

Canterbury Christ Church University

Equality and Diversity Annual Report 2009/10

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1. Introduction

Canterbury Christ Church University (CCCU) is committed to providing a fair environment in which everyone is treated with dignity and respect. This means sustaining a culture that is free from discrimination linked to age, caring responsibilities, disability, gender identity or reassignment, marital status (including civil partnership status) pregnancy and maternity, race, religion and belief, sex or sexual orientation, or any combination of these characteristics.

This report outlines the progress the University has made in achieving its equality objectives in 2009-10. It outlines the work that has been undertaken and presents a wide range of staff and student data, through which the University measures its performance in relation to equality and diversity. In line with Government policy and an increased focus on data transparency, the data sets presented in this report are more extensive than those of previous reports.

Information about staff includes data about staff in post, staff recruitment, staff development and comparator data from other institutions and relevant geographical areas. Information about students includes data about student enrolment, student attainment, student employment, student procedures and comparator data from other institutions. The data sets referred to are attached as appendices to the report.

During 2009-10 the University has continued to implement its disability, race and gender equality schemes and the strategies laid out in their action plans to promote equality in these areas. It has also undertaken activities to promote equality in the areas of age, religion and belief and sexual orientation. This report constitutes an annual report for each of the equality schemes. The relevant sections from each action plan are presented in italics at the beginning of each section. The equality schemes can be found on the University website.

The Equality and Diversity Committee continues to be chaired by Dame Janet Trotter, a University Governor. Professor Tony Lavender, Pro-Vice Chancellor (Research & Knowledge Exchange and Equality & Diversity) takes the strategic lead for Equality and Diversity and chairs the Equality and Diversity Delivery Group. Minutes from the meetings of the committee and the group are available on the University's website.

The University's new Equality Scheme 2011-15 will cover the range "protected characteristics" introduced in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation). The data analysis from this and previous annual reports has contributed to shaping the priorities of the new scheme.

The Executive Summary (Section 2) provides an overview of the contents of the report.

2. Executive Summary

Work undertaken to promote equality and diversity in 2009-10 includes:

- I. An Equality Impact Assessment of the Staff Development portfolio and revision of the Introduction to Equality and Diversity training.
- II. The delivery of bespoke Equality and Diversity training for University departments and partners.
- III. Equality and Diversity guidance produced for the CCCU Trainers Network.
- IV. A photo shoot with disabled students for the University's marketing materials
- V. Careers workshops for disabled students.
- VI. A review of the provision of assistive technology and reasonable adjustments for staff.
- VII. The creation of an on-line discussion forum for disabled staff.
- VIII. The creation of a Network of Dignity at Work Volunteers.
- IX. Implementation of an action plan to support sessional staff.
- X. Commissioned work with Performing Arts students at the Folkestone campus.
- XI. Achievement of the Frank Buttle Trust Quality Mark for the support of young people leaving care.
- XII. Development of guidance for students about hate crime.
- XIII. The completion of an Ethnic Minority Mentoring Scheme with students.
- XIV. Work with Stonewall Diversity Champions
- XV. Celebration of LGBT and Black History months.
- XVI. Creation of an Inter-Faith Council
- XVII. Equality Impact Assessment of University policies.

Key messages arising from the analysis of staff data:

- I. Compared with other universities, CCCU is performing well in attracting and retaining disabled staff. However compared with the 2001 census data, the proportion of disabled people working for CCCU (and in the Higher Education sector as a whole) remains far from representative of the total population.
- II. The overall percentage of female staff has increased in recent years and women are more likely to be shortlisted for and appointed to academic posts. This is possibly a reflection of the University's teaching portfolio and the underlying occupational segregation in certain professional areas. Analysing the data by full-time, part-time and sessional staff and comparing data across faculties would provide further insight into this issue.
- III. The proportion of ethnic minority staff at the University is slightly less than that in Kent and substantially less than in the country as a whole. Over the past five years ethnic minority applicants have been less likely to be short-listed for academic posts. An in-depth analysis of applications from ethnic minority candidates is currently being undertaken. Subject to the outcome of this analysis, the University could consider utilising the new provisions of the Equality Act 2010 to address this under-representation.
- IV. The University's Equal Pay Audit has been extended to include disability and ethnicity. As in previous years, the audit found that the University provides equal pay to men and women and across the two additional groups.

- V. An analysis of the uptake of staff development opportunities by disability, ethnicity and gender indicates that these groups are proportionally represented. The uptake of specific equality and diversity training is variable, with particularly low uptake of training related to disabled students. Further consideration is required as to how to achieve greater staff engagement in such training and whether greater use can be made of e-learning.

Key messages arising from the analysis of student data:

- I. Over recent years, the ratio of female to male students has remained more or less constant at 70/30. This is probably a reflection of the University's teaching portfolio and the underlying occupational segregation in certain professional areas. Gender representation in the student body should therefore be monitored at faculty and departmental level.
- II. Although male students are more likely to repeat a year of study, the number of males graduating with a good honours degree has increased substantially closing the gap between male and female student attainment.
- III. Female students are more likely to interrupt their studies and this is more likely amongst students over the age of 30. Although the University does not formally monitor pregnancy and maternity amongst students, they are likely to be the cause of these trends. Following the extended provisions of the Equality Act 2010, a Pregnancy, Maternity and Paternity Policy for students is currently being drafted.
- IV. Male and female alumni have a similar likelihood of finding post-study employment but male alumni with both degrees and post-graduate qualifications are more likely to earn higher salaries.
- V. The number of disabled students studying at the University has continued to increase year on year and the number of disabled students achieving a good honours degree is proportionate to their representation in the student body.
- VI. However the percentage of disabled students repeating a year and withdrawing from their studies increased substantially in 2009. Disabled students are also more likely to be involved in complaints, academic appeals and fitness to practise procedures. The support needs of disabled students will be taken into account in the Student Support and Guidance business planning process.
- VII. The number of ethnic minority students studying at the University has increased year on year. Ethnic minority students are more likely to repeat a year of study and slightly more likely to interrupt or withdraw from their studies. They are less likely to achieve a good honours degree and more likely to be involved in complaints, academic appeals and fitness to practise procedures. The academic achievement of ethnic minority students is recognised nationally as an area of concern and the University should engage with national initiatives in this area where relevant.

3. Work Undertaken

Equality Scheme Action Plan references: Disability B1, C1, C2, C3, C5, C8, C9, D1, D2, D6, Gender B1 and C2, Race A2 B3, B6 and C8

3.1 Staff Development

As in previous years, during 2009/10 all new staff have been automatically enrolled on the Introduction to Equality and Diversity training session delivered by the Equality and Diversity Manager. This is the key session used to inform staff about legislation and University policy. Following an Equality Impact Assessment of the Staff Development portfolio in March 2009, the Introduction to Equality and Diversity training session was updated in consultation with the consultant Jo Bloxham.

Table 1: Equality and Diversity Staff Development 2009/10

Course	Total attendees	Total sessions
Introduction to Equality and Diversity	145	4
Diversity in the Workplace E-learning	106	n/a
Recruitment and Selection	41	4
Recruitment and Selection Refresher	69	3
Recruitment and Selection on-line	145	n/a
Cross Cultural Working	74	2
Disabled Students	7	2
Effective Support for Students	26	2
Dignity at Work (20.03.10)	10	1
Inclusive curriculum session in PGCLT	7	1
Bespoke Equality and Diversity Training		
Faculty of Education: school tutors	39	1
Faculty of Education: school mentors	34	1
Faculty of Education: disabled students	24	1
Computing Services	32	1

The Manager of Student Support Services has provided training for both academic and support staff to ensure they are able to fulfil their specific responsibilities with regard to disabled students. In 2009-10 the attendance has been poor and discussions undertaken with the Staff Development Office about how these sessions can be promoted. She also provides disability awareness training to some of the University's partners who provide work placements for students.

The CCCU Trainers Network was established by the Staff Development Office in 2009 as a means of sharing best practice and ensuring all training at the University is delivered to a high standard. In 2010 the network was supplied with guidance, "Equality and Diversity in CCCU Training" to ensure that all trainers are aware of the issues they must take into consideration in preparing and delivering training of any sort.

3.2 Disabled Students and Staff

During 2009-10 there has been a continued increase in the numbers of disabled students accessing the Disability Advice Team. The disabled student officer within the Student Union has been supported to run events promoting sport for disabled students. In May 2010 the Equality and Diversity department paid disabled students to participate in a photo shoot to generate positive images of disabled students for the University's marketing materials.

Improving the employment outcomes for disabled students remains an objective of the Disability Equality Action Plan (D6). The Manager of Student Support Services and the Careers Advisor have delivered three careers workshops every term for disabled students in four of the University's campuses. The workshops provide relevant information to students and assist them in preparing for disability disclosure in the workplace.

A review of the provision of assistive technology and reasonable adjustments sought the views of disabled staff who had received these during the previous year. As a result of this review, disability awareness training for Computing Services staff was conducted in July 2010 and guidance about assistive technology has been issued to Heads of Department.

An on-line discussion forum for disabled staff has been established and the disabled staff information sheet has been revised. The role of the named contact for disabled staff within the Human Resources department has been reviewed. Clarification has been provided that HR Advisors are responsible for their respective areas in relation to disabled staff (i.e. that this function is not invested in a single person within HR).

With regard to recruitment, the University has continued to promote the Investors in People status (awarded in March 2008) and the Two Ticks Positive about Disabled People symbol (re-awarded in April 2008) on its equality and diversity, recruitment and "working here" web pages.

3.3 Dignity at Work

Dignity at Work issues emerged from the staff survey as a key area for action as 16% of staff reported having witnessed or experienced bullying or harassment. Focus groups conducted with staff further identified the need for support for staff who are encountering problems in the workplace and greater clarity in relation to the use of relevant University policies.

As a result the University committed to establish a Network of Volunteer Dignity at Work Advisors. During 2009-10 the role profile for the Dignity at Work Advisor has been discussed and agreed by the Equality and Diversity Delivery Group and a call has been issued for volunteers. They will receive training and the network will be launched in 2011. Following negotiations with the recognised Trade Unions, the University has also undertaken to conduct a review of the use of relevant University policies, including the Grievance, Capability and Disciplinary policies in 2011.

3.4 Sessional Staff

The 2008 staff survey and follow up focus groups reported that sessional staff faced a range of specific difficulties. These included a lack of induction into their departments, a lack of information about University systems and exclusion from formal and informal University and departmental structures. During 2009-10 a working group developed an action plan to address these issues. As a result, two conferences were held for sessional staff during 2009-10 and a new sessional staff handbook was produced by the Staff Development office.

3.5 Student Engagement

During 2009-10 students have been engaged to promote equality for themselves and others and tackle the problems some students encounter. Students on the Performing Arts course at the Folkestone campus were commissioned by the Equality and Diversity Manager to produce a workshop and materials which addressed equality and diversity issues. They held a performance for staff and students in Folkestone on 3rd February 2010.

Following the harassment of Malaysian students in Canterbury city centre, the Student Support and Guidance department worked with students, staff and non-University colleagues to develop and promote guidance for students on hate crime. The Student Support and Guidance department has also worked students leaving care which has resulted in the University receiving the Frank Buttle Trust Quality Mark for the support of young people leaving care.

During 2009-10 a pilot Ethnic Minority Mentoring project was run by the Equality and Diversity Manager and a Senior Lecturer in Childhood Studies with funding from the Widening Participation budget. The project aimed to support ethnic minority students, to create a student network and to increase retention rates.

Second and third year students were recruited and trained to be mentors to first year students. The project culminated in an outreach event at which mentors, mentees and staff spoke about the scheme and about life at University to the congregation of a large church in Brixton, London in June 2010. A review of the project (available on the University website) recommended that if similar schemes are run in the future, consideration should be given to how to engage hard to reach students.

3.6 LGBT and Religion and Belief

During 2009-10 the University continued to implement the recommendations of its Sexual Orientation and Religion and Belief Positions papers. The University is a member of the Stonewall Diversity Champions scheme and it liaised with the charity to ensure the work the University has done to promote the wellbeing of LGBT staff and students is acknowledged in the information published about the University.

In 2009 Lesbian, Gay, Bisexual and Transgender (LGBT) History Month was celebrated with an international conference aimed at deepening understanding of issues related to gender identity and sexual orientation. In 2010 LGBT History Month celebrated the launch of the book "Queering Paradigms" which resulted from the previous year's conference. In October 2009. Black History month was celebrated in conjunction with the Student Union in the showing of a series of films exploring black history.

In line with the recommendation in the Religion and Belief Position Paper work was undertaken to establish the University's first Inter-Faith Council which held its first meeting in October 2010. Details about the work of the Council will be reported in the next Annual Report.

3.7 Equality Impact Assessment

Equality Impact Assessment represents a key part of the strategy to eliminate discrimination and to promote and embed equality. It is an evidence-based process that analyses the impact or potential impact of policy and practice on different groups of people and identifies action necessary to improve equality performance. During 2009-10 the Equality and Diversity Manager worked with relevant staff to undertake a number of equality impact assessments across the University.

4. Staff Data

Equality Scheme Action Plan references: Race C1, C2, C4, Gender C5, C9, C10, Disability C3, C4

4.1 Staff in Post with Comparator Data

The tables below show data for staff in post and comparative data for relevant geographical areas. The commentary in this section also refers to institutional comparator data which can be found at Appendix 1.

Table 2: Percentage of Staff in Post by Equality Characteristic

All Staff in Post	2006/07	2007/08	2008/09	2009/10
Disability	1.3	1.3	6.2	6.8
BME (Not known)	3.9 (5.6)	3.8 (5.1)	4.8 (4.2)	5.4 (2.2)
Female/Male	61.0/39.0	62.5/37.5	63.9/36.1	63.1/36.9

Disability

Following the large increase in disability disclosure during the data validation exercise conducted in 2008/09, the number of staff declaring a disability has increased again in 2009/10 to 6.8 per cent (Table 1).

Table 3: Population Comparator Data: Disability

Area/Data Set	%
England*	13.3%
South East*	10.6%
Kent County Council Area*	17.3%
Thanet*	23.0%
CCCU (2009)	6.8%
*Census, Office for National Statistics (ONS), © Crown Copyright 2001	

Compared with the 2001 census data (Table 2), the disability data for staff in 2009 indicate that the University is far from being representative of the local, regional or national population. However in comparison with other universities, CCCU is performing well in attracting and retaining disabled staff. In 2007 the Commission for Disabled Staff in Lifelong Learning highlighted the low representation of disabled staff in Lifelong Learning, with declaration rates between 1.1% and 3.1% in Higher Education. With a disability disclosure rate of 6.2% (rounded to 6% in the HEIDI data) in 2008, CCCU is second only to the University of Brighton in its group of comparator institutions (see Appendix 1).

Ethnicity

Comparing the percentages of staff from a BME background across the years (Table 1), the trend of increased disclosure continued in 2009/10. In this year, 5.4 per cent of all staff declared a BME background and non-disclosure dropped to 2.2 per cent.

Table 4: Population Comparator Data: Ethnicity

Area/Data Set	%
England*	11.8%
South East*	8.0%
Kent*	6.5%
Kent County Council Area*	6.3%
London*	31.0%
CCCU (2009)	5.4%
*2007 Mid-year Ethnic population estimates, Office for National Statistics (ONS) © Crown Copyright	

Compared with the 2007 ethnic population estimates (Table 3), the ethnicity data for staff in 2009 indicate that the University is not far from representing the population in Kent and in the area covered by Kent County Council. The University still has some way to go to represent the ethnic diversity across the South East or across the country as a whole. In the group of comparator institutions, CCCU sits towards the lower end (8th out of 13) of ethnic diversity amongst staff (see Appendix 1).

Gender

With regard to the female/male ratio across all staff, the percentage of female staff dropped slightly this year (Table 1). This is a small reverse of a trend which has seen the proportion of female staff increasing slightly hitherto.

Table 5: Population Comparator Data: Gender

Area/Data Set	Female	Male
Kent County Council Area*	49	51
Kent County Council*	75	25
CCCU (2009)	63	37
* Kent County Council Equality Strategy		

Compared with the data reported in the Kent County Council Equality Strategy, the gender split amongst CCCU staff is not representative of the population in the Kent County Council area. However it is more representative than the gender split within the staff of Kent County Council itself (Table 4). In the group of comparator institutions, CCCU has a higher number of female staff than most but not as high as four other of the thirteen institutions (see Appendix 1). The high proportion of female staff at CCCU reflects the gender balance within some of the key subject areas of the University.

4.2 Staff Recruitment Data

Appendix 2 shows the percentage of professional service and academic staff who applied, were short-listed and appointed by gender, ethnicity and disability from 2005/06 until 2009/10. In the gender and ethnicity tables, the figures in the penultimate row of each section indicate the percentage increase or decrease at the two stages of the selection process. The last line indicates whether the change is statistically significant (S) or is more likely to be a chance (Not significant - NS) finding.

In the disability tables the last line indicates the percentage increase/decrease in disabled staff at the two stages of the selection process. The very low numbers of people declaring a disability at each stage means it is not appropriate to carry out statistical analysis.

Disability

The number of disabled people applying to work at the University continues to increase. Analysis of the differences in the numbers of staff who apply, are shortlisted, and appointed, was not possible because of the low numbers.

Ethnicity

Although it appears from the percentages to be less likely that professional service BME staff will progress from application to short-listing and from short-listing to appointment, this has never been statistically significant.

For academic staff there is statistically significant evidence over the last five years that applicants from a BME background were less likely to be short-listed. The reason for this drop between application and short-listing may be because significant numbers of overseas applicants appear to be submitting non specific CVs for numerous posts in the UK and/or do not have work permits. The Human Resources department have been requested to provide further data to substantiate or negate this hypothesis.

Although it appears from the percentages that there is a similar pattern of a decrease in the likelihood of BME candidates being appointed after interview, this has not been statistically significant in the last five years.

Gender

For professional service staff there has been a consistent pattern over the years that women have been more likely to be short-listed than men. However this was not statistically significant in the years 2007/08 and 2008/09 (it was in all the other

years). The percentages indicate a similar picture for short-listing to appointment. However this has never been statistically significant.

For academic staff there has been a consistent pattern over the years that women have been more likely to be short-listed than men and this was statistically significant in all years except 2008/09. There is a similar pattern of women being more likely to be appointed after interview than men but this was only statistically significant in 2007/08. Analysing the data by full-time, part-time and sessional staff and comparing data across faculties would provide further insight into this issue.

4.3 Staff Development Data

Equality Scheme Action Plan references: Disability C4 and C7, Gender C1, Race C3 and C6

The uptake of staff development opportunities by ethnicity, gender and disability for the years 2008-09 and 2009-10 is outlined at Appendix 3. The data shows that there are no obvious trends of exclusion for these protected characteristics in relation to staff development. Equality and Diversity related training provided in 2009/10 is outlined in Section 1.

4.4 Equal Pay Audit

Equality Scheme Action Plan references: Gender C7 and C9, Race C1, C and C4

The Code of Practice on Equal Pay provides a model for voluntary equal pay reviews, publication of data, action planning and monitoring. The expectation under the former Equal Opportunities Commission was that gender pay gaps of 5% or more would require 'exploration and explanation.' The publication of data relating to pay is also a requirement of the Public Sector Duty of the Equality Act 2010.

CCCU has been conducting equal pay audits for several years. As with all previous years, the data for 2009/10 indicate that all grades are within the 5% band and therefore that the University is offering equal pay for equal work to men and women.

For the first time this year ethnicity and disability have been included in the equal pay audit. All grades are again within the 5% band, except one which on further investigation was shown to have such small numbers of disabled and/or ethnic minority staff that the discrepancy was unlikely to be statistically significant.

5. Student Data

5.1 Student Enrolment Data

Equality Scheme Action Plan references: Gender D1, D5, Disability D1, D6, D8, Race B2, B7

The comments below have emerged from analysis of the data contained in the 2007-09 Student HESA data tables (at Appendix 4). Interpretation of the data has been completed on the basis of observable trends rather than statistical analysis. The data is analysed across the entire University which is not as meaningful as analysis conducted by faculty or department.

Gender

Despite the one percent increase in male students reported in 2007, the ratio of female to male students has remained more or less constant since then at 70/30.

Male students have been increasingly more likely to repeat a year from 2007 to 2009. Whilst they comprised only 30% of the total student body, 57% of the students repeating a year were male in 2009 (actual number 287).

Whilst there has been a steady increase in the proportion of male students interrupting their studies, this trend reversed in 2009. The percentage of male students interrupting in that year dropped to 21% compared with 27% in 2008. Overall female students are more likely to interrupt their studies.

From 2007 to 2009 male students were consistently more likely to leave their studies than female students. Whilst they comprised 30% of the total student body, 39% of the students withdrawing from their studies were male in 2008. However this percentage dropped to 33% (actual number 496) in 2009.

Ethnicity

The number of ethnic minority students studying at the University has continued to increase. In 2009 ethnic minority students constituted almost 14% of the total student body (actual number 2442).

The number of students repeating a year of study has increased over the last three years and the proportion of these students coming from an ethnic minority background is larger than the proportion in the overall student body. Whilst just under 14% of the total student body came from an ethnic minority background in 2009, they represented 20% of those repeating a year of study. This is however less of a discrepancy than was the case in 2008 when 24% of those repeating a year came from ethnic minority backgrounds.

There has been a small but gradual increase in the proportion of ethnic minority students interrupting their studies. In 2009 almost 16% of students interrupting their studies came from an ethnic minority background.

The percentage of students from an ethnic minority background who withdraw from their studies is slightly higher than their representation in the overall student body. In 2009 just over 18% of students who withdrew from their studies came from an ethnic minority background.

Disability

The number of disabled students studying at the University has continued to increase year on year. 2009 saw a substantial increase in the percentage of students declaring a disability to 10.6% (actual number 1894) compared with 7.5% in the previous year.

Whereas in previous years approximately 50% of students declaring a disability were dyslexic, the percentage of students with dyslexia dropped to 44% in 2009. On the other hand the number of students declaring an unlisted disability increased substantially to 31% (compared to 18% in the previous year).

The proportion of students repeating a year of study who have a disability has decreased between 2006 and 2008 from 12% to 9%. However this trend was reversed in 2009 when the percentage of disabled students repeating a year increased substantially to 20% (actual number 101). There is no obvious reason for this change and further investigation would be required to understand it.

Similarly the proportion of disabled student withdrawing from their studies increased substantially in 2009 to 11% (actual number 165) compared with 7% in the previous year. However this may be a one-off occurrence.

Age

The age distribution of the University's student population has remained consistent for the last three years, as follows:

Table 6: Student Age Data

Age	2007	%	2008	%	2009	%
Under 18	147	0.95%	118	0.71%	94	0.53%
18 to 20	4189	27.03%	4511	27.06%	4891	27.36%
21 to 24	2454	15.84%	2493	14.96%	2959	16.55%
25 to 29	1755	11.33%	1885	11.31%	1953	10.93%
30+	6945	44.82%	7659	45.95%	7977	44.63%
Unknown	5	0.03%	3	0.02%	1	0.01%

Younger students are more likely to repeat a year of study than older students. Despite representing 45% of the total student body, students aged 30 plus only constituted 7% of students repeating a year of study in 2009.

Students aged 30 and over are more likely to interrupt their studies than younger students. In 2009 58% of students who interrupted their studies were aged 30 or over (actual number 387).

Similarly students aged 30 and over are more likely to withdraw from their studies than younger students. In 2009 59% of students who interrupted their studies were aged 30 or over (actual number 886).

Nationality

The proportion of students from the UK, the European Union and other parts of the world has remained consistent in recent years. European Union and overseas students are more likely to repeat a year of study. Whilst constituting almost 7% of the total student body, EU students constituted 15% of those repeating a year in 2009 (actual number 76) and the figure was 11% for overseas students (actual number 55).

The proportion of European Union and overseas students interrupting their studies or withdrawing from them has remained approximately the same as the proportion of these students in the overall student body for the last three years.

5.2 Student Institutional Comparator Data

The data in Appendix 5 is sourced from HEIDI, the Higher Education Information Database for Institutions. It shows gender, ethnicity and disability data for students qualifying for a first degree in 2009-10 across a number of universities.

The percentage of male and female students qualifying for a first degree from CCCU reflects those of the overall student body (70/30). The percentage of females qualifying is the same as one of the comparator universities (York St John University), less than another (Roehampton University) but more than the other ten comparator universities.

With regard to the percentage of ethnic minority students qualifying for a first degree, CCCU stands in sixth place in the list of thirteen universities. Some universities in the list have considerably more ethnic minority students qualifying whilst others have considerably less.

The percentage of disabled students qualifying for a first degree is slightly less than the percentage in the overall student body. Compared with the other universities, CCCU is one of four with 10%, standing about midway in the list of comparator universities.

5.3 Student Procedures Data

The University started monitoring and analysing data about student procedures in 2008. These data are collected retrospectively so there are now two years of data available, 2007/8 and 2008/9. The University distinguishes between student-initiated procedures (complaints and appeals) and University-initiated procedures (relating to disciplinary matters).

In 2008-09 there were fewer instances of student-initiated procedures (44%) compared with 2007-8 (56%), and more University-initiated procedures in 2008-09 (56%) compared with the previous year (44%). The largest increases are in general disciplinary procedures, particularly in relation to student accommodation and plagiarism.

Tables 7 and 8 below provide an overview of the equality and diversity issues that have come to light as a result of the data analysis.

Table 7: Student Initiated Procedures: Equality and Diversity Issues

Area	Academic Appeals	Complaints
Gender	Smaller proportion of females (55%) and larger proportion of males compared with the University (70%)	Similar proportion of females (69%) compared with the University (70%) – <i>This represents a change from the previous year.</i>
Ethnicity	Larger Proportion of Ethnic Minority Groups (35%) compared with University (14%)	Larger Proportion of Ethnic Minority Groups (27%) compared with University (12%). <i>This represents a change from the previous year.</i>
Disability	Larger Proportion of Declared Disability (17%) compared with University (9%)	Larger Proportion of Declared Disability (25%) compared with University (9%). <i>This represents an increase on the previous year.</i>
Age	Larger Proportion in 21-24 age band (50%) compared with University (15%)	Larger Proportion in 30+ age band (51%) compared with University (46%); smaller proportion in 18-20 age band (11%) compared with the University (27%)
Nationality	Larger Proportion of Overseas Students (21%) compared with University (6%)	Larger Proportion of Overseas Students (18%) compared with University (6%). <i>This represents an increase on the previous year.</i>
Full-time and Part-time	Larger Proportion of Full Time Students (89%) compared with University (55%)	Larger Proportion of Full Time Students (65%) compared with University (55%)
UG and PG	Larger Proportion of Undergraduates (84%) compared with University (75%)	Larger Proportion of Undergraduates (78%) compared with University (75%)

Table 8: University Initiated Procedures: Equality and Diversity Issues

Area	Discipline	Fitness to Practise	Plagiarism
Gender	Smaller proportion of females (42%) compared with the University (70%). <i>This represents a change from the previous year.</i>	Larger Proportion of Females (82%) compared with the University (70%). <i>This represents a change from the previous year.</i>	Smaller proportion females (60%) compared with the University (70%). <i>This represents a decrease on the previous year.</i>
Ethnicity	Larger Proportion of Ethnic Minority Groups (24%) compared with University (12%). <i>This represents a decrease on the previous year.</i>	Slightly larger Proportion of Ethnic Minority Groups (18%) compared with University (12%). <i>This represents a decrease on the previous year.</i>	Larger Proportion of Ethnic Minority Groups (31%) compared with University (12%)
Disability	Larger Proportion of disabled students (15%) compared with the University (9%). <i>This represents a change from the previous year.</i>	Larger Proportion of Declared Disability (18%) compared with University (7%)	Larger Proportion of disabled students (15%) compared the University (9%)
Age	Larger Proportion in 21-24 age band (53%) compared with University (15%). <i>This represents a decrease on the previous year.</i>	Larger Proportion of those 30+ (73%) compared with University (46%). <i>This represents an increase on the previous year.</i>	Larger Proportion in 21-24 age band (55%) compared with University (15%)
Nationality	Larger Proportion of Overseas Students (9%) compared with University (6%). <i>This represents a decrease on the previous year.</i>	Larger Proportion of Overseas Students (9%) compared with University (6%). <i>This represents a decrease on the previous year.</i>	Larger Proportion of Overseas Students (17%) compared with University (6%). <i>This represents a decrease on the previous year.</i>
Full-time and Part-time	All but two Full Time	All but one Full Time	Larger Proportion of Full Time Students (90%) compared with University (55%)
UG and PG	All but three Undergraduate	All Undergraduates. <i>This represents an increase on the previous year.</i>	Larger Proportion of Undergraduates (90%) compared with University (75%)

5.4 Student Attainment Data

An analysis of degree classification data for 2009-10 graduates has been compared with the data for 2008-09 graduates. The relevant data tables are in Appendix 6. The key findings from the analysis are as follows:

Gender

The proportion of females graduating with a good (1 or 2:1) honours degree increased from 51% in 2008-09 to 55% in 2009-10. Males graduating with a good honours degree increased by 8% from 44% in 2008-09 to 52% in 2009-10, closing the gap between male and female students attainment.

Age

The majority of graduates in 2009-10 were under the age of 25, at 69% of the total number of graduates that year. This is similar to previous years. Of all graduates achieving a good honours degree the percentage of those over the age of 30 has remained constant at 26%. Of the graduates aged over 30, 61% achieved a good degree which is an increase of 6 % from 2008-09.

The proportion of graduates under the age of 25 (18-20 and 21-24 bracket) achieving a good honours degree increased from 46% in 2008-09 to 52% in 2009-10. Of the graduates aged 25-29, 57% of students achieved a good honours degree, which is an increase of 2% from 2008-09. However, graduates in this age group made up 8% of the total graduates achieving a good honours degree in 2009-10, which is a decrease of 1% from 2008-09.

Ethnicity

The majority (90%) of graduates in 2009-10 (excluding those with unknown ethnicity) were white. 32% of ethnic minority graduates achieved a good honours degree in 2009-10, which is on par with achievement in 2008-09. The proportion of white graduates achieving a good honours degree in 2009-10 remained at 51%.

6% of graduates (excluding those with unknown ethnicity) achieving a good degree in 2009-10 were from an ethnic minority background (14% of the student body were from an ethnic minority background in 2009-10)

Disability

In 2009-10 55% of graduates without a disability achieved a good honours degree compared to 49% of disabled graduates. However, there was an 8% increase in the proportion of disabled students achieving a good degree compared to 2008-09, whereas the proportion of graduates without a disability achieving a good honours degree, has risen by just 5%.

9% of all graduates achieving a good honours degree in 2009-10 were disabled, which is an increase of 2% from 2008-09.

5.5 Student Employment Data

This is the first time that student employment data has been included in the Annual Report. The data at Appendix 7 is sourced from the Destination of Leavers from Higher Education Survey for students who completed their courses in 2007-08 and 2008-09. The employment status reported is at approximately six months following graduation. Although the figures are aggregated, some of the numbers for ethnic minority and disabled graduates are small, which means the percentages should be interpreted with caution. The key findings from the analysis are as follows:

Employment Status

Gender

73% of male graduates and 80% of female graduates from 2008-09 were in employment (including part-time) compared to 76% and 83% respectively for 2007-08 graduates. This marks a 3% decrease in employment for both genders.

89% of males from 2008-09 with a postgraduate qualification were in employment (including part-time) which marks a 3% increase from 2007-08 graduates. The percentage of females with a postgraduate qualification in employment (including part-time) remained constant over both years at 89%.

Ethnicity

72% of ethnic minority graduates from 2008-09 were in employment (including part-time) compared with 79% of white graduates. Compared with 2007-08, this marked a 9% decrease in the employment of ethnic minority graduates and a 3% increase in the employment of white graduates.

81% of ethnic minority students from 2008-09 with a postgraduate qualification were in employment (including part-time) compared with 90% of white students. Compared with 2007-08, this marked a 4% decrease in the employment of ethnic minority students with a postgraduate qualification and a 2% increase in the employment of white students.

Disability

64% of disabled graduates from 2008-09 were in employment (including part-time) compared with 80% of non disabled graduates. Compared with 2007-08, this marked a 10% decrease in the employment of disabled graduates and a 2% decrease in the employment of non-disabled graduates.

90% of disabled students from 2008-09 with a postgraduate qualification were in employment (including part-time) compared with 89% of non-disabled students. Compared with 2007-08, this marked a 4% increase in the employment of disabled students with a postgraduate qualification and a 1% decrease in the employment of non-disabled students.

Age

74% of graduates from 2008-09 who were 24 or under were in employment (including part-time) compared with 83% of graduates who were 25 or over. Compared with 2007-08 graduates, this marked a 4% decrease in the employment of both groups.

94% of graduates from 2008-09 with a postgraduate qualification who were 24 or under were in employment (including part-time) compared with 87% of students

who were 25 or over. Compared with 2007-08, this marked a 6% increase in the employment of students who were 24 or under whilst the percentage remained constant for students who were 25 or over.

Salary Banding

Gender

7% of male graduates from 2008-09 earned £30,000 or over compared to 3% of female graduates. Compared with 2007-08, this marked a 2% increase for male graduates earning £30,000 or over whilst the percentage for female graduates remained constant.

27% of male graduates from 2008-09 with a postgraduate qualification earned £30,000 or more compared with 20% of female graduates. Compared with 2007-08, this marked a 2% increase for male graduates with a postgraduate qualification earning over £30,000 and a 6% increase for female graduates.

Ethnicity

The percentage for both ethnic minority and white graduates from 2008-09 earning £30,000 or over was 4%. Compared with 2007-08 this marked a 4% decrease for ethnic minority graduates earning £30,000 and a 1% increase for white graduates.

17% of ethnic minority graduates from 2008-09 with a postgraduate qualification earned £30,000 or more compared with 22% of white graduates. Compared with 2007-08, this marked a 7% decrease for ethnic minority graduates with a postgraduate qualification earning over £30,000 and a 5% increase for white graduates.

Disability

2% of disabled graduates from 2008-09 earned £30,000 or over compared with 5% of non-disabled graduates. Compared with 2007-08 this marked a 2% increase for non-disabled graduates earning £30,000 whilst the percentage for disabled graduates remained constant.

13% of disabled graduates from 2008-09 with a postgraduate qualification earned £30,000 or more compared with 22% of non-disabled graduates. Compared with 2007-08, this marked a 8% increase for disabled graduates with a postgraduate qualification earning over £30,000 and a 4% increase for non-disabled graduates.

Age

9% of graduates from 2008-09 who were 25 or over earned £30,000 or over compared with 1% of graduates who were 24 or under. Compared with 2007-08 this marked a 5% increase for graduates who were 25 or over earning £30,000 whilst the percentage for graduates who were 24 or under remained constant.

28% of graduates from 2008-09 who were 25 or over with a postgraduate qualification earned £30,000 or more compared with 1% of graduates who were 24 or under. Compared with 2007-08, this marked a 4% decrease for graduates with a postgraduate qualification who were 25 or over earning over £30,000 whilst the percentage for graduates who were 24 or under had remained constant.

Action Planning

The University's new Equality Scheme 2011-15 will cover the range "protected characteristics" introduced in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation). The data analysis from this and previous annual reports has contributed to shaping the priorities of the new scheme.

Staff Data: Institutional Comparison 2008-09
 (source Higher Education Information Database for Institutions)

Disability	Total	Disabled	%	Unknown	%
The University of Brighton	2,990	215	7%	15	1%
Canterbury Christ Church University	1,500	95	6%	0	0%
University of Chester	1,300	50	4%	0	0%
The University of Chichester	755	5	1%	0	0%
University of Gloucestershire	1,445	20	1%	55	4%
The University of Greenwich	2,400	5	0%	120	5%
The University of Kent	3,725	80	2%	115	3%
Kingston University	5,200	70	1%	0	0%
The University of Northampton	1,210	20	5%	815	67%
Oxford Brookes University	2,650	95	4%	10	0%
Roehampton University	1,300	40	3%	40	3%
The University of Winchester	835	30	4%	0	0%
York St John University	630	15	2%	15	2%

Ethnicity	Total	BME	%	White	%	Unknown	%
The University of Brighton	2990	190	7%	2,645	93%	155	5%
Canterbury Christ Church University	1490	55	4%	1,360	96%	75	5%
University of Chester	1300	35	3%	1,225	97%	40	3%
The University of Chichester	750	10	1%	740	99%	0	0%
University of Gloucestershire	1455	60	5%	1,270	95%	125	9%
The University of Greenwich	2405	535	24%	1,700	76%	170	7%
The University of Kent	3720	345	11%	2,730	89%	645	17%
Kingston University	5205	920	22%	3,270	78%	1,015	20%
The University of Northampton	1225	90	8%	1,070	92%	65	5%
Oxford Brookes University	2645	205	8%	2,355	92%	85	3%
Roehampton University	1295	210	17%	1,035	83%	50	4%
The University of Winchester	830	25	3%	760	97%	45	5%
York St John University	630	15	2%	605	98%	10	2%

Gender	Total	Female	%	Male	%
The University of Brighton	2,985	1,740	58%	1,245	42%
Canterbury Christ Church University	1,500	935	62%	565	38%
University of Chester	1,300	825	63%	475	37%
The University of Chichester	755	435	58%	320	42%
University of Gloucestershire	1,450	865	60%	585	40%
The University of Greenwich	2,400	1,280	53%	1,120	47%
The University of Kent	3,720	2,010	54%	1,710	46%
Kingston University	5,200	2,850	55%	2,350	45%
The University of Northampton	1,220	775	64%	445	36%
Oxford Brookes University	2,650	1,545	58%	1,105	42%
Roehampton University	1,300	830	64%	470	36%
The University of Winchester	830	490	59%	340	41%
York St John University	630	395	63%	235	37%

Age	Total	34/under	%	35 - 49	%	50 - 65	%	66/over	%	Unknown	%
The University of Brighton	2990	700	24%	1,190	40%	1,040	35%	40	1%	20	1%
Canterbury Christ Church University	1500	315	21%	635	42%	540	36%	10	1%	0	0%
University of Chester	1295	305	24%	530	41%	450	35%	10	1%	0	0%
The University of Chichester	755	140	19%	300	40%	305	40%	10	1%	0	0%
University of Gloucestershire	1450	455	31%	510	35%	465	32%	20	1%	0	0%
The University of Greenwich	2400	725	30%	795	33%	845	35%	35	1%	0	0%
The University of Kent	3725	1,615	43%	1,110	30%	940	25%	60	2%	0	0%
Kingston University	5200	2,445	48%	1,460	28%	1,175	23%	65	1%	55	1%
The University of Northampton	1220	245	20%	485	40%	475	39%	15	1%	0	0%
Oxford Brookes University	2650	560	21%	1,065	40%	970	37%	55	2%	0	0%
Roehampton University	1300	270	21%	530	41%	485	37%	15	1%	0	0%
The University of Winchester	835	205	25%	310	37%	300	36%	20	2%	0	0%
York St John University	630	135	21%	255	40%	235	37%	5	1%	0	0%

Staff Recruitment Data

APPLICATIONS DATA - PROFESSIONAL SERVICE STAFF - GENDER: S = Statistically significant (minimum of p<.05): NS = Not statistically significant

PERCENTAGE OF THE TOTAL (declared)

GENDER	2005-2006			2006-2007			2007-2008			2008-2009			2009-2010		
	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd
Male	38.3%	28.6%	27.3%	38.9%	31.9%	32.1%	43.3%	41.4%	40.8%	44.3%	41.3%	35.8%	48.3%	39.9%	35.7%
Female	61.7%	71.4%	72.7%	61.1%	68.1%	67.9%	56.7%	58.6%	59.2%	55.7%	58.7%	64.2%	51.7%	60.1%	64.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% Change Female		9.7%	1.3%		7.0%	-0.2%		1.9%	0.6%		3.0%	5.5%		8.4%	4.5%
Significant?		S	NS		S	NS		NS	NS		NS	NS		S	NS

APPLICATIONS DATA - ACADEMIC STAFF - GENDER: S = Statistically significant (minimum of p<.05): NS = Not statistically significant

PERCENTAGE OF THE TOTAL (declared)

GENDER	2005-2006			2006-2007			2007-2008			2008-2009			2009-2010		
	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd
Male	51.3%	40.4%	33.3%	53.2%	45.8%	41.9%	54.0%	47.4%	31.3%	52.0%	45.5%	42.9%	56.5%	45.0%	36.4%
Female	48.7%	59.6%	66.7%	46.8%	54.2%	58.1%	46.0%	52.6%	68.7%	48.0%	54.5%	57.1%	43.5%	55.0%	63.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% Change Female		10.9%	7.1%		7.4%	3.9%		6.6%	16.1%		6.6%	2.6%		11.5%	8.6%
Significant?		S	NS		S	NS		S	S		NS	NS		S	NS

APPLICATIONS DATA - PROFESSIONAL SERVICE STAFF - ETHNICITY: S = Statistically significant (minimum of p<.05): NS = Not statistically significant

PERCENTAGE OF THE TOTAL (declared)

ETHNICITY	2005-2006			2006-2007			2007-2008			2008-2009			2009-2010		
	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd
Asian	5.9%	4.7%	3.4%	3.9%	2.9%	3.2%	5.2%	5.4%	3.2%	3.8%	4.3%	2.0%	6.5%	6.7%	5.4%
Black	0.3%	0.3%	1.4%	2.4%	1.8%	0.6%	2.0%	1.3%	0.6%	1.8%	1.3%	0.7%	2.2%	1.8%	2.3%
White	91.0%	92.3%	93.8%	91.2%	92.9%	95.5%	89.6%	90.5%	93.6%	91.3%	92.4%	95.9%	86.2%	87.1%	89.9%
Mixed	0.0%	0.0%	0.0%	1.2%	1.2%	0.6%	1.6%	1.3%	1.3%	1.4%	0.7%	0.7%	1.9%	1.8%	1.6%
Chinese	1.2%	0.8%	0.7%	1.0%	0.8%	0.0%	1.3%	1.3%	1.3%	1.1%	0.9%	0.0%	1.5%	1.0%	
Other	1.6%	1.8%	0.7%	0.3%	0.5%	0.0%	0.3%	0.1%	0.0%	0.5%	0.4%	0.7%	1.8%	1.6%	0.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
WHITE	91.0%	92.3%	93.8%	91.2%	92.9%	95.5%	89.6%	90.5%	93.6%	91.3%	92.4%	95.9%	86.2%	87.1%	89.9%
BME	9.0%	7.7%	6.2%	8.8%	7.1%	4.5%	10.4%	9.5%	6.4%	8.7%	7.6%	4.1%	13.8%	12.9%	10.1%
% Change BME		-1.3%	-1.5%		-1.7%	-2.6%		-0.9%	-3.1%		-1.1%	-3.5%		-0.9%	-2.8%
Significant?		NS	NS		NS	NS		NS	NS		NS	NS		NS	NS

APPLICATIONS DATA - ACADEMIC STAFF - ETHNICITY: S = Statistically significant (minimum of p<.05): NS = Not statistically significant

PERCENTAGE OF THE TOTAL (declared)

ETHNICITY	2005-2006			2006-2007			2007-2008			2008-2009			2009-2010		
	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd
Asian	13.0%	4.0%	3.4%	6.7%	1.1%	1.6%	11.1%	5.4%	4.5%	7.7%	1.5%	0.0%	7.30%	2.20%	2.20%
Black	0.4%	0.5%	0.0%	5.5%	3.3%	1.6%	6.1%	3.8%	1.5%	5.5%	3.0%	1.6%	7.10%	6.60%	4.40%
White	82.9%	93.5%	93.2%	83.6%	92.8%	95.2%	73.8%	83.9%	88.1%	78.8%	88.6%	93.7%	77.80%	85.40%	88.90%
Mixed	0.0%	0.0%	0.0%	2.3%	0.6%	1.6%	2.6%	1.9%	1.5%	2.6%	3.0%	3.2%	2.00%	1.50%	2.20%
Chinese	2.0%	0.5%	0.0%	1.1%	1.7%	0.0%	5.5%	4.2%	4.5%	4.4%	3.0%	1.6%	3.00%	3.60%	2.20%
Other	1.8%	1.5%	3.4%	0.8%	0.6%	0.0%	0.8%	0.8%	0.0%	1.1%	1.0%	0.0%	2.70%	0.70%	0.00%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.00%	100.00%	100.00%
WHITE	82.9%	93.5%	93.2%	83.6%	92.8%	95.2%	73.8%	83.9%	88.1%	78.8%	88.6%	93.7%	77.80%	85.40%	88.90%
BME	17.1%	6.5%	6.8%	16.4%	7.2%	4.8%	26.2%	16.1%	11.9%	21.2%	11.4%	6.3%	22.20%	14.60%	11.10%
% Change BME		-10.6%	0.3		-9.2	-2.4		-10.1	-4.2		-9.8	-5.1		-7.6%	-3.5%
Significant?		S	NS		S	NS		S	NS		S	NS		S	NS

APPLICATIONS DATA - PROFESSIONAL SERVICE STAFF - DISABILITY: S = Statistically significant (minimum of p<.05): NS = Not statistically significant

PERCENTAGE OF THE TOTAL

DISABILITY	2005-2006			2006-2007			2007-2008			2008-2009			2009-2010		
	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd
	2.4% (54)	1.8% (12)	1.3% (2)	2.3% (52)	1.3% (9)	2.6% (4)	3.6% (112)	2% (15)	13% (2)	2.9% (115)	2.8% (21)	0.7% (2)	4% (109)	4.5% (18)	4.5% (6)
% Change		-13.2%	-0.5%		-1%	1.3%		-1.6%	11%		-0.1%	-2.1%		0.5%	0.0%

APPLICATIONS DATA - ACADEMIC STAFF - DISABILITY: S = Statistically significant (minimum of p<.05): NS = Not statistically significant

PERCENTAGE OF THE TOTAL

DISABILITY	2005-2006			2006-2007			2007-2008			2008-2009			2009-2010		
	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd	Applied	Shortl'd	Appt'd
	15% (9)	1.8% (4)	1.6% (1)	2% (11)	2.1% (4)	3.2% (2)	3.2% (30)	3.7% (10)	0% (0)	2.6% (23)	3.8% (8)	6.3% (4)	3.3% (25)	5.1% (8)	4.3% (2)
% Change		-13.2%	-0.2%		0.1%	1.1%		0.5%	-3.7%		1.2%	2.5%		1.8%	-0.8%

Staff Development: Equality Data

Table 1: Composition of staff who attended training by Gender

	08/09 No	08/09 %	All staff %	09/10 No	09/10 %	All staff %
Female	796	64.5	63.9	769	63.1	64.7
Male	439	35.5	36.1	419	36.9	35.3
Total	1235	100	100	1188	100	100

Table 2: Composition of staff who attended training by Ethnicity

	08/09 No	08/09 %	All staff %	09/10 No	09/10 %	All staff %
BME	61	4.9	4.8	54	4.5	5.4
White	998	80.8	91.0	993	83.6	92.4
Unknown	176	14.3	4.2	141	11.9	2.2
Total	1235	100	100	1188	100	100

Table 3: Composition of staff who attended training by Disability

	08/09 No	08/09 %	All staff %	09/10 No	09/10 %	All staff %
Disabled	63	5.1	6.2	72	6.1	6.8
Not dis	1037	84.0	93.8	987	83.1	93.2
Unknown	135	10.9	0	129	10.8	0
Total	1235	100	100	1188	100	100

Equality and Diversity Student Data 2007-09

Gender	Enrolments						Repeats					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
F	10876	70.19%	11667	69.99%	12605	70.52%	118	49.58%	171	43.96%	214	42.71%
M	4619	29.81%	5002	30.01%	5270	29.48%	120	50.42%	218	56.04%	287	57.29%

Ethnicity	Enrolments						Repeats					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
White	12917	83.36%	13627	81.75%	14354	80.30%	177	74.37%	271	69.67%	358	71.46%
Black or Black British - Caribbean	188	1.21%	260	1.56%	277	1.55%	6	2.52%	13	3.34%	9	1.80%
Black or Black British - African	517	3.34%	652	3.91%	753	4.21%	20	8.40%	34	8.74%	43	8.58%
Other Black background	55	0.35%	70	0.42%	65	0.36%	1	0.42%	4	1.03%	3	0.60%
Asian or Asian British - Indian	251	1.62%	277	1.66%	285	1.59%	2	0.84%	3	0.77%	4	0.80%
Asian or Asian British - Pakistani	50	0.32%	67	0.40%	69	0.39%	0	0.00%	0	0.00%	2	0.40%
Asian or Asian British - Bangladeshi	39	0.25%	53	0.32%	60	0.34%	0	0.00%	3	0.77%	2	0.40%
Chinese	101	0.65%	80	0.48%	80	0.45%	1	0.42%	3	0.77%	2	0.40%
Other Asian background	184	1.19%	250	1.50%	300	1.68%	6	2.52%	14	3.60%	13	2.59%
Mixed - White & Black Caribbean	49	0.32%	70	0.42%	87	0.49%	0	0.00%	5	1.29%	3	0.60%
Mixed - White & Black African	19	0.12%	26	0.16%	32	0.18%	0	0.00%	1	0.26%	2	0.40%
Mixed - White & Asian	66	0.43%	72	0.43%	77	0.43%	2	0.84%	4	1.03%	4	0.80%
Other Mixed background	110	0.71%	116	0.70%	121	0.68%	6	2.52%	3	0.77%	4	0.80%
Other Ethnic background	122	0.79%	187	1.12%	236	1.32%	1	0.42%	7	1.80%	8	1.60%
Not known	668	4.31%	631	3.79%	727	4.07%	9	3.78%	11	2.83%	25	4.99%
Information refused	158	1.02%	231	1.39%	336	1.88%	7	2.94%	13	3.34%	18	3.59%
Total BME	1751	11.30%	2180	13.08%	2442	13.67%	45	18.90%	94	24.17%	99	19.77%

Disability	Enrolments						Repeats					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
No known disability	14353	92.63%	15157	90.93%	15800	88.39%	209	87.82%	354	91.00%	394	78.64%
Blind/partially sighted	21	0.14%	36	0.22%	35	0.20%	0	0.00%	3	0.77%	0	0.00%
Deaf/hearing impairment	54	0.35%	67	0.40%	84	0.47%	1	0.42%	1	0.26%	2	0.40%
Wheelchair user/mobility difficulties	53	0.34%	54	0.32%	65	0.36%	1	0.42%	0	0.00%	2	0.40%
Personal care support	1	0.01%	2	0.01%	2	0.01%	0	0.00%	0	0.00%	0	0.00%
Mental health difficulties	31	0.20%	32	0.19%	37	0.21%	2	0.84%	1	0.26%	1	0.20%
An unseen disability e.g. diabetes epilepsy asthma	156	1.01%	176	1.06%	187	1.05%	2	0.84%	6	1.54%	3	0.60%
Multiple disabilities	24	0.15%	28	0.17%	25	0.14%	2	0.84%	0	0.00%	1	0.20%
Autistic Spectrum Disorder	8	0.05%	17	0.10%	28	0.16%	0	0.00%	3	0.77%	6	1.20%
A specific learning difficulty e.g. dyslexia	504	3.25%	623	3.74%	837	4.68%	15	6.30%	18	4.63%	29	5.79%
A disability not listed above	241	1.56%	223	1.34%	594	3.32%	6	2.52%	2	0.51%	57	11.38%
Information refused	2	0.01%	3	0.02%	4	0.02%	0	0.00%	0	0.00%	0	0.00%
Information not sought	2	0.01%	5	0.03%	7	0.04%	0	0.00%	0	0.00%	0	0.00%
Not known	45	0.29%	246	1.48%	170	0.95%	0	0.00%	1	0.26%	6	1.20%
Total disability	1093	7.06%	1258	7.55%	1894	10.60%	29	12.18%	34	8.74%	101	20.17%

Age	Enrolments						Repeats					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
1: Under 18	147	0.95%	118	0.71%	94	0.53%	3	1.26%	0	0.00%	1	0.20%
2: 18 to 20	4189	27.03%	4511	27.06%	4891	27.36%	130	54.62%	271	69.67%	316	63.07%
3: 21 to 24	2454	15.84%	2493	14.96%	2959	16.55%	58	24.37%	70	17.99%	121	24.15%
4: 25 to 29	1755	11.33%	1885	11.31%	1953	10.93%	17	7.14%	19	4.88%	30	5.99%
5: 30+	6945	44.82%	7659	45.95%	7977	44.63%	30	12.61%	29	7.46%	33	6.59%
6: Unknown	5	0.03%	3	0.02%	1	0.01%	0	0.00%	0	0.00%	0	0.00%

Gender	Resits						Passes					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
F	18	60.00%	14	53.85%	29	58.00%	7193	70.33%	7536	70.04%	6933	67.55%
M	12	40.00%	12	46.15%	21	42.00%	3035	29.67%	3224	29.96%	3330	32.45%

Ethnicity	Resits						Passes					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
White	20	66.67%	14	53.85%	26	52.00%	8743	85.48%	8982	83.48%	8370	81.56%
Black or Black British - Caribbean	1	3.33%	3	11.54%	1	2.00%	97	0.95%	136	1.26%	150	1.46%
Black or Black British - African	2	6.67%	3	11.54%	8	16.00%	268	2.62%	330	3.07%	309	3.01%
Other Black background	0	0.00%	0	0.00%	0	0.00%	29	0.28%	36	0.33%	30	0.29%
Asian or Asian British - Indian	1	3.33%	2	7.69%	2	4.00%	121	1.18%	140	1.30%	128	1.25%
Asian or Asian British - Pakistani	0	0.00%	0	0.00%	2	4.00%	25	0.24%	36	0.33%	33	0.32%
Asian or Asian British - Bangladeshi	0	0.00%	1	3.85%	0	0.00%	24	0.23%	30	0.28%	34	0.33%
Chinese	0	0.00%	0	0.00%	0	0.00%	68	0.66%	54	0.50%	45	0.44%
Other Asian background	2	6.67%	2	7.69%	3	6.00%	91	0.89%	145	1.35%	171	1.67%
Mixed - White & Black Caribbean	2	6.67%	0	0.00%	1	2.00%	32	0.31%	45	0.42%	50	0.49%
Mixed - White & Black African	0	0.00%	0	0.00%	1	2.00%	12	0.12%	20	0.19%	21	0.20%
Mixed - White & Asian	0	0.00%	0	0.00%	0	0.00%	50	0.49%	49	0.46%	54	0.53%
Other Mixed background	0	0.00%	1	3.85%	0	0.00%	62	0.61%	78	0.72%	63	0.61%
Other Ethnic background	0	0.00%	0	0.00%	3	6.00%	65	0.64%	84	0.78%	119	1.16%
Not known	2	6.67%	0	0.00%	2	4.00%	432	4.22%	417	3.88%	433	4.22%
Information refused	0	0.00%	0	0.00%	1	2.00%	109	1.07%	178	1.65%	239	2.33%
Total BME	8	26.67%	12	46.16%	21	42.00%	944	9.22%	1183	10.99%	1207	11.76%

Disability	Resits						Passes					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
No known disability	25	83.33%	23	88.46%	41	82.00%	9463	92.52%	9725	90.38%	9046	88.14%
Blind/partially sighted	0	0.00%	0	0.00%	0	0.00%	17	0.17%	27	0.25%	22	0.21%
Deaf/hearing impairment	0	0.00%	0	0.00%	0	0.00%	31	0.30%	36	0.33%	43	0.42%
Wheelchair user/mobility difficulties	1	3.33%	0	0.00%	0	0.00%	34	0.33%	32	0.30%	40	0.39%
Personal care support	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.01%
Mental health difficulties	0	0.00%	0	0.00%	0	0.00%	19	0.19%	19	0.18%	24	0.23%
An unseen disability e.g. diabetes epilepsy asthma	1	3.33%	1	3.85%	0	0.00%	108	1.06%	117	1.09%	101	0.98%
Multiple disabilities	0	0.00%	0	0.00%	0	0.00%	17	0.17%	17	0.16%	13	0.13%
Autistic Spectrum Disorder	0	0.00%	0	0.00%	1	2.00%	6	0.06%	13	0.12%	20	0.19%
A specific learning difficulty e.g. dyslexia	3	10.00%	1	3.85%	3	6.00%	345	3.37%	460	4.28%	525	5.12%
A disability not listed	0	0.00%	0	0.00%	3	6.00%	162	1.58%	146	1.36%	362	3.53%
Information refused	0	0.00%	0	0.00%	0	0.00%	2	0.02%	2	0.02%	1	0.01%
Information not sought	0	0.00%	0	0.00%	0	0.00%	1	0.01%	2	0.02%	1	0.01%
Not known	0	0.00%	1	3.85%	2	4.00%	23	0.22%	164	1.52%	64	0.62%
Total disability	5	16.66%	2	7.70%	7	14.00%	739	7.23%	867	8.07%	1151	11.21%

Age	Resits						Passes					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
1: Under 18	0	0.00%	0	0.00%	0	0.00%	133	1.30%	112	1.04%	85	0.83%
2: 18 to 20	3	10.00%	7	26.92%	15	30.00%	3592	35.12%	3896	36.21%	4076	39.72%
3: 21 to 24	12	40.00%	8	30.77%	13	26.00%	1843	18.02%	1948	18.10%	2099	20.45%
4: 25 to 29	3	10.00%	7	26.92%	5	10.00%	1005	9.83%	1051	9.77%	931	9.07%
5: 30+	12	40.00%	4	15.38%	17	34.00%	3654	35.73%	3753	34.88%	3072	29.93%
6: Unknown	0	0.00%	0	0.00%	0	0.00%	1	0.01%	0	0.00%	0	0.00%

Gender	Interruptions						Withdrawals					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
F	385	74.47%	388	72.93%	527	79.01%	942	61.13%	997	61.28%	1006	66.98%
M	132	25.53%	144	27.07%	140	20.99%	599	38.87%	630	38.72%	496	33.02%

Ethnicity	Interruptions						Withdrawals					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
White	430	83.17%	427	80.26%	535	80.21%	1129	73.26%	1299	79.84%	1140	75.90%
Black or Black British - Caribbean	8	1.55%	5	0.94%	13	1.95%	36	2.34%	45	2.77%	40	2.66%
Black or Black British - African	23	4.45%	28	5.26%	36	5.40%	94	6.10%	73	4.49%	93	6.19%
Other Black background	5	0.97%	3	0.56%	3	0.45%	9	0.58%	9	0.55%	9	0.60%
Asian or Asian British - Indian	11	2.13%	9	1.69%	10	1.50%	34	2.21%	26	1.60%	24	1.60%
Asian or Asian British - Pakistani	1	0.19%	1	0.19%	1	0.15%	14	0.91%	10	0.61%	7	0.47%
Asian or Asian British - Bangladeshi	4	0.77%	0	0.00%	1	0.15%	7	0.45%	8	0.49%	4	0.27%
Chinese	0	0.00%	1	0.19%	1	0.15%	10	0.65%	7	0.43%	12	0.80%
Other Asian background	6	1.16%	7	1.32%	11	1.65%	21	1.36%	21	1.29%	22	1.46%
Mixed - White & Black Caribbean	1	0.19%	4	0.75%	4	0.60%	7	0.45%	11	0.68%	10	0.67%
Mixed - White & Black African	0	0.00%	0	0.00%	2	0.30%	2	0.13%	1	0.06%	4	0.27%
Mixed - White & Asian	2	0.39%	4	0.75%	5	0.75%	8	0.52%	7	0.43%	7	0.47%
Other Mixed background	5	0.97%	8	1.50%	8	1.20%	17	1.10%	10	0.61%	13	0.87%
Other Ethnic background	3	0.58%	5	0.94%	9	1.35%	26	1.69%	20	1.23%	30	2.00%
Not known	14	2.71%	21	3.95%	14	2.10%	103	6.68%	62	3.81%	63	4.19%
Information refused	4	0.77%	9	1.69%	14	2.10%	24	1.56%	18	1.11%	24	1.60%
Total BME	69	13.35%	75	14.09%	104	15.60%	285	18.49%	248	15.24%	275	18.33%

Disability	Interruptions						Withdrawals					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
No known disability	460	88.97%	474	89.10%	578	86.66%	1428	92.67%	1491	91.64%	1306	86.95%
Blind/partially sighted	0	0.00%	0	0.00%	2	0.30%	1	0.06%	1	0.06%	2	0.13%
Deaf/hearing impairment	4	0.77%	4	0.75%	3	0.45%	4	0.26%	10	0.61%	10	0.67%
Wheelchair user/mobility difficulties	0	0.00%	2	0.38%	2	0.30%	5	0.32%	7	0.43%	6	0.40%
Personal care support	0	0.00%	0	0.00%	0	0.00%	1	0.06%	0	0.00%	0	0.00%
Mental health difficulties	2	0.39%	3	0.56%	7	1.05%	4	0.26%	7	0.43%	4	0.27%
An unseen disability e.g. diabetes epilepsy asthma	8	1.55%	7	1.32%	10	1.50%	18	1.17%	17	1.04%	17	1.13%
Multiple disabilities	1	0.19%	1	0.19%	0	0.00%	3	0.19%	3	0.18%	2	0.13%
Autistic Spectrum Disorder	0	0.00%	0	0.00%	1	0.15%	2	0.13%	1	0.06%	0	0.00%
A specific learning difficulty e.g. dyslexia	32	6.19%	27	5.08%	38	5.70%	40	2.60%	37	2.27%	59	3.93%
A disability not listed	8	1.55%	12	2.26%	23	3.45%	31	2.01%	25	1.54%	65	4.33%
Information refused	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Information not sought	1	0.19%	0	0.00%	1	0.15%	0	0.00%	1	0.06%	1	0.07%
Not known	1	0.19%	2	0.38%	2	0.30%	4	0.26%	27	1.66%	30	2.00%
Total disability	55	10.64%	56	10.54%	86	12.90%	109	7.06%	108	6.62%	165	10.99%

Age	Interruptions						Withdrawals					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
1: Under 18	2	0.39%	0	0.00%	1	0.15%	6	0.39%	3	0.18%	5	0.33%
2: 18 to 20	69	13.35%	58	10.90%	73	10.94%	292	18.95%	279	17.15%	217	14.45%
3: 21 to 24	77	14.89%	57	10.71%	112	16.79%	230	14.93%	190	11.68%	195	12.98%
4: 25 to 29	70	13.54%	69	12.97%	94	14.09%	181	11.75%	209	12.85%	199	13.25%
5: 30+	299	57.83%	348	65.41%	387	58.02%	831	53.93%	945	58.08%	886	58.99%
6: Unknown	0	0.00%	0	0.00%	0	0.00%	1	0.06%	1	0.06%	0	0.00%

Nationality	Interruptions						Withdrawals					
	2007	%	2008	%	2009	%	2007	%	2008	%	2009	%
1: United Kingdom	468	90.52%	481	90.41%	612	91.75%	1329	86.24%	1446	88.88%	1331	88.62%
2: European Union	21	4.06%	17	3.20%	22	3.30%	99	6.42%	82	5.04%	76	5.06%
3: Other Overseas	28	5.42%	34	6.39%	33	4.95%	113	7.33%	99	6.08%	95	6.32%

Gender	Transfers					
	2007	%	2008	%	2009	%
F	224	58.33%	335	56.49%	418	72.44%
M	160	41.67%	258	43.51%	159	27.56%

Ethnicity	Transfers					
	2007	%	2008	%	2009	%
White	210	54.69%	483	81.45%	459	79.55%
Black or Black British - Caribbean	19	4.95%	24	4.05%	12	2.08%
Black or Black British - African	48	12.50%	17	2.87%	30	5.20%
Other Black background	3	0.78%	5	0.84%	2	0.35%
Asian or Asian British - Indian	11	2.86%	3	0.51%	11	1.91%
Asian or Asian British - Pakistani	8	2.08%	3	0.51%	2	0.35%
Asian or Asian British - Bangladeshi	4	1.04%	3	0.51%	2	0.35%
Chinese	1	0.26%	3	0.51%	4	0.69%
Other Asian background	13	3.39%	9	1.52%	4	0.69%
Mixed - White & Black Caribbean	2	0.52%	7	1.18%	3	0.52%
Mixed - White & Black African	0	0.00%	0	0.00%	1	0.17%
Mixed - White & Asian	3	0.78%	1	0.17%	1	0.17%
Other Mixed background	6	1.56%	1	0.17%	4	0.69%
Other Ethnic background	18	4.69%	6	1.01%	12	2.08%
Not known	35	9.11%	24	4.05%	20	3.47%
Information refused	3	0.78%	4	0.67%	10	1.73%
Total BME	136	35.41%	82	13.85%	88	15.25%

Disability	Transfers					
	2007	%	2008	%	2009	%
No known disability	359	93.49%	554	93.42%	528	91.51%
Blind/partially sighted	1	0.26%	0	0.00%	0	0.00%
Deaf/hearing impairment	0	0.00%	3	0.51%	5	0.87%
Wheelchair user/mobility difficulties	2	0.52%	3	0.51%	0	0.00%
Personal care support	1	0.26%	0	0.00%	0	0.00%
Mental health difficulties	0	0.00%	0	0.00%	0	0.00%
An unseen disability e.g. diabetes epilepsy asthma	2	0.52%	4	0.67%	6	1.04%
Multiple disabilities	0	0.00%	1	0.17%	0	0.00%
Autistic Spectrum	0	0.00%	0	0.00%	0	0.00%

A specific learning difficulty e.g. dyslexia	8	2.08%	11	1.85%	14	2.43%
A disability not listed above	9	2.34%	4	0.67%	6	1.04%
Information refused	0	0.00%	0	0.00%	0	0.00%
Information not sought	0	0.00%	0	0.00%	0	0.00%
Not known	2	0.52%	13	2.19%	18	3.12%
Total disability	23	5.98%	26	4.38%	31	5.38%

Age	Transfers					
	2007	%	2008	%	2009	%
1: Under 18	0	0.00%	0	0.00%	0	0.00%
2: 18 to 20	15	3.91%	28	4.72%	17	2.95%
3: 21 to 24	44	11.46%	52	8.77%	49	8.49%
4: 25 to 29	44	11.46%	71	11.97%	92	15.94%
5: 30+	281	73.18%	442	74.54%	419	72.62%
6: Unknown	0	0.00%	0	0.00%	0	0.00%

Nationality	Transfers					
	2007	%	2008	%	2009	%
1: United Kingdom	327	85.16%	552	93.09%	525	90.99%
2: European Union	10	2.60%	18	3.04%	21	3.64%
3: Other Overseas	47	12.24%	23	3.88%	31	5.37%

Student Institutional Comparator Data 2009-10

This data is sourced from HEIDI, the Higher Education Information Database for Institutions. It shows equality data for students qualifying for a first degree in 2009-10 across a number of universities. These data are rounded to the nearest five to protect anonymity which can affect the accuracy of calculated percentages.

Students domiciled outside of the UK are included within the Non-UK Ethnicity category. Ethnicity is a mandatory field for UK domiciled students only.

Gender	Female		Male	
The University of Brighton	1,970	59%	1,395	41%
Canterbury Christ Church University	1,600	70%	700	30%
University of Chester	1,200	67%	585	33%
The University of Chichester	610	63%	355	37%
University of Gloucestershire	1,000	59%	690	41%
The University of Greenwich	2,015	55%	1,680	45%
The University of Kent	1,915	55%	1,550	45%
Kingston University	2,265	54%	1,950	46%
The University of Northampton	1,380	68%	650	32%
Oxford Brookes University	1,565	55%	1,265	45%
Roehampton University	1,180	75%	385	25%
The University of Winchester	755	69%	340	31%
York St John University	865	70%	365	30%

Ethnicity	BME		White	
The University of Brighton	405	14%	2,400	86%
Canterbury Christ Church University	180	9%	1,840	91%
University of Chester	90	5%	1,640	95%
The University of Chichester	40	4%	860	96%
University of Gloucestershire	95	6%	1,430	94%
The University of Greenwich	1,260	46%	1,485	54%
The University of Kent	595	21%	2,280	79%
Kingston University	1,835	52%	1,670	48%
The University of Northampton	370	21%	1,365	79%
Oxford Brookes University	255	11%	2,020	89%
Roehampton University	540	38%	890	62%
The University of Winchester	50	5%	995	95%
York St John University	25	2%	1,170	98%

Disability	No Dis		Dis	
The University of Brighton	2,910	88%	395	12%
Canterbury Christ Church University	2,070	90%	235	10%
University of Chester	1,640	92%	140	8%
The University of Chichester	765	81%	175	19%
University of Gloucestershire	1,520	90%	170	10%
The University of Greenwich	3,430	93%	265	7%
The University of Kent	3,110	90%	360	10%
Kingston University	3,890	93%	275	7%
The University of Northampton	1,850	91%	175	9%
Oxford Brookes University	2,425	86%	390	14%
Roehampton University	1,445	92%	120	8%
The University of Winchester	900	83%	190	17%
York St John University	1,100	90%	125	10%

Student Attainment Data 2008-09 and 2009-10

Gender

Gender	Total		
	2007	2008	2009
F	1485	1260	1604
M	496	560	702
Total ALL	1981	1820	2306

Gender	1											
	2007/08	% 07/08	F	M	2008/09	% 08/09	F	M	2009/10	% 09/10	F	M
F	148	9.97			171	13.57			211	13.15		
M	49	9.88			62	11.07			77	10.97		
Total ALL	197		75.13%	24.87%	233		73.39%	26.61%	288		73.26%	26.74%

Gender	02:01											
	2007/08	% 07/08	F	M	2008/09	% 08/09	F	M	2009/10	% 09/10	F	M
F	599	40.34			474	37.62			678	42.27		
M	188	37.9			186	33.21			288	41.03		
Total ALL	787		76.11%	23.89%	660		71.82%	28.18%	966		70.19%	29.81%

Gender	02:02											
	2007/08	% 07/08	F	M	2008/09	% 08/09	F	M	2009/10	% 09/10	F	M
F	641	43.16			491	38.97			582	36.28		
M	204	41.13			239	42.68			257	36.61		
Total ALL	845		75.86%	24.14%	730		67.26%	32.74%	839		69.37%	30.63%

Gender	3											
	2007/08	% 07/08	F	M	2008/09	% 08/09	F	M	2009/10	% 09/10	F	M
F	91	6.13			114	9.05			124	7.73		
M	50	10.08			68	12.14			71	10.11		
Total ALL	141		64.54%	35.46%	182		62.64%	37.36%	195		63.59%	36.41%

Gender	Pass											
	2007/08	% 07/08	F	M	2008/09	% 08/09	F	M	2009/10	% 09/10	F	M
F	6	0.4			7	0.56			9	0.56		
M	5	1.01			4	0.71			9	1.28		
Total ALL	11		54.55%	45.45%	11		63.64%	36.36%	18		50.00%	50.00%

Age	Total		
	2007	2008	2009
1: Under 18	0	0	0
2: 18 to 20	641	599	754
3: 21 to 24	662	644	847
4: 25 to 29	140	148	172
5: 30+	538	429	533
TOTAL ALL	1981	1820	2306

1

Age	2007	2007%	% of grade	2008	2008%	% of grade	2009	2009%	% of grade
1: Under 18	0	.	.	0	.	.	0	.	.
2: 18 to 20	42	6.55	21.32	63	10.52	27.04	68	9.02	23.61
3: 21 to 24	58	8.76	29.44	69	10.71	29.61	102	12.04	35.42
4: 25 to 29	17	12.14	8.63	27	18.24	11.59	24	13.95	8.33
5: 30+	80	14.87	4.06	74	17.25	31.76	94	17.64	32.64
TOTAL ALL	197	9.94		233	12.8		288	12.49	

02:01

Age	2007	2007%	% of grade	2008	2008%	% of grade	2009	2009%	% of grade
1: Under 18	0	.	.	0	.	.	0	.	.
2: 18 to 20	254	39.63	32.27	247	41.24	37.42	327	43.37	33.85
3: 21 to 24	254	38.37	32.27	197	30.59	29.85	333	39.32	34.47
4: 25 to 29	52	37.14	6.61	55	37.16	8.33	75	43.6	7.76
5: 30+	227	42.19	28.84	161	37.53	24.39	231	43.34	23.91
TOTAL ALL	787	39.73		660	36.26		966	41.89	

02:02

Age	2007	2007%	% of grade	2008	2008%	% of grade	2009	2009%	% of grade
1: Under 18	0	.	.	0	.	.	0	.	.
2: 18 to 20	307	47.89	36.33	245	40.9	33.56	313	41.51	37.31
3: 21 to 24	287	43.35	33.96	281	43.63	38.49	313	36.95	37.31
4: 25 to 29	52	37.14	6.15	53	35.81	7.26	50	29.07	5.96
5: 30+	199	36.99	23.55	151	35.2	20.68	163	30.58	19.43
TOTAL ALL	845	42.66		730	40.11		839	36.38	

3

Age	2007	2007%	% of grade	2008	2008%	% of grade	2009	2009%	% of grade
1: Under 18	0	.	.	0	.	.	0	.	.
2: 18 to 20	38	5.93	26.95	44	7.35	24.18	45	5.97	23.08
3: 21 to 24	61	9.21	43.26	90	13.98	49.45	89	10.51	45.64
4: 25 to 29	17	12.14	12.06	12	8.11	6.59	21	12.21	10.77
5: 30+	25	4.65	17.73	36	8.39	19.78	40	7.5	20.51
TOTAL ALL	141	7.12		182	10		195	8.46	

Pass

Age	2007	2007%	% of grade	2008	2008%	% of grade	2009	2009%	% of grade
1: Under 18	0	.	.	0	.	.	0	.	.
2: 18 to 20	0	0	0	0	0	0	1	0.13	5.56
3: 21 to 24	2	0.3	18.18	6	0.93	54.55	10	1.18	55.56
4: 25 to 29	2	1.43	18.18	1	0.68	9.09	2	1.16	11.11
5: 30+	7	1.3	63.63	4	0.93	36.36	5	0.94	27.78
TOTAL ALL	11	0.56		11	0.6		18	0.78	

Ethnicity

Ethnicity	Total		
	2007	2008	2009
White	1825	1607	1950
Total BME	144	134	207
Black or Black British - Caribbean	13	16	37
Black or Black British - African	33	37	50
Other Black background	1	3	4
Asian or Asian British - Indian	15	19	18
Asian or Asian British - Pakistani	7	3	8
Asian or Asian British - Bangladeshi	5	4	10
Chinese	10	6	9
Other Asian background	10	9	19
Mixed - White & Black Caribbean	6	10	13
Mixed - White & Black African	4	2	2
Mixed - White & Asian	15	10	11
Other Mixed background	14	8	16
Other Ethnic background	11	7	10
Not known	9	12	94
Information refused	3	67	54
Total	1981	1820	2305
Total declared	1969	1741	2157

Ethnicity	1		BME		White		2008		BME		White		2009		BME		White	
	2007	2007%			2008	2008%			2009	2009%			2009	2009%				
White	189	10.36			213	13.25			253	12.97								
Total BME	7	4.86			9	6.25			6	4.17								
Black or Black British - Caribbean	0	0			2	12.5			0	0								
Black or Black British - African	2	6.06			0	0			0	0								
Other Black background	0	0			0	0			0	0								
Asian or Asian British - Indian	0	0			1	5.26			0	0								
Asian or Asian British - Pakistani	1	14.29			1	33.33			0	0								
Asian or Asian British - Bangladeshi	1	20			0	0			0	0								
Chinese	0	0			0	0			2	22.22								
Other Asian background	0	0			2	22.22			1	5.26								
Mixed - White & Black Caribbean	0	0			2	20			0	0								
Mixed - White & Black African	0	0			0	0			0	0								
Mixed - White & Asian	0	0			0	0			3	27.27								
Other Mixed background	0	0			0	0			0	0								
Other Ethnic background	3	27.27			1	14.29			0	0								
Not known	0	0			6	50			24	25.53								
Information refused	1	33.33			5	7.46			5	9.26								
Total	197	9.94%	3.55%	95.94%	233	12.80%	3.86%	91.42%	288	12.49%	2.08%	87.85%						
Total declared	196	9.95%	3.57%	96.43%	222	12.75%	4.05%	95.95%	259	12.01%	2.32%	97.68%						

Ethnicity	02:01		BME		White		BME		White		BME		White	
	2007	2007%			2008	2008%			2009	2009%				
White	738	40.44			604	37.59			847	43.44				
Total BME	46	31.94			35	24.31			60	41.67				
Black or Black British - Caribbean	3	23.08			7	43.75			8	21.62				
Black or Black British - African	8	24.24			5	13.51			10	20				
Other Black background	0	0			1	33.33			1	25				
Asian or Asian British - Indian	6	40			8	42.11			5	27.78				
Asian or Asian British - Pakistani	2	28.57			0	0			3	37.5				
Asian or Asian British - Bangladeshi	0	0			0	0			3	30				
Chinese	6	60			1	16.67			2	22.22				
Other Asian background	1	10			4	44.44			7	36.84				
Mixed - White & Black Caribbean	2	33.33			2	20			6	46.15				
Mixed - White & Black African	1	25			0	0			2	100				
Mixed - White & Asian	9	60			3	30			4	36.36				
Other Mixed background	5	35.71			2	25			8	50				
Other Ethnic background	3	27.27			2	28.57			1	10				
Not known	3	33.33			1	8.33			38	40.43				
Information refused	0	0			20	29.85			20	37.04				
Total	787	39.73%	2.32%	37.25%	660	36.26%	5.30%	91.52%	965	41.87%	6.22%	87.77%		
Total declared	784	39.82%	5.87%	94.13%	639	36.70%	5.48%	94.52%	907	42.05%	6.62%	93.38%		

Ethnicity	02:02		BME		White		BME		White		BME		White	
	2007	2007%			2008	2008%			2009	2009%				
White	769	42.14			634	39.45			683	35.03				
Total BME	70	48.61			58	40.28			108	75				
Black or Black British - Caribbean	8	61.54			2	12.5			23	62.16				
Black or Black British - African	14	42.42			20	54.05			28	56				
Other Black background	1	100			0	0			2	50				
Asian or Asian British - Indian	9	60			6	31.58			10	55.56				
Asian or Asian British - Pakistani	4	57.14			2	66.67			5	62.5				
Asian or Asian British - Bangladeshi	3	60			3	75			7	70				
Chinese	2	20			5	83.33			5	55.56				
Other Asian background	7	70			1	11.11			4	21.05				
Mixed - White & Black Caribbean	4	66.67			4	40			7	53.85				
Mixed - White & Black African	1	25			1	50			0	0				
Mixed - White & Asian	6	40			5	50			3	27.27				
Other Mixed background	6	42.86			5	62.5			8	50				
Other Ethnic background	5	45.45			4	57.14			6	60				
Not known	4	44.44			4	33.33			25	26.6				
Information refused	2	66.67			34	50.75			23	42.59				
Total	845	42.66%	8.28%	91.01%	730	40.11%	7.95%	86.85%	839	36.40%	12.87%	81.41%		
Total declared	839	42.61%	8.34%	91.66%	692	39.75%	8.38%	91.69%	791	36.67%	13.65%	86.35%		

Ethnicity	3			BME			White			BME			White		
	2007	2007%		2008	2008%		2009	2009%		2007	2007%		2008	2008%	
White	118	6.47		143	8.9		153	7.85							
Total BME	21	14.58		30	20.83		30	20.83							
Black or Black British - African	9	27.27		10	27.03		11	22							
Other Black background	0	0		2	66.67		1	25							
Asian or Asian British - Indian	0	0		4	21.05		3	16.67							
Asian or Asian British - Pakistani	0	0		0	0		0	0							
Asian or Asian British - Bangladeshi	1	20		1	25		0	0							
Chinese	2	20		0	0		0	0							
Other Asian background	2	20		2	22.22		7	36.84							
Mixed - White & Black Caribbean	0	0		2	20		0	0							
Mixed - White & Black African	2	50		1	50		0	0							
Mixed - White & Asian	0	0		2	20		1	9.09							
Other Mixed background	3	21.43		1	12.5		0	0							
Other Ethnic background	0	0		0	0		2	20							
Not known	2	22.22		1	8.33		7	7.45							
Information refused	0	0		8	11.94		5	9.26							
Total	141	7.12%	14.89%	83.69%	182	10.00%	16.48%	78.57%	195	8.46%	15.38%	78.46%			
Total declared	139	7.06%	15.11%	84.89%	173	9.93%	17.34%	82.66%	183	8.48%	16.39%	83.61%			

Ethnicity	Pass			BME			White			BME			White		
	2007	2007%		2008	2008%		2009	2009%		2007	2007%		2008	2008%	
White	11	0.6		9	0.56		14	0.72							
Total BME	0	0		2	1.39		3	2.08							
Black or Black British - African	0	0		2	5.41		1	2							
Other Black background	0	0		0	0		0	0							
Asian or Asian British - Indian	0	0		0	0		0	0							
Asian or Asian British - Pakistani	0	0		0	0		0	0							
Asian or Asian British - Bangladeshi	0	0		0	0		0	0							
Chinese	0	0		0	0		0	0							
Other Asian background	0	0		0	0		0	0							
Mixed - White & Black Caribbean	0	0		0	0		0	0							
Mixed - White & Black African	0	0		0	0		0	0							
Mixed - White & Asian	0	0		0	0		0	0							
Other Mixed background	0	0		0	0		0	0							
Other Ethnic background	0	0		0	0		1	10							
Not known	0	0		0	0		0	0							
Information refused	0	0		0	0		1	1.85							
Total	11	0.56%	0.00%	100.00%	11	0.60%	18.18%	81.82%	18	0.78%	16.67%	77.78%			
Total declared	11	0.53%	0.00%	100.00%	11	0.63%	18.18%	81.82%	17	0.79%	17.65%	82.35%			

Disability

Disability	Total		
	2007	2008	2009
No known disability	1835	1658	2077
Dyslexia	0	0	0
Blind/partially sighted	5	5	3
Deaf/hearing impairment	3	2	8
Wheelchair user /mobility difficulties	8	4	17
Personal care support	0	0	0
Mental health difficulties	3	1	6
An unseen disability e.g. diabetes epilepsy asthma	18	22	28
Multiple disabilities	1	7	3
Autistic Spectrum Disorder	1	1	3
A specific learning difficulty e.g. dyslexia	69	86	123
A disability not listed above	30	30	34
Information not sought	0	1	0
Not known	8	3	4
Total Disabled	138	158	225
Total	1981	1820	2306
Total declared	1973	1816	2302

Disability	1											
	2007	2007%	Disabled	Non-disabled	2008	2008%	Disabled	Non-disabled	2009	2009%	Disabled	Non-disabled
No known disability	188	10.25			223	13.45			272	13.1		
Dyslexia	0				0				0			
Blind/partially sighted	0	0			0	0			0	0		
Deaf/hearing impairment	0	0			0	0			0	0		
Wheelchair user /mobility difficulties	1	12.5			0	0			1	5.88		
Personal care support	0				0				0			
Mental health difficulties	0	0			1	100			1	16.67		
An unseen disability e.g. diabetes epilepsy asthma	3	16.67			1	4.55			1	3.57		
Multiple disabilities	0	0			1	14.29			0	0		
Autistic Spectrum Disorder	0	0			0	0			0	0		
A specific learning difficulty e.g. dyslexia	3	4.35			2	2.33			10	8.13		
A disability not listed above	2	6.67			4	13.33			3	8.82		
Information not sought	0				0	0			0			
Not known	0	0			1	33.33			0	0		
Total Disabled	9	6.52%			9	5.70%			16	7.11%		
Total	197		4.57%	95.43%	233		3.86%	95.71%	288		5.56%	94.44%
Total declared	197		4.57%	95.43%	232		3.88%	96.12%	288		5.56%	94.44%

02:01												
Disability	2007	2007%	Disabled	Non-disabled	2008	2008%	Disabled	Non-disabled	2009	2009%	Disabled	Non-disabled
No known disability	737	40.16			604	36.43			871	41.94		
Dyslexia	0				0				0			
Blind/partially sighted	3	60			3	60			0	0		
Deaf/hearing impairment	0	0			0	0			2	25		
Wheelchair user /mobility difficulties	3	37.5			3	75			6	35.29		
Personal care support	0				0				0			
Mental health difficulties	0	0			0	0			4	66.67		
An unseen disability e.g. diabetes epilepsy asthma	6	33.33			6	27.27			17	60.71		
Multiple disabilities	1	100			0	0			2	66.67		
Autistic Spectrum Disorder	0	0			0	0			2	66.67		
A specific learning difficulty e.g. dyslexia	20	28.99			36	41.86			49	39.84		
A disability not listed above	13	43.33			8	26.67			13	38.24		
Information not sought	0				0	0			0			
Not known	4	50			0	0			0	0		
Total Disabled	46	33.33%			56	35.44%			95	42.22%		
Total	787		5.84%	93.65%	660		8.48%	91.51%	966		9.83%	90.17%
Total declared	783		5.87%	94.13%	660		8.48%	91.51%	966		9.83%	90.17%

02:02												
Disability	2007	2007%	Disabled	Non-disabled	2008	2008%	Disabled	Non-disabled	2009	2009%	Disabled	Non-disabled
No known disability	776	42.29			650	39.2			749	36.06		
Dyslexia	0				0				0			
Blind/partially sighted	2	40			2	40			2	66.67		
Deaf/hearing impairment	2	66.67			2	100			4	50		
Wheelchair user /mobility difficulties	2	25			1	25			8	47.06		
Personal care support	0				0				0			
Mental health difficulties	3	100			0	0			1	16.67		
An unseen disability e.g. diabetes epilepsy asthma	9	50			13	59.09			9	32.14		
Multiple disabilities	0	0			4	57.14			0	0		
Autistic Spectrum Disorder	1	100			1	100			1	33.33		
A specific learning difficulty e.g. dyslexia	35	50.72			41	47.67			48	39.02		
A disability not listed above	13	43.33			13	43.33			15	44.12		
Information not sought	0				1	100			0			
Not known	2	25			2	66.67			2	50		
Total Disabled	67	48.55%			77	48.73%			88	39.11%		
Total	845		7.93%	91.83%	730		10.55%	89.04%	839		10.49%	89.27%
Total declared	843		7.95%	92.05%	727		10.59%	89.41%	837		10.51%	89.49%

3												
Disability	2007	2007%	Disabled	Non-disabled	2008	2008%	Disabled	Non-disabled	2009	2009%	Disabled	Non-disabled
No known disability	124	6.76			167	10.07			168	8.09		
Dyslexia	0				0				0			
Blind/partially sighted	0	0			0	0			1	33.33		
Deaf/hearing impairment	1	33.33			0	0			2	25		
Wheelchair user /mobility difficulties	2	25			0	0			2	11.76		
Personal care support	0				0				0			
Mental health difficulties	0	0			0	0			0	0		
An unseen disability e.g. diabetes epilepsy asthma	0	0			2	9.09			1	3.57		
Multiple disabilities	0	0			2	28.57			1	33.33		
Autistic Spectrum Disorder	0	0			0	0			0	0		
A specific learning difficulty e.g. dyslexia	11	15.94			6	6.98			15	12.2		
A disability not listed above	1	3.33			5	16.67			3	8.82		
Information not sought	0				0	0			0			
Not known	2	25			0	0			2	50		
Total Disabled	15	10.87%			15	9.49%			25	11.11%		
Total	141		10.64%	87.94%	182		8.24%	91.76%	195		12.82%	86.15%
Total declared	139		10.79%	89.21%	182		8.24%	91.76%	193		12.95%	87.05%

Pass												
Disability	2007	2007%	Disabled	Non-disabled	2008	2008%	Disabled	Non-disabled	2009	2009%	Disabled	Non-disabled
No known disability	10	0.54			11	0.66			17	0.82		
Dyslexia	0				0				0			
Blind/partially sighted	0	0			0	0			0	0		
Deaf/hearing impairment	0	0			0	0			0	0		
Wheelchair user /mobility difficulties	0	0			0	0			0	0		
Personal care support	0				0				0			
Mental health difficulties	0	0			0	0			0	0		
An unseen disability e.g. diabetes epilepsy asthma	0	0			0	0			0	0		
Multiple disabilities	0	0			0	0			0	0		
Autistic Spectrum Disorder	0	0			0	0			0	0		
A specific learning difficulty e.g. dyslexia	0	0			0	0			1	0.81		
A disability not listed above	1	3.33			0	0			0	0		
Information not sought	0				0	0			0	0		
Not known	0	0			0	0			0	0		
Total Disabled	1	0.72%			0	0.00%			1	0.44%		
Total	11		9.09%	30.91%	11		0.00%	100.00%	18		5.56%	94.44%
Total declared	11		9.09%	30.91%	11		0.00%	100.00%	0		5.56%	94.44%

2007-2008 and 2008-09 Undergraduate Employment Data

Omitted from these tables: Unknown, doing something else, unable, voluntary/unpaid

Gender

Male % 07/08	Male % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	Female % 08/09	Female % 07/08
54.07	53.19	(239)	(292)	Full-time	(841)	(903)	62.02	65.39
16.97	13.66	(75)	(75)	Part-time	(207)	(218)	15.27	15.79
4.07	4.01	(18)	(22)	Self-employed	(22)	(14)	1.62	1.01
0.90	1.82	(1)	(10)	Due to start new job	(12)	(16)	0.88	1.16
76.00	72.78			Total employed			79.79	83.35
9.5	11.48	(42)	(63)	Unemployed	(100)	(73)	7.37	5.29
85.5	84.26			TOTAL			87.16	88.64

Ethnicity

Non-BME % 07/08	Non-BME % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	BME % 08/09	BME % 07/08
62.88	60.26	(1064)	(1022)	Full-time	(81)	(75)	57.45	63.56
16.25	14.74	(275)	(250)	Part-time	(18)	(15)	12.77	12.71
1.65	2.36	(28)	(40)	Self-employed	(1)	(4)	0.71	3.39
1.06	1.18	(18)	(20)	Due to start new job	(1)	(2)	0.71	1.69
81.84	78.54			Total employed			71.64	81.35
6.03	8.02	(102)	(136)	Unemployed	(20)	(8)	14.18	6.78
87.87	86.56			TOTAL			85.82	88.13

Disability

Non-Disabled% 07/08	Non-Disabled% 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	Disabled % 08/09	Disabled % 07/08
63.23	61.31	(1054)	(1027)	Full-time	(92)	(85)	48.94	56.29
16.08	14.99	(268)	(251)	Part-time	(22)	(23)	11.70	15.23
1.74	2.27	(29)	(38)	Self-employed	(5)	(3)	2.66	1.99
1.14	1.19	(19)	(20)	Due to start new job	(1)	(1)	0.53	0.66
82.19	79.76			Total employed			63.83	74.19
6.06	7.64	(101)	(128)	Unemployed	(27)	(14)	14.18	9.27
88.25	87.4			TOTAL			78.01	83.46

Age Band

24 and under % 07/08	24 and under % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	25 and over % 08/09	25 and over % 07/08
61.27	57.07	(703)	(642)	Full-time	(491)	(439)	62.95	64.56
14.57	13.60	(166)	(153)	Part-time	(129)	(127)	16.54	18.68
1.05	1.96	(12)	(22)	Self-employed	(22)	(20)	2.82	2.94
1.05	1.51	(12)	(17)	Due to start new job	(5)	(8)	0.64	1.18
77.94	74.14			Total employed			82.95	87.36
7.37	10.84	(84)	(122)	Unemployed	(41)	(31)	5.26	4.56
85.31	84.98			TOTAL			88.21	91.92

Salary Banding

Gender

Male % 07/08	Male % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	Female % 08/09	Female % 07/08
58.6	50.27	(259)	(276)	Under £30,000	(808)	(933)	59.59	67.56
4.98	7.65	(22)	(42)	£30,000 and above	(39)	(35)	2.88	2.53
36.43	42.08	(161)	(231)	Unknown	(509)	(413)	37.50	29.91

Ethnicity

Non-BME % 07/08	Non-BME % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	BME % 08/09	BME % 07/08
65.96	58.25	(1116)	(988)	Under £30,000	(72)	(70)	51.06	59.32
2.78	4.13	(47)	(70)	£30,000 and above	(5)	(10)	3.55	8.47
31.26	37.62	(529)	(638)	Unknown	(64)	(38)	45.4	32.2

Disability

Non-Disabled % 07/08	Non-Disabled % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	Disabled % 08/09	Disabled % 07/08
65.99	58.33	(1100)	(977)	Under £30,000	(91)	(88)	48.40	58.28
3.18	4.54	(53)	(76)	£30,000 and above	(4)	(3)	2.13	1.99
30.83	37.13	(514)	(622)	Unknown	(93)	(60)	49.47	39.74

Age Band

24 and under % 07/08	24 and under % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	25 and over % 08/09	25 and over % 07/08
38.74	56.53	(728)	(636)	Under £30,000	(448)	(464)	57.44	38.89
0.64	0.89	(12)	(10)	£30,000 and above	(71)	(45)	9.10	3.77
21.24	42.58	(399)	(479)	Unknown	(261)	(175)	33.46	14.67

2007-2008 and 2008-09 Postgraduate Employment Data

Omitted from these tables: Unknown, doing something else, unable, voluntary/unpaid

Gender

Male % 07/08	Male % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	Female % 08/09	Female % 07/08
76.76	82.27	(142)	(116)	Full-time	(321)	(361)	76.43	75.84
7.57	3.55	(14)	(5)	Part-time	(52)	(56)	12.38	11.76
0.54	2.84	(1)	(4)	Self-employed	(0)	(6)	0.00	1.26
0.00	0.00	(0)	(0)	Due to start new job	(1)	(1)	0.24	0.21
84.87	88.66			Total Employed			89.05	89.07
4.32	3.55	(8)	(5)	Unemployed	(17)	(18)	4.05	3.78
89.19	92.21			TOTAL			93.1	92.85

Ethnicity

Non-BME % 07/08	Non-BME % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	BME % 08/09	BME % 07/08
76.84	78.21	(471)	(384)	Full-time	(36)	(27)	75.00	65.85
10.28	10.59	(63)	(52)	Part-time	(2)	(7)	4.17	17.07
0.98	0.61	(6)	(3)	Self-employed	(1)	(1)	2.08	2.44
0.16	0.20	(1)	(1)	Due to start new job	(0)	(0)	0.00	0.00
88.26	89.61			Total Employed			81.25	85.36
3.92	3.67	(24)	(18)	Unemployed	(3)	(2)	6.25	4.88
92.18	93.28			TOTAL			87.5	90.24

Disability

Non-Disabled % 07/08	Non-Disabled % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	Disabled % 08/09	Disabled % 07/08
76.12	77.92	(475)	(413)	Full-time	(23)	(28)	76.67	75.68
10.74	10.00	(67)	(53)	Part-time	(4)	(3)	13.33	8.11
0.96	0.75	(6)	(4)	Self-employed	(0)	(1)	0.00	2.7
0.16	0.19	(1)	(1)	Due to start new job	(0)	(0)	0.00	0.00
87.98	88.86			Total Employed			90.00	86.49
4.01	3.96	(25)	(21)	Unemployed	(1)	(1)	3.33	2.7
91.99	92.82			TOTAL			93.33	89.19

Age Band

24 and under % 07/08	24 and under % 08/09	No. 07/08	No. 08/09	Emp. Type	No. 08/09	No. 07/08	25 and over % 08/09	25 and over % 07/08
83.26	88.57	(194)	(124)	Full-time	(313)	(309)	74.35	72.2
6.44	4.29	(15)	(6)	Part-time	(51)	(55)	12.11	12.85
0.00	0.71	(0)	(1)	Self-employed	(3)	(7)	0.71	1.64
0.00	0.00	(0)	(0)	Due to start new job	(1)	(1)	0.24	0.23
89.7	93.57			Total Employed			87.41	86.92
2.58	3.57	(6)	(5)	Unemployed	(17)	(20)	4.04	4.67
92.28	97.14			TOTAL			91.45	91.59

Salary Banding

Gender

Male % 07/08	Male % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	Female % 08/09	Female % 07/08
45.95	43.26	(85)	(61)	Under £30,000	(231)	(291)	55.00	61.13
24.86	26.95	(46)	(38)	£30,000 and above	(83)	(67)	19.76	14.08
29.19	29.79	(54)	(42)	Unknown	(106)	(118)	25.24	24.79

Ethnicity

Non-BME % 07/08	Non-BME % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	BME % 08/09	BME % 07/08
57.75	53.97	(354)	(265)	Under £30,000	(21)	(19)	43.75	46.34
16.64	21.79	(102)	(107)	£30,000 and above	(1)	(10)	16.67	24.39
25.61	24.24	(157)	(119)	Unknown	(19)	(12)	39.58	29.26

Disability

Non-Disabled% 07/08	Non-Disabled% 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	Disabled % 08/09	Disabled % 07/08
57.05	51.51	(356)	(273)	Under £30,000	(18)	(20)	60.00	54.05
17.79	21.89	(111)	(116)	£30,000 and above	(4)	(2)	13.33	5.41
25.16	26.42	(157)	(140)	Unknown	(8)	(15)	26.67	40.54

Age Band

24 and under % 07/08	24 and under % 08/09	No. 07/08	No. 08/09	Salary	No. 08/09	No. 07/08	25 and over % 08/09	25 and over % 07/08
72.53	77.14	(169)	(108)	Under £30,000	(184)	(207)	43.71	48.36
1.29	1.43	(3)	(2)	£30,000 and above	(118)	(110)	28.03	25.7
26.18	21.43	(61)	(30)	Unknown	(118)	(111)	28.03	25.93