

University of Leicester

Publication of Equality Data

The following information is designed to give an overall indication of the position of the University with respect to those protected characteristics about which data is currently collected. It is used to guide further equalities work, compare the position in the University overall or in a College with a constituent department or division and further analysis may be possible where there are particular concerns.

Please note that where UK figures are given they are for year 2011/12 which are the latest available. University of Leicester figures are for 2013 or as at January 2014 as appropriate unless otherwise stated. Figures for last year in brackets where shown.

STAFF DATA

GENDER

Representation by Gender University of Leicester & UK

College/Division	Headcount			% Representation	
	F	M	Total	F	M
Arts, Humanities and Law	178	148	326	55%	45%
Corporate & Library	925	657	1582	59%	41%
Medicine, Biological Sciences and Psychology	549	422	971	56%	44%
Science and Engineering	152	373	525	29%	71%
Social Science	263	238	501	53%	47%
University of Leicester	2067	1838	3905	53%	47%
UK	203415	174825	378240	54%	46%

Gender balance changes little year on year. Most areas of the University show a reasonable balance of male and female staff with the exception of Science and Engineering where there are overall 29% female representation. In 2009 female representation in the College was 24%.

Professorial status by Gender (University of Leicester)

Designation	University of Leicester				UK			
	Female		Male		Female		Male	
	No	%	No	%	No	%	No	%
All Professors	55	23% (19)	180	77	3790	20.5%	14670	79.5
F/T	45	23% (18)	152	77	3240	20%	12715	80
P/T	10	26% (22)	28	74	555	22%	1960	78
*SET Dept	25	20% (13)	103	80	1795	16.5%	9125	83.5
Non SET	29	28% (31)	76	72	1995	26%	5550	74

*SET refers to Science, Engineering and Technology and Medicine.

Female representation of professors at the University is greater than the UK average. This position has recently been achieved through a dramatic increase in female professors in SET departments where female representation has increased from 13% to 20% in one year. At the same time departments have been working hard to develop and implement good practice in gender equality through the Athena SWAN award scheme designed to promote the better representation of women in science, medicine and engineering.

Academic senior promotion experience by Gender (University of Leicester) Last three years cumulative

Element	M	F
Total cumulative number put forward	126	67
Total cumulative population over three years	1089	649
Overall percentage put forward for promotion	12%	10%
Cumulative numbers successful	76	46
Overall percentage success rate of those put forward	60%	69%
Overall percentage success rate	7%	7%

These figures appear to indicate that in this period women were put forward slightly less readily than males but were more successful once put in for promotion. This supports the theory that women tend to hold back from seeking promotion in comparison to men but their promotion success is better perhaps because by delaying consideration their cases are on average stronger. The figures suggest pregnancy and maternity have been taken into account in the promotion panel consideration though the impact of maternity might also contribute to the lower proportion of women being put forward.

ETHNICITY

Representation by Ethnicity as at January 2014 (University of Leicester)

College/Division	Headcount			% Representation		
	BME	White	Not Known	BME	White	Not Known
Arts, Humanities and Law	15	237	74	5% (6)	73% (80)	23% (14)
Corporate & Library	184	996	379	12% (11)	64% (62)	24% (23)
Medicine, Biological Sciences and Psychology	134	649	187	14% (16)	67% (69)	19% (15)
Science and Engineering	44	382	99	8% (9)	73% (75)	19% (16)
Social Science	58	303	138	12% (12)	61% (71)	28% (17)
University of Leicester	435	2567	877	11% (12)	66% (69)	23% (9)
UK	39040	309995	18795	11% (10)	84% (85)	5% (5)

BME (Black minority ethnic) staff representation at the University of Leicester reflects the UK position. However the level of unknown ethnicity is currently very high at Leicester. This is being addressed. Note national figures do not include those staff who did not declare ethnicity and nationality through equal opportunity monitoring exercises.

Professorial status by Ethnicity (University of Leicester)

Designation	University of Leicester						UK			
	BME		White		Not Known		BME		White	
	No	%	No	%	No	%	No	%	No	%
All Professors	14	6%	197	84%	24	10%	895	6%	13370	94%

The UK figures only include those for whom ethnicity is known. Again BME representation reflects the UK.

Academic senior promotion experience by Ethnicity (University of Leicester) Last three years cumulative

Element	BME	White	Not Known
Total cumulative number put forward	13	170	9
Total cumulative population over three years	170	1429	134
Percentage put forward for promotion	8%	12%	7%
Cumulative numbers successful	8	107	7
Percentage success rate of those put forward	62%	63%	78%
Overall percentage success rate	5%	7%	5%

A considerably lower percentage of BME employees in this period of time were submitted for consideration for promotion. Success rates once put forward were almost the same for BME and white academics.

DISABILITY

Representation by Disability as at January 2014 (University of Leicester)

College/Division	Headcount		Total	% Representation	
	No Known Disability	Declared Disability		No Known Disability	Declared Disability
Arts, Humanities and Law	312	14	326	96% (95)	4% (5)
Corporate & Library	1500	61	1561	96% (95)	4% (5)
Medicine, Biological Sciences and Psychology	942	29	971	97% (96)	3% (4)
Science and Engineering	501	24	525	95% (96)	5% (4)
Social Science	488	12	500	98% (96)	2% (4)
University of Leicester	3743	140	3883	96% (95)	4% (4)
UK	365280	12970	378250	97% (97)	3% (3)

Unknown disability status included within 'No Known Disability'. University of Leicester has consistently higher level of declaration than the UK average. The difference is even greater for senior staff (see below). However 4% or 5% is still considered an under-declaration.

Professorial status by Disability (University of Leicester & UK)

Group	No Known Disability	Declared Disability	% None	% Declared
Professors - University of Leicester	223	12	95% (97)	5% (4)
Professors - UK	18020	440	98% (98)	2% (2)

AGE

Age Distribution of Employees as at January 2014 (University of Leicester)

Age	University of Leicester		UK	
	Headcount	% Representation	Headcount	% Representation
16-25	294	8% (10)	23610	6%
26-30	398	10% (11)	42035	11%
31-35	583	15% (14)	51445	14%
36-40	508	13% (13)	49065	13%
41-45	501	13% (13)	50175	13%
46-50	523	13% (13)	51530	14%
51-55	491	13% (13)	46620	12%
56-60	356	9% (9)	37765	10%
61-65	202	5% (5)	21000	6%
66+	49	1% (5)	4860	1%
Total	3905	100%	378105	100%

The University of Leicester has greater proportion of younger employees (16 – 25) than the UK higher education average at 8% against 6%.

STUDENT DATA

GENDER

Representation by Gender - All Students University of Leicester & UK

College	F	M	Total	F	M
Arts, Humanities and Law	2790	1631	4421	63% (61)	37% (39)
Medicine, Biological Sciences and Psychology	2345	1521	3866	61% (61)	39% (39)
Science and Engineering	1107	2519	3626	31% (32)	69% (68)
Social Science	4665	4395	9060	51% (49)	49% (51)
University of Leicester	10907	10066	20973	52% (52)	48% (48)
UK	1406945	1089690	2496635	56% (58)	44% (42)

DISABILITY

Representation by Disability – All Students University of Leicester & UK

College	Declared Disability	No Known Disability	Total	% Declared Disability
Arts, Humanities and Law	391	4030	4421	9% (10)
Medicine, Biological Sciences and Psychology	391	3475	3866	10% (10)
Science and Engineering	256	3370	3626	7% (9)
Social Science	333	8730	9063	4% (7)
University of Leicester	1371	19605	20976	7% (9)
UK	215370	2281275	2496645	9% (9)

Student declared disability rates for students at the University are lower than the UK average in the current year.

ETHNICITY

Representation by Ethnicity – UK Domiciled Students (University of Leicester)

College	White	BME	Not Known	Total	% BME
Arts, Humanities and Law	2228	486	90	2804	17%
Medicine, Biological Sciences and Psychology	1972	1069	129	3170	34%
Science and Engineering	1773	613	38	2424	25%
Social Science	2145	1033	73	3251	32%
Total Headcount University of Leicester	8118	3201	330	11649	
% Representation University of Leicester	70% (69)	27% (27)	3% (4)	100%	
Total Headcount UK	1636395	378490	46525	2061410	
% Representation UK	81% (79)	18% (18)	2% (3)		

There is a higher proportion of BME students at Leicester (27%) then nationally (18%). There is considerable difference in BME representation by College.

Degree Classification by Gender University of Leicester (2012/13) UK Domiciled

Degree Classification	Headcount		% Representation	
	F	M	F	M
1st	260	292	18% (17)	21% (19)
2.1	802	657	55% (62)	47% (51)
2.2 - Pass	322	325	22% (17)	23% (22)
Fail	69	123	5% (4)	9% (8)
Total	1453	1397	100%	100%

Degree Classification by Gender UK

Degree Classification	Headcount		% Representation	
	F	M	F	M
1st	34220	27385	17% (15)	17% (16)
2.1	105935	72490	51% (51)	46% (45)
2.2 - Pass	66130	58115	32% (34)	37% (39)
Fail	N/A	N/A		
Total	206285	157990	100%	100%

Fails have not been included in the national figures.

Degree Classification by Ethnicity University of Leicester (2012/13) UK Domiciled

Degree Classification	Headcount			% Representation		
	White	BME	Not Known	White	BME	Not Known
1st	315	108	7	22% (19)	19% (13)	14% (27)
2.1	843	281	26	59% (60)	51% (49)	52% (38)
2.2 - Pass	199	128	6	14% (16)	23% (29)	12% (24)
Fail	67	38	11	5% (4)	7% (9)	22% (11)
Total	1424	555	50	100%	100%	100%

BME performance in 2012/13 improved significantly compared to the previous year. 1st class and 2.1 proportionate achievement levels were both up for BME students.

Degree Classification by Ethnicity UK (2011/12) UK Domiciled Students

Degree Classification	Headcount		% Representation	
	White	BME	White	BME
1st	45570	6040	19% (17)	11% (9)
2.1	128160	24250	53% (52)	43% (42)
2.2 - Pass	69360	25975	29% (30)	46% (49)
Fail	N/A	N/A		
Total	243090	56265	100%	100%

Fails have not been included in the national figures. University of Leicester performance for BME students is considerably better than the average UK picture in terms of 1st and 2.1 achievement. Only 11% BME students nationally obtained a 1st compared to 19% at Leicester. White student performance in terms of obtaining a 1st were much closer (Leicester 22%, UK 19%).

Degree Classification by Disability University of Leicester (2012/13) UK Domiciled

Degree Classification	Headcount		% Representation	
	No Declared Disability	Declared Disability	No Declared Disability	Declared Disability
1st/2.1	1880	131	72% (76)	66% (61)
2.2 - Pass	552	47	21% (19)	24% (30)
Fail	173	19	7% (5)	10% (9)
Total	2605	197	100%	100%

Degree Classification by Disability UK

Degree Classification	Headcount		% Representation	
	No Declared Disability	Declared Disability	No Declared Disability	Declared Disability
1st/2.1	218405	21625	66% (64)	64% (61)
2.2 - Pass	112010	12230	34% (36)	36% (39)
Total	330415	33855	100%	100%

1st and 2.1 degree attainment has been combined as national figures are presented in this way. Disabled students percentage obtaining 1st/2.1 was 6 percentile points lower at Leicester whereas nationally the difference is only 2 percentile points. Fails have not been included in the national figures.