

# Equality, Diversity, and Inclusion

## Our Student Population 2023

If you require any of this data in an alternative format, please contact [studentequality@contacts.bham.ac.uk](mailto:studentequality@contacts.bham.ac.uk).

# Introduction

Central to the mission and vision of the University of Birmingham is the promotion of equality, diversity, and inclusion. On our founding in 1900, a core commitment was to accept women and people of all religious backgrounds as equal members of the University community. Today, the University of Birmingham has over 37,000 students with diverse backgrounds, identities, perspectives, and lived experiences. Understanding the composition of our student population helps us to create mechanisms to address inequalities and promote an inclusive campus culture for students.

This report shows the University of Birmingham's student body as of the 1<sup>st</sup> of November 2022 in relation to the Equality Act 2010 protected characteristics. The University publishes this information annually on data collected which is related to age, disability, gender reassignment, race, religion or belief, sex and sexual orientation. Students provide information on their protected characteristics at the start of each academic year and can update their data throughout their study via the student record system. The University does not collect or hold specific data for statistical analysis in relation to students who are married or in a civil partnership or are pregnant or on maternity leave.

Data on each protected characteristic is shown by the level of study, unless the number of students disclosing a particular characteristic is less than 10 per category.

## Notes on the data

The table below sets out the definition and disclosure rates for each protected characteristic. Within each protected characteristic the University uses the descriptors provided by HESA for students to select from.

Protected characteristic	Equality Act 2010 definition
Age	A person's specific age and age group
Disability	A person who has a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.
Gender reassignment	<p>A person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.</p> <p>The University asks students about their 'gender identity' and if this differs from their birth sex. This will include students who fall within the Equality Act 2010 definition of gender reassignment and students who do not.</p>
Race	A person's colour, nationality and ethnic or national origins
Religion or belief	A person's religion, philosophical belief or lack of religion or philosophical belief
Sex	A man or a woman of the same sex
Sexual orientation	A person's orientation to people of the same sex, of the opposite sex or of either sex

## Protected Characteristic: Age

The table below shows all students by age of entry and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Under 21</b>	21,866	94.3%	85	0.9%	<10	N/A
<b>21-24</b>	943	4.1%	4,676	48.8%	974	33.5%
<b>25 and over</b>	372	1.6%	4,829	50.3%	1,930	66.4%

## Protected Characteristic: Disability

The table below shows all students by disability status and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Learning difficulties</b>	1,058	4.6%	296	3.1%	101	3.5%
<b>Long-standing illness</b>	341	1.5%	154	1.6%	71	2.4%
<b>Mental health difficulties</b>	1,171	5.1%	240	2.5%	117	4.0%
<b>Physical disabilities</b>	42	0.2%	22	0.2%	13	0.4%
<b>Sensory disabilities</b>	98	0.4%	56	0.6%	18	0.6%
<b>Social impairments</b>	228	1.0%	56	0.6%	27	0.9%
<b>Other disabilities</b>	267	1.2%	71	0.7%	25	0.9%
<b>No known disability</b>	19,979	86.2%	8,696	90.7%	2,534	87.2%

## Protected Characteristic: Gender Reassignment

The table below shows all students by gender identity and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Cisgender</b>	23719	97.9%	6806	98.1%	3461	96.7%
<b>Gender identity differs from assigned sex at birth</b>	227	1.0%	26	0.4%	34	1.0%
<b>Prefer not to say</b>	264	1.0%	95	1.3%	79	2.2%
<b>Information not disclosed</b>	23	0.1%	13	0.2%	<10	N/A

The University do not collect or hold specific data in relation to students who have undergone a gender reassignment process, as defined by the Equality Act 2010 under the protected characteristic of “gender reassignment”. We do hold data on students’ “gender identity”. This will include students who fall within the Equality Act protected characteristic of “gender reassignment” and students who do not.

## Protected Characteristic: Race

The table below shows all students by race and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Asian or Asian British - Bangladeshi</b>	493	2.1%	125	1.3%	17	0.6%
<b>Asian or Asian British - Indian</b>	2,030	8.8%	1,016	10.6%	131	4.5%
<b>Asian or Asian British - Pakistani</b>	1,345	5.8%	319	3.3%	57	2.0%
<b>Chinese</b>	2,028	8.7%	2,632	27.4%	351	12.1%
<b>Other Asian background</b>	736	3.2%	354	3.7%	129	4.4%
<b>Black or Black British - African</b>	1,267	5.5%	477	5.0%	95	3.3%
<b>Black or Black British - Caribbean</b>	246	1.1%	124	1.3%	25	0.9%
<b>Other Black background</b>	96	0.4%	63	0.7%	14	0.5%
<b>Mixed</b>	1,159	5.0%	296	3.1%	120	4.1%
<b>White</b>	11,827	51.0%	3,814	39.8%	1,692	58.2%
<b>Other Ethnicity</b>	592	2.6%	225	2.3%	217	7.5%
<b>Unknown Ethnicity</b>	1,365	5.9%	146	1.5%	58	2.0%

## Protected Characteristic: Religion or Belief

The table below shows all students by religion or belief and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Bahai</b>	<10	N/A	<10	N/A	<10	N/A
<b>Buddhist</b>	203	0.9%	101	1.1%	38	1.3%
<b>Christian</b>	4,790	20.7%	2,204	23.0%	680	23.4%
<b>Hindu</b>	800	3.5%	563	5.9%	68	2.3%
<b>Jain</b>	18	0.1%	22	0.2%	<10	N/A
<b>Jewish</b>	413	1.8%	38	0.4%	17	0.6%
<b>Muslim</b>	3,073	13.3%	909	9.5%	382	13.1%
<b>Sikh</b>	798	3.4%	117	1.2%	31	1.1%
<b>Spiritual</b>	198	0.9%	103	1.1%	35	1.2%
<b>Any other religion or belief</b>	132	0.6%	70	0.7%	28	1.0%
<b>No Religion</b>	11,456	49.4%	4,827	50.3%	1,404	48.3%
<b>Prefer not to say</b>	1,301	5.6%	632	6.6%	222	7.6%

## Protected Characteristic: Sex

The table below shows all students by sex and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Female</b>	13,340	57.5%	5,560	58.0%	1,539	53.0%
<b>Male</b>	9,779	42.2%	4,021	41.9%	1,354	46.6%
<b>Other</b>	65	0.3%	10	0.1%	13	0.4%

## Protected Characteristic: Sexual Orientation

The table below shows all students by sexual orientation and level of study.

	Undergraduate		Postgraduate Taught		Postgraduate Research	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Asexual</b>	279	1.2%	40	0.4%	16	0.5%
<b>Bisexual</b>	1,426	6.1%	336	3.1%	172	5.2%
<b>Gay man</b>	264	1.1%	167	1.6%	67	2.0%
<b>Gay woman/lesbian</b>	230	1.0%	111	1.0%	32	1.0%
<b>Heterosexual</b>	18,644	79.7%	8,561	80.0%	2,484	75.5%
<b>Queer</b>	273	1.2%	32	0.3%	25	0.8%
<b>Other</b>	163	0.7%	101	0.9%	63	1.9%
<b>No data</b>	26	0.1%	100	0.9%	3	0.1%
<b>I prefer not to say</b>	2,079	8.9%	1,257	11.7%	426	13.0%