

Publication of Equality Information Report (January 2020)

Background

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:

Inclusion:	We provide an environment that is accessible, welcoming and safe
Attainment:	Everyone can flourish and succeed to the best of their abilities
Flexibility:	We support different ways of working and learning
Embedding:	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 2019 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 2018-19 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.

Activities in 2019

Below is an overview of equality activities and initiatives under taken by the University during 2019:

Developing our staff networks - Women's Network

A women's network has been set up to work alongside the Senior Women's Network. The Network was launched in February 2019 and currently has over 200 members. The Network runs a lunchtime lecture series "Inspiring Women" and hosts a regular book group as well as running a series of 'one off' events.

Race Equality Charter

The University continues to work towards making a Race Equality Charter (REC) application in 2020. 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 took place in September/October, followed up by focus groups, to gain a more nuanced insight into these issues and the actions needed to address them.

Talking Confidently About Race Workshops

We have piloted a workshop designed for College Boards and Senior Management Teams, which explores areas such as terminology, structural racism, privilege and micro aggressions. The workshop has been delivered to 7 senior teams within the University and the overall feedback has been positive.

Athena SWAN Charter

The University has applied for a renewal of its current Bronze institutional award and will know the results of this by April 2020.

In the two awards rounds since the last Publication of Information report, 7 University Schools have submitted for Bronze Athena awards, with 4 being successful, including our first award in the College of Social Sciences (Government & Society). This is in line with the national success rate of 57% (Advance HE, 2018 Athena SWAN Bronze success rate). The University continues to convene its own Athena panel to assess School applications and advise whether they should be submitted to Athena nationally. The Colleges of Medical and Dental Sciences and Engineering and Physical Sciences have appointed Equality Officers to support local E&D activity, including Athena submissions. The College of Engineering & Physical Sciences have also contracted Professor Averil Macdonald on a 0.1 FTE to support the development of the College's Athena award applications.

Equality & Diversity Student Ambassador Programme

The Programme is regarded as a sector-leading initiative and has been adopted by several universities for promoting inclusivity on campus. In addition, our 2-year partnership with the University of Manchester and Manchester Metropolitan University was recently featured in the UUK and NUS joint report on tackling the BAME attainment gap at UK universities. The six Equality & Diversity Student Ambassadors launched a wide range of activities over the past academic year and nurtured the development of several local student groups, such as Minorities and Philosophies and Black Ethnic and Minority Scientists. The Programme is enshrined in the Access and Participation Plan 2020-21 as part of the ongoing delivery by the University.

Celebrating Inclusion and Diversity

Two new prizes were also created at the University's Research Poster competition in collaboration with the University Graduate School. The judges evaluated research projects that contribute to the understanding of an equality & diversity issue or demonstrate how equality & diversity has been considered in the research design. The prizes went to two doctoral students on educational leadership in non-white majority schools and people with dyslexia respectively.

Student Sport and Inclusivity

Following the successful inclusivity and diversity workshop at the 2018 Club Conference, the 2019 programme was expanded with a keynote speech on racism in sport and a series of talks on sport inclusivity, mental health in sport, sexual harassment, and club culture. Also, the inaugural UB Sport Pride Award went to the Women's Basketball team at the Sport Awards 2019. This award acknowledges those sport clubs that promote sport participation through widening participation in sport or diversifying their memberships or committees.

Graduate Employability of Disadvantaged Students in the Local Neighbourhoods

The Office for Students awarded the Challenge Competition grant to the University to enter a 3-year partnership with Newman University and University College Birmingham. The project will target the city's home-grown students in their final year of a degree and recent graduates of the three institutions, including 90 from the University, with access to tailored support from designated progression coaches. There will also be opportunities for the participants to take part in reverse mentoring, where students mentor 30 local and regional employers on how they can break down barriers to inclusivity. According to the Office for Students, such student base is more likely to be from the most disadvantaged backgrounds, often less mobile and less likely to secure graduate-level work away from their local area.

Global Mobility for Students

We hosted a Stonewall Student Global Mobility Roundtable with attendees from the University of Amsterdam and other UK universities for discussing support to LGBT students to undertake international exchange opportunities. This was in addition to the newly developed equality & diversity workshop for Birmingham outgoing exchange students and the University's showcase at the U21 European Mobility Group meeting on equality & diversity in student mobility. In late June, 25 students from widening participation backgrounds were joined by fellow students from the University of Nottingham for a week-long Global Leadership Experience Abroad at the University of Hong Kong during the summer. This programme provided an immersive international experience and challenged students to adapt and thrive in a different cultural context while establishing their international vision. The students attended four days of interactive workshops and met with leaders from local organisations and Birmingham's alumni community in Hong Kong.

Pause at Birmingham

Student Services won an £650,000 Office for Students grant to set up and deliver enhanced health and wellbeing services for students. The Pause service, made up of full time mental health specialists, including clinicians and trained therapists, delivers on campus a 'no wait' drop in service 5 days a week for students. The OfS funded project is delivered in partnership with the Birmingham Women's and Children's NHS Foundation Trust and the Children's Society, and supported by the IMH research expertise to evaluate the impact of the service.

This service forms an additional part of our overall offer with other types of support available on campus via Wellbeing Officers and Student Wellbeing Services who offer daily drop-ins across campus five days per week.

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 2020

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
- Implementation of the new Access and Participation Plan with a particular focus on BAME attainment gap
- Development of an Inclusivity by Design Working Group to develop a baseline institutional standard on campus accessibility and inclusivity for students with disabilities.
- Developing support for staff suffering domestic violence
- Developing our new Equality Scheme for 2021 onwards

Employment Information

Introduction

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 2020. Please note that during 2019 the University moved to a new staff information management system. This has resulted in some changes to the equality data for 2019 due to re-categorisation of staff and staff now being able to access and update their personal information online.

As of January 2020, the University employs 8,793 staff. Staff are employed in three main groups:

Academic staff (3,265 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.

Administrative and Other Related staff (2,940 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.

Support staff (2,588) – 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.

Age

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 2019 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 176 staff (2%) in 2019. 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 2019 shows:

- The University employs staff aged from 16 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.
- 64% of our staff aged >65 are academics.

Disability

Overview of staff disability data

Our data for 2019 shows:

- 4.8% of University staff (421 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 (44.5% of all disabled staff), 36% in Administrative and Other Related roles and 19% are in Academic posts.

Disabled staff by staff group, 2004-2019					
		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
2019	No	421	82	152	187
	%	4.8	2.5	5.2	7.2

Sex and gender

Overview of staff data

Date for 2019 shows:

- The University's total staff body is evenly balanced between female and male staff, with female staff accounting for 52.4% of the staff population
- There are variations in gender representation across the three staff groups. Female staff are 40.8% of Academic staff, 55.3% of Admin & Other Related staff and 63.5% of Support staff

Staff by sex and staff group, 2004-2019						
			All Staff	Academic	Admin & Other Related	Support
2004	Female	No.	2918	743	443	1732
		%	52	34.2	56	65
	Male	No.	2711	1429	345	937
		%	48	65.8	44	35
2005	Female	No.	2905	852	413	1640
		%	51	35.9	55	65
	Male	No.	2766	1524	341	901
		%	49	64.1	45	35
2006	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
2007	Female	No.	3054	908	605	1541
		%	51	36.3	53.4	66
	Male	No.	2911	1590	528	793
		%	49	63.7	46.6	34
2008	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
2009	Female	No.	3180	937	736	1507

	Male	%	52	37.6	55.5	65.5
		No.	2937	1542	592	793
		%	48	62.4	44.5	34.5
2010	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
2011	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

2019	Male	%	52.5%	43.5%	57%	63%
		No.	4147	2305	854	988
	Female	%	47.5%	56.5%	43%	37%
		No.	4605	1329	1633	1641
	Male	%	52.4%	40.8%	55.3%	63.5%
		No.	4188	1930	1318	940
		%	47.6%	59.2%	44.7%	36.4%

Gender Identity

4% of staff have shared their gender identity with the University under our new Core Systems (introduced 2019). A very small % of these staff (0.3%) have identified as having a gender identity different to the sex 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.

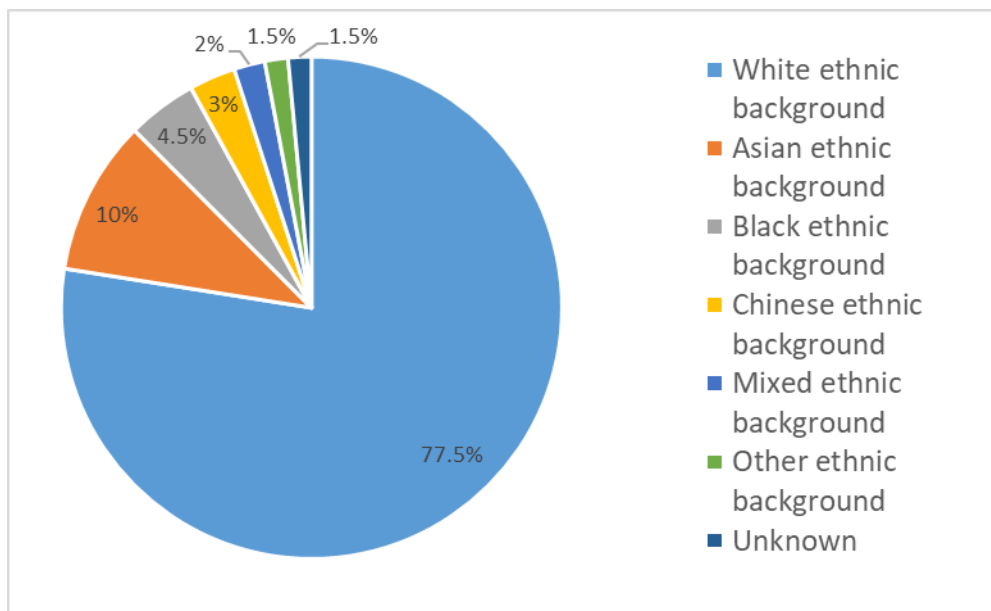
The University also supports an active Rainbow Staff Network. The network is open to all staff who identify as lesbian, gay, bisexual, transgender, non-binary or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest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

Race and Ethnicity

Our data for 2019 shows:

- 20.4% of University staff are from BAME groups, 72.8% are from white ethnic groups, and 6.8% 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%
- 20.5% of Academic staff are BAME. The largest proportion of BAME staff are employed in Support roles (24.1%) and the lowest proportion in Admin & Other Related roles (17.1%)

All staff by ethnic group, 2019 (%)



Staff by ethnic group and staff group, 2004-2019						
			All Staff	Academic	Admin and Other Related	Support
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	No.	5754	2149	1746	1859
		%	81%	81%	83%	79%
	Black, Asian and minority ethnic groups	No.	1275	473	337	465
		%	18%	18%	16%	20%
	Information not provided	No.	52	22	13	17
		%	1%	1%	1%	1%
2015	White ethnic groups	No	6023	2822	1308	1893
		%	80.5%	80%	86.5%	78%
	Black, Asian and minority ethnic groups	No	1367	670	196	501
		%	18.5%	19%	13%	21%
	Information not provided	No	78	47	7	24
		%	1%	1%	0.5%	1%
2017	White ethnic groups	No	6563	3014	1567	1982
		%	79%	79%	84.5%	74.5%
	Black, Asian and minority ethnic groups	No	1653	739	266	648
		%	20%	19.5%	14.5%	24.5%
	Information not provided	No	114	63	20	31
		%	1%	1.5%	1%	1%
2018	White ethnic groups	No	6765	3139	1661	1965
		%	77.5%	77%	83.5%	73%
	Black, Asian and minority ethnic groups	No	1839	862	305	672

2019		%	21%	21%	15.5%	25%
	Information not provided	No	150	86	20	44
		%	1.5%	2%	1%	2%
	White ethnic groups	No	6404	2358	2231	1815
		%	72.8%	72.3%	75.6%	70.3%
	Black, Asian and minority ethnic groups	No	1792	668	502	622
		%	20.4%	20.5%	17%	24.1%
	Information not provided	No	597	233	218	146
		%	6.8%	7.2%	7.4%	5.7%

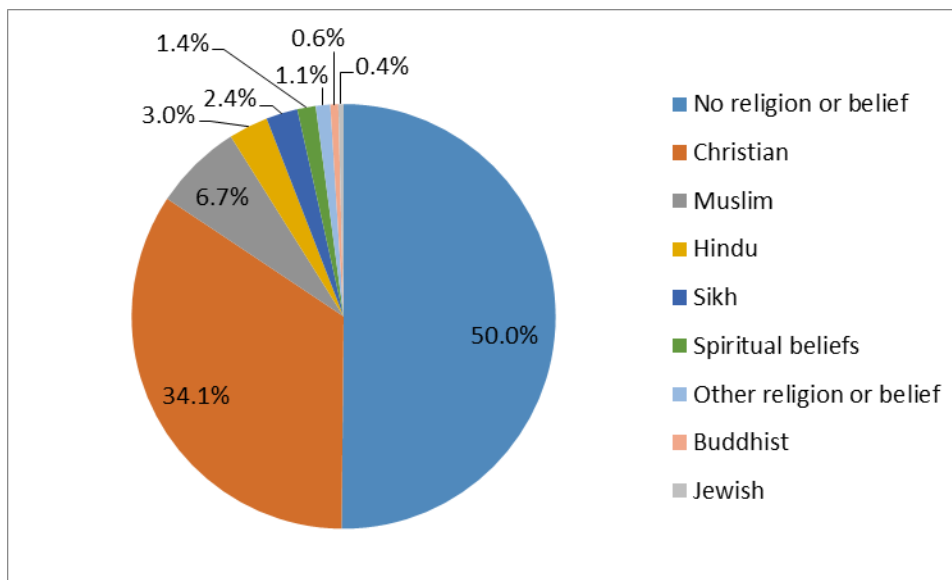
Religion or Belief

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. 48.3% of staff have provided information on their religion or belief to date, an increase from 29% in 2015.

Staff by religion or belief 2019 (%)

% data below refers to staff who have disclosed (e.g. of the 48.3% of staff who have disclosed information on their religion or belief, 50% of them identify as having no religion or belief).



Sexual Orientation

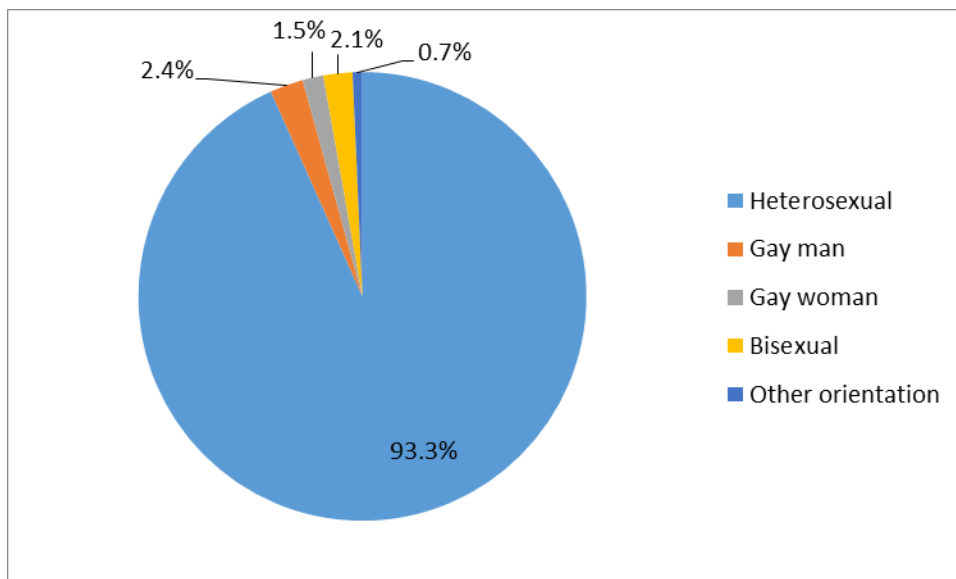
The University supports an active LGBTQ+ Rainbow Staff Network, that is open to all staff who identify as lesbian, gay, bisexual, trans or queer/questioning and allies of those communities. The network runs a range of social activities and formal events and represents the interest of its members to the 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, 46.8% of staff have provided information on their orientation, with 5.6% of those staff identifying as a gay woman, gay man, bisexual or an orientation other than heterosexual.

Staff by sexual orientation 2019 (%)

% data below refers to staff who have disclosed (e.g. of the 46.8% of staff who have disclosed information on their sexual orientation, 94.3% of them identify as heterosexual).



Student Information

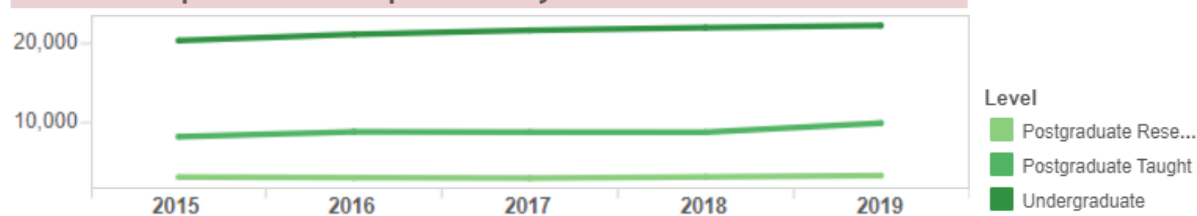
Introduction

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 1st of November snapshot in the UK. The total student population in 2019 was 35,073, representing a year-by-year increase of 4.81%. They consisted of 22,264 undergraduate students, 9,763 postgraduate taught students, and 3,046 postgraduate research students.

Nov 1st Snapshot Total Population by Level and Academic Year

	2015	2016	2017	2018	2019
UG	20,336	21,132	21,651	21,986	22,264
GT	8,025	8,650	8,609	8,599	9,763
GR	2,861	2,792	2,726	2,877	3,046
Grand Total	31,222	32,574	32,986	33,462	35,073

Nov 1st Snapshot Total Population by Level and Academic Year



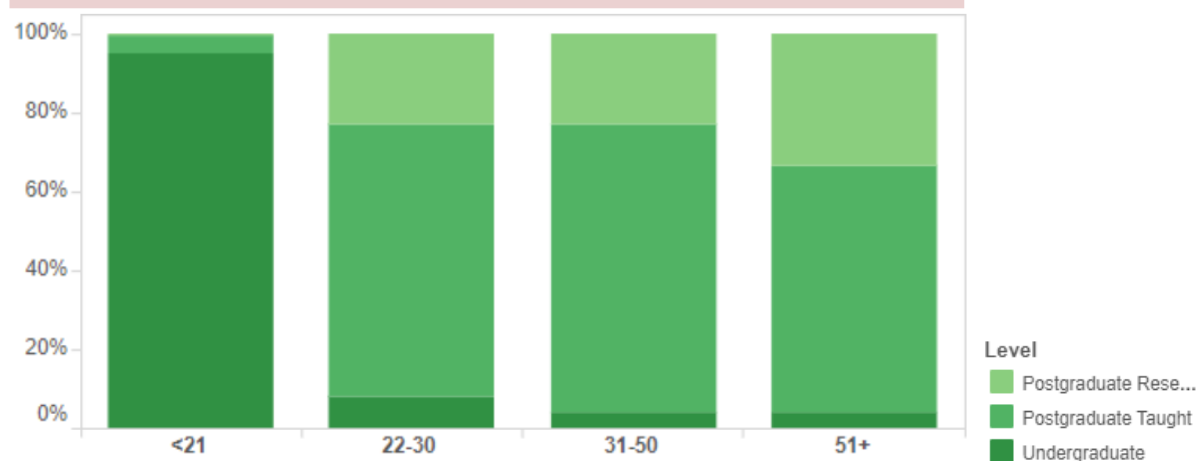
Age

21,423 or 96.20% of our undergraduate students in 2019 was 21 year-old or below. This represented a marginal increase from 96.10% in 2018. 5,899 or 60.42% of our postgraduate taught students were 22-30 year-old, followed by 31-50 year-old (2,564 or 26.26%). The 22-30 year-old and 31-50 year old groups were also the main cohorts of our postgraduate research student population with 1,954 (64.15%) and 821 (26.95%) students respectively.

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

		2015	2016	2017	2018	2019
<21	UG	61.69%	61.91%	62.91%	63.14%	61.08%
	GT	2.21%	2.33%	2.52%	2.71%	2.85%
	GR	0.33%	0.29%	0.33%	0.33%	0.33%
	Total	64.24%	64.53%	65.75%	66.17%	64.26%
22-30	UG	2.50%	2.20%	2.14%	2.07%	1.94%
	GT	13.40%	14.51%	15.12%	15.45%	16.82%
	GR	5.68%	5.37%	5.21%	5.54%	5.57%
	Total	21.58%	22.08%	22.47%	23.06%	24.33%
31-50	UG	0.84%	0.64%	0.54%	0.44%	0.41%
	GT	8.92%	8.57%	7.50%	6.73%	7.31%
	GR	2.69%	2.48%	2.27%	2.28%	2.34%
	Total	12.44%	11.70%	10.31%	9.45%	10.06%
51+	UG	0.11%	0.12%	0.05%	0.06%	0.05%
	GT	1.18%	1.14%	0.95%	0.82%	0.84%
	GR	0.46%	0.43%	0.46%	0.45%	0.45%
	Total	1.74%	1.69%	1.47%	1.32%	1.35%

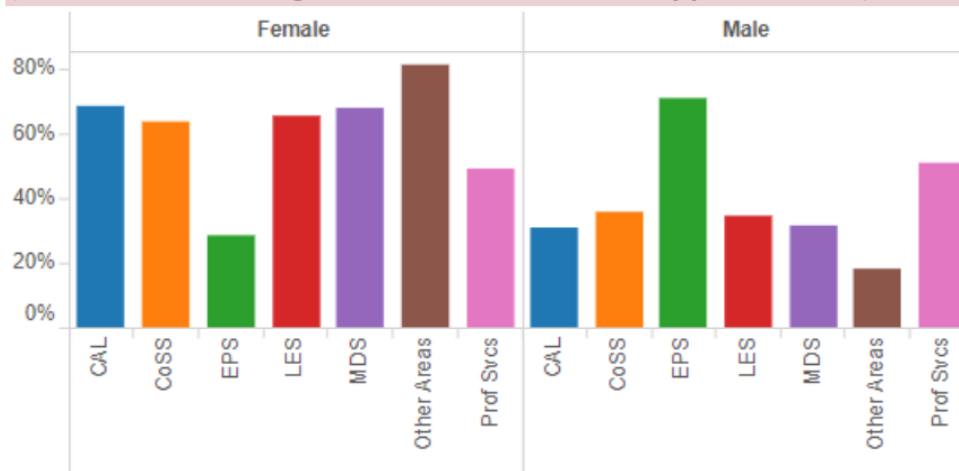
Nov 1st Snapshot age profile of Total Population by Level for 2019



Gender

20,548 or 58.59% of our students were female. The gender split was consistent in four of the five Colleges except for College of Engineering and Physical Sciences (28.80%). Whilst the School of Engineering had the lowest proportion of female students (18.77%), the School of Psychology topped at 82.31% 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.

**Nov 1st Snapshot % of Total Population by Gender for 2019,
(broken down at organisational level below applied filters).**



Gender Identity

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 was 93.18% in 2019. This is followed by postgraduate taught students at 88.49% and postgraduate research students at 87.04%. In terms of sexual orientation characteristics of our students, 4.03% reported as bisexuals, 1.33% as gay men, and 0.82% as gay women/lesbians. The detailed distribution of all categories can be found in the below table.

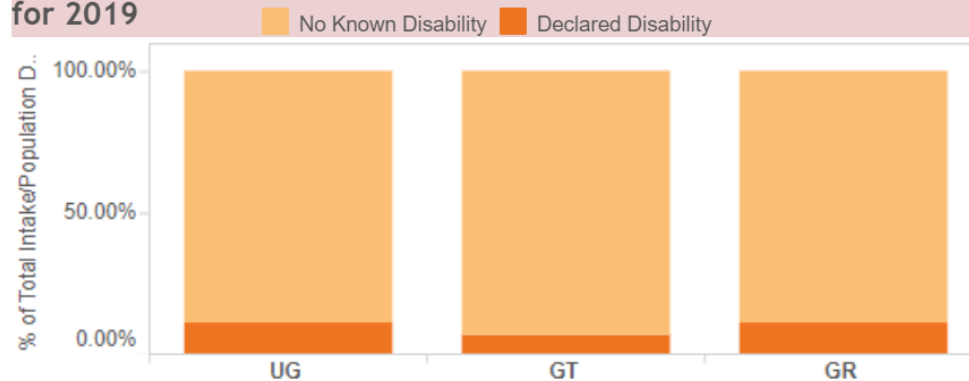
Nov 1st Snapshot % of Total Population by Sexual identity, Level and Academic Year

	UG					GT					GR				
	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019	2015	2016	2017	2018	2019
Null	17.24%	12.22%	4.65%	0.03%	0.02%	22.21%	19.86%	20.86%	0.01%	0.00%	15.27%	7.41%	2.09%	0.00%	0.03%
Bisexual	2.53%	3.35%	4.09%	4.63%	4.48%	1.56%	1.58%	2.49%	3.64%	3.00%	2.24%	2.54%	2.93%	3.89%	4.01%
Gay man	1.21%	1.22%	1.29%	1.34%	1.26%	1.45%	1.36%	1.45%	1.33%	1.31%	1.50%	1.72%	1.72%	2.09%	1.90%
Gay woman/l...	0.54%	0.68%	0.84%	0.84%	0.80%	0.52%	0.54%	0.77%	0.72%	0.80%	0.59%	0.86%	0.99%	0.80%	0.98%
Heterosexual	73.44%	76.41%	82.16%	85.52%	85.41%	68.16%	70.81%	68.00%	84.18%	82.10%	64.98%	70.70%	74.61%	77.20%	77.15%
Other	0.89%	1.01%	1.19%	1.40%	1.23%	0.92%	0.97%	0.99%	1.87%	1.28%	2.24%	2.47%	2.86%	2.88%	2.99%

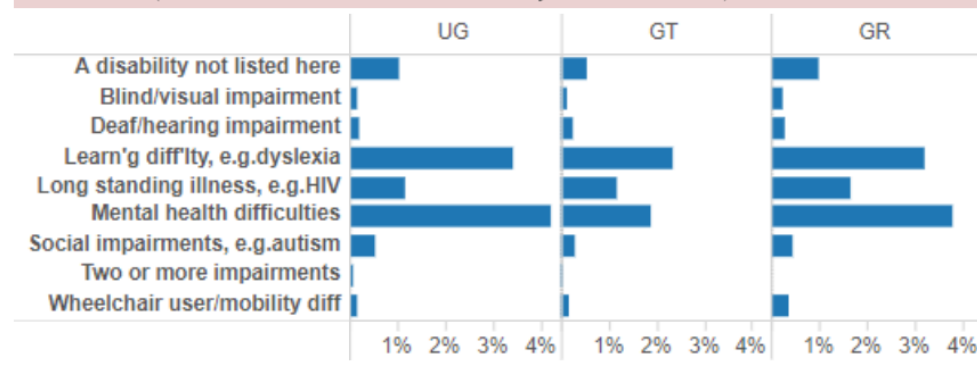
Disability

There were 3,441 students with a known disability. This accounted for 10.94%, 6.87%, and 11.00% of our undergraduate, postgraduate taught, and postgraduate research student populations. Mental health difficulties were the most common form of disability (3.22% or 1,235 students), learning disabilities (e.g. dyslexia) were next with 3.11% or 1,089 students. Among the student population, undergraduate students had the highest rate with mental health difficulties at 4.20%.

Nov 1st Snapshot disability profile of Total Population by Level for 2019



Nov 1st Snapshot disability detail of Total Population by Level for 2019 (students with no known disability are not shown)



Race and Ethnicity

White students accounted for the largest ethnic sub-group on campus (18,325 or 52.25%), followed by Chinese (5,339 or 15.22%). White students were also the largest undergraduate population (12,673 or 56.92%), followed by Chinese (1,706 or 7.66%) and Asian/Asian British – Indian (1,550 or 6.96%). As for postgraduate taught provision, the three biggest ethnic sub-groups were White (3,839 or 39.32%), Chinese (3,332 or 34.13%), and Asian/Asian British – Indian (461 or 4.72%). White students represented 59.52% (1,813 students) of our postgraduate research student population, followed by Chinese (301 or 9.88%) and Other Asian background (158 or 5.19%).

Nov 1st Snapshot % of Total Population by Ethnicity and Level for 2019



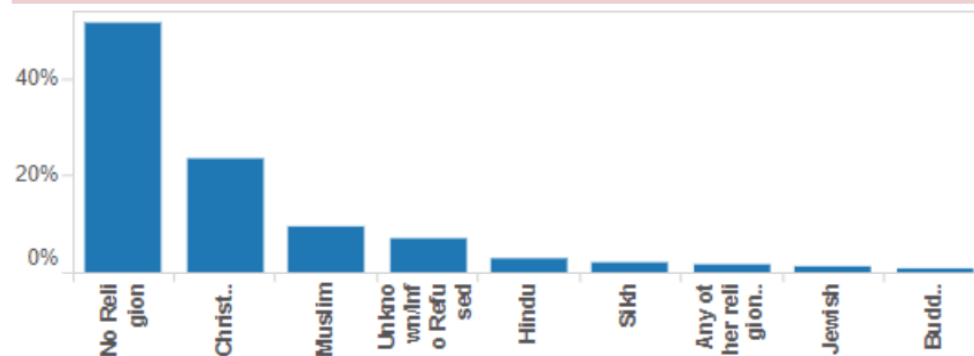
Religion or Belief

Students with no religion consisted of the biggest cohort on campus (51.41%). This was followed by Christian (23.58%), Muslim (9.43%), Hindu (2.73%), Sikh (1.94%), Jewish (1.24%), and Buddhist (1.02%).

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

	2015	2016	2017	2018	2019
Buddhist	1.03%	0.93%	1.02%	1.21%	1.02%
Christian	25.62%	24.70%	24.32%	24.65%	23.58%
Hindu	2.57%	2.44%	2.49%	2.63%	2.73%
Jewish	1.10%	1.01%	1.12%	1.14%	1.24%
Muslim	7.65%	7.73%	8.18%	8.81%	9.43%
Sikh	1.80%	1.90%	2.00%	1.95%	1.94%
Any other religion or belief	2.76%	2.04%	1.78%	1.78%	1.72%
Unknown/Info Refused	19.92%	18.06%	14.47%	7.15%	6.93%
No Religion	37.55%	41.19%	44.63%	50.67%	51.41%

Nov 1st Snapshot % of Total Population by Religious belief for 2019



Dependents

Only 1.02% and 1.37% of undergraduate students had dependents or caring responsibilities to other relatives, friends or neighbours respectively. These figures jumped to 20.30% and 2.58% for postgraduate taught students, and, 20.91% and 2.27% for postgraduate research students.

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

		2015	2016	2017	2018	2019
UG	Dependents	1.65%	1.30%	1.17%	1.02%	1.02%
	No dependents	82.08%	85.80%	89.85%	95.75%	95.60%
	Not Known	15.41%	12.12%	8.06%	2.01%	2.01%
	Other relative/friend/neigh..	0.86%	0.78%	0.92%	1.21%	1.37%
GT	Dependents	24.51%	23.12%	21.50%	21.85%	20.30%
	No dependents	49.74%	52.46%	53.76%	69.24%	73.87%
	Not Known	22.37%	21.40%	22.34%	3.65%	3.25%
	Other relative/friend/neigh..	3.38%	3.02%	2.40%	5.26%	2.58%
GR	Dependents	23.84%	23.07%	22.30%	21.58%	20.91%
	No dependents	66.34%	68.45%	72.60%	74.77%	75.21%
	Not Known	7.31%	5.66%	2.82%	1.49%	1.61%
	Other relative/friend/neigh..	2.52%	2.83%	2.27%	2.16%	2.27%

Nov 1st Snapshot % of Total Population by Dependents status and Level for 2019

