Public Sector Equality Duty Equality Information and Data Report: Academic year 2023/24

Published 2025

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1. Introduction

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

The 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 2021/22 to 2023/24. In 2021/22, a new HESA quality rule meant ethnicity data for only UK-domiciled 'home' students were submitted. However, internal data sources were used for ethnicity data for home and international students across the years, so the total number of students may differ from the HESA records.
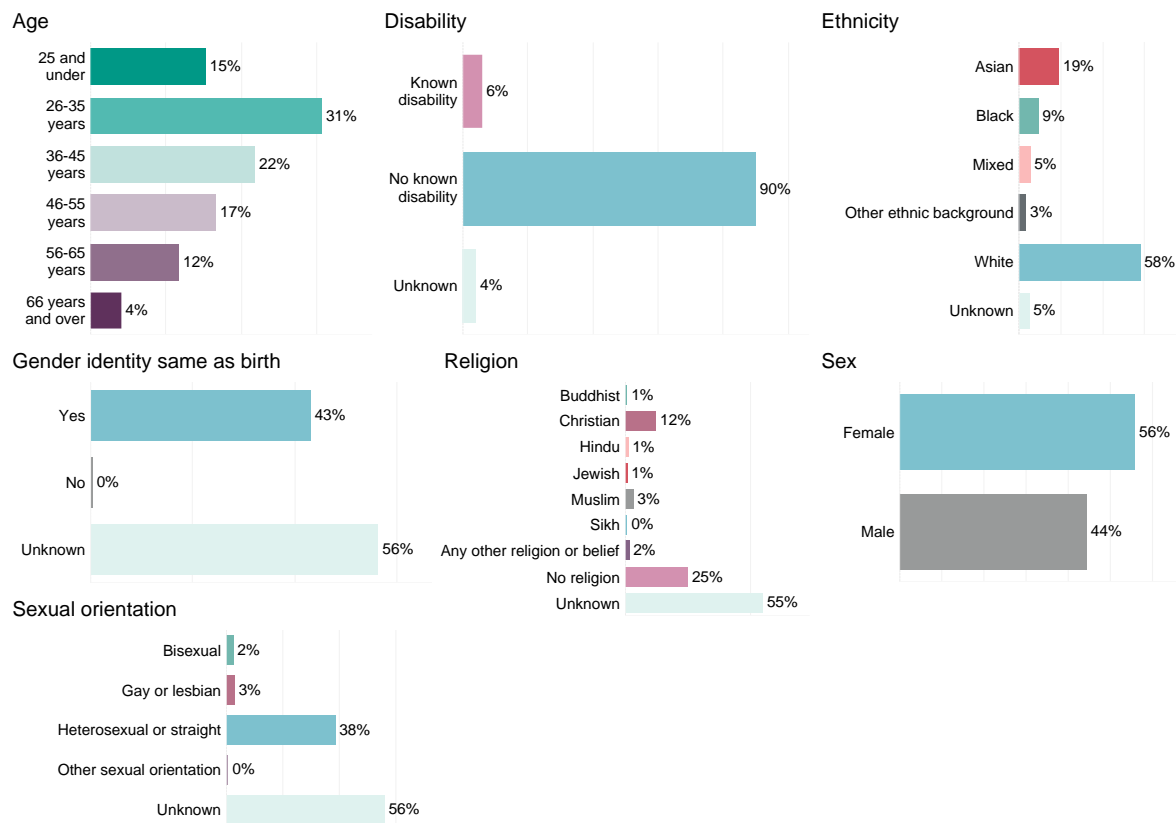
The count of staff and students is rounded to the nearest five to ensure individuals are not identifiable.

2. Staff data

Summary

- In 2023/24, there were 4,610 staff, of which 42% were academic and 58% were professional services staff
- The two age ranges with the highest proportion of staff are 26-35 (31%) and 36-45 years (22%)
- 6% of staff have a declared disability
- 42% of staff are from an ethnic minority background with the largest proportion being staff from an Asian ethnic background
- 43% of staff have declared whether their gender identity is the same as birth or not
- 45% of staff have disclosed their religion
- 56% of staff are female
- 44% of staff have disclosed their sexual orientation

Figure 1: 2023/24 staff characteristics

Age

25 and under	15%
26-35 years	31%
36-45 years	22%
46-55 years	17%
56-65 years	12%
66 years and over	4%

Disability

Known disability	6%
No known disability	90%
Unknown	4%

Ethnicity

Asian	19%
Black	9%
Mixed	5%
Other ethnic background	3%
White	58%
Unknown	5%

Gender identity same as birth

Yes	43%
No	0%
Unknown	56%

Religion

Buddhist	1%
Christian	12%
Hindu	1%
Jewish	1%
Muslim	3%
Sikh	0%
Any other religion or belief	2%
No religion	25%
Unknown	55%

Sex

Female	56%
Male	44%

Sexual orientation

Bisexual	2%
Gay or lesbian	3%
Heterosexual or straight	38%
Other sexual orientation	0%
Unknown	56%

Age

The charts below show the proportion of academic and professional services staff by age.

The proportion of academic and professional services staff in each age group has remained similar from 2021/22 to 2023/24.

Figure 2: Academic staff by age

Figure 2: Academic staff by age

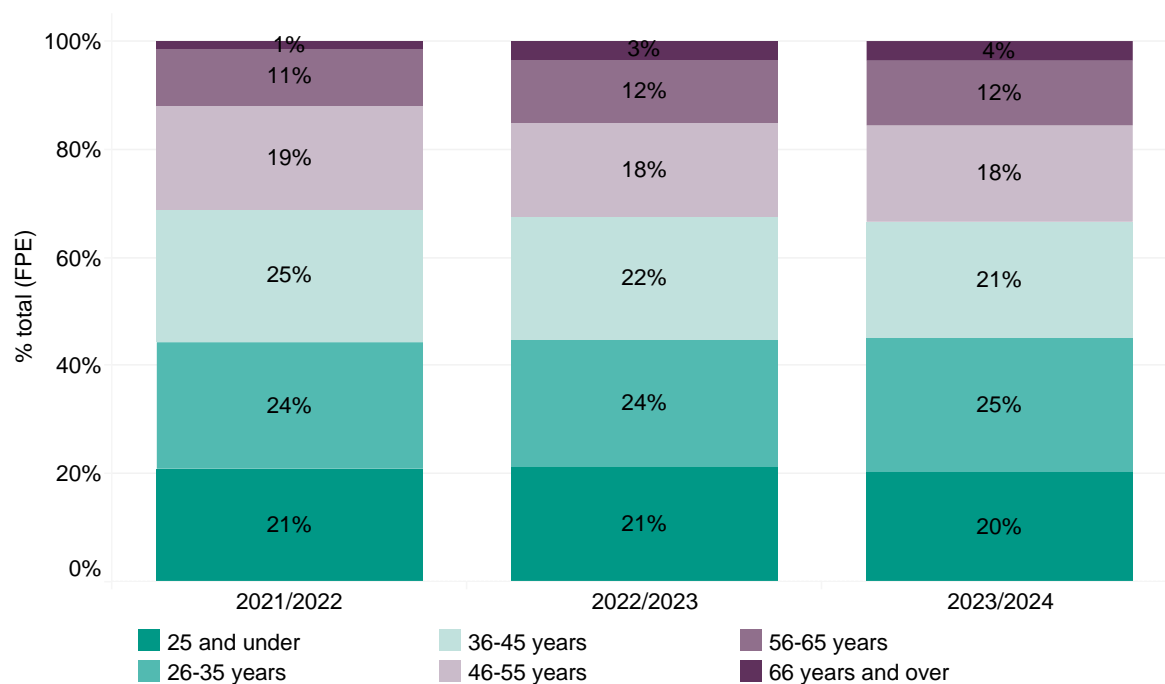## Figure 3: Professional services staff by age
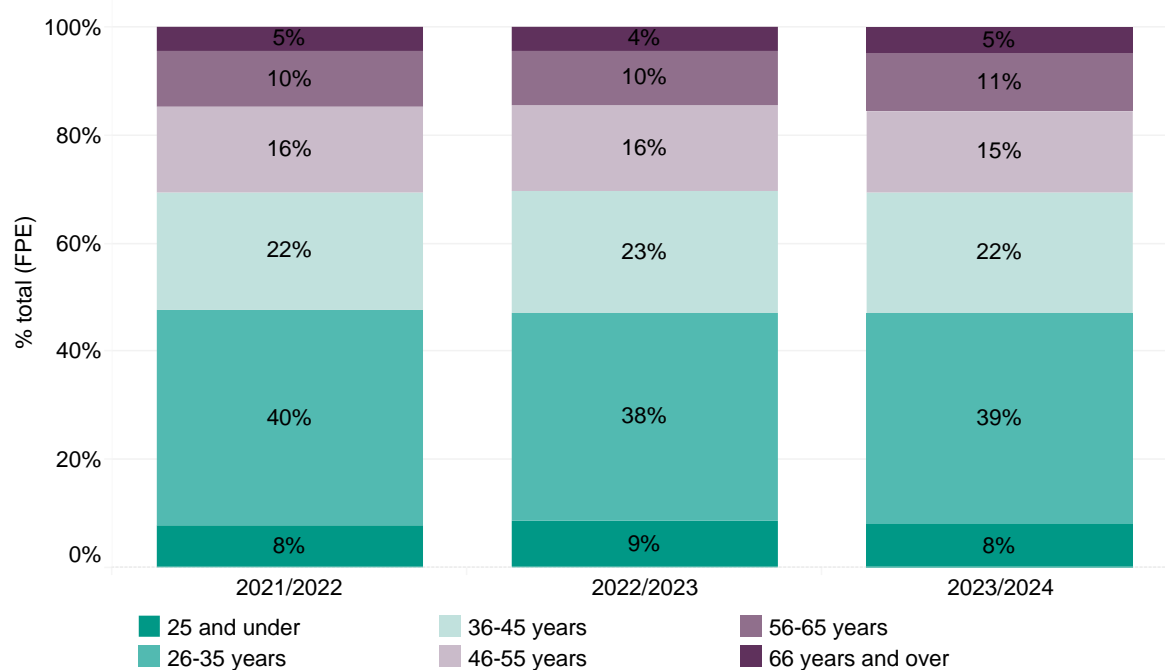
Figure 3: Professional services staff by age

Disability

The charts below show the proportion of academic and professional services staff by disability.

The proportion of academic and professional services staff with a declared disability has increased slightly throughout 2021/22 to 2023/24.
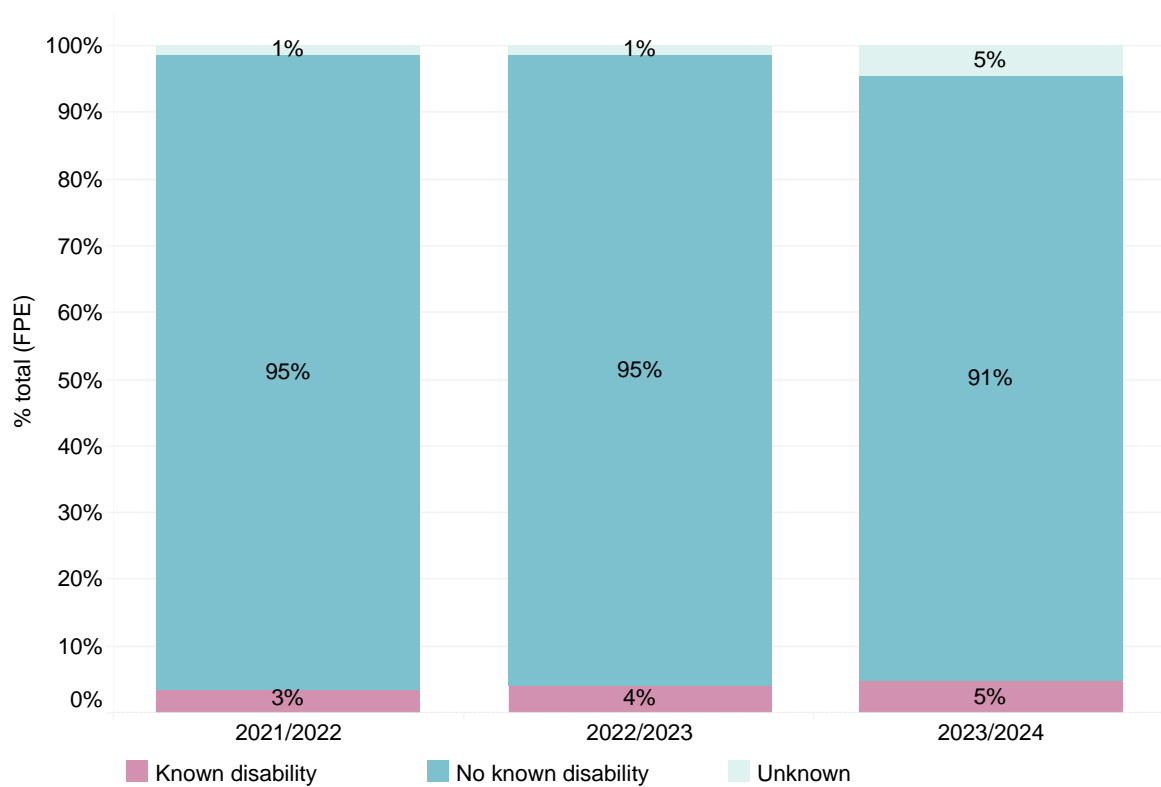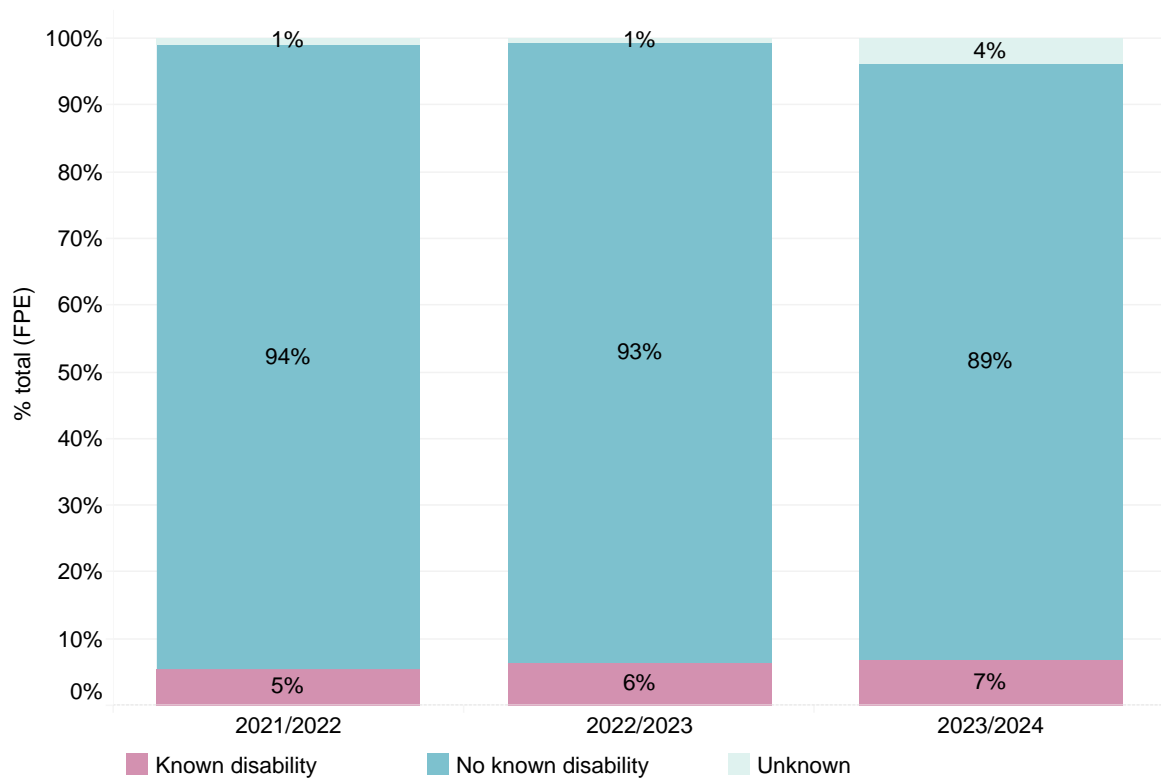
Figure 4: Academic staff by disability

Figure 4: Academic staff by disability

Figure 5: Professional services staff by disability

Figure 5: Professional services staff by disability

Ethnicity

The charts below show the proportion of academic and professional staff by ethnicity.

The proportion of ethnic minority academic and professional services staff remains similar from 2020/21 to 2023/24.

Figure 6: Academic staff by ethnicity
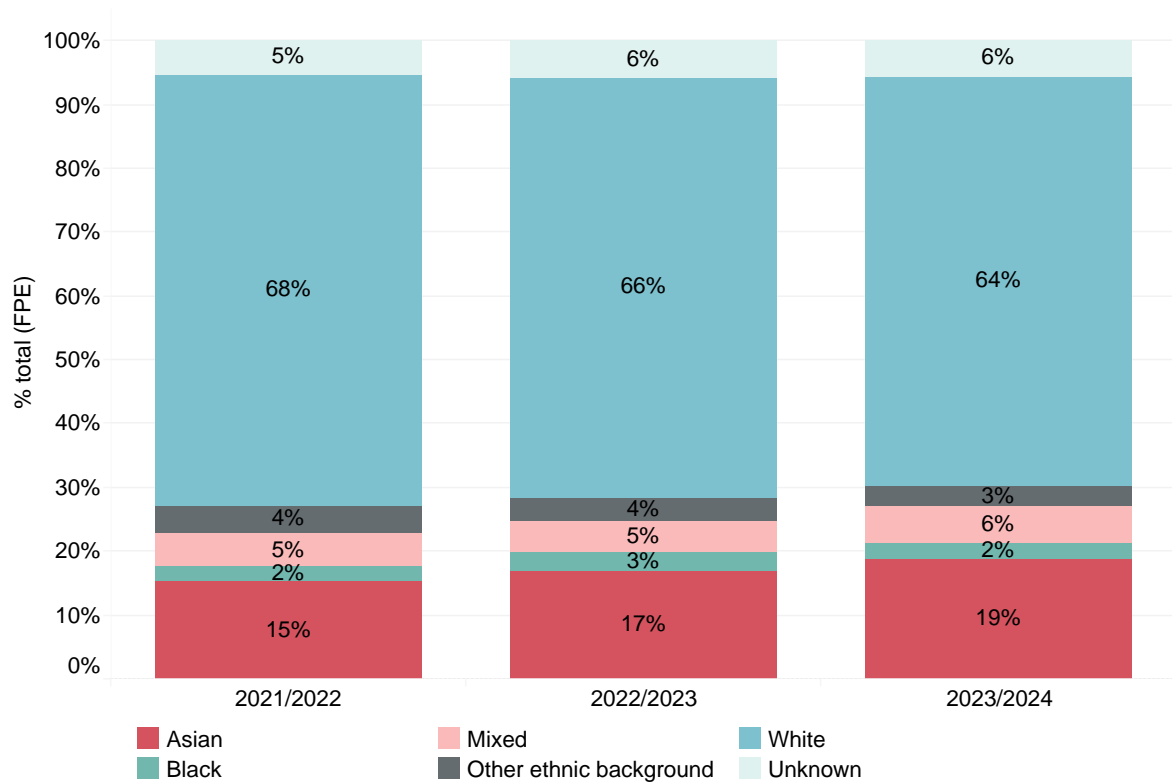
Figure 7: Professional services staff by ethnicity
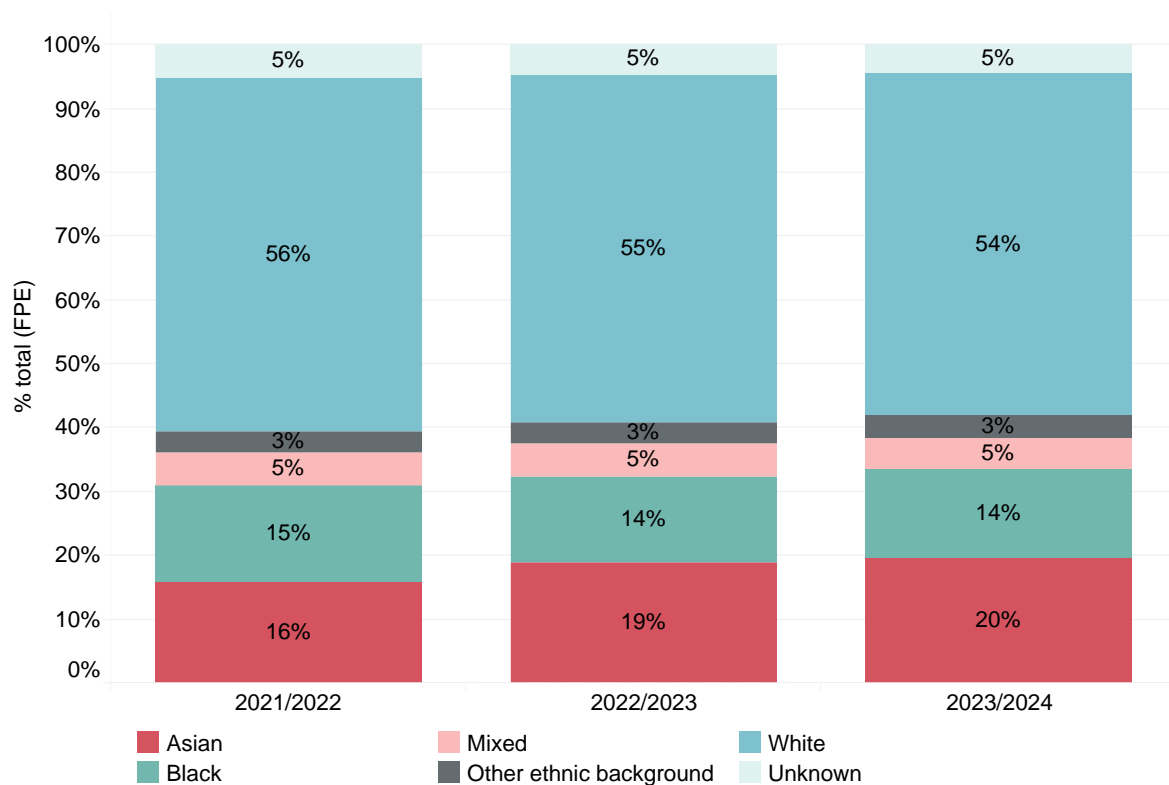
Gender identity same as birth

The chart below shows the proportion of staff who have declared whether their gender identity is the same as birth.

In 2020/21 and 2021/22, 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. The response rates in 2023/24 have increased for academic and professional services staff, 40% and 45% respectively.

Figure 8: Academic staff by whether gender identity same as birth
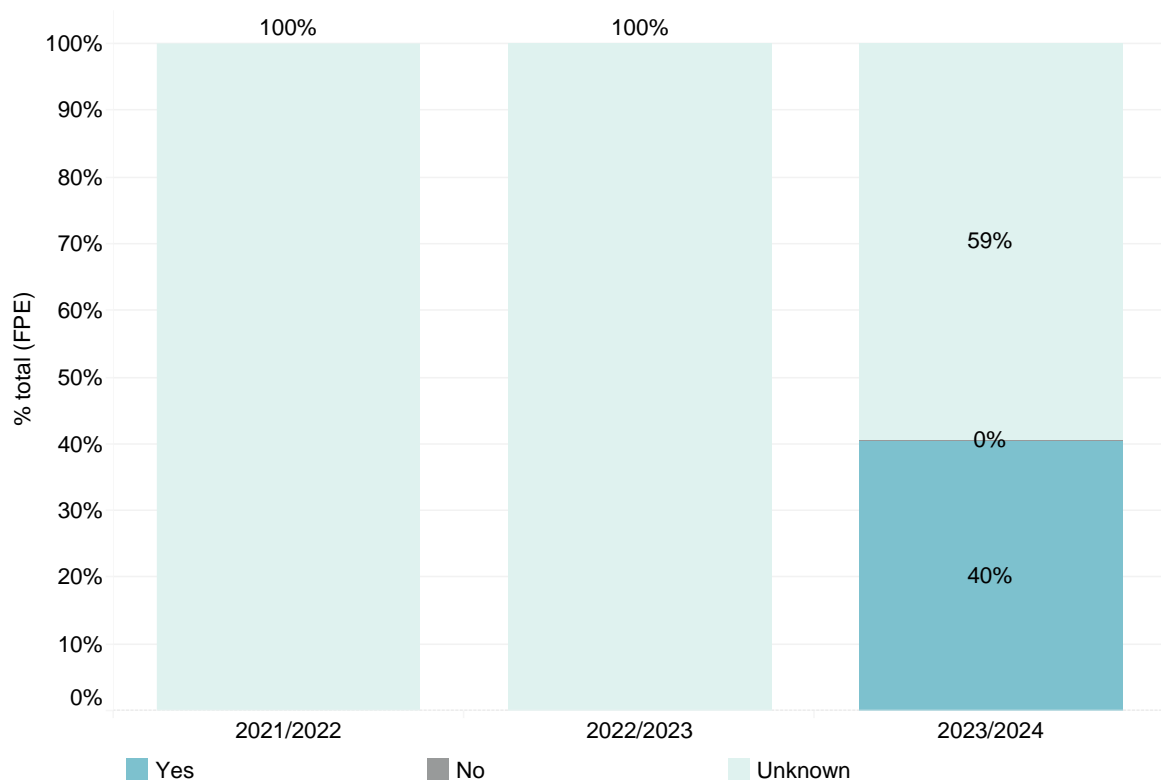
Figure 9: Professional services staff by whether gender identity same as birth
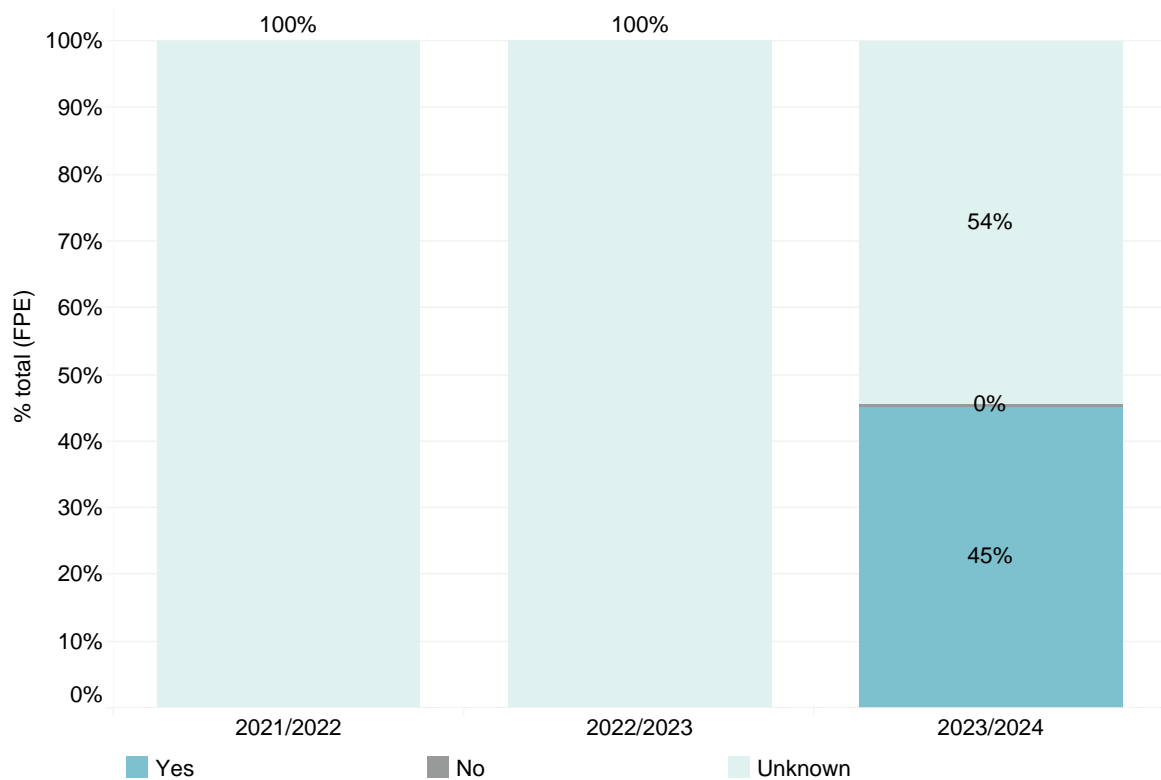
Religion

The following charts show the proportion of academic and professional staff by religion.

The proportion of academic and professional services staff that have not disclosed whether they have a religion has decreased from 2021/22 to 2023/24.
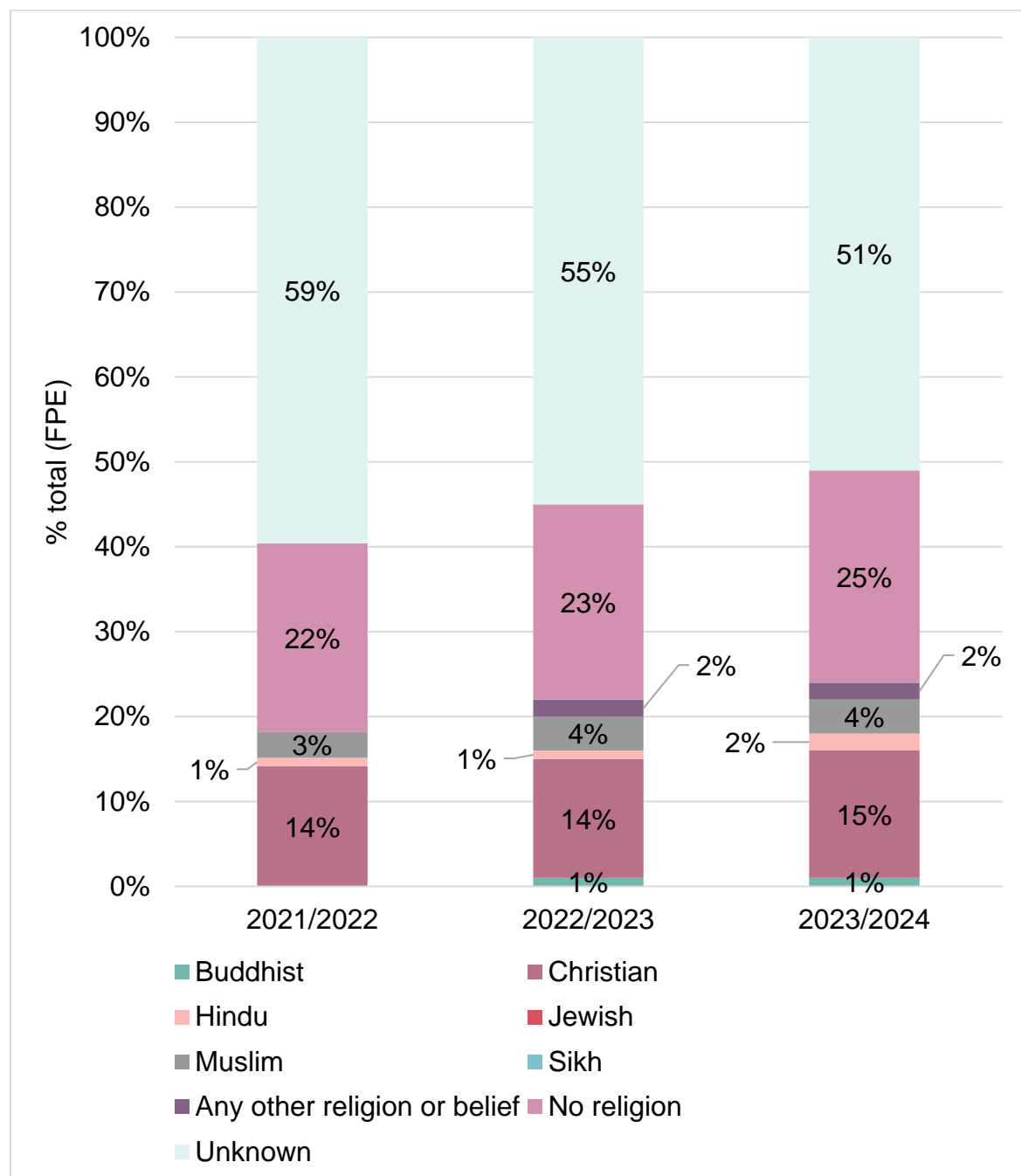
Figure 10: Academic staff by religion
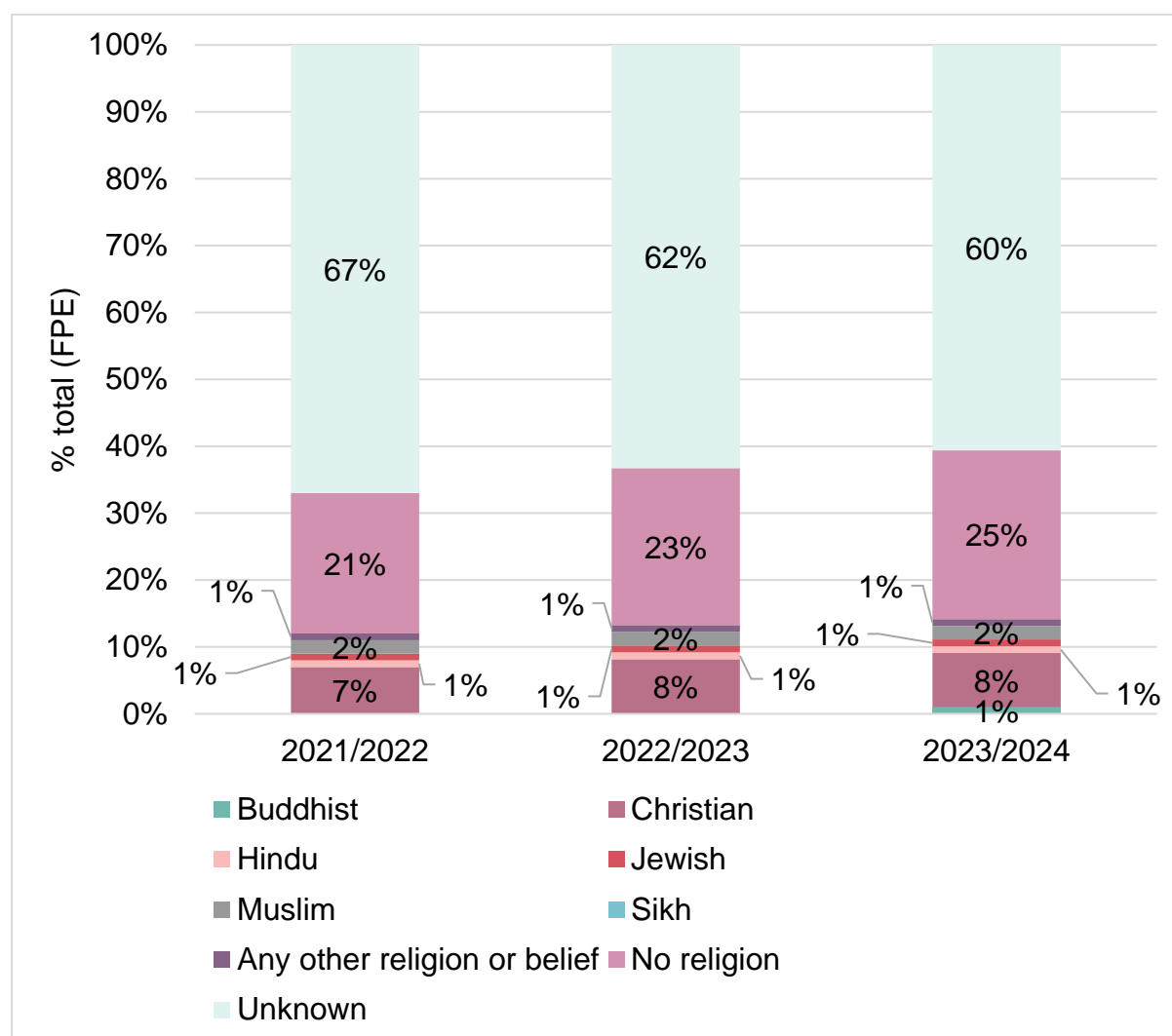
Figure 11: Professional services staff by religion

Sex

The following charts show the proportion of academic and professional staff by sex.

The proportion of female and male academic and professional staff remains similar across 2021/22 and 2023/24.

Figure 12: Academic staff by sex
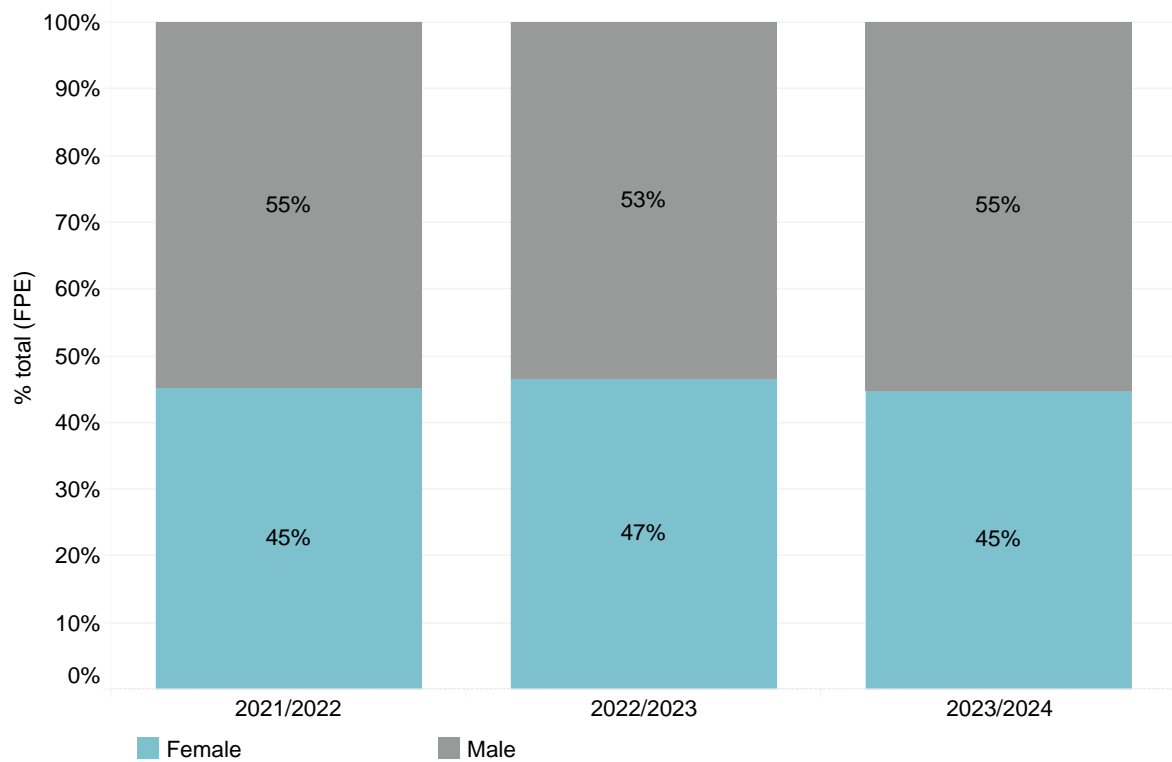
Figure 13: Professional services staff by sex
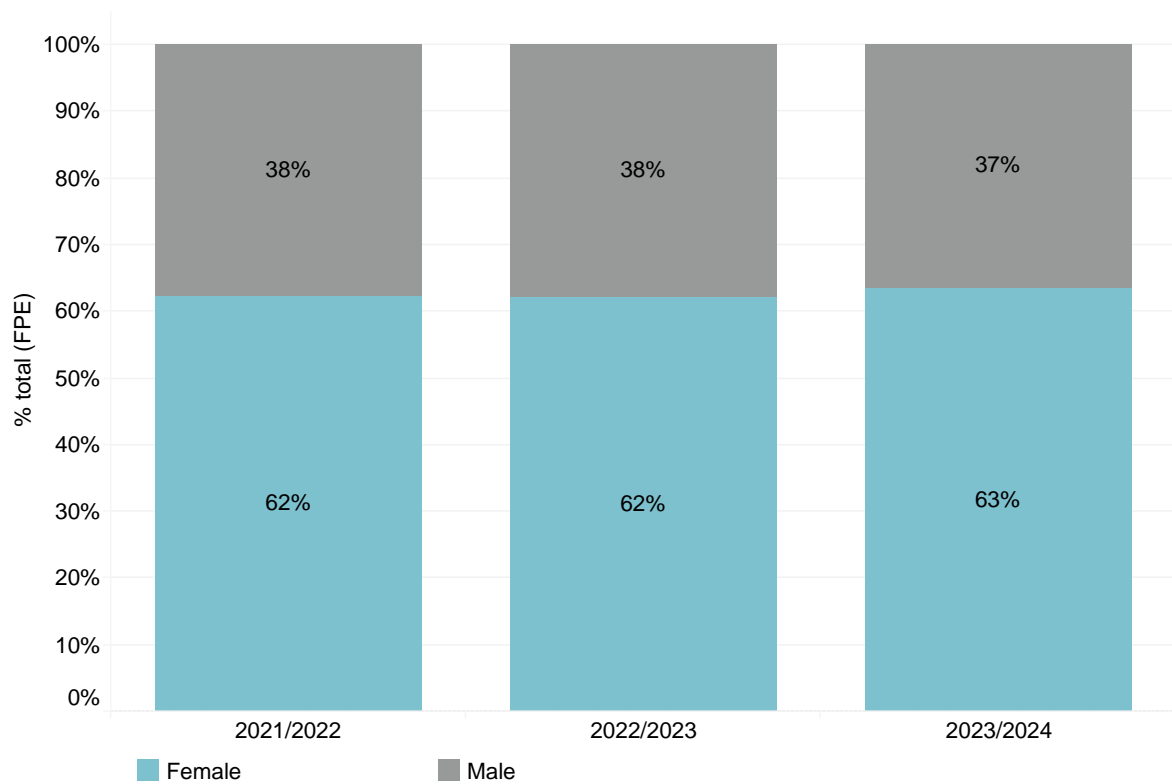
Sexual orientation

The following charts show the proportion of academic and professional services staff by sexual orientation.

The proportion of academic and professional services staff disclosing their sexual orientation has increased slightly from 2021/22 to 2023/24.
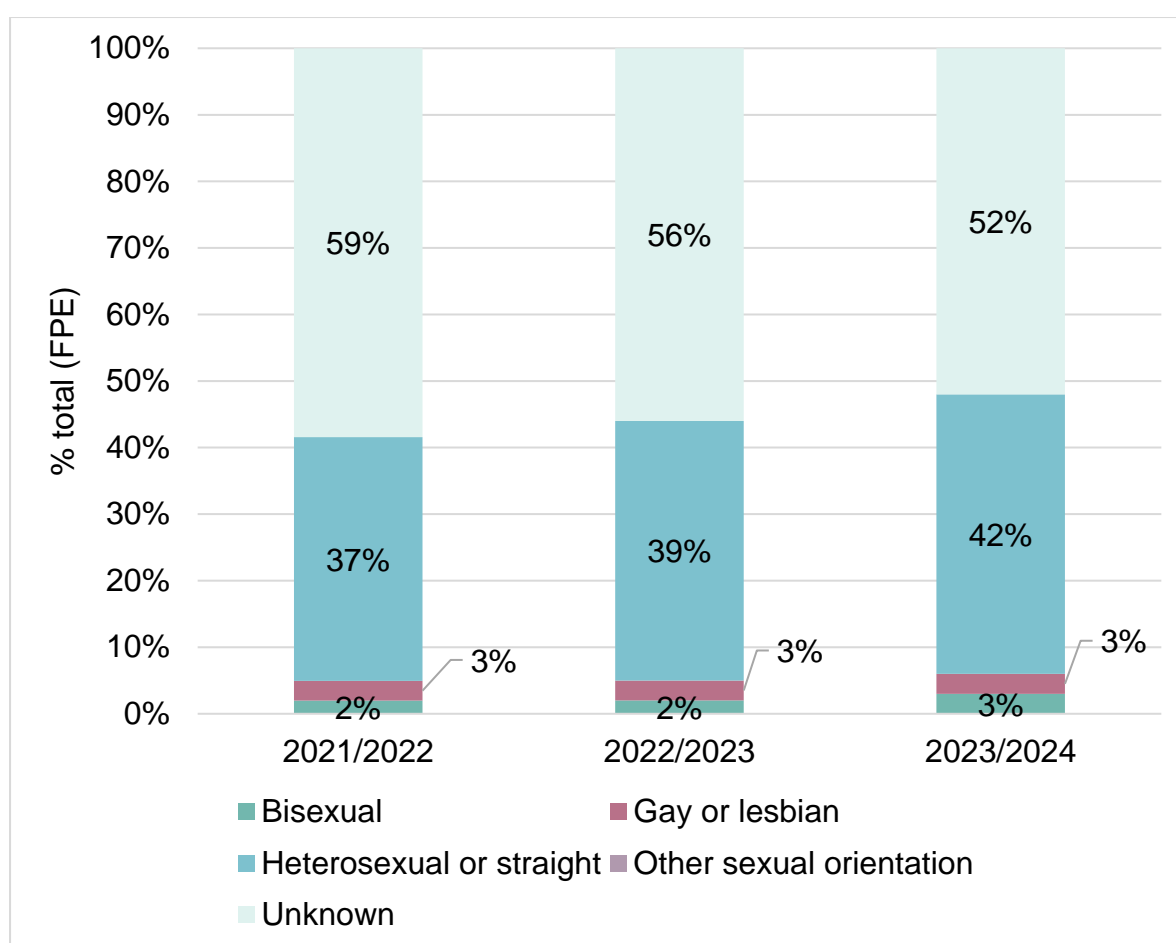
Figure 14: Academic staff by sexual orientation

Figure 15: Professional services by sexual orientation
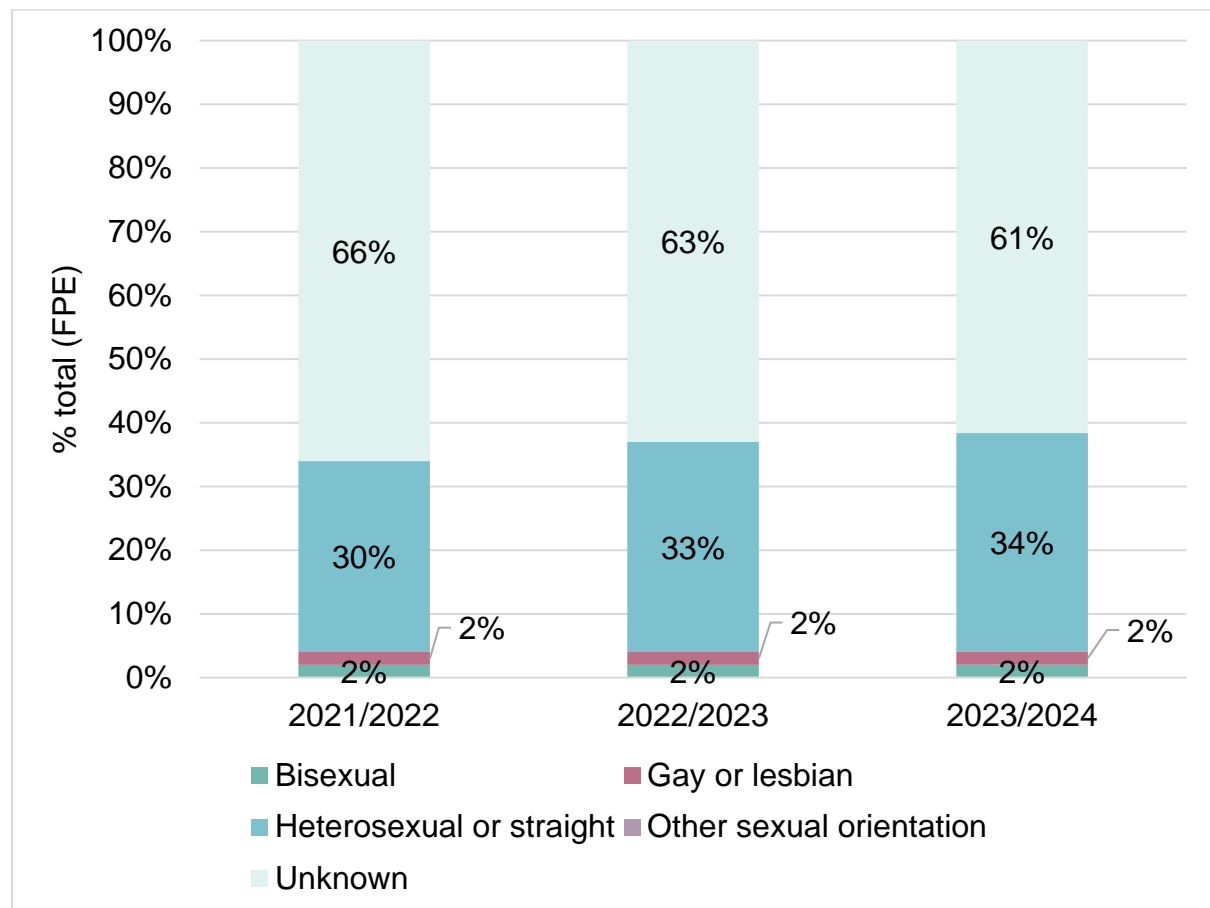
Figure 15: Professional services by sexual orientation

3. Staff recruitment

Summary

- In the calendar year 2024, there were 44,390 job applicants of which 12,955 were academic and 31,435 were professional services.
- In academic roles, 560 were shortlisted for interviews and of the shortlisted 150 were appointed.
- In professional services roles, 2,205 were shortlisted for interviews and of the shortlisted 475 were appointed.

Disability

Applicants

The charts below show the proportion of applicants by disability for academic and professional services roles.

The proportion of applicants with a declared disability for both academic and professional services roles has remained similar across the years.

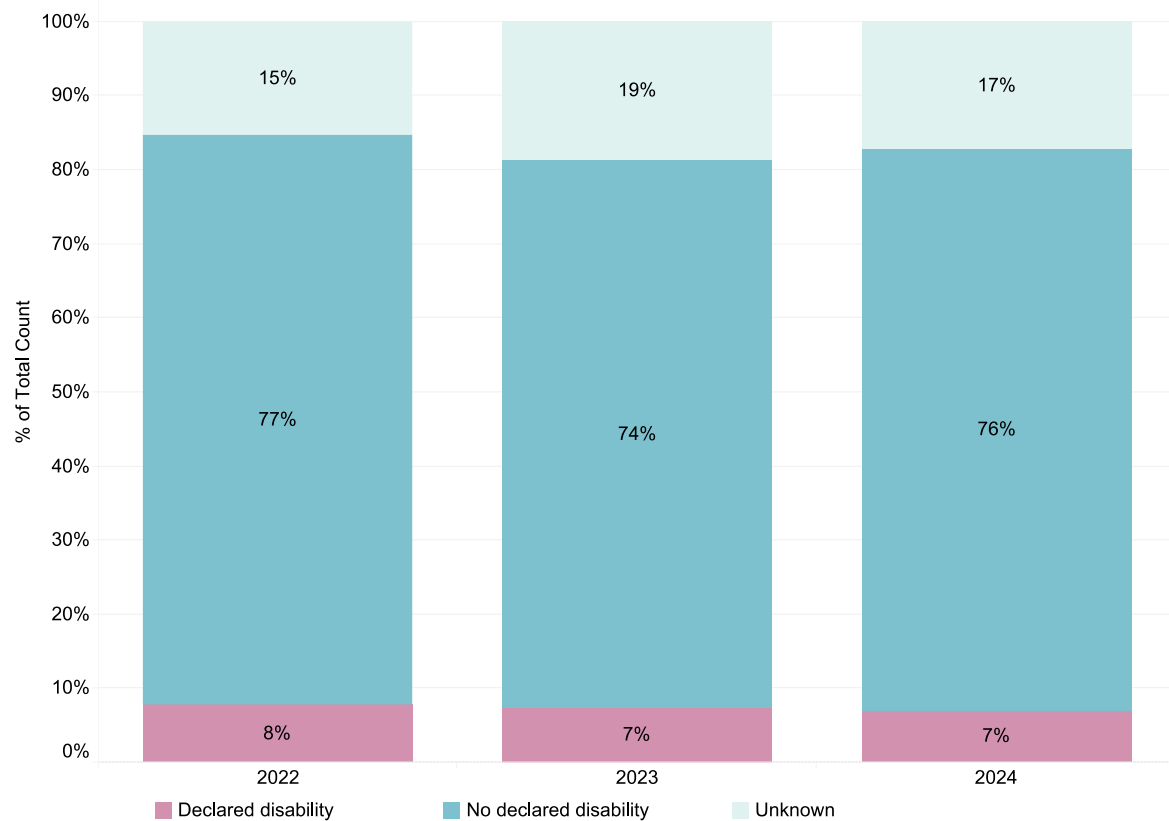## Figure 16: Academic job applicants by disability

Figure 16: Academic job applicants by disability

Figure 17: Professional services job applicants by disability
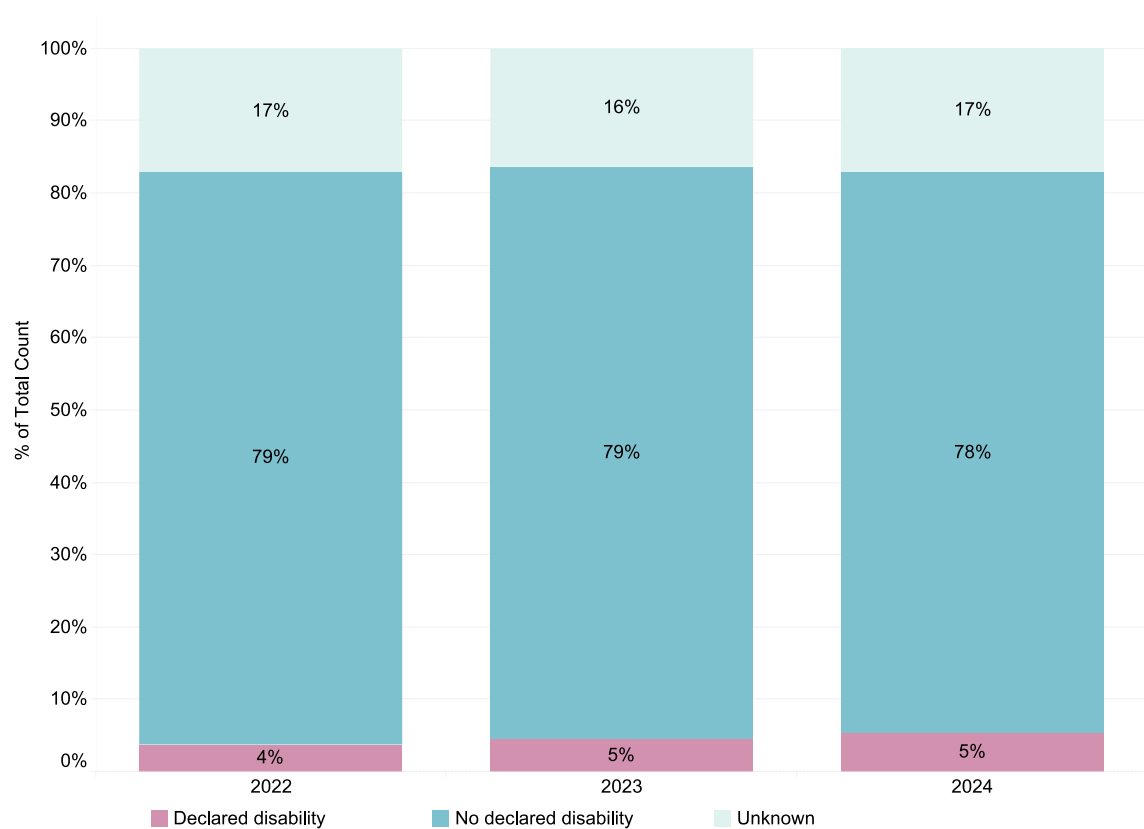
Figure 17: Professional services job applicants by disability

Shortlisted for Interviews

The charts below show the proportion of applicants by disability who were shortlisted for interviews for academic and professional services roles.

The proportion of academic applicants shortlisted with a declared disability increased yearly from 4% in 2022 to 7% in 2024.

The proportion of professional services applicants shortlisted with a declared disability increased from 8% in 2023 to 10% in 2024.

Figure 18: Academic shortlisted applicants by disability
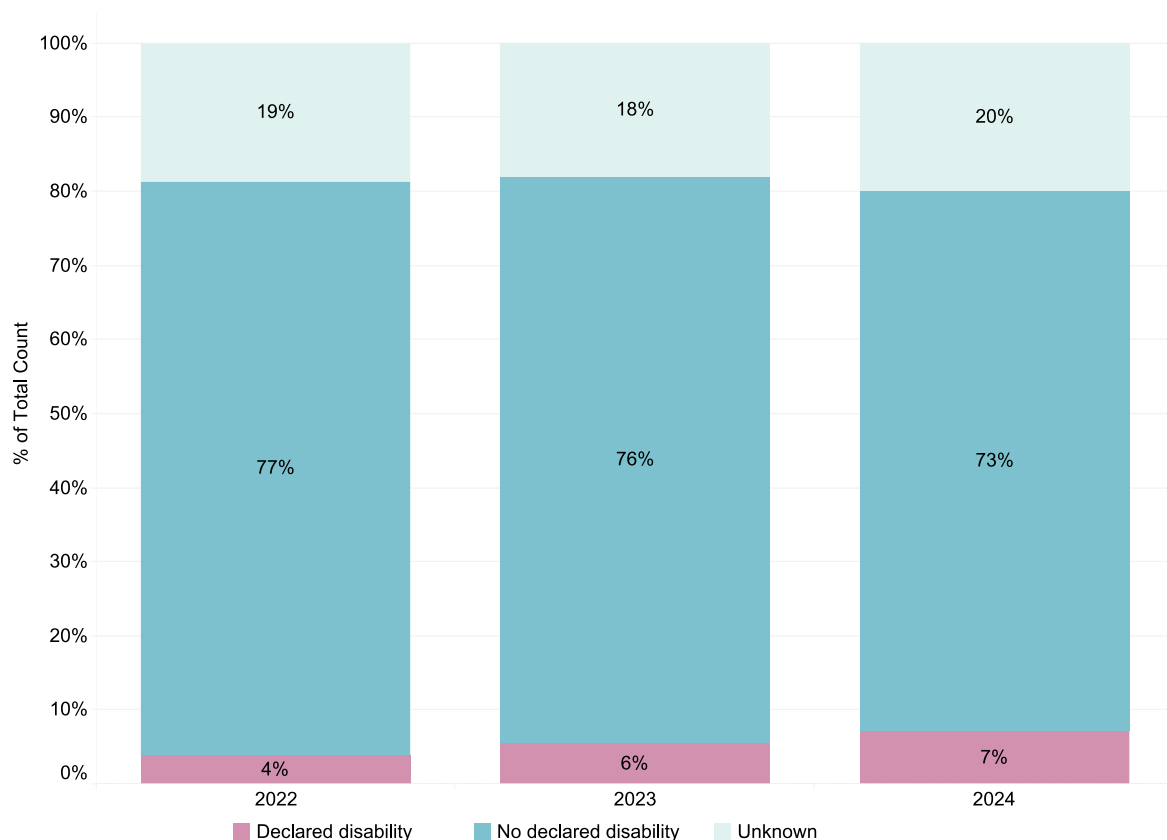
Figure 19: Professional services shortlisted applicants by disability
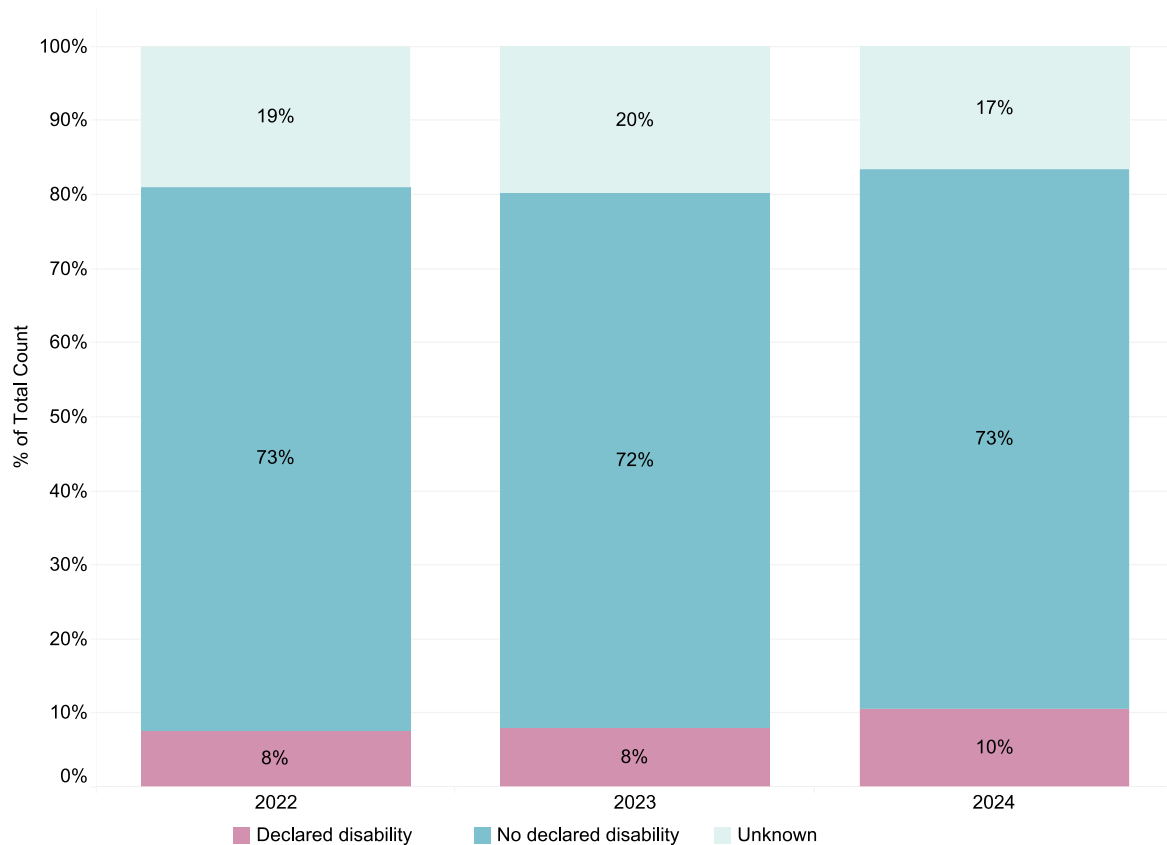
Appointed

The charts below show the proportion of applicants appointed by disability in academic and professional services roles.

The proportion of academic applicants appointed with a declared disability has remained the same across 2023 and 2024.

There has been an annual increase in the proportion of professional services applicants appointed with a declared disability from 6% in 2022 to 10% in 2024.

Figure 20: Appointed academic applicants by disability
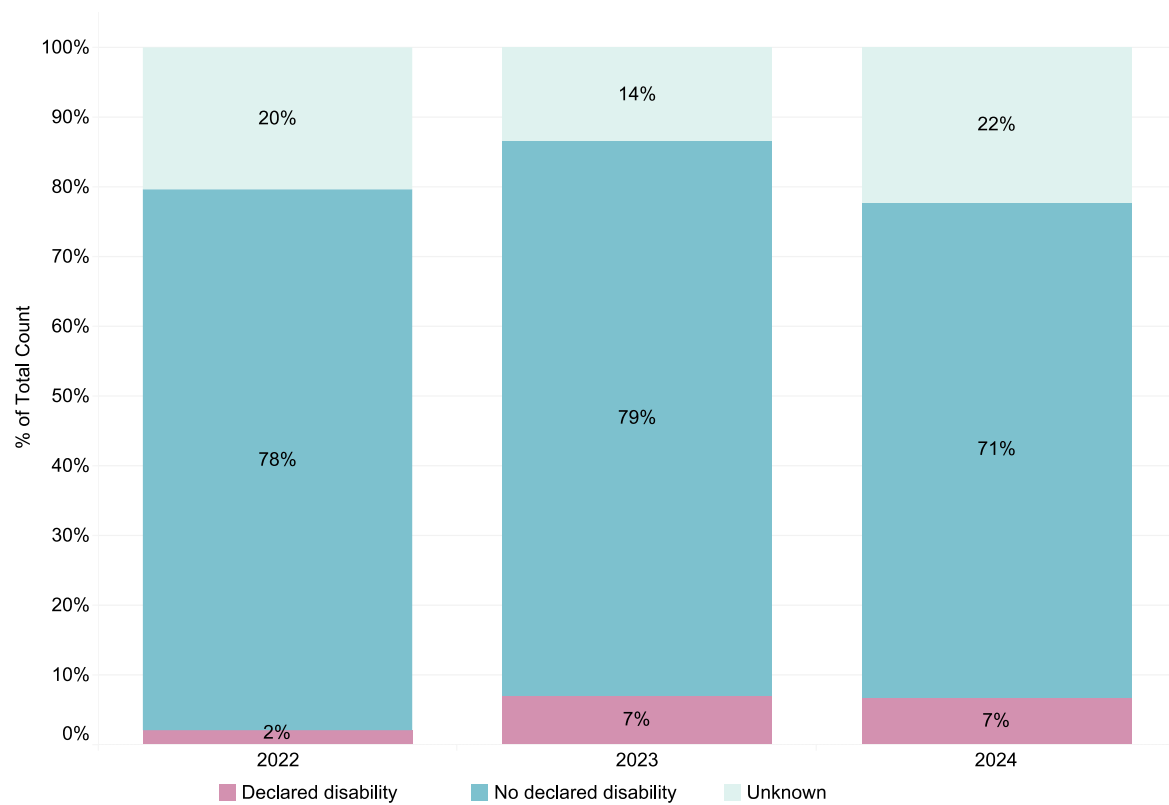
Figure 21: Appointed professional services applicants by disability
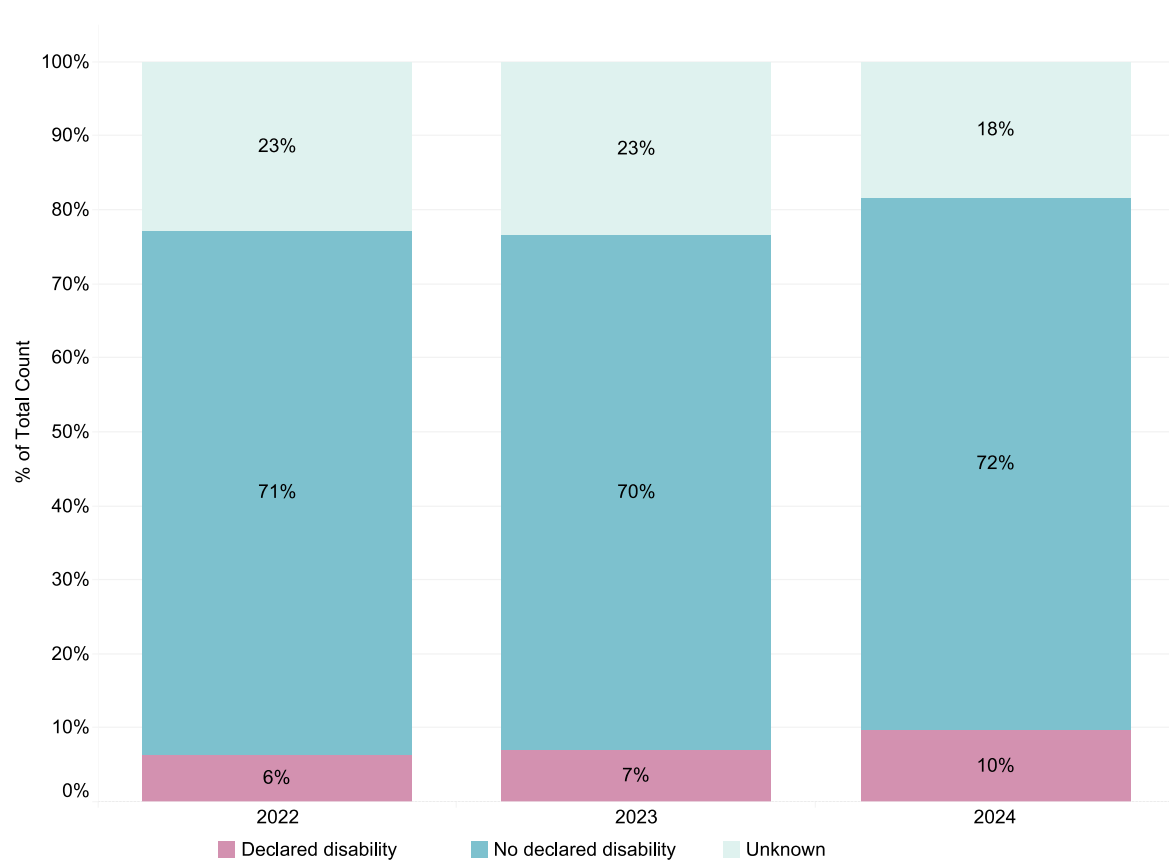
Ethnicity

Applicants

The charts below show the proportion of applicants by ethnicity for academic and professional services roles.

The proportion of academic applicants from ethnic minority backgrounds has remained comparable between 2023 and 2024. Among these applicants, the majority identify as being from an Asian ethnic background.

The number of professional applicants from ethnic minority backgrounds has remained similar across 2023 and 2024. Among these applicants, the majority identify as being from an Asian ethnic background.

Figure 22: Academic applicants by ethnicity
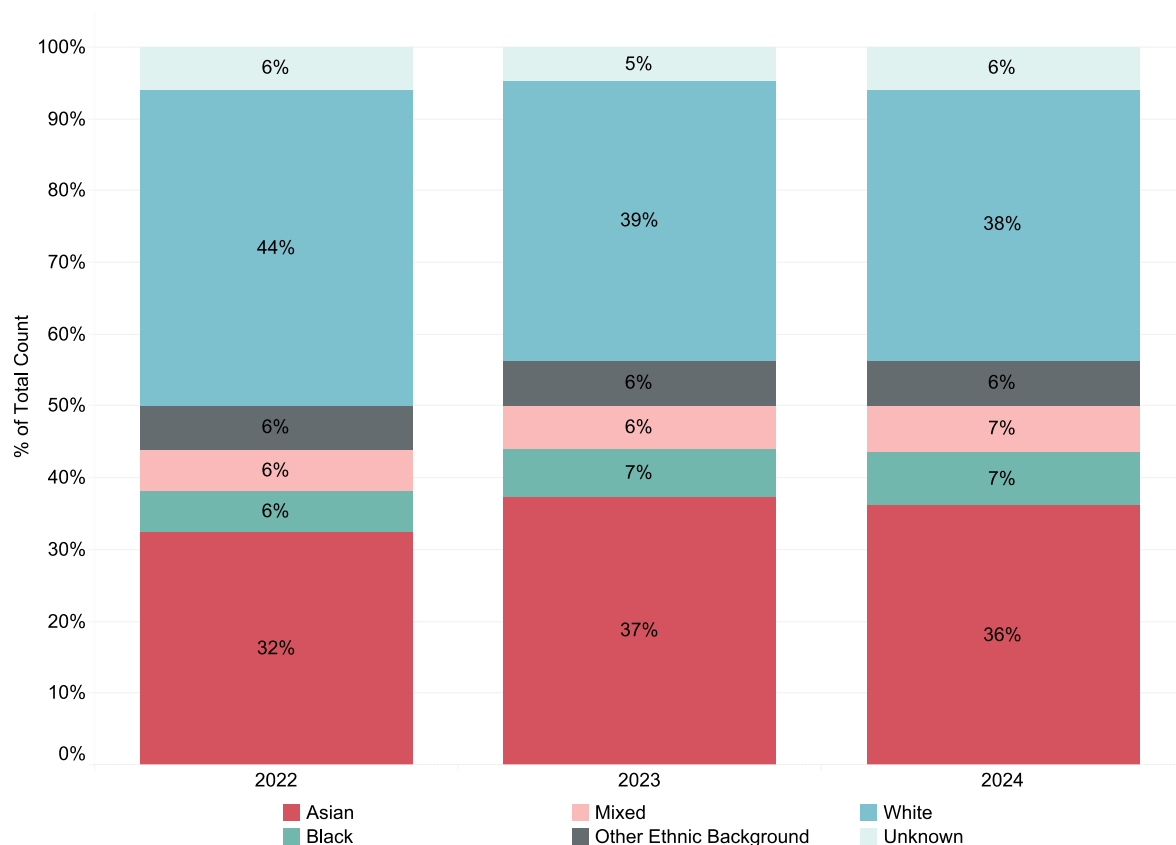
Figure 23: Professional services applicants by ethnicity
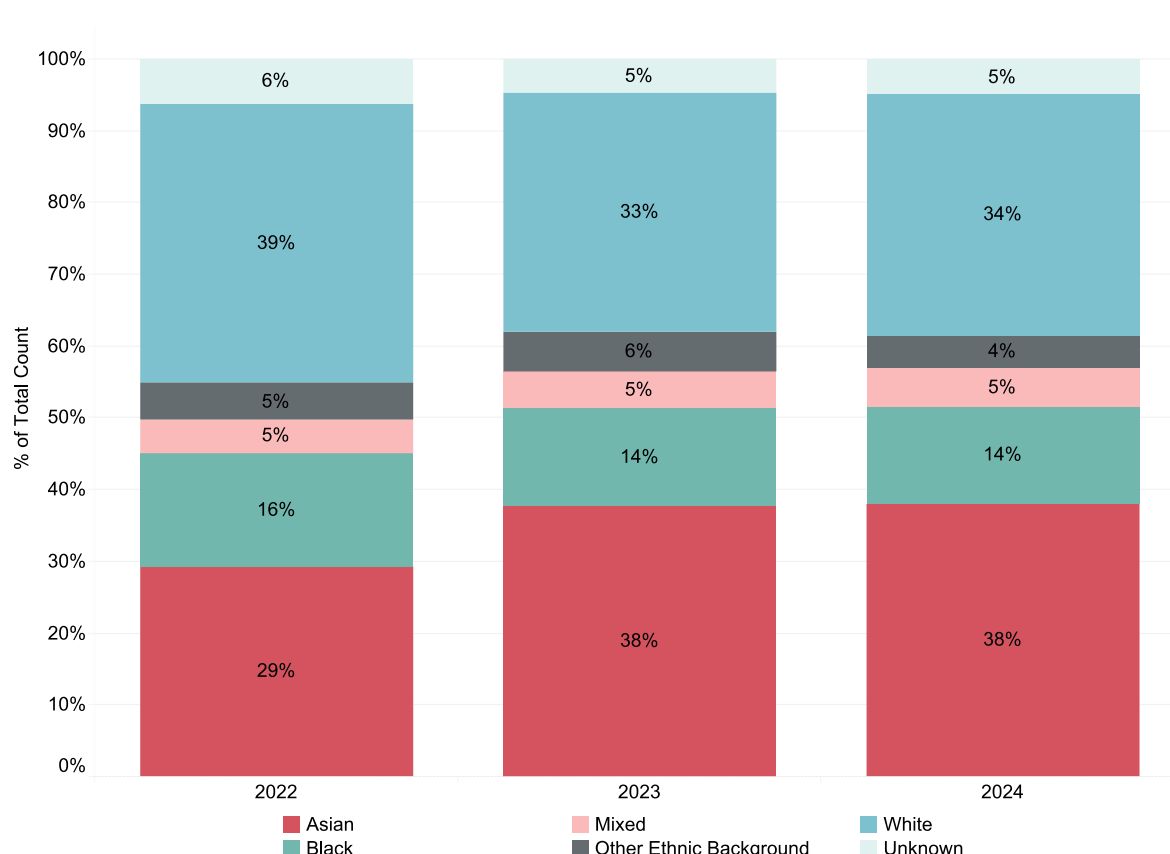
Shortlisted for Interviews

The charts below show the proportion of applicants shortlisted for interviews by ethnicity for academic and professional services roles.

The proportion of academic applicants from ethnic minority backgrounds who were shortlisted for interviews decreased in 2024 compared to 2023. Specifically, the proportion of Black applicants shortlisted for interviews dropped from 5% in 2023 to 3% in 2024.

The proportion of professional applicants shortlisted for interviews from ethnic minority backgrounds has remained consistent between 2023 and 2024. There has been a slight annual increase in the proportion of Black applicants, rising from 12% in 2022 to 14% in 2024.

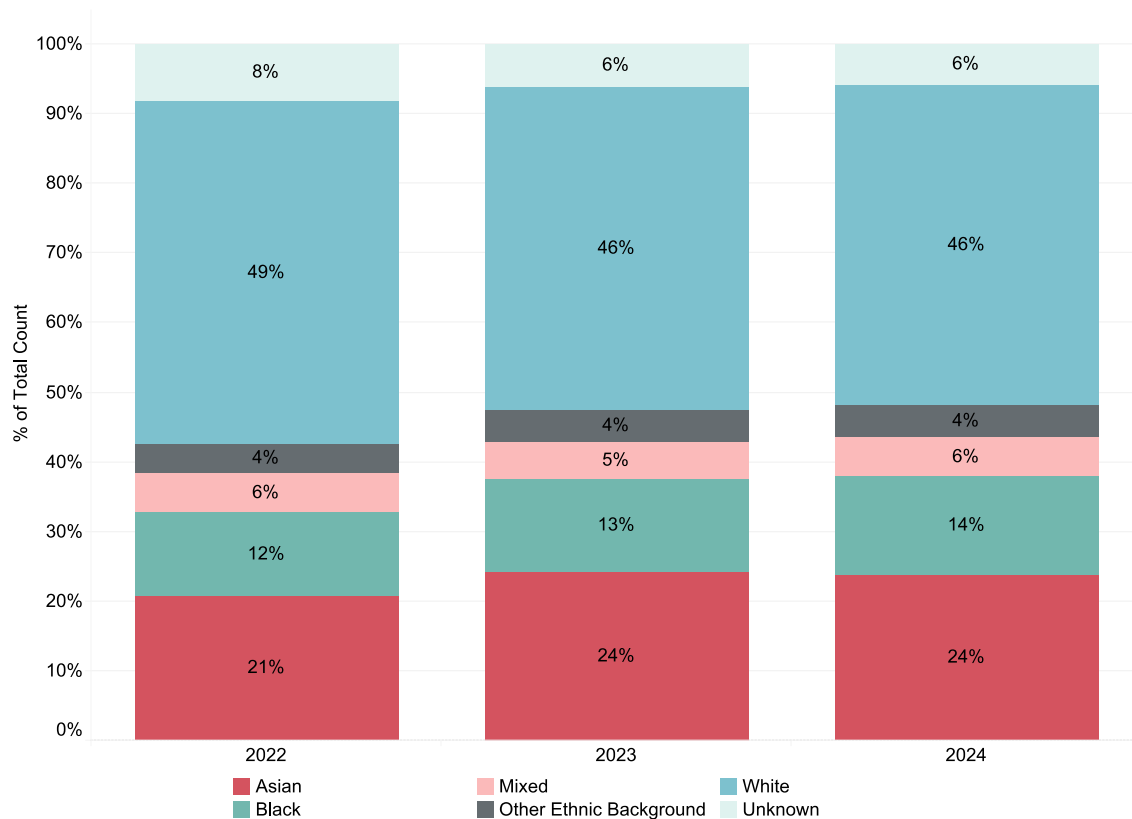## Figure 24: Academic applicants shortlisted for interview by ethnicity

Figure 24: Academic applicants shortlisted for interview by ethnicity

Figure 25: Professional services applicants shortlisted for interview by ethnicity
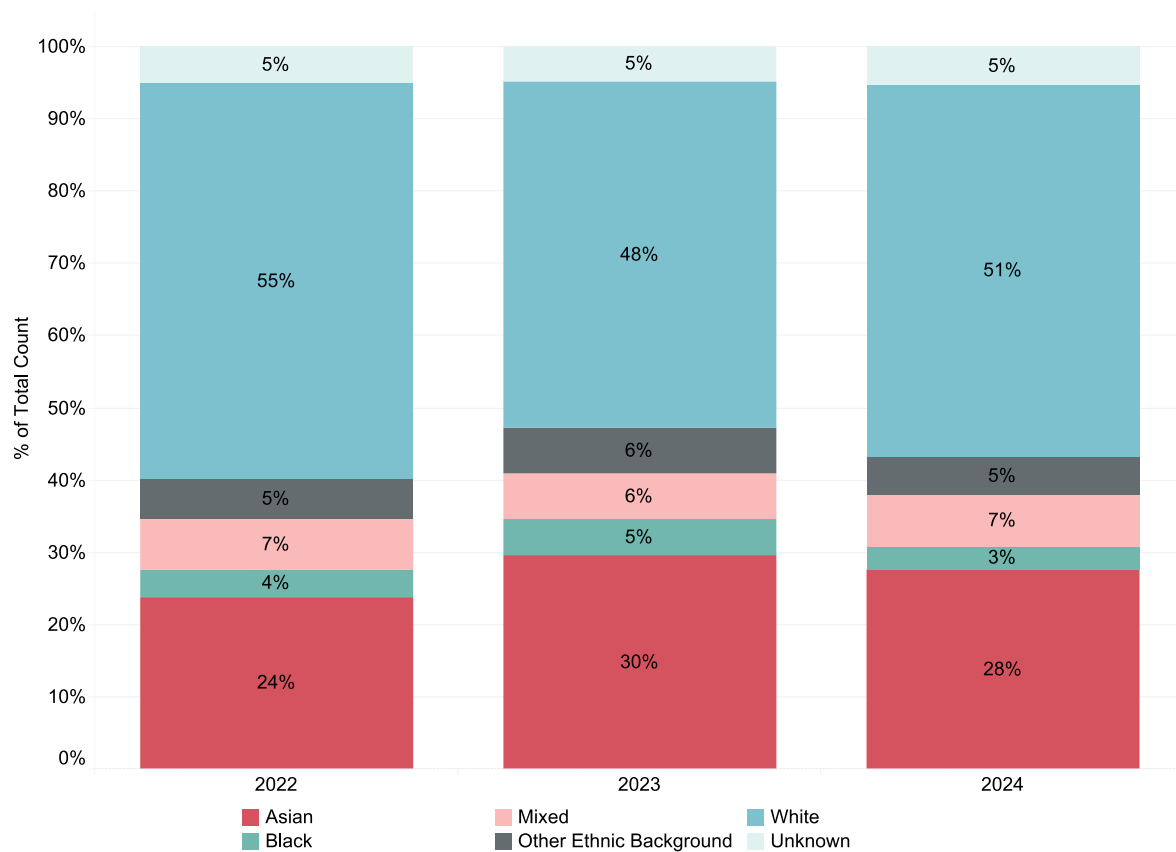
Figure 25: Professional services applicants shortlisted for interview by ethnicity

Appointed

The charts below show the proportion of academic and professional services appointed applicants by ethnicity.

The proportion of appointed academic applicants from an ethnic minority background remains constant from 2023 to 2024. There has been an annual decrease in the proportion of Black appointed applicants from 3% in 2022 to 1% in 2024.

The proportion of appointed professional services applicants from an ethnic minority background remains similar from 2022 to 2024.

Figure 26: Appointed academic applicants by ethnicity
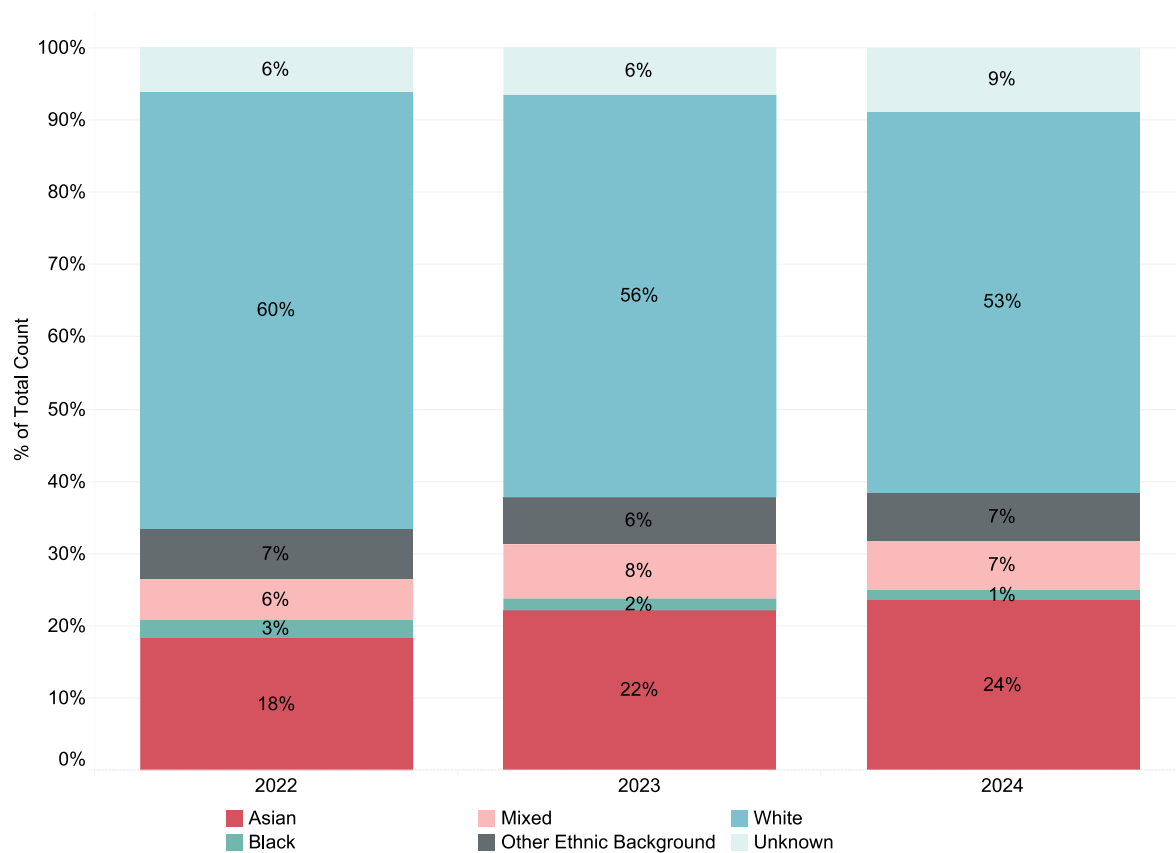
Figure 27: Appointed professional services applicants by ethnicity
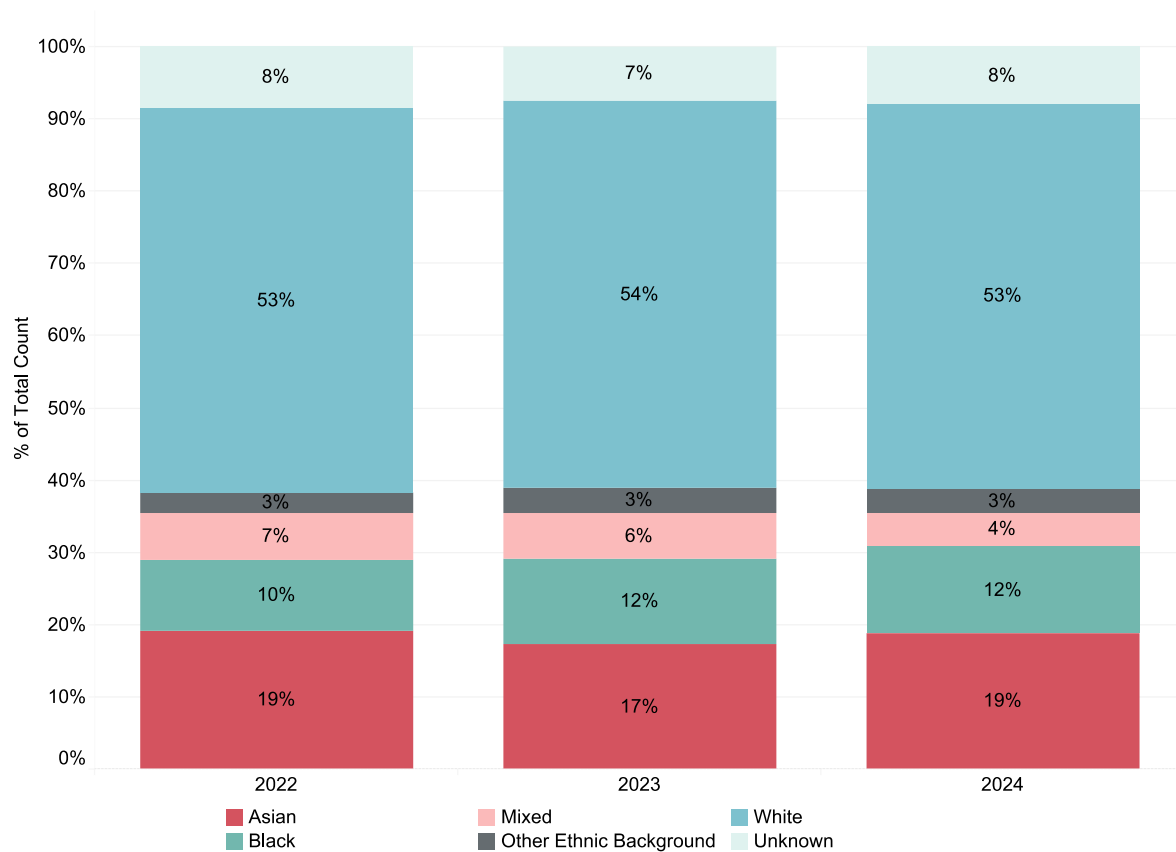
Sex

Applicants

The charts below show the proportion of applicants by sex for academic and professional services roles.

The proportion of academic applicants disclosing their sex decreased significantly from 10% in 2022 to 2% in 2024.

The proportion of female professional services applicants increased annually from 47% in 2022 to 61% in 2024.
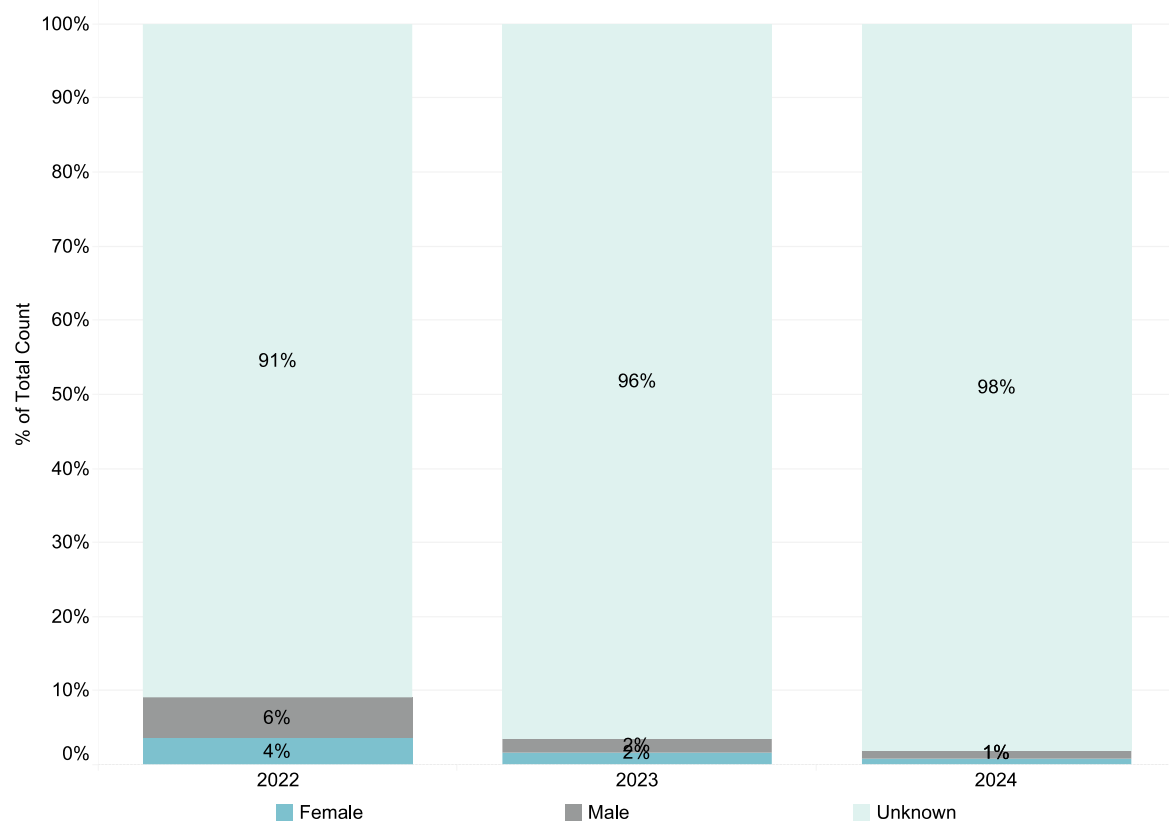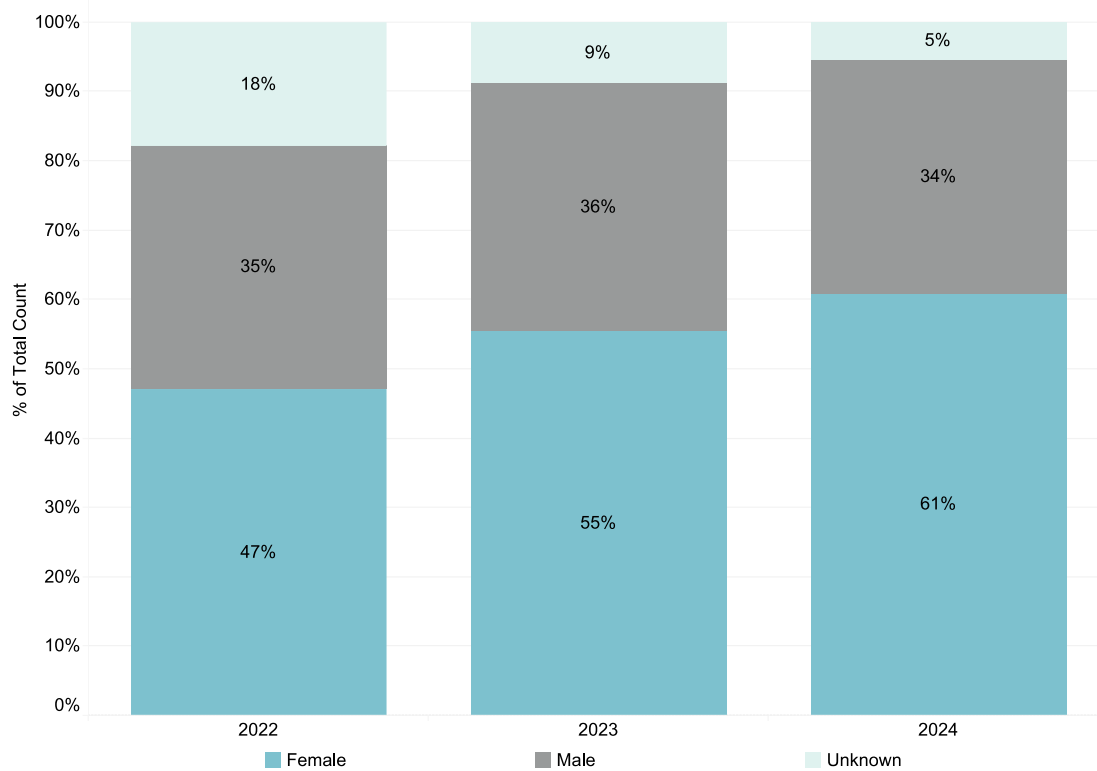
Figure 28: Academic applicants by sex

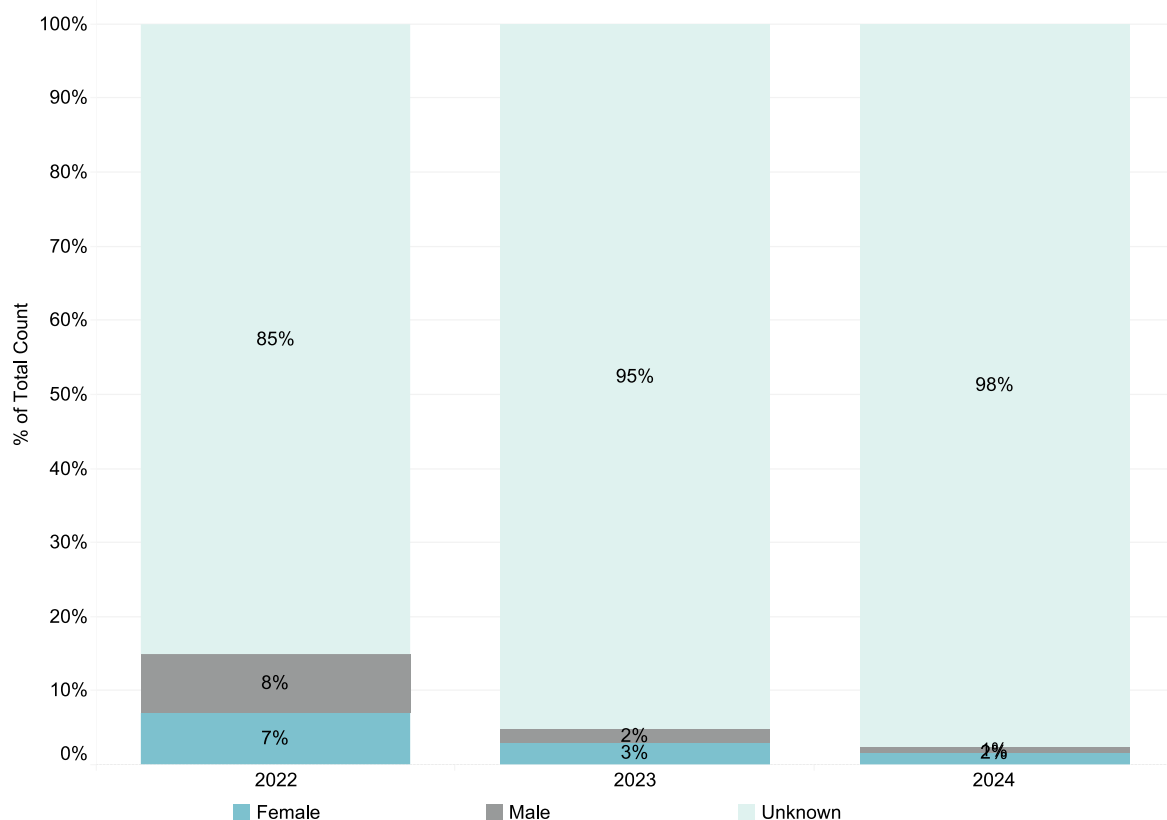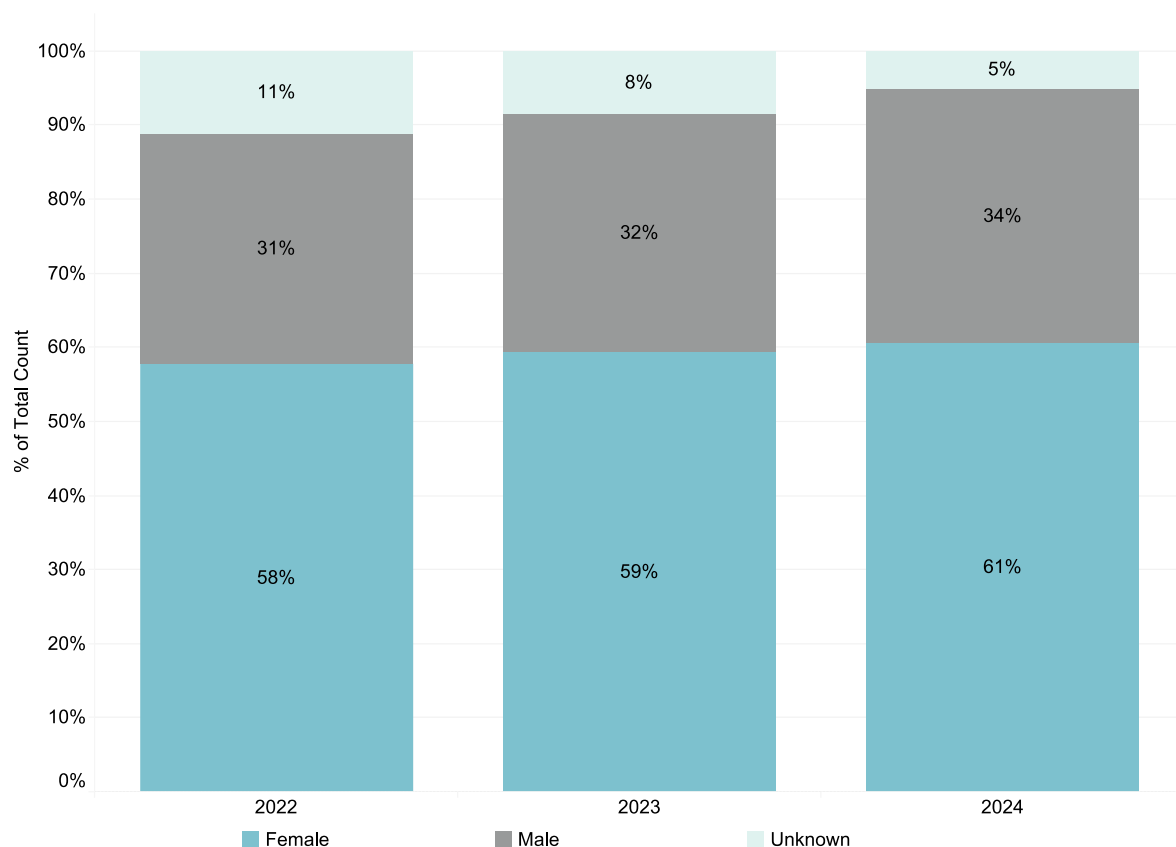## Figure 29: Professional services applicants by sex

Shortlisted for Interviews

The charts below show the proportion of applicants shortlisted for interviews by sex in academic and professional services roles.

The proportion of academic applicants shortlisted for interviews who disclosed their sex decreased significantly from 15% in 2022 to 2% in 2024.

A higher proportion of female professional services applicants were shortlisted for interviews than male applicants from 2022 to 2024.

Figure 30: Academic applicants shortlisted for interviews by sex

Figure 31: Professional Services applicants shortlisted for interviews by sex

Appointed

The charts below show the proportion of applicants that were appointed by sex in academic and professional services roles.

A large proportion of academic staff who were appointed did not disclose their sex across 2022 to 2024.

There has been a slight increase in the proportion of female professional services applicants who were appointed over the last three years.

Figure 32: Appointed academic applicants by sex
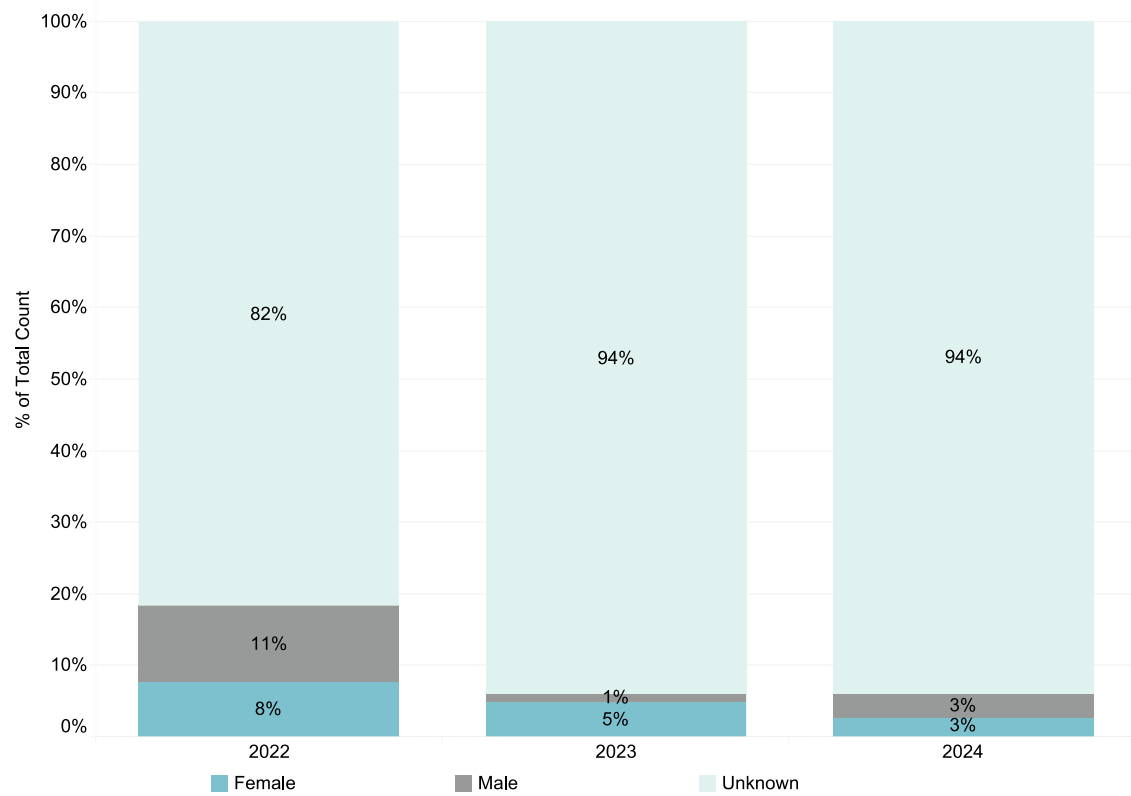
## Figure 33: Professional services appointed applicants by sex
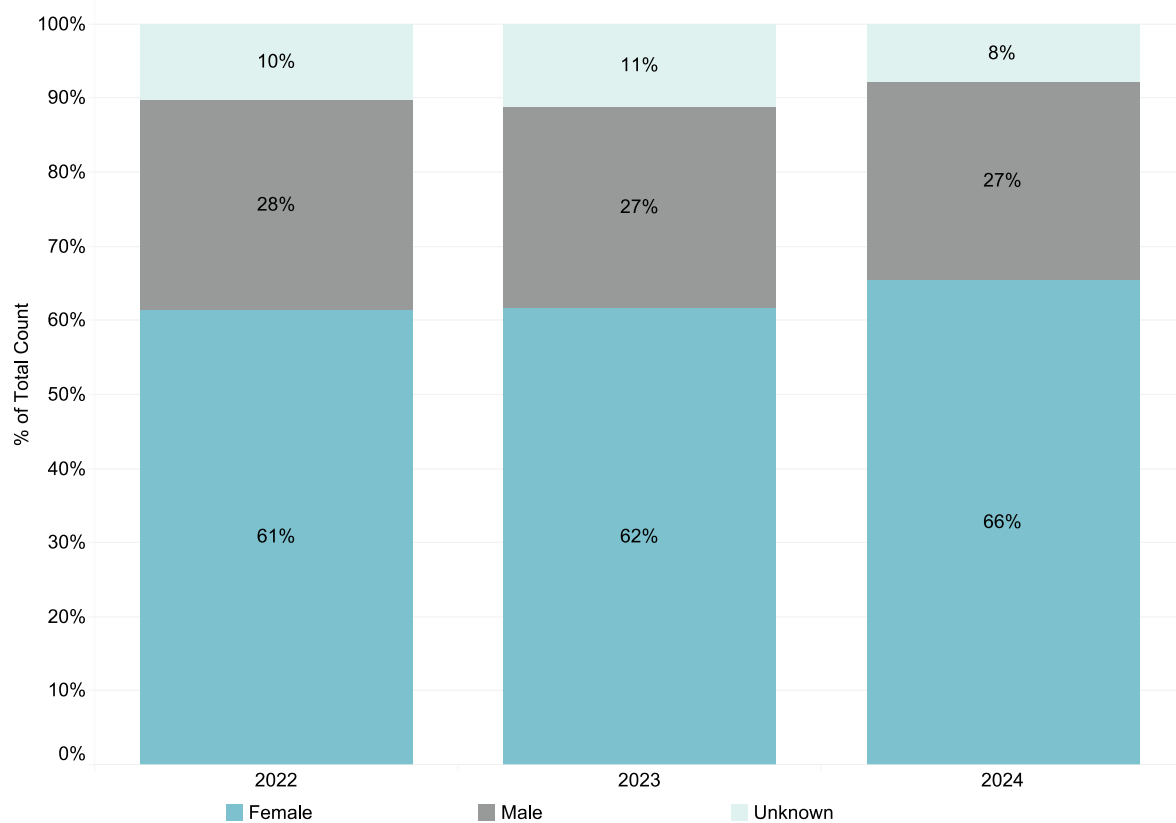
4. Student data

Summary

- In 2023/24, there were 12,910 students of which 5,680 were First Degree students, 6,725 were Postgraduate Taught students, and 505 were Postgraduate Research students
- The two ages with the highest proportion of students are under 21 (38%) and 21 to 25 (45%)
- 16% of students have a declared disability
- 60% of students are from an ethnic minority background of which the majority are from an Asian ethnic background and Chinese ethnic background
- 93% of students have disclosed whether their gender identity is the same as birth
- 83% of students have disclosed their religion
- 84% of students have disclosed their sexual orientation

Figure 34: 2023/24 student characteristics
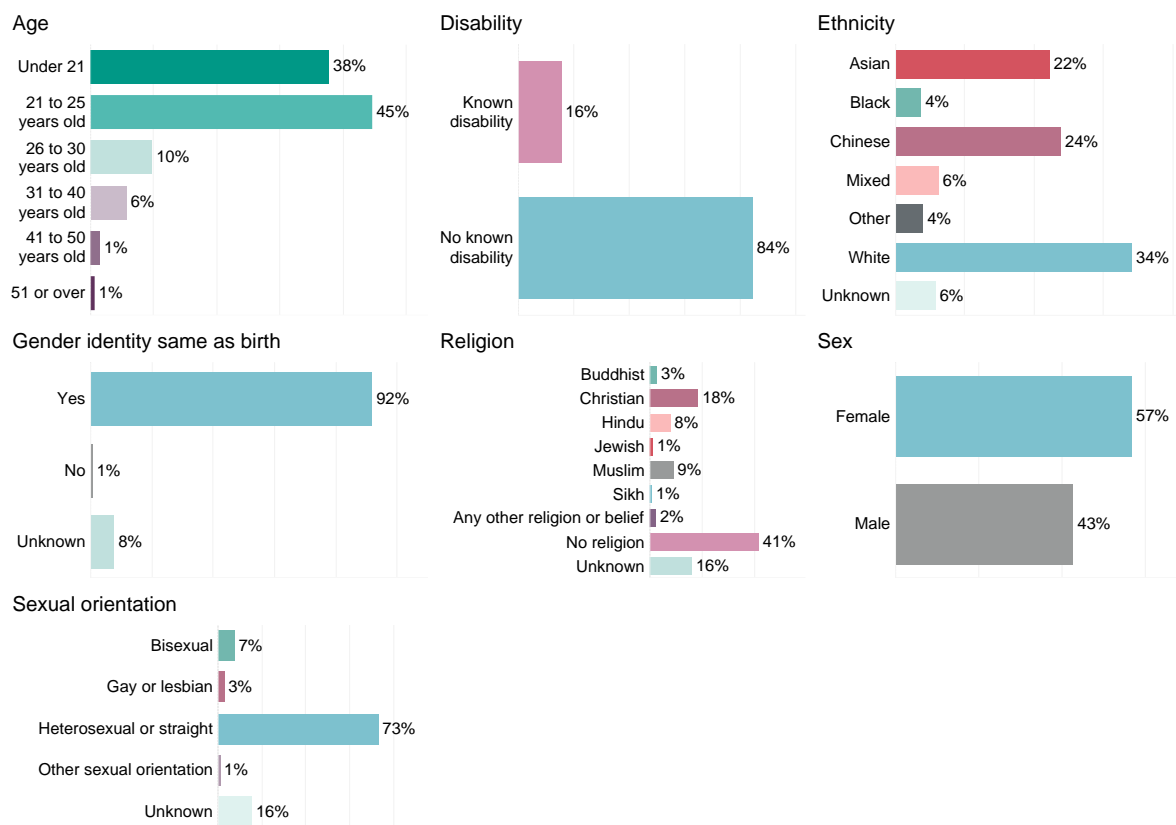
Age

The following charts show the proportion of First Degree, Postgraduate Taught and Postgraduate Research by age.

The proportion of students across all levels of study in each age range has remained similar from 2021/22 to 2023/24.
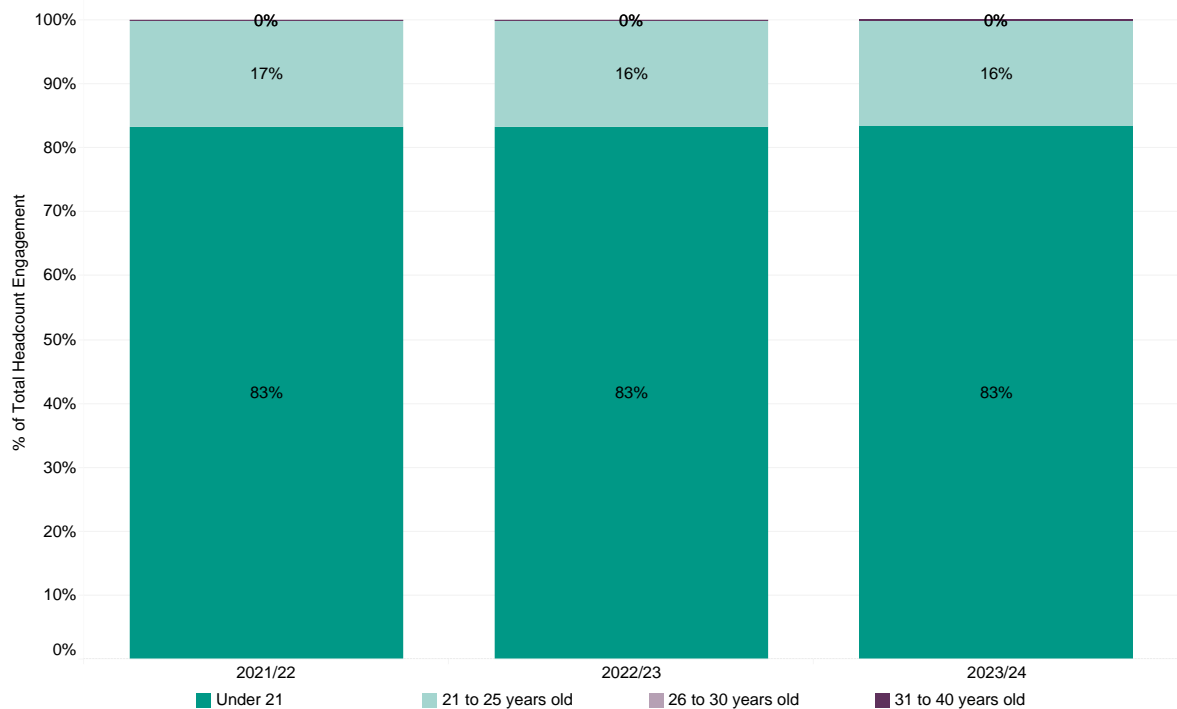
Figure 35: First Degree students by age

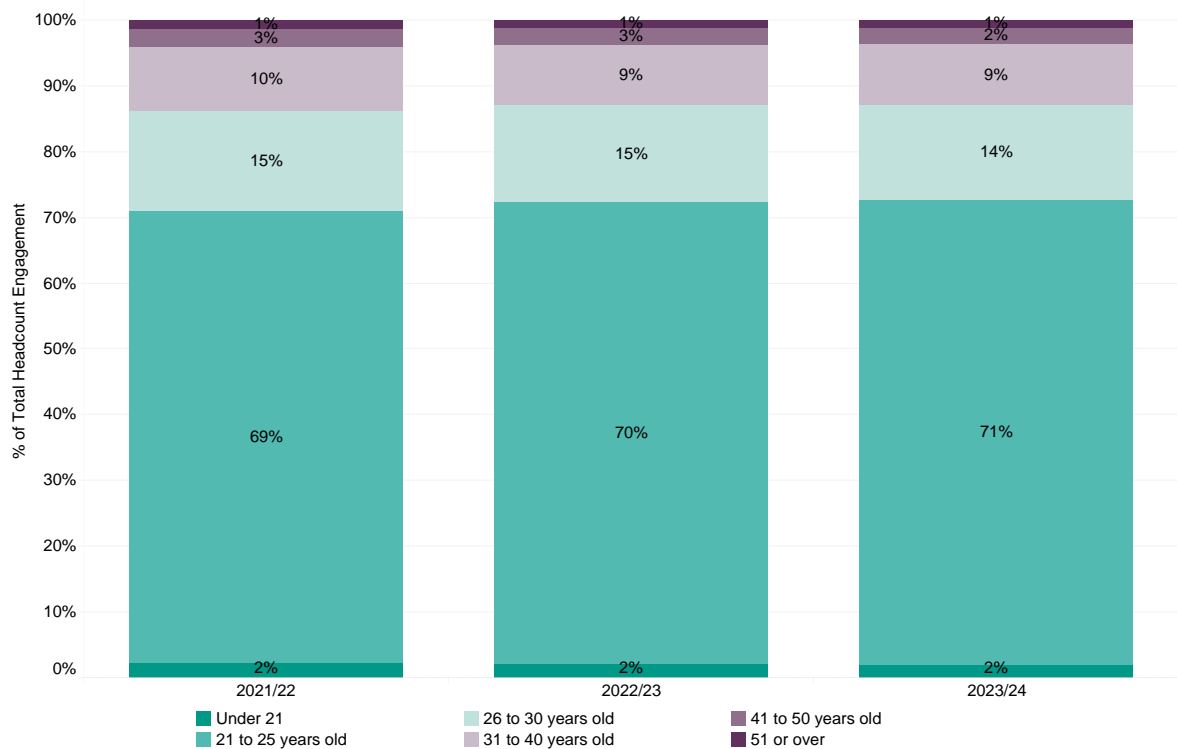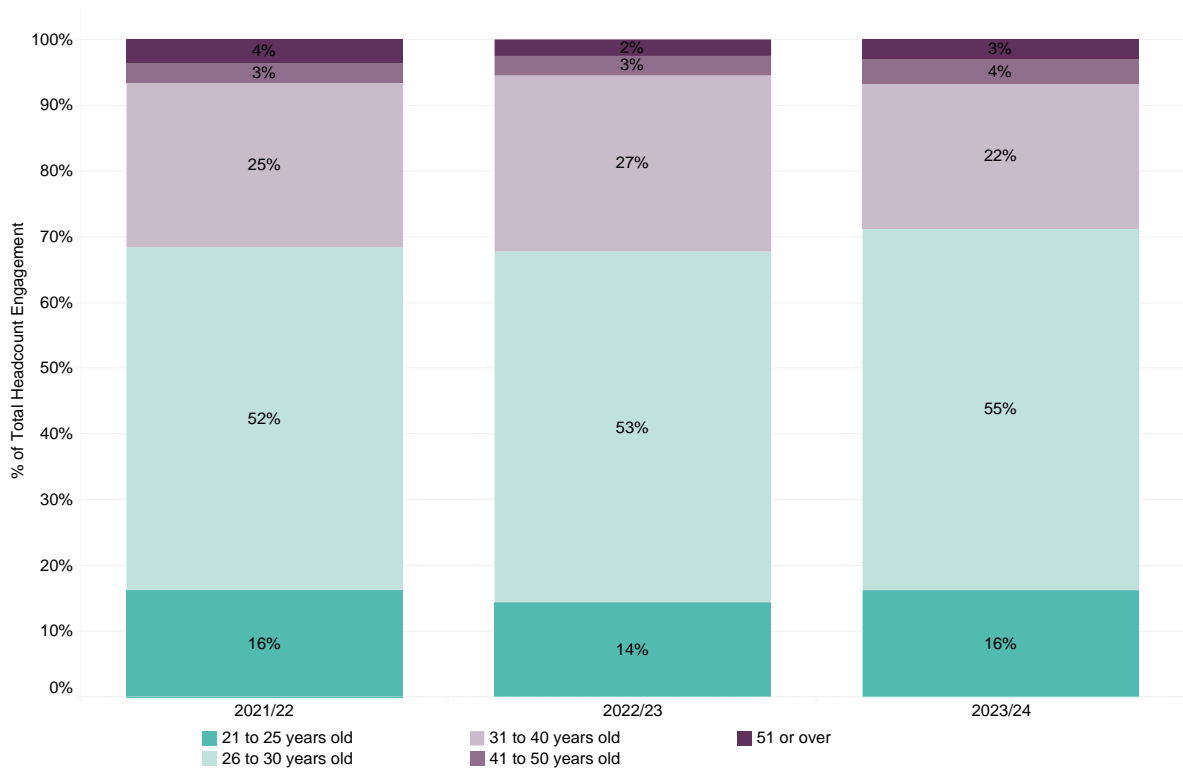Figure 36: Postgraduate Taught students by age

Figure 37: Postgraduate Research students by age

Legend:
- 21 to 25 years old
- 26 to 30 years old
- 31 to 40 years old
- 41 to 50 years old
- 51 or over

Disability

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research students by disability.

The proportion of students across all levels of study with a declared disability has increased from 2020/21 to 2023/24.
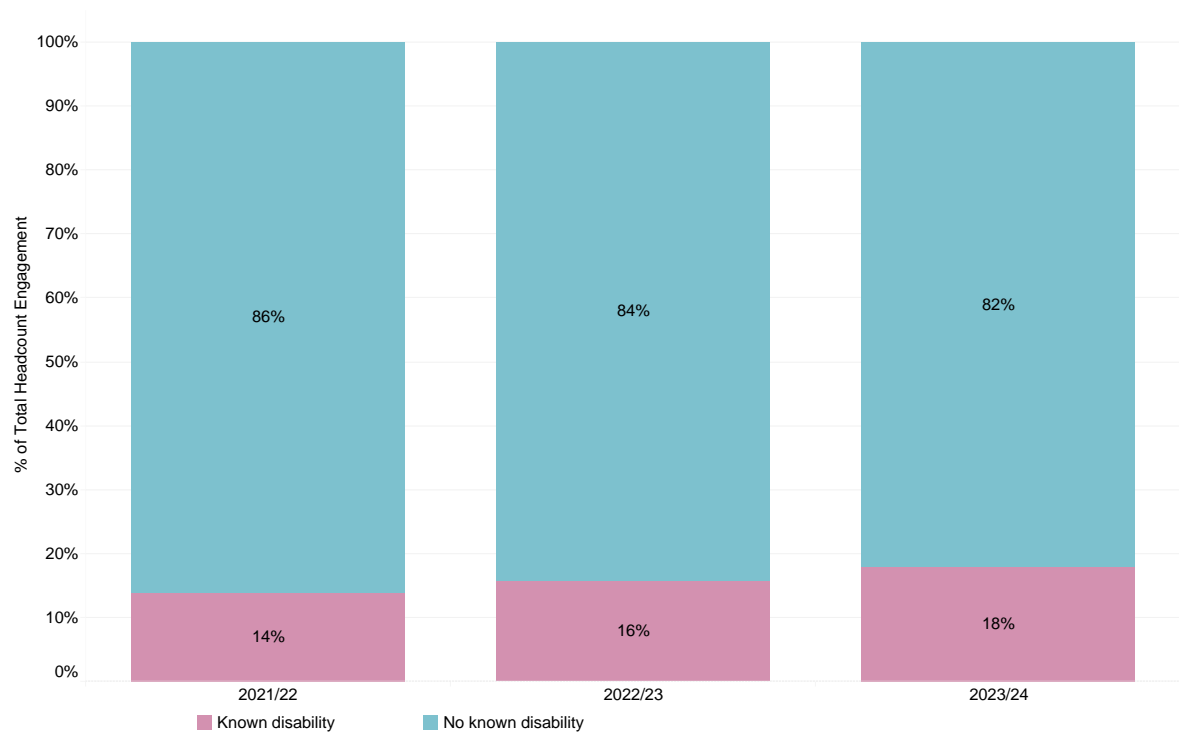
Figure 38: First Degree students by disability

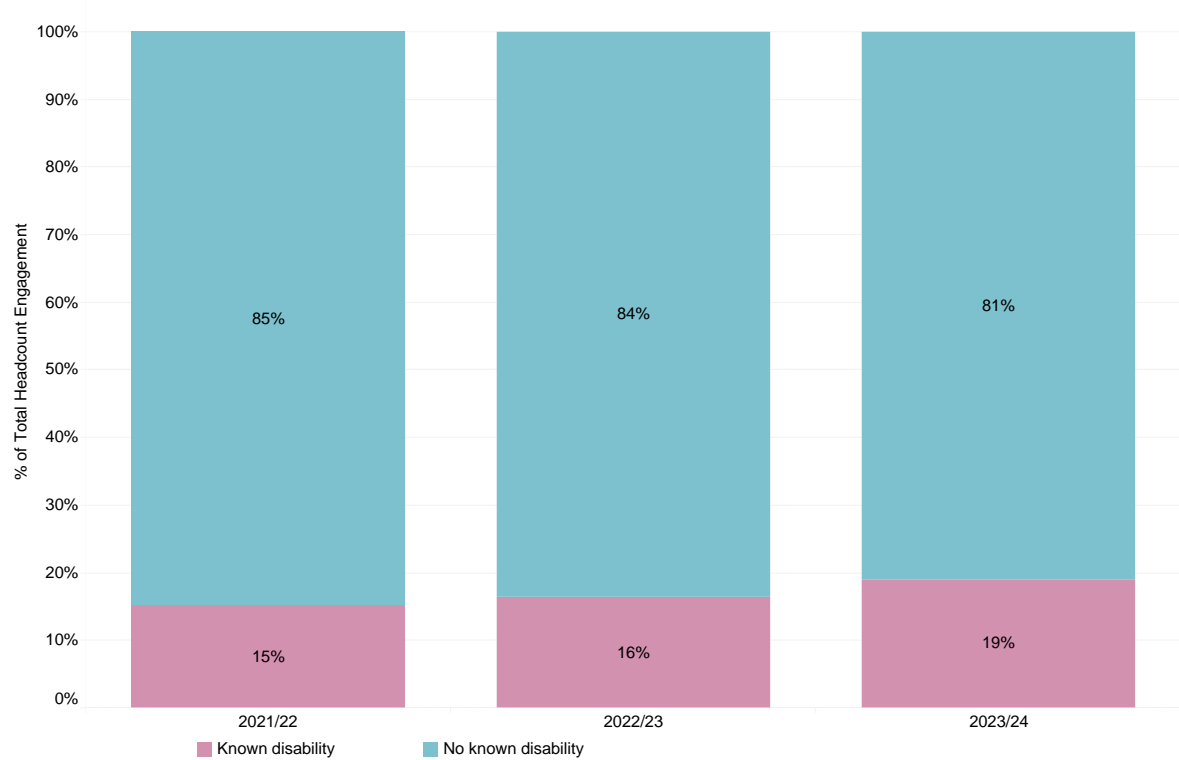## Figure 39: Postgraduate Taught students by disability
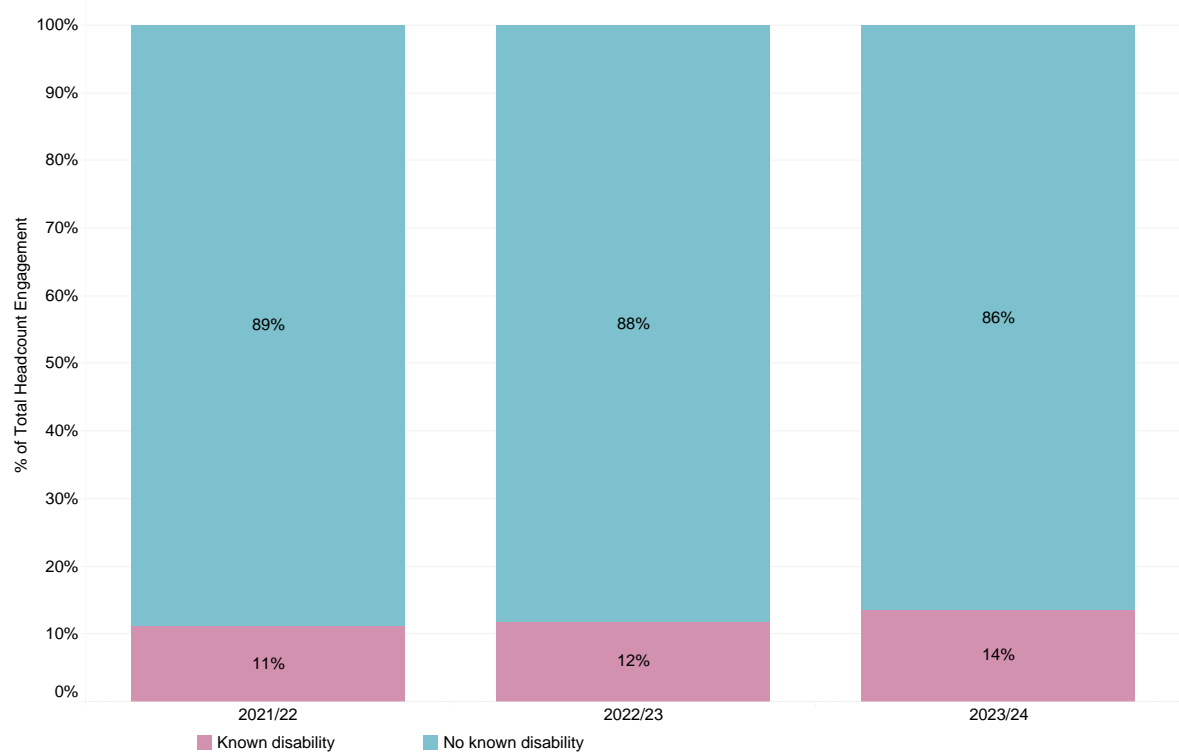
Figure 40: Postgraduate Research students by disability

Ethnicity

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research students by ethnicity.

There is a higher proportion of First Degree and Postgraduate Taught students from an ethnic minority background. The majority of Postgraduate Research students are from a White ethnic background.
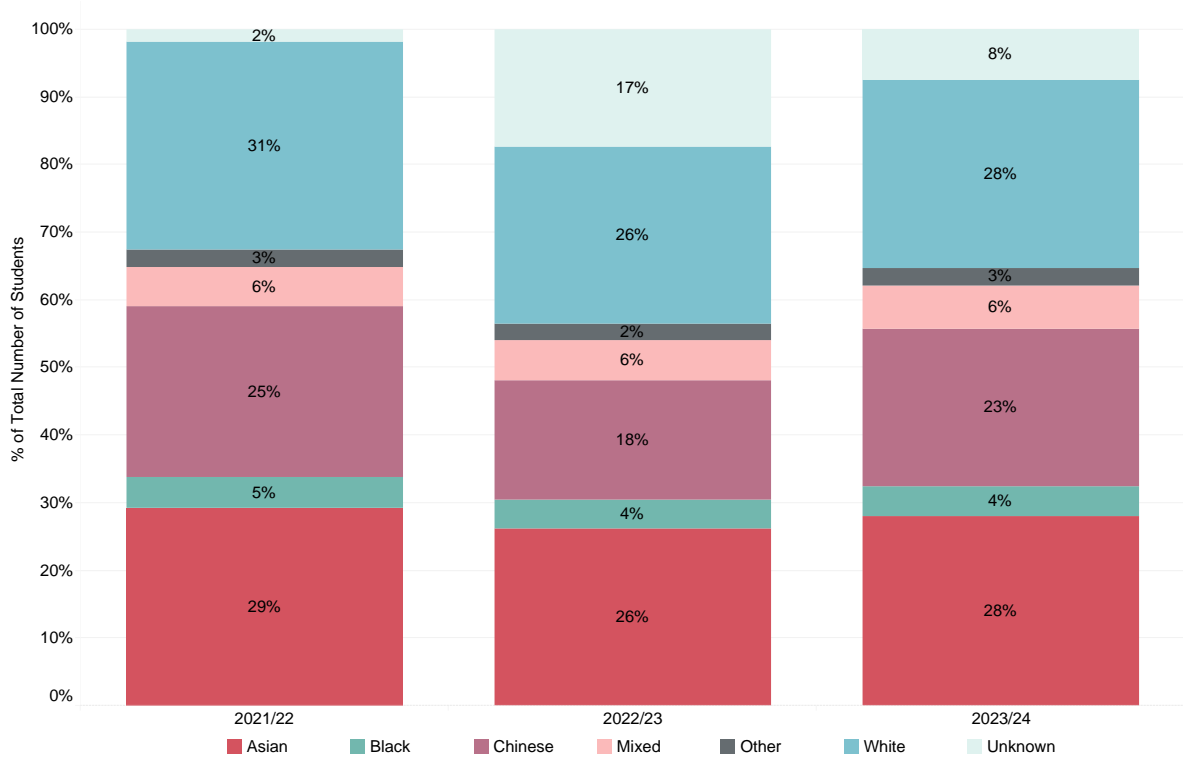
Figure 41: First Degree students by ethnicity

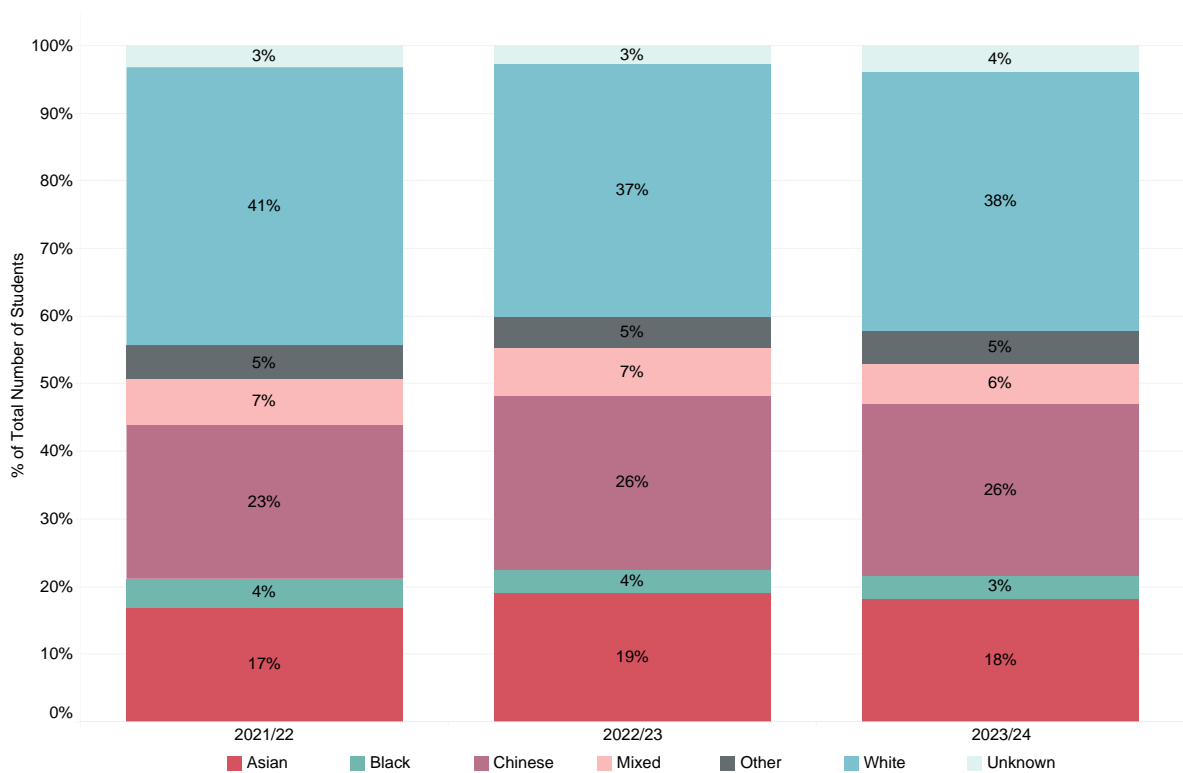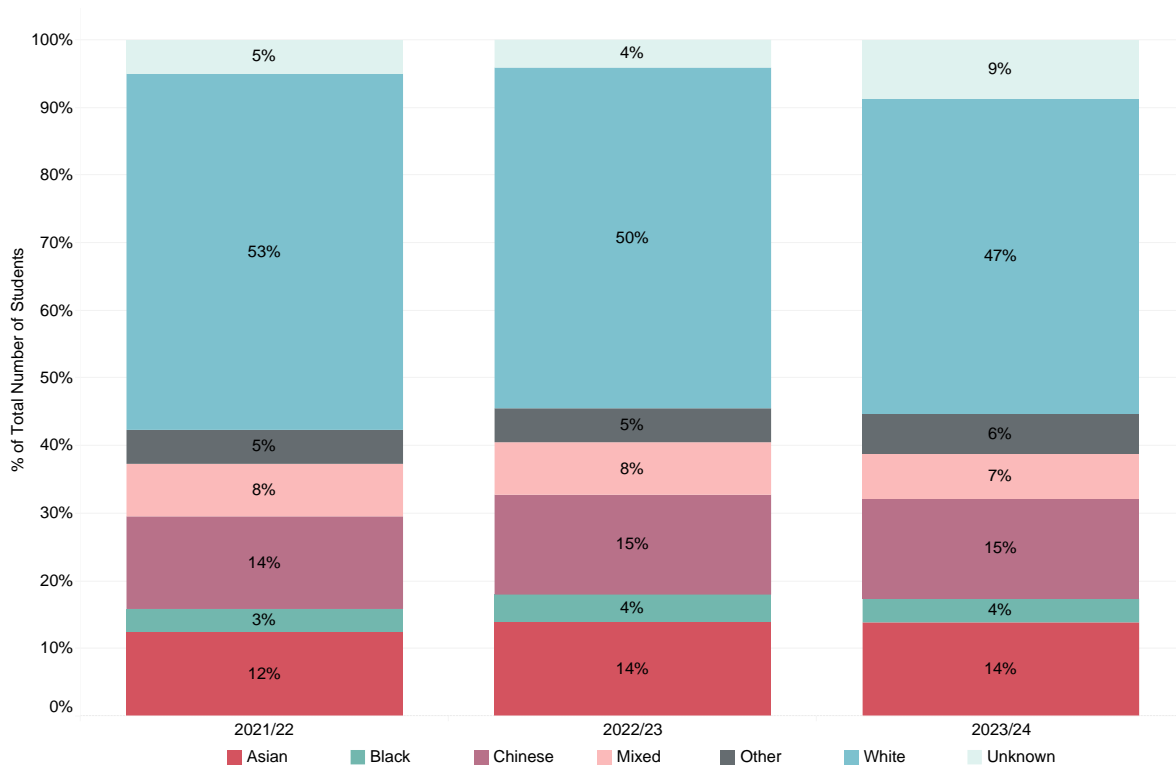## Figure 42: Postgraduate Taught students by ethnicity

Figure 43: Postgraduate Research students by ethnicity

Gender identity same as birth

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research students by whether their gender identity is the same as birth.

In 2023/24 the proportion of Postgraduate Taught students who did not disclose whether their gender identity is the same as birth increased from 2% in 2023 to 12% in 2024.

The proportion of First Degree and Postgraduate Research students who disclosed whether their gender identity is the same as birth remains similar from 2021/22 to 2023/24.

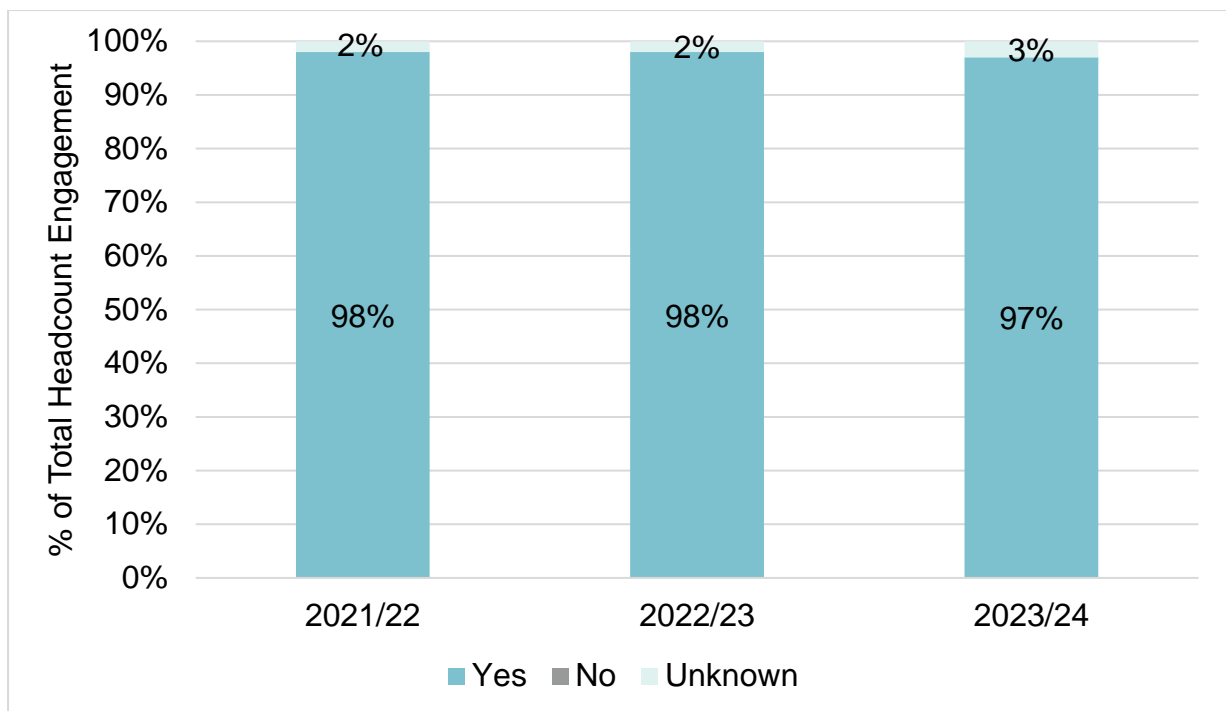Figure 44: First Degree students by gender identity same as birth

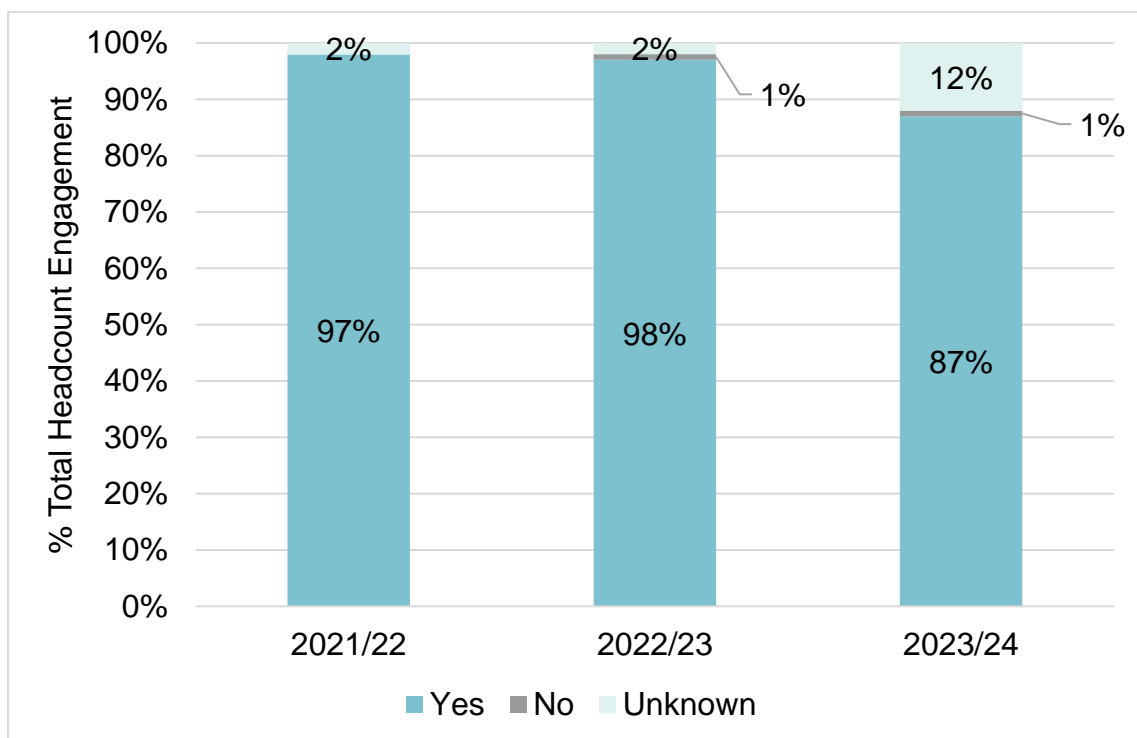Figure 45: Postgraduate Taught students by gender identity same as birth
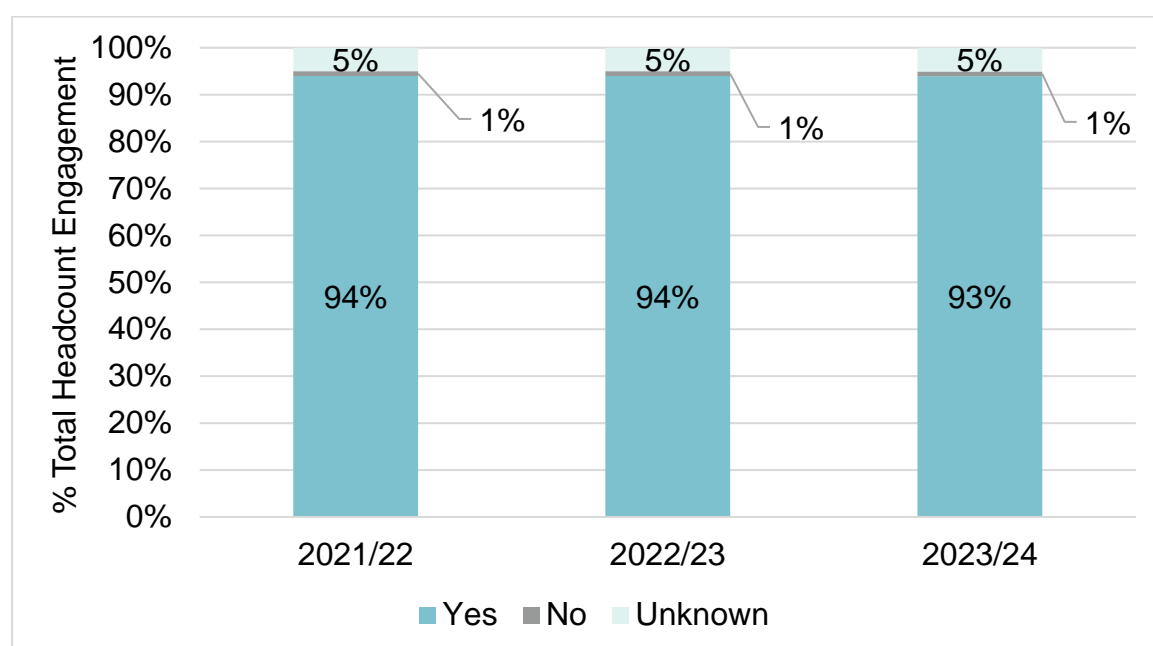
Figure 46: Postgraduate Research students by gender identity same as birth

Religion

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research students by religion.

First Degree and Postgraduate Taught students have seen a fall in the proportion of students disclosing their religion in 2023/24 compared to 2022/23.

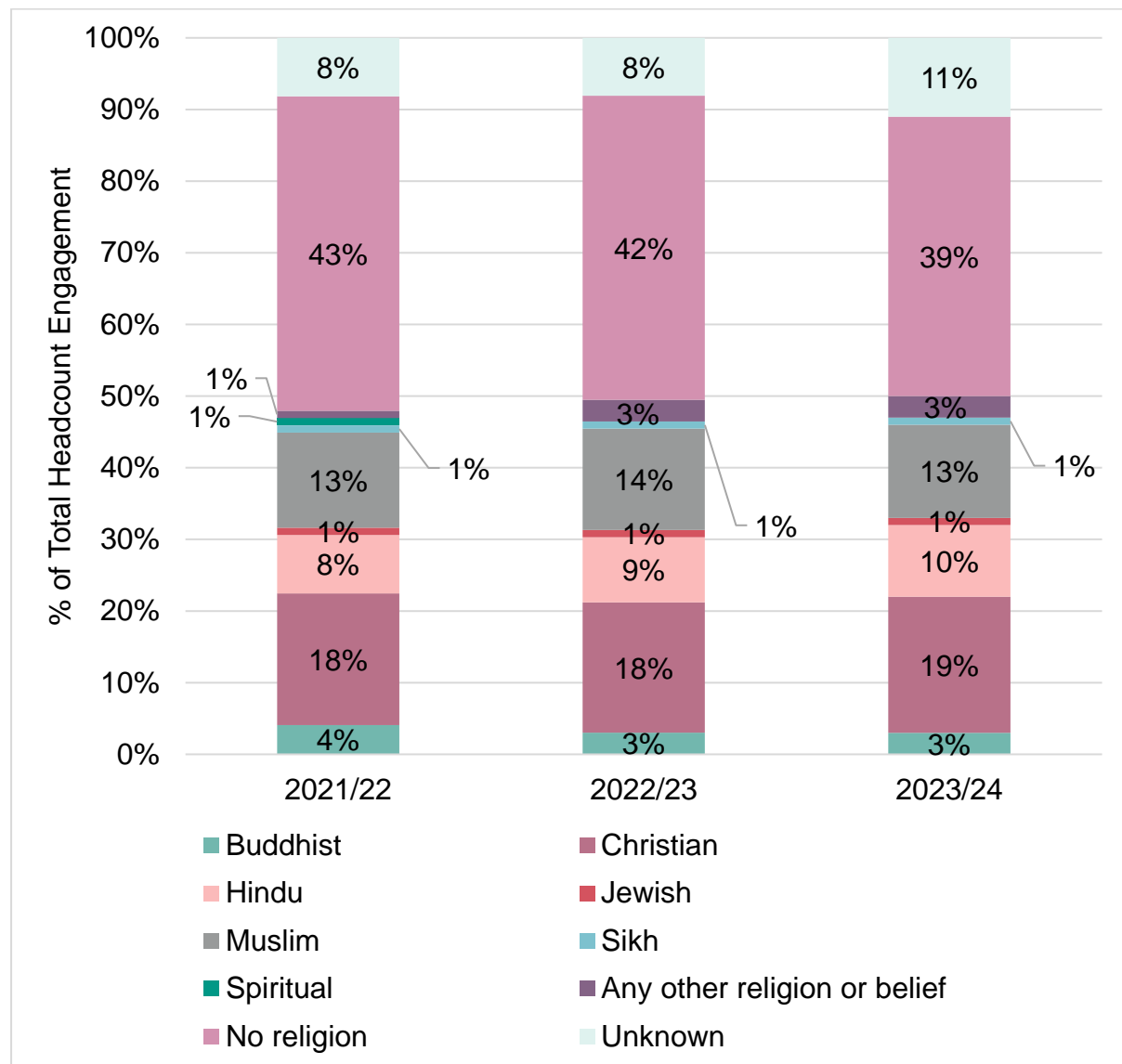Figure 47: First Degree students by religion

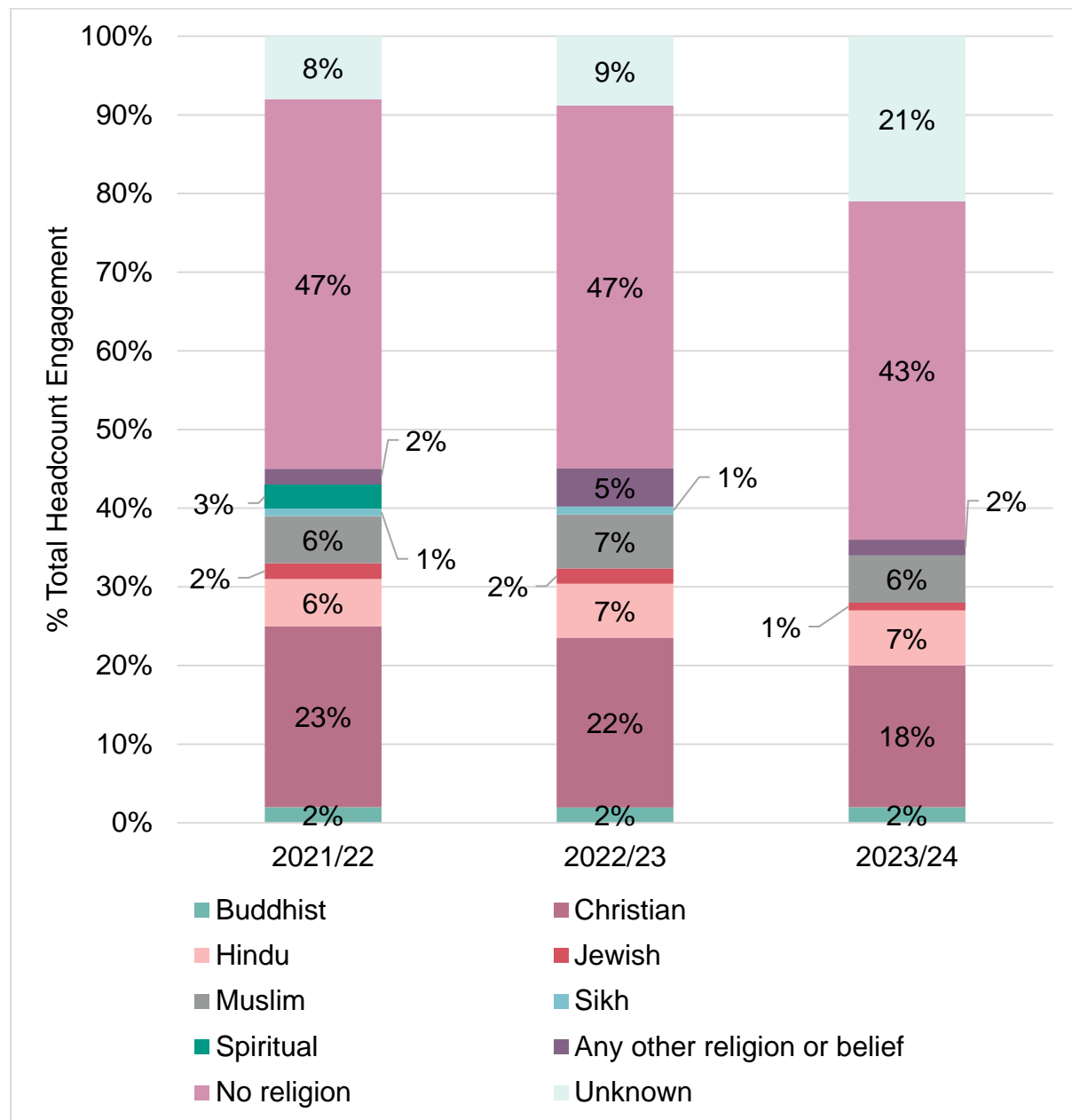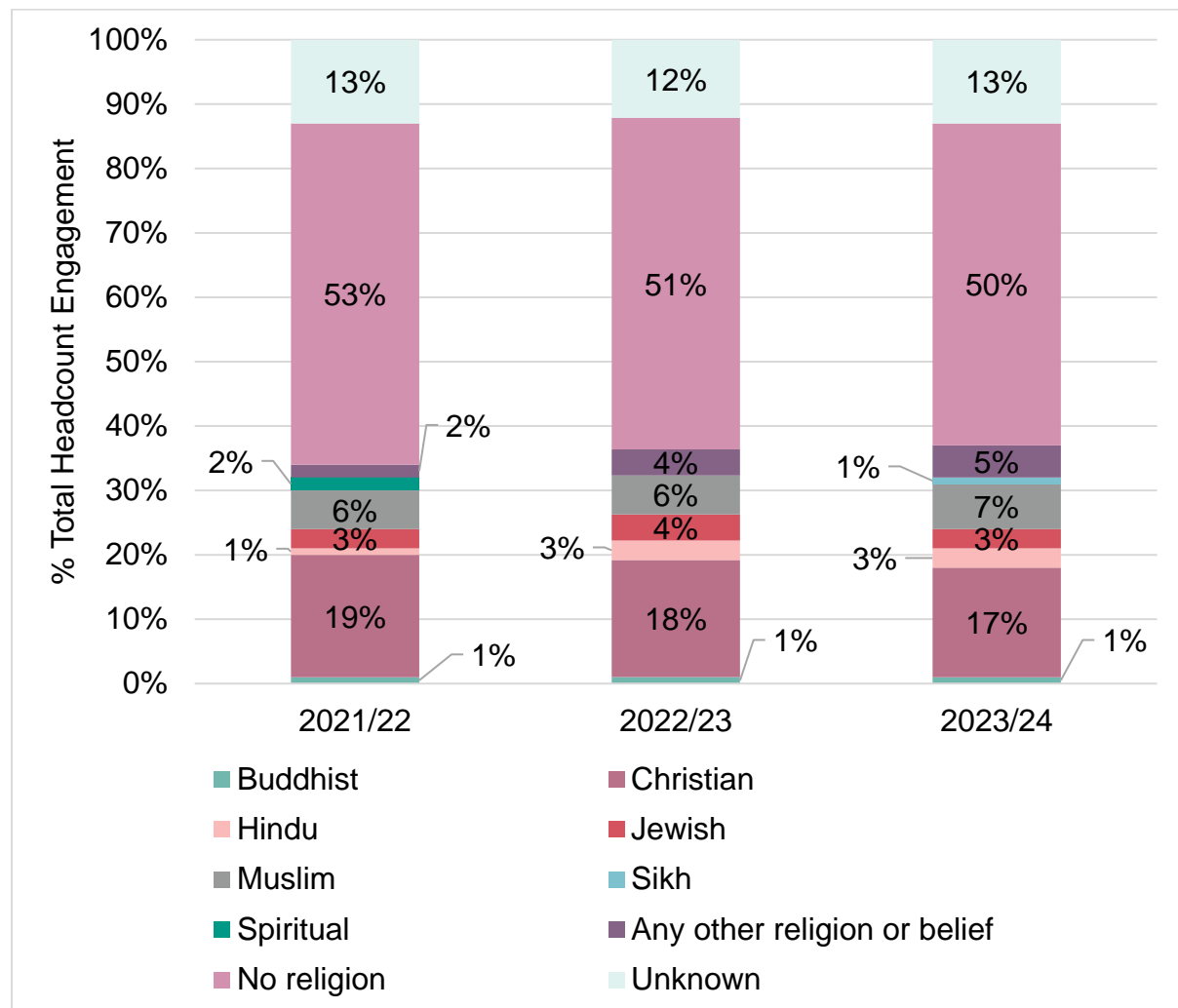Figure 48: Postgraduate Taught students by religion

Figure 49: Postgraduate Research students by religion

Sex

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research students by sex.

There is a higher proportion of female First Degree and Postgraduate Taught students compared to Postgraduate Research students across 2021/22 to 2023/24.
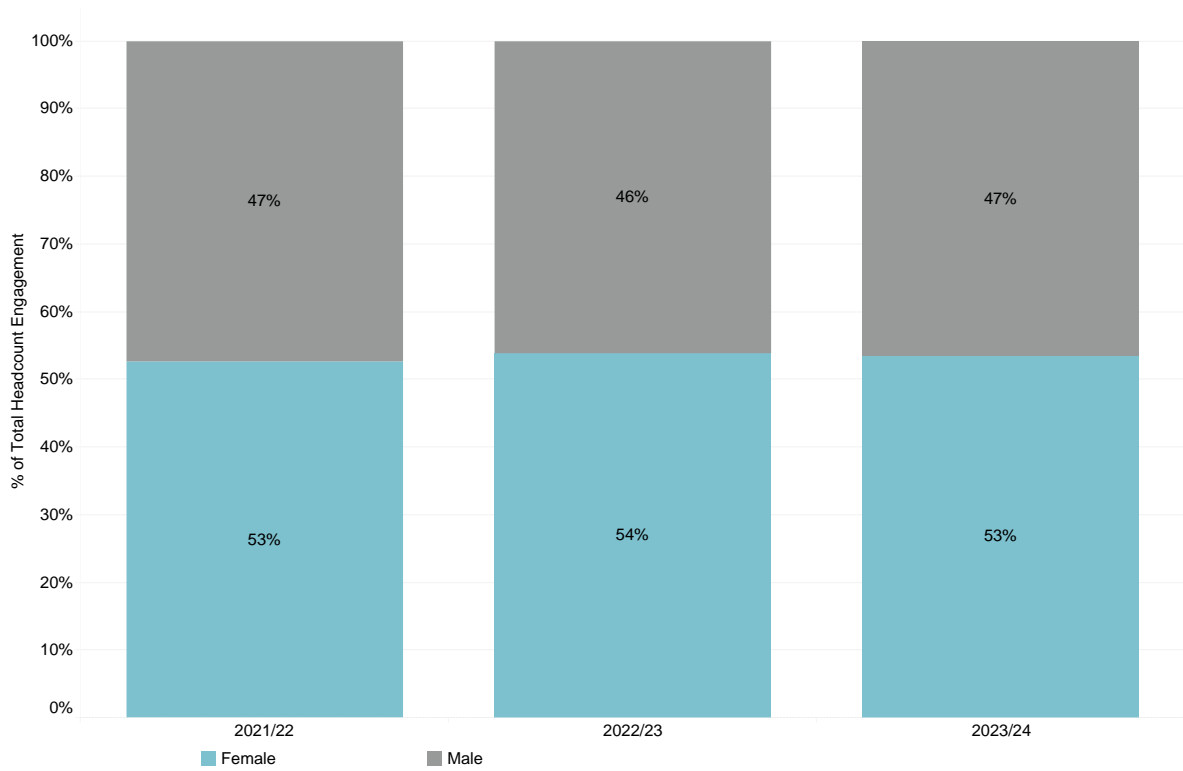
Figure 50: First Degree students by sex

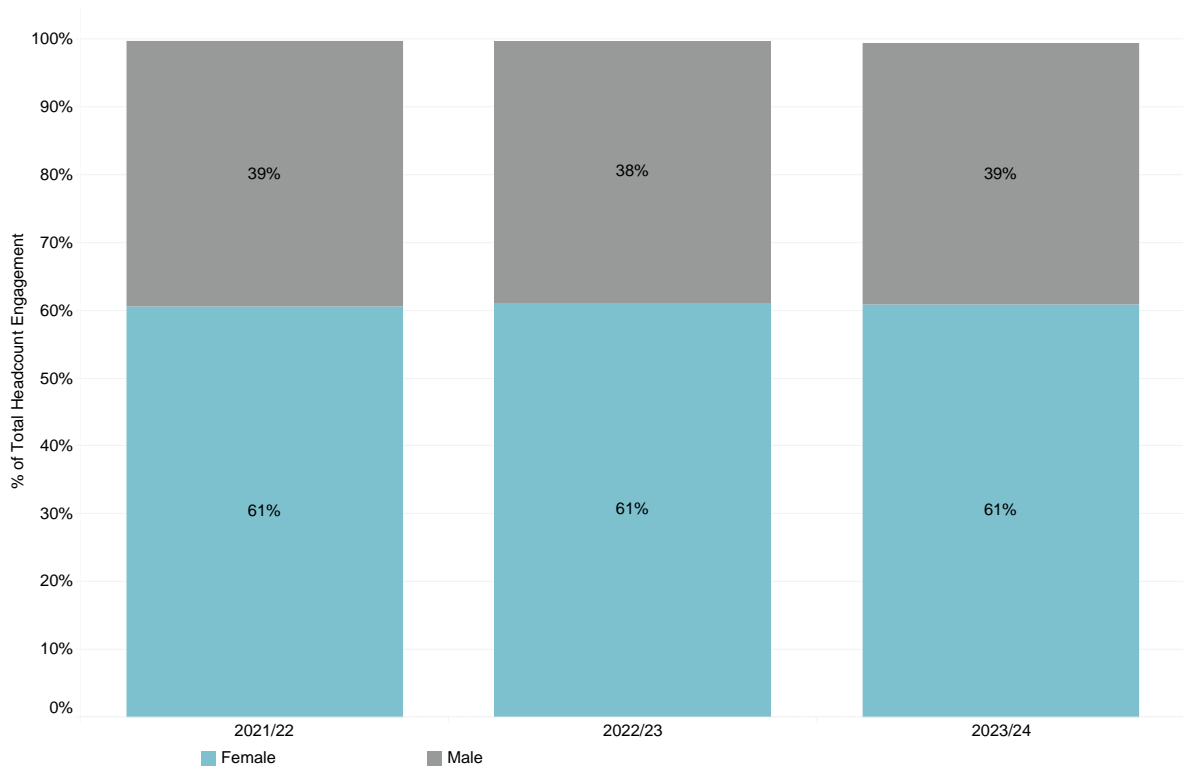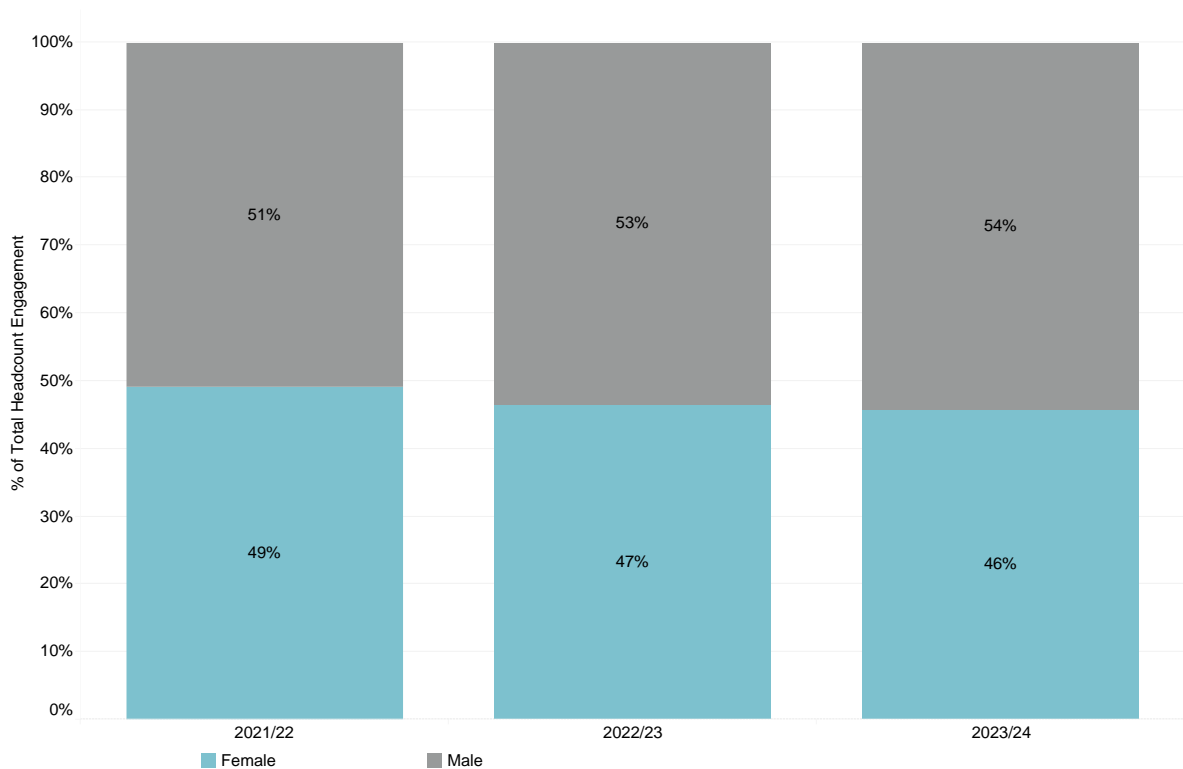Figure 51: Postgraduate Taught students by sex

Figure 52: Postgraduate Research students by sex

Sexual orientation

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate students by sexual orientation.

The proportion of Postgraduate Taught students who have not disclosed their sexual orientation has increased from 9% in 2022/23 to 19% in 2023/24.

The proportion of First Degree and Postgraduate Research students who have disclosed their sexual orientation has remained similar from 2021/22 to 2023/24.

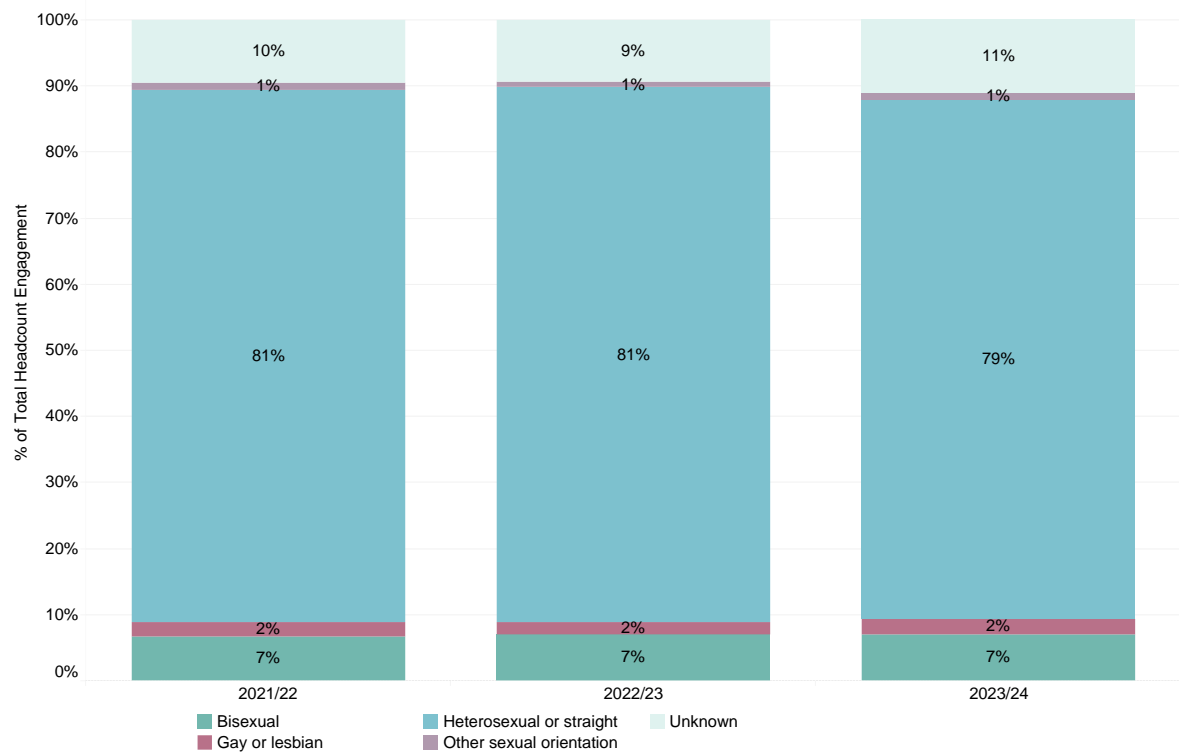## Figure 53: First Degree students by sexual orientation

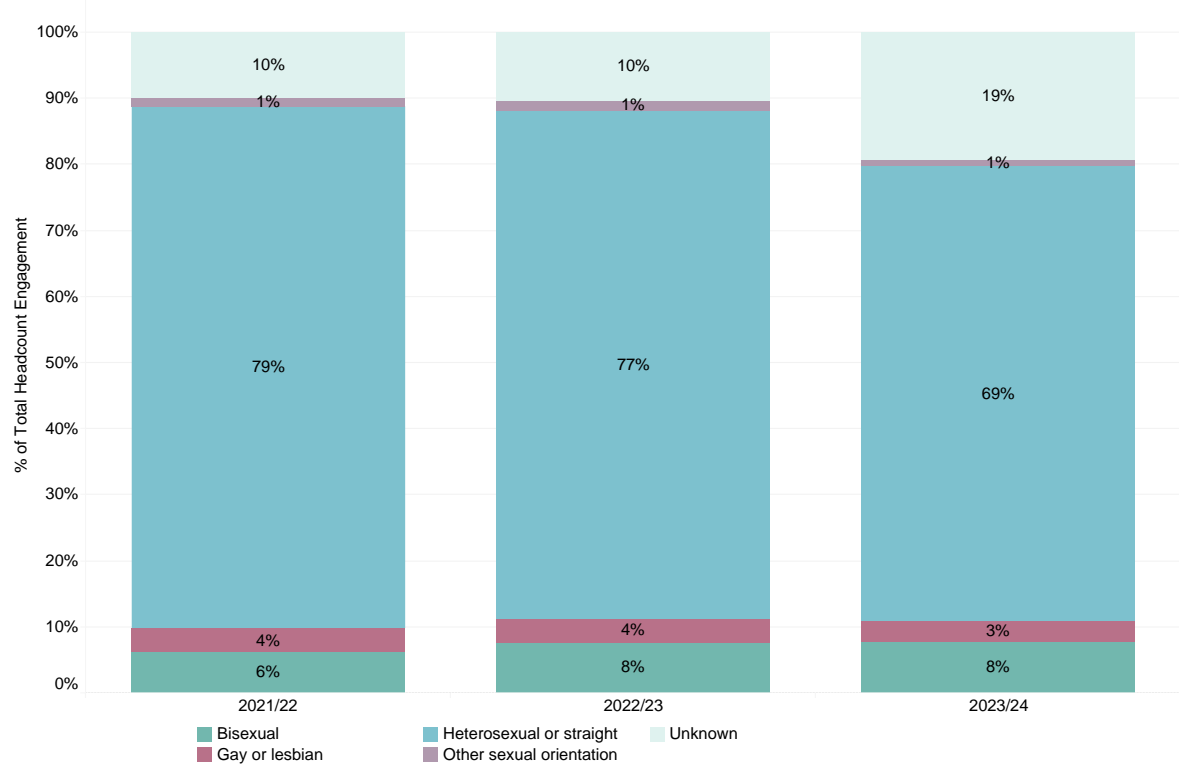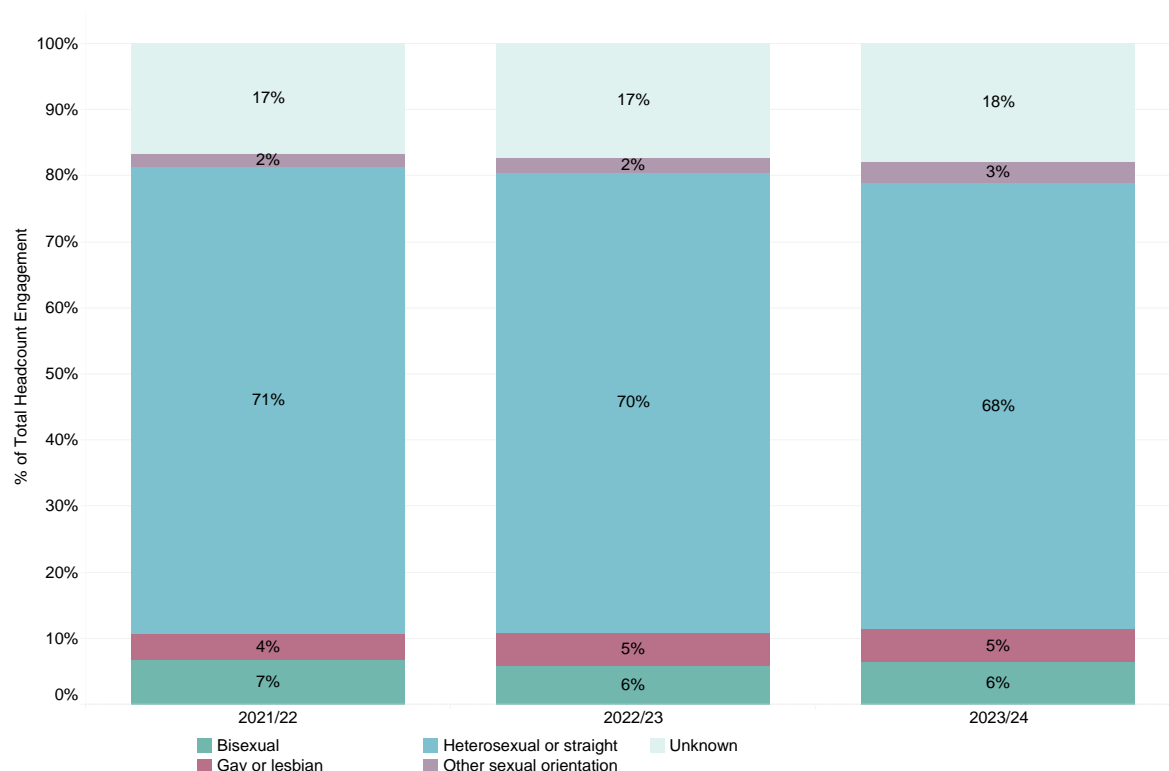## Figure 54: Postgraduate Taught students by sexual orientation

Figure 55: Postgraduate Research students by sexual orientation

5. Student Recruitment

Summary

- In 2023/24, there were 52,790 applicants of which 24,260 were First Degree applicants, 26,700 were Postgraduate Taught applicants and 2,040 were Postgraduate Research applicants.
- There was a total of 16,535 offers made to applicants of which, 4,325 were to First Degree applicants, 11,830 were to Postgraduate Taught applicants and 380 were to Postgraduate Research applicants.

Disability

Applicants

The charts below show the proportion of First Degree, Postgraduate Taught and Postgraduate Research applicants by disability.

There has been a slight increase in the proportion of applicants with a declared disability in 2023/24 compared to 2022/23 across all levels of study.

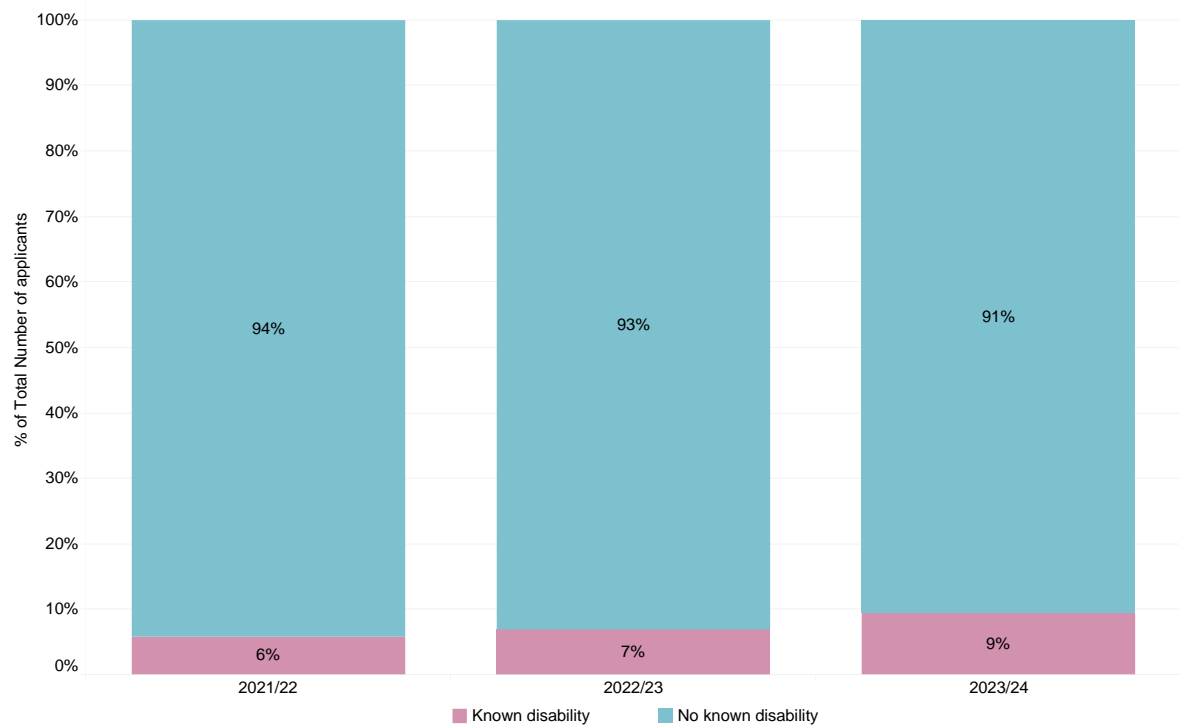## Figure 56: First Degree applicants by disability

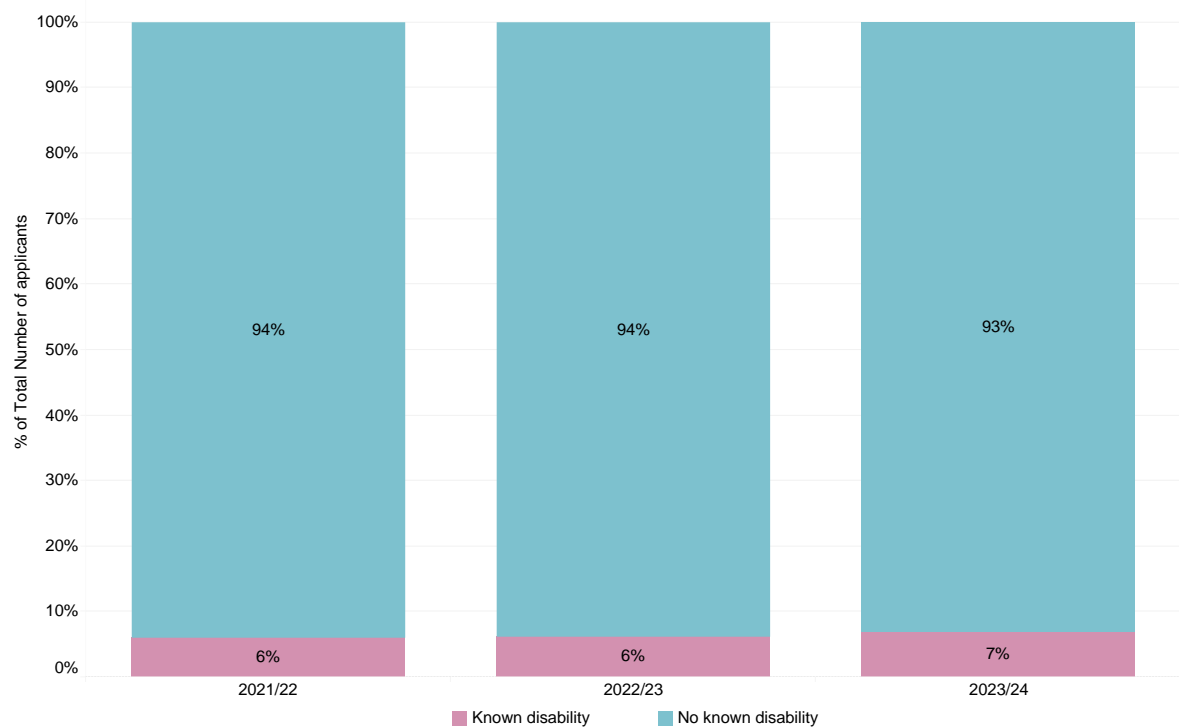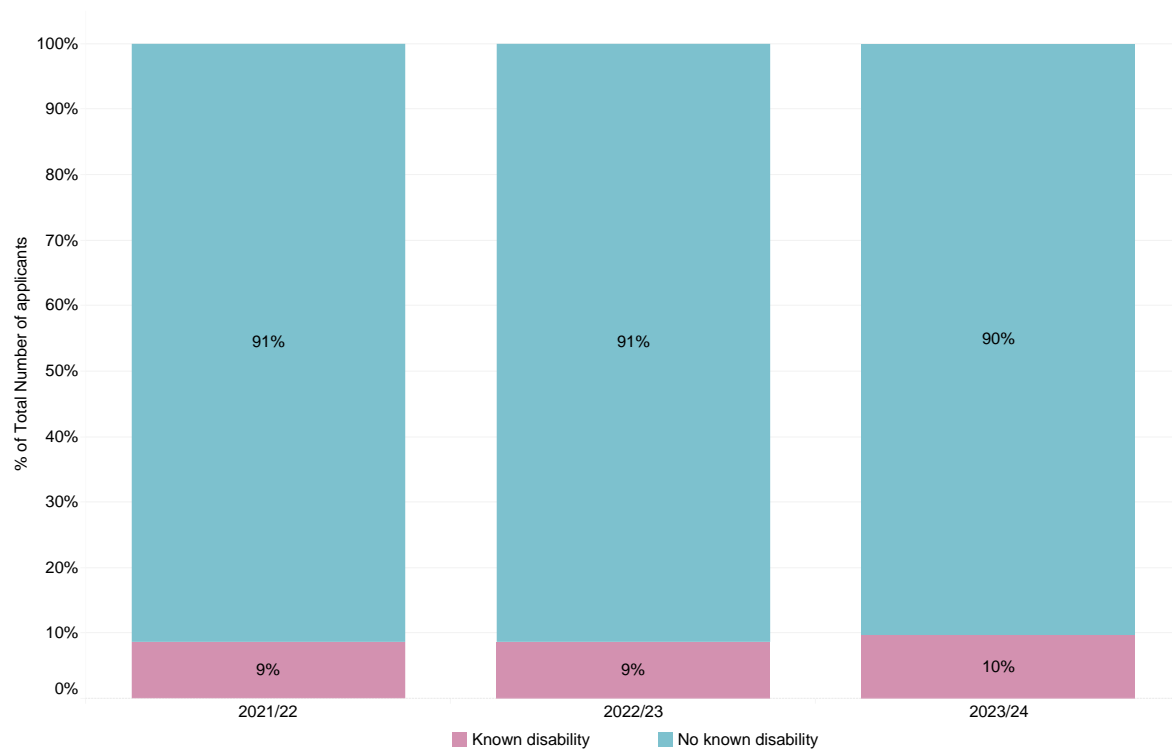## Figure 57: Postgraduate Taught applicants by disability

Figure 58: Postgraduate Research applicants by disability

Offers

The following charts show the proportion of First Degree, Postgraduate Taught and Postgraduate Research applicants who received an offer by disability.

The proportion of Postgraduate Taught applicants with disabilities who received an offer has slightly increased from 2021/22 to 2023/24.

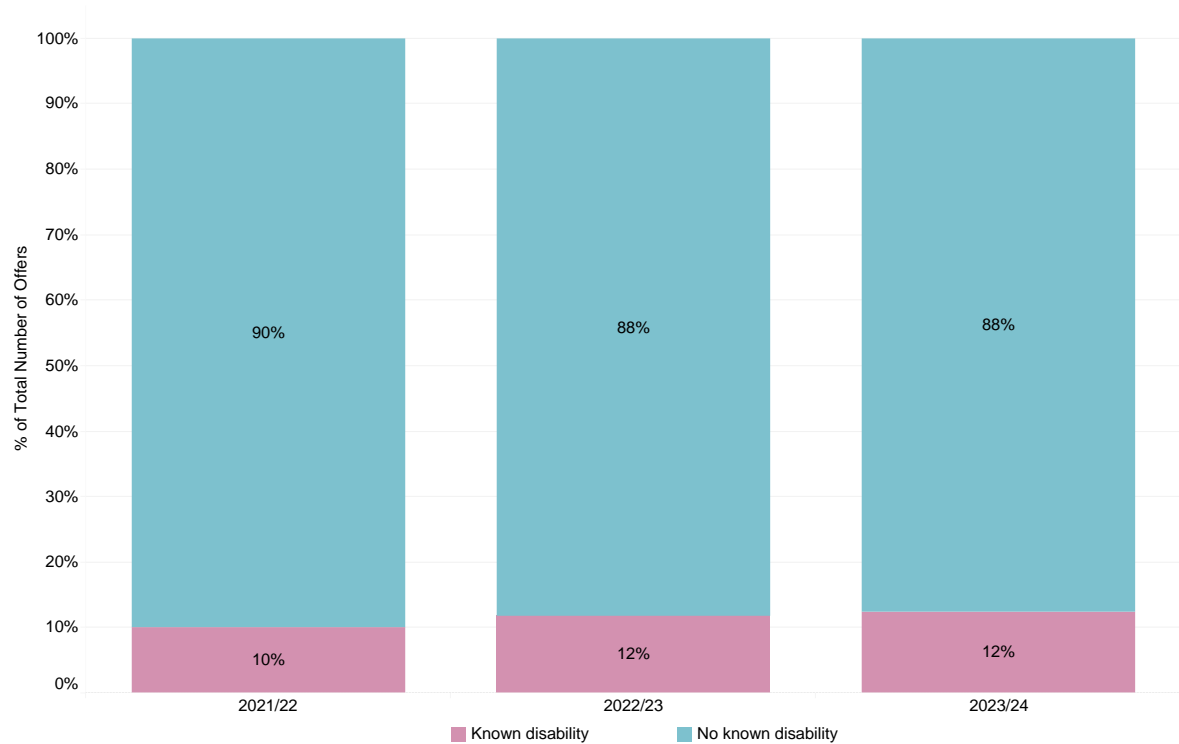## Figure 59: First Degree applicants who received an offer by disability

Figure 60: Postgraduate Taught applicants who received an offer by disability
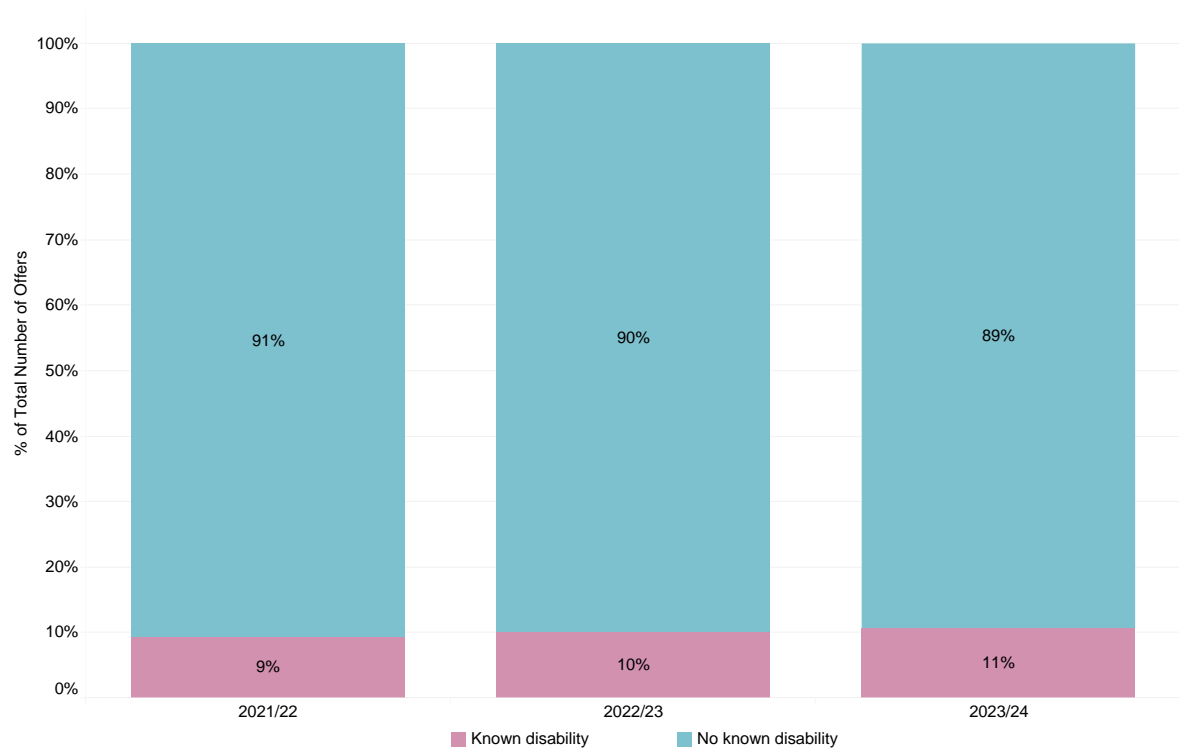
Figure 61: Postgraduate Research applicants who received an offer by disability
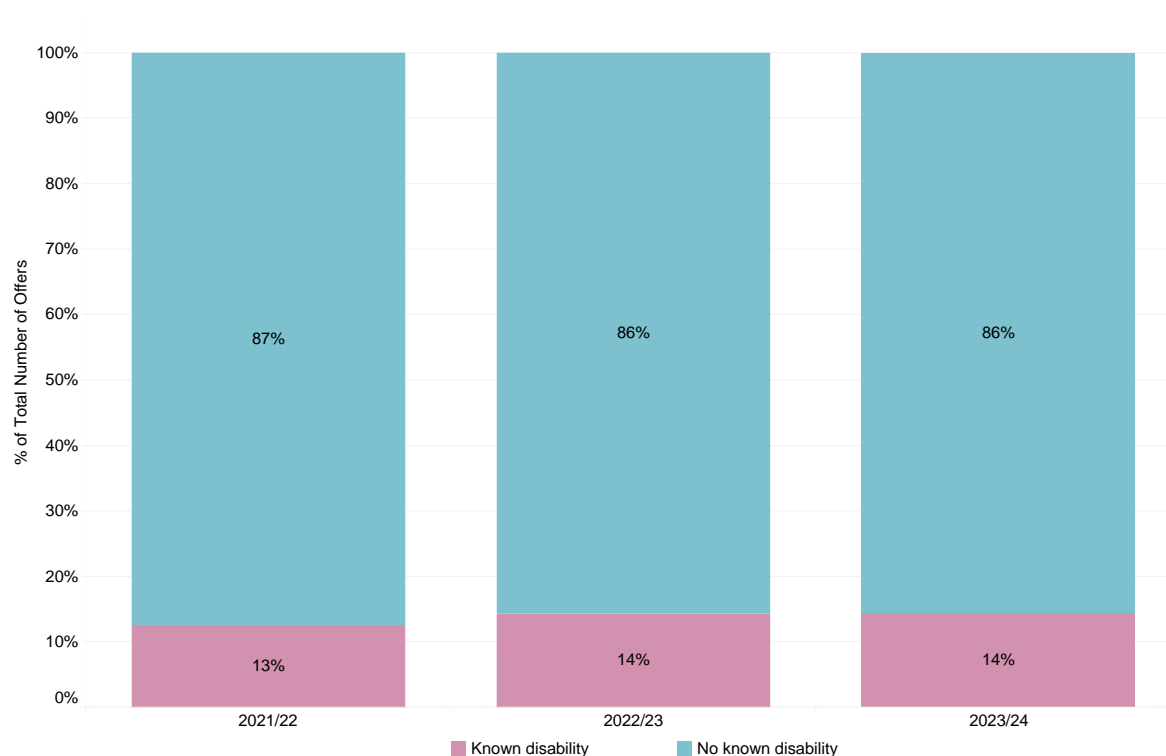
Ethnicity

Applicants

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research applicants by ethnicity.

There was a high proportion of First Degree applicants with unknown ethnicity from 2021/22 to 2023/24. This is because UCAS only collects data on ethnicity for UK-domiciled 'home' applicants. Approximately 90% of applicants were from overseas.

The proportion of applicants by ethnicity across all levels of study remains similar in 2023/24 compared to 2022/23.

Figure 62: First Degree applicants by ethnicity

Figure 63: Postgraduate Taught applicants by ethnicity
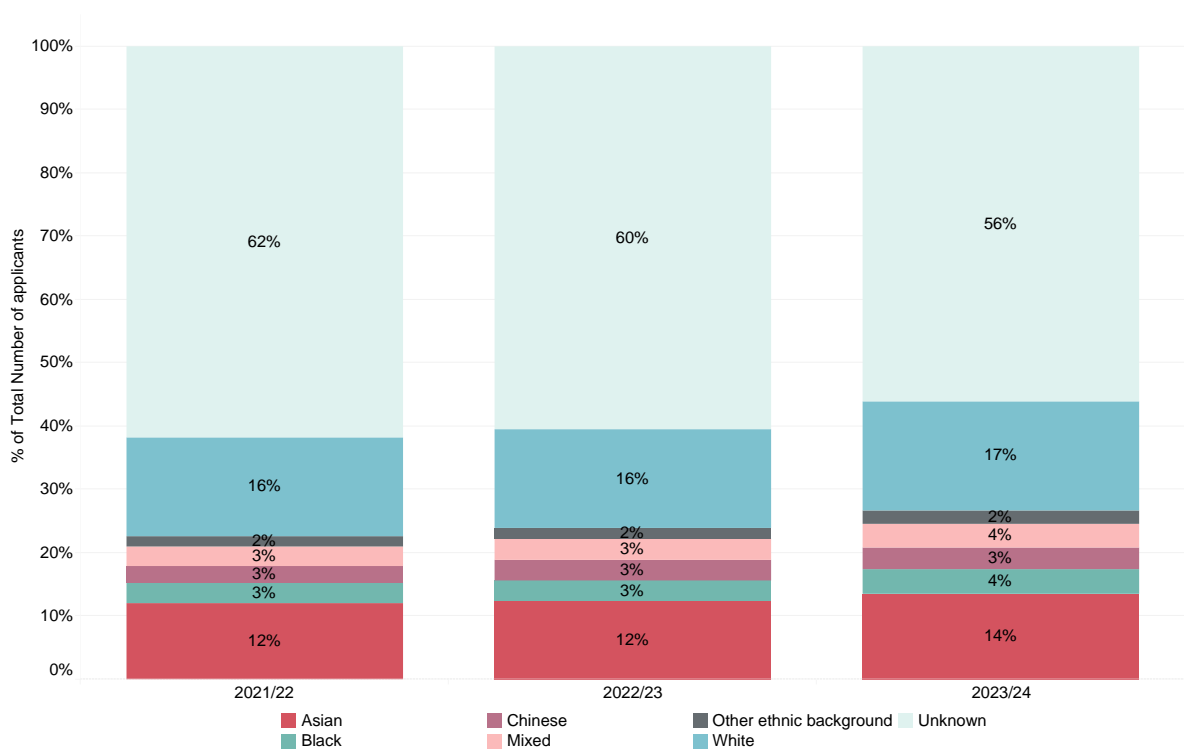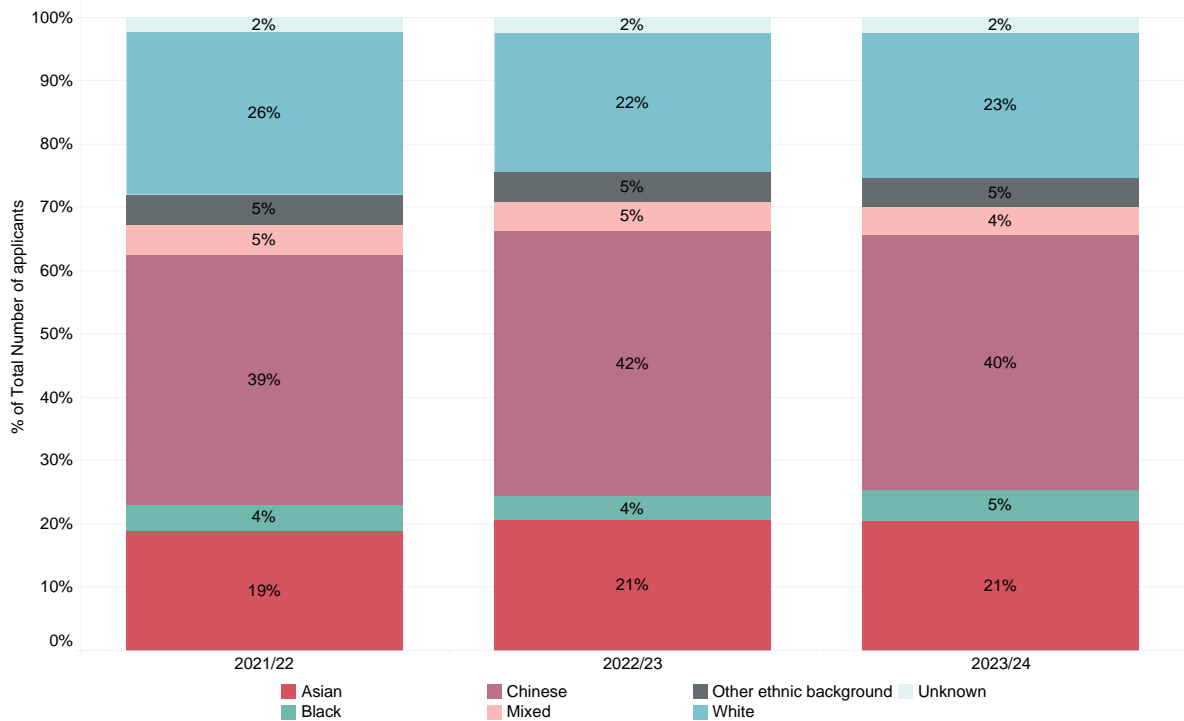
Figure 64: Postgraduate Research applicants by ethnicity
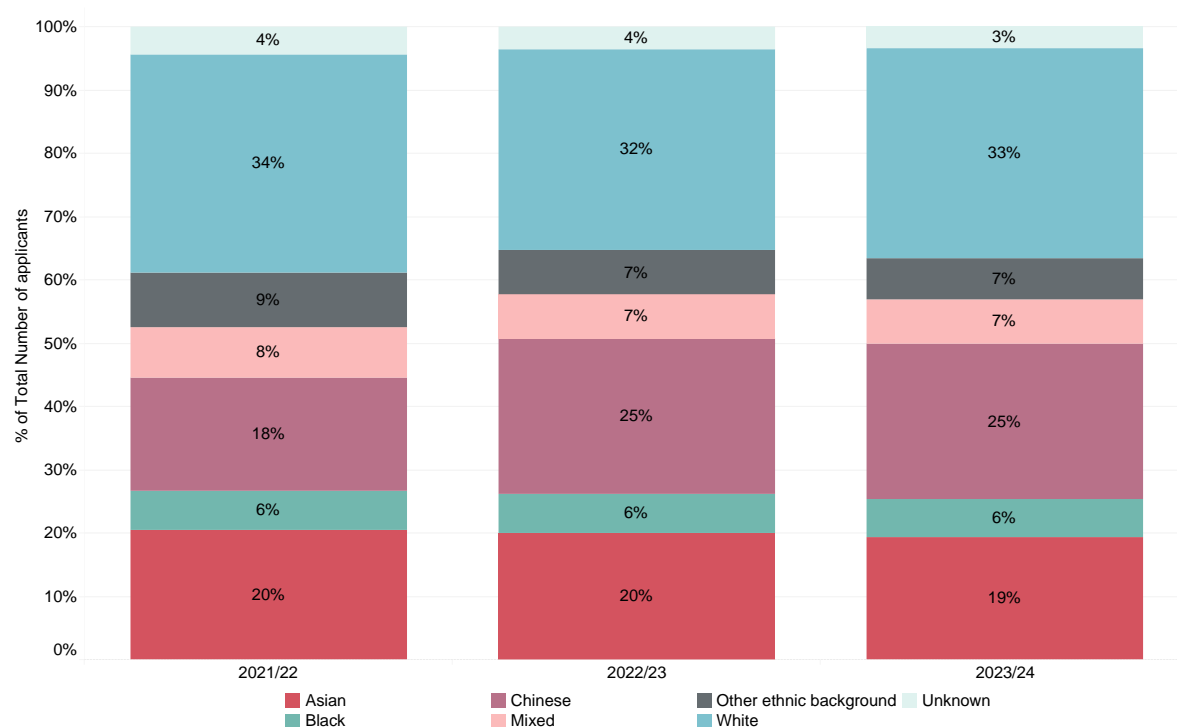
Offers

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research applicants who received an offer by ethnicity.

The proportion of First Degree applicants who received an offer from an unknown ethnic background has increased from 20% in 2021/22 to 29% in 2023/24.

The proportion of Postgraduate Taught applicants who received an offer from a Chinese ethnic background increased from 23% in 2021/22 to 27% in 2023/24.

The proportion of Postgraduate Research applicants from all ethnic backgrounds who received an offer remains similar in 2023/24 compared to 2022/23.

Figure 65: First Degree applicants who received an offer by ethnicity

Figure 66: Postgraduate Taught applicants who received an offer by ethnicity

Figure 67: Postgraduate Research applicants who received an offer by ethnicity

Sex

Applicants

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research applicants by sex.

The proportion of First Degree, Postgraduate Taught, and Postgraduate Research applicants by sex remains similar across 2021/22 to 2023/24.

Figure 68: First Degree applicants by sex
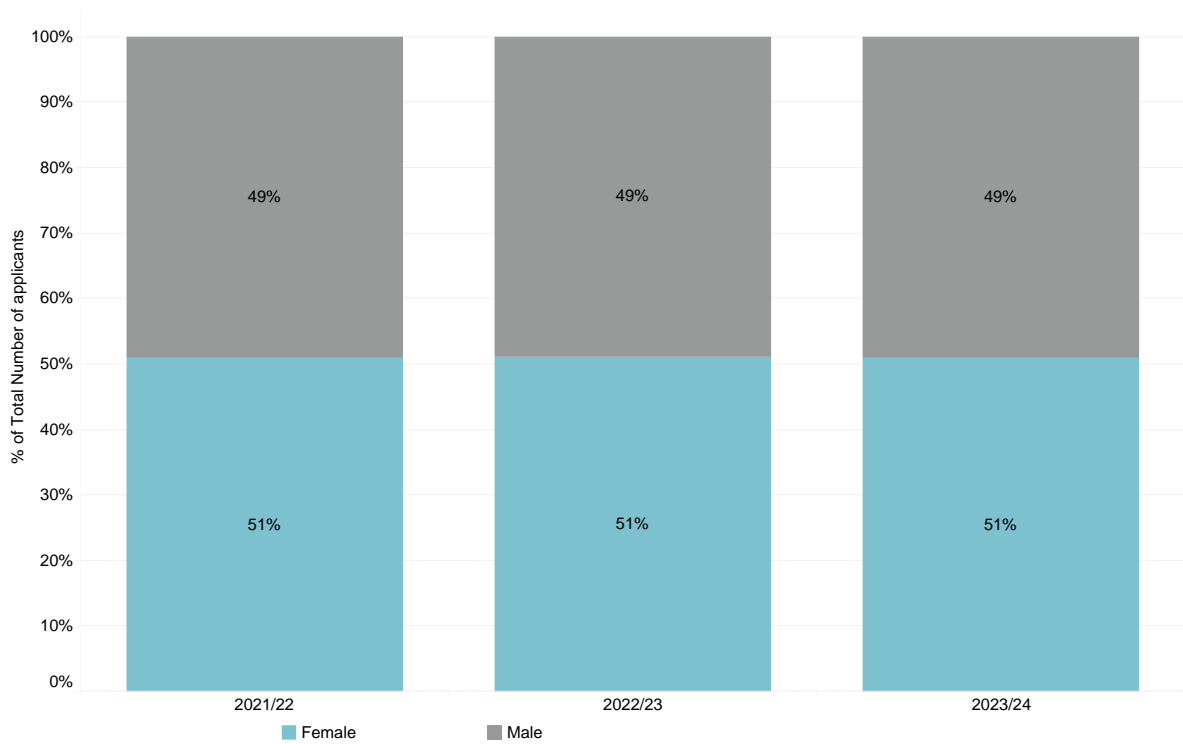
Figure 69: Postgraduate Taught applicants by sex
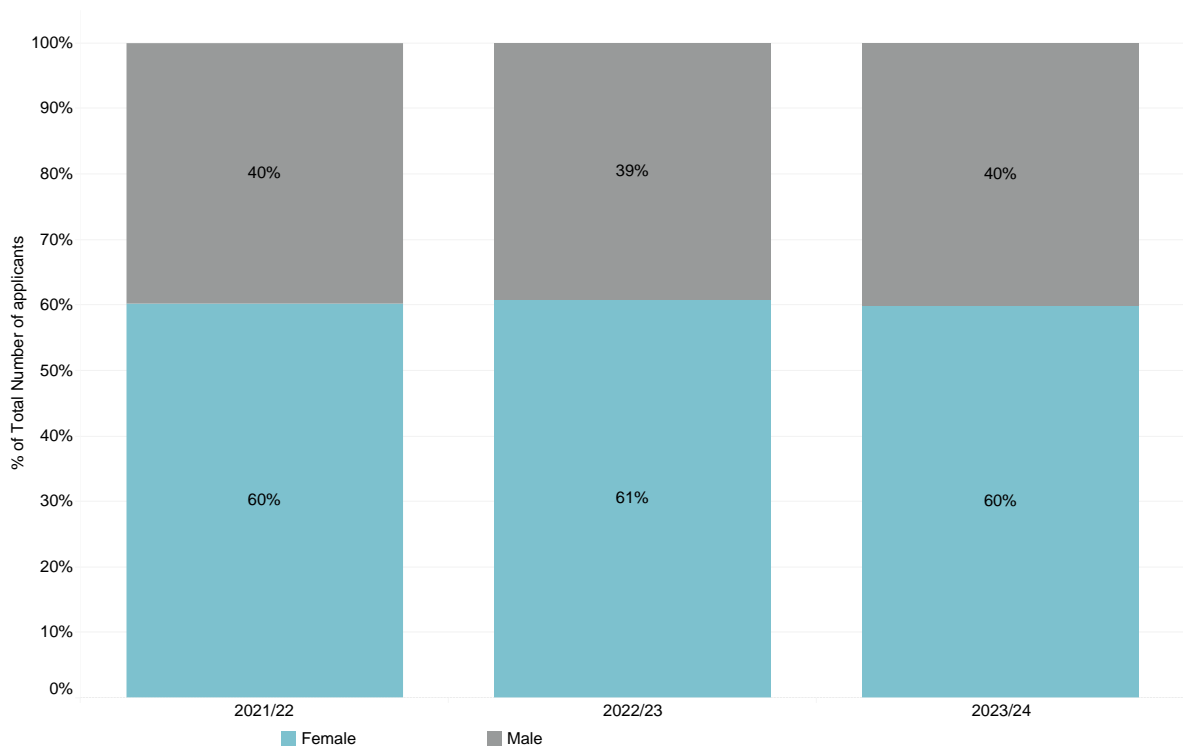
Figure 70: Postgraduate Research applicants by sex
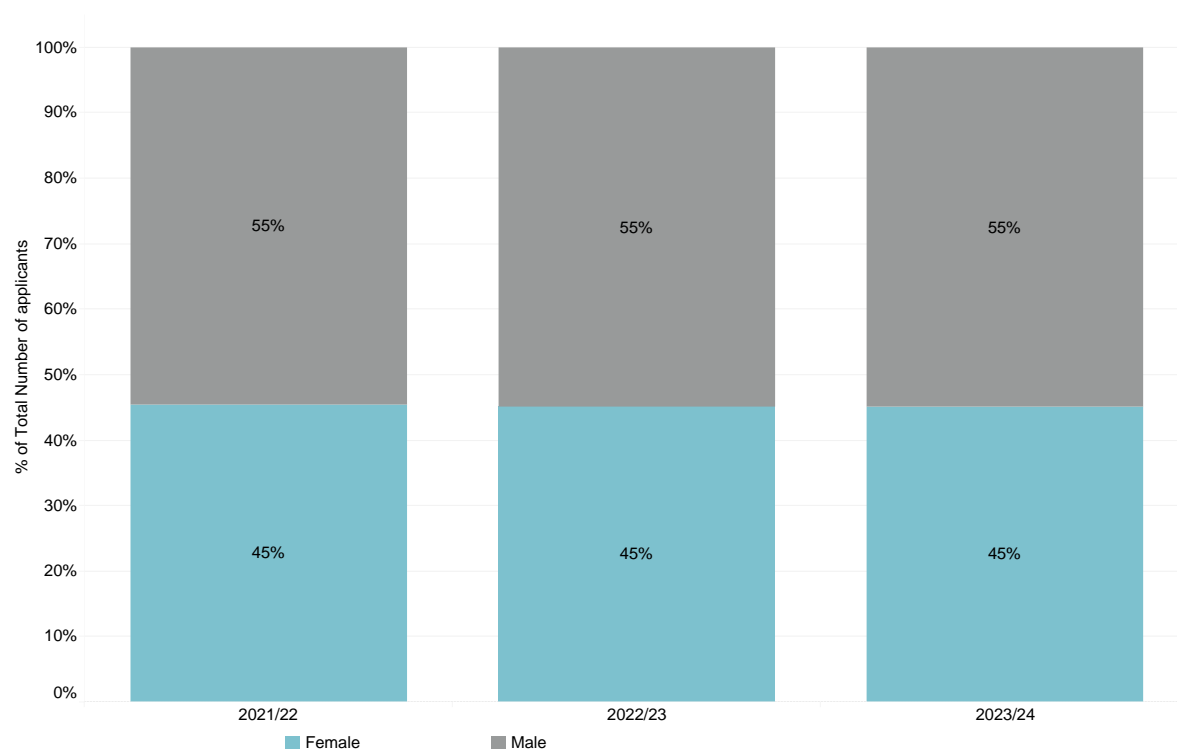
Offers

The following charts show the proportion of First Degree, Postgraduate Taught, and Postgraduate Research applicants who received an offer by sex.

The proportion of applicants who received an offer by sex across all levels of study remains similar from 2021/22 to 2023/24.

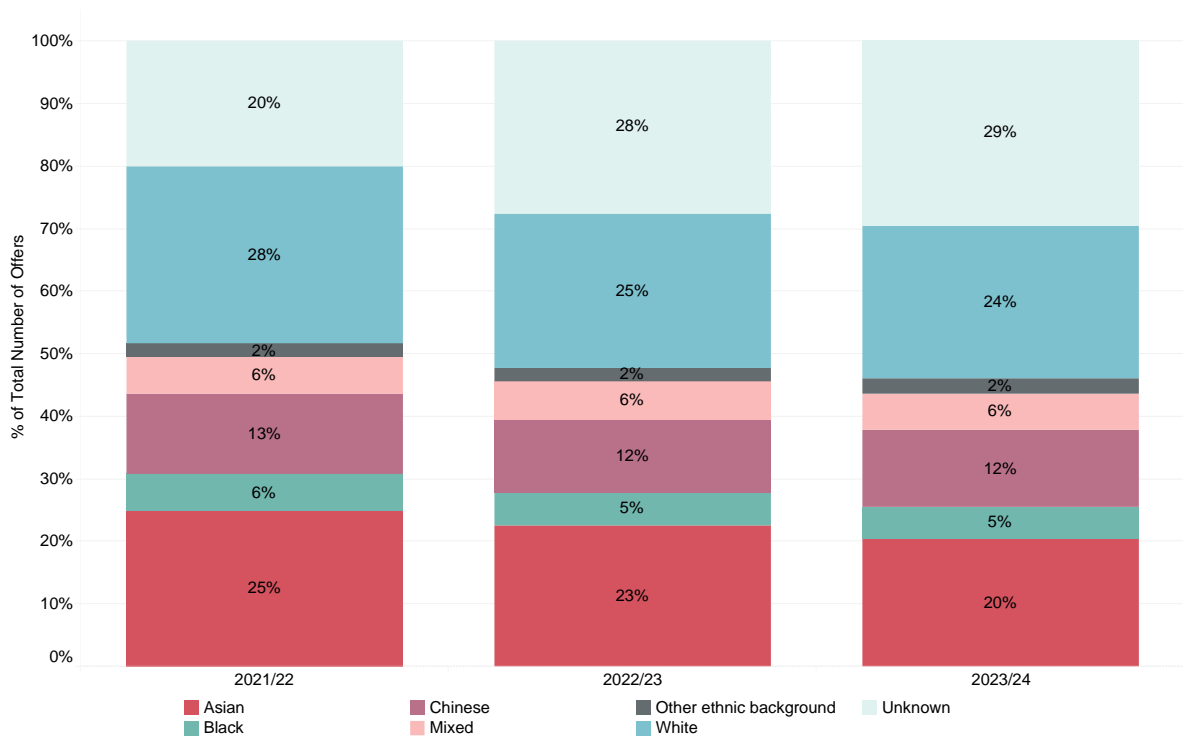## Figure 71: First Degree applicants who received an offer by sex

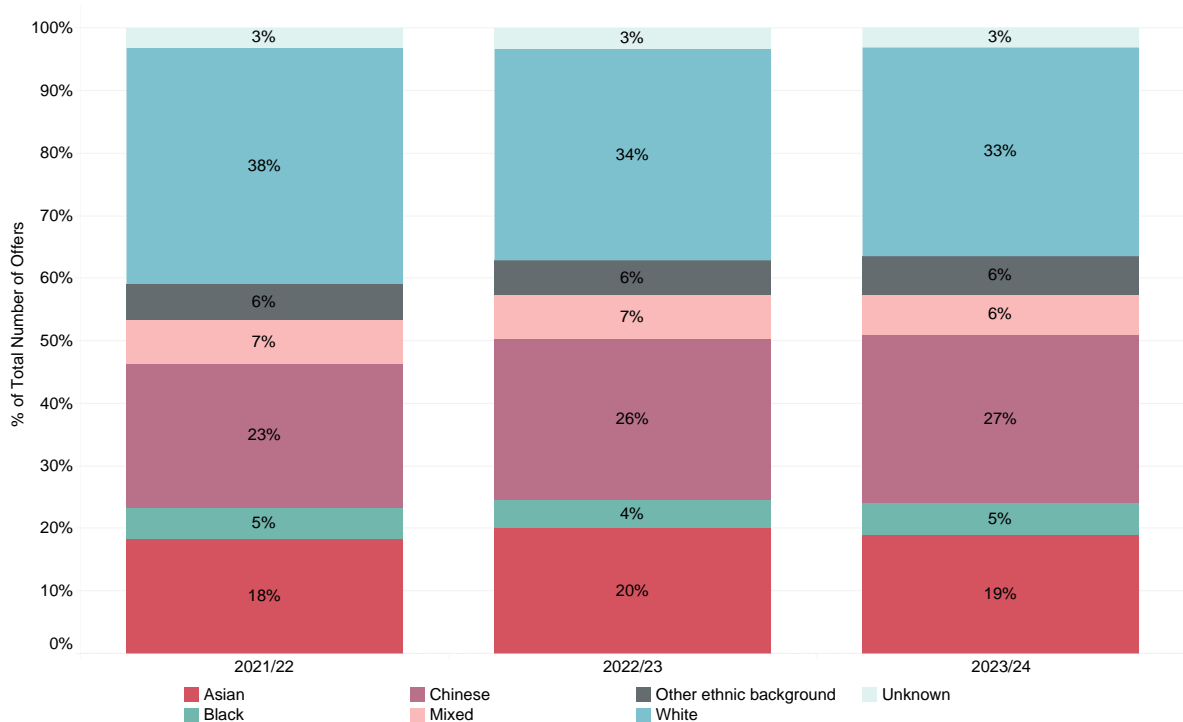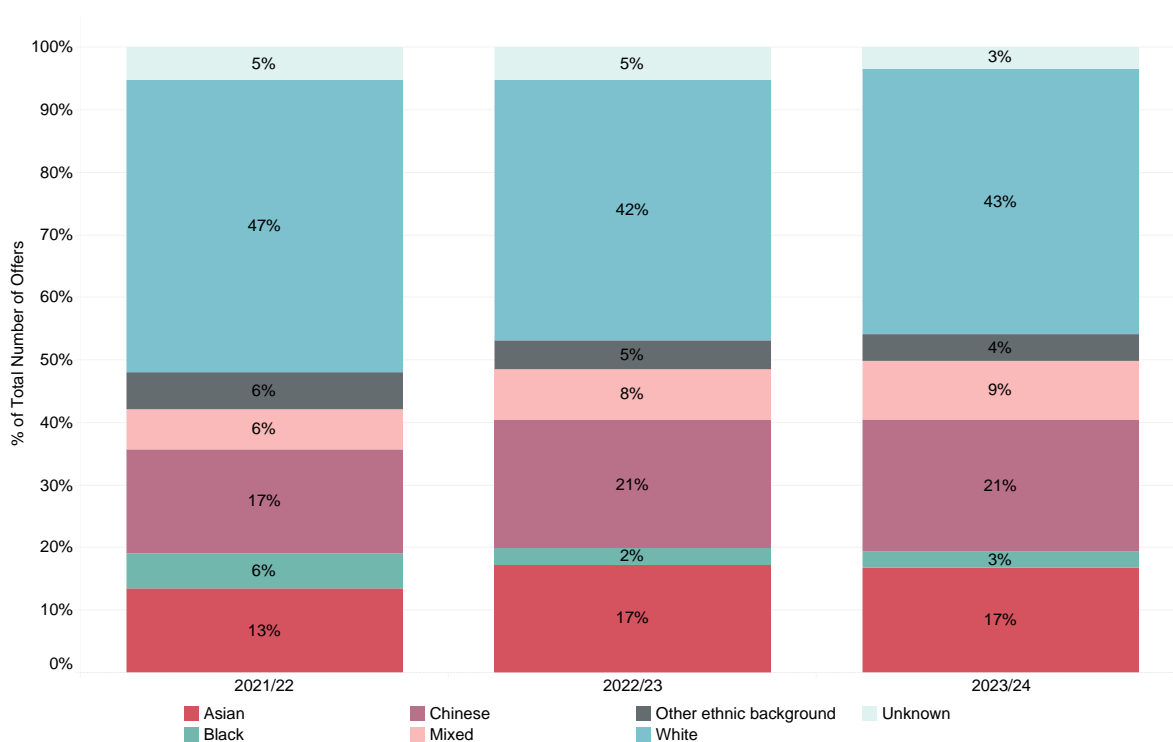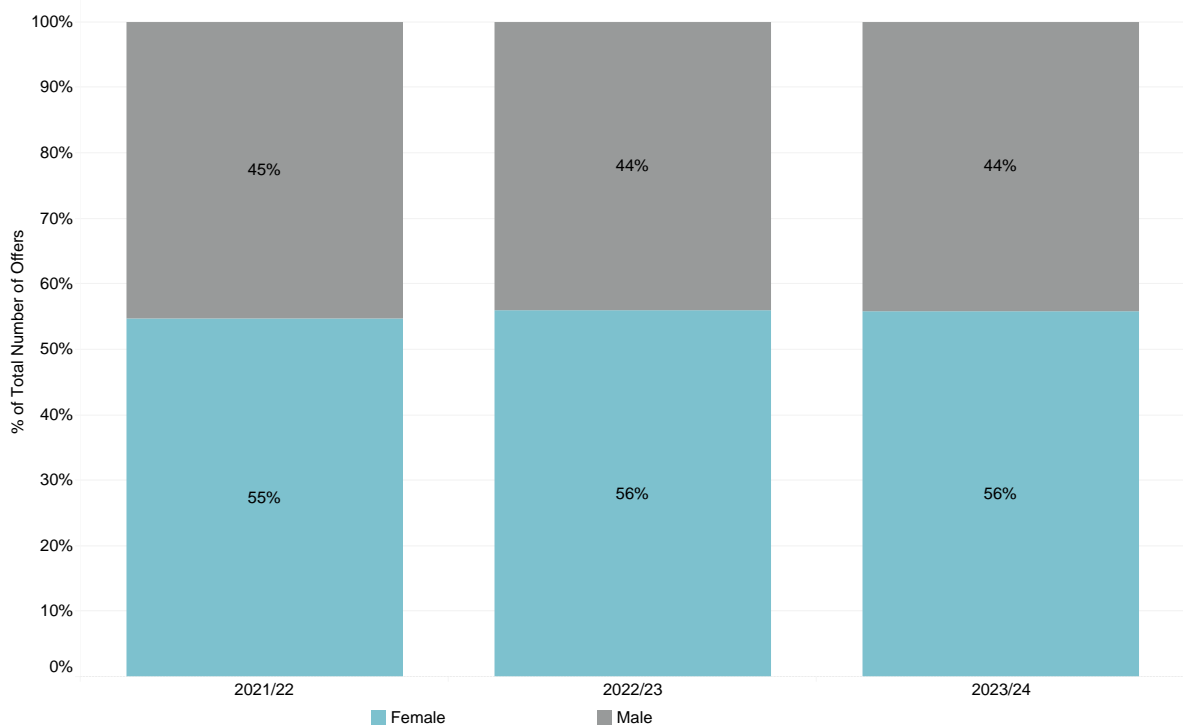## Figure 72: Postgraduate Taught applicants who received an offer by sex
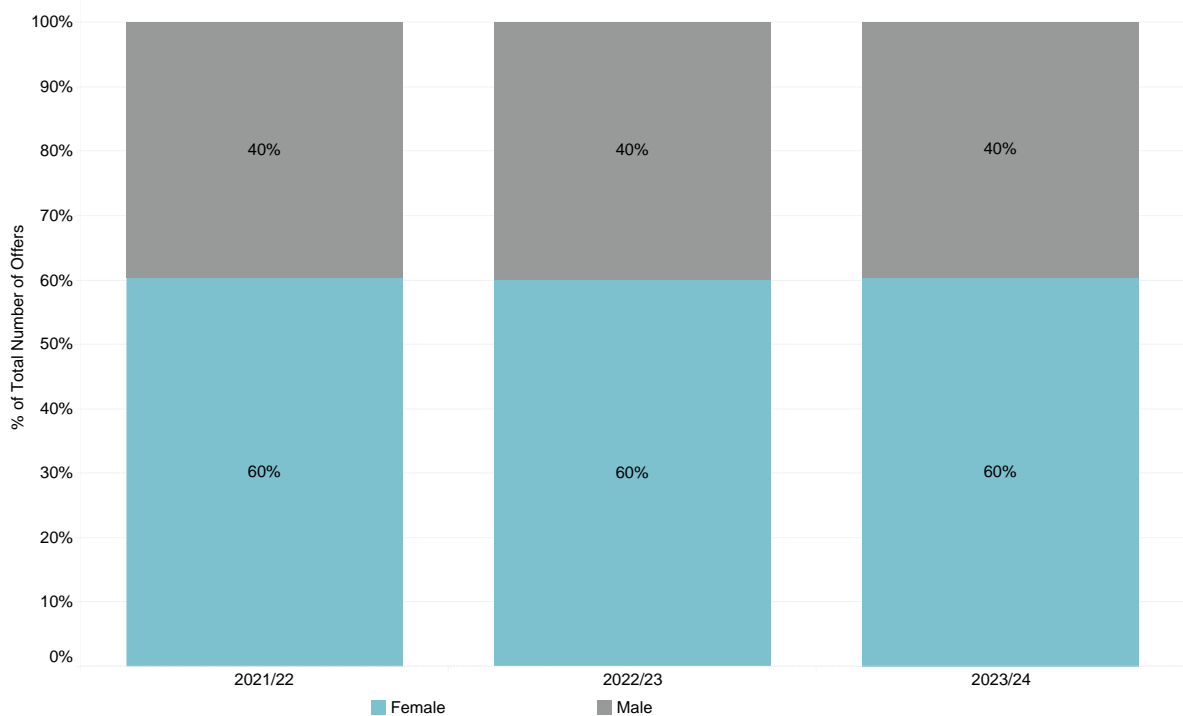
Figure 73: Postgraduate Research applicants who received an offer by sex
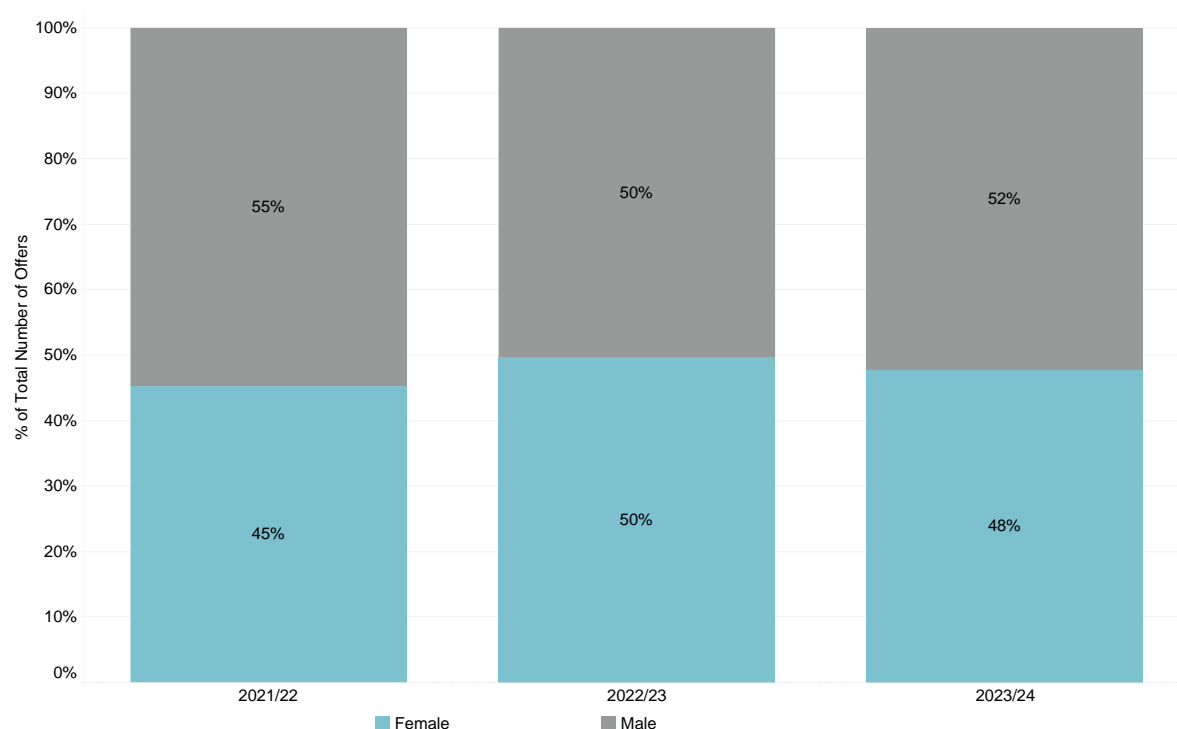
6. Undergraduate attainment

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

Disability

The tables and charts below show the proportion of Undergraduate students who achieved Good Honours and First class honours by disability.

There were small differences between the proportion of students with no known disability achieving good honours and students with a declared disability from 2021/22 to 2023/24.

The difference in the proportion of students achieving Firsts without a known disability compared to those with a declared disability ranges from 8 to 10 percentage points from 2021/22 to 2023/24, with the widest gap occurring in 2022/23.

Table 1: Awarding of a Good Honours degree by disability

	2021/22	2022/23	2023/24
Known disability	95%	92%	90%
No known disability	94%	91%	91%

Figure 74: Good Honours degree awarding gap between students with no known disability and known disability
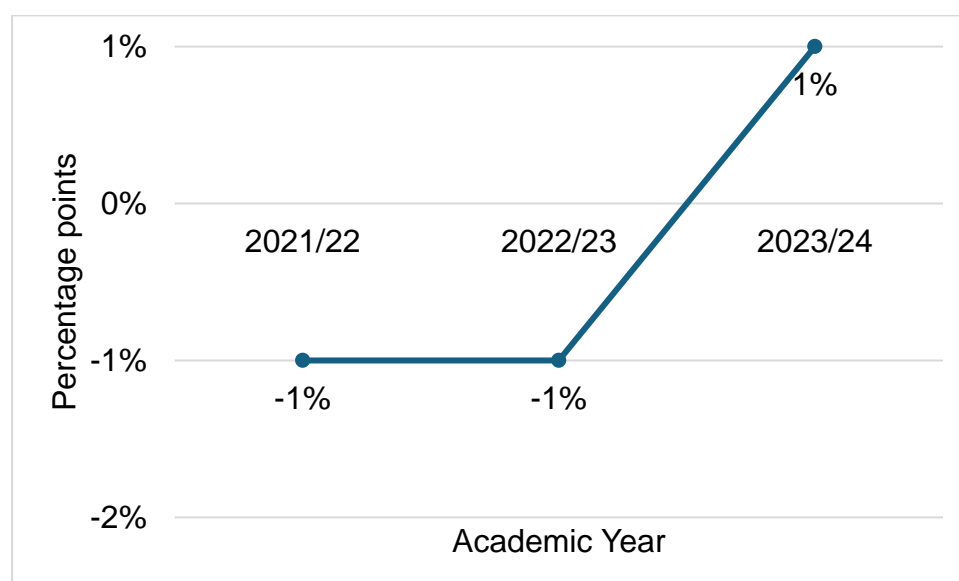
Table 2: Awarding of First class honours degree by disability

	2021/22	2022/23	2023/24
Known disability	37%	27%	29%
No known disability	46%	37%	37%

Figure 75: First class honours degree awarding gap between students with no known disability and known disability
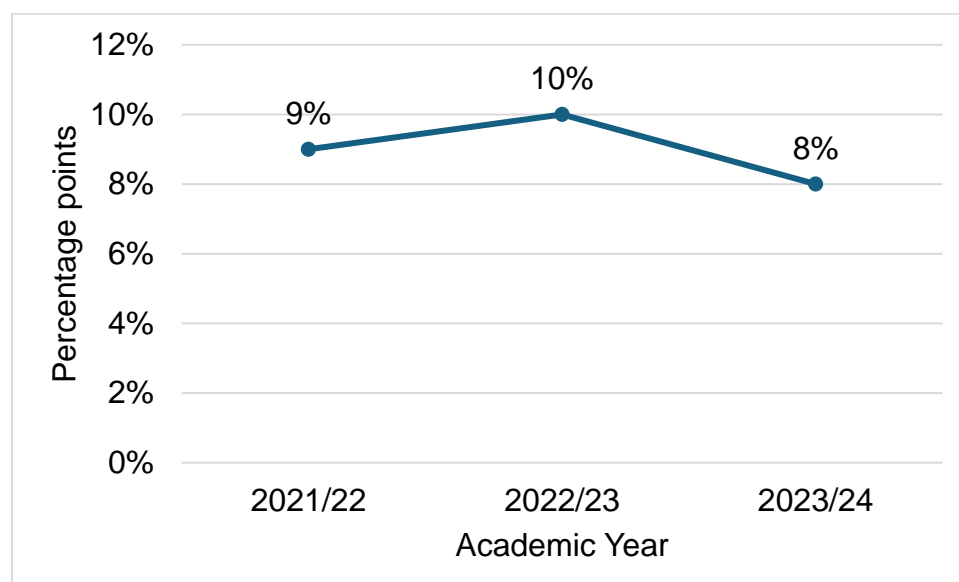
Ethnicity

The tables and charts below show the proportion of Undergraduate students who achieved Good Honours and First class honours by ethnicity.

The gap in the awarding of Good Honours between students from a White ethnic background and Black ethnic background is the widest compared to students from all other ethnic backgrounds ranging from 10 to 11 percentage points from 2021/22 to 2023/24. Additionally, the awarding gap between White ethnic background and Black ethnic background is even wider compared to Good Honours, ranging from 20 to 32 percentage points from 2021/22 to 2023/24.

Table 3: Awarding of Good Honours degree by ethnicity

	2021/22	2022/23	2023/24
Asian	91%	88%	86%
Black	86%	84%	82%
Chinese	94%	87%	87%
Mixed	96%	93%	93%
Other ethnic background	97%	92%	94%
White	96%	95%	93%

Figure 76: Good honours degree awarding gap between students from a White ethnic background and students from all other ethnic background

	2021/22	2022/23	2023/24
Asian	5%	7%	7%
Black	10%	11%	11%
Chinese	2%	8%	6%
Mixed	0%	2%	0%
Other ethnic background	-1%	3%	-1%

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Table 4: Awarding of First class honours degree by ethnicity

|	2021/22	2022/23	2023/24
Asian	36%	29%	30%
Black	25%	16%	8%
Chinese	54%	36%	40%
Mixed	42%	38%	35%
Other ethnic background	39%	16%	25%
White	45%	41%	40%

Figure 77: First class honours degree awarding gap between students from a White ethnic background and students from all other ethnic background

	2021/22	2022/23	2023/24
Asian	9%	12%	10%
Black	20%	25%	32%
Chinese	-9%	5%	0%
Mixed	3%	3%	5%
Other ethnic background	6%	25%	15%
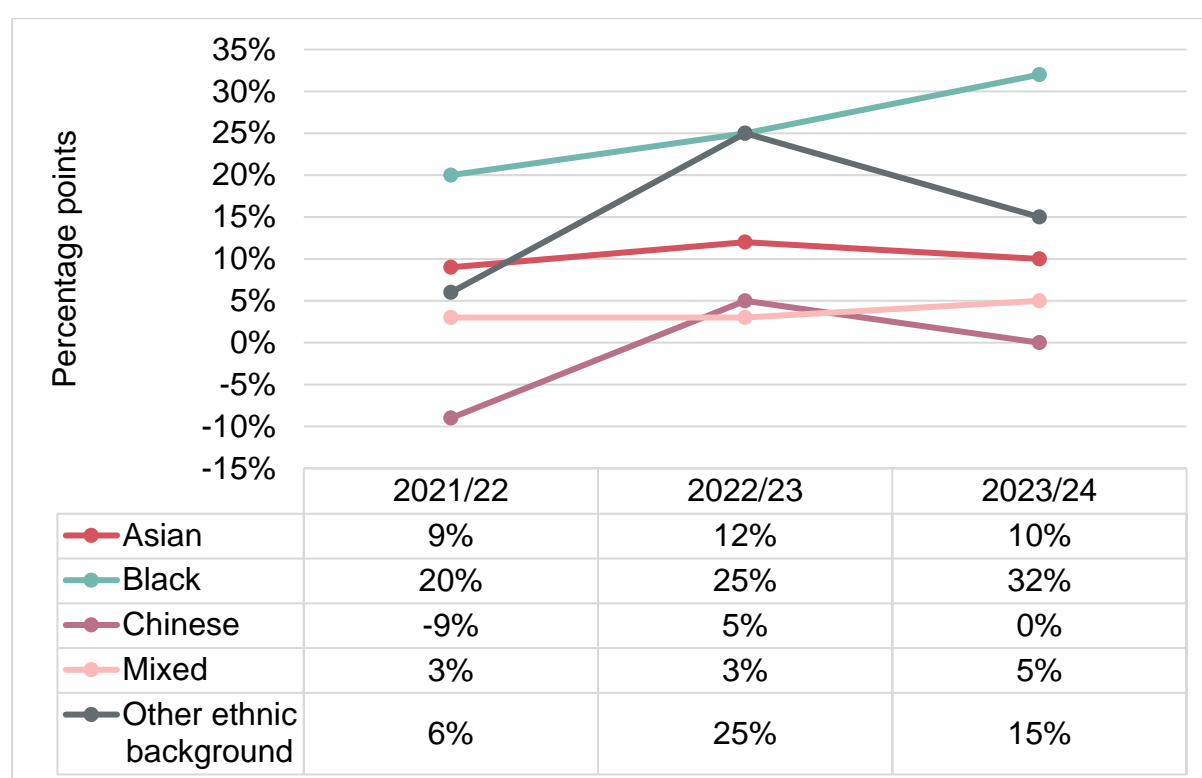
Sex

The tables and charts below show the proportion of Undergraduate students who achieved Good Honours and First class honours by sex.

There is little difference in the proportion of male and female students achieving Good Honours. However, there is a noticeable difference in the proportion of male and female students achieving First class honours, with an awarding gap ranging from 8 percentage points in 2021/22 to 4 percentage points in 2023/24.

Table 5: Awarding of Good Honours degree by sex

	2021/22	2022/23	2023/24
Female	95%	91%	91%
Male	94%	91%	89%

Figure 78: Good honours degree awarding gap between male and female students
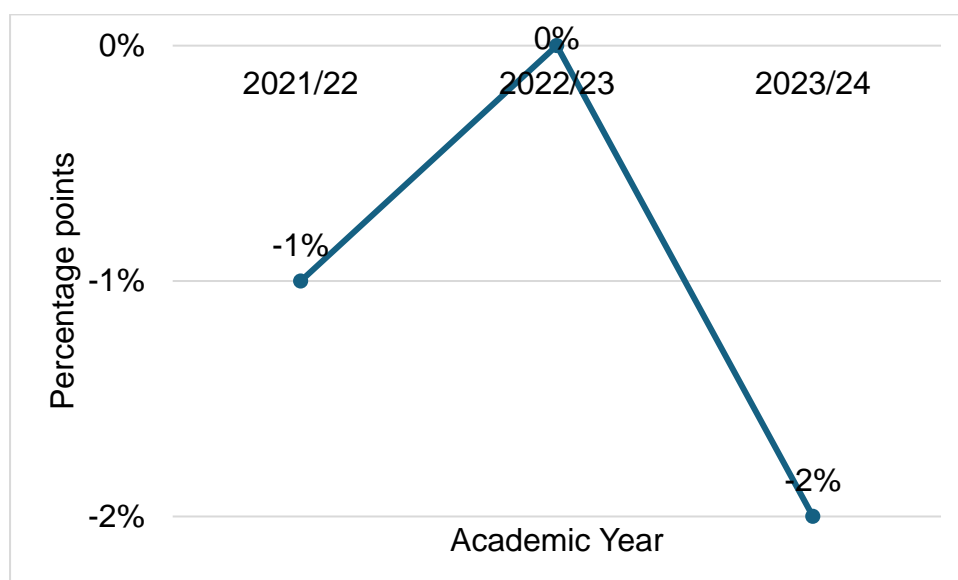
Table 6: Awarding of First class honours degree by sex

	2021/22	2022/23	2023/24
Female	41%	32%	34%
Male	49%	39%	38%

Figure 79: First class honours degree awarding gap between male and female students