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 2020, Queen Mary had 28,439 students, of which 20,472 are undergraduates, 5,778 are pursuing postgraduate taught programmes, and 1,919 are postgraduate research students.

Notes and Data Definitions for guidance when using this report

BAME refers to Black, Asian, and minority ethnic; the term is used to refer to people in the UK who do not consider themselves to be white.

Gender refers to the student's declared sex with the response of 'male', 'female' and 'other'. The data is drawn from Sex ID as reported to the Higher Education Statistics Agency (HESA). Gender and sex are terms which are often conflated, and future reporting will allow for us to report on gender identity. For most people their gender identity is the same as their sex originally assigned to them at birth, but this is not the case for everyone as it is estimated that around 1 per cent of the population might identify as trans, including people who identify as non-binary.

This report provides data and analysis on Queen Mary's student profile and compares our profile to both the Higher Education sector as whole, Russell Group and London university peers. The report highlights our progress in addressing attainment gaps. We measure these in two ways – the difference in the proportions of 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).

Value added is a benchmarked alternative to good honours. Since students entering with higher grades might be expected to achieve higher grades, it looks at the entry grade profile of all students by subject and calculates the probability of achieving good honours based on other similar students across the sector. A value of 1 shows that students have achieved good honours in line with similarly qualified students across the sector. The lower the probability, the higher the value added if good honours are achieved, represented by a higher value added score.

The data presented in the report refer to Undergraduates and Postgraduates (PGT and PGR) with no distinction of fee status (Home, UE or overseas). Figures regarding age groups refer to student's intake rather than student population. The unit of measurement for student numbers is HESA Full Time Equivalent, not headcounts. Figures are rounded to the nearest five.

NB. All data presented below was included in Queen Mary's submission to the Higher Education Statistics Agency (HESA) for the year 2019/2020, unless stated otherwise. For student outcomes, the
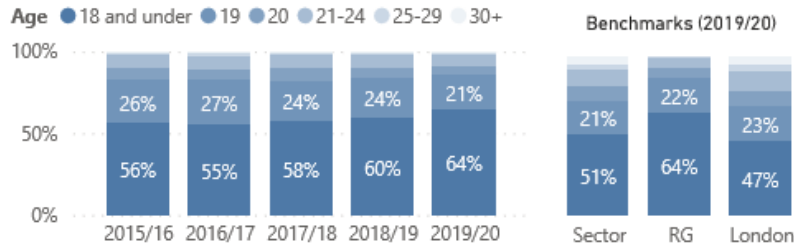
source is the Graduate Outcomes Survey (2017/18 graduates surveyed 15 months after completing their studies).

**Table of Graphs**

* Based on internal data

Graph 1 Undergraduate Intake Age Group

Over the past five years, Queen Mary's undergraduate (FTE, first degree) intake has steadily grown from 4,345 to 4,955 – an increase of 14%.

For the past three years, Queen Mary's intake of undergraduates aged 20 years and under has remained at about 90%, with a decrease of 1 percentage point from 2015/16 to 2019/20 (10% and 9%, respectively). The proportion of our undergraduate intake aged 20 years and under (90%) at Queen Mary is smaller than in the Russell Group (93%), but larger than London universities (79%) and across the sector (81%).

Graph 2 Postgraduate Intake Age Group (PGT)
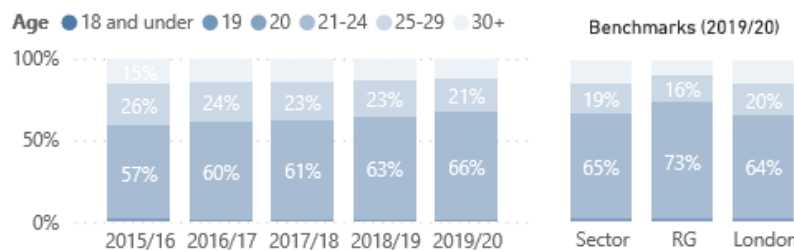
Queen Mary has a mixed postgraduate (PGT) intake age profile. Two thirds of our postgraduates are aged 24 and under (66%), 21% of our postgraduates are aged between 25–29, and 12% are aged over 30. The age profile of our postgraduates is broadly comparable to the sector and Russell Group, but slightly younger than London universities.

Graph 3 Postgraduate Intake Age Group (PGR)
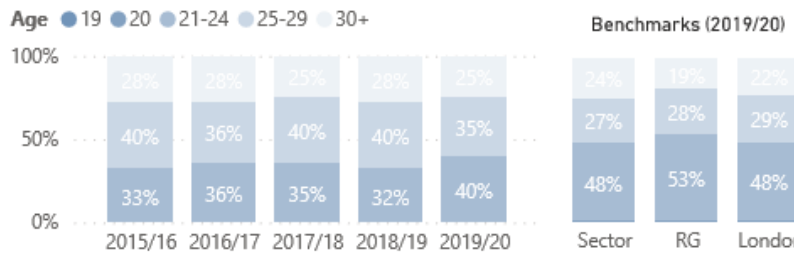
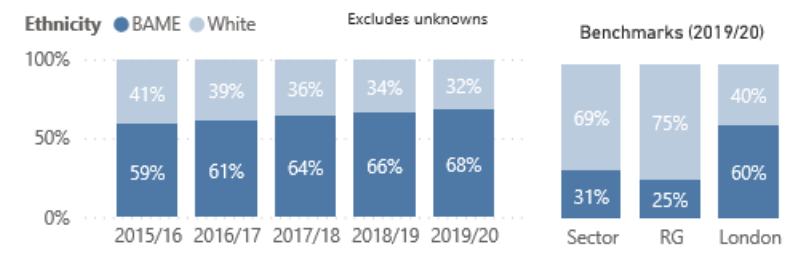Intake for 24-year-old and under for postgraduate (PGR) programmes has increased from 33% to 40% over the last five years. Compared to the sector, Russell Group and London universities, the proportion of under 24-year-old is significantly smaller.

Graph 4 Undergraduate Ethnicity

Participation of BAME students at Queen Mary has increased by 9 percentage points in the last five years. In 2019/20 BAME students were 68% of the student population, up from 59% in 2015/16. Our BAME participation is well above the sector and the Russell group (31% and 25%, respectively), and higher than London universities, where current BAME participation is equivalent to Queen Mary's five years ago.

It should be noted that approximately 23% 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 (22%), Russell Group (27%) and London universities (32%).

Graph 5 Postgraduate Ethnicity (PGT)
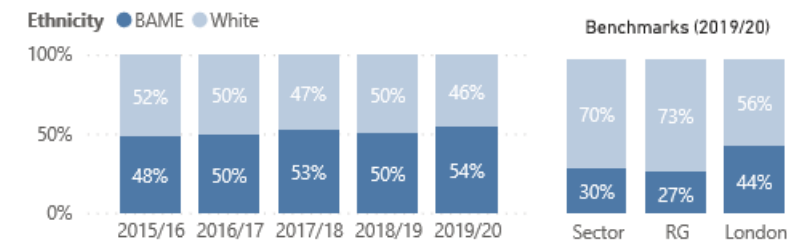
Of Queen Mary's postgraduates (PGT), 54% are BAME students. This figure has steadily increased by six percentage points from 48% in 2014/15.

The proportion of BAME postgraduates at Queen Mary is twice the proportion in other Russell Group universities and across the sector. Compared to London Universities, Queen Mary has a proportion of BAME participation, which is ten percentage points higher.

According to HESA, the rate of non-declaration of ethnicity amongst postgraduates (PGT) at Queen Mary is 69%. This compares to a 71% average across all Russell Group universities, 66% across the sector and 65% in London universities.
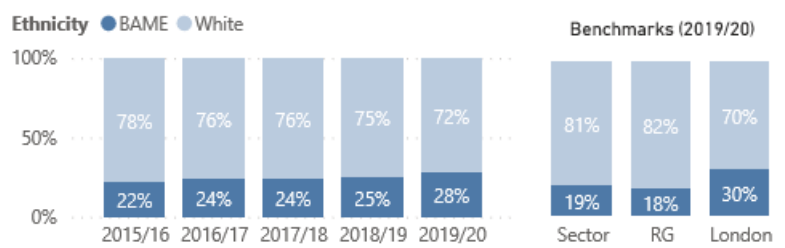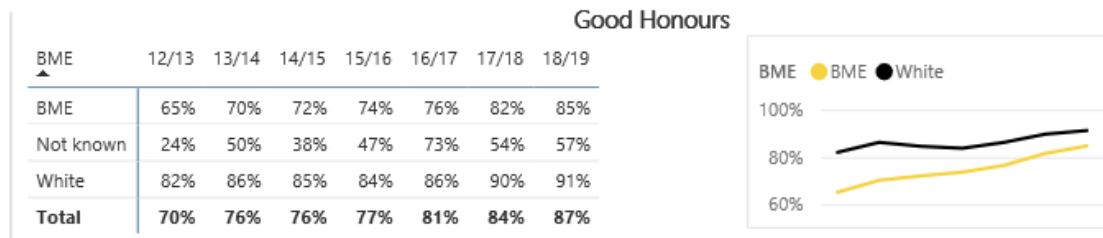
Graph 6 Postgraduate Ethnicity (PGR)

Of Queen Mary's postgraduates (research), 28% are BAME students. This figure has increased by six percentage points from 22% in 2015/16.

The proportion of BAME postgraduates at Queen Mary is two percentage points lower than the proportion in other London universities. Compared to the sector and the Russell Group, BAME participation stands a third higher.
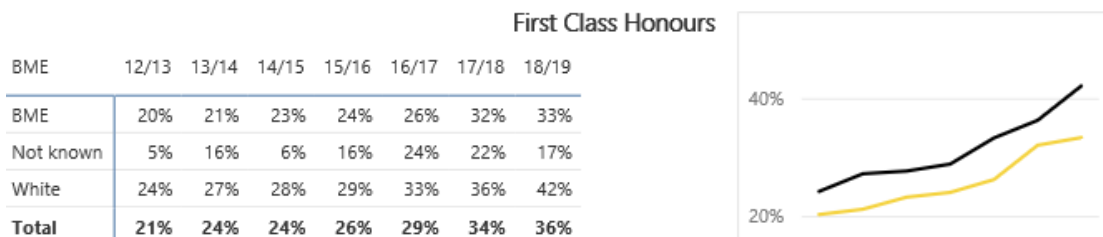
The rate of non-declaration of ethnicity amongst postgraduates (PGR) at Queen Mary is 54%. This compares to a 50% average across all Russell Group universities, 48% in London universities, and 48% across the sector.

Graph 7 Degree Classification by Ethnicity. Good Honours

BME	12/13	13/14	14/15	15/16	16/17	17/18	18/19
BME	65%	70%	72%	74%	76%	82%	85%
Not known	24%	50%	38%	47%	73%	54%	57%
White	82%	86%	85%	84%	86%	90%	91%
Total	**70%**	**76%**	**76%**	**77%**	**81%**	**84%**	**87%**

In 2018/19, 91% white students and 85% of BAME students obtained a 'good honours' degree (i.e., a First or an Upper Second-Class Honours) in 2018/19 from Queen Mary, the gap being six percentage points against BAME students. Compared to 15/16, there has been an increase of students attaining good honours, but there is also a reduction of the gap from ten to six percentage points. Currently, the target is to reduce the gap to two percentage points in 2020/21 and zero by 2021/22

Graph 8 Degree Classification by Ethnicity First-Class Honours

BME	12/13	13/14	14/15	15/16	16/17	17/18	18/19
BME	20%	21%	23%	24%	26%	32%	33%
Not known	5%	16%	6%	16%	24%	22%	17%
White	24%	27%	28%	29%	33%	36%	42%
Total	**21%**	**24%**	**24%**	**26%**	**29%**	**34%**	**36%**

Of our white students, 42% achieved a First-Class Honours degree, whereas 33% of our BAME students achieved a First, this representing a gap of nine percentage points. The gap has increased over the last five years, up from 5 percentage points.

Graph 9 Value Added by Ethnicity

BME	12/13	13/14	14/15	15/16	16/17	17/18	18/19
BME	0.90	0.93	0.92	0.93	0.95	1.07	1.12
Not known	0.36	0.66	0.49	0.56	0.92	0.69	0.76
White	1.06	1.07	1.04	1.01	1.03	1.14	1.17
Total	**0.94**	**0.98**	**0.95**	**0.95**	**0.98**	**1.09**	**1.13**
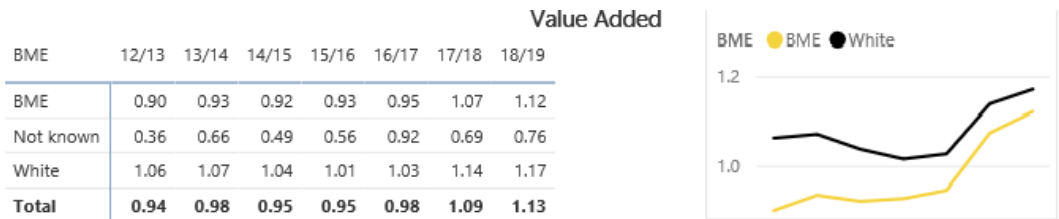
The Value Added score is 1.17 for white students and 1.12 for BAME, this meaning that Queen Mary students' performance is higher than students with a similar grade profile across the sector, although there is a gap of 0.05 points. However, the gap has consistently closed from 0.12 to 0.05 points in the last five years.

Graph 10 Undergraduates Gender
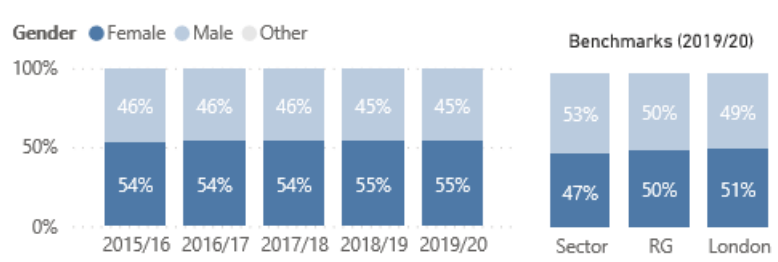
The proportion of female undergraduates at Queen Mary has increased from 54% in 2015/16 to 55% in 2019/20. Current female representation is slightly higher than our Russell Group comparators (50%), London universities (51%) and the sector as a whole (47%).

Graph 11 Postgraduate Gender (PGT)
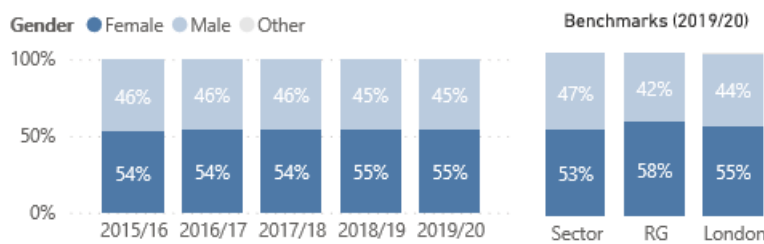
The proportion of female postgraduates (PGT) at Queen Mary has just increased by one percentage point between 2015/16 and 2019/20. Current female representation (55%) is above the sector (53%), below the Russell Group (58%) and similar to the sector as a whole (55%).

Graph 12 Postgraduate Gender (PGR)
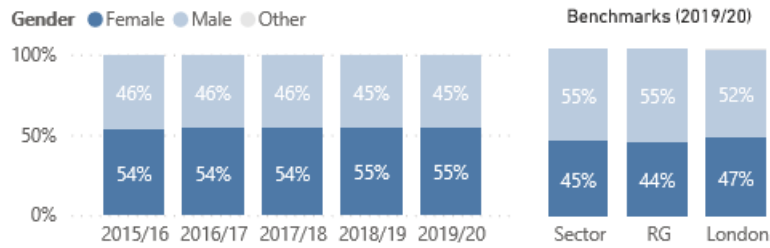
The proportion of female postgraduates (PGR) at Queen Mary has remained stable over the last five years. Current female representation is higher than that of our comparators, sector (45%), Russell Group (44%) and London universities (47%).

Graph 13 Degree Classification by Gender. Good Honours

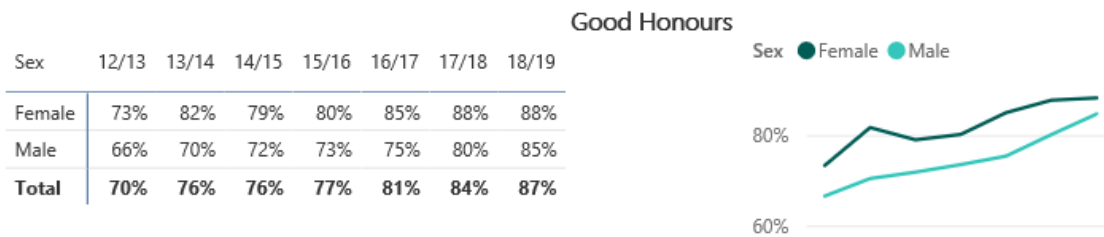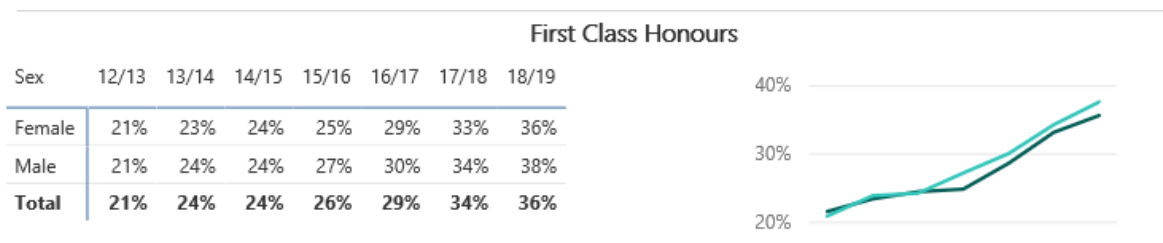| Sex	12/13	13/14	14/15	15/16	16/17	17/18	18/19
Female	73%	82%	79%	80%	85%	88%	88%
Male	66%	70%	72%	73%	75%	80%	85%
Total	70%	76%	76%	77%	81%	84%	87%

In 2018/19, 88% of female and 85% of male students obtained a 'good honours' degree (i.e., a First or an Upper Second-Class Honours), the gap being three percentage points against male students. Compared to 15/16, there has been an increase of students attaining good honours for both genders, but the gap has fluctuated between seven and ten percentage points.

Graph 14 Degree Classification by Gender. First-Class Honours

Sex	12/13	13/14	14/15	15/16	16/17	17/18	18/19
Female	21%	23%	24%	25%	29%	33%	36%
Male	21%	24%	24%	27%	30%	34%	38%
Total	21%	24%	24%	26%	29%	34%	36%

Of our male students, 38% achieved a First-Class Honours degree, whereas 36% of our female students achieved a First, this representing a gap of two percentage points. Unlike Good Honours, the proportion of female students achieving a First is lower than that of males (36% vs 38%).

Graph 15 Value Added by Gender

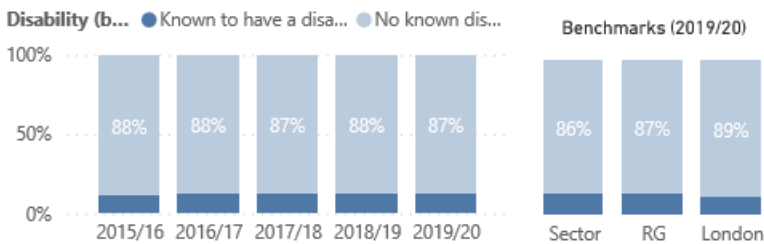| Sex	13/14	14/15	15/16	16/17	17/18	18/19
Female	1.04	1.00	0.99	1.02	1.13	1.14
Male	0.93	0.94	0.93	0.93	1.07	1.14
Total	**0.99**	**0.97**	**0.97**	**0.98**	**1.10**	**1.14**

Value Added

Value Added for 2019/20 available in June 2021

Sex ● Female ● Male
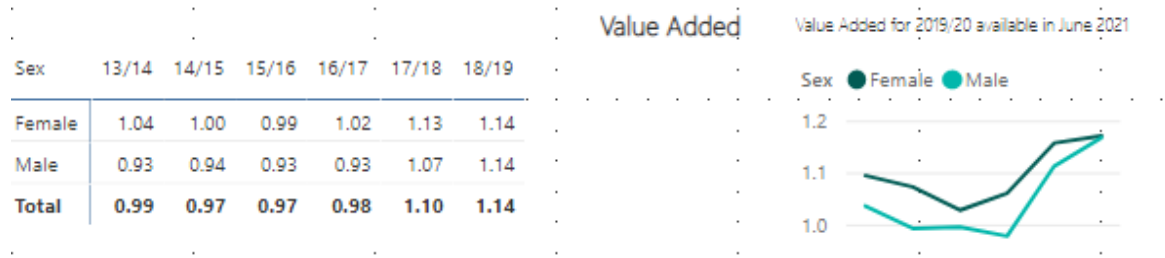
The Value Added score is 1.14 for males and females, this meaning that Queen Mary has closed the gap. This represents a progress over the last five years, when the gap was from 0.06 to 0.09.
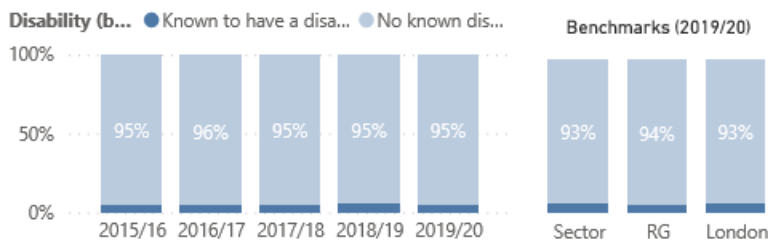
Unlike degree classification, where females are more likely to attain good honours, value added scores adjust for entry qualification, this way removing an initial academic advantage favouring females, whose entry qualifications are higher.

Graph 16 Undergraduates by disability

Disability (b... ● Known to have a disa... ● No known dis...

Benchmarks (2019/20)

|	2015/16	2016/17	2017/18	2018/19	2019/20		Sector	RG	London
	88%	88%	87%	88%	87%		86%	87%	89%

The proportion of undergraduate students at Queen Mary who have a declared disability has remained stable, between 12% to 13%. In 2019/20 our declaration rate for disability, is similar to the sector (14%) and the Russell Group (13%) above London universities (11%).

Graph 17 Postgraduate by Disability (PGT)

Disability (b... ● Known to have a disa... ● No known dis...

Benchmarks (2019/20)

	2015/16	2016/17	2017/18	2018/19	2019/20		Sector	RG	London
	95%	96%	95%	95%	95%		93%	94%	93%

The proportion of postgraduate students (PGT) at Queen Mary who have a declared disability has remained constant at 5%. This represents a smaller proportion in relation to our comparators, with Russell Group universities having 6% of students declaring a disability, 7% in London universities, and 7% in the whole sector in 2019/20. Benchmarks are low, in part due to lower educational attainment of disabled people, but there is space for improvement.

Graph 18 Postgraduate by Disability (PGR)
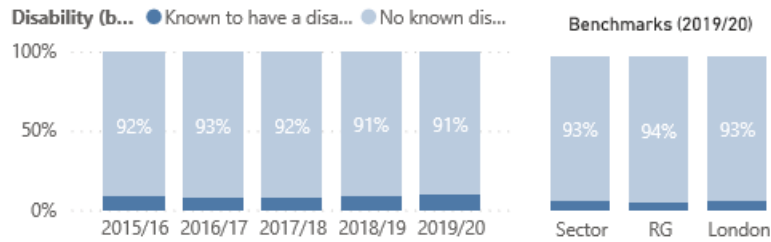
At Queen Mary, the proportion of research students declaring a disability has slightly increased from 8% to 9% over the last five years. Participation of disabled research students is above the Russell Group (6%), London universities (7%) and the whole sector (7%).
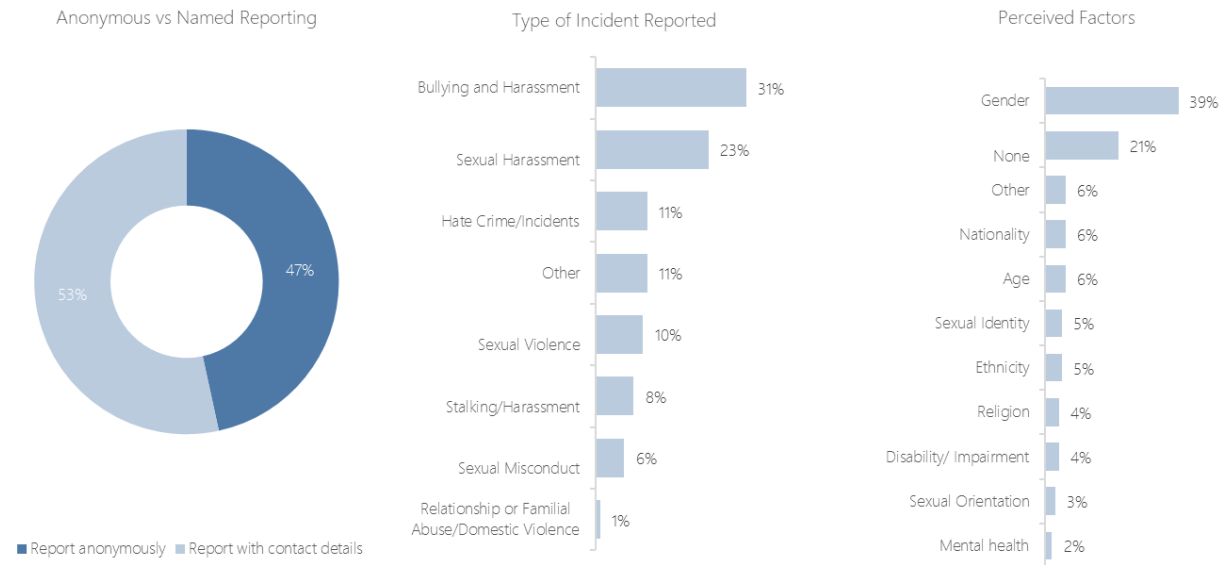
Graph 19 Student Outcomes
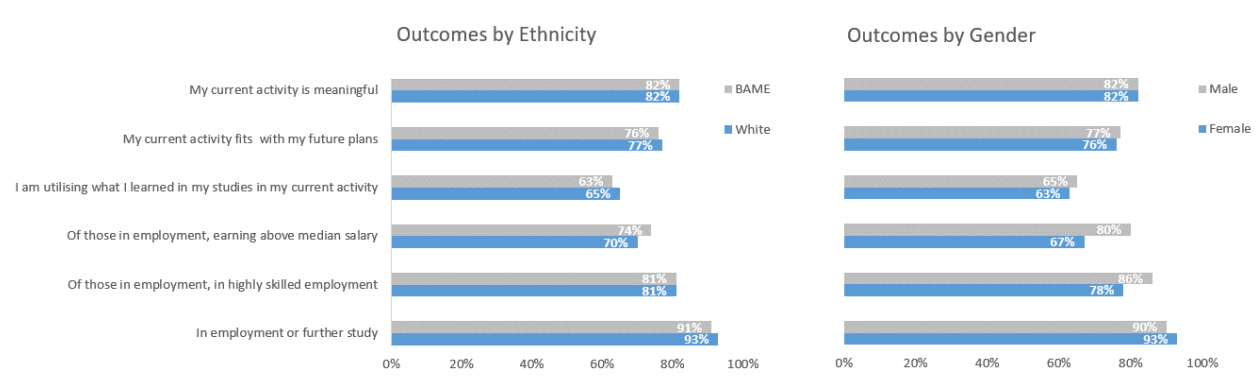
Outcomes by ethnicity are similar in most measures. A slightly higher proportion of white students compared to BAME declare their current activity fits with their future plans (77% vs 76%), they use what they learned (65% vs 63%) and are in employment (91% vs 93%). BAME students, on the other hand, are more likely to earn above the median salary then their white counterparts (74% vs 70%).

With gender, differences are more noticeable. In fact, while 80% of males in employment declare earnings above the median, this drops to 67% for females; 86% of male graduates declare being in highly skilled employment, against 70% of females. Females are slightly more likely to be in employment and further study than males (93% vs 90%).

Graph 20 Report and Support

Anonymous vs Named Reporting

53% 47%

■ Report anonymously ■ Report with contact details

Type of Incident Reported

Bullying and Harassment	31%
Sexual Harassment	23%
Hate Crime/Incidents	11%
Other	11%
Sexual Violence	10%
Stalking/Harassment	8%
Sexual Misconduct	6%
Relationship or Familial Abuse/Domestic Violence	1%

Perceived Factors

Gender	39%
None	21%
Other	6%
Nationality	6%
Age	6%
Sexual Identity	5%
Ethnicity	5%
Religion	4%
Disability/ Impairment	4%
Sexual Orientation	3%
Mental health	2%

Of 103 students reporting an incident, 53% reported with contact details. The most common type of incident reported were, bullying and harassment (31%), sexual harassment (23%), hate crime (11%) and sexual violence (10%). Regarding perceived reasons gender (39%), none (21%), nationality (6%) and age (6%).