

## Appendix 3 Equality Monitoring

**Table 1: Recruitment and Selection Equality and Diversity Data 2009/10<sup>i</sup>**

			Application			Shortlisted			Successful		
			Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Population</b>					<b>18310</b>			<b>2433</b>			<b>635</b>
<b>All Staff</b>	<b>Race</b>	<b>White-british</b>	32%	24%	56%	33%	25%	58%	34%	26%	61%
		<b>Other white background</b>	8%	5%	13%	7%	6%	13%	7%	7%	14%
		<b>BME</b>	12%	13%	24%	9%	9%	18%	9%	8%	18%
		<b>Not known</b>	2%	3%	6%	5%	4%	11%	4%	3%	7%
		<b>Total</b>	54%	44%	100%	54%	44%	100%	55%	44%	100%
	<b>Disability</b>	<b>Yes</b>	4%	3%	8%	7%	5%	13%	5%	3%	9%
		<b>No</b>	49%	40%	89%	46%	38%	84%	49%	39%	88%
		<b>Not known</b>	2%	2%	3%	1%	1%	3%	2%	2%	3%
		<b>Total</b>	54%	44%	100%	54%	44%	100%	55%	44%	100%

**Table 2: Undergraduate Admissions Equality and Diversity Data 2006/07 – 2009/10<sup>ii iii</sup>**

			Application Process 06/07			Application Process 07/08			Application Process 08/09			Application Process 09/10		
			App <sup>iv</sup>	Off <sup>v</sup>	Acc <sup>vi</sup>	App	Off	Acc	App	Off	Acc	App	Off	Acc
<b>Population</b>			<b>58692</b>	<b>31590</b>	<b>7290</b>	<b>60783</b>	<b>31269</b>	<b>8466</b>	<b>52069</b>	<b>28941</b>	<b>8951</b>	<b>52405</b>	<b>28020</b>	<b>8668</b>
<b>Home Student<sup>vii</sup></b>	<b>Race</b>	<b>White<sup>viii</sup></b>	57%	63%	63%	56%	62%	62%	56%	62%	62%	53%	57%	53%
		<b>BME</b>	25%	20%	22%	16%	12%	15%	17%	13%	15%	16%	12%	15%
		<b>Not known<sup>ix</sup></b>	N/A			9%	8%	7%	9%	7%	6%	10%	10%	14%
		<b>Total</b>	82%	82%	85%	82%	82%	85%	81%	82%	84%	79%	79%	83%
<b>Overseas Student Applications</b>			18%	18%	15%	18%	18%	15%	19%	18%	16%	21%	21%	17%
<b>All Student</b>	<b>Gender</b>	<b>Female</b>	53%	51%	52%	53%	52%	52%	53%	53%	53%	52%	52%	52%
		<b>Male</b>	47%	49%	48%	47%	48%	48%	47%	47%	47%	48%	48%	48%
		<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	<b>Disability</b>	<b>Yes</b>	4%	4%	5%	4%	4%	5%	3%	4%	4%	4%	4%	4%
		<b>No</b>	96%	96%	95%	96%	96%	95%	97%	96%	96%	96%	96%	96%
		<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Table 3: Postgraduate Admissions Equality and Diversity Data 2008/09<sup>x xi</sup>**

			Application Process 08/09			Application Process 08/09			Application Process 09/10		
			App	Off	Acc	App	Off	Acc	App	Off	Acc
<b>Population</b>			<b>29338</b>	<b>11832</b>	<b>8151</b>	<b>32414</b>	<b>12799</b>	<b>7357</b>	<b>37158</b>	<b>13129</b>	<b>10689</b>
<b>Home Student Applications</b>	<b>Race</b>	<b>White-british</b>	14%	23%	30%	13%	19%	28%	18%	24%	28%
		<b>Other white background</b>	8%	10%	10%	7%	9%	9%	5%	5%	6%
		<b>BME</b>	4%	6%	7%	4%	5%	7%	5%	6%	7%
		<b>Not known</b>	6%	4%	4%	6%	3%	4%	2%	2%	3%
		<b>Total</b>	32%	42%	51%	31%	36%	47%	29%	38%	43%
<b>Overseas Student Applications</b>			68%	58%	49%	69%	64%	53%	71%	62%	57%
<b>All Student Applications</b>	<b>Gender</b>	<b>Female</b>	43%	44%	44%	44%	45%	46%	45%	44%	45%
		<b>Male</b>	57%	56%	56%	56%	55%	54%	55%	56%	55%
		<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%
	<b>Disability</b>	<b>Yes</b>	2%	2%	3%	2%	2%	2%	2%	2%	3%
		<b>No</b>	75%	71%	73%	72%	75%	77%	78%	71%	73%
		<b>Not known</b>	24%	27%	24%	26%	23%	21%	20%	26%	25%
<b>Total</b>			100%	100%	100%	100%	100%	100%	100%	100%	100%

**Table 4: Current Academic Staff Profiles Equality and Diversity Data 2009/10<sup>xii</sup>**

		Job Type											
		Lecturer			Senior Lecturer / Reader			Professor			Research & Other Academic		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Population</b>		<b>778</b>			<b>671</b>			<b>688</b>			<b>2254</b>		
<b>Race</b>	<b>White-british</b>	26%	33%	60%	20%	48%	68%	13%	60%	73%	28%	27%	55%
	<b>Other white background</b>	12%	14%	26%	7%	14%	21%	4%	14%	18%	11%	12%	22%
	<b>BME</b>	5%	8%	13%	2%	8%	10%	2%	6%	8%	7%	12%	20%
	<b>Not known</b>	0%	1%	1%	0%	1%	1%	0%	2%	2%	1%	2%	3%
	<b>Total</b>	44%	56%	100%	29%	71%	100%	19%	81%	100%	48%	52%	100%
<b>Disability</b>	<b>Yes</b>	1%	1%	1%	1%	1%	1%	0%	2%	2%	1%	1%	2%
	<b>No</b>	43%	55%	99%	28%	70%	99%	19%	79%	98%	47%	51%	97%
	<b>Not known</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	<b>Total</b>	44%	56%	100%	29%	71%	100%	19%	81%	100%	48%	52%	100%
<b>Nationality</b>	<b>UK</b>	67%			78%			81%			64%		
	<b>Non-UK</b>	33%			22%			19%			33%		
	<b>Not known</b>	1%			0%			0%			3%		
	<b>Total</b>	100%			100%			100%			101%		

**Table 5: Current Support Staff Profiles Equality and Diversity Data 2009/10<sup>xii</sup>**

		Grade														
		1-4			5&6			7			8&9			Other		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Population</b>		<b>2617</b>			<b>1413</b>			<b>549</b>			<b>206</b>			<b>358</b>		
<b>Race</b>	<b>White-british</b>	48%	30%	78%	44%	41%	85%	39%	49%	88%	43%	45%	88%	28%	49%	77%
	<b>Other white background</b>	5%	2%	7%	4%	3%	6%	3%	4%	7%	2%	5%	7%	2%	4%	6%
	<b>BME</b>	8%	5%	13%	4%	3%	7%	2%	2%	4%	1%	2%	3%	4%	10%	14%
	<b>Not known</b>	1%	1%	2%	1%	1%	1%	1%	0%	1%	0%	1%	1%	1%	2%	2%
	<b>Total</b>	62%	38%	100%	53%	47%	100%	44%	56%	100%	46%	54%	100%	35%	65%	100%
<b>Disability</b>	<b>Yes</b>	1%	2%	3%	1%	1%	3%	1%	2%	3%	1%	1%	2%	1%	1%	1%
	<b>No</b>	61%	36%	97%	51%	46%	97%	44%	54%	97%	45%	53%	98%	34%	65%	99%
	<b>Not known</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	<b>Total</b>	62%	38%	100%	53%	47%	100%	44%	56%	100%	46%	54%	100%	35%	65%	100%
<b>Nationality</b>	<b>UK</b>	87%			92%			93%			94%			84%		
	<b>Non-UK</b>	10%			6%			5%			4%			13%		
	<b>Not known</b>	3%			1%			1%			2%			4%		
	<b>Total</b>	100%			99%			100%			100%			100%		

**Table 6:** Academic Promotion 2009/10 <sup>xiii</sup>

		Senior Lecturer (Teaching and research)			Senior Lecturer (Teaching focus)			Reader			Chair/Professor		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Application</b>	<b>Population</b>			<b>84</b>			<b>15</b>			<b>26</b>			<b>46</b>
	<b>White-british</b>	25%	37%	62%	60%	27%	87%	15%	50%	65%	15%	57%	72%
	<b>Other white background</b>	12%	14%	26%	0%	0%	0%	15%	12%	27%	2%	20%	22%
	<b>BME</b>	5%	5%	10%	0%	13%	13%	4%	4%	8%	0%	2%	2%
	<b>Not known</b>	0%	2%	2%	0%	0%	0%	0%	0%	0%	2%	2%	4%
	<b>Total</b>	42%	58%	100%	60%	40%	100%	35%	65%	100%	20%	80%	100%
<b>Successful</b>	<b>Population</b>			<b>62%</b>			<b>73%</b>			<b>65%</b>			<b>54%</b>
	<b>White-british</b>	48%	81%	67%	78%	100%	85%	100%	62%	71%	86%	46%	55%
	<b>Other white background</b>	50%	50%	50%				75%	67%	71%	100%	44%	50%
	<b>BME</b>	75%	25%	50%		0%	0%	0%	0%	0%		100%	100%
	<b>Not known</b>		100%	100%							0%	100%	50%
	<b>Total</b>	51%	69%	62%	78%	67%	73%	78%	59%	65%	78%	49%	54%

**Table 7: Undergraduate Current Student Profiles Equality and Diversity Data 2006/07 – 2009/10**

			Current UG 06/07 <sup>xiv</sup>			Current UG 07/08 <sup>xv</sup>				Current UG 08/09 <sup>xvi</sup>			Current UG 09/10 <sup>xvii</sup>		
			Female	Male	Total	Female	Male	Unknown	Total	Female	Male	Total	Female	Male	Total
<b>Population</b>					<b>25677</b>				<b>26160</b>			<b>27194</b>			<b>28313</b>
Home students <sup>xviii</sup>	Race	White	39%	28%	67%	37%	28%	0%	65%	35%	27%	62%	38%	29%	67%
		Other white background	2%	1%	3%	1%	1%	0%	1%	N/A			N/A		
		BME	9%	7%	16%	8%	7%	0%	15%	9%	7%	16%	9%	8%	17%
		Not known	2%	2%	5%	2%	1%	0%	3%	3%	2%	6%	1%	1%	2%
		<b>Total</b>	<b>51%</b>	<b>38%</b>	<b>90%</b>	<b>48%</b>	<b>36%</b>	<b>0%</b>	<b>84%</b>	<b>47%</b>	<b>36%</b>	<b>83%</b>	<b>49%</b>	<b>37%</b>	<b>86%</b>
Overseas students			5%	5%	10%	8%	8%	0%	16%	8%	8%	17%	9%	9%	19%
All students	Gender	Female	56%			55%				55%			55%		
		Male	44%			44%				45%			45%		
		<b>Total</b>	<b>100%</b>			<b>100%</b>				<b>100%</b>			<b>100%</b>		
	Disabled	7%			11%				12%			12%			

**Table 8: Postgraduate Current Student Profiles Equality and Diversity Data 2006/07 – 2009/10**

			Current PG 06/07 <sup>xiv</sup>			Current PG 07/08 <sup>xv</sup> Error! Bookmark not defined.				Current PG 08/09 <sup>xvi</sup>			Current PG 09/10 <sup>xvii</sup>		
			Female	Male	Total	Female	Male	Unknown	Total	Female	Male	Total	Female	Male	Total
<b>Population</b>					<b>8816</b>				<b>9281</b>			<b>9827</b>			<b>11125</b>
Home students	Race	White	23%	19%	42%	21%	19%	0%	40%	22%	20%	42%	22%	20%	42%
		Other white background	4%	4%	9%	2%	2%	0%	4%	N/A			N/A		
		BME	4%	4%	8%	4%	5%	0%	9%	4%	5%	9%	4%	5%	9%
		Not known	2%	3%	5%	1%	1%	0%	2%	2%	2%	3%	1%	1%	2%
		<b>Total</b>	<b>34%</b>	<b>30%</b>	<b>64%</b>	<b>29%</b>	<b>26%</b>	<b>0%</b>	<b>55%</b>	<b>28%</b>	<b>26%</b>	<b>54%</b>	<b>28%</b>	<b>26%</b>	<b>53%</b>
Overseas students			15%	21%	36%	20%	25%	0%	45%	20%	26%	46%	21%	25%	47%
All students	Gender	Female	49%			48%				48%			49%		
		Male	51%			51%				52%			51%		
		<b>Total</b>	<b>100%</b>			<b>100%</b>				<b>100%</b>			<b>100%</b>		
	Disabled	3%			N/A				7%			10%			

**Table 9: Undergraduate Degree attainment 2008/09**

		Good degree			Lower degree		
		Female	Male	Total	Female	Male	Total
<b>Population</b>				<b>4188</b>			<b>1779</b>
<b>Race</b>	<b>White</b>	78%	73%	76%	22%	27%	24%
	<b>BME</b>	66%	56%	61%	34%	44%	39%
	<b>Not known</b>	54%	61%	57%	46%	39%	43%
	<b>Total</b>	75%	70%	73%	25%	30%	27%
<b>Overseas</b>		63%	52%	58%	37%	48%	42%
<b>Disability</b>	<b>Yes</b>	72%	63%	68%	28%	37%	32%
	<b>No</b>	74%	67%	70%	26%	33%	30%
	<b>Total</b>	73%	67%	70%	27%	33%	30%

## Data References

<sup>i</sup> Recruitment data relates to the completed application process 1/06/09 - 31/5/10. Incomplete data relating to a vacancy (eg no shortlisting data) was excluded .

<sup>ii</sup> Application process 06/07, 07/08, 08/09, and 09/10 data based on data provided by Student Recruitment, Admissions and International Development (SRAID) from CampusSolutions (CS)

<sup>iii</sup> Application process is through UCAS and it includes only first degree data

<sup>iv</sup> App = Application

<sup>v</sup> Off = Offer

<sup>vi</sup> Acceptance

<sup>vii</sup> Home/Overseas status is based on fee status

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

<sup>ix</sup> 'Not known' ethnicity is included in BME for 06/07

<sup>x</sup> Application process 07/08, 08/09, and 09/10 data based on data provided by Student Recruitment, Admissions and International Development (SRAID) from CampusSolutions (CS)

<sup>xi</sup> Postgraduate admission data is only available from 2007 onwards

<sup>xii</sup> Current staff data is based on a snapshot on 31/7/10 provided by the Planning Support Office (PSO) from ResourceLink (RL)

<sup>xiii</sup> No disability data available

<sup>xiv</sup> Based on 1/12/06 snapshot provided by PSO from CS

<sup>xv</sup> Based on 1/12/07 snapshot provided by PSO from CS

<sup>xvi</sup> Based on 1/12/08 snapshot provided by PSO from CS

<sup>xvii</sup> Based on 1/12/09 snapshot provided by PSO from CS

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