

Strategic Equality Plan Annual Monitoring Report

Equality, Diversity and Inclusion: Student Monitoring Data Report

Enrolled students, progression and attainment

Equality and Diversity Data based on the 2020/21 HESA submission and previous data submissions.

This report contains data relating to Cardiff University students and applications and their protected characteristics. It is produced on an annual basis and a summary is published as part of the Strategic Equality Plan Annual Monitoring Report. Please note that some minor differences in data may appear in this report when compared with data for the same year in the previous Annual Monitoring Report (March 2020). This is because there are some fluctuations in student numbers and fluctuation in disclosure rates throughout the academic year.

2020/21 data included in this report is based on data downloaded from SIMS and provided to HESA. This is a count of **all active registered students** (39,880) unless otherwise stated. All student numbers are rounded to the nearest 5, in order not to identify individual students. The Full Person Equivalent (FPE) figure is used which is different from the Full Time Equivalent (FTE = 29,755) where part-time or part year (sandwich etc) students are adjusted, the FTE is often quoted in publications and will be published in HESA open data in spring 2022.

Where possible and meaningful comparator or benchmarking data derived from 2019/20 HESA Open data and HEIDI Equality data has been included. This is the most up-to-date data available. Visualisations from the Cardiff University Data Book 2021 are also included, where three-year trends are visualised, where possible and/or meaningful these are given against the comparator group, benchmark data or, for Welsh Measures other universities in Wales.

Disclosure rate & data quality: The quality of data presented is dependent on the disclosure rate and there have been improvements in the range of data collected and a reduction in the quantity of unknown data.

It is important to emphasise that data units may vary by collection and purpose and for that reason may not be comparable with data obtained from other sources.

The analysis has focussed on exceptions, so where trends or numbers are so small that they cannot be used to draw reliable conclusions or have negligible change, they have not been described.

The longer term impact on COVID-19 on sector data is not yet known and so it may be difficult to assess any changes in 2020/21 data against previous sector data.

Annual Monitoring Report 2020/21 – Summary

Cardiff is the 11th largest university in the UK and the largest in Wales.

There were 33,508 active students registered at Cardiff University in the academic year 2020/21 (headcount). This equated to 21,070 Full-Time Equivalent (FTE). UG students consistently and heavily outnumber postgraduate students at the University. The majority of students are on full-time courses. Cardiff's percentage of part-time students continues to reduce, as do UK and Welsh universities.

Student numbers continue to rise slowly, despite the impact of Covid-19.

The proportion of UG students being awarded First Class Honours at the University has increased year on year, from 19% in 2011/12 to 35% in 2019/20 (1.4). It remains at 35% in 2020/21.

The percentage of low participation neighbourhoods students, using the POLAR4 definition, is lower than sector average but is in-line with other Russell Group universities.

Although Cardiff has the lowest proportion of low participation neighbourhoods students in Wales, it is only fractionally below benchmark.

The percentage of UK domiciled young full time first degree entrance who did not leave within the first 50 days of commencement from state school is lower than average, as is the case with majority of Russell Group universities. The benchmarking takes account of the subject balance and Cardiff at 85.8% was only slightly below its benchmark of 87.5% in 2019/20 (the last reported, comparable year).

The retention is the highest in Wales and above Welsh and UK average. However, for students from low participation neighbourhoods the results 9.8% are in line with sector and only slightly below benchmark of 10%

The projected learning outcomes for gaining a degree (85.8%) is above benchmark (85.0%), with fewer students not attaining an award or transferring. Of those not anticipated to gain a degree, more students are predicted to gain another award or transfer than the benchmark.

Cardiff has significantly more female than male students. There are fewer female students undertaking postgraduate research courses.

White students remain the predominant UK group, although this is slowly decreasing. There is a high level of Asian students undertaking PGT, but the majority of these are international students.

The BAME awarding gap is calculated for UK students only and was 10.8% in 2019/20.

The HEFCW analysis 2019/20 shows the percentage of students claiming Disabled Student allowance is 4th in Wales, and above both Welsh and UK average. Those identifying with a disability was previously low, but it is hoped that improved recording will address this differential in 2020/21. It is very positive that the retention of students in receipt of DSA is the best in Wales and above UK average:

Cardiff has a predominantly young age profile.

The percentage of leavers in graduate employment is above Welsh and UK averages and is the highest in Wales.

2020/21 Data

Level of study	Full Person Equivalent (FPE = 33,508)	Full-Time Equivalent (FTE = 29,755)
FIRST DEGREE	21,270	21,070
Other Under-Graduate (OUG)	2,080	580
Post Graduate Taught (PGT)	8,385	5,870
Post Graduate Research (PGR)	1,775	2,240

Mode of study (including dormant and writing up = 41,270 students)	%	count
Full-time	72.4%	29,890
Sandwich	8.1%	3,330
Part-time	11.7%	4,840
Writing-up	2.6%	1,055
Dormant	5.2%	2,155

Classification of degrees awarded in 2020/21 for those students following a course expected to lead to an honours degree qualification (5,390 students)	%	count
First class honours	34.9%	1,880
Upper second class honours	51.3%	2,765
Lower second class honours	12.7%	685
Third class honours	0.9%	45
Pass - degree awarded without honours following an honours course	0.2%	10

Degrees awarded in 2020/21	First degree	OUG	PGR	PGT	Total
Doctorate	0	0	360	0	360
Other higher degree	0	0	15	4,005	4,020
Postgraduate Certificate in Education	0	0	0	0	0
Other postgraduate	0	0	0	825	825
First degree	5,750	0	0	0	5,750
HND / DipHE	65	25	0	0	90
Other undergraduate	215	160	0	0	375
Total	6,030	180	375	4,830	11,420

Sex identifier	%	count
Male	40.6%	16,195
Female	59.2%	23,605
Defined in another way	0.2%	85

Gender identity is the same as at birth	%	count
Yes	95.6%	38,115
No	0.4%	175
Information refused	4.0%	1,580
Not available	0.0%	10

Level of Study by Gender	First Degree	OUG	PGR	PGT	Total
Female	12530	1340	895	5025	19790
	50.4%	59.9%	58.9%	64.4%	59.1%
Male	8695	730	875	3355	13650
	49.2%	40.0%	40.9%	35.1%	40.7%
Defined in a different way	45	10	5	10	70
	0.4%	0.1%	0.2%	0.4%	0.2%
Total	21270	2080	1775	8385	33510

Ethnicity – all students including International <i>(N.B. Any BAME comparisons use UK students only)</i>	%	count
White	62.5%	24,935
Gypsy or Traveller	0.0%	10
White - Other British	0.0%	0
Other White background	0.0%	0
Black or Black British - Caribbean	0.3%	115
Black or Black British - African	2.4%	960
Other Black background	0.2%	75
Asian or Asian British - Indian	4.4%	1,760
Asian or Asian British - Pakistani	1.8%	730
Asian or Asian British - Bangladeshi	0.9%	370
Chinese	15.1%	6,015
Other Asian background	2.5%	1,000
Mixed - White and Black Caribbean	0.5%	180
Mixed - White and Black African	0.4%	155
Mixed - White and Asian	1.4%	555
Other mixed background	1.0%	400
Arab	2.8%	1,100
Other ethnic background	0.7%	290
Not known	0.3%	105
Information refused	1.4%	555
No valid response	1.4%	555

Ethnicity – all students including International (N.B. HESA BAME comparisons use UK students only)	First degree	OUG	PGR	PGT	Total
Asian	3140	530	285	3515	7470
	14.8%	25.5%	16.0%	41.9%	22.3%
Black	645	45	55	250	1000
	3.0%	2.2%	3.2%	3.0%	3.0%
Other (including mixed)	1410	120	290	465	2285
	6.6%	5.8%	16.3%	5.6%	6.8%
White	15865	1240	1095	4010	22215
	74.6%	59.7%	61.8%	47.8%	66.3%
Not known/Information refused	205	140	50	140	535
	1.0%	6.8%	2.8%	1.7%	1.6%

Disabled Student Allowance		
In receipt of Disabled Students' Allowance	3.4%	1,415

Disability	%	count
No known disability	86.9%	34,640
Two or more impairments and/or disabling medical conditions	0.6%	255
A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	4.4%	1,770
A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.4%	140
A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	1.5%	605
A mental health condition, such as depression, schizophrenia or anxiety disorder	3.3%	1,335
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.2%	90
Deaf or a serious hearing impairment	0.3%	110
Blind or a serious visual impairment uncorrected by glasses	0.2%	65
A disability, impairment or medical condition that is not listed above	0.8%	305
No valid response	1.4%	555

Level of Study by Age	First Degree	OUG	PGR	PGT	Total
20 years and under	14,645	105	-	45	14,795
	69.0%	5.0%	0.1%	0.5%	44.2%
21-24 years	5,405	560	385	4,090	10,435
	25.5%	26.9%	21.8%	48.8%	31.2%
25-29 years	645	305	665	1,850	3,460
	3.0%	14.7%	37.6%	22.1%	10.3%
30 years and over	525	1,105	715	2,395	4,745
	2.5%	53.3%	40.5%	28.6%	14.2%
Age unknown	-	-	-	-	-
	0.0%	0.1%	0.0%	0.0%	0.0%

Sexual orientation	%	count
Bisexual	4.8%	1,920
Gay man	1.5%	585
Gay woman/lesbian	0.8%	330
Heterosexual	80.5%	32,085
Other	0.7%	300
Information refused	11.7%	4,660
Not available	0.0%	0

Religion or belief	%	count
No religion	53.5%	21,350
Buddhist	1.2%	490
Christian	22.9%	9,115
Christian - Church of Scotland	0.0%	0
Christian - Roman Catholic	0.0%	0
Christian - Presbyterian Church in Ireland	0.0%	0
Christian - Church of Ireland	0.0%	0
Christian - Methodist Church in Ireland	0.0%	0
Christian - Other denomination	0.0%	0
Hindu	2.6%	1,055
Jewish	0.2%	85
Muslim	7.7%	3,055
Sikh	0.6%	225
Spiritual	1.4%	540
Any other religion or belief	1.0%	390
Information refused	8.9%	3,540
Not known	0.1%	45

Welsh speaker indicator	%	count
Fluent Welsh speaker	4.8%	1,910
Welsh speaker not fluent	5.1%	2,030
Not Welsh speaker	88.7%	35,365
Not known	0.1%	20
No valid response	1.4%	560

OIA CASES WITH AN EQUALITY OR POSSIBLE EQUALITY¹ ELEMENT

Calendar year 2021 up to 30 November 2021

The University has received 52 OIA complaints during the calendar year 2021 (up to 30 November 2021). 26 of these 52 complaints make up two linked group complaints. The two group complaints did not have an equality or possible equality element.

13 (25%) of the 52 complaints had an equality element or possible equality element. **2** of the 13 complaints relate to the same student. **9** complaints are related to the protected characteristic of Disability; **3** complaints are related to Disability and disability discrimination and **1** complaint is related to Disability, disability discrimination and victimisation.

2 of the 13 complaints were found to be **Not Justified** by the OIA; **3** complaints were withdrawn by the student or OIA; **4** complaints were not eligible for review by the OIA and **4** complaints are under review by the OIA.

Formal Complaint requests 2020/21

Between 1 August 2020 and 31 July 2021, the University received 296 requests for Formal Stage complaints which have been separated into the following categories:

- 144 of the complaints were about Covid-19,
- 73 were appeals received late (outside the timescale in the Procedure) about the impact of Industrial Action and
- 79 other Formal Complaints were received.

Covid-19 Complaints

For 2020/21 the University adapted the Student Complaints Process to address complaints relating to the Covid-19 pandemic. This separate process was updated to:

- remove the informal stage of the complaint procedure because we had taken a range of actions to address disruption relating to Covid-19 and asked students for feedback on the actions taken;
- enable us to address student complaints more quickly;

¹ (Note: this includes all complaints that indicate that they relate to disability (complaint issue or impact). However, this information may not have been verified as meeting the legal definition of disability).

- introduce a Covid-19 student complaint form to help students provide us with the essential information and evidence we need to address complaints (which avoided the need to ask for supplementary information);
- clarified how we dealt with group complaints.

Additionally, the University pro-actively opened and investigated 70 cases relating to Covid-19 for students where Schools identified that they had not received any face-to-face teaching in 2020-21

Student Complaints Partnership

In 2020 a Student Complaints Partnership was set up as a joint project between the Students' Union and the University, as a response to the previous year's Student Voice. The aims of the partnership included focus on the complaints process itself and resources to operate the Student Complaints Procedure. The outcome of the partnership has included significant research into the issues followed by short, medium, and long-term actions which have impacted the actions taken and proposed in this area.

One of the issues identified by the partnership was the time taken to appoint Investigating Officers which caused delays in the complaints process. To address this, a dedicated investigation team of 2 fte investigators and 1 fte administrator was established as a pilot in November 2020. A further specialist senior caseworker to address Covid-19 case work was appointed on a fixed 1-year contract from March 2020 using HEFCW funds. In both cases significant training has been required prior to the additional capacity being able to have an impact. The investigators have made a substantial difference to the time taken to respond to complaints. As of December 2021, the 2 fte investigators and 1 fte administrator will be permanently appointed.

Of the 144 Covid-19 complaints, 28 (19%) had an equality element relating to: mental health i.e., depression, dyslexia, anxiety etc. 23 complaints were Not Upheld and 5 are ongoing.

73 late Industrial Action Complaints – this category refers to complaints received after the published deadline to make a complaint. 69 cases were rejected, 1 complaint was Partly Upheld, and 3 complaints were Upheld. EDI data is not available for these cases.

79 Formal complaints were received from students relating to issues other than Covid 19 or industrial action, 18 of the complaints (23%) had an equality element relating to the protected characteristic of disability including impact upon mental health i.e., depression/anxiety, discrimination, Ehlers Danlos Syndrome, PTSD, additional learning needs e.g., dyslexia etc. Of the 18 complaints with an equality element 2 complaints were out of time to be considered, 1 was Upheld, 5 were Partly Upheld, 3 were Not Upheld and 7 cases are still under consideration