

Public Sector Equality Duty Report 2021/22

Contents

1. Introduction.....	3
2. Staff data	3
Summary	3
Sex	4
Ethnicity	5
Disability	7
Sexual Orientation	8
Religion	9
Age	10
3. Student data	11
Summary	11
Sex	12
Ethnicity	13
Disability	15
Sexual Orientation	16
Religion	17
Age	18

1. Introduction

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

Data in this report is based on the staff and student HESA return for academic years 2017/18 to 2021/22. In 2021/22, due to a new HESA quality rule, it meant only ethnicity data for Home UK 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 to the HESA dataset.

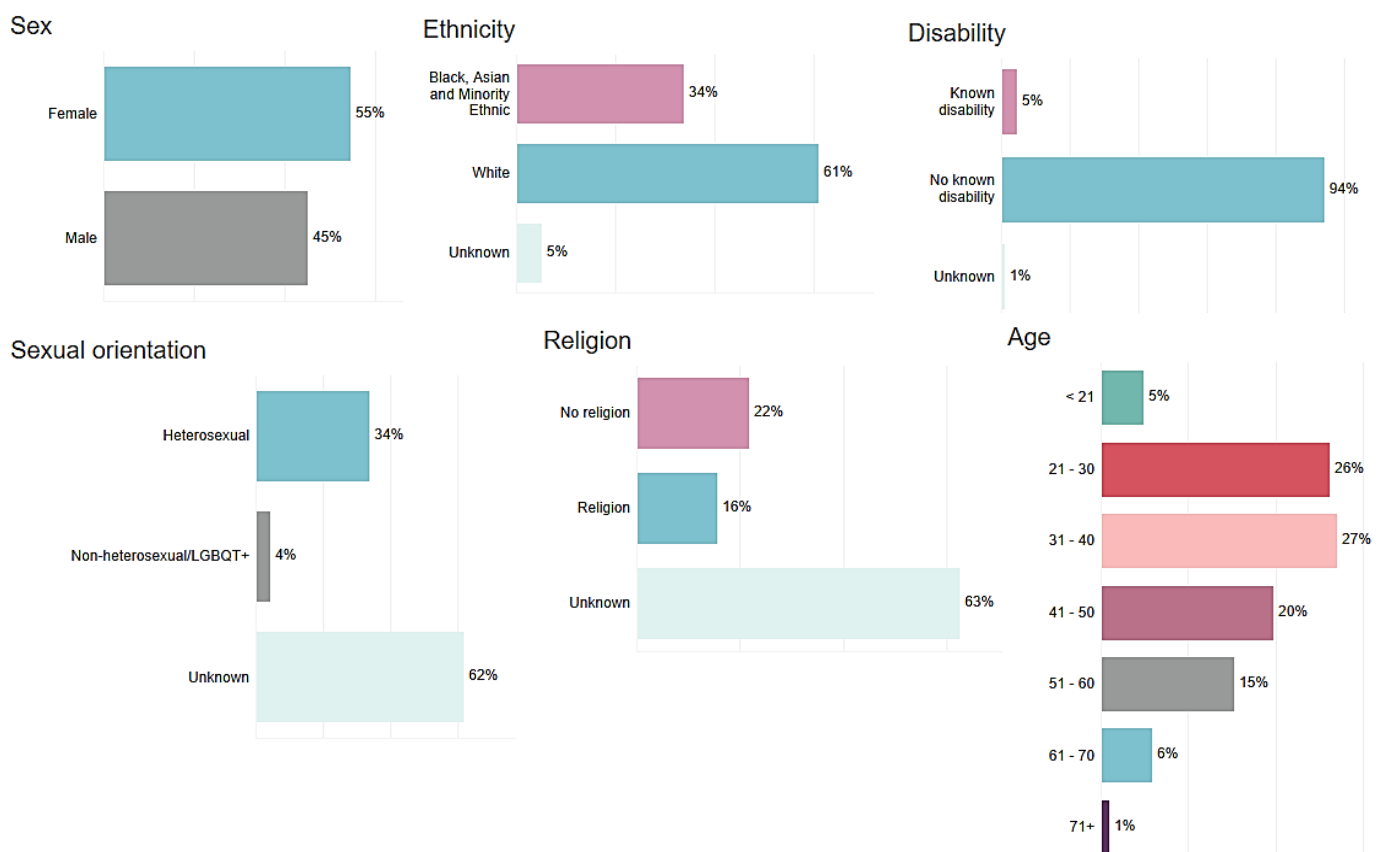
The count of staff and students is rounded to the nearest five to ensure individuals are not identifiable.

2. Staff data

Summary

- In 2021/22, the School has a total number of 4,090 staff, of which 45% are academic staff and 55% are professional services staff
- 55% of staff are female and 45% are male
- 34% of staff are BAME and 61% are White
- 5% of staff have a known disability
- 4% of staff are non-heterosexual/LGBTQ+
- 16% of staff have a religion
- The four age ranges with the highest proportion of staff are 21-30 (26%), 31-40 (27%), 41-50 (20%) and 51-60 (15%)

Figure 1: 2021/22 Overall percentage of staff by protected characteristics



Sex

In 2021/22:

- 45% of academic staff are female
- 62% of professional services staff are female.

The proportion of female staff across both academic and professional services remains constant across the last five years.

Figure 2: Number and percentage of staff by gender and employment function



Ethnicity

In 2021/22:

- 27% of academic staff are from a BAME background
- 39% of professional services staff are from a BAME background.

The proportion of staff from a BAME background across both academic increased marginally across the years. The proportion of professional services staff increased marginally over the last five years.

Figure 3: Number and percentage of staff by ethnicity (BAME/White) and employment function

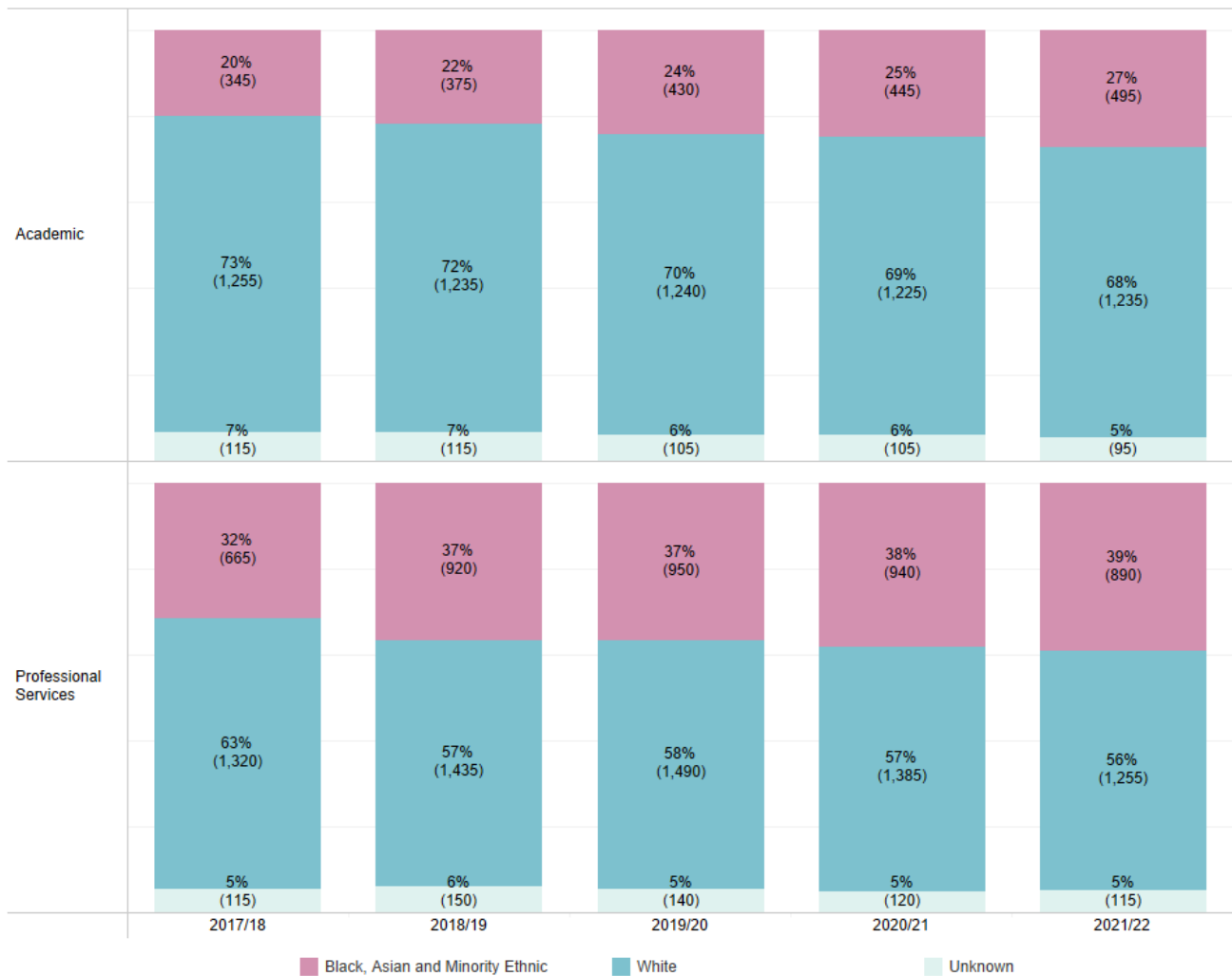
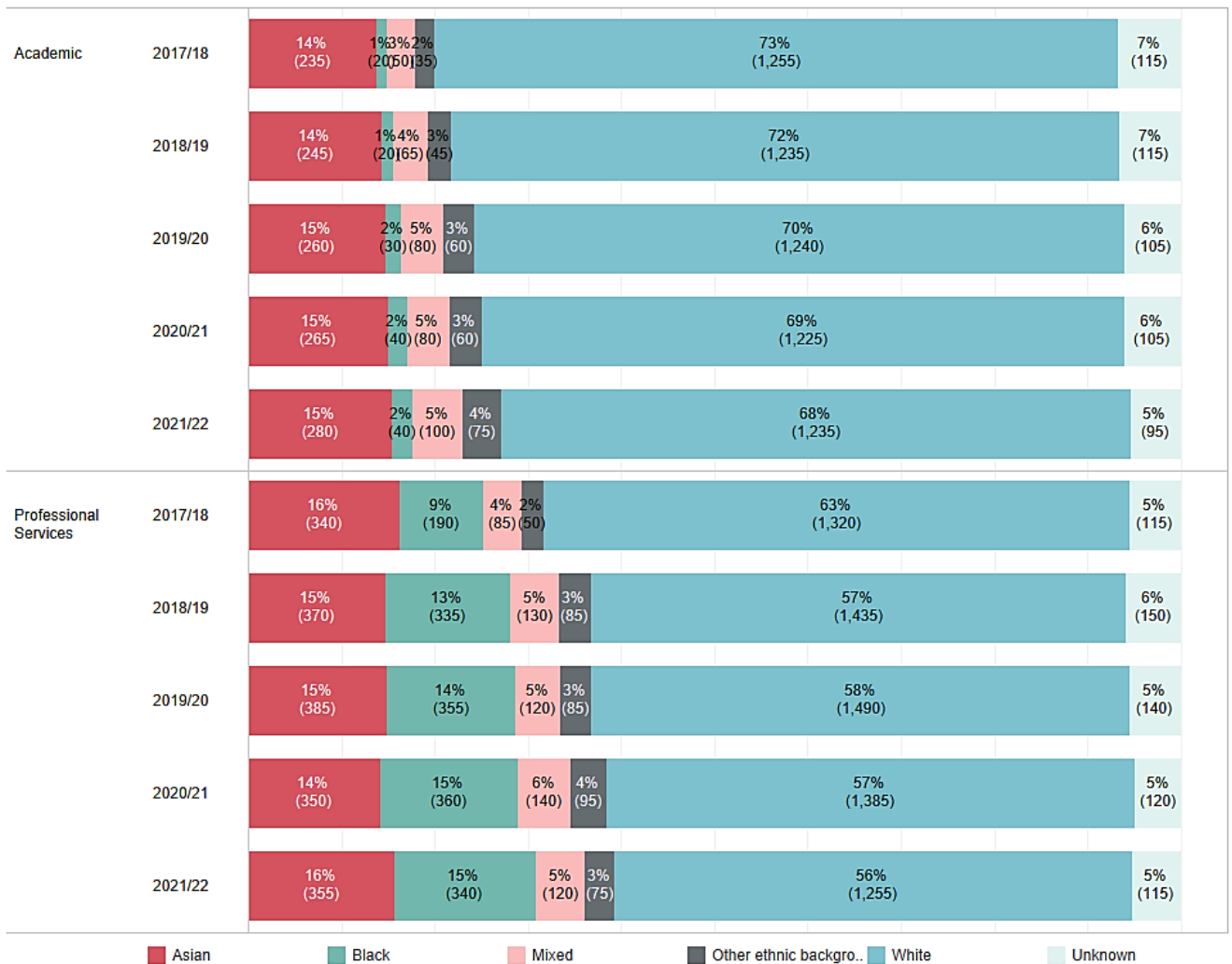


Figure 4 looks at the BAME ethnicity broken down in detail. Across the last five years, the proportion of academic staff that are from a Black ethnic background (1-2%) is significantly lower than all other ethnicities.

Figure 4: Number and percentage of staff by ethnicity and employment function



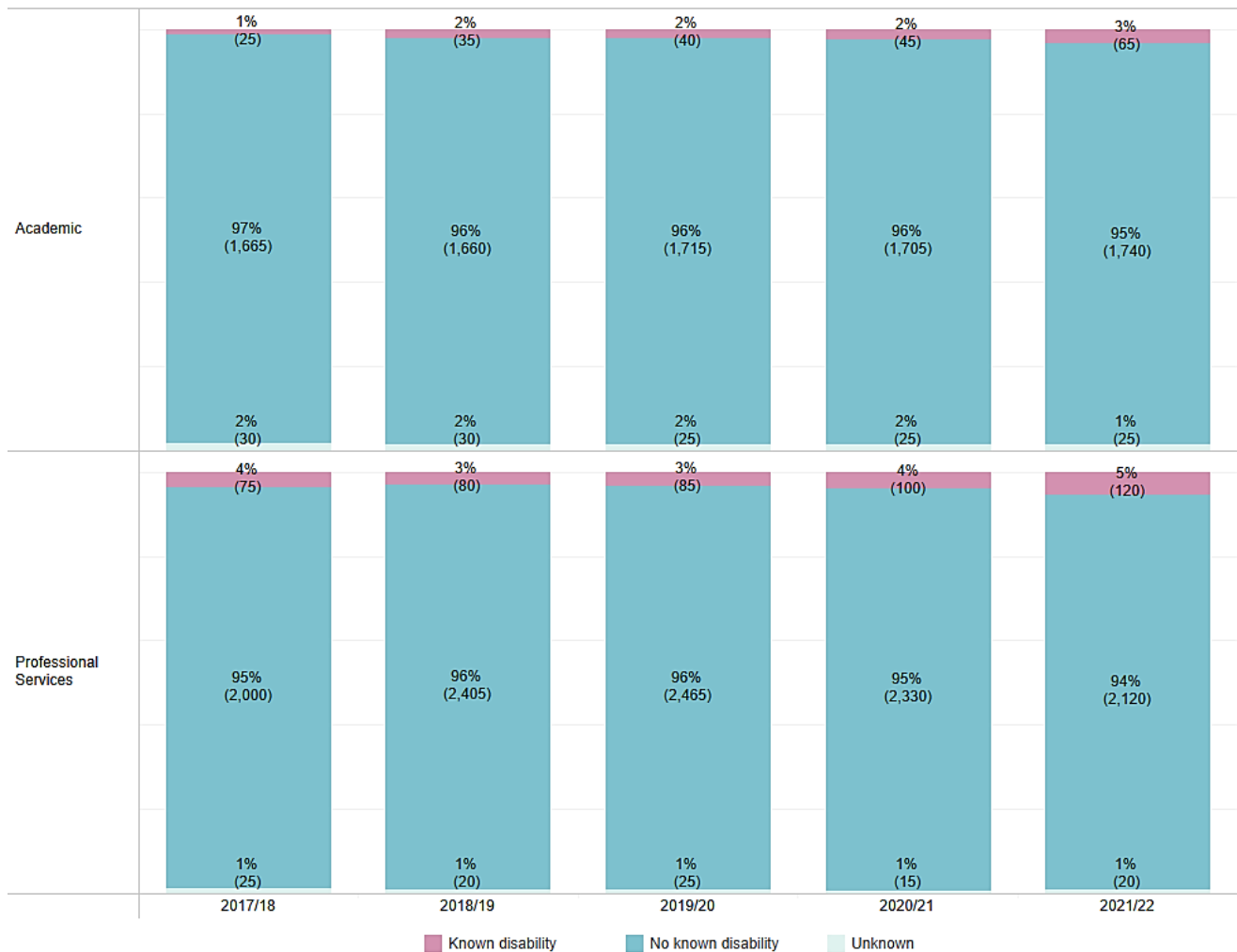
Disability

In 2021/22:

- 3% of academic staff have a known disability
- 5% of professional services staff have a known disability.

Across the last five years, the proportion of academic and professional services staff that have a known disability remained constant.

Figure 5: Number and percentage of staff by disability and employment function



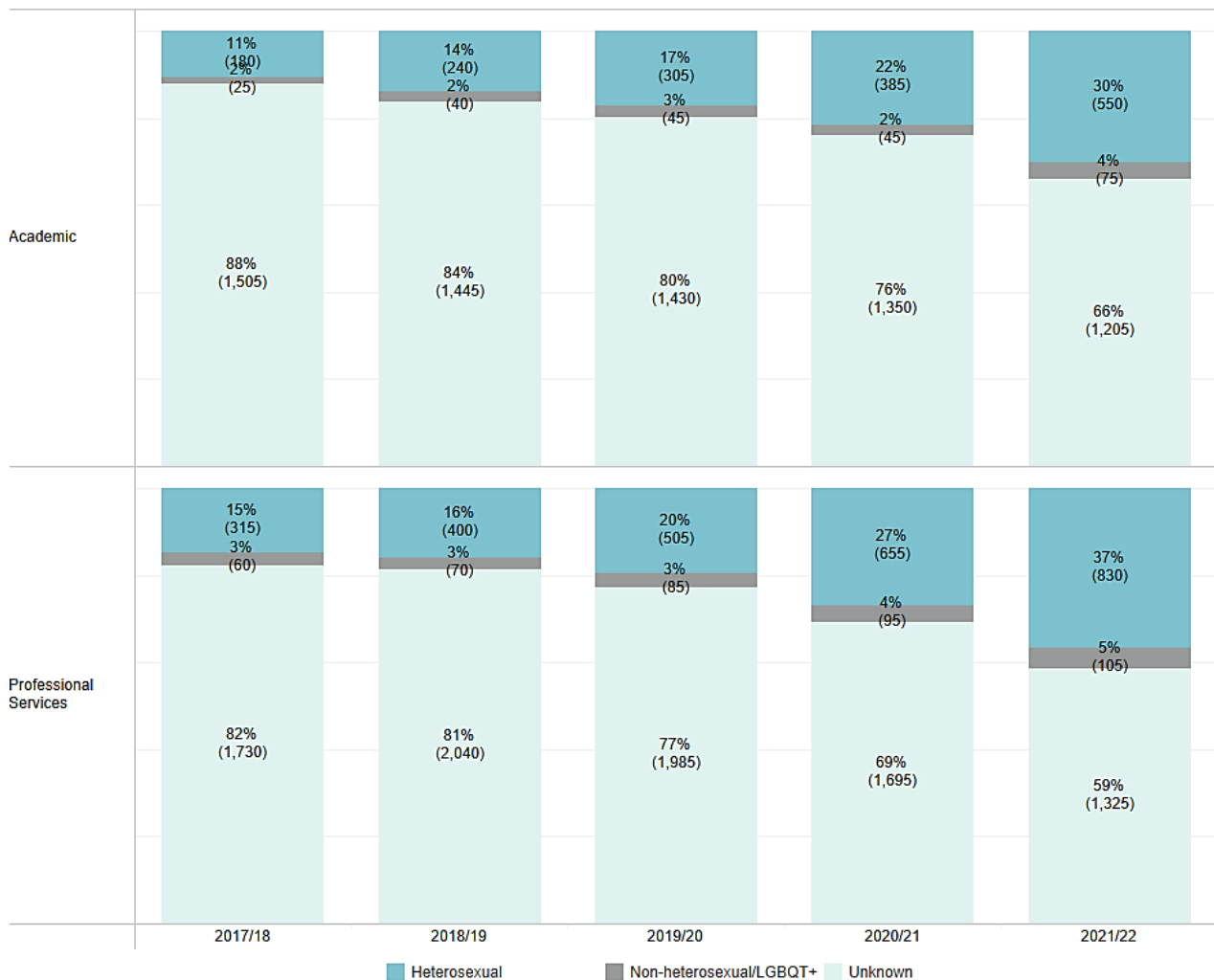
Sexual Orientation

In 2021/22:

- 4% of academic staff are non-heterosexual/LBQT+
- 4% of professional service staff are non-heterosexual/LBQT+.

The proportion of academic and professional staff that declared their sexual orientation has increased over the years from 12% in 2017/18 to 34% in 2021/22 and 18% in 2017/18 to 41% in 2021/22 respectively, however the proportion of unknowns are still high.

Figure 6: Number and percentage of staff by sexual orientation and employment function



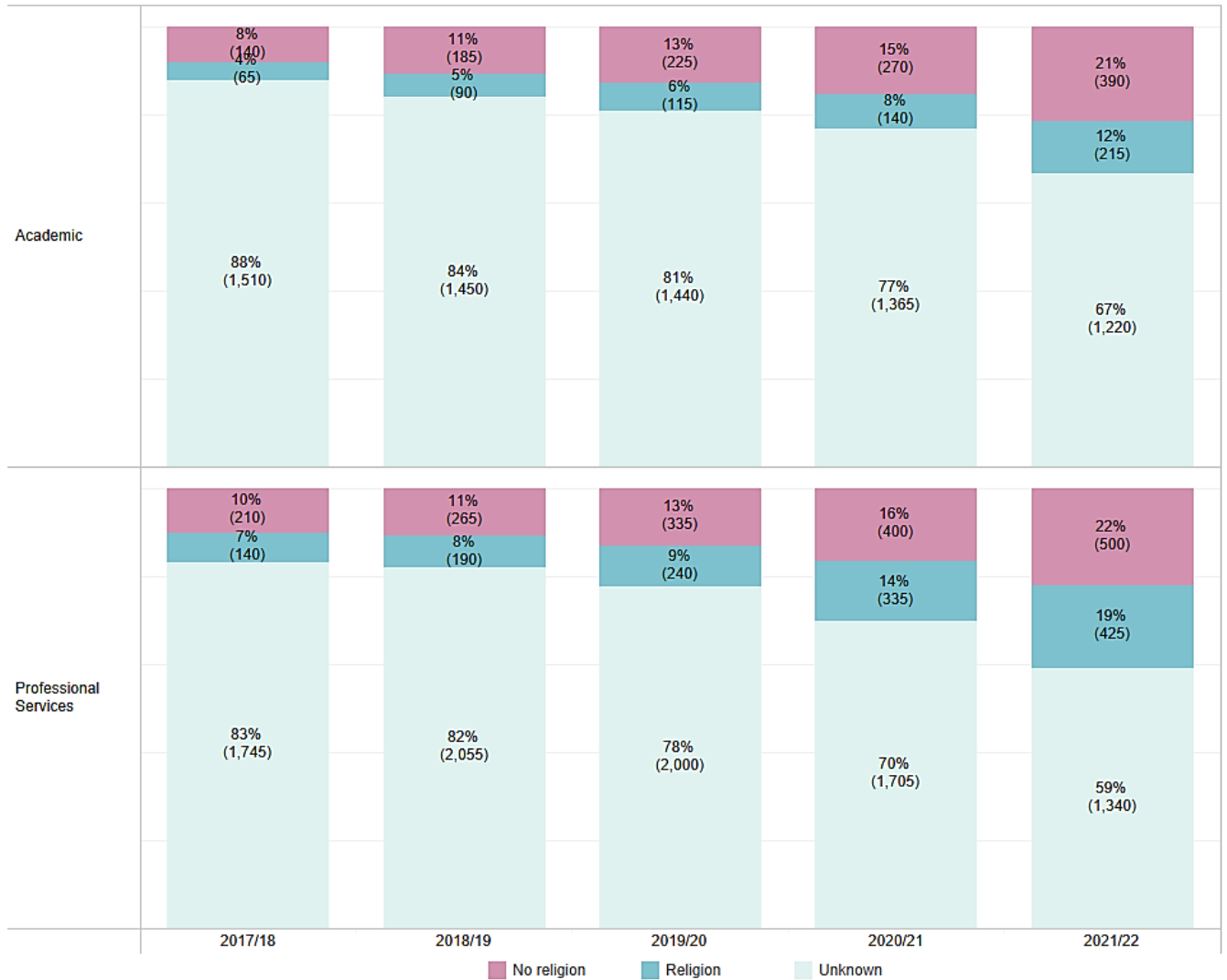
Religion

In 2021/22:

- 12% of academic staff have a religion
- 19% of professional services staff have a religion.

The proportion of academic and professional services staff with a religion has increased over the years from 4% in 2017/18 to 12% in 2021/22 and 7% in 2017/18 to 19% in 2021/22 respectively but the proportion of unknowns remains high.

Figure 7: Number and percentage of staff by religion and employment function



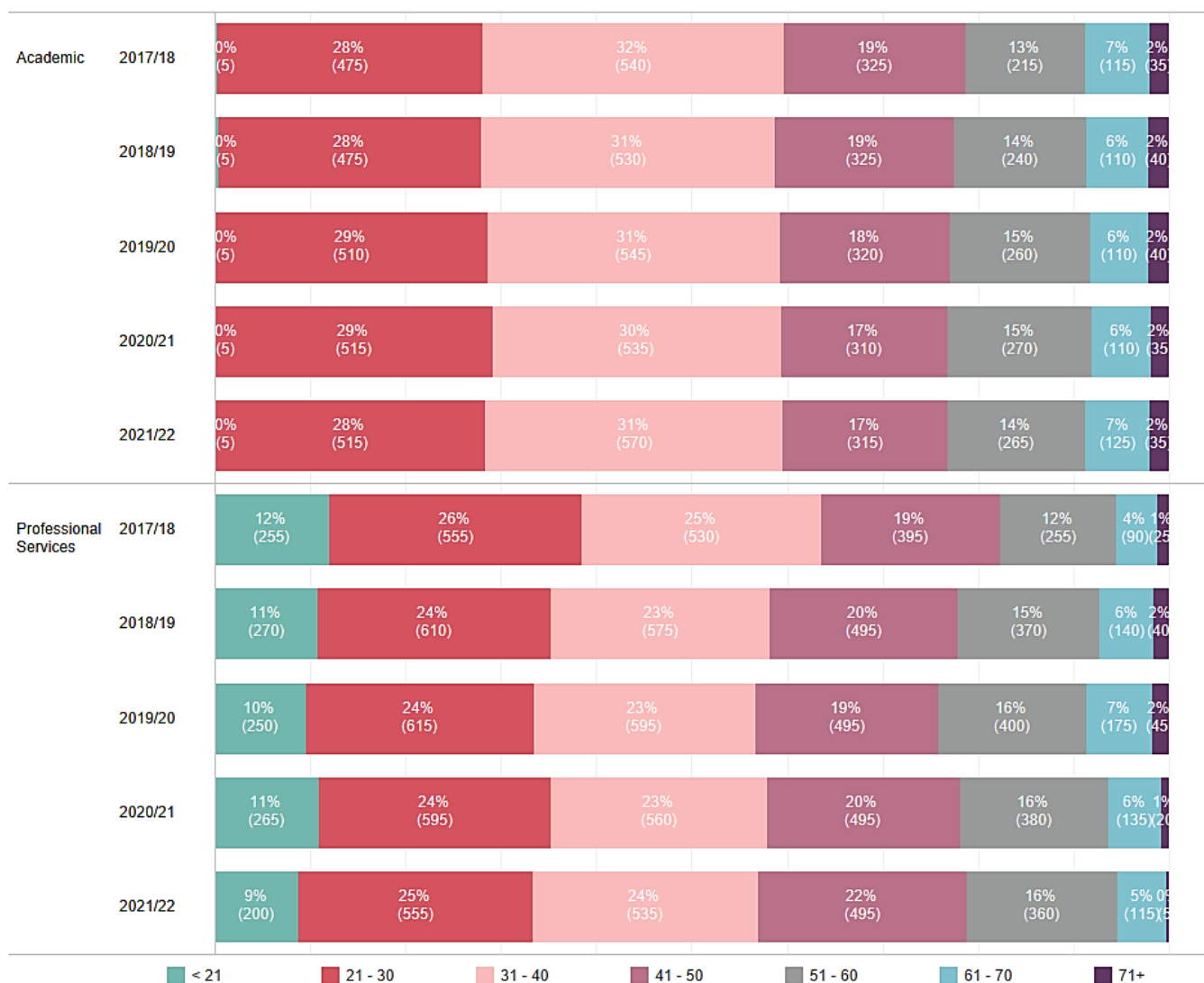
Age

In 2021/22:

- The age groups with the largest proportion of academic staff are 21-30 (28%) and 31-40 (31%)
- The age groups with the largest proportion of professional services are 21-30 (25%), 31-40 (24%) and 41-50 (22%).

The proportion of academic and professional services staff in each age group across the years remains constant.

Figure 8: Number and percentage of staff by age and employment function

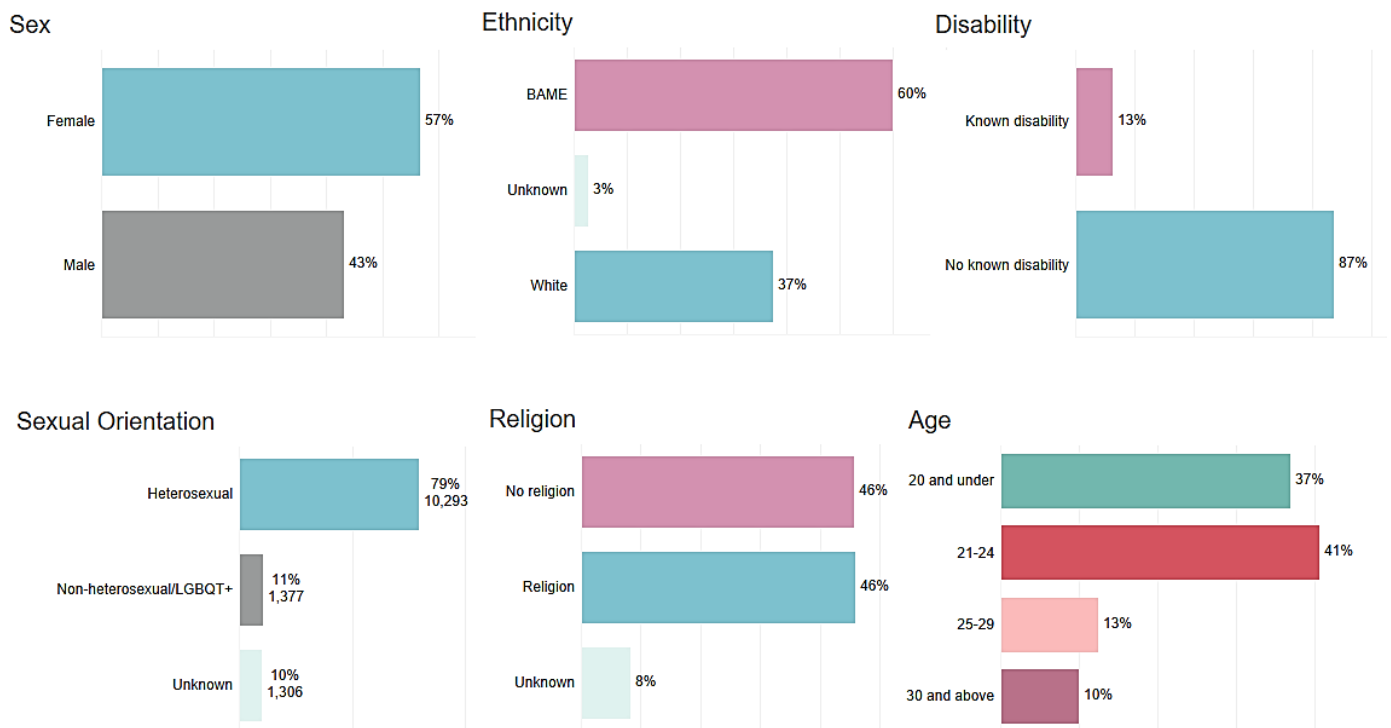


3. Student data

Summary

- In 2021/22, the School has a total number of 12,975 students, of which 43% are undergraduates and 57% are postgraduates
- 57% of students are female and 43% are male
- 60% of students are BAME and 37% are White
- 13% of students have a known disability
- 11% of students are non-heterosexual
- 46% of students have a religion
- 37% of students are 20 and under and 63% are 21 and over

Figure 9: 2021/22 Overall percentage of students by protected characteristics



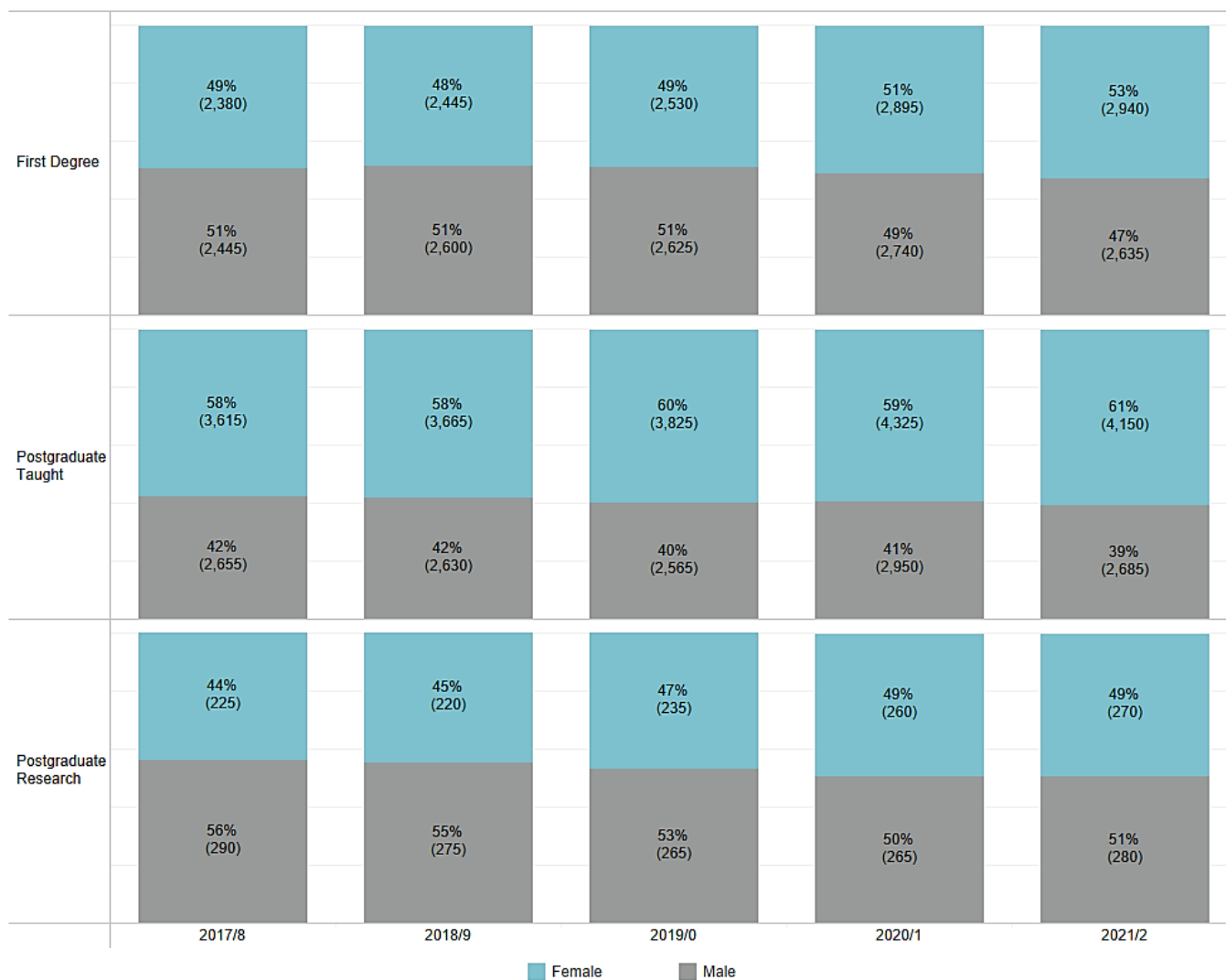
Sex

In 2021/22:

- 53% of first degree students are female
- 61% of postgraduate taught students are female
- 49% of postgraduate research students are female.

The proportion of female students are consistent over the last five years across all levels of study.

Figure 10: Number and percentage of students by sex and level of study



Ethnicity

In 2021/22:

- 67% of first degree students are from a BAME background
- 56% of postgraduate taught students are from a BAME background
- 42% of postgraduate research students are from a BAME background.

The proportion of BAME students increased over the last five years. There have been marginal increases in students identifying as the sub-categories which underpin BAME across the last five years.

Figure 11: Number and percentage of students by ethnicity (BAME/White) and level of study

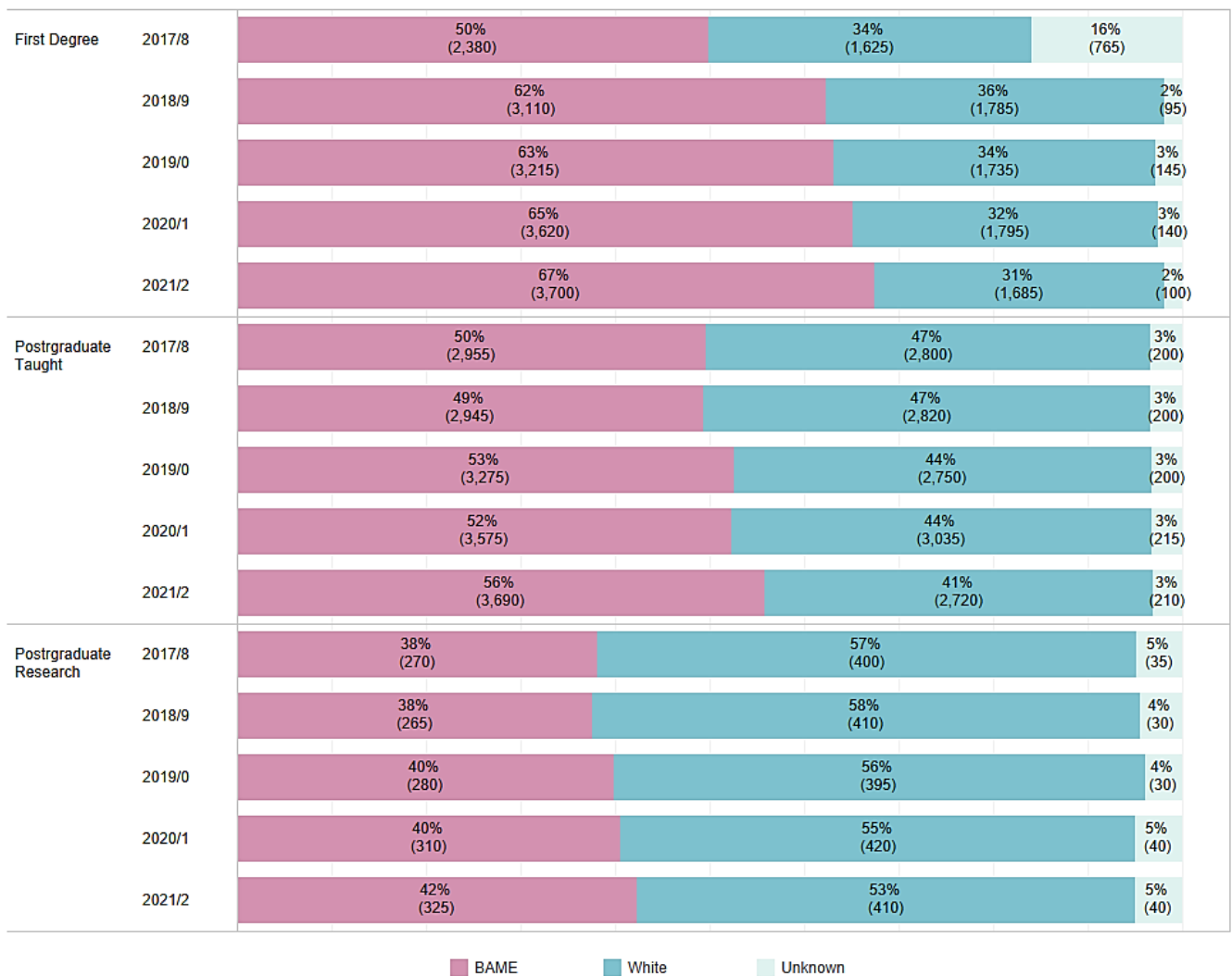
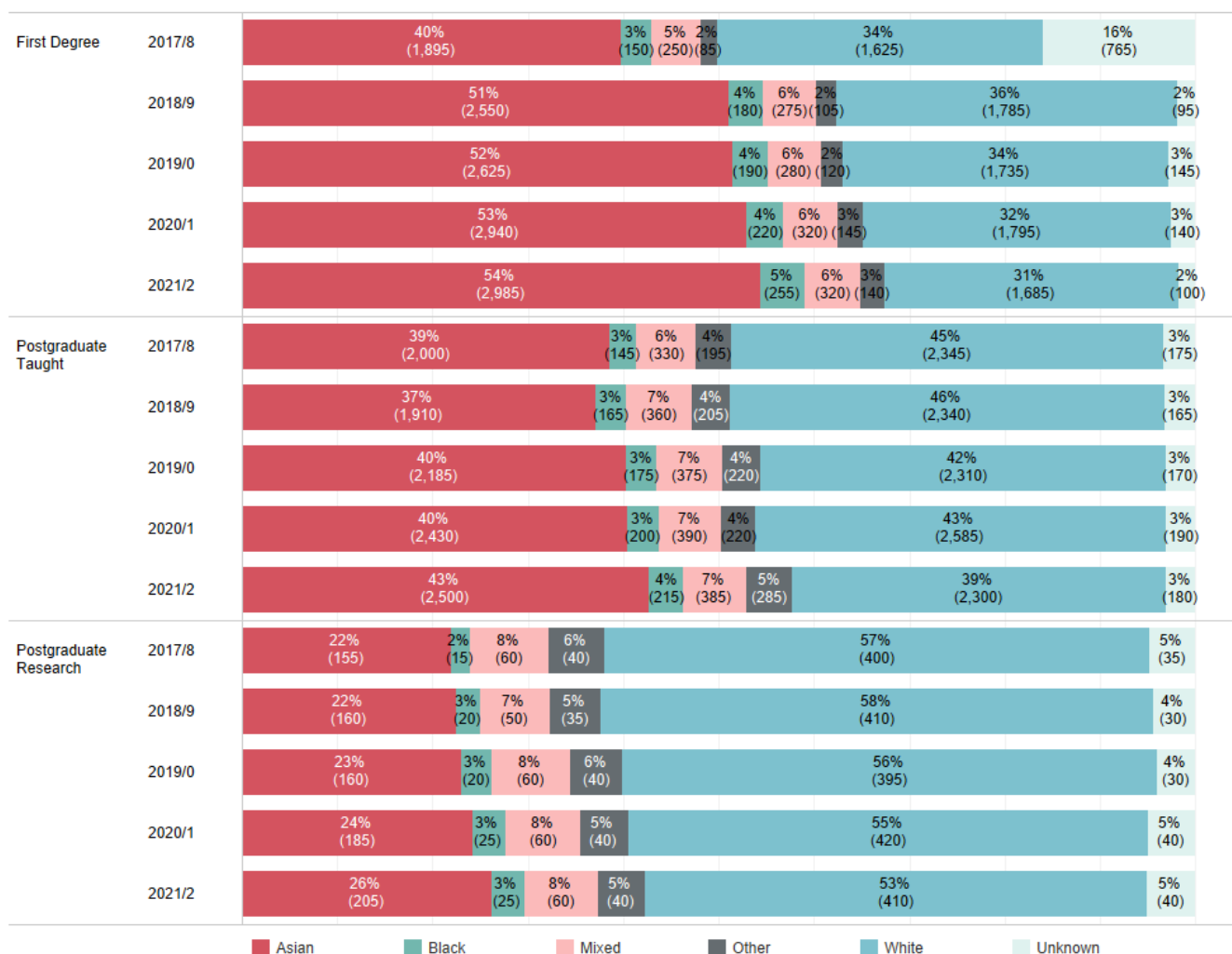


Figure 12 looks at the BAME ethnicity broken down in detail. The proportion of students from a Black ethnicity is low (5% or less) across the different levels of study in 2021/22. The proportion of students from a Black ethnicity increased marginally in 2021/22 compared to 2017/18 across all levels of study.

Figure 12: Number and percentage of students by ethnicity and level of study



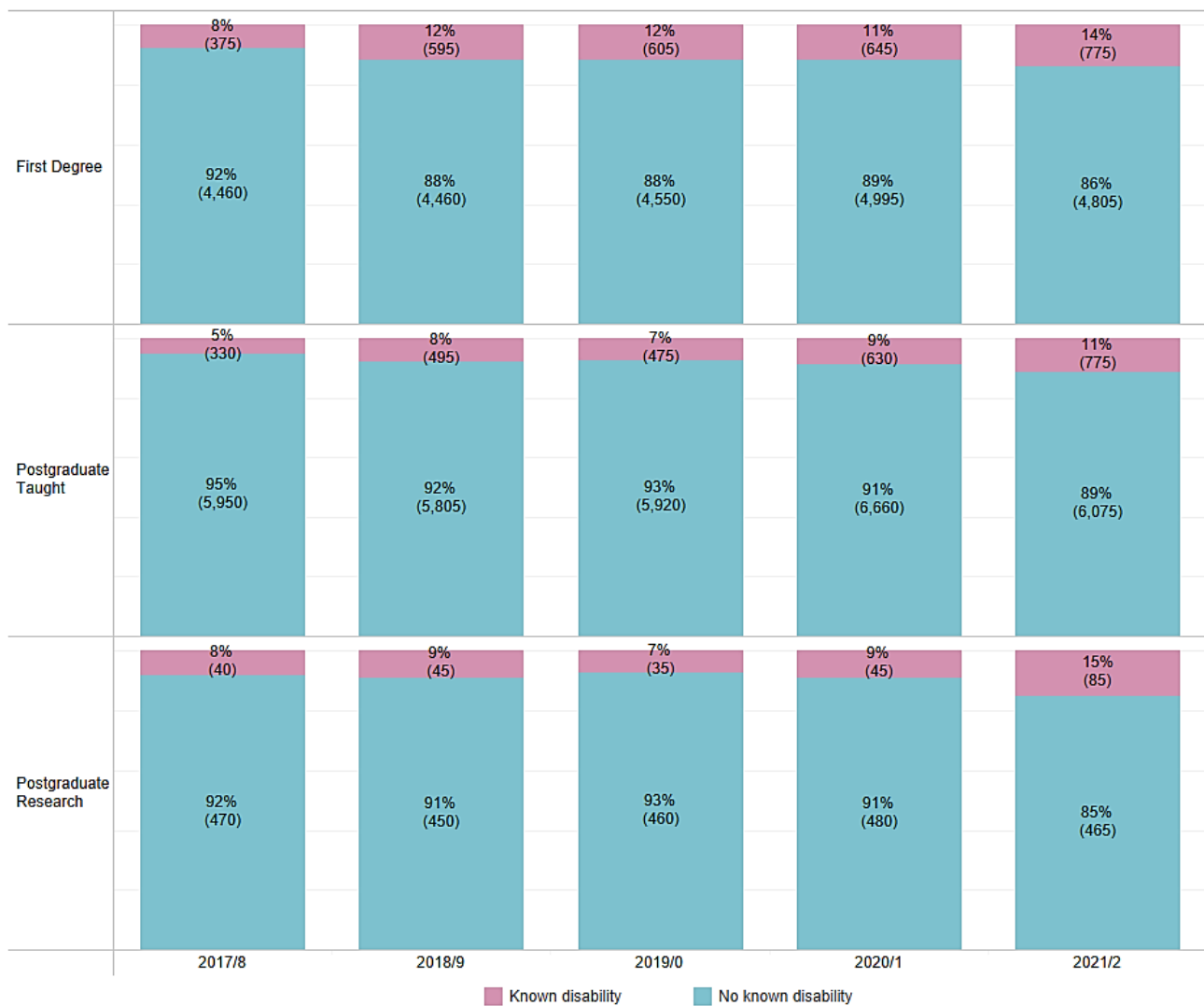
Disability

In 2021/22:

- 14% of first degree students have a known disability
- 11% of postgraduate taught students have a known disability
- 15% of postgraduate research students have a known disability.

The proportion of students with a known disability has increased in 2021-22 compared to 2017-18 across all levels of study. The increase is largely being driven by an increase in students reporting mental health conditions.

Figure 13: Number and percentage of students by disability and level of study



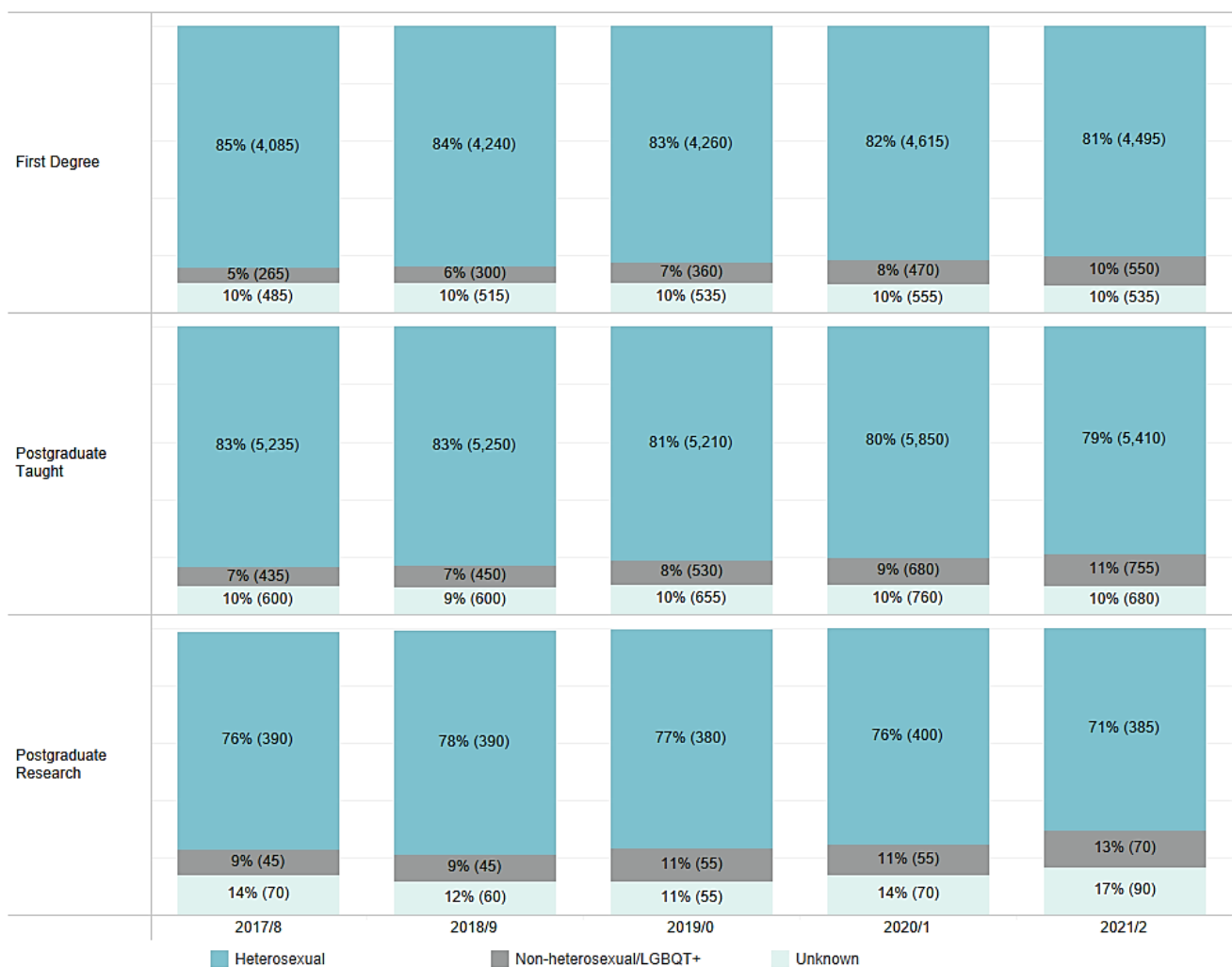
Sexual Orientation

In 2021/22:

- 10% of first degree students are non-heterosexual
- 11% postgraduate taught students are non-heterosexual
- 13% postgraduate research students are non-heterosexual.

There has been a marginal increase in the volume of students at every level self-identifying as Non-heterosexual/LGBTQ+ in every level.

Figure 14: Number and percentage of students by sexual orientation and level of study



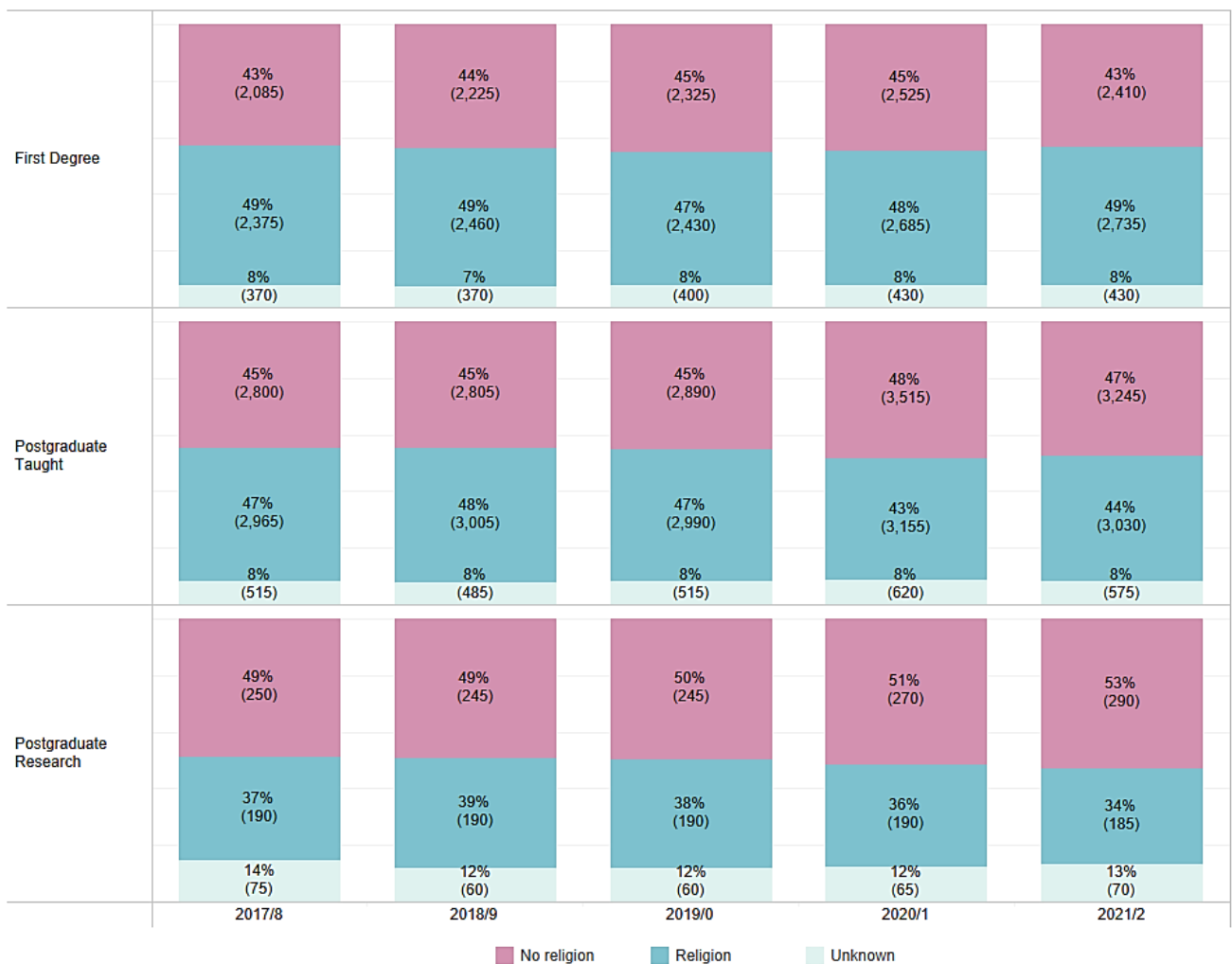
Religion

In 2021/22:

- 49% of first degree students have a religion
- 44% of postgraduate taught students have a religion
- 34% of postgraduate research students have a religion.

The proportion of students with a religion is relatively consistent across the last five years across UG and PGT, although there has been a slight increase in PGR students self-identifying as Non-religious over the same period.

Figure 15: Number and percentage of students by religion and level of study



Age

In 2021/22:

- 83% of first degree students are aged 20 and under
- 63% of postgraduate taught students are aged 21-24
- 54% of postgraduate research students are aged 25-29.

The proportions of ages across all levels of study are consistent across the last five years.

Figure 16: Number and percentage of students by age and level of study

