**University College London Equality, Diversity and Inclusion**

**Data Report 2018-2022**

Contents

[Our workforce 3](#_Toc137055336)

[Data notes 3](#_Toc137055337)

[Diversity of workforce, Oct 2022 3](#_Toc137055338)

[Future reporting 3](#_Toc137055339)

[Staff profile 4](#_Toc137055340)

[Age 5](#_Toc137055341)

[Ethnicity condensed 6](#_Toc137055342)

[Ethnicity disaggregated 7](#_Toc137055343)

[Nationality 8](#_Toc137055344)

[Disability 9](#_Toc137055345)

[Sex 10](#_Toc137055346)

[Intersections of race, gender, seniority and role 13](#_Toc137055347)

[Senior female staff 13](#_Toc137055348)

[Senior Black, Asian and Minority Ethnic staff 13](#_Toc137055349)

[Academics 14](#_Toc137055350)

[Senior academic staff 15](#_Toc137055351)

[Pay gaps 16](#_Toc137055352)

[Applications, interviews and appointments 17](#_Toc137055353)

[Our student body 18](#_Toc137055354)

[Data notes 18](#_Toc137055355)

[Diversity of student body 2022-23 18](#_Toc137055356)

[Student body profile 19](#_Toc137055357)

[Age 20](#_Toc137055358)

[Ethnicity condensed 21](#_Toc137055359)

[UK-domiciled student ethnicity disaggregated 22](#_Toc137055360)

[Sex 23](#_Toc137055361)

[Disability 24](#_Toc137055362)

[Degree awarding gaps 25](#_Toc137055363)

[Gender identity 26](#_Toc137055364)

[Religion and belief 27](#_Toc137055365)

[Sexual orientation 28](#_Toc137055366)

# Our workforce

### Data notes

* Staff data is based on annual snapshots on 1 October over a five year period from 2018 to 2022, taken from MyHR via UCL’s cloud data-warehouse. The most recent snapshot was taken on 1 October 2022, unless otherwise stated
* All percentages within the report have been rounded to the nearest whole number, therefore some totals may appear greater than or less than 100%; any percentages less than 1% have generally been presented as <1%
* Sector comparator data is taken from the Advance HE Equality in Higher Education: Statistical Reports 2022, which use HESA data
* N/A refers to data that are not available
* Russell Group or London universities data is provided as a comparator where appropriate and available

### Diversity of workforce, Oct 2022

The overall profile of our workforce is as follows:

* 16,153 staff in October 2022 (up 4% compared to the same point last year)
* 62% of staff are academic, 38% in professional services
* 53% of UCL staff are female
* 23% are Black, Asian and Minority Ethnic
* 6% declared having a disability
* 72% are full-time, 28% part-time
* Around 65% are UK-domiciled
* 9% are over 60 years of age, in line with the sector

### Future reporting

Future reports will include staff gender identity, religion and belief, and sexual orientation; and there are actions in the accompanying narrative report to improve staff disclosure of ethnicity and disability, and to centralise reporting of promotions and recruitment equality data.

## Staff profile

Staff are grouped as follows, and on 1 October 2022 there were:

|  |  |  |  |
| --- | --- | --- | --- |
| Group | Category | Headcount | Percentage |
| Academic staff | Clinical | 788 | 5% |
| Non-clinical academic | 2,921 | 18% |
| Non-clinical researcher | 3,148 | 19% |
| Teaching | 3,199 | 20% |
| Professional Services staff | Administrative and managerial | 5,121 | 32% |
| Manual and craft | 62 | <1% |
| NHS-related | 48 | <1% |
| Technical | 868 | 5% |

The proportion of academic staff has grown slightly over the past six years from 59% to 62%. UCL has a significantly greater proportion of academic to professional services staff compared to the sector, which is likely to be due to our status as a research-intensive university.

|  |  |  |
| --- | --- | --- |
|  | Academic | Professional services |
| 2018 | 59% | 41% |
| 2019 | 59% | 41% |
| 2020 | 60% | 40% |
| 2021 | 62% | 38% |
| 2022 | 62% | 38% |
| **Sector** | **54%** | **46%** |

The proportion of those working part-time has grown from 22% to 29% since 2018. This is due to our postgraduate teaching assistants moving onto full-time equivalent rather than casual contracts, which increases the proportion of part-time staff. This may also be due to wider labour market changes since the Covid-19 pandemic.

|  |  |  |
| --- | --- | --- |
|  | Full time | Part time |
| 2018 | 78% | 22% |
| 2019 | 77% | 23% |
| 2020 | 75% | 25% |
| 2021 | 73% | 27% |
| 2022 | 71% | 29% |
| **Sector** | **68%** | **32%** |

## Age

Those in their thirties are slightly over-represented at UCL compared to the sector, and staff in their fifties are under-represented. There has been a small increase in staff in their twenties over the past five years, and a small decrease in staff in their thirties. There has been no change in proportions of staff over 40.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | >25 | 25-30 | 31-40 | 41-50 | 51-60 | 61-65 | 65+ |
| 2018 | 2% | 11% | 37% | 25% | 17% | 5% | 4% |
| 2019 | 2% | 12% | 36% | 24% | 17% | 5% | 4% |
| 2020 | 2% | 12% | 36% | 25% | 16% | 5% | 4% |
| 2021 | 3% | 13% | 34% | 25% | 16% | 5% | 4% |
| 2022 | 3% | 14% | 33% | 25% | 16% | 5% | 4% |
| **Sector** | **5%** | **11%** | **29%** | **25%** | **22%** | **6%** | **3%** |

*Orange cells indicate where that age group are under-represented compared to the sector. Blue indicates where that group is over-represented.*

Academic staff skew slightly younger than those in professional services, except for those over the age of 65. 53% of academic staff are under 40, vs 47% of professional services staff. 37% of academic staff are aged between 40 and 60, compared to 47% of those in professional services.

|  |  |  |
| --- | --- | --- |
| Age group | Academic | Professional services |
| <25 | 3% | 4% |
| 25-30 | 15% | 12% |
| 31-40 | 35% | 31% |
| 41-50 | 22% | 29% |
| 51-60 | 15% | 18% |
| 61-65 | 5% | 5% |
| 65+ | 5% | 2% |

*Proportion of staff by age and staff type at 1 October 2022*

## Ethnicity condensed

The acronym BAME stands for Black, Asian and Minority Ethnic. This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual’s ethnicity. In line with sector guidance, we recognise the limitations of this acronym and, where possible, have presented data disaggregated by more detailed ethnic groups in addition to data consolidating Black, Asian and Minority Ethnic staff as a group.

Non-disclosure of ethnicity has steadily risen over the past six years from 8% to 20%. This has informed a key action in the narrative report which prioritises increasing disclosure rates of staff.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year | Black, Asian and Minority Ethnic | White | Prefer not to say | Undisclosed |
| 2018 | 20% | 69% | 3% | 8% |
| 2019 | 20% | 68% | 3% | 9% |
| 2020 | 21% | 64% | 3% | 12% |
| 2021 | 22% | 60% | 3% | 15% |
| 2022 | 23% | 57% | 2% | 17% |
| **Sector** | **13%** | **86%** | **N/A** | **N/A** |

*Note: this may not add up to 100% due to non-disclosures in the data*

## Ethnicity disaggregated

The proportion of white staff has reduced over the past five years, while the proportion of other ethnic groups has largely remained unchanged. This may be due to rising numbers of non-disclosures.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Year | Arab | Asian | Black | Chinese | Mixed | Other | White |
| 2018 | 1% | 8% | 3% | 3% | 3% | 2% | 69% |
| 2019 | 1% | 8% | 3% | 3% | 3% | 2% | 68% |
| 2020 | 1% | 8% | 3% | 4% | 3% | 2% | 65% |
| 2021 | 1% | 8% | 3% | 4% | 3% | 2% | 61% |
| 2022 | 1% | 8% | 3% | 5% | 3% | 2% | 59% |
| **Sector** | **<1%** | **6%** | **3%** | **3%** | **2%** | **1%** | **84%** |

*Please note that due to non-disclosures in the data, this may not add up to 100%*

UCL is more ethnically diverse than the sector:

## Nationality

The proportions of staff from the UK, EU and overseas have largely remained steady over the past five years. UCL continues to report EU/EEA staff numbers to monitor the ongoing effects of the UK leaving the European Union.

|  |  |  |  |
| --- | --- | --- | --- |
| Year | UK | EU/EEA | Rest of world |
| 2018 | 63% | 20% | 17% |
| 2019 | 63% | 21% | 16% |
| 2020 | 64% | 22% | 15% |
| 2021 | 65% | 22% | 14% |
| 2022 | 65% | 21% | 13% |

We have proportionately more EU and overseas non-EU staff than the sector; this is because as a research-intensive, global university we recruit staff from an international talent pool.

|  |  |  |  |
| --- | --- | --- | --- |
|  | UK | EU/EEA | Rest of world |
| UCL 2022 | 65% | 21% | 13% |
| **Sector 2022** | **77%** | **13%** | **10%** |

## Disability

Almost half of all staff members had disclosed their disability status on 1 October 2022 compared to 28% on 1 October 2018. Of the total of those who disclosed, 13% had a disability. While there has been progress in relation to numbers of staff disclosing their disability status, we recognise the need to achieve much better rates and as such this is a target area for action.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year | Disability | No disability | Undisclosed or unknown | Total |
| 2018 | 5% | 25% | 71% | 100% |
| 2019 | 5% | 25% | 69% | 100% |
| 2020 | 5% | 29% | 66% | 100% |
| 2021 | 6% | 35% | 59% | 100% |
| 2022 | 6% | 40% | 53% | 100% |

|  |  |  |
| --- | --- | --- |
|  | Disability | No disability |
| UCL | 13% | 87% |
| Russell Group | 7% | 93% |
| Sector | 7% | 93% |

*Table above uses disclosed data only, non-disclosures are excluded from the total for purposes of sector comparison*

## Sex

The proportion of female staff (on the basis of self-declared legal sex) has remained level over the past six years. UCL is comparable to the sector.

|  |  |  |  |
| --- | --- | --- | --- |
| Year | Male | Female | Total |
| 2018 | 47% | 53% | 100% |
| 2019 | 47% | 53% | 100% |
| 2020 | 47% | 53% | 100% |
| 2021 | 47% | 53% | 100% |
| 2022 | 47% | 53% | 100% |
| **Sector** | **45%** | **55%** | **100%** |

The proportion of female staff varies widely between job roles:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Academic | | | | Professional services | | | |
| Job category | Clinical | Non clinical academic | Non clinical researcher | Teaching | Administrative & managerial | Manual and craft | NHS related | Technical |
| Female | 45% | 40% | 52% | 52% | 65% | 15% | 88% | 49% |
| Male | 55% | 60% | 48% | 48% | 35% | 85% | 13% | 51% |

*Orange cells indicate where that group are under-represented compared to the UCL overall male-female split (5% or more). Blue indicates where that group is over-represented.*

Proportions of female and male staff vary widely by faculty. This is being monitored and addressed as appropriate by Athena Swan action plans and other initiatives at faculty and department level. Women are particularly under-represented in Engineering Sciences and Mathematical and Physical Sciences, and over-represented in the School of Education and in Population Health Sciences:

|  |  |  |
| --- | --- | --- |
| Faculty | % female | % male |
| School of Education | 67% | 33% |
| Arts & Humanities | 58% | 42% |
| Laws | 50% | 50% |
| Social & Historical Sciences | 50% | 50% |
| Built Environment | 49% | 51% |
| Engineering Science | 37% | 63% |
| Mathematical and Physical Sciences | 34% | 66% |
| Brain Sciences | 60% | 40% |
| Life Sciences | 50% | 50% |
| Population Health Sciences | 69% | 31% |
| Medical Sciences | 58% | 42% |
| School of Slavonic and East European Studies | 54% | 46% |

*Orange cells indicate where that group are under-represented compared to the UCL overall male-female split (5% or more). Blue indicates where that group is over-represented.*

Female staff, who represent 53% of all UCL staff, are currently over or under-represented across certain staff groups as per the table below. They are over-represented (cells in blue) in professional services, amongst administrative staff, NHS-related staff, amongst part-time staff, and in grades 5 and 6. They are under-represented (orange) in grades 9 and 10, and amongst clinical and non-clinical academic staff, and in manual and craft job roles. This is important as it may affect and help explain some of our pay gaps (see below):

|  |  |
| --- | --- |
| **% female staff represented in:** | **% female** |
| Academic staff | 48% |
| Professional services | 62% |
| Administrative and managerial staff | 65% |
| Manual and craft staff | 16% |
| NHS-related staff | 87% |
| Part-time | 58% |
| Grades 9 & 10 | 42% |
| Grades 5 & 6 | 60% |

*Orange cells indicate where that group are under-represented compared to the UCL overall male-female split (5% or more). Blue indicates where that group is over-represented.*

## Intersections of race, gender, seniority and role

### Senior female staff

The proportion of senior female staff has grown over the past six years. In 2018, 30% of Grade 10 staff were female, compared to 37% at 1 October 2022. Overall, the percentage of female staff at UCL was 54% in October 2022.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Year | Grade 5 | Grade 6 | Grade 7 | Grade 8 | Grade 9 | Grade 10 |
| 2018 | 63% | 67% | 56% | 53% | 43% | 31% |
| 2019 | 64% | 67% | 57% | 53% | 45% | 33% |
| 2020 | 62% | 63% | 57% | 52% | 48% | 33% |
| 2021 | 60% | 60% | 58% | 53% | 48% | 35% |
| 2022 | 61% | 59% | 58% | 53% | 49% | 36% |

*Percentage of each grade identifying as female. Light orange cells indicate where female staff are under-represented that year, light blue where they are over-represented.*

### Senior Black, Asian and Minority Ethnic staff

Black, Asian and Minority Ethnic colleagues, who make up 24% of all staff at UCL, are under-represented at the most senior level, with just 11% of grade 10 staff identifying as Black, Asian and Minority Ethnic. They are also over-represented in more junior grades:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Year | Grade 5 | Grade 6 | Grade 7 | Grade 8 | Grade 9 | Grade 10 |
| 2018 | 28% | 27% | 22% | 17% | 12% | 10% |
| 2019 | 28% | 27% | 24% | 17% | 13% | 10% |
| 2020 | 29% | 29% | 25% | 18% | 14% | 10% |
| 2021 | 29% | 33% | 25% | 18% | 15% | 10% |
| 2022 | 31% | 36% | 24% | 19% | 15% | 11% |

*Percentage of each grade who are Black, Asian and Minority Ethnic. Light orange cells indicate where Black, Asian and Minority Ethnic staff are under-represented, light blue where they are over-represented.*

6% of all grade 9 and 10 staff at UCL are BAME females, vs 7% BAME men. Of the total BAME female staff population at UCL, 9% are in grades 9 or 10, compared to 36% of all white male staff. White male staff are four times more likely to be in a senior role than BAME female staff. We acknowledge the large disparity here and actions to address this can be found in the accompanying narrative report.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Female | | Male | |
| BAME | White | BAME | White |
| % of total UCL grade 9 & 10 who are of that gender + ethnicity | 6% | 31% | 7% | 43% |
| % of ethnic + gender group who are grade 9 or 10 | 9% | 24% | 15% | 36% |

### Academics

In October 2022, Black, Asian and Minority Ethnic staff represented 24% of total academic staff, an increase from 18% in 2018. This was a lower proportion than the sector, but in line with total BAME staff representation across UCL.

|  |  |  |
| --- | --- | --- |
| Year | % BAME academics | % white academics |
| 2018 | 18% | 71% |
| 2019 | 18% | 70% |
| 2020 | 19% | 66% |
| 2021 | 21% | 61% |
| 2022 | 24% | 57% |
| **Sector** | **31%** | **69%** |

*Please note percentages may not add up to 100 due to nondisclosures in the data*

Both female and male Black, Asian and Minority Ethnic staff are currently equally represented amongst academics:

|  |  |  |
| --- | --- | --- |
| % of total academics in October 2022 | BAME | White |
| Female | 12% | 27% |
| Male | 12% | 30% |
| Total | 24% | 57% |

*Please note percentages may not add up to 100 due to nondisclosures in the data*

However, Black staff represent just 1.4% of all academic staff, and Black female academics 0.8%.

|  |  |  |  |
| --- | --- | --- | --- |
| % of total academic staff who are: | Female | Male | **Total** |
| Asian | 3.4% | 3.7% | **7.1%** |
| Black | 0.8% | 0.6% | **1.4%** |
| Chinese | 3.0% | 3.1% | **6.1%** |
| Mixed | 1.5% | 1.5% | **3.0%** |
| Other | 2.0% | 1.3% | **3.3%** |

Of all Black, Asian and Minority Ethnic staff at UCL, currently 27% are in academic teaching roles, compared to 16% of white staff. White academics are more likely to be in non-clinical roles (23%) than their Black, Asian and Minority Ethnic counterparts (11%). Black, Asian and Minority Ethnic staff and white staff are represented evenly across professional services roles.

|  |  |  |  |
| --- | --- | --- | --- |
| Group | Category | % of total BAME staff | % of total white staff |
| Academic staff | Clinical | 6% | 5% |
| Non-clinical academic | 11% | 23% |
| Non-clinical researcher | 19% | 18% |
| Teaching | 27% | 16% |
| **Total** | **62%** | **62%** |
| Professional Services staff | Administrative and managerial | 32% | 31% |
| Manual and craft | <1% | <1% |
| NHS-related | <1% | <1% |
| Technical | 5% | 6% |
| **Total** | **38%** | **38%** |

### 

### Senior academic staff

Two-thirds of senior academic staff (grade 10) were women in October 2022:

|  |  |  |
| --- | --- | --- |
| Grade 10 academic staff | % in 1 October 2022 | % across UCL |
| Female | 34% | 53% |
| Male | 66% | 47% |

*Orange cells represent where a group is under-represented compared to across total UCL staff, blue where that group is over-represented*

78% were white, and 0.4% were Black. White staff are over-represented amongst senior academics.

|  |  |  |
| --- | --- | --- |
| Grade 10 academic staff ethnicity | % in 1 October 2022 | % across UCL |
| White | 78% | 59% |
| Black | <1% | 3% |
| Asian | 5% | 8% |
| Chinese | 2% | 5% |
| Arab | <1% | 1% |
| Mixed | 2% | 3% |
| Other background | 1% | 2% |
| Unknown | 11% | 19% |

*Orange cells represent where a group is under-represented compared to across total UCL staff, blue where that group is over-represented*

Of 1,656 grade 10 academic staff in October 2022 whose sex and ethnicity are known, 12% were BAME staff, and only 4% were BAME female staff.

|  |  |  |
| --- | --- | --- |
| Grade 10 academic staff ethnic group/sex | Female | Male |
| Black, Asian and Minority Ethnic | 4% | 8% |
| White | 30% | 57% |

As expected, grade 10 staff are more likely to be older than the age group proportions of staff at UCL overall. For instance, 33% of grade 10 academic staff were over the age of 60 in October 2022.

|  |  |  |
| --- | --- | --- |
| Grade 10 academic staff age group | % in 1 October 2022 | % across UCL |
| 31-40 | 3% | 33% |
| 41-50 | 28% | 25% |
| 51-60 | 36% | 16% |
| 61-64 | 17% | 5% |
| 65+ | 16% | 4% |

*Orange cells represent where a group is under-represented compared to across total UCL staff, blue where that group is over-represented*

## Pay gaps

UCL produces an annual gender, ethnicity and disability pay gap report which includes priority actions to address these gaps. Our gender pay gap is half that of the ONS national median average. There was a small increase in the ethnicity pay gap in 2022, and we measured our disability pay gap for the first time in 2022.

|  |  |  |  |
| --- | --- | --- | --- |
| Year | Median gender pay gap | Median ethnicity pay gap | Median disability pay gap |
| 2018 | 5.4% | 7.9% | Not measured |
| 2019 | 7% | 7.9% | Not measured |
| 2020 | 7.6% | 7.9% | Not measured |
| 2021 | 7.8% | 8.5% | Not measured |
| 2022 | 7.7% | 10.4% | 20.7% |
| **ONS median** | **14.9** | **Not disclosed** | **Not disclosed** |

## Applications, interviews and appointments

*Note: data is taken from the ROME recruitment system for the 12 month period January to December 2022. Future reports will use Talentlink data, which is expected to provide more detail and accuracy.*

Shown below is a sex, ethnicity and disability proportional breakdown for progression at each stage during the application-to-appointment process, which suggest the presence of some inequalities. Faculty and department level equality action plans (such as Athena Swan) seek to address inequalities such as these.

Women represented 54% of applicants but 60% of appointees:

|  |  |  |
| --- | --- | --- |
| By sex | Female | Male |
| Applications | 54% | 46% |
| Interviews | 60% | 40% |
| Hires | 60% | 40% |

While 55% of applicants were Black, Asian and Minority Ethnic, they represented just 35% of appointed staff.

|  |  |  |
| --- | --- | --- |
| By ethnic group | Black, Asian and Minority Ethnic | White |
| Applications | 55% | 45% |
| Interviews | 45% | 55% |
| Hires | 35% | 65% |

8% of applicants were disabled, but made up 10% of total appointees:

|  |  |  |
| --- | --- | --- |
| By disability status | Have a disability | Do not have a disability or no declared disability |
| Applications | 8% | 92% |
| Interviews | 10% | 90% |
| Hires | 10% | 90% |

# Our student body

### Data notes

* Student data is based on annual October enrolment period snapshots from the student record system via UCL’s cloud data warehouse, unless otherwise stated
* All percentages within the report have been rounded to the nearest whole number, therefore some totals may appear greater than or less than 100%; any percentages less than 1% have been presented as <1%.
* Sector comparator data is taken from the Advance HE Equality in Higher Education: statistical reports 2022, which uses HESA data.
* N/A refers to data that are not available
* Russell Group or London data is provided as a comparator where appropriate and available

### Diversity of student body 2022-23

The overall profile of our student body at October 2022 enrolment was:

* 53,002 students, of which 46% were undergraduates, 42% were taught postgraduates, and 11% were postgraduate research students
* 85% of students study full-time
* 62% were female and 38% male
* 14% reported a disability in October 2022
* 16% of our students were from the UK, and 10% from China
* 50% were Black, Asian and Minority Ethnic students domiciled outside the UK
* 78% were heterosexual

## Student body profile

UCL has a much greater proportion of postgraduate students than the sector as a whole. However, the proportion of undergraduate students has risen slightly during the past five years in line with our student growth planning.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Qualification | Undergraduate | Postgraduate Taught | Postgraduate Research | Affiliate |
| 2018/19 | 41% | 41% | 13% | 5% |
| 2019/20 | 40% | 42% | 13% | 5% |
| 2020/21 | 42% | 42% | 12% | 4% |
| 2021/22 | 44% | 38% | 12% | 5% |
| 2022/23 | 46% | 41% | 11% | 3% |
| **Sector 2022** | **73%** | **23%** | **4%** | **Not recorded** |

UCL has a much higher proportion of overseas domiciled students compared with the sector as a whole, driven largely by our high proportion of Chinese students:

|  |  |  |
| --- | --- | --- |
| Domicile | Overseas | UK |
| 2018/19 | 51% | 49% |
| 2019/20 | 53% | 47% |
| 2020/21 | 54% | 46% |
| 2021/22 | 52% | 48% |
| 2022/23 | 54% | 46% |
| **Sector 2022** | **16%** | **84%** |

The proportion of part-time students has decreased very slightly over recent years:

|  |  |  |
| --- | --- | --- |
|  | Full-time | Part-time |
| 2018/19 | 83% | 17% |
| 2019/20 | 84% | 16% |
| 2020/21 | 84% | 16% |
| 2021/22 | 85% | 15% |
| 2022/23 | 85% | 15% |
| **Sector 2022** | **79%** | **21%** |

## Age

The proportion of students aged under 21 at entry to the programme has grown slightly over the past five years, but was broadly in line with the sector in October 2022. UCL has a higher proportion of 21-25 year olds, but a lower percentage of 26+ year olds than the sector. This is likely to reflect our large volume of taught postgraduate students.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Under 21 | 21-25 | 26-35 | 36+ |
| 2018/19 | 49% | 27% | 17% | 7% |
| 2019/20 | 49% | 28% | 17% | 7% |
| 2020/21 | 49% | 29% | 15% | 6% |
| 2021/22 | 52% | 27% | 15% | 6% |
| 2022/23 | 53% | 28% | 14% | 5% |
| **Sector** | **49%** | **21%** | **17%** | **13%** |

Only 3% of undergraduates were over the age of 20 on entry to the programme, compared to 34% across the sector. UCL students generally tend younger across all levels of study compared with the sector.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Under 21 | 21-25 | 26-35 | 36+ |
| Undergraduate | 97% | 2% | 1% | <1% |
| **Undergraduate sector** | **65%** | **14%** | **11%** | **9%** |
| PGT | 12% | 55% | 24% | 9% |
| **PGT sector** | **8%** | **39%** | **30%** | **23%** |
| PGR | 3% | 45% | 40% | 13% |
| **PGR sector** | **2%** | **30%** | **43%** | **25%** |

## Ethnicity condensed

BAME stands for Black, Asian and Minority Ethnic. This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual’s ethnicity. In line with sector guidance, we recognise the limitations of this acronym and where possible, have presented data disaggregated by more detailed ethnic groups in addition to data consolidating Black, Asian and Minority Ethnic students as a group. We report student ethnicity alongside domicile wherever possible.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Overseas | | UK | | Undisclosed |
| BAME | White | BAME | White |
| 2018/19 | 31% | 16% | 19% | 26% | 7% |
| 2019/20 | 35% | 14% | 19% | 23% | 8% |
| 2020/21 | 40% | 9% | 20% | 22% | 8% |
| 2021/22 | 43% | 5% | 23% | 20% | 9% |
| 2022/23 | 50% | 1% | 26% | 18% | 4% |

The Advance HE data does not report ethnicity for overseas students, so we have compared UK-domiciled students with the sector and London students, where Black, Asian and Minority Ethnic students are proportionately over-represented at UCL.

|  |  |  |
| --- | --- | --- |
| Proportion of UK domiciled students: | Black, Asian and Minority Ethnic (UK only) | White (UK only) |
| UCL 22/23 | 60% | 40% |
| **Sector** | **26%** | **74%** |
| **London institutions** | **52%** | **48%** |

## UK-domiciled student ethnicity disaggregated

Our UK-domiciled student population was broadly in line with other London institutions with the except of Black students:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Year | Asian | Black | Chinese | Mixed | Other | White | Unknown |
| 2018/19 | 19% | 6% | 3% | 7% | 4% | 54% | 7% |
| 2019/20 | 20% | 6% | 3% | 7% | 4% | 52% | 9% |
| 2020/21 | 20% | 6% | 3% | 7% | 4% | 50% | 10% |
| 2021/22 | 20% | 6% | 4% | 7% | 4% | 49% | 11% |
| 2022/23 | 22% | 6% | 3% | 7% | 4% | 49% |  |
| **London inst.** | **22%** | **17%** | **2%** | **7%** | **5%** | **48%** | **-** |
| **Sector** | **11%** | **8%** | **1%** | **4%** | **2%** | **74%** | **2%** |

*Orange cells indicate where that group is under-represented compared to other London institutions*

A full ethnicity disaggregation for 2022/23 compared with London-based institutions shows that UK-domiciled Black or Black British: African students are particularly under-represented at UCL compared with other London institutions:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Group | Ethnicity | UCL % | London % | Sector % |
| Asian | Bangladeshi | 4% | 5% | 2% |
| Indian | 9% | 6% | 4% |
| Pakistani | 4% | 5% | 4% |
| Other | 5% | 6% | 2% |
| Black | African | 5% | 13% | 6% |
| Caribbean | 1% | 3% | 1% |
| Other | <1% | 1% | <1% |
| Chinese | - | 3% | 2% | 1% |
| Mixed | - | 7% | 7% | 4% |
| Other | Arab | 2% | 2% | 1% |
| Other | 2% | 3% | 1% |
| White | White British | 34% | 48% | 74% |
| White Irish | 1% |  |
| White GRT | <1% |  |
| White other | 14% | N/A | N/A |

*The groups in light blue are over-represented compared to other London institutions; those in light orange are under-represented*

## Sex

UCL has a slightly higher proportion of female students compared to the sector. There has been little change over the past five years. (Note: this data refers to legal sex, not to gender identity, which is reported below).

|  |  |  |
| --- | --- | --- |
|  | Female | Male |
| 2018/19 | 60% | 40% |
| 2019/20 | 61% | 39% |
| 2020/21 | 60% | 40% |
| 2021/22 | 61% | 39% |
| 2022/23 | 62% | 38% |
| **Sector 2022** | **57%** | **43%** |

Female students are over-represented amongst postgraduate taught students, and under-represented amongst postgraduate research students.

|  |  |  |
| --- | --- | --- |
|  | Female | Male |
| Undergraduate | 57% | 43% |
| Postgraduate Taught | 68% | 32% |
| Postgraduate Research | 55% | 45% |

## Disability

We recognise the limitations of reporting student disability as a binary, and aim to report a disaggregated breakdown of self-reported disabilities in future years in line with the Advance HE approach.

Levels of those reporting having a disability are similar at UCL to the sector:

|  |  |  |
| --- | --- | --- |
|  | Reporting a disability | No reported disability |
| 2018/19 | 12% | 88% |
| 2019/20 | 13% | 87% |
| 2020/21 | 14% | 86% |
| 2021/22 | 14% | 86% |
| 2022/23 | 14% | 85% |
| **Sector** | **15%** | **85%** |

The highest reported levels of those with a disability are amongst female students and undergraduates.

|  |  |
| --- | --- |
| Level of study | Reporting a disability |
| Undergraduate | 16% |
| Postgraduate taught | 11% |
| Postgraduate research | 13% |

|  |  |
| --- | --- |
| Sex | Reporting a disability |
| Female | 15% |
| Male | 11% |

There is a considerable gap between the proportion of UK and overseas students who report a disability. In particular, amongst Black, Asian and Minority Ethnic students from overseas, just 7% report a disability, compared with 23% of white UK-domiciled students.

|  |  |
| --- | --- |
|  | Reporting a disability |
| BAME (UK) | 18% |
| BAME (overseas) | 7% |
| White (UK) | 23% |
| White (overseas) | 18% |

## Degree awarding gaps

UCL collects data and reports on our ethnicity awarding gap (the gap between UK undergraduates from different ethnic groups who are awarded a first or upper second (a “good degree”). Further work is underway to expand this data to explore disability and gender award gaps.

|  |  |  |  |
| --- | --- | --- | --- |
|  | % UK undergraduates achieving a good degree | | |
| Year of award | All BAME students | White | Gap % |
| 2018 | 90.6% | 95.2% | 4.7% |
| 2019 | 89.5% | 94.3% | 4.8% |
| 2020 | 96.6% | 98.2% | 1.6% |
| 2021 | 95.7% | 96.1% | 0.4% |
| 2022 | 91.4% | 94.6% | 3.1% |

The gap between Black, Asian and Minority Ethnic students and white students who achieve a good degree is around 3%, with fluctuations year-on-year. However the gap between UK-domiciled Black ethnicity and white students was considerably larger in 2022 awarded degrees:

|  |  |  |  |
| --- | --- | --- | --- |
|  | % UK undergraduates achieving a good degree | | |
| Year of award | Black students only | White students | Gap % |
| 2018 | 83.5% | 95.2% | 11.7% |
| 2019 | 86.1% | 94.3% | 8.2% |
| 2020 | 94.7% | 98.2% | 3.4% |
| 2021 | 95.4% | 96.1% | 0.7% |
| 2022 | 84% | 94.6% | 10.6% |

## Gender identity

We are reporting this data for the first time in 2023. 0.6% of students (283 in total) self-identified as a different gender identity to the one they were assigned at birth.

|  |  |  |
| --- | --- | --- |
| Gender identity status | UCL % | Sector % |
| Gender identity same as at birth (cis) | 96% | 83% |
| Gender identity different to as at birth (trans) | 0.6% | 0.9% |
| Prefer not to say | 3% | 4% |

*May not add up to 100% due to non-disclosures or missing data*

## Religion and belief

We are reporting this data for the first time in 2023. UCL students are broadly in line with the sector for religion and belief, although there are proportionately fewer students at UCL who identify as Christian compared to the average across the sector, and proportionately more who say they have no religious belief.

|  |  |  |
| --- | --- | --- |
| Religion or belief | UCL % | Sector % |
| No religion | 51% | 45% |
| Buddhist | 2% | 1% |
| Christian | 17% | 29% |
| Hindu | 4% | 3% |
| Jewish | 1% | <1% |
| Muslim | 10% | 10% |
| Sikh | 1% | 1% |
| Spiritual | 2% | 2% |
| Other religion or belief | 1% | 2% |
| Prefer not to say | 11% | 8% |

*Orange cells indicate where that group is under-represented compared to the sector; blue where the group is over-represented*

## Sexual orientation

Just under 87% of students disclosed their sexual orientation, which was just above the sector. 78% were heterosexual, and 9% identified as gay, lesbian or bisexual.

|  |  |  |
| --- | --- | --- |
|  | UCL % | Sector % |
| Heterosexual | 78% | 73% |
| Bisexual | 6% | 5% |
| Gay man | 2% | 1% |
| Lesbian/gay woman | 1% | 1% |
| Prefer not to say | 1% | 10% |
| Other sexual orientation | 1% | <1% |
| Not disclosed | 12% | 10% |