2019-20 Equality and Diversity Information Report

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1. Foreword

The Equality and Diversity Information Report 2019-20 provides an overview of equality information on our staff and student communities.

The data contained in this report are used to inform the University's efforts to ensure an inclusive environment for work and study and to measure the impact of equality and inclusion initiatives. The report is presented mindful of guidance regarding our obligations under equality law which covers the protected characteristics of age, disability, gender reassignment, marriage (and civil partnership), pregnancy and maternity, race, religion and belief, sex and sexual orientation.

This Report has been prepared for publication by our Equality Diversity and Inclusion Section, which is part of the University's Human Resources Division. It is governed by the University's Equality Diversity and Inclusion Committee.

Professor Eilís Ferran FBA
Pro-Vice-Chancellor for Institutional and International Relations
Chair of Equality Diversity and Inclusion Committee

2. Staff overview

This section presents equality and diversity information for the academic year 2019-20 at the University of Cambridge for staff. Please refer to the notes and definitions in Appendix 1 for a detailed explanation of the data provided.

At 31 March 2020 the University had 12,698 employees in four University staff groups (Table 1).

Table 1: Count by staff group

Staff Group	Number of employees (headcount)	Percentage of employees
Academic	1,788	14.1%
Academic-Related	2,631	20.7%
Assistant	4,061	32.0%
Researcher	4,218	33.2%
Total	12,698	100.0%

- The gender breakdown in the University was 52.7% women
- 91.3% employees had a known disclosed ethnic background. Of these staff, 15.0% were Black, Asian and Minority Ethnic (BAME)
- 4.1% (519) of all employees disclosed having a disability
- Women comprised 22.8% of all Professors, and 8.8% of Professors were BAME.

3. Diversity of leadership

Within the University of Cambridge decision making is centred in the University's influential main committees and Councils of the Schools. Committees are comprised of appointed, elected and *ex officio* members and therefore individuals often sat on more than one committee. Women made up 34.6% of the Council (38.5% in 2019), which is the principal executive and policy-making body of the University. Members who disclosed their ethnicity as BAME comprised at most 5.0% of members on three committees. However, we do not currently collect diversity data on external committee members, with ethnicity data not recorded for over a third of committee members (Table 2). 26.1% of Heads of Departments were women, and 4.3% had disclosed their ethnicity as BAME.
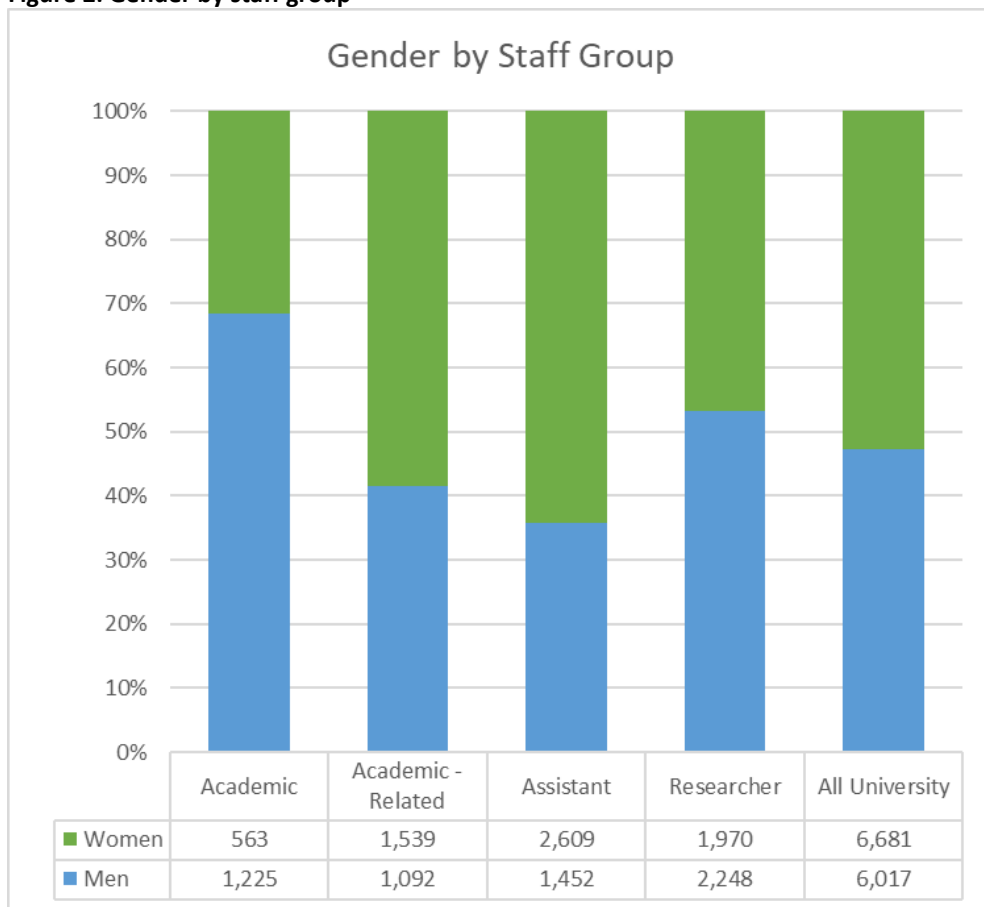
Table 2: Diversity of members sitting on University governance committees and Councils of Schools

Committee	Percentage of Women	Percentage of BAME
Council	34.6%	4.5%
General Board of the Faculties	37.5%	0.0%
Arts and Humanities	33.3%	0.0%
Biological Sciences	42.1%	5.0%
Clinical Medicine	31.6%	0.0%
Humanities and Social Sciences	33.3%	0.0%
Physical Sciences	12.5%	0.0%
Technology	21.1%	5.0%

4. Staff balance

Figure 2 shows the number and proportion of women and men in each of the University's four staff groups. Women comprised 31.5% of Academic staff and 64.2% of Assistant staff.

Figure 2: Gender by staff group

Gender by Staff Group	Academic	Academic - Related	Assistant	Researcher	All University
Women	563	1,539	2,609	1,970	6,681
Men	1,225	1,092	1,452	2,248	6,017

Figure 3: Proportion of women in senior positions

Women Professors	
UoC	22.8%
Russell Grp	25.1%

Women PSS staff on grades 9-12	
UoC	38.2%
Russell Grp	40.4%

In March 2020 women comprised 39.3% of University lecturers, 37.6% of Senior Lecturers and 27.7% of Readers (Figure 3). 22.8% of Professors were women, an increase from 16.8% in 2016.

Women comprised 38.2% of all staff employed in grades 9 to 12 within the University.

In regards to ethnicity and nationality (Figure 4), 15.0% (1,899) of all staff were BAME, of whom a third were domiciled in the UK.

Figure 4: Ethnicity and nationality of staff

Ethnicity by Staff Group

	Academic	Academic - Related	Assistant	Researcher	All University
■ BAME UK	96	157	178	195	626
■ BAME Non UK	149	95	143	886	1,273
■ White UK	903	1,778	2,801	1,314	6,796
■ White Non UK	425	389	524	1,345	2,683
■ Not Known	215	212	415	478	1,320
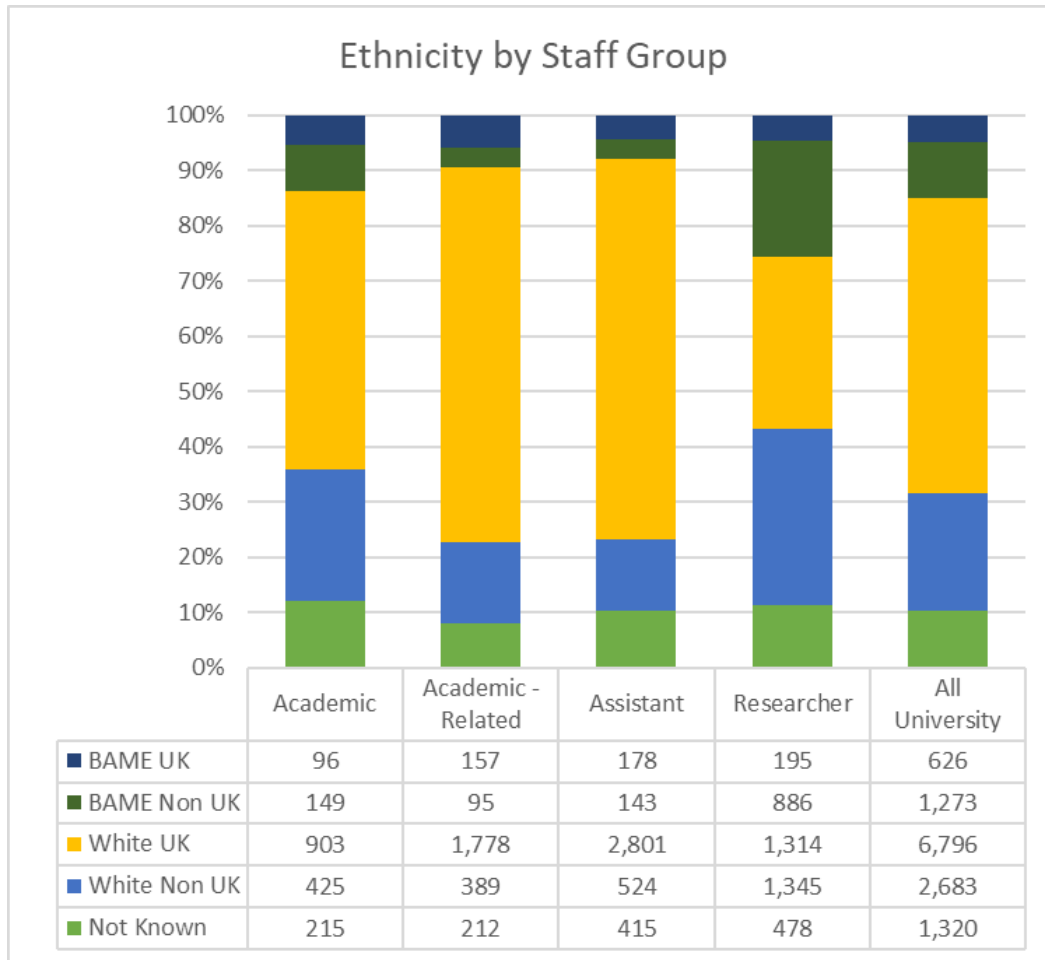
Figure 5: Proportion of BAME staff in senior positions

BAME Professors	
UoC	8.8%
Russell Grp	8.2%

In March 2020, for those staff whose ethnicity had been disclosed, BAME staff comprised 17.8% of University lecturers, 9.0% of Senior Lecturers and 13.8% of Readers (Figure 5). 8.8% of Professors were BAME, an increase from 7.1% in 2016

BAME staff comprised 11.6 % of all staff employed in grades 9 to 12 within the University.

BAME PSS staff on grades 9-12	
UoC:	11.6%
Russell Grp	12.3%

The University has committed to achieving a greater ethnicity disclosure rate to 8% by end of 2021, and to 5% or lower by 2022, through increasing BAME staff confidence to disclose race information to HR, and increasing White staff perceptions that racial matters are equally relevant to them. The non-disclosure rate for ethnicity was 8.7%, a reduction from 17.4% in 2016

Ethnicity Non-Disclosure	
UoC:	8.7%

In March 2020 4.1% of staff (519) had disclosed a disability, slightly below the 2018-19 Russell Group average (Figure 6).

Of those with a declared disability, 26.0% had a specific learning disability, 22.5% a long standing illness, and 20.2% a mental health condition. The rate of disability disclosure has increased from 2.7% since 2016.

Staff with a declared disability comprised 3.5% of all staff employed in grades 9 to 12 within the University.

Figure 6: Staff with declared disability

Staff with declared disability	
UoC	4.1%
Russell Grp	4.9%

Staff with declared disability on grades 9-12	
UoC	3.5%
Russell Grp	3.5%

By March 2020 81% of staff employed by the University had disclosed their religion and/or belief, and sexual orientation. 48.3% of these declared they were of no religion, with 5.9% disclosing their sexual orientation as LGBQ. While the University does collect data on transgender staff, this is not published due to low figures. (Figure 7).

Figure 7: Religion and belief, and sexual orientation of staff

Religion and Belief	
No religion	48.3%
Christian	27.6%
Other	7.7%

LGBQ staff	
UoC:	5.9%

5. Staff Recruitment

During the period 1 April 2019 to 31 March 2020 the University offered 3,456 positions to applicants, from over 57,000 applicants. Increasing recruitment of women and BAME staff into Academic roles is a strategic goal of the University, articulated in the institution's Athena Swan Silver, and Race Equality Charter, action plans[1]. The University has committed to increasing the proportion of women and BAME applications by more than 5% by the end of 2021.

Of the posts filled, 4.3% were for Academic roles, 43.5% Researcher and the remainder, 52.2%, for professional and support roles – Academic-related and Assistant posts (Figure 8)..

Recruitment by gender

For all staff groups, women comprised a higher percentage of those offered posts, compared to the proportion of applications.

Over this period, women comprised 32% of all applicants to Academic roles, and 43% of those offered a post (Figure 8). This represents an increase from 2018 where women made up only 33.1% of those offered Academic positions.

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[1] https://www.equality.admin.cam.ac.uk/files/institutional_athena_swan_silver_application_nov_2018.pdf
https://www.race-equality.admin.cam.ac.uk/strategic-initiatives-overview/race-equality-charter

These data also indicate that during this year success rate (the proportion of those offered compared to applications) differed by gender, with 4.1% of women Academic applicants receiving an offer compared to 2.6% of men.

Recruitment by ethnicity

Recruitment data has been disaggregated by ethnicity and nationality as the University receives a significant number of applications from individuals domiciled abroad – 57% (Figure 9). BAME applicants comprised 37% of all applications and 17% of those who received offers. However when we consider nationality, individuals with British nationality comprised 17.5% of all BAME applications but 31.2% of BAME individuals offered a post at the University. These data also indicate that during this year success rate (the proportion of those offered compared to applications) differed by ethnicity, with 3.6% of White applicants receiving an offer compared to 1.5% of those from a BAME background.

As highlighted above, increasing the recruitment of those who identify as BAME is a strategic goal. The Race Equality Charter action plan committed to an increase in BAME UK applications for academic and research posts to 8% (above the national benchmark of BAME UK academics – 6.7%) by December 2022, and an increase in BAME applications for PSS roles from 21% to 30% by December 2022. In 2019-20, 4.8% and 4.9% of applications for Academic and Research positions, respectively, were from UK BAME applicants. 8.1% of those offered Academic posts were UK BAME, and 4.1% of those offered Research posts.

Those identifying as BAME comprised 21% of all PSS applications, and 10% of those offered positions.

**Figure 8: Staff recruitment by gender 2019-20**

Recruitment by Gender - All Staff Groups

	Applied	Listed	Offered
■ Men	27721	7033	1476
■ Women	29622	9104	1980
— Women UoC	52%	56%	57%

Recruitment by Gender - Academic Staff

	Applied	Listed	Offered
■ Men	3280	651	84
■ Women	1520	365	63
— Women UoC	32%	36%	43%

Recruitment by Gender - Research Staff

	Applied	Listed	Offered
■ Men	14153	3094	824
■ Women	10291	2657	681
— Women UoC	42%	46%	45%

Recruitment by Gender - PSS Staff

	Applied	Listed	Offered
■ Men	10288	3288	568
■ Women	17811	6082	1236
— Women UoC	63%	65%	69%

Figure 9: Staff recruitment by ethnicity 2019-20

Recruitment - Ethnicity

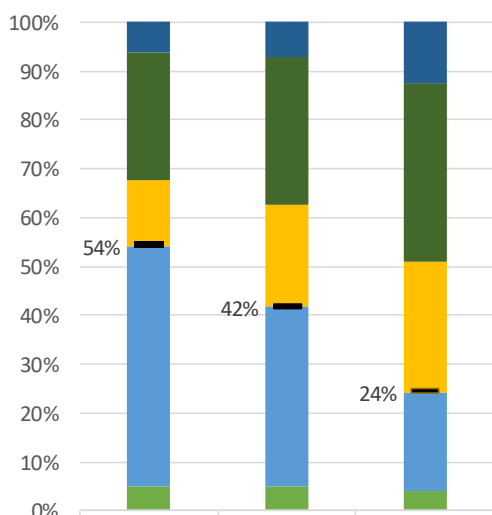### Recruitment by Ethnicity and Nationality - All Staff Groups
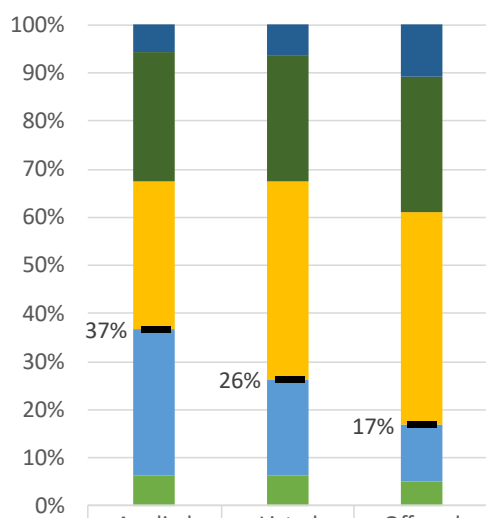
	Applied	Listed	Offered
■ Unknown	3301	1001	376
■ White non-UK	15308	4224	968
■ White UK	17653	6685	1532
■ BAME non-UK	17390	3175	399
■ BAME UK	3691	1052	181
— BAME UoC	37%	26%	17%

Recruitment by Ethnicity and Nationality - Academic Staff
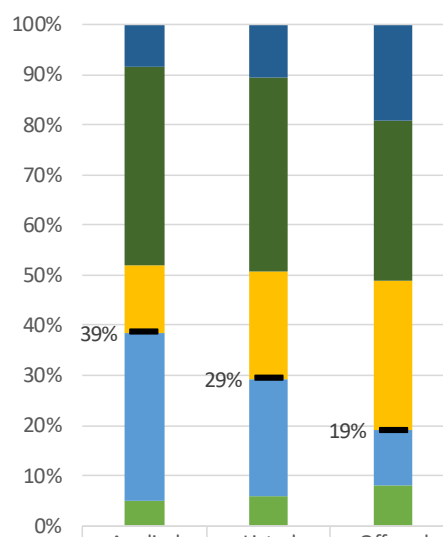
	Applied	Listed	Offered
■ Unknown	406	106	28
■ White non-UK	1898	396	47
■ White UK	644	217	44
■ BAME non-UK	1620	238	16
■ BAME UK	232	59	12
— BAME UoC	39%	29%	19%

Recruitment by Ethnicity and Nationality - Research Staff

	Applied	Listed	Offered
■ Unknown	1480	413	189
■ White non-UK	6444	1741	547
■ White UK	3258	1198	403
■ BAME non-UK	12050	2110	304
■ BAME UK	1212	289	62
— BAME UoC	54%	42%	24%

Recruitment by Ethnicity and Nationality - PSS Staff
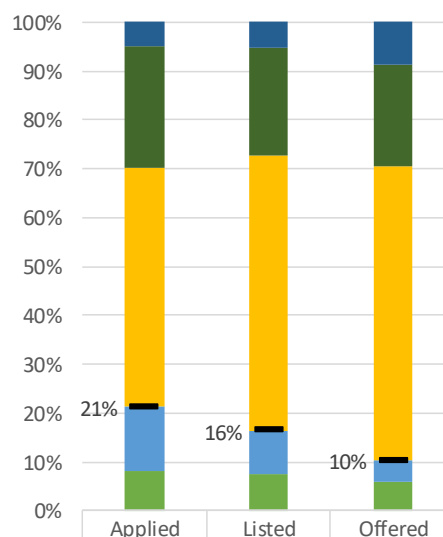
	Applied	Listed	Offered
■ Unknown	1415	482	159
■ White non-UK	6966	2087	374
■ White UK	13751	5270	1085
■ BAME non-UK	3720	827	79
■ BAME UK	2247	704	107
— BAME UoC	21%	16%	10%

6. Academic Promotion

The University operates an annual Senior Academic Promotions (SAP) exercise for promotion to the offices of Senior Lecturer (SL), Reader, and Professor. Data for the last three promotion rounds is presented in Figures 10 and 11.

Figure 10: SAP participants by gender, 2017-2019

SAP Participants by Gender (2017-2019)

	No. Eligible	No. who applied	No. Successful
▇ Female UoC	35.5%	35.1%	36.7%
▇ Men	4026	333	229
▇ Women	2217	180	133
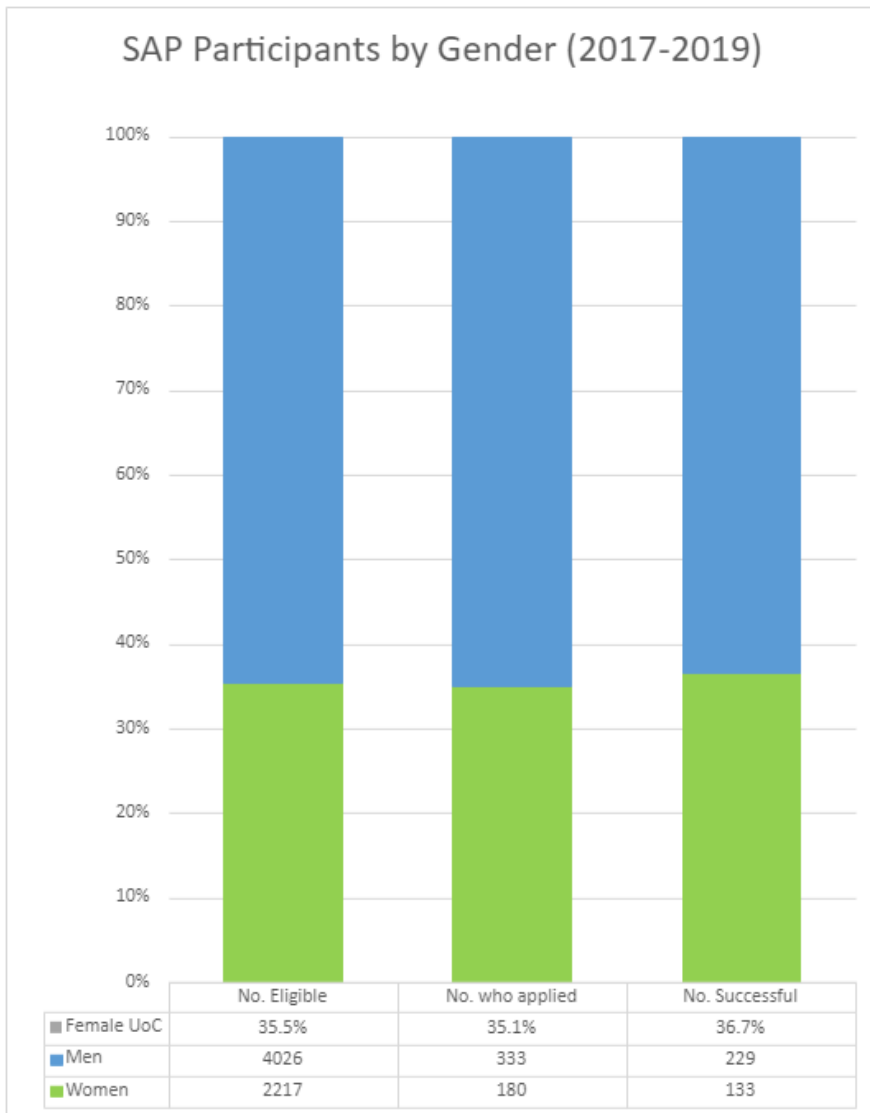
Over the last three years, promotion data indicated women comprised 35.0% of those Academic staff of those who applied, and 36.7% of those promoted. Success rate for women was on average 73.9%, compared against a success rate of 68.8% for men over the same period (Figure 10).

The University has committed to increase the proportion of applications from pool of women who are eligible to apply for promotion to 9% by 2020. In 2019 7.0% of women in the pool applied, compared to 8.2% in 2018.
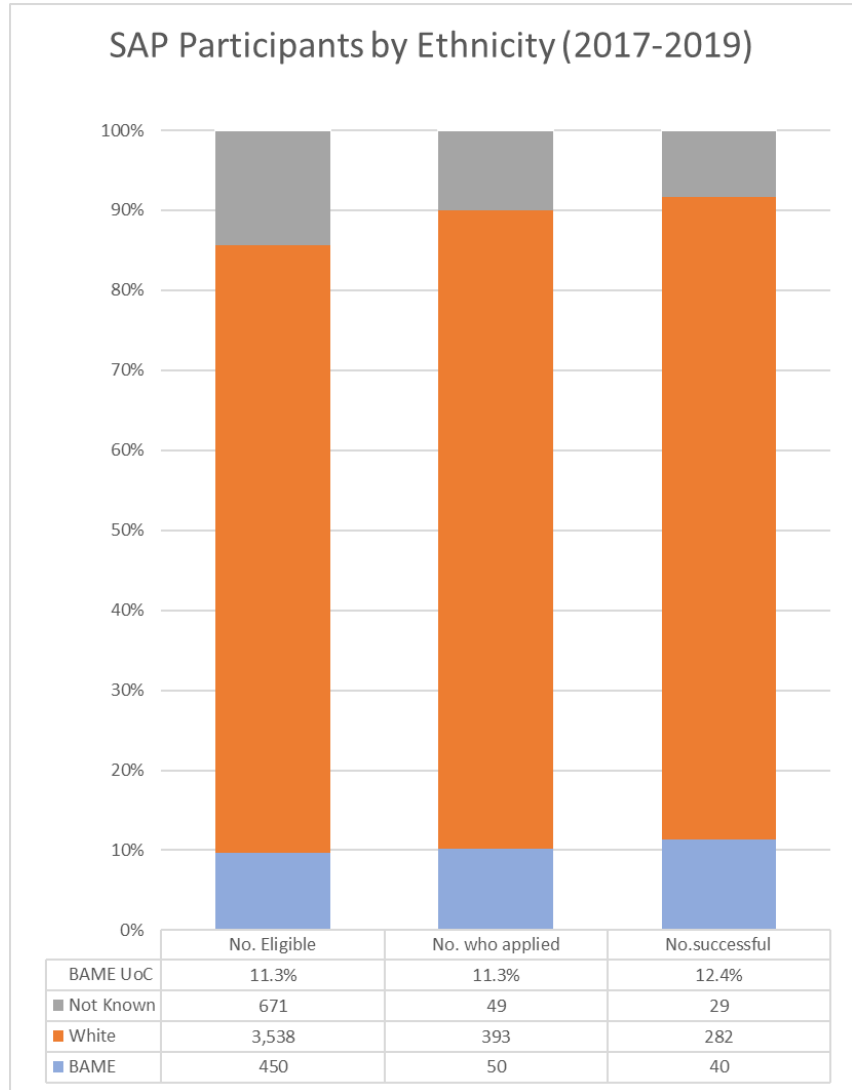
Over the last three years, promotion data has shown staff who identify as BAME comprised 11.3 % of those eligible to seek promotion, 11.3% of those who applied and 12.4% of those promoted.

The success rate for BAME Academics was on average 80.0%, compared against a success rate of 71.8% for White Academics over the same period (Figure 11).

The University's REC action plan has committed to an increase in BAME applicants for Reader and Professorship roles to at least match proportions of BAME eligible pools by 2022.

In the 2019-20 SAP round, BAME Academics comprised 12.6% of those eligible to apply for Professorships, and 3.3% of applicants. For Readerships, 13% of the eligible pool and 10.3% of applications.

Figure 11 : SAP participants by ethnicity 2017-2019

SAP Participants by Ethnicity (2017-2019)

|	No. Eligible	No. who applied	No.successful
BAME UoC	11.3%	11.3%	12.4%
Not Known	671	49	29
White	3,538	393	282
BAME	450	50	40

7. Student overview

The following information is a summary of student figures sourced from holders of student data across the University. Comparative data are sourced from HESA via the Higher Education Information Database for Institutions

8. Student Numbers

Student Numbers by gender

Figure 12 Student numbers by gender 2019-20

	UG	PGT	PGR
Men	6,511	2,182	4,753
Women	5,930	1,977	3,845
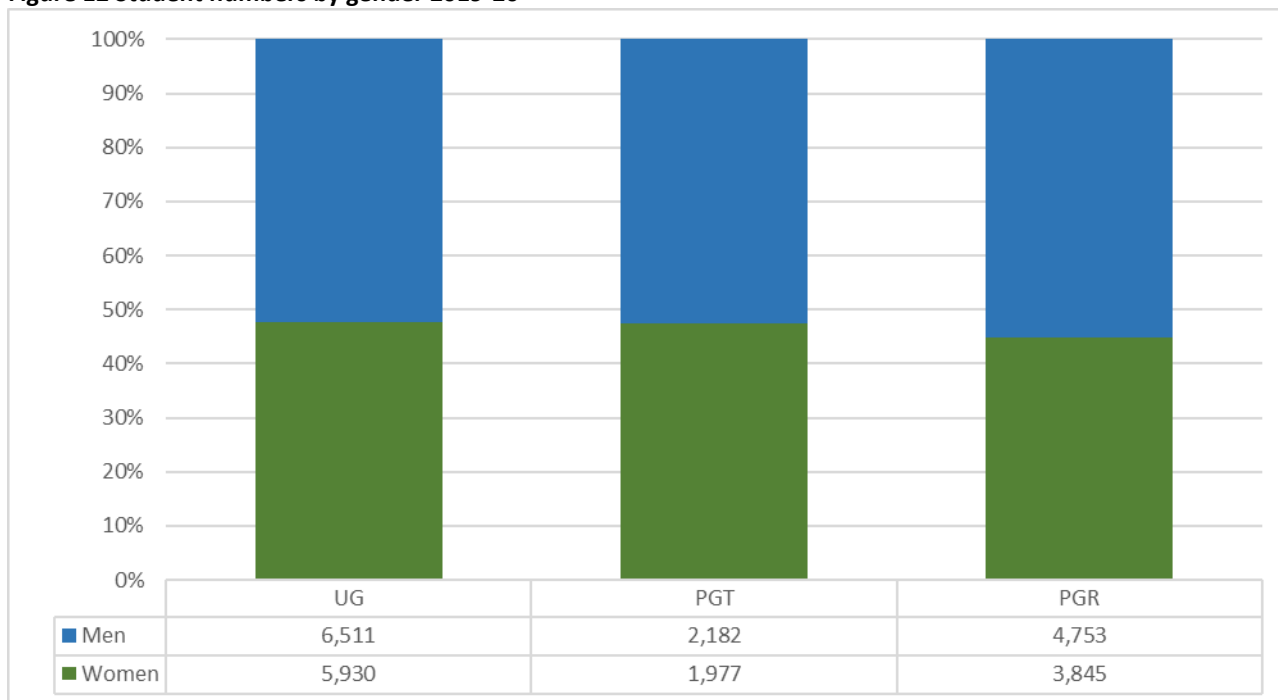
In 2019-20, women students comprised 47.7% of all undergraduate students, 47.5% of all taught postgraduate students (PGT) and 44.7% of all research postgraduate students (PGR) (Figure 12). These proportions have been consistent over a number of years at the University.

This compares against a Russell Group average of 54.2% and 60.8% of all taught postgraduate students (PGT) and 47.5% of all research postgraduate students (PGR) in 2018-19.

Student numbers by ethnicity

Figure 13 shows that students from a BAME background made up 32.2% of all undergraduate students who disclosed their ethnicity, 41.9% of Taught postgraduates and 33.3% of Research postgraduate students had disclosed their ethnicity as BAME in 2019-20.

Of students domiciled in the UK, 24.7% of UG students, 24.1% of PGT and 18.2% of PGR were BAME.
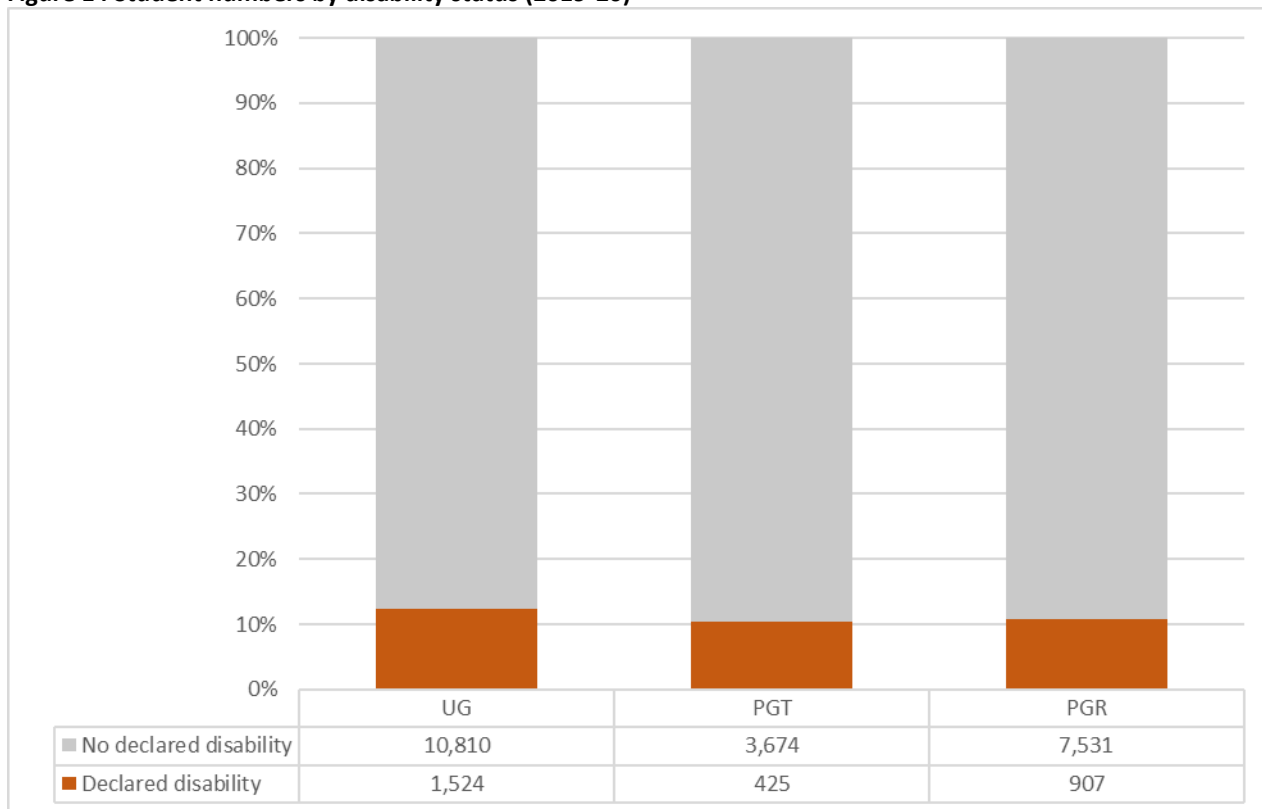
This compares against a Russell Group average of 17.2% UK BAME, 9.3% of all taught postgraduate students (PGT) and 9.0% of all research postgraduate students (PGR) in 2018-19.

Figure 13 All student numbers by known ethnicity– disclosed ethnicity (2019-20)

	UG	PGT	PGR
■ White	8,149	2,291	5,445
■ BAME	3,864	1,654	2,722
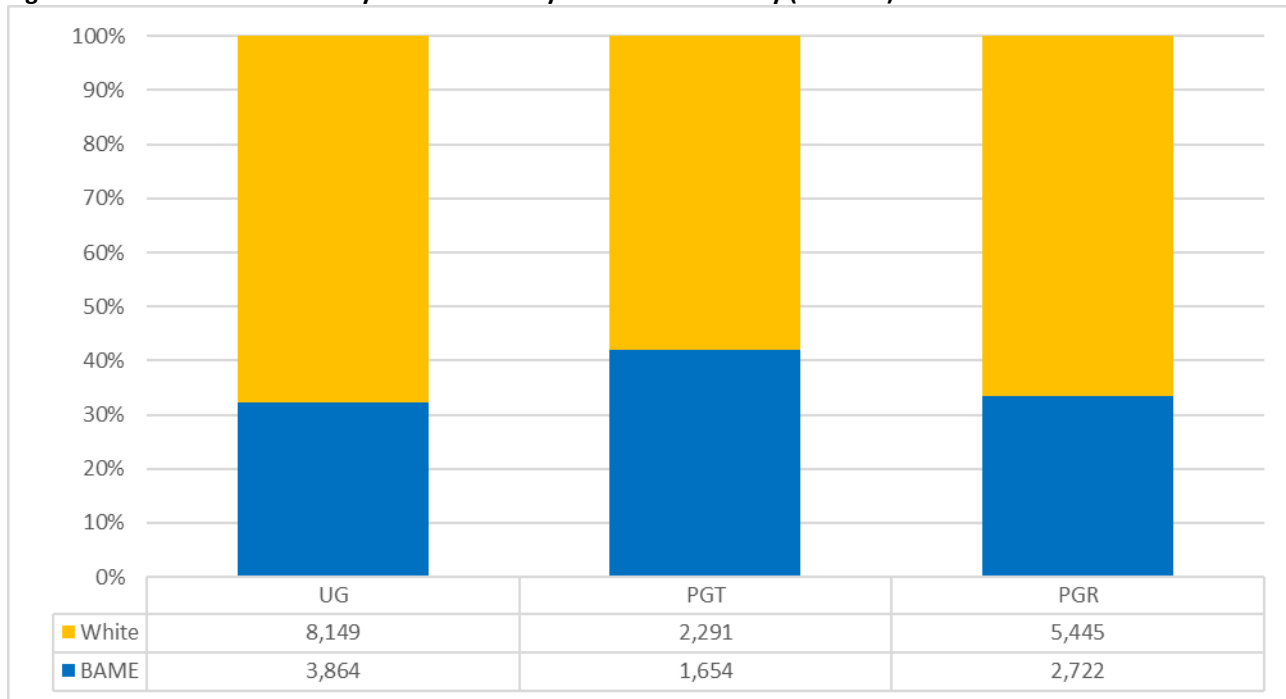
Student numbers by disability

Figure 14 Student numbers by disability status (2019-20)

	UG	PGT	PGR
■ No declared disability	10,810	3,674	7,531
■ Declared disability	1,524	425	907

In 2019-20, students with a declared disability comprised 12.4% of all undergraduate students, 10.4% of all taught postgraduate students (PGT) and 10.7% of all research postgraduate students (PGR). Of these students 30.6% disclosed a mental health condition, such as depression, schizophrenia or anxiety disorder, and 30.5% a Specific Learning Difficulty. This continues a steady increase in the proportion of students who have reported a disability since 2015-16.

This compares against a Russell Group average of 13.2% declared disability, 7.6% of all taught postgraduate students (PGT) and 9.3% of all research postgraduate students (PGR) in 2018-19.

9. Undergraduate Admissions

Undergraduate Admissions by gender

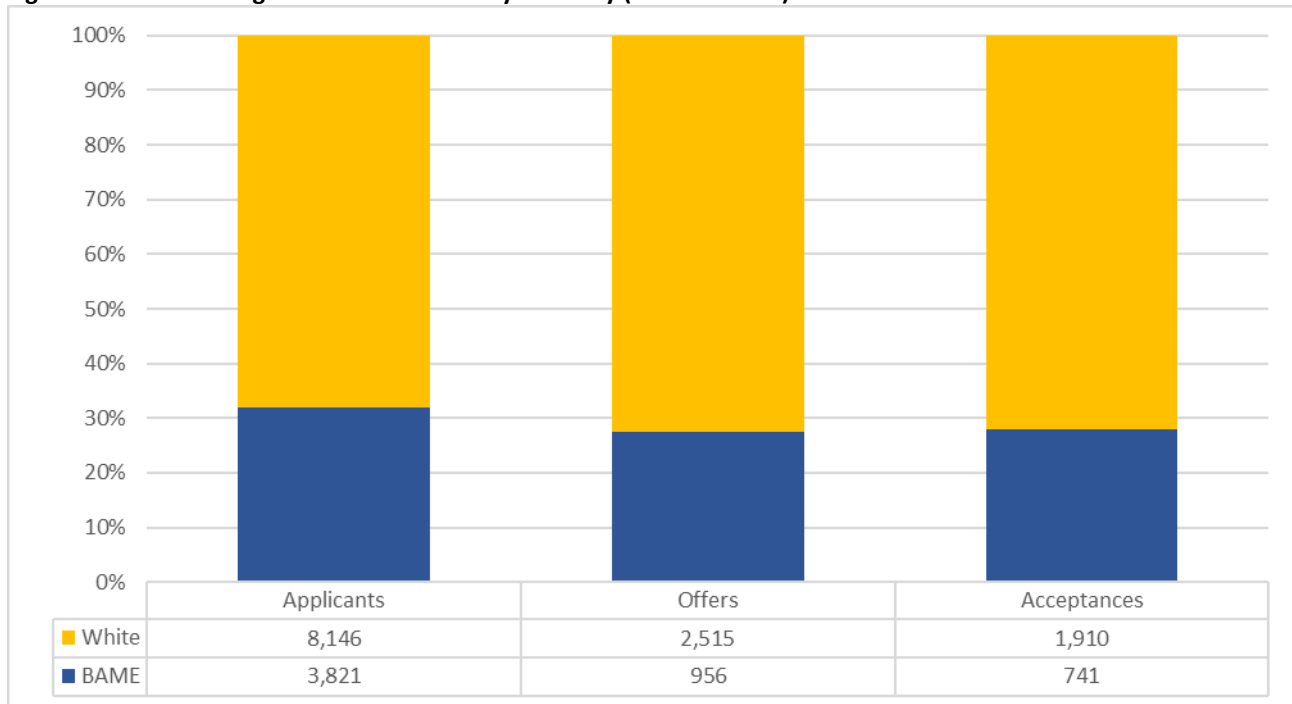**Figure 15 All undergraduate admissions by gender (October 2019)**

	Applicants	Offers	Acceptances
■ Men	10,102	2,321	1,790
■ Women	9,257	2,373	1,738
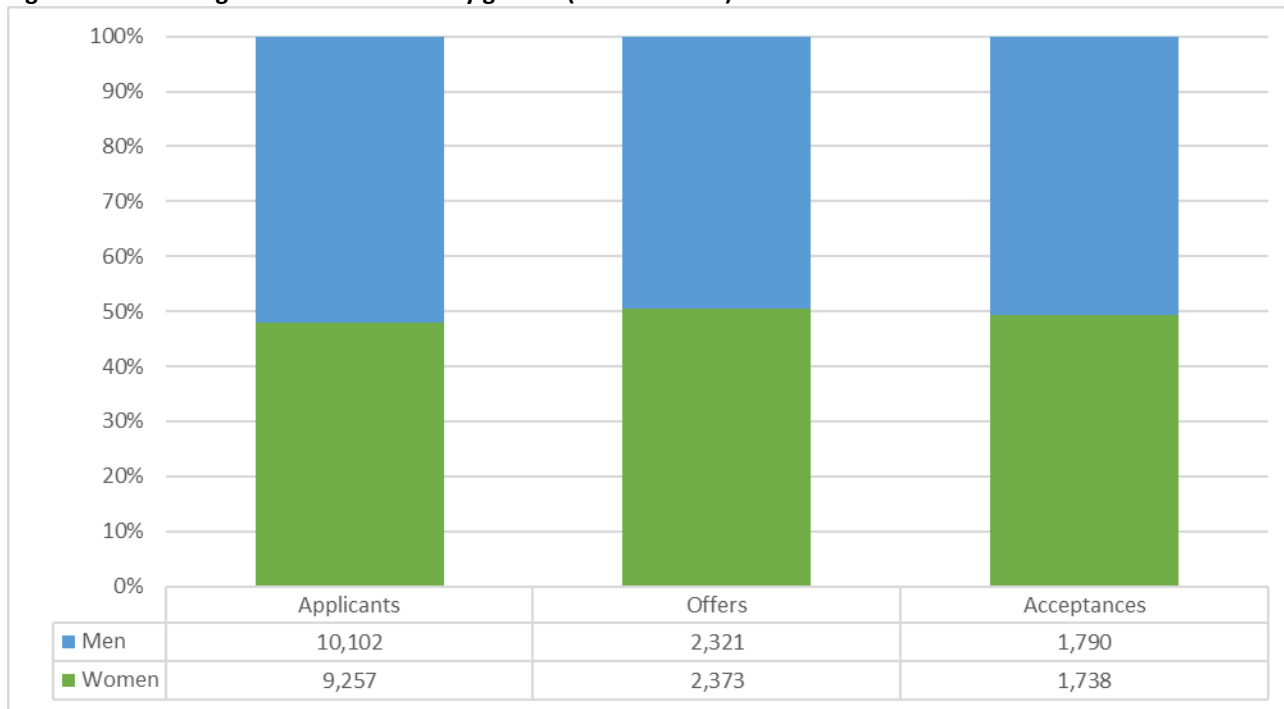
In 2019 there were fewer applications to the University from prospective students who were women (47.8%). However, women students were more likely to be offered places, making up 49.3% of all admissions (Figure 15). This compares against a Russell Group average of 54.6% women for first year admissions in 2018-19.

Undergraduate Admissions by ethnicity

Students from a BAME background comprised 31.6% of home undergraduate applicants, up from 21.9% in 2015. 27.5% of all offers and 28.0% of all students who accepted a place in 2019-20 were BAME (Figure 16).
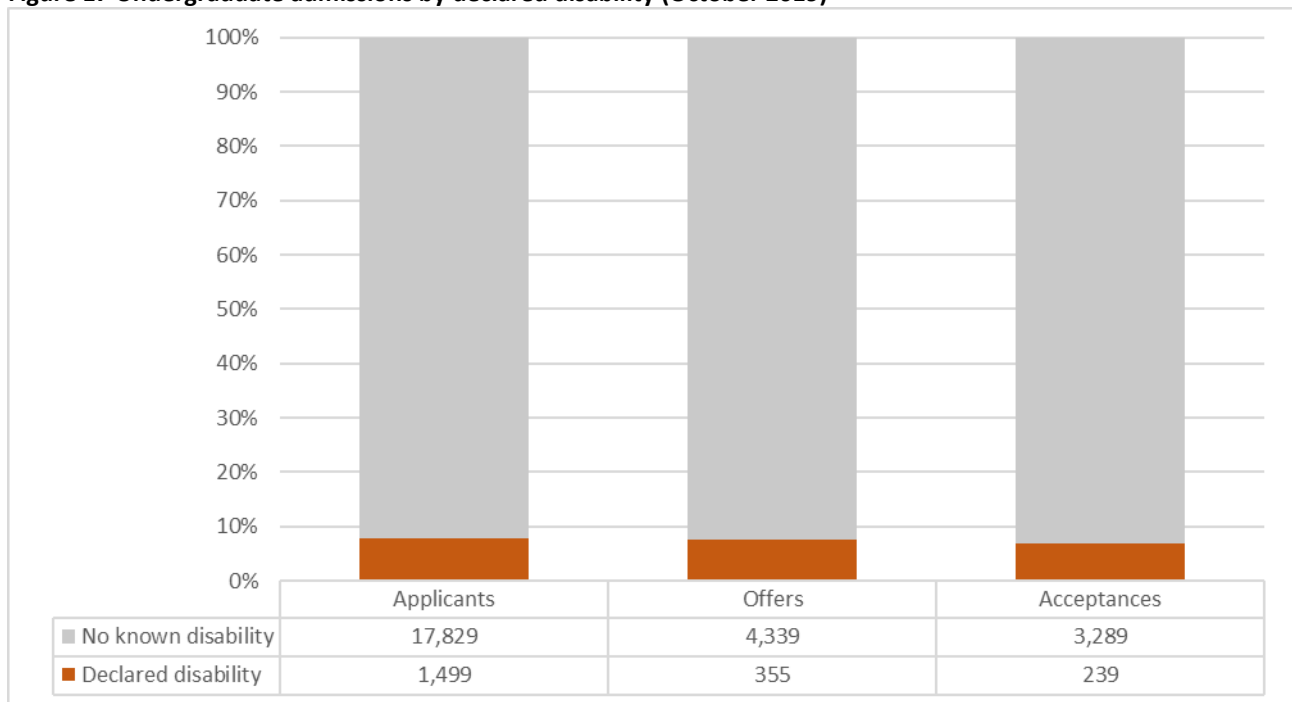
This compares against a Russell Group average of 17.4% BAME for first year undergraduate admissions in 2018-19.

Figure 16 Home undergraduate admissions by ethnicity (October 2019)

	Applicants	Offers	Acceptances
White	8,146	2,515	1,910
BAME	3,821	956	741

Undergraduate Admissions by disability

Figure 17 Undergraduate admissions by declared disability (October 2019)

|	Applicants	Offers	Acceptances
No known disability	17,829	4,339	3,289
Declared disability	1,499	355	239

There were 1,499 applicants with a declared disability (7.8% of all undergraduate student applicants – an increase from 6.6% in 2017); of these 355 were accepted (7.6% of total undergraduate acceptances). This compares against a Russell Group average of 11.4% declared disability for first year undergraduate admissions in 2018-19.

34.6% of those students declaring a disability accepted into the University disclosed a 'Specific learning disability' (such as dyslexia). Disclosure of disability tends to increase post admission, with the Disability Resource Centre reporting that 35-40% of the students on their records disclosed after being admitted[2].

10. Graduate Admissions

Graduate Admissions by gender

Figure 18 Graduate admissions by gender (2019-20)

	Applicants	Offers	Confirmations
■ Men	12,544	4,065	2,309
■ Women	11,724	3,852	2,295
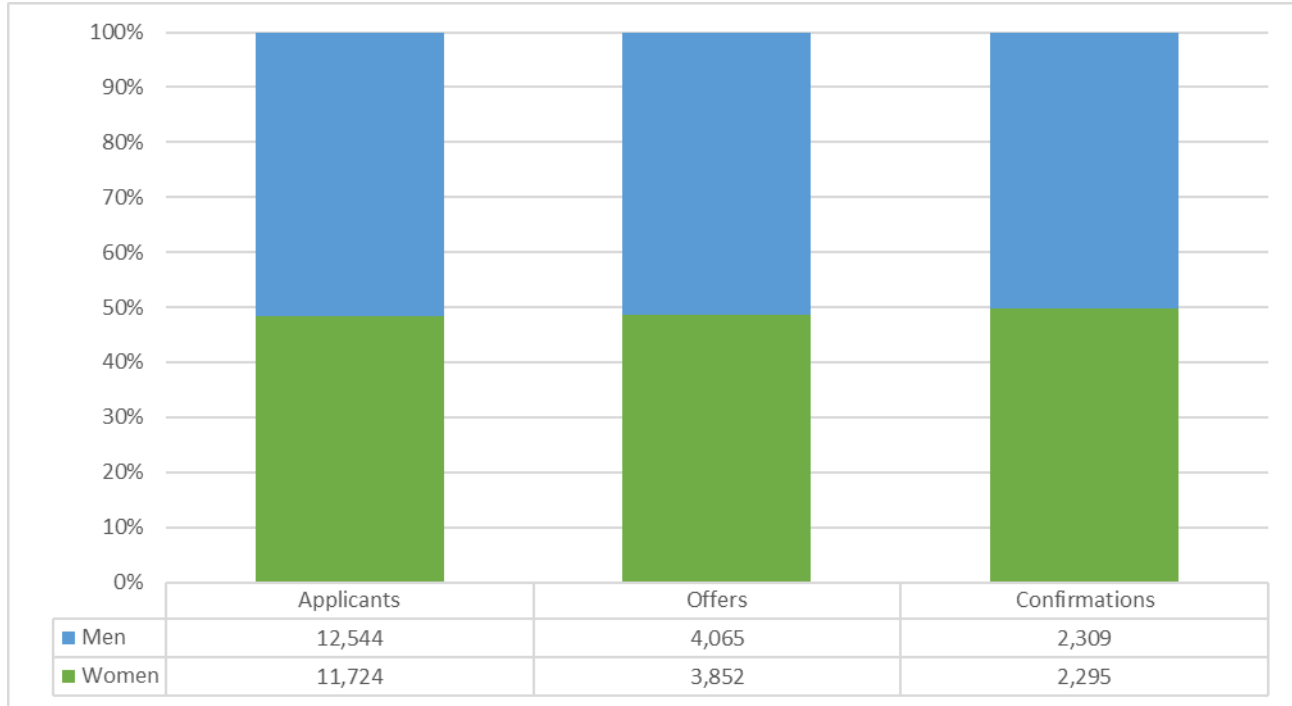
In 2019-20 applications were received from 12,544 men and 11,724 women (48.3% women) (Figure 18). This compares against a Russell Group average of 58.5% women for first year postgraduate admissions in 2018-19.

32.9% of women applicants were offered admission, compared to 32.4% of men.[3]

Graduate Admissions by ethnicity

In 2019-20 applications were received from 10,098 White and 12,798 BAME students (55.9% of all applicants) (Figure 19). 24.2% of BAME applicants were offered admission, compared to 43.9% of White applicants.

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[2] http://www.disability.admin.cam.ac.uk

[3] In line with a UK government directive the University now waives the application fee for any applicant who is a national of the OECD's Development Assistance Committee (DAC) list of Overseas Development Aid (ODA) recipients, groups 1 (Least Developed Countries) and 2 (Other Low Income Countries) only. This has led to a significant increase in applications for graduate study from these countries. In addition for applications from all other countries, including the UK, there was also an increase of 30% in applications due to an increased demand for postgraduate education.
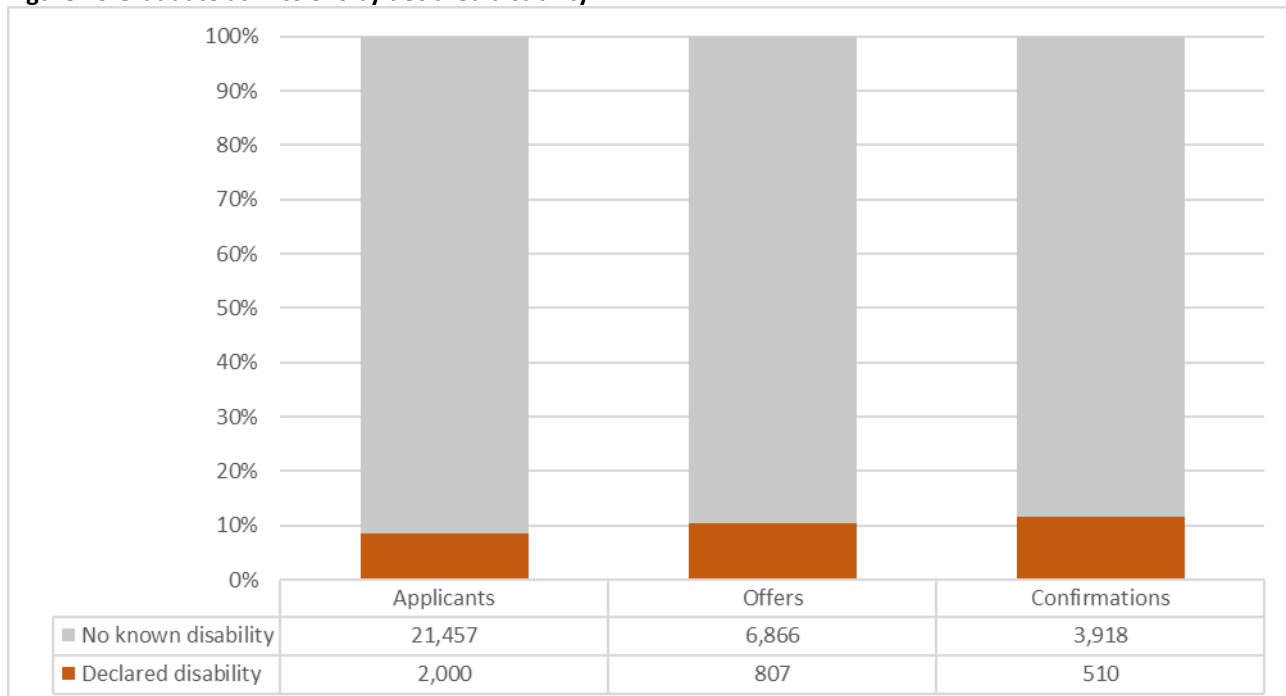
This compares against a Russell Group average of 8.0% BAME for first year postgraduate admissions in 2018-19.

Figure 19 Total graduate admissions by ethnicity 2018-19

	Applicants	Offers	Confirmations
White	10,098	4,436	2,724
BAME	12,798	3,100	1,632
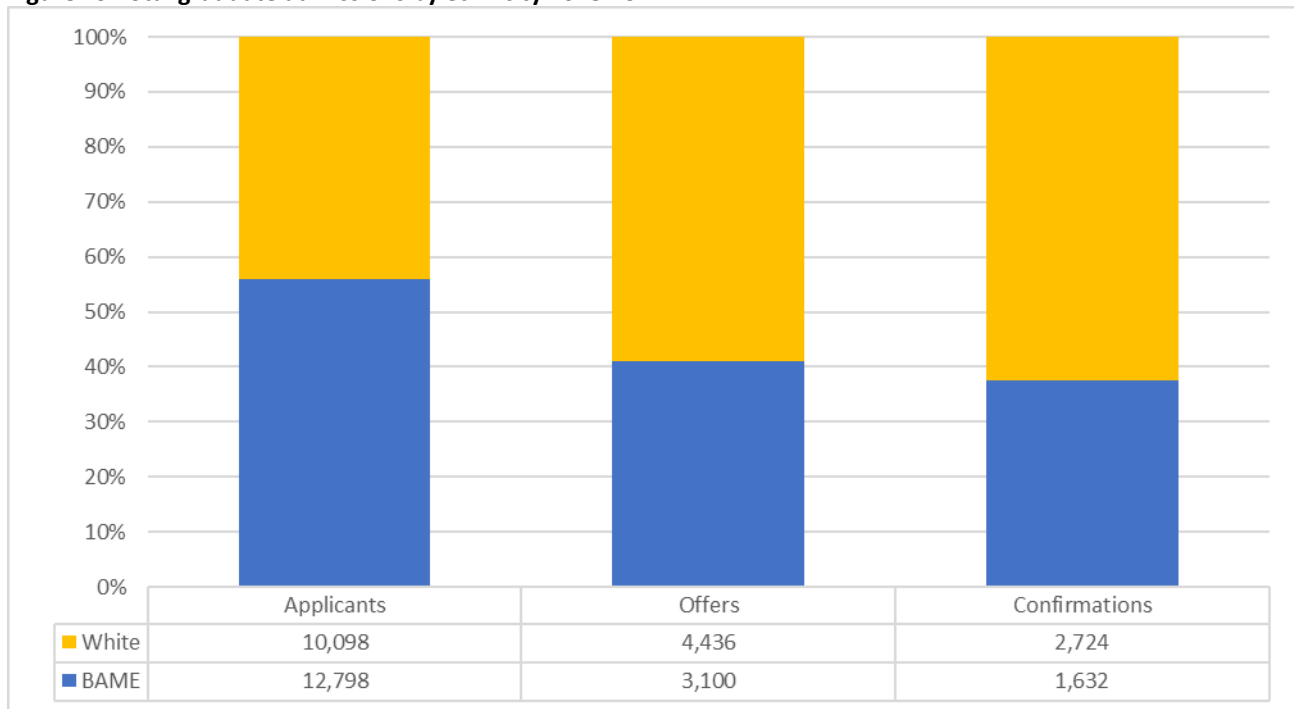
Graduate Admissions by disability

Figure 20 Graduate admissions by declared disability

	Applicants	Offers	Confirmations
No known disability	21,457	6,866	3,918
Declared disability	2,000	807	510

In 2019-20 applications were received from 2,000 students with a declared disability (8.2% of total student applications (Figure 20). Of those who accepted offers from the University, 510 were disabled. The success rates for students receiving offers varied considerably by disability from 30 to 48%, compared to 32% for those without a disability.

This compares against a Russell Group average of 7.2% declared disability for first year postgraduate admissions in 2018-19.

11. Undergraduate degree attainment

Note, due to the disruption caused to examinations by the Covid pandemic, these data are for students in the last year of their degrees only.

Undergraduate degree attainment by gender

Table 3 UK domiciled students - undergraduate examination results by gender 2019-20.

	Class I	Class II Division I	Class II Division II and lower
Men	49.1%	46.8%	4.1%
Women	47.0%	51.2%	1.8%

The percentage of women gaining first class examination results was 47.0% compared with 49.1% of males, a gender awarding gap of 2.1% (Table 3). This gender gap was reversed for 'good degrees' with 95.9% of men and 98.2% of women receiving an examination classification of 2:1 or above.

This compares against a Russell Group average gender awarding gap of 0.1% in favour of men receiving first class honours in 2018-19.

Undergraduate degree attainment by ethnicity

Table 4 UK domiciled students - undergraduate examination results by ethnicity 2019-20

	Class I	Class II Division I	Class II Division II and lower
White	49.4%	48.4%	2.2%
BAME	42.7%	51.7%	5.5%

The percentage of White students gaining first class examination results was 49.4% compared with 42.7% of BAME students, an ethnicity awarding gap of 6.7% (Table 4). This gap reduced for 'good degrees' with 94.5% of BAME and 97.8% of White students receiving an examination classification of 2:1 or above.

This compares against a Russell Group average ethnicity awarding gap of 7.0% in favour of White students receiving first class honours in 2018-19.

Undergraduate degree attainment by disability

Table 5 UK domiciled students - undergraduate examination results by disability 2019-20

	Class I	Class II Division I	Class II Division II and lower
No Disability	48.7%	48.5%	2.8%
Declared Disability	44.4%	51.7%	3.9%

Table 5 shows that the percentage of students with no disability gaining first class examination results was 48.7% compared with 44.4% of students who had declared a disability, an attainment gap of 4.3%. This gap reduced for 'good degrees' with 97.2% of students with no declared disability and 96.1% of declared disabled students receiving an examination classification of 2:1 or above. Analysis of this data to a more granular level is complicated by small numbers.

This compares against a Russell Group average disability awarding gap of 3.4% in favour of students with no disability receiving first class honours in 2018-19.

Appendix 1

Staff - Definitions and notes

This E&D Information Report is derived from the HR CHRIS[4] system at a 31 March 2020 census date, with the exception of the recruitment data which covers the period 1 April 2019 to 31 March 2020.

Any person who holds a University office or post and has a University contract of employment is considered to be an employee. Employees are categorised as Academic, Academic-related, Assistant or Researcher on the basis of the main duties of their post. Academic roles are further disaggregated into Academic staff type, namely University Lecturer, Senior Lecturer, Reader and Professor.

The staff numbers presented are of individual staff members (headcount) rather than full time equivalent (FTE). Full-time staff are defined for the purpose of this report as being employed at 1 FTE (full-time equivalent). Part-time staff are defined as being employed at less than 1 FTE.

Where staff had multiple contracts or in cases where contracts involve more than one activity, a set rule was applied for non-Academic staff. The individual was assigned to the position with the highest FTE, or if the FTEs were identical, the staff member was assigned to the position that they had held for the longest period of time. In cases where Academic staff held both an Academic and Research post, they were assigned to their Academic role. Positions held in association with a substantive full-time appointment, including Associate Lectureships, Heads of Department and Chairs of Faculty Boards, were not counted.

Each post is assigned to a specific grade within the grading structure 1–12[5]. The grades overlap with staff groups so members of different staff groups can be employed on the same grade, but with different core roles and responsibilities. Staff are defined as having either permanent (open-ended) or fixed contracts. Those on fixed contracts are employed for a fixed term period or have an end date on their contract of employment due to limited funding available.

Where staff information categories would include numbers of less than five, information has not been included in accordance with Higher Education Statistics Agency (HESA) policy in order to protect the confidentiality of individuals[6].

Due to rounding to one decimal place, some total percentages may not equal 100%. No statistical testing has been conducted due to the small number of staff in many of the categories and protected groups.

Disability (staff)
Disability is recorded within the CHRIS system using the HESA staff categories[7]. HESA has a number of disability fields for staff disclosure at either recruitment or during employment at the University.

Ethnicity (staff)
Ethnicity data has been combined for easier comparison. Staff or applicants who disclosed their ethnicity as the following have been aggregated as Black, Asian and Minority Ethnic (BAME):

- Arab

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[4] Cambridge Human Resources Information System
[5] http://www.hr.admin.cam.ac.uk/pay-benefits/salary-scales
[6] http://www.hesa.ac.uk/index.php
[7] For details on all HESA staff categories go to
http://www.hesa.ac.uk/dox/datacoll/C11025/11025.pdf?v=d41d8cd98f00b204e9800998ecf8427e

- Asian or Asian British - Bangladeshi
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Black or Black British African
- Black or Black British Caribbean
- Chinese
- Mixed Ethnicity
- Other Asian Background
- Other Black Background
- Other ethnic background

The University records White – British, White – Irish and White – Other, which for the purposes of this data has been aggregated as White.

Staff and applicant data on nationality have been aggregated into Non-UK and UK.

Benchmarking
Where useful, data from the other Russell Group universities has been provided for benchmarking purposes. These data have been sourced from HESA via the Higher Education Information Database for Institutions (HEIDI) online tool. The latest available information was for 2018-19 year.

Students - Definitions and notes

The enclosed student figures are a summary of information sourced from reports and publications produced by the Student Statistics Office, Graduate Admissions and Cambridge Admissions Office. Further detailed information for all students is available from these sections. The information has been presented in line with the requirements of the Equality Act 2010 public sector equality duty which obliges higher education institutions to publish information about the people affected by its policies and practices; in this case students.

No significance testing has been performed due to the low numbers of students in many of the protected groups. All student figures are the latest available and in most cases are for the academic year 2019-20 unless otherwise specified. For full information and definitions on student figures please refer to the CamDATA website: www.admin.cam.ac.uk/univ/camdata/. Please note that due to rounding to one decimal place, some total percentages may not equal 100%