

Equality & Diversity Statistical Report

**(Student Data: Evidence for the Annual
Equality & Diversity Compliance Report)**

2021/2022

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1. Introduction

This statistical report provides data collected by the University on student-related equality and diversity issues. The report uses the most recent datasets available in each case.

The report has been structured across the following strands:

- Demographic profile of the student body.
- Attainment (in terms of degree outcome).
- Academic Appeals.

A brief commentary on the data is provided at the end of each section. It should be noted that this report does not detail the actions taken in response to issues highlighted. Such actions are determined by the relevant committees which consider this data on a regular basis.

Links to other relevant documents and information are embedded throughout the document.

2. Demographic Profile

Note: All of the below Demographic tables use HESA data. HESA rounds all data to the closest 5.

2.1. Student Profile by Ethnicity (BAME/White) and Mode of Study

		Academic Year											
		19/20				20/21				21/22			
		Nr			%	Nr			%	Nr			%
Provider	Mode of Study	BAME	Unknown /NA	White	BAME	BAME	Unknown /NA	White	BAME	BAME	Unknown /NA	White	BAME
LU	Full-time	3,125	4,340	9,650	18.3%	3,410	3,845	10,000	19.8%	3,475	3,755	10,435	19.7%
LU	Part-time	190	180	810	16.1%	180	195	700	16.6%	210	165	720	19.2%
LU	Total	3,315	4,520	10,460	18.1%	3,590	4,045	10,705	19.6%	3,685	3,920	11,155	19.6%
Russ & 94	Full-time	123,800	276,185	366,215	16.2%	139,570	287,475	383,150	17.2%	149,825	301,065	383,145	18.0%
Russ & 94	Part-time	18,780	18,665	65,235	18.3%	21,395	16,415	70,535	19.7%	22,530	18,455	71,630	20.0%
Russ & 94	Total	142,580	294,850	431,445	16.4%	160,965	303,885	453,685	17.5%	172,355	319,520	454,775	18.2%
Whole Sector	Total	477,575	570,880	1,407,400	19.4%	528,310	620,580	1,508,400	19.9%	552,895	691,815	1,513,895	20.0%

2.2. Student Profile by Ethnicity (BAME/White) and Level of Study

ANNEX 3 – Student data

		Academic Year											
		19/20				20/21				21/22			
		Nr			%	Nr			%	Nr			%
Provider	Level of study	BAME	Unknown /NA	White	BAME	BAME	Unknown /NA	White	BAME	BAME	Unknown /NA	White	BAME
LU	First degree	2,940	1,890	9,055	21.2%	3,160	1,950	9,235	22.0%	3,280	1,925	9,745	21.9%
LU	PGR	80	480	425	8.1%	95	460	395	9.9%	95	445	395	10.2%
LU	Postgraduate (taught)	290	2,155	975	8.5%	335	1,630	1,070	11.1%	305	1,545	1,010	10.7%
LU	Total	3,315	4,520	10,460	18.1%	3,590	4,045	10,705	19.6%	3,685	3,920	11,155	19.6%
Russ & 94	First degree	109,455	139,250	313,795	19.5%	121,770	149,515	321,875	20.5%	133,495	148,475	326,500	21.9%
Russ & 94	Other undergraduate	2,525	9,010	12,785	10.4%	2,650	5,330	11,355	13.7%	2,695	5,895	10,980	13.8%
Russ & 94	Postgraduate (research)	6,940	35,130	32,265	9.3%	7,705	36,020	32,920	10.1%	7,850	35,570	31,870	10.4%
Russ & 94	Postgraduate (taught)	23,625	111,000	72,530	11.4%	28,840	113,020	87,530	12.6%	28,320	129,585	85,425	11.6%
Russ & 94	Total	142,545	294,390	431,375	16.4%	160,965	303,885	453,685	17.5%	172,355	319,520	454,775	18.2%
Whole Sector	Total	477,355	570,995	1,407,720	19.4%	528,310	620,580	1,508,400	19.9%	552,895	691,815	1,513,895	20.0%

2.3. Student Profile by Ethnicity (detailed)

	19/20		20/21		21/22	
	Nr	%	Nr	%	Nr	%
White	11,505	62.9%	11,770	64.2%	12,015	64.0%
Asian	4,225	23.1%	3,835	20.9%	3,985	21.2%
Black	1,230	6.7%	1,330	7.3%	1,265	6.7%
Mixed	865	4.7%	925	5.1%	995	5.3%
Other	275	1.5%	295	1.6%	315	1.7%
Unknown	195	1.1%	180	1.0%	180	1.0%
Total	18,295	100.0%	18,335	100.0%	18,760	100.0%

2.4. Student Profile by Gender and Mode of Study

ANNEX 3 – Student data

		Academic Year											
		19/20				20/21				21/22			
		Nr			%	Nr			%	Nr			%
Provider	Mode of Study	Female	Male	Other	Female	Female	Male	Other	Female	Female	Male	Other	Female
LU	Full-time	7,100	10,015		41.5%	6,955	10,215	90	40.3%	7,175	10,485	5	40.6%
LU	Part-time	400	780		33.9%	395	675	10	36.6%	405	690	0	36.9%
LU	Total	7,500	10,795		41.0%	7,350	10,885	100	40.1%	7,580	11,175	5	40.4%
Russ & 94	Full-time	422,600	342,450	1145	55.2%	445,920	362,650	1620	55.0%	462,185	369,665	2185	55.4%
Russ & 94	Part-time	60,250	41,640	785	58.7%	64,485	43,055	800	59.5%	67,560	44,140	910	60.0%
Russ & 94	Total	482,855	384,095	1930	55.6%	510,405	405,710	2420	55.6%	529,750	413,805	3100	56.0%
Whole Sector	Total	1,398,375	1,053,730	3,740	56.9%	1,516,560	1,135,425	5,305	57.1%	1,575,925	1,175,615	7,065	57.1%

2.5. Student Profile by Gender and Level of Study

ANNEX 3 – Student data

		Academic Year											
		19/20				20/21				21/22			
		Nr			%	Nr			%	Nr			%
Provider	Level of study	Female	Male	Other	Female	Female	Male	Other	Female	Female	Male	Other	Female
LU	First degree	5,490	8,395		39.5%	5,655	8,610	80	39.4%	5,945	9,010	5	39.7%
LU	Postgraduate (research)	415	575		41.9%	405	535	10	42.7%	415	520	0	44.4%
LU	Postgraduate (taught)	1,595	1,825		46.7%	1,290	1,740	5	42.5%	1,220	1,645	5	42.5%
LU	Total	7,500	10,795		41.0%	7,350	10,885	100	40.1%	7,580	11,175	5	40.4%
Russ & 94	First degree	304,705	257,285	515	54.2%	322,385	269,925	850	54.4%	332,735	274,420	1305	54.7%
Russ & 94	Other undergraduate	15,025	9,255	345	61.0%	12,280	6,825	230	63.5%	12,455	6,830	285	63.6%
Russ & 94	Postgraduate (research)	36,230	38,050	310	48.6%	37,740	38,520	385	49.2%	37,840	37,015	435	50.3%
Russ & 94	Postgraduate (taught)	126,895	79,500	760	61.3%	138,000	90,440	955	60.2%	146,715	95,540	1075	60.3%
Russ & 94	Total	482,855	384,095	1930	55.6%	510,405	405,710	2420	55.6%	529,750	413,805	3100	56.0%
Whole Sector	Total	1,398,375	1,053,730	3,740	56.9%	1,516,560	1,135,425	5,305	57.1%	1,575,925	1,175,615	7,065	57.1%

2.6. Student Profile by Disability and Mode of Study

		Academic Year								
		19/20			20/21			21/22		
		Nr		%	Nr		%	Nr		%
Provider	Mode of Study	Known to have a disability	No known disability/unknown	Known to have a disability	Known to have a disability	No known disability/unknown	Known to have a disability	Known to have a disability	No known disability/unknown	Known to have a disability
LU	Full-time	2,695	14,420	15.8%	3,010	14,250	17.4%	3,315	14,350	18.8%
LU	Part-time	190	995	15.9%	195	880	18.2%	220	875	20.2%
LU	Total	2,885	15,410	15.8%	3,205	15,130	17.5%	3,535	15,225	18.8%
Russ & 94	Full-time	99,200	666,770	12.9%	112,980	697,210	13.9%	127,720	706,320	15.3%
Russ & 94	Part-time	12,265	90,100	12.0%	14,220	94,120	13.1%	16,260	96,355	14.4%
Russ & 94	Total	111,465	756,870	12.8%	127,200	791,335	13.8%	143,980	802,675	15.2%
Whole Sector	Total	358,695	2,097,155	14.6%	404,325	2,252,965	15.2%	437,875	2,320,735	15.9%

ANNEX 3 – Student data

2.7. Student Profile by Disability and Level of Study

		Academic Year								
		19/20			20/21			21/22		
		Nr		%	Nr		%	Nr		%
Provider	Level of study	Known to have a disability	No known disability/ unknown	Known to have a disability	Known to have a disability	No known disability/ unknown	Known to have a disability	Known to have a disability	No known disability/ unknown	Known to have a disability
LU	First degree	2,500	11,390	18.0%	2,800	11,545	19.5%	3,090	11,860	20.7%
LU	Postgraduate (research)	140	850	14.0%	130	820	13.6%	135	800	14.6%
LU	Postgraduate (taught)	245	3,175	7.2%	275	2,765	9.0%	305	2,560	10.7%
LU	Total	2,885	15,410	15.8%	3,205	15,130	17.5%	3,535	15,225	18.8%
Russ & 94	First degree	83,885	478,620	14.9%	93,685	499,475	15.8%	106,135	502,330	17.4%
Russ & 94	Other undergraduate	2,245	22,375	9.1%	2,210	17,125	11.4%	2,360	17,210	12.1%
Russ & 94	Postgraduate (research)	7,770	66,825	10.4%	8,845	67,795	11.5%	10,270	65,020	13.6%
Russ & 94	Postgraduate (taught)	17,570	189,590	8.5%	22,460	206,935	9.8%	25,215	218,115	10.4%
Russ & 94	Total	111,465	757,415	12.8%	127,200	791,335	13.8%	143,980	802,675	15.2%
Whole Sector	Total	358,695	2,097,155	14.6%	404,325	2,252,965	15.2%	437,875	2,320,735	15.9%

2.8. Student Profile by Religion and Belief

ANNEX 3 – Student data

UG students	Academic year of intake					
	2019-20		2020-21		2021-22	
Religious belief	Nr	%	Nr	%	Nr	%
Christian	1215	30.7%	1290	30.5%	1355	28.7%
Atheist	760	19.2%	865	20.4%	1080	22.8%
No religion	835	21.1%	915	21.6%	1010	21.4%
Agnostic	440	11.1%	430	10.2%	450	9.5%
Prefer not to say/unknown	185	4.6%	215	5.0%	250	5.3%
Muslim	195	4.9%	180	4.3%	220	4.6%
Hindu	165	4.2%	180	4.2%	175	3.7%
Sikh	50	1.3%	55	1.3%	60	1.3%
Other	35	0.9%	35	0.9%	50	1.1%
Buddhist	50	1.3%	30	0.7%	30	0.6%
Spiritual	20	0.5%	25	0.6%	25	0.6%
Jewish	15	0.4%	10	0.2%	20	0.4%
Total	3960	100.0%	4230	100.0%	4725	100.0%

PG students (PGT + PGR)	Academic year of intake					
	2019-20		2020-21		2021-22	
Religious belief	Nr	%	Nr	%	Nr	%
No religion	1375	45.4%	1020	35.3%	700	26.2%
Christian	530	17.4%	665	23.0%	545	20.4%
Hindu	110	3.6%	190	6.6%	370	13.8%
Atheist	310	10.3%	375	13.1%	345	12.9%
Muslim	140	4.7%	150	5.2%	205	7.7%
Prefer not to say/unknown	150	5.0%	150	5.2%	190	7.2%
Agnostic	145	4.7%	175	6.0%	160	5.9%
Other	105	3.5%	50	1.8%	60	2.3%
Buddhist	125	4.2%	55	1.9%	50	1.9%
Sikh	15	0.6%	25	0.8%	25	1.0%
Spiritual	15	0.5%	25	0.8%	20	0.8%
Jewish	5	0.2%	10	0.3%	0	0.1%
Total	3030	100.0%	2885	100.0%	2680	100.0%

2.9. Commentary

ANNEX 3 – Student data

We can offer the following commentary in respect of the demographic data set presented above:

- The number of BAME students registered at the University has been rising steadily over the past 3 years, reaching 19.6% of the total student population in 2021/22. This is slightly in advance of other Russell Group institutions (for full-time students) but very marginally below the sector average (20%). The majority of our BAME students are registered on undergraduate courses of study.
- Asian students continue to represent the single largest ethnicity within the profile of BAME students.
- Our gender split continues to show we have a significantly lower proportion of female to male students in comparison to the sector. It may be reasonable to assume that this is in part due to our particular portfolio of subject areas. We have, however, seen a steadily increasing percentage of female students registering at the University over the past 7 years with the proportion now sitting at 40.4% up from 37% in 2014/15.
- As in previous years, our proportion of disabled students continues to run in advance of the sector and the Russell Group. Indeed, we saw a further significant rise between 19/20 and 21/22 (from 15.8% to 18.8%).
- For our undergraduate students, Christianity continues to be the religion most identified with amongst students, although the proportion of students identifying this way continues to decline. Other faith group numbers remain stable. Amongst our postgraduate population just over a quarter of student identify with no religion. This is closely followed with around a fifth of students identifying as Christian. We have seen a significant jump in the proportion of postgraduate students identifying as Hindu. This is likely to be attributable to a shift in the countries of origin of our postgraduate students with a move away from Chinese students and an increased number of Indian students.

3. Attainment

The University has developed a comprehensive Access and Participation Plan. The plan is publicly available on [our website](#).

The statistical analysis carried out as part of the development of the plan identified an awarding gap between White and Black and White and Asian students but did not find statistically significant attainment gaps across other protected characteristics. We have therefore only presented attainment data related to ethnicity in this report. Further details are available in our Access and Participation Plan.

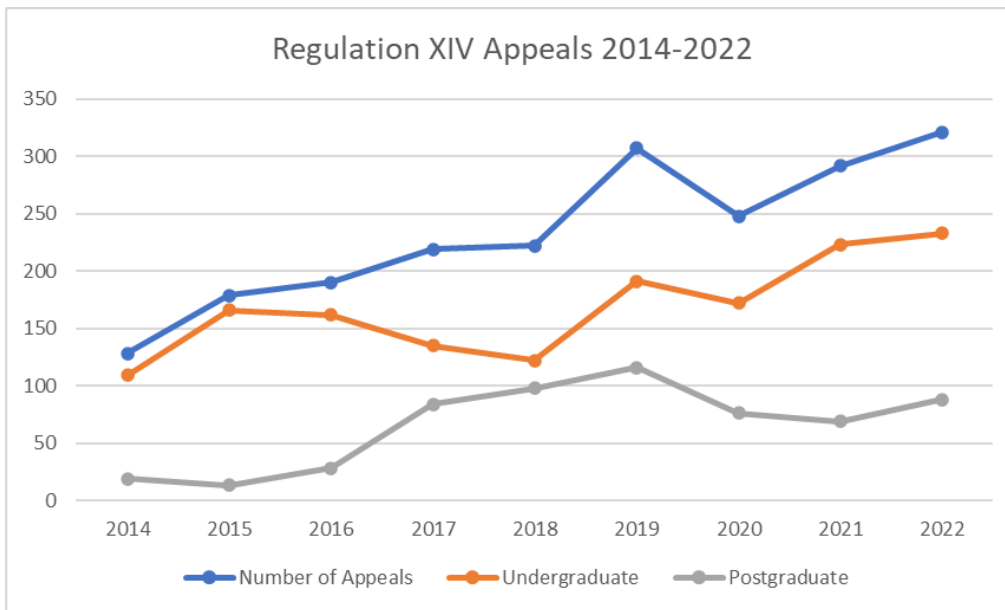
	1st/2:1					Gap Ethnic Group and White						
	2017-18	2018-19	2019-20	2020-21	2021-22	2017-18	2018-19	2019-20	2020-21	2021-22	Avg Gap 5 yrs	Target 2024-25
White	89.0%	87.8%	91.7%	91.7%	92.2%							
Asian	77.0%	76.5%	83.5%	86.2%	87.5%	12.0%	11.3%	8.2%	5.5%	4.7%	8.4%	7%
Black	64.3%	78.5%	77.0%	76.5%	79.4%	24.7%	9.3%	14.7%	15.2%	12.8%	15.3%	10%
All BAME	74.8%	78.7%	83.2%	84.6%	85.6%	14.2%	9.1%	8.5%	7.2%	6.6%	9.1%	No target

3.1. Commentary

- As the data above demonstrate, there is a significant awarding gap between White and Black students (12.8%) in the most recent year. Interventions have been identified as part of the Access and Participation Plan and our [Race Equality Charter Action Plan](#). In this context we may note a steady reduction in the awarding gap over the past 5 years, from 24.7% to 12.8%. Progress is being made towards the target of 10% in 2024/25.
- There is also a significant awarding gap between White and Asian students. Interventions have been identified as part of the Access and Participation Plan and our Race Equality Charter Action Plan. In this context we may note a reduction in the awarding gap over the past 5 years, from 12% to 4.7% in the most recent year.

4. Academic Appeals

4.1. Total Number of Academic Appeals



2014	2015	2016	2017	2018	2019	2020	2021	2022
130	180	190	220	220	305	250	290	320

Please note: Numbers rounded to the nearest 5

4.2. Academic Appeals by Gender

Gender	2018		2019		2020		2021		2022	
	No.	%	No.	%	No.	%	No.	%	No.	%
Male	130	59.0	170	55.0	165	66.1	190	65.4	200	62.3
Female	85	39.2	140	45.0	85	33.9	100	34.6	120	36.8
Other*	0	0	0	0	0	0	0	0	5	0.9
Not known	5	1.8	0	0	0	0	0	0	0	0
Total	220	100	305	100	250	100	290	100	320	100

*Other includes Non-Binary, Other and Prefer not to say; labels are defined by HESA

4.3. Academic Appeals by Ethnicity

Ethnic Group	2018		2019		2020		2021		2022	
	No.	%	No.	%	No.	%	No.	%	No.	%
White	80	36.9	130	41.7	110	44.4	120	41.8	140	43.6
BAME	135	60.4	175	57.7	135	54.8	170	57.5	180	55.5
Not known	5	2.7	0	0.7	0	0.8	0	0.7	5	0.9
Total	220	100	305	100	250	100	290	100	320	100

4.4. Academic Appeals by Disability

ANNEX 3 – Student data

Disability	2018		2019		2020		2021		2022	
	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	40	17.6	50	16.6	25	10.1	40	13.0	85	26.8
No	180	80.2	255	83.4	225	89.9	255	87.0	230	71.0
Not known	5	2.3	0	0	0	0	0	0	5	2.2
Total	220	100	305	100	250	100	290	100	320	100

4.5. Academic Appeals in 2022 by Gender

Outcome	Female		Male		Other*		Total	
	No.	%	No.	%	No.	%	No.	%
Dismissed	55	46%	90	47%	0	33	145	46%
<i>Dismissed by AR</i>	45	38%	85	43%	0	33%	130	41%
<i>Dismissed by PVC(E&SE)</i>	10	8%	5	4%	0	0%	15	5%
Upheld	50	43%	90	45%	0	66%	140	45%
<i>Upheld by AR 7(ii)</i>	35	28%	45	22%	0	66%	80	25%
<i>Upheld by PVC(E&SE)</i>	20	15%	45	23%	0	0%	65	20%
Withdrawn	15	11%	15	8%	0	0%	30	9%
Total	120	100%	195	100%	5	100%	320	100%

*Other includes Non-Binary, Other and Prefer not to say; labels are defined by HESA

4.6. Academic Appeals in 2022 by Ethnicity

Outcome	White		BAME		Asian		Black		Mixed		Other		Not known / refused		Total	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
Dismissed	65	46%	80	46%	50	48%	20	38%	5	58%	5	57%	0	66%	145	46
<i>Dismissed by AR</i>	55	40%	75	42%	45	43%	20	36%	5	58%	5	43%	0	33%	130	41
<i>Dismissed by PVC(E&SE)</i>	10	6%	5	4%	5	5%	0	2%	0	0%	0	14%	0	33%	15	5
Upheld	60	45%	80	45%	45	41%	30	57%	5	33%	0	29%	0	33%	140	45
<i>Upheld by AR 7(ii)</i>	35	24%	45	26%	25	26%	15	30%	0	8%	0	14%	0	33%	80	25
<i>Upheld by PVC(E&SE)</i>	30	21%	35	19%	15	15%	15	26%	5	25%	0	14%	0	0%	65	20
Withdrawn	15	9%	15	9%	10	11%	5	6%	0	8%	0	14%	0	0%	30	9
Total	140	100	175	100	105	100	55	100	10	100	5	100	5	100	320	100

4.7. Academic Appeals in 2022 by Disability

Outcome	Disability							
	Yes		No		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%
Dismissed	35	39%	110	49%	5	43%	145	46%
<i>Dismissed by AR</i>	25	32%	100	45%	5	43%	130	41%
<i>Dismissed by PVC(E&SE)</i>	5	7%	10	4%	0	0%	15	5%
Upheld	45	53%	95	42%	5	43%	140	45%
<i>Upheld by AR 7(ii)</i>	20	25%	55	25%	0	29%	80	25%
<i>Upheld by PVC(E&SE)</i>	25	28%	40	17%	0	14%	65	20%
Withdrawn	5	8%	20	9%	0	14%	30	9%
Total	85	100%	225	100%	5	100%	320	100%

4.8. Commentary

ANNEX 3 – Student data

- Over the past 8 years the number of appeals has continued to rise steadily, with a particularly notable spike in 2019.
- In the most recent years (2021 and 2022) there seem to be no anomalies in terms of the genders represented in appeals.
- BAME students continue to be very significantly over-represented (55.5% of appeals against a student population of 18.1%%). However, there was no difference in the proportion of BAME student appeals upheld in comparison to White students. Black students were more likely to have their appeal upheld than White students.
- Disabled students were significantly over-represented in the number of appeals in 2022, making up 26.8% of appeals but only 18.8% of the student population. However, as in previous years appeals from disabled students were more likely to be upheld (53% vs 42%).