

Race equality monitoring, 2023

Notes

The data presented here and the accompanying written analysis should be read in conjunction with HEFCW circulars W22/28HE and W23/06HE.

[W22/28HE: Consultation on monitoring race equality in higher education](#)

[W23/06HE: Safe and inclusive higher education: supporting equality and diversity education](#)

Details of the data and calculations used for each measure can be found on the equality and diversity statistics page of our website or our latest data requirements circular

[HEFCW Equality and diversity statistics webpage](#)

[W23/27HE: Higher Education Data Requirements 2023/24 HESA Data Futures – Final Update](#)

General

Data are the total for the Welsh HE sector

Some HE providers have campuses in other parts of the UK where the profile of people from ethnic minority groups in the local population differs from that at Welsh campuses

The unexplained gap for each ethnic group is calculated by subtracting the percentage for all ethnic groups from the percentage for each ethnic group

Data for unknown ethnicity is not shown but is included in the total

When calculating percentages, data for unknown ethnicity is excluded from the total

Data sources

UCAS June deadline applications, applicants and offer rates

UCAS end of cycle placed applicants

HESA student, staff and governors data

UCAS data

All data are for UK domiciled applications and applicants to, offer rates from, and placed applicants at, Welsh HE providers, applying via UCAS

Applications, applicants and offer rates at 30 June deadline, placed applicants at end of cycle

All data are rounded at source

Some calculations have been performed on rounded data. Data for total applications, total applicants, total placed applicants and offer rate are provided by UCAS and therefore have been calculated on unrounded data prior to rounding.

[More information about UCAS data by sex, area background, and ethnic group](#)

[More information about understanding UCAS data by sex, area background and ethnic group, including offer rates](#)

Offer rates and average offer rates

Data about the difference between offer rate and average offer rate are calculated by UCAS for 18 year olds only and **are not included here**. These data show whether the offer rate for applicants from a particular group is different from the offer rate to all applicants with the same predicted grades and course choices.

Data about offer rates **are included here**. These data describe the actual experience of applicants in different groups, in terms of getting an offer in response to their applications.

Typically, there will be larger differences between these groups than between the rate for any particular group and the average offer rate. This is because applicants from different groups may be applying to courses with varying difficulty of securing an offer, and doing so with differing levels of predicted grades.

Data about the difference between offer rate and average offer rate, and more information on how to understand the data can be found in the UCAS links above.

HESA data

The HEFCW data disclosure control procedure has been applied to HESA student, staff and governors data. This means:

All numbers are rounded up or down to the nearest multiple of 5. Any number lower than 2.5 is rounded to 0. Halves are rounded upwards (e.g. 2.5 is rounded to 5).

Percentages are calculated on unrounded data. Percentages calculated on populations which contain fewer than 22.5 individuals are suppressed and represented as ".".

Totals are calculated on unrounded data and therefore may not appear to be the sum of the individual rounded data.

[More information about HEFCW data disclosure control procedure](#)

HESA student data

Data are for UK domiciled students, as it is not compulsory to return information on ethnicity for non-UK domiciled students

Entrants are students included in the HESA standard registration population and are in the first year of their course

Retention is calculated for UK domiciled students one year following year of entry (Full-time) or two years following year of entry (Part-time) and data are taken from the UK HE non-

continuation PI calculated by HESA. In 2017/18, there was a change to the methodology so for 2017/18 only data has been extracted according to both methodologies. HESA no longer calculate UK HE PIs, therefore for 2021/22 onwards HEFCW will be developing a new methodology for calculating retention.

Degree outcomes are calculated for those students in the HESA qualifications obtained population who were awarded a first degree
Unclassified degrees include aegrotat and Medicine degrees.

[More information about HESA standard registration population](#)

[More information about changes to the UK HE non-continuation PI methodology](#)

[More information about HESA stopping calculating UK HE PIs](#)

[More information about HESA qualifications obtained population](#)

HESA staff data

Data are staff full person equivalents, included in the HESA staff contract population at 1 December

Data are presented for academic (excluding atypical) and non-academic staff separately

Staff data for 2021/22 presented here includes an amendment provided by one HE provider, which may explain any differences from data published by HESA.

[More information about full person equivalents \(FPE\)](#)

[More information about HESA staff populations](#)

[More information about atypical contracts](#)

Staff grade

Data for professors are likely to be an undercount because many will fall into more senior levels i.e. Heads of department. Please take this into account when analysing professorial and contract level data.

HESA contract level codes (shown below) have been grouped as follows:

Group 1: All A, B, C, D and E codes	Senior managers
Group 2: F1	Professors
Group 3: F2, IO	Management / budget responsibility, experts
Group 4: JO, KO, LO	Staff responsibility, limited/no management responsibility, team budget/no budget responsibility
Group 5: MO, NO, OO, PO	No staff or budget responsibility, little or no experience

Further grouping has been undertaken dependent on the volume of staff in each group and which type of staff are being analysed.

- academic (excluding atypical) - due to low numbers in group 1 and group 5, group1 is combined with group 2 and group 5 is combined with group 4
- non-academic - there are no numbers in group 2 as it is an academic group, and due to low numbers in groups 1 and 3, group 1 and 3 are combined with group 4

A brief summary of HESA contract level codes:

A0 to C2 Senior management
D and E Head of Schools/Senior Function head
F1 Professor
F2 Function head
IO Non-Academic section manager, Senior/principal lecturer, Reader, Principal Research fellow
JO Team Leader(Professional, Technical, Administrative), Lecturer, Senior Lecturer, Senior Research Fellow
KO Senior Professional(Technical), Lecturer, Research fellow, Researcher (senior research assistant), Teaching fellow
LO Senior Administrative staff (Professional/technical) Research assistant, Teaching assistant
MO Assistant professional staff, Administrative staff
NO Junior Administrative Staff, Clerical Staff, Technician/Craftsmen, Operative
OO Routine task provider
PO Simple task provider

[More information about HESA staff contract levels](#)

Governors

HESA have collected data about governors since 2017/18

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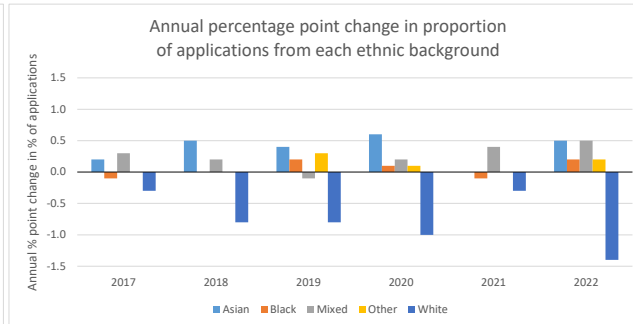
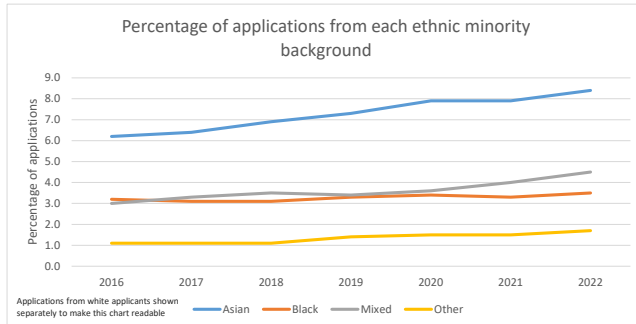
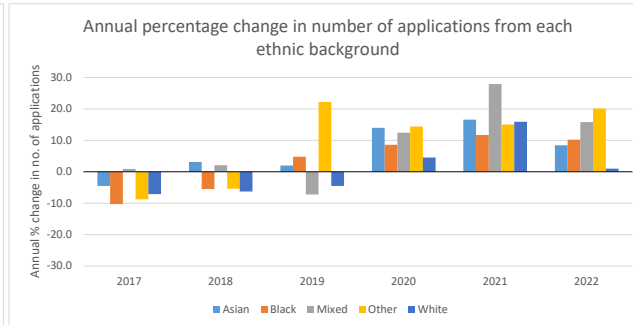
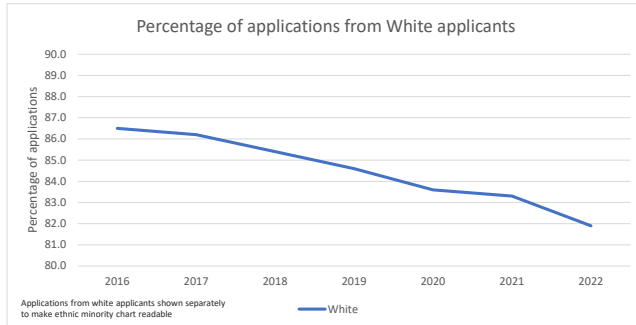
Applications

The number, proportion, annual percentage change in number and annual percentage point change in the proportion, of UCAS applications to full-time undergraduate courses at Welsh HE providers from Asian, black, mixed, white and other ethnic backgrounds

Year	Number of applications						Annual percentage change in number of applications %					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016	5 725	2 960	2 780	1 020	79 915	92 955						
2017	5 470	2 655	2 805	930	74 270	86 745	-4.5	-10.3	0.9	-8.8	-7.1	-6.7
2018	5 640	2 510	2 865	880	69 605	82 090	3.1	-5.5	2.1	-5.4	-6.3	-5.4
2019	5 750	2 630	2 660	1 075	66 470	79 145	2.0	4.8	-7.2	22.2	-4.5	-3.6
2020	6 555	2 855	2 990	1 230	69 440	83 650	14.0	8.6	12.4	14.4	4.5	5.7
2021	7 645	3 190	3 825	1 415	80 470	97 305	16.6	11.7	27.9	15.0	15.9	16.3
2022	8 285	3 515	4 430	1 700	81 280	99 880	8.4	10.2	15.8	20.1	1.0	2.6

Year	Percentage of all applications from each ethnic background %						Annual percentage point change in proportion of all applications from each ethnic background %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016	6.2	3.2	3.0	1.1	86.5	100.0					
2017	6.4	3.1	3.3	1.1	86.2	100.0	0.2	-0.1	0.3	0.0	-0.3
2018	6.9	3.1	3.5	1.1	85.4	100.0	0.5	0.0	0.2	0.0	-0.8
2019	7.3	3.3	3.4	1.4	84.6	100.0	0.4	0.2	-0.1	0.3	-0.8
2020	7.9	3.4	3.6	1.5	83.6	100.0	0.6	0.1	0.2	0.1	-1.0
2021	7.9	3.3	4.0	1.5	83.3	100.0	0.0	-0.1	0.4	0.0	-0.3
2022	8.4	3.5	4.5	1.7	81.9	100.0	0.5	0.2	0.5	0.2	-1.4

Source: UCAS



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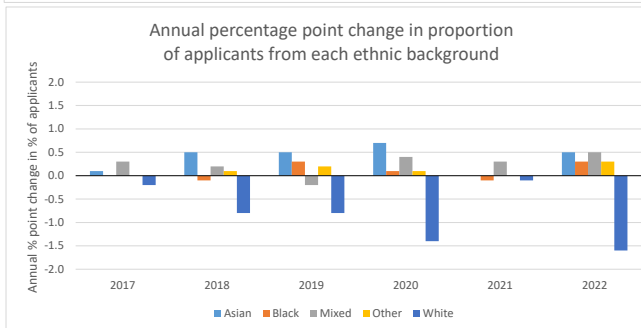
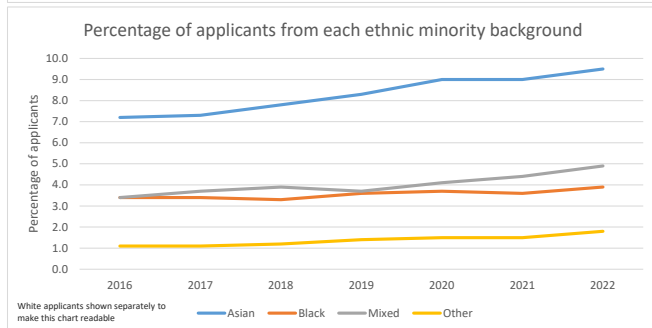
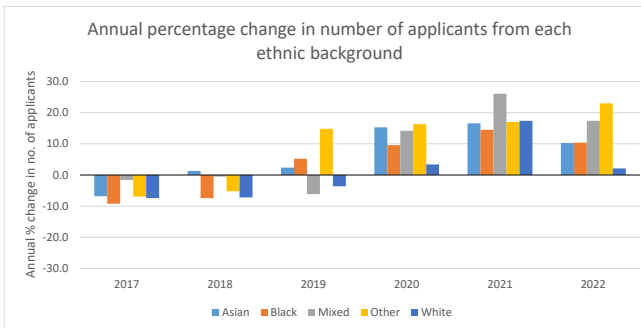
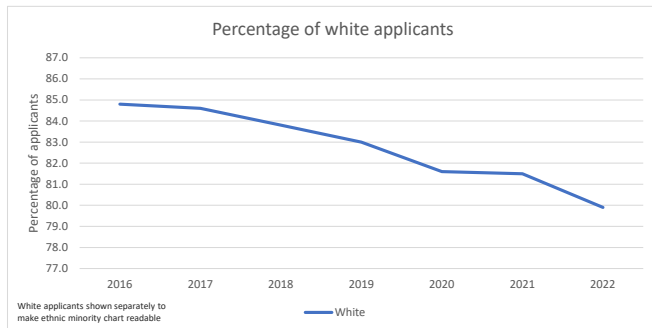
Applicants

The number, proportion, annual percentage change in number and annual percentage point change in the proportion, of UK domiciled UCAS applicants to full-time undergraduate courses at Welsh HE providers from Asian, black, mixed, white and other ethnic backgrounds

Year	Number of applicants						Annual percentage change in number of applicants %					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016	4 575	2 170	2 185	725	53 720	63 830						
2017	4 265	1 970	2 150	675	49 730	59 230	-6.8	-9.2	-1.6	-6.9	-7.4	-7.2
2018	4 320	1 825	2 140	640	46 170	55 545	1.3	-7.4	-0.5	-5.2	-7.2	-6.2
2019	4 425	1 920	2 010	735	44 530	54 035	2.4	5.2	-6.1	14.8	-3.6	-2.7
2020	5 100	2 105	2 295	855	46 060	56 865	15.3	9.6	14.2	16.3	3.4	5.2
2021	5 945	2 410	2 895	1000	54 065	66 875	16.6	14.5	26.1	17.0	17.4	17.6
2022	6 560	2 660	3 400	1230	55 190	69 530	10.3	10.4	17.4	23.0	2.1	4.0

Year	Percentage of all applicants from each ethnic background %						Annual percentage point change in proportion of all applicants from each ethnic background %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016	7.2	3.4	3.4	1.1	84.8	100.0					
2017	7.3	3.4	3.7	1.1	84.6	100.0	0.1	0.0	0.3	0.0	-0.2
2018	7.8	3.3	3.9	1.2	83.8	100.0	0.5	-0.1	0.2	0.1	-0.8
2019	8.3	3.6	3.7	1.4	83.0	100.0	0.5	0.3	-0.2	0.2	-0.8
2020	9.0	3.7	4.1	1.5	81.6	100.0	0.7	0.1	0.4	0.1	-1.4
2021	9.0	3.6	4.4	1.5	81.5	100.0	0.0	-0.1	0.3	0.0	-0.1
2022	9.5	3.9	4.9	1.8	79.9	100.0	0.5	0.3	0.5	0.3	-1.6

Source: UCAS 2021 end of cycle data



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Offer rate

The unexplained gap between the offer rate for UK domiciled applicants to undergraduate courses for full-time UCAS applicants from Asian, black, mixed, white and other ethnic backgrounds

a) 18 year olds

b) all ages

a) 18 year olds

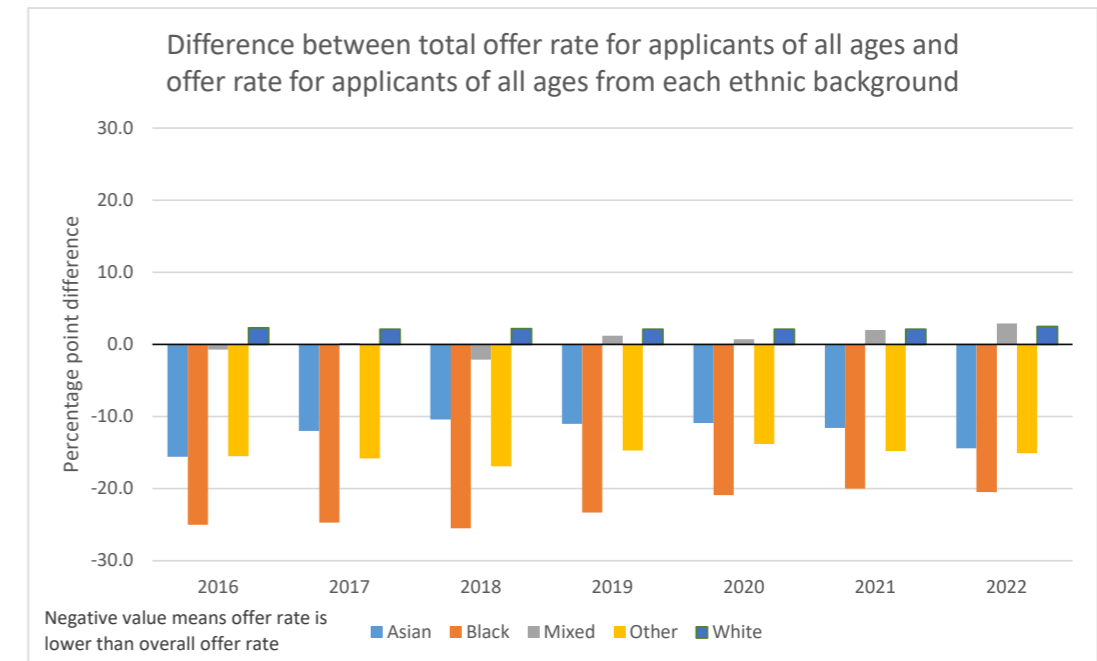
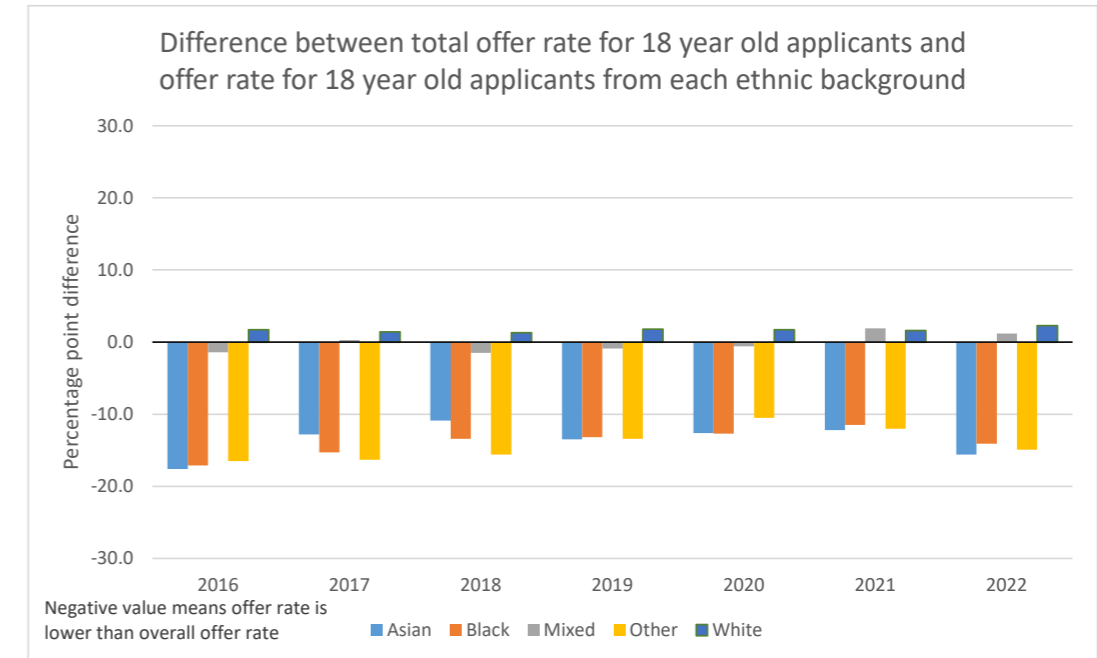
Year	Offer rate					Offer rate, difference from total %					
	Asian	Black	Mixed	Other	White	Asian	Black	Mixed	Other	White	
2016	66.7	67.2	82.9	67.8	86.0	84.3	-17.6	-17.1	-1.4	-16.5	1.7
2017	73.3	70.8	86.4	69.8	87.5	86.1	-12.8	-15.3	0.3	-16.3	1.4
2018	76.3	73.8	85.7	71.6	88.5	87.2	-10.9	-13.4	-1.5	-15.6	1.3
2019	73.6	73.9	86.2	73.7	88.9	87.1	-13.5	-13.2	-0.9	-13.4	1.8
2020	74.7	74.6	86.7	76.8	89.0	87.3	-12.6	-12.7	-0.6	-10.5	1.7
2021	74.4	75.1	88.5	74.6	88.2	86.6	-12.2	-11.5	1.9	-12.0	1.6
2022	68.9	70.4	85.7	69.6	86.8	84.5	-15.6	-14.1	1.2	-14.9	2.3

Source: UCAS

b) all ages

Year	Offer rate					Offer rate, difference from total %					
	Asian	Black	Mixed	Other	White	Asian	Black	Mixed	Other	White	
2016	58.9	49.5	73.8	59.0	76.8	74.5	-15.6	-25.0	-0.7	-15.5	2.3
2017	65.5	52.8	77.7	61.7	79.6	77.5	-12.0	-24.7	0.2	-15.8	2.1
2018	67.6	52.5	75.9	61.1	80.2	78.0	-10.4	-25.5	-2.1	-16.9	2.2
2019	67.4	55.1	79.6	63.7	80.5	78.4	-11.0	-23.3	1.2	-14.7	2.1
2020	68.1	58.1	79.7	65.2	81.1	79.0	-10.9	-20.9	0.7	-13.8	2.1
2021	66.5	58.1	80.1	63.3	80.2	78.1	-11.6	-20.0	2.0	-14.8	2.1
2022	61.5	55.4	78.8	60.8	78.4	75.9	-14.4	-20.5	2.9	-15.1	2.5

Source: UCAS



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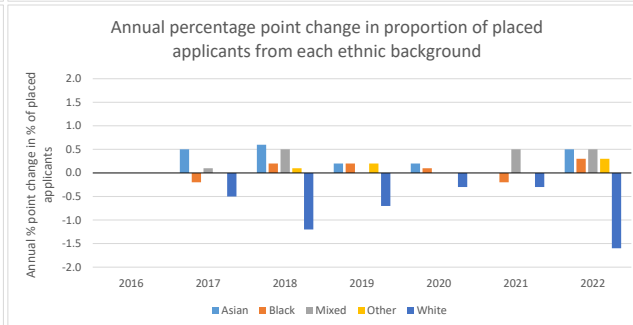
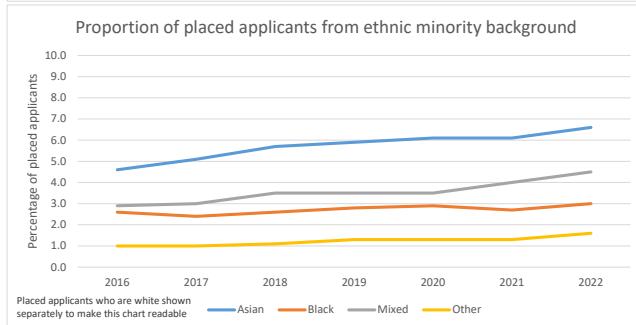
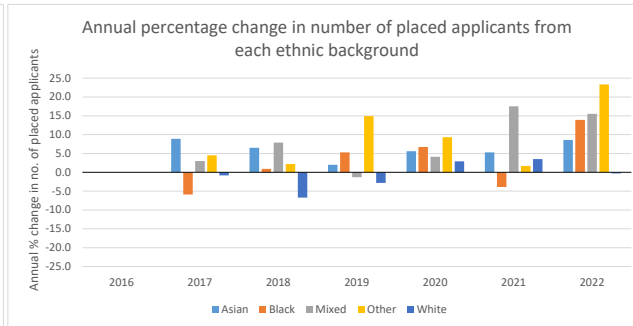
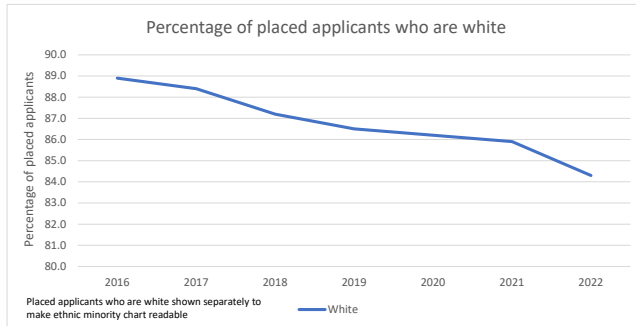
Placed applicants

The number, proportion, annual percentage change in number and annual percentage point change in the proportion, of UK domiciled UCAS placed applicants to full-time undergraduate courses at Welsh HE providers from Asian, black, mixed, white and other ethnic backgrounds

Year	Number of placed applicants						Annual percentage change in number of placed applicants %					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016	1 065	595	675	220	20 410	23 235						
2017	1 160	560	695	230	20 245	23 230	8.9	-5.9	3.0	4.5	-0.8	0.0
2018	1 235	565	750	235	18 895	22 145	6.5	0.9	7.9	2.2	-6.7	-4.7
2019	1 260	595	740	270	18 370	21 735	2.0	5.3	-1.3	14.9	-2.8	-1.9
2020	1 330	635	770	295	18 895	22 300	5.6	6.7	4.1	9.3	2.9	2.6
2021	1 400	610	905	300	19 550	23 185	5.3	-3.9	17.5	1.7	3.5	4.0
2022	1 520	695	1 045	370	19 495	23 735	8.6	13.9	15.5	23.3	-0.3	2.4

Year	Percentage of all placed applicants from each ethnic background %						Annual percentage point change in proportion of all placed applicants from each ethnic background %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016	4.6	2.6	2.9	1.0	88.9	100.0					
2017	5.1	2.4	3.0	1.0	88.4	100.0	0.5	-0.2	0.1	0.0	-0.5
2018	5.7	2.6	3.5	1.1	87.2	100.0	0.6	0.2	0.5	0.1	-1.2
2019	5.9	2.8	3.5	1.3	86.5	100.0	0.2	0.2	0.0	0.2	-0.7
2020	6.1	2.9	3.5	1.3	86.2	100.0	0.2	0.1	0.0	0.0	-0.3
2021	6.1	2.7	4.0	1.3	85.9	100.0	0.0	-0.2	0.5	0.0	-0.3
2022	6.6	3.0	4.5	1.6	84.3	100.0	0.5	0.3	0.5	0.3	-1.6

Source: UCAS



Race equality monitoring, 2023

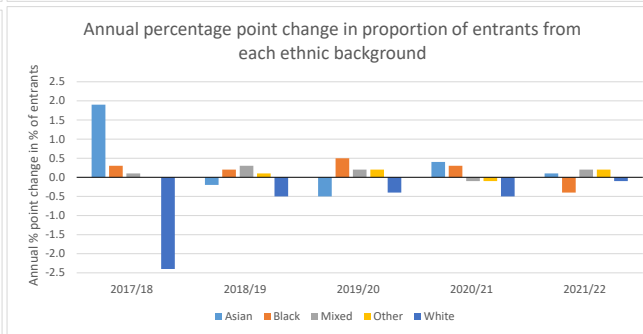
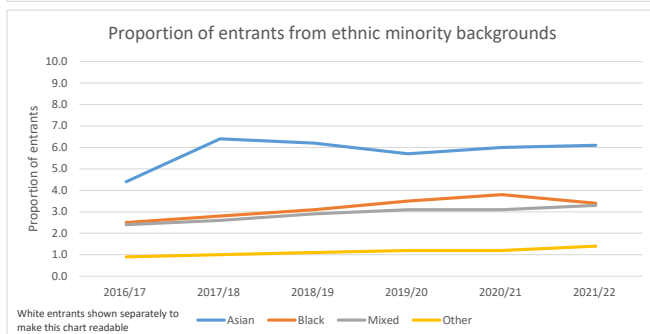
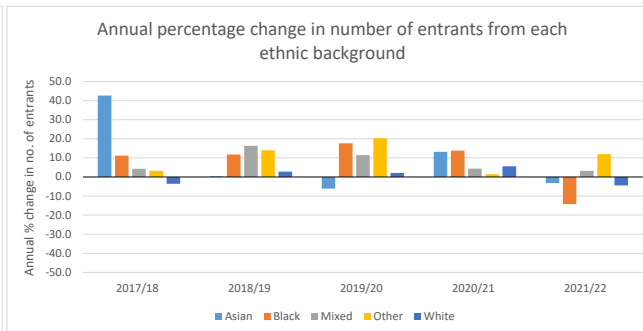
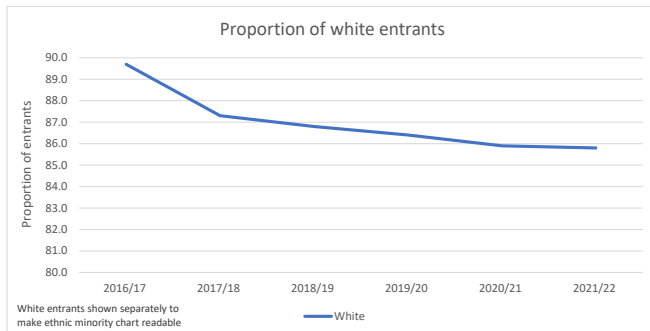
Entrants

The number, proportion, annual percentage change in number and annual percentage point change in the proportion, of UK domiciled entrants to full-time and part-time undergraduate courses at Welsh HE providers from Asian, black, mixed, white and other ethnic backgrounds

Year	Number of entrants						Annual percentage change in number of entrants %					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	1 665	955	915	345	33 735	38 895						
2017/18	2 375	1 060	955	360	32 540	38 085	42.7	11.2	4.3	3.2	-3.6	-2.1
2018/19	2 385	1 185	1 110	410	33 440	39 205	0.4	11.8	16.3	14.0	2.8	2.9
2019/20	2 240	1 395	1 240	490	34 155	40 240	-6.1	17.6	11.4	20.3	2.1	2.6
2020/21	2 535	1 585	1 295	500	36 050	42 720	13.2	13.8	4.4	1.4	5.6	6.2
2021/22	2 455	1 360	1 335	560	34 460	40 925	-3.2	-14.2	3.2	12.0	-4.4	-4.2

Year	Percentage of all entrants from each ethnic background %						Annual percentage point change in proportion of all entrants from each ethnic background %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	4.4	2.5	2.4	0.9	89.7	100.0					
2017/18	6.4	2.8	2.6	1.0	87.3	100.0	1.9	0.3	0.1	0.0	-2.4
2018/19	6.2	3.1	2.9	1.1	86.8	100.0	-0.2	0.2	0.3	0.1	-0.5
2019/20	5.7	3.5	3.1	1.2	86.4	100.0	-0.5	0.5	0.2	0.2	-0.4
2020/21	6.0	3.8	3.1	1.2	85.9	100.0	0.4	0.3	-0.1	-0.1	-0.5
2021/22	6.1	3.4	3.3	1.4	85.8	100.0	0.1	-0.4	0.2	0.2	-0.1

Source: HESA student record



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Retention

The unexplained gap between the proportion of entrants from Asian, black, mixed, white and other ethnic backgrounds who are present in higher education at Welsh HE providers

- a) one year following year of entry for full-time undergraduate UK domiciled entrants
- b) two years following year of entry for part-time first degree UK domiciled entrants

a) one year following year of entry for full-time undergraduate UK domiciled entrants

Year published	Year of entry	Percentage of entrants from each ethnic background present in HE %						Percentage in HE, difference from total %				
		Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	2015/16	93.9	89.3	90.8	88.0	92.1	91.9	2.0	-2.6	-1.1	-3.9	0.2
2017/18	2016/17	87.8	82.2	90.5	84.6	92.7	91.8	-4.0	-9.6	-1.3	-7.2	0.9
2017/18	2016/17	91.2	83.0	90.3	85.9	92.5	91.9	-0.7	-8.9	-1.6	-6.0	0.6
2018/19	2017/18	81.9	79.5	89.5	89.8	91.5	90.1	-8.2	-10.6	-0.6	-0.3	1.3
2019/20	2018/19	83.5	76.9	86.6	91.8	91.1	89.7	-6.2	-12.8	-3.1	2.1	1.4
2020/21	2019/20	85.1	77.4	85.5	80.3	90.9	89.4	-4.3	-11.9	-3.8	-9.1	1.6

Change in methodology

Year published	Year of entry	Number of entrants present in HE						Number of entrants					
		Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	2015/16	1 005	545	590	140	18 865	21 415	1 070	610	650	160	20 490	23 300
2017/18	2016/17	1 180	635	645	205	19 685	22 570	1 345	775	715	240	21 245	24 585
2017/18	2016/17	1 100	590	645	195	19 755	22 485	1 205	710	715	225	21 360	24 470
2018/19	2017/18	1 550	625	660	220	19 355	22 675	1 895	785	735	245	21 165	25 155
2019/20	2018/19	1 780	765	770	270	19 150	22 965	2 135	995	890	290	21 015	25 610
2020/21	2019/20	1 670	925	830	310	19 750	23 795	1 960	1 195	970	385	21 720	26 625

Source: HESA student record

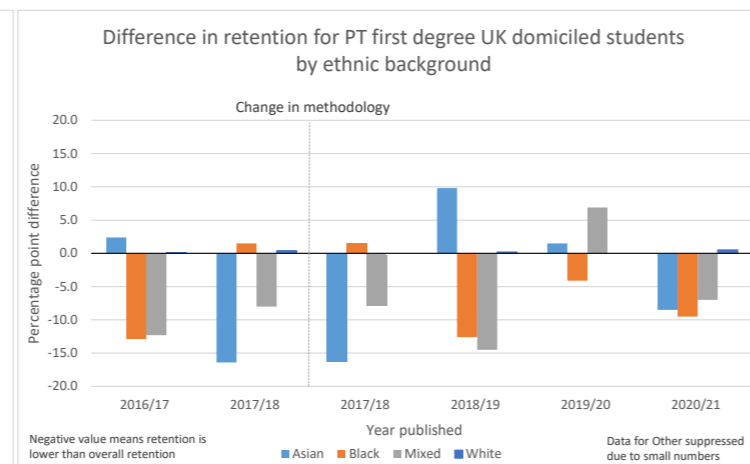
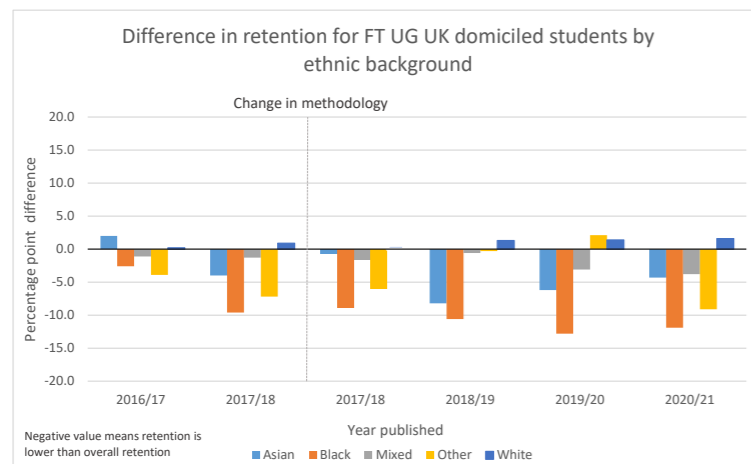
b) two years following year of entry for part-time first degree UK domiciled entrants

Year published	Year of entry	Percentage of entrants from each ethnic background present in HE %						Percentage in HE, difference from total %				
		Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	2014/15	61.8	46.4	47.1	.	59.4	59.3	2.4	-12.9	-12.3	.	0.1
2017/18	2015/16	46.4	64.3	54.8	.	63.2	62.8	-16.4	1.5	-8.0	.	0.4
2017/18	2015/16	46.4	64.3	54.8	.	63.2	62.7	-16.3	1.6	-7.9	.	0.4
2018/19	2016/17	72.4	50.0	48.1	.	62.8	62.6	9.8	-12.6	-14.5	.	0.2
2019/20	2017/18	69.6	64.0	75.0	.	68.0	68.1	1.5	-4.1	6.9	.	0.0
2020/21	2018/19	64.3	63.3	65.9	.	73.3	72.8	-8.5	-9.5	-7.0	.	0.5

Change in methodology

Year published	Year of entry	Number of entrants present in HE						Number of entrants					
		Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	2014/15	20	15	15	10	1 085	1 170	35	30	35	15	1 825	1 970
2017/18	2015/16	15	25	15	10	995	1 080	30	40	30	15	1 575	1 720
2017/18	2015/16	15	25	15	10	995	1 080	30	40	30	15	1 575	1 720
2018/19	2016/17	20	10	15	0	1 025	1 090	30	25	25	5	1 630	1 740
2019/20	2017/18	15	15	20	10	1 180	1 260	25	25	30	15	1 735	1 850
2020/21	2018/19	25	20	25	10	1 910	2 025	40	30	40	15	2 605	2 780

Source: HESA student record



Race equality monitoring, 2023

Degree outcomes

The unexplained gap in degree outcomes between students from Asian, black, mixed, white and other ethnic backgrounds, for UK domiciled students studying full-time and/or part-time

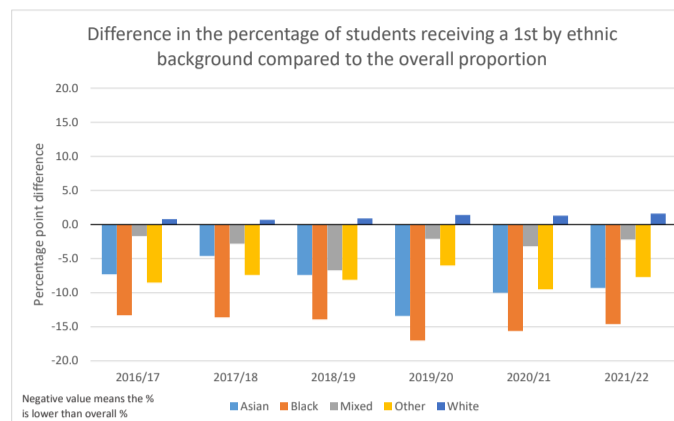
- a) 1sts
- b) 2:1s
- c) 2:2s
- d) 3rds
- e) Unclassified

a) 1sts

Year	Percentage of students from each ethnic background receiving a 1st, %						Percentage receiving a 1st, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	17.4	11.4	23.0	16.2	25.5	24.7	-7.3	-13.3	-1.7	-8.5	0.8
2017/18	22.5	13.5	24.2	19.6	27.8	27.0	-4.6	-13.6	-2.8	-7.4	0.7
2018/19	20.8	14.3	21.6	20.1	29.2	28.2	-7.4	-13.9	-6.7	-8.1	0.9
2019/20	21.6	17.9	32.9	29.0	36.4	35.0	-13.4	-17.0	-2.1	-6.0	1.4
2020/21	26.4	20.8	33.2	26.9	37.6	36.4	-10.0	-15.6	-3.2	-9.5	1.3
2021/22	21.2	15.9	28.2	22.7	32.1	30.5	-9.3	-14.6	-2.2	-7.7	1.6

Year	Number of students receiving a 1st						Number of students gaining a first degree					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	135	40	95	15	4 285	4 640	770	360	415	105	16 825	18 785
2017/18	180	50	110	20	4 525	4 960	795	385	455	110	16 290	18 340
2018/19	170	55	100	30	4 780	5 200	805	375	460	140	16 400	18 435
2019/20	210	75	170	60	5 940	6 520	975	430	515	205	16 305	18 635
2020/21	290	80	205	55	6 180	6 875	1 095	395	615	200	16 425	18 905
2021/22	240	65	175	45	4 945	5 580	1 125	420	615	200	15 430	18 310

Source: HESA student record

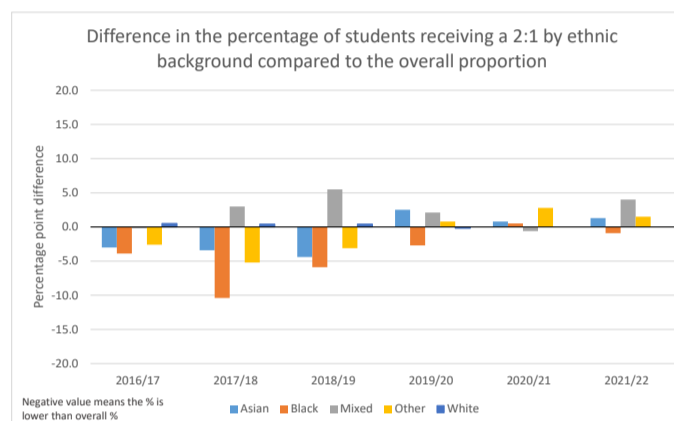


b) 2:1s

Year	Percentage of students from each ethnic background receiving a 2:1, %						Percentage receiving a 2:1, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	44.4	43.5	47.2	44.8	47.8	47.4	-3.0	-3.9	-0.2	-2.6	0.5
2017/18	43.8	36.8	50.2	42.0	47.6	47.2	-3.4	-10.4	3.0	-5.2	0.4
2018/19	42.7	41.1	52.5	43.9	47.4	47.0	-4.4	-5.9	5.5	-3.1	0.4
2019/20	47.6	42.4	47.2	45.9	44.9	45.1	2.5	-2.7	2.1	0.8	-0.2
2020/21	44.8	44.6	43.4	46.8	44.0	44.0	0.8	0.5	-0.6	2.8	0.0
2021/22	46.2	44.1	48.9	46.5	45.0	45.0	1.3	-0.9	4.0	1.5	0.0

Year	Number of students receiving a 2:1						Number of students gaining a first degree					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	340	155	195	45	8 050	8 905	770	360	415	105	16 825	18 785
2017/18	350	140	230	45	7 755	8 655	795	385	455	110	16 290	18 340
2018/19	345	155	240	60	7 780	8 670	805	375	460	140	16 400	18 435
2019/20	465	180	240	95	7 315	8 400	975	430	515	205	16 305	18 635
2020/21	490	175	270	95	7 230	8 320	1 095	395	615	200	16 425	18 905
2021/22	520	185	300	90	6 940	8 235	1 125	420	615	200	15 430	18 310

Source: HESA student record

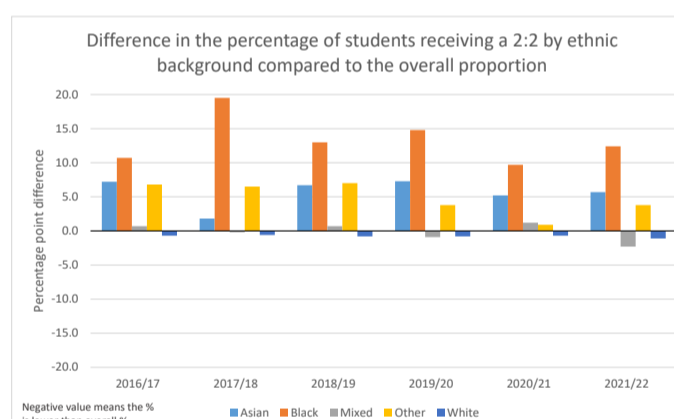


c) 2:2s

Year	Percentage of students from each ethnic background receiving a 2:2, %						Percentage receiving a 2:2, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	28.0	31.6	21.5	27.6	20.2	20.8	7.2	10.7	0.7	6.8	-0.7
2017/18	21.2	38.9	19.2	25.9	18.8	19.4	1.8	19.5	-0.2	6.5	-0.6
2018/19	25.6	31.8	19.6	25.9	18.1	18.9	6.7	13.0	0.7	7.0	-0.8
2019/20	22.4	29.8	14.2	18.8	14.3	15.1	7.3	14.8	-0.9	3.8	-0.8
2020/21	19.7	24.3	15.7	15.4	13.9	14.6	5.2	9.7	1.2	0.9	-0.7
2021/22	24.1	30.8	16.2	22.2	17.3	18.4	5.7	12.4	-2.3	3.8	-1.1

Year	Number of students receiving a 2:2						Number of students gaining a first degree					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	215	115	90	30	3 395	3 915	770	360	415	105	16 825	18 785
2017/18	170	150	85	30	3 060	3 550	795	385	455	110	16 290	18 340
2018/19	205	120	90	35	2 970	3 480	805	375	460	140	16 400	18 435
2019/20	220	130	75	40	2 330	2 810	975	430	515	205	16 305	18 635
2020/21	215	95	95	30	2 280	2 750	1 095	395	615	200	16 425	18 905
2021/22	270	130	100	45	2 675	3 375	1 125	420	615	200	15 430	18 310

Source: HESA student record

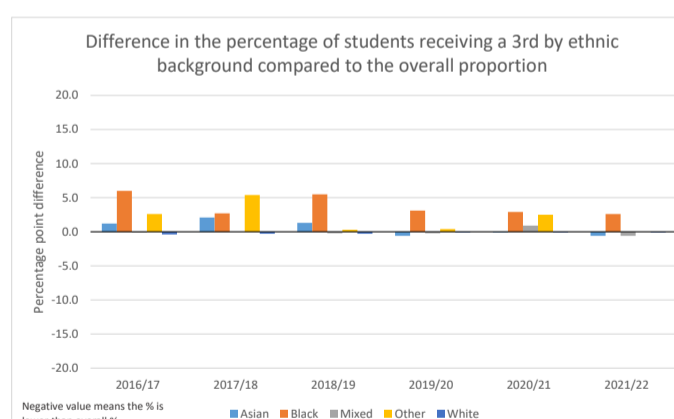


d) 3rds

Year	Percentage of students from each ethnic background receiving a 3rd, %						Percentage receiving a 3rd, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	5.2	10.0	3.9	6.7	3.7	4.0	1.2	6.0	-0.1	2.6	-0.4
2017/18	5.6	6.2	3.5	8.9	3.2	3.5	2.1	2.7	0.0	5.4	-0.3
2018/19	4.6	8.8	3.1	3.6	3.0	3.3	1.3	5.5	-0.2	0.3	-0.3
2019/20	1.9	5.6	2.3	2.9	2.4	2.5	-0.6	3.1	-0.2	0.4	-0.1
2020/21	2.4	5.3	3.4	5.0	2.3	2.5	-0.1	2.9	0.9	2.5	-0.1
2021/22	2.4	5.7	2.4	3.0	2.9	3.0	-0.6	2.6	-0.6	0.0	-0.1

Year	Number of students receiving a 3rd						Number of students gaining a first degree					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	40	35	15	5	615	755	770	360	415	105	16 825	18 785
2017/18	45	25	15	10	525	650	795	385	455	110	16 290	18 340
2018/19	35	35	15	5	495	605	805	375	460	140	16 400	18 435
2019/20	20	25	10	5	395	465	975	430	515	205	16 305	18 635
2020/21	25	20	20	10	380	465	1 095	395	615	200	16 425	18 905
2021/22	25	25	15	5	450	555	1 125	420	615	200	15 430	18 310

Source: HESA student record

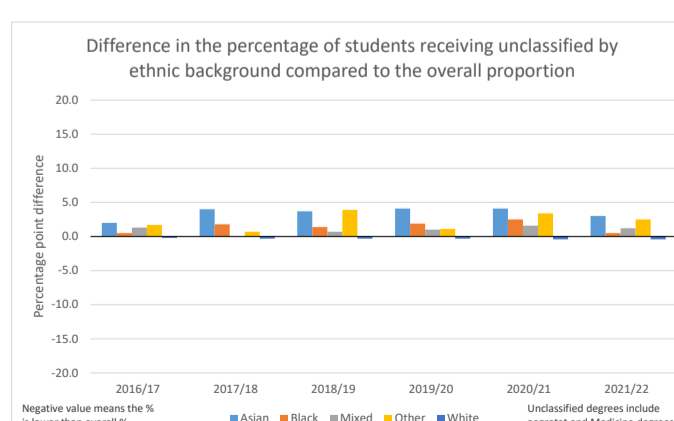


e) Unclassified

Year	Percentage of students from each ethnic background with an unclassified degree, %						Percentage with unclassified, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	5.1	3.6	4.4	4.8	2.8	3.1	2.0	0.5	1.3	1.7	-0.2
2017/18	6.9	4.7	2.9	3.6	2.6	2.9	4.0	1.8	0.0	0.7	-0.3
2018/19	6.3	4.0	3.3	6.5	2.3	2.6	3.7	1.4	0.7	3.9	-0.3
2019/20	6.4	4.2	3.3	3.4	2.0	2.3	4.1	1.9	1.0	1.1	-0.3
2020/21	6.7	5.1	4.2	6.0	2.1	2.6	4.1	2.5	1.6	3.4	-0.4
2021/22	6.0	3.6	4.2	5.6	2.7	3.1	3.0	0.5	1.2	2.5	-0.4

Year	Number of students with unclassified						Number of students gaining a first degree					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	40	15	20	5	480	575	770	360	415	105	16 825	18 785
2017/18	55	20	15	5	425	525	795	385	455	110	16 290	18 340
2018/19	50	15	15	10	375	475	805	375	460	140	16 400	18 435
2019/20	65	20	15	5	325	435	975	430	515	205	16 305	18 635
2020/21	75	20	25	10	350	490	1 095	395	615	200	16 425	18 905
2021/22	70	15	25	10	415	560	1 125	420	615	200	15 430	18 310

Source: HESA student record



Race equality monitoring, 2023

Staff
The number, proportion, annual percentage change in number and annual percentage point change in the proportion, of staff from Asian, black, mixed, white and other ethnic backgrounds

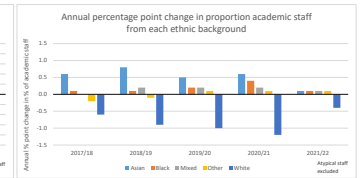
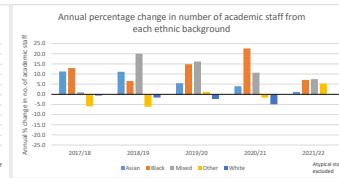
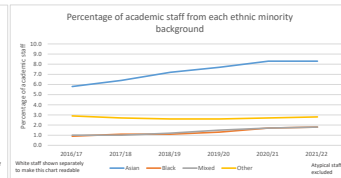
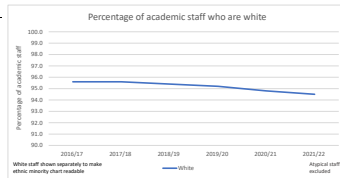
- a) academic (excluding atypical)
- b) non-academic

a) academic (excluding atypical)

Year	Number of academic staff					Annual percentage change in number of academic staff %					
	Asian	Black	Mixed	Other	White	Asian	Black	Mixed	Other	White	Total
2016/17	560	90	100	280	8 665	10 240					
2017/18	625	105	100	265	8 615	10 255	11.3	13.0	1.0	-5.9	-0.6
2018/19	695	110	120	250	8 470	10 265	11.1	6.6	20.0	-6.1	-1.6
2019/20	730	125	140	250	8 275	10 165	5.5	14.8	16.2	1.2	-2.8
2020/21	760	155	155	245	7 875	10 045	4.0	22.6	10.7	-1.6	-4.9
2021/22	770	165	165	260	7 865	10 265	1.2	7.1	7.5	5.3	-0.1

Year	Percentage of academic staff from each ethnic background %					Annual percentage point change in proportion of academic staff from each ethnic background %					
	Asian	Black	Mixed	Other	White	Asian	Black	Mixed	Other	White	Total
2016/17	5.8	0.9	1.0	2.9	89.3	100.0					
2017/18	6.4	1.1	1.0	2.7	88.7	100.0	0.6	0.1	0.0	-0.2	-0.6
2018/19	7.2	1.1	1.2	2.6	87.8	100.0	0.8	0.1	0.2	-0.1	-0.9
2019/20	7.7	1.3	1.5	2.6	86.9	100.0	0.5	0.2	0.2	0.1	-1.0
2020/21	8.3	1.7	1.7	2.7	85.7	100.0	0.6	0.4	0.2	0.1	-1.2
2021/22	8.3	1.8	1.8	2.8	85.2	100.0	0.1	0.1	0.1	0.1	-0.4

Source: HESA staff record

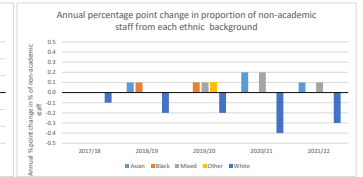
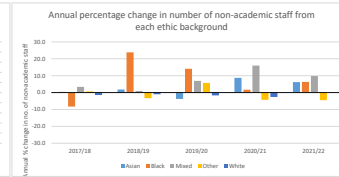
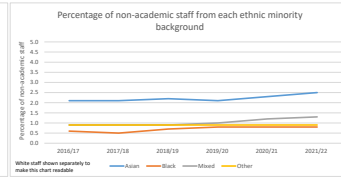
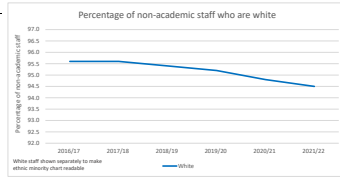


b) non-academic

Year	Number of non-academic staff					Annual percentage change in number of non-academic staff %					
	Asian	Black	Mixed	Other	White	Asian	Black	Mixed	Other	White	Total
2016/17	220	60	90	90	10 070	10 860					
2017/18	220	55	95	90	9 920	10 615	0.4	-8.3	3.4	0.7	-1.5
2018/19	225	70	95	90	9 820	10 610	1.8	23.8	1.0	-3.1	-0.1
2019/20	215	80	100	95	9 650	10 555	-3.8	14.1	6.9	5.7	-1.7
2020/21	235	115	90	9 400	10 340		8.7	1.7	16.0	-4.3	-2.6
2021/22	250	85	125	85	9 400	10 475	6.2	6.3	9.8	-4.5	0.0

Year	Percentage of non-academic staff from each ethnic background %					Annual percentage point change in proportion of non-academic staff from each ethnic background %					
	Asian	Black	Mixed	Other	White	Asian	Black	Mixed	Other	White	Total
2016/17	2.1	0.6	0.9	0.9	95.6	100.0					
2017/18	2.1	0.5	0.9	0.9	95.6	100.0	0.0	0.0	0.0	0.0	-0.1
2018/19	2.2	0.7	0.9	0.9	95.4	100.0	0.1	0.1	0.0	0.0	-0.2
2019/20	2.1	0.8	1.0	0.9	95.2	100.0	0.0	0.1	0.1	0.1	-0.2
2020/21	2.3	0.8	1.2	0.9	94.8	100.0	0.2	0.0	0.2	0.0	-0.4
2021/22	2.5	0.8	1.3	0.9	94.5	100.0	0.1	0.0	0.1	0.0	-0.3

Source: HESA staff record



Race equality monitoring, 2023

Staff terms of employment

The unexplained gap between the proportion of staff from Asian, black, mixed, white and other ethnic backgrounds on permanent terms of employment

- a) academic
- b) non-academic

a) academic

Year	Percentage of academic staff from each ethnic background on a permanent contract						Percentage permanent, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	65.3	68.0	66.6	68.1	78.7	76.5	-11.2	-8.5	-9.9	-8.4	2.1
2017/18	64.7	70.2	73.0	70.8	80.0	77.7	-13.0	-7.5	-4.7	-6.8	2.3
2018/19	63.6	65.5	67.9	70.2	78.4	76.0	-12.4	-10.5	-8.0	-5.8	2.4
2019/20	61.9	62.7	60.7	68.8	78.4	75.5	-13.6	-12.8	-14.8	-6.6	2.9
2020/21	61.9	56.7	59.3	68.0	78.5	75.5	-13.6	-18.9	-16.2	-7.5	3.0
2021/22	63.0	49.7	56.9	65.4	77.5	74.3	-11.4	-24.7	-17.5	-9.0	3.2

Year	Number of academic staff from each ethnic background on a permanent contract						Number of academic staff					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	365	65	65	190	6 815	7 835	560	90	100	280	8 665	10 240
2017/18	405	75	75	185	6 890	7 965	625	105	100	265	8 615	10 255
2018/19	440	75	80	175	6 640	7 795	695	110	120	250	8 470	10 265
2019/20	455	80	85	175	6 490	7 675	730	125	140	250	8 275	10 165
2020/21	470	90	90	170	6 180	7 585	760	155	155	245	7 875	10 045
2021/22	485	85	95	170	6 100	7 630	770	165	165	260	7 865	10 265

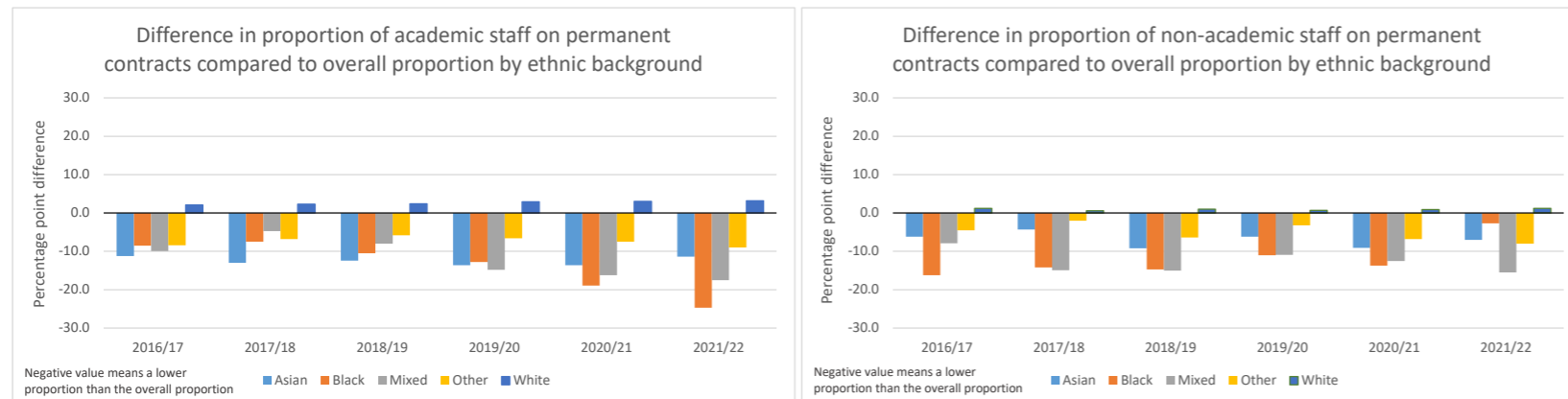
Source: HESA staff record

b) non-academic

Year	Percentage of non-academic staff from each ethnic background on a permanent contract						Percentage permanent, difference from total %				
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White
2016/17	77.6	67.6	76.0	79.3	85.0	83.8	-6.2	-16.2	-7.9	-4.5	1.2
2017/18	80.8	70.9	70.2	83.1	85.7	85.2	-4.3	-14.2	-14.9	-2.0	0.6
2018/19	75.8	70.3	70.1	78.7	86.1	85.0	-9.2	-14.7	-15.0	-6.4	1.0
2019/20	76.7	71.9	72.0	79.7	83.6	82.9	-6.2	-11.0	-10.9	-3.2	0.7
2020/21	74.2	69.6	70.8	76.6	84.2	83.3	-9.1	-13.7	-12.5	-6.8	0.9
2021/22	75.4	79.8	67.0	74.4	83.6	82.4	-7.0	-2.7	-15.5	-8.0	1.2

Year	Number of non-academic staff from each ethnic background on a permanent contract						Number of non-academic staff					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2016/17	170	40	70	70	8 560	9 100	220	60	90	90	10 070	10 860
2017/18	175	40	65	75	8 505	9 040	220	55	95	90	9 920	10 615
2018/19	170	50	65	70	8 450	9 020	225	70	95	90	9 820	10 610
2019/20	165	55	70	75	8 065	8 750	215	80	100	95	9 650	10 555
2020/21	175	55	80	70	7 915	8 615	235	80	115	90	9 400	10 340
2021/22	185	65	85	65	7 860	8 635	250	85	125	85	9 400	10 475

Source: HESA staff record



Race equality monitoring, 2023

Staff grade

The unexplained gap between the proportion of staff from Asian, black, mixed, white and other ethnic backgrounds in each grade group

- a) academic (excluding atypical)
- b) non-academic

a) academic (excluding atypical)

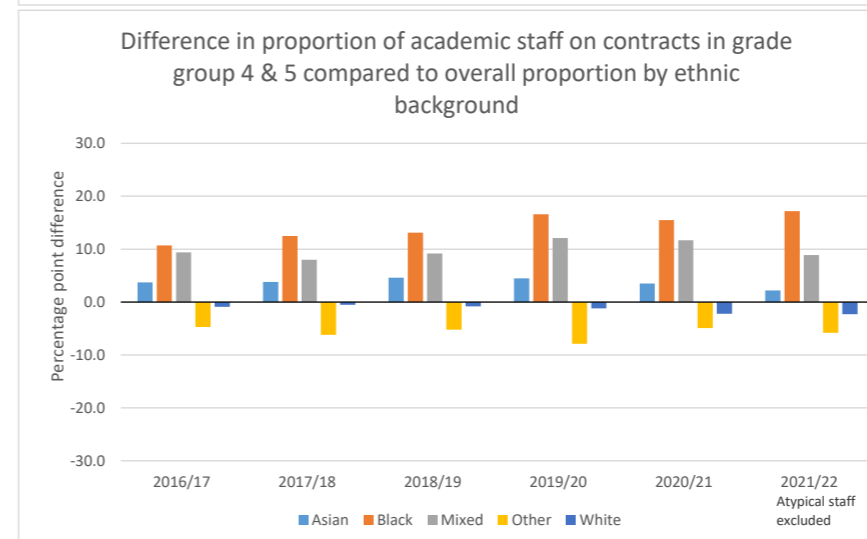
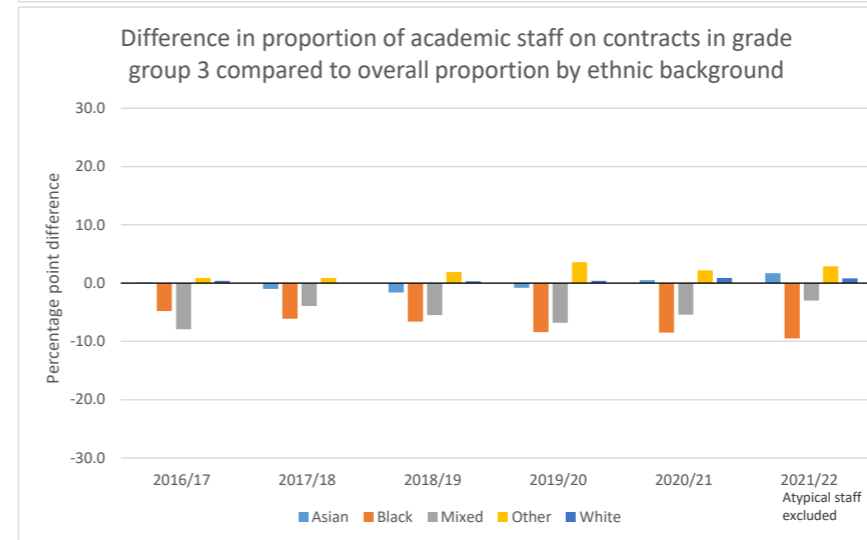
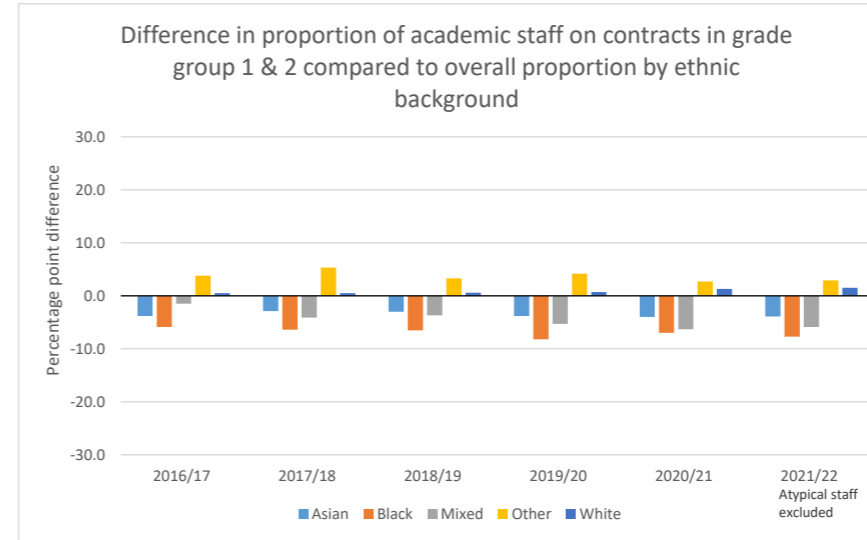
[For an explanation of groups 1 to 5 please refer to the Notes page](#)

Year	Percentage of academic staff from each ethnic background in group						Percentage in group, difference from total %					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	
Group 1 & 2	2016/17	10.7	8.7	13.1	18.3	15.1	14.6	-3.8	-5.9	-1.5	3.8	0.5
	2017/18	11.2	7.7	10.0	19.4	14.6	14.1	-2.9	-6.4	-4.1	5.3	0.5
	2018/19	9.9	6.3	9.1	16.1	13.4	12.9	-3.0	-6.5	-3.7	3.3	0.6
	2019/20	9.1	4.7	7.6	17.1	13.6	12.9	-3.8	-8.2	-5.3	4.2	0.7
	2020/21	8.8	5.8	6.4	15.4	14.0	12.7	-4.0	-7.0	-6.3	2.7	1.3
	2021/22	8.6	4.8	6.6	15.4	14.1	12.5	-3.9	-7.7	-5.9	2.9	1.5
Group 3	2016/17	13.0	8.1	5.0	13.8	13.3	12.9	0.1	-4.8	-7.9	0.9	0.4
	2017/18	12.8	7.7	10.0	14.7	13.9	13.8	-1.0	-6.1	-3.9	0.9	0.0
	2018/19	12.2	7.2	8.3	15.7	14.1	13.8	-1.6	-6.6	-5.5	1.9	0.3
	2019/20	13.1	5.5	7.1	17.5	14.4	13.9	-0.8	-8.4	-6.8	3.6	0.4
	2020/21	14.9	5.9	9.0	16.6	15.3	14.4	0.5	-8.5	-5.4	2.2	0.9
	2021/22	16.1	4.9	11.4	17.3	15.2	14.4	1.7	-9.5	-3.0	2.9	0.8
Group 4 & 5	2016/17	76.2	83.2	81.9	67.8	71.7	72.5	3.7	10.7	9.4	-4.7	-0.9
	2017/18	75.9	84.6	80.1	65.9	71.6	72.1	3.8	12.5	8.0	-6.2	-0.5
	2018/19	77.9	86.5	82.6	68.1	72.5	73.4	4.6	13.1	9.2	-5.2	-0.8
	2019/20	77.7	89.8	85.3	65.3	72.0	73.2	4.5	16.6	12.1	-7.9	-1.2
	2020/21	76.3	88.3	84.5	68.0	70.7	72.9	3.5	15.5	11.7	-4.9	-2.2
	2021/22	75.3	90.3	82.0	67.3	70.7	73.1	2.2	17.2	8.9	-5.8	-2.3

Data source: HESA staff record

Year	Number of academic staff from each ethnic background in each grade group						
	Asian	Black	Mixed	Other	White	Total	
Group 1 & 2	2016/17	60	10	15	50	1305	1490
	2017/18	70	10	10	50	1255	1445
	2018/19	70	5	10	40	1135	1320
	2019/20	65	5	10	45	1125	1310
	2020/21	65	10	10	40	1105	1280
	2021/22	65	10	10	40	1105	1285
Group 3	2016/17	75	5	5	40	1 150	1 320
	2017/18	80	10	10	40	1 195	1 415
	2018/19	85	10	10	40	1 195	1 415
	2019/20	95	5	10	45	1 190	1 415
	2020/21	115	10	15	40	1 205	1 445
	2021/22	125	10	20	45	1 200	1 480
Group 4 & 5	2016/17	430	75	80	190	6 210	7 425
	2017/18	475	90	80	175	6 165	7 395
	2018/19	540	95	100	170	6 145	7 530
	2019/20	570	115	120	165	5 960	7 440
	2020/21	580	140	130	170	5 565	7 320
	2021/22	580	150	135	175	5 560	7 500
Total	2016/17	560	90	100	280	8 665	10 240
	2017/18	625	105	100	265	8 615	10 255
	2018/19	695	110	120	250	8 470	10 265
	2019/20	730	125	140	250	8 275	10 165
	2020/21	760	155	155	245	7 875	10 045
	2021/22	770	165	165	260	7 865	10 265

Data source: HESA staff record



b) non-academic

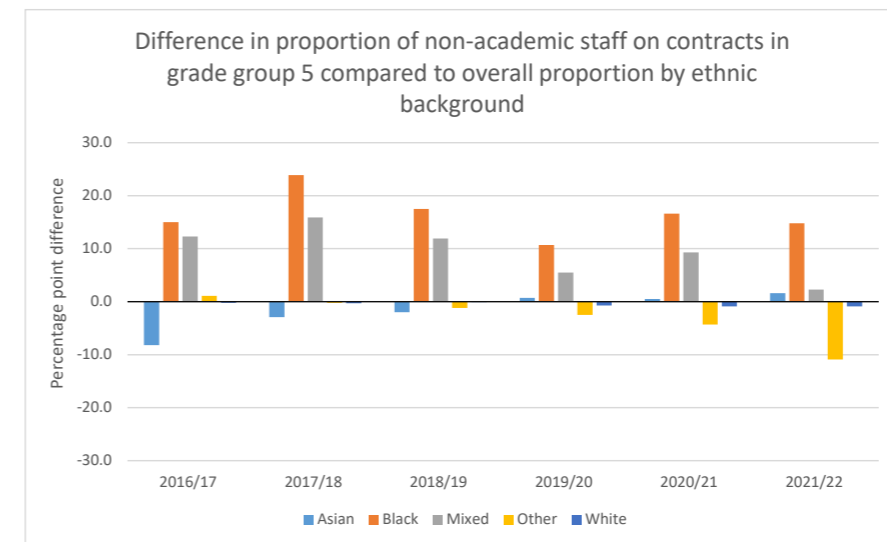
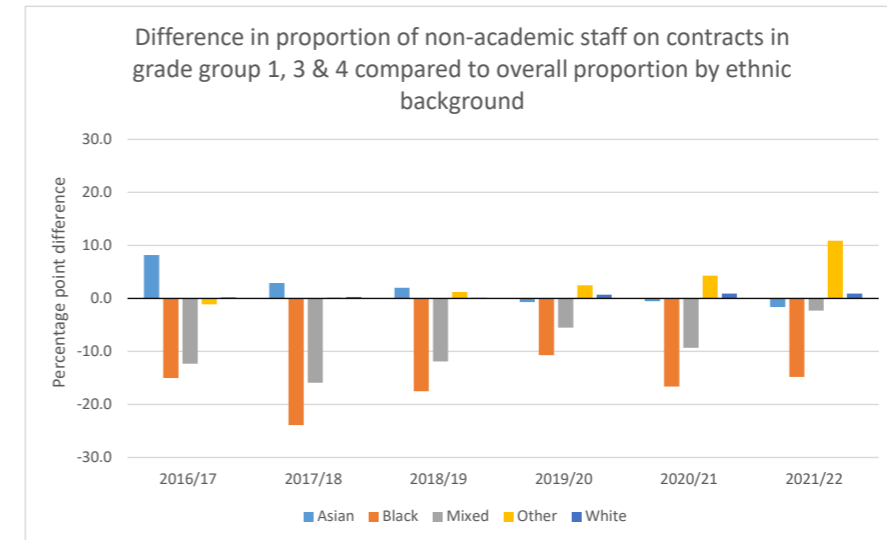
[For an explanation of groups 1 to 5 please refer to the Notes page](#)

	Year	Percentage of non-academic staff from each ethnic background in group					Total	Percentage in group, difference from total %				
		Asian	Black	Mixed	Other	White		Asian	Black	Mixed	Other	White
Group 1, 3 & 4	2016/17	52.4	29.3	31.9	43.1	44.4	44.2	8.2	-15.0	-12.3	-1.1	0.2
	2017/18	48.5	21.8	29.8	45.9	45.9	45.7	2.9	-23.9	-15.9	0.2	0.3
	2018/19	47.6	28.1	33.7	46.8	45.7	45.6	2.0	-17.5	-11.9	1.2	0.1
	2019/20	45.8	35.8	41.0	49.0	47.2	46.5	-0.7	-10.7	-5.5	2.5	0.7
	2020/21	54.1	38.0	45.3	58.9	55.5	54.6	-0.5	-16.6	-9.3	4.3	0.9
	2021/22	54.9	41.7	54.2	67.4	57.4	56.5	-1.6	-14.8	-2.3	10.9	0.9
Group 5	2016/17	47.6	70.7	68.1	56.9	55.6	55.8	-8.2	15.0	12.3	1.1	-0.2
	2017/18	51.5	78.2	70.2	54.1	54.1	54.3	-2.9	23.9	15.9	-0.2	-0.3
	2018/19	52.4	71.9	66.3	53.2	54.3	54.4	-2.0	17.5	11.9	-1.2	-0.1
	2019/20	54.2	64.2	59.0	51.0	52.8	53.5	0.7	10.7	5.5	-2.5	-0.7
	2020/21	45.9	62.0	54.7	41.1	44.5	45.4	0.5	16.6	9.3	-4.3	-0.9
	2021/22	45.1	58.3	45.8	32.6	42.6	43.5	1.6	14.8	2.3	-10.9	-0.9

Source: HESA staff record

	Year	Number of non-academic staff from each ethnic background in each grade group					
		Asian	Black	Mixed	Other	White	Total
Group 1, 3 & 4	2016/17	115	20	30	40	4470	4800
	2017/18	105	10	30	40	4555	4850
	2018/19	105	20	30	40	4490	4835
	2019/20	100	30	40	45	4555	4905
	2020/21	125	30	50	55	5220	5645
	2021/22	135	35	70	60	5395	5920
Group 5	2016/17	105	40	60	50	5 600	6 055
	2017/18	115	45	65	50	5 365	5 770
	2018/19	115	50	60	45	5 330	5 770
	2019/20	115	50	60	50	5 095	5 650
	2020/21	105	50	65	35	4 185	4 695
	2021/22	110	50	60	30	4 005	4 560
Total	2016/17	220	60	90	90	10 070	10 860
	2017/18	220	55	95	90	9 920	10 615
	2018/19	225	70	95	90	9 820	10 610
	2019/20	215	80	100	95	9 650	10 555
	2020/21	235	80	115	90	9 400	10 340
	2021/22	250	85	125	85	9 400	10 475

Source: HESA staff record



Race equality monitoring, 2023

Governors

The number and proportion of governors from Asian, black, mixed, white and other ethnic backgrounds

Year	Number of governors						Percentage of governors from each ethnic background %					
	Asian	Black	Mixed	Other	White	Total	Asian	Black	Mixed	Other	White	Total
2017/18	0	0	0	0	130	180	1.5	0.8	0.0	0.8	97.0	100.0
2018/19	5	0	0	0	170	200	2.8	0.6	1.1	0.6	94.9	100.0
2019/20	5	5	0	0	145	185	2.6	1.9	0.6	0.6	94.2	100.0
2020/21	10	5	5	0	155	195	4.7	1.8	1.8	0.6	91.2	100.0
2021/22	5	5	5	0	140	185	4.4	3.1	2.5	0.6	89.3	100.0

Source: HESA staff record

