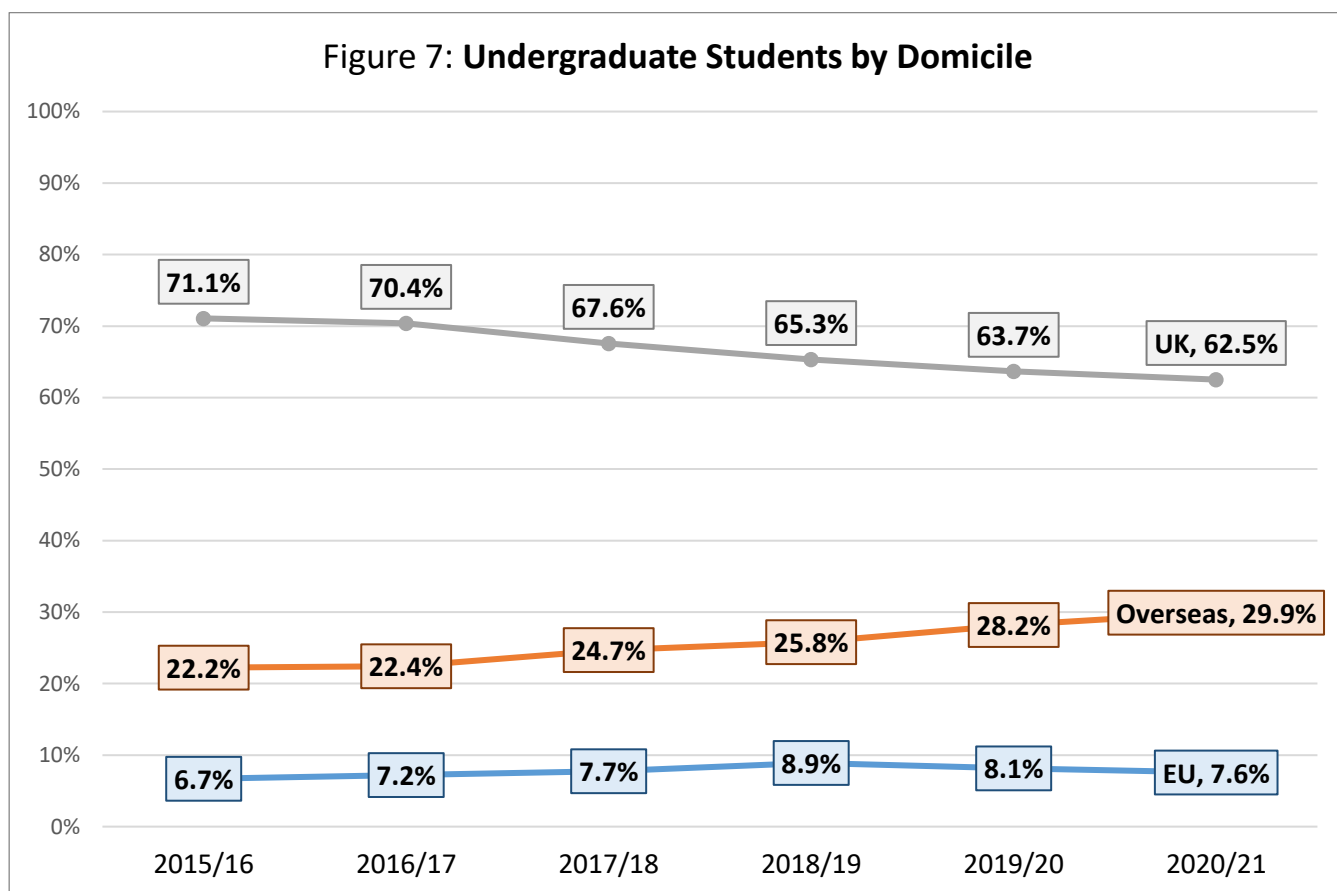


32.5% of UK domicile undergraduate students at the University are Black, Asian and Minority Ethnic (BAME) students. This is an increase of 4.6% in the last five years (Figure 6).

The largest represented BAME group is Asian representing 19.8% of the undergraduate student population. Only 4.8% of UK domicile students are Black making it the least represented ethnic group (Figure 5).

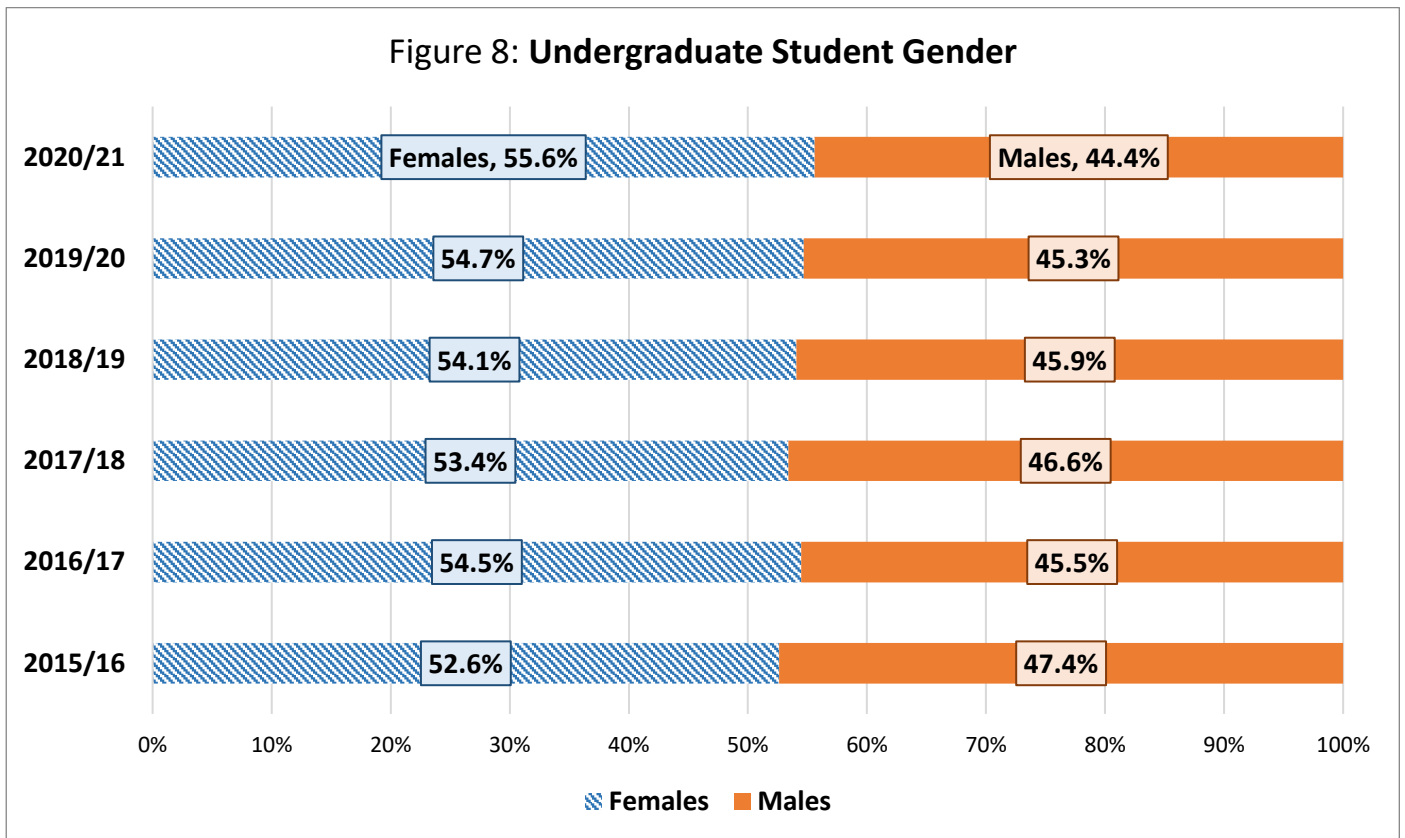


## Domicile



In 2020/21 the percentage of UK domicile students dropped by 1.2% to 62.5%, the lowest it has been within the period considered. There has been a 1.7% rise in overseas students and a 0.5% decrease in EU domicile students between 2019/20 and 2020/21 (Figure 7). This is a second consecutive decrease in the proportion of EU students after year on year increases up to 2018/19.

## Gender

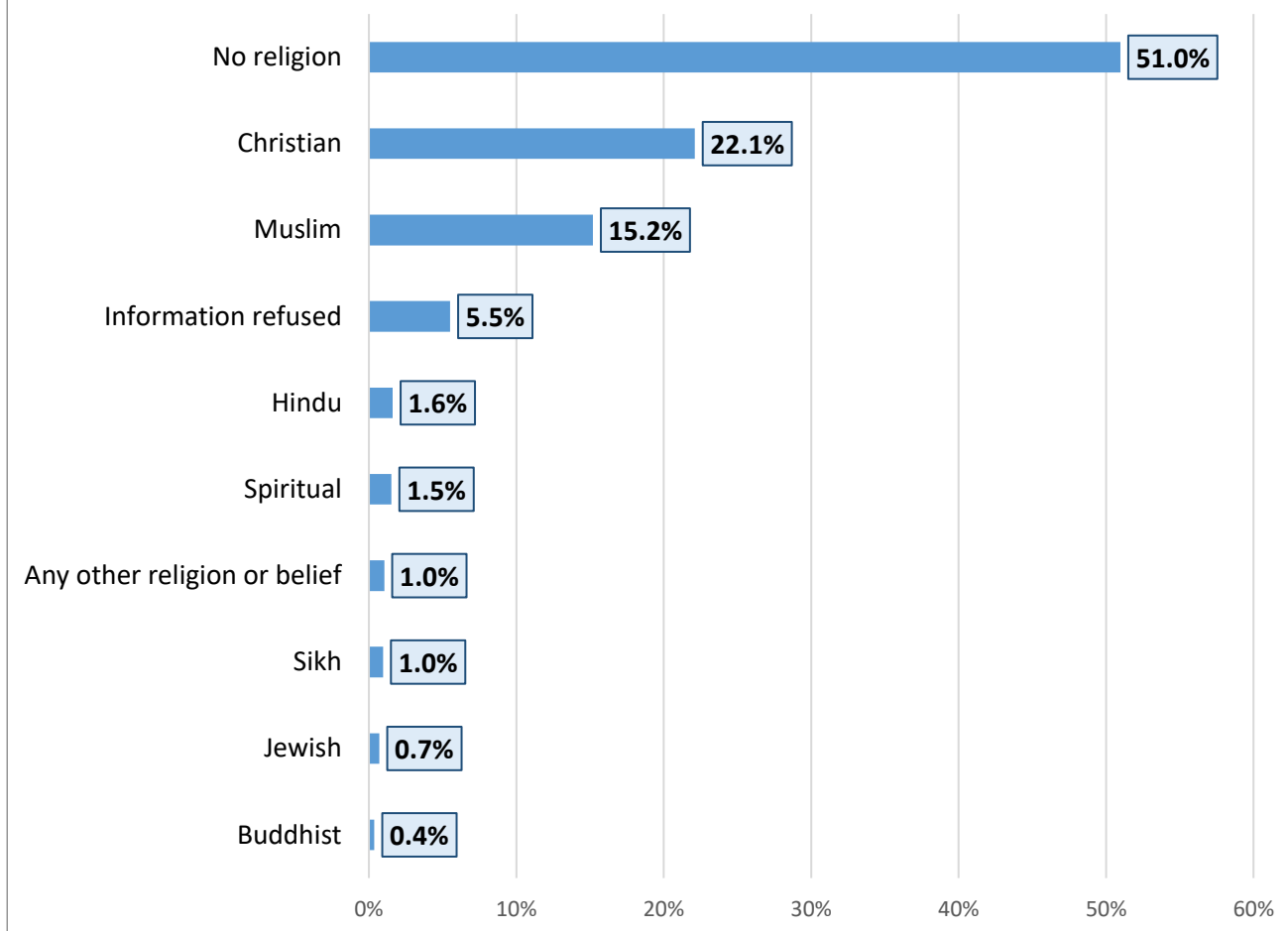


The undergraduate student population consists 55.6% female and 44.4% male students. There has been an increase in the proportion of females since 2017/18. In the last five years there have consistently been more undergraduate female students than male students.



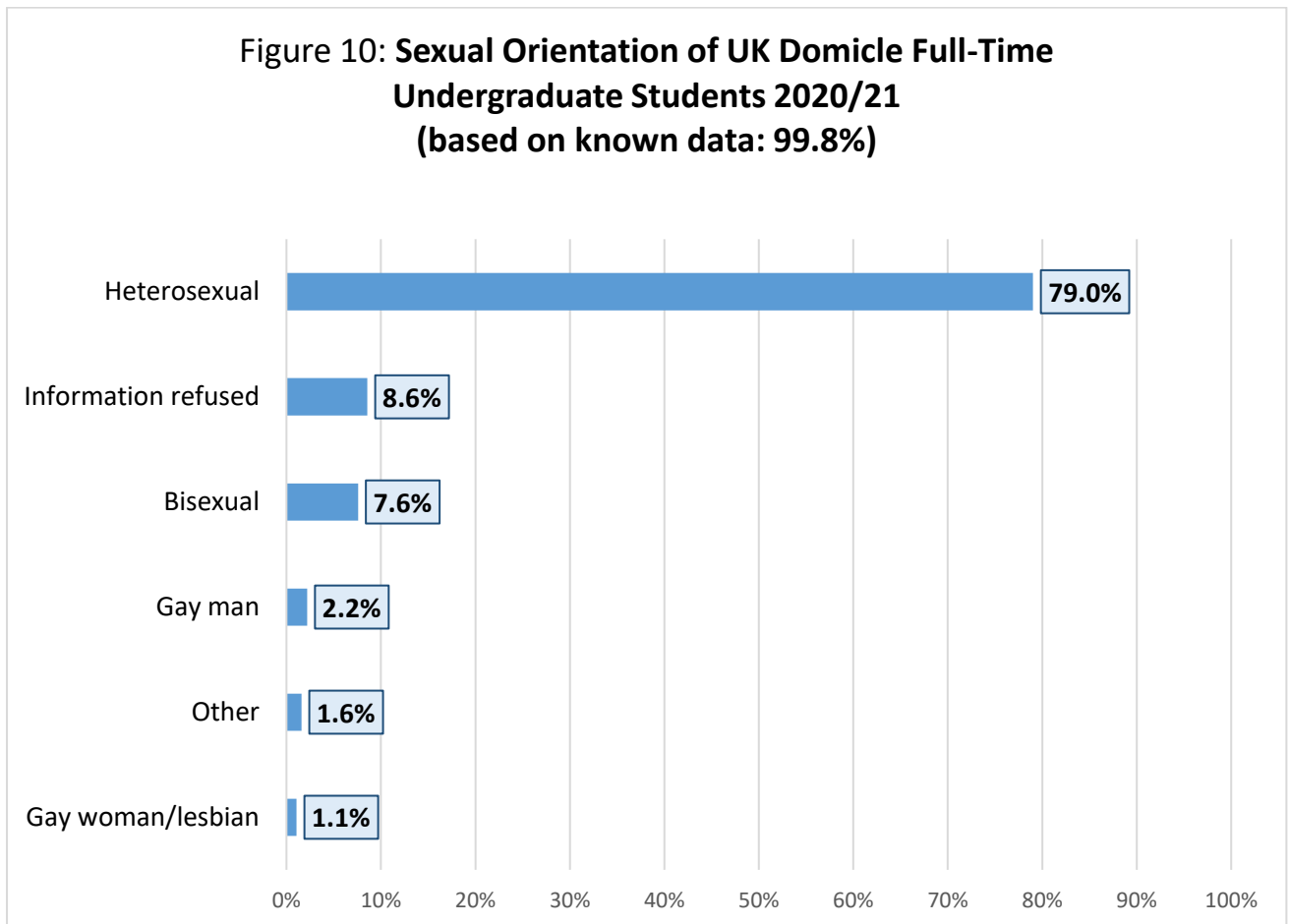
## Religion

Figure 9: Religion of UK Full-Time Undergraduate Students 2020/21 (based on known data: 99.9%)



51.0% of UK domicile students on full-time courses have no religion or belief and 5.5% refused to give any religious information. Christian and Muslim are the highest represented religions with 22.1% and 15.2% respectively (Figure 9).

## Sexual Orientation



79.0% of UK domicile students on full time courses are heterosexual. 8.6% of students refused to disclose their sexual orientation (Figure 10).

**Table 1: Gender Identity of UK Full-time Undergraduate Students 2020/21 (based on known data: 99.9%)**

Is your Gender the same as assigned at birth?	%
Yes	96.7%
No	0.6%
Information refused	2.7%

## Postgraduate

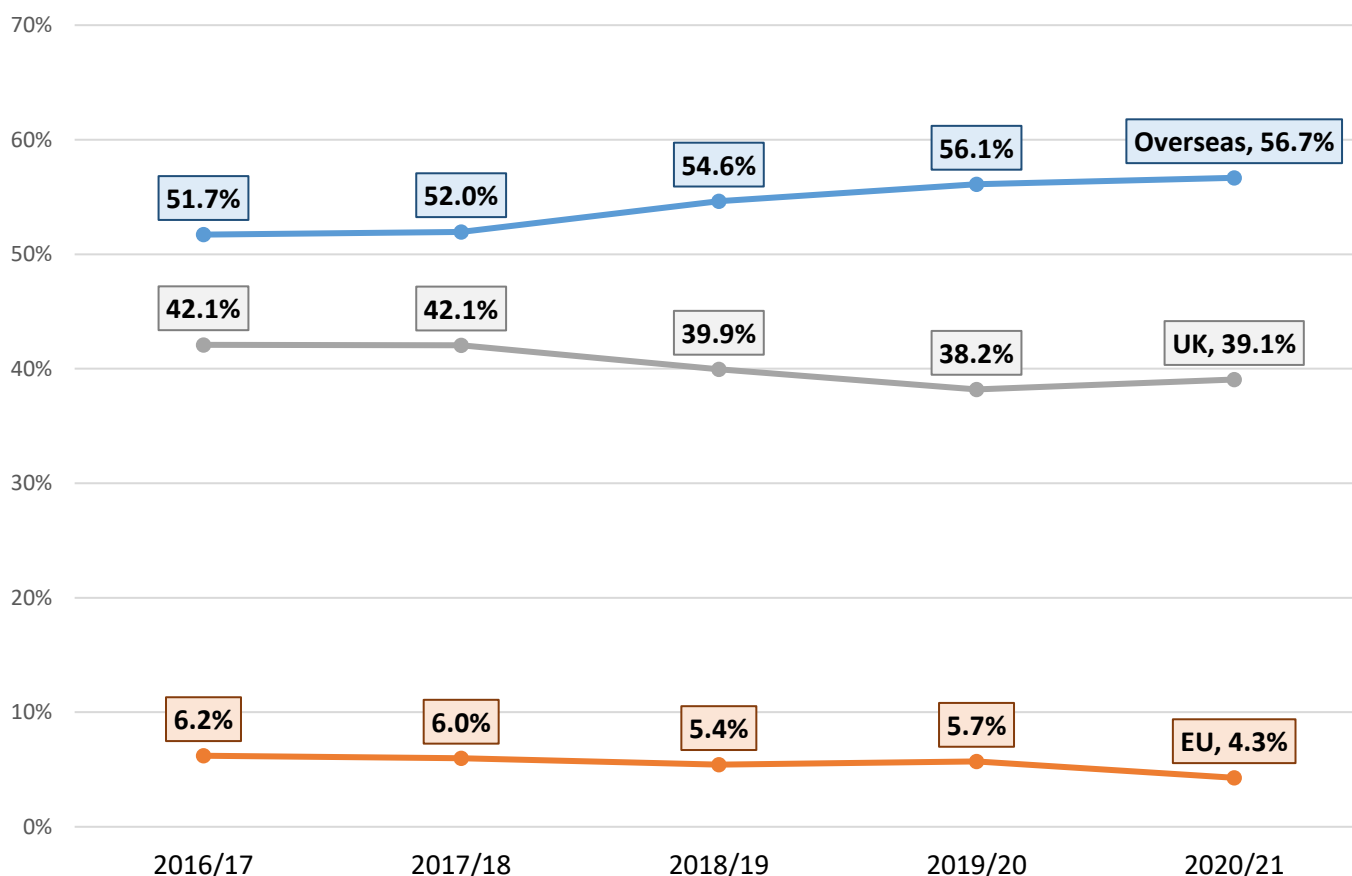
Students completing postgraduate study can be divided into those on postgraduate taught courses and those on postgraduate research courses. Postgraduate research can be further broken down into doctoral training and masters degrees.

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).

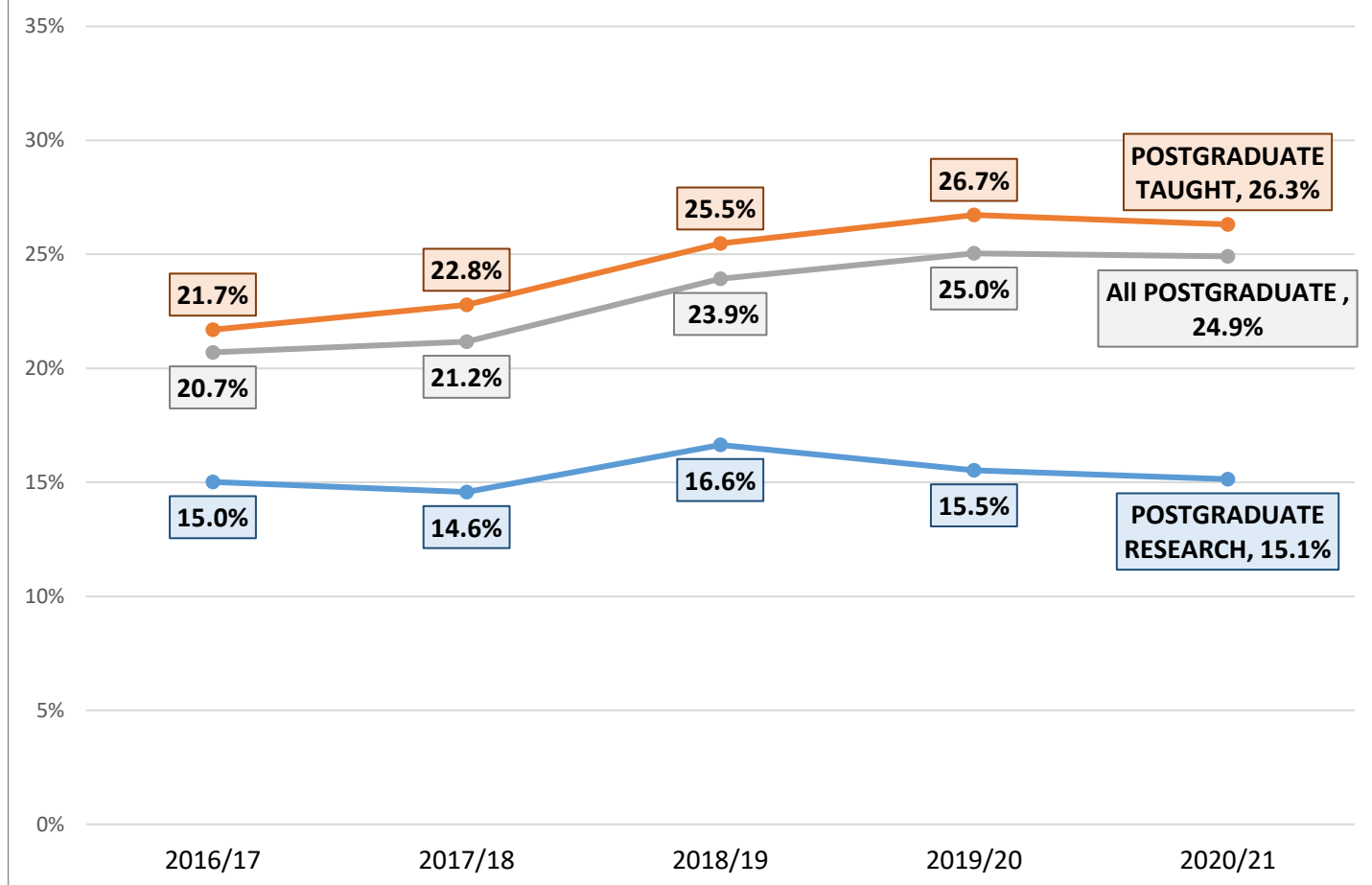
In 2020/21 94.1% of postgraduate research students started doctoral training and 5.9% are completing research masters.

Figure 11: Postgraduate Students by Domicile



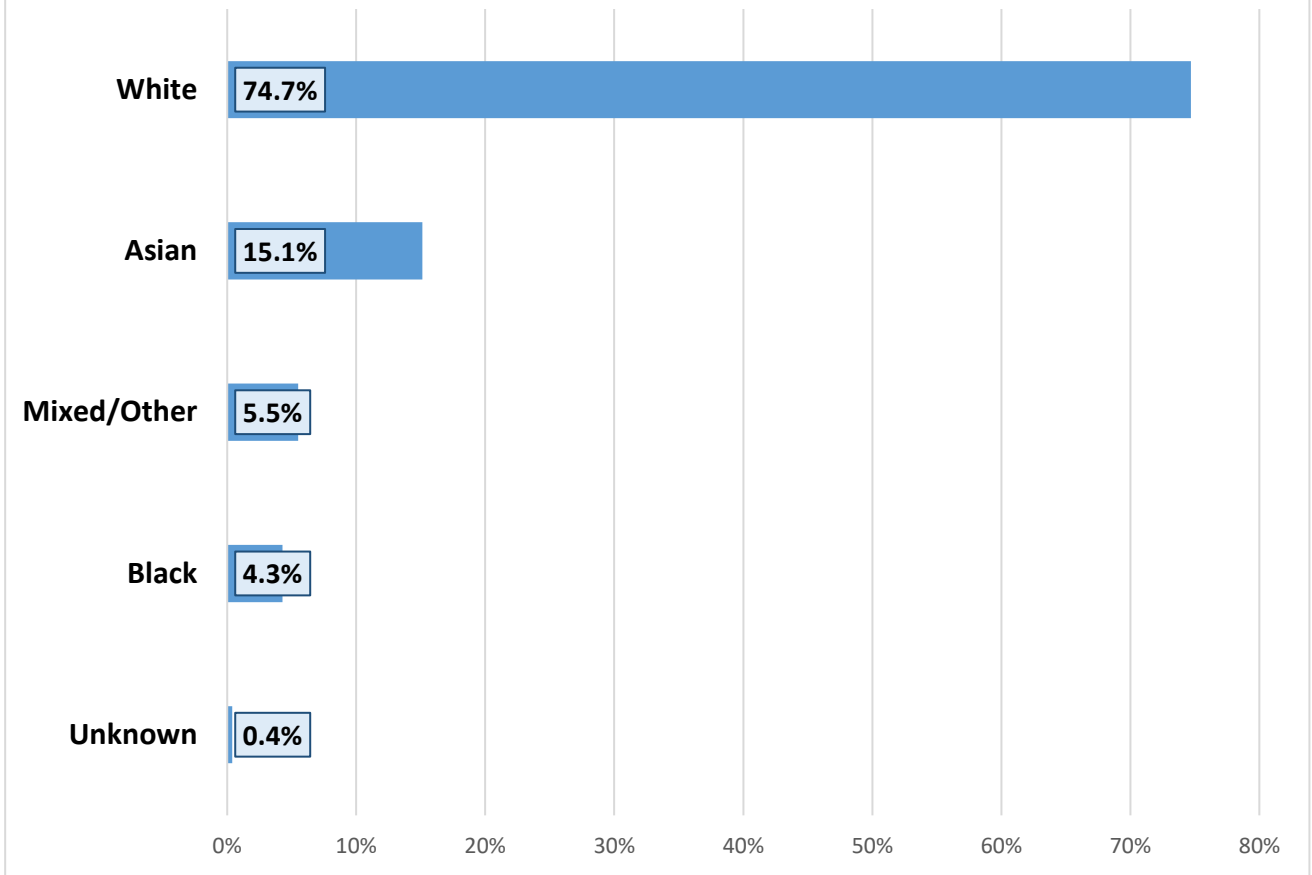
In 2020/21 56.7 % of postgraduate students come from overseas i.e. outside of the UK/EU. The proportion of postgraduate students domiciled in the UK increased to 39.1% in 2020/21. There also have been a decrease in proportion of postgraduate students from the EU to 4.3% - the lowest level in 5 years (Figure 11).

Figure 12: UK Domicile Postgraduate BAME Students



In 2020/21 the proportion of UK BAME students on postgraduate taught courses decreased slightly to 26.3%. The percentage of UK BAME students on postgraduate research courses decreased year on year between has been decreasing year on year since 2018/19 to 15.1% in 2020/21 (see Figure 12).

Figure 13: Postgraduate Students by Ethnicity 2020/21



In 2020/21 74.7% 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 - 7.1% of postgraduate research students and 15.2% of postgraduate taught students are Asian.

Figure 14: Postgraduate Taught by Ethnicity 2020/21

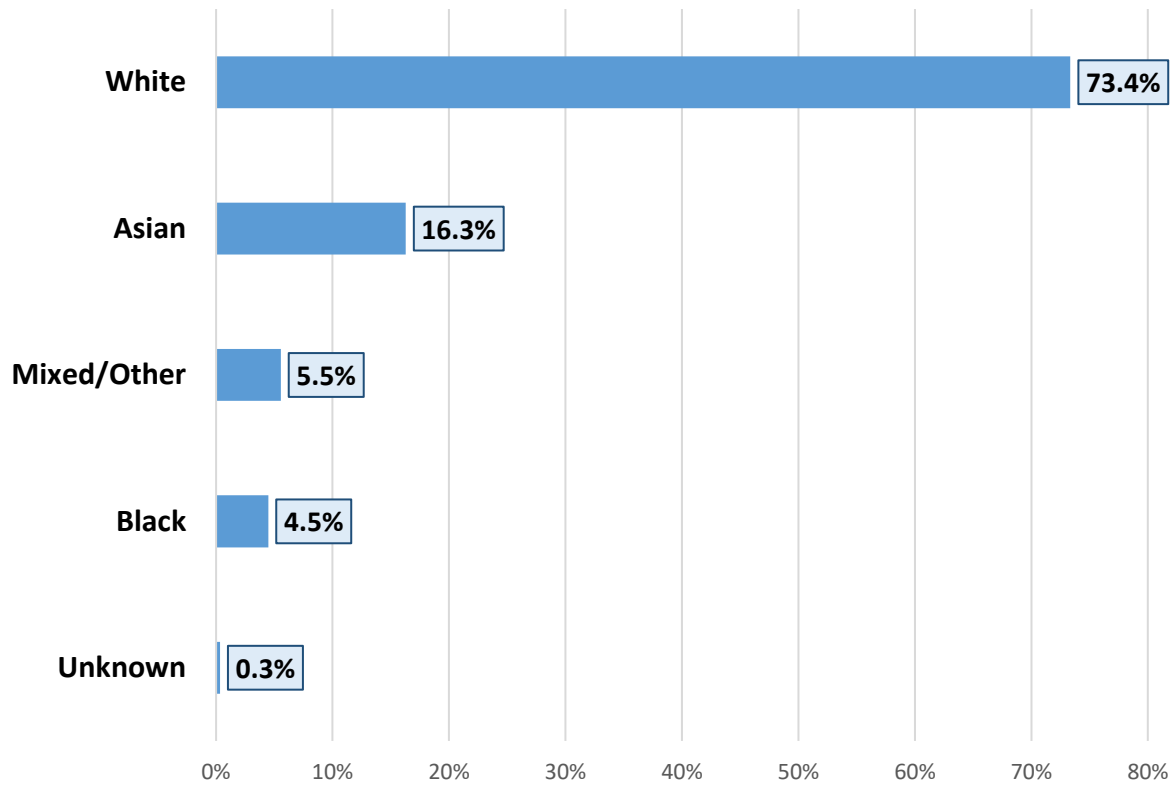
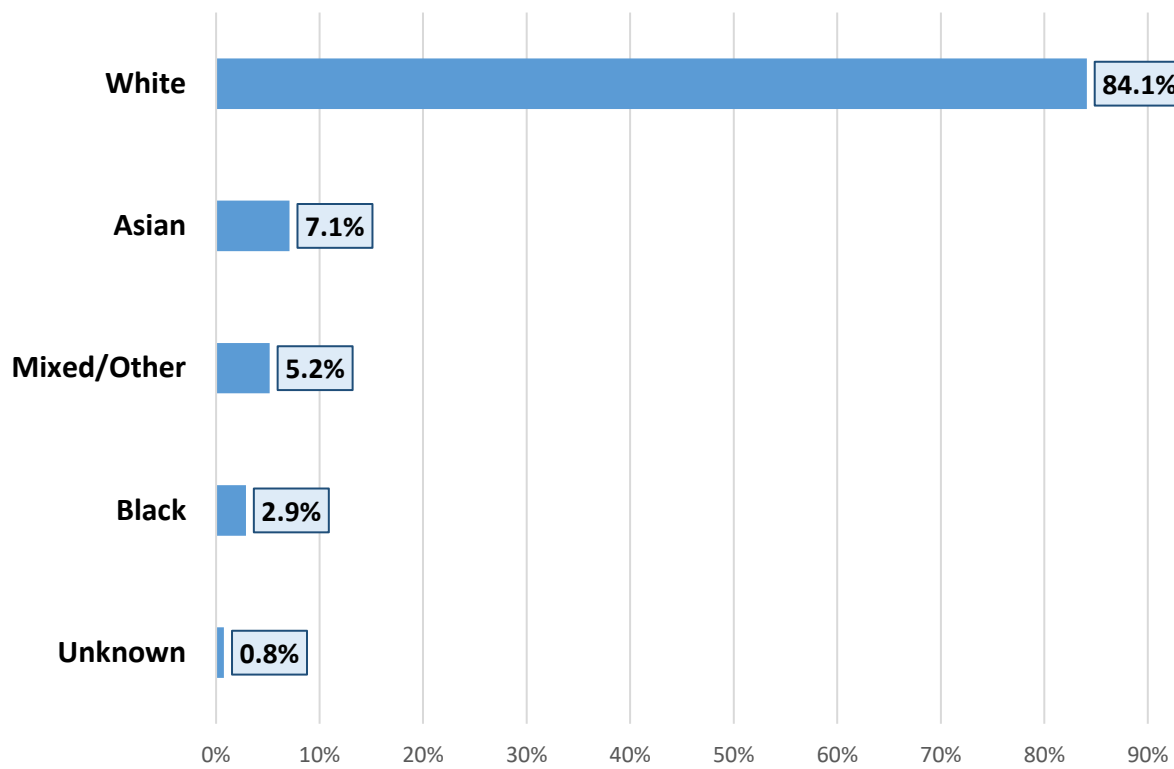
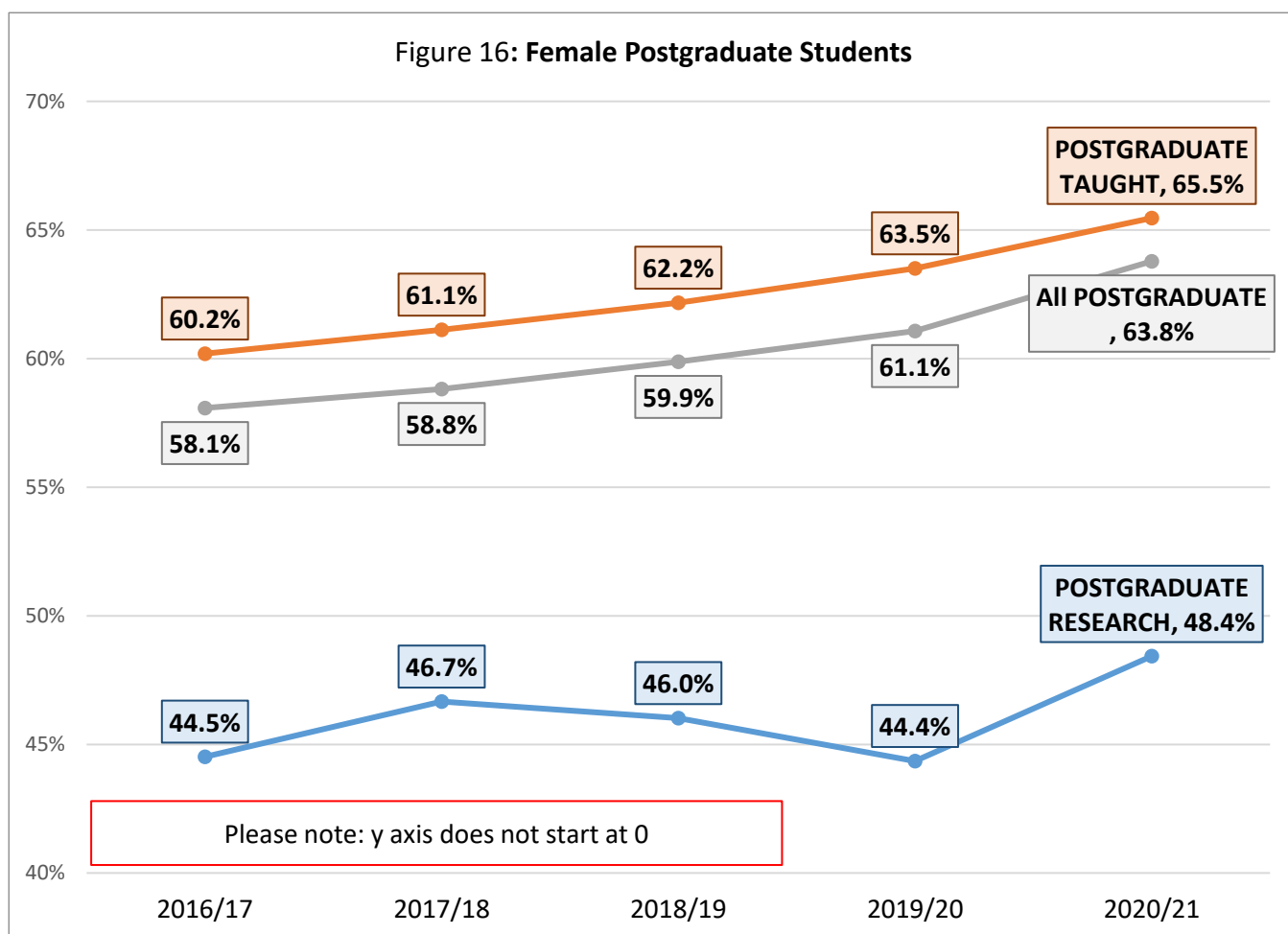


Figure 15: Postgraduate Research by Ethnicity 2020/21

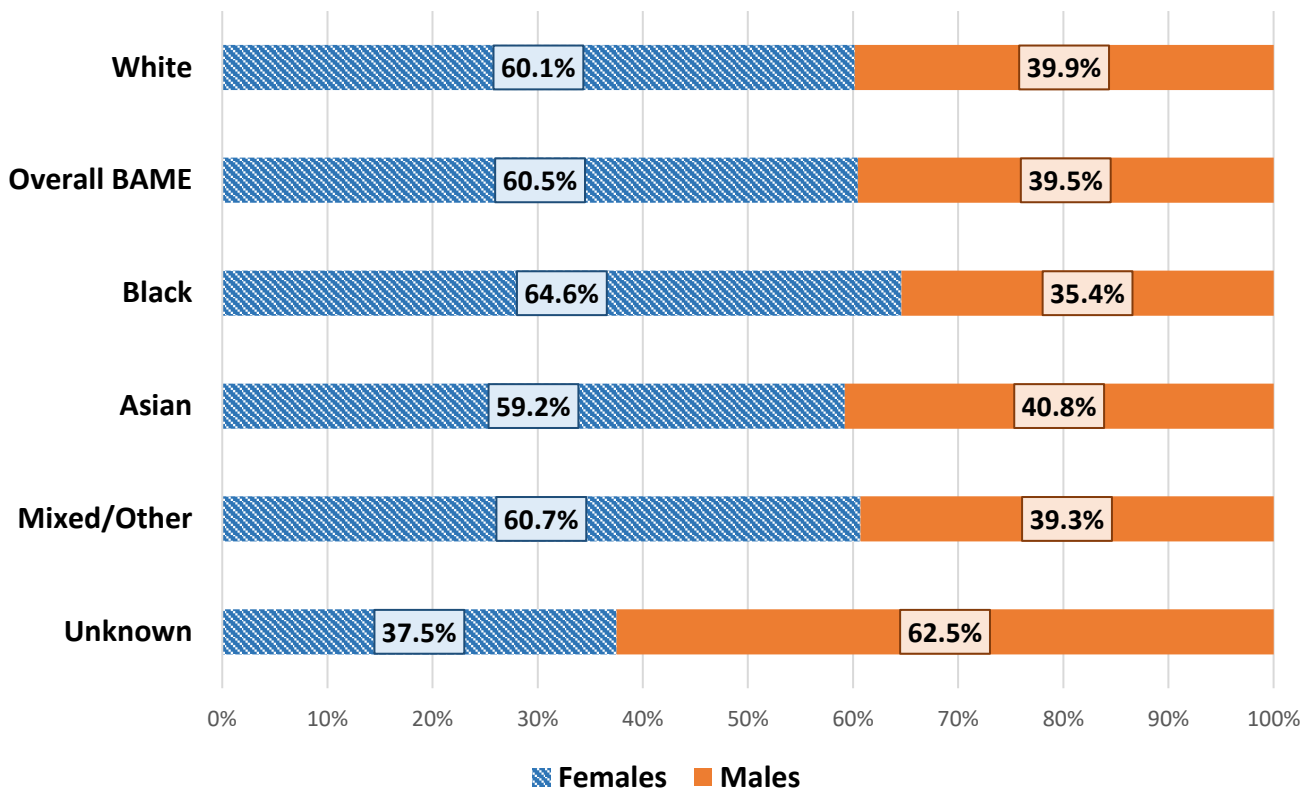


## Gender



The proportion of females within postgraduate population increased in 2020/21 to 63.8%. The proportion of female students increased for both postgraduate taught as well as research programs (see Figure 16).

**Figure 17: Postgraduate Student Gender by Ethnicity 2020/21**



In 2020/21 60.5% of BAME postgraduate students were female. 64.6% of Black postgraduate students are female (Figure 17).