

STUDENT EQUALITY AND DIVERSITY PROFILE REPORT 2016/17

The annual Student Equality and Diversity Profile Report 2016/17 has been developed alongside the Equality and Diversity Annual Report 2016/17, and the Staff Equality and Diversity Profile Report 2016/17. It provides a detailed overview of the core representation and achievement levels of University students, by ethnicity (Black, Asian and Minority Ethnic (BAME)), gender, and disability in the following areas from 1 August 2016 to 31 July 2017 to include overall student profile, retention, progression and achievement.

Data on additional protected characteristics; religion, sexual orientation and age have been provided to complement the report. There is currently no method of reporting on gender identification for student data.

Information in the report is drawn from our annual student Higher Education Statistics Agency (HESA) Student return for 2016/17 and the Equality Challenge Unit (ECU) higher education statistical report (published 6 November 2017).¹

ACTIONS ARISING FROM THIS REPORT

Student Profile:

Keele has an increasingly diverse student demographic profile totalling a headcount of 11,045 which draws from a local, national and international admissions pool. Keele is committed to widening participation and access to higher education and the University will continue to monitor its student profile by ethnicity, gender, and disability in addition to other protected characteristics.

- The proportion of UK BAME students has increased from 20.8% to 26.3% in the past three years. The most notable increase can be seen within the full time undergraduate numbers. Whilst the sector average (21.8%) has also increased, Keele has experienced greater growth. The number of combined BAME UK and Non-UK students at Keele is 31.1%.
- Keele's student gender profile has been broadly stable over the last 5 years and remains higher than the current sector figures of 56.5% female.
- There has been a steady increase in the proportion of students with a disability over the past 5 years which is higher than the sector average of 11.3%. The increase parallels a trend of disclosure, particularly amongst undergraduate UK students.

Retention and Progression

- The proportion of BAME students at Keele able to progress is comparable for both BAME and White students with an average 87% progression rate (sector average 87.6%).
- The number of both male and female students who did not progress at year 1 has slightly increased since the 2015/16 from 7.2% to 8.3% and 8.1% to 9.9% respectively.
- The proportion of year 1 students with a disability not progressing has increased from 7.6% in 2015/16 to 8.6% 2016/17. The percentage of students with a disability at year two not able to progress has increased from 3.6% to 7.1%.

¹ <https://www.ecu.ac.uk/publications/equality-in-higher-education-statistical-report-2017/>

Achievement (Degree Results)

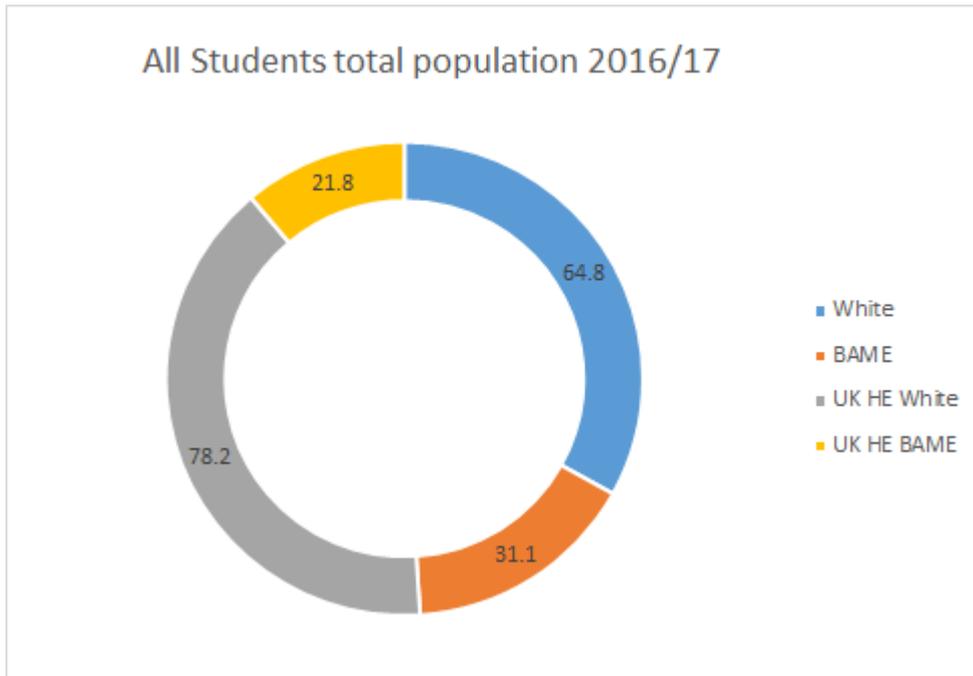
- The proportion of UK BAME students achieving a good degree at Keele is 64.1% (sector average for UK BAME students is 63.4%). For non-UK students the good degree average for BAME students is 46.5%, in comparison to white students where 86.6% achieve a 'good degree'.
- Female students continue to outperform men in achieving good degrees, although this gap is narrowing with a notable increase in the number of male students achieving a 1st class honours degree from 14.5% to 20% in the past year. The percentage of students obtaining a 'good degree' is in line with sector averages of 74.1% for females and 70.7% for male students.
- Students with or without a disability perform equally in relation to obtaining a good degree.

STUDENT ETHNICITY

1.0 Profile overview

The following chart illustrates the overall proportions of students at Keele, by ethnicity. This chart represents an aggregate of both UK domicile and Non UK students for all students in 2016/17.

Fig 1: UK domicile and Non-UK students in 2016/17



The following table illustrates the changing ethnic profile of the student population at Keele, over the past 3 years:

Fig 2: Keele Students by ethnicity (All Students - Home and Overseas aggregated):

All Students total population	2014-2015	2015-2016	2016-2017
	%	%	%
White	67.0	65.8	64.8
BAME	29.5	29.6	31.1
UK HE White	79.8	79	78.2
UK HE BAME	20.2	21	21.8

1.2 There has been an increase in the combined number of UK home and overseas BAME students at Keele currently represented at 31.1%. The main increase in numbers relates to UK BAME students (from 20.8% to 26.3% in the past three years) across full time undergraduate against a total sector average of 21.8%. The University is committed and continuing to build on the progress it has made by the increased BAME representation through its ongoing work to include enrolment in the Race Equality Charter.

1.3 The tables below illustrates the proportions of UK domicile students (i.e. excluding international students) over a five and three year period.

Fig 3: UK Domicile Students:

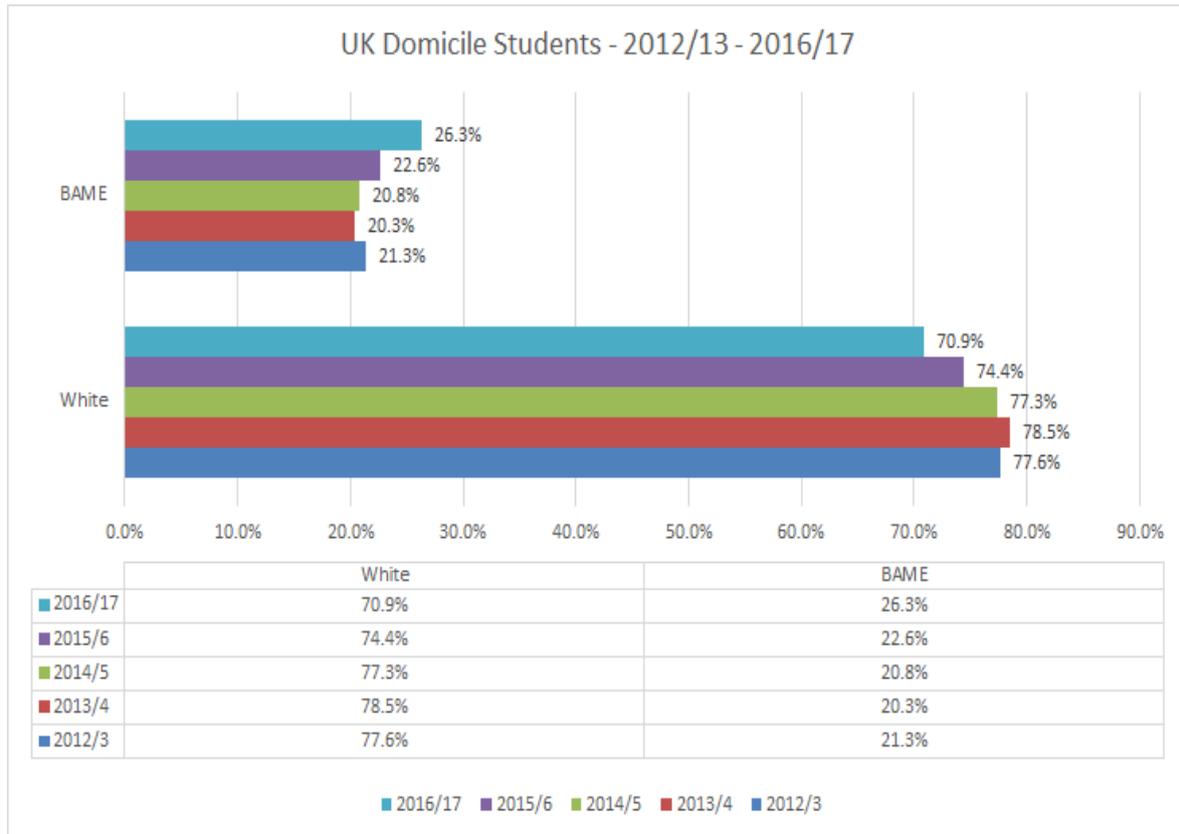
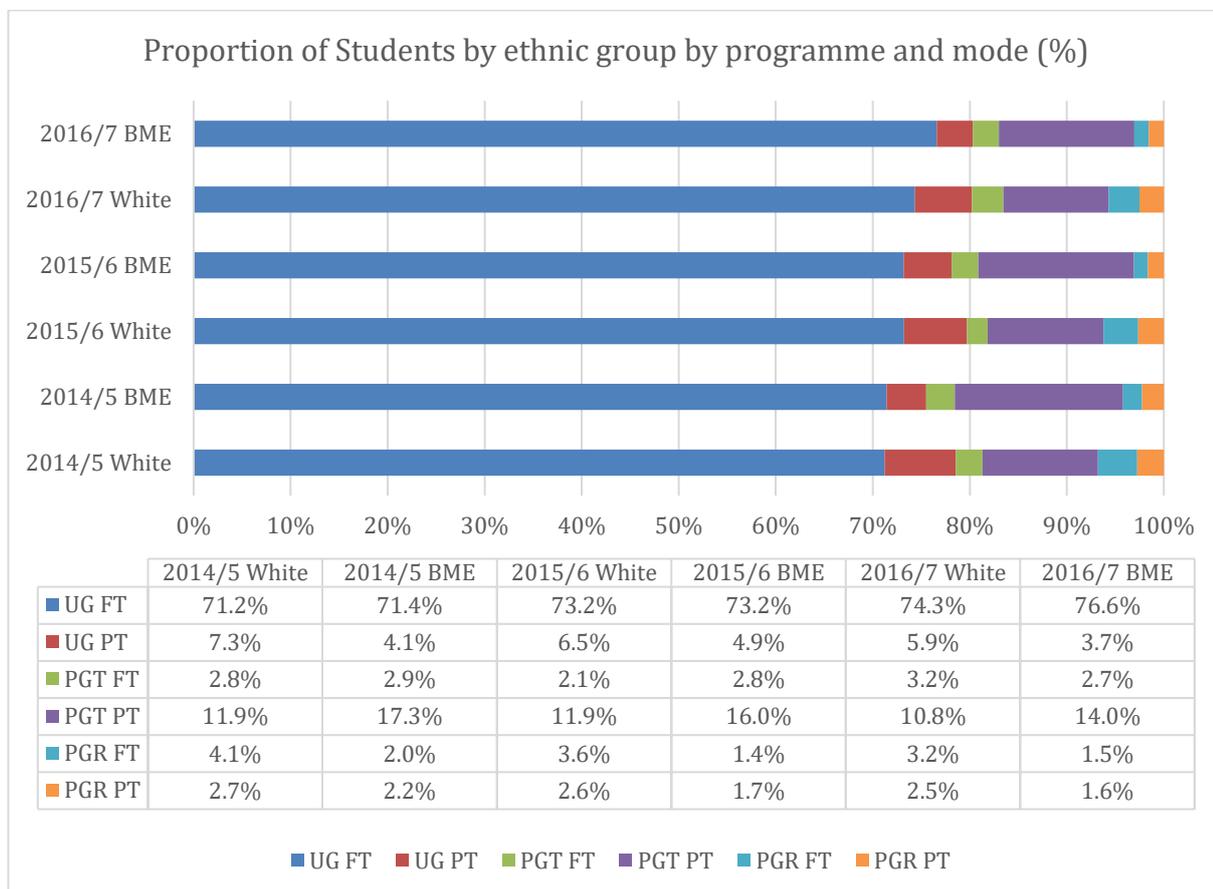


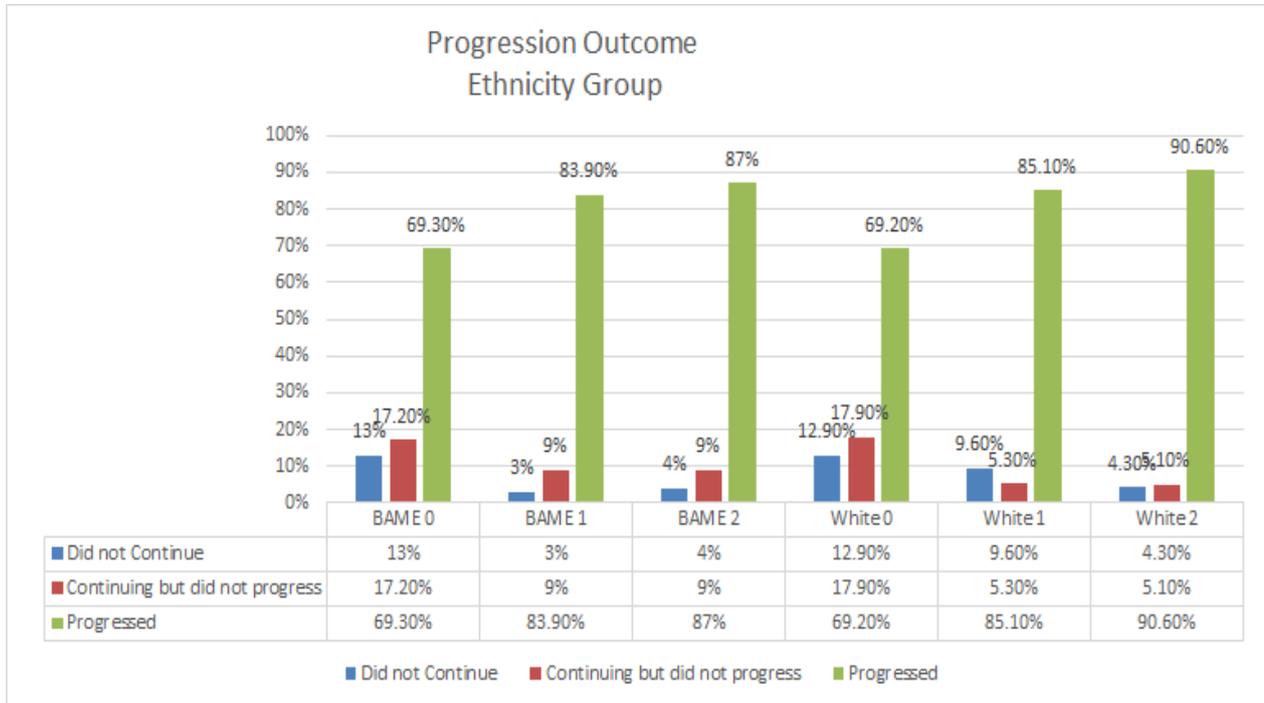
Fig 4: UK Domicile Students by programme and mode



2. STUDENT RETENTION (PROGRESSION) BY ETHNICITY

2.1 The chart and table below shows the progression rates for the 2016/17 academic year by course year and ethnicity.

Fig 5:



2.2 The figures show the proportion of BAME students repeating at both years 1 and 2 is broadly comparable from both ethnic groups.

2.3 During the past three years, there has been a significant reduction in non-progression for overseas students. In 2012/13 the proportion of overseas students not progressing was 17.4% in 2013/14: 14.2%; in 2014/15: 10.9% and in 2016/17 this has reduced further to 9.1%. Whilst acknowledging this significant trend, the rate of non-progression for overseas students (9.1%) remains higher than for UK home students (7.5%) and illustrates the additional challenges faced by international students.

3. DEGREE RESULTS BY ETHNICITY

3.1 The figures below show degree attainment by ethnic group.

Fig 6:

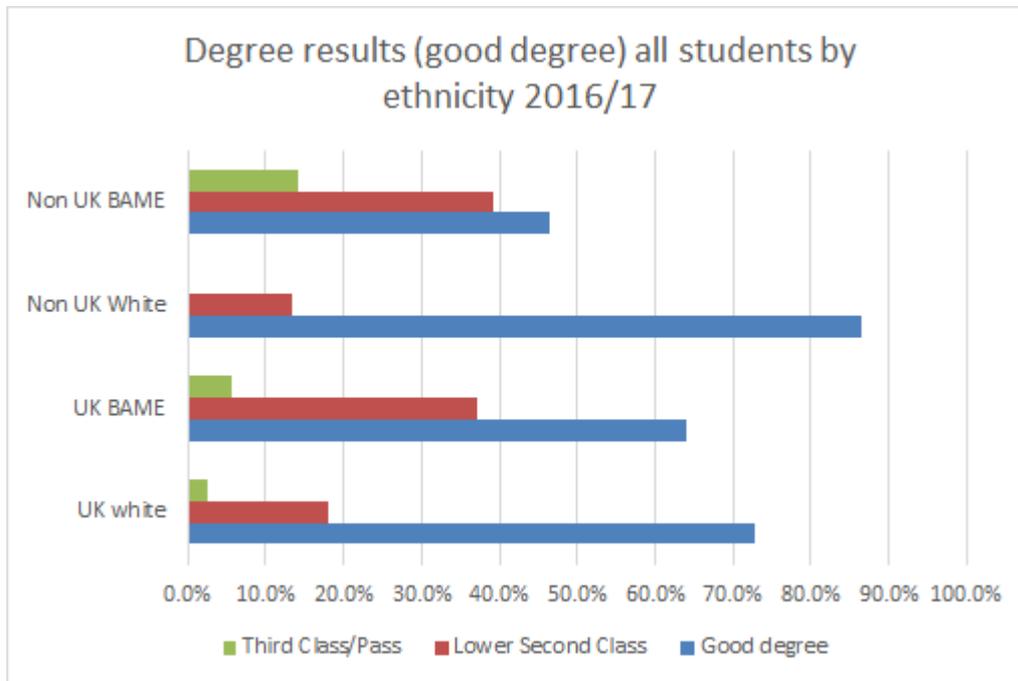


Fig 7:

	Good degree	Lower Second Class	Third Class/Pass
UK white	927 (72.9%) [78.3%]	208 (16.3%) [18.1%]	34 (2.6%)
UK BAME	199 (64.1%) [63.4%]	98 (37.1%) [28.9%]	18 (5.7%)
Non UK White	26 (86.6%)	4 (13.3%)	0
Non UK BAME	132 (46.5%)	86 (39.2%)	31 (14.1%)

3.2 Figures shown in the square parentheses represent sector benchmarks for the UK. The data shows that the proportion of UK white students receiving a good degree is lower than the sector benchmark (78.3%), whilst BAME students are comparable to the benchmark.

4. STUDENT GENDER

4.1 The following table illustrates the gender profile of the students over the past 5 years.

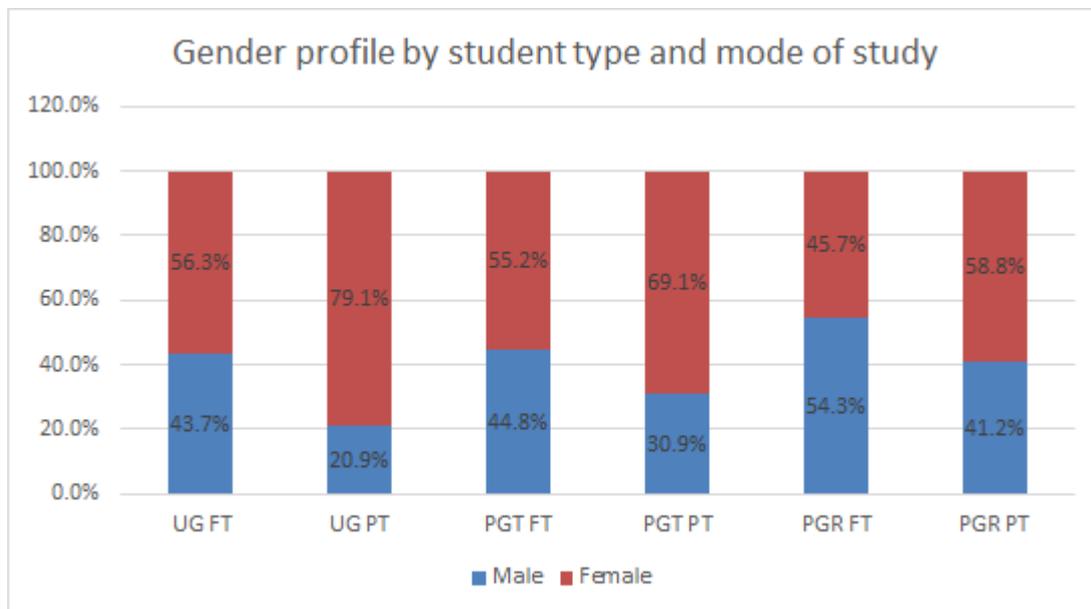
Fig 8: All Students - Percentage

	2012/14	2013/4	2014/5	2015/6	2016/7
Male	42.1%	42.1%	42.0%	41.1%	41.4%
Female	57.3%	57.9%	58.0%	58.9%	58.6%

4.2 Keele’s student gender profile has been broadly stable over the last 5 years and remains higher than the current sector figures of 56.5% female.

4.3 The table below shows the numbers of male and female students on each mode of study.

Fig 9:

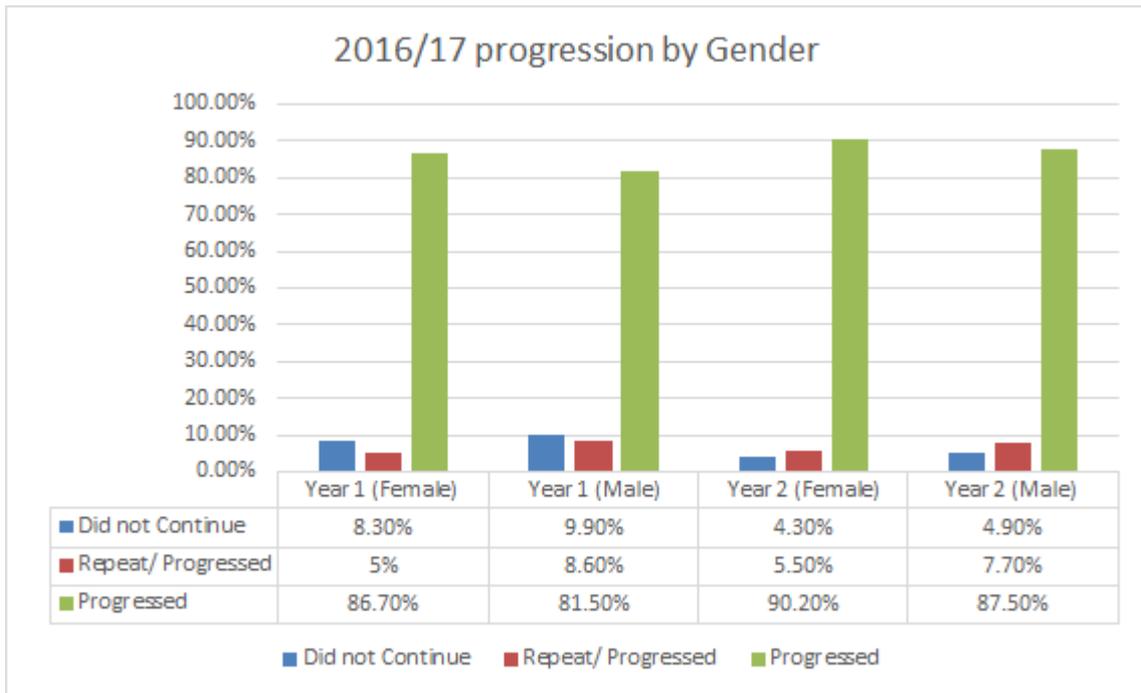


4.5 The chart illustrates that, across all modes of study, a greater proportion of female students study part time.

5. STUDENT RETENTION BY GENDER

5.1 The table below illustrates the rates of progression for male and female students (NB Full time undergraduates only) and shows that at year 1 females progress at a higher rate than male students meaning that males have a correspondingly higher rate of repeat/reassessment. The number of students who did not progress at year 1 has slightly increased since the 2015/16 report for both male and female from 7.2% to 8.3% and 8.1% to 9.9% respectively. The proportion of males in the repeating/reassess category is correspondingly higher than females in both years 1 and 2 however has declined in overall terms due to the higher number of students not continuing overall.

Fig 10:



6. DEGREE RESULTS BY GENDER

6.1 The chart below illustrates the Keele 2016/17 degree results for full time undergraduate students by gender.

Fig 11:

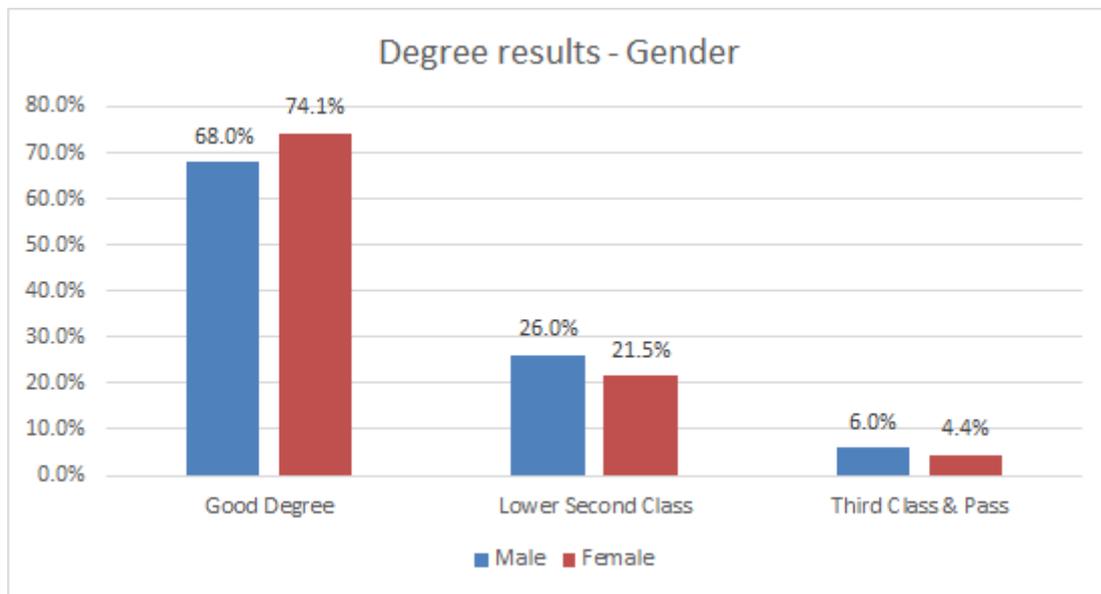


Fig 12:

2016/17	Keele		Sector Average	
	Male	Female	Male	Female
Good Degree	68%	74.1%	70.7%	74.1%
Lower Second Class	26%	21.5%	23.3%	20.5%
Third Class & pass	5.0%	4.3%	6.0%	4.4%

6.2 Whilst female students continue to outperform males in the good degrees category this gap is narrowing. The number of overall students obtaining a good degree remains in line with the sector average.

7. STUDENT DISABILITY

7.1 The following table illustrates the profile of students with a disability over the past five years:

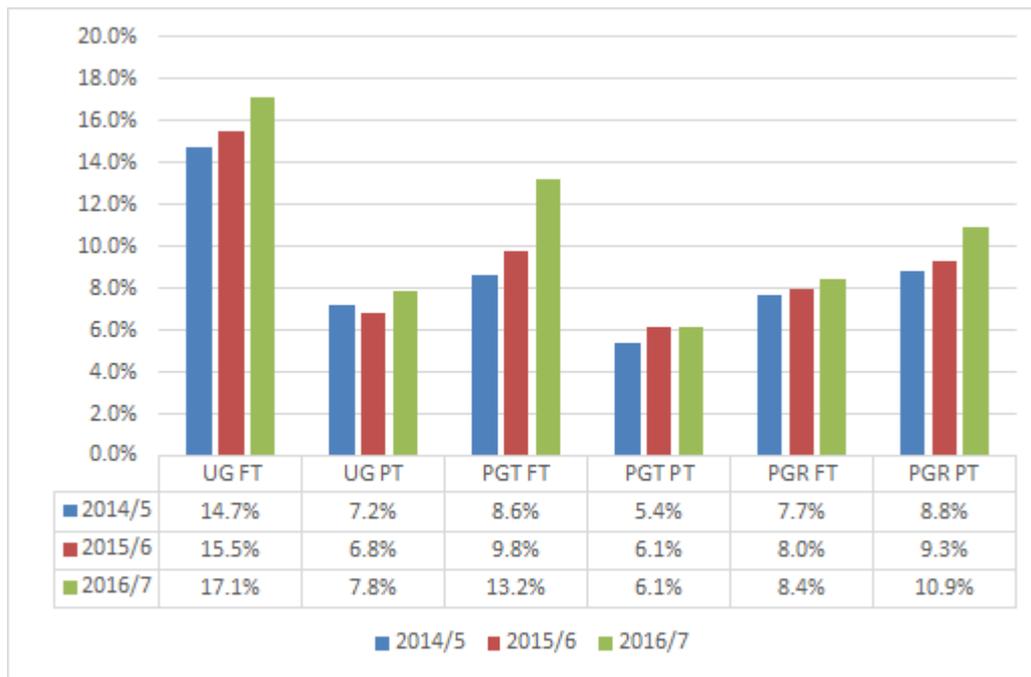
Fig 13: All Students - Total

	2012/3	2013/4	2014/5	2015/6	2016/17
Disability	1212 (11.9%)	1193 (11.8%)	1212 (12.4%)	1398 (13.1%)	1626 (14.7%)
No Disability	8974 (88.1%)	8960 (88.2%)	8541 (87.6%)	9256 (86.9%)	9419 (85.5%)
Total	<i>10186</i>	<i>10153</i>	<i>9753</i>	<i>10654</i>	<i>11045</i>

7.2 The data illustrates a steady increase in the proportion of students disclosing a disability over the past 5 years, and at 14.7% (2016/17) is higher than the sector average of 11.3%. The increase shown is in line with sector disclosure rates, most notably amongst undergraduate UK students. This disclosure rate has doubled in the last 10 years and is reflected most notably due to an increase disclosure of mental health conditions.

7.3 The following chart illustrates the representation of students with a disability by type and mode of study over the past 3 years.

Fig 14: Proportion of Students with a disability by programme & mode (%)

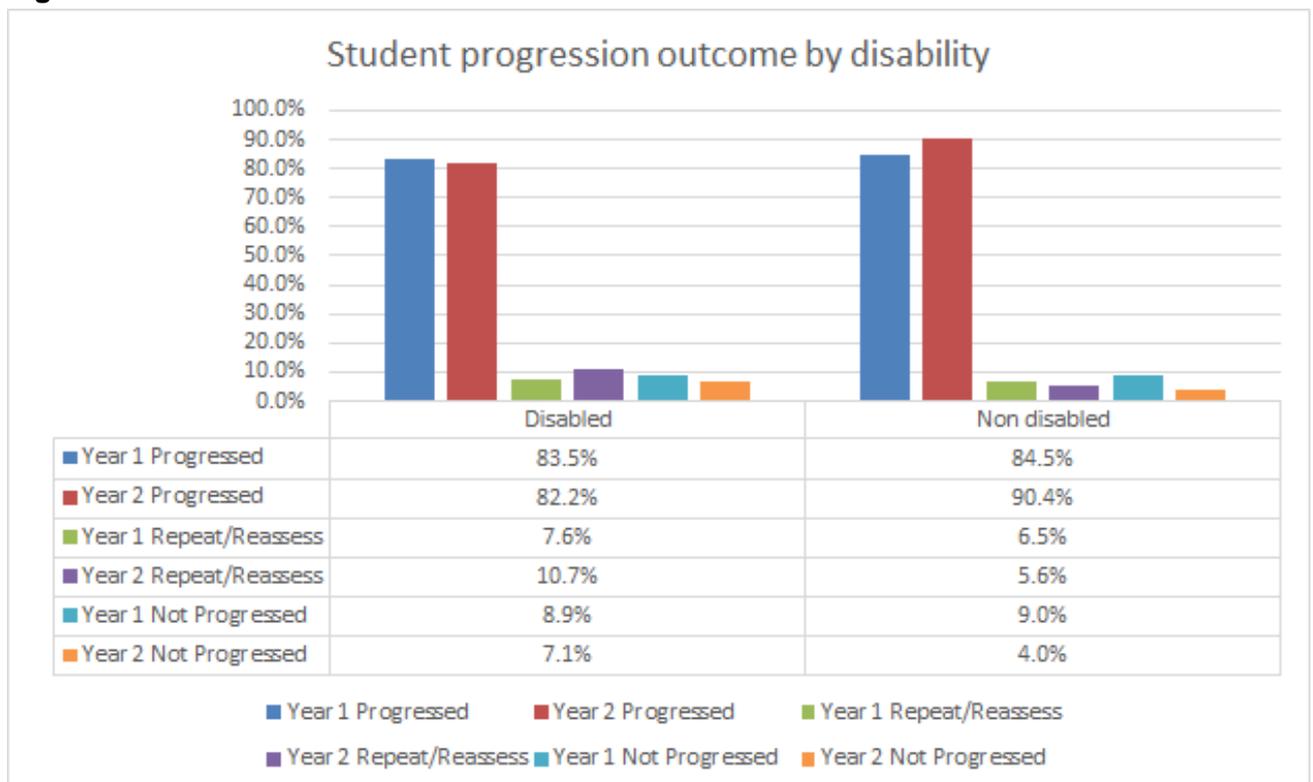


7.4 There is a positive increase in the representation of students with a disability across nearly all areas at Keele, most notably UG full time.

8. STUDENT RETENTION BY DISABILITY

8.1 The following table illustrates the progression details of year 1 and year 2 students for students with a disability and those without.

Fig 15: 2016/17

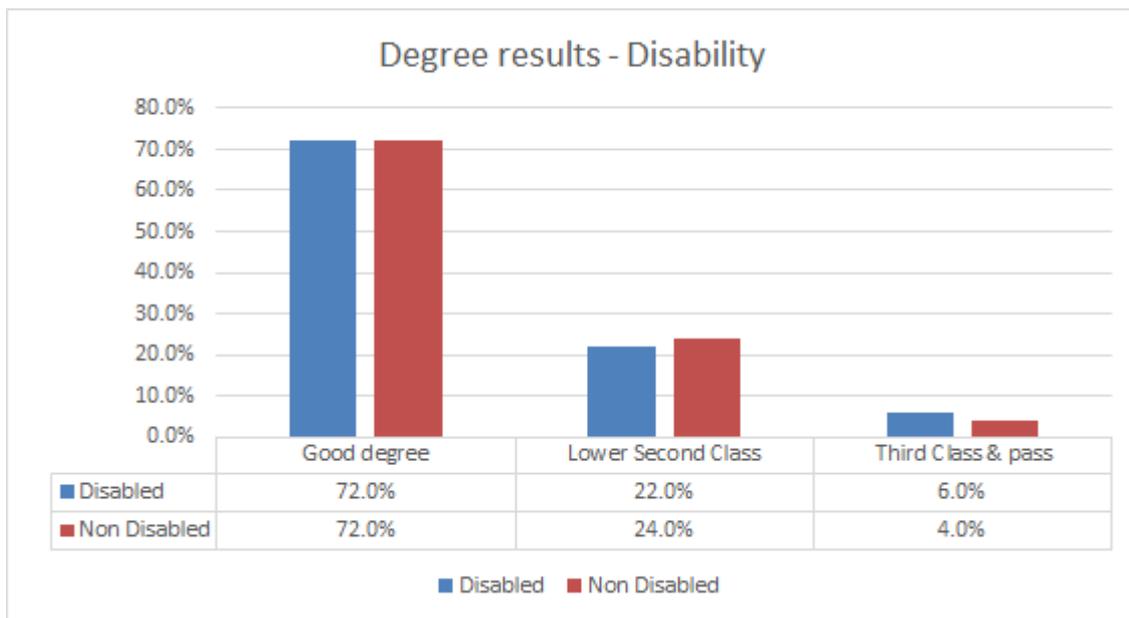


8.2 Progression rates are comparable at year 1 for all students, however there is a larger difference at year 2. The proportion of year 1 students with a disability not progressing has increased from 7.6% in 2015/16 to 8.6% 2016/17. The percentage of students with a disability at year two not able to progress has increased from 3.6% to 7.1%.

9. DEGREE RESULTS BY DISABILITY

9.1 The following chart and table illustrate the degree results for full time undergraduate students by disability. It can be noted that both sets of students have identical achievement rates in the good degree category.

Fig 16:



10. ADDITIONAL PROTECTED CHARACTERISTICS

10.1 Religion: The University collates data at admission and enrolment in line with HESA requirements for religious belief and sexual orientation. The data disclosure is not compulsory, however the number of students declaring their protected characteristics has increased significantly over the past 3 years. The data is taken from a sample of 9503 students. Data collected by the ECU represents 54.7% of UK HEI's and is included for reference.

Fig 17: Keele (Home and overseas)

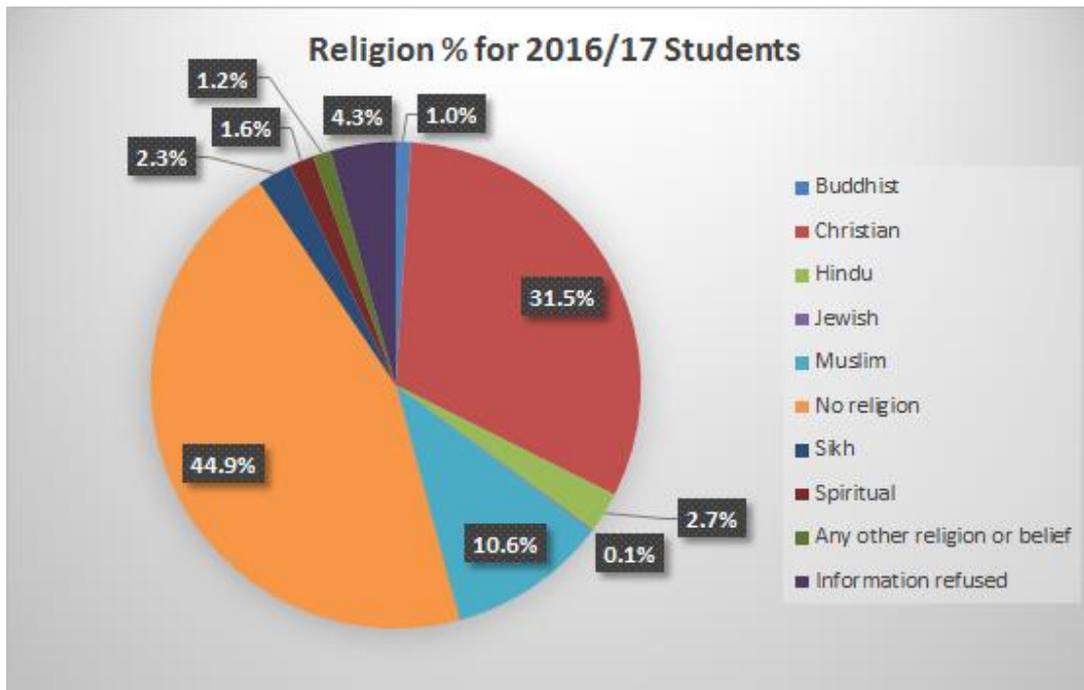
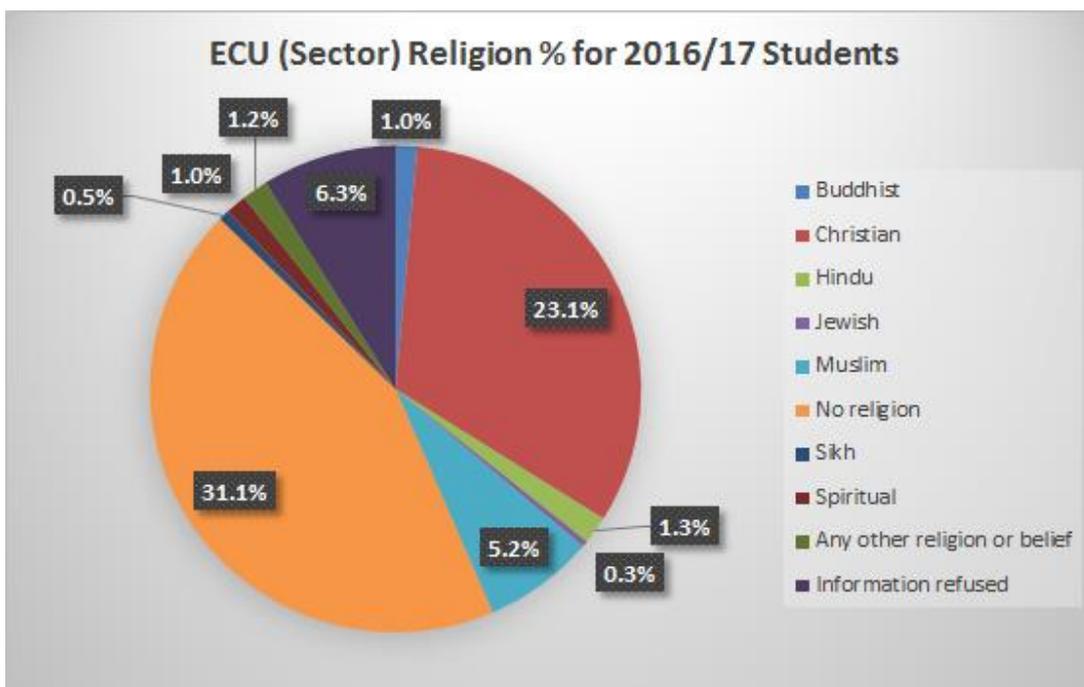


Fig 18: ECU data (Home)



10.2 Sexual Orientation: The University data on student sexual orientation represents 9,496 students who identified as part of their enrolment status in 2016/17 (an increase of 3000 students compared to 2015/16). As with religion, a percentage of students chose not to declare their sexual orientation.

Fig 19: Keele (Home and overseas)

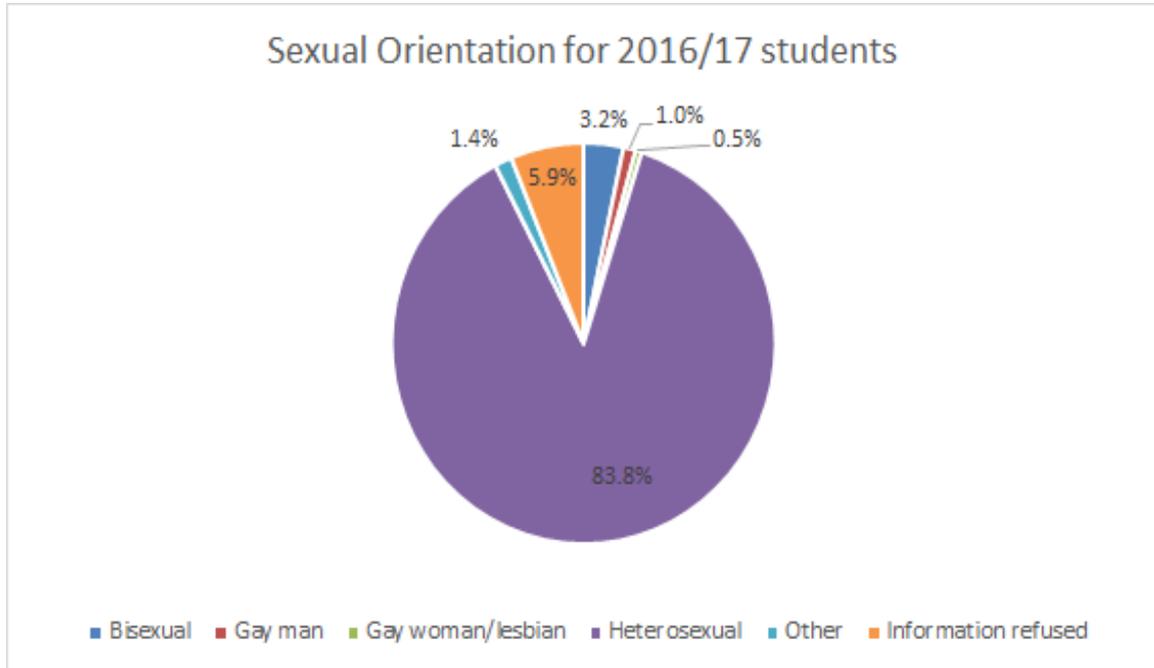
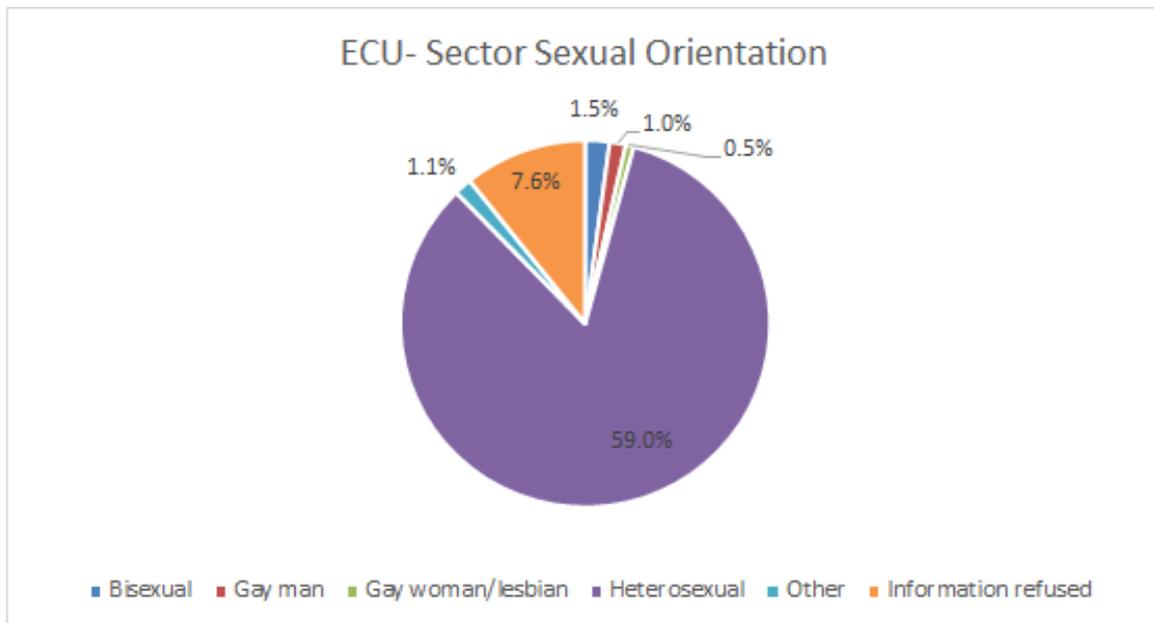


Fig 20: ECU data (Home)



10.3 Age: The age profile of the 2016/17 shows a larger proportion of home students are in the less than or equal to 18 age range compared to overseas students. This reflective of the more traditional education pathway home students follow of completing A Levels or equivalent then moving into Higher Education.

Fig 21: Keele (Home and overseas)

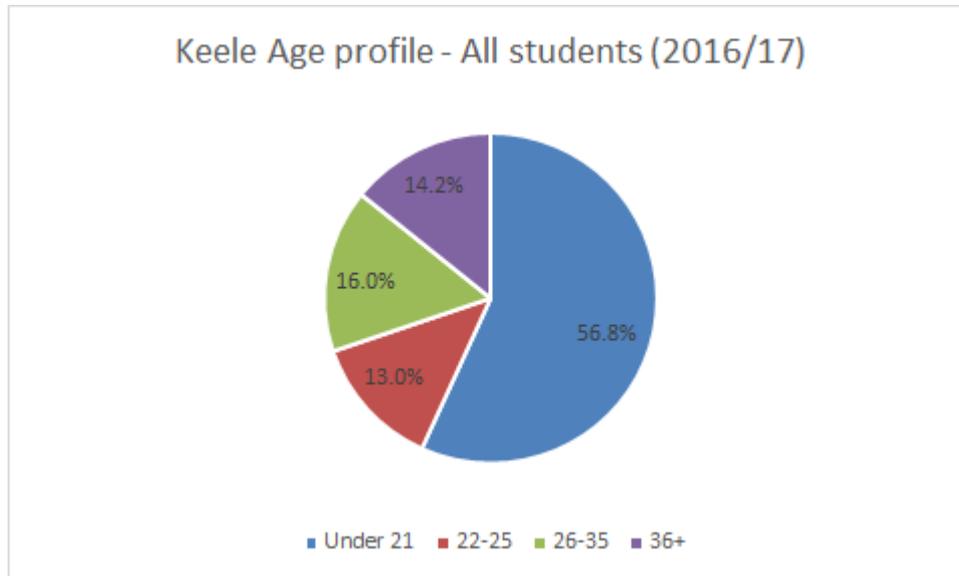


Fig 22: ECU data (Home)

