

Annex C – equality and diversity (E&D) data on students and OfS staff

Part 1 – Data on Students

(See also <https://www.officeforstudents.org.uk/data-and-analysis/equality-and-diversity/equality-and-diversity-data/>)

Higher education statistics – undergraduate students

Equality and Diversity data

This data applies to:

- All students (as determined by the standard higher education registration population) between 2010-11 and 2018-19
- Enrolled at English HEPs
- Domiciled in the UK
- Undertaking undergraduate qualifications
- Split by mode of study (FT/PT)

It is compulsory for providers to return data on age, disability, ethnicity and sex.

Table 1- Age on entry

Mode of study	Age on entry	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Full-time	Under 21 years	773,355	812,365	804,790	813,255	818,460	847,320	869,165	881,605	879,610
		77.5%	78.7%	79.2%	79.5%	77.8%	78.0%	77.8%	77.7%	77.4%
	21 to 25 years	114,400	112,490	109,245	109,045	113,360	115,895	116,390	116,270	115,940
		11.5%	10.9%	10.7%	10.7%	10.8%	10.7%	10.4%	10.2%	10.2%
	26 to 30 years	40,775	39,920	38,145	37,600	41,880	42,980	45,230	46,005	46,545
		4.1%	3.9%	3.8%	3.7%	4.0%	4.0%	4.0%	4.1%	4.1%
	31 to 40 years	44,210	43,030	41,375	40,315	47,295	48,510	51,605	52,995	55,185
		4.4%	4.2%	4.1%	3.9%	4.5%	4.5%	4.6%	4.7%	4.9%
	41 to 50 years	21,225	20,210	19,090	18,865	23,975	24,650	26,745	27,845	28,865
		2.1%	2.0%	1.9%	1.8%	2.3%	2.3%	2.4%	2.5%	2.5%
	51 years and over	3,965	3,805	3,600	4,195	6,805	7,625	8,725	9,710	10,095

		0.4%	0.4%	0.4%	0.4%	0.6%	0.7%	0.8%	0.9%	0.9%
	No response				85					
	Total	997,945	1,031,830	1,016,260	1,023,360	1,051,790	1,086,985	1,117,865	1,134,430	1,136,255
Part-time	Under 21 years	44,390	45,030	41,255	39,555	40,615	40,880	40,960	41,545	44,330
		12.1%	12.3%	13.5%	14.5%	16.1%	16.7%	17.9%	19.1%	20.2%
	21 to 25 years	67,080	67,250	58,450	55,080	53,665	53,070	50,755	48,515	49,430
		18.3%	18.4%	19.2%	20.3%	21.2%	21.7%	22.2%	22.3%	22.5%
	26 to 30 years	60,170	60,040	50,390	46,220	43,590	42,490	39,530	37,405	37,480
		16.4%	16.4%	16.5%	17.0%	17.2%	17.3%	17.3%	17.2%	17.0%
	31 to 40 years	98,120	96,490	77,420	67,000	59,755	56,815	51,830	48,760	49,090
		26.7%	26.4%	25.4%	24.6%	23.6%	23.2%	22.6%	22.4%	22.3%
	41 to 50 years	69,020	67,420	53,060	44,190	37,995	35,190	30,735	27,275	26,335
		18.8%	18.4%	17.4%	16.3%	15.0%	14.4%	13.4%	12.5%	12.0%
51 years and over	28,630	29,650	24,395	19,885	17,150	16,505	15,065	13,915	13,235	
	7.8%	8.1%	8.0%	7.3%	6.8%	6.7%	6.6%	6.4%	6.0%	
	No response	135	120	70		40	30		30	
	Total	367,545	366,000	305,040	271,945	252,815	244,980	228,900	217,445	219,920

Age as of 31 August in the academic year of entry.

Disability

It is important to note that disability is recorded on the basis of the student's own self-assessment. Changes in the number of students reporting a disability likely represent changes in data reporting and not necessarily time series trends.

Table 2- Broad disability

Mode of study	Disability (broad)	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Full-time		895,625	918,805	895,480	894,035	913,455	935,840	953,910	956,405	943,890

	No disability reported	89.7%	89.0%	88.1%	87.4%	86.8%	86.1%	85.3%	84.3%	83.1%
	Disability reported	102,320	113,025	120,780	129,325	138,330	151,145	163,950	178,025	192,365
		10.3%	11.0%	11.9%	12.6%	13.2%	13.9%	14.7%	15.7%	16.9%
	Total	997,945	1,031,830	1,016,260	1,023,360	1,051,790	1,086,985	1,117,865	1,134,430	1,136,255
Part-time	No disability reported	333,465	328,165	268,590	236,805	217,540	208,500	192,720	180,640	179,890
		90.7%	89.7%	88.1%	87.1%	86.0%	85.1%	84.2%	83.1%	81.8%
	Disability reported	34,075	37,840	36,450	35,140	35,275	36,480	36,180	36,805	40,030
		9.3%	10.3%	11.9%	12.9%	14.0%	14.9%	15.8%	16.9%	18.2%
	Total	367,545	366,000	305,040	271,945	252,815	244,980	228,900	217,445	219,920

Table 3- Detailed disability

Mode of study	Disability (detailed)	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Full-time	No disability reported	895,625	918,805	895,480	894,035	913,455	935,840	953,910	956,405	943,890
		89.8%	89.1%	88.1%	87.4%	86.9%	86.2%	85.4%	84.4%	83.1%
	Cognitive or learning difficulties	59,305	65,465	68,360	70,840	71,115	72,800	72,815	71,330	71,615
		5.9%	6.3%	6.7%	6.9%	6.8%	6.7%	6.5%	6.3%	6.3%
	Mental health condition	8,155	10,425	12,715	15,850	20,275	26,975	34,785	44,255	54,550
		0.8%	1.0%	1.3%	1.5%	1.9%	2.5%	3.1%	3.9%	4.8%
	Multiple impairments	14,345	15,210	16,800	18,445	20,870	21,570	23,495	27,220	29,090
		1.4%	1.5%	1.7%	1.8%	2.0%	2.0%	2.1%	2.4%	2.6%
	Sensory, medical or physical impairments	18,285	19,015	19,390	20,030	21,125	22,795	24,745	26,275	27,195
		1.8%	1.8%	1.9%	2.0%	2.0%	2.1%	2.2%	2.3%	2.4%
Social or communication impairment	2,140	2,825	3,305	3,920	4,720	5,995	7,185	8,200	9,390	
	0.2%	0.3%	0.3%	0.4%	0.4%	0.6%	0.6%	0.7%	0.8%	
No response	100	85	215	245	220	1,000	930	745	530	
	Total	997,945	1,031,830	1,016,260	1,023,360	1,051,790	1,086,985	1,117,865	1,134,430	1,136,255
Part-time		333,465	328,165	268,590	236,805	217,540	208,500	192,720	180,640	179,890

	No disability reported	90.7%	89.7%	88.1%	87.1%	86.1%	85.2%	84.3%	83.2%	81.9%
	Cognitive or learning difficulties	9,385	10,230	9,970	9,710	9,425	9,300	8,985	8,850	9,210
		2.6%	2.8%	3.3%	3.6%	3.7%	3.8%	3.9%	4.1%	4.2%
	Mental health condition	3,090	4,170	4,690	5,030	5,410	6,245	6,920	8,315	10,090
		0.8%	1.1%	1.5%	1.8%	2.1%	2.6%	3.0%	3.8%	4.6%
	Multiple impairments	15,485	17,160	15,420	13,955	13,965	13,815	13,260	12,360	13,210
		4.2%	4.7%	5.1%	5.1%	5.5%	5.6%	5.8%	5.7%	6.0%
	Sensory, medical or physical impairments	5,805	5,860	5,880	5,880	5,795	6,075	5,925	5,980	6,115
		1.6%	1.6%	1.9%	2.2%	2.3%	2.5%	2.6%	2.8%	2.8%
	Social or communication impairment	260	365	415	480	610	705	890	1,070	1,235
		0.1%	0.1%	0.1%	0.2%	0.2%	0.3%	0.4%	0.5%	0.6%
	No response	55	55	80	85	65	340	200	225	170
	Total	367,545	366,000	305,040	271,945	252,815	244,980	228,900	217,445	219,920

Table 4- Ethnicity

Mode of study	Ethnicity	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Full-time	Asian	112,950	116,440	118,155	120,870	130,020	138,175	146,180	153,220	157,980
		11.5%	11.4%	11.8%	12.0%	12.6%	12.9%	13.2%	13.6%	14.0%
	Black	71,945	74,245	76,110	78,305	92,235	97,800	102,815	105,890	107,295
		7.3%	7.3%	7.6%	7.8%	8.9%	9.1%	9.3%	9.4%	9.5%
	Mixed	35,745	38,505	38,940	40,645	43,250	46,940	50,190	52,815	54,800
		3.6%	3.8%	3.9%	4.1%	4.2%	4.4%	4.5%	4.7%	4.9%
	Other	11,485	12,055	13,140	14,200	16,585	18,255	19,740	21,290	22,535
		1.2%	1.2%	1.3%	1.4%	1.6%	1.7%	1.8%	1.9%	2.0%
	White	751,600	778,590	754,630	749,285	752,085	773,210	787,915	789,540	782,565
		76.4%	76.3%	75.4%	74.7%	72.7%	72.0%	71.2%	70.3%	69.6%
	No response	14,225	11,985	15,290	20,045	17,615	12,605	11,025	11,670	11,080

	Total	997,945	1,031,830	1,016,260	1,023,360	1,051,790	1,086,985	1,117,865	1,134,430	1,136,255
Part-time	Asian	20,735	20,960	17,805	15,920	15,730	14,880	13,945	13,235	13,265
		5.8%	5.9%	6.0%	6.0%	6.3%	6.2%	6.2%	6.2%	6.1%
	Black	23,590	23,450	19,985	17,545	16,570	15,955	14,680	13,290	13,375
		6.6%	6.6%	6.7%	6.6%	6.7%	6.7%	6.5%	6.2%	6.2%
	Mixed	7,430	7,895	7,090	6,625	6,460	6,260	6,025	5,965	6,300
		2.1%	2.2%	2.4%	2.5%	2.6%	2.6%	2.7%	2.8%	2.9%
	Other	3,280	3,330	2,970	2,690	2,920	2,760	2,640	2,525	2,595
		0.9%	0.9%	1.0%	1.0%	1.2%	1.2%	1.2%	1.2%	1.2%
	White	301,705	300,880	250,280	223,360	206,025	199,755	187,325	178,165	180,315
		84.6%	84.4%	84.0%	83.9%	83.2%	83.4%	83.4%	83.6%	83.5%
No response	10,805	9,485	6,910	5,800	5,115	5,370	4,285	4,260	4,065	
	Total	367,545	366,000	305,040	271,945	252,815	244,980	228,900	217,445	219,920

For comparison, the numbers and proportions of pupils at the end of key stage 4 in state-funded schools in the academic year 2017-18 are included here. Data published by Department for Education - <https://www.ethnicity-facts-figures.service.gov.uk/education-skills-and-training/11-to-16-years-old/gcse-results-attainment-8-for-children-aged-14-to-16-key-stage-4/latest#data-sources>. The population data from the last census (2011) is now very old so this schools data is provided instead. Note the OfS grouping of ethnicity differs slightly to the data below; we group Gypsy or Traveller within Other rather than White as is the case for this DfE data and we include Chinese students in the Asian group rather than as a separate group.

Table 5 Ethnicity proportions

Ethnicity	Pupils	Proportion
Asian	55,737	10.8%
Black	28,949	5.6%
Chinese	1,875	0.4%
Mixed	24,646	4.8%
White	396,680	76.8%
Other	8,573	1.7%

Table 6- Sex

Mode of study	Sex	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Full-time	Female	555,995	571,950	562,135	565,175	581,000	604,100	624,920	637,780	643,025
		55.7%	55.4%	55.3%	55.2%	55.2%	55.6%	55.9%	56.2%	56.6%
	Male	441,950	459,875	454,075	458,110	470,655	482,475	492,500	496,035	492,445
		44.3%	44.6%	44.7%	44.8%	44.7%	44.4%	44.1%	43.7%	43.3%
	Other sex			50	75	135	410	440	615	785
			0.00%	0.00%	0.00%	0.00%	0.00%	0.10%	0.10%	
	Total	997,945	1,031,830	1,016,260	1,023,360	1,051,790	1,086,985	1,117,865	1,134,430	1,136,255
Part-time	Female	221,570	218,475	180,050	158,070	143,845	137,395	127,240	119,355	120,680
		60.3%	59.7%	59.0%	58.1%	56.9%	56.1%	55.6%	54.9%	54.9%
	Male	145,975	147,525	124,980	113,870	108,955	107,565	101,630	98,040	99,170
		39.7%	40.3%	41.0%	41.9%	43.1%	43.9%	44.4%	45.1%	45.1%
	Other sex							35	50	65
							0.00%	0.00%	0.00%	
	Total	367,545	366,000	305,040	271,945	252,815	244,980	228,900	217,445	219,920

Equality and diversity data (experimental)

This data applies to:

- UK-domiciled entrants at English HEPs (only providers on the HESA student record)
- Undertaking undergraduate qualifications
- Split by mode of study (FT/PT)

It is optional for providers to return data on gender identity and sexual orientation. As such these fields do not have the same coverage as those above. Religion or belief was previously optional but became compulsory from 2017-18 onwards.

Table 7- Gender identity

Mode of study	Gender identity	2016-17	2017-18	2018-19
Full-time	Not the same as the gender assigned at birth	1,925	1,840	1,940
		0.9%	0.8%	0.8%
	Same as the gender assigned at birth	207,405	225,625	224,850
		96.1%	96.7%	96.5%
	Information refused	6,455	5,875	6,140
		3.0%	2.5%	2.6%
No response	19,045	14,730	29,220	
	Total	234,830	248,075	262,150
Part-time	Not the same as the gender assigned at birth	235	145	190
		0.8%	0.5%	0.7%
	Same as the gender assigned at birth	28,000	24,955	26,760
		95.2%	93.6%	92.2%
	Information refused	1,190	1,565	2,090
		4.0%	5.9%	7.2%
No response	13,760	14,240	12,330	
	Total	43,185	40,900	41,365

Gender identity data is only included from 2016-17 onwards due to quality concerns for previous years.

Table 8- Religion or belief

Mode of study	Religion or belief	2017-18	2018-19
Full-time	Any other religion or belief	5,560	5,710
		1.5%	1.6%
	Buddhist	3,340	1,590
		0.9%	0.4%
	Christian	104,545	106,255
28.6%		29.1%	

	Hindu	6,655	6,960
		1.8%	1.9%
	Jewish	1,540	1,705
		0.4%	0.5%
	Muslim	38,645	41,400
		10.6%	11.3%
	No religion	167,605	167,035
		45.8%	45.8%
	Sikh	4,080	4,090
		1.1%	1.1%
	Spiritual	4,230	4,300
		1.2%	1.2%
	Information refused	29,825	25,745
		8.1%	7.1%
	No response	790	3,745
	Total	366,815	368,535
Part-time	Any other religion or belief	1,040	1,090
		1.5%	1.6%
	Buddhist	810	385
		1.2%	0.6%
	Christian	22,365	23,535
		32.0%	35.3%
	Hindu	440	520
		0.6%	0.8%
	Jewish	150	150
		0.2%	0.2%
	Muslim	1,850	1,935
		2.6%	2.9%
	No religion	26,310	28,025
		37.7%	42.0%
	Sikh	250	300
		0.4%	0.5%
	Spiritual	1,015	1,170
		1.5%	1.8%
	Information refused	15,610	9,575
		22.4%	14.4%
	No response	24,815	28,130
	Total	94,655	94,820

Prior to 2017-18, it was optional for providers to report the religion or belief of their students but this is now compulsory. This change in reporting caused large changes in the proportions of the different religion or belief groups. As such, only the statistics for 2017-18 onwards are included here.

Figure 1

The proportions of the different religion or belief groups for UK-domiciled undergraduate entrants in 2017-18 and 2018-19, split by mode of study

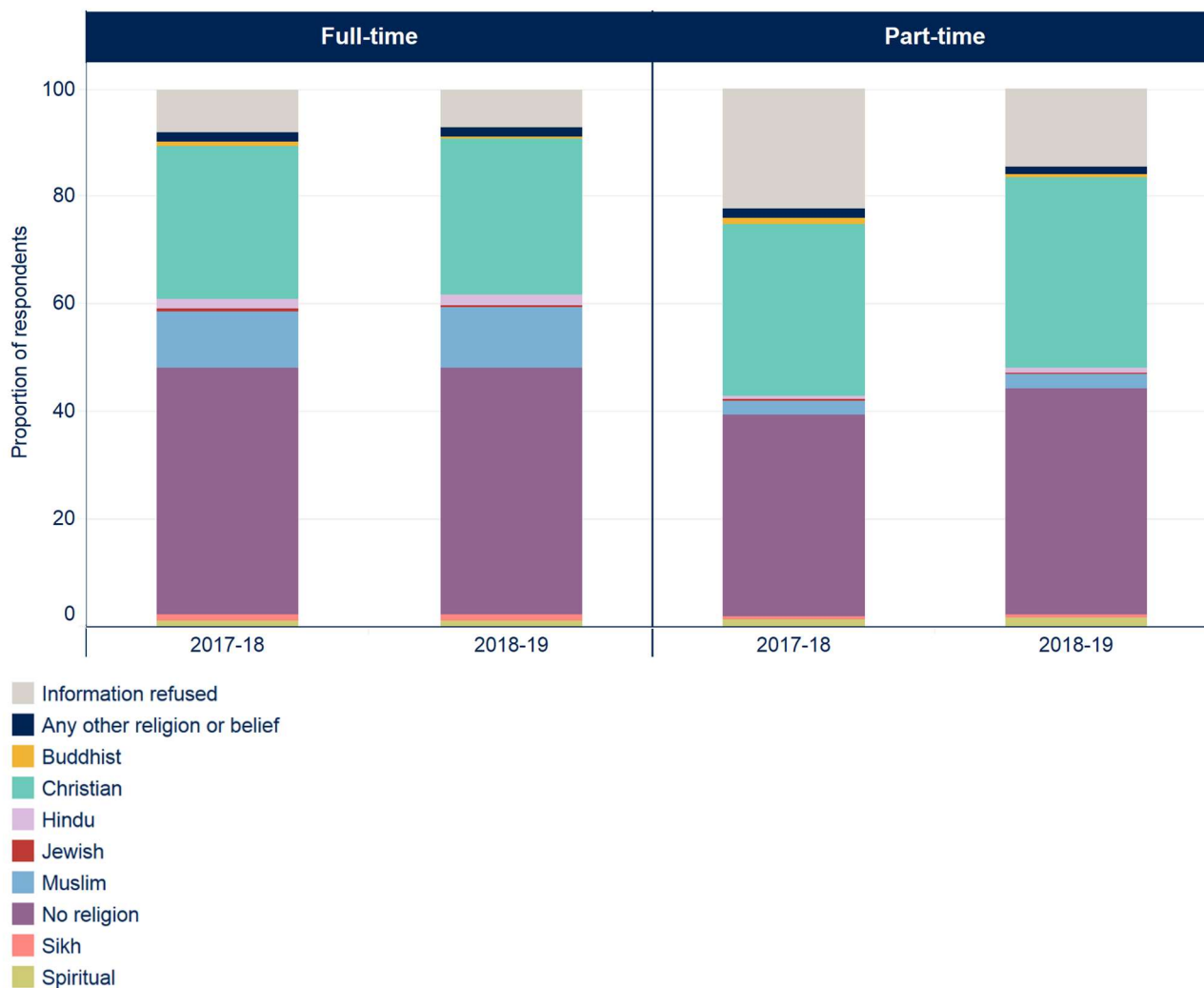


Table 9- Sexual orientation

Mode of study	Sexual orientation	2015-16	2016-17	2017-18	2018-19
Full-time	Bisexual	5,650	7,915	10,270	12,055
		2.2%	2.8%	3.5%	4.1%
	Gay man	2,965	3,130	3,505	3,655
		1.1%	1.1%	1.2%	1.3%
	Gay woman/lesbian	1,530	1,875	2,085	2,355
		0.6%	0.7%	0.7%	0.8%
	Heterosexual	229,885	244,460	253,815	248,585
88.1%		87.5%	86.6%	85.3%	
Other	3,495	3,775	4,420	4,365	
	1.3%	1.4%	1.5%	1.5%	
Information refused	17,400	18,095	18,870	20,295	
	6.7%	6.5%	6.4%	7.0%	

	No response	27,710	22,025	20,090	20,175
	Total	288,635	301,285	313,055	311,485
Part-time	Bisexual	855	970	1,065	1,265
		1.6%	1.9%	2.3%	2.6%
	Gay man	835	875	855	870
		1.5%	1.7%	1.8%	1.8%
	Gay woman/lesbian	545	600	490	635
		1.0%	1.2%	1.1%	1.3%
	Heterosexual	46,500	43,680	38,125	40,400
		84.5%	84.2%	81.8%	81.5%
	Other	480	480	420	420
		0.9%	0.9%	0.9%	0.9%
	Information refused	5,815	5,270	5,630	5,990
		10.6%	10.2%	12.1%	12.1%
	No response	46,855	38,730	43,240	40,170
	Total	101,880	90,600	89,830	89,755

Higher education statistics – postgraduate students

Equality and diversity data

This data applies to:

- All students (as determined by the standard higher education registration population) between 2010-11 and 2018-19
- Enrolled at English HEPs
- Domiciled in the UK
- Undertaking postgraduate research (PhD) or postgraduate taught masters
- Split by mode of study (FT/PT)

It is compulsory for providers to return data on age, disability, ethnicity and sex.

Table 10- Age on entry

PG level	Mode of study	Age on entry	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Postgraduate research	Full-time	Under 21 years	85 0.3%	75 0.2%	65 0.2%	125 0.4%	150 0.5%	135 0.4%	165 0.5%	150 0.4%	130 0.4%
		21 to 25 years	18,705 60.3%	19,800 59.9%	19,475 59.9%	19,425 59.3%	19,305 59.5%	19,555 60.0%	20,400 60.0%	20,865 60.7%	21,350 60.3%
		26 to 30 years	5,860 18.9%	6,370 19.3%	6,425 19.8%	6,385 19.5%	6,240 19.2%	6,040 18.5%	6,300 18.5%	6,175 17.9%	6,370 18.0%
		31 to 40 years	4,085 13.2%	4,430 13.4%	4,320 13.3%	4,500 13.7%	4,535 14.0%	4,575 14.0%	4,710 13.9%	4,690 13.6%	4,790 13.5%
		41 to 50 years	1,605 5.2%	1,650 5.0%	1,540 4.7%	1,555 4.8%	1,495 4.6%	1,555 4.8%	1,600 4.7%	1,655 4.8%	1,770 5.0%
		51 years and over	675 2.2%	740 2.2%	700 2.1%	750 2.3%	710 2.2%	745 2.3%	800 2.4%	870 2.5%	980 2.8%
		Total	31,020	33,065	32,530	32,740	32,435	32,605	33,975	34,405	35,395
		Part-time	21 to 25 years	2,120 11.2%	2,185 10.9%	1,985 10.1%	1,940 9.7%	1,960 10.0%	1,970 10.3%	1,985 10.3%	2,060 10.7%

		26 to 30 years	3,165	3,365	3,140	3,125	3,015	2,890	2,865	2,815	2,865		
			16.6%	16.7%	16.0%	15.6%	15.5%	15.1%	14.9%	14.7%	14.9%		
		31 to 40 years	5,720	6,050	6,030	6,190	6,000	5,885	5,895	5,955	6,050		
			30.1%	30.1%	30.7%	30.9%	30.8%	30.8%	30.7%	31.1%	31.4%		
		41 to 50 years	4,990	5,325	5,305	5,405	5,175	5,150	5,190	5,085	4,970		
			26.2%	26.5%	27.0%	27.0%	26.6%	26.9%	27.0%	26.6%	25.8%		
		51 years and over	3,020	3,185	3,185	3,390	3,325	3,215	3,265	3,230	3,210		
			15.9%	15.8%	16.2%	16.9%	17.1%	16.8%	17.0%	16.9%	16.6%		
		Total	19,035	20,125	19,655	20,060	19,490	19,120	19,215	19,155	19,285		
		Postgraduate taught masters	Full-time	Under 21 years	230	235	210	270	305	325	395	485	530
					0.5%	0.5%	0.5%	0.7%	0.7%	0.7%	0.6%	0.7%	0.7%
21 to 25 years	30,445			30,625	26,480	26,090	27,795	28,785	41,105	45,805	47,800		
	62.2%			62.6%	63.5%	63.1%	64.7%	64.7%	64.5%	65.8%	67.0%		
26 to 30 years	8,275			8,055	6,555	6,455	6,380	6,495	8,750	9,130	9,030		
	16.9%			16.5%	15.7%	15.6%	14.9%	14.6%	13.7%	13.1%	12.7%		
31 to 40 years	6,440			6,435	5,430	5,330	5,185	5,400	7,620	7,980	7,745		
	13.1%			13.2%	13.0%	12.9%	12.1%	12.1%	12.0%	11.5%	10.9%		
41 to 50 years	2,725			2,720	2,350	2,435	2,460	2,605	4,210	4,425	4,300		
	5.6%			5.6%	5.6%	5.9%	5.7%	5.9%	6.6%	6.4%	6.0%		
51 years and over	865			850	700	785	820	850	1,665	1,835	1,910		
	1.8%	1.7%	1.7%	1.9%	1.9%	1.9%	2.6%	2.6%	2.7%				
	Total	48,990	48,915	41,725	41,365	42,940	44,460	63,745	69,660	71,315			
	Part-time	Under 21 years	75	55	55	60	60	65	95	90	100		
			0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%		
		21 to 25 years	19,630	18,705	17,225	15,820	15,695	16,255	19,170	20,955	21,575		
			18.2%	18.1%	18.5%	18.1%	18.8%	19.5%	21.4%	22.0%	21.9%		
		26 to 30 years	22,945	21,590	19,285	17,785	16,650	16,635	18,030	18,875	19,380		
			21.3%	20.9%	20.7%	20.3%	20.0%	20.0%	20.2%	19.8%	19.7%		
		31 to 40 years	33,590	32,570	29,185	27,940	26,255	26,020	27,120	28,660	29,770		
			31.2%	31.5%	31.4%	32.0%	31.5%	31.3%	30.3%	30.1%	30.3%		
		41 to 50 years	23,255	22,400	19,920	18,840	17,870	17,440	17,640	18,455	19,110		
			21.6%	21.7%	21.4%	21.6%	21.4%	21.0%	19.7%	19.4%	19.4%		

	51 years and over	8,255	7,920	7,310	6,960	6,835	6,740	7,360	8,160	8,475
		7.7%	7.7%	7.9%	8.0%	8.2%	8.1%	8.2%	8.6%	8.6%
	No response	105	40							
	Total	107,855	103,280	92,995	87,430	83,375	83,165	89,430	95,200	98,420

Age as of 31 August in the academic year of entry.

Disability

It is important to note that disability is recorded on the basis of the student's own self-assessment. Changes in the number of students reporting a disability likely represent changes in data reporting and not necessarily time series trends.

Table 11- Broad disability

PG level	Mode of study	Disability (broad)	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Postgraduate research	Full-time	No disability reported	28,410	30,155	29,410	29,460	29,065	28,895	29,790	29,710	30,065
			91.6%	91.2%	90.4%	90.0%	89.6%	88.6%	87.7%	86.4%	84.9%
		Disability reported	2,610	2,915	3,115	3,280	3,375	3,715	4,185	4,695	5,330
			8.4%	8.8%	9.6%	10.0%	10.4%	11.4%	12.3%	13.6%	15.1%
		Total	31,020	33,065	32,530	32,740	32,435	32,605	33,975	34,405	35,395
	Part-time	No disability reported	17,595	18,480	17,935	18,220	17,605	17,175	17,095	16,835	16,745
			92.4%	91.8%	91.2%	90.8%	90.3%	89.8%	89.0%	87.9%	86.8%
		Disability reported	1,440	1,650	1,725	1,840	1,885	1,945	2,125	2,320	2,540
		7.6%	8.2%	8.8%	9.2%	9.7%	10.2%	11.0%	12.1%	13.2%	
	Total	19,035	20,125	19,655	20,060	19,490	19,120	19,215	19,155	19,285	
Postgraduate taught masters	Full-time	No disability reported	44,245	43,830	37,040	36,480	37,295	38,125	53,700	57,805	58,220
			90.3%	89.6%	88.8%	88.2%	86.8%	85.8%	84.2%	83.0%	81.6%
		Disability reported	4,740	5,085	4,690	4,885	5,645	6,335	10,040	11,860	13,095
			9.7%	10.4%	11.2%	11.8%	13.2%	14.2%	15.8%	17.0%	18.4%
	Total	48,990	48,915	41,725	41,365	42,940	44,460	63,745	69,660	71,315	

	Part-time	No disability reported	100,455	95,515	85,260	79,825	75,675	75,015	79,050	82,685	84,385
			93.1%	92.5%	91.7%	91.3%	90.8%	90.2%	88.4%	86.9%	85.7%
		Disability reported	7,400	7,765	7,735	7,605	7,700	8,155	10,380	12,515	14,035
			6.9%	7.5%	8.3%	8.7%	9.2%	9.8%	11.6%	13.1%	14.3%
		Total	107,855	103,280	92,995	87,430	83,375	83,165	89,430	95,200	98,420

Table 12- Detailed disability

PG level	Mode of study	Disability (detailed)	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
Postgraduate research	Full-time	No disability reported	28,410	30,155	29,410	29,460	29,065	28,895	29,790	29,710	30,065	
			91.6%	91.2%	90.4%	90.0%	89.6%	88.6%	87.7%	86.4%	84.9%	
		Cognitive or learning difficulties	1,220	1,380	1,425	1,475	1,480	1,625	1,770	1,880	1,930	
			3.9%	4.2%	4.4%	4.5%	4.6%	5.0%	5.2%	5.5%	5.4%	
		Mental health condition	210	275	340	415	520	640	795	1,035	1,250	
			0.7%	0.8%	1.0%	1.3%	1.6%	2.0%	2.3%	3.0%	3.5%	
		Multiple impairments	525	525	575	605	605	655	740	810	995	
			1.7%	1.6%	1.8%	1.8%	1.9%	2.0%	2.2%	2.4%	2.8%	
	Sensory, medical or physical impairments	600	665	700	700	685	690	745	800	930		
		1.9%	2.0%	2.2%	2.1%	2.1%	2.1%	2.2%	2.3%	2.6%		
	Social or communication impairment	60	70	80	85	90	105	135	170	220		
		0.2%	0.2%	0.2%	0.3%	0.3%	0.3%	0.4%	0.5%	0.6%		
			Total	31,020	33,065	32,530	32,740	32,435	32,605	33,975	34,405	35,395
	Part-time	No disability reported	17,595	18,480	17,935	18,220	17,605	17,175	17,095	16,835	16,745	
		92.4%	91.8%	91.2%	90.8%	90.3%	89.8%	89.0%	87.9%	86.8%		
Cognitive or learning difficulties		420	495	535	565	560	620	685	745	805		
		2.2%	2.4%	2.7%	2.8%	2.9%	3.2%	3.6%	3.9%	4.2%		
Mental health condition		105	130	145	185	210	240	280	330	405		
		0.5%	0.7%	0.7%	0.9%	1.1%	1.3%	1.4%	1.7%	2.1%		
		Multiple impairments	375	425	430	435	465	460	500	540	570	
			2.0%	2.1%	2.2%	2.2%	2.4%	2.4%	2.6%	2.8%	2.9%	

		Sensory, medical or physical impairments	535	585	590	625	615	585	610	640	695	
			2.8%	2.9%	3.0%	3.1%	3.2%	3.0%	3.2%	3.3%	3.6%	
		Social or communication impairment				30	35	45	50	60	70	
		Total	19,035	20,125	19,655	20,060	19,490	19,120	19,215	19,155	19,285	
Postgraduate taught masters	Full-time	No disability reported	44,245	43,830	37,040	36,480	37,295	38,125	53,700	57,805	58,220	
			90.3%	89.6%	88.8%	88.2%	86.8%	85.8%	84.2%	83.0%	81.6%	
		Cognitive or learning difficulties	2,605	2,830	2,625	2,660	2,965	3,135	4,350	4,705	4,765	
			5.3%	5.8%	6.3%	6.4%	6.9%	7.1%	6.8%	6.8%	6.7%	
		Mental health condition	345	495	505	645	800	1,055	2,165	2,920	3,705	
			0.7%	1.0%	1.2%	1.6%	1.9%	2.4%	3.4%	4.2%	5.2%	
		Multiple impairments	765	725	655	670	810	995	1,595	1,980	2,230	
			1.6%	1.5%	1.6%	1.6%	1.9%	2.2%	2.5%	2.8%	3.1%	
		Sensory, medical or physical impairments	965	950	815	815	950	1,010	1,655	1,925	1,990	
		2.0%	1.9%	1.9%	2.0%	2.2%	2.3%	2.6%	2.8%	2.8%		
	Social or communication impairment	65	80	85	100	120	140	280	325	410		
		0.1%	0.2%	0.2%	0.2%	0.3%	0.3%	0.4%	0.5%	0.6%		
			Total	48,990	48,915	41,725	41,365	42,940	44,460	63,745	69,660	71,315
		Part-time	No disability reported	100,455	95,515	85,260	79,825	75,675	75,015	79,050	82,685	84,385
				93.1%	92.5%	91.7%	91.3%	90.8%	90.2%	88.4%	86.9%	85.7%
	Cognitive or learning difficulties		2,945	3,215	3,205	3,170	3,240	3,500	4,110	4,610	4,955	
			2.7%	3.1%	3.4%	3.6%	3.9%	4.2%	4.6%	4.8%	5.0%	
	Mental health condition		525	665	740	795	890	1,065	1,710	2,380	3,030	
			0.5%	0.6%	0.8%	0.9%	1.1%	1.3%	1.9%	2.5%	3.1%	
	Multiple impairments		1,670	1,685	1,645	1,545	1,580	1,550	2,105	2,645	2,960	
			1.5%	1.6%	1.8%	1.8%	1.9%	1.9%	2.4%	2.8%	3.0%	
	Sensory, medical or physical impairments		2,190	2,110	2,055	2,015	1,880	1,885	2,275	2,645	2,805	
		2.0%	2.0%	2.2%	2.3%	2.3%	2.3%	2.5%	2.8%	2.9%		
	Social or communication impairment	70	80	95	75	110	135	165	230	285		
		0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.2%	0.2%	0.3%		
		Total	107,855	103,280	92,995	87,430	83,375	83,165	89,430	95,200	98,420	

Table 13- Ethnicity

PG level	Mode of study	Ethnicity	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
Postgraduate research	Full-time	Asian	2,775	2,955	2,845	2,820	2,830	2,790	2,840	2,910	3,175	
			9.4%	9.3%	9.1%	8.9%	9.0%	8.8%	8.6%	8.7%	9.3%	
		Black	780	885	880	955	975	985	960	1,000	1,180	
			2.6%	2.8%	2.8%	3.0%	3.1%	3.1%	2.9%	3.0%	3.5%	
		Mixed	975	1,055	1,090	1,140	1,155	1,210	1,320	1,405	1,440	
			3.3%	3.3%	3.5%	3.6%	3.7%	3.8%	4.0%	4.2%	4.2%	
		Other	600	655	680	750	785	755	770	800	845	
			2.0%	2.1%	2.2%	2.4%	2.5%	2.4%	2.3%	2.4%	2.5%	
		White	24,470	26,170	25,850	25,915	25,535	25,805	27,000	27,205	27,605	
	82.7%		82.5%	82.4%	82.1%	81.6%	81.8%	82.1%	81.6%	80.6%		
	No response	1,420	1,345	1,175	1,160	1,155	1,065	1,085	1,085	1,145		
	Total			31,020	33,065	32,530	32,740	32,435	32,605	33,975	34,405	35,395
	Part-time	Asian	1,370	1,440	1,460	1,520	1,515	1,555	1,565	1,580	1,600	
			7.6%	7.6%	7.8%	7.9%	8.1%	8.4%	8.4%	8.5%	8.6%	
		Black	745	840	900	965	955	940	955	985	1,025	
			4.2%	4.4%	4.8%	5.0%	5.1%	5.1%	5.1%	5.3%	5.5%	
		Mixed	380	450	450	485	470	530	520	550	585	
			2.1%	2.4%	2.4%	2.5%	2.5%	2.9%	2.8%	3.0%	3.1%	
		Other	340	390	395	420	420	405	395	410	420	
			1.9%	2.0%	2.1%	2.2%	2.2%	2.2%	2.1%	2.2%	2.3%	
		White	15,100	15,935	15,465	15,845	15,385	15,010	15,180	14,985	15,015	
	84.2%		83.6%	82.8%	82.4%	82.1%	81.4%	81.6%	81.0%	80.5%		
No response	1,100	1,070	990	830	745	685	605	645	640			
Total			19,035	20,125	19,655	20,060	19,490	19,120	19,215	19,155	19,285	

Postgraduate taught masters	Full-time	Asian	6,880	6,395	5,495	5,325	5,420	5,965	7,495	8,750	9,450
			14.6%	13.5%	13.5%	13.2%	12.9%	13.7%	12.0%	12.8%	13.5%
		Black	4,605	4,635	4,050	4,115	4,125	4,760	8,405	8,845	8,705
			9.8%	9.8%	10.0%	10.2%	9.8%	10.9%	13.5%	13.0%	12.4%
		Mixed	1,720	1,945	1,745	1,735	1,840	2,080	2,870	3,195	3,470
			3.6%	4.1%	4.3%	4.3%	4.4%	4.8%	4.6%	4.7%	5.0%
		Other	960	950	970	1,030	1,035	1,105	1,510	1,700	1,795
			2.0%	2.0%	2.4%	2.5%	2.5%	2.5%	2.4%	2.5%	2.6%
		White	32,990	33,465	28,375	28,285	29,555	29,665	42,180	45,645	46,515
			70.0%	70.6%	69.8%	69.9%	70.4%	68.1%	67.5%	67.0%	66.5%
	No response	1,835	1,525	1,095	880	965	885	1,285	1,520	1,380	
	Part-time	Asian	8,510	8,270	7,475	7,390	7,030	7,145	8,015	8,495	8,840
			8.3%	8.3%	8.4%	8.7%	8.7%	8.8%	9.3%	9.2%	9.2%
		Black	7,075	7,150	6,440	6,045	5,740	5,590	6,840	7,610	7,710
			6.9%	7.2%	7.2%	7.1%	7.1%	6.9%	7.9%	8.3%	8.1%
		Mixed	2,275	2,295	2,180	2,160	2,245	2,395	2,790	3,150	3,370
			2.2%	2.3%	2.4%	2.6%	2.8%	3.0%	3.2%	3.4%	3.5%
		Other	1,365	1,385	1,265	1,315	1,305	1,270	1,555	1,675	1,765
			1.3%	1.4%	1.4%	1.5%	1.6%	1.6%	1.8%	1.8%	1.8%
		White	83,725	79,995	71,970	67,870	64,410	64,370	67,345	70,950	74,020
			81.3%	80.7%	80.6%	80.1%	79.8%	79.7%	77.8%	77.2%	77.3%
		No response	4,905	4,180	3,665	2,650	2,640	2,395	2,880	3,320	2,710
Total		48,990	48,915	41,725	41,365	42,940	44,460	63,745	69,660	71,315	
Total		107,855	103,280	92,995	87,430	83,375	83,165	89,430	95,200	98,420	

For comparison, the numbers and proportions of pupils at the end of key stage 4 in state-funded schools in the academic year 2017-18 are included in Table 5 [above](#). Data published by Department for Education - <https://www.ethnicity-facts-figures.service.gov.uk/education-skills-and-training/11-to-16-years-old/gcse-results-attainment-8-for-children-aged-14-to-16-key-stage-4/latest#data-sources>. The population data from the last census (2011) is now very old so this schools data is provided instead. Note the OfS grouping of ethnicity differs slightly to the data in Table 5; we group Gypsy or Traveller within Other rather than White as is the case for this DfE data and we include Chinese students in the Asian group rather than as a separate group.

Table 14- Sex

PG level	Mode of study	Sex	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Postgraduate research	Full-time	Female	14,225	15,185	15,030	15,170	15,245	15,400	16,180	16,525	17,040
			45.9%	45.9%	46.2%	46.3%	47.0%	47.2%	47.6%	48.0%	48.1%
		Male	16,790	17,880	17,490	17,560	17,180	17,195	17,770	17,830	18,245
			54.1%	54.1%	53.8%	53.6%	53.0%	52.7%	52.3%	51.8%	51.5%
		Other sex							25	50	110
									0.1%	0.1%	0.3%
	Part-time	Total	31,020	33,065	32,530	32,740	32,435	32,605	33,975	34,405	35,395
			Female	9,980	10,545	10,335	10,600	10,315	10,300	10,385	10,290
		Male	52.4%	52.4%	52.6%	52.8%	52.9%	53.9%	54.1%	53.7%	53.9%
			9,060	9,575	9,315	9,455	9,170	8,810	8,805	8,830	8,850
		Other sex	47.6%	47.6%	47.4%	47.1%	47.1%	46.1%	45.8%	46.1%	45.9%
									25	40	50
							0.1%	0.2%	0.3%		
	Total	19,035	20,125	19,655	20,060	19,490	19,120	19,215	19,155	19,285	
Postgraduate taught masters	Full-time	Female	25,395	26,075	22,535	22,360	23,460	24,645	35,375	39,435	41,350
			51.8%	53.3%	54.0%	54.1%	54.6%	55.4%	55.5%	56.6%	58.0%
		Male	23,590	22,840	19,185	19,000	19,470	19,795	28,285	30,045	29,755
			48.2%	46.7%	46.0%	45.9%	45.3%	44.5%	44.4%	43.1%	41.7%
		Other sex							85	180	210
									0.1%	0.3%	0.3%
	Part-time	Total	48,990	48,915	41,725	41,365	42,940	44,460	63,745	69,660	71,315
			Female	62,985	60,020	53,680	50,025	47,780	47,780	51,325	55,415
		Male	58.4%	58.1%	57.7%	57.2%	57.3%	57.5%	57.4%	58.2%	58.7%
			44,865	43,255	39,305	37,390	35,585	35,370	38,045	39,665	40,515
		Other sex	41.6%	41.9%	42.3%	42.8%	42.7%	42.5%	42.5%	41.7%	41.2%
									60	120	160
							0.1%	0.1%	0.2%		
	Total	107,855	103,280	92,995	87,430	83,375	83,165	89,430	95,200	98,420	

Equality and diversity data (experimental)

This data applies to:

- UK-domiciled entrants at English HEPs (only providers on the HESA student record)
- Undertaking postgraduate research (PhD) or postgraduate taught masters
- Split by mode of study (FT/PT)

It is optional for providers to return data on gender identity and sexual orientation. As such these fields do not have the same coverage as those above. Religion or belief was previously optional but became compulsory from 2017-18 onwards.

Table 15- Gender identity

PG level	Mode of study	Gender identity	2016-17	2017-18	2018-19
Postgraduate research	Full-time	Not the same as the gender assigned at birth	40	45	65
			0.6%	0.6%	0.8%
		Same as the gender assigned at birth	5,905	7,105	7,830
			88.8%	93.5%	93.7%
		Information refused	705	455	460
	No response	785	925	890	
	Total		7,435	8,530	9,245
	Part-time	Not the same as the gender assigned at birth			
		Same as the gender assigned at birth	2,015	2,185	2,315
			91.3%	90.9%	92.5%
		Information refused	180	205	180
	No response	540	325	445	
	Total		2,745	2,730	2,950
Postgraduate taught masters	Full-time	Not the same as the gender assigned at birth	230	175	320
			0.8%	0.6%	0.9%
		Same as the gender assigned at birth	26,220	29,905	33,045
			94.3%	96.1%	95.6%
		Information refused	1,355	1,045	1,185
	No response	4,365	5,990	4,675	
	Total		32,175	37,120	39,230
	Part-time	Not the same as the gender assigned at birth	105	90	140
			0.6%	0.5%	0.7%
		Same as the gender assigned at birth	16,070	16,705	18,710
93.7%			95.0%	95.2%	
Information refused	970	780	810		
		5.7%	4.4%	4.1%	

	No response	4,020	4,230	4,265
	Total	21,165	21,810	23,925

Gender identity data is only included from 2016-17 onwards due to quality concerns for previous years.

Table 16- Religion or belief

PG level	Mode of study	Religion or belief	2017-18	2018-19	
Postgraduate research	Full-time	Any other religion or belief	180	220	
			1.6%	1.7%	
		Buddhist	90	80	
			0.8%	0.6%	
		Christian	2,310	2,655	
			19.8%	20.6%	
		Hindu	155	170	
			1.3%	1.3%	
		Jewish	75	95	
			0.6%	0.8%	
		Muslim	470	595	
			4.0%	4.6%	
		No religion	6,310	6,990	
			54.0%	54.3%	
	Sikh	40	55		
		0.3%	0.4%		
	Spiritual	120	160		
		1.0%	1.3%		
	Information refused	1,940	1,855		
		16.6%	14.4%		
	No response	850	195		
		Total	12,540	13,075	
		Part-time	Any other religion or belief	60	75
				1.5%	1.7%
			Buddhist	80	35
			2.0%	0.8%	
	Christian		1,285	1,500	
			31.9%	33.6%	
	Hindu		55	75	
			1.4%	1.7%	
	Jewish		30	45	
			0.7%	1.0%	
	Muslim		150	230	
			3.7%	5.2%	
	No religion	1,550	1,665		
		38.6%	37.3%		

		Sikh		25	
				0.5%	
		Spiritual	75	80	
			1.9%	1.8%	
		Information refused	710	740	
			17.7%	16.6%	
		No response	270	60	
			Total	4,285	4,525
		Postgraduate taught masters	Full-time	Any other religion or belief	795
	1.5%			1.5%	
Buddhist	595			345	
	1.2%			0.7%	
Christian	14,190			14,940	
	27.5%			28.8%	
Hindu	785			900	
	1.5%			1.7%	
Jewish	255			255	
	0.5%			0.5%	
Muslim	3,735			4,455	
	7.2%			8.6%	
No religion	21,680		23,265		
	42.0%		44.9%		
Sikh	415		440		
	0.8%		0.8%		
Spiritual	820		885		
	1.6%		1.7%		
Information refused	8,355		5,575		
	16.2%		10.8%		
No response	2,670		2,330		
	Total	54,300	54,155		
	Part-time	Any other religion or belief	545	560	
			1.6%	1.5%	
		Buddhist	530	245	
			1.6%	0.7%	
		Christian	10,845	12,660	
			32.3%	34.7%	
		Hindu	520	635	
			1.5%	1.7%	
		Jewish	175	205	
			0.5%	0.6%	
		Muslim	1,455	1,810	
			4.3%	5.0%	
	No religion	12,885	14,895		
		38.4%	40.8%		
	Sikh	190	250		
		0.6%	0.7%		

		Spiritual	655	755
			2.0%	2.1%
		Information refused	5,760	4,510
			17.2%	12.3%
		No response	3,195	1,985
		Total	36,750	38,515

Prior to 2017-18, it was optional for providers to report the religion or belief of their students but this is now compulsory. This change in reporting caused large changes in the proportions of the different religion or belief groups. As such, only the statistics for 2017-18 onwards are included here.

Table 17- Sexual orientation

PG level	Mode of study	Sexual orientation	2015-16	2016-17	2017-18	2018-19
Postgraduate research	Full-time	Bisexual	155	240	325	425
			2.5%	3.4%	4.0%	4.9%
		Gay man	155	170	205	250
			2.5%	2.4%	2.5%	2.9%
		Gay woman/lesbian	45	70	75	105
			0.7%	1.0%	0.9%	1.2%
		Heterosexual	4,620	5,360	6,290	6,725
			74.6%	74.9%	77.6%	76.8%
		Other	80	80	100	130
			1.3%	1.1%	1.2%	1.5%
	Information refused	1,140	1,235	1,115	1,115	
		18.4%	17.3%	13.8%	12.8%	
	No response	1,625	1,565	1,660	1,520	
		Total	7,820	8,720	9,770	10,275
	Part-time	Bisexual	55	40	55	55
			2.5%	1.5%	2.1%	2.0%
		Gay man	45	55	90	85
			2.0%	2.2%	3.4%	3.1%
		Gay woman/lesbian	30	25	30	25
		1.3%	1.0%	1.2%	1.0%	
Heterosexual		1,670	2,005	2,050	2,140	
		75.8%	80.5%	76.7%	79.0%	
Other				25		
				0.9%		
Information refused	385	350	420	395		
	17.5%	14.1%	15.8%	14.5%		
No response	955	900	785	795		
	Total	3,160	3,390	3,460	3,505	

Postgraduate taught masters	Full-time	Bisexual	480	955	1,255	1,620
			2.4%	3.1%	3.6%	4.3%
		Gay man	420	615	680	745
			2.1%	2.0%	2.0%	2.0%
		Gay woman/lesbian	170	285	355	420
			0.9%	0.9%	1.0%	1.1%
		Heterosexual	16,365	25,700	28,560	31,170
			81.4%	82.2%	82.4%	81.7%
		Other	215	360	480	525
			1.1%	1.2%	1.4%	1.4%
		Information refused	2,435	3,350	3,325	3,660
			12.1%	10.7%	9.6%	9.6%
	No response	6,070	9,735	11,320	7,595	
		Total	26,160	41,000	45,975	45,730
	Part-time	Bisexual	265	460	620	710
			1.6%	2.2%	2.8%	2.9%
		Gay man	375	510	490	545
			2.2%	2.4%	2.2%	2.2%
		Gay woman/lesbian	160	215	285	315
			1.0%	1.0%	1.3%	1.3%
		Heterosexual	13,480	17,170	17,720	20,050
			80.8%	81.1%	80.5%	81.2%
		Other	135	195	220	220
0.8%			0.9%	1.0%	0.9%	
Information refused		2,275	2,620	2,665	2,860	
		13.6%	12.4%	12.1%	11.6%	
No response	8,280	9,680	9,280	7,785		
	Total	24,970	30,850	31,280	32,485	

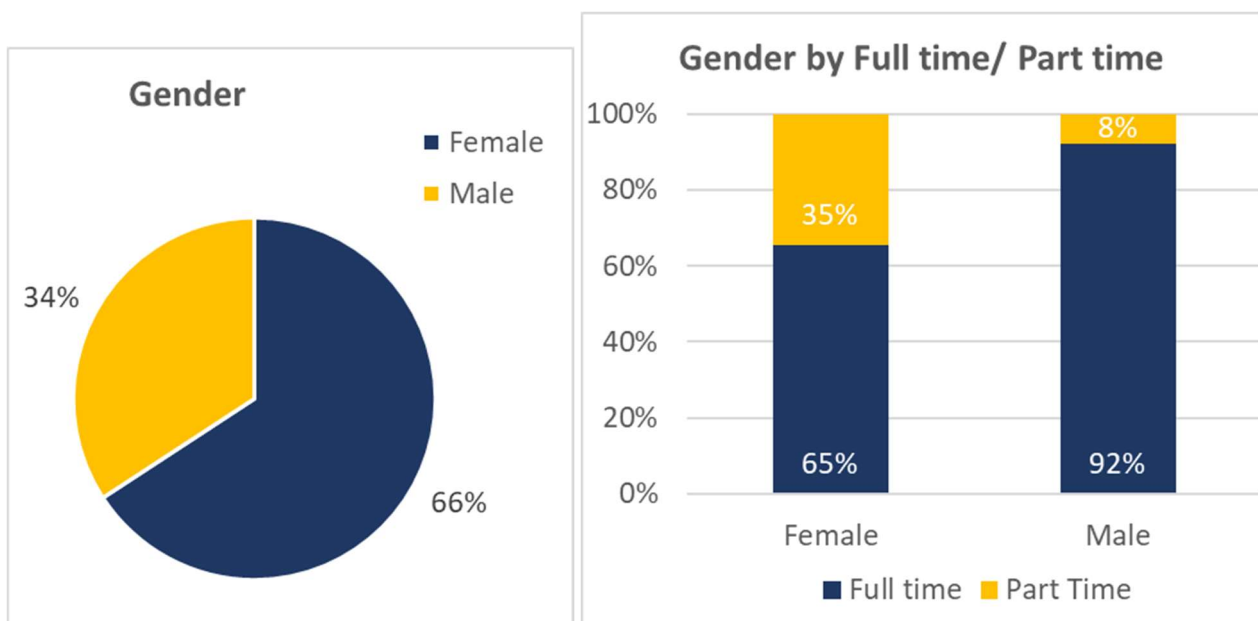
Part 2: OfS staff equality and diversity data

Interpreting the data

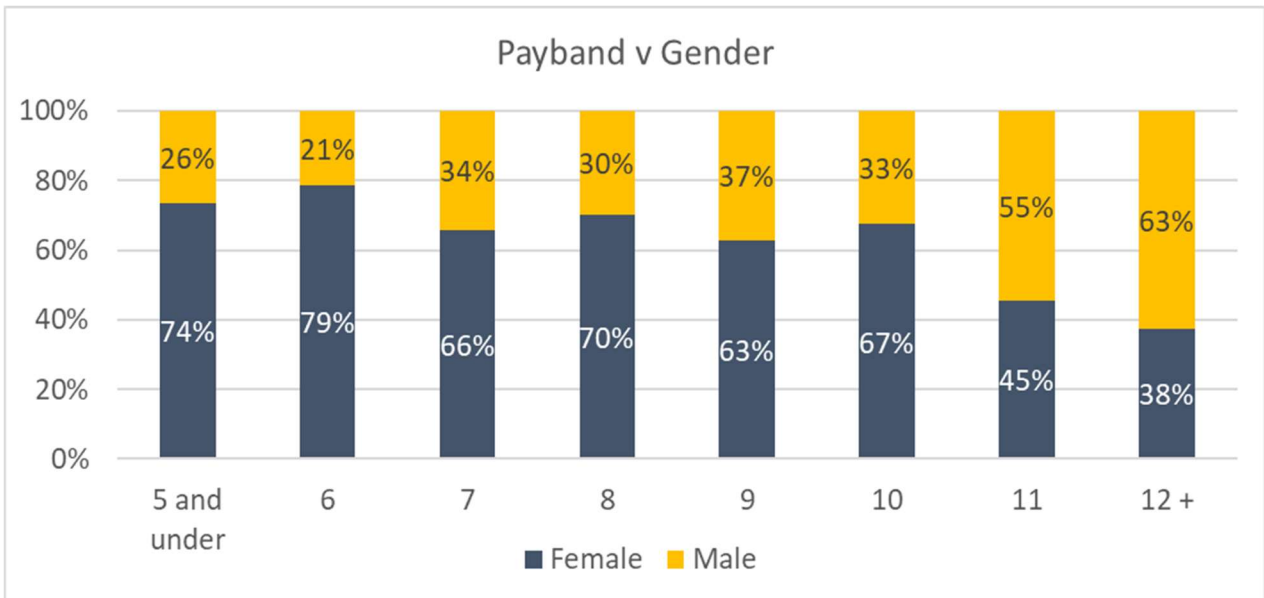
1. The OfS analyses the personal data completed by individual staff through our online Workday system. We aim to use this analysis to better understand the composition of our workforce which enables us to examine our practices fully and meet our obligations under the Equality Act 2010. The data presented here has been published in accordance with the Data Protection Act 2018 and does not identify individuals, nor show information about groups which might risk anonymity.
2. The following six protected characteristics of the staff profile are reported, age, gender, ethnicity, disability, sexual orientation, religion and belief. Part time working is also included as a characteristic strongly associated with gender and useful context. Our staff headcount of 418 limits further analysis of some of these demographics at a more granular level.
3. All benchmark sources are noted at the end of this report.

Overall workforce diversity

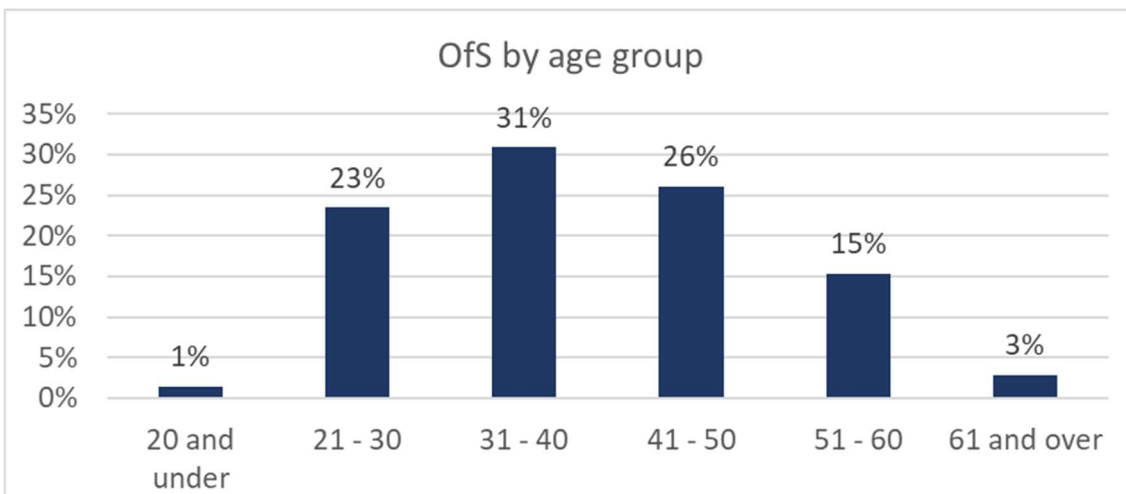
4. As of 31 March 2020, the OfS employed 418 members of staff. Of this, 66 per cent of our workforce are female. This compares with 54 per cent in the wider civil serviceⁱ, 50 per cent of the working age population (16-64)ⁱⁱ.
5. 25 per cent of staff work part-time which represents over a third of women at OfS (35 per cent) and 8 per cent of men.



6. There is a higher representation of women across all our pay bands, with the exception of the highest pay bands, 11 and above.

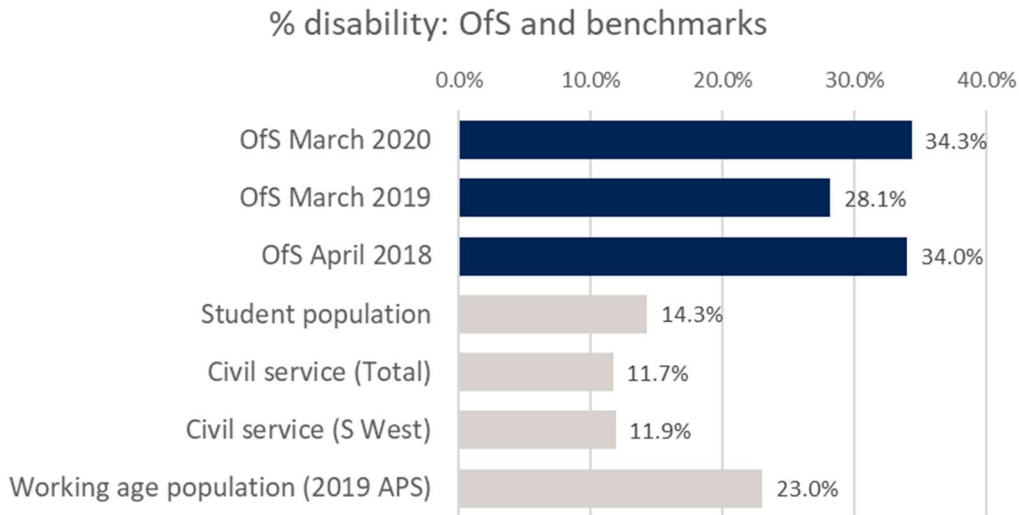
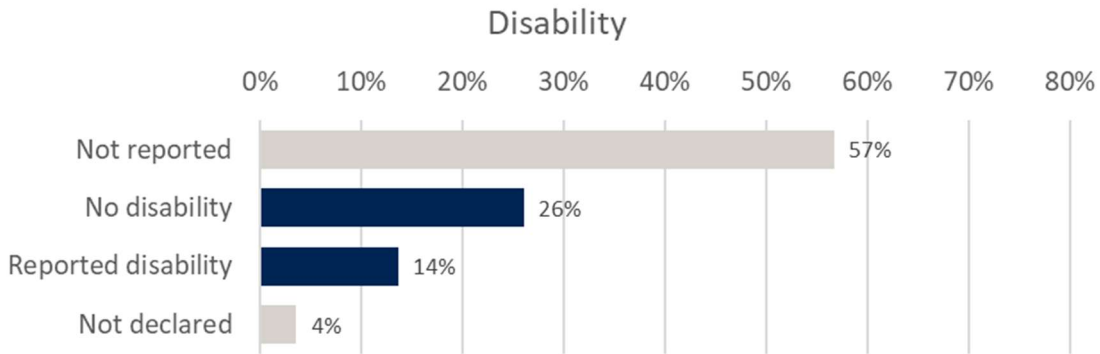


7. Over half our staff are aged 40 or under (56 per cent), and 25 per cent are aged 30 or under. This is comparatively younger than the civil service where 36% were under 40. 3 per cent of OfS staff are aged over 60, compared to the civil service where 9 per cent were over 60ⁱⁱⁱ.



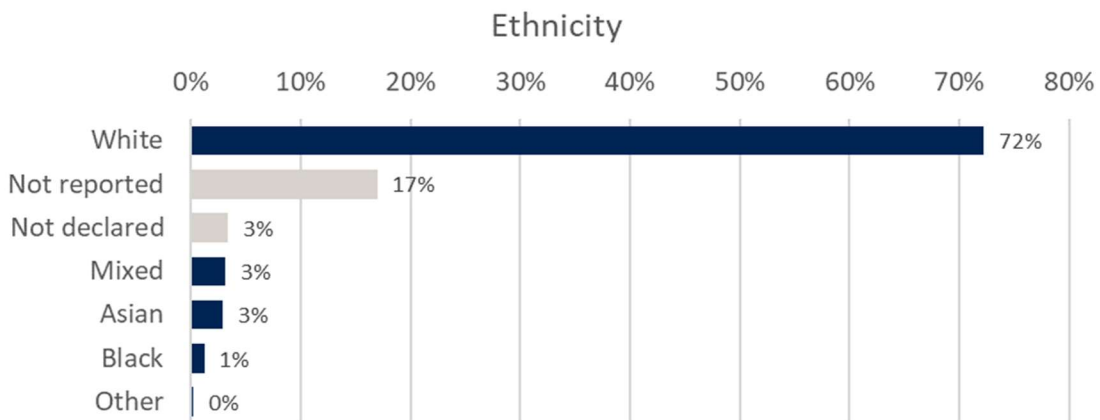
8. 14 per cent of our total workforce describe themselves as having a disability, however 57% of our total workforce have not completed their disability status. Amongst those who complete and declare their disability status 34 per cent report having a disability. In the wider civil service 12 per cent of those that complete and declare their disability status report that they have a disability, but only 21 per cent have not completed their disability status. 14 per cent of the student population^{iv}, and 23 per cent of the working age population^v report having a disability.

9. Our low completion rate for disability has been noted as potentially due to staff not completing the disability section because they do not consider themselves disabled, rather than explicitly confirming they have no known impairment, as is required. This low disclosure rates means there is the potential that the OfS rate shown is not representative of the true staff profile. The OfS has introduced an EDI target to measure progress against this (see paragraph 13 below).

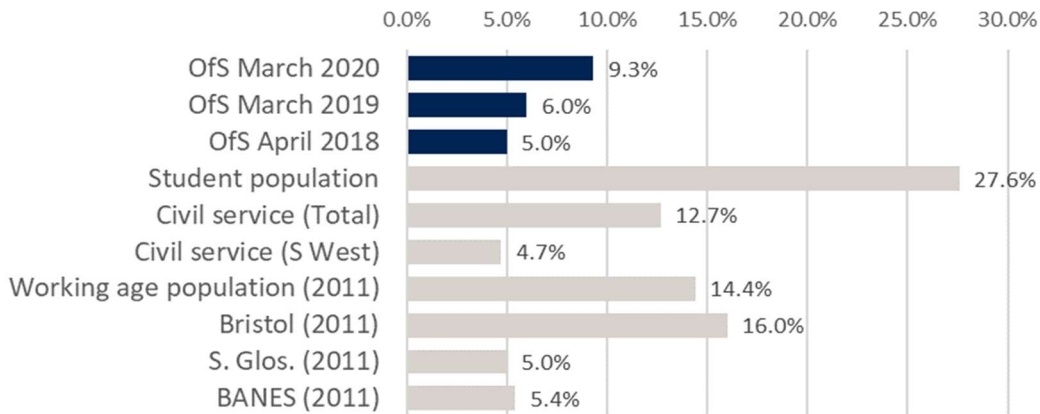


Note: Excludes those where disability is not reported and those who chose not to declare any disability. Reported as such for more accurate comparison with external benchmarks.

10. Based on those staff with a known ethnicity, 9 per cent of our workforce are from ethnic minority groups. This compares to 13 per cent in the wider civil service and working age population, and 28 per cent in the student population^{vi}. This underrepresentation of ethnic minority groups has been identified as a priority area for the OfS, and positive actions have been instigated as detailed in our action plan in Annex B. The data shows a slow but steady increase over the past 2 years and we aim to build on that improvement.



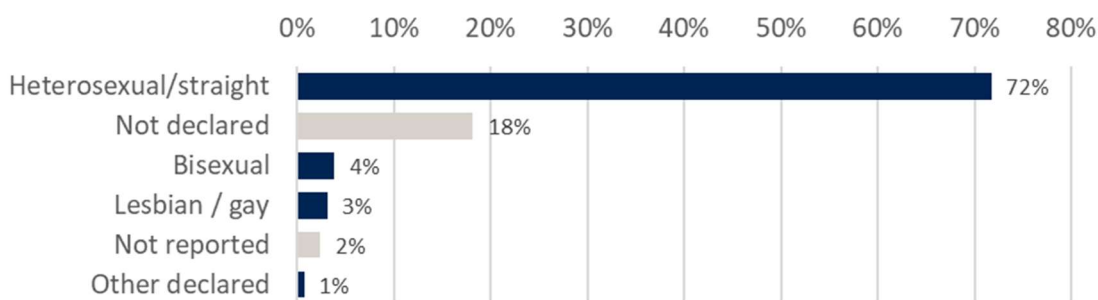
% minority ethnic group: OfS and benchmarks



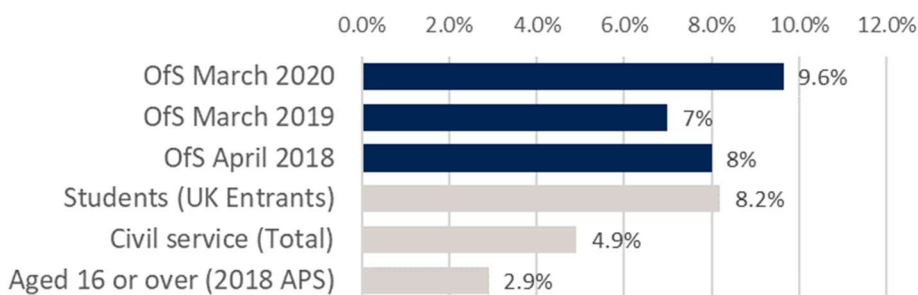
Note: Excludes those where ethnicity is not reported and those who chose not to declare their ethnicity. Benchmark sources^{vii}.

11. Based on those staff with a known sexual orientation, 10 per cent of our workforce declared they are lesbian, gay or bisexual, while 90 per cent declared they are heterosexual. This is compared with 5 per cent of the wider civil service and 8 per cent of the student population.

Sexual orientation

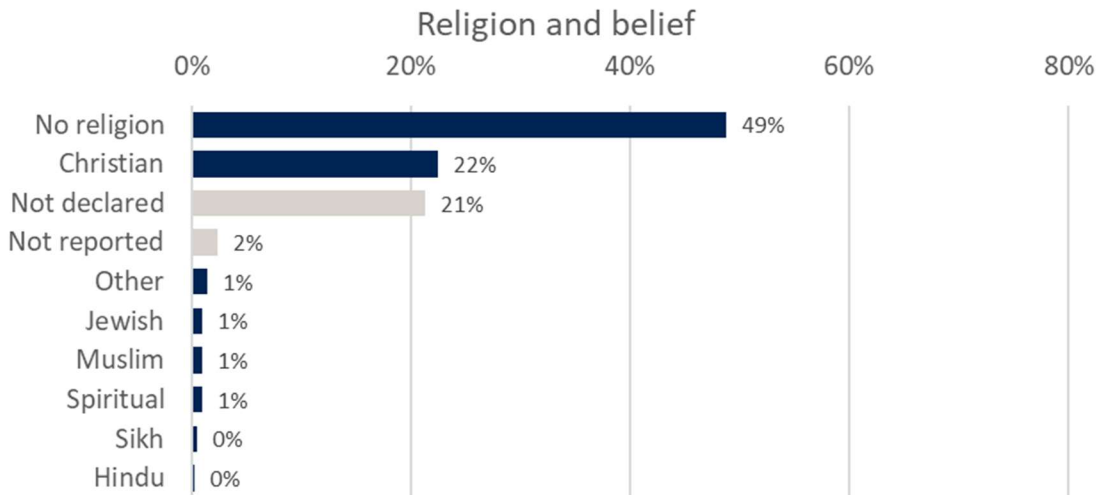


Sexual orientation: OfS and benchmarks

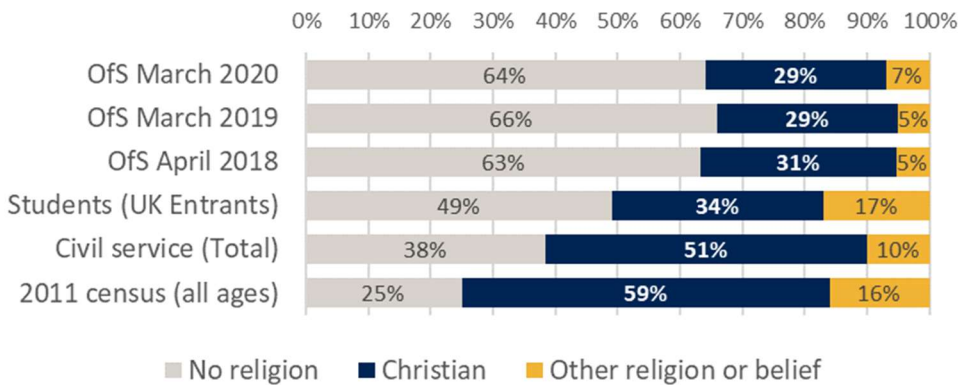


Note: Excludes those where sexual orientation is not reported and those who chose not to declare their sexual orientation. Benchmark sources^{viii}.

12. Based on those staff reporting their religion, 36 per cent of our workforce declared a religion or belief, of which 80 per cent were Christian. 64 percent declared no religion. This is compared to the wider civil service where 38 per cent declare having no religion, 51 per cent report being Christian and 10 per cent report having another religion or belief.



Religion and belief: OfS and benchmarks



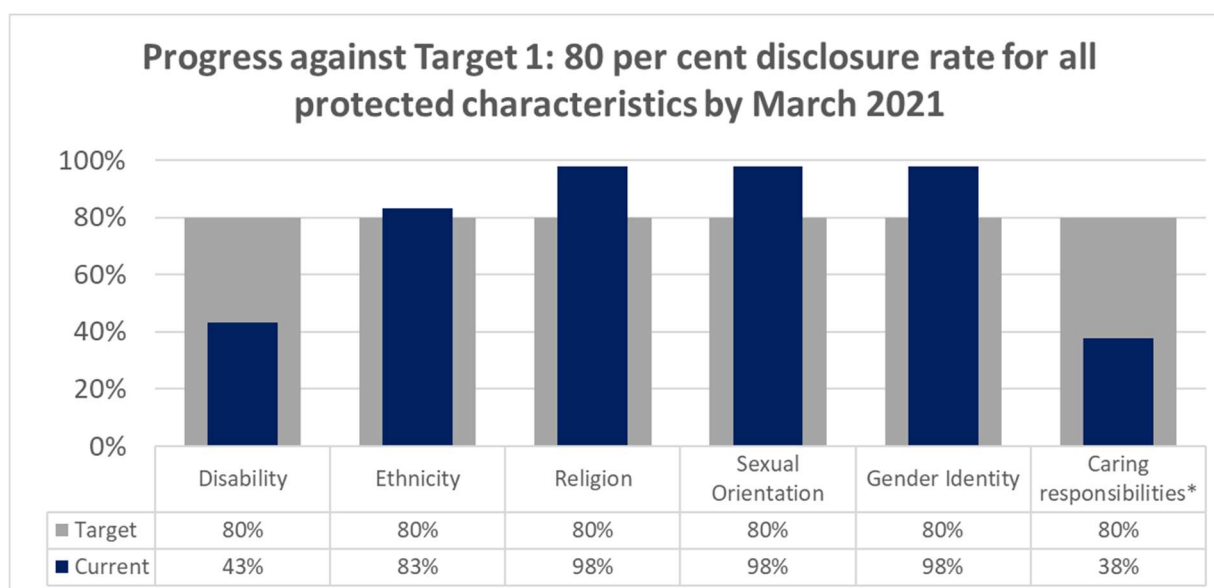
Note: Excludes those where religion or belief is not reported and those who chose not to declare their religion or belief. Benchmark sources^{ix}

OfS internal EDI targets

13. In 2020 the OfS agreed six EDI targets to help diversify the workforce at the OfS and lead to a step change in the way we work and ultimately lead to better outcomes. These are outlined in the table below.

Disclosure	Target 1	80 per cent disclosure rate for all protected characteristics by March 2021
Gender Profile	Target 2	Approximately two-thirds of appointments at pay band (PB) 11 and above should be women over a three-year rolling period
	Target 3	Approximately 55 per cent of appointments should be men over a three-year rolling period
Ethnicity Profile	Target 4	Over a three-year rolling period, approximately 20 per cent of appointments at PB 10 and above should be people from BAME backgrounds
	Target 5	On an annual basis approximately 20% of appointments throughout the organisation should be people from BAME backgrounds.
LGBT+	Target 6	Over a four-year rolling period, approximately 7 percent of appointments at PB 10 and above should be LGBT+

14. Target 1 is met for all characteristics except disability and caring responsibilities. An additional 37% of staff need to disclose disability and 42% for caring responsibilities to meet this target. ¹



15. The remaining targets measure progress using our appointments. Targets 2, 3, 4 and 6 are intended to be calculated over multiple year rolling periods. This is because the number of appointments per year are likely to be low, or the change is more likely to be gradual. Therefore, there is insufficient data after one year to enable reporting against those targets. Nevertheless, this is monitored on a regular basis and when there have been enough appointments to report progress, this will be published in future years.

16. Target 5 is that on an annual basis approximately 20% of appointments throughout the organisation should be people from BAME backgrounds. This target was set in February 2020 therefore it was only in place for less than 2 months of the year to March 2020. The proportion of appointments between throughout the organisation that were people from BAME backgrounds in the year to March 2020 was 12%, 8 percentage points below target.

ⁱ Source: <https://www.gov.uk/government/statistics/civil-service-statistics-2019>

ⁱⁱ Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimate/s/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland>

ⁱⁱⁱ Source: <https://www.gov.uk/government/statistics/civil-service-statistics-2019>

^{iv} <https://www.officeforstudents.org.uk/data-and-analysis/equality-and-diversity/equality-and-diversity-data/>

^v Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/measuringdisabilitycomparingapproaches/2019-08-06>

^{vi} Sources as above and <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/civil-service-workforce/latest>

^{vii} Sources as above and <https://www.nomisweb.co.uk/reports/localarea?compare=E06000023>, E06000025, E06000022

^{viii} Sources as above and: <https://www.officeforstudents.org.uk/data-and-analysis/equality-and-diversity/experimental-data/>

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2018>

^{ix} Sources as above

¹ Although caring responsibilities is not a protected characteristic under the Equality Act, we need to ensure that our employment policies do not discriminate against people with caring responsibilities. In the case of employees who are carers for disabled people, the Equality Act protects them from discrimination by association.