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**Student Equality, Diversity and Inclusion Data**

Our mission to become the most inclusive university of its kind, anywhere in the world has been inspired by the diversity and quality of our community of students, staff and alumni.

Queen Mary is committed to tackling discrimination, providing equal opportunity for all and strives to create a positive working environment of mutual respect and dignity. As of 1 December 2019, Queen Mary had 27,077 students, of which 19,190 are undergraduates, 5,994 are pursuing postgraduate taught programmes, and 1,893 are postgraduate research students.

This report provides data and analysis on Queen Mary’s student profile and compares our profile to both the Higher Education sector as whole and our Russell Group peers. The report highlights our progress in addressing attainment gaps. We measure these in two ways – the difference in the proportions of Black, Asian and Minority Ethnic (BAME) and White students achieving a ‘good honours’ degree (i.e. a First or 2.1), and the difference in the value-added scores for BAME and White students (using the same methodology as the Guardian league table).

**NOTE:** All data presented below was included in Queen Mary’s submission to the Higher Education Statistics Agency (HESA) for the year 2018/2019, unless stated otherwise.

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\*indicates data not supplied to the Higher Education Statistics Agency

**Graph 1: Undergraduates by age**

Over the past five years, Queen Mary’s undergraduate intake has steadily grown from 11,395 to 14,305 – an increase of over 25%.

For the past three years, Queen Mary’s intake of undergraduates aged 20 years and under has remained at 70%. 30% of our intake is represented by mature students. The proportion of undergraduates aged 20 years and under (70%) at Queen Mary is greater than in the Russell Group (67%) and across the sector (54%) more broadly.

Across the wider sector, the proportion of mature undergraduate students is significantly higher than Queen Mary’s (46% in the sector compared with Queen Mary’s 30%).

**Graph 2: Postgraduates by age**

Queen Mary has a mixed postgraduate age profile. Although almost 50% of our postgraduates are aged 24 and under (48%), 28% of our postgraduates are aged between 25–29, and 24% of our postgraduates are aged over 30. The age profile of our postgraduates is broadly comparable to other Russell Group universities.

Queen Mary has a higher percentage of postgraduates aged 24 and under than the Higher Education sector as a whole. Queen Mary’s figure is 48% compared with the national figure of 36%.

**Graph 3: Undergraduate Ethnicity (Home Fee Students Only)**

56% of Queen Mary’s Home fee paying undergraduates are of Black, Asian and Minority Ethnic (BAME) backgrounds, and this proportion has remained static for the past two years. The ethnic diversity of Queen Mary’s Home Fee undergraduates has seen a gradual increase by five percentage points over the past six years from 51% BAME in 2012-13 to 56% in 2018-19.

Notably, this is almost three times the proportion of BAME undergraduates at other Russell Group universities (19%). Similarly, the proportion of BAME undergraduates at Queen Mary is almost three times the proportion in the sector (56% compared to 22%).

It should be noted that approximately 20% of Queen Mary’s undergraduates have not declared their ethnicity. The issue of ethnicity non-declaration is a factor across the sector as a whole.

**Graph 4: Postgraduate Ethnicity (Home Fee Students Only)**

42% of Queen Mary’s Home fee paying postgraduates are BAME students. This figure has steadily increased by five percentage points from 37% in 2014/15.

The number of BAME postgraduates at Queen Mary is more than twice the proportion in other Russell Group universities and is also twice the proportion seen across the sector.

The rate of non-declaration of ethnicity amongst postgraduates at Queen Mary is 25%. This compares to a 20% average across all Russell Group universities, and 15% across the sector.

**Graph 5: Degree Classification by Ethnicity**

91% of White students and 86% of BAME students obtained a ‘good honours’ degree (i.e. a First or an Upper Second-class honours) in 2018/19 from Queen Mary. This represents an attainment gap of five percentage points between White and BAME students.

Queen Mary’s degree attainment data compares to a good degree rate of 90% White and 83% BAME in other Russell Group universities, and 81% White and 68% BAME across the sector.

42% of our White students achieved a first class honours degree. This compares well against the Russell Group (35%) and the sector (31%). 34% of our BAME students achieved a First. This compares favourably against the Russell Group (28%) and the sector (21%).

**Graph 6: Undergraduates by gender**

In 2018/19, 55% of Queen Mary’s undergraduate cohort were female, a rise from 52% in 2013/14

Female representation at the undergraduate level is slightly higher than the Russell Group (54%). However, it is slightly below the sector as a whole (57%).

**Graph 7: Postgraduates by gender**

The proportion of female postgraduates at Queen Mary has increased from 52% in 2013/14 to 54% in 2018-19.

Current female representation is slightly lower than our Russell Group comparators (57%) and the sector as a whole (59%). Our representation of male postgraduates (46%) is slightly above the Russell Group (43%) and the sector (41%).

**Graph 8: Degree classification by gender 2018/2019**

Female students at Queen Mary generally achieve better results than their male counterparts in terms of a ‘good honours’ (88% compared to 83%). Queen Mary’s female graduate attainment is almost identical to the Russell Group (89%).

Queen Mary’s degree results for males in terms of a ‘good honours’ is better than the sector average (83% compared to 72%).

**Graph 9: Degree Attainment and Ethnicity**

The degree attainment gap is the difference in ‘good honours’ – a First or 2:1 classification – awarded to different groups of students. Some of the biggest differences are found by ethnic background (Advance HE: *Degree Attainment Gaps*).

In 2015/16, the gap was largest in England, where 78.8% of White qualifiers received a First/2:1 compared with 63.2% of BAME qualifiers – a 15.6% percentage point gap. (The attainment gaps in Scotland and Wales were 8.6% and 8.5% percentage points).

At Queen Mary, we have steadily narrowed this gap from over 15 percentage points in 2012/13 to six percentage points in 2018/19, which is seven percentage points below the national attainment gap.

**Graph 10: Proportion of First class degrees by ethnicity at Queen Mary**

Queen Mary has an ongoing challenge of narrowing the gap between BAME and White students in obtaining a first class degree.

Although Queen Mary has taken a number of actions and activities, the gap has widened from four percentage points in 2012/2013 to nine percentage points in 2018/2019.

This action has included (but is not limited to):

* Examining the curriculum to see if there are any areas of racial bias and/or disparity;
* Undertaking projects to develop an inclusive curriculum where histories and theories are repackaged and are made less Euro-centric;
* Participating in multi-university projects such as ‘Re-Imagining Attainment for All (RAFA1 and RAFA2)’ aimed at addressing and tackling this gap, by heightened students-led participation, teaching, research and direction

There continues to be further action required as evidenced in the year 2018/2019 where the gap has widened.

**Graph 11: Value Added at Queen Mary**

One of the ways Queen Mary measures its success with all its students is in terms of ‘Value Added’. This measure is based on that used in the Guardian league table. A value-added score of 1 indicates that an institution’s students are as likely to gain a 1st or 2:1 as students with the same entry qualifications studying the same subjects across the sector. A value-added score of less than 1 means that an institution’s students are less likely to obtain a good honours. A value-added score of over 1 means that an institution’s students are more likely to gain a good honours compared to similar students across the sector.

Graph 11 shows that the difference in terms of ‘Value Added’ between BAME and White students at Queen Mary has become smaller over the past six years.

**Graph 12: Undergraduates by disability**

Self-declaration of disability has increased at Queen Mary, however, there remain areas for improvement.

The proportion of undergraduate students at Queen Mary who have a declared disability has steadily increased from 10% in 2013/14 to 12% in 2018/19. In 2018/2019 our declaration rate for disability, is similar to the Russell Group (13%) and just behind the sector (15%).

**Graph 13: Postgraduates by disability**

7% of postgraduates at Queen Mary declare a disability. This compares to an 8% declaration rate within the Russell Group and 10% across the sector. The proportion of postgraduates with a declared disability at Queen Mary has climbed from 5% in 2013/14 to 7% in 2018/19.

In real terms, this is an increase from 205 to 420 postgraduate students declaring a disability – an increase of 105% over five years.

**Graph 14: Degree classification by disability 2018/2019**

70% of students at Queen Mary with a declared disability obtained a ‘good honours’ (a First or 2.1) in 2018/2019. In real terms, this equates to 315 undergraduates with a known disability obtaining either a First or a 2:1 in 2018/19. This is 10% behind our Russell Group peers (80%) and slightly behind the sector figure of 72%.