MANCHESTER 1824
The University of Manchester

The University of Manchester

Equality Information Report

March 2024

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Foreword

This year we mark our bicentenary at The University of Manchester - a vital moment to reflect on our continuing impact and aspirations across our core goals.

At the heart of our University are our people. At times of uncertainty, hardships, and global conflicts, we are proud to see communities being created by our staff, students and alumni, who continue to make a meaningful difference.

Our Equality, Diversity, and Inclusion (EDI) strategy continues to cement our ambitions and ongoing commitment to making the University outstandingly inclusive. This is underpinned by our shared values of humanity and providing a sense of belonging for all.

This report highlights our areas of progress as well as areas that require further improvement. Importantly, these acknowledgements make transparent our pledges to address areas where interventions need to take place at pace and vitally hold us accountable both internally and externally to our staff, students, and stakeholders.

None of our achievements would have been possible without the much-valued contributions and dedication of all our people – both Academic and Professional Services. This includes colleagues working across all levels and roles, our staff network group members, the Students' Union, and EDI committees across Faculties, Schools and Professional Services areas, including our Cultural Institutions, to name a few.

As we look to the future, we will continue our commitment to ensure that Manchester is a fair and inclusive place to work and study.

Professor Nalin Thakkar
Vice-President for Social Responsibility

Introduction

Welcome to this year's Equality Information report, a publication that provides the reader with Equality, Diversity and Inclusion (EDI) information for The University of Manchester.

We pride ourselves in being one of Britain's largest single site universities, with a diverse community of over 12,000 staff and approximately 40,000 students. This report highlights our progress and achievements, as well as the areas that require more work. It includes information for both staff and students that satisfies our Public Sector Equality Duty (PSED) and beyond for the past year.

Our ambition to be an outstandingly inclusive institution has informed the three priority areas of our EDI strategy (launched in 2022):

- Inclusive environment and culture
- Diverse representation
- Inclusive practice

To further evidence our commitment to providing an equitable and inclusive experience for all members of our community, we have included a snapshot of activity from across Faculty, Professional Services and Cultural Institutions - choosing to report only on Manchester Museum and not the other Cultural Institutions does not imply the absence of EDI activity. Thank you for taking time to read our report.

Our priorities

For us to achieve our ambition to become an outstandingly inclusive place to work and study, characterised by equality, we have set ourselves three key priorities as outlined in our three-year Equality, Diversity and Inclusion (EDI) strategy:

1. Inclusive environment and culture

Creating an inclusive and accessible environment where it is everyone's responsibility to ensure all members of our University community are treated with fairness, dignity and respect.

2. Diversity and equality across our community

Ensuring diversity across all areas of our University community, making us reflective of both the community we serve and the global talent pool.

3. Inclusive practice

Creating an environment where all staff and students feel supported and are encouraged to achieve their full potential by ensuring equitable and accessible development opportunities, rewards and recognition mechanisms that celebrate and value diversity.

Our achievements

Cultural Institutions

Manchester Museum

In February 2023, Manchester Museum reopened its doors following its £15million, 'hello future' capital transformation; a development with the expressed intention of creating the most inclusive, imaginative and caring museum it is possible to visit. Built on a spirit of welcome belonging for all, Manchester Museum's commitments to EDI are embedded in our major funding agreements and reinforced by a cross-museum Social Justice Group and five-year Inclusion Operational Action Plan.

This commitment extends across all operations – including our galleries and facilities, workforce, practice and constituents – and has been manifested in:

- **our new galleries:** including a dedicated Belonging Gallery (embodying the Museum's spirit of welcome and community); the multilingual Lee Kai Hung Chinese Culture Gallery (dedicated to building empathy and understanding between the UK and China); and our flagship South Asia Gallery. The UK's first permanent gallery dedicated to the experiences, cultures and contributions of the South Asian diaspora, it was co-curated by an inspiring group of 30 community leaders, educators, artists, historians, journalists, scientists, musicians and students, working to tell their stories, in their own words, on their own terms.

- **our partnerships and collaborations** strive to create the agency and conditions for genuinely equitable collaboration and exchange, from hyper-local climate action with communities in Ardwick, to global collaboration (famously including our Vivarium staff partnership with Panama Wildlife Charity, leading to a world first in breeding the endangered Variable Harlequin Toad, outside its country of origin, at Manchester Museum).

- **transformation of the Museum's entire top floor** into Manchester's new hub for culture-led approaches to environmental and social action has created an inspirational new space for collaboration and co-working. This space is also home to Pinc College, a specialist creative college for neurodiverse 16 to 25-year-olds, filling a significant gap in learning provision in Greater Manchester.

- **co-design of new visitor facilities:** We worked with Team Joe, a longstanding Museum volunteer with cerebral palsy, and his carers to create our Changing Places toilet. Our beautiful new prayer room was designed in partnership with representatives from Our Shared Cultural Heritage, a youth-led programme exploring the shared cultures and histories of the UK and South Asia. Other new spaces include an accessible entrance and welcome area, a picnic area, quiet room and therapy room.

- **sector-leading programming:** is driven by a clear focus on EDI and supported by pioneering new staff roles dedicated to foregrounding diaspora voices, Global Majority partnerships and Indigenous perspectives. We're helping connect communities locally and globally to make positive culture together and drive social justice, ecological thinking and environmental action.

- **collections practice:** All our collections are open to unconditional return, and we see this as a key step in addressing our colonial history. Most recently, in September 2023, Manchester Museum returned 174 items to the Aboriginal Anindilyakwa community - the first time we had returned material beyond the secret, sacred and ceremonial. The significance of the return for UK and global repatriation practice was reflected in the event's attendees including Krista Pikkat, Director – Culture and Emergencies, UNESCO and the Honourable Stephen Smith, Australian High Commissioner to the UK and extensive media attention (72 pieces of coverage globally with a collective reach of over 1.9 billion, including *BBC*, *ITV*, *World Service*, *Guardian*, *Times* and *Art Newspaper*). One of the most exciting elements is the ongoing relationship forged with the Anindilyakwa community, resulting in a new display in our Belonging Gallery exploring Anindilyakwa cultural identity, opening in late Spring 2024.

- **our workforce and volunteers:** we have implemented flexible, inclusive recruitment practices. For example, all job descriptions are signed off by our Social Justice Group and interview panels draw from a cross-section of staff.

- **digital innovation:** including Multilingual Museum, drawing on the expertise of our fabulous volunteers to translate descriptions for some of the best-loved objects from our collections into 34 different languages (and growing), share their own stories and perspectives, support linguistic diversity research and facilitate teaching for ESOL courses and community groups.

While we are still only part-way through our first year of reopening, research underlines the impact of the 'new' Manchester Museum:

Data

Of the 695,708 visits from 18 February 23–10 January 24:

- 57% of visitors were new to Manchester Museum.
- 13% had never been to any museum or gallery before.
- 54% of visitors identify as Female, 40% Male, 2% Non-Binary.
- 4% identify their Gender as different from the Sex they were assigned at birth.
- 34% of visitors identify as Black, Asian, Minority Ethnic (Global Majority).
- 9% identify as deaf, disabled or have a long-term health condition.
- 16% identify as neurodivergent.

In its review of our reopening, the *New York Times* characterised our transformation as a pivot from museum to 'empathy machine'. We're proud to agree.

Professional Services

Library - Ahmed Iqbal Ullah (AIU) RACE Centre and Education Trust

The last 12 months have seen the AIU RACE Centre and Education Trust deliver creative engagement events and activities, surpassing pre-pandemic levels. These have included:

1. During Black History Month 2022, we delivered public history workshops and shared events that explored the rich carnival heritage in Manchester, such as 'We are Carnival', and how creativity was used as a method of resisting oppression. We worked with critically acclaimed poet Suhaiymah Mazroor Khan, who co-delivered workshops with Muslim Writers North, culminating in an open mic night of spoken word poetry, *Muslims like us*, to commemorate Islamaphobia Awareness Month in 2022.

2. Collaborating with Latin American Somos CR to co-produce a sold-out public engagement event, Somos Mujeres, for International Women's Day 2023.

3. Bringing together educators and youth workers for *Cultivating Compassion* during Refugee week 2023 to share good practice and creative solutions.

4. Launching our annual programme during South Asian Heritage Month 2023, exploring what safe spaces can or should look like for South Asian young men in the culture and heritage sector. This was kicked off with a hybrid performance and panel event , *Tales of Brown Boys in White Spaces*.

Faculty of Biology, Medicine and Health

1. Equality series of talks: In 2022/23, FBMH launched 'Equality in FBMH' – a series of talks, workshops and panel discussions, an EDI in employees' Performance & Development Review (PDR) and practice guidance document, and the 'Get It Together' Framework. These provide forums for sharing, listening, understanding and building a stronger partnership with our students and staff to best support colleagues to embed EDI in their education, practice, research and work.

2. A new FBMH Student Success Hub (SSH) was launched in 2023, designed to help support staff to address awarding gaps through inclusive, anti-discriminatory, evidence-based educational interventions across Faculty and placement teaching contexts. SSH has five workstreams (data; inclusive education; anti-discriminatory practice; placements; and developing a research evidence base), dedicated time from six academic members of staff, support from Access and Student Success team, DSE, and input from Student Inclusion Partners (and Students' Union partnership). The Faculty has partnered with the Access and Student Success team to launch an academic coaching programme for students of Black heritage. FBMH is the

site of a University-funded research project into the context, mechanisms and outcomes associated with Differential Attainment. Over 150 stakeholders have been interviewed as part of the project. Stakeholder experiences and perspectives will be analysed to aid the identification of candidate mechanisms in differential attainment, to allow for targeted educational interventions.

3. Developed and launched 'Excellence in Diversity' PhD scholarships in 2023 for under-represented postgraduate research (PGR) students and are currently recruiting our second cohort (three per annum) for 2024.

4. Report + Support: continued to increase awareness and understanding around Report + Support, working with Advice and Response team, and communications around zero tolerance for discrimination. This included supporting student-led anti-sexism campaign, staff-led #NEVEROK campaign, signing the BMA pledge against Sexism and Sexual Harassment and becoming the first Faculty and University to sign the recent NHS '*Sexual Safety in Healthcare – organisational Charter*', Zero tolerance for sexual harassment, violence and sexism – FBMH News (manchester.ac.uk)

5. Athena Swan: Athena Swan silver awards have been achieved in the School of Biological Sciences; the School of Health Sciences; and the School of Medical Sciences.

Faculty of Humanities

1. Athena Swan: Two Schools in Humanities were proud to receive Athena Swan accreditation in the last year; SEED at Silver level and SALC at Bronze. By the end of 2023/24 it is hoped that AMBS will renew its Bronze Athena SWAN accreditation, with SoSS having done so in 2022. This will be the first time that all four of the Schools in Humanities are recognised by AdvanceHE for their gender equality work; a very significant milestone for the Faculty.

2. The Humanities Professional Services EDI Committee has been steadily growing its engagement with schools in Manchester, to encourage local school children to think of the University as part of their community and a good place to work in the future. The Faculty has increased its provision of work experience placements and AMBS continues to host the hugely successful Inspiring Women's Conference, bringing around 80 girls from three schools across Manchester into the business school each year to learn about entrepreneurship and social enterprise.

3. EDI training initiatives across the Faculty include Active Bystander training, Unconscious Bias and Report and Support lunch and learn sessions, Deaf Awareness training sessions, a Neurodiversity Workshop in AMBS, and a cross-Faculty 'Menopause and Men: Male allyship in action' masterclass.

Faculty of Science and Engineering

1. A new Faculty (FSE) Social Responsibility Equality Diversity Inclusion & Accessibility Strategy (SREDIA) Strategy has been the focus of a review and consolidation of best practices, as well as visioning impact for students and staff for the next five years. EDIA forms one of four key areas of work that will focus our actions towards becoming increasingly recognised globally for the excellence of our people, research, learning and innovation, and for the benefits we bring to society and the environment.

2. Athena Swan awards have now been achieved in both Schools, with the School of Engineering being awarded Bronze this year. Partnership working between academic and Professional Services staff means that we make the most of our joint expertise and support each other in the challenges posed in increasing representation, diversity and equity in staff and student experiences in our Faculty.

3. Student scholarships, including the Black Heritage PhD, undergraduate (UG) Cowrie Scholarships and UG Beatrice Shilling continue to be well received, supporting students to engage in world-class teaching and research experiences within the Faculty.

4. Priority EDIA-focused Strategic projects. The Leadership Secondment Pilot and the PGR Fair Recruitment Pilot sit alongside a staff EDIA training programme that begins with the New Academics Programme and extends to LGBTQ+ Awareness Training, Anti-Racism, Neurodiversity Training and Active Bystander training, with 300 staff trained since April 2023.

5. A new Undergraduate Student EDIA Online Training offer was launched, tailored to focus on contexts and experiences relevant to science and engineering students. Partnership work with the School Heads of Education will focus on promotion and review of this in practice.

6. All staff received new guidance to identify an EDIA objective within the annual Personal Development Review process. This seeks to encourage awareness and personal responsibility in areas that matter to our staff and student community and is also aligned to one of the priority areas of the University-wide EDI Strategy.

7. BURN (Black United Representation Network) have an ongoing pilot partnership with the Faculty, supporting on culture surveys and also placements of BURN apprentices on FSE Boards, including FLT. This gives insight and profile to matters related to EDIA representation, supporting EDIA leadership training within the Higher Education Anti- Racism Training (HEART) programme, which is a University-wide programme.

They have influenced our approach to advertising roles at Grade 7 and above, which are now sent through BURN networks to help diversify our application pool. The cultural audit Phase 1 is now complete and the draft action plan just in.

Staff Network Groups

Our staff network group activity continues to support the achievement of our EDI strategic objective of building and sustaining an inclusive environment and culture. Staff network groups include the following:

- AllOut LGBTQ+ Network
- Black, Asian and Minority Ethnic Network
- Disability Staff Network
- Women at Manchester Network

We also have active peer support groups such as the Parents Peer Support Group.

Staff equality information: Key findings

Age

Most employees at the University are within the '36 to 45' age range, making up 29.2% of the total workforce in 2023. The proportion of employees within the '36 to 45' age range decreased slightly in 2023 in comparison to 2022 (see Figure 1). The data from 2023 shows that Professional Services (PS) staff and part-time staff tend to be older than academic and full-time staff (see Figures 2 and 3).

Disability

8.3% of staff at the University have shared their disability status on their staff record (see Figure 7). The proportion of disabled staff working at the University has been increasing since 2019 (see Figure 11). The most prevalent disability type declared by staff, accounting for 27.7% of all disabilities, is a long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy (see Figure 8).

Ethnicity

19.6% of University staff are from an ethnic minority group – a 3.4% increase in BAME staff across the university since 2019, with a 3.4% increase in BAME Academics and a 3.3% increase in BAME PS staff (see Figure 18). The largest represented ethnic group is Asian accounting for 60.6% of all BAME staff (see Figure 13). 42.2% of BAME staff are from overseas and 4.7% from EU countries. In general, there is a higher proportion of ethnic minorities at the University than in the England & Wales overall but less than in the City of Manchester (Figure 43).

Gender

52.1% of the University's staff are female – a 1.9% increase in female staff across the university since 2019, with a 3.0% increase in proportion of female Academics (see Figure 30). There is a difference in representation of females at the highest level for seniority between Academic and PS staff: 29.6% of Professors are female (see Figure 36) compared to a much higher 54.3% within the highest PS positions of grade 8/9 (see Figure 35).

Recruitment

37.7% of applications for core academic positions were sent by females and 58.1% by BAME candidates in the period studied. 45.9% of applications for PS positions (both Faculty-based and central) were sent by BAME candidates but only 8.1% of BAME applications were shortlisted in comparison to 16.2% of White candidates' applications (see recruitment tables).

Promotions

In core academic promotions, females are more likely to apply for a promotion but tend to be less successful than males. BAME candidates are less likely to be successful than White candidates in promotion applications for Chair and Reader, but are more likely to apply than White candidates (see promotion section for Gender and Ethnicity).

Leavers

Overall, the percentage of BAME and female staff among those who left the University in the past year has increased (see Figures 19 and 31). On further analysis, it was determined that the increase was driven by fixed term contracts ending as turnover rates for BAME PS and Academics on permanent contracts were relatively stable between 2019 and 2023 (see Figures 25 and 26).

Sexual orientation and gender identity

75.8% of employees of the University responded to questions about sexual orientation. Response rates to questions about sexual orientation have increased between 2019 and 2023 (see Figure 37). Of the known data, 80.8% of staff were 'Heterosexual' and 18.1% were 'Lesbian, Gay', 'Bisexual' or 'Other' (LGB+, see Figure 38).

Religion

75.9% of University staff shared their religion, following an increasing trend since 2019 (see Figure 40). Of the known data, 50.8% of our staff shared that they had 'no religion/belief'. The top-3 most prevalent religions were Christianity (28.7%), Islam (5.5%) and Hinduism (2.2% - see Figure 41).

Internationalisation

We have more than 2,600 members of staff who declared their nationality different than 'British'. This group comes from over 100 different countries. China, Italy and India are the top three countries of origin of the University's international staff (see international section and map).

The EDI data team: What we do

The EDI Directorate's Data Team supports essential work by reviewing the University's equality data to inform and facilitate policy change, intervention strategies, and the continued monitoring of change.

In developing this report, we collaborated with the Directorate of Planning and Directorate of People and Organisational Development to use real-time, streamlined and quality-checked data. Data is an essential tool in telling the story of what we are doing at the University. Part of this is acknowledged by recent University Charter mark submissions, including Silver Athena Swan and Silver Race Equality Charter. We are also placed among the Top 30 Employers in Stonewall's Workplace Equality Index, and have gained Disability Confident Leader status.

The EDI Data Team also performs regression analysis of recruitment data and uses an intersectional lens when analysing student data to monitor disparities between different student groups.

We regularly inform our community of staff and students about the importance of keeping your EDI information up to date, and participating in surveys on how our data is used.

Below is a representation of the requests received through the team's data request form.

Analysis of University policies

- **Maternity and paternity leave:** 2.7% of employees (315 people) took either maternity, paternity, shared parental, or statutory leave in 2023. This is consistent with 2022 figures. The most common type of leave was maternity leave.

- **Grievances, disciplinary and tribunal cases:** in terms of requesting grievances and disciplinary cases, ethnic minorities and disabled employees are overrepresented in comparison to their general representation at the University while females are underrepresented.

- **Reasons for end of open-ended and fixed term contracts:** overall, women were slightly more likely to have their contracts extended than men. In terms of fixed term contracts, BAME staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated. In terms of fixed term contracts with under four years' service, disabled staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated.

- **Report + Support platform – reports about micro-aggressions or harassment:** in general, harassment, bullying, other, and sexual assault are the most common types of aggression that are reported through the platform. The link to the platform, definitions, as well as an explanation of the reporting process can be found here: www.reportandsupport.manchester.ac.uk

Methodology

Data from current staff in this report relates to the 2022/23 year and has come from the Annual Performance Review dataset produced by the People and Organisational Development (PoD) Directorate. The data is current and up to date as of Monday, 30 October 2023 and has been analysed by the Equality, Diversity, and Inclusion Directorate. Data related to Recruitment is taken from Job Train/Yellowfin system and data related to Academic promotions is collected by PoD 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, and Teaching only. 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, 2021-2023

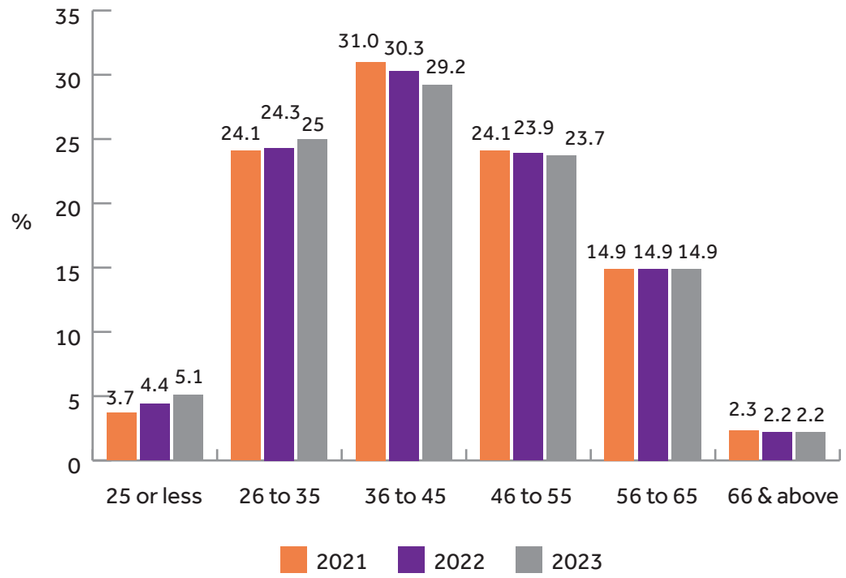
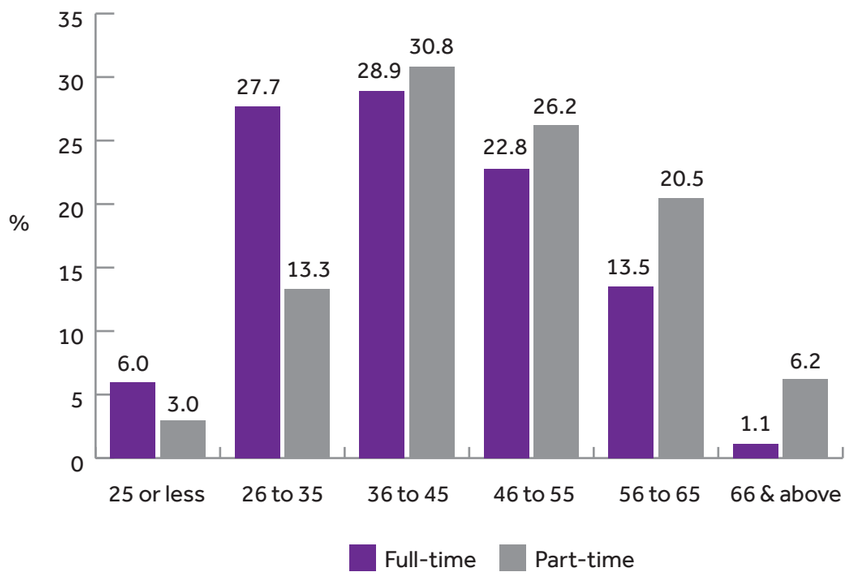


Figure 2: Full-time and part-time staff by age, 2023



The University has a wide range of ages of staff, with most staff at the University being aged between 36 to 45 years (29.2% - see Figure 1). Despite part-time staff being generally older, the highest majority of both part-time and full-time staff are aged between 36 to 45 years (Figure 2). Likewise, the majority of Academic as well as PS staff members are aged between 36 and 45 years old (Figure 3).

Figure 3: Academics and Professional Services staff by age, 2023

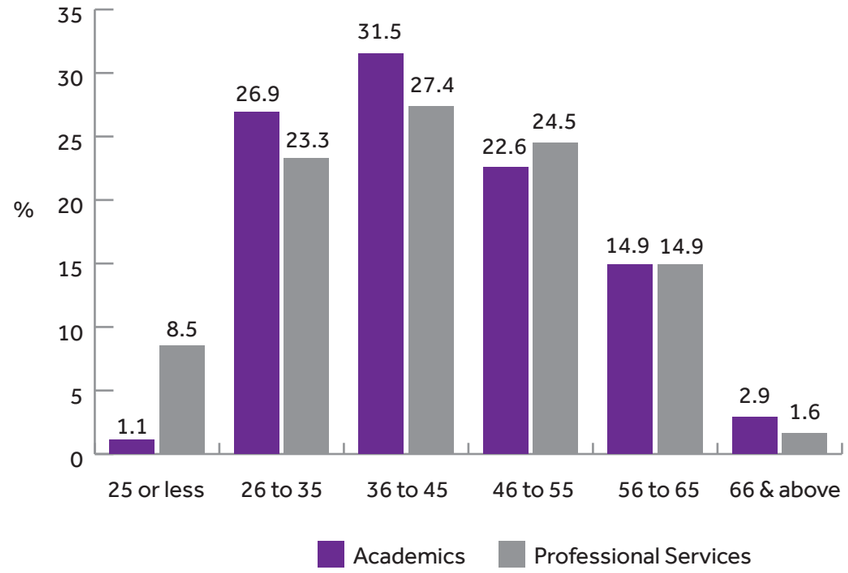
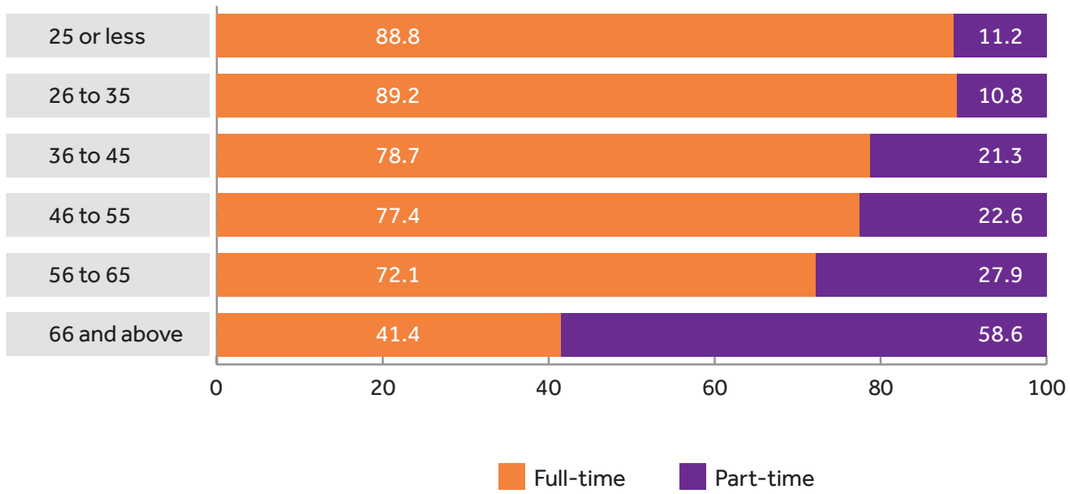


Figure 4: All staff by age, 2023



The percentage of staff working full-time at the University decreased as age increased, except for the age bracket '26 to 35' (Figure 4). Staff aged 25 or less were most likely to be working full-time (Figure 4) – this is the case for PS staff (Figure 6) but not for Academics, where it is the group '26 to 35' which is the most likely to be working full-time (Figure 5).

Figure 5: Academic staff by age, 2023

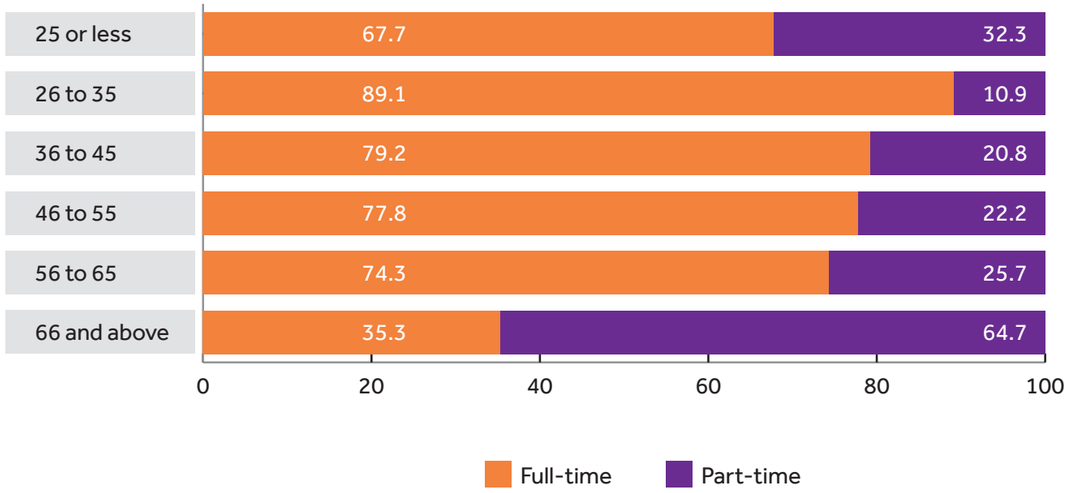
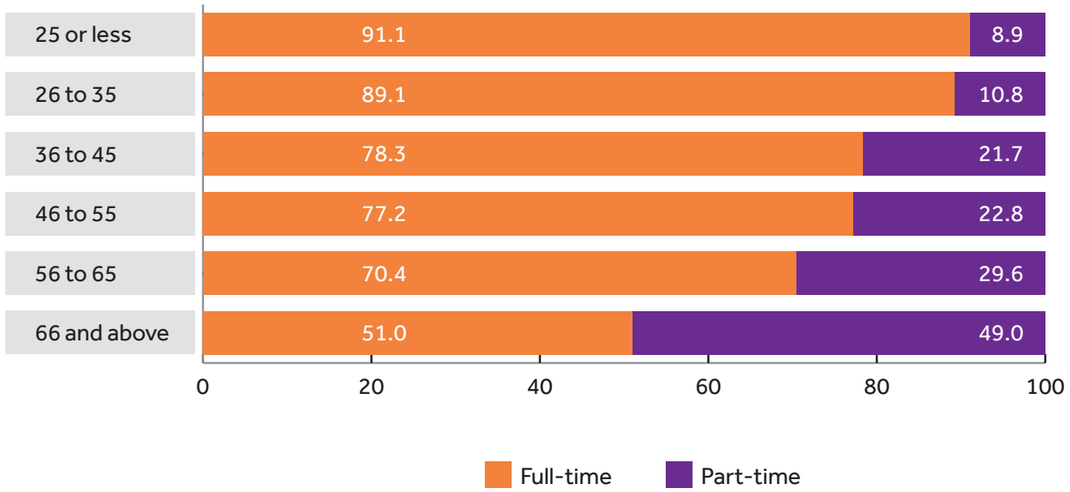
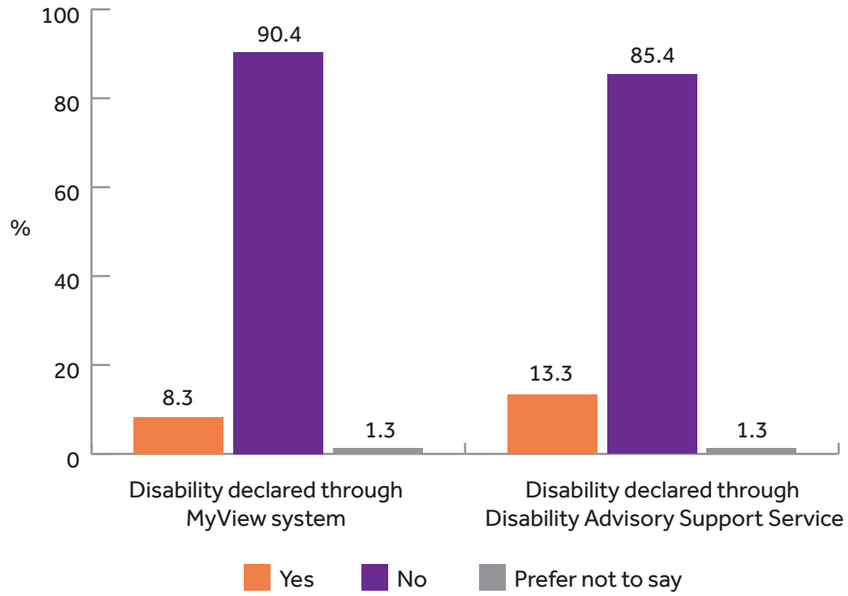


Figure 6: Professional Services staff by age, 2023



Disability

Figure 7: Disability of staff, 2023



The percentage above relates to the proportion of staff who shared disability information through People and Organisational Development system. However, there are some who choose not to share their disability but are registered through the Disability Advisory Support Service (DASS). If we add these then the proportion of disabled staff would be 13.3%. We continue to work on improving sharing disability at the University.

8.3% of staff at the University have shared their disability information on their staff record. The percentage of all staff sharing their disability has more than doubled since the publication of the Equality Act, with staff in PS being more likely to share their disability information 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 27.7% of all disabilities declared (Figure 8).

Figure 8: Breakdown of disabilities, 2023

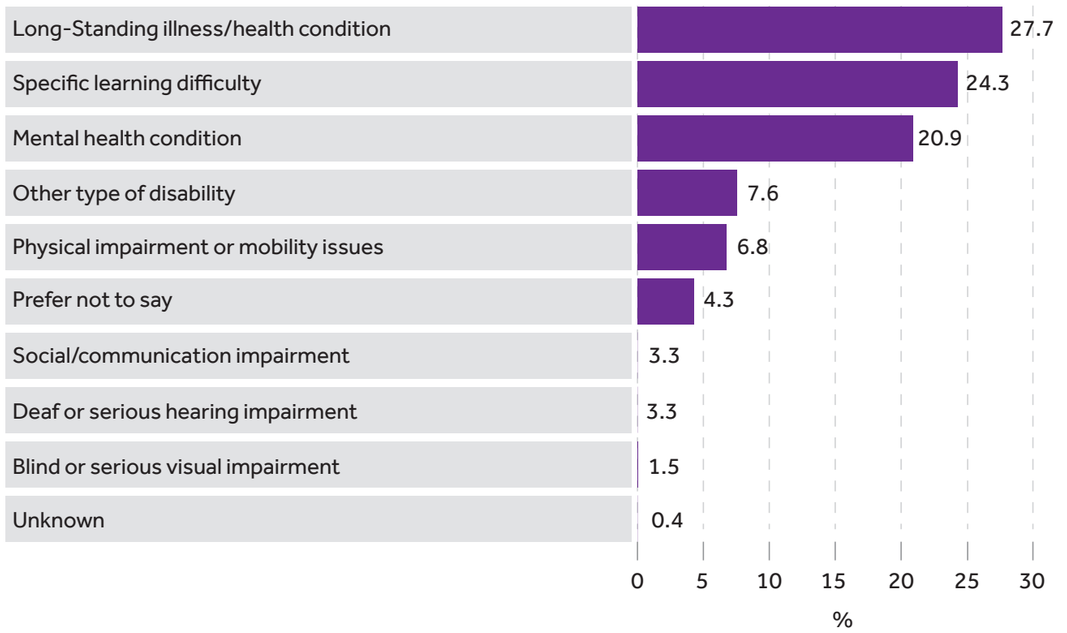


Figure 9: Disability by gender, 2023

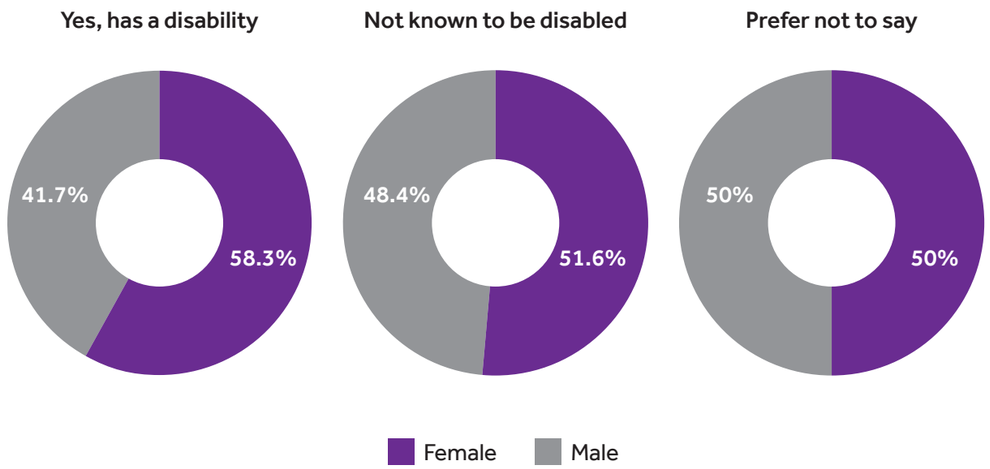
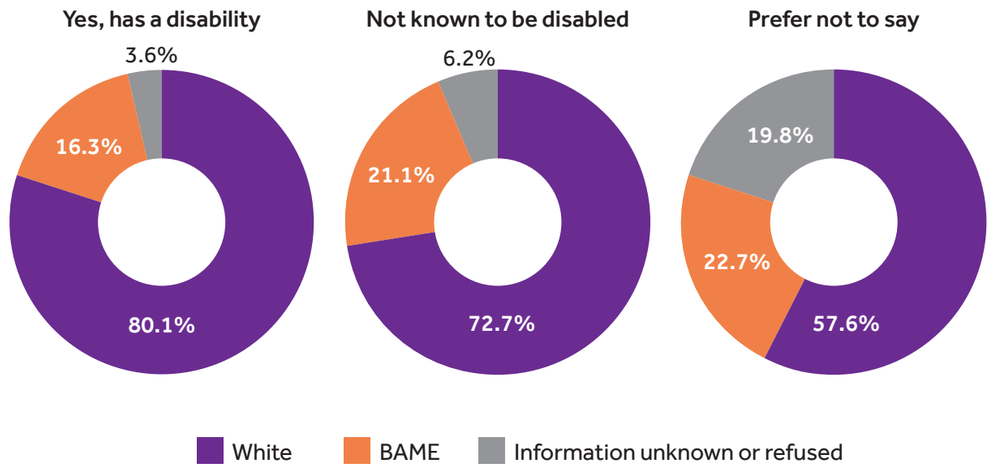
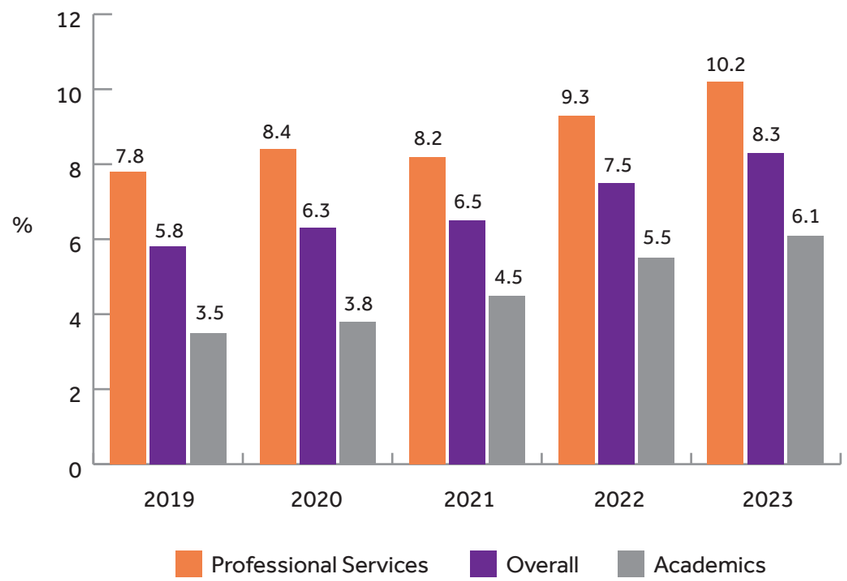


Figure 10: Disability by ethnicity, 2023



58.3% of staff with a disability are female, while the proportion of staff with no known disabilities is approximately 50% (Figure 9). For the past five years, the percentage of PS staff sharing disability information has been consistently higher than the percentage of Academic staff (Figure 11). Between 2019 and 2023, there has been a 2.5% increase in the percentage of all staff sharing disability information.

Figure 11: Disabled staff in PS and academic roles, 2019-2023



Ethnicity

Figure 12: All staff by ethnicity, 2023

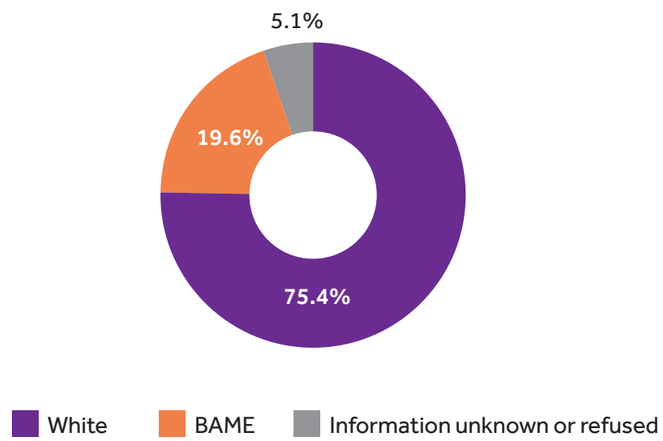
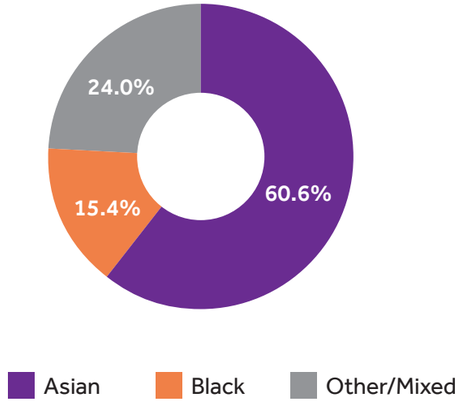


Figure 13: BAME staff by ethnicity, 2023



'Black, Asian and Minority Ethnic' (BAME) encompasses a wide range of different ethnicities irrespective of a person's origin or nationality. We recognise that the term 'BAME' does not capture this diverse range of ethnic groups well. Where possible, and for the purpose of analysing the ethnic backgrounds of our University's population, we will be specific about the ethnic category/group we are referring to, however where collective terminology is required, we will ensure that the reader is guided by context.

Of all respondents, Black, Asian and Minority Ethnic staff make up 19.6% of our staff population (Figure 12).

Figure 14: BAME Professional Services staff by ethnicity, 2023

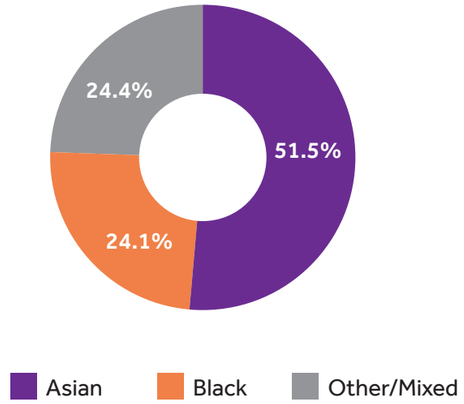
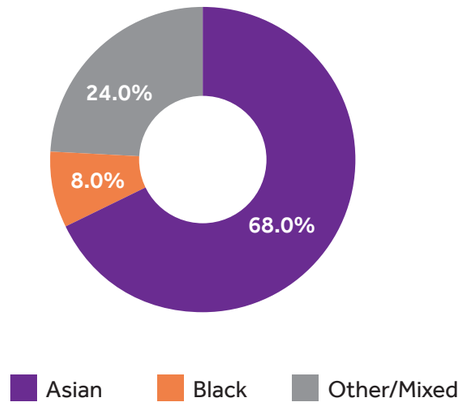


Figure 15: BAME Academic staff by ethnicity, 2023



Of all BAME staff working at the University, 68.6% are Asian (Figure 13). However, when analysed in terms of their functions at the University, there is a significant difference in the proportion of Asian staff in Academic posts when compared with PS. 51.5% of BAME PS staff (Figure 14) are Asian in comparison to 68.0% of BAME Academic staff (Figure 15). Of the Academics who identify as Asian:

- 37% declared British Nationality
- 29% declared their nationality as Chinese, Hong Kong-Chinese or Chinese Tapei
- 14% declared Indian nationality

Only 8.0% of Academic staff are Black (Figure 15) in comparison to 24.1% of Professional Services staff (Figure 14).

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

Figure 16: Ethnicity by gender, 2023

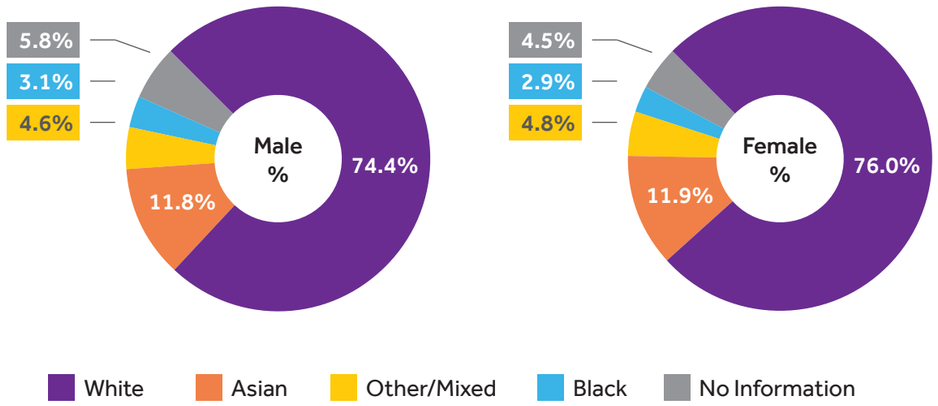


Figure 17: Proportion of BAME staff among new starters, 2019-2023

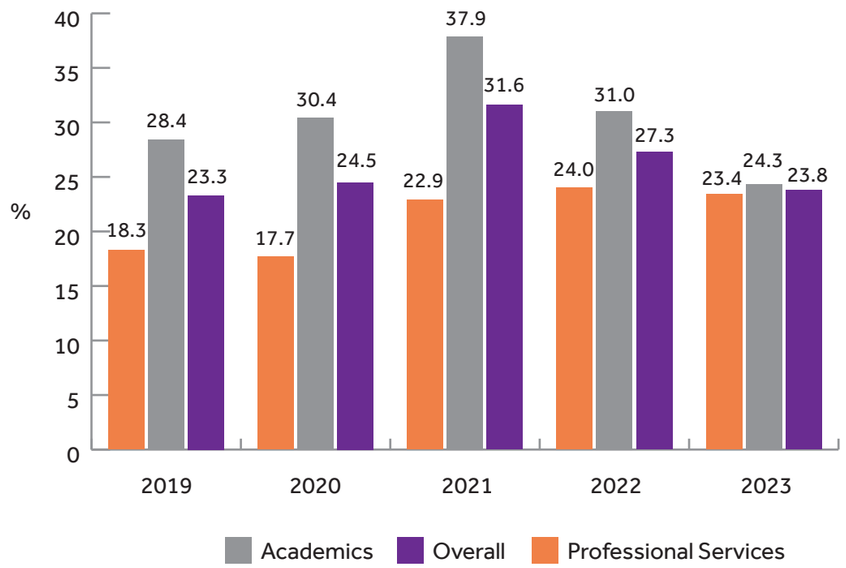


Figure 18: Proportion of BAME staff in PS and Academic roles, 2019-2023

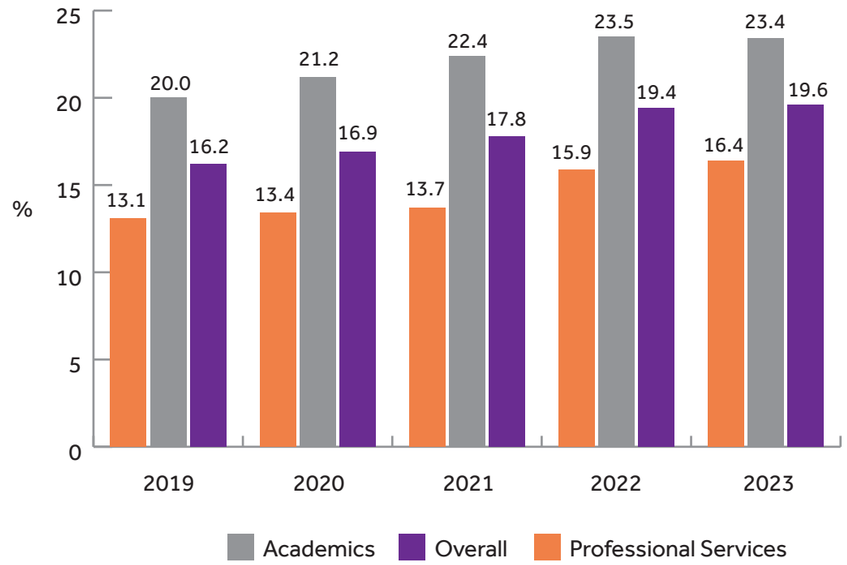
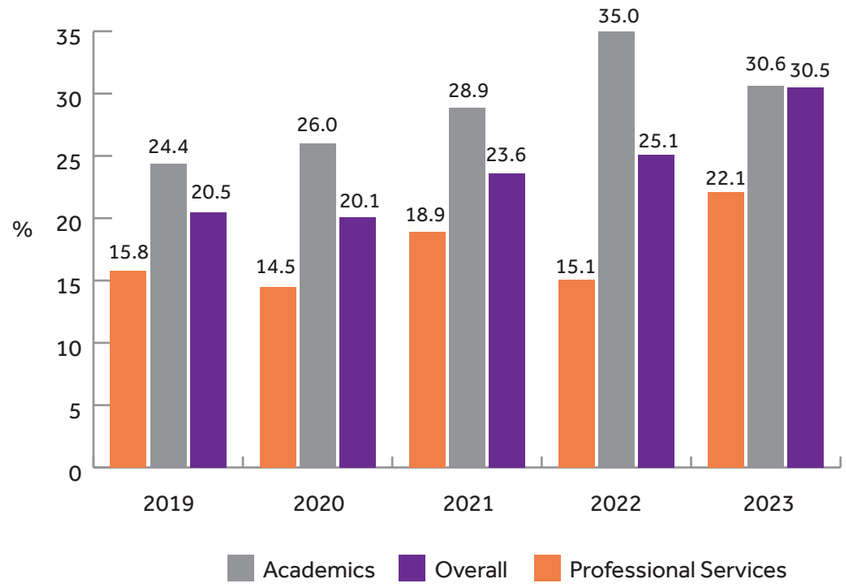


Figure 19: Proportion of BAME staff among leavers, 2019-2023



New starters: Proportion of ethnic minorities is higher among new starter Academics (24.3%) as opposed to Professional Services (23.4%) (Figure 17).

Current: The percentage of BAME staff in Academic roles has been consistently higher than the percentage in PS roles over the past five years (Figure 18). Since 2019, there has been a 3.4% increase of BAME staff across the University, with a 3.4% increase in BAME Academics and a 3.3% increase in BAME PS staff.

Leavers: Proportion of ethnic minorities among new leavers is higher for Academics (30.6%) than Professional Services (22.1%) (Figure 19).

Pipeline: BAME Academics were more likely to apply for core Academic positions (Figures 20, 21 and 22). In the 2022/23 promotion round, BAME candidates were less likely to be successful compared to White candidates when applying for a promotion at every level. The count of individuals is small, which makes interpretation difficult.

Figure 20: Promotions to Chair by ethnicity 2023, (count, percentages)

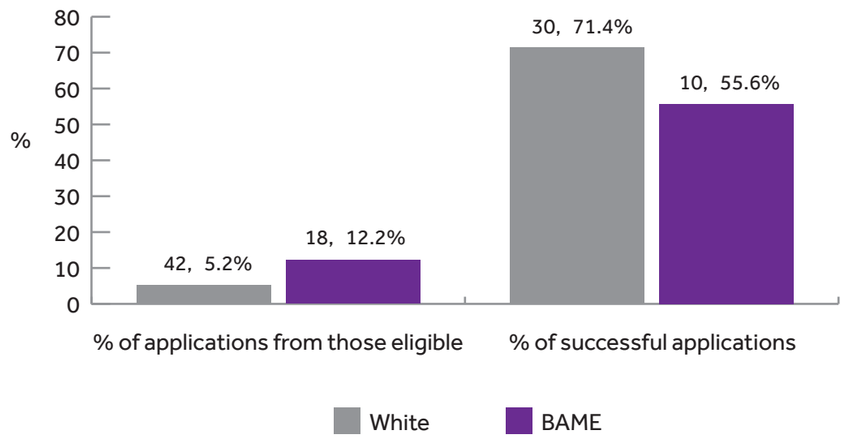


Figure 21: Promotions to Reader by ethnicity, 2023 (count, percentages)

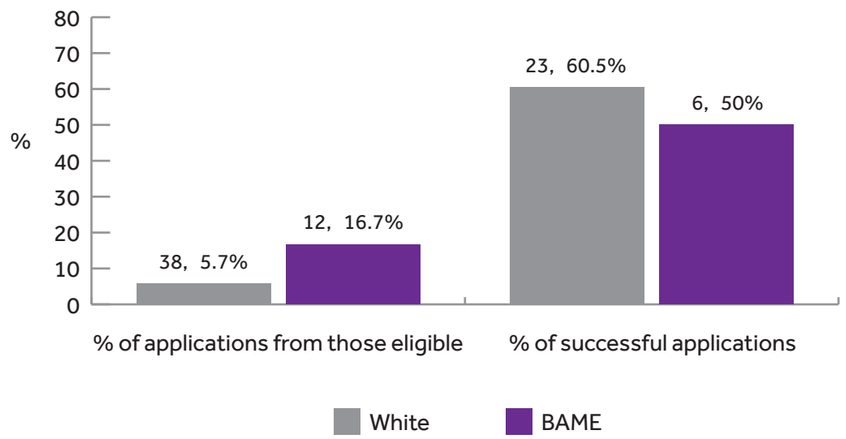


Figure 22: Promotions to Senior lecturers/Senior research fellows by ethnicity, 2023 (count, percentages)

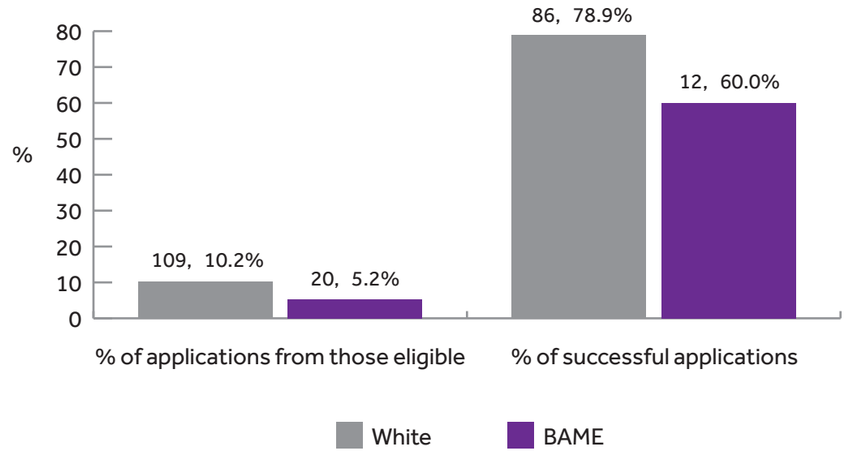


Figure 23: Proportion of BAME in Professional Services staff grades, 2019-2023

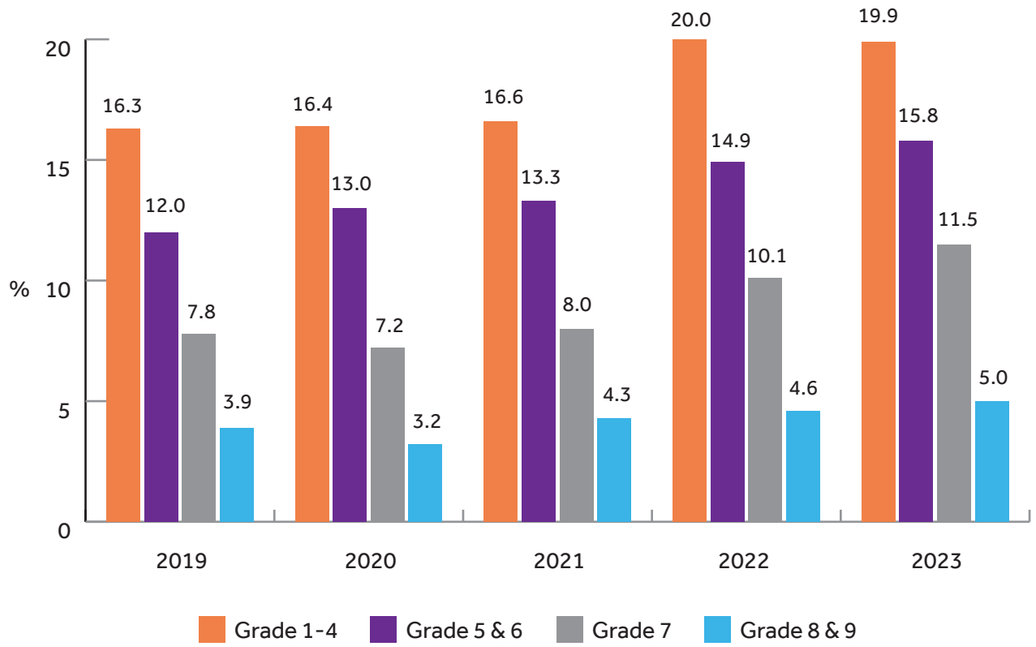
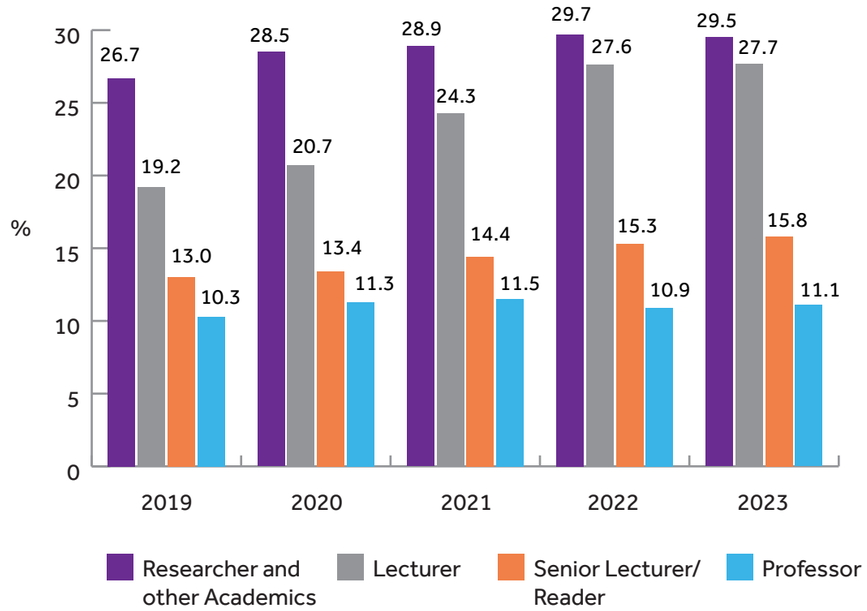


Figure 24: Proportion of BAME in Academic staff levels, 2019-2023



One of the reasons why staff leave the University is that their fixed-term contract has come to an end. In order to account for that, this report indicates the turnover rates, such as employees who left/current employee number for employees on permanent contracts only (Figures 25 and 26). This analysis indicates that turnover rates have been relatviely stable over the last five years.

Figure 25: Turnover rates for ethnic groups of PS staff on permanent contracts per year, 2019-2023

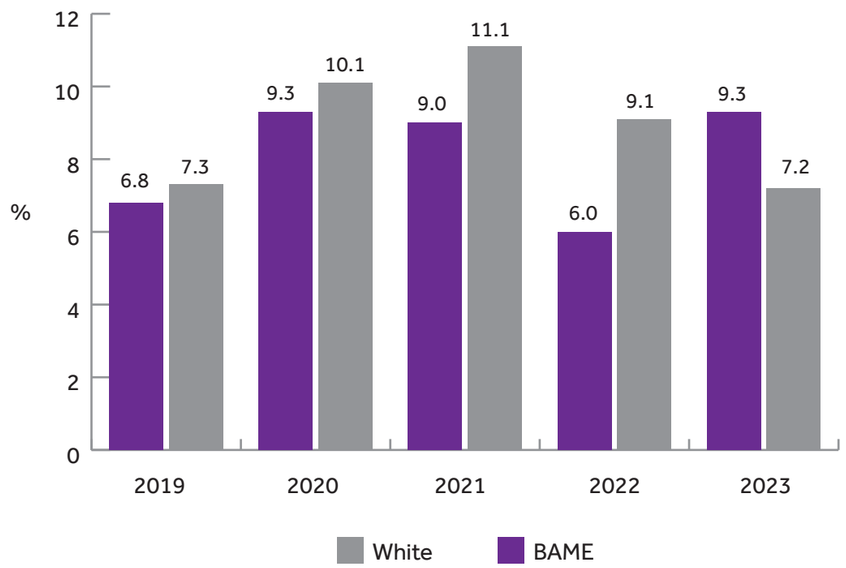
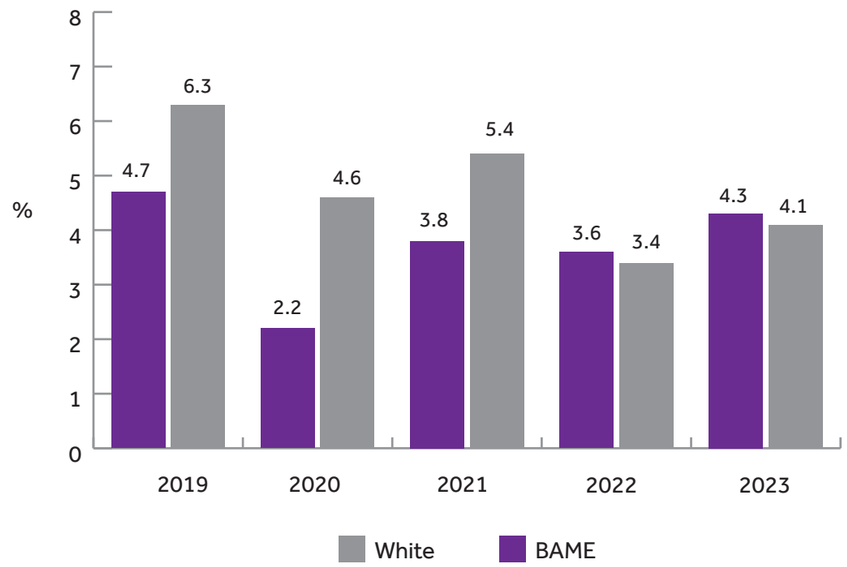


Figure 26: Turnover rates for ethnic groups of Academic staff on permanent contracts per year, 2019-2023



Gender

For the purpose of this report we will be using male and female when analysing gender. We recognise that we have more work to do around gathering gender identity data and Non-Binary inclusion.

Figure 27: Staff by gender, 2023

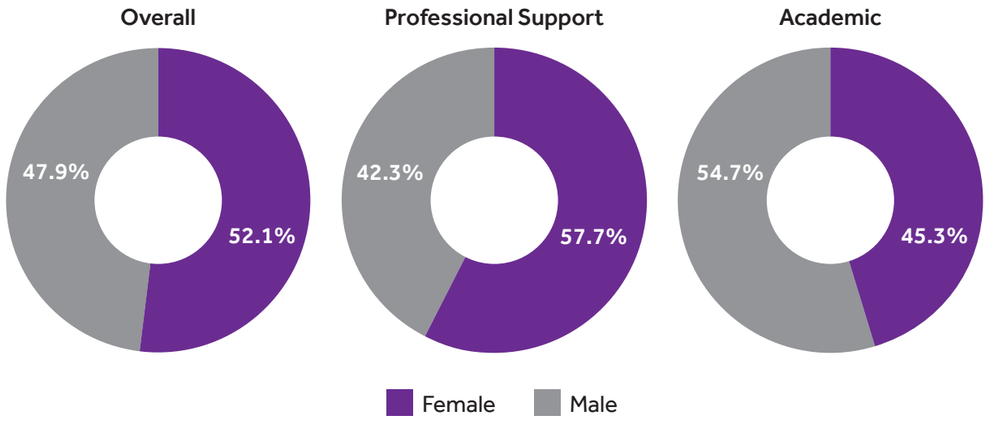
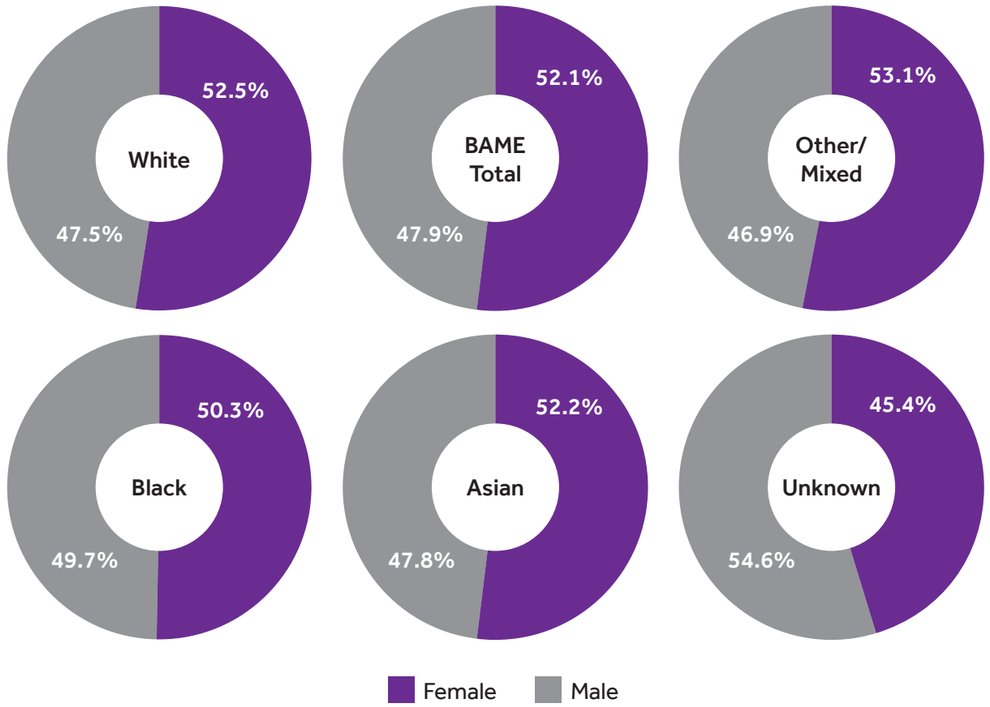


Figure 28: Gender by ethnicity, 2023



There are similar proportions of male and female staff working at the University (Figure 27). However, when analysed in terms of their function at the University, there is a much larger proportion of females among Professional Services staff (57.5%) as opposed to Academic staff (45.3%).

Of all BAME staff at the University, 52.1% are female compared with 52.5% of White staff being female (Figure 28).

Figure 29: Proportion of females among new starters, 2019-2023

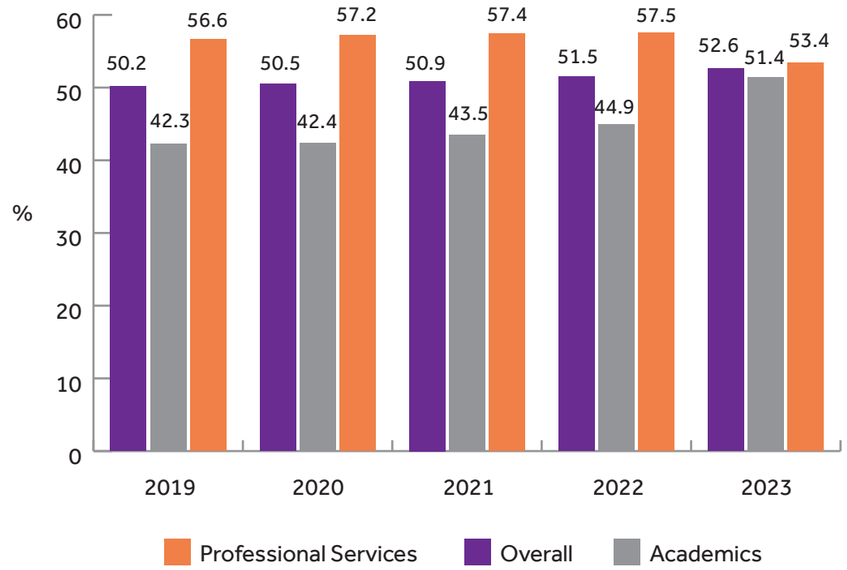


Figure 30: Proportion of females in PS and Academic roles, 2019-2023

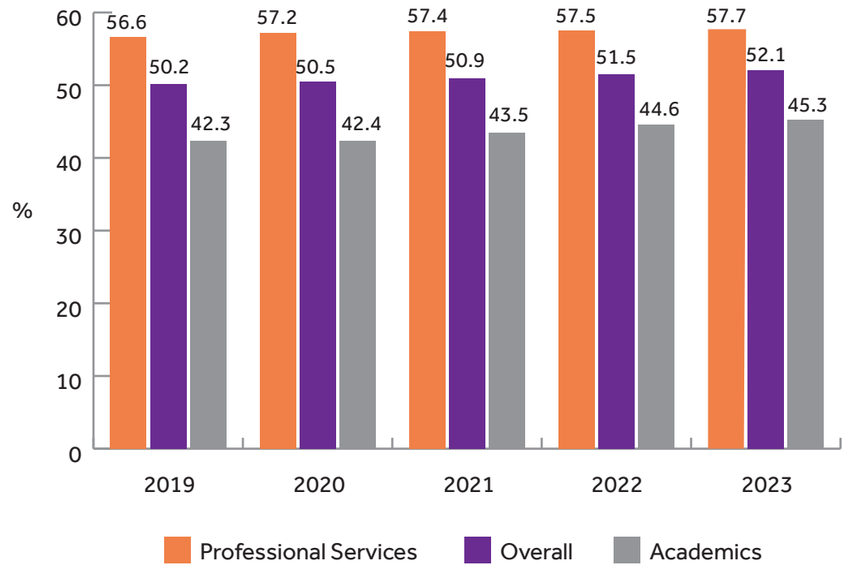
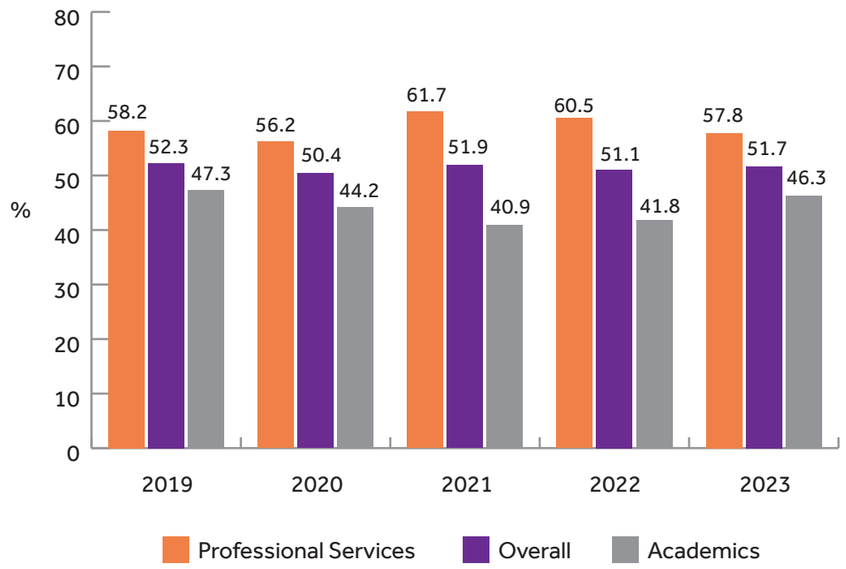


Figure 31: Proportion of females among leavers, 2019-2023



New starters: Proportion of females is higher among new starter Professional Services (53.4%) as opposed to Academics (51.4%) (Figure 29).

Current: The percentage of female staff in Professional Services roles has been consistently higher than the percentage of females in Academic roles over the past five years (Figure 30). Since 2019, the proportion of females at the University has been stable without large increases or decreases.

Leavers: Proportion of females is higher among leavers from Professional Services (57.8%) as opposed to Academics (46.3%) (Figure 31).

Pipeline: Female Academics were more likely to apply for core Academic positions (Figures 32, 33 and 34) in the 2022/23 promotion round, but male candidates were more likely to be successful than female candidates when applying for a promotion.

Between 2019 and 2023, the percentage of female PS staff across all grades increased, especially at Grades 8 and 9. All other grade groups have seen relatively small increases during this same period (Figure 35). Between 2019 and 2023, there has been an increase in female staff across all Academic job levels (Figure 36).

Figure 32: Promotions to Chair by gender, 2023 (count, percentages)

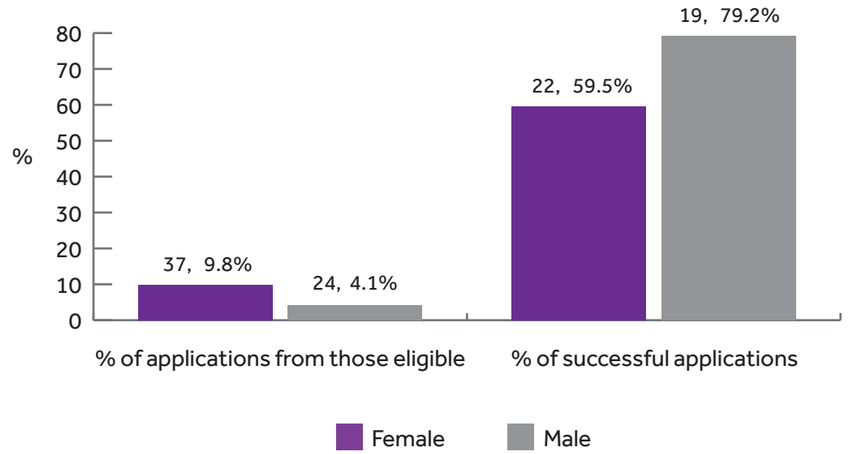


Figure 33: Promotions to Reader by gender, 2023 (count, percentages)

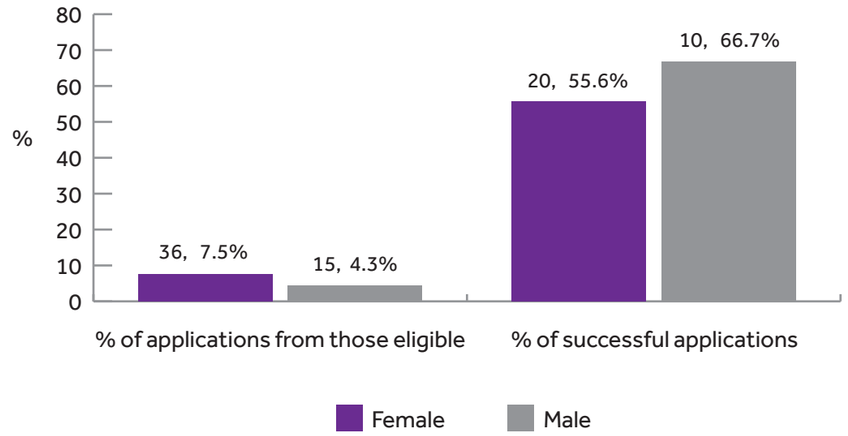


Figure 34: Promotions to Senior lecturers/Senior research fellows by gender, 2023 (count, percentages)

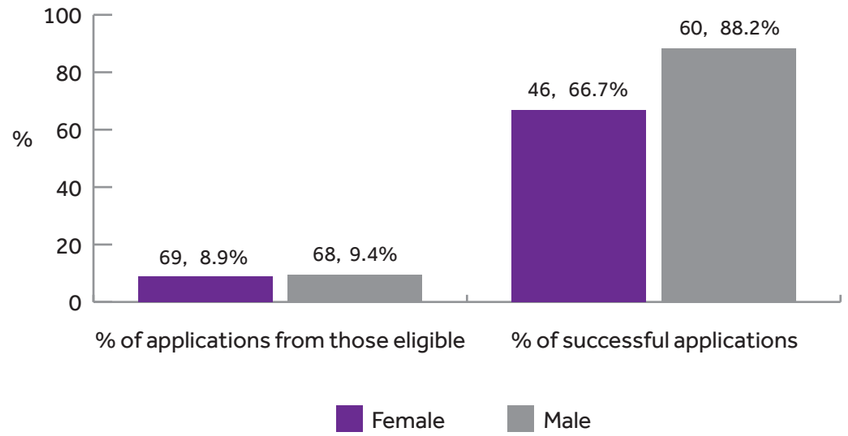


Figure 35: Proportion of females in Professional Services staff grades, 2019-2023

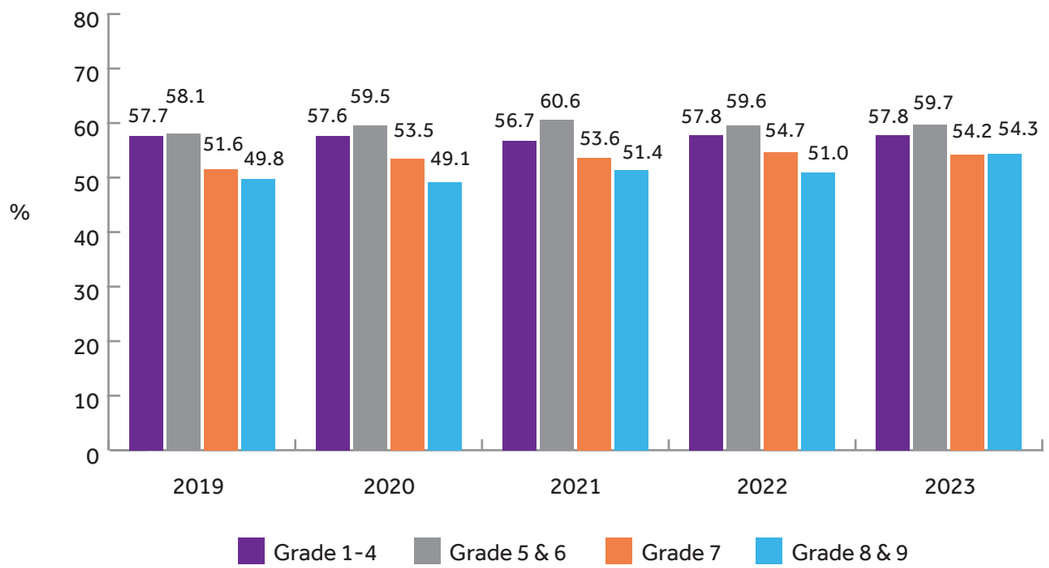
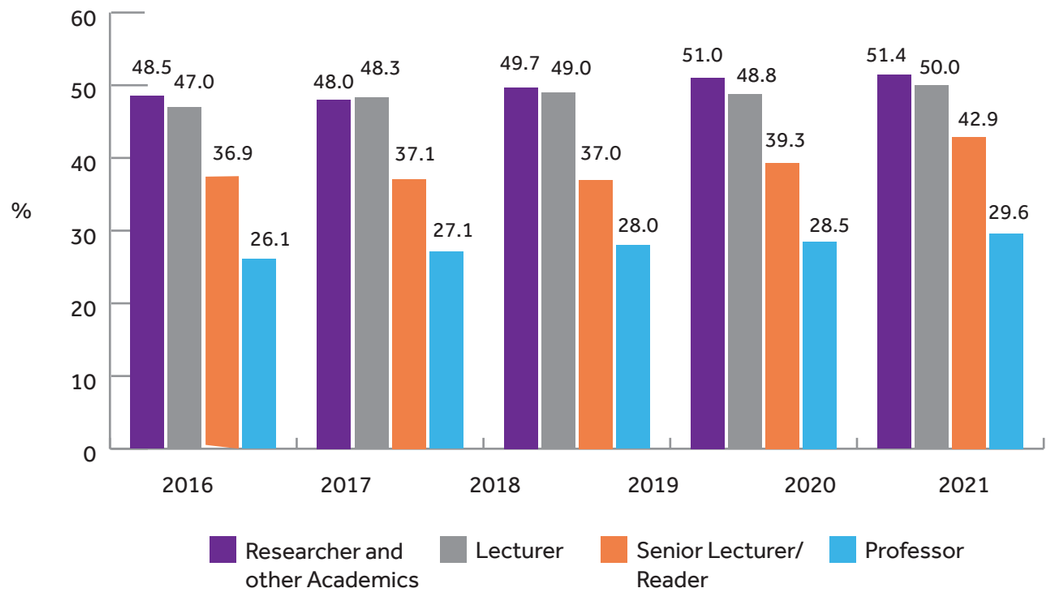


Figure 36: Proportion of females in Academic staff grades, 2023



Recruitment

Table 1: Recruitment stages of core academic positions (Professorships, Senior lectureships, and Lectureships) split by gender and ethnicity, 2023

1. Core Academics (Professorships, Senior lectureships and Lectureships)									
Gender	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
Men	3958	60.0	296	48.3	7.5	49	41.2	16.6	1.2
Women	2485	37.7	305	49.8	12.3	67	56.3	22.0	2.7
Unknown	157	2.4	12	2.0	7.6	3	2.5	25.0	1.9
Total	6600	100.0	613	100.0	9.3	119	100.0	19.4	1.8
Ethnicity	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
White	2427	36.8	354	57.7	14.6	75	63.0	21.2	3.1
BAME	3832	58.1	229	37.4	6.0	39	32.8	17.0	1.0
Unknown	341	5.2	30	4.9	8.8	5	4.2	16.7	1.5
Total	6600	100.0	613	100.0	9.3	119	100.0	19.4	1.8

Gender: 37.7% of applications for core academic positions were sent by women in the period studied (compared to 60.0% from men). Despite this, women seem to be more successful during the shortlisting and interview stages, meaning that 56.3% of successful candidates are women.

Ethnicity: 58.1% of applications for core academic positions were sent by BAME candidates. However, BAME candidates seem to be less successful during the shortlisting stage – 37.4% of shortlisted candidates were BAME – and appointment – 32.8% 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, 2023

2. Researchers and other academics (Senior research fellows, Research fellows, Researchers and others)									
Gender	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
Men	6580	54.1	824	48.6	12.5	212	46.6	25.7	3.2
Women	5342	43.9	838	49.5	15.7	234	51.4	27.9	4.4
Unknown	234	1.9	32	1.9	13.7	9	2.0	28.1	3.8
Total	12156	100.0	1694	100.0	13.9	455	100.0	26.9	3.7
Ethnicity	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
White	3932	32.3	897	53.0	22.8	262	57.6	29.2	6.7
BAME	7662	63.0	724	42.7	9.4	176	38.7	24.3	2.3
Unknown	562	4.6	73	4.3	13.0	17	3.7	23.3	3.0
Total	12156	100.0	1694	100.0	13.9	455	100.0	26.9	3.7

Gender: 43.9% of applications for research Academic positions were sent by women in the period studied. The proportion of women increases among shortlisted candidates to 49.5% and is 51.4% among successful candidates. It seems that women are doing better than men throughout the recruitment process.

Ethnicity: 63.0% of applications for research Academic positions were sent by BAME candidates. The proportion of BAME candidates decreased to 42.7% among shortlisted and again to 38.7% among successful candidates. It seems that shortlisting provides a challenge for BAME candidates – only 9.4% of BAME applications were shortlisted in comparison to 22.8% of White candidates' applications.

Table 3: Recruitment stages of Professional Services split by gender and ethnicity, 2023

3. Professional Services									
Gender	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
Men	12729	38.9	1480	35.5	11.6	288	38.6	19.5	2.3
Women	19087	58.3	2410	57.8	12.6	420	56.3	17.4	2.2
Unknown	921	2.8	282	6.8	30.6	38	5.1	13.5	4.1
Total	32737	100.0	4172	100.0	12.7	746	100.0	17.9	2.3
Ethnicity	**All Applications**	**%**	**Shortlisted**	**%-All**	**As % of Applications**	**Successful**	**%-All**	**As % of Shortlisted**	**As % of Applications**
White	16454	50.3	2668	64.0	16.2	556	74.5	20.8	3.4
BAME	15036	45.9	1212	29.1	8.1	161	21.6	13.3	1.1
Unknown	1247	3.8	292	7.0	23.4	29	3.9	9.9	2.3
Total	32737	100.0	4172	100.0	12.7	746	100.0	17.9	2.3

Gender: 58.3% of applications for PS (both Faculty-based and central) positions were sent by women in the period studied. The proportion of women increases among shortlisted candidates to 57.8% and is 56.3% among successful candidates. It seems that women are doing better than men, especially during the shortlisting stage.

Ethnicity: 45.9% of applications for PS (both Faculty-based and central) were sent by BAME candidates. The proportion of BAME candidates decreases to 29.1% among shortlisted and again to 21.6% among successful candidates. It seems that BAME candidates struggle within the shortlisting stage: 8.1% of BAME candidates were shortlisted as opposed to 16.2% of White candidates.

Sexual orientation and gender identity

Figure 37: Sexual orientation response rates, 2019-2023

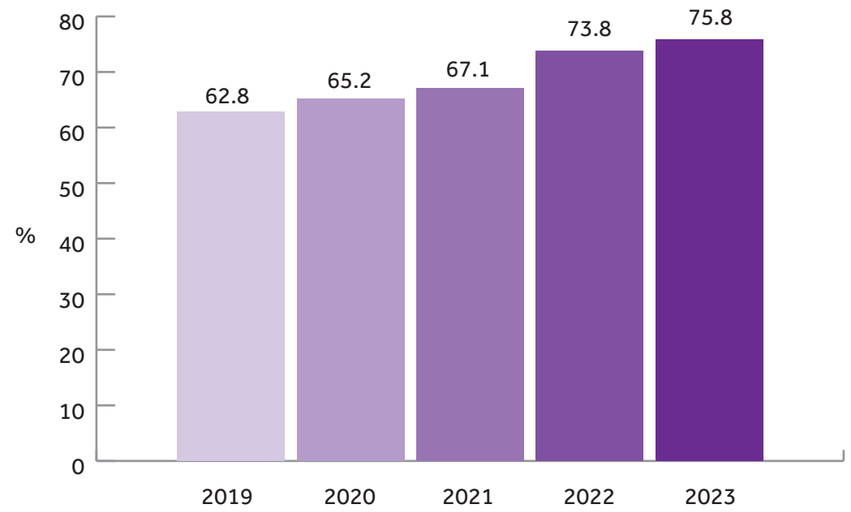


Figure 38: Sexual orientation of employees, 2023 (known data)

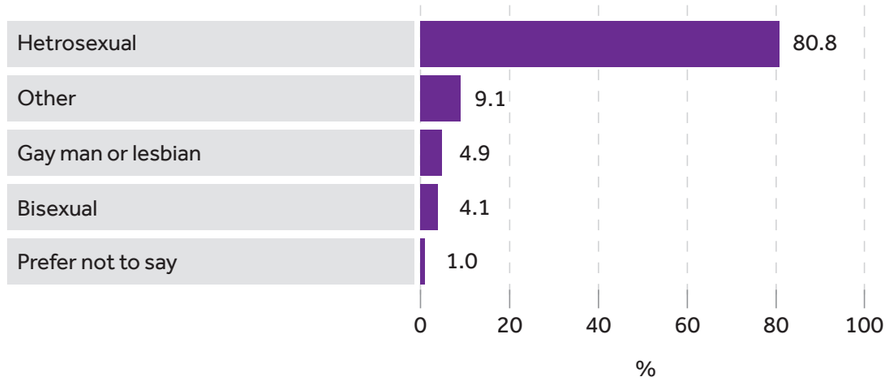
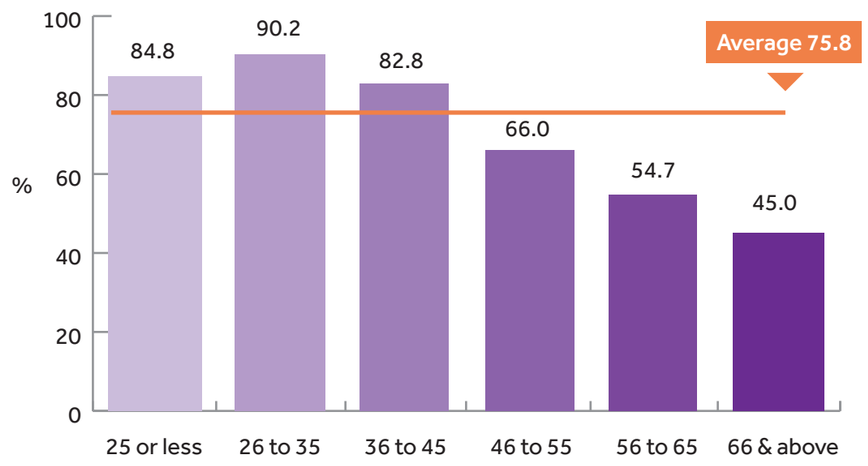


Figure 39: Response rates of staff members to question about their sexual orientation by age, 2023



The improved disclosure rates for sexual orientation, are in part, due to some of the activities below:

- The University maintaining a Top 100 position in the annual Stonewall Workplace Equality Index for eight consecutive years, currently sitting at number 30.
- New senior sponsor for LGBT+ who has positively reinforced the importance of data collection.
- New senior sponsor of the Stonewall Workplace Equality Index.
- Using different opportunities such as Stonewall Workplace Equality Index questions and annual survey, Allies training, Lunch and Learns to positively reinforce the importance of accurate data disclosure.
- Ensuring standard questions in any survey used on Qualtrics includes a full range of choices, including 'prefer to self describe' and 'prefer not to say' for sexual orientation and gender.
- Continued LGBT+ representation on EDI Committees in Faculty and Professional Service areas.
- A refreshed campaign (with dedicated web page and physical badges) for all staff to include their pronouns on their signatures as well as Zoom and Microsoft Teams screens.
- Updated LGBT+ Profiles to include a diverse range of grades, positions and intersections where people mention the importance of data disclosure.
- Further increasing the number of ALLOUT allies to over 300 who proactively promote the importance of data completion in MyView as part of their role.
- Continued work with all areas via EDI Partners 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 reviewed and updated their own data and encourage colleagues to do so.

We aim to continue the above as well as having bespoke campaigns in Faculties and Professional Services, committing to communicate more regularly about Trans and Non-Binary identities to improve disclosure rates for these areas and working with Stonewall WEI results to focus on areas of improvement and where we can encourage better data disclosure.

Table 4: Gender identity: Is your gender identity the same as the gender you were originally assigned at birth? (See footnote below)[1], 2021-2023

Is your gender identity the same as the gender you were originally assigned at birth?	2021			2022			2023		
	Academic	Professional Support	Grand Total	Academic	Professional Support	Grand Total	Academic	Professional Support	Grand Total
Yes	71.3%	74.6%	73.1%	97.5%	98.0%	97.7%	95.4%	95.8%	95.6%
No	0.0%	0.0%	0.0%	0.2%	0.4%	0.3%	0.2%	0.4%	0.3%
Unknown or Prefer not to say	28.6%	25.4%	26.9%	2.3%	1.7%	3.0%	4.5%	3.7%	4.1%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

1 This data is pulled from our People and Organisational Development 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 (11,703) may give a 0.0% return on the gender identity field.

We do know that the number of those who answered 'no' in 2021 to the question about gender identity is higher than 0.0%, simply because the recent staff survey indicated that numbers were less than 0.1%.

Religion and belief

Figure 40: Religion response rates, 2019-2023

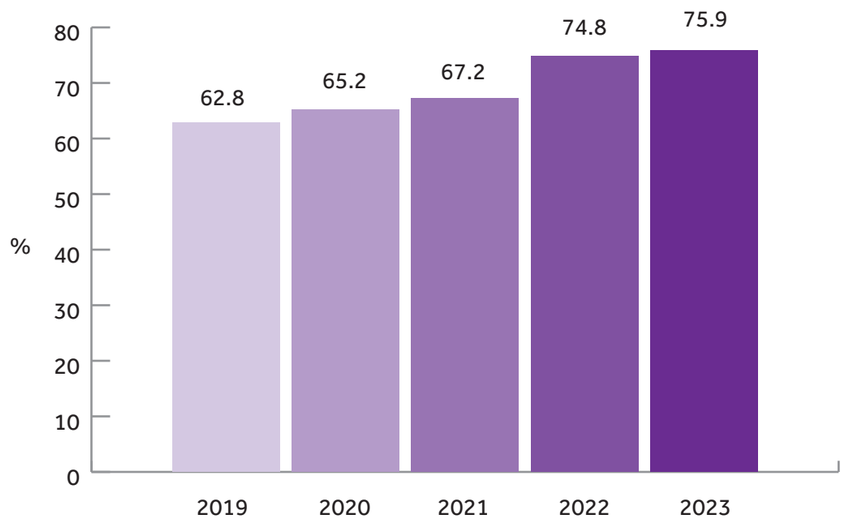


Figure 41: Religion of employees, 2023 (known data)

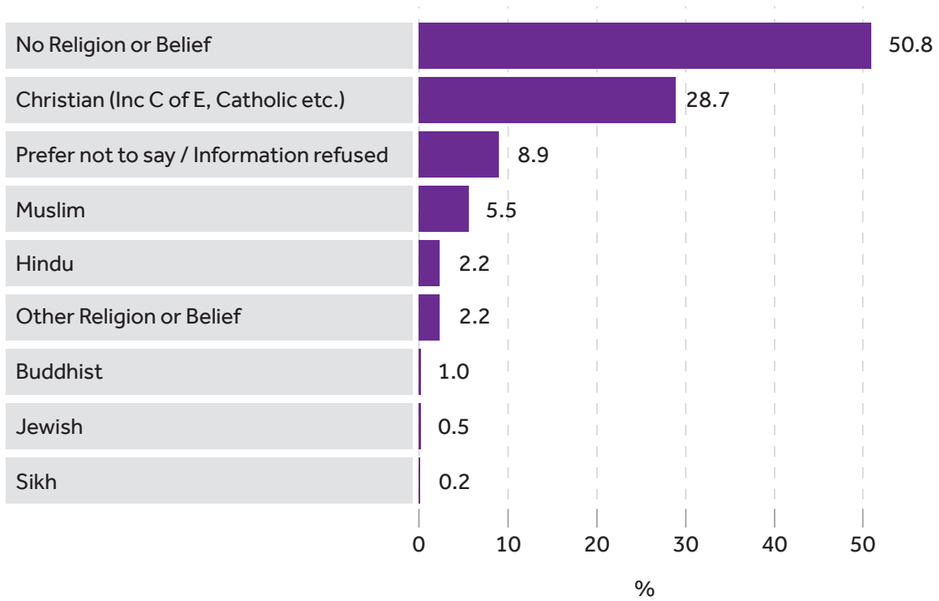
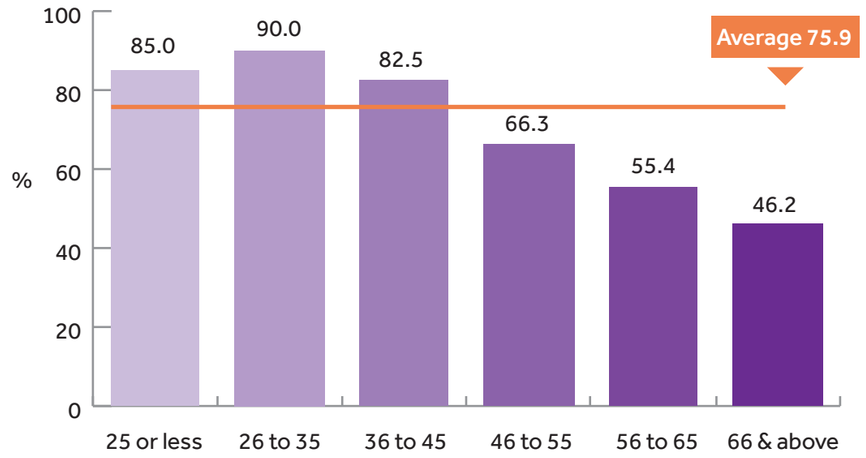


Figure 42: Response rates of staff members to question about their religion by age, 2023



75.9% of staff at the University were willing to share their religion (an increase of 1.1% from the last year), of these 50.8% declared themselves as non-religious (Figures 40 and 41). Response rates are related to age: younger employees were far more likely to share their religion, though greatest improvements upon last year's response rates were made by age groups 46 and above (Figure 42).

International staff

The University of Manchester has more than 2,600 members of staff who declared nationality different to 'British'. This group is made up of employees from approximately 100 different countries. Table 5 below indicates the 10 most common nationalities of The University of Manchester's international staff.

Table 5: International staff count and percentage - Top 10 countries, 2023

Country	Number of staff members	As a % of international staff
China	336	12.80%
Italy	165	6.29%
India	164	6.25%
Germany	149	5.68%
Ireland	145	5.53%
Spain	134	5.11%
Greece	111	4.23%
France	107	4.08%
United States	106	4.04%
Poland	92	3.51%

Map: University international staff by nationality, 2023

The darker the shade of purple, the more non-UK staff identified that country as their nationality.

Comparison to diversity of local population and the UK

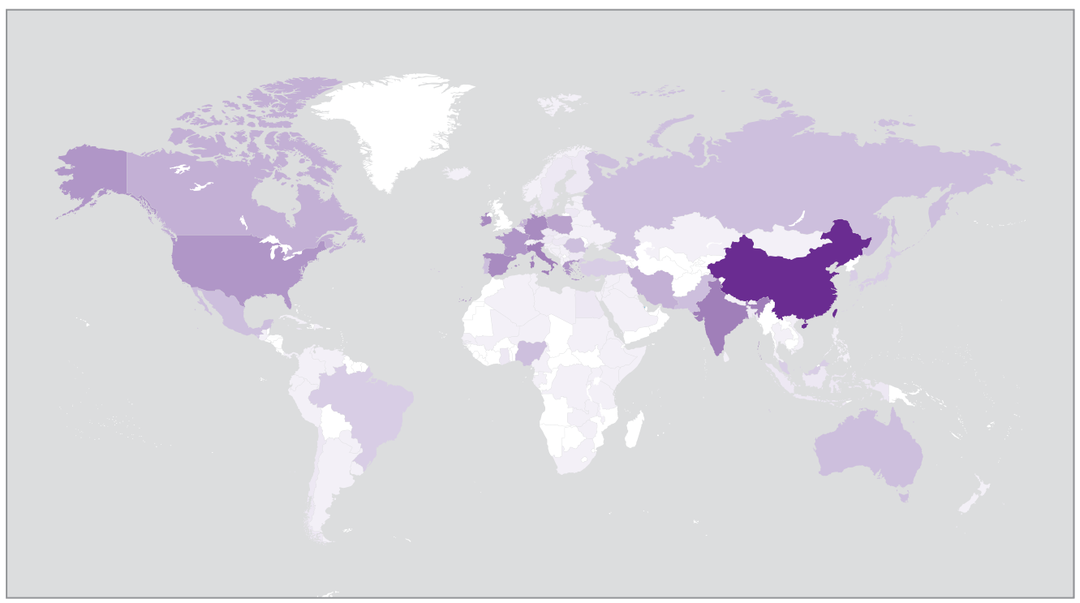
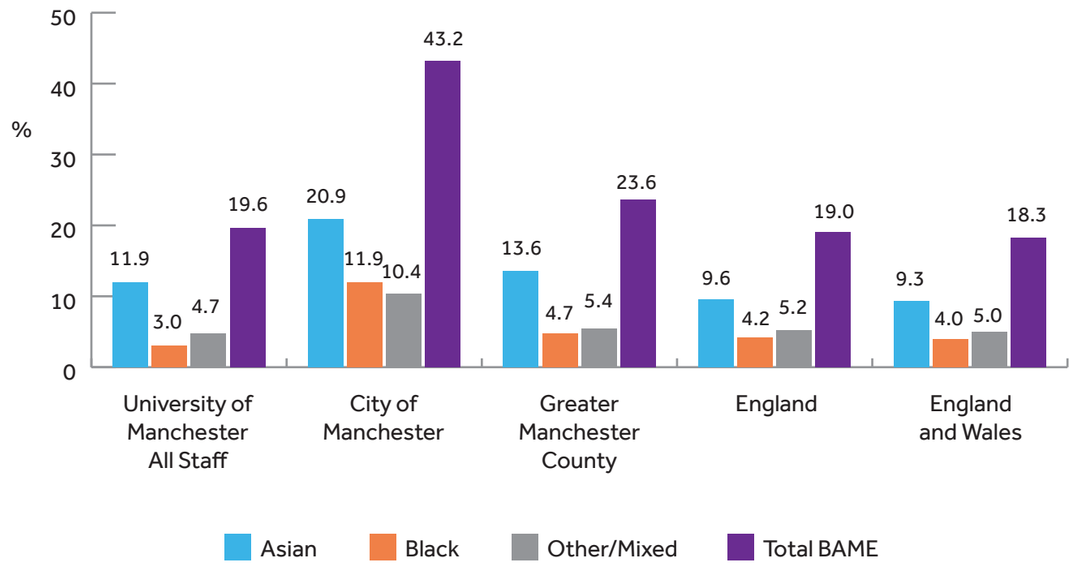


Figure 43: Proportion of ethnic minority groups within The University of Manchester's administration as well as general population at various levels (city, county, country from ONS 2021)



Additional information on policy

Maternity and paternity leave

Numbers of employees who took one of the specified leave types, 2019-2023

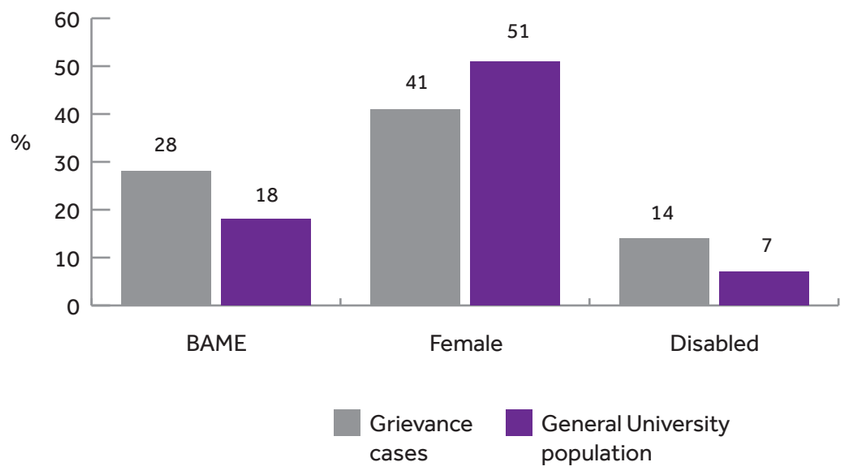
	2019	2020	2021	2022	2023
Academic staff	**208**	**191**	**155**	**151**	**163**
Maternity	89	81	72	78	75
Shared Parental Leave	37	33	14	14	23
Statutory Adoption Pay	1	2	1	1	2
Statutory Paternity Pay (Adoption)		1	1		2
Statutory Paternity Pay (Birth)	81	74	67	57	61
PS	**188**	**181**	**143**	**149**	**152**
Maternity	119	96	87	86	89
Shared Parental Leave	16	16	15	14	18
Statutory Adoption Pay	3	4	1	4	4
Statutory Paternity Pay (Adoption)			1	3	1
Statutory Paternity Pay (Birth)	50	65	39	40	40
Grand Total	**396**	**372**	**298**	**297**	**315**
For Comparison – Total Number of Employees at the University	13257	13322	12549	11111	11662
% of Employees who were on Leave per year	**3.0%**	**2.8%**	**2.4%**	**2.7%**	**2.7%**

Grievances, disciplinary and tribunal cases

Grievances

Data collected during the 2019-2023 period indicates that BAME and disabled employees are overrepresented in terms of requesting grievance cases. Females tend to be underrepresented in grievance cases. These differences are statistically significant.

Figure 44: Proportion of BAME, females and disabled in grievance cases versus general University population (2019-2023 average)

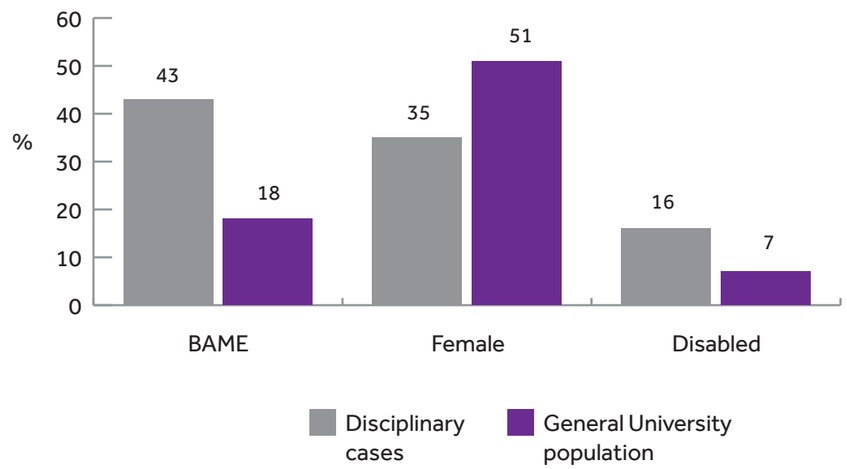


Category	Group	Grievances (%)	Staff Population (%)	Difference (%)	Statistically significant?
Ethnicity	BAME	28	18	10	Yes
Gender	Female	41	51	-10	Yes
Disability	Disabled	14	7	7	Yes

Disciplinary

Data collected during the 2019-2023 period indicates that BAME and disabled employees are overrepresented in disciplinary cases, while males tend to be overrepresented in disciplinary cases (in term of requesting disciplinary case). These differences are statistically significant.

Figure 45: Proportion of BAME, females and disabled in disiplinary cases versus general University population (2019-2023 average)



Category	Group	Disciplinary (%)	Staff Population (%)	Difference (%)	Statistically Significant
Ethnicity	BAME	43	18	25	Yes
Gender	Female	35	51	-16	Yes
Disability	Disabled	16	7	9	Yes

Numbers of grievance, disciplinary and tribunal cases by gender, ethnicity and disability who took leave, 2018/19-2022/23

2018/19	Ethnicity				Sex			Disability		
	BAME	Other White	White British	Not Known	Male	Female	Not Known	Yes	No	Not Known
Grievances (46)	6	2	35	3	33	12	1	7	29	10
Disciplinary Cases (76)	22	4	45	5	57	19	0	11	37	28
Tribunals (4)	2	0	2	0	2	2	0	1	0	3
2019/20	**Ethnicity**				**Sex**			**Disability**		
	BAME	**Other White**	**White British**	**Not Known**	**Male**	**Female**	**Not Known**	**Yes**	**No**	**Not Known**
Grievances (30)	8	2	20	0	17	13	0	2	23	5
Disciplinary Cases (56)	16	6	32	2	45	11	0	2	40	14
Tribunals (inc ACAS Early Conciliation) (14)	4	1	8	1	8	6	0	5	9	0
2020/21	**Ethnicity**				**Sex**			**Disability**		
	BAME	**Other White**	**White British**	**Not Known**	**Male**	**Female**	**Not Known**	**Yes**	**No**	**Not Known**
Grievances (19)	8	0	11	0	11	8	0	5	6	8
Disciplinary Cases (38)	12	4	22	0	30	8	0	6	21	11
Tribunals (inc ACAS Early Conciliation) (4)	0	1	2	1	3	1	0	0	1	3
2021/22	**Ethnicity**				**Sex**			**Disability**		
	BAME	**Other White**	**White British**	**Not Known**	**Male**	**Female**	**Not Known**	**Yes**	**No**	**Not Known**
Grievances (43)	15	4	20	4	25	18	0	4	20	19
Disciplinary Cases (41)	13	2	25	1	27	14	0	8	23	10
Formal capability cases (26)	3	2	21	0	13	13	0	6	18	2
Tribunals (inc ACAS Early Conciliation) (15)	5	2	4	4	8	7	0	10	0	5
2022/23	**Ethnicity**				**Sex**			**Disability**		
	BAME	**Other White**	**White British**	**Not Known**	**Male**	**Female**	**Not Known**	**Yes**	**No**	**Not Known**
Grievances (36)	12	3	21	0	16	20	0	6	17	13
Disciplinary Cases (33)	12	1	20	0	23	10	0	0	16	17
Formal capability cases (14)	5	1	8	0	9	5	0	2	9	3
Tribunals (inc ACAS Early Conciliation) (14)	2	0	0	4	5	1	0	2	2	2

Grievances

With a total of 36 cases across the University, this represents an overall reduction of seven cases from 2021/2022.

- BAME: There is a significant proportion of grievances that were from BAME employees, with 33% of all cases (35% in 2021/22 and 42% in 2020/21).
- Sex: There is a significant proportion of grievances that were from female employees, making up 56% of all cases in 2022/23 (compared to 42% in 2021/22).
- Disability: 17% (6 cases) were from disabled employees.

Disciplinary cases

With a total of 33 cases, this represents a small decrease from 41 cases in 2021/2022.

- BAME: There is a significant proportion of cases that were in relation to BAME employees, with 36% of all cases (compared to 32% in 2021/22 and 2020/21).
- Sex: 30% from female members of staff.
- Disability: 0% of cases from disabled members of staff.

Formal disciplinary cases

There were 14 formal capability cases (down from 26 in 2021/22).

- BAME: Of these 14 cases, five were from BAME employees – 36%.
- Sex: In terms of gender, five cases were from female employees – 36%.
- Disability: Of these 14 cases, two were from employees who are declared to have a disability – 14%.

Employment tribunals

There was a slight decrease in tribunal cases over the year, from 15 to 14.

- BAME: Of these 14 tribunal applications, two were from BAME employees – 14%.
- Sex: In terms of gender, one case was from female employees – 7%.
- Disability: Of these 14 tribunal applications, two were from employees who declared they had a disability – 14%.

Our students

Student equality information: Key findings

In order to achieve consistency and clarity in terms of understanding of student recruitment trends, attainment, retention and graduate destinations (progression), 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 a general overview of the student population at The University of Manchester.

Undergraduate

Age: In 2023/24, 5.7% of all undergraduate students were considered 'mature' (21 years or older when starting their course). The proportion of mature students have been declining for the last four years – this year saw a small increase (see Figure 47).

Disability: 8% of new entrant undergraduate students have a disability, most commonly learning difficulties and mental health conditions (see Figures 48 and 49).

Ethnicity: The percentage of UK domicile BAME students at the University has increased by 1.9% in the past year to 37% in 2023/24 (see Figure 51).

Domicile: In 2023/24, the percentage of UK domicile students decreased to 64.9%, following a decreasing trend in previous years. There was a further decrease in the proportion of EU student to 2.0 % from 8.1% in 2019/20. Oppositely, proportion of Overseas students has followed an increasing trend since 2021/22, increasing to 33.0% this year (Figure 52).

Gender: In 2023/24, 56.7% of undergraduate students were female and 43.3% were male. In the last five years there have been consistently more undergraduate female students than male students (see Figure 53).

Religion: In 2023/24, 52.2% of UK domicile students on full-time courses have no religion (see Figure 54).

Sexual orientation: In 2023/24, 17.5% of full-time UK domicile UG students described their sexual orientation as LGB+ (see Figure 55).

Gender identity: 1.5% answered 'No' to the question 'Is your Gender the same as assigned at birth?', which suggests this to be the proportion of known transgender students at the University (see Table 7).

Postgraduate

Domicile: In 2023/24, 62.1 % of postgraduate students came from overseas (outside the UK/EU). The proportion of postgraduate students domiciled in the UK in 2023/24 increased to 35.2% from 34.0% in the previous year (Figure 56).

Ethnicity: In 2023/24, 69.0% of UK postgraduate taught (PGT) students were White (Figure 59) compared with 78.6% for UK postgraduate research students (Figure 60). Asian is the next largest ethnic group for postgraduate study – 17.0% of postgraduate taught students and 9.2% of postgraduate research students and are Asian.

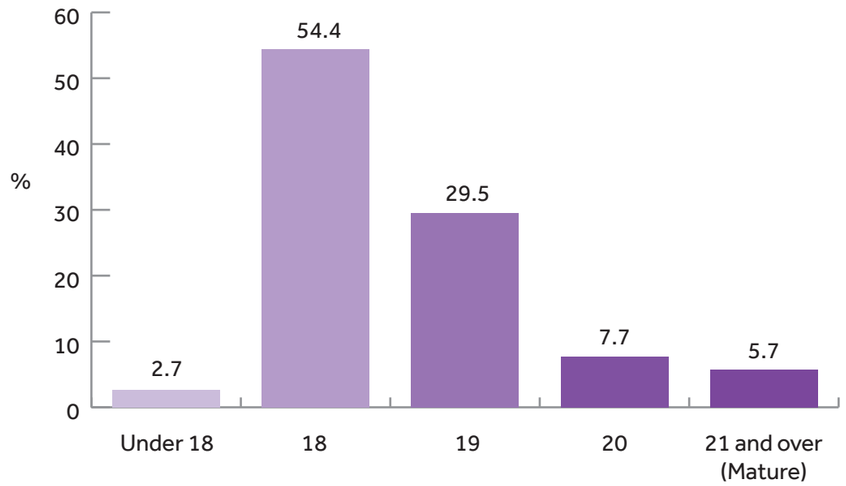
Gender: The proportion of females within postgraduate population decreased in 2023/24 to 60.1%. The proportion of female students on research programmes is constantly lower than on postgraduate taught programmes (see Figure 61).

Methodology: Data of current students in this report relates to the year 2023/24 and has come from the 1 December dataset produced by the Directorate of Planning. The data is current and up to date as of 1 December 2023 and has been analysed by the Equality, Diversity, and Inclusion team. Data relates to New Entrants (students who started studying in 2023/24).

Undergraduate

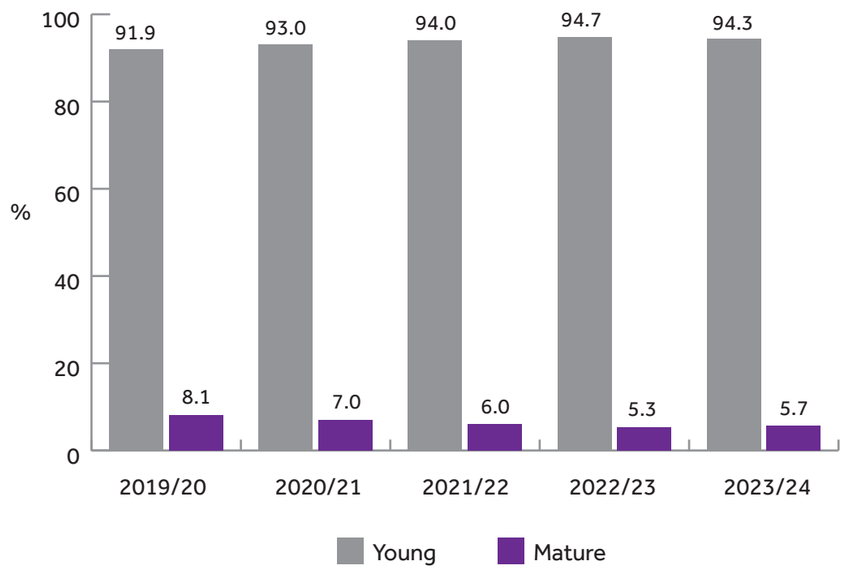
Age

Figure 46: Undergraduate students by age, 2023/24



The most common age to start an undergraduate course at the University is 18, with 54.4% of all undergraduates starting in 2023/24 of that age (Figure 46). 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. The proportion of mature students increased to 5.7% from 5.3% in the previous year (Figure 47).

Figure 47: Undergraduate students by mature and young, 2019-2023



Disability

Figure 48: Disabled undergraduate students, 2019-2023

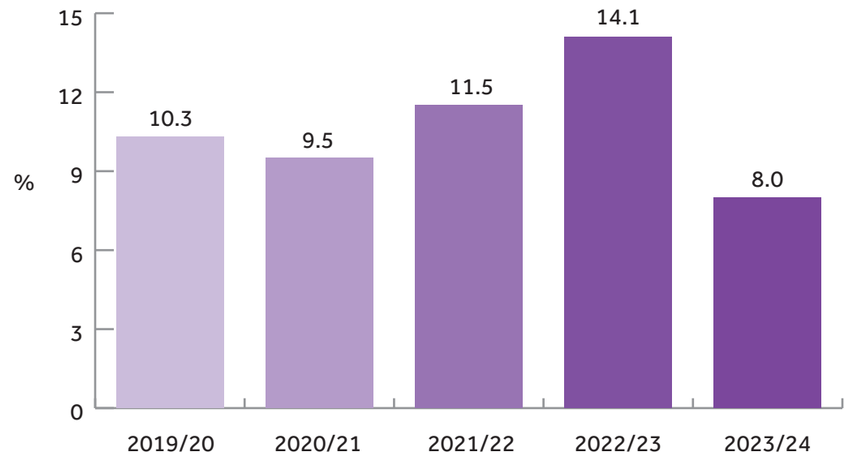
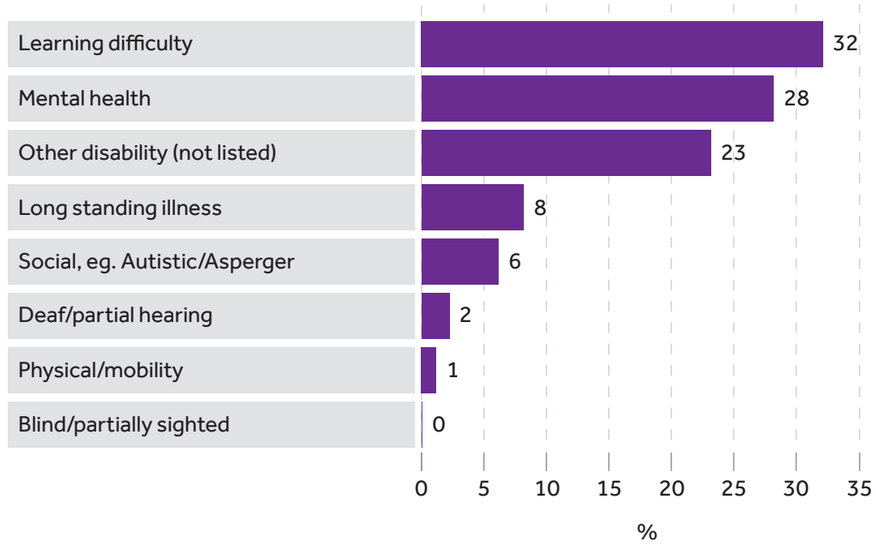


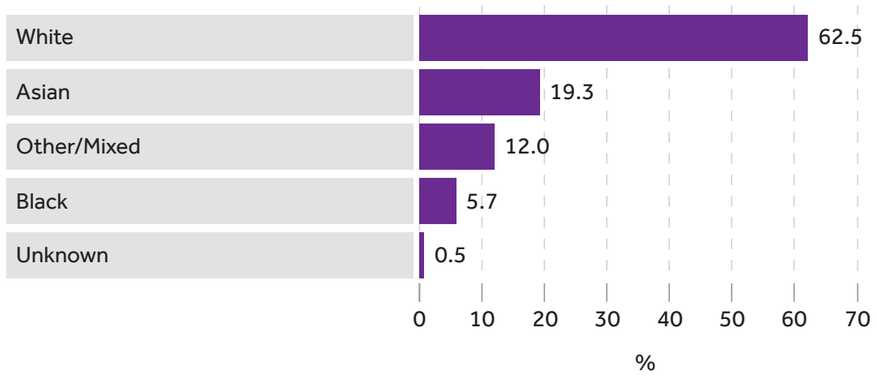
Figure 49: Disabled undergraduate students, 2023/24



8.0% of all undergraduate students have a disability (Figure 48). Most disabled students report learning difficulties and mental health conditions (see Figure 49). 7.8% of all new postgraduates entrants were disabled (7.0% of postgradute taught and 12.7% of postgraduate research).

Ethnicity

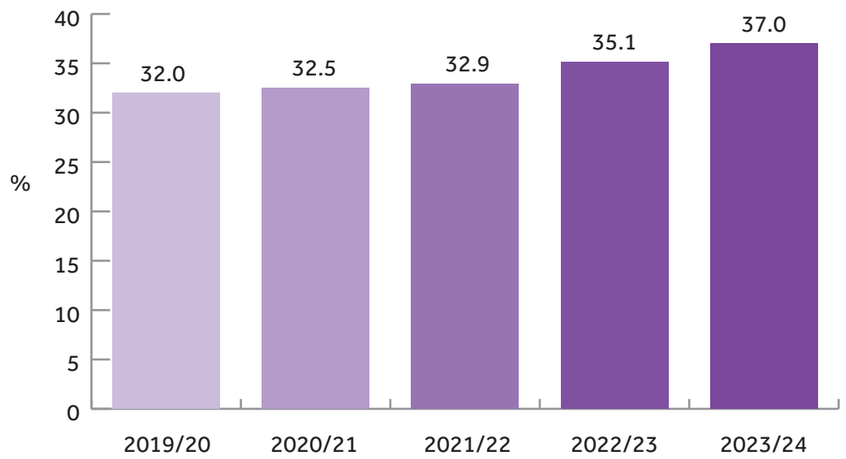
Figure 50: UK domicile undergraduate students by ethnicity, 2023/24



37.0% of UK domicile undergraduate students at the University are Black, Asian and Minority Ethnic (BAME) students. This is an increase of 5.0% in the last five years, and a considerable increase of 1.9% since last year (Figure 51).

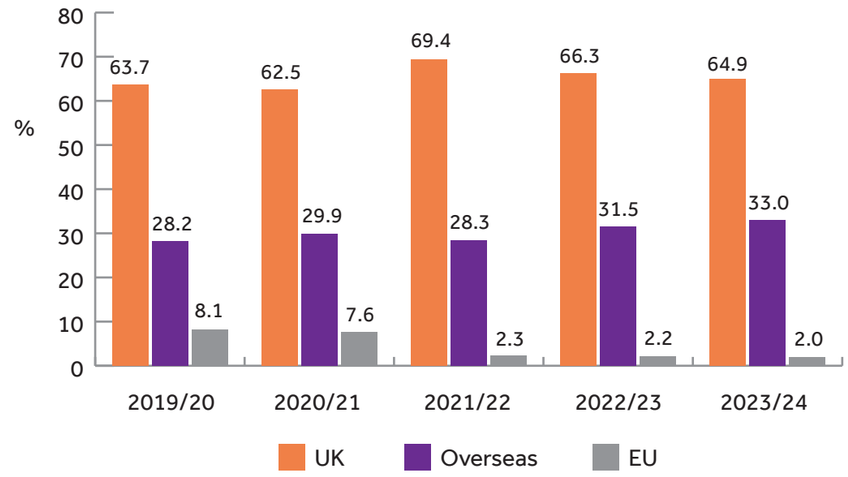
The largest represented BAME group is Asian, representing 19.3% of the undergraduate student population. Only 5.7% of UK domicile students are Black, making it the least represented ethnic group (Figure 50).

Figure 51: Percentage of UK domicile BAME students, 2019-2023



Domicile

Figure 52: Undergraduate students by domicile, 2019-2023



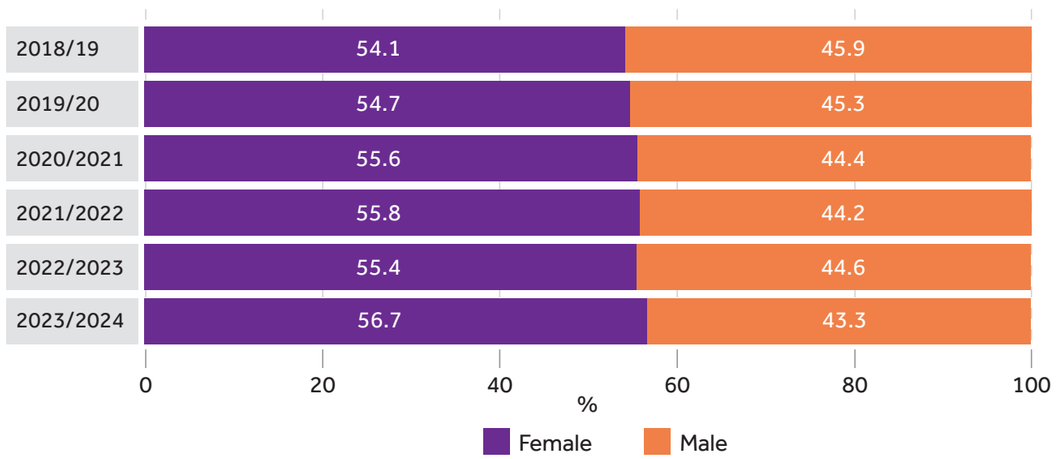
In 2023/24 the percentage of UK domicile students decreased by 1.4% to 64.9% – this follows a decreasing trend in the proportion of UK domicile students in previous years, not including 2021 when there was an increase (Figure 52). There was a decrease in the proportion of EU students in 2023/24 to 2.0% from 8.1% in 2019/20.

Table 6: Top 10 countries of domicile of non-UK undergraduate students, 2023/24

Domicile Country	%	Count
China (includes Mainland, Hong Kong, and Macao)	49.1%	1376
Malaysia	7.9%	221
India	6.1%	171
Saudi Arabia	5.1%	143
United Arab Emirates	2.5%	70
Turkey	2.4%	67
Kuwait	1.9%	53
Singapore	1.3%	37
Cyprus (European Union)	1.1%	31
Indonesia	1.1%	30

Gender

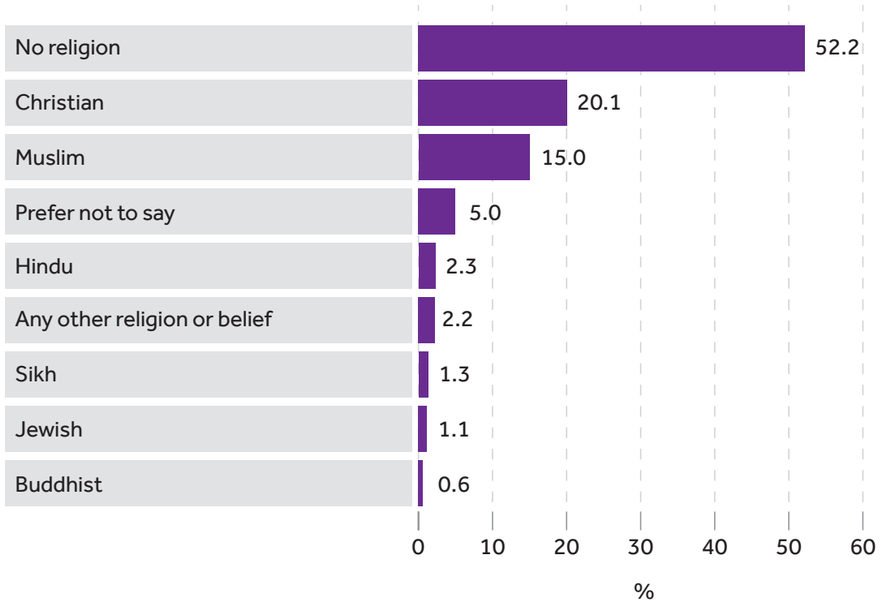
Figure 53: Undergraduate students by gender, 2018-2023



The undergraduate student population consists of 56.7% female and 43.3% male students. There has been an increase in the proportion of female students since 2018/19. In the last five years, there have consistently been more undergraduate female students than male students (Figure 53).

Religion and belief

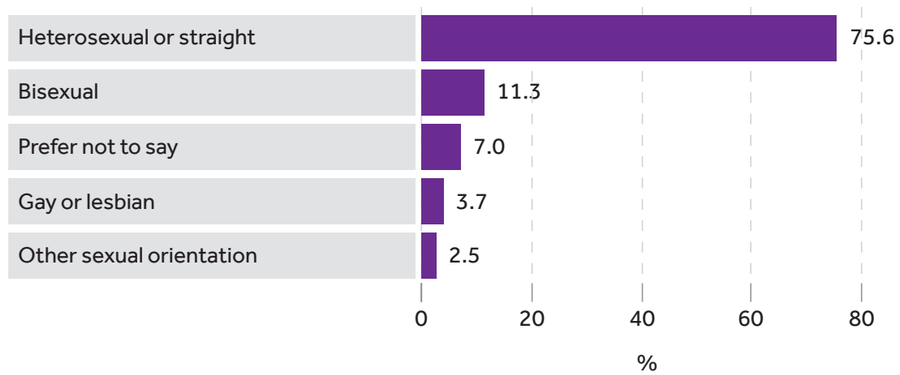
Figure 54: Religion of UK full-time undergraduate students, 2023/24 (known data; response rate: 95.6%)



52.2% of UK domicile students on full-time courses have no religion and 5.0% refused to give any religious information. Christian and Muslim are the highest represented religions with 20.1% and 15.0% respectively (Figure 54).

Sexual orientation and gender identity

Figure 55: Sexual orientation of UK domicile full-time undergraduate students, 2023/24 (known data; response rate: 98.2%)



75.6% of UK domicile UG students on full-time courses are heterosexual. 7.0% of students refused to share their sexual orientation (Figure 55).

Table 7: Gender identity of UK domicile full-time undergraduate students, 2023/24 (known data; response rate: 95.6%)

Is your Gender the same as assigned at birth?	%
Yes	95.9%
No	1.5%
Prefer not to say	2.6%

Postgraduate

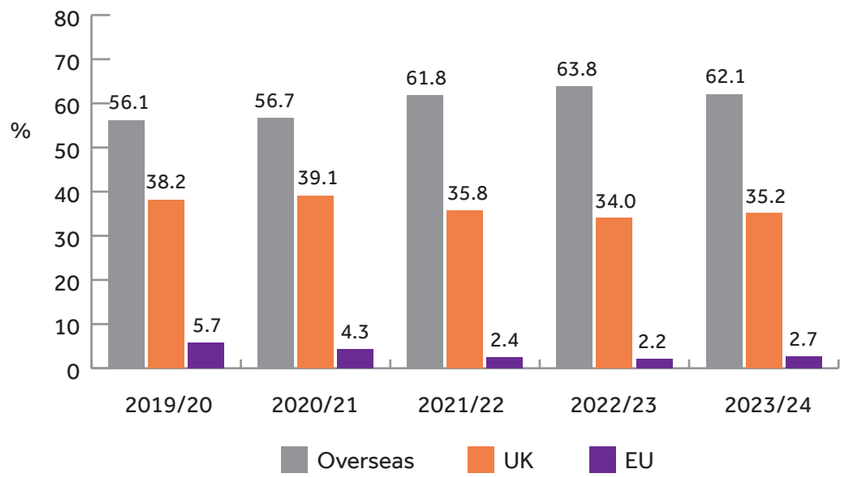
Students completing postgraduate study can be divided into those on postgraduate taught courses and those on postgraduate research programmes. Postgraduate research can be further broken down into doctoral training and master's degrees. Postgraduate research master's degrees include MSc by Research, and Master of Philosophy (MPhil).

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

In 2023/24, 96% of postgraduate research students started doctoral training and 4% are completing research master's.

Domicile

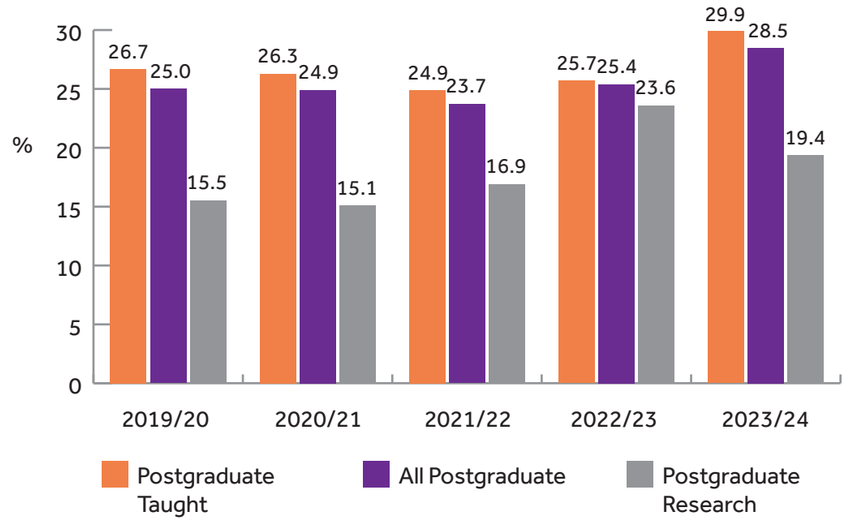
Figure 56: Postgraduate students by domicile, 2019-2023



In 2023/24, 62.1% of postgraduate students came from overseas (outside of the UK/EU). The proportion of postgraduate students domiciled in the UK increased to 35.2% in 2023/24 (Figure 56).

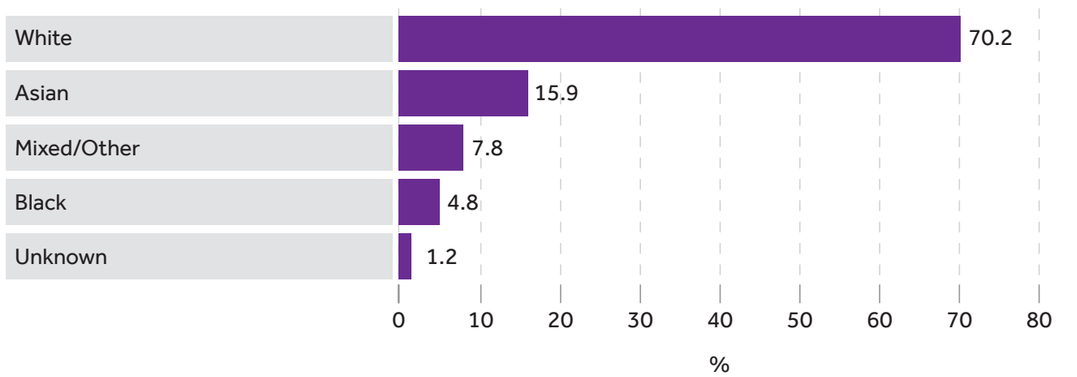
Ethnicity

Figure 57: UK domicile postgraduate BAME students, 2019-2023



In 2023/24, the proportion of UK BAME students on postgraduate taught courses increased to 29.9%. The percentage of UK BAME students on postgraduate research courses decreased to 19.4% in 2023/24 from 23.6% in the year prior (see Figure 57).

Figure 58: Postgraduate students by ethnicity, 2023/24



In 2023/24, 70.2% of postgraduate taught students were White (Figure 58) compared with 78.6% for postgraduate research students (Figure 60). Asian is the next largest ethnic group for postgraduate study – 9.2% of postgraduate research students and 17.0% of postgraduate taught students are Asian (Figures 59 and 60).

Figure 59: Postgraduate taught by ethnicity, 2022/23

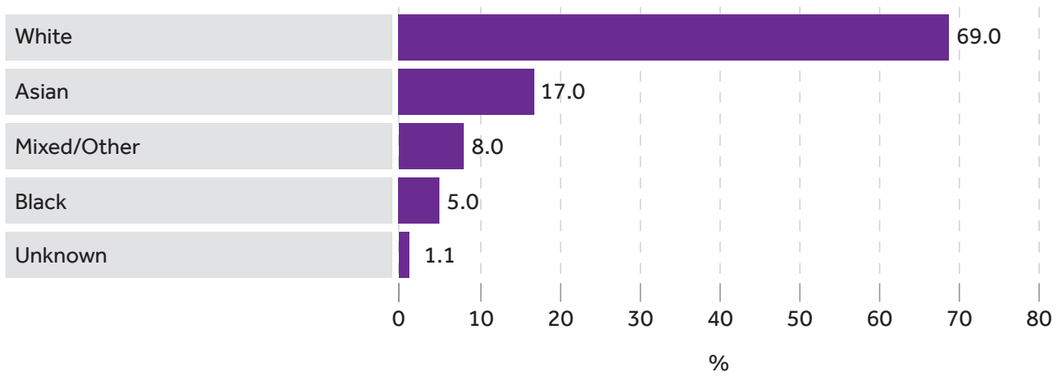
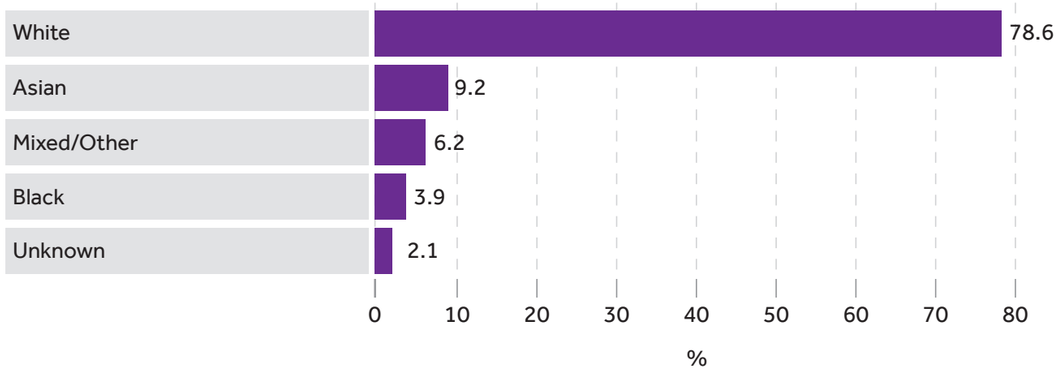
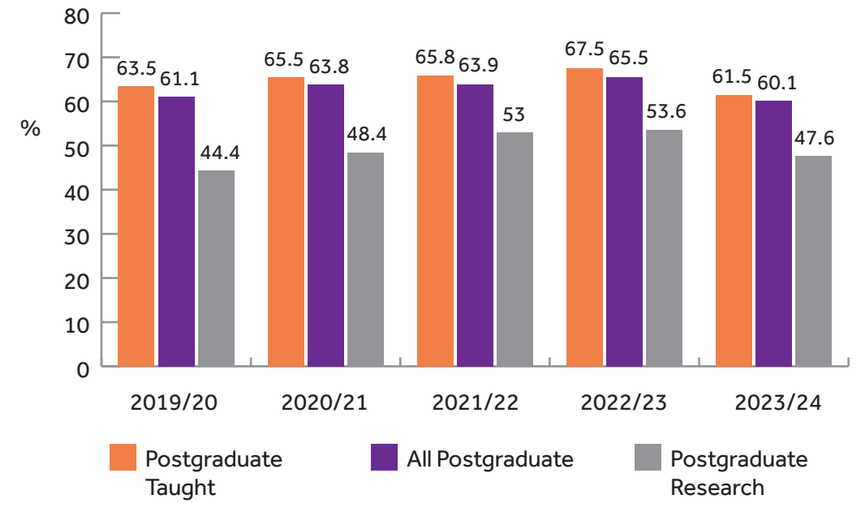


Figure 60: Postgraduate research by ethnicity, 2022/23



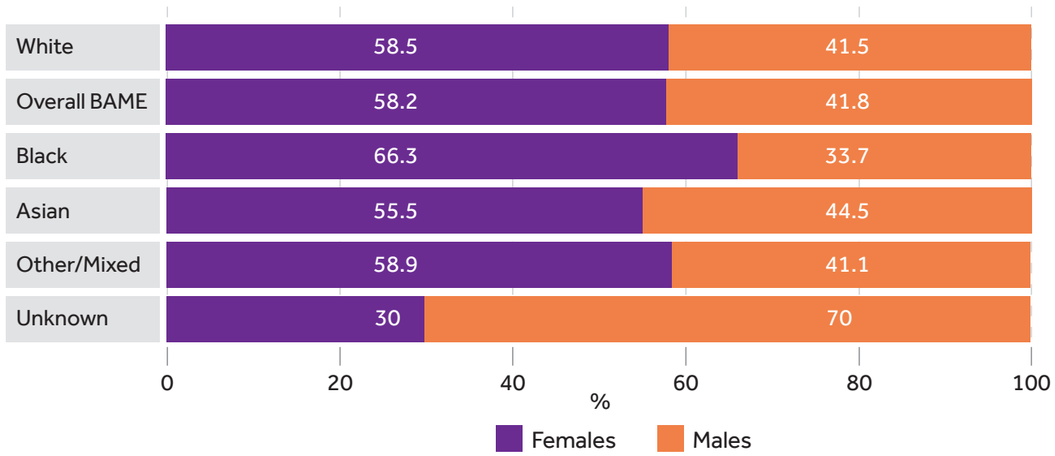
Gender

Figure 61: Female postgraduate students, 2019-2023



The proportion of females within the postgraduate population decreased in 2023/24 to 60.1%. Between 2019/20 and 2022/23, there was an increasing trend in the proportion of female students on research programmes, but in 2023/24 it decreased to 47.6% (see Figure 61).

Figure 62: Postgraduate student gender by ethnicity, 2023/24



In 2023/24, 58.2% of BAME postgraduate students were female. 55.5% of Asian postgraduate students were female (Figure 62).

Appendices

1 August 2020 to 31 July 2021 (collected at 15 October 2021)

Reasons for End of Open-Ended and Fixed Term Contracts

Headline Figures

	Open Ended Contract - Over 4 Years' Service		Fixed Term Contract - Over 4 Years' Service		Fixed Term Contract - Under 4 Years' Service		Grand Total	
	Count	%	Count	%	Count	%	Count	%
Count of Employee	215	8	818	29	1833	64	2866	100

4 Years' Service or more Open-Ended Contracts

Gender

	Female		Male		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	1%	1	2%	2	1%	3
Extended/Redeployment	89%	90	80%	91	84%	181
Resigned / Retired / Death	2%	2	7%	8	5%	10
Terminated	8%	8	11%	13	10%	21
Grand Total	**100%**	**101**	**100%**	**114**	**100%**	**215**

Gender

- 47% of the staff on open-ended contracts were women. This is comparable to 54% in the previous year.
- It was noted that a higher percentage of women (89% in 2021 vs 81% in 2020) were in the category of Extended/Redeployment than men (80% vs 88% in 2020).
- The outcome for staff on an open-ended contract was similar by gender. It was noted that a higher percentage of men (7%) were in the category of resigned/retired/death than women (2%).
- The number and proportion of terminated contract is similar to the previous year.

Disability

	Disabled		No Disability		Information Refused		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	0		1	3	0		1	3
Extended/Redeployment	90	9	84	171	50	1	84	181
Resigned / Retired / Death	0		5	10	0		5	10
Terminated	10	1	9	19	50	1	10	21
Grand Total	**100**	**10**	**100**	**203**	**100**	**2**	**100**	**215**

- 5% of staff on an open-ended contract were disabled.
- 10% (1 out of 10) of disabled staff had their contract terminated.
- 90% of disabled staff (in comparison to 83% in 2019) on an open-ended contract were extended or redeployed compared to 84% of non-disabled staff (78% in 2019).

Ethnicity

	White		BAME		Information Refused/ Unknown		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	2	3	0		0		1	3
Extended/Redeployment	84	156	85	23	100	2	84	181
Resigned / Retired / Death	5	9	4	1	0		5	10
Terminated	10	18	11	3	0		10	21
Grand Total	**100**	**186**	**100**	**27**	**100**	**2**	**100**	**215**

- BAME staff made-up 13% of staff on an open-ended contract (14% in 2020 and 11% in 2019).
- 84% of White and 85% BAME staff had their contract extended/redeployed. This contrasts with 2020 figures: 84% and 71% respectively.
- BAME staff and White staff had the same percentage of staff who resigned/retired or had their contracts terminated. These were small numbers with only four BAME staff in these categories.

Age*

	26 to 35		36 to 45		46 to 55		56 to 65		66 or over		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	0		2	2	0		0		6	1	1	3
Extended/ Redeployment	87	13	87	79	91	51	75	27	65	11	84	181
Resigned / Retired / Death	0		2	2	4	2	8	3	18	3	5	10
Terminated	13	2	9	8	5	3	17	6	12	2	10	21
Grand Total	**100**	**15**	**100**	**91**	**100**	**56**	**100**	**36**	**100**	**17**	**100**	**215**

*There were no staff in' 25 year or less' category

- 42% of staff were aged between 36 and 45 and 26% were aged 46-55. This is similar to 2020 numbers.
- The proportion of staff in the category resign/retire is the highest in the 66-year-old or over group (18%); however, the number of employees in that group was small (3 out of 17).
- Staff aged 66 and above were the group least likely to have their contract extended/redeployed (65%), however the number of employees in that group was small (17 overall).
- Staff aged 56-65 were more likely than any other age group to have their contract terminated (17%, six individuals).

Fixed-Term Contracts – 4 Years' Service or more

Gender

	Female		Male		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	1	3	1	4	1	7
Extended/Redeployment	82	370	67	247	75	617
Resigned / Retired / Death	10	47	16	57	13	104
Terminated	7	32	16	58	11	90
Grand Total	**100**	**452**	**100**	**366**	**100**	**818**

Gender

- 55% of staff from this group are women.
- The outcome for those on fixed-term contracts showed variation by gender. Women were much more likely to have their contract extended or to be redeployed (82% compared to 67% of men) – this is quite a large increase in the gap when compared to data from 2020 (77% for women and 70% for men).
- Men were more likely to have their contract terminated (16% compared to 7% of women). 1% of women and 1% of men were given three months' notice; 10% of women and 16% of men resigned or retired.

Disability

	Disabled		No Disability		Information Refused		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	0		1	7	0		1	7
Extended/Redeployment	89	31	75	584	67	2	75	617
Resigned / Retired / Death	11	4	13	99	33	1	13	104
Terminated	0		12	90	0		11	90
Grand Total	**100**	**35**	**100**	**780**	**100**	**3**	**100%**	**818**

- 4% of staff from this group declared a disability.
- 89% of disabled staff had their contract extended/redeployed compared to 75% of non-disabled staff.
- A smaller proportion of staff who declared disability were in the category 'Resigned / Retired / Death' or 'Terminated,' however the sample of disabled staff is relatively small (4 resigned and 0 disabled individuals in the 'terminated' category)

Ethnicity

	White		BAME		Information Refused/ Unknown		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	1	6	1	1	0		1	7
Extended/Redeployment	77	483	71	130	50	4	75	617
Resigned / Retired / Death	12	77	14	26	13	1	13	104
Terminated	10	62	14	25	38	3	11	90
Grand Total	**100**	**628**	**100**	**182**	**100**	**8**	**100**	**818**

- 22% of staff from this group are BAME.
- 77% of White staff had their contract extended or were redeployed compared to 71% of BAME staff.
- BAME staff were more likely to have their contract terminated or resign/retire compared to White staff.

Age

	25 or less		26 to 35		36 to 45		46 to 55		56 to 65		66 or over		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
3 months' notice	5	1	0		2	6	0		0		0		1	7
Extended/ Redeployment	79	15	70	160	76	261	88	121	78	47	45	13	75	617
Resigned / Retired / Death	11	2	18	41	12	41	7	9	13	8	10	3	13	104
Terminated	5	1	12	28	10	36	5	7	8	5	45	13	11	90
Grand Total	**100**	**19**	**100**	**229**	**100**	**344**	**100**	**137**	**100**	**60**	**100**	**29**	**100**	**818**

- 70% of staff were aged 26-45. This is similar to 2019 and 2020 (74%).
- Staff aged 46-55 were more likely than any other group to have their contract extended/redeployed.
- Staff aged 66 and over were more likely to have their contracts terminated.

Fixed-Term Contracts – Under 4 Years' Service

Gender

	Female		Male		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**
Extended/Redeployment	66	637	58	506	62	1143
Resigned / Retired / Death	15	146	18	156	16	302
Terminated	18	175	24	213	21	388
Grand Total	**100**	**958**	**100**	**875**	**100**	**1833**

- Women count for 52% of staff on a fixed-term contract with less than four years' service.
- Women were more likely to have their contracts extended/redeployed (66% compared to 58% of men).
- Men were more likely to have their contracts terminated and to resign/retire.

Disability

	Disabled		No Disability		Information Refused		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
Extended/Redeployment	59	95	63	1042	86	6	62	1143
Resigned / Retired / Death	17	27	17	275	0		16	302
Terminated	24	38	21	349	14	1	21	388
Grand Total	**100**	**160**	**100**	**1666**	**100**	**7**	**100**	**1833**

- 9% of staff from this group declared a disability.
- Disabled staff were more likely to have their contract terminated (24% compared to 21%).
- The proportion of staff in the 'resign/retire' category was the same for disabled and non-disabled staff – 17%.
- Non-disabled staff were more likely to have their contract extended/redeployed (63% compared to 59%).

Ethnicity

	White		BAME		Information Refused/ Unknown		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
Extended/Redeployment	65	830	57	280	57	33	62	1143
Resigned / Retired / Death	18	225	14	67	17	10	16	302
Terminated	18	226	30	147	26	15	21	388
Grand Total	**100**	**1281**	**100**	**494**	**100**	**58**	**100**	**1833**

- 27% of staff from this group are BAME. This is similar to 2020.
- BAME staff were much more likely to have their contract terminated (30% compared to 18% for White employees – after further investigation it appeared that some of the terminated contracts are BAME employees who either have an additional contract with the University or came to a new post/contract after a break in service, therefore the actual proportion of terminated contracts is closer to 27% for BAME staff).
- BAME staff are less likely to have their contract extended or be redeployed than White staff (57% compared to 65%).
- BAME staff were less likely to retire/resign compared to White staff (14% compared to 18%).

Age

	25 or less		26 to 35		36 to 45		46 to 55		56 to 65		66 or over		Total	
Outcomes	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**
Extended/ Redeployment	49	126	60	552	72	299	74	110	65	51	42	5	62	1143
Resigned / Retired / Death	14	37	20	181	14	59	9	13	14	11	8	1	16	302
Terminated	36	93	20	188	14	59	17	25	22	17	50	6	21	388
Grand Total	**100**	**256**	**100**	**921**	**100**	**417**	**100**	**148**	**100**	**79**	**100**	**12**	**100**	**1833**

- 62% of staff had their contract extended or were redeployed. This was particularly the case for staff aged 36-55.
- Staff aged 25 or under were less likely than any other age group to have their contract extended/redeployed (49%).
- Staff aged 26 to 35 were more likely to resign/retire and staff aged 66 and over were more likely to have their contract terminated

Summary

- Overall, women had slightly better outcomes than men.
- In terms of fixed term contracts, BAME staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated.
- In terms of fixed term contracts with under four years' service, disabled staff were less likely to have their contracts extended/redeployed and more likely to have their contracts terminated.

Report and Support platform – reports about micro-aggressions or harassment (table is sorted from largest to lowest number by type in 2023):

	2018		2019		2020		2021		2022		2023	
Type	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**	**Count**	**%**
Other	76	22.4	49	23.7	75	23.2	95	19.2	121	18.9	456	45.6
Bullying	74	21.8	49	23.7	69	21.4	71	14.3	106	16.6	178	17.8
Sexual Assault		0.0		0.0	1	0.3	95	19.2	143	22.3	81	8.1
Discrimination	44	12.9	39	18.8	73	22.6	59	11.9	54	8.4	57	5.7
Domestic Abuse		0.0	2	1.0	3	0.9	33	6.7	36	5.6	52	5.2
Harassment	66	19.4	38	18.4	47	14.6	53	10.7	91	14.2	39	3.9
Sexual Harassment	38	11.2	19	9.2	28	8.7	29	5.8	26	4.1	28	2.8
Racism		0.0		0.0		0.0		0.0		0.0	20	2.0
Religious Hate		0.0		0.0		0.0		0.0		0.0	17	1.7
Micro-aggression		0.0		0.0		0.0	17	3.4	27	4.2	17	1.7
Hate Incident or Hate Crime		0.0		0.0		0.0	43	8.7	36	5.6	15	1.5
Spiking		0.0		0.0		0.0		0.0		0.0	9	0.9
Stalking		0.0		0.0		0.0		0.0		0.0	8	0.8
Transphobia		0.0		0.0		0.0		0.0		0.0	5	0.5
Homophobia		0.0		0.0		0.0		0.0		0.0	4	0.4
Disablism		0.0		0.0		0.0		0.0		0.0	4	0.4
Misogyny		0.0		0.0		0.0		0.0		0.0	4	0.4
Sexism		0.0		0.0		0.0		0.0		0.0	2	0.2
Unknown		0.0		0.0		0.0		0.0		0.0	2	0.2
Caring Responsibility		0.0		0.0		0.0		0.0		0.0	1	0.1
Victimisation	21	6.2	7	3.4	15	4.6	1	0.2		0.0		0.0
Sexual Violence	21	6.2	4	1.9	12	3.7		0.0		0.0		0.0
Grand Total	**340**	**100.0**	**207**	**100.0**	**323**	**100.0**	**496**	**100.0**	**640**	**100.0**	**999**	**100.0**

Sometimes definitions of reports change over time which is why there is no Sexual Assault as a separate type of report before 2020. Data is undergoing cleaning by data analysts in the Directorate of Equality, Diversity and Inclusion throughout the year which accounts for slight changes in comparison to last year's report.

The link to the platform, definitions, as well as an explanation of the reporting process can be found here: https://www.reportandsupport.manchester.ac.uk

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