Annual Equality, Diversity and Inclusion Report 2021–2022

Lee McDermott

Equality, Diversity and Inclusion Officer

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Contents

Key Highlights

The university has made some exciting developments in 2021-22 and achieved external recognition in certain areas that is cause for success:

- In the 2022 THE Impact Rankings, for SDG5: Gender Equality, the university placed in the top 10 in the UK and top 50 internationally [Impact Rankings 2022: gender equality | Times Higher Education (THE)](#).
- As part of the 2022 Stonewall Workplace Equality Index, the university received a Silver Award in relation to LGBTQ+ equality (surpassing our target to achieve Bronze by 2025)

Both of these successes are in relation to numerous developments across the institution that are underpinned by our duties within the Public Sector Equality Duty (PSED) and our Equality Objectives, that are located at [Equality, Diversity and Inclusion Data & Reports - University of Cumbria](#).

The university continues to make good progress against their Equality Objectives, noting that the EDI Policy was implemented in April 2022 ([Equality, Diversity & Inclusion Policy - University of Cumbria](#)), our Staff Trans Record Policy was implemented in December 2021 and White Ribbon accreditation was awarded in June 2022 ([White Ribbon UK Accreditation - University of Cumbria](#)). White Ribbon focuses on the global movement to end violence against women and aligned with the University of Cumbria Student Union (UCSU) "Expect Respect" campaign, North West Sexual Violence Week and our School of Justice collaboration for the Safer Women at Night (SWAN) scheme. The university remains on track to achieve additional charter marks and received positive feedback from the Office For Students in relation to our Access and Participation Plan ([Publications | University of Cumbria](#)).

2021-22 saw the formation of a new staff network with [Disability & Neurodivergent Network (DANN) - University of Cumbria](#) being founded in addition to [LGBTQ+ Staff Network at the University of Cumbria](#). Both staff networks are represented on our Equality, Diversity, Inclusion and Wellbeing Committee to ensure representation and communication is embedded.

Our EDIW Schedule of Events was complimented by our staff networks providing training on themes such as Autism Experience, LGBTQ+ Allyship and LGBTQ&A ([University of Cumbria - Collaborative LGBTQ&A Panel Event - YouTube](#)). Internal and external collaboration resulted in the development of two internal EDI-focussed sessions via our Centre for Academic Practice and Enhancement (CAPE):

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- "Worried about using the wrong terminology? Creating a safe space in which to talk and learn about EDI"
- What does Equality, Diversity and Inclusion mean for me as a tutor? What are my responsibilities and how do I approach them?

The university received extensive media coverage for supporting North West Sexual Violence Week, lighting the Fusehill Street campus in purple at the end of a day that hosted a remembrance vigil from our chaplaincy and a stalled event hosting specialist support organisations. Our Institute of Arts hosted the "Step Up, Step Forward" symposium in collaboration with Prism Arts, showcasing inclusive arts in higher education. The second "Race 2B Conference" was hosted online in collaboration with Multicultural Cumbria alongside a range of awareness raising activity.

Areas of focus

It is important to celebrate our successes of 2021-22 and continue to push forward, with EDI integral to university's development and progression. Achieving our Equality Objective Commitments remain a mainstay, noting that the university also achieved Disability Confident Leader in October 2022. Focus will move towards our Athena Swan submission and developments are in place for the Race Equality Charter (REC) and Mental Health Charter to be undertaken by 2025. The launch of the updated Equality Impact Assessment (EIA) template will enable colleagues to embed EDI in decision making across the university and have a positive impact for all equality considerations, with the aim to ensure equitable outcomes and improved inclusivity in process and practice. The development of our Prevention of Harassment and Sexual Misconduct Policies and related report and support mechanisms, will provide greater clarity for our community in line with the Office For Students advice for the sector. The creation of our EDIW Monitoring Group, as an extension of our EDIW Committee, is now in place to support the growth of EDI activity cross the university and will assist in the delivery of our Equality Objectives.

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Data Summary

Appendix 1 – Student Data

Data is based on the student HESA return for 2021/22. The HE sector data is obtained from the Advance HE Report "Equality + Higher Education Students statistical report 2022".

Key points:

- Our total number of students increased by 424 to 9705
- We continue to have high numbers of students who feel comfortable disclosing they have a disability, rising 2.3% from last year's report to 17.2%
- The number of "Arab" student rose by 0.4%, with this group seeing an attainment figure rise of 36.7%
- The university remains behind the sector by 15% in relation to representation of Black, Asian and Minority Ethnic students
- Small rise in the number of Black students attending the university
    - o "Black or Black British – Caribbean" students had a 33.4% drop in attainment from the previous year, to 33.3%
- "Other Asian background" attainment rates increased by 18.1% from the previous year

Sex	All Students UoC		UK HE Sector
	%	Number	%
Female	63.5%	6163	57.2%
Male	36.1%	3508	42.8%
Other	0.4%	34	0%
Total	100%	9705	100%

Disability	All Students UoC		UK HE Sector
	%	Number	%
Known Disability	17.2%	1672	15.2%
No known disability	82.8%	8033	84.8%
Total	100%	9705	100%

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Ethnicity	All Students UoC		UK HE Sector
	%	Number	%
Black Asian Minority Ethnic*	10.9%	1058	25.9%
White	85.2%	8265	74.1%
Unknown or info refused	3.9%	382	1.7%
Total	100%	9705	100%

* Black Asian Minority Ethnic breakdown	All Students UoC		UK HE Sector
	%	Number	%
Arab	0.9%	90	0.8%
Asian or Asian British - Bangladeshi	2.2%	210	1.7%
Asian or Asian British - Indian	1.1%	111	3.5%
Asian or Asian British - Pakistani	1.5%	149	3.7%
Black or Black British - African	1.6%	157	5.9%
Black or Black British – Caribbean	0.3%	33	1.4%
Chinese	0.1%	13	0.8%
Gypsy or Traveller	0.1%	7	
Mixed – White and Asian	0.5%	51	
Mixed – White and Black African	0.3%	26	

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Mixed – White and Black Caribbean	0.5%	47	
Other Asian Background	0.6%	54	2.3%
Other Black background	0.2%	19	0.4%
Other Ethnic Background	0.3%	31	1.9%
Other Mixed Background	0.6%	60	1.1%
Total	10.9%	1058	25.9%

* Comparable UK HE sector not fully available

Age*	All students UoC	
	%	**Number**
17		
18-20		
21-24		
25-29		
30+		
Unknown		
Total		

*Data redacted

Religion or belief	All Students UoC		UK HE Sector
	%	**Number**	**%**
No religion	48.0%	4663	54.6%
Buddhist	0.3%	31	0.8%
Christian	37.7%	3654	26.3%

Hindu	0.8%	73	1.8%
Jewish	0.1%	13	0.3%
Muslim	5.2%	507	4.5%
Sikh	0.3%	31	0.4%
Spiritual	1.6%	156	1.4%
Any other religion or belief	1.5%	143	1.0%
Unknown/Info refused	4.5%	434	12.3%
Total	100%	9705	100%

Sexual orientation	All Students UoC		UK HE Sector
	%	Number	%
Bisexual	4.5%	435	4.5%
Gay man	2.0%	195	1.4%
Gay woman/lesbian	1.8%	171	0.9%
Heterosexual	83.9%	8147	72.9%
Other	0.9%	88	1.9%
Unknown/Info refused	6.9%	669	10.2%
Blank	0.0%	0	8.2%
Total	100%	9705	100%

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Gender re-assignment	All Students UoC		UK HE Sector
	%	Number	%
Do you identify with the same gender you were assigned at birth? **Yes**	96.8%	9390	83.2%
Do you identify with the same gender you were assigned at birth? **No**	1.7%	167	0.9%
Info refused	1.2%	120	4.2%
Blank	0.3%	28	11.7%
Total	100%	9705	100%

Student Retention and Attainment (includes entire UoC student population)

	Retention		2:1 and 1st Degree Classifications	
	2020/21	**2021/22**	**2020/21**	**2021/22**
Male	94.7%	88.9%	78.0%	68.6%
Female	94.0%	90.0%	77.9%	73.8%
Other (gender)	91.8%	93.3%		87.5%
Disability	93.9%	88.2%	81.1%	68.4%
No Disability	94.3%	90.0%	77.3%	73.0%
White	94.2%	92.1%	81.2%	73.6%
Black Asian and Minority Ethnic	90.8%	89.5%	63.8%	61.4%
Uni Avg	**94.3%**	**89.7%**	**72.5%**	**72.1%**

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Black, Asian Minority Ethnic breakdown

	Retention	2:1 and 1st Degree classification
	2021/22	**2021/22**
Arab	92.0%	66.7%
Asian or Asian British - Bangladeshi	90.9%	54.3%
Asian or Asian British - Indian	93.7%	68.8%
Asian or Asian British - Pakistani	93.1%	56.3%
Black or Black British - African	79.2%	64.7%
Black or Black British - Caribbean	88.9%	33.3%
Chinese	100.0%	66.7%
Gypsy or Traveller	75.0%	
Mixed - White and Asian	89.3%	60.0%
Mixed - White and Black African	88.9%	100.0%
Mixed - White and Black Caribbean	85.2%	71.4%
Other Asian background	94.7%	62.5%
Other Black background	93.3%	66.7%
Other ethnic background	92.0%	
Other mixed background	87.9%	71.4%

Appendix 2 – Staff Data

Data is based on the staff HESA return for 2021/22. The HE sector data is obtained from the Advance HE Report "Equality + Higher Education Staff statistical report 2022".

 Key points:

- The number of staff identifying as LGB has increased, as it did last year, mainly impacted by more staff identifying as bisexual, increasing to 37, from 24 on last year's report
- The number of "unknown" responses in relation to gender reassignment has drastically reduced from 48.6% in the January 2022 report to 25.86% (reducing by 24%)

Category		Head Count	% of total	UK Sector Average
Contract Type	Full Time	663	58.52%	
	Part Time	470	41.48%	
Sex	Female	755	66.64%	54.2%
	Male	378	33.36%	45.8%
Age	Age under 21			
	Age 21-30			
	Age 31-40			
	Age 41-50			
	Age 51-60			
	Age 61-65			
	Age over 65			
Ethnicity	Asian or Asian British			
	Black or Black British			
	Chinese			

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	Mixed			
	Other			
	White			
	Prefer not to say			
	Not Known			
Disability	Disability declared	119	10.50%	6%
	No Disability declared	962	84.91%	94%
	Unknown	52	4.59%	0%
Sexual Orientation	Bisexual	37	3.13%	1.6%
	Gay	18	1.59%	1.6%
	Heterosexual	946	83.50%	56.2%
	Lesbian	17	2.00%	0.8%
	Other	0	0.00%	0.5%
	Information refused	105	9.27%	9.3%
	Unknown	10	0.88%	30%
Religion	Buddhist			
	Christian			
	Hindu			
	Jewish			
	Muslim			
	Spiritual			
	Sikh			

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Other religion	21	1.85%	1.9%
No religion	472	41.66%	31.2%
Prefer not to say	108	9.53%	9.0%
Not known	1	0.09%	30.0%

*Comparative sector data not available for Age

* Ethnicity and Religion redacted due to low numbers

Gender re-assignment	UoC Head Count	UoC %	UK HE Sector
Gender Identity is the same as assigned at birth			
Gender Identity is different from that assigned at birth			
Prefer not to answer			
Unknown			
Total			

*Gender re-assignment redacted due to low numbers

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