



University of  
Reading

2019–20

# ANNUAL DIVERSITY & INCLUSION REPORT

# 2019-20 Annual Diversity & Inclusion report

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## An Introduction from the Vice-Chancellor

I am pleased to introduce the 2019-20 Diversity and Inclusion (D&I) Report for the University of Reading, prepared by colleagues across Human Resources and Student Services, with the support of our Dean for Diversity and Inclusion and our Planning and Support Office. This report summarises D&I-related actions and activities over the last year and priorities for the current academic year 2020-21. It also reports on progress against the D&I priorities that our University Executive Board adopted in 2015.

This year has brought a new set of challenges, not least due to Covid-19, which we saw have a more adverse impact on certain people – with Black, Asian and Minority Ethnic (BAME) colleagues and students potentially more susceptible to the virus, but also socio-economic applications which particularly impacted on some of our student population. Our Staff Disability Network survey also helped highlight issues faced by colleagues with a disability during the initial lockdown and subsequently. The pandemic also raised wellbeing issues and colleagues came together to ensure resources were available to support everyone.

In June 2020 the overwhelming response to the murder of George Floyd across the world, including in the UK and among our students and colleagues at the University of Reading, reminded us that the experience of BAME people in our own communities is blighted by a deep-rooted, pervasive racism that cannot be allowed to thrive in 2020. I asked the Deputy Vice-Chancellor, Professor Parveen Yaqoob, with support of the Dean for Diversity & Inclusion, Dr Allán Laville, to explore this issue and review what more we can do at the University of Reading. Their report is due later this spring and regular updates are raising awareness of the project. I look forward to seeing the recommendations from this Race Equality Review which will form a key part of the University's D&I work not just in the coming year but over the longer-term. We will take action to address issues identified to improve the experience of our BAME colleagues university-wide and improve our inclusivity.

I am delighted that the University achieved a Silver Athena SWAN Award this year in recognition of our work on gender equality, and that our Schools of Mathematical, Physical and Computational Sciences (SMPCS), Archaeology, Geography and Environmental Science (SAGES), Built Environment (SBE), and Chemistry, Food and Pharmacy (SCFP) also hold the Silver Award and the Schools of Biological Sciences (SBS), Agriculture, Policy and Development (SAPD), Psychology and Clinical Language Sciences (SPCLS) hold Bronze Awards.

This year also saw the launch of both our Disability and Neurodiversity Action Planning Group. The Planning Group has taken up membership of the Hidden Disabilities sunflower scheme and is currently working on Disability Confident membership as well as a tailored adjustment process to assist colleagues who may need additional support in the workplace.

Two of our colleagues returning from maternity leave have established a Parent and Family Network to be a source of information-sharing and support for any colleagues who are parents or have any other form of caring responsibility for children or young people. During the year's lockdowns, with the need for home schooling while working, the network has provided valuable support for parents and families trying to balance the two.

Although the Stonewall WEI did not take place in 2020 due to Covid-19, colleagues benefited from a consultancy session with Stonewall which will inform our submission in 2021, in which we aspire to further increase our score and retain our Top 100 Employers status.

We have made good progress towards a number of our 2020 targets, however, further work is required to advance our D&I journey. In 2021, the Dean for Diversity and Inclusion will lead on setting new targets for 2026 by reviewing the outcomes and actions of our Race Equality Review, Athena SWAN Silver Action Plan, Stonewall 2021 Workplace Equality Index Action Plan and our Disability and Neurodiversity Action Plan.

I hope you will find the following report of interest. It provides an account of where we are in progress against our targets and demonstrates the substantial effort by colleagues and students across the University of Reading to create an environment where all staff and students, whatever their background, feel included and enabled to be themselves and achieve their best.

A handwritten signature in black ink, appearing to read 'R. Van de Noort', with a large, sweeping flourish above the name.

**Professor Robert Van de Noort**  
**Vice-Chancellor**

## Section 1 – Overview

At the University of Reading, we have a proud history of diversity and inclusion. Reading was the first English university to appoint a female professor (Edith Morley, 1908) and one of our former Vice-Chancellors (Lord Wolfenden) played a key role in decriminalising homosexuality in England and Wales.

Diversity refers to the traits and characteristics that make people unique while inclusion refers to the behaviours and culture that ensure people feel welcome. We recognise that embracing diversity and inclusion is critical to the success of the University. We believe that we can only achieve our vision of being a world-class, forward-looking, confident and ambitious university by recruiting, supporting and developing staff from the widest variety of backgrounds.

We want to be the place where everyone can fulfil their full potential. We believe that supporting diversity and inclusion leads to an ability to attract and retain high-quality staff and students, as well as higher achievements in students from a broader range of backgrounds. This is evident in our ongoing projects, which a) aim to reduce differential student outcomes and b) improve student experience. When this is coupled with the simple moral argument that no one should experience inequality as a result of who they are, the case for supporting and promoting diversity and inclusion becomes imperative.

We have a range of mechanisms in place for staff to offer them advice, guidance and support. Our Employee Assistance Programme (EAP) has been part of a valuable range of resources in supporting our colleagues' wellbeing during the pandemic. Our Harassment Advisors are employees of the University who have volunteered their time to provide confidential support and information to staff members who are experiencing unwanted behaviour, bullying or harassment and need the support of someone to talk to but are unable to approach a colleague or line manager. In addition in October 2019 we replaced our Health, Advocacy, Respect and Care (HARC) Advisors with a Wellbeing Peer Support network to provide informal and confidential support to any member of staff experiencing poor wellbeing, a mental health issue or emotional or psychological distress. We now have around 30 trained staff volunteers providing Wellbeing Peer Support.

We also offer a range of learning and development opportunities to support all staff, including programmes specific to women, BAME and LGBT+ colleagues, to help them develop and progress in their careers. These include external programmes such as Aurora and Springboard for women, StellarHE and Diversifying Leadership BAME programmes, and the Stonewall LGBT+ Leadership Programme, as well as a programme developed internally with The Pacific Institute, RISE, covering diversity and inclusion across different characteristics.

We are aware that the ongoing pandemic is exacerbating educational disadvantage and affecting us all in different ways. This year the university introduced an individual marks safety net, depending on individual performance, alongside our Circumstances Impact Process (CIP) which meant that those students affected by the pandemic received extra support without requiring evidence of impact. We have also enhanced our financial and welfare support for care experienced and estranged students, recognising that these students face significant difficulties.

We know that real change does not happen overnight. It requires cultural and operational change and takes all of us working together. A lot of this is about making small changes that deliver a big impact. For staff, the University has continued its commitment to support flexible working, job sharing and parental leave, and a transparent and inclusive recognition and reward process. For

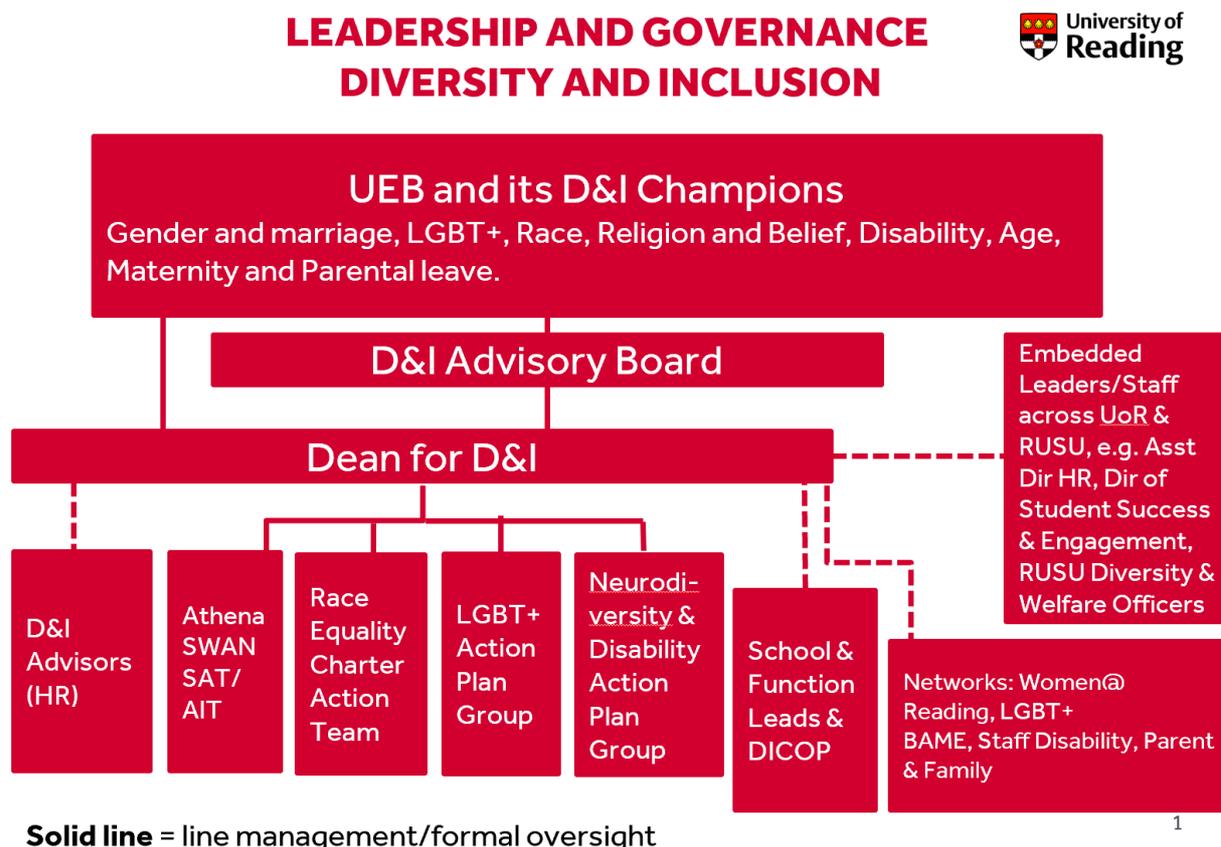
students, 2019/20 saw the embedding of the Student Welfare team and the Academic Tutor System - a proactive partnership approach to connecting with our students at a personal level.

The aim of our Annual Diversity and Inclusion Report is:

- to monitor progress against the diversity and inclusion targets, for both staff and students, that the University adopted in 2015-16 (see sections 1.1-1.2);
- to provide a summary of our main diversity and inclusion-related actions over the last year;
- to take stock, through an update of diversity and inclusion-related data, of where we are as a university (in many cases making comparison with the national sector); and
- to outline our priorities and priority actions for the 2020-21 academic year.

## Governance arrangements for Diversity and Inclusion

The University has robust leadership and governance arrangements for diversity and inclusion that are outlined in the figure below:



At the operational level, the Athena SWAN Implementation Team, the Race Equality Action Team (RE-ACT) and the LGBT+ Action Plan Group are responsible for developing and delivering action plans in the three diversity and inclusion thematic areas (gender, race and sexual orientation) that were agreed as an institutional priority for staff by the University Executive Board (UEB) in 2015. Each group is chaired by the Dean for Diversity and Inclusion. These have been joined this year by the Disability and Neurodiversity Action Planning Group, co-chaired by the Dean for D&I and an Assistant Director of HR, and the Race Equality Review Group, chaired by the Deputy Vice-Chancellor and the Dean for D&I. These groups comprise staff and student membership and work across staff and student D&I priorities. Additionally, Student Services oversee much action in relation to our D&I priorities for students.

Progress is reported by the Dean for Diversity and Inclusion and the Director of Student Services to the Diversity and Inclusion Advisory Board (DIAB) which meets bi-annually, chaired by the Deputy Vice-Chancellor. DIAB membership is from across the University, including representatives of the relevant staff networks and RUSU.

The DIAB challenges the Dean, the Director of Student Services and the action plan groups on progress. However, the University of Reading takes the approach that responsibility for ensuring a diverse and inclusive organisation must be embedded in the day-to-day business of the University. Therefore, we have appointed Diversity and Inclusion Champions in all 15 academic schools, and there are increasing numbers of D&I leads within the Functions, with an aim in our Athena SWAN action plan to cover all areas by October 2021. These members of staff are typically given time to carry out a range of activities that are relevant and appropriate for their area. Many Schools also have their own Diversity and Inclusion-related committees to agree local diversity and inclusion actions and monitor progress.

## 1.1 Progress on 2020 targets for staff

The University's Executive Board has committed to equality targets for staff which are detailed below along with the progress made.

### Gender

|   | Target (baseline as at February 2016)  | Progress (except where otherwise indicated the position indicated is at 31 August 2019)   |
|---|--|---|
| 1 | Have at least 30% of either gender in all key University Committees and Boards, including the University Executive Board (UEB).  | <p>The committees and Boards that meet this target include the following:</p> <ul style="list-style-type: none"> <li>• Council – Female 53% and Male 47%</li> <li>• Senate – Female 50% and Male 50%</li> <li>• University Executive Board – Female 37.5% and Male 62.5%</li> <li>• Strategy and Finance Committee of Council – Female 30% and Male 70%</li> </ul> <p>Membership of UBTLSE reduced this year and it has dipped below target:</p> <ul style="list-style-type: none"> <li>• University Board for Teaching Learning and Student Experience – Female 73% and Male 27%</li> </ul> <p>For further details and timelines see section 5.1, Table 19</p> |
| 2 | Maintain the 2015/16 baseline of at least 45% of either gender in the overall University Leadership Group – including UEB, Deans, Heads of School and Heads of Function    | <ul style="list-style-type: none"> <li>• In August 2020, the Leadership Group had 31 male and 24 female members, making it 43.6% Female and 56.4% Male.</li> <li>• This is an increase in the percentage of female members of 1.6% from the previous year.</li> <li>• There has been a 1.4% decrease in female membership of the Leadership Group from the 2015/16 baseline of 45%.</li> </ul>  |
| 3 | Have a gender-balanced professoriate, with at least 40% of professors of either gender. The baseline is 30% female.  | <ul style="list-style-type: none"> <li>• As at 1<sup>st</sup> January 2020, 35.95% of professorial staff are female</li> <li>• The proportion of female professors has increased by 0.87% compared to 2018/19.</li> <li>• As the University continues to work towards its target of 40% professors of either gender, we continue to have a higher percentage of female professors in post compared to the national average of 27%.</li> </ul> <p>Source – Higher Education Staff Statistics: UK, 2018-19 (HESA).</p>  |
| 4 | Reduce the gender pay gap that exists at senior (professorial and Grade 9) levels. The baseline is 11% (there are no significant pay gaps at other levels as at Feb 2016). | <p>As of 1<sup>st</sup> January 2020:</p> <ul style="list-style-type: none"> <li>• The gender pay gap for the professoriate was 10.39%</li> <li>• The gender pay gap for Grade 9 Professional &amp; Managerial staff was 11.97%</li> <li>• The gender pay gap for Professors and Grade 9 Professional &amp; Managerial Staff combined is 9.98%. This is an increase of 0.70% on the corresponding 2018/19 figure of 9.28%</li> </ul>  |
| 5 | Achieve University-wide Athena SWAN Gender Charter Mark  | <ul style="list-style-type: none"> <li>• The University was successful in its application for Silver and was delighted to receive this in March 2020</li> </ul>   |

|   |  |
|---|--|
| <p>Silver level recognition with all STEM Schools holding awards and all other Schools working towards Gender Equality Charter Mark</p> | <ul style="list-style-type: none"> <li>• Some members of our Athena SWAN Self-Assessment Team which led the work for the Silver Award are now part of an Athena SWAN action plan team to implement the actions identified within our Silver submission.</li> <li>• We're proud to hold Athena SWAN awards in all our STEMM Schools, the majority at Silver level: <ul style="list-style-type: none"> <li>○ Schools of Mathematical, Physical and Computational Sciences (SMPCS), Archaeology, Geography and Environmental Science (SAGES), Built Environment (SBE), and Chemistry, Food and Pharmacy (SCFP)</li> </ul> </li> </ul> <p>And 3 at Bronze:</p> <ul style="list-style-type: none"> <li>○ Schools of Biological Sciences (SBS), Agriculture, Policy and Development (SAPD), Psychology and Clinical Language Sciences (SPCLS)</li> </ul> |
|---|--|

## Race

|   | <b>Target (baseline as at February 2016)</b>  | <b>Progress (except where otherwise indicated the position indicated is at 31 August 2019)</b>   |
|---|---|--|
| 1 | All key University committees to match academic staff BAME representation by 2020.  | <ul style="list-style-type: none"> <li>• Academic BAME staff representation is currently 15.70%</li> <li>• No committees currently match this in terms of representation (ranges from 0% to 12.5%).</li> <li>• See section 6.1, table 20 for more detail.</li> </ul>   |
| 2 | Council and its sub-committees to set targets for BAME representation on their committees consistent with national census baseline for BAME.  | <p>Council has been continuing to work to diversify its membership. In 2018-19 its Appointments and Governance Committee: i) introduced a new policy for recruitment of Lay Members of Council (the members that are not staff or students of the University) with a diversity and inclusion emphasis; ii) introduced a new skills matrix to take stock of skill gaps of Lay Members on Council, which identified a need for more experience of "implementation of D&amp;I initiatives" and "a diverse Council membership, representative of the diversity of our staff and student body".</p> <p>The percentage of BAME members of Council increased by 7.5% in 2018/19 and has seen a slight increase this year.</p> |
| 3 | <p>A minimum of 15% in each of grades 1-5 professional services staff and 12% in grades 6-9 professional services staff to be BAME by 2020 (levels set by local and national census data respectively).</p> <p>Feb 2016 baseline across all professional services staff was 8%.</p> | <p>Grades 1 to 5 professional services</p> <ul style="list-style-type: none"> <li>• Grade 1 = 49.10% (46.78% in 18/19)</li> <li>• Grade 2 = 15.22% (28.33% in 18/19)</li> <li>• Grade 3 = 20.47% (19.72% in 18/19)</li> <li>• Grade 4 = 13.75% (15.50% in 18/19)</li> <li>• Grade 5 = 12.83% (10.92% in 18/19)</li> </ul> <p>Grades 6 to 9 professional services</p> <ul style="list-style-type: none"> <li>• Grade 6 = 11.63% (10.39% in 18/19)</li> <li>• Grade 7 = 12.54% (10.65% in 18/19)</li> <li>• Grade 8 = 3.03% (0.00% in 18/19)</li> <li>• Grade 9 = 6.38% (5.45% in 18/19)</li> </ul>  |

|   |  |   |
|---|--|---|
| 4 | <p>A minimum of 14% of academic staff in grades 7 and above to be BAME by 2020.</p> <p>Feb 2016 baseline was 11%</p>       | <ul style="list-style-type: none"> <li>Grade 7 and above = 14.33% (13.78% in 18/19)</li> </ul>  |
| 5 | <p>The University to attain Bronze Race Equality Charter Mark (REC) before 2018 and be working towards silver by 2021.</p> | <p>Unfortunately we were not awarded the Bronze Charter Mark, although some of the actions that we are taking to address race equality issues were acknowledged as good practice by Advance HE.</p> <p>We are progressing well with the Race Equality Review announced by the Vice-Chancellor in June 2020 with a full report due in spring 2021.</p> <p>The review is examining key issues relating to race equality within higher education and which are already subject to ongoing work by REACT: differential experience and attainment between white and BAME students, a curriculum which largely reflects white histories and cultures, representation of people of colour at all levels, staff experience and progression, and the extent to which our culture challenges implicit racial bias.</p> <p>The active listening phase included conversations about race and racism in a variety of settings; in Schools and Functions, in focus groups, through alumni channels and through social media. It culminated in an online event <b>If Not Now, Then When? In Conversation with Rob Neil OBE</b></p> |

## Sexual Orientation

|   | <b>Target (baseline as at February 2016)</b>   | <b>Progress (except where otherwise indicated the position indicated is at 31 August 2019)</b>   |
|---|--|--|
| 1 | <p>More than 70% of UK-based staff to have declared their sexual orientation through Employee Self-Service by 2018 and 95% by 2020.</p> <p>In 2013-14 the figure was 32%</p> | <p>Declaration rates stand at 50% which is an increase of 1.21% from 48.79% in 2018/19.</p> <p>For further details please see Section 6.1, Table 21.</p>   |
| 2 | <p>To improve the position on the Stonewall Workplace Equality Index, aspiring to be in the top 50 by 2020.</p> <p>Feb 2016 position was 204.</p>                            | <p>In January 2019 we achieved our highest ever ranking of 80 in the Stonewall WEI 2019 and became a Stonewall Top 100 Employer.</p> <p>This is significant progress compared to our ranking of 138 in the Stonewall WEI 2018.</p> <p>Due to Covid-19 Stonewall did not run the WEI this year but the university benefited from some consultancy advice around the new index to support our application next year.</p> |

## 1.2 Progress on 2020 targets for students

The table below is a summary of progress updates against each objective to provide focus on areas that need to be progressed.

| 2020 Student Equality target (%) |   | Target (%) by 2020 | Actual (%) 2019/20   | Actual (%) 2018/19 | Actual (%) 2017/18 | Actual (%) 2016/17 | Actual (%) 2015/16 |
|----------------------------------|---|--------------------|--|--------------------|--------------------|--------------------|--------------------|
| Race                             | Reduction of the attainment gap (proportion of 1 <sup>st</sup> /2.1 between BAME and white undergraduate students.  | 12                 | 8.4  | 16.1               | 10.8               | 16.68              | 12.63              |
|                                  | Reduction of the postgraduate BAME student failure rate.**  | 4                  | 4.3  | 5.3                | 5.1                | 6.8                | 6.7                |
| Gender                           | A minimum gender balance of 30:70 across 75% of our subject areas.  | 75                 | 68   | 71                 | 66                 | 63                 | 68                 |
|                                  | Reduction in the attainment gap (proportion of 1 <sup>st</sup> /2.1) between female and male undergraduate students.  | 6                  | 7.1  | 9.73               | 7.96               | 8.49               | 6.08               |
|                                  | Reduction of the gap between the proportion of undergraduate men and women in full-time employment six months after graduation who are in professional/managerial employment. | 7                  | *  | N/A                | N/A                | 2.7                | 4.9                |
| Disability                       | Maintain an attainment gap of <3 percentage points between proportion of disabled and non-disabled undergraduates who achieve 1 <sup>st</sup> class degrees.                  | <3                 | +2.4 (i.e. those with disabilities did better than those who do not have a disability) | 3.0                | 0.8                | 6.93               | 0.97               |
|                                  | Reduction of the gap between the proportion of disabled and non-disabled students assumed to be unemployed six months after graduation.                                       | 0                  | *  | N/A                | N/A                | 1.17               | 2.76               |

\* At the time of publication some of the data was not available. This will be added in due course. For other relevant targets please see the [University of Reading Access and Participation Plans](#)

\*\*Following a revision to the mapping of classification codes, the historical failure rates have changed

**Reflecting on our progress against the targets above, the following sections give details of our key achievements over the past year and key actions planned for 2020/21. Section 2 covers staff and Section 3 refers to students.**

## **Section 2 – Staff - Key achievements 2019/20 and key actions 2020/21**

### **Gender**

#### **Key Achievements**

The University is proud to have achieved the following in gender equality improvements:

- An institutional level Silver Athena SWAN Award for our dedication to and achievements on gender equality.
- Schools of Mathematical, Physical and Computational Sciences (SMPCS), Archaeology, Geography and Environmental Science (SAGES), Built Environment (SBE), and Chemistry, Food and Pharmacy SCFP hold the Silver Award and the Schools of Biological Sciences (SBS), Agriculture, Policy and Development (SAPD), Psychology and Clinical Language Sciences (SPCLS) hold Bronze Awards.
- Since 1<sup>st</sup> January 2020, our UEB has been 37.5% female
- Professor Parveen Yaqoob, Deputy-Vice Chancellor of the University, has been announced as the first chair of a new Athena SWAN expert committee which will oversee transformation of the charter for gender equality in Higher Education
- The proportion of female professors at Reading at 1<sup>st</sup> January 2020 was 35.95%, up 0.87% from the previous year, and remaining higher than the sector average of 27%
- The Women@Reading Network has increased and diversified its membership and is embracing the different ways of working during the COVID pandemic, by developing more online facilities for its members
- The Network has continued to run a programme of events/talks throughout the year. These events have included skills development, personal stories from role models and information sharing and discussion on topical issues such as the Gender Pay Gap, Building Resilience and Working with Courage and Confidence
- The Steering Committee has been expanded and is now more representative of the range of women employed by the University and the Network Co-Chairs are working collaboratively with other Staff Network Chairs to identify common areas of interest and to identify topics of interest to members relating to intersectionality.

#### **Key actions for 2020/21**

- Maintain Institutional Level Silver Athena SWAN Award, regularly check progress and reprioritise actions from Athena SWAN action plan for January 2020 through to April 2024.
- Keep Athena SWAN implementation group (ASIG) active, in order to ensure that this continues to be representative of Schools/Functions.
- Support Schools and Departments to submit Athena SWAN applications and share best practice with them and across the University.

- The Women@Reading Network is taking forward work on identifying Gender Allies and Champions; exploring the possibility of reverse mentoring; developing links with external organisations which provide support to women & other HEI Women's Networks; raising awareness of the impact of the Menopause and identifying ways to support colleagues (e.g. Menopause Cafes), and continuing to contribute to work that is underway to address the Gender Pay Gap and develop new targets going forward.

## Race

### Key Achievements

- Race Equality Review established. Following the murder of George Floyd on 25 May 2020 and the resurgence of the #BlackLivesMatter movement the Vice-Chancellor tasked the Deputy Vice-Chancellor, Professor Parveen Yaqoob, with the support of the Dean for Diversity & Inclusion, Dr Allán Laville to lead this review. This was announced the [‘Black Lives Matter – it’s our job to do something about it’](#) staff portal article. Regular updates are shared with all colleagues and the report is due in spring 2021.
- Statements in response to #BlackLivesMatter were also shared from [Deputy Vice Chancellor Professor Parveen Yaqoob](#) and [the BAME Network](#)
- Launch of the Race Equality Action Group (RE-ACT) in early 2019. Work has continued on reviewing our race equality priorities and launching activities to deliver them in partnership with thematic diversity and inclusion leads across the University. The [Race Equality Charter Action plan](#) can be viewed on the UoR diversity and inclusion webpage
- The UoR BAME Network was [launched](#) in January 2020
- Continued to support personal and professional development of BAME staff through funding places on the StellarHE programme (attended by 3 BAME staff members in 2019/20), Advance HE Diversifying Leadership (attended by 4 BAME staff members in 2019/20) and Mandala programme. This [‘Leadership Development for BAME Colleagues’](#) staff portal article details more information on each of these programmes.
- Black History Month October 2019 was marked with various events including talks, film screenings, and a REACH network meeting. The [Black History Month 2019 events](#) staff portal article details full information.
- [Black History Month 2020](#) was marked through a series of online events. We continued many of these discussions and online webinars through BAME Network hosted online events and webinars organised by the central D&I Team. This [‘Upcoming events’](#) staff portal article details full information.
- A panel discussion event also took place in October 2020. [‘If Not Now, Then When’](#) with Rob Neil OBE and University panellists provided a platform where we explored our community commitment to race equality, culture change, belonging and allyship.

### Key actions for 2020/21

- Race priorities for 2020/21 are drawn from the Race Equality Action Plan. This can be viewed [here](#). This will be reviewed in light of the recommendations that emerge from the Race Equality Review.
- Completion of the Race Equality Review report commissioned by the Vice-Chancellor in spring 2021. From this, key actions and priorities will also emerge.

## LGBT+

### Key Achievements

The University is proud to have achieved the following in LGBT+:

- Retained Stonewall Workplace Equality Index (WEI) top 100 Employers status, recognising our commitment to LGBT+ inclusivity, with an increased score
- Sponsored a place on the Stonewall Leadership Programme for an LGBT+ colleague; the programme explores how to create a more inclusive culture within an organisation
- Ensured we were still able to mark [Trans Day of Remembrance](#), and the [International Day against Homophobia, Biphobia and Transphobia](#) by running successful virtual events
- Worked to improve Bi visibility within the University of Reading community and beyond, via our D&I blog on [Bi Visibility Day](#), and with the appointment of the D&I Dean as the Network's Bi representative
- Continued to increase awareness of the diversity of our University community and LGBT+ colleagues via our [Faces of Reading](#) initiative
- Updated our Overseas Travel policy to include guidance for LGBT+ overseas travel

### Key actions for 2020/21

- Submit an application for the Stonewall WEI aspiring to increase our score again within the top 100 employers
- Create space for underrepresented groups within the LGBT+ community through our engagements with community groups as well as other D&I Staff Networks at the University (e.g. BAME and Disability Networks)
- Raise staff awareness across the University of the Stonewall Service Delivery Toolkit
- Launch Bi inclusion training across the University.

## Disability

### Key Achievements

- Increased membership of the Staff Disability Network and collaboration with the central D&I team on various projects, as well as delivery of online events. [See an example here](#).
- Launched the Disability and Neurodiversity Action Plan Group in June 2020.
- Adopted the Hidden Disabilities Sunflower Scheme for raising awareness of invisible disabilities in November 2020. This was a collaborative effort between the central D&I Team, the Staff Disability Network, Student Services and RUSU. This is an ongoing initiative. [See staff portal article here](#).
- Hosted a [Disability History Month Panel Event](#) in December 2020 for all UoR staff and students. This was led by RUSU with support from the central D&I Team and the Staff Disability Network.
- Continued membership of the [Business Disability Forum](#) and the Staff Disability Network became a member of [Purple Space](#)

## Key actions for 2020/21

The results of the Staff Disability Network survey in August 2020 have informed our key actions for 2020/21:

- Sign up to Level 1 of the Disability Confident scheme
- Develop a template tailored adjustments plan for staff with a disability
- Introduce a network Allyship training programme in conjunction with the Women@Reading staff network

## Other Key Achievements for 2019/20

- Diversity and Inclusion Initiative Funding was offered in the 2019/20 academic year, [August 2020](#) and [November 2020](#). Successful bids can be seen in this [#DiverseReading blog](#).
- The RISE (Ready for an Inclusive and Supportive Environment) pilot programme at the University was evaluated and changes made to incorporate the feedback. We worked with our external provider to enable online virtual delivery of a cohort with 20 participants attending. This programme focusses on individuals creating a more inclusive culture across the University by identifying actions that can be taken at a personal and organisational level.
- In 2018/19, the University of Reading (UoR) and Reading University Students' Union (RUSU) jointly launched our [#NeverOK campaign](#). Work on this has continued since then. In 2019/20, joint efforts saw the launch of a video and poster campaign about microaggressions for IDAHOBIT. The #NeverOK committee membership also expanded to include a representative from the Welfare team whose expertise will be invaluable as the group continues to work on the campaign's support mechanisms and outcomes.

## Section 3 – Students - Key achievements 2019/20 and key actions 2020/21

Some general achievements have benefitted the student population, particularly decisions made in response to the pandemic. This report will focus on specific activity concerning diversity and inclusion issues for students and underrepresented student groups.

*Underrepresented students include Black, Asian and minority ethnic students, students from socio economic disadvantage, LGBTQ+ students, commuter students, those who are the first in their family to attend university, students with disabilities, care leavers or estranged students. In some circumstances this can include international students too.*

### Teaching and Learning

- As part of our response to mitigate the impact of COVID-19 the university introduced an individual marks safety net during the 2019/20 academic year. This was tailored for each student, depending on individual performance, and sat alongside the Circumstances Impact Process (CIP). This meant that those students particularly affected by the pandemic, received extra support without requiring evidence of impact.
- This year we have also provided the option of retake (repeat of students' current attempt) due to the impacts of COVID-19 if students felt that their academic performance has been affected by a circumstance(s) outside of their control.
- The take-home-online-exams format was also hugely beneficial for students suffering from anxiety and those with disabilities.
- The academic tutor system (ATS) was supported to continue remotely. Through following up their academic, personal and professional progress, academic tutors offer tailored support for students, particularly important due to the individualistic nature of the effects of the pandemic.

### Key actions for 2020/21

- Create guidance for students on how to study in a blended/online mode
- Enable as much learning and assessment as possible to be undertaken remotely for students who are unable to attend in person
- Develop and implement attendance and engagement reporting so that students who are struggling to engage will be quickly identified and supported

### Student Support

- Student welfare and support is a key strength at the University of Reading and was an integral aspect of the university's response to the pandemic. All support services continued to be offered through the pandemic with vulnerable students and those without their support network benefiting in particular.
- This is the second operational year of the Student Welfare Team who have continued to support students with a wide range of personal issues and support needs. These are often complex in nature and involve mental health and wellbeing concerns often presenting as a crisis response need. This year the team have directly worked with just over 1000 students.
- The university established a priority groups taskforce to look at the specific needs of some students who may face additional challenges. This currently includes care experienced, estranged (those without support from their parents), young carers and forced migrants.

- The University made additional hardship funding available and identified new and different specific needs in response to the pandemic. A total of 207 hardship funds were awarded for the 2019/20 academic year. In comparison 133 awards have been awarded between August 2020 and January 2021.

## Key Achievements

- Extended the package of financial support available to care leavers to include estranged students
- Expanded the care leaver definition to care experienced so any student with experience of the care system will have access to support
- Produced support webpages <https://www.reading.ac.uk/essentials/Priority-groups/Care-experienced-and-estranged-students>
- Enhanced the Life Tools Talks to provide tailored support in response to the effects on students of the pandemic. Examples include blog posts like; [Studying at home during Coronavirus](#)
- The Supporting our Students (SoS) scheme was launched in April 2020 in response to the pandemic. The scheme paired student and staff volunteers with students who felt isolated or needed informal support as they transitioned to online study. 66 students from a wide range of disciplines including undergraduate and postgraduate students signed up to receive support. There was a roughly even split between male and female sign ups.
- The Digital Support Fund was established to provide financial support to students who may not have access to adequate software or hardware throughout the pandemic. Care experienced and estranged students received this support automatically and to date over 50 grants have been awarded with a total spend of £25,500.
- The Careers team saw very high engagement with students from an underrepresented background in their High Fliers programme which supports final year students with their employment options. In 2019/ 2020 almost 50% of attendees were from a Black or minority ethnic background.

## Key actions for 2020/21

- Maintain our financial support model recognising and responding to emerging financial need, particularly noting how the pandemic has exacerbated existing inequality for underrepresented students.
- Although the Welfare Team is not set up to target specific demographic groups, it is recognised that there are many factors which increase vulnerability for certain groups of students. The team is further developing knowledge and practice to support specific groups of students such as care leavers and estranged students, LGBTQ+, refugees, student carers etc.
- Evolve our Counselling and wellbeing provision to reduce waiting lists by developing a 'first contact solutions focussed' model of practice.
- Continue to monitor and identify gaps in how the needs of under-represented students are being met.

## Attainment Gap/ Awarding Gaps

- The Degree **Awarding Gap**, also known as the Degree **Attainment Gap**, refers to the difference in the proportion of one group receiving a first or a 2:1 compared with another group. Reducing these gaps is a key university priority.
- As shown in the attainment tables in the appendices the university has made significant improvements in attainment for 2019/20 at both undergraduate and postgraduate level and across a range of student characteristics and demographics.
- Further analysis on this will be reported in due course with the Access and Participation Monitoring Return later in the year.
- It is well known that attainment fluctuates year on year. When measuring success in reducing these gaps it is important to consider trends and not individual year results in isolation.
- It will also be important to review and reflect on how the safety net (introduced in response to the pandemic) has influenced results this year and how the effects of the pandemic and exacerbation of existing inequality may affect subsequent years.

### Key actions for 2020/21

- The university has created a dashboard outlining the gaps over a 5 year period across a range of demographics including race, socio economic background, disability, gender and age. This data has been broken down to school level and will be published with accompanying guidance.
- To establish an Awarding Gap steering group representative of academic and professional services staff to guide our work on Awarding gaps.
- The [Access and Participation Plan](#) for 2020/21 to 2024/ 25 contains more information on how the university will reduce these gaps.

## Race

### Key Achievements

- In June this year, the University launched a Race Equality Review. The review is a wide-ranging piece of work across the University to understand how race and ethnicity affects student and staff experience. Part of the listening phase of the review was a [Student Survey](#).
- A range of events focusing on BAME attainment, experiences in the black community and black culture took place at the University in celebration of [Black History Month](#).
- The 'MyName' social media campaign was launched to celebrate our names, their history and encourage staff and students to make an effort to pronounce them correctly or ask how.
- The Careers Service organised two events specifically targeted at the Black and ethnic minority community: 'You can't spell empowerment without women!' And 'Black History Month: Be visible. Be brilliant. Be You'. These events were well attended and included a diverse panel of students and professionals sharing their career journeys, the barriers they have overcome and their success.

### Key actions for 2020/21

- Embed learning from the Race Equality Review into how we respond and support students across the university.
- Publish a journal on Racial Justice in Teaching and Learning consisting of staff and student contributions.

- Investigate how we can utilise student interest and insight in explicitly working with staff on this agenda
- The RUSU's Welfare Officer will be focusing on mental health support for Black and minority ethnic students. Their focus will be publicising what specific support is available from the University in terms of mental health and sharing personal experiences on Instagram. Information can be found on [RUSU's Instagram page](#)

## Disability

### Key Achievements

- The University of Reading adopted the [Sunflower scheme](#). This is a global initiative aimed to support inclusive practices. Some people may wear a sunflower lanyard or badge to let others know that they have an invisible disability and may need additional support, time or adjustments.
- Both general (via Essentials) and individual (via DAS) advice was provided to students who are Clinically vulnerable to COVID-19 in recognition that some students may be particularly vulnerable.
- The university installed a bathroom facility with hoist and changing platform on campus in a central location (the Minghella building) to enable disabled students to access fully accessible toilet and showering facilities.
- DAS introduced the Early Start Programme for students with an Autism Spectrum Disorder (ASD) for the first time in September 2019. Students with ASD struggle significantly more than their peers in preparing for life at University and this 3 day/2 night programme aimed to help students with ASD have a more positive transition to studying and living at The University of Reading, build the social confidence of participants and help DAS staff learn about individual students and communicate their needs earlier.
- A new Sonocent audio notetaking licence hire scheme meant that students needing notetaking support could get support straight away regardless of whether or not they had secured (or were eligible for) Disabled Students' Allowance.

### Key actions for 2020/21

- Due to increased student numbers the Disability Support Team will be looking at standardising and streamlining processes and systems to ensure efficiency and maintaining their focus on meeting individual student needs.

## Sexual orientation

### Key Achievements

- RUSU and the University marked the International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT) – a day to support sexual and gender diversities. At Reading, the day is generally marked with the raising of the rainbow flag and reflections from LGBT+ community. Given the lockdown restrictions, there was a virtual event to mark the day.

## **Representative student voice**

- The Student Communication team recruited 13 Student Voice Ambassadors who are a representative group of students and ensure all our communications feature the student voice from a variety of backgrounds including underrepresented students.

### **Key actions for 2020/21**

- The University is establishing a new student panel where students will bring their own views and experiences to discussions to shape policy and institution wide strategy. This will be a paid position which will aid inclusion and students from an underrepresented background were encouraged to apply.

### **Other key actions for 2020/21**

- The Student Success & Engagement team will be establishing the Student Services Inclusive Practice Network. The network aims to promote inclusive ways of working and to share good practice amongst the professional teams within Student Services
- There will be specific research and focus groups on the student experience for students who have a household income below £27,000 and receive the Reading Bursary. Findings of these focus groups will be communicated, and key actions or areas of development highlighted.
- The University will apply for the Standalone pledge for estranged students and raise awareness of this group's needs and support available to both the student and staff community.

## Section 4 – Staff and Student Profile

### 4.1 Staff Profile

The University of Reading staff profile taken from a 31 March 2020 snapshot is below:

#### Sex

| Category           | Headcount   | Proportion    |
|--------------------|-------------|---------------|
| Female             | 2435        | 57.9%         |
| Male               | 1772        | 42.1%         |
| <b>Grand Total</b> | <b>4207</b> | <b>100.0%</b> |

#### Ethnicity

| Category           | Headcount   | Proportion    |
|--------------------|-------------|---------------|
| Asian              | 272         | 6.5%          |
| Black              | 87          | 2.1%          |
| Chinese            | 113         | 2.7%          |
| Mixed              | 34          | 0.8%          |
| Other              | 65          | 1.5%          |
| Unknown            | 612         | 14.5%         |
| White              | 3024        | 71.9%         |
| <b>Grand Total</b> | <b>4207</b> | <b>100.0%</b> |

#### Sexual Orientation

| Category                | Headcount   | Proportion    |
|-------------------------|-------------|---------------|
| Bisexual                | 42          | 1.0%          |
| Gay man                 | 47          | 1.1%          |
| Gay woman / lesbian     | 21          | 0.5%          |
| Heterosexual / straight | 1801        | 42.8%         |
| Other                   | 17          | 0.4%          |
| Prefer not to say       | 153         | 3.6%          |
| (blank)                 | 2126        | 50.5%         |
| <b>Grand Total</b>      | <b>4207</b> | <b>100.0%</b> |

#### Religion and Belief

| Category               | Headcount | Proportion |
|------------------------|-----------|------------|
| Agnostic               | 276       | 6.6%       |
| Atheist                | 465       | 11.1%      |
| Buddhist - Hinayana    | 5         | 0.1%       |
| Buddhist - Mahayana    | 14        | 0.3%       |
| Christian - Orthodox   | 113       | 2.7%       |
| Christian - Protestant | 428       | 10.2%      |

|                            |             |               |
|----------------------------|-------------|---------------|
| Christian - Roman Catholic | 211         | 5.0%          |
| Confucianism               | 3           | 0.1%          |
| Hinduism                   | 58          | 1.4%          |
| Islam - Shiite             | 6           | 0.1%          |
| Islam - Sunni              | 40          | 1.0%          |
| Judaism - Orthodox         | 4           | 0.1%          |
| Judaism - Reform           | 6           | 0.1%          |
| Not Specified              | 434         | 10.3%         |
| Other                      | 84          | 2.0%          |
| Sikhism                    | 16          | 0.4%          |
| Taoism                     | 3           | 0.1%          |
| (blank)                    | 2041        | 48.5%         |
| <b>Grand Total</b>         | <b>4207</b> | <b>100.0%</b> |

## 4.2 Student Profile

### 1. All Years

#### Level of Study

| Academic Year | Level of Study |       |      |      | Total        |
|---------------|----------------|-------|------|------|--------------|
|               | IFP&FD         | UG    | PGT  | PGR  |              |
| 2017/8        | 217            | 12076 | 3656 | 1047 | <b>16996</b> |
| 2018/9        | 198            | 12332 | 4183 | 1091 | <b>17804</b> |
| 2019/0        | 242            | 12335 | 5002 | 1155 | <b>18734</b> |

#### Sex

| Academic Year | Value      | Female | Male  | Other | Total        |
|---------------|------------|--------|-------|-------|--------------|
| 2017/8        | Headcount  | 9705   | 7283  | 8     | <b>16996</b> |
| 2017/8        | Percentage | 57.1%  | 42.9% | 0.0%  | <b>100%</b>  |
| 2018/9        | Headcount  | 9958   | 7836  | 10    | <b>17804</b> |
| 2018/9        | Percentage | 55.9%  | 44.0% | 0.1%  | <b>100%</b>  |
| 2019/0        | Headcount  | 10242  | 8476  | 16    | <b>18734</b> |
| 2019/0        | Percentage | 54.7%  | 45.2% | 0.1%  | <b>100%</b>  |

#### Level of Study and Sex

| Level of Study | Academic Year | Value      | Female | Male   | Other | Total        |
|----------------|---------------|------------|--------|--------|-------|--------------|
| IFP&FD         | 2017/8        | Headcount  | 151    | 66     | 0     | <b>217</b>   |
|                |               | Percentage | 69.59% | 30.41% | 0.00% | <b>100%</b>  |
|                | 2018/9        | Headcount  | 153    | 45     | 0     | <b>198</b>   |
|                |               | Percentage | 77.27% | 22.73% | 0.00% | <b>100%</b>  |
|                | 2019/0        | Headcount  | 170    | 72     | 0     | <b>242</b>   |
|                |               | Percentage | 70.25% | 29.75% | 0.00% | <b>100%</b>  |
| UG             | 2017/8        | Headcount  | 6817   | 5258   | 1     | <b>12076</b> |
|                |               | Percentage | 56.45% | 43.54% | 0.01% | <b>100%</b>  |

|     |        |            |        |        |       |              |
|-----|--------|------------|--------|--------|-------|--------------|
|     | 2018/9 | Headcount  | 6864   | 5468   | 0     | <b>12332</b> |
|     |        | Percentage | 55.66% | 44.34% | 0.00% | <b>100%</b>  |
|     | 2019/0 | Headcount  | 6791   | 5541   | 3     | <b>12335</b> |
|     |        | Percentage | 55.05% | 44.92% | 0.02% | <b>100%</b>  |
| PGT | 2017/8 | Headcount  | 2162   | 1489   | 5     | <b>3656</b>  |
|     |        | Percentage | 59.14% | 40.73% | 0.14% | <b>100%</b>  |
|     | 2018/9 | Headcount  | 2351   | 1826   | 6     | <b>4183</b>  |
|     |        | Percentage | 56.20% | 43.65% | 0.14% | <b>100%</b>  |
|     | 2019/0 | Headcount  | 2656   | 2338   | 8     | <b>5002</b>  |
|     |        | Percentage | 53.10% | 46.74% | 0.16% | <b>100%</b>  |
| PGR | 2017/8 | Headcount  | 575    | 470    | 2     | <b>1047</b>  |
|     |        | Percentage | 54.92% | 44.89% | 0.19% | <b>100%</b>  |
|     | 2018/9 | Headcount  | 590    | 497    | 4     | <b>1091</b>  |
|     |        | Percentage | 54.08% | 45.55% | 0.37% | <b>100%</b>  |
|     | 2019/0 | Headcount  | 625    | 525    | 5     | <b>1155</b>  |
|     |        | Percentage | 54.11% | 45.45% | 0.43% | <b>100%</b>  |

#### Department and Sex (2019/0)

| Department                             | Female    |            | Male      |            | Other     |            |
|--|-----------|------------|-----------|------------|-----------|------------|
|  | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Accounting                             | 336       | 47.7%      | 369       | 52.3%      | 0         | 0.0%       |
| Agriculture, Policy & Development      | 314       | 61.7%      | 195       | 38.3%      | 0         | 0.0%       |
| Archaeology                            | 69        | 53.5%      | 60        | 46.5%      | 0         | 0.0%       |
| Art                                    | 209       | 84.6%      | 38        | 15.4%      | 0         | 0.0%       |
| Biological Sciences                    | 664       | 60.7%      | 429       | 39.2%      | 1         | 0.1%       |
| Business & Management                  | 562       | 42.1%      | 771       | 57.8%      | 1         | 0.1%       |
| Chemistry                              | 93        | 45.8%      | 110       | 54.2%      | 0         | 0.0%       |
| Classics                               | 100       | 60.6%      | 65        | 39.4%      | 0         | 0.0%       |
| Computer Science                       | 44        | 13.4%      | 285       | 86.6%      | 0         | 0.0%       |
| Construction Management & Engineering  | 80        | 19.3%      | 334       | 80.7%      | 0         | 0.0%       |
| Economics                              | 164       | 34.1%      | 317       | 65.9%      | 0         | 0.0%       |
| Education                              | 294       | 90.2%      | 32        | 9.8%       | 0         | 0.0%       |
| English Language & Applied Linguistics | 73        | 79.3%      | 19        | 20.7%      | 0         | 0.0%       |
| English Literature                     | 331       | 82.1%      | 72        | 17.9%      | 0         | 0.0%       |
| Film, Theatre & Television             | 107       | 53.5%      | 93        | 46.5%      | 0         | 0.0%       |
| Finance                                | 50        | 36.8%      | 86        | 63.2%      | 0         | 0.0%       |

|   |             |              |             |              |          |             |
|---|-------------|--------------|-------------|--------------|----------|-------------|
| Food & Nutritional Sciences             | 182         | 74.0%        | 64          | 26.0%        | 0        | 0.0%        |
| Geography & Environmental Science       | 316         | 49.8%        | 318         | 50.2%        | 0        | 0.0%        |
| History                                 | 167         | 46.8%        | 190         | 53.2%        | 0        | 0.0%        |
| Languages and Cultures                  | 230         | 63.9%        | 130         | 36.1%        | 0        | 0.0%        |
| Law                                     | 521         | 64.2%        | 291         | 35.8%        | 0        | 0.0%        |
| Mathematics and Statistics              | 165         | 37.2%        | 279         | 62.8%        | 0        | 0.0%        |
| Meteorology                             | 21          | 41.2%        | 30          | 58.8%        | 0        | 0.0%        |
| Philosophy                              | 144         | 55.4%        | 116         | 44.6%        | 0        | 0.0%        |
| Politics & International Relations      | 127         | 38.5%        | 203         | 61.5%        | 0        | 0.0%        |
| Psychology & Clinical Language Sciences | 716         | 86.0%        | 116         | 13.9%        | 1        | 0.1%        |
| Real Estate & Planning                  | 99          | 29.8%        | 233         | 70.2%        | 0        | 0.0%        |
| School of Architecture                  | 97          | 55.4%        | 78          | 44.6%        | 0        | 0.0%        |
| School of Pharmacy                      | 421         | 69.9%        | 181         | 30.1%        | 0        | 0.0%        |
| Typography & Graphic Communication      | 95          | 72.0%        | 37          | 28.0%        | 0        | 0.0%        |
| <b>Total</b>                            | <b>6791</b> | <b>55.1%</b> | <b>5541</b> | <b>44.9%</b> | <b>3</b> | <b>0.0%</b> |

### Ethnicity

| Ethnicity           | 2017/8       |             | 2018/9       |             | 2019/0       |             |
|---------------------|--------------|-------------|--------------|-------------|--------------|-------------|
|                     | Headcount    | Percentage  | Headcount    | Percentage  | Headcount    | Percentage  |
| Arab                | 450          | 2.6%        | 465          | 2.6%        | 504          | 2.7%        |
| Asian (Non Chinese) | 1822         | 10.7%       | 2094         | 11.8%       | 2277         | 12.2%       |
| Black               | 808          | 4.8%        | 940          | 5.3%        | 1005         | 5.4%        |
| Chinese             | 1526         | 9.0%        | 1477         | 8.3%        | 1598         | 8.5%        |
| Mixed               | 605          | 3.6%        | 657          | 3.7%        | 755          | 4.0%        |
| Other               | 167          | 1.0%        | 188          | 1.1%        | 197          | 1.1%        |
| White               | 10855        | 63.9%       | 11126        | 62.5%       | 11312        | 60.4%       |
| Unknown             | 763          | 4.5%        | 857          | 4.8%        | 1086         | 5.8%        |
| <i>BAME</i>         |              |             |              |             |              |             |
| <b>Total</b>        | <b>16996</b> | <b>100%</b> | <b>17804</b> | <b>100%</b> | <b>18734</b> | <b>100%</b> |

**Level of Study and percentage of Ethnicity: BAME**

| Level of Study | 2017/8       | 2018/9       | 2019/0       |
|----------------|--------------|--------------|--------------|
| IFP&FD         | 44.2%        | 31.3%        | 38.4%        |
| UG             | 28.2%        | 30.9%        | 33.2%        |
| PGT            | 40.1%        | 35.9%        | 33.1%        |
| PGR            | 38.9%        | 41.6%        | 42.8%        |
| <b>Total</b>   | <b>31.6%</b> | <b>32.7%</b> | <b>33.8%</b> |

**Level of Study, Domicile and Ethnicity (2019/0)**

| Level of Study | Domicile | Ethnicity | Headcount    |
|----------------|----------|-----------|--------------|
| IFP&FD         | Non-UK   | BAME      | 84           |
| IFP&FD         | Non-UK   | White     | 8            |
| IFP&FD         | Non-UK   | Unknown   | 17           |
| IFP&FD         | UK       | BAME      | 9            |
| IFP&FD         | UK       | White     | 58           |
| IFP&FD         | UK       | Unknown   | 66           |
| UG             | Non-UK   | BAME      | 1388         |
| UG             | Non-UK   | White     | 658          |
| UG             | Non-UK   | Unknown   | 450          |
| UG             | UK       | BAME      | 2705         |
| UG             | UK       | White     | 6948         |
| UG             | UK       | Unknown   | 186          |
| PGT            | Non-UK   | BAME      | 1002         |
| PGT            | Non-UK   | White     | 250          |
| PGT            | Non-UK   | Unknown   | 59           |
| PGT            | UK       | BAME      | 654          |
| PGT            | UK       | White     | 2808         |
| PGT            | UK       | Unknown   | 229          |
| PGR            | Non-UK   | BAME      | 385          |
| PGR            | Non-UK   | White     | 171          |
| PGR            | Non-UK   | Unknown   | 48           |
| PGR            | UK       | BAME      | 109          |
| PGR            | UK       | White     | 411          |
| PGR            | UK       | Unknown   | 31           |
| <b>Total</b>   |          |           | <b>18734</b> |

## Disability status

| Disability status                           | 2017/8       |             | 2018/9       |             | 2019/0       |             |
|---|--------------|-------------|--------------|-------------|--------------|-------------|
|   | Headcount    | Percentage  | Headcount    | Percentage  | Headcount    | Percentage  |
| Disability declared - In receipt of DSA     | 706          | 4.2%        | 817          | 4.6%        | 821          | 4.4%        |
| Disability declared - Not in receipt of DSA | 1426         | 8.4%        | 1737         | 9.8%        | 2003         | 10.7%       |
| No disability declared                      | 14864        | 87.5%       | 15250        | 85.7%       | 15910        | 84.9%       |
| <b>Total</b>                                | <b>16996</b> | <b>100%</b> | <b>17804</b> | <b>100%</b> | <b>18734</b> | <b>100%</b> |

## Level of Study and Disability status

| Level of Study | Academic Year | Values     | Disability declared | No disability declared | Total        |
|----------------|---------------|------------|---------------------|------------------------|--------------|
| IFP&FD         | 2017/8        | Headcount  | 14                  | 203                    | <b>217</b>   |
|                |               | Percentage | 6.5%                | 93.5%                  | <b>100%</b>  |
|                | 2018/9        | Headcount  | 19                  | 179                    | <b>198</b>   |
|                |               | Percentage | 9.6%                | 90.4%                  | <b>100%</b>  |
|                | 2019/0        | Headcount  | 22                  | 220                    | <b>242</b>   |
|                |               | Percentage | 9.1%                | 90.9%                  | <b>100%</b>  |
| UG             | 2017/8        | Headcount  | 1752                | 10324                  | <b>12076</b> |
|                |               | Percentage | 14.5%               | 85.5%                  | <b>100%</b>  |
|                | 2018/9        | Headcount  | 2060                | 10272                  | <b>12332</b> |
|                |               | Percentage | 16.7%               | 83.3%                  | <b>100%</b>  |
|                | 2019/0        | Headcount  | 2234                | 10101                  | <b>12335</b> |
|                |               | Percentage | 18.1%               | 81.9%                  | <b>100%</b>  |
| PGT            | 2017/8        | Headcount  | 280                 | 3376                   | <b>3656</b>  |
|                |               | Percentage | 7.7%                | 92.3%                  | <b>100%</b>  |
|                | 2018/9        | Headcount  | 378                 | 3805                   | <b>4183</b>  |
|                |               | Percentage | 9.0%                | 91.0%                  | <b>100%</b>  |
|                | 2019/0        | Headcount  | 465                 | 4537                   | <b>5002</b>  |
|                |               | Percentage | 9.3%                | 90.7%                  | <b>100%</b>  |
| PGR            | 2017/8        | Headcount  | 86                  | 961                    | <b>1047</b>  |
|                |               | Percentage | 8.2%                | 91.8%                  | <b>100%</b>  |
|                | 2018/9        | Headcount  | 97                  | 994                    | <b>1091</b>  |
|                |               | Percentage | 8.9%                | 91.1%                  | <b>100%</b>  |
|                | 2019/0        | Headcount  | 103                 | 1052                   | <b>1155</b>  |
|                |               | Percentage | 8.9%                | 91.1%                  | <b>100%</b>  |

## Age on entry

| Age on Entry  | 2017/8       |             | 2018/9       |             | 2019/0       |             |
|---------------|--------------|-------------|--------------|-------------|--------------|-------------|
|               | Headcount    | Percentage  | Headcount    | Percentage  | Headcount    | Percentage  |
| 17 or younger | 197          | 1.16%       | 193          | 1.08%       | 213          | 1.14%       |
| 18 to 20      | 10928        | 64.30%      | 10825        | 60.80%      | 10762        | 57.45%      |
| 21 to 24      | 2659         | 15.64%      | 2795         | 15.70%      | 2972         | 15.86%      |
| 25 to 34      | 1758         | 10.34%      | 2066         | 11.60%      | 2474         | 13.21%      |
| 35 or older   | 1450         | 8.53%       | 1925         | 10.81%      | 2311         | 12.34%      |
| Unknown       | 4            | 0.02%       | 0            | 0.00%       | 2            | 0.01%       |
| <b>Total</b>  | <b>16996</b> | <b>100%</b> | <b>17804</b> | <b>100%</b> | <b>18734</b> | <b>100%</b> |

## 2. First Year only

### Age on Entry

| Age on Entry  | 2017/8      |             | 2018/9      |             | 2019/0      |             |
|---------------|-------------|-------------|-------------|-------------|-------------|-------------|
|               | Headcount   | Percentage  | Headcount   | Percentage  | Headcount   | Percentage  |
| 17 or younger | 94          | 1.20%       | 86          | 1.06%       | 112         | 1.34%       |
| 18 to 20      | 4142        | 52.66%      | 3675        | 45.11%      | 3606        | 43.22%      |
| 21 to 24      | 1802        | 22.91%      | 1757        | 21.57%      | 1946        | 23.32%      |
| 25 to 34      | 1102        | 14.01%      | 1405        | 17.25%      | 1453        | 17.42%      |
| 35 or older   | 724         | 9.21%       | 1224        | 15.02%      | 1224        | 14.67%      |
| Unknown       | 1           | 0.01%       | 0           | 0.00%       | 2           | 0.02%       |
| <b>Total</b>  | <b>7865</b> | <b>100%</b> | <b>8147</b> | <b>100%</b> | <b>8343</b> | <b>100%</b> |

## Religion or belief

| Religion or Belief           | 2017/8      |                | 2018/9      |                | 2019/0      |                |
|------------------------------|-------------|----------------|-------------|----------------|-------------|----------------|
|                              | Headcount   | Percentage     | Headcount   | Percentage     | Headcount   | Percentage     |
| Any other religion or belief | 80          | 1.02%          | 77          | 0.95%          | 81          | 0.97%          |
| Buddhist                     | 237         | 3.01%          | 222         | 2.72%          | 222         | 2.66%          |
| Christian                    | 2425        | 30.83%         | 2321        | 28.49%         | 2262        | 27.11%         |
| Hindu                        | 198         | 2.52%          | 226         | 2.77%          | 241         | 2.89%          |
| Information refused          | 747         | 9.50%          | 1030        | 12.64%         | 1158        | 13.88%         |
| Jewish                       | 21          | 0.27%          | 31          | 0.38%          | 31          | 0.37%          |
| Muslim                       | 627         | 7.97%          | 737         | 9.05%          | 766         | 9.18%          |
| No religion                  | 3356        | 42.67%         | 3319        | 40.74%         | 3386        | 40.58%         |
| Sikh                         | 109         | 1.39%          | 120         | 1.47%          | 111         | 1.33%          |
| Spiritual                    | 65          | 0.83%          | 64          | 0.79%          | 85          | 1.02%          |
| <b>Total</b>                 | <b>7865</b> | <b>100.00%</b> | <b>8147</b> | <b>100.00%</b> | <b>8343</b> | <b>100.00%</b> |

## Sexual Orientation

| Sexual Orientation     | 2017/8      |                | 2018/9      |                | 2019/0      |                |
|------------------------|-------------|----------------|-------------|----------------|-------------|----------------|
|                        | Headcount   | Percentage     | Headcount   | Percentage     | Headcount   | Percentage     |
| Bisexual               | 212         | 2.70%          | 188         | 2.31%          | 240         | 2.88%          |
| Gay man                | 78          | 0.99%          | 82          | 1.01%          | 93          | 1.11%          |
| Gay woman/<br>lesbian  | 21          | 0.27%          | 40          | 0.49%          | 45          | 0.54%          |
| Heterosexual           | 6325        | 80.42%         | 6418        | 78.78%         | 6444        | 77.24%         |
| Other                  | 132         | 1.68%          | 149         | 1.83%          | 122         | 1.46%          |
| Information<br>refused | 797         | 10.13%         | 861         | 10.57%         | 886         | 10.62%         |
| Unknown                | 300         | 3.81%          | 409         | 5.02%          | 513         | 6.15%          |
| <b>Total</b>           | <b>7865</b> | <b>100.00%</b> | <b>8147</b> | <b>100.00%</b> | <b>8343</b> | <b>100.00%</b> |

## Section 5 – Diversity and Inclusion Data

### 5.1 Staff Data

**Table 1 – Summary of changes to the Personal Titles Process**

|                |  |
|----------------|--|
| <b>2017/18</b> | <ul style="list-style-type: none"><li>▪ Re written the criteria to be clearer with a requirement for evidence.</li><li>▪ Been clearer on the requirements for success.</li><li>▪ Requested a commentary which outlines how the achievements compare to what would be expected in that discipline.</li></ul>  |
| <b>2018/19</b> | <ul style="list-style-type: none"><li>▪ Contextual statement submission for seconded staff introduced (Form C).</li><li>▪ Promotion explicitly open to all academic staff in the University group.</li><li>▪ Personal circumstances process amended to ensure candidate and Head of School agree statement before submission to committee.</li><li>▪ Final year where candidates on TI or T&amp;R contract will be permitted to submit an application without already having achieved HEA status.</li></ul>  |
| <b>2019/20</b> | <ul style="list-style-type: none"><li>▪ As previously announced, all applicants must have achieved FHEA or equivalent prior to making an application.</li><li>▪ All contextual statements must include a statement on the convention on multiple authorship, if any, commonly accepted within the discipline.</li><li>▪ External assessments will no longer be requested for Associate Professor applications. For promotion to Professor, at least one external assessment will be required.</li><li>▪ The application form has been revised to remove responsibility for the provision of potential external assessors from the candidates – instead, Schools will be asked to provide this information after the School Personal Titles Committee has determined which cases will go forward to the University committee.</li><li>▪ From 2019/20, the School committee will be asked to indicate whether or not the candidate has demonstrated sufficient sustained quality by indicating yes or no only (rather than scoring 1-6 as in previous years). It is required that where a candidate is judged by the School not to have demonstrated sustained quality, the application will not be recommended to the University committee.</li></ul> |

|                |   |
|----------------|---|
| <b>2020/21</b> | <ul style="list-style-type: none"> <li>▪ In relation to R3, PGR funding is not to be counted towards Research Income – this should instead be included within R4.</li> <li>▪ In relation to T5, scholarship is required to demonstrate impact and ‘identifying market need and establishing and running a financially significant new programme’ has been added as an example of evidence of income generation.</li> <li>▪ The boxes on the application form have been divided into two columns, labelled ‘Claims’ and ‘Evidence’. The word limit is still 300 words per criterion and this should be divided across these two columns.</li> <li>▪ It has been clarified that it is the responsibility of the Head of School to ensure Contextual Statement Part Bs are produced.</li> <li>▪ In relation to Personal Circumstances, it is recognised that the effects of COVID-19 and associated circumstances on the productivity of academic staff will be variable. If an applicant believes that there is a particular effect on them which should be captured, they should raise it with their Head of School and if so agreed by the Head of School, effects on defined criteria should be part of the Personal Circumstances Agreed Statement.</li> <li>▪ Candidates are now permitted to describe the personal circumstances themselves on their Personal Circumstances Declaration Form, although this is not required. The requirement that Personal Circumstances Agreed Statements must not describe the nature of the personal circumstances is unchanged.</li> <li>▪ If the candidate has a disability, this may (with the permission of the applicant) be recorded in the Personal Circumstances Agreed Statement (without disclosing the nature of any disability), in which case it should be noted what reasonable adjustments, if any, have been made in relation to the criteria.</li> <li>▪ Further information has been provided in relation to probation (section 3.9).</li> </ul> |
|----------------|---|

**Table 2 – Personal Titles Summary – Total Successful Applications for Associate Professor and Professor (by Sex)**

|        | Successful applicants as a % of the number of applicants in that sex. Actual no. in brackets. |                |                |                |                | Successful male or female applicants as % of total successful applicants. Actual no. in brackets. |                |                |                |                |
|--------|---|----------------|----------------|----------------|----------------|---|----------------|----------------|----------------|----------------|
|        | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          |
| Male   | 77%<br>(23/30)  | 74%<br>(23/31) | 70%<br>(32/46) | 74%<br>(37/51) | 50%<br>(18/36) | 59%<br>(23/39)  | 43%<br>(23/53) | 47%<br>(32/68) | 44%<br>(37/85) | 32%<br>(18/56) |
| Female | 76%<br>(16/21)  | 73%<br>(30/41) | 75%<br>(36/48) | 75%<br>(48/64) | 69%<br>(38/55) | 41%<br>(16/39)  | 57%<br>(30/53) | 53%<br>(36/68) | 56%<br>(48/85) | 68%<br>(38/56) |

**Table 2a. Personal Titles Summary – Successful Applications for Associate Professor (by Sex)**

|        | Successful applicants as a % of the number of applicants in that sex. Actual no. in brackets. |                |                |                |                | Successful male or female applicants as % of total successful applicants. Actual no. in brackets. |                |                |                |                |
|--------|---|----------------|----------------|----------------|----------------|---|----------------|----------------|----------------|----------------|
|        | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          |
| Male   | 78%<br>(14/18)  | 85%<br>(17/20) | 80%<br>(24/30) | 79%<br>(22/28) | 48%<br>(10/21) | 51%<br>(14/27)  | 48%<br>(17/38) | 60%<br>(24/40) | 48%<br>(22/46) | 28%<br>(10/36) |
| Female | 81%<br>(13/16)  | 75%<br>(21/28) | 76%<br>(16/21) | 67%<br>(24/36) | 76%<br>(26/34) | 49%<br>(13/27)  | 52%<br>(21/38) | 40%<br>(16/40) | 52%<br>(24/46) | 72%<br>(26/36) |

**Table 2b. Personal Titles Summary – Successful Applications for Professor (by Sex)**

|        | Successful applicants as a % of the number of applicants in that sex. Actual no. in brackets. |               |                |                |                | Successful male or female applicants as % of total successful applicants. Actual no. in brackets. |               |                |                |                |
|--------|---|---------------|----------------|----------------|----------------|---|---------------|----------------|----------------|----------------|
|        | 15/16   | 16/17         | 17/18          | 18/19          | 19/20          | 15/16   | 16/17         | 17/18          | 18/19          | 19/20          |
| Male   | 75%<br>(9/12)   | 54%<br>(6/11) | 50%<br>(8/16)  | 65%<br>(15/23) | 53%<br>(8/15)  | 75%<br>(9/12)   | 40%<br>(6/15) | 29%<br>(8/28)  | 38%<br>(15/39) | 40%<br>(8/20)  |
| Female | 60%<br>(3/5)  | 69%<br>(9/13) | 74%<br>(20/27) | 86%<br>(24/28) | 57%<br>(12/21) | 25%<br>(3/12)   | 60%<br>(9/15) | 71%<br>(20/28) | 62%<br>(24/39) | 60%<br>(12/20) |

**Table 3 – Applications for Associate Professor via Personal Titles (by Sex)**

|        | Percentage of applicants against sex baseline (total numbers of staff of each sex eligible to apply). |              |              |              |              |
|--------|---|--------------|--------------|--------------|--------------|
|        | 15/16   | 16/17        | 17/18        | 18/19        | 19/20        |
| Male   | 9% (18/202)   | 10% (20/197) | 15% (30/206) | 9% (28/201)  | 11% (21/189) |
| Female | 8% (16/205)   | 13% (28/214) | 9% (21/225)  | 16% (36/225) | 15% (34/228) |

**Table 4 – Applications for Professor via Personal Titles (by Sex)**

|        | Percentage of applicants against sex baseline (total numbers of staff of each sex eligible to apply). |             |              |              |              |
|--------|---|-------------|--------------|--------------|--------------|
|        | 15/16   | 16/17       | 17/18        | 18/19        | 19/20        |
| Male   | 8% (12/150)   | 8% (11/145) | 11% (16/148) | 16% (23/146) | 9% (15/158)  |
| Female | 4% (5/130)  | 9% (13/140) | 17% (27/156) | 18% (28/154) | 14% (21/150) |

*Please note that only candidates who made it to the University stage are included in the above data. Applicants who weren't successful at the School stage have been omitted.*

**Table 5 – Reward Processes (by Sex)**

|                              | 15/16                            | 16/17                            | 17/18                                  | 18/19                            | 19/20                                  |
|------------------------------|----------------------------------|----------------------------------|--|----------------------------------|--|
| <b>Additional Increment</b>  | 10 Male - 39%<br>16 Female - 61% | 12 Male – 32%<br>26 Female – 68% | 11 Male - 24.44%<br>34 Female - 75.56% | 7 Male – 24%<br>22 Female – 76%  | 15 Male – 32.61%<br>31 Female – 67.39% |
| <b>Contribution Points</b>   | 14 Male - 44%<br>11 Female-(56%) | 19 Male – 32%<br>40 Female – 68% | 15 Male - 28.30%<br>38 Female - 71.70% | 12 Male – 30%<br>28 Female – 70% | 16 Male – 44.44%<br>20 Female – 55.56% |
| <b>Merit Based Promotion</b> | 5 Male - 71%<br>2 Female - 29%   | 3 Male – 43%<br>4 Female – 57%   | 2 Male - 33.33%<br>3 Female - 66.67 %  | 3 Male – 50%<br>3 Female – 50%   | 5 Male – 45.45%<br>6 Female – 54.55%   |

**Table 6 – Lump Sum (by Sex)**

|                       | 15/16   | 16/17  | 17/18  | 18/19  | 19/20  |
|-----------------------|---|--|--|--|--|
| <b>Number Awarded</b> | 154 Male - 36%<br>275 Female - 64%                        | 192 Male – 41%<br>281 Female – 59%                         | 220 Male- 42.3%<br>300 Female - 57.7%                      | 191 Male – 35%<br>349 Female – 65%                             | 199 Male – 32%<br>424 Female – 68%                             |
| <b>Average Value</b>  | £530.10 Male<br>£537.41 Female<br><i>Difference £7.31</i> | £457.31 Male<br>£483.10 Female<br><i>Difference £25.79</i> | £831.72 Male<br>£758.53 Female<br><i>Difference £73.19</i> | £533.32 – Male<br>£464.39 – Female<br><i>Difference £68.93</i> | £455.23 – Male<br>£387.29 – Female<br><i>Difference £67.94</i> |

**Table 7 – Celebrating Success (by Sex)**

|               | 15/16     | 16/17     | 17/18        | 18/19     | 19/20        |
|---------------|-----------|-----------|--------------|-----------|--------------|
| <b>Male</b>   | 220 (34%) | 221 (30%) | 192 (34.97%) | 296 (34%) | 308 (33.59%) |
| <b>Female</b> | 429 (66%) | 524 (70%) | 357 (65.03%) | 565 (66%) | 609 (66.41%) |

**Table 8 – Gender Pay Gap**

|  | As at 31 March 2017 | As at 31 March 2018 | As at 31 March 2019 |
|--|---------------------|---------------------|---------------------|
| <b>Gender Pay gap (difference in mean hourly rate)</b>   | 19.58%              | 20.51%              | 18.33%              |
| <b>Gender Pay gap (difference in median hourly rate)</b> | 20.99%              | 18.52%              | 18.48%              |

**Table 9 – Personal Titles Summary – Successful Applications for Associate Professor and Professor (by Ethnicity)\***

|         | Successful applicants as a % of the number of applicants in that category. Actual no. in brackets. |                |                |                |                | Successful male or female applicants as % of total successful applicants. Actual no. in brackets. |                |                |                |                |
|---------|--|----------------|----------------|----------------|----------------|---|----------------|----------------|----------------|----------------|
|         | 15/16  | 16/17          | 17/18          | 18/19          | 19/20          | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          |
| White   | 74%<br>(29/39)   | 75%<br>(45/60) | 76%<br>(59/78) | 72%<br>(65/90) | 64%<br>(48/75) | 74%<br>(29/39)  | 85%<br>(45/53) | 87%<br>(59/68) | 76%<br>(65/85) | 86%<br>(48/56) |
| BAME    | 78%<br>(7/9)   | 50%<br>(4/8)   | 60%<br>(9/15)  | 79%<br>(15/19) | 55%<br>(6/11)  | 18%<br>(7/39)   | 8%<br>(4/53)   | 13%<br>(9/68)  | 17%<br>(15/85) | 11%<br>(6/56)  |
| Unknown | 100%<br>(3/3)  | 100%<br>(4/4)  | 0%<br>(0/1)    | 83%<br>(5/6)   | 40%<br>(2/5)   | 8%<br>(3/39)  | 8%<br>(4/53)   | 0%<br>(0/68)   | 6%<br>(5/85)   | 4%<br>(2/56)   |

**Table 9a. Personal Titles Summary – Successful Applications for Associate Professor (by Ethnicity)\***

|         | Successful applicants as a % of the number of applicants in that category. Actual no. in brackets. |                |                |                |                | Successful male or female applicants as % of total successful applicants. Actual no. in brackets. |                |                |                |                |
|---------|--|----------------|----------------|----------------|----------------|---|----------------|----------------|----------------|----------------|
|         | 15/16  | 16/17          | 17/18          | 18/19          | 19/20          | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          |
| White   | 79%<br>(22/28)   | 82%<br>(32/39) | 83%<br>(33/40) | 72%<br>(34/47) | 70%<br>(30/43) | 81%<br>(22/27)  | 84%<br>(32/38) | 83%<br>(33/40) | 74%<br>(34/46) | 83%<br>(30/36) |
| BAME    | 75%<br>(3/4)   | 50%<br>(3/6)   | 70%<br>(7/10)  | 67%<br>(8/12)  | 56%<br>(5/9)   | 11%<br>(3/27)   | 8%<br>(3/38)   | 18%<br>(7/40)  | 17%<br>(8/46)  | 14%<br>(5/36)  |
| Unknown | 100%<br>(2/2)  | 100%<br>(3/3)  | 0%<br>(0/1)    | 80%<br>(4/5)   | 33%<br>(1/3)   | 7%<br>(2/27)  | 8%<br>(3/38)   | 0%<br>(0/40)   | 9%<br>(4/46)   | 3%<br>(1/36)   |

**Table 9b. Personal Titles Summary – Successful Applications for Professor (by Ethnicity)\***

|         | Successful applicants as a % of the number of applicants in that category. Actual no. in brackets. |                |                |                |                | Successful male or female applicants as % of total successful applicants. Actual no. in brackets. |                |                |                |                |
|---------|--|----------------|----------------|----------------|----------------|---|----------------|----------------|----------------|----------------|
|         | 15/16  | 16/17          | 17/18          | 18/19          | 19/20          | 15/16   | 16/17          | 17/18          | 18/19          | 19/20          |
| White   | 63%<br>(7/11)  | 62%<br>(13/21) | 68%<br>(26/38) | 72%<br>(31/43) | 56%<br>(18/32) | 58%<br>(7/12)   | 87%<br>(13/15) | 93%<br>(26/28) | 79%<br>(31/39) | 90%<br>(18/20) |
| BAME    | 80%<br>(4/5)   | 50%<br>(1/2)   | 40%<br>(2/5)   | 100%<br>(7/7)  | 50%<br>(1/2)   | 33%<br>(4/12)   | 7%<br>(1/15)   | 7%<br>(2/28)   | 18%<br>(7/39)  | 5%<br>(1/20)   |
| Unknown | 100%<br>(1/1)  | 100%<br>(1/1)  | N/A            | 100%<br>(1/1)  | 50%<br>(1/2)   | 8%<br>(1/12)  | 7%<br>(1/15)   | 0%<br>(0/28)   | 3%<br>(1/39)   | 5%<br>(1/20)   |

**Table 10 – Applications for Associate Professor via Personal Titles (by Ethnicity)\***

|         | Percentage of applicants against baseline (total numbers of staff of each sex eligible to apply). |              |              |              |              |
|---------|---|--------------|--------------|--------------|--------------|
|         | 15/16   | 16/17        | 17/18        | 18/19        | 19/20        |
| White   | 9% (28/318)   | 18% (39/217) | 13% (40/309) | 16% (47/297) | 15% (43/291) |
| BAME    | 7% (4/56)   | 9% (6/65)    | 14% (10/73)  | 16% (12/73)  | 13% (9/69)   |
| Unknown | 6% (2/33)   | 10% (3/29)   | 2% (1/49)    | 9% (5/56)    | 5% (3/57)    |

**Table 11 – Applications for Professor via Personal Titles (by Ethnicity)\***

|         | Percentage of applicants against baseline (total numbers of staff of each sex eligible to apply). |             |              |              |              |
|---------|---|-------------|--------------|--------------|--------------|
|         | 15/16   | 16/17       | 17/18        | 18/19        | 19/20        |
| White   | 5% (11/241)   | 9% (21/245) | 15% (38/256) | 17% (43/251) | 13% (32/256) |
| BAME    | 16% (5/31)  | 6% (2/32)   | 16% (5/31)   | 23% (7/31)   | 6% (2/34)    |
| Unknown | 1% (1/81)   | 13% (1/8)   | 0% (0/17)    | 6% (1/18)    | 11% (2/18)   |

*\*Please note that only candidates who made it to the University stage are included in the above data. Applicants who weren't successful at the faculty/ school stage have been omitted.*

**Table 12 - Reward Processes (by Ethnicity)**

|                       | 15/16                               | 16/17                               | 17/18  | 18/19   | 19/20  |
|-----------------------|-------------------------------------|-------------------------------------|--|---|--|
| Additional Increment  | 27% BAME<br>69% White<br>4% Unknown | 11% BAME<br>87% White<br>2% Unknown | 3 BAME - 6.67%<br>41 White -<br>91.11%<br>1 Unknown -<br>2.22% | 5 BAME –<br>17.24%<br>21 White –<br>72.41%<br>3 Unknown –<br>10.35% | 6 BAME – 13.04%<br>40 White –<br>86.96%<br>0 Unknown           |
| Contribution Points   | 8% BAME<br>84% White<br>8% Unknown  | 5% BAME<br>93% White<br>2% Unknown  | 4 BAME - 7.55 %<br>49 White -<br>92.45%<br>0 Unknown –<br>0%   | 6 BAME – 15%<br>34 White – 85%<br>0 Unknown –<br>0%                 | 3 BAME – 8.33%<br>32 White –<br>88.89%<br>1 Unknown –<br>2.78% |
| Merit Based Promotion | 0% BAME<br>100% White<br>0% Unknown | 0% BAME<br>100% White<br>0% Unknown | 1 BAME -16.67%<br>5 White –<br>83.33%<br>0 Unknown –<br>0%     | 2 BAME –<br>33.33%<br>4 White –<br>66.66%<br>0 Unknown –<br>0%      | 2 BAME – 18.18%<br>9 White – 81.82%<br>0 Unknown               |

**Table 13 - Lump Sum (by Ethnicity)**

|                | 15/16  | 16/17  | 17/18   | 18/19  | 19/20   |
|----------------|--|--|---|--|---|
| Number Awarded | 32 BAME - 7%<br>373 White - 87%<br>22 Unknown - 6%   | 42 BAME – 9%<br>412 White – 87%<br>19 Unknown - 4% | 45 BAME-8.65%<br>445 White-85.58%<br>30 Unknown - 5.77% | 45 BAME – 8%<br>451 White – 84%<br>44 Unknown – 8%     | 47 BAME – 7.54%<br>535 White – 85.87%<br>41 Unknown – 6.58% |
| Average Value  | £471.88 BAME<br>£544.84 White<br>Difference = £72.96 | £425 BAME<br>£480.47 White<br>Difference=£55.47    | £501.80 BAME<br>£827.13 White<br>Difference=£325.33     | £412.22 – BAME<br>£497.13 – White<br>Difference=£84.91 | £357.98 – BAME<br>£415.09 – White<br>£387.80 - Unknown      |

**Table 14 - Celebrating Success (by Ethnicity)**

|       | 15/16     | 16/17     | 17/18        | 18/19      | 19/20         |
|-------|-----------|-----------|--------------|------------|---------------|
| BAME  | 57 (9%)   | 82 (12%)  | 59 (10.75%)  | 81 (9%)*   | 119 (12.98%)* |
| White | 570 (91%) | 612 (88%) | 469 (85.43%) | 700 (81%)* | 773 (84.30%)* |

\*This does not add up to 100% as a number of awards were given to staff who have not declared their ethnicity

**Table 15 – Ethnicity Pay Gap**

|  | 15/16  | 16/17  | 17/18  | 18/19                              | 19/20                                |
|--|--------|--------|--------|------------------------------------|--------------------------------------|
|  | 20.06% | 19.80% | 14.23% | 20.98% (mean)*<br>23.30% (median)* | 15.43% (mean)**<br>20.97% (median)** |

\* This uses the same data set as the Gender Pay Gap figures for the mandatory Gender Pay Gap report i.e. snapshot date as at 31<sup>st</sup> March 2018

\*\* This uses the same data set as the Gender Pay Gap figures for the mandatory Gender Pay Gap report i.e. snapshot date as at 31<sup>st</sup> March 2019

**Table 16 – Grievance Data**

|              |   |
|--------------|---|
| <b>15/16</b> | <ul style="list-style-type: none"> <li>1 grievance re maternity leave, settled outside of the formal process</li> <li>1 disciplinary with a race equality element – final written warning</li> </ul>  |
| <b>16/17</b> | <ul style="list-style-type: none"> <li>There were no grievance or disciplinary matters that had a D&amp;I element in the 2016/17 academic year</li> </ul>   |
| <b>17/18</b> | <ul style="list-style-type: none"> <li>9 grievances related to D&amp;I (1 exit outside of formal process, 1 not pursued by the aggrieved, 6 not upheld, 1 in progress)</li> </ul>   |
| <b>18/19</b> | <ul style="list-style-type: none"> <li>13 grievances in total</li> <li>5 cases related to D&amp;I (race, gender, pregnancy /maternity, and age)</li> <li>Of the 13, 2 were upheld 8 were not upheld 2 resolved outside of the formal process and 2 were not progressed.</li> <li>13 disciplinary cases in total</li> <li>3 cases related to DI (disability, gender)</li> <li>Of the 13, 2 resulted in no action, 4 resulted in a written warning, 2 resulted in final written warnings, 4 were not progressed (for example, because the individual resigned or was made redundant), and 1 is still in progress</li> </ul> |
| <b>19/20</b> | <ul style="list-style-type: none"> <li>9 in total</li> <li>Of which 4 cases related to DI (disability and gender)</li> </ul>  |

**Table 17 – Contact with Harassment Advisors**

|       |   |
|-------|---|
| 15/16 | <ul style="list-style-type: none"> <li>• 4 contacts</li> <li>• 1 relating to D&amp;I (sexual harassment)</li> </ul>   |
| 16/17 | <ul style="list-style-type: none"> <li>• 8 contacts</li> <li>• 6 related to D&amp;I (sexual 2, racial 2, pregnancy 1, gender 1)</li> </ul>                      |
| 17/18 | <ul style="list-style-type: none"> <li>• 5 contacts (2 staff, 3 students)</li> <li>• 4 related to D&amp;I (gender, sexual orientation, race and age)</li> </ul> |
| 18/19 | <ul style="list-style-type: none"> <li>• 3 contacts</li> <li>• 2 related to D&amp;I (sexual harassment and gender)</li> </ul>                                   |
| 19/20 | <ul style="list-style-type: none"> <li>• 2 contacts in total</li> <li>• Neither related to a DI issue</li> </ul>  |

**Table 18 – Contact with HARC Advisors**

|       |   |
|-------|---|
| 15/16 | <ul style="list-style-type: none"> <li>• 1 contact, not related to D&amp;I</li> </ul>   |
| 16/17 | <ul style="list-style-type: none"> <li>• 2 contacts, not related to D&amp;I</li> </ul>  |
| 17/18 | <ul style="list-style-type: none"> <li>• 3 contacts</li> <li>• 1 contact related to D&amp;I (disability)</li> </ul>   |
| 18/19 | <ul style="list-style-type: none"> <li>• 2 contacts, not related to D&amp;I</li> </ul>  |
| 19/20 | <p>HARC Advisors are no longer active.</p> <p>The <b>Wellbeing Peer Support Network</b> has been established. It is a network of trained University staff who are a first point of contact if staff are experiencing a mental health issue, poor wellbeing or emotional distress. All Wellbeing Peer Support volunteers have undertaken a comprehensive two day Mental Health awareness and skills course that has provided them with a deeper understanding of the issues that impact on and relate to people's mental health.</p> <ul style="list-style-type: none"> <li>• 32 contacts in total</li> <li>• Of which 16 from males and 16 from females</li> <li>• Enquiry type: 8 related to personal issue; 10 related to a work place issue; 14 related to a combination of work related and personal issues.</li> </ul> |

**Table 19 – Committees Data (By Sex)**

|  | 15/16     |           | 16/17     |           | 17/18     |           | 18/19       |             | 19/20                    |                          |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------------|--------------------------|--------------------------|
|  | F         | M         | F         | M         | F         | M         | F           | M           | F                        | M                        |
| <b>Council</b>   | 10<br>34% | 19<br>66% | 11<br>37% | 19<br>63% | 10<br>37% | 17<br>63% | 10<br>38.5% | 16<br>61.5% | <b>9</b><br><b>53%</b>   | <b>8</b><br><b>47%</b>   |
| <b>Strategy and Finance Committee</b>                                | 2<br>17%  | 10<br>83% | 2<br>17%  | 10<br>83% | 2<br>17%  | 10<br>83% | 2<br>17%    | 10<br>83%   | <b>3</b><br><b>30%</b>   | <b>7</b><br><b>70%</b>   |
| <b>University Board of Teaching, Learning and Student Experience</b> | 9<br>56%  | 7<br>64%  | 8<br>53%  | 7<br>47%  | 9<br>56%  | 7<br>64%  | 9<br>60%    | 6<br>40%    | <b>8</b><br><b>73%</b>   | <b>3</b><br><b>27%</b>   |
| <b>University Board of Research and Innovation</b>                   | 11<br>50% | 11<br>50% | 11<br>52% | 10<br>48% | 12<br>52% | 11<br>48% | 9<br>39.1%  | 14<br>60.9% | <b>4</b><br><b>29%</b>   | <b>10</b><br><b>71%</b>  |
| <b>Senate</b>  | 28<br>38% | 45<br>62% | 34<br>41% | 49<br>59% | 47<br>59% | 33<br>41% | 33<br>47.7% | 31<br>50.8% | <b>27</b><br><b>50%</b>  | <b>27</b><br><b>50%</b>  |
| <b>University Executive Board</b>                                    | 0<br>0%   | 7<br>100% | 1<br>14%  | 6<br>86%  | 1<br>14%  | 6<br>86%  | 2<br>25%    | 6<br>75%    | <b>3</b><br><b>37.5%</b> | <b>5</b><br><b>62.5%</b> |
| <b>Remuneration Committee</b>  |           |           |           |           | 2<br>33%  | 4<br>67%  | 2<br>40%    | 3<br>60%    | <b>3</b><br><b>50%</b>   | <b>3</b><br><b>50%</b>   |

**Table 20 – Committees Data (By Ethnicity)**

|   | 16/17   | 17/18   | 18/19  | 19/20   |
|---|---|---|--|---|
| <b>Senate</b>                           | 72 (87%) White<br>4 (5%) BAME<br>7 (8%) Unknown | 71 (89%) White<br>3 (4%) BAME<br>6 (8%) Unknown | 55 (84.6%) White<br>5 (7.7%) BAME<br>3 (4.6%) Unknown<br>2 (3.1%) Info refused | 48 (84.2%) White<br>3 (5.3%) BAME<br>3 (5.3%) Unknown |
| <b>Council</b>                          | 29 (97%) White<br>1 (3%) BAME                   | 26 (96%) White<br>1 (4%) BAME                   | 23 (88.5%) White<br>3 (11.5%) BAME   | 15 (88.2%) White<br>2 (11.7%) BAME                    |
| <b>University Executive Board</b>       | 7 (100%) White                                  | 7 (100%) White                                  | 7 (87.5%) White<br>1 (12.5%) BAME  | 7 (87.5%) White<br>1 (12.5%) BAME                     |
| <b>Strategy &amp; Finance Committee</b> | 12 (100%) White                                 | 12 (100%) White                                 | 12 (100%) White  | 10 (100%) White                                       |

**Table 21 – Declaration Rates**

| Protected Characteristic | 15/16  | 16/17  | 17/18  | 18/19  | 19/20 |
|--------------------------|--------|--------|--------|--------|-------|
| Gender                   | 100%   | 99.96% | 100%   | 100%   | 100%  |
| Ethnicity                | 93.15% | 87.35% | 93.18% | 92.73% | 93.1% |
| Disability               | 92.43% | 86.58% | 78%    | 70.89% | 72.8% |
| Sexual Orientation       | 56.82% | 56.83% | 52.87% | 48.79% | 50%   |
| Age                      | 100%   | 100%   | 100%   | 100%   | 100%  |
| Religion or Belief       | 51.78% | 51.57% | 47.25% | 43.74% | 44.7% |

**Table 22 – Recruitment, Applications (by Sex)**

| Gender  | Count | Percentage |
|---------|-------|------------|
| Female  | 6886  | 54%        |
| Male    | 5267  | 41%        |
| Unknown | 96    | 1%         |
| [blank] | 594   | 5%         |

**Table 23 – Recruitment, Applications (by Disability Status)**

| Disability status | Count | Percentage |
|-------------------|-------|------------|
| Disabled          | 78    | 1%         |
| Not disabled      | 756   | 6%         |
| Prefer not to say | 611   | 5%         |
| [blank]           | 11398 | 89%        |

**Table 24 – Recruitment, Applications (by Ethnicity)**

| Ethnicity         | Count | Percentage |
|-------------------|-------|------------|
| BAME              | 4903  | 38%        |
| White             | 6812  | 53%        |
| Prefer not to say | 454   | 4%         |
| Not Known         | 79    | 1%         |
| [blank]           | 595   | 5%         |

**Table 25 – Recruitment, Success Rates of Applicants by Sex (as a percentage of applications from that sex)** N.B. Rows may not add up to 100% due to rounding

| Gender  | Not shortlisted |            | Interviewed by not successful |            | Successful |            |
|---------|-----------------|------------|-------------------------------|------------|------------|------------|
|         | Count           | Percentage | Count                         | Percentage | Count      | Percentage |
| Female  | 5705            | 82.8%      | 687                           | 10.0%      | 494        | 7.2%       |
| Male    | 4558            | 86.5%      | 441                           | 8.4%       | 268        | 5.1%       |
| Unknown | 84              | 87.5%      | 6                             | 6.3%       | 6          | 6.3%       |
| [blank] | 4               | 0.7%       | 3                             | 0.5%       | 587        | 98.8%      |

**Table 26 – Recruitment, Success Rates of Applicants by Disability (as a percentage of applicants of that disability status)**

| Disability status | Not shortlisted |            | Interviewed by not successful |            | Successful |            |
|-------------------|-----------------|------------|-------------------------------|------------|------------|------------|
|                   | Count           | Percentage | Count                         | Percentage | Count      | Percentage |
| Disabled          | 46              | 59.0%      | 14                            | 17.9%      | 18         | 23.1%      |
| Not disabled      | 525             | 69.4%      | 100                           | 13.2%      | 131        | 17.3%      |
| Prefer not to say | 410             | 67.1%      | 78                            | 12.8%      | 123        | 20.1%      |
| [blank]           | 9370            | 82.2%      | 945                           | 8.3%       | 1083       | 9.5%       |

N.B. Rows may not add up to 100% due to rounding

**Table 27 – Recruitment, Success Rates of applicants by ethnicity (as a percentage of applicants of that ethnicity)**

| Ethnicity         | Not shortlisted |            | Interviewed by not successful |            | Successful |            |
|-------------------|-----------------|------------|-------------------------------|------------|------------|------------|
|                   | Count           | Percentage | Count                         | Percentage | Count      | Percentage |
| BAME              | 4367            | 89.1%      | 337                           | 6.9%       | 199        | 4.1%       |
| White             | 5538            | 81.3%      | 743                           | 10.9%      | 531        | 7.8%       |
| Prefer not to say | 379             | 83.5%      | 43                            | 9.5%       | 32         | 7.0%       |
| Not Known         | 62              | 78.5%      | 11                            | 13.9%      | 6          | 7.6%       |
| [blank]           | 5               | 0.8%       | 3                             | 0.5%       | 587        | 98.7%      |

N.B. Rows may not add up to 100% due to rounding

## 5.2 Student Data

**Table 1 - UoR UG admissions by gender over three years**

|                       |                            | 2017/8       |                | 2018/9       |                | 2019/0       |                |
|-----------------------|----------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
|                       |                            | Headcount    | Percentage     | Headcount    | Percentage     | Headcount    | Percentage     |
| Female                | Applications               | 12456        | 53.80%         | 11940        | 53.72%         | 10980        | 53.65%         |
|                       | Offers                     | 10962        | 54.49%         | 10198        | 54.17%         | 9455         | 54.69%         |
|                       | Enrols                     | 2468         | 53.47%         | 2392         | 53.54%         | 2446         | 53.66%         |
|                       | Offers as % of Apps        |              | 88.01%         |              | 85.41%         |              | 86.11%         |
|                       | Enrols as % of Apps        |              | 19.81%         |              | 20.03%         |              | 22.28%         |
| Male                  | Applications               | 10696        | 46.20%         | 10283        | 46.27%         | 9485         | 46.34%         |
|                       | Offers                     | 9155         | 45.50%         | 8626         | 45.82%         | 7830         | 45.29%         |
|                       | Enrols                     | 2146         | 46.49%         | 2075         | 46.44%         | 2110         | 46.29%         |
|                       | Offers as % of Apps        |              | 85.59%         |              | 83.89%         |              | 82.55%         |
|                       | Enrols as % of Apps        |              | 20.06%         |              | 20.18%         |              | 22.25%         |
| Other/<br>Unspecified | Applications               | 2            | 0.01%          | 2            | 0.01%          | 2            | 0.01%          |
|                       | Offers                     | 2            | 0.01%          | 1            | 0.01%          | 2            | 0.01%          |
|                       | Enrols                     | 2            | 0.04%          | 1            | 0.02%          | 2            | 0.04%          |
|                       | Offers as % of Apps        |              | 100.00%        |              | 50.00%         |              | 100.00%        |
|                       | Enrols as % of Apps        |              | 100.00%        |              | 50.00%         |              | 100.00%        |
| <b>Grand Total</b>    | <b>Applications</b>        | <b>23154</b> | <b>100.00%</b> | <b>22225</b> | <b>100.00%</b> | <b>20467</b> | <b>100.00%</b> |
|                       | <b>Offers</b>              | <b>20119</b> | <b>100.00%</b> | <b>18825</b> | <b>100.00%</b> | <b>17287</b> | <b>100.00%</b> |
|                       | <b>Enrols</b>              | <b>4616</b>  | <b>100.00%</b> | <b>4468</b>  | <b>100.00%</b> | <b>4558</b>  | <b>100.00%</b> |
|                       | <b>Offers as % of Apps</b> |              | <b>86.89%</b>  |              | <b>84.70%</b>  |              | <b>84.46%</b>  |
|                       | <b>Enrols as % of Apps</b> |              | <b>19.94%</b>  |              | <b>20.10%</b>  |              | <b>22.27%</b>  |

**Table 2 - UoR PGT admissions by gender over three years**

|                       |                     | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|-----------------------|---------------------|-----------|------------|-----------|------------|-----------|------------|
|                       |                     | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Female                | Applications        | 9972      | 54.94%     | 10266     | 56.55%     | 10586     | 55.94%     |
|                       | Offers              | 6802      | 56.29%     | 6885      | 57.36%     | 7516      | 57.70%     |
|                       | Enrols              | 1920      | 58.41%     | 2038      | 56.60%     | 2146      | 56.64%     |
|                       | Offers as % of Apps |           | 68.21%     |           | 67.07%     |           | 71.00%     |
|                       | Enrols as % of Apps |           | 19.25%     |           | 19.85%     |           | 20.27%     |
| Male                  | Applications        | 8152      | 44.91%     | 7868      | 43.34%     | 8303      | 43.88%     |
|                       | Offers              | 5269      | 43.60%     | 5108      | 42.56%     | 5484      | 42.10%     |
|                       | Enrols              | 1363      | 41.47%     | 1559      | 43.29%     | 1635      | 43.15%     |
|                       | Offers as % of Apps |           | 64.63%     |           | 64.92%     |           | 66.05%     |
|                       | Enrols as % of Apps |           | 16.72%     |           | 19.81%     |           | 19.69%     |
| Other/<br>Unspecified | Applications        | 28        | 0.15%      | 21        | 0.12%      | 34        | 0.18%      |
|                       | Offers              | 13        | 0.11%      | 10        | 0.08%      | 26        | 0.20%      |
|                       | Enrols              | 4         | 0.12%      | 4         | 0.11%      | 8         | 0.21%      |

|                    |                            |              |                |              |                |              |                |
|--------------------|----------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
|                    | Offers as % of Apps        |              | 46.43%         |              | 47.62%         |              | 76.47%         |
|                    | Enrols as % of Apps        |              | 14.29%         |              | 19.05%         |              | 23.53%         |
| <b>Grand Total</b> | <b>Applications</b>        | <b>18152</b> | <b>100.00%</b> | <b>18155</b> | <b>100.00%</b> | <b>18923</b> | <b>100.00%</b> |
|                    | <b>Offers</b>              | <b>12084</b> | <b>100.00%</b> | <b>12003</b> | <b>100.00%</b> | <b>13026</b> | <b>100.00%</b> |
|                    | <b>Enrols</b>              | <b>3287</b>  | <b>100.00%</b> | <b>3601</b>  | <b>100.00%</b> | <b>3789</b>  | <b>100.00%</b> |
|                    | <b>Offers as % of Apps</b> |              | <b>66.57%</b>  |              | <b>66.11%</b>  |              | <b>68.84%</b>  |
|                    | <b>Enrols as % of Apps</b> |              | <b>18.11%</b>  |              | <b>19.83%</b>  |              | <b>20.02%</b>  |

**Table 3 - UoR PGR admissions by gender over three years**

|                       |                            | 2017/8       |                | 2018/9       |                | 2019/0       |                |
|-----------------------|----------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
|                       |                            | Headcount    | Percentage     | Headcount    | Percentage     | Headcount    | Percentage     |
| Female                | Applications               | 9972         | 54.94%         | 10266        | 56.55%         | 10586        | 55.94%         |
|                       | Offers                     | 6802         | 56.29%         | 6885         | 57.36%         | 7516         | 57.70%         |
|                       | Enrols                     | 1920         | 58.41%         | 2038         | 56.60%         | 2146         | 56.64%         |
|                       | Offers as % of Apps        |              | 68.21%         |              | 67.07%         |              | 71.00%         |
|                       | Enrols as % of Apps        |              | 19.25%         |              | 19.85%         |              | 20.27%         |
| Male                  | Applications               | 8152         | 44.91%         | 7868         | 43.34%         | 8303         | 63.74%         |
|                       | Offers                     | 5269         | 43.60%         | 5108         | 42.56%         | 5484         | 42.10%         |
|                       | Enrols                     | 1363         | 41.47%         | 1559         | 43.29%         | 1635         | 43.15%         |
|                       | Offers as % of Apps        |              | 64.63%         |              | 64.92%         |              | 66.05%         |
|                       | Enrols as % of Apps        |              | 16.72%         |              | 19.81%         |              | 19.69%         |
| Other/<br>Unspecified | Applications               | 28           | 0.15%          | 21           | 0.12%          | 34           | 0.18%          |
|                       | Offers                     | 13           | 0.11%          | 10           | 0.08%          | 26           | 0.20%          |
|                       | Enrols                     | 4            | 0.12%          | 4            | 0.11%          | 8            | 0.21%          |
|                       | Offers as % of Apps        |              | 46.43%         |              | 47.62%         |              | 76.47%         |
|                       | Enrols as % of Apps        |              | 14.29%         |              | 19.05%         |              | 23.53%         |
| <b>Grand Total</b>    | <b>Applications</b>        | <b>18152</b> | <b>100.00%</b> | <b>18155</b> | <b>100.00%</b> | <b>18923</b> | <b>100.00%</b> |
|                       | <b>Offers</b>              | <b>12084</b> | <b>100.00%</b> | <b>12003</b> | <b>100.00%</b> | <b>13026</b> | <b>100.00%</b> |
|                       | <b>Enrols</b>              | <b>3287</b>  | <b>100.00%</b> | <b>3601</b>  | <b>100.00%</b> | <b>3789</b>  | <b>100.00%</b> |
|                       | <b>Offers as % of Apps</b> |              | <b>66.57%</b>  |              | <b>66.11%</b>  |              | <b>68.84%</b>  |
|                       | <b>Enrols as % of Apps</b> |              | <b>18.11%</b>  |              | <b>19.83%</b>  |              | <b>20.02%</b>  |

**Table 4 - UoR UG students progression by gender over three years**

|                       |               | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|-----------------------|---------------|-----------|------------|-----------|------------|-----------|------------|
|                       |               | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Female                | Passed at 1st | 3759      | 87.6%      | 3523      | 85.0%      | 3646      | 92.5%      |
|                       | Passed at 2nd | 276       | 6.4%       | 299       | 7.2%       | 125       | 3.2%       |
|                       | Failed at 2nd | 96        | 2.2%       | 75        | 1.8%       | 41        | 1.0%       |
|                       | Other         | 159       | 3.7%       | 246       | 5.9%       | 130       | 3.3%       |
| Male                  | Passed at 1st | 2771      | 79.8%      | 2723      | 78.2%      | 2895      | 87.8%      |
|                       | Passed at 2nd | 344       | 9.9%       | 361       | 10.4%      | 160       | 4.9%       |
|                       | Failed at 2nd | 176       | 5.1%       | 168       | 4.8%       | 99        | 3.0%       |
|                       | Other         | 181       | 5.2%       | 231       | 6.6%       | 143       | 4.3%       |
| Other/<br>Unspecified | Passed at 1st | 3         | 100.0%     | 2         | 100.0%     | 0         | 0.0%       |
|                       | Passed at 2nd | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
|                       | Failed at 2nd | 0         | 0.0%       | 0         | 0.0%       | 1         | 100.0%     |
|                       | Other         | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Grand Total           | Passed at 1st | 6533      | 84.1%      | 6248      | 81.9%      | 6541      | 90.3%      |
|                       | Passed at 2nd | 620       | 8.0%       | 660       | 8.7%       | 285       | 3.9%       |
|                       | Failed at 2nd | 272       | 3.5%       | 243       | 3.2%       | 141       | 1.9%       |
|                       | Other         | 340       | 4.4%       | 477       | 6.3%       | 273       | 3.8%       |

**Table 5 - UoR UG retention by gender over three years**

|                       |           | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|-----------------------|-----------|-----------|------------|-----------|------------|-----------|------------|
|                       |           | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Female                | Withdrawn | 315       | 4.5%       | 401       | 5.5%       | 393       | 5.5%       |
|                       | Retained  | 6751      | 95.5%      | 6828      | 94.5%      | 6778      | 94.5%      |
|                       | Unknown   | 2         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Male                  | Withdrawn | 318       | 5.7%       | 447       | 7.6%       | 413       | 6.9%       |
|                       | Retained  | 5219      | 94.2%      | 5443      | 92.4%      | 5543      | 93.1%      |
|                       | Unknown   | 1         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Other/<br>Unspecified | Withdrawn | 1         | 50.0%      | 0         |            | 0         | 0.0%       |
|                       | Retained  | 1         | 50.0%      | 0         |            | 4         | 100.0%     |
|                       | Unknown   | 0         | 0.0%       | 0         |            | 0         | 0.0%       |
| Grand Total           | Withdrawn | 634       | 5.0%       | 848       | 6.5%       | 806       | 6.1%       |
|                       | Retained  | 11971     | 94.9%      | 12271     | 93.5%      | 12325     | 93.9%      |
|                       | Unknown   | 3         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |

**Table 6 - UoR PGT retention by gender over three years**

|                       |                  | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|-----------------------|------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                       |                  | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Female                | Withdrawn        | 142         | 4.0%         | 140         | 3.7%         | 119         | 3.0%         |
|                       | Retained         | 3393        | 96.0%        | 3670        | 96.3%        | 3869        | 97.0%        |
|                       | Unknown          | 1           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Male                  | Withdrawn        | 113         | 4.6%         | 100         | 3.6%         | 106         | 3.3%         |
|                       | Retained         | 2361        | 95.4%        | 2679        | 96.4%        | 3155        | 96.7%        |
|                       | Unknown          | 1           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Other/<br>Unspecified | Withdrawn        | 1           | 16.7%        | 0           | 0.0%         | 0           | 0.0%         |
|                       | Retained         | 5           | 83.3%        | 14          | 100.0%       | 10          | 100.0%       |
|                       | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <b>Grand Total</b>    | <b>Withdrawn</b> | <b>256</b>  | <b>4.3%</b>  | <b>240</b>  | <b>3.6%</b>  | <b>225</b>  | <b>3.1%</b>  |
|                       | <b>Retained</b>  | <b>5759</b> | <b>95.7%</b> | <b>6363</b> | <b>96.4%</b> | <b>7034</b> | <b>96.9%</b> |
|                       | <b>Unknown</b>   | <b>2</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  |

**Table 7 - UoR PGR retention by gender over three years**

|                       |                  | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|-----------------------|------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                       |                  | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Female                | Withdrawn        | 29          | 2.8%         | 29          | 2.8%         | 28          | 2.6%         |
|                       | Retained         | 1011        | 97.2%        | 1022        | 97.2%        | 1050        | 97.4%        |
|                       | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Male                  | Withdrawn        | 37          | 4.1%         | 31          | 3.3%         | 27          | 3.0%         |
|                       | Retained         | 874         | 95.9%        | 901         | 96.7%        | 883         | 97.0%        |
|                       | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Other/<br>Unspecified | Withdrawn        | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
|                       | Retained         | 2           | 100.0%       | 5           | 100.0%       | 6           | 100.0%       |
|                       | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <b>Grand Total</b>    | <b>Withdrawn</b> | <b>66</b>   | <b>3.4%</b>  | <b>60</b>   | <b>3.0%</b>  | <b>55</b>   | <b>2.8%</b>  |
|                       | <b>Retained</b>  | <b>1887</b> | <b>96.6%</b> | <b>1928</b> | <b>97.0%</b> | <b>1939</b> | <b>97.2%</b> |
|                       | <b>Unknown</b>   | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  |

**Table 8 - UoR UG attainment (First and 2.1) by gender over three years**

|                     | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|---------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                     | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Female              | 1640        | 85.0%        | 1731        | 85.6%        | 1848        | 92.3%        |
| Male                | 1058        | 77.2%        | 1117        | 76.0%        | 1268        | 85.2%        |
| Other/Not specified | 1           | 100.0%       |             |              | 2           | 100.0%       |
| <b>Grand Total</b>  | <b>2699</b> | <b>81.8%</b> | <b>2848</b> | <b>81.6%</b> | <b>3118</b> | <b>89.3%</b> |

**Table 9 - UoR PGT attainment (Distinction / A or B and Merit / C) by gender over three years**

|                     | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|---------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                     | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Female              | 1058        | 78.9%        | 941         | 77.3%        | 1070        | 82.7%        |
| Male                | 762         | 79.2%        | 800         | 79.7%        | 746         | 84.3%        |
| Other/Not specified | 1           | 33.3%        | 2           | 100.0%       | 2           | 100.0%       |
| <b>Grand Total</b>  | <b>1821</b> | <b>79.0%</b> | <b>1743</b> | <b>78.4%</b> | <b>1818</b> | <b>83.4%</b> |

**Table 10 - UoR UG admissions by ethnicity over three years (Home students only)**

|                           |                     | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|---------------------------|---------------------|-----------|------------|-----------|------------|-----------|------------|
|                           |                     | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Arab                      | Applications        | 228       | 1.01%      | 276       | 1.27%      | 248       | 1.25%      |
|                           | Offers              | 194       | 0.99%      | 224       | 1.22%      | 198       | 1.18%      |
|                           | Enrols              | 90        | 2.12%      | 79        | 1.94%      | 77        | 1.89%      |
|                           | Offers as % of Apps |           | 85.09%     |           | 81.16%     |           | 79.84%     |
|                           | Enrols as % of Apps |           | 39.47%     |           | 28.62%     |           | 31.05%     |
| Asian - Chinese           | Applications        | 548       | 2.42%      | 556       | 2.57%      | 600       | 3.02%      |
|                           | Offers              | 511       | 2.61%      | 486       | 2.65%      | 548       | 3.27%      |
|                           | Enrols              | 365       | 8.59%      | 386       | 9.46%      | 477       | 11.69%     |
|                           | Offers as % of Apps |           | 93.25%     |           | 87.41%     |           | 91.33%     |
|                           | Enrols as % of Apps |           | 66.61%     |           | 69.42%     |           | 79.50%     |
| Asian - excluding Chinese | Applications        | 2235      | 9.89%      | 2467      | 11.38%     | 2457      | 12.37%     |
|                           | Offers              | 1883      | 9.60%      | 1988      | 10.84%     | 1967      | 11.75%     |
|                           | Enrols              | 535       | 12.59%     | 626       | 15.34%     | 645       | 15.80%     |
|                           | Offers as % of Apps |           | 84.25%     |           | 80.58%     |           | 80.06%     |
|                           | Enrols as % of Apps |           | 23.94%     |           | 25.37%     |           | 26.25%     |
| Black                     | Applications        | 1077      | 4.76%      | 1177      | 5.43%      | 1082      | 5.45%      |
|                           | Offers              | 854       | 4.36%      | 899       | 4.90%      | 812       | 4.85%      |
|                           | Enrols              | 250       | 5.88%      | 264       | 6.47%      | 243       | 5.95%      |
|                           | Offers as % of Apps |           | 79.29%     |           | 76.38%     |           | 75.05%     |
|                           | Enrols as % of Apps |           | 23.21%     |           | 22.43%     |           | 22.46%     |
| Mixed                     | Applications        | 910       | 4.03%      | 841       | 3.88%      | 845       | 4.25%      |
|                           | Offers              | 785       | 4.00%      | 709       | 3.87%      | 728       | 4.35%      |
|                           | Enrols              | 204       | 4.80%      | 177       | 4.34%      | 214       | 5.24%      |
|                           | Offers as % of Apps |           | 86.26%     |           | 84.30%     |           | 86.15%     |
|                           | Enrols as % of Apps |           | 22.42%     |           | 21.05%     |           | 25.33%     |
| Other                     | Applications        | 263       | 1.16%      | 240       | 1.11%      | 249       | 1.25%      |
|                           | Offers              | 217       | 1.11%      | 201       | 1.10%      | 201       | 1.20%      |

|             |                     |       |         |       |         |       |         |
|-------------|---------------------|-------|---------|-------|---------|-------|---------|
|             | Enrols              | 57    | 1.34%   | 52    | 1.27%   | 59    | 1.45%   |
|             | Offers as % of Apps |       | 82.51%  |       | 83.75%  |       | 80.72%  |
|             | Enrols as % of Apps |       | 21.67%  |       | 21.67%  |       | 23.69%  |
| Unknown     | Applications        | 4398  | 19.46%  | 4303  | 19.86%  | 4221  | 21.25%  |
|             | Offers              | 3667  | 18.70%  | 3513  | 19.16%  | 3484  | 20.81%  |
|             | Enrols              | 222   | 5.22%   | 242   | 5.93%   | 254   | 6.22%   |
|             | Offers as % of Apps |       | 83.38%  |       | 81.64%  |       | 82.54%  |
|             | Enrols as % of Apps |       | 5.05%   |       | 5.62%   |       | 6.02%   |
| White       | Applications        | 13495 | 59.70%  | 12365 | 57.06%  | 10765 | 54.19%  |
|             | Offers              | 12008 | 61.24%  | 10805 | 58.92%  | 9349  | 55.85%  |
|             | Enrols              | 2893  | 68.05%  | 2642  | 64.72%  | 2589  | 63.44%  |
|             | Offers as % of Apps |       | 88.98%  |       | 87.38%  |       | 86.85%  |
|             | Enrols as % of Apps |       | 21.44%  |       | 21.37%  |       | 24.05%  |
| BAME total  | Applications        | 4713  | 20.85%  | 5001  | 23.08%  | 4881  | 24.57%  |
|             | Offers              | 3933  | 20.06%  | 4021  | 21.93%  | 3906  | 23.33%  |
|             | Enrols              | 1136  | 26.72%  | 1198  | 29.35%  | 1238  | 30.34%  |
|             | Offers as % of Apps |       | 83.45%  |       | 80.40%  |       | 80.02%  |
|             | Enrols as % of Apps |       | 24.10%  |       | 23.96%  |       | 25.36%  |
| Grand Total | Applications        | 22606 | 100.00% | 21669 | 100.00% | 19867 | 100.00% |
|             | Offers              | 19608 | 100.00% | 18339 | 100.00% | 16739 | 100.00% |
|             | Enrols              | 4251  | 100.00% | 4082  | 100.00% | 4081  | 100.00% |
|             | Offers as % of Apps |       | 86.74%  |       | 84.63%  |       | 84.26%  |
|             | Enrols as % of Apps |       | 18.80%  |       | 18.84%  |       | 20.54%  |

**Table 11 - UoR PGT admissions by ethnicity over three years**

|                 |                     | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|-----------------|---------------------|-----------|------------|-----------|------------|-----------|------------|
|                 |                     | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Arab            | Applications        | 725       | 6.02%      | 844       | 7.10%      | 1006      | 8.41%      |
|                 | Offers              | 383       | 4.89%      | 455       | 5.70%      | 525       | 6.52%      |
|                 | Enrols              | 61        | 2.32%      | 85        | 2.77%      | 90        | 2.80%      |
|                 | Offers as % of Apps |           | 52.83%     |           | 53.91%     |           | 52.19%     |
|                 | Enrols as % of Apps |           | 8.41%      |           | 10.07%     |           | 8.95%      |
| Asian - Chinese | Applications        | 6106      | 50.69%     | 6274      | 52.81%     | 6955      | 58.11%     |
|                 | Offers              | 4255      | 54.35%     | 4015      | 50.26%     | 4980      | 61.89%     |
|                 | Enrols              | 655       | 24.89%     | 536       | 17.49%     | 580       | 18.07%     |
|                 | Offers as % of Apps |           | 69.69%     |           | 63.99%     |           | 71.60%     |

|                           |                     |      |        |      |        |      |        |
|---------------------------|---------------------|------|--------|------|--------|------|--------|
|                           | Enrols as % of Apps |      | 10.73% |      | 8.54%  |      | 8.34%  |
| Asian - excluding Chinese | Applications        | 2677 | 22.22% | 2693 | 22.67% | 2595 | 21.68% |
|                           | Offers              | 1792 | 22.89% | 1794 | 22.46% | 1777 | 22.09% |
|                           | Enrols              | 393  | 14.93% | 445  | 14.52% | 457  | 14.24% |
|                           | Offers as % of Apps |      | 66.94% |      | 66.62% |      | 68.48% |
|                           | Enrols as % of Apps |      | 14.68% |      | 16.52% |      | 17.61% |
| Black                     | Applications        | 2279 | 18.92% | 2196 | 18.48% | 2213 | 18.49% |
|                           | Offers              | 1388 | 17.73% | 1401 | 17.54% | 1443 | 17.93% |
|                           | Enrols              | 130  | 4.94%  | 172  | 5.61%  | 182  | 5.67%  |
|                           | Offers as % of Apps |      | 60.90% |      | 63.80% |      | 65.21% |
|                           | Enrols as % of Apps |      | 5.70%  |      | 7.83%  |      | 8.22%  |
| Mixed                     | Applications        | 983  | 8.16%  | 841  | 7.08%  | 881  | 7.36%  |
|                           | Offers              | 616  | 7.87%  | 547  | 6.85%  | 600  | 7.46%  |
|                           | Enrols              | 94   | 3.57%  | 86   | 2.81%  | 121  | 3.77%  |
|                           | Offers as % of Apps |      | 62.67% |      | 65.04% |      | 68.10% |
|                           | Enrols as % of Apps |      | 9.56%  |      | 10.23% |      | 13.73% |
| Other                     | Applications        | 164  | 1.36%  | 126  | 1.06%  | 169  | 1.41%  |
|                           | Offers              | 105  | 1.34%  | 85   | 1.06%  | 105  | 1.30%  |
|                           | Enrols              | 16   | 0.61%  | 23   | 0.75%  | 19   | 0.59%  |
|                           | Offers as % of Apps |      | 64.02% |      | 67.46% |      | 62.13% |
|                           | Enrols as % of Apps |      | 9.76%  |      | 18.25% |      | 11.24% |
| Unknown                   | Applications        | 634  | 5.26%  | 747  | 6.29%  | 760  | 6.35%  |
|                           | Offers              | 384  | 4.90%  | 472  | 5.91%  | 456  | 5.67%  |
|                           | Enrols              | 157  | 5.97%  | 239  | 7.80%  | 196  | 6.11%  |
|                           | Offers as % of Apps |      | 60.57% |      | 63.19% |      | 60.00% |
|                           | Enrols as % of Apps |      | 24.76% |      | 31.99% |      | 25.79% |
| White                     | Applications        | 4584 | 38.05% | 4434 | 37.32% | 4344 | 36.30% |
|                           | Offers              | 3161 | 40.38% | 3234 | 40.49% | 3140 | 39.03% |
|                           | Enrols              | 1781 | 67.67% | 2015 | 65.74% | 2144 | 66.81% |
|                           | Offers as % of Apps |      | 68.96% |      | 72.94% |      | 72.28% |
|                           | Enrols as % of Apps |      | 38.85% |      | 45.44% |      | 49.36% |
| BAME total                | Applications        | 6828 | 30.20% | 6700 | 30.92% | 6864 | 34.55% |
|                           | Offers              | 4284 | 21.85% | 4282 | 23.35% | 4450 | 26.58% |
|                           | Enrols              | 694  | 16.33% | 811  | 19.87% | 869  | 21.29% |
|                           | Offers as % of Apps |      | 62.74% |      | 63.91% |      | 64.83% |
|                           | Enrols as % of Apps |      | 10.16% |      | 12.10% |      | 12.66% |

|                    |                            |              |               |              |               |              |               |
|--------------------|----------------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| <b>Grand Total</b> | <b>Applications</b>        | <b>12046</b> | <b>53.29%</b> | <b>11881</b> | <b>54.83%</b> | <b>11968</b> | <b>60.24%</b> |
|                    | <b>Offers</b>              | <b>7829</b>  | <b>39.93%</b> | <b>7988</b>  | <b>43.56%</b> | <b>8046</b>  | <b>48.07%</b> |
|                    | <b>Enrols</b>              | <b>2632</b>  | <b>61.91%</b> | <b>3065</b>  | <b>75.09%</b> | <b>3209</b>  | <b>78.63%</b> |
|                    | <b>Offers as % of Apps</b> |              | <b>64.99%</b> |              | <b>67.23%</b> |              | <b>67.23%</b> |
|                    | <b>Enrols as % of Apps</b> |              | <b>21.85%</b> |              | <b>25.80%</b> |              | <b>26.81%</b> |

**Table 12 - UoR PGR admissions by ethnicity over three years**

|                           |                     | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|---------------------------|---------------------|-----------|------------|-----------|------------|-----------|------------|
|                           |                     | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Arab                      | Applications        | 561       | 20.51%     | 778       | 27.21%     | 763       | 25.77%     |
|                           | Offers              | 107       | 12.57%     | 136       | 15.16%     | 140       | 15.89%     |
|                           | Enrols              | 39        | 10.13%     | 64        | 14.95%     | 53        | 13.42%     |
|                           | Offers as % of Apps |           | 19.07%     |           | 17.48%     |           | 18.35%     |
|                           | Enrols as % of Apps |           | 6.95%      |           | 8.23%      |           | 6.95%      |
| Asian - Chinese           | Applications        | 197       | 7.20%      | 187       | 6.54%      | 233       | 7.87%      |
|                           | Offers              | 74        | 8.70%      | 96        | 10.70%     | 107       | 12.15%     |
|                           | Enrols              | 43        | 11.17%     | 39        | 9.11%      | 37        | 9.37%      |
|                           | Offers as % of Apps |           | 37.56%     |           | 51.34%     |           | 45.92%     |
|                           | Enrols as % of Apps |           | 21.83%     |           | 20.86%     |           | 15.88%     |
| Asian - excluding Chinese | Applications        | 523       | 19.12%     | 486       | 17.00%     | 507       | 17.12%     |
|                           | Offers              | 157       | 18.45%     | 182       | 20.29%     | 170       | 19.30%     |
|                           | Enrols              | 42        | 10.91%     | 58        | 13.55%     | 50        | 12.66%     |
|                           | Offers as % of Apps |           | 30.02%     |           | 37.45%     |           | 33.53%     |
|                           | Enrols as % of Apps |           | 8.03%      |           | 11.93%     |           | 9.86%      |
| Black                     | Applications        | 542       | 19.82%     | 522       | 18.26%     | 563       | 19.01%     |
|                           | Offers              | 123       | 14.45%     | 135       | 15.05%     | 131       | 14.87%     |
|                           | Enrols              | 32        | 8.31%      | 33        | 7.71%      | 31        | 7.85%      |
|                           | Offers as % of Apps |           | 22.69%     |           | 25.86%     |           | 23.27%     |
|                           | Enrols as % of Apps |           | 5.90%      |           | 6.32%      |           | 5.51%      |
| Mixed                     | Applications        | 259       | 9.47%      | 194       | 6.79%      | 231       | 7.80%      |
|                           | Offers              | 60        | 7.05%      | 51        | 5.69%      | 68        | 7.72%      |
|                           | Enrols              | 15        | 3.90%      | 12        | 2.80%      | 21        | 5.32%      |
|                           | Offers as % of Apps |           | 23.17%     |           | 26.29%     |           | 29.44%     |
|                           | Enrols as % of Apps |           | 5.79%      |           | 6.19%      |           | 9.09%      |
| Other                     | Applications        | 41        | 1.50%      | 20        | 0.70%      | 27        | 0.91%      |
|                           | Offers              | 19        | 2.23%      | 5         | 0.56%      | 6         | 0.68%      |
|                           | Enrols              | 9         | 2.34%      | 3         | 0.70%      | 4         | 1.01%      |

|             |                     |      |        |      |        |      |        |
|-------------|---------------------|------|--------|------|--------|------|--------|
|             | Offers as % of Apps |      | 46.34% |      | 25.00% |      | 22.22% |
|             | Enrols as % of Apps |      | 21.95% |      | 15.00% |      | 14.81% |
| Unknown     | Applications        | 136  | 4.97%  | 171  | 5.98%  | 177  | 5.98%  |
|             | Offers              | 55   | 6.46%  | 68   | 7.58%  | 74   | 8.40%  |
|             | Enrols              | 38   | 9.87%  | 41   | 9.58%  | 27   | 6.84%  |
|             | Offers as % of Apps |      | 40.44% |      | 39.77% |      | 41.81% |
|             | Enrols as % of Apps |      | 27.94% |      | 23.98% |      | 15.25% |
| White       | Applications        | 673  | 24.61% | 688  | 24.06% | 693  | 23.40% |
|             | Offers              | 330  | 38.78% | 320  | 35.67% | 292  | 33.14% |
|             | Enrols              | 210  | 54.55% | 217  | 50.70% | 209  | 52.91% |
|             | Offers as % of Apps |      | 49.03% |      | 46.51% |      | 42.14% |
|             | Enrols as % of Apps |      | 31.20% |      | 31.54% |      | 30.16% |
| BAME total  | Applications        | 1926 | 8.52%  | 2000 | 9.23%  | 2091 | 10.52% |
|             | Offers              | 466  | 2.38%  | 509  | 2.78%  | 515  | 3.08%  |
|             | Enrols              | 137  | 3.22%  | 170  | 4.16%  | 159  | 3.90%  |
|             | Offers as % of Apps |      | 24.20% |      | 25.45% |      | 24.63% |
|             | Enrols as % of Apps |      | 7.11%  |      | 8.50%  |      | 7.60%  |
| Grand Total | Applications        | 2735 | 12.10% | 2859 | 13.19% | 2961 | 14.90% |
|             | Offers              | 851  | 4.34%  | 897  | 4.89%  | 881  | 5.26%  |
|             | Enrols              | 385  | 9.06%  | 428  | 10.49% | 395  | 9.68%  |
|             | Offers as % of Apps |      | 31.12% |      | 31.37% |      | 29.75% |
|             | Enrols as % of Apps |      | 14.08% |      | 14.97% |      | 13.34% |

**Table 13 - UoR UG students progression by ethnicity over three years**

|                           |               | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|---------------------------|---------------|-----------|------------|-----------|------------|-----------|------------|
|                           |               | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Arab                      | Passed at 1st | 93        | 62.0%      | 105       | 69.1%      | 118       | 81.9%      |
|                           | Passed at 2nd | 27        | 18.0%      | 21        | 13.8%      | 10        | 6.9%       |
|                           | Failed at 2nd | 14        | 9.3%       | 9         | 5.9%       | 8         | 5.6%       |
|                           | Other         | 16        | 10.7%      | 17        | 11.2%      | 8         | 5.6%       |
| Asian - Chinese           | Passed at 1st | 352       | 76.5%      | 375       | 81.5%      | 403       | 92.4%      |
|                           | Passed at 2nd | 68        | 14.8%      | 46        | 10.0%      | 23        | 5.3%       |
|                           | Failed at 2nd | 11        | 2.4%       | 10        | 2.2%       | 4         | 0.9%       |
|                           | Other         | 29        | 6.3%       | 29        | 6.3%       | 6         | 1.4%       |
| Asian - excluding Chinese | Passed at 1st | 663       | 76.2%      | 719       | 72.0%      | 941       | 87.8%      |
|                           | Passed at 2nd | 95        | 10.9%      | 120       | 12.0%      | 54        | 5.0%       |
|                           | Failed at 2nd | 42        | 4.8%       | 56        | 5.6%       | 19        | 1.8%       |
|                           | Other         | 70        | 8.0%       | 104       | 10.4%      | 58        | 5.4%       |

|             |                      |             |              |             |              |             |              |
|-------------|----------------------|-------------|--------------|-------------|--------------|-------------|--------------|
| Black       | Passed at 1st        | 254         | 64.0%        | 299         | 66.3%        | 367         | 78.9%        |
|             | Passed at 2nd        | 71          | 17.9%        | 70          | 15.5%        | 39          | 8.4%         |
|             | Failed at 2nd        | 35          | 8.8%         | 28          | 6.2%         | 16          | 3.4%         |
|             | Other                | 37          | 9.3%         | 54          | 12.0%        | 43          | 9.2%         |
| Mixed       | Passed at 1st        | 273         | 79.6%        | 255         | 77.7%        | 305         | 87.9%        |
|             | Passed at 2nd        | 31          | 9.0%         | 34          | 10.4%        | 13          | 3.7%         |
|             | Failed at 2nd        | 16          | 4.7%         | 13          | 4.0%         | 12          | 3.5%         |
|             | Other                | 23          | 6.7%         | 26          | 7.9%         | 17          | 4.9%         |
| Other       | Passed at 1st        | 68          | 72.3%        | 61          | 67.8%        | 88          | 85.4%        |
|             | Passed at 2nd        | 10          | 10.6%        | 14          | 15.6%        | 6           | 5.8%         |
|             | Failed at 2nd        | 7           | 7.4%         | 4           | 4.4%         | 7           | 6.8%         |
|             | Other                | 9           | 9.6%         | 11          | 12.2%        | 2           | 1.9%         |
| Unknown     | Passed at 1st        | 247         | 75.8%        | 276         | 76.7%        | 380         | 91.6%        |
|             | Passed at 2nd        | 39          | 12.0%        | 42          | 11.7%        | 20          | 4.8%         |
|             | Failed at 2nd        | 25          | 7.7%         | 10          | 2.8%         | 6           | 1.4%         |
|             | Other                | 15          | 4.6%         | 32          | 8.9%         | 9           | 2.2%         |
| White       | Passed at 1st        | 4583        | 89.4%        | 4158        | 86.8%        | 3939        | 92.5%        |
|             | Passed at 2nd        | 279         | 5.4%         | 313         | 6.5%         | 120         | 2.8%         |
|             | Failed at 2nd        | 122         | 2.4%         | 113         | 2.4%         | 69          | 1.6%         |
|             | Other                | 141         | 2.8%         | 204         | 4.3%         | 130         | 3.1%         |
| BAME total  | <i>Passed at 1st</i> | <i>1703</i> | <i>73.6%</i> | <i>1814</i> | <i>73.1%</i> | <i>2222</i> | <i>86.6%</i> |
|             | <i>Passed at 2nd</i> | <i>302</i>  | <i>13.1%</i> | <i>305</i>  | <i>12.3%</i> | <i>145</i>  | <i>5.6%</i>  |
|             | <i>Failed at 2nd</i> | <i>125</i>  | <i>5.4%</i>  | <i>120</i>  | <i>4.8%</i>  | <i>66</i>   | <i>2.6%</i>  |
|             | <i>Other</i>         | <i>184</i>  | <i>8.0%</i>  | <i>241</i>  | <i>9.7%</i>  | <i>134</i>  | <i>5.2%</i>  |
| Grand Total | <b>Passed at 1st</b> | <b>6533</b> | <b>84.1%</b> | <b>6248</b> | <b>81.9%</b> | <b>6541</b> | <b>90.3%</b> |
|             | <b>Passed at 2nd</b> | <b>620</b>  | <b>8.0%</b>  | <b>660</b>  | <b>8.7%</b>  | <b>285</b>  | <b>3.9%</b>  |
|             | <b>Failed at 2nd</b> | <b>272</b>  | <b>3.5%</b>  | <b>243</b>  | <b>3.2%</b>  | <b>141</b>  | <b>1.9%</b>  |
|             | <b>Other</b>         | <b>340</b>  | <b>4.4%</b>  | <b>477</b>  | <b>6.3%</b>  | <b>273</b>  | <b>3.8%</b>  |

**Table 14 - UoR UG retention by ethnicity over three years**

|                     |           | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|---------------------|-----------|-----------|------------|-----------|------------|-----------|------------|
|                     |           | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Arab                | Withdrawn | 6         | 2.6%       | 8         | 3.4%       | 2         | 0.9%       |
|                     | Retained  | 225       | 97.4%      | 227       | 96.6%      | 226       | 99.1%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Asian (Non Chinese) | Withdrawn | 22        | 1.8%       | 62        | 4.1%       | 44        | 2.7%       |
|                     | Retained  | 1229      | 98.2%      | 1439      | 95.9%      | 1587      | 97.3%      |
|                     | Unknown   | 1         | 0.1%       | 0         | 0.0%       | 0         | 0.0%       |
| Black               | Withdrawn | 9         | 1.7%       | 18        | 2.8%       | 22        | 3.3%       |
|                     | Retained  | 530       | 98.3%      | 620       | 97.2%      | 651       | 96.7%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Chinese             | Withdrawn | 6         | 0.8%       | 17        | 2.1%       | 12        | 1.3%       |
|                     | Retained  | 775       | 99.1%      | 810       | 97.9%      | 883       | 98.7%      |
|                     | Unknown   | 1         | 0.1%       | 0         | 0.0%       | 0         | 0.0%       |
| Mixed               | Withdrawn | 14        | 2.8%       | 19        | 3.6%       | 12        | 2.2%       |
|                     | Retained  | 480       | 97.2%      | 506       | 96.4%      | 544       | 97.8%      |

|             |           |       |       |       |       |       |       |
|-------------|-----------|-------|-------|-------|-------|-------|-------|
|             | Unknown   | 0     | 0.0%  | 0     | 0.0%  | 0     | 0.0%  |
| Other       | Withdrawn | 8     | 6.2%  | 5     | 3.4%  | 4     | 2.5%  |
|             | Retained  | 122   | 93.8% | 140   | 96.6% | 158   | 97.5% |
|             | Unknown   | 0     | 0.0%  | 0     | 0.0%  | 0     | 0.0%  |
| Unknown     | Withdrawn | 366   | 34.8% | 468   | 40.2% | 486   | 37.0% |
|             | Retained  | 685   | 65.1% | 696   | 59.8% | 828   | 63.0% |
|             | Unknown   | 1     | 0.1%  | 0     | 0.0%  | 0     | 0.0%  |
| White       | Withdrawn | 203   | 2.5%  | 251   | 3.1%  | 224   | 2.9%  |
|             | Retained  | 7925  | 97.5% | 7833  | 96.9% | 7448  | 97.1% |
|             | Unknown   | 0     | 0.0%  | 0     | 0.0%  | 0     | 0.0%  |
| BAME total  | Withdrawn | 65    | 1.9%  | 129   | 3.3%  | 96    | 2.3%  |
|             | Retained  | 3361  | 98.0% | 3742  | 96.7% | 4049  | 97.7% |
|             | Unknown   | 2     | 0.1%  | 0     | 0.0%  | 0     | 0.0%  |
| Grand Total | Withdrawn | 634   | 5.0%  | 848   | 6.5%  | 806   | 6.1%  |
|             | Retained  | 11971 | 94.9% | 12271 | 93.5% | 12325 | 93.9% |
|             | Unknown   | 3     | 0.0%  | 0     | 0.0%  | 0     | 0.0%  |

**Table 15 - UoR PGT retention by ethnicity over three years**

|                     |           | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|---------------------|-----------|-----------|------------|-----------|------------|-----------|------------|
|                     |           | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Arab                | Withdrawn | 0         | 0.0%       | 3         | 2.1%       | 1         | 0.6%       |
|                     | Retained  | 113       | 100.0%     | 140       | 97.9%      | 169       | 99.4%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Asian (Non Chinese) | Withdrawn | 12        | 1.6%       | 11        | 1.4%       | 9         | 1.1%       |
|                     | Retained  | 716       | 98.2%      | 779       | 98.6%      | 836       | 98.9%      |
|                     | Unknown   | 1         | 0.1%       | 0         | 0.0%       | 0         | 0.0%       |
| Black               | Withdrawn | 5         | 1.8%       | 6         | 1.9%       | 9         | 2.5%       |
|                     | Retained  | 270       | 98.2%      | 305       | 98.1%      | 353       | 97.5%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Chinese             | Withdrawn | 6         | 0.5%       | 1         | 0.1%       | 1         | 0.1%       |
|                     | Retained  | 1152      | 99.5%      | 1182      | 99.9%      | 1117      | 99.9%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Mixed               | Withdrawn | 3         | 2.1%       | 4         | 2.6%       | 7         | 3.5%       |
|                     | Retained  | 143       | 97.9%      | 150       | 97.4%      | 191       | 96.5%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Other               | Withdrawn | 0         | 0.0%       | 2         | 5.3%       | 1         | 2.4%       |
|                     | Retained  | 38        | 100.0%     | 36        | 94.7%      | 40        | 97.6%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Unknown             | Withdrawn | 172       | 31.3%      | 130       | 21.9%      | 77        | 13.2%      |
|                     | Retained  | 377       | 68.7%      | 464       | 78.1%      | 507       | 86.8%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| White               | Withdrawn | 58        | 1.9%       | 83        | 2.4%       | 120       | 3.0%       |
|                     | Retained  | 2950      | 98.0%      | 3307      | 97.6%      | 3821      | 97.0%      |
|                     | Unknown   | 1         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |

|                    |                  |             |              |             |              |             |              |
|--------------------|------------------|-------------|--------------|-------------|--------------|-------------|--------------|
| <i>BAME total</i>  | <i>Withdrawn</i> | 26          | 0.8%         | 27          | 0.7%         | 28          | 0.7%         |
|                    | <i>Retained</i>  | 2432        | 70.9%        | 2592        | 67.0%        | 2706        | 65.3%        |
|                    | <i>Unknown</i>   | 1           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <b>Grand Total</b> | <b>Withdrawn</b> | <b>256</b>  | <b>4.3%</b>  | <b>240</b>  | <b>3.6%</b>  | <b>225</b>  | <b>3.1%</b>  |
|                    | <b>Retained</b>  | <b>5759</b> | <b>95.7%</b> | <b>6363</b> | <b>96.4%</b> | <b>7034</b> | <b>96.9%</b> |
|                    | <b>Unknown</b>   | <b>2</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  |

**Table 16 - UoR PGR retention by ethnicity over three years**

|                     |                  | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|---------------------|------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                     |                  | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Arab                | Withdrawn        | 3           | 1.3%         | 3           | 1.2%         | 5           | 2.0%         |
|                     | Retained         | 229         | 98.7%        | 242         | 98.8%        | 239         | 98.0%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Asian (Non Chinese) | Withdrawn        | 6           | 2.5%         | 0           | 0.0%         | 5           | 2.2%         |
|                     | Retained         | 231         | 97.5%        | 229         | 100.0%       | 224         | 97.8%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Black               | Withdrawn        | 5           | 3.4%         | 2           | 1.4%         | 1           | 0.7%         |
|                     | Retained         | 144         | 96.6%        | 146         | 98.6%        | 151         | 99.3%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Chinese             | Withdrawn        | 2           | 1.7%         | 4           | 3.3%         | 2           | 1.5%         |
|                     | Retained         | 119         | 98.3%        | 117         | 96.7%        | 128         | 98.5%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Mixed               | Withdrawn        | 1           | 1.7%         | 1           | 1.4%         | 4           | 5.6%         |
|                     | Retained         | 58          | 98.3%        | 70          | 98.6%        | 67          | 94.4%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Other               | Withdrawn        | 0           | 0.0%         | 1           | 4.0%         | 2           | 8.3%         |
|                     | Retained         | 29          | 100.0%       | 24          | 96.0%        | 22          | 91.7%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Unknown             | Withdrawn        | 23          | 16.3%        | 20          | 12.2%        | 17          | 9.9%         |
|                     | Retained         | 118         | 83.7%        | 144         | 87.8%        | 154         | 90.1%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| White               | Withdrawn        | 26          | 2.6%         | 29          | 2.9%         | 19          | 2.0%         |
|                     | Retained         | 959         | 97.4%        | 956         | 97.1%        | 954         | 98.0%        |
|                     | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <i>BAME total</i>   | <i>Withdrawn</i> | <i>17</i>   | <i>0.5%</i>  | <i>11</i>   | <i>0.3%</i>  | <i>19</i>   | <i>0.5%</i>  |
|                     | <i>Retained</i>  | <i>810</i>  | <i>23.6%</i> | <i>828</i>  | <i>21.4%</i> | <i>831</i>  | <i>20.0%</i> |
|                     | <i>Unknown</i>   | <i>0</i>    | <i>0.0%</i>  | <i>0</i>    | <i>0.0%</i>  | <i>0</i>    | <i>0.0%</i>  |
| <b>Grand Total</b>  | <b>Withdrawn</b> | <b>66</b>   | <b>3.4%</b>  | <b>60</b>   | <b>3.0%</b>  | <b>55</b>   | <b>2.8%</b>  |
|                     | <b>Retained</b>  | <b>1887</b> | <b>96.6%</b> | <b>1928</b> | <b>97.0%</b> | <b>1939</b> | <b>97.2%</b> |
|                     | <b>Unknown</b>   | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  |

**Table 17 - UoR UG attainment (First and 2.1) by ethnicity over three years**

|                           | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|---------------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                           | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Arab                      | 40          | 63.5%        | 32          | 58.2%        | 44          | 77.2%        |
| Asian - Chinese           | 236         | 75.6%        | 246         | 75.2%        | 359         | 85.5%        |
| Asian - excluding Chinese | 226         | 79.6%        | 232         | 69.3%        | 310         | 85.2%        |
| Black                     | 59          | 59.0%        | 81          | 64.3%        | 91          | 75.8%        |
| Mixed                     | 87          | 79.8%        | 106         | 77.4%        | 106         | 82.8%        |
| Other                     | 10          | 62.5%        | 17          | 56.7%        | 29          | 85.3%        |
| Unknown                   | 122         | 75.3%        | 115         | 77.2%        | 151         | 91.5%        |
| White                     | 1919        | 85.1%        | 2019        | 86.5%        | 2028        | 92.0%        |
| <i>BAME total</i>         | <i>658</i>  | <i>74.4%</i> | <i>714</i>  | <i>70.7%</i> | <i>939</i>  | <i>83.6%</i> |
| <b>Grand Total</b>        | <b>2699</b> | <b>81.8%</b> | <b>2848</b> | <b>81.6%</b> | <b>3118</b> | <b>89.3%</b> |

**Table 18 - UoR PGT attainment (Distinction / A or B and Merit / C) by ethnicity over three years**

|                           | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|---------------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                           | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Arab                      | 38          | 66.7%        | 62          | 79.5%        | 57          | 81.4%        |
| Asian - Chinese           | 432         | 66.7%        | 362         | 65.1%        | 431         | 77.5%        |
| Asian - excluding Chinese | 223         | 74.6%        | 245         | 72.9%        | 232         | 78.4%        |
| Black                     | 78          | 69.0%        | 87          | 75.7%        | 98          | 79.0%        |
| Mixed                     | 41          | 78.8%        | 39          | 81.3%        | 59          | 86.8%        |
| Other                     | 8           | 72.7%        | 10          | 83.3%        | 13          | 92.9%        |
| Unknown                   | 71          | 83.5%        | 69          | 82.1%        | 57          | 80.3%        |
| White                     | 930         | 89.3%        | 869         | 87.4%        | 871         | 88.7%        |
| <i>BAME total</i>         | <i>820</i>  | <i>69.5%</i> | <i>805</i>  | <i>70.3%</i> | <i>890</i>  | <i>78.9%</i> |
| <b>Grand Total</b>        | <b>1821</b> | <b>79.0%</b> | <b>1743</b> | <b>78.4%</b> | <b>1818</b> | <b>83.4%</b> |

**Table 19 - UoR UG admissions by disability over three years**

|                        |                            | 2017/8       |                | 2018/9       |                | 2019/0       |                |
|------------------------|----------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
|                        |                            | Headcount    | Percentage     | Headcount    | Percentage     | Headcount    | Percentage     |
| Disability declared    | Applications               | 2524         | 10.90%         | 2519         | 11.33%         | 2311         | 11.29%         |
|                        | Offers                     | 2224         | 11.05%         | 2137         | 11.35%         | 1964         | 11.36%         |
|                        | Enrols                     | 861          | 18.65%         | 768          | 17.19%         | 766          | 16.81%         |
|                        | Offers as % of Apps        |              | 88.11%         |              | 84.84%         |              | 84.98%         |
|                        | Enrols as % of Apps        |              | 34.11%         |              | 30.49%         |              | 33.15%         |
| No disability declared | Applications               | 20630        | 89.10%         | 19706        | 88.67%         | 18156        | 88.71%         |
|                        | Offers                     | 17895        | 88.95%         | 16688        | 88.65%         | 15323        | 88.64%         |
|                        | Enrols                     | 3755         | 81.35%         | 3700         | 82.81%         | 3792         | 83.19%         |
|                        | Offers as % of Apps        |              | 86.74%         |              | 84.68%         |              | 84.40%         |
|                        | Enrols as % of Apps        |              | 18.20%         |              | 18.78%         |              | 20.89%         |
| <b>Grand Total</b>     | <b>Applications</b>        | <b>23154</b> | <b>100.00%</b> | <b>22225</b> | <b>100.00%</b> | <b>20467</b> | <b>100.00%</b> |
|                        | <b>Offers</b>              | <b>20119</b> | <b>100.00%</b> | <b>18825</b> | <b>100.00%</b> | <b>17287</b> | <b>100.00%</b> |
|                        | <b>Enrols</b>              | <b>4616</b>  | <b>100.00%</b> | <b>4468</b>  | <b>100.00%</b> | <b>4558</b>  | <b>100.00%</b> |
|                        | <b>Offers as % of Apps</b> |              | <b>86.89%</b>  |              | <b>84.70%</b>  |              | <b>84.46%</b>  |
|                        | <b>Enrols as % of Apps</b> |              | <b>19.94%</b>  |              | <b>20.10%</b>  |              | <b>22.27%</b>  |

**Table 20 - UoR PGT admissions by disability over three years**

|                        |                            | 2017/8       |                | 2018/9       |                | 2019/0       |                |
|------------------------|----------------------------|--------------|----------------|--------------|----------------|--------------|----------------|
|                        |                            | Headcount    | Percentage     | Headcount    | Percentage     | Headcount    | Percentage     |
| Disability declared    | Applications               | 640          | 3.53%          | 732          | 4.03%          | 767          | 4.05%          |
|                        | Offers                     | 394          | 3.26%          | 493          | 4.11%          | 519          | 3.98%          |
|                        | Enrols                     | 261          | 7.94%          | 324          | 9.00%          | 363          | 9.58%          |
|                        | Offers as % of Apps        |              | 61.56%         |              | 67.35%         |              | 67.67%         |
|                        | Enrols as % of Apps        |              | 40.78%         |              | 44.26%         |              | 47.33%         |
| No disability declared | Applications               | 17512        | 96.47%         | 17423        | 95.97%         | 18156        | 95.95%         |
|                        | Offers                     | 11690        | 96.74%         | 11510        | 95.89%         | 12507        | 96.02%         |
|                        | Enrols                     | 3026         | 92.06%         | 3277         | 91.00%         | 3426         | 90.42%         |
|                        | Offers as % of Apps        |              | 66.75%         |              | 66.06%         |              | 68.89%         |
|                        | Enrols as % of Apps        |              | 17.28%         |              | 18.81%         |              | 18.87%         |
| <b>Grand Total</b>     | <b>Applications</b>        | <b>18152</b> | <b>100.00%</b> | <b>18155</b> | <b>100.00%</b> | <b>18923</b> | <b>100.00%</b> |
|                        | <b>Offers</b>              | <b>12084</b> | <b>100.00%</b> | <b>12003</b> | <b>100.00%</b> | <b>13026</b> | <b>100.00%</b> |
|                        | <b>Enrols</b>              | <b>3287</b>  | <b>100.00%</b> | <b>3601</b>  | <b>100.00%</b> | <b>3789</b>  | <b>100.00%</b> |
|                        | <b>Offers as % of Apps</b> |              | <b>66.57%</b>  |              | <b>66.11%</b>  |              | <b>68.84%</b>  |
|                        | <b>Enrols as % of Apps</b> |              | <b>18.11%</b>  |              | <b>19.83%</b>  |              | <b>20.02%</b>  |

**Table 21 - UoR PGR admissions by disability over three years**

|                        |                            | 2017/8      |                | 2018/9      |                | 2019/0      |                |
|------------------------|----------------------------|-------------|----------------|-------------|----------------|-------------|----------------|
|                        |                            | Headcount   | Percentage     | Headcount   | Percentage     | Headcount   | Percentage     |
| Disability declared    | Applications               | 111         | 3.79%          | 134         | 4.40%          | 140         | 4.38%          |
|                        | Offers                     | 53          | 5.73%          | 58          | 5.84%          | 51          | 5.16%          |
|                        | Enrols                     | 40          | 9.35%          | 43          | 9.21%          | 38          | 8.80%          |
|                        | Offers as % of Apps        |             | 47.75%         |             | 43.28%         |             | 36.43%         |
|                        | Enrols as % of Apps        |             | 36.04%         |             | 32.09%         |             | 27.14%         |
| No disability declared | Applications               | 2821        | 96.21%         | 2912        | 95.60%         | 3054        | 95.62%         |
|                        | Offers                     | 872         | 94.27%         | 935         | 94.16%         | 937         | 94.84%         |
|                        | Enrols                     | 388         | 90.65%         | 424         | 90.79%         | 394         | 91.20%         |
|                        | Offers as % of Apps        |             | 30.91%         |             | 32.11%         |             | 30.68%         |
|                        | Enrols as % of Apps        |             | 13.75%         |             | 14.56%         |             | 12.90%         |
| <b>Grand Total</b>     | <b>Applications</b>        | <b>2932</b> | <b>100.00%</b> | <b>3046</b> | <b>100.00%</b> | <b>3194</b> | <b>100.00%</b> |
|                        | <b>Offers</b>              | <b>925</b>  | <b>100.00%</b> | <b>993</b>  | <b>100.00%</b> | <b>988</b>  | <b>100.00%</b> |
|                        | <b>Enrols</b>              | <b>428</b>  | <b>100.00%</b> | <b>467</b>  | <b>100.00%</b> | <b>432</b>  | <b>100.00%</b> |
|                        | <b>Offers as % of Apps</b> |             | <b>31.55%</b>  |             | <b>32.60%</b>  |             | <b>30.93%</b>  |
|                        | <b>Enrols as % of Apps</b> |             | <b>14.60%</b>  |             | <b>15.33%</b>  |             | <b>13.53%</b>  |

**Table 22 - UoR UG students progression by disability over three years**

|                       |                      | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|-----------------------|----------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                       |                      | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Disabled - DSA        | Passed at 1st        | 422         | 84.6%        | 388         | 79.3%        | 363         | 88.1%        |
|                       | Passed at 2nd        | 34          | 6.8%         | 36          | 7.4%         | 9           | 2.2%         |
|                       | Failed at 2nd        | 8           | 1.6%         | 15          | 3.1%         | 11          | 2.7%         |
|                       | Other                | 35          | 7.0%         | 50          | 10.2%        | 29          | 7.0%         |
| Disabled - No DSA     | Passed at 1st        | 792         | 80.4%        | 765         | 78.5%        | 801         | 86.7%        |
|                       | Passed at 2nd        | 86          | 8.7%         | 86          | 8.8%         | 50          | 5.4%         |
|                       | Failed at 2nd        | 40          | 4.1%         | 36          | 3.7%         | 20          | 2.2%         |
|                       | Other                | 67          | 6.8%         | 87          | 8.9%         | 53          | 5.7%         |
| No known disability   | Passed at 1st        | 5319        | 84.7%        | 5095        | 82.6%        | 5377        | 91.1%        |
|                       | Passed at 2nd        | 500         | 8.0%         | 538         | 8.7%         | 226         | 3.8%         |
|                       | Failed at 2nd        | 224         | 3.6%         | 192         | 3.1%         | 110         | 1.9%         |
|                       | Other                | 238         | 3.8%         | 340         | 5.5%         | 191         | 3.2%         |
| <i>Disabled total</i> | <i>Passed at 1st</i> | <i>1214</i> | <i>81.8%</i> | <i>1153</i> | <i>78.8%</i> | <i>1164</i> | <i>87.1%</i> |
|                       | <i>Passed at 2nd</i> | <i>120</i>  | <i>8.1%</i>  | <i>122</i>  | <i>8.3%</i>  | <i>59</i>   | <i>4.4%</i>  |
|                       | <i>Failed at 2nd</i> | <i>48</i>   | <i>3.2%</i>  | <i>51</i>   | <i>3.5%</i>  | <i>31</i>   | <i>2.3%</i>  |
|                       | <i>Other</i>         | <i>102</i>  | <i>6.9%</i>  | <i>137</i>  | <i>9.4%</i>  | <i>82</i>   | <i>6.1%</i>  |

|                    |                      |             |              |             |              |             |              |
|--------------------|----------------------|-------------|--------------|-------------|--------------|-------------|--------------|
| <b>Grand Total</b> | <b>Passed at 1st</b> | <b>6533</b> | <b>84.1%</b> | <b>6248</b> | <b>81.9%</b> | <b>6541</b> | <b>90.3%</b> |
|                    | <b>Passed at 2nd</b> | <b>620</b>  | <b>8.0%</b>  | <b>660</b>  | <b>8.7%</b>  | <b>285</b>  | <b>3.9%</b>  |
|                    | <b>Failed at 2nd</b> | <b>272</b>  | <b>3.5%</b>  | <b>243</b>  | <b>3.2%</b>  | <b>141</b>  | <b>1.9%</b>  |
|                    | <b>Other</b>         | <b>340</b>  | <b>4.4%</b>  | <b>477</b>  | <b>6.3%</b>  | <b>273</b>  | <b>3.8%</b>  |

**Table 23 - UoR UG retention by disability over three years**

|                                |                  | 2017/8       |              | 2018/9       |              | 2019/0       |              |
|--------------------------------|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                                |                  | Headcount    | Percentage   | Headcount    | Percentage   | Headcount    | Percentage   |
| Disabled - DSA                 | Withdrawn        | 16           | 2.6%         | 18           | 2.5%         | 12           | 1.7%         |
|                                | Retained         | 597          | 97.4%        | 698          | 97.5%        | 712          | 98.3%        |
|                                | Unknown          | 0            | 0.0%         | 0            | 0.0%         | 0            | 0.0%         |
| Disabled - No DSA              | Withdrawn        | 41           | 3.6%         | 46           | 3.4%         | 56           | 3.7%         |
|                                | Retained         | 1108         | 96.4%        | 1318         | 96.6%        | 1477         | 96.3%        |
|                                | Unknown          | 0            | 0.0%         | 0            | 0.0%         | 0            | 0.0%         |
| No known disability            | Withdrawn        | 211          | 2.0%         | 312          | 3.0%         | 250          | 2.5%         |
|                                | Retained         | 10156        | 97.9%        | 10074        | 97.0%        | 9937         | 97.5%        |
|                                | Unknown          | 2            | 0.0%         | 0            | 0.0%         | 0            | 0.0%         |
| Unknown                        | Withdrawn        | 366          | 76.7%        | 472          | 72.3%        | 488          | 71.0%        |
|                                | Retained         | 110          | 23.1%        | 181          | 27.7%        | 199          | 29.0%        |
|                                | Unknown          | 1            | 0.2%         | 0            | 0.0%         | 0            | 0.0%         |
| <i>All disability declared</i> | <i>Withdrawn</i> | <i>57</i>    | <i>1.7%</i>  | <i>64</i>    | <i>1.7%</i>  | <i>68</i>    | <i>1.6%</i>  |
|                                | <i>Retained</i>  | <i>1705</i>  | <i>49.7%</i> | <i>2016</i>  | <i>52.1%</i> | <i>2189</i>  | <i>52.8%</i> |
|                                | <i>Unknown</i>   | <i>0</i>     | <i>0.0%</i>  | <i>0</i>     | <i>0.0%</i>  | <i>0</i>     | <i>0.0%</i>  |
| <b>Grand Total</b>             | <b>Withdrawn</b> | <b>634</b>   | <b>5.0%</b>  | <b>848</b>   | <b>6.5%</b>  | <b>806</b>   | <b>6.1%</b>  |
|                                | <b>Retained</b>  | <b>11971</b> | <b>94.9%</b> | <b>12271</b> | <b>93.5%</b> | <b>12325</b> | <b>93.9%</b> |
|                                | <b>Unknown</b>   | <b>3</b>     | <b>0.0%</b>  | <b>0</b>     | <b>0.0%</b>  | <b>0</b>     | <b>0.0%</b>  |

**Table 24 - UoR PGT retention by disability over three years**

|                                |                  | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|--------------------------------|------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                                |                  | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Disabled - DSA                 | Withdrawn        | 3           | 3.0%         | 1           | 0.9%         | 4           | 4.0%         |
|                                | Retained         | 96          | 97.0%        | 116         | 99.1%        | 96          | 96.0%        |
|                                | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Disabled - No DSA              | Withdrawn        | 6           | 2.0%         | 9           | 2.2%         | 19          | 3.4%         |
|                                | Retained         | 298         | 98.0%        | 400         | 97.8%        | 539         | 96.6%        |
|                                | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| No known disability            | Withdrawn        | 79          | 1.5%         | 106         | 1.8%         | 129         | 2.0%         |
|                                | Retained         | 5162        | 98.5%        | 5648        | 98.2%        | 6234        | 98.0%        |
|                                | Unknown          | 2           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| Unknown                        | Withdrawn        | 168         | 45.3%        | 124         | 38.4%        | 73          | 30.7%        |
|                                | Retained         | 203         | 54.7%        | 199         | 61.6%        | 165         | 69.3%        |
|                                | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <i>All disability declared</i> | <i>Withdrawn</i> | <i>9</i>    | <i>0.3%</i>  | <i>10</i>   | <i>0.3%</i>  | <i>23</i>   | <i>0.6%</i>  |
|                                | <i>Retained</i>  | <i>394</i>  | <i>11.5%</i> | <i>516</i>  | <i>13.3%</i> | <i>635</i>  | <i>15.3%</i> |
|                                | <i>Unknown</i>   | <i>0</i>    | <i>0.0%</i>  | <i>0</i>    | <i>0.0%</i>  | <i>0</i>    | <i>0.0%</i>  |
| <b>Grand Total</b>             | <b>Withdrawn</b> | <b>256</b>  | <b>4.3%</b>  | <b>240</b>  | <b>3.6%</b>  | <b>225</b>  | <b>3.1%</b>  |
|                                | <b>Retained</b>  | <b>5759</b> | <b>95.7%</b> | <b>6363</b> | <b>96.4%</b> | <b>7034</b> | <b>96.9%</b> |
|                                | <b>Unknown</b>   | <b>2</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  |

**Table 25 - UoR PGR retention by disability over three years**

|                     |           | 2017/8    |            | 2018/9    |            | 2019/0    |            |
|---------------------|-----------|-----------|------------|-----------|------------|-----------|------------|
|                     |           | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Disabled - DSA      | Withdrawn | 0         | 0.0%       | 1         | 1.9%       | 0         | 0.0%       |
|                     | Retained  | 42        | 100.0%     | 51        | 98.1%      | 50        | 100.0%     |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Disabled - No DSA   | Withdrawn | 4         | 3.6%       | 2         | 1.6%       | 3         | 2.3%       |
|                     | Retained  | 106       | 96.4%      | 125       | 98.4%      | 127       | 97.7%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| No known disability | Withdrawn | 42        | 2.4%       | 40        | 2.3%       | 41        | 2.3%       |
|                     | Retained  | 1718      | 97.6%      | 1721      | 97.7%      | 1729      | 97.7%      |
|                     | Unknown   | 0         | 0.0%       | 0         | 0.0%       | 0         | 0.0%       |
| Unknown             | Withdrawn | 20        | 48.8%      | 17        | 35.4%      | 11        | 25.0%      |

|                                |                  |             |              |             |              |             |              |
|--------------------------------|------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                                | Retained         | 21          | 51.2%        | 31          | 64.6%        | 33          | 75.0%        |
|                                | Unknown          | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <i>All disability declared</i> | <i>Withdrawn</i> | 4           | 0.1%         | 3           | 0.1%         | 3           | 0.1%         |
|                                | <i>Retained</i>  | 148         | 4.3%         | 176         | 4.5%         | 177         | 4.3%         |
|                                | <i>Unknown</i>   | 0           | 0.0%         | 0           | 0.0%         | 0           | 0.0%         |
| <b>Grand Total</b>             | <b>Withdrawn</b> | <b>66</b>   | <b>3.4%</b>  | <b>60</b>   | <b>3.0%</b>  | <b>55</b>   | <b>2.8%</b>  |
|                                | <b>Retained</b>  | <b>1887</b> | <b>96.6%</b> | <b>1928</b> | <b>97.0%</b> | <b>1939</b> | <b>97.2%</b> |
|                                | <b>Unknown</b>   | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  | <b>0</b>    | <b>0.0%</b>  |

**Table 26 - UoR UG attainment (First and 2.1) by disability over three years**

|                       | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|-----------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                       | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Disabled - DSA        | 142         | 82.6%        | 168         | 83.2%        | 190         | 91.8%        |
| Disabled - No DSA     | 226         | 80.1%        | 299         | 78.3%        | 343         | 87.3%        |
| No known disability   | 2331        | 81.9%        | 2381        | 81.9%        | 2585        | 89.4%        |
| <i>Disabled total</i> | <i>368</i>  | <i>81.1%</i> | <i>467</i>  | <i>80.0%</i> | <i>533</i>  | <i>88.8%</i> |
| <b>Grand Total</b>    | <b>2699</b> | <b>81.8%</b> | <b>2848</b> | <b>81.6%</b> | <b>3118</b> | <b>89.3%</b> |

**Table 27 - UoR PGT attainment (Distinction / A or B and Merit / C) by disability over three years**

|                       | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|-----------------------|-------------|--------------|-------------|--------------|-------------|--------------|
|                       | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Disabled - DSA        | 28          | 80.0%        | 30          | 81.1%        | 21          | 70.0%        |
| Disabled - No DSA     | 76          | 73.8%        | 108         | 79.4%        | 126         | 77.8%        |
| No known disability   | 1717        | 79.2%        | 1605        | 78.3%        | 1671        | 84.0%        |
| <i>Disabled total</i> | <i>104</i>  | <i>75.4%</i> | <i>138</i>  | <i>79.8%</i> | <i>147</i>  | <i>76.6%</i> |
| <b>Grand Total</b>    | <b>1821</b> | <b>79.0%</b> | <b>1743</b> | <b>78.4%</b> | <b>1818</b> | <b>83.4%</b> |

**Table 28 - UoR UG attainment (First and 2.1) by sexual orientation over three years**

|  | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|--|-------------|--------------|-------------|--------------|-------------|--------------|
|  | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Heterosexual                               | 2310        | 82.5%        | 2417        | 82.1%        | 2635        | 89.5%        |
| LGB (Gay woman/lesbian, Gay man, Bisexual) | 138         | 82.6%        | 154         | 82.8%        | 151         | 89.9%        |
| Other                                      | 27          | 62.8%        | 27          | 75.0%        | 27          | 90.0%        |
| Unknown                                    | 224         | 77.0%        | 250         | 76.9%        | 305         | 86.9%        |
| <b>Grand Total</b>                         | <b>2699</b> | <b>81.8%</b> | <b>2848</b> | <b>81.6%</b> | <b>3118</b> | <b>89.3%</b> |

**Table 29 - UoR PGT attainment (Distinction / A or B and Merit / C) by religio over three years**

|  | 2017/8      |              | 2018/9      |              | 2019/0      |              |
|--|-------------|--------------|-------------|--------------|-------------|--------------|
|  | Headcount   | Percentage   | Headcount   | Percentage   | Headcount   | Percentage   |
| Heterosexual                               | 1323        | 81.2%        | 1355        | 80.0%        | 1446        | 85.2%        |
| LGB (Gay woman/lesbian, Gay man, Bisexual) | 55          | 75.3%        | 55          | 82.1%        | 69          | 92.0%        |
| Other                                      | 36          | 73.5%        | 51          | 71.8%        | 28          | 68.3%        |
| Unknown                                    | 407         | 73.5%        | 282         | 71.9%        | 275         | 74.7%        |
| <b>Grand Total</b>                         | <b>1821</b> | <b>79.0%</b> | <b>1743</b> | <b>78.4%</b> | <b>1818</b> | <b>83.4%</b> |