



Data

University Equality Objectives - Summary of progress¹

Table 1. Summary of progress towards the University's equality objectives

1. Our Culture

Objective 1	Strengthen a culture of belonging	Target	Baseline	2025
1.1	Prevent Bullying and Harassment			
	By 2027, 94% of staff agree that they are aware of the harassment policy and procedure for University staff	94% by 2027	90%	90%
Key target	By 2027, For those who have experienced bullying and harassment in the last year, more than 60% report it formally or informally.	60% by 2027	35%	47%
	By 2028, the gaps between BME and white staff in experiencing bullying and harassment are reduced	Reduce gaps by 2028	BME staff: 14% White staff: 11% Gap 3pp	BME staff: 13%, White staff: 11% Gap 2pp
	By 2028, the gaps between BME and white staff in understanding how to navigate the process of reporting are reduced	Reduce gaps by 2028	BME staff: 69% White staff: 75% Gap 6pp	BME staff: 68% White: 75% Gap 7pp
1.2	Provide learning, development and support around EDI for staff and students			
Key target	By 2027, 85% of staff agree that their department is committed to promoting equality and diversity	85% by 2027	78%	79%
Key target	By 2027, 82% of colleges have engaged with first year student EDI inductions	82% by 2027	2024: 40%	56%
1.3	Progress gender equality initiatives as outlined in the Athena Swan Action Plan			
	By 2027, the gender gap in PSS roles in grades 4 to 6 has decreased by at least 1pp	Decrease by 1pp by 2027	68% female/ 32% male Gap 36pp	67% female/ 33% male Gap 34pp
	To achieve a yearly increase in the proportion of female Statutory Professors	26% by 2027	22%	25%
	Proportion of females in Associate Professor posts increased to 35% by 2027	35% by 2027	33%	35%
	By 2027, trans and non-binary staff agree with "I feel able to be myself at work" in line with the average for all staff	vs University average by 2027	57% vs 83% average Gap 26pp	57% vs 82% average Gap 25pp

¹ Some targets and measures are repeated in the table because they relate to multiple objectives or actions.

1.4	Progress race equality initiatives as outlined in the Race Equality Strategy			
	By 2028, 80% of BME staff agree that their department is committed to promoting equality and diversity.	80% by 2028	75%	78%
	By 2028, the gaps between BME and white staff in experiencing bullying and harassment are reduced; and	Reduce gaps by 2028	BME staff: 14% White staff: 11% Gap 3pp	BME staff: 13%, White staff: 11% Gap 2pp
	By 2028, the gaps between BME and white staff in understanding how to navigate the process of reporting are reduced		BME staff: 69% White staff: 75% Gap 6pp	BME staff 68% White staff: 75% Gap 7pp
	Increase the proportion of Black students ¹ awarded good degrees to 94% by 2028-29	94% by 2028-29	2025: 87.4%	Outcomes in 2026
	To achieve a yearly increase in the proportion of BME Statutory Professors, with 9% representation by 2029	9% by 2029	8%	11%
	To achieve a yearly increase in the proportion of BME Associate Professors, with 11% representation by 2029	11% by 2029	9%	10%
	To achieve a yearly increase in the proportion of BME Senior Researchers (Grade 8 and above), with 20% representation by 2029.	20% by 2029	18%	21%
	To achieve a yearly increase in the proportion of BME Senior Professional Staff (Grades 8 and above), with 14% representation by 2029	14% by 2029	10%	13%
1.5	Progress LGBTQ+ inclusion initiatives			
	By 2027, trans and non-binary staff agree with "I feel able to be myself at work" in line with the average for all staff	Vs University average by 2027	57% vs 83% staff average	57% vs 82% staff average
	Further targets will be developed based upon recommendations from the LGBTQ+ Task and Finish Group	Targets will be developed	N/A	Targets developed
1.6	Develop targets based on the publication of the Research Excellence Framework (REF) People, Culture and Experience, and the Professional Services Review criteria			
	Targets will be developed following the publication of the REF PCE criteria and Professional Services Review	Targets will be developed	N/A	Pending REF criteria
1.7	Enhance disability support and accessibility provision			
	Staff targets will be developed, subject to the approval of Council in 2025	Targets will be developed	N/A	Targets developed
	Increase the proportion of disabled ² students awarded good degrees to 94% by 2028-29	94% by 2028-29	2025: 92.5%	Outcomes in 2026

1.8	Embed Equality considerations into all decision-making and business as usual			
	By 2025, all academic departments/faculties have an Athena Swan award or EDI action plan, and GLAM and UAS divisions have developed division-level EDI strategies.	All academic depts/ faculties	2024: 43 awards	44 Awards EDI action plan in place in GLAM.
	By 2027, 85% of staff agree that their department is committed to promoting equality and diversity	85% by 2027	78%	79%

2. Our Diversity

Objective 2	Increase staff and student diversity and representation	Target	Baseline	2025
2.1²	Improve undergraduate access			
Key target	APP: Increase the proportion of entrants from Index of Multiple Deprivation (IMD) Q1 and Q2 to 23.0% by 2028	23% by 2028	2023 entry cohort: 20.2%	Baseline established
	APP: Increase the proportion of entrants to Oxford with free school meal (FSM) eligibility to 10.7% by 2028.	10.7% by 2028	2023 entry cohort: 8.2%	Baseline established
2.2	Understand and remove the barriers to graduate access			
	Targets are being developed by the Graduate Access and Recruitment working group	Targets are developed	N/A	Targets are developed
2.3	Understand and remove barriers to promotion and retention			
	Maintain proportion of international staff, from the EU and worldwide	Maintain ~30%	2021: 30% 2023: 30%	32%
	By 2025, the University will have established a baseline for ethnicity pay gaps and established a working group to make recommendations	In progress	In progress	In progress
	By 2027, the gender gap in PSS roles in grades 4 to 6 has decreased by at least 1 percentage point	Decrease by at least 1pp by 2027	68% female 32% male Gap 36pp	67% female 33% male Gap 34pp
Key target	To achieve a yearly increase in the proportion of female Statutory Professors	26% by 2027	2021: 19%	25%
	Proportion of females in Associate Professor posts increased to 35% by 2027 (34% in 2024)	35% by 2027	33%	35%

² Student-related targets published in 2.1, 3.1 and 3.2 of the EDI Strategic Plan are based on new APP targets with effect from 2025/26. Progress towards APP targets relevant to the year 2024-2025 are reported on at the end of this summary.

	By 2027, there are no statistically significant equal pay gaps between BME and white staff members	No gap	In progress	In progress
	To achieve a yearly increase in the proportion of BME Statutory Professors, with 9% representation by 2029	9% by 2029	8%	11%
Key target	To achieve a yearly increase in the proportion of BME Associate Professors, with 11% representation by 2029	11% by 2029	2021: 8%	10%
	To achieve a yearly increase in the proportion of BME Senior Researchers (Grades 8 and above), with 20% representation by 2029	20% by 2029	18%	21%
	To achieve a yearly increase in the proportion of BME Senior Professional Staff (Grades 8 and above), with 14% representation by 2029	14% by 2029	10%	13%
2.4	Diversify decision-making bodies			
	By 2027, 40% to 60% of central University committee members (Council and its 5 subcommittees) are female	40%-60% by 2027	38%	35%
	By 2028, BME staff comprise a minimum of 15% of members of Council and its core committees	15% by 2028	12%	16%
2.5	Ensure recruitment practices are accessible and inclusive			
	By 2025, the University will have established a baseline for ethnicity pay gaps and established a working group to make recommendations	In progress	In progress	In progress
	Maintain proportion of international staff, from the EU and worldwide	Maintain ~30%	2021: 30% 2023: 30%	32%
	By 2027, the gender gap in PSS roles in grades 4 to 6 has decreased by at least 1 percentage point	Decrease by at least 1pp by 2027	68% female 32% male Gap 36pp	67% female 33% male Gap 34pp
	To achieve a yearly increase in the proportion of female Statutory Professors, with 26% by 2027	26% by 2027	22%	25%
	Proportion of females in Associate Professor posts increased to 35% by 2027	35% by 2027	33%	35%
	By 2027, there are no statistically significant equal pay gaps between BME and white staff members	No gap	In progress	In progress

2.6	Ensure consistent and compliant data collection methods to improve the quality of our demographic data			
	By 2025, the Joint Committee for EDI will have made recommendations to the Conference of Colleges on data collection methods and targets	TBC	N/A	Recommendations made
2.7	Update Professional Services Staff diversity targets			
	In Michaelmas Term 2025, proposed targets will be presented to Council.	TBC	N/A	Targets in progress

3. Our Work

Objective 3	Ensure our teaching, research and engagement practices are inclusive	Target	Baseline	2025
3.1	Support the delivery of the Access and Participation Plan			
	Increase the proportion of entrants from Index of Multiple Deprivation (IMD) Q1 and Q2 to 23.0%	23.0% by 2028	2023 entry cohort: 20.2%	Update due 2026
	Increase the proportion of entrants to Oxford with free school meal (FSM) eligibility to 10.7%	10.7% by 2028	2023 entry cohort: 8.2%	Update due 2026
	APP: Increase the proportion of students with FSM ³ eligibility awarded good degrees to 94%	94% by 2028-29	2025: 90.1%	Update due 2026
Key target	Increase the proportion of disabled students awarded good degrees to 94%	94% by 2028-29	2025: 92.5%	Update due 2026
	Increase the proportion of Black students awarded good degrees to 94%	94% by 2028-29	2025: 87.4%	Update due 2026
3.2	Increase awarding rates for identified groups			
	APP: Increase the proportion of students with FSM eligibility awarded good degrees to 94%	94% by 2028-29	2025: 90.1%	Update due 2026
	Increase the proportion of disabled students awarded good degrees to 94%	94% by 2028-29	2025: 92.5%	Update due 2026
	Increase the proportion of Black students awarded good degrees to 94%	94% by 2028-29	2025: 87.4%	Update due 2026
3.3	Empower diverse contributions to research			
	At least 65% of female academics and researchers agree with 'I have the opportunity to develop and grow here' by 2027	65% by 2027	59%	65%

Key target	By 2026, close the gap between the proportion of female academic and research staff with and without caring responsibilities who agree that “I am supported to think about my professional development”	Close the gap by 2026	Staff with caring responsibilities: 45% Staff without caring responsibilities: 55% Gap 10pp	Staff with caring responsibilities: 57% Staff without caring responsibilities: 61% Gap 4pp
Key target	By 2028, there is no gap between BME and white academic and research staff in agreeing that they are enabled to apply for grant funding as a project lead or co-lead, where funder eligibility rules allow ³	No gap by 2028	BME staff: 54% White staff: 58% Gap 4pp	BME staff: 56% White staff: 66% Gap 10pp
3.4	Address funding gaps			
	Work is being conducted as part of the Equity in Research Funding project to establish baselines and targets	In progress	In progress	In progress
	By 2028, there is no gap between BME and white academic and research staff in agreeing that they are enabled to apply for grant funding as a project lead or co-lead, where funder eligibility rules allow	No gap by 2028	BME staff: 54% White staff: 58% Gap 4pp	BME staff: 56% White staff: 66% Gap 10pp
3.5	Widen curricula as prioritised by divisions and departments			
	A general target is not required for this area as it remains at the discretion of departments and individuals			
3.6	Grow and strengthen our partnerships, including with the local community			
	Targets will be aligned with relevant elements in the University Strategic Plan	In progress	In progress	In progress
3.7	Embed accessibility and inclusion into our practices			
	By 2027, undergraduate and postgraduate students express improved satisfaction in student surveys to questions about learning experience	Learning experience improves by 2027	N/A	Pending surveys
	By 2027, 85% of staff agree that their department is committed to promoting equality and diversity	85% by 2027	78%	79%

³ The baseline and progress update for this target relates to the Medical Sciences Division only.

4. Our Leadership

Objective 4 - Support and model academic and professional leadership ⁴		Target	Baseline	2025
4.1	Ensure inclusive practices in decision-making and leadership			
	By 2027, all main committees of Council receive annual briefings about the importance of and how to implement the Public Sector Equality Duty.	6 committees	Baseline established	Targets in progress
4.2	Support leaders and staff with their understanding of EDI topics			
	By 2027, 85% of staff agree that their department is committed to promoting equality and diversity	85% by 2027	78%	79%
Key target	By 2027, 70% of staff agree with the statement "Leaders here act as good role models".	70% by 2027	2025: 60%	Baseline established
Key target	By 2027, 80% of Heads of Department, Heads of Administration and Finance, Senior Tutors, Domestic Bursars and University Administration Leaders engage with EDI Leadership briefings.	80% by 2027	2025: 57%	Baseline established
Key target	By 2027, 82% of colleges have engaged with student training on EDI leadership considerations.	82% by 2027	2025: 58%	Baseline established
4.3	Support scholarly work relating to EDI in all its forms			
	A general target is not required for this area as it remains at the discretion of departments and individuals			
4.4	Develop student leadership and advocacy			
	By 2027, 82% of colleges have engaged with student training on EDI leadership considerations	82% by 2027	2025: 58%	Baseline established
	By Michaelmas Term 2025, Council will have approved targets relating to student sentiment on their ability for inclusion based on survey results	To be established	To be established	N/A
4.5	Develop targets based on the publication of the Research Excellence Framework (REF) People, Culture and Experience, and the Professional Services Review criteria			
	Targets will be developed following the publication of the REF PCE criteria	In progress	In progress	In progress
4.6	Consolidate and strengthen EDI governance structures			
	Targets will be developed	In progress	In progress	In progress

⁴ Targets 4.1 and the three key targets in 4.2 approved by Joint Committee in 2024/25.

Governance

Table 2. Female and BME representation, Council, Divisional Boards and Heads of Department

Group	2018	2023/24	2024/25	2025/26
Female representation:				
Council +	33%	38%	34%	35%
Divisional Boards	29%	33%	33%	27%
Academic Heads of Department	28%	32%	31%	26%
BME representation:				
Council +	3%	12%	15%	16%
Divisional Boards	2%	6%	7%	4%

Figure 1. Female members of University governing bodies, 2021-25

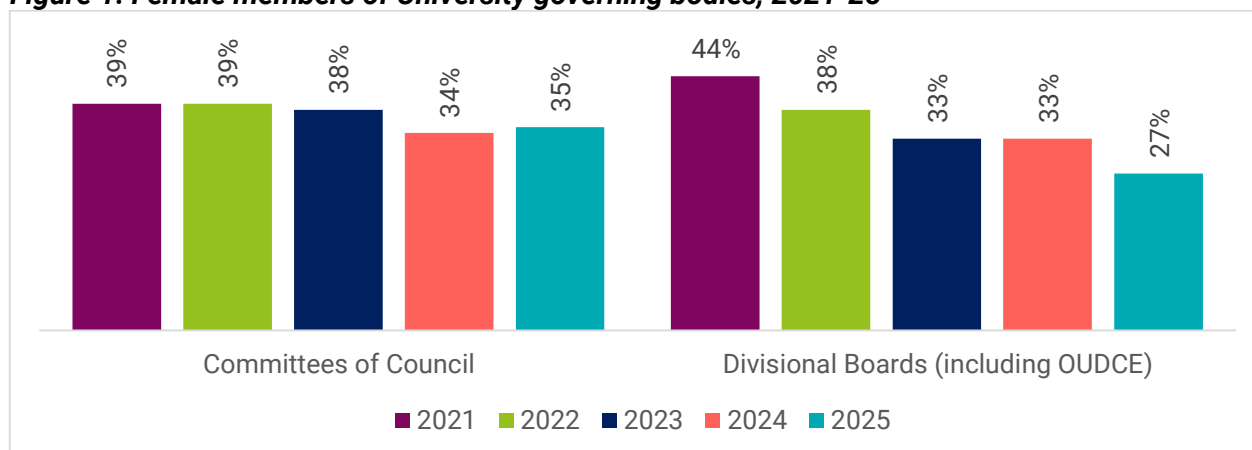
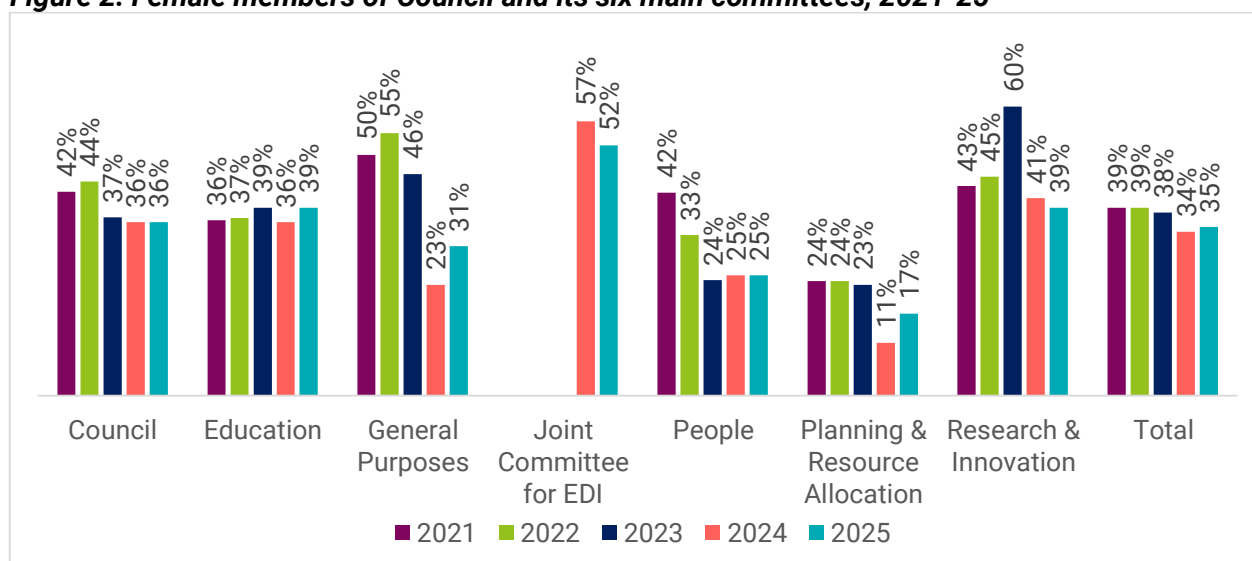


Figure 2. Female members of Council and its six main committees, 2021-25⁵



⁵ Excludes vacancies and student members.

Figure 3. Female heads of academic departments, 2021-25

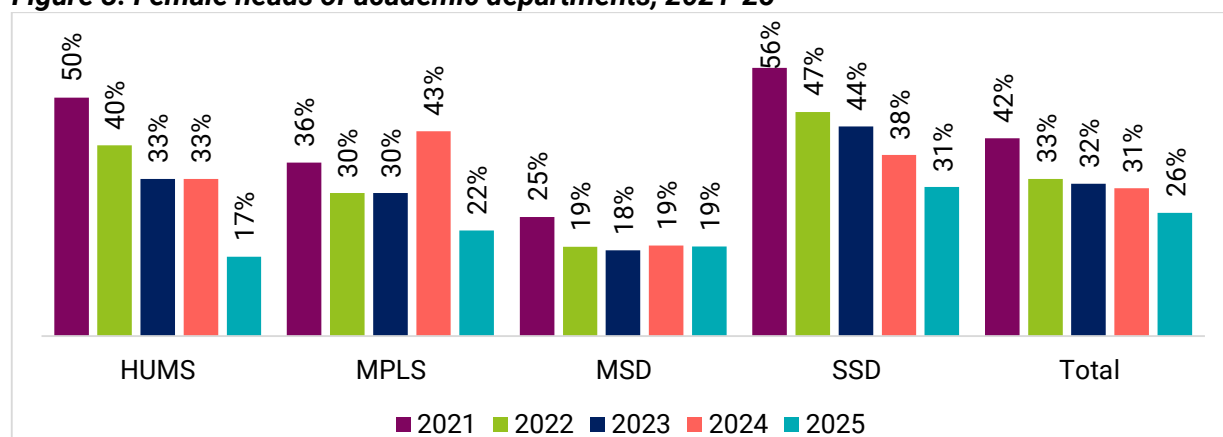


Figure 4. Black and Minority Ethnic members of University governing bodies, 2021-25

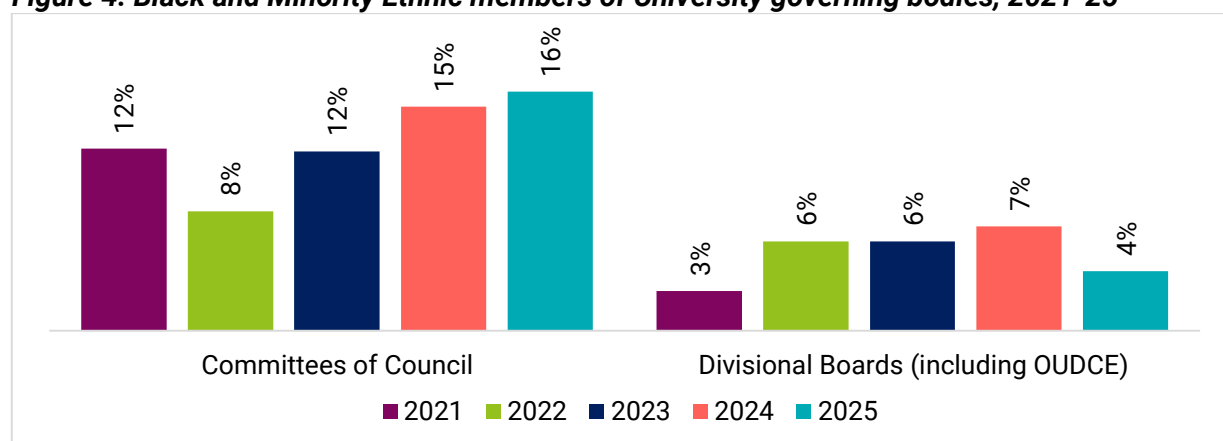
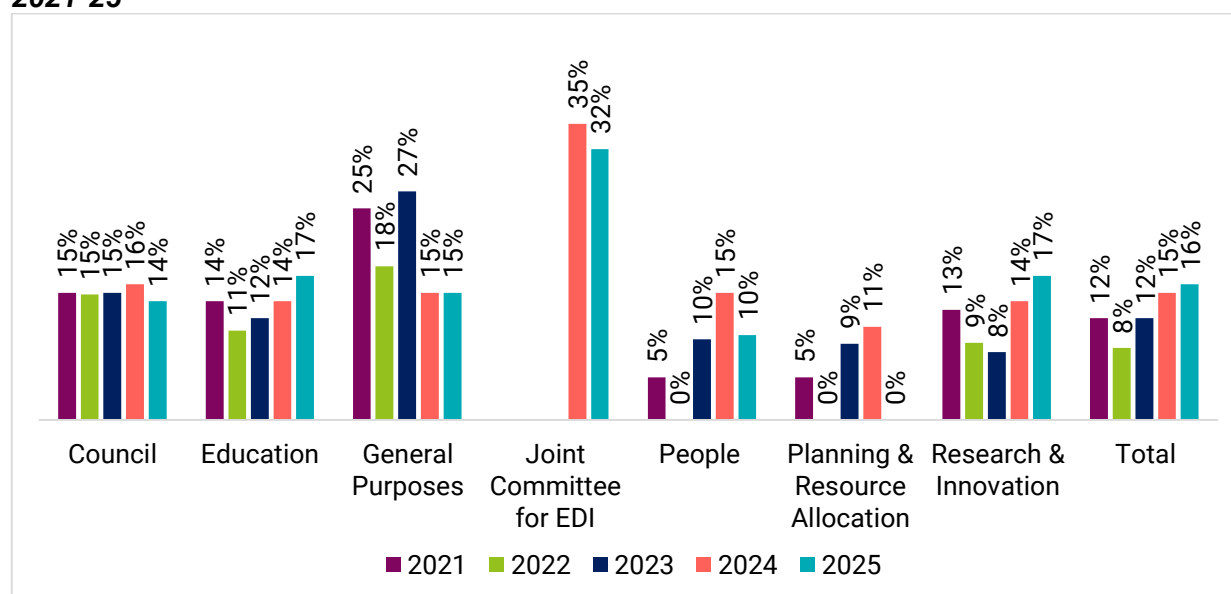


Figure 5. Black and Minority Ethnic members of Council and its six main committees, 2021-25



Students

Undergraduate Students

The University published its Annual Admissions Statistical Report in May 2025, providing a detailed breakdown of UK applications, offers and admissions. The report noted that:

- Since 2020, applications from UK students and non-EU students have increased, and applications from EU students have decreased.
- UK-domiciled applicants are substantially more likely to receive an offer of a place to study at Oxford than students from outside the UK.
- Since 2020, the proportion of students admitted who are from the UK increased to 80.5% from 79.8% whilst the proportion from non-EU countries has increased to 16.3% from 13.0%.
- The proportion of students who applied from the EU decreased to 6.5% in 2024 from 11.7% in 2020.
- Oxford does not operate quotas or targets around the nationality or domicile of students admitted to the University. The exception is Medicine, which is subject to a government restriction on the number of students with international fee status who can be admitted each year.

The number of students admitted in 2024 was 3,245. Approximately four-fifths of those places (2,612) went to students living in the UK.

Between 2020 and 2024, within the total group of UK-domiciled undergraduates admitted:

- The proportion from state schools decreased slightly from a high point of 68.6%¹ to 66.2%.
- The proportion identifying as Black and Minority Ethnic (BME) increased from 23.6%² to 30.8%.
- The proportion identifying as Asian increased from 9.6% in 2020 to 14.5% in 2024.
- The proportion eligible for Free School meals increased from 5.3% to 8.1%.
- The proportion from socio-economically disadvantaged areas decreased from 16.0% to 14.5%.
- The proportion from areas of low progression to higher education, decreased from 17.0% to 13.6%.
- The proportion declaring a disability increased from 10.4% to 19.0%.
- The proportion of women decreased from 54.2% to 51.9%.

¹ Percentages in this report have been rounded to one decimal place unless otherwise stated.

² Some figures may be slightly different from those presented in previous editions of this report following data corrections.

Undergraduate Student Profile¹

Figure 6. Undergraduate overall applications to Oxford, offers made and students admitted, all domiciles, 2020-24

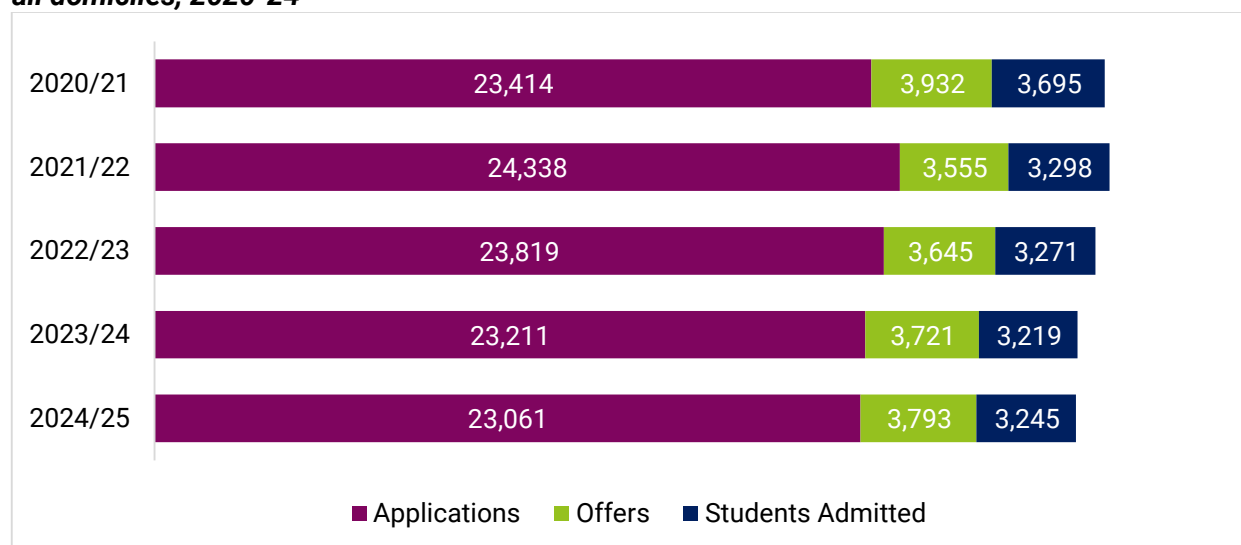
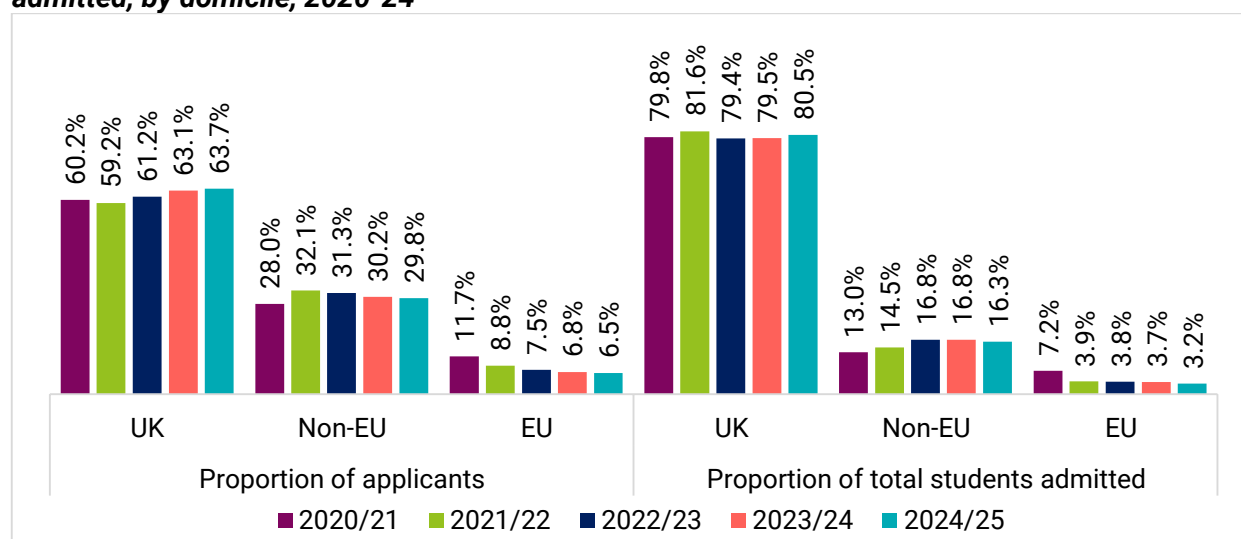


Figure 7. Overall applications to Oxford, proportion of total applicants and total students admitted, by domicile, 2020-24



¹ Students completing the Astrophoria Foundation Year (AFY), which launched in 2023, and progressing into Undergraduate Degree Courses at Oxford are included in these figures for the year in which they progress, rather than the year in which they enter AFY. Please visit the AFY website for more information about this programme: <https://foundationyear.ox.ac.uk/>.

Figure 8. UK-domiciled BME applicants to Oxford, as a proportion of total UK-domiciled students admitted, 2020-24

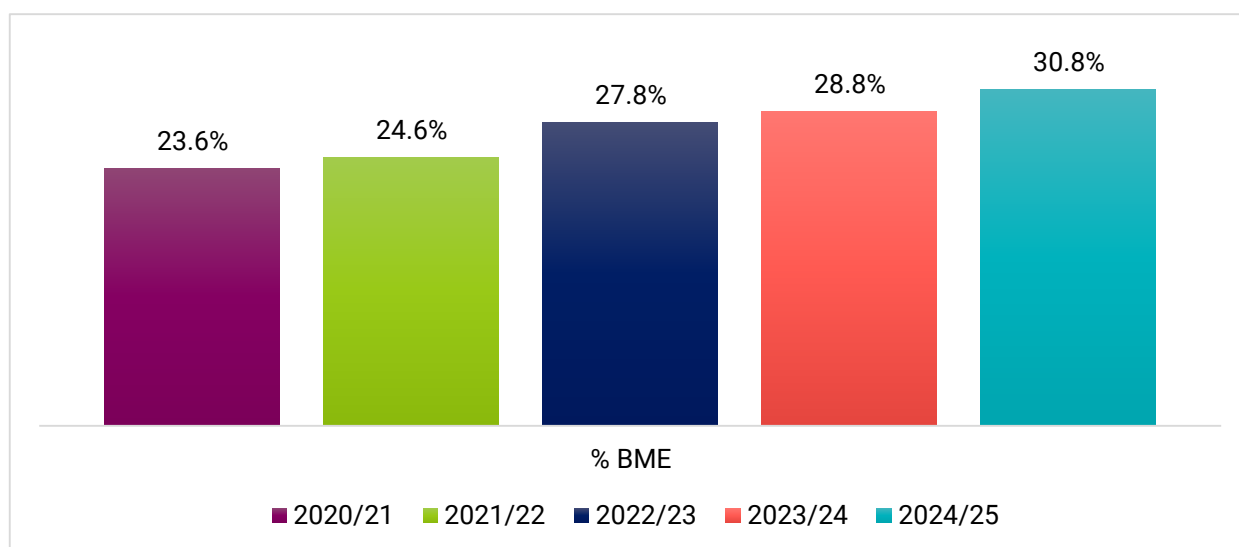


Figure 9. UK-domiciled students declaring a disability on application to Oxford, as a proportion of total UK students admitted, 2020-24

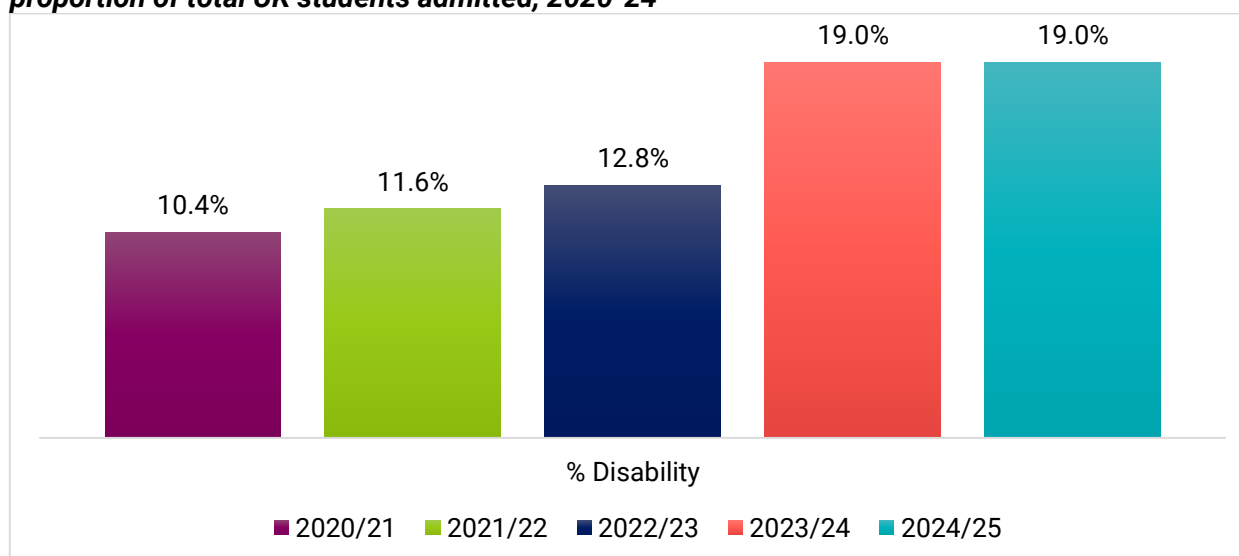


Figure 10. UK-domiciled applicants declaring a disability by type, proportion of total students admitted, 2022-24 (combined)

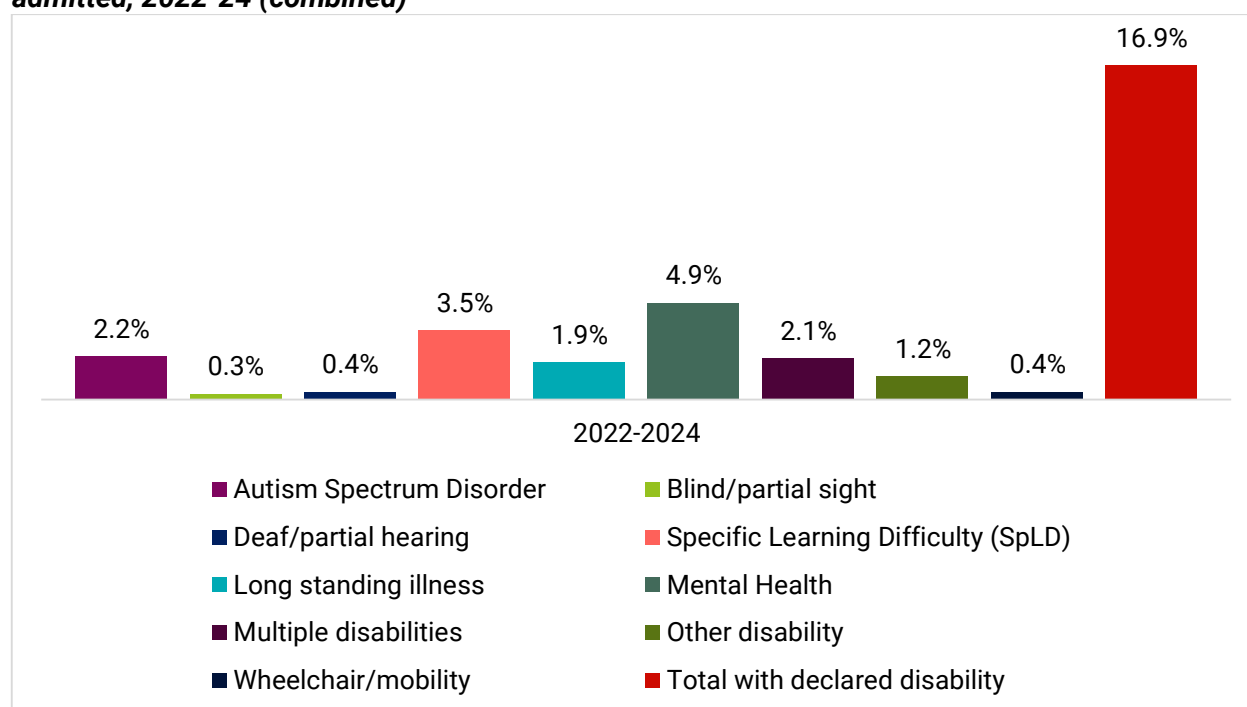


Figure 11. Undergraduate applicant success rates by sex and domicile, 2020-24

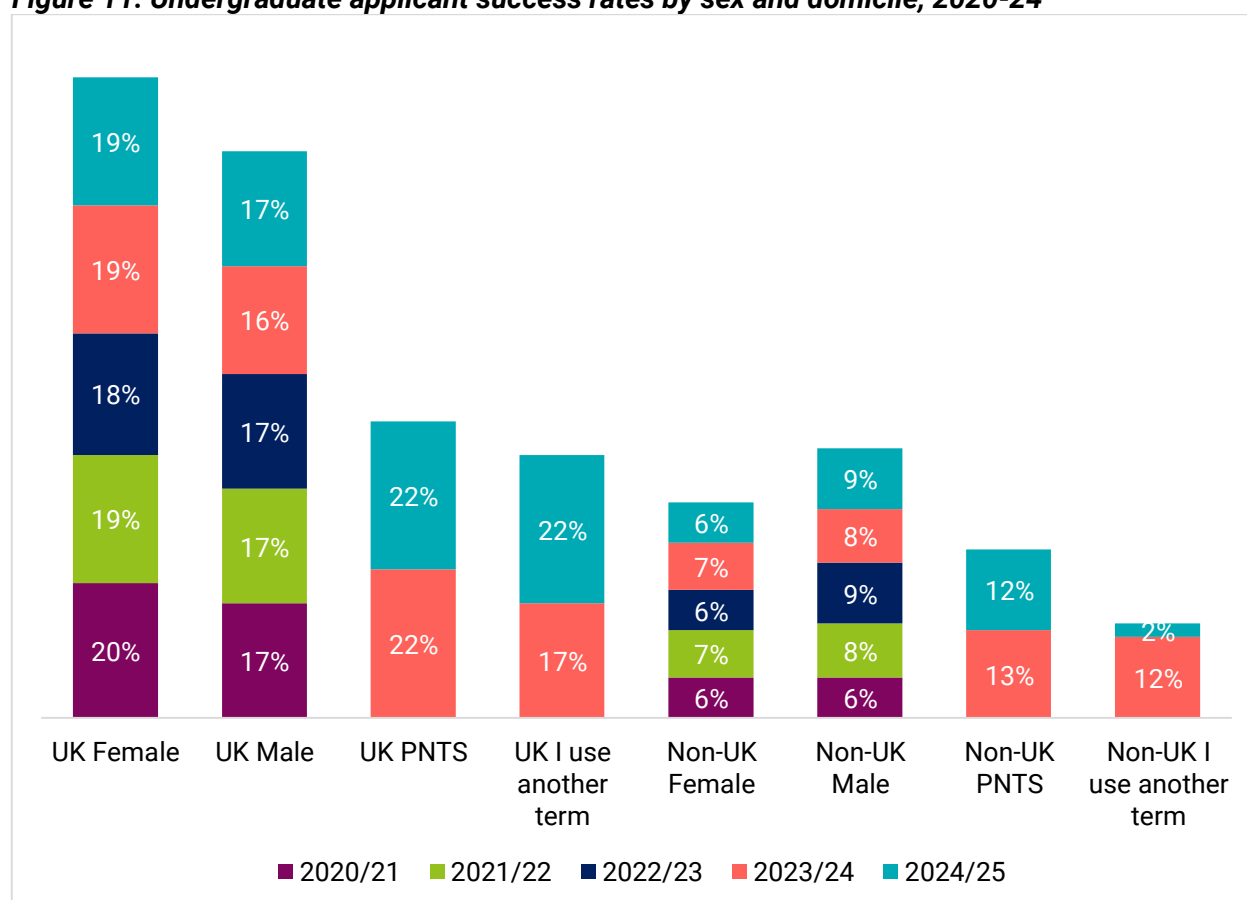


Figure 12. UK-domiciled undergraduate applicant success rates by ethnic group, 2020-24

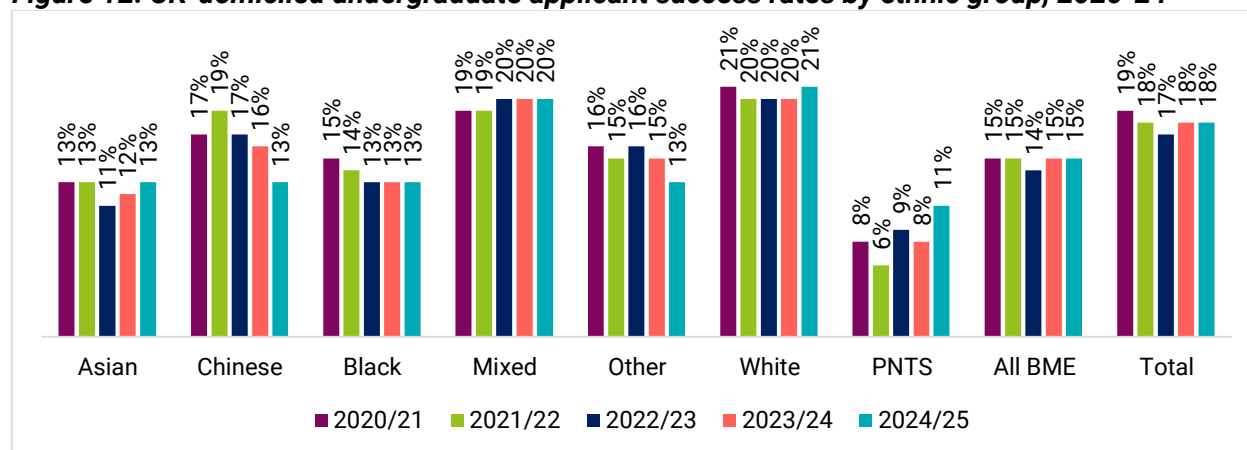


Figure 13. Undergraduate applicant success rates by disability status, division and domicile, 2024/25

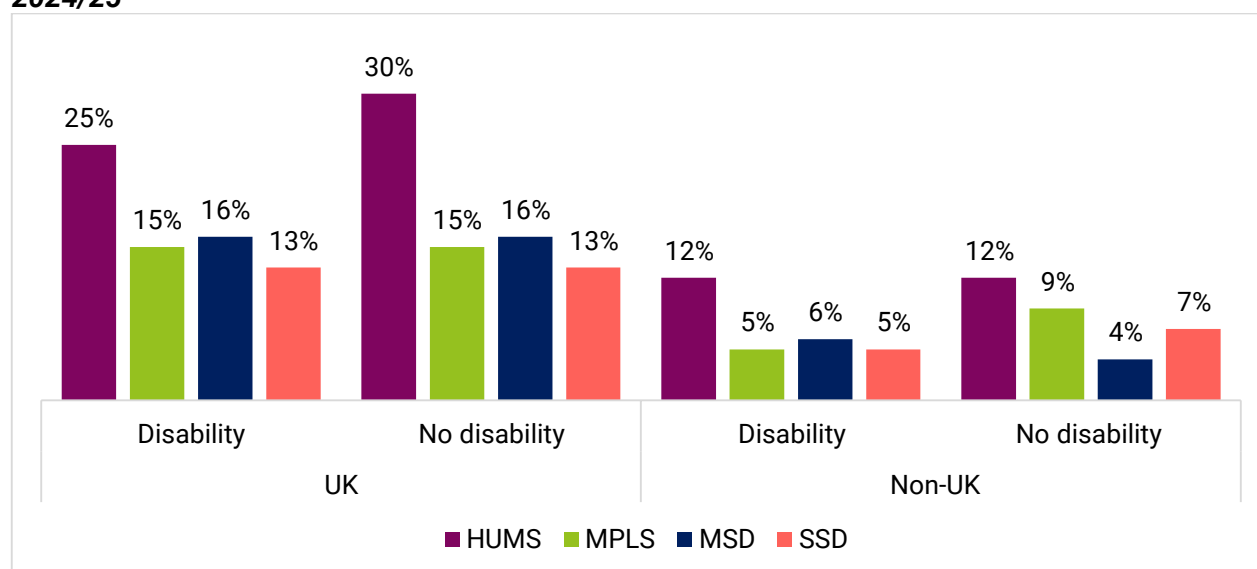


Figure 14. Undergraduate applicant success rates by disability type, 2023-25 (combined)

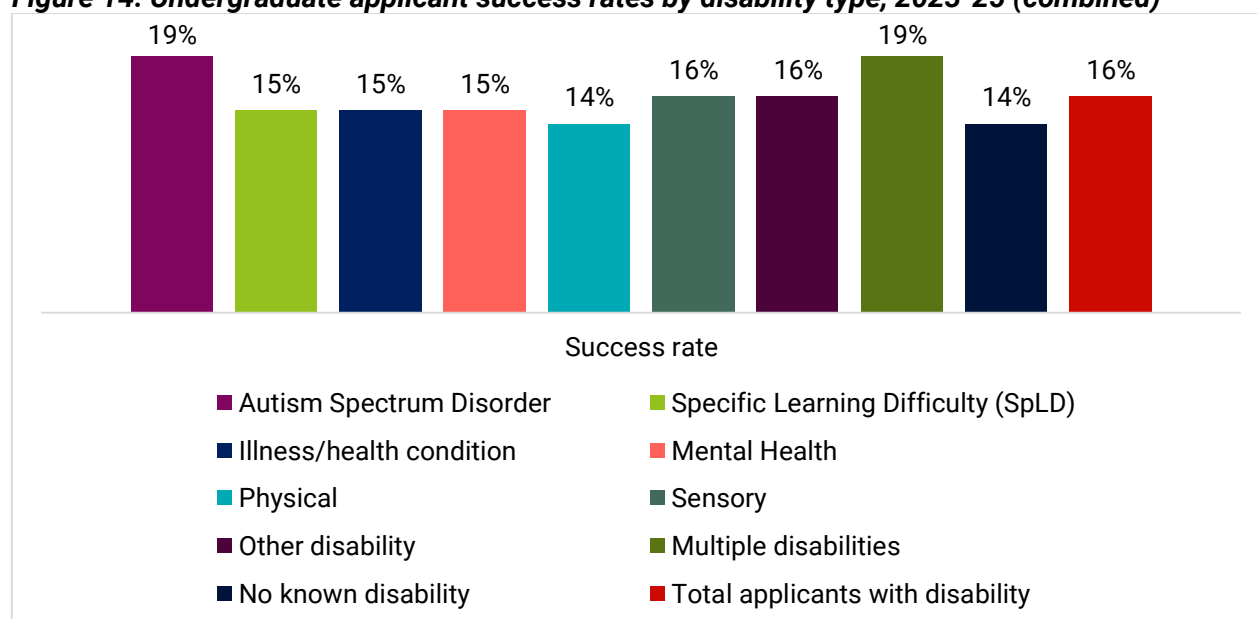
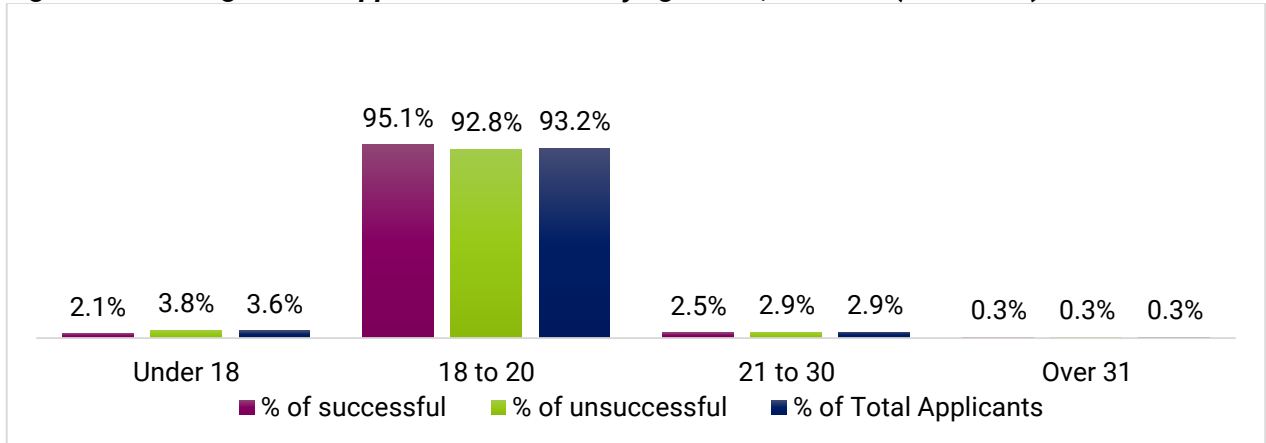


Figure 15. Undergraduate applicant outcomes by age band, 2023-25 (combined)



Postgraduate Students

42,064 applications for postgraduate study were made for students admitted in October 2024. Overall, the applicant profile was:

- 25.7% of applicants from the UK and 74.3% non-UK;
- 50% women, 47.9% men, 0.2% other, 2% unknown;
- 21.4% declared a disability and 14.5% had no known disability;
- 62.0% from BME backgrounds, 32.5% white and 5.1% unknown.

Of the applicants who accepted a place at Oxford:

- 39% from the UK and 60% were non-UK;
- 52% women and 48% men;
- 21.4% declared a disability and 14.5% had no known disability, and;
- 43.4% from BME backgrounds, 49.0% white, 4.3% other background and 3.3% unknown.

The following tables are based on year of entry, unless otherwise stated.

Graduate Admissions

Figure 16. Postgraduate application, offers and accepts, 2020-24

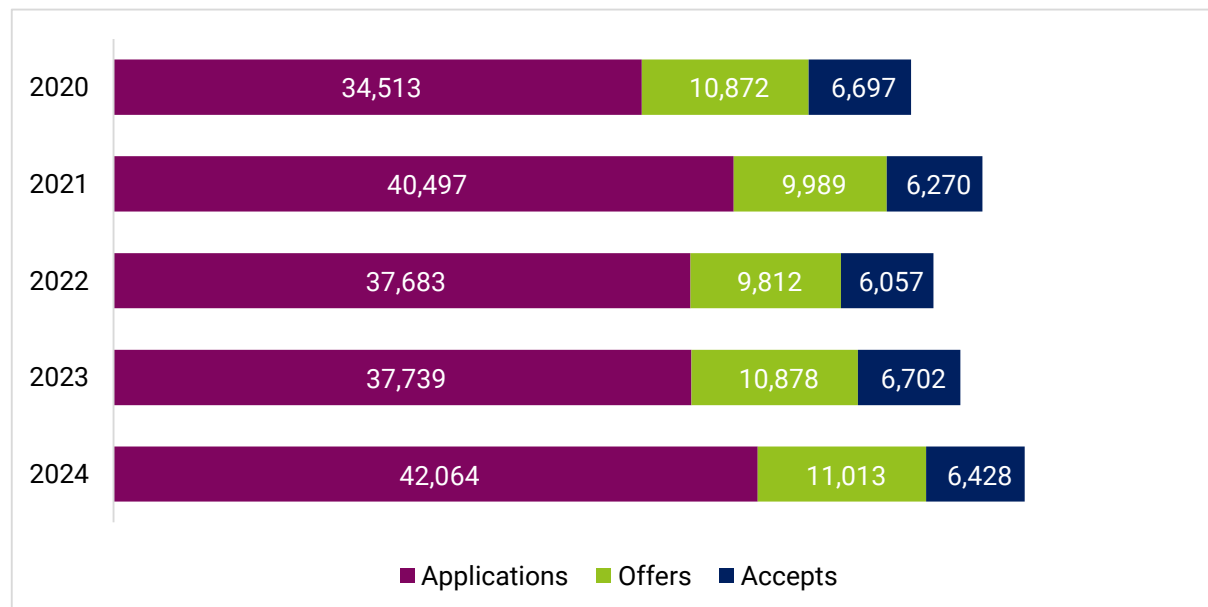


Figure 17. Postgraduate application rates by sex, 2020-24

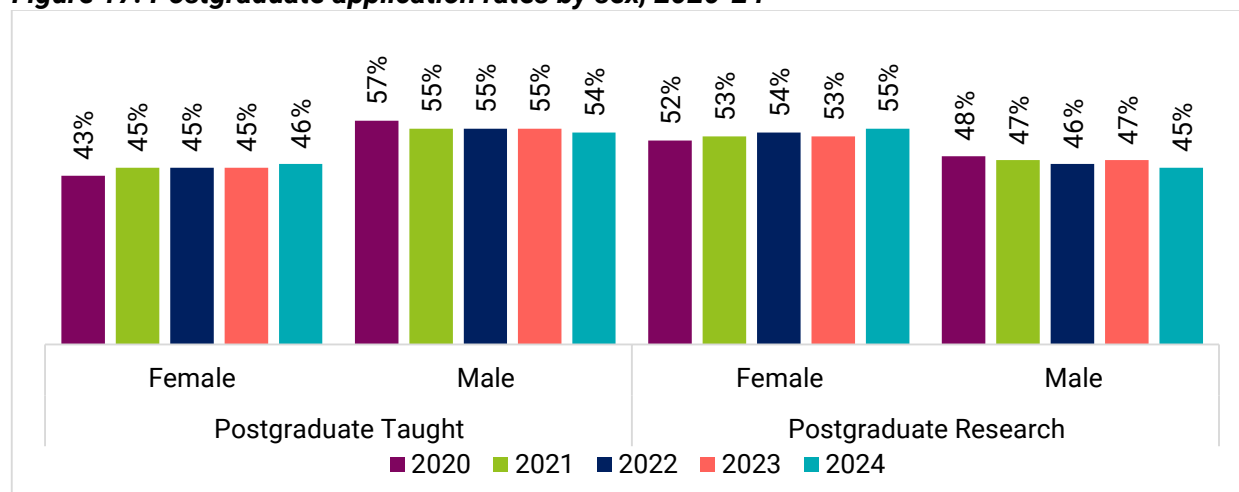


Figure 18. Postgraduate Taught application rates by sex and domicile, 2020-24

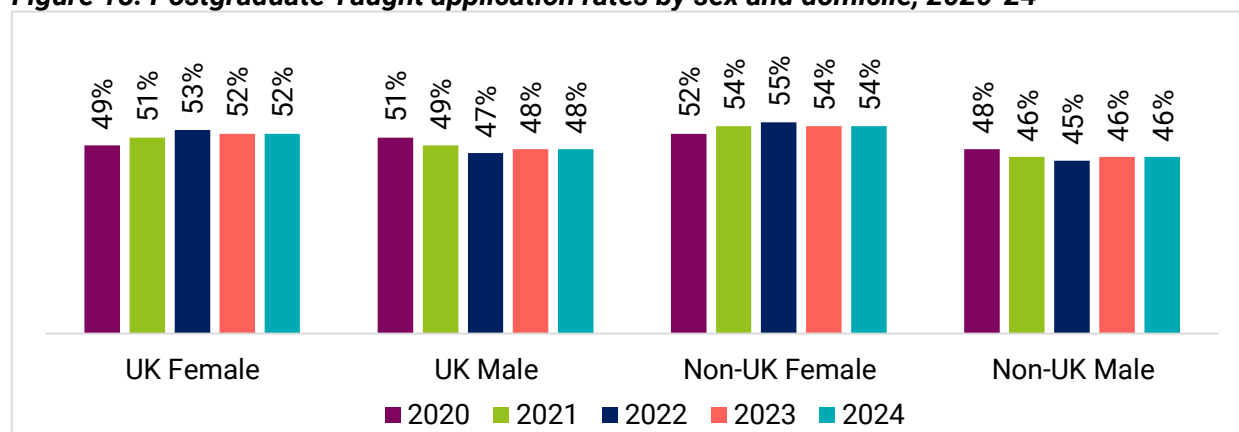


Figure 19. Postgraduate Taught applicant success rates by sex and domicile, 2020-24

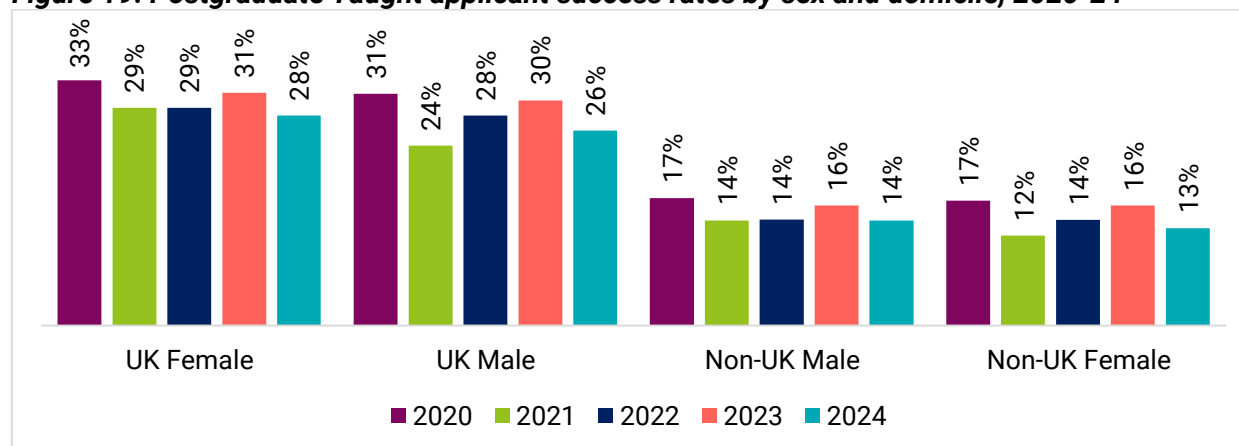


Figure 20. Postgraduate Research applications by sex and domicile, 2020-24

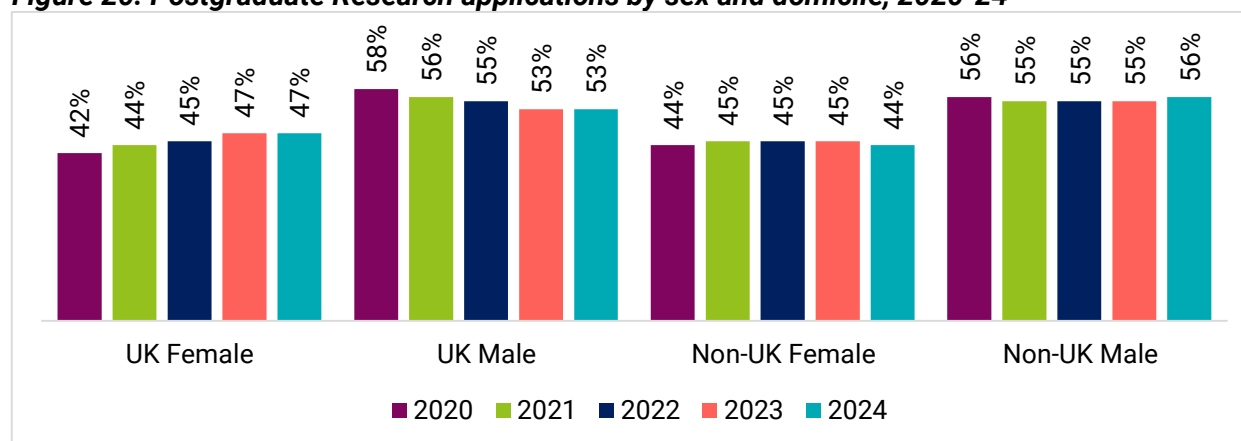


Figure 21. Postgraduate Research applicant success rates by sex and domicile, 2020-24

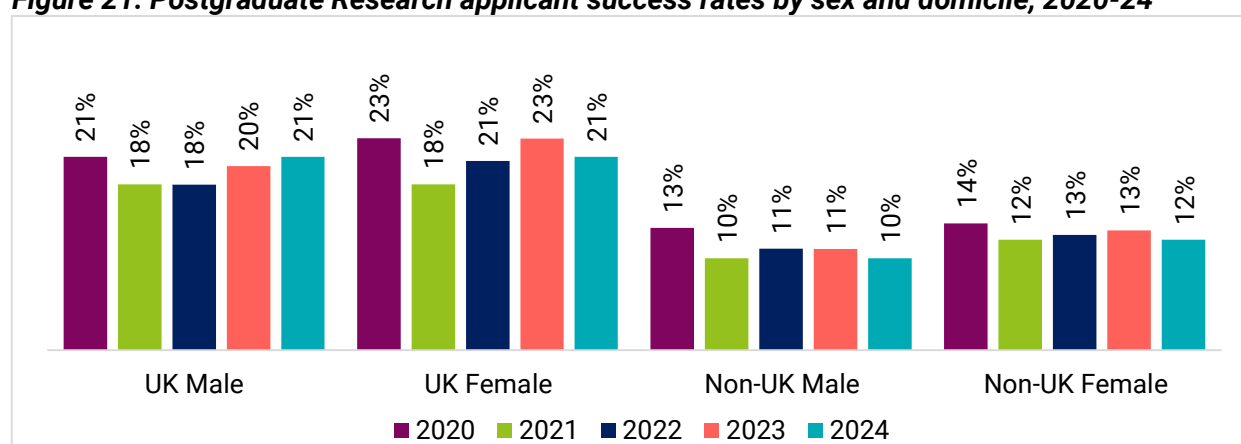


Figure 22. Postgraduate Taught applicant success rates by ethnicity and domicile, 2020-24

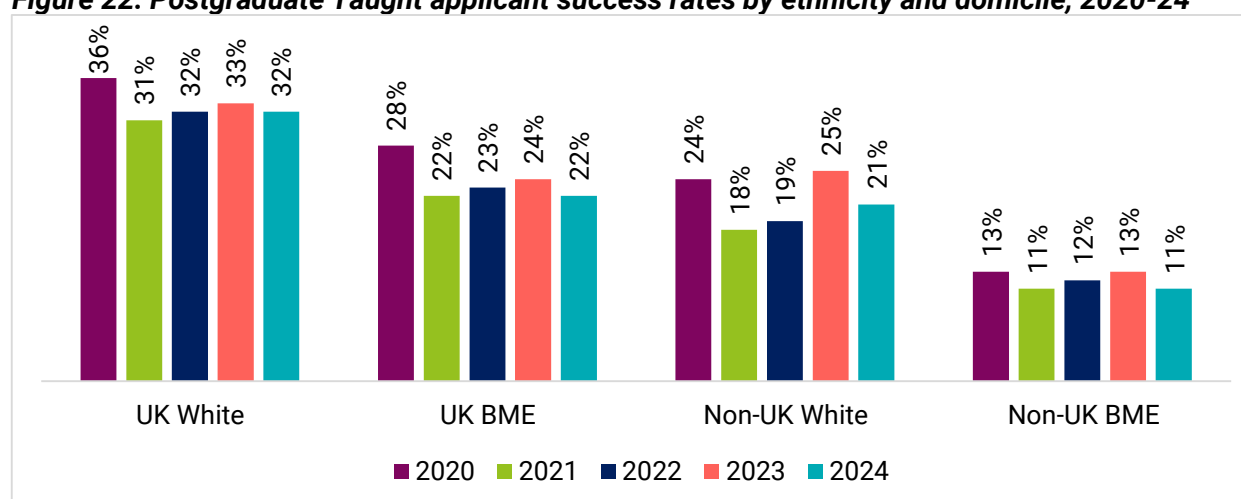


Figure 23. Postgraduate Research applicant success rates by ethnicity and domicile, 2020-24

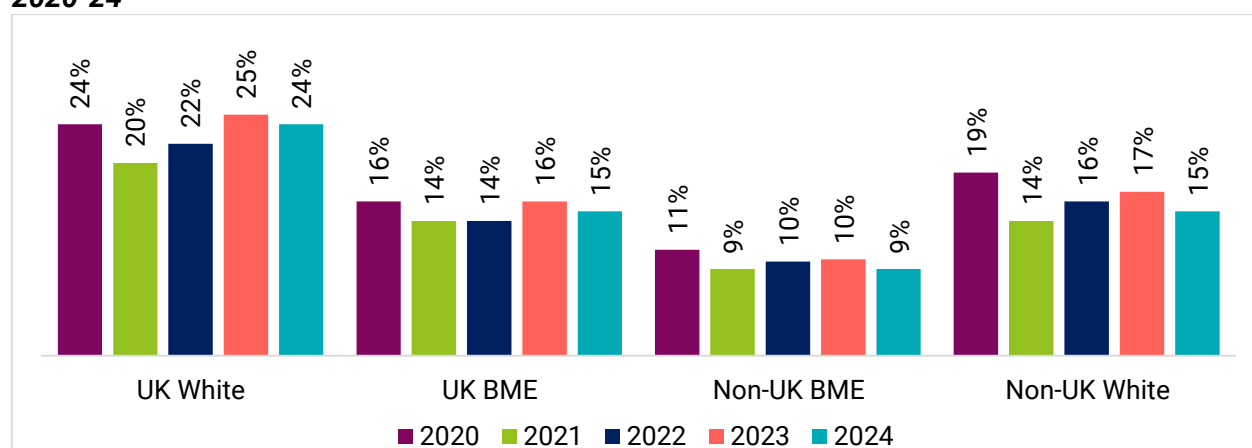


Figure 24. Postgraduate applicant success rates by ethnic group, domicile and level of study, 2024/25

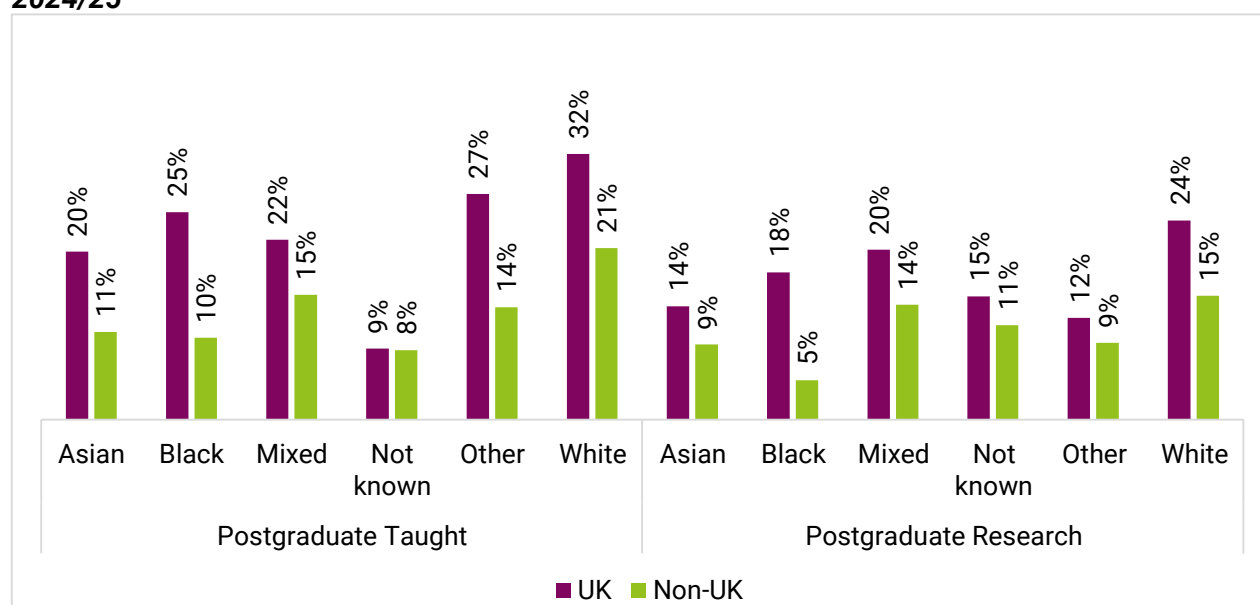


Figure 25. Postgraduate applicant success rates by disability and programme type, 2022-24 (combined)

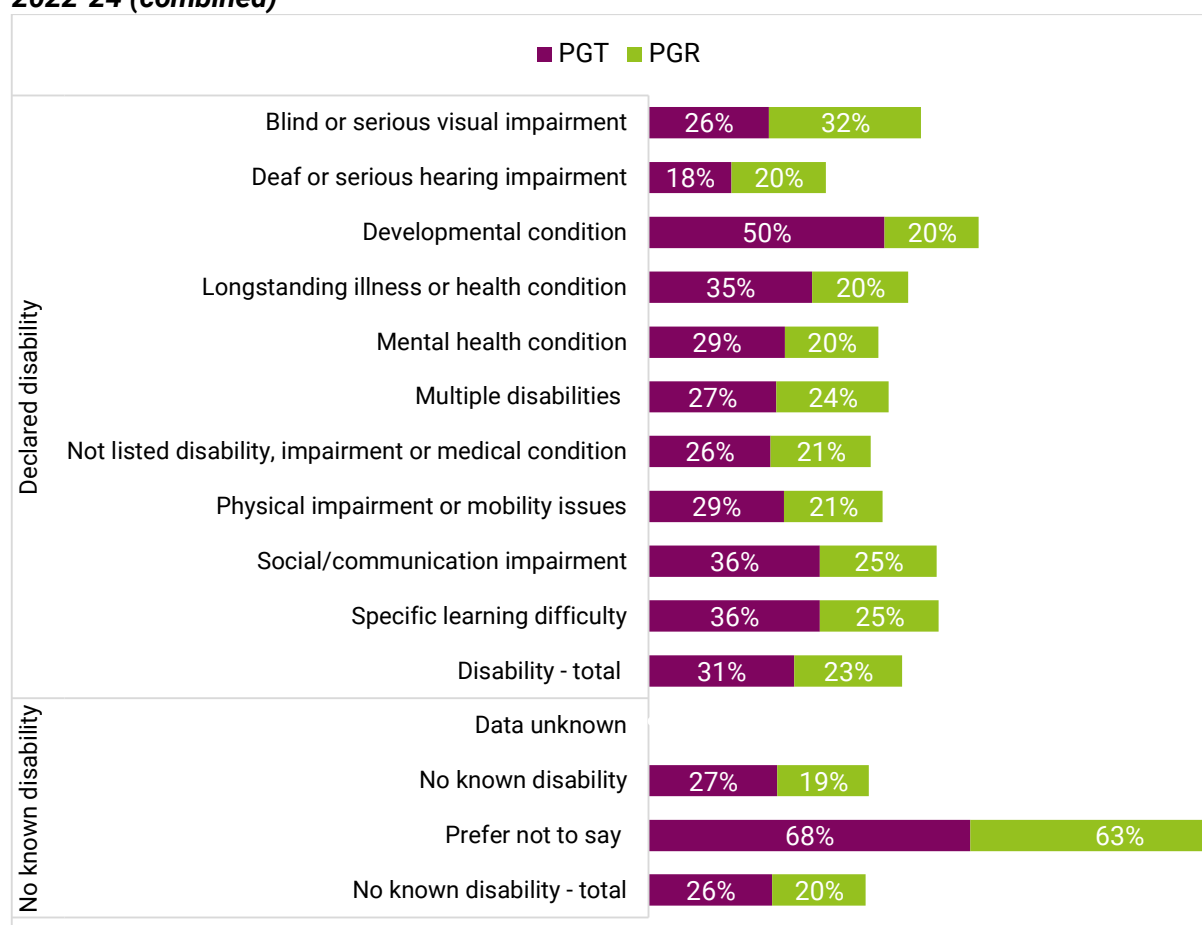
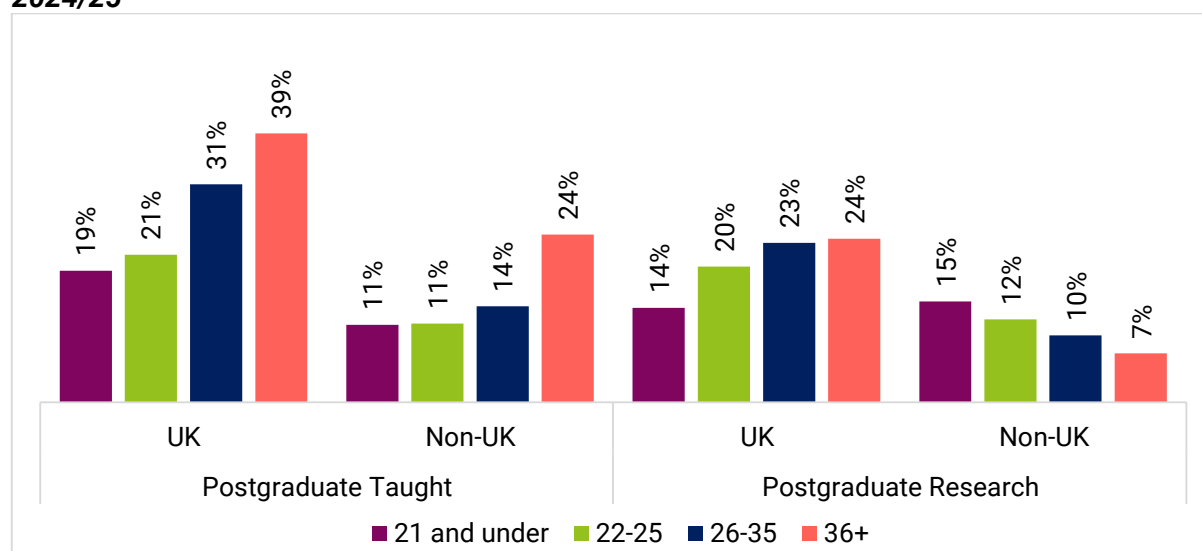


Figure 26. Postgraduate applicant success rates by age band, domicile and level of study, 2024/25



On-course students

The profile of on-course students in the academic year 2024-2025 was as follows:

- Women comprised 52% of UG students, 52% of PGT students and 48% of PGR students;
- UK-domiciled students comprised 52% women, 48% men;
- Non-UK-domiciled students comprised 50% women and 50% men;
- Overall, 40% of all students came from BME backgrounds:
 - 27% of UK-domiciled UG students, 32% of UK-domiciled PGT students and 23% of UK-domiciled PGR students came from BME backgrounds;
 - 64% of non-UK-domiciled UG students, 58% of non-UK-domiciled PGT students and 56% of non-UK-domiciled PGR students came from BME backgrounds;
- 18% of students shared a disability; 21% of UG students, 15% of PGT students and 18% of PGR students;
- 17% of students shared that they were bisexual, gay, lesbian, or other sexual orientation, 67% of students indicated that they were heterosexual and 16% were unknown; and
- 88.6% of students shared their religion or belief, or that they did not have one, with a further 11.5% unknown.

Figure 27. Female students by level of study, 2020-24

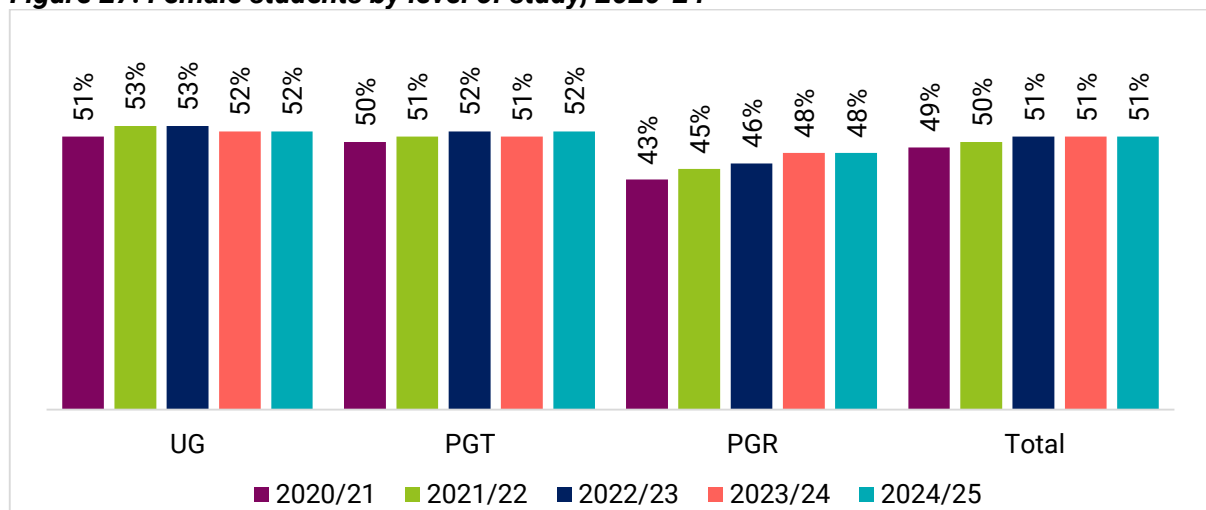


Figure 28. Female students by domicile, 2020-24

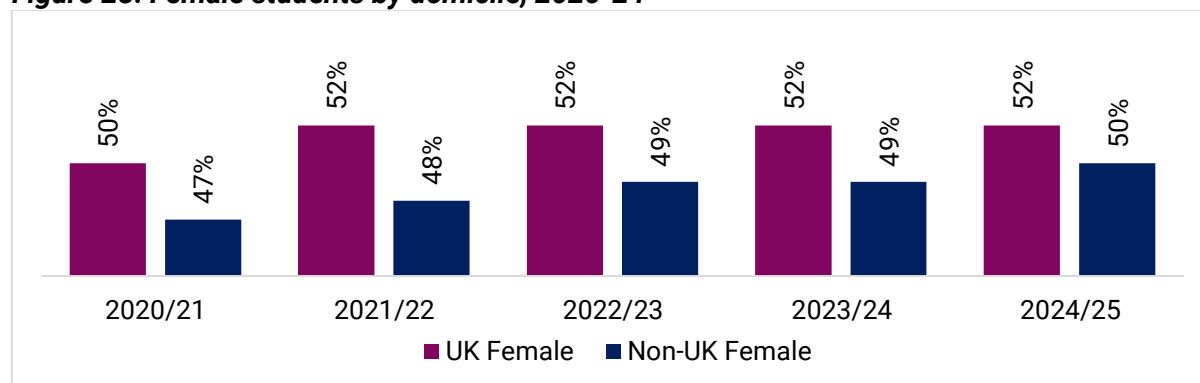


Figure 29. Female students by division, 2020-24

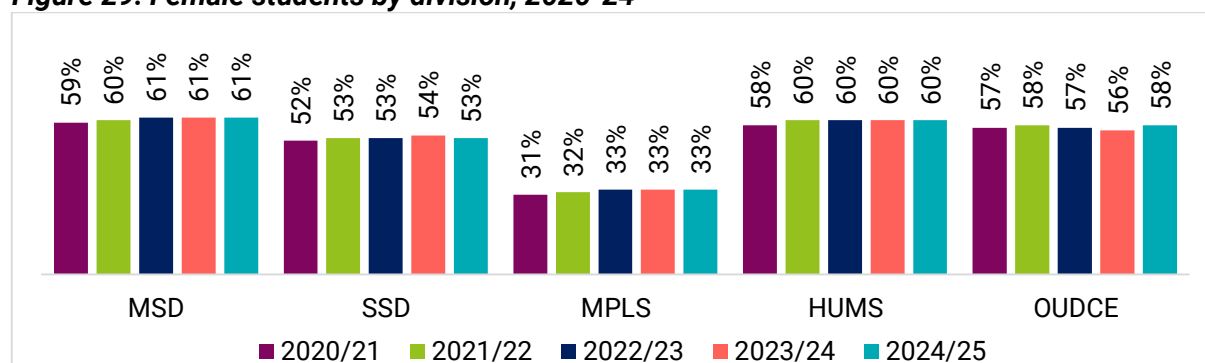


Figure 30. Female students in MPLS by level of study, 2020-24

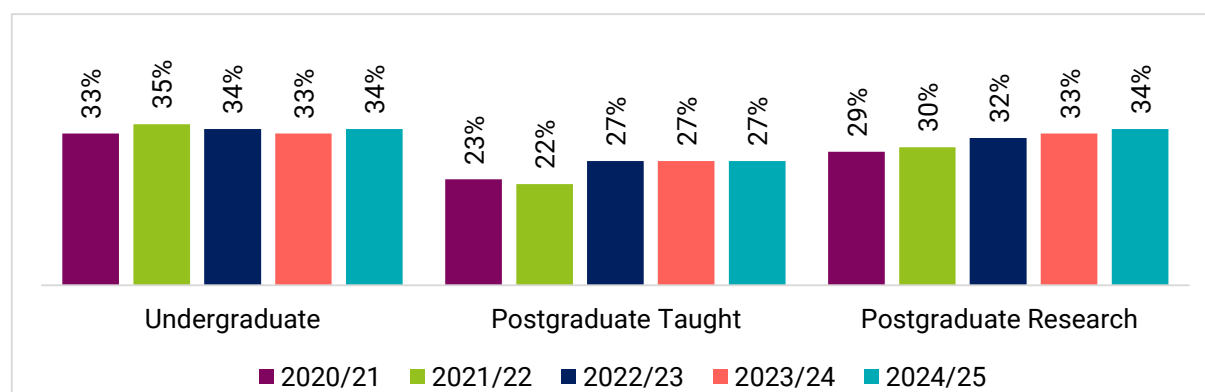


Figure 31. BME students by domicile, 2020-24

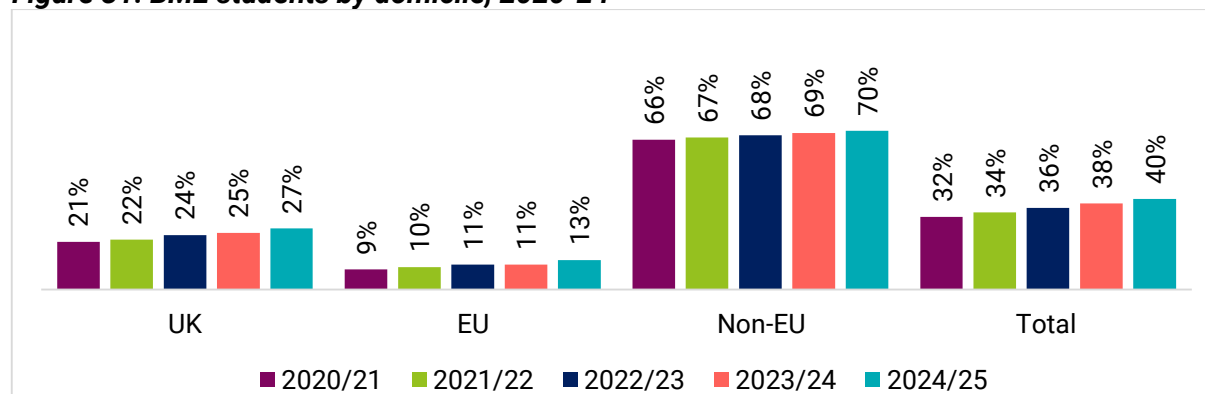


Figure 32. BME students by domicile and level of study, 2020-24

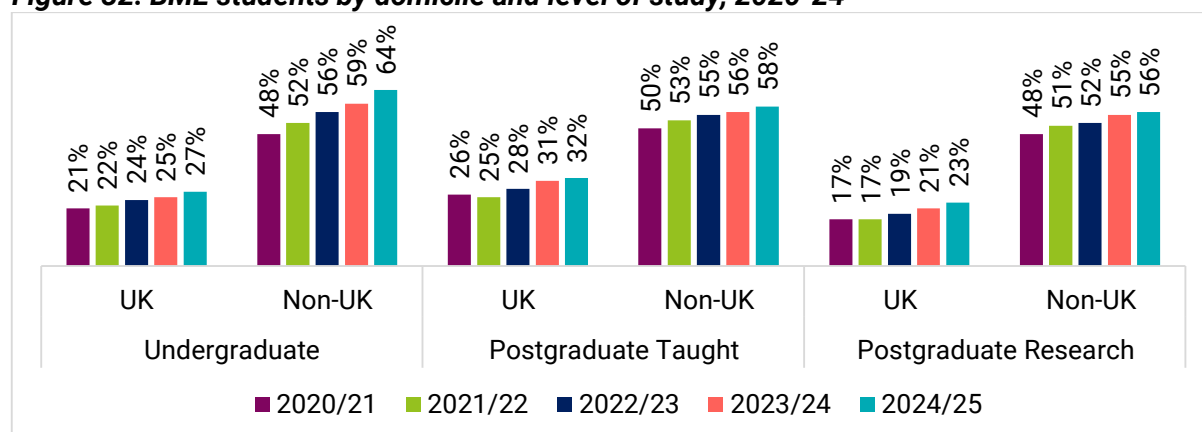


Figure 33. UK-domiciled BME students by division, 2020-24

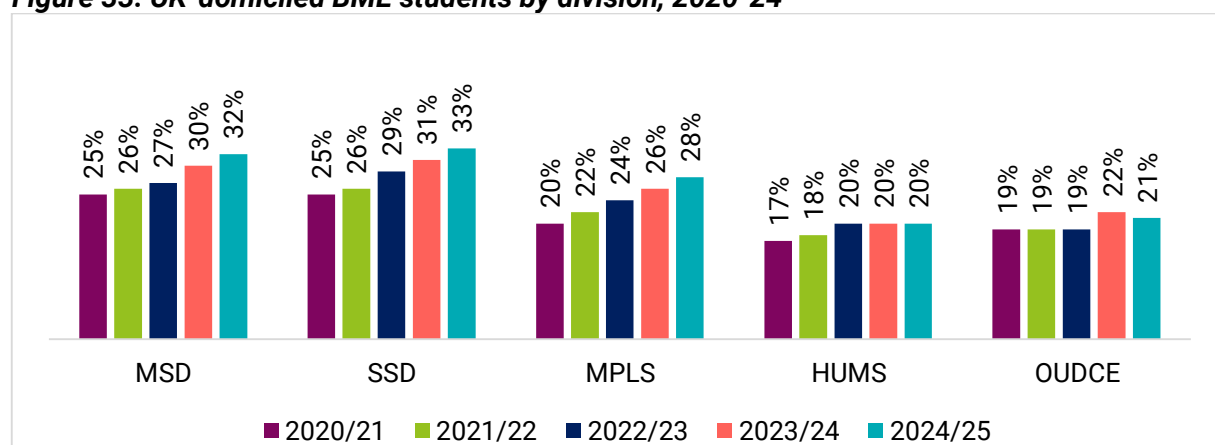


Figure 34. Non-UK-domiciled BME students by division, 2020-24

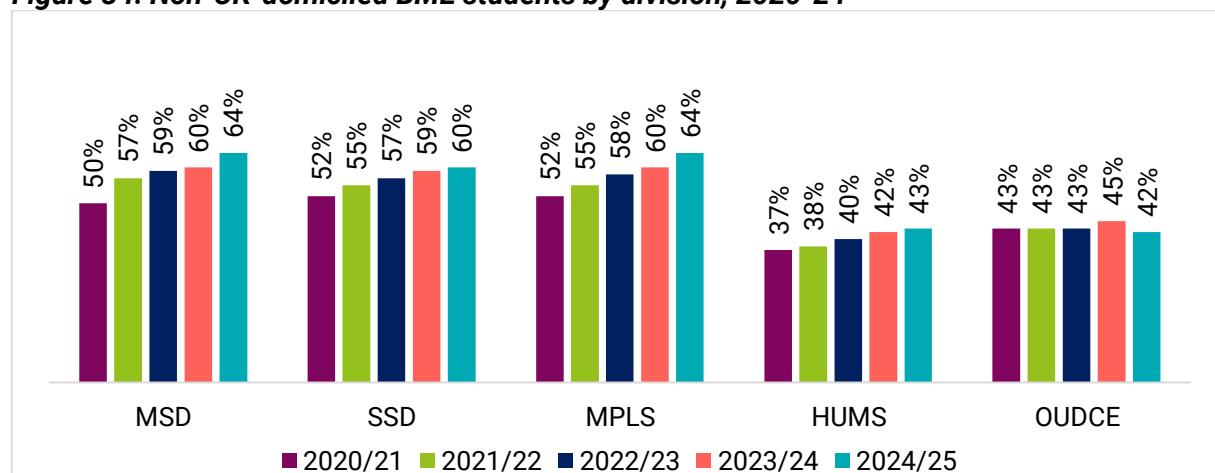


Figure 35. Disabled students by level of study, 2020-24

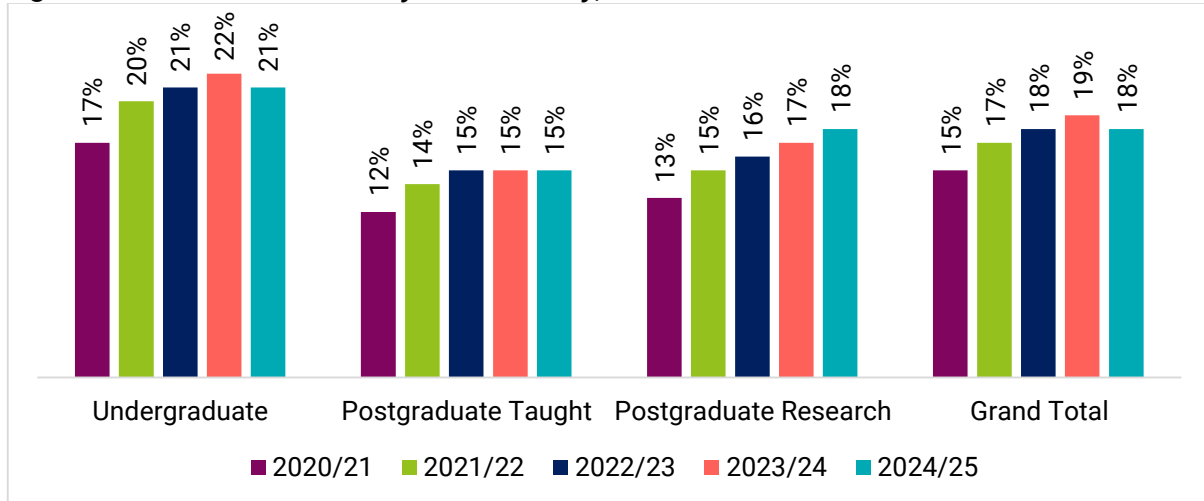


Figure 36. Students by sexual orientation, 2020-24

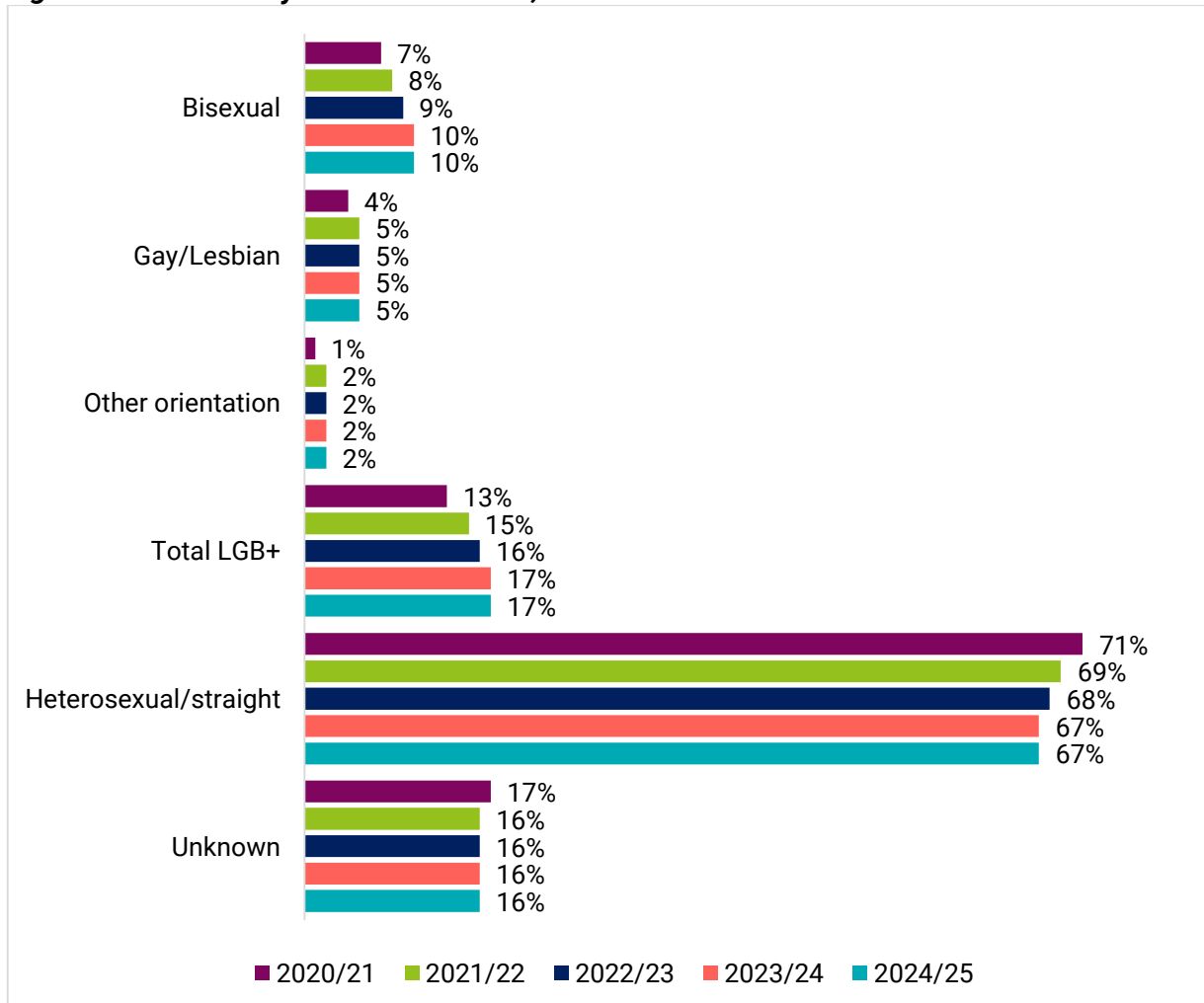
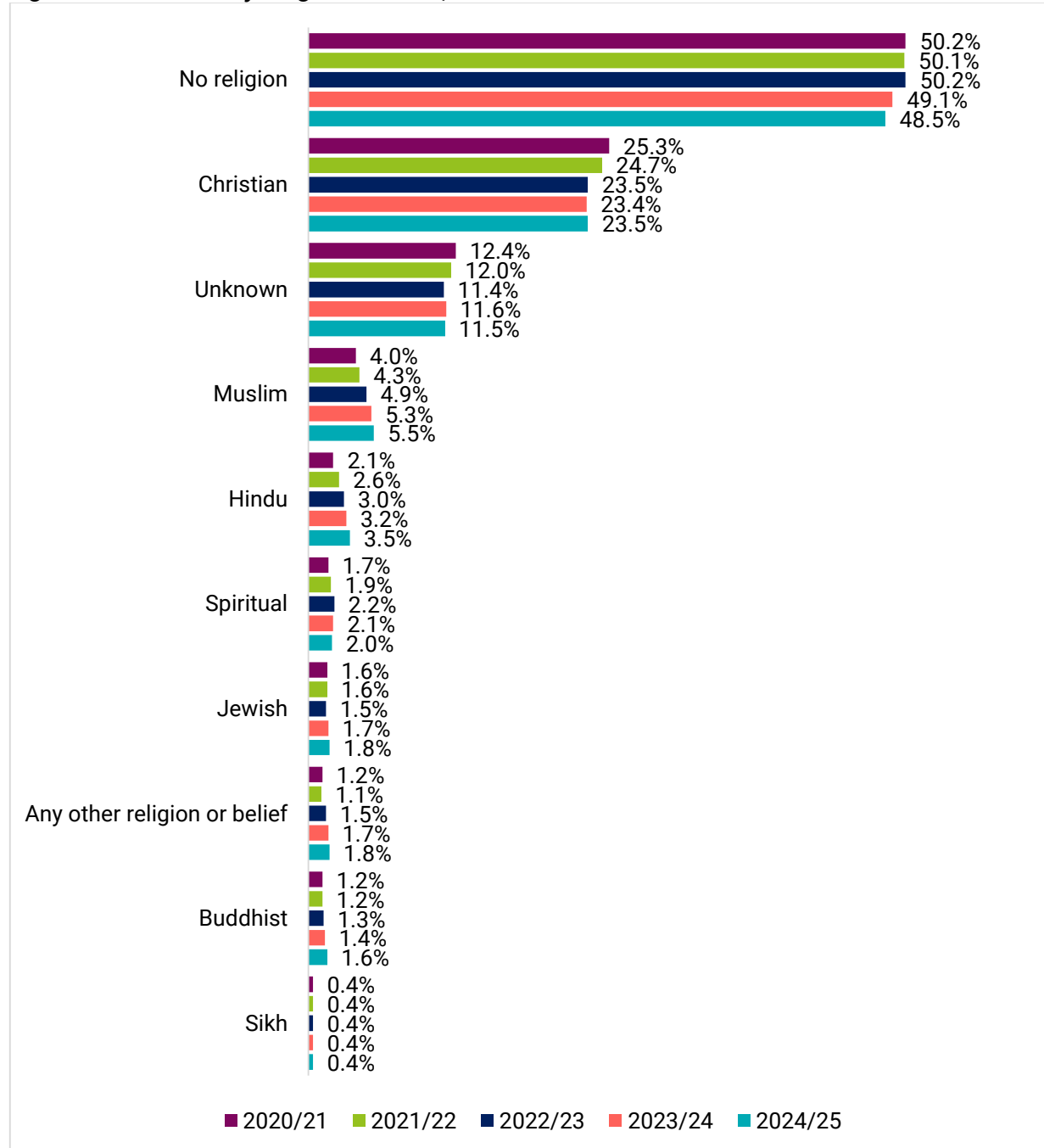


Figure 37. Students by religion or belief, 2020-24



1

¹ Figure 38 - Faiths ordered in descending numerical order as of 2024/25. Percentage = of total population.

Curriculum and Awarding

Undergraduates

Figure 38. First class degree attainment by sex and division, 2020-24

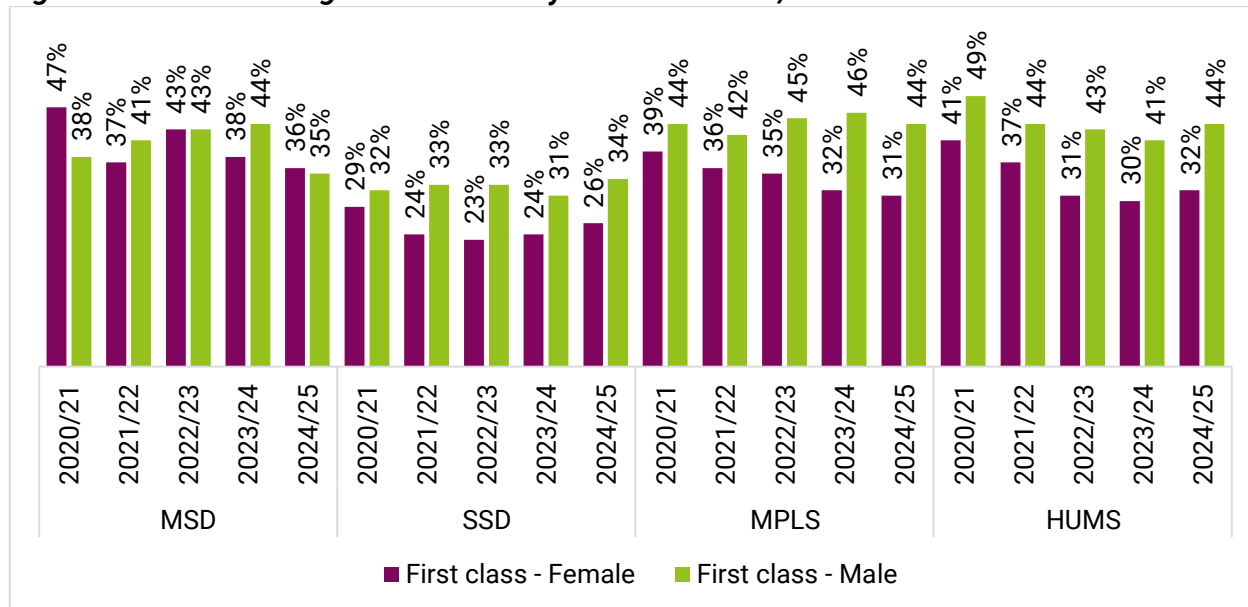
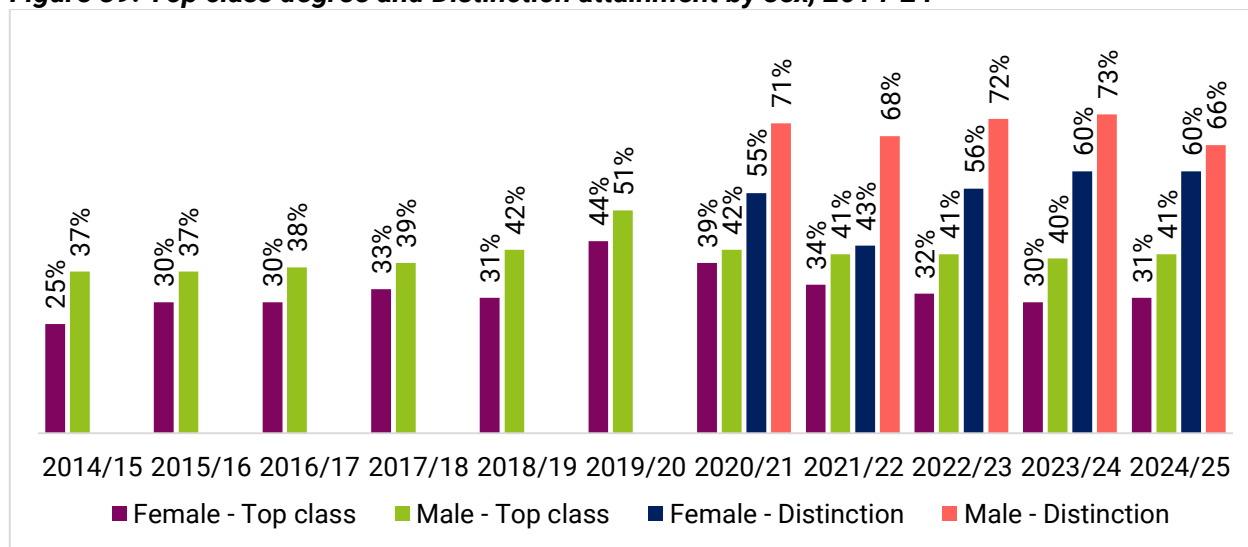


Figure 39. Top class degree and Distinction attainment by sex, 2014-24



¹This includes awards for Masters Style classifications, with BTh Theology and three Medicine courses excluded.

¹ Pre-2021 data excludes MMathPhys which awards Distinction/Merit/Pass rather than a classification. Results from 2021 onwards divided into two categories: one for classified programmes and one for the four MPLS programmes which award Distinction/Merit/Pass. Excludes OUDCE.

Figure 40. First class degree attainment by ethnicity and sex, 2020-24

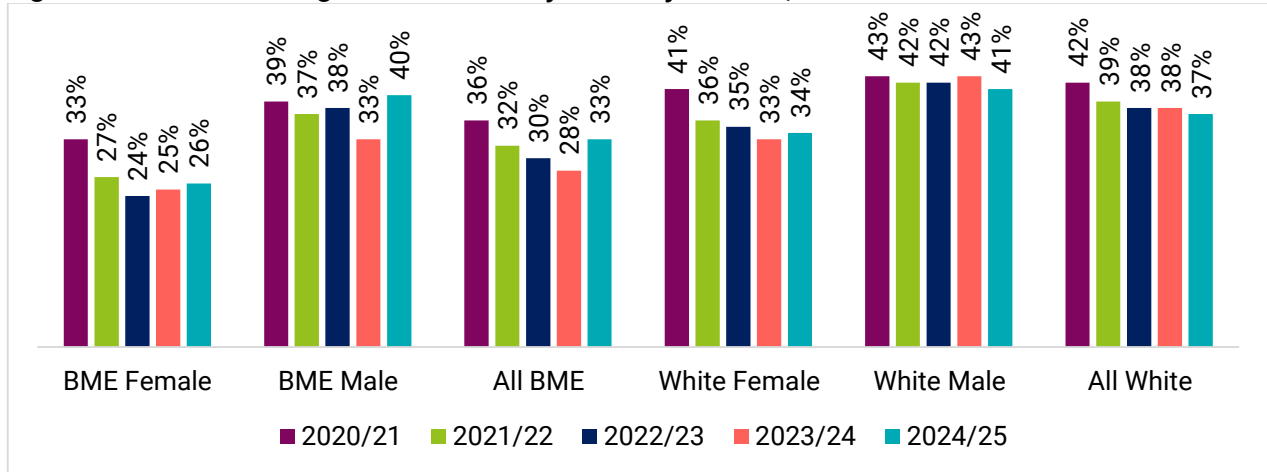


Figure 41. First class degree attainment by ethnicity and domicile, 2020-24

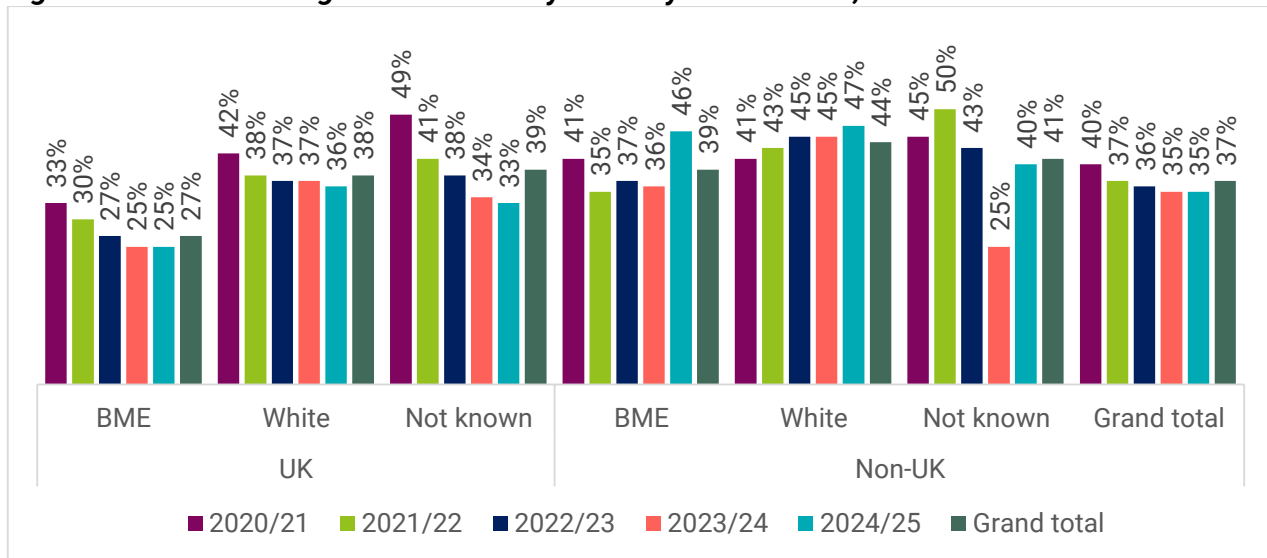


Figure 42. First class degree attainment by disability status, 2020-24

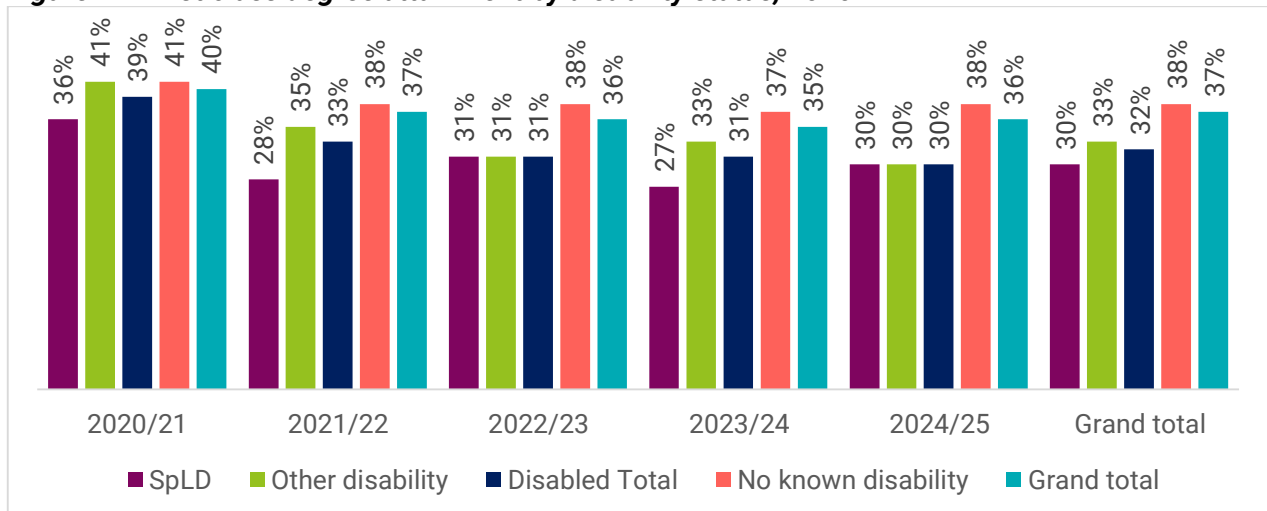
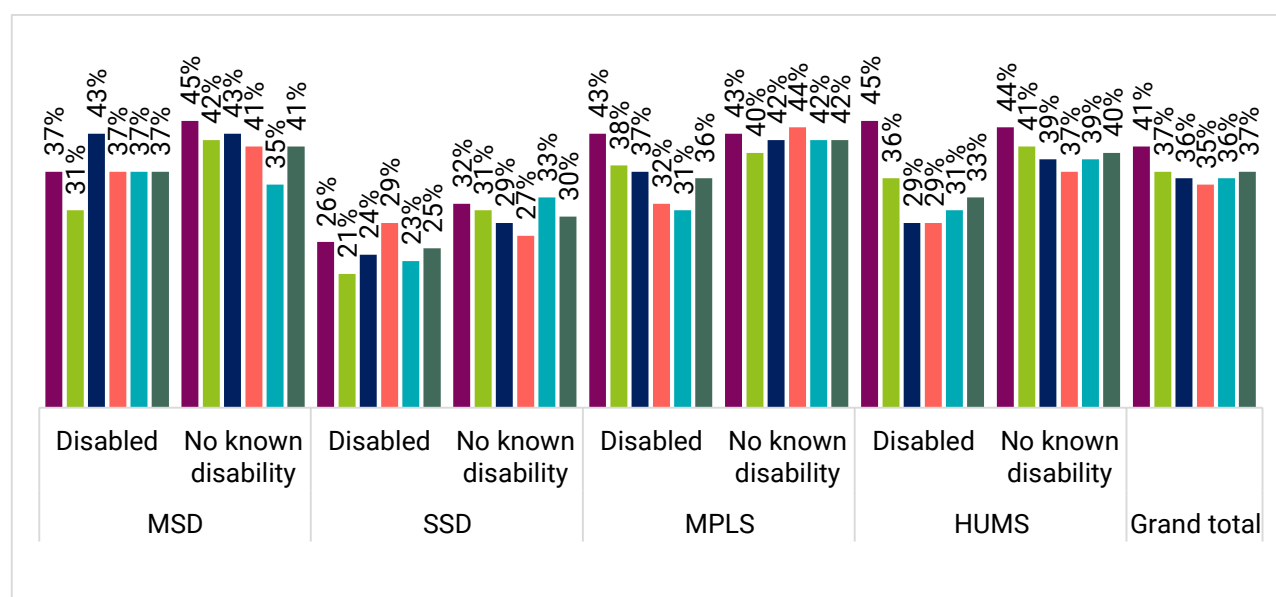


Figure 43. First class degree attainment by disability status and division, 2020-24



Postgraduates

Figure 44. Postgraduate Taught outcomes: distinctions awarded to students on one-year full-time programmes, 2024 cohort

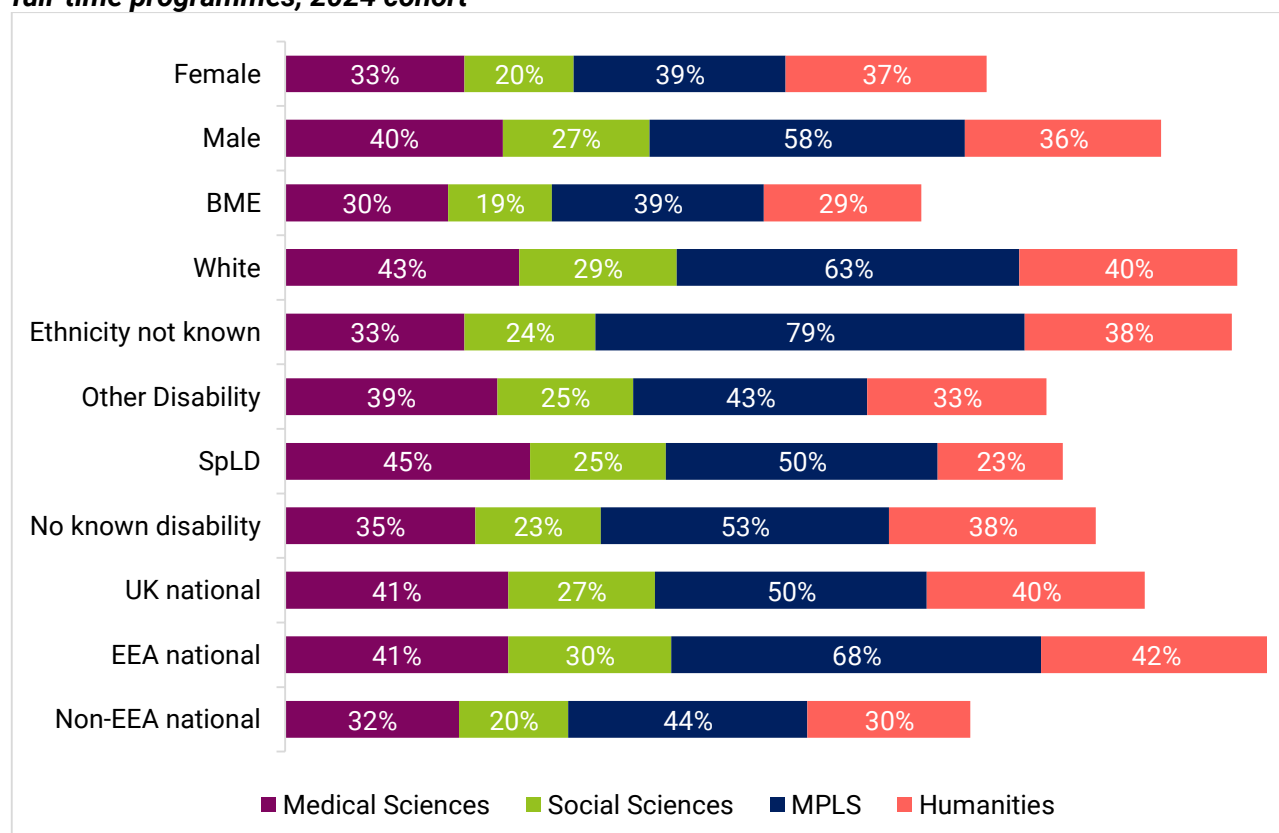


Figure 45. Postgraduate Taught outcomes: distinctions awarded to students on two-year full-time programmes, 2023 cohort

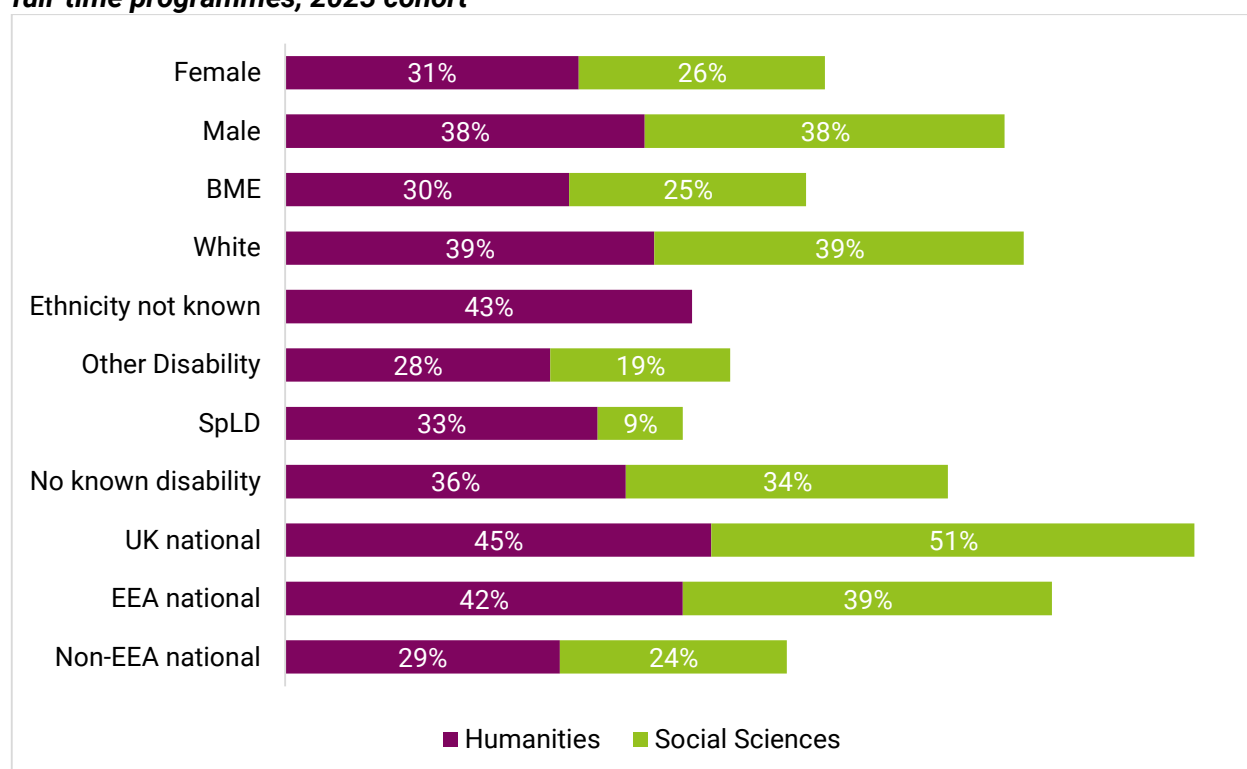
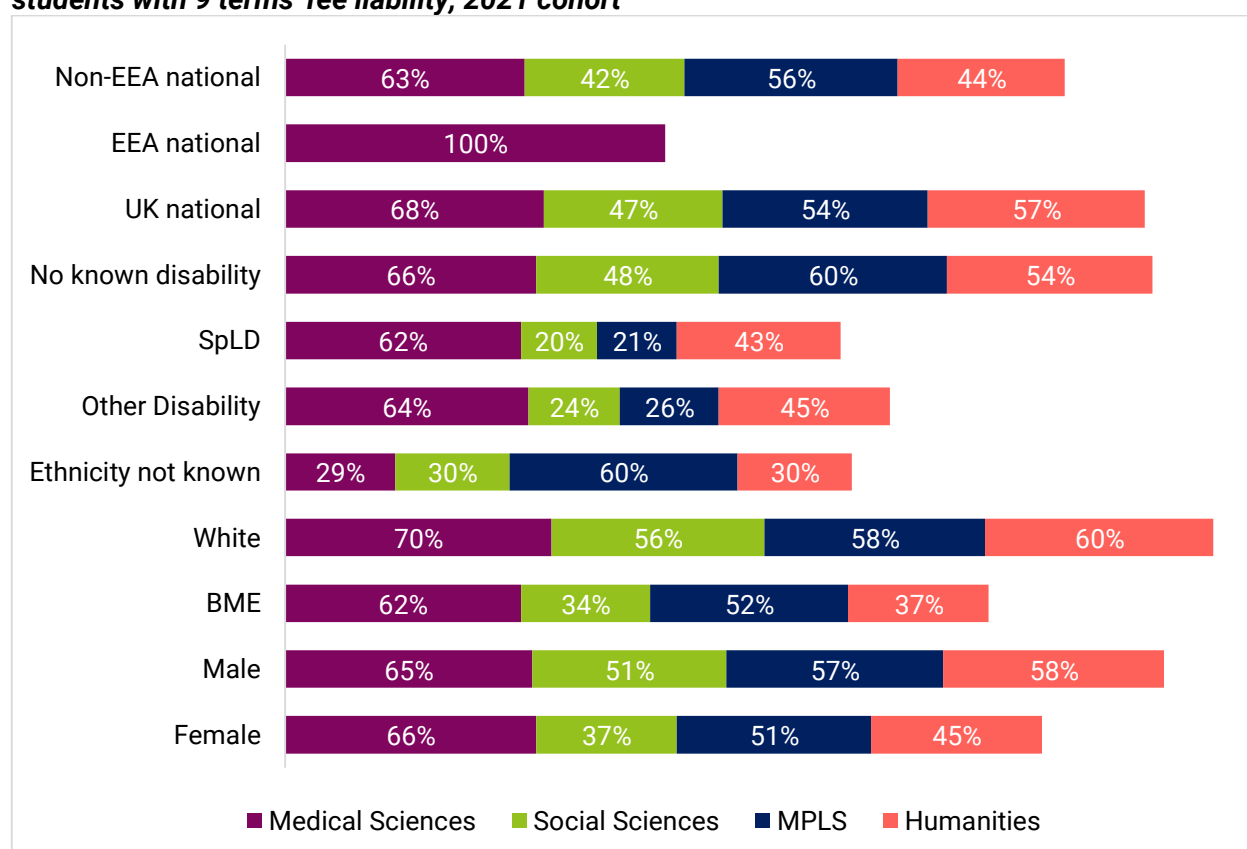


Figure 46. Postgraduate Research outcomes: doctoral submissions within 48 months by students with 9 terms' fee liability, 2021 cohort



Staff

Staff Diversity Profile

This section provides an overview of the University's staff diversity profile, taken as a snapshot on the 31st July 2025. An overview of staff demographic data for each role group can be found in Table 3.

Key figures

The University employs 17,179 staff, equivalent to 15,554 full-time equivalent (FTE) positions, as outlined below:

Table 3. Role group by headcount and FTE

Role Group	Headcount	%FTE
Academic	2,148	2,039
Research	5,414	4,945
Professional & Management (P&M)	6,562	5,959
Support & Technical Staff (S&T)	3,055	2,611
Grand Total	17,179	15,554

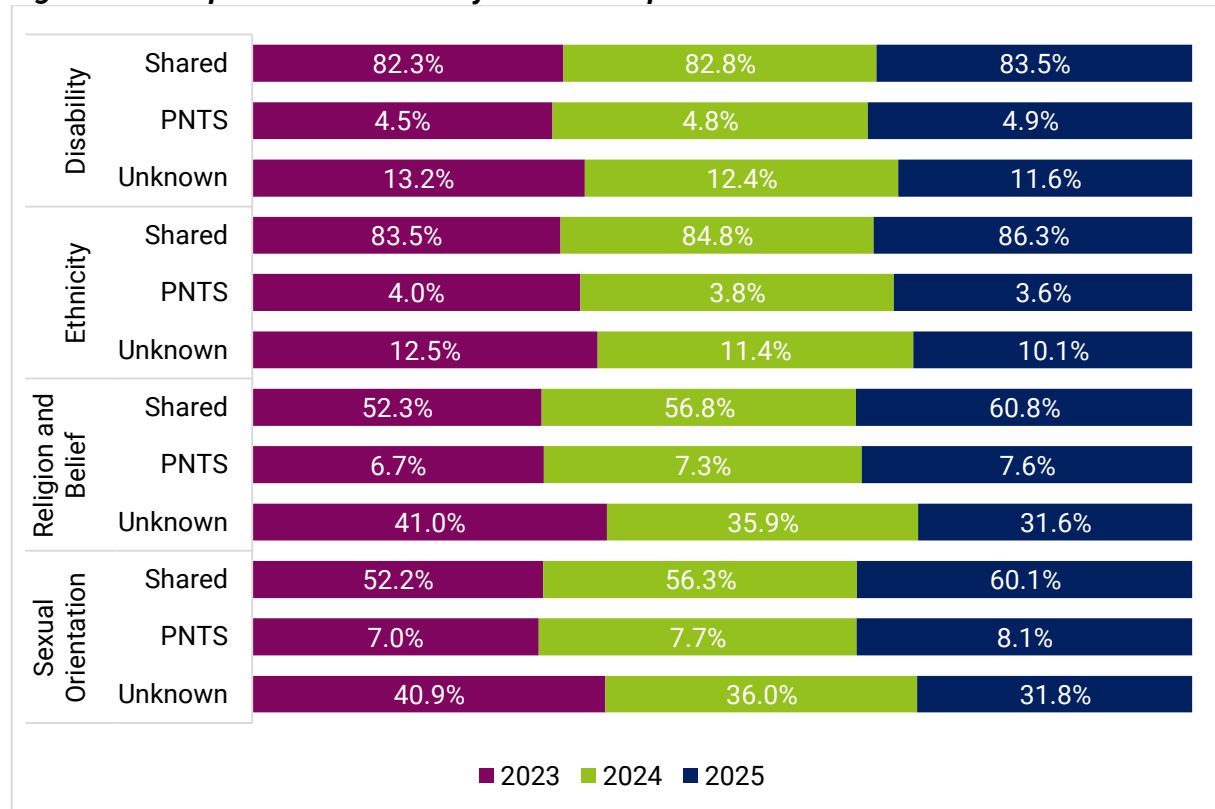
Table 4. Role group by Division (%FTE)

Division	Academic	Research	P&M	S&T
CONTINUING EDUCATION	7%	1%	51%	40%
GARDENS, LIBRARIES & MUSEUMS	3%	1%	45%	50%
HUMANITIES	54%	2%	22%	9%
MATHS, PHYSICAL & LIFE SCIENCES	19%	15%	25%	11%
MEDICAL SCIENCES	5%	45%	32%	13%
SOCIAL SCIENCES	28%	50%	38%	12%
SOCIETIES	2%	22%	41%	51%
UNIVERSITY ADMINISTRATION AND SERVICES	0%	6%	75%	25%
Grand Total	13%	32%	38%	17%

Diversity data

Since 2023, strengthened data collection processes continues to improve the completeness of diversity data, enhancing the University's capability to monitor representation, identify trends, and inform evidence-based equality, diversity, and inclusion (EDI) initiatives.

Figure 47. Completeness of diversity data on PeopleXD



Overall Staff Profile

Table 5. Overall staff profile

Group	Status	Of total	% of Academics	% of Researchers	% of P&M	% of S&T
Staff in post	Full time equivalent	15,554	13.1%	31.8%	38.3%	16.8%
Sex	Female	53.7%	36.0%	47.8%	60.9%	62.0%
	Male	46.3%	64.0%	52.2%	39.1%	38.0%
Ethnicity	White	66.1%	68.9%	53.8%	73.7%	70.2%
	BME	20.2%	11.7%	29.9%	16.1%	17.7%
	Prefer Not to Say	3.6%	6.5%	3.0%	3.2%	3.5%
	Unknown	10.1%	12.9%	13.4%	7.0%	8.6%
	Female/White	67.9%	66.0%	56.3%	74.6%	70.8%
	Female/BME	20.4%	14.2%	29.6%	16.3%	19.2%
	Male/White	64.1%	70.6%	51.5%	72.3%	69.2%
	Male/BME	19.9%	10.3%	30.1%	15.8%	15.3%
Citizenship	Countries of citizenship	127	67	119	104	83
Disability	Disability	7.3%	4.1%	5.5%	8.9%	9.6%
	No Disability	76.1%	75.2%	74.5%	78.1%	75.5%
	Prefer Not to Say	4.9%	6.8%	4.7%	4.5%	4.8%
	Unknown	11.6%	13.9%	15.3%	8.6%	10.0%
	Disability Part time (headcount)	9.0%	5.4%	8.0%	7.9%	12.3%
	Disability Full time (headcount)	7.0%	4.0%	5.2%	9.0%	9.0%
Age band	Under 30	13.5%	0.5%	18.0%	8.2%	26.8%
	30-39	33.0%	18.2%	49.0%	29.0%	23.6%
	40-49	25.2%	32.4%	19.7%	30.1%	18.8%
	50-59	19.0%	29.7%	9.1%	23.4%	19.1%
	60-64	6.4%	11.8%	2.6%	7.1%	7.6%
	65+	3.0%	7.3%	1.6%	2.1%	4.1%
Religion or Belief	Shared Religion or belief	60.8%	34.4%	64.6%	63.9%	67.0%
	Prefer Not to Say	7.6%	5.3%	8.2%	7.9%	7.6%
	Unknown	31.6%	60.3%	27.3%	28.2%	25.5%
Full-time	Female	81.9%	94.3%	88.3%	78.9%	73.8%
	Male	92.4%	94.5%	93.1%	92.6%	87.8%
Part-time	Female	18.1%	5.7%	11.7%	21.1%	26.2%
	Male	7.6%	5.5%	6.9%	7.4%	12.2%
Contract type	Fixed Term	46.9%	14.8%	84.3%	34.4%	29.8%
	Permanent/open ended	52.8%	85.2%	15.2%	65.4%	69.9%
Sexual Orientation	Shared Sexual Orientation	60.1%	34.0%	63.0%	64.0%	66.0%
	Prefer Not to Say	8.1%	5.8%	9.3%	8.0%	8.1%
	Unknown	31.8%	60.6%	27.7%	28.2%	25.4%
Sexual Orientation	Bisexual	4.7%	2.6%	4.9%	4.2%	6.2%
	Gay/lesbian	3.5%	7.8%	3.2%	3.4%	2.6%
	Other sexual orientation	1.3%	0.7%	1.2%	1.1%	2.0%
	Heterosexual	78.6%	74.2%	77.9%	80.1%	78.5%
	Prefer Not to Say	11.9%	14.7%	12.8%	11.2%	10.9%

Staff Profile - Sex

Figure 48. Female staff by role group, 2021-25

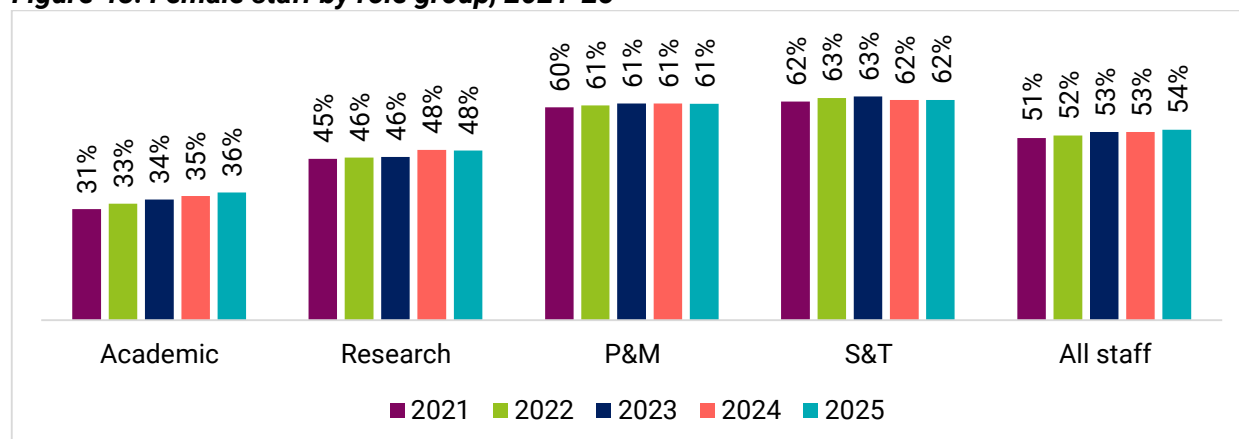


Figure 49. Female professors by grade group, 2021-25

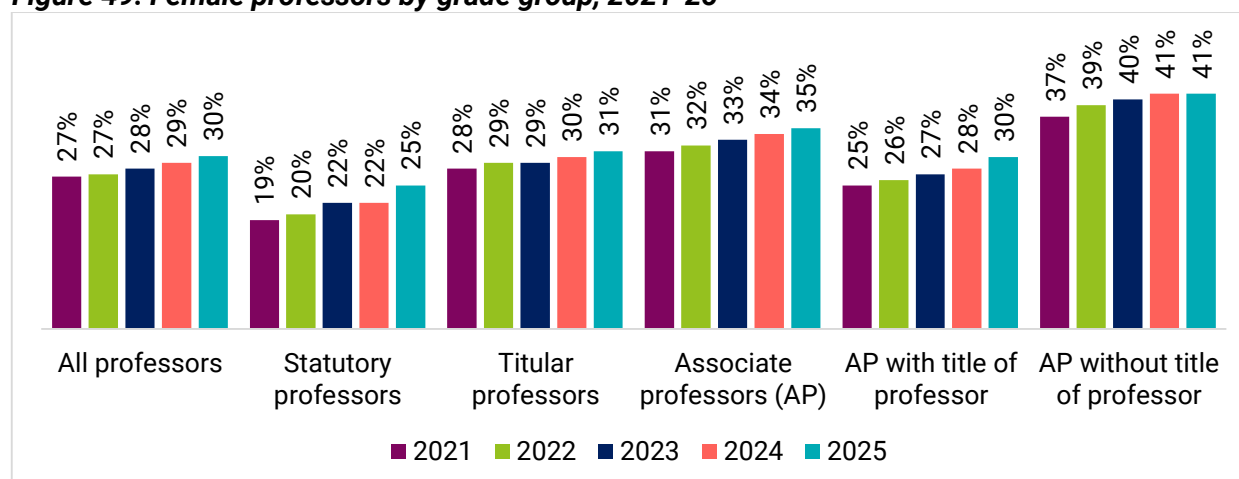


Figure 50. Staff by role group, sex and division, 2025

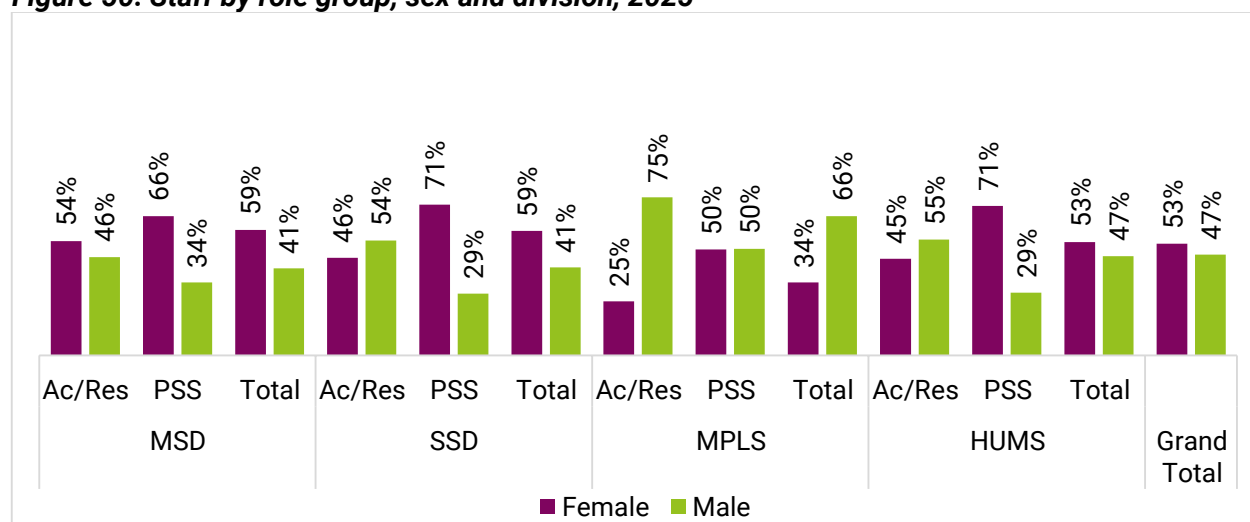


Figure 51. Staff in post by role group, sex and age band, 2025

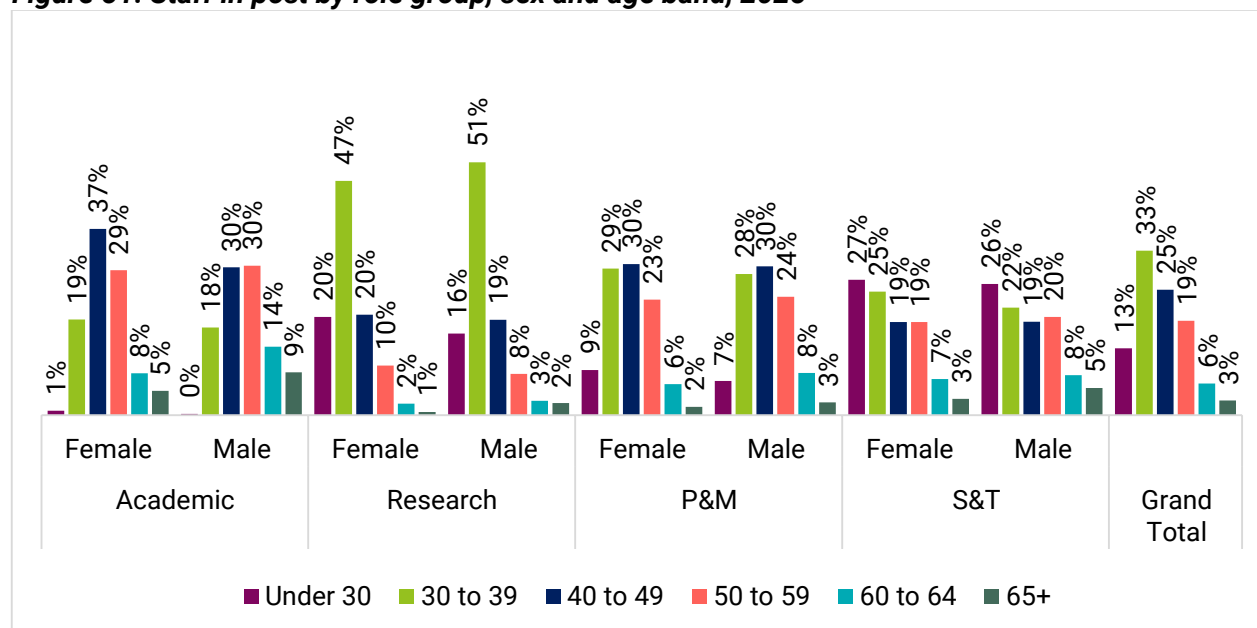


Figure 52. Recognition of Distinction - applications and awards by sex, 2021-25

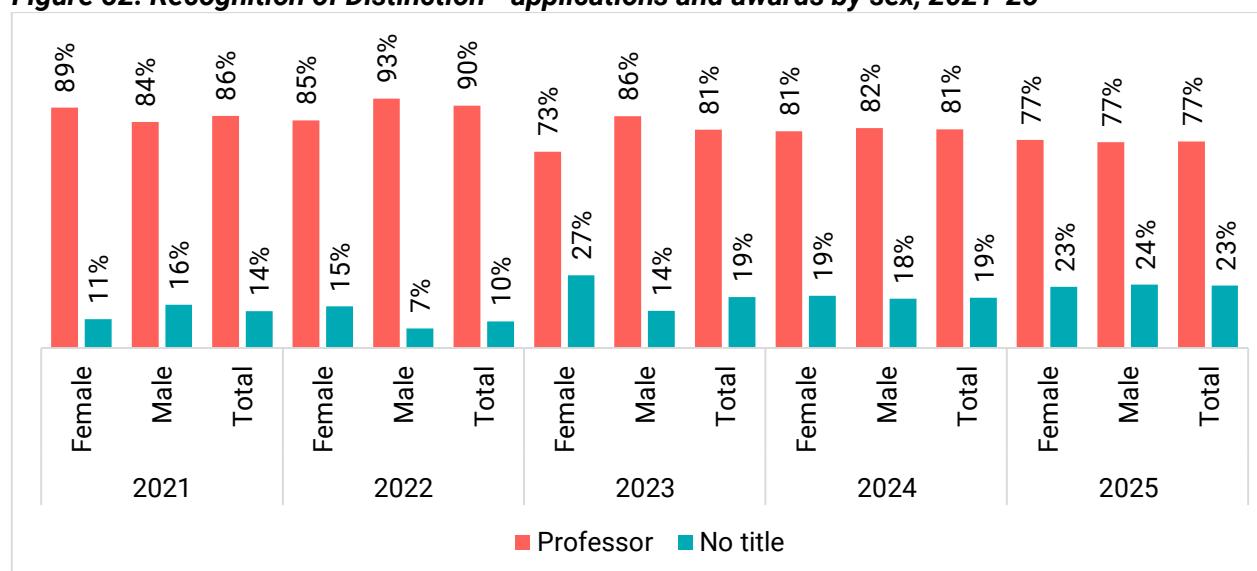


Figure 53. Researchers by sex and grade, 2025

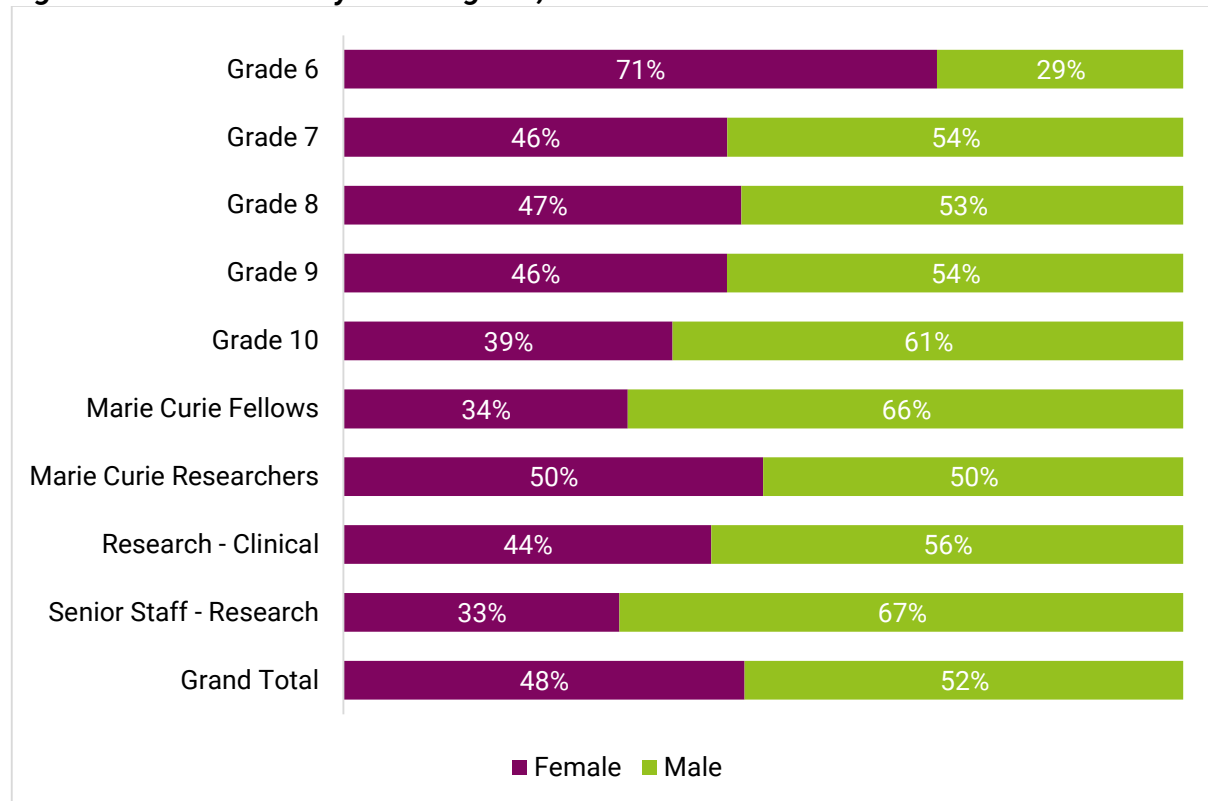


Figure 54. Professional and Support Staff by sex and grade, 2025

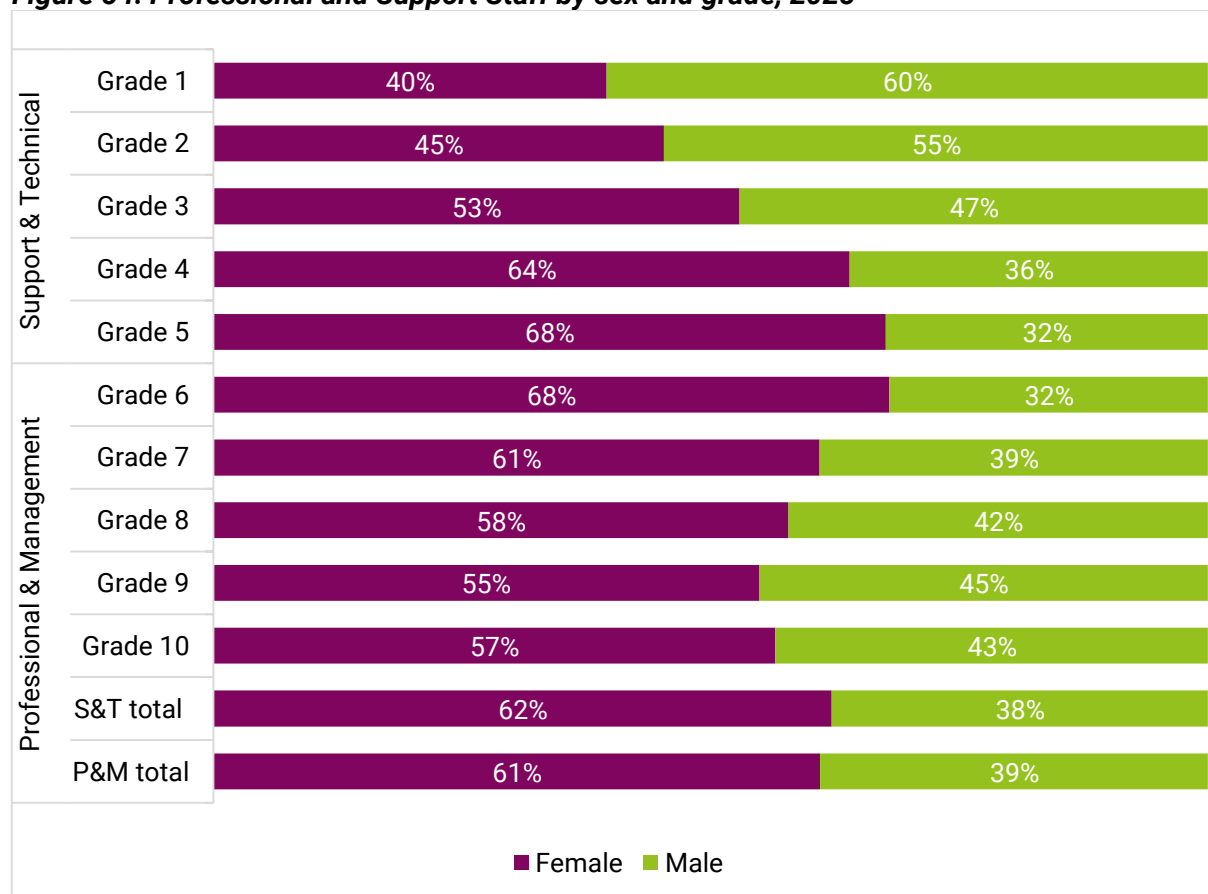


Figure 55. Academic and Researcher recruitment by sex, 2023-25

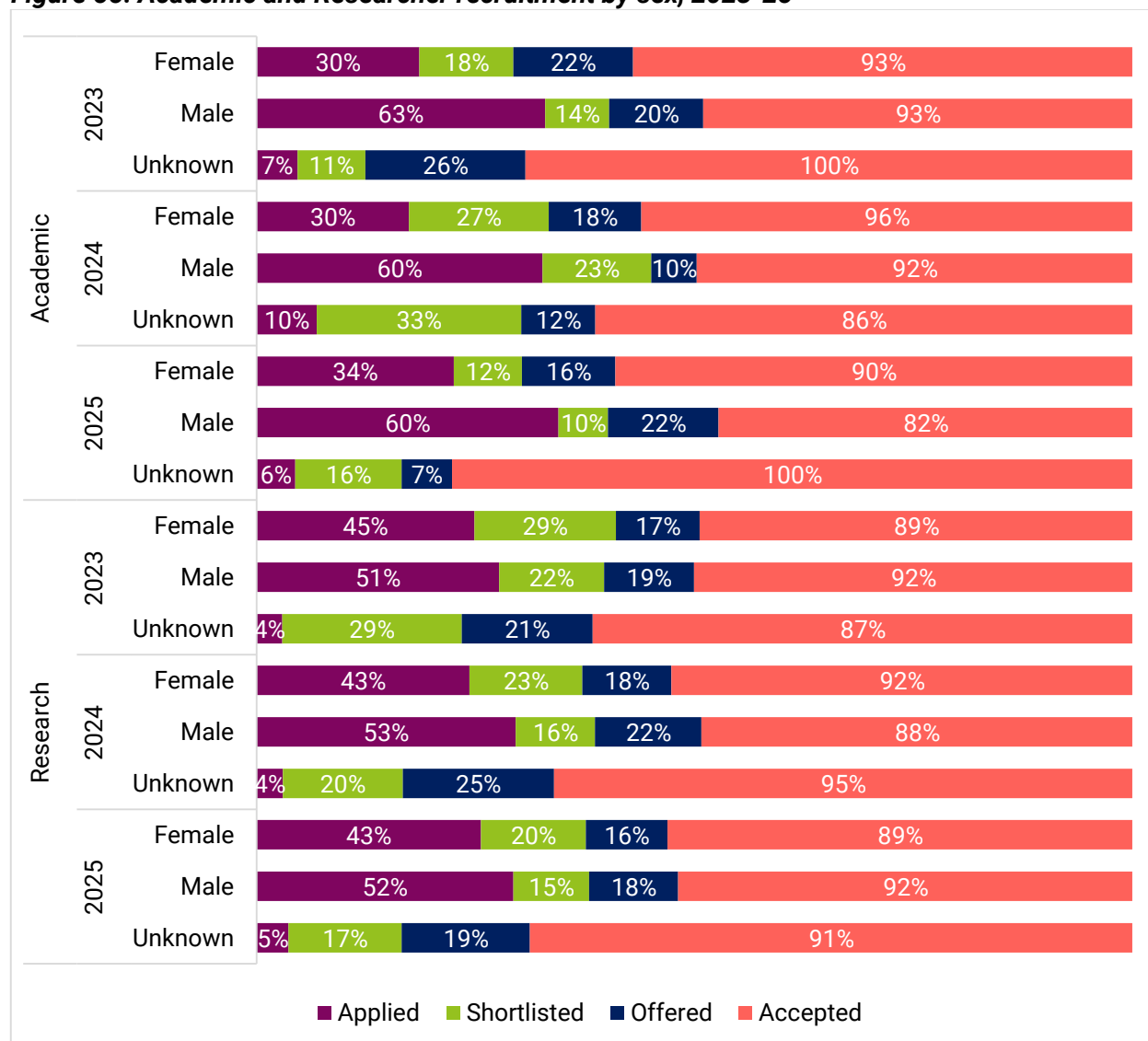


Figure 56. Associate Professor recruitment campaigns by division, 2023-25

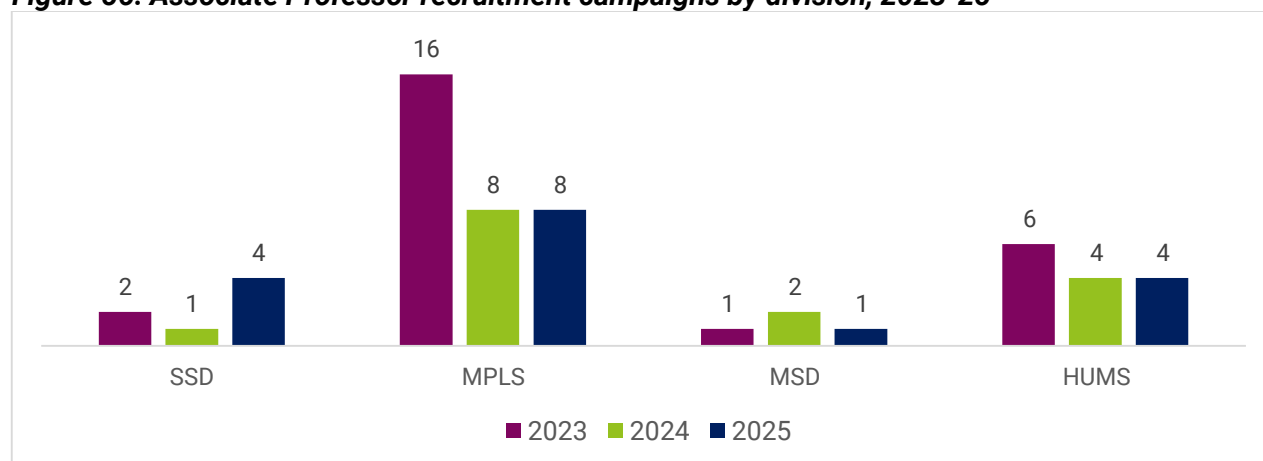


Figure 57. Applicants for Associate Professor by division and sex, 2023-25

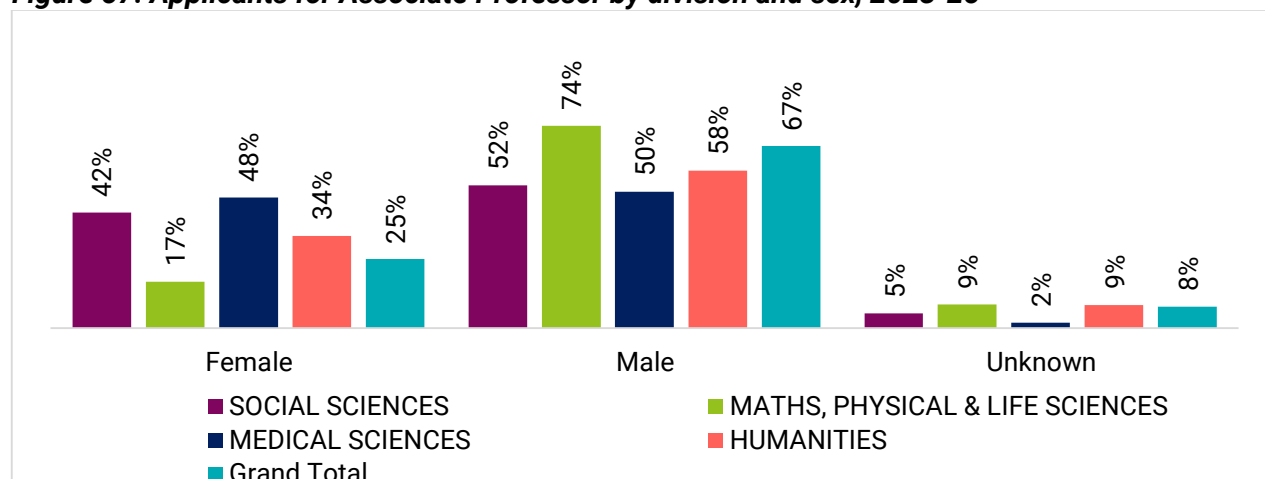


Figure 58. Associate Professor recruitment by sex, 2023-25

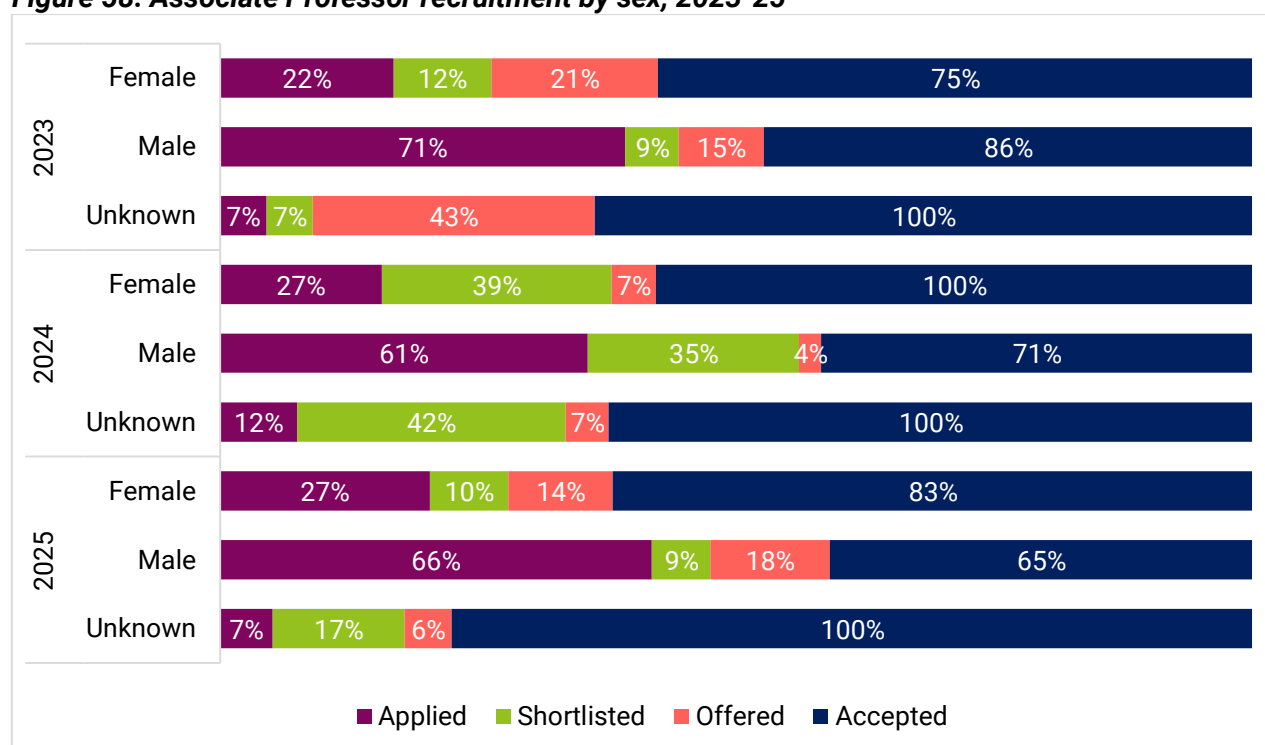
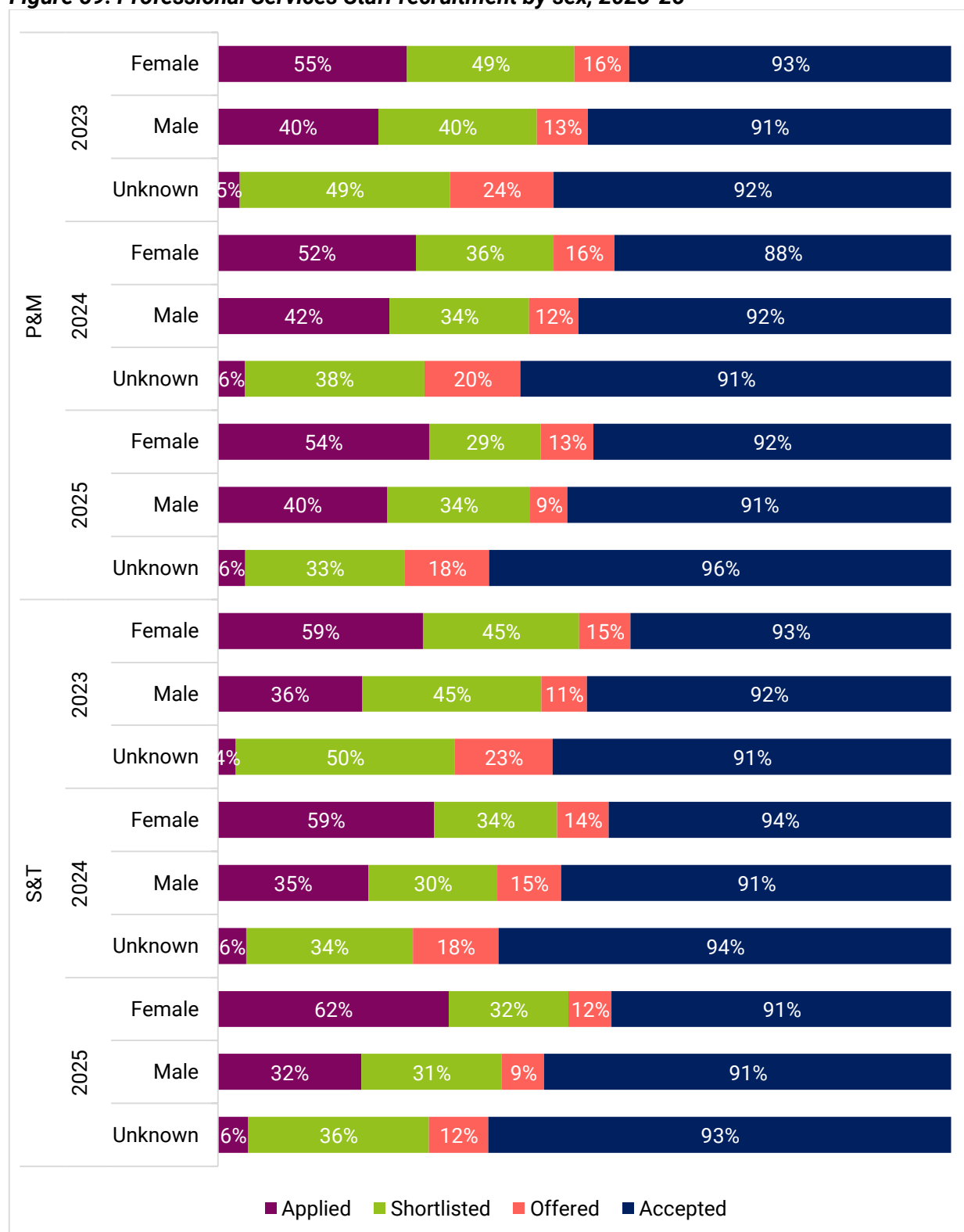


Figure 59. Professional Services Staff recruitment by sex, 2023-25



Apprentices

Apprentices account for 0.5% FTE of the total staff population. By age and ethnicity, the majority of apprentices are under 30, with male apprentices accounting for the majority (55.7% male vs 38.0% female).

Figure 60. Apprentices by sex and role group, 2025

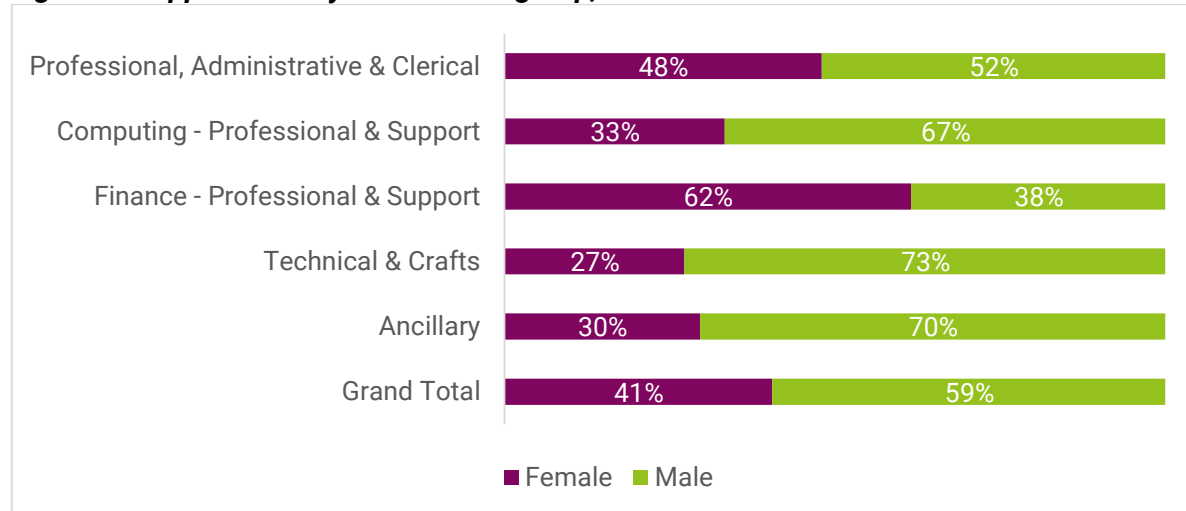
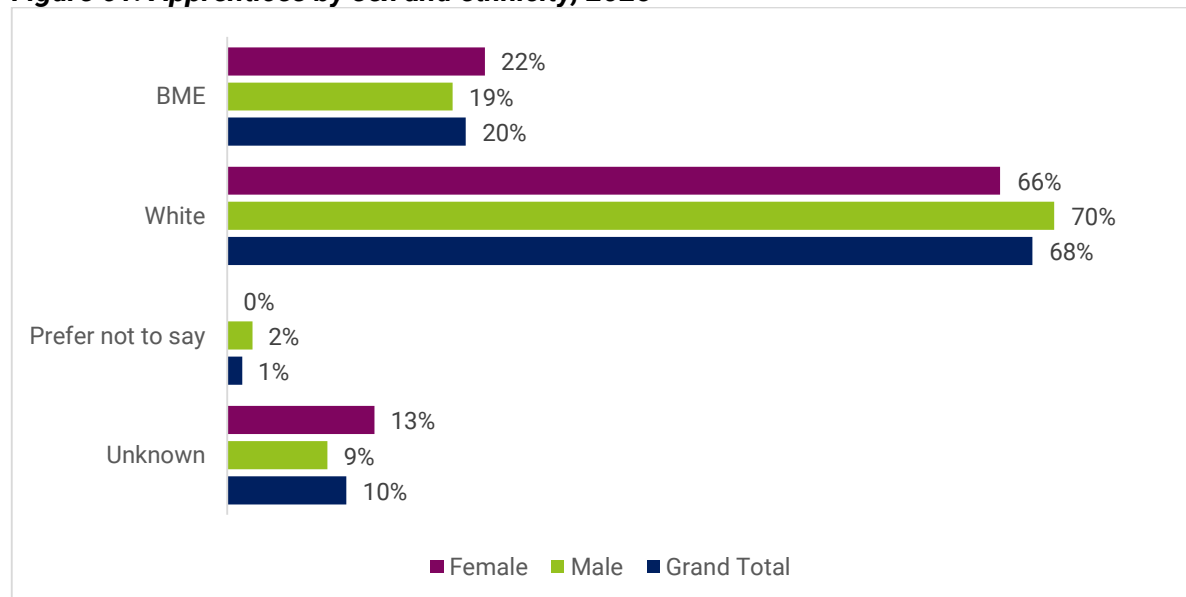


Figure 61. Apprentices by sex and ethnicity, 2025



Staff Profile – Ethnicity

As of 31 July 2025, 20% of staff identified as Black or Minority Ethnic (BME). Since 2021, representation has increased from 14% to 20% across all staff groups. The highest proportion of BME staff is in Research roles, where representation exceeds all other staff groups (30%).

Table 6. BME staff by role group

Role Group	% FTE 2025
Academic	12%
Research	30%
Professional and Management	16%
Support and Technical	18%
Total	20%
BME staff in academic posts	
Statutory Professors	11%
Titular Professors	10%
Associate Professors	10%
All Associate Professors with title	10%

Figure 62. BME staff by role group, 2021-25

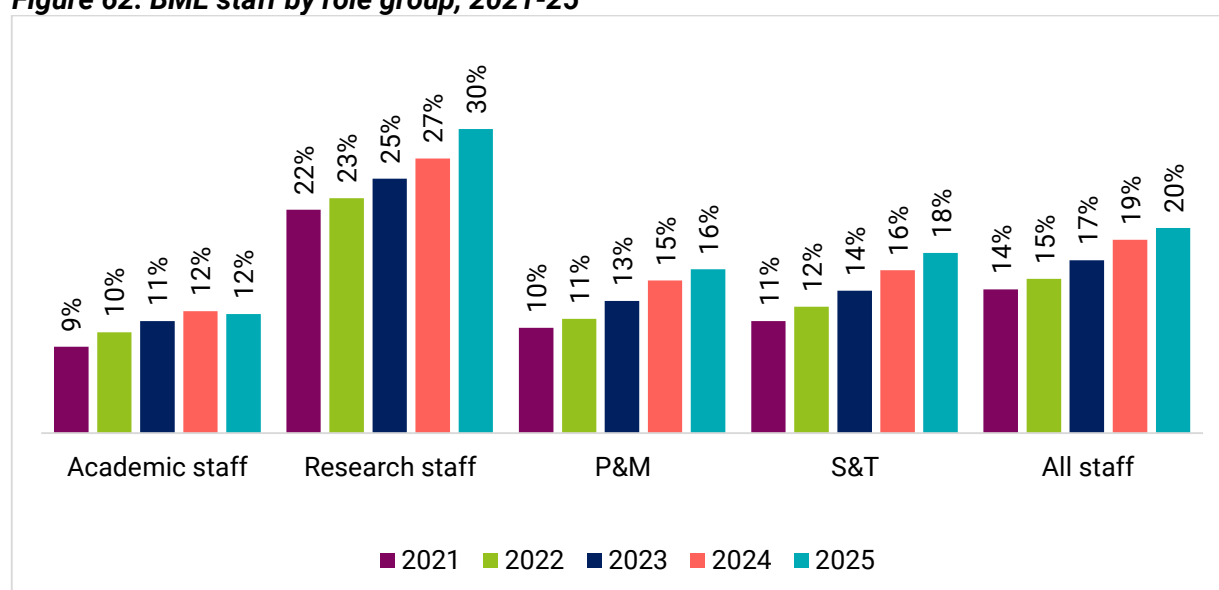


Figure 63. Staff by role group, sex and ethnicity, 2025

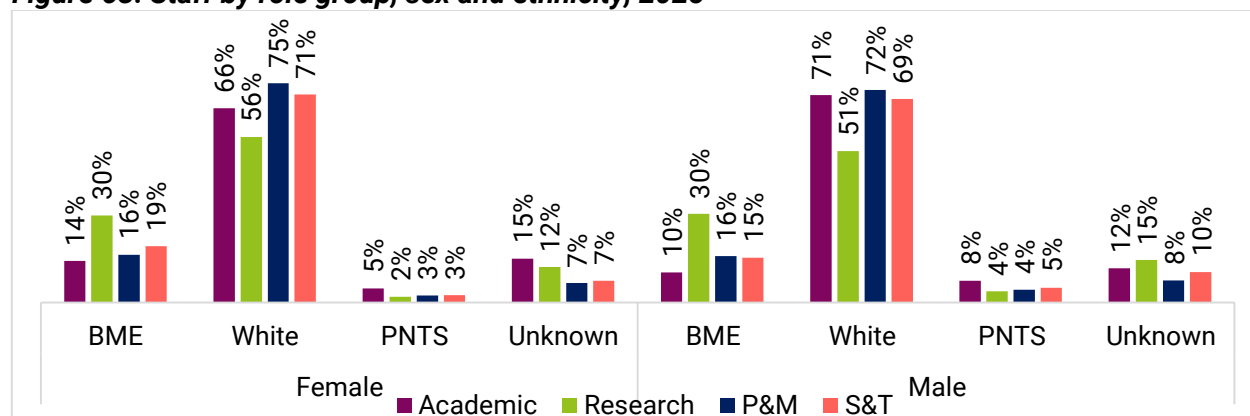


Figure 64. Staff by division and ethnicity, 2025

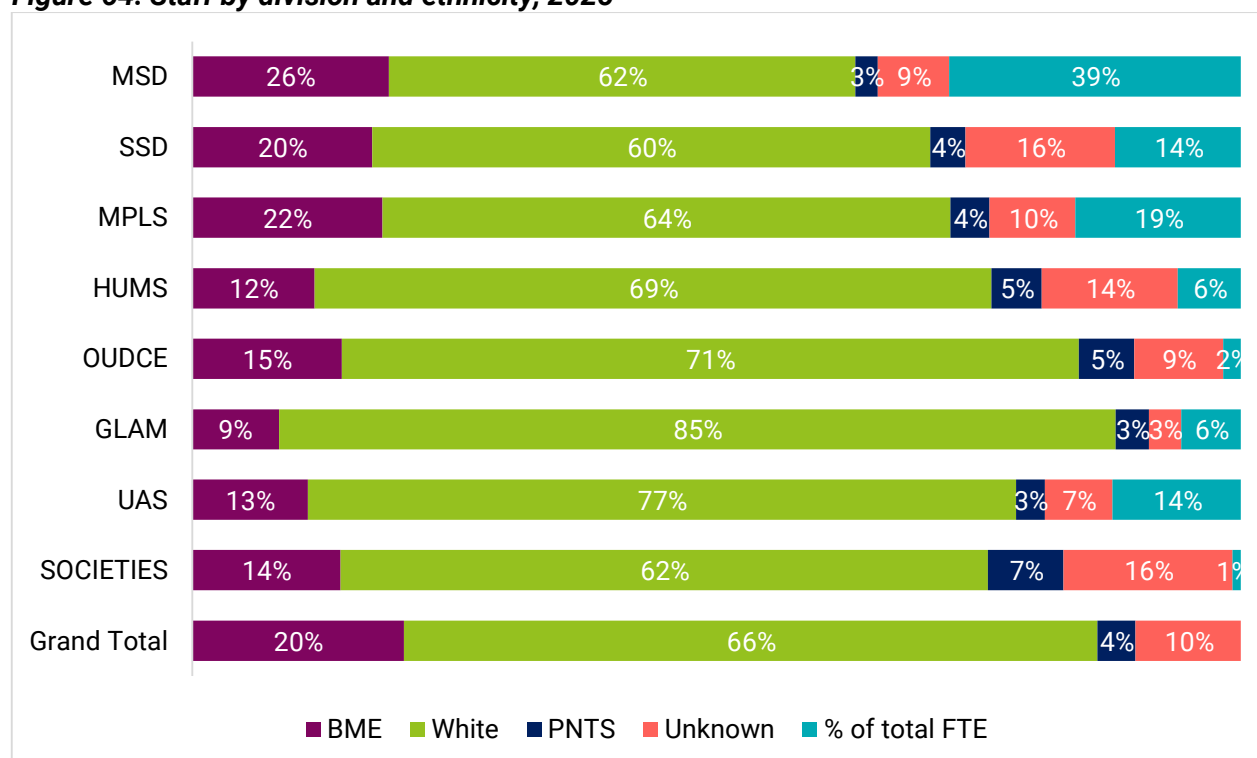


Figure 65. BME Professors and Associate Professors, 2021-25

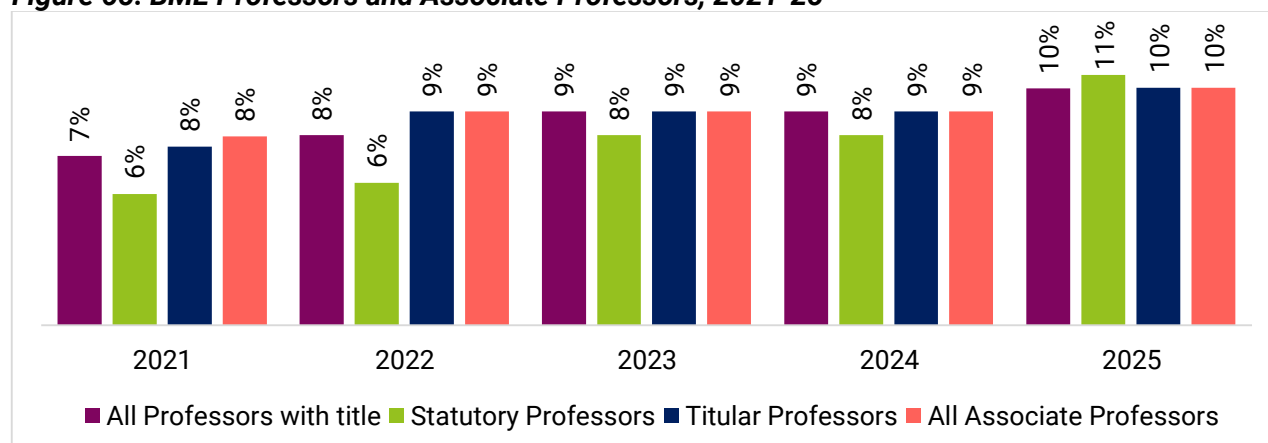


Figure 66. Research & P&M staff by role group, ethnicity and grade, 2023-25

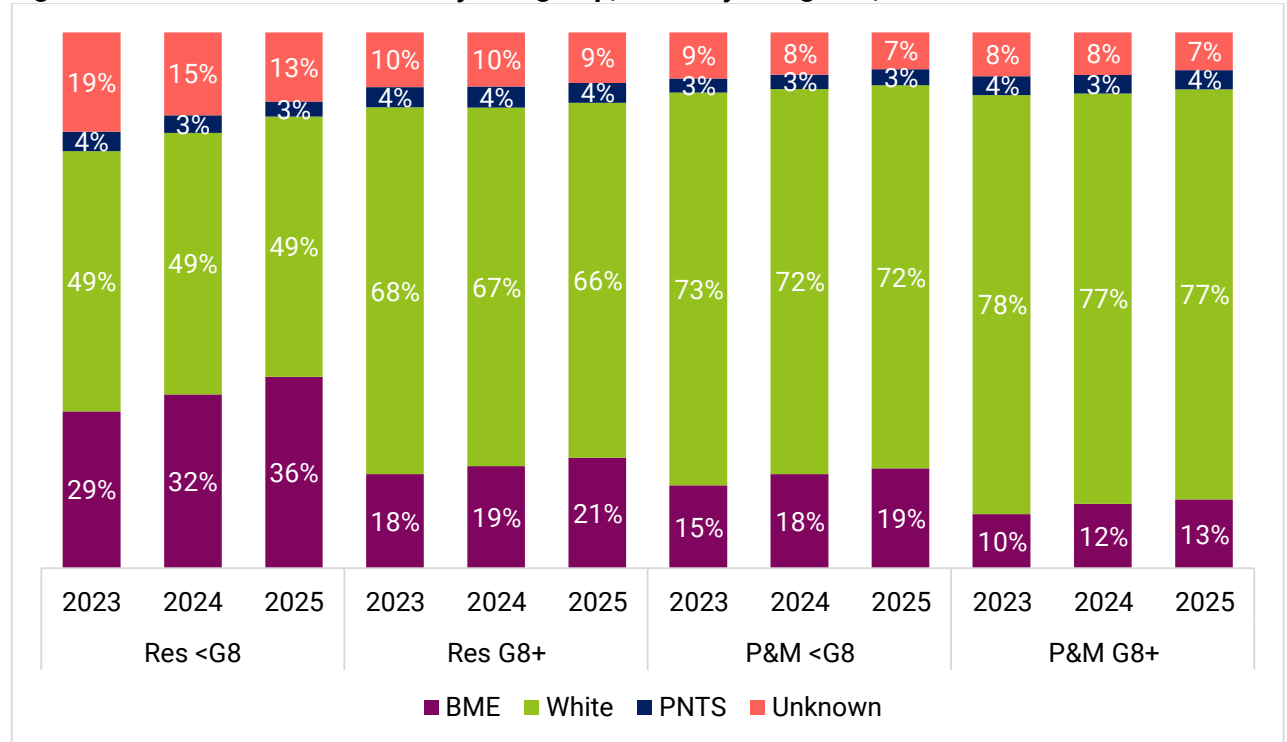


Figure 67. BME staff by role group and age band, 2025

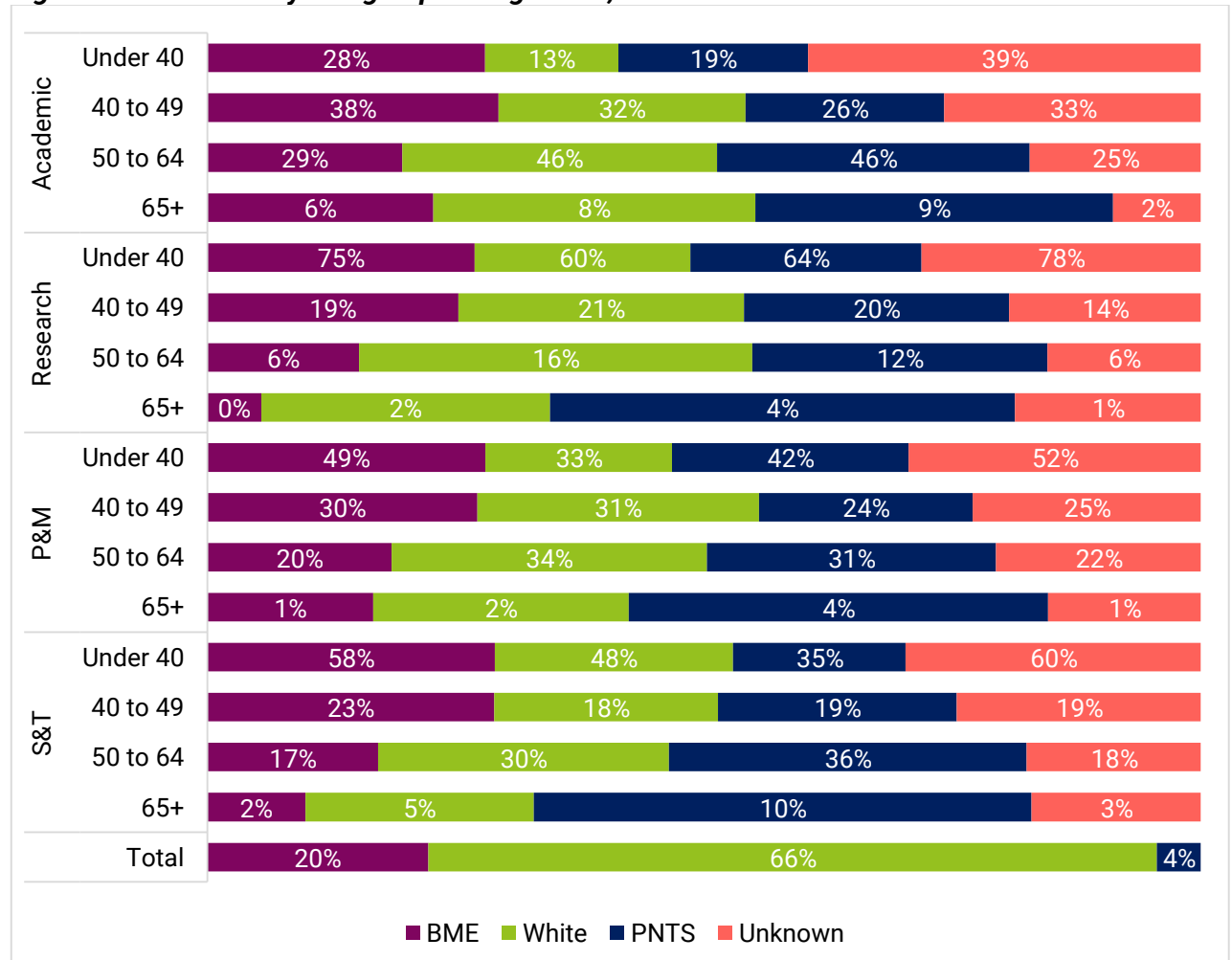


Figure 68. Staff by role group and detailed ethnicity, 2025

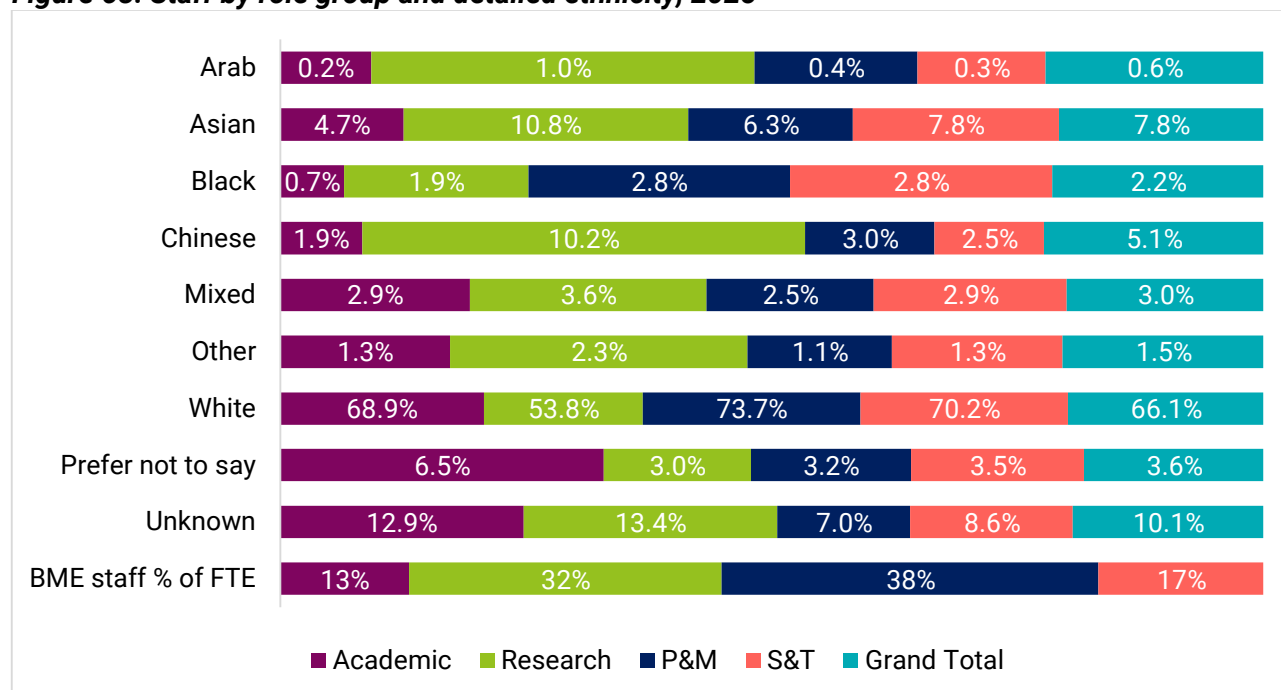


Figure 69. Academic and Research staff recruitment by ethnicity, 2023-25

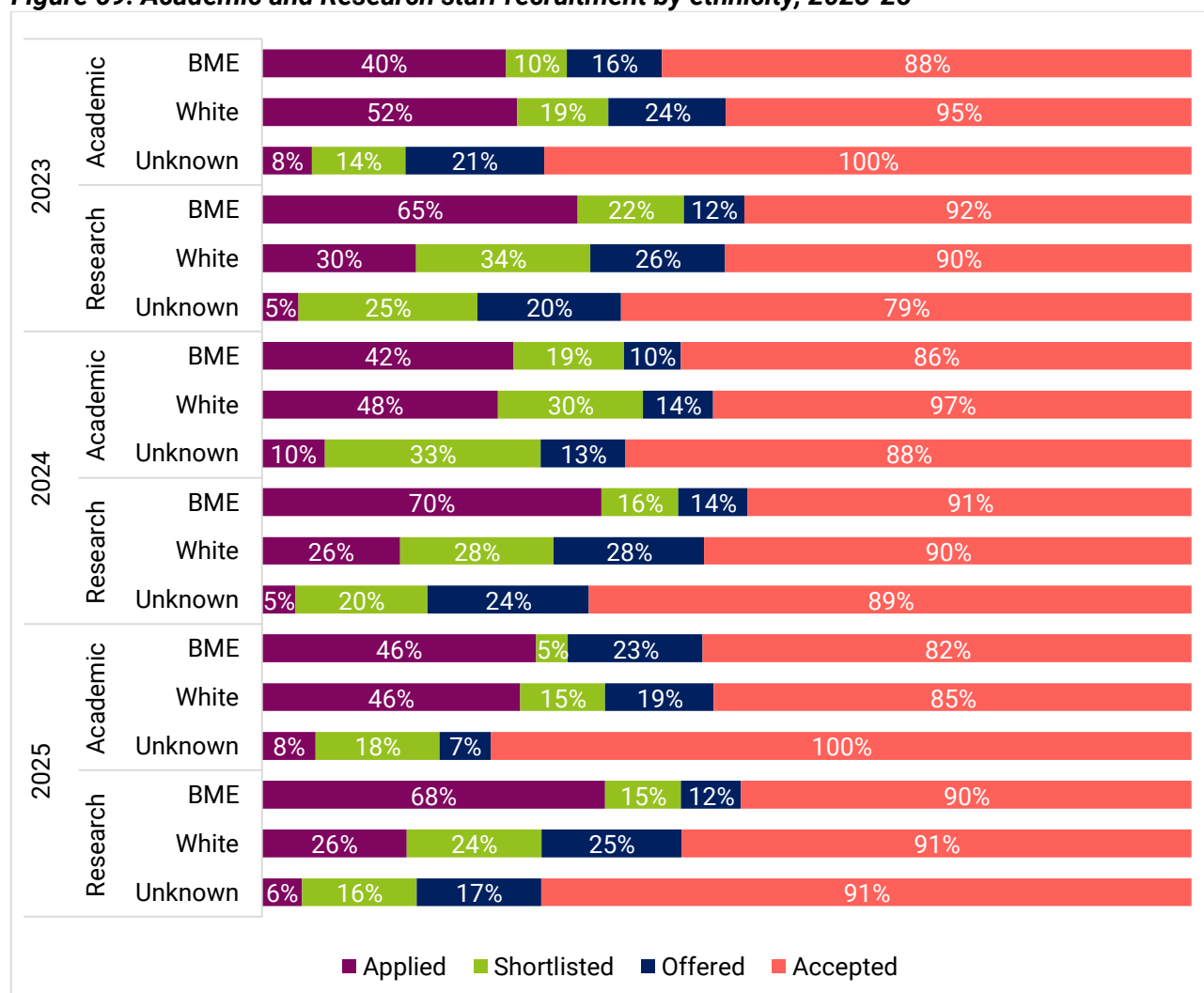
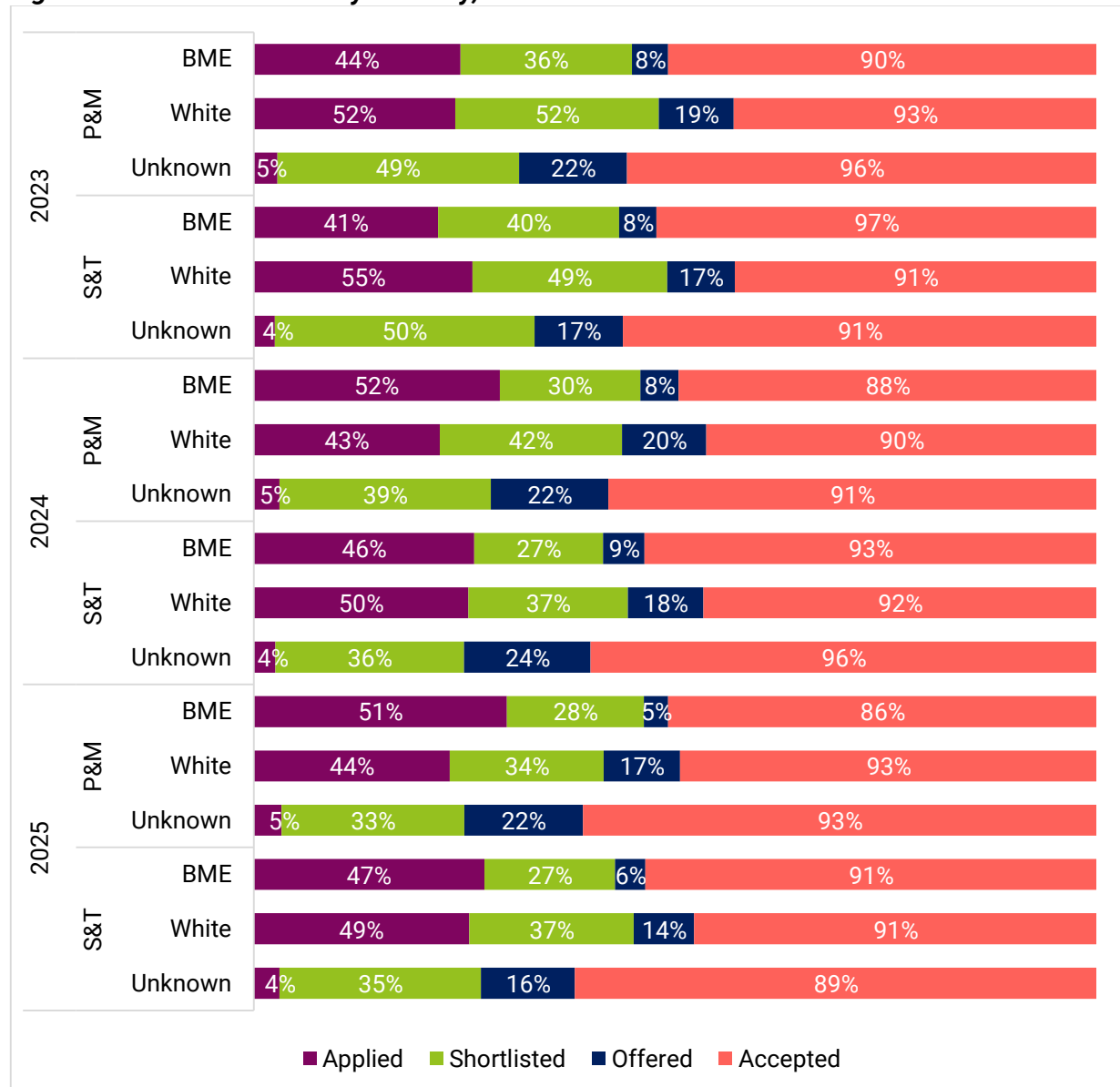


Figure 70. PSS recruitment by ethnicity, 2023-25



Staff Profile – Disability

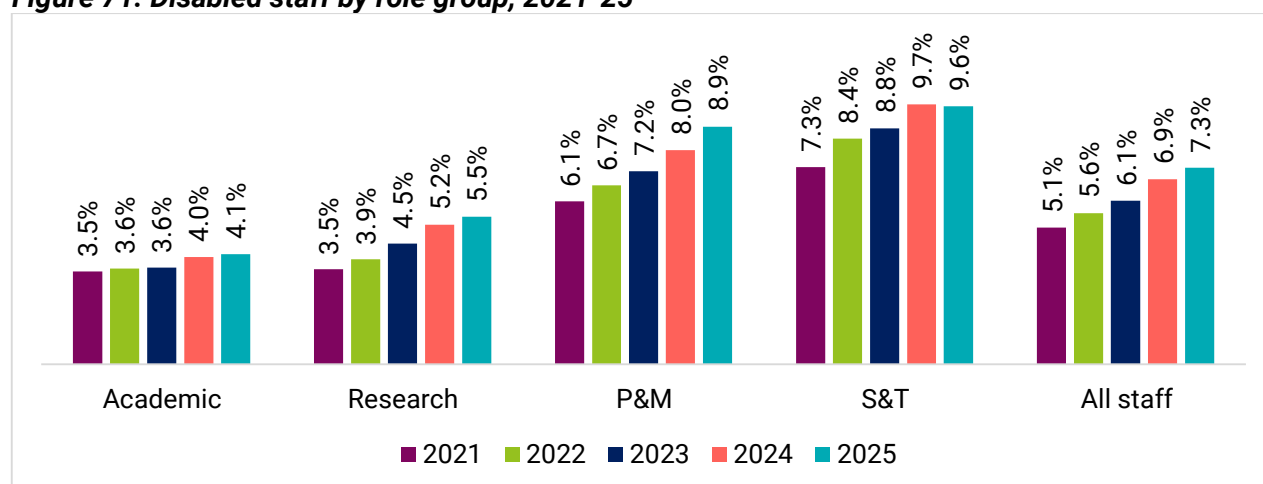
As of 31 July 2025, 7.3% FTE of staff had shared that they have a disability, equivalent to 1,276 employees. There has been a continued annual increase from 5.1% in 2021 to 7.3% in 2025.

Table 7. Disabled staff by role group, 2025

Group ¹	% of group
Academic	4.1%
Research	5.5%
Professional & Management	8.9%
Support & Technical	9.6%
Total	7.3%

Total shared	83.5%
Prefer not to say	4.9%
Unknown	11.6%

Figure 71. Disabled staff by role group, 2021-25



¹ Excludes unknown.

Figure 72. Disabled staff by division, 2025

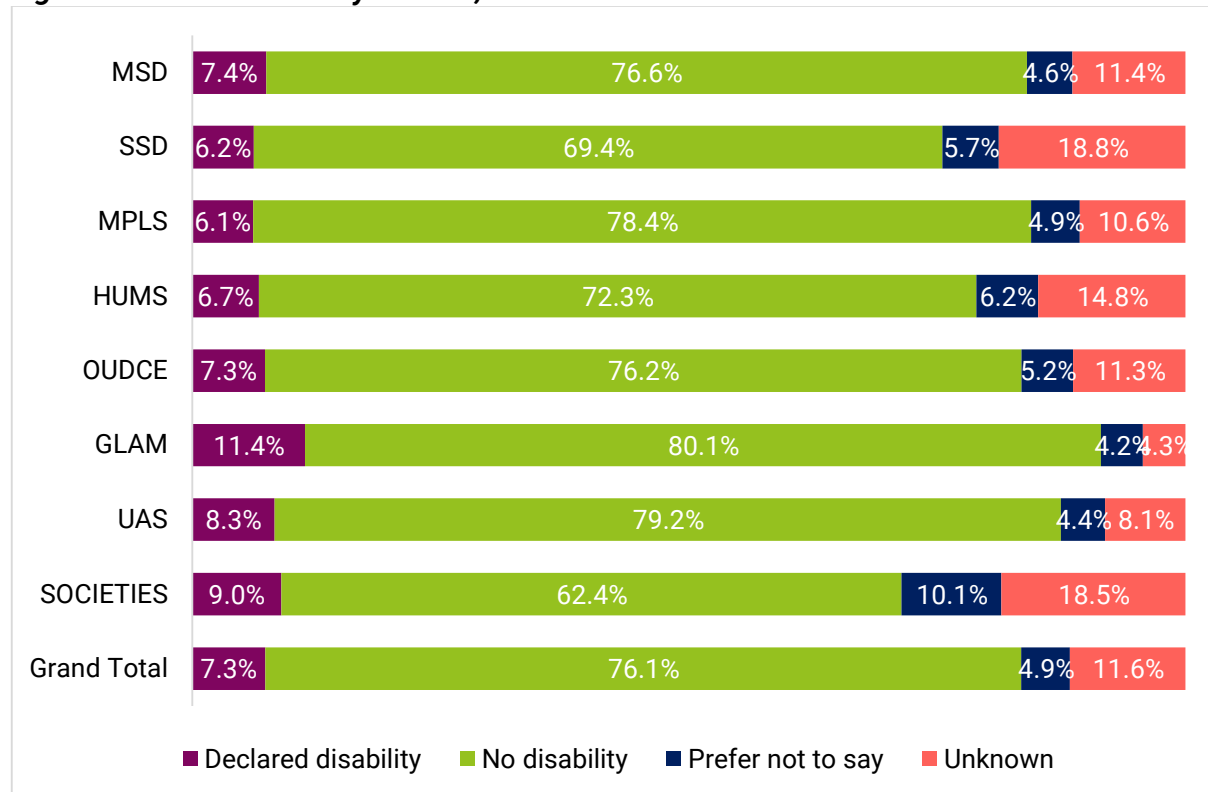


Figure 73. Disabled staff by grade group and contract type, 2025 (Headcount)

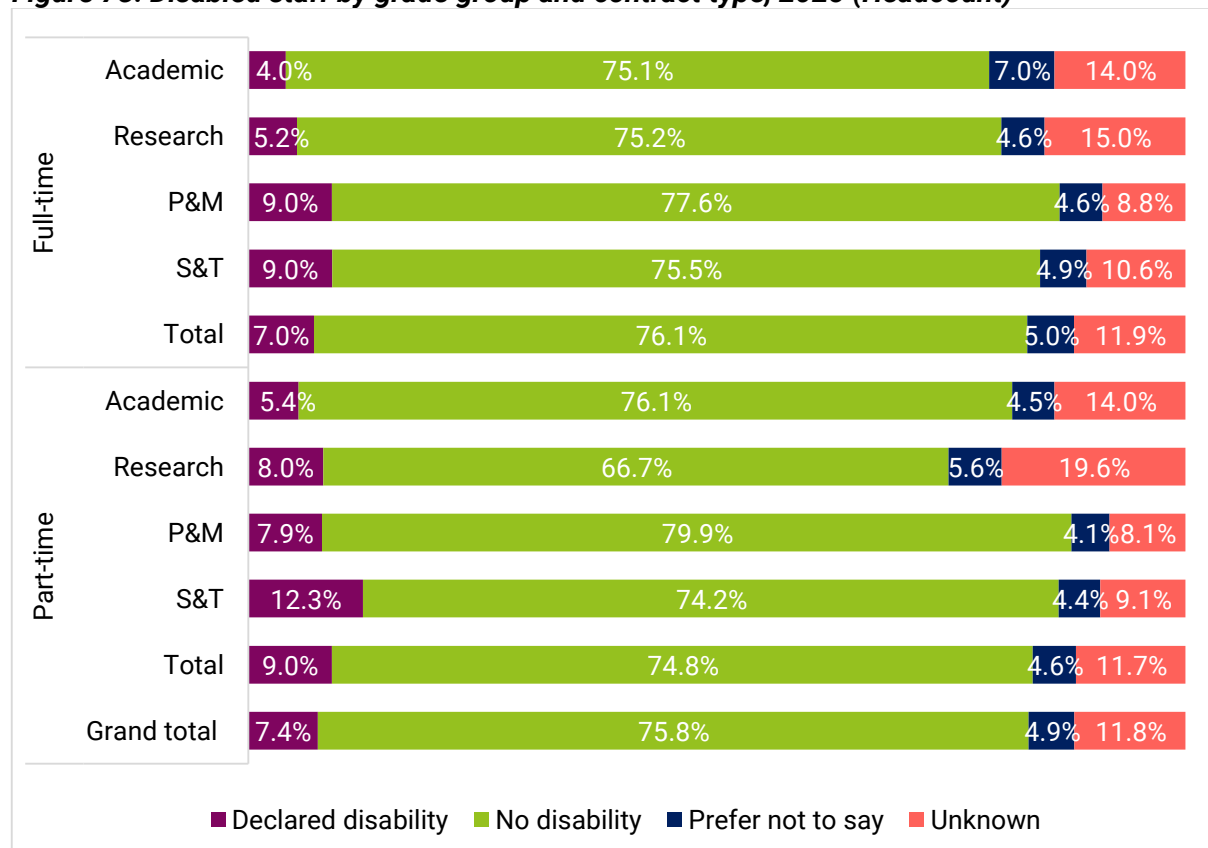


Figure 74. Disabled staff by staff group, 2025

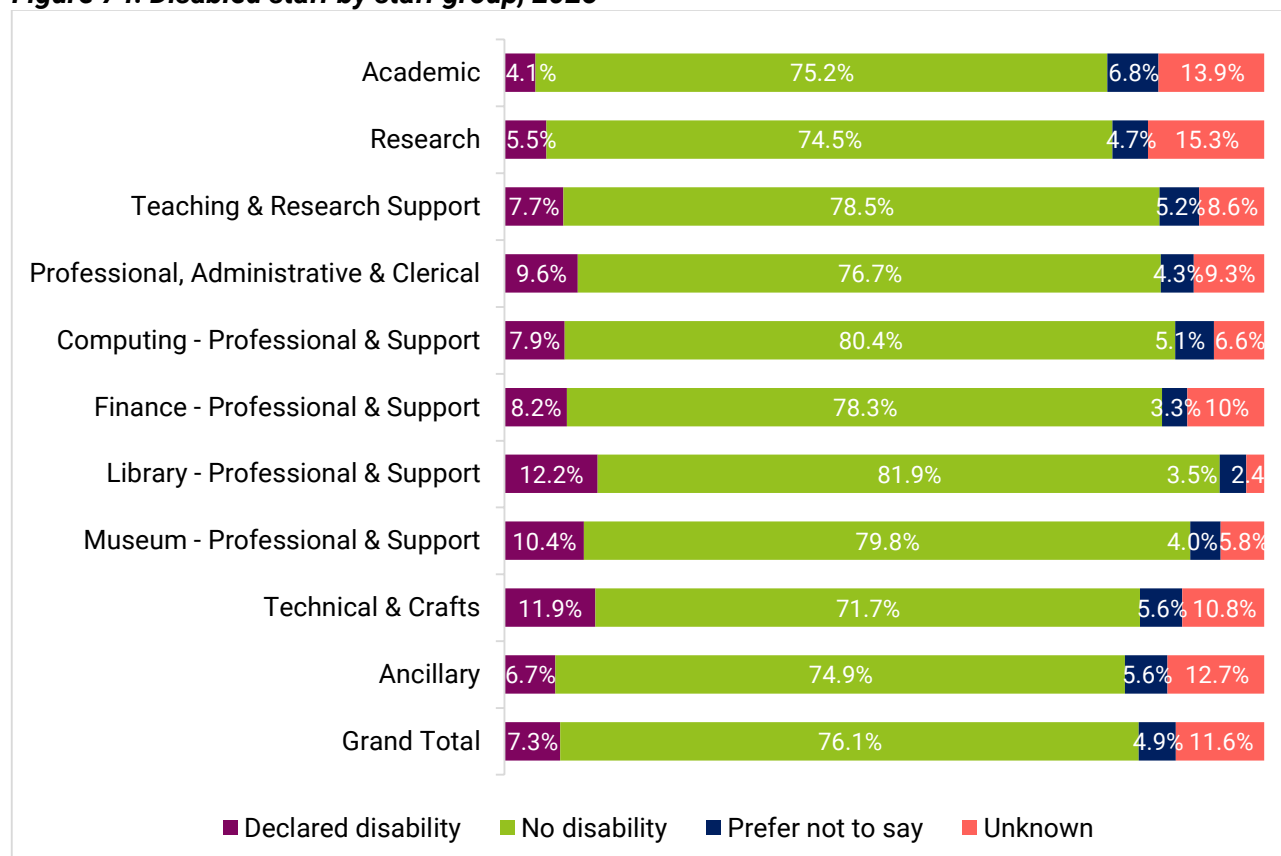


Figure 75. Staff by disability types, 2025 (headcount)

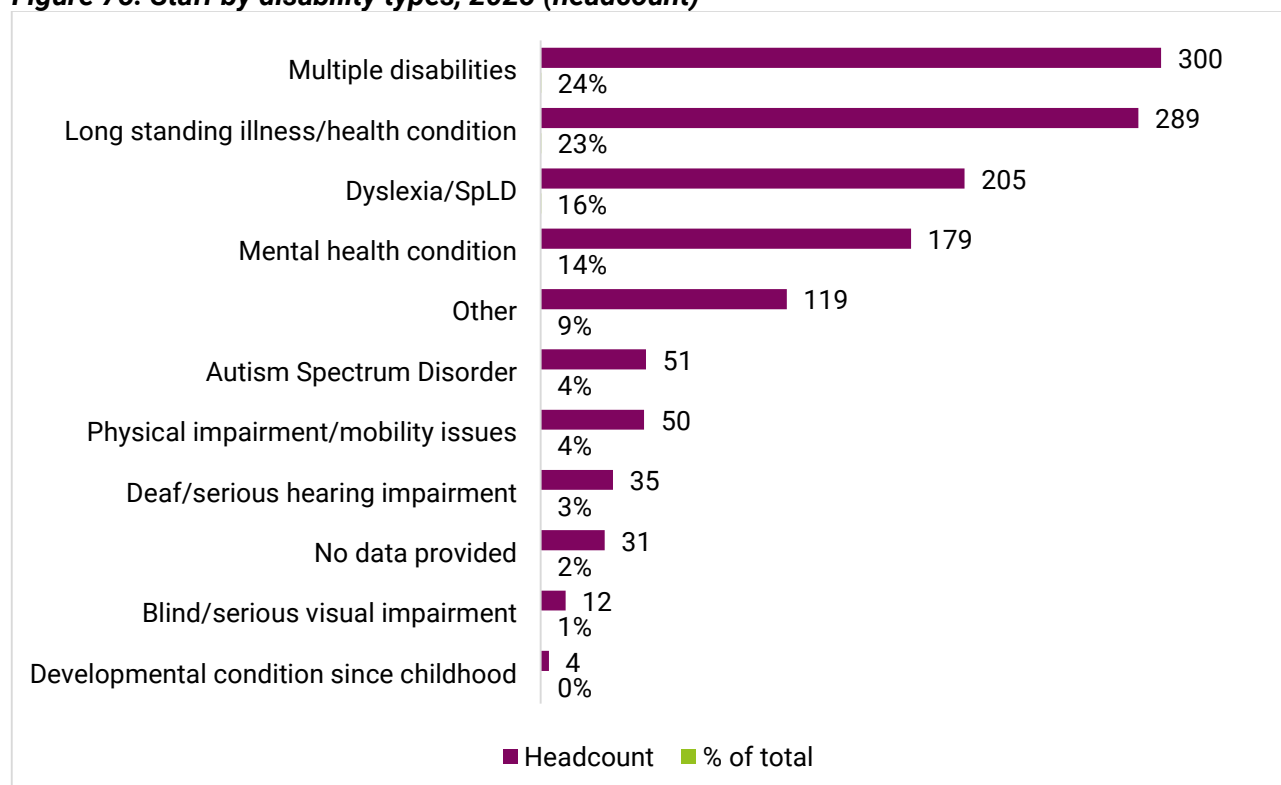
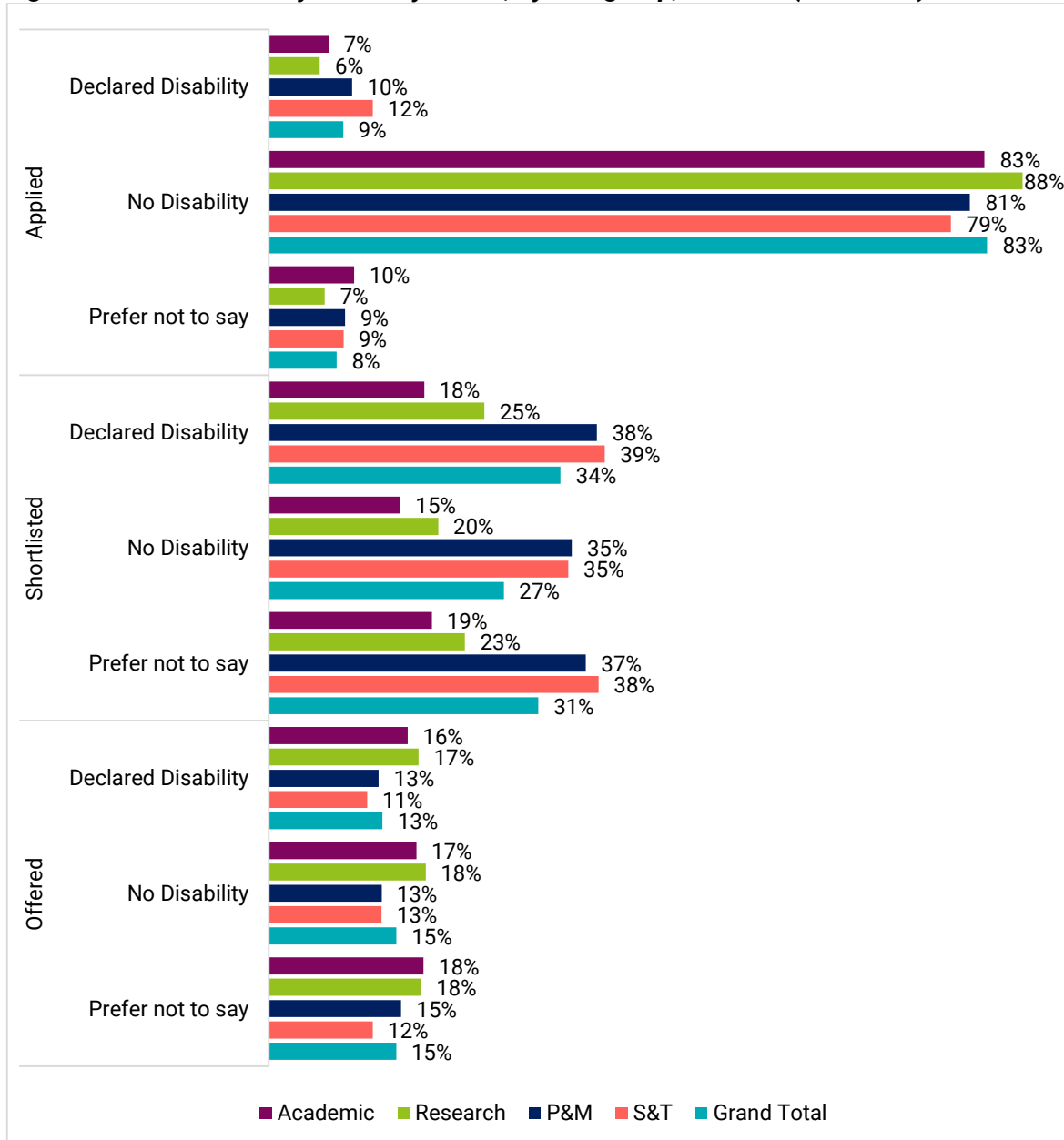


Figure 76. Recruitment by disability status, by role group, 2023-25 (combined)



Staff Profile – Sexual Orientation

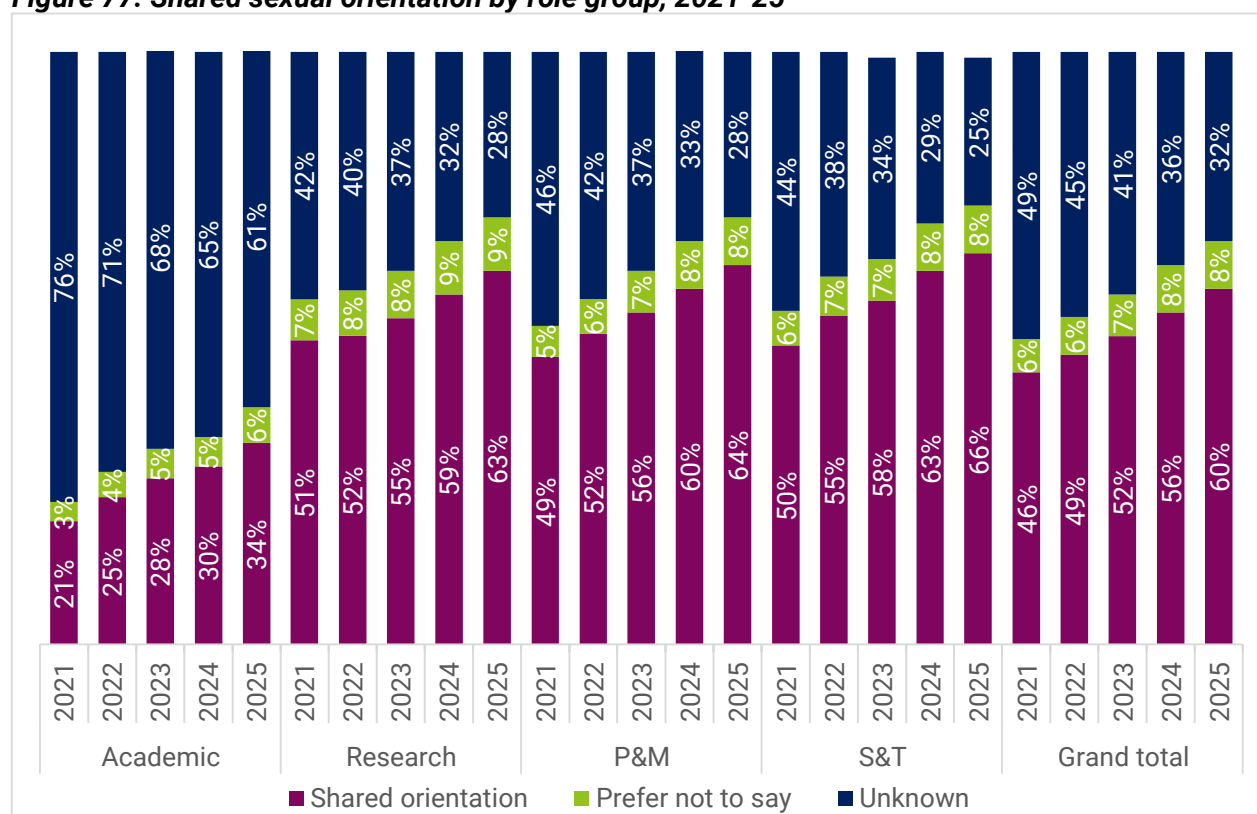
As of July 2025, 9.4% of staff shared that they were gay, lesbian, bisexual or other sexual orientation. Sharing of sexual orientation has increased from 52% in 2021 to 68% in 2025, with variation across role groups.

Table 8. LGB+² staff as proportion of role group, 2025

Group	% of group
Academic	11.1%
Researchers	9.3%
P&M	8.7%
S&T	10.7%
Total LGB+ staff	9.4%

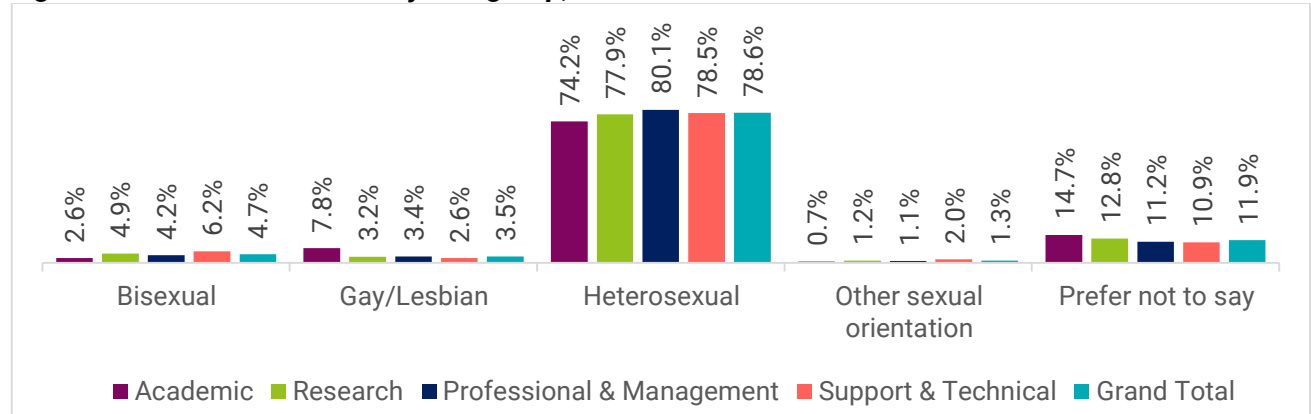
Total shared	60.1%
Prefer not to say	8.1%
Unknown	31.8%

Figure 77. Shared sexual orientation by role group, 2021-25

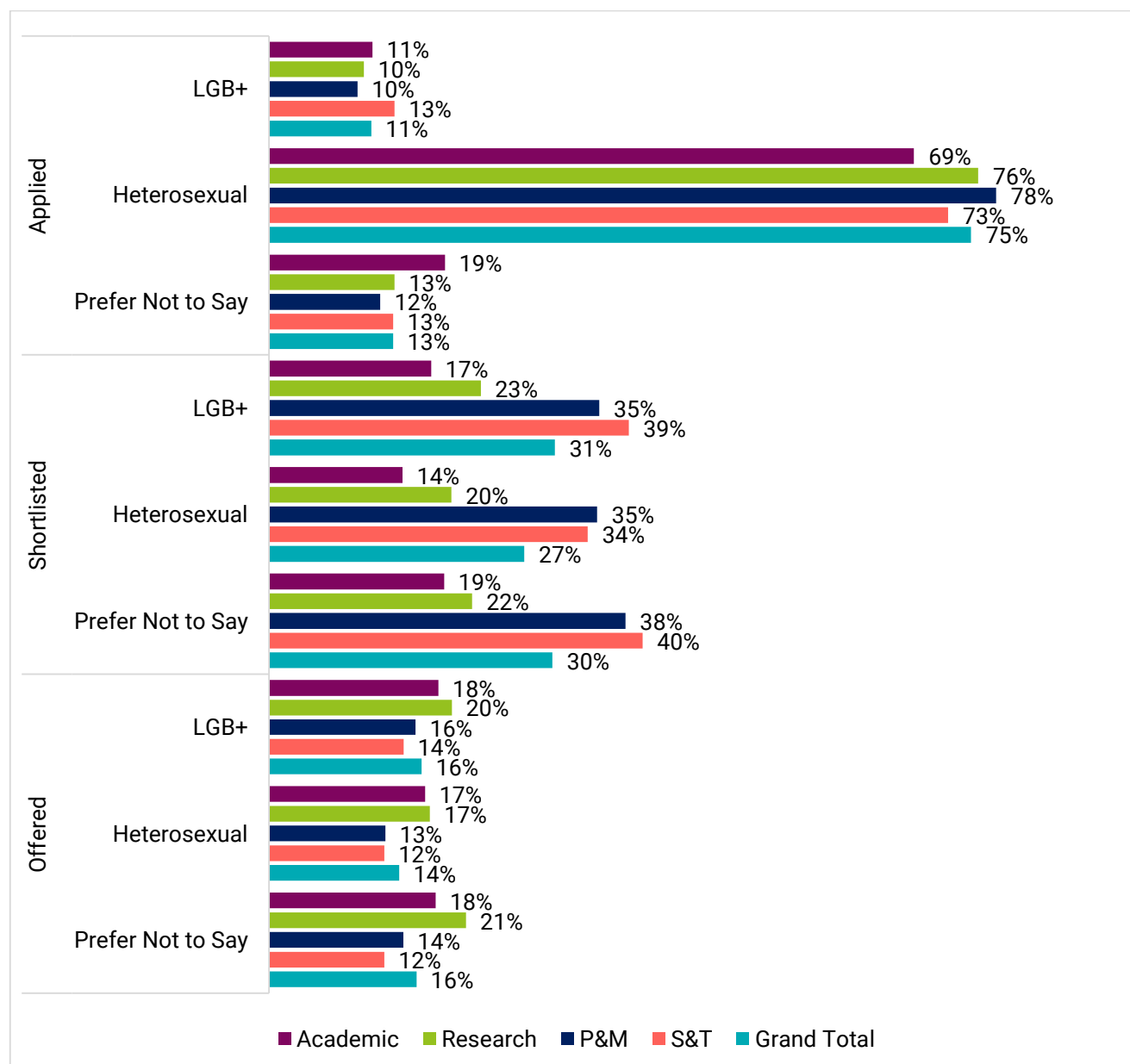


² LGB+ includes staff who have indicated that they are lesbian, gay, bisexual or other sexual orientation.

Figure 78. Sexual orientation by role group, 2025



³
Figure 79. Recruitment by sexual orientation, by role group, 2023-25 (combined)



³ Figure 78 and 79 – Excludes unknown..

Staff Profile – Religion and Belief

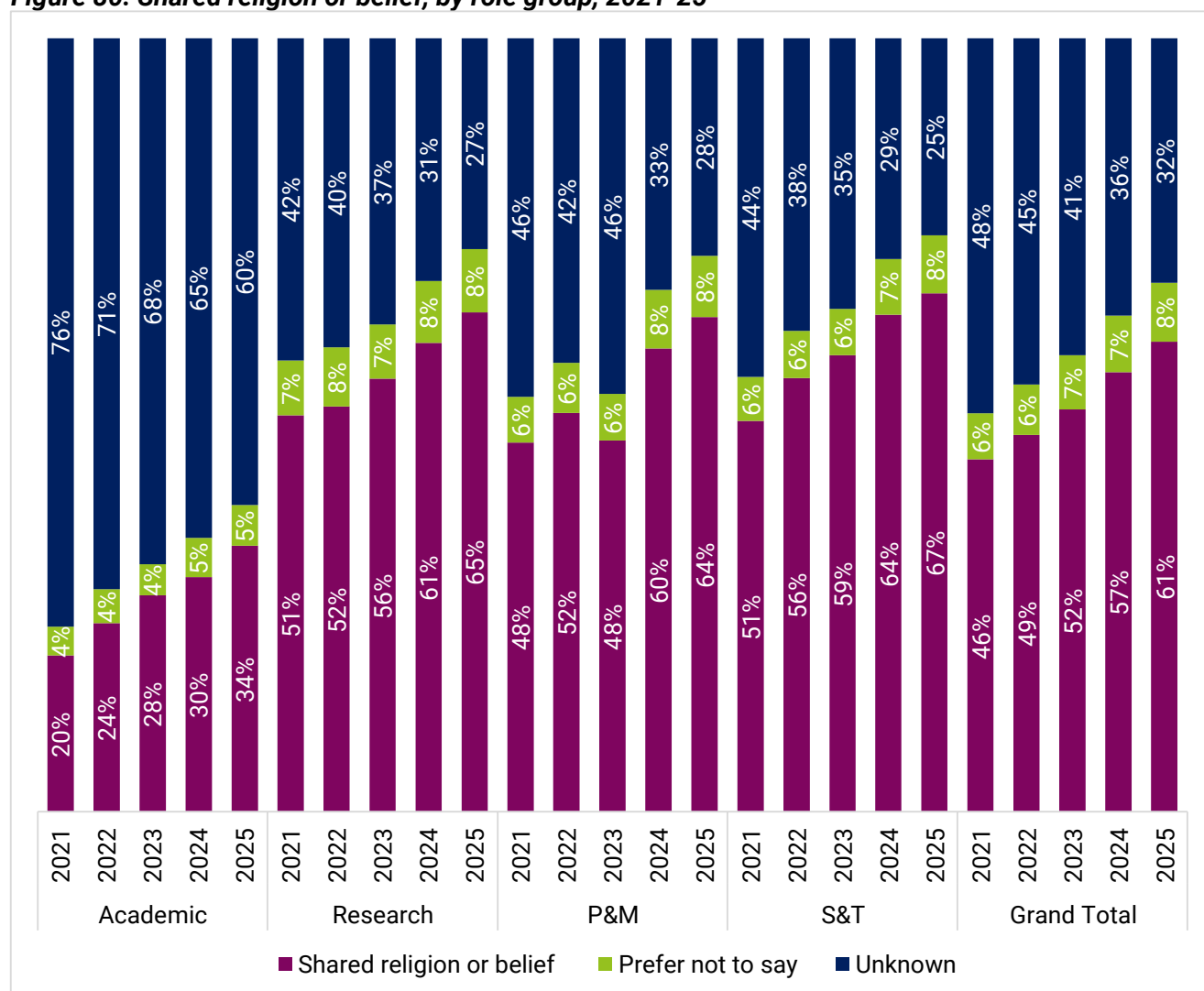
The proportion of complete records for religion and belief has increased from 52% in 2021 to 69% in 2025. Of staff with a complete record, the majority, 51%, indicated that they had no religion, 26% of staff indicated that they were Christian, 11% preferred not to say.

Table 9. Shared religion or belief, by role group, 2025

Group ⁴	% of group
Academic	34.4%
Research	64.6%
P&M	63.9%
S&T	67.0%

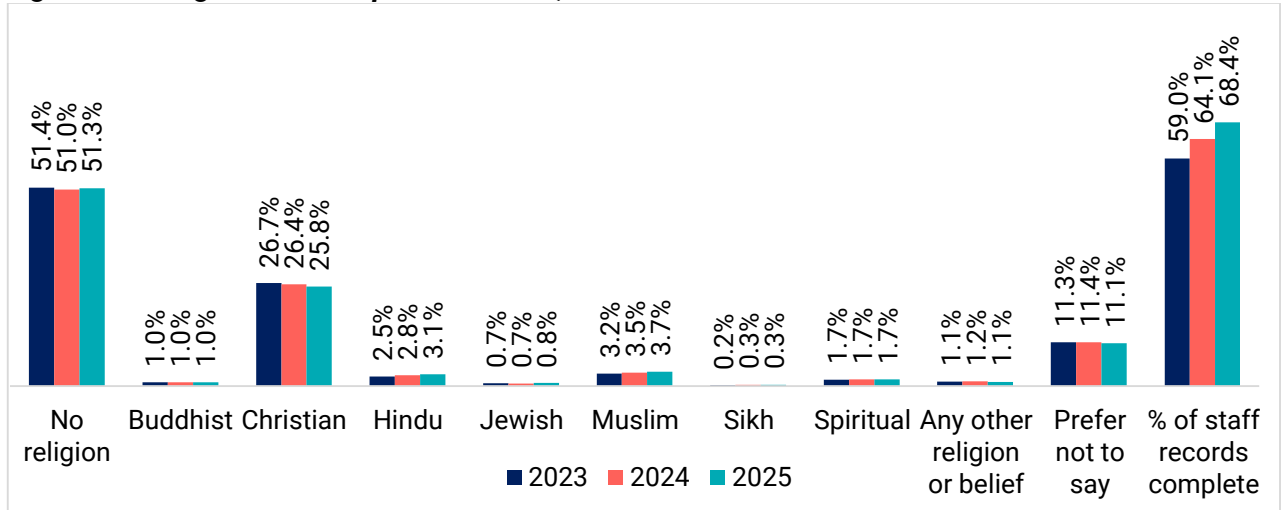
Total shared	60.8%
Prefer not to say	7.6%
Unknown	31.6%

Figure 80. Shared religion or belief, by role group, 2021-25



⁴ Excludes unknown.

Figure 81. Religion or belief profile of staff, 2023-25



Staff Profile – Age

The majority of University staff are in their 30s (33%), with a similar gender split between females (17%) and males (16%). Researchers are most highly represented below the age of 40 with 67% of female researchers and 67% of males.

Figure 82. Staff by age band and sex, 2025

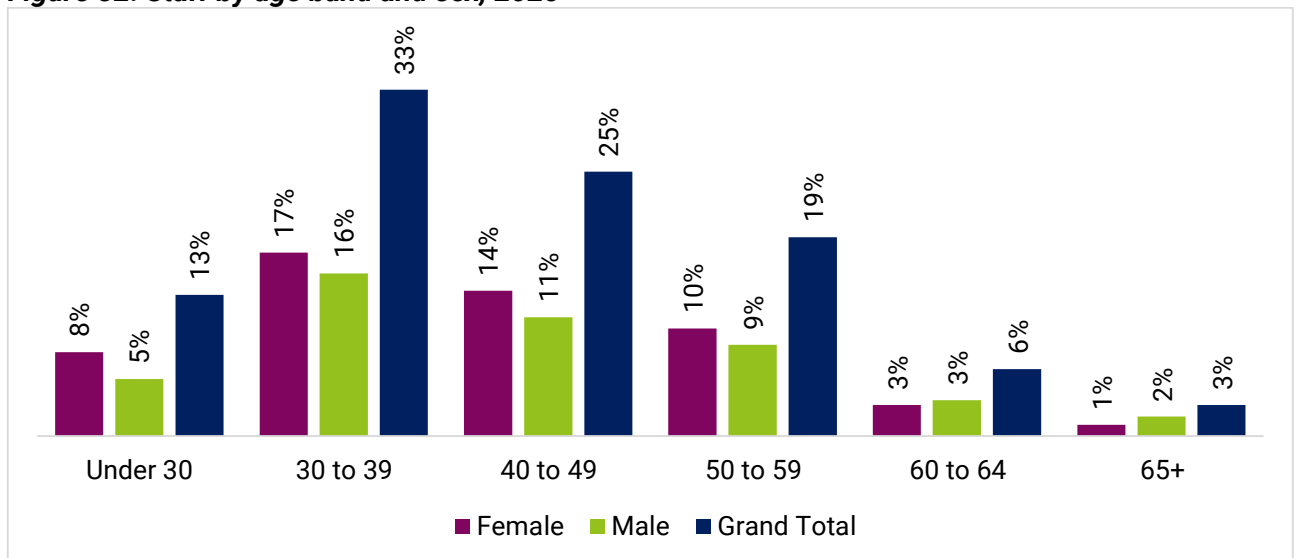


Figure 83. Staff by role group, age band and sex, 2025

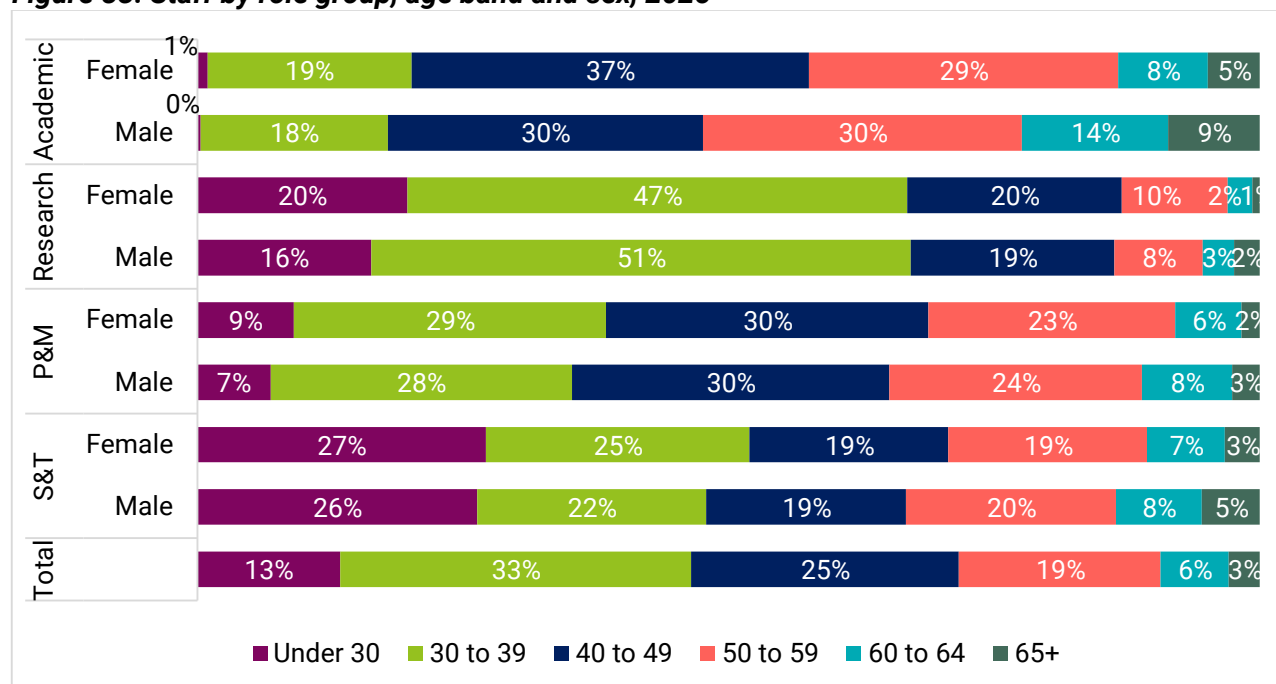


Figure 84. The proportion of academic staff in post within scope of the EJRA by sex, as a proportion of total sex, by age band, 2025

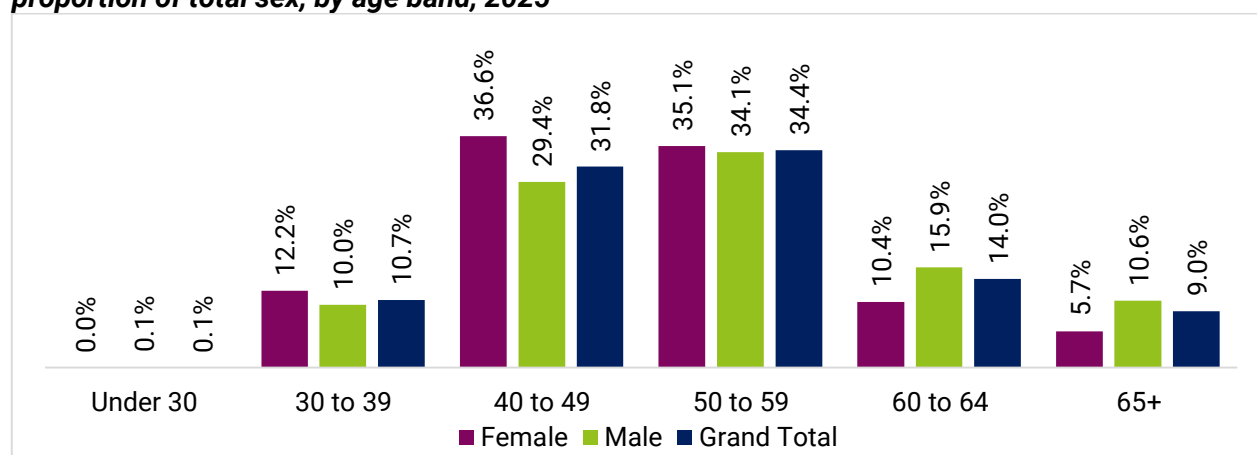


Figure 85. The proportion of academic staff in post within scope of the EJRA, by sex within each age band, 2025

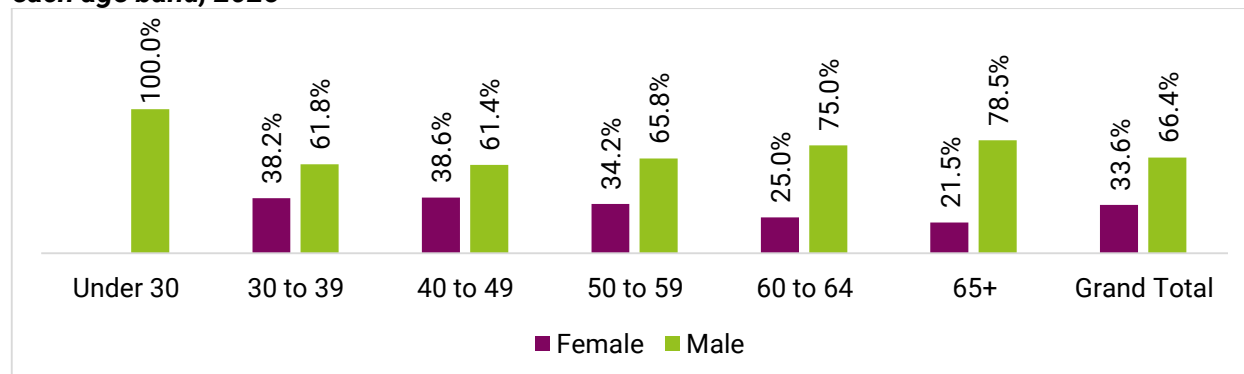


Figure 86. Recruitment by age by role groups, 2023-25 (combined)

