UNIVERSITY OF CAMBRIDGE

800 YEARS
1209 ~ 2009

Equality & Diversity
Annual Data Report
For information

2008/09

Equality & Diversity

Introduction

The University of Cambridge is committed in its pursuit of academic excellence to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all underrepresented groups, promotes an inclusive culture, and values diversity[1]

The University of Cambridge is committed to fulfilling its requirements under the UK statutory public equality duties.

This is the first formal report to present University of Cambridge Equality & Diversity (E&D) data for the 2008-09 academic year. It is intended to serve a number of different purposes, including:

- Providing detailed E&D data in support of the E&D Annual Review for the same period
- Providing statistical information about the University of Cambridge community (its staff, students and associates[2]) to inform discussion and policy development
- Presenting benchmarking data, where available, to enable comparisons with peer institutions and diversity partners
- Providing rigorous and accessible data in support of specific University issues or objectives, employing both quantitative and qualitative data where appropriate
- Fulfilling the specific legal requirement to provide data for the purposes of the University's Race Equality Policy and Gender and Disability Equality Schemes

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[1] http://www.admin.cam.ac.uk/offices/hr/policy/equal.html

[2] Including all other individuals contributing to and/or involved with University of Cambridge teaching, administration, research or related services.

Equality & Diversity
Data Report 2009

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Section 2 – Benchmarks

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Figures 1.1.1 to 1.1.5
Staff Nationality by Ethnic Group

Purpose
Simple information to raise awareness of ethnic diversity in Cambridge staff, which is helpful in assessing workforce representation and participation in staff policy consultation networks. The nationality dimension is included to inform discussions of provision of services which may benefit some nationals more than others.

Observations
At the census date of 31 October 2008, ethnicity was known for over 80% of Cambridge staff. Of these, over 90% described themselves as White British or White Other (including White Irish).
Among the individuals who describe their ethnicity as other than White British or White Other, 34% were UK nationals and 63% were non-EU nationals; very few were nationals of other EU states.
Nationality was known for over 80% of Cambridge staff. Of these, 69% described themselves as UK nationals, and nearly 85% described themselves as EU nationals.

Notes
These charts include all members of staff of known nationality. As mentioned elsewhere in this paper, a process of refreshing and verifying staff data is currently under way. Ethnicity and Nationality categories will not change following this process, but the proportion 'Not Known' is expected to reduce. The BAME category (Figures 1.1.2–1.1.5) comprises staff from Black, Asian and minority ethnic communities.

Source: CHRIS all staff extract, 31 October 2008 (n≈7,100).

1.1.1 Staff Nationality by Ethnic Group
Proportions (%) within All University Staff of known Nationality
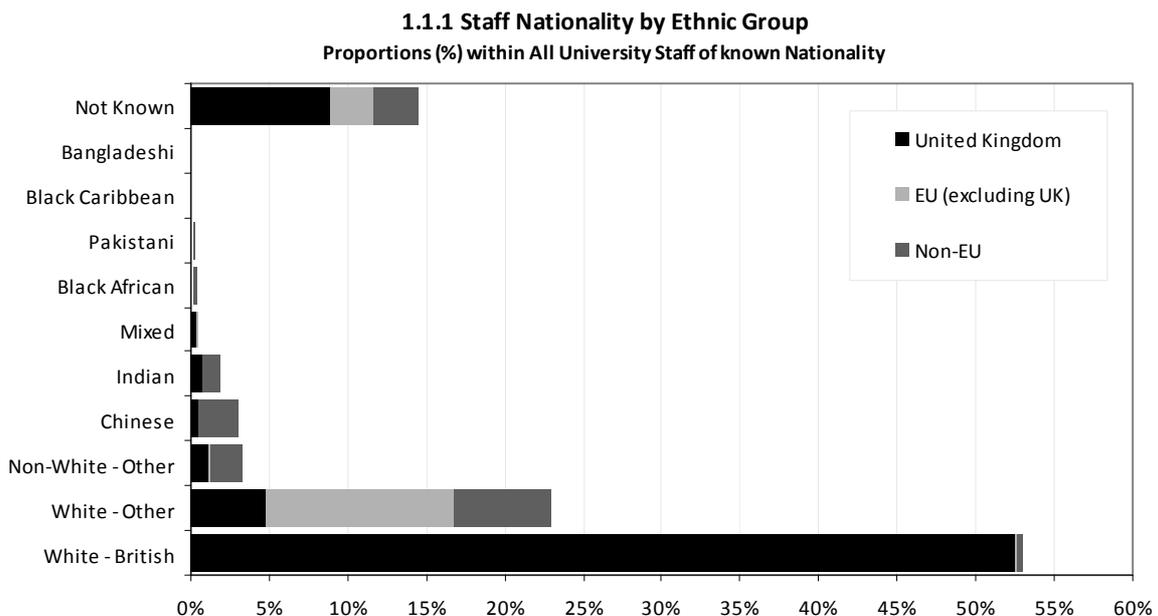
1.1.2 Staff Nationality by Ethnic Group (Academic Staff)
Proportions (%) within All University Staff of known Nationality

Legend:
- United Kingdom
- EU (excluding UK)
- Non-EU

Categories (top to bottom): Not Known, BAME Group, Non-White - Other, White - Other, White - British
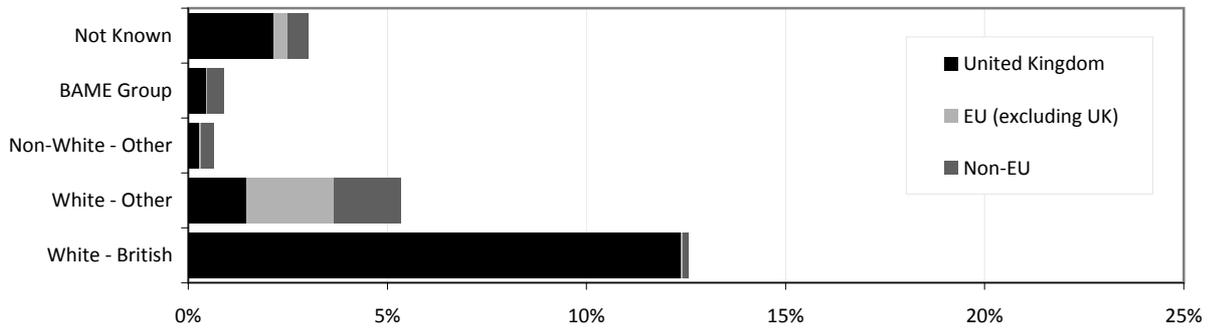
1.1.3 Staff Nationality by Ethnic Group (Academic Related Staff)
Proportions (%) within All University Staff of known Nationality

Categories (top to bottom): Not Known, BAME Group, Non-White - Other, White - Other, White - British
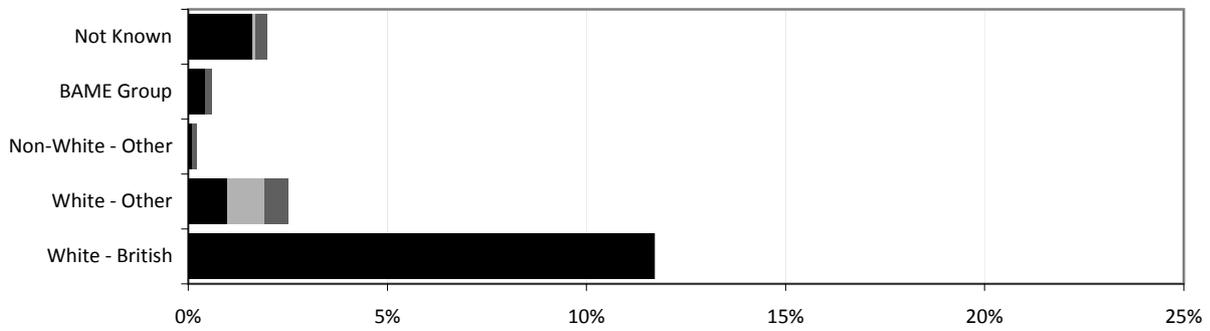
1.1.4 Staff Nationality by Ethnic Group (Assistant Staff)
Proportions (%) within All University Staff of known Nationality

Categories (top to bottom): Not Known, BAME Group, Non-White - Other, White - Other, White - British
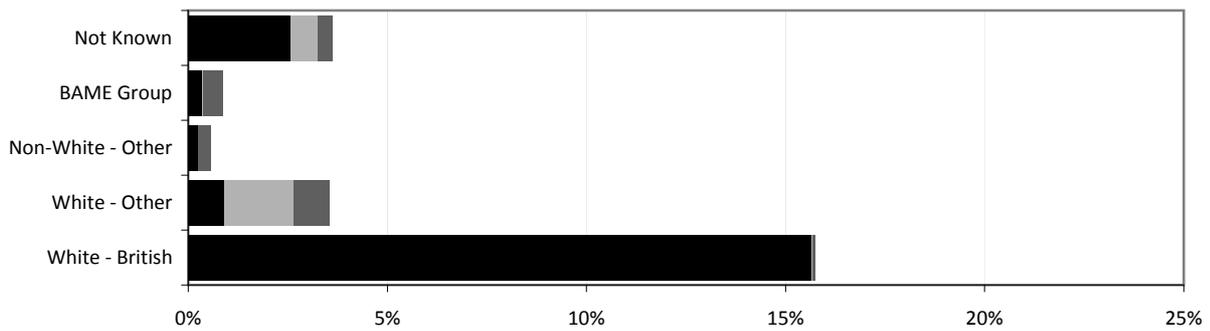
1.1.5 Staff Nationality by Ethnic Group (Research Staff)

**Proportions (%) within All University Staff of known Nationality**
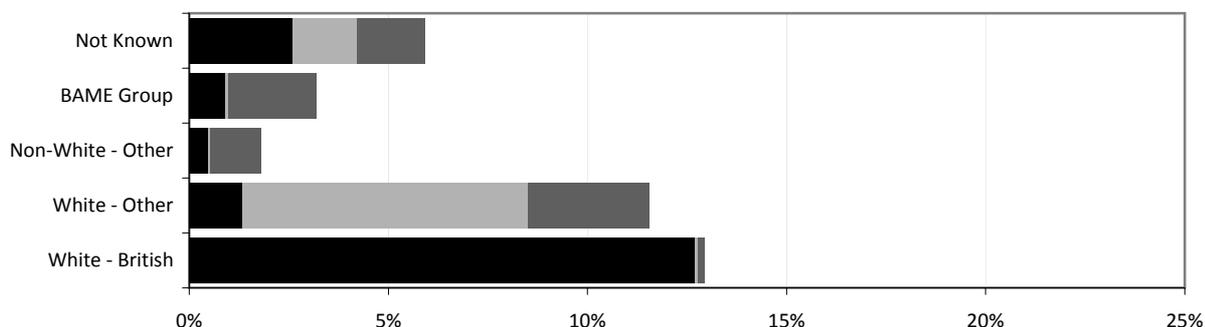
Figure 1.2.1
Staff Ethnicity and Comparable Demographic Groups

Purpose

Cambridge may be equally effective in attracting, appointing and/or retaining staff of all ethnic backgrounds. By comparing University staff with related demographic groups, this table is a first step to informing this discussion.

Observations

The University shows a significantly higher proportion of staff describing themselves as 'White–Other' than may be expected given the broader geographical population profiles. The data does not support conclusions that the University is substantially 'Whiter' than the city, region or country at large, but the greater proportion of 'White–Other' within University staff does reflect the scope of University recruitment beyond national boundaries, and may suggest this recruitment follows cultural lines.

The raw data upon which this table is based indicate that 'White - Irish' comprises between 5% and 7% within University staff of 'White - Other' ethnic origin. The remainder claim other (unspecified) 'White' ethnic origins.

Notes

Ethnic categories are listed in ascending order of prevalence in Cambridge University staff.

Sample size (n) is not provided for Cambridge staff sub-groups to prevent identification of individuals.

Cambridge staff proportions differ slightly from Figures 1.1.1 to 1.1.5 due to exclusion from this table of individuals of Ethnicity = 'Not Known'.

Sources: CHRIS 31 October 2008; National Census 2001

	Academic Staff	Academic Related Staff	Assistant Staff	Research Staff	All Staff	Camb. City	East of England	England
Bangladeshi	-	0.3%	-	0.2%	0.1%	0.9%	0.3%	0.6%
Black Caribbean	-	0.3%	0.3%	0.3%	0.2%	0.5%	0.5%	1.1%
Pakistani	0.1%	0.1%	0.1%	0.6%	0.3%	0.5%	0.7%	1.4%
Black African	-	0.5%	0.3%	0.5%	0.3%	0.7%	0.3%	1.0%
Mixed	0.9%	0.4%	0.5%	0.5%	0.6%	1.3%	0.8%	1.0%
Indian	2.4%	1.2%	0.8%	3.3%	1.9%	1.8%	0.9%	2.1%
Chinese	1.5%	1.6%	1.3%	7.1%	3.1%	2.1%	0.4%	0.4%
Non-White - Other	3.2%	1.4%	1.9%	6.0%	3.3%	2.8%	0.9%	1.4%
White - Other	27.3%	16.5%	16.2%	38.4%	24.9%	10.9%	3.7%	3.9%
White - British	64.5%	77.8%	78.6%	43.2%	65.3%	78.5%	91.4%	87.0%
n (thousands)					7	109	5,388	49,139

Figure 1.3.1
Undergraduate ethnicity: October admissions 2006 and 2007

Purpose
To assess changes to the ethnic diversity of Cambridge Undergraduate population, to assist in discussions of what an inclusive ethnic profile would look like.

Observations
Comparing October 2006 and 2007 intakes, it appears that record keeping has improved (indicated by a reduction in the Not Known category), but ethnic diversity has not changed greatly.

Notes
This data is reproduced with the permission of the Student Statistics Office. More detailed student ethnicity figures are available from Student Statistics office publications (tables UG22, UG23 and PG17).

1.3.1 Undergraduate Ethnicity: October Admissions 2006 and 2007
**Proportion (%) of All UG Student Admissions (n≈3,900)**
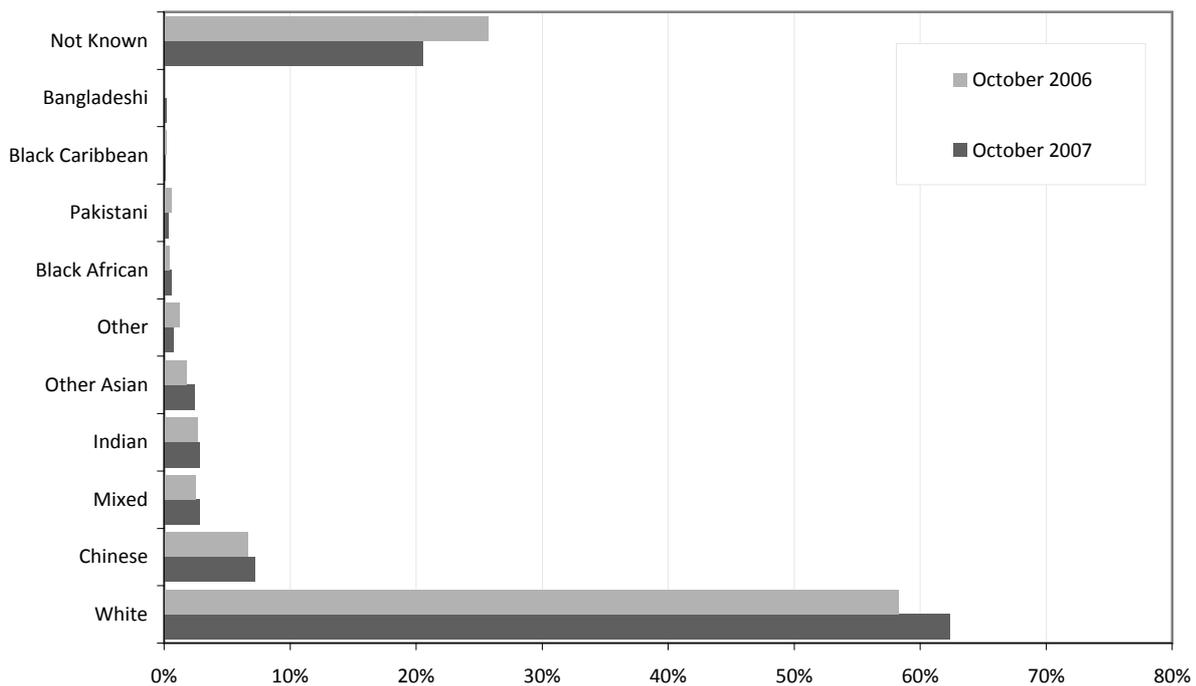
Figure 1.4
Staff Gender Profile by School/Institution

Purpose
To identify areas of occupational gender segregation, to direct investigation and discussion to ensure that segregation arises from merit and free choice, and not unlawful discrimination or bias.

Observations
Although the University employs approximately equal numbers of men and women overall, most Science Engineering and Technology (SET) Schools employ more men than women. The converse appears true for non-academics and also, though less marked, for non-SET disciplines.

Notes
SET = 'Science, Engineering and Technology'.
Source: CHRIS all staff extract, 31 October 2008 (n≈8,700).

School / Institution	Female	Male
School of Arts and Humanities	48%	52%
School of the Humanities and Social Sciences	56%	44%
Non-SET Schools	53%	47%
School of the Biological Sciences	51%	49%
School of Clinical Medicine	59%	41%
School of the Physical Sciences	28%	72%
School of Technology	31%	69%
SET Schools	43%	57%
Unified Administrative Service	53%	47%
Other Institutions (Council)	67%	33%
Other Institutions (General Board)	53%	47%
Non-Schools	56%	44%
All Staff	**48%**	**52%**

Figure 1.5
Staff Gender Profile by Employment Type

Purpose
As with figure 1.4 - to identify areas of occupational gender segregation, to direct investigation and discussion to ensure that segregation arises from merit and free choice, and not unlawful discrimination or bias.

Observations
The balance of Academic posts in favour of men is more pronounced than most Schools' overall gender balance, as illustrated in figure 1.4. This may suggest that even in relatively 'gender-balanced' Schools, there is likely to be role segregation where male academics are supported by female assistants and administrators.

Gender segregation of Assistant roles is illustrated quite clearly here. Further analysis shows clear segregation by task type (Catering as opposed to Security in the 'Assistant M' group, for example). The T (Technical) and M (Manual) groups include a wider range of tasks/occupations than the CS (Clerical Support) groups, resulting in more gender-balance at the CS/M/T aggregation level.

Notes
Further illustration of gender balance by (broad) role type may be found in Section 3 of this report (Other Analyses).
Source: CHRIS all staff extract, 31 October 2008 (n≈8,700).

Employment Type	Female	Male
Academic	26%	74%
Clinical Academic	21%	79%
All Academic	26%	74%
Academic Related	49%	51%
Assistant CS	86%	14%
Assistant M	41%	59%
Assistant T	37%	63%
All Assistant	61%	39%
Non Clinical Researcher	44%	56%
Clinical Researcher	32%	68%
All Research	44%	56%
All Staff	**48%**	**52%**

Figure 1.6
Academic Staff Gender Profile in SET Schools

Purpose
Provide a baseline measure to assess inform discussion of measures to challenge the persistent male dominance of senior academic roles.

Observations
This table clearly illustrates the value in focussing on the SET/non-SET distinction with regard to gender occupational segregation: the non-SET female proportions are approximately double those of SET Schools/Departments.

Notes
No appropriate comparator for the Cambridge 'Reader' role is available at national level.

National figures for Non-SET Schools/Departments are not currently available, but are being sought from peer institutions for inclusion in Section 2 (Benchmarks) in future.

Academic Role	Non-SET Cambridge % Female	SET Cambridge % Female	SET National % Female
Professor	20.4%	7.2%	8.1%
Reader	20.2%	14.9%	n/a
Senior Lecturer / Researcher	39.8%	18.7%	17.9%
Lecturer	47.5%	21.7%	24.7%
Researcher	60.2%	36.2%	30.4%

Figure 1.7
Gender Representation on Senior University Committees (April 2009)

Purpose
Vertical institutional gender segregation explains most pay inequality between male and female staff. A lack of senior female role models is often cited as a limiting factor in wider female staff progression. This table provides an imperfect but valuable snapshot of gender balance on University leadership committees and groups.

Observations
Men clearly dominate these groups, but analysis is hampered by substantial cross-representation, i.e. the same individuals serving on a number of these senior groups concurrently, leading to double-counting. Nonetheless, assuming this cross-representation applies to women as well as men, then the analysis stands.

Notes
Each committee/group has unique mechanisms for selecting members. Some are comprised of nominated individuals; some are wholly ex officio; many are a combination of these and other systems.

Source: Committee minutes and terms of reference (April 2009).

Senior Committees	%Female	Councils of Schools	%Female
Council	33%	Arts & Humanities	14%
General Board	7%	Humanities & Social Sciences	13%
Audit Committee	13%	Biological Sciences (March 08)	25%
Finance Committee	25%	Clinical Medicine	23%
Board of Scrutiny	42%	Physical Sciences	7%
Planning & Resources Committee	7%	Technology	19%
Resource Management Committe	8%		
Human Resources Committee	25%		

Figure 1.8
Staff on Fixed Term Contracts by Gender and School/Institution

Purpose
As with equal pay for equivalent work, employment equality also relates to employment terms. Permanent contracts may be seen as more favourable employment terms than Fixed term contracts, so this table provides baseline proportions to inform discussion in this area.

Observations
Female staff are much more likely to be employed on a fixed term basis than male staff in almost all Schools/Institutions.

Further investigation is required to determine whether these gendered employment terms result from the types of roles freely chosen by women, or some other factor such as career term or desire for permanent commitment.

Notes
Source: CHRIS all staff extract, 31 October 2008.

School / Institution	Fixed term Female	Fixed term Male
School of Arts and Humanities	33%	28%
School of the Humanities and Social Sciences	47%	33%
Non-SET Schools	42%	31%
School of the Biological Sciences	64%	59%
School of Clinical Medicine	76%	67%
School of the Physical Sciences	52%	50%
School of Technology	48%	50%
SET Schools	64%	55%
Unified Administrative Service	21%	12%
Other Institutions (Council)	29%	23%
Other Institutions (General Board)	31%	25%
Non-Schools	26%	18%
All Staff	**50%**	**45%**

Figure 1.9.1

Proportion of Staff Considered to have a Disability, by School/Institution

Purpose

Baseline data to inform discussion of service provision and facility improvement with regard to individuals with disabilities.

Observations

All Schools and institutions show similar rates of disability disclosure, and similar rates of employment of individuals with disabilities.

Notes

With regard to the 'All Staff: Disabled' figure, the Higher Education Statistics Agency (HESA) places Cambridge University in the upper quartile for this measure amongst the twenty Russell Group universities, for which the mean average comparable figure is 2.4%. As mentioned elsewhere in this report, a staff data verification process is currently under way which should significantly improve the information held regarding staff disability.

Source: CHRIS all staff extract, 31 October 2008.

Organisation	Disabled	Not Known
School of Arts and Humanities	2.7%	25.7%
School of the Humanities and Social Sciences	5.2%	26.5%
Non-SET Schools	4.3%	26.2%
School of the Biological Sciences	4.0%	28.5%
School of Clinical Medicine	3.2%	26.3%
School of the Physical Sciences	4.1%	32.3%
School of Technology	4.2%	29.7%
SET Schools	3.9%	29.2%
Unified Administrative Service	4.4%	25.4%
Other Institutions (Council)	4.8%	24.7%
Other Institutions (General Board)	5.8%	20.9%
Non-Schools	5.0%	23.8%
All Staff	**4.2%**	**27.5%**

Figure 1.10.1
Students with Disabilities: 2006/07 and 2007/08

Purpose
Disclosure of students' disability is an ongoing issue for efficient service/assistance provision. This table illustrates the University's support for students with disabilities.

Observations
The proportions of students with known disabilities have not changed a great deal between 2006/07 and 2007/08, but the University has been able to improve disclosure rates.

Notes
This data is reproduced with the permission of the Student Statistics Office. Far more information on this subject may be found in the annual Student Statistics publications (tables UG20, UG21, PG16 and PG17).
Disability categories used here are as advised by HESA.
More data and commentary on disability issues and service provision is available from the Disability Resource Centre (DRC) Interim Report 2007-09.

Disability	2006/07	2007/08
No disability	68.7%	75.4%
A specific learning disability (e.g. dyslexia)	1.4%	1.4%
Blind/are partially sighted	0.1%	0.1%
Deaf/have a hearing impairment	0.2%	0.2%
Wheelchair user/have mobility difficulties	0.1%	0.1%
Mental health difficulties	0.1%	0.1%
An unseen disability e.g. diabetes, epilepsy, asthma	0.9%	0.8%
Multiple disabilities	0.1%	0.1%
Personal care support	0.0%	0.0%
A disability not listed above	0.7%	0.5%
Autistic Spectrum Disorder (includes Asperger's Syn.)	0.2%	0.9%
Known disability total	3.9%	4.2%
Not known	27.5%	20.4%

More data and commentary on disability issues and service provision is available from the Disability Resource Centre (DRC) Interim Report 2007-09.

Purpose

The Russell Group is a convenient set of research-intensive HE institutions for comparison with Cambridge data.

Observations

Cambridge University lies at the middle of the table with regard to proportion of staff declaring 'White' ethnic backgrounds. However, Cambridge also has one of the highest rates of unknown staff ethnicity in 2007/08 (column 'Not Known'). This feature may well be remedied by the current staff data verification process which will update these HESA records.

As illustrated in figure 1.2.1, staff ethnic profile varies widely with staff type. Non-Academic staff tend to reflect local populations far more than Academic staff, who are recruited from a wider geographical pool. By including all staff in this table, institutional ethnic profiles cannot help but reflect local demography to a great extent. This may be unhelpful to discussions of whether Cambridge is open / welcoming to individuals of diverse ethnic backgrounds. Figure 2.1.2 provides a similar analysis for Academic staff only.

Notes

'White' includes 'White British', 'White Irish' and 'White Other'. Individuals claiming a mixed ethnic background are included within 'Other'.
Source: Higher Education Statistics Agency (HESA) via the HEIDI online data tool.

Institution	White (% of reporting staff)	Black (% of reporting staff)	Asian (% of reporting staff)	Other (% of reporting staff)	Not Known (% of all staff)
The University of Cambridge	**90**	**1**	**7**	**2**	**20**
LSE	77	4	13	5	5
Imperial College	78	4	14	4	4
King's College London	79	5	11	5	6
University College London	81	4	10	5	5
The University of Birmingham	85	3	10	2	1
The University of Leeds	86	2	8	3	28
The University of Nottingham	88	2	7	2	5
The University of Manchester	89	2	7	2	2
The University of Warwick	89	2	8	2	15
The University of Southampton	90	1	7	2	26
The University of Oxford	90	1	6	2	24
The University of Sheffield	92	1	5	2	13
The University of Bristol	92	1	5	2	3
Cardiff University	93	1	5	2	4
The University of Liverpool	93	1	5	2	2
The University of Newcastle-upon-Tyne	93	1	5	2	6
The University of Edinburgh	94	0	4	2	28
The University of Glasgow	94	1	3	1	19
The Queen's University of Belfast	95	0	4	1	7
All Russell Group	**88**	**2**	**7**	**2**	**12**

Figure 2.1.2
Russell Group Academic Staff Ethnicity (2007/08)

Purpose

By focussing on Academic staff alone, this analysis aims to reduce the influence of local demographic situation upon measures of institutional openness to individuals of diverse ethnic backgrounds.

Observations

Surprisingly, the order of institutions when sorted by '%White' is not greatly different from the All Staff analysis above (figure 2.1.1). Russell Group institutions appear similar in their respective ethnic diversity when comparing their Academic staff with All staff.

These figures do not mimic the analysis of CHRIS University staff data provided as figure 1.2.1. This disparity is being investigated, but since Cambridge is far from an outlier, this HESA data table is still worth including here.

Notes

Source: Higher Education Statistics Agency (HESA) via the HEIDI online data tool.

Institution	White (% of reporting staff)	Black (% of reporting staff)	Asian (% of reporting staff)	Other (% of reporting staff)	Not Known (% of all staff)
The University of Cambridge	**86**	**3**	**11**	**0**	**20**
Imperial College	79	4	16	1	4
King's College London	82	5	12	2	7
LSE	82	5	12	1	6
University College London	83	5	11	1	7
The University of Birmingham	84	3	12	1	1
The University of Leeds	84	4	11	1	29
The University of Nottingham	85	3	11	1	7
The University of Manchester	85	3	11	1	3
The University of Warwick	86	2	10	1	16
The University of Southampton	87	3	9	1	28
The University of Oxford	88	3	9	0	28
The University of Liverpool	88	2	9	1	2
The University of Sheffield	88	2	9	1	15
The University of Newcastle-upon-Tyne	89	2	8	1	11
The University of Bristol	89	2	8	0	4
Cardiff University	90	2	7	1	5
The University of Edinburgh	91	3	6	0	28
The Queen's University of Belfast	91	2	7	0	5
The University of Glasgow	93	2	4	0	20
All Russell Group	**86.1**	**3.1**	**9.9**	**0.9**	**12.8**

Figure 2.2.1
Russell Group All Staff Gender (2007/08)

Purpose
For information.

Observations
Most Russell Group institutions employ approximately equal numbers of men and women. It is more common for an institution to employ more women than men, although Cambridge appears to favour male staff, but not by a great deal.

Notes
Source: Higher Education Statistics Agency (HESA) via the HEIDI online data tool.

Institution	%Female	δ RG avg.
The University of Cambridge	**46.7**	*- 3.9*
Imperial College	42.4	*- 8.2*
University College London	47.8	*- 2.8*
The University of Oxford	48.9	*- 1.7*
The University of Manchester	49.1	*- 1.5*
LSE	49.1	*- 1.5*
The University of Leeds	50.2	*- 0.4*
The Queen's University of Belfast	50.8	*+ 0.2*
The University of Edinburgh	50.9	*+ 0.3*
The University of Southampton	51.0	*+ 0.3*
The University of Birmingham	51.1	*+ 0.5*
Cardiff University	51.4	*+ 0.8*
The University of Nottingham	51.9	*+ 1.3*
The University of Liverpool	52.2	*+ 1.6*
The University of Sheffield	52.5	*+ 1.9*
The University of Newcastle-upon-Tyne	52.7	*+ 2.1*
The University of Bristol	53.0	*+ 2.4*
The University of Glasgow	53.2	*+ 2.5*
King's College London	53.5	*+ 2.9*
The University of Warwick	53.8	*+ 3.2*
All Russell Group	**50.6**	

Figure 2.3.1
Russell Group All Staff Known to be Disabled (2007/08)

Purpose
For information.

Observations
Cambridge employs one of the largest numbers of staff with a known disability, when measured as a proportion of staff for whom data is known. This may reflect better disclosure rates at Cambridge, or perhaps that individuals with no disability are more likely to refuse to respond to monitoring in this area.

Cambridge has the highest non-reporting rate among Russell Groups institutions. The data verification exercise currently under way is expected to remedy this.

Notes
Source: Higher Education Statistics Agency (HESA) via the HEIDI online data tool.

	Disabled (% of reporting staff)	**No Information** (% of all staff)
The University of Cambridge	**4.1%**	**24.5%**
The University of Oxford	4.7%	14.9%
The University of Southampton	4.0%	15.1%
The University of Leeds	4.0%	0.0%
The University of Sheffield	3.2%	0.0%
Cardiff University	2.8%	0.8%
The University of Glasgow	2.7%	19.6%
The University of Newcastle-upon-Tyne	2.5%	0.0%
The University of Manchester	2.4%	0.8%
The Queen's University of Belfast	2.4%	0.1%
The University of Birmingham	2.0%	2.4%
The University of Nottingham	2.0%	5.0%
The University of Warwick	1.8%	20.5%
University College London	1.7%	6.5%
The University of Liverpool	1.7%	0.7%
LSE	1.4%	0.9%
The University of Bristol	1.1%	0.4%
King's College London	1.0%	1.9%
Imperial College	1.0%	0.0%
The University of Edinburgh	0.9%	0.1%
All Russell Group	**2.4%**	**6.3%**

Observations

Both Academic and Academic-Related charts show that older staff tend to be male. This relationship is relatively weak for Academic-Related staff, but the Academic staff group show this trend throughout the population, and not just towards the older outliers. This may indicate that our recruitment and retention of younger academics is more gender-balaced than our recruitment and retention of older academics or previous generations. Older academics tend to hold more senior positions, so this observation corroborates other investigations into senior academic recruitment gender profiles (see below). Starter/Leaver analysis, as proposed above, may help to quantify these effects.

All charts show remarkably different profiles. The right-skew in figure 3.1.1 is largely due to the youthful Research staff profile. This youthful profile is logical given the strong positive correlation between age and progression out of contract research and into academic grades. Clearly this profile is not shared by the Academic chart. This may reflect the employability of Cambridge Researchers by other institutions, as well as the high academic recruitment standards and/or relatively low academic staff turnover at Cambridge.

Assistant staff roles are female-dominated for most age groups. The Assistant group is 61% female, and posts are evenly-distributed across all age groups. In general the attributes demanded by these positions take fewer years to develop and demonstrate than academic reputation, for example, so older applicants hold less recruitment advantage. This flat profile is typical of an employment market with lower qualifications-barriers to entry; the converse is true for academics and other 'professional' workers.

Notes

Further and related information may sought from the HEFCE Age Survey; the University Equal Pay Review, and/or the HEFCE 'Staff employed at HEFCE-funded HEIs update: trends and profiles' publications.

## 3.1.1 Age Profile (Population %) by Gender - All Staff

31 October 2008 (n≈8,700)
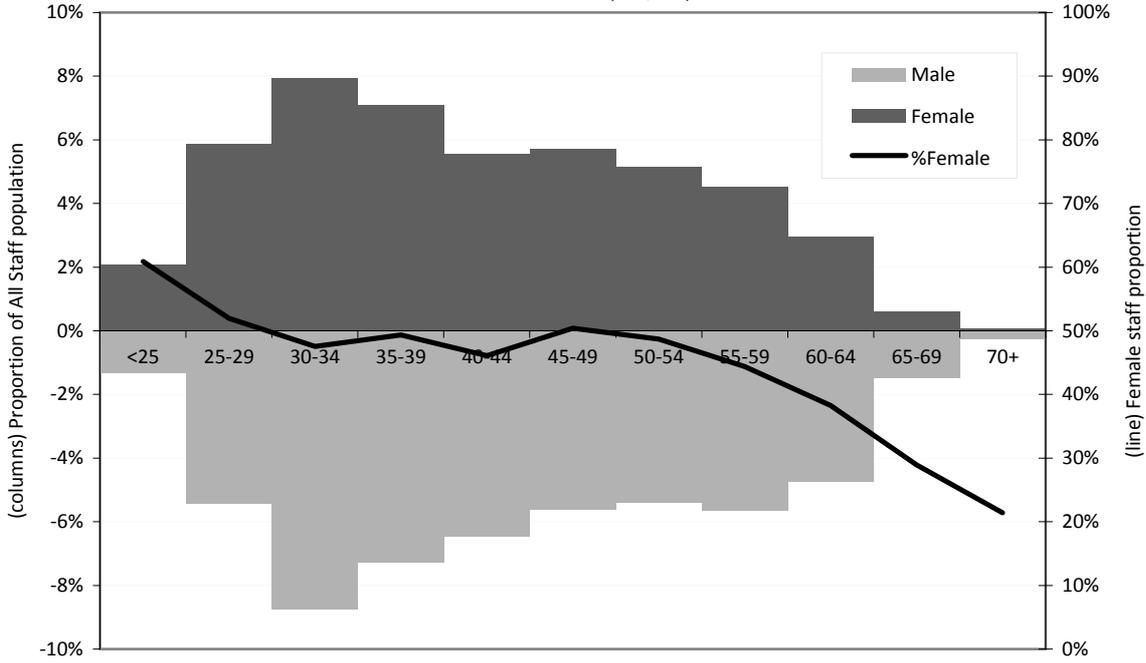
3.1.2 Age Profile (Population %) by Gender - Academic Staff

31 October 2008 (n≈1,600)
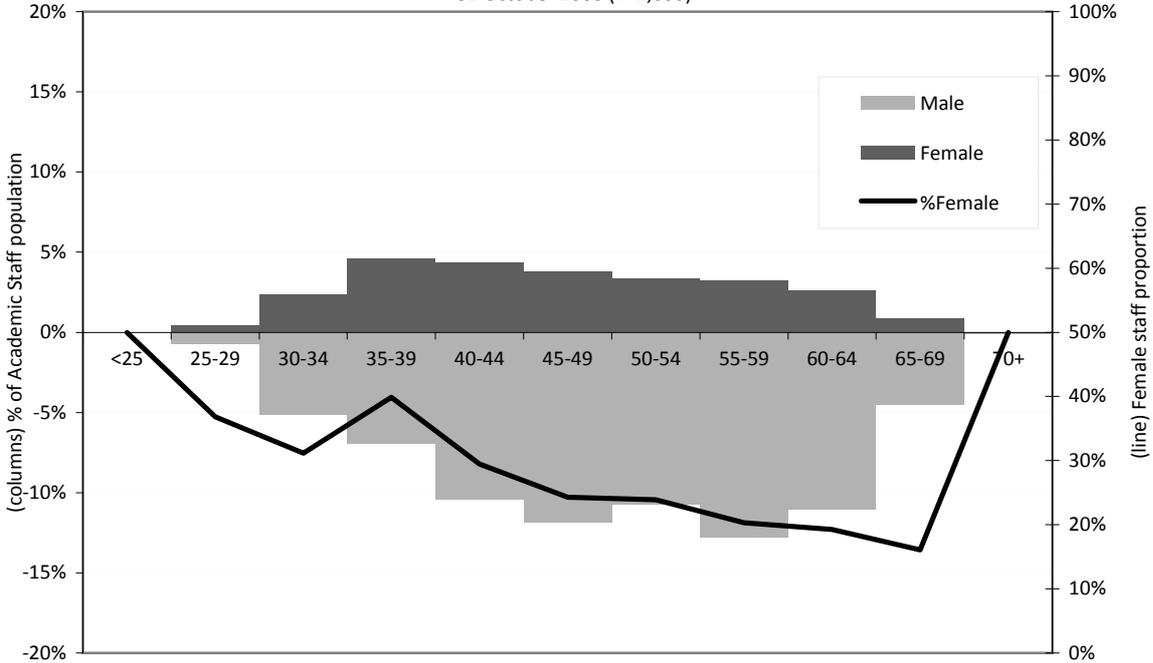
3.1.3 Age Profile (Population %) by Gender - Academic-Related Staff

31 October 2008 (n≈1,300)
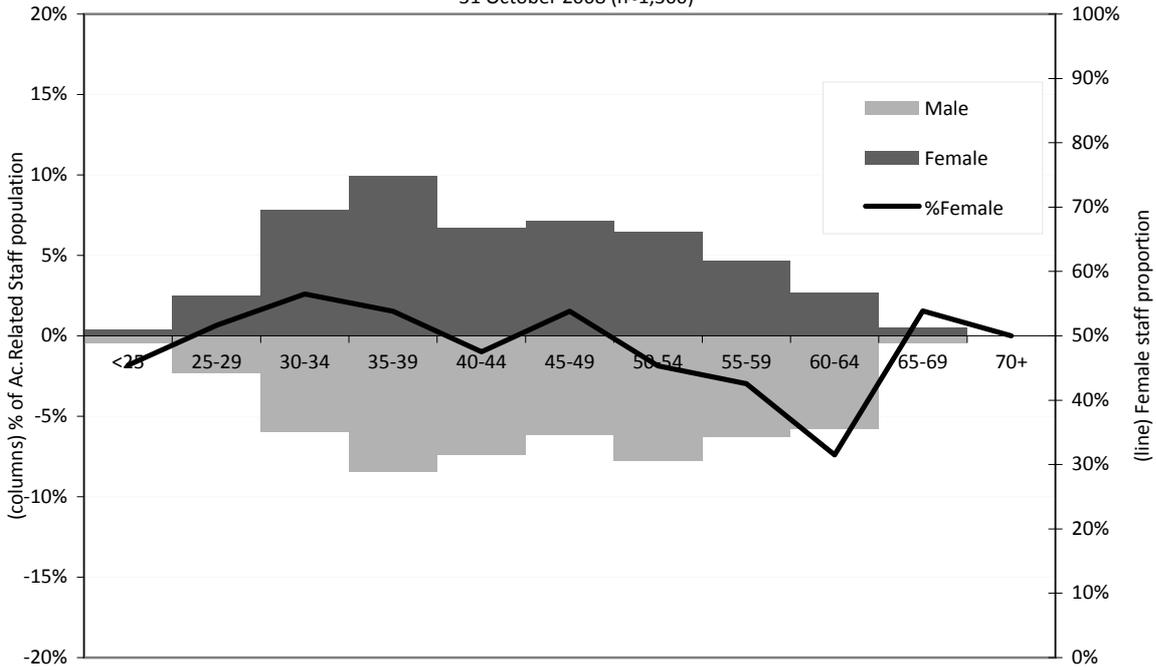
3.1.4 Age Profile (Population %) by Gender - Assistant Staff

31 October 2008 (n≈3,200)
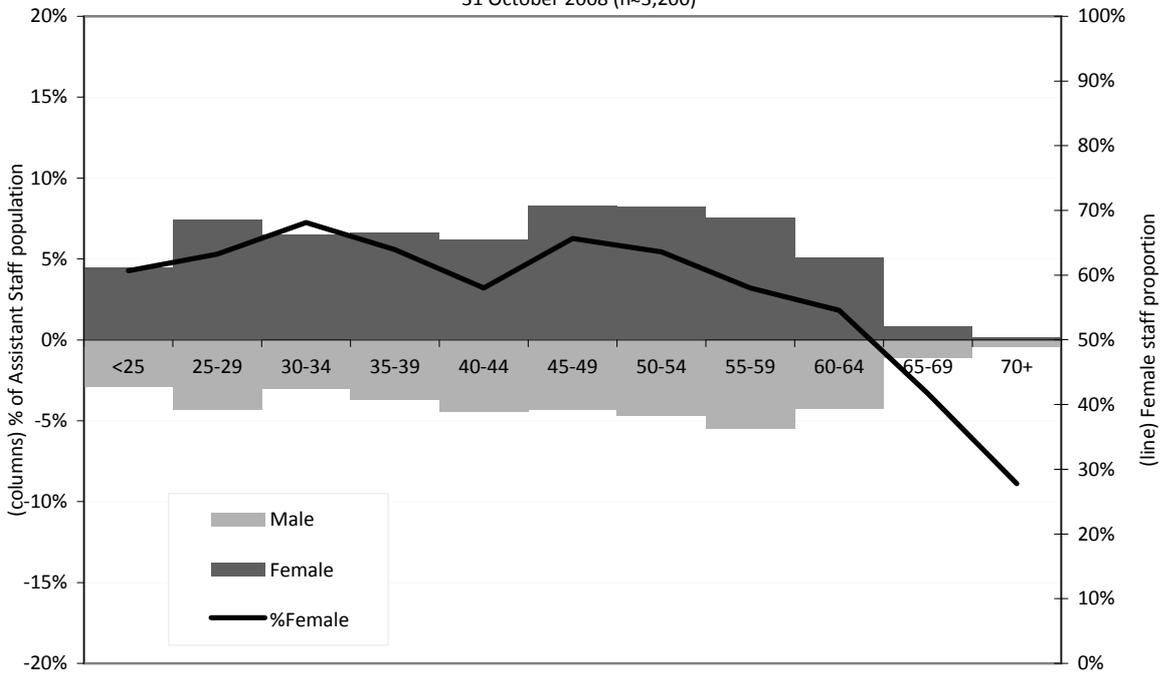
3.1.5 Age Profile (Population %) by Gender - Research Staff

31 October 2008 (n≈2,700)

Equality
&
Diversity

Working for the University, working for you