

## **DMU Equality, Diversity and Inclusion Annual Report (October 2023 to October 2024)**

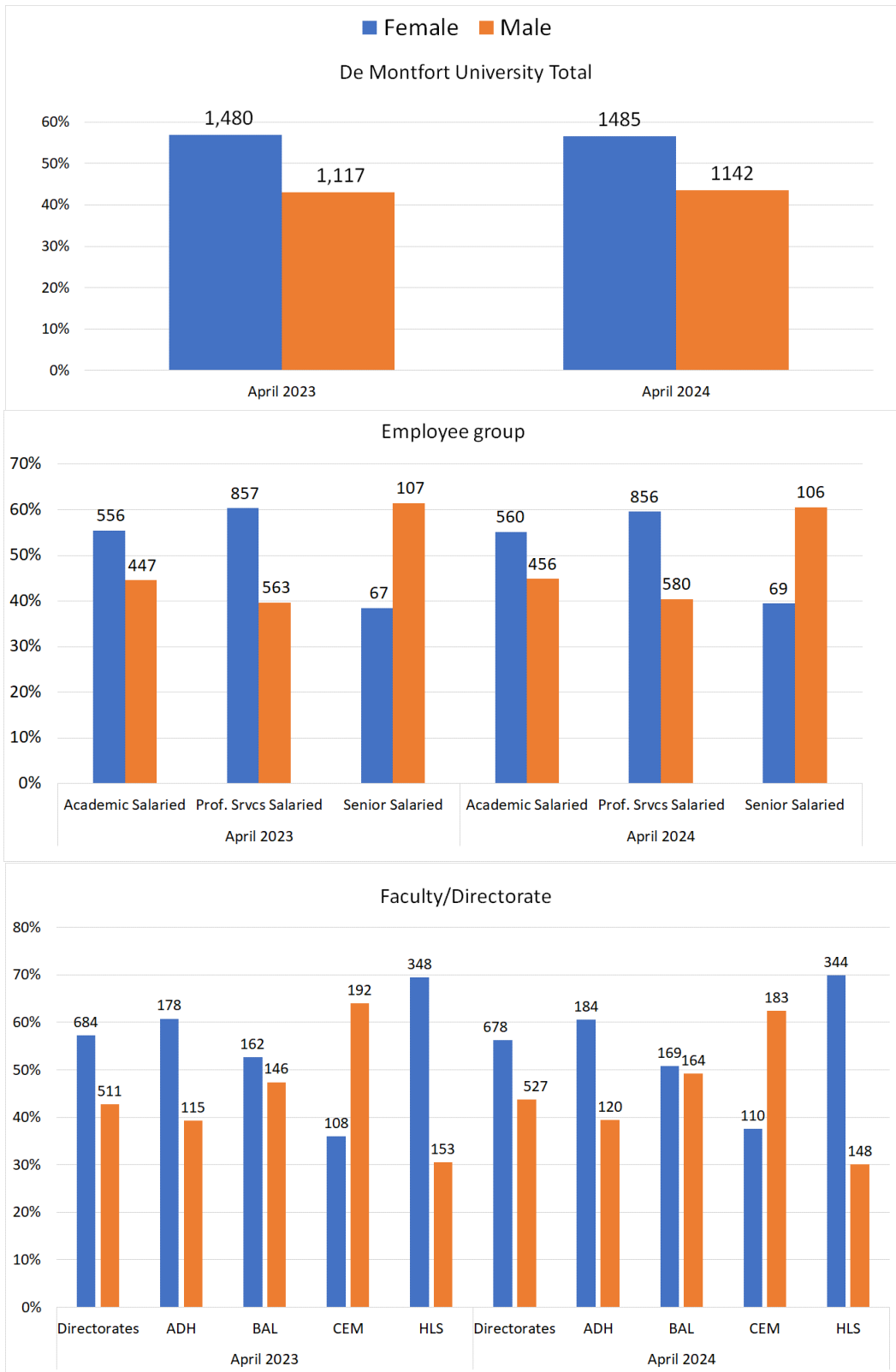
### **A Summary of Staff and student key data**

#### **1.1. Workforce Demographics**

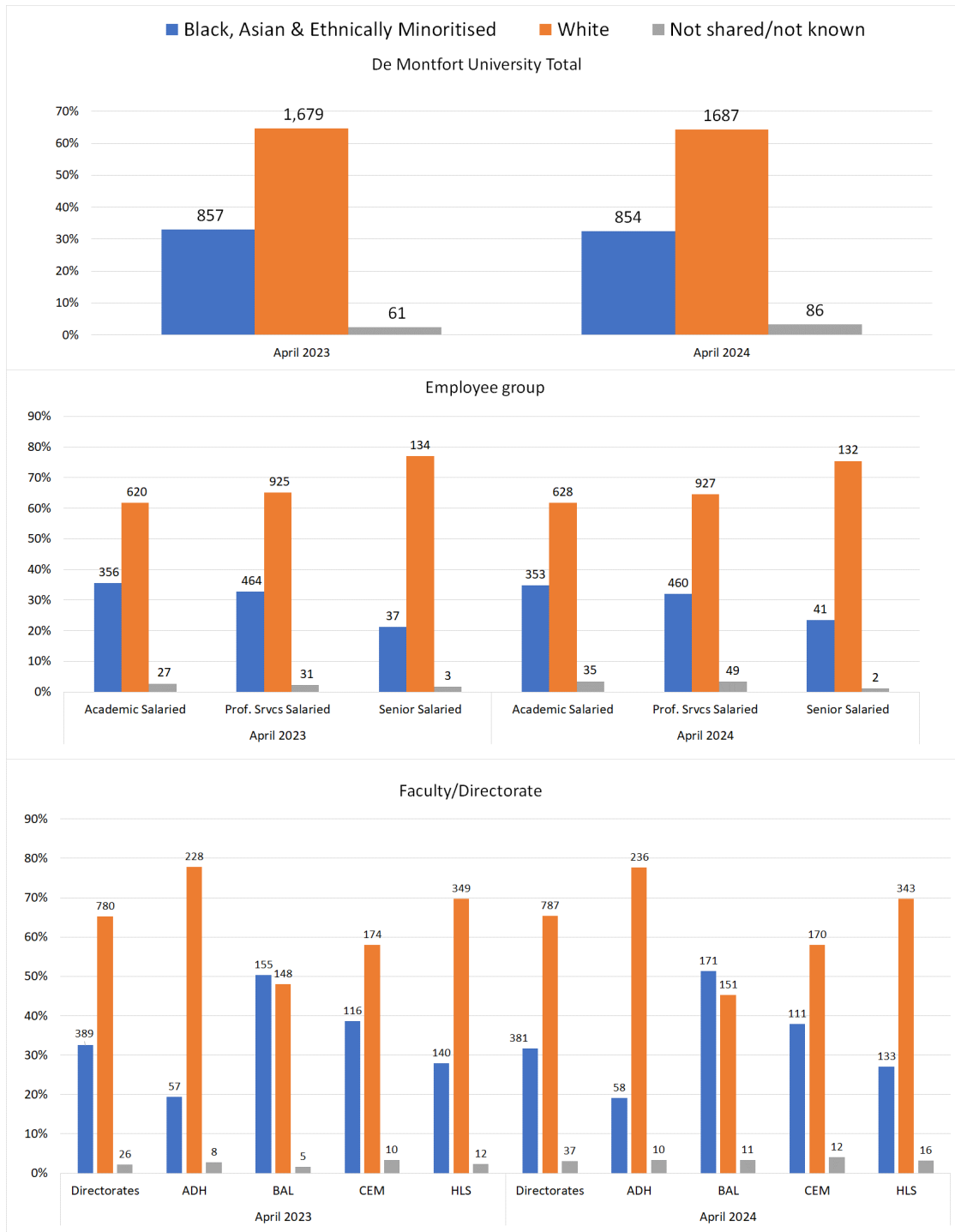
- 1.1.1. While it is recommended to use the terms 'other' and 'prefer not to say' for people who are non-binary, the reporting requirements for the HMRC can only state whether a person is 'Male' or 'Female' and therefore this data has been used in this report.
- 1.1.2. The following charts show the protected characteristics of the University's workforce as at 10th April 2024 (Q3) compared to last year. In 2022/23, reporting of the characteristics Gender Identity, Sexual Orientation and Religion to HESA became a statutory requirement and as such, a more comprehensive picture of the diversity of DMU's workforce is starting to build. Data around gender identity hasn't been presented in this report due to small numbers (less than 1% of the workforce shared that they consider their gender to be other than that associated with their sex at birth).
- 1.1.3. The university has more female staff (57%) and this is proportionally consistent to previous years although there are more senior staff that are male (over 60%). This is predominantly due to there being more male professors. Currently 34% of professors are female (32% in 2023). The senior staff population excluding professors shows the split to be 43% female and 57% male, with the balance being either even or weighted more towards females at senior executive level (50% of senior executive academics are female, and 67% of professional services senior executives are female).
- 1.1.4. 33% of DMU's workforce are from Black, Asian and ethnically minoritised groups, with the academic group having the highest representation (35%). DMU's ethnic diversity profile does not reflect the local population of Leicester; however, the talent reach of the university is global and therefore draws employees far wider than the city. Overall, there are more Black, Asian and ethnically minoritised females than males (53%) with the professional services group having the highest representation (59%). In the academic and senior staff groups, females account for 48% and 29% respectively of Black, Asian and ethnically minoritised staff. Within the professorial population, females account for 15% of Black, Asian and ethnically minoritised staff. BAL has the largest population of Black, Asian and ethnically minoritised staff (51%) and ADH has the smallest (19%).
- 1.1.5. The data shows a decrease in staff who have a disability compared to last year (9% compared to 12% in 2023). All three employee groups show a reduction with the biggest being in the academic salaried population - particularly the lecturer/senior lecturer and academic researcher subgroups.
- 1.1.6. DMU's workforce is aged mainly between the ages of 35 and 49 years. There has been a slight increase in the proportion of staff aged 50 and over since 2023. ADH had the largest proportion of staff aged between 50 and 65 years (51%). BAL has the largest population of staff aged 34 and under (18%).
- 1.1.7. Sharing rates have increased for sexual orientation and religion, belief or faith since 2023 (from 76% to 84% and 76% to 83% respectively). In preparation for the HESA 2022/23 submission, where there were gaps in this data, staff were encouraged to review and update

their record with positive results. DMU continues to promote the reasons for, and benefits in staff sharing their data, and it is anticipated that sharing rates will continue to improve.

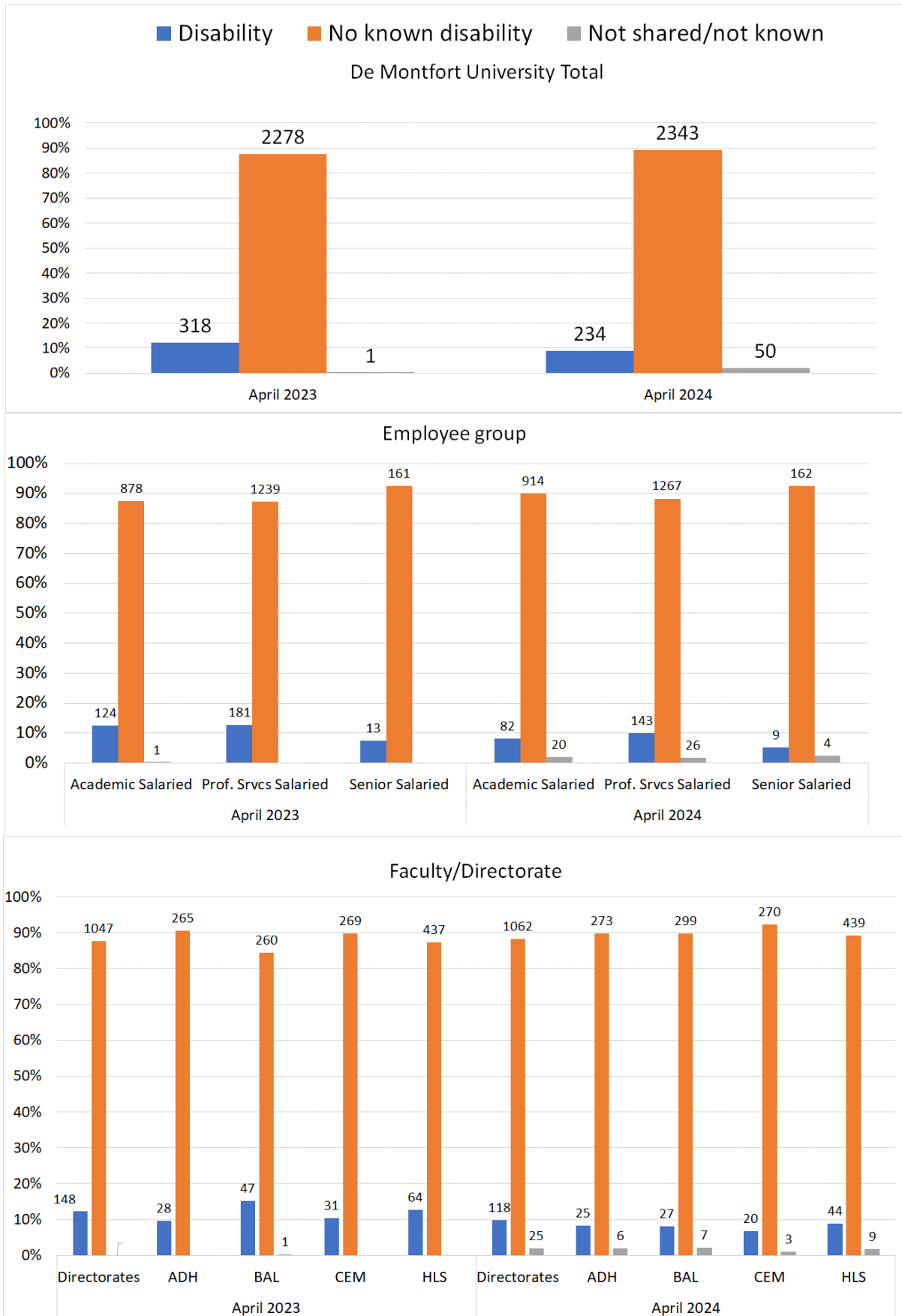
**Chart 1.13: Staff by protected characteristics (Headcount)**  
**Sex id**



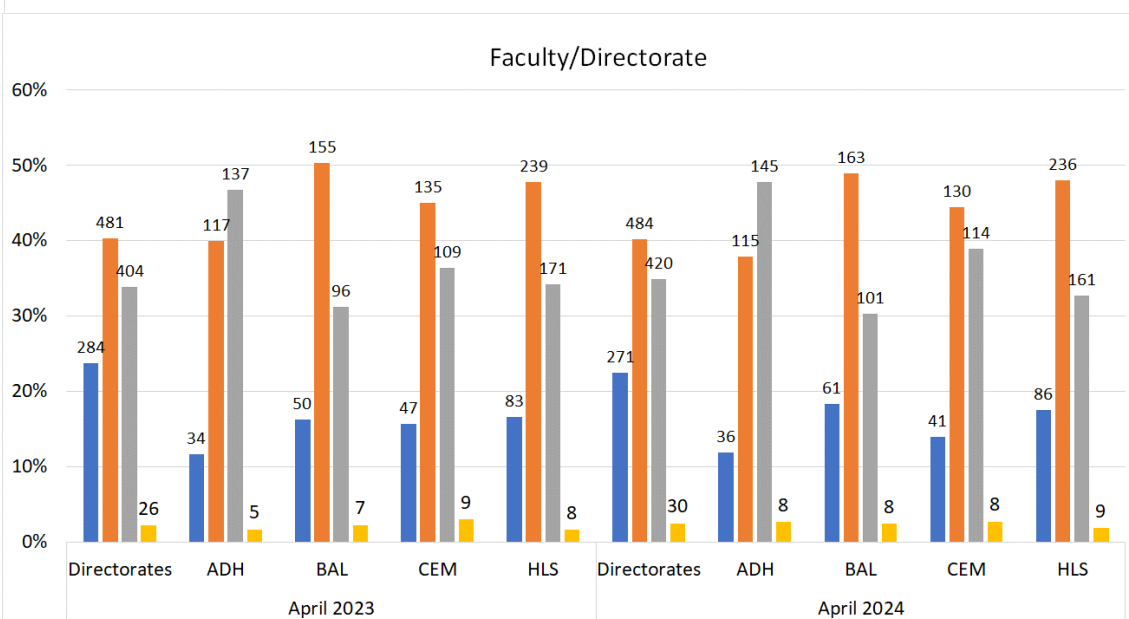
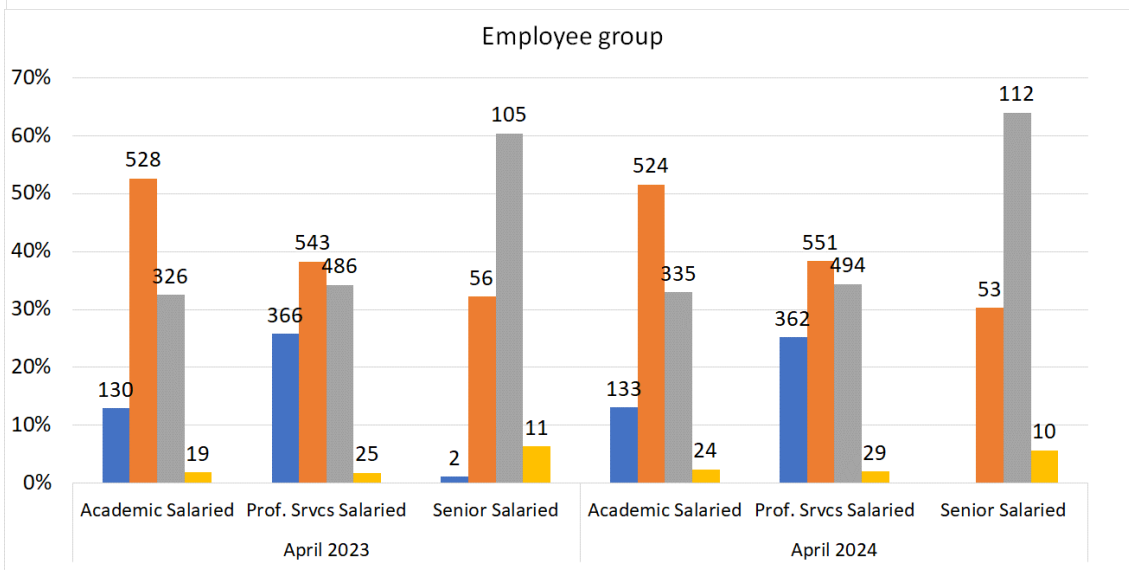
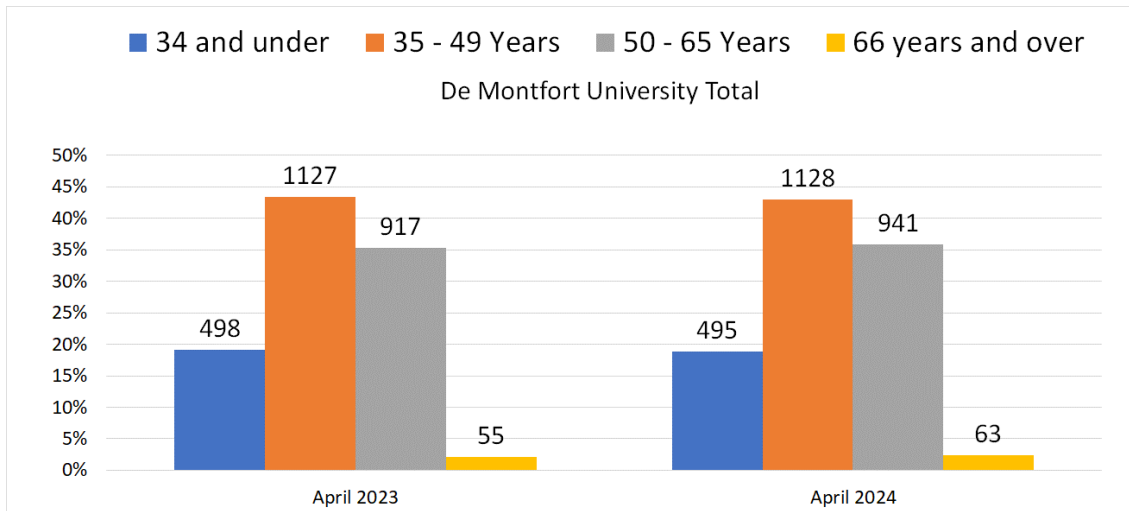
## Ethnic group



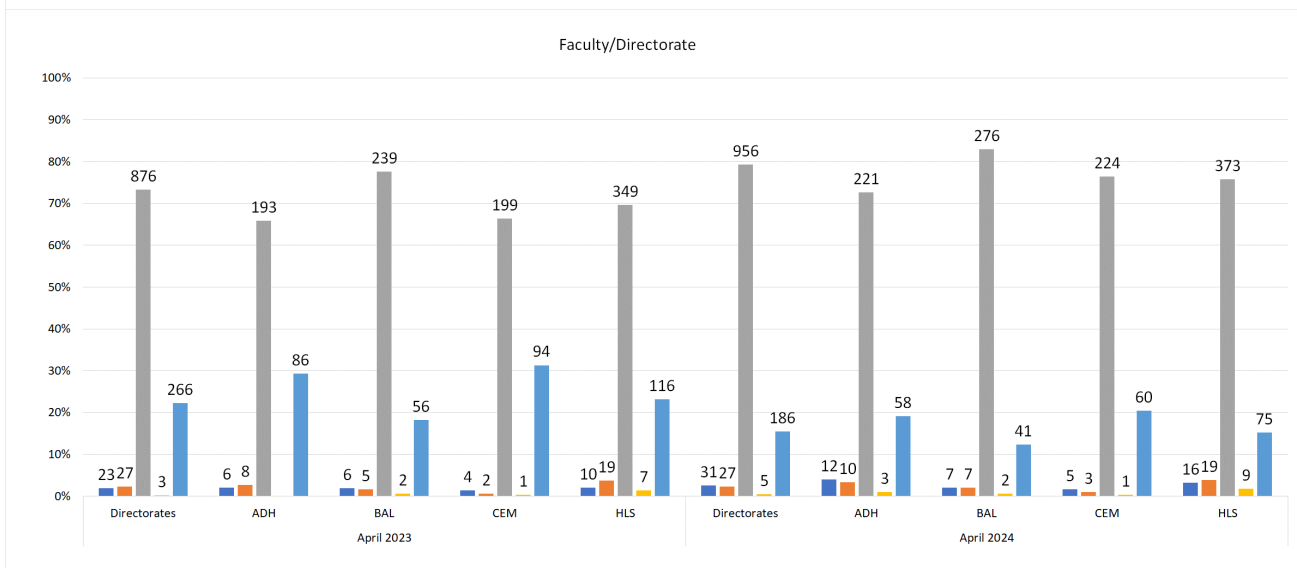
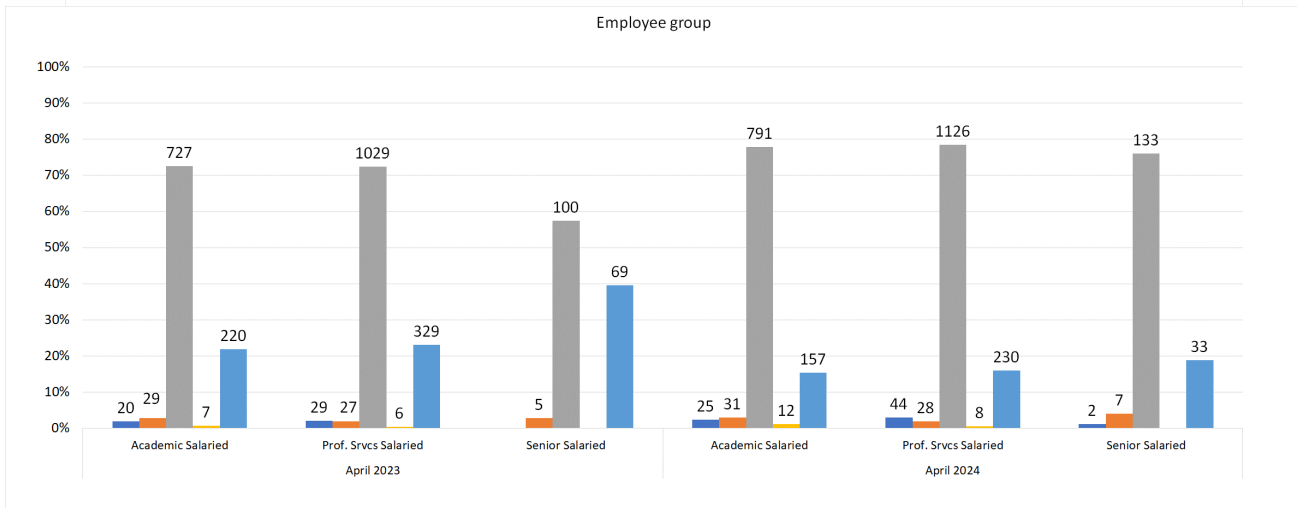
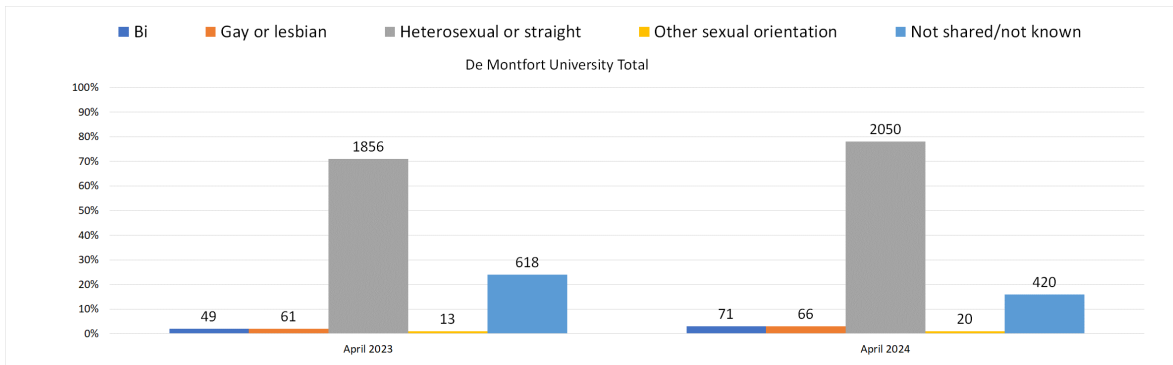
**Disability status**



**Age group**



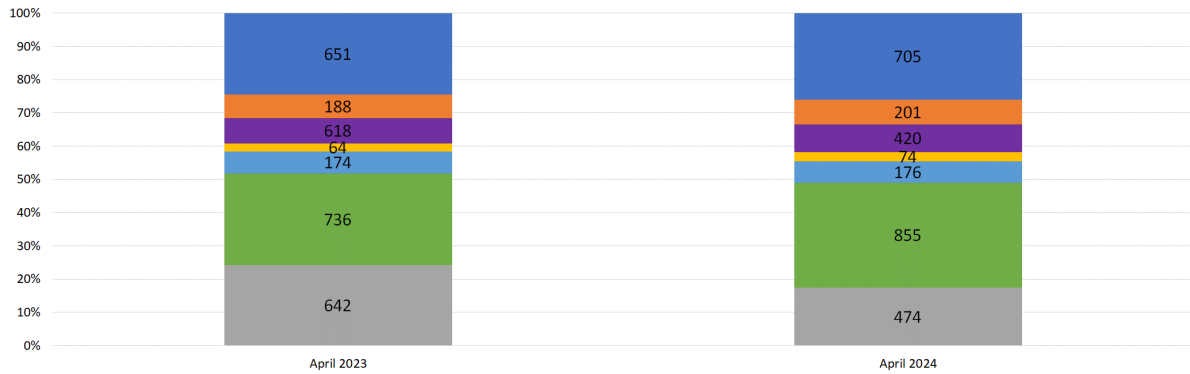
# Sexual orientation



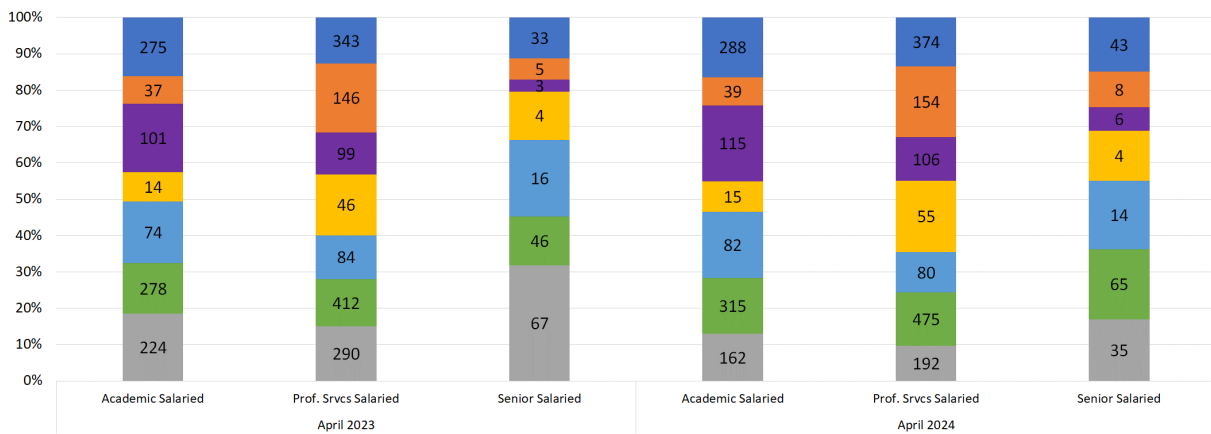
# Religion, belief or faith

■ Christian 
 ■ Hindu 
 ■ Muslim 
 ■ Sikh 
 ■ Other religion, belief or faith 
 ■ No religion, belief or faith 
 ■ Not shared/not known

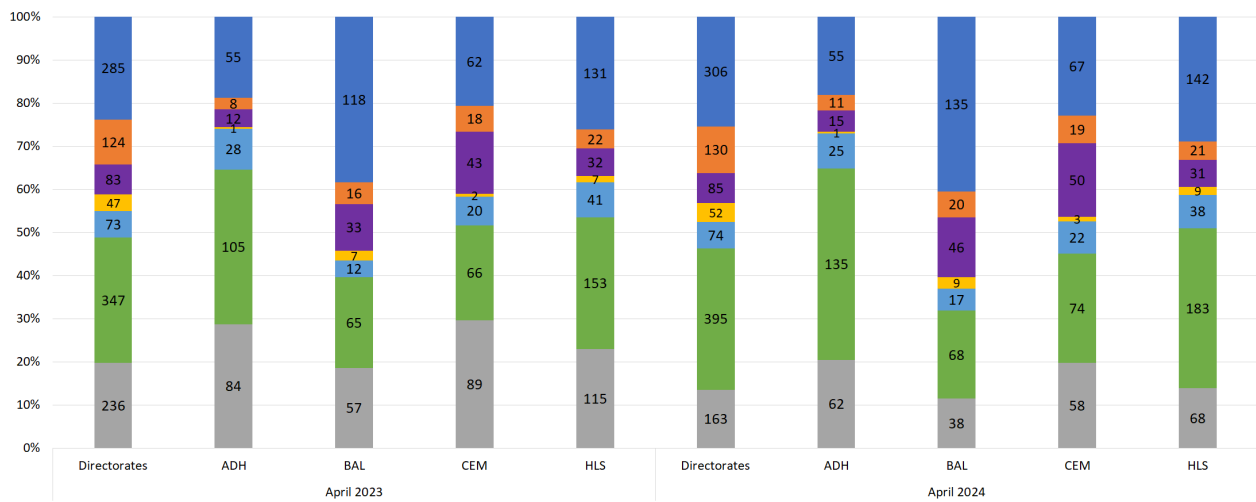
De Montfort University Total



Employee group



Faculty/Directorate



**Race pay gap:** For the pay period containing the ‘snapshot’ date of 31 March 2023, DMU has a mean race pay gap (RPG) of 6.9% and a median RPG of 5.6%. This shows an increase from last year’s reported mean RPG figure of 5.8%, and median RPG of 0%. The above figures are subject to caveat as DMU does not yet have a 100% disclosure rate in terms of race and ethnicity, although this is improving over time and is now at 94.1%. Therefore, the figures are based on available data. DMU takes ongoing measures to encourage higher rates of disclosure of race and ethnicity among its workforce.

**Gender pay gap:** DMU published its gender pay gaps (GPG) in March 2024. For the pay period containing the ‘snapshot’ date of 31 March 2023, DMU has a mean GPG of 8% and a median GPG of 8.2%. There has been a downward trend since we began reporting in 2018, when the mean gap was 15% and the median gap was 23% (using 2017 data). We have improved on last year’s reported mean GPG figure of 9.9%, and continue to compare favourably with the rest of the HE sector – UCEA’s pay gap benchmarking tool shows that the mean pay gap for other HE institutions in England is 16% (based on 2022/23 data available at January 2024), which is an increase on the previous year.

## 2.1 Student Data <sup>1</sup>– Demographic Overview (of UK Domicile FT UG students)<sup>2</sup>

- 2.1.1 The proportion of mature students at DMU has been increasing between 2019/20 and 2021/22 from 31.2% to 35.3%. However, it has significantly declined in 2022/23 to 20.8% (-41.1%) compared to the sector’s increase of 0.2% to 45.3%.
- 2.1.2 21.7% of the student population at DMU identify themselves as disabled. This figure declined by -7.8% in 2022/23 but remains greater than the sector average of 19.1%.
- 2.1.3 The proportion of students at DMU from Black, Asian and ethnic minoritised background has remained the largest population with a small drop of -1.3% from 52.4% in 2021/22 to 51.7% in 2022/23. This figure is significantly higher than the sector average of 31.7%.
- 2.1.4 DMU’s Black student population has seen a 3.6% growth between 2021/22 and 2022/23, from 18.2% to 18.8%. This contrasts with the drop of -1.4% across the sector. Asian students remain the largest population of ethnic minoritised students at DMU (25.6% of all students) despite a small decline of -2.8%. This figure is significantly higher than the sector average of 14.7%.
- 2.1.5 DMU has a smaller proportion of students from disadvantaged backgrounds than compared to the sector average. 36% of DMU students are from Quintiles 1-2, having increased by nearly 1.3% from 2021/22. The sector average had a similar increase of 1.1% in 2022/23 but the average proportion for students with the same assessment of levels of disadvantage is 40.9%.

## 3.1 The student lifecycle<sup>3</sup>

### 3.1.1 Continuation

Continuation refers to the proportion of students registered with DMU 1 year and 15 days after their first enrolment. Regarding continuation, our Access and Participation data (July 2024) shows that:

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

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<sup>1</sup> Student demographic data are drawn from Student HESA Returns.

<sup>2</sup> Sector’s data are drawn from [Who's studying in HE? | HESA](#), using only First Degree as filter. Both Full time and Part time students are included.

<sup>3</sup> Continuation, Completion and Progression data are drawn from Access and Participation.



- b. Male students are less likely to continue compared with female students.
- c. Female students who are least disadvantaged (Quintiles 3-5) have the highest continuation rate (90.3%).
- d. Male students who are most disadvantaged (Quintiles 1&2) have the lowest continuation rate (82%).
- e. Black students and students of Mixed or Other ethnicity are less likely to continue than Asian or White students.
- f. Asian students have the highest continuation rate (89.3%).
- g. Students of Other ethnicity have the lowest continuation rate (83.8%).

### 3.1.2 Completion

Completion refers to the proportion of students who have received an intended award with DMU 4 years and 15 days after their first enrolment. Regarding completion, our Access and Participation data (July 2024) shows that:

- a. Mature students are less likely to complete their studies compared with young students (-5.3%).
- b. Male students are less likely to complete their studies compared with female students. However, both have completion outcomes higher than the benchmark.
- c. Male students who are most disadvantaged (Quintiles 1&2) have the lowest completion rate (82.7%).
- d. Female students who are least disadvantaged (Quintiles 3-5) have the highest completion rate (92.2%).
- e. Black students and students of Mixed or Other ethnicity have lowest completion rates compared with Asian or White students.
- f. Asian students have the highest completion rate (90.2%).
- g. Students of Mixed ethnicity have the lowest completion rate (85.2%).

### 3.1.2 Progression

Progression refers to employment in highly skilled jobs or further study, 15 months after graduating. Our Access and Participation data (July 2024) shows that:

- a. Mature students are more likely to progress than young ones (+6.1%) contrary to the benchmark of young students having a higher progression rate (+1.9%) compared to mature ones.
- b. Students who are most disadvantaged (Quintiles 1&2) are less likely to progress than those less disadvantaged (-6.3%).
- c. Asian students, Black students and students of Mixed or Other ethnicity are less likely to progress than White students (-4.5%). The gap is higher compared to the benchmark of -2.5%.
- d. Students with no known disability are more likely to progress than students who have declared a disability. Among those who have declared a disability, students with a Social and Communication disability have the lowest progression rate (63.8%) and students with a Cognitive and Learning disability have the highest progression rate (69.9%).