

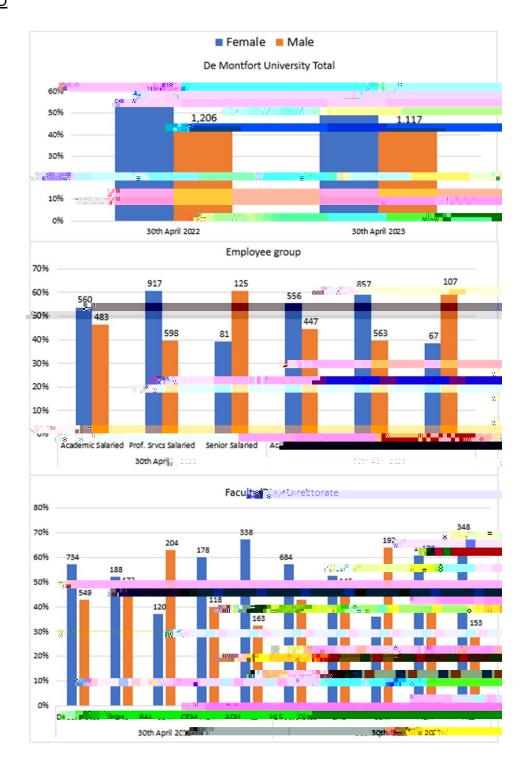
<u>Student Data – Demographic Overview (of home FT UG students)</u>

1. The proportion of mature students at DMU grew from 15.5% in 2019/20 to 20.8% in

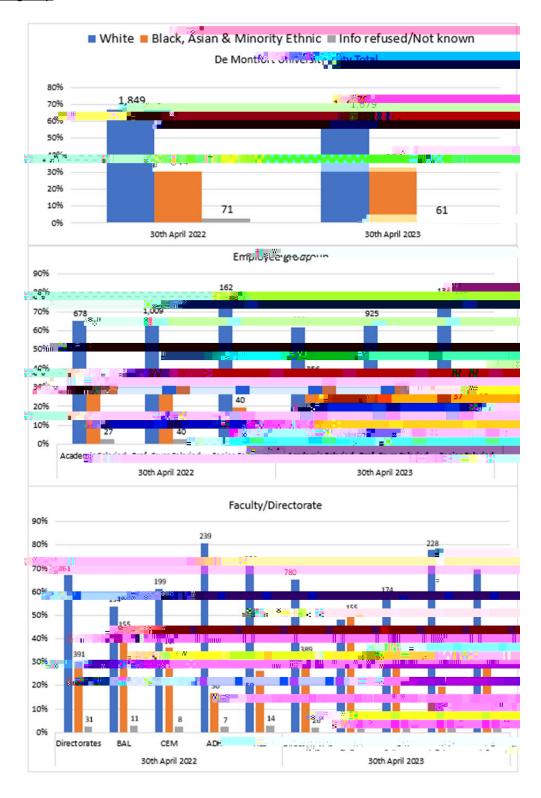
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- 1.1 Workforce Demographics (from Workforce Profile report June 2023)
- 1.1.1 While it is recommended to use the terms 'other' and 'prefer not to say' for people who are non-binary, the reporting requirements for the HMRC can only state whether a 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 30th April 2023 (Q3) compared to last year. Note: this data only shows the statutory characteristics required by HESA (Sex id, Ethnicity, Disability, and Age).
- 1.1.3 The university has more female staff (57%), 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 only 32% of professor are female. The senior staff population excluding professors shows the split to be 43% female and 57% male.
- 1.1.4 Overall, the academic cohort of CEM is mainly male and white and ADH has more female academic staff and a lower BAME representation. BAL has the most equal representation of ethnic groups with almost a 50% white and over 50% BAME population. 33% of DMU staff are BAME, however only 21% of the senior staff are in this group. The proportion of BAME professors is 23% which is a slight increase on last year. 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.
- 1.1.5 The data shows a higher proportion of staff have a disability compared to last year (12%). This is due to a recent drive by People Services to improve the collection of disability data. This has resulted in a significant reduction from 223 staff members to one staff member stating 'not known' in relation to their disability status.
- 1.1.6 DMU staff are mainly between the ages of 35 49 years. There has been a drop in the proportion of staff aged 50 and over. This may be a result, in part, of some staff in this age group taking early retirement via the voluntary severance scheme in 2020/2021. The senior staff group had the largest proportional fall in the number of s

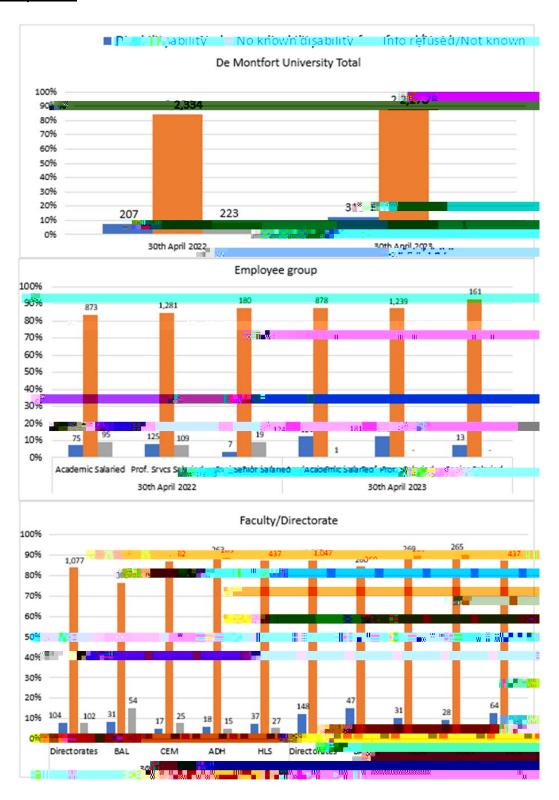
Sex ID



Ethnic group



Disability status

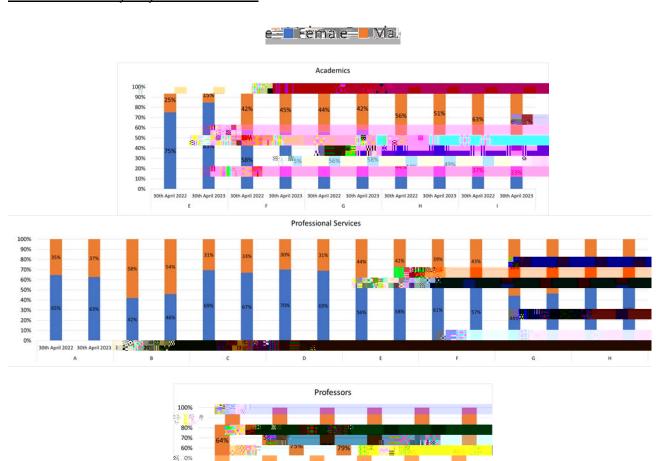


Age group

- (SE) grade. Work is now in train to continue the university's commitment to the Athena Swan Charter with the aim of improving and enhance the careers and representation of women at the university. This is part of the broader Equality for All strategy in place at the university.
- 1.2.2 BAME colleagues count for at least 33% of the workforce and are particularly overrepresented in Grade B (Professional Services) and F (Academics) and underrepresented in Grades H (Professional Services) and I (Academic) (Chart 2.4).
- 1.2.3 There has been a proportional increase in BAME academics in grades F and above and in BAME professors over the past year which has contributed to DMU being the first university to earn a Silver Race Equality Charter award. Work is continuing at DMU to enhance its workforce profile from an ethnicity perspective including supporting the funding for five places on a 12-month development programme to support Black women into professorships.

Chart 2.3: Staff by Pay Grade and Sex

30% 20% 10%



30th April

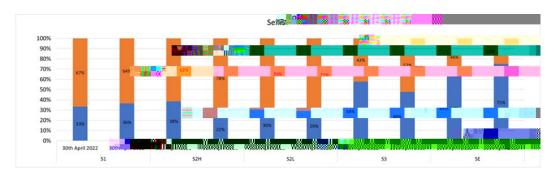


Chart 2.4: Staff by Pay Grade and Ethnic Group

