DMU Equality, Diversity and Inclusion Annual Report

Summary of Staff and student key data (October 2022 to October 2023)

Student Data – Demographic Overview (of home FT UG students)

1. The proportion of mature students at DMU grew from 15.5% in 2019/20 to 20.8% in 2021/22 (+5.3%). Although a smaller population than compared to the sector (29.0% in 2021/22), DMU's mature student growth has been more marked (the sector grew by 2.1% over the same timeframe.

2. 20% of the population of students at DMU identify themselves as disabled. This figure has remained relatively stable since 2019/20, but is 2.9% greater than the sector average. The largest category of students identifying as disabled are for those with multiple impairments (7.1%). In contrast the sector average is 3.2%.

3. The proportion of students at DMU from Black, Asian and ethnic minoritised backgrounds has increased slightly from 53.0% to 54.6% between 2019/20 and 2021/22. The sector has seen a similar increase, however DMU's population is much higher (34.8% for the sector in 2021/22).

4. DMU's Black student population has seen the biggest growth between 2019/20 and 2021/22, from 18.5% to 20.3%. This is double the size of the sector average. Asian students make up the largest population of ethnic minoritised students at DMU (25.4% of all students). DMU's Asian student population is c.10% higher than the sector average.

5. DMU has a larger proportion of students from disadvantaged backgrounds than compared to the sector average. Nearly 52.0% of students are from the two quintiles most representing levels of disadvantage. This population of students has increased by more than 4.0% between 2019/20 and 2021/22. The sector average for students with the same assessment of levels of disadvantage is 44.1%.

The student lifecycle

Continuation

6. Continuation refers to the proportion of students registered with DMU 1 yr. and 15 days after their first enrolment. Regarding continuation, our Access and Participation data shows that:

    a. Mature students are less likely to continue than young students; and specifically when comparing young students with those aged 31 and over.

    b. Students who are most disadvantaged (Quintiles 1&2) are less likely to continue that those who are least disadvantaged (Quintiles 3-5)

c. Male students who are most disadvantaged are less likely to complete compared with male students who are least disadvantaged.

d. Students who have been eligible for free school meals are less likely to continue than those not eligible for free school meals.

e. Black students and students of Mixed ethnicity are less likely to continue than Asian, or White students.

f. Male students are less likely to continue compared with female students

Completion

7. Completion refers to the proportion of students who have received an intended award with DMU 4 yrs. and 15 days after their first enrolment. Regarding completion, our Access and Participation data shows that:

    a. Mature students are less likely to complete their studies compared with young students.

    b. Those students who are in the most deprived quintile (Q1) have a -8% lower completion rate than those students in the most advantaged quintiles (Q4 & Q5).

    c. For Free School Meals those who have been eligible have a -4% lower completion rate than students who have been ineligible.

    d. Students who are of Asian ethnicity have the highest rate of completion (90.6%). This is higher than students who are of Black (-4.8%), Mixed (-3.5%) Other (-4.5%) or White (-0.6%) ethnicities. All except students who are of Asian ethnicity have completion outcomes below expected benchmarks,

    e. Male students have a -4.5% lower completion rate that female students.

Progression

8. Progression refers to employment in highly skilled jobs, or further study, 15 months after graduating. Our Access and Participation Plan data shows:

    a. Mature students are more likely to progress into highly skilled employment than compared with young students (+7.4%).

    b. Students who are most disadvantaged (Q1&2) are significantly less likely to progress than those less disadvantaged (-17%).

    c. Students eligible for free school meals are less likely to progress than those not eligible (-8.0%).

Staff Data – Demographic Overview

1.1 Workforce Demographics (from Workforce Profile report June 2023)

1.1.1 While it is recommended to use the terms 'other' and 'prefer not to say' for people who are non-binary, the reporting requirements for the HMRC can only state whether a person is 'Male' or 'Female' and therefore this data has been used in this report.

1.1.2 The following charts show the protected characteristics of the University's workforce as at 30th April 2023 (Q3) compared to last year. Note: this data only shows the statutory characteristics required by HESA (Sex id, Ethnicity, Disability, and Age).

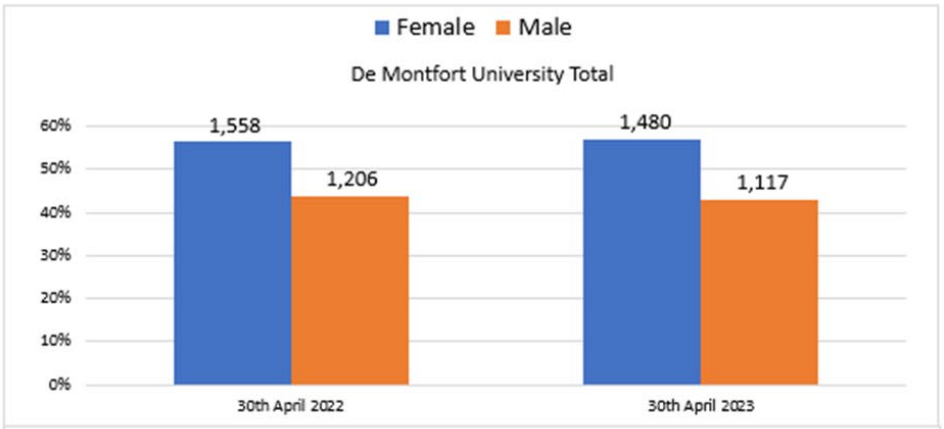
1.1.3 The university has more female staff (57%), this is proportionally consistent to previous years although there are more senior staff that are male (over 60%). This is predominantly due to there being more male professors. Currently only 32% of professor are female. The senior staff population excluding professors shows the split to be 43% female and 57% male.

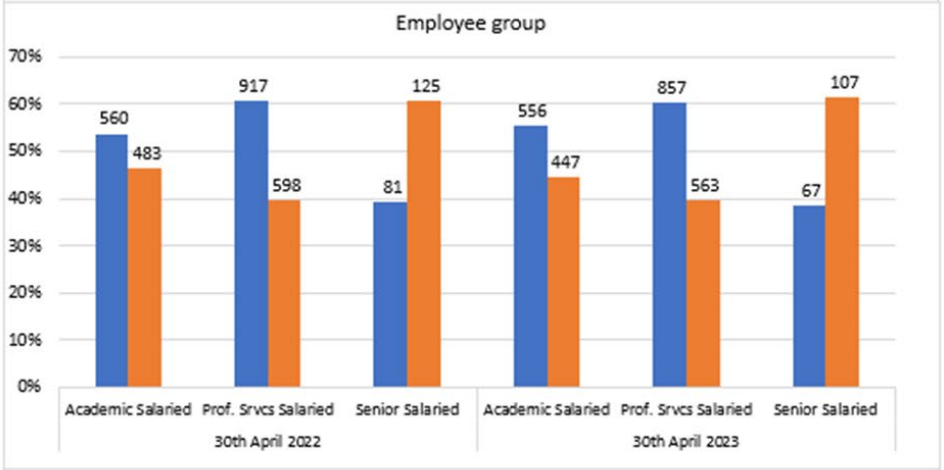
1.1.4 Overall, the academic cohort of CEM is mainly male and white and ADH has more female academic staff and a lower BAME representation. BAL has the most equal representation of ethnic groups with almost a 50% white and over 50% BAME population. 33% of DMU staff are BAME, however only 21% of the senior staff are in this group. The proportion of BAME professors is 23% which is a slight increase on last year. DMU's ethnic diversity profile does not reflect the local population of Leicester; however, the talent reach of the university is global and therefore draws employees far wider than the city.

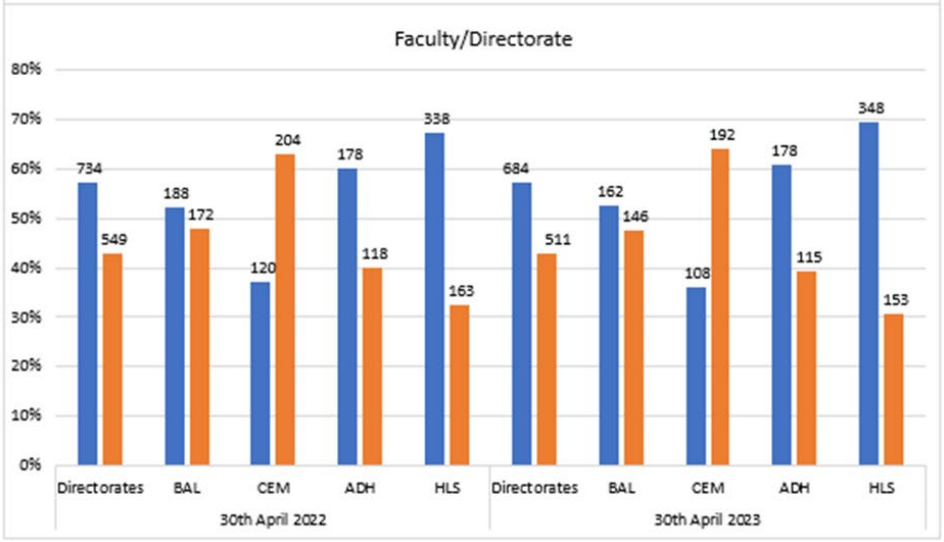
1.1.5 The data shows a higher proportion of staff have a disability compared to last year (12%). This is due to a recent drive by People Services to improve the collection of disability data. This has resulted in a significant reduction from 223 staff members to one staff member stating 'not known' in relation to their disability status.

1.1.6 DMU staff are mainly between the ages of 35 - 49 years. There has been a drop in the proportion of staff aged 50 and over. This may be a result, in part, of some staff in this age group taking early retirement via the voluntary severance scheme in 2020/2021. The senior staff group had the largest proportional fall in the number of staff in this age group due to a proportionate increase in staff in younger age groups. ADH had the largest proportion of staff aged between 50 – 65 years (47%).

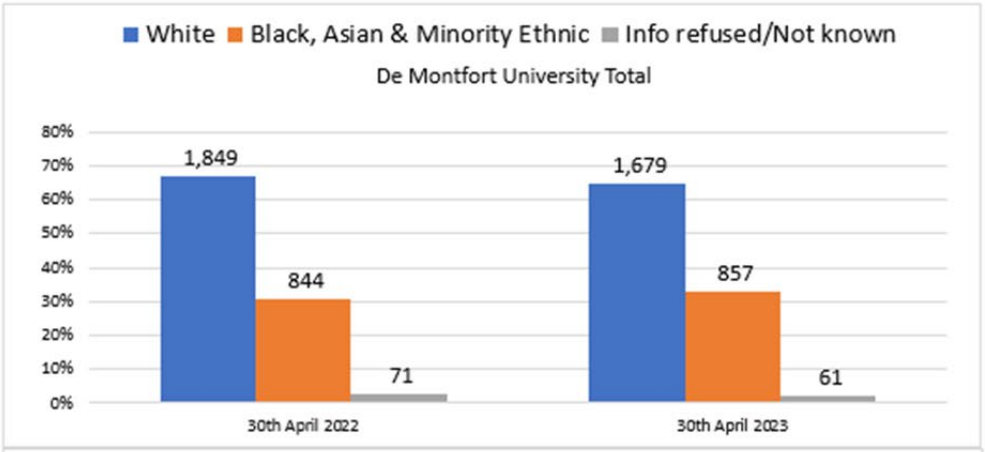
Sex ID

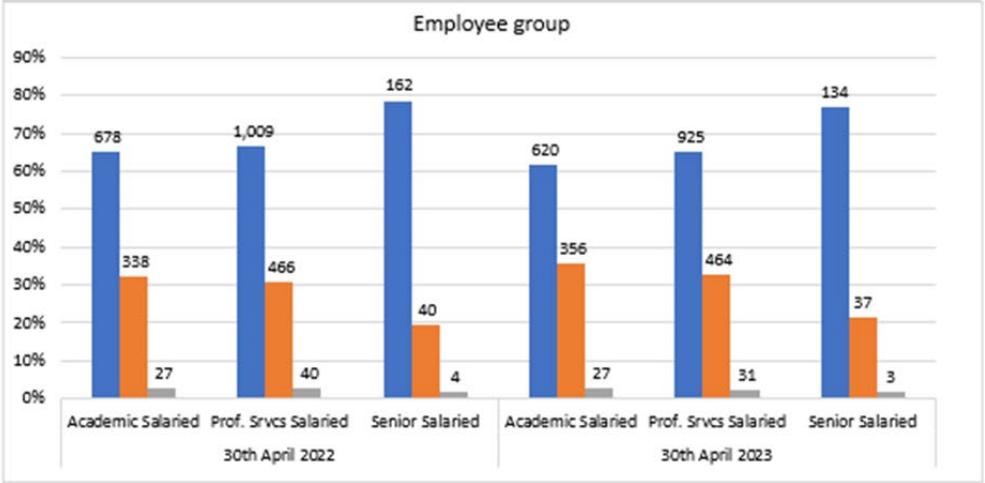

Female
Male
De Montfort University Total
60%
50%
40%
30%
20%
10%
0%
1,558
1,206
1,480
1,117
30th April 2022
30th April 2023

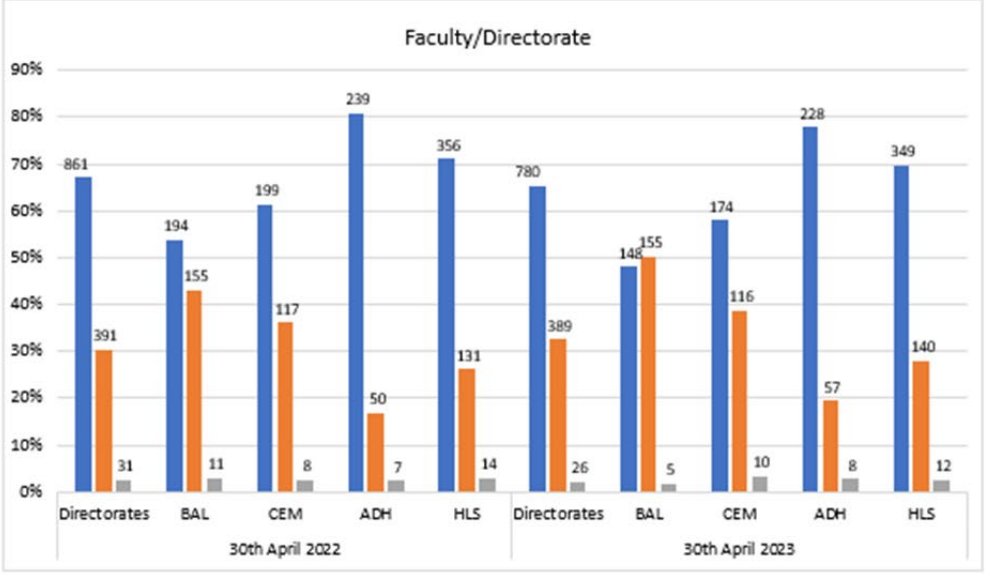

Employee group
70%
60%
50%
40%
30%
20%
10%
0%
560
483
917
598
81
125
556
447
857
563
67
107
Academic Salaried
Prof. Srvcs Salaried
Senior Salaried
Academic Salaried
Prof. Srvcs Salaried
Senior Salaried
30th April 2022
30th April 2023


Faculty/Directorate
80%
70%
60%
50%
40%
30%
20%
10%
0%
734
549
188
172
120
204
178
118
338
163
684
511
162
146
108
192
178
115
348
153
Directorates
BAL
CEM
ADH
HLS
Directorates
BAL
CEM
ADH
HLS
30th April 2022
30th April 2023

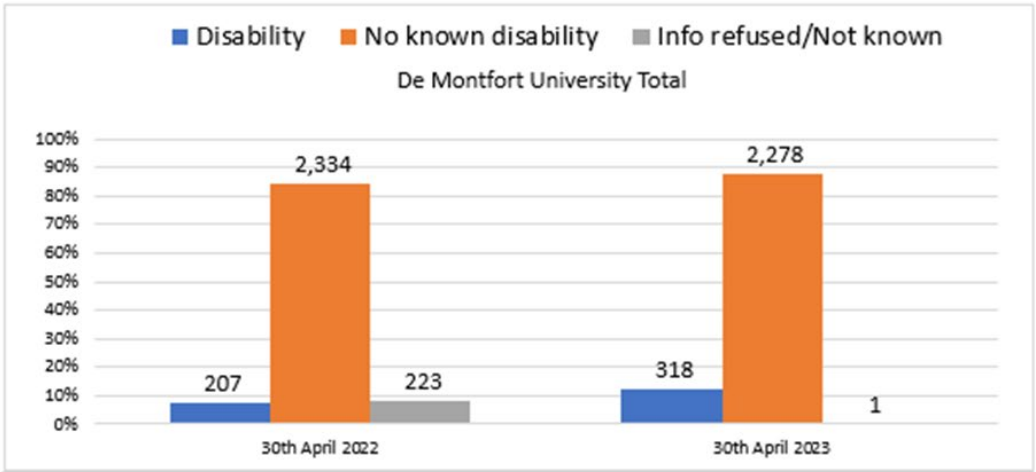
Ethnic group

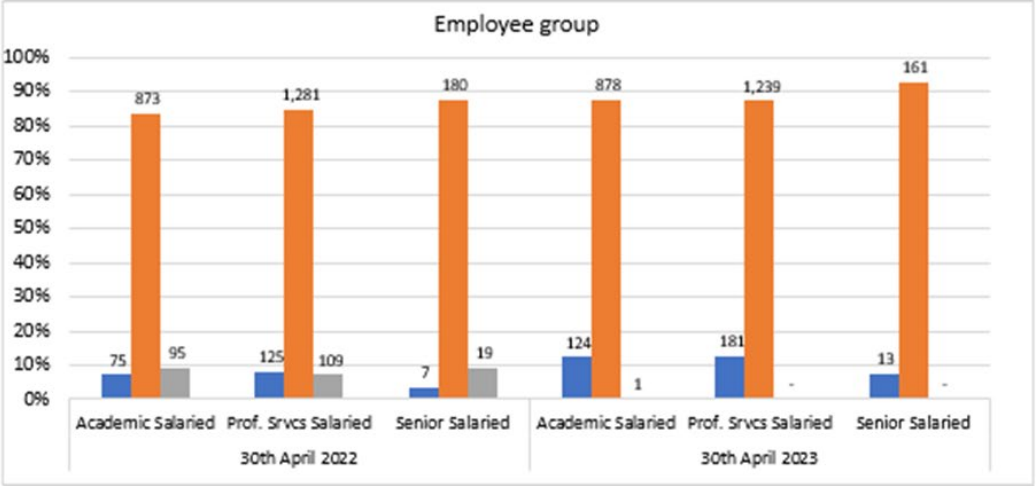


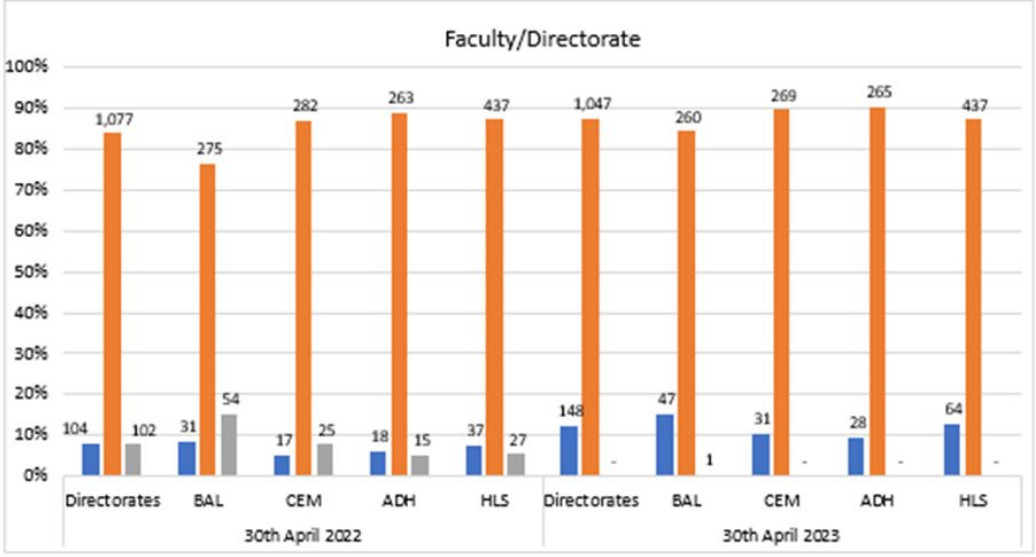




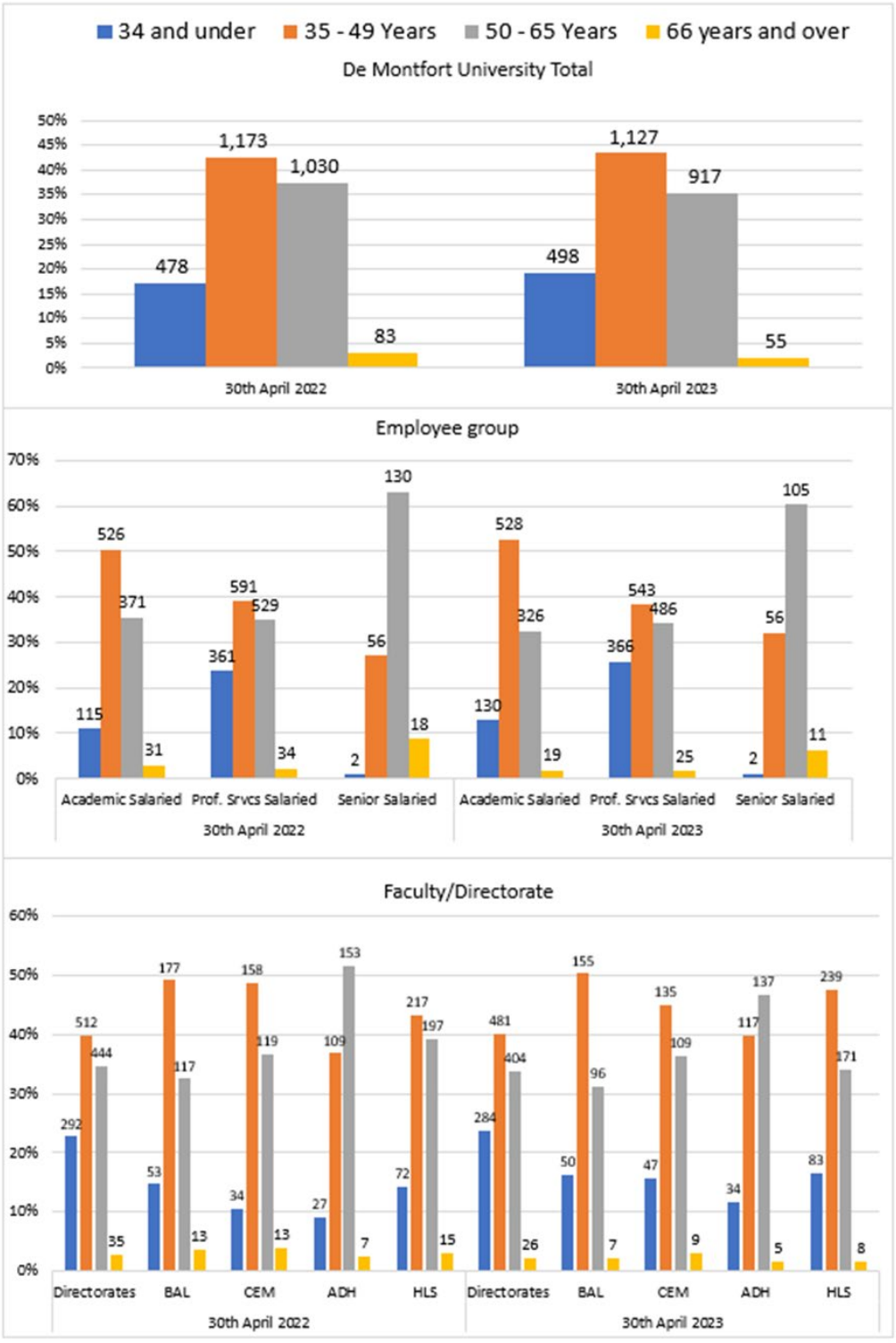
Disability status







Age group



1.2 Pay and Staff Diversity

1.2.1 Although there are more male academics than female, Chart 2.3 shows that there are fewer females represented in the higher academic grades, with the gap increasing in the past year. Conversely, the male:female split in the senior cohort is 46:54%, with a the much higher female representation in the higher Senior Executive

(SE) grade. Work is now in train to continue the university's commitment to the Athena Swan Charter with the aim of improving and enhance the careers and representation of women at the university. This is part of the broader Equality for All strategy in place at the university.

1.2.2 BAME colleagues count for at least 33% of the workforce and are particularly over-represented in Grade B (Professional Services) and F (Academics) and under-represented in Grades H (Professional Services) and I (Academic) (Chart 2.4).

1.2.3 There has been a proportional increase in BAME academics in grades F and above and in BAME professors over the past year which has contributed to DMU being the first university to earn a Silver Race Equality Charter award. Work is continuing at DMU to enhance its workforce profile from an ethnicity perspective including supporting the funding for five places on a 12-month development programme to support Black women into professorships.

Chart 2.3: Staff by Pay Grade and Sex

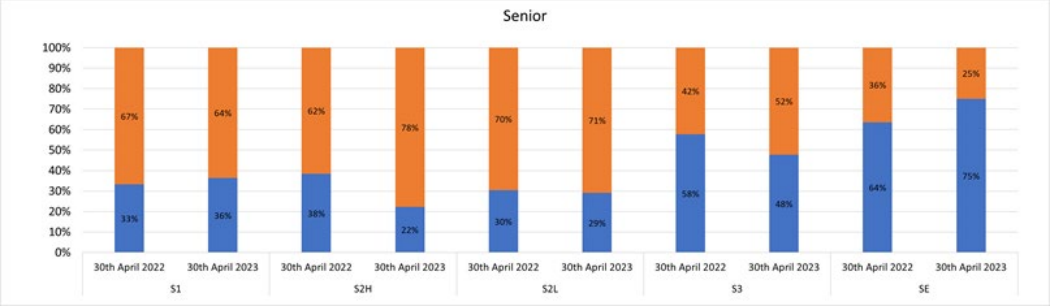
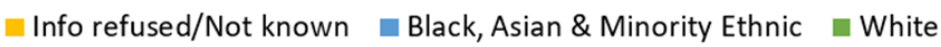
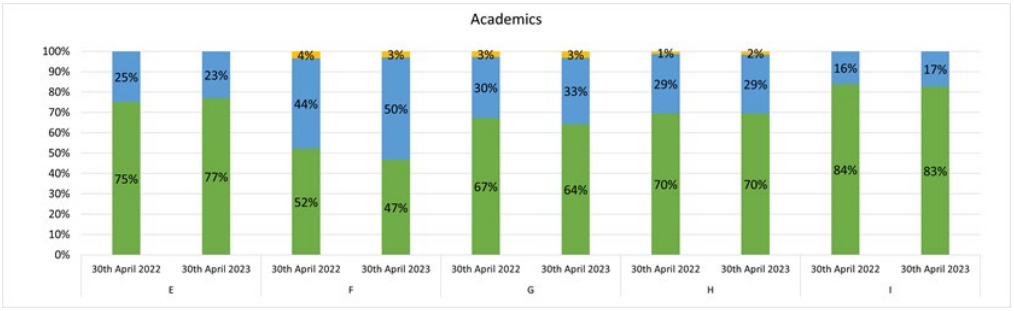
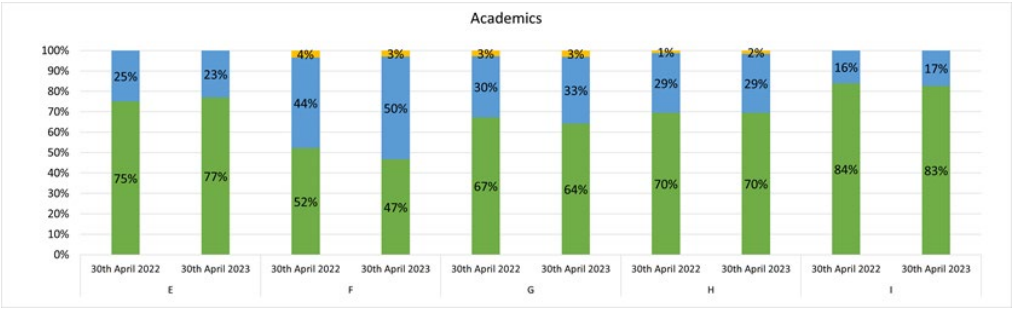
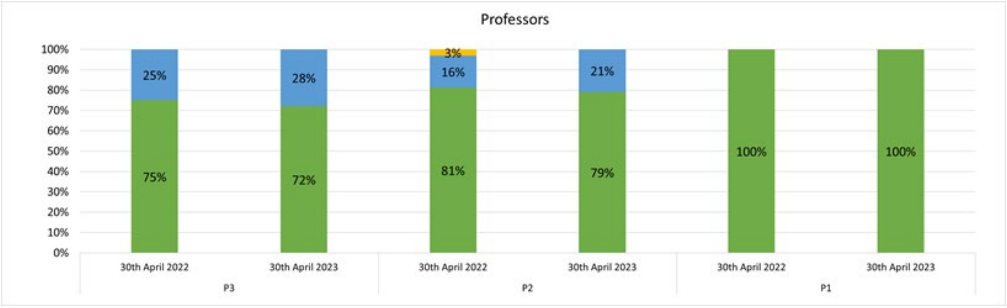
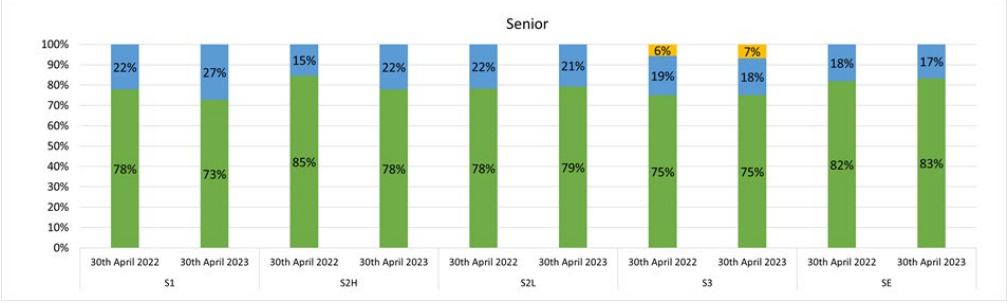



Chart 2.4: Staff by Pay Grade and Ethnic Group