

EDI public data report staff and student narrative

Introductory context

This associated narrative follows the staff and student data reporting on the 2023/24 academic year. This mainly covers the staff and student populations in the five-year period from 2019/20 to 2023/24, though in some years the instances are different.

Findings and trends on the University's position are compared to institutions at Scotland or UK level, as per AdvanceHE's dedicated reporting on protected characteristics of staff and students. However, it should be noted that due to the delay in receiving HESA's 2022-23 student record, AdvanceHE has not been able to publish the student report alongside the staff report. While EDI public data reporting is focused on the 2023/24 year, the latest AdvanceHE data at time of writing is on 2022/23, hence why this is used as a baseline for comparisons. For the first time, data from Scotland's Census, undertaken in 2022, has been made publicly available. We refer to several of these findings throughout this year's EDI reporting.

The 2023/24 academic year has taken place against a changed context. The initial effects of policy changes, particularly the decision taken by the previous UK Government to place restrictions on dependents travelling with international students, are beginning to be seen. The years immediately preceding 2023/24 have seen significant disruption to normal student recruitment patterns as a result of external events, not limited to EU Exit, and the lingering consequences of the Covid-19 pandemic. The composition of the University's student population has fluctuated in recent years with changes in fee and funding arrangements for EU students studying in Scotland, and Covid-related school assessment disruption, which impacted entry qualifications and resulted in a higher number of entrants, resulting in a higher number of continuing students. These shifts are not unique to the University of Edinburgh, but are important context when considering 2023/24 findings in relation to the years immediately preceding it.

Looking at the internal context, the Grade Scale Review (GSR) has initiated a shift in staff grading levels, which is reflected in the overall composition. With regard to the data published on student/staff ethnicity, we refer to specific ethnicity groupings at the lowest possible level of aggregation to allow for meaningful statistical comparisons. Because the relevant populations of students or staff can be small, to allow any statistical reporting, we often have to group at the level of BAME/white.

This year's reporting has been drawn from the new University staff and student population applications, which were launched and made available to all staff in June 2024. The staff and student data are derived from a July 2024 snapshot, though in

some cases the approach to reporting student attainment diverges from other student data, in order to correct an issue arising from the 2023 Marking Assessment Boycott.

Figures in square brackets refer to the Staff data report [SF] or Student data report [ST].

STAFF

Overall staff headcount

- At July 2024, there were 13,900 staff at the University (excluding staff on Guaranteed Hours contracts, see below). In the latest five-year period, the overall number of staff (based on headcount) has increased by 15.8%, with the 2023/24 figure representing an 6.0% increase on the previous year. **[SF2.1]**
- AdvanceHE benchmarking for 2022/23 reported 55,185 staff at Higher Education Institutions (HEIs) in Scotland, representing 12.6% of UK staff overall.

Academic and Professional Services staff

- There continues to be a higher proportion of Professional Services staff compared to Academic staff at the University. Between 2022/23 and 2023/24, Professional Services and Academic staff totals increased by 6.3% and 5.5% respectively. **[SF2.2]**
- The University's proportions of staff by activity – 41.7% Academic and 58.3% Professional Services – show a slightly higher majority of Professional Services staff compared to UK-level. AdvanceHE reported an overall HEI staff composition of 54.7% Academic and 45.3% Professional Services in 2022/23.

Headcount – Assignment category

- Overall proportions of University staff employed on fixed-term and open-ended contracts have remained broadly consistent over the most recent five-year period. 2023/24 data show there were 10,660 staff on open-ended contracts, compared to 3,085 on fixed term contracts, representing 77.8/76.7% and 22.2/23.3% respectively. **[SF2.3]**
- The University's assignment category proportions correspond with the UK average for 2022/23 provided by AdvanceHE, which were 77.3% on open-ended contracts, and 22.7% on fixed-term.

Headcount – Grade

- Of the 13,895 'UE' graded staff at the University in 2023/24, the largest proportion were employed at UE07 (3,315 – 23.9%), and the smallest proportion at UE03 (450

– 3.2%). In 2022/23, the highest proportion of graded staff were also employed at UE07, with 2023/24 seeing a year-on-year increase of 220 staff in headcount terms. Over the most recent five-year reporting period, UE07 has continuously had the greatest number of employees, with UE03 having the fewest until 2023/24. **[SF2.4]**

- However, all grades will have seen a fluctuation due to the impact of the University's grade scale review (GSR), which saw the removal of the lowest grade (UE01), with pre-existing staff moved on to UE02.

Headcount – Guaranteed Hours Staff

- In 2023/24, Guaranteed Hours staff at the University totalled 4,000. The data indicate that the Guaranteed Hours staff total has slowly increased over the most recent five-year period, dipping slightly between 2019/20 and 2020/21, due to the impact of the Covid-19 pandemic on recruitment trends. It should be noted that a majority of Guaranteed Hours staff – 2,270 – are employed at UE06, primarily as student tutors and demonstrators. There has been a slight (6.0%) increase in Guaranteed Hours staff between 2022/23 and 2023/24. **[SF2.5]**

Staff ethnicity

- The overall proportion of BAME staff at the University (both non-UK and UK BAME) has increased over the last five years. Between 2022/23 and 2023/24, this overall proportion increased by 0.8 percentage points (pp), with a 1.0pp increase in non-UK and 0.3pp increase in UK national BAME staff. **[SF3.1]**. Over the most recent five-year period, the overall BAME staff proportion has increased by 2.1 percentage points from 11.9% to 14.0%.
- According to Scotland's most recent census, the percentage of people in Scotland with a minority ethnic background increased from 8.2% in 2011 to 12.9% in 2022.
- 2023/24 figures show the proportions of non-UK and UK BAME staff were 32.0% and 5.6% respectively. The overarching trend over the past five years has been an increase in both proportions. While there was a slight decrease seen in the proportion of non-UK BAME staff between 2021/22 and 2022/23, it has returned to previous levels with a year-on-year increase of 1.0pp. The proportion of UK national BAME staff has increased by 0.3pp to 5.6% - the highest of the most recent five-year period. **[SF3.1]**
- The University's proportion of UK BAME staff (5.6%) is slightly higher than the 2022/23 average for Scottish institutions as recorded by AdvanceHE (5.5%), while lower than the UK average (12.9%). The proportion of non-UK national BAME staff (32.0%) remains slightly below the UK and Scotland averages, which in 2022/23 were 39.7% and 37.7% respectively.

- Considered by job function, there continues to be a higher proportion of BAME Academic staff than BAME Professional Services staff, constituting 20.5% and 9.3% respectively in 2023/24. Continuing the trend of the last five years, proportions of BAME Academic and Professional Services staff of both nationality groups have increased year-on-year, by 1.2pp and 0.6pp respectively. **[SF.3.2, SF.3.3]**
- Reflecting the pattern seen for BAME staff overall, there is a higher proportion of non-UK national BAME Academic staff (35.2%), compared to UK national BAME (8.0%). Within this, we see year-on-year increases on the previous year across both groupings; for non-UK, by 1.5pp from 33.7% to 35.2%, and for UK by 0.4pp from 7.6% to 8.0% **[SF3.2]**. These increases extend the broader upward trend in the proportion of BAME staff of both nationality groups at the University over the latest five-year period.
- The proportion of BAME Professional Services saw a year-on-year increase of 0.6pp – to 9.3% **[SF3.3]**. Chiming with what we see amongst BAME Academic staff at the University, a higher proportion of BAME Professional Services staff are non-UK nationals (27.0%) compared to UK nationals (4.4%). Both groupings have seen increases over the most recent five-year period, and similar year-on-year increases of 0.6pp and 0.5pp respectively. **[SF3.3]**
- The largest group across both BAME Academic and BAME Professional Services staff at the University is Asian **[SF3.3.1, SF.3.2.1]**

Guaranteed Hours staff

- Since 2019/20, there has been an overall increase in the proportion of staff on Guaranteed Hours contracts that are BAME, from 22.4% to 33.0%. This is more than twice the overall proportion of BAME staff not on Guaranteed Hours (14.0%). As with the other staff groups, there are a higher proportion of staff on Guaranteed Hours who are non-UK national BAME (53.1%) than UK national BAME (10.2%). Whilst the proportion of Guaranteed Hours staff who are non-UK national BAME has increased steadily from 2019/20 to 2022/23, it saw a 5.7pp increase between 2022/23 and 2023/24. The proportion of Guaranteed Hours staff who are UK national BAME has seen less fluctuation over the same period; the latest year-on-year increase was 2.1pp. **[SF3.3.4]** The largest ethnicity group represented across both non-UK and UK national Guaranteed Hours at the University is white. **[SF3.4.1]**

Academic staff – Ethnicity and fixed-term contract

- There has been a sustained overall reduction in the proportion of Academic staff on fixed-term contracts. The proportion of white and BAME Academic staff of both nationality groups on fixed-term contracts have decreased year-on-year between

2022/23 and 2023/24, as did the proportion of white Professional Services staff. However, the proportion of non-UK and UK national BAME Professional Services staff on fixed-term contracts increased slightly year-on-year between 2022/23 and 2023/24. These increases can be linked to an increase in fixed-term administration staff at Grade UE03. **[SF.3.3.5, SF.3.3.6]**

- Looking at Academic staff, there is a higher proportion of non-UK nationals on fixed-term contracts compared with UK nationals. Within both non-UK and UK nationals, BAME academic staff consistently represent a higher proportion of on fixed-term contracts compared to white Academic staff.
- Out of all nationality and ethnicity groups, non-UK BAME Academic staff are the most likely grouping to be employed on fixed-term contracts. Between 2019/20 and 2021/22, this proportion exceeded 50.0%. However, in the years since this has been consistently below 50.0%. Between 2021/22 and 2023/24, there has been a 10.0pp decrease. [SF3.5]. This is lower than the AdvanceHE average recorded in 2022/23, 46.6%.
- The University's proportion of UK BAME Academic staff on fixed-term contracts is also slightly below the AdvanceHE UK average of 29.0%.

Professional Services staff – Ethnicity and fixed-term contract

- As with Academic staff, a higher proportion of non-UK BAME Professional Services staff than white Professional Services staff were on fixed-term contracts as of 2022/23. **[SF3.6]**
- As noted above, the proportion of BAME Professional Services staff of both nationality groupings increased year-on-year between 2022/23 and 2023/24. For non-UK BAME, this increase was 3.8pp, whereas UK BAME increased by 3.4pp **[SF3.5]**. However, it should be noted that there hasn't been a continuous upward or downward trend.
- On the other hand, while the proportion of non-UK white Professional Services staff on fixed-term contracts decreased very slightly between 2022/23 and 2023/24 (0.2pp), the proportion of UK white Professional Services staff on fixed-term contracts saw a very slight increase (0.5pp).
- Despite these fluctuations, the University's proportions of Academic and Professional Staff on fixed-term contracts are below the 2022/23 UK averages recorded by AdvanceHE.

Ethnicity and grade – Academic staff

- Considering the ethnicity of University Academic staff by UE grade, the highest proportion of BAME academics are employed at UE07 (29.0%), closely followed by UE06 (28.7%). From UE07 upwards, the data show the trend that as the grade increases, the BAME academic staff representation decreases; 29.0% of BAME academic staff are employed at UE07, compared to 9.5% at UE10. **[SF3.10]**
- While the proportion of UE09 BAME academic staff is the highest observed over the most recent five-year period (constituting a 1.7pp increase), this represents a headcount increase of 20. **[SF3.10]**

Ethnicity and grade – Professional Services staff

- When University Professional Services staff are considered by ethnicity and grade, it is clear that there is significant underrepresentation. A majority of BAME Professional Services are employed at UE03 – 17.9%, a shift from 2022/23 as a result of the impact of the GSR. Representation of BAME staff decreases as the grade increases, seen at UE07 through to UE10. **[SF3.11]**

Ethnicity, Nationality and grade – Academic staff

- Across all grades, the general trend of higher proportions of non-UK BAME Academic staff than UK BAME Academic staff is reflected. **[SF3.8]**

Ethnicity, Nationality and grade – Professional Services staff

- When non-UK BAME Professional Services staff are considered by grade, the highest proportion is at UE03 (40.0%). For UK national Professional Services staff, the highest representation was also at UE03 (6.9%). While this grouping does not follow the trend of lower representation with grade increases, it is clear that there is a more significant underrepresentation of BAME staff across the Professional Services job family than Academic, which, despite year-on-year increases at UE09, continues to be most acute at the most senior grades. **[SF3.11]**
- When 'UE' graded BAME professional services staff are considered by nationality grouping, the data reflects the trend seen across BAME academic staff, that non-UK BAME staff are better represented overall. However, the disparity between non-UK and UK nationals is more marked at professional services compared to academic staff **[SF3.9]**

Gender

- Overall, the majority of University staff are female (55.8% in 2023/24). This represents a 0.1pp increase on the previous year, and the proportion has seen little change over the most recent five-year period. **[SF4.1]**

- This distribution is closely aligned with the overall staff composition in HEIs across Scotland, reported by AdvanceHE (55.4% female, 44.6% male).
- Despite an overall majority of female staff, there is greater variation when we consider the gender composition by job family grouping. A much higher proportion of Professional Services staff are female (62.0%), compared to female Academic staff (47.1%). The proportion of female Professional Services has been broadly maintained over the last five years, while the proportion of female Academic staff continues to gradually increase. **[SF4.2]**
- Female staff constituted 54.5% of Guaranteed Hours staff in 2023/24. **[SF4.3]**

Gender and contract type

- When gender and contract type are considered together, the data show that female academic staff are slightly more likely to be on fixed-term contracts than male academic staff. In 2023/24, these proportions were 36.3% and 33.1% respectively. This distribution has remained consistent over the last five years, though both proportions have seen a slight year-on-year decrease on 2022/23 levels **[SF4.4]**
- According to AdvanceHE benchmarking for UK HEIs, an average of 31.1% of female Academic staff were on fixed-term contracts, and 28.3% of male academic staff.
- By contrast, a much lower proportion of Professional Services staff are on fixed-term contracts, with female Professional Services staff slightly more likely to be on fixed-term contracts. In 2023/24, the respective proportions were 14.9% female compared to 11.5% male staff. **[SF4.5]**
- These broadly align with UK averages as recorded by AdvanceHE, which were 14.7% of female staff and 13.1% of male staff.
- As with the trend seen for Academic staff, the latest proportions of Professional Services staff on fixed-term reflect a reduction on 2022/23 levels. This trend aligns with the University's commitment to reducing the proportion of staff on fixed-term contracts.

Gender, contract type and grade

- When gender, contract type, and grade are considered together, it emerges that broadly similar proportions of female and male Academic staff are on fixed-term contracts at the most junior grades (UE06 and UE07), with a much higher proportion of staff at the most senior grades (UE08-UE10) employed on open-ended contracts. **[SF4.6]**

- Looking at Professional Services, for grades UE06 and UE08, the proportion for female Professional Services staff on fixed-term contracts are higher than the corresponding proportions for male Professional Services staff (differences: UE06: 4.7pp, UE07: 3.9pp, UE08: 4.9pp). 2023/24 data show that a slightly higher proportion of male Professional Services staff are employed on fixed-term contracts at UE09 and UE10 than female Professional Services staff. **However, it should be noted there is parity in terms of headcount at both of these grades. [SF4.7]**

Gender and pay grade

- While female Academic staff constitute a clear majority at UE06 (61.7%), and a slight majority at UE07 and UE08 (52.1% and 53.1% respectively), the data show that the representation of female Academic staff declines steeply at the most senior grades (42.4% at UE09 and 30.2% at UE10).
- We note that there has been a female UE09 Academic staff increase of 45 between 2022/23 and 2023/24, and of 20 for UE10 Academic staff.
- While both proportions have increased slightly year-on-year, the overall shift over the latest five-year period has been marginal. **[SF4.8]**
- Conversely, with the exception of UE03, female Professional Services staff are in the majority across all grades. These are considerably higher proportions than seen in the University's female Academic staff composition. **[SF4.9]**
- Although, proportionally, UE09 female Professional Services staff decreased by 1.7pp on 2022/23 levels, the headcount increased by 5. At UE10, the proportion of female Professional Services staff increased by 2.7pp to 52.2%, with the headcount increasing by 5 year-on-year. Proportionally, is the highest level of female Professional Services staff reported in the latest five-year period **[SF4.9]**.

Age

- The overall distribution of University staff has remained broadly consistent over the past five years, with proportions of staff aged 25-34, 35-44 and 45-54 broadly balanced, with a slightly lower proportion aged 55-65. The proportion of staff aged 25-34 increased by 0.8pp, to its highest in the most recent five-year period. **[SF5.1]**
- The case is largely the same in the age composition of Academic staff. This grouping has a slightly higher proportion of staff aged 25-34 and 35-44.
- For Academic staff, there has been a similar (0.6pp) increase in the proportion of staff aged 25-34, and a slight decrease at 35-44 (0.5pp), with the other age groupings holding steady on 2022/23 levels **[SF5.2]**.

- The position for Professional Services staff is similar, with a slightly higher proportion of staff aged 55-65 than for Academic staff. **[SF5.3]**
- According to findings from Scotland's most recent census, there were more people in the older age groups in 2022 than ever recorded in Scotland's census to date. There were over 1 million (1,090,600) aged 65 and over in Scotland in 2022.
- A much higher proportion of Guaranteed Hours staff is concentrated in the younger age groups. As of 2023/24, a majority (51.6%) were aged 25-34. However, this grouping has seen a 2.5pp decrease since 2022/23, whereas the proportion aged 16-24 has increased year-on-year by 2.3pp, to 20.4%. **[SF5.4]**

Other Protected Characteristics

Staff disability

- For 2023/24, the percentage of staff declaring at least one disability was 6.0%. The same figure for 2022/23 was 5.5%. Prior to a system change allowing staff to self-report on disability status (implemented from 2021/22 onwards), figures were between 3 and 3.5%. This remains broadly in line with the 2022/23 Scotland average recorded by AdvanceHE (6.0%), and slightly lower than that for the UK (7.2%).
- All staff (including those on guaranteed hours), regardless of whether information was available for their disability declaration or not, were used in the calculation. This includes the unknown / not declared headcount (12,445) as it formed the majority of the population (69.5%). In addition, 55 (0.3%) staff refused to provide information relating to declaring disabilities.

Religion and belief

- In 2023/24, religion and belief of staff at the University was unknown for 44.6% of staff, with a further 3.9% actively choosing against declaring this information. Across staff that declared, the highest proportion responded No religion (30.3%), followed by Christian – Other Denomination (5.5%). Christian – Roman Catholic accounted for 4.3%, Christian – Church of Scotland for 3.2%, and Muslim for 1.2%. Proportions of staff declaring as Hindu, Buddhist, Jewish and Sikh have remained broadly unchanged from last year's reporting. 0.1% of staff declared as Pagan. **[SF6.2]**
- According to findings from the most recent Scotland Census, in 2022, 51.1% of people had No religion, up from 36.7% in 2011.

Staff sexual orientation

- In 2022/23, sexual orientation was unknown for 44.7% of the overall University staff population, whilst a further 5.7% actively chose not to declare this information. Of staff that declared sexual orientation, the highest proportion was heterosexual or straight (42.8% of all staff). 3.4% declared as being bisexual and 2.6% as gay or lesbian.
- Looking at trends observed in recent years, there has been a doubling in the percentage of staff reporting as bisexual (1.2% to 3.1%) since 2018/19, while a 0.7 percentage point increase for Gay / Lesbian staff (to 2.8%) **[SF6.3]**

Staff gender identity

- Due to system changes and related question interpretation, it is currently not possible to accurately report on staff gender identity.

STUDENTS

Entrants by level of study

- Over the most recent five-year period, the total rate of entrants has fluctuated, seeing a particular increase in 2021/22 as a result of Covid-related school assessment disruption, which had an onward impact on entry qualifications. However, 2023/24 levels reinforce a return to pre-Covid levels. 2023/24 entrants totalled 20,390, a 0.5% year-on-year increase. Within this, postgraduate taught entrants were the only grouping to see a reduction, of 2.0% on the previous year. **[ST2.1]**

Student population by level of study

- Overall, the University's student population saw a 0.5% reduction on 2022/23 levels, to 49,490. The University's undergraduate and postgraduate research populations increased slightly on the previous year. By contrast, the postgraduate taught population saw a 3.9% decrease, with the majority of this student population consisting of a single year of study. **[ST2.2]**

Ethnicity

Undergraduate entrants

- As of 2023/24, the proportion of UK-domiciled BAME undergraduate entrants has seen a slight decrease, from 16.8% in 2022/23 to 16.3%. This includes a 1.5 percentage point (pp) reduction in the proportion of Asian undergraduate entrants. **[ST3.1]**
- By contrast, the proportion of non-UK domiciled BAME undergraduate entrants increased by 0.2pp year-on-year on 2022/23 levels. Within this, there were decreases in proportions of Asian (-1.1pp) entrants, whilst there being increases for mixed (0.8pp), and other (0.3pp) entrants. **[ST3.2]**

Postgraduate entrants

- At postgraduate taught level, the proportion of UK-domiciled BAME entrants increased from 14.8% to 17.1% - its highest in the most recent five-year period. Within this, every grouping saw an increase: 0.3pp for black, 1.2pp for mixed, and 0.6pp for Asian. **[ST3.4]**
- Due to a change in the University's data collection practices, non-UK domiciled students were not asked for their ethnicity when matriculating in 2020/21 and 2021/22. This data was later collected retroactively during registration for returning years, and has now been reinstated for 2022/3 entrants. As fewer PGT students

return for a second year, the PGT non-UK domiciled cohort is disproportionately impacted by incomplete data.

- The proportion of UK-domiciled BAME postgraduate research entrants has increased by 2.6pp year-on-year to 17.2% - the largest proportion of the most recent five-year period. **[ST3.6]**
- The equivalent proportion of non-UK domiciled BAME postgraduate research entrants increased by the same amount (2.6 percentage points). Within this, there was a 2.3pp increase in black PGR entrants, and a -0.6pp increase in 'other' entrants. **[ST3.7]**

Attainment

Undergraduate

- Within this report, 'successful outcomes' are grouped in terms of students' entry year, which allows us to explore the experience of a student population who began their studies under the same broad circumstances. Undergraduate exit awards are grouped by the year a student exited with an award, which allows us to explore the shared experience of Honours year study.
- These populations will share many of the same students, but will not be identical due to the different study routes an individual may follow. Despite these differences, comparison between the two groups may help to build a more complete picture of student attainment and progression across the entire course of their studies.
- Over the last five years, the proportion of BAME and white undergraduates exiting the university with a successful outcome has seen little variation. For both UK-domiciled and non-UK domiciled BAME entrants, there has been overall year-on-year consistency in the proportion of students exiting with a successful outcome, and the proportion exiting with a First or 2:1 degree. **[ST3.8, ST3.12; ST3.10, ST3.14]**. The only grouping to see a slight decline in the proportion attaining a First or a 2:1 is non-UK white **[ST3.12]**.
- While 2022/23 saw a considerable widening of the degree-awarding gap between UK BAME and white undergraduates to 5.6pp, 2023/24 data show a narrowing of the gap to 1.0pp. We also see increases in attainment, with UK BAME rising by 9.8pp year-on-year, compared to a 1.2pp increase for white students. **[ST3.10]**
- By contrast, the degree-awarding gap between white and non-UK domiciled BAME undergraduates at the University has widened overall in the last five years, including a considerable year-on-year widening since 2022/23 exit award data. While attainment levels for both groupings have increased, the current gap sits at 14.0pp.

White degree-awarding was presented as 91.7%, compared to 77.7% of non-UK BAME students exiting in 2023/24. **[ST3.14]**

Attainment – postgraduate

- From the 2017/18 entry session onwards, a higher proportion of white postgraduate taught students have exited with a successful outcome than UK BAME students. While attainment levels for both groups decreased year-on-year since 2022/23, (white by 2.1pp, UK BAME by 3.4pp), the latest gap in attainment between these is 4.3pp - a slight widening on the most recent difference (3.0pp). **[ST3.16]**
- Contrasting with the trend observed for UK BAME postgraduate taught students, a higher proportion of non-UK BAME postgraduate students than white postgraduate students have exited with a successful outcome since the 2017/18 entry session. As of the 2020/21 entry session, there is a 4.9 percentage point difference between the groupings when proportions awarded a successful outcome on exit are considered. Notably, while the proportion of non-UK BAME students attaining a successful outcome decreased very slightly year-on-year (0.6pp), the equivalent proportion of non-UK domiciled white students attaining a successful outcome saw a steeper year-on-year decline of 4.0 percentage points. **[ST3.18]**
- At PGR level, cohorts across both nationality groups experienced slight year-on-year increases in terms of successful outcomes awarded. **[ST3.20, ST.3.22]**

Gender

Gender – proportion

- Over the last five years, there has been a consistent majority of female students at all levels of study. 2023/24 figures show that the largest majority of female students continues to be at postgraduate taught level, at 68.0% **[ST4.1]**
- The proportion of female PGR students has continually exceeded more than half of entrants since 2018/19. Female undergraduates continue to be close to exceeding two-thirds of entrants, though the proportion decreased very slightly year-on-year.

Gender – attainment

- Female undergraduates have consistently outperformed male undergraduates in terms of successful outcomes, including over the past five years. However, the most recent 2019/20 data show the narrowest gap in recent years, with 96.8% of female undergraduates being awarded a successful outcome, compared to 96.9% of male undergraduates, with male undergraduates having a slightly higher proportion than female undergraduates. **[ST4.2]**

- As of 2023/24, there are 4.2 percentage points between female and male undergraduates who exited with a First or 2:1 in 2023/24. While 2022/23 data presented a pronounced decline in attainment compared to recent years, the most recent figures show increases akin to previous performance levels **[ST4.3]**
- In terms of postgraduate outcomes, there was a 3.6pp difference between the proportions of male and female students that joined the university in 2020/21 and were awarded a successful outcome. **[ST.4.4]**
- For PGR students that joined the University in 2018/19, there was a 1.8pp gap between female and male students who exited with a successful outcome. However, while female attainment remained virtually unchanged on the previous year, male attainment increased by 1.7pp to 90.8% **[ST4.5]**

Age

- Young entrants (21 or under on entry) represent the highest proportion of the University's undergraduate intake. In 2023/24, 8.4% of all entrants were aged 17 or under, compared to 9.3% in 2022/23. The proportion of entrants aged 18-21 constitutes 73.1%, up 2.1 percentage points on the previous year. Meanwhile, the proportion of entrants aged 22-25 decreased 0.6 percentage points on the previous year, with the 26-35 and 36 and over age categories holding broadly steady on the previous year. **[ST5.1].**
- The majority of postgraduate taught entrants are aged 25 or under. However, 2023/24 reflects a decrease of 1.1 percentage points in the proportion of 18-21 entrants commencing studies in 2023/24. The proportion aged 22-25 has increased by 0.4pp on the previous year, with 26-35 having increased 1.1pp to 24.9% - the highest proportion recorded in the most recent five-year period. **[ST.5.2]**
- Just over half of total PGR entrants are aged 25 or under (53.1% in 2023/24) **[ST5.3].**

Age – attainment

- On the whole, the data indicate that younger undergraduates (aged 25 or under) are more likely than older undergraduates (aged 26 or above) to exit the University with a successful outcome. However, while there is a continuation of the trend that attainment decreases as age increases, the older age groups are shown to have had the greatest year-on-year increases, with the 36 and over and 26 to 35 attainment levels increasing by 6.6pp and 3.8pp year-on-year, respectively **[ST5.4]**
- More variation can be seen in relation to age and attainment when we look at proportions exiting with a First or 2:1 degree. Those aged 21 or under have been

consistently more likely to be awarded a First or 2:1 than those aged between 22 and 35. As seen in other degree award data, degree-awarding for all groups saw a year-on-year increase. **[ST5.5]**

- Degree-awarding for the 22-25 age grouping increased by 13.6pp to 71.8% between 2022/23 and 2023/24, while 26-35 increased by 4.3pp to 64.5%. The overall gap between the highest and lowest-awarded groups is 19.6pp as of 2023/24 data.
- Reflecting the patterns observed on undergraduate attainment, the population aged 36 and over at postgraduate taught and postgraduate research level was least likely to exit the University with a successful outcome. At PGT level, the 26-35 age group experienced the sharpest year-on-year decline in attainment; 3.4pp, whereas the other groupings remained relatively unchanged.
- At postgraduate taught level, the gap between the group awarded the highest proportion of successful outcomes, 18-21, and the lowest, 36 and over, was 20.3 percentage points. At postgraduate research level, the group awarded the highest proportion of successful outcomes in relation to the 2018/19 entry session was 18-21, whereas the lowest was 36 and over. The most recently recorded attainment gap between these groups was 10.3 percentage points. **[ST.5.6, ST.5.7]**

Disability

Disability – proportion

- Between 2019/20 and 2021/22, there was a marked increase, across all levels of study, in the proportion of students who declared a disability. However, there was a decrease in declaration levels between 2021/22 and 2022/23 across all groups. 2023/24 data show increases in declaration levels at PGT (+1.8pp) and UG (+1.4pp), but a decrease at PGR level (-0.5pp). **[ST6.1]**

Disability – attainment

- A higher proportion of undergraduate entrants with no known disability exited with a successful outcome than students with a disclosed disability (the gap ranges from 2.1 percentage points for 2015/16 entrants and 3.2 percentage points for 2019/20 entrants). **[ST6.2]**
- However, the gap becomes pronounced when we look at the proportion of First/2.1 degrees awarded. A higher proportion of students with no known disability exited the University with a First or 2:1 than those who disclosed a disability. This has been the case for the previous five years. With degree awarding having increased slightly year-on-year for both UG students with a disclosed and no known disability, the gap

has narrowed slightly to 4.7pp, up from 4.6pp, although this remains higher than reporting prior to 2022/23. **[ST6.3]**

- The proportion of disabled students being awarded a successful outcome is also consistently lower than for students with no declared disability at postgraduate taught level. By contrast to what we see at undergraduate level, the gap in performance between PGT students who disclosed a disability and those with no known disability narrowed slightly year-on-year, from 5.9pp for 2019/20 entrants to 3.6pp for 2020/21 entrants. **[ST6.4]**
- The narrowing of the performance gap seen at undergraduate and postgraduate taught levels continues at PGR level, where this in fact is the most pronounced shift year-on-year. The proportion of PGRs with a disclosed disability attaining a successful outcome increased by 4.3pp, and the equivalent proportion of PGRs with no known disability increased by 0.6pp. This results in the narrowest gap seen in the most recent five-year period (1.8pp), and the highest attainment levels recorded for PGRs with a known disability in the last five years. **[ST6.5]**

Care Experienced

- Since 2019/0 the proportion of UK domiciled entrants to undergraduate degrees from a Care Experienced background has more than doubled from 0.5% to 1.2% in 2023/4.
- As of the 2023/4 academic session there were approximately 165 UK domiciled Care Experienced students in the undergraduate population, over three times as many as in the 2019/0 session.