



2019 Diversity Statistics

31 August 2019



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Notes:

- 1) Data current as at 31 August 2019
- 2) Percentages may not add up to 100 due to rounding
- 3) Data only includes information that has been provided directly by individuals
- 4) Three new social mobility questions were introduced on our HR system in April 2019 and we are working on driving up completion rates

Gender

Job Level	Male	Female
1	13%	87%
2	19%	81%
3	22%	78%
4	29%	71%
5	44%	56%
6	50%	50%
Grand Total	22%	78%

Gender identity

Job Level	Cisgender	Trans	Prefer to self-describe	Prefer not to say	Not answered
1	83%	0%	0%	4%	13%
2	88%	0%	1%	2%	9%
3	88%	0%	0%	6%	6%
4	85%	0%	1%	3%	10%
5	89%	0%	0%	0%	11%
6	83%	0%	0%	17%	0%
Grand Total	87%	0%	0%	4%	8%

Sexual orientation

Job Level	Heterosexual/Straight	Gay/Lesbian	Bisexual	Prefer not to say	Not answered
1	79%	4%	0%	4%	13%
2	83%	2%	2%	3%	9%
3	81%	6%	1%	6%	6%
4	79%	6%	0%	4%	10%
5	89%	0%	0%	0%	11%
6	83%	0%	0%	17%	0%
Grand Total	82%	5%	1%	5%	8%

Disability

Job Level	Yes, I have a disability	No, I don't have a disability	Prefer not to say	Not answered
1	0%	87%	0%	13%
2	4%	86%	2%	8%
3	2%	88%	2%	8%
4	1%	84%	0%	15%
5	11%	78%	0%	11%
6	0%	83%	0%	17%
Grand Total	3%	87%	1%	9%

Faith / Belief

Job Level	No religion	Buddhist	Christian	Hindu	Jewish
1	40%	0%	25%	2%	0%
2	52%	0%	27%	3%	1%
3	48%	1%	31%	2%	0%
4	40%	0%	32%	0%	4%
5	56%	0%	22%	0%	0%
6	67%	0%	33%	0%	0%
Grand Total	48%	0%	30%	2%	1%

Job Level	Muslim	Sikh	Other	Prefer not to say	Not answered
1	12%	2%	2%	4%	13%
2	1%	1%	2%	4%	10%
3	2%	1%	1%	6%	7%
4	1%	0%	3%	9%	10%
5	0%	0%	0%	0%	22%
6	0%	0%	0%	0%	0%
Grand Total	2%	1%	2%	6%	9%

Race / Ethnicity

Job Level	Arab	Asian/Asian British - Bangladeshi	Asian/Asian British - Chinese	Asian/Asian British - Indian	Asian/Asian British - Pakistani
1	0%	8%	0%	6%	4%
2	1%	1%	1%	6%	1%
3	0%	0%	0%	4%	0%
4	0%	0%	0%	4%	0%
5	0%	0%	0%	0%	0%
6	0%	0%	0%	0%	0%
Grand Total	0.2%	0.9%	0.3%	4.4%	0.6%

Job Level	Asian/Asian British - Other	Black/Black British - African	Black/Black British - Caribbean	Black/Black British - Other	Mixed - White and Black Caribbean
1	0%	10%	0%	0%	0%
2	1%	3%	1%	0%	2%
3	2%	1%	1%	1%	1%
4	1%	0%	0%	0%	0%
5	0%	0%	0%	0%	0%
6	0%	0%	0%	0%	0%
Grand Total	1.2%	1.9%	0.6%	0.3%	0.8%

Job Level	Mixed - White and Black African	Mixed - White and Asian	Mixed - Other	Other	White - British
1	2%	2%	0%	0%	38%
2	0%	1%	2%	0%	62%
3	0%	1%	1%	0%	74%
4	0%	0%	1%	0%	76%
5	0%	0%	0%	0%	89%
6	0%	0%	0%	0%	67%
Grand Total	0.2%	0.8%	1.2%	0.2%	70%

Job Level	White - Irish	White - Other	Prefer not to say	Not answered
1	0%	13%	2%	15%
2	1%	8%	1%	8%
3	1%	5%	1%	7%
4	1%	9%	1%	7%
5	0%	0%	0%	11%
6	0%	33%	0%	0%
Grand Total	0.9%	7.2%	0.8%	7.8%

Social mobility: Eligible for Free School Meals (FSM) at any point

Job Level	Yes	No	Not applicable	Prefer not to say	Unknown	Not answered
1	10%	48%	4%	4%	10%	25%
2	6%	49%	3%	3%	4%	36%
3	10%	40%	2%	2%	4%	43%
4	9%	46%	0%	0%	3%	43%
5	22%	33%	0%	0%	11%	33%
6	0%	50%	17%	0%	0%	33%
Grand Total	9%	44%	2%	2%	4%	39%

Social mobility: First generation to attend university

Job Level	No	Yes	Prefer not to say	Not applicable	Unknown	Not answered
1	17%	13%	2%	2%	13%	52%
2	22%	22%	0%	0%	3%	52%
3	17%	21%	2%	0%	3%	57%
4	24%	18%	0%	0%	4%	54%
5	33%	22%	0%	0%	0%	44%
6	33%	33%	0%	0%	0%	33%
Grand Total	20%	20%	1%	0%	4%	55%

Social mobility: Highest level of qualification by parents/guardians

Job Level	At least one has a degree level qualification	Qualifications below degree level	No formal qualifications	Other
1	13%	15%	0%	0%
2	19%	13%	4%	0%
3	13%	12%	4%	1%
4	16%	7%	3%	1%
5	33%	22%	0%	0%
6	33%	0%	33%	0%
Grand Total	15%	12%	4%	0%

Job Level	Don't know	Not applicable	Prefer not to say	Not answered
1	2%	0%	2%	67%
2	0%	1%	0%	63%
3	0%	1%	1%	69%
4	0%	0%	0%	72%
5	0%	0%	0%	44%
6	0%	0%	0%	33%
Grand Total	0%	0%	1%	67%