

Cardiff University

Strategic Equality Plan - Annual Monitoring Report 2024-2025



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Appendices - SEP Action Plan Updates

A Welsh version of this document is available online. Search: [Adroddiad Monitro Blynyddol - Cynllun Cydraddoldeb Strategol - Prifysgol Caerdydd](#)

This document can also be made available in alternative formats, e.g., hard copy, Braille, large print, etc. Please contact complianceandrisk@cardiff.ac.uk with your requests.

1. Foreword



As Chair of the Strategic Equality Plan Programme Board, and Provost and Deputy Vice-Chancellor at Cardiff University, I am pleased to present this year's Annual Report, which highlights our ongoing efforts to enhance equality, diversity, inclusion, and anti-racism initiatives at Cardiff University. This report looks back on our achievements and progress for the 2024-25 academic year.

Like all Higher Education institutions across the UK, Cardiff University is facing significant financial challenges and is navigating a period of significant change to ensure that we can deliver on our strategic objectives, invest in new activities, and achieve academic and financial sustainability. In the face of these challenges, achieving the objectives of our Strategic Equality Plan and achieving our ambitions for equity, diversity, inclusion, and anti-racism are, for us, a non-negotiable.

Our [Strategic Equality Plan 2024 - 2028 plan](#), which stands in a mutually supporting relationship with the new institutional strategy, '[Our future, together](#)' - provides the blueprint for how Cardiff University will meet our ambitions for equity, diversity, inclusion, and anti-racism. Our plan outlines how we propose to enhance the cultures and values of **Cynefin**, **Tegwch**, and **Cyfrannu** — Belonging, Equity, and Contribution. These are the touchpoints in our Plan, which sets out who we want to be as an institution and what we need to do to get there. It impacts all aspects of our bilingual university's activities, and it is underpinned by the recognition that it is the responsibility of every member of our community to take steps to support its goals.

While challenges remain, our commitment is stronger than ever. We strive to be socially just, diverse, inclusive, and actively anti-racist, and to support academic freedom and freedom of speech within the law. I look forward to the next phase of our journey towards a truly inclusive environment, so that everyone who works or studies at, or collaborates with, Cardiff University can fulfil their potential.

A handwritten signature in blue ink, reading 'Damian Walford Davies'.

Professor Damian Walford Davies
Provost and Deputy Vice-Chancellor
Chair, EDI Committee

2. Introduction

In 2010, the Equality Act replaced previous anti-discrimination law, consolidating it into a single act. The Act introduced new measures that have direct implications for Higher Education Institutions (HEIs).

The public sector equality duty came into force in Wales in April 2011, replacing the previous equality duties for race, disability, and gender. This public sector equality duty is underpinned by specific duties. Welsh HEIs and the Higher Education Funding Council for Wales (HEFCW) are covered by the equality duty.

According to the Specific Duties for Wales under the Equality Act 2010, the University is required to create a Strategic Equality Plan that outlines its equality objectives and to publish an annual monitoring report by 31 March each year.

The report must cover the period 01 April to 31 March of the previous year.

The Annual Report must contain progress statements, including:

- the steps taken to identify and collect relevant information
- how the University has used this information
- the reasons for not collecting any relevant information
- the progress the University has made to fulfil each of its equality objectives
- a statement about the effectiveness of arrangements for identifying and collecting relevant information and the steps taken to fulfil each of its objectives
- employment information

This report provides an account of how Cardiff University has worked towards its aims and objectives as set out within our Strategic Equality Plan 2024-28, in addition to the three-month interim SEP and action plan transitional period between March to June 2024.

3. Who we are

[Cardiff University](#) is the largest University in Wales, located in the capital city of our ambitious nation. We are proud of the rich and diverse history of Cardiff University and its longstanding commitment to inclusion and promoting equal opportunities. We are a multilingual institution, operating in both Welsh and English, that is part of a global and multilingual community. We excel in producing high quality, innovative research which translates into benefits both locally and worldwide.

We have a diverse student population with students coming from more than 100 countries and with a range of backgrounds. Our academic staff are driven by creativity and curiosity, and many are leaders in their fields, creating a stimulating environment for learning.

Cardiff University has a long and proud history of being a progressive and inclusive institution. That pride extends from promoting Millicent Mackenzie as Wales's first female Professor in 1904 and opening our doors to Belgian refugees in 1914 to celebrating Professor Emmanuel Ogbonna's role in creating the Welsh Government's Anti-Racist Action Plan for Wales.

Our history of promoting social justice supports our contemporary journey towards equity and fairness, both within our university and in the context of our wider local and global communities. Our ambitions cannot be achieved in isolation, and we will work with others to tackle injustice and strive for fairness for all. Equity, by definition, cannot be pursued for particular groups and institutions only. That is why our Strategic Equality Plan takes a connected view of our large institution while also being committedly outward-facing.

As a cross-cutting strategic agenda, our Strategic Equality Plan 2024-28 is relevant to every student, internal and external stakeholder, and staff member of the University. We acknowledge that our plan is an evolving document, and we will review it to ensure it remains fit for purpose and embodies the University's aspirations and commitment to Equality, Diversity and Inclusion and Anti-Racism.

Integral to our strategy is our commitment to equal pay, treatment and opportunity, to supporting diversity and creating an open and inclusive community and to supporting, developing and promoting equity and diversity in all our practices and activities.

Gender Pay Gap reporting

We are committed to equal pay, treatment, and opportunity, to supporting diversity and creating an open and inclusive community. The University has been reporting on its gender pay gap reporting information since 2017, which is available on our public website: [Gender Pay Gap - Public Information](#). The University is making limited but steady progress in reducing the overall gender pay gap.

Equal Pay Gap Audit

The last equal pay gap audit was conducted in 2023 and published information on equal pay gaps related to gender, ethnicity, and disability. There is one significant gender-equal pay gap within the University at the time of this report, as well as two pay gaps in other protected characteristics. The significant pay gap is within the University's Professorial Bands at Band 1, in favour of staff identified as Male at 5.04%. Of the other two pay gaps, one relates to an ethnicity pay gap at Professorial Band 2, in favour of staff identified as white, and a disability pay gap amongst Clinical Consultants, favouring staff identified as without a declared disability. The next Equal Pay Report will be published in 2026 and will be made available on our public website.

4. Identifying, collecting, and using relevant information

i) The steps taken to identify and collect relevant information

Monitoring data for the diversity profiles of staff and students is collated on an annual basis and forms part of the University's Strategic Equality Plan Annual Monitoring Report.

The University's Business Intelligence Team currently supports the production of the student data for the Annual Monitoring Report, as well as providing reporting for Advance HE applications. Staff in the University's Human Resources Department provide the staff data element.

Questions on the protected characteristics of staff are incorporated within the e-recruitment system and PeopleXD, the University's Human Resources Management Information System. Staff/employment data reports are produced on an annual basis. This report summarises the diversity profile of staff working at Cardiff University for the year ending 31 March 2024. All staff included in this report are open-ended, open-ended with relevant factors, fixed-term, or seconded appointments. Cardiff University data used in this report provides headcount as held on the PeopleXD system as of 31 March 2024. The headcount for this report refers to a count of contracts. Therefore, individuals holding multiple posts will be counted multiple times. The University acknowledges the importance of collecting staff and student equality monitoring data and has taken several steps throughout the monitoring period to encourage disclosure, for staff, through focused communication with line managers and revision of local induction practices to encourage staff to make declarations. Data on academic promotions covers the academic cycle for 2023-2024. The Promotions process for the Academic year 2024-2025 remains in progress, and promotion data has not been finalised.

The University collects annual student data reports on admissions to the University through the UCAS process and monitors the information provided by students about age, sex, Welsh language fluency, gender identity, ethnicity, nationality, sexual

orientation, disability, and religion and belief.

Where possible and meaningful, comparator or benchmarking data from the [Equality in higher education - Staff statistical report 2024](#) have been included. Summary points in each subject area relate to the table numbers specified. These may either be a comparison against the overall activities undertaken in that HR topic (grievance, recruitment, promotions, etc), or it may be a comparison against the overall results for this protected characteristic.

ii) How Cardiff University has used this information

Staff and student monitoring data are used in a variety of ways to inform progress in line with the equality action plan and to shape additional or new actions as required. Monitoring data reports are also used to inform integrated impact assessments and College/School-level action plans, where appropriate.

Monitoring data reports are reviewed by the University's Equality, Diversity, and Inclusion Committee on an annual basis via the Annual Monitoring Report.

Monitoring data reports are also used for the University's Charter Mark applications, for example, Athena SWAN, Race Equality Charter Mark, and the Stonewall Workplace Equality Index applications, as a required part of the application process and to identify relevant issues of underrepresentation and potential for positive action.

iii) How we are developing our monitoring and access to EDI Data

A suite of new staff reporting has been developed by the EDI Hub, in collaboration with colleagues in Strategic Planning, HR, and the University Secretary's Office. The new reporting suite, or EDI Staff Dashboard, will further enhance the provision of accurate, relevant, and timely information to support informed decision-making and monitoring of our strategy implementation.

iv) The reasons for not collecting any relevant information

Pregnancy and Maternity

Statistical data in relation to pregnancy and maternity for students is not currently collected. It is recommended that other ways of measuring the impact of pregnancy and maternity be sought, e.g., via qualitative information. Due to small numbers, we have only provided overall staff statistics, without breaking them down further.

Marriage and Civil Partnership

It is not recommended that data in relation to marriage and civil partnership be collected for students, as this is not a protected characteristic for further and higher education provision and therefore does not extend to cover students.

Gender Reassignment

Advice from the Equality and Human Rights Commission indicated that particular care needs to be taken when monitoring gender identity and that there are particular problems in relation to the use and publication of this data, due to low numbers.

Given the very low numbers involved, for example, those who confirm they have changed their gender identity are less than 1% at Cardiff University, we have decided against further data analysis due to the risk of identification of individuals.

v) The effectiveness of the arrangements for identifying and collecting relevant information and the steps taken to fulfil each equality objective

Over the implementation period of the previous Strategic Equality Plan (2016-20), significant efforts were made to collect the relevant equality information following guidance from HEFCW and the Equality Challenge Unit (Advance HE). This resulted in a large amount of data being made available, and work is ongoing to ensure that data sets are available to all who need them throughout the University in a meaningful format, to inform a variety of activities. Discussions are also taking place to refine the information we collect and analyse. Information on the steps taken to fulfil each of the equality objectives is contained within the appendices of this report.

5. Disability

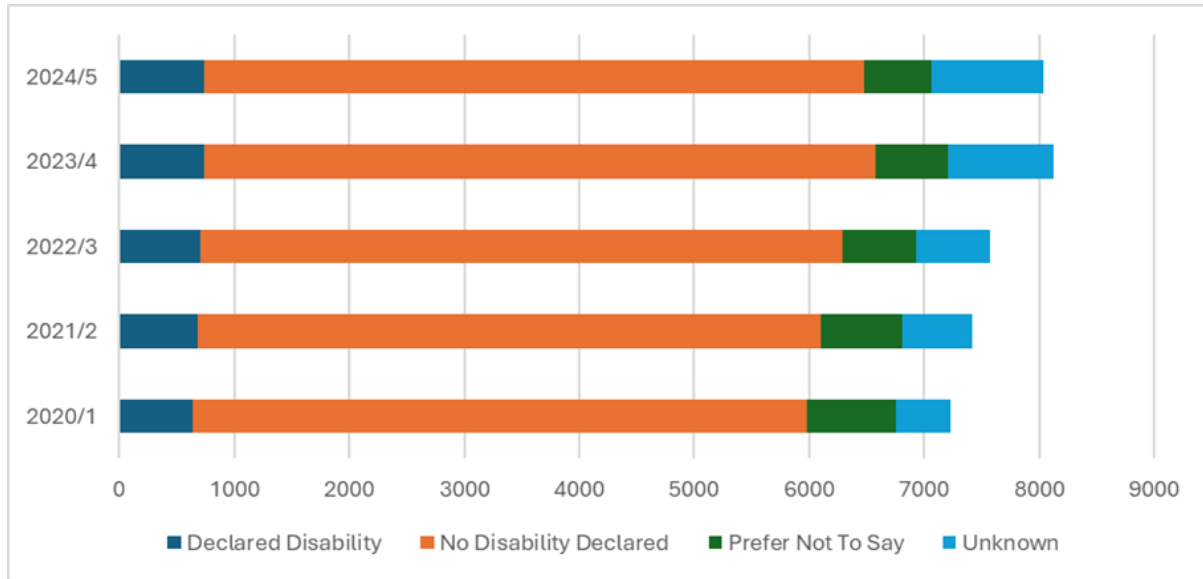
Data Summary:

Table 5.1 shows that between 2020/1 and 2024/5, the proportion of staff declaring a disability remained relatively stable at around 9%, while the percentage of those preferring not to say or with unknown status decreased and increased, respectively, suggesting a shift in disclosure patterns or data collection methods.

- As of 31 March 2025, the University reports a workforce disability disclosure rate of 9.15%. Declared disability rates have remained at around 9% from 2020/21 - 2024/5, showing stable representation. This is notably higher than the UK Higher Education Institution (HEI) benchmark of 7.2%. The University is committed to continuous improvement, maintaining and enhancing disability disclosure rates above sector benchmarks, while improving experiences and career progression for disabled staff.
- The proportion of staff whose disability status is 'Unknown' has risen from 6.68% (2020/21) to 12.06% (2024/5), indicating a growing gap in disability disclosure. Persistent "Prefer not to Say" and "Unknown" responses highlight areas for improvement in data collection and trust-building. Improving our disability rates will remain a priority in our Strategic Equality Plan 2024 – 2028.
- According to the data in Tables 5.4 and 5.5, staff declaring a disability consistently represent around 7-8% of recruitment stages and 6.9% of voluntary leavers, and 4.7% of involuntary leavers, indicating stable representation but potential disparities in retention outcomes. Rejection rates are high across all groups, with no significant disparity.
- Slightly higher withdrawal rates among disabled applicants may reflect accessibility or inclusion issues, indicating a need for a review of recruitment processes and materials for accessibility.
- As documented in the charts in 5.3, disability representation varies across colleges, is modest in academic career pathways, slightly higher in professional services and senior roles, and lower among staff on fixed-term contracts compared to those in permanent positions.
- Regarding Academic Promotions, disabled applicants have a slightly higher application rate (18%) than non-disabled (17%), but a lower success rate (67% vs 73%). Overall success from the eligible pool is similar across groups (12-13%).
- In the reporting period, fewer than 5 grievance cases and fewer than 5 disciplinary cases involved staff with declared disabilities, out of 9 total grievances and 19 total disciplinaries. This low visibility makes it difficult to assess whether disabled staff are experiencing equitable outcomes in these processes.

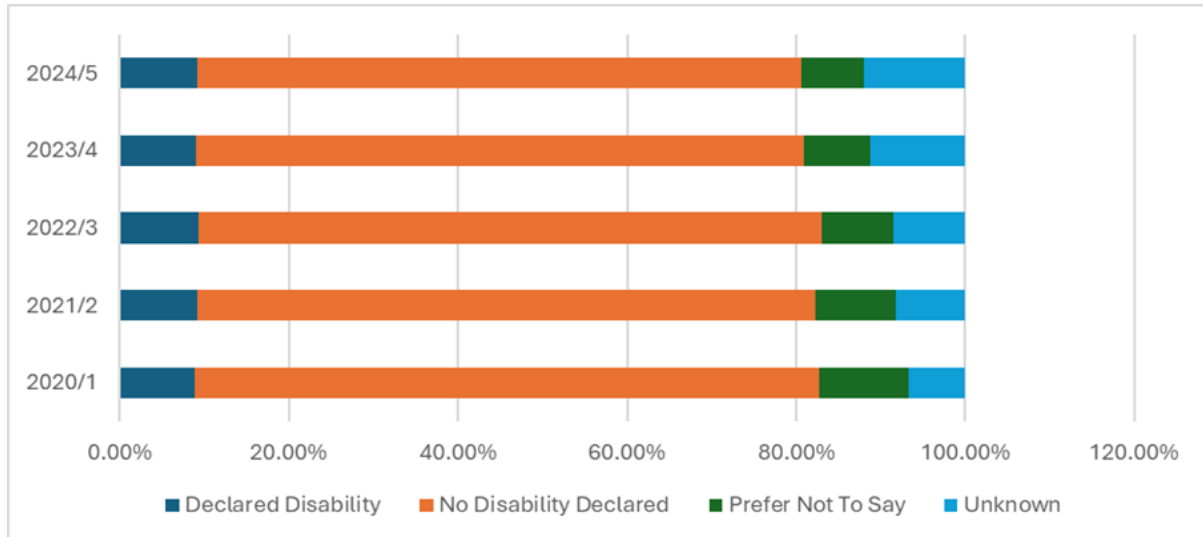
5.1. Colleague Breakdown 2020/21-2024/25

5.1.1. Distinct headcount (chart & data table)



DISTINCT HEADCOUNT	2020/1	2021/2	2022/3	2023/4	2024/5
DECLARED DISABILITY	641	679	705	737	735
NO DISABILITY DECLARED	5342	5426	5585	5837	5740
PREFER NOT TO SAY	767	706	641	630	593
UNKNOWN	483	610	643	918	969

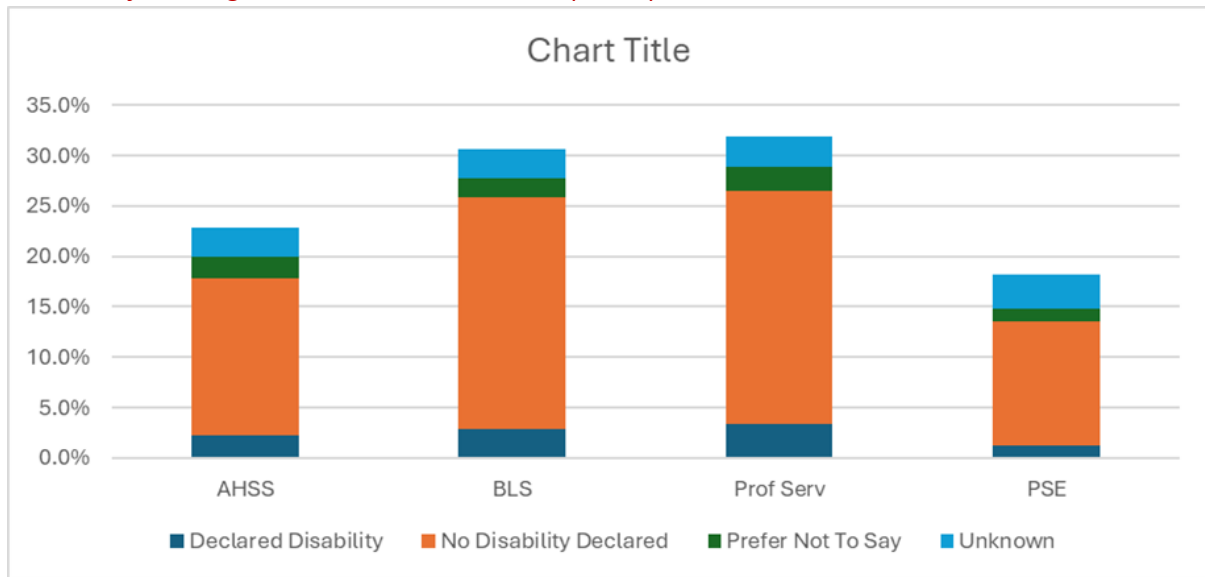
5.1.2. Percentage of distinct headcount (chart & data table)



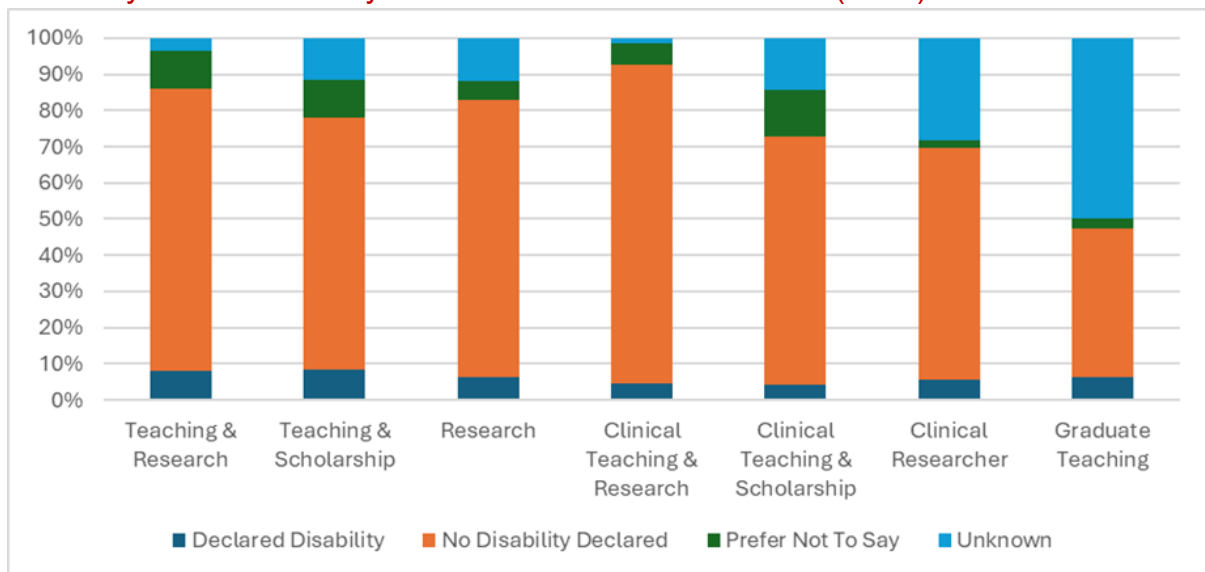
% OF DISTINCT HEADCOUNT	2020/1	2021/2	2022/3	2023/4	2024/5
DECLARED DISABILITY	8.86%	9.15%	9.31%	9.07%	9.15%
NO DISABILITY DECLARED	73.86%	73.12%	73.74%	71.87%	71.42%
PREFER NOT TO SAY	10.60%	9.51%	8.46%	7.76%	7.38%
UNKNOWN	6.68%	8.22%	8.49%	11.30%	12.06%

5.2. Detailed Breakdown 2024/25

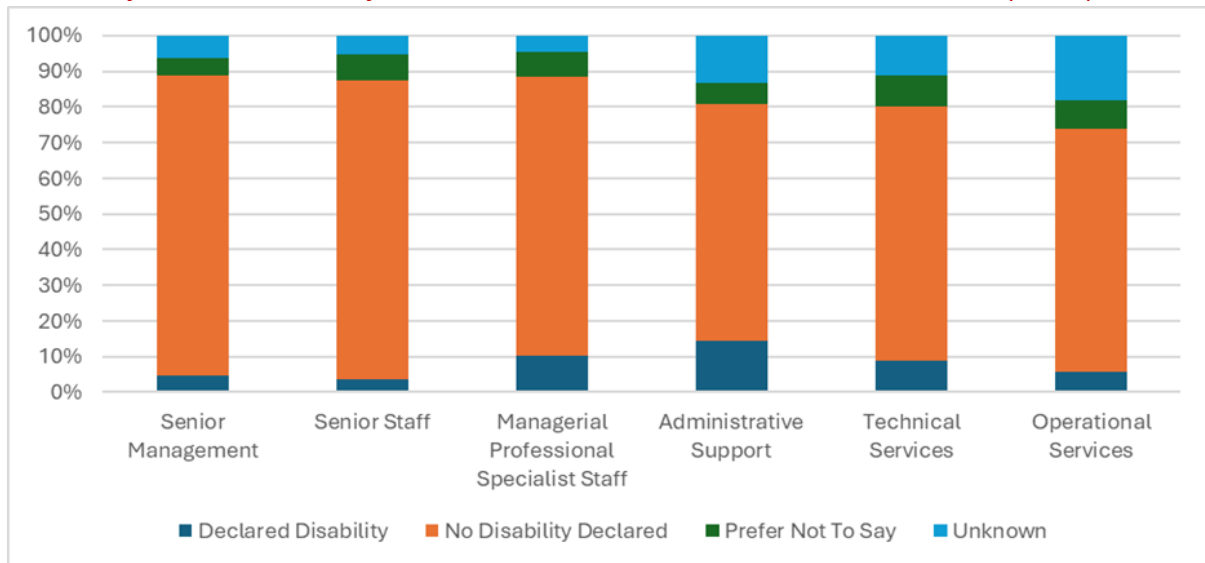
5.2.1. By College % of Contract Count (chart)



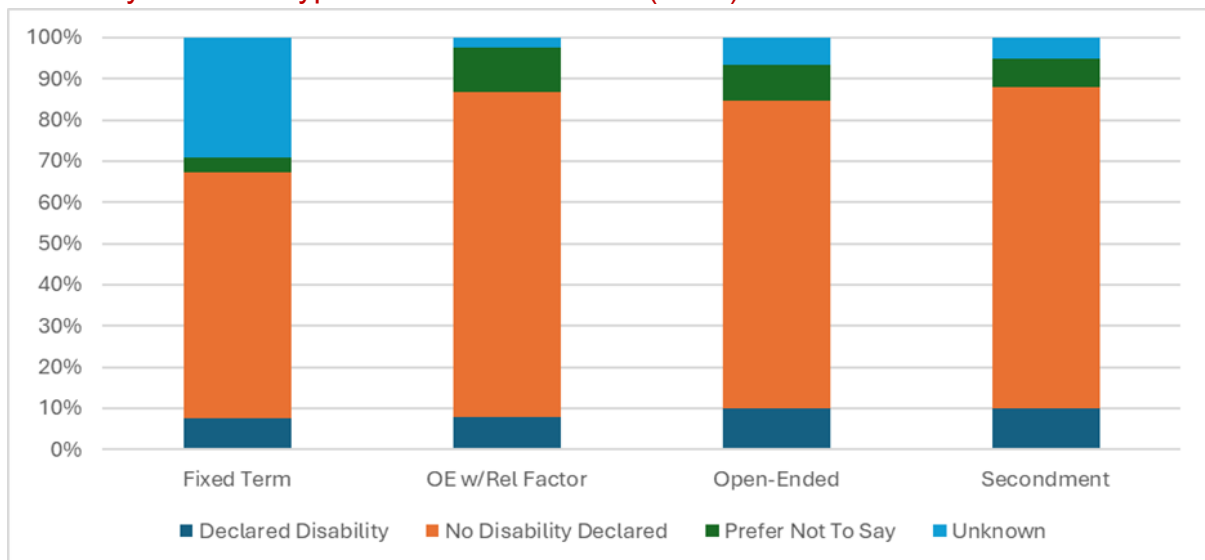
5.2.2. By Career Pathway Academic % of Contract Count (chart)



5.2.3. By Career Pathway Professional & Senior % of Contract Count (chart)

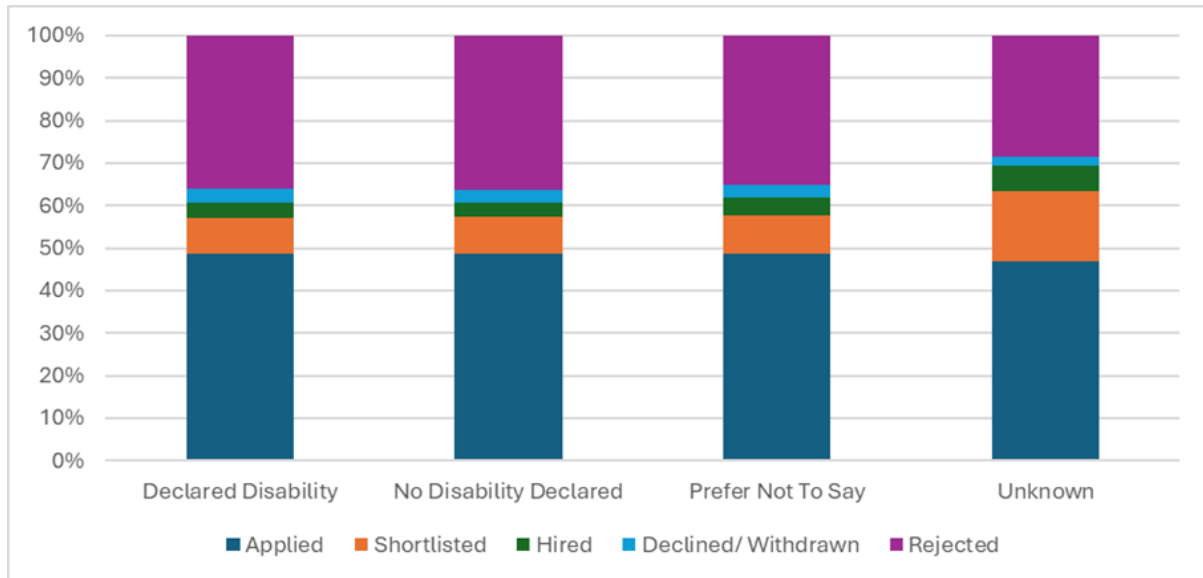


5.2.4. By Contract Type % of Contract Count (chart)



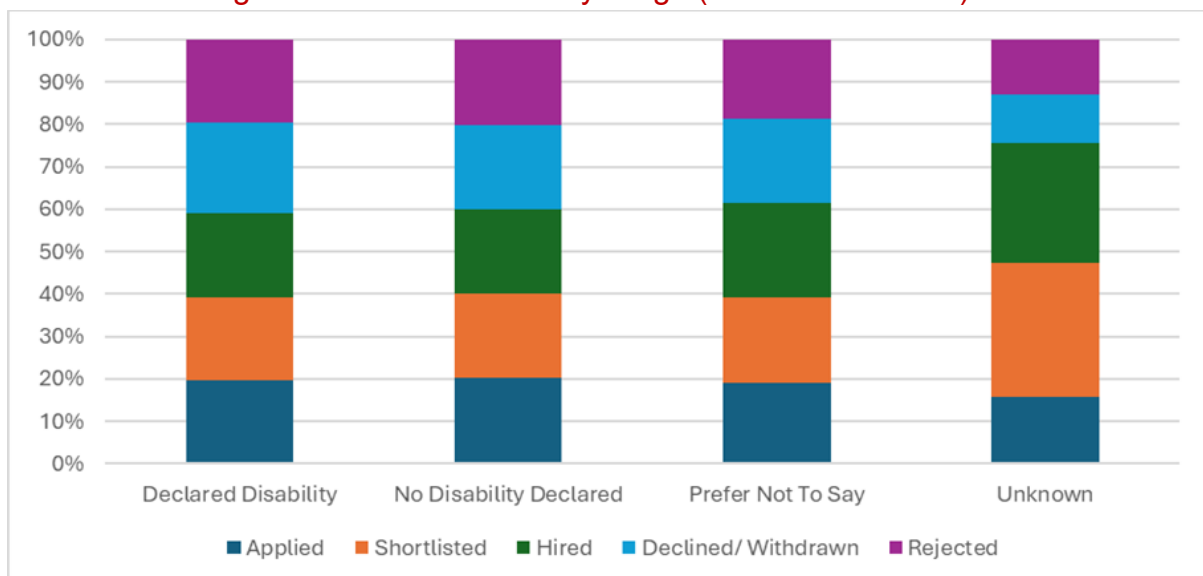
5.3. Recruitment

5.3.1. Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
DECLARED DISABILITY	631	109	47	41	467
NO DISABILITY DECLARED	7688	1333	558	453	5718
PREFER NOT TO SAY	319	59	27	20	231
UNKNOWN	23	8	<5	<5	14
TOTAL	8661	1509	635	515	6430

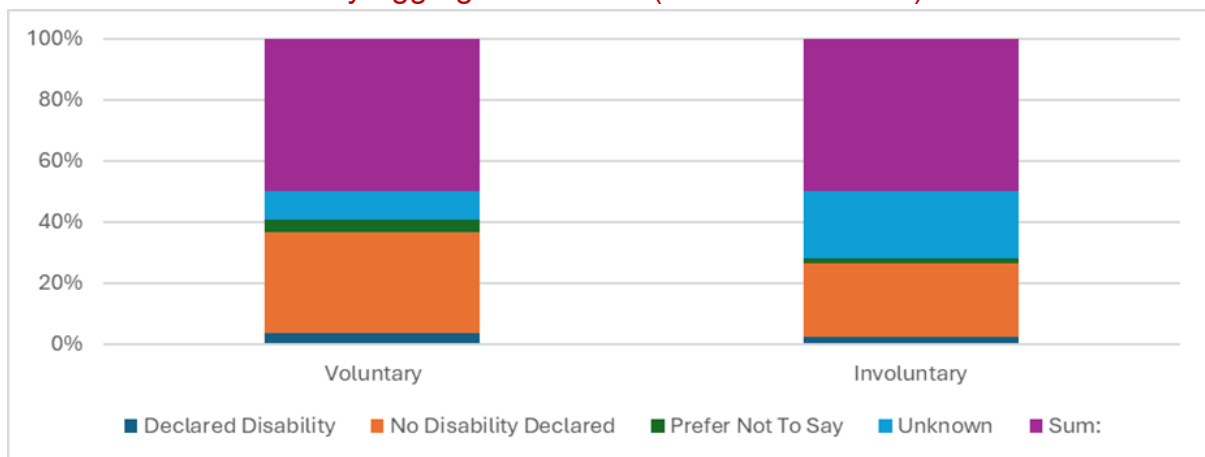
5.3.1. Percentage of Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
DECLARED DISABILITY	7.3%	7.2%	7.4%	8.0%	7.3%
NO DISABILITY DECLARED	88.8%	88.3%	87.9%	88.0%	88.9%
PREFER NOT TO SAY	3.7%	3.9%	4.3%	3.9%	3.6%
UNKNOWN	0.3%	0.5%	0.5%	0.2%	0.2%

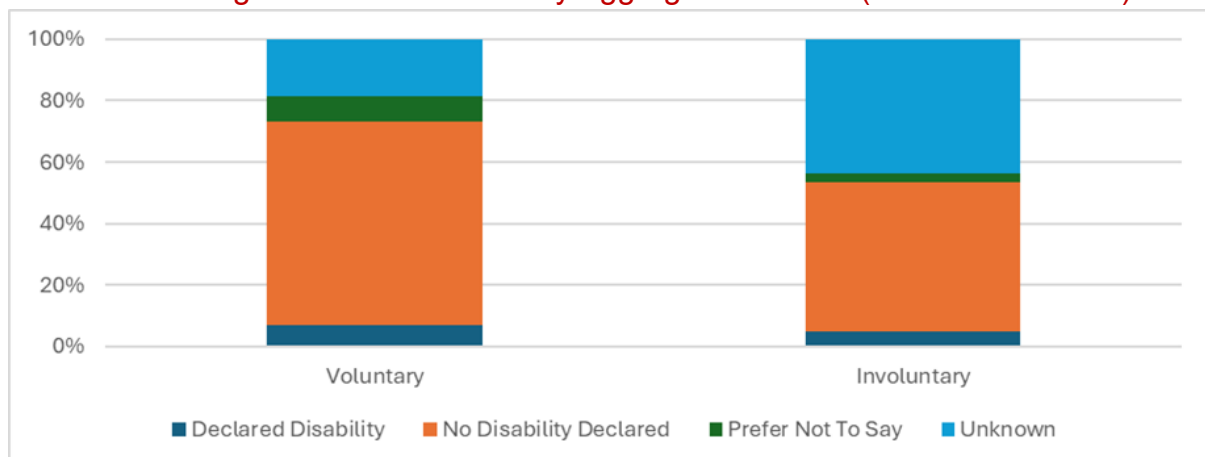
5.4. Leavers

5.4.1. Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
DECLARED DISABILITY	46	19
NO DISABILITY DECLARED	444	197
PREFER NOT TO SAY	55	13
UNKNOWN	124	177
SUM:	669	406

5.4.2. Percentage of Contract Count by Aggregated reason (chart & data table)



	%	VOLUNTARY	INVOLUNTARY
DECLARED DISABILITY		6.9%	4.7%
NO DISABILITY DECLARED		66.4%	48.5%
PREFER NOT TO SAY		8.2%	3.2%
UNKNOWN		18.5%	43.6%

5.5. Promotions, Grievance & Disciplinaries

5.5.1. Academic Promotions (data table)

	CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
DISABILITY	Disabled	288	18%	67%	12%
	Not disabled	2988	17%	73%	12%
	Withheld	507	19%	69%	13%
	Not Declared	421	16%	63%	10%

5.5.2. Grievance (data table)

	DECLARED DISABILITY	TOTAL
COUNT	<5	9

5.5.3. Disciplinaries (data table)

	DECLARED DISABILITY	TOTAL
COUNT	<5	19

6. Race/Ethnicity

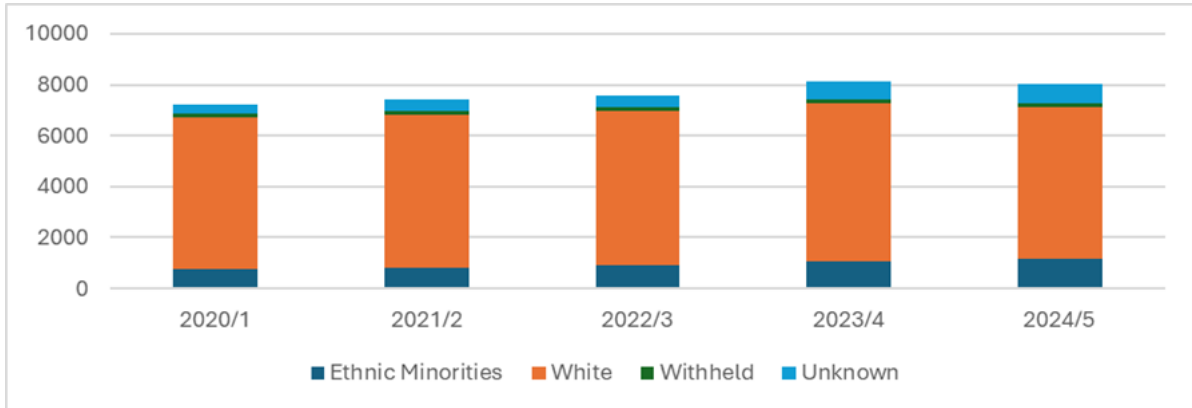
Data Summary:

- As of 31 March 2025, 14.3% of staff identified as Black, Asian, and minority ethnic, while 74.2% identified as White. This is higher than the UK HE staff benchmarking data, of 12.9% identifying as Black, Asian and minority ethnic. While the current figure is above the sector benchmark, the University will aim to sustain and improve representation by continuing to embed inclusive recruitment practices.
- The overall staff profile (see Table 6.2.2) indicates a 3.7% increase in the proportion of Black, Asian, and minority ethnic staff from 2020/21 to 2024/25. This consistent growth in both headcount and percentage indicates improved representation over time. White colleagues decreased proportionately from 82.1% to 74.2%, though still form the majority.
- Additionally, the proportion of staff who have not declared their race or ethnicity has decreased slightly over the past five years, from 2.2% to 1.9%. Whilst the percentage of staff whose race or ethnicity is 'unknown' has risen from 5.1% to 9.6%, suggesting a growing number of staff not disclosing ethnicity. Withheld responses remained low and stable (around 2%). The University will continue to improve disclosure rates to strengthen data accuracy.
- Staff identified as Black, Asian, and minority ethnic groups account for 10.2% of all voluntary leavers and 16.6% of involuntary leavers (see Table 6.5.2). Indicating that Black, Asian and minority ethnic staff have a higher proportion of involuntary leavers compared to voluntary, whilst White staff are more likely to leave voluntarily. A better understanding of the high rates of involuntary leavers amongst Black, Asian and minority ethnic staff is needed to assess whether there are systemic issues (e.g., performance management, disciplinary processes) affecting ethnic minority staff.
- In terms of recruitment (see Table 6.4.2), individuals identifying as Black, Asian, and minority ethnic made up 43.28% of total applicants. However, Black, Asian, and minority ethnic candidates are underrepresented in shortlisting and hiring stages, whilst rejection rates are higher for Black, Asian and Minority ethnic candidates compared to White candidates, indicating a need for improvement. Further exploration is needed into these data sets to better understand if there are systemic issues (e.g., biases in recruitment processes) affecting ethnic minority candidates.
- Regarding our Academic Promotions processes (see Table 6.6.1), staff identified as Black, Asian, and minority ethnic constituted 22% of the eligible pool compared to 17% of White colleagues. Black, Asian and minority ethnic staff had a higher application rate and success rate among applicants compared to other groups; still, their overall success rate from the eligible pool was only slightly higher than that of White applicants. While grievance and disciplinary counts for Black, Asian and ethnic minority staff were low but notable.

Race/Ethnicity

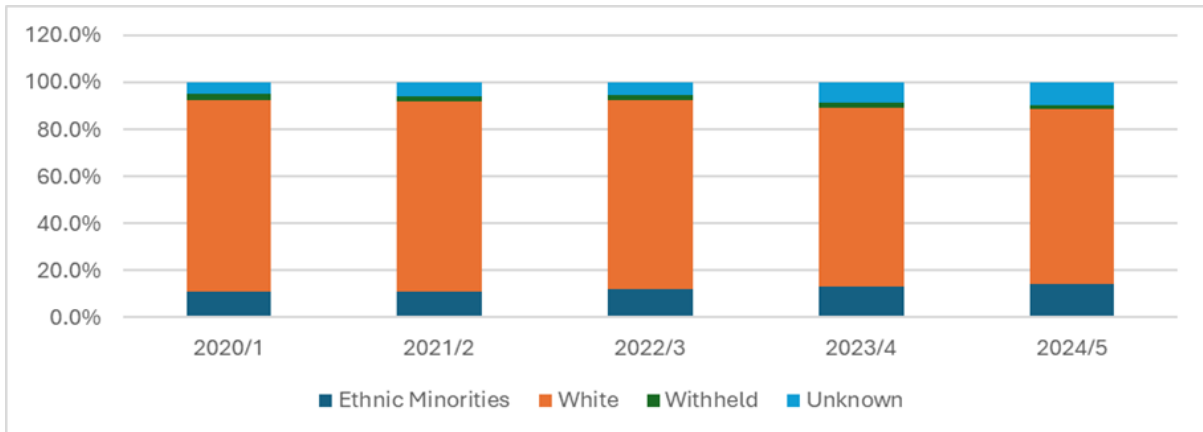
6.1. Colleague Breakdown 2020/21-2024/25

6.1.1. Distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
ETHNIC MINORITIES	765	805	904	1059	1147
WHITE	5936	6001	6084	6203	5962
WITHHELD	160	163	156	159	155
UNKNOWN	372	452	430	701	773

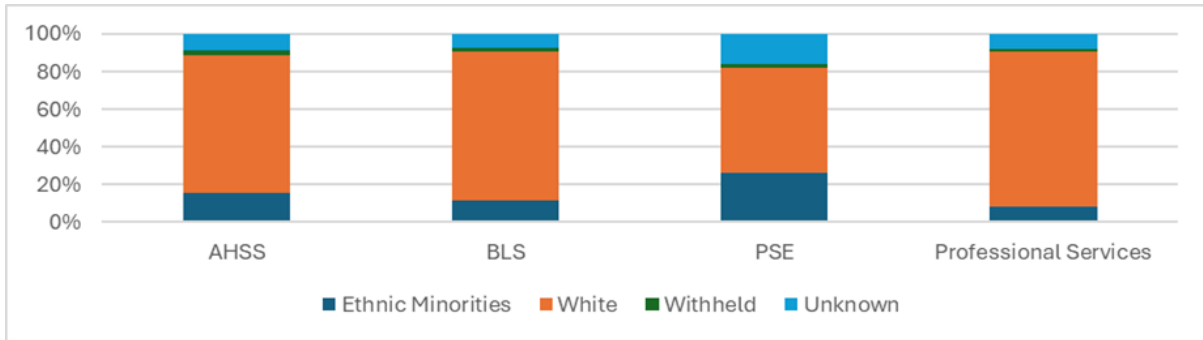
6.1.1. Percentage of distinct headcount (chart & data table)



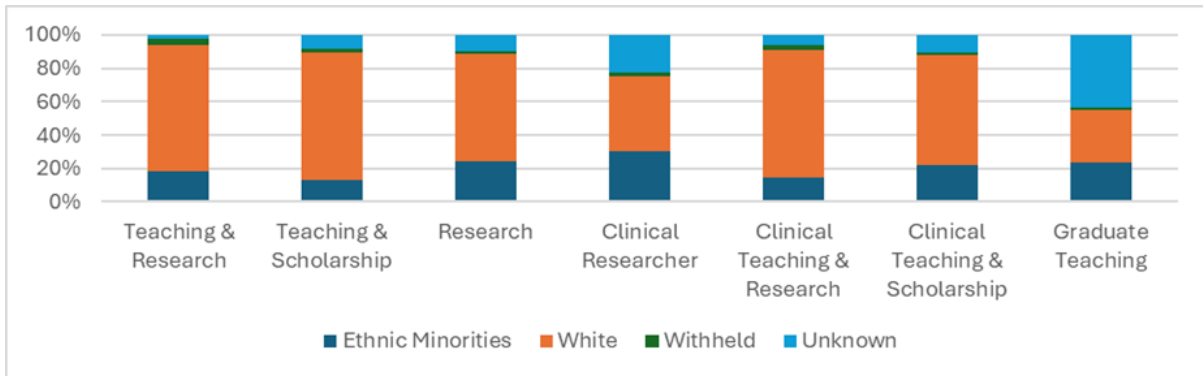
	2020/1	2021/2	2022/3	2023/4	2024/5
ETHNIC MINORITIES	10.6%	10.8%	11.9%	13.0%	14.3%
WHITE	82.1%	80.9%	80.3%	76.4%	74.2%
WITHHELD	2.2%	2.2%	2.1%	2.0%	1.9%
UNKNOWN	5.1%	6.1%	5.7%	8.6%	9.6%

6.2. Detailed Breakdown 2024/25

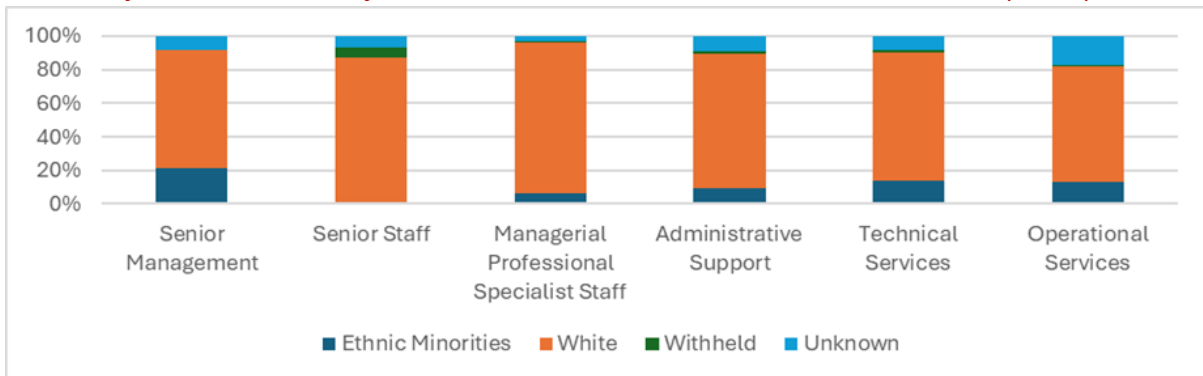
6.2.2. By College % of Contract Count (chart)



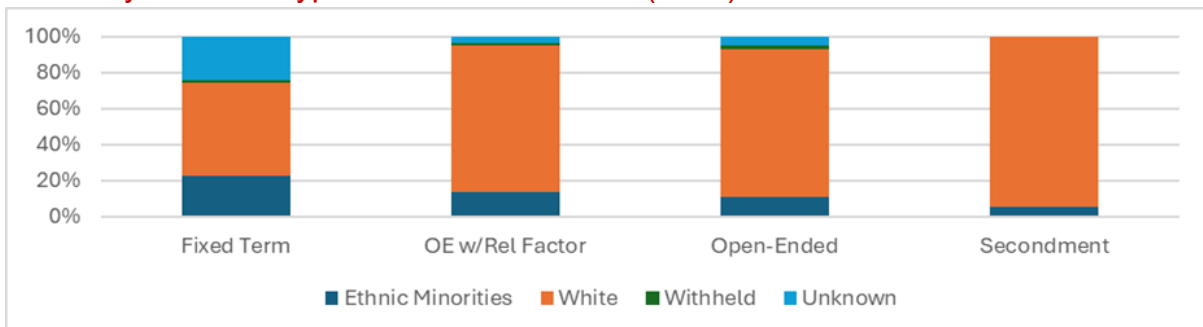
6.2.3. By Career Pathway Academic % of Contract Count (chart)



6.2.4. By Career Pathway Professional & Senior % of Contract Count (chart)



6.2.5. By Contract Type % of Contract Count (chart)



6.3. Recruitment

6.3.1. Candidate Count by Stage (chart & data table)

	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
ETHNIC MINORITY	3818	448	137	124	3165
WHITE	4487	990	467	372	3006
PREFER NOT TO SAY	312	61	27	18	227
NOT DECLARED	44	10	<5	<5	32
TOTALS	8661	1509	635	515	6430

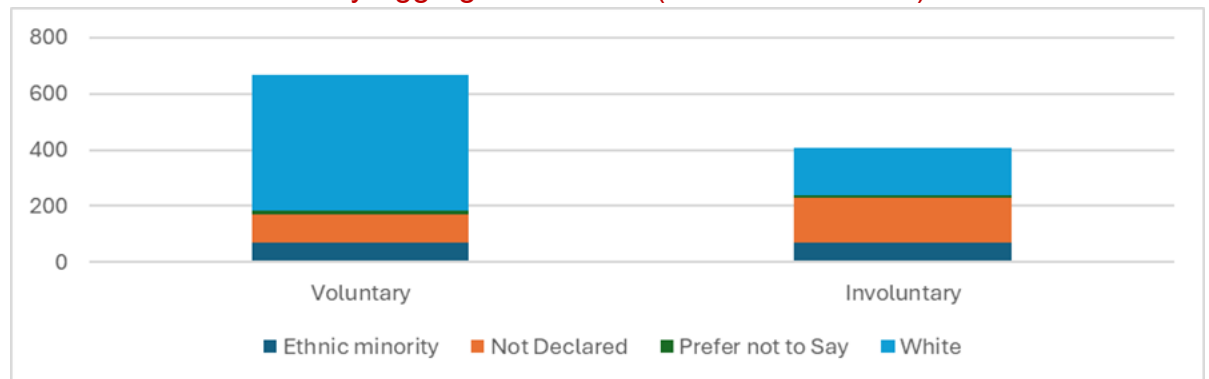
6.3.2. Percentage of Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
ETHNIC MINORITY	44.1%	29.7%	21.6%	24.1%	49.2%
WHITE	51.8%	65.6%	73.5%	72.2%	46.7%
PREFER NOT TO SAY	3.6%	4.0%	4.3%	3.5%	3.5%
NOT DECLARED	0.5%	0.7%	0.6%	0.2%	0.5%

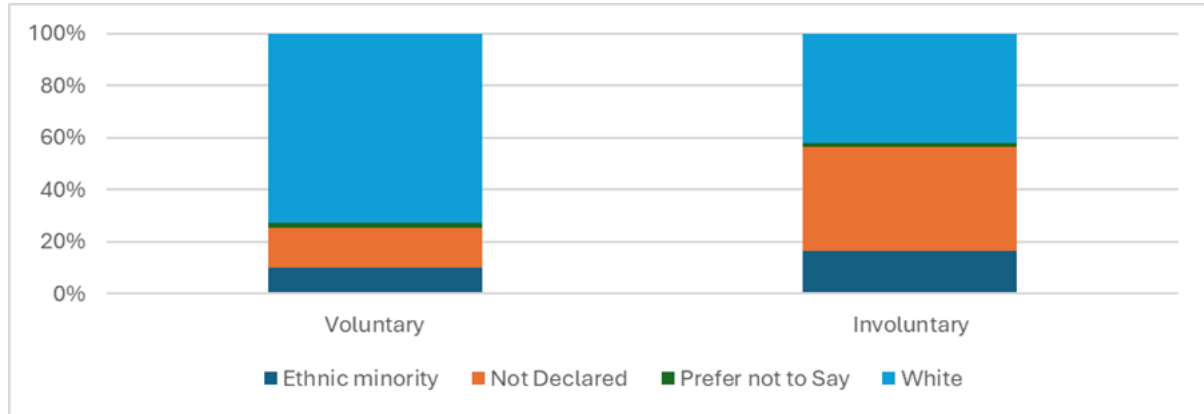
6.4. Leavers

6.4.1. Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
ETHNIC MINORITY	68	68
NOT DECLARED	101	163
PREFER NOT TO SAY	13	6
WHITE	487	169
TOTAL	669	406

6.4.2. Percentage of Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
ETHNIC MINORITY	10.2%	16.6%
NOT DECLARED	15.1%	40.1%
PREFER NOT TO SAY	1.9%	1.5%
WHITE	72.8%	41.8%

6.5. Promotions, Grievance & Disciplinarys

6.5.1. Academic Promotions (data table)

PROTECTED CHARACTERISTIC	CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
RACE	Ethnic Minority	547	22%	64%	14%
	White	3248	17%	73%	12%
	Not Declared	116	16%	68%	11%
	Withheld	293	14%	65%	9%

6.5.2. Grievance (data table)

	ETHNIC MINORITY	TOTAL
COUNT	<5	9

6.5.3. Disciplinarys (data table)

	ETHNIC MINORITY	TOTAL
COUNT	<5	19

7. Sex

Data Summary:

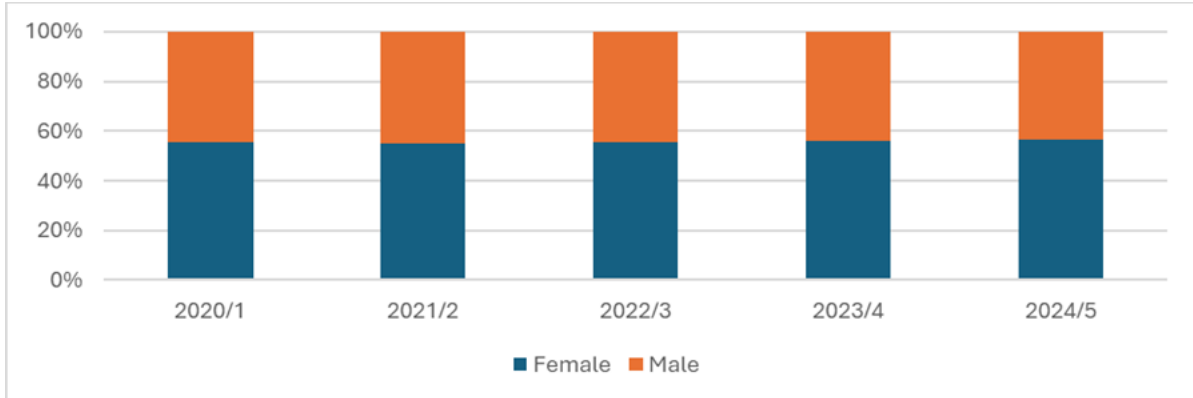
The legal requirement to maintain sex data for staff being paid by the University means that, with the exception of recruitment data, the information for male/female sex categories is available for all staff.

- As of 31 March 2024, female staff make up approximately 56.40% of the workforce, while male staff account for around 43.60% (see Table 7.2.2), maintaining a majority across the 5 years. This is consistent with UK HE staff benchmarking data (55% Female and 45% Male).
- In terms of recruitment (see Tables 7.4.1 and 7.4.2), female candidates consistently represent a higher proportion than male candidates across all recruitment stages – from application to hiring – indicating stronger female representation throughout the process. “Prefer not to say” and “Not declared” categorised have remained small but consistent.
- Regarding Leavers (see 7.5), female employees accounted for a higher proportion of voluntary leavers (58.3%) compared to males (41.7%), while the distribution of involuntary leavers was more balanced, with females at 55.2% and males at 44.8%. Female staff are both more likely to leave voluntarily and to be involved in involuntary exits, reflecting the broader workforce dynamics.
- For Academic Promotions (see Table 7.6.1), male staff had a slightly higher application rate (19%) than female staff (15%), but female applicants had a higher success rate (74%) compared to males (69%), indicating stronger outcomes for female applicants despite lower application rates. The overall success from the eligible pool is fairly balanced (Female: 11%, Male: 13%).
- The proportion of female staff is higher than the proportion of male staff across all career pathways, with the largest gap in the Academic pathway. Professional and Senior roles also show higher female representation.
- There continues to be a higher proportion of male staff in the workforce at the College of Physical Sciences and Engineering (see Table 7.8.2). This disparity has historically been linked to the subject areas within the College and the broader sex pipeline. While this trend is evident in the wider sector, it remains both a challenge and an opportunity for the University.
- Data from Table 7.7 indicates that female staff are less likely to undergo disciplinary procedures compared to their male counterparts. Whilst grievances were reported more frequently by females than by males. This indicates contrasting sex-based patterns in these HR issues.

Sex

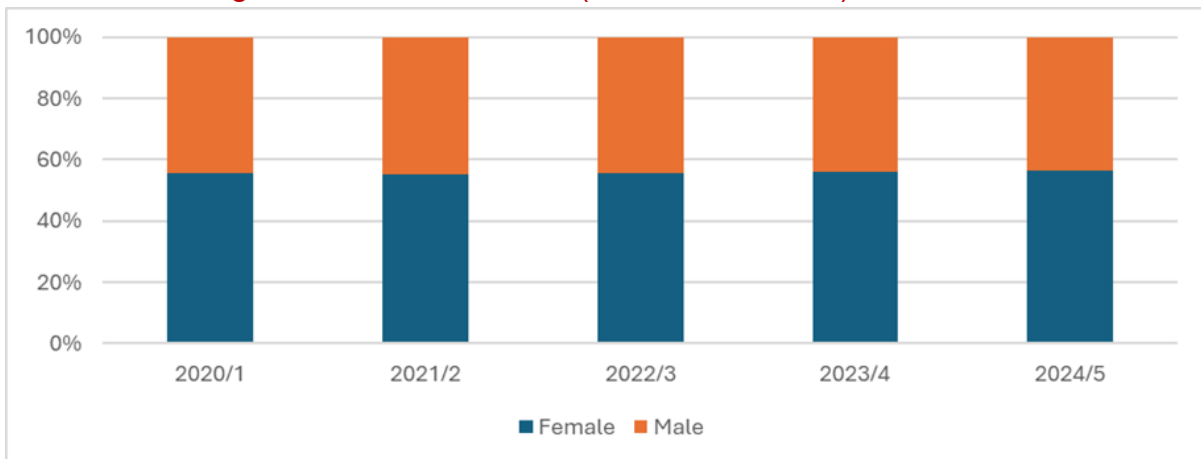
7.1 Colleague Breakdown 2020/21-2024/25

7.1.1. Distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
FEMALE	4012	4098	4212	4546	4531
MALE	3221	3323	3362	3576	3506

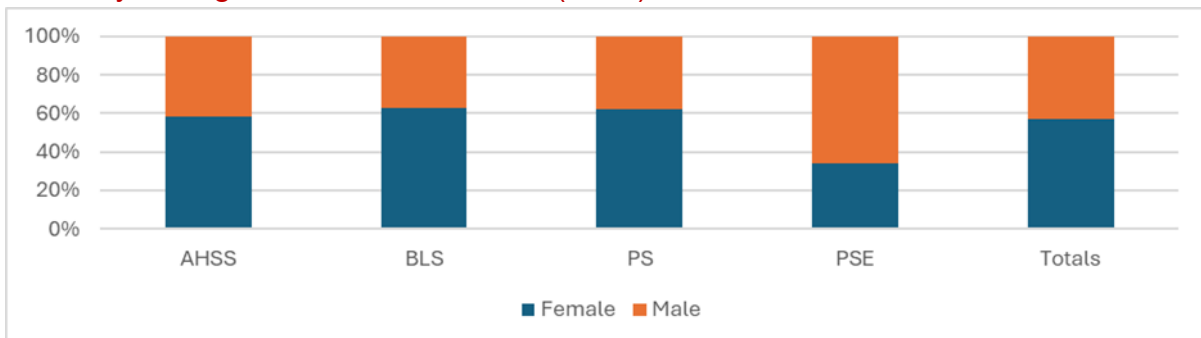
7.1.2. Percentage of distinct headcount (chart & data table)



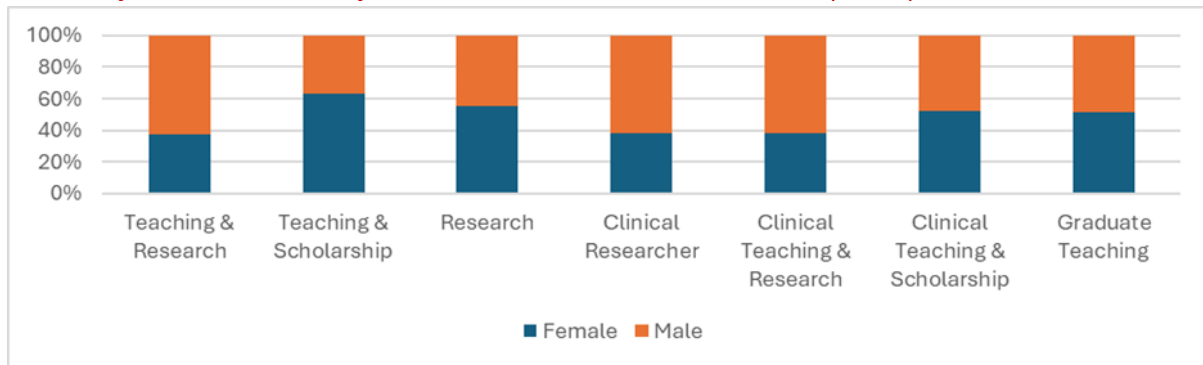
	2020/1	2021/2	2022/3	2023/4	2024/5
FEMALE	55.50%	55.20%	55.60%	56.00%	56.40%
MALE	44.50%	44.80%	44.40%	44.00%	43.60%

7.2 Detailed Breakdown 2024/25

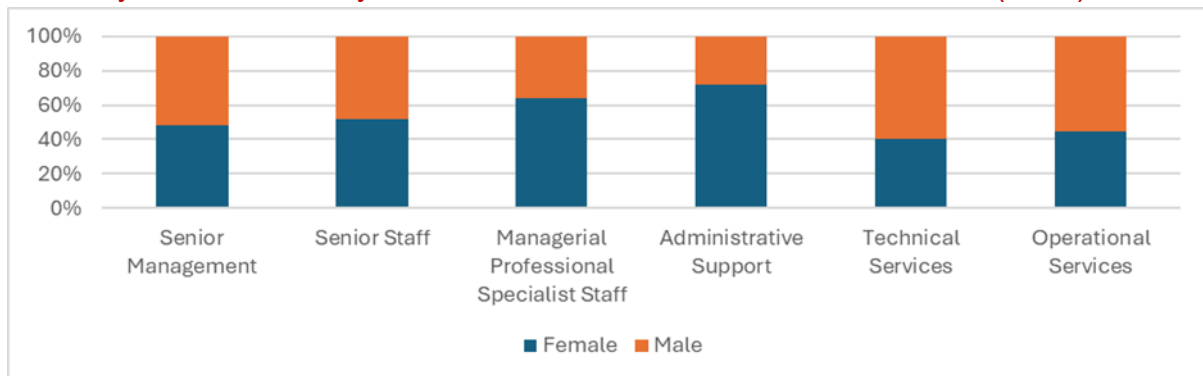
7.2.1. By College % of Contract Count (chart)



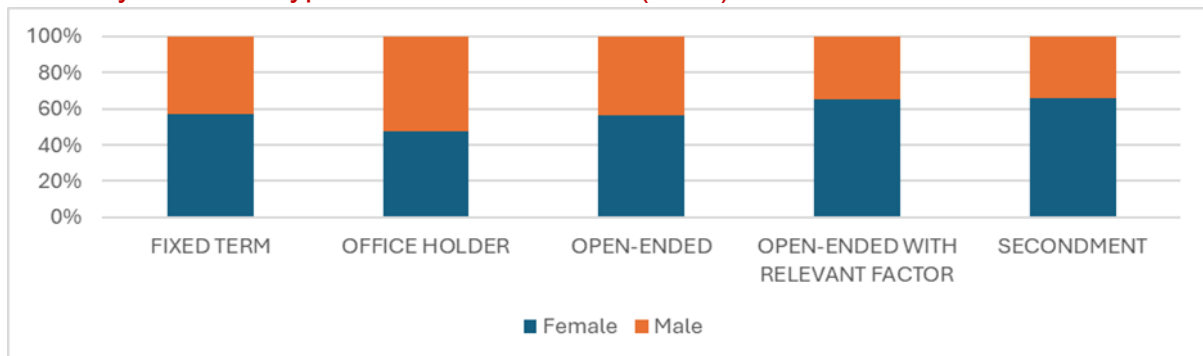
7.2.2. By Career Pathway Academic % of Contract Count (chart)



7.2.3. By Career Pathway Professional & Senior % of Contract Count (chart)

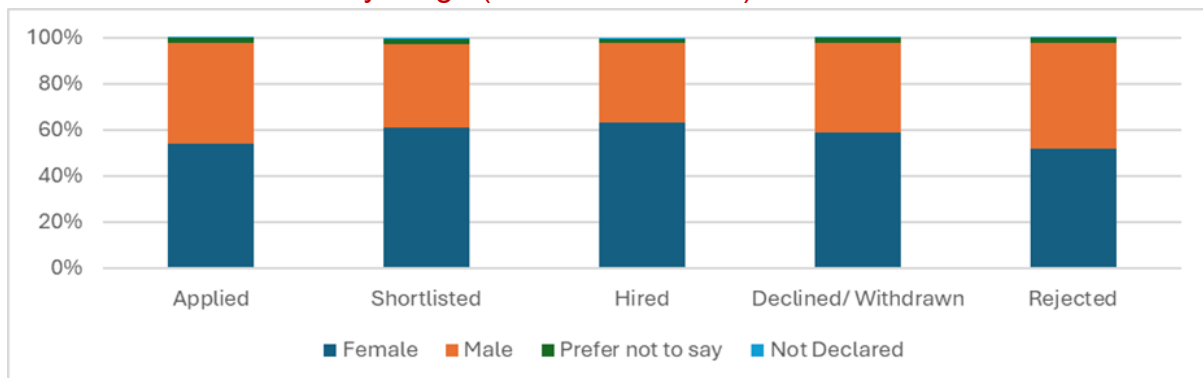


7.2.4. By Contract Type % of Contract Count (chart)



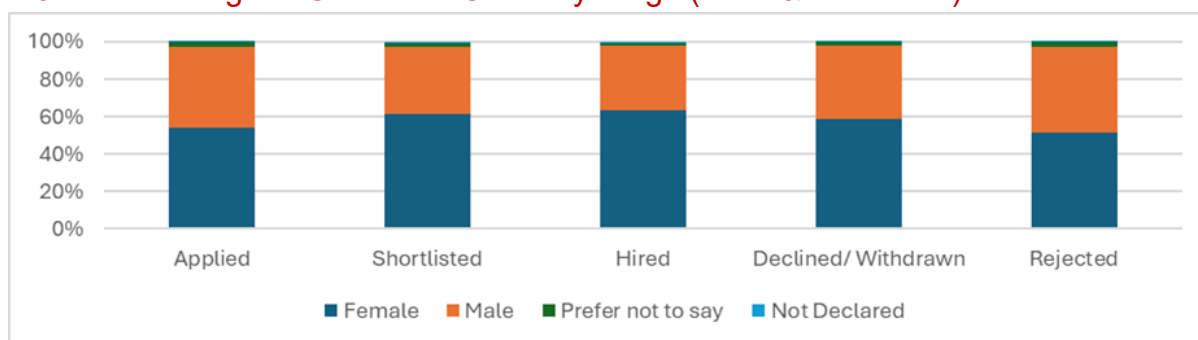
7.3. Recruitment

7.3.1. Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
FEMALE	4658	925	402	304	3319
MALE	3790	541	218	201	2957
PREFER NOT TO SAY	190	35	12	9	140
NOT DECLARED	23	8	<5	<5	14
TOTAL	8661	1509	635	515	6430

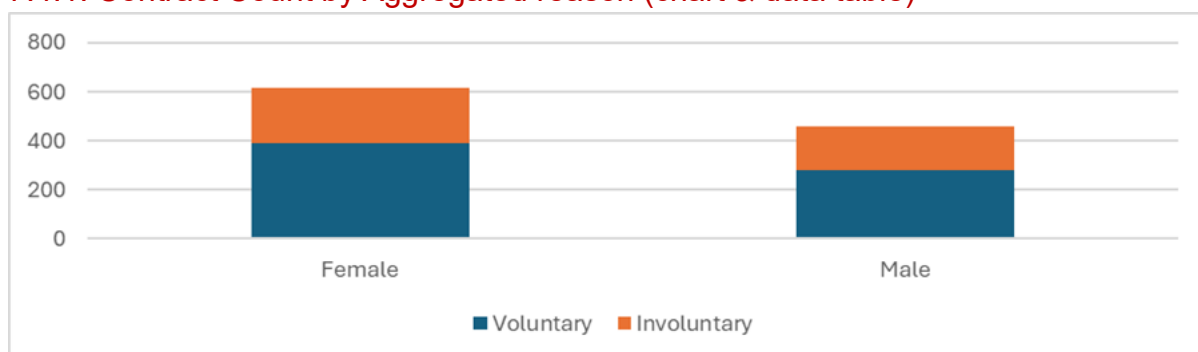
7.3.2. Percentage of Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
FEMALE	53.8%	61.3%	63.3%	59.0%	51.6%
MALE	43.8%	35.9%	34.3%	39.0%	46.0%
PREFER NOT TO SAY	2.2%	2.3%	1.9%	1.7%	2.2%
NOT DECLARED	0.3%	0.5%	0.5%	0.2%	0.2%

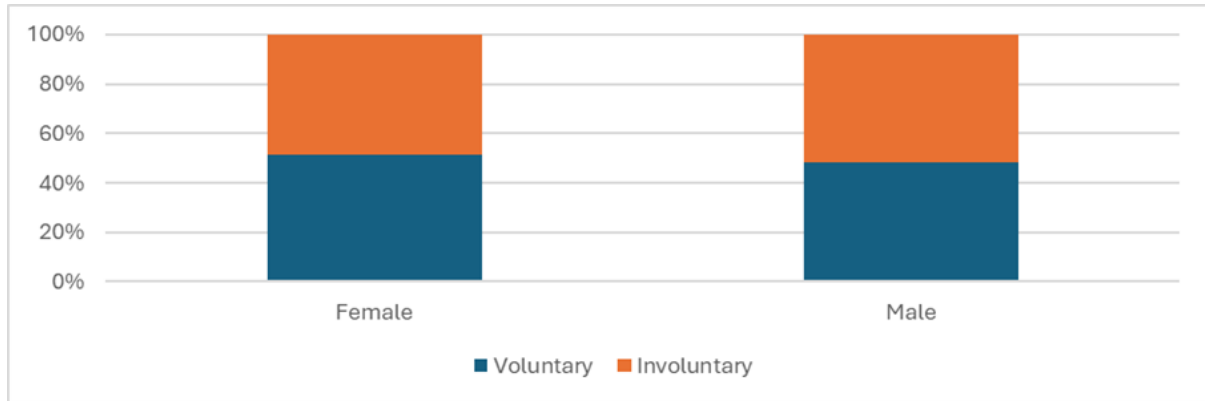
7.4. Leavers

7.4.1. Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
FEMALE	390	224
MALE	279	182
SUM:	669	406

7.4.2. Percentage of Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
FEMALE	58.3%	55.2%
MALE	41.7%	44.8%

7.5. Promotions, Grievance & Disciplinarys

7.5.1. Academic Promotions (data table)

CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
FEMALE	2059	15%	74%	11%
MALE	2145	19%	69%	13%

7.5.2. Grievance (data table)

	FEMALE	MALE
COUNT	6	<5

7.5.3. Disciplinarys (data table)

	FEMALE	MALE
COUNT	6	13

8. Age

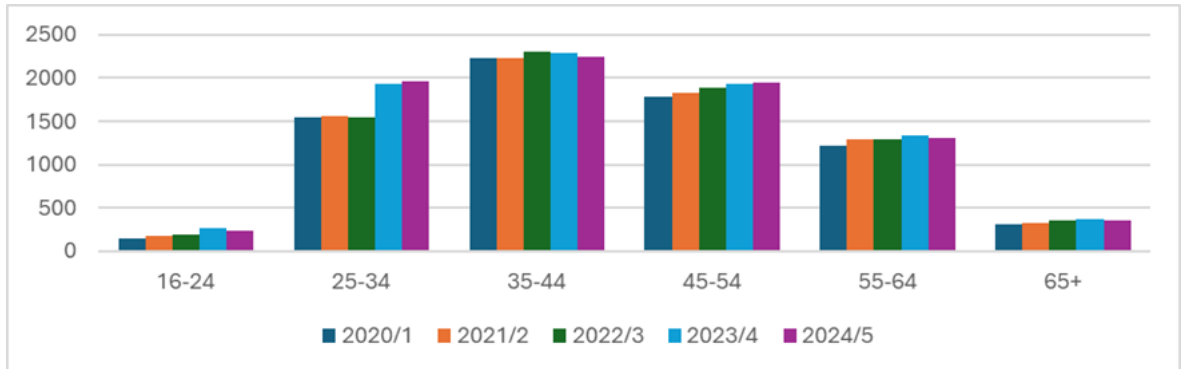
Data Summary:

- The Colleague Breakdown 2020/21 - 2024/5 indicates that the workforce is predominantly aged 35 – 54, consistently making up over 50% of headcount, while the 25 – 34 group shows steady growth (from 21.5% to 24.4%). This is consistent with UK HE sector benchmarking data.
- The 16 – 24 group remains the smallest but has increased slightly, peaking at 3.3% in 2023/24. Although this is notably lower than the UK sector benchmarking data (5.8%). The University will continue to explore how it can enhance early-career recruitment and improve visibility of opportunities that promote the University as an attractive employer to early-career talent.
- The workforce is becoming slightly younger, with 25 – 34 increasing its share from 21.5% to 24.4%.
- Regarding recruitment (see 8.4), the data indicates that candidates aged 25 – 34 dominate all stages of the recruitment process (over 40% at each stage), while 16 – 24-year-olds form the second largest group at application, but drop significantly by hiring. Older age groups (55+) represent a very small proportion throughout.
- In the academic promotions process (see Table 8.6.1), the highest rate of applicants came from the 35-44 age category at 22%. In contrast, the lowest rate of applicants was from the 65-99 age category at 8%. Notably, the highest percentage of successful applicants also came from the 35 – 44 age group at 73%, in addition to the 25 – 34 age group (73%), followed closely by the 45 - 54 age group at 72%. The lowest success rate was observed in the 65 - 99 age category.
- Most voluntary leavers are in the 25 – 34 (25.6%) and 55 – 64 (21.5%) age groups, indicating career mobility and retirement trends. While involuntary leavers are concentrated in the 25 – 34 (54.2%) and 35 – 44 age groups, indicating younger staff are more likely to leave involuntarily, whereas mid-career and older staff leave by choice.
- High involuntary exit rates in the 25 – 34 age group may suggest challenges with onboarding or role fit, indicating a need to strengthen induction, mentoring, and career development for early-career staff.

Age

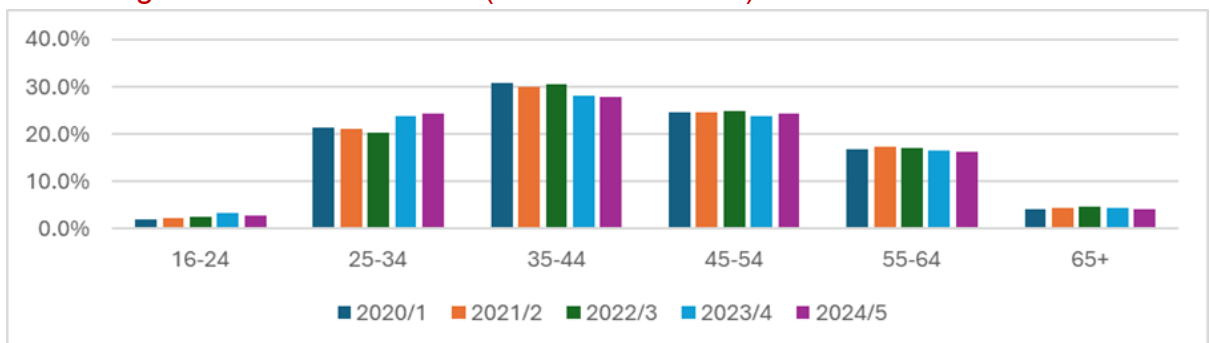
8.1. Colleague Breakdown 2020/21-2024/25

8.1.1. Distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
16-24	143	172	193	265	228
25-34	1552	1565	1547	1937	1957
35-44	2230	2236	2307	2294	2248
45-54	1777	1829	1889	1930	1953
55-64	1219	1291	1288	1336	1302
65+	310	325	348	361	345

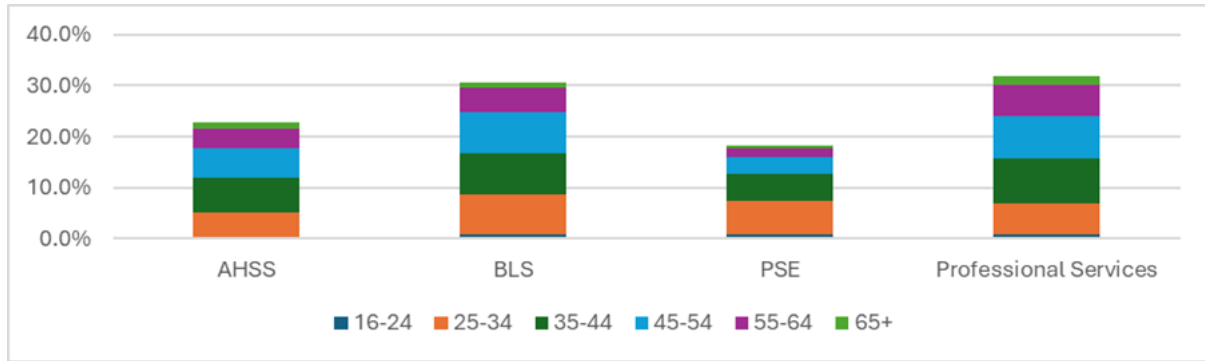
8.1.2. Percentage of distinct headcount (chart & data table)



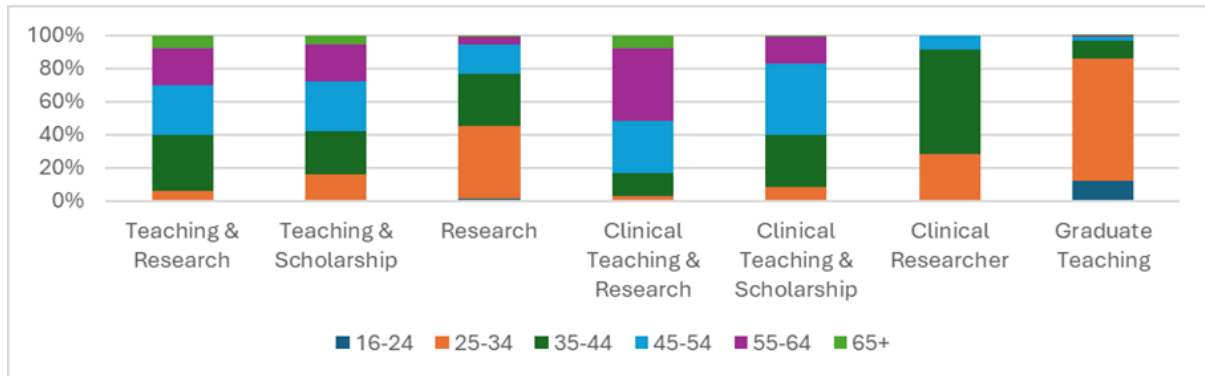
	2020/1	2021/2	2022/3	2023/4	2024/5
16-24	2.0%	2.3%	2.5%	3.3%	2.8%
25-34	21.5%	21.1%	20.4%	23.8%	24.4%
35-44	30.8%	30.1%	30.5%	28.2%	28.0%
45-54	24.6%	24.7%	24.9%	23.8%	24.3%
55-64	16.9%	17.4%	17.0%	16.4%	16.2%
65+	4.3%	4.4%	4.6%	4.4%	4.3%

8.2. Detailed Breakdown 2024/25

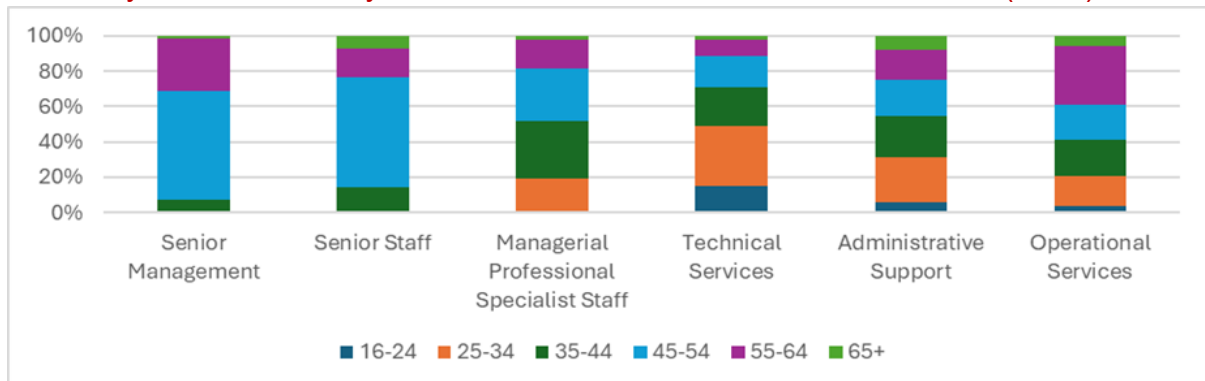
8.2.1. By College % of Contract Count (chart)



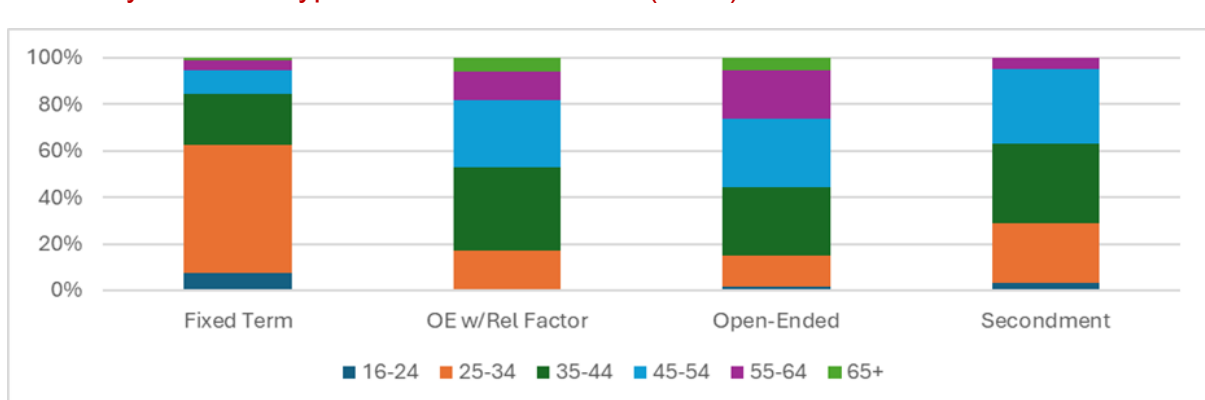
8.2.2. By Career Pathway Academic % of Contract Count (chart)



8.2.3. By Career Pathway Professional & Senior % of Contract Count (chart)

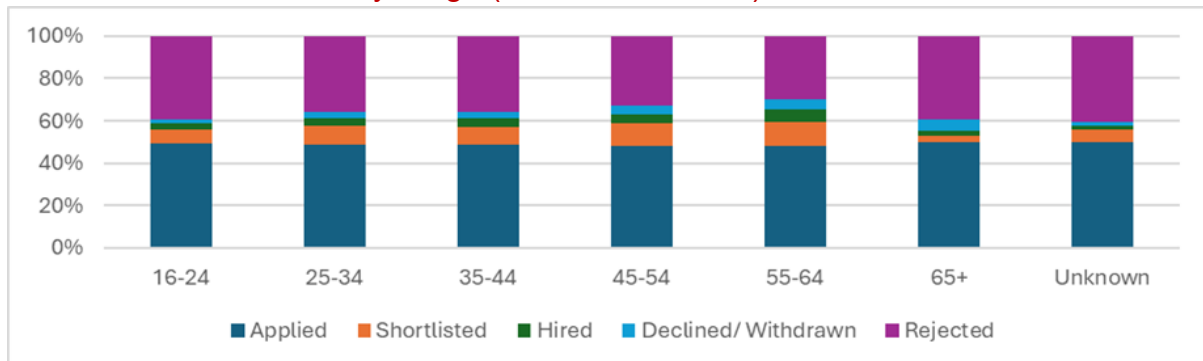


8.2.4. By Contract Type % of Contract Count (chart)



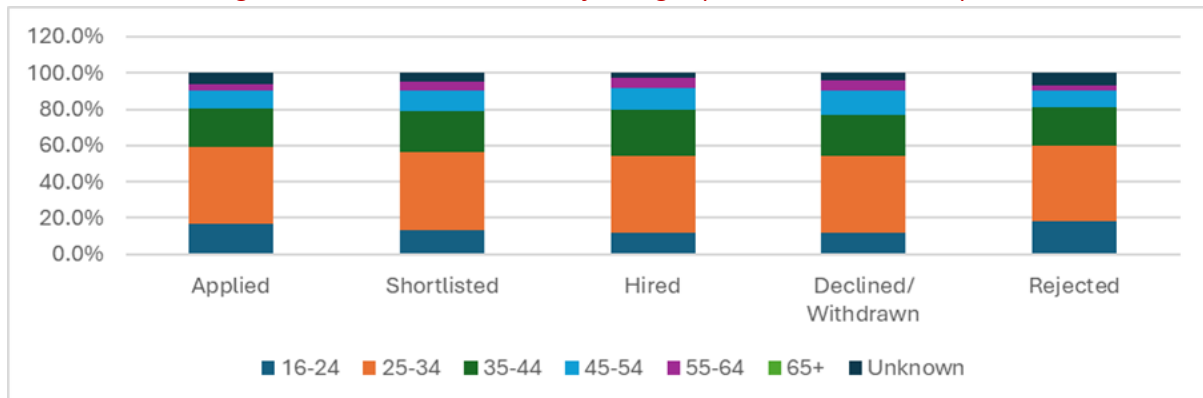
8.3. Recruitment

8.3.1. Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
16-24	1469	199	74	62	1172
25-34	3670	652	273	219	2707
35-44	1875	337	158	114	1383
45-54	818	180	76	69	556
55-64	296	72	36	30	183
65+	19	<5	<5	<5	15
UNKNOWN	551	69	18	20	449
TOTAL	8698	1510	636	516	6465

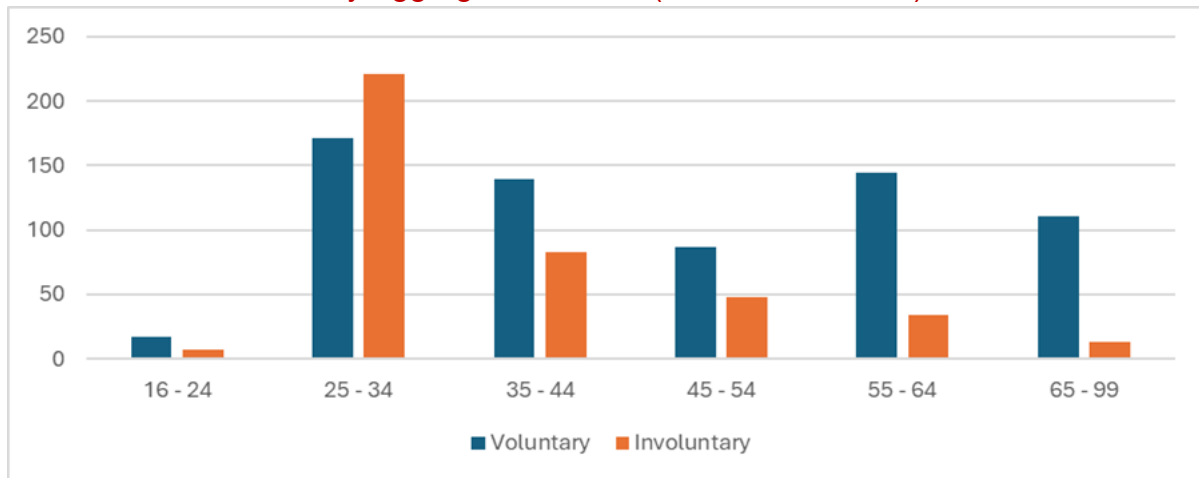
8.3.2. Percentage of Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
16-24	16.9%	13.2%	11.6%	12.0%	18.1%
25-34	42.2%	43.2%	42.9%	42.4%	41.9%
35-44	21.6%	22.3%	24.8%	22.1%	21.4%
45-54	9.4%	11.9%	11.9%	13.4%	8.6%
55-64	3.4%	4.8%	5.7%	5.8%	2.8%
65+	0.2%	0.1%	0.2%	0.4%	0.2%
UNKNOWN	6.3%	4.6%	2.8%	3.9%	6.9%

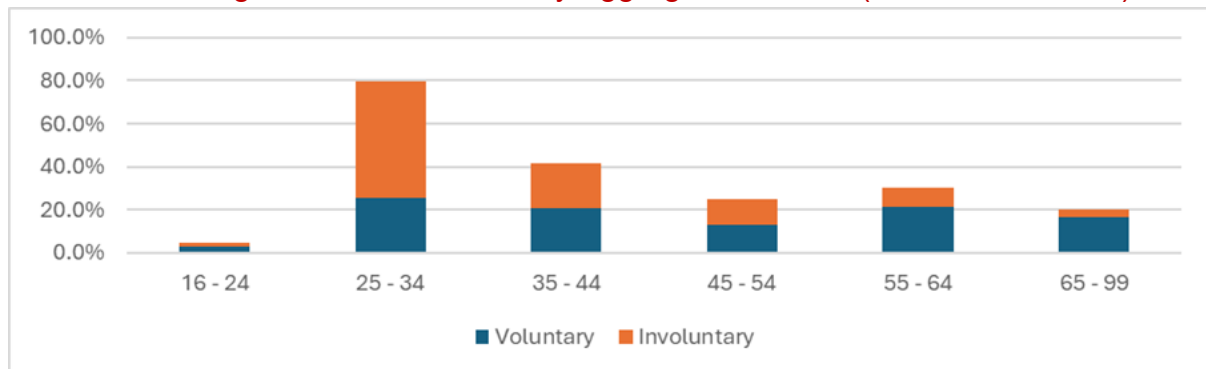
8.4. Leavers

8.4.1. Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
16 - 24	17	7
25 - 34	171	221
35 - 44	139	83
45 - 54	87	48
55 - 64	144	34
65 - 99	111	13
TOTAL	669	406

8.4.2. Percentage of Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
16 - 24	2.5%	1.7%
25 - 34	25.6%	54.2%
35 - 44	20.8%	20.5%
45 - 54	13.0%	11.9%
55 - 64	21.5%	8.4%
65 - 99	16.6%	3.2%

8.4. Promotions

8.4.1. Academic Promotions (data table)

PROTECTED CHARACTERISTIC	CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
AGE	25-34	260	19%	73%	14%
	35-44	1718	22%	73%	16%
	45-54	1347	14%	72%	10%
	55-64	764	12%	60%	7%
	65-99	115	8%	56%	4%

9. Sexual Orientation

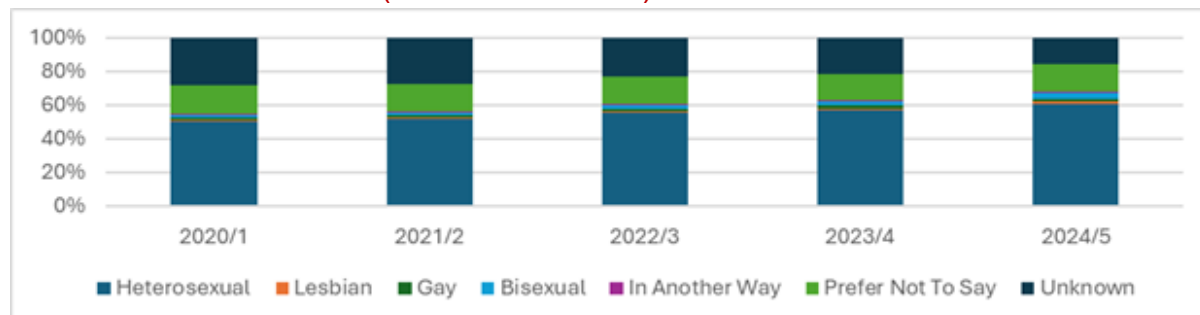
Data Summary:

- Over the five years (2020/21 - 2024/5), the proportion of colleagues identifying as heterosexual steadily increased from 51.4% to 62.4%, while those identifying as Gay or Lesbian rose from 2.2% to 3%. The proportion of colleagues identifying as Bisexual rose from 1.5% to 3.3% over the 5 years. These figures are consistent with UK HE benchmark data.
- The percentage of colleagues who preferred not to disclose remained relatively stable around 16-17%, and the unknown category significantly declined from 28.8% to 16.2%, indicating improved data completeness.
- The rise in declared LGB+ identities suggests a growing trust. However, it is pertinent that we continue to foster an inclusive culture through visibility, allyship and inclusive policies.
- Regarding Recruitment, the tables in 9.4 indicate that applicants who identified as heterosexual applicants had the highest number of appointments (73.7%), while those identifying as 'Other' and 'Not declared' had the lowest number of appointments. Shortlisting and appointment rates were highest among heterosexual applicants, indicating a consistent advantage across recruitment stages.
- Heterosexual individuals had the highest rate of leavers, while those identifying as 'Other' had the lowest; the highest voluntary exit rate was among heterosexual individuals at 58.3%.

Sexual Orientation

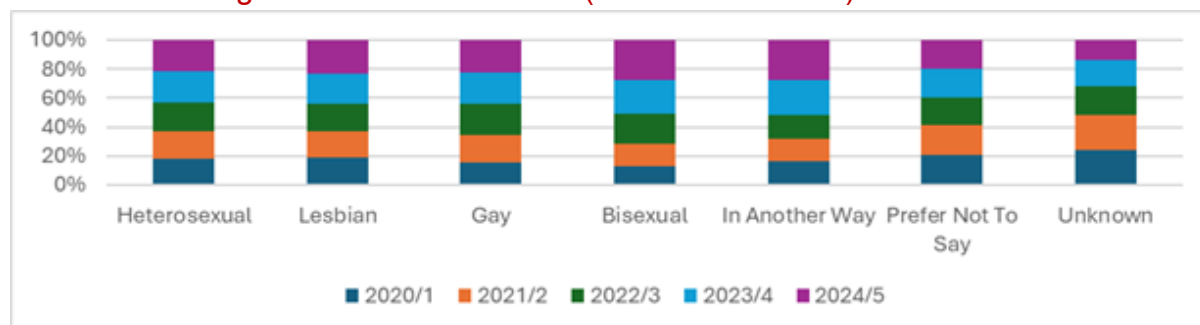
9.1. Colleague Breakdown 2020/21-2024/25

9.1.1. Distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
HETEROSEXUAL	3717	3938	4321	4788	5013
LESBIAN	57	59	63	77	80
GAY	104	123	141	156	162
BISEXUAL	111	138	187	228	269
IN ANOTHER WAY	29	29	34	45	53
PREFER NOT TO SAY	1266	1256	1256	1331	1344
UNKNOWN	2080	2110	1818	1801	1299

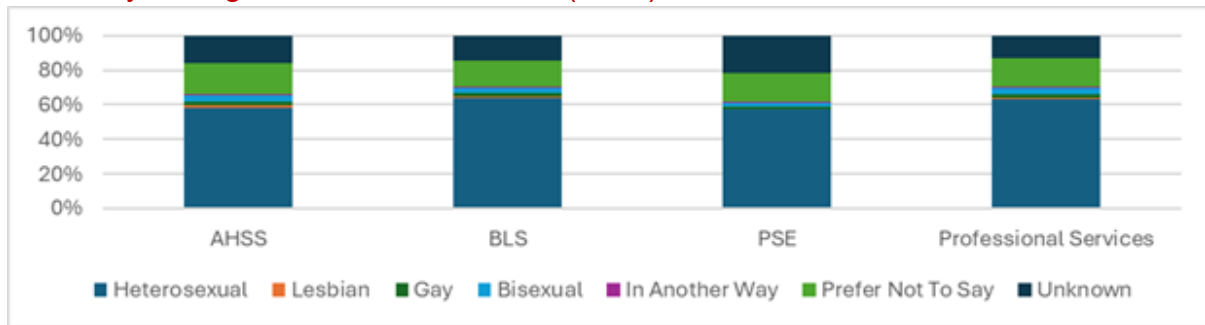
9.1.2. Percentage of distinct headcount (chart & data table)



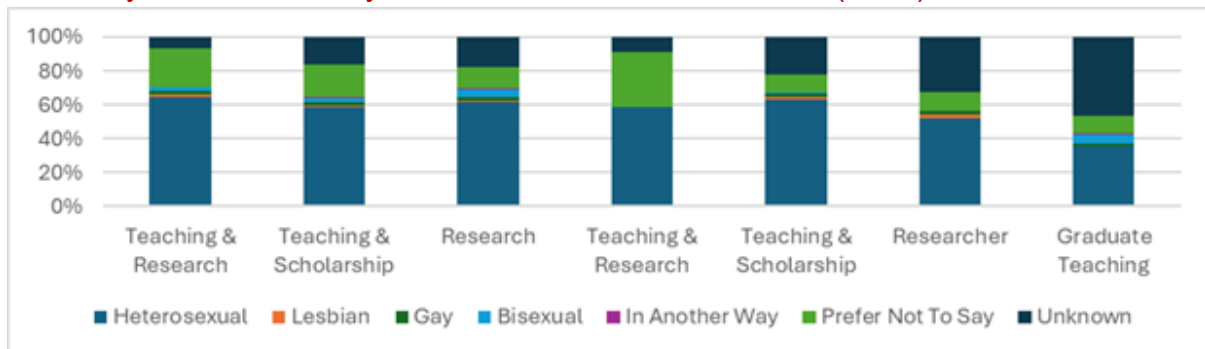
	2020/1	2021/2	2022/3	2023/4	2024/5
HETEROSEXUAL	51.40%	53.10%	57.10%	58.90%	62.40%
LESBIAN	0.80%	0.80%	0.80%	0.90%	1.00%
GAY	1.40%	1.70%	1.90%	1.90%	2.00%
BISEXUAL	1.50%	1.90%	2.50%	2.80%	3.30%
IN ANOTHER WAY	0.40%	0.40%	0.40%	0.60%	0.70%
PREFER NOT TO SAY	17.50%	16.90%	16.60%	16.40%	16.70%
UNKNOWN	28.80%	28.40%	24.00%	22.20%	16.20%

9.2. Detailed Breakdown 2024/25

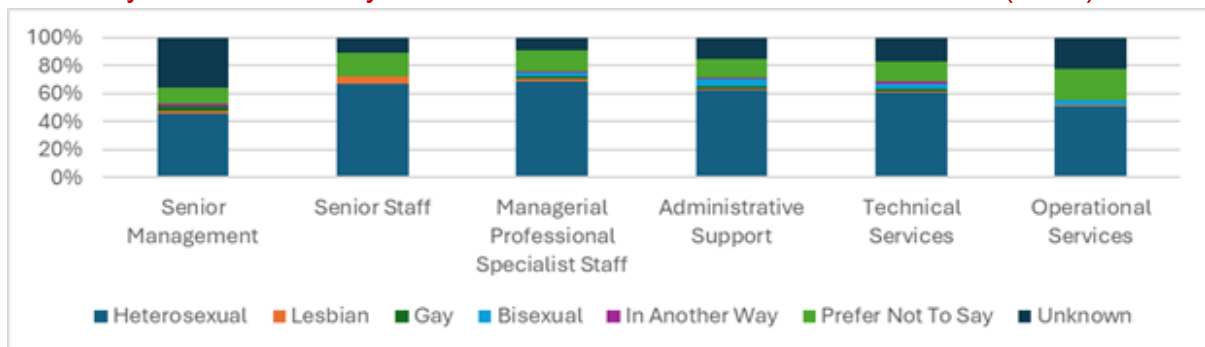
9.2.1. By College % of Contract Count (chart)



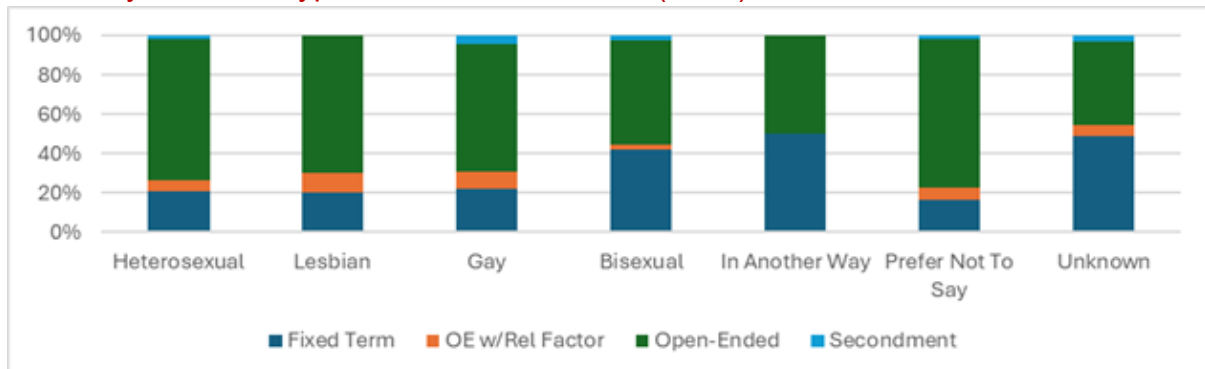
9.2.2. By Career Pathway Academic % of Contract Count (chart)



9.2.3. By Career Pathway Professional & Senior % of Contract Count (chart)



9.2.4. By Contract Type % of Contract Count (chart)



9.3. Recruitment

9.3.1. Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
BISEXUAL	748	125	56	572	37
GAY/ LESBIAN	369	50	23	282	31
HETEROSEXUAL / STRAIGHT	6444	1117	468	4779	387
OTHER	147	27	12	109	7
PREFER NOT TO SAY	930	182	73	674	52
NOT DECLARED	23	8	<5	14	<5

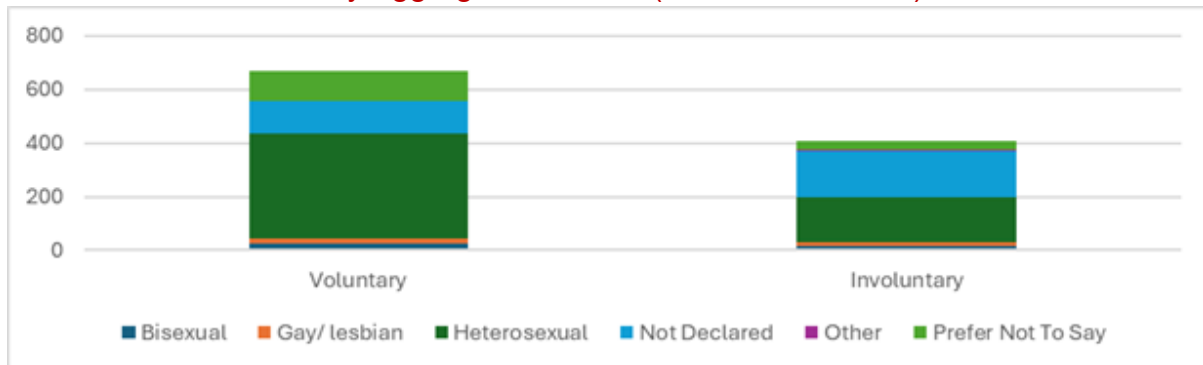
9.3.2. Percentage of Candidate Count by Stage (chart & data table)



	APPLIED	SHORTLISTED	HIRED	DECLINED/ WITHDRAWN	REJECTED
BISEXUAL	8.6%	8.3%	8.8%	7.2%	8.9%
GAY/ LESBIAN	4.3%	3.3%	3.6%	6.0%	4.4%
HETEROSEXUAL / STRAIGHT	74.4%	74.0%	73.7%	75.1%	74.3%
OTHER	1.7%	1.8%	1.9%	1.4%	1.7%
PREFER NOT TO SAY	10.7%	12.1%	11.5%	10.1%	10.5%
NOT DECLARED	0.3%	0.5%	0.5%	0.2%	0.2%

9.4. Leavers

9.4.1. Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
BISEXUAL	25	16
GAY/ LESBIAN	20	13
HETEROSEXUAL	390	167
NOT DECLARED	120	174
OTHER	<5	<5
PREFER NOT TO SAY	111	31
TOTAL	669	406

9.4.2. Percentage of Contract Count by Aggregated reason (chart & data table)



	VOLUNTARY	INVOLUNTARY
BISEXUAL	3.7%	4.0%
GAY/ LESBIAN	3.0%	3.2%
HETEROSEXUAL	58.3%	41.1%
NOT DECLARED	17.9%	42.8%
OTHER	0.4%	1.2%
PREFER NOT TO SAY	16.6%	7.7%

9.5. Promotions

9.5.1. Academic Promotions (data table)

PROTECTED CHARACTERISTIC	CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
SEXUAL ORIENTATION	Bisexual	31	23%	57%	13%
	Gay	46	28%	69%	20%
	Heterosexual	1688	18%	72%	13%
	In Another Way	<5	0%	N/A	0%
	Lesbian	30	20%	67%	13%
	Not Declared	291	21%	63%	13%
	Prefer Not To Say	615	21%	72%	15%
	Unknown	1501	13%	71%	9%

10. Religion and Belief

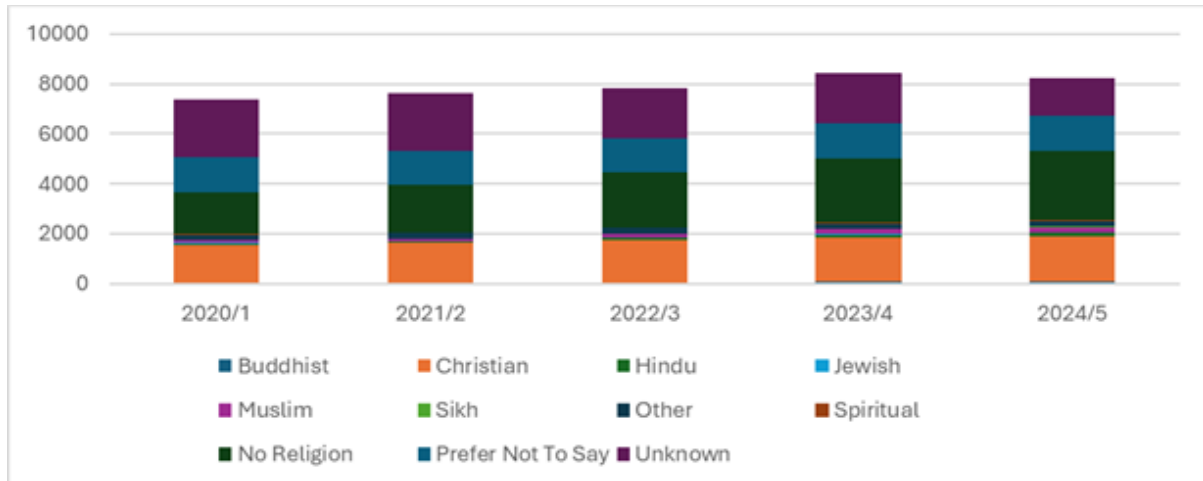
Data Summary:

- The proportion of staff identifying as Christian rose slightly from 21% to 23% over the five years (2020/1 - 2024/5). This indicates a modest but steady growth in representation.
- The proportion of staff disclosing 'No Religion' increased significantly over the five years, from 23.4% to 34.2%, suggesting a growing secular population.
- The percentage increase in staff identifying as Muslim, from 1.4% to 2.9%, reflects a clear upward trend in Muslim representation.
- Although Hindu staff represent a small proportion of the overall workforce, there has been a steady growth in representation, from 0.7% to 1.4%. Whilst the proportions of staff who identify as Buddhist, Jewish, Sikh or Spiritual remain small, but show gradual growth, with minor increases in the headcount and percentage.
- The data suggests that although there is a shift toward secular identities, the steady increases in Muslim, Hindu, and other religions point to a more religiously diverse workforce. We will continue to foster a culture of religious inclusion through dedicated faith-based support (e.g., quiet rooms for religious observation, dietary accommodations, and flexible scheduling around religious observances).
- The proportion of staff who 'Prefer not to Say' has remained relatively stable, indicating a consistent portion of staff opting not to disclose. Nevertheless, at 17.8%, this is notably higher than the UK HE benchmarking data count of 10.6%.
- There was a decrease in the proportion of staff who were 'Unknown' (from 32.1% to 18.5%) over the five years, which suggests improved data practices or better engagement. This is notably lower than the UK HE benchmarking count of 22.8%.
- The University will continue to improve trust and completeness in workforce equality data to inform targeted inclusion actions and support.
- The rise in declared religious identities suggests growing trust. We will continue promoting religious inclusion through awareness campaigns, interfaith events and inclusive policies.
- Regarding academic promotions, as seen in Table 10.3, application rates vary significantly by group. Hindu (23%), Jewish (25%), and No Religion (23%) have the highest application rates from their eligible pools. However, most religious groups show success rates above 65%, with some reaching 75% or higher. This suggests a generally equitable promotion process, once applications are submitted.
- We have not yet collected additional diversity data in other areas, but we are currently exploring which information would be beneficial to include to advance our work in this area.

Religion and Belief

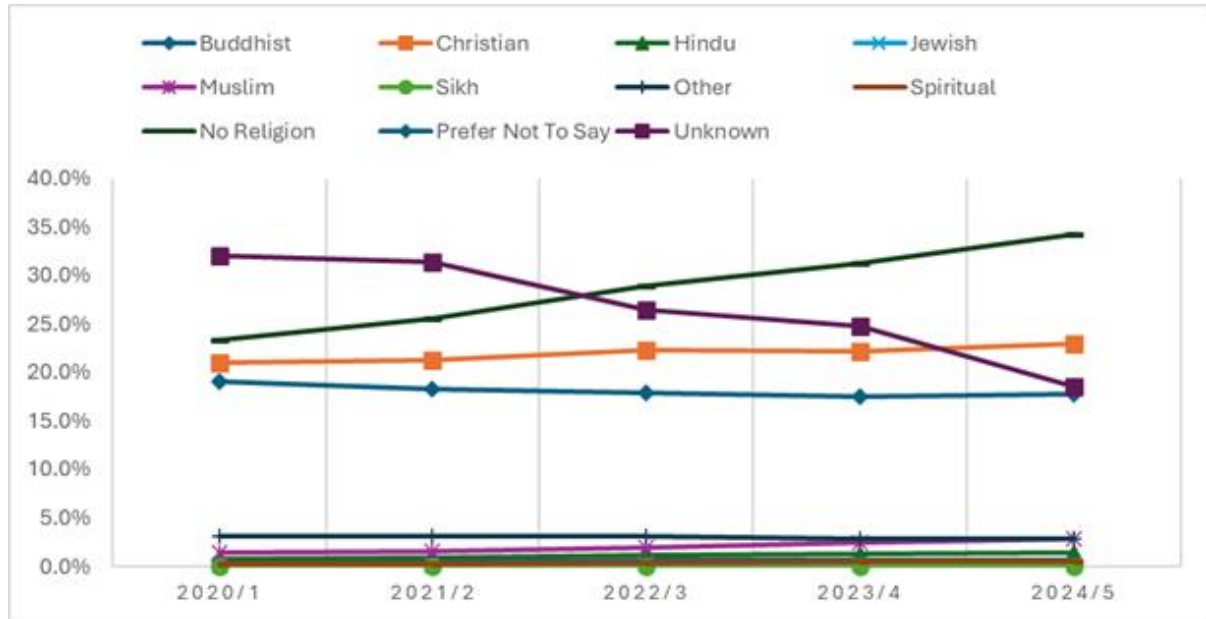
10.1. Colleague Breakdown 2020/21-2024/25

10.1.1. Distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
BUDDHIST	39	41	45	55	55
CHRISTIAN	1517	1577	1691	1804	1848
HINDU	53	64	90	106	116
JEWISH	9	9	16	19	18
MUSLIM	102	118	148	197	230
SIKH	<5	<5	<5	< 5	<5
OTHER	226	230	237	232	234
SPIRITUAL	22	24	29	38	44
NO RELIGION	1691	1900	2193	2539	2750
PREFER NOT TO SAY	1378	1356	1358	1419	1430
UNKNOWN	2320	2328	2004	2013	1490

10.1.2. Percentage of distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
BUDDHIST	0.5%	0.6%	0.6%	0.7%	0.7%
CHRISTIAN	21.0%	21.3%	22.3%	22.2%	23.0%
HINDU	0.7%	0.9%	1.2%	1.3%	1.4%
JEWISH	0.1%	0.1%	0.2%	0.2%	0.2%
MUSLIM	1.4%	1.6%	2.0%	2.4%	2.9%
SIKH	0.0%	0.0%	0.0%	0.1%	0.1%
OTHER	3.1%	3.1%	3.1%	2.9%	2.9%
SPIRITUAL	0.3%	0.3%	0.4%	0.5%	0.5%
NO RELIGION	23.4%	25.6%	29.0%	31.3%	34.2%
PREFER NOT TO SAY	19.1%	18.3%	17.9%	17.5%	17.8%
UNKNOWN	32.1%	31.4%	26.5%	24.8%	18.5%

10.2. Promotions

10.2.1. Academic Promotions (data table)

	CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
RELIGION OR BELIEF	Any Other Religion or Belief	107	16%	82%	13%
	Buddhist	25	16%	25%	4%
	Christian	718	17%	69%	12%
	Hindu	35	23%	75%	17%
	Jewish	8	25%	50%	13%
	Muslim	71	18%	69%	13%
	No Religion	781	23%	76%	17%
	Not Declared	273	18%	67%	12%
	Prefer Not To Say	687	20%	73%	14%
	Spiritual	11	0%	n/a	0%
	Unknown	1488	13%	67%	9%

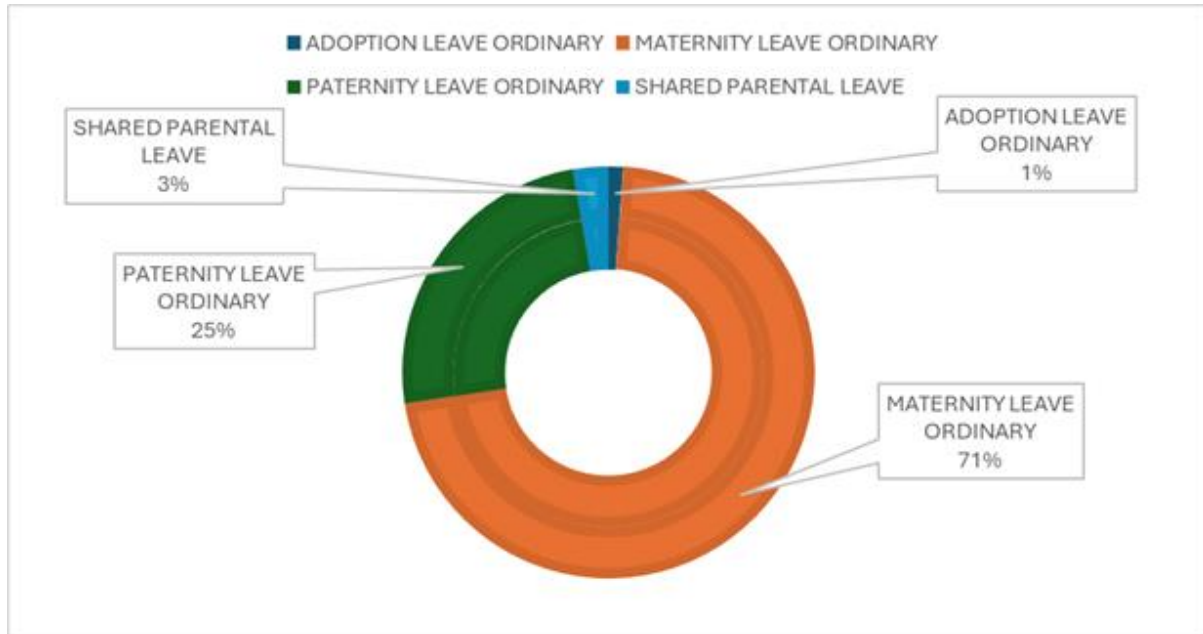
11. Pregnancy and Maternity

Data Summary:

- Due to the small numbers, we have only provided overall staff statistics. As part of our review of Equality, Diversity and Inclusion data at Cardiff University, we will continue to consider and evaluate whether this should be included moving forward.
- Maternity Leave represents over 70% of all parental leave taken during the reporting period, indicating a strong uptake among mothers. It can be assumed that this uptake is reflective of embedded policy support and cultural norms. Whilst Paternity Leave is substantial but lower (nearly 25%). This shows moderate engagement from fathers or partners but suggests that there is room for improvement in encouraging uptake.
- Shared Parental Leave is rare; only 2.7% of cases used this flexible option. This may be a result of several factors, including low awareness, complexity in eligibility, and cultural hesitancy.
- Adoption Leave is minimal, at just 1.16%. Without further exploration, it is difficult to ascertain if this is reflective of fewer adoption cases or the need for improved visibility/support.
- These trends could inform targeted campaigns or policy adjustments to promote more balanced and inclusive parental leave usage.

11.1. Colleague Breakdown 2020/21-2024/25

11.1.1. Distinct headcount & percentage (chart & data table)



	COUNT	%
ADOPTION LEAVE ORDINARY	<5	1.16%
MATERNITY LEAVE ORDINARY	185	71.43%
PATERNITY LEAVE ORDINARY	64	24.71%
SHARED PARENTAL LEAVE	7	2.70%
SUM:	259	100.00%

12. Marriage & Civil Partnerships

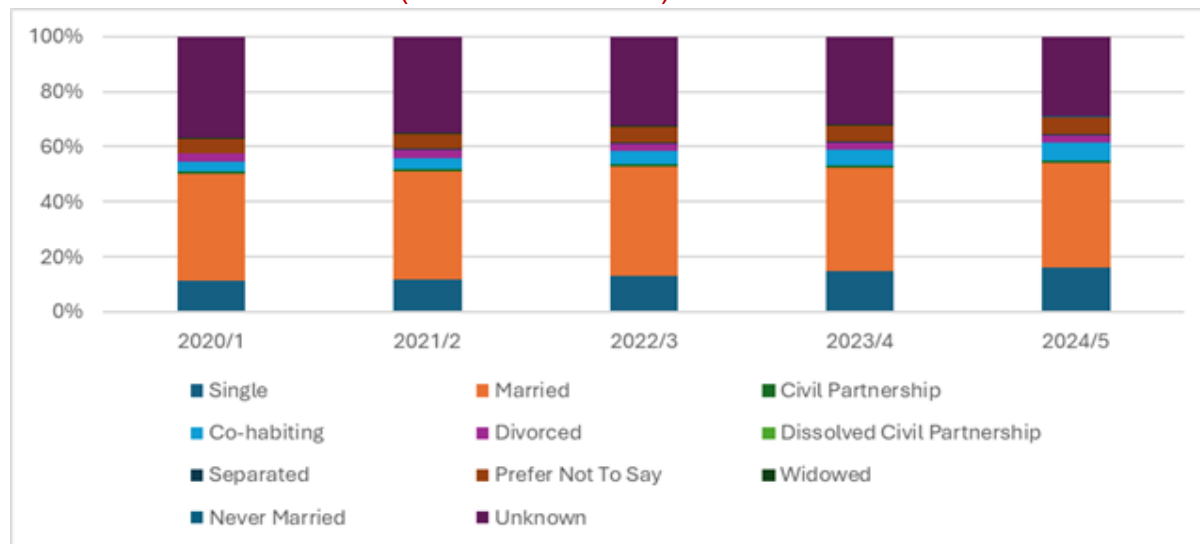
Data Summary:

- The proportion of married staff has remained relatively stable over the past five years (2020/1 - 2024/5), with the percentage hovering around 39%. This indicates that marriage remains the most common status, but growth is slower than in other categories.
- There has been an increase in Single and Cohabiting staff over the past five years. The proportion of staff who identify as Single rose from 11.3% to 16.0%, whilst those who identified as Cohabiting increased from 3.7% to 6.5%
- There has been a gradual decline in Unknown responses, from 36.7% to 28.8%. This may be due to improved data collection or an increase in willingness to disclose marital status. Conversely, there has been a slight increase in the 'Prefer not to Say' category, from 5.0% to 6.0%. This may indicate an ongoing reluctance to disclose personal information and the importance of developing trust in data collection.
- There has been minimal change in the less common categories of Civil Partnership, Divorced, Separated and Widowed (each under 3%), whilst the category of Never Married saw a small increase, from 0.10% to 0.30%, but still represents a very small proportion.
- In terms of Academic Promotions, during the reporting period (2024/5), most marital status groups show success rates above 65%, indicating that once applications have been submitted, success rates are consistently high across marital status groups. Application rates cluster around 16-23%; Prefer not to Say has the highest application rate (23%), followed by Single (19%), Civil Partnership (18%) and Married (18%). Whilst success from the Eligible Pool varies, with Prefer not to Say (19%) and Single (14%) showing the highest success rates and Separated (9%) and Unknown (11%) are lower.

Marriage & Civil Partnerships

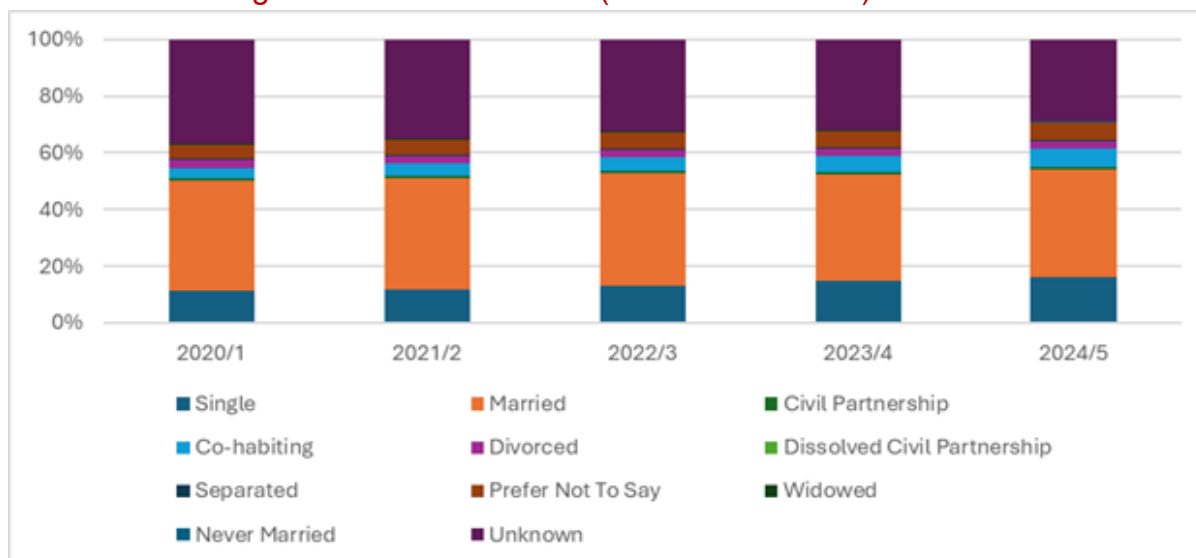
12.1. Colleague Breakdown 2020/21-2024/25

12.1.1. Distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
SINGLE	814	882	996	1189	1286
MARRIED	2819	2906	3003	3072	3062
CIVIL PARTNERSHIP	56	59	63	73	72
CO-HABITING	264	311	366	462	523
DIVORCED	197	200	210	214	208
DISSOLVED CIVIL PARTNERSHIP	<5	<5	<5	<5	<5
SEPARATED	28	33	31	34	31
PREFER NOT TO SAY	359	391	423	464	485
WIDOWED	28	28	26	26	25
NEVER MARRIED	7	7	10	10	25
UNKNOWN	2657	2599	2442	2577	2315

12.1.2. Percentage of distinct headcount (chart & data table)



	2020/1	2021/2	2022/3	2023/4	2024/5
SINGLE	11.30%	11.90%	13.20%	14.60%	16.00%
MARRIED	39.00%	39.20%	39.70%	37.80%	38.10%
CIVIL PARTNERSHIP	0.80%	0.80%	0.80%	0.90%	0.90%
CO-HABITING	3.70%	4.20%	4.80%	5.70%	6.50%
DIVORCED	2.70%	2.70%	2.80%	2.60%	2.60%
DISSOLVED CIVIL PARTNERSHIP	0.00%	0.00%	0.00%	0.00%	0.00%
SEPARATED	0.40%	0.40%	0.40%	0.40%	0.40%
PREFER NOT TO SAY	5.00%	5.30%	5.60%	5.70%	6.00%
WIDOWED	0.40%	0.40%	0.30%	0.30%	0.30%
NEVER MARRIED	0.10%	0.10%	0.10%	0.10%	0.30%
UNKNOWN	36.70%	35.00%	32.30%	31.70%	28.80%

12.2. Promotions

12.2.2. Academic Promotions (data table)

	CATEGORY	ELIGIBLE POOL	APPLICANTS FROM ELIGIBLE POOL (%)	APPLICANTS SUCCESSFUL (%)	APPLICANTS SUCCESSFUL FROM ELIGIBLE POOL (%)
MARRIAGE AND CIVIL PARTNERSHIP	Civil Partnership	33	18%	67%	12%
	Divorced	55	11%	100%	11%
	Married	1407	18%	73%	13%
	Prefer Not To Say	94	23%	82%	19%
	Separated	11	18%	50%	9%
	Single	251	19%	71%	14%
	Unknown	2344	16%	69%	11%
	Widowed	9	0%	n/a	0%

13. Gender Reassignment

Data Summary:

- The Equality and Human Rights Commission defines the protected characteristic of gender reassignment as "the process of transitioning from one sex to another." However, it recognises that individuals are protected under the Equality Act 2010 when their gender identity differs from the sex assigned to them at birth.
- Advice from the Equality and Human Rights Commission emphasises the need for caution when monitoring gender identity, noting that there are challenges associated with the use and publication of this data due to low numbers.
- Given the very low numbers involved—specifically, less than 1% of individuals at Cardiff University who confirm they have changed their gender identity—we have decided against further data analysis to avoid the risk of identifying individuals.
- Reporting information on transgender status for the Higher Education Statistics Agency (HESA) is currently voluntary.
- As part of our review of Equality, Diversity, and Inclusion data at Cardiff University, we will evaluate whether to include this information moving forward.

14. Data Guidance

* Some items do not have the full suite of data analysis provided. This is due to the small number of people/contracts included in these specific areas, which could potentially make the cohorts of staff identifiable. In these circumstances, university-level and academic promotion data have been provided. Further detailed analysis of these cohorts is conducted within the University to inform action plans and implement improvements, where beneficial.

Data tables contain data presented in one of three different count methods. Although generally protected characteristics are held by a person, there are times which providing data at a more granular level presents a more accurate picture of the University.

- Distinct headcount – this is a count of staff where each person is counted no more than once. This ensures a person is not double-counted even when they hold more than one contract. University-level reporting is generally provided at headcount level
- Contract Count – this is a count of contracts held across the University. This allows a single person to hold more than one contract and be represented across the detailed breakdowns more effectively.
- Cohort Count – this is a count within a specific profile of staff, such as staff eligible for a process (e.g., Academic promotions), Candidates, and staff undergoing processes such as Grievance/Disciplinary.

15. Where the data shows we need to focus next

Key Recommendations:

1. Strengthen and sustain EDI disclosure rates

- Continue efforts to maintain and increase EDI disclosure rates, ensuring they remain above sector benchmarks.
- Address the rising proportion of 'Unknown' and 'Prefer Not to Say' responses by improving trust, communication, and data collection processes.

2. Review recruitment processes for accessibility

- Investigate the slightly higher withdrawal rates among disabled applicants, which may indicate barriers in recruitment materials, communication, or processes.
- Conduct an accessibility review of job adverts, recruitment systems, and interview procedures.

3. Investigate higher rates of involuntary leavers

- Conduct further analysis to understand why Black, Asian and minority ethnic staff account for a disproportionately high share of involuntary leavers (16.6%).
- Review processes such as performance management, disciplinary procedures, and HR casework to assess whether systemic issues affect minority ethnic staff.

4. Address disparities in recruitment outcomes

- Explore why Black, Asian and minority ethnic candidates are underrepresented at shortlisting and appointment stages, despite making up 43.3% of applicants.
- Review recruitment processes for potential bias, including:
 - Shortlisting practices
 - Interview panel diversity
 - Use of structured scoring
 - Accessibility and clarity of role profiles

- Provide mandatory training on inclusive recruitment for hiring managers.

5. Improve gender balance in underrepresented areas

- Particularly increasing female representation in the College of Physical Sciences and Engineering.
- Develop targeted recruitment, outreach, and progression initiatives to address persistent gender disparities in subject-area pipelines and sector-wide trends.

6. Strengthen support for early-career staff

- Particularly those aged 16–34, by enhancing early-career recruitment, improving onboarding and mentoring, and providing clearer development pathways to address low representation among younger staff and high involuntary exit rates in the 25–34 age group.

7. Increase awareness and uptake of all parental leave options

- Particularly Shared Parental Leave and Paternity Leave - through targeted communication, clearer guidance on eligibility, and promotion of supportive cultural norms to encourage more balanced participation across all groups.

16. Student Data

The data below shows statistics relating to students enrolled at Cardiff University and their characteristics. The source of data used is the data supplied to the Higher Education Statistics Agency annually – the HESA ‘Student’ return 2024/25. This data source contains a record for each instance of engagement between a student and a course during the academic year August 1st 2024 and July 31st 2025. The counts shown are Student headcount. The use of HESA data is due to the following reasons:

- For all characteristics, the population size is the same.
- Continuing Professional Education students are included.
- HESA data is used for other annual reports produced by Cardiff University and is used for sector data comparisons by a number of external bodies, including our regulator, HEFCW. This will ensure consistency when data is compared with any other uses.

Cardiff University had 38,455 students enrolled during 2024/25. Most of these students were on full-time courses, and almost two-thirds of the students were enrolled on their first degree. UG students consistently and heavily outnumber postgraduate students at the University.

Level of study	Student Count	%
First Degree	23,585	61.33%
Other Under-Graduate (OUG)	2,515	6.54%
Post Graduate Taught (PGT)	9,560	24.86%
Post Graduate Research (PGR)	2,795	7.27%
Mode of study (including dormant and writing up = 40,660 students)	Count	%
Full-time	32,390	84.23%
Part-time	6,065	15.77%

The table below summarises the key trends over the past five years. Where a value for a characteristic is not mentioned, this is due to the value remaining relatively consistent over the years.

Characteristic	Trends
Disability	<p>Of those students recording a disability, the majority report a learning difference (4.48% of all students, 4.61% last year) or a mental health condition (3.31%, 3.69% last year), accounting for around two thirds of all recorded disabilities. This is followed by those with long-term illnesses (1.33%, 1.45% last year) and multiple impairments (2.14%, 1.51% last year). The smallest proportion is of those reporting blindness or visual impairments (0.14%, 0.13% last year).</p> <p>The proportion of students reporting a disability has been steadily increasing over the past five years, with learning difficulties and mental health always representing the two largest categories. The proportion of those reporting multiple disabilities has consistently increased over the last five years, albeit in small numbers, and is showing an increase again this year (2.14%, 1.51% last year).</p> <p>Disability information is recorded during enrolment and re-confirmed with each annual re-enrolment, though students can request to amend their disability status in-year if they wish.</p>
Sex	<p>The proportion of people who identify as 'Other' has remained relatively stable over the last three years, hovering at around 0.3-0.4% of all students – for 2024/25, the proportion was 0.37% (0.32% last year). The proportion of 'Male' and 'Female' have also been relatively stable, with 'Female' consistently around 20% higher than 'Male'.</p> <p>2024/25 saw a further minor swing of approximately 0.1% in the percentage of 'Male' towards 'Female', with 59.06% in 2024/25 up from 58.95% last year. The percentage of 'Male' stood at 40.57% (40.70% last year). This proportion, however, occurs against a backdrop of a contracting student population by approximately 1,000 students overall.</p> <p>Sex data is collected through the application process.</p>
Age	<p>From 2017/18 to 2024/25, the proportion of students aged 20 and under has increased each year, reaching 44.71% in 2024/25.</p> <p>All other age groups have seen a proportional and real-terms decrease in student numbers in 2024/25. The proportion of students aged 21-24 has decreased by 0.94% to 28.30%. The proportion of students aged 25-29 has been roughly consistent over the past five years, around the 12% mark. For 2024/25, it's 11.08%. The proportion of those aged over 30 has shown a small</p>

	<p>decrease this year after a sharp rise last year, now representing 15.91% from 16.32% last year.</p> <p>Age is calculated as at 31st August in the academic year, i.e. for 24/25 on August 31st 2024. It is derived from a student's birthdate, which is collected through the application process.</p>
Welsh Speaker	<p>Welsh language proficiency has been reported in more detail from 2022/23 onwards, and 2024/25 represents the third year that this expanded collection can be drawn on.</p> <p>For 2024/25, Welsh language proficiency was returned for 30.4% of the student population. Welsh proficiency data is collected on the basis of a student's own declaration, annually during the enrolment or re-enrolment process. A student can report multiple types of proficiencies, capturing an ability to speak Welsh and understand hearing it spoken, but not be able to write it, for example. Consequently, the sum of the number of proficiencies will exceed the numbers of individual students reporting them.</p>
Ethnicity	<p>HESA collects ethnicity data only for UK-domiciled students; this is the reason why there is a high proportion of 'not available' data in published analyses. This analysis has therefore been supplemented by a review of internal data.</p> <p>Ethnic minorities, where declared, make up 20.32% of the total returned, UK-domiciled student body. This is up from 19.67% last year. For UK-domiciled students, the largest minority ethnic group represented in 2024/25 is 'Asian – Indian or Indian British' (1,175, 3.06%), followed by 'Black – African or African British' (705, 1.83%).</p> <p>Among non-UK students, internal data shows that 90.65% are from ethnic backgrounds other than White. The largest group within this total is Asian, at 70.20%. Black students make up around 4.67% of the non-UK total.</p> <p>Ethnicity data is collected annually during the enrolment and re-enrolment process.</p>
Gender Identity	<p>Since 2018/19, the proportion of students who have identified that they have a different gender than that assigned at birth has increased each year. It is now the highest proportion in the past five years at 2.39%, although this only a minor increase on last year's 2.34%, and within a smaller cohort represents an almost identical number of students.</p> <p>Gender identity data is collected on the basis of a student's own declaration, annually during the enrolment or re-enrolment process, using the question 'Is your gender identity the same as the gender you were originally assigned at birth?'</p>

Sexual Orientation	<p>In the main, the proportions of students declaring a sexuality has stayed within a percentage point of the previous year's value for each categorisation, and no real trends are visible. 'Heterosexual or straight' remains the largest category at 76.84% in 2024/25.</p> <p>The number of students choosing 'Prefer Not to Say' stands at 10.44%, however, a second successive increase since 22/23.</p> <p>Sexual orientation data is collected on the basis of a student's own declaration, annually during the enrolment or re-enrolment process.</p>
Religion	<p>The proportion of Muslim students has gradually increased since 2017/18 to 9.52% in 2024/25 (last year 8.93%).</p> <p>The proportion of students having no religion has decreased for the third successive year, to 50.23% in 2024/25.</p> <p>Although it's the largest declared religion, the proportion of students identifying as Christian has slowly decreased over the last seven years to around a fifth of all students. For 2024/25, the percentage is 20.86% (last year 20.99%).</p> <p>Religion data is collected on the basis of a student's own declaration, annually during the enrolment or re-enrolment process.</p>

Student Data 2024 - 2025

Note: HESA's rounding methodology has been applied to the numbers below. The rounding methodology is applied after any totals or percentages have been calculated; this may result in numbers in tables not appearing to total to the correct figure.

Gender Identity

	%	Number
Different to at birth	2.39%	920
Same as at birth	95.18%	36,605
Prefer Not to Say	1.26%	485
Not available	1.16%	445
Total	100%	38,455

Welsh Proficiency

	Number
Read Welsh	3,295
Speak Welsh	3,765
...Fluent	1,795
...Can speak a fair amount	390
...Can only speak a little	1,265
...Can just say a few words	315
Understand Spoken Word	3,005
Write Welsh	2,840
None of the above	7,410
Reported Proficiencies Total	20,315
Distinct Reporting Student Total	11,690
Not Collected	26,765
Total	38,455

Note: A student may report multiple types of proficiency.

Sexual Orientation

	%	Number
Bisexual	7.90%	3,040
Gay or lesbian	1.23%	475
Heterosexual or straight	76.84%	29,550
Other sexual orientation	1.43%	550
Prefer not to say	10.44%	4,015
Not available	2.16%	830
Total	100%	38,455

Religion or Belief

	%	Number
No religion	50.23%	19,315
Buddhist	1.27%	485
Christian	20.86%	8,020
Hindu	4.14%	1,595
Jewish	0.26%	100
Muslim	9.52%	3,665
Sikh	0.75%	285
Any other religion or belief	1.65%	635
Prefer not to say	9.17%	3,525
Not available	2.15%	830
Total	100%	38,455

Sex

	%	Number
Female	59.06%	22,710
Male	40.57%	15,605
Other	0.37%	140
Not available	0.00%	0
Total	100%	38,455

Sex – by Level of Study

Level of Study	PGR	PGT	First Degree	OUG
Female	1,505	5,760	13,830	1,620
Male	1,270	3,780	9,675	875
Other	20	20	85	15
Not available	0	0	0	0
Total	2,795	9,560	23,585	2,515

Age

	%	Number
20 years and under	44.71%	17,195
21-24	28.30%	10,885
25-29	11.08%	4,260
30 years and over	15.91%	6,115
Total	100%	38,455

Age – by Level of Study

	PGR	PGT	First Degree	OUG
20 years and under	0	35	16,805	650
21-24	345	4,120	5,920	495
25-29	1,025	2,490	445	305
30 years and over	1,425	2,920	415	1,360
Total	2,795	9,560	23,585	2,515

Disability

	%	Number
No known impairment, health condition or learning difference	77.07%	29,640
Blind or have a visual impairment uncorrected by glasses	0.14%	55
D/deaf or have a hearing impairment	0.27%	105
Development condition had since childhood which affects motor, cognitive, social and emotional skills, and speech and language	0.01%	5
Learning difference such as dyslexia, dyspraxia or AD(H)D	4.48%	1,725
Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	1.33%	510
Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety	3.31%	1,270
Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying).	0.27%	105
Social/communication conditions such as a speech and language impairment or an autistic spectrum condition	0.82%	315
An impairment, health condition or learning difference not listed	1.08%	420
Multiple impairments, health conditions or learning differences	2.14%	820
Not available	9.07%	3,485
Total	100%	38,455

Disabled Student Allowance

	%	Number
In receipt of Disabled Student's Allowance	3.75%	1,445
Not in receipt of Disabled Student's Allowance	79.21%	30,460
Information about Disabled Students' Allowance is not known/ not sought	17.03%	6,550
Total	100%	38,455

Ethnicity (UK domiciled students)

	%	Number
Arab	1.17%	330
Asian - Bangladeshi or Bangladeshi British	1.37%	385
Asian - Chinese or Chinese British	0.96%	270
Asian - Indian or Indian British	4.16%	1,175
Asian - Pakistani or Pakistani British	2.22%	625
Any other Asian Background	2.20%	620
Black - African or African British	2.49%	705
Black - Caribbean or Caribbean British	0.28%	80
Any other Black Background	0.09%	25
Mixed or multiple ethnic groups - White or White British and Asian or Asian British	1.64%	630
Mixed or multiple ethnic groups - White or White British and Black African or Black African British	0.37%	145
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British	0.54%	205
Any other Mixed or Multiple ethnic background	0.92%	355
White - English, Scottish, Welsh, Northern Irish or British	72.49%	20,415
White - Gypsy or Irish Traveller	0.01%	0
White - Irish	0.70%	200
White - Roma	0.02%	5
Any other White background	3.76%	1,060
Any other ethnic background	0.63%	175
Prefer not to say	1.40%	395
Not available	1.31%	370
Not collected	--	10,290
Total	100%	38,455

Ethnicity – by Level of Study

	PGR	PGT	First Degree	OUG
Asian	85	560	2,330	105
Black	45	160	560	45
Mixed or multiple ethnic background	65	150	1,075	40
White	1,225	3,520	15,920	1,010
Any other ethnic background	30	70	380	30
Not applicable or not known	1,345	5,100	3,320	1,290
Total	2,795	9,560	23,585	2,515

17. Complaints

During the reporting period, the University received a total of 59 Office of Independent Adjudicator (OIA).

- Out of these, 41 (69%) complaints had an element related to equality or a potential equality issue. The 41 OIA complaints were submitted by 40 students.
- Of the 41 OIA complaints, 38 are related to the protected characteristic of Disability; 1 is related to the protected characteristics of disability and race (discrimination); 1 is related to the protected characteristics of disability and sexual orientation; 1 is related to the protected characteristic of race (discrimination).

The outcomes of the complaints are as follows:

- 4 were found to be partly justified by the Office of the Independent Adjudicator (OIA)
- 30 were deemed not justified
- 1 was deemed not eligible for review by the OIA
- 4 complaints were settled by the University.
- Currently, 1 complaint is still under review by the OIA.

*Note: This includes all complaints that indicate they relate to disability (whether regarding the complaint issue or its impact). However, this information may not have been verified as meeting the legal definition of disability.

Formal Complaint requests 1 April 2024 – 31 March 2025

During the reporting period the University received **113** requests for Formal Stage complaints which have been separated into the following categories:

Stage 2 Formal Complaints	01/04/24 – 31/03/25
Number of complaints received	113
Grounds	
Industrial Action / Marking Assessment Boycott	6
Concerns relating to the actions of member of staff	19
Concerns relating to actions of another student	27
Irregularity in the delivery of a programme	18
Supervision	36
Placement	2
Quality of facilities, services or learning resources	35

Formal Complaints

A total of 113 Stage 2 (Formal) complaints were received from students. Among these, 38 complaints (34%) included an equality aspect related to the protected characteristic of

disability. This encompassed impacts on mental health, such as depression, anxiety, ADHD as well as discrimination and additional learning needs e.g. autism, dyslexia and dyspraxia.

Of the 38 complaints with an equality element:

- 9 complaints were out of time / ineligible
- 1 complaint was withdrawn
- 3 were Upheld*
- 6 were Partly Upheld
- 11 were Not Upheld
- 8 cases are still under consideration.

[* the decision to uphold the complaint may not be connected to the protected characteristic.]

18. Progress with our Objectives

In line with our statutory duties, Appendix 1 provides details of progress made towards fulfilling our equality objectives in our Interim SEP Plan (March – June 2024). Appendix 2 provides details of progress we have made towards fulfilling our 3 equality objectives for 2024-2028 as outlined below:

Objective 1

Build [Cynefin](#) (pronounced kən'ɛvɪn or kuh-nev-in), a place where everyone in our community feels they belong, ensuring that studying and working at Cardiff University nurtures trust in the institution, a familiarity with how we operate, and a belief that diverse contributions are valued, celebrated, and recognised.

Objective 2

Establish [Tegwch](#) (pronounced te:ɡɔχ or teg-ookh), providing equitable opportunities for everyone in Cardiff University to achieve their goals.

Objective 3

Embrace [Cyfrannu](#) (pronounced kəv'rani or kuv-ranee). Through a culture of cyfrannu, we will take an outward-looking approach that ensures that our education, research, innovation, civic mission, and operational activities help tackle inequality and racism at local, national, and international levels.

19. SEP Action Plan Updates

Appendix 1 – SEP Interim Action Plan Updates (March – June 2024)

Appendix 2 – SEP Action Plan 2024 – 2028 Updates (July 2024 – March 2025).