

# Diversity & Equality Infographics

2020-2021













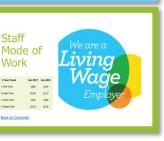




Staff

Work









Student

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Study

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**Contents** 





Student

Disability









### Introduction

Welcome to the Diversity & Equality Infographic Report covering the academic year 2020 to 2021.

The underpinning data in this report has come from the Student Records and Staff Records systems. Student Data is for the academic year 2020-2021, and staff data is a snapshot date of January 2021.

A small amount of data has come from the Higher Education Statistics Agency, and this is only for the academic year 2019-20. Where we have used HESA data this will be labelled.

Data is based on a Head Count (University data) 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.

- LGBO 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.
- Sex/Gender means Male or Female

**FHLS**: Faculty of Health & Life Sciences.

A new Institute structure came into effect in 2020/2021, these new departments being:

- ILC&MS: Institute of Life Course and Medical Sciences
- **IPH**: Institute of Population Health
- **IIV&ES**: Institute of Infection, Veterinary & Ecological Sciences
- ISM&IB: Institute of Systems, Molecular & Integrative Biology

**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

# 

January 2021 Snapshot

### Staff Data Table

Most of the data in the following infographics is presented as percentages. To help you better understand this data, the table below outlines the University's staff population in January 2021.

Uni & Faculties		
<b>All</b> 6,923		
FHLS	2,346	
FHSS	1,197	
FS&E	1,451	

<b>Professional Services Directorates</b>		
Education 580		
Finance	88	
Legal & Uni Sec	34	
People & Services	1,113	
Research	102	

Pay Grade			
1	296	6	1,456
2	147	7	1,213
3	216	8	955
4	456	9	676
5	743	10	434

Job Group		
Clerical	1,100	
Clinical	312	
Manual	387	
Professional, Management, Senior Admin	1,189	
Research	858	
Teaching & Research	1,137	
Teaching & Scholarship	424	
Teaching Only	835	
Technical	671	

# Staff Age

30-39

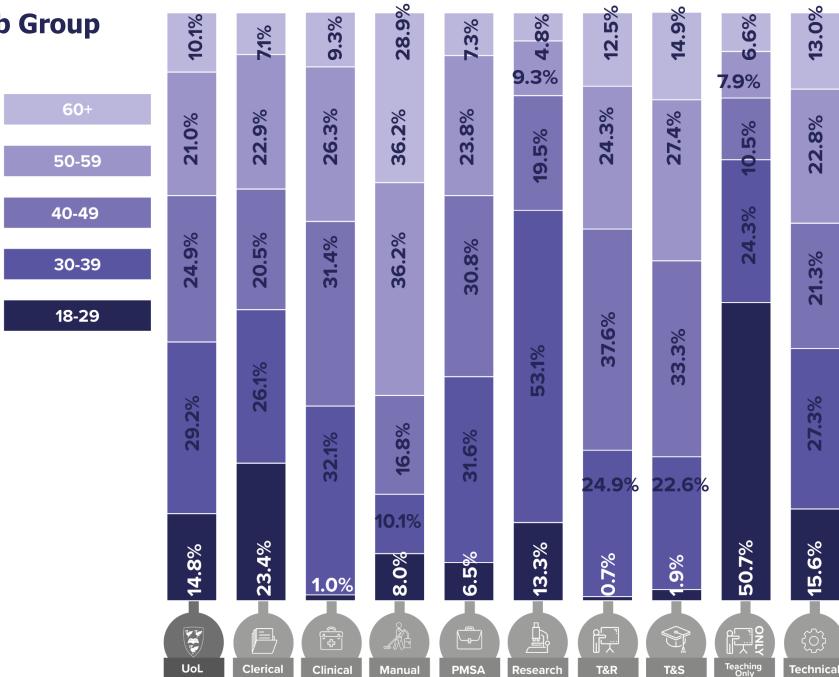
The largest staff age group at 29.2%

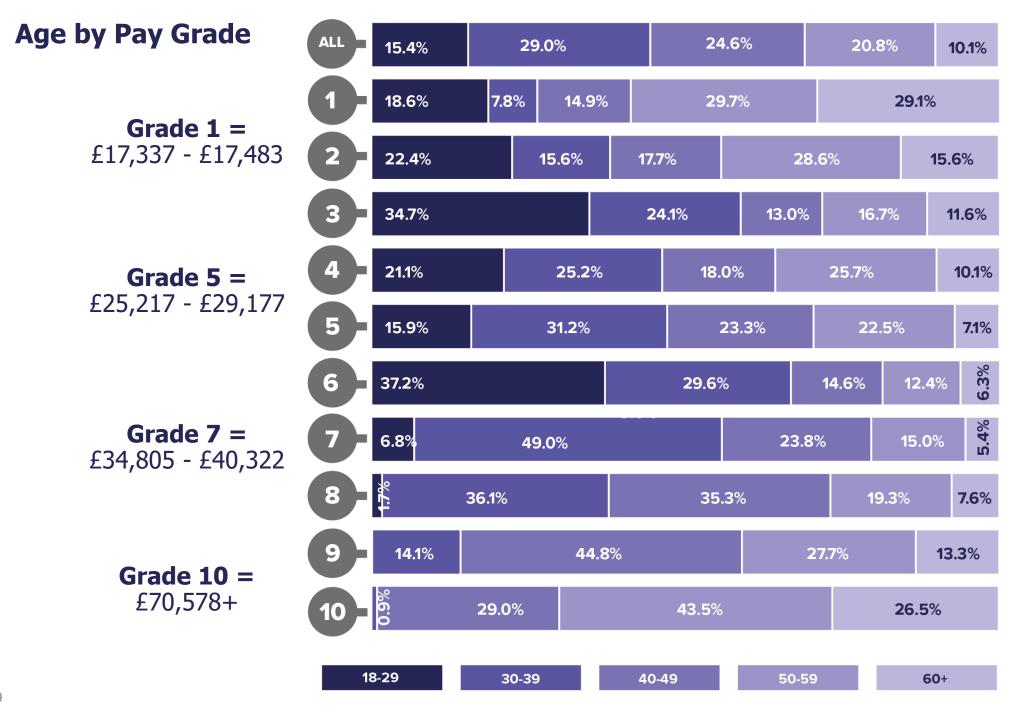
<b>5 Year Trend</b>	Jan 2017	Jan 2021	
18-21	0.52	0.32	$\downarrow$
22-29	12.97	14.50	$\uparrow$
30-39	30.79	29.22	$\downarrow$
40-49	23.66	24.87	$\uparrow$
50-59	22.20	20.99	$\downarrow$
60+	9.87	10.10	$\uparrow$



Long Service Awards July 2019

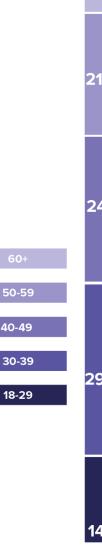
#### **Age by Job Group**

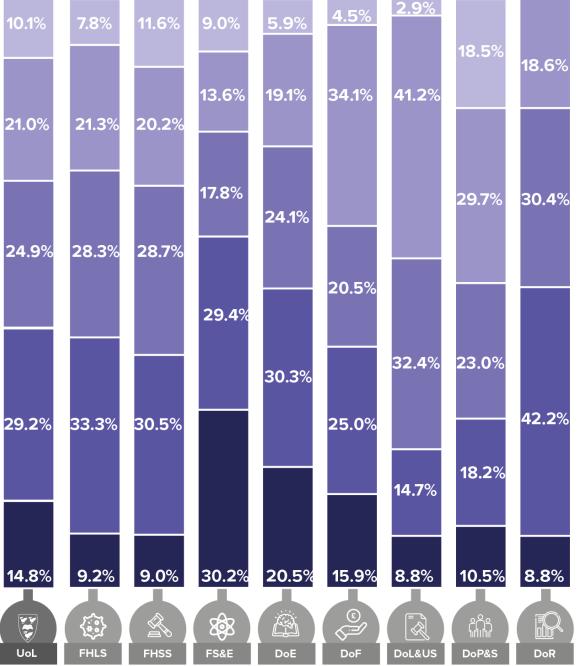




# Age by Faculty and Professional Services Directorate







# Staff Disability 319

Number of staff who have disclosed

5 Year Trend	Jan 2017	Jan 2021	
# Known Disability	219	319	<b>↑</b>
% Known Disability	3.5	4.6	<b>↑</b>





#### **Disabled Staff Network**

A forum for consultation and discussion of University policy affecting staff with regard disability issues, raising awareness of disability issues, networking and providing support to disabled staff.

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#### **Disability by Category**

Long Term Illness 31.2%

Specific Learning Difficulty 26.1%

Mental Health 14.3%

**Other** 9.5%

**Physical Disability** 9.5%

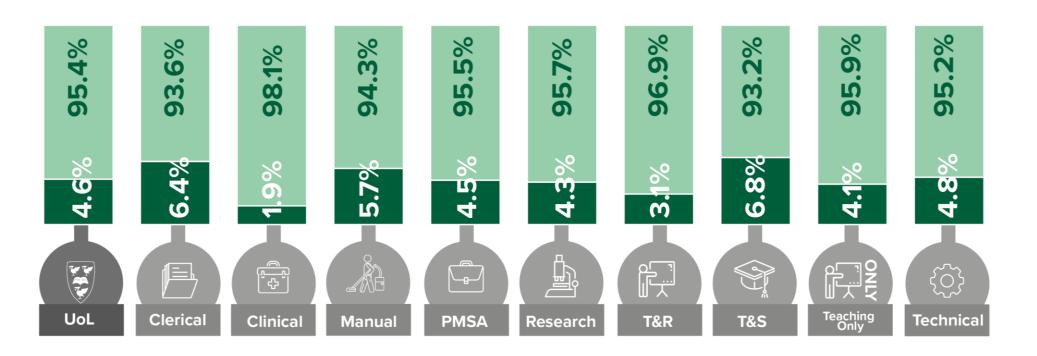
Hearing **Impairment** Cognitive Impairment 4.6%

**General Learning** Disability

Visual **Impairment** 

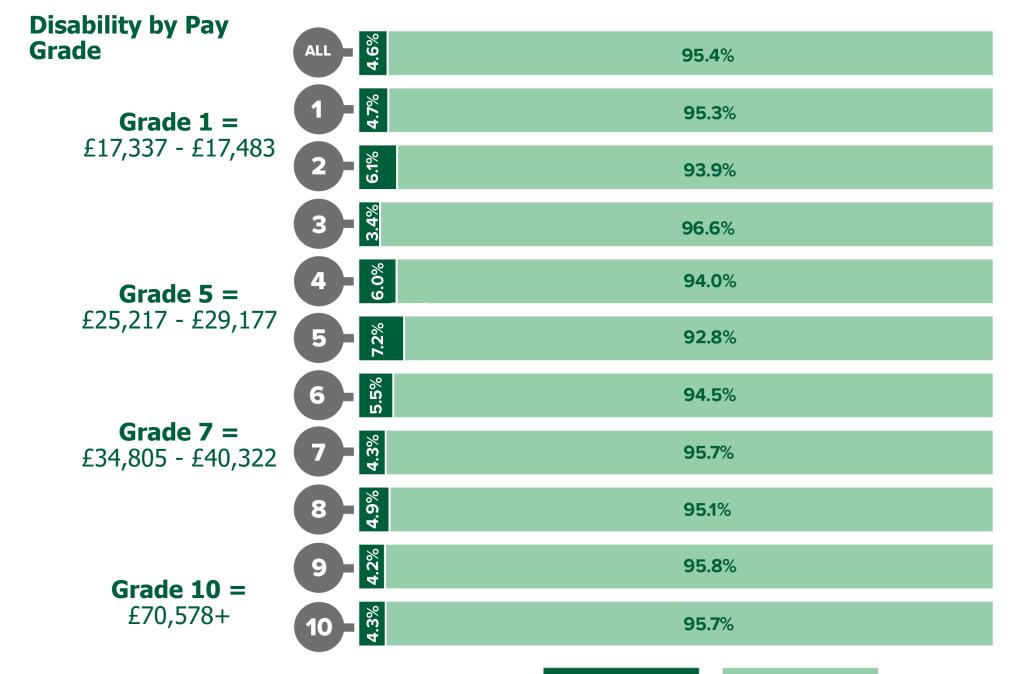
2.9%

#### Disability by Job Group



**No Disability** 

**Disabled** 



Disabled

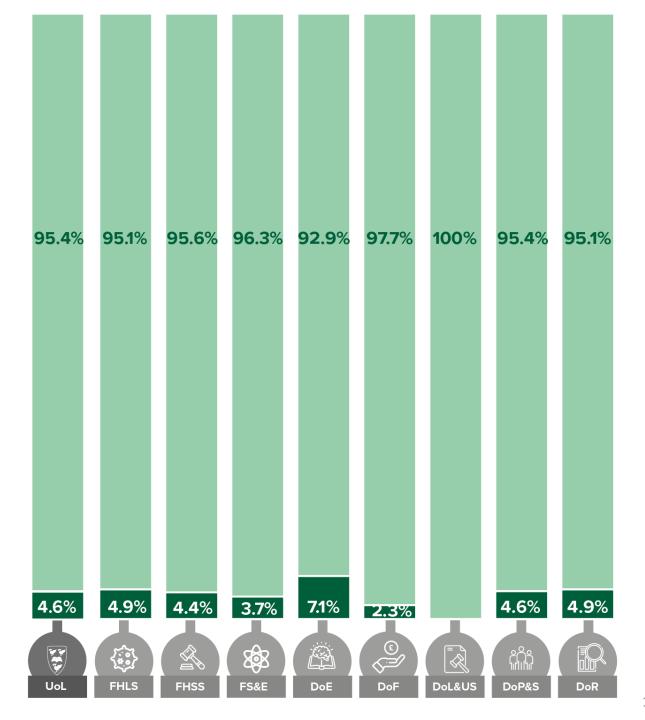
No Disability

# Disability by Faculty & Professional Service Directorate

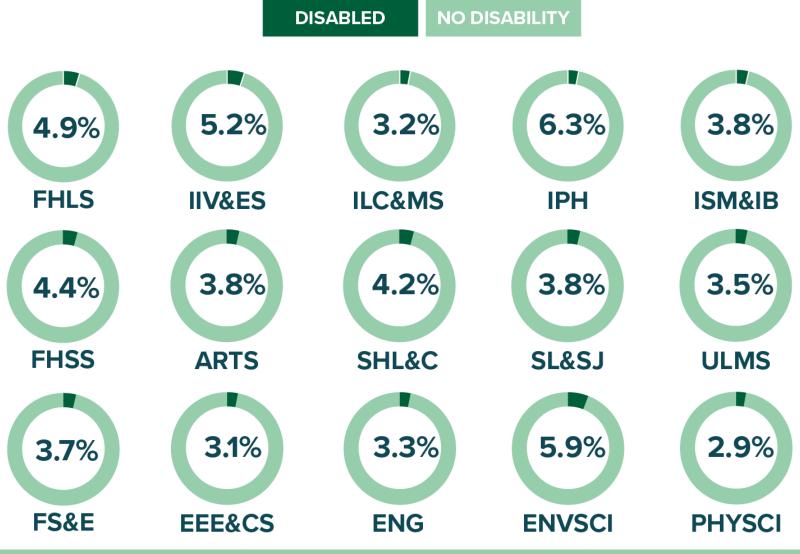


**No Disability** 

Disabled



#### **Disability by Faculty and School**



Faculty of Health & Life Sciences ILC&MS: Institute of Life Course and Medical Sciences IPH: Institute of Population Health IIV&ES: Institute of Infection, Veterinary & Ecological Sciences ISM&IB: Institute of Systems, Molecular & Integrative Biology 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

### LIVERPOOL 2.1%





### **RUSSELL GROUP 2.9%**







### HE SECTOR 3.2%





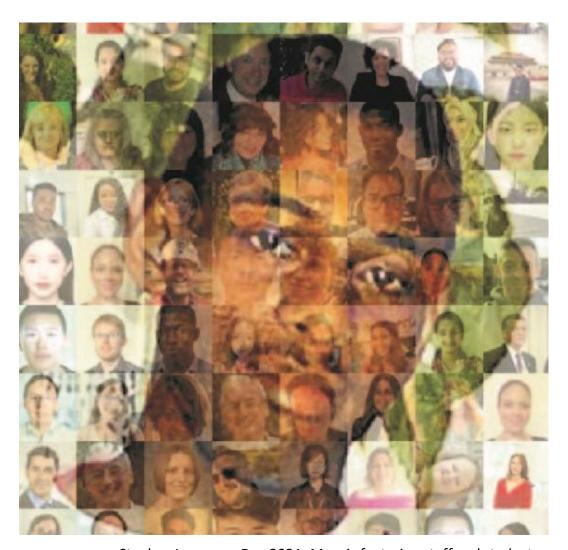


# Staff Ethnicity

660

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

5 Year Trend	Jan 2017	Jan 2021	
# People of Colour	580	660	<b>↑</b>
% People of Colour	9.37	9.53	<b>↑</b>



Stephen Lawrence Day 2021: Mosaic featuring staff and students.

### **Ethnicity by Job Group**

Unknown

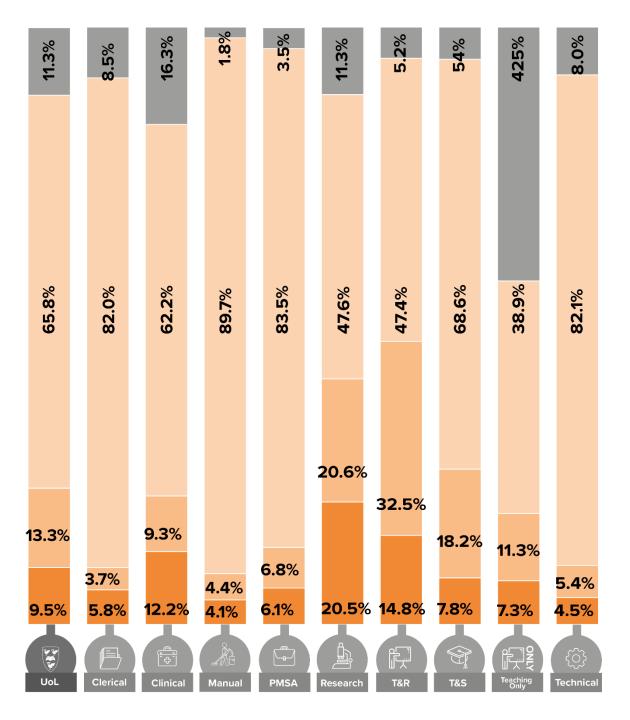
**White British** 

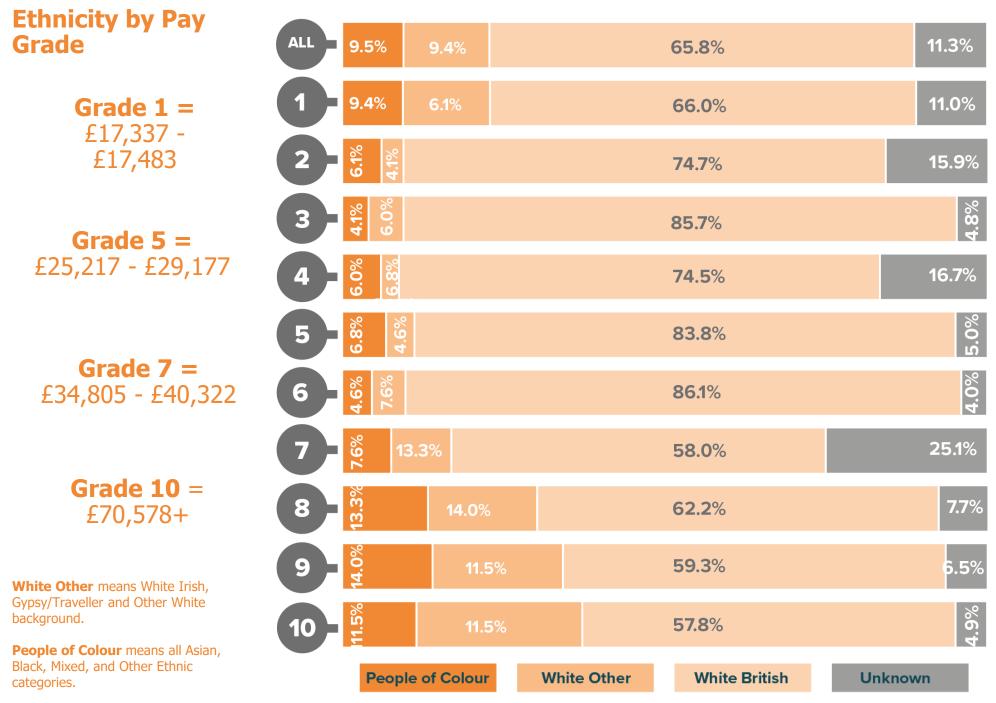
**White Other** 

**People of Colour** 

**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



Unknown

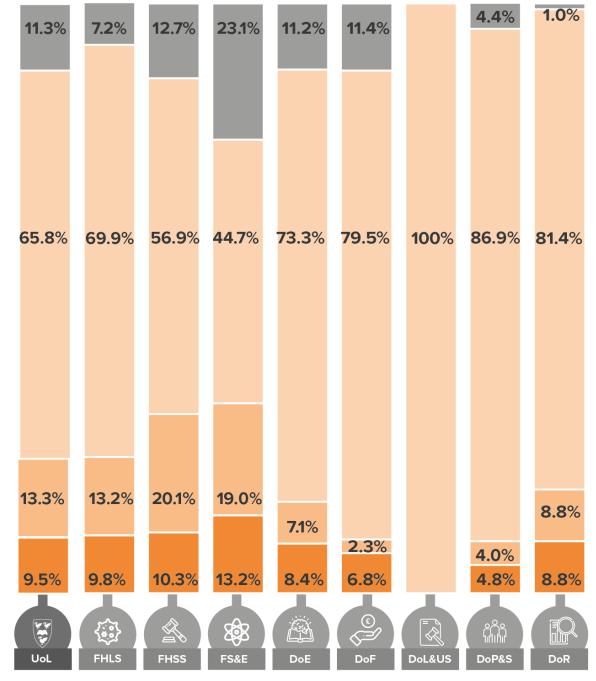
White British

White Other

People of Colour

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

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



#### **Ethnicity: All Domiciled**

- Proportion of top level ethnic categories for All staff. →
- Proportion of each ethnic group within "People of Colour" for All staff. ↓

11.3%
Unknown
79.2%
White

11.3%
Unknown
6.2%
Asian
1.7%
Other 1.6%
Black

16.7% Indian 8.2%
Other
Mixed
Background

7.9% African

6.5%
Other Ethnic
Group

4.8% Pakistani

28.3% Chinese Other Asian Background

3.3% Arab

3.2% Mixed White & Asian 2.7% White & Black Caribbean

2.7% Caribbean

2.4%
Black

Black Caribbean

1.7% Bangladeshi

1.1% Other Black
Background

#### **Ethnicity: UK Domiciled Staff Only**

- Proportion of top level ethnic categories for UK staff.  $\rightarrow$
- Proportion of each ethnic group within "People of Colour" for UK staff. ↓

85.1% White

8.8% Unknown

3.7%

19.4% Chinese

16.7% Indian

9.7% Other Mixed **Background** 

8.2% African

5.3% Mixed White & Asian

Other Asian **Background** 

9.4%

4.4% Caribbean

4.4% White & Black

4.4% White & Black **African** 

> 4.4% Other Ethnic Group

2.3% **Arab** 

8.2%

**Pakistani** 

1.8% Bangladeshi

1.5% Other Black Backaround

#### **Ethnicity: EU Domiciled Staff Only**

- Proportion of top level ethnic categories for EU staff. →
- Proportion of each ethnic group within "People of Colour" for EU staff. ↓

**79.7%**White

16.4% Unknown

2% Other

1.1% Black Asian 0.8%

20.7%
Other ethnic group

20.7%
Other mixed background

10.3% Arab

10.3% African

White & Black African 10.3%

Other Asian Background 10.3%

6.9% Chinese

3.4% Indian

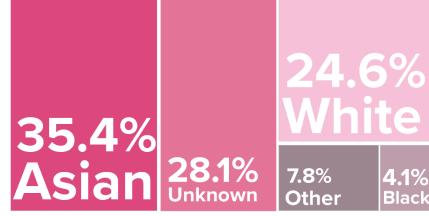
3.4% Caribbean

White & Black
Caribbean

3.4%

#### **Ethnicity: OSI Domiciled Staff Only**

- Proportion of top level ethnic categories for Overseas/International staff. →
- Proportion of each ethnic group within "People of Colour" for Overseas/ International staff. ↓



7.6% **Other** 17.9% **Ethnic** 7.2% Group **African** Indian 1.7% **3angladeshi** 3.8% 5.2% **Other Arab** 41% Other Asian Paki-Mixed 0.7% **Background** stani Chinese Caribbean Back ground

0.7% Other Black Background

#### **Ethnicity: Domicile of each Ethnic Group**

Each pie chart shows where staff from the ethnic group come from, either UK, EU or Overseas/International.

**WHITE** 

**BRITISH** 

WHITE IRISH

**OTHER ETHNIC** 

**GROUP** 

**OTHER MIXED** 

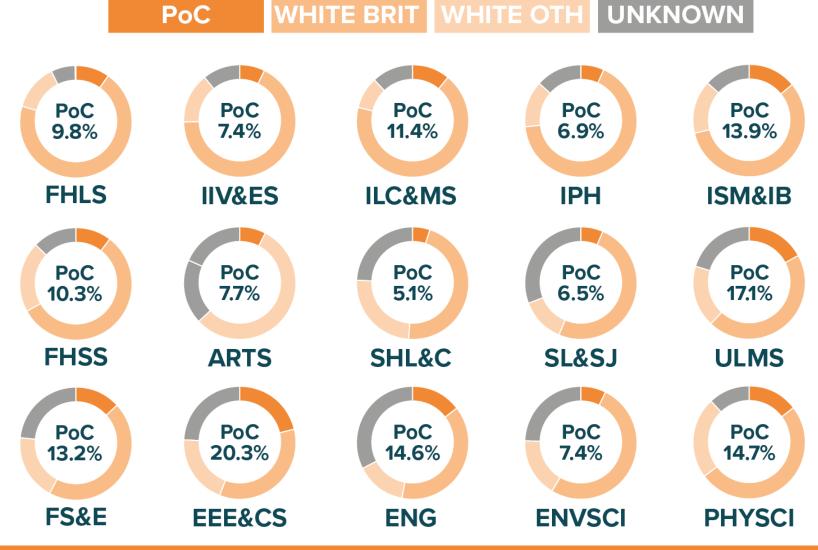
**BACKGROUND** 

**OTHER WHITE** 

**BACKGROUND** 

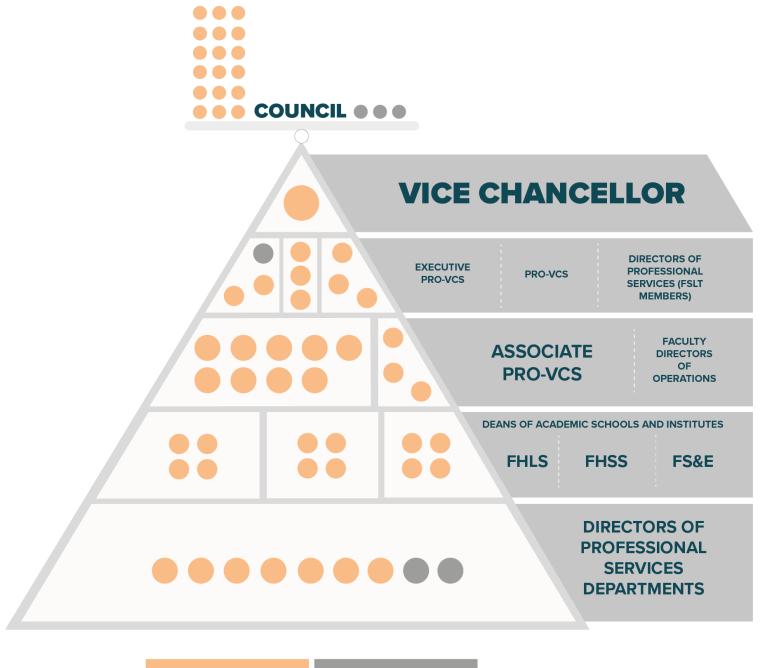
#### **Ethnicity by Faculty and School**

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



Faculty of Health & Life Sciences ILC&MS: Institute of Life Course and Medical Sciences IPH: Institute of Population Health IIV&ES: Institute of Infection, Veterinary & Ecological Sciences ISM&IB: Institute of Systems, Molecular & Integrative Biology 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

## **Pyramid of Power Ethnicity**



White

Unknown

#### **Professor by Ethnicity (People of Colour)**

## LIVERPOOL 9.6%





















## RUSSELL GROUP 8.6%



















# HE SECTOR 10%





















# Staff Gender

71.3%

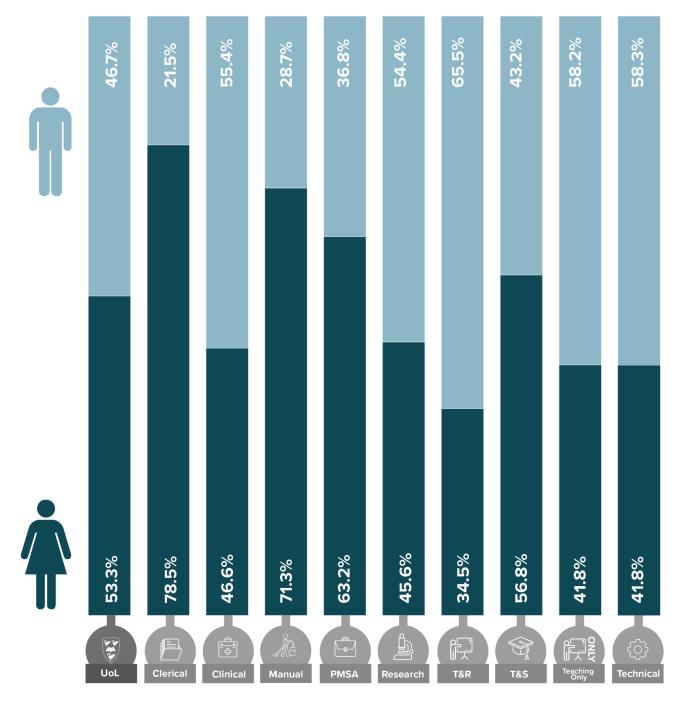
Manual staff who are women, the largest gendered occupation group at the University

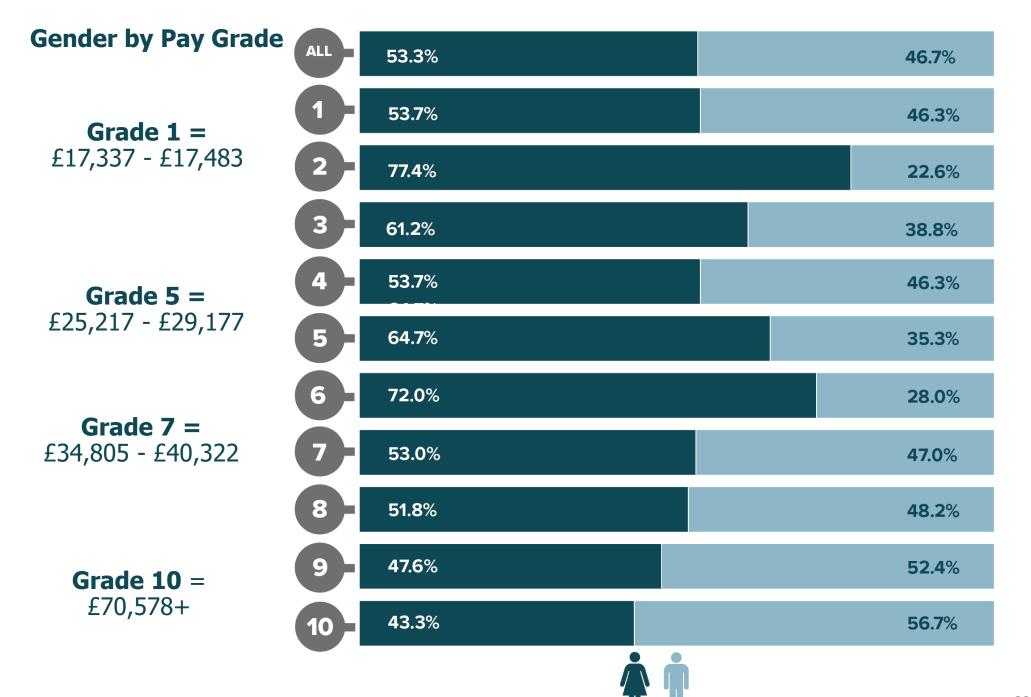
5 Year Trend	Jan 2017	Jan 2021
# Female	3347	3688 ↑
% Female	54.04	53.27 ↓



Female staff and students from the School of Physical Sciences celebrate International Women's Day 2021

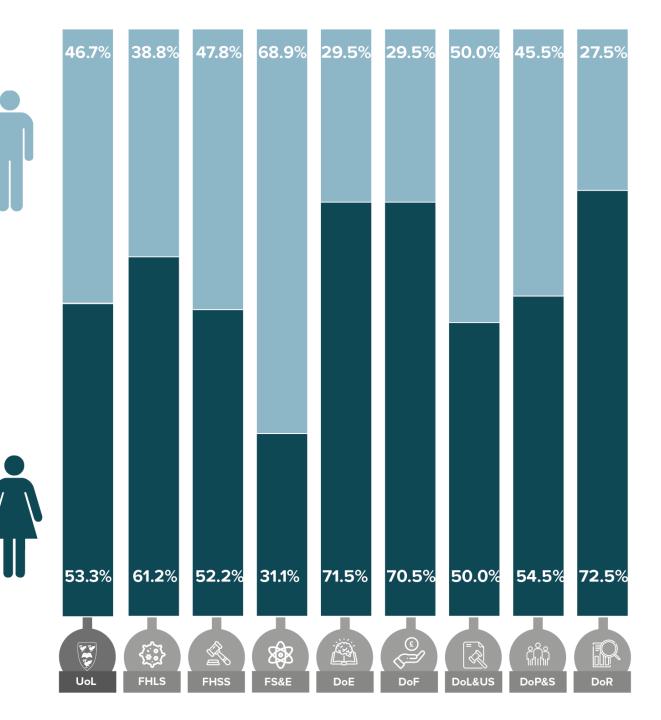
# **Gender by Job Group**





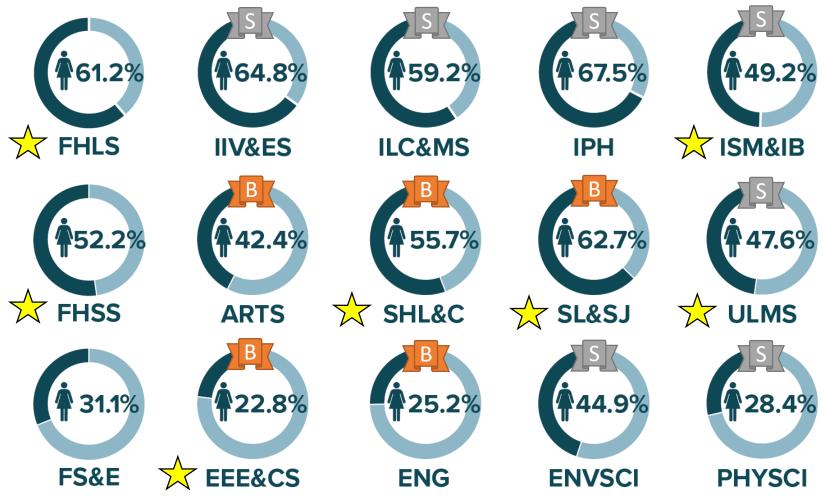
# **Gender by Faculty & Professional Service Directorate**





#### **Gender by Faculty and School**





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

Faculty of Health & Life Sciences ILC&MS: Institute of Life Course and Medical Sciences IPH: Institute of Population Health IIV&ES: Institute of Infection, Veterinary & Ecological Sciences

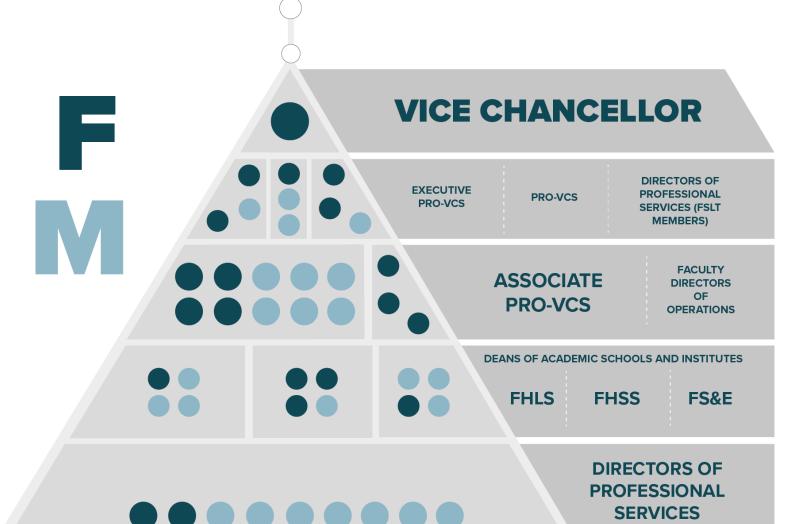
ISM&IB: Institute of Systems, Molecular & Integrative Biology

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 Engineering
School of Environmental Sciences
School of Physical Sciences

#### Pyramid of Power by Gender





**DEPARTMENTS** 

#### **Professor by Gender**



#### Staff Gender Reassignment

0.1%

Staff who stated that their gender is not the same as that which was assigned to them at birth. This could include people who identify as Trans, Non Binary and Gender Fluid.

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## Staff Nationality **97**

Countries and Territories where staff are from

5 Year Trend	Jan 2017	Jan 2021	
# EU/OSI	1121	1453	<b>↑</b>
% EU/OSI	18.10	19.66	<b>↑</b>



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#### Nationality by Job Group

38%

Proportion of UK Staff in Academic roles

83%

Proportion of EU Staff in Academic roles

**81**%

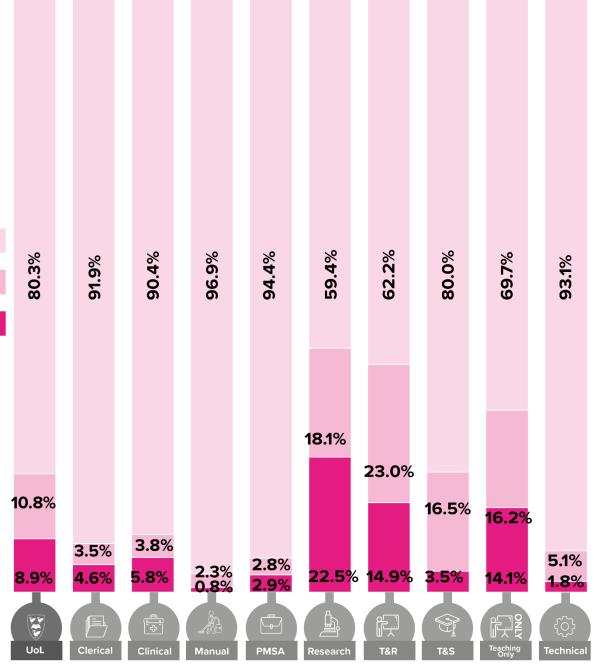
Proportion of International Staff in Academic roles

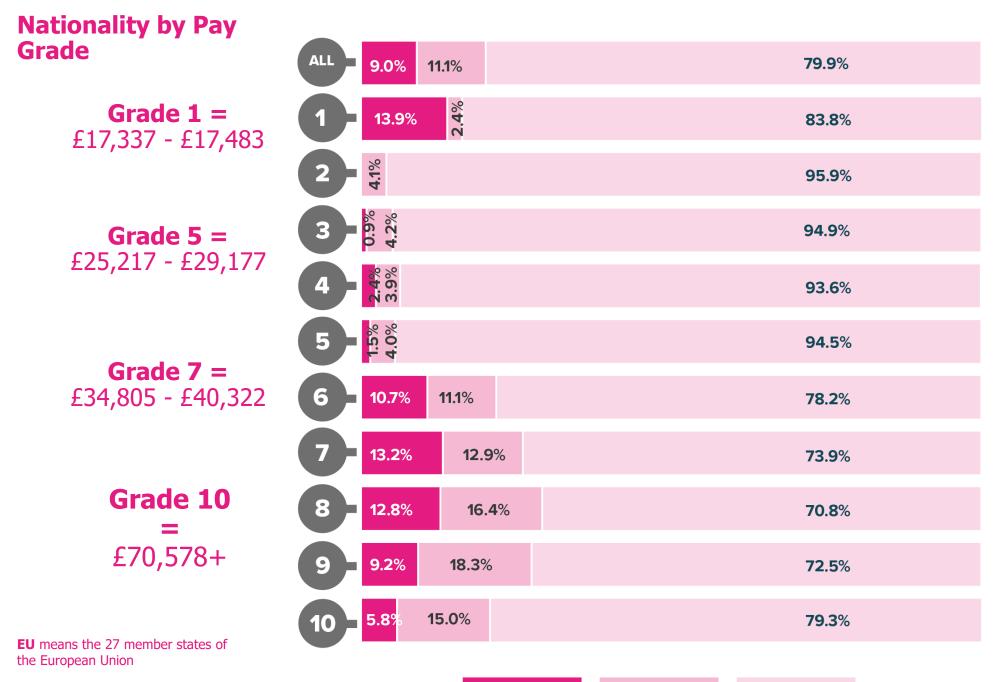
**OSI** means overseas and international

UK

EU

OSI





40

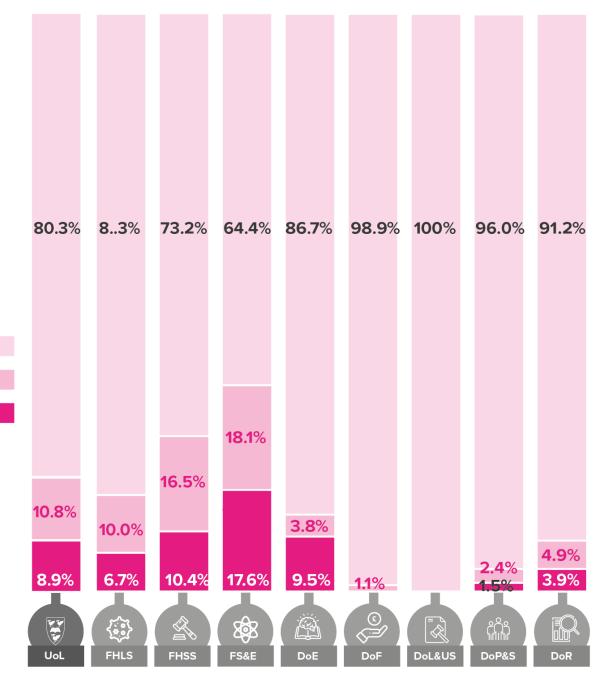
#### Nationality by Faculty & Professional Service Directorate



UK

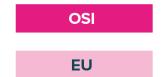
EU

**OSI** 



#### **Professor by Nationality**

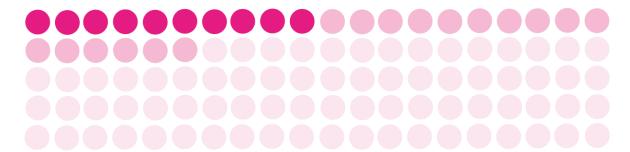




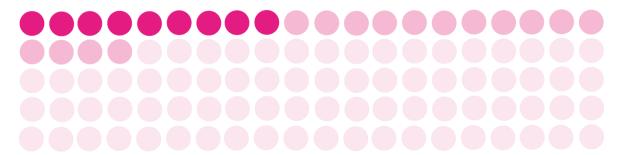


UK

#### RUSSELL GROUP 25.9% OSI/EU



HE SECTOR 24.5% OSI/EU



#### Staff Religion 2181

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

5 Year Trend	Jan 2017	Jan 2021	
# have a religious belief	2064	2253	<b>↑</b>
% have a religious belief	33.33	32.54	$\downarrow$
% religious of known religious belief/non belief	55.65	50.81	$\downarrow$



#### Religion by Job Group

Unknown

Other Religion

Christian

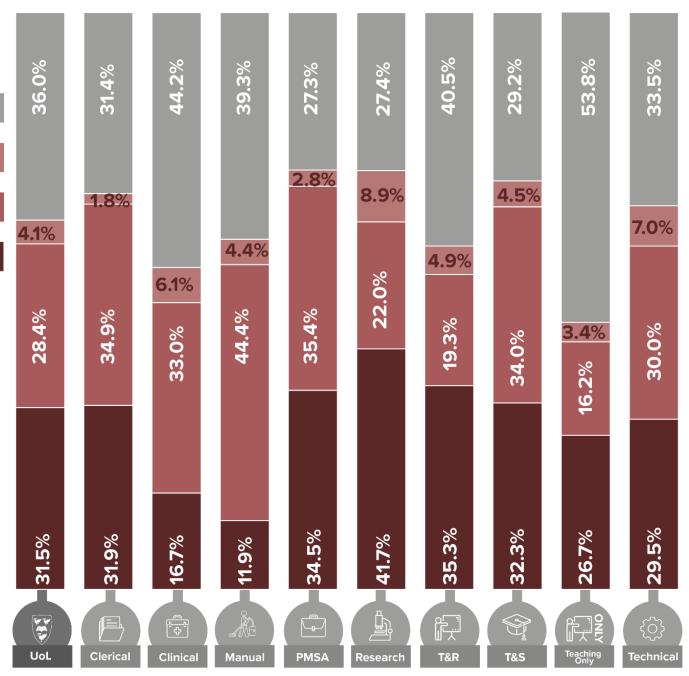
None

#### **Manual**

The most likely group to identify as Christian

#### Research

The most likely group to identify as having NO religious belief

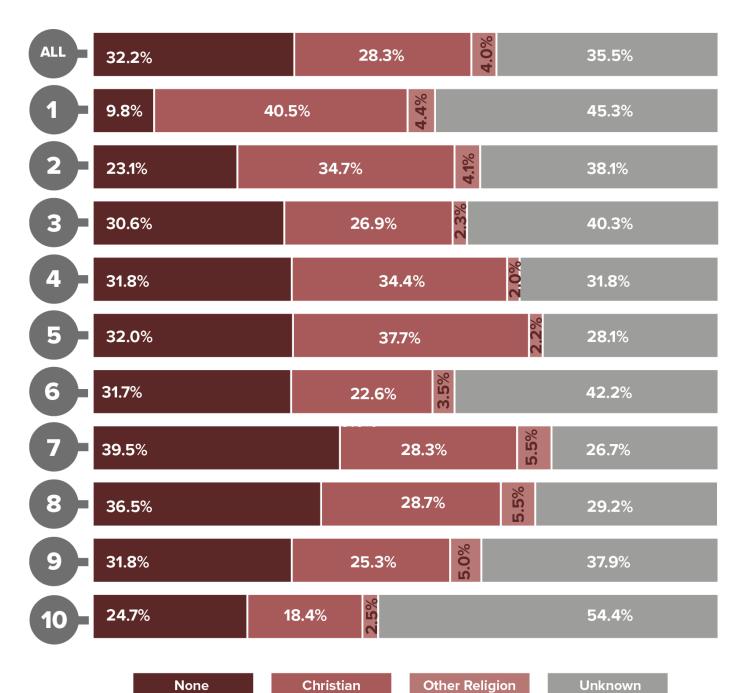


#### **Religion by Pay** Grade

36%

staff who have

not answered the religious belief question



45

#### Religion by Faculty & Professional Service Directorate

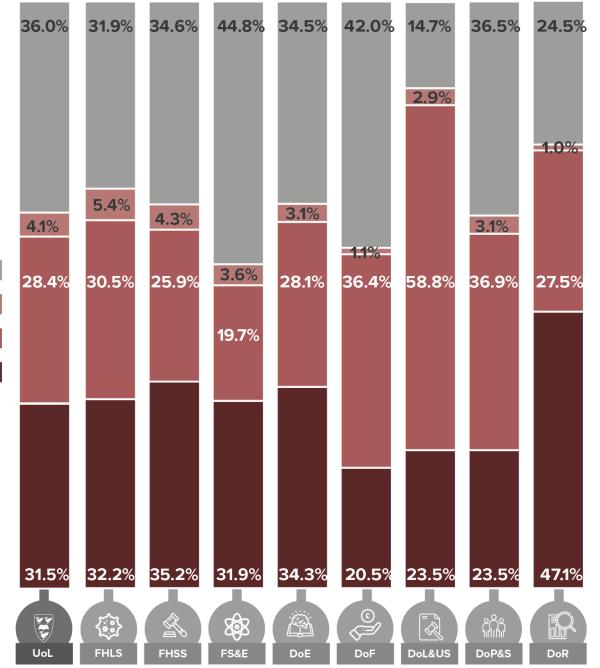


Unknown

Other Religion

Christian

None



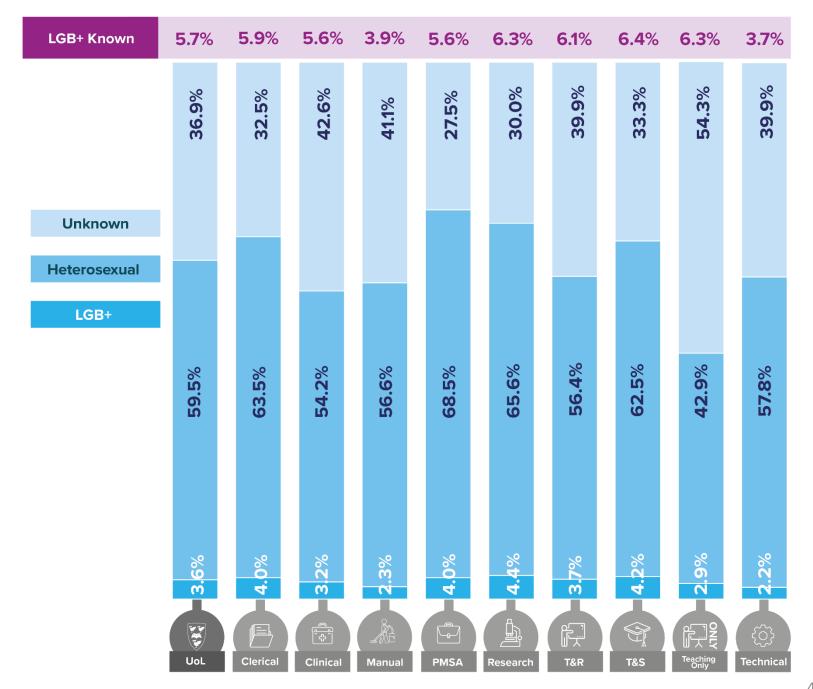
# Staff Sexuality 248

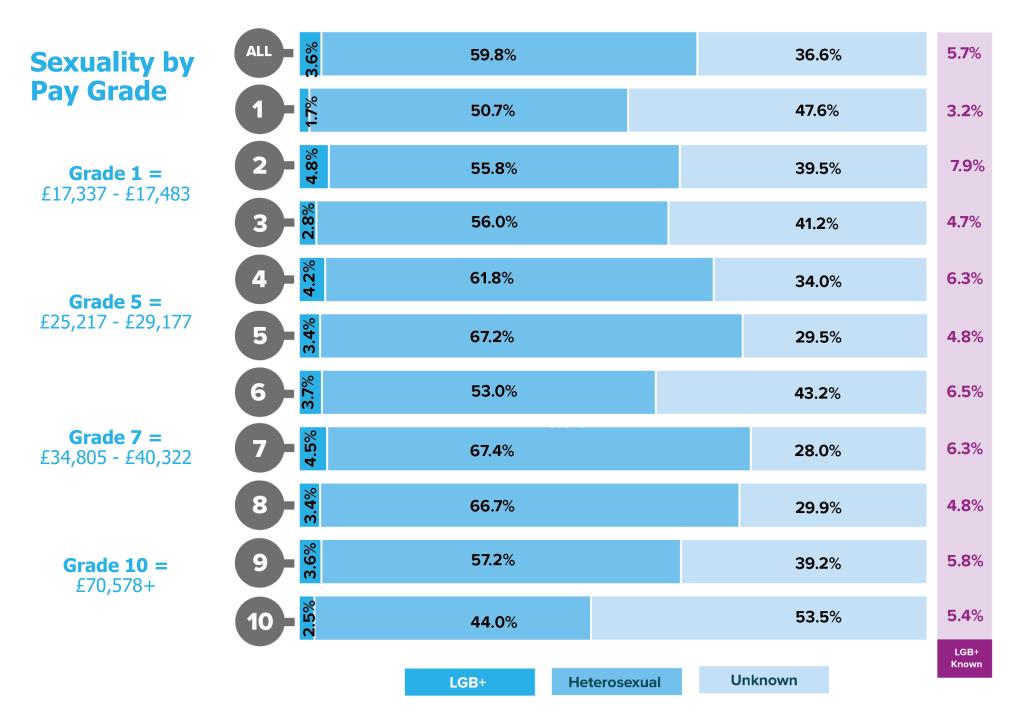
Staff who identify as Lesbian, Gay, Bisexual or Other Sexuality

5 Year Trend	Jan 2017	Jan 2021	
# LGBO	136	248	<b>↑</b>
% LGBO	2.20	3.58	<b>↑</b>
% LGBO of known sexuality	3.87	5.68	<b>↑</b>



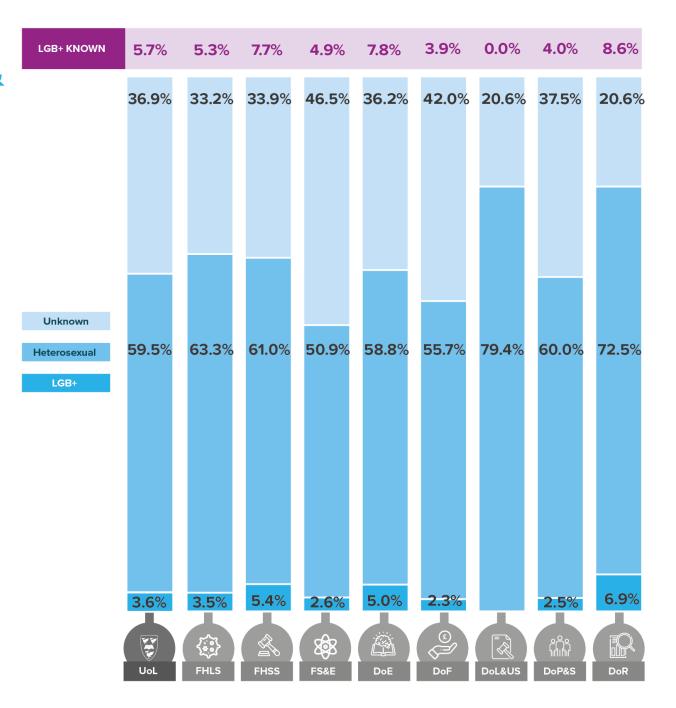
#### **Sexuality by Job Group**

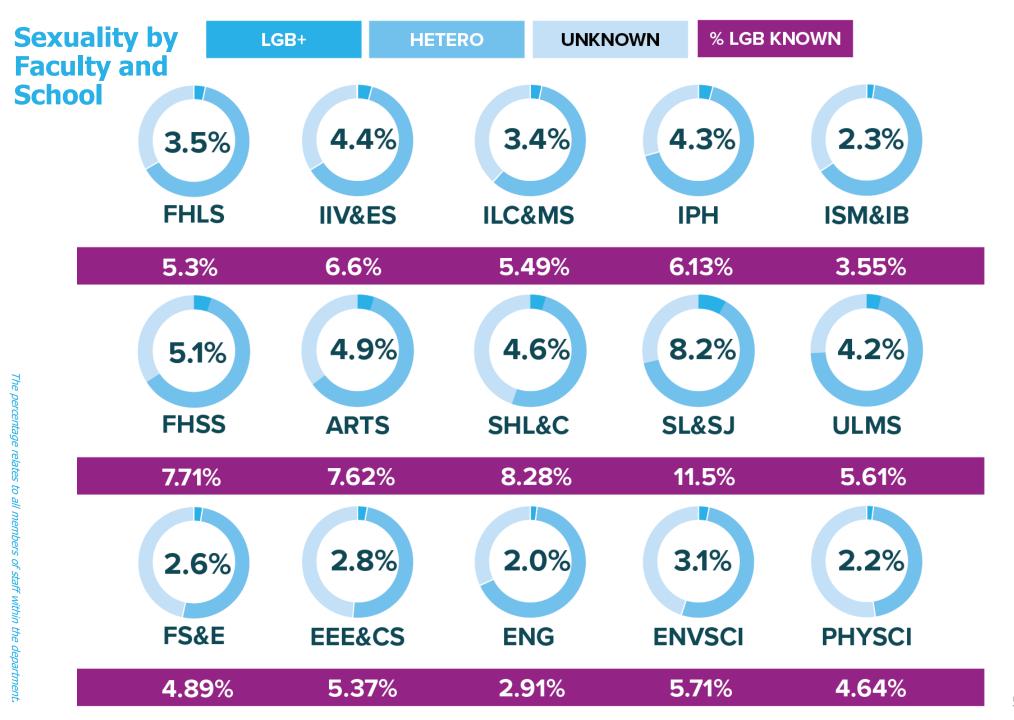




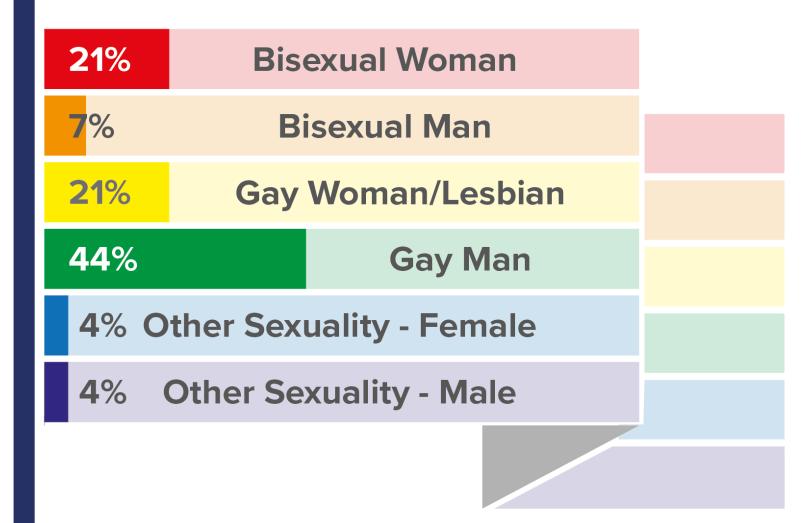
#### Sexuality by Faculty & Professional Service Directorate







#### **LGBO Staff**



## Staff Mode of Work

5 Year Trend	Jan 2017	Jan 2021	
# Part Time	1855	2234	$\uparrow$
% Part Time	29.95	32.27	$\uparrow$
# Fixed Term	1816	1926	$\uparrow$
% Fixed Term	29.32	27.82	$\downarrow$



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#### **Mode of Work by Job Group**



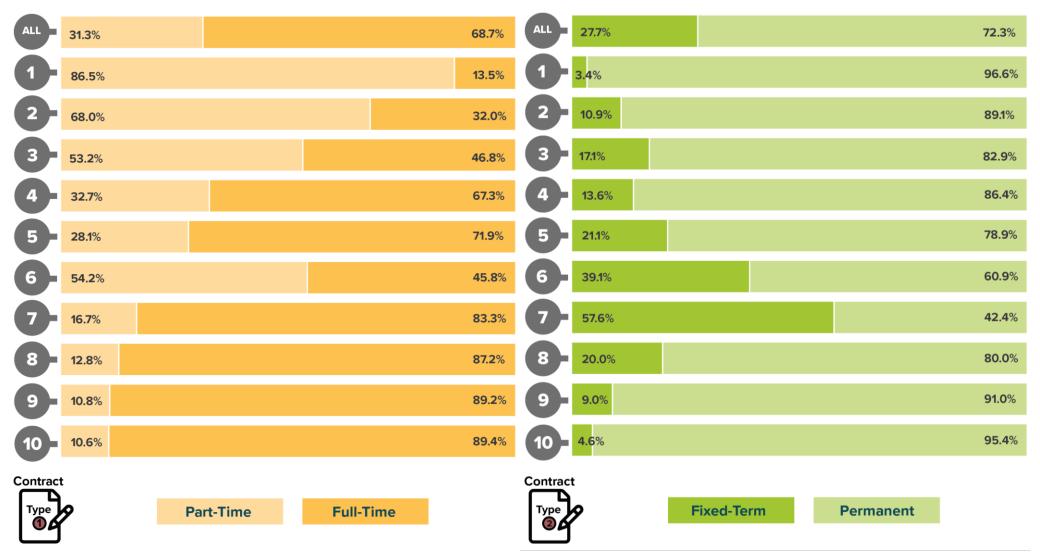
**Part Time** means that the post is less than 100% or less than 35 hours a week. This includes posts with no fixed hours (Zero Hour)

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

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

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

#### **Mode of Work by Pay Grade**



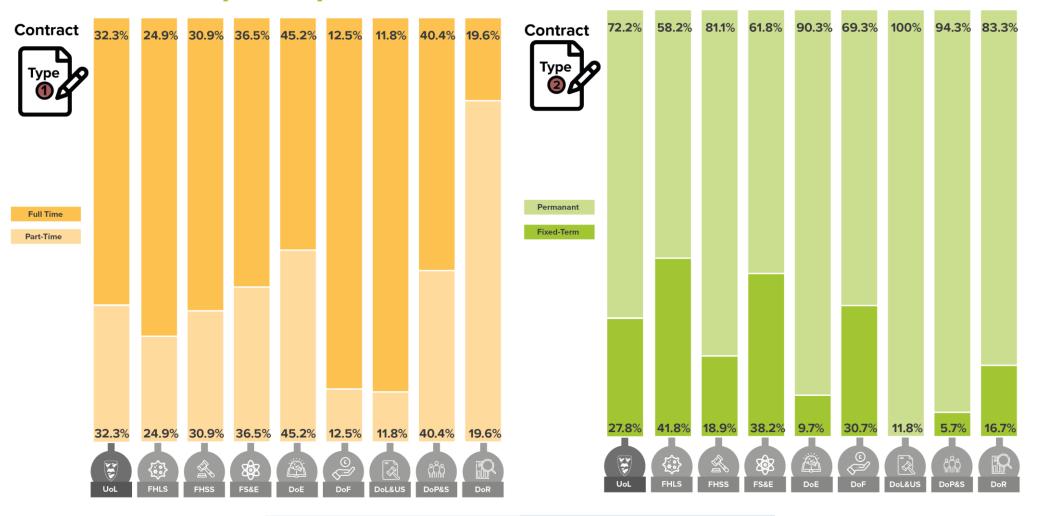
**Part Time** means that the post is less than 100% or less than 35 hours a week. This includes posts with no fixed hours (Zero Hour)

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

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

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

#### **Mode of Work by Faculty**





### STUDENTS

University Student Population 2020-2021
Higher Education Statics Agency Data 2019/2020

#### Student Data Table

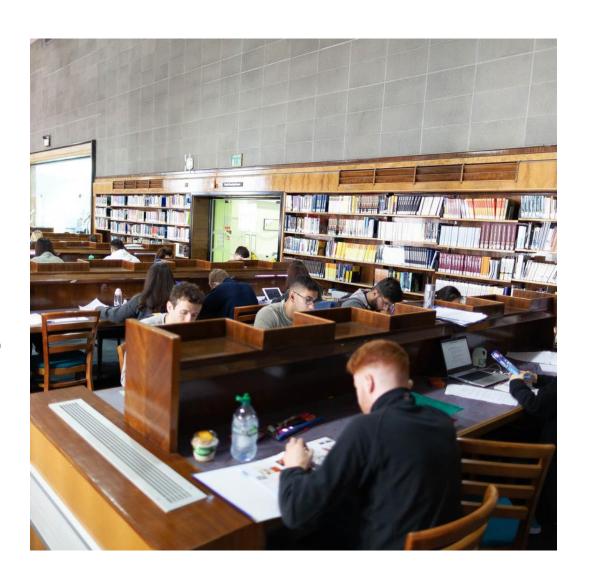
Most of the data in the following infographics is presented as percentages. To help you better understand this data, the table below outlines the University's student population for 2020-2021.

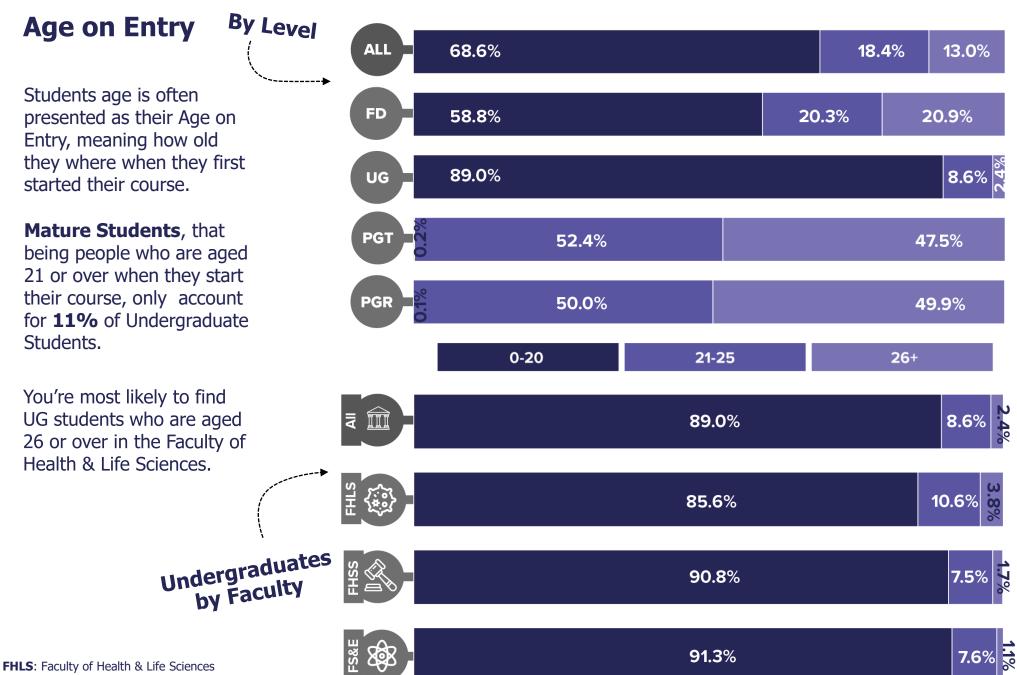
	All	FHLS	FHSS	FS&E
# of Students	28,796	8,819	12,024	7,617
# UK Dom Students	20,358	7,561	8,360	4,437
# of Foundation Students	354	117	59	178
# UK Dom FD Students	342	112	58	173
# of Undergraduate Students	21,968	5,971	9,609	6,034
# UK Dom UG Students	16,135	5,410	7,159	3,566
# of Postgraduate Taught Students	4,441	1,838	1,926	695
# UK Dom PGT Students	2,644	1,439	870	335
# of Postgraduate Research Students	2,033	893	430	710
# UK Dom PGR Students	1,237	600	273	364

#### Student Age

-0.26%

5 Year change in the proportion of Undergraduate students aged 26+ when starting their course between 2016/17 (2.7%) to 2020/21 (2.4%↓)





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

60

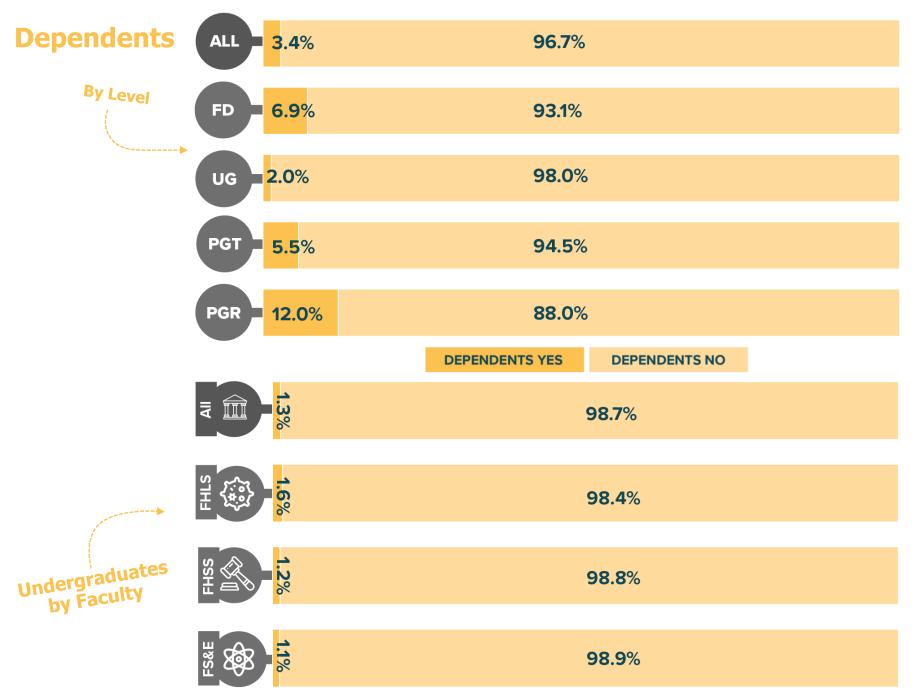
#### Student Dependents

6.9%

Increase in the number of students with caring responsibilities between 2016/17 (737) to 2020/21 (788↑)

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#### Student Disability

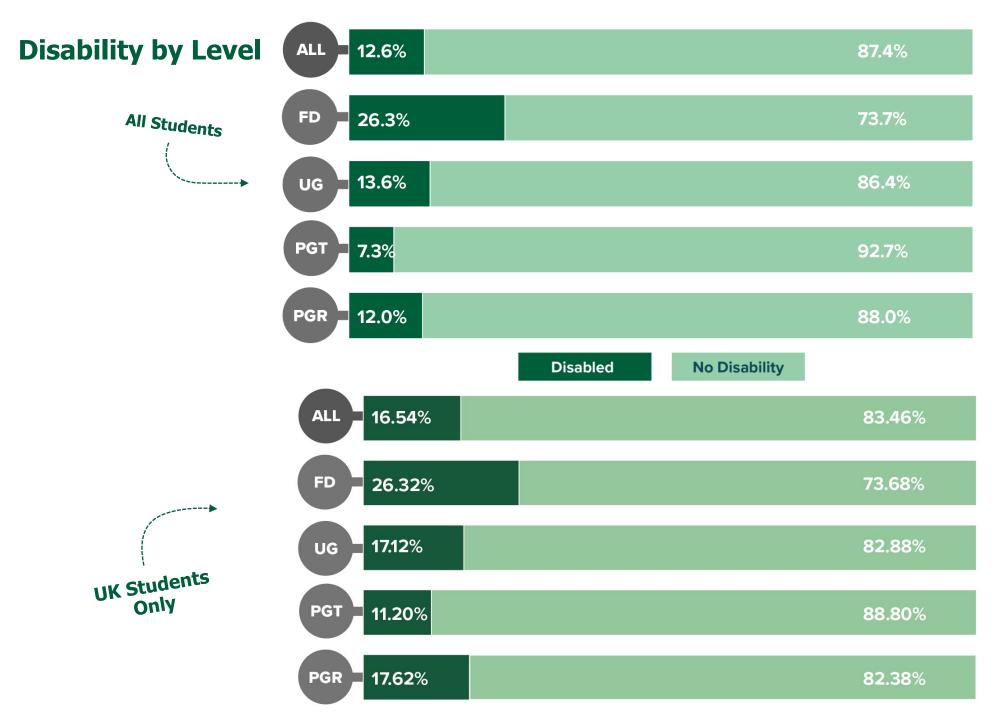
49.9%

Increase in the number of disabled students between 2016/17 (2403) to 2020/21 (3601↑)



New entrance to Chadwick Lecture Theatres

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#### Undergraduate Disability by Faculty











Disabled No Disability

16.5%

16.9%







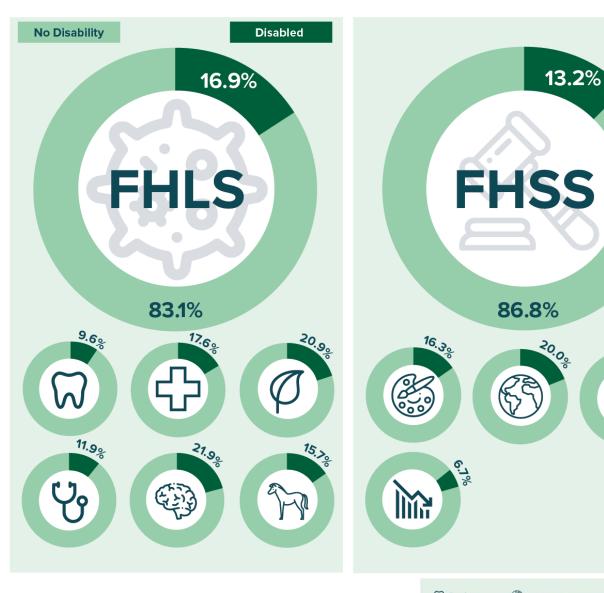
**FHLS**: Faculty of Health & Life Sciences **FHSS**: Faculty of Humanities & Social Sciences **FS&E**: Faculty of Science & Engineering

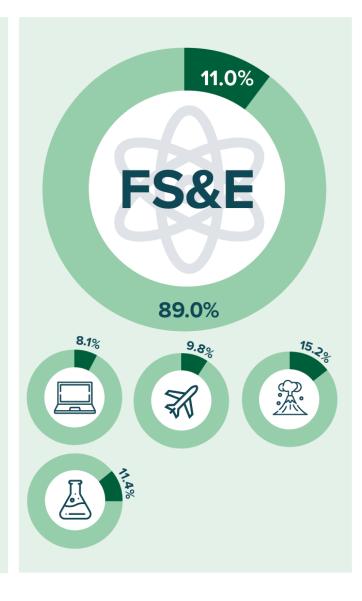
65

86.8%

83.5%

83.1%





#### Undergraduate Disability by Academic School

W	Dentistry	65	Histories languages & cultures
	Health sciences	<u> </u>	Law & social justice
Ø	Life sciences		Management School
Y.	Medicine		Electrical engineering, electronics & computer science
	Psychology	N	Engineering
F	Vet sciences	R	Environmental sciences
	Arts	4	Physical sciences

13.3%

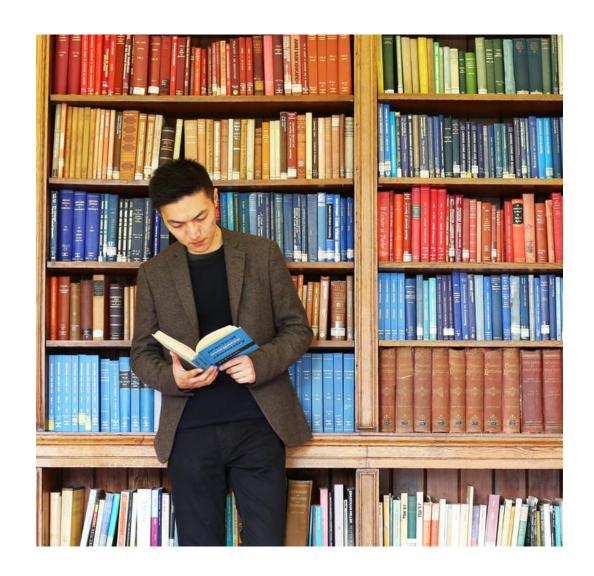
#### Where you find Undergraduate Disabled Students according to their academic department



#### Student Ethnicity

111%

Increase in the number of students who identify as Black, Asian, Mixed or from another Minority Ethnic background, between 2016/17 (25,635) and 2020/21 (28,469↑)



## All Students

**63.4%**White

**3.4**% Arab 2.13% 3.5% Unknown 14.04% Chinese 2.04% Pakistani 1.31% Mixed White 8 1.09% 3.81% Indian 0.54% w Banglad- Bl 0.91% Other Ethnicity 1.95% African 0.70% White & Blad

**UK Domiciled Students** 

**%** 81.73%

0.70% Other Ethnicity Chinese

0.62% Bangladeshi

0.57% White & Black African

0.84%

Other Mixed 1.18%

White & Asian

1.73%

1.18%



# **European Union Domiciled Students**



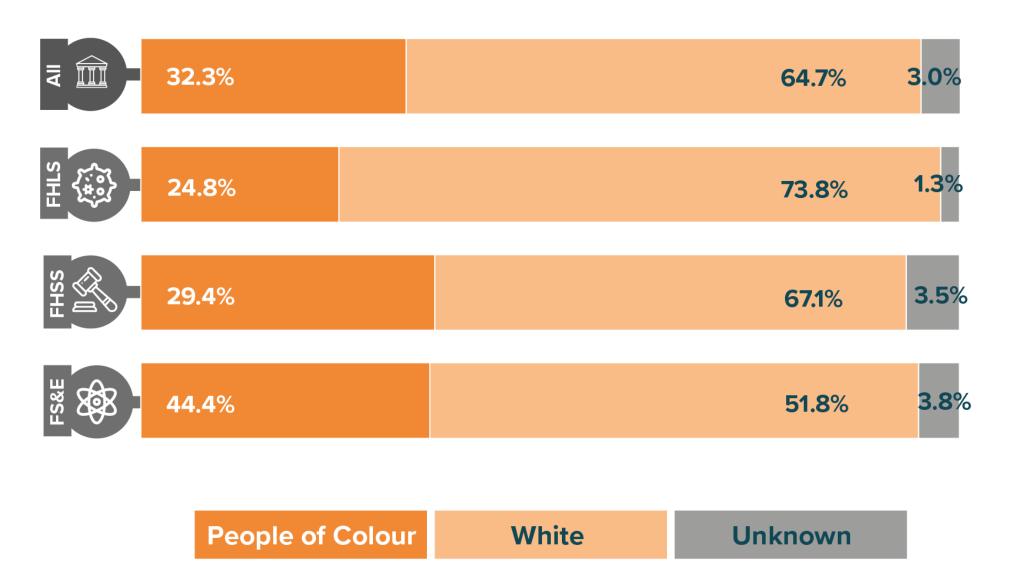


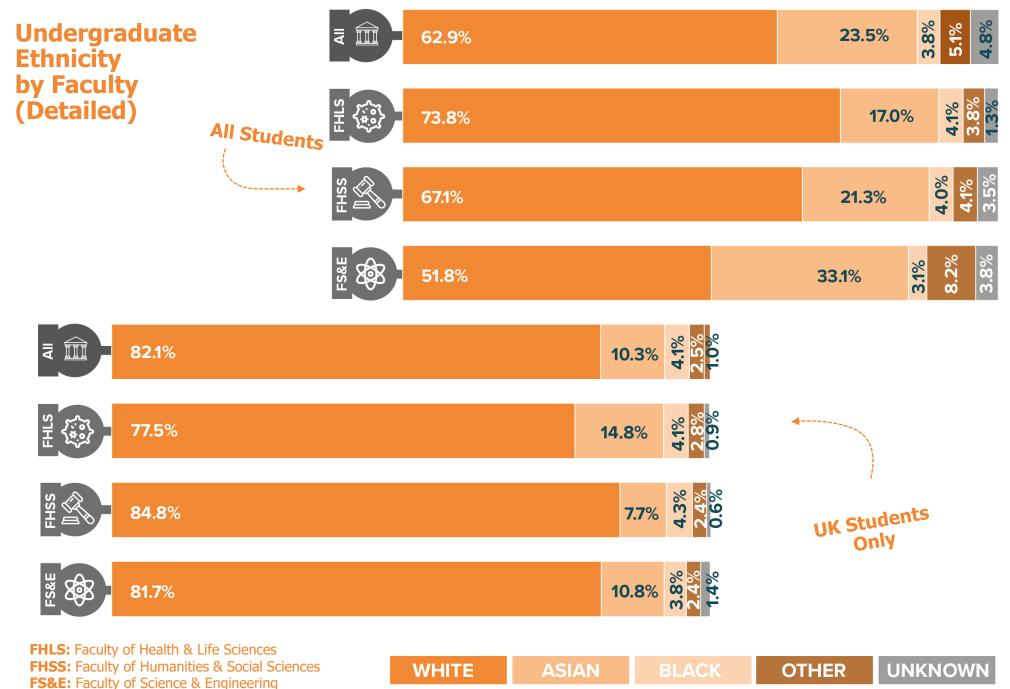
Students Overseas/ International Domiciled

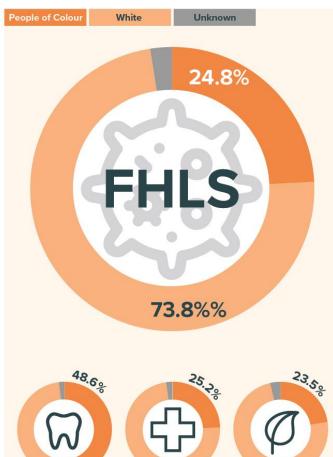
**58.13%** Chinese

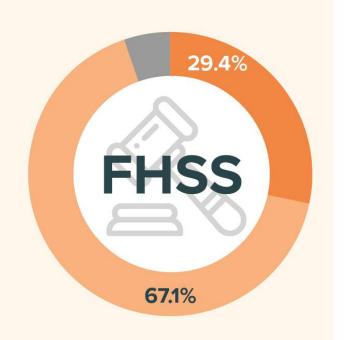


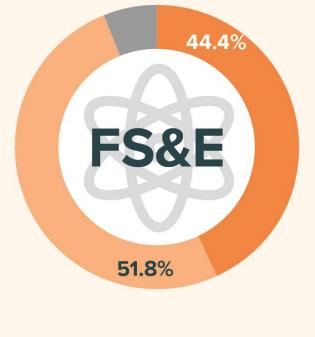
#### **Undergraduate Ethnicity by Faculty**

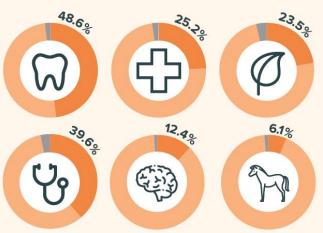




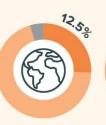






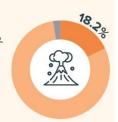


















Health Sciences

Histories Languages & Cultures



Law & Social Justice



Management School



Electrical Engineering,
Electronics & Computer Science





**Engineering** 

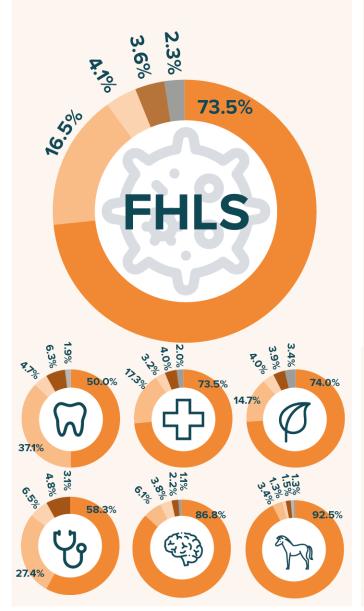


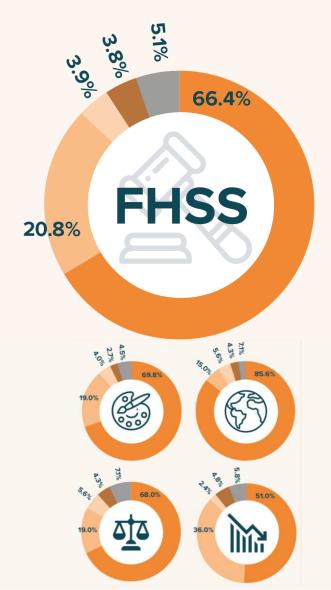
9

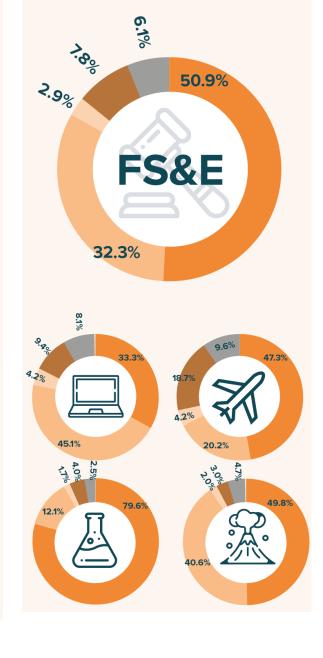
**Environmental Sciences** 



Physical Sciences







Undergraduate Ethnicity by Academic School (detailed)

WHITE

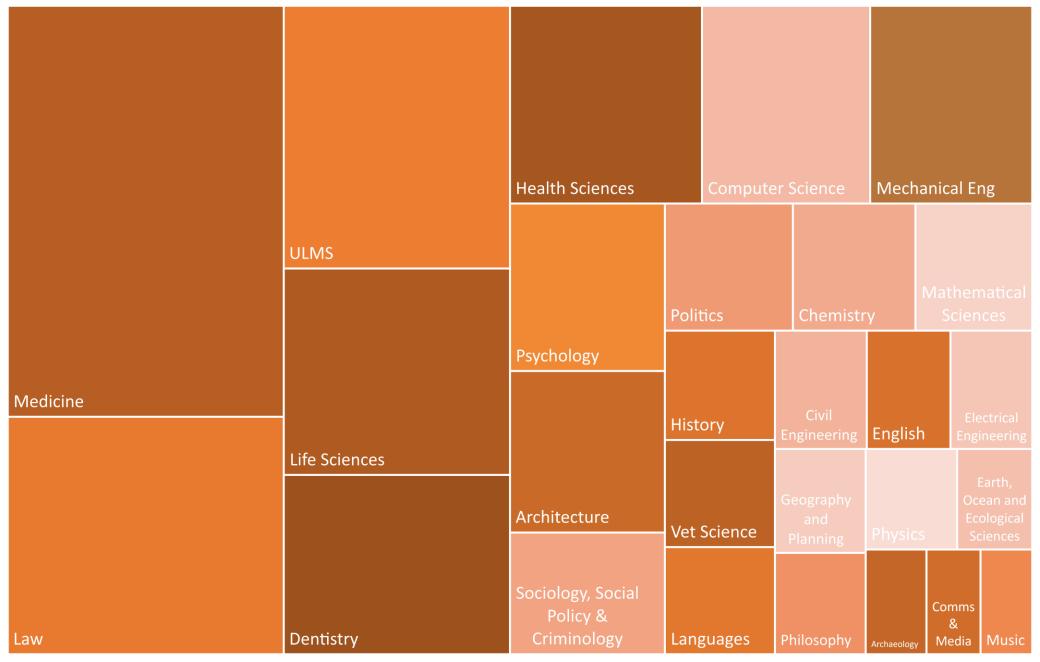
**ASIAN** 

**BLACK** 

OTHER

**UNKNOWN** 

## Where you find UK/Home "People of Colour" Undergraduate Students according to their academic department



## Student Gender



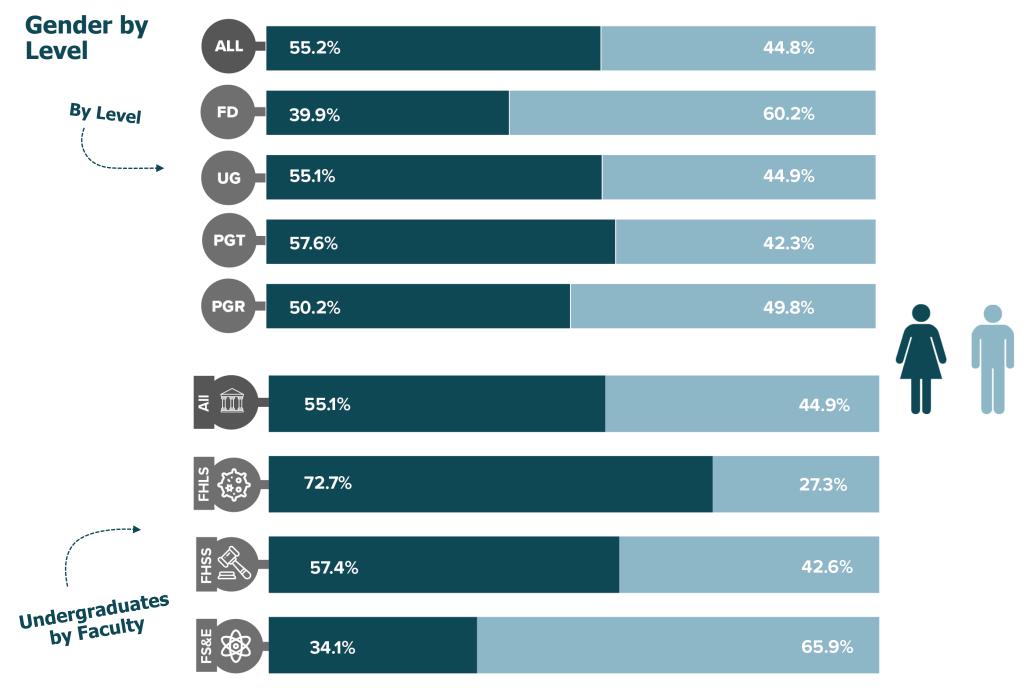
10.2%

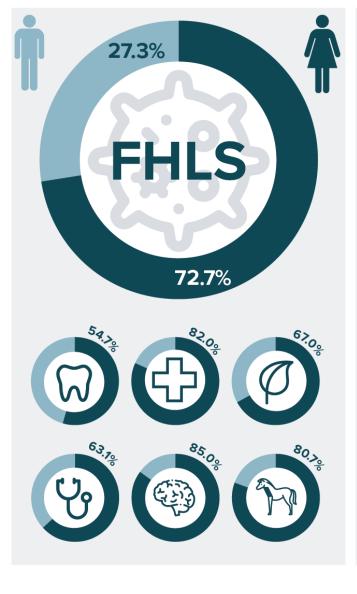
Increase in the number of Female students between 2016/17 (14,199) and 2020/21 (15,647 $\uparrow$ )

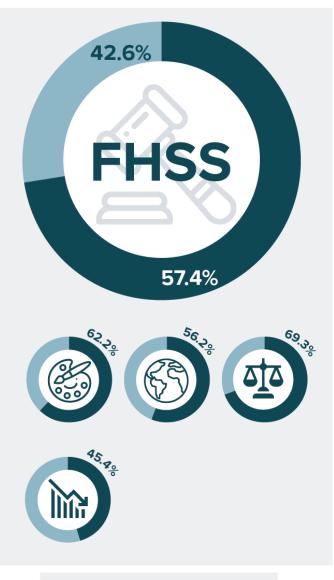
12.0%

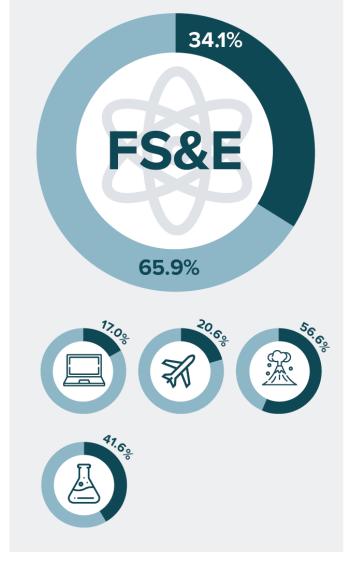
Increase in the number of Male students between 2016/17 (11,435) and 2020/21 (12,812↑)

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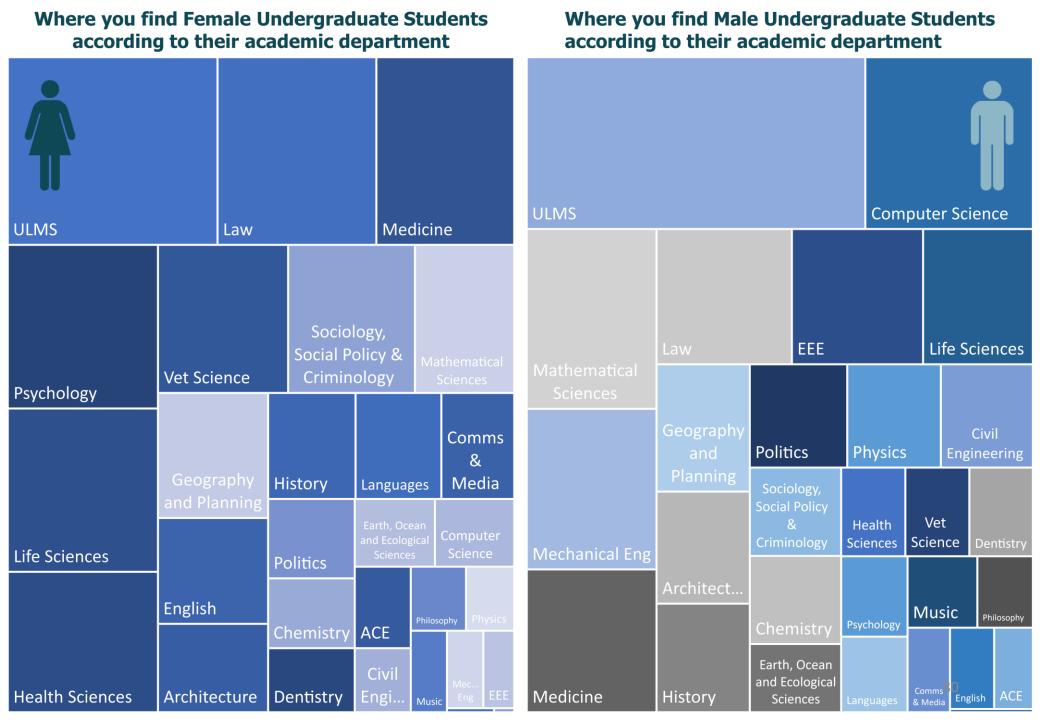






**Undergraduate Gender by Academic School** 





## Student Gender Reassignment

0.6%

Students who stated that their gender is not the same as that which was assigned to them at birth. This could include people who identify as Trans, Non Binary and Gender Fluid.

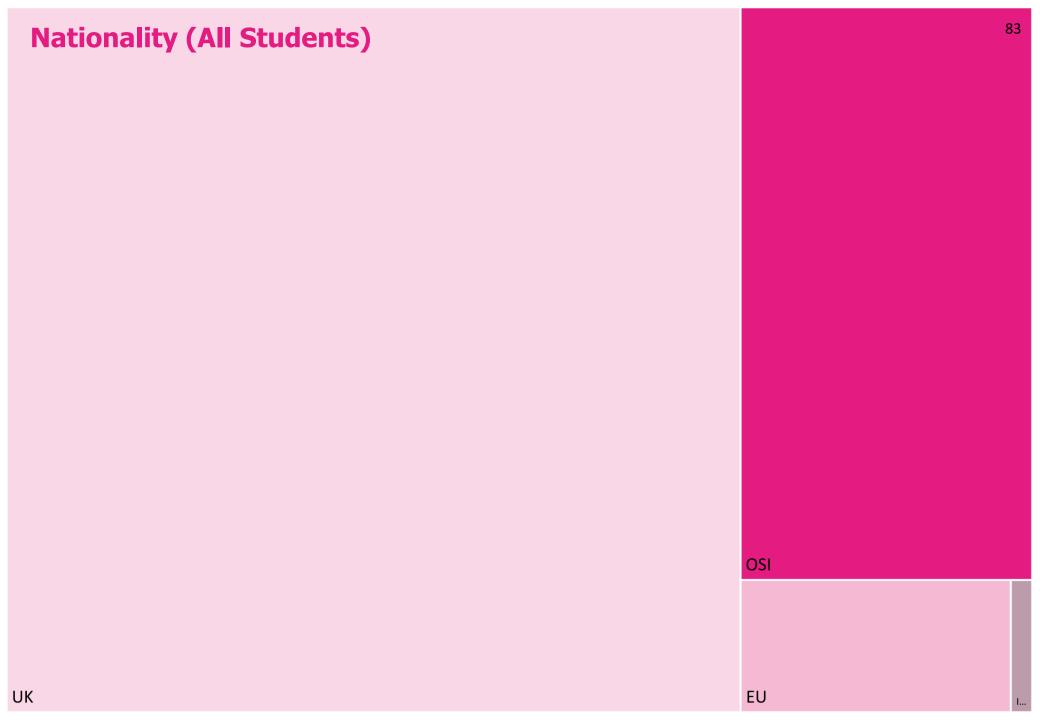
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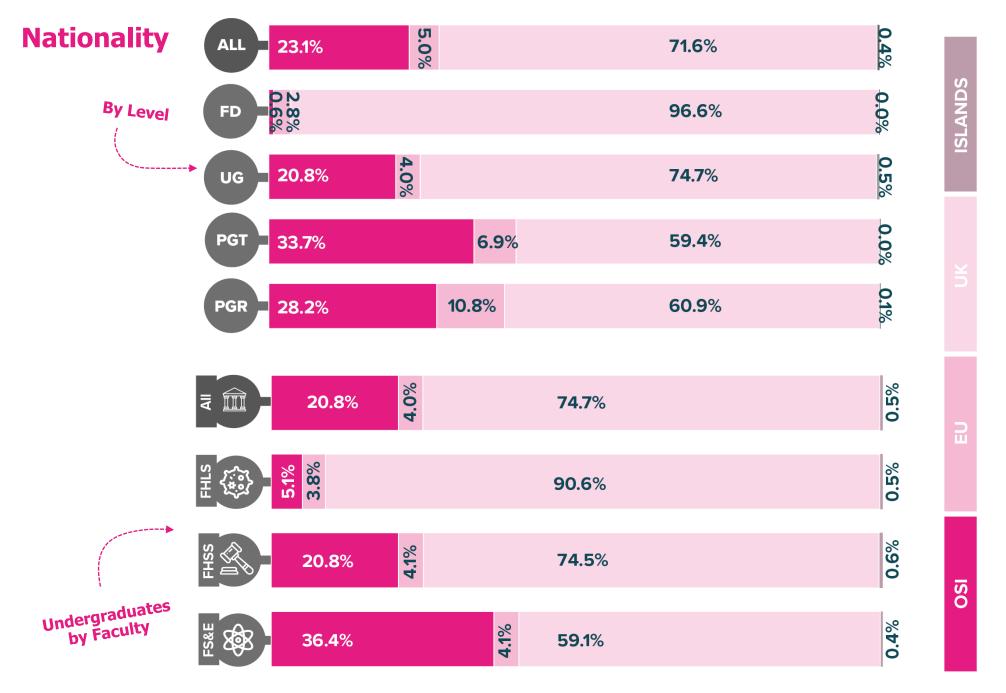
## Student Nationality

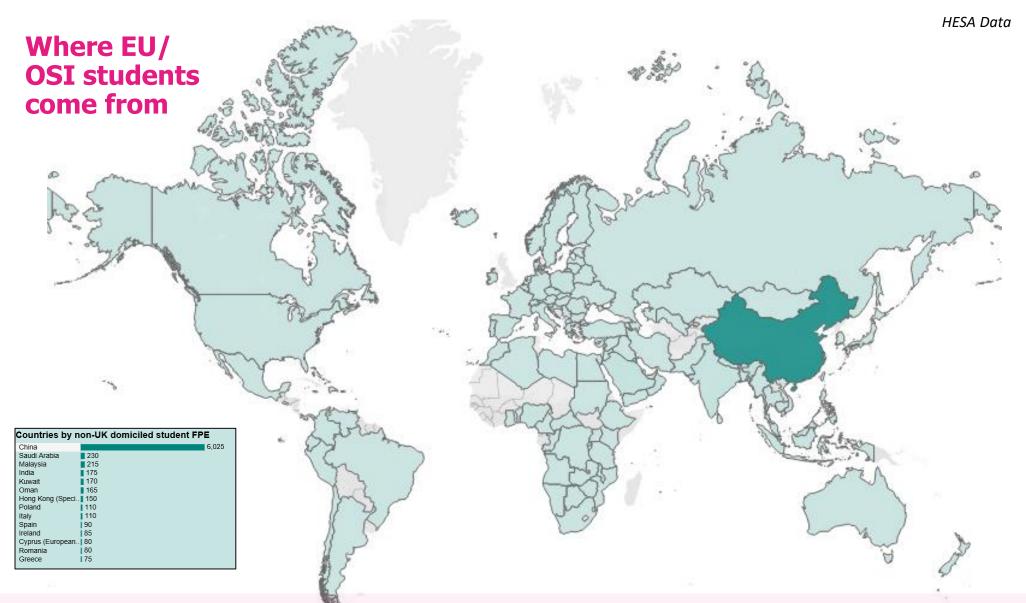
15.9%

Decrease in the number of students who are from the EU or Overseas (International) between 2019/20 (9,494) and 2020/21 (7,980↓)



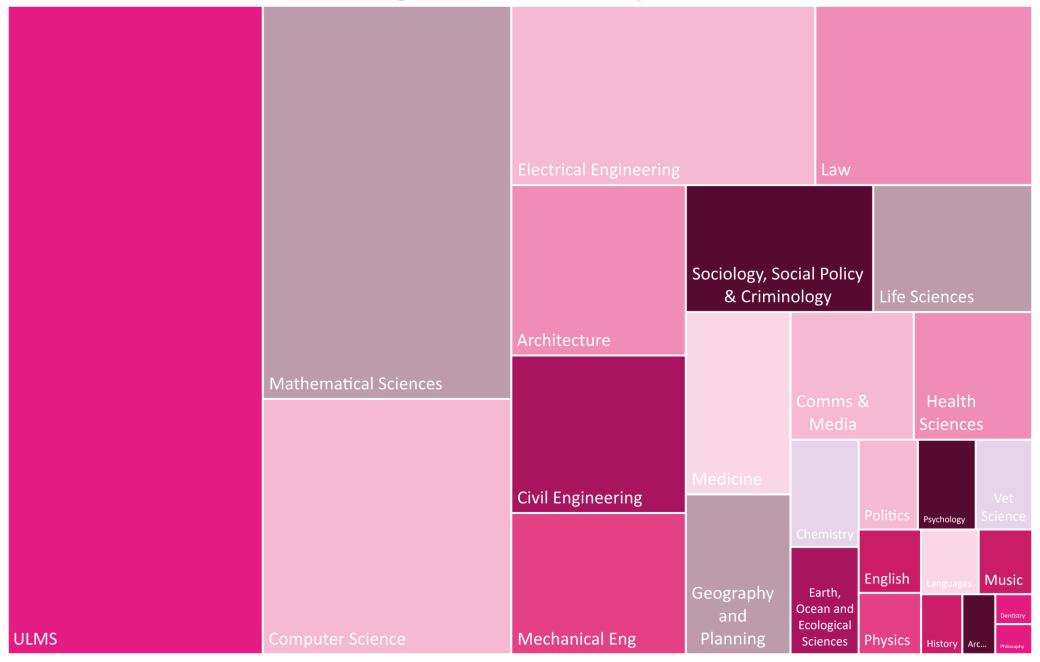






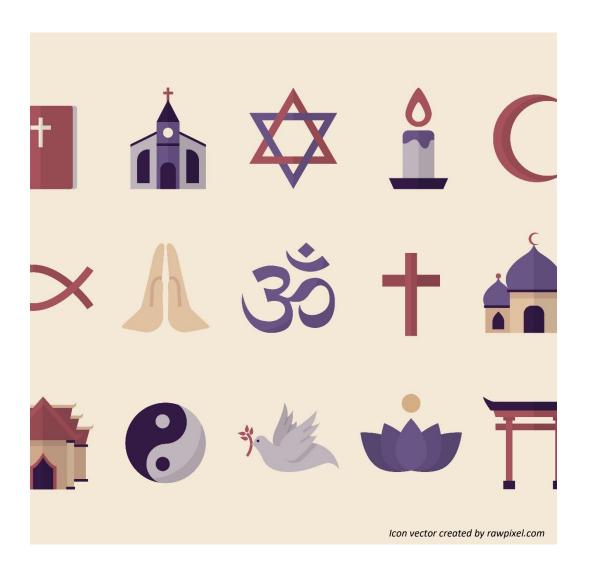
Liverpool is the 13<sup>th</sup> most popular destination for European and Overseas Students

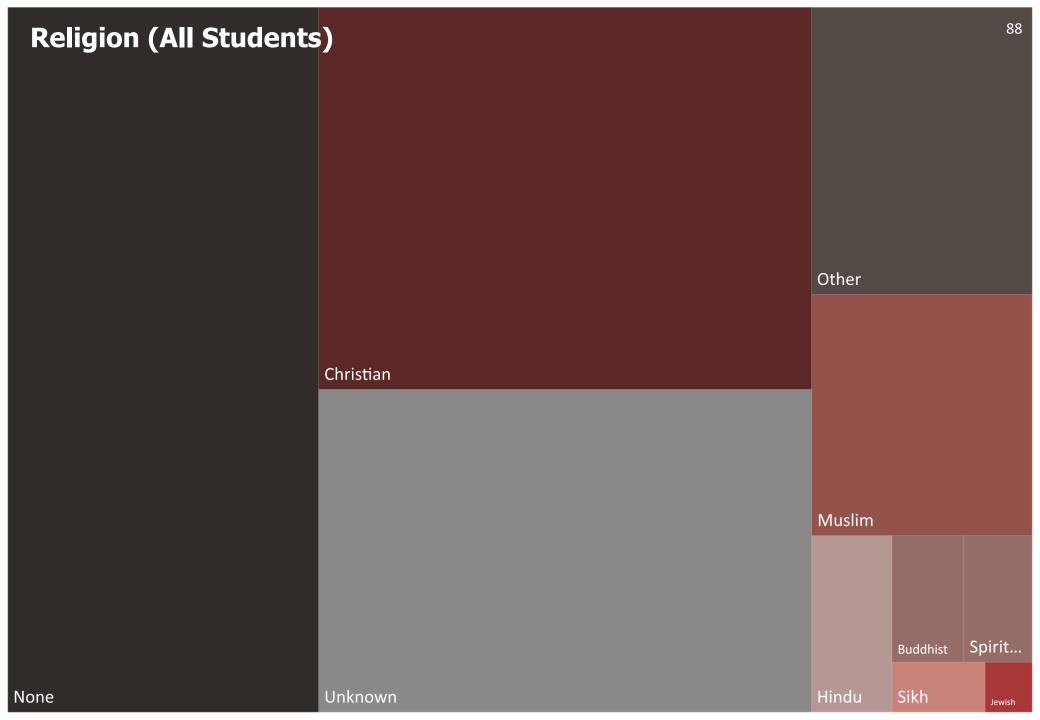
## Where you find Undergraduate EU and Overseas/International Students according to their academic department



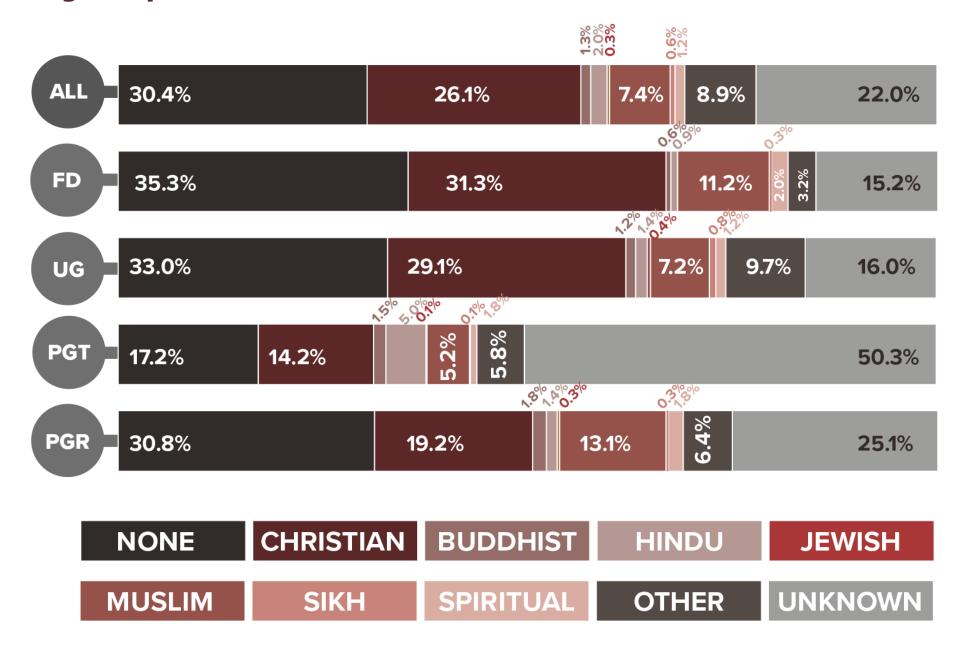
## Student Religion

5 Year Trend	2016/17	2020/21	
# have a religious belief	11,980	13,529	$\uparrow$
% have a religious belief	46.73	47.62	$\uparrow$
% religious of known religious belief/non belief	63.31	61.07	$\downarrow$





#### **Religion by Level**



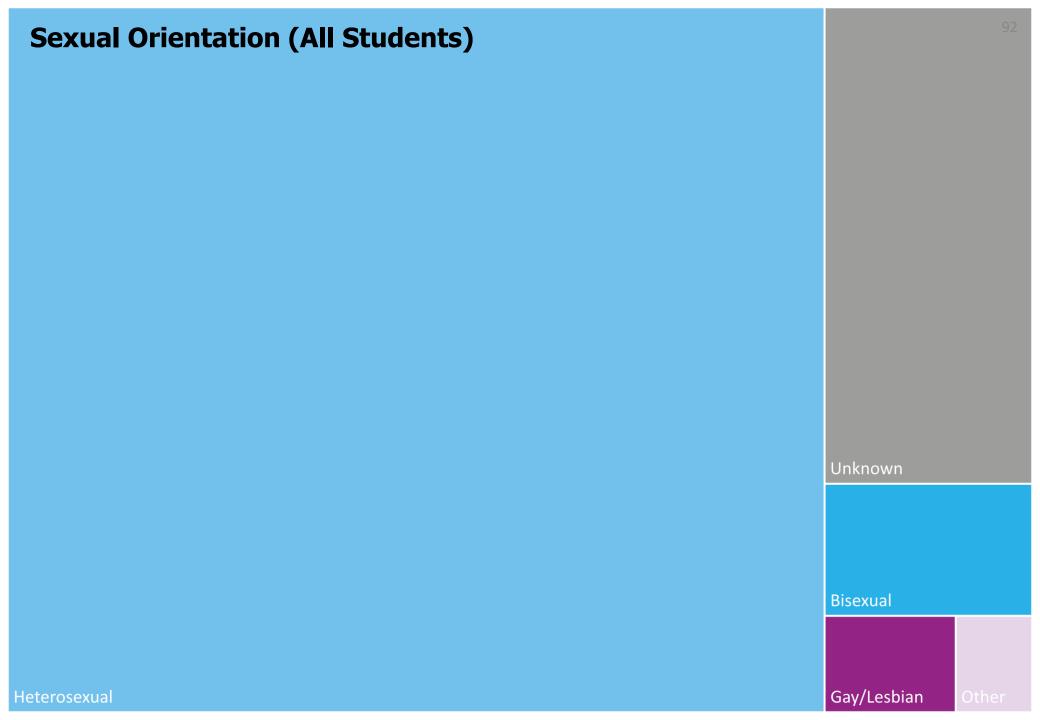
#### **Undergraduate Religion by Faculty** 33.0% 29.1% 7.2% 9.7% 16.0% 0.500 8.3% 34.0% 13.2% 35.2% 32.3% 30.5% 9.3% 17.2% 20.9% 9.1% 33.1% 16.7% 16.8% **BUDDHIST CHRISTIAN NONE** HINDU **JEWISH MUSLIM** SIKH **SPIRITUAL OTHER** UNKNOWN

## Student Sexuality

83.9%

Increase in the number of known LGBO students between 2016/17 (1015) and 2020/21 (1867↑)





## Where you find Lesbian, Gay, Bisexual and Other Sexuality Undergraduate Students according to their academic department



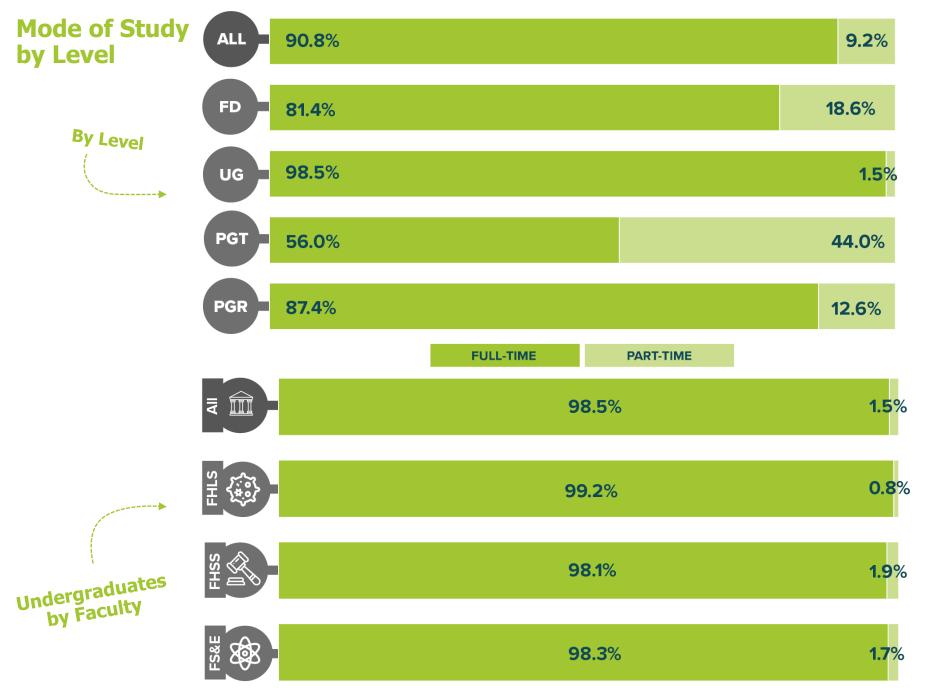
# Student Mode of Study

20%

Increase in the number of students studying Part Time between 2016/17 (2173) and 2020/21 (2611↑)



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equality@liverpool.ac.uk