

UNIVERSITY OF  
**WINCHESTER**

# Equality, Diversity and Inclusion Report 2023- 2024

## Contents

INTRODUCTION.....	3
PUBLIC SECTOR EQUALITY DUTY.....	3
EQUALITY, DIVERSITY, AND INCLUSION STRUCTURES IN THE UNIVERSITY .....	4
EXECUTIVE SUMMARY .....	5
OUR OBJECTIVES FOR 2024/25 .....	5
STAFF EDI DATA .....	6
AGE.....	6
ETHNICITY .....	8
GENDER.....	10
SEXUAL ORIENTATION .....	13
DISABILITY .....	14
RELIGION/BELIEF .....	16
APPLICATION AND RECRUITMENT .....	17
DISCIPLINARY AND GRIEVANCE .....	20
GENDER PAY GAP .....	21
STUDENT EDI DATA.....	22
GENDER.....	22
ETHNICITY .....	23
DISABILITY .....	24
SEXUAL ORIENTATION .....	25
RELIGION/BELIEF .....	25
ACCESS AND PARTICIPATION PLAN (APP) .....	26

## **INTRODUCTION**

The University of Winchester is a values-led institution committed to the principles of diversity, equality, and inclusion where all members of our community can expect to be treated with dignity and respect. We believe that diversity enriches our community, learning experience, and global outlook. We value the views and opinions of all our staff and students and gain from the diversity of culture, background, and ideas they bring. It is our stated strategic aim to have a community that is diverse, inclusive and welcome, where we recognise and value the contribution that every person makes to it. As part of that aim we monitor and support staff and students in underrepresented groups to ensure that opportunities are inclusive. This report has gathered detail to demonstrate the University's position in 2023/24.

For staff actions we have a Gender Pay and Equality Action Plan and a Race Equality Action Plan, both of which are monitored by our Equality, Diversity and Inclusion Committee. Our student equality Access and Participation Plan is reported to and approved by the Office for Students

We are proud to be a Disability Confident Employer and we have pledged to uphold the principles of AdvanceHE's Race Equality Charter. We also hold a Silver Award as part of the Armed Forces Covenant Employer Recognition Scheme. Through our policies, processes, and practice we uphold our duties under the Equality Act 2010 to have due regard towards the elimination of unlawful discrimination, creation of equality of opportunity, and fostering of good relations.

## **PUBLIC SECTOR EQUALITY DUTY**

The Equality Act 2010 protects all individuals from unlawful discrimination, harassment and victimisation. Its protections operate, in a number of ways around nine named protected characteristics: age, disability, sex, gender identity and reassignment, race, religion and belief, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

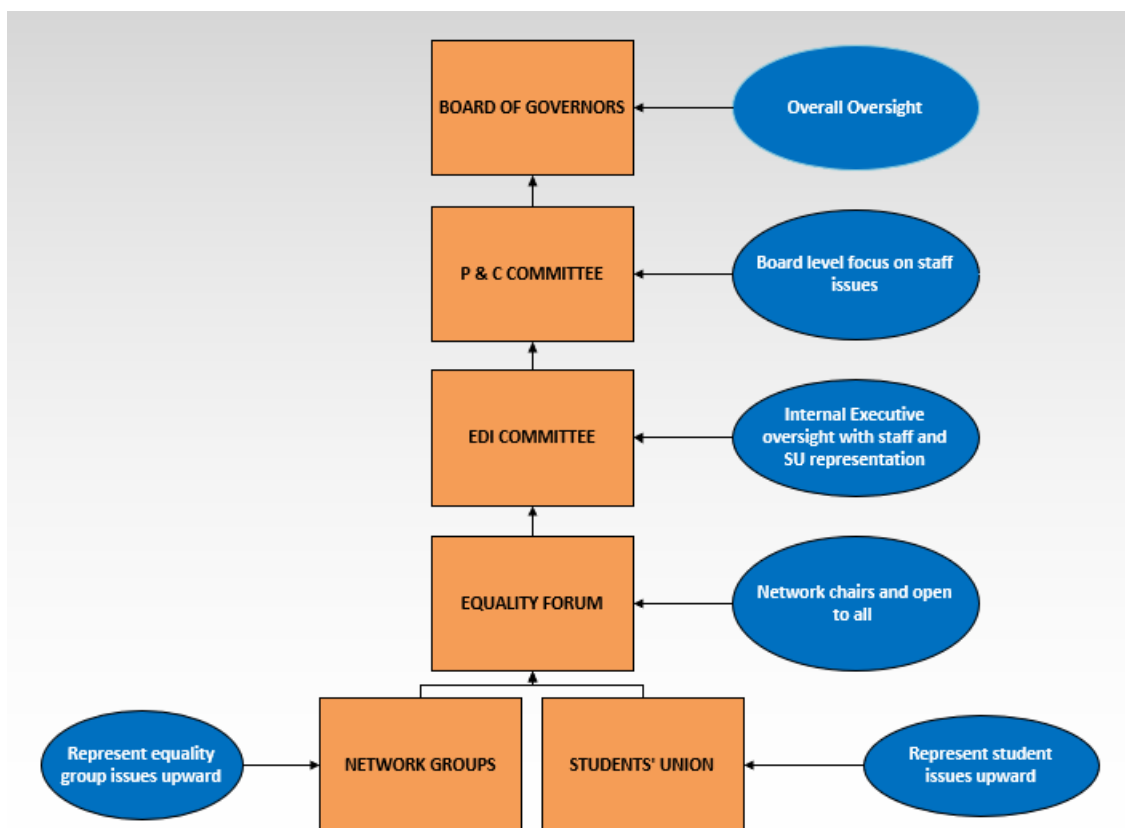
The University, as a public sector body, has some specific duties to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited
- Advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not share it, and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

## EQUALITY, DIVERSITY, AND INCLUSION STRUCTURES IN THE UNIVERSITY

The University's internal structures for ensuring due regard to our equality duties are set out below. Through this structure the University reports to the Board of Governors, which has oversight to ensure that responsibilities are met.

Our network groups meet individually under their own constitutions and feed-up to the Equality Forum which is open to all and is chaired by the Director of Equalities. The Forum reports up to the Equality, Diversity, and Inclusion Committee (EDIC), chaired by the Director of People and Culture, which oversees our equality related Action Plans, and receives reports on our Access and Participation Plans, and equalities work. Oversight by the Governors is reported up from the EDIC through the People and Culture Committee.



## **EXECUTIVE SUMMARY**

In a period where our workforce has reduced by 10%, the overall equalities profile of our staff has remained largely unchanged compared to the previous year. This is a strong indicator of fairness within our people processes during 2023 – 2024 (including periods of restructuring). During this year we have continued and renewed our work relating to the Gender Equality and Pay Gap Action Plan and the Race Equality Action Plan and again participated in the AdvanceHE Aurora scheme (to develop and explore issues relating to leadership for participating female colleagues).

Our employment rate for Minority Ethnic staff has remained stable at the high of 9% reached in the previous year. We continue with the work related to this area of focus.

We commenced the work on the objectives we set for 2023-2024 and continue working towards these ongoing objectives. Notably we have focused on support for our neurodivergent staff in relation to our people forms and processes (for example, applications forms and progression processes). We have undertaken early analysis of the impact of the Aurora scheme and commenced work around embedding a new streamlined equality impact analysis approach to support our policy and strategy decision making. We have rolled forward the work around understanding the experience of part-time staff into 2024-2026 as part of a longer-term perspective to help us understand our gender pay gap.

Our student demographics remain only marginally different and, notably, there is a continuing rise year-on-year in the rate of declared disabilities. Our priorities here are captured in our approved Access and Participation Plan.

## **OUR OBJECTIVES FOR 2024/25**

- We will facilitate a new Network Group for women, harvesting the learning and enthusiasm of our Aurora alumni.
- We will create and embed a Reasonable Adjustments Policy and related training programme, to increase the visibility, consistency and professionalism around the support available for our staff with disabilities
- We will create a new policy and a scaffold of support around the issues of harassment and sexual misconduct to comply with new legislative and sector regulatory obligations.

- We will continue the work around part time staff in a longitudinal study over 2024-2026.
- We will continue our work relating to neurodivergent staff and staff with disabilities, including exploring external standards of excellence, and will seek to renew our commitment to and membership of the Disability Confident scheme.

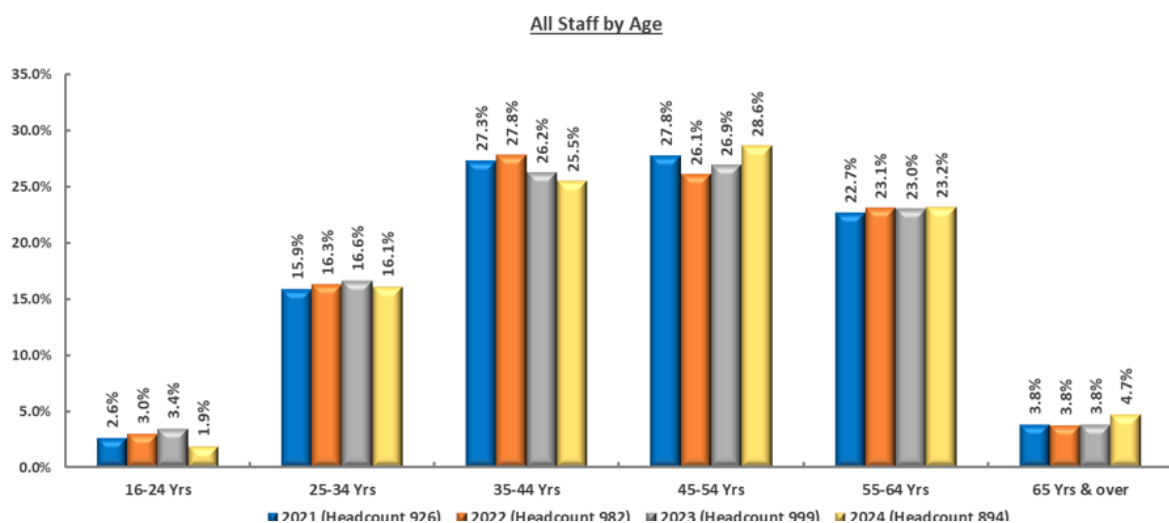
## STAFF EDI DATA

Embedding equality, diversity and inclusion throughout our practice is a stated priority in our People & Culture Strategy (2024 – 2028).

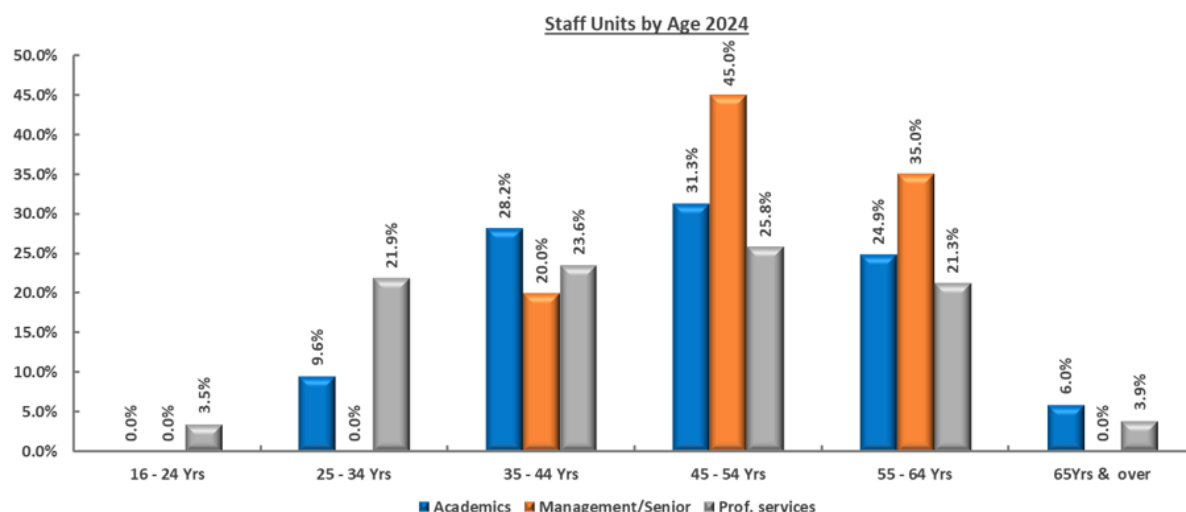
This report relates to a full year of data for the period between 1 August 2023 to 31 July 2024. The data refers to full time and fractional (part time) Academic and Professional Services staff. For snapshot data the census date is 31 July 2024. The data refers to full time and fractional (part time) Academic and Professional Services staff.

While the total number of staff employed by the University in 2023/4 fell from 999 in the previous year to 894 in this cycle, the changes to the statistical data overall compared to last year remain negligible. However, there are instances where this negligible change is nonetheless significant because these remain areas where we would like to see significant change.

### AGE

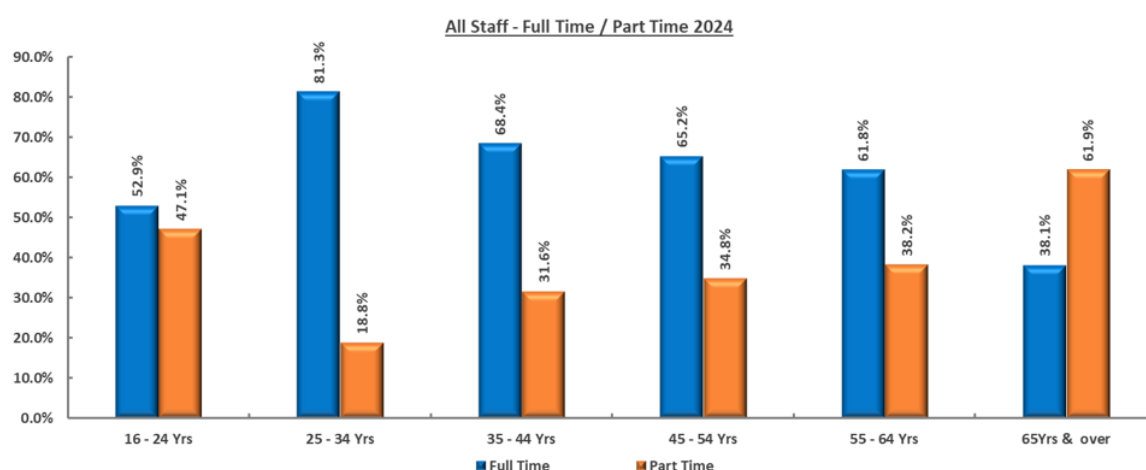


As in previous years, there is a marginal change in the spread of staff across the age bands. Across all departments there has been no more than a 2% variation in the age bands compared to the previous year. The shift, though small, is towards a slightly older workforce.



There is variation in age ranges evident across the three broad categories of academic, professional services and management staff, with some of the most significant differences apparent in the managerial staff as against other areas in the 45 – 54 and 55 to 64 ranges and the absence of managerial staff below 35 years and above 65 years. However, this variation is due to the small number of people in these roles.

Professional services staff are also heavily represented in the under 35 categories which may, in part be due to the nature of those roles.



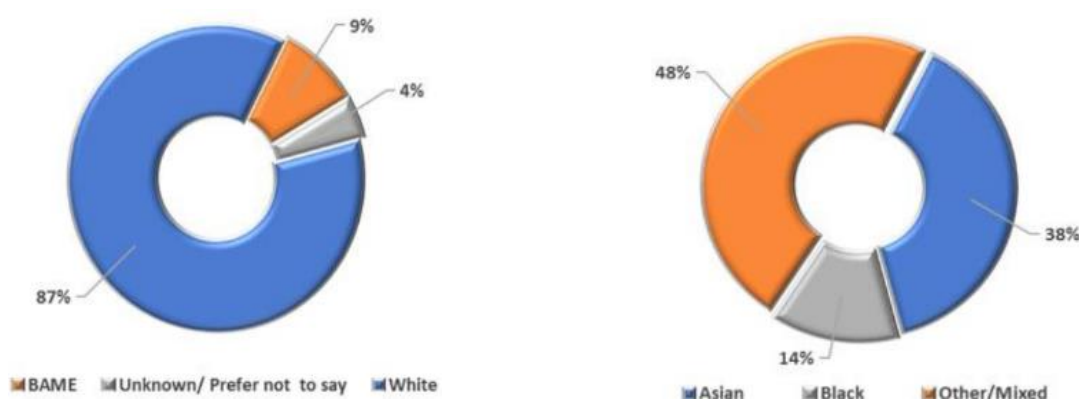
The University employs on both full and part time bases across all age ranges and around a third of contracts are on a part-time basis overall. There is a significant bias towards full-time for each range apart from staff over the 65 years bracket (which in part,

reflects a phasing down of hours ahead of retirement in this age group). A project to further understand the matrix of part-time staff preferences, arrangements, and opportunities in greater detail was planned for the academic year 2023-24, but because that year saw some very large-scale people projects undertaken, this work will be rolled across into academic years 2024 – 2026. The University has a hybrid working policy for staff which allows flexible working arrangements between campus and remote working where work is capable of being undertaken in this way. Approximately half of staff report working in a flexible manner, a trend that is likely to further increase over time.

## ETHNICITY

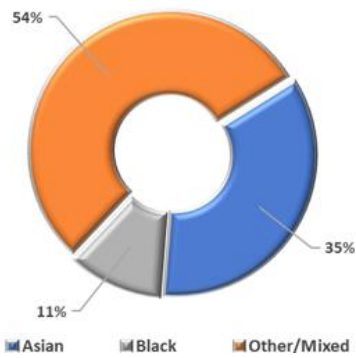
'Black Asian and Minority Ethnic' (BAME) is a term that encompasses a wide range of different ethnicities. We recognize that this term does not represent the diversity within this aggregated term. The latest available national data for higher education institutions shows that 14.4% ([UUK data for 2019/20](#)) of higher education staff identify within a Minority Ethnic group, and while the University remains below this figure at 9% we have started to narrow a gap that we had struggled to impact and we have maintained a position despite reduced staff numbers in this period. Local demographic factors may have influenced the historically low representation of this group compared to the national figure with 92.6% of Hampshire residents identified as White in the 2021 census data.

### All staff by Ethnicity

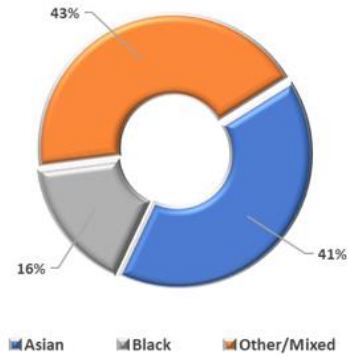




**BAME - Prof.Service Staff (2024)**

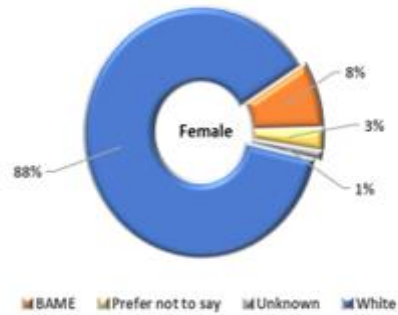
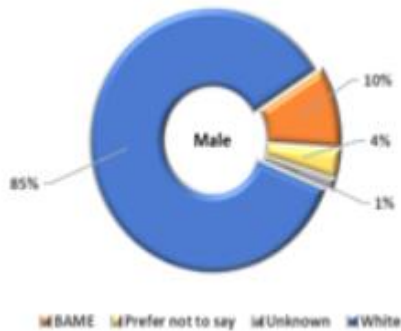


**BAME - Academic Staff (2024)**



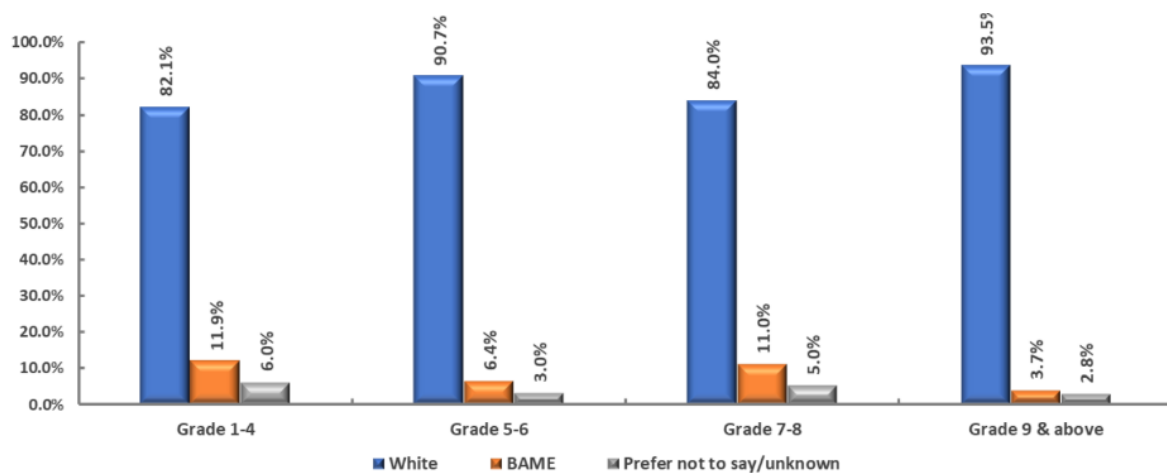
The charts above indicate the greatest underrepresentation within our staffing relates to staff who identify as Black.

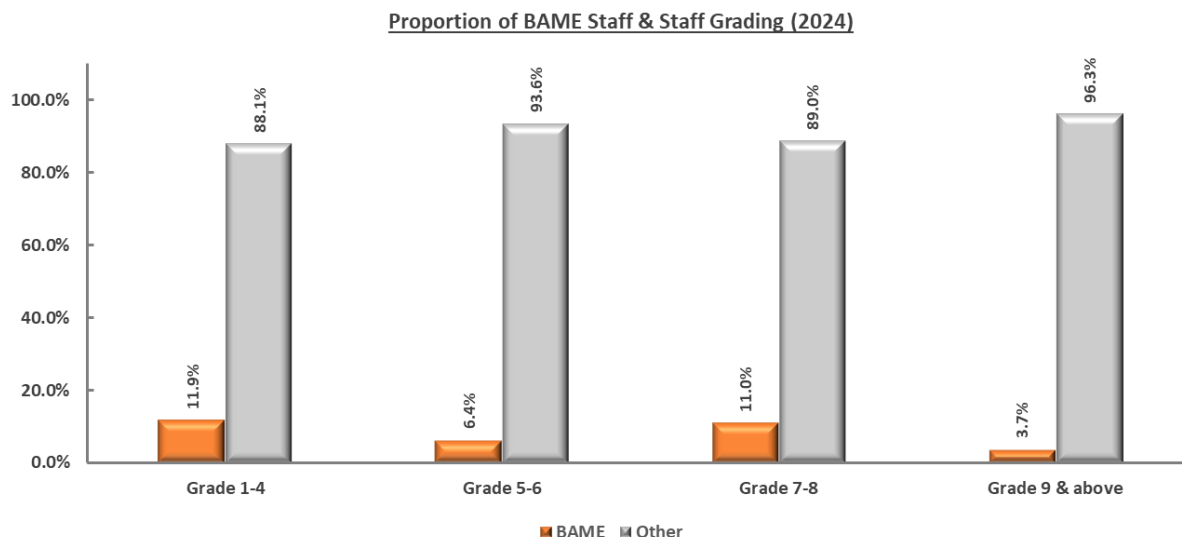
### All staff gender by Ethnicity



The charts above demonstrate that there is a broad parity of representation between genders (by ethnicity) employed at the University.

### Ethnicity and staff grades

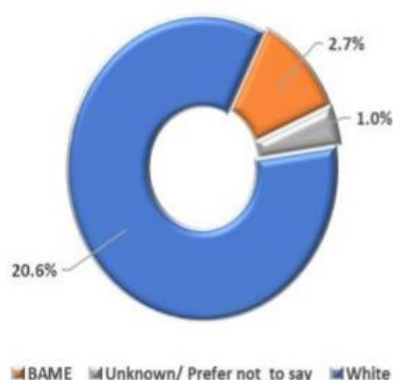




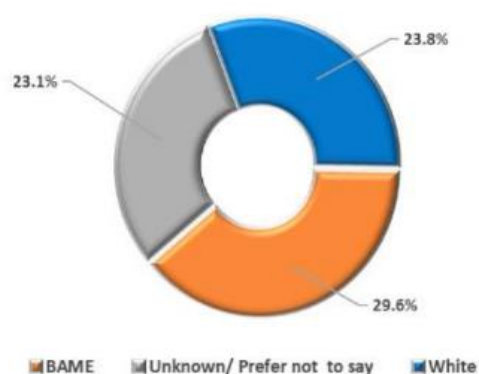
The imbalance in proportion of staff within the grades represents the differential in headcount of 81 Minority Ethnic staff out of 894 total staff. Representation within the BAME category is broadly even across all grades apart from at grades 9 and above.

#### **Turnover by Ethnicity**

Percentage – All Staff



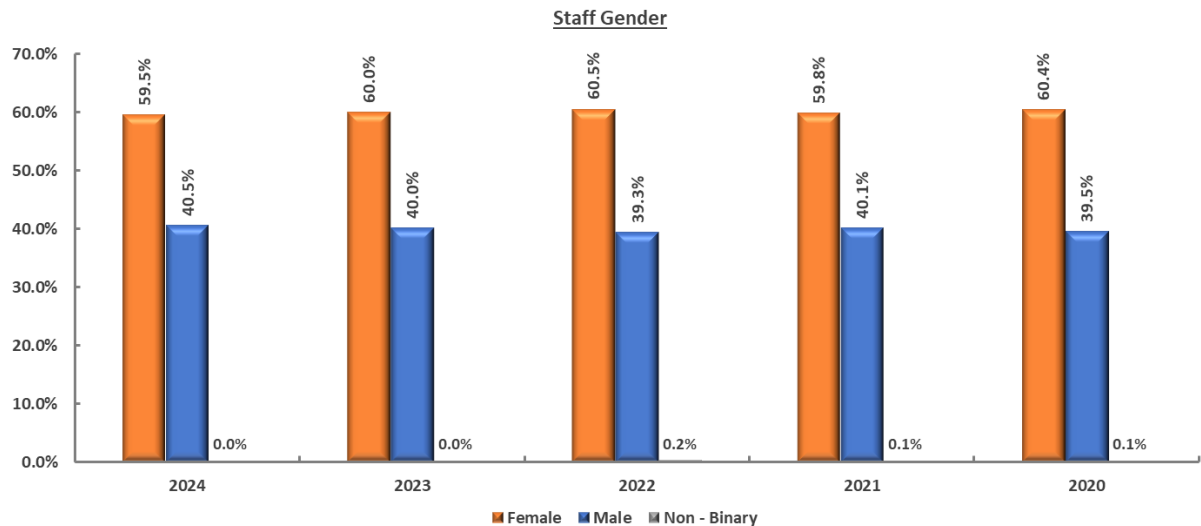
Percentage within category



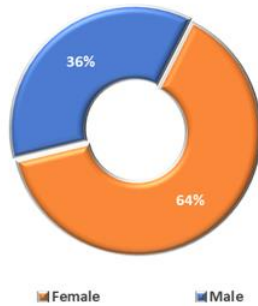
BAME staff are marginally more likely to leave the university than their White colleagues compared to all staff and there is only a 5.9% differential when rates are compared within category [23.8% of White leavers compared to all White staff and 29.6% of BAME leavers compared to all BAME staff].

#### **GENDER**

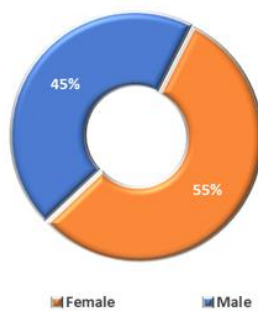
The table below demonstrates a gender split across all staff representation which has remained relatively static over the past five years with typically 20% more female staff overall than male. This has not changed despite the reduction in overall staff numbers since 2022-2023.



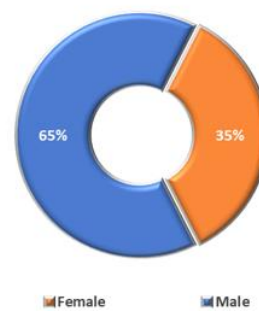
Staff Gender - Prof.Services (2024)



Staff Gender - Academics (2024)

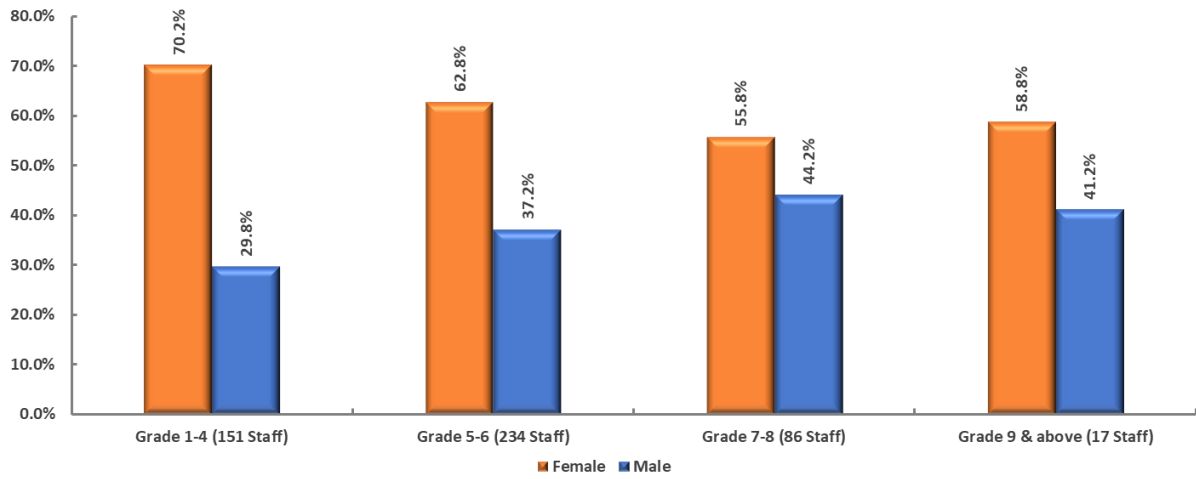


Gender - Management/Senior (2024)

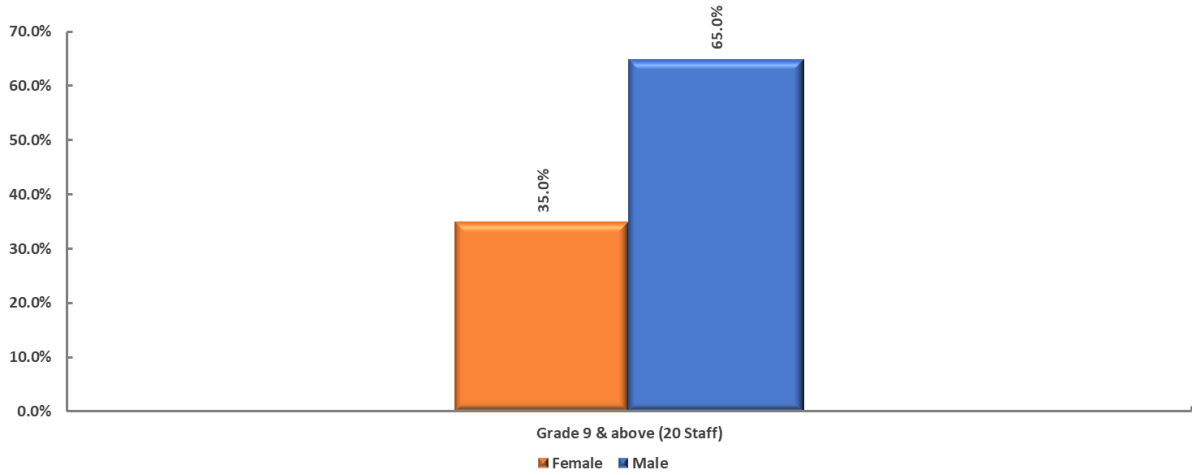


Further breakdown of the data shows an 9% differential with female staff represented in greater numbers in our professional services than in our academic staff. Within professional services staff itself the differential between female and male staff widens showing female staff make up almost two thirds of this category. There is a similar differential in our Senior Management category in the other direction with female staff making a third of this category, but this does represent small numbers where proportionate swings are greater. Again, these ratios are extremely similar to the previous years', despite a decrease in overall numbers.

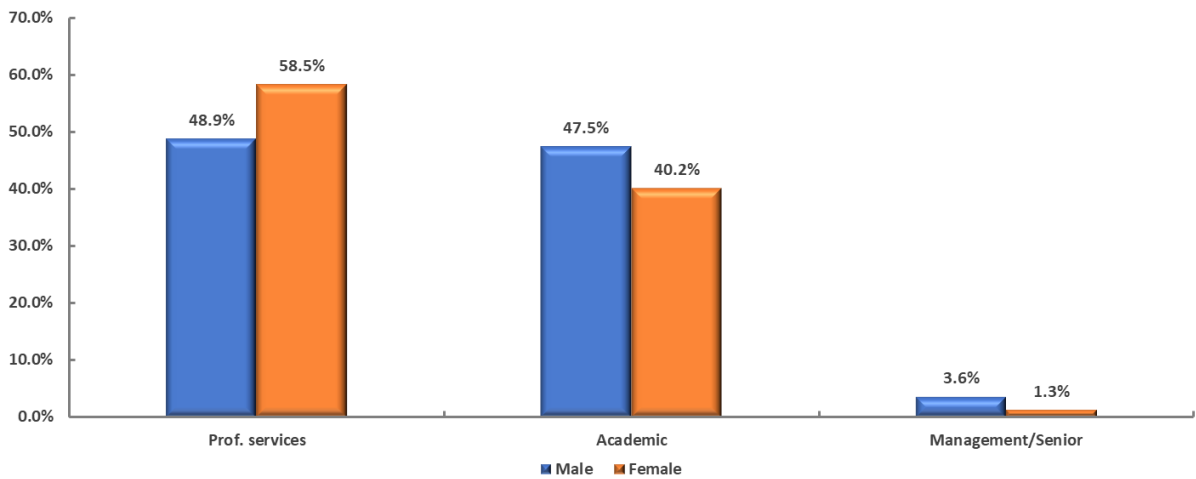
Staff Gender - Professional Services Staff Grades (2024)

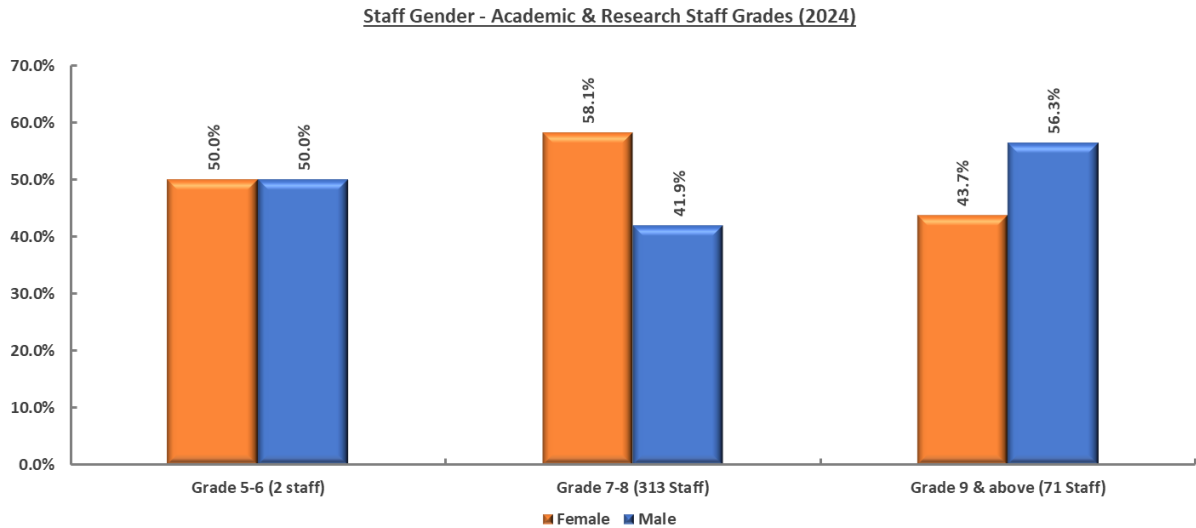


Staff Gender - Management/ Senior Staff Grades (2024)



Staff Gender & Unit (2024)





When broken down by grade there is a much more nuanced picture and headcounts have been indicated to contextualise the overall picture.

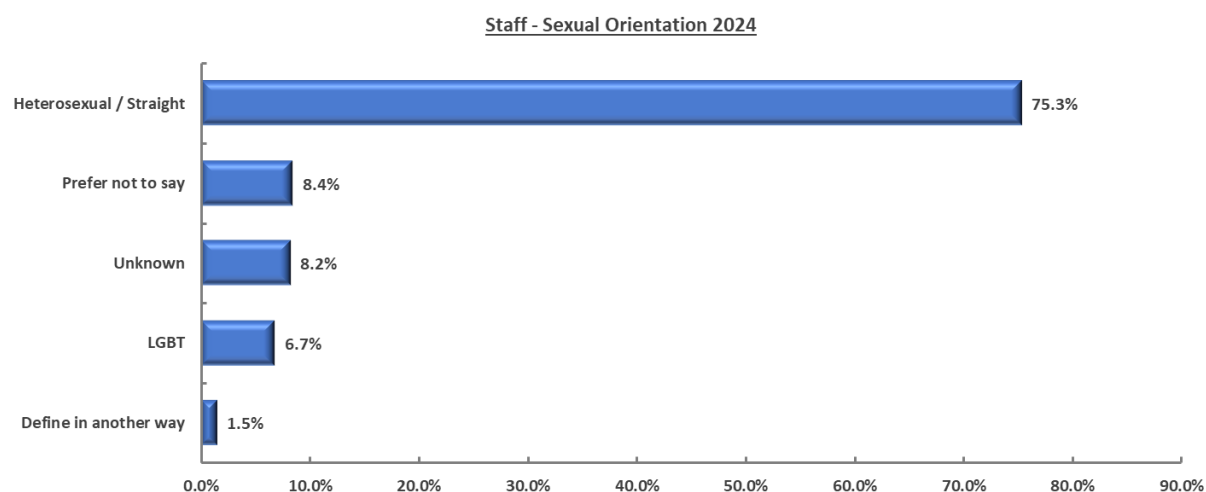
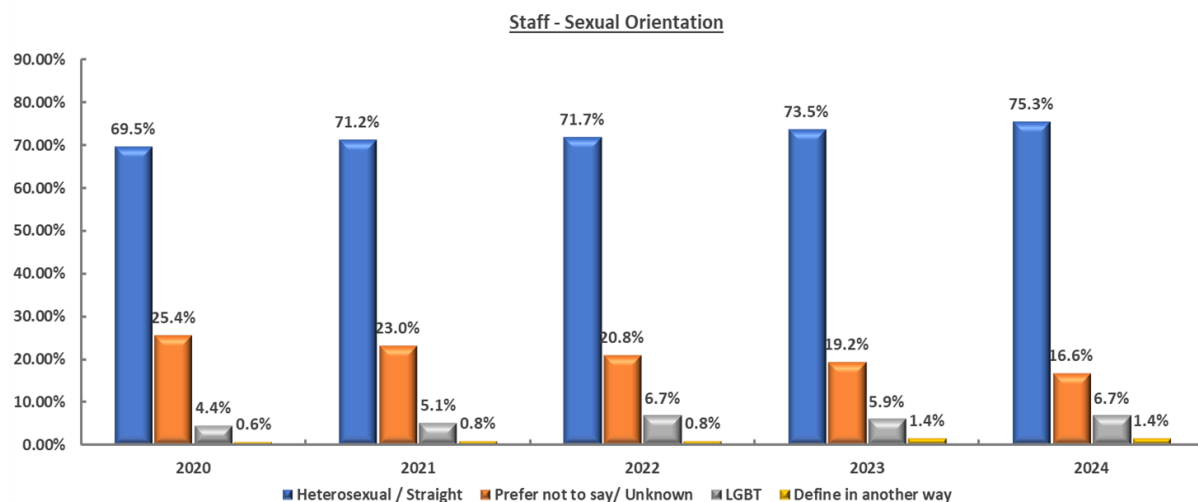
Within Professional Services staff, female staff are proportionately more likely to be represented across the grades, although male staff are more represented at grades 5 and above relative to their overall representation within professional services (36% overall). In grades below 5, female representation is greatest.

While there are greater numbers of female than male academic staff, the chart above shows that male academic staff are more represented in grades 9 and above than female academic staff. However, professional services female staff outnumber male staff at both grades 7 to eight, and nine and above.

Management and senior staff imbalances, coupled with the higher proportion of female staff in our professional services on the lower grade points and high levels of flexible (part time) working, have been identified as having an effect on the gender pay gap.

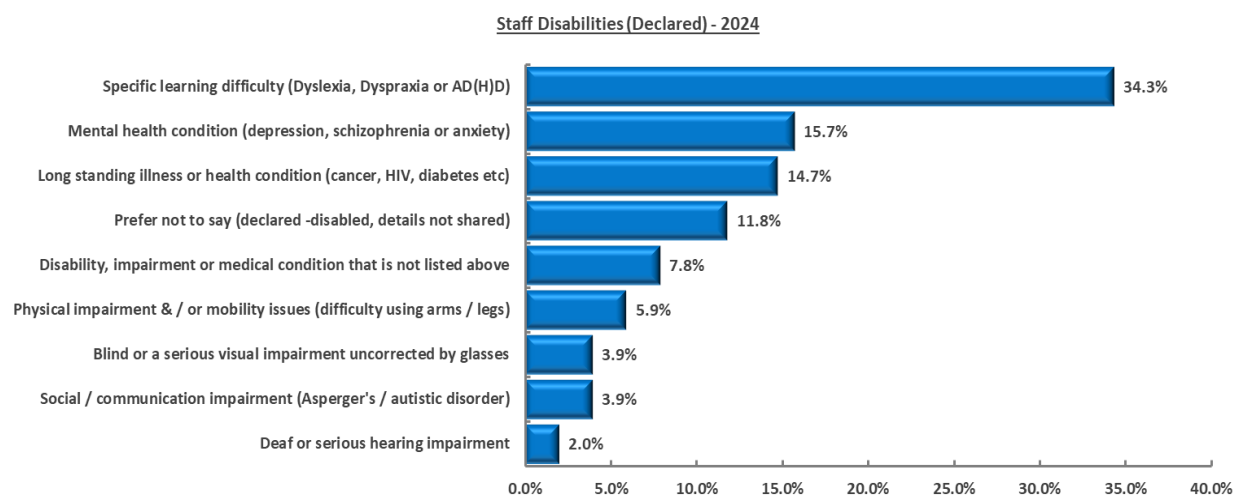
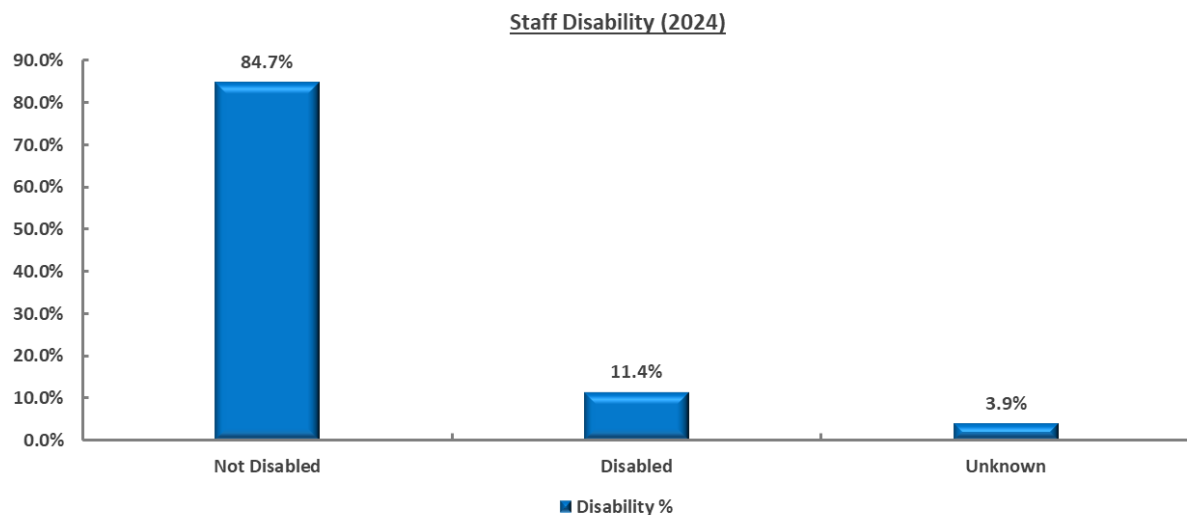
## SEXUAL ORIENTATION

The tables below outline that the number of staff that identify as heterosexual and disclose this information has marginally increased, with a marginal decline in the percentage of staff that identify as LGBTI+ or in another way. The amount of people that choose not to declare their sexual orientation has continued to decrease.



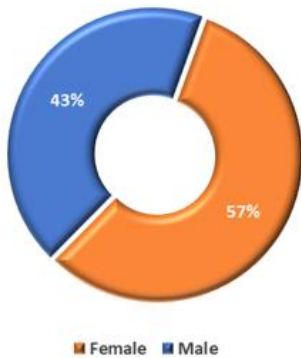
## DISABILITY

While not all staff chose to declare whether they have a disability or not, 102 members of staff have declared a disability status and only 35 of a total 894 staff are uncategorised. The University has taken proactive steps this year to encourage staff to complete such details where they are missing. 11.4% of our staff have disclosed a disability with only 3.9% who have not declared at all (a fall from 4.4% last year) indicating the ongoing success of our Disability Confident employer actions.

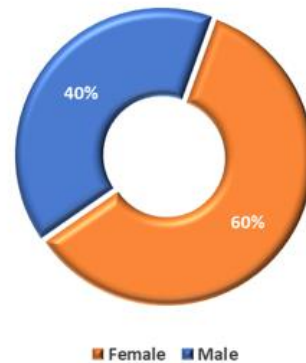


The table above shows a breakdown across broad categories of recorded disabilities with specific learning differences representing the most recorded. This category has also shown a steady incremental increase over the past five years from 31.6% (24 staff) in 2019 to 34.3% (35 staff), consistent with wider societal trends (including that observed for our own students). In 2024 - 2026 the University will continue to address specific needs related to this staffing area.

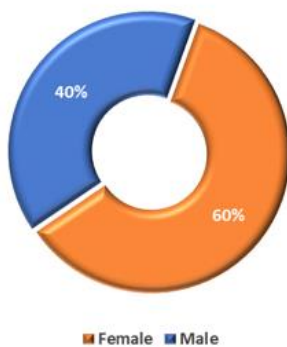
Staff Disability by Gender - Declared Disabled (2024)



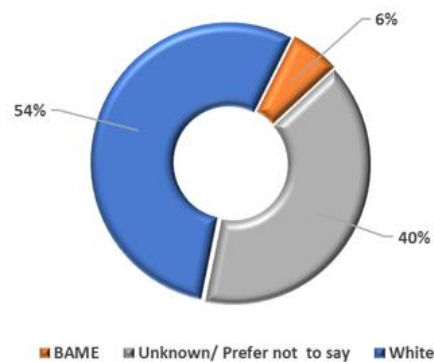
Staff Disability by Gender - No Disability (2024)



Staff Disability by Gender - Unknown/Prefer not to say (2024)



Staff Disability by Ethnicity - Unknown/Prefer not to say (2024)



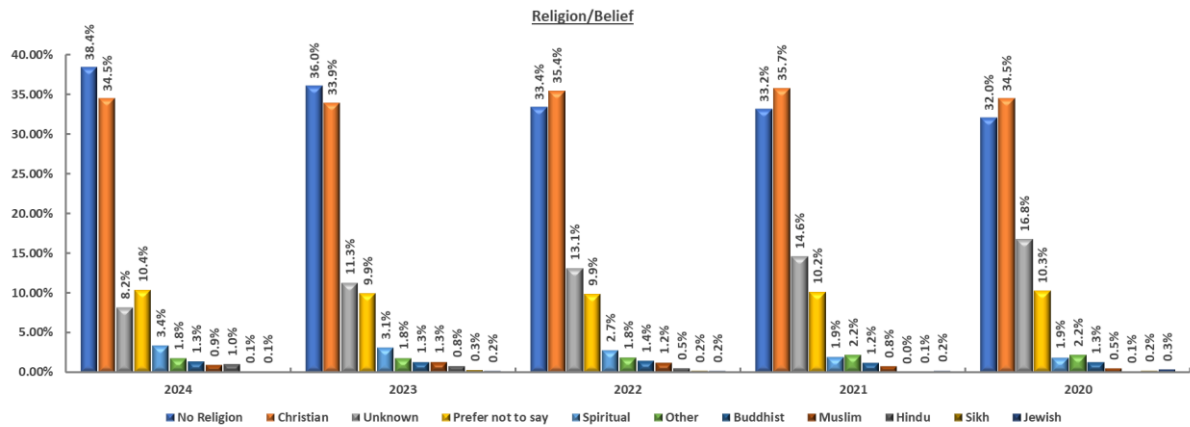
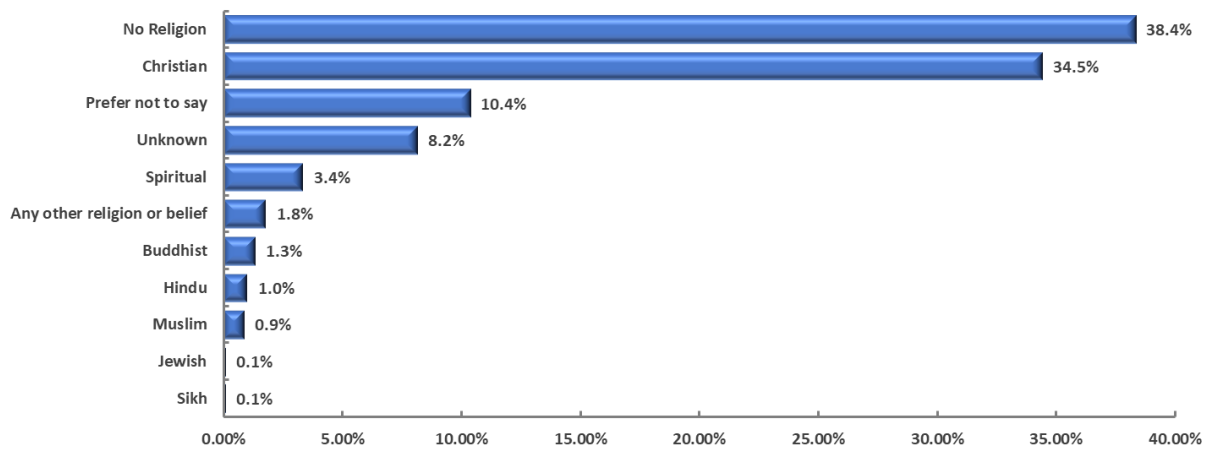
The charts above show that female staff are less likely to declare whether they have a disability or not but where they do declare they are marginally more likely to have a disability than their male counterparts. Minority Ethnic staff are very likely to supply this information but have a proportionally higher rate of disabilities this year when compared to their White colleagues. 12.3% of Minority Ethnic staff have a declared disability compared only to other Minority Ethnic staff, compared to 10.2% of White staff as a proportion of White staff.

## RELIGION/BELIEF

While there has been a decrease in the number of staff members whose religious beliefs are unknown or unstated, the largest declared religion continues to be Christianity. For the second year running, staff who record in the No Religion or Belief category outnumber those who record as Christian. Percentages otherwise remain broadly similar year-on-year. We do observe a slight uplift in representation within Muslim and Sikh categories which may correlate to an extent with the uplift in underrepresented ethnicity categories.



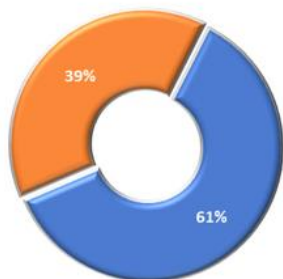
Staff - Religion 2024



## APPLICATION AND RECRUITMENT

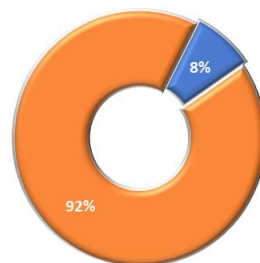
Of the 1,186 applications for vacant positions at the University in 2022/23, 461 were shortlisted and 94 successful to an appointed position.

Applicants - Initial Screening Stage (2024)

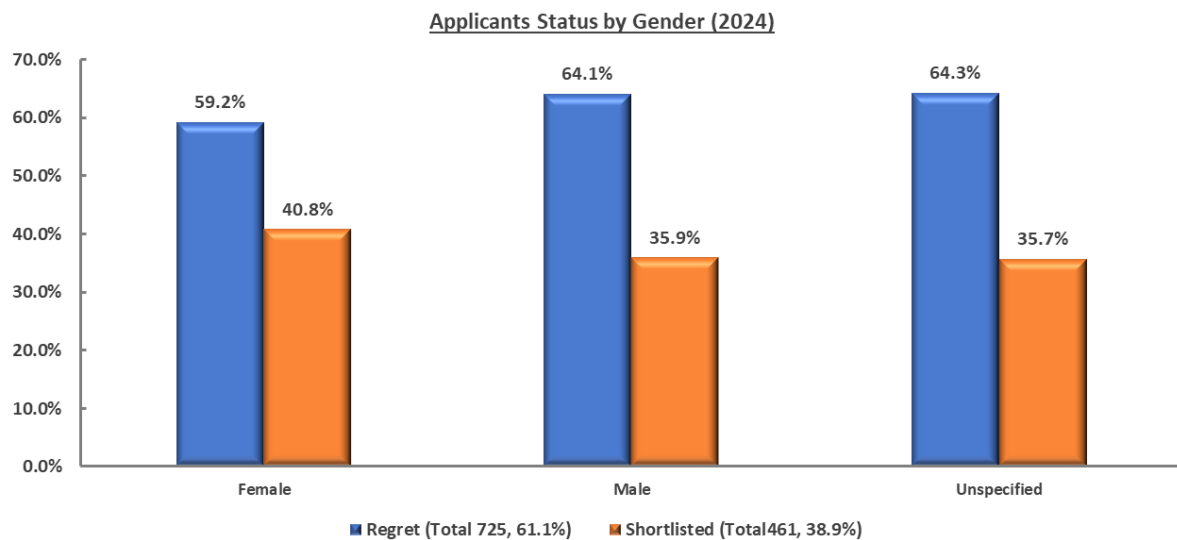


Regret (725) Shortlisted (461)

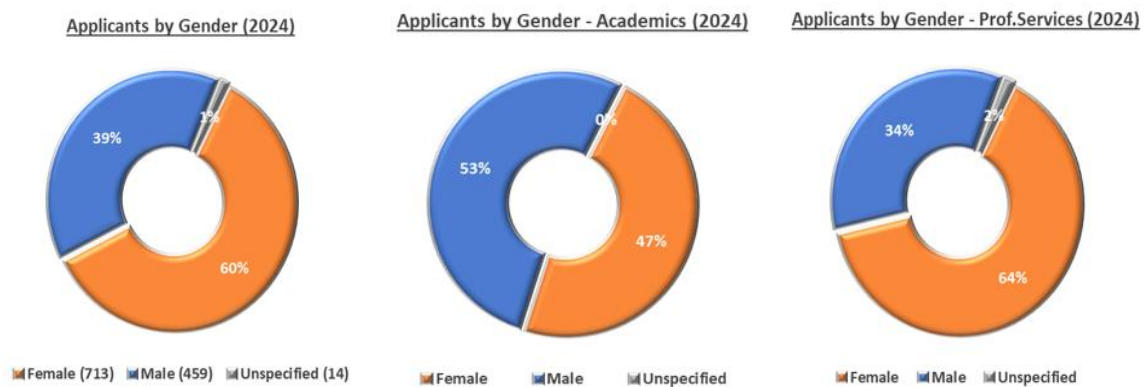
Applicants - Final Outcome (2024)



Successfully secured a position / internal movement (94) Unsuccessful (1092)

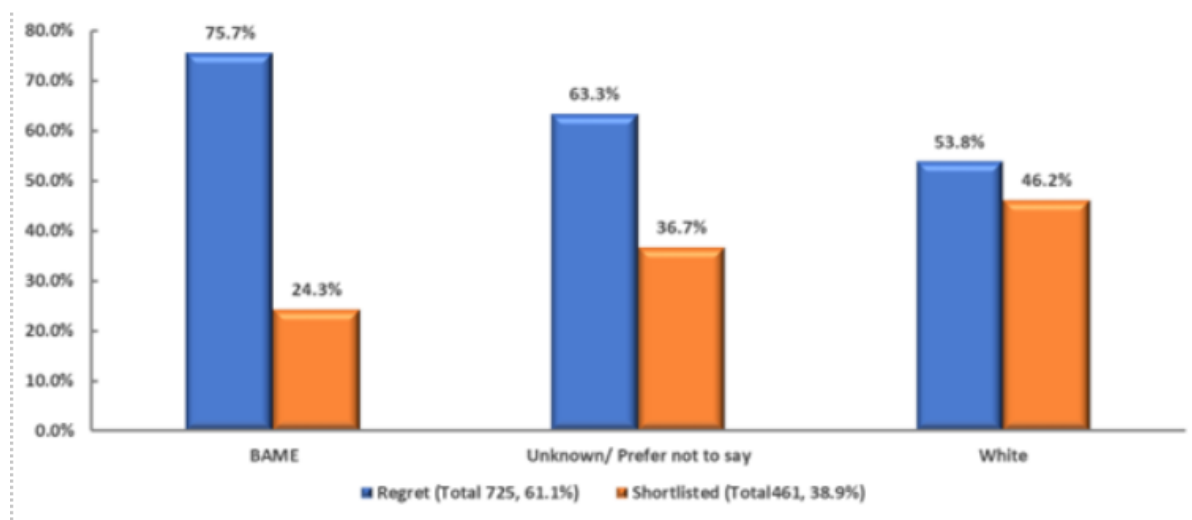


Of those who declared their gender on application, female applicants were 4.9% more likely than male to be shortlisted and 5.1% more likely than those who did not specify. There were very low numbers of applicants who did not specify (14 out of 1186), so proportional representation is skewed here.



There were proportionally more female applicants than male overall, with the greater proportion of those within professional services, which is reflective of the established staff gender make-up across the established staff figures.

### **Applicant status by Ethnicity (2024)**

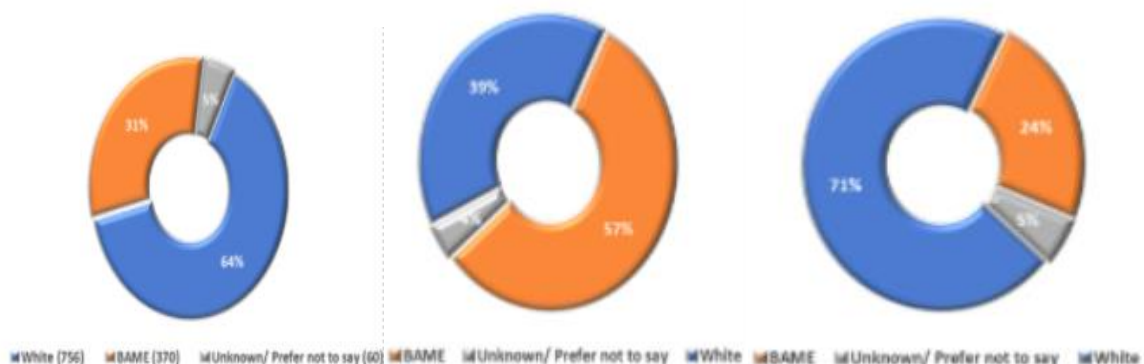


Minority Ethnic applicants were disproportionately unsuccessful in reaching a shortlist than their White counterparts or where applicants did not disclose. However, the numbers of applicants who did not disclose was small (60 out of 1186) which produces disproportionate results. It should be noted that other factors can also impact such applicants, for example, the existence of a legal right to work.

### **Applicants by Ethnicity**

### **Academic only**

### **Professional Services only**



Overall, a third of applicants were Minority Ethnic and of those the majority applied for academic positions, representing more than half of all applications for academic positions.

In total, Minority ethnic staff had a success rate of 3.2% application to appointment rate despite our standard blind application process. This is low compared with a success rate of 10.4% for white candidates but is similar to other years and demonstrates a persistent differential between these categories. Minority Ethnic academic applicants had a success rate of 2.6% compared to 12.8% for White applicants, and 3.7% compared to 10% for professional services (data includes internal applicants). This continues to demonstrate that there is a persistent disparity across these categories in the recruitment process. We aim to continue to further understand this disparity in order to address it but note that the data is not currently sufficiently detailed to understand and eliminate the influence of factors such as qualification for advertised positions. Our current actions are embedded in our Race Equality Action Plan.

#### DISCIPLINARY AND GRIEVANCE

Of the 7 disciplinary cases in 2023/24, all subjects were males, and further equalities analysis is not appropriate due to small numbers (which may risk identifying individuals). Numbers here are very small and do not represent any likelihood of discrimination. The issues investigated were not related to the disability reported and reasonable adjustments were offered and applied as relevant.

There were eleven grievances brought in the same period, These were brought by five male staff members and four female staff. There is no systemic or broader discernible trend within the protected characteristics of those aggrieved nor of the issues reported.

## GENDER PAY GAP

**Table 1**

### ALL STAFF (FULL TIME & PART TIME)

Difference in mean hourly rate of pay:	11.9%
Difference in median hourly rate of pay:	13.5%

Difference in mean bonus pay:	32.3%
Difference in median bonus pay:	-33.6%

	Female	Male
Proportion of employees receiving bonus pay:	1.7%	2.2%

Proportion of employees quartile pay bands:	<i>Upper</i>	51.3%	48.7%
	<i>Upper Middle</i>	60.8%	39.2%
	<i>Lower Middle</i>	59.7%	40.3%
	<i>Lower</i>	71.9%	28.1%

The University published its Gender Pay Gap for year ending 31 March 2023 and this is reproduced above (table 1). This data shows a median gap of 13.5% and mean gap of 11.9%, both figures signifying an improvement from the previous year. Our Gender Equality and Equal Pay Action Plan continues to address this gap year-on-year.

The University does not operate a formal bonus scheme. However, honorarium payments are reported for completeness for our Gender Pay Gap. Honorarium payments are made in recognition of extraordinary contribution(s), including colleagues who take on additional duties at a higher grade for a short period of time. These payments, where made, are typically to colleagues with roles that are subject to the national pay spine.

We are rightly proud of our flexible working practices, which are often accessed to support family commitments and choices. We have a high proportion of colleagues who benefit from working part-time, however, we recognise this also contributes to our Gender Pay Gap (given that many of our part-time roles are typically lower graded in nature). Table Two below indicates our pay gap if we factor only full-time colleagues' data. We will be undertaking work over the next two years to understand further the value of this practice to staff and the potential for greater support for those colleagues.

**Table 2****FULL TIME STAFF ONLY**

Difference in mean hourly rate of pay:

Pay Gap	Female	Male	Difference
5.4%	£21.71	£22.96	£1.25

Difference in median hourly rate of pay:

Pay Gap	Female	Male	Difference
5.6%	£21.12	£22.37	£1.25

**STUDENT EDI DATA**

The latest trends in the total student population relating to gender, age, disability, ethnicity/race, sexual orientation and religion/belief are shown below. The data in this report is from the HEIDI+ Student headcount data and HESA Core data as at year end for each academic year. National comparator data throughout this section is taken from HESA Student Data 2021/22 and further analysis from Advance HE Equality in Higher Education: Students Statistical Report 2023 (which provides further analysis and commentary on 2022/23 student data)

The table below shows the total student population, including postgraduate, over the last five years.

	2019/20	2020/21	2021/22	2022/23	2023/24
Total student number	8,002	8,230	8,280	8,063	7,526

**GENDER**

The student gender profile has remained fairly constant over recent years with a split 65-67% female and 32-35% male, with a small percentage identifying as 'Other'. Nationally, 57% of all HE students in 2022/23 were female, this has been the case since 2016/17.

	HEADCOUNT				%			
Sex	2020/21	2021/22	2022/23	2023/24	2020/21	2021/22	2022/23	2023/24
Female	5,350	5,513	5,334	5,030	65.0%	66.6%	66.2%	66.8%
Male	2,814	2,662	2,617	2,392	34.2%	32.1%	32.5%	31.8%
Other	66	105	63	83	0.8%	1.3%	0.8%	1.1%

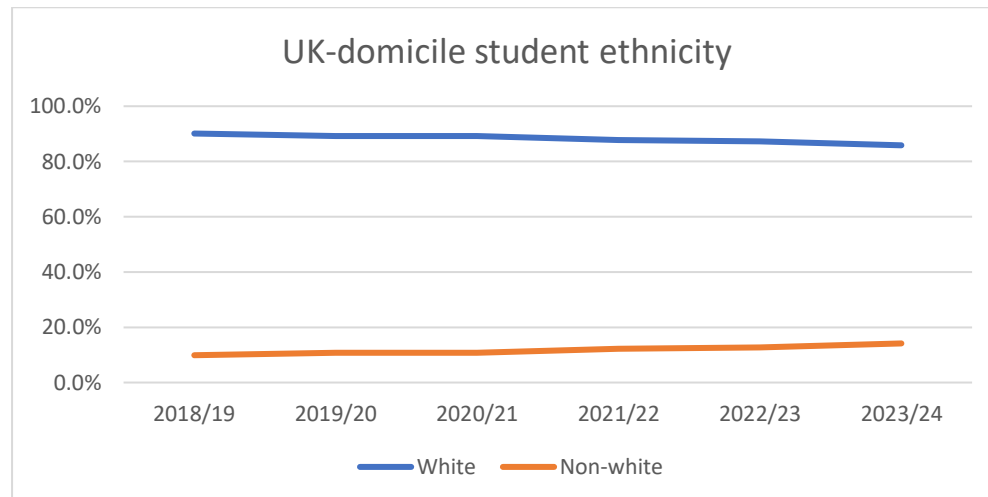
Information refused	-	-	49	21	-	-	0.6%	0.3%
Total	8,230	8,280	8,063	7,526	-	-	-	-

Source: HESA data return

The University's gender split, with a significantly higher percentage of female students, is reflective of the University's academic portfolio with a high percentage of students studying nursing, allied health, social work and education, careers which are traditionally female. This is reflective of the national picture with female students making up 77.9% (2022/23) of students studying undergraduate education and teaching courses and 79.7% of students studying on subjects allied to medicine across all degree levels.

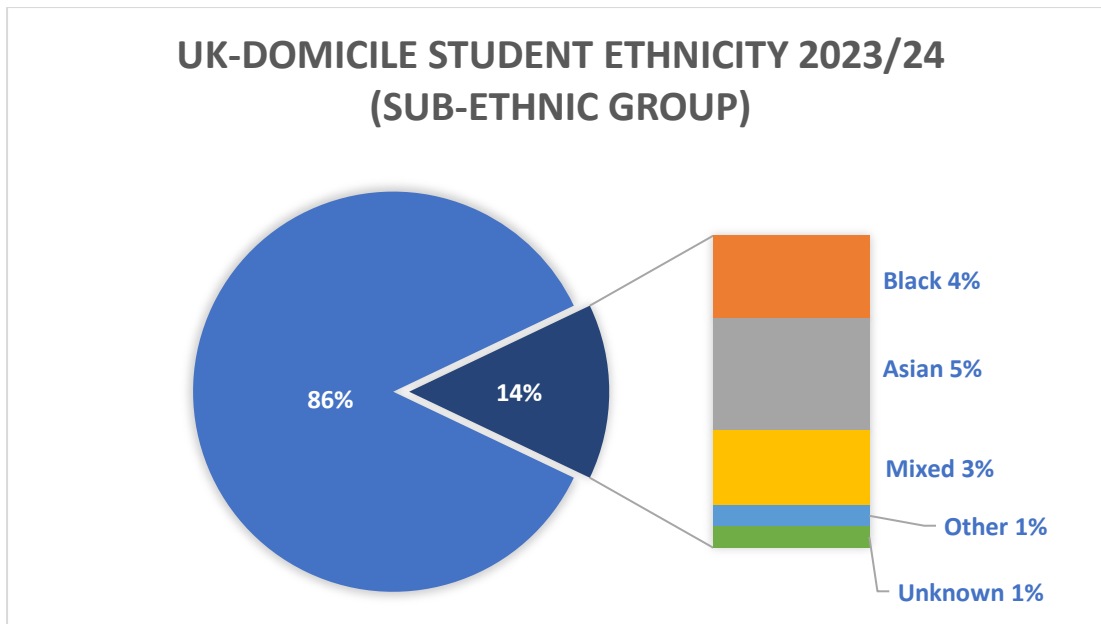
## ETHNICITY

The University's student population remains predominantly white (c. 80-90%), in 2023/24 85.9% of UK-domicile students identified as White and 79.2% of all domicile students identified as White. The ethnic diversity of the student population has seen a slow but steady shift in last 5+ years, there has been an increase of =3.3 percentage points in the proportion of students identifying as 'non-white' from 10.8% in 2018/19 to 14.1% in 2023/24.



SOURCE: HESA data return

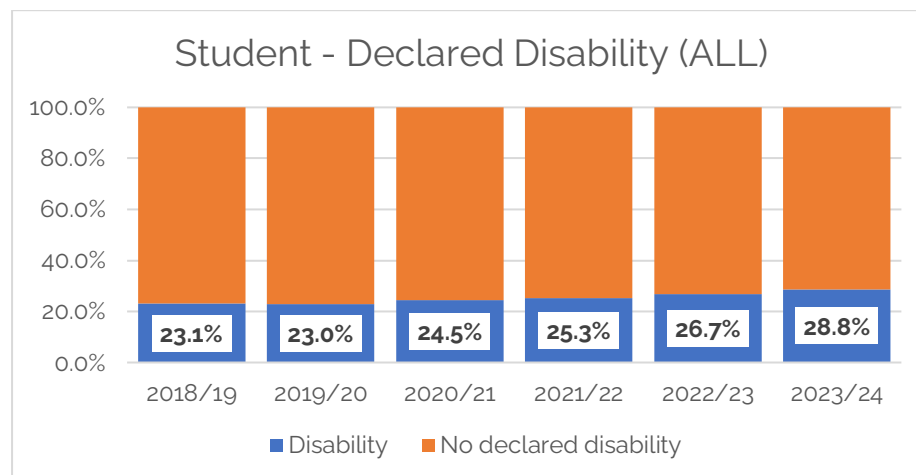
In 2023/24, 3.7% of students identified as UK-domicile Black (-0.1 pp), 5.1% as UK-domicile Asian (+1.1 pp) and 0.9% as UK-domicile Other (no change from 22/23). For context, in the 2021 Census across the local district (Winchester) 93.6% of people identified as White, 3.1% as Asian, 0.6% as Black and 2.0% as Mixed.



Source: HESA Data Return

## DISABILITY

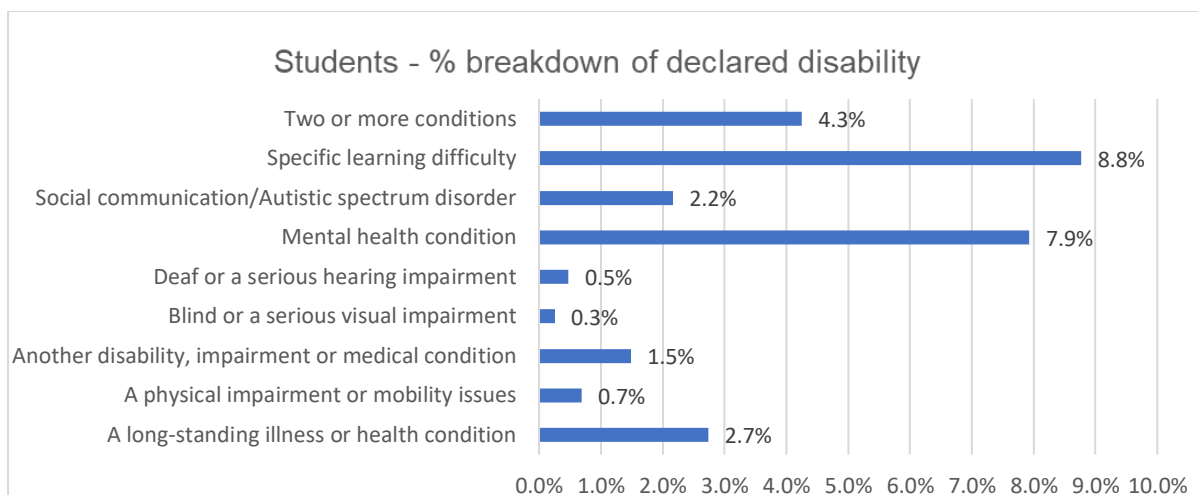
Across the UK HE Sector disability disclosure rates since 2003/04 have nearly tripled rising from 5.4% to 19% in 2022/23. Winchester has traditionally attracted higher proportions of students with a declared disability this rose to 28.8% in 2023/24, increasing by 5.8 percentage points since 2019/20.



Source: HESA data return

The AdvanceHE report identifies that there has been a rise in students disclosing a mental health condition since 2016/17. This is reflective in the University's own data which shows an increase from 6.7% (526 students) in 2018/19 to 7.9% (597 students) declaring a mental health condition. Students declaring a specific learning difficulty has risen from 7.5% (580 students) in 2018/19 to 8.8% (660 students) in 2023/24.

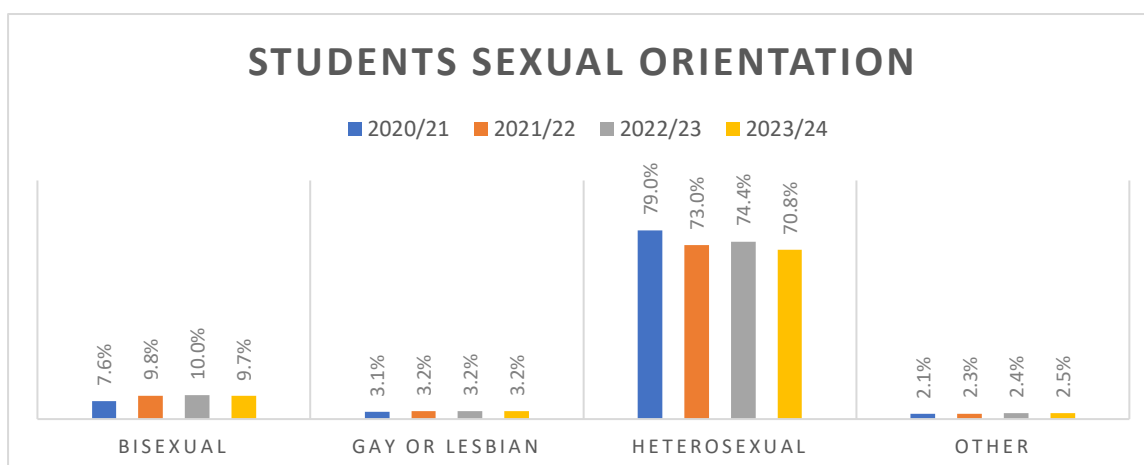




**Source: HESA data return**

## SEXUAL ORIENTATION

In 2023/24, 15.4% of students at the University identified as Lesbian, Gay, Bisexual or Other (LGBO) compared to a national figure of 3.2% returned in the 2021 census, with 7.1% not responding to the question. However, the 2021 census also showed that young people (aged 16 to 24) are now more than twice as likely to identify as LGBTQ+ than the overall population. We have observed a growth in the proportion of students identifying as bisexual in the past three years, 7.6% in 2020/21 to 9.7% (+2.1pp) in 2023/24.

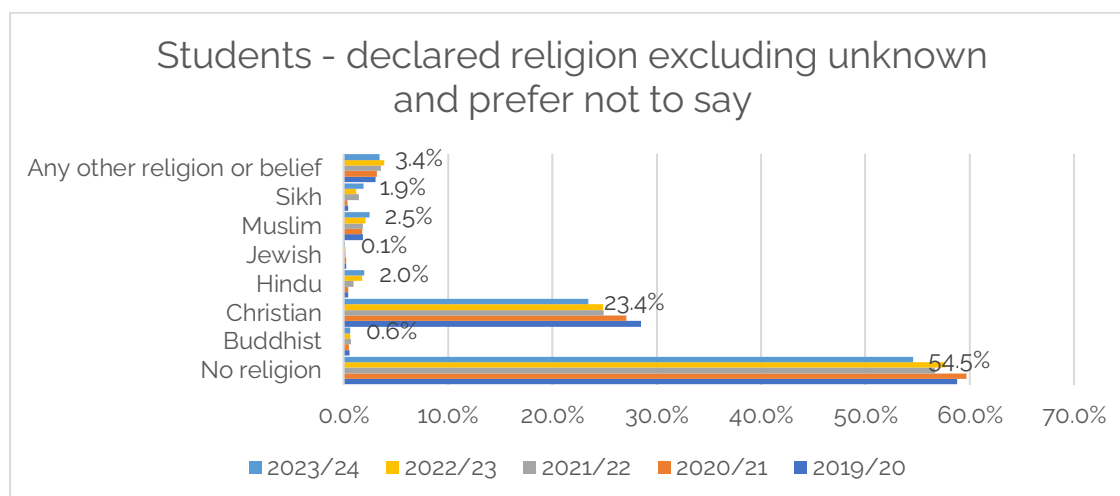


**Source: HESA data return**

## RELIGION/BELIEF

The proportion of students declaring 'no religion' dropped to 54.5% (-3.1 pp). The proportion of students identifying as Christian has decreased annually from 28.5% in 2018/19 to 23.4% in 2023/24. Whereas, we have seen small increases in those identifying

under other religions, namely Hindu (0.4% to 2.0%); Sikh (0.4% to 1.9%); Muslim (1.8% to 2.5%).



Source: HESA data release

## ACCESS AND PARTICIPATION PLAN (APP)

The University's APP sets out how we continue to improve equal opportunities in higher education and is approved by the Office for Students. It outlines the commitment we make in relation to outreach, student success and progression.

At Winchester, we recognise that many of our students may come from backgrounds that make them more likely to be at risk of equality of opportunity. For example:

- 40+ % of our students are the first-in-family to attend higher education and may be more likely to face imposter syndrome and less likely to access networks to support them into graduate employment.
- 30+ % of our students eligible for student finance come from low-income households (under £25k) making them more likely to face financial hardship during their studies.
- 26+ % of our students have a declared disability, with over 8% declaring a mental health condition, making them less likely to earn as much as their peers in their lifetime.

We also understand that no single student has the same experience, often with intersecting characteristics and backgrounds defining their access and participation that can impact at any stage of their journey. As such, we have developed this plan with that in mind.

We have identified a series of commitments under our Access and Participation Strategic Aims that seek to address areas of risk to equality of opportunity for any student that could be impacted, acknowledging more explicitly under our Strategic Interventions how these may directly address specific risks for certain groups.

The APP is approved by our governing body and the regulator prior to publication, all current approved plans can be found online via our website [Access and Participation Statement - University of Winchester](#)

