

University of Birmingham
Race Equality Policy and Action Plan 2007-2010
Annual Report 2009

1. Introduction

1.1 This report covers activities undertaken during 2009 to support the University's duty to promote race equality. In particular it:

- records progress against the Race Equality Policy and Action Plan;
- analyses student and staff data; and
- outlines future work to promote race equality.

2. Background

2.1 The University has had in place a Race Equality Policy and Action Plan since 2002, as required under the Race Relations (Amendment) Act 2000. The current policy and action plan covers the period December 2007 – November 2010.

The policy and action plan set out the steps the University will take in order to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity; and
- Promote good relations between people from different racial groups.

Copies of the Race Equality Policy and Action Plan are available on the University website www.equality.bham.ac.uk, and on request from Student Life and Human Resources.

3. Progress during 2009

The Race Equality action plan for 2009 focuses upon the following key areas of work:

- Governance, Management and Policy Development
- Student Marketing, Admissions and Recruitment
- Student Achievement and Assessment
- Teaching and Learning
- Curriculum Development
- Staff Recruitment, Professional Development and Reward
- Procurement and Outsourcing
- Partnership and Community Links
- Quality Assurance

Some key activities during the last year have included:

3.1 Diversity Champions and Leads

Diversity Champions and Leads have now been appointed in all Colleges and major Corporate Services Budget Centres, to support the development of equality and diversity-related activities at the University and, in particular, the embedding of good practice at local level and the use of equality impact assessments. During 2009, Champions and Leads have received training in undertaking equality impact assessments of policies and practices, and an equality impact

assessment webpage has been created to record progress and provide support to staff undertaking assessments <http://www.equality.bham.ac.uk/eia/>.

3.2 Black History Month

Black History Month is an annual, international event that takes place each October. Its aim is to promote knowledge and understanding of histories, cultures and heritages that are often overlooked in the broader historical narrative, and to and celebrate the contribution of African, Caribbean and Asian communities to British society. The University organised a number of events to mark Black History Month in October, including:

- The Chitrleka Dance Company, one of the leading UK exponents of the Indian dance form Bharatanatyam, performed at the University and gave a talk on Indian Classical Dance. This event was supported by the Black and Minority Ethnic Staff Group.
- The University held an exhibition in the Main Library on the lives of the black British composer Samuel Coleridge-Taylor (1875-1912), and the first African-Anglican bishop, missionary and linguist Samuel 'Adjai' Crowther (c.1806-1891), using materials from Special Collections and the Barber Music Library.
- The Centre for West African Studies' Danford Collection of West African Art and Artefacts was made available for viewing throughout Black History Month.

3.3 Birmingham Race Action Partnership (BRAP)

BRAP has an equality practitioners' network of which the University of Birmingham is a member. In 2009, two meetings took place and the Equality and Diversity Advisers for the University attended the sessions. The University of Birmingham is the only local University be involved in this community activity, and hosted a BRAP session on equality impact assessments. Further work is planned with Birmingham City University in 2010.

3.4 BME Student Attainment Research

An earlier review of student BME retention, achievement and attainment data at the University has indicated that ethnic disparities in recruitment and distribution, retention and progression exist, in common with trends across the UK Higher Education sector.¹ In line with the recommendations of the Equality Challenge Unit 2008 report on attainment - which calls on HE institutions to consider the reasons for weaker performance among certain BME groups, and to put in place actions to redress identified inequalities – further investigation of under-attainment has begun.²

The initial phase of this research has already identified a particular group of BME students in a School that showed significantly poorer degree attainment by certain groups, and will seek to discover why this is the case, using the student voice/experience as its main source of evidence. Work has been undertaken in 2009 to identify academic colleagues interested in progressing research into this area. 2010 will see the launch of a student survey ascertaining the views of BME students in conjunction with the Guild of Students.

3.5 BME Graduate Event and Focus Group

The Network for Black Professionals has a graduate membership service which offers mentoring, work-shadowing and training for BME students. Employment rates for BME graduates are significantly lower than for their white counterparts (by 6.3%)³ and this initiative aims to help

¹ See Student data, section 5. Connor, H., Tyers, C., Modood, T and Hillage, J. (2004), 'Why the difference? A closer look at higher education minority ethnic students and graduates.' (Research Report No.552) London: DES

² 'Ethnicity, Gender and Degree Attainment Project: Final report' January 2008, Equality Challenge Unit.

³ HESA 2006/7 across HE

redress that imbalance. The first BME graduate event, in conjunction with the NBP, was held in March 2009, and further workshops and collaborative events are planned for 2010.

3.6 Collaborative Activities with the Guild of Students

The Guild has established an Equality and Diversity Committee, with the first meeting held in February 2009. The Diversity Adviser for Students has been attending the meetings and supporting the Guild in the development of their equality impact assessment process. Another area of activity with the Guild is the development of a 'Little Black Book' for BME students. The book would incorporate support and activities across the University that encourage BME students to stay and succeed.

3.7 Student Complaint procedure revised

In line with current EHRC guidance on good practice, this University has revised its student complaints procedure to ensure that all complainants have recall to the University's Equality and Diversity Adviser in the event of a discrimination claim.

**Race Equality Policy Action Plan 2007-2010
Annual Review (2009)**

Key	Not started	Danger	Issues to Discuss	Progressing	Completed
Traffic Light Ratings					

1. Governance, management and policy development

(a) Data monitoring

Actions	Lead	Monitoring Role	Timescale	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Review the qualitative and quantitative equality data collected for staff	Susan Squire, HR Diversity Adviser	Equality & Diversity Committee (EDC)/ EDC Monitoring Group	End February 2008	Data collection has been reviewed in line with RRAA requirements.	Completed
Review the qualitative and quantitative equality data collected for students	Jane Tope, Student Life Diversity Adviser	Equality & Diversity Committee (EDC)/ EDC Monitoring Group	End February 2008	Equality data now available for all Schools, as developed by the Planning department (with Student Life) and workshops undertaken in 2008/9 explaining how to access the data and what to use it for (part of BIQUES process)	Completed Continue the good practice and support for Schools during 2009/10
Identify data requirements necessary to support equality impact assessments and assess where any gaps in the data exist	Susan Squire and Jane Tope, Diversity Advisers	Equality & Diversity Committee (EDC)/ EDC Monitoring Group	End March 2008	This initial activity is now complete. The University may in the future need to extend the equality data collected to include all equality categories, including sexual orientation and religion or belief.	Completed

(b) Race Equality policy development

Actions	Lead	Monitoring Role	Timescale	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
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Amend University's Race Equality Policy	EDC Monitoring Group	EDC	By end November 2007	The new Race Equality Policy has been in place since December 2007.	Completed
Consult on the new Race Equality Policy	Susan Squire, HR Diversity Adviser	-	By end November 2007	Consultation was undertaken with the University Unions and BME Staff Group.	Completed
Obtain necessary University Committee approvals	James Piggott, Legal Adviser	-	December 2007	Completed	Completed
Publish new policy	James Piggott, Legal Adviser	EDC	January 2008	The policy and annual reports and data are available on the University website www.equality.bham.ac.uk	Completed
Promote new policy	EDC Monitoring Group	EDC	January – April 2008	As above	Completed
Review Race Equality Action Plan	Equality & Diversity Advisers	Equality & Diversity Committee (EDC)/ EDC Monitoring Group	July 2008	Initial review of progress against actions undertaken and 2008 annual report produced	Completed
(c) Staff Resources					
Actions	Lead	Monitoring Role	Timescale	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Appoint a student Equality & Diversity adviser within Academic Services	Claire Williams, Student Life	EDC	November 2007	Completed. Student Diversity Adviser post commenced 18 th February 2008.	Completed
Appoint diversity co-ordinators within Budget Centres / Services	Senior Officers (for Corporate Services) & Heads of Colleges	EDC Monitoring Group	June 2008	Diversity Champions and Leads have been appointed in the Colleges and the main Corporate Services Budget Centres. Regular meetings between the Champions and Leads and the Diversity Advisers.	Completed
Establish EDC Monitoring Group to receive and monitor impact assessments (to include agreeing	EDC	EDC	February 2008	Group members identified by EDC at the end of October 2007 and initial meeting held.	Completed

Terms of Reference, a reporting timeframe and reporting templates)				Role of the Monitoring Group embedded in the University Equality Impact Assessment process and Toolkit.	
(d) Equality Impact Assessments					
Actions	Lead	Monitoring Role	Timescale	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Develop draft EIA toolkit for University-wide use	Susan Squire, HR Diversity Adviser and Jane Tope, Student Life Diversity Adviser	EDC Monitoring Group	December 2007	A Toolkit has been developed in line with sector best practice guidance and a website resource created at www.equality.bham.ac.uk	Completed
Run pilot impact assessment using toolkit within Student Life Division and an academic School	Susan Squire, HR Diversity Adviser and Jane Tope, Student Life Diversity	EDC Monitoring Group	January – May 2008	Pilots have taken place with Student Complaints department resulting in a streamlining of the toolkit and process. Feedback from Diversity Champions and Leads has also been incorporated.	Completed
Evaluate and amend toolkit following pilot	Susan Squire, HR Diversity Adviser and Jane Tope, Student Life Diversity	EDC Monitoring Group	June 2008	As above	Completed
Develop an equalities sign off statement for use on approving new University policies and all existing policies when reviewed	Susan Squire and Jane Tope (Diversity Advisers) in association with Planning Office	EDC	February 2008	Work in identifying a single 'sign-off' process has not been successful to date.	Issues to discuss This issue will be revisited in 2010
(e) Website					
Actions	Lead	Monitoring Role	Timescale	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Produce sitemap for dedicated	Emma Davies,	EDC Monitoring	October	A University equalities website has been	Completed

University Equality & Diversity website	Academic Office	Group	2007	developed and can be viewed at www.equality.bham.ac.uk	The website is continuously updated to reflect developments in equality and diversity, (such as the equality impact assessment resource)
Obtain EDC approval to draft sitemap	EDC Monitoring Group	EDC	October 2007		
Develop website for handover to Design & Publications	EDC Monitoring Group – Emma Davies	EDC	March 2008		
Launch & promote website	Susan Squire and Jane Tope (Diversity Advisers) in association with Amelia Luzzi, Student Life	EDC	March – April 2008	The website is promoted to staff at the central staff induction and to students through the student portal.	Completed
(f) Training					
Actions	Lead	Monitoring Role	Timescale	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Provide briefing to members of University's Council	James Piggott, Legal Adviser and Susan Squire, HR Diversity Adviser	EDC	December 2007	A briefing on the equality duties and equality impact assessment was provided to the University Council at their December 2007 meeting by Legal Services and Human Resources	Completed
Develop equality impact assessment training courses, involving external providers where appropriate	Susan Squire and Jane Tope (Diversity Advisers)	EDC Monitoring Group	April 2008	DLA Piper have been identified as external providers of equality impact assessment training, with two equality impact assessment training sessions delivered in February 2009, and a further session delivered in June 2009.	Completed
Advertise and seek nominees for training courses including among	Susan Squire and Jane Tope	EDC	May 2008	Diversity Champions and Leads were identified as priority staff for training and	Completed

Heads of Budget Centre	(Diversity Advisers)			have received training sessions during 2009. The Champions and Leads have identified other staff in their areas that would benefit from training and sessions have been delivered to these staff.	
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2. Students admissions, marketing and recruitment

Actions	Lead	Monitoring Role	Timescales	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
<p>Continue to develop an academic support programme for year 11 boys from an African/Caribbean background in association with “Black Boys Can”, providing:</p> <ul style="list-style-type: none"> - GCSE support for maths, English & Science and empowerment / motivational sessions - 2 day Easter revision course including evening social activity 	Gail Rothnie, Corporate Relations	EDC Monitoring Group	July 2008	<p>This was delivered with 26 students initially recruited with 17 retained to the end of the programme.</p> <p>We have adapted this programme to recruit 30 boys in year 9 to carry out a progressive programme of HE related activity through to year 11. In partnership with Black Boys Can this also involves work with parents.</p>	Completed
<p>Prepare and host summer conference for underachieving year 10 boys from disadvantaged backgrounds, targeting African/Caribbean, Pakistani and Bangladeshi and white disadvantaged boys</p>	Corporate Relations (Outreach) – Gail Rothnie	EDC Monitoring Group	September 2008	85 students from the target groups attended this conference 24 June 2008.	Completed

3. Student achievement and assessment					
Develop database to include ethnicity in relation to discipline, misconduct & fitness to practise	Jackie Harris, Academic Services	Quality Assurance and Enhancement Committee	June 2008	The appeals database been updated, but discipline or FTP are pending.	Issues to discuss
4. Student Guidance and Support					
Actions	Lead	Monitoring Role	Timescales	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Repeat multi-cultural week of activities as held in 2007	Guild of Students	EDC Monitoring Group	March 2008	The Guild did not hold a multi-cultural week in 2009, so additional support from the University wasn't needed. Support will be provided as needed in 2010.	Progressing
Establish the feasibility of an automated system for reporting disbursement of student funding against ethnicity and other diversity strands.	Student Funding Office – Joanne Bryan	EDC Monitoring Group	June 2008	Currently provided is semi-automatic reporting of Access to Learning Funds (ALF) disbursement against the ethnicity strands. Several Database Development Requests have been submitted to the Database Officer within the ASA systems team to provide additional functionality to both the ALF database and the Student Awards application.	Completed
5. Teaching & learning and curriculum development					
Actions	Lead	Monitoring Role	Timescales	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Develop a curriculum that is inclusive of diversity	Jane Tope, Student Life Diversity Adviser	EDC/EDC Monitoring Group	Ongoing	Launch of the Inclusive Curriculum Initiative took place in February 2008. All Teaching staff undertaking a PG Certificate in	Completed Initiatives to develop this work

				<p>Education now attend a compulsory Inclusive Curriculum module.</p> <p>The Student Diversity Adviser contributed to the University Learning and Teaching Conference (2009) on creating an inclusive curriculum.</p>	<p>further are under discussion with APOD.</p>
<p>Undertake research into degree attainment and ethnicity at Birmingham</p>	<p>Jane Tope, Student Life Diversity Adviser</p>	<p>EDC/EDC Monitoring Group</p>	<p>January 2010</p>	<p>Research on BME under-attainment launched in January 2009. Discussions are currently underway regarding support for developing the research further.</p>	<p>Progressing</p>
<p>6. Staff recruitment, professional development and reward</p>					
<p>Actions</p>	<p>Lead</p>	<p>Monitoring Role</p>	<p>Timescales</p>	<p>Comments/Milestones</p>	<p>Traffic Light Rating and further actions for 2010/11</p>
<p>Develop and implement an awareness-raising campaign promoting the University as an employer to community groups</p>	<p>Susan Squire, Diversity Adviser and HR Operations</p>	<p>EDC/EDC Monitoring Group</p>	<p>June 2008</p>	<p>This activity is currently on hold due to resources constraints.</p>	<p>Issues to discuss</p>
<p>Embed race equality awareness in new APOD staff development programmes (including induction and management training)</p>	<p>Susan Squire, Diversity Adviser in conjunction with APOD</p>	<p>EDC/EDC Monitoring Group</p>	<p>December 2008</p>	<p><u>Central induction</u> has been reviewed and re-launched from April 2009. An introduction to equality and diversity rights and responsibilities, the BME Staff Group and Employee Support Services (such as the Harassment Advisers' Service) is now included. New staff have the opportunity to raise questions in relation to equality and become involved in projects and initiatives.</p> <p><u>Diversity and Dignity Training Module</u> Marshall ACM has been commissioned as training providers and have developed a 'Diversity in the Workplace' training module.</p>	<p>Progressing</p> <p>The course will be piloted with HR and the Diversity Champions and</p>

				Course content has been approved.	Leads in Spring 2009.
Consult with the staff BME group as an ongoing source of expertise on race equality and employment issues	HR – Susan Squire, Diversity Adviser	EDC/EDC Monitoring Group	Ongoing	The BME Staff Group has been instrumental in the organisation of events to mark Black History Month in October. Events included: <ul style="list-style-type: none"> • A performance by the Chitrleka Dance Company of Indian Classical Dance • An exhibition of West African Art and Artefacts from the Danford Collection; 	Progressing A talk by the Network for Black Professionals will be held in B=Feb 2009
Develop work of the International Staff group to provide advice and support to non UK staff and produce specific guidance for new non-UK staff	David Harrison, Assistant Director of HR, Workplace Wellbeing	EDC/EDC Monitoring Group	Ongoing	This area of activity has been postponed as part of a review of HR activities and priorities.	Issues to discuss

7. Procurement and outsourcing

Actions	Lead	Monitoring Role	Timescales	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Hold a “Meet the Buyer” event – invite local suppliers to meet with Procurement to learn about the processes and procedures used in the public sector to procure goods and services and the legislative and regulatory environment governing the University’s procurement activities. Promote through community networks, including University Community Advisory Board members	Pauline Harrison, Procurement	Community Advisory Board	March 2008	Event took place and was reported to Community Advisory Board in June 2008. The Board is considering follow up events.	Completed

Develop and publish guidance notes to ensure that supplier/contractor selection complies with RRAA obligations	Barry Higgins, Procurement	EDC/EDC Monitoring Group	December 2008	This activity is still pending.	Issues to discuss
Review and Amend Manual of Financial Rules and Estates Office Capital Project and Procurement Procedures as necessary to require compliance with RRAA in supplier/contractor selection process	Barry Higgins, Procurement	EDC/EDC Monitoring Group	December 2008	This activity is still pending.	Issues to discuss
Amend supplier/contractor pre-qualifying appraisal questionnaires such that relevant information related to equal opportunities in general and race relations in particular is gathered and taken into account in the selection process	Barry Higgins, Procurement	EDC/EDC Monitoring Group	December 2008	This activity is still pending.	Issues to discuss
Develop a web based Supplier Registration process that enables suppliers to provide data as to the “type” of supplier (SME, EME etc) that they constitute and develop a database which enables analysis of the data	Barry Higgins, Procurement	EDC/EDC Monitoring Group	June 2009	This activity is still pending.	Issues to discuss

8. Partnership and community links

Actions	Lead	Monitoring Role	Timescales	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Develop the use of the Community Advisory Board as a	Professor Michael Sheppard	EDC/EDC Monitoring Group	The Board will meet on	The CAB has met once during 2009. The purpose of this meeting was to update	Progressing

forum for engaging with the local community and consulting on relevant issues			a termly basis	members on the new University College structure and the work of the Equality & Diversity Committee.	
Develop the Alumni database so that it records ethnicity	Head of Alumni	EDC/EDC Monitoring Group	September 2010	This activity will be developed during 2010.	Issues to discuss
9. Quality assurance					
Actions	Lead	Monitoring Role	Timescales	Comments/Milestones	Traffic Light Rating and further actions for 2010/11
Effectively utilise benchmarks, targets and performance measures	Julie Darroch, Planning Office Jane Tope, Student Diversity Adviser	EDC/EDC Monitoring Group	Ongoing	BIQUES data is utilised in measuring performance	Progressing
Incorporate equality prompts into BIQAES to aid Schools in their annual review of programmes and student success etc. by equality groups	Sarah Hordern, Jo Lockett, Planning Office	EDC/QUAC	By September 2010	This activity will be developed during 2010.	Issues to discuss

**University of Birmingham
Race Equality Policy 2007-2010
Data Report**

Staff Data

1. Introduction

1.1 Race equality data for staff for the 2009 calendar year is reported below under the following headings:

- Staff profile
 - Staff by ethnic group
 - Home and international status
 - Trends and sector comparisons
- Staff group (Teaching, Research, Academic Related, Support)
- Seniority and grade
- Recruitment
- Open and fixed term contracts
- Turnover

1.3 Data on ethnicity is collected and analysed using the ethnic categories from the 2001 UK Census. For the purposes of this report, the term 'BME' refers to black and minority ethnic staff. The ethnic categories that fall within this group are:

- Black British Caribbean
- Black British African
- Other Black background
- Asian British Indian
- Asian British Pakistani
- Asian British Bangladeshi
- Chinese
- Other Asian
- Mixed - White/Black Caribbean
 - Mixed White/Black African
 - Mixed White/Asian
 - Other Mixed
- Other ethnic background

The term 'white' is used to refer to staff with the following ethnic backgrounds:

- White British
- White Irish
- White Other

There are a small number of staff who has not disclosed their ethnic background to the University, who are categorised as 'not known'.

1.4 Data is taken from a snapshot of the staff body in December 2009 and is based on headcount. Figures are rounded up to 1 decimal point.

2 Key Points from the Staff Data

- In 2009, 83% of University staff are from white ethnic groups (5,079 staff), 15.5% from black and minority ethnic (BME) groups (947 staff) and 1.5% of staff members' ethnic origin is unknown (81 staff).
- The number of staff employed by the University who are of BME origin has continued to increase during 2009. BME staff now constitute 15.5% of the staff body (947 staff), with both the number and proportion of BME staff increasing year-on-year since 2004, when they constituted 13.3% of the staff population or 748 staff.
- The University employs a greater proportion of BME staff than both the sector average of 9.3% and the Russell Group average of 10.2% BME staff.¹
- The increase in both the number and proportion of staff of BME origin is replicated across the Teaching, Academic Related and Support staff groups. Research staff showing a minimal reduction in BME numbers, by 1 staff member or 0.5%.
- The University continues to employ an above average proportion of BME Teaching, Research, Academic Related and Support staff than both the sector and Russell Group averages, and is the third highest employer of BME Academic staff in the Russell Group.²
- The proportion of Support staff of BME origin (17.1%) is disproportionate to the economically active BME population of Birmingham (31%), from which Support staff are predominately recruited.³

¹ HEIDI, HESA 2007/08 data return.

² HEIDI, HESA 2007/08 data return.

³ Office for National Statistics NOMIS report, March 2008.

3. All Staff

As of December 2009, the University employs 6,107 staff, of which:

- 83% are from white ethnic groups, (5,079 staff)
- 15.5% are from BME groups, (947 staff)
- 1.5% of staff members' ethnic origin is unknown, (81 staff)

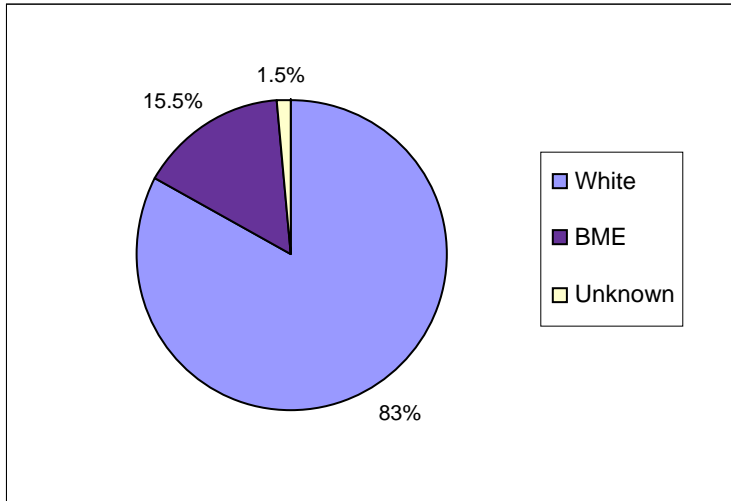


Figure 1: Staff body by ethnic group 2009

3a) Black and Minority Ethnic Staff

Of the 15.5% staff of black and minority ethnic origin, Asian ethnic groups (Indian, Pakistani, Bangladeshi and other Asian ethnic groups) make up the largest proportion of BME staff, at 7% of the total staff population (430 staff). Asian-Indian staff are the single largest group at 4.5% (274 staff). Staff from black ethnic groups (Caribbean, African and other black ethnic groups) account for 3.5% of staff (209 staff), Chinese staff 2.8% (172 staff), staff of mixed ethnicity 1.3% (80 staff), and staff from other minority ethnic groups 0.9% (56 staff).

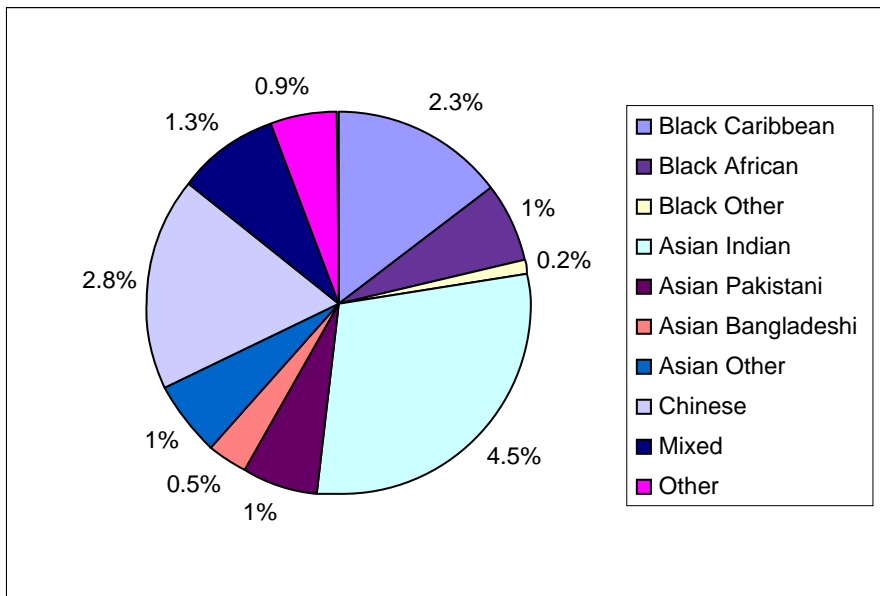


Figure 2: BME staff as a proportion of the University staff population 2009

3b) Home and International Staff

82.4% of the University's staff are from the UK (5,033 staff) and 15.3% from overseas (933 staff). 2.3% of staff members' nationality is not known (141 staff). The largest proportion of international staff (46% or 429 staff) are from the EU, followed by China (9% or 92 staff), North America (7.7% or 72 staff) and South Asia (7.5% or 70 staff).

There is a significant cross-over between the international and BME staff populations. 37% of all BME staff at the University are from overseas compared to 11% of white staff. Chinese staff are the largest minority ethnic group amongst international staff at 12.7%, followed by Asian-Indian staff at 7.7%.

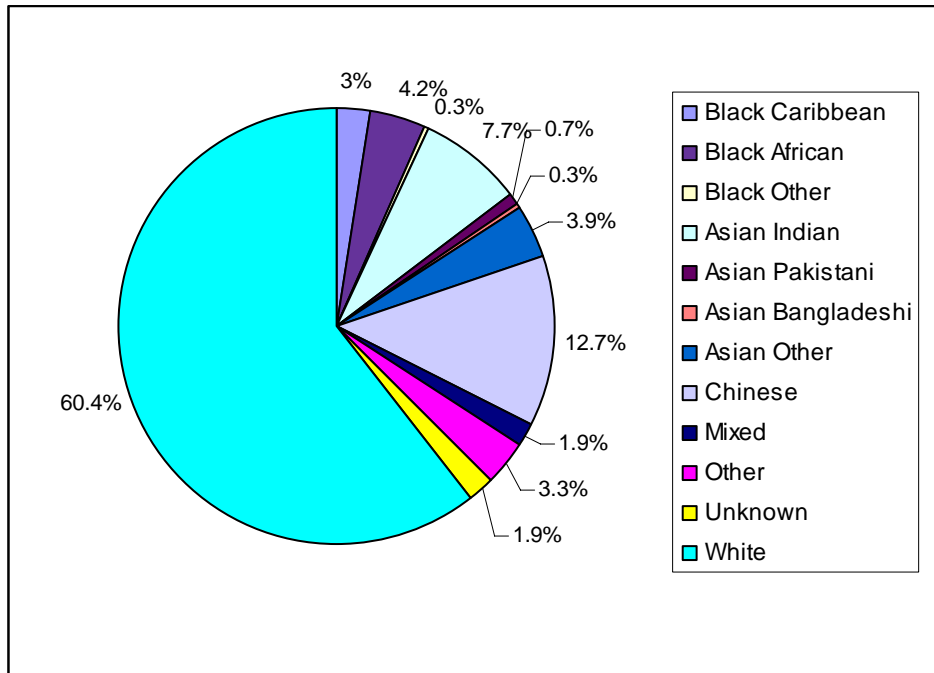


Figure 3: International staff by ethnic group 2009

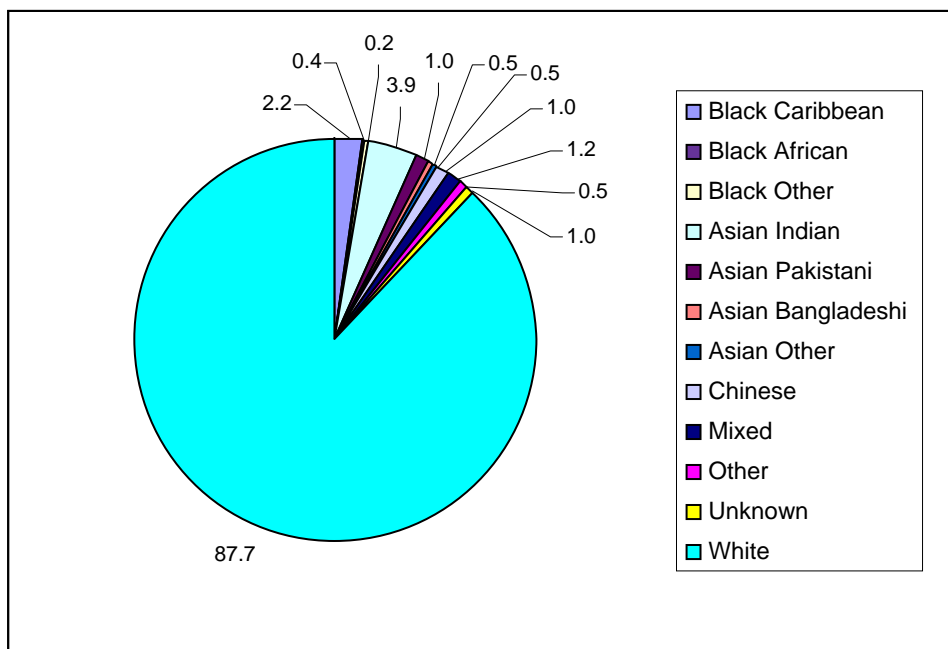


Figure 4: Home staff by ethnic group 2009

3c) Trends and Sector Comparators

In 2009 the number of staff employed by the University grew by 1.4%, from 6,025 staff in December 2008 to 6,107 in December 2009. During this period the number of BME staff has increased by 2.6% (from 923 to 947 staff), and the number of staff from white ethnic groups has grown by 0.6% (from 5,047 to 5,079 staff).⁴ This marks a continuation of the year-on-year increase in both the number and proportion of BME staff employed by the University, with the BME staff body increasing by 26.5% (748 to 947 staff) over the last 5 years:

Staff body by ethnic group, 2004-2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	85.1% (4,792)	84.4% (4,789)	84.2% (4,963)	83.6% (4,988)	83.8% (5,047)	83% (5,079)
BME ethnic groups	13.3% (748)	14.3% (810)	14.6% (861)	15.1% (903)	15.3% (923)	15.5% (947)
Not known	1.6% (89)	1.3% (72)	1.2% (73)	1.3% (74)	0.9% (55)	1.5% (81)
Total	100% (5,629)	100% (5,671)	100% (5,897)	100% (5,965)	100% (6,025)	100% (6,107)

Figure 5: Staff body by ethnic group 2004-2009

The University employs a significantly greater proportion of BME staff than both the HE sector average (9.3%) and the Russell Group average (10.2%).⁵ It is the 5th highest employer of BME staff within the Russell Group:

⁴ The number of staff whose ethnic origin is not known has increased by 47% in 2009, from 55 staff in 2008 to 81 staff in 2009. Whilst this is a comparatively small proportion of the workforce, it follows a trend of decreasing numbers of staff whose ethnicity is unknown. It is proposed this sudden increase be investigated to determine if there is an underlying cause, such as a change in data collection or recording systems.

⁵ HEIDI, HESA 2007/08 data return.

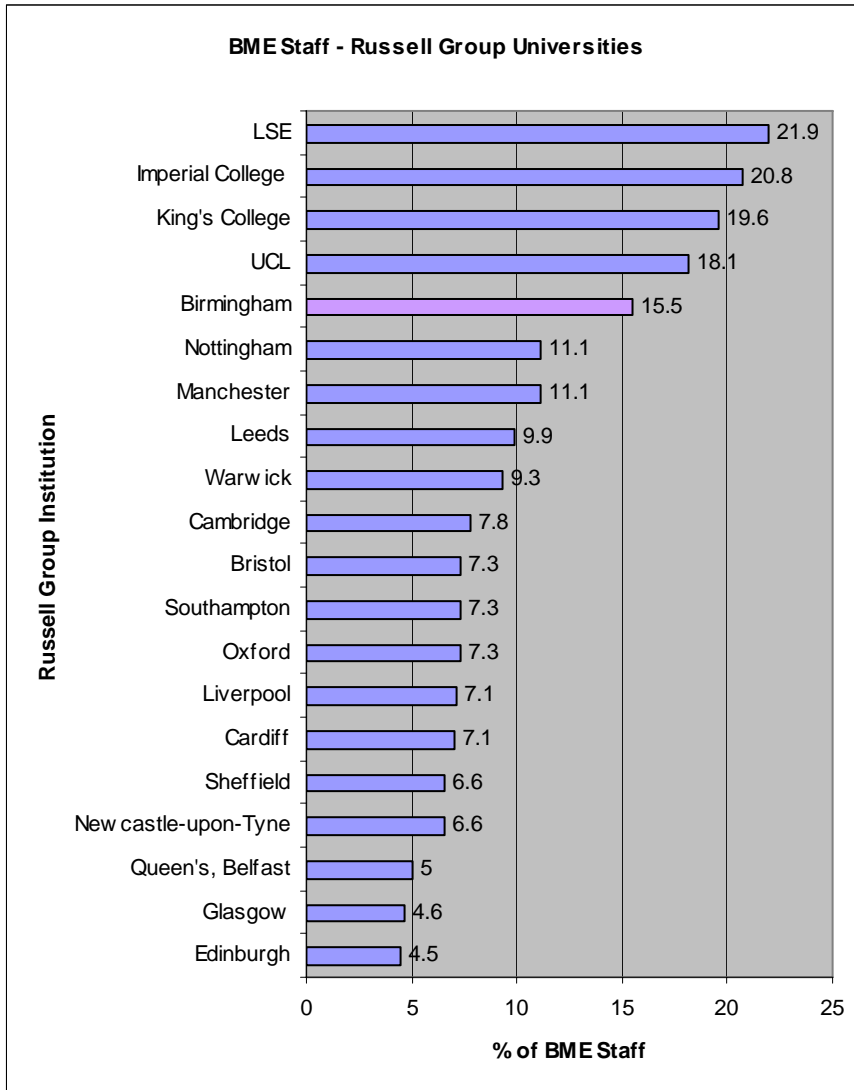


Figure 6: % of BME staff employed by Russell Group institutions (2007-08)⁶

The following sections provide an analysis of the Academic (Teaching and Research), Academic Related and Support staff populations by ethnic group:

4. Academic Staff

The University employs 2,462 academic staff, of which

- 82.2% are from white ethnic groups, (2,025 staff)
- 16.3% are from BME groups, (401 staff)
- 1.5% of staff members' ethnic origin is unknown, (36 staff)

The proportion of BME academic staff is significantly higher than the 10.6% HE sector average and also the 12.1% Russell Group average.⁷ Within the Russell Group, the University is the 3rd highest employer of BME academic staff:

⁶ HEIDI, HESA 2007/08 data return.

⁷ HEIDI, HESA 2007/08 data return.

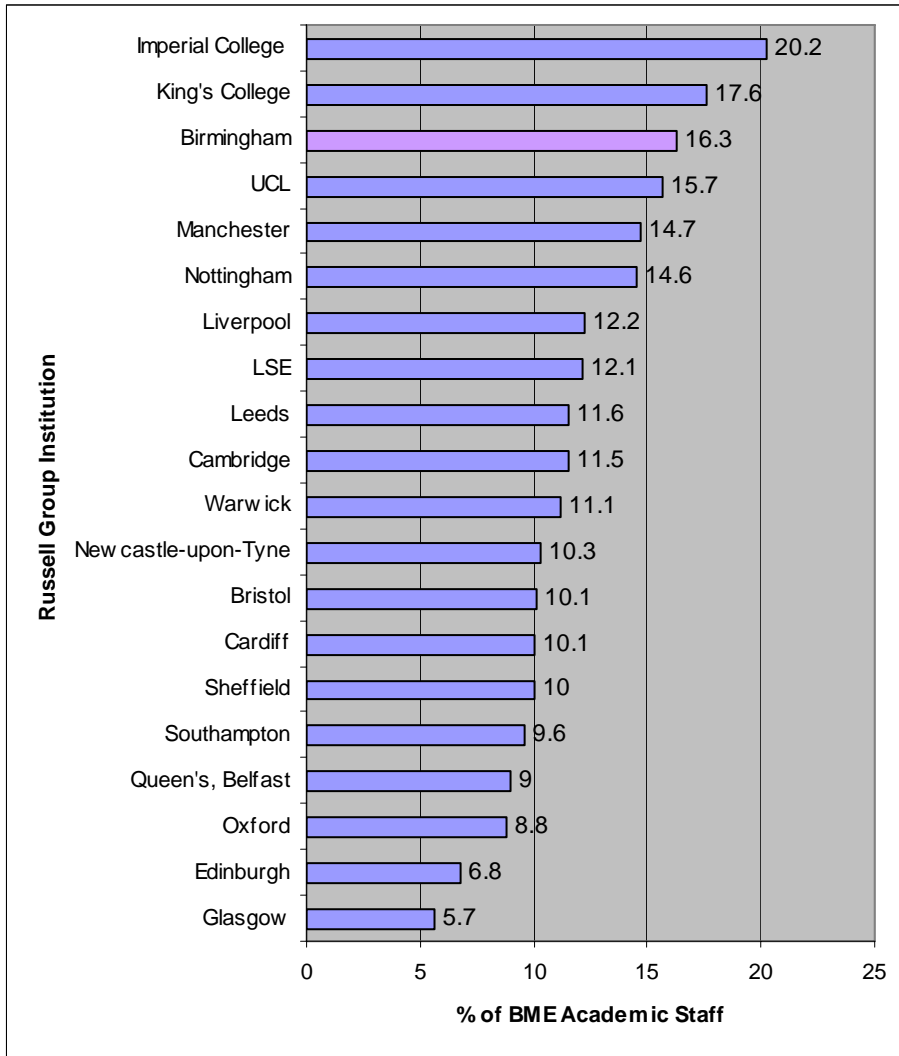


Figure 7: % of BME Academic staff employed by Russell Group institutions (2007-08)⁸

4a) Teaching Staff

1,473 academic staff are employed in Teaching posts (including clinical teaching staff). Of these:

- 87.6% are from white ethnic groups, (1,291 staff)
- 11.5% are from BME groups, (169 staff)
- 0.9% of staff members' ethnic origin is not known, (13 staff)

⁸ HEIDI, HESA 2007/08 data return.

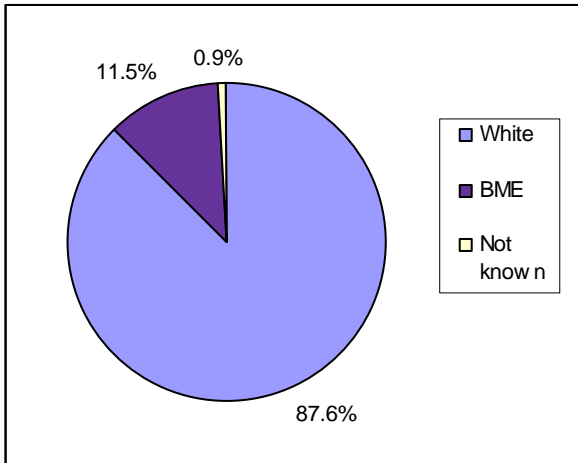


Figure 8: Teaching staff by ethnic group 2009

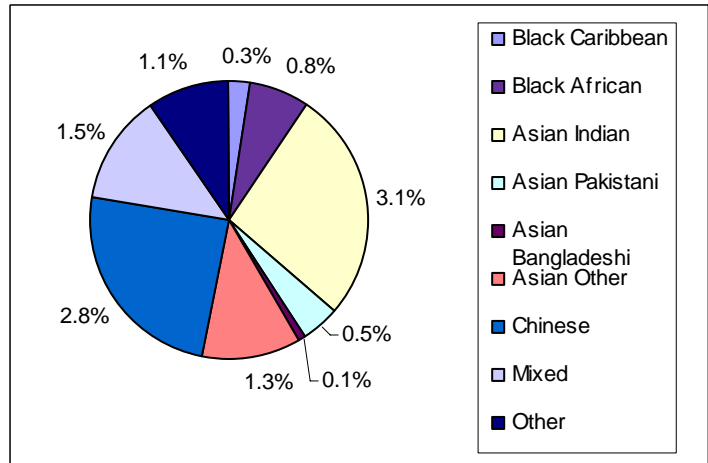


Figure 9: BME Teaching staff as a % of all Teaching staff

Chinese and other Asian ethnic groups form the largest proportion of BME staff, accounting for 3.9% of all Teaching staff (57 staff). South Asian ethnic groups (Indian, Pakistani and Bangladeshi) account for 3.7% of Teaching staff (54 staff), staff of mixed ethnicity 1.5% (22 staff), staff from black ethnic groups 1.1% (17 staff), and staff from other minority ethnic groups 1.1% (16 staff). 21% of all Teaching staff (308 staff) are from overseas.

During 2009, the BME Teaching staff population has increased by 1.2%, from 167 to 169 members of staff. This incremental growth continues the year on year trend of increases in both the number and proportion of BME Teaching staff, with the BME Teaching staff population increasing by 43% (118 to 169 staff) over the last 5 years:

Teaching staff by ethnic origin 2004-2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	89.5% (1,191)	89.2% (1,323)	89% (1,344)	88.5% (1,353)	88.3% (1,318)	87.6% (1,291)
BME ethnic groups	8.9% (118)	9.5% (141)	10% (150)	10.7% (164)	11.1% (167)	11.5% (169)
Unknown	1.6% (22)	1.3% (19)	1% (15)	0.8% (13)	0.6% (9)	0.9% (13)
Total	100% (1,331)	100% (1,483)	100% (1,509)	100% (1,530)	100% (1,494)	100% (1,473)

Figure 10: Teaching staff by ethnic origin 2004-09

The proportion of BME Teaching staff employed by the University is significantly greater than the both the sector and Russell Group average of 8.4%.⁹

4b) Research Staff

The University employs 989 Research staff (including clinical research staff), of which:

- 74.2% are from white ethnic groups, (734 staff)
- 23.5% are from BME groups, (232 staff)
- 2.3% of staff members' ethnic origin is not known, (23 staff)

⁹ HEIDI, HESA 2007/08 data return.

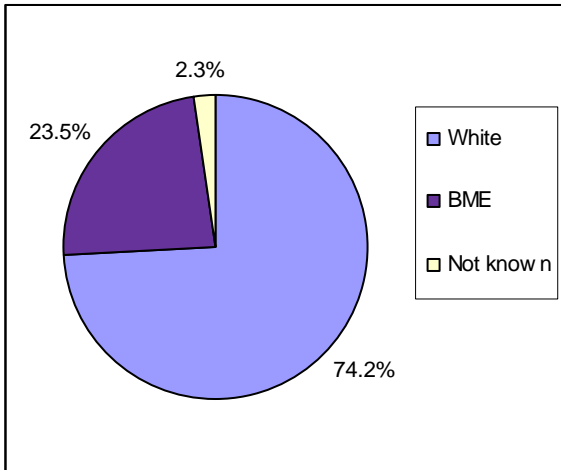


Figure 11: Research staff by ethnic group 2009

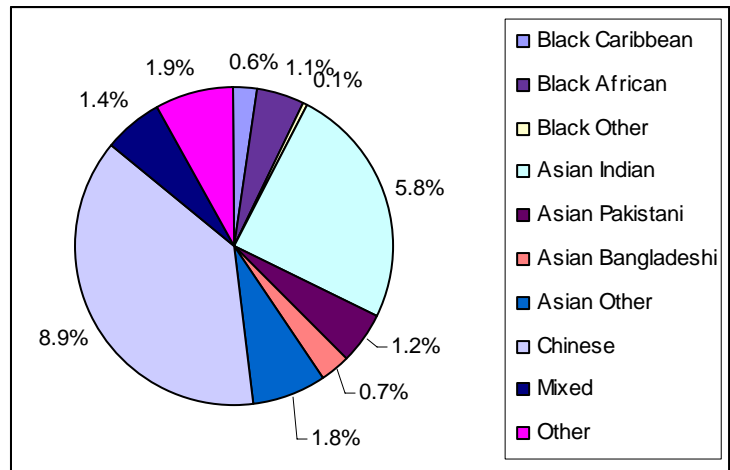


Figure 12: BME Research staff as a % of all Research staff

The highest proportion of BME staff at the University staff are employed in Research posts, with just under a quarter of Research staff (23.5%) of BME origin. Asian ethnic groups (Indian, Pakistani, Bangladeshi and other Asian groups) form the largest proportion of BME staff, accounting for 9.5% of all Research staff (94 staff). Chinese staff make up 8.9% of Research staff (87 staff), staff from other minority ethnic groups 1.9% (19 staff), staff from black ethnic groups 1.8% (staff), and staff of mixed ethnicity 1.4% (18 staff). 35.7% of all Research staff (353 staff) are from overseas.

During 2009, the BME Research staff population decreased by 0.5%, from 233 to 232 members of staff. The proportion of BME Research staff has remained stable at 23-24% of the Research staff population over the last 4 years:

Research staff by ethnic origin, 2004 - 2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	76.3% (642)	74.6% (666)	74.8% (689)	74.2% (718)	75.4% (725)	74.2% (734)
BME groups	21.5% (181)	23.7% (212)	23.6% (217)	24.8% (240)	24% (233)	23.5% (232)
Unknown	2.2% (18)	1.7% (15)	1.6% (15)	1% (10)	0.6% (6)	2.3% (23)
Total	100% (841)	100% (893)	100% (921)	100% (968)	100% (964)	100% (989)

Figure 13: Research staff by ethnic origin 2004-2009

The proportion of BME Research staff employed by the University (23.5%) is significantly greater than the UK HE sector average of 16.2% and the Russell Group average of 16.5%.¹⁰

5. Academic Related Staff

The University employs 1,319 Academic Related staff, of which:

- 88% are from white ethnic groups, (1,160 staff);
- 11.2% are from BME groups, (148 staff); and
- 0.8% of staff members' ethnic origin is not known, (11 staff).

¹⁰ HEIDI, HESA 2007/08 data return.

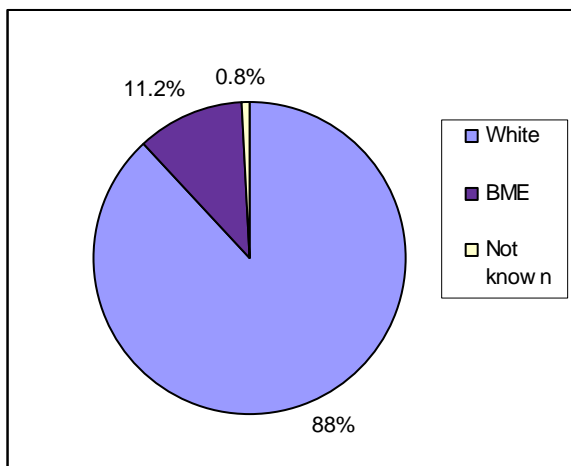


Figure 14: AR staff by ethnic group 2009

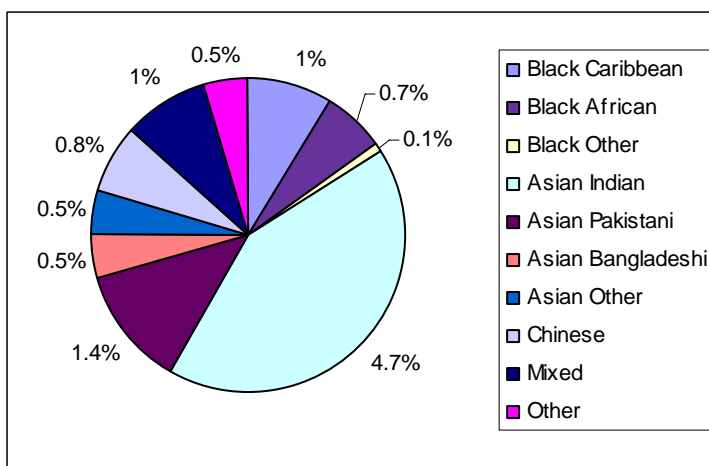


Figure 15: BME AR staff as a % of all AR staff

The lowest proportion of BME staff at the University are employed in Academic Related posts (11.2%). Within this group, Asian staff are the most significant minority ethnic group, accounting for 7.1% of BME Academic Related staff (93 staff). Staff from black ethnic groups comprise 1.8% of Academic Related staff (24 staff), staff of mixed ethnicity 1% (13 staff) and staff from other BME ethnic groups 0.5% (8 staff). 5.5% of all Academic Related staff are from overseas.

During 2009, the number of BME Academic Related staff increased by 9.6%, from 135 to 148 members of staff. Over the last 5 years, the number of BME staff employed by the University has increased substantially, from 70 staff in 2004 to 148 staff in 2009, a growth of 111%:

Academic Related staff by ethnic origin, 2004 - 2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	90.2% (711)	89% (671)	88.5% (908)	88.6% (1,004)	88.1% (1,092)	88% (1,160)
BME groups	8.9% (70)	10.3% (78)	10.1% (104)	10.1% (114)	10.9% (135)	11.2% (148)
Unknown	0.9% (7)	0.7% (5)	1.4% (14)	1.3% (15)	1% (13)	0.8% (11)
Total	100% (788)	100% (754)	100% (1,026)	100% (1,133)	100% (1,240)	100% (1,319)

Figure 16: Academic Related staff by ethnic origin 2004-2009

When benchmarked against the HE sector, the University employs a greater proportion of Academic Related BME staff than the sector average of 7.1% BME Academic Related staff.¹¹

6. Support Staff

The University employs 2,326 Support staff, of which:

- 81.4% are from white ethnic groups, (1,894 staff);
- 17.1% are from BME groups, (398 staff); and
- 1.5% ethnic origin is unknown, (34 staff).

¹¹ HEIDI, HESA 2007/08 data return.

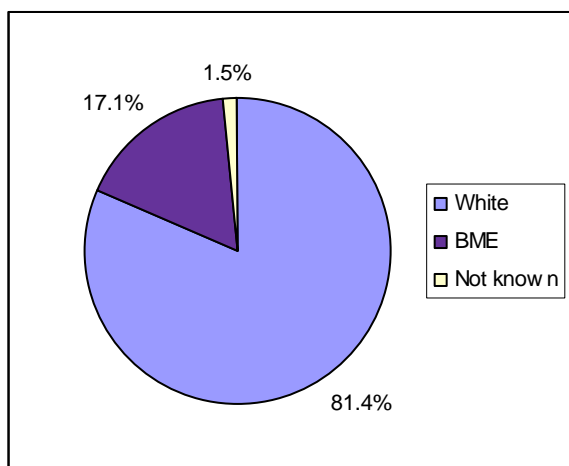


Figure 17: Support staff by ethnic group 2009

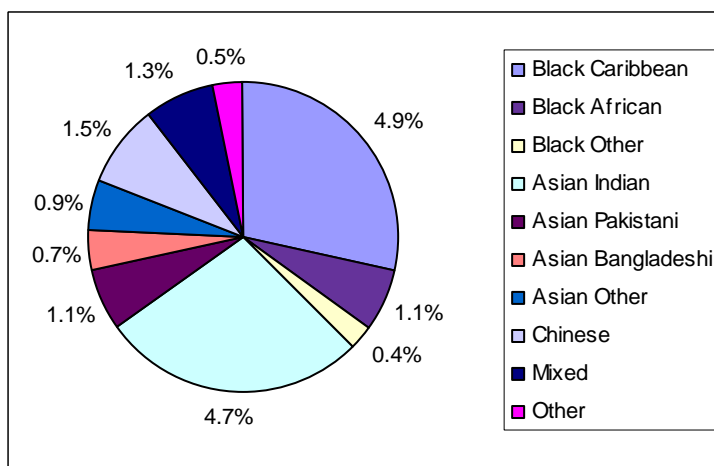


Figure 18: BME Support staff as a % of all Support staff

Just over half of BME Support staff are from Asian ethnic groups (7.4% or 170 staff), with the single largest group being Asian-Indian staff, (4.7% or 109 staff). The largest proportion of University staff from black ethnic groups are employed in Support roles, comprising 6.4% of the Support staff population, (149 staff). Staff of mixed ethnicity account for 1.3% of Support staff (31 staff), and staff from other minority ethnic groups 0.5% (14 staff). 8.5% of all Support staff (199 staff) are from overseas.

During 2009, the BME Support staff population has grown by 2.6%, from 388 to 398 staff. This continues the year-on-year increase in both the number of BME support staff and the proportion of the Support staff population they constitute. Since 2004, the BME support staff population has grown by 4.9% from 379 to 398 staff.

Support staff by ethnic origin, 2004 - 2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	84.2% (2,248)	83.8% (2,129)	82.8% (2,022)	82% (1,913)	82.1% (1,912)	81.4% (1,894)
BME groups	14.2% (379)	14.9% (379)	15.7% (384)	16.5% (385)	16.7% (388)	17.1% (398)
Unknown	.8% (47)	1.3% (33)	1.5% (35)	1.5% (36)	1.2% (29)	1.5% (34)
Total	100% (2,669)	100% (2,541)	100% (2,441)	100% (2,334)	100% (2,329)	100% (2,326)

Figure 19: Support staff by ethnic origin 2004-09

The BME Support staff population compares favourably with the HE sector average of 9.3%.¹²

Support staff are predominately recruited from the local jobs market. In the City of Birmingham, BME groups account for 31% of the economically active population.¹³ The proportion of BME Support staff employed by the University is considerably lower than this at 17.1%. This difference is most pronounced amongst Asian ethnic groups, who account for 17% of the City's economically active population, but only 7.4% of the University's Support staff. This difference is less pronounced amongst black ethnic groups, who comprise 8% of the economically active population of the City and 6.4% of Support staff.

¹² HEIDI, HESA 2007/08 data return.

¹³ 'Economically active' describes the proportion of the City of Birmingham population of working age who are employed or actively seeking employment. Figures on the economically active population taken from an Office for National Statistics NOMIS report, March 2008.

7. Seniority

'Senior staff' at the University are Teaching staff at Senior Lecturer grade and above, Research staff at Senior Researcher/Clinical Research Fellow grade and Academic Related grades 9 and 10. (Until 2009, MLSO and nursing staff were classified as senior Support staff, but have been transferred to Academic Related grades during 2009, and so do not appear in the 2009 data).

In 2009, the University's senior staff population stood at 1,109 staff, of which:

- 89.4% were from white ethnic groups, (991 staff)
- 9.9% were from BME groups, (110 staff)
- 0.7% were staff whose ethnic origin is not known, (8 staff)

The number of senior staff from BME groups has reduced in 2009, from 119 to 110 staff. This is largely due to the transfer of the 48 MLSO and nursing staff to Academic Related contracts, which included the transfer of 7 BME staff. When the MLSO and Nursing data is removed from the 2008 figures, the proportion of BME staff is 9.9%, indicating that the 2009 figures have remained stable:

All senior staff by ethnic group, 2004 - 2009						
	2004	2005	2006	2007	2008	2009
White staff	92% (1,054)	91.5% (1,141)	90% (1,035)	91% (992)	89.2% (1,050)	89.4% (991)
BME staff	6.5% (75)	7.5% (94)	8.9% (102)	8.2% (90)	10.1% (119)	9.9% (110)
Unknown staff	1.5% (17)	1% (12)	1.1% (13)	0.8% (9)	0.7% (8)	0.7% (8)
Total	100% (1,146)	100% (1,247)	100% (1,150)	100% (1,091)	100% (1,177)	100% (1,109)

Figure 20: Senior staff by ethnic origin 2004-09

There remains a disparity between the 2009 data and the broader staff profile, with staff from BME groups making up 15.5% of the staff body but only 9.9% of senior staff, whilst staff from white ethnic groups make up 83% of the staff body and 89.4% of senior staff. However, the number of BME senior staff has over the last 5 years grown by 46%, from 75 to 110 staff.

The distribution of staff employed in teaching, research, academic related posts by grade and ethnic origin is set out below:

7a) Teaching Staff

The proportion of Teaching staff by ethnic group and grade is as follows:

Teaching staff grade by ethnic group (% and number)				
Grade	White	BME	Unknown	Total
Teaching Fellow/Tutor	84.8% (84)	13.2% (13)	2% (2)	100% (99)
Lecturer	86.3% (405)	12.4% (58)	1.3% (6)	100% (469)
Clinical Lecturer	69.6% (48)	29% (20)	1.4% (1)	100% (69)
Senior Lecturer/Reader	90.8%	8.4%	0.8%	100%

	(387)	(36)	(3)	(426)
Clinical Senior Lecturer/Clinical Reader	79.6% (39)	20.4% (10)	- -	100% (49)
Professor	90.7% (283)	9% (28)	0.3% (1)	100% (312)
Clinical Professor	91.8% (45)	8.2% (4)	- -	100% (49)
Total	87.6% (1,291)	11.5% (169)	0.9% (13)	100% (1,473)

Figure 21: Teaching staff grade by ethnic group 2009

7b) Research Staff

The proportion of Research staff by ethnic group and grade is as follows:

Research staff grade by ethnic group (% and number)				
Grade	White	BME	Unknown	Total
Research Associate	64.2% (77)	33.3% (40)	2.5% (3)	100% (120)
Research Fellow	73.6% (430)	23.8% (139)	2.6% (15)	100% (584)
Research Fellow 2	82.5% (127)	16.2% (25)	1.3% (2)	100% (154)
Senior Research Fellow	87.9% (58)	9.1% (6)	3% (2)	100% (66)
Clinical Research Fellow	64.6% (42)	33.8% (22)	1.6% (1)	100% (65)
Total	74.2% (734)	23.5% (232)	(2.3%) (23)	100% (989)

Figure 22: Research staff grade by ethnic group 2009

7c) Academic Related Staff

The proportion of Academic Related staff by ethnic group and grade is as follows

Academic Related staff grade by ethnic group (% and number)				
Grade	White	BME	Unknown	Total
6	84.4% (336)	15.1% (60)	0.5% (2)	100% (398)
7	89% (389)	10.5% (46)	0.5% (2)	100% (437)
8	87.1% (298)	11.1% (38)	1.8% (6)	100% (342)
9	96.1% (98)	3.9% (4)	- -	100% (102)
10	97.5% (39)	- -	2.5% (1)	100% (40)
Total	88% (1,160)	11.2% (148)	0.8% (11)	100% (1,319)

Figure 23: Academic Related staff grade by ethnic group 2009

7d) Support Staff

The proportion of Support staff by ethnic group and grade is as follows

Support staff grade by ethnic group (% and number)				
Grade	White	BME	Unknown	Total
100	70% (233)	28.2% (94)	1.8% (6)	100% (333)
200	82% (155)	15.9% (30)	2.1% (4)	100% (189)
300	82.6% (360)	16.3% (71)	1.1% (5)	100% (436)
400	83.1% (607)	15.1% (111)	1.8% (13)	100% (731)
500	84.6% (539)	14.4% (92)	1% (6)	100% (637)
Total	81.4% (1,894)	17.1% (398)	1.5% (34)	100% (2,326)

Figure 24: Support staff grade by ethnic group 2009

8. Recruitment

Applications

The University received 7,143 job applications during 2009. Of these:

- 58.2% (4,156 applicants) were from white ethnic groups;
- 37.2% (2,658 applicants) were from BME groups; and
- 4.6% (329 applicants) were applicants whose ethnic origin is unknown.

Appointments

696 candidates were appointed to posts at the University during 2009. Of these:

- 70.5% (491 appointments) were from white ethnic groups;
- 23.9% (166 appointments) were from BME groups; and
- 5.6% (39 appointments) were candidates whose ethnic origin is unknown.

During 2009, the proportion of BME applicants and appointments has increased, by 4.7% for applications and 2.5% for appointments, when compared to the 2008 data. The proportion of BME applicants is at its highest rate since this data was first recorded in 2004, whilst the proportion of BME appointments has returned to its 2006 peak of 24%. The *number* of applications and appointments for all ethnic groups has reduced in 2009, due to the lower number of posts advertised during this period:

All applications by ethnic group, 2004-2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	60% (5,186)	57% (7,614)	54% (8,674)	60% 11,277	58.8% (9,643)	58.2% (4,156)
BME groups	28% (2,451)	30% (3,992)	34% (5,406)	28% (5,358)	32.5% (5,326)	37.2% (2,658)
Unknown	12% (1,060)	13% (1,684)	12% (1,891)	12% (2,251)	8.7% (1,427)	4.6% (329)
Total	100% (8,697)	100% (13,290)	100% (15,971)	100% (18,886)	100% (16,396)	100% (7,143)

Figure 25: All applications by ethnic group 2004-2009

All appointments by ethnic group, 2004-2009						
	2004	2005	2006	2007	2008	2009
White ethnic groups	77% (1,290)	76% (865)	72% (1,260)	78% (1,209)	75.1% (952)	70.5% (491)
BME groups	20% (305)	22% (283)	24% (424)	21% (323)	21.4% (270)	23.9% (166)
Unknown	3% (45)	2% (3)	4% (57)	1% (27)	3.5% (45)	5.6% (19)
Total	100% (1,559)	100% (1,151)	100% (1,741)	100% (1,559)	100% (1,267)	100% (696)

Figure 26: All appointments by ethnic group 2004-2009

Data from the last 5 years indicates that the proportion of applicants who are of BME origin is on average 31.5% of all applicants, and the proportion of BME appointments is on average 22%. In 2009 - whilst the level of BME applications and appointments has increased overall - the difference between BME application rates and appointment rates has also increased. Initial investigations into a similar trend in the 2008 data indicate that high levels of overseas applications and restrictions on non-EU applicants may be contributing to this. Further research into this is ongoing.

9. Fixed and Open Contracts

1,362 University staff are currently employed on fixed term contracts. Of these:

- 75.2% (1,025 staff) are from white ethnic groups;
- 22.4% (305 staff) are from BME ethnic groups; and
- 2.4% (32 staff) of staff members' ethnic origin is not known.

4,745 University staff are currently employed on open contracts. Of these:

- 85.4% (4,054 staff) are from white ethnic groups;
- 13.5% (642 staff) are from BME ethnic groups; and
- 1.1% (49 staff) of staff members' ethnic origin is not known.

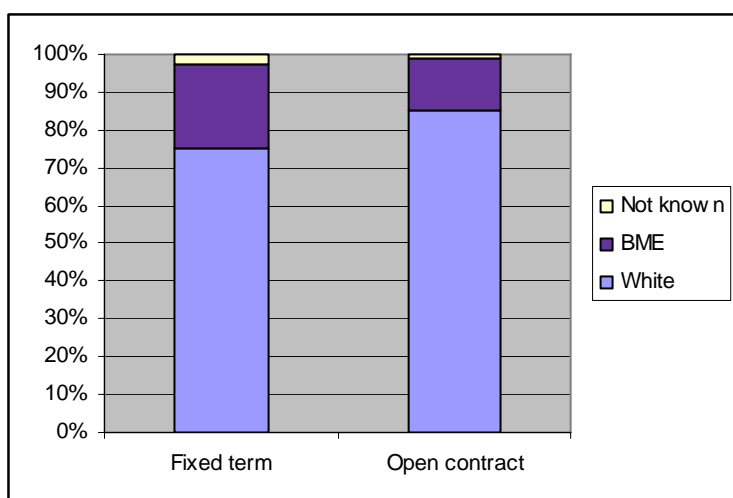


Figure 27: % of University staff on fixed/open contracts by ethnic group 2009

The proportion of BME staff on fixed-term contracts is higher than would be expected when compared to the overall proportion of BME staff employed by the University, (15.5% of all staff are from BME groups, compared to 22.4% of those staff on fixed term contracts). This disparity is largely due to the proportion of BME staff employed in Research posts, (23.5% of Research staff are from BME groups), combined with the majority of Research posts being fixed term contract posts, (74% of all Research posts). In total, 82.2% of BME Research staff are employed on fixed-term contracts, which significantly impacts on the overall proportion of fixed-term contract BME staff.

When data for the past 5 years is examined, BME staff account, on average, for 22% of fixed term staff and 12.5% of open contract staff:

Fixed term contracts by ethnic group, 2004-2009						
Ethnic group	2004	2005	2006	2007	2008	2009
White ethnic groups	80.3% (1,102)	76.6% (1,031)	75.4% (1,008)	75.2% (975)	76.3% (1,101)	75.2% (1,025)
BME ethnic groups	17.8% (244)	21.8% (293)	22.5% (301)	23.6% (306)	23% (304)	22.4% (305)
Unknown	1.9% (26)	1.6% (21)	2.1% (27)	1.2% (16)	0.7% (10)	2.4% (32)
Total	100% (1,372)	100% (1,345)	100% (1,336)	100% (1,297)	100% (1,324)	100% (1,362)

Figure 28: Fixed term contracts by ethnic group, 2004-2009

Open contracts by ethnic group, 2004-2009						
Ethnic group	2004	2005	2006	2007	2008	2009
White ethnic groups	86.7% (3,690)	85.5% (3,660)	86.7% (3,955)	86% (4,013)	85.9% (4,037)	85.4% (4,054)
BME ethnic groups	11.9% (504)	13.2% (564)	12.1% (554)	12.8% (597)	13.1% (617)	13.5% (642)
Unknown	1.4% (63)	1.3% (56)	1.2% (52)	1.2% (58)	1% (45)	1.1% (49)
Total	100% (4,257)	100% (4,280)	100% (4,561)	100% (4,668)	100% (4,699)	100% (4,745)

Figure 29: Open contracts by ethnic group, 2004-2009

10. Staff Turnover

467 staff left the University during 2009. By ethnic group:

- 76.2% (356 staff) were from white ethnic groups;
- 22% (103 staff) were from BME groups; and
- 1.8% (8 staff) were staff whose ethnic origin is unknown.

When reasons for turnover are compared, resignation is the primary reason for all ethnic groups leaving the University, (accounting for 54.5% of white staff turnover and 53.4% of BME staff turnover). Expiry of contract is the second most common reason, with 25.6% of white staff and 34.5% of BME staff leaving the University for this reason:

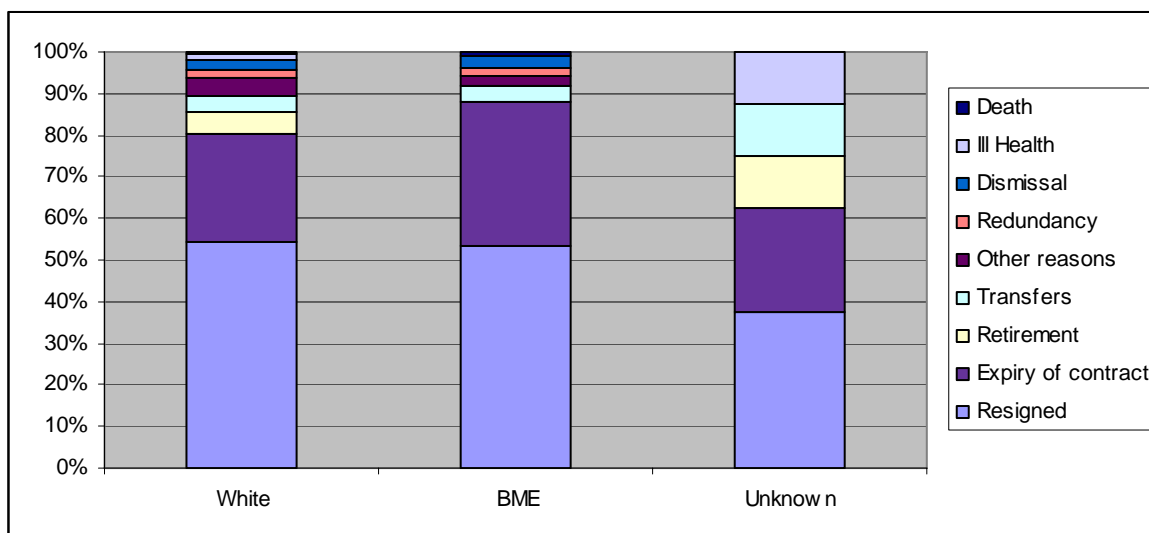


Figure 30: Ethnic group by reasons for leaving 2009

The proportion of staff leaving the University by ethnic group has remained stable over the last 5 years with, on average, 77% of leavers being from white ethnic groups and 22% from BME groups during the 2004-2009 period:

Turnover by ethnic group, 2004-2009						
Ethnic group	2004	2005	2006	2007	2008	2009
White ethnic groups	77%	78%	76.2%	76.4%	76.8%	76.2%
BME ethnic groups	21%	20.6%	22.7%	22.5%	22.6%	22%
Unknown	2%	1.4%	1.1%	1.1%	0.6%	1.8%
Total	100%	100%	100%	100%	100%	100%

Figure 31: Turnover by ethnic group 2004-2009

In both the 2009 data and the 5 year trend data, the proportion of BME leavers is greater than might be expected when benchmarked against the wider staff population, in which BME staff comprise 15.5% of all staff but 22% of staff leaving. When reasons for leaving are examined, this disparity appears to be caused by the significantly higher numbers of BME staff leaving the University due to expiry of contract. One third of all BME turnover is due to this reason, compared to a quarter of white turnover.

As noted in 5.9 above, 74% of all Research staff are on fixed-term contracts, and Research posts also have the largest BME staff population (23.5% of Research staff are BME). These factors in combination mean a greater proportion of BME staff leave the University due to expiry of contract, which in turn raises the overall proportion of BME leavers. If expiry of contract data is removed, the proportion of BME leavers is 17%, which is comparable with the BME staff population.

Student Data

1. Introduction

- 1.1 This report presents an overview of the profile and performance of the University student population by ethnicity and demographic category. It highlights key issues of particular interests and compares the University of Birmingham to institutions in the Russell Group. It also includes a multi-variant view of retention and completion e.g. looking at Black and Minority Ethnic (BME) disabled students and BME mature students.
- 1.2 The report draws on databases developed to monitor entrant profiles, retention, progression and attainment. These datasets are used within the university for: profiling, quality reviews; equality and diversity monitoring and in key performance indicators. The report also draws on HESA data to provide ethnicity comparisons with others in the sector.
- 1.3 The original source data for the databases are the Banner system which is sourced from UCAS as well as from students directly through web admissions and web registration processes. Some students refuse to provide details of their ethnicity and this reduces the comprehensiveness of the analyses. (Action has been taken to encourage more students to disclose their ethnicity).
- 1.4 Student ethnicity data is reported below under the following categories:
 - Student Population and Entrant Profile 2008/09
 - First Year Undergraduate Non-Continuation
 - Completions
 - Degree Attainment
 - Complaints
 - Destinations of Leavers

2. Student Population and Entrant Profile 2008

2a) Total Undergraduate Students by Ethnicity - 2008/09

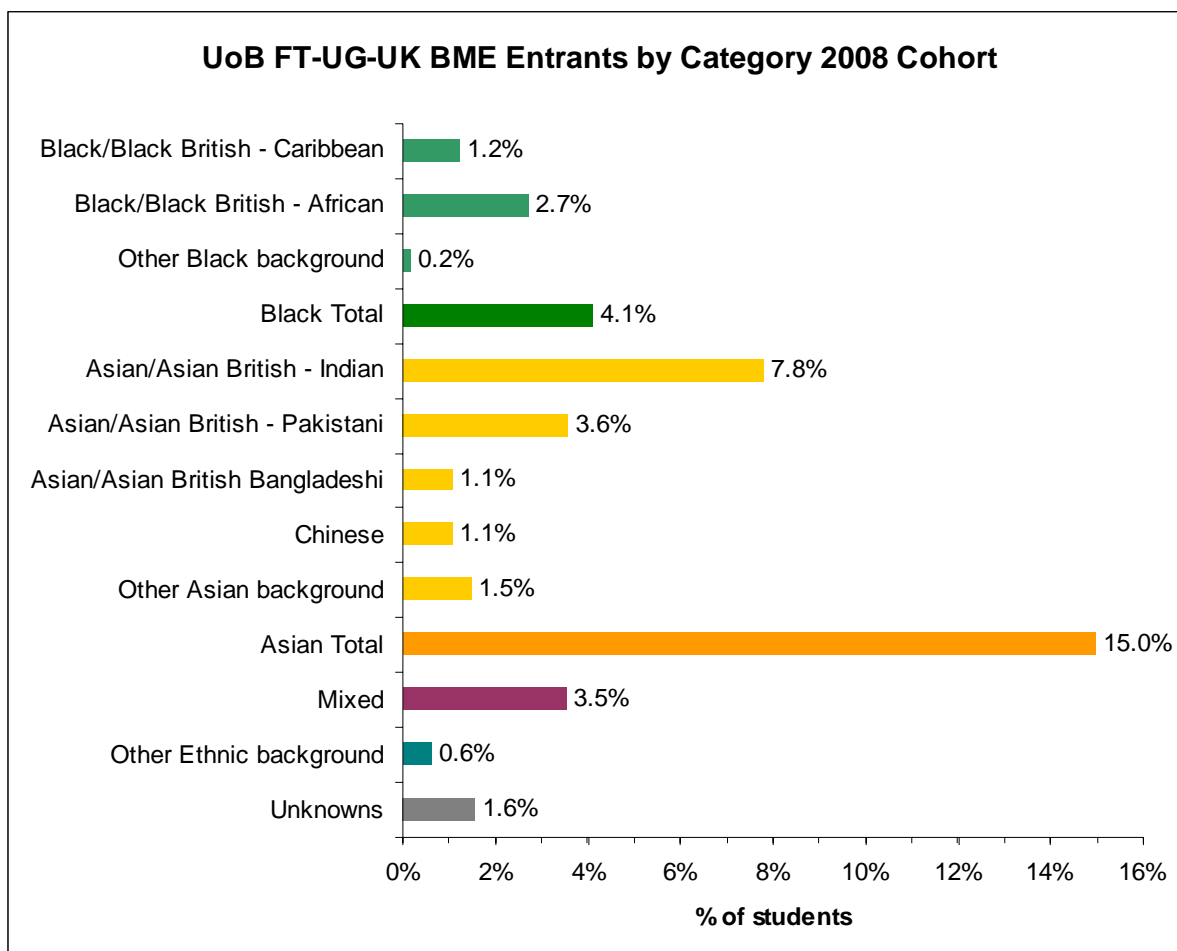


Fig 1 – BME Entrants as Percentage of Total Full Time UK Undergraduates, 2008 Cohort

As of November 2008 the total percentage of full time UK-domiciled BME undergraduates at the university was **23.7%**¹⁴. This included;

Black Total	3.2% (compared to 2.9% in 2007)
<i>Black Caribbean</i>	1.1%
<i>Black African</i>	2.0%
<i>Black Other</i>	0.1%
Asian Total	16.1% (15.9% in 2007)
<i>Indian</i>	8.7%
<i>Pakistani</i>	4.1%
<i>Bangladeshi</i>	0.9%
<i>Chinese</i>	1.1%
<i>Asian Other</i>	1.3%
Mixed	3.3% (3.2% in 2007)

¹⁴ Using Census categories and HESA/UCAS approved. Based on the University of Birmingham's Statistical Profile 2008/2009

Other BME 0.8% (0.8% in 2007)
Unknown¹⁵ 1.8% (3.5% in 2005, 2.4% in 2007)

2b) Undergraduate Students 2004 to 2008

- The figures for BME students as a percentage the population of UK-domiciled undergraduates with known ethnicity for the years 2004 to 2008 is as follows:

Year	%BME Students ¹⁶
2004	22.4%
2005	23.0%
2006	23.3%
2007	23.4%
2008	23.7%

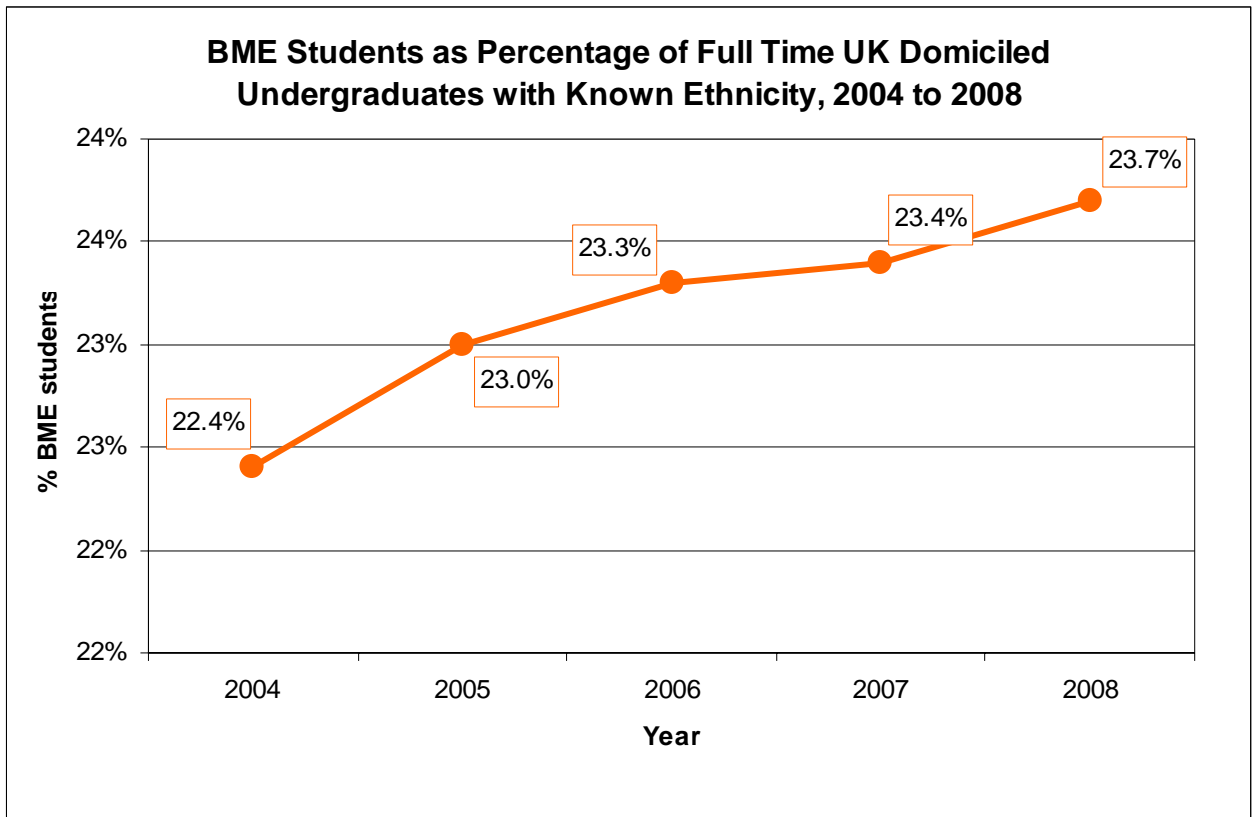


Figure 2– BME Students as Percentage of Total Full Time UK Undergraduates by Year

2c) Postgraduate Students 2007/08 and 2008/09

- The percentage of BME taught postgraduate students for November 2008 is 28.9%, compared to 29.2% for November 2007.
- The percentage of BME research postgraduate students in November 2008 is 30.2% compared to 28.0% for November 2007.

¹⁵ The numbers of ‘unknowns’ are unacceptably high but clearly on a downward trend- see action plan

¹⁶ As published in yearly University Statistical Profile

2d)

Undergraduate Full Time UK Entrants by College and School 2008/09

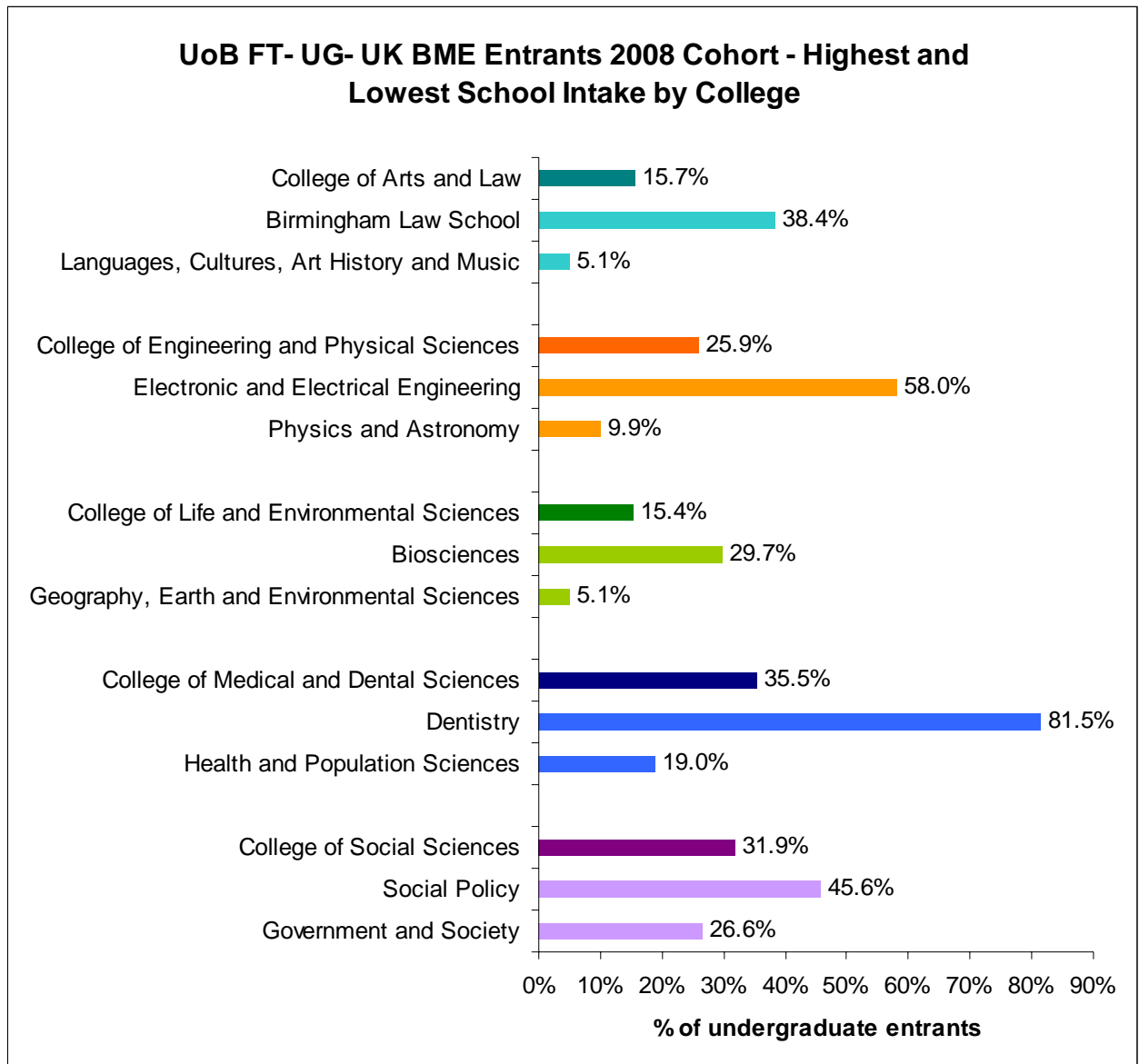


Figure 3 – Highest and Lowest School Intake of Full Time UK Domiciled BME Undergraduates by College

- The total percentage of full time UK-domiciled BME undergraduate **entrants** at the university in 2008 is **23.7%** of entrants of known ethnicity.
- The College of Medical and Dental Sciences has the highest overall percentage of BME entrants with 35.5%.
- The College of Life and Environmental Sciences has the lowest overall percentage of BME entrants with 15.4%. See *Appendix 1* for full detail of entrants by College and School.

3. Sector Comparisons

3a) Proportion of BME Entrants compared to the Russell Group

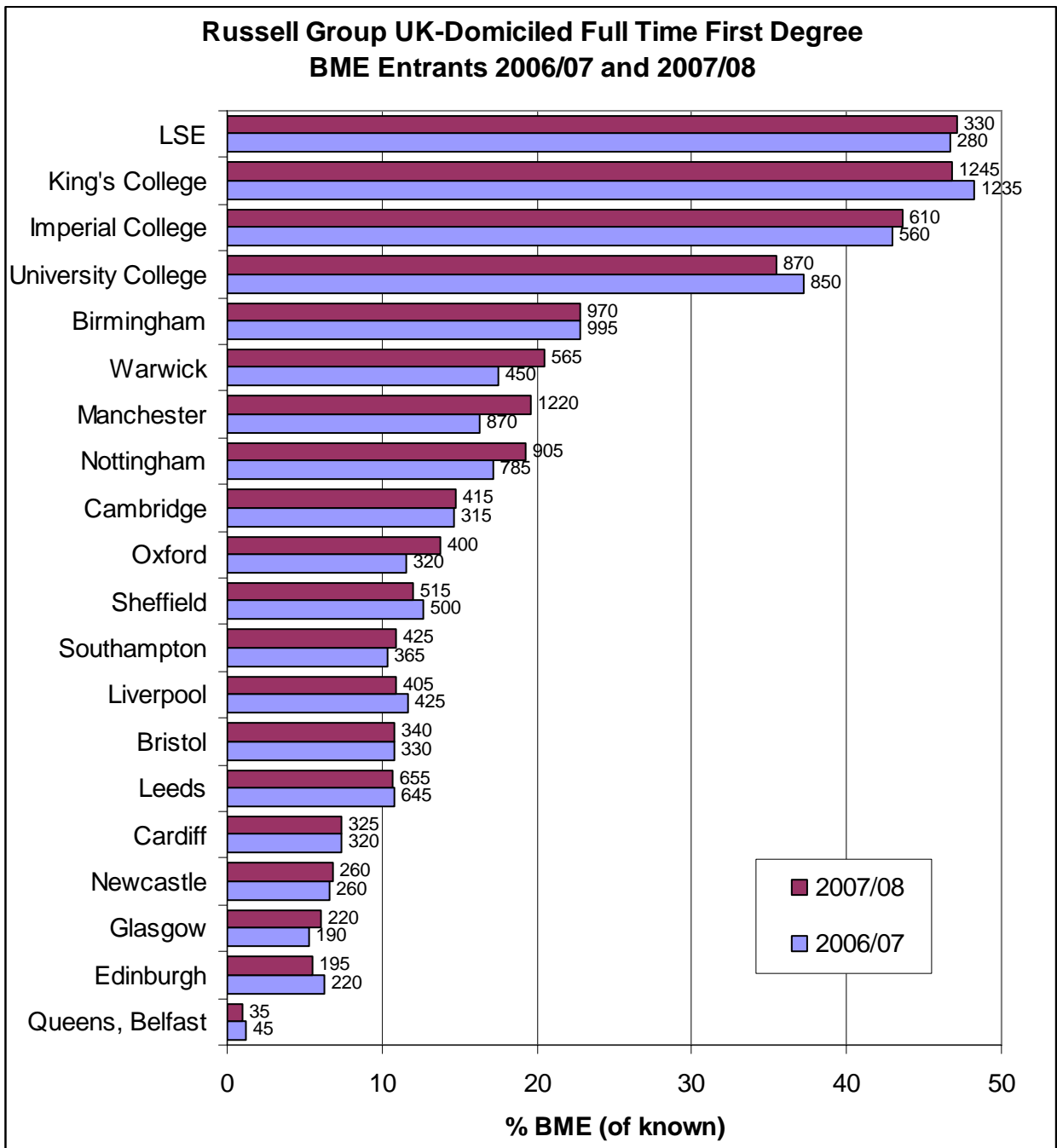


Figure 4 – UK Domiciled BME Full Time Undergraduate Entrants by Russell Group Institutions – Proportion and Numbers. (Figures are rounded to 5 by HESA)

- Birmingham has the highest proportion of BME entrants of Russell group institutions outside London

3b) Percentage of BME Students by School Compared to Russell Group, 2007/08

Archaeology and Antiquity		English, Drama and American and Canadian Studies		History and Cultures	
Institution	BME%	Institution	BME%	Institution	BME%
Nottingham	7.7%	King's College	21.1%	LSE	32.6%
Liverpool	7.3%	UCL	13.5%	Imperial College	20.0%
Manchester	6.8%	Birmingham	9.5%	UCL	14.1%
Oxford	5.0%	Nottingham	9.3%	King's College	12.7%
Cambridge	4.5%	Cambridge	8.8%	Cambridge	8.8%
Edinburgh	3.8%	Manchester	8.0%	Manchester	7.2%
Birmingham	3.7%	Bristol	8.0%	Birmingham	7.1%
Newcastle	3.6%	Oxford	7.8%	Oxford	6.4%
Bristol	3.4%	Cardiff	6.8%	Nottingham	6.1%
Sheffield	3.1%	Warwick	6.6%	Bristol	6.1%
Southampton	1.8%	Leeds	5.3%	Southampton	5.5%
King's College	0.0%	Sheffield	5.2%	Warwick	4.9%
Queen's Belfast	0.0%	Liverpool	4.8%	Liverpool	4.1%
Glasgow	0.0%	Southampton	4.3%	Leeds	4.1%
Warwick	0.0%	Edinburgh	3.6%	Edinburgh	3.3%
UCL	0.0%	Newcastle	2.5%	Cardiff	3.0%
		Glasgow	2.3%	Sheffield	2.1%
		Imperial College	0.0%	Newcastle	2.0%
		Queen's Belfast	0.0%	Glasgow	1.3%
				Queen's Belfast	0.0%

Languages, Cultures, Art History and Music		Law		Philosophy, Theology and Religion	
Institution	BME%	Institution	BME%	Institution	BME%
Imperial College	25.0%	LSE	50.0%	LSE	30.4%
King's College	19.2%	Birmingham	34.5%	Birmingham	25.0%
UCL	17.0%	UCL	33.0%	University College	22.9%
Warwick	11.0%	King's College	31.4%	King's College	20.4%
Birmingham	10.1%	Warwick	23.0%	Leeds	18.3%
Manchester	9.8%	Manchester	20.8%	Warwick	14.8%
Nottingham	9.2%	Manchester	20.8%	Nottingham	13.2%
Oxford	8.6%	Nottingham	20.4%	Manchester	12.4%
Leeds	8.1%	Oxford	18.2%	Southampton	10.6%
Cambridge	7.4%	Cambridge	17.6%	Oxford	9.1%
Edinburgh	6.8%	Sheffield	17.1%	Cambridge	8.8%
Southampton	5.8%	Leeds	15.9%	Bristol	7.1%
Bristol	5.6%	Bristol	14.4%	Sheffield	5.7%
Sheffield	5.4%	Liverpool	13.6%	Edinburgh	5.0%
Liverpool	3.3%	Southampton	13.0%	Newcastle	4.5%
Newcastle	3.1%	Newcastle	9.3%	Cardiff	4.1%
Glasgow	2.9%	Cardiff	8.4%	Liverpool	3.4%
Cardiff	2.7%	Edinburgh	5.1%	Glasgow	3.4%
Queen's Belfast	BME%	Glasgow	4.8%	Queen's Belfast	1.3%
		Queen's Belfast	1.4%		

Figure 5 – Percentage of UK Domiciled BME Students in the College of Art and Law by School, compared to Russell Group Institutions

Chemical Engineering		Chemistry		Civil Engineering	
Institution	BME%	Institution	BME%	Institution	BME%
UCL	66.7%	UCL	43.3%	UCL	50.0%
Imperial College	51.7%	Birmingham	33.9%	Imperial College	38.6%
Birmingham	32.8%	Imperial College	33.8%	Birmingham	25.4%
Nottingham	30.3%	Warwick	19.2%	Warwick	23.3%
Leeds	30.2%	Manchester	16.8%	Manchester	18.6%
Manchester	23.4%	Nottingham	13.1%	Nottingham	17.8%
Cardiff	21.9%	Cambridge	11.5%	Sheffield	15.3%
Sheffield	20.9%	Liverpool	10.9%	Leeds	12.0%
Oxford	19.4%	Sheffield	9.8%	Liverpool	11.9%
Cambridge	17.1%	Southampton	9.4%	Cardiff	11.6%
Newcastle	14.7%	Oxford	9.2%	Southampton	8.2%
Warwick	14.5%	Bristol	8.9%	Bristol	8.0%
Edinburgh	13.3%	Newcastle	7.9%	Glasgow	5.8%
Southampton	12.5%	Leeds	7.8%	Newcastle	4.7%
Liverpool	9.5%	Cardiff	7.6%	Edinburgh	4.1%
Queen's Belfast	0.0%	Glasgow	5.0%	Queen's Belfast	1.3%

Bristol	0.0%	Edinburgh	4.4%	
Glasgow	0.0%	Queen's Belfast	2.5%	

Computer Science		Electronic and Electrical Engineering		Mathematics	
Institution	BME%	Institution	BME%	Institution	BME%
King's College	70.0%	King's College	85.2%	LSE	65.4%
LSE	66.7%	UCL	55.2%	King's College	60.2%
UCL	47.5%	Imperial College	52.5%	UCL	51.6%
Imperial College	36.8%	Birmingham	48.5%	Imperial College	47.7%
Manchester	32.9%	Nottingham	33.3%	Birmingham	24.5%
Nottingham	32.3%	Manchester	30.8%	Nottingham	21.4%
Oxford	28.8%	Warwick	25.0%	Manchester	19.4%
Birmingham	26.0%	Liverpool	20.8%	Oxford	17.8%
Warwick	18.4%	Sheffield	18.9%	Southampton	17.4%
Leeds	16.7%	Newcastle	18.8%	Cambridge	15.7%
Cambridge	15.8%	Leeds	17.4%	Warwick	15.3%
Sheffield	15.5%	Bristol	17.1%	Leeds	12.1%
Newcastle	13.6%	Southampton	14.5%	Bristol	10.3%
Liverpool	13.3%	Glasgow	14.3%	Sheffield	10.1%
Bristol	12.8%	Cardiff	12.1%	Glasgow	9.1%
Edinburgh	12.7%	Edinburgh	9.1%	Liverpool	8.2%
Southampton	12.3%	Queen's Belfast	2.6%	Newcastle	7.6%
Glasgow	8.8%			Cardiff	7.5%
Cardiff	7.8%			Edinburgh	6.7%
Queen's Belfast	1.8%			Queen's Belfast	0.0%

Mechanical and Manufacturing Engineering		Metallurgy and Materials		Physics and Astronomy	
Institution	BME%	Institution	BME%	Institution	BME%
King's College	75.7%	Imperial College	41.7%	King's College	41.7%
UCL	47.9%	UCL	22.2%	UCL	23.7%
Imperial College	43.2%	Nottingham	20.0%	Imperial College	23.1%
Manchester	24.5%	Sheffield	17.9%	Birmingham	13.6%
Nottingham	21.2%	Manchester	17.5%	Oxford	9.5%
Birmingham	18.6%	Birmingham	15.6%	Cambridge	9.0%
Liverpool	18.5%	Oxford	13.6%	Warwick	8.8%
Warwick	18.5%	Newcastle	7.1%	Nottingham	6.9%
Sheffield	13.5%	Bristol	5.9%	Manchester	6.7%
Bristol	12.9%	Leeds	3.4%	Liverpool	6.6%
Leeds	11.8%	Cardiff	0.0%	Edinburgh	5.4%
Southampton	11.5%	Queen's Belfast	0.0%	Bristol	5.0%
Newcastle	9.6%	Cambridge	0.0%	Southampton	4.8%
Glasgow	8.8%	Edinburgh	0.0%	Cardiff	4.8%
Cardiff	4.3%	Glasgow	0.0%	Sheffield	4.8%
Edinburgh	3.3%	Liverpool	0.0%	Glasgow	3.0%
Queen's Belfast	1.2%	Southampton	0.0%	Leeds	3.0%
				Queen's Belfast	0.0%
				Newcastle	0.0%

Figure 6 – Percentage of UK Domiciled BME Students in the College of Engineering and Physical Sciences, compared to Russell Group Institutions

Biosciences		Geography, Earth and Environmental Sciences		Psychology	
Institution	BME%	Institution	BME%	Institution	BME%
King's College	55.9%	King's College	20.0%	UCL	26.1%
UCL	34.5%	Imperial College	14.1%	LSE	20.0%
Imperial College	27.8%	UCL	11.3%	Birmingham	19.5%
Birmingham	20.1%	Nottingham	10.4%	Cambridge	18.2%
Nottingham	19.8%	Birmingham	8.0%	Nottingham	16.4%
Manchester	19.7%	Manchester	7.5%	Manchester	13.3%
Southampton	18.6%	Oxford	6.5%	Warwick	12.4%
Warwick	16.2%	Edinburgh	5.3%	Oxford	12.0%
Liverpool	14.0%	Bristol	4.7%	Leeds	9.4%
Bristol	10.1%	Leeds	3.5%	Sheffield	9.2%
Leeds	9.8%	Southampton	2.8%	Bristol	8.6%
Oxford	9.4%	Liverpool	2.6%	Liverpool	6.6%
Cambridge	8.8%	Sheffield	2.0%	Edinburgh	6.2%
Glasgow	8.3%	Glasgow	1.1%	Southampton	5.8%
Sheffield	7.9%	Cardiff	1.0%	Cardiff	4.8%
Cardiff	6.6%	Queen's Belfast	0.0%	Glasgow	4.5%

Edinburgh	6.4%	Cambridge	0.0%	Newcastle	3.7%
Newcastle	5.7%	Newcastle	0.0%	Queen's Belfast	0.9%
Queen's Belfast	0.0%	Warwick	0.0%		

Sport and Exercise Sciences	
Institution	BME%
Leeds	6.1%
Southampton	6.0%
Birmingham	4.9%
Glasgow	3.0%
Edinburgh	1.5%
Oxford	0.0%

Figure 7 – Percentage of UK Domiciled BME Students in the College of Life and Environmental Sciences, compared to Russell Group Institutions

Dentistry	Health and Population Sciences	Medical Education			
Institution	BME%	Institution	BME%	Institution	BME%
King's College	78.9%	Imperial College	66.7%	Imperial College	52.8%
Birmingham	68.0%	King's College	40.1%	King's College	51.1%
Manchester	56.8%	Warwick	26.9%	UCL	43.0%
UCL	53.2%	Birmingham	25.5%	Birmingham	32.5%
Bristol	43.9%	UCL	25.0%	Manchester	31.7%
Leeds	42.7%	Newcastle	13.3%	Nottingham	27.1%
Liverpool	35.7%	Sheffield	13.0%	Cambridge	26.0%
Sheffield	33.3%	Oxford	11.8%	Leeds	24.0%
Cardiff	24.7%	Manchester	11.5%	Warwick	23.2%
Glasgow	18.3%	Edinburgh	10.5%	Sheffield	21.7%
Newcastle	17.6%	Leeds	9.8%	Oxford	21.6%
Queen's Belfast	0.0%	Bristol	9.1%	Liverpool	20.4%
Edinburgh	0.0%	Nottingham	8.1%	Cardiff	19.6%
		Southampton	6.2%	Southampton	18.7%
		Cardiff	4.1%	Bristol	15.7%
		Glasgow	3.7%	Newcastle	15.2%
		Queen's Belfast	3.5%	Edinburgh	13.3%
		Liverpool	3.1%	Glasgow	9.4%
				Queen's Belfast	2.0%

Figure 8 – Percentage of UK Domiciled BME Students in the College of Medical and Dental Sciences, compared to Russell Group Institutions

Business	Education	Government and Society			
Institution	BME%	Institution	BME%	Institution	BME%
LSE	58.7%	King's College	20.5%	LSE	25.2%
Imperial College	49.5%	Oxford	17.1%	Birmingham	23.2%
King's College	41.8%	Imperial College	16.7%	Warwick	22.9%
UCL	34.0%	Nottingham	14.8%	UCL	20.0%
Cambridge	25.9%	Manchester	11.5%	Nottingham	15.4%
Nottingham	25.1%	Warwick	11.2%	Cambridge	14.7%
Oxford	24.0%	Leeds	11.2%	Oxford	14.6%
Warwick	23.8%	Sheffield	10.8%	Southampton	12.5%
Birmingham	21.6%	Birmingham	10.6%	Manchester	11.6%
Manchester	21.3%	Cambridge	7.2%	Leeds	9.6%
Bristol	21.1%	Bristol	6.9%	Bristol	8.3%
Southampton	19.4%	Cardiff	6.6%	Sheffield	8.3%

Sheffield	15.6%	UCL	5.3%	King's College	7.8%
Edinburgh	12.7%	Southampton	5.2%	Liverpool	6.6%
Liverpool	11.9%	Newcastle	4.6%	Edinburgh	6.1%
Leeds	11.7%	Edinburgh	2.2%	Cardiff	5.6%
Glasgow	9.3%	Glasgow	2.0%	Newcastle	4.8%
Newcastle	8.1%	Queen's Belfast	0.6%	Glasgow	2.9%
Cardiff	8.0%	Liverpool	0.0%	Queen's Belfast	0.0%
Queen's Belfast	1.6%				

Social Policy	
Institution	BME%
LSE	29.7%
Birmingham	23.7%
King's College	23.5%
UCL	20.4%
Warwick	20.0%
Manchester	13.5%
Oxford	12.5%
Sheffield	12.1%
Nottingham	11.5%
Leeds	9.1%
Bristol	8.9%
Southampton	8.6%
Cardiff	8.5%
Cambridge	7.1%
Edinburgh	6.1%
Glasgow	4.0%
Newcastle	2.6%
Queen's Belfast	2.3%
Liverpool	2.1%

Figure 9 – Percentage of UK Domiciled BME Students in the College of Social Sciences, compared to Russell Group Institutions

4. Undergraduate Non Continuation 4a) Lifecycle Analysis 2005 Entry Cohort

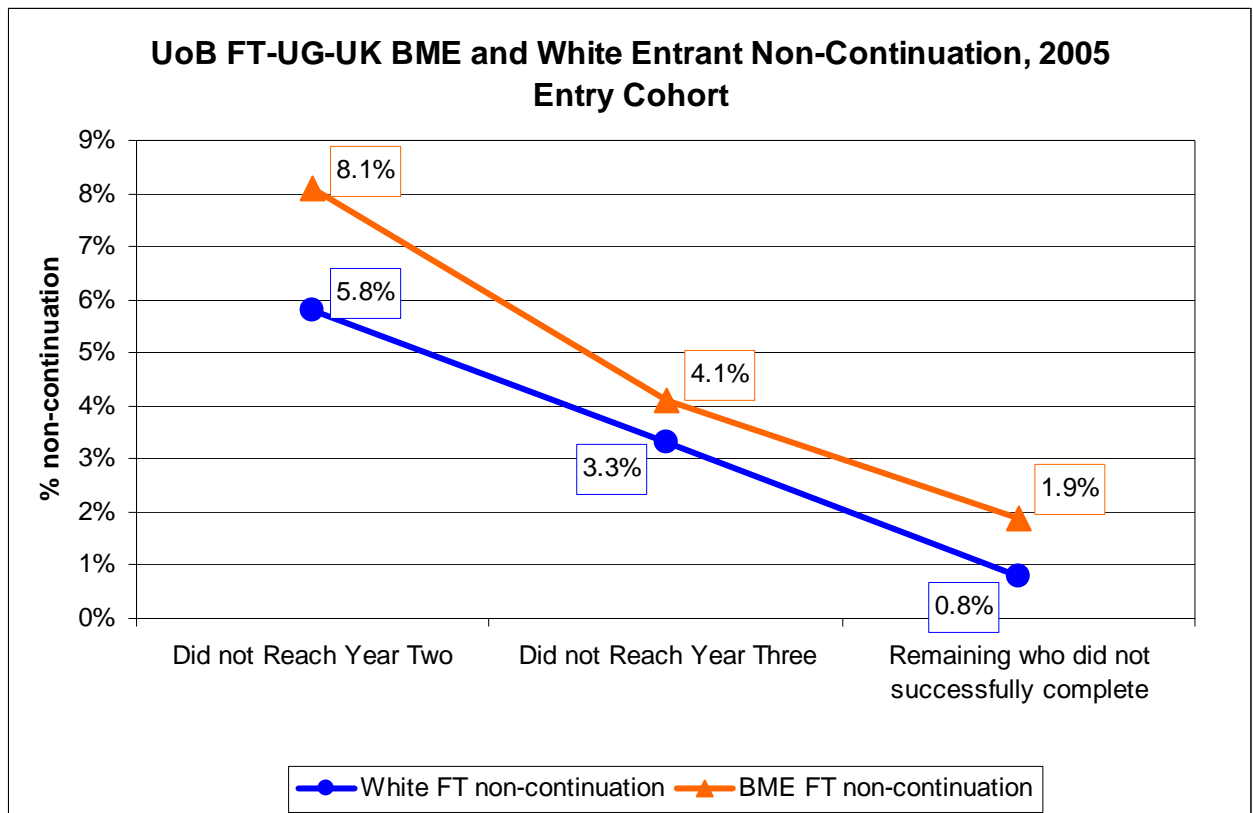


Figure 10 – Non Continuation Lifecycle for Full Time UK Domiciled Undergraduates: BME vs. White

A series of graphs were created looking at the BME student cycle according to the equality target groups; part time study, gender, age on entry and disability status.

Category	Did not Reach Year Two	Did not Reach Year Three	Remaining who did not successfully complete
BME FT non-continuation	8.1%	4.1%	1.9%
BME PT non-continuation	2.5%	6.9%	23.7%
BME FT Male non-continuation	8.3%	8.0%	1.7%
BME FT Female non-continuation	8.0%	2.0%	9.4%
BME FT Mature non-continuation	17.1%	12.0%	6.6%
BME FT Under 21 non-continuation	6.9%	3.2%	0.9%
BME FT Disabled non-continuation	14.6%	2.9%	2.3%

Figure 11 – Table of UK Domiciled Undergraduate Numbers Relating to Lifecycle Analysis

4b) First Year Non-Continuation Rates by BME Category

The first year non-continuation for BME students is 8.1% based on 2007 entry cohort. This compares with only 5.8% for white students; most BME groups have higher non continuation rates compared to their white counterparts.

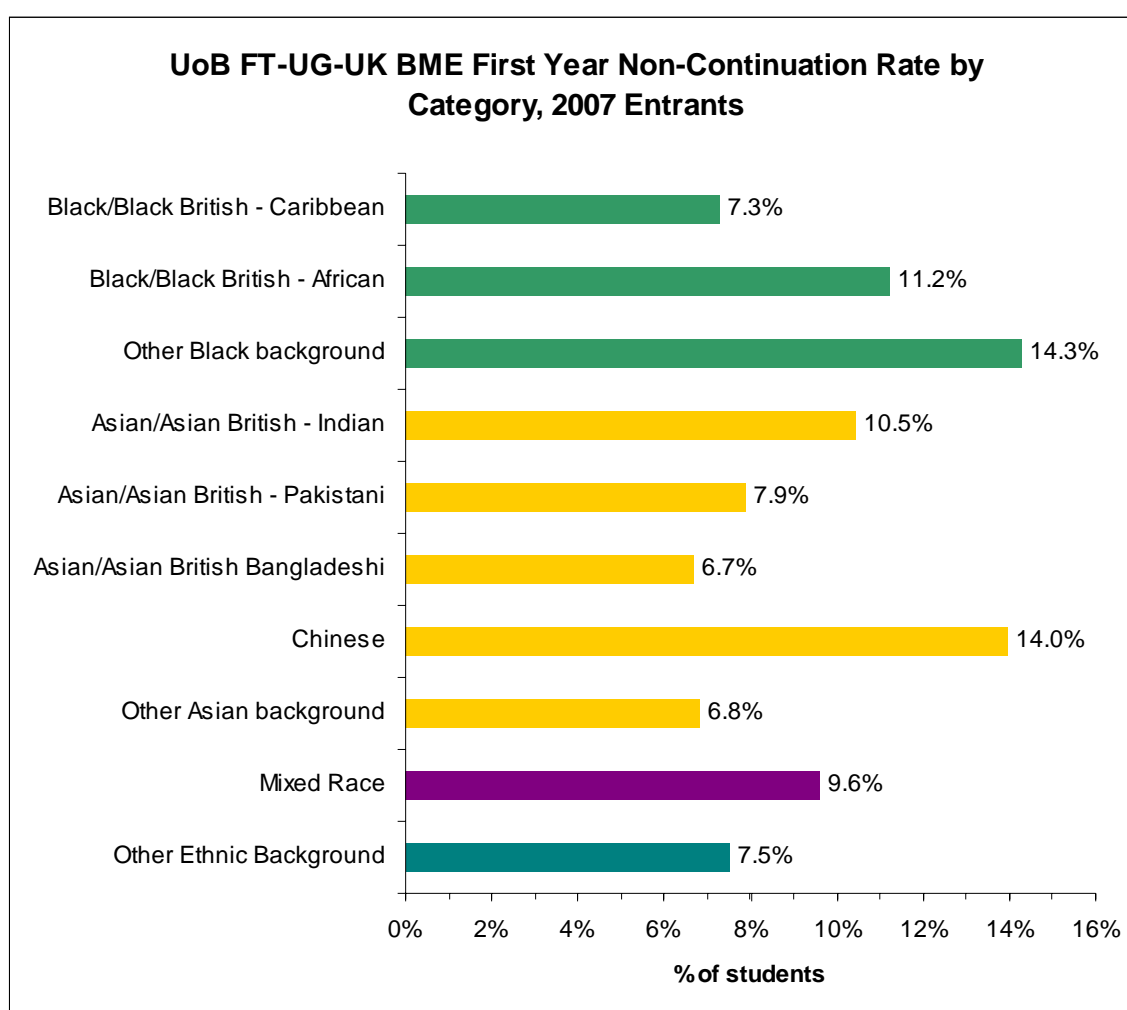


Figure 12 – UK Domiciled Full Time Undergraduate First Year Non Continuation Rates by BME Category

BME Category	Total Students	First Year Leavers	Non-Continuation
Black/Black British - Caribbean	55	4	7.3%
Black/Black British - African	89	10	11.2%
Other Black background	7	1	14.3%
Asian/Asian British - Indian	354	37	10.5%
Asian/Asian British - Pakistani	190	15	7.9%
Asian/Asian British Bangladeshi	30	2	6.7%
Chinese	43	6	14.0%
Other Asian background	44	3	6.8%
Mixed Race	156	15	9.6%
Other Ethnic Background	40	3	7.5%

Figure 13 – Table of UK Domiciled Full Time Undergraduate First Year Non continuation Numbers by BME Category

5. Non Completions

5a) Student Non-completion by BME Category

In the following figures the term ‘unsuccessful’ refers to non-completions *i.e.* students who have left without either successfully attaining their degree or receiving a lower award.

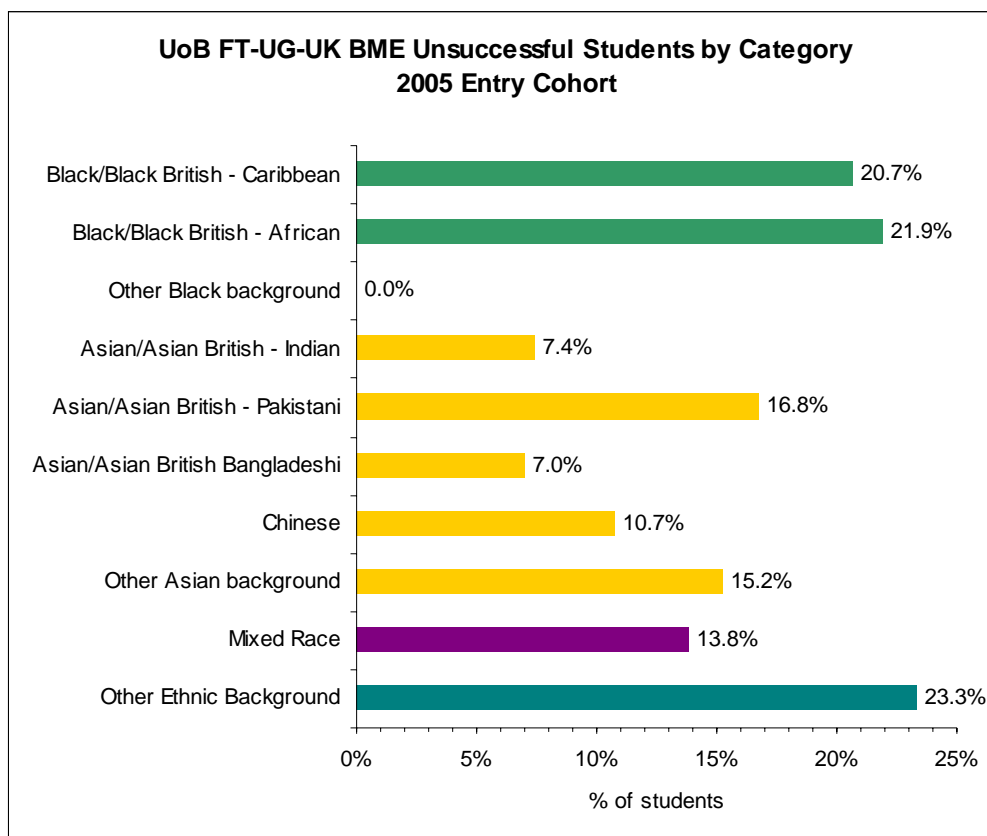


Figure 14 - Percentage of Unsuccessful UK Domiciled Full Time Undergraduates by BME Category

The percentage of unsuccessful students for all BME categories is 13.2%, higher than the figure of 9.6% for white students.

The non completion rates for individual BME categories varies considerably, however numbers are small and therefore not statistically significant

BME Category	Total Students	Unsuccessful	Non-Completion Rate
Black/Black British – Caribbean	58	12	20.7%
Black/Black British – African	96	21	21.9%
Other Black background	4	0	0.0%
Asian/Asian British – Indian	324	24	7.4%
Asian/Asian British – Pakistani	173	29	16.8%
Asian/Asian British Bangladeshi	43	3	7.0%
Chinese	56	6	10.7%
Other Asian background	46	7	15.2%
Mixed Race	159	22	13.8%
Other Ethnic Background	30	7	23.3%

Figure 15 – Table of Unsuccessful UK Domiciled Full Time Undergraduate Numbers by BME Category

6. Degree Attainment

The following section deals with classified awards presented to students from the 2005 entry cohort.

6a) Classified Degrees Awarded to Students by BME Category

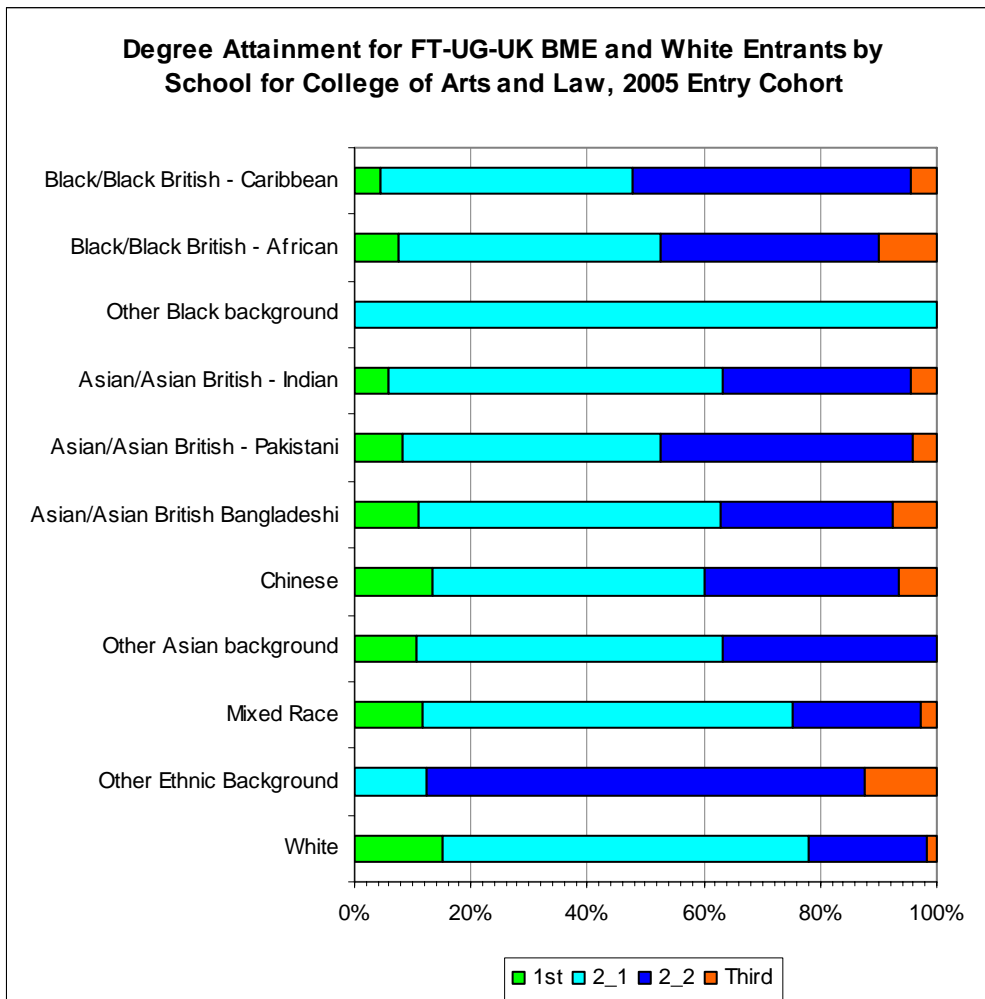


Figure 16 – Proportion of Classified Degrees Awarded to Full Time UK Domiciled Undergraduates by BME Category.

- 60.8% of BME students achieve firsts or upper seconds (8.2% were firsts) compared to 77.8% for white students (of which 15.1% were firsts).

BME Category	First	Upper Second	Lower Second	Third
Black/Black British - Caribbean	1 4.3%	10 43.5%	11 47.8%	1 4.3%
Black/Black British - African	3 7.5%	18 45.0%	15 37.5%	4 10.0%
Other Black background	0 0.0%	1 100.0%	0 0.0%	0 0.0%
Asian/Asian British - Indian	9 5.9%	88 57.2%	49 32.2%	7 4.6%
Asian/Asian British - Pakistani	6 8.1%	33 44.6%	32 43.2%	3 4.1%
Asian/Asian British Bangladeshi	3 11.1%	14 51.9%	8 29.6%	2 7.4%
Chinese	4 13.3%	14 46.7%	10 33.3%	3 6.7%
Other Asian background	2 10.5%	11 52.6%	8 36.8%	0 0.0%
Mixed Race	9 11.7%	50 63.6%	17 22.1%	2 2.6%
Other Ethnic Background	2 0.0%	1 12.5%	6 75.0%	1 12.5%
White	332 15.1%	1377 62.7%	450 20.5%	36 1.6%

Figure 17 – Table of Numbers of Classified Degrees Awarded to UK Domiciled Full Time Undergraduates by BME Category

6b) **Classified Degrees Awarded to BME Students by College**

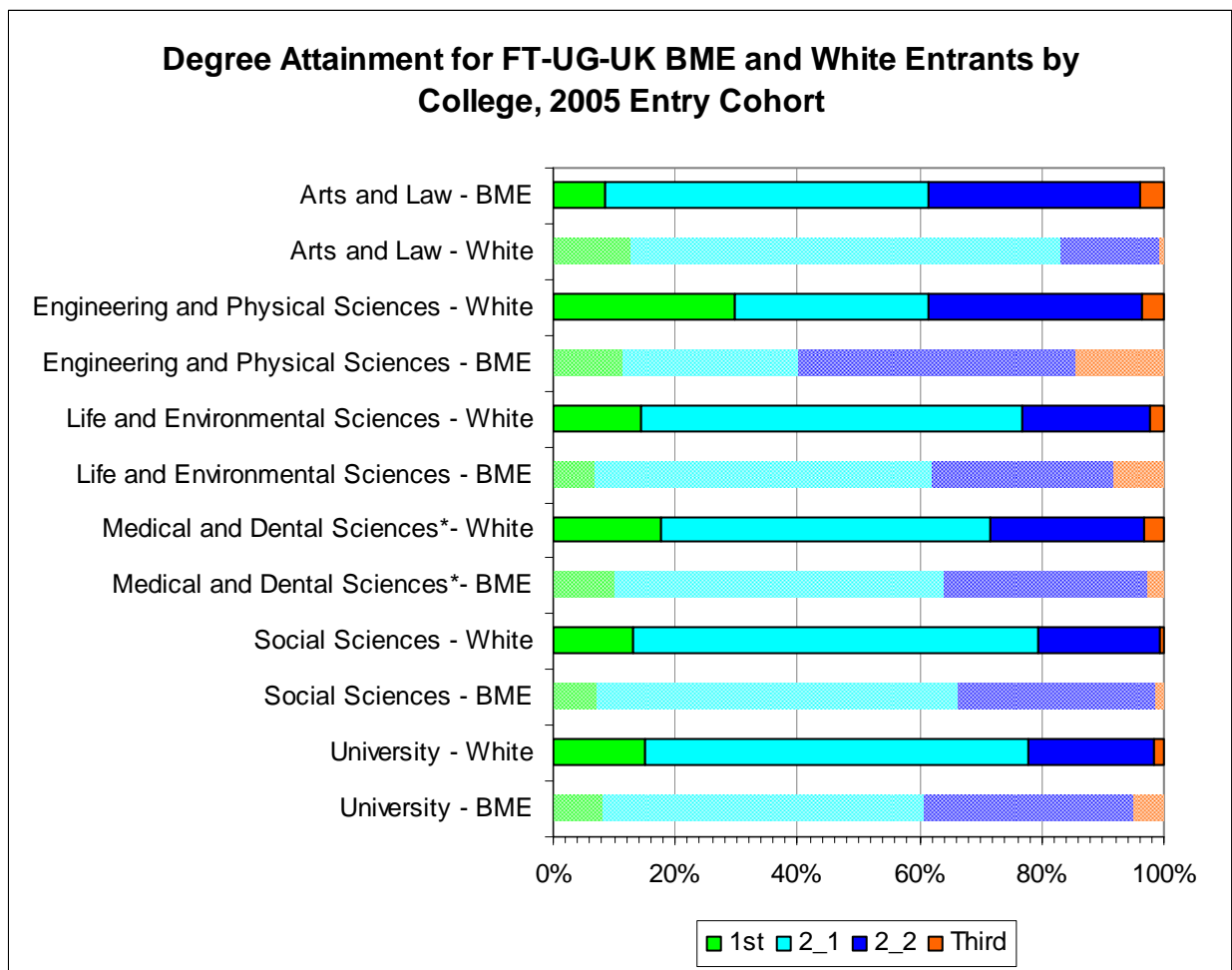


Figure 18 –Proportion of Classified Degrees Awarded to UK Domiciled BME Full Time Undergraduates by College

Social Sciences has the highest percentage of BME graduates attaining first or upper second awards (66.5%) but a low percentage of firsts (7.1%).

Engineering and Physical Sciences had the lowest combined percentage (40.3%) but the highest percentage of firsts awarded (11.3%).

College	First	Upper Second	Lower Second	Third
Arts and Law	9	56	37	4
Engineering and Physical Sciences	7	18	28	9
Life and Environmental Sciences	5	41	22	6
Medical and Dental Sciences*	4	21	13	1
Social Sciences	12	101	55	2
University	37	237	155	22

Figure 19 – Table of Numbers of Classified Degrees Awarded to UK Domiciled BME Full Time Undergraduates by College

* Successful completion of a clinical medical or dentistry course results in an 'unclassified' award. The numbers shown for the college of Medical and Dental Sciences are for the courses that may result in a classified degree.

7. Complaints

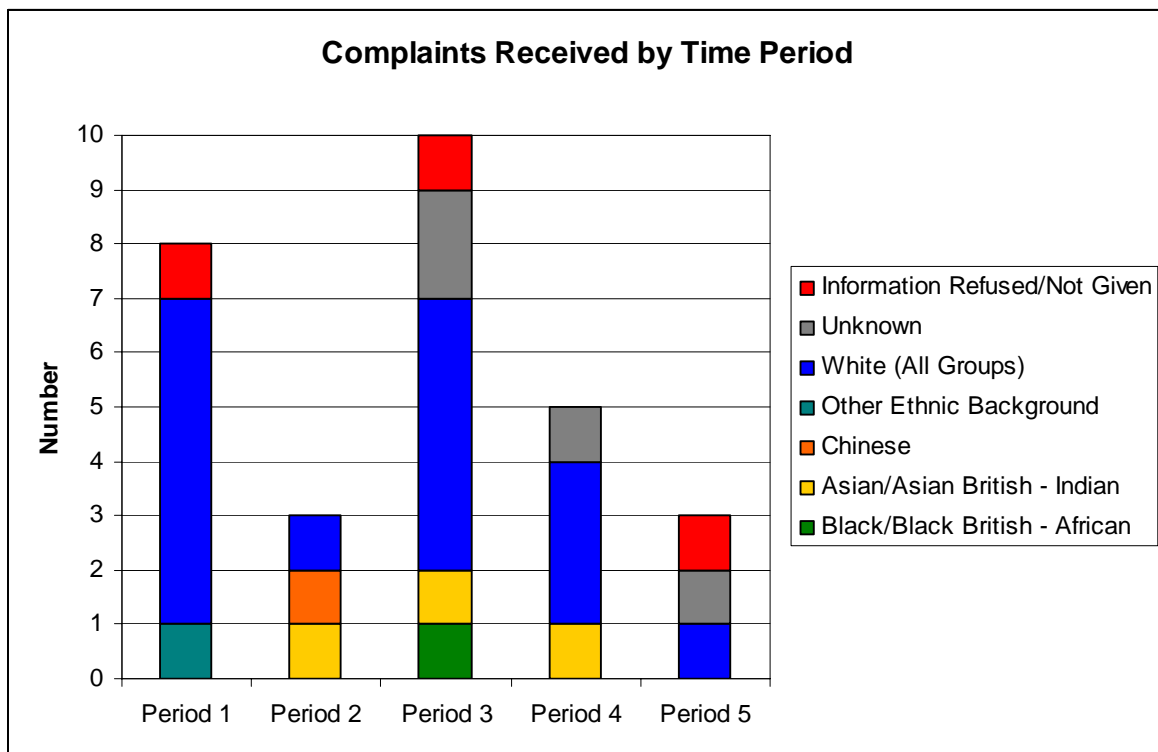


Figure 20 – Bar Chart of Complaints Received from University of Birmingham Students

7a) Detailed Breakdown of Complaints

Period 1: December 2004 to February 2006

White x 2
 White British x 3
 White Scottish x 1
 Other ethnic background x 1
 Not given x 2

Period 2: March 2006 to September 2006

British x 1
 Chinese x 1
 Indian x 1

Period 3: October 2006 to April 2007

White British x 5
 Asian British – Indian x 1
 Black/Black British – African x 1
 Not known x 2
 Information refused x 1

This period includes a complaint from multiple students that was dealt with as a single complaint.

Period 4: May 2007 to April 2008

Asian – Asian British – Indian x 1
 Not known x 1
 White – British x 3

7b) Approximate Complaints per 10,000 students

The approximate population of white students at the University of Birmingham is 11,300 compared to an approximate BME student population of 3,400. Using these two figures and the above information on complaints we can calculate the approximate complaints per 10,000 students.

Although there were more complaints registered for white students (16) than BME students (6) this translates as 14.2 complaints per 10,000 white students and 17.6 complaints per 10,000 BME students. The graph below shows these figures calculated for each time period.

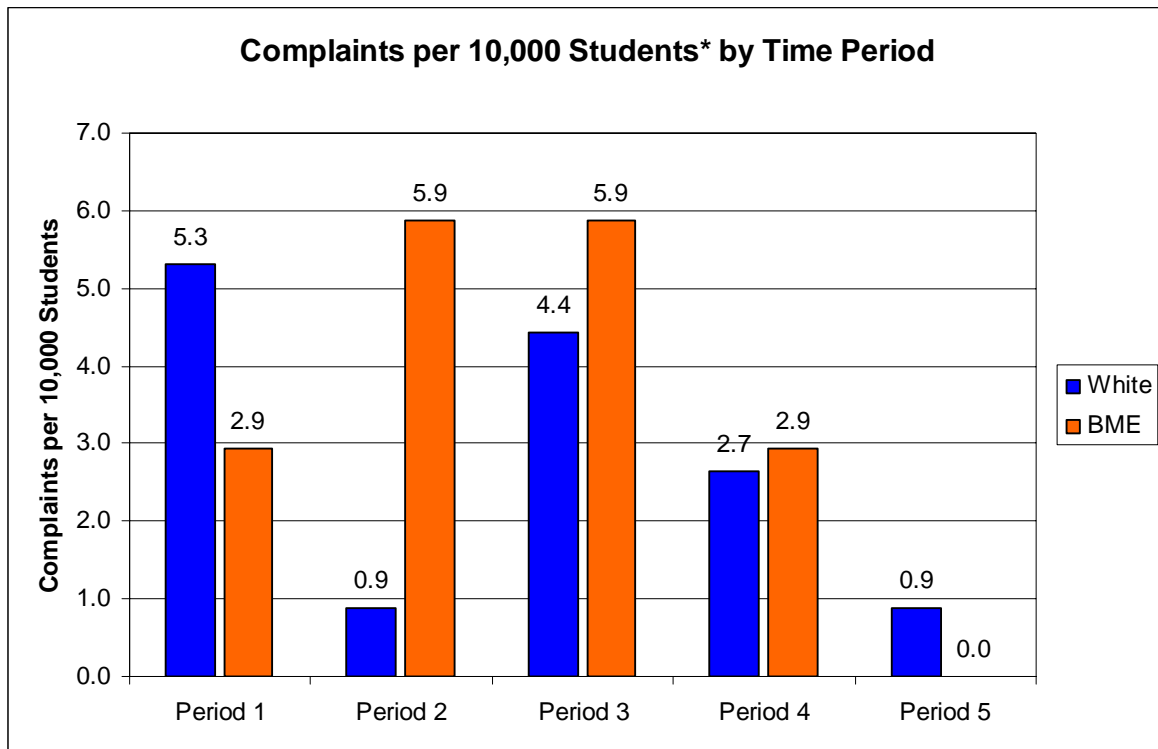


Figure 21 – Approximate Complaints per 10,000 Students by Time Period

* The figures for white students are calculated from complaints from white students and the white student population. The BME figures are calculated from complaints from BME students and the BME student population.

8. Destinations of Leavers

8a) Percentage of BME Leavers within Each Destination Category 2007/08

The total percentage of BME leavers within each destination category in 2007/08 is as follows (figures for White in brackets for comparison):

- Full time work – 54.2% (58.7%)
- Further study – 14.5% (14.5%)
- Work and further study - 11.1% (8.2%)
- Unemployed – 9.9% (5.6%)
- Part time work - 5.6% (6.2%)
- Not available – 1.7% (4.3%)
- Other – 2.2% (1.6%)
- Voluntary/unpaid work - 0.8% (1.0%)

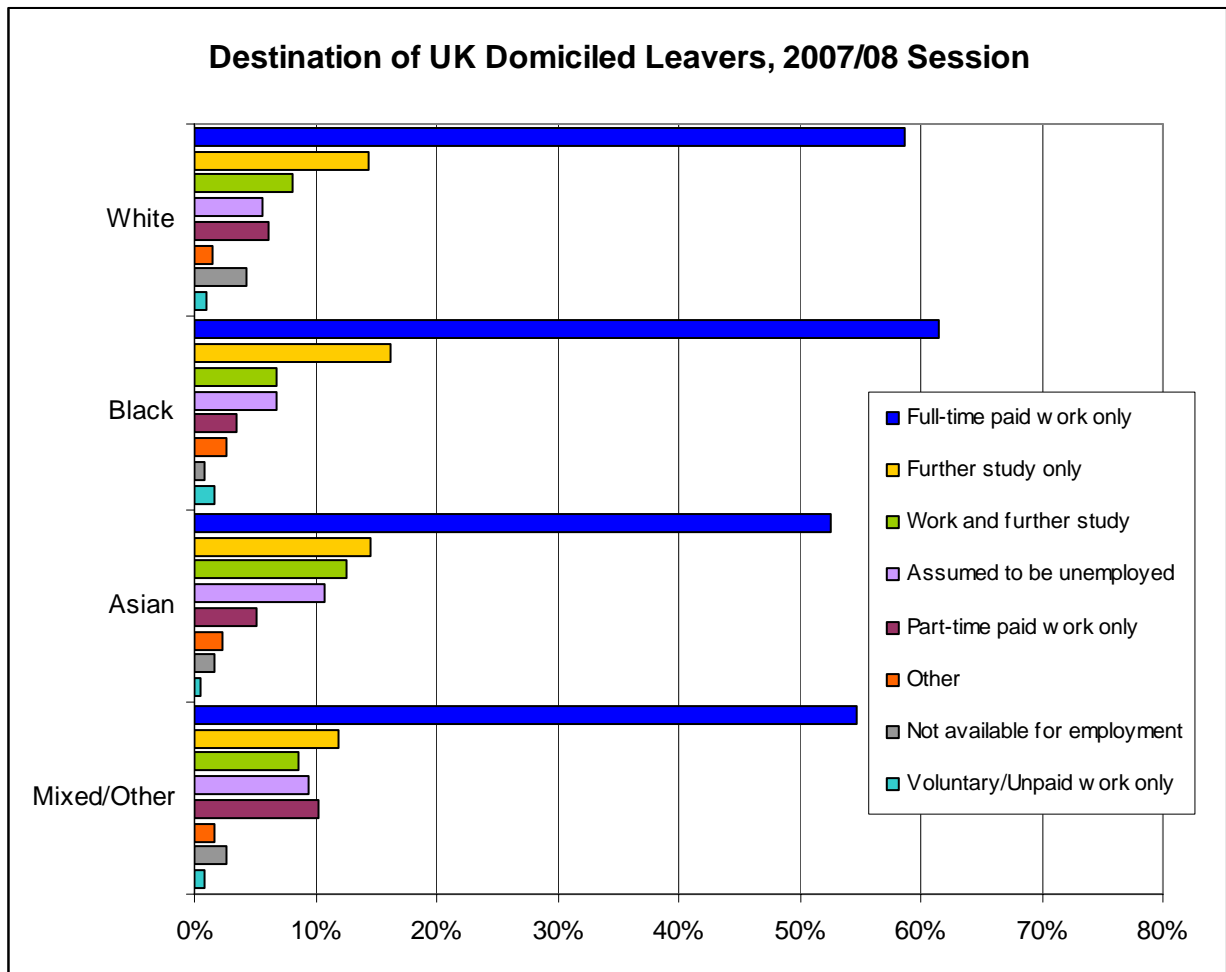


Figure 22 – Destinations of UK-Domiciled Leavers by Ethnicity 2007/08, HESA Destinations of Leavers in Higher Education

9. Postgraduate Completion and Discontinuation for BME and White Entrants for Selected Entry Cohorts

9a) Notes on Data

- Completions include those who achieved their target degree or were granted a lower award.
- Discontinued includes those who dropped out or left due to academic failure.
- The cohorts shown are those from which most entrants will have completed by time of publishing. Census date is 1st November 2008.
- Fewer research postgraduate entrants from more recent cohorts will have completed by time of publishing.

9b) Taught Postgraduate Completion Profiles

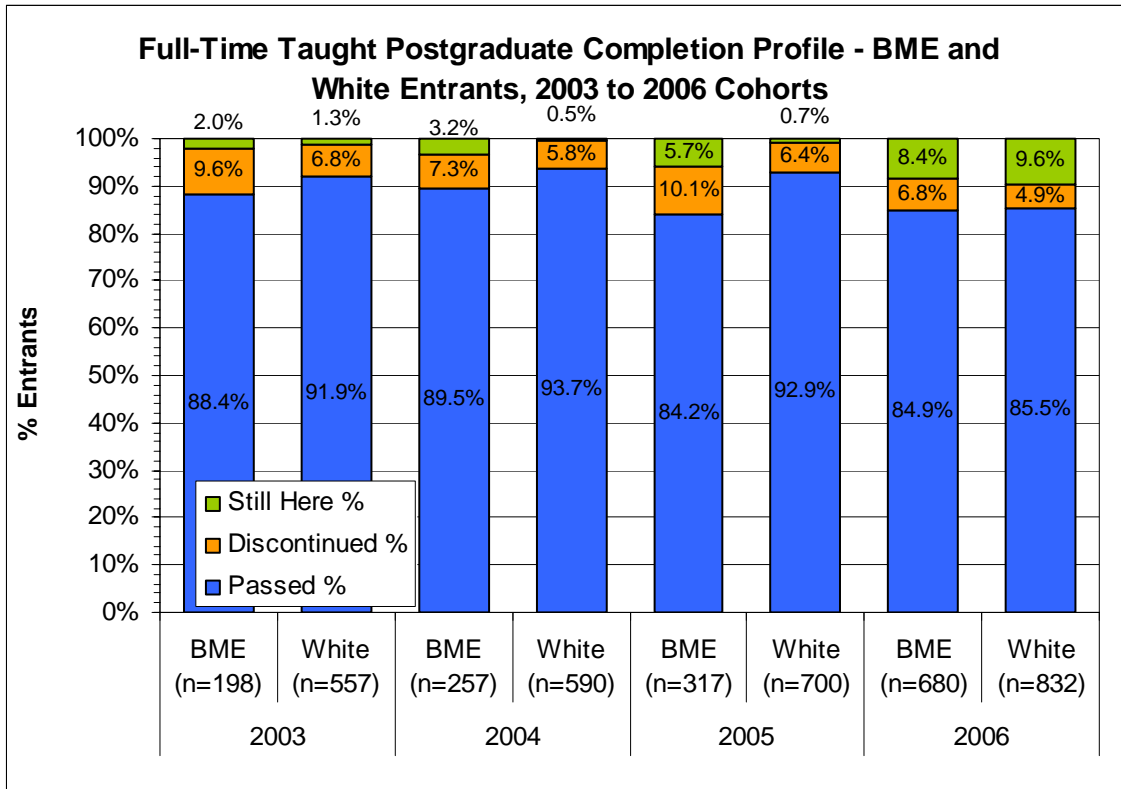


Figure 23: Full time taught postgraduate completion by ethnic group

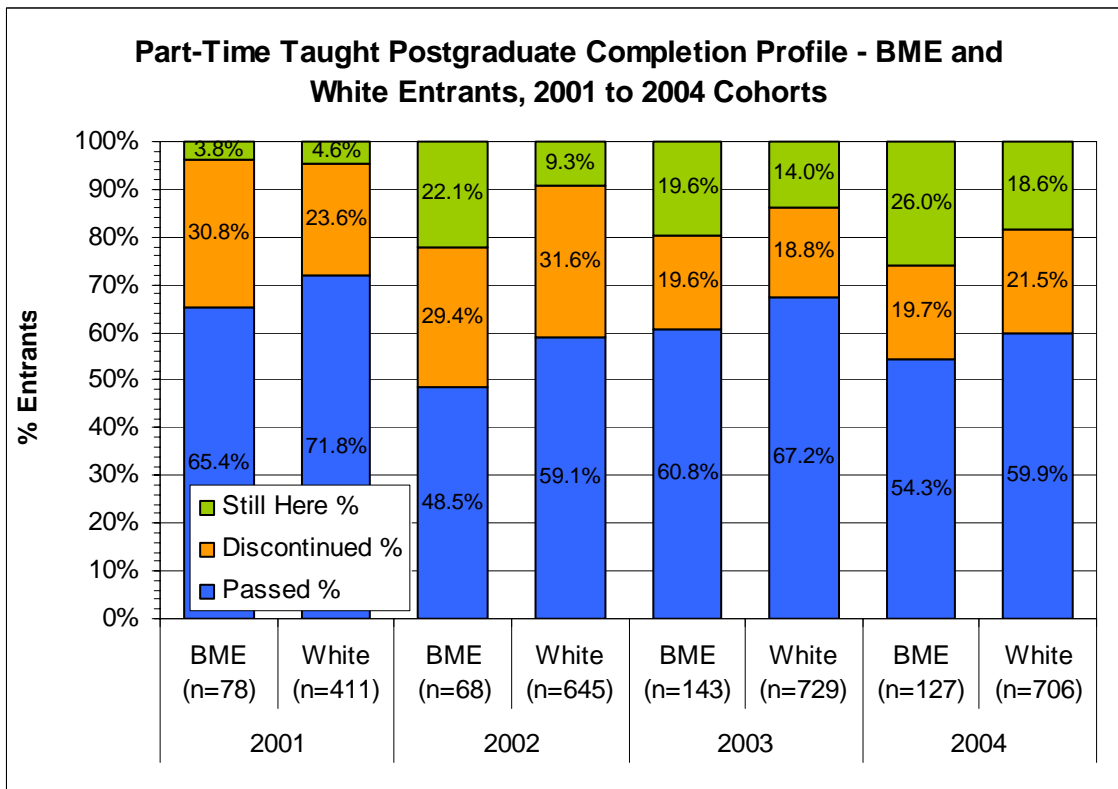


Figure 24: Part time taught postgraduate completion by ethnic group

9c) Research Postgraduate Completion Profiles

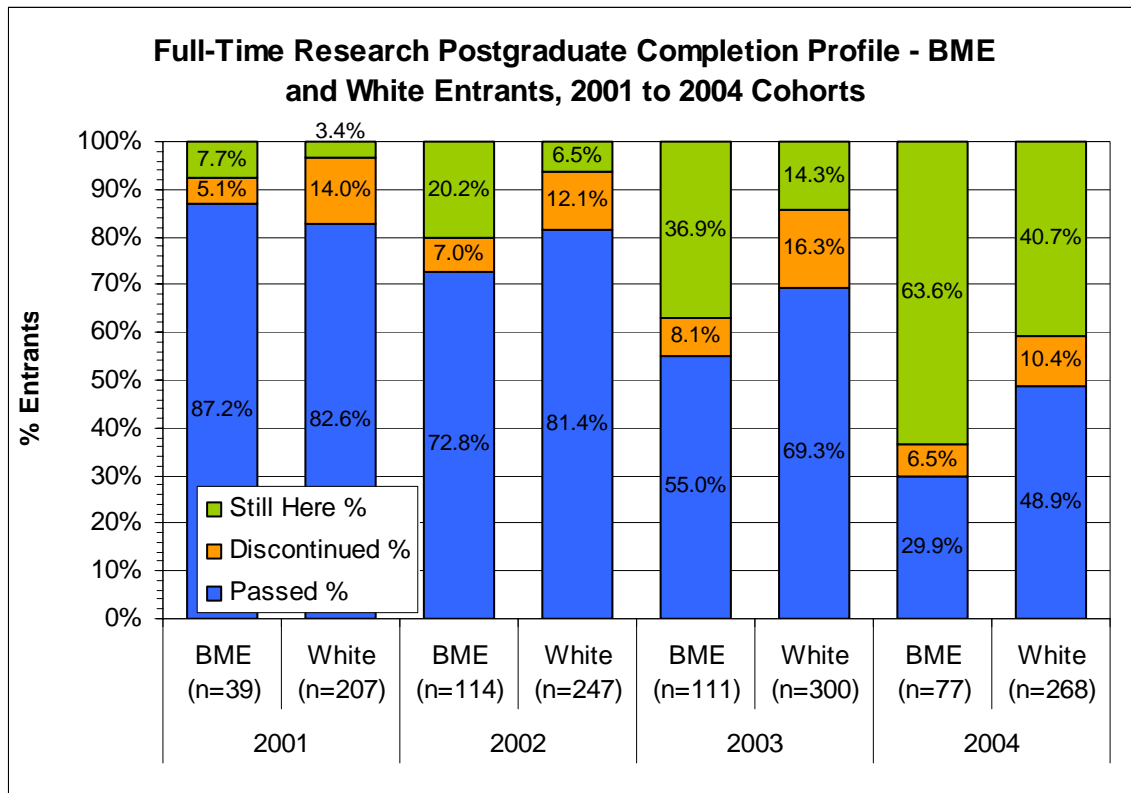


Figure 25: Full time research postgraduate completion by ethnic group

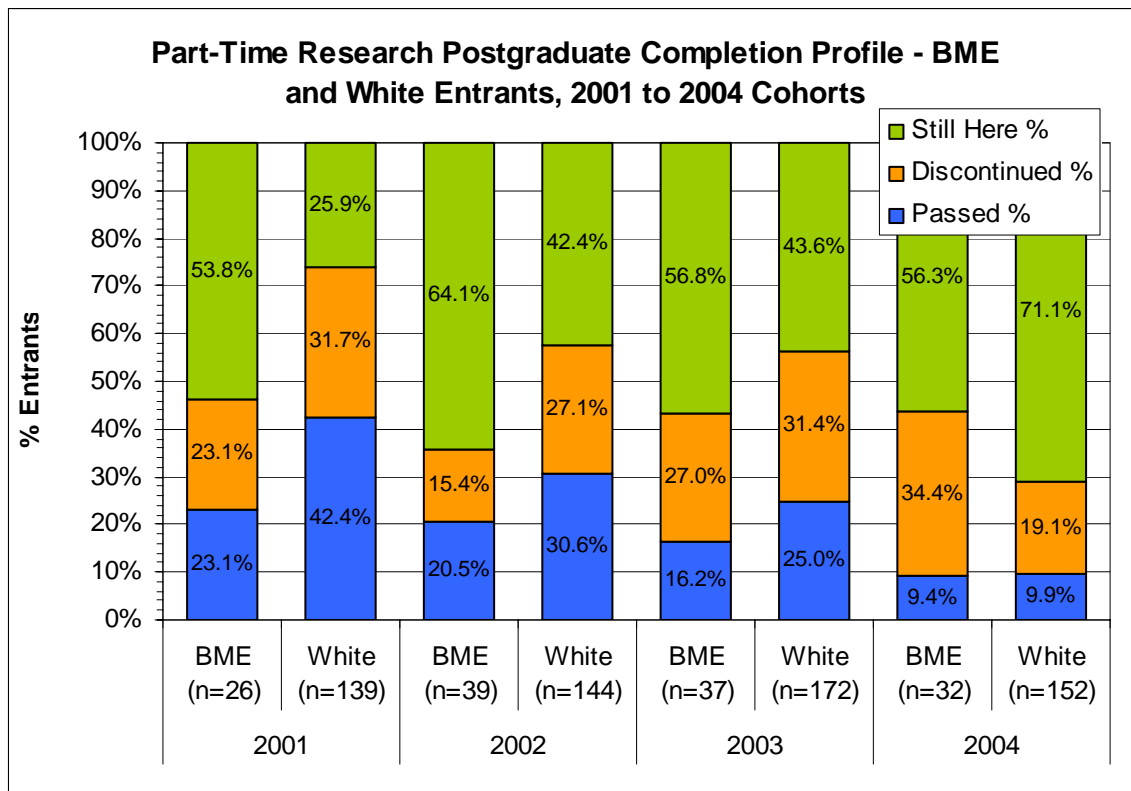


Figure 26: Part time research postgraduate completion by ethnic group