

# **Public Sector Equality Duty Equality Information and Data Report Academic year 2022/23**

**Published 2024**

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## **1. Introduction**

This report provides an overview of the equality information about our staff and students.

Data in this report are based on the individualised staff and student HESA records, internal staff recruitment data and student recruitment data for the academic years 2020/21 to 2022/23. In 2021/22, a new HESA quality rule meant ethnicity data for only UK-domiciled 'home' students were submitted. Internal data sources were used for ethnicity data for both home and international students across the years, therefore the total number of students may differ from the HESA records.

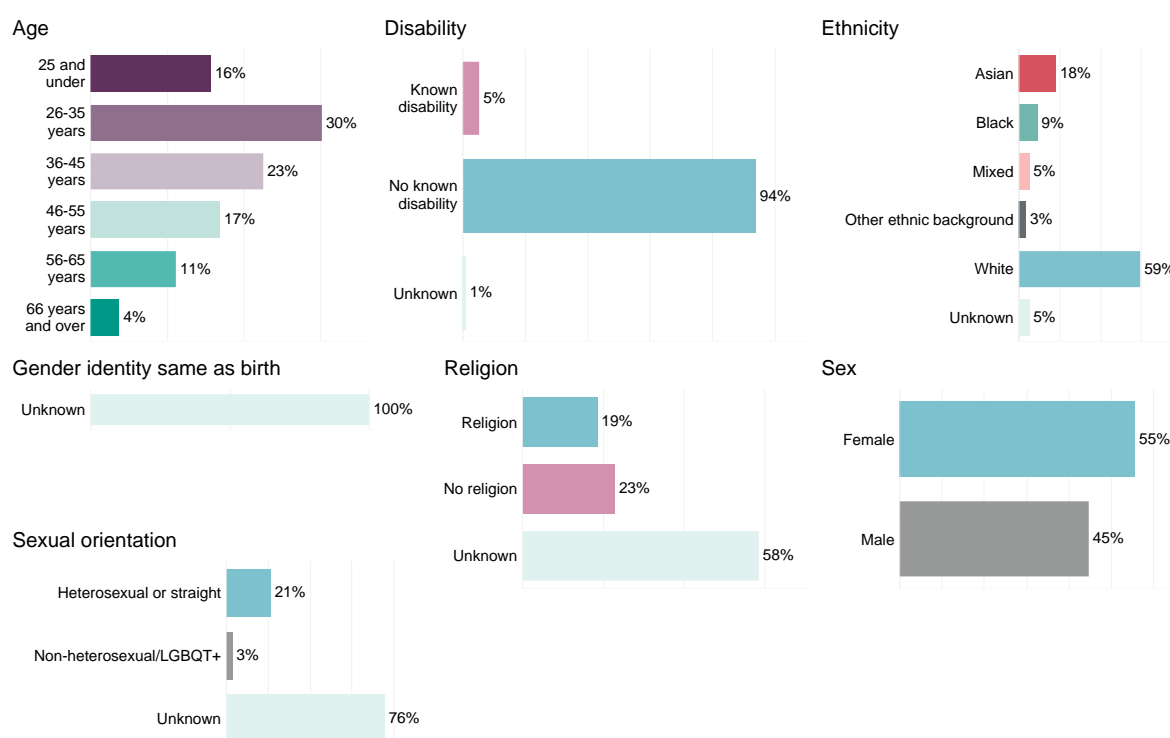
The count of staff and students is rounded to the nearest five to ensure individuals are not identifiable.

## **2. Staff Data**

### **Summary**

- In 2022/23, the School had a total of 4,425 staff members, of which 43% were academic staff and 57% were professional services staff,
- The two age ranges with the highest proportion of staff are 26-35 years (30%) and 36-45 years (23%),
- 5% of staff have a known disability,
- 35% of staff are Black, Asian or from a minority ethnic group, of which the majority are Asian,
- 23% of staff have no religion and 19% have a religion,
- 55% of staff are female,
- 3% of staff are LGBTQ+.

Figure 1: 2022/23 Overall proportion of staff by protected characteristics



## Age

The proportion of academic staff within each age range remains similar over the last three years, with the largest group aged 26-35.

The proportion of professional services staff within each age range remains similar over the last three years, with the largest groups being 25 and under, aged 26-35 years and 36-45 years. (Figure 2 to Figure 3)

Figure 2: Academic staff by age

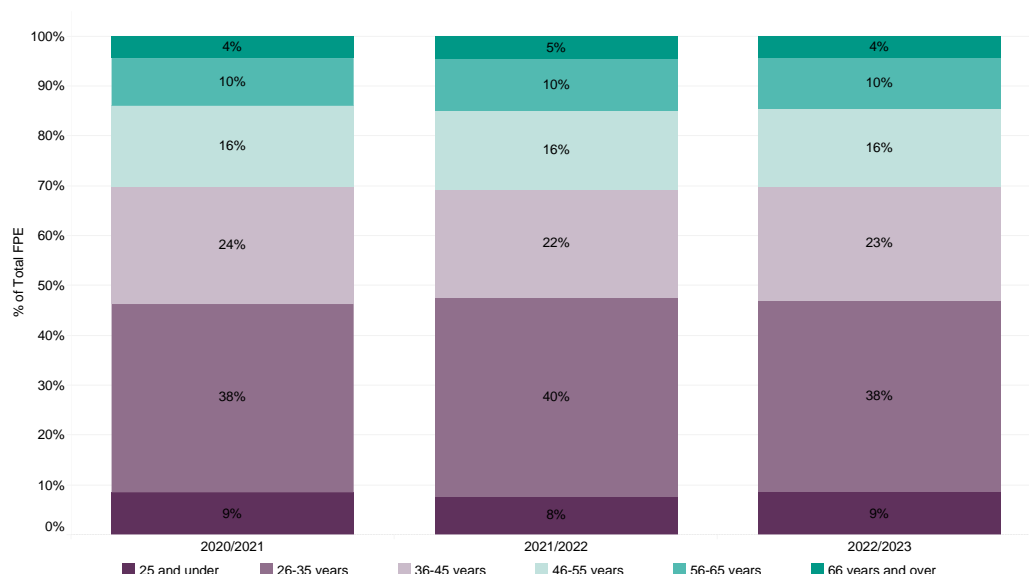
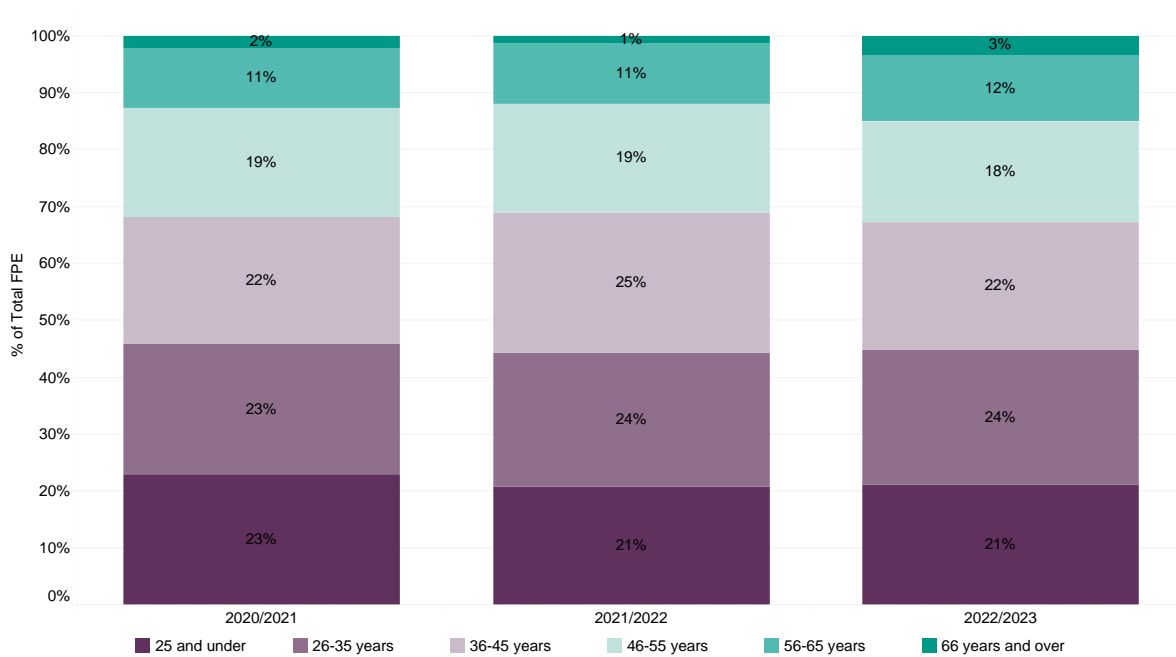


Figure 3: Professional services staff by age



## Disability

The proportion of academic and professional services staff with a known disability has increased slightly over the last three years. (Figure 4 to Figure 5)

Figure 4: Academic staff by disability

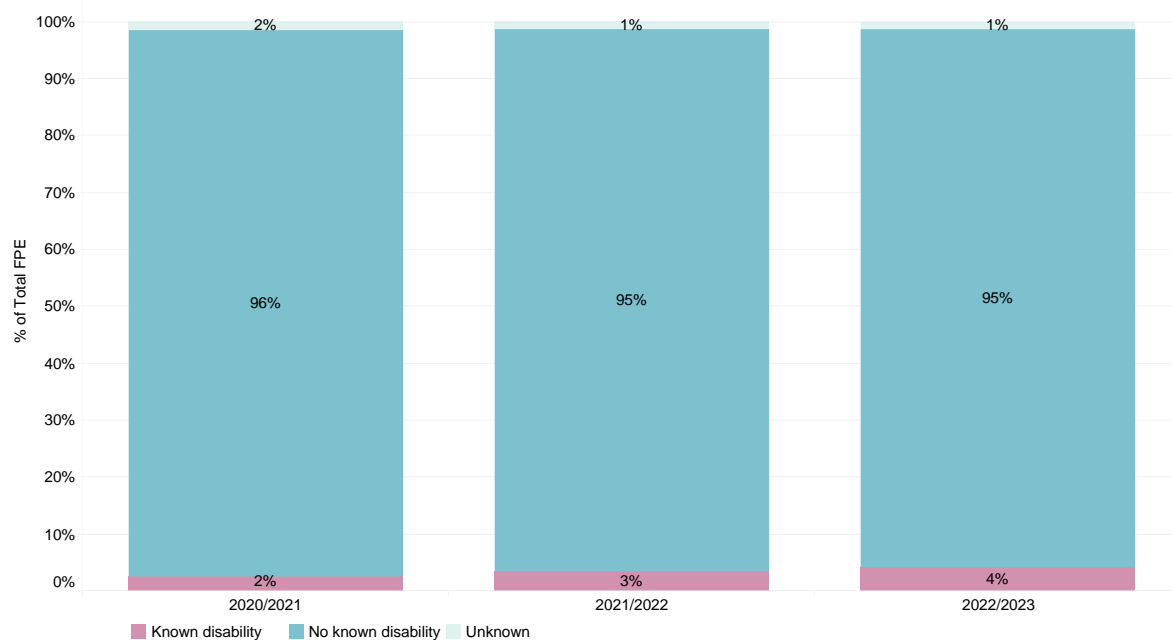
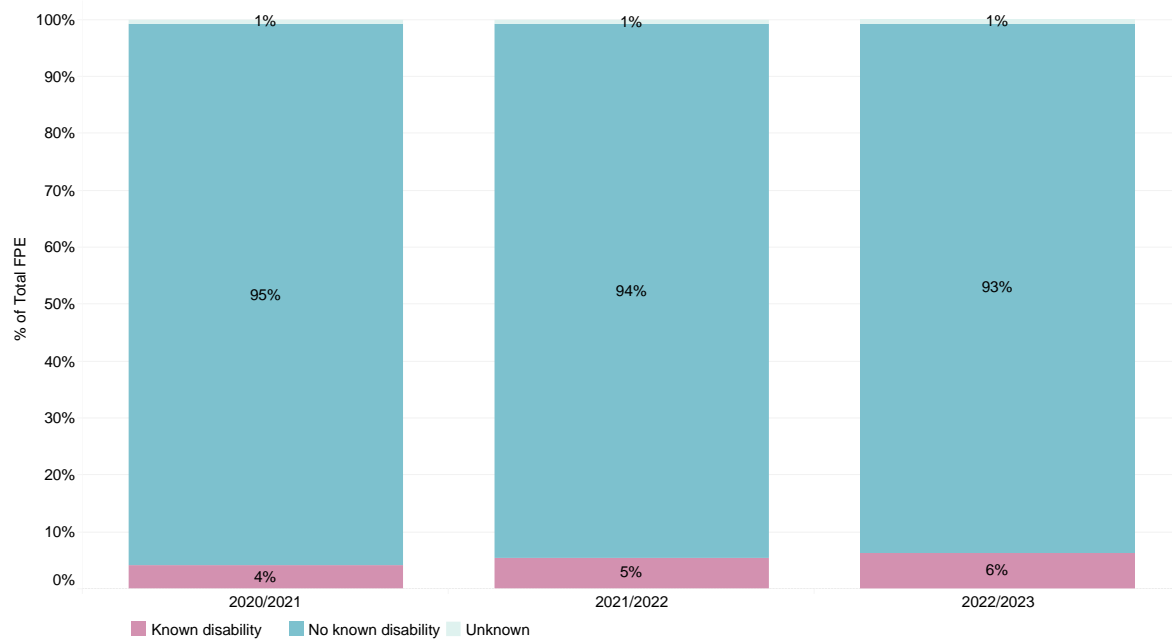


Figure 5: Professional services staff by disability



## Ethnicity

The proportion of academic staff in different ethnic groups remains similar across the three years. The proportion of Black academic staff is significantly lower than all other ethnic groups.

The proportion of Asian staff in professional services has increased slightly across the three years. There is a higher proportion of Black staff working in professional services compared to academic departments. (Figure 6 to Figure 7)

Figure 6: Academic staff by ethnicity

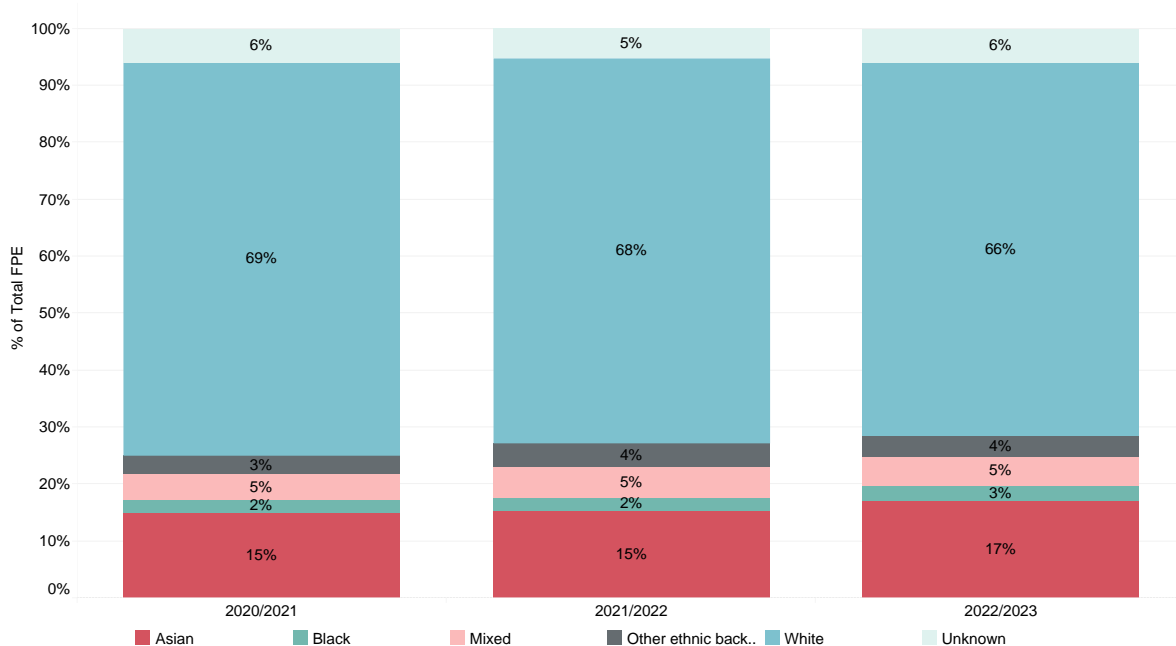
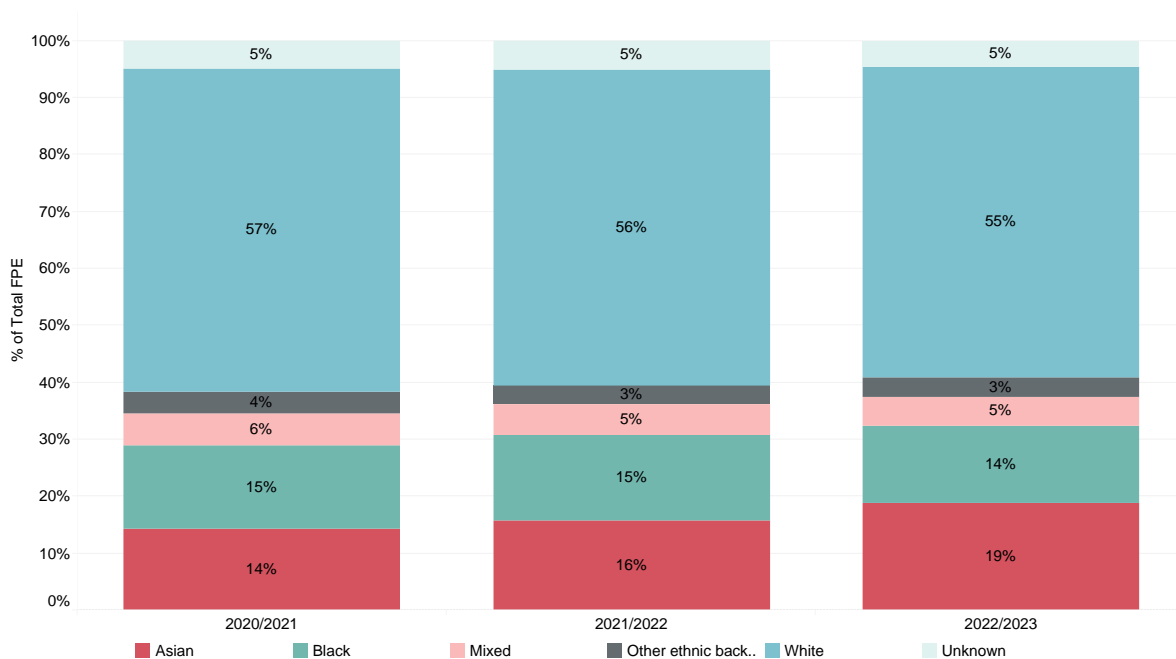


Figure 7: Professional services staff by ethnicity



## Gender Identity same as birth

Over the last three years, whether gender identity is the same as birth has been unknown for academic and professional services staff. This question is asked of all staff through our staff records system but appears to have a very low response rate.

## Religion

The proportion of academic and professional services staff declaring their religion has increased over the last three years, though the proportion of unknowns remains high. (Figure 8 to Figure 9)

Figure 8: Academic staff by religion

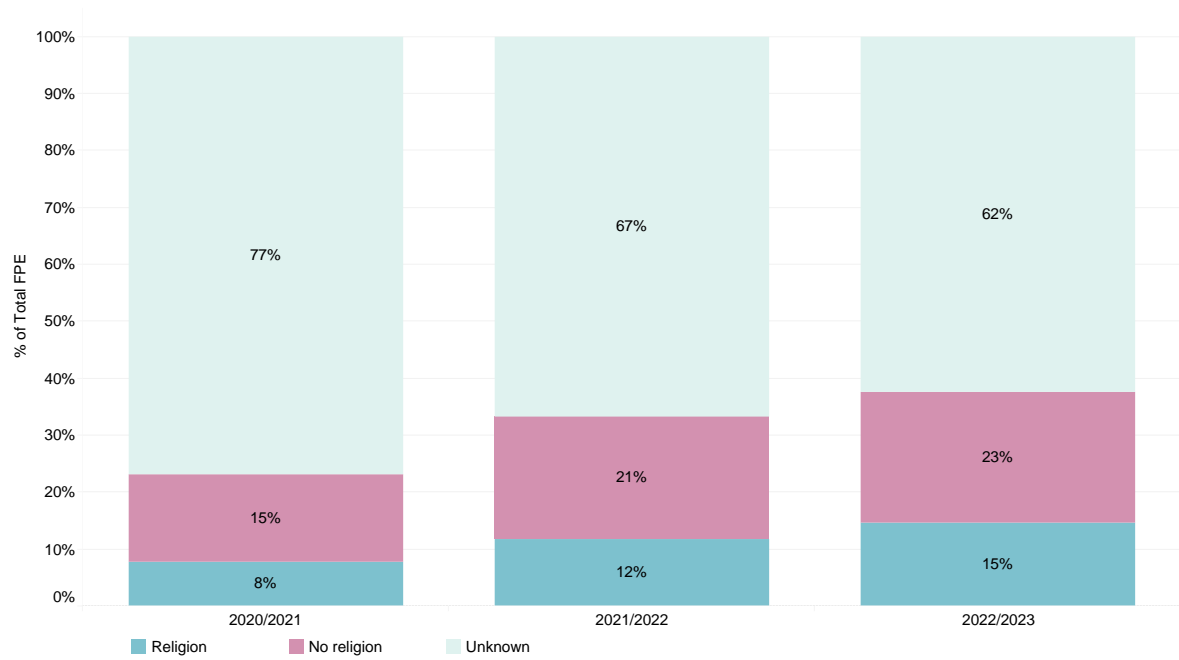
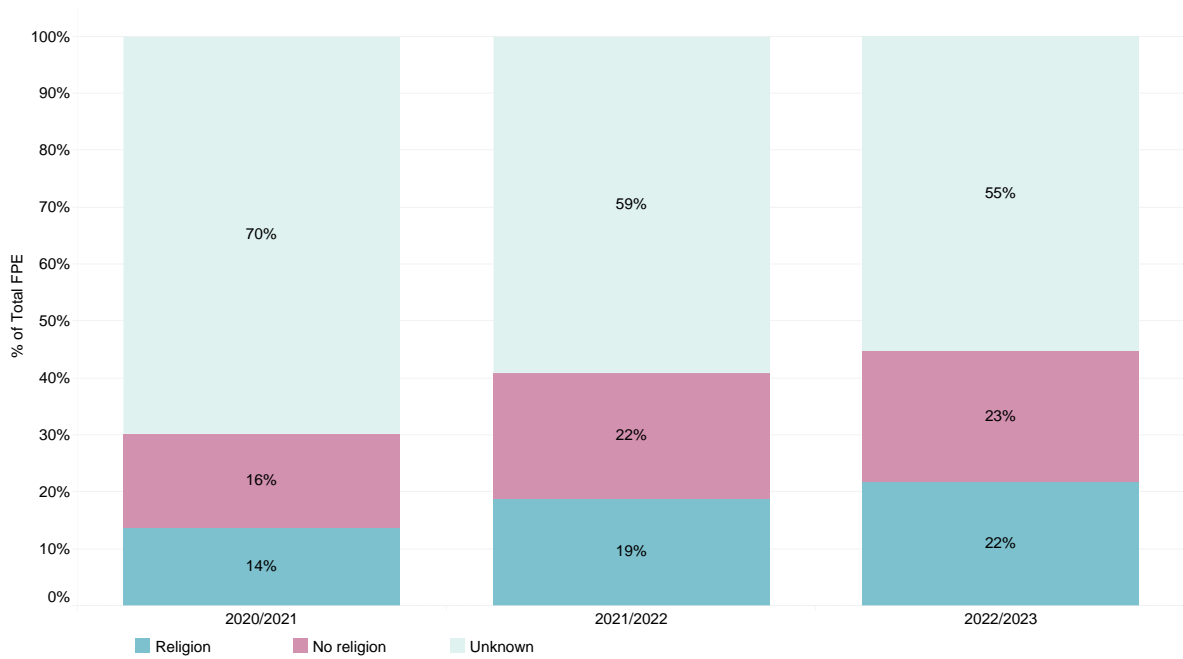


Figure 9: Professional services staff by religion





## Sex

The proportion of female academic staff increased slightly over the last three years.

There are more female staff in professional services compared to academic departments. (Figure 10 and Figure 11)

Figure 10: Academic staff by sex

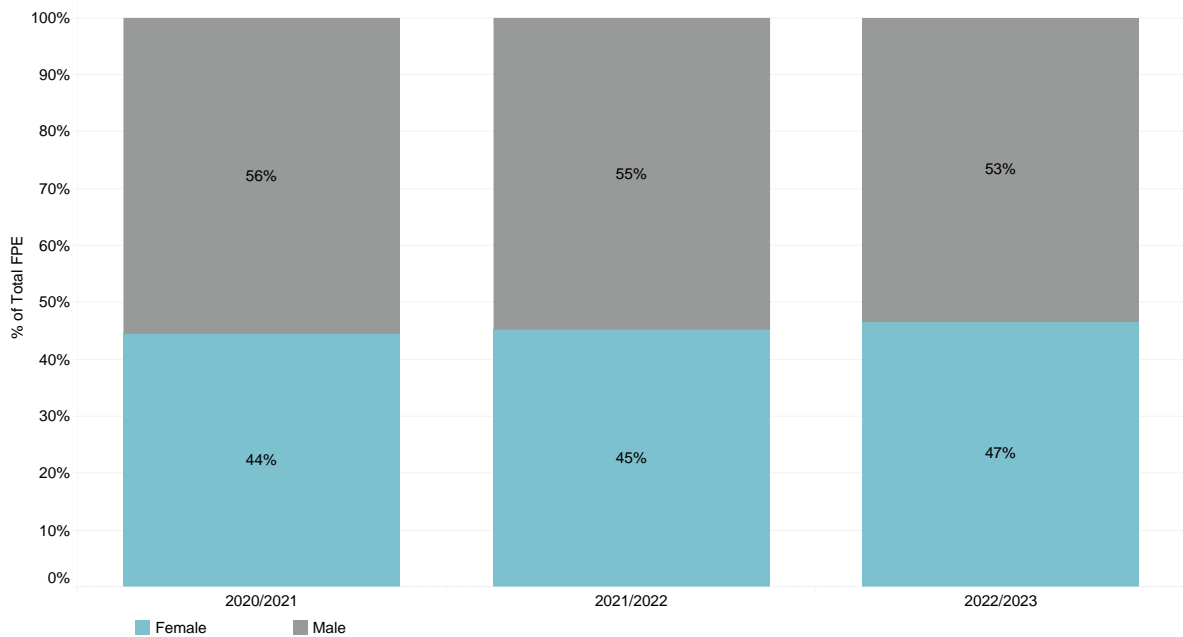
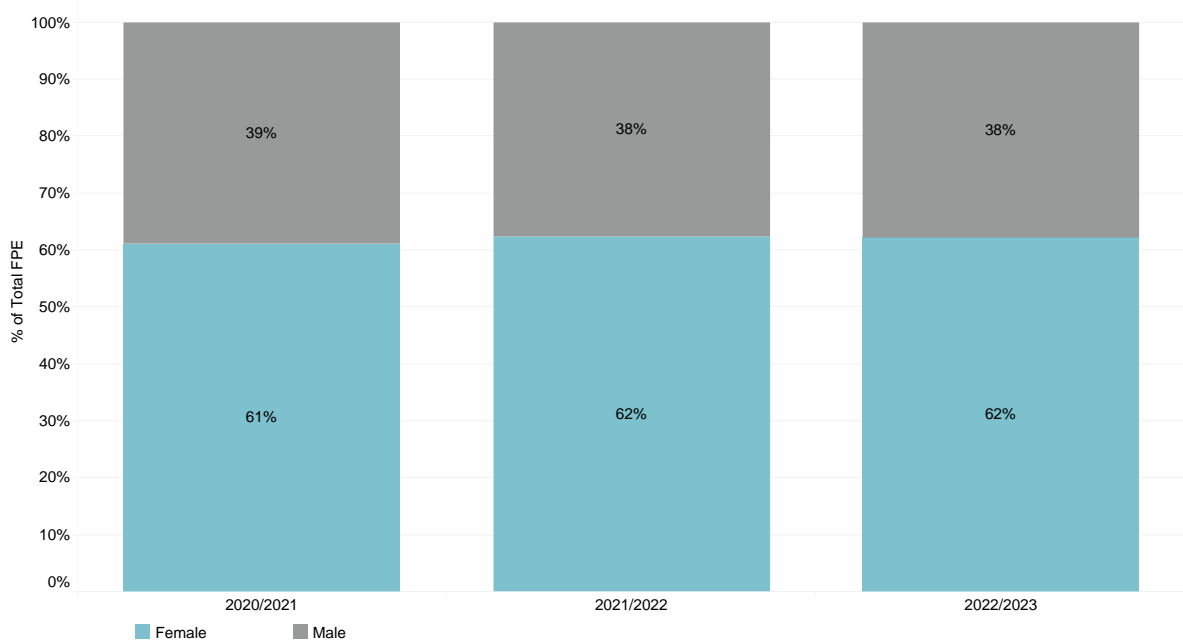


Figure 11: Professional services staff by sex



## Sexual orientation

The proportion of academic and professional services staff declaring their sexual orientation has increased over the last three years though the proportion of unknowns remains high. (Figure 12 to Figure 13)

Figure 12: Academic staff by sexual orientation

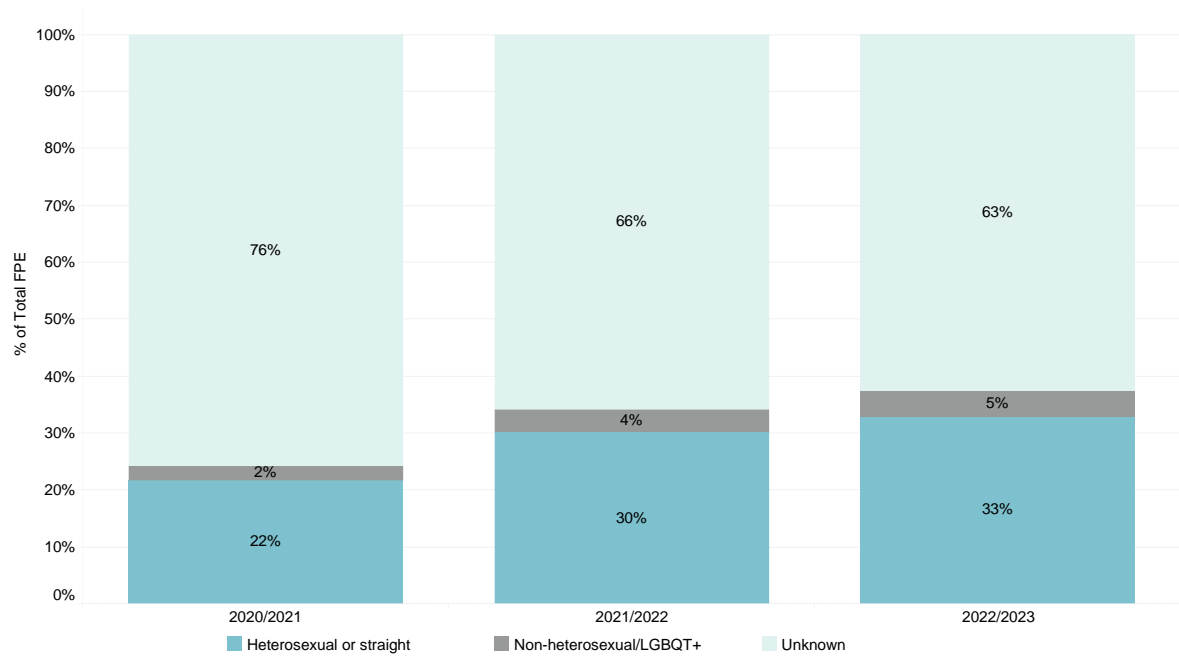
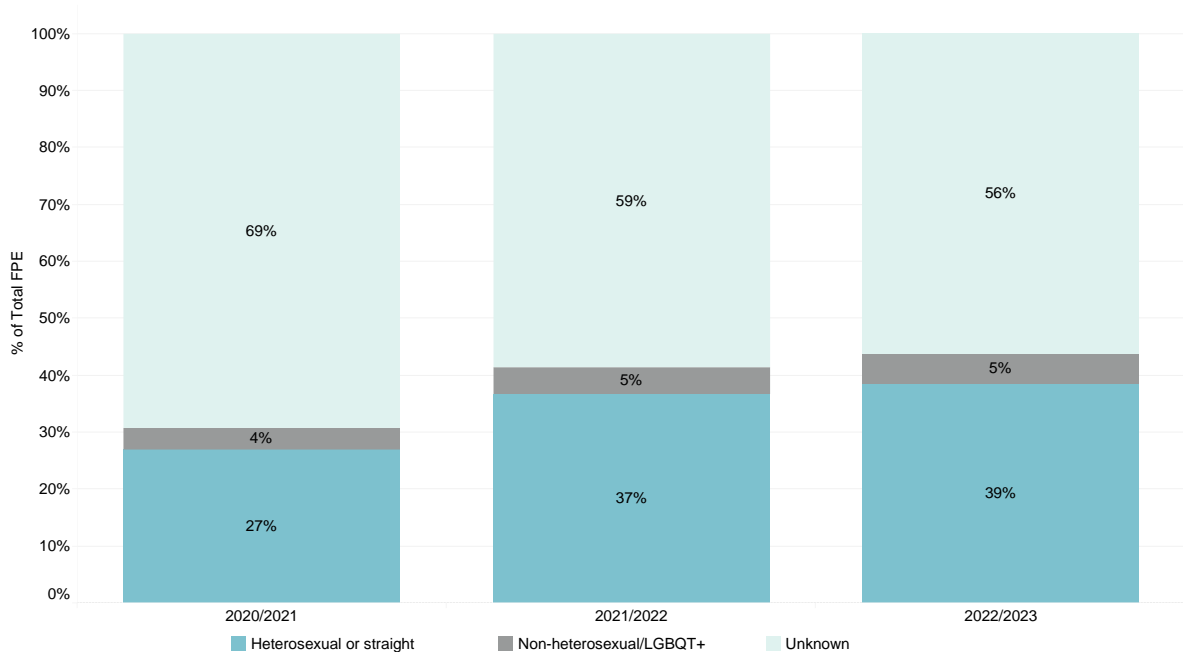


Figure 13: Professional Services staff by sexual orientation



### 3. Staff Recruitment

#### Summary

- In 2023, there were 4,800 job applicants of which 3,020 were academic and 1,780 were professional services.
- In academic roles, 235 applicants were shortlisted for an interview and out of those shortlisted, 145 were appointed.
- In professional services, 550 applicants were shortlisted for an interview and out of those shortlisted, 310 were appointed.

#### Disability

##### Applicants

There has been little change in the proportion of academic and professional services applicants with a disability over the last three years. The proportion of academic applicants with an unknown disability status is significantly high. (Figure 14 to Figure 15)

Figure 14: Proportion of academic applicants by disability

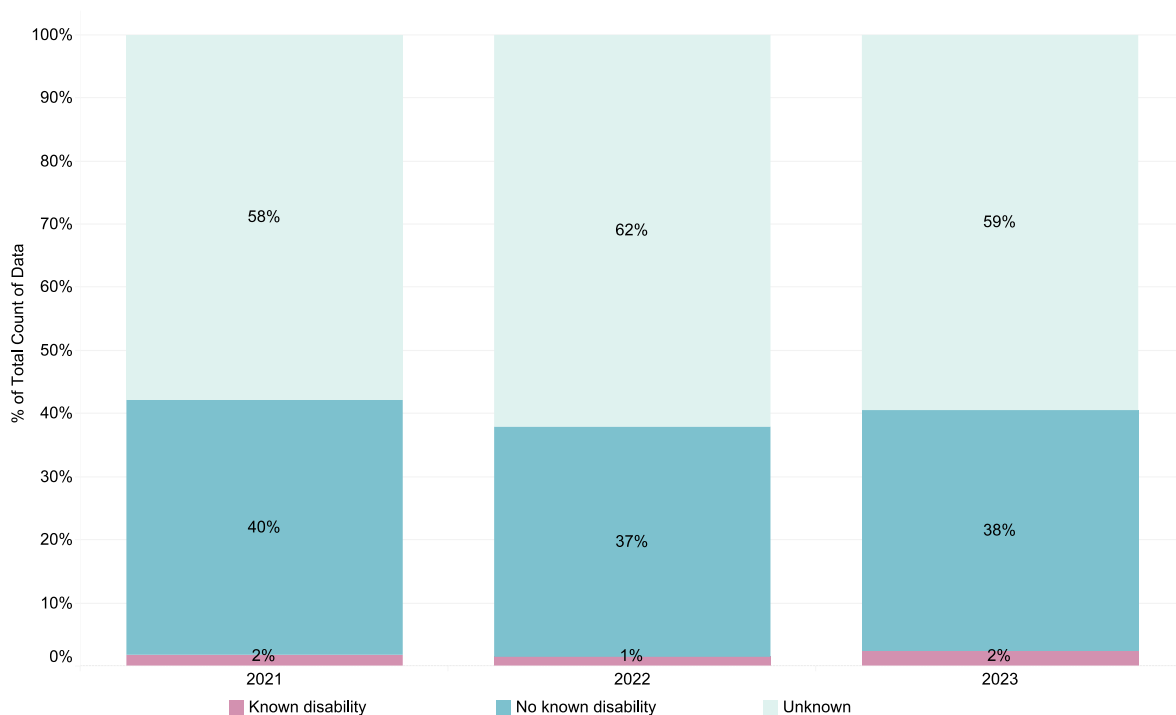
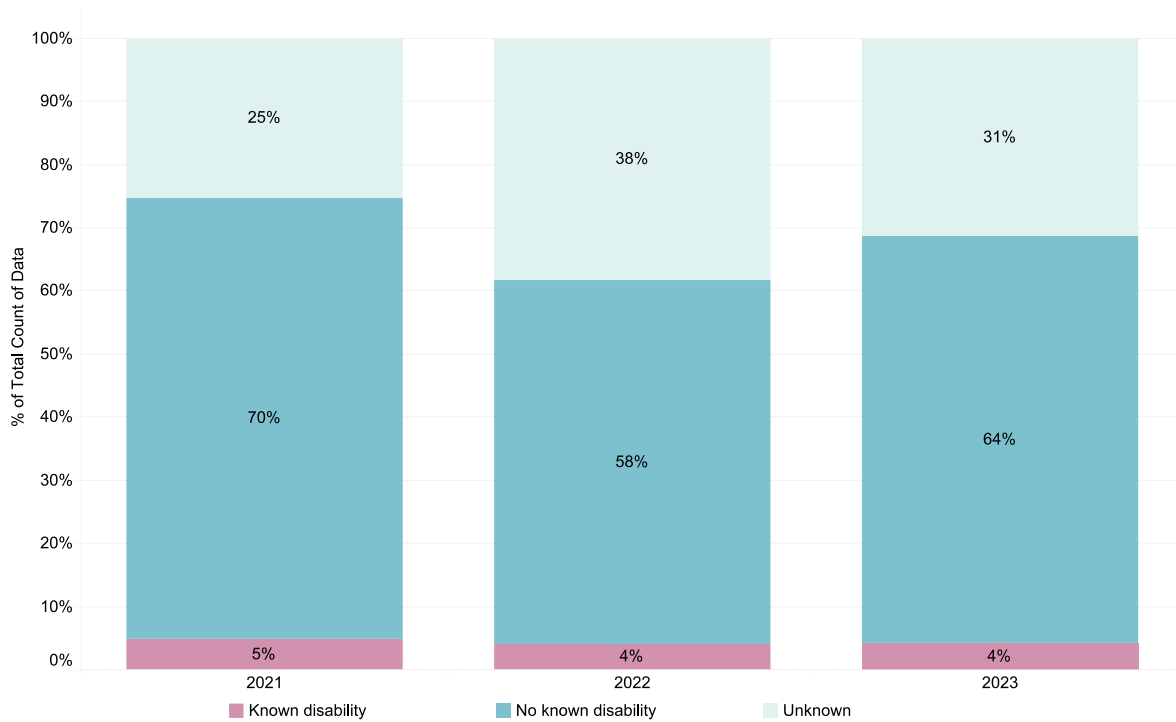


Figure 15: Proportion of professional services applicants by disability



### Shortlisted

The proportion of shortlisted academic applicants who declared a disability increased in 2023 compared to 2022. The proportion of shortlisted professional services applicants who declared a disability decreased year on year from 2021 to 2023. (Figure 16 to Figure 17)

Figure 16: Proportion of shortlisted academic applicants by disability

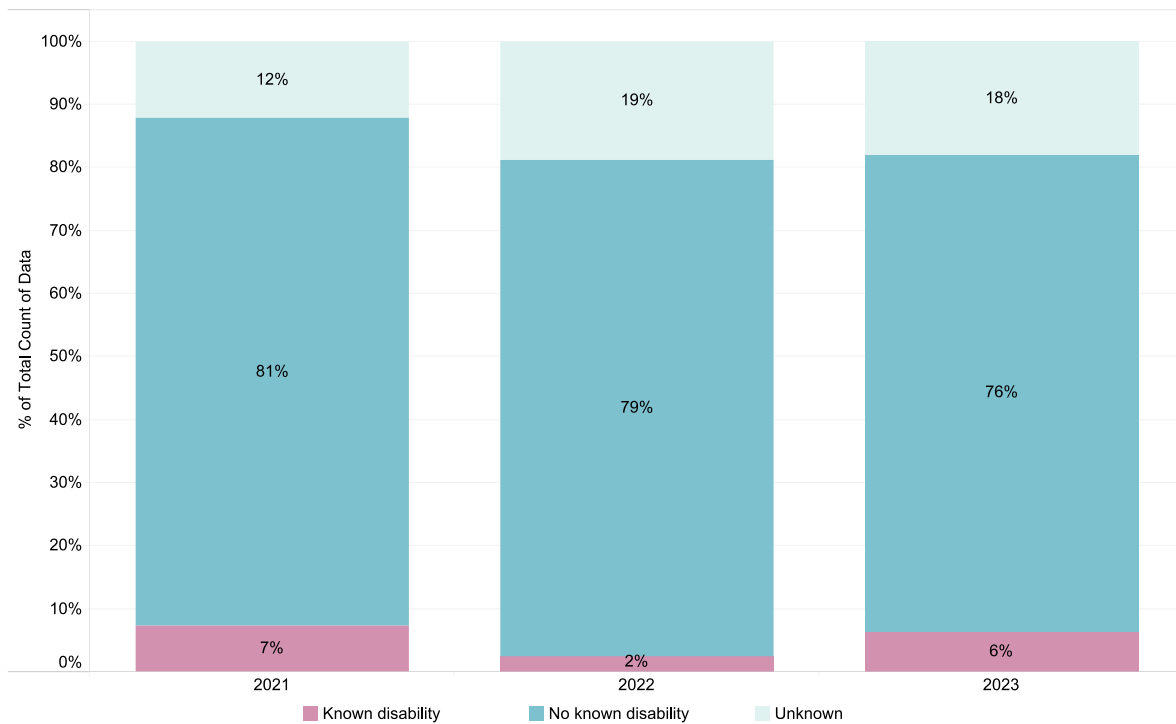
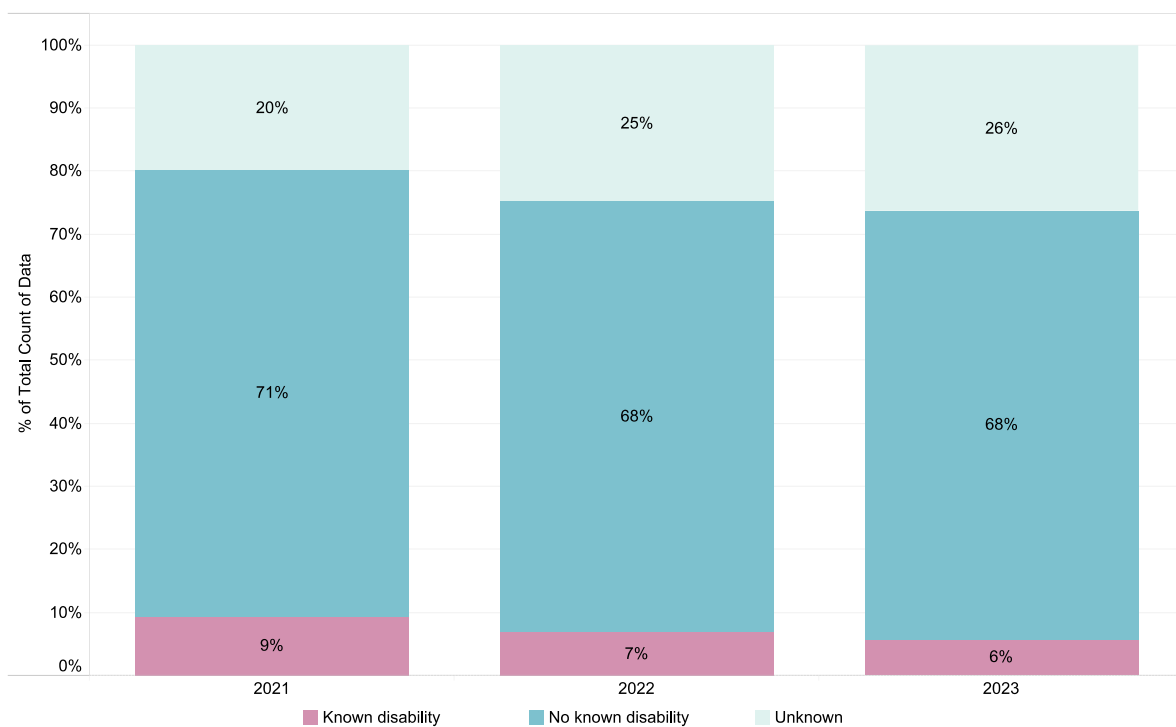


Figure 17: Proportion of shortlisted professional services applicants by disability



## Appointed

The proportion of academic applicants who were appointed and have declared a disability has increased from 1% in 2022 to 5% in 2023.

There is little change to the proportion of professional services applicants who were appointed and have a declared disability over the last three years. (Figure 18 to Figure 19)

Figure 18: Proportion of appointed academic applicants by disability

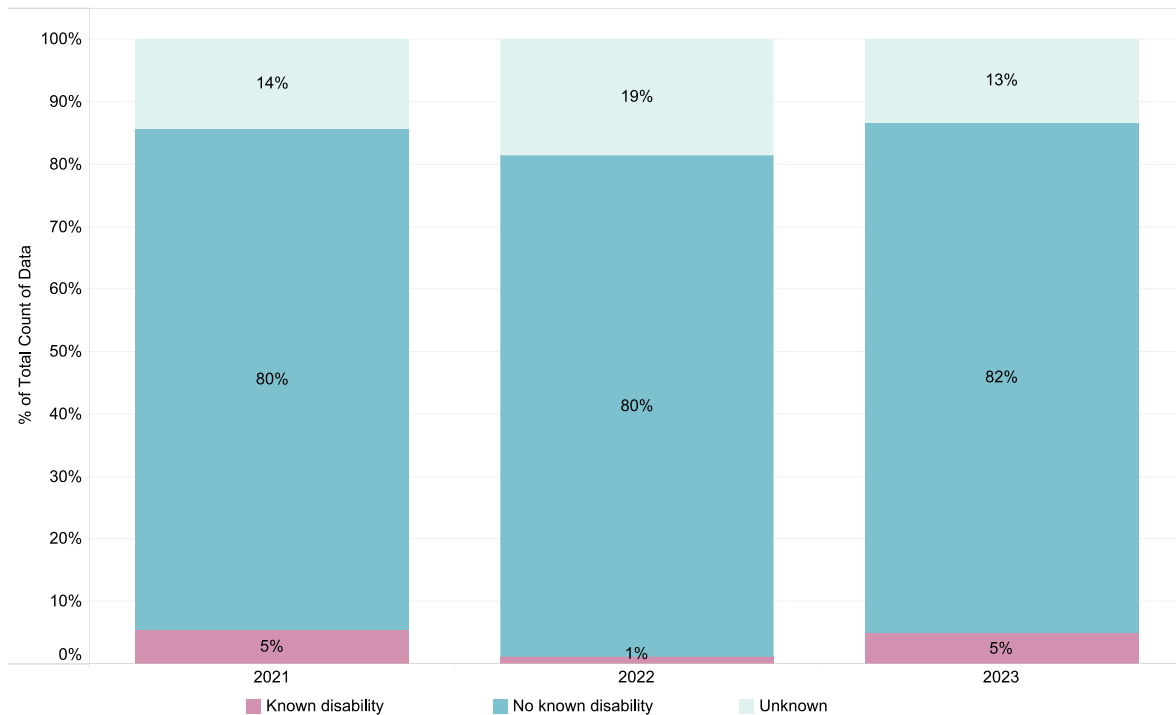
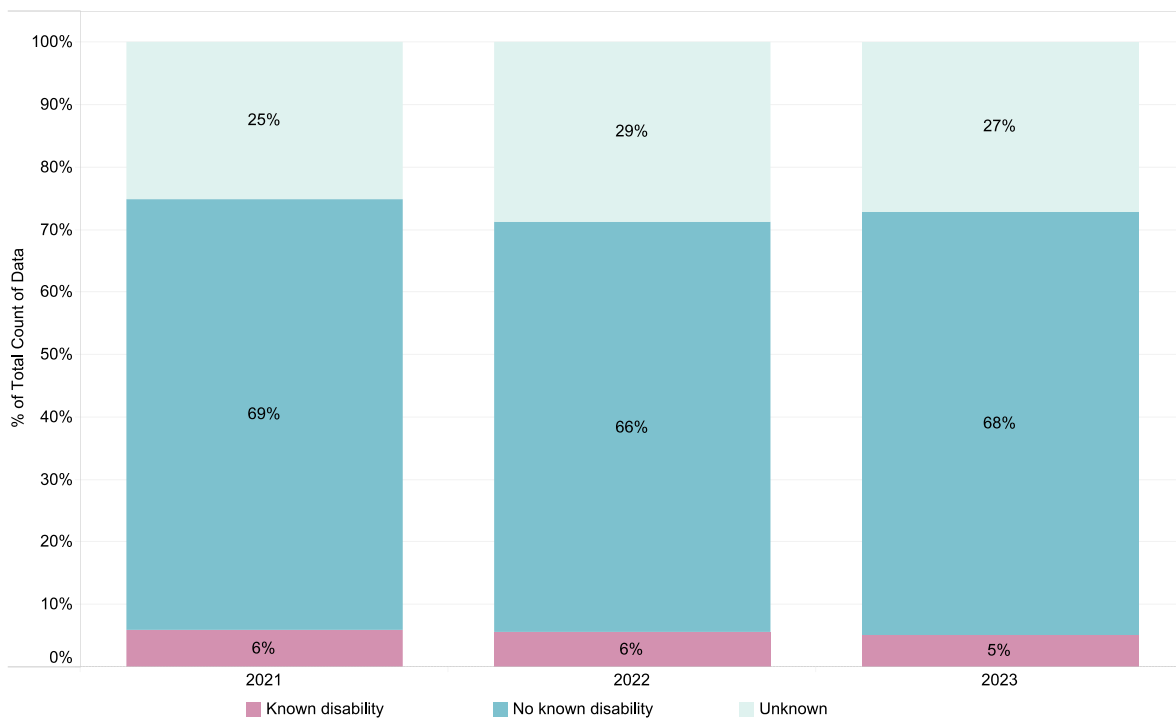


Figure 19: Proportion of appointed professional services applicants by disability



## Ethnicity

### Applicants

The proportion of Black academic applicants is significantly low compared to all other ethnic groups. A high proportion of academic applicants have not declared their ethnicity.

The proportion of professional services Black applicants has been low across the three years compared to all other ethnic groups. (Figure 20 to Figure 21)

Figure 20: Proportion of academic applicants by ethnicity

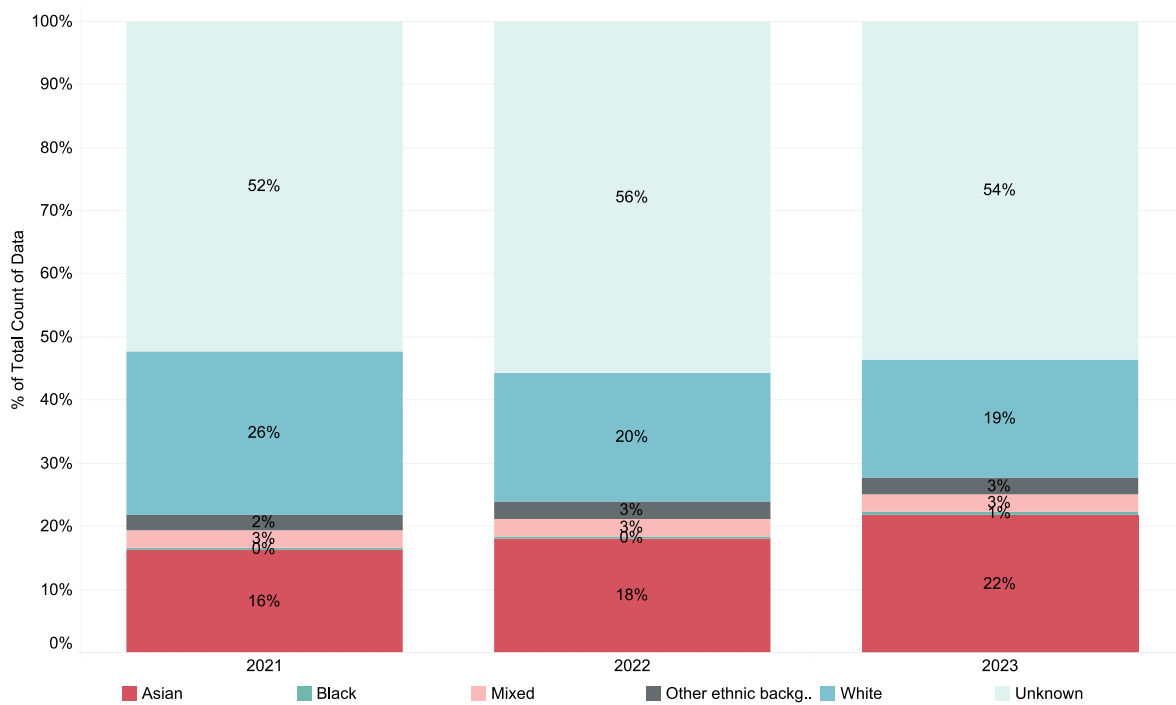
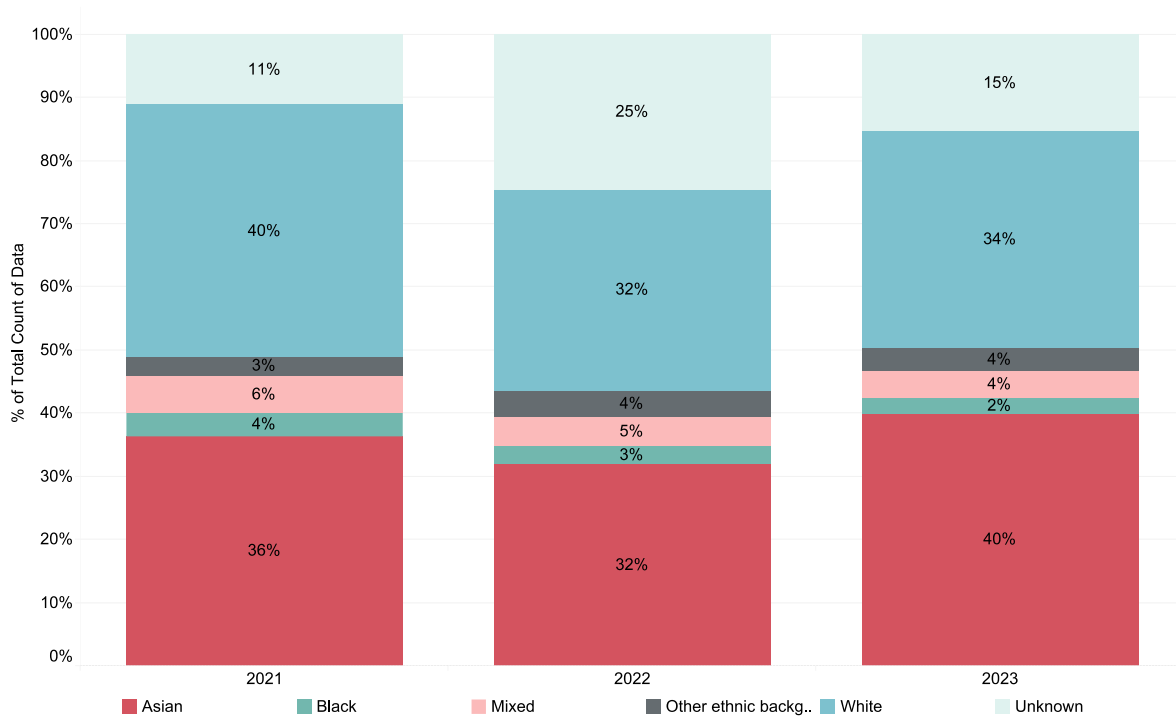


Figure 21: Proportion of professional services applicants by ethnicity





## Shortlisted

The proportion of Black academic and professional services applicants who were shortlisted is significantly low compared to all other ethnic groups across the three years. (Figure 22 to Figure 23)

Figure 22: Proportion of shortlisted academic applicants by ethnicity

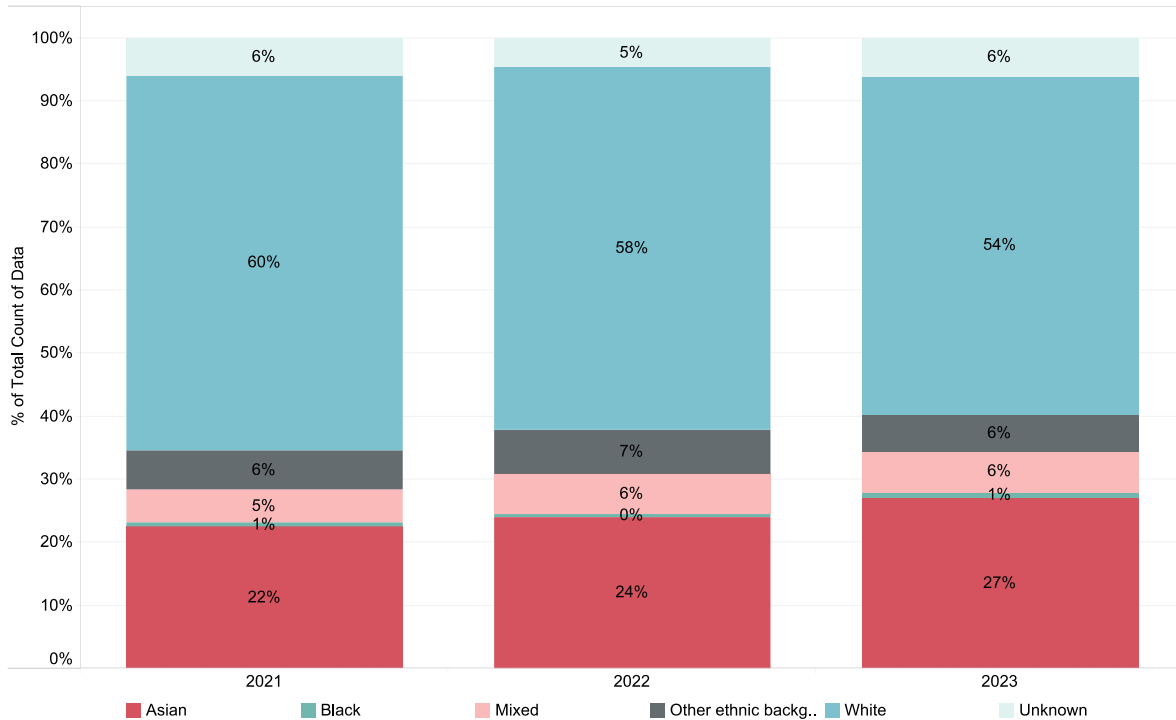
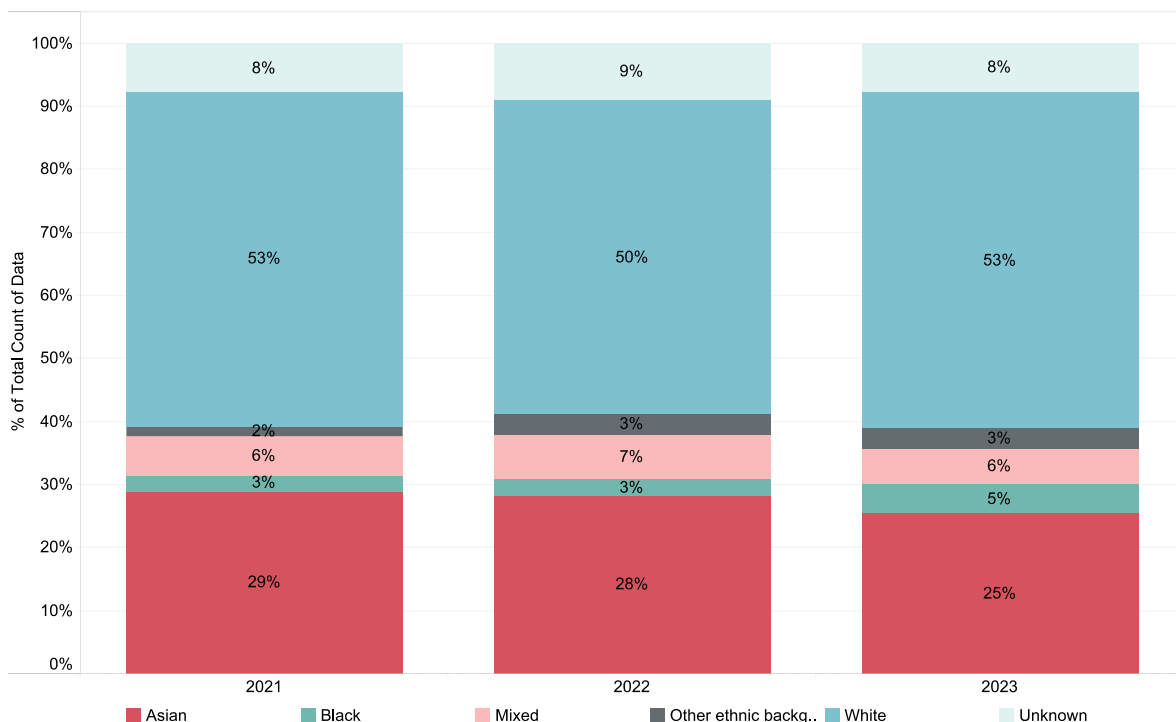


Figure 23: Proportion of shortlisted professional services applicants by ethnicity



## Appointed

The proportion of Black academic applicants who were appointed is low.

There has been a slight increase year on year in the proportion of Black professional services applicants that have been appointed. However, the proportion of Black applicants appointed is still significantly low. (Figure 24 to Figure 25)

Figure 24: Proportion of appointed academic applicants by ethnicity

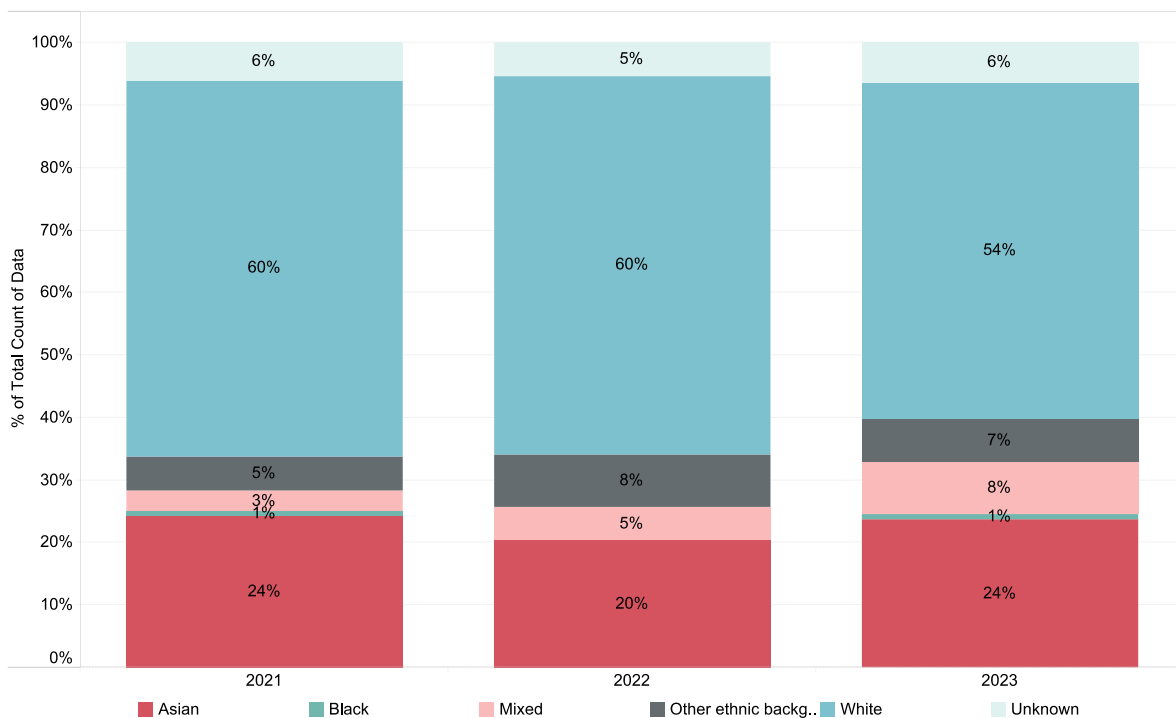
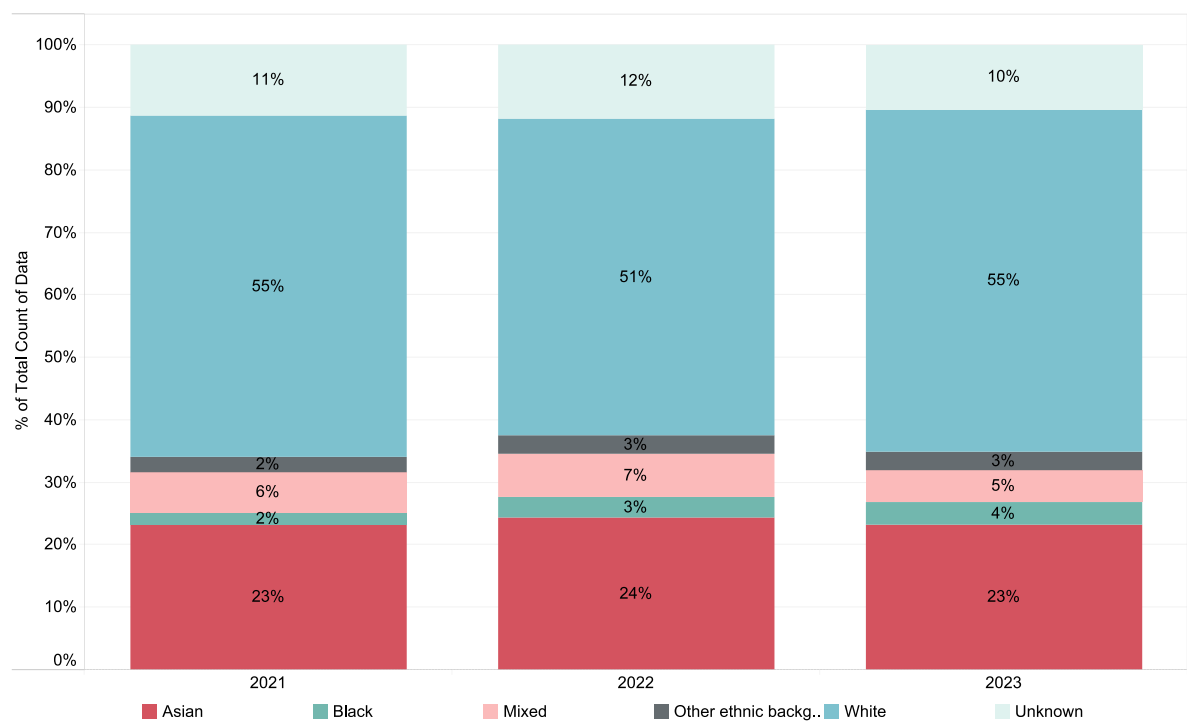


Figure 25: Proportion of appointed professional services applicants by ethnicity



Sex

Applicants

A high proportion of academic applicants did not disclose their sex across 2021 to 2023 and this has increased over the three years. Across the last three years, there has been a higher proportion of professional services applicants who are female. (Figure 26 to Figure 27)

Figure 26: Proportion of academic applicants by sex

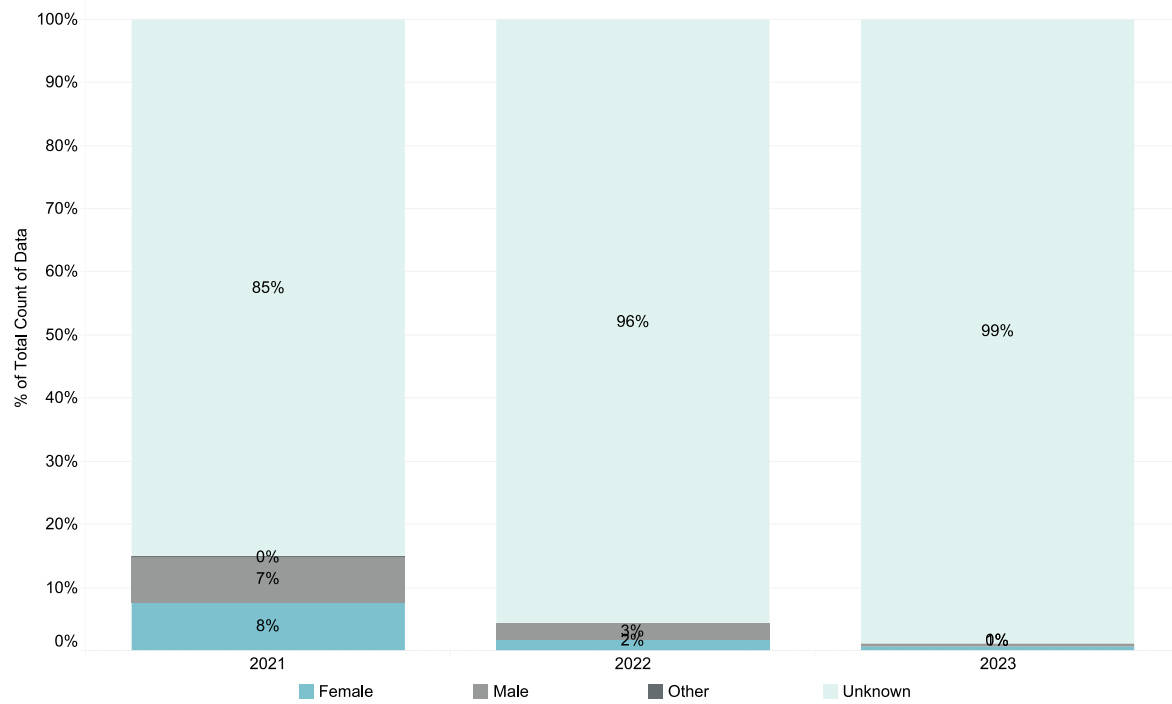
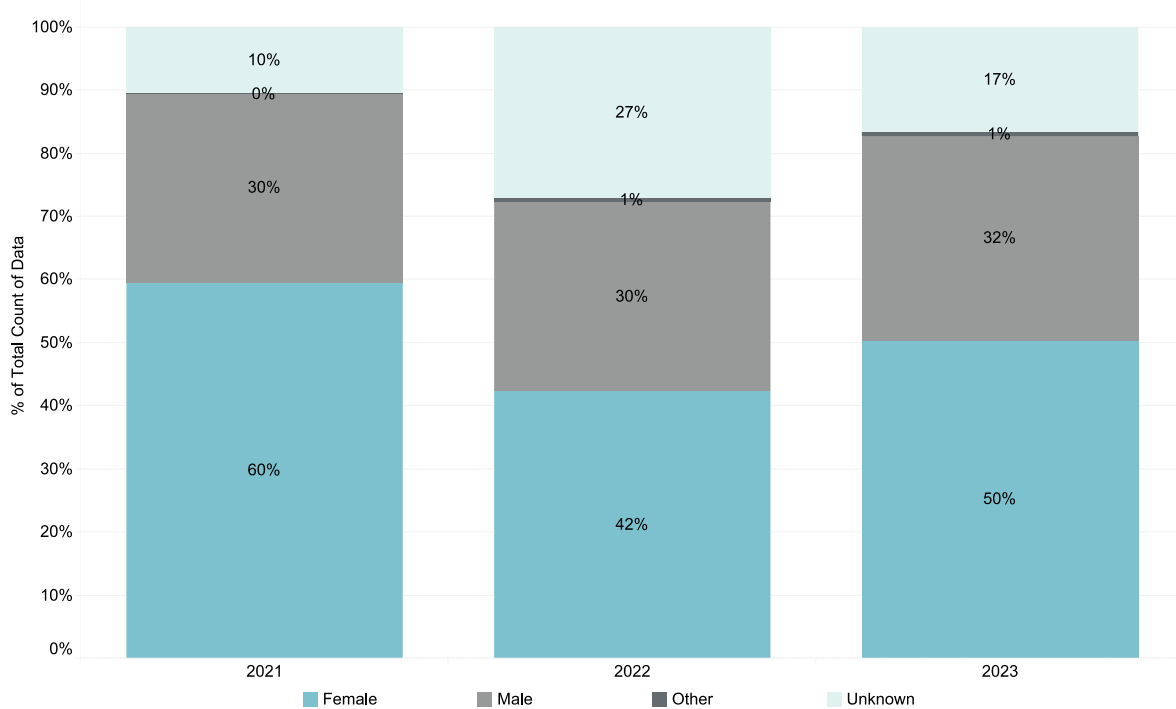


Figure 27: Proportion of professional services applicants by sex



## Shortlisted

A high proportion of shortlisted academic applicants did not disclose their sex. A high proportion of shortlisted professional services applicants were female across the three years. (Figure 28 to Figure 29)

Figure 28: Proportion of shortlisted academic applicants by sex

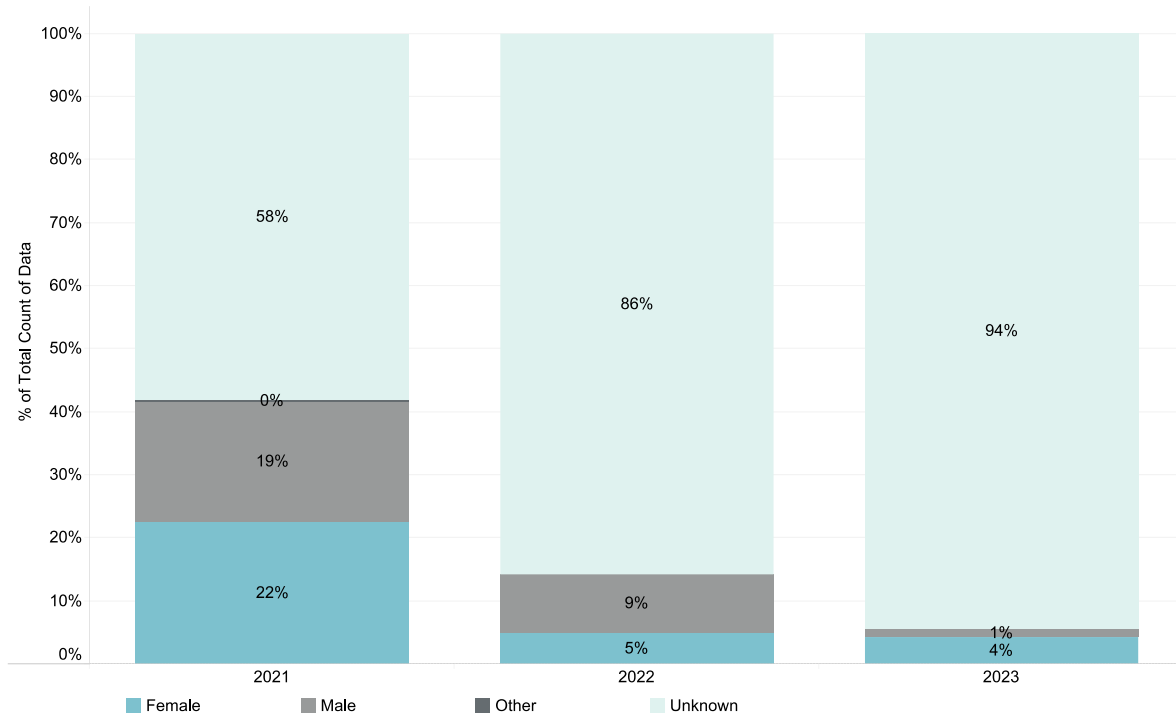
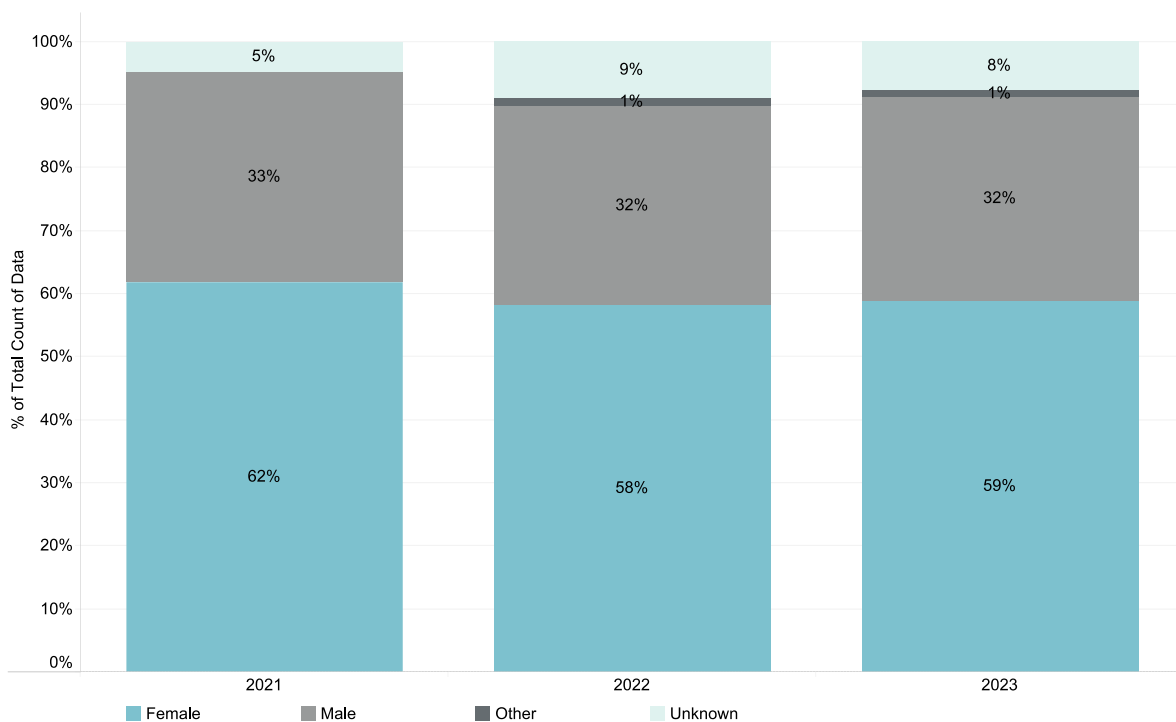


Figure 29: Proportion of shortlisted professional services applicants by sex



## Appointed

Of the shortlisted academic applicants that got appointed, the majority have not disclosed their sex over the last three years. Of the shortlisted professional services applicants that were appointed, the majority are female over the last three years. (Figure 30 to Figure 31)

Figure 30: Proportion of appointed academic applicants by sex

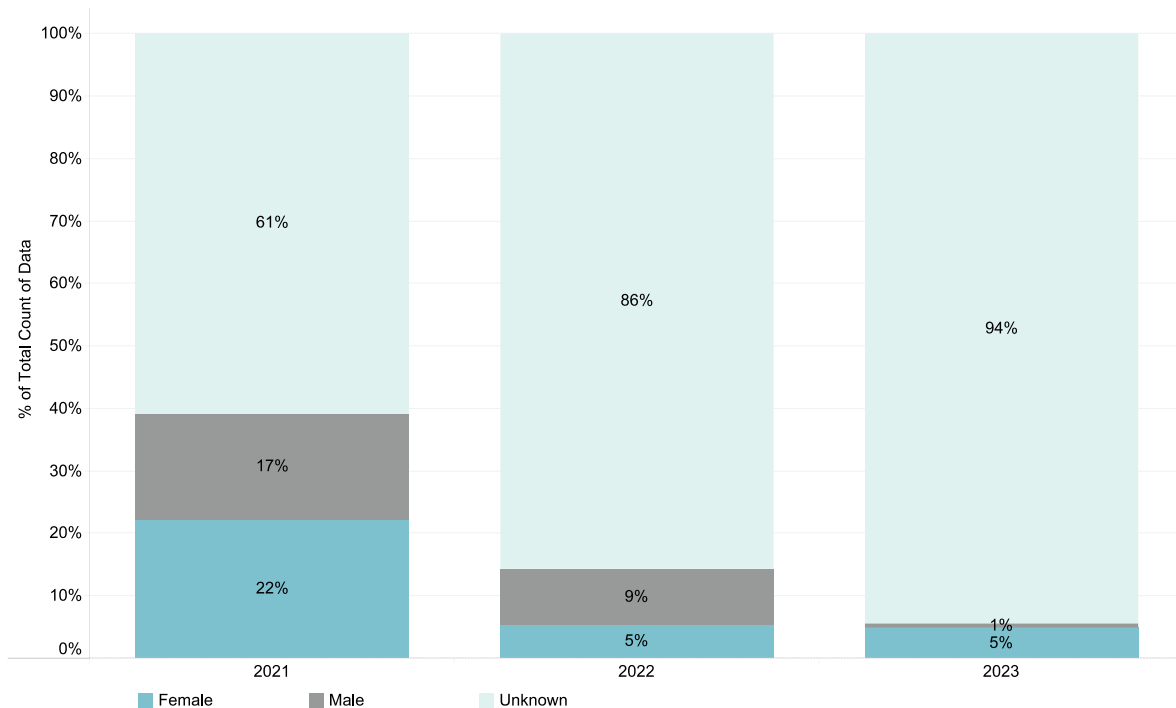
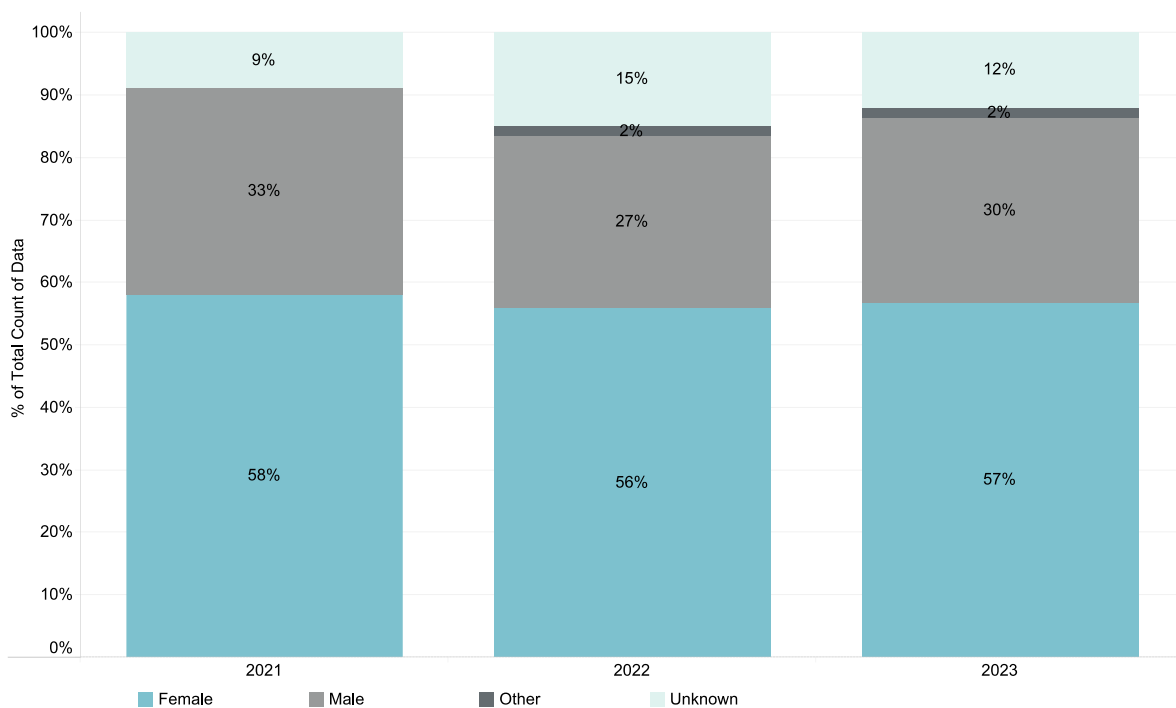


Figure 31: Proportion of appointed professional services applicants by sex

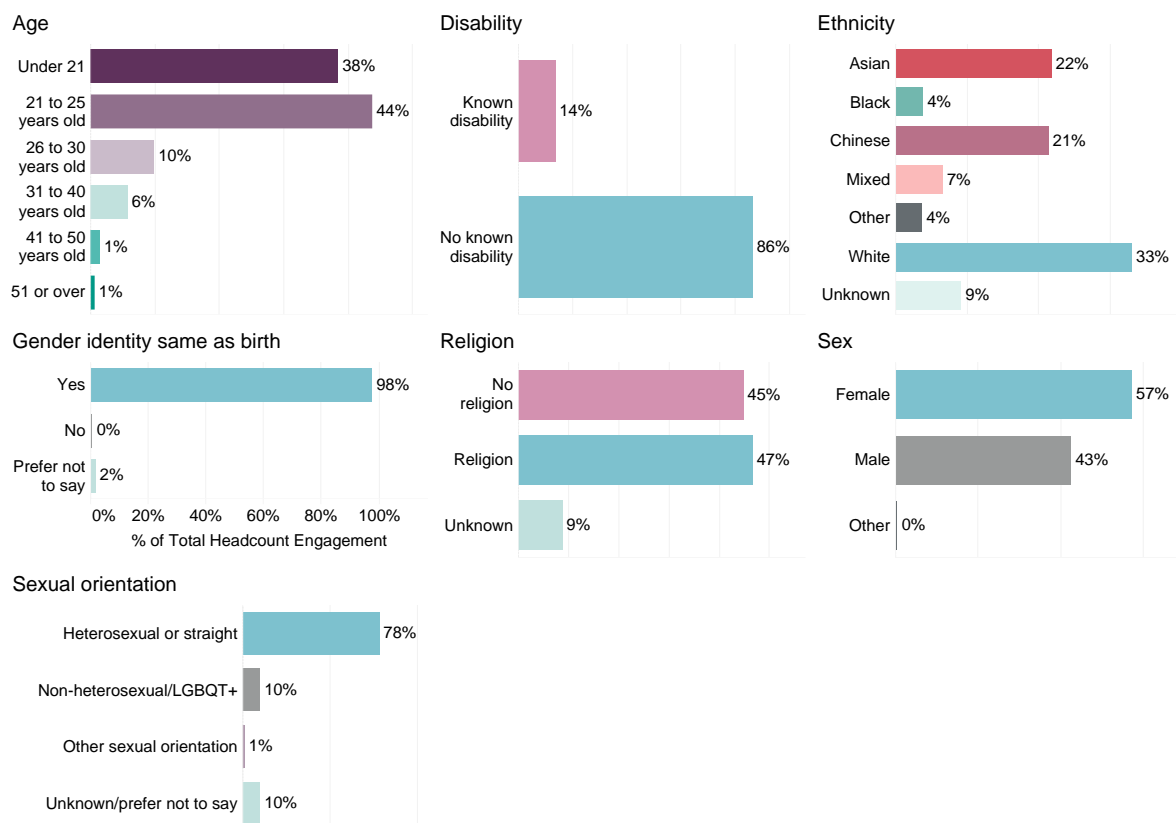


## 4. Student Data

### Summary

- In 2022/23, there were 13,295 students, of which 45% were First Degree students, 51% were Postgraduate Taught students and 4% were Postgraduate Research students.
- The two age groups with the highest proportion of students are under 21 (38%) and 21 to 25 (44%).
- 14% of students have a known disability.
- The three ethnicity groups with the highest proportion of students are Asian (22%), Chinese (21%) and White (33%).
- 98% of students' gender identity is the same as birth.
- 47% of students have a religion.
- 57% of students were female.
- 10% of students were non-heterosexual/LGBT+.

Figure 32: 2022/23 Overall proportion of students by protected characteristics



## Age

The age ranges across the different levels of study remain constant across the last three years. (Figure 33 to Figure 35)

Figure 33: Proportion of First Degree students by age

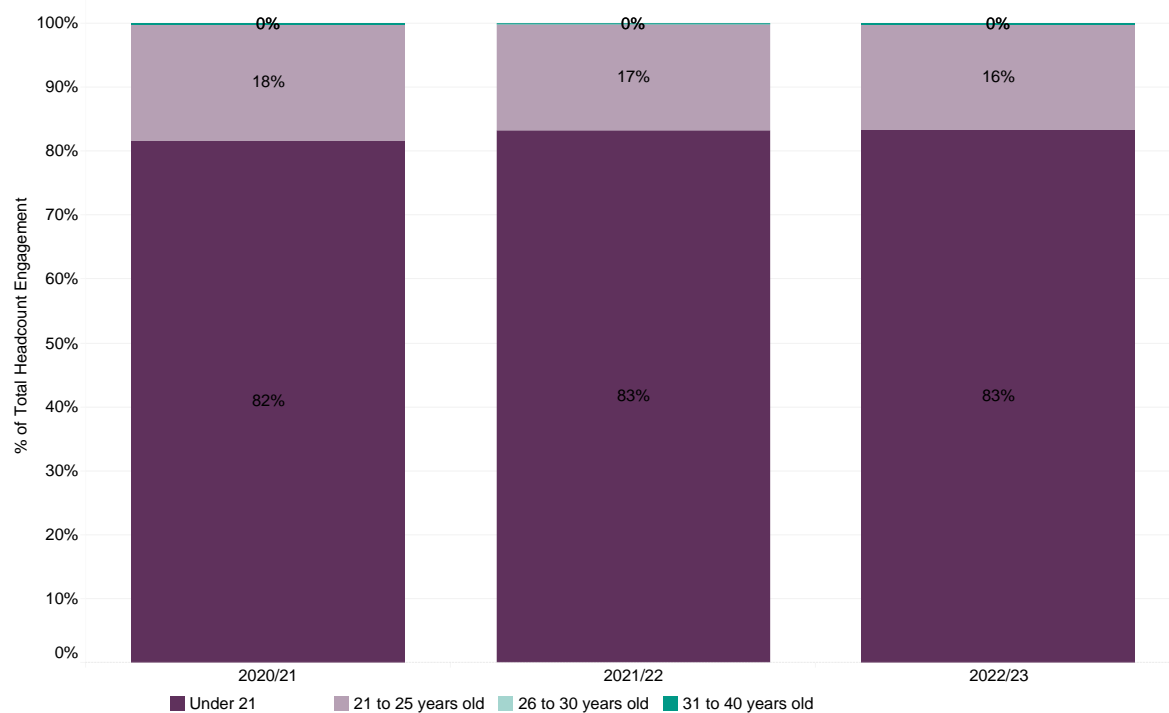


Figure 34: Proportion of Postgraduate Taught students by age

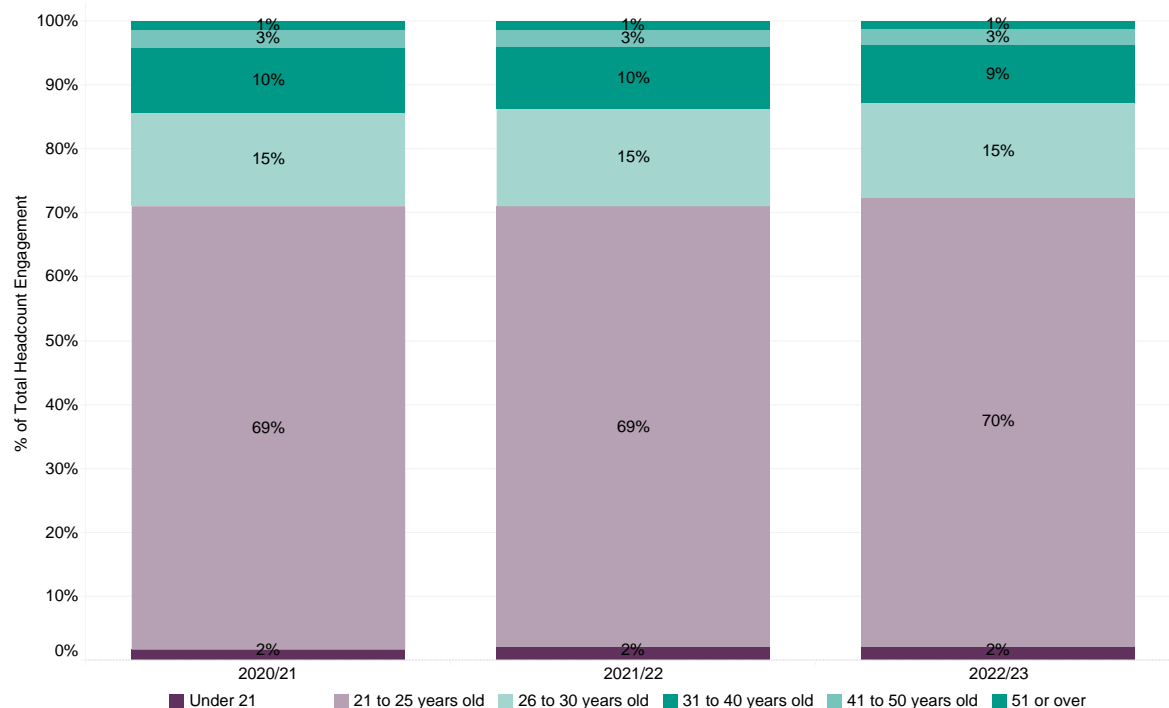
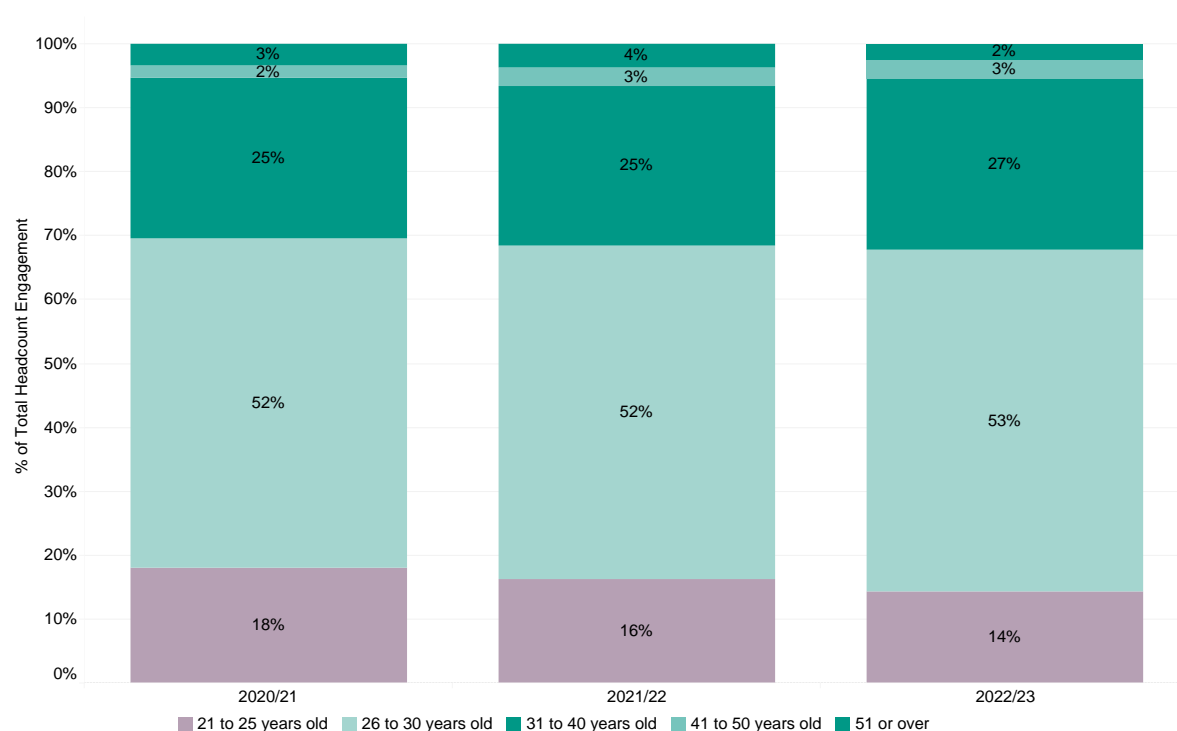




Figure 35: Proportion of Postgraduate Research students by age



## Disability

The proportion of students with a known disability has increased year on year across all levels of study. (Figure 36 to Figure 38)

Figure 36: Proportion of First Degree students by disability

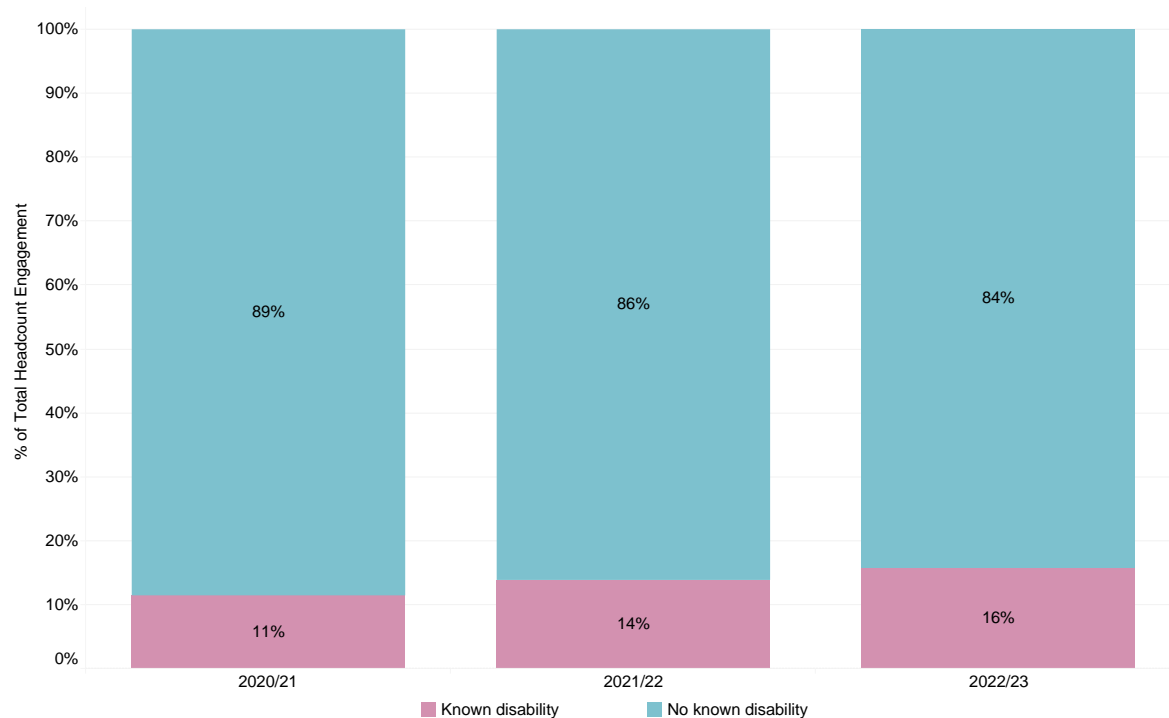


Figure 37: Proportion of Postgraduate Taught students by disability

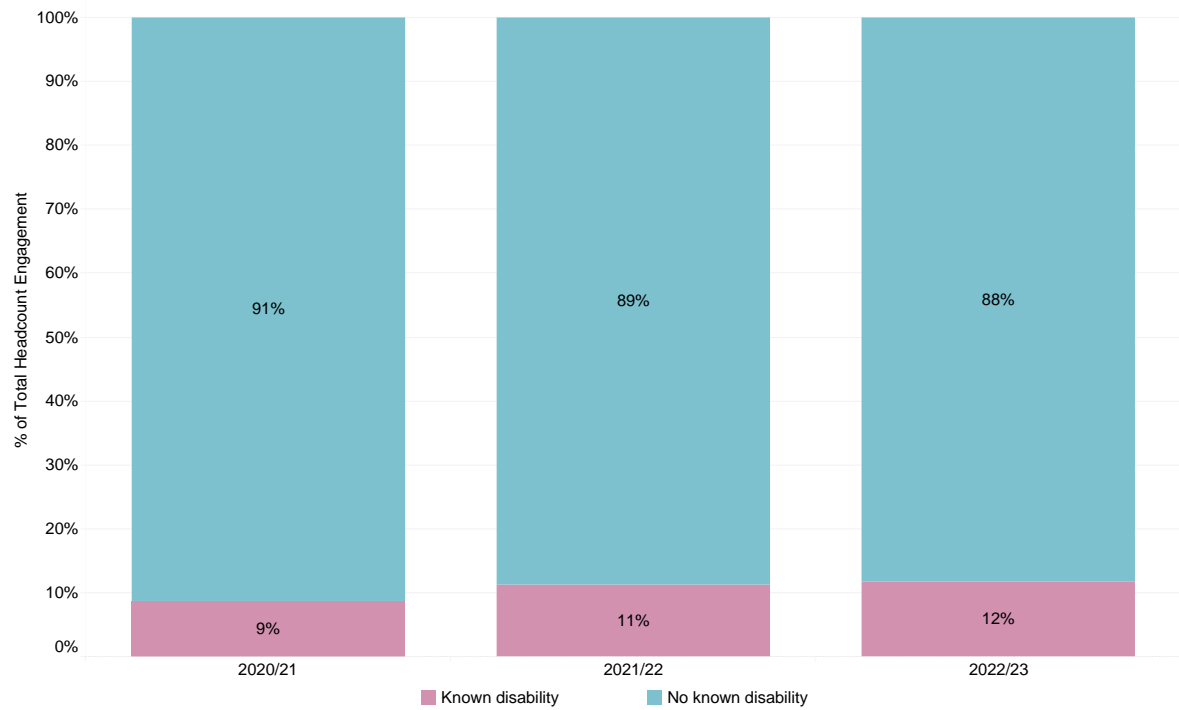
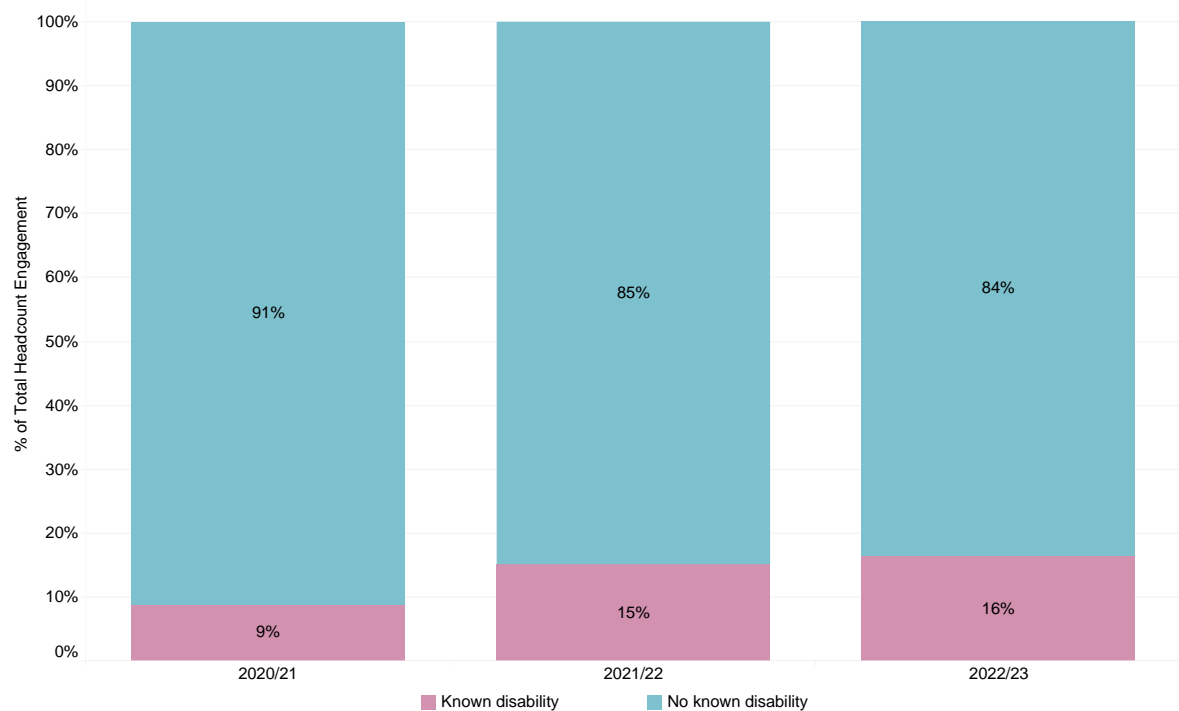


Figure 38: Proportion of Postgraduate Research students by disability



## Ethnicity

The proportion of Black students is significantly lower than all other ethnic groups across all levels of study. (Figure 39 to Figure 41)

Figure 39: Proportion of First Degree students by Ethnicity

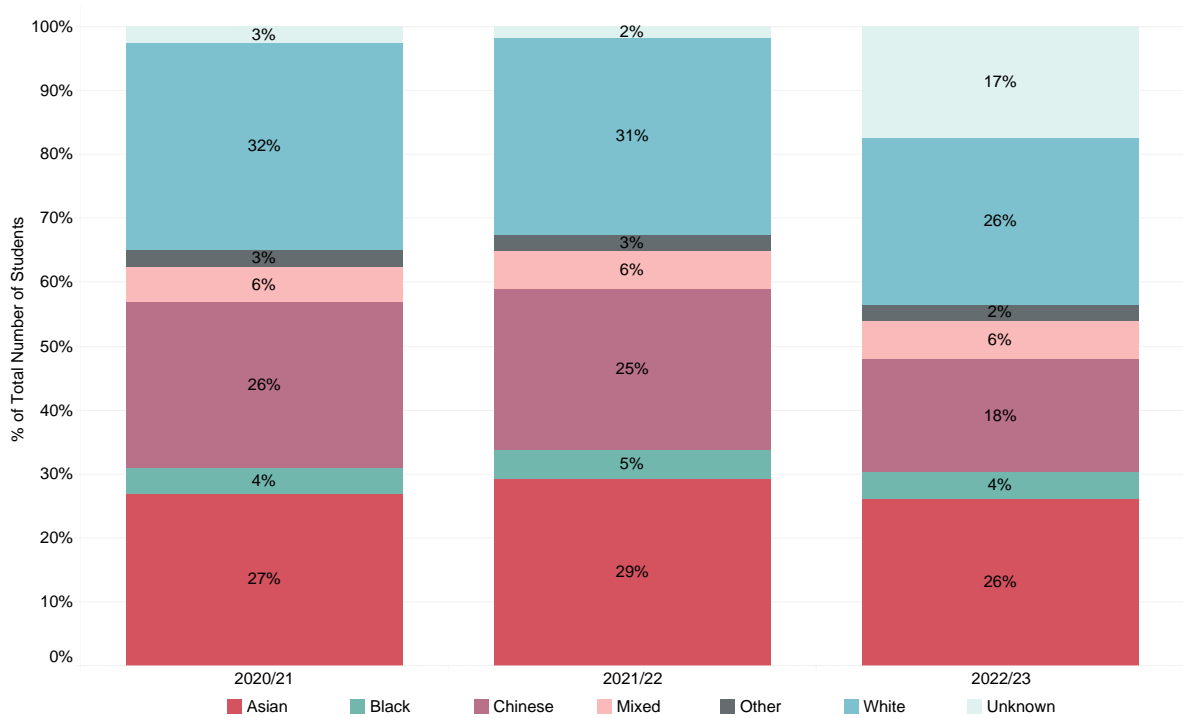


Figure 40: Proportion of Postgraduate Taught students by Ethnicity

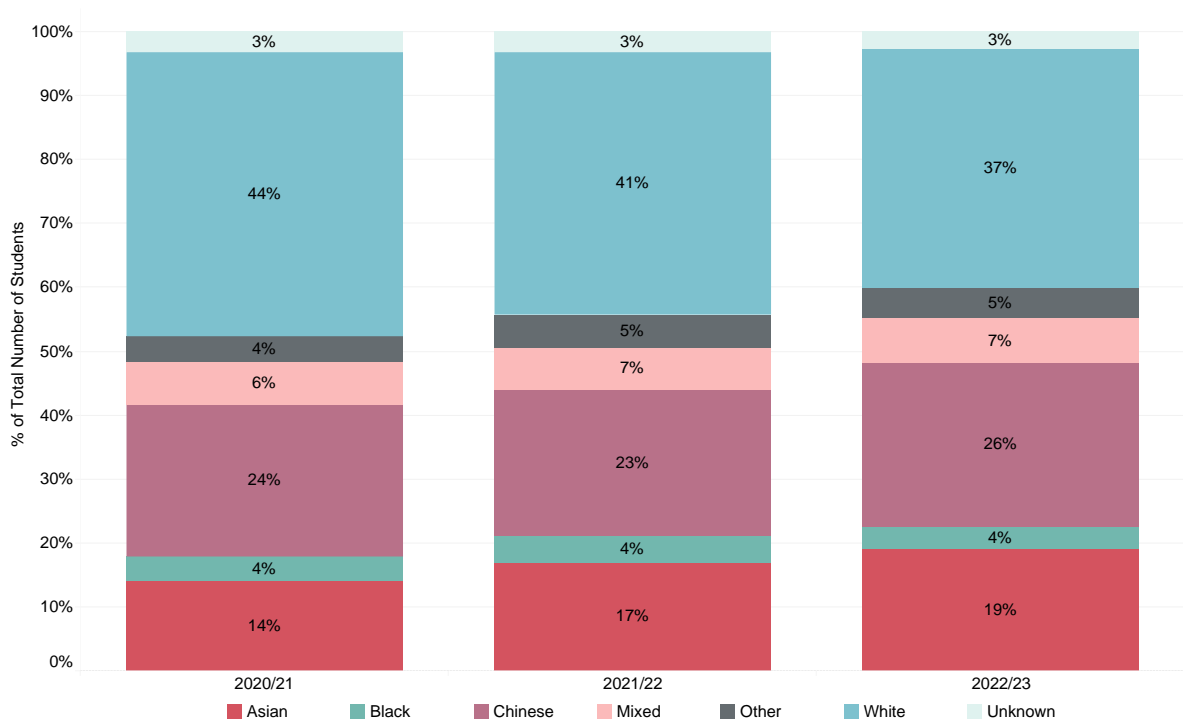
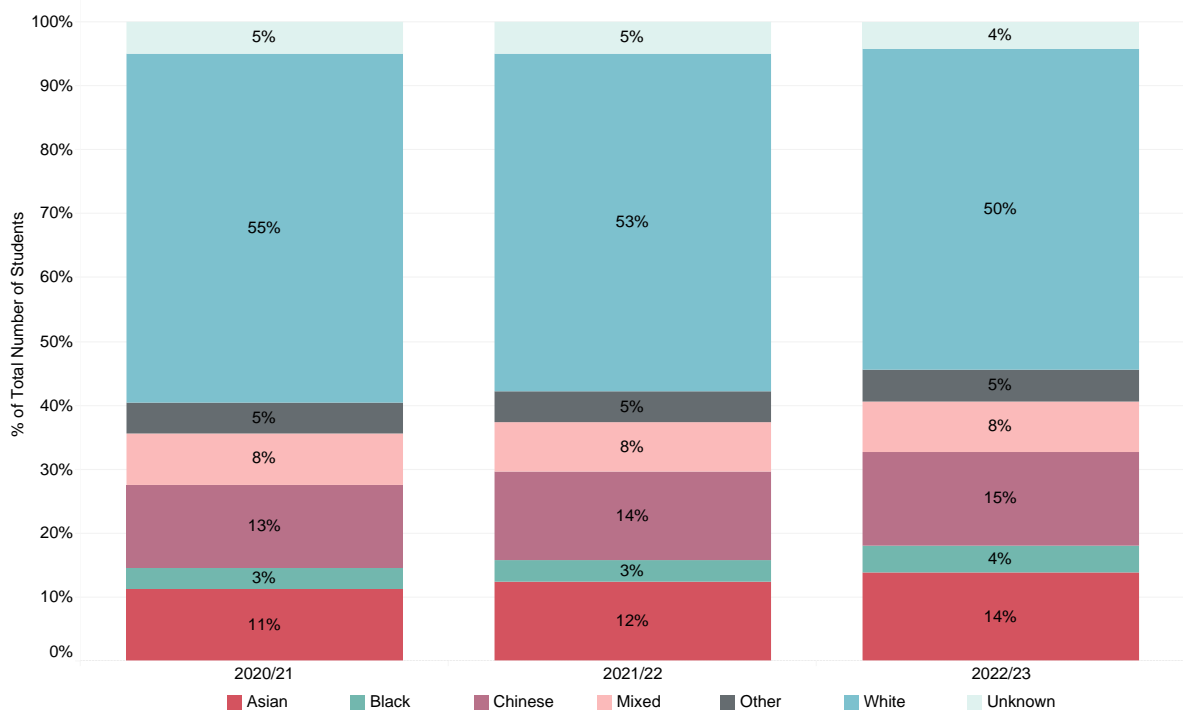


Figure 41: Proportion of Postgraduate Research students by Ethnicity



## Gender Identity same as birth

Most students have declared whether their gender identity is the same as birth across all levels of study in the last three years. (Figure 42 to Figure 44)

Figure 42: Proportion of First Degree students by gender identity same as birth

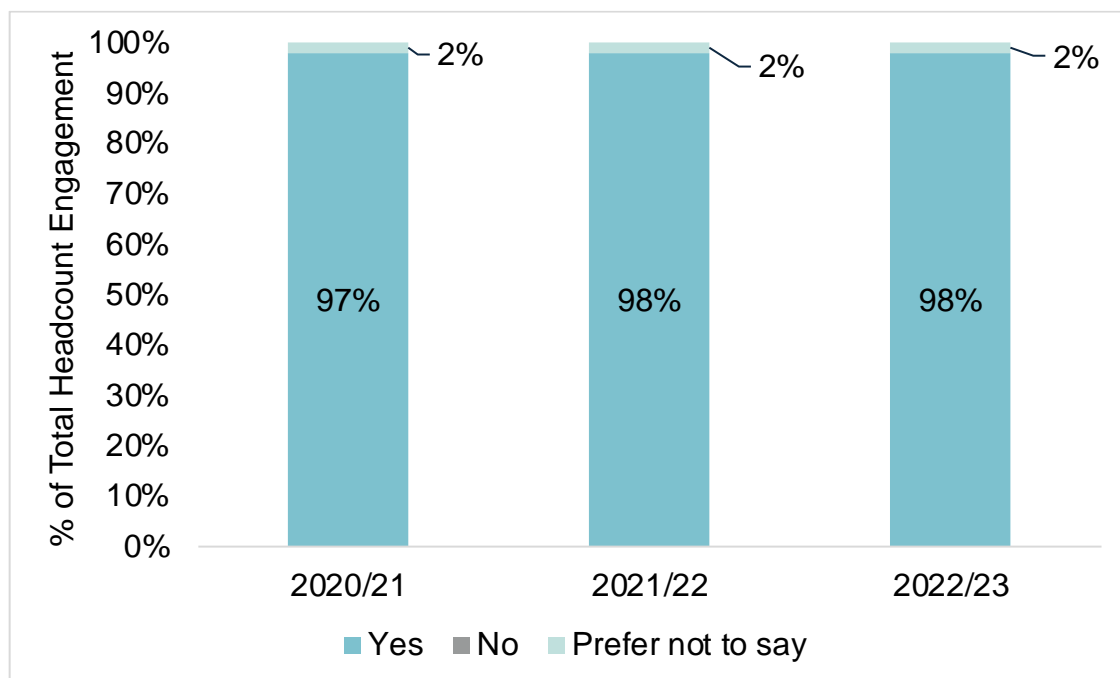


Figure 43: Proportion of Postgraduate Taught students by gender identity same as birth

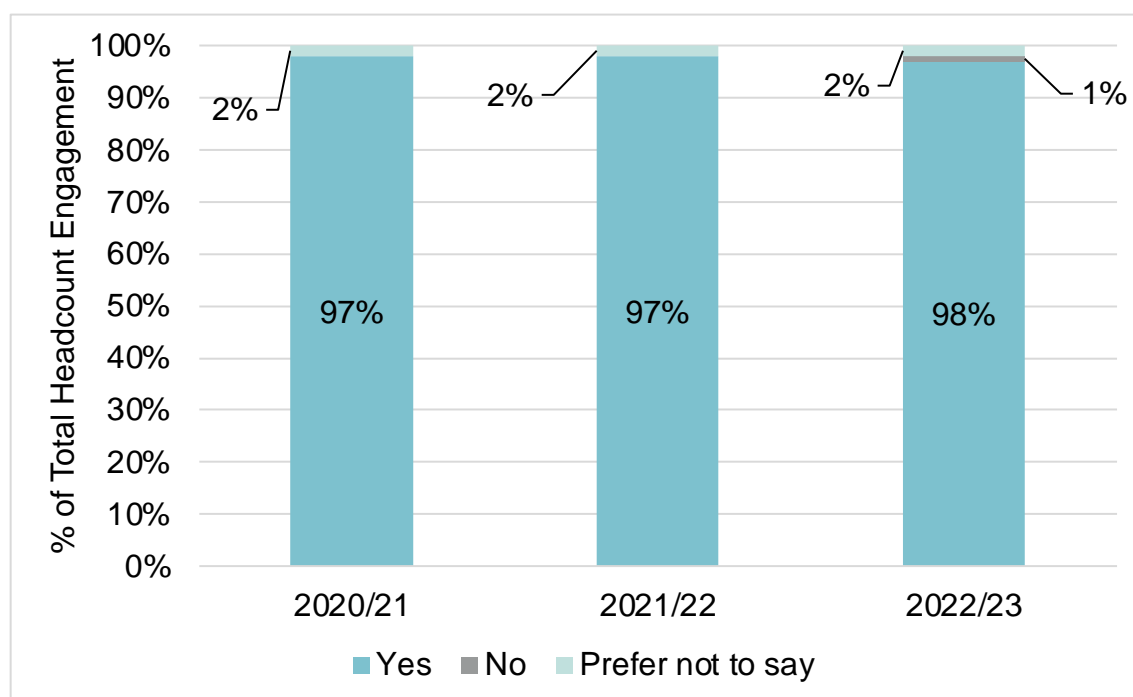
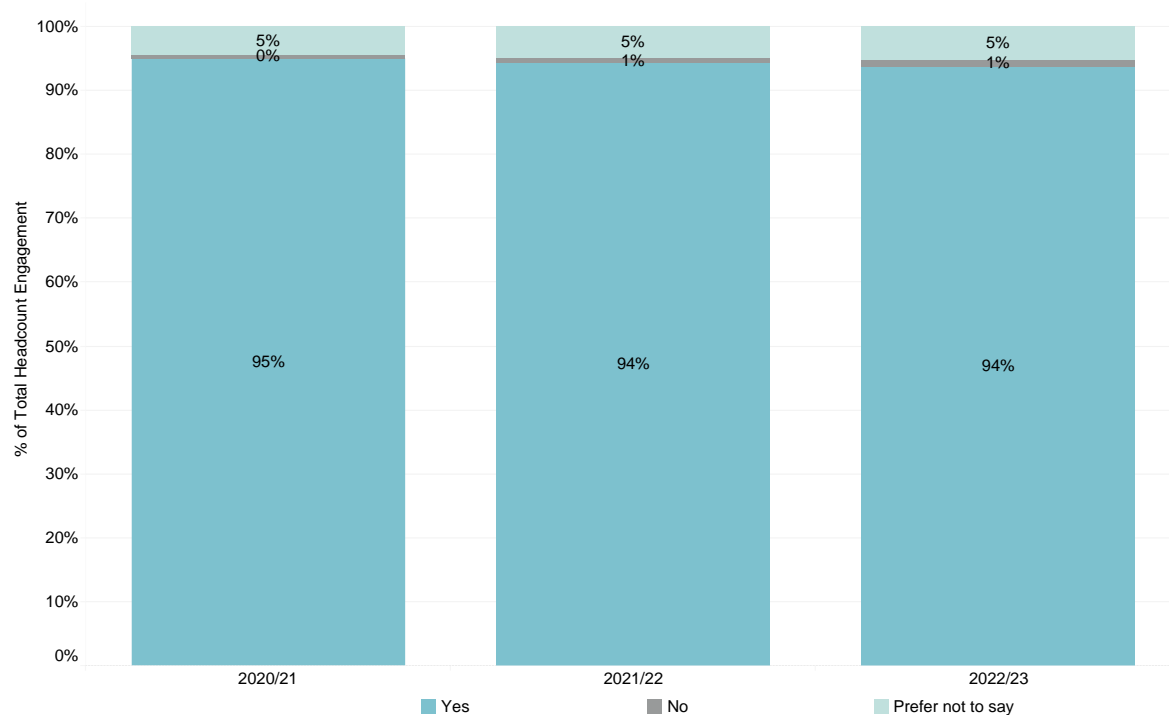


Figure 44: Proportion of Postgraduate Research students by gender identity same as birth



## Religion

The proportion of students who have declared whether they have a religion or not has remained constant across the last three years by different levels of study. (Figure 45 or Figure 47)

Figure 45: Proportion of First Degree students by religion

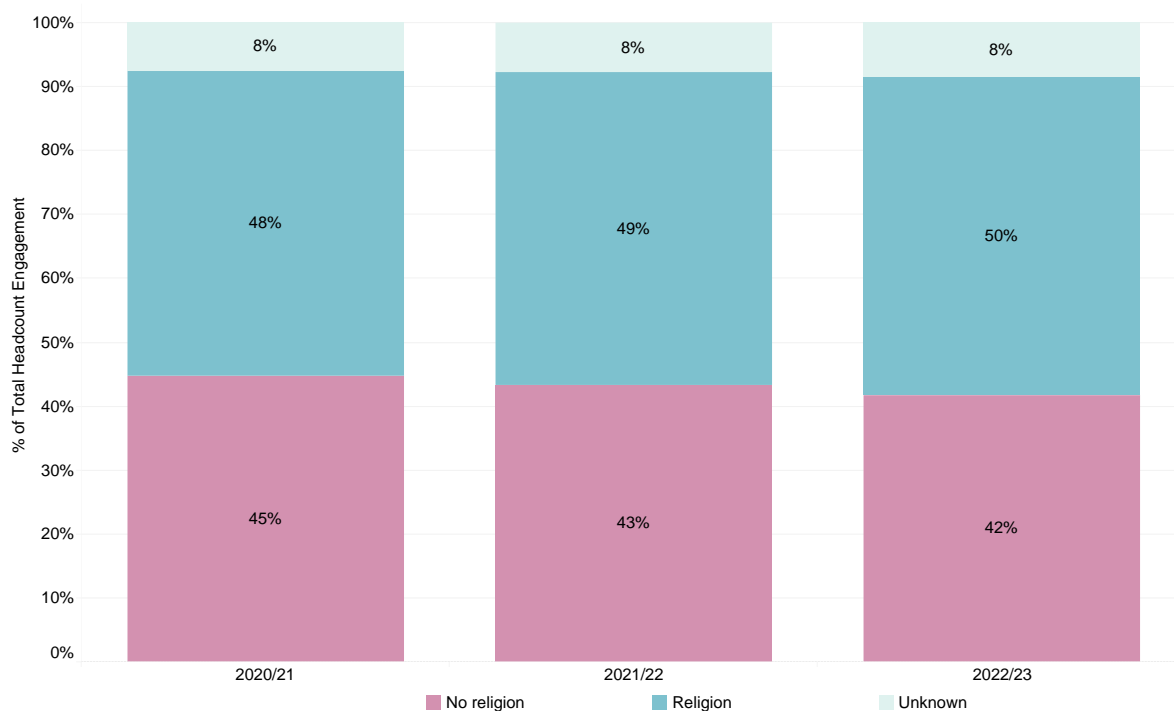


Figure 46: Proportion of Postgraduate Taught students by religion

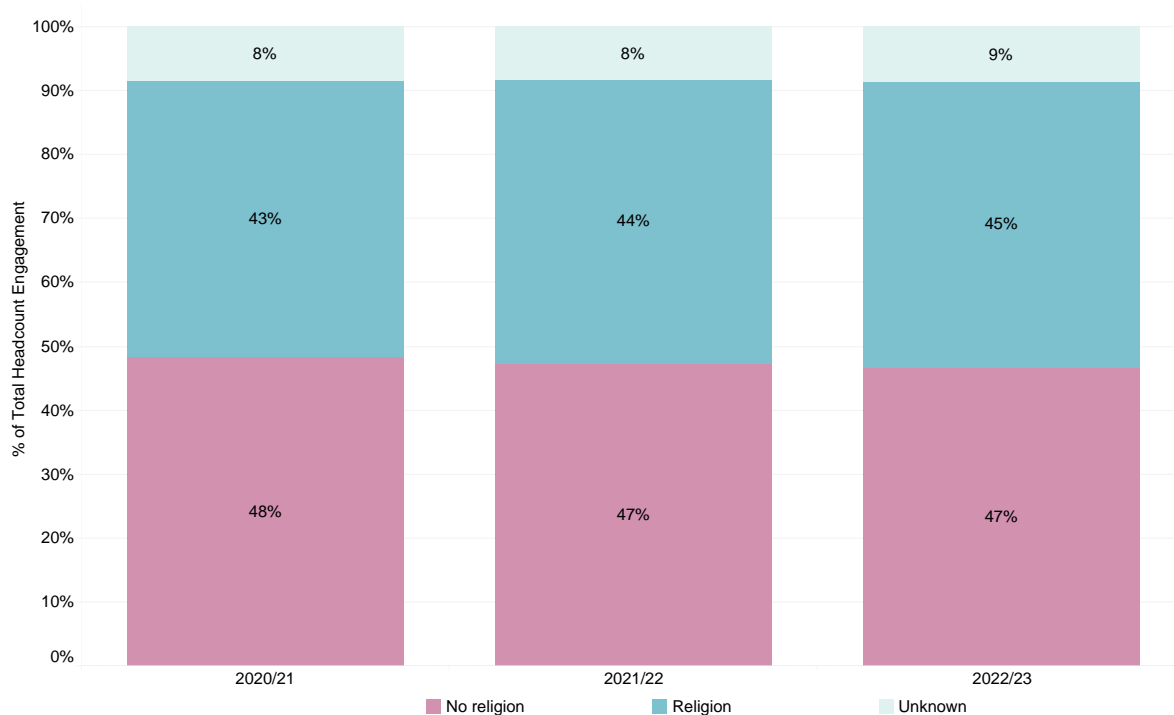


Figure 47: Proportion of Postgraduate Research students by religion



## Sex

There is a higher proportion of female First Degree and Postgraduate Taught students across the last three years. The proportion of male students is higher amongst Postgraduate Research students in the last three years. (Figure 48 to Figure 50)

Figure 48: Proportion of First Degree students by sex

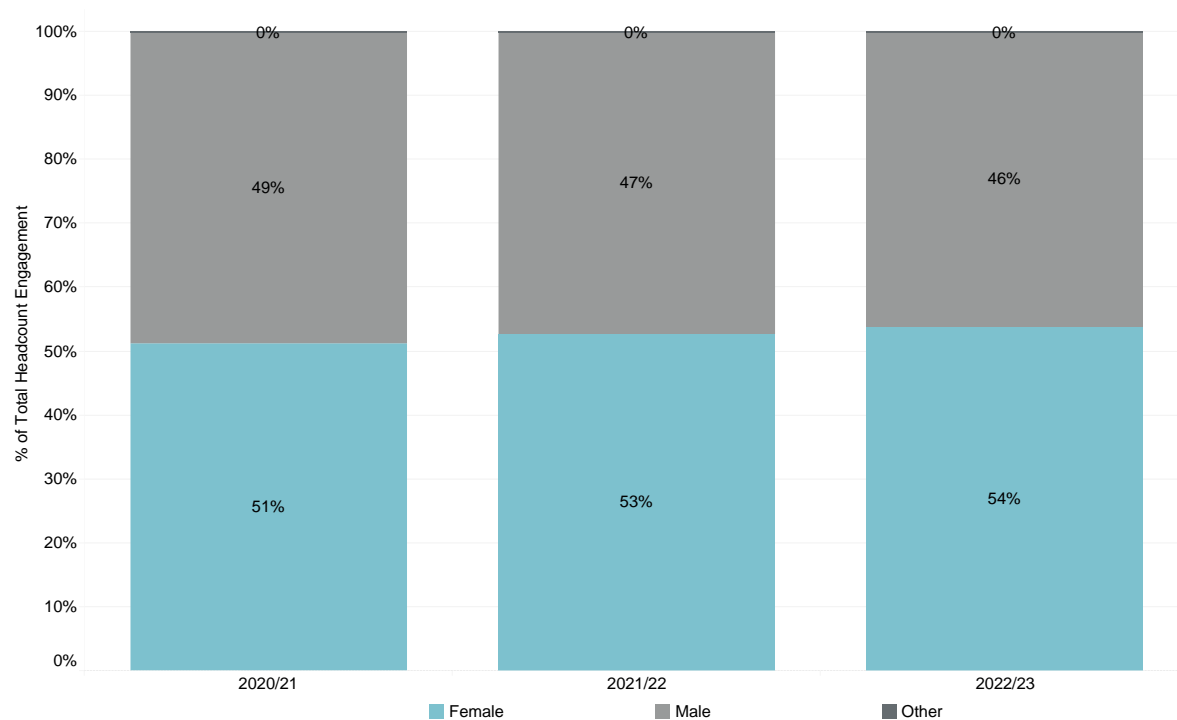


Figure 49: Proportion of Postgraduate Taught students by sex

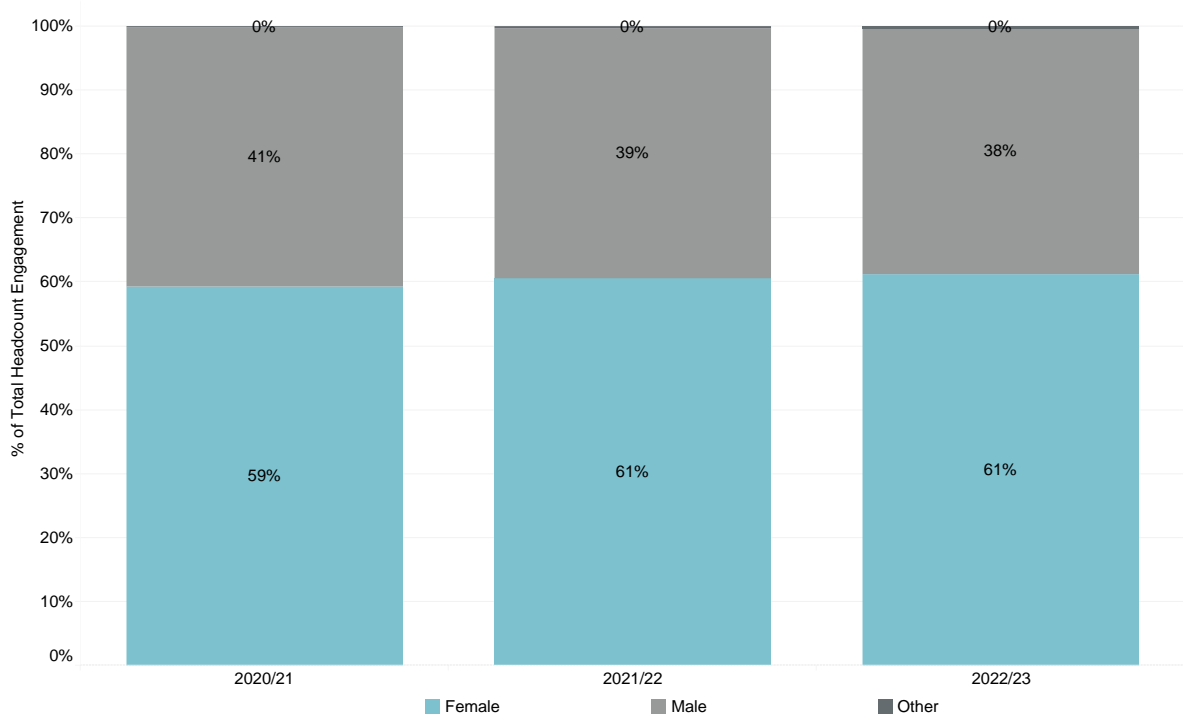
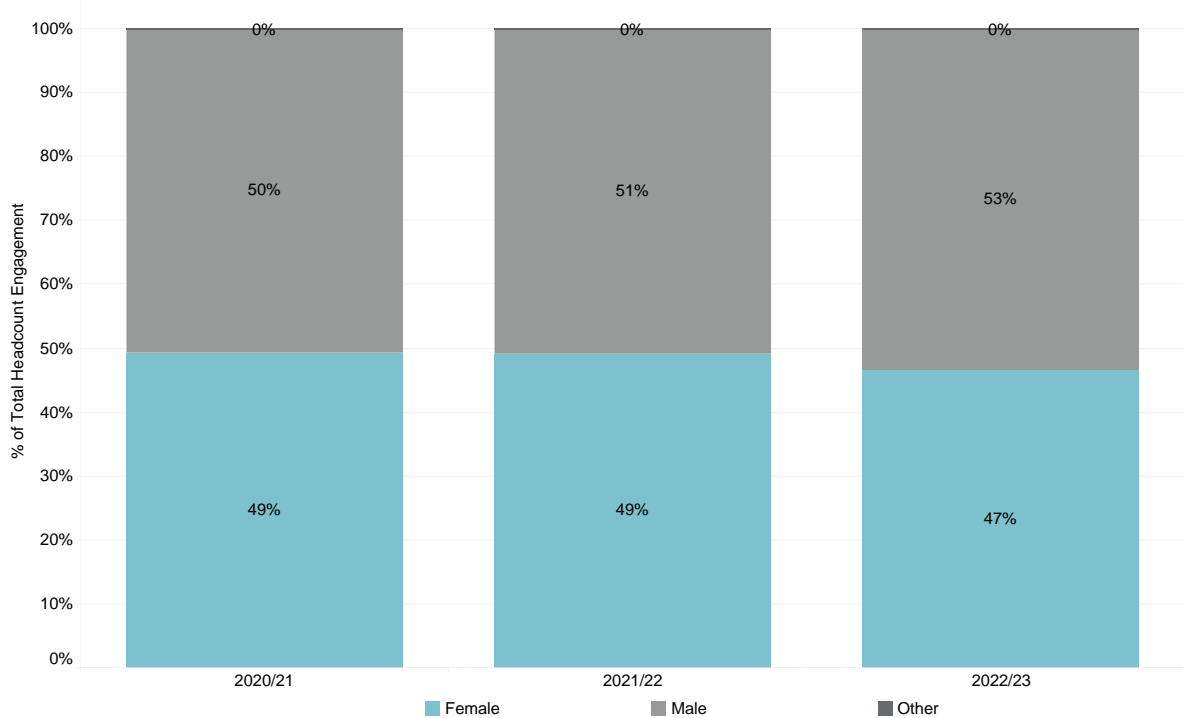


Figure 50: Proportion of Postgraduate Research students by sex





## Sexual orientation

There is a high proportion of students who have declared their sexual orientation across the last three years. There is a higher proportion of Postgraduate Research students who have not declared their sexual orientation compared to other levels of study. (Figure 51 to Figure 53)

Figure 51: Proportion of First Degree students by sexual orientation

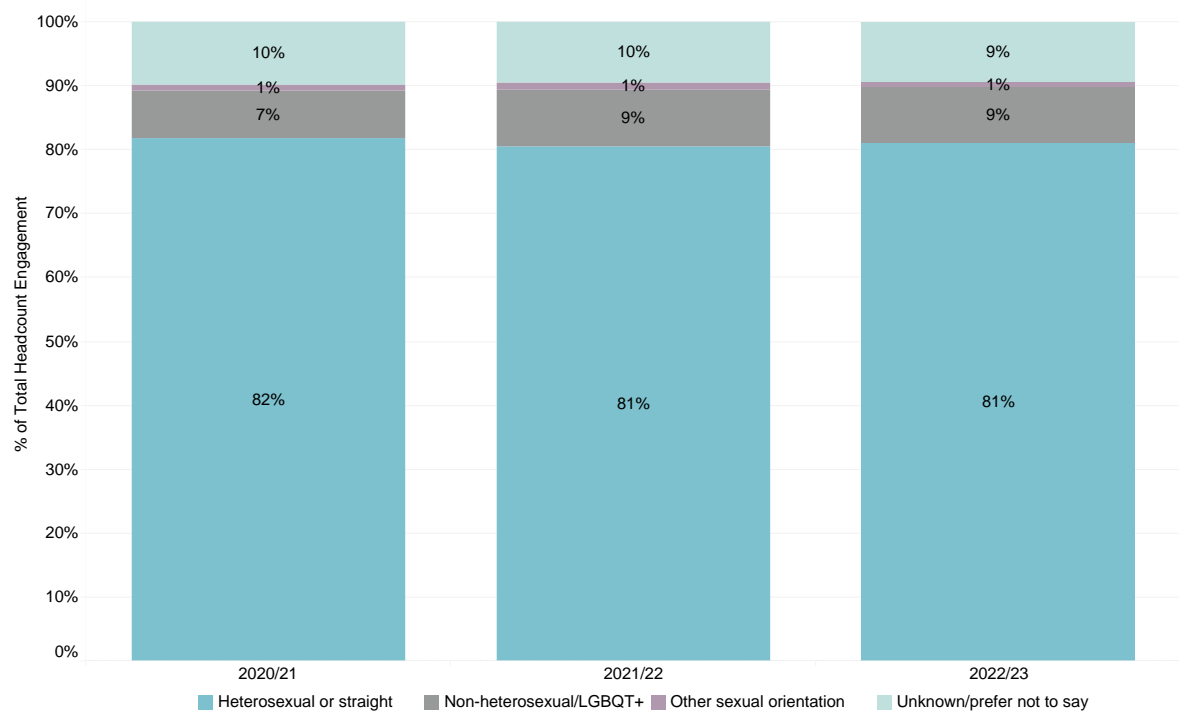


Figure 52: Proportion of Postgraduate Taught students by sexual orientation

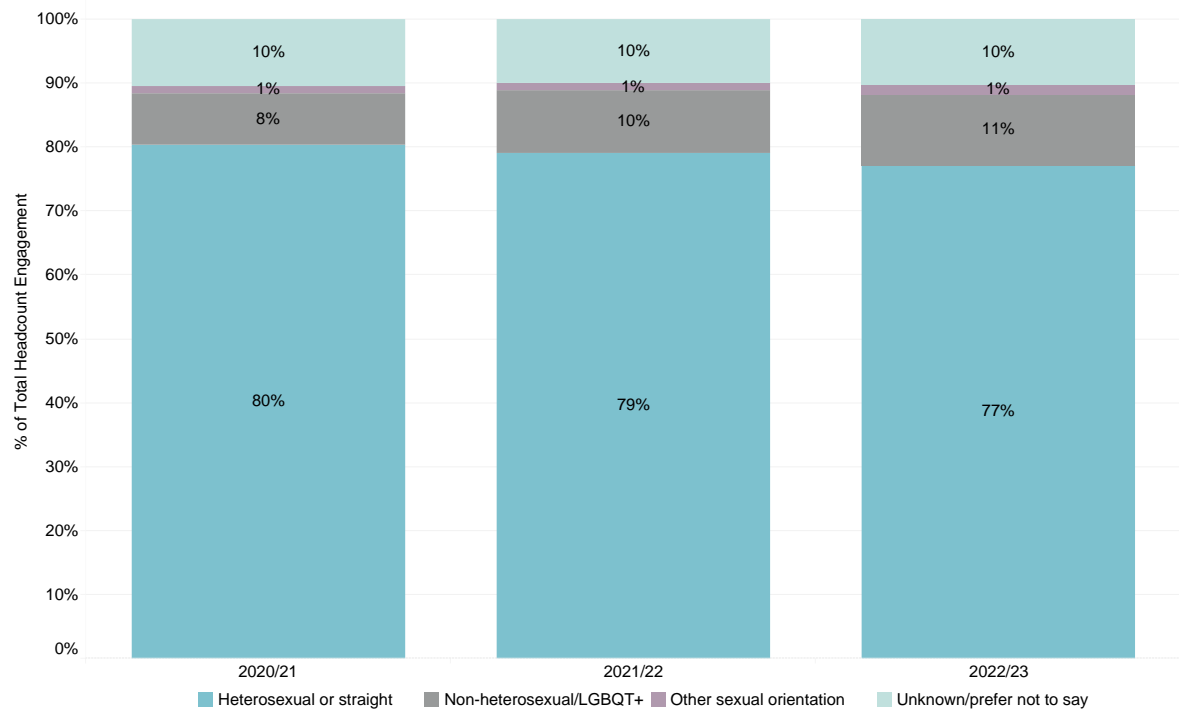
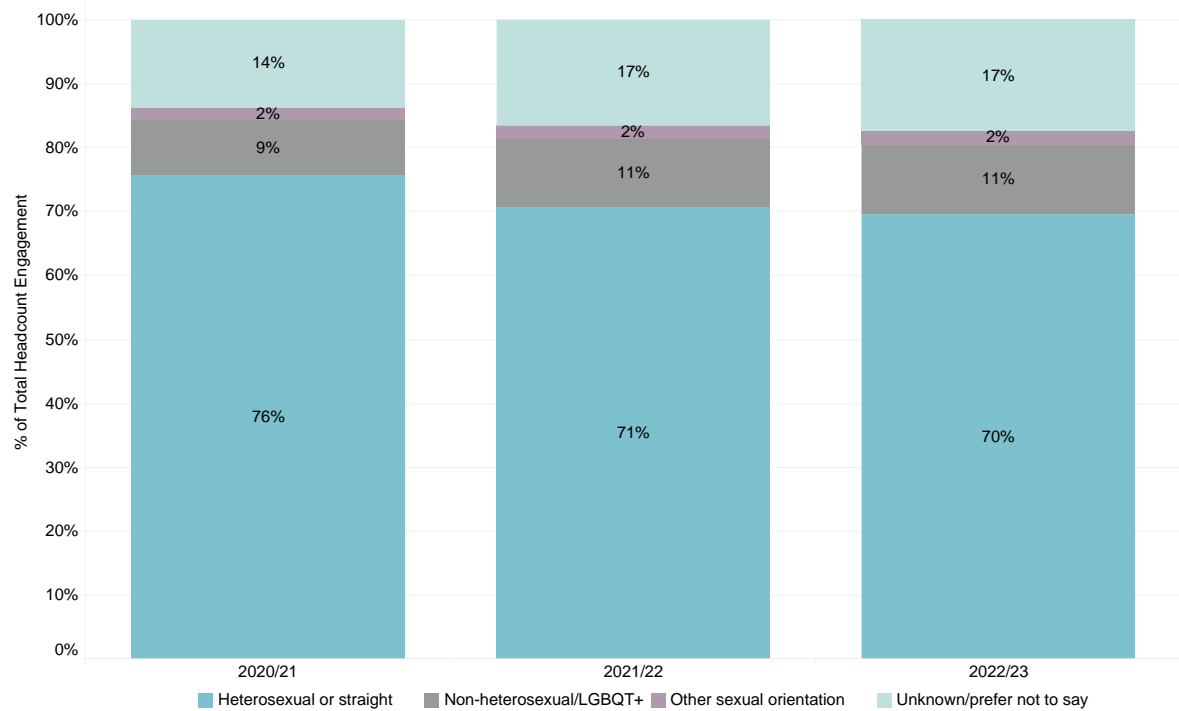


Figure 53: Proportion of Postgraduate Research students by sexual orientation



## 5. Student Recruitment

### Summary

- In 2022/23, there were a total of 54,355 applicants of which 24,335 were First Degree applicants, 28,130 were Postgraduate Taught applicants and 2,100 were Postgraduate Research applicants.
- There was a total of 16,500 offers made to applicants of which 4,595 were to First Degree applicants, 11,545 to Postgraduate Taught applicants and 365 to Postgraduate Research applicants.

### Disability

#### Applicants

Across all levels of study over the last three years, there is a large proportion of applicants who do not have a known disability. (Figure 54 to Figure 56)

Figure 54: Proportion of First Degree applicants by disability

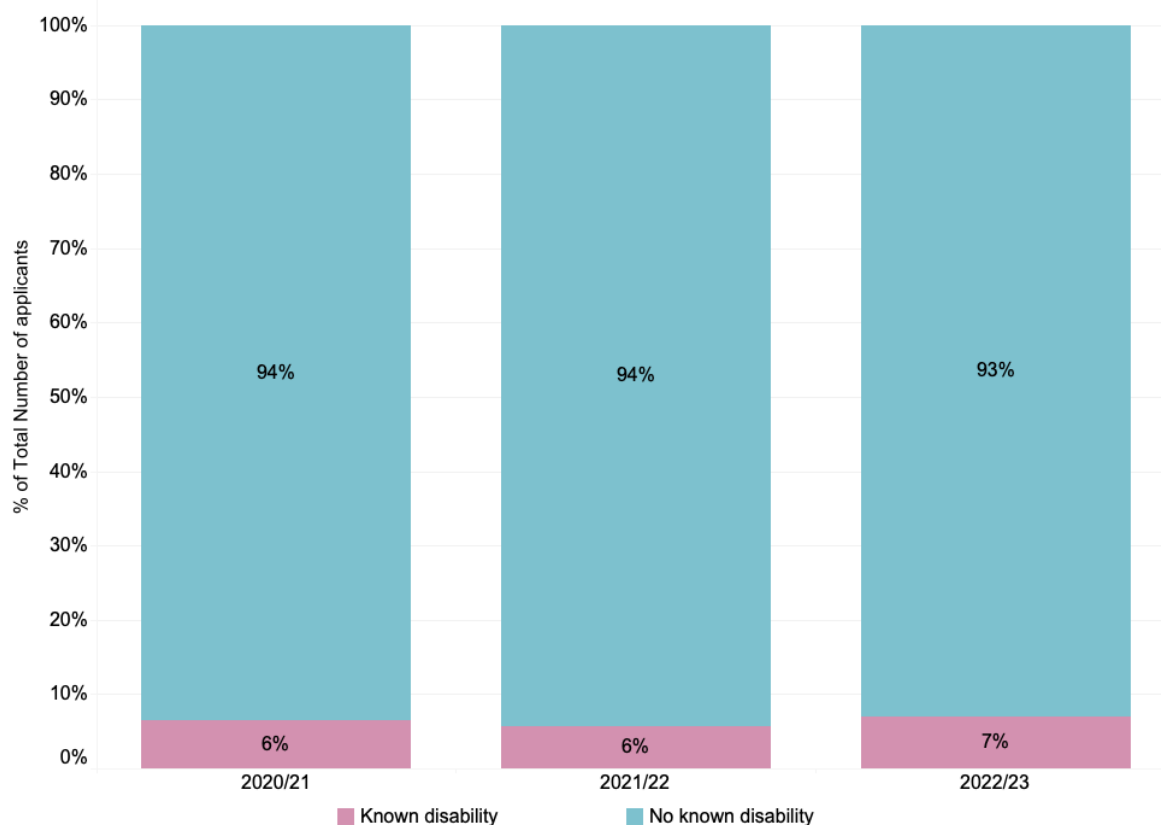


Figure 55: Proportion of Postgraduate Taught applicants by disability

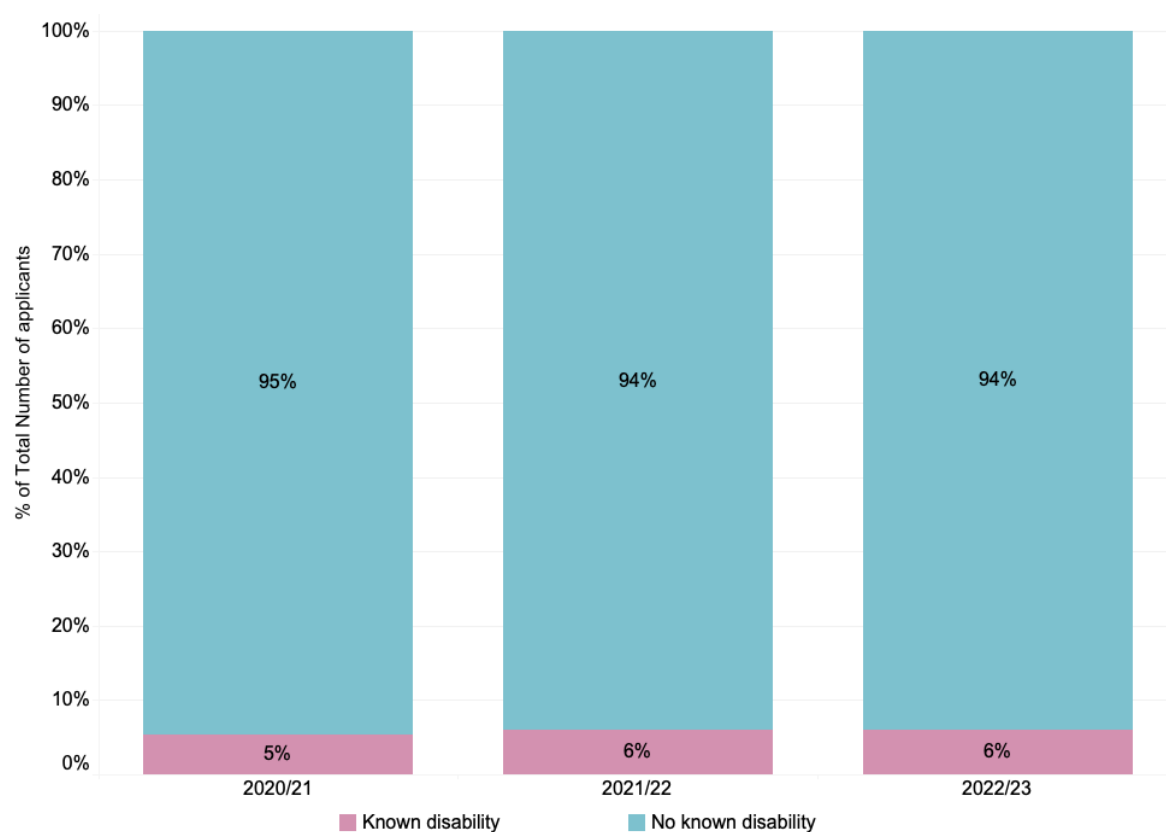
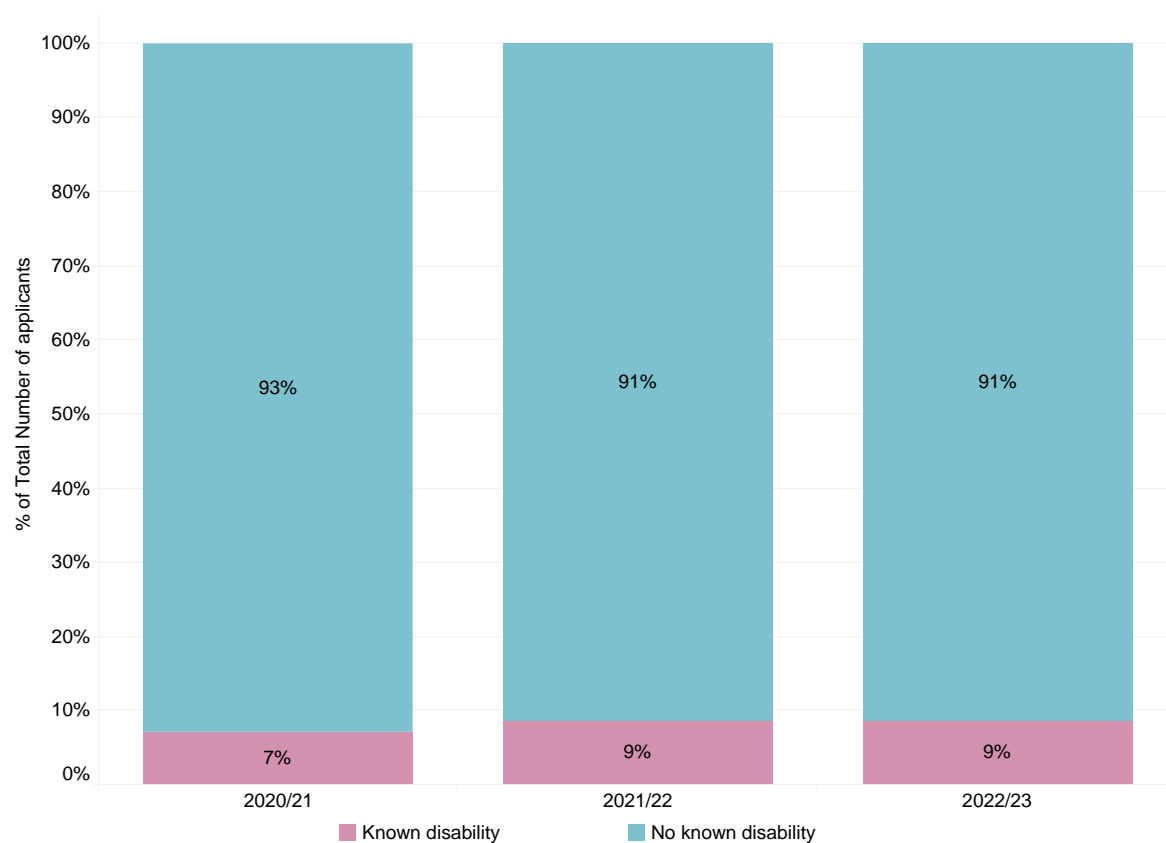


Figure 56: Proportion of Postgraduate Research applicants by disability



## Offers

Across the last three years, the proportion of applicants with a disability who received an offer remains significantly low at all levels of study. There have been slight increases in the proportion of Postgraduate Taught applicants with a known disability receiving offers over the last three years. (Figure 57 to Figure 59)

Figure 57: Proportion of offers made to First Degree applicants by disability

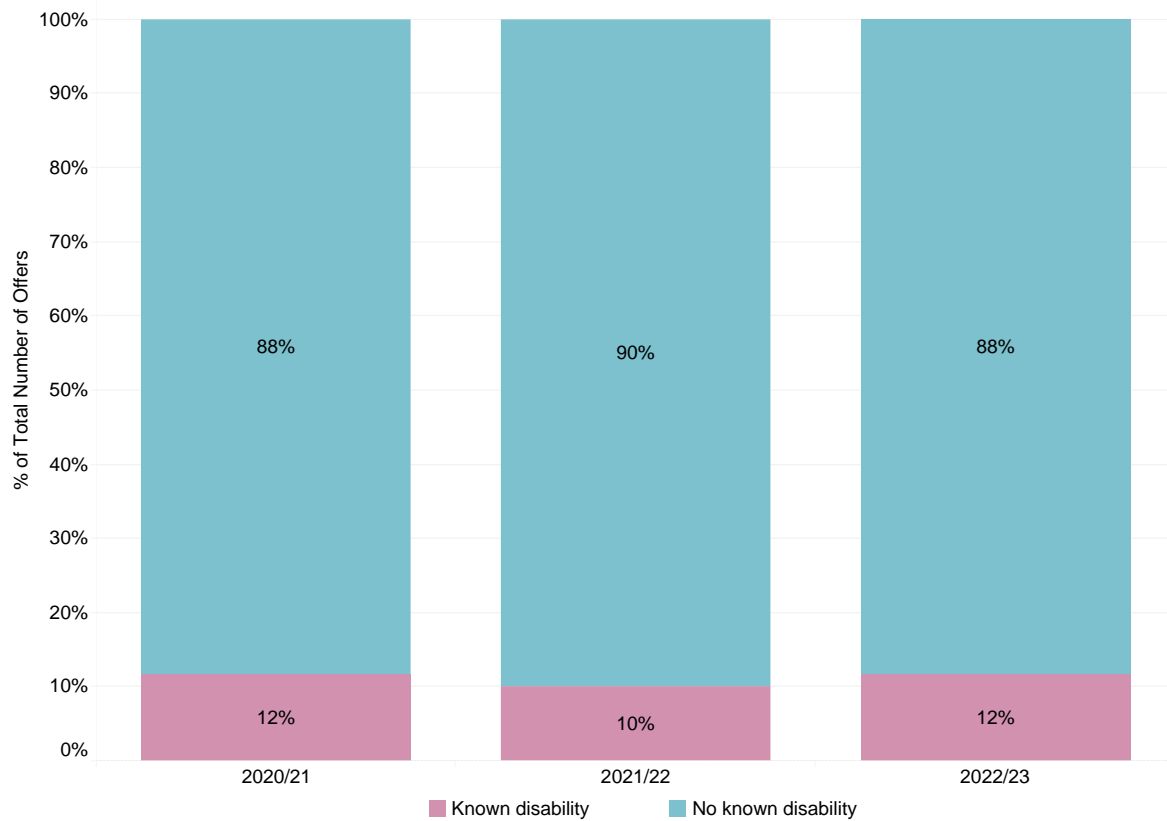


Figure 58: Proportion of offers made to Postgraduate Taught applicants by disability

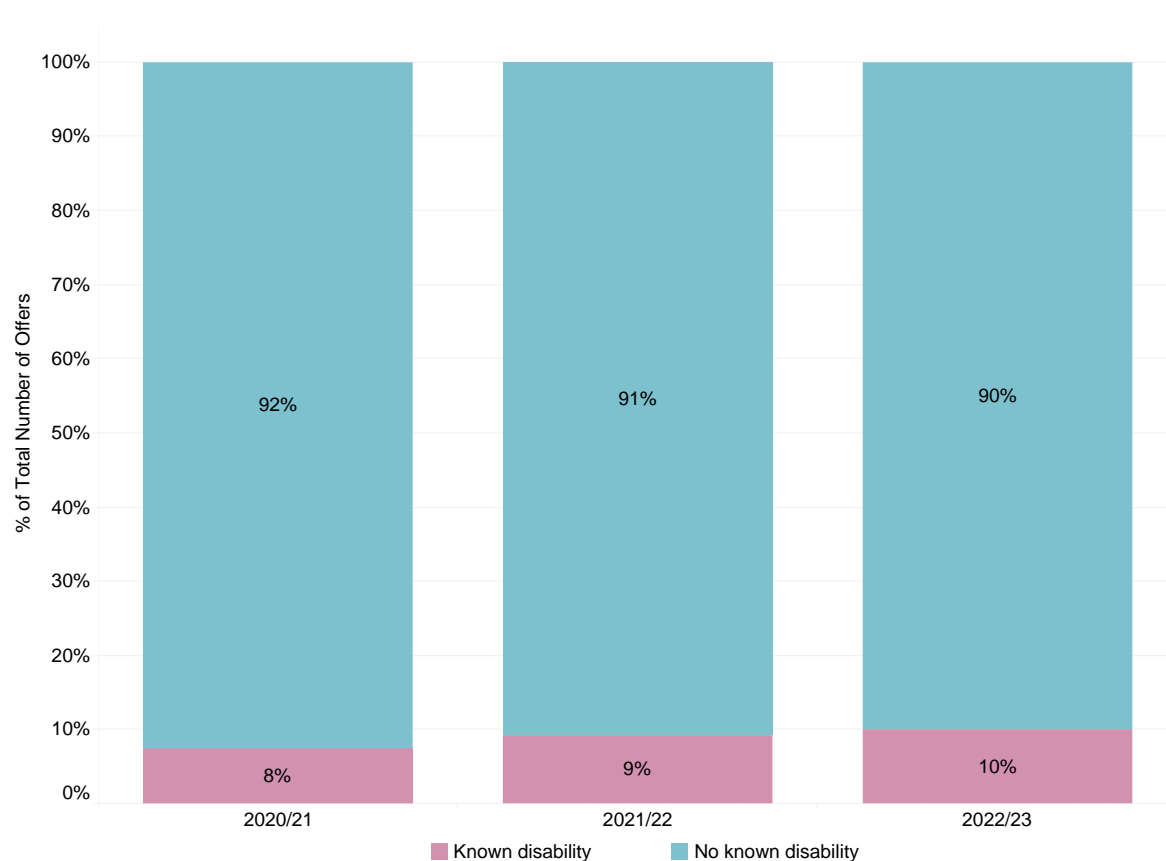
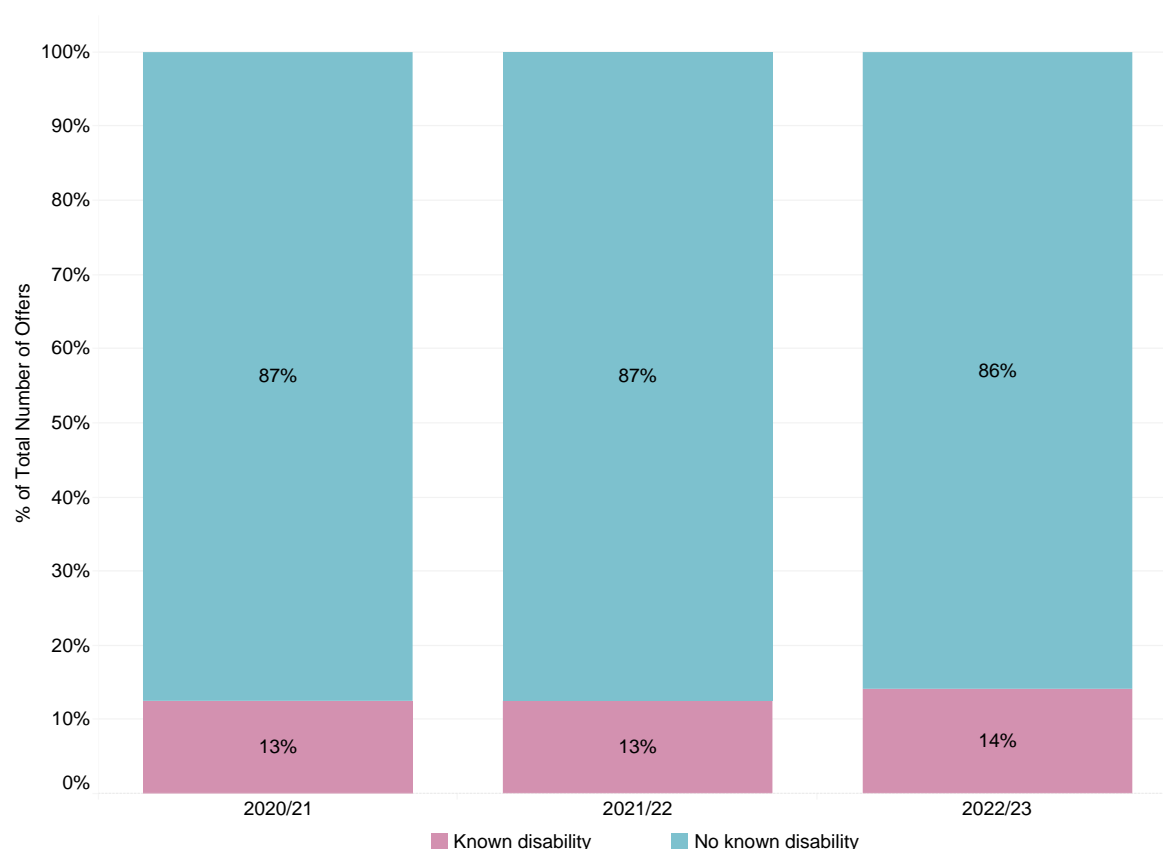


Figure 59: Proportion of offers made to Postgraduate Research applicants by disability



## Ethnicity

### Applicants

There is a high proportion of First Degree applicants whose ethnicity is unknown across the last three years, of which approximately 90% are overseas students (in 2021/22 and 2022/23) as UCAS only collects ethnicity data for UK-domiciled 'home' applicants.

Over the last three years, the highest proportion of Postgraduate Taught applicants are Chinese. The proportion of Chinese applicants has increased yearly from 37% in 2020/21 to 42% in 2022/23.

Over the last three years, the highest proportion of Postgraduate Research applicants are white. Though white applicants are the majority, the proportion has seen a small decline year on year from 35% in 2020/21 to 32% in 2022/23. In 2022/23, the proportion of Chinese applicants increased to 25% from 18% in 2021/22. (Figure 60 to Figure 62)

Figure 60: Proportion of First Degree applicants by ethnicity

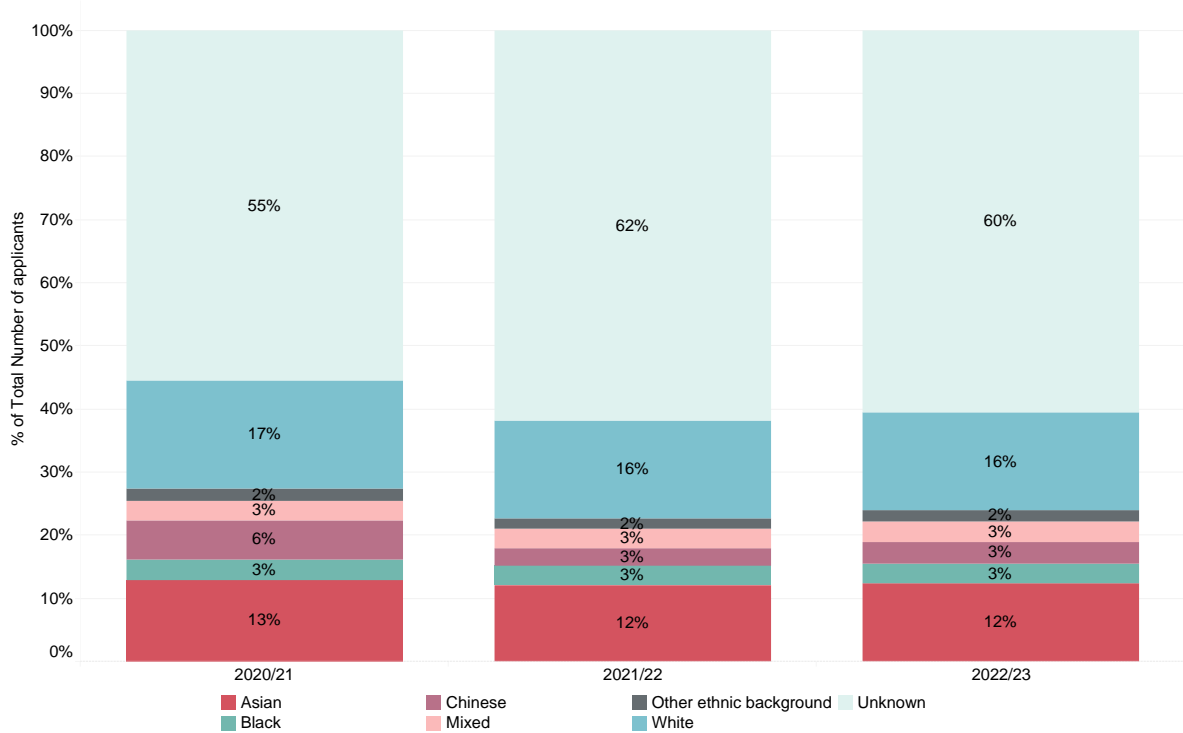


Figure 61: Proportion of Postgraduate Taught applicants by ethnicity

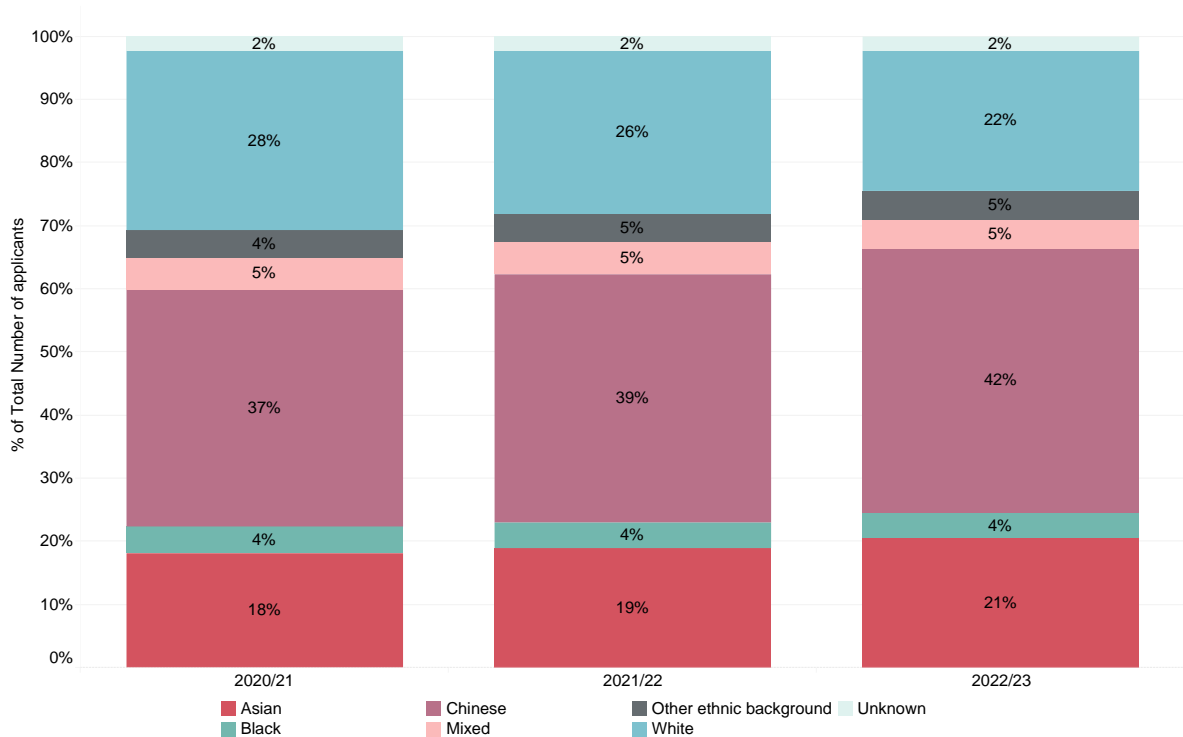
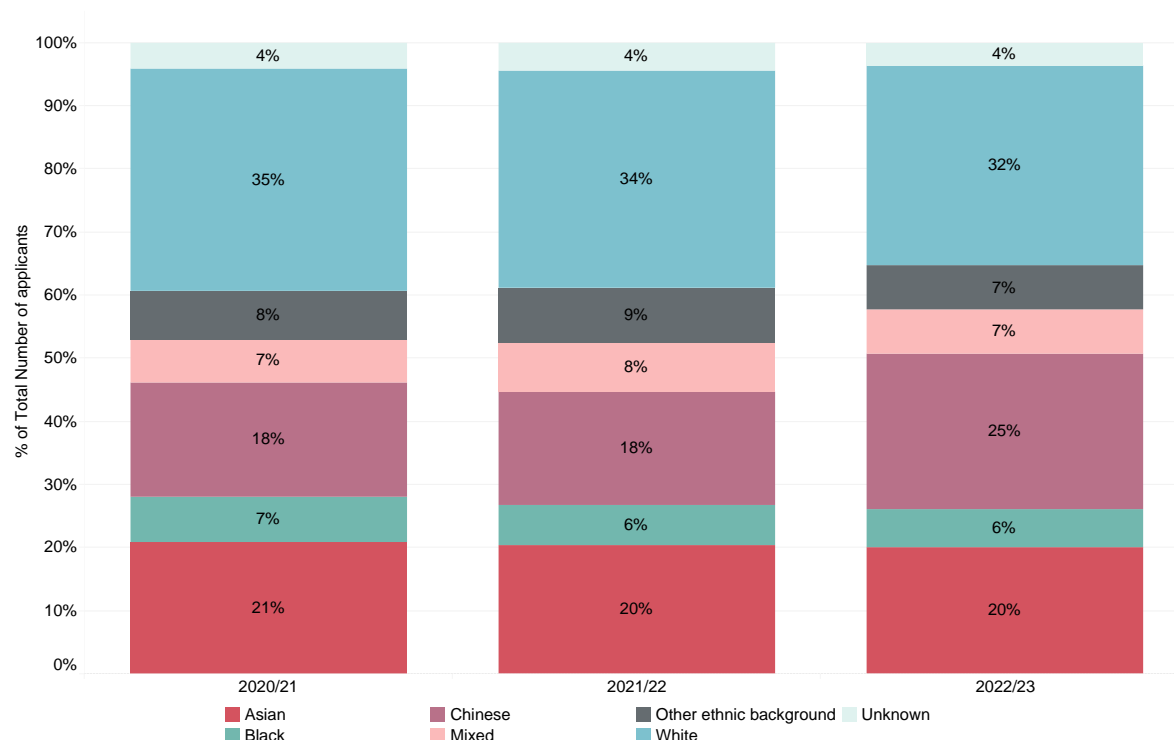




Figure 62: Proportion of Postgraduate Research applicants by ethnicity



## Offers

In 2020/21 to 2022/23, most offers made to First Degree applicants were to Asian and white applicants.

Over the last three years, most offers to Postgraduate Taught applicants were to white applicants. The proportion of offers made to Asian applicants increased slightly from 17% in 2020/21 to 20% in 2022/23.

Over the last three years, most offers to Postgraduate Research applicants were to white applicants. The proportion of offers made to Chinese applicants increased from 15% in 2020/21 to 21% in 2022/23. (*Figure 63 to Figure 65*)

Figure 63: Proportion of offers made to First Degree applicants by ethnicity

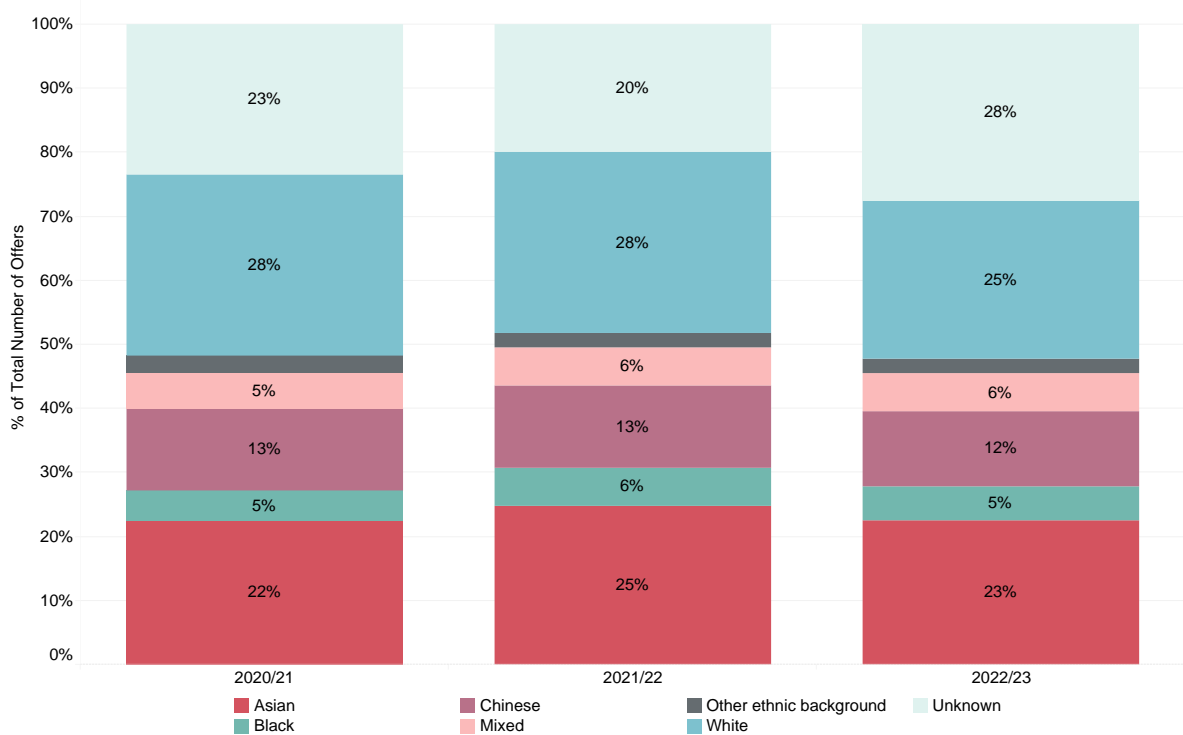


Figure 64: Proportion of offers made to Postgraduate Taught applicants by ethnicity

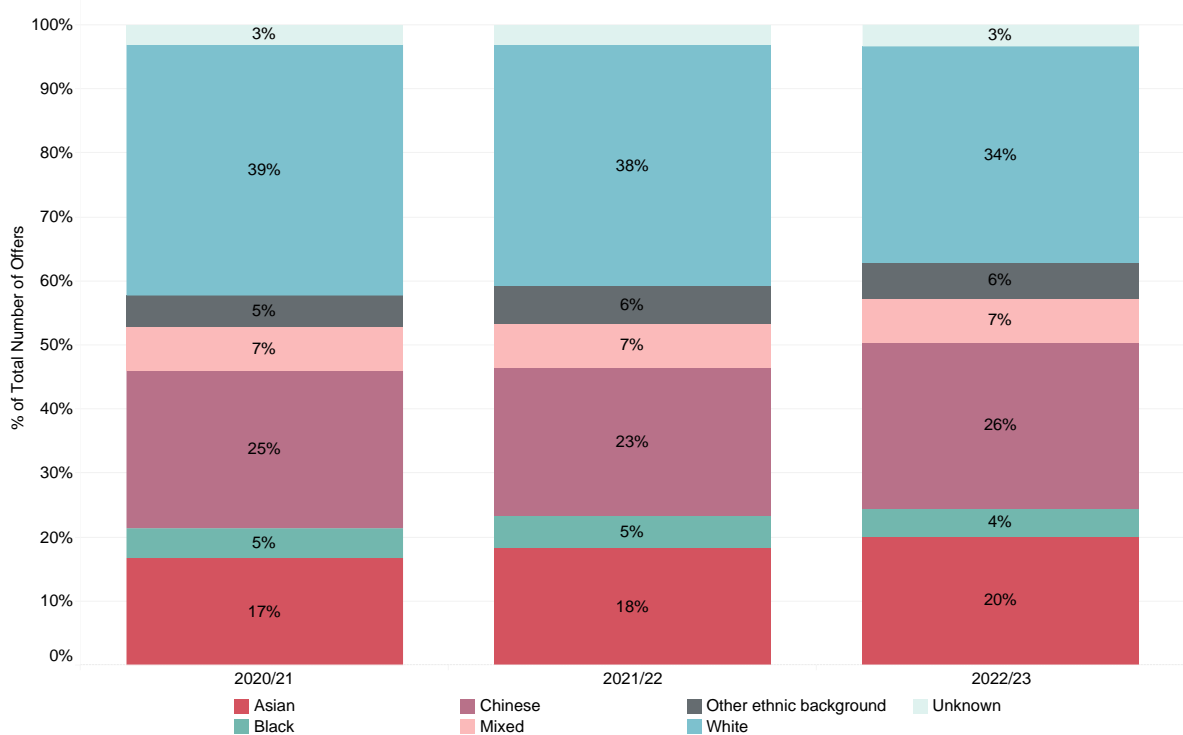
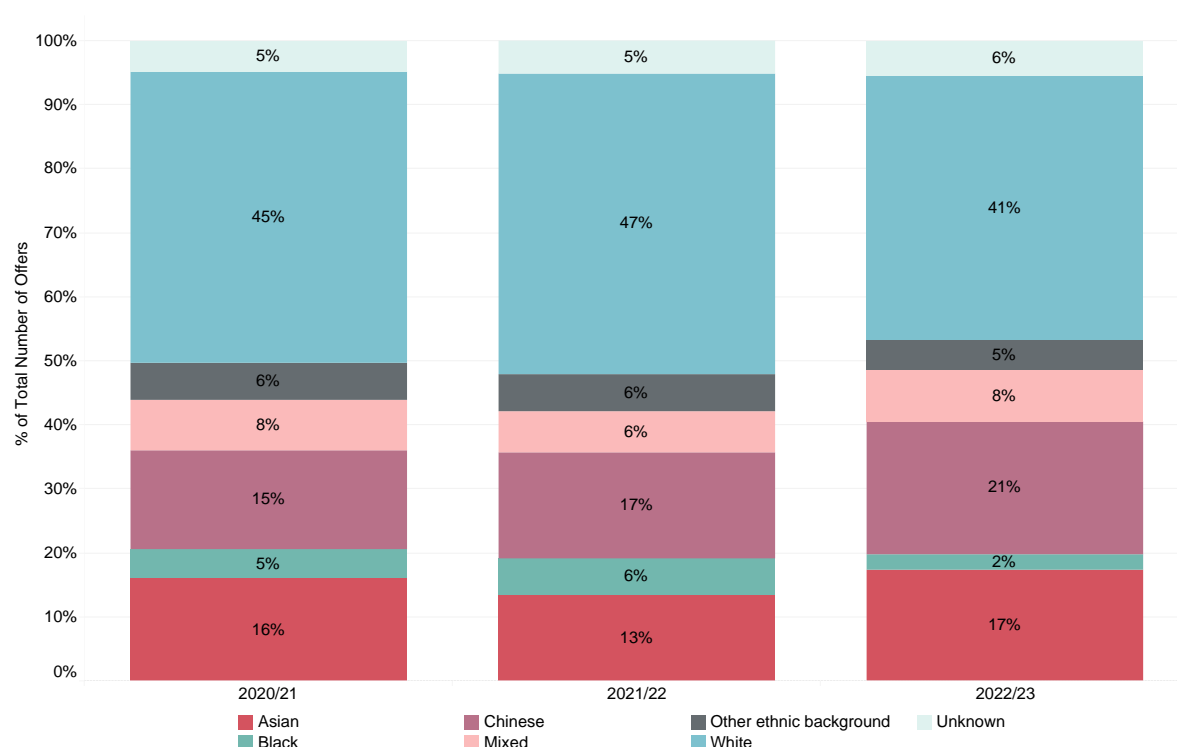


Figure 65: Proportion of offers made to Postgraduate Research applicants by ethnicity



## Sex

### Applicants

The proportion of female and male First Degree applicants is almost equal and remains constant over the last three years.

Two-thirds of Postgraduate Taught applicants are female from 2020/21 to 2022/23.

Over 50% of Postgraduate Research applicants are male from 2020/21 to 2022/23. (Figure 66 to Figure 68)

Figure 66: Proportion of First Degree applicants by sex

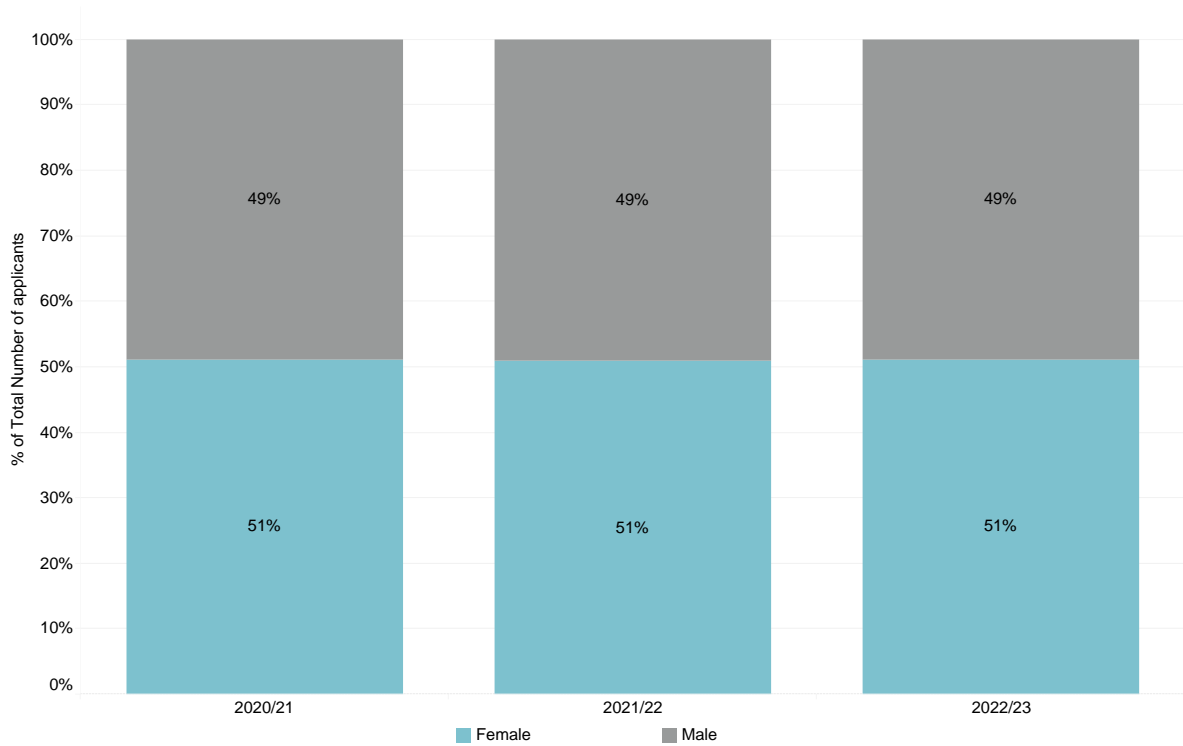


Figure 67: Proportion of Postgraduate Taught applicants by sex

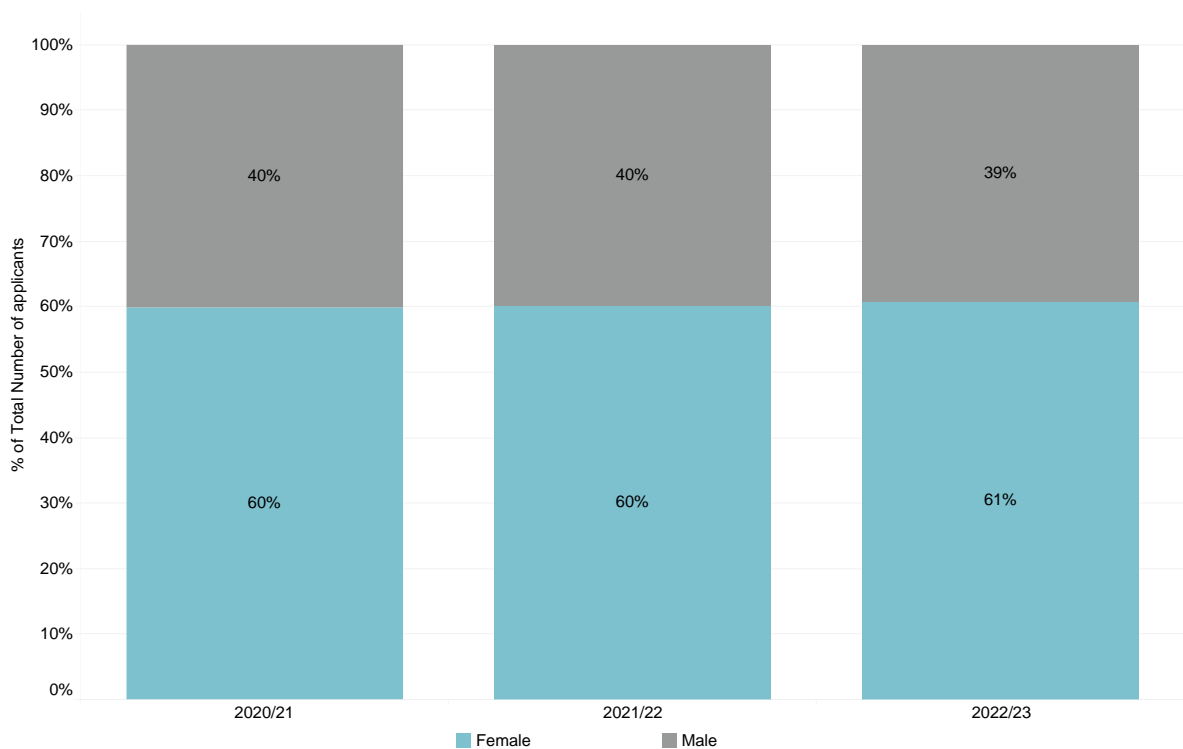
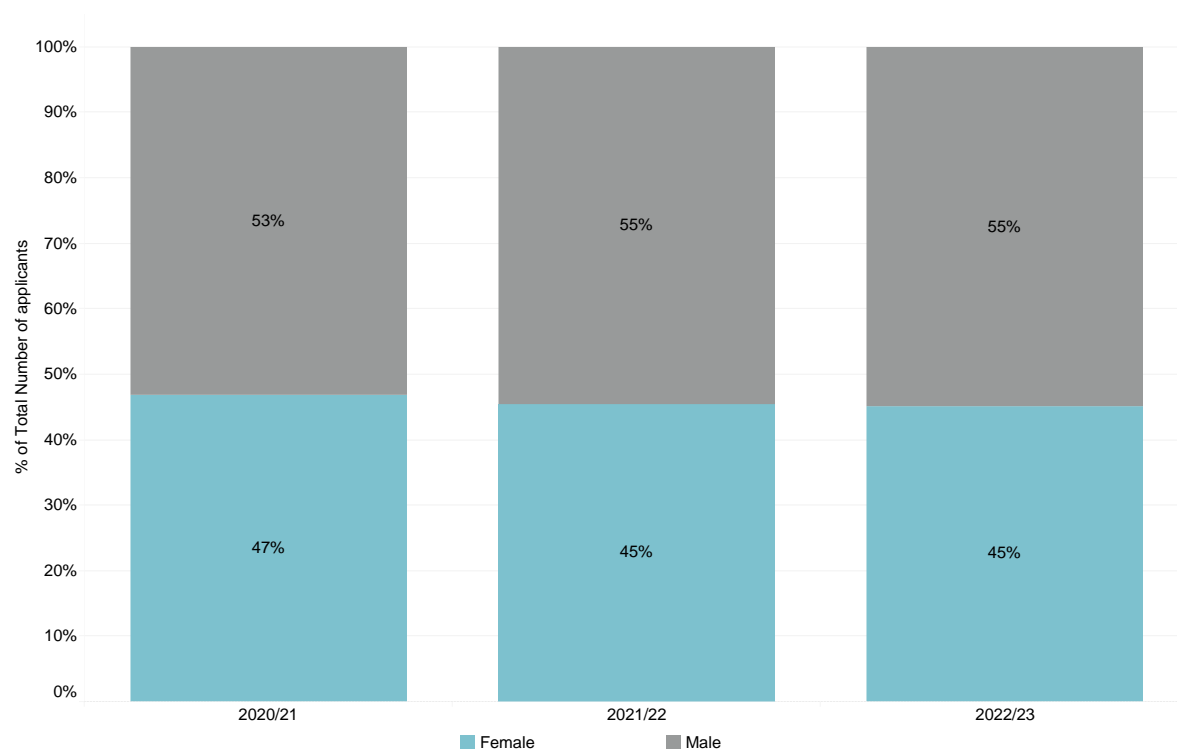


Figure 68: Proportion of Postgraduate Research applicants by sex



## Offers

A slightly higher proportion of offers made to First Degree applicants were to female applicants across 2020/21 to 2022/23.

Around two thirds of offers made to Postgraduate Taught applicants were to female applicants across 2020/21 to 2022/23.

Offers made to Postgraduate Research applicants are equal amongst female and male applicants in 2020/21 and 2022/23 whereas in 2021/22 the offers made to male applicants were slightly higher. (*Figure 69 to Figure 71*)

Figure 69: Proportion of offers made to First Degree applicants by sex

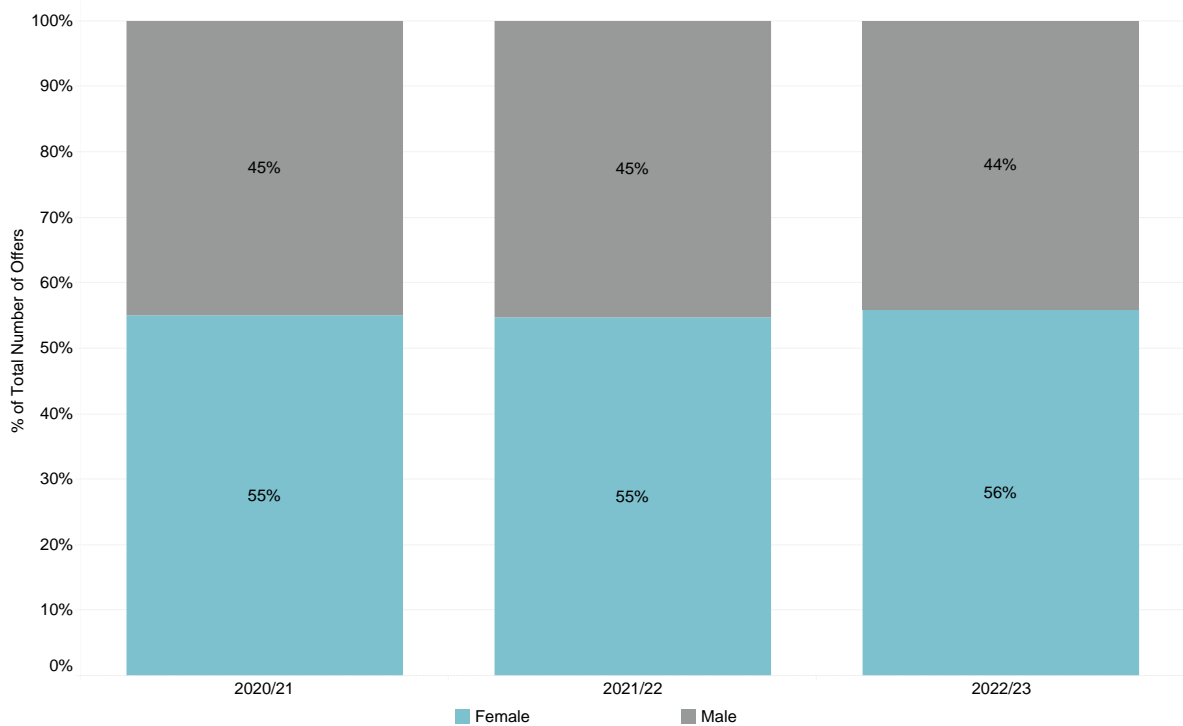


Figure 70: Proportion of offers made to Postgraduate Taught applicants by sex

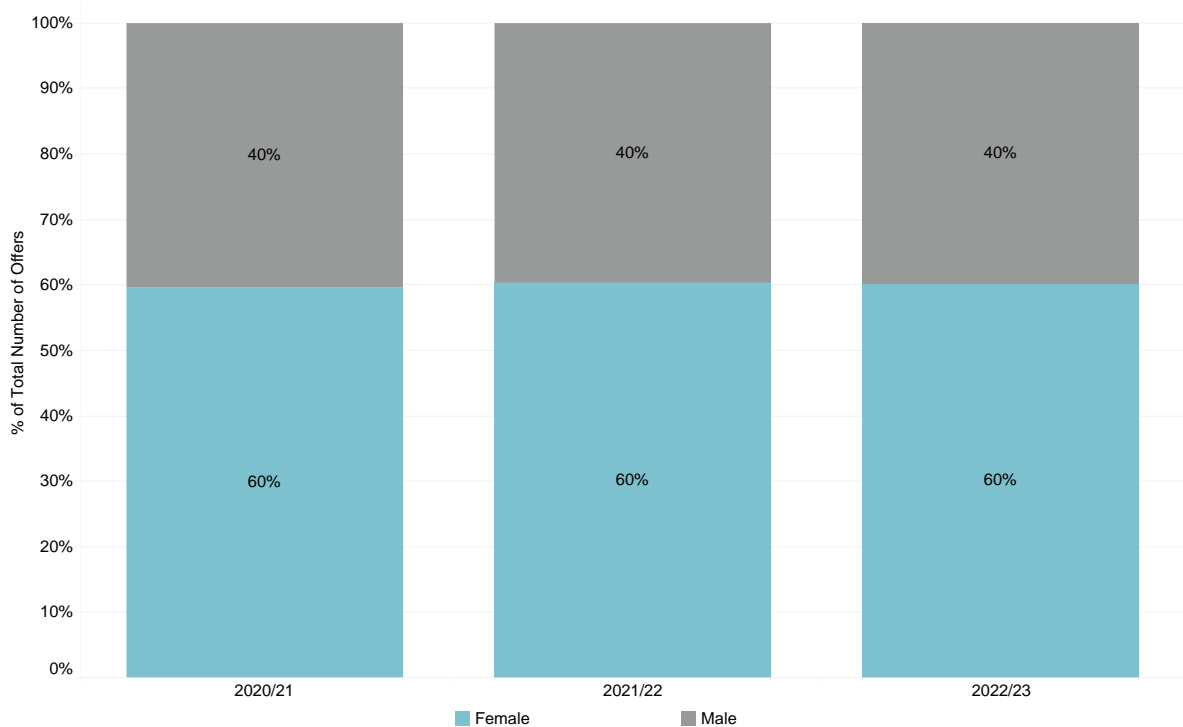
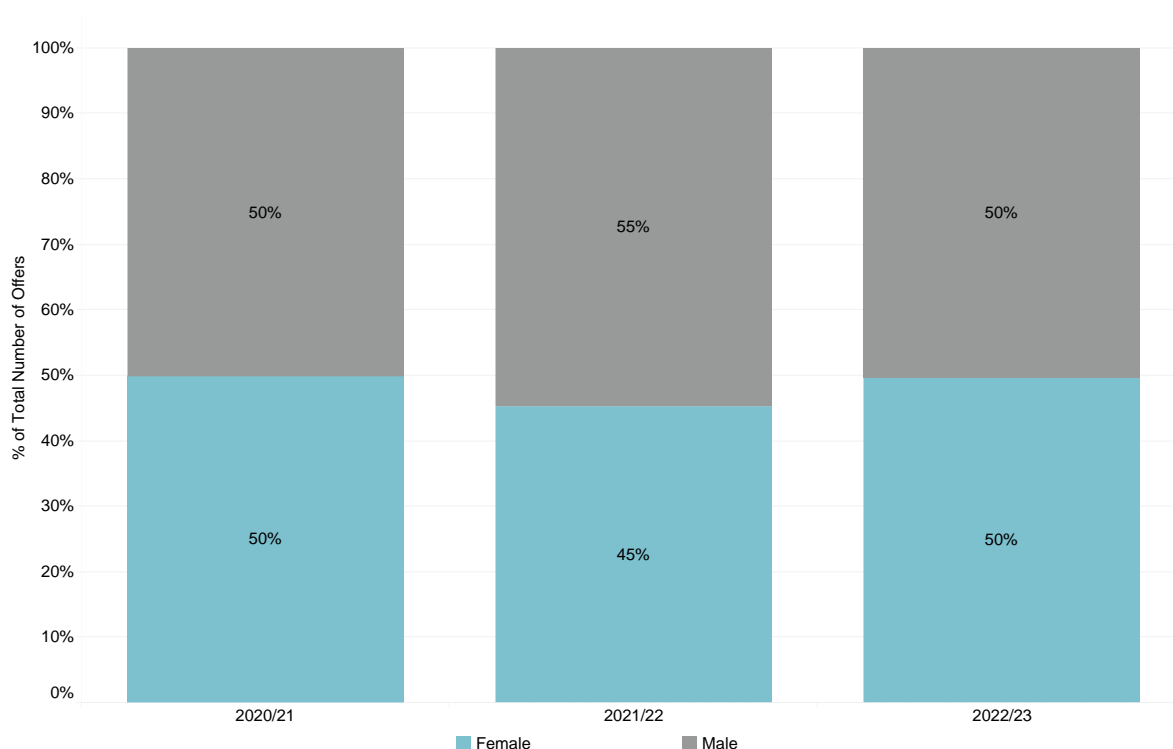


Figure 71: Proportion of offers made to Postgraduate Research applicants by sex



## 6. Undergraduate Attainment

Good honours are defined as First class honours or upper second class honours which is used throughout this section of the report.

### Disability

Over the past three years, the gap in the awarding of good honours between students with a known disability and those with no known disability has been minimal. However, there is a much wider gap in the awarding of First class honours, with higher proportions being awarded to students with no known disability (

*Figure 72 and*

Figure 73).

The proportion of good honours and First class honours has decreased over the last three years among students with a known disability and no known disability. (Table 1 to

Table 2)



Figure 72: Good honours awarding gap between students with no known disability and known disability

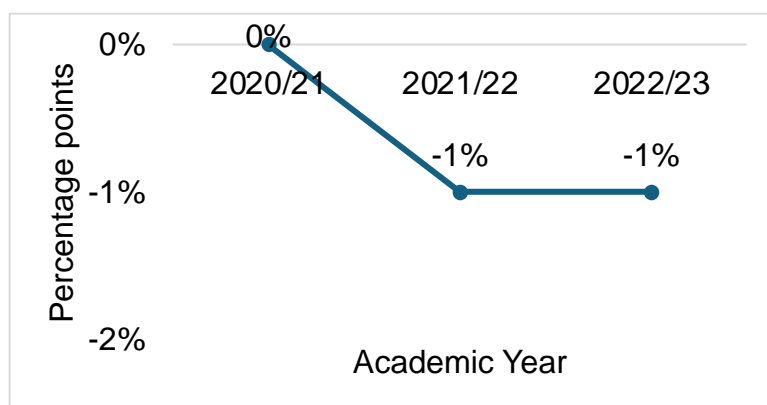


Table 1: Proportion of good honours by disability

	2020/21	2021/22	2022/23
Known disability	96%	95%	92%
No known disability	96%	94%	91%

Figure 73: First class honours awarding gap between students with no known disability and known disability

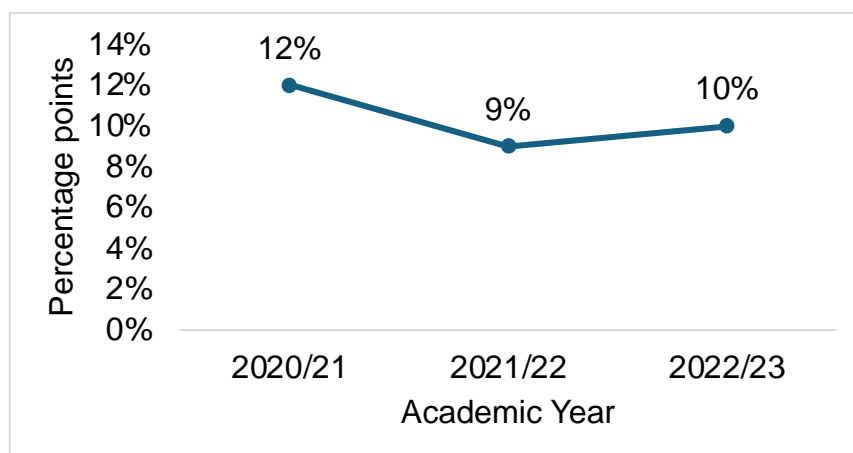


Table 2: Proportion of First class honours by disability

	2020/21	2021/22	2022/23
Known disability	43%	37%	27%
No known disability	55%	46%	37%

## Ethnicity

The gap in the awarding of good honours between white and Black students is the widest compared to all other ethnic groups, ranging from 7 percentage points in 2020/21 to 10 percentage points in 2022/23. Additionally, the awarding gap for First class honours between white and Black students is even wider compared to good

honours, ranging from 45 percentage points in 2020/21 to 25 percentage points in 2022/23. (

Figure 74 to Figure 75)

The proportion of good honours and First class honours has dropped in 2022/23 compared to 2021/22. (Table 3 to Table 4)

Figure 74: Good honours awarding gap between white students and students from all other ethnic groups

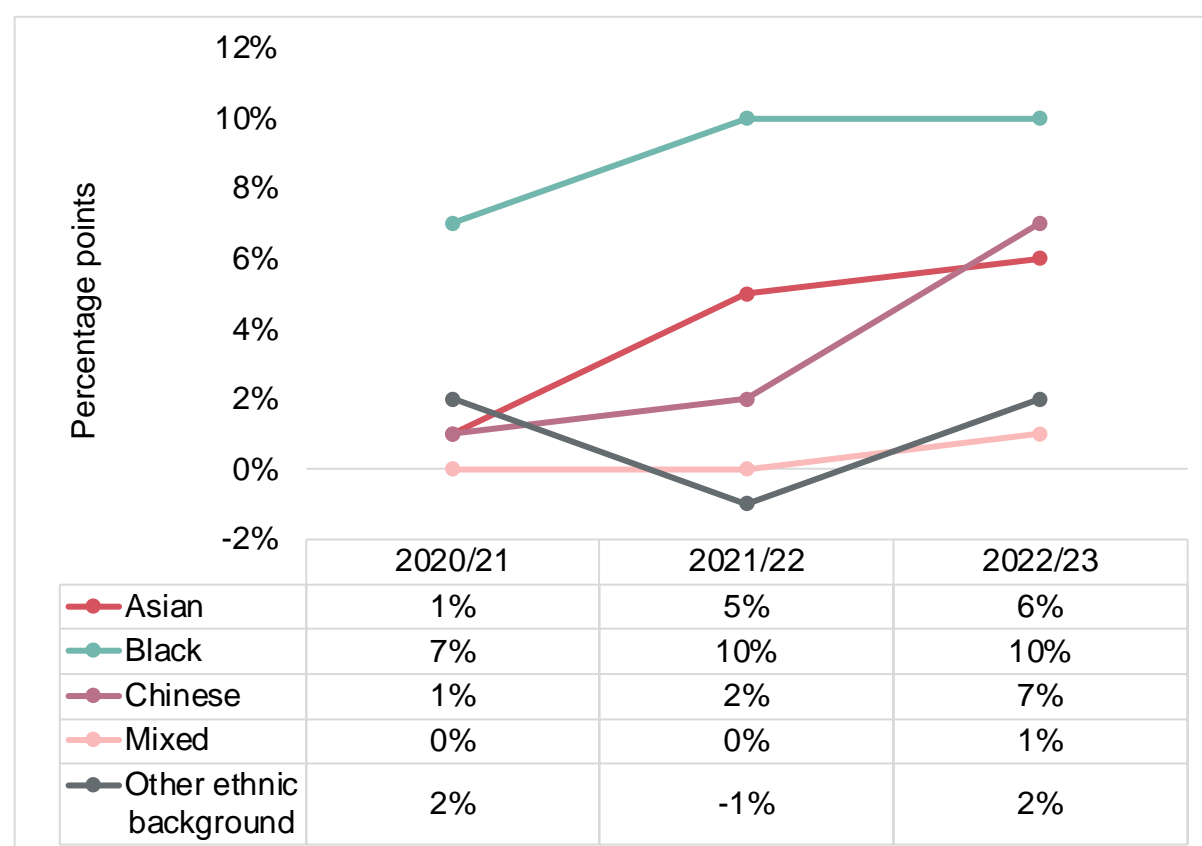


Table 3: Proportion of good honours by ethnicity

	2020/21	2021/22	2022/23
Asian	96%	91%	88%
Black	90%	86%	84%
Chinese	96%	94%	87%
Mixed	97%	96%	93%
Other ethnic background	95%	97%	92%
White	97%	96%	94%
Unknown	98%	100%	98%

Figure 75: First class honours awarding gap between white students and students from all other ethnic groups

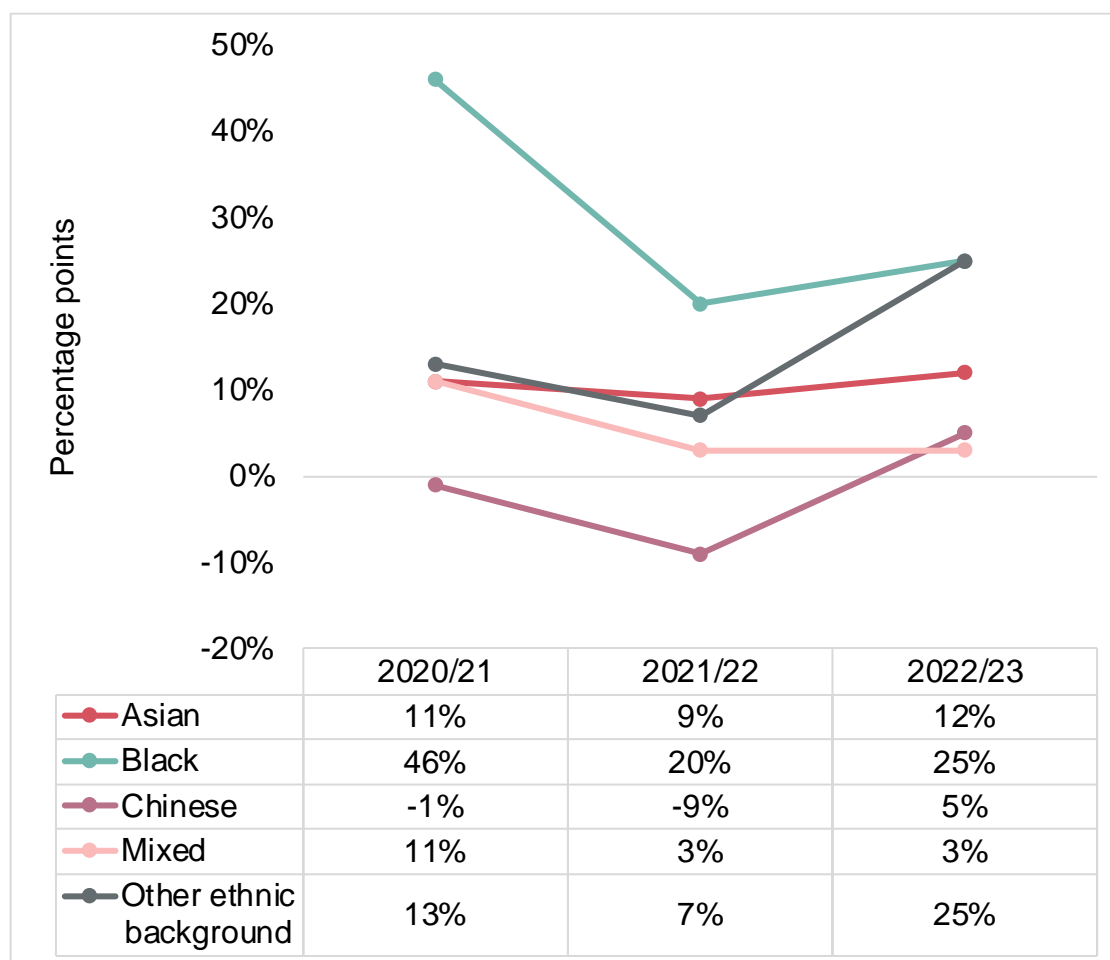


Table 4: Proportion of First class honours by ethnicity

	2020/21	2021/22	2022/23
Asian	47%	36%	29%
Black	12%	25%	16%
Chinese	59%	54%	36%
Mixed	47%	42%	38%
Other ethnic background	45%	38%	16%
White	58%	45%	41%
Unknown	65%	64%	54%

## Sex

The good honours awarding gap between male and female students is minimal from 2020/21 to 2022/23. However, the gap between male and female students achieving First class honours is wider. (Figure 76 to Figure 77)

The proportion of good honours and First class honours have decreased year on year for both male and female students. (Table 5 to Table 6)

Figure 76: Good honours awarding gap between male and female students

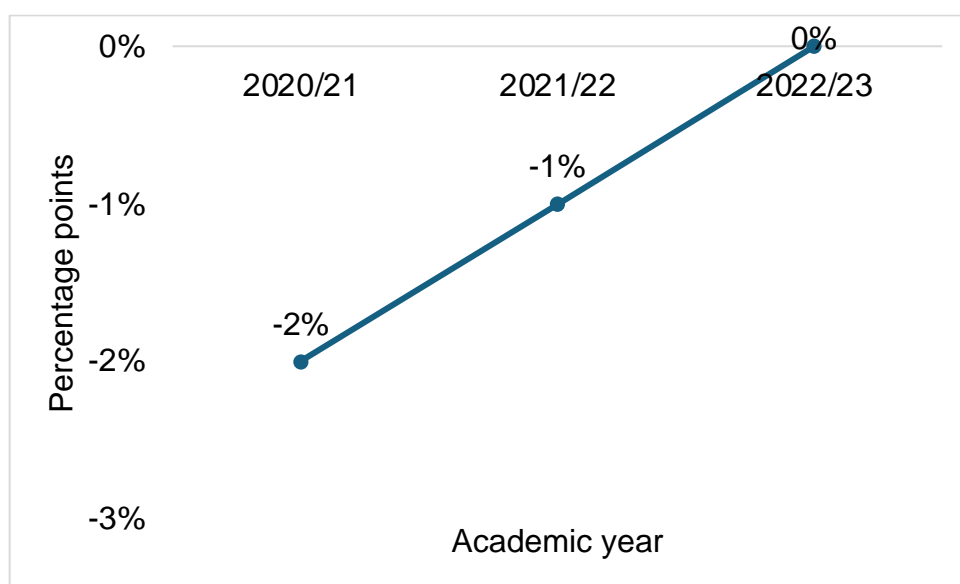


Table 5: Proportion of good honours by sex

	2020/21	2021/22	2022/23
Female	97%	95%	91%
Male	95%	94%	91%

Figure 77: First class honours awarding gap between male and female students

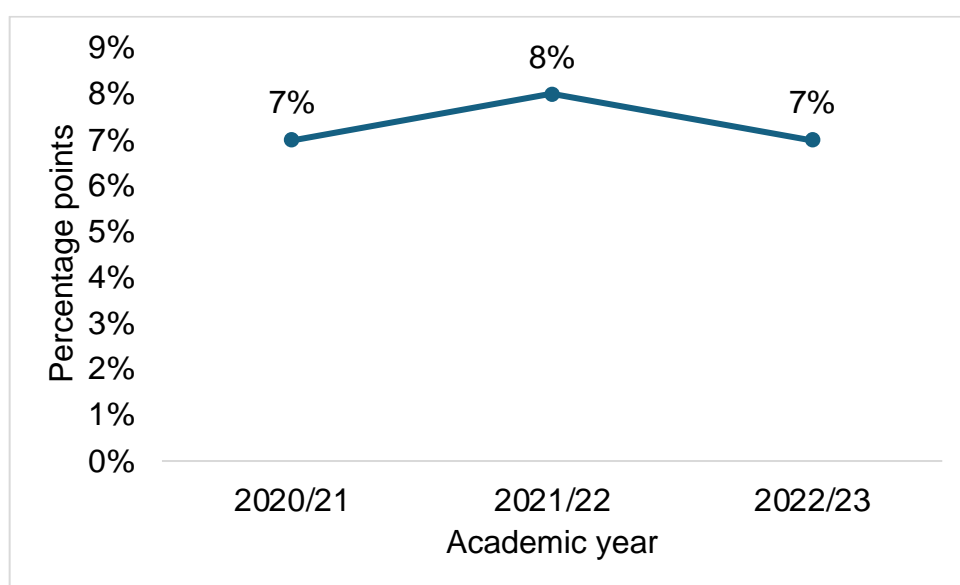


Table 6: Proportion of First class honours by sex

	2020/21	2021/22	2022/23
Female	50%	41%	32%
Male	57%	49%	39%