

# Publication of Equality Information Report

## January 2019

### Background

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This report provides information on how the University of Birmingham is meeting its responsibilities under the Equality Act 2010 Equality Duty. It is published with regard to the specific duty to publish equality information to demonstrate compliance with the three aims of the Equality Duty and to make this information publicly available.

### The Equality Duty

As a public sector organisation, the University has duties under the Equality Act 2010 to promote equality - the Equality Duty. The Equality Duty requires that the University has 'due regard' in carrying out its activities of the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups by considering the need to:
  - Remove or minimise disadvantages suffered by people due to their protected characteristics
  - Meet the needs of people with protected characteristics
  - Encourage people with protected characteristics to participate in public life or other activities where their participation is low
- Foster good relations between people from different groups

The Equality Duty applies in relation to the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The University has further duties to publish one or more equality objectives that support the aims of the Equality Duty and to publish information demonstrating our compliance with the Equality Duty on an annual basis.

## University of Birmingham Equality Objectives

Our equality objectives and the actions we will take to achieve them are set out in detail in the University's Equality Scheme 2016-2020, 'Advancing Equality, Valuing Diversity.' Our themes for 2016-2020 are:

<b>Inclusion:</b>	We provide an environment that is accessible, welcoming and safe
<b>Attainment:</b>	Everyone can flourish and succeed to the best of their abilities
<b>Flexibility:</b>	We support different ways of working and learning
<b>Embedding:</b>	The active promotion of equality informs our culture and behaviour

The full Equality Scheme can be viewed at:

<http://www.birmingham.ac.uk/university/about/equality/index.aspx>

### Publication of Equality Information

This report provides information demonstrating how the University is complying with the Equality Duty. It contains demographic information on our staff and student bodies for 2018 by the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It also provides information on activities during the 2017-18 academic year to achieve the objectives set out under our Equality Scheme.

Our aim is to present this information in a format that provides members of the University and general public with an accessible overview of our activities to promote greater equality. If you require further information on the report, or an alternative format, please contact the University's equality team at [equality@contacts.bham.ac.uk](mailto:equality@contacts.bham.ac.uk).

## Activities in 2018

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Below is an overview of equality activities and initiatives under taken by the University during 2018:

### **Developing our staff networks**

The University Black, Asian and Minority Ethnic (BAME) Staff Network has had a very successful first year of operation. A particularly strong feature of its work has been engagement with the local community and the University of Birmingham School. The BAME Network hosted 2 events as part of the Birmingham Windrush 70 commemoration: a joint NHS and Windrush 70<sup>th</sup> Birthday Party (organised in conjunction with South West Birmingham NHS Trust and Community Charity Recognize), was hosted by the University of Birmingham School, attracting over 100 visitors, many of them visiting the school for the first time. The second was a panel discussion event “The History and Legacy of the Windrush,” led by Professor Gavin Schaffer.

### **Social media and trolling**

The use of threats and offensive language directed at women through social media – ‘trolling’ - has been well-documented nationally, with this tactic being used to intimidate and silence female voices in the public sphere. Our own staff are directly affected by this, with female academics reporting misogynistic abuse when using both online and mainstream media to disseminate their research.

We have hosted a number of events to discuss the impact of trolling and to signpost academics to sources of support and the processes for reporting criminal threats. A Social Media ‘Lunch and Learn’ event for female academics was run jointly with External Relations. This covered both the benefits of using social media and the support that is available to academics who experience trolling. In January 2019 we also hosted an event with Jess Phillips MP and Dr Jagbir Jhutti-Johal, Senior Lecturer in Sikh Studies, sharing their experiences of using social media when discussing topical issues online.

### **Transnational Education: Dubai**

A significant area of work for the Equality Team has been supporting the development of the University’s overseas campus in Dubai. The ‘embassy model’ for equality - as developed by the Equality Team - continues to be the basis for managing E&D issues in Dubai, and has proven to be a resilient and robust approach to ensuring that the University’s Charter commitment to equality and fairness is adhered to across all of our global operations. The Equality Team has been working across the University and with colleagues in Dubai to ensure that key policies are

fit for purpose, and in finding solutions to complex issues where UK and Dubai law and social norms significantly differ.

We have co-hosted a roundtable event with Stonewall on embedding diversity and inclusion in the Middle East, with staff and student presenters from the region travelling to Edgbaston to share first-hand experience in the higher education context. The event also welcomed UK institutions with a Middle East presence to discuss practical initiatives to deliver an inclusive campus culture at overseas campuses.

### **Collaboration with the University of Manchester and Manchester Metropolitan University**

This project is based on the University's Equality and Diversity Student Ambassadors Scheme, and focuses on developing student-led activities for enhancing the sense of belonging of students from BAME and lower socio-economic backgrounds. An Equality and Diversity Officer for Students role has been created through matched-funding from the Office for Students. A skills development programme - linked to the Career Network's Personal Skills Awards – has been delivered to the student ambassadors in collaboration with Brap, a Birmingham-based equality charity. All Colleges have appointed a Student Experience or Welfare staff member as the Scheme's local coordinator, to support the development of initiatives with the Student Ambassadors.

### **Addressing sexual harassment and violence**

Student Services has led on a number of initiatives to develop and improve the University's response to sexual violence and sexual harassment. These actions have been targeted at Prevention, Intervention and Response. Activity has focused on increasing awareness and training for staff on how to respond to a disclosure of sexual violence.

295 staff have so far completed online training. Response and support for students has been enhanced by the introduction of an online reporting tool and a fully trained Sexual Violence and Harassment Response Team (made up of 15 staff volunteers). Student Services have worked in partnership with a range of external specialist agencies, including West Midlands Police, Sexual Assault Referral Centre (SARC) and the Rape and Sexual Violence Project (RSVP). These relationships have helped us to develop and improve referral pathways for students, including the SARC offering appointments on campus.

### **Hate Crime Project**

Student Services have been awarded a catalyst fund of £50,000 by the Office for Students to tackle hate crime and online harassment across the campus. The project, titled Developing Community Relationships and Responses, brings together Student Services, UB Safe, the Guild,

and the West Midlands Police. It aims to educate students and staff about how to recognise and report hate crime. Hate crime student ambassadors have been trained to support raising awareness on campus. The final phases of this project will see the development of online resources as a legacy product.

### **Positive Action Strategy**

Our 2018 Athena award application has highlighted how the focus on developing our female staff - and recent promotions and recruitment activities - has significantly improved the proportion of senior staff who are female. At institutional level, 25% of our Professors and 34.8% of our grade 9 academic staff are women, the former already out-stripping our institutional 30% target. Within this data there remains some significant differences at College-level - with STEMM having fewer senior women and non-STEMM more - but the overall picture is very positive.

To solidify and build on this progress – and to focus on those areas where more progress is needed - the Equality Team will be working with Colleges in 2019 to identify local targets and strategies for increasing the number of senior women. Where Colleges have already exceeded the 30% target at Professorial grade and academic grade 9, more ambitious targets will be agreed, with a view to ultimately achieving gender parity. This will be supported by annual data reporting to Colleges on key performance indicators. Colleges, in turn, will be required to develop local action plans to achieve their targets, which will be the responsibility of the Head of College, supported by the College Board and College Equality Lead. An annual Positive Action Strategy Report will be published at School, College and University level, showing appointments, promotions, grade and pay by gender.

### **Careering Through Your Day**

To commemorate International Women’s Day, the Equality Team ran an arts based consultation project: “Careering Through Your Day”. A graphic facilitator worked with groups of women from across the University to capture their answers to 2 questions:

- What stops and starts your day?
- What stops and starts your career?

Approximately 70 women from across the University took part in workshops, with many more taking part through Twitter. The responses, which were captured in graphic form were used to support a lecture at the Arts and Science Festival and an exhibition in the Muirhead Tower foyer. Graphic facilitation has proved to be a unique and engaging way of understanding and communicating women’s career experiences. It has provided a direct insight into how career barriers manifest themselves in the everyday experiences of women working at the University.

The images are being used to support leadership training and the development of the University's Positive Action Strategy. The project also prompted calls to set up a Women's Network to represent both academic and Professional Services staff. The Network will sit alongside the current Senior Women's Network and is in the early stages of being established.

### **Race Equality Charter**

The University continues to work towards making a Race Equality Charter (REC) application in 2019. Analysis of staff data indicates issues in the recruitment and progression of some groups of BAME academic and Professional Services staff. An all-staff survey is due to take place in September/October, to be followed up by focus groups to gain a more nuanced insight into these issues and the actions needed to address them.

### **Leaders Like You**

University of Birmingham research in leadership and superdiversity has made a significant contribution to the West Midlands Combined Authority's (WMCA) Leadership Commission Report 2018, launched by Andy Street CBE, the Mayor of the West Midlands and presented at a city centre event on Thursday 14 June.

The Commission's report – [Leaders Like You](#) – focuses on the experiences of black and ethnic minority communities, women, the LGBT community, disabled people and lower social economic groups, such as white working class boys. The University's research demonstrates that the proportion of Black Asian and Minority Ethnic (BAME) people in the West Midlands workforce is significantly lower than the local working age population. Access to work is hindered by a lack of positive role models, an understanding of cultural differences and a backdrop of institutional and societal prejudice. Disabled people and sexual minorities were also under-represented, with women faring poorly in the police and fire service.

### **Aditi BAME Leadership Programme**

The Aditi programme has recruited its third cohort. The current course has an increased emphasis on increasing the profile of participants within the University. This is being achieved through:

- Offering mentoring with a senior member of professional services staff to all participants
- Establishing a group project supported by the Registrar and Secretary
- Dr Ranjit Sondhi acting as a Mentor for the project

### **Supporting LGBT Students**

The University's LGBT Mentorship Programme was chosen by Stonewall as a featured example of best practice in their Global Workplace Briefings 2018. Being the first UK university to run an

LGBT mentorship programme for students, approximately 30 LGBT students are paired up with LGBT staff, alumni, or professionals in the city annually. An evening workshop 'Coming Out through the Generations' was organised by Careers Network, with professionals from different stages of their careers sharing personal coming out in the workplace stories with our students.

100 students took part in a new Widening Horizon module, where the cohort studied in teams exploring lived experience of LGBT individuals and staged a public exhibition at the Great Hall. Two special lectures were also developed in collaboration with the Birmingham Law School, questioning inequalities for trans biological parents in the US and the global landscape of marriage equality. In LGBT History Month, we hosted a two-day visit of the Naz and Matt Foundation, named after late Dr Nazim Mahmood who was an alumnus of the Medical School and passed away two days after being confronted about his sexuality by his religious parents. The Foundation delivered two talks at UoB School and presented a short film followed by a talk about homosexuality and faith identities at the Medical School. The year book of Dr Mahmood's class was also presented by his personal tutor at the event to the Foundation.

### **EPSRC 'Inclusion Matters' Award**

Birmingham is one of the first Universities to receive an award from the EPSRC "Inclusion Matters" fund. The objectives of the bid are:

- To conduct rigorous research into the nature and sources of bias in making judgements of academic quality and value
- To trial a number of innovative interventions in various science and engineering departments, to evaluate their effectiveness in addressing equality issues
- To share findings and best practice with our external partners
- To use our findings to develop an intervention programme at significant scale

### **Plans for 2019**

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Key activities for the coming year will focus on:

- Implementing targets for improving gender representation at senior levels within Colleges
- Submitting for a Race Equality Charter award
- Developing an institutional approach to enhancing support for first-generation university students

- Signing up to the Stand Alone Pledge for supporting estranged students
- Developing support for staff suffering domestic violence
- Expanding our work with under graduates on preventing sexual harassment to be inclusive of postgraduates

## Employment Information

### Introduction

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Information to demonstrate compliance with the Equality Duty in relation to the University's role as an employer is presented below, in relation to the protected characteristics of: age, disability, gender identity, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In relation to each characteristic there is

The data is taken from a snapshot of the staff population in January 2019.

As of January 2019, the University employs 8,754 staff. Staff are employed in three main groups:

**Academic staff** – These are our teaching and research staff and include roles such as Research Fellow, Lecturer and Professor. Academic staff are recruited nationally and internationally and employed in the University's 5 academic Colleges - Arts and Law, Engineering and Physical Sciences, Life and Environmental Sciences, Medical and Dental Sciences and Social Sciences. 4,087 of our staff are academics.

**Administrative and Other Related staff** – These staff are employed in a wide range of professional roles, such as admissions officers, statisticians and I.T. specialists. They are predominately recruited nationally and from the West Midlands region. Admin and Other Related staff are employed in Professional Services' budget centres and in the academic Colleges. 1,986 of our staff are administrative and other related.

**Support staff** – Support staff are employed in a wide range of manual and clerical roles across the University, such as cleaning, catering and junior administration roles. Support staff are predominately recruited locally from the City of Birmingham and are employed in Professional Services budget centres and in the academic Colleges. 2,681 of our staff are support staff.

## Age

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Following the removal of the national default retirement age in October 2011, staff can now work past the University's traditional retirement age of 65, and there is no upper limit on the age of job applicants for the majority of posts at the University. In response to these significant changes to retirement, the University has created a Later Working Life intranet resource to support older staff in planning their later working life and eventual retirement, together with long-term financial planning courses to support staff in preparing for retirement. We have also introduced increased flexibility for older staff through flexible retirement arrangements.

Staff data for 2018 indicates that this has impacted on the upper-end of the staff age profile, with the number of staff aged >65 rising from 25 staff (0.4%) in 2011 to 172 staff (2%) in 2018. This trend has occurred across all 3 staff groups and is expected to continue as staff take advantage of the opportunity to work past traditional retirement age.

### **Overview of staff data**

Our data for 2018 shows:

- The University employs staff aged from 17 to 88, with a median age of 40.
- Support posts employ the most diverse range of ages at the University, encompassing both the highest proportion of staff under 26 and of staff aged over 60.
- 62% of our staff aged >65 are academics.

## Disability

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The number of staff disclosing a disability to the University has substantially increased during this period, from 153 staff in 2011 to 463 staff in 2018, raising the overall proportion of disabled staff to 5.5% of the University population. The University's non-disclosure rate (i.e. staff who have withheld information on their disability status) is 6.5% (582 staff).

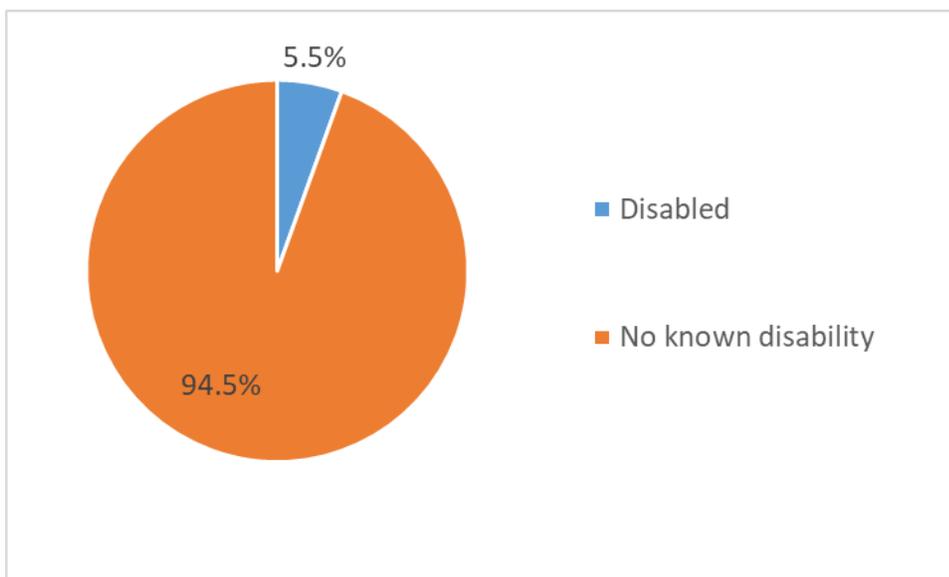
It is hoped that this increase in disclosures is indicative of an increasingly positive working culture where staff with physical and mental disabilities feel safe and supported. The University has a Disability Service for staff, which provides general advice for disabled staff, guidance on adjustments to workplace practices and specific support for mental health needs. This service is promoted to staff through internal publications and through information specifically sent to new and current staff on disclosure of a disability. The University also has an Enabling Staff Network, and is open to all disabled staff and staff with a professional interest in disability issues.

### Overview of staff disability data

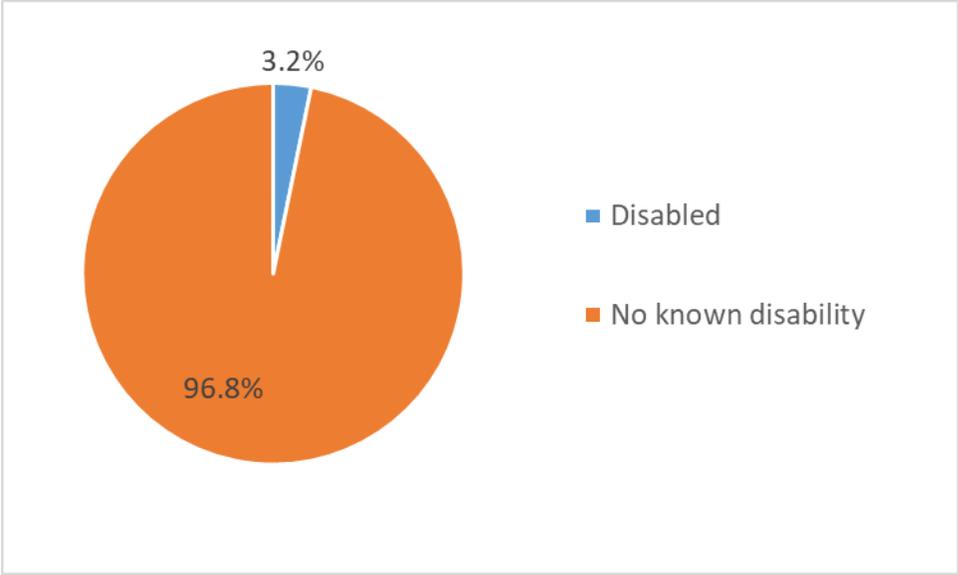
Our data for 2018 shows:

- 5.5% of University staff (463 staff) have disclosed a disability to the University, as defined under the medical and social model definitions of disability
- The largest proportion of disabled staff are employed in Support roles (45.5% of all disabled staff), 28.5% in Administrative and Other Related roles and 26% are in Academic posts.

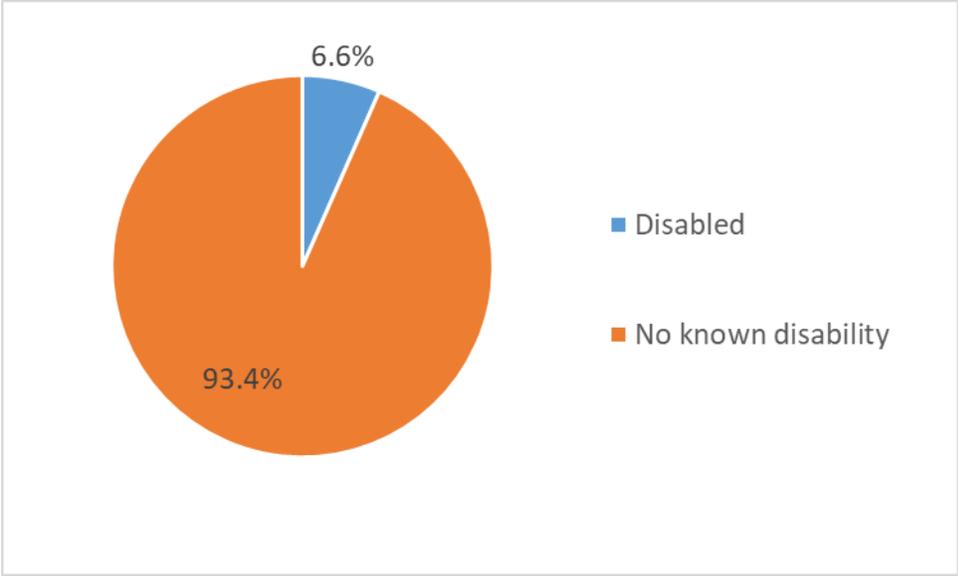
### All staff by disability status, 2018 (%)



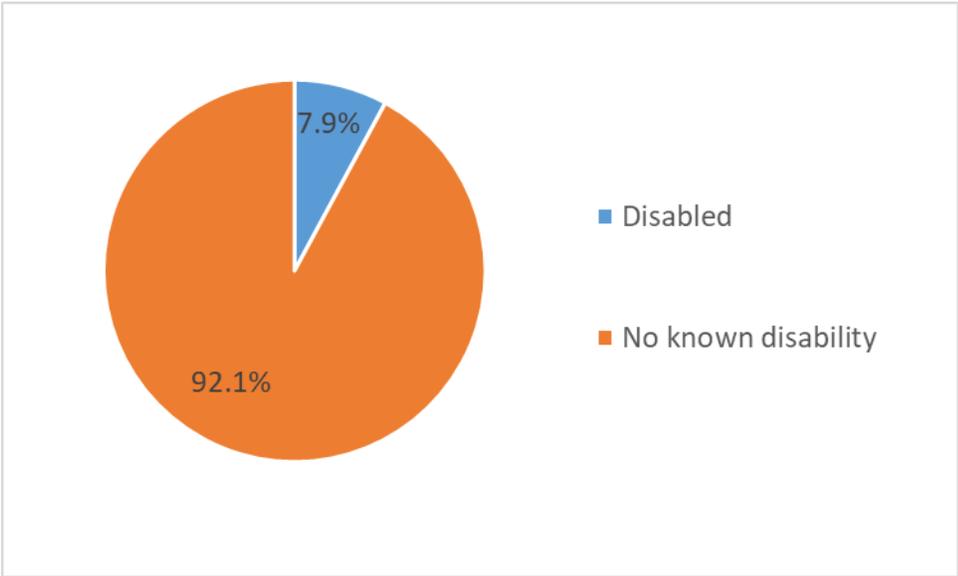
**Academic staff by disability status, 2018 (%)**



**Admin & Other Related staff by disability status, 2018 (%)**



**Support staff by disability status, 2018 (%)**



Disabled staff by staff group, 2004-2018					
		All staff	Academic	Admin & Other related	Support
2004	No	79	-	-	-
	%	1.4	-	-	-
2005	No	91	-	-	-
	%	1.6	-	-	-
2006	No	93	37	8	48
	%	1.6	1.6	1.1	1.9
2007	No	119	41	21	57
	%	2	1.6	1.8	2.4
2008	No	132	39	30	63
	%	2.2	1.6	2.4	2.7
2009	No	134	40	31	63
	%	2.2	1.6	2.5	2.6
2010	No	132	40	40	52
	%	2.2	1.6	3	2.3
2011	No	153	43	48	62
	%	2.5	1.8	3.1	2.8
2012	No	194	53	57	84
	%	3	2.2	3.5	3.7
2013	No	208	53	58	97
	%	3.4	2.2	3.5	4.4
2014	No	264	56	77	131
	%	3.7	2.1	3.7	5.6
2015	No	322	88	76	158
	%	4.3	2.5	5	6.5
2016	No	372	94	99	179
	%	4.8	25.5	26.5	48
2017	No	440	116	126	198
	%	5.3	3	6.8	7.5
2018	No	463	119	132	212
	%	5.5	3.2	6.6	7.9

## Sex and gender

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Whilst the University has an overall positive balance between female and male staff (52.5%/47.5%), there is ongoing under-representation of women at more senior levels, particularly in academic roles.

In 2018, 43.5% (1,782) of all Academic staff were female, an increase from 37.4% (875 staff) in 2011. 27.5% of our Professors are female (144 staff) and 37% of our senior Professional Services staff (grade 10).

The University recognises this as a significant issue and has introduced targets for senior academic and leadership roles, with the aim of achieving a minimum of 30% female representation in these posts.

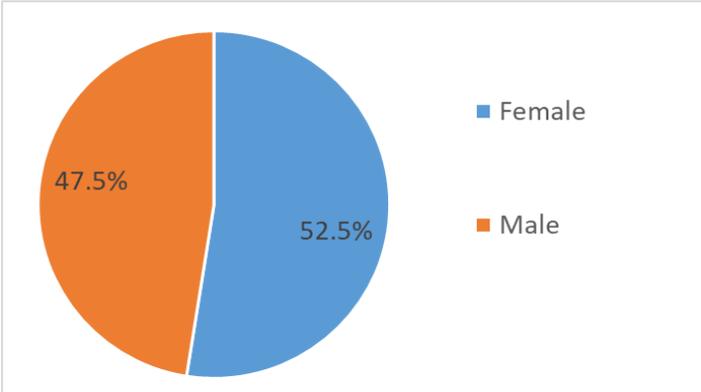
The University also has an established Athena SWAN Working Group and holds a Bronze institutional award. The College of Medical and Dental Sciences and the School of Physics have achieved Silver Athena awards and a further 8 schools in the Colleges of Engineering and Physical Sciences and Life and Environmental Sciences have achieved Bronze awards. Following the expansion on the Athena SWAN Charter to non-STEMM subject areas, Schools with the Colleges of Arts & Law and Social Sciences are also actively working towards awards.

### Overview of staff data

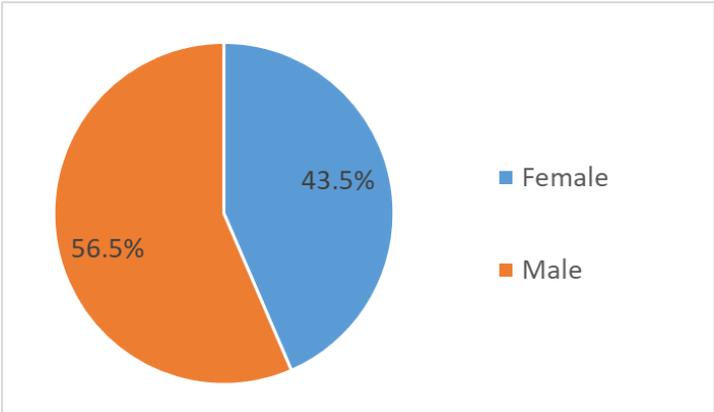
Date for 2018 shows:

- The University's total staff body is evenly balanced between female and male staff, with female staff accounting for 52.5% of the staff population
- There are variations in gender representation across the three staff groups. Female staff are 43.5% of Academic staff, 57% of Admin & Other Related staff and 63% of Support staff
- The proportion of female Academics has increased, from 743 staff (34.2%) in 2004 to 1,782 staff (43.5%) in 2018
- 27.5% of our Professors are female and 37% of our senior (grade 10) Admin and Other Related staff are female

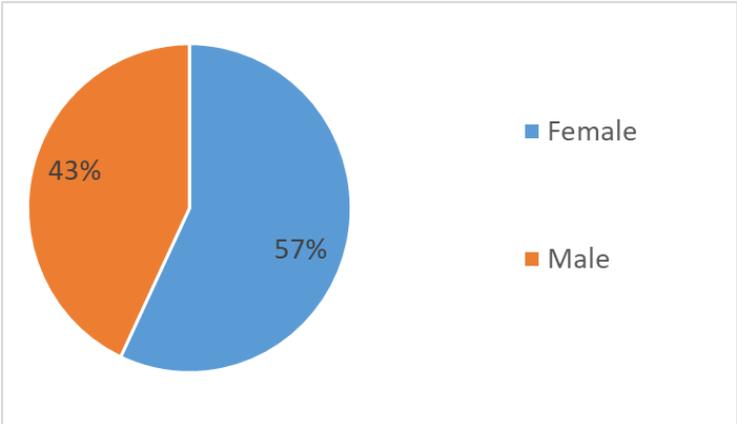
**All staff 2018 (%)**



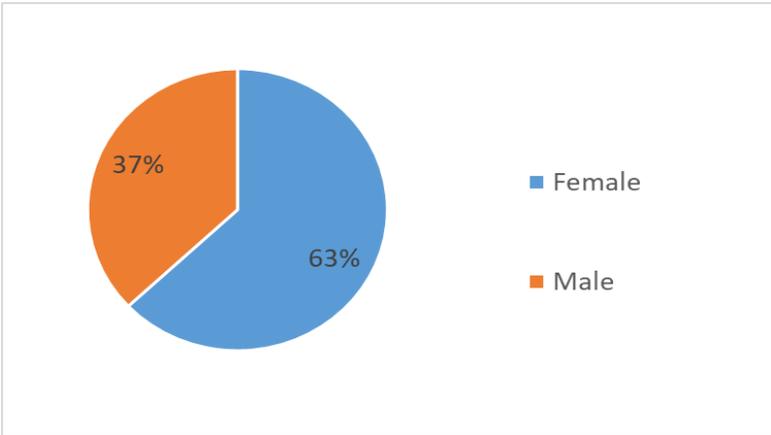
**Academic Staff 2018 (%)**



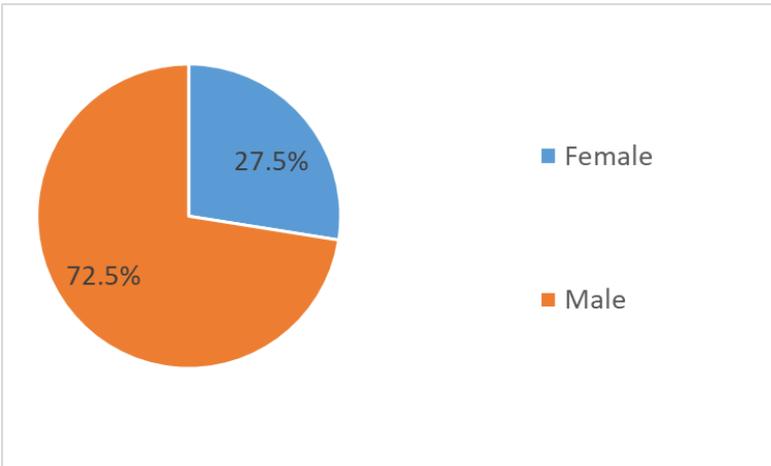
**Admin and Other Related Staff 2018 (%)**



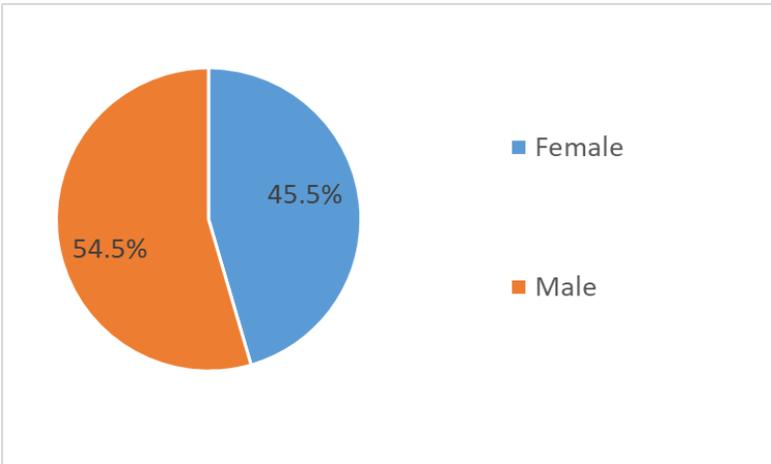
**Support Staff 2018 (%)**



**Professors 2018 (%)**



**Senior Admin and Other Related staff (grade 10) 2018 (%)**



<b>Staff by sex and staff group, 2004-2018</b>						
			<b>All Staff</b>	<b>Academic</b>	<b>Admin &amp; Other Related</b>	<b>Support</b>
<b>2004</b>	Female	No.	2918	743	443	1732
		%	52	34.2	56	65
	Male	No.	2711	1429	345	937
		%	48	65.8	44	35
<b>2005</b>	Female	No.	2905	852	413	1640
		%	51	35.9	55	65
	Male	No.	2766	1524	341	901
		%	49	64.1	45	35
<b>2006</b>	Female	No.	3032	877	547	1608
		%	51	36.1	53.3	65.9
	Male	No.	2865	1553	479	833
		%	49	63.9	46.7	34.1
<b>2007</b>	Female	No.	3054	908	605	1541
		%	51	36.3	53.4	66
	Male	No.	2911	1590	528	793
		%	49	63.7	46.6	34
<b>2008</b>	Female	No.	3097	904	660	1533
		%	51.5	36.8	53.5	66
	Male	No.	2922	1553	574	795
		%	48.5	63.2	46.5	34
<b>2009</b>	Female	No.	3180	937	736	1507
		%	52	37.6	55.5	65.5
	Male	No.	2937	1542	592	793
		%	48	62.4	44.5	34.5
<b>2010</b>	Female	No.	3180	937	736	1507
		%	52	37.9	54.6	66.7
	Male	No.	2937	1531	612	752
		%	48	62	45.4	33.2
<b>2011</b>	Female	No.	3234	875	884	1475
		%	52.9	37.4	56.9	66.3

	Male	No.	2881	1462	669	750
		%	47.1	62.6	43.1	33.7
2012	Female	No.	3383	951	940	1492
		%	53.2	38.9	57.3	65.6
	Male	No.	2982	1497	701	784
		%	46.8	61.1	42.7	34.4
2013	Female	No.	3383	961	952	1470
		%	54%	39%	58%	66%
	Male	No.	2948	1497	698	753
		%	46%	61%	42%	34%
2014	Female	No.	3680	1046	1157	1477
		%	52%	40%	55.2%	63.1%
	Male	No.	3401	1598	939	864
		%	48%	60%	44.8%	36.9%
2015	Female	No.	3958	1574	864	1520
		%	53%	44.5%	57%	63%
	Male	No.	3510	1965	647	898
		%	47%	55.5%	43%	37%
2016	Female	No.	4125	1584	946	1595
		%	53%	44.6%	56%	63.5%
	Male	No.	3624	1968	738	918
		%	47%	55.4%	44%	36.5%
2017	Female	No.	4426	1698	1048	1680
		%	53%	44.5%	56.5%	63%
	Male	No.	4404	2118	805	981
		%	47%	55.5%	43.5%	37%
2018	Female	No.	4607	1782	1132	1693
		%	52.5%	43.5%	57%	63%
	Male	No.	4147	2305	854	988
		%	47.5%	56.5%	43%	37%

## Gender Identity

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The University has been collecting data on gender identity since 2015 via the sign on process for new starters. To date, 50% of staff have provided us with information on their gender identity. Of those who have disclosed, 0.5% have a gender identity different to that assigned to them at birth.

Guidance on 'Supporting Transgender Students and Staff' is available on the University website and is based on sector best practice. Human Resources provide individual support to staff and their managers where a member of staff is undertaking a process of gender transition.

The University also supports an active Rainbow Staff Network. The network is open to all staff who identify as lesbian, gay, bisexual, transgender, non-binary or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the University.

## Race and Ethnicity

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The University's staff body is ethnically diverse, with staff drawn from over 18 ethnic groups and 95 countries. The University has comprehensive data on the ethnic and national origins of its staff population, with 98.5% of staff disclosing this information.

The University employs 1,839 staff from black, Asian or minority ethnic (BAME) backgrounds, equivalent to 21% of the total staff population, an increase of 186 staff from 2017. 21% of Academic staff (862 staff) are BAME, as are 15.5% of Admin and Other Related staff ) and 25% of Support staff, (672 staff). Overall, Asian staff (Indian, Pakistani, Bangladeshi and other Asian groups) are the largest BAME group at 10% of the staff population, (868 staff).

Whilst historical data from 2004 onwards indicates that the number of BAME staff is on an upwards trajectory, the University Support staff population continues to be under-representative of the BAME population in the City of Birmingham. The Support staff population is predominately recruited from the local population and currently stands at 25% BAME staff.

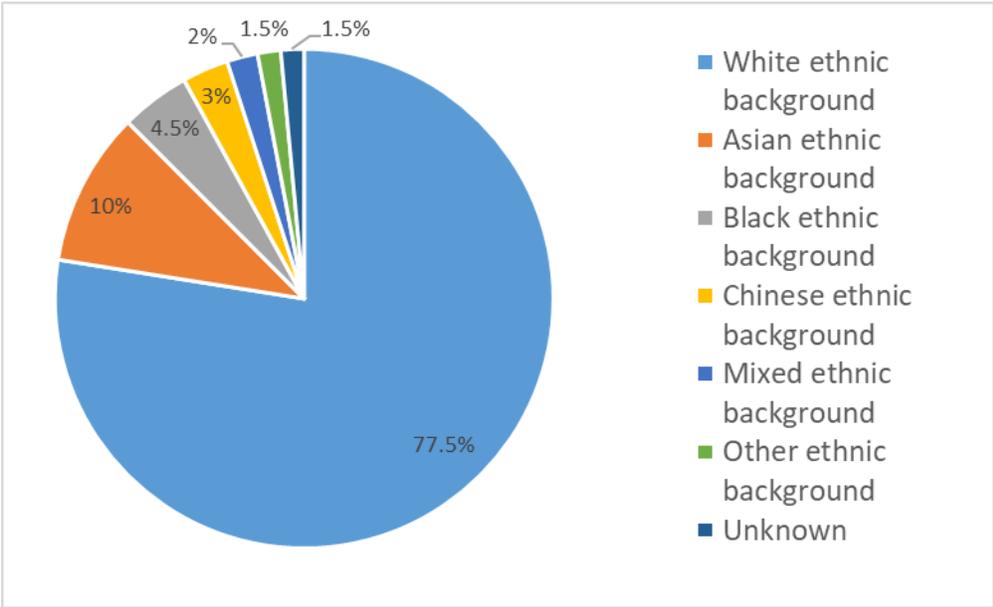
The University's Equality Scheme has identified the under-representation of BAME staff amongst its locally recruited staff as an area of concern. We are also participating in the Equality Challenge Unit Race Charter Mark to help address issues of under-representation.

### Overview of staff data by ethnic group

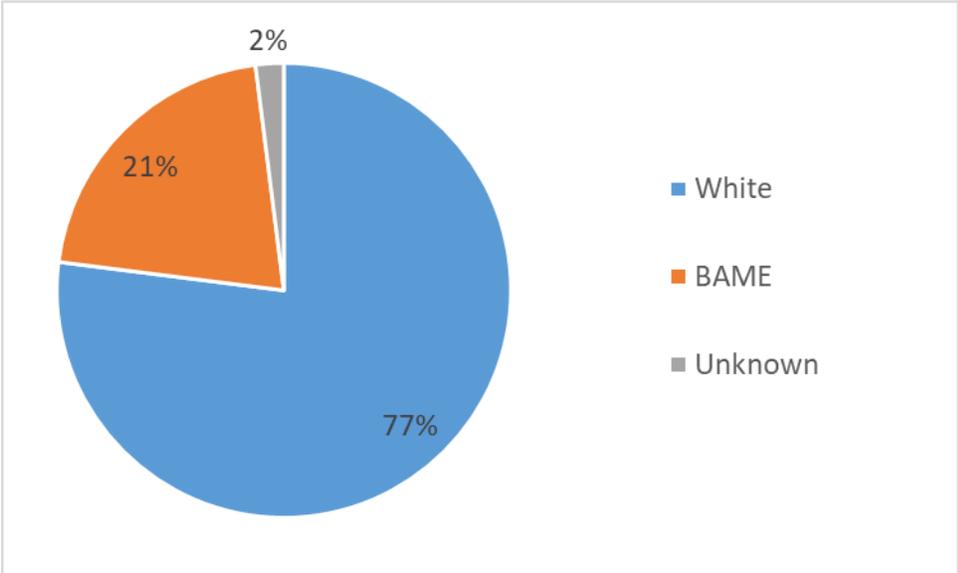
Our data for 2018 shows:

- 21% of University staff are from BAME groups, 77.5% are from white ethnic groups, and 1.5% have not disclosed their ethnic origin
- Asian staff (Indian, Pakistani, Bangladeshi and other Asian ethnic groups) make up the largest proportion of BAME staff at 10%
- 21% of Academic staff are BAME. The largest proportion of BAME staff are employed in Support roles (25%) and the lowest proportion in Admin & Other Related roles (15.5%)
- 8.5% of our Professors are BAME
- Long term, the number of staff from BAME groups has increased from 748 staff in 2004 to 1,839 staff in 2018

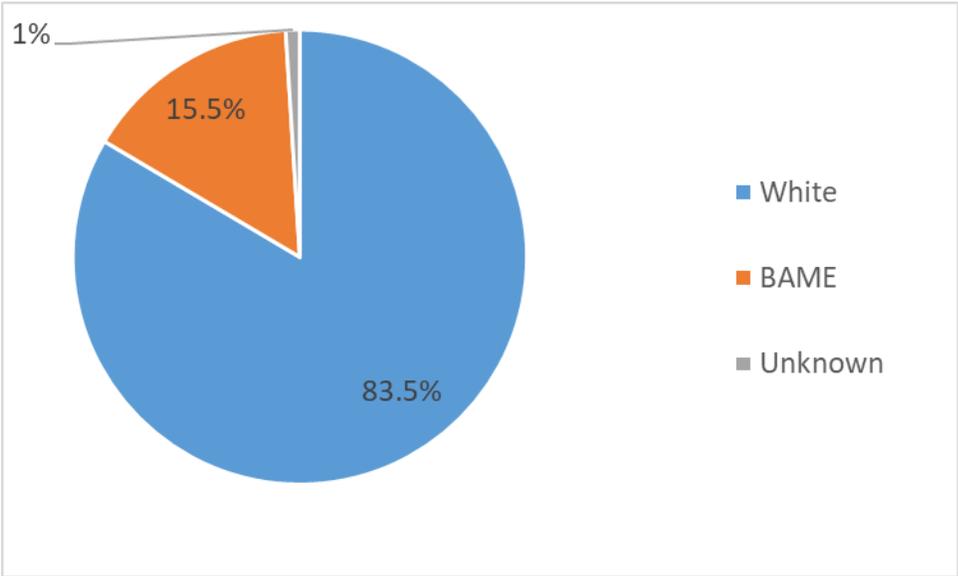
**All staff by ethnic group, 2018 (%)**



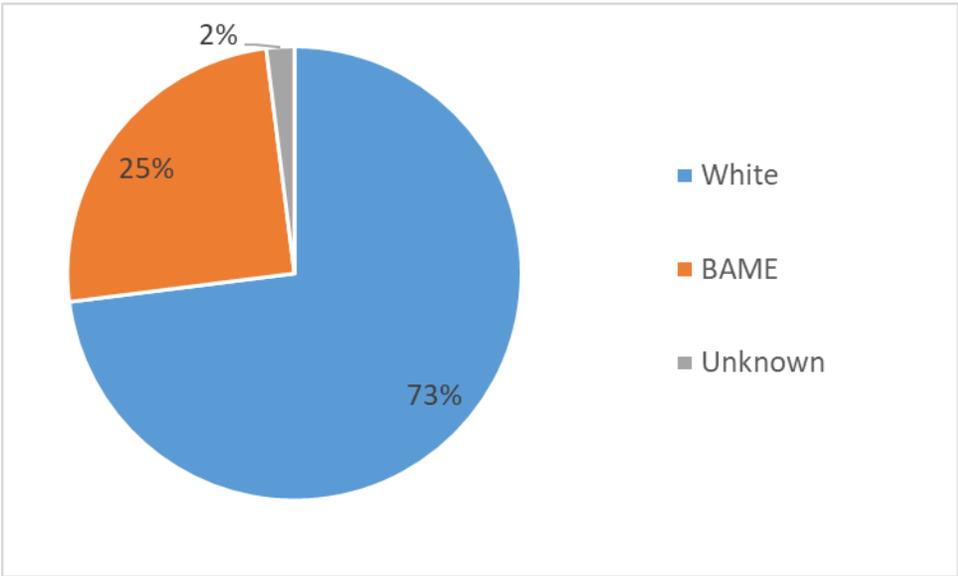
**Academic staff by aggregated ethnic group, 2018 (%)**



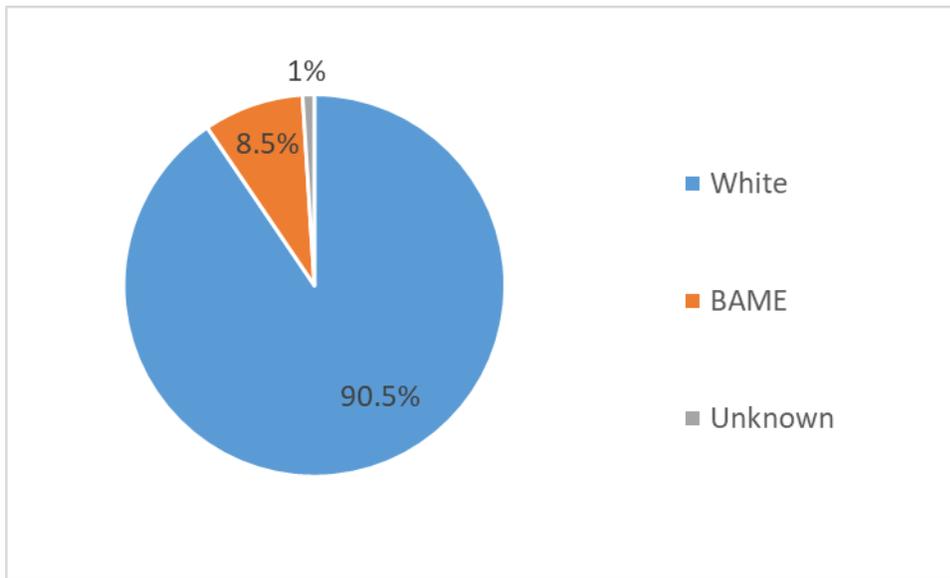
**Admin and Other Related staff by aggregated ethnic group, 2018 (%)**



**Support staff by aggregated ethnic group, 2018 (%)**



**Professors by aggregated ethnic group, 2018 (%)**



<b>Staff by ethnic group and staff group, 2004-2018</b>						
			<b>All Staff</b>	<b>Academic</b>	<b>Admin and Other Related</b>	<b>Support</b>
2004	White ethnic groups	No.	4792	1833	711	2248
		%	85.1	84.4	90.2	84.2
	Black, Asian and minority ethnic groups	No.	748	299	70	379
		%	13.3	13.8	8.9	14.2
	Information not provided	No.	89	40	7	47
		%	1.6	1.8	0.9	1.8
2005	White ethnic groups	No.	4789	1989	671	2129
		%	84.4	83.7	89	83.8
	Black, Asian and minority ethnic groups	No.	810	353	78	379
		%	14.3	14.9	10.3	14.9
	Information not provided	No.	72	34	5	33
		%	1.3	1.4	0.7	1.3
2006	White ethnic groups	No.	4963	2033	908	2022
		%	84.2	83.7	88.5	82.8
	Black, Asian and minority ethnic groups	No.	861	367	104	384
		%	14.6	15.1	10.1	15.7
	Information not provided	No.	73	30	14	35
		%	1.2	1.2	1.4	1.5

2007	White ethnic groups	No.	4988	2071	1004	1913
		%	83.6	82.9	88.6	82
	Black, Asian and minority ethnic groups	No.	903	404	114	385
		%	15.1	16.2	10.1	16.5
	Information not provided	No.	74	23	15	36
		%	1.3	0.9	1.3	1.5
2008	White ethnic groups	No.	5047	2043	1092	1912
		%	83.8	83.1	88.1	82.1
	Black, Asian and minority ethnic groups	No.	903	400	135	388
		%	15.1	16.3	10.9	16.7
	Information not provided	No.	74	15	13	29
		%	1.3	0.6	1	1.2
2009	White ethnic groups	No.	5079	2025	1160	1894
		%	83	82.2	88	81.4
	Black, Asian and minority ethnic groups	No.	947	401	148	398
		%	15.5	16.3	11.2	17.1
	Information not provided	No.	81	36	11	34
		%	1.5	1.5	0.8	1.5
2010	White ethnic groups	No.	5084	2041	1191	1852
		%	83.5	82.7	88.5	82
	Black, Asian and minority ethnic groups	No.	939	405	150	383
		%	15.5	16.4	11	17
	Information not provided	No.	53	22	7	24
		%	1	0.9	0.5	1
2011	White ethnic groups	No.	5127	1943	1377	1807
		%	83.8	83.1	88.7	81.2
	Black, Asian and minority ethnic groups	No.	942	378	170	394
		%	15.4	16.2	10.9	17.7
	Information not provided	No.	46	16	6	24
		%	0.8	0.7	0.4	1.1
2012	White ethnic groups	No.	5319	2002	1445	1852
		%	83.6	82.6	88	81.4
	Black, Asian and minority ethnic groups	No.	1004	414	189	401
		%	15.7	16.9	11.5	17.6
	Information not provided	No.	42	12	7	23
		%	0.7	0.5	0.4	1
2014	White ethnic groups	<b>No.</b>	5754	2149	1746	1859
		<b>%</b>	81%	81%	83%	79%
	Black, Asian and minority ethnic groups	<b>No.</b>	1275	473	337	465
		<b>%</b>	18%	18%	16%	20%

	Information not provided	<b>No.</b>	52	22	13	17
		<b>%</b>	1%	1%	1%	1%
2015	White ethnic groups	<b>No</b>	6023	2822	1308	1893
		<b>%</b>	80.5%	80%	86.5%	78%
	Black, Asian and minority ethnic groups	<b>No</b>	1367	670	196	501
		<b>%</b>	18.5%	19%	13%	21%
	Information not provided	<b>No</b>	78	47	7	24
		<b>%</b>	1%	1%	0.5%	1%
2016	White ethnic groups	<b>No</b>	6188	2843	1448	1898
		<b>%</b>	80%	80.1%	86%	75.5%
	Black, Asian and minority ethnic groups	<b>No</b>	1471	661	222	588
		<b>%</b>	19%	18.6%	13.2%	23.5%
	Information not provided	<b>No</b>	90	48	14	27
		<b>%</b>	1%	1.3%	0.8%	1%
2017	White ethnic groups	<b>No</b>	6563	3014	1567	1982
		<b>%</b>	79%	79%	84.5%	74.5%
	Black, Asian and minority ethnic groups	<b>No</b>	1653	739	266	648
		<b>%</b>	20%	19.5%	14.5%	24.5%
	Information not provided	<b>No</b>	114	63	20	31
		<b>%</b>	1%	1.5%	1%	1%
2018	White ethnic groups	<b>No</b>	6765	3139	1661	1965
		<b>%</b>	77.5%	77%	83.5%	73%
	Black, Asian and minority ethnic groups	<b>No</b>	1839	862	305	672
		<b>%</b>	21%	21%	15.5%	25%
	Information not provided	<b>No</b>	150	86	20	44
		<b>%</b>	1.5%	2%	1%	2%

## Religion or Belief

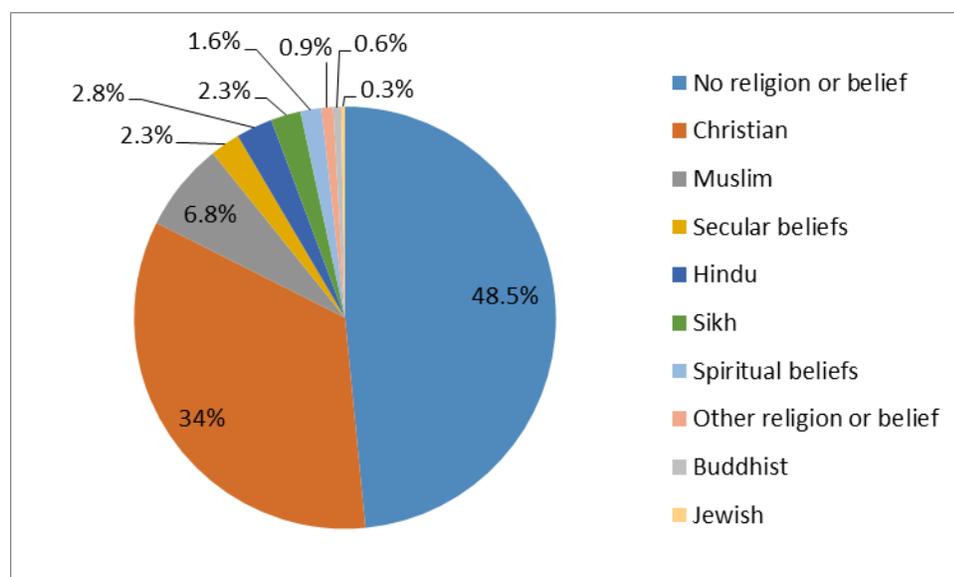
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The University has two multi-faith chaplaincies with full and part-time Christian, Jewish, Muslim, Buddhist and Hindu chaplains. Students and staff have access to the chaplaincy for prayer and contemplation. Arrangements for local prayer facilities are agreed between staff and managers on a case-by-case basis. The University seeks to accommodate the religious needs of staff wherever this is reasonably practical, usually through the use of flexible working practices.

The University has been collecting data on staff religion and belief from new starters since 2015. 48.5% of staff have provided information on their religion or belief to date, an increase from 29% in 2015.

### Staff by religion or belief 2018 (%)

% data below refers to staff who have disclosed (e.g. of the 48.5% of staff who have disclosed information on their religion or belief, 46% of them identify as having no religion or belief).



## Sexual Orientation

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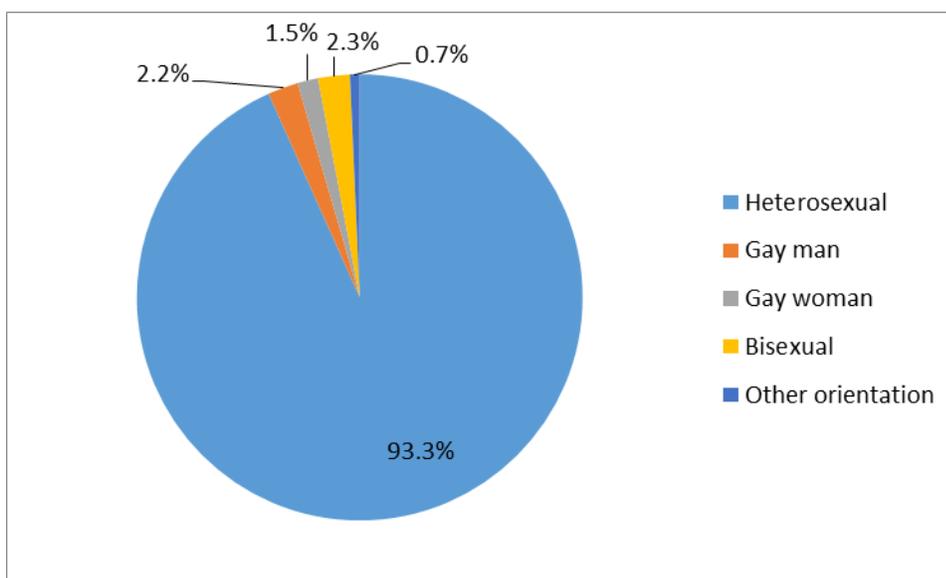
The University supports an active LGBTQ+ Rainbow Staff Network, that is open to all staff who identify as lesbian, gay, bisexual, trans or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the University.

The Rainbow Network plays a key role in organising events for LGBT History Month. The underpinning theme of the University's LGBT History Month is to celebrate and promote greater understanding of LGBT lives and experiences. As part of our commitment to LGB+ equality, the University is also a member of Stonewall Diversity Champions and participates in their annual employers' index. We have benchmarked our employment practices against Stonewall best practice and introduced changes, such as explicitly promoting family benefits to same sex couples and using the Stonewall logo in our recruitment materials.

In 2015 the University started collecting monitoring data on staff sexual orientation from new starters. To date, 48% of staff have provided information on their orientation, with 6.7% of those staff identifying as a gay woman, gay man, bisexual or an orientation other than heterosexual.

### Staff by sexual orientation 2018 (%)

% data below refers to staff who have disclosed (e.g. of the 48% of staff who have disclosed information on their sexual orientation, 93.3% of them identify as heterosexual).



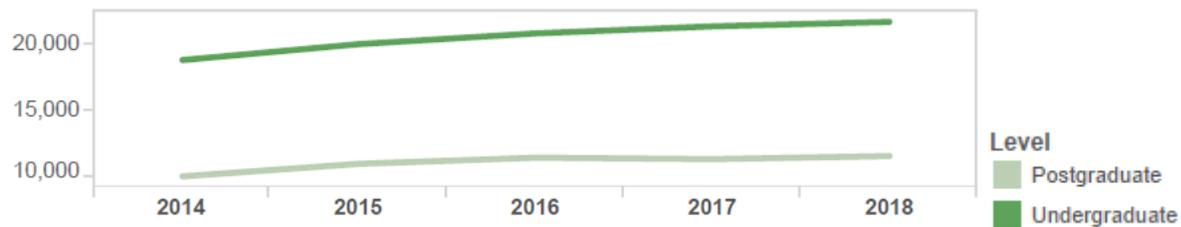
## Student Information

### Introduction

This report contains statistics for the protected characteristics and other information to demonstrate the University's compliance with the Equality Duty as a higher education institution. The student population in this report was taken at the 1<sup>st</sup> of November snapshot in the UK. The total student population in 2018 was 33,570, representing a year-by-year increase of 1.68%. They consisted of 22,002 undergraduate students, 8,677 postgraduate taught students, and 2,891 postgraduate research students.

Nov 1st Snapshot Total Population by Level and Academic Year

	2014	2015	2016	2017	2018
UG	19,032	20,330	21,129	21,652	22,002
GT	7,104	8,160	8,661	8,635	8,677
GR	2,949	2,862	2,793	2,727	2,891
Grand Total	29,085	31,352	32,583	33,014	33,570



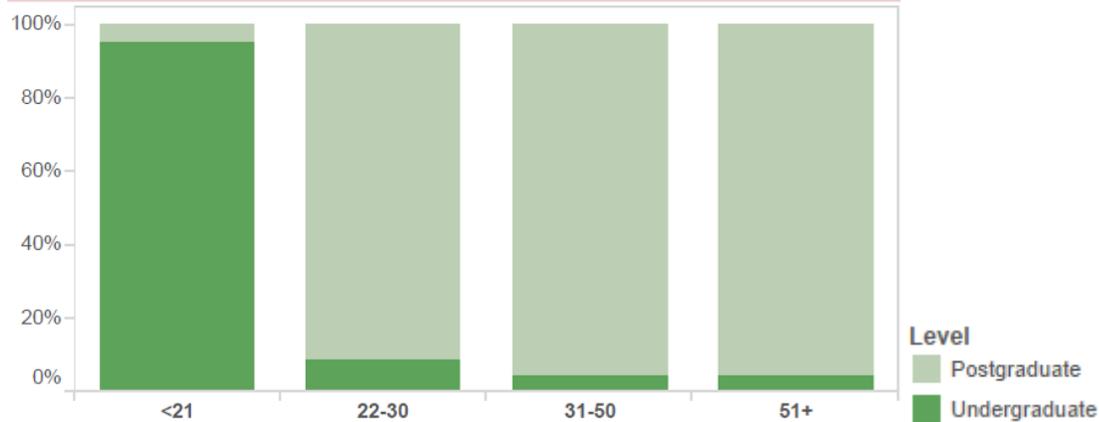
## Age

21,143 or 96.10% of our undergraduate students in 2018 was 21 year-old or below. This represented a marginal increase from 94.13% in 2014. 5,188 or 59.79% of our postgraduate taught students were 22-30 year-old, followed by 31-50 year-old (2,305 or 26.56%). The 22-30 year-old and 31-50 year old groups were also the main cohorts of our postgraduate research student population with 1,862 (64.41%) and 769 (26.60%) students respectively.

**Nov 1st Snapshot % of Total Population by Age, Level and Academic Year**

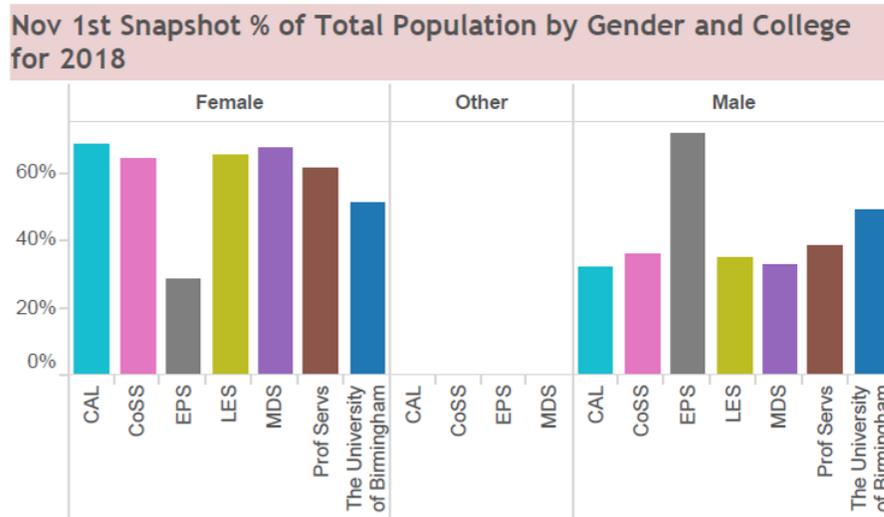
		2014	2015	2016	2017	2018
<21	UG	61.59%	61.42%	61.88%	62.86%	62.98%
	GT	2.06%	2.20%	2.33%	2.51%	2.70%
	GR	0.34%	0.33%	0.29%	0.33%	0.33%
	<b>Total</b>	<b>63.99%</b>	<b>63.95%</b>	<b>64.50%</b>	<b>65.70%</b>	<b>66.02%</b>
22-30	UG	2.67%	2.48%	2.20%	2.14%	2.06%
	GT	12.29%	13.41%	14.51%	15.15%	15.45%
	GR	6.20%	5.66%	5.36%	5.20%	5.55%
	<b>Total</b>	<b>21.15%</b>	<b>21.56%</b>	<b>22.07%</b>	<b>22.49%</b>	<b>23.06%</b>
31-50	UG	1.05%	0.83%	0.64%	0.54%	0.43%
	GT	8.89%	9.24%	8.60%	7.54%	6.87%
	GR	3.08%	2.68%	2.48%	2.27%	2.29%
	<b>Total</b>	<b>13.02%</b>	<b>12.75%</b>	<b>11.73%</b>	<b>10.34%</b>	<b>9.59%</b>
51+	UG	0.12%	0.11%	0.12%	0.05%	0.06%
	GT	1.18%	1.18%	1.14%	0.96%	0.82%
	GR	0.53%	0.46%	0.43%	0.46%	0.45%
	<b>Total</b>	<b>1.83%</b>	<b>1.74%</b>	<b>1.69%</b>	<b>1.47%</b>	<b>1.33%</b>

**Nov 1st Snapshot age profile of Total Population by Level for 2018**



## Gender

19,628 or 58.47% of our students were female. The gender split was consistent in four of the five Colleges except for College of Engineering and Physical Sciences (28.29%). Whilst the School of Engineering had the lowest proportion of female students (19.86%), the School of Psychology topped at 83.69% female students. The University also provides the third option for non-binary or other forms of self-expression on gender identity. However, the population is too small for statistical analysis. Please refer to Gender Identity section for further details.



## **Gender Identity**

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The University has been collecting data on gender identity since 2015. Of those who have disclosed, less than 0.50% have a gender identity different to that assigned to them at birth. Options for reporting additional identity information include man, woman, non-binary, agender, gender-queer, gender-fluid, and option for self-expression.

## Sexual Orientation

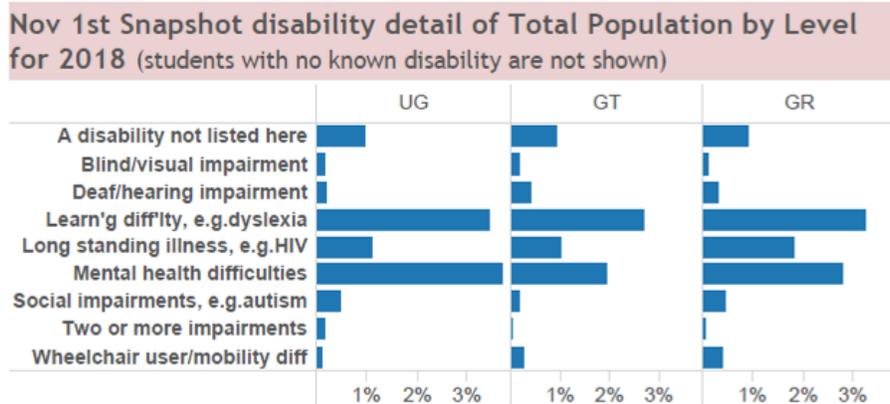
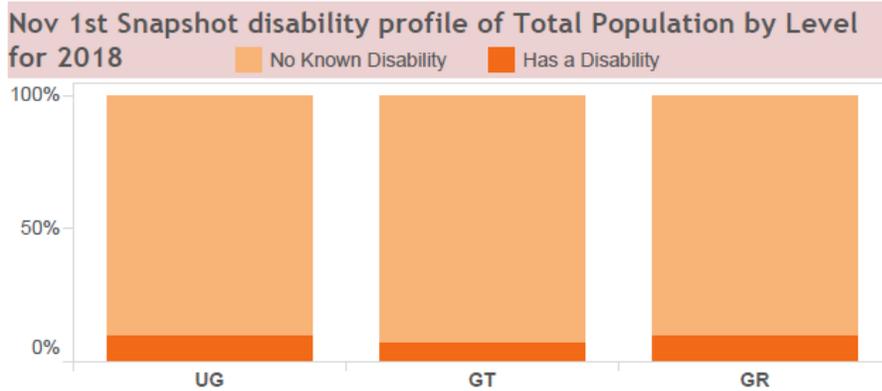
The declaration rate on sexual orientation by undergraduate students (94.05%) was the highest among our student population. This is followed by postgraduate taught students at 91.38% and postgraduate research students at 86.85%. In terms of sexual orientation characteristics of our students, 4.17% reported as bisexuals, 1.33% as gay men, and 0.75% as gay women/lesbians. The detailed distribution of all categories can be found in the below table.

Nov 1st Snapshot % of Total Population by Sexual identity, Level and Academic Year

	UG					GT					GR				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
Null	27.24%	17.63%	12.61%	4.83%	0.01%	26.73%	23.93%	20.50%	22.10%	0.46%	26.69%	16.04%	8.27%	2.53%	0.07%
Bisexual	1.68%	2.46%	3.29%	3.97%	4.42%	1.28%	1.52%	1.57%	2.43%	3.59%	1.63%	2.13%	2.36%	2.75%	3.76%
Gay man	1.15%	1.20%	1.19%	1.23%	1.24%	1.08%	1.41%	1.35%	1.45%	1.30%	1.39%	1.54%	1.79%	1.83%	2.17%
Gay woman/l..	0.38%	0.53%	0.64%	0.75%	0.74%	0.59%	0.52%	0.55%	0.76%	0.77%	0.47%	0.52%	0.79%	0.92%	0.79%
Heterosexual	65.21%	73.37%	76.48%	82.64%	86.23%	63.92%	66.70%	70.33%	67.12%	83.79%	57.75%	64.71%	70.39%	74.30%	77.01%
Information r..	3.66%	3.97%	4.85%	5.39%	5.94%	5.38%	5.01%	4.78%	5.14%	8.16%	10.55%	12.86%	13.89%	14.66%	13.08%
Other	0.69%	0.84%	0.94%	1.18%	1.42%	1.01%	0.91%	0.92%	0.98%	1.93%	1.53%	2.20%	2.51%	3.01%	3.11%

## Disability

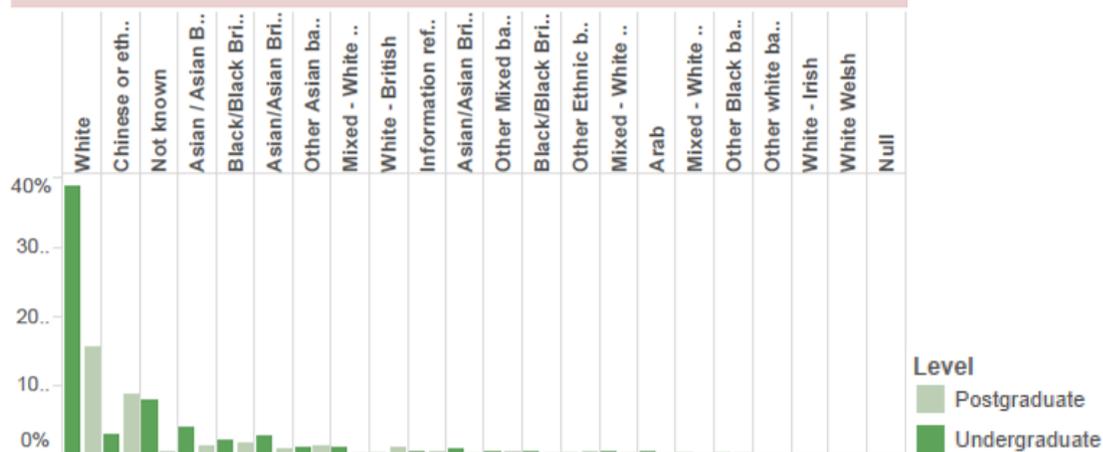
There were 3,203 students with a known disability. This accounted for 10.24%, 7.55%, and 10.10% of our undergraduate, postgraduate taught, and postgraduate research student populations. Learning disabilities (e.g. dyslexia) were the most common form of disability (3.23% or 1,085 students), mental health difficulties were next with 3.16% or 1,062 students. Among the student population, undergraduate students had the highest rate with mental health difficulties at 3.70%.



## Race and Ethnicity

White students accounted for the largest ethnic sub-group on campus (18,191 or 54.19%), followed by Chinese (3,914 or 11.66%). White students were also the largest undergraduate population (12,968 or 58.94%), followed by Asian/Asian British – Indian (1,374 or 6.24%) and Chinese (938 or 4.26%). As for postgraduate taught provision, the three biggest ethnic sub-groups were White (3,467 or 39.96%), Chinese (2,745 or 31.64%), and Black/Black British – African (384 or 4.42%). White students represented 60.74% (1,756 students) of our postgraduate research student population, followed by Chinese (231 or 7.99%) and Other Asian background (163 or 5.64%).

Nov 1st Snapshot % of Total Population by Ethnicity and Level for 2018



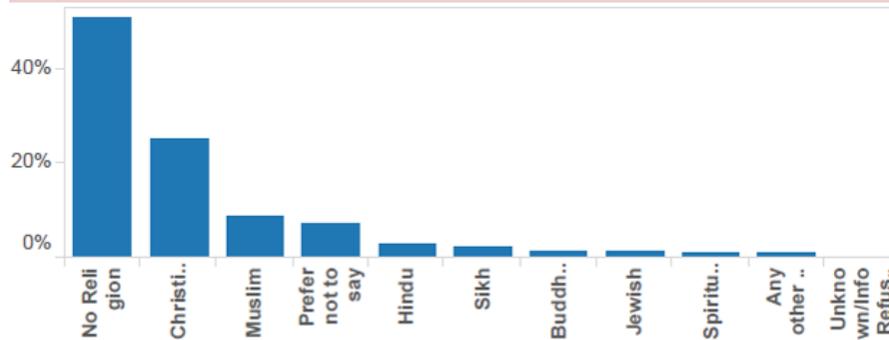
## Religion or Belief

Students with no religion consisted of the biggest cohort on campus (50.41%). This was followed by Christian (24.84%), Muslim (8.81%), Hindu (2.64%), Sikh (1.96%), Buddhist (1.22%), and Jewish (1.12%). Other declared religion or belief groups accounted for less than 1% of the student population

Nov 1st Snapshot % of Total Population by Religious belief and Acad Year

	2014	2015	2016	2017	2018
Unknown/Info Refused	16.75%	15.16%	12.57%	3.43%	0.09%
No Religion	32.39%	37.18%	40.94%	44.31%	50.41%
Buddhist	1.17%	1.03%	0.93%	1.02%	1.22%
Christian	26.27%	25.57%	24.76%	24.40%	24.84%
Jewish	1.31%	1.09%	1.00%	1.10%	1.12%
Muslim	7.21%	7.60%	7.72%	8.12%	8.81%
Sikh	1.83%	1.79%	1.89%	1.99%	1.96%
Spiritual	0.68%	0.72%	0.82%	0.85%	0.91%
Any other religion or belief	4.83%	2.07%	1.22%	0.93%	0.86%
Hindu	2.77%	2.55%	2.43%	2.49%	2.64%
Prefer not to say	4.79%	5.23%	5.73%	11.36%	7.13%

Nov 1st Snapshot % of Total Population by Religious belief for 2018



## Dependents

Only 1.05% and 1.28% of undergraduate students had dependents or caring responsibilities to other relatives, friends or neighbours respectively. These figures jumped to 21.64% and 5.35% for postgraduate taught students, and, 20.96% and 2.21% for postgraduate research students.

**Nov 1st Snapshot % of Total Population by Dependents status, Level and Acad Year**

		2014	2015	2016	2017	2018
UG	Dependents	1.91%	1.62%	1.30%	1.19%	1.05%
	No dependents	84.66%	81.84%	85.41%	89.30%	95.33%
	Not Known	12.51%	15.70%	12.50%	8.53%	2.35%
	Other relative/friend/neigh..	0.92%	0.84%	0.79%	0.98%	1.28%
GT	Dependents	25.51%	23.97%	22.86%	21.04%	21.64%
	No dependents	48.94%	48.88%	52.40%	53.32%	69.14%
	Not Known	22.42%	23.84%	21.75%	23.22%	3.87%
	Other relative/friend/neigh..	3.13%	3.31%	2.99%	2.42%	5.35%
GR	Dependents	23.87%	23.13%	22.27%	21.49%	20.96%
	No dependents	65.65%	66.74%	68.64%	73.16%	74.99%
	Not Known	7.73%	7.58%	6.16%	3.08%	1.83%
	Other relative/friend/neigh..	2.75%	2.55%	2.94%	2.27%	2.21%

**Nov 1st Snapshot % of Total Population by Dependents status and Level for 2018**

