



Annual Equality, Diversity and Inclusion Report. 2020–2021

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University Inclusivity Statement (Approved by University Board May 2021).

The University of Cumbria is committed to providing an inclusive environment, where staff, students and visitors are encouraged to be their true self, in order to enhance the individual and collective experience. As a university community, we share the social responsibility of enabling this inclusive environment by valuing, respecting and celebrating difference, to ensure that we generate a sense of understanding and belonging.

The university recognises that our differences are our strength, seeking and valuing different perspectives and ideas, in an environment that is without prejudice and bias.

We are committed to embracing our responsibility as a facilitator of change and continue to develop our equality agenda in line with and, where appropriate, beyond the Equality Act 2010. We do not tolerate discrimination, bullying or harassment in any form on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex or sexual orientation.

The Equality, Diversity, Inclusion and Well-being (EDIW) Committee provide steer in respect of developments under the equality, diversity and inclusion (EDI) banner, ensuring that the university meets its legal obligations in respect of the public sector equality duty and related specific duties. The proactive nature of the committee and continued collaboration and partnership work delivered across the university, displays our desire to have a positive impact, at a local, national and global level.

EDI is central to our policy and practice and is embedded within our draft People Strategy and our student Access and Participation Plan (APP), with equality impact assessments (EIAs) completed to support change across the university.

Key Highlights

2020/21 has resulted in some exciting EDI developments at the University of Cumbria. The University Board signed off our [University Inclusivity Statement](#), which was approved in May 2021, focusing on our commitments in relation to the Equality Act 2010 and to providing an inclusive environment to our full university community. Ensuring this statement is embedded and in accordance with our duties within the Public Sector Equality Duty (PSED), we also released our updated Equality Objectives. These are located at [Equality Data and Reports | University of Cumbria](#) and are subject to monitoring by our Equality, Diversity, Inclusion and Wellbeing Committee, with two overarching areas of focus:

1. To become a more inclusive employer, developing and supporting the diversity of our workforce.

2. To enhance the experience and achievement of our students in a learning community which recognises and values diversity.

March 2021 saw the University report positive results in respect of Gender Pay Gap reporting, with the median gap decreasing to the lowest figure yet at 7.5% and the mean also decreasing in this report to 9.1%. The full report can be accessed at [Equality Data and Reports | University of Cumbria](#) and outlines future actions to contribute towards improving gender equality and the gender pay gap in more detail.

The University has continued to acknowledge and celebrate numerous diversity dates throughout 2020/21, utilizing social media and online platforms to connect with the wider community to engage throughout the impact of COVID and lockdown. October 2020 saw the University collaborate with Multicultural Cumbria (MCC) to host the Race 2B Conference. Over 60 attendees were present on the day-long Teams event, opened by the Vice-Chancellor, with University representatives and external speakers providing an emotive and powerful day to close Black History Month, with a blend of personal experience and education provided for attendees. Recordings of the sessions from the day can be located via [Multicultural Cumbria - YouTube](#). This event aided the signing of a Memorandum of Understanding with MCC, whereby our organisations will continue to work together on future projects, with MCC now based at our Brampton Road Campus in Carlisle.

February 2021 showcased the drive of our Staff LGBTQ+ Network, with a social media campaign marking LGBTQ+ History Month that included staff and student videos where people shared their experiences, blog posts on allyship and the A Life Worth Living online event. The event recording is hosted at [LGBTQ+ Staff Network \(cumbria.ac.uk\)](#) and provided a platform for panel members to discuss challenges and themes in this sphere, hosted by DVC Brian Webster-Henderson, alongside representatives from University of Cumbria Student's Union, Lancaster University, Lancaster University Student's Union, Out in the Bay, Lancashire LGBT, Pride in North Cumbria and Enterprise. The University was also proud to support Morecambe, Lancaster and Cumbria Pride events in the summer following this panel discussion and engaged with the wider local community in parades and hosting stalls.

Additional dates and events that were acknowledged/celebrated in 2020/21 included:

- Dyslexia Awareness Week
- World Mental Health Day
- Disability History Month
- International Men's Day
- Trans Day of Remembrance
- Holocaust Memorial Day
- International Women's Day
- Autism Awareness Week
- Mental Health Awareness Week
- IDAHOBiT Day

- Disability Awareness Day

Areas of focus for 2021/22

As part of our public sector equality duty, our equality objectives have been reviewed and updated in line with our evolving EDI agenda. These objectives will help focus the University's attention on priority equality issues for the next 4 years to deliver improvements and will be monitored within the EDIW Committee. The development of an EDI policy remains a major focus and will outline how we create, maintain and develop a culture of inclusivity for our university community. The university will continue to work towards key charter marks including Disability Confident, Athena Swan and White Ribbon.

Additional policies in development that align with our equality objectives include a Trans Staff Record Policy and a Harassment and Sexual Misconduct Policy. Both will contribute towards developing an inclusive culture, providing clear frameworks and support for our community, building on the developments of our Staff LGBTQ+ Network and the support of the Expect Respect campaign in September 2021 and the separate, yet related North West Sexual Violence week in November 2021.

The university will be submitting to the 2022 Stonewall WEI, following the endeavors of a dedicated working group, factoring in developments across all aspects of the university. Building on the success of the Staff LGBTQ+ Network, 2021/22 will see the newly formed [Disability and Neurodivergent Network \(cumbria.ac.uk\)](http://cumbria.ac.uk) grow and build on the early positive action outlined during Disability History Month in November.

Further training will be implemented across the university, in addition to our mandatory diversity training that will include the first of three from our CAPE team, "Worried About Using the Wrong Terminology? Creating a Safe Space in Which to Talk and Learn about EDI" and external specialist equality impact assessment (EIA) training, in line with our updated EIA template.

Data Summary

Appendix 1 – Student Data

Data is based on the student HESA return for 2019/20. The HE sector data is obtained from the Advance HE Report "Equality + Higher Education Students statistical report 2021".

Key points:

- Continuing the trend from the 2019/20 report, the student attainment figures have increased in every demographic split, with the university average increasing by 3.4% to 72.5%.
 - The attainment rate of males has risen dramatically by 12.9%
 - The attainment rates of BAME students has risen considerably, by 11.1%.
 - The attainment rate of students identifying their gender as "other"

achieved 100%

- The university retention average continues to rise from 87.2% in 2018/19 to 91.9% in 2019/20, reaching 94.3% in 2020/21.
 - Student retention has increased in every demographic, with the largest rise by 4% for Male students.
- The gender split continues to be higher for female representation and above the sector average.
- Student BAME representation is below the sector average at 14.5%

Sex	All Students UoC		UK HE Sector
	%	Number	%
Female	64.5%	5986	57%
Male	35.2%	3269	43%
Other	0.3%	26	0%
Total	100%	9281	100%

Disability	All Students UoC		UK HE Sector
	%	Number	%
Known Disability	14.9%	1386	14.6%
No known disability	85.1%	7895	85.4%
Total	100%	9281	100%

Ethnicity	All Students UoC		UK HE Sector
	%	Number	%
BAME*	10.8%	1003	25.3%
White	75.7%	7030	74.7%
Unknown or info refused	13.4%	1248	1.7%
Total	100%	9281	100%

*Black, Asian and Minority Ethnic – includes all categories other than white.

Age*	All students UoC	
	%	Number
17		
18-20		
21-24		
25-29		
30+		
Unknown		

Total	100%	9281
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Religion or belief	All Students UoC		UK HE Sector
	%	Number	%
No religion	44.8%	4155	52.5%
Buddhist	0.4%	35	0.9%
Christian	41.0%	3802	26.4%
Hindu	0.8%	70	1.3%
Jewish	0.1%	9	0.3%
Muslim	5.8%	534	4%
Sikh	0.2%	19	0.2%
Spiritual	1.4%	127	1.2%
Any other religion or	1.2%	115	1%
Unknown/Info refused	4.5%	415	12.2%
Total	100%	9281	100%

Sexual orientation	All Students UoC		UK HE Sector
	%	Number	%
Bisexual	4.0%	367	3.7%
Gay man	1.9%	175	1.3%
Gay woman/lesbian	1.9%	176	0.8%
Heterosexual	84.6%	7852	70.7%
Other	0.8%	72	1.5%
Unknown/Info refused	6.9%	639	8.7%
Blank	0	0	13.4%
Total	100%	9281	100%

Gender re-assignment	All Students UoC		UK HE Sector
	%	Number	%
Do you identify with the same gender you were assigned at birth? Yes	98.2%	9114	79.2%
Do you identify with the same gender you were assigned at birth? No	0.6%	54	1.4%
Info refused	1.2%	113	2.7%
Blank	0%	0	16.7%
Total	100%	9281	100%

Student Retention and Attainment (includes entire UoC student population)

	Retention		2:1 and 1 st Degree Classifications	
	2019/20	2020/21	2019/20	2020/21
Male	90.7%	94.7%	65.1%	78.0%
Female	92.5%	94.0%	71.2%	77.9%
Other (gender)		91.8%		100%
Disability	92.3%	93.9%	72.1%	81.1%
No Disability	91.9%	94.3%	68.5%	77.3%
White	93.3%	94.2%	73.7%	81.2%
BAME	88.2%	90.8%	52.7%	63.8%
Uni Avg	91.9%	94.3%	69.1%	72.5%

Appendix 2 – Staff Data

Data is based on the staff HESA return for 2019/20. The HE sector data is obtained from the Advance HE Report "Equality + Higher Education Staff statistical report 2021".

Key points:

- The number of staff identifying as LGB has increased, in line with continued development and action from our Staff LGBTQ+ Network, that is higher than the sector average.
- We continue to be almost double the sector average for staff disclosing they have a disability, with colleagues now able to join DANN for further

support.

Category		Head Count	% of total	UK Sector Average
Contract Type	Full Time	530	52.8%	67.2%
	Part Time	472	47.2%	32.8%
Sex	Female	659	65.76%	45.8%
	Male	343	34.24%	54.2%
Age	Age under 21			
	Age 21-30			
	Age 31-40			
	Age 41-50			
	Age 51-60			
	Age 61-65			
	Age over 65			
Ethnicity	Black, Asian or Minority Ethnic	45	4.5%	10.8%
	White	929	92.7%	89.2%
	Not Known	28	2.8%	6.2%
Disability	Disability	101	10.1%	5.5%
	No Disability	849	84.7%	94.5%
	Unknown	52	5.2%	
Sexual Orientation	Heterosexual	676	67.4%	54.7%
	Bisexual	71	7.1%	1.4%
	Gay	46	4.6%	1.5%
	Lesbian	43	4.3%	0.8%
	Other	0	0	0.4%
	Information refused	134	13.4%	12.1%
	Unknown	32	3.2%	29%
Religion	Christian			
	Buddhist			
	Hindu			
	Jewish			
	Muslim			
	No religion			
	Sikh			
	Spiritual			

	Any other religion or belief	[Redacted]
	Information refused	
	Not known	

*Comparative sector data not available for Age

* Age and Religion data is redacted due to low numbers

Gender re-assignment	UoC Head Count	UoC %	UK HE Sector
Gender Identity is the same as assigned at birth	[Redacted]	[Redacted]	[Redacted]
Gender Identity is different from that assigned at birth			
Info refused			
Not Known			
Total			

*Gender reassignment data is redacted due to low numbers