

Public Sector Equality Duty Equality Information and Data Report: Academic year 2024/25

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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 2022/23 to 2024/25. 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 to provide ethnicity data for home and international students across the years, so the total number of students may differ from the HESA records.

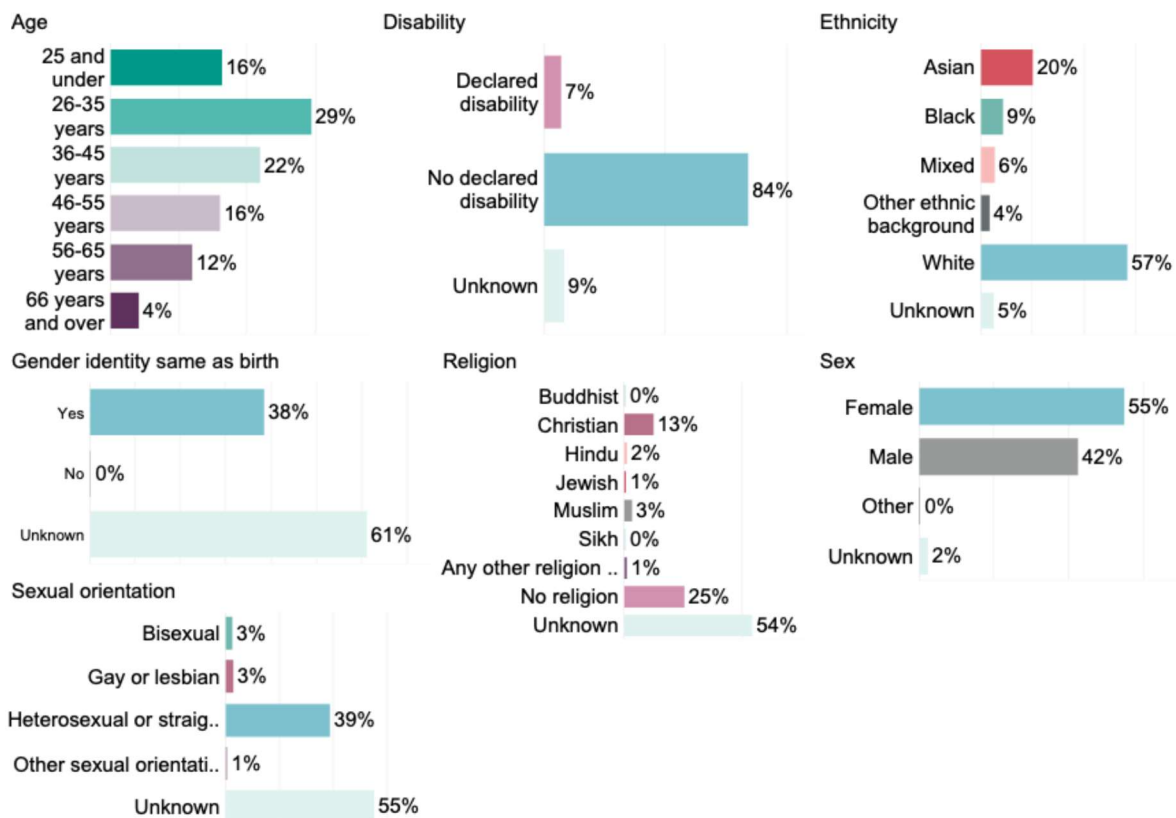
The counts of staff and students are rounded to the nearest multiple of five to ensure individuals are not identifiable.

2. Staff data

Summary

- In 2024/25, there were 4,825 staff, of which 40% were academic, and 60% were professional services staff
- The two age ranges with the highest proportion of staff are 26-35 (29%) and 36-45 years (22%)
- 7% 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
- 38% of staff have declared whether their gender identity is the same as their birth gender or not
- 46% of staff have disclosed their religion
- 55% of staff are female
- 45% of staff have disclosed their sexual orientation

Figure 1: 2024/25 staff characteristics



Age

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

The proportion of academic staff in most age groups has remained similar from 2022/23 to 2024/25.

The proportion of professional services staff in each age group remained similar across 2022/23 to 2024/25.

Figure 2: Academic 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 staff with a declared disability increased year on year from 4% in 2022/23 to 7% in 2024/25. The proportion of academic staff who did not disclose their disability status increased year on year from 1% in 2023/24 to 9% in 2024/25.

The proportion of professional services staff with a declared disability increased year on year from 6% in 2022/23 to 8% in 2024/25. The proportion of professional services staff who did not disclose their disability status increased year on year from 1% in 2023/24 to 9% in 2024/25.

Figure 4: Academic staff by disability

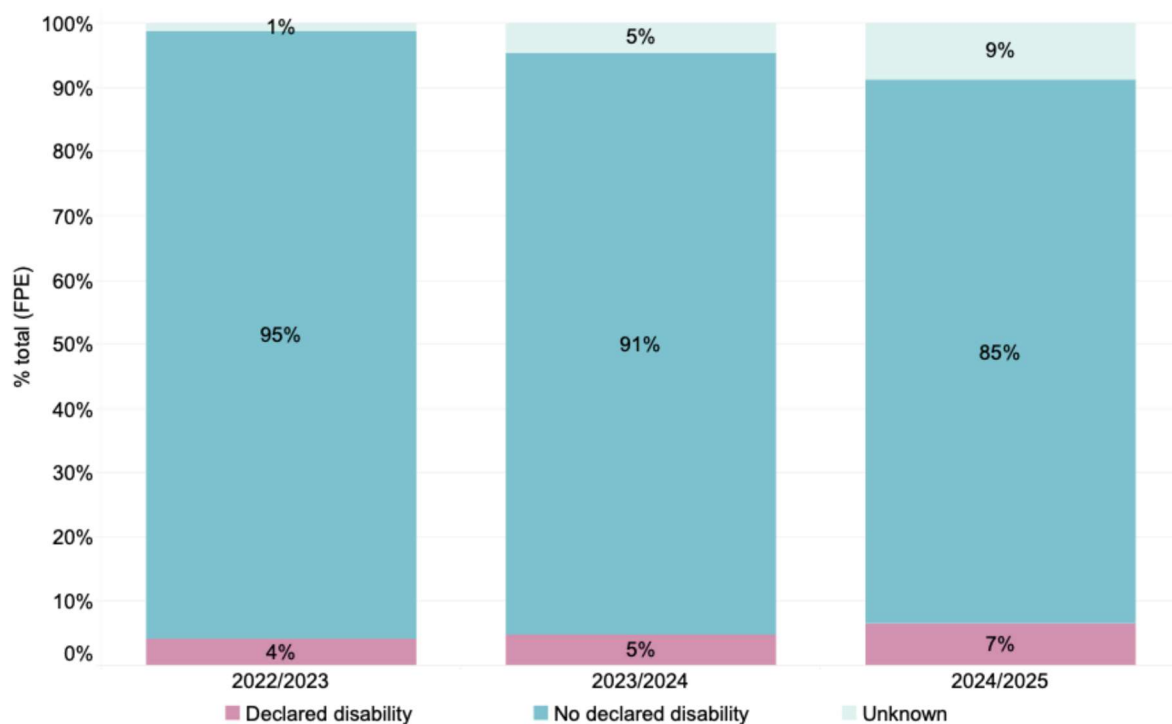
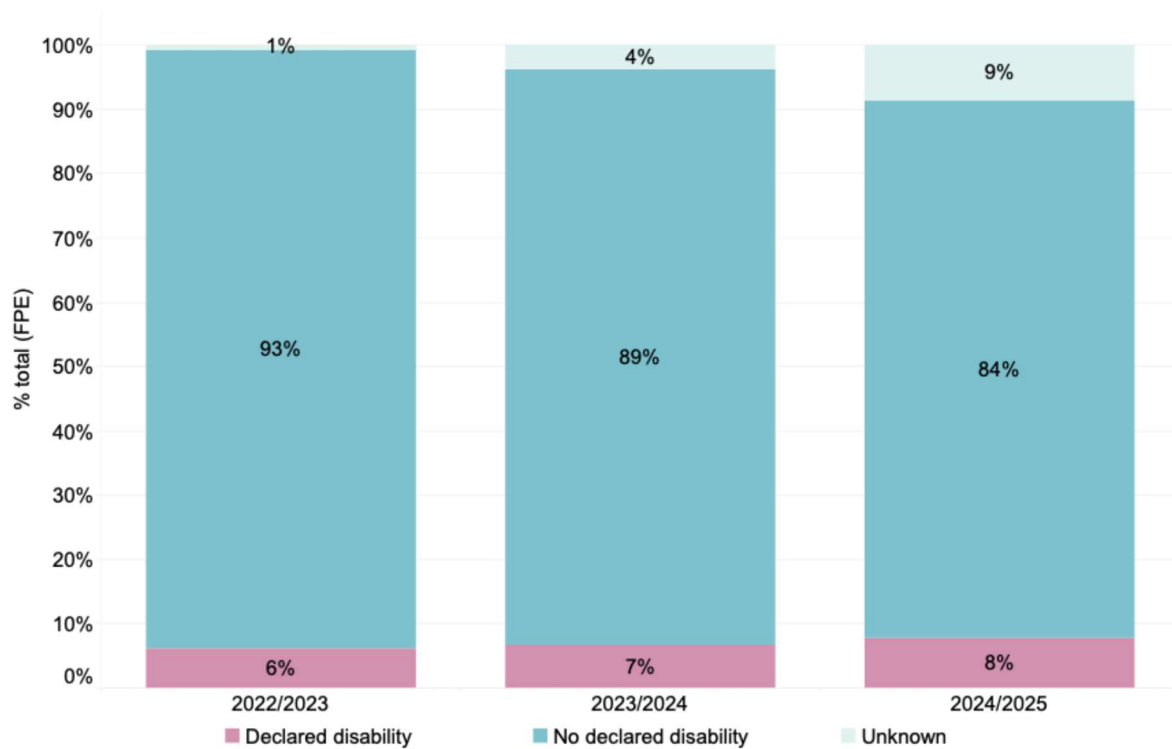


Figure 5: Professional services staff by disability



Ethnicity

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

White staff make up the majority across the three years for both academic and professional services, followed by Asian staff. The proportion of white staff across academic and professional services decreased slightly every year from 2022/23 to 2024/25.

Figure 6: Academic staff by ethnicity

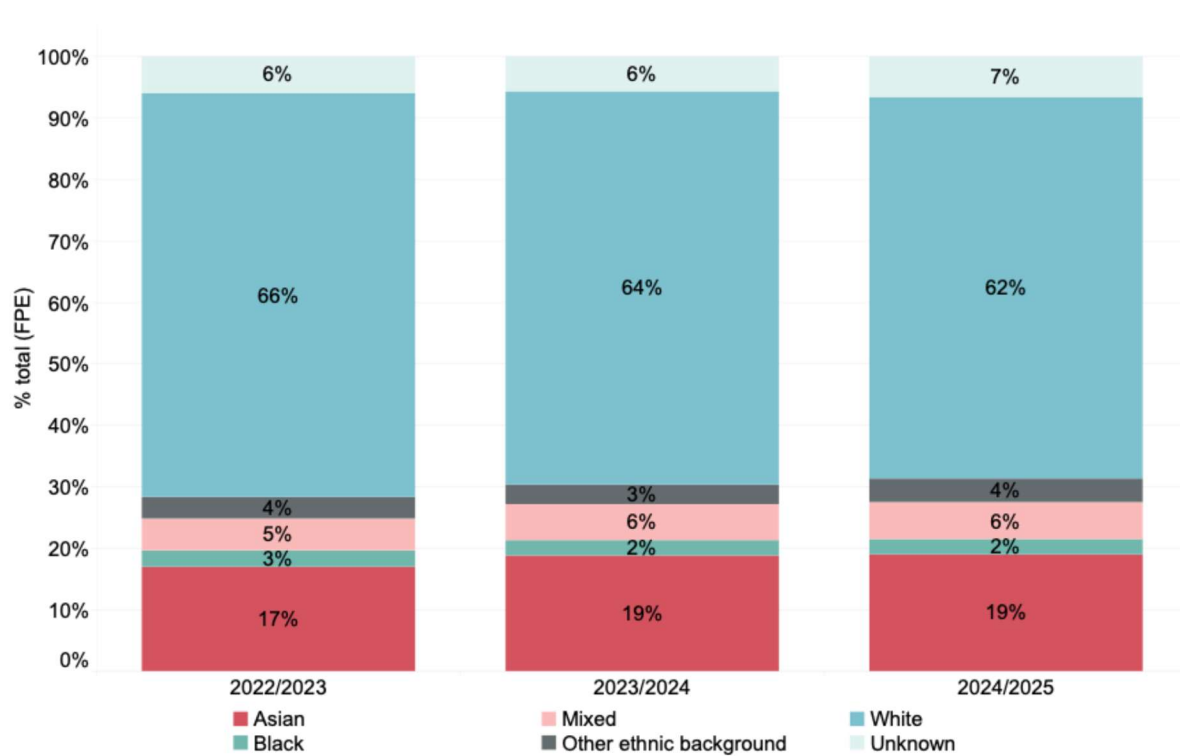
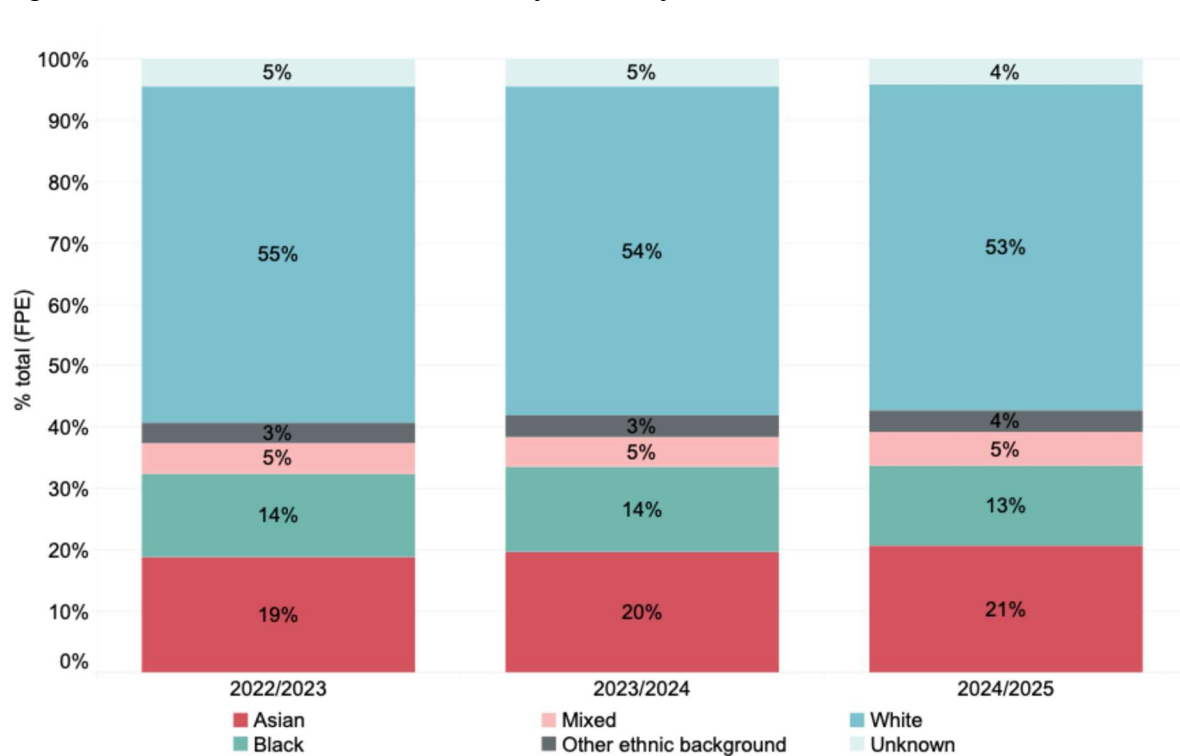


Figure 7: Professional services staff by ethnicity



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.

The proportion of academic staff who declared their gender identity has dropped from 40% in 2023/24 to 35% in 2024/25.

The proportion of professional services staff who declared their gender identity has dropped from 45% in 2023/24 to 41% in 2024/25.

Figure 8: Academic staff by whether gender identity same as birth

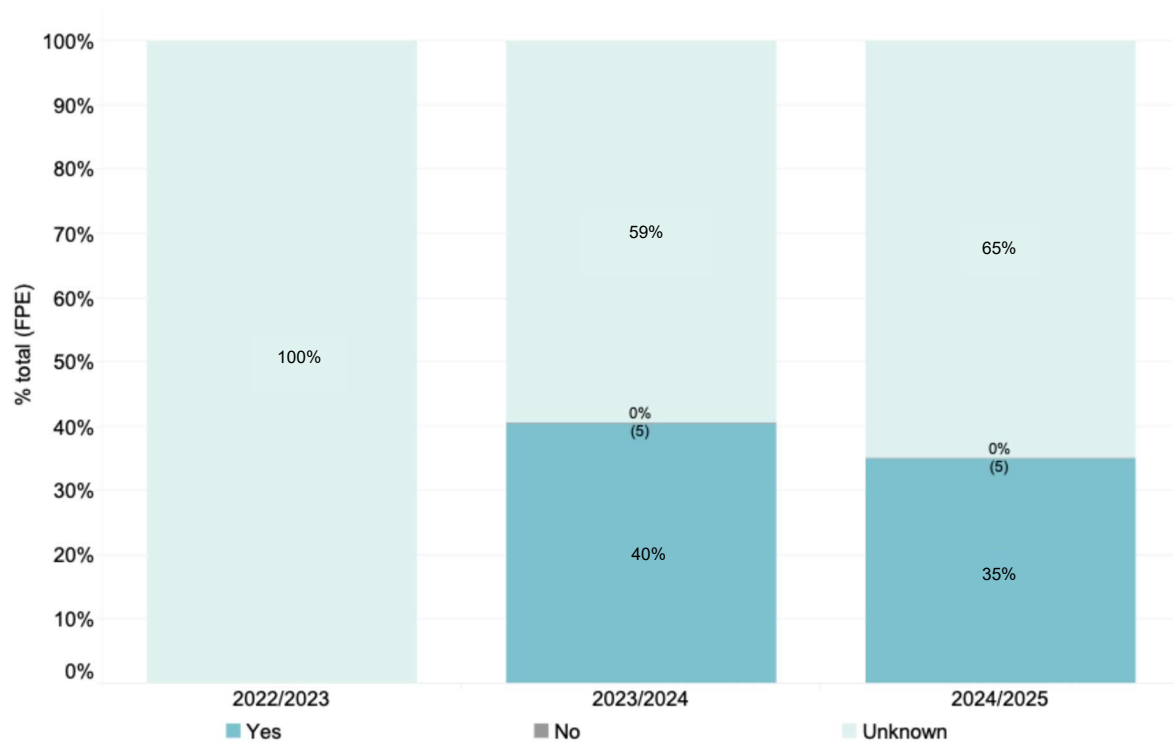
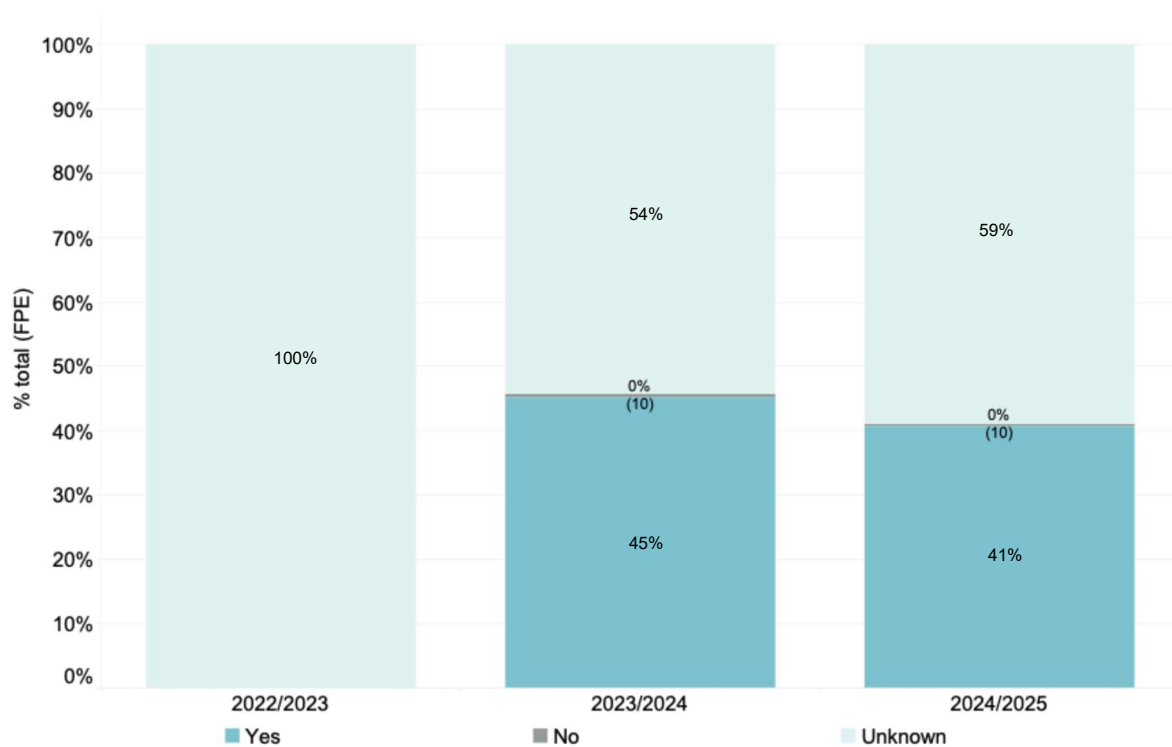


Figure 9: Professional services staff by whether gender identity same as birth



Religion

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

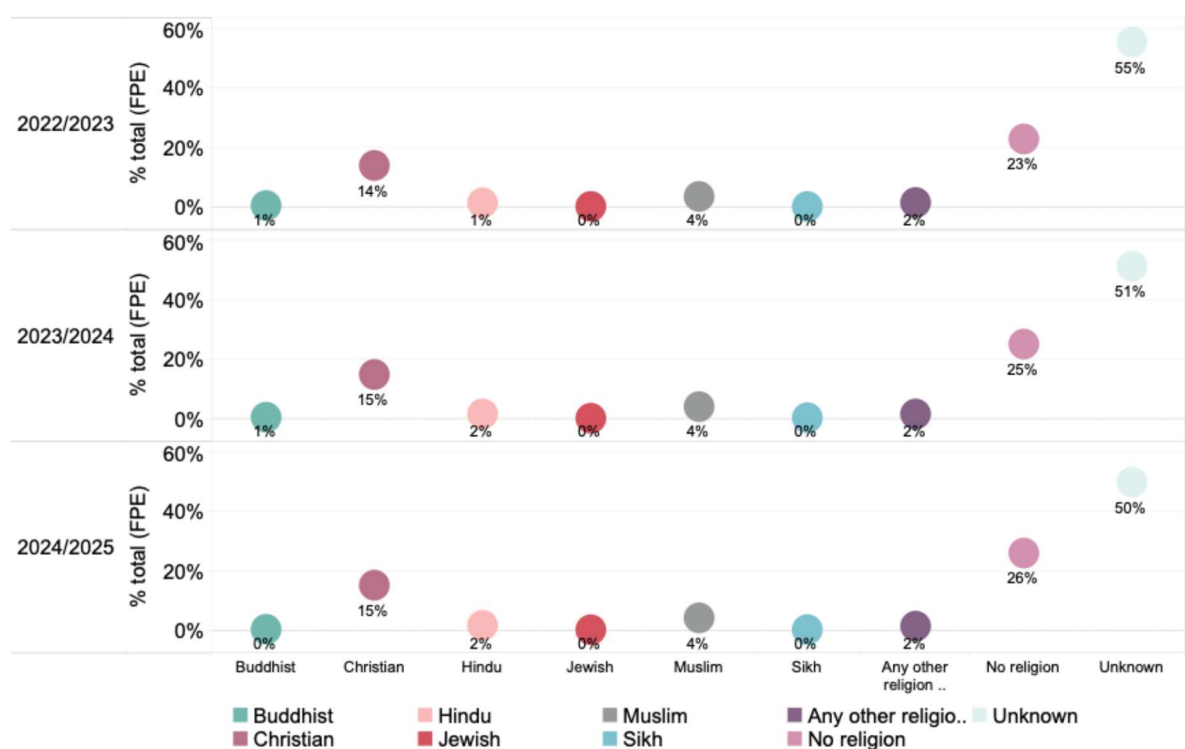
The proportion of academic staff who did not disclose their religion remains static across 2022/23 to 2024/25 at circa 60%.

The proportion of professional services staff who did not disclose their religion decreased year on year from 55% in 2022/23 to 50% in 2024/25.

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 2022/23 to 2024/25.

Figure 12: Academic staff by sex

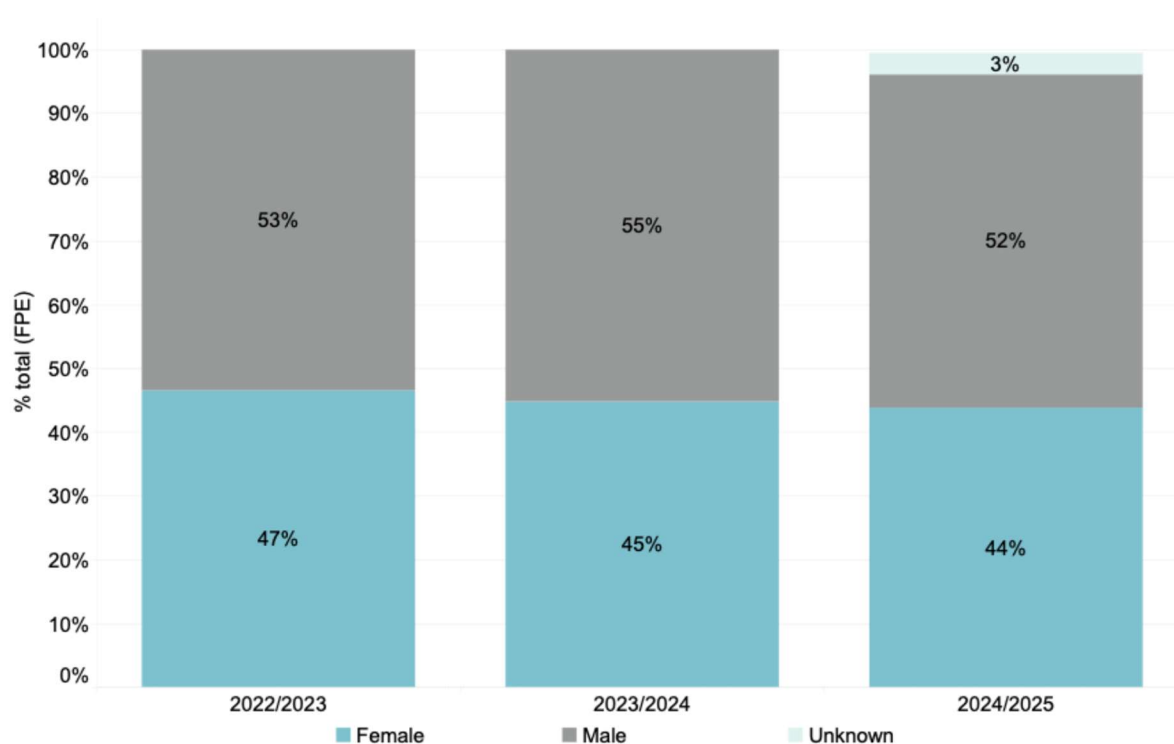
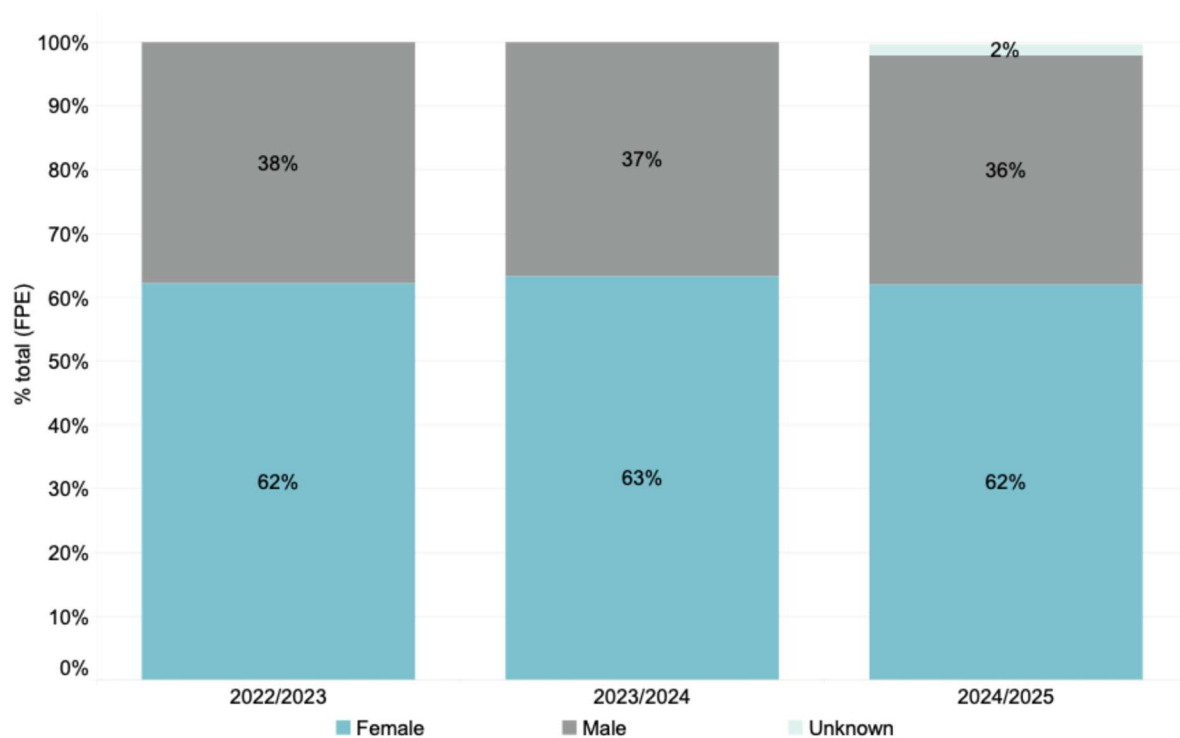


Figure 13: Professional services staff by sex



Sexual orientation

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

The proportion of academic staff who did not disclose their sexual orientation remains at circa 60% across the last three years.

The proportion of professional services staff who did not disclose their sexual orientation has decreased year on year, from 56% in 2022/23 to 1% in 2024/25.

Figure 14: Academic staff by sexual orientation

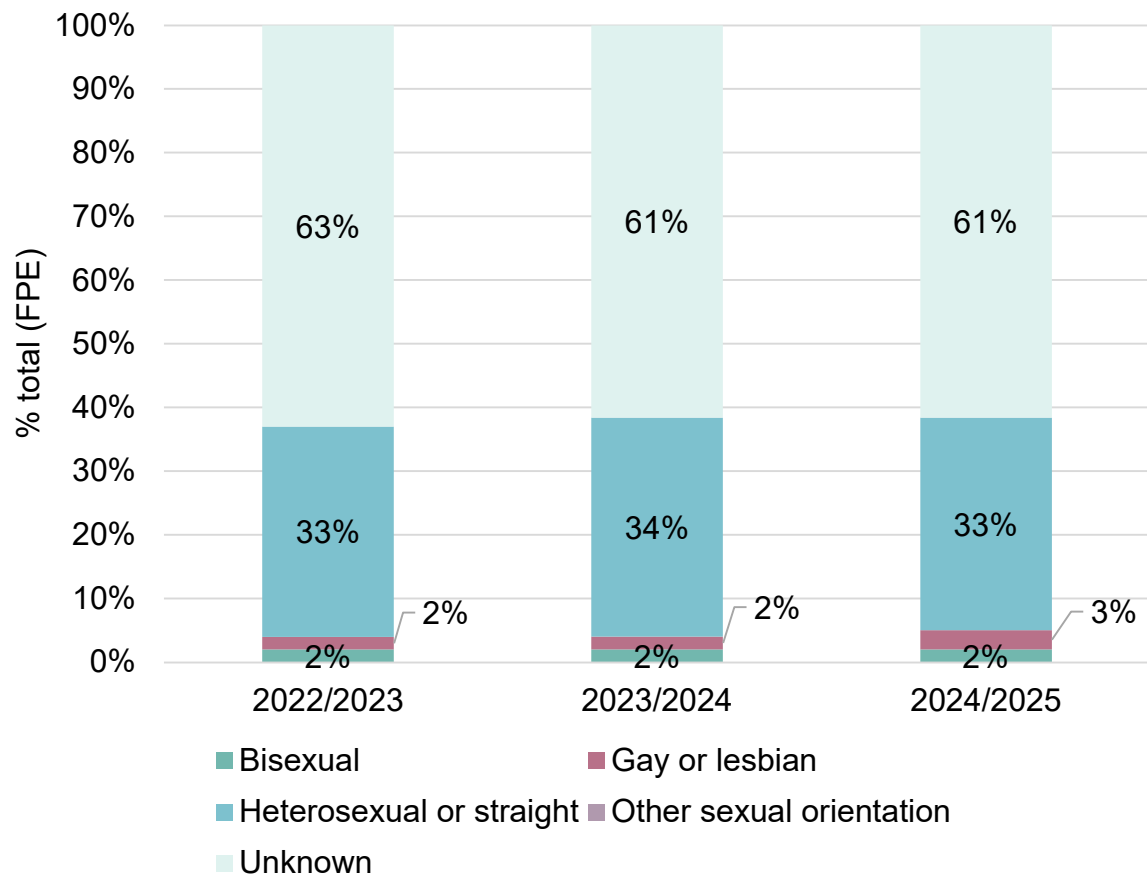
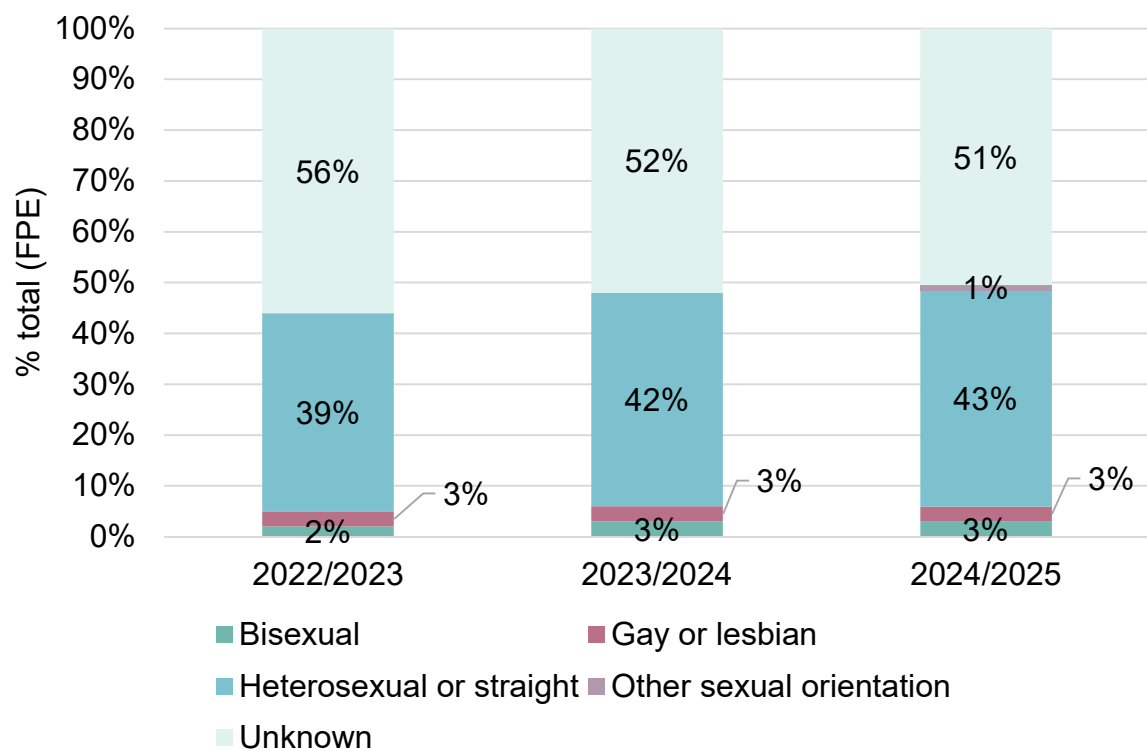


Figure 15: Professional services by sexual orientation



3. Staff recruitment

Summary

- In the calendar year 2025, there were 41,785 applicants, of which 14,190 were academic, and 29,035 were professional services.
- In academic roles, 800 applicants were shortlisted for interviews, and of those, 180 were appointed.
- In professional services roles, 2,115 candidates were shortlisted for interviews, and of those, 485 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

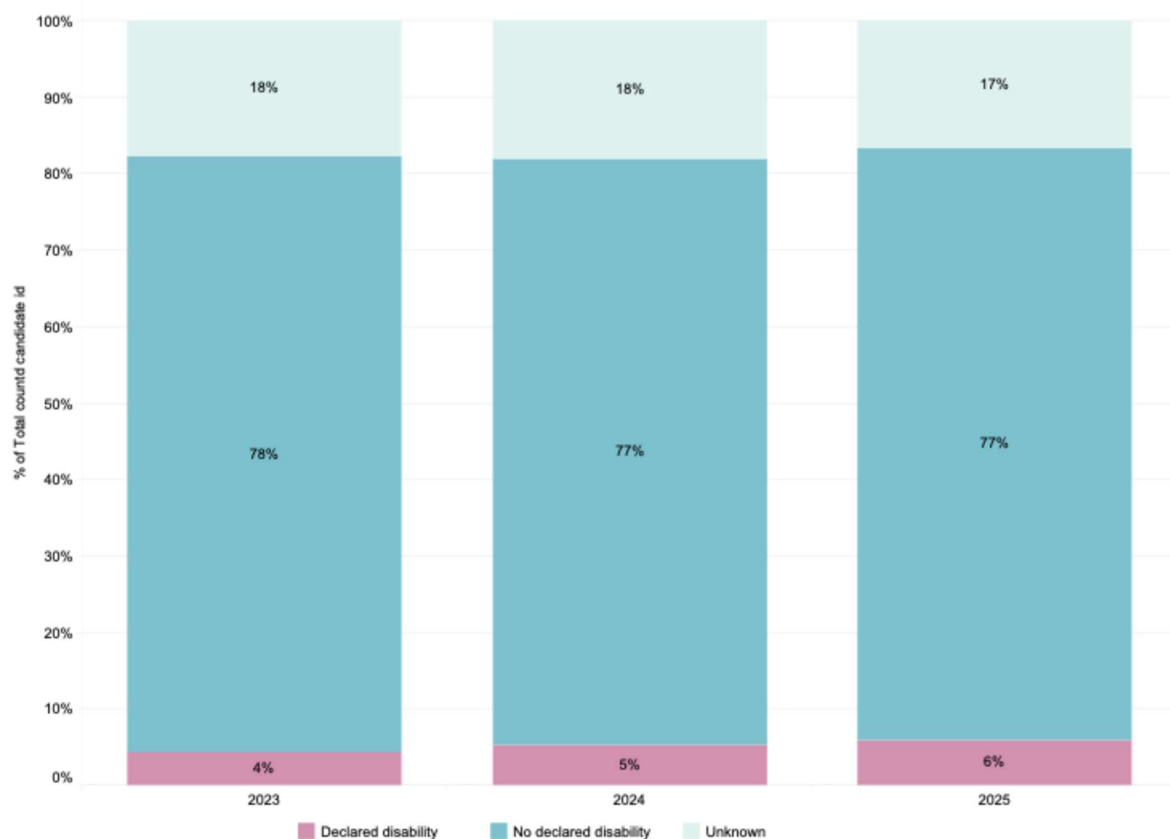
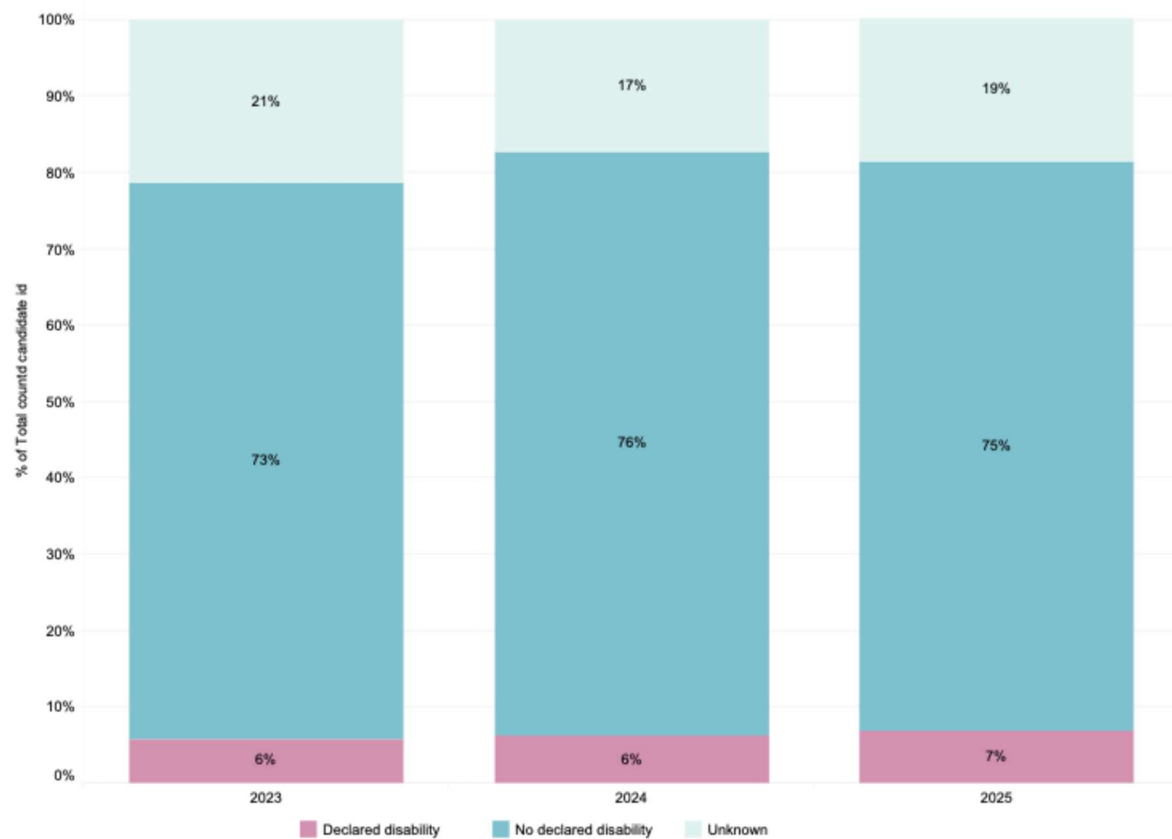


Figure 17: Professional services job applicants by disability



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 6% in 2023 to 10% in 2025.

The proportion of professional services applicants shortlisted with a declared disability increased yearly from 8% in 2023 to 12% in 2025.

Figure 18: Academic shortlisted applicants by disability

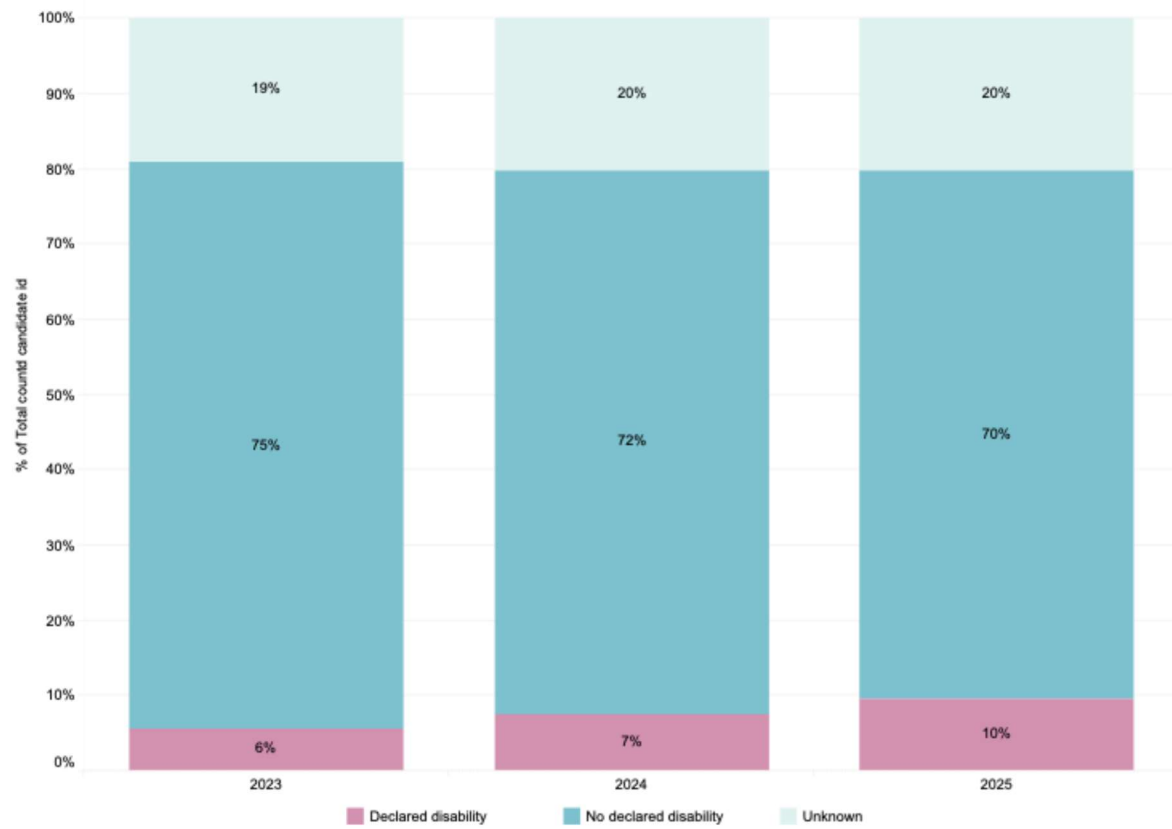
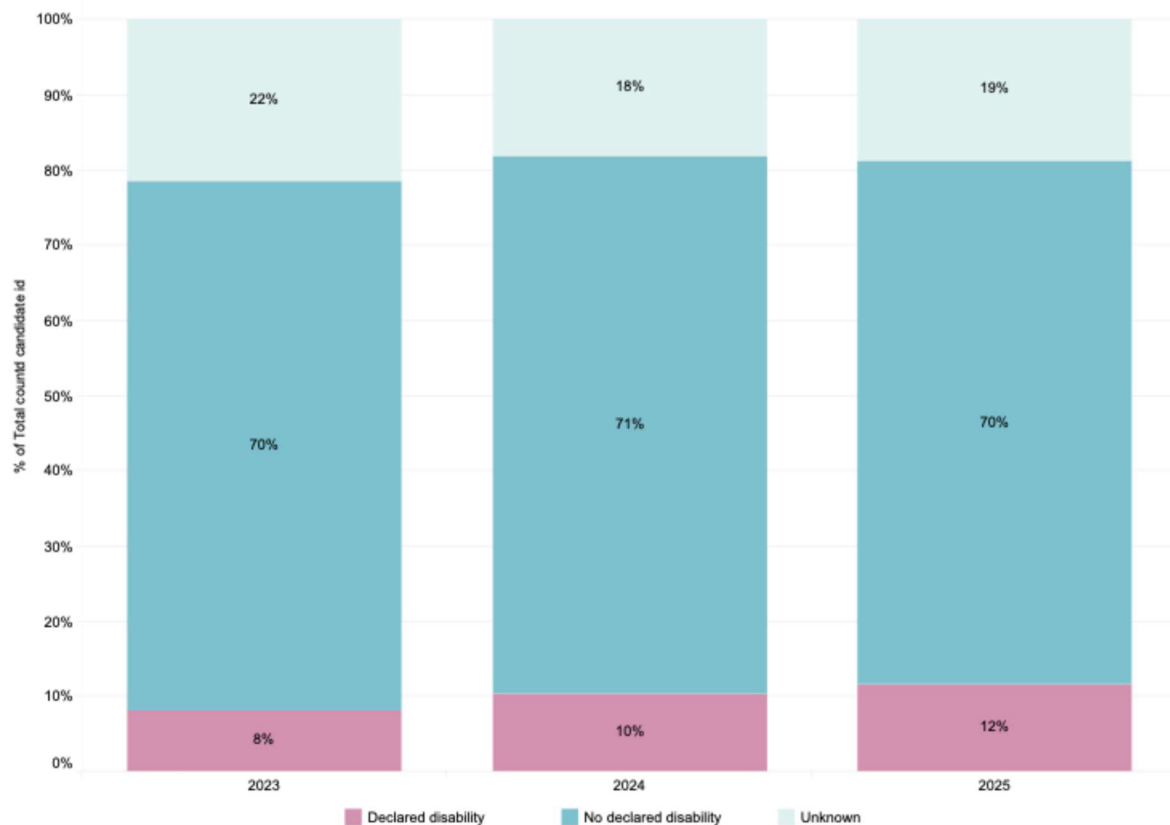


Figure 19: Professional services shortlisted applicants by disability



Appointed

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

The proportion of academic and professional services applicants who were appointed with a declared disability has remained similar across 2023 and 2025.

Figure 20: Academic applicants who were appointed by disability

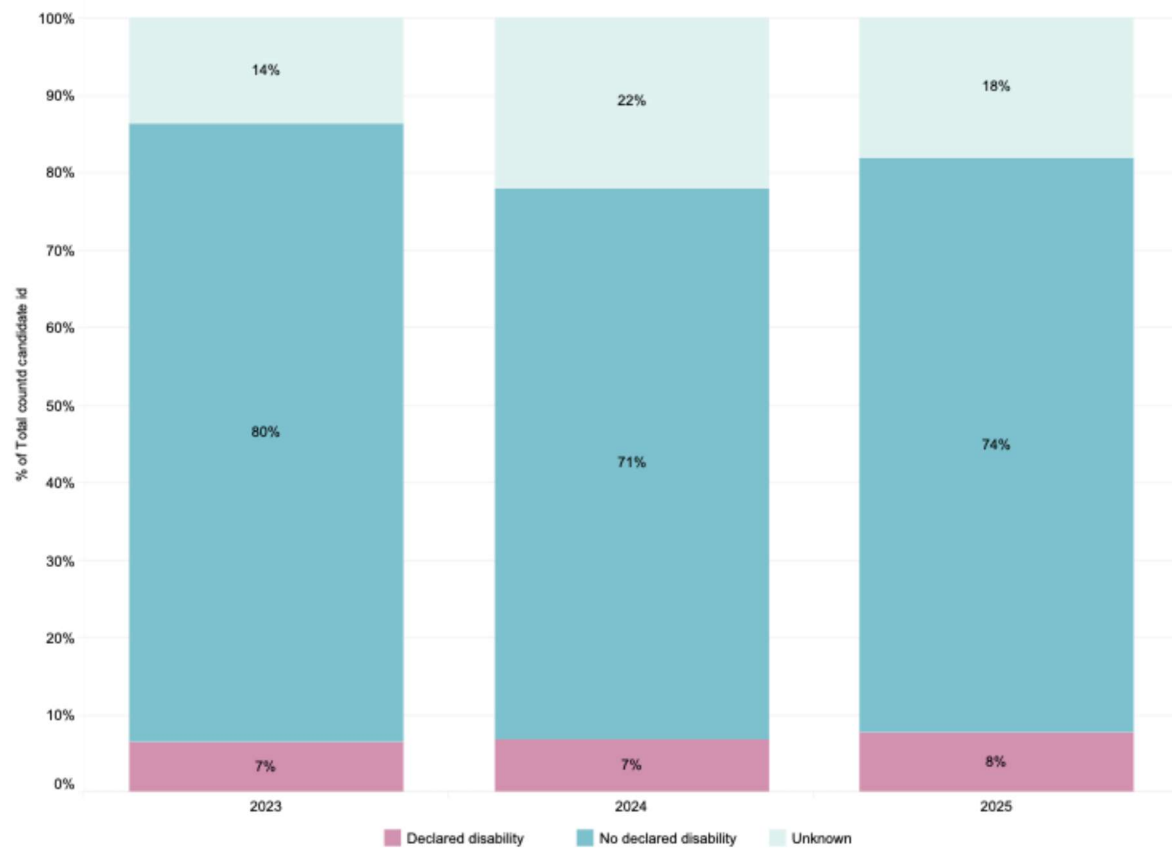
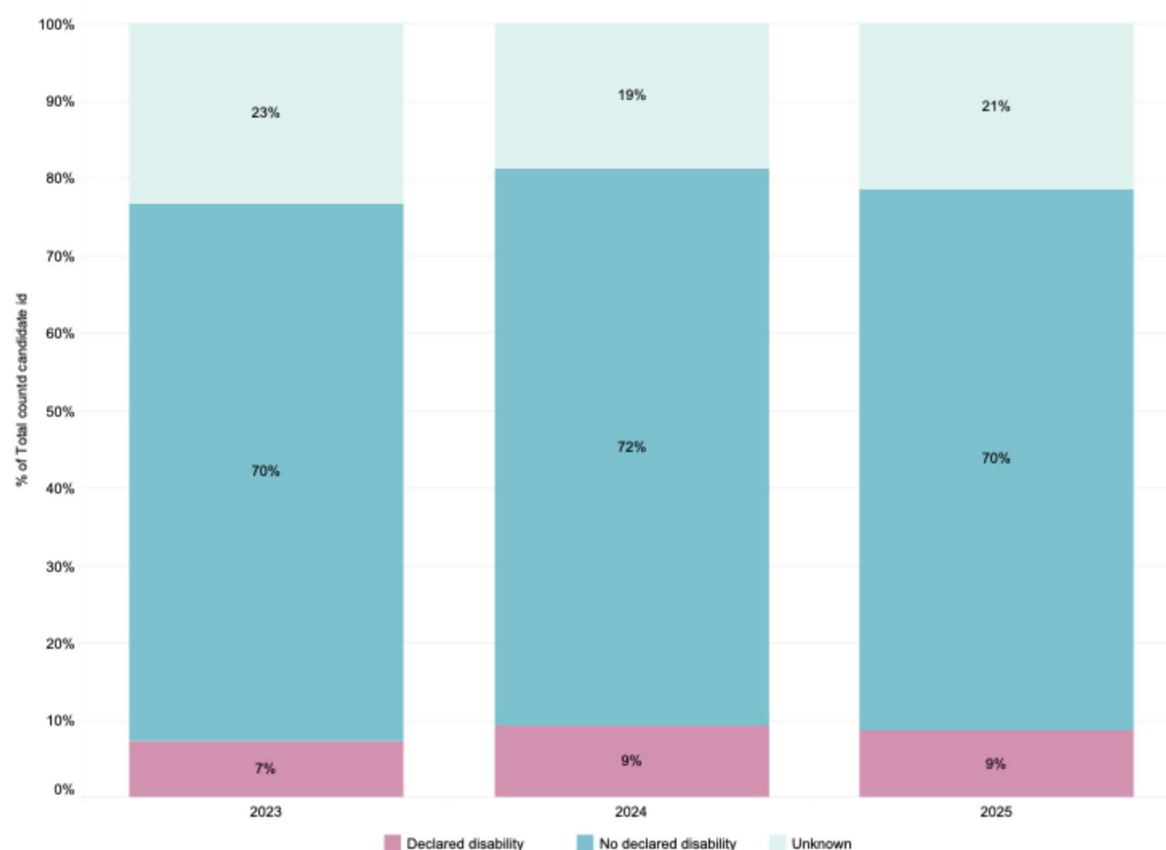


Figure 21: Professional services applicants who were appointed by disability



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 2025. Among these applicants, the majority identify as being from an Asian ethnic background.

The number of professional services applicants from ethnic minority backgrounds has remained similar across 2023 and 2025. Among these applicants, the majority identify as being from an Asian ethnic background.

Figure 22: Academic applicants by ethnicity

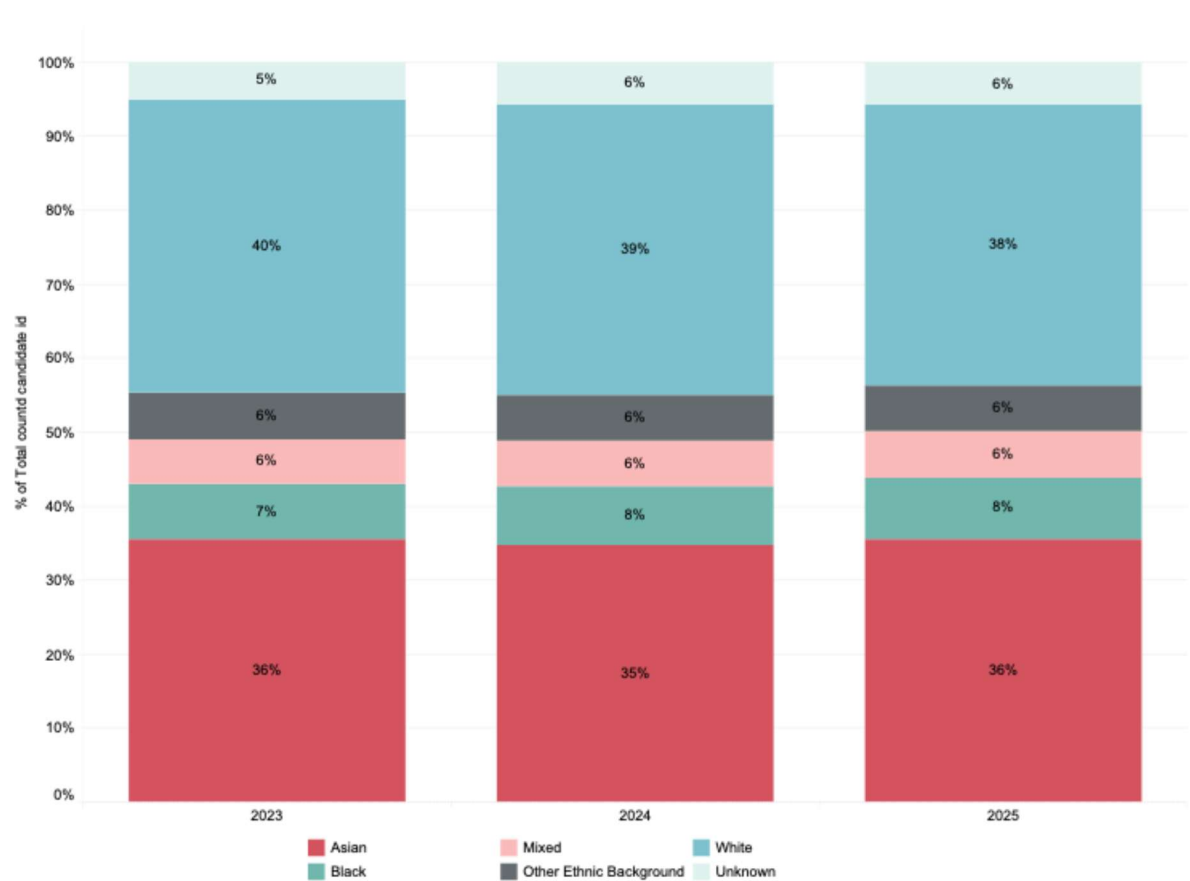
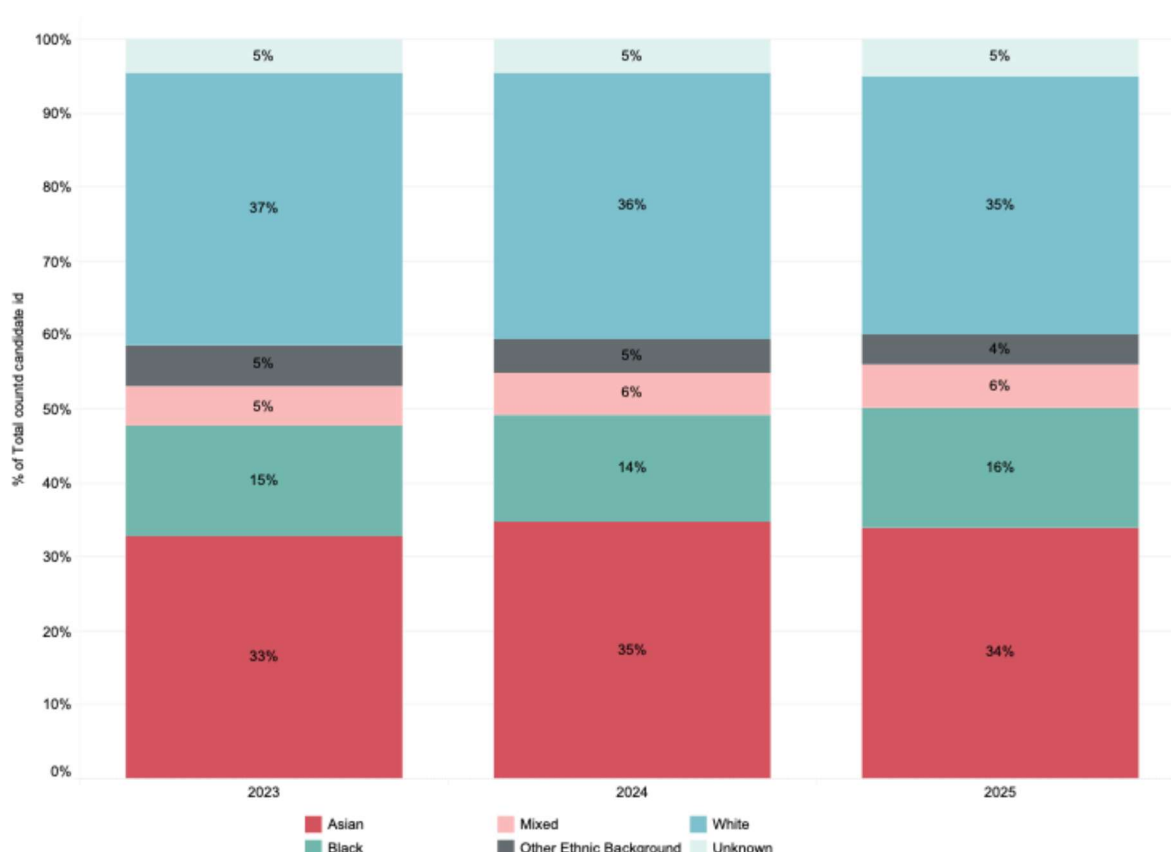


Figure 23: Professional services applicants by ethnicity



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 fluctuated throughout 2023 to 2025.

The proportion of professional applicants from ethnic minority backgrounds who were shortlisted for interviews has remained consistent from 2023 to 2025. The proportion of Black applicants has decreased slightly each year, from 14% in 2023 to 11% in 2025.

Figure 24: Academic applicants shortlisted for interview by ethnicity

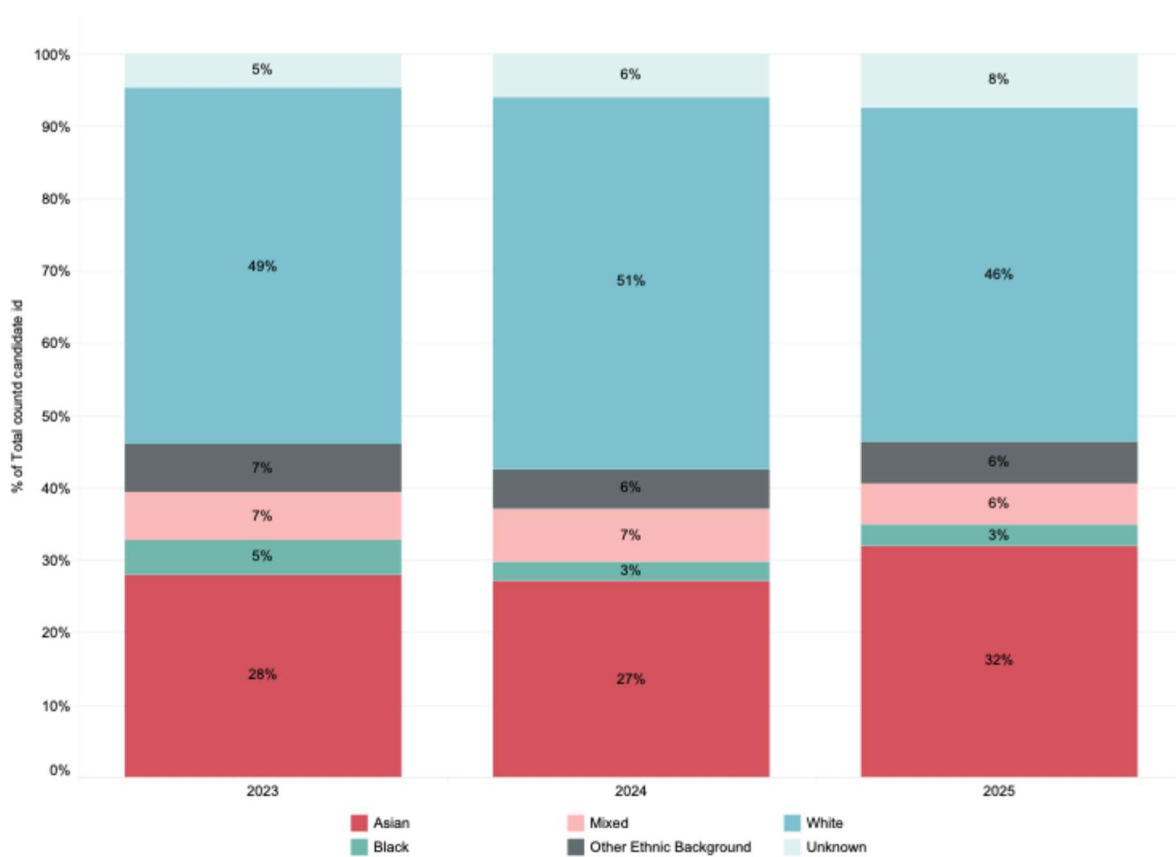
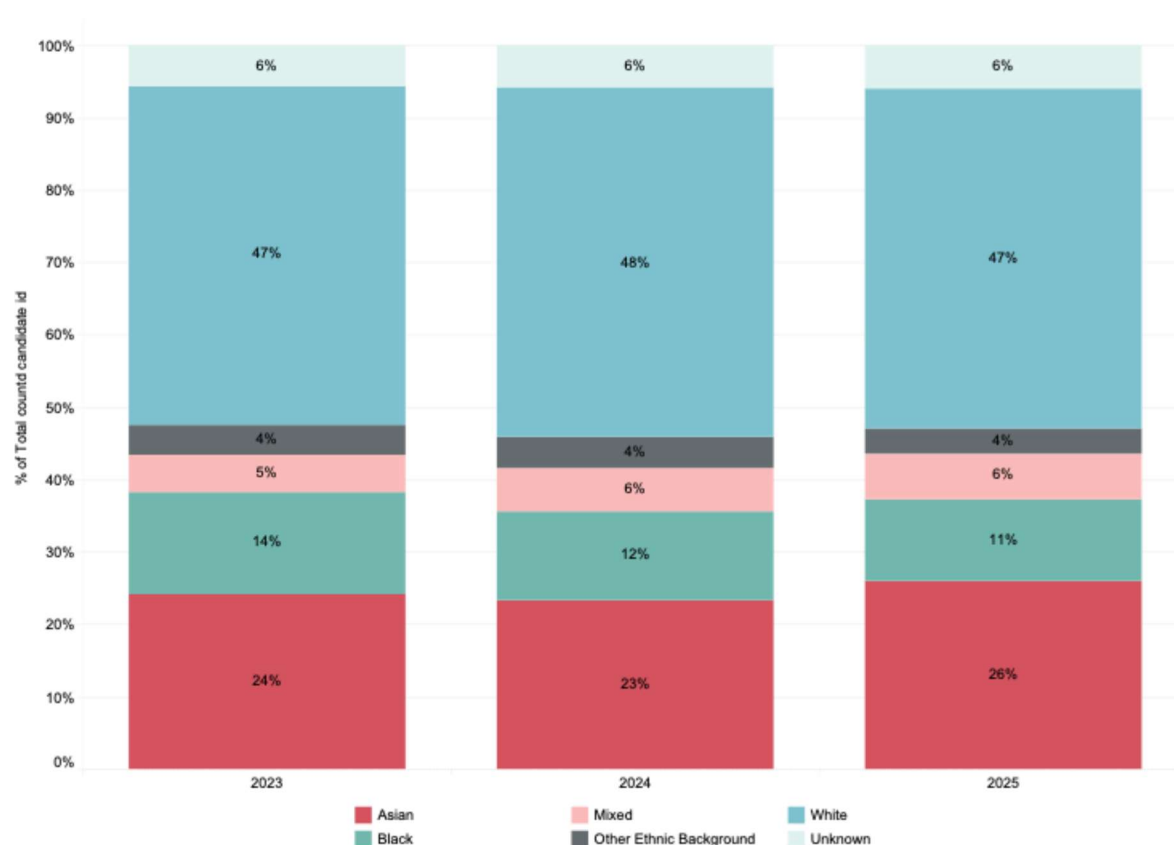


Figure 25: Professional services applicants shortlisted for interview by ethnicity



Appointed

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

The proportion of academic applicants from an ethnic minority background who were appointed increased from 38% in 2024 to 43% in 2025. The majority were from an Asian ethnic background. In 2025, no Black academic applicants were appointed.

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

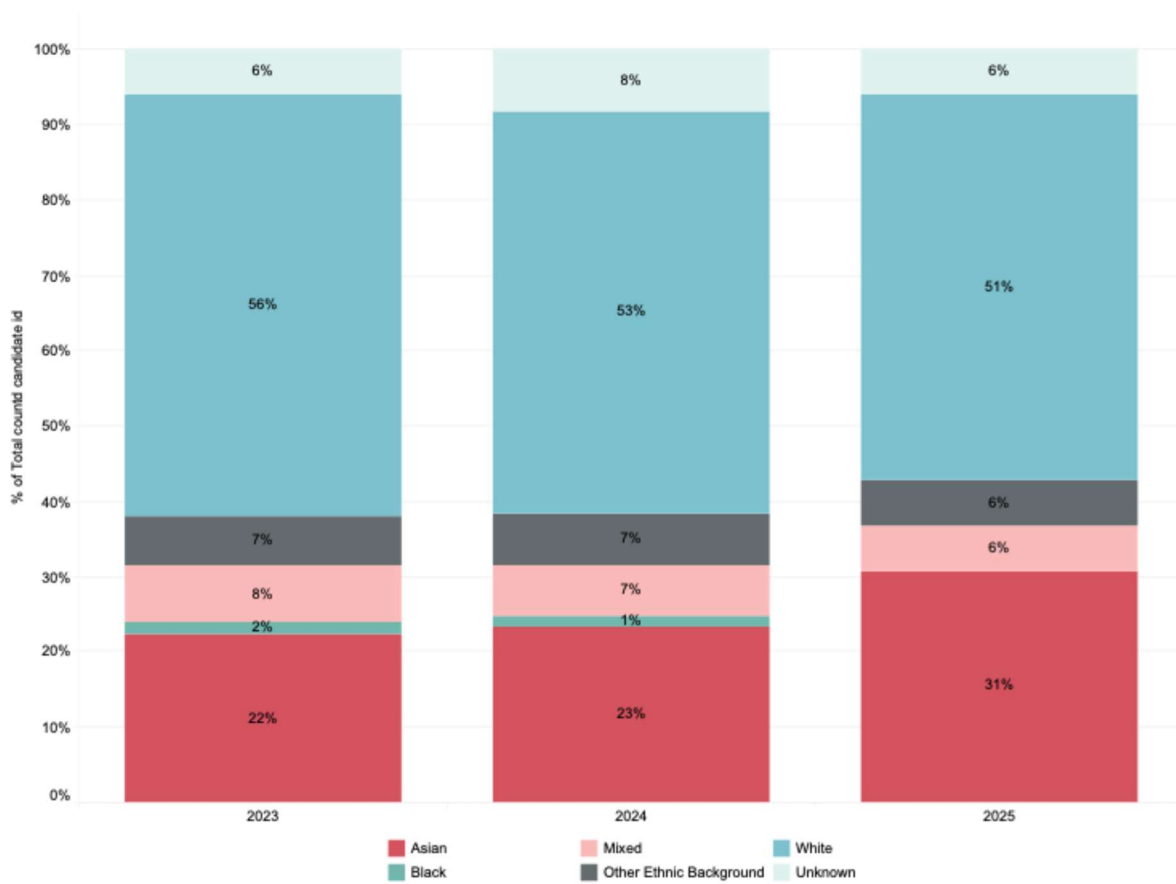
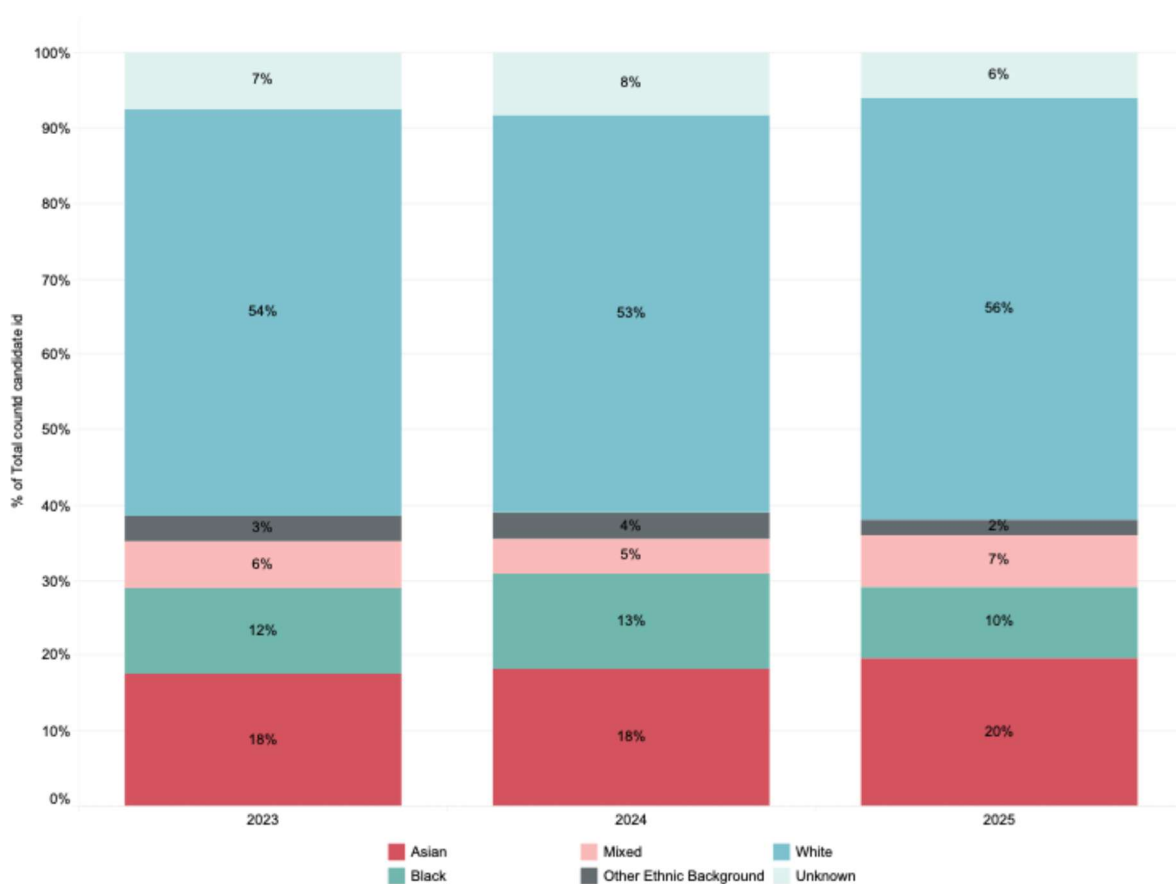


Figure 27: Appointed professional services applicants by ethnicity



Sex

Applicants

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

The proportion of female academic job applicants increased slightly from 43% in 2024 to 47% in 2025.

The proportion of female professional services job applicants remains at a similar proportion from 2023 to 2025.

Figure 28: Academic applicants by sex

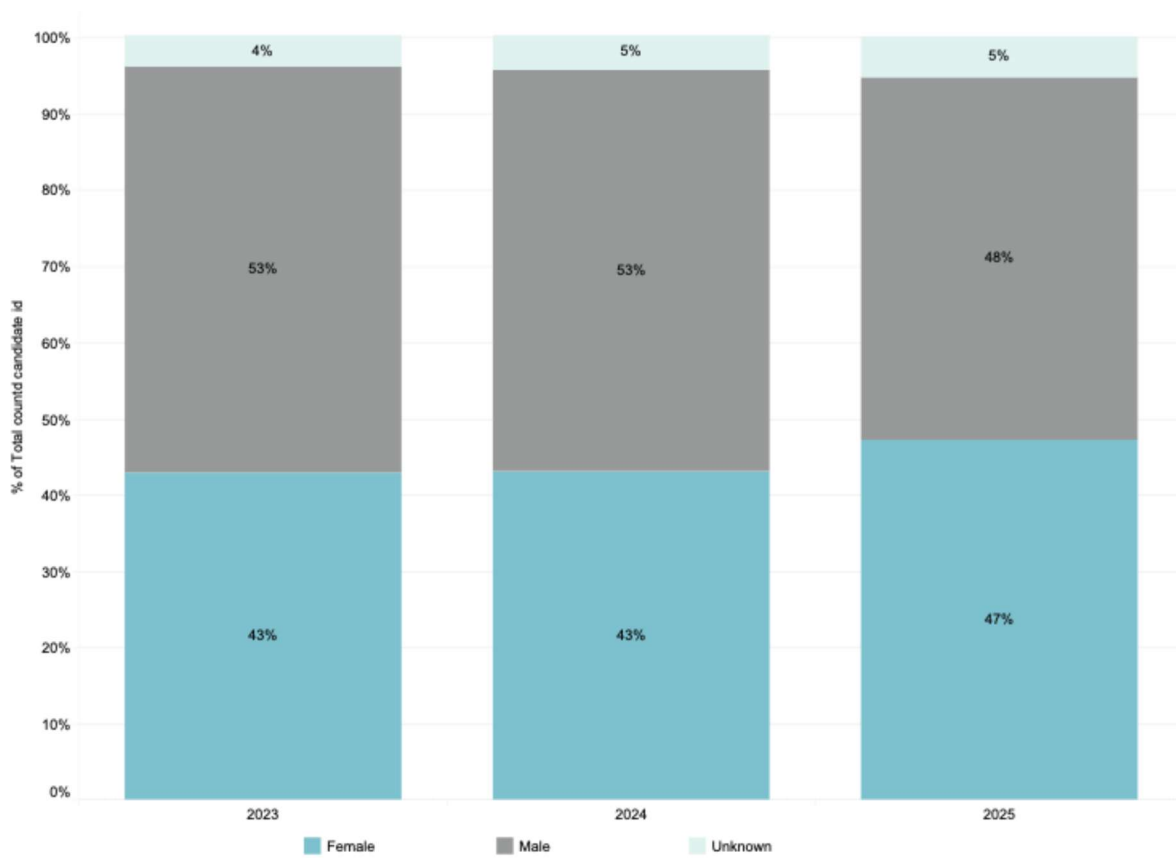
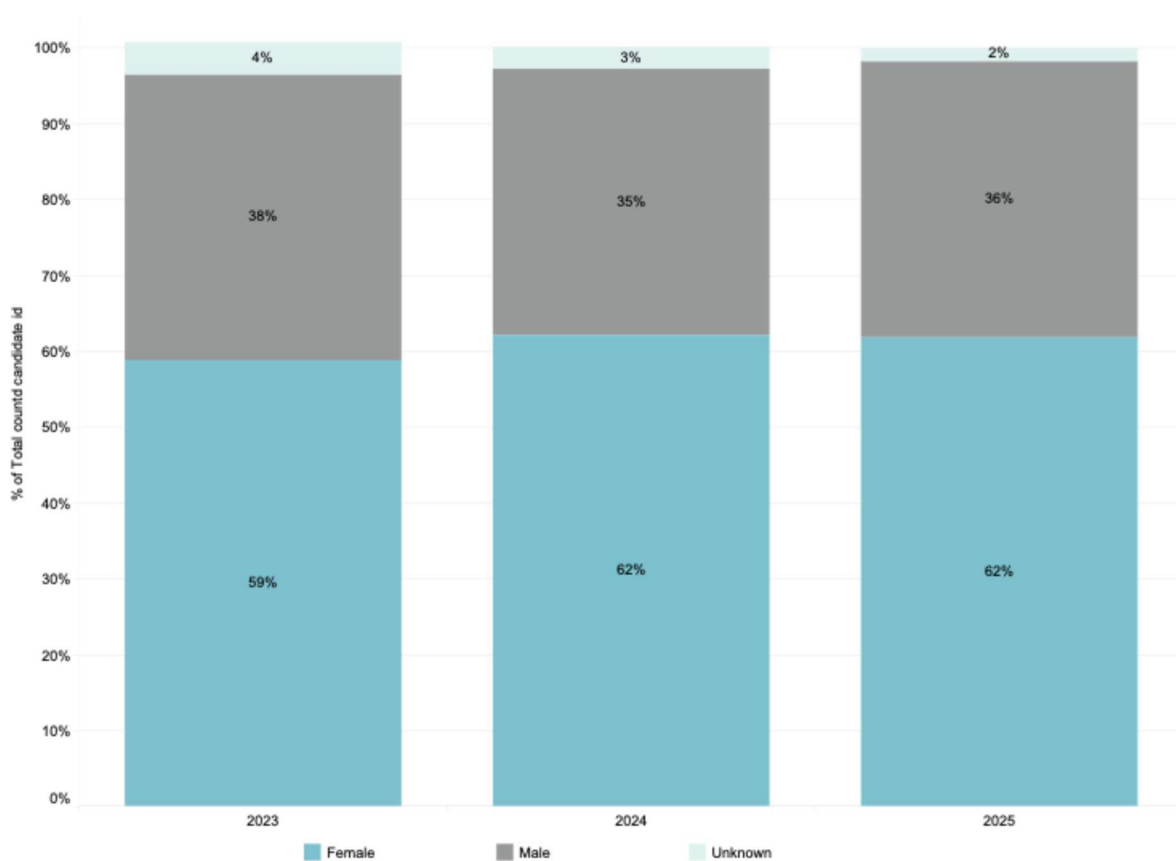


Figure 29: Professional services applicants by sex



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 female academic applicants fluctuated throughout 2023 to 2025.

The proportion of female professional services applicants increased slightly annually from 60% in 2023 to 63% in 2025.

Figure 30: Academic applicants shortlisted for interviews by sex

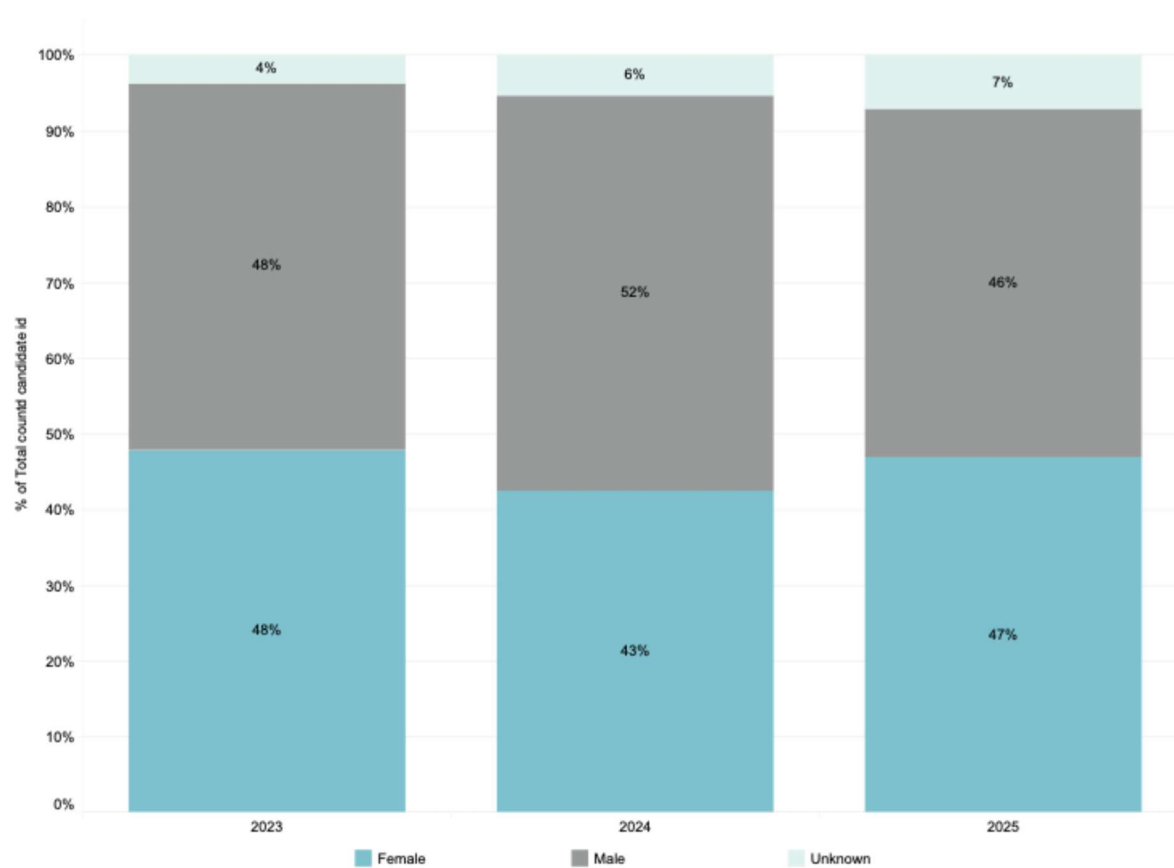
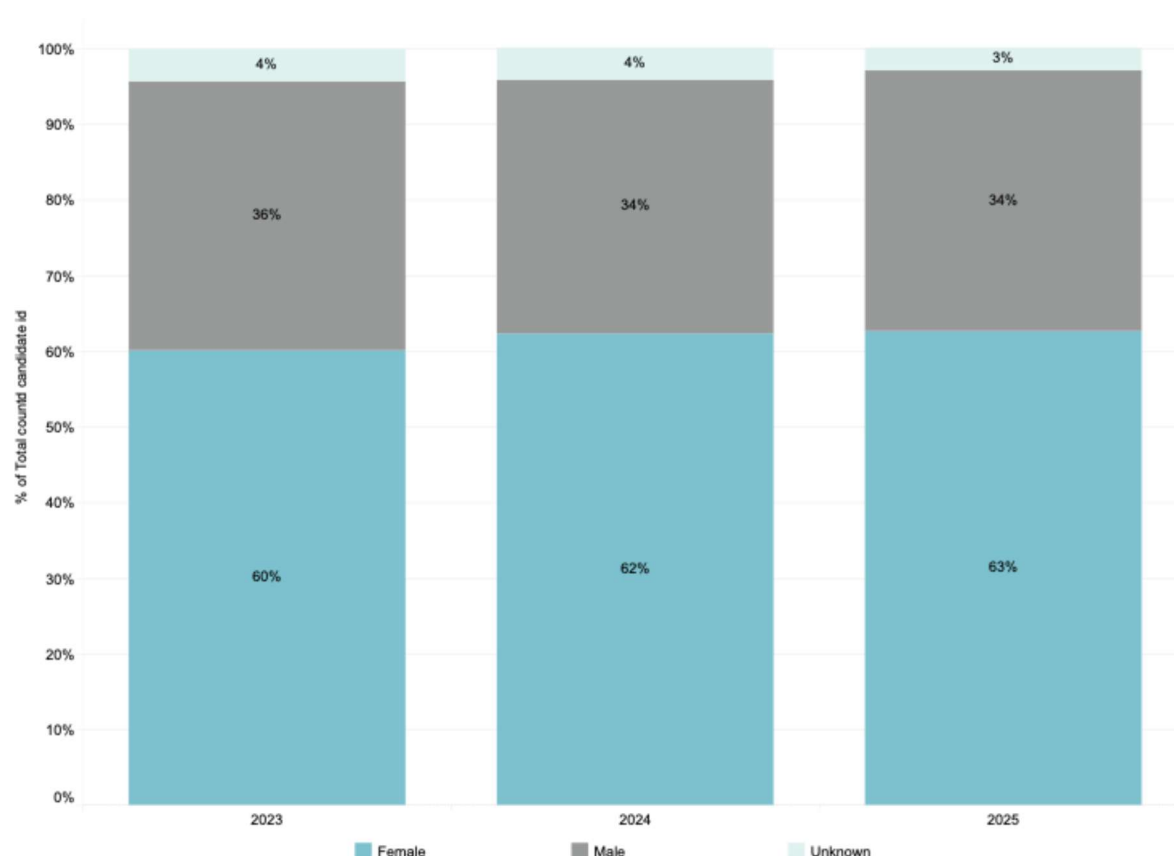


Figure 31: Professional Services applicants shortlisted for interviews by sex



Appointed

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

The proportion of female academic job applicants who were appointed fluctuated throughout 2023 to 2025.

The proportion of female professional services job applicants who were appointed remains constant across the three years.

Figure 32: Appointed academic applicants by sex

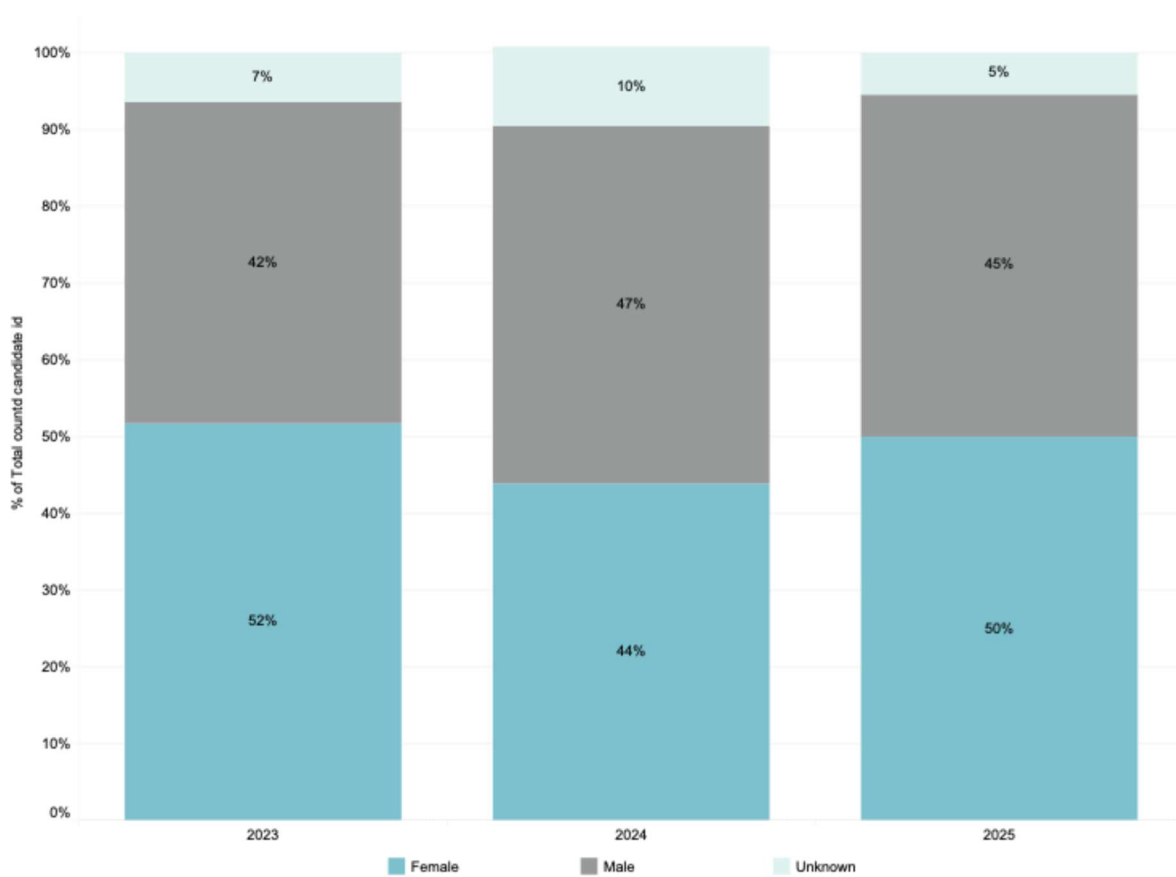
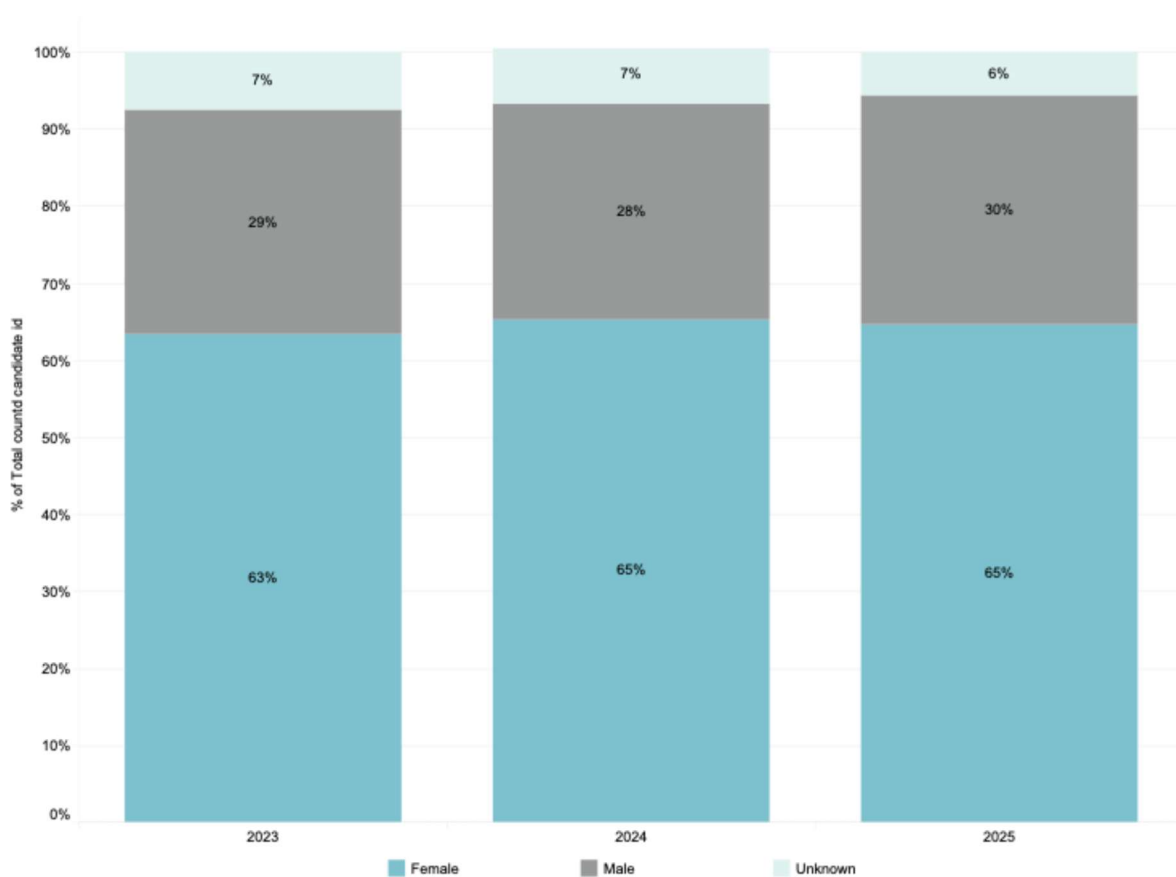


Figure 33: Professional services appointed applicants by sex

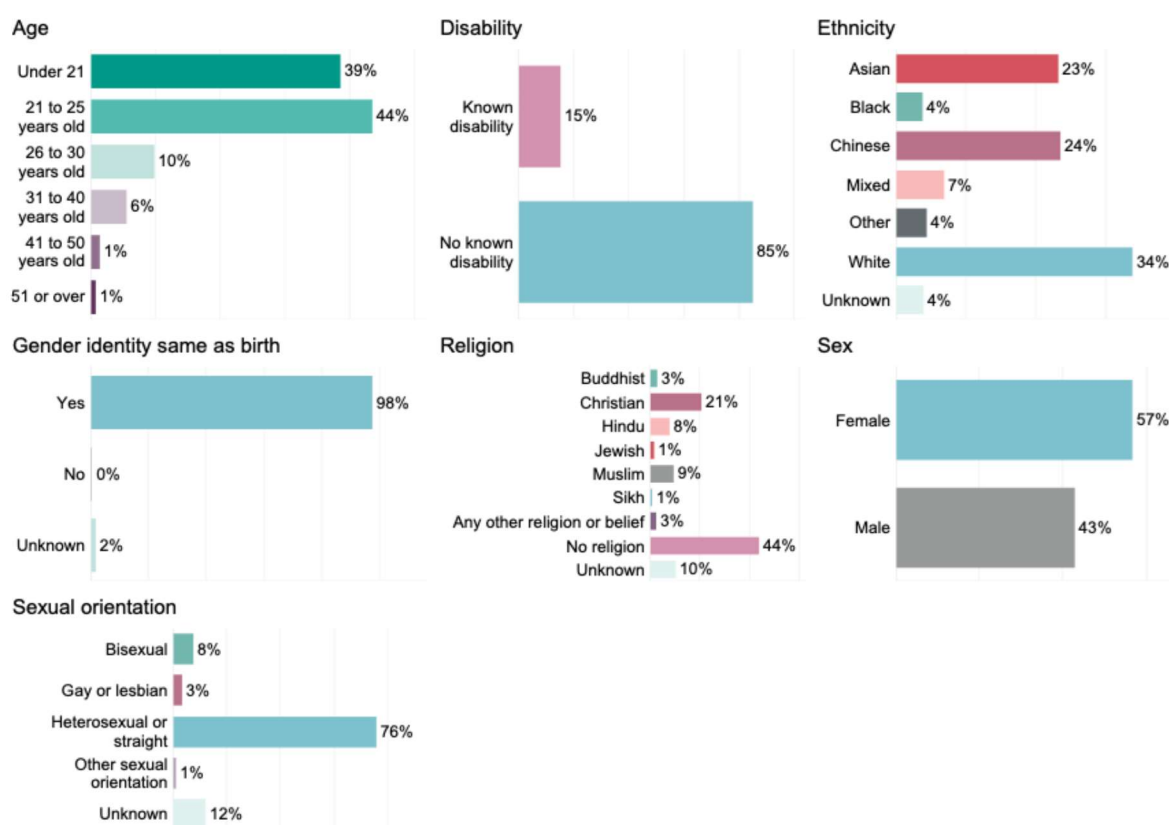


4. Student data

Summary

- In 2024/25, there were 12,950 students, of which 5,785 were undergraduate students, 6,620 were postgraduate taught students, and 540 were postgraduate research students
- The two ages with the highest proportion of students are under 21 (39%) and 21 to 25 (44%)
- 15% of students have a declared disability
- 57% of students are from an ethnic minority background, of which the majority are from an Asian ethnic background and Chinese ethnic background
- 98% of students have disclosed whether their gender identity is the same as birth
- 90% of students have disclosed their religion
- 88% of students have disclosed their sexual orientation

Figure 34: 2024/25 student characteristics



Age

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research by age.

The proportion of undergraduate and postgraduate taught students in each age range has remained similar from 2022/23 to 2024/25. The proportion of postgraduate research students aged 26 to 30 decreased to 49% in 2024/25, down from 55% in 2023/24.

Figure 35: Undergraduate students by age

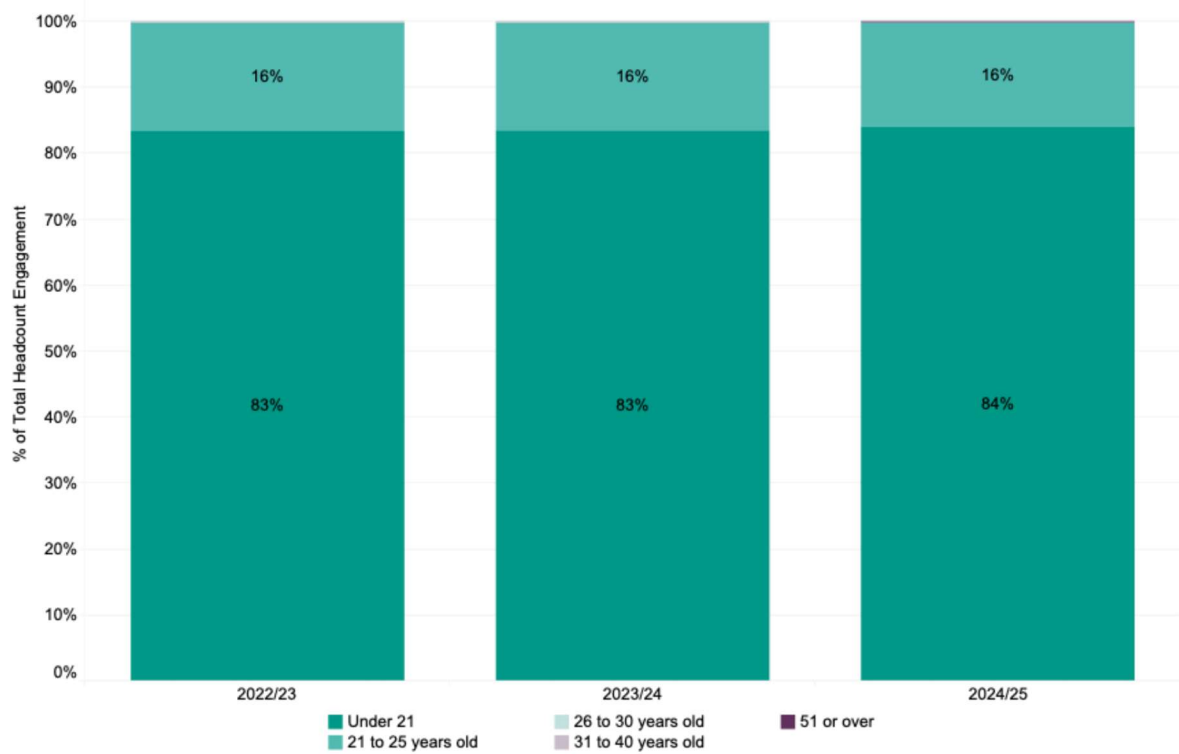


Figure 36: Postgraduate Taught students by age

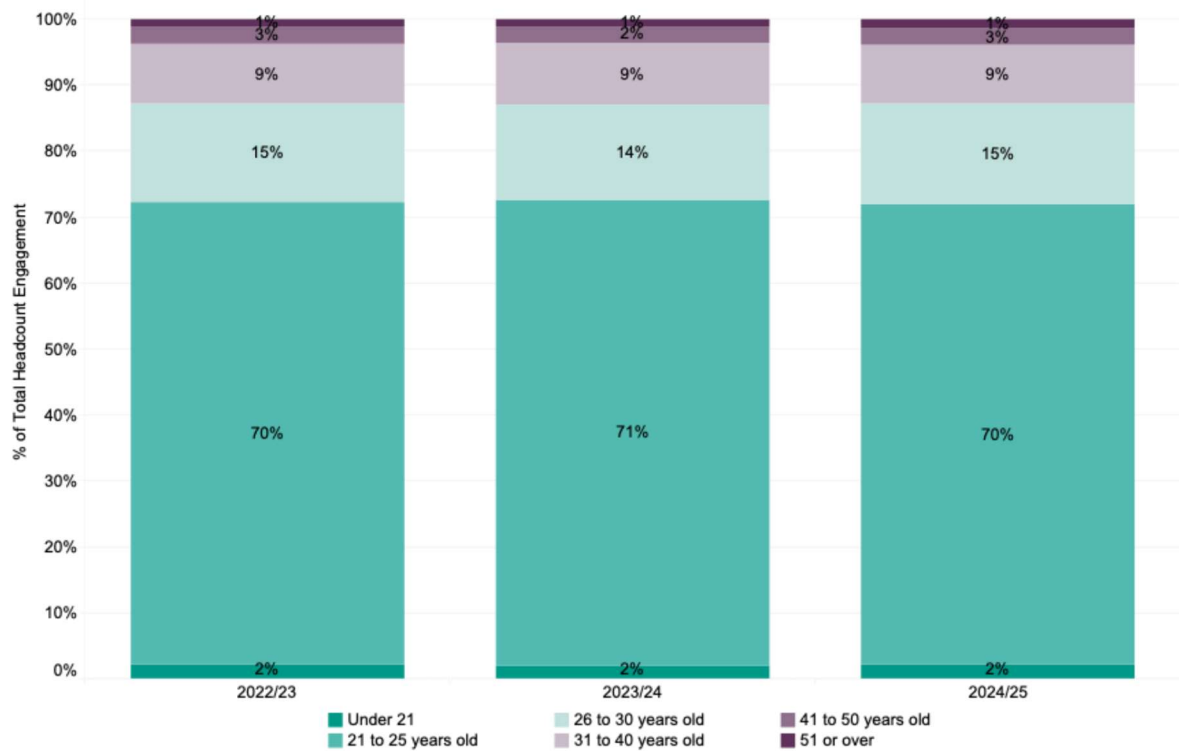
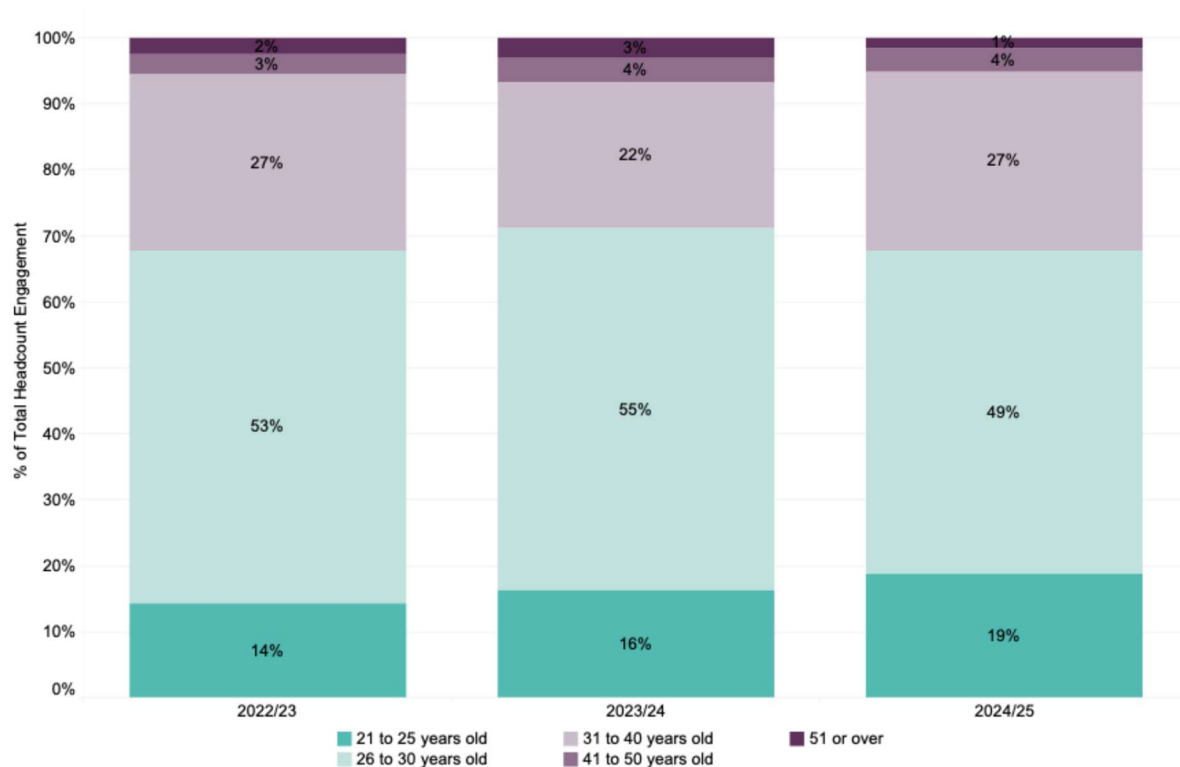


Figure 37: Postgraduate Research students by age



Disability

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research students by disability.

The proportion of undergraduate and postgraduate taught students with a declared disability remains similar from 2022/23 to 2024/25. The proportion of postgraduate research students had a slight increase across the three years from 16% in 2022/23 to 20% in 2024/25.

Figure 38: Undergraduate students by disability

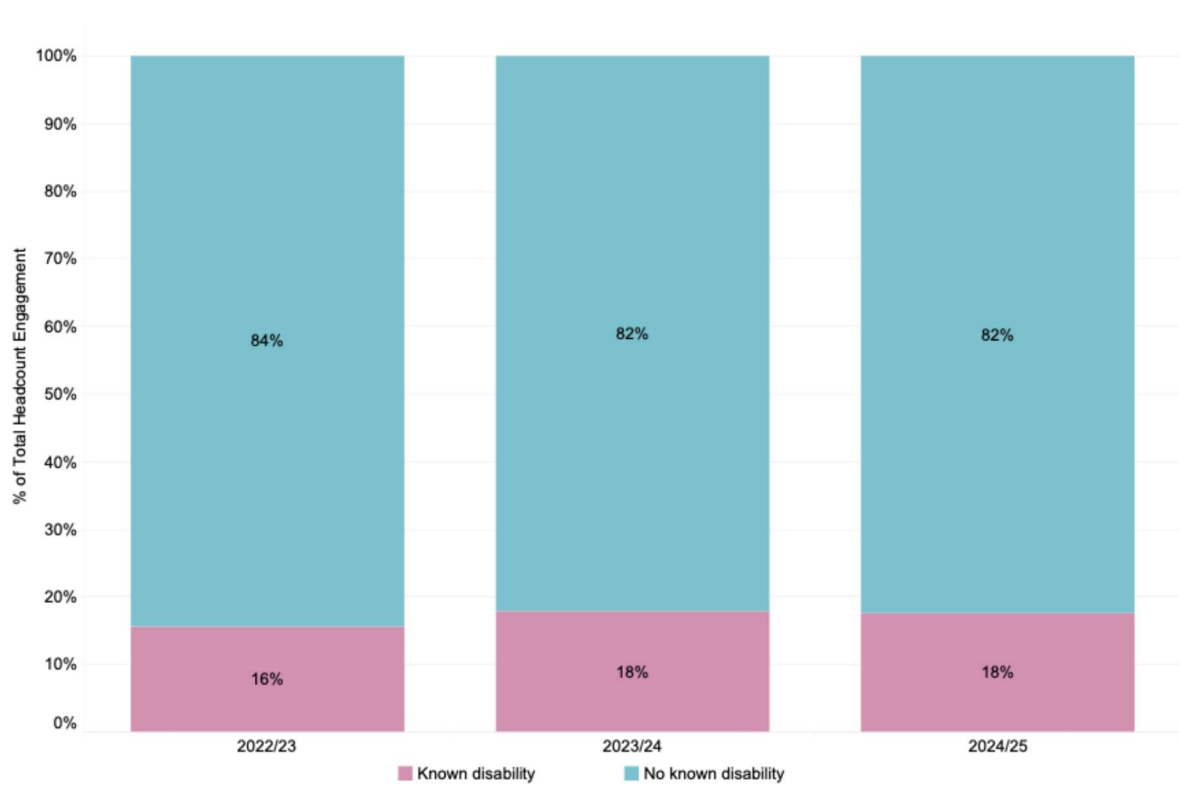


Figure 39: Postgraduate Taught students by disability

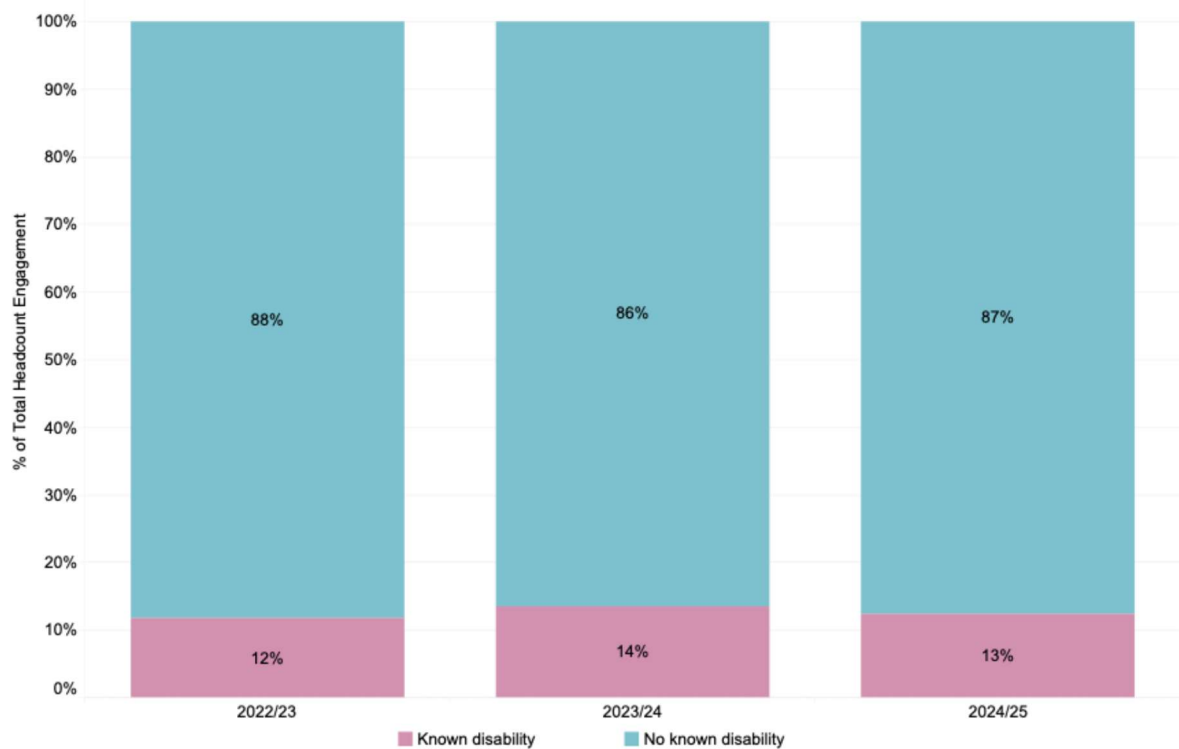
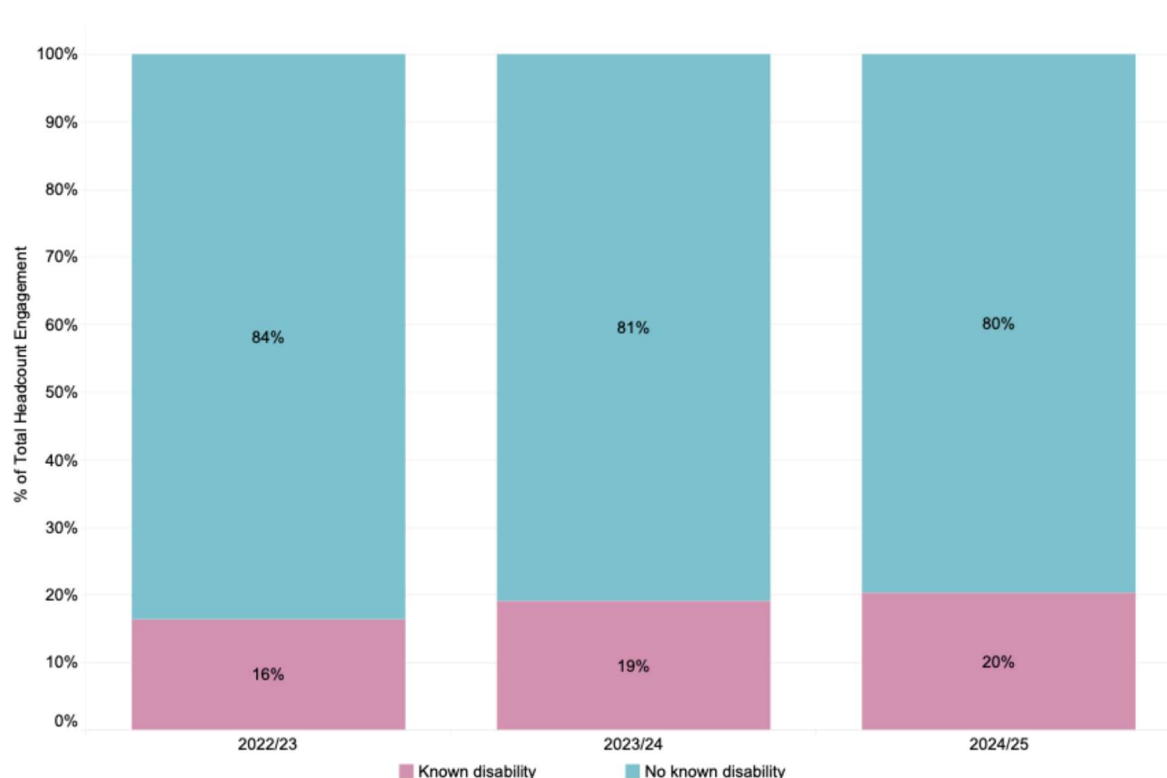


Figure 40: Postgraduate Research students by disability



Ethnicity

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research students by ethnicity.

The proportion of undergraduate students who did not disclose their ethnicity has decreased year on year from 17% in 2022/23 to 4% in 2024/25. The proportion of undergraduate students from a Chinese ethnic background increased year on year from 18% in 2022/23 to 25% in 2024/25.

The proportion of postgraduate taught students across the different ethnic backgrounds remains constant across the three years.

The proportion of postgraduate research students who did not disclose their ethnicity has increased from 4% in 2022/23 to 8% in 2024/25. The proportion of postgraduate research students from a White ethnic background decreased yearly from 50% in 2022/23 to 45% in 2024/25.

Figure 41: Undergraduate students by ethnicity

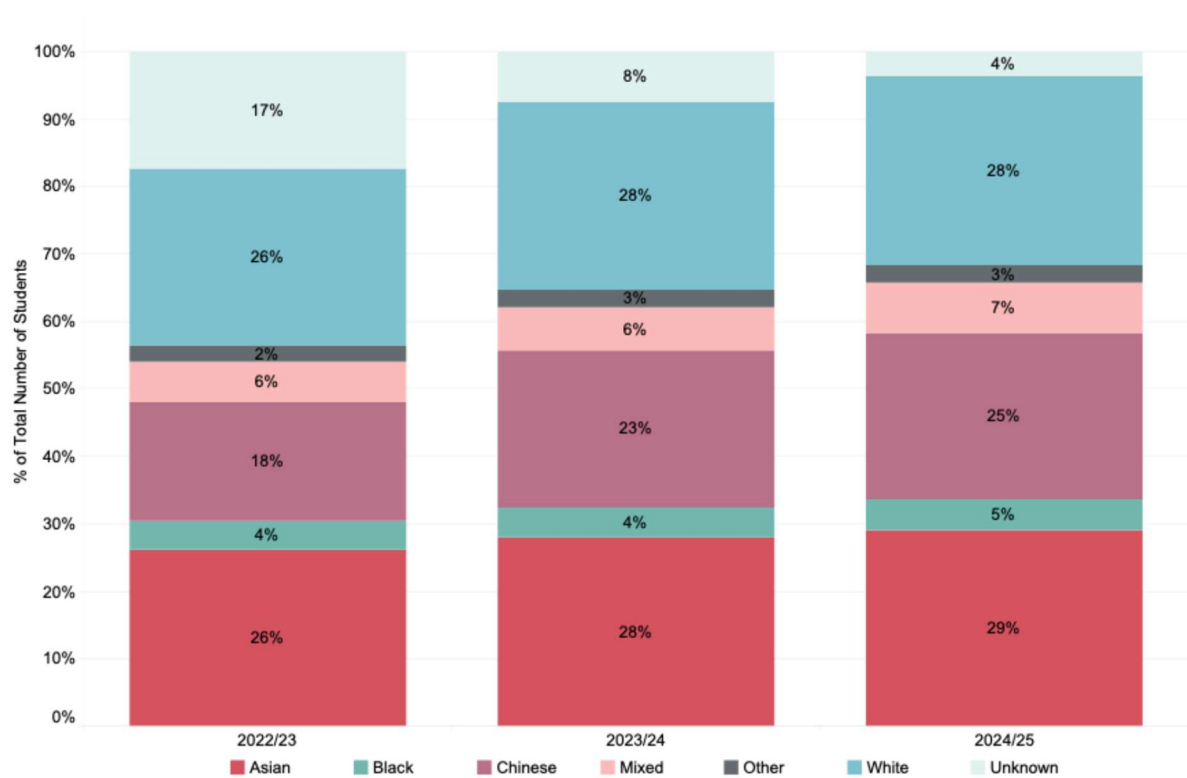


Figure 42: Postgraduate Taught students by ethnicity

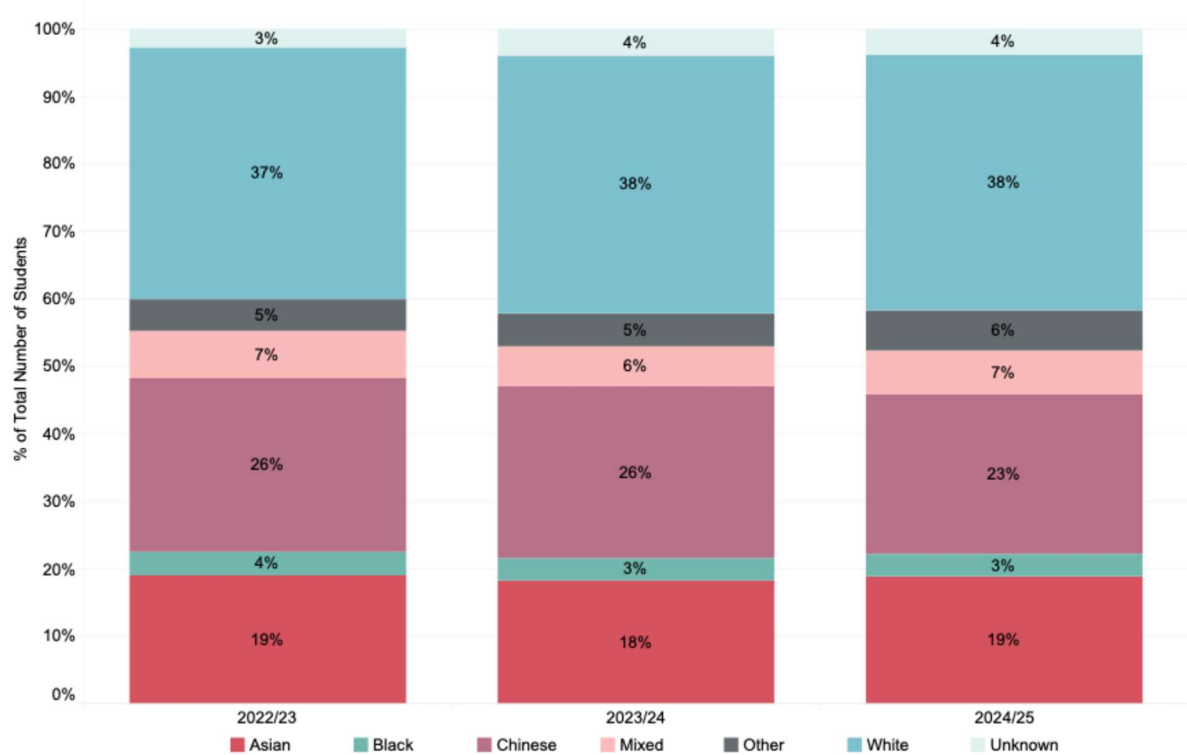
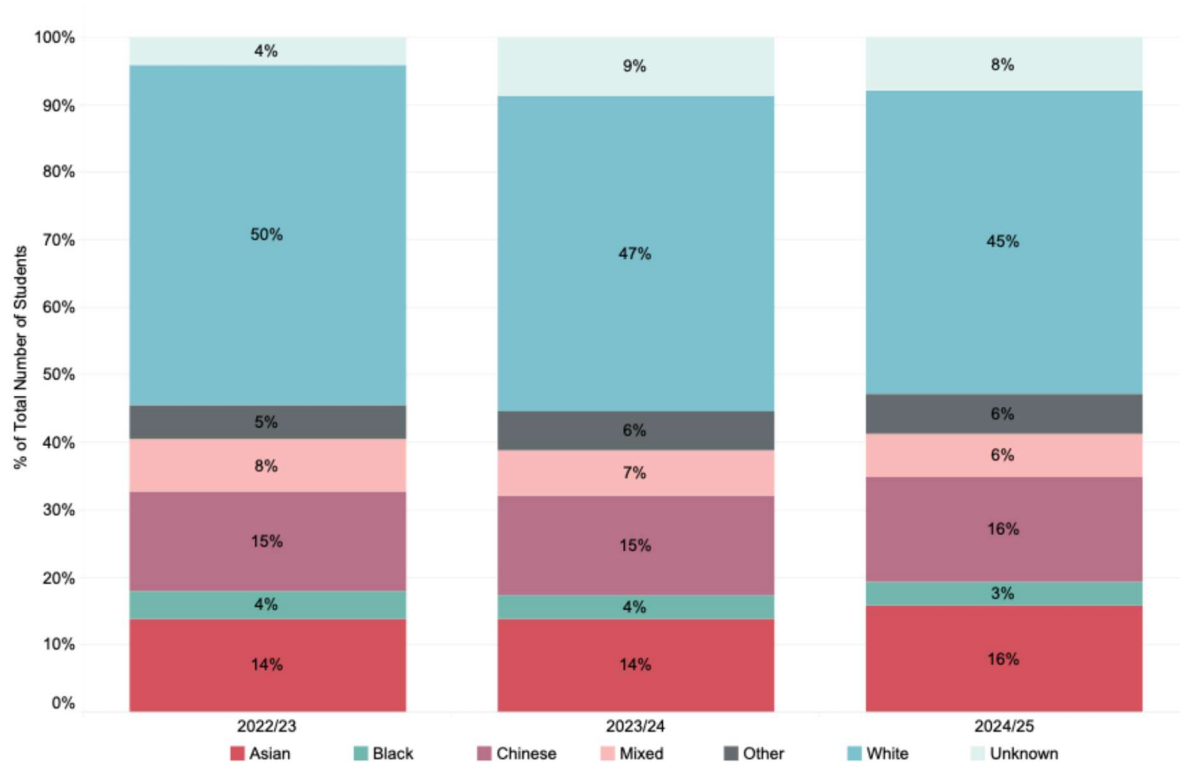


Figure 43: Postgraduate Research students by ethnicity



Gender identity same as birth

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research students by whether their gender identity is the same as their birth.

The proportion of undergraduate and postgraduate research students who disclosed whether their gender identity is the same as at birth remains similar from 2022/23 to 2024/25.

The proportion of postgraduate taught students who did not disclose their gender identity fell from 12% in 2023/24 to 2% in 2024/25.

Figure 44: Undergraduate students by gender identity same as birth

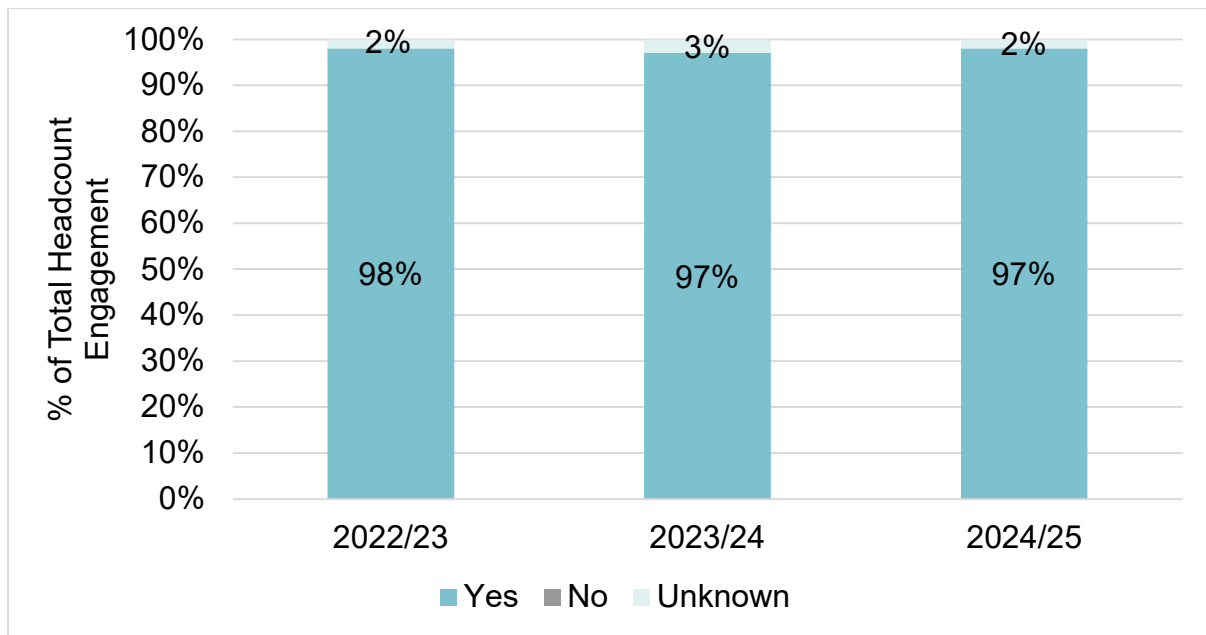


Figure 45: Postgraduate Taught students by gender identity same as birth

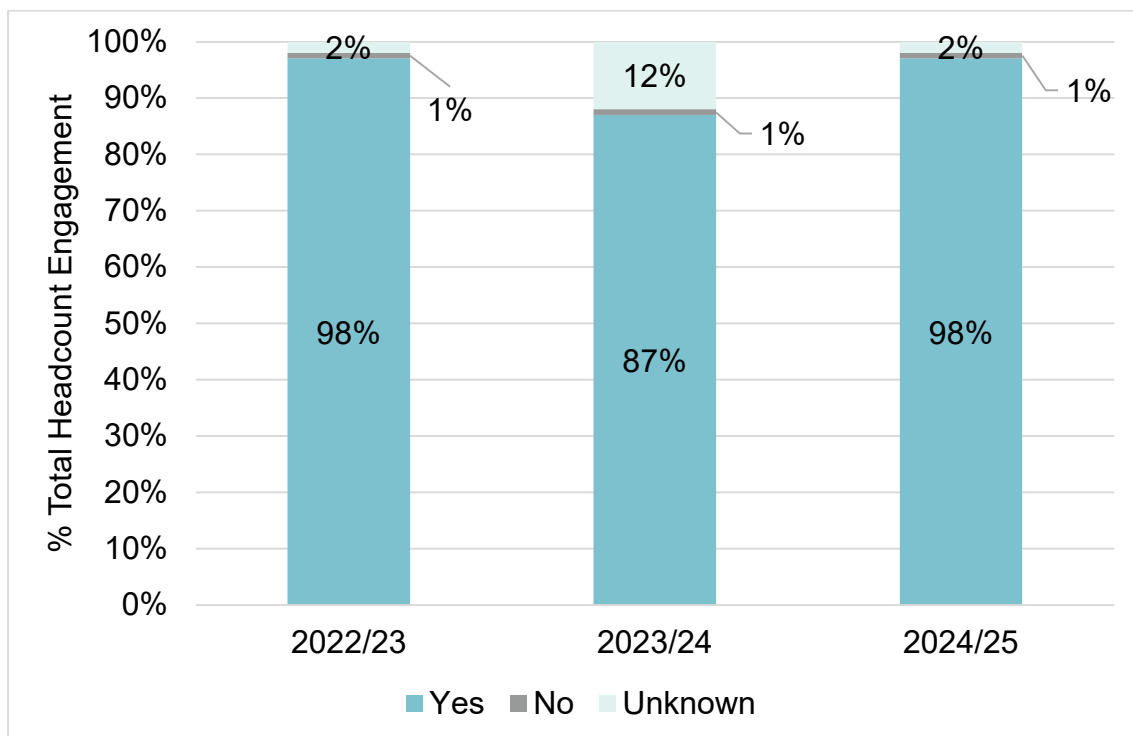
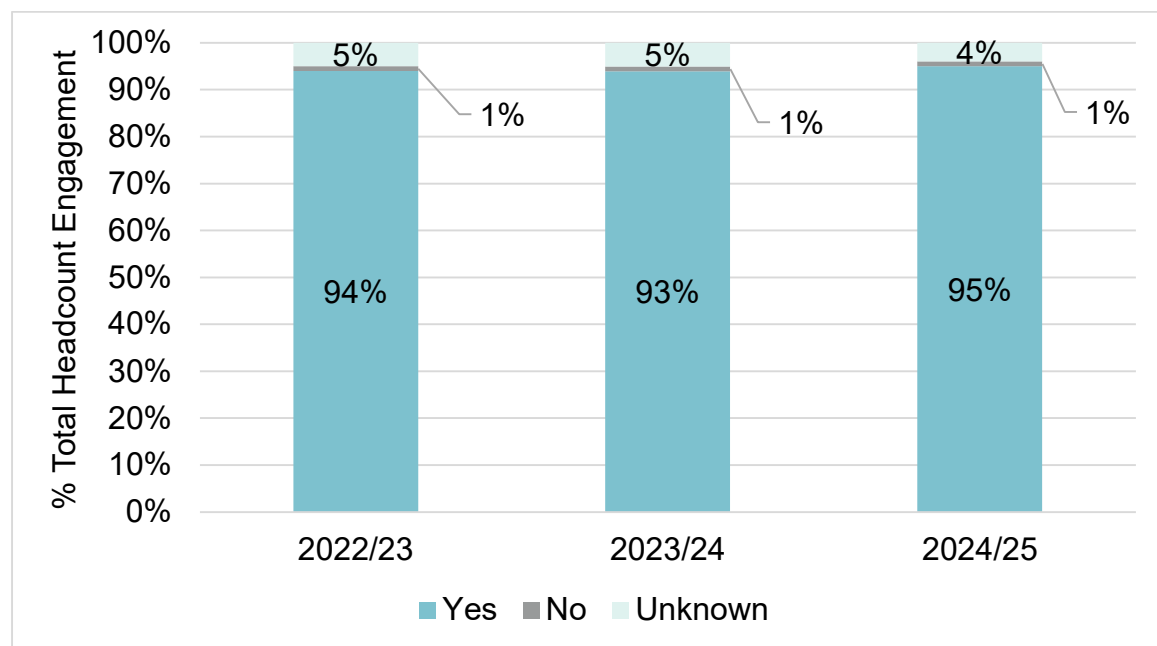


Figure 46: Postgraduate Research students by gender identity same as birth



Religion

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research students by religion.

The proportion of undergraduate and postgraduate research students remains steady across all religions from 2022/23 to 2024/25. The proportion of postgraduate taught students who did not disclose their religion dropped from 21% in 2023/24 to 10% in 2024/25.

Figure 47: Undergraduate students by religion

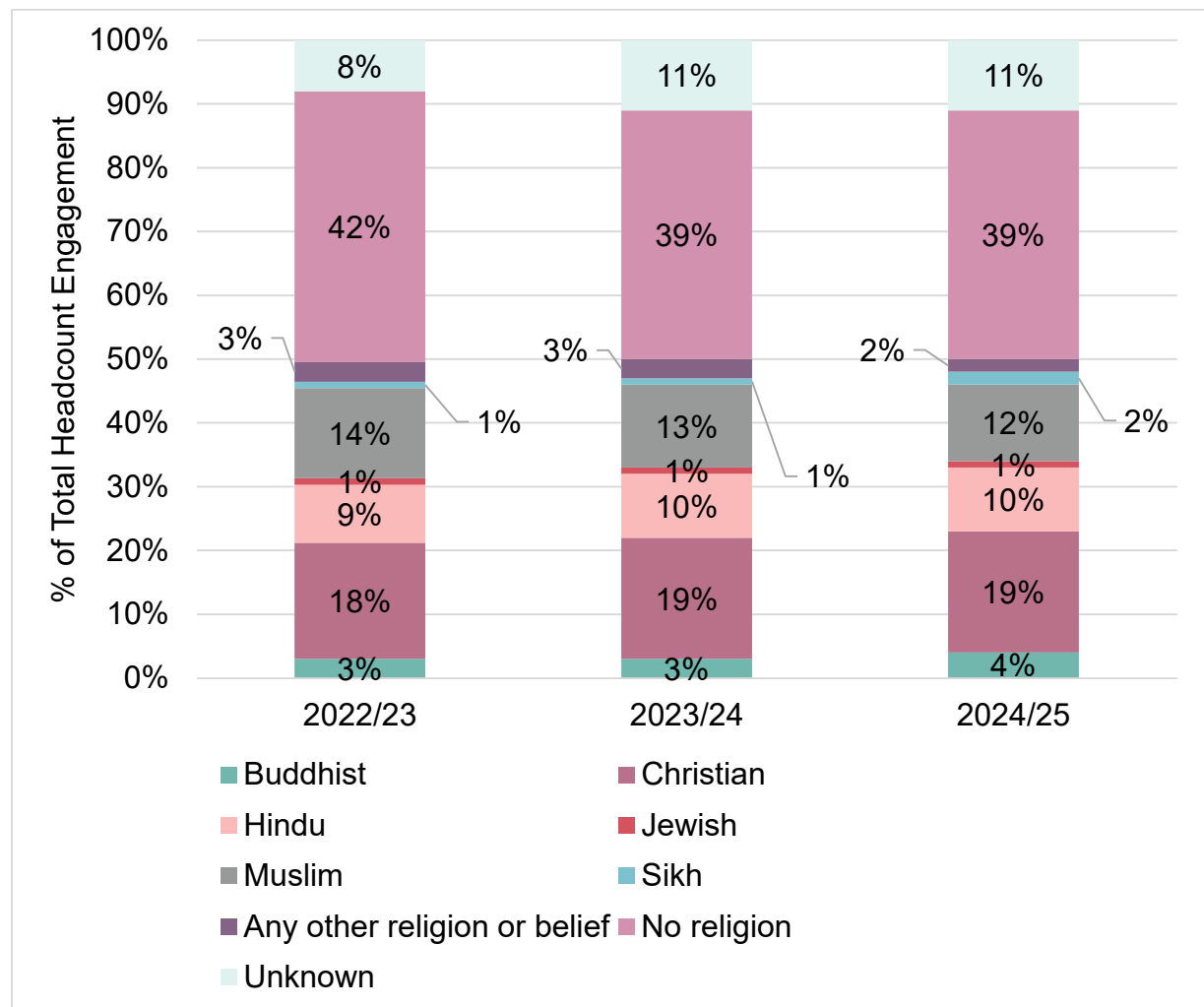


Figure 48: Postgraduate Taught students by religion

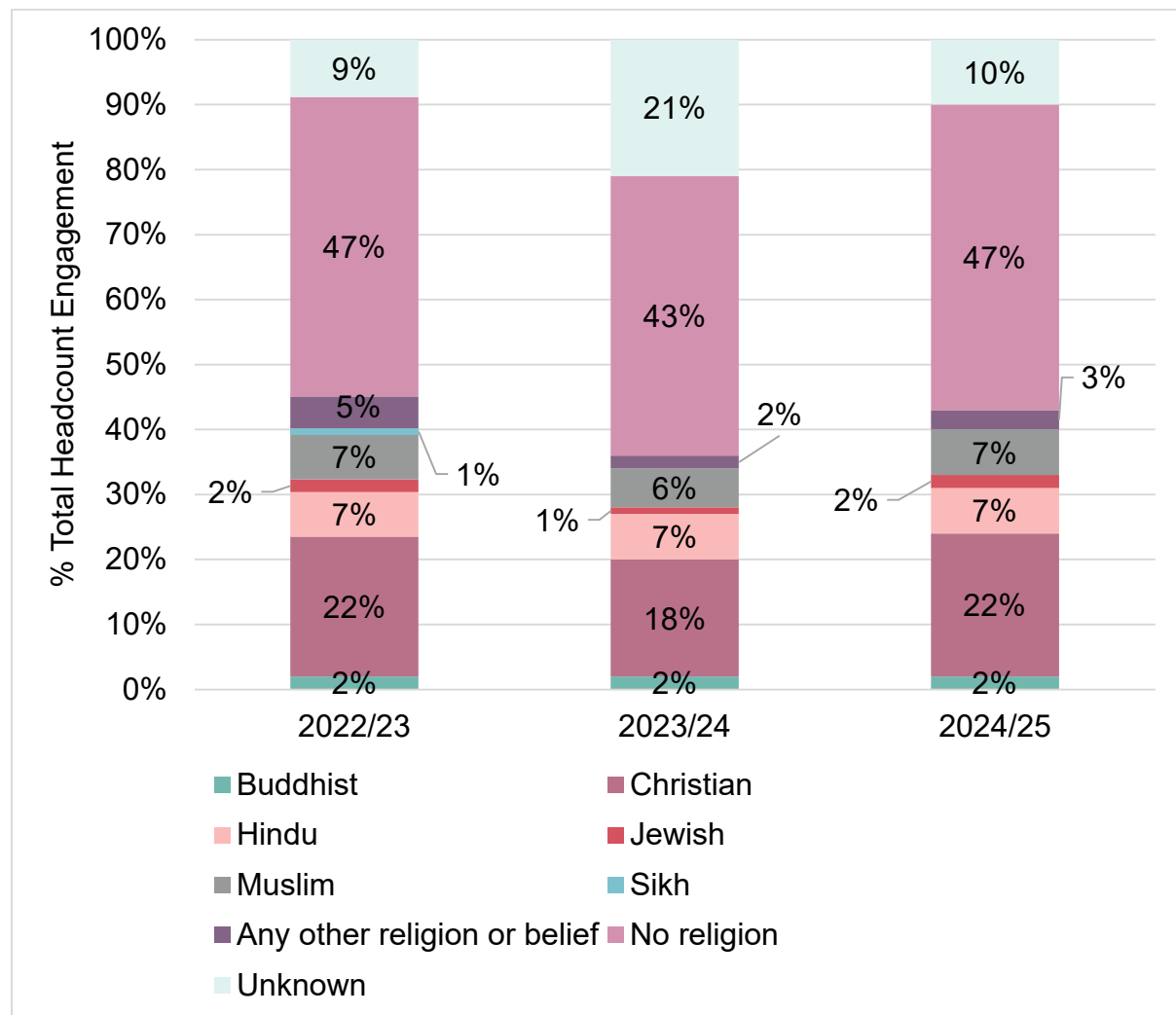
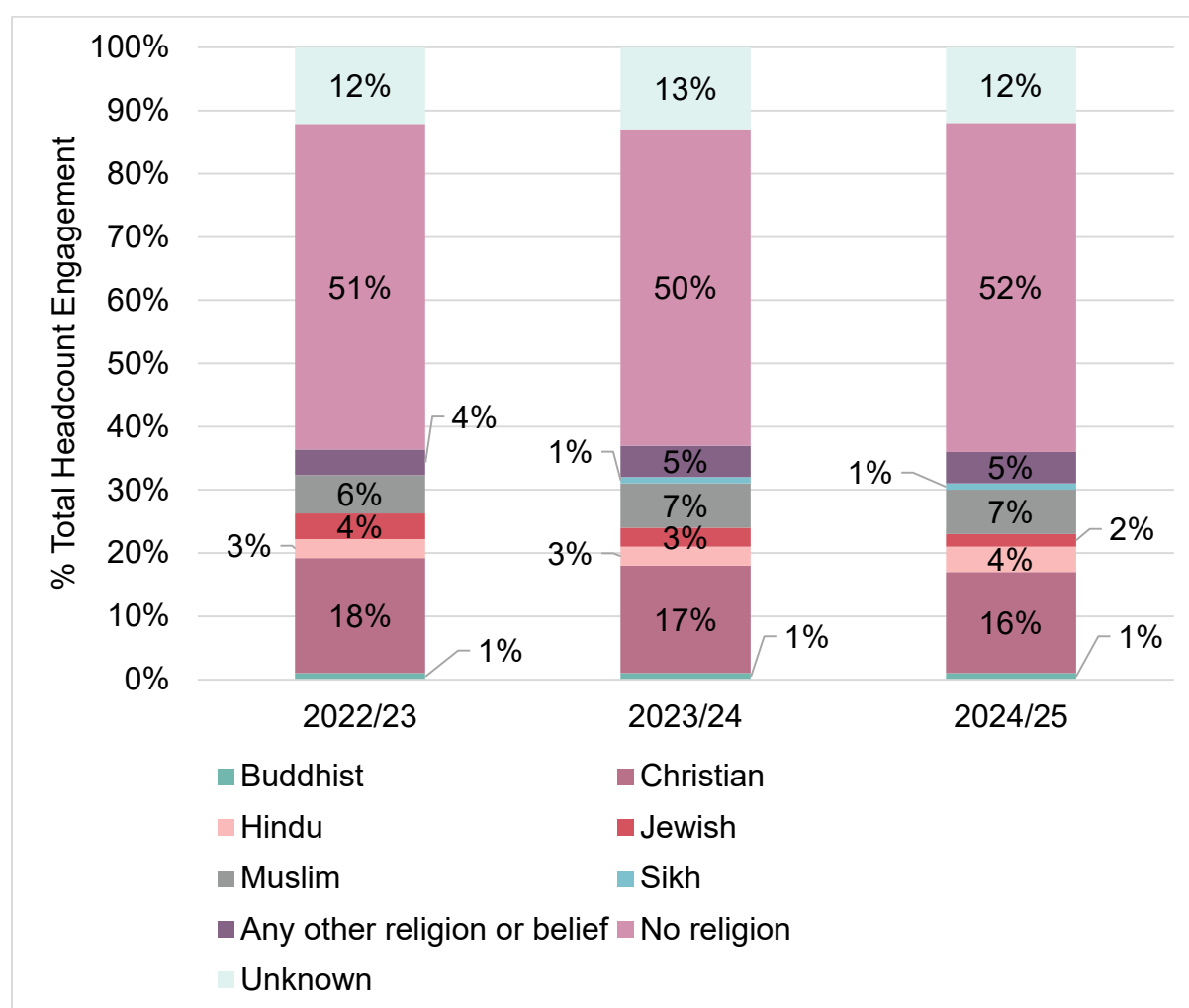


Figure 49: Postgraduate Research students by religion



Sex

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research students by sex.

There is a higher proportion of female undergraduate and postgraduate taught students compared to postgraduate research students across 2022/23 to 2024/25.

Figure 50: Undergraduate students by sex

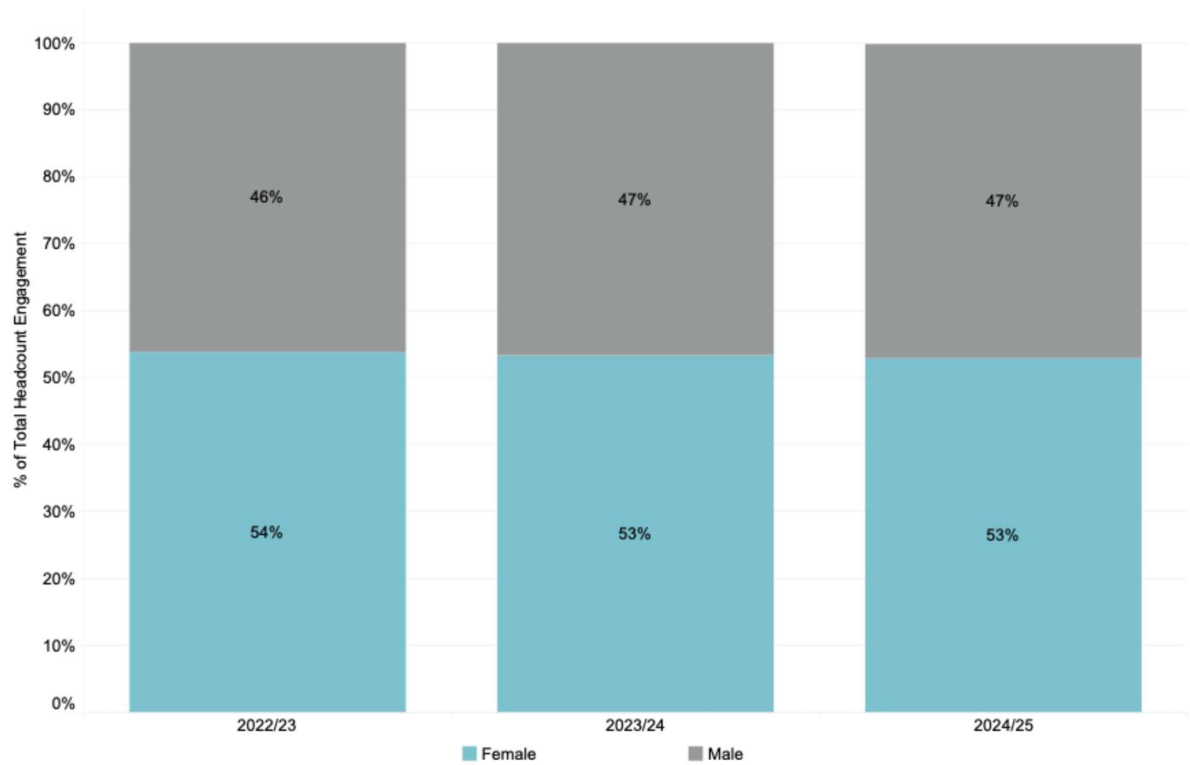


Figure 51: Postgraduate Taught students by sex

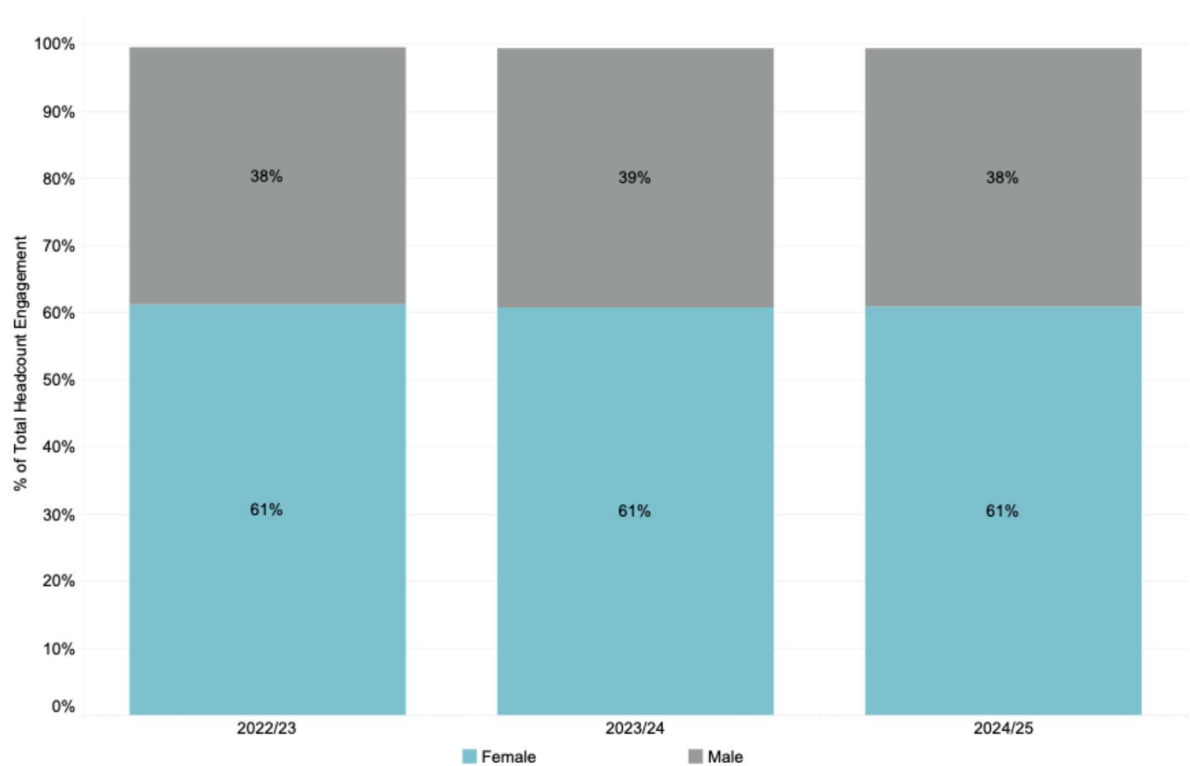
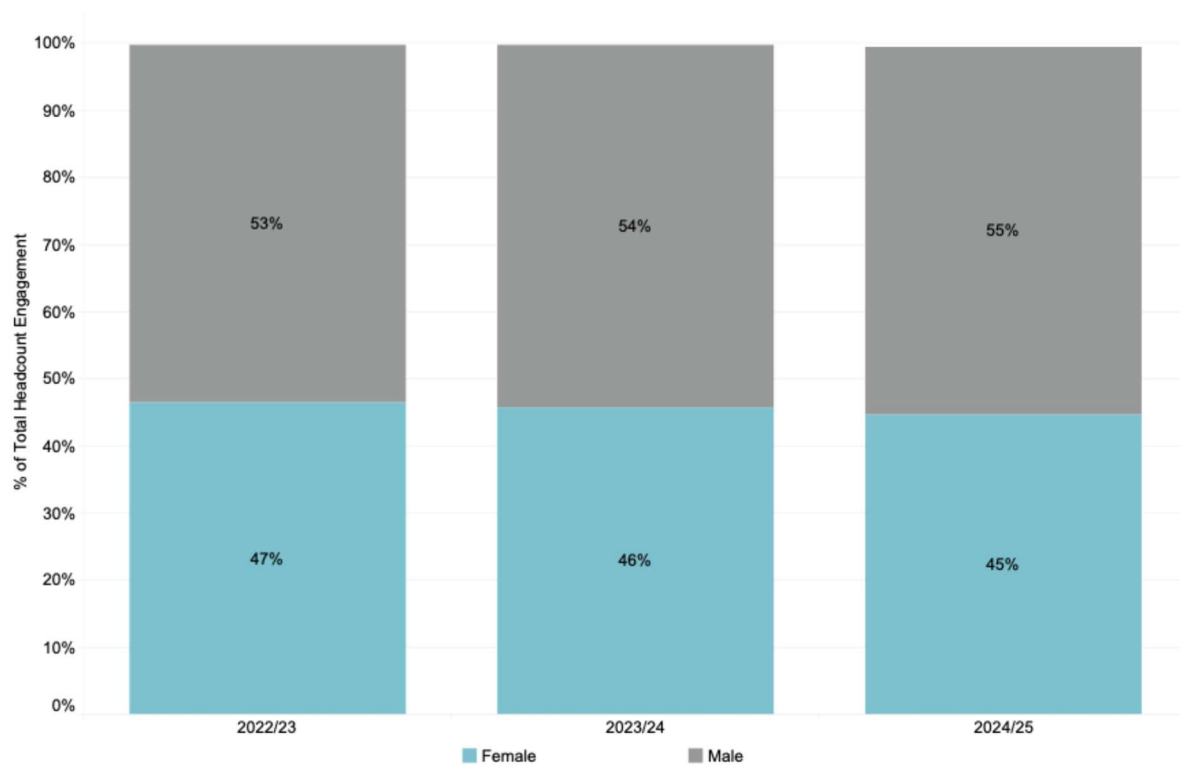


Figure 52: Postgraduate Research students by sex



Sexual orientation

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research students by sexual orientation.

The proportion of undergraduate students who did not disclose their sexual orientation increased slightly from 9% in 2022/23 to 12% in 2024/25. The proportion of postgraduate taught and postgraduate research students who did not disclose their sexual orientation saw a decrease of 7pp and 3pp, respectively, from 2023/24 to 2024/25.

Figure 53: Undergraduate students by sexual orientation

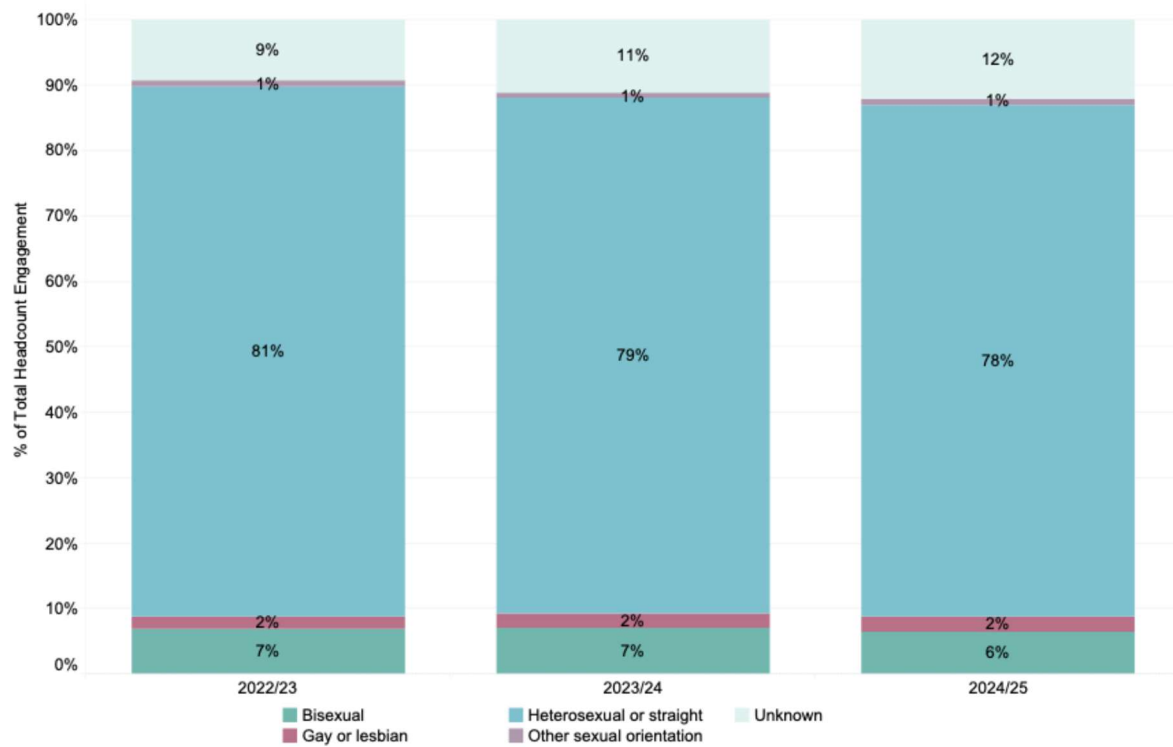


Figure 54: Postgraduate Taught students by sexual orientation

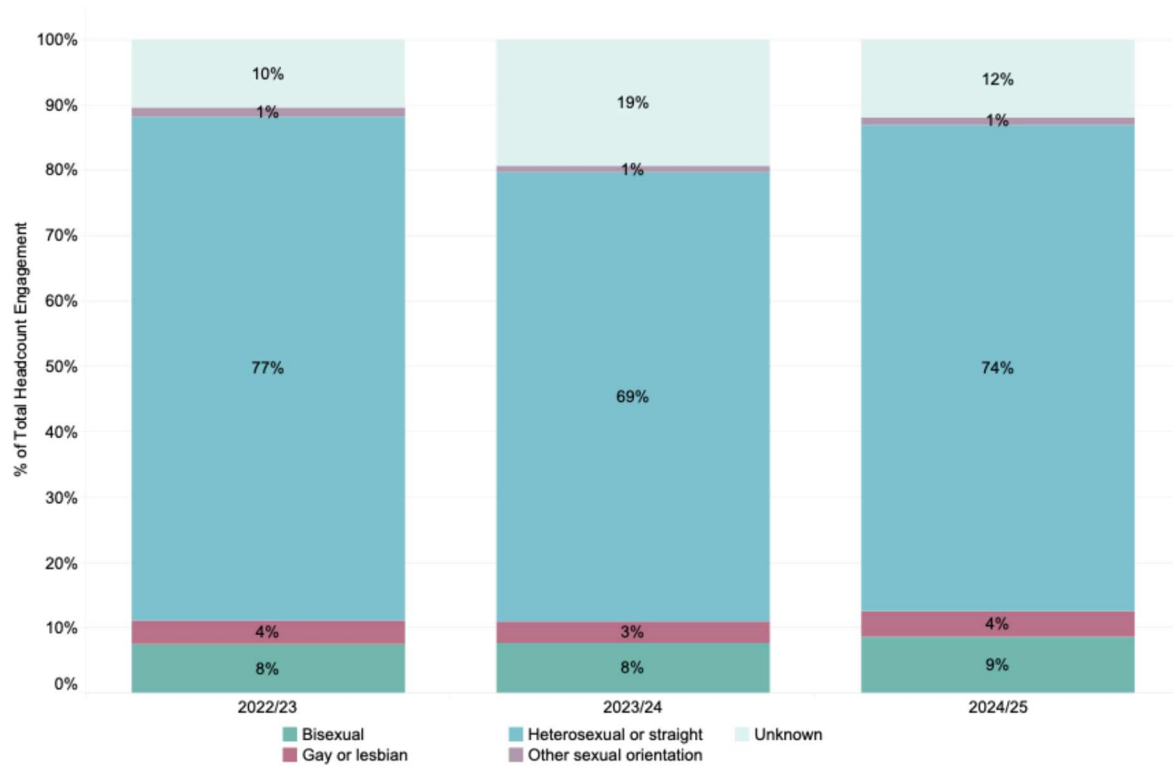
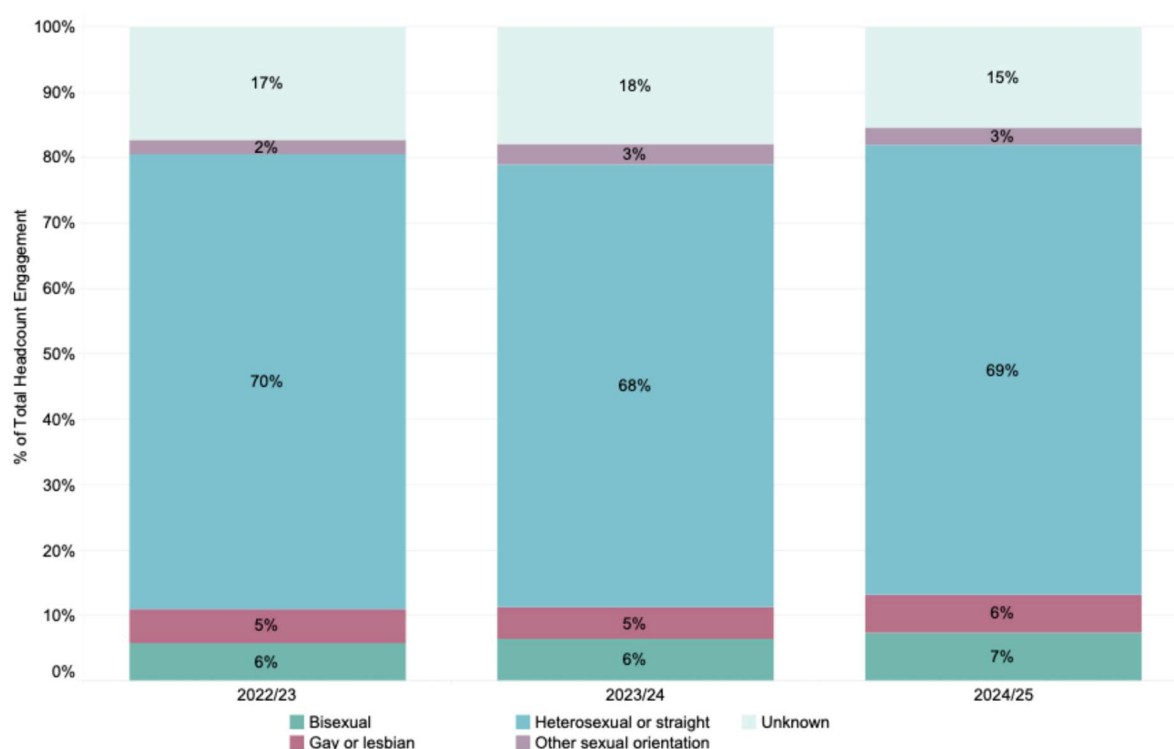


Figure 55: Postgraduate Research students by sexual orientation



5. Student Recruitment

Summary

- In 2024/25, there were 53,890 applicants, of which 26,355 were undergraduate, 25,595 were postgraduate taught, and 2,155 were postgraduate research.
- There was a total of 17,185 offers made to applicants, of which 5,010 were to undergraduate applicants, 11,855 were to Postgraduate Taught applicants, and 320 were to Postgraduate Research applicants.

Disability

Applicants

The charts below show the proportion of undergraduate, postgraduate taught and postgraduate research applicants by disability.

The proportion of postgraduate taught applicants with a disability increased slightly year on year from 6% in 2022/23 to 8% in 2024/25. The proportion of undergraduate and postgraduate research applicants with a disability remains constant across the three years.

Figure 56: Undergraduate applicants by disability

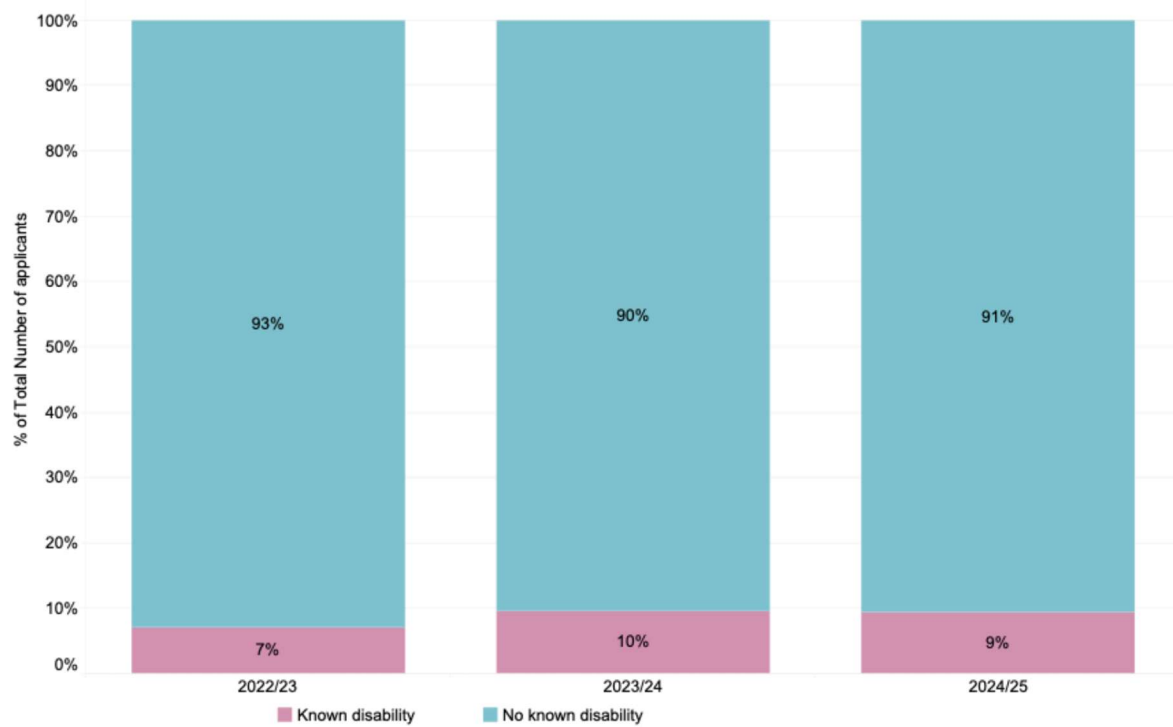


Figure 57: Postgraduate Taught applicants by disability

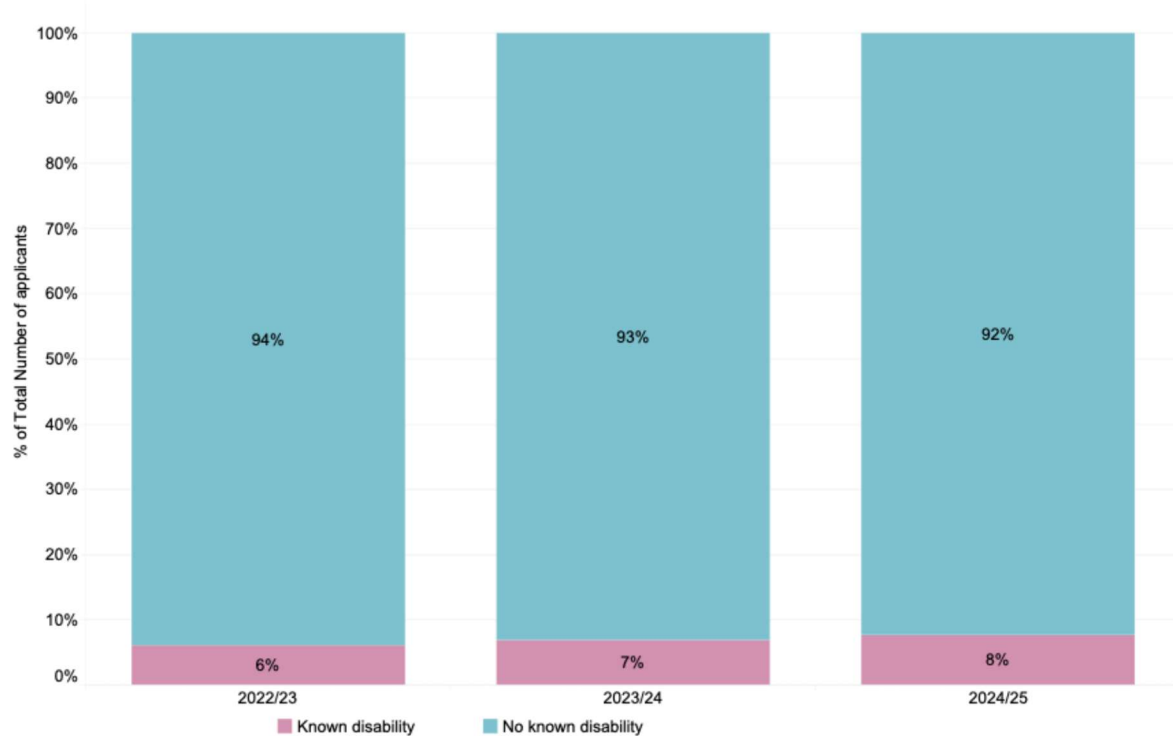
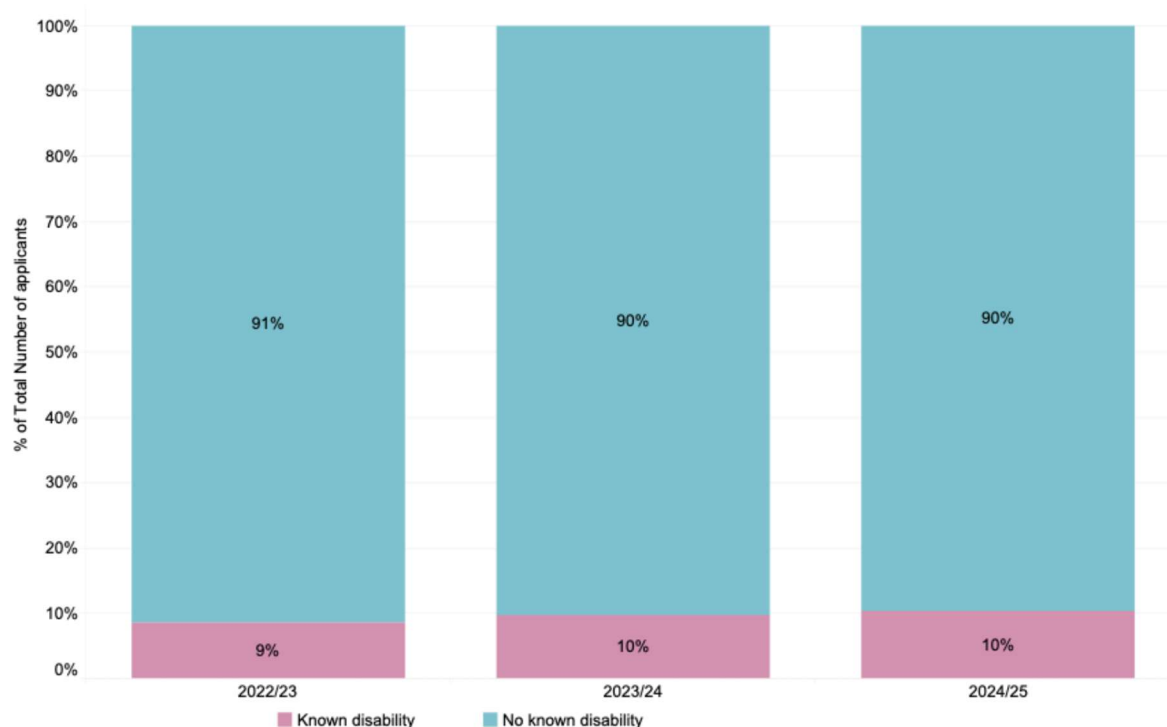


Figure 58: Postgraduate Research applicants by disability



Offers

The following charts show the proportion of undergraduate, postgraduate taught and postgraduate research applicants who received an offer by disability.

The proportion of undergraduate applicants with a disability who received an offer increased slightly year on year from 12% in 2022/23 to 14% in 2024/25.

The proportion of postgraduate taught and postgraduate research applicants with a disability who received an offer remains static across the three years.

Figure 59: Undergraduate applicants who received an offer by disability

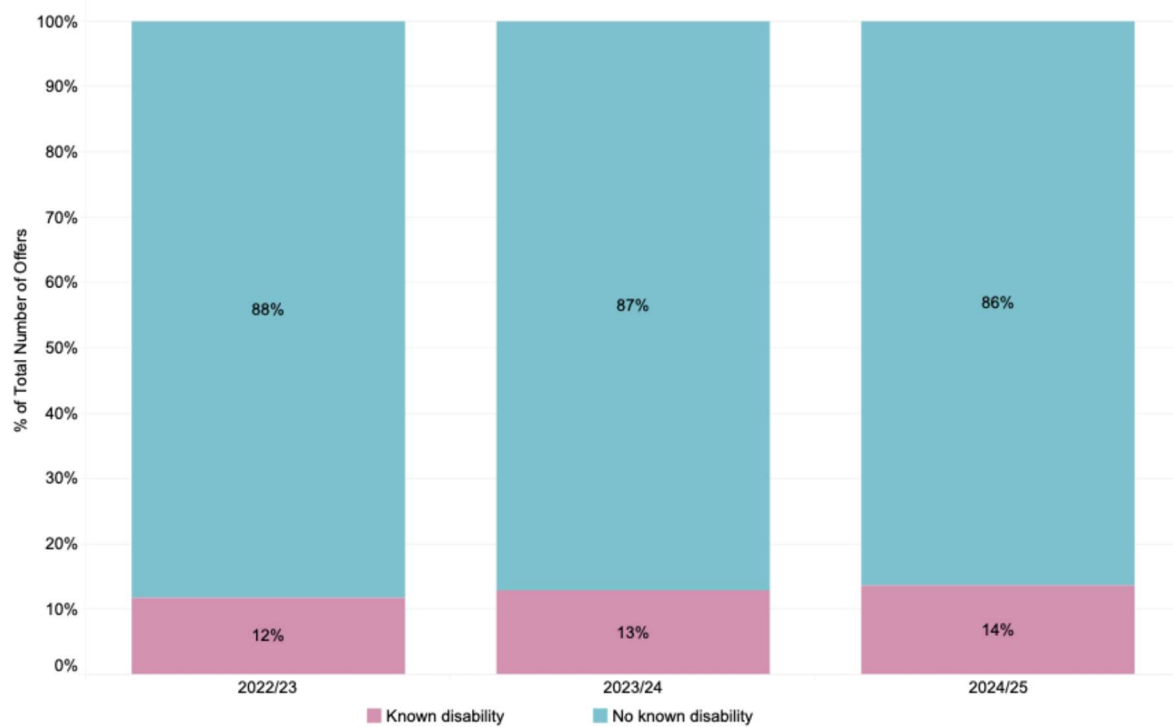


Figure 60: Postgraduate Taught applicants who received an offer by disability

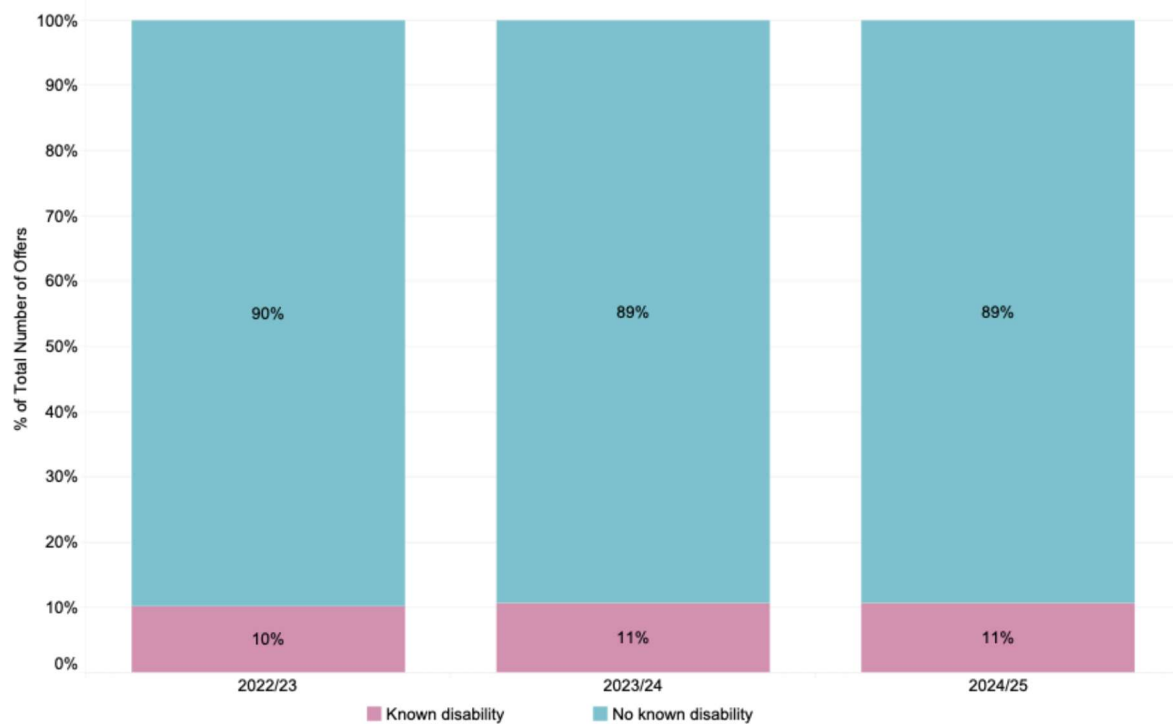
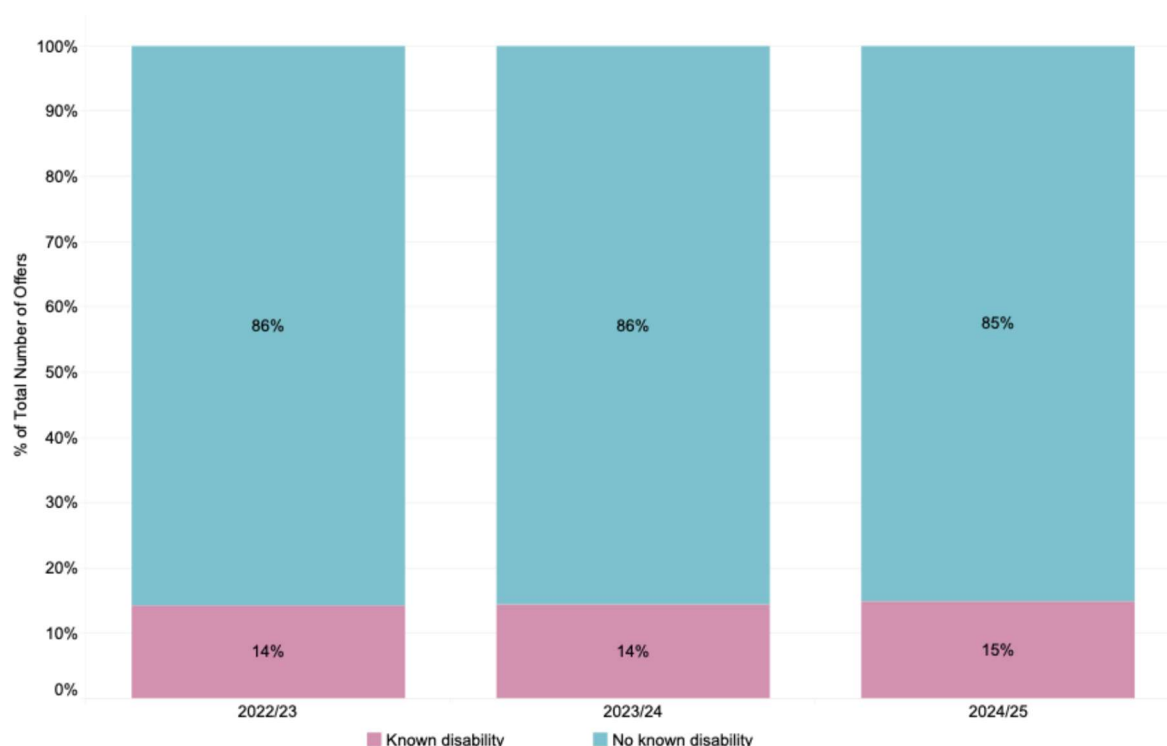


Figure 61: Postgraduate Research applicants who received an offer by disability



Ethnicity

Applicants

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research applicants by ethnicity.

There was a high proportion of undergraduate applicants with unknown ethnicity from 2022/23 to 2024/25. This is because UCAS only collects data on ethnicity for UK-domiciled 'home' applicants. Approximately 90% of applicants were from overseas.

The proportion of Chinese postgraduate taught applicants has decreased year on year from 43% in 2022/23 to 38% in 2024/25.

The proportion of undergraduate and postgraduate taught applicants by ethnicity remains similar across all three years.

Figure 62: Undergraduate applicants by ethnicity

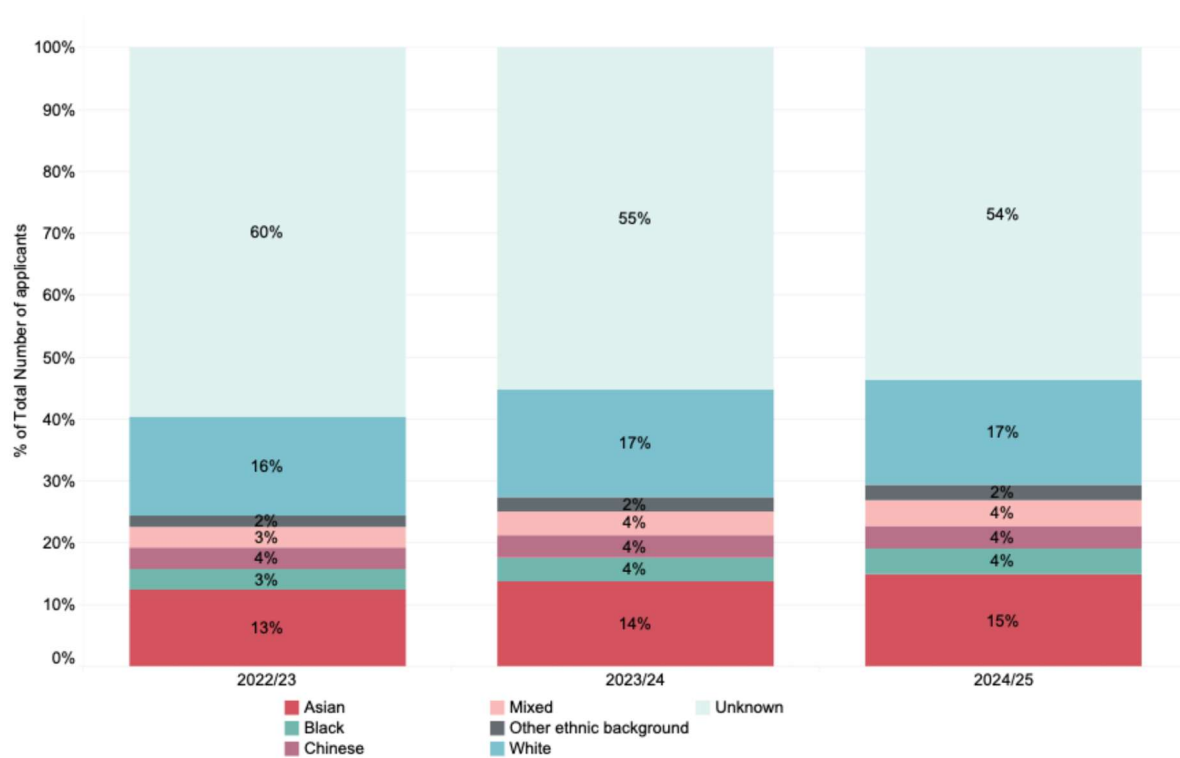


Figure 63: Postgraduate Taught applicants by ethnicity

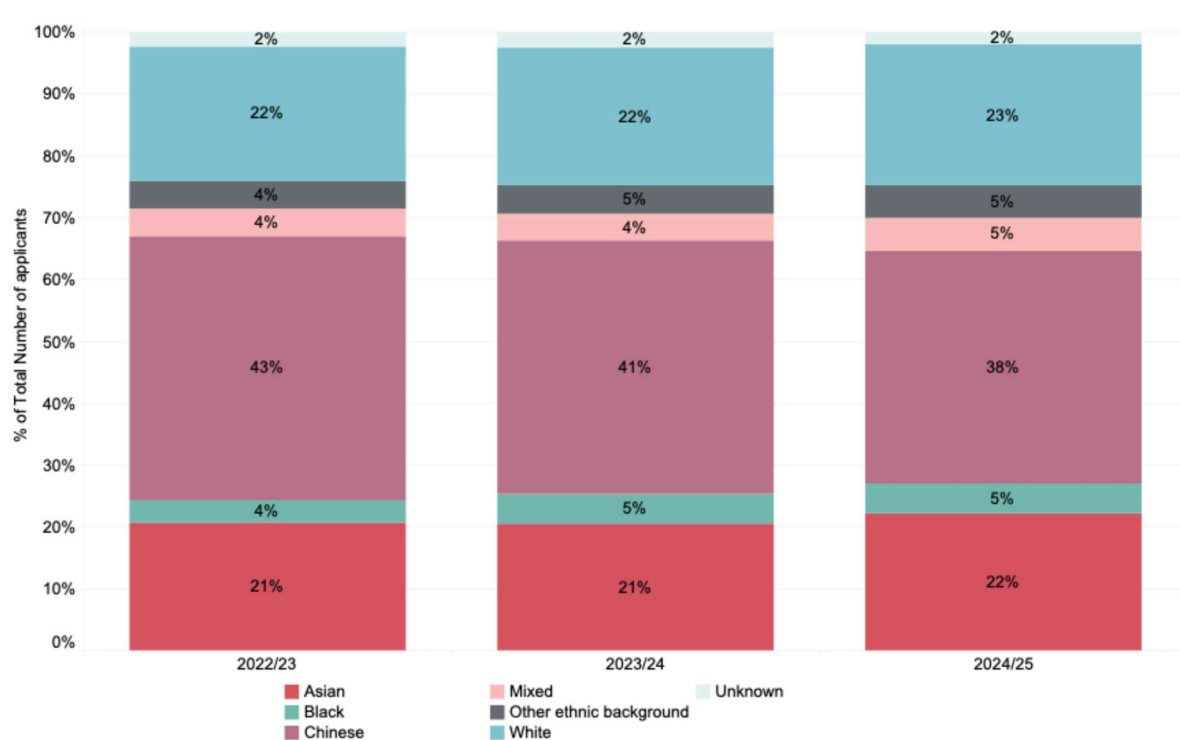
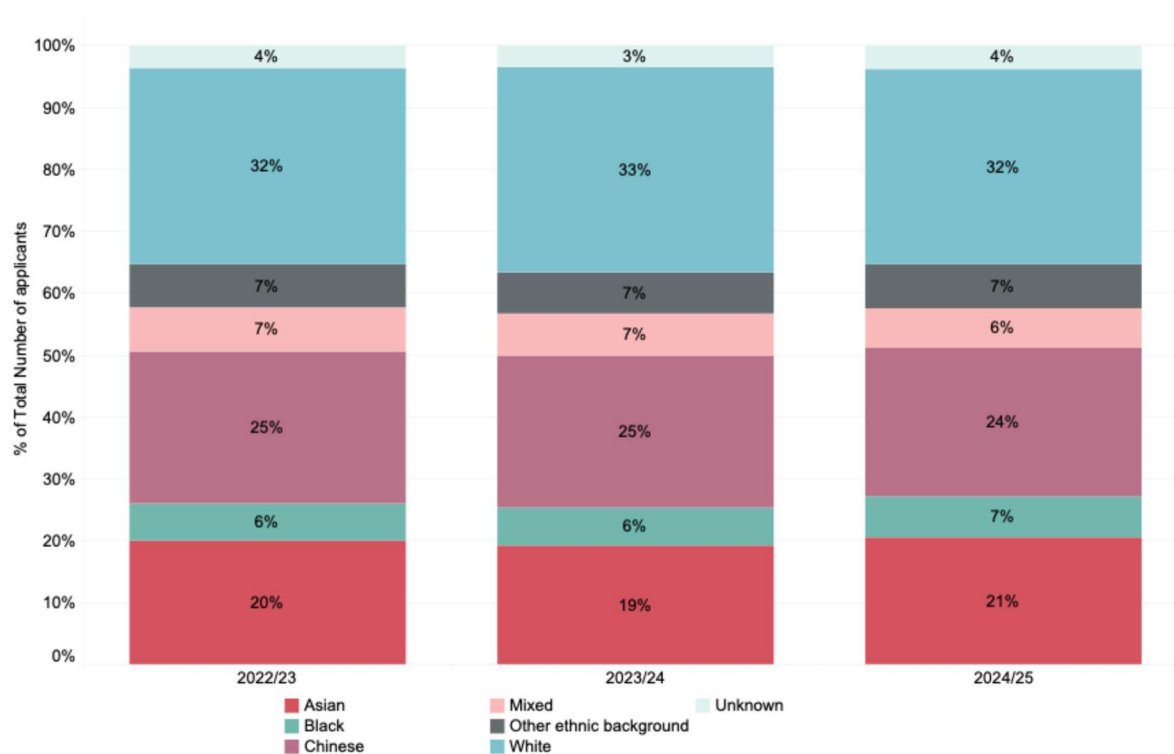


Figure 64: Postgraduate Research applicants by ethnicity



Offers

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research applicants who received an offer by ethnicity.

The proportion of undergraduate and postgraduate taught applicants by ethnicity who received an offer remain static across three years. The proportion of white postgraduate research applicants who received an offer increased from 43% in 2023/24 to 50% in 2024/25.

Figure 65: Undergraduate applicants who received an offer by ethnicity

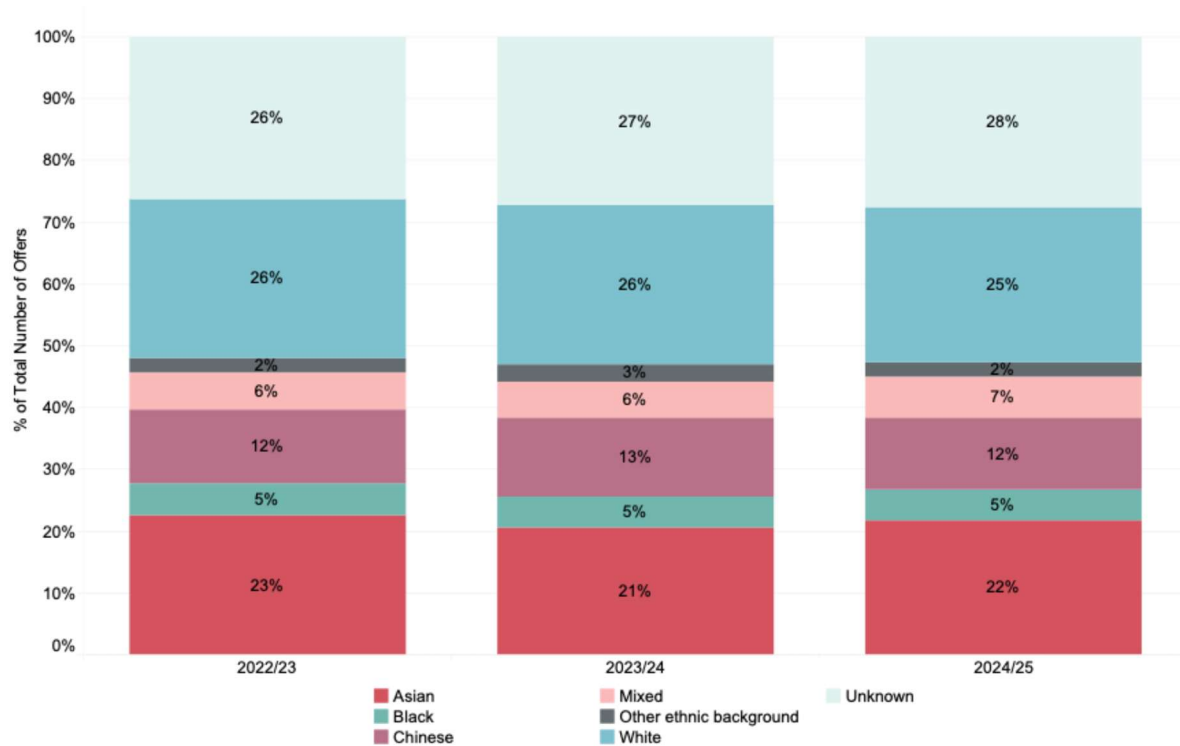


Figure 66: Postgraduate Taught applicants who received an offer by ethnicity

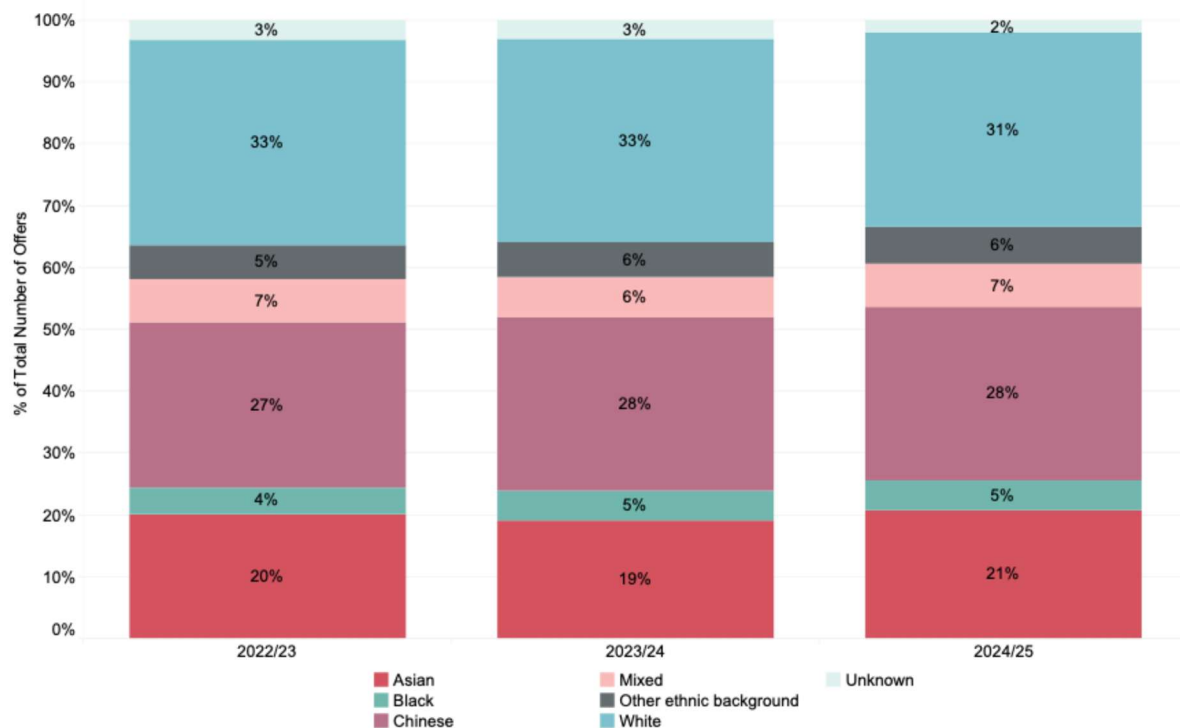
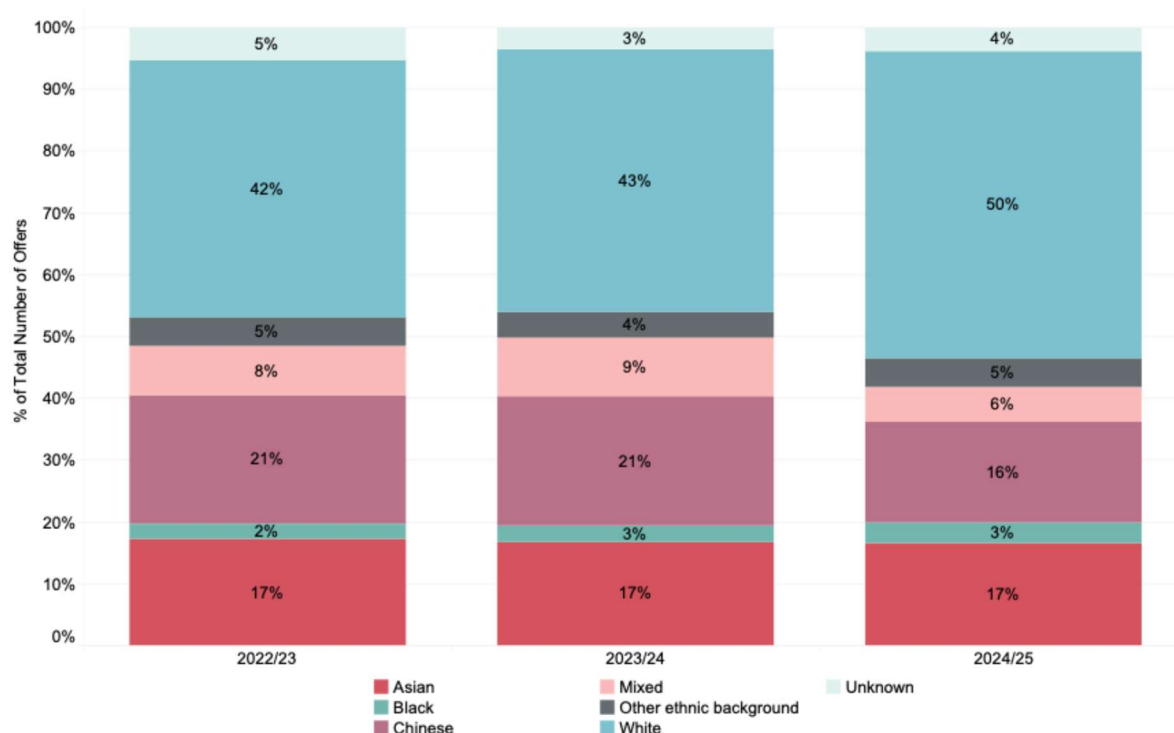


Figure 67: Postgraduate Research applicants who received an offer by ethnicity



Sex

Applicants

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research applicants by sex.

Female and male undergraduate applicants remain in similar proportions over the last three years.

Female postgraduate taught and postgraduate research applicants have seen a slight decrease year on year across the last three years.

Figure 68: Undergraduate applicants by sex

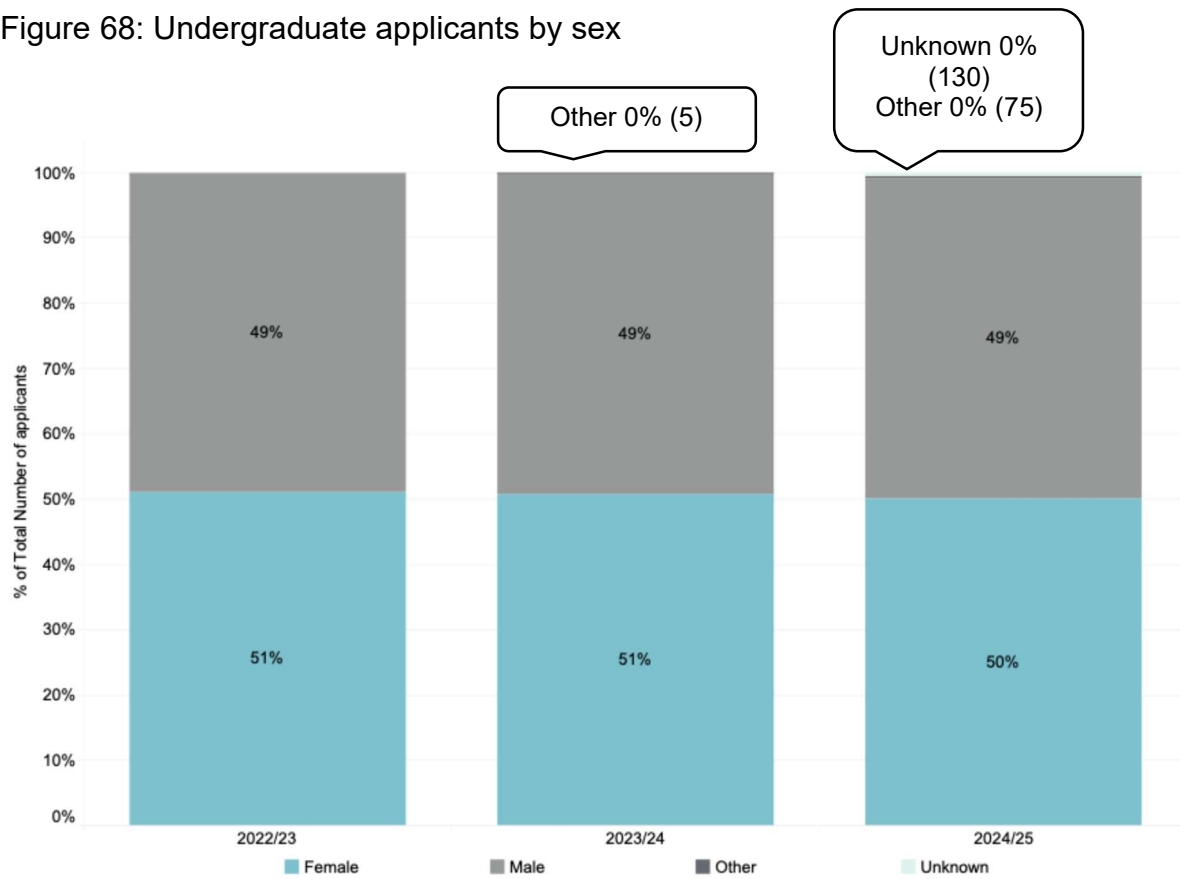


Figure 69: Postgraduate Taught applicants by sex

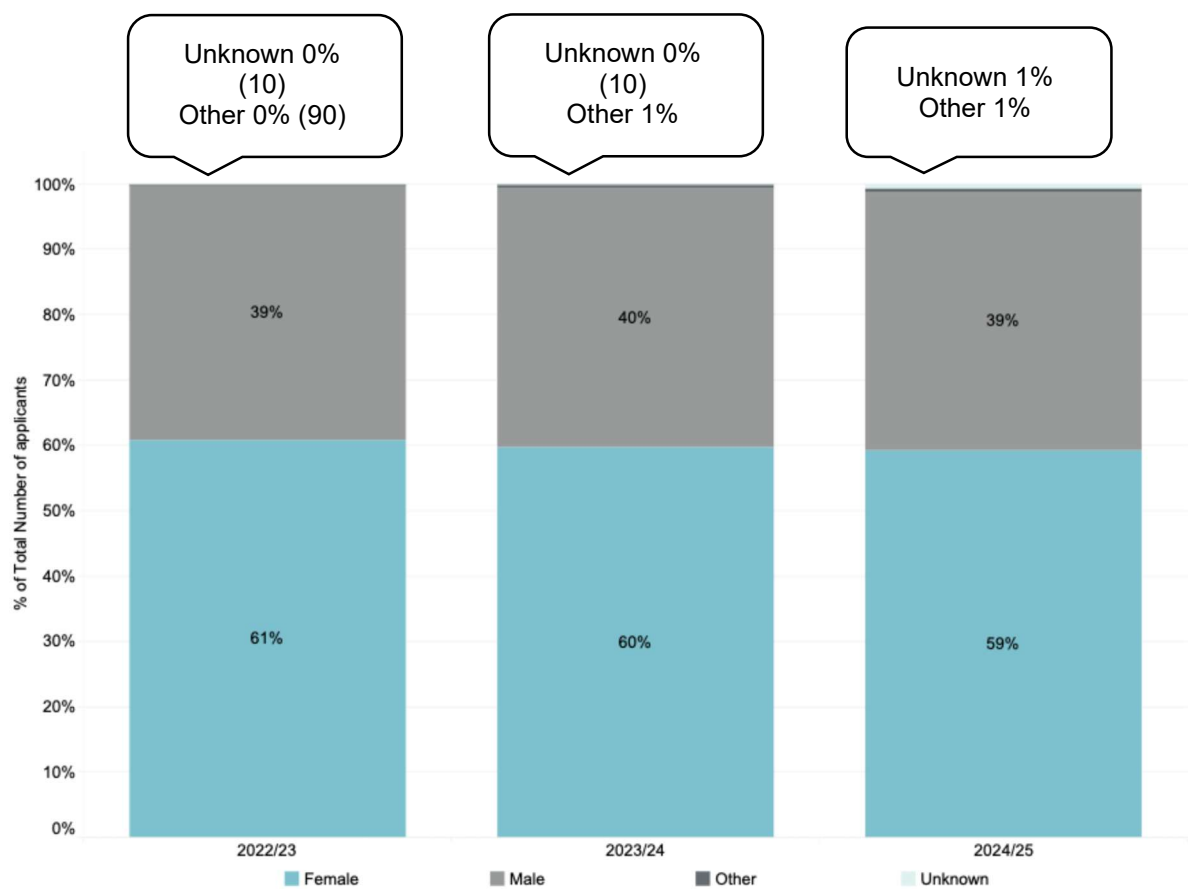
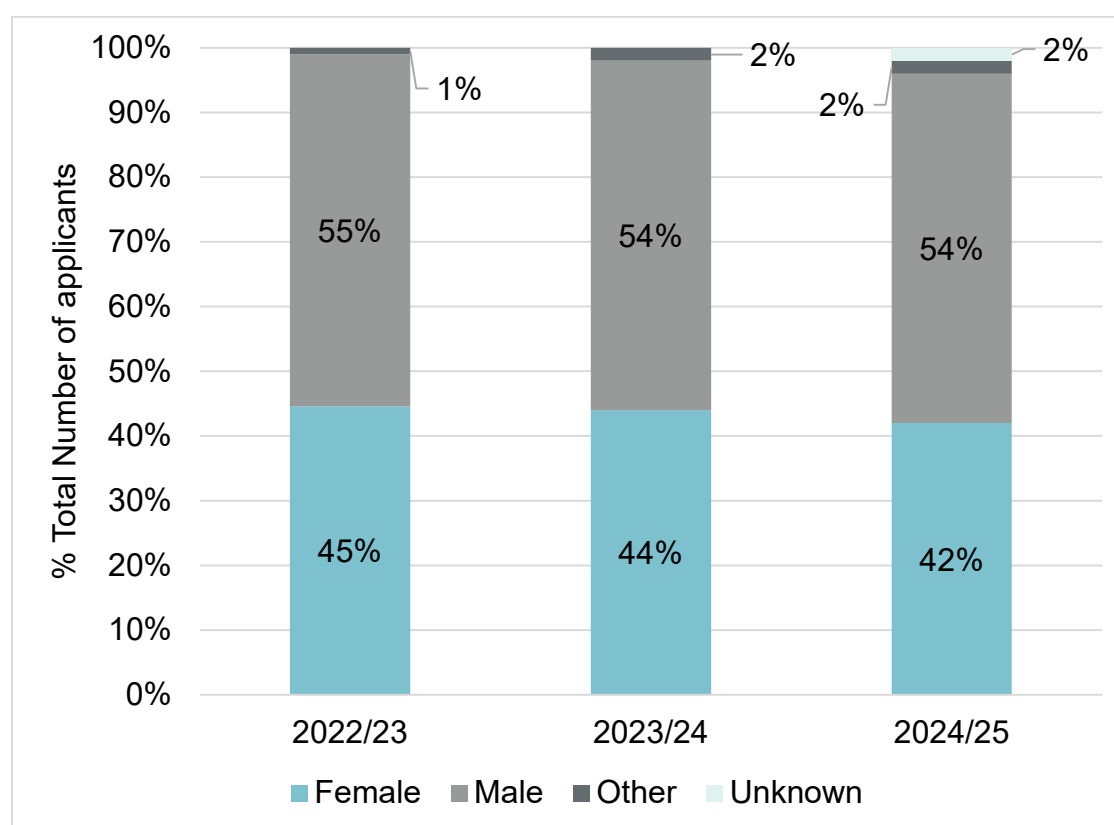


Figure 70: Postgraduate Research applicants by sex



Offers

The following charts show the proportion of undergraduate, postgraduate taught, and postgraduate research applicants who received an offer by sex.

The proportion of female and male undergraduate and postgraduate taught applicants receiving offers largely remains similar across the three years.

The proportion of female postgraduate research applicants receiving offers decreased year on year from 49% in 2022/23 to 42% in 2024/25.

Figure 71: Undergraduate applicants who received an offer by sex

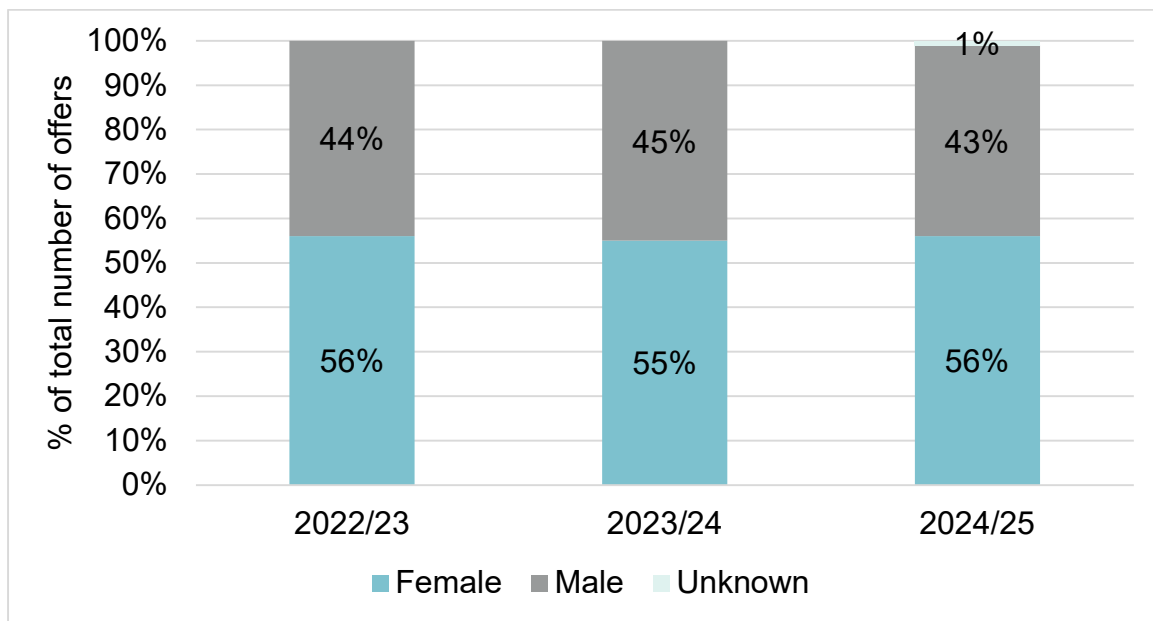


Figure 72: Postgraduate Taught applicants who received an offer by sex

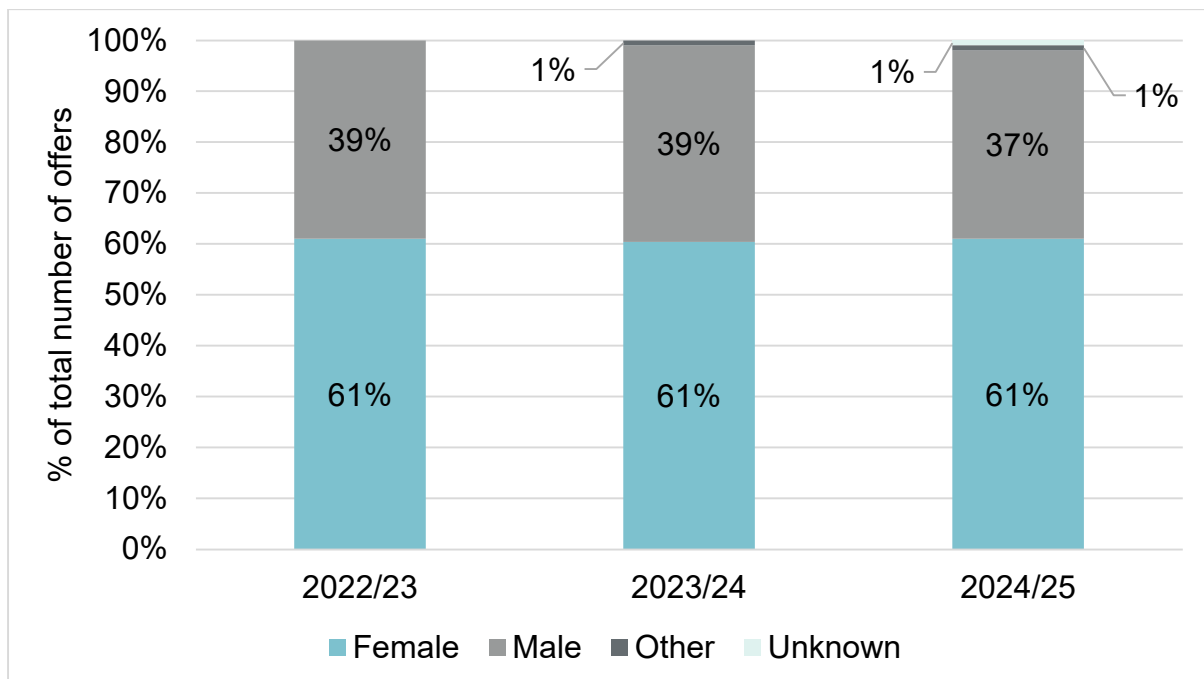


Figure 73: Postgraduate Research applicants who received an offer by sex

