

EQUALITY, DIVERSITY AND INCLUSION

Annual Report 2022-23

STAFFORDSHIRE UNIVERSITY



2ND

IN THE UK FOR
QUALITY EDUCATION

Sustainable Development Goal 4
THE Impact Rankings 2023

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FORWARD

DELIVERING IN EXCITING AND CHALLENGING TIMES



Professor Martin Jones
Chief Executive Officer/Vice
Chancellor Staffordshire University

Staffordshire University is located in a low participation area where progression to higher education is half the national average and we are on a mission to help drive social mobility, to benefit not just individuals but the whole area.

In Stoke-on-Trent, we have one of the fastest-growing economies in the UK and this is one of the reasons we recently launched an MSc in entrepreneurship, that will create entrepreneurs, who use their talents to set up their own ventures after graduating.

At Staffordshire University we understand that we must deliver both skills and knowledge and this is why we are one of the largest providers of degree apprenticeships in the country.

We also offer key vocational degrees, such as social work, nursing, policing, teaching and we are investing in microcredentials, to allow everyone the opportunity of higher education,

We understand its important that we offer our diverse students the inclusive options with the right support, so they complete their qualifications and achieve good outcomes and this is why Staffordshire University is a 'catalyst for change' – a force for social good that transforms the lives of people, who will transform our society and the places in which we live as demonstrated in our flywheel; by living our values and delivering our strategic objectives



INTRODUCTION

Staffordshire University Equality, Diversity, and Inclusion Annual report 2022 – 2023 demonstrates how we continue to be a 'catalyst for change' by living our values in delivering our EDI commitment;

As a fair and inclusive employer, education provider and partner, we will be curious and daring, ambitious and inspirational to ensure we are the 'catalyst of change' in delivering innovative and enterprising services for all our students, staff, and our communities, to enable them to have equal chances to learn, work and live free from discrimination, harassment, and prejudice.

To make our EDI vision a reality, in 2022 we aligned our Strategic Plan Objectives with our EDI priorities and embraced the Local Governments Equality Framework (LGEF) to develop our EDI work.

The LGEF framework sets out clear criterion a cross the five themes:

- Leadership, partnership and organisational commitment
- Knowing your staff, students, and our communities
- Involving your staff, students, and communities
- Responsive services, access, and improving satisfaction levels
- A progressive and diverse staff and student cohort

Against these themes an organisation can be assessed as 'developing', 'achieving' or 'excellent' in respect of their equality and diversity practices and impacts.

These levels of organisational maturity reflect the ability of an organisation to move beyond the minimum 'legal compliance' approach of making commitments through policy and strategic statements, and into a more embedded and systemic evidenced-based approach that delivers tangible and continuous improvements in employee and student attraction and employee and student experience.



HOW OUR STRATEGIC PLAN OBJECTIVES AND PRIORITIES ALIGN WITH OUR EDI THEMES:

Leadership, Partnership and Organisational Commitment

This theme supports our strategic objective 'Next Generation Environments and links in with our strategic priority 'Building Enterprise' that ensures leadership are accountable for EDI and there is a commitment to address this across the organisation by having the right strategies, policies, processes, and systems in place and by working in partnership to ensure we are delivering our 'civic university and levelling up' priorities that address local and regional inequalities.

Knowing Our Staff, Students and Communities

This theme supports our strategic objective 'Next Generation Experience', our strategic priorities of 'Winning and Sustaining our Undergraduate and Postgraduate Market Share' together with being an Employer of Choice. To achieve this, we need to build an understanding and awareness of the profile of our staff, students, and communities. To deliver inclusive services, we must understand how we are performing against the sector, where we may have disparities that need to be addressed and how we use intelligence led data to prioritise our strategic objectives.

Involving Our Staff, Students and Communities

This theme supports our strategic objective 'Next Generation Engagement' and our strategic priority of 'Accelerating Research Impact, Culture and Reputation'. This means not only understanding who our staff, students and communities are on the surface through the collection of monitoring

data, but also involving them in developing projects that gain insight into their behaviours and preferences and using this intelligence to drive strategic and operational decisions.

Responsive Services, Access, and Improving Satisfaction Levels

This theme supports our strategic objective 'Next Generation Experience' and our strategic priority 'Transforming Student Outcomes and Experience' in delivering fair and equitable services to our students and contributing positively to our communities. We will continuously monitor the participation in our educational provision to ensure we are responsive and accessible together with regular monitoring and evaluation that ensures our services are continuously improving.

A Progressive and Diverse Staff and Student Cohort

This theme aligns with our strategic objective 'Next Generation Education', our strategic priority of 'Igniting Work Based Learning', and our values to create fair and inclusive student and staff experience.

The data reported and analysed within this report shows that we have some disparities within our staff experience and student experience, particularly in relation to ethnic minorities.

To ensure we address these disparities and that we are providing a fair and inclusive staff and student experience, Staffordshire University has developed EDI targets that are within our Key Performance Indicators (KPIs) which we aim to deliver within the next five years.

These are:

- Staff demographic profile that mirrors the regional profile (with an aim of 17% of our staff profile to be drawn from ethnic minorities by 2026-2027).
- Student demographic profile that mirrors the post -92 sector norms (with an aim to reach 29% of our student profile to be drawn from ethnic minorities by 2026-2027).
- Reduction in the awarding gaps to be less than 10%, (with a particular focus upon our black students by 2026-2027).
- 5% of Staffordshire young people progressing into Higher Education at Staffordshire University.

The EDI work delivered during the past 12 months shows that we are making a positive impact on our EDI priorities, and a desktop audit demonstrates we will be entering the Local Government Equality Framework 'achieving stage' by 2024 academic year, as we continue to address some of the underlying challenges in our staff and student experience.

Staffordshire University's Annual Equality, Diversity & Inclusion Report 2022 – 2023 seeks to provide an update on how we are performing and delivering against our EDI priorities. It also provides an insight into our governance, staff and student experience, using Higher Education sector data and Office of National Statistics 2011 & 2020 data for comparative purposes. This report also contains our pay gap analysis.



LEADERSHIP, PARTNERSHIP AND ORGANISATION COMMITMENT- WHAT HAVE WE DELIVERED IN 2023

In our EDI Annual Report 2021-2022 we explained what our priorities were for 2023- 2024, and the following information shows how we have performed against our EDI themes on delivering some of our commitments.

BOARD OF GOVERNORS PROFILE DATA

Our Commitment - To continue recruiting to vacancies within the board of governors, developing positive action approaches wherever possible to ensure we continue to increase the diversity of our board.

Staffordshire University recognises that championing inclusion and diversity together with role modelling appropriate behaviours, must happen at all levels of the University. The Board of Governors

play a central role in embedding and safeguarding, equality and diversity within the University's strategy, culture, and values.

We have been proactive in our marketing approach to recruiting an inclusive and diverse membership profile of governors and to capture their profile data correctly we have updated the board profile data capturing form to ensure this aligns with the diversity data being captured by the census data and HESA regulation requirements.

To ensure that our governors diversity profile is reflective of the sector, or even more reflective of broader society, we have benchmarked our governors profile data against the Diversity of Governors in Higher Education Report findings. This will help us to assess how we are performing within the sector and show us where we have disparities that need to be addressed.

Staffordshire University Governors data is as follows:

Age Profile Of Staffordshire University Governors Comparison 2020/22 To 2022/2023

The governors age data illustrates that our governors are relatively younger in age profile with 28.56% being under the age of 45 years compared to the sector data of 20.3% and with 71.43% being over the age of 46 years, in comparison to 79.7% of the HE sectors governors. Overall, our governors age profile shows that we have a diverse age group of governors appointed with a decrease in the numbers from 16 governors in 2021/22 to 14 in 2022/23 due to the resignation and appointment overlap of the governor's appointment date.

Profile	2020-21		2021-22		2022-23		HEI* with 15 to 19 Governors 2020/2021
	No	%	No	%	No	%	
Age	No	%	No	%	No	%	%
25 & under	2	13.33%	1	6.25%	2	14.29%	6.50%
26-35	1	6.67%	2	12.50%	0	0%	3.90%
36-45	2	13.33%	3	18.75%	2	14.29%	9.90%
46-55	9	60%	8	50%	8	57.14%	25.7%
56+	1	6.67%	2	12.50%	2	14.29%	54%
Total	15	100%	16	100%	14	100%	100%

Staffordshire University's Governors Sex Profile Comparison From 2020/2022 To 2022/2023

The governor's sex (gender) data illustrates that we have fewer female governors at 35.71% compared to the HE sector of 43.5% and this has decreased from 40% in 2020/21 and

43.75% in 2021/22 data due to the resignation and appointment overlap of the governor's appointment date. Our data has also illustrated that we are currently not capturing non-binary gender data and we aim to address this area as a part of our Data Integrity Project which will be launched in 2024.

As we undertake future appointments to the board for the new academic year, we will aim to address the gender disparity through positive action recruitment and shortlisting.

Profile	2020-21		2021-22		2022-23		HEI* with 15 to 19 Governors 2020/2021
	No	%	No	%	No	%	
Sex	No	%	No	%	No	%	%
Male	9	60%	9	56.25%	9	64.29%	56.50%
Female	6	40%	7	43.75%	5	35.71%	43.50%
Total	15	100%	16	100%	14	100%	100%

Staffordshire University's Governors Ethnicity Profile Comparison From 2020/2022 To 2022/2023

The governor's ethnicity data in 2023 illustrates that 57.14% of Board

of Governors are from a white ethnicity group and 28.57% are reporting that they are from an ethnic minority background. This shows that our governors ethnic minority has improved considerably from July 2021/22

data and we are higher than the HE sectors governors' ethnic minority being reported at 13.20%.

Profile	2020-21		2021-22		2022-23		HEI* with 15 to 19 Governors 2020/2021
	No	%	No	%	No	%	
Ethnicity	No	%	No	%	No	%	%
White	13	86.67%	14	87.50%	8	57.14%	74.20%
Ethnic Minority	1	6.67%	1	6.25%	4	28.57%	13.20%
Not known	1	6.67%	1	6.25%	2	14.29%	12.60%
Total	15	100%	16	100%	14	100%	100%

¹ Diversity of governors in higher education_1667380227.pdf

Staffordshire University's Governors Disability Profile Comparison From 2020/2022 To 2022/2023

The Board of Governors disability data illustrates that two members

of the Board (14.29%) have disclosed a disability, which is higher when compared to the HE sectors governors disability data at 5.50%. This shows that we have an inclusive and proactive approach in recruiting governors with disabilities. However, our data

also shows that 7.14% of the data is unknown and this may therefore impact upon these figures. This will be addressed as a part of our data capture campaign.

Profile	2020-21		2021-22		2022-23		HEI* with 15 to 19 Governors 2020/2021
	No	%	No	%	No	%	
Disability	No	%	No	%	No	%	%
No Known Disability	12	80%	13	81.25%	11	78.57%	94.50%
One or more disabilities	2	13.33%	2	12.50%	2	14.29%	5.50%
Not known/info refused	1	6.67%	1	6.23%	1	7.14%	0%
Total	15	100%	16	100%	14	100%	100%



Religion and Sexuality of Governor members

At present no data has been captured for this profile area, and we aim to address this and areas where we do not have complete data sets as a part of our Data Integrity Project.

Overall Summary

The overall analysis shows that we have an inclusive and diverse membership profile of governors when our data is compared to the HE sectors. We have also begun to review the governors data profile capturing form to reflect the census data and HESA requirements and we hope to address some of the data gaps as a part of our Data Integrity Project. As we continue to refresh the Board of Governors as terms of office expire, we will also continue our focus upon encouraging more diverse applicant pools from which governor appointments will be made, particularly in the areas of gender, sexuality, and religion.



MSc IN ENTREPRENEURSHIP (PETER COATES)

Our Commitment - Launching the MSc in Entrepreneurship (Peter Coates) programme that will offer emerging entrepreneurs the practical business education skills and support they need to start new businesses

Staffordshire University launched the Peter Coates MSc in Entrepreneurship in 2022, with the aim to put Stoke-on-Trent on the map as a leading city for innovation and wealth creation.

The new MSc in Entrepreneurship has been made possible thanks to a collaboration with the City's philanthropist Peter Coates and the Peter Coates Foundation. Over 31 students are currently enrolled on the course.

These students are benefitting from excellent teaching and facilities including a dedicated start-up space as well as access to cutting edge technologies which make up the University's Innovation Enterprise Zone and Smart Zone. Some of the business projects being developed and delivered are;

- This Girl Consultancy- Supports female empowerment skills development
- Memory Box flowers - Provides a box that has the details of the deceased person and a flower bulb of their favourite flower.
- 'Wild Pickle' - Developing a fermentation educator programme.
- 'We Talk Care'- Developing and delivering health and wellbeing programme.
- 'The Spark Group'- Upscaling people on Net Carbon or NetZero decarbonisation education and training.

Staffordshire University is proud on being a 'fair and Inclusive' employer and higher education and training provider and this is evidenced in the

diverse profile of the 31 participants that were shortlisted and are participants on the January 2023 programme;

Staffordshire University MSc in Entrepreneurship programme participants profile data is as follows:

Age profile of MSc in Entrepreneurship participants in 2023

The participants age data illustrates that the participants are from a varied age range with the youngest participant being 27years and the oldest being over the age of 60 years. Overall, the participants age profile data shows that we have a diverse age group of participants recruited and being supported within the programme.

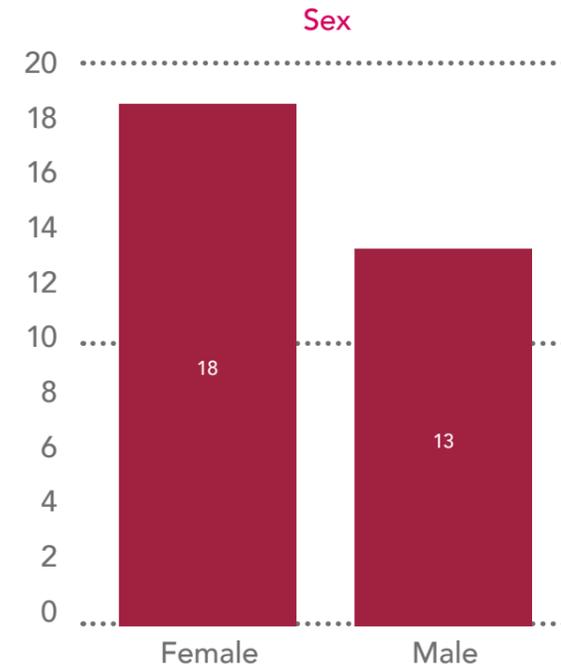


Gender profile of the MSc in Entrepreneurship participants in 2023

The participants sex (gender) data illustrates that we have more female participants at 58.06% compared

to male participants at 41.94%. This is positive as it shows that more women feel comfortable to join the entrepreneurs programme and supports our gender pay gap work and objectives. The data has also illustrated that we are not capturing

non-binary gender data and we aim to address this area as a part of our Data Integrity Project.



Year	2023	
Detail	No	%
Female	18	58.06%
Male	13	41.94%
Total	31	100%

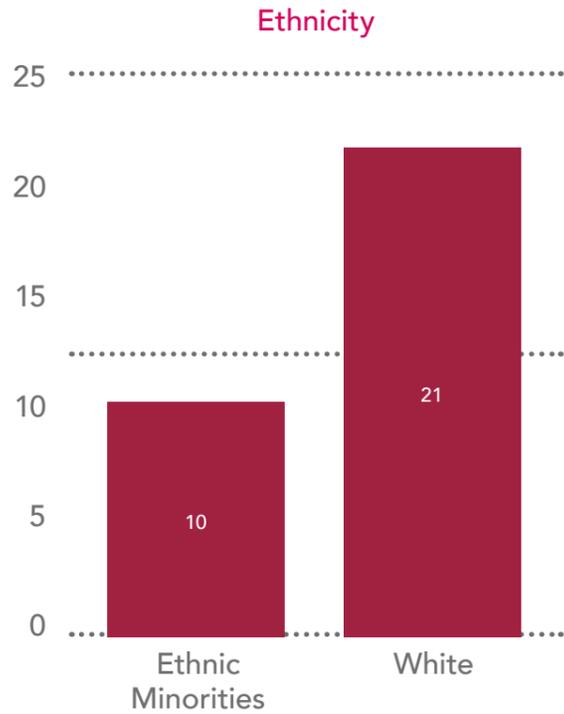


Ethnicity profile of the MSc in Entrepreneurship participants in 2023

The participants ethnicity data illustrates that 67.74% of participants are from the white ethnicity group and 32.26% are

reporting that they are from an ethnic minority background. This shows that our ethnic minority participant rate at 32% is higher than the national average of ethnic minority population at 19%. This demonstrates that the work we have been delivering as a part of the

Race Equality Charter principles and our inclusive recruitment methods training programme is making a positive impact on how we are marketing and recruiting within Staffordshire University.



Year	2023	
Detail	No	%
Ethnic minorities	10	32.26%
White	21	67.74%
Total	31	100%

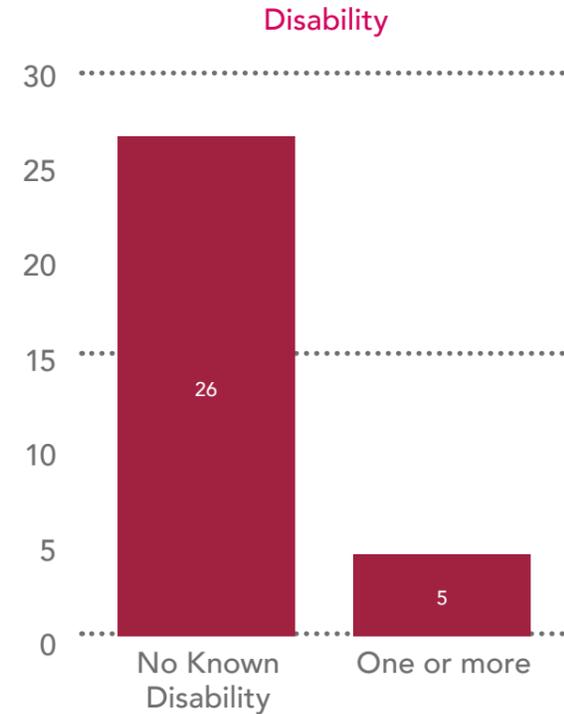


Disability profile of the MSc in Entrepreneurship participants in 2023

The participants disability data illustrates that five participants

(16.13%) have disclosed a disability and have learning support in place, that provides tailored support in meeting their inclusion needs. This shows that we have an inclusive and proactive approach in recruiting

participants with disabilities and are delivering on our disability commitments.



Year	2023	
Detail	No	%
No Known Disability	26	83.87%
One or more	5	16.13%
Total	31	100%

Religion and Sexuality of MSc in Entrepreneurship participants:

At present no data has been captured for this profile area, we aim to address this as a part of the Data Integrity Project.

Overall Summary

The overall analysis shows that we have an inclusive and diverse profile of MSc in Entrepreneurship participants and as we continue to progress this work, we will continue our focus upon encouraging more

diverse applicants from profile groups such as i.e. disability, sexuality and religion.



CAREERS CONNECT

Our Commitment - Working with our partners and stakeholders, continue to identify ways we can support staff and students with the current 'cost of living' challenges

Staffordshire University and Career Connect have partnered with The Purpose Coalition, led by Rt Hon Justine Greening, former Secretary of State, a pro-social mobility, purpose-led group working together in the creation of a new inclusive recruitment portal called 'FindMyPurpose'. The portal is a unique platform that brings together pro-social mobility outreach work and opportunities from employers and delivers them directly to candidates. Uniquely the platform allows students and graduates to match with organisations based on shared values care about the most, not only skills and competences. It is about making recruitment practices more inclusive and accessible to all and removing barriers to employment. The platform has been created with the input of student ambassadors from universities across the UK, including our own Staffs ambassadors,

alongside employer ambassadors from public and private sector leaders.

The inclusive work we do in Staffordshire University and Career Connect is evidenced by our inclusive Employability Framework, which is embedded in the curriculum through all programmes to ensure that career readiness reaches all learners. We understand that 85% of our students (Careers Survey, 2023) need to work alongside their studies and are unable to engage in extra-curricular activities. This is why an integrated curriculum which delivers careers readiness within the course is critical for our diverse student demographic.

The students value this approach as they voted Staffordshire University in the top 10 universities for **Best Career Prospects 2023 in the 'What Uni Choice Awards'**

Career Connect is also including recent graduates in the support offered, upskilling and matching graduates to internships if they are struggling to enter the graduate labour market or lack the confidence and the social capital needed to access professional networks. Staffordshire University is one of the very few to offer life-time careers support.

These approaches are having a huge impact in the graduate outcomes and career prospects of our students, with a recent 6 places jump in the 2023 Sunday Times university ranking for graduate outcomes (moving from 69% to 72.9% of graduates in graduate level work or further study).



ACCESS AND PARTICIPATION PLANS

Our Commitment - Delivery of the access and participation plans that sets out how we will improve equality of opportunity for underrepresented groups to access, progress and to succeed within their studies

Staffordshire University has been selected to take part in 'first wave' of the new approach to access and participation being led by the Office for Students (Ofs), the higher education regulator. The new approach changes how the sector responds to its access and participation commitments. The

focus will shift from the reduction of participation, attainment, and progression gaps to mitigating the risks of equality of opportunity. A national risk register called the Equality of Opportunity Risk Register has been created by the Office for Students (Ofs), to support the development of localised plans.

Staffordshire University's new plans were submitted in July 2023 and will last four years inclusive of 2024/25 to 2027/28 academic years. Further information on how the plans progress will be provided in the EDI Annual report 2023-2024.

EQUALITY, DIVERSITY AND INCLUSION FRAMEWORK

Our Commitment - Developing the new EDI framework that aligns with our strategic plan and strategic business priorities

The EDI Framework 2024-2027 is currently being developed and will align with our strategic plan objectives and priorities and more

information on the framework will be provided in the EDI Annual report 2023-2024.



KNOWING OUR STAFF, STUDENTS, AND COMMUNITIES - WHAT HAVE WE DELIVERED IN 2023

DATA INTEGRITY PROJECT

Our Commitment - Launch our data integrity project, which includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff/student profiling data to understand their diverse needs and expectations

The Staffordshire University Inclusion Group have been working closely with our Business Intelligence and Human Resources team in reviewing and updating profile categories to ensure we are collecting the appropriate staff and student profiling data that aligns with the

census data categories and HESA regulation requirements. Once the profile categories have been approved, we aim to launch the staff and student data promotion campaign that will encourage staff and students to provide and update their data especially on the profile

groups with the largest data gaps, for example, disability, sexuality, and religion. The Data Integrity projects progress made on addressing the data gaps will be reported in the EDI Annual report 2023-2024.



A DIVERSE SKILLED AND COMMITTED STAFF AND STUDENT COHORT – WHAT HAVE WE DELIVERED IN 2023

A skilled and committed workforce:

Staffordshire University has 1,924 staff an increase of 140 staff from July 2022 and, aspires to be an Employer of Choice. This means that we wish to attract, retain, and

develop the talent to the University, irrespective of background. By having a diverse workforce, this enables us to understand our students and our communities better and enriches the staff experience for everyone. We have made positive progress on improving the diversity

of our workforce as illustrated in the staff profile data section i.e an increase in ethnicity profile data from 2021-2022 to 2022-2023 demonstrates that we have seen a positive increase of 2.34% of minority ethnicities being employed within the organisation.

STAFF MAKES STAFFS CULTURE IMPROVEMENT PROGRAMME

Our Commitment - Ensuring our 'staff makes staffs' culture improvement programme, is developing an inclusive culture, incorporating and addressing the diverse needs of our staff

In accordance with commitments to increase self-awareness and effect culture change, mandatory 'Consciously Inclusive Behaviours'

training has been rolled out across the organisation and has been delivered to over 800 staff, and will continue as a rolling

training programme to ensure this is delivered across the entire organisation by end of 2024.

PEOPLE STRATEGY

Our Commitment - Continue to embed the people strategy new approach on inclusion, key aspects within this will be the implementation of the equality targets, professional development for staff via the development of the values and behaviours framework and the yourcareer@staffs programme

We have continued to review the positive action targets for each school and service to increase the proportion of ethnic minority staff employed by the University. The targets have been developed using comparator HE and industry sector data and progress towards achievement monitored through a newly prepared data reporting system. The launch of our Values and Behaviours Framework and

YourCareer@Staffs programme is making a positive impact. The framework has been embedded into the Performance and Development Review to ensure that values based career conversations take place with every member of staff during the PDR discussion.

We have increased the proportion of ethnic minority staff employed from 8.89% in 2020/21 to 13.05% in

2022/23. Our gender pay gap has reduced for female staff from 9% in 2020/21 to 7.80% in 2022/23. This demonstrates that we are making positive progress towards our inclusive targets. More information on our EDI targets is provided in the staff data and pay gap section of this report.

INCLUSIVE LANGUAGE GUIDE

Our Commitment – Ensuring that all staff are familiar with and fully engaged with the inclusive language guide principles and our equality, diversity and inclusion statement commitments

Staffordshire University Inclusion Group champions are promoting the 'Inclusive Language Guide', EDI Statement document and video within their area of work. This

supports staff being 'Consciously Inclusive' on how they interact and collaborate with our diverse staff, students and communities ensuring their differences and inclusion needs

are acknowledged, respected, and considered within all forms of communication.

CHARTER MARK AND ACCREDITATION

Our Commitment – Working within Disability Confident, Stonewall and the Race Equality Charter principles to develop action plans that support our values in providing fair and inclusive services for all our diverse employees that will enable us to secure the prestigious charter mark awards by 2023/24

Bi-monthly meetings are being held with Stonewall and the Race Equality Charter leads on assessing the

charter mark requirements and how we are progressing and developing our plans on meeting the criteria.

We aim to apply for the charter mark award registration by 2024.



RECRUITMENT AND SELECTION

Our Commitment – Continue to examine the recruitment journey from application, shortlisting, interview and job offer stage to assess the reasons on why women and ethnic minorities may not be as well represented within particular jobs roles and pay grades

We have delivered 'Inclusive Recruitment, Selection, Progression and Retention training to staff with responsibility for staff and student recruitment. An online inclusive recruitment module is being developed and will be rolled out to those involved in recruitment and selection panels by end of 2023,

along with an EDI focus within the University's Continuing Professional Development programme. We have continued to review the recruitment and selection processes including the implementation of anonymous shortlisting, a refresh of the University's job vacancy website, development of reports to support

vacancy equality audits and the launch of a survey to understand the experience of job applicants.

Our Commitment – Promote the staff profile capturing platforms that ensure data disclosure and collection will be priority for the year ahead and beyond

Work has commenced to improve data collection and reporting. This will support us to understand the staffing experience across different

aspects of the employee lifecycle. Reports will be developed for profile groups, with an initial focus upon ethnic minorities through the lens

of staff recruitment, turnover and participation in the appraisal process and staff development.



STAFF PROFILE DATA

What does our staff data tell us?

As a part of our EDI objectives and the People Strategy, one of the priorities is to build a more inclusive workforce. Within this we have been addressing the disparities found within our staff profile which underpins our KPI of 'Staff

demographic profile that mirrors the regional profile'. To ensure that we have a staff demographic profile that mirrors the regional profile, we have used the Office of National Statistics (ONS) 2011 and where available the 2021 data to assess the profile comparisons.

The ONS data comparison against our staff profile data will help us to assess how we are performing within the region and will show us where we may have disparities, that need to be addressed.



Staffordshire University's Staff Age profile data comparison from 2020/21 to 2022/23

The staff profile age data illustrates that our staff aged 25 years and under have increased from 4.24% in 2021 to 6% in 2022 and 6.03% in 2023, however this is currently below the ONS West Midlands employed population data which shows that 11.6% of 25 years and under are in employment. The data also shows over 2.65% of staff being over the age of 65+ years are in employment compared with the ONS data of 4% of over 65+ in employment.

For the first time in history, there are five generations in the workplace ;

- Traditionalists – born 1927-to-1946
- Baby Boomers – born 1947-to-1964
- Generation X – born 1965-to-1980
- Millennials – born 1981-to-2000
- Generation Z – born 2001-to-2020

There are generational experiences and expectations that employers need to consider when they look to attract, recruit, select and manage new and existing employees, ensuring we are promoting an inclusive non-ageist culture

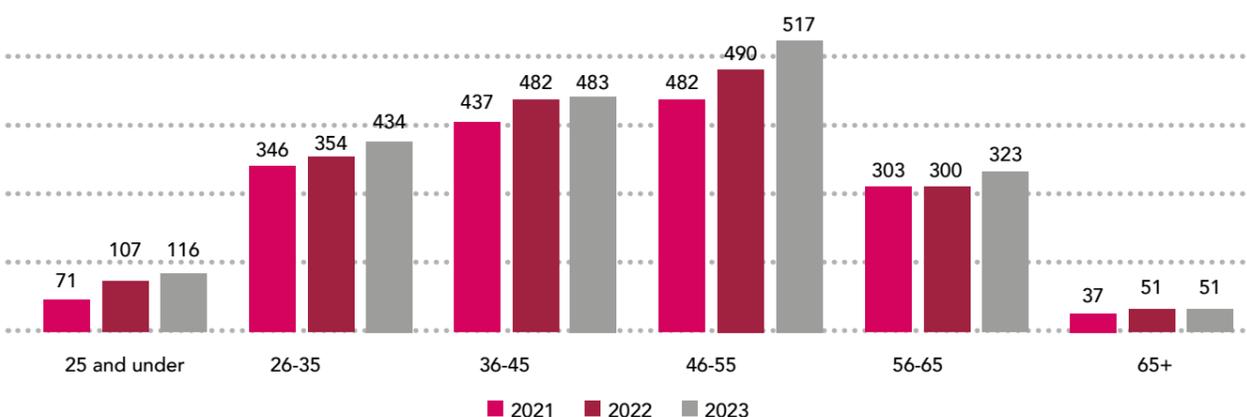
Our current data demonstrates that we are attracting and retaining a wider age range which means that selection decisions are broader, and this is leading to positive recruitment and retention of younger and older people within our organisation.

Profile	2020-21		2021-22		2022-23		ONS data of UK population age 16 year and above
	No	%	No	%	No	%	
Age							%
25 & under	71	4.24%	107	6.00%	116	6.03%	9.4%
26-35	346	20.64%	354	19.84%	434	22.56%	13.4%
36-45	437	26.07%	482	27.02%	483	25.10%	14%
46-55	482	28.76%	490	27.47%	517	26.87%	13.7%
56-65	303	18.08%	300	16.82%	323	16.79%	11.7%
65+	37	2.21%	51	2.86%	51	2.65%	16.5%
Total	1676	100%	1784	100%	1924	100%	100%

² <https://www.forbes.com/sites/tracybrower/2022/08/28/what-the-generations-want-from-work-new-data-offers-surprises/?sh=6c5ef1873f32>

Year	July 2021	July 2022	July 2023	Year	YoY % Change
25 & under	71	107	116	25 & under	0.03%
26-35	346	354	434	26-35	2.72%
36-45	437	482	483	36-45	-1.92%
46-55	482	490	517	46-55	-0.60%
56-65	303	300	323	56-65	-0.03%
65+	37	51	51	65+	-0.21%

Age Comparison Count



Staffordshire University's Staff Sex (Gender) data profile comparison from 2020/21 to 2022/23

The staff sex (gender) data illustrates that we have more female staff within our workforce at 55.56% and there has been a slight increase from our 2021/2022 data at 55.21%. We employ fewer male staff at 44.44% and we have seen a slight decrease from our 2021/22 data at 44.79% .

The ONS 2011 data shows 50.8% of people in the West Midlands reported as female, and 40.2% male and 9% as unknown/other. The data also showed 72.7% of working age females were in employment, compared to 80.1% of males in employment. This gender split is broadly reflected in our employment data with 55.56% female staff employed within our organisation, compared to 44.44% male.

Further analysis of this data has revealed that some of our Schools and Services have a higher proportion of one gender i.e. more female staff employed in Academic Quality and Development (82%), Institute of Education (89%), Student Recruitment and Admissions (79%), Student and Academic Services (77%) and School of Health, Science and Wellbeing (72%). More male staff are employed within Digital Services (70%), Technical Services (62%) and Estates and Commercial Services. (55%). We are aware some of this data may be skewed by the small number of employees working within the area.

This Occupational Segregation i.e., more males working in Technical

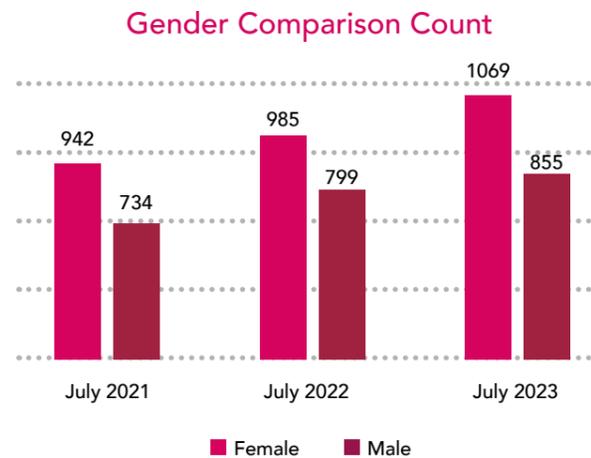
and Estates roles, more females in Health, Social and Wellbeing, where there are different job roles and pay scales, may be one of the factors that is contributing to the gender pay gap, which is currently at mean 7.80% in favour of male staff. More information on the gender pay gap is provided within the pay gap section of this report. We therefore need to ensure that we do not reinforce occupational segregation in our recruitment or promotion practices.

The data analysis has also highlighted that we are not capturing non-binary data - we aim to address this area as a part of our Data Integrity Project which will be launched by December 2023 .

Profile	2020-21		2021-22		2022-23		ONC 2011 West Midlands sex profile	ONC gender in employment data
	No	%	No	%	No	%		
Sex								
Female	942	56.21%	985	55.21%	1069	55.56%	50.8%	72.7%
Male	734	43.79%	799	44.79%	855	44.44%	40.2%	80.1%
Unknown/other	-	-	-	-	-	-	9%	-
Total	1676	100%	1784	100%	1924	100%		

Year	July 2021		July 2022		July 2023		Detail	YoY % Change
	No	%	No	%	No	%		
Female	942	56.21%	985	55.21%	1069	55.56%	Female	0.35%
Male	734	43.79%	799	44.79%	855	44.44%	Male	-0.35%
Other	0	0%	0	0%	0	0%	Other	0%
Total	1676	100%	1784	100%	1924	100%		

Year	July 2021	July 2022	July 2023
Female	942	985	1069
Male	734	799	855



Staffordshire University's Staff Ethnicity data profile comparison from 2020/21 to 2022/23

The staff ethnicity data illustrates that the white ethnicity group is 83.73% within the University staffing profile and the ethnic minorities equate to 13.05% of university staff. 3.22% of the data is not known.

The recent ONS 2021 data shows 77% of people reported their ethnicity as white and this is considerably lower than our staff white ethnicity profile at 83.73%. In addition, 23% of people have reported they are from an ethnic minority background, which is higher than our staff ethnicity profile at 13.05%. However, Stoke -on Trent population of white ethnicity figure is higher than the national average at 83.5% and the ethnic minority population is lower at 16.5%. The national and local ethnicity data has been aggregated to develop our target to achieve a 'staff demographic profile that mirrors the

regional profile (with an aim of 17% of our staff profile to be drawn from ethnic minorities by 2026-2027.

Further analysis of the ethnicity data has revealed that the 13.05% of ethnic minorities staff are not evenly distributed within the Schools and Services i.e., 17.6% of ethnic minorities staff work in School of Digital, Technologies and Arts, 18.9% in School of Justice, Security and Sustainability, and 14.3% in Research, Innovation and Impact Services.

We have lower numbers of minority ethnicities employed in Digital Services at 3.8%, Financial Services at 0%, Institute of Education at 3.1% and Student & Academic Services at 3%. This may be an area that we need to do further analysis in order to understand what is causing this disparity i.e., low employee turnover, lack of interest from ethnic

minorities in careers within this area, being a less attractive employer of choice, or unintended bias within the recruitment and selection processes etc.

The ethnicity profile data from 2021-2022 to 2022-2023 illustrates that we have seen a positive increase of 2.34% of minority ethnicities being employed and this demonstrates that the work being delivered on 'inclusive recruitment, selection and retention' and working in partnership with our local communities, is now paying dividends. These activities have increased applications from ethnic minorities, and we are making positive progress in achieving our year-on-year ethnic minority recruitment and retention targets.

The Ethnicity pay gap data is provided within the pay gap section of this report.

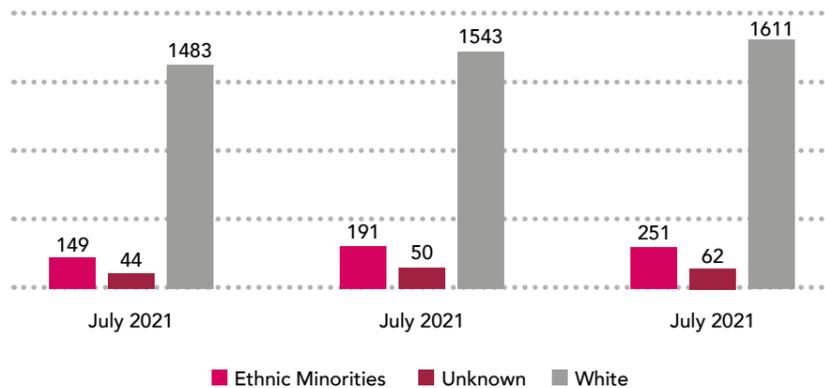
Profile	2020-21		2021-22		2022-23		ONS 2021 data on UK ethnicity
	No	%	No	%	No	%	
Ethnicity	No	%	No	%	No	%	%
White	1483	88.48 %	1543	86.49%	1611	83.73%	77%
Ethnic Minority	149	8.89%	191	10.71%	251	13.05%	23%
Unknown	44	2.63%	50	2.80%	62	3.22%	0.00%
Total	1676	100%	1784	100%	1924	100%	100%

Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
Detail						
Ethnic Minorities	149	8.89%	191	10.71%	251	13.05%
Unknown	44	2.63%	50	2.80%	62	3.22%
White	1483	88.48%	1543	86.49%	1611	83.73%
Total	1676	100%	1784	100%	1924	100%

Detail	YoY % Change
Ethnic Minorities	2.34%
Unknown	0.42%
White	-2.76%

Year	July 2021	July 2022	July 2023
Ethnic Minorities	149	191	251
Unknown	44	50	62
White	1483	1543	1611

Ethnicity (Detailed Grouping) Comparison Count



Staffordshire University's Staff disability data profile comparison from 2020/21 to 2022/23

The staff disability data illustrates that 7.64% of our workforce have disclosed a disability, this is higher than the 6.45% reported in 2021/22.

We are also aware that our staff disability profile at 7.64% is considerably lower than the ONS data 2011-2015 that reports over

19% of the UK population have reported they have a disability. This is an area that we are addressing by having a proactive approach in supporting people with disabilities within our recruitment and selection process as a Disability Confident Employer by ensuring we are

providing the necessary support required during the recruitment process and challenging attitudes towards disability and increasing understanding of disability needs, delivering the inclusion training programmes that leads to developing a positive culture.

Profile	2020-21		2021-22		2022-23		ONC 2011 data on disclosed Disability in UK
	No	%	No	%	No	%	
Disability							
No Known Disability	1541	91.95%	1624	91.03%	1721	89.45%	81%
One or more disabilities	100	5.97%	115	6.45%	147	7.64%	19%
Unknown/ Info refused	35	2.09%	45	2.52%	56	2.91%	0.00%
Total	1676	100%	1784	100%	1924	100%	100%

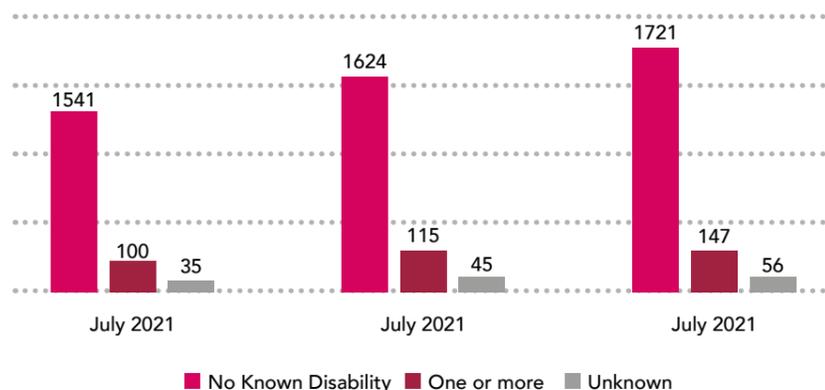


Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
No Known Disability	1541	91.95%	1624	91.03%	1721	89.45%
One or more	100	5.97%	115	6.45%	147	7.64%
Unknown	35	2.09%	45	2.52%	56	2.91%
Total	1676	100%	1784	100%	1924	100%

Detail	YoY % Change
No Known Disability	-1.58%
One or more	1.19%
Unknown	0.39%

Year	July 2021	July 2022	July 2023
No Known Disability	1541	1624	1721
One or more	100	115	147
Unknown	35	45	56

Disability Comparison Count



Staffordshire University's Staff Religion data profile comparison from 2020/21 to 2022/23

The staff religion data illustrates that we have seen an increase of 0.85% of Muslim staff being employed in 2022/23 at 4.16% from the 2021/22 data at 3.31%. This is important because after Christianity and no religion, the largest religion in the

Staffordshire region and the UK is Islam at 4.4% and this religion is positively increasing within our organisation.

Our data also shows that 23.49% of the data is not known/information

refused and this has reduced by 3.58% from the 2021/22 data at 27.07%. We aim to address this area further as a part of our Data Integrity Project which will be launched in December 2023.

Profile	2020-21		2021-22		2022-23		ONS data 2011
	No	%	No	%	No	%	
Religion							%
Christian	529	31.56%	559	31.33%	596	30.98%	59.5%
No religion	498	29.71%	573	32.12%	668	34.72%	25.5%
Muslim	45	2.68%	59	3.31%	80	4.16%	4.4%
Any other religion	91	5.43%	110	6.17%	128	6.65%	10.6%
Unknown/ Info refused	513	30.61%	483	27.07%	452	23.49%	
Total	1676	100%	1784	100%	1924	100%	100%

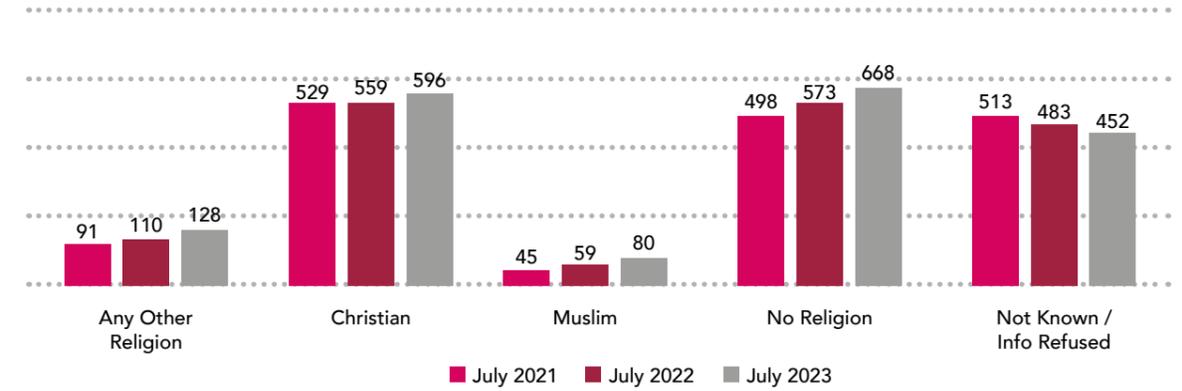


Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
Detail	No	%	No	%	No	%
Any other religion	91	5.43%	110	6.17%	128	6.65%
Christian	529	31.56%	559	31.33%	596	30.98%
Muslim	45	2.68%	59	3.31%	80	4.16%
No religion	498	29.71%	573	32.12%	668	34.72%
Not known / Info refused	513	30.61%	483	27.07%	452	23.49%
Total	1676	100%	1784	100%	1924	100%

Detail	YoY % Change
Any other religion	0.48%
Christian	-0.35%
Muslim	0.85%
No religion	2.60%
Not known / Info refused	-3.58%

Year	July 2021	July 2022	July 2023
Any other religion	91	110	128
Christian	529	559	596
Muslim	45	59	80
No religion	498	573	668
Unknown/ Info refused	513	483	452

Religion Comparison Count



Staffordshire University's Staff Sexuality data profile comparison from 2020/21 to 2022/23

The staff sexuality profile data illustrates that we have seen a slight positive increase of 6.13% of staff reporting they are LGBTQ+, this is an increase of 0.74% from the 2022 data of 5.39%. This figure is also

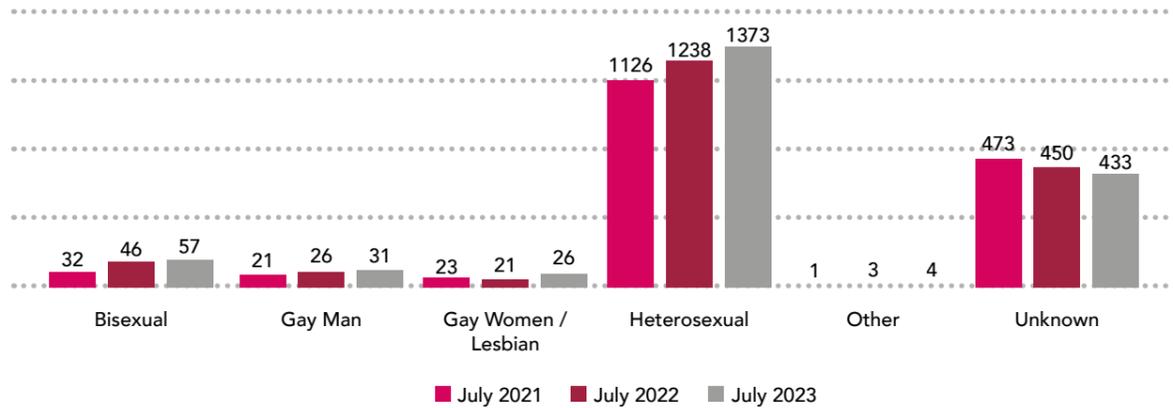
higher than the ONS data at 3% LGBTQ+ sexualities.

Our data also shows that 22.51% of the data is not known/information refused and this has reduced by

2.71% from the 2021/22 data at 25.22%. We aim to address this area further as a part of our Data Integrity Project which will be launched in December 2023.

Profile	2020-21		2021-22		2022-23		ONC data 2015
	No	%	No	%	No	%	
Sexuality	No	%	No	%	No	%	%
Heterosexual/ Straight	1126	67.18%	1238	69.39%	1373	71.36%	94%
LGBTQ+	77	4.59%	96	5.39%	118	6.13%	3%
Unknown/Info refused	473	28.22%	450	25.22%	433	22.51%	3%
Total	1676	100%	1784	100%	1924	100%	100%

Sexual Orientation Count



Year	July 2021		July 2022		July 2023		Detail	YoY % Change
	No	%	No	%	No	%		
Detail	No	%	No	%	No	%	Bisexual	0.38%
Bisexual	32	1.91%	46	2.58%	57	2.96%	Gay Man	0.15%
Gay man	21	1.25%	26	1.46%	31	1.61%	Gay Women / Lesbian	0.17%
Gay women / lesbian	23	1.37%	21	1.18%	26	1.35%	Heterosexual	1.97%
Heterosexual	1126	67.18%	1238	69.39%	1373	71.36%	Other	0.04%
Other	1	0.06%	3	0.17%	4	0.21%	Unknown	-2.71%
Unknown	473	28.22%	450	25.22%	433	22.51%		
Total	1676	100%	1784	100%	1924	100%		

Year	July 2021	July 2022	July 2023
Bisexual	32	46	57
Gay Man	21	26	31
Gay Women / Lesbian	23	21	26
Heterosexual	1126	1238	1373
Other	1	3	4
Unknown	473	450	433

OVERALL SUMMARY

What has the staff data analysis illustrated

Our overall staff profile data analysis has illustrated that we have made positive progress within most profile areas i.e.;

Age

We are employing a diverse age range of staff. Our data shows we are attracting and retaining a wider age range, and this is leading to positive recruitment and retention of younger and older people within our organisation.

Gender

We employ more female staff within our workforce at 55.56% and have been making positive progress on our gender pay gap as illustrated in the pay gap section. We are aware that we are not capturing non-binary data and we aim to address this area as a part of our Data Integrity Project.

Ethnicity

We have made positive progress on our ethnic minority employment target and have seen a positive increase of 2.24% of minority ethnicities being employed in 2023, leading to the ethnic minority profile reaching 13.05%. We will continue working in partnership with the local community on promoting the Inclusive recruitment and selection campaign.

Disability

Our staff disability data profile at 7.64% is 1.19% higher than the 2022 data at 6.45% but is considerably lower than the national average at 22%. We are addressing this by continuing our proactive approach in supporting people with disabilities within our recruitment and selection process as a Disability Confident Employer.

Religion

The staff religion data shows that we have seen an increase of 0.85% of Muslim staff being employed in 2023. This is important because after Christianity and no religion, the largest religion in the Staffordshire region and the UK is Islam. However, our data also shows we have data gaps that we aim to address as a part of our Data Integrity Project.

Sexuality

The staff sexuality data shows that 6.13% of staff are reporting their sexuality as LGBTQ+ and this figure is higher than the national average at 3% LGBTQ+ individuals. However, our data also shows we have data gaps that we aim to address as a part of our Data Integrity Project.



PAY GAP REPORTING DATA 2022-2023

What is pay gap data and why is this important?

Pay gaps are indicators of embedded and systemic diversity and inclusion issues within organisations and many employers are now taking significant steps to identify and address the causes of the gaps. Pay gaps identify and acknowledge the percentage difference in the average hourly earnings for different groups of people, for example, male and female.

Mandatory gender pay gap reporting was introduced by the UK Government in 2017 for all organisations employing over 250 staff, with the aim of narrowing and eventually eliminating the pay differentials between men and women. The Gender pay gap is reported by using mean and median calculations:

Mean Pay Gap

The mean gender pay gap is calculated by adding up all salaries and dividing the result by how many people were in the list. We can then compare the mean pay for men with the mean pay for women. The difference between the two figures is the mean gender pay gap.

Median Pay Gap

The median gender pay gap is calculated by listing all of the salaries in numerical order. The median is the middle number. We can then compare the median pay for men with the median pay for women. The difference between the two figures is the median gender pay gap. Staffordshire University believes that it is important that we not only meet our legal obligations in reporting on the gender pay gap, but as a part of our values of being 'fair and Inclusive' we go beyond this legal requirement and report on how we are performing on pay differences across a range of characteristics. We have therefore used the mean and median format, reporting the pay gap for the following staff profile groups - gender, ethnicity, disability, and sexuality.



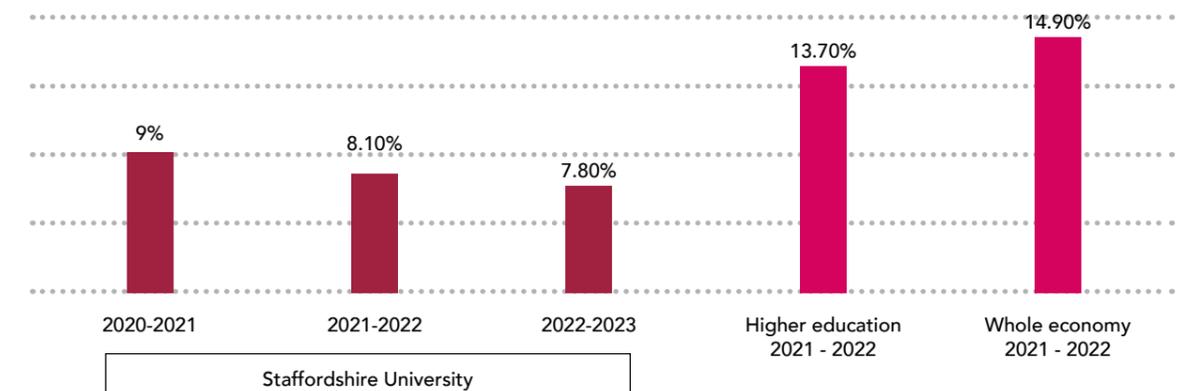
THE GENDER PAY GAP

Analysis of the gender pay gap data has revealed that the mean gender pay gap across Staffordshire University for female staff is 7.80%. This is lower than the data reported in 2022 at 8.10% and in 2021 at 9%. Our gender pay gap is also 7% lower than the HE Sector at 13.70% and 8% lower than the whole economy data at 14.90% (latest available data is 2021-22). The median pay gap at Staffordshire University is 0%. Whilst this is positive, particularly when compared to the HE Sector at 14.7% (ONS data 2020) if we remove the hourly paid part time staff from our calculation the median gender pay gap is 9.23%.

This data shows that our gender pay gap is the result of us having more women than men in roles in the lower grades of the pay structure. Where both men and women appear in the same pay grade, we know they are being paid equally because of our equal pay audits and job evaluation scheme. Therefore, we need to work on the mix of our male and female staff within the different job roles and pay grades within the University.

Year	The Gender Pay Gap
2020-2021	9%
2021-2022	8.10%
2022-2023	7.08%
Higher Education 2021-2022	13.70%
Whole economy 2021-2022	14.90%

The Mean Gender Pay Gap



THE ETHNICITY PAY GAP

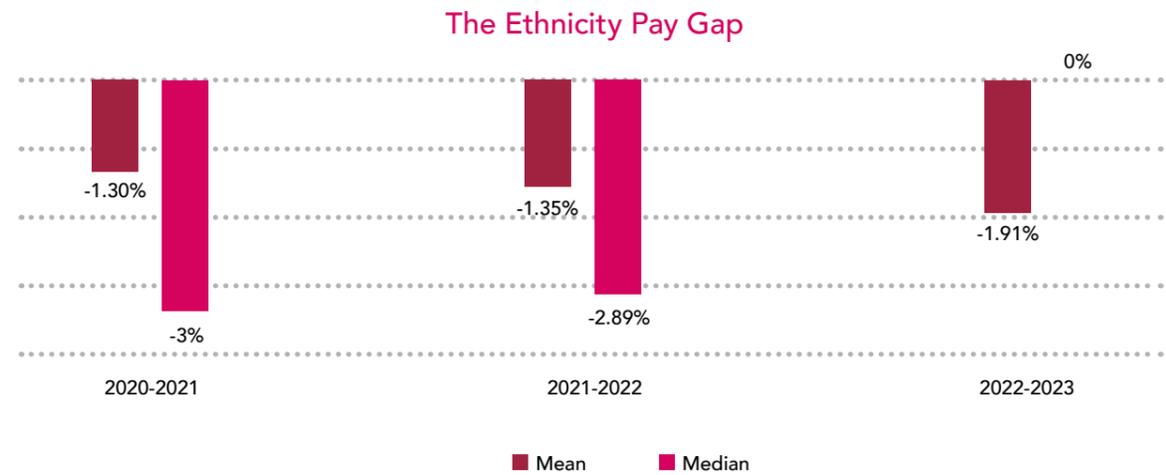
Although Ethnicity pay gap reporting is not mandatory, we believe the need to capture and report on our ethnicity pay gap data is important as this helps us understand where we may have disparities, and where we need to focus. Analysis of the ethnicity pay gap data has revealed that the mean ethnicity pay gap for all ethnicities, when compared with White British is -1.91% and is lower than the data reported in 2022 at -1.35% and 2021 at -1.30%. This is also considerably lower than Gov.UK Ethnicity pay gap data reported in 2020 at 29.3%.

The median ethnicity pay gap at Staffordshire University for all ethnic minorities compared to White British is 0%.

Our Ethnicity Pay Gap is considerably lower than the Gov. UK ethnicity median pay gap reported in 2021 at 34.8%.

Further analysis of the data shows that due to a small proportion of ethnic minorities being employed in the higher pay grades has skewed the data and has impacted on the ethnicity pay gap. We have a lower number of ethnic minorities employed at Staffordshire University at 13.05% compared to the HE sectors average of average of 17%. Therefore, we need to focus on increasing the number of ethnic minorities employed within the organisation, within all job roles and pay grades, to provide a more representative picture.

Pay Gap	Ethnicity	Pay Gap
Year	Mean	Median
2021	-1.30%	-3%
2022	-1.35%	-2.89%
2023	-1.91%	0%



THE DISABILITY PAY GAP

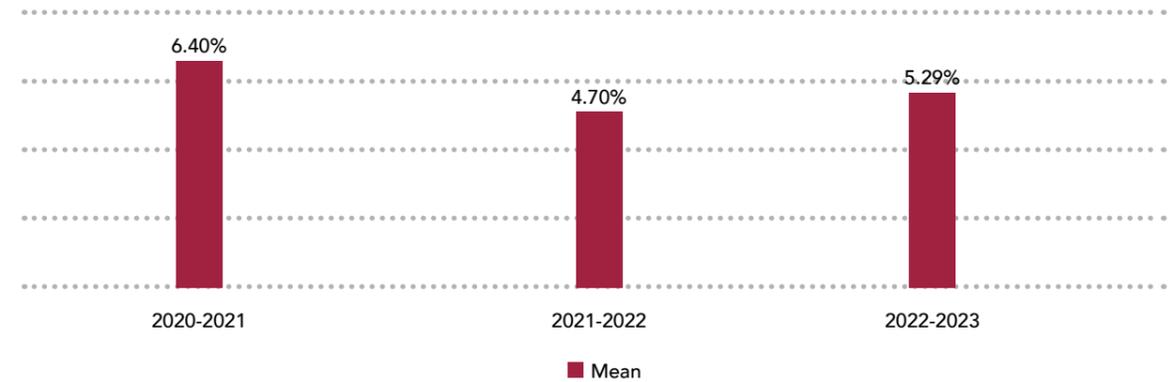
Analysis of the disability pay gap data has revealed that the mean disability pay gap across Staffordshire University for disabled staff is 5.29%. This is slightly higher than the data reported in 2022 at 4.70% and this may be due to the increased numbers of staff that have reported a disability at 7.64 % compared to 2021 data at 6.45%. Our disability pay gap is considerably lower than Gov.UK disability pay gap reported in 2021 at 13.8%. The median disability pay gap at Staffordshire University is 0%.

Whilst this is positive, the data shows that we have a lower number of disabled people employed at Staffordshire University at 6.45% compared to the national average of 22%. Therefore, we need to focus on increasing the number of disabled staff employed within the organisation, within all job roles and pay grades to develop a more representative understanding.

Pay Gap	Disability	Pay Gap
Year	Mean	Median
2021	6.40%	0%
2022	4.70%	0%
2023	5.29%	0%



The Disability Pay Gap



THE SEXUALITY PAY GAP

This is the second year that we are also publishing our sexual orientation pay gap. This provides a base line against which to measure progress, especially in ensuring higher representation of lesbian, gay and bisexual people within our organisation.

Analysis of the sexuality pay gap data has revealed that the mean sexuality pay gap across Staffordshire University for LGBTQ+ staff is 17.3% and is lower than the 2022 pay gap data at 19.3%. The median pay gap is 0.03%. There is limited sexuality pay gap data available, however PWC reported in 2022 that their sexuality pay gap being around 19%.

The data shows that our sexuality pay gap reflects the low overall number 6.13% (118) of staff that have a disclosed their sexuality as LGBTQ+, as 22.5% of our

data is unknown/prefer not to say. However, our LGBTQ+ staff sexuality profile is higher than the national average at 3% as reported in the 2019 Census data

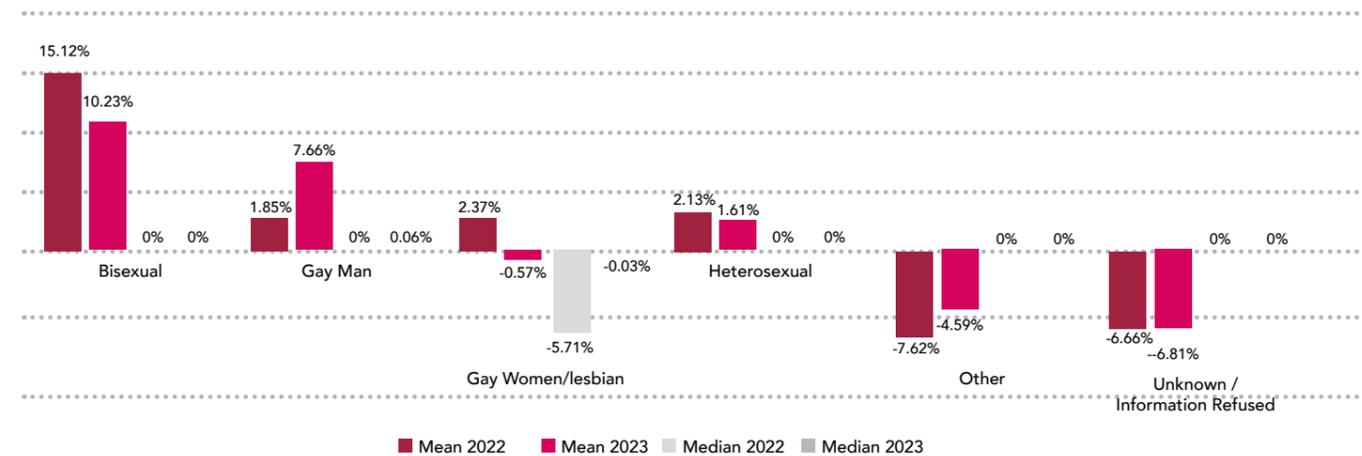
Census data has also illustrated the age profile 25years and under are more comfortable in disclosing their sexuality as LGBTQ+, then other age groups. We need to undertake further analysis to assess if our LGBTQ+ staff numbers are also higher within this age group, as staff aged 25 years and under may be employed on lower pay grades, due to their developing career trajectory.

Therefore, we need to ensure we continue creating the conditions in which our staff are comfortable to share their personal details with us and data disclosure, collection and analysis will be priority for the year ahead and beyond, as a part of the Data Integrity Project.



Category	2022		2023	
	Mean	Median	Mean	Median
Bisexual	15.12%	0%	10.23%	0%
Gay Man	1.85%	0%	7.66%	0.06%
Gay Women/lesbian	2.37%	-5.71%	-0.57%	-0.03%
Heterosexual	2.13%	0%	1.61%	0%
Other	-7.62%	0%	-4.59%	0%
Unknown/Information Refused	-6.66%	0%	-6.81%	0%

The Sexuality Pay Gap

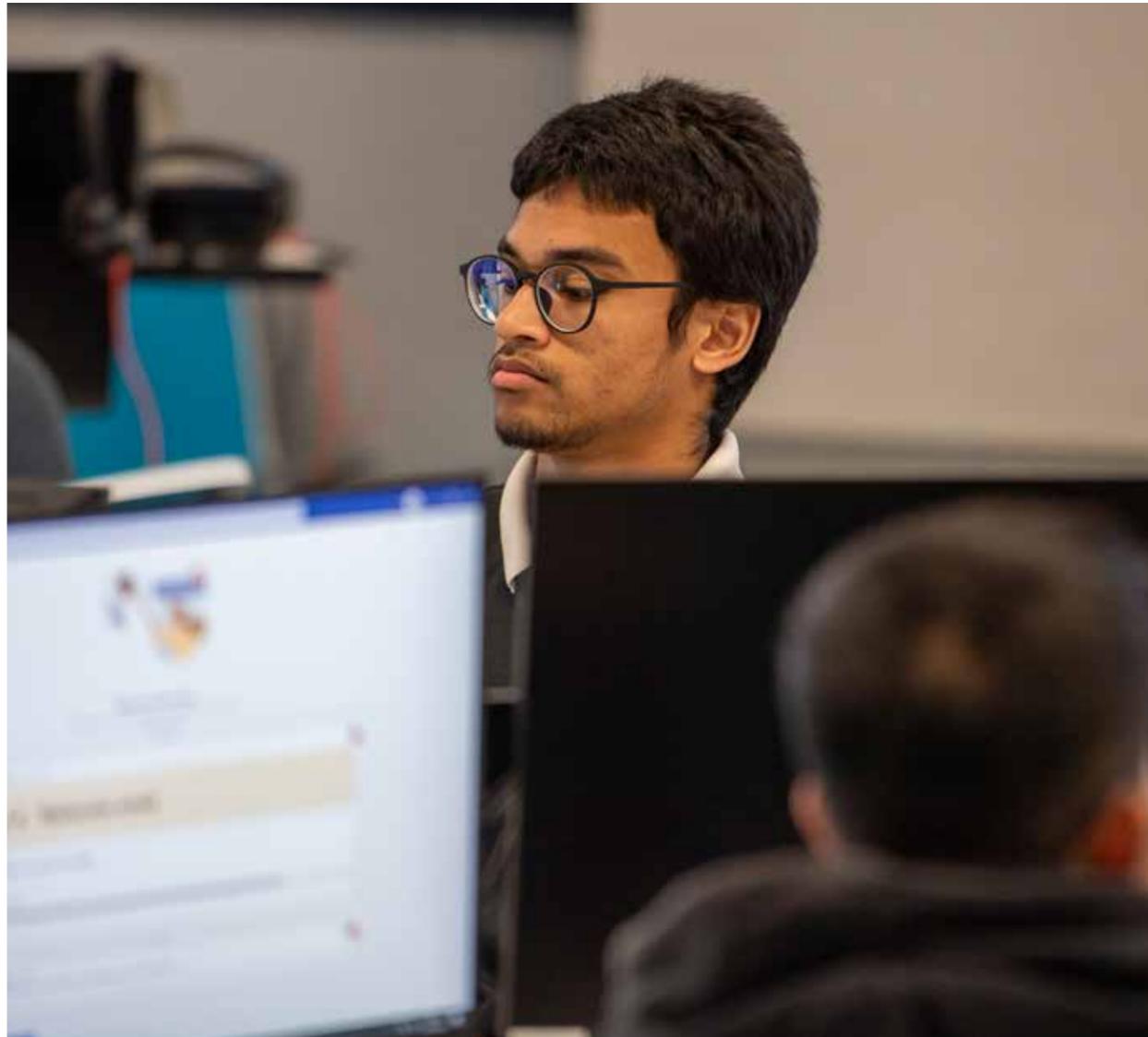


³ <https://www.pwc.co.uk/who-we-are/annual-report/people-2022/diversity-data.html#sexual-orientation>

³ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality>

What Will Be Our Staff Development Priorities For 2024?

- As a part of our YourCareer@Staffs, plans have been developed that support our values in being 'fair and inclusive' and in particular ensure all staff have equal access to professional development to enhance their career progression.
- Working within Disability Confident, Stonewall and the Race Equality Chartermark principles we will deliver a more diverse workforce through refreshed inclusive approaches to attraction, recruitment and selection.
- Examine the recruitment journey from application, shortlisting, selection and offer stage to understand why some diverse groups may not be as well represented within particular jobs roles, pay grades and senior leadership level.
- Continue providing bespoke training to staff on inclusive recruitment methods and how to promote 'Conscious Inclusive thinking and behaviours' in our working practices, to bring to life for all staff our value of 'fair and inclusive'.
- Addressing the staff profile data gaps by ensuring data disclosure and collection will be priority for the year ahead and beyond, by launching the Data Integrity Project.



STUDENT PROFILE DATA AND INFORMATION

What have we delivered and achieved so far for our students?

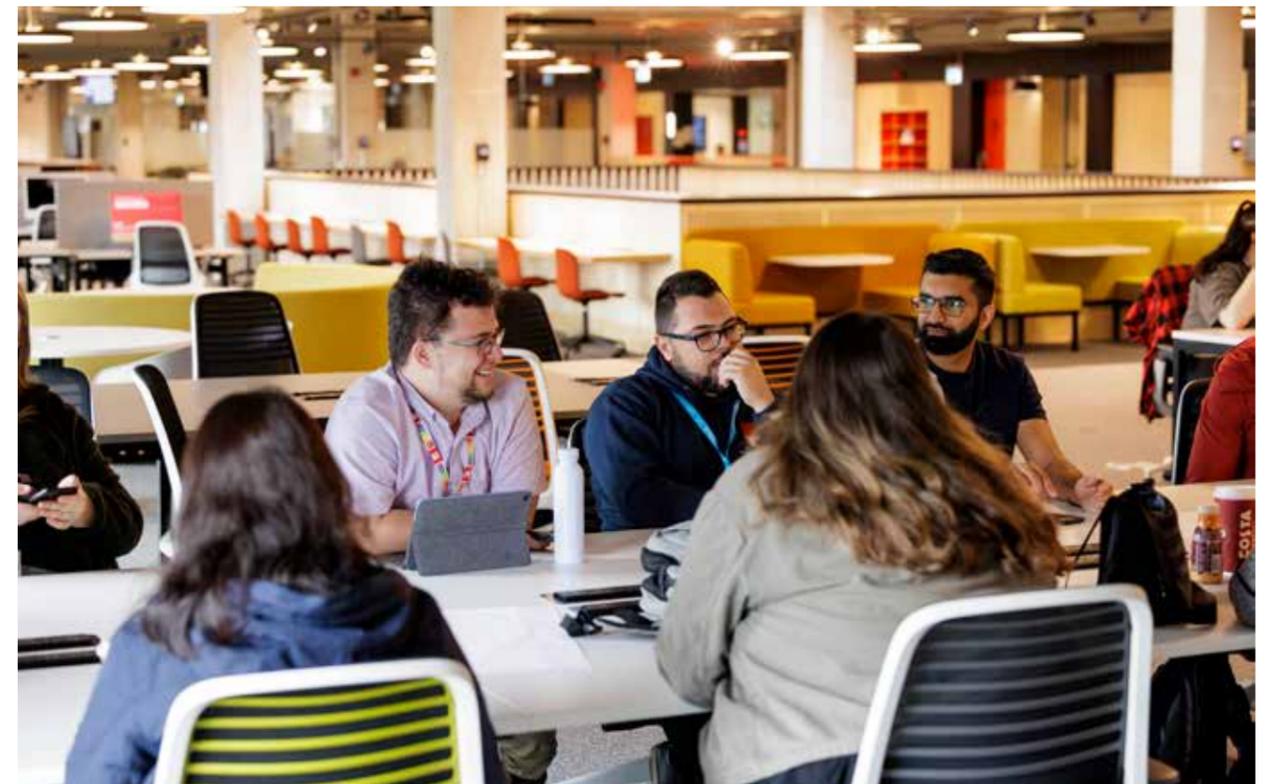
As a 'Catalyst for Change', Staffordshire University has an opportunity to transform the lives of people, particularly our students, who in turn will transform our society and transform the places they live in and work, both within the UK and overseas. We must ensure that we are a welcoming, intercultural environment where students feel part of an inclusive university and broader local community.

Whilst we have developed a range of approaches to underpin an inclusive student experience, we recognise that there is more we need to understand and address. The below sections illustrates some of the work delivered in 2023 and what more needs to be delivered:

- Improved communication to students regarding inclusion support provision and improved processes for non-Disabled Students Allowance eligible courses 'offering one to one appointments 5 days a week with an Advisor. Weekly drop-ins available at Stoke and Stafford campus and providing a separate booking link for London students.
- Delivering staff training with regards to recognising

the diverse needs of student groups to ensure referrals are done more efficiently for students who have shared a disability.

- Refresh of the Access and Participation plans on how Staffordshire University will improve equality of opportunity for underrepresented groups to access, progress and succeed with their studies.
- Supporting student Inclusion groups, for example, LGBTQ+ and disability to ensure inclusive services are being developed and delivered for all our students diverse needs
- Diagnostic assessment service offering dyslexia, dyspraxia and dyscalculia assessments.
- Continuing to work with our external partners in supporting our student's inclusion needs by sharing of consent and care plans.
- Introduction of 'brief intervention' mode of appointments so that students who do not meet structured support but may benefit with one or two follow-up appointments to enable access.
- Sharing recorded workshops and wellbeing information to be distributed on blackboard and on our webpages to raise awareness and also for students who may be harder to reach and access services eg post-grad, mature etc.



Inclusion Work Delivered In Partnership With Our Students Union Representatives

In addition to the above developments, working in partnership with the Student Union we have delivered the following:

- Supported the development of Universities EDI statement and EDI statement video that promotes our diverse student body, their experiences, and their needs.
- The launch of the consent module that addresses a zero – tolerance culture on gender-based violence
- In 2022/23 Staffordshire University Students' Union and Staffordshire University launched the Period Poverty Project and dispensers containing tampons and sanitary towels have been installed in all our buildings across the Stoke-on-Trent, Stafford, and London campuses.
- Recruited new Student Union members and have two new international students that are a part of the new Student Officers Team
- Undertaking a LGBTQ+ accommodation review that will support LGBTQ+ living inclusion needs
- Consultation with the LGBTQ+ network and engaged students as well as North Staffs Mind to produce a training pack for LGBTQ+ students mental wellbeing needs.
- Conducted a 'Pulse survey' on the impact of the 'cost of living' for students. The findings from this survey led to a three phased support framework that will support students by offering support workshops on employment opportunities,

working with the Horizon Fund in fundraising to create breakfast and lunch clubs and warm banks.

What does our student's data tell us?

The data we hold regarding our student body is robust, with 100% data available on age, gender, and disability, 97.5% on ethnicity, 95% on religion, and 92.5% on sexual orientation. This demonstrates that we have strong data capturing systems in place. Where we have small gaps in this data, we will address this as part of the Data Integrity Project.

Our Student data comparison has been made with the Post92 sector data for higher education organisations, where this has been available.



Staffordshire University's Student Age Data Profile Comparison From 2020/21 to 2022/23

The student age profile data illustrates that our '19 years to 21 years' student intake in the academic year 2022-2023 saw an increase of 4.51% at (19.78%) from the previous year, and a slight decrease in the '19 years and under' group of 1.63% (14.66%) from the previous year.

Post92 sector data on age is not available, as this is reported on age within the academic year so currently there is no data available that is

suitable to compare our data set against.

Further analysis of the data has revealed that we have more '19 years and under' students as a percentage of students at Staffordshire University London (41.14%), followed by Digital, Technology and Arts (29.25%), and Justice, Security and Sustainability (17.2%). We have a higher number of '26 to 35 years' in Health, Social and Wellbeing

(28.22%) and Institute of Education (25.08%). This data demonstrates that we need a positive recruitment drive to encourage a more inclusive approach to the age demographic across the academic portfolio. This area is being addressed by the Universities Student Recruitment and Conversion Strategy and action plan.

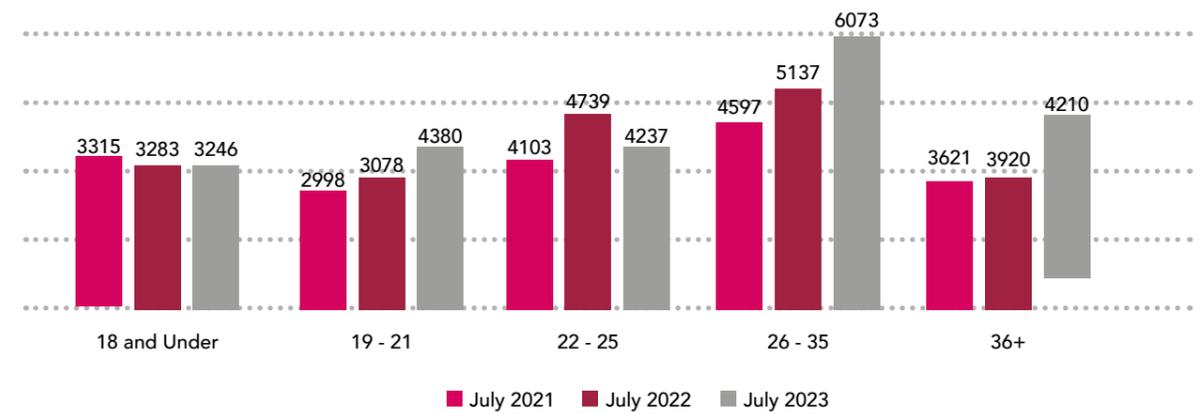
Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
18 and Under	3315	17.79%	3283	16.29%	3246	14.66%
19-21	2998	16.09%	3078	15.27%	4380	19.78%
22-25	4103	22.02%	4739	23.51%	4237	19.13%
26-35	4597	24.67%	5137	25.48%	6073	27.42%
36+	3621	19.43%	3920	19.45%	4210	19.01%
Total	18634	100%	20157	100%	22146	100%



Year	July 2021	July 2022	July 2023
18 and Under	3315	3283	3246
19-21	2998	3078	4380
22-25	4103	4739	4237
26-35	4597	5137	6073
36+	3621	3920	4210

Detail	YoY % Change
18 and Under	-1.63%
19-21	4.51%
22-25	-4.38%
26-35	1.94%
36+	-0.44%

Age Comparison Count



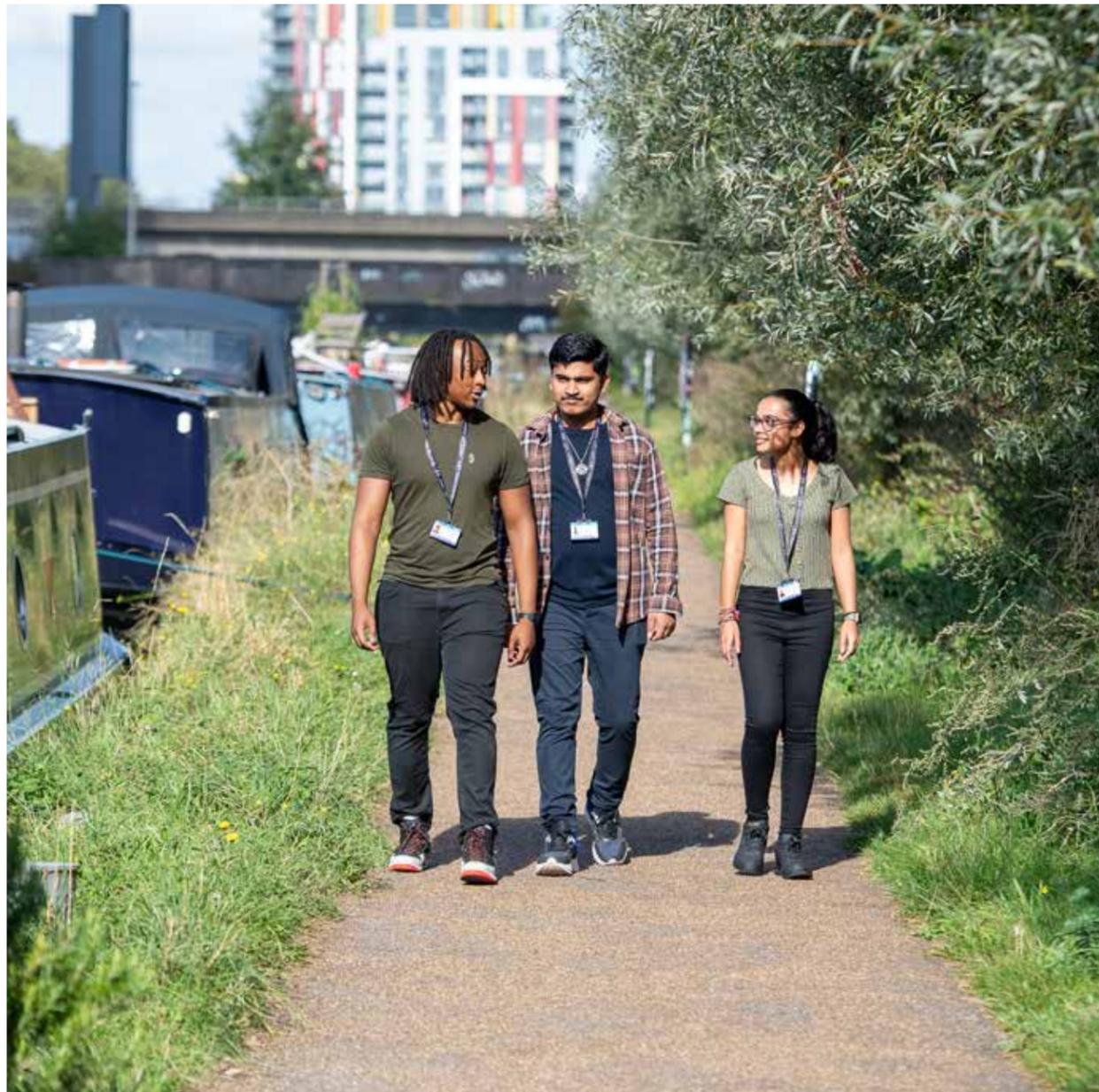
Staffordshire University's Student Sex (Gender) Data Profile Comparison From 2020/21 to 2022/23

The student sex (gender) profile data illustrates that more male students enrolled in the 2022-2023 academic year (53.31%), an increase of 0.41% from 2021-2022 data. The University had a slight decrease in female students in the 2022-2023 student intake (46.53%), a decrease of 0.40% from the previous year.

Overall post-92 sector data figures for 2018 to 2021 has illustrated a higher trend of around 55% female students enrolling, compared to 46.53% for Staffordshire University.

Further analysis of the data has revealed that we have more male students as a percentage at Staffordshire University: London

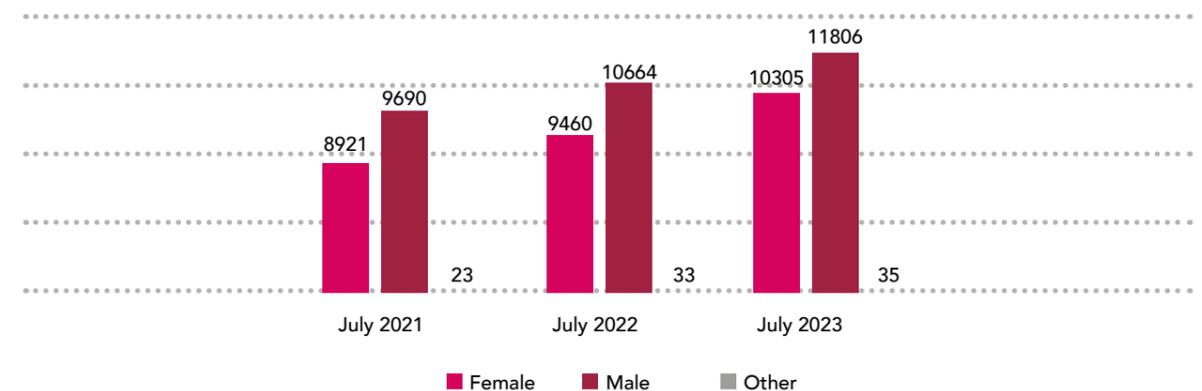
(83.97%), and then Digital, Technologies and Arts (73.32%) and Justice, Security and Sustainability (51.92%). This again suggests that certain aspects of our academic portfolio attract an imbalance of students based on their gender. This will be addressed through the Student Recruitment Conversion Strategy.



Year	July 2021		July 2022		July 2023		Detail	YoY % Change
	No	%	No	%	No	%		
Detail	No	%	No	%	No	%	Female	-0.40%
Female	8921	47.87%	9460	46.93%	10305	46.53%	Male	0.41%
Male	9690	52%	10664	52.90%	11806	53.31%	Other	0.00%
Other	23	0.12%	33	0.16%	35	0.16%		
Total	18634	100%	20157	100%	22146	100%		

Year	July 2021	July 2022	July 2023
Female	8921	9460	10305
Male	9690	10664	11806
Other	23	33	35

Sex Comparison Count



Staffordshire University's Student Ethnicity Data Profile Comparison From 2020/21 to 2022/23

The student ethnicity profile data illustrates that we have seen a positive increase of 5.89% of minority ethnic students enrolment in the academic year 2022-2023 at 25.61% compared to 19.72% in the previous academic year. This demonstrates we are making progress on delivering upon our KPI on 'Student demographic profile that mirrors post sector 92 norms'.

The post92 sector data illustrates approximately 28.9% of students are

from ethnic minority and our intake although positive is still 3.29% lower at 25.61%. However, several factors need to be taken into consideration i.e. the proportional size of international student cohorts, more diverse regional populations for domestic recruitment and potentially portfolio mix.

Further analysis of the data has revealed that we have more ethnic minority students as a percentage at Staffordshire University: London

(61.6%), then Justice, Security and Sustainability (38.49%), and Digital, Technologies and Arts (35.02%). Again, this suggests that our academic portfolio attracts an imbalance of students from different ethnic backgrounds. This area will be addressed in our Student Recruitment and Conversion Strategy and action plan.

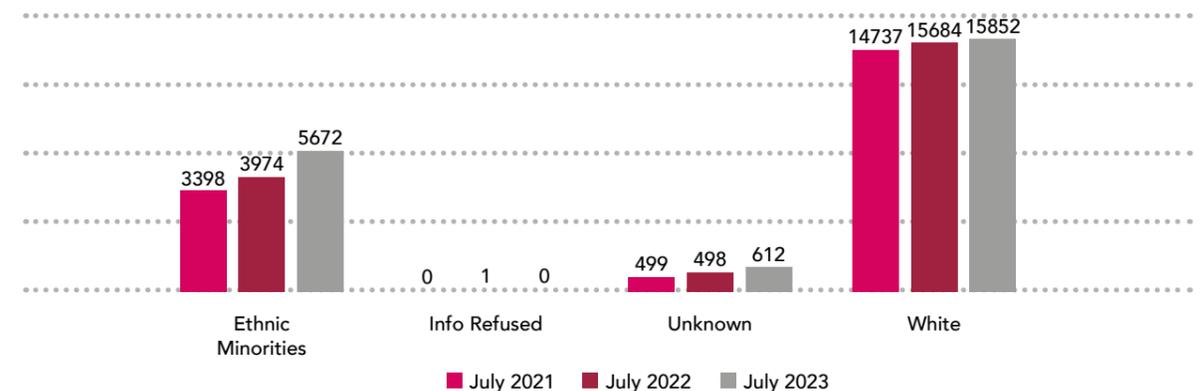


Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
Ethnic Minorities	3398	18.24%	3974	19.72%	5672	25.61%
Info Refused	0	0.00%	1	0.00%	0	0.00%
Unknown	499	2.68%	498	2.47%	612	2.76%
White	14737	79.09%	15684	77.81%	15862	71.62%
Total	18634	100%	20157	100%	22146	100%

Year	July 2021	July 2022	July 2023
Ethnic Minorities	3398	3974	5672
Info Refused	0	1	0
Unknown	499	498	612
White	14737	15684	15862

Detail	YoY % Change
Ethnic Minorities	5.89%
Info Refused	0%
Unknown	0.29%
White	-6.19%

Ethnicity (Broad) Comparison Count



Staffordshire University's Student Religion Data Profile Comparison From 2020/21 to 2022/23

The student religion profile illustrates that we attract students from a range of religions and beliefs, and our student profile religion data is comparable to the national religion data illustrated by ONC 2011 Post92 data on religion/belief is not available and higher education data across the sector has been used as a comparator instead. This illustrates Christianity (32%), no religion (48%) and Muslim (10%) are the highest

recorded religion/belief for the last three years. Our organisation data shows No Religion (50.34%), Christianity (28.5%), and Muslim (8.86%) to be the most frequent responses.

Further analysis of our data has shown a positive increase of 3.31% of Muslim students enrolment in the 2022-2023 academic year, increasing to 8.86%. Those students

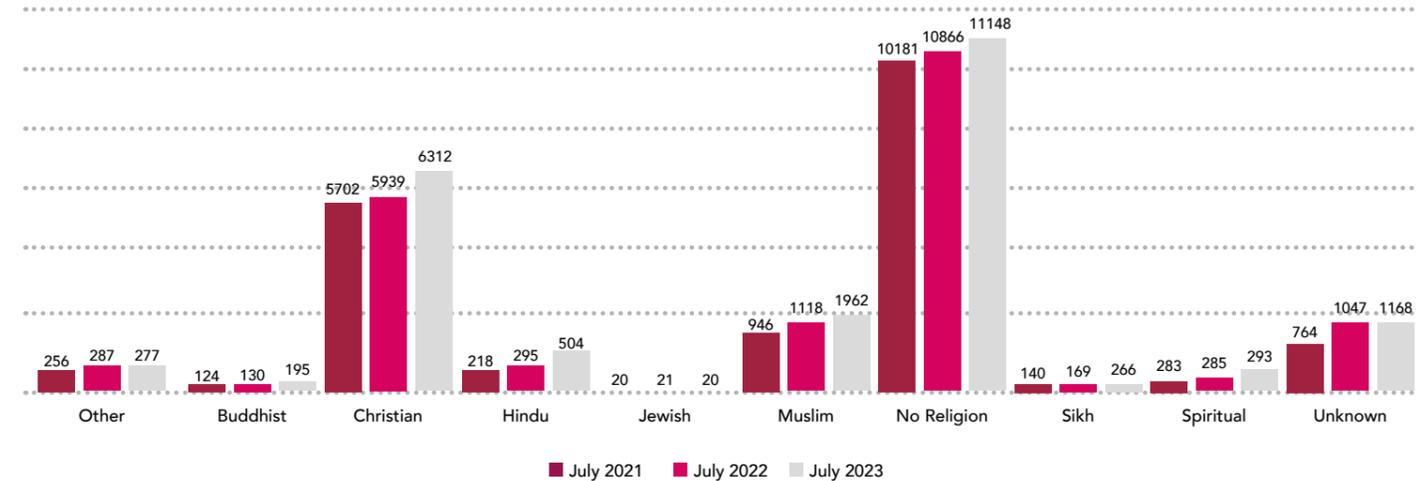
identifying as No religion reduced by 3.57% and Christian reduced by 0.96%, although remains the largest group proportionally at 28.5%. The percentage of students who enrolled in the 2022-2023 academic year for whom no data was known on religion, increased slightly by 0.08% to 5.27% and will be addressed as a part of the Data Integrity Project.

Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
Other	256	1.37%	287	1.42%	277	1.25%
Buddhist	124	0.67%	130	0.64%	195	0.88%
Christian	5702	30.60%	5939	29.46%	6312	28.50%
Hindu	218	1.17%	295	1.46%	504	2.28%
Jewish	20	0.11%	21	0.10%	20	0.09%
Muslim	946	5.08%	1118	5.55%	1962	8.86%
No Religion	10181	54.64%	10866	53.91%	11148	50.34%
Sikh	140	0.75%	169	0.84%	266	1.20%
Spiritual	283	1.52%	285	1.41%	293	1.32%
Unknown	764	4.10%	1047	5.19%	1168	5.27%
Total	18634	100%	20157	100%	22145	100%

Detail	YoY % Change
Other	-0.17%
Buddhist	0.24%
Christian	-0.96%
Hindu	0.82%
Jewish	-0.01%
Muslim	3.31%
No Religion	-3.57%
Sikh	0.36%
Spiritual	-0.09%
Unknown	0.08%

Year	July 2021	July 2022	July 2023
Other	256	287	277
Buddhist	124	130	195
Christian	5702	5939	6312
Hindu	218	295	504
Jewish	20	21	20
Muslim	946	1118	1962
No Religion	10181	10866	11148
Sikh	140	169	266
Spiritual	283	285	293
Unknown	764	1047	1168

Religion Comparison Count



Staffordshire University's Student Disability Data Profile Comparison From 2020/21 to 2022/23

The student's disability profile data illustrates that we have seen an increase of 1.90% of students that have reported a disability at enrolment in the academic year 2022-2023. The number of students that have declared a disability is now at 19.36% and is on par to the national average at 19%.

Post92 sector data shows that on average 14.5% of students declared a disability, when compared to our data this illustrates that our organisation has a far higher declared disability rate at 19.36%.

Further analysis of the data has revealed the school of Health, Social and Wellbeing (27.64%) and

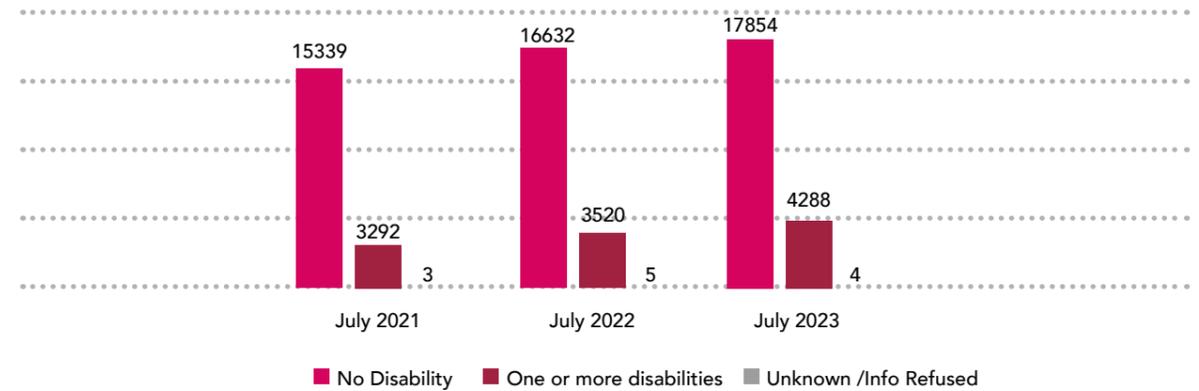
Staffordshire University: London (25.11%), have highest number of students with a disability. This again suggests that certain aspects of our academic portfolio attract an imbalance of students that have disclosed a disability. This will be addressed through the Student Recruitment and Conversion Strategy and action plan.

Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
No Disability	15339	82.32%	16632	82.51%	17854	80.62%
One or more disabilities	3292	17.67%	3520	17.46%	4288	19.36%
Unknown /Info Refused	3	0.02%	5	0.02%	4	0.02%
Total	18634	100%	20157	100%	22146	100%

Year	July 2021	July 2022	July 2023
No Disability	15339	16632	17854
One or more disabilities	3292	3520	4288
Unknown /Info Refused	3	5	4

Detail	YoY % Change
No Disability	-1.89%
One or more disabilities	1.90%
Unknown / Info Refused	0%

Disability Comparison Count



Staffordshire University's Student Sexuality Data Profile Comparison From 2020/21 to 2022/23

The sexuality profile data illustrates that we have seen a slight positive increase of 0.63% in the numbers of students reporting in the academic year 2022-2023 they are from the LGBTQ+ sexuality, now at 11.37%.

Post92 sector and higher educator sector data is currently not available on the sexuality profile of students for us to make a comparison.

ONS sexuality data illustrates that people aged '16 to 24 years' continue to be the most likely to identify as LGB in 2020 (8.0%) reflecting an increasing trend for this age group since 2014; this breaks down to 2.7% identifying as gay or lesbian, and 5.3% identifying as bisexual. Our LGBTQ+ sexuality data is 3.37% higher than the ONS data and this demonstrates that

our students feel comfortable in disclosing their sexuality within the University.

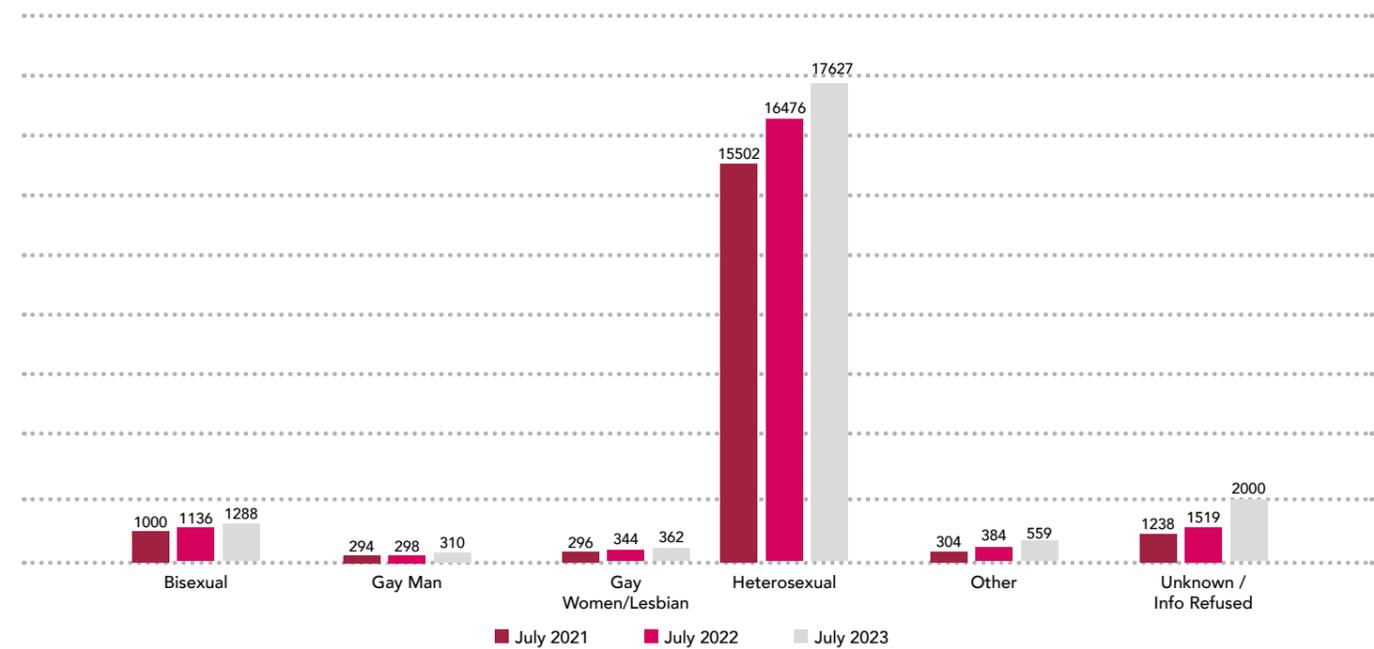
Our sexuality data also reveals that 9.03% of the data is not known/ information refused and due to this the true sexuality figure may vary. We aim to address this area as a part of our Data Integrity Project.

Year	July 2021		July 2022		July 2023	
	No	%	No	%	No	%
Bisexual	1000	5.37%	1136	5.64%	1288	5.82%
Gay Man	294	1.58%	298	1.48%	310	1.40%
Gay Women/lesbian	296	1.59%	344	1.71%	362	1.63%
Heterosexual	15502	83.19%	16476	81.74%	17627	79.59%
Other	304	1.63%	384	1.91%	559	2.52%
Unknown/Information Refused	1238	6.64%	1519	7.54%	2000	9.03%
Total	18634	100%	20157	100%	22146	100%

Year	July 2021	July 2022	July 2023
Bisexual	1000	1136	1288
Gay Man	294	298	310
Gay Women/lesbian	296	344	362
Heterosexual	15502	16476	17627
Other	304	384	559
Unknown/Information Refused	1238	1519	2000

Detail	YoY % Change
Bisexual	0.18%
Gay Man	-0.08%
Gay Women/lesbian	-0.08%
Heterosexual	-2.15%
Other	0.61%
Unknown/Information Refused	1.49%

Sexual Orientation Comparison Count



⁵ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2020>

What Do We Need To Deliver In 2024:

- Further targeted training for staff to ensure that reasonable adjustments are identified, and those adjustments are suitable for addressing student accessible needs.
- Early communication with applicants who have shared a disability under the HESA codes. Draft Learning Support Statements (LSS) to be put in place for 23/24 applicants. 1273 applicants have been contacted by email and follow-ups are already taking place.
- Capturing additional needs information in registration form to ensure smoother transition for students with a shared disability.
- Continue using CX to track all cases related to DSA, Needs Assessments, diagnostic assessments, LSS. Using our CX data capture more effectively to be able to identify students' demographics.
- Robust induction/ welcome and support continued throughout the year.
- Work more closely with our international student support colleagues to be part of events to widen awareness of team to this cohort of students.
- Continue with activities & events annual programme.
- Improved outreach and transition support into higher education to better emulate the ways in which College's support students with inclusion needs in progressing their education. These developments are already underway in collaboration with the student admission and transition team.
- Delivery of the Student Recruitment and Conversion Strategy and action plan that seeks to firmly place the university as sector leading 'Next Generation Education' provider and ensuring a hyper-personalised recruitment and admissions service that will meet our strategic priorities in winning and sustaining undergraduate and postgraduate market share and will address demographic differences in student recruitment across the portfolio.
- Delivery of the Internationalisation Strategy and action plan that will support our diverse international students within their education aspirations and broader student experience.
- Renewal of complaint process to ensure it is inclusive and easier to navigate, especially for our students with diverse needs.
- Delivery of access and participation actions plans that ensures underrepresented groups are supported entering higher education and progress successfully within their education.



INVOLVING OUR STAFF, STUDENTS, AND OUR COMMUNITIES

STAFFORDSHIRE UNIVERSITY INCLUSION GROUP

Staffordshire University aspires to involve our staff, students, and our communities as we develop. This is embedded in our values in

being 'fair and Inclusive' and our four priorities of Next Generation Education, Next Generation Experience, Next Generation

Engagement and Next Generation Environment.

Our Commitment - Further develop the work of the suig forum, focussing on addressing diversity and equality within the workplace and embedding and delivering the schedule of business.

The Staffordshire University Inclusion Group (SUIG) has helped to develop some targeted work over the past 12 months. SUIG membership was enhanced in January 2022 with over 30 nominated members (staff, students, chaplaincy office and Union representatives) supporting

the Chair, the Chief Operating Officer and, Director of EDI to oversee and shape our approach to EDI. Over the past year the group has scrutinised the EDI delivery plans and has helped to shape our EDI commitments that resonate with staff, students, and

our communities. This work has supported the development of the targeted and focussed KPIs that support monitoring of EDI objectives via the Schedule of Business.

Our Commitment - Coaching and supporting suig members in being the ambassadors on 'consciously inclusive behaviours' development and promotion across the organisation.

Members of SUIG have made sure that they provide a voice of honest open challenge to the organisation to do better where we need to and be able to raise any topic in an inclusive and

supportive environment. We are committed to ensure all our staff and students have a voice and SUIG has open membership meaning anyone who wishes to participate can. SUIG members have been

champions for and been a part of the 'consciously inclusive behaviours' training programme and have been proactive in promoting the 'Inclusive language Guide' across the organisation.

Our Commitment - SUIG members actively developing, delivering, and championing edi events and promotions across the organisation.

Members of SUIG have shaped the design and content of the Staff EDI survey and the EDI statement document and video productions., which is available to

view <https://www.youtube.com/watch?v=yL2JMI5DLEI>

Along with this SUIG members have participated in our EDI promotional

events, which have included raising awareness on Mental Health, Black History Month, LGBTQ+ Pride, Eid & Diwali festival, plus many more.

Some of the Inclusion and promotional events staff, students and SUIG members have supported in the development and delivery of are:

Chinese New Year 26th January

On Thursday 26 January 2023 the Student Support and Experience Team hosted a very special Chinese New Year celebration in The Catalyst. The evening included craft activities, music, dancing and some fabulous entertainment, exploring Chinese culture and welcoming the Year of the Rabbit.

Lent Celebration 22nd February

Staffordshire University launched the 'Get creative in our Pancake Day Competition' and offered the first 20 people to comment on this Lent post with their favourite pancake pun or joke to be able to collect a FREE box of ingredients from the Comms Team to create and enter #StaffsPancakeChallenge. Congratulations to the winner Ema Talam who created the delicious Staffordshire Knot pancake, that made us #ProudToBeStaffs

International Women's Day 8th March

This year's event focused on Embracing Equity. Over 350 people came together within The Catalyst building to celebrate International Women's Day, including staff, students, alumni, local businesses and community groups, and pupils from the Excellence Girls Academy in Shelton. The day featured guest speakers and talks on empowering women and included a showcase of local groups, charities, and organisations, all helping to spread positivity around issues ranging from the pay gap, period poverty, and the menopause, through to local arts and crafts.

Celebration of African Culture 16th March

This year's event took place in the Catalyst Hall/Gallery and was celebrated with an evening of music, dancing, entertainment, food, and craft activities! Individuals were dressed to impress in traditional attire and colourful ensembles for the chance to win best dressed of the evening.

Ramadan Iftar event 23rd March

To mark the start of the holy month, in partnership with Staffordshire Police, Staffordshire University and the Institute of Policing hosted an iftar event in the Catalyst building. Over 150 members of the community attended, including Lord Mayor Councillor Faisal Hussain. The purpose of the event was to celebrate the rich diversity of our communities and to build closer relationships and partnerships with one another.

Eid al-Fitr celebration 24th and 27th April

Over 200 staff, students, friends, and family were invited to attend our Eid Celebration event in The Catalyst. There was a selection of delicious cakes with chai tea and a delightful selection of open buffet food from our chef at the Catalyst kitchens. The event also included various activities such as face painting, calligraphy art and a henna artist.

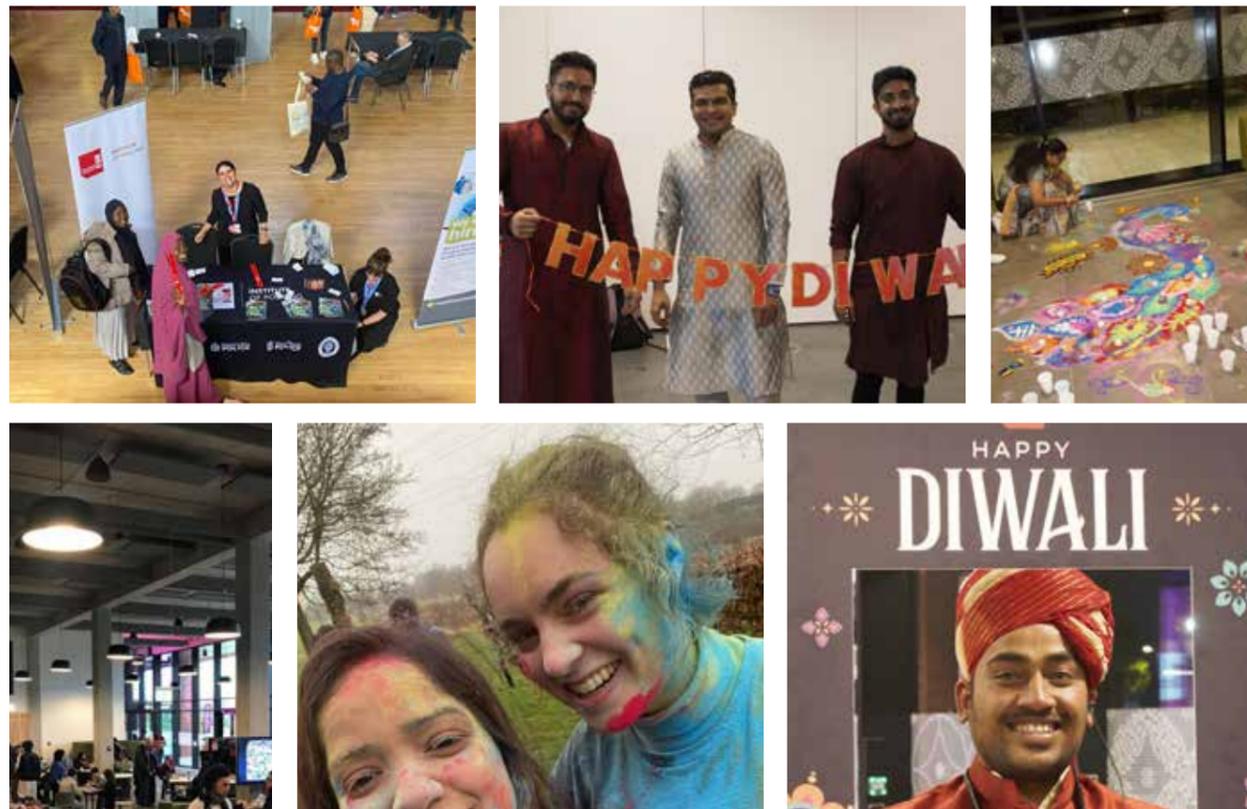
At our Stafford site, the Students' Union also hosted an Eid celebration in the Atrium at the Centre for Health Innovation.

Stoke-on-Trent Pride in Hanley Park 24th June

The Student's Union joined the celebrations that took place for Stoke-on-Trent Pride in Hanley Park. The celebrations included street performers, dancers, singers, and local artists. Friends and family came together to celebrate the LGBTQ+ community and promote acceptance and raise awareness of issues affecting people from the LGBTQ+ community.

We also recognised and promoted;

- World Suicide Prevention Day
- Diwali celebrations
- National Inclusion Week
- World Mental Health Day
- Christmas & Easter
- Holocaust Memorial Day
- World Wellbeing Week



HOW ARE WE INVOLVING AND WORKING WITH OUR COMMUNITIES

Our Commitment - Deliver our new communities strategy which will provide innovative ways in which we provide services and how we communicate with our diverse communities needs that promote our civic and levelling up commitments

Staffordshire University has Civic at the heart of its strategy and has a long history of collaborative working between communities, civic and civil society partners, staff and students to make a difference to our place. As part of our commitment to Next Generation Engagement, Connected Communities encompasses a range of activities, approaches and underpinning principles, developed in partnership with our community partners, that help our university to maximise our economic and social impacts across our regions.

Our approach has three priorities for action:

Co-creation

meaning Connected Communities is a collaborative effort between staff, students and community partners.

Community Giving

meaning we want to give back to our place, to ensure our community members and partners can benefit from our facilities, research and resources.

Place Shaping

meaning we work with partners to understand our place, raise aspirations for its future and work together to create a vibrant place for all residents to live, work and study.

The driving force behind Connected Communities is Staffs CAN, Staffordshire University's Community Advisory Network. This diverse network is made up of members of the public, civic partners and community and voluntary sector representatives. The network has set a vision for our Connected Communities partnership and feed ideas into the Connected Communities staff operations group and student network.

What we have delivered so far

Projects between 2021 and 2023 have had a focus on working with groups and individuals who have lived experience of social inequalities, including people experiencing hardship, digitally excluded people and families affected by the impacts of Covid-19 and subsequent rise of cost of living.

Raising Voices, Changing Minds, Ending Poverty:

Addressing the impact of hardship and poverty in Stoke-on-Trent and Staffordshire is a core civic priority for Staffordshire University. Funded by the National Lottery Community Fund, Raising Voices was a community research project through which we supported 12 people with lived experience of hardship to create a Raising Voices steering group and share their own and others' experiences of hardship. We

used photography, poetry, clay and workshops to tell their stories and set the foundations for a lasting network of community researchers committed to tackling poverty in the city. We consulted with 211 people and supported the creation of 20 poems, 9 photo stories and 70 postcards. We shared the stories with 70 people at an exhibition launch. The project resulted in a cocreated Manifesto for Change, signed by the Raising Voices Steering group and the Hardship Commission committing both groups to future collaboration to tackle poverty in the city.

Discover Digital:

Discover worked to boost digital inclusion across Stoke-on-Trent by engaging with communities to identify, understand and break down barriers to digital access. Funded by the Community Renewal Fund,

Discover was led by Staffordshire University in partnership with 9 local organisations. It offered meaningful digital skills training designed specifically for the most digitally excluded individuals in the community, grants to provide equipment and connectivity to individuals, grants to support grass-roots organisations in delivering their own digital inclusion projects, a Community Connector programme to amplify the voices of those most digitally disengaged, and a Digital Champions programme that provided informal digital support in the community. Innovative approaches were used to reach right into the heart of our community, including a city centre Pop-Up Shop, Digital On Your Doorstep events in the community and on-campus, and bespoke and meaningful digital training and support across a range of community spaces. Across the

whole project, 891 individuals received digital skills support. Grants have provided 243 individuals with digital equipment and connectivity, totalling £94,912.54. In addition, 14 community organisations received grants totalling £54,811 to support their own digital inclusion projects, further extending the reach of the project. 154 community voices were heard through the Community Connector Programme which helped shape the project. By listening to our communities and responding to their needs, significant progress towards understanding and reducing digital poverty in Stoke-on-Trent has been made.

Alice Charity:

Staffordshire University has worked alongside Alice Charity to train their staff and trainees in Get Talking, Staffordshire University's approach to Participatory Action research, and supported them to become community researchers to explore matters important to their organisation and their local communities.

In total, of 15 Alice Charity staff completed the training, across two cohorts. As part of the course, Alice Charity staff and trainees undertook short research projects into topics of relevance to the charity. Cohort 1 researched the impact of COVID-19 on Alice Charity and its staff and Cohort 2 explored how Alice Charity can respond to their families in a

'post pandemic landscape'. For some, this was their first time being on campus at a university. The time that they spent at the university allowed staff from the charity to get to know each other better than they had done previously, as well as boosting their confidence surrounding education.

Newsletter and enhancing communications:

We have a quarterly Connected Communities Newsletter keeping local residents and community, civil and civic partners up to date on our activities. We also share our Staffordshire University job vacancies through the newsletter and face to face events, supporting inclusive and local recruitment.



RESPONSIVE SERVICES, ACCESS, AND IMPROVING SATISFACTION LEVELS - WHAT HAVE WE DELIVERED IN 2023

Staffordshire University is committed to putting our staff, students, and our communities first. Our work should make our staff, students, and our communities' lives easier, and they should have an experience that meets their aspirations and ours. Staffordshire University is determined

to deliver fair and inclusive higher education experience and employment experience to contribute positively to our communities.

To fulfill our vision, we aspire to deliver 'Next Generation Education',

training and an employment experience that reinforces that we are there to make our staff, students and our communities lives better and easier, helping them to achieve their ambitions and life goals.

EQUALITY DIVERSITY AND INCLUSION SURVEY

Our Commitment - Staff EDI survey launch in 2023 that will continue our collection and analysis of staff experience to further develop a data-driven decision-making culture

To capture insight from our staff, an EDI Survey was developed in partnership with the Staffordshire University Inclusion Group (SUIG) members. The survey consisted of 47 quantitative and qualitative questions that captured the individuals profile details (age, gender, ethnicity, disability, sexuality, religion etc), place of work, and themed questions on;

- EDI Plans, processes, and systems.
- Being fair and inclusive and, being respected and valued.
- Recruitment, Selection and Promotion
- Supporting staff with caring duties
- Awareness and attendance at EDI events

The EDI survey was launched across the organisation on 12th December 2022 and closed on 4th February 2023. A total of 904 individuals (60.2%) of our staff across the organisation participated in the survey. The Race Equality Charter consultants commented that the rate of participation in the survey is very positive and is higher than the average rate of an EDI survey participation which is normally around 25 to 40%.



Our Commitment - Analysis of the survey feedback to fully understand lower satisfaction levels for the different protected characteristics and use the feedback to develop bespoke actions plans that will reshape service delivery

The results from EDI survey have been analysed and bespoke action plans have been developed on how to address the disparities identified by each School and Directorate. The EDI survey results have helped us to understand where we are making positive progress and where we may have disparities within satisfaction levels, and where we need to focus and improve our culture and services.

The key highlights of the results of the survey are as follows;

- Staff feedback reported that 78% agreed or strongly agreed we had good EDI policies, structures, and systems in place.

- 70% agreed or strongly agreed being respected and valued regardless of their gender or ethnicity. (This is important because it evidences that we are making positive progress in some of our key target areas i.e Athena Swan and Race Equality Charter).
- 18 staff members have expressed an interest to support EDI initiatives across the organisation.
- Lack of awareness on their SUIG member or work delivered. Only 30% agreed or strongly agreed that they had knowledge of who their SUIG member was, or feedback was provided on the work being delivered.

- Lack of consistency around how staff were being developed and supported.
- Better cultural awareness and communication on EDI events.

The next steps will be is to align the EDI survey action plans with the Staff Culture Survey results and develop a culture survey master action plan that will help us to make improvements within this area. Further information on the work required will be provided in the People strategy progress update.



AN OVERVIEW OF OUR KEY EDI PRIORITIES FOR 2023/24

As our EDI report illustrates, we have had a challenging and exciting year with the delivery of our EDI commitments that link with our Strategic plan and values. The report data has also demonstrated that we are making positive progress in meeting some of our EDI targets and KPIs;

- *Reduction in the Gender Pay Gap to 7.80%, this is lower than the data reported in 2021 at 8.10% and lower than the HE sectors average of 15.5%. This demonstrates our recruitment, retention and progression work and activities are delivering positive results in closing the pay gap for female staff*
- *Staff demographic profile that mirrors the regional profile. We have increased our*

ethnic minority staff profile from 8.89% in 2021 to 13.71% in 2023, exceeding our 2023/24 target, which was set at 10.80%

- *Student demographic profile that mirrors the post92 sector norms. We have increased our ethnic minority student profile from 18.24% enrolment in 2021 to 19.72% in 2022, to 25.61% in 2023 making positive progress towards achieving our KPI*

We want to ensure that we continue building upon this work by delivering the following focussed and targeted pieces of work in 2024/2025;

LEADERSHIP, PARTNERSHIP AND ORGANISATION COMMITMENT

- Promoting the MSc Entrepreneurship and the Peter Coates Fast Forward Programme that offers emerging entrepreneurs the practical business education skills and support they need to start new businesses.
- Continuing recruiting to vacancies within the Board of Governors, developing positive action approaches wherever possible to ensure we continue to increase the diversity of our Board, especially within the female and non-binary categories.
- Working with our partners and stakeholders, continue to identify ways we can support staff and students with the current 'cost of living' challenges.
- Developing the new EDI Framework that aligns with our Strategic plan and strategic business priorities.
- Delivery of the Access and Participation plans that sets out how we will improve equality of opportunity for underrepresented groups to access, progress and to succeed within their studies.

KNOWING OUR STAFF, STUDENTS, AND COMMUNITIES

- Launch our Data Integrity project, which includes a full review of the profile categories to ensure we are collecting inclusive, sufficient, and appropriate staff/student profiling data to understand their diverse needs and expectations.
- Launch a staff and student data promotion events that will encourage staff and students to provide their data especially on the profile groups with the largest data gaps, for example, disability, sexuality, and religion.

INVOLVING OUR STAFF, STUDENTS, AND COMMUNITIES

- Further develop the work of the SUIG Forum, focussing on addressing diversity and equality within the workplace and embedding and delivering the Schedule of Business.
- SUIG members actively developing, delivering, and championing EDI events and promotions across the organisation.
- Coaching and supporting SUIG members in being the ambassadors on 'consciously inclusive behaviours' development and promotion across the organisation.
- Deliver our Communities Strategy plans which will provide innovative ways in which we provide services and how we communicate with our diverse communities needs that promote our 'civic and levelling up' commitments.

RESPONSIVE SERVICES, ACCESS AND IMPROVING SATISFACTION LEVELS

- Student Wellbeing survey launch in 2023/24 that will continue our collection and analysis of student experience data to further develop a data-driven decision-making culture.
- Delivery of the staff culture survey/ EDI survey master plan that will address the disparities identified in the satisfaction levels for the different protected categories and assist us in reshaping service delivery that meets the inclusion needs of all our diverse staff.

A DIVERSE SKILLED AND COMMITTED STAFF AND STUDENT COHORT

- Ensuring our 'Staff makes Staffs' culture improvement programme, is developing an inclusive culture, incorporating and addressing the diverse needs of our staff.
- Continue to embed the People Strategy approach on inclusion, key aspects within this will be the implementation of the equality targets, professional development for staff via the Values and Behaviours Framework and the YOURCareer@Staffs programme.
- Working within Disability Confident, Stonewall and the Race Equality Charter principles and develop SMART action plans that support our values in providing fair and inclusive services for all our diverse employees that will enable us to register our interest for the charter mark awards by 2024.
- Continue the roll out of inclusive recruitment methods and how to promote 'Conscious Inclusive thinking and behaviours' to all key staff.
- Promote the staff profile capturing platforms that ensure data disclosure and collection will be priority for the year ahead and beyond.



APPENDIX

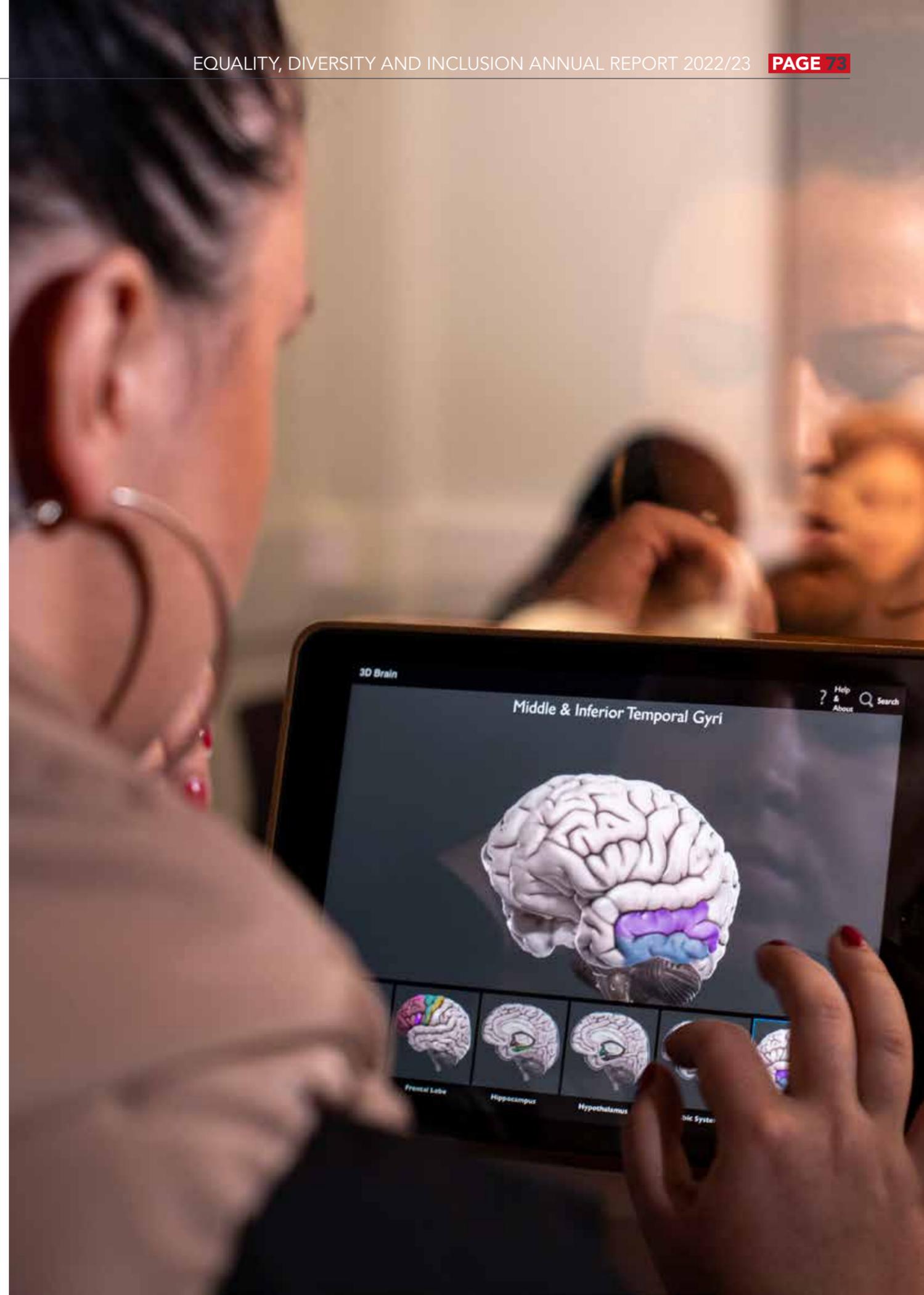
Staff and Student profile data comparison from 2022 to 2023

Grouping	Detail	31st July 2022		7th July 2023		Change +/-	2022 Count	2023 Count
		%	Count	%	Count			
Age	25 and Under	6.00%	107	6.03%	116	0.03%	107	116
Age	26-35	19.84%	354	22.56%	434	2.72%	354	434
Age	36-45	27.02%	482	25.10%	483	-1.92%	482	483
Age	46-55	27.47%	490	26.87%	517	-0.60%	490	517
Age	56-65	16.82%	300	16.79%	323	-0.03%	300	323
Age	65+	2.86%	51	2.65%	51	-0.21%	51	51
Disability	No Known Disability	91.03%	1624	89.45%	1721	-1.58%	1624	1721
Disability	One or more Disabilities	6.45%	115	7.64%	147	1.19%	115	147
Disability	Unknown/IR Disability	2.52%	45	2.91%	56	39.00%	45	56
Ethnicity (Broad Grouping)	BAME	10.71%	191	13.05%	251	2.34%	191	251
Ethnicity (Broad Grouping)	Unknown/IR	2.80%	50	3.22%	62	0.42%	50	62
Ethnicity (Broad Grouping)	White	86.49%	1543	83.73%	1611	-2.76%	1543	1611
Ethnicity (Detailed Grouping)	Asian	4.20%	75	5.82%	112	1.62%	75	112
Ethnicity (Detailed Grouping)	Black	1.96%	35	3.27%	63	1.31%	35	63
Ethnicity (Detailed Grouping)	Other BAME	4.54%	81	3.96%	76	-0.58%	81	76
Ethnicity (Detailed Grouping)	Unknown/IR	2.80%	50	3.22%	62	0.42%	50	62
Ethnicity (Detailed Grouping)	White	86.49%	1543	83.73%	1611	-2.76%	1543	1611
Gender	Female	55.21%	985	55.56%	1069	0.35%	985	1069
Gender	Male	44.79%	799	44.44%	855	-0.35%	799	855
Gender	Other	0.00%	0	0.00%	0	0%	0	0
Religion	Any other religion	6.17%	110	6.65%	128	0.48%	110	128
Religion	Christian	31.33%	559	30.98%	596	-0.35%	559	596
Religion	Muslim	3.31%	59	4.16%	80	0.85%	59	80
Religion	No religion	32.12%	573	34.72%	668	2.60%	573	668
Religion	Unknown/IR Religion	27.07%	483	23.49%	452	-3.58%	483	452
Sexual Orientation	Bisexual	2.58%	46	2.96%	57	0.38%	46	57
Sexual Orientation	Gay man	1.46%	26	1.61%	31	0.15%	26	31
Sexual Orientation	Gay woman/lesbian	1.18%	21	1.35%	26	0.17%	21	26
Sexual Orientation	Heterosexual	69.39%	1238	71.36%	1373	1.97%	1238	1373
Sexual Orientation	Other	0.17%	3	0.21%	4	0.04%	3	4
Sexual Orientation	Unknown/IR Sexual Orientation	25.11%	448	22.51%	433	-2.71%	448	433

Student demographic profile data comparison from 2022 to 2023

Grouping	Detail	2021-2022		2022-2023		Change +/-	2022 Count	2023 Count
		Count	%	Count	%			
Ethnicity (Broad)	BAME	3974	19.72%	5672	25.61%	5.89%	3974	5672
Ethnicity (Broad)	Information Refused	1	0.00%	0	0.00%	0.00%	1	0
Ethnicity (Broad)	Unknown	498	2.47%	612	2.76%	0.29%	498	612
Ethnicity (Broad)	White	15684	77.81%	15862	71.62%	-6.19%	15684	15862
Ethnicity (Grouped)	Asian	1403	6.96%	2974	13.43%	6.47%	1403	2974
Ethnicity (Grouped)	Black	1115	5.53%	1563	7.06%	1.53%	1115	1563
Ethnicity (Grouped)	Information Refused	1	0.00%	0	0.00%	0.00%	1	0
Ethnicity (Grouped)	Other BAME	1456	7.22%	1135	5.13%	-2.09%	1456	1135
Ethnicity (Grouped)	Unknown	498	2.47%	612	2.76%	0.29%	498	612
Ethnicity (Grouped)	White	15684	77.81%	15862	71.62%	-6.19%	15684	15862
Sex	Female	9460	46.93%	10304	46.53%	-0.40%	9460	10304
Sex	Male	10664	52.90%	11806	53.31%	0.41%	10664	11806
Sex	Other	33	0.16%	35	0.16%	0.00%	33	35
Age on Entry	18 and Under	3283	16.29%	3246	14.66%	-1.63%	3283	3246
Age on Entry	19-21	3078	15.27%	4380	19.78%	4.51%	3078	4380
Age on Entry	22-25	4739	23.51%	4237	19.13%	-4.38%	4739	4237
Age on Entry	26-35	5137	25.48%	6073	27.42%	1.94%	5137	6073
Age on Entry	36+	3920	19.45%	4210	19.01%	-0.44%	3920	4210
Disability	No disability	16632	82.51%	17854	80.62%	-1.89%	16632	17854
Disability	One or more disabilities	3520	17.46%	4288	19.36%	1.90%	3520	4288
Disability	Unknown/Info Refused	5	0.02%	4	0.02%	0.00%	5	4
Sexual Orientation	Bisexual	1136	5.64%	1288	5.82%	0.18%	1136	1288
Sexual Orientation	Gay man	298	1.48%	310	1.40%	-0.08%	298	310
Sexual Orientation	Gay woman/lesbian	344	1.71%	362	1.63%	-0.08%	344	362
Sexual Orientation	Heterosexual	16476	81.74%	17627	79.59%	-2.15%	16476	17627
Sexual Orientation	Unknown/Info Refused	1519	7.54%	2000	9.03%	1.49%	1519	2000
Sexual Orientation	Other	384	1.91%	559	2.52%	0.61%	384	559
Religion	Any other religion or belief	287	1.42%	277	1.25%	-0.17%	287	277
Religion	Buddhist	130	0.64%	195	0.88%	0.24%	130	195
Religion	Christian	5939	29.46%	6312	28.50%	-0.96%	5939	6312
Religion	Hindu	295	1.46%	504	2.28%	0.82%	295	504
Religion	Unknown/Info Refused	1047	5.19%	1168	5.27%	0.08%	1047	1168
Religion	Jewish	21	0.10%	20	0.09%	-0.01%	21	20
Religion	Muslim	1118	5.55%	1962	8.86%	3.31%	1118	1962
Religion	No religion	10866	53.91%	11148	50.34%	-3.57%	10866	11148
Religion	Sikh	169	0.84%	266	1.20%	0.36%	169	266
Religion	Spiritual	285	1.41%	293	1.32%	-0.09%	285	293

<https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/population-of-england-and-wales/latest>





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