



Diversity & Equality Infographics

2019-2020

Contents

STAFF January 2020 Snapshot Back to Contents	Staff Age 30-39 The largest staff age group at 28.4%  Back to Contents	Staff Disability 316 Number of staff who have disclosed a disability  Back to Contents	Staff Ethnicity 672 Staff who identify as being from a Black, Asian, or Minority Ethnic (BAME) background  Back to Contents	Staff Gender 71.3% Male staff who are women, the largest gender-identifying group at the University  Back to Contents
Staff Nationality 96 Countries and territories whose staff are from  Back to Contents	Staff Sexuality 241 Staff who identify as Lesbian, Gay, Bisexual or Other Sexuality  Back to Contents	Staff Religion 2202 Staff who do not have a religious belief, the largest group at 51.5%  Back to Contents	Staff Mode of Work 71.7% Staff who are on a Permanent Contract  Back to Contents	
STUDENTS University Student Population 2019-2020 Higher Education Statistics Agency Data 2018/2019 Back to Contents	Student Age 12.2% Students who were aged 20 or older when they started their course  Back to Contents	Student Dependents  Back to Contents	Student Disability 2848 Number of disabled students  Back to Contents	Student Ethnicity 10,669 Students who identified as Black, Asian, Mixed or Asian Minority Ethnic, Black, Bangladeshi, Pakistani, Indian, Chinese  Back to Contents
Student Gender 55.4% Students who are Female  Back to Contents	Student Nationality 9479 Students who are from the EU or Overseas (International)  Back to Contents	Student Sexuality 1676 Students who identify as Lesbian, Gay, Bisexual or Other Sexuality  Back to Contents	Student Religion 14,437 Students who have a religious belief/identity  Back to Contents	Student Mode of Study 9.7% Students who study Part Time  Back to Contents

Introduction

Welcome to the Diversity & Equality Infographic Report covering the academic year 2019 to 2020.

The underpinning data in this report has come from the University data warehouse called Explorer. Student Data is for the academic year 2019-2020, and staff data is a snapshot date of January 2020.

A small amount of data has come from the Higher Education Statistics Agency, and this is only for the academic year 2018-2019. Where we have used HESA data this will be labelled.

Data is based on a Head Count (Explorer) or Full Personal Equivalent (HESA). What this means that that the data is based on people and not proportions of posts or people.

We have provided various types of data here, including job groups (e.g. manual or clerical), by pay grade (e.g. grade 7 or 10), by Faculty and by School. However, not all of this data is provided for every equality characteristic.

For student data we have provided some data by Undergraduate, Postgraduate etc., however, only undergraduate data has been used to provide detailed faculty and department level data.

Acronyms and Departments Lists

A number of acronyms are used within the data / infographics, in particular for the University departments and schools. Some of the key acronyms are listed here.

- **LGB+** means people who identify as Lesbian, Gay, Bisexual or Other sexuality.
- **People of Colour** means people who identify as Black, Asian, Mixed or Other Ethnic Group, so excluding White Irish, Gypsy, White Other.
- **White Other** means people who identify as White Irish, Gypsy and White Other.

FHLS: Faculty of Health & Life Sciences.

- **IACD:** Institute of Ageing & Chronic Disease
- **ICS:** Institute of Clinical Sciences
- **IIGH:** Institute of Infection & Global Health
- **IIB:** Institute of Integrative Biology
- **ILHS:** Institute of Life & Human Sciences
- **IPHS:** Institute of Psychology, Health & Society
- **ITM:** Institute of Translational Medicine
- **IVS:** Institute of Veterinary Sciences

FHSS: Faculty of Humanities & Social Sciences.

- **Arts:** School of the Arts
- **SHLC:** School of Histories, Languages & Cultures
- **SLSJ:** School of Law & Social Justice
- **ULMS:** University of Liverpool Management School

FS&E: Faculty of Science and Engineering.

- **EEE&CS:** School of Electrical Engineering, Electronics, & Computer Science
- **Eng:** School of Engineering
- **EnvSci:** School of Environmental Sciences
- **PhySci:** School of Physical Sciences

STAFF

January 2020 Snapshot

[Back to Contents](#)

Staff Age

30-39

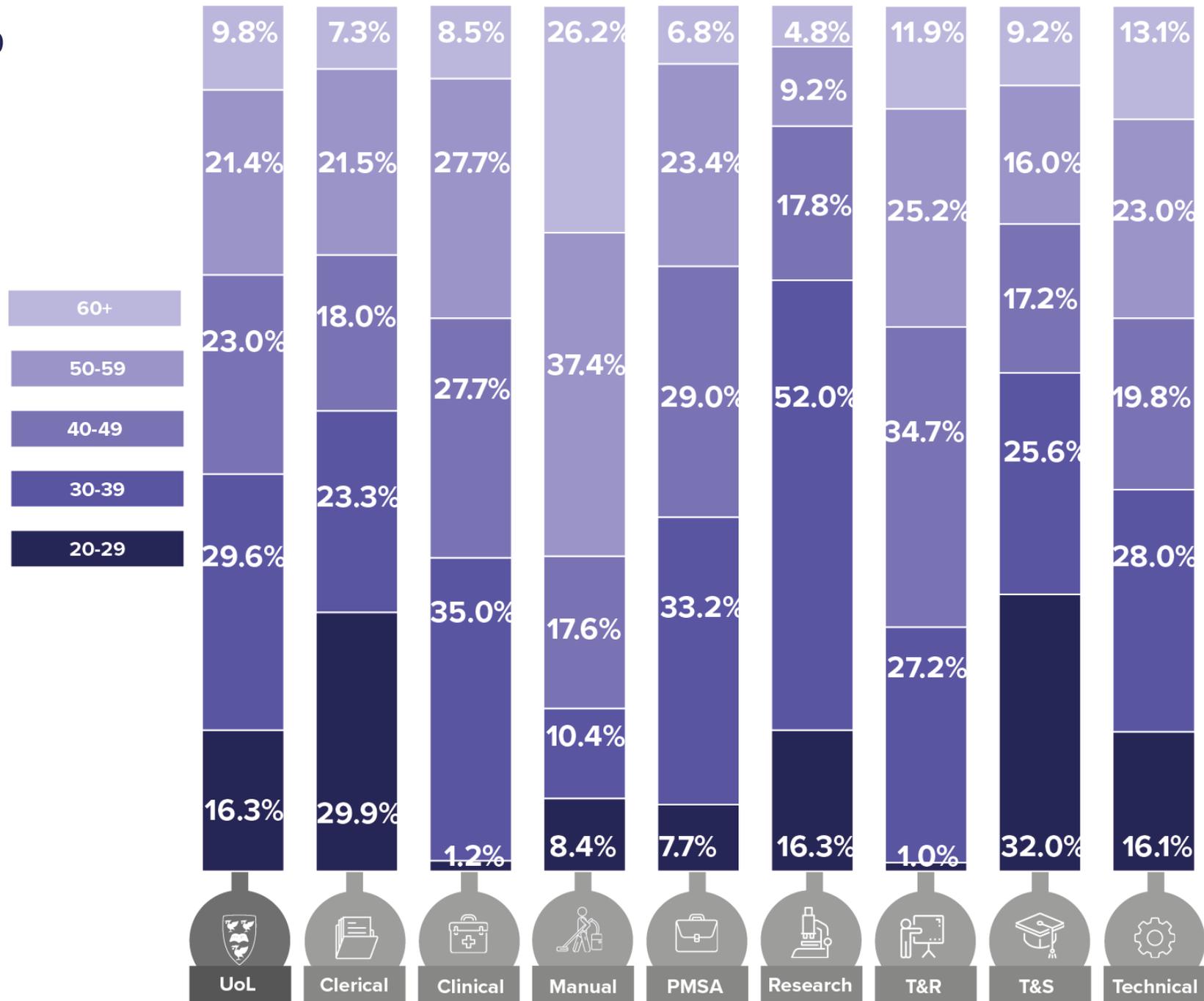
The largest staff age group at 29.6%



Long Service Awards July 2019

[Back to Contents](#)

Age by Job Group



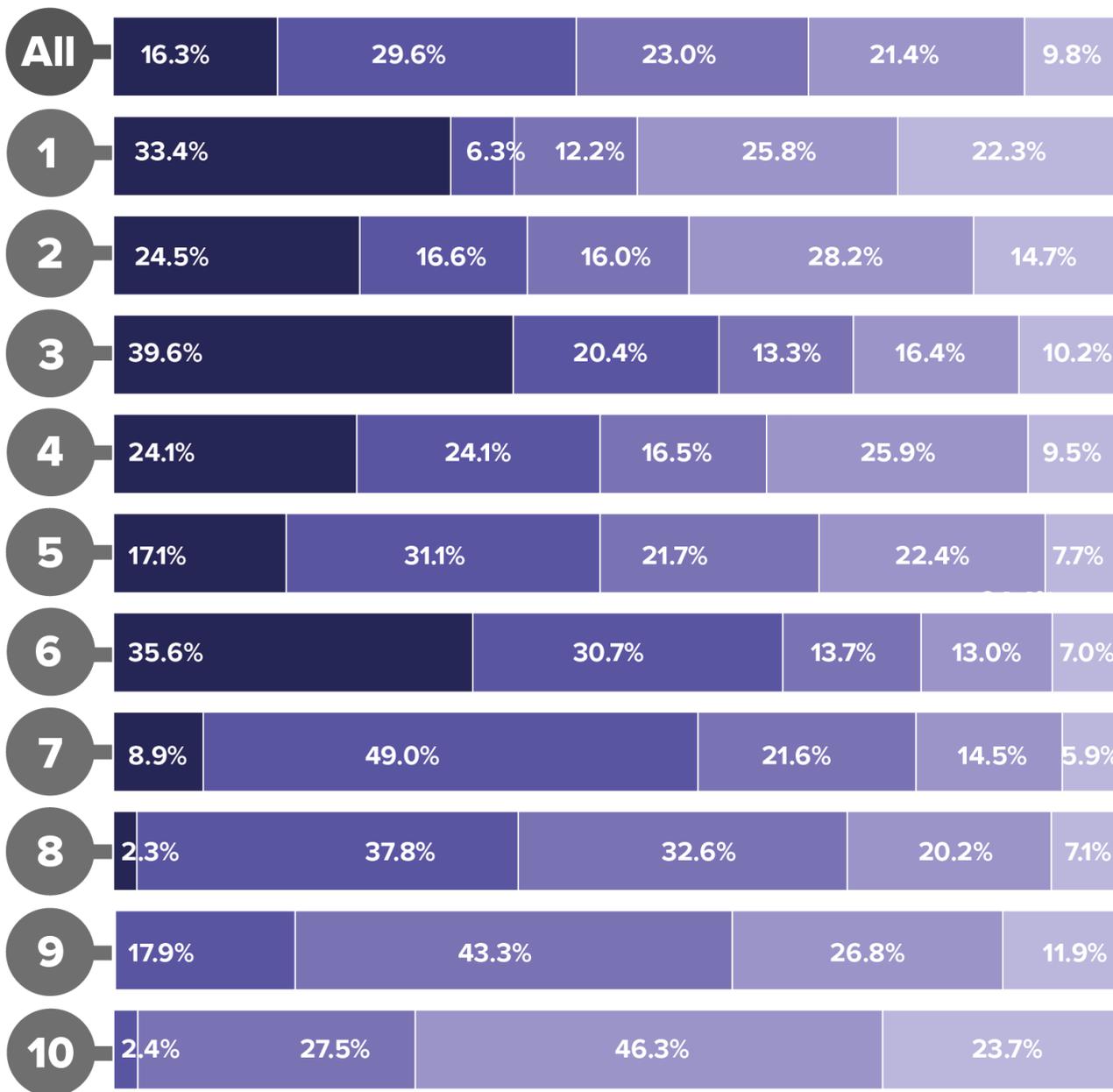
Age by Pay Grade

Grade 1 =
£16,973 - £17,361

Grade 5 =
£25,217 - £29,177

Grade 7 =
£34,805 - £40,322

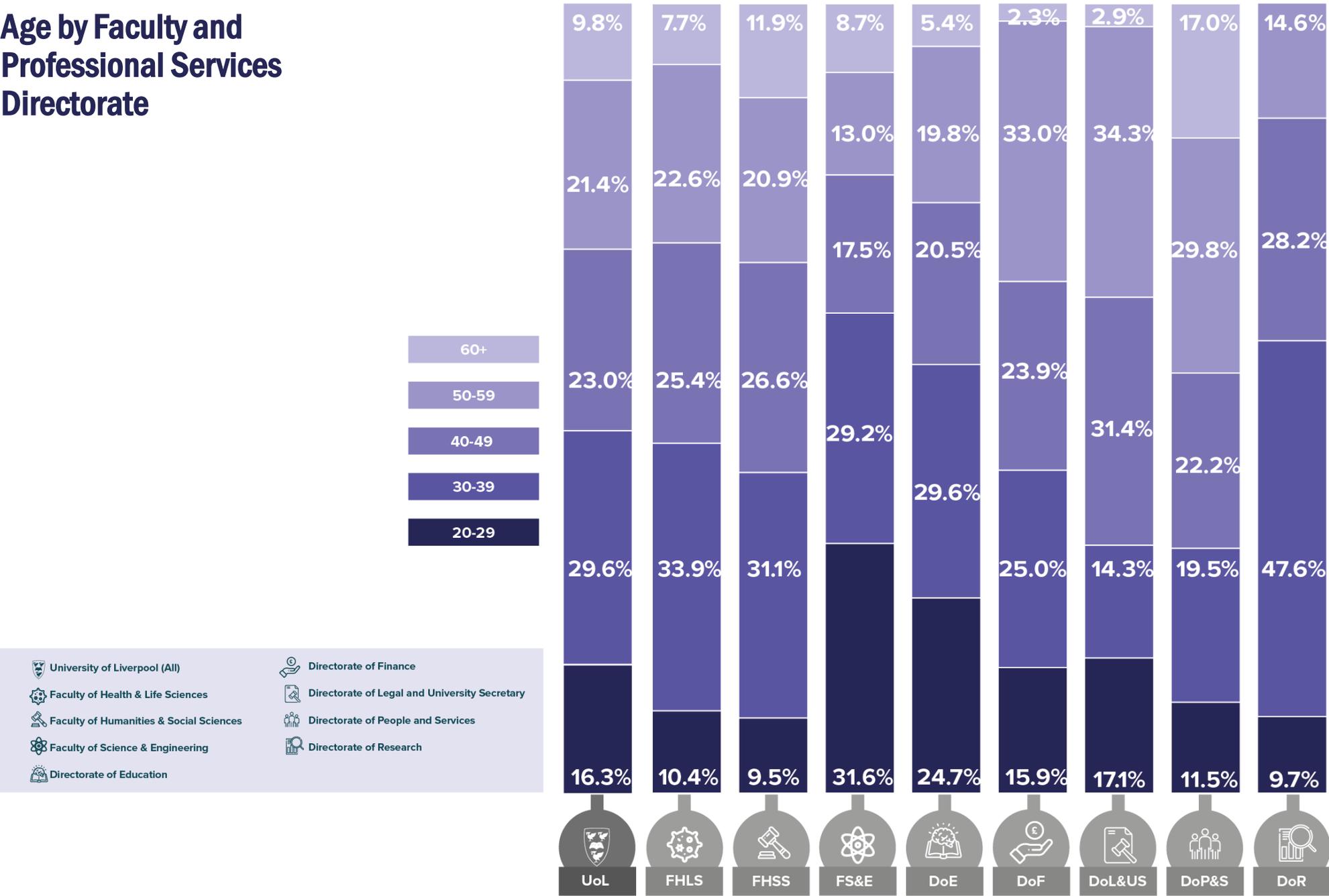
Grade 10 =
£70,578+



* for grade 10 graph does not show age group 20-29 as too small (0.1%)



Age by Faculty and Professional Services Directorate



- University of Liverpool (All)
- Faculty of Health & Life Sciences
- Faculty of Humanities & Social Sciences
- Faculty of Science & Engineering
- Directorate of Education
- Directorate of Finance
- Directorate of Legal and University Secretary
- Directorate of People and Services
- Directorate of Research

Staff Disability

316

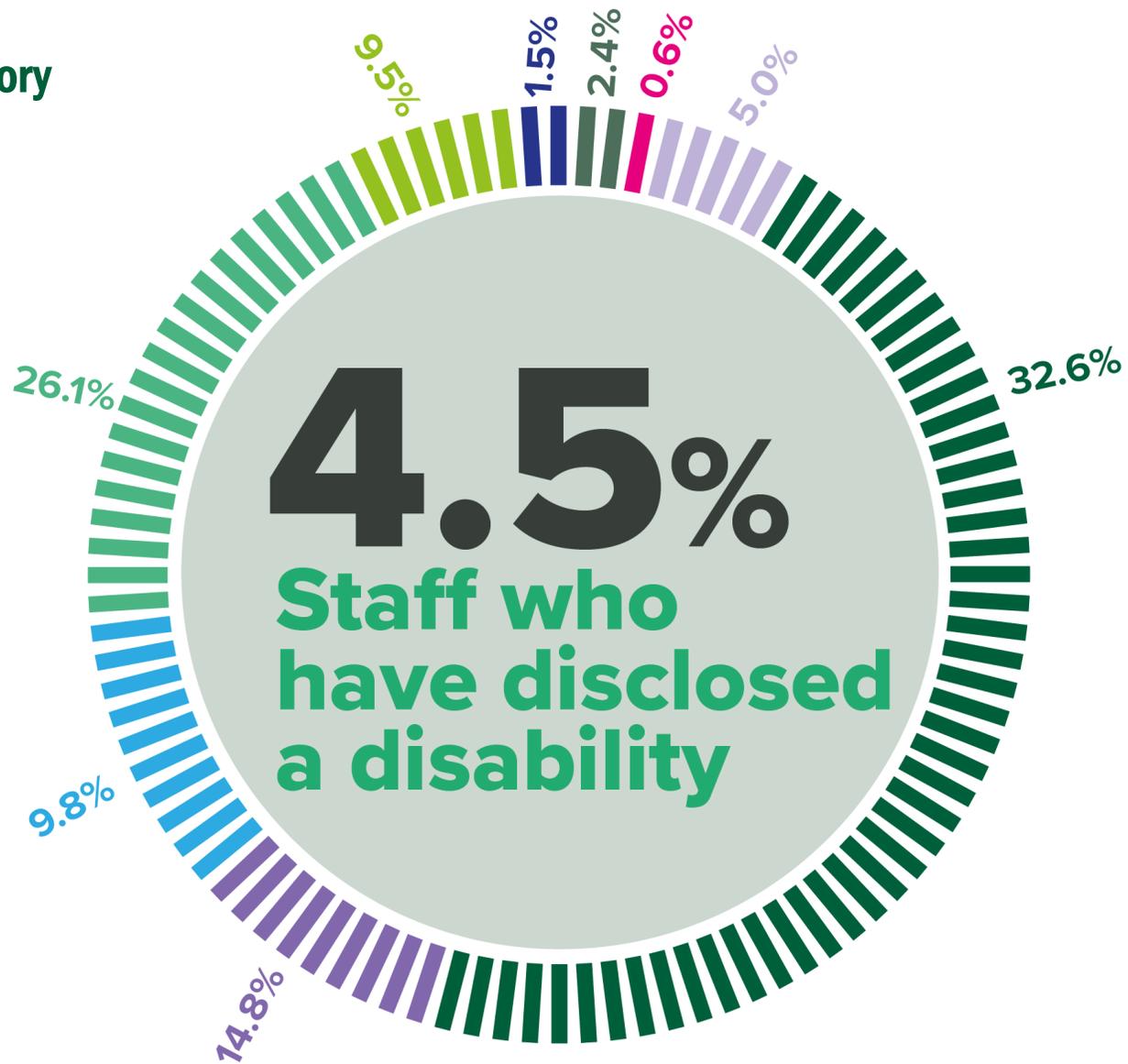
Number of staff who have disclosed a disability

[Back to Contents](#)



New Changing Places Toilet in Chadwick Lecture Theatres

Disability by Category



-  Cognitive Impairment
-  General Learning Disability
-  Hearing Impairment
-  Long term Illness
-  Mental Health
-  Other
-  Physical Disability
-  SPLD
-  Visual Impairment

Disability by Job Group



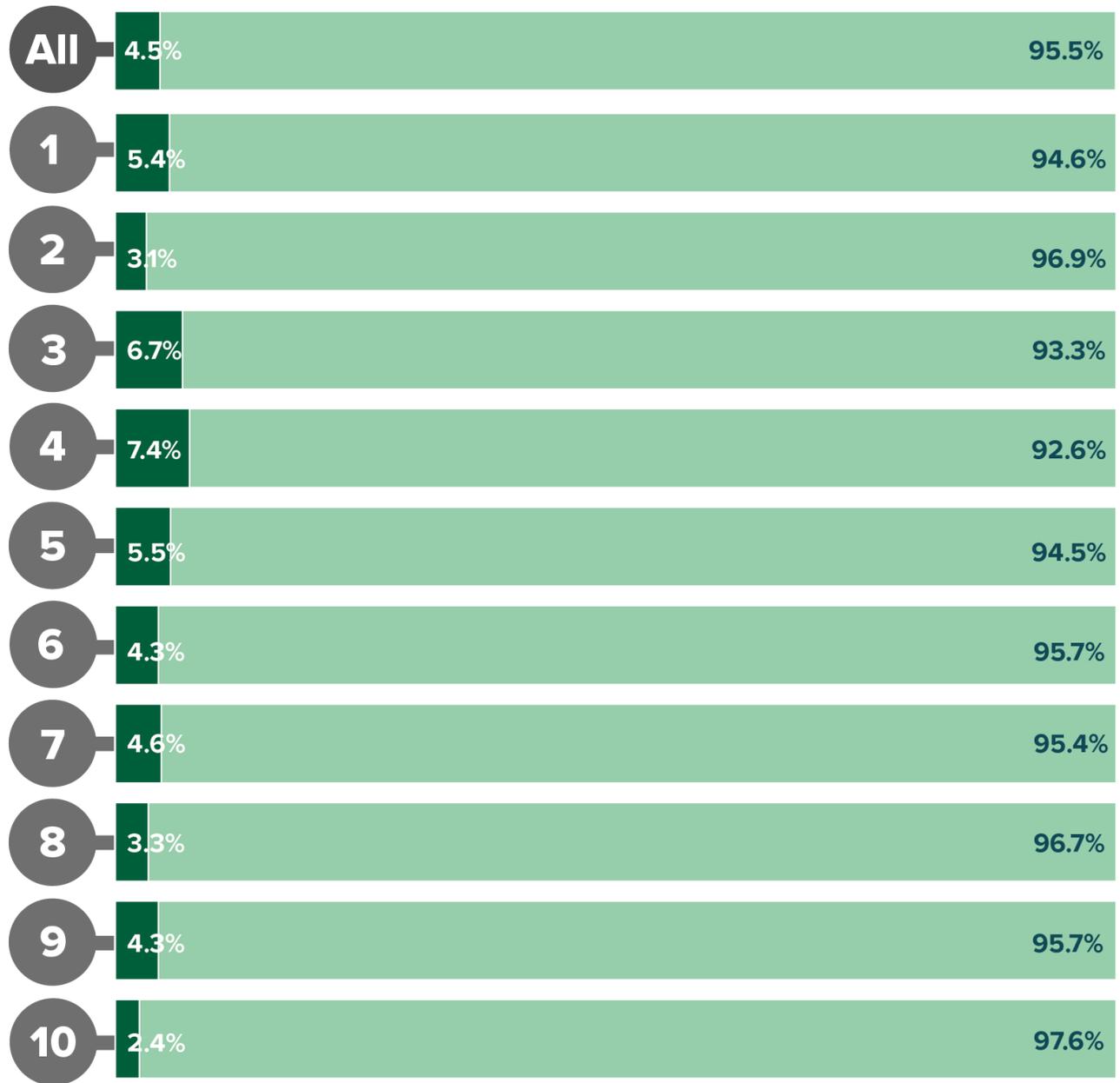
Disability by Pay Grade

Grade 1 =
£16,973 - £17,361

Grade 5 =
£25,217 - £29,177

Grade 7 =
£34,805 - £40,322

Grade 10 =
£70,578+



Disabled

No Disability

Disability by Faculty & Professional Service Directorate

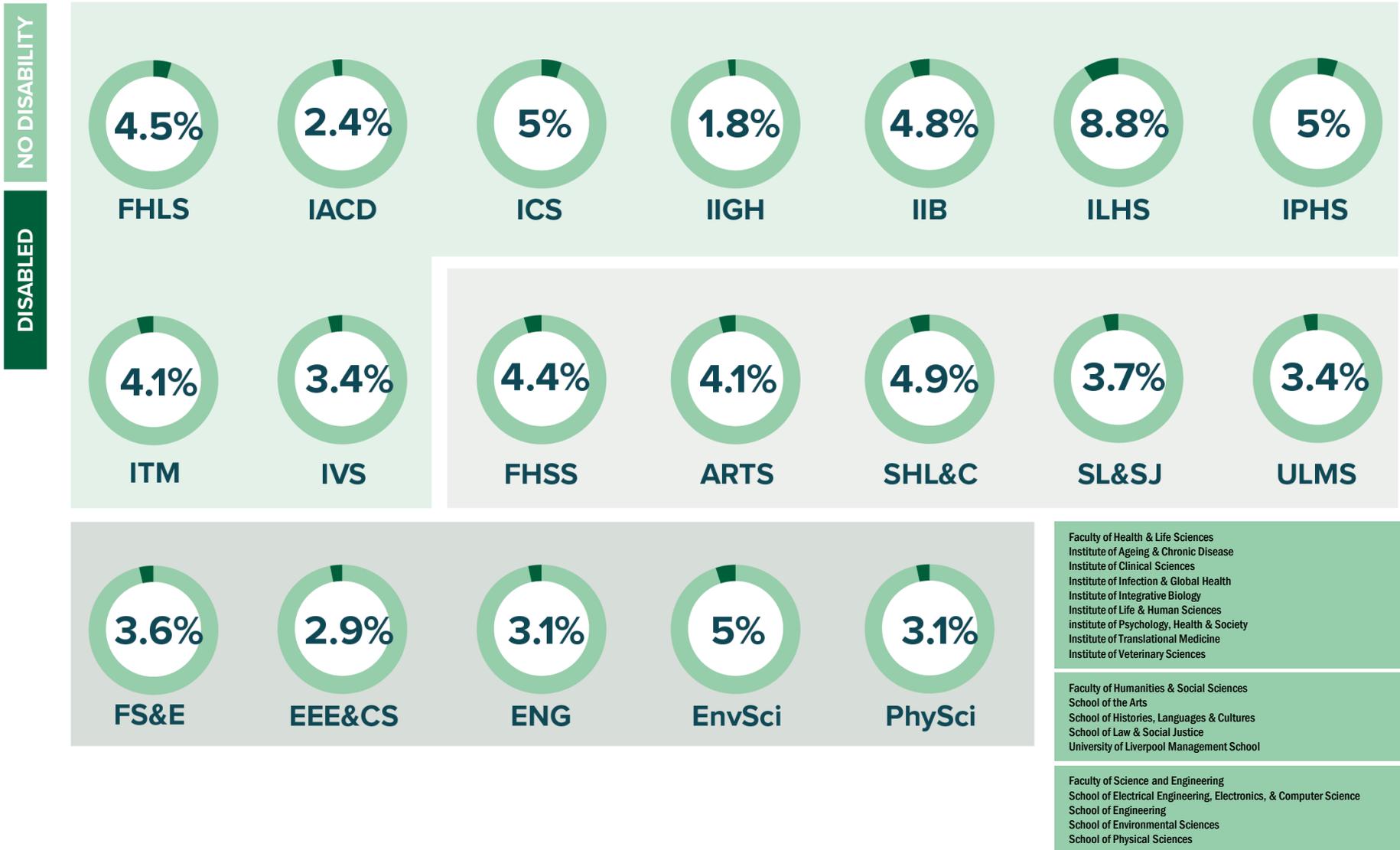
No Disability
Disabled



-  University of Liverpool (All)
-  Faculty of Health & Life Sciences
-  Faculty of Humanities & Social Sciences
-  Faculty of Science & Engineering
-  Directorate of Education
-  Directorate of Finance
-  Directorate of Legal and University Secretary
-  Directorate of People and Services
-  Directorate of Research

Disability by Faculty and School

The percentage relates to all members of staff within the department.



LIVERPOOL 2.5%



RUSSELL GROUP 2.8%



HE SECTOR 3.2%



Staff Ethnicity

672

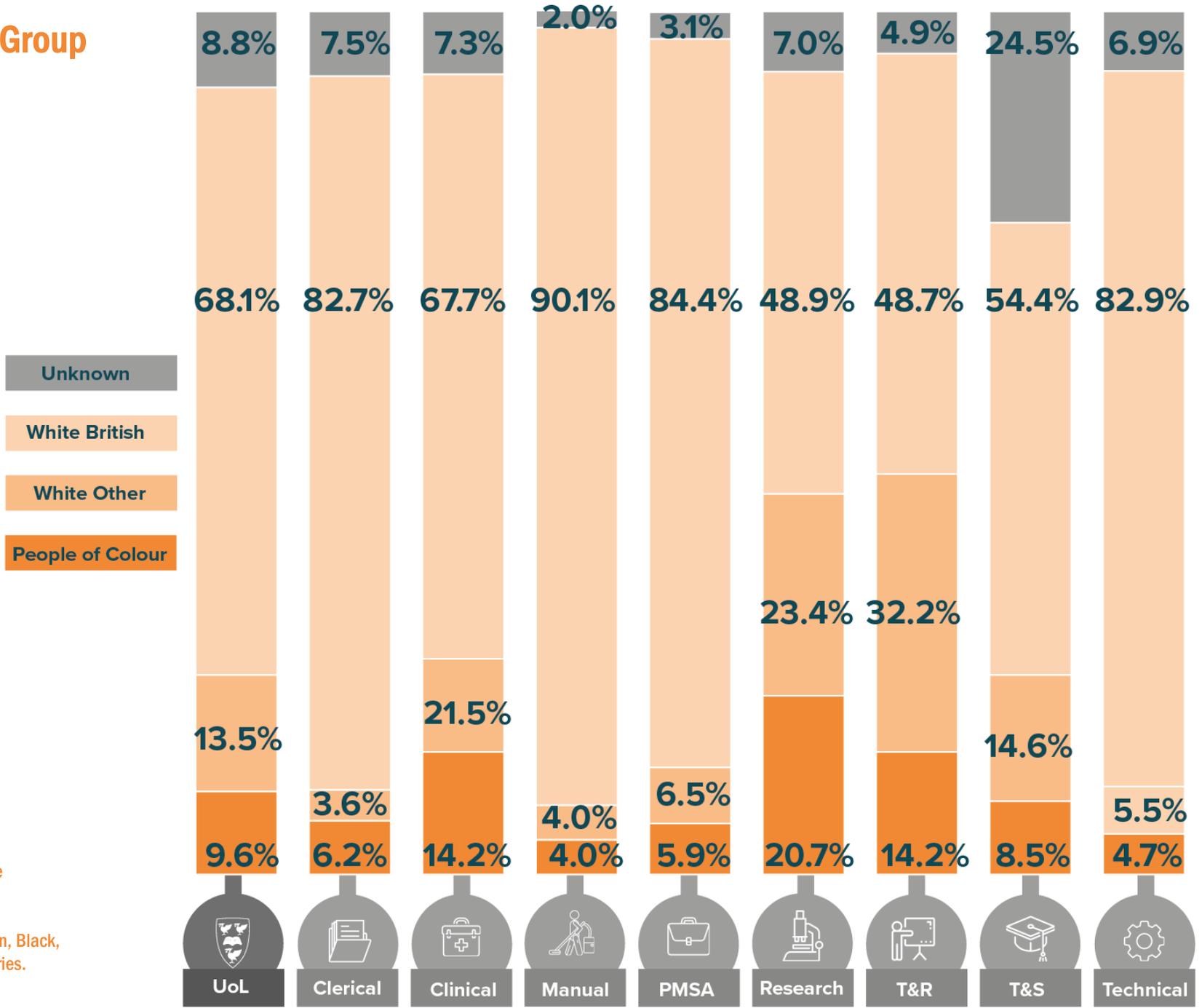
Staff who identify as being from a Black, Asian, Mixed, or from a Minority Ethnic background

(excluding white minority groups)

[Back to Contents](#)



Ethnicity by Job Group



White Other means White Irish, Gypsy/Traveller and Other White background.

People of Colour means all Asian, Black, Mixed, and Other Ethnic categories.

Ethnicity by Pay Grade

Grade 1 =
£16,973 - £17,361

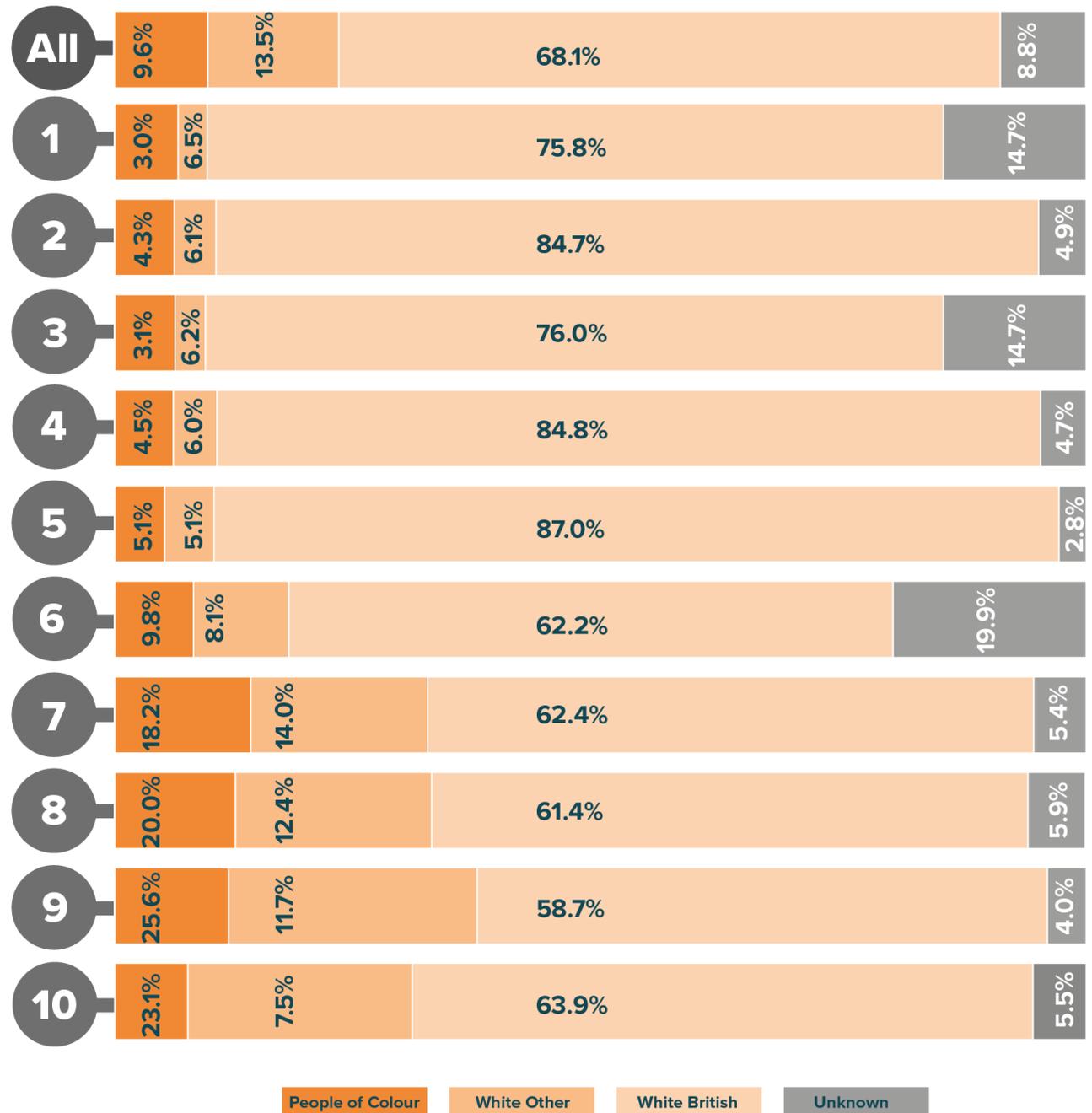
Grade 5 =
£25,217 - £29,177

Grade 7 =
£34,805 - £40,322

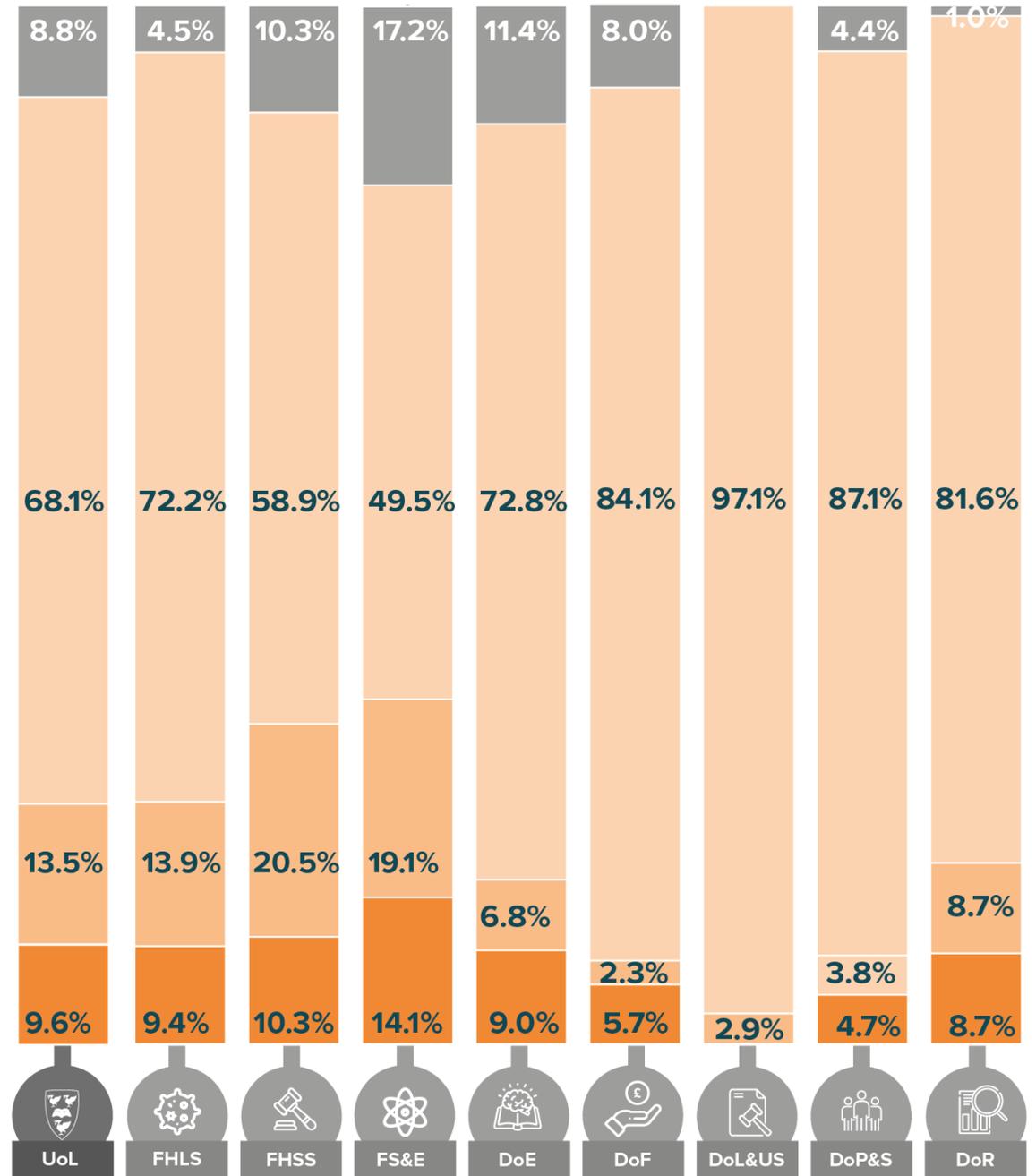
Grade 10 =
£70,578+

White Other means White Irish, Gypsy/Traveller and Other White background.

People of Colour means all Asian, Black, Mixed, and Other Ethnic categories.



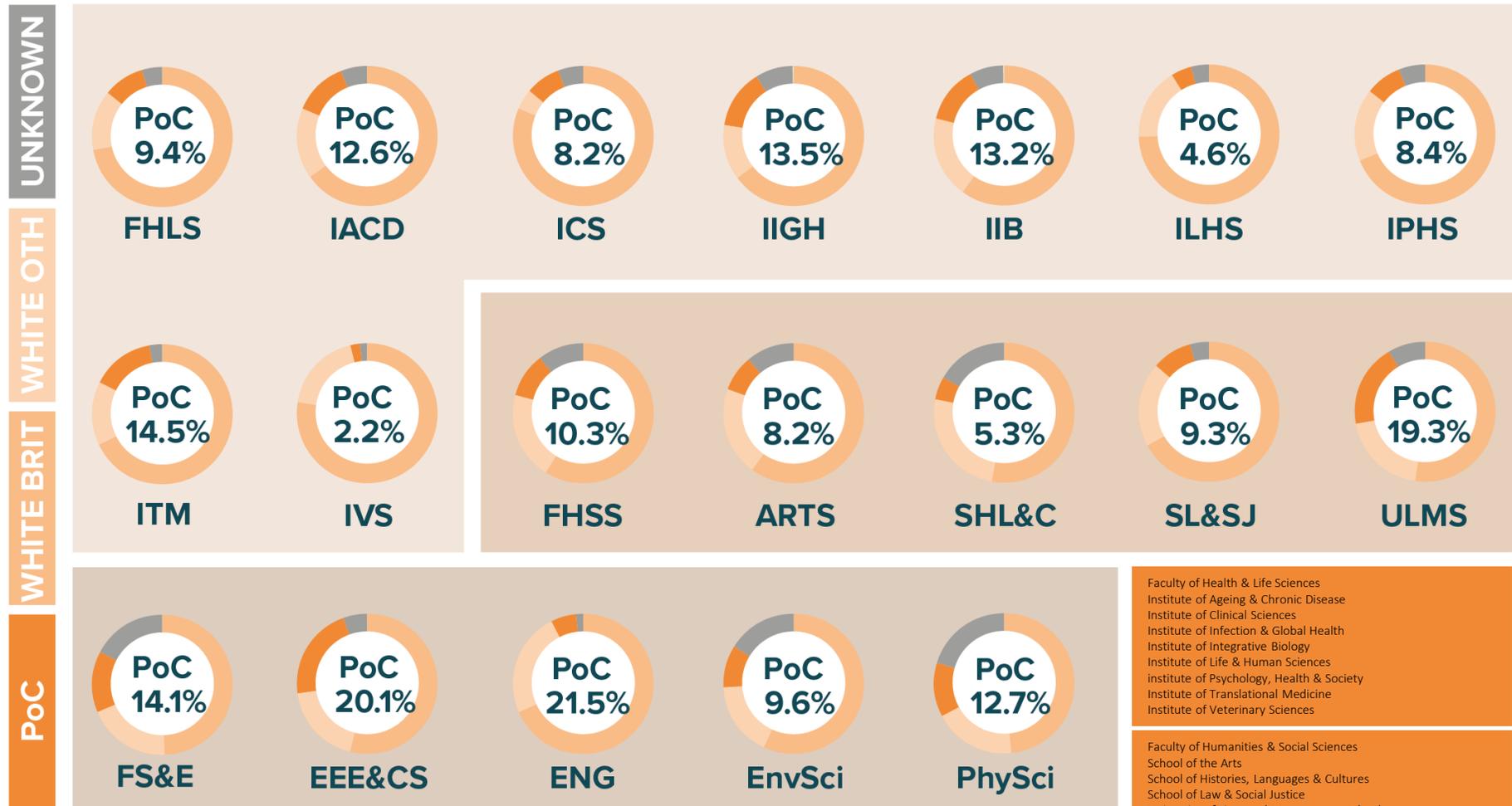
Ethnicity by Faculty & Professional Service Directorate



- University of Liverpool (All)
- Faculty of Health & Life Sciences
- Faculty of Humanities & Social Sciences
- Faculty of Science & Engineering
- Directorate of Education
- Directorate of Finance
- Directorate of Legal and University Secretary
- Directorate of People and Services
- Directorate of Research

Ethnicity by Faculty and School

The percentage relates to all members of staff within the department.



Faculty of Health & Life Sciences
 Institute of Ageing & Chronic Disease
 Institute of Clinical Sciences
 Institute of Infection & Global Health
 Institute of Integrative Biology
 Institute of Life & Human Sciences
 Institute of Psychology, Health & Society
 Institute of Translational Medicine
 Institute of Veterinary Sciences

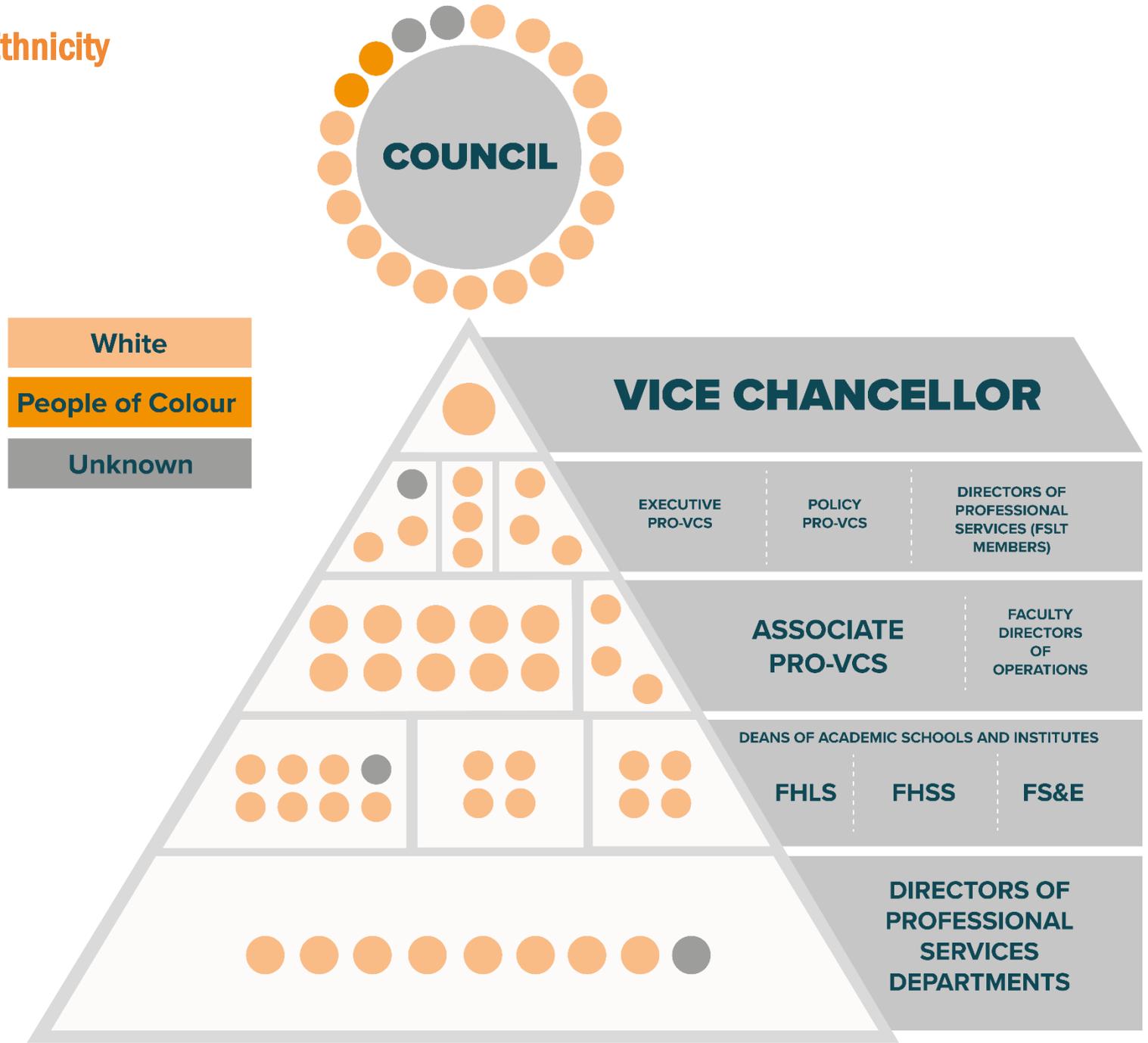
Faculty of Humanities & Social Sciences
 School of the Arts
 School of Histories, Languages & Cultures
 School of Law & Social Justice
 University of Liverpool Management School

Faculty of Science and Engineering
 School of Electrical Engineering, Electronics, & Computer Science
 School of Engineering
 School of Environmental Sciences
 School of Physical Sciences

White Other means White Irish, Gypsy/Traveller and Other White background.

People of Colour means all Asian, Black, Mixed, and Other Ethnic categories.

Pyramid of Power Ethnicity



- White
- People of Colour
- Unknown



VICE CHANCELLOR

EXECUTIVE PRO-VCS

POLICY PRO-VCS

DIRECTORS OF PROFESSIONAL SERVICES (FSLT MEMBERS)

ASSOCIATE PRO-VCS

FACULTY DIRECTORS OF OPERATIONS

DEANS OF ACADEMIC SCHOOLS AND INSTITUTES

FHLS

FHSS

FS&E

DIRECTORS OF PROFESSIONAL SERVICES DEPARTMENTS

People of Colour

LIVERPOOL 9%



RUSSELL GROUP 8.2%



HE SECTOR 9.6%



Staff Gender

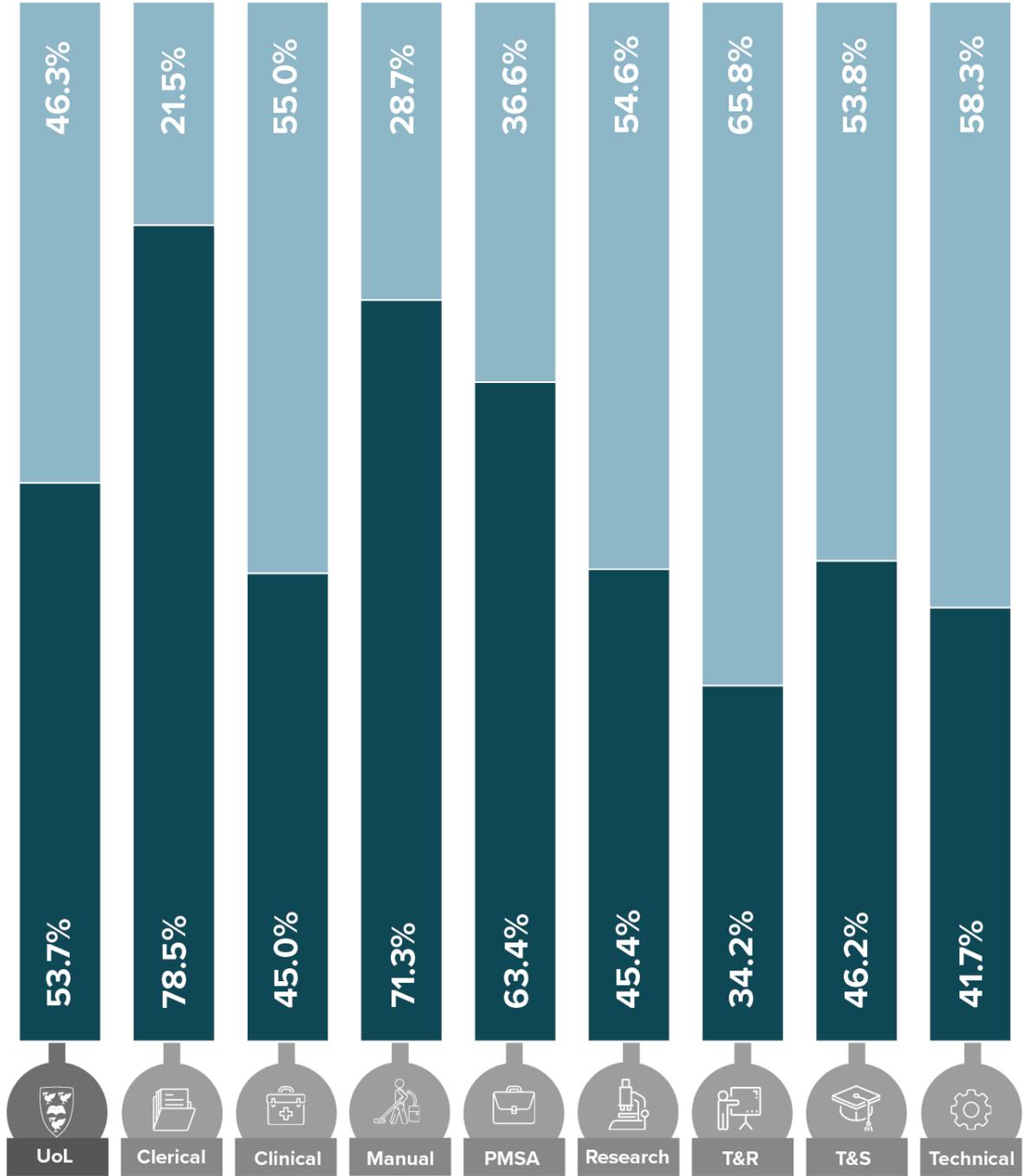
71.3%

Manual staff who are women, the largest gendered occupation group at the University



[Back to Contents](#)

Gender by Job Group



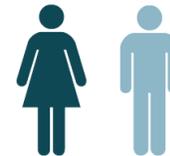
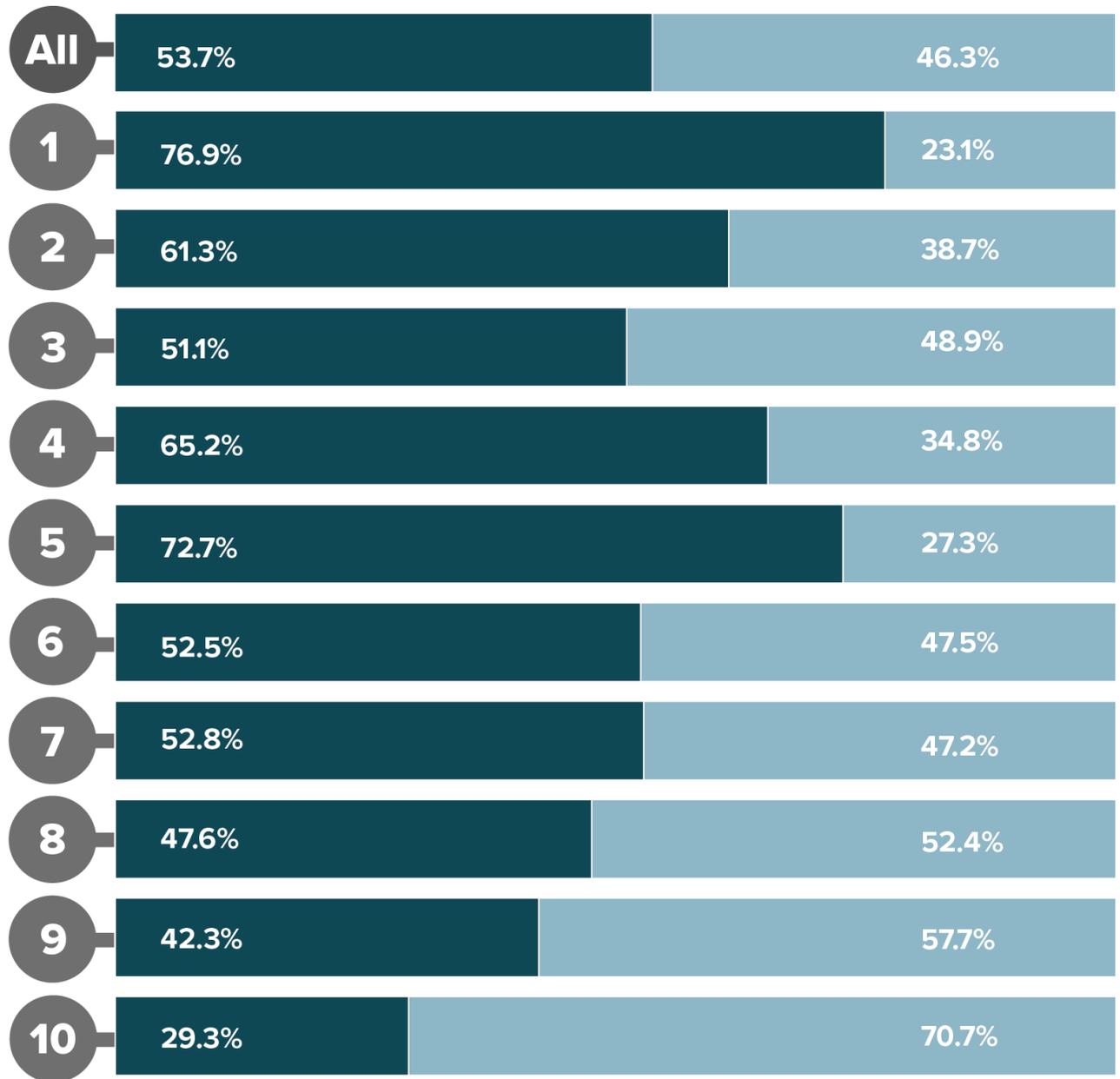
Gender by Pay Grade

Grade 1 =
£16,973 - £17,361

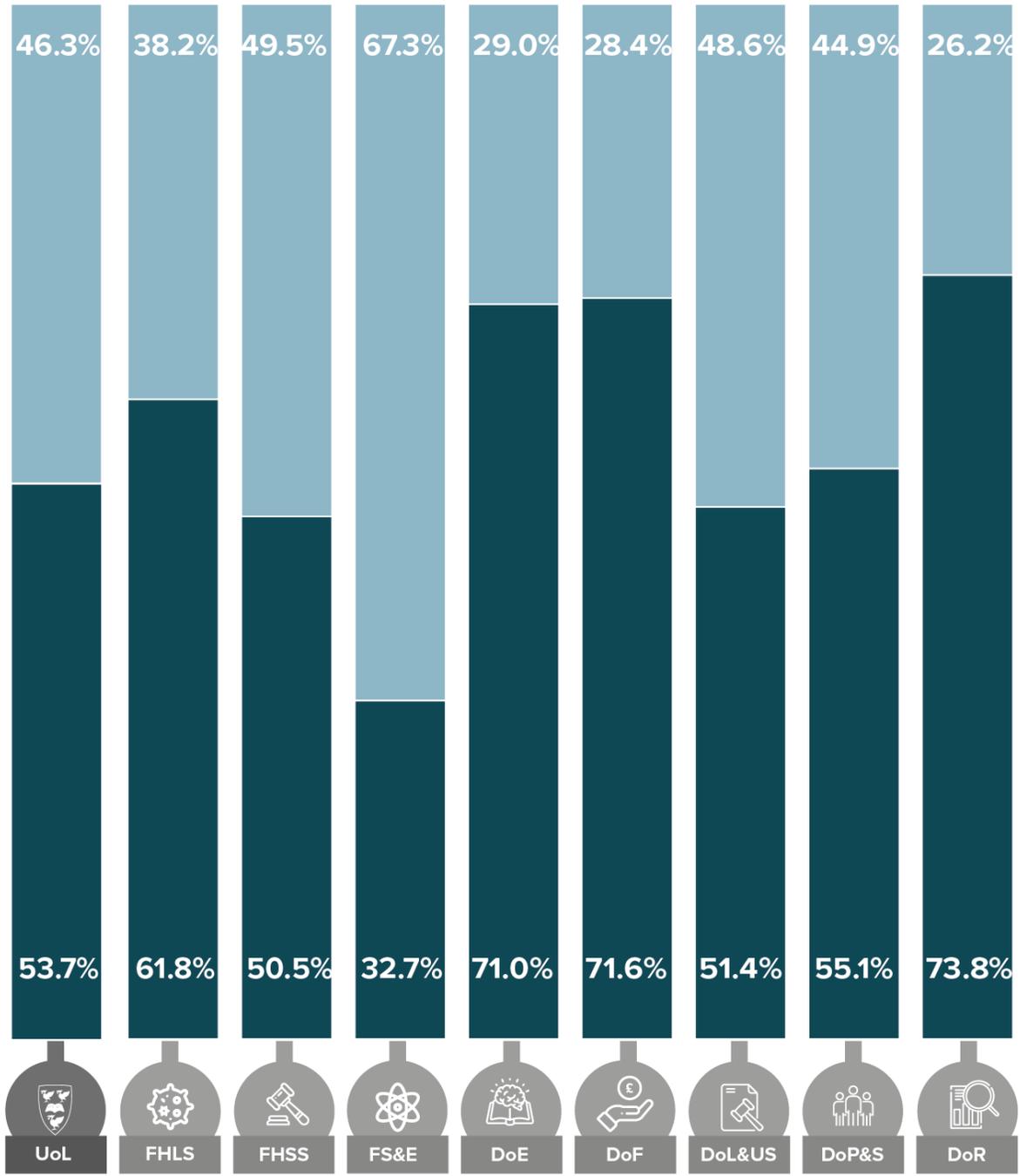
Grade 5 =
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Grade 10 =
£70,578+



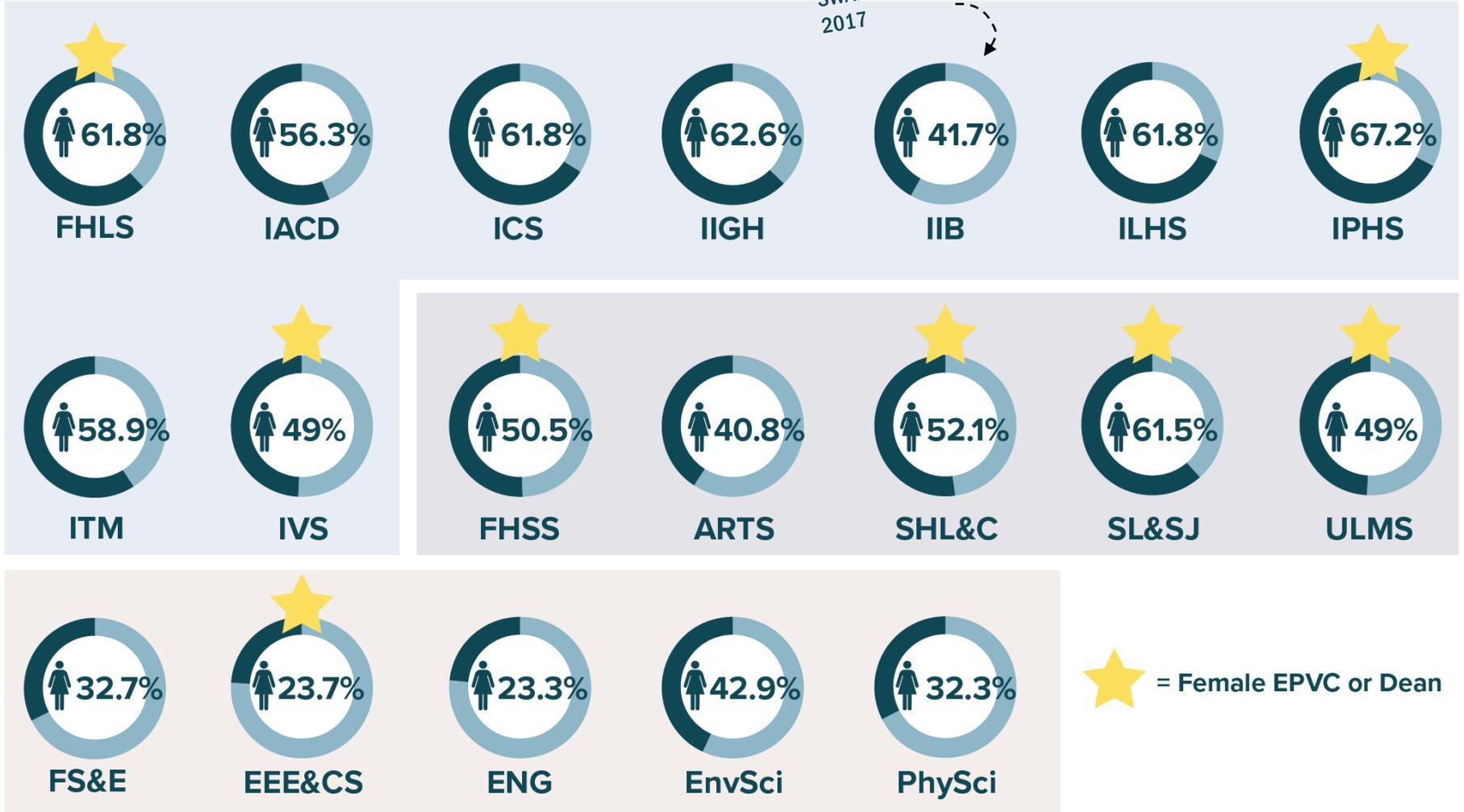
Gender by Faculty & Professional Service Directorate



- University of Liverpool (All)
- Faculty of Health & Life Sciences
- Faculty of Humanities & Social Sciences
- Faculty of Science & Engineering
- Directorate of Education
- Directorate of Finance
- Directorate of Legal and University Secretary
- Directorate of People and Services
- Directorate of Research

Gender by Faculty and School

The first department to achieve an Athena SWAN Gold award in 2017



= Female EPVC or Dean

Faculty of Health & Life Sciences
 Institute of Ageing & Chronic Disease
 Institute of Clinical Sciences
 Institute of Infection & Global Health
 Institute of Integrative Biology
 Institute of Life & Human Sciences
 Institute of Psychology, Health & Society
 Institute of Translational Medicine
 Institute of Veterinary Sciences

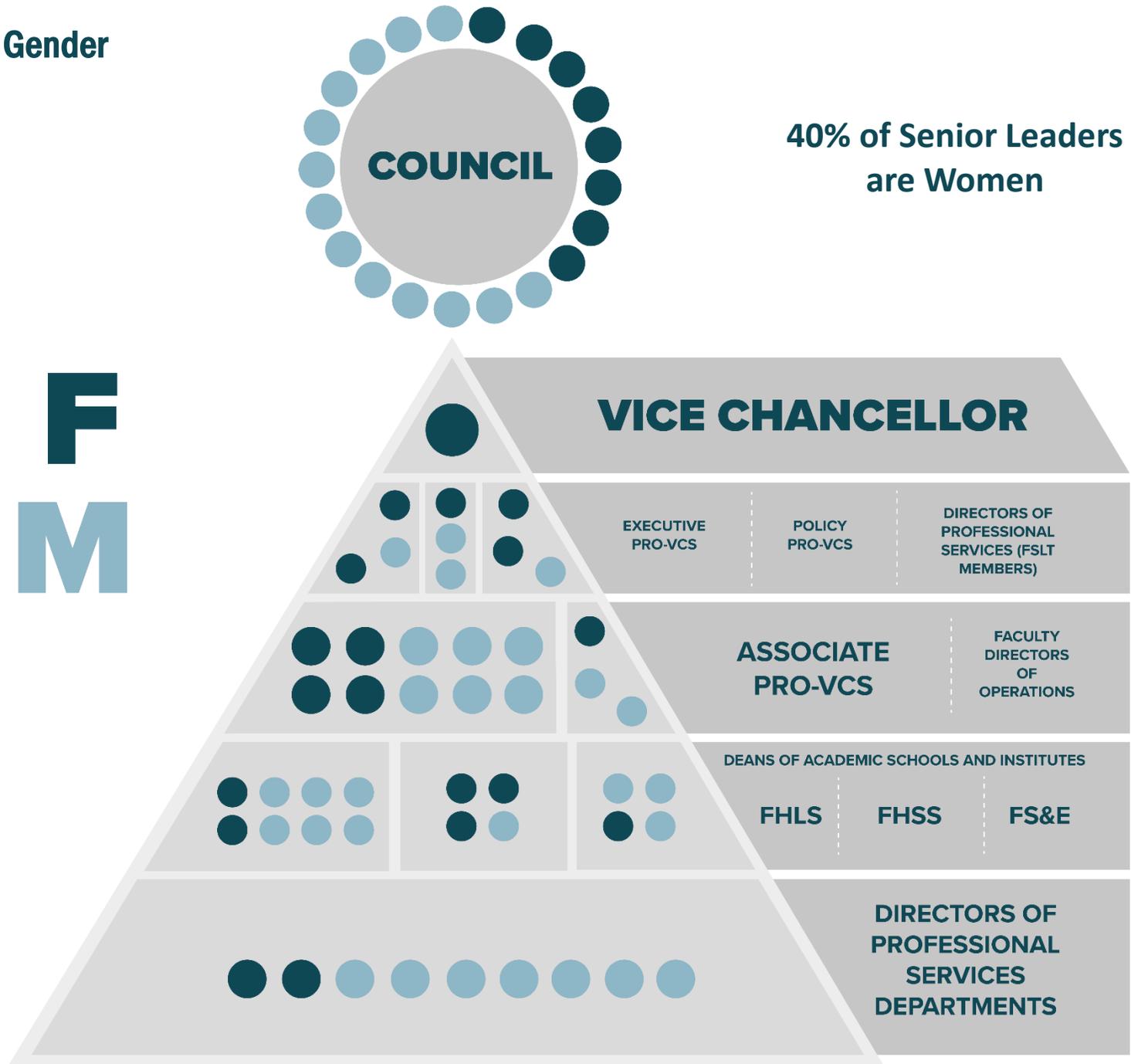
Faculty of Humanities & Social Sciences
 School of the Arts
 School of Histories, Languages & Cultures
 School of Law & Social Justice
 University of Liverpool Management School

Faculty of Science and Engineering
 School of Electrical Engineering, Electronics, & Computer Science
 School of Engineering
 School of Environmental Sciences
 School of Physical Sciences

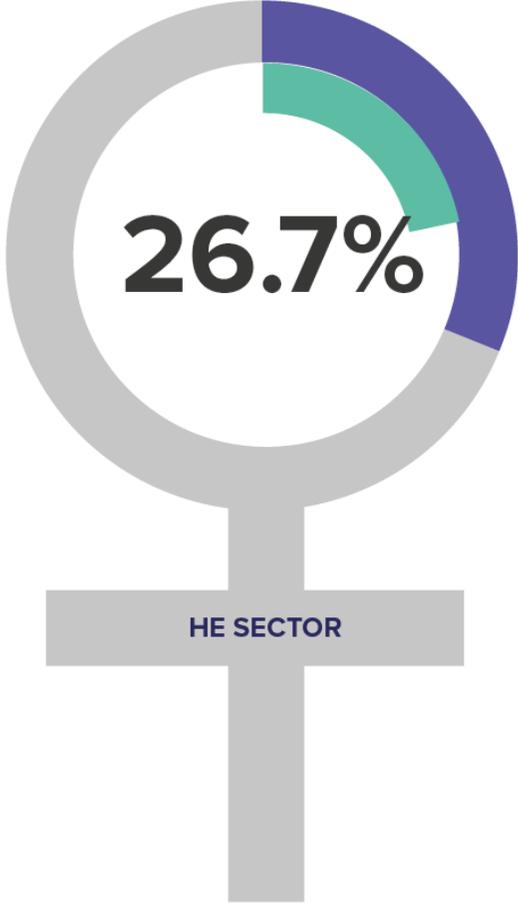
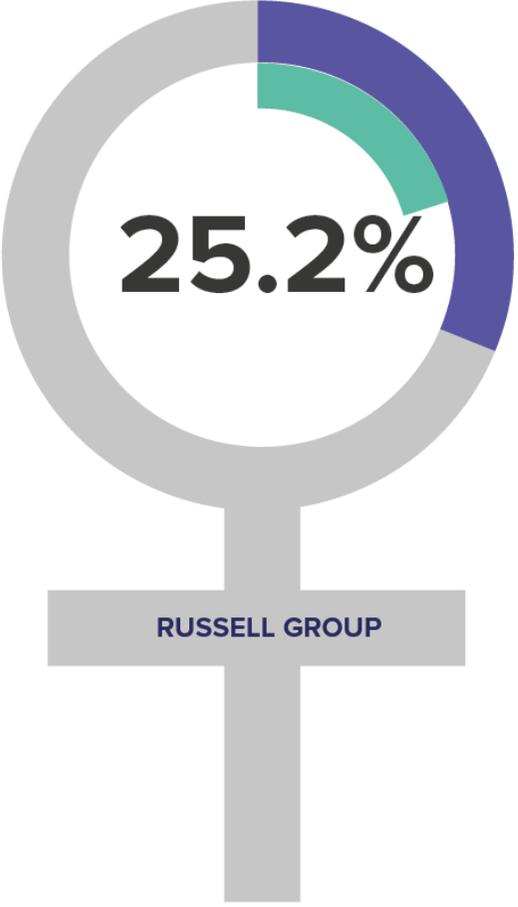
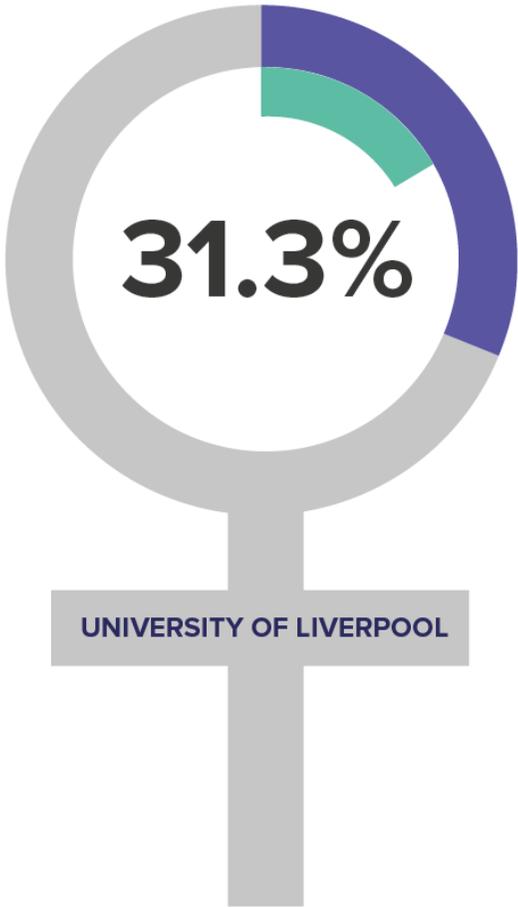
The percentage relates to all members of staff within the department.

Pyramid of Power by Gender

F
M



Professor by Gender



 HESA 2012/13
 HESA 2018/19

315%

Increase in the number of female professors
in 10 years (2009/10-2018/19)

Staff Nationality

96

Countries and Territories where staff are
from



[Back to Contents](#)

Nationality by Job Group

37%

Proportion of UK Staff in Academic roles

84%

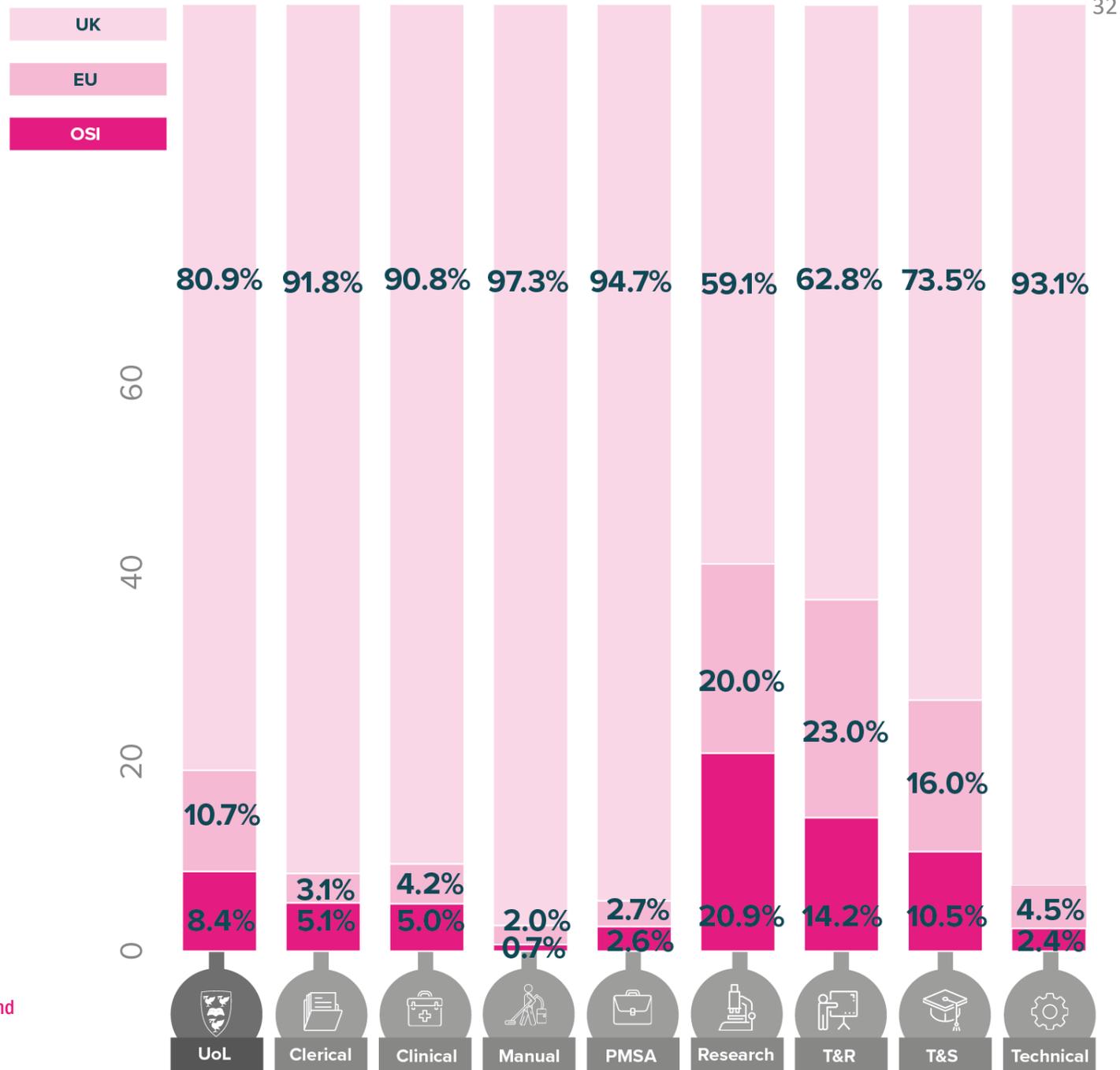
Proportion of EU Staff in Academic roles

78%

Proportion of International Staff in Academic roles

EU means the 27 member states of the European Union

OSI means overseas and internationality



Nationality by Pay Grade

Grade 1 =
£16,973 - £17,361

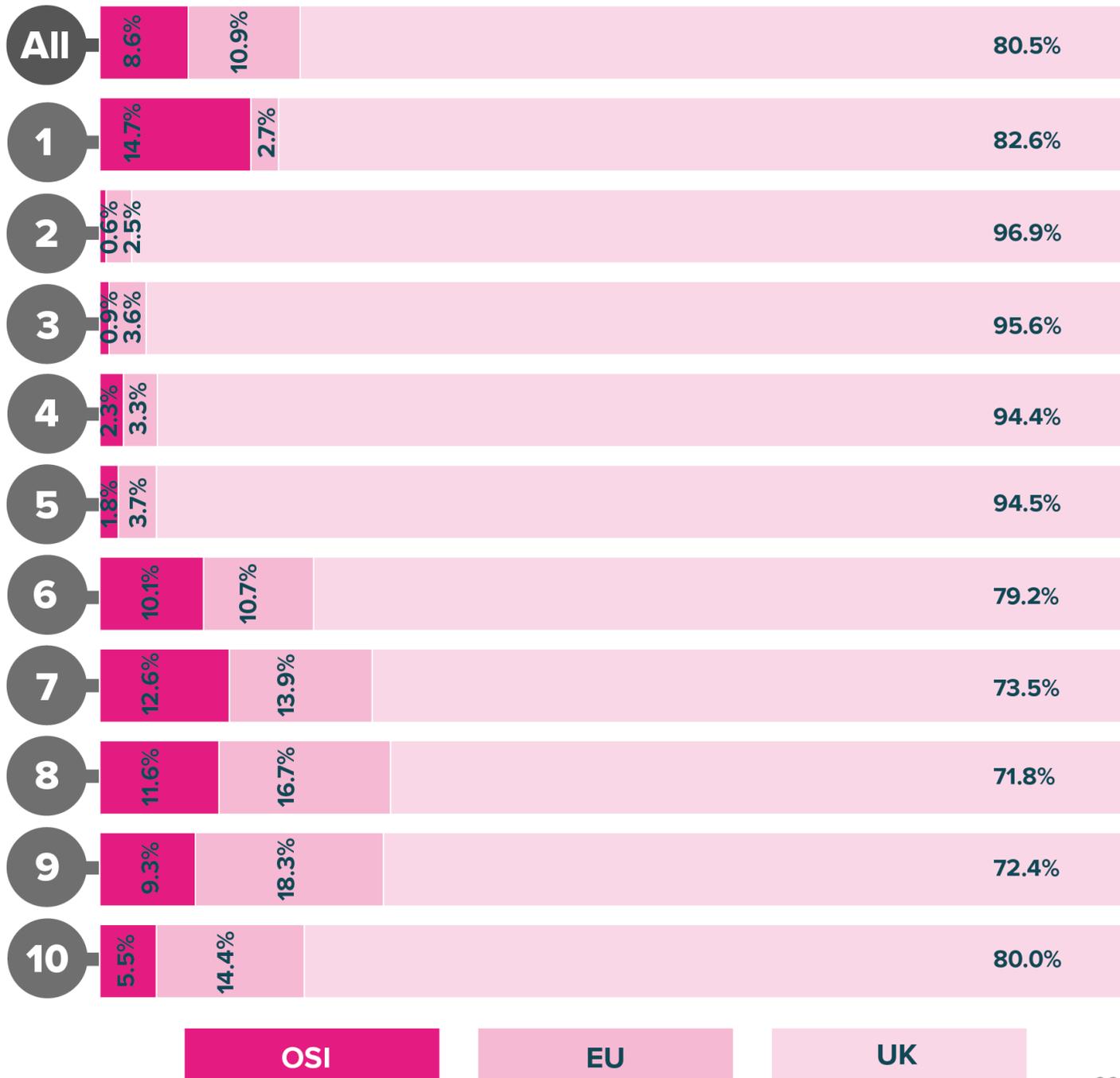
Grade 5 =
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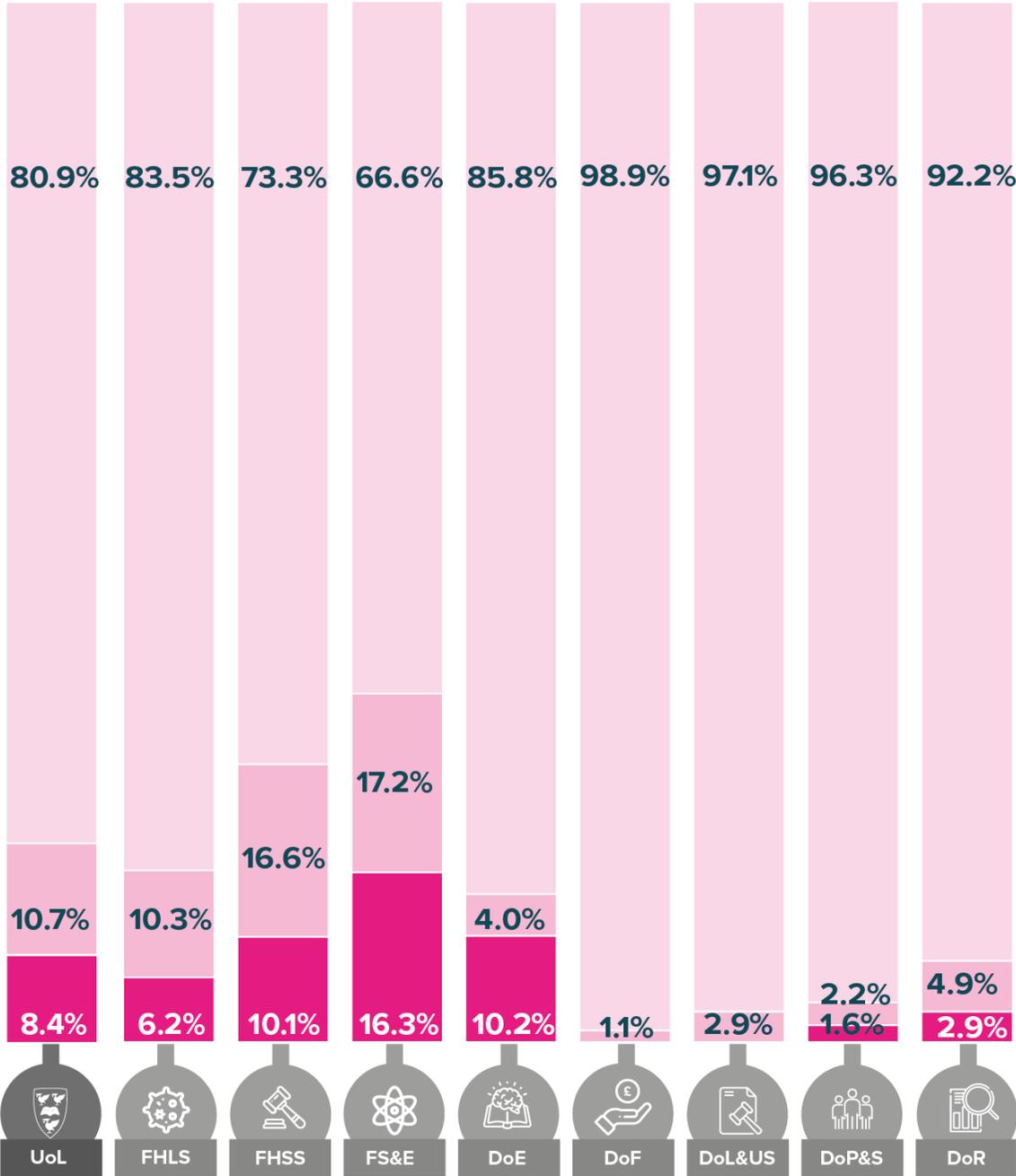
Grade 10 =
£70,578+

EU means the 27 member states of the European Union

OSI means overseas and internationality

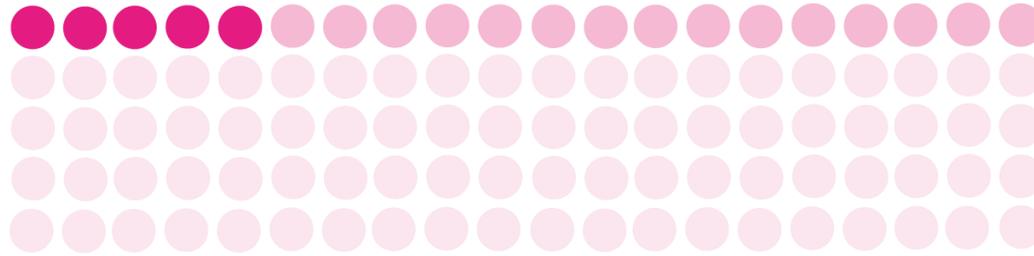


Nationality by Faculty & Professional Service Directorate



Professor by Nationality

LIVERPOOL 21.1% OSI/EU

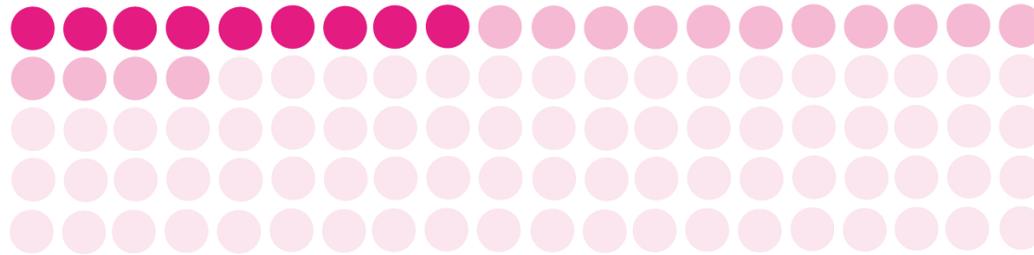


OSI

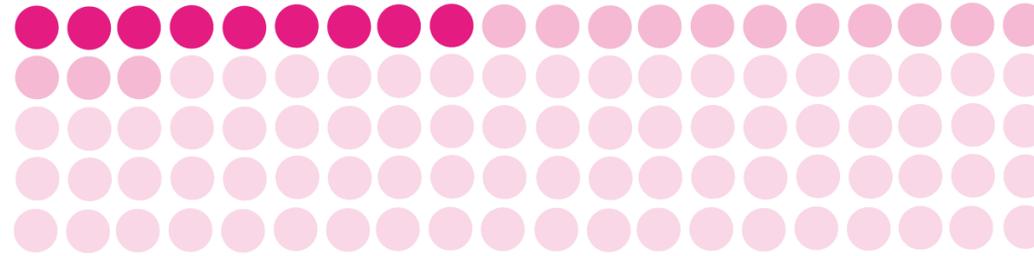
EU

UK

RUSSELL GROUP 24.8% OSI/EU



HE SECTOR 23.5% OSI/EU



Staff Sexuality

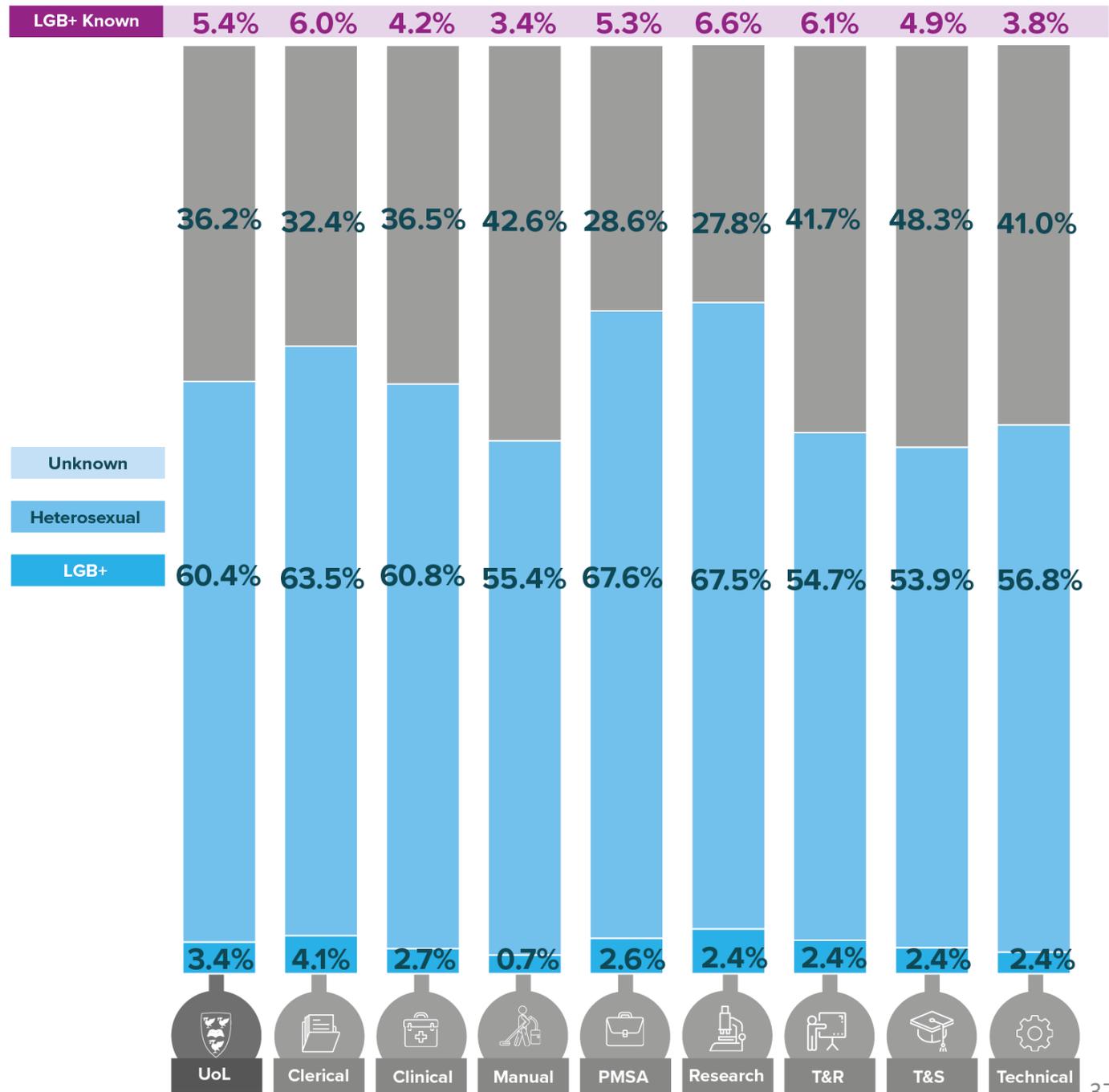
241

Staff who identify as Lesbian, Gay,
Bisexual or Other Sexuality

[Back to Contents](#)



Sexuality by Job Group



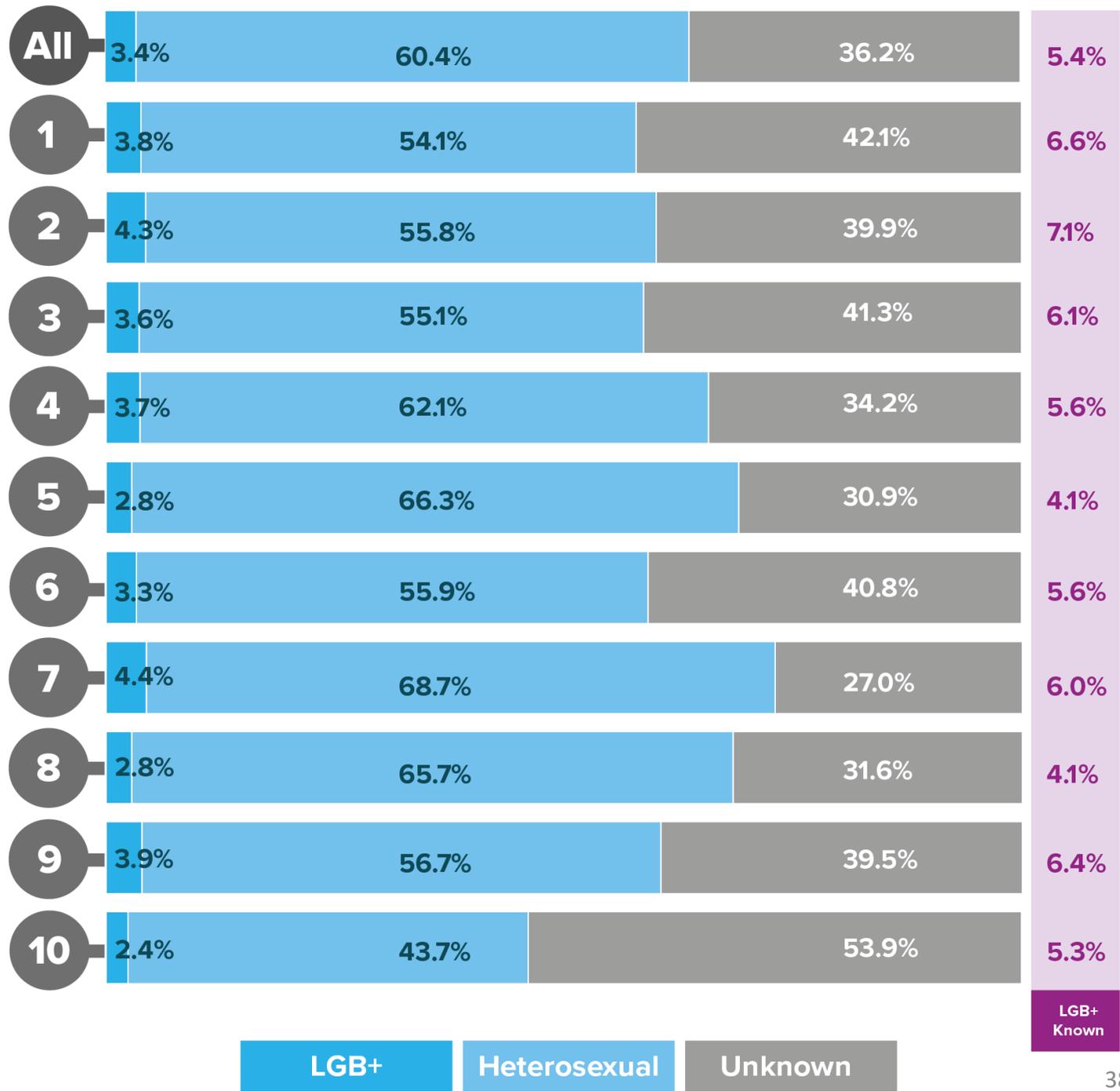
Sexuality by Pay Grade

Grade 1 =
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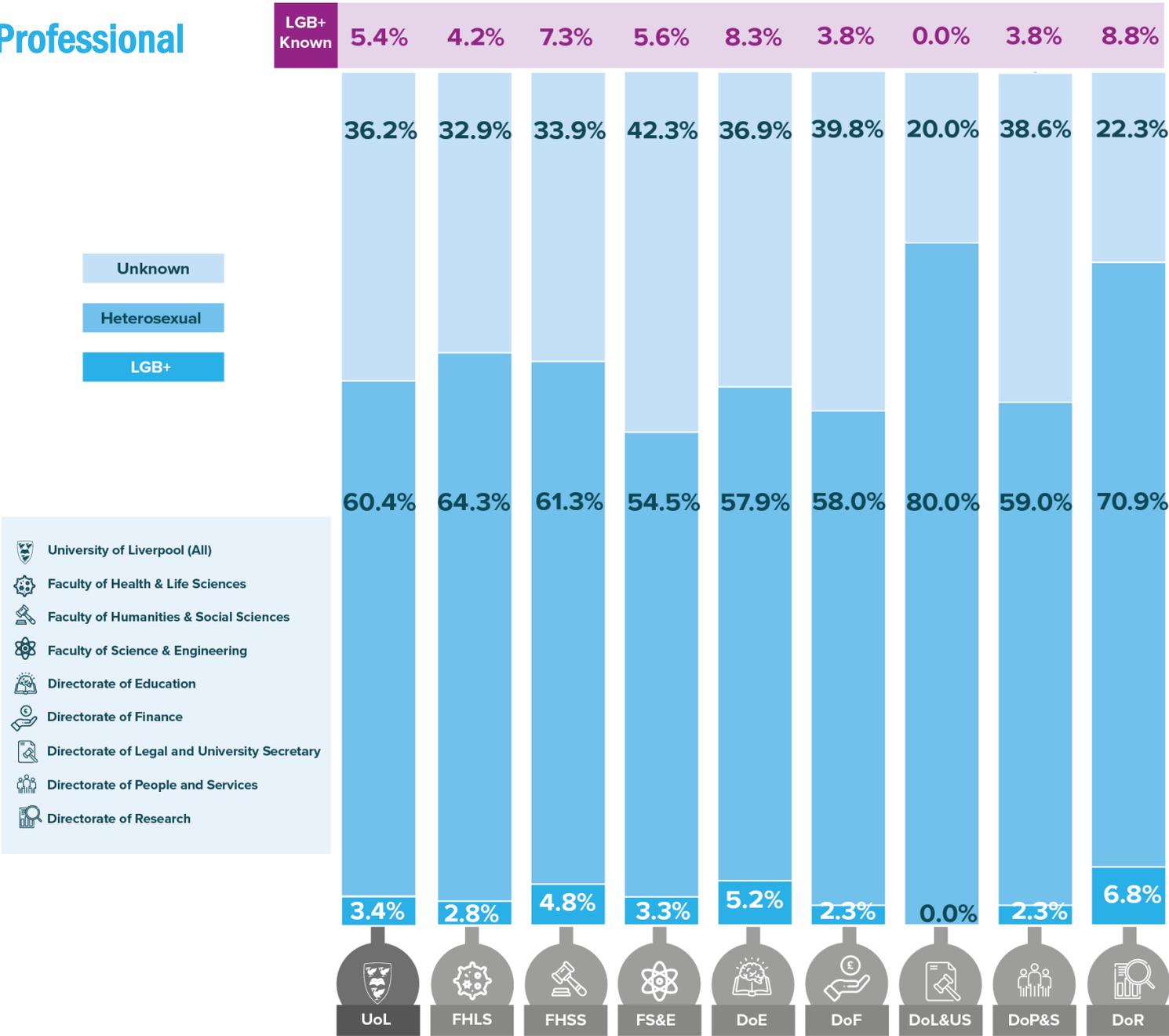
Grade 10 =
£70,578+



LGB+ Heterosexual Unknown

LGB+ Known

Sexuality by Faculty & Professional Service Directorate



Staff Religion

2202

Staff who do not have a religious belief, the largest group at 31.5%



Icon vector created by rawpixel.com

[Back to Contents](#)

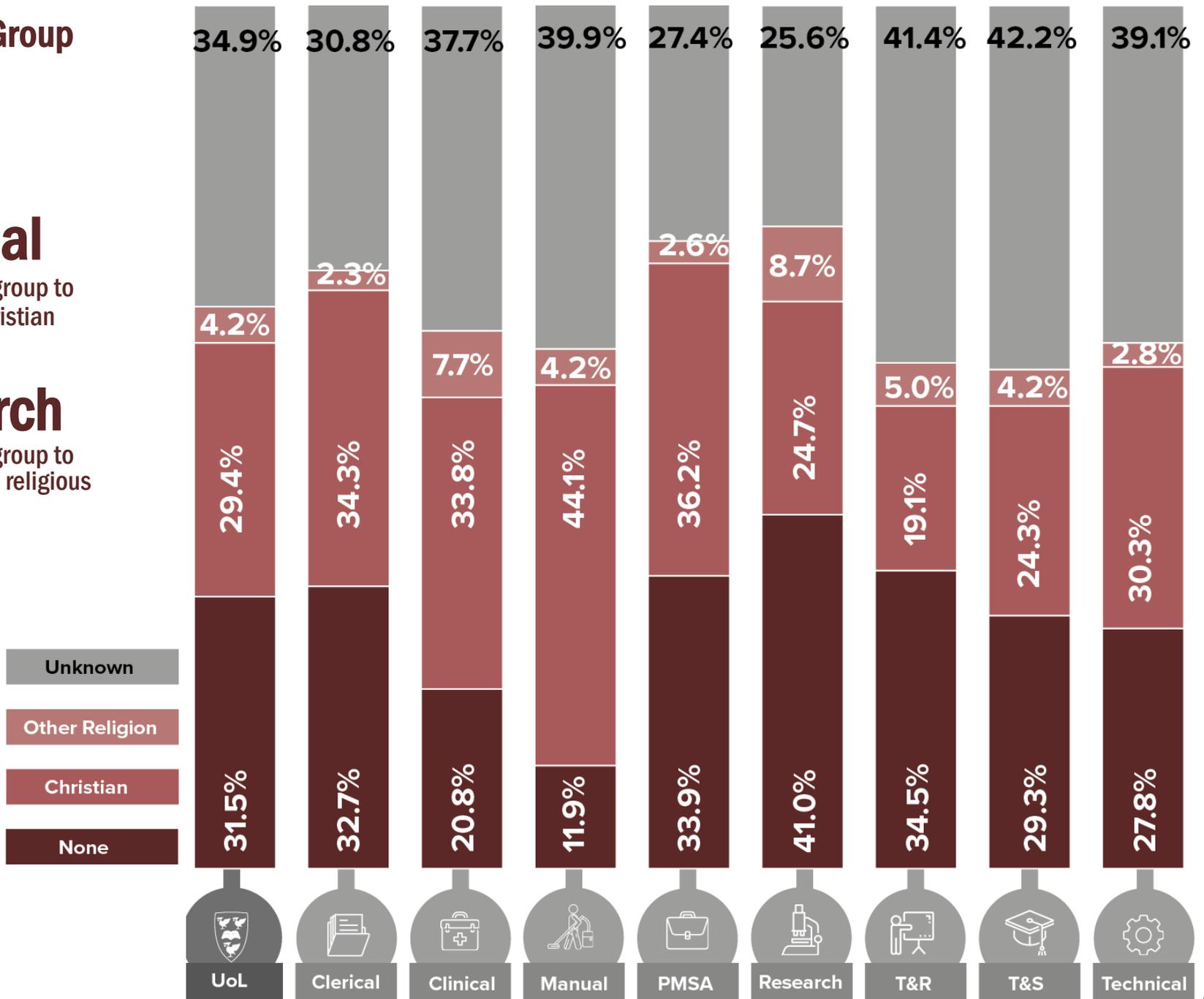
Religion by Job Group

Manual

The most likely group to identify as Christian

Research

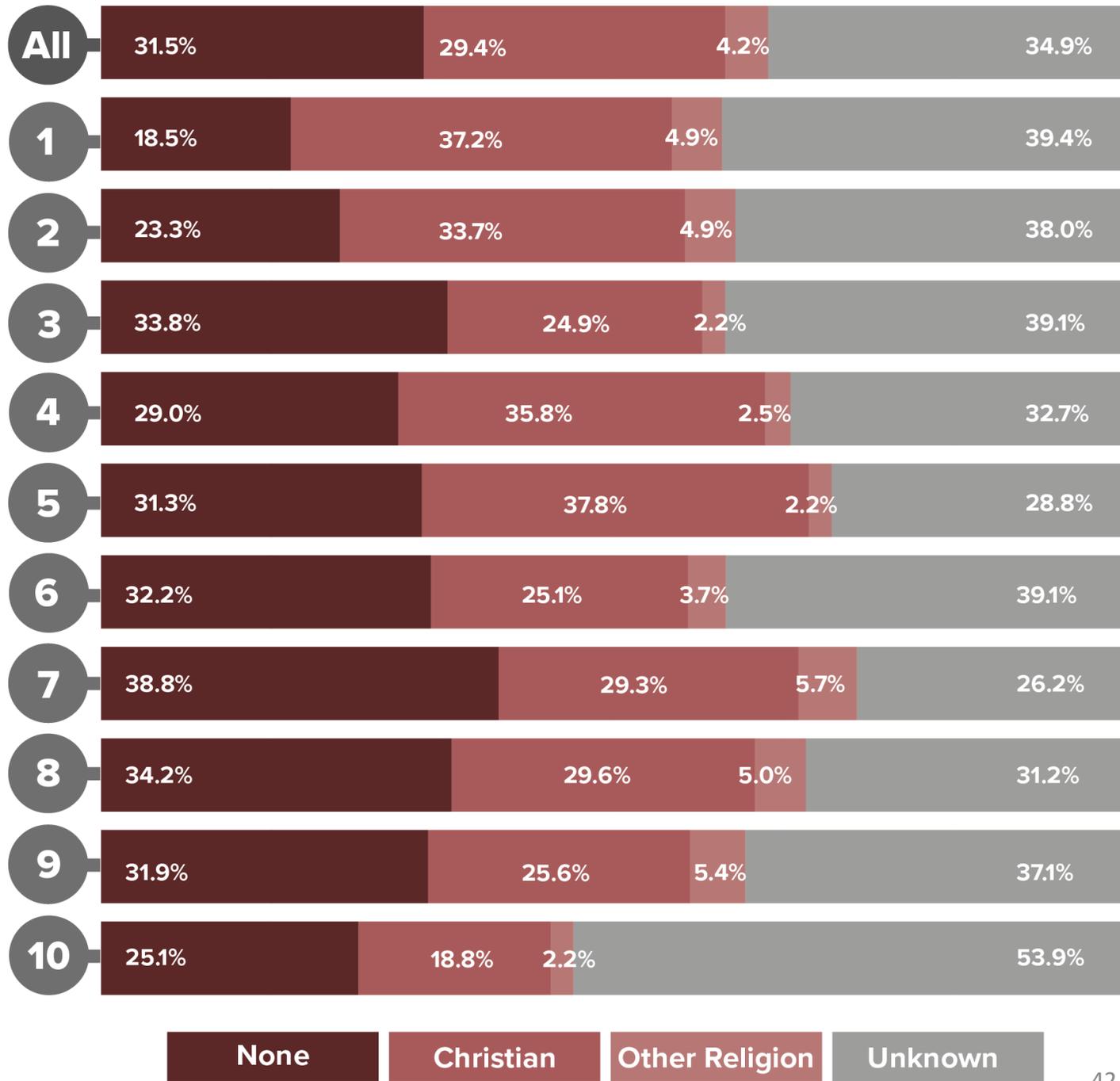
The most likely group to identify as having religious belief



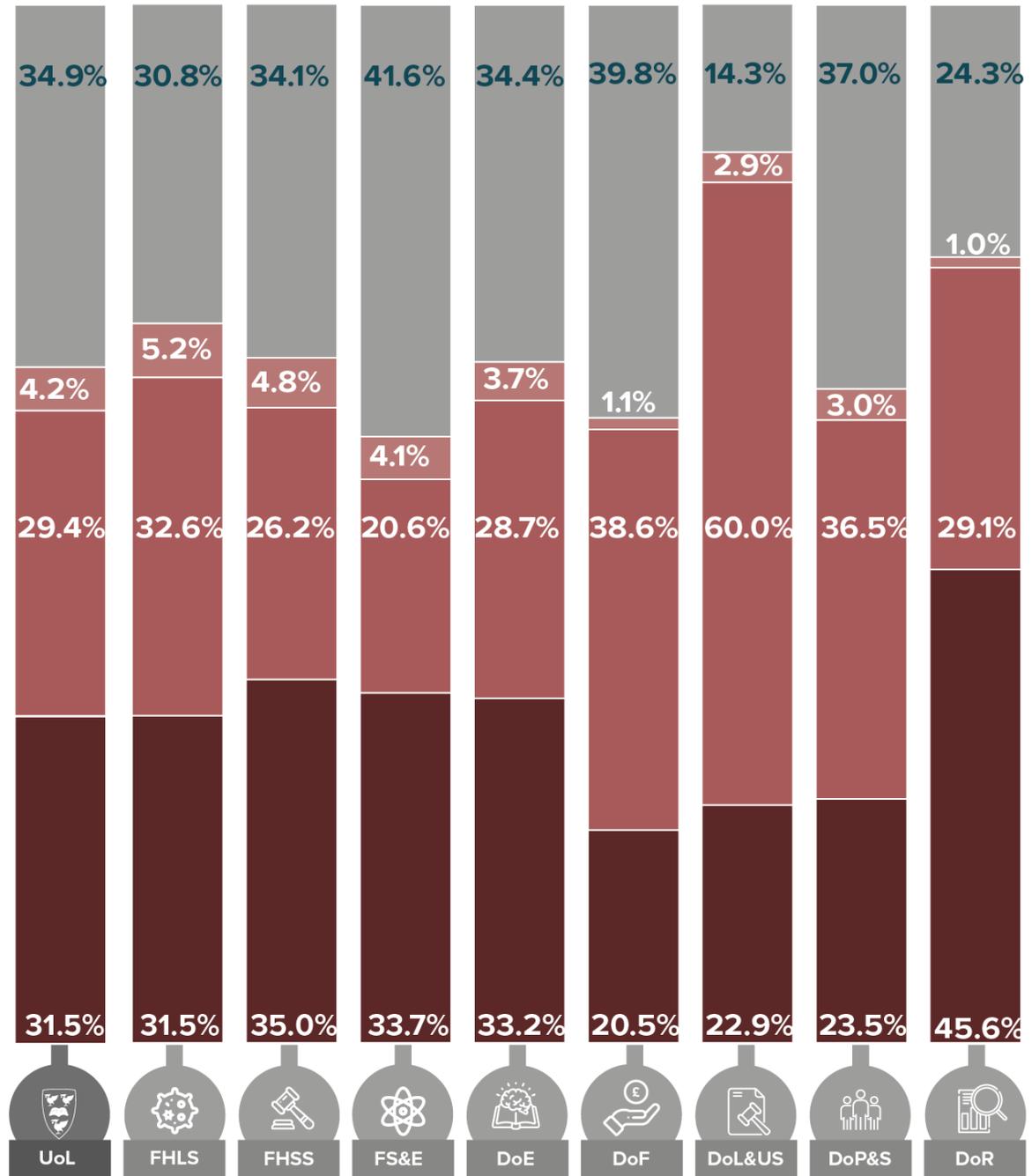
Religion by Pay Grade

35%

staff who have not answered the religious belief question



Religion by Faculty & Professional Service Directorate



- University of Liverpool (All)
- Faculty of Health & Life Sciences
- Faculty of Humanities & Social Sciences
- Faculty of Science & Engineering
- Directorate of Education
- Directorate of Finance
- Directorate of Legal and University Secretary
- Directorate of People and Services
- Directorate of Research

Staff Mode of Work

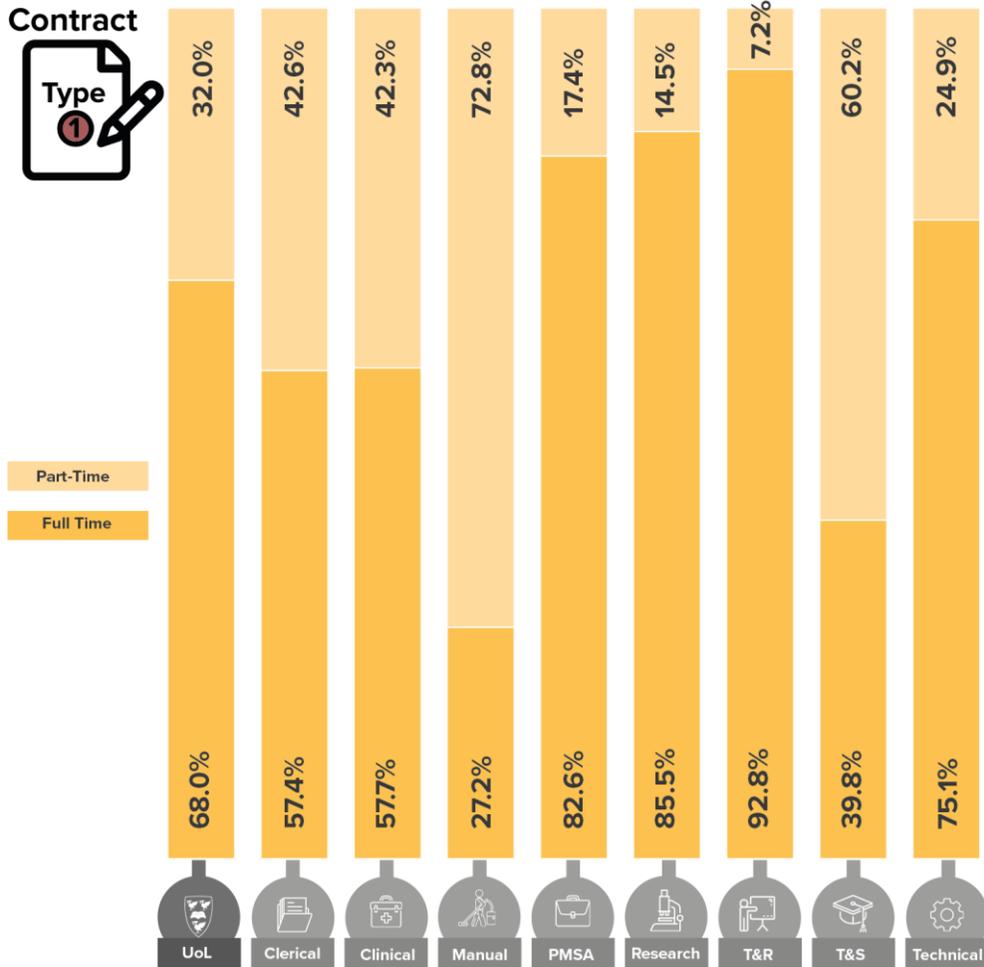
71.7%

Staff who are on a Permanent contract



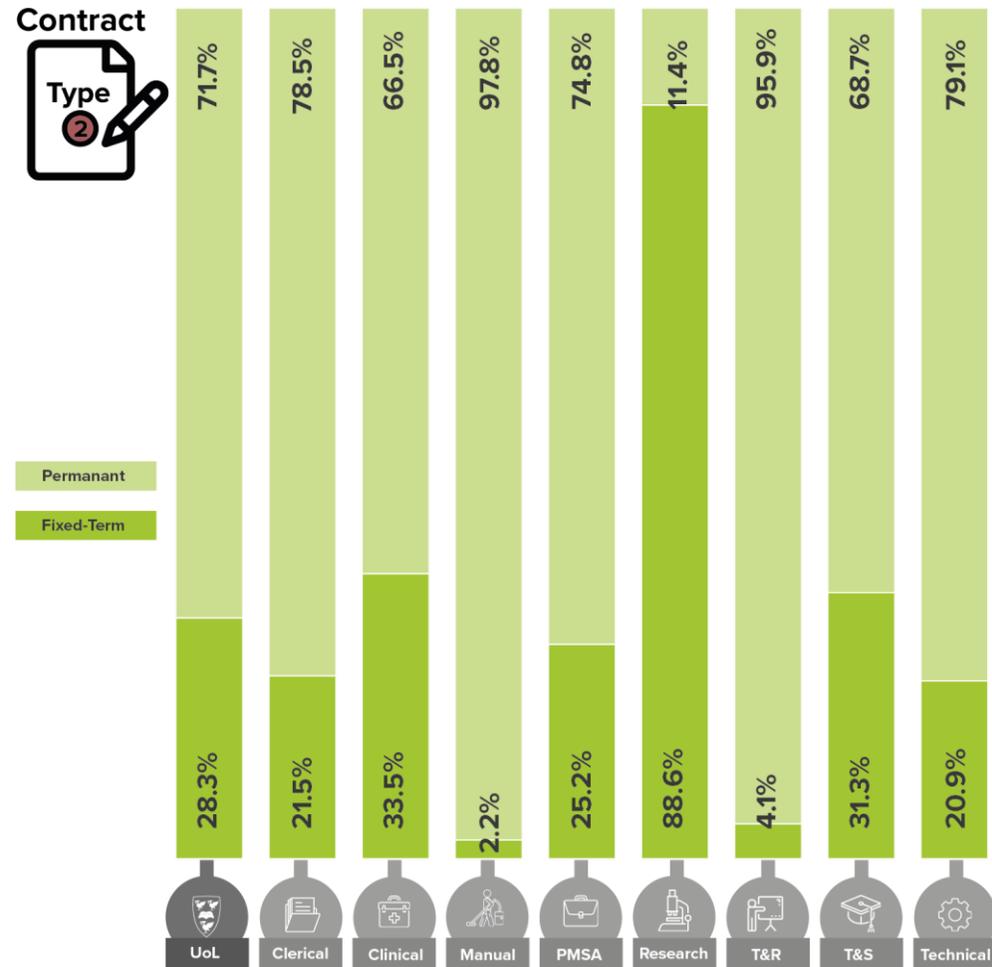
[Back to Contents](#)

Mode of Work by Job Group



Part Time means that the post is less than 100% or less than 35 hours a week. This includes posts with no fixed hours (Zero Hour)

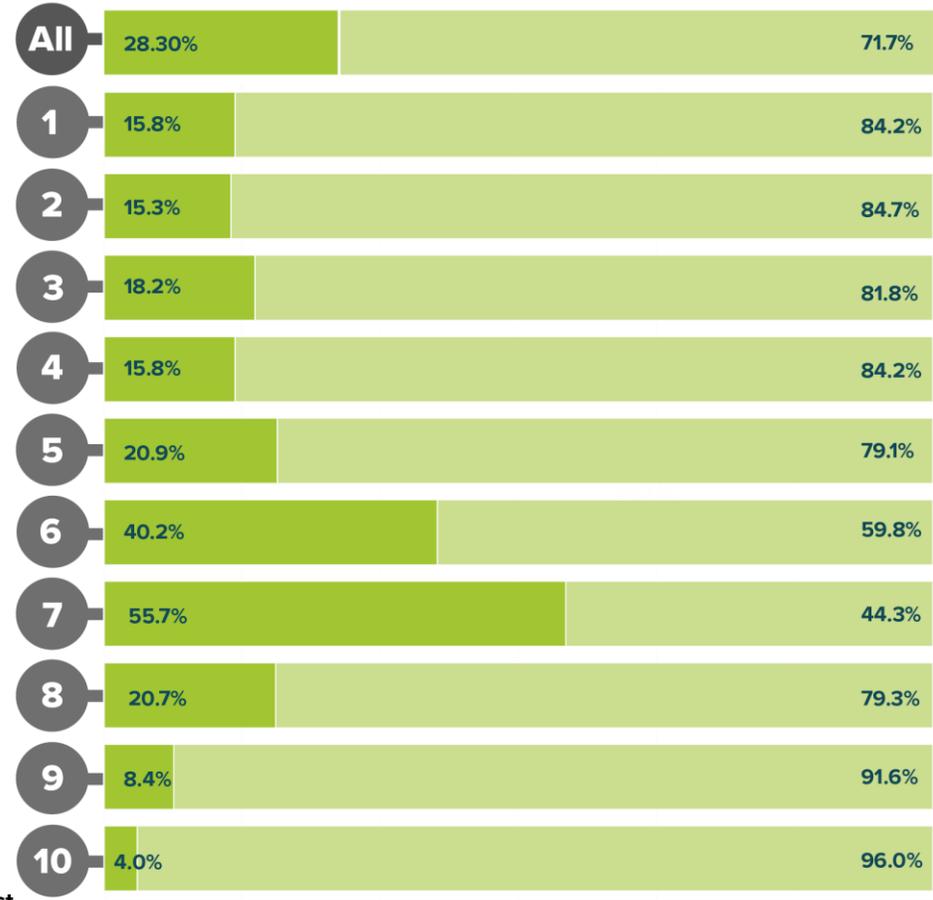
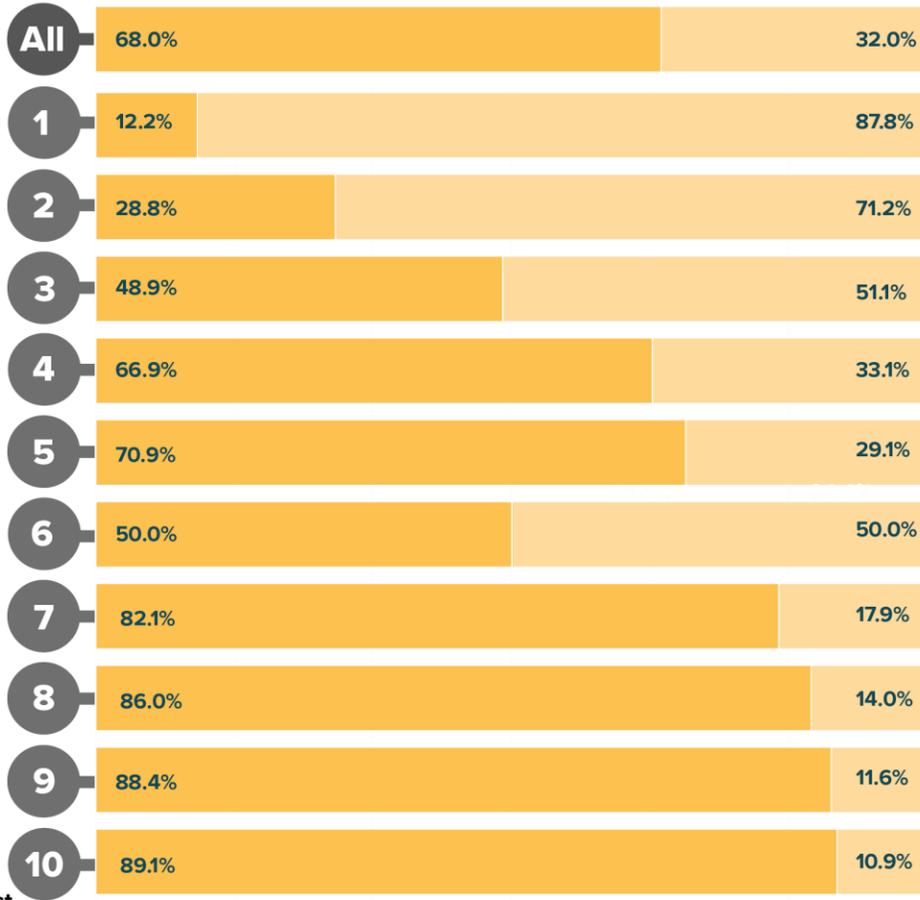
Full Time means the post is 100% or 35 hours a week.



Fixed Term means that the job has a defined end date.

Permanent means that there is no end date (it is open ended)

Mode of Work by Pay Grade



Part-Time

Full Time



Permanant

Fixed-Term

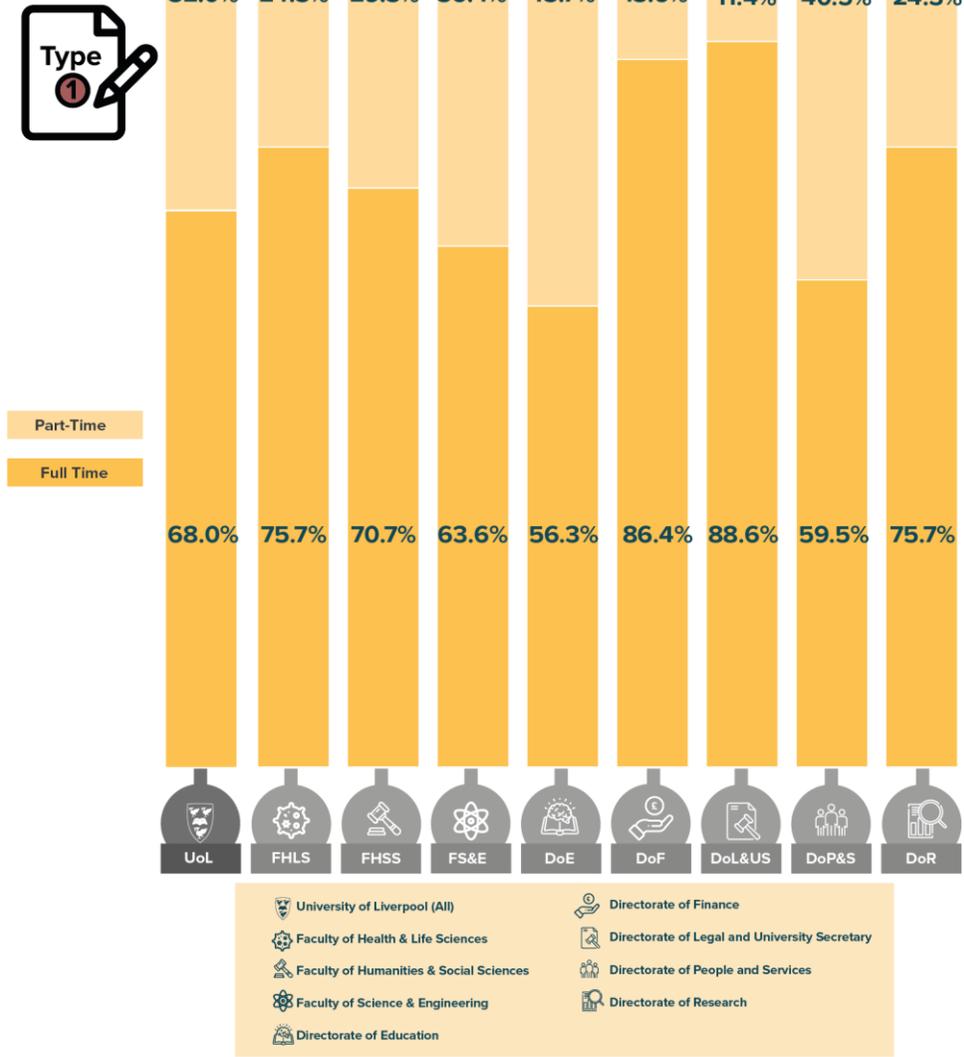
Part Time means that the post is less than 100% or less than 35 hours a week. This includes posts with no fixed hours (Zero Hour)

Full Time means the post is 100% or 35 hours a week.

Fixed Term means that the job as a defined end date.

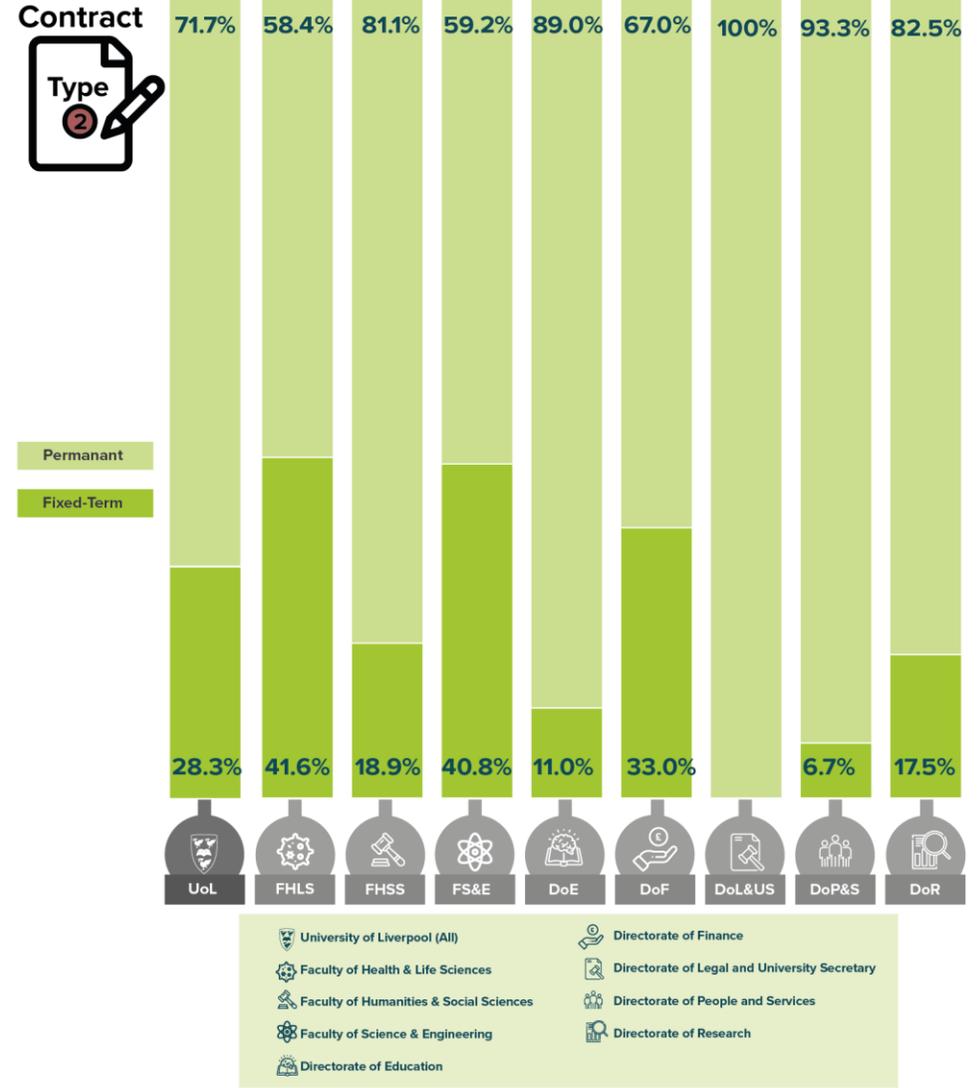
Permanent means that there is no end date (it is open ended)

Mode of Work by Faculty



Part Time means that the post is less than 100% or less than 35 hours a week. This includes posts with no fixed hours (Zero Hour)

Full Time means the post is 100% or 35 hours a week.



Fixed Term means that the job has a defined end date.

Permanent means that there is no end date (it is open ended)

STUDENTS

University Student Population 2019-2020

Higher Education Statics Agency Data 2018/2019

[Back to Contents](#)

Student Age

12.2%

Students who were aged 26 or older when they started their course

(inclusive of PGT and PGR students)

[Back to Contents](#)



Age on Entry

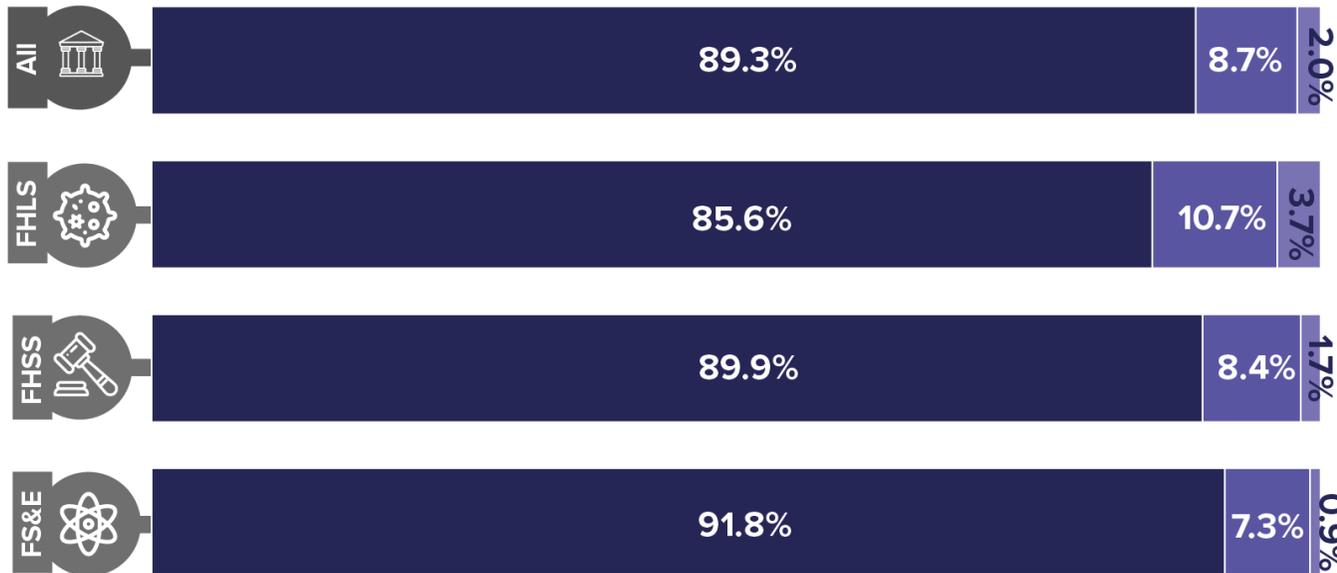
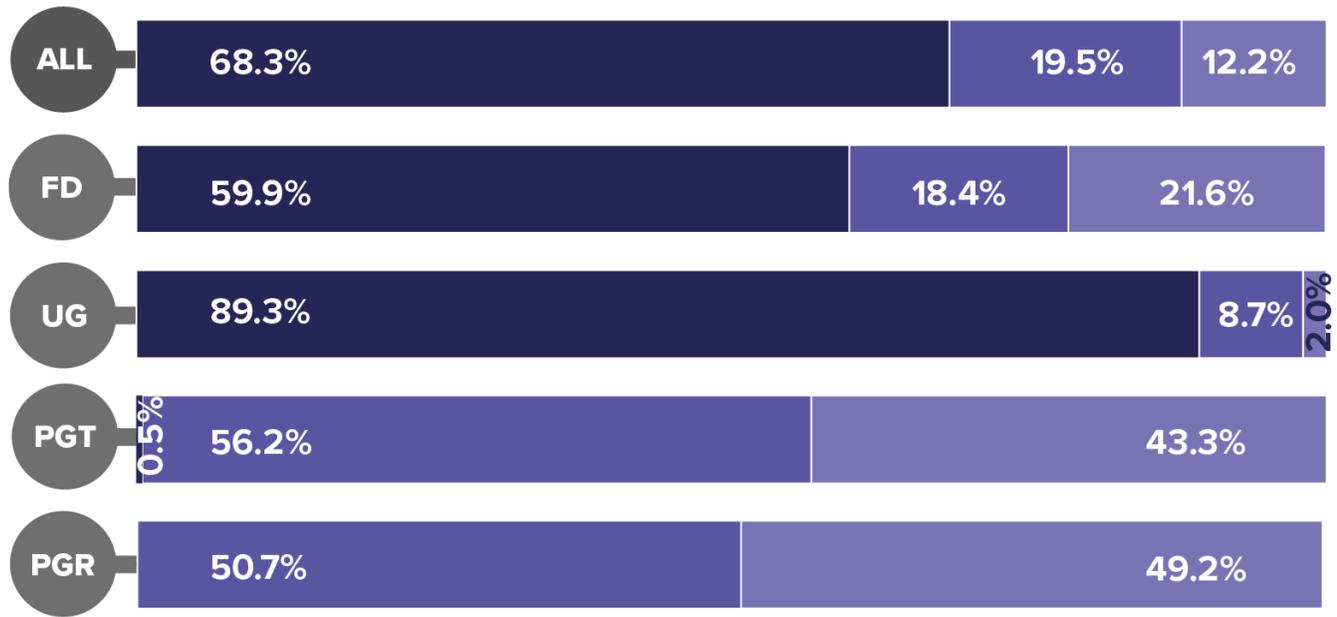
By Level

Students age is often presented as their Age on Entry, meaning how old they were when they first started their course.

Mature Students, that being people who are aged 21 or over when they start their course, only account for **10.7%** of Undergraduate Students.

You're most likely to find UG students who are aged 26 or over in the Faculty of Health & Life Sciences.

Undergraduates by Faculty



FHLS: Faculty of Health & Life Sciences
 FHSS: Faculty of Humanities & Social Sciences
 FS&E: Faculty of Science & Engineering

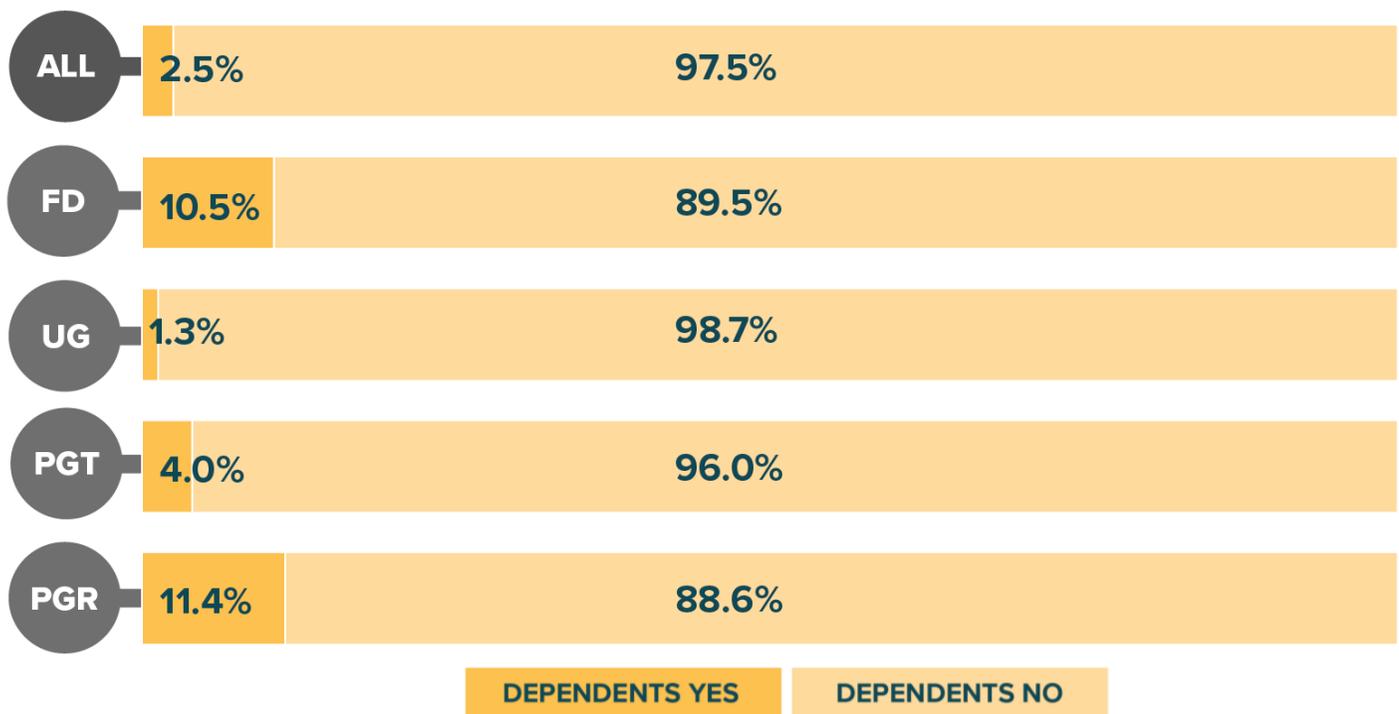
Student Dependents



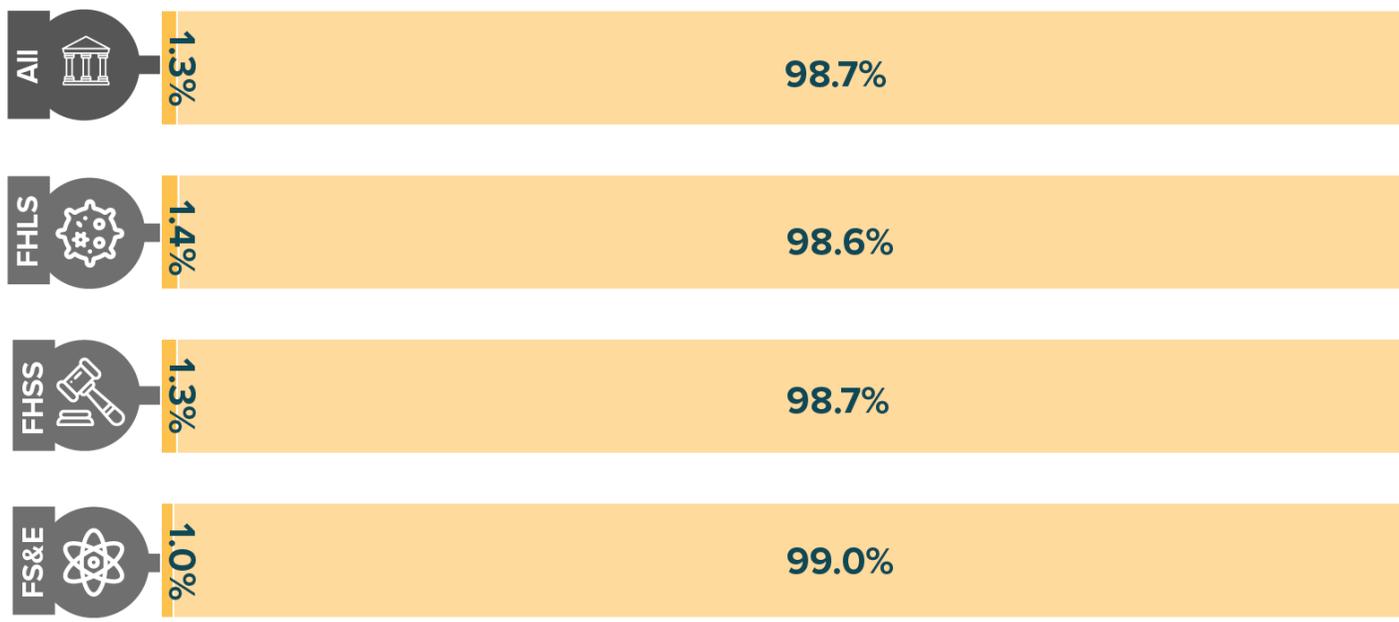
[Back to Contents](#)

Dependents

By Level



Undergraduates by Faculty



Student Disability

2848

Number of disabled students

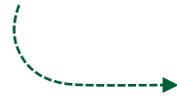
[Back to Contents](#)



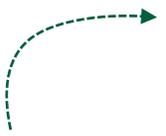
New height adjustable desks in Muspratt Lecture Theatre

Disability by Level

All Students



UK Students Only



Undergraduate Disability by Faculty

All Students



Disabled No Disability

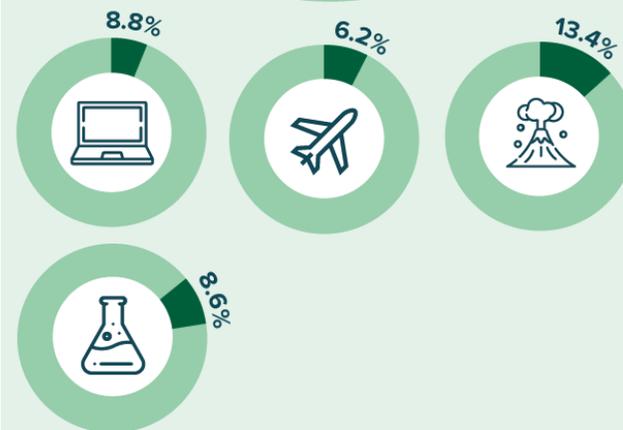
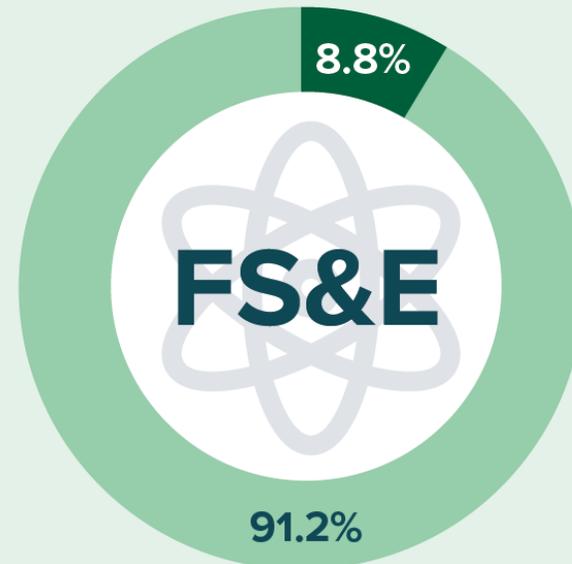
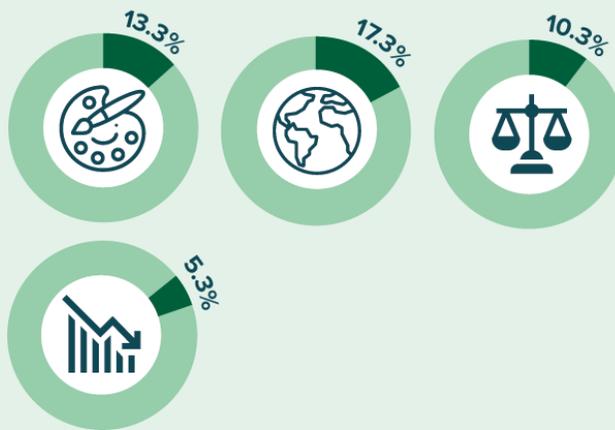
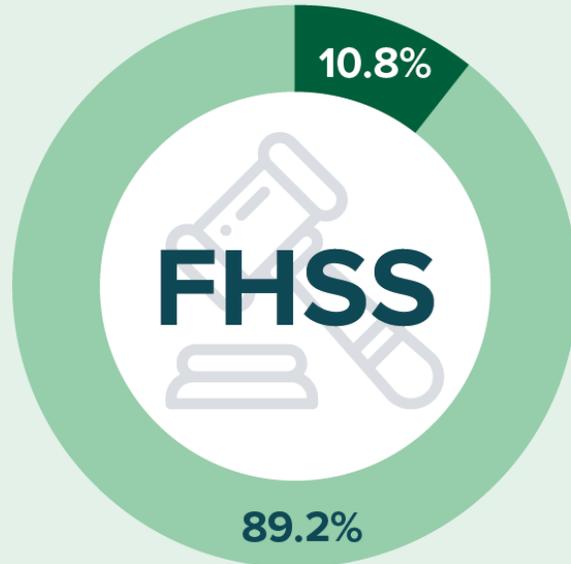
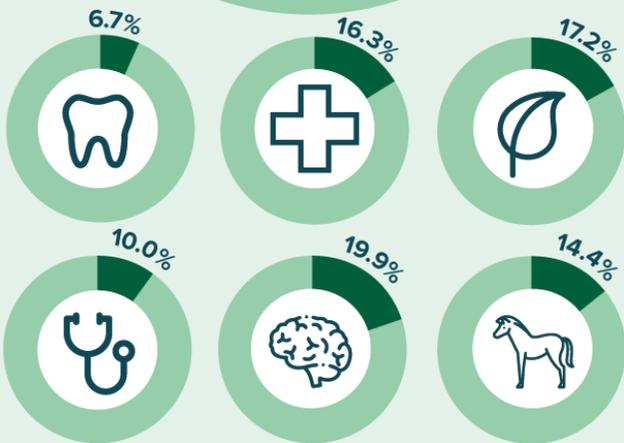
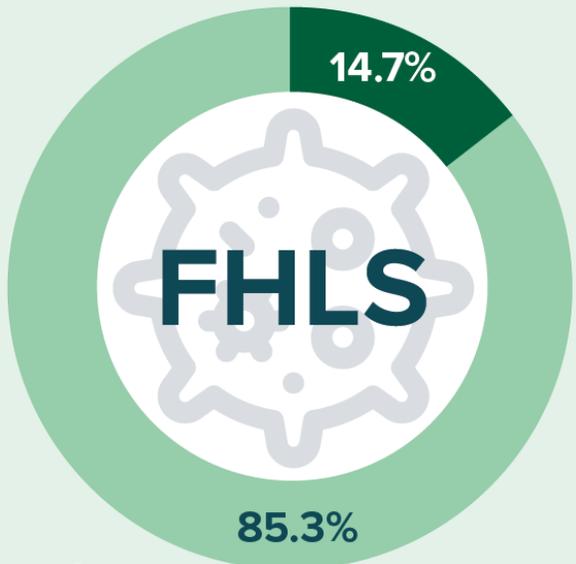
UK Students Only



FHLS: Faculty of Health & Life Sciences
 FHSS: Faculty of Humanities & Social Sciences
 FS&E: Faculty of Science & Engineering

No Disability

Disabled



Undergraduate Disability by Academic School

- Dentistry
- Health sciences
- Life sciences
- Medicine
- Psychology
- Vet sciences
- Arts
- Histories languages & cultures
- Law & social justice
- Management School
- Electrical engineering, electronics & computer science
- Engineering
- Environmental sciences
- Physical sciences

Student Ethnicity

10,669

Students who identify as Black, Asian,
Mixed or from another Minority Ethnic
background

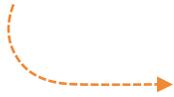
(excluding White minority groups)

[Back to Contents](#)

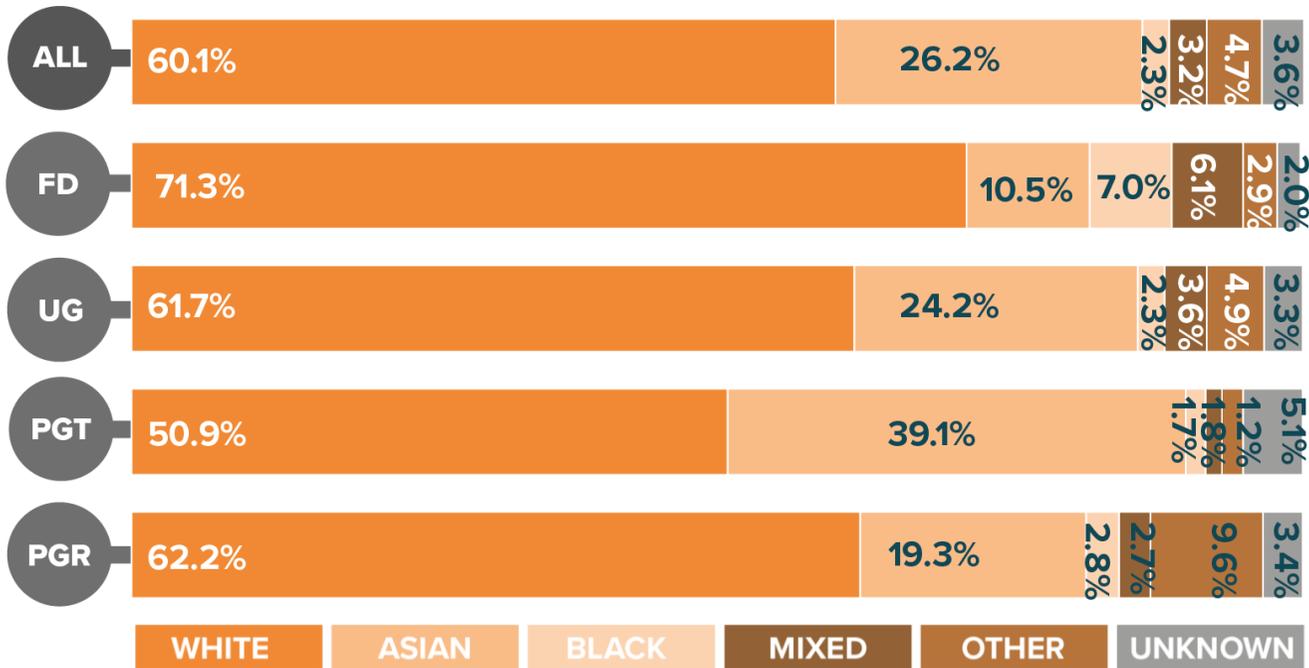
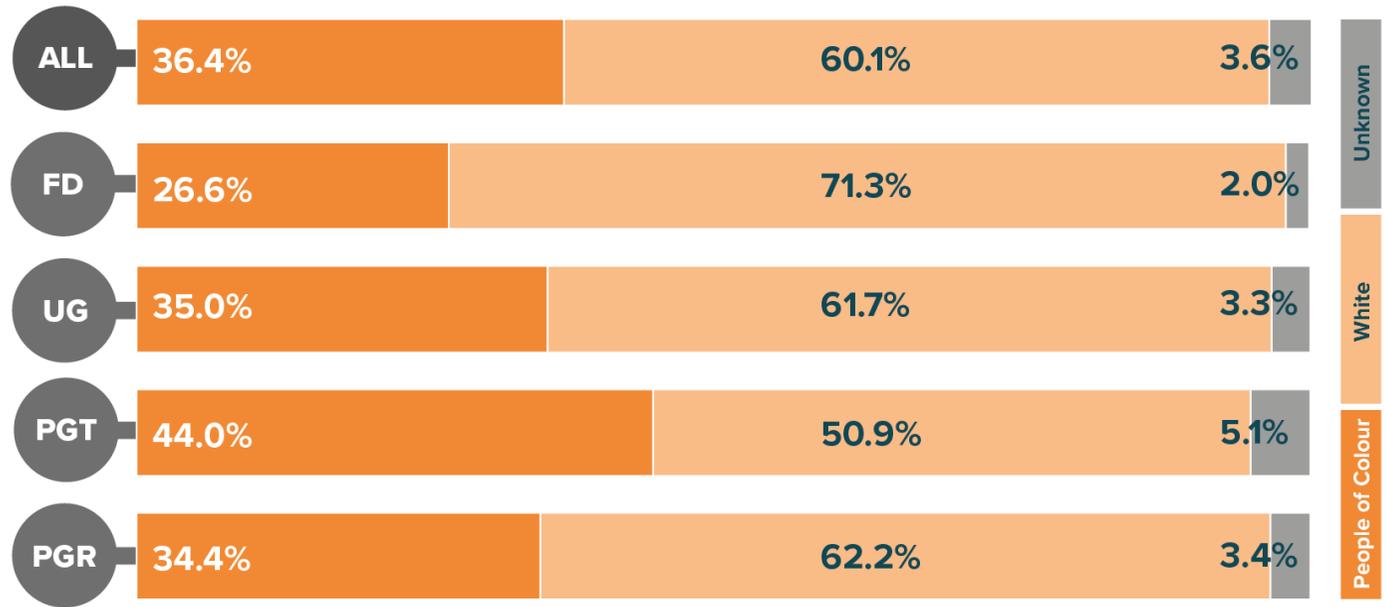


Ethnicity by Level

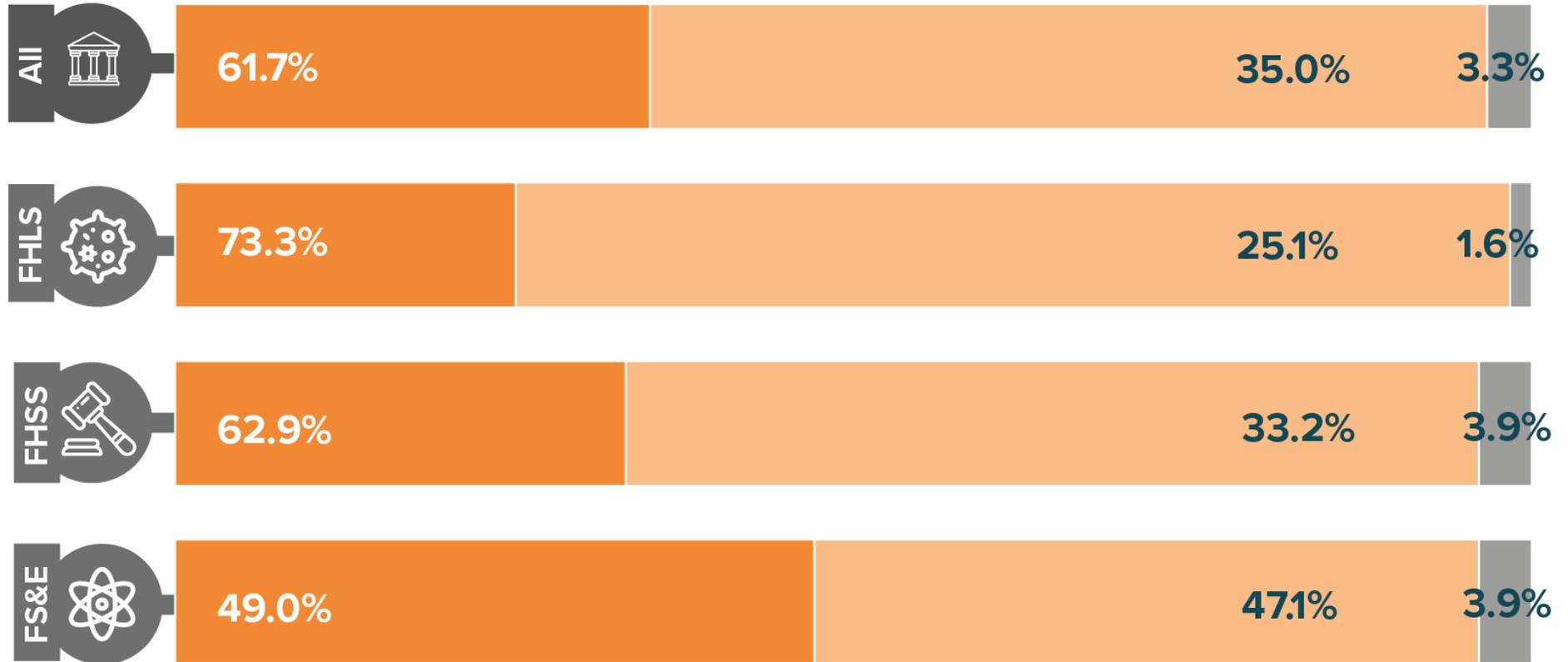
All Students



All Students Detailed Ethnicity



Undergraduate Ethnicity by Faculty

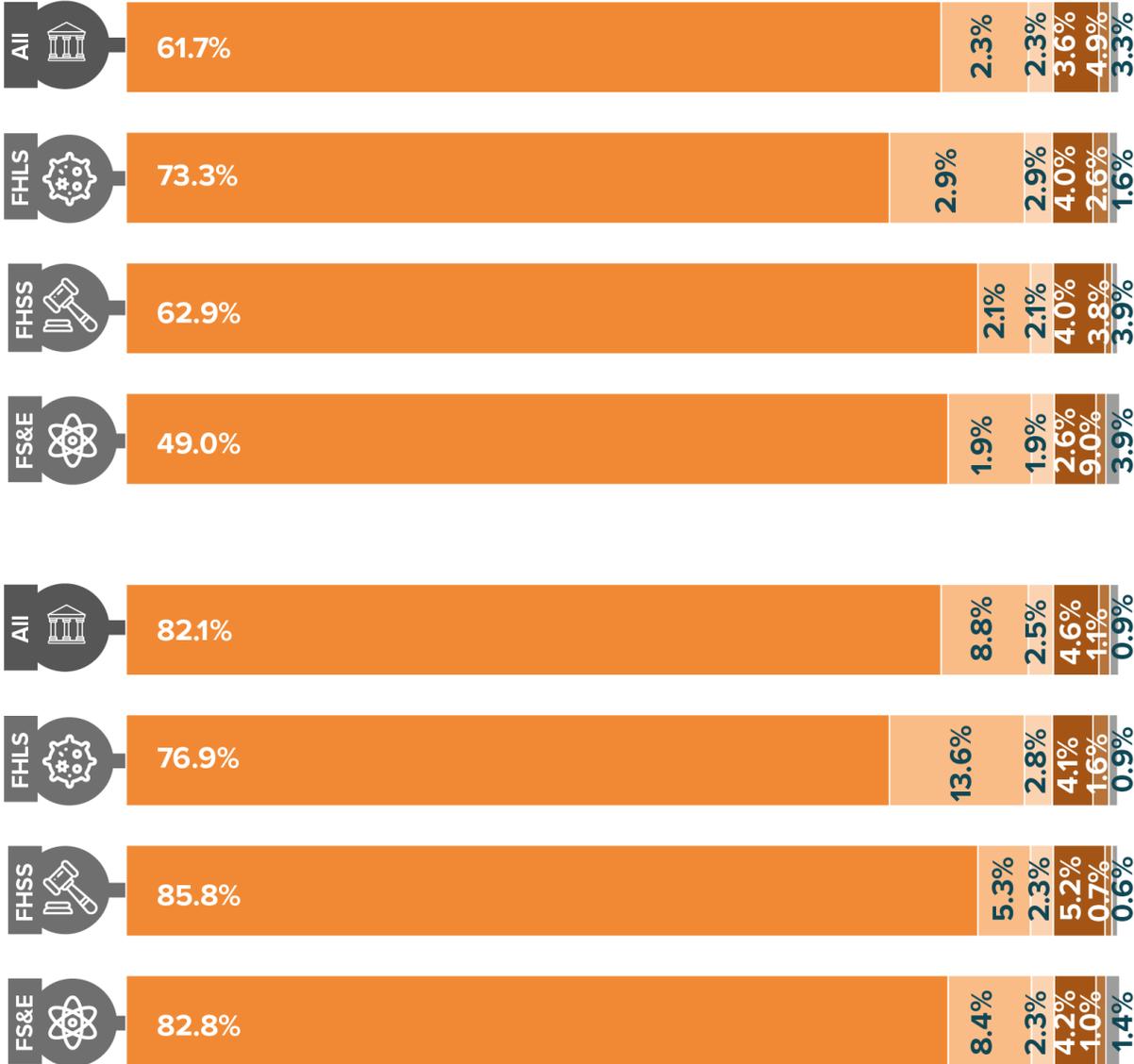
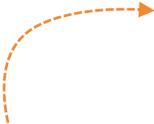


Undergraduate Ethnicity by Faculty (Detailed)

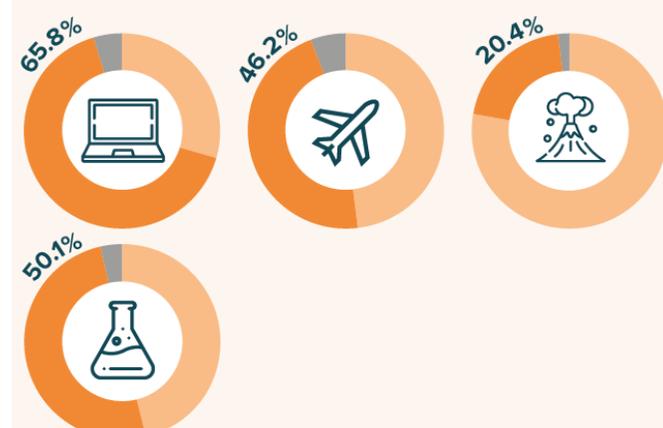
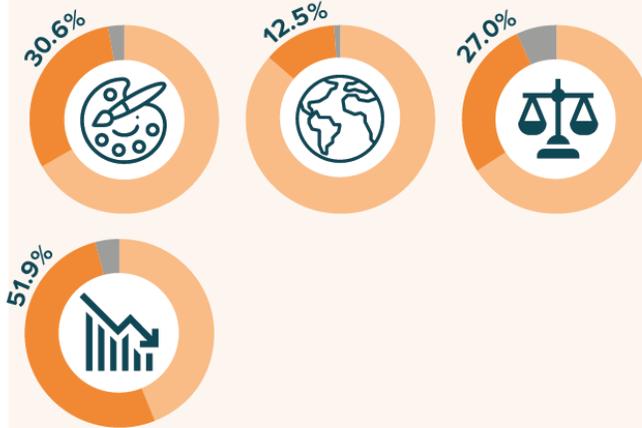
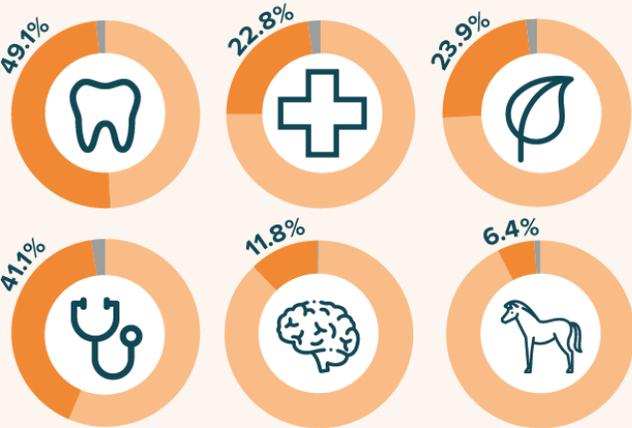
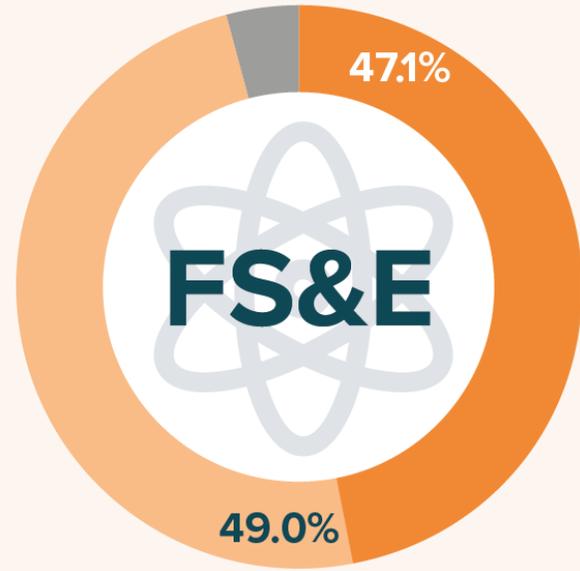
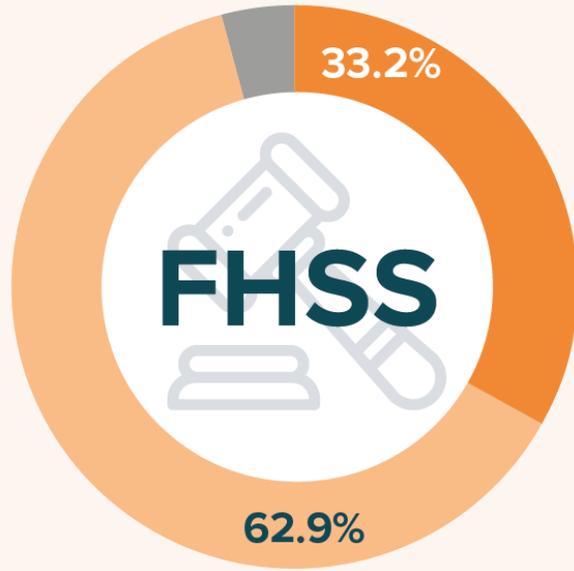
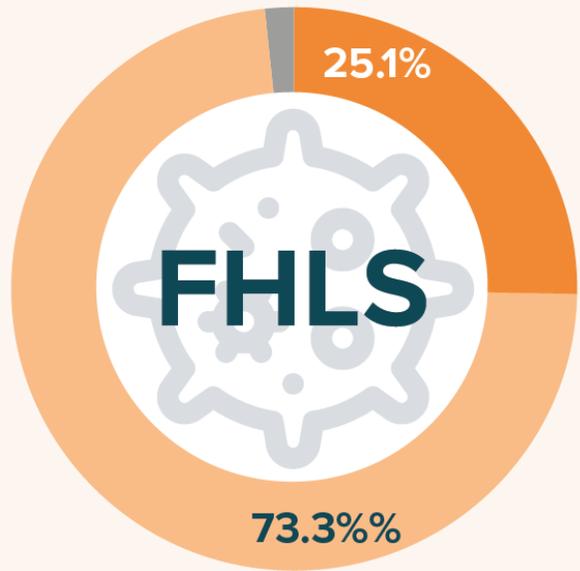
All Students



UK Students Only



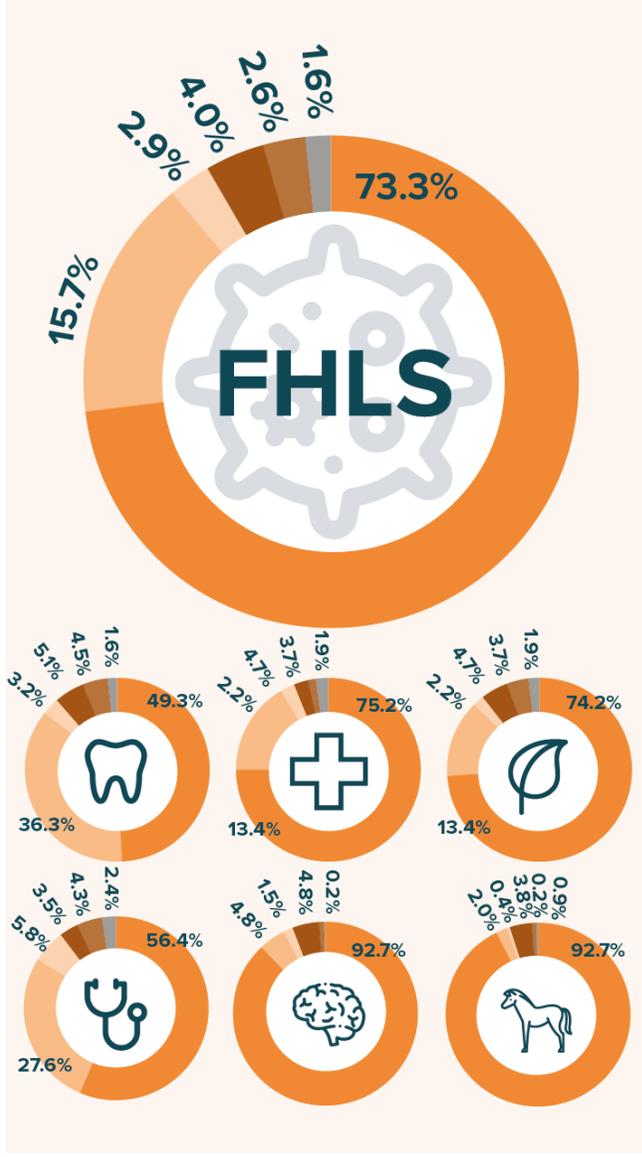
FHLS: Faculty of Health & Life Sciences
 FHSS: Faculty of Humanities & Social Sciences
 FS&E: Faculty of Science & Engineering



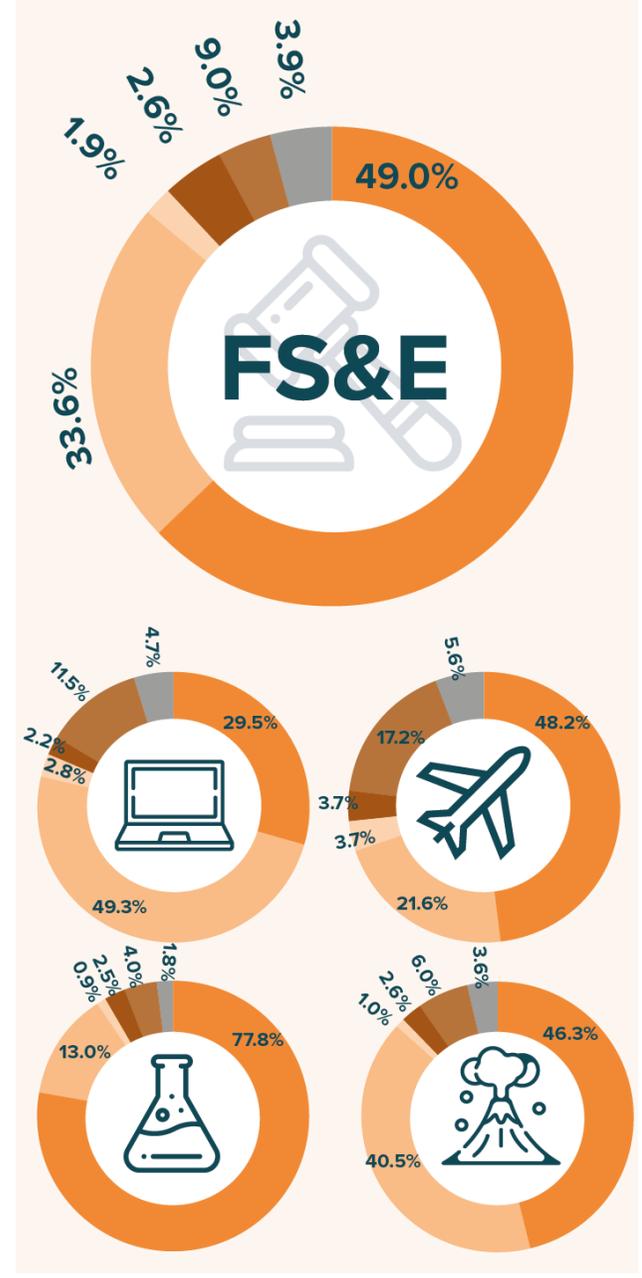
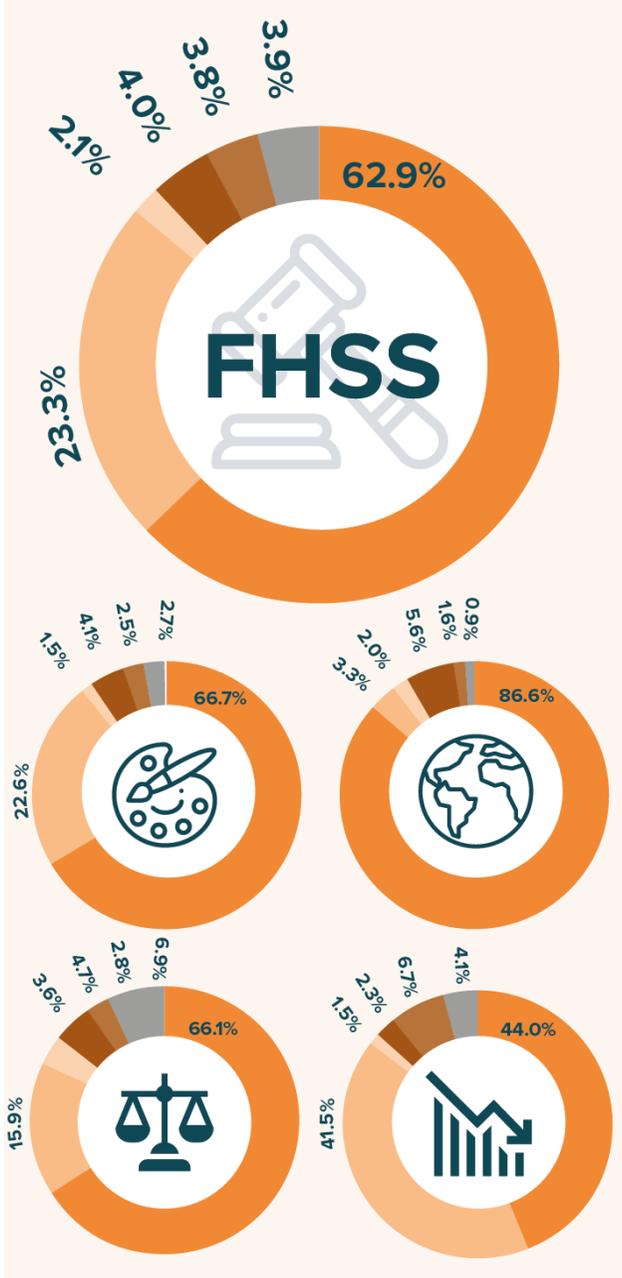
Undergraduate Ethnicity by Academic School

- Dentistry
- Health sciences
- Life sciences
- Medicine
- Psychology
- Vet sciences
- Arts
- Histories languages & cultures
- Law & social justice
- Management School
- Electrical engineering, electronics & computer science
- Engineering
- Environmental sciences
- Physical sciences

People of Colour
White
Unknown



Undergraduate Ethnicity by Academic School (detailed)

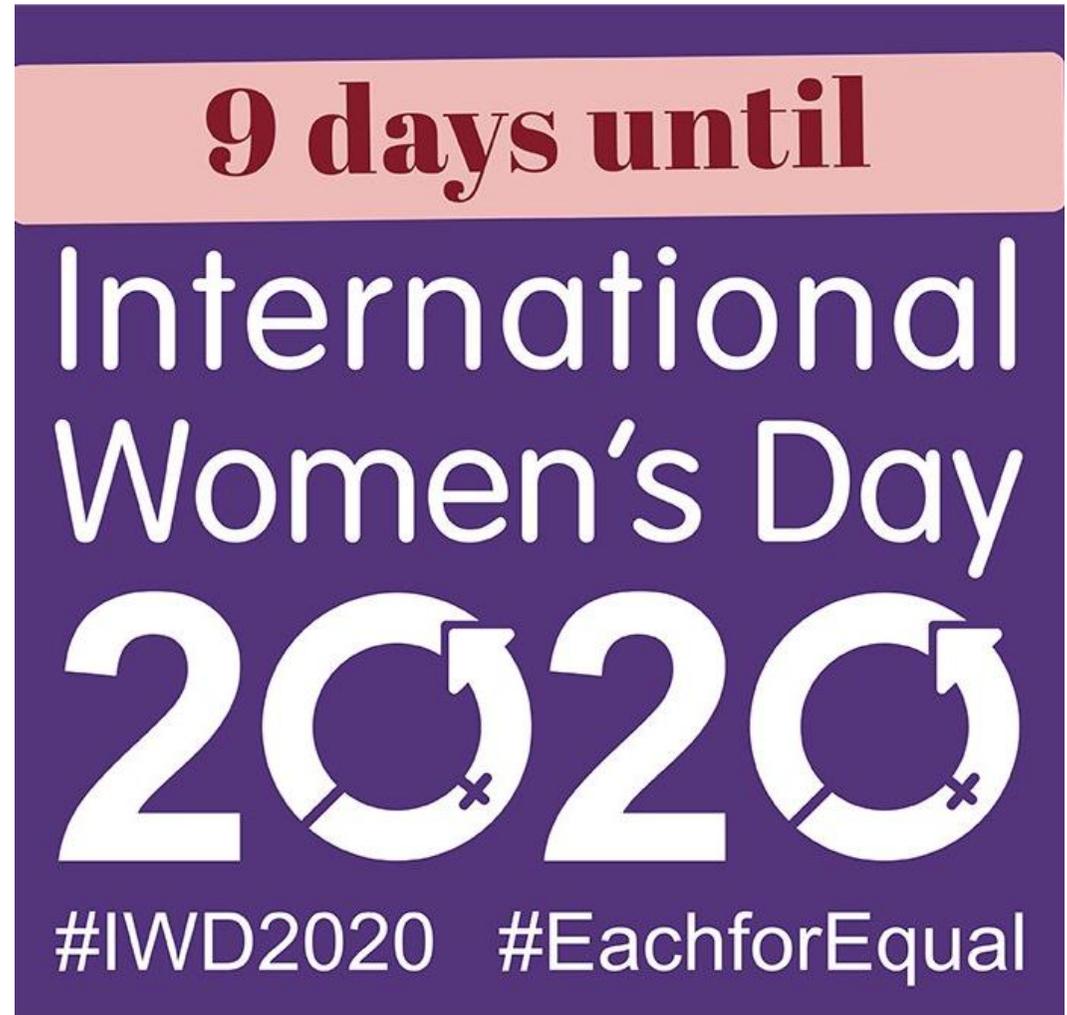


WHITE ASIAN BLACK MIXED OTHER UNKNOWN

Student Gender

55.4%

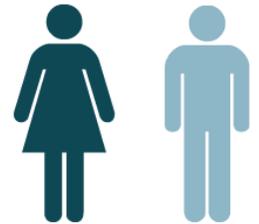
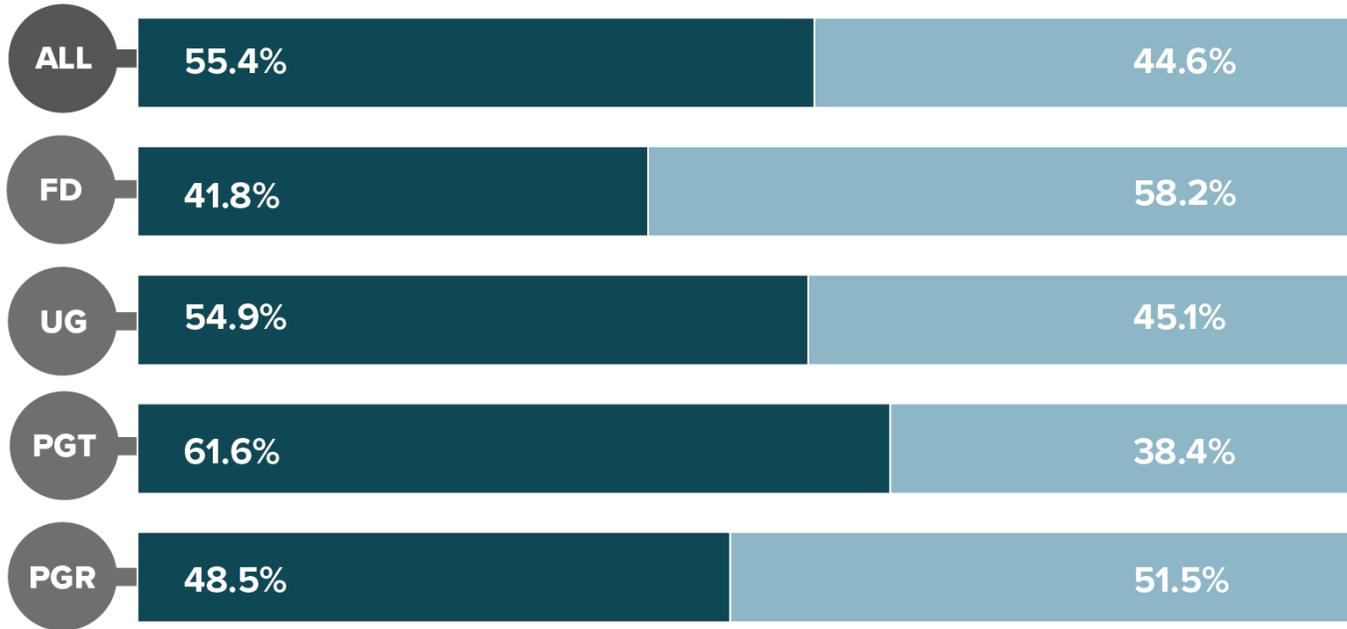
Students who are Female



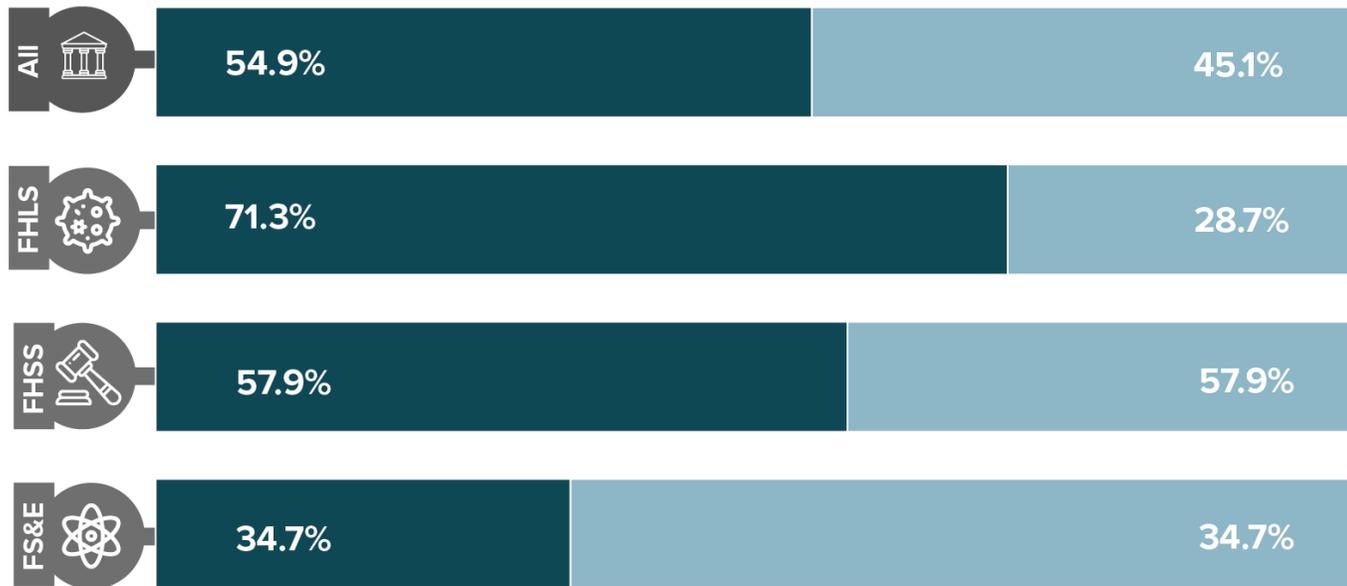
[Back to Contents](#)

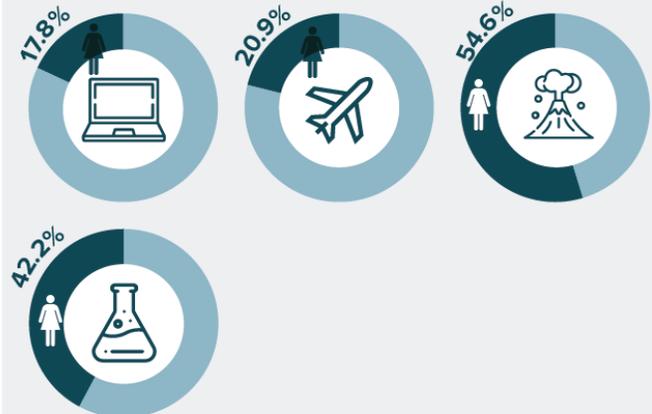
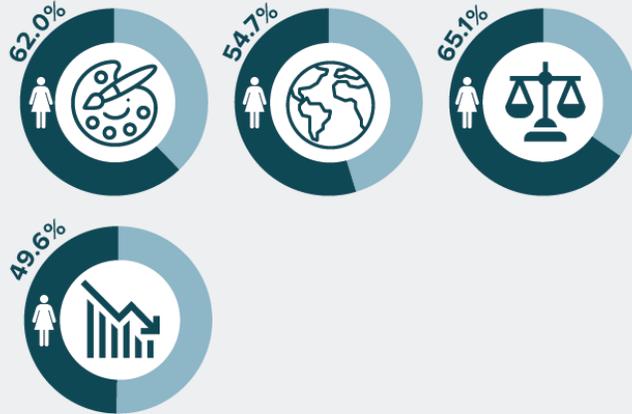
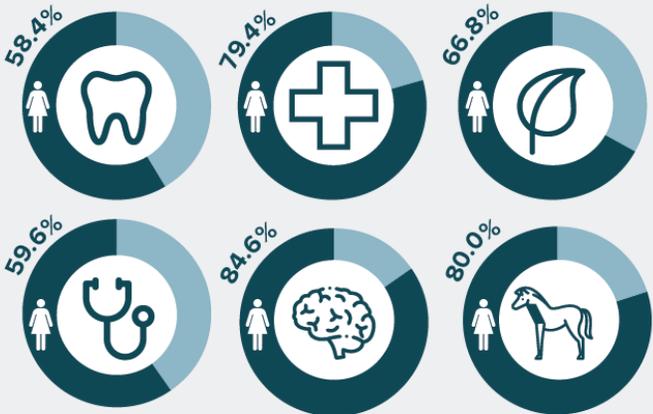
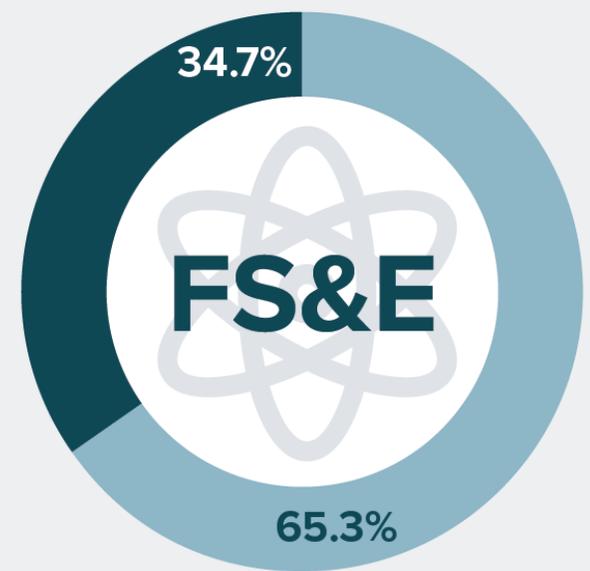
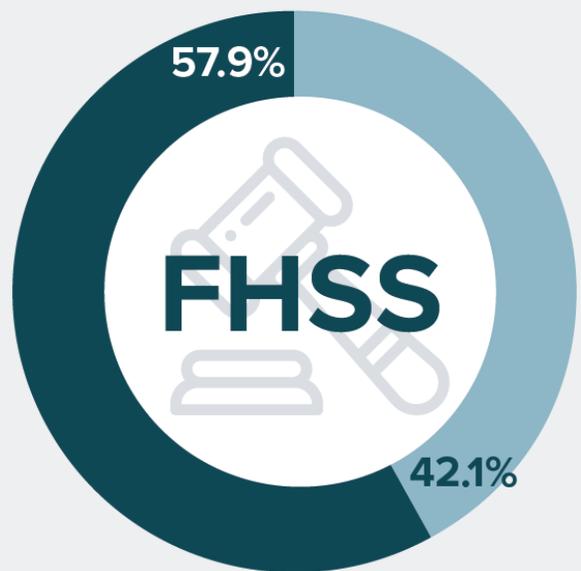
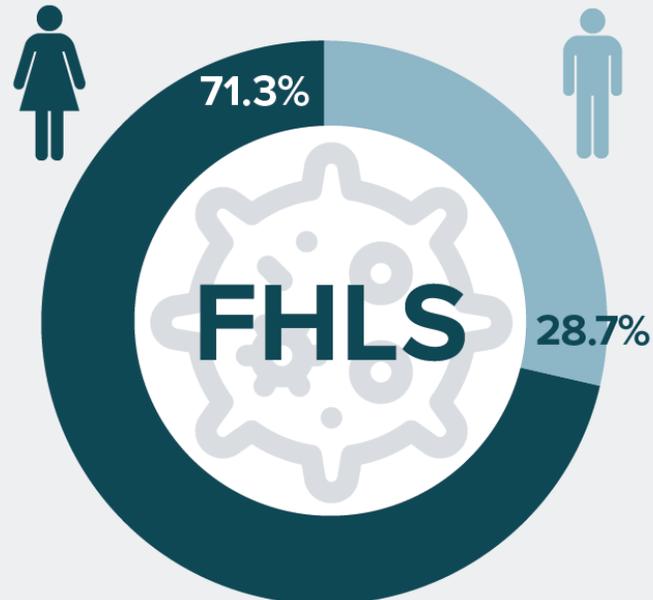
Gender by Level

By Level



Undergraduates
by Faculty





Undergraduate Gender by Academic School

- Dentistry
- Health Sciences
- Life Sciences
- Medicine
- Psychology
- Vet Sciences
- Histories Languages & Cultures
- Law & Social Justice
- Management School
- Electrical Engineering, Electronics & Computer Science
- Engineering
- Environmental Sciences
- Physical Sciences

Student Nationality

9479

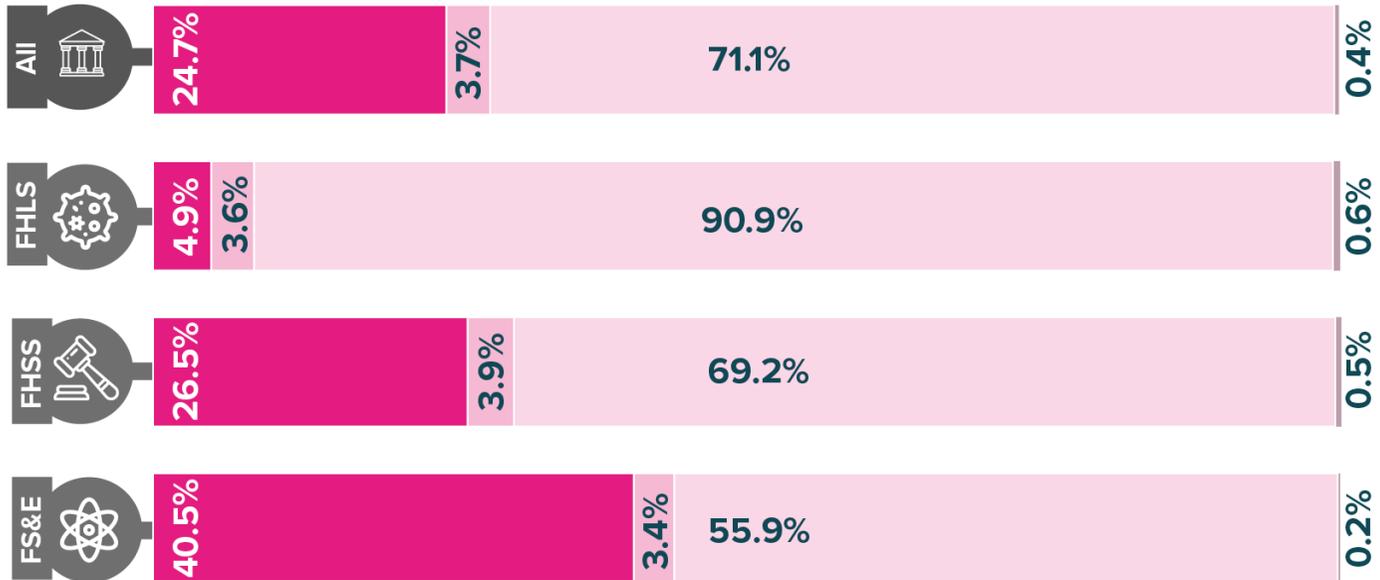
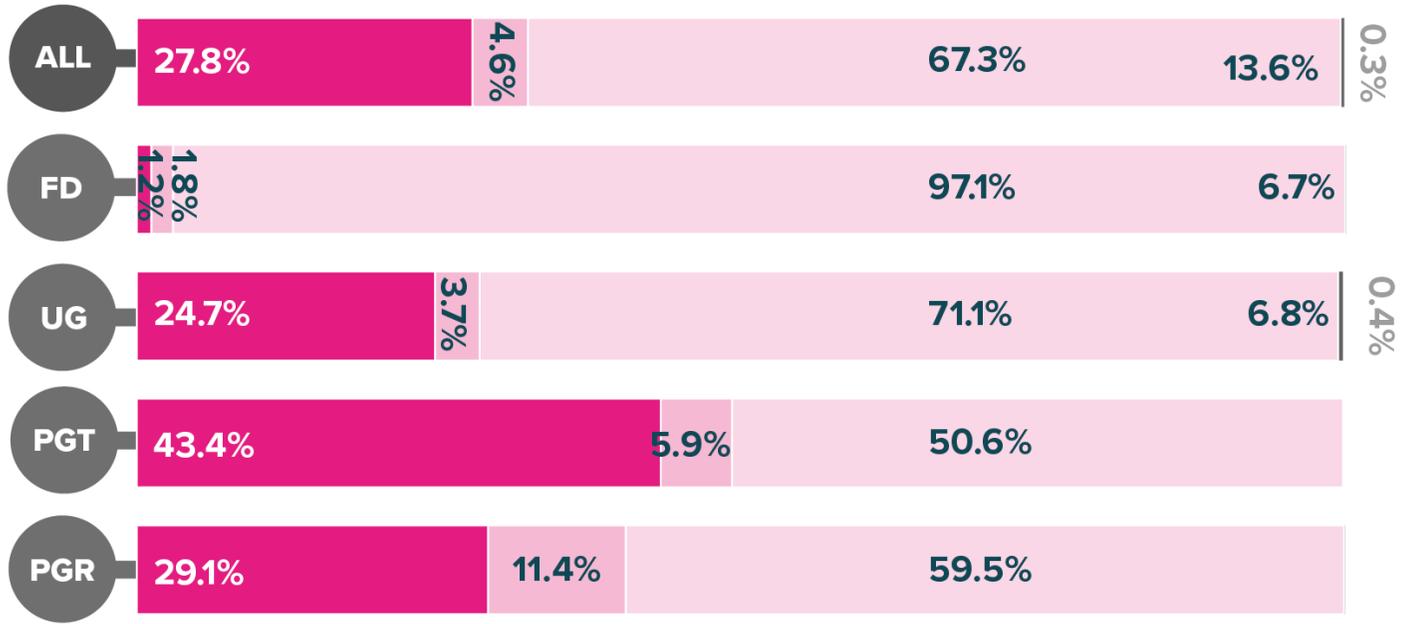
Students who are from the EU or Overseas (International)



[Back to Contents](#)

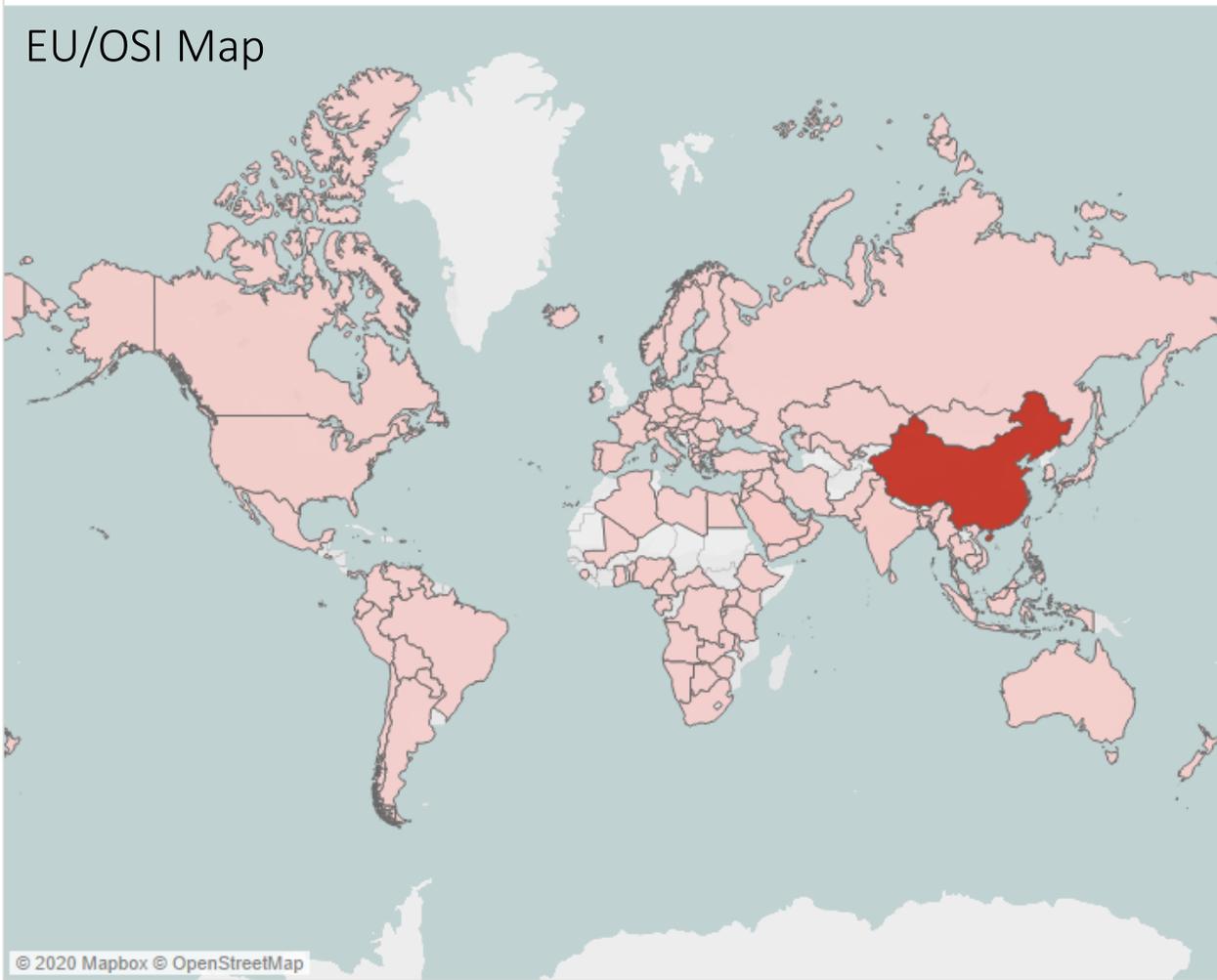
Nationality

By Level

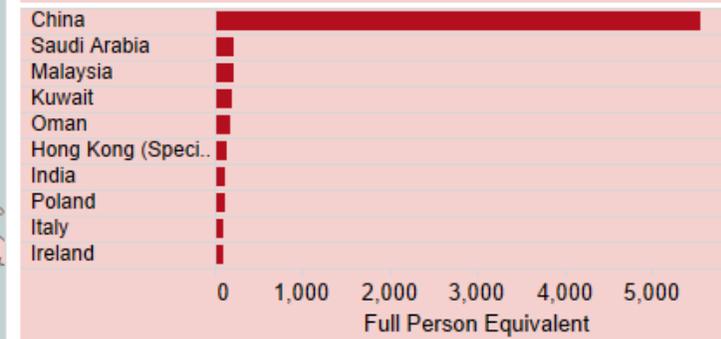


Undergraduates by Faculty

EU/OSI Map



Top 10 countries with highest non-UK domiciled student FPE for The University of Liverpool (2018/19)



Domicile (country)

All

Sort providers alphabetically or by FPE

Alphabetically

FPE

University College London	19,640
The University of Manchester	14,440
The University of Edinburgh	13,185
King's College London	12,385
Coventry University	12,000
The University of Sheffield	10,080
Imperial College of Science, Technology and Medicine	10,075
University of the Arts, London	9,695
The University of Glasgow	9,685
The University of Warwick	9,580
The University of Leeds	9,235
The University of Birmingham	9,125
The University of Liverpool	8,715
Cardiff University	8,620
The University of Oxford	8,500
University of Nottingham	8,175

Liverpool is the 13th most popular destination for European and Overseas Students

HESA 2018/19, Full Person Equivalent

Student Sexuality

1676

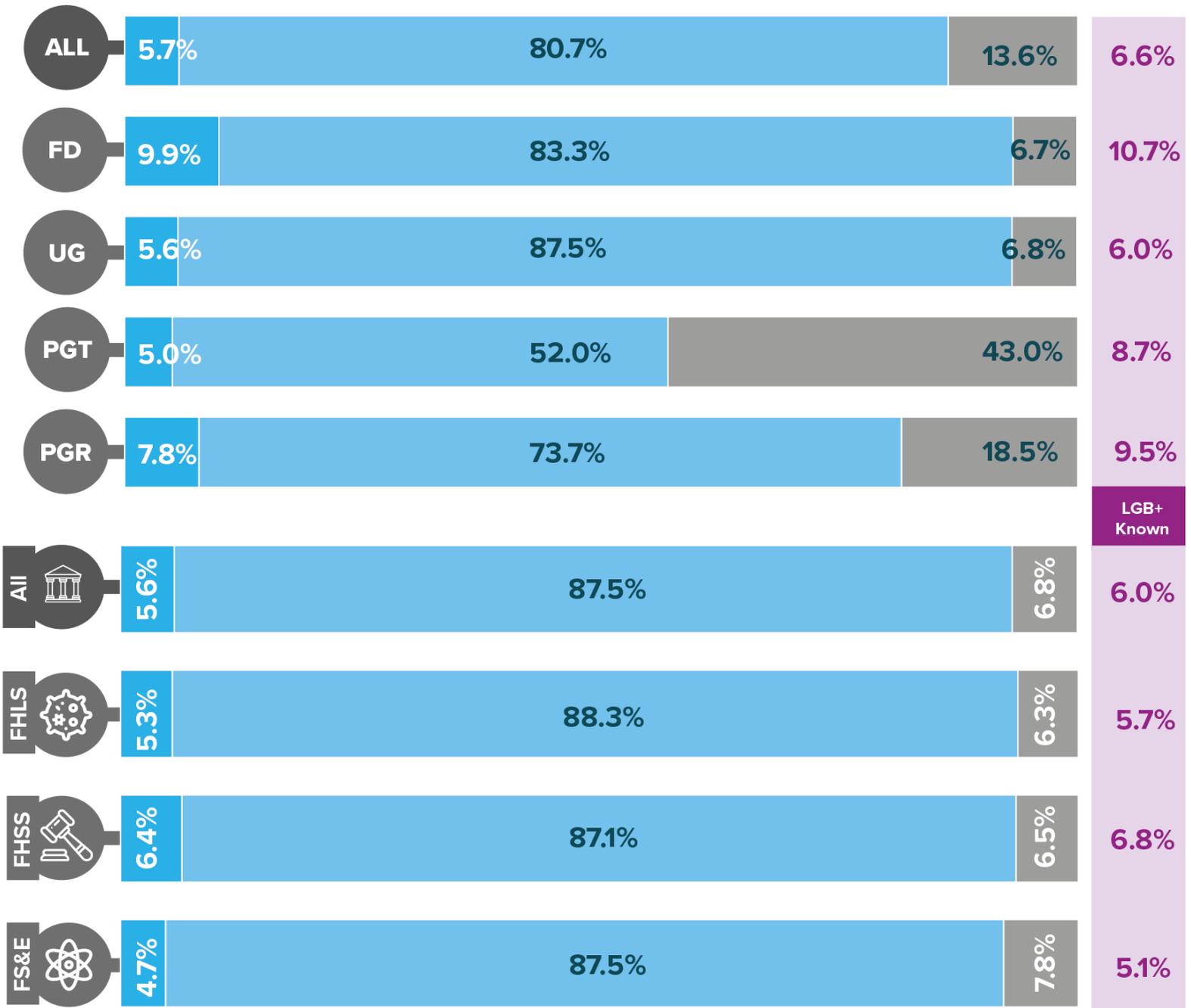
Students who identify as Lesbian, Gay,
Bisexual or Other Sexuality.



[Back to Contents](#)

Sexuality

By Level

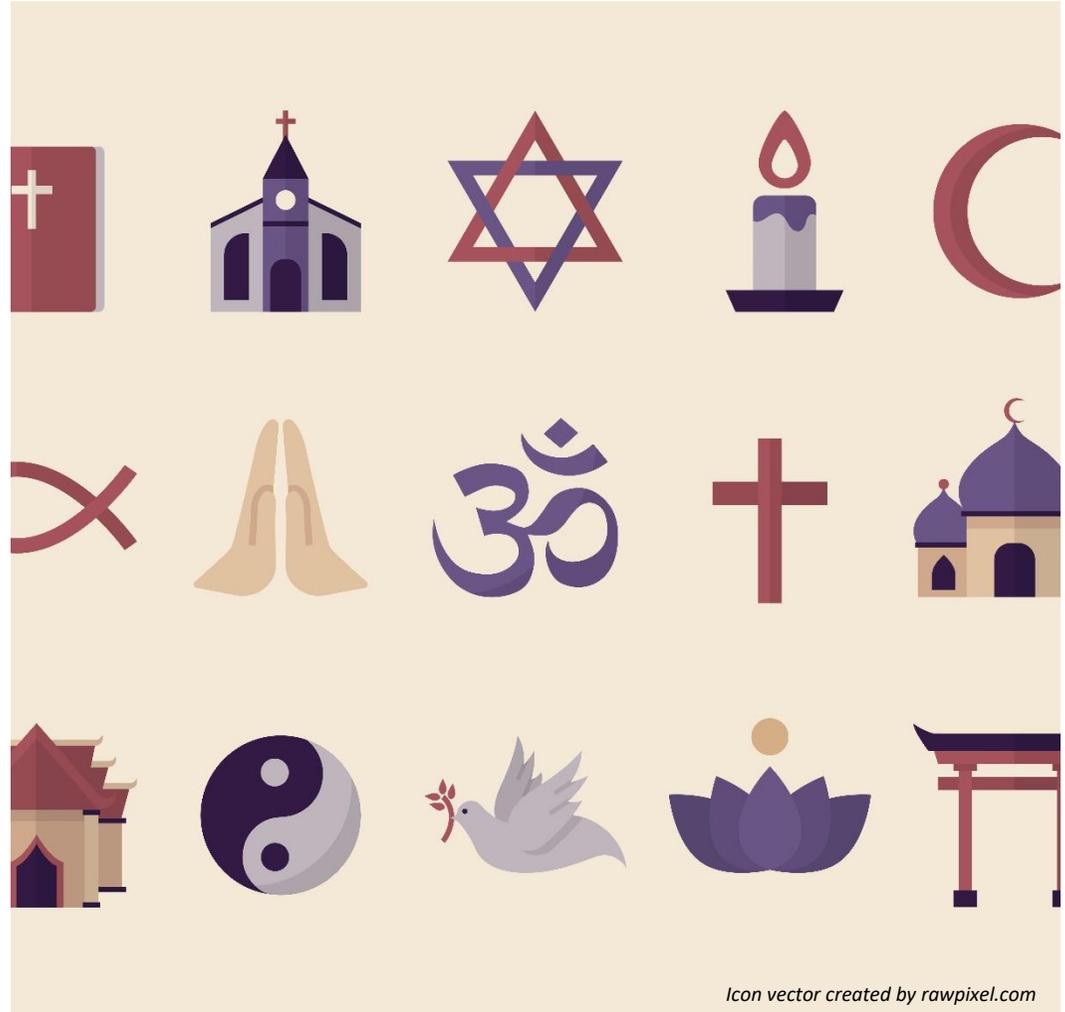


Undergraduates
by Faculty

Student Religion

14,437

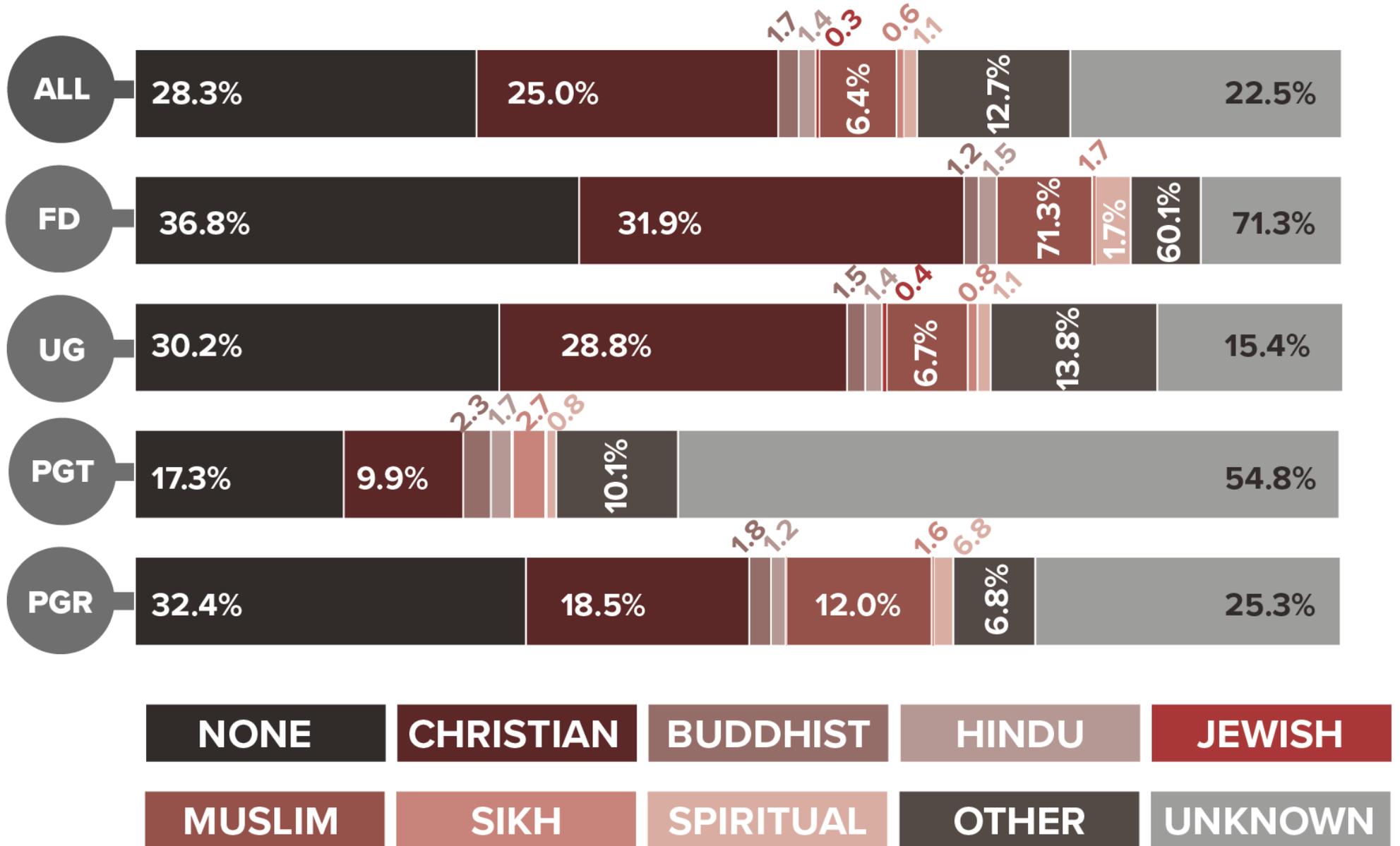
Students who have a religious belief/identity



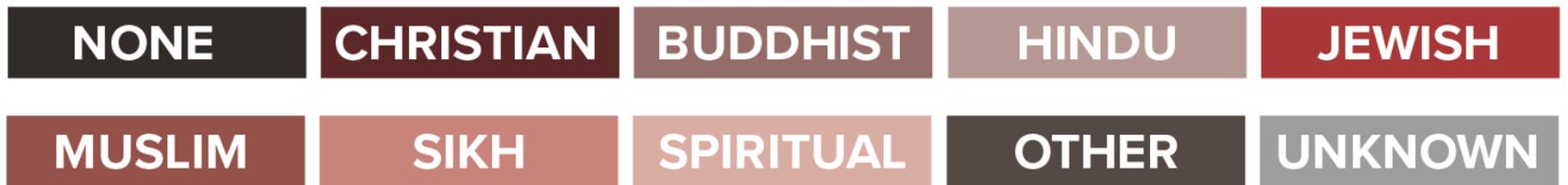
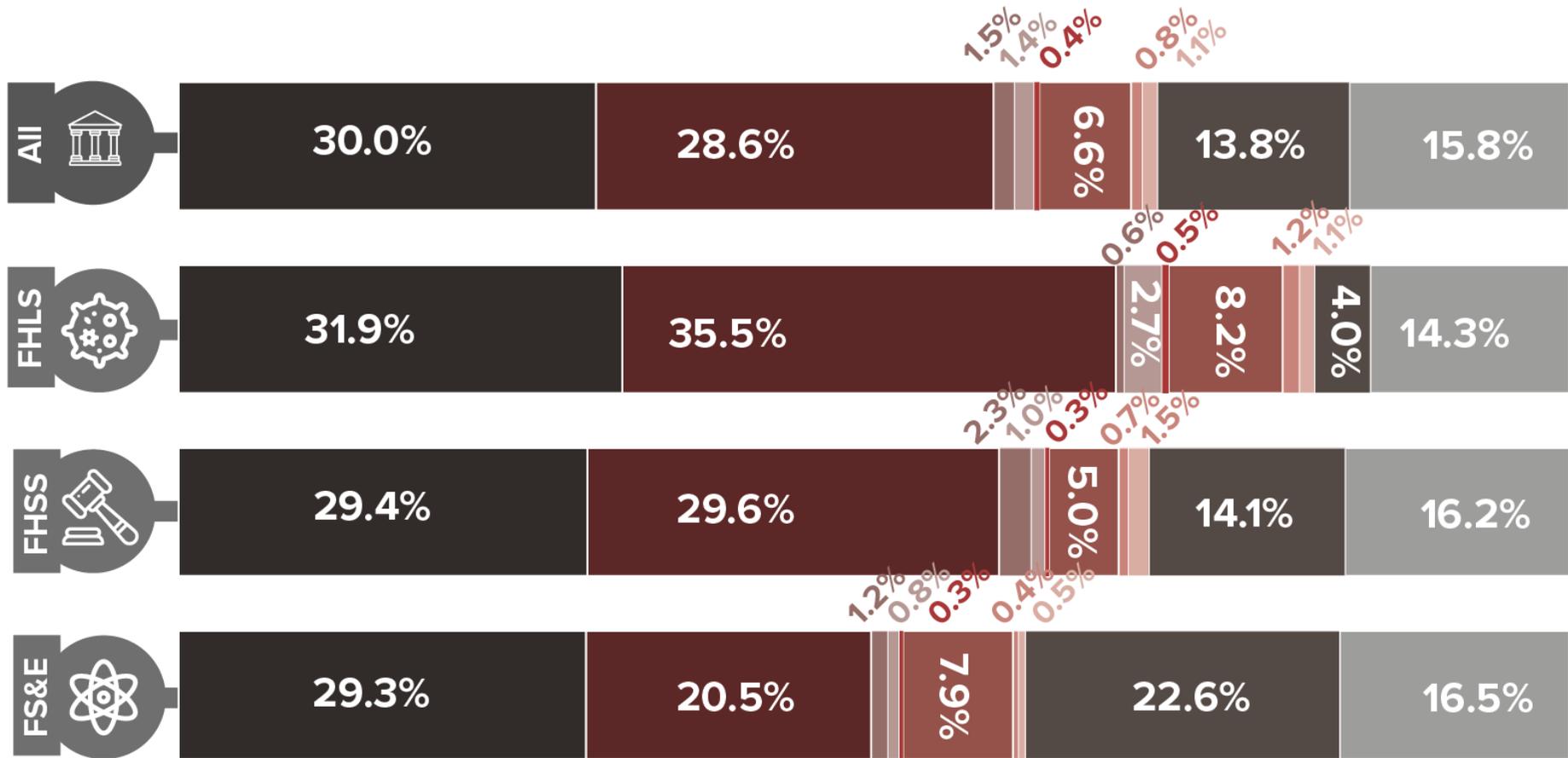
Icon vector created by rawpixel.com

[Back to Contents](#)

Religion by Level



Undergraduate Religion by Faculty



Student Mode of Study

9.7%

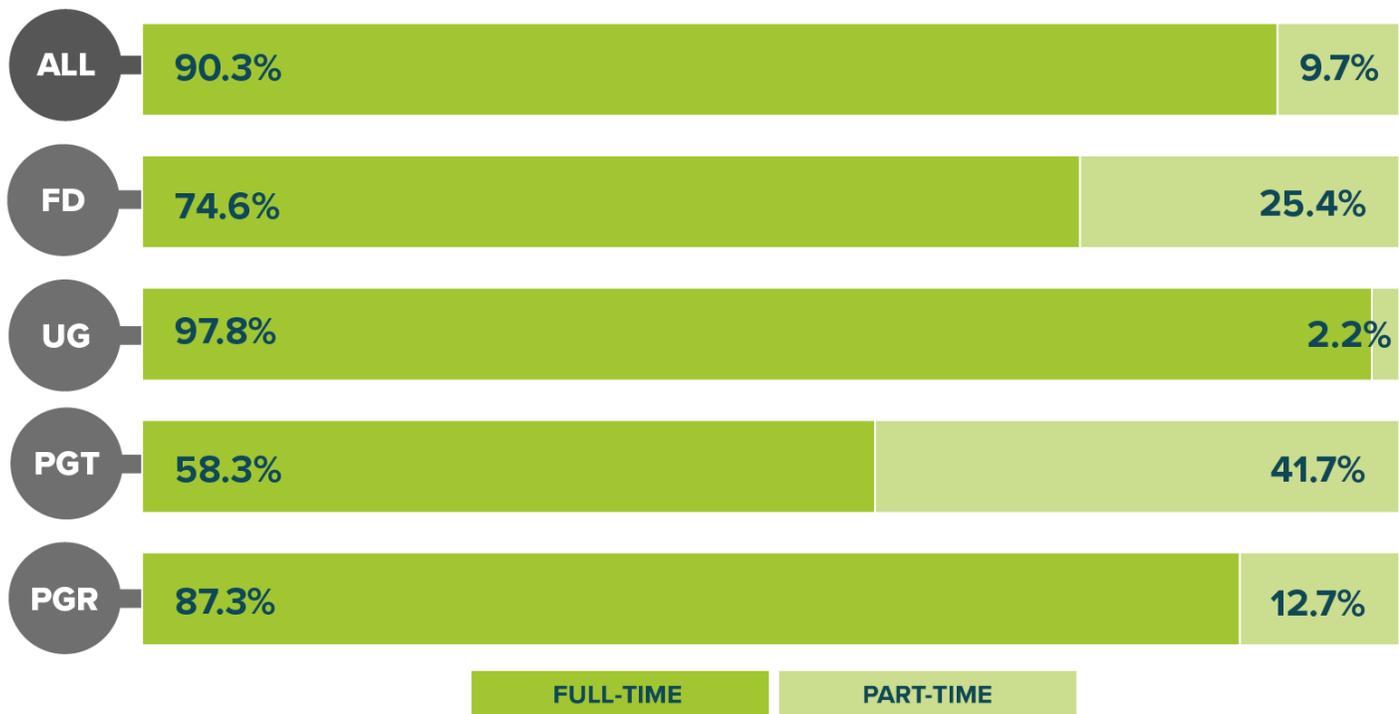
Students who study Part Time



[Back to Contents](#)

Mode of Study by Level

By Level



FULL-TIME PART-TIME

Undergraduates by Faculty

