PART B EDI Annual Report

Staff data overview

Our priorities, objectives and future strategy, and the associated action plans to address areas for improvement, are informed by our most recent equalities data relating to the 22/23 academic year. Our data is detailed in full in Part B of this report, and key observations and comparisons to sector benchmarks are summarised below.

The proportion of disabled staff at the University is 7.8%, 1.0 percentage point above the sector average. Despite this, only 2.2% of senior Academic roles and 5.2% of senior Professional Services roles are filled by disabled colleagues, a slightly lower proportion than last year for senior Academic roles and slightly higher than last year for senior professional services roles. More positively, the relative rate of a disabled candidate being shortlisted for interview (1.46) suggests a positive impact of the Disability Confident Employer scheme which guarantees interviews for disabled candidates who meet the person specification for the role. However, the rate for shortlisted disabled candidates being offered a role (0.66) has reduced slightly from the 0.99 relative hiring rate in 2021/22.

The proportion of Black, Asian or ethnic minority staff at the University has reduced after consecutive increases the previous two years and now stands at 16.9%. This is slightly below the sector average of 17.5%. We have a smaller proportion of academic staff from Black, Asian and ethnic minority backgrounds than the sector: 16.5% compared to a sector average of 20.4%. In particular, we have very few Black British academic staff: just 1.5% of UK academic staff are Black.

Ethnic diversity at senior levels has decreased slightly in the academy, with 8.5% of senior Academic roles and 16.8% of Professorships now held by Black, Asian and ethnic minority colleagues. Representation in senior roles remains below the proportion in the standard academic population (16.8%) but our professoriate is now representative of the standard academic population. In Professional Services, the proportion of Black, Asian and ethnic minority staff in senior roles is 3.3%. This is much lower than the 17.6% representation in Standard Professional Services roles.

Last year, the progression rate for BAME staff is lower than the progression rate for White staff, this is in contrast to the previous year when a higher proportion of BAME staff progressed than White staff. 7.2% of BAME staff progressed in 2022/23 compared to 8.3% of White staff, in 2021/22 10.0% of BAME staff progressed compared to 9.4% of White staff. Recruitment data also shows that Black, Asian and ethnic minority applicants were still less likely to be shortlisted or appointed to roles at the University compared with White applicants with relative rates of 0.51 for shortlisting and 0.77 for being offered a role. The proportion of Black, Asian and minority ethnic applicants this year remained consistent with the previous year (44.2%), and there was a slight decrease in the proportion of the shortlist (from 32% to 29%) and offer holders (from 25% to 24%).

The proportion of female academic staff at senior levels is gradually increasing. 54.3% of senior Academic staff are female compared to 51.0% last year, and 43.2%

of Professors are female compared to 42.3% last year. In both cases this is slightly lower than the proportion of female staff at in standard Academic roles (54.6%). Women are also under-represented in senior Professional Services roles: 50.8% of those in senior roles are female compared to 57.6% of colleagues in standard roles. Women had a higher promotion rate, 8.3% compared to 8.0% for Male staff, and in terms of recruitment, women who apply have a higher likelihood of being shortlisted (relative rate 1.19) and women who are interviewed have roughly the same likelihood of being offered a role as men (relative rate 0.99).

At Manchester Met, 8.9% of staff identify as Lesbian, Gay, Bisexual or Other, compared with the sector average of 5.3%. The proportion of LGBO staff in senior Academic roles is slightly lower than in the standard academic population (5.0% of senior Academic staff and 5.8% of Professors compared to 7.4% standard Academic staff). In contrast, LGBO colleagues are slightly over-represented in senior Professional Services roles, 12.1% of Senior Professional Services staff are LGBO compared to 9.8% of Standard Professional Services staff. LGBO staff are more likely to be promoted, and in terms of recruitment, are equally as likely to be shortlisted and hired as heterosexual candidates.

Student Data Overview

The proportion of students reporting a disability increased to 16.4% last year compared to 15.5% in 2021/22. This is higher than the sector average (15.9%) and the highest level we have ever recorded at Manchester Met. Specific learning difficulties were the most commonly reported impairment type of students who reported having a disability (33.7%), with those reporting a Mental health condition reducing slightly on the previous year, (32.6% in 2022/23 compared to 34.1% in 2021/22).

This year's returners rate from Level 4 to Level 5 for disabled students increased significantly this year by 5.5 percentage points, particularly for students with mental health conditions (4.1 percentage points) and specific learning difficulties (5.6 percentage points). There has been significant changes to the methodology to the National Student Survey (NSS) this year which makes year on year comparisons not possible, however, when compared to the sector, our students reporting any impairment type were more satisfied than the sector average.

Very similar proportions of disabled and non-disabled students were awarded a good degree (76.7% of disabled students compared to 77.6% of student with no known disability). Our rate of both disabled students and students with no known disability being awarded good honours was lower than the sector (79.4% of disabled students in the sector and 78.5% of students with no known disability). Similar proportions of students with no disability, mental health conditions, specific learning difficulties and other disabilities go on to positive graduate destinations; with each group increasing their proportions going on to positive graduate destinations on the previous year.

The UK domiciled student population at Manchester Met is becoming more ethnically diverse. Asian students comprise 18.7% of all our Home students (compared to

11.6% sector average). The proportion of Black Home students increased last year to 7.3%; however this was still lower than the sector average of 8.0%.

The rate of returners from Level 4 to Level 5 this year was slightly lower for Black, Asian and minority ethnic than for White students (82.7% and 84.0% respectively). However, there remains a significant and concerning gap in rates of good degree award for Black, Asian and minority ethnic students, of whom 66.3% were awarded a good honours degree last year compared with 84.3% of White students, resulting in an award gap of 18.0 percentage points (higher than last years' 15.7pp gap). Our Access and Participation Plan targets for UK students aim to remove award gaps for Black and Asian students relative to White students by 2030. For UK Black students, this years' award gap has decreased slightly from 21.1 percentage points to 20.4 percentage points. However, for UK Asian students, the gap has increased for the third year running and now stands at 18.7pp. In both cases the gaps are larger than the sector (7.7pp for Asian students; 17.0pp for Black students), but it is important to note that sector data is only available for 2021/22.

Satisfaction reported in the NSS was very similar for all ethnic groups, with Asian, Black and Mixed students having slightly higher rates of satisfaction than White students.

The proportion of Asian respondents to the Graduate Outcomes survey who are in positive graduate destinations increased by 6.7 percentage points on the previous year, as did the proportion of Black respondents (7.8pp) and White respondents (7.3pp). Despite this increase for Asian students, they have still had the lowest proportion of respondents in graduate destinations which has been the case in each of the last three years.

Data on Religion and Belief show that 19.2% of students at Manchester Metropolitan are Muslim, significantly greater than the sector-wide representation level of 10.6%. While there are no notable differences in returner rates based on religion, Muslim students have had lower rates of good degree award in each of the last three years. 63.7% of Muslim students awarded good degrees in 22/23 compared to 80.1% of Christian students, 82.5% of those with no religion, and 78.0% of those with any other religion. There was also a smaller proportion of Muslim respondents in positive graduate destinations (70.5%) than Christian respondents (82.3%) respondents with no religion (80.1%) and respondents with any other religion (74.4%).

In relation to sex, the returners gap for male students has increased to 4.7pp (from 3.4pp last year), while the degree award gap for male students has also increased from 6.0pp in 21/22 to 7.0pp in 22/23. Despite this, a higher proportion of male graduates have been in positive graduate destinations in each of the last three years, although the gap for female graduates has reduced to 0.2pp. There is only a small difference in rates of satisfaction between female and male students (80.5% and 82.7% respectively), and both have higher rates of satisfaction than the sector average.

We have a slightly lower proportion of students reporting their sexual orientation as Lesbian, Gay, Bisexual, or Other (10.4%) than in the sector overall (11.9%). There is a small but persistent gap in progression rates for LGBO students – this year the

progression gap was 2.6pp. LGBO students have a higher rate of good degree awards though (80.8%) compared to the rate for heterosexual students (76.8%). In each of the last two years, however, a slightly lower proportion of LGBO graduates were in positive graduate destinations compared to heterosexual graduates.

Equality, Diversity and Inclusion Report 2022-23 Part B

Equality data is central to equality and diversity work. It is essential to understanding the context of the Institution and identifying where action is needed.

The University collects equality monitoring data on the protected characteristics of age, disability, sex, race (ethnicity), religion or belief, and sexual orientation, and analyses this information in relation to key stages of the higher education lifecycle.

The data on the following pages presents key staff and student equality information at an institutional level. It informs Part A of our annual Equality, Diversity and Inclusion Report 2022-23.

Contents

How to read the charts in this report

The majority of the charts in this appendix are formatted to show:

1) the proportion of the total population (specified in grey text underneath the chart)
2) who share each protected characteristic (labelled on the y axis)
3) comparison over time or staff / student group (indicated by the legend and bar colour)
4) with the population size as a headcount rounded to 5 (in grey text on the y axis)

The chart below, for example, shows that in 2022, 55.3% of all staff (excluding casual and sessional on the 1st December census date) were female. The total population size in 2022 was 4,415, of which 2,445 were female and 1,970 male.

Chart 1A.5: Staff in post by sex
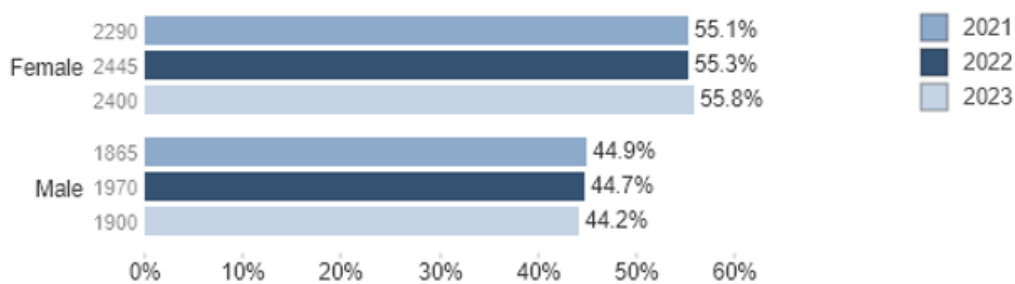
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

Some categories of staff or students are very small – particularly where we look at subsets of the total populations such as staff who have left, or students who graduated, in a particular year. Comparisons of percentage data should be considered carefully where population sizes are small; and where the total population size (denominator) is less than 30 percentage data is not shown. Population counts are included and rounded to 5 – populations less than 3 will therefore be shown as 0.

Part 1: Staff Data

This section of the report provides staff equality monitoring data with observations in respect of:

    A. Staff in Post (including by staff group and seniority)
    B. Staff Progression
    C. Staff Leavers
    D. Recruitment and Selection
    E. Pay Gaps

Staff data is profiled by the protected characteristics of age, disability, gender, ethnicity, religion or belief and sexual orientation. Where appropriate, sector average figures are provided, sourced from Advance HE's Equality Plus Higher Education Staff Statistical Report 2023. Comparisons are to staff at all UK Higher Education Institutions.
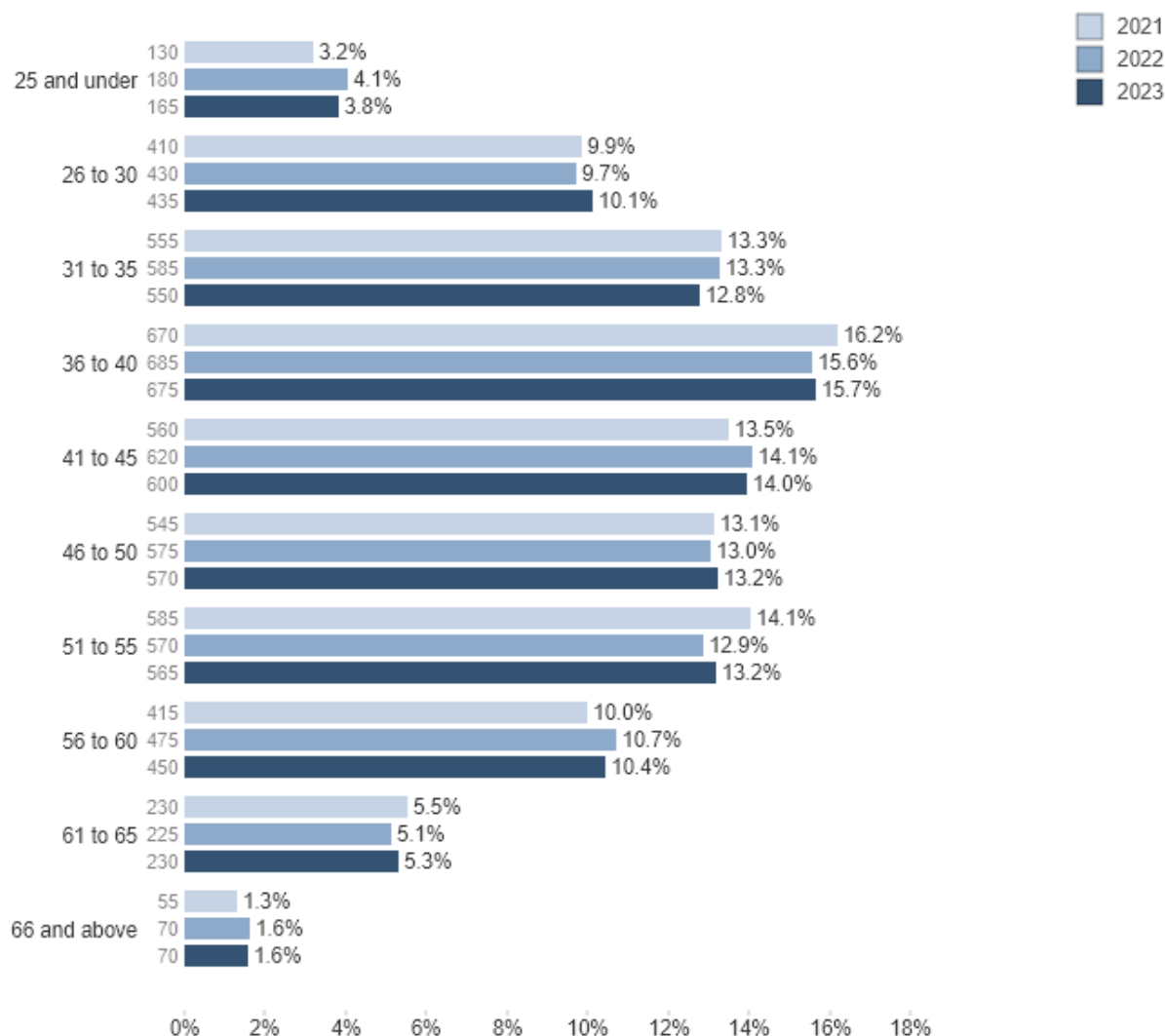
The University employs a total of 4,301 HESA reportable staff (excluding casual and sessional), compared to 4,415 in the previous year.

1a. Staff in Post

Staff in post at Manchester Metropolitan shown as trend data (last three years)

Age

Chart 1A.1: Staff in post by age group and year

Age group	2021	2022	2023
25 and under	130 / 3.2%	180 / 4.1%	165 / 3.8%
26 to 30	410 / 9.9%	430 / 9.7%	435 / 10.1%
31 to 35	555 / 13.3%	585 / 13.3%	550 / 12.8%
36 to 40	670 / 16.2%	685 / 15.6%	675 / 15.7%
41 to 45	560 / 13.5%	620 / 14.1%	600 / 14.0%
46 to 50	545 / 13.1%	575 / 13.0%	570 / 13.2%
51 to 55	585 / 14.1%	570 / 12.9%	565 / 13.2%
56 to 60	415 / 10.0%	475 / 10.7%	450 / 10.4%
61 to 65	230 / 5.5%	225 / 5.1%	230 / 5.3%
66 and above	55 / 1.3%	70 / 1.6%	70 / 1.6%

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

Variations within age categories are relatively small, although there has been a 0.3 percentage point (pp) increase in staff in the 51-55 age category, and a 0.2 pp increase in staff 61-65. The proportion of staff aged 25 and under has decreased by 0.3 pp and in the proportion of staff aged 56-60 by the same margin.

Compared to the sector, Manchester Met has a slightly lower proportion of staff aged 35 and under (26.7% of all staff compared to 29.6% in the sector), and a very slightly higher proportion of staff than the sector in every age category up to 60.[1]

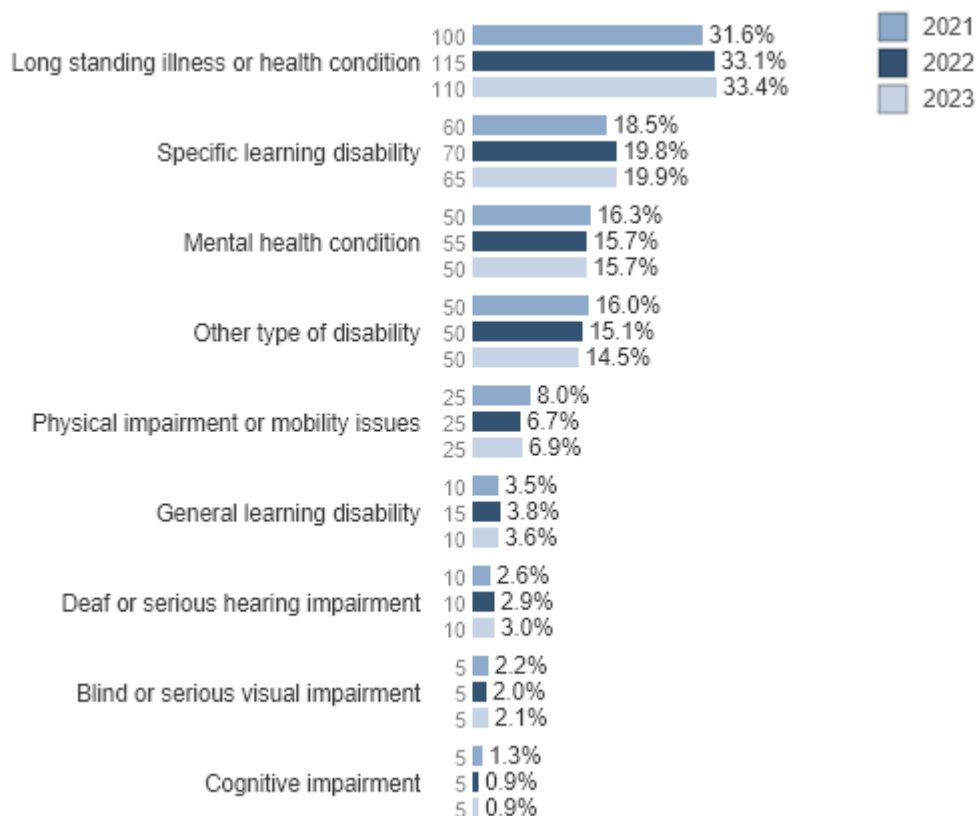[1] Advance HE, Equality Plus Higher Education Staff Statistical Report 2023

Disability

Chart 1A.3: Staff in post by disability status
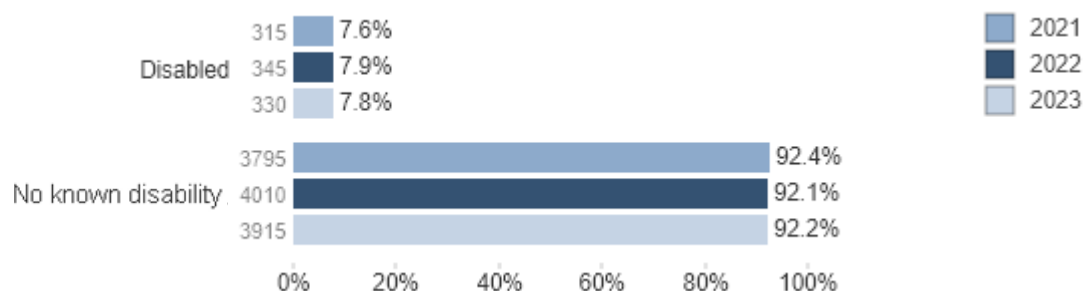
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount. Proportion of known data only – we hold disability data for 97.0% of our staff.

7.8% of our staff disclosed a disability in 2023. This is higher than the sector average of 6.8%.[2] 10.2% of economically active and employed residents (excluding Full-Time Students) in Manchester classed themselves as having a long-term health problem or disability that limited their day-to-day activities either a little or a lot in the 2021 census.[3]

Chart 1A.4: Staff in post by impairment type for all staff disclosing a disability

Population: all disabled staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

[2] Advance HE, Equality Plus Higher Education Staff Statistical Report 2023
[3] 2021 Census Figures – Economically Active - In Employment, Manchester.

The profile of the impairment types reported by staff has been relatively consistent year on year. One third of disabled staff have a long-standing illness or health condition (33.4%). The proportion of disabled staff recording a specific learning disability has slightly increased for the second year running (to 19.9% from 19.8% last year), while the proportion of staff reporting a mental health condition has remained unchanged this year (15.7%) Unfortunately, sector comparisons are not available due to differences in reporting categories.[4]

Sex and Gender

Chart 1A.5: Staff in post by sex
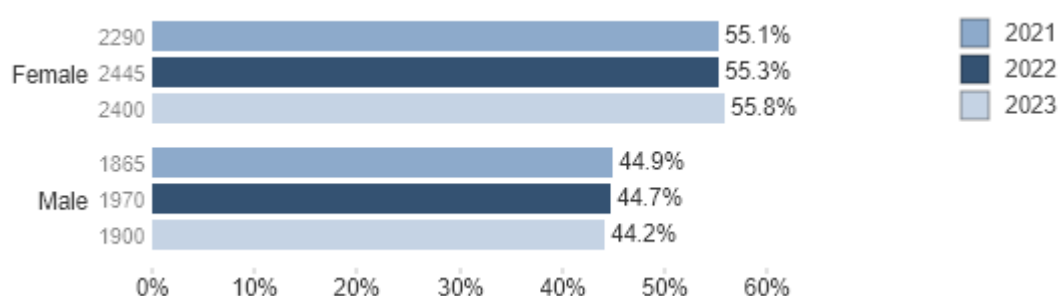
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

A higher proportion of Manchester Met staff are female (55.8%) than male (44.2%), this is slightly higher than the proportion of female staff in the sector overall (54.6%).

Due to current requirements for reporting to HMRC and HESA, data on staff members' sex can only be reported as binary. We acknowledge that this will not represent an accurate record for many trans and non-binary people. For the purposes of this report, data for the sex field will be referred to as sex, which differs from previous reporting where this section was labelled as gender. This aligns with Advance HE's updated guidance on equality data monitoring which better reflects the phrasing of the response options required by HESA.

Ethnicity

Ethnicity within the HESA staff record is based upon the 2022 census classification system in England and Wales. For this report, where possible we have presented staff ethnicity records in six high-level groups as used by Advance HE, the sector equality body:

- Asian – Asian/Asian British: Bangladeshi, Indian, Pakistani, and any other Asian background
- Black – Black/Black British: African, Caribbean, and any other Black background

---

[4] Data reported by Advance HE includes the category 'Two or more disabilities, impairments or conditions'. This will reduce the proportions of staff reporting every other impairment type such that it is not comparable with our data.

- Chinese[5]
- Mixed – Mixed: White & Asian, White & Black Caribbean, White & Black African, and any other Mixed background
- Other ethnic background – including Arab and any other background
- White – White and Gypsy or traveller

Non-White groups have also been aggregated into a single Black, Asian and minority ethnic group to identify any overarching patterns of inequality.[6] Data in this section has been further disaggregated by UK and non-UK nationality.

Chart 1A.7: Staff in post by BAME/white identity (all known data)
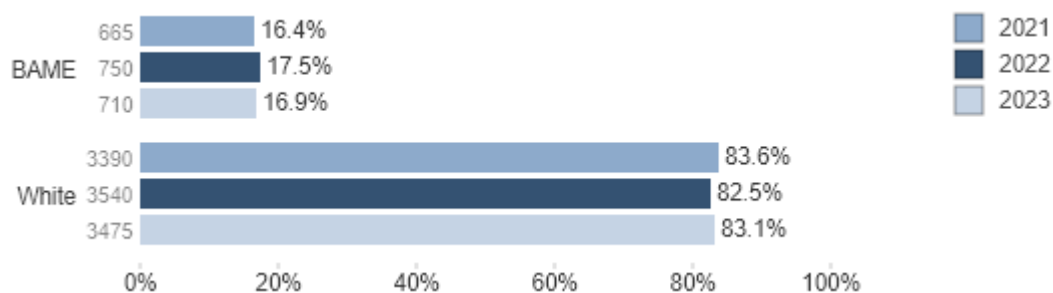
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount. Known data only – we hold ethnicity data for 97.2% of our staff.

We hold ethnicity data for 97.3% of our staff. The proportion of all staff (UK and non-UK) who are Black, Asian or minority ethnic has decreased compared to last year from 17.5% to 16.9%. We are now slightly below the sector as the proportion of Black, Asian or minority ethnic staff in the sector is 17.5%.

---

[5] Chinese staff are presented separately from Asian staff to enable comparability with the sector data presented by Advance HE

[6] BAME stands for Black, Asian and minority ethnic. This definition is widely recognised and used to identify patterns of marginalisation caused by attitudes toward an individual's ethnicity. We recognise the limitations of this acronym, particularly the representation of minority ethnic staff as a homogenous group and the acronym's function as a label to describe groups of people, rather than the underlying identities with which people have chosen to identify. Where population sizes allow, this report presents data disaggregated by more detailed ethnic groups in addition to data grouping staff by BAME/white identity.
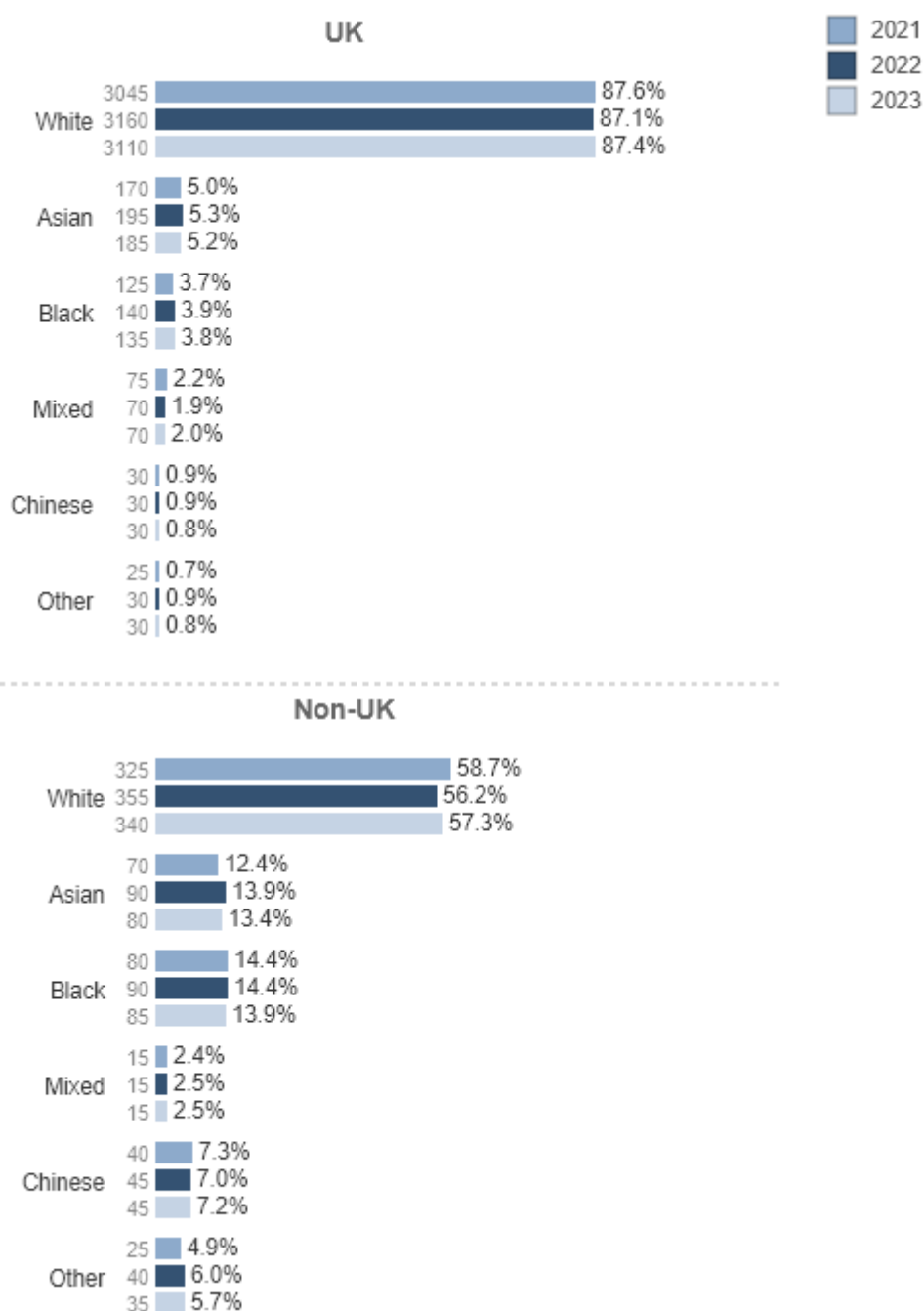
Chart 1A.8: Staff in post by BAME/white identity and UK/Non-UK nationality (all known data)
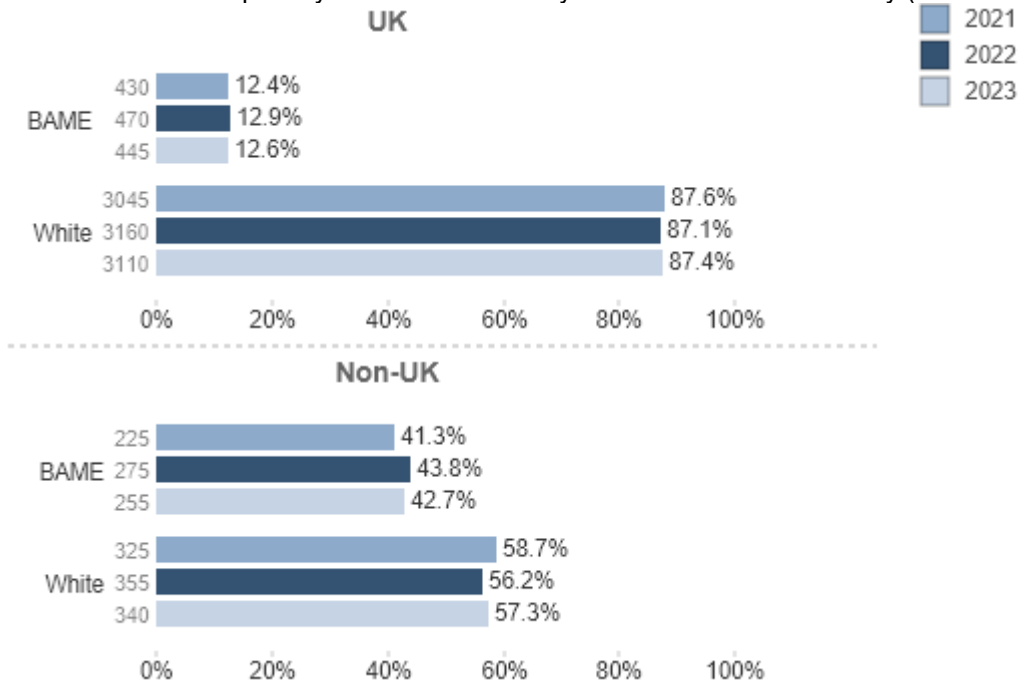
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

14.2% of our staff are not from the UK (n=610), inclusive of those with Unknown ethnicity. There have been decreases in ethnic diversity for both UK and Non-UK staff this year after an increase the year before. The proportion of Black, Asian and minority ethnic UK staff has decreased from 12.9% to 12.6% (difference -0.3pp, -25 headcount). The proportion of Black, Asian and minority ethnic non-UK staff has decreased from 43.8% to 42.7% (difference -1.1pp, -20 headcount). In both cases this is higher than the sector (12.2% UK staff in the sector are Black, Asian and minority ethnic and 36.1% non-UK staff).

Chart 1A.9: Staff in post by ethnic group and Nationality (all known data)

UK

Legend: 2021, 2022, 2023

White: 3045 87.6%, 3160 87.1%, 3110 87.4%
Asian: 170 5.0%, 195 5.3%, 185 5.2%
Black: 125 3.7%, 140 3.9%, 135 3.8%
Mixed: 75 2.2%, 70 1.9%, 70 2.0%
Chinese: 30 0.9%, 30 0.9%, 30 0.8%
Other: 25 0.7%, 30 0.9%, 30 0.8%

Non-UK

White: 325 58.7%, 355 56.2%, 340 57.3%
Asian: 70 12.4%, 90 13.9%, 80 13.4%
Black: 80 14.4%, 90 14.4%, 85 13.9%
Mixed: 15 2.4%, 15 2.5%, 15 2.5%
Chinese: 40 7.3%, 45 7.0%, 45 7.2%
Other: 25 4.9%, 40 6.0%, 35 5.7%

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

The decrease in UK Black, Asian and minority ethnic staff has been driven by small decreases in staff from Black, Asian, Chinese and Other ethnic backgrounds. The decrease in non-UK BAME staff is driven by a decrease in staff from Asian (-0.5pp, -10 headcount), Black (-0.5pp, -5 headcount) and Other ethnic backgrounds (-0.3pp, -5 headcount).

Sector comparisons for UK staff show that we have a slightly larger proportion of staff from Black ethnic backgrounds (3.8% compared to 2.6% in the sector) and the same proportion of staff from Asian ethnic backgrounds (5.2%)

Sector comparisons for non-UK staff show that we have much higher proportions of Black non-UK staff than the sector overall (13.9% of our non-UK staff are Black compared to 5.3% in the sector), and a higher proportion of Asian non-UK staff than the sector overall (13.4% of our non-UK staff are Asian compared to 12.9% in the sector).[7]

Religion or Belief

Chart 1A.11: Staff in post by religion or belief (all known data)
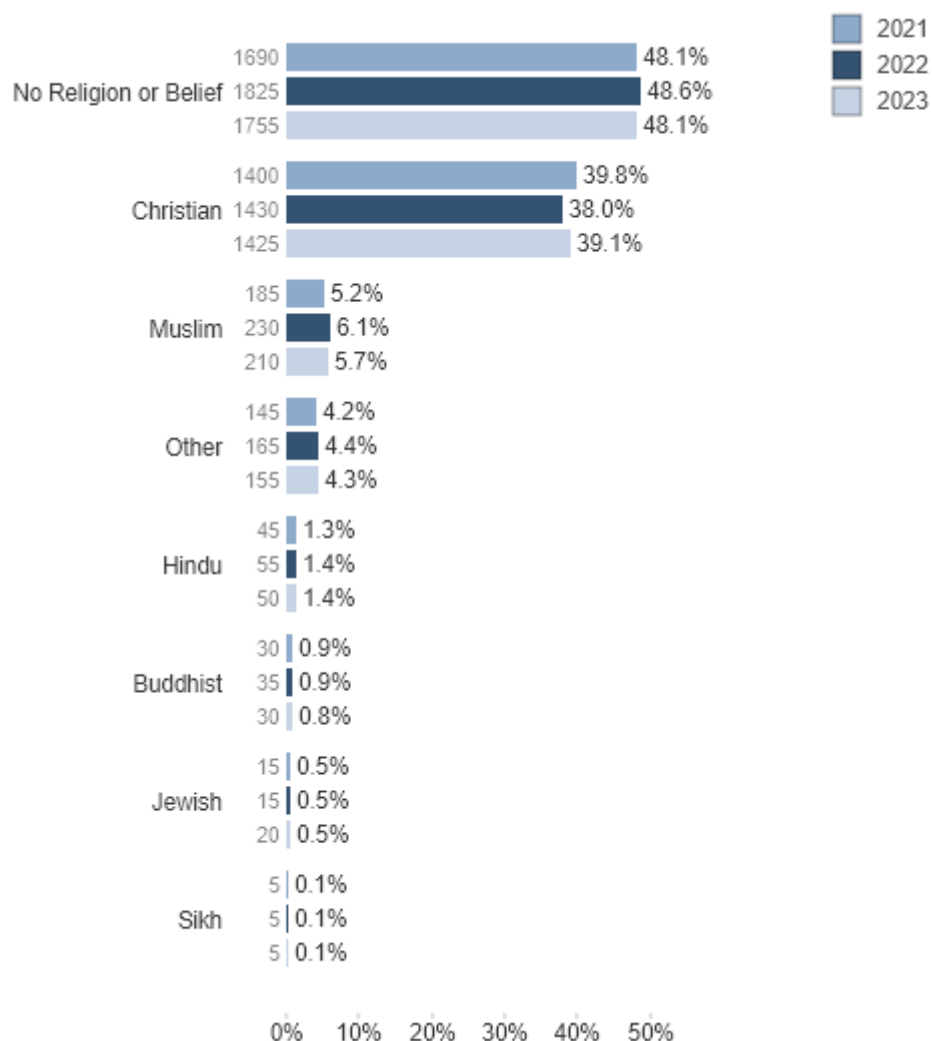
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount. Known data only: we hold religion or belief data for 84.8% of our staff.

The proportion of staff we hold religion data for has reduced slightly year on year to 84.8%. Just under half of our staff have no religion or belief (48.1%), which is s slight reduction on the previous year (-0.5pp). An increasing proportion of staff are Christian (39.1% this year compared to 38.0% last year) whilst there has been a slight reduction in the proporation of our staff who are Muslim (5.7% this year

---

[7] Advance HE, Equality Plus Higher Education Staff Statistical Report 2023

compared to 6.1% last year). 4.3% (n=155) of staff describe their religion or belief as Other - any except Islam, Christianity, Hinduism, Buddhism, Judaism or Sikhism.

A higher proportion of our staff are Christian or Muslim than in the sector overall (39.1% Christian compared to 22.4% in the sector at institutions returning data, and 5.7% Muslim compared to 2.7% in the sector at institutions returning data).[8]

Sexual Orientation

Chart 1A.13: Staff in post by sexual orientation (all known data)
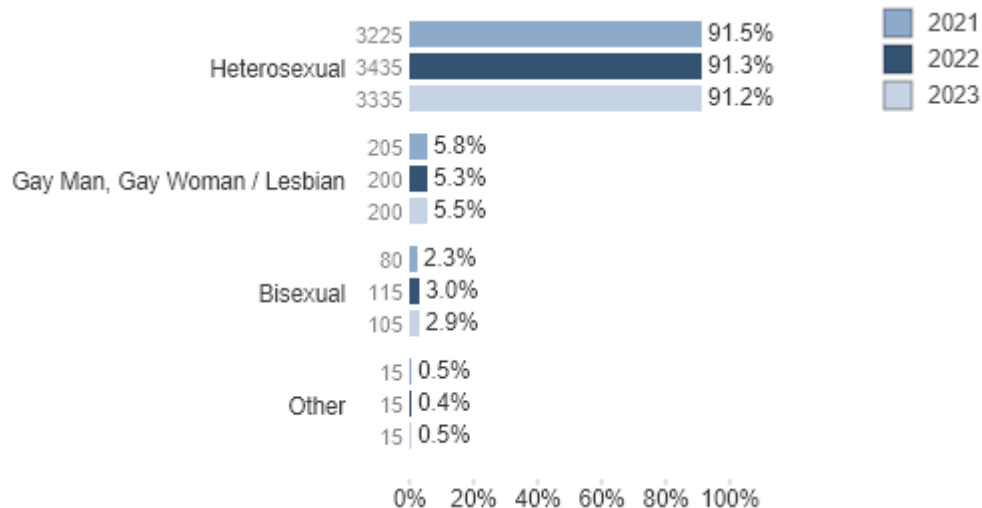
Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount. Known data only, we hold sexual orientation data for 85.0% of our staff.

The proportion of lesbian, gay, bisexual or other has increased slowly but steadily over the three-year period, and now stands at 8.9%. Of the staff in institutions that returned sexual orientation data to HESA who declared their sexual orientation, 5.3% were lesbian, gay, bisexual or other. [9]

---

[8] Advance HE, Equality Plus Higher Education Staff Statistical Report 2023
[9] Advance HE, Equality Plus Higher Education Staff Statistical Report 2023

Staff in Post at Manchester Metropolitan by Staff Group

This section of the report provides data by staff groups: Academic and Professional Services. In 2023, 40.5% of our staff are Academic (n=1,740) and 59.5% Professional Services (n=2,561).

Age

Chart 1A.14: Percentage of Academic and Professional Services staff within each age group (2023)
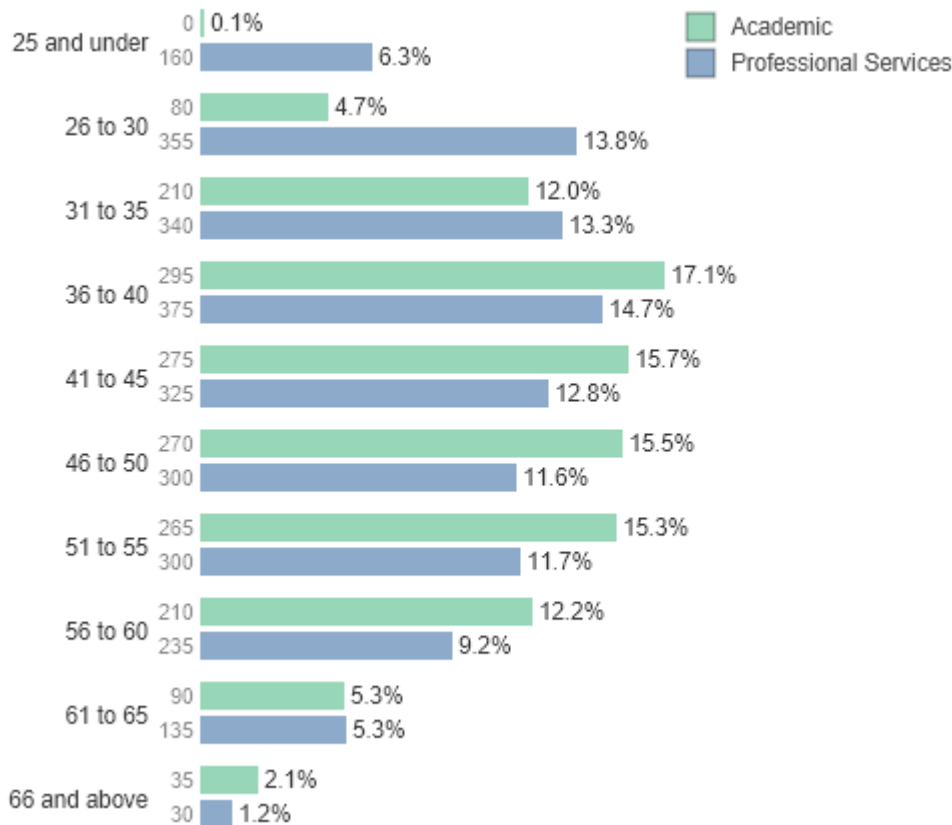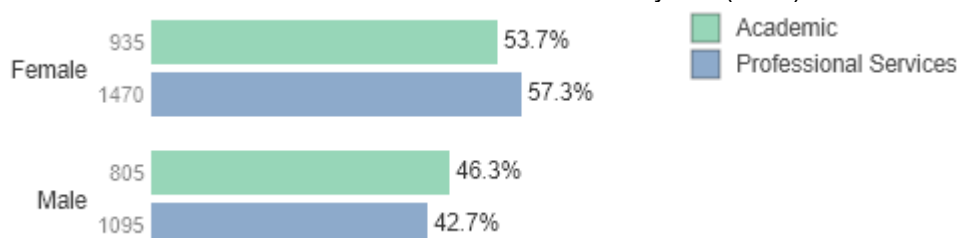

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

Academic staff have an older staff profile and there are higher proportions of Academic staff in all age groups between 36 and 60, and considerably higher proportions of Professional Services (PS) staff aged 35 and under. Only 4.8% of Academic staff are aged under 30 compared to 20.1% of PS staff.

Disability

Chart 1A.15: Academic and Professional Services staff by disability status (2023)

A slightly higher proportion of PS staff are disabled (8.4%) then the proportion of Academic staff who are disabled (7.3%).

Chart 1A.16: Academic and Professional Services disabled staff by impairment type (2023)
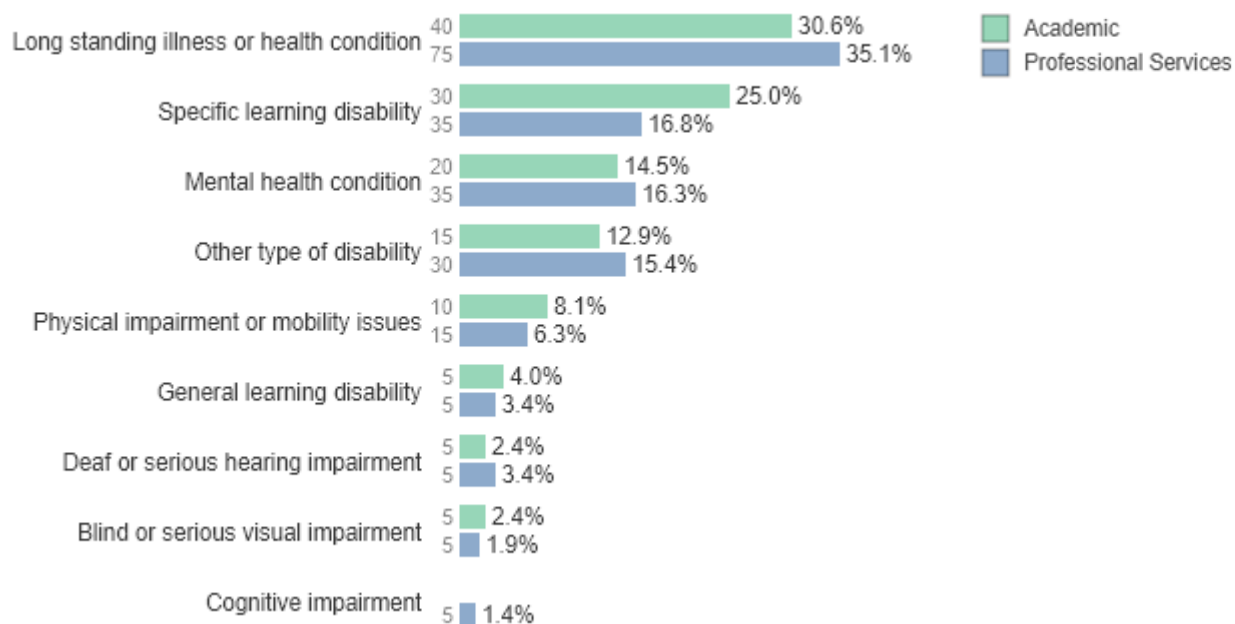
The chart above shows the impairment type breakdown between Academic staff and PS staff. The most notable differences are in specific learning disabilities – with a higher disclosure rate for Academic staff – and long standing illness and health condition – with a higher incidence rate amongst PS staff.

Sex

Chart 1A.17: Academic and Professional Services staff by sex (2023)

There are greater proportions of females in both PS (57.3%) and Academic (53.7%) roles, although the gender split is less pronounced amongst Academic staff.

Ethnicity

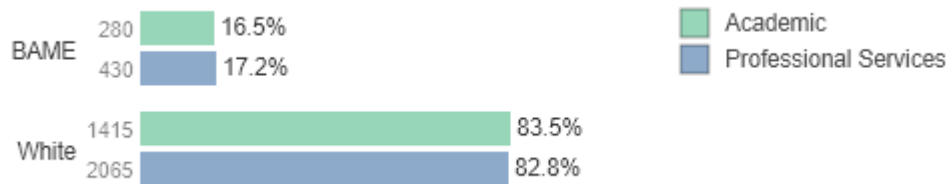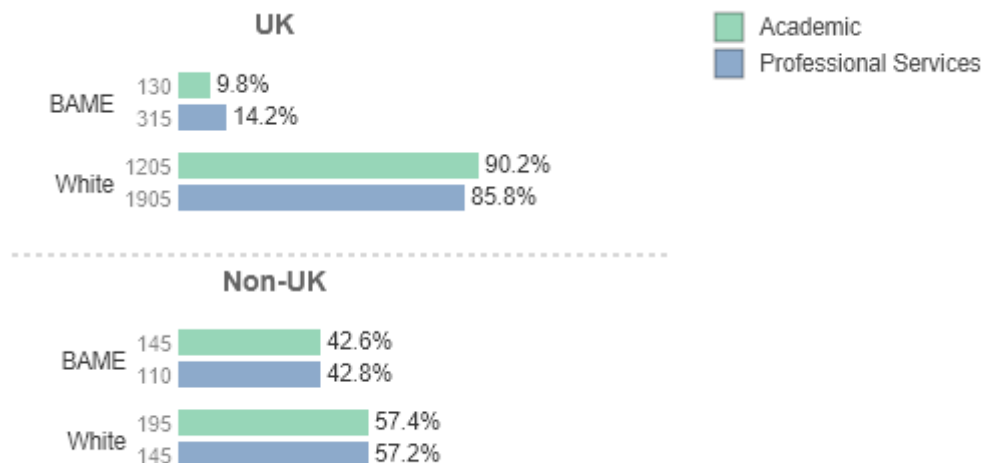**Chart 1A.18:** Academic and Professional Services staff by BAME/white identity (2023, all known data)

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

There are broadly similar proportions of staff from Black, Asian and minority ethnic groups in Academic and PS, albeit the proportion is 0.7pp higher in Professional Services at 17.2%. The sector has higher levels of BAME Academic staff at 20.4% but lower levels of BAME PS staff at 14.0%.
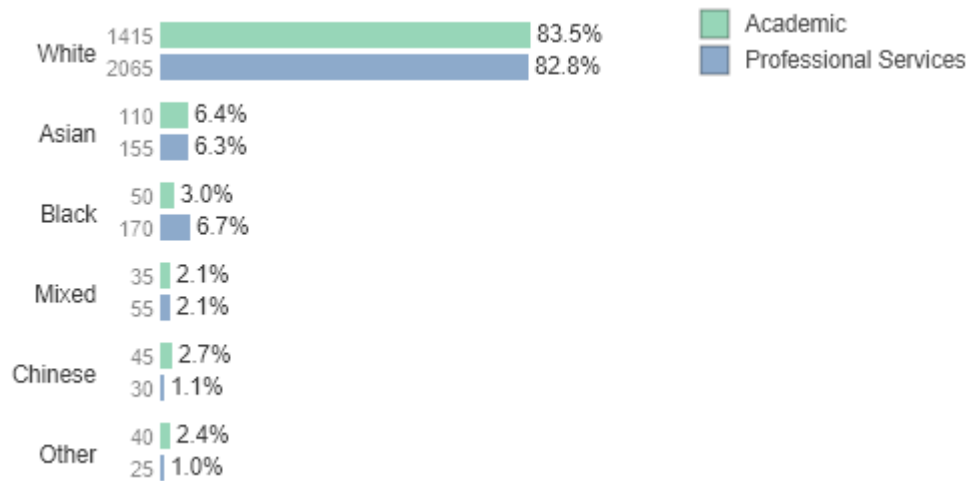
Chart 1A.19: Academic and Professional Services staff by BAME/white identity and nationality (2023, all known data)

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

The proportion of UK BAME staff is considerably lower in Academic roles than PS roles (9.8% UK academics are BAME, compared to 14.2% UK PS staff). The proportion of non-UK BAME staff is broadly similar across Academic and Professional Services roles (42.6% and 42.8% respectively).
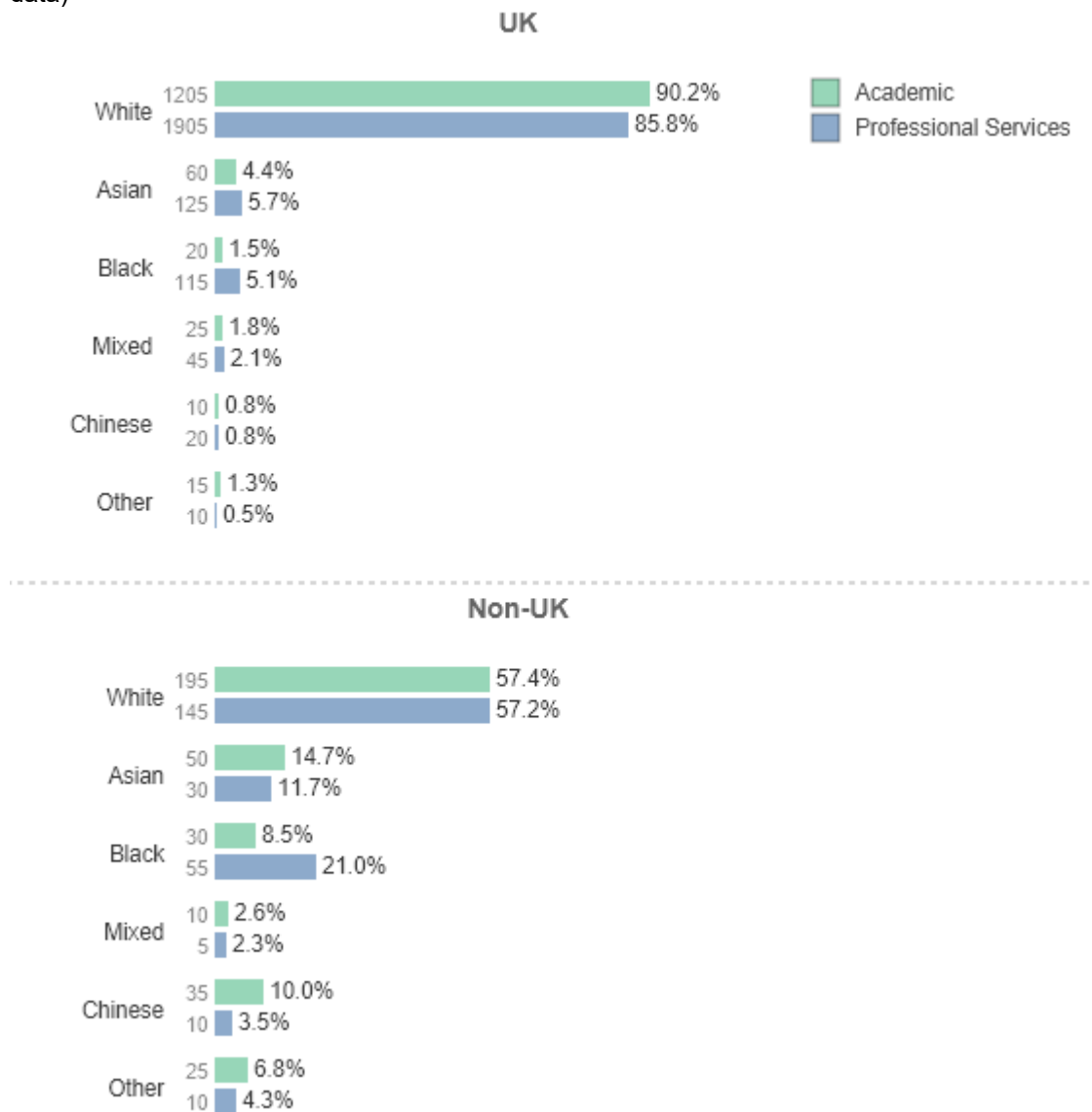
Chart 1A.20: Academic and Professional Services staff by ethnic group (2023, all known data)

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

There is a higher proportion of Black staff in PS roles (6.7% of PS staff are Black) than in academic roles (3.0% Academic staff are Black). There are a higher proportion of Chinese staff in academic roles (2.7% of Academic staff are Chinese) than in PS roles (1.1% of PS staff are Chinese). PS and Academic roles have very similar levels of Asian and mixed ethnicity staff.

Chart 1A.21: Academic and Professional Services staff by ethnic group and nationality (2023, all known data)

UK

	Academic	Professional Services
White	1205 — 90.2%	1905 — 85.8%
Asian	60 — 4.4%	125 — 5.7%
Black	20 — 1.5%	115 — 5.1%
Mixed	25 — 1.8%	45 — 2.1%
Chinese	10 — 0.8%	20 — 0.8%
Other	15 — 1.3%	10 — 0.5%

Non-UK

|	Academic	Professional Services
White	195 — 57.4%	145 — 57.2%
Asian	50 — 14.7%	30 — 11.7%
Black	30 — 8.5%	55 — 21.0%
Mixed	10 — 2.6%	5 — 2.3%
Chinese	35 — 10.0%	10 — 3.5%
Other	25 — 6.8%	10 — 4.3%

Population: all staff excluding casual and sessional as at 1st December census date for 2021 and 2022 and 1st November for 2023. Figures calculated based on headcount.

Looking at detailed ethnic groups by UK/Non-UK nationality reveals a very low proportion of Black staff amongst UK academics (only 1.5% of UK academics are Black). There are very high proportions of Black staff in the non-UK PS staff population (21.0% of non-UK professional services staff are Black).

Religion or Belief

Chart 1A.22: Academic and Professional Services staff by religion or belief (2023, all known data)
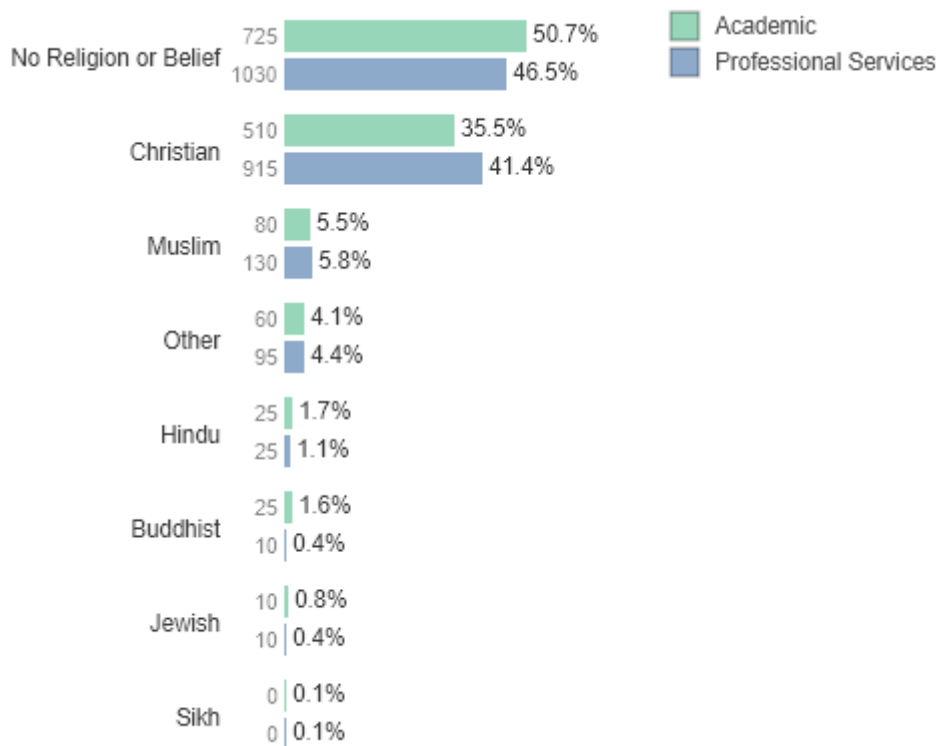
A higher proportion of Academic staff have no religion or belief compared to PS staff (50.7% and 46.5% respectively). There is a slight difference between the proportion of Christian PS staff (41.4%) and Christian Academic staff (35.5%), but a similar proportion of staff in each staff group are Muslim, Hindu, Buddhist, Jewish and Sikh.

Sexual Orientation

Chart 1A.23: Academic and Professional Services staff by sexual orientation (2023, all known data)
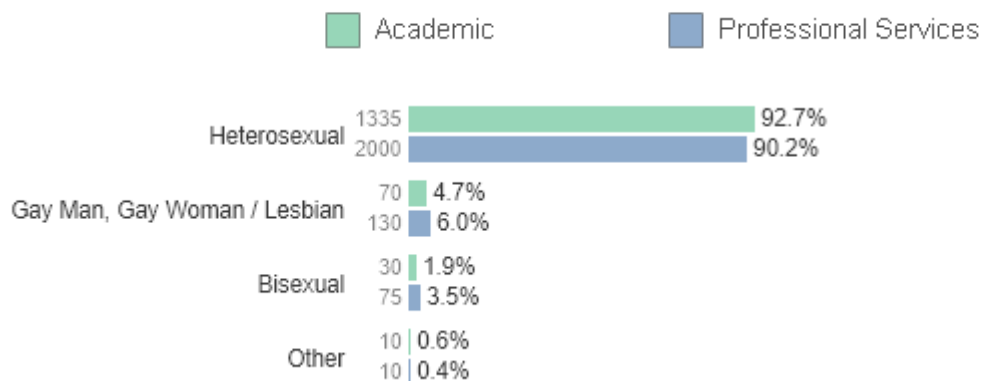
There are higher proportions of staff identifying as gay or bisexual and other in PS than in Academic roles (9.8% and 7.3% respectively).

Staff in Post at Manchester Metropolitan by Contract Level

This section of the report provides data by contract level, shown separately for Academic and PS staff. Academic staff are categorised into four employee subgroups, as follows:

Employee Subgroup	Roles included	Grades	Number of staff
Research Staff	Includes Research Assistants, Research Associates and Research Fellows	Grades 7-9	6.6% of Academic staff (n=114)
Standard Academic	Includes Lecturers and Senior Lecturers	Grades 8-11	82.7% academic staff (n=1439);
Professors	Professorial staff with the title 'Professor', except those in head of department or executive roles	Professorial Bands 1-4, above grade 11	7.6% Academic staff (n= 132);
Senior Staff	Includes heads of department and executive roles	executive grade banding – above grade 11;	2.7% Academic staff (n=47).

Note: Directorate -Academic (the most senior level) comprises only 8 people and so is excluded from the charts below to protect anonymity.

PS staff are categorised into two employee subgroups:

Employee Subgroup	Roles included	Grades	Number of staff
Standard - Support	Multiple (814 different job titles)	Grades 1-11	97.5% of Professional Services staff (n=2,410)
Senior Staff - Support	Directors and Assistant Directors	Senior and Executive grade bandings (above Grade 11)	2.5% of Professional Services staff (n=61);

Note: Directorate -Support (the most senior level) comprises only 3 people and so is excluded from the charts below to protect anonymity.
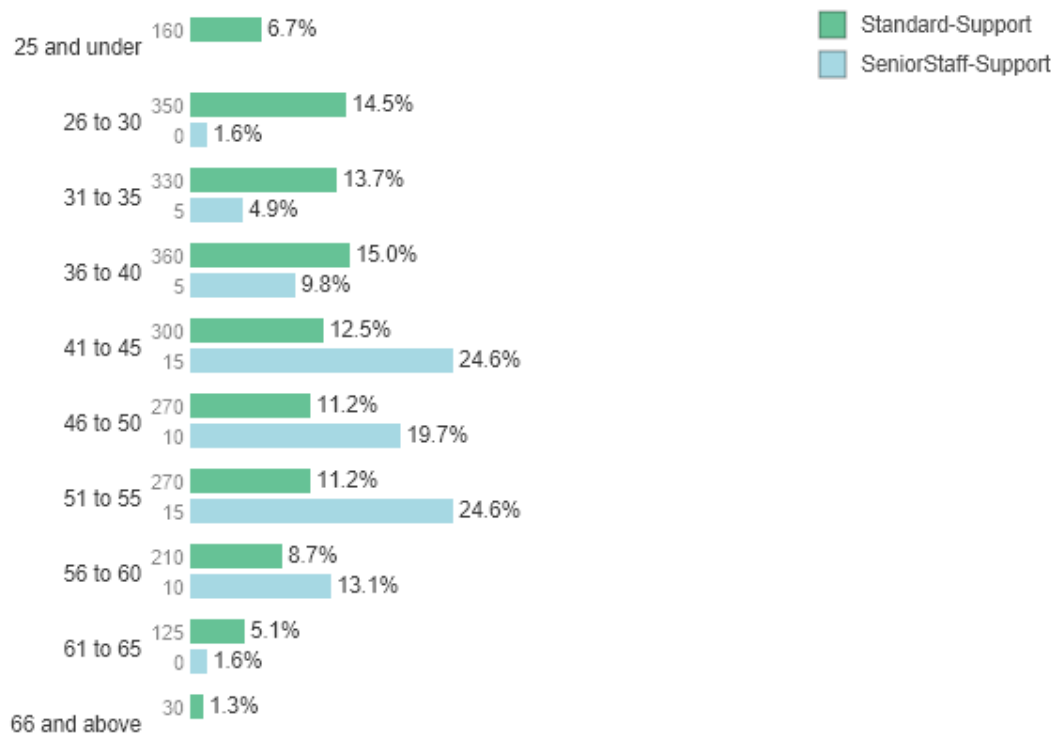
Age

Chart 1A.24: Academic staff by contract level and age group (2023)
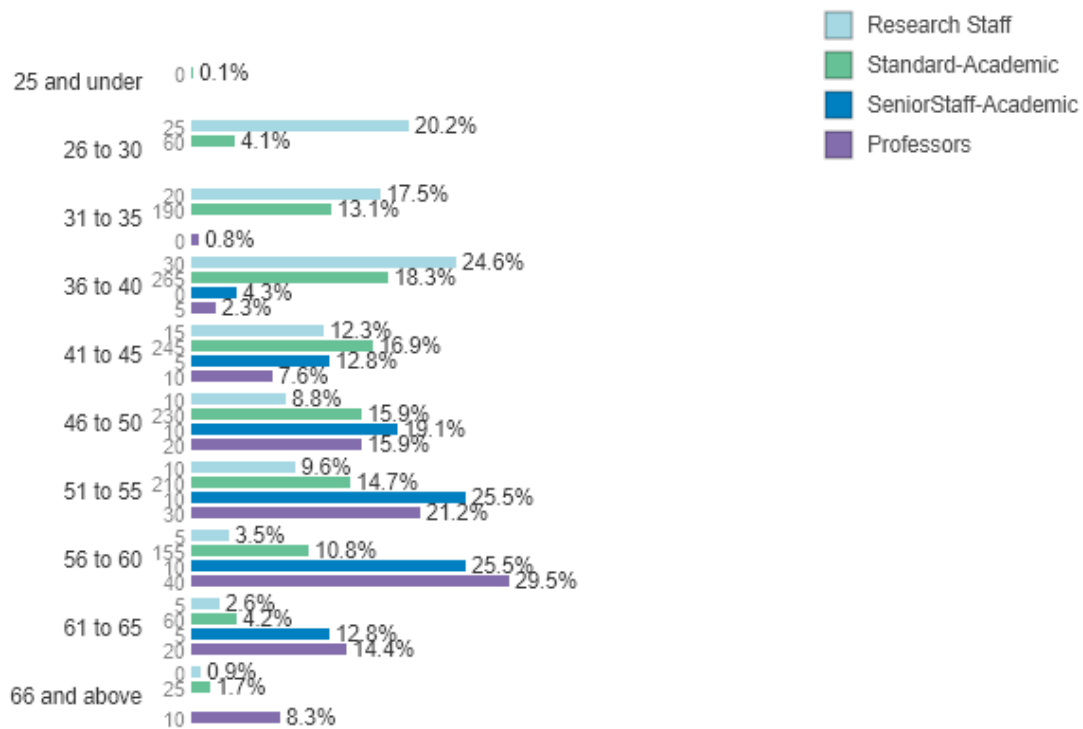
Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

The largest age category of Standard Academic Staff is 36-40 (18.3%). The largest age category of Professors is 56-60 (29.5%), with a significant proportion aged 66 and above (8.3%). The largest proportion of Senior Academic staff are in the age group 51-55 (25.5%). Research staff have a much younger age profile with 62.4% aged 40 or under.

Chart 1A.25: Professional services staff by contract level and age group (2023)

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

For professional services staff, a high proportion of people in senior roles are in the age ranges 41-45 and 51-55 (both 24.6%). There is quite an even spread in the proportion of PS staff in standard roles, with similar proportions in all age groups between 26 and 55.

Disability

Chart 1A.26: Academic staff by contract level and disability (2023)

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

Very low proportions of senior academic staff and Professors are disabled (2.2% senior staff, and 4.0% of professors). The percentage of disabled staff in both categories has increased on the previous year (by 0.2pp and 0.7pp respectively).

23

Chart 1A.27: Professional services staff by contract level and disability disclosure (2023)
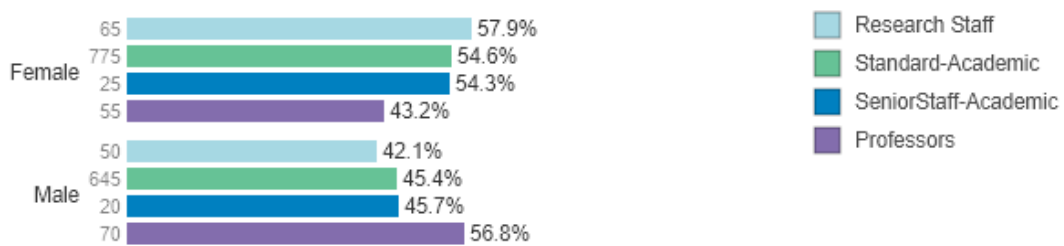

Population: all staff excluding casual and sessional as at November. Figures calculated based on headcount.

As with Academic staff, for PS staff the proportion disclosing a disability is lower amongst senior staff (5.2% compared to 8.4% for standard staff). The proportion of senior staff disclosing a disability has increased by 1.9pp on the previous year, whilst standard staff disclosing a disability has decreased by 0.2pp.
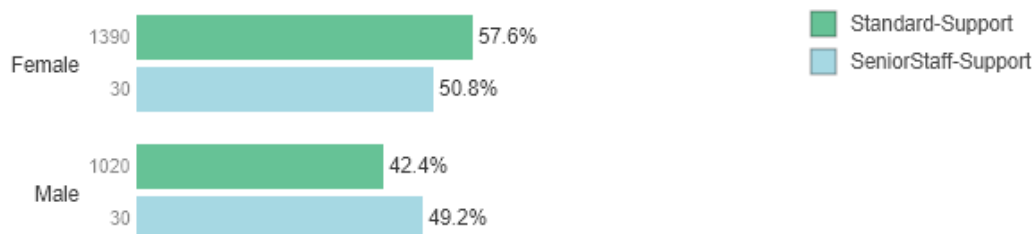
Sex

Chart 1A.28: Academic staff by contract level and sex (2023)

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

There is a clear pattern of the proportion of male staff increasing as the seniority of the post increases. The proportion of females is high amongst Research Staff (57.9%) and Standard Academics (54.6%). There has been an increase in the proportion of female staff in Senior Academic roles by 3.3pp (from 51.0% in 2022). There are lower proportions of female staff in professor level roles (43.2%, a slight increase from 42.3% last year).

Chart 1A.29: Professional Services staff by contract level and sex (2023)
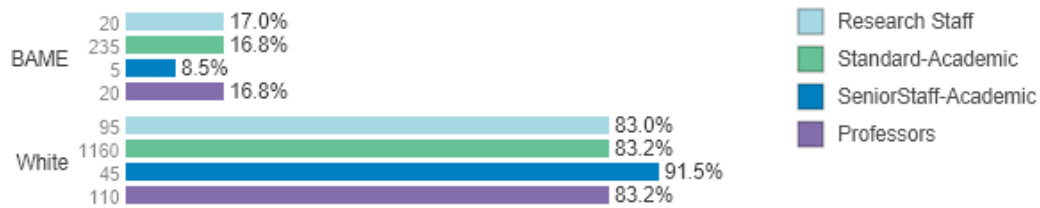

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

In PS, females form the majority of both Standard and Senior Staff, however the proportion of males increases at Senior level (from 42.4% of Standard Staff to 49.2% of Senior Staff).

Ethnicity

Chart 1A.30: Academic staff by contract level and BAME/white identity (2023)

Population: all academic staff for whom ethnicity data is known excluding casual and sessional as at 1st November. Figures calculated based on headcount.

16.6% of all academic staff are BAME and proportions are fairly consistent across contract levels except senior academic staff. Only 8.5% of Senior roles are held by BAME staff, compared to 16.8% of Professor level roles (down from 17.1% last year), 16.8% Standard Academic and 17.0% Research staff roles.
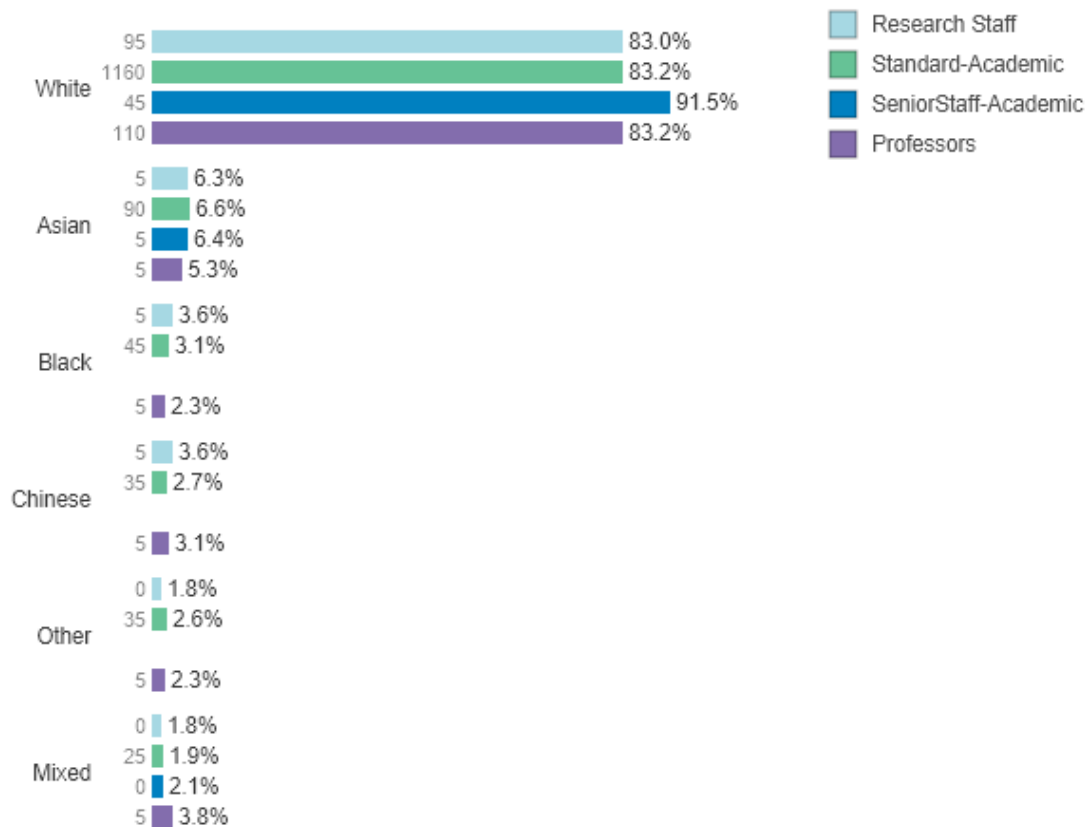
Chart 1A.31: UK Academic staff by contract level, BAME/white identity (2023, all known data)

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

Chart 1A.31 is limited to UK staff only and shows that amongst UK staff there is an under-representation of BAME staff in Senior roles (7.3% BAME). Data for non-UK staff is not included due to small population sizes of non-UK staff at some contract levels.

Chart 1A.32: Academic staff by contract level and ethnic group (2023, all known data)

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

At the more granular level of ethnic group, the data show that no Senior Academic roles are held by Black staff and there are higher levels of white staff at this contract level. This data is not broken down by UK/Non-UK nationality as the population sizes would be small and compromise anonymity.

Chart 1A.33: Professional Services staff by contract level and BAME/white identity (2023, all known data)
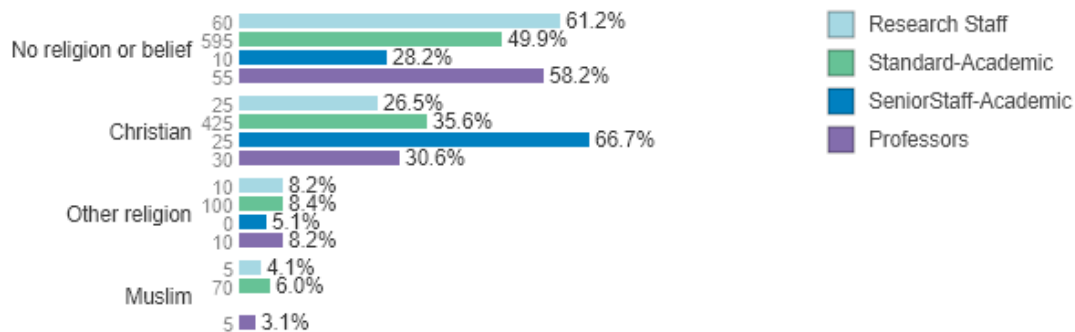

Population: all staff excluding casual and sessional as at 1st November. Figures calculated based on headcount.

17.3% of PS staff overall are BAME. Senior BAME representation in Professional Services is 3.3%, compared to 17.6% representation in Standard roles. This data is not broken down by ethnic group or nationality in order to protect anonymity.
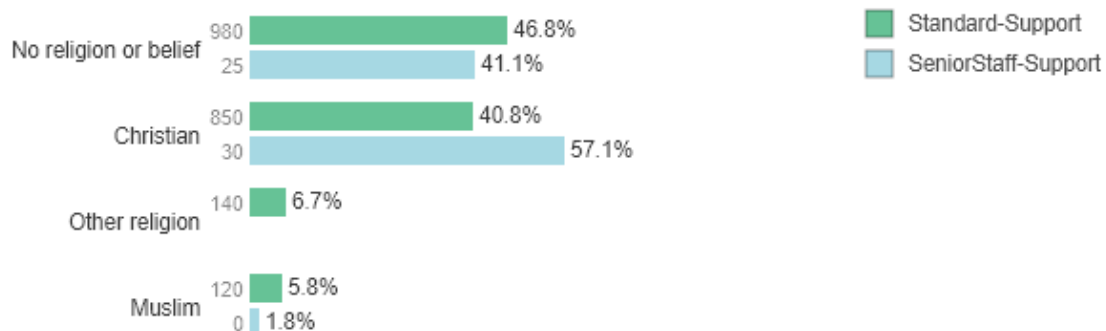
Religion or Belief

Chart 1A.35: Academic staff by contract level and religion or belief (2023, all known data)

Population: all staff for whom religion or belief is known excluding casual and sessional as at 1st November. Figures calculated based on headcount. Excludes undefined, Information Refused, and missing data. Data for staff who are Hindu, Sikh, Jewish, Buddhist and Other religion has been grouped within 'Other Religion' in order to protect anonymity.

Senior Academic staff were much less likely to have no religion or belief (28.2%) compared to Research Staff (61.2%), Professors (58.2%) and Standard Academics (49.9%). A particularly high proportion of Senior Academic staff are Christian (66.7%) and there are no Muslim Senior Academic Staff. Please note that the data only includes staff who have declared their religion or belief: we now hold religion or belief data for 83.1% of our academic staff.

Chart 1A.36: Professional Services staff by contract level and religion or belief (2023, all known data)

Population: all staff for whom religion or belief is known excluding casual and sessional as at 1st November. Figures calculated based on headcount. Excludes undefined, Information Refused, and missing data. Data for staff who are Hindu, Sikh, Jewish, Buddhist and Other religion has been grouped within 'Other Religion' due to small population sizes.

A higher proportion of PS Senior Staff are Christian (57.1%) than the proportion of Standard Support staff (40.8%). There are lower proportions of Muslim staff (1.8% compared to 5.8%) and staff with other religions or beliefs (0% compared to 6.7%) in senior roles compared to standard roles.

Sexual Orientation

Chart 1A.37: Academic staff by contract level and sexual orientation (2023, all known data)

	Research Staff	Standard-Academic	SeniorStaff-Academic	Professors
Heterosexual	90 (92.6%)	1105 (92.6%)	40 (95.0%)	95 (94.2%)
LGBO	5 (7.4%)	90 (7.4%)	0 (5.0%)	5 (5.8%)

Population: all staff for whom sexual orientation is known excluding casual and sessional as at 1st November. Figures calculated based on headcount.

There are higher proportions of staff identifying as LGBO in Research roles (7.4%) and Standard Academic roles (7.4%) compared to Senior Staff and Professors (5.0% and 5.8% respectively). Please note that this data only includes those who have declared their sexual orientation.

Chart 1A.38: Professional Services staff by contract level and sexual orientation (2023, all known data)

	Standard-Support	SeniorStaff-Support
Heterosexual	1885 (90.2%)	50 (87.9%)
LGBO	205 (9.8%)	5 (12.1%)

Population: all staff excluding casual and sessional as at 1st November for 2023. Figures calculated based on headcount.

A slightly higher proportion of Senior PS staff (12.1%) are LGBO than the proportion of LGBO in Standard PS roles (9.8%).
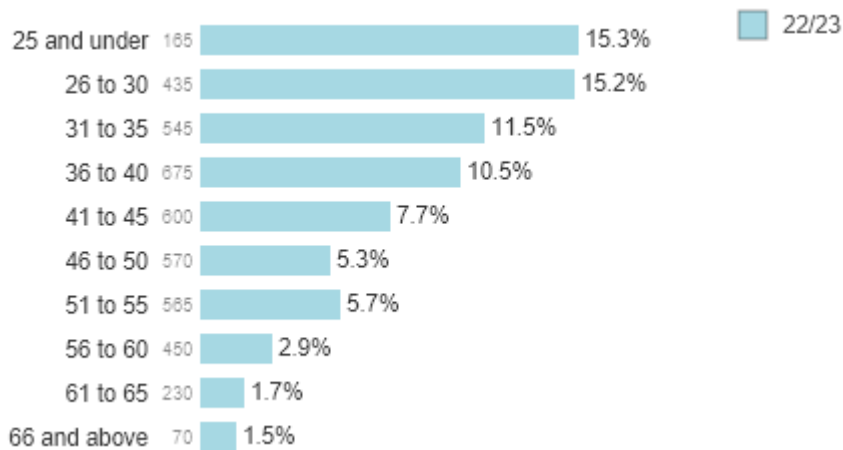
1b. Staff Progression

This section presents progression data for the 2022/23 academic year. Progression is defined as an increase in grade during the period between 1st August and 31st July. 351 staff in total progressed in this way during the 2022/23 academic year, a progression rate of 8.2% (compared to 419 staff in 2021/22, when the progression rate was 9.7%).

The charts below show the number of staff who progressed in 2022/23 who share each protected characteristic as a proportion of total staff in post who share that protected characteristic. The figures on the axis show the total number of staff in post, and the percentages on the bars show the proportion who progressed. This allows us to monitor any differences in progression rates for staff who share particular protected characteristics.

Age

Chart 1B.1: Age profile progression rate (2022/23)

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount.

The progression rate is much higher for staff in age brackets under 36, and particularly high for staff aged 25 and under (15.3%) and 26 to 30 (15.2%).

Disability

Chart 1B.2: Disability status progression rate (2022/23)

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount.

The progression rate for disabled staff is 6.9%, slightly lower than the progression rate for staff with no known disability (8.3%). The 1.4pp progression gap this year is slightly larger than the previous year when the difference in progression rates for disabled and non-disabled staff was 1.2pp.

Gender

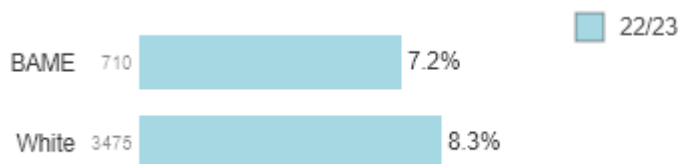**Chart 1B.3:** Gender progression rate (2022/23)

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount.

The progression rate for female staff is 8.3%, compared to 8.0% for male staff. The progression gap for male staff is therefore 0.3pp (compared to 1.3pp last year).

Ethnicity

Chart 1B.4: Progression rate by BAME/white identity (2022/23)

This year, the progression rate for BAME staff is lower than the progression rate for White staff, this is in contrast to last year when a higher proportion of BAME staff progressed than White staff. 7.2% of BAME staff progressed in 2022/23 compared to 8.3% of White staff, in 2021/22 10.0% of BAME staff progressed compared to 9.4% of White staff.

Chart 1B.5: Progression rate by BAME/white identity and nationality (2022/23)
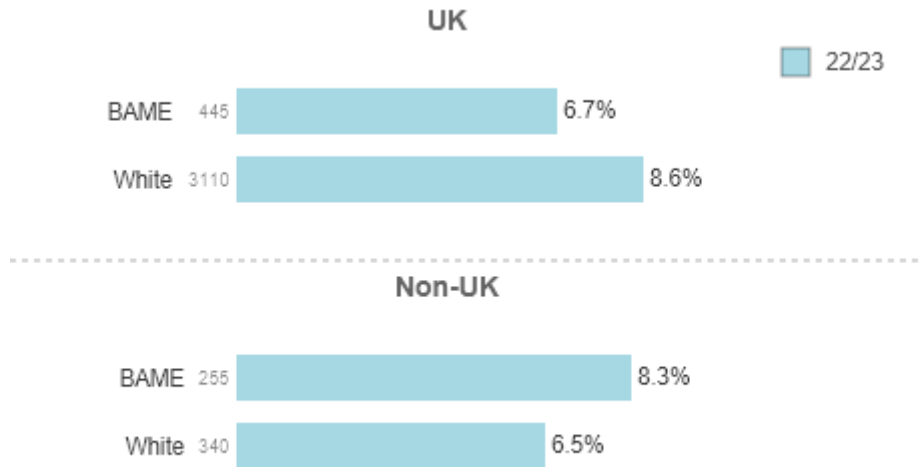
UK

| | | 22/23 |

BAME 445 6.7%
White 3110 8.6%

Non-UK

BAME 255 8.3%
White 340 6.5%

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount.

The progression rate for UK White staff is higher than for UK BAME staff (8.6% compared to 6.7%). The reverse is true for non-UK staff where BAME staff have a higher progression rate than White staff (8.3% compared to 6.5%). These trends are the opposite to last year.

Chart 1B.6: Progression rate by ethnic group (2022/23)
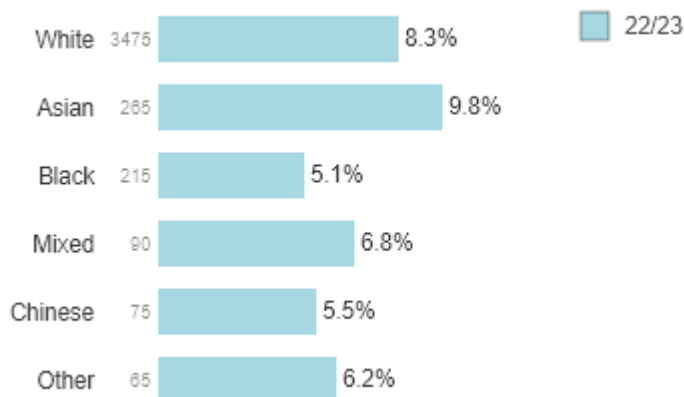
| | | 22/23 |

White 3475 8.3%
Asian 265 9.8%
Black 215 5.1%
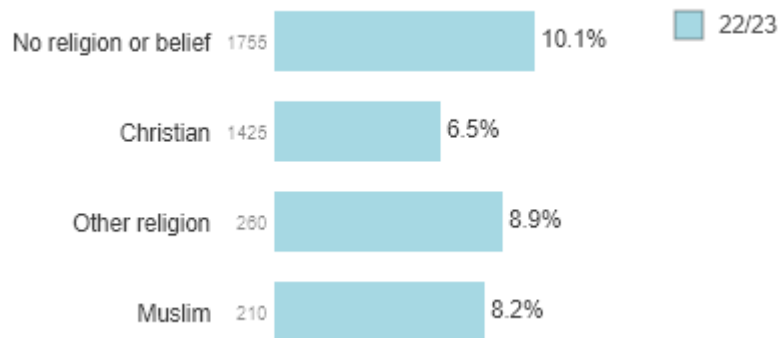Mixed 90 6.8%
Chinese 75 5.5%
Other 65 6.2%

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount.

The progression rates are highest for Asian (9.8%), White (8.3%), Mixed (6.8%) and Other (6.2%) staff. Black staff had the lowest progression rate in 2022/23 (5.1%) which was also lower than last year (5.6%). Please note that due to the small population of non-UK promotions this data cannot be meaningfully split by both ethnic group and nationality.

Religion or Belief

Chart 1B.7: Religion or belief progression rate (2022/23)

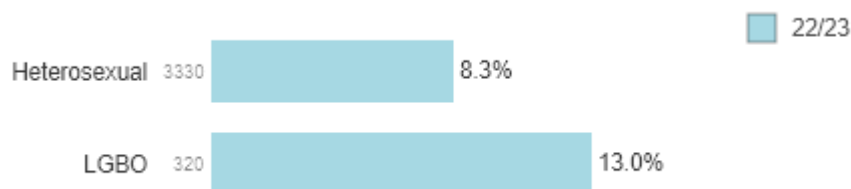|	22/23
No religion or belief 1755	10.1%
Christian 1425	6.5%
Other religion 260	8.9%
Muslim 210	8.2%

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount. Known data only. Data for staff who are Hindu, Sikh, Jewish, Buddhist and Other religion has been grouped within 'Other Religion' due to small population sizes.

Staff with No religion of belief (10.1%) had the highest rates of progression in 2022/23, with Christian staff (6.5%) having the lowest rates of progression, a percentage point difference of 3.6.

Sexual Orientation

Chart 1B.8: Sexual orientation progression rate (2022/23)

	22/23
Heterosexual 3330	8.3%
LGBO 320	13.0%

Workforce population: all staff excluding casual and sessional as at 1st November census date. Promotions population: all promotions between 1st August and 31st July. Figures calculated based on headcount.

The progression rate for staff whose sexual orientation is LGBO is 4.7pp higher than for heterosexual staff, the gap is 0.7pp higher than last year.

1c. Staff Leavers

This section presents leavers data for the 2022/23 academic year. This population includes anyone who left the university between 1st August and 31st July (not including fixed term positions). 463 people left permanent positions within the university in the 2022/23 academic year, at a rate of 12.1%. In 2021/22, 471 people left permanent positions, a leaving rate of 12.0%.

The charts below show the proportion of all permanent staff who share each protected characteristic who left in each academic year. The figures on the axis show the total number of staff in post, and the percentages on the bars show the proportion who left. This allows us to monitor whether staff sharing particular protected characteristics are leaving at particularly high (or low) rates.

Age

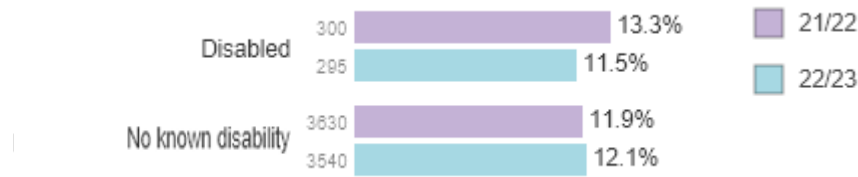**Chart 1C.1:** Rate of leaving permanent positions by age (2021/22 and 2022/23)
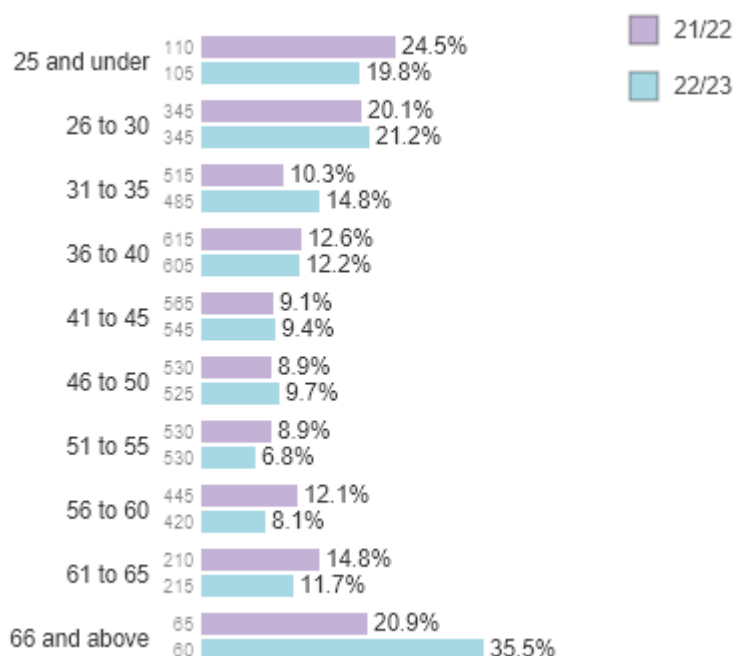
Workforce population: all staff excluding casual and sessional as at 1st December census date for 2021/22 and 1st November for 2022/23. Leavers population: all leavers excluding casual and sessional between August 2022 and July 2023. Figures calculated based on headcount.

The leaving rate for staff 25 and under reduced by 4.7pp from 2021/22 to 2022/23. The leaving rate is particularly low for staff aged between 41 and 55, and then much higher in age groups over 66 (35.5%) which was a significant increase on last year (20.9%). Last year (2021/22) the staff in all age groups 56-65 left at a much greater rate than this year.

Disability

**Chart 1C.2:** Rate of leaving permanent positions by disability status (2021/22 and 2022/23)

Disabled staff left permanent positions in 2022/23 at a slightly lower rate than staff with no known disability (11.5% compared to 12.1%). This contrasts with last year when the leaving rates for disabled staff where slightly higher than staff with no known disability.

Sex

Chart 1C.3: Rate of leaving permanent positions by sex (2021/22) and 2022/23)
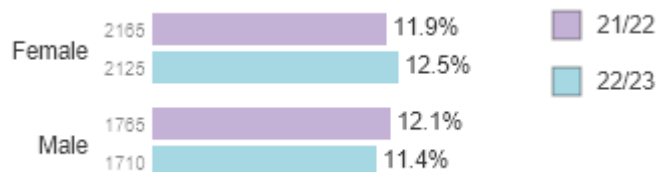
Unlike last year, this year a slightly higher proportion of women left their roles (12.5%) than men (11.4%). The leaving rate for females has increased from last year (+0.6%) whilst for males it has reduced (-1.3%).

Ethnicity

Chart 1C.4: Rate of leaving permanent positions by BAME/ white identity (2021/22 and 2022/23)

The leaving rate for BAME staff is 1.7pp higher than for White staff. This contrasts with 2021/22 when the rate for BAME staff was slightly lower than for White staff. There has been a 2.3% increase in rate for leaving for BAME staff this year.

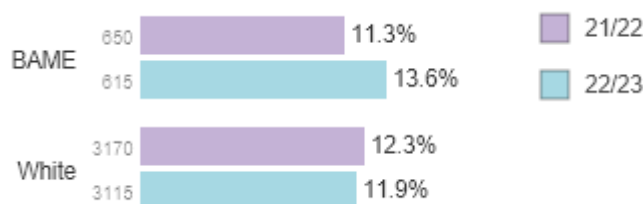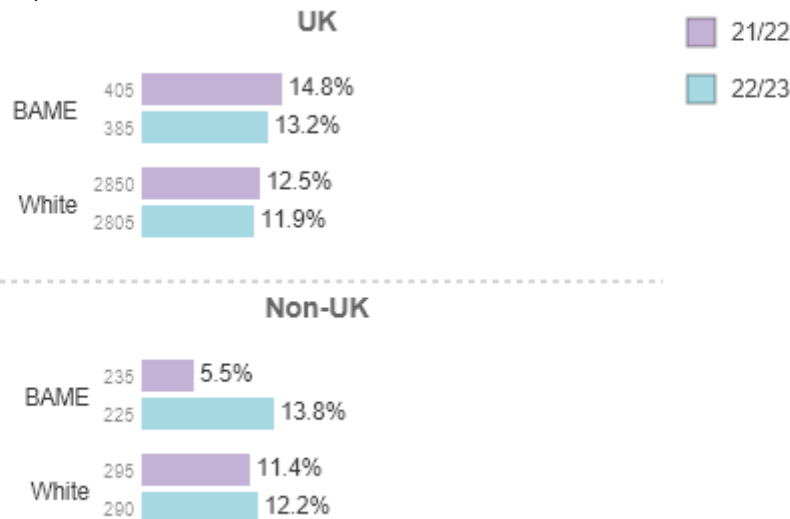**Chart 1C.5:** Rate of leaving permanent positions by BAME/ white identity and nationality (2021/22 and 2022/23)

Workforce population: all staff excluding casual and sessional as at 1st December census date for 2021/22 and 1st November for 2022/23. Leavers population: all leavers excluding casual and sessional between August 2022 and July 2023. Figures calculated based on headcount.

The leaving rate for permanent BAME UK staff (13.2%) is higher than the leaving rate for permanent White UK staff (11.9%). For non-UK staff, the leaving rate for BAME staff increased significantly by 8.3pp to 13.8% and BAME staff were more likely to leave permanent roles than White non-UK staff (12.2%).

Chart 1C.6: Rate of leaving permanent positions by ethnic group (2021/22 and 2022/23)

Workforce population: all staff excluding casual and sessional as at 1st December census date for 2021/22 and 1st November for 2022/23. Leavers population: all leavers excluding casual and sessional between August 2022 and July 2023. Figures calculated based on headcount.

In 22/23, Asian and Black staff had very similar leaving rates (12.8% and 12.7% respectively) which were slightly above white staff (11.9%). The proportion of staff from

Mixed ethnic groups who left in 2022/23 was very high (20.0%). The proportion of Chinese staff and staff from Other ethnic backgrounds who left permanent roles increased significantly from 2021/22 to 2022/23 by 7.2pp and 11.9pp respectively.

Religion or Belief

Chart 1C.8: Rate of leaving permanent positions by religion or belief (2022/23)

Workforce population: all staff excluding casual and sessional as at 1st November census date. Leavers population: all leavers excluding casual and sessional between August 2022 and July 2023. Figures calculated based on headcount.

The proportion of Muslim staff who leave has been lower than for all other groups in each of 2021/22 and 2022/23. Staff with any religion other than Christian or Muslim had the highest proportion of leavers in 2022/23 (14.0%) which was a significant increase of 4.11pp on the previous year. Both staff with no religion and Christian staff had a year-on-year reduction in the proportion of leavers by 1.1pp and 1.3pp respectively.

Sexual Orientation
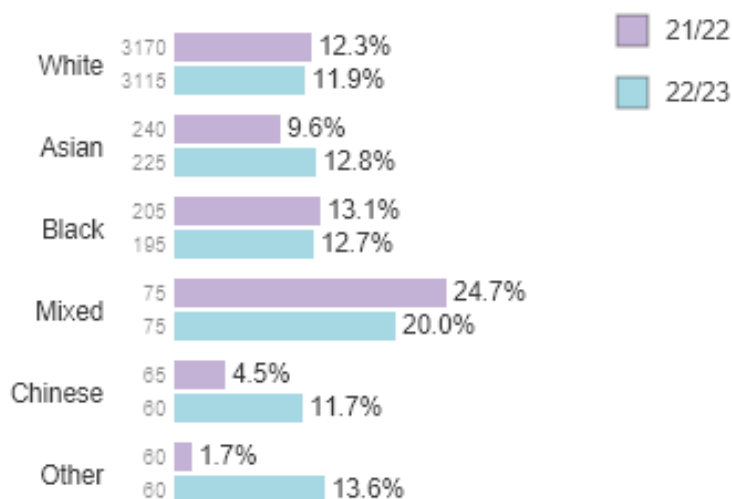
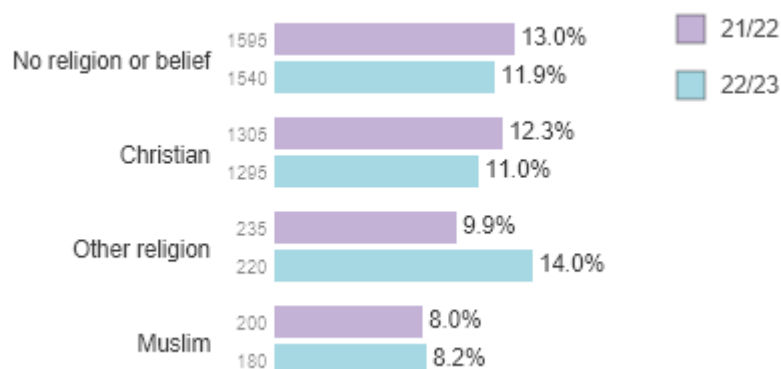**Chart 1C.9:** Rate of leaving permanent positions by sexual orientation (2021/22 and 2022/23)
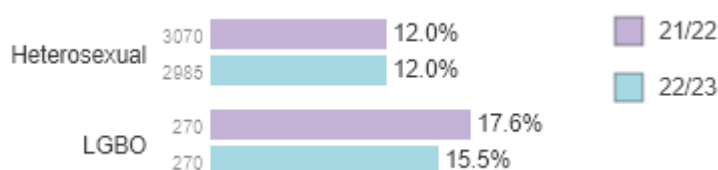
Workforce population: all staff excluding casual and sessional as at 1st December census date for 2021/22 and 1st November for 2022/23. Leavers population: all leavers excluding casual and sessional between August 2022 and July 2023. Figures calculated based on headcount.

This year the leaving rate was considerably higher for staff whose sexual orientation is LGBO (15.5%, compared to 12.0% for heterosexual staff). This is similar to last year although the percentage point gap between LGBO and Heterosexual staff did reduce this year (3.5pp) compared to 2021/22 (5.6pp).

1d. Recruitment and Selection

The following datasets reflect the previous 12 months of staff recruitment activity, split by protected characteristics. This population includes all positions closing between 1st August 2022 and 31st July 2023. Numbers and percentages of applications, shortlisted candidates and offers are provided. In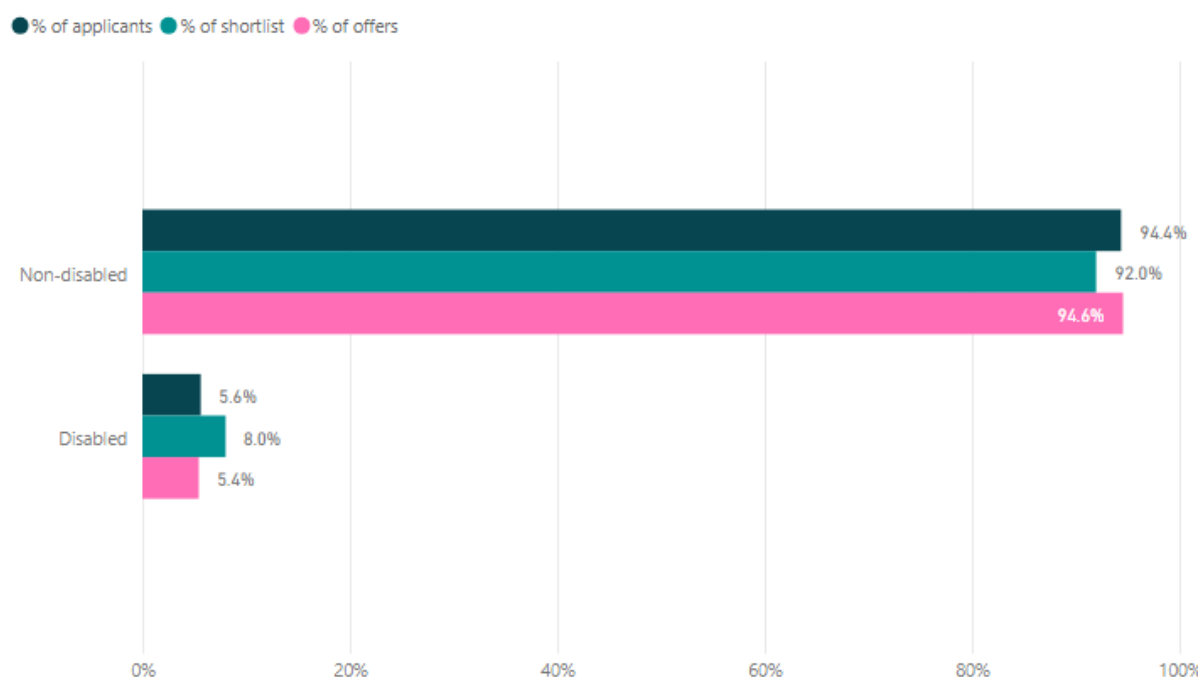 addition, the relative rate of candidates being shortlisted and offered roles are calculated. A relative value close to 1 indicates no significant difference in the relative rates for each group.

Disability

Chart 1D.1 Applications, shortlist, and offers by disability (2022/23)

A higher proportion of people shortlisted and in 2022/23 were disabled compared to the proportion of applicants who were disabled. The proportion of applicants that were disabled and offered roles was similar (5.6% and 5.4% respectively).

Table 1D.1 Applications, shortlist and offers, with shortlisting and offer rates by disability (2022/23)

Disability Status	% of applicants	% of shortlist	% of offers	No. applicants	No. shortlisted	No. offered	Shortlist rate (as % of applications)	Offer rate (as % of shortlist)
Disabled	5.6%	8.0%	5.4%	1083	204	59	18.8%	28.9%
Non-disabled	94.4%	92.0%	94.6%	18171	2338	1026	12.9%	43.9%
Total	100.0%	100.0%	100.0%	19254	2542	1085	13.2%	42.7%

Table 1D.2 Relative shortlisting and offer rates for disabled candidates (2022/23)

Relative rate of disabled applicant being shortlisted	1.46
Relative rate of a disabled shortlisted candidate being offered a role	0.66

This data shows the relative rates of disabled candidates being shortlisted and hired.

- The relative **rate of being shortlisted** is calculated by dividing the proportion of disabled applications who are shortlisted by the proportion of non-disabled applications who are shortlisted.
- The relative **rate of being hired** is calculated by dividing the proportion of the disabled shortlist who are offered a role by the proportion of the non-disabled shortlist who are offered a role.

The figures can be read as a ratio or percentage. With a relative rate of being shortlisted of 1.46, for every 10 non-disabled candidates who are shortlisted, 14.6 disabled candidates are shortlisted. With a relative rate of being offered a role of 0.66, For every 100 non-disabled candidates who are offered a role, 66 disabled candidates are offered a role.

Disabled candidates are relatively more likely to be shortlisted than non-disabled candidates. The hiring rate for shortlisted disabled candidates being hired is two thirds that of non-disabled candidates.

Gender

Chart 1D.2 Applications, shortlist and offers by gender (2022/23)
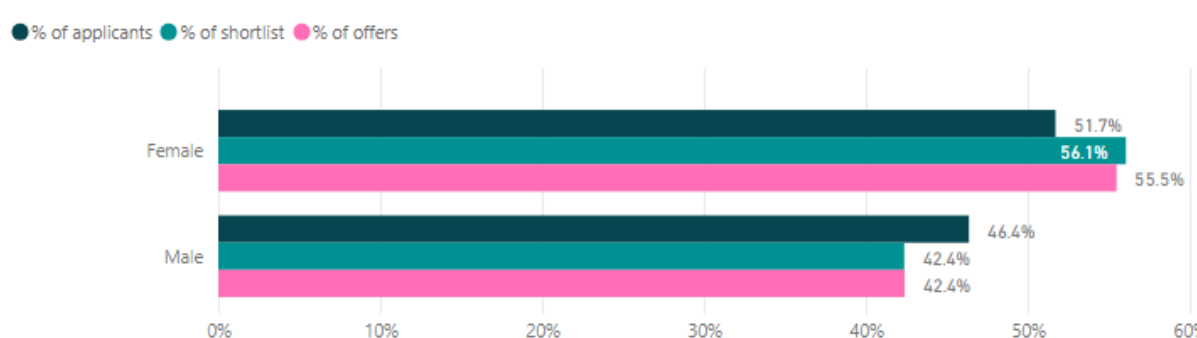
The proportion of male candidates decreases from applicant to shortlist and remains static for offers made. A higher proportion of female candidates are shortlisted, offered a role than the proportion of female applications. There were also a small number of applications from candidates who identify as non-Binary (0.2%) or who would Prefer to Self-Describe (<0.1%).

Table 1D.3 Applications, shortlist and offers with shortlisting and offer rates by gender (2022/23)

Gender	% of applicants	% of shortlist	% of offers	No. applicants	No. shortlisted	No. offered	Shortlist rate (as % of applications)	Offer rate (as % of shortlist)
Female	51.7%	56.1%	55.5%	9956	1425	602	14.3%	42.2%
Male	46.4%	42.4%	42.4%	8927	1077	460	12.1%	42.7%
Non-Binary	0.2%	0.2%	0.1%	43	4	1	9.3%	25.0%
Prefer not to say	1.7%	1.4%	2.0%	319	36	22	11.3%	61.1%
Prefer to Self-Describe	0.0%			9				
Total	100.0%	100.0%	100.0%	19254	2542	1085	13.2%	42.7%

Table 1D.4 Relative shortlisting and offer rates for women candidates (2022/23)

Relative rate of female applicant being shortlisted	1.19
Relative rate of a female shortlisted candidate being offered a role	0.99

The relative rate of a woman being shortlisted is 1.19, and the relative rate of a woman being offered a role is 0.99, showing an increased likelihood of women being shortlisted and very similar offer rate to male candidates.

Ethnicity

Chart 1D.3 Applications, shortlists and offers by BAME/white identity (2022/23)
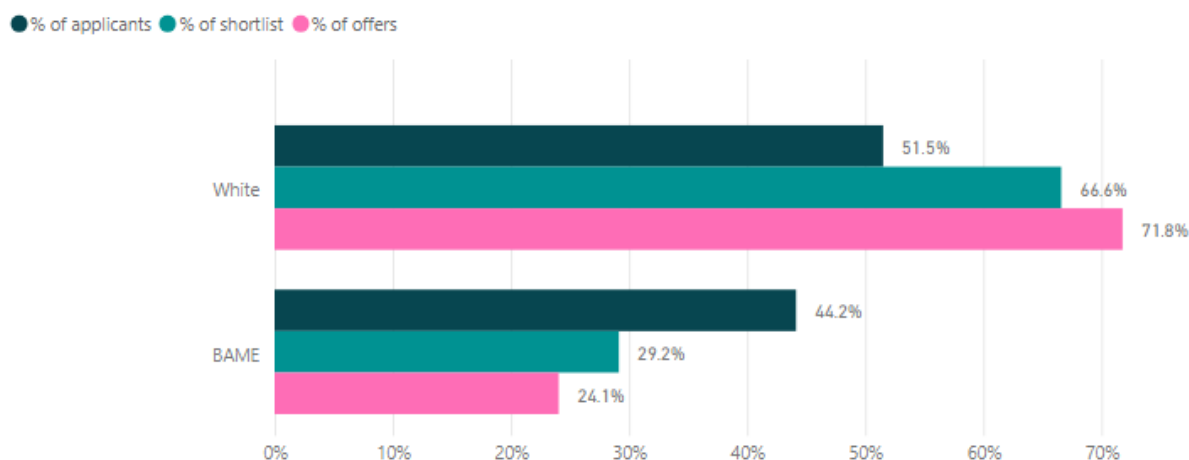
There is a marked decrease in the proportion of BAME candidates at each stage of the recruitment process. 44.2% of applications are BAME, compared to just 29.2% of those shortlisted and 24.1% of those offered a role.

The proportion of BAME applications has decreased slightly this year to 44.2% of applications compared to 43.8% of applications last year. There has been a decrease in the proportion of shortlisted candidates who are BAME, from 31.6% last year to 29.2% this year. The proportion of BAME offer holders has also decreased slightly from 25.1% last year to 24.1% this year. These changes must be considered with the inclusion of Unknown (including refused) applicants as well for 2022/23 reporting (4.3%).

Table 1D.5 Applications, shortlists and offers, with shortlisting and offer rates by BAME/White identity (2022/23)

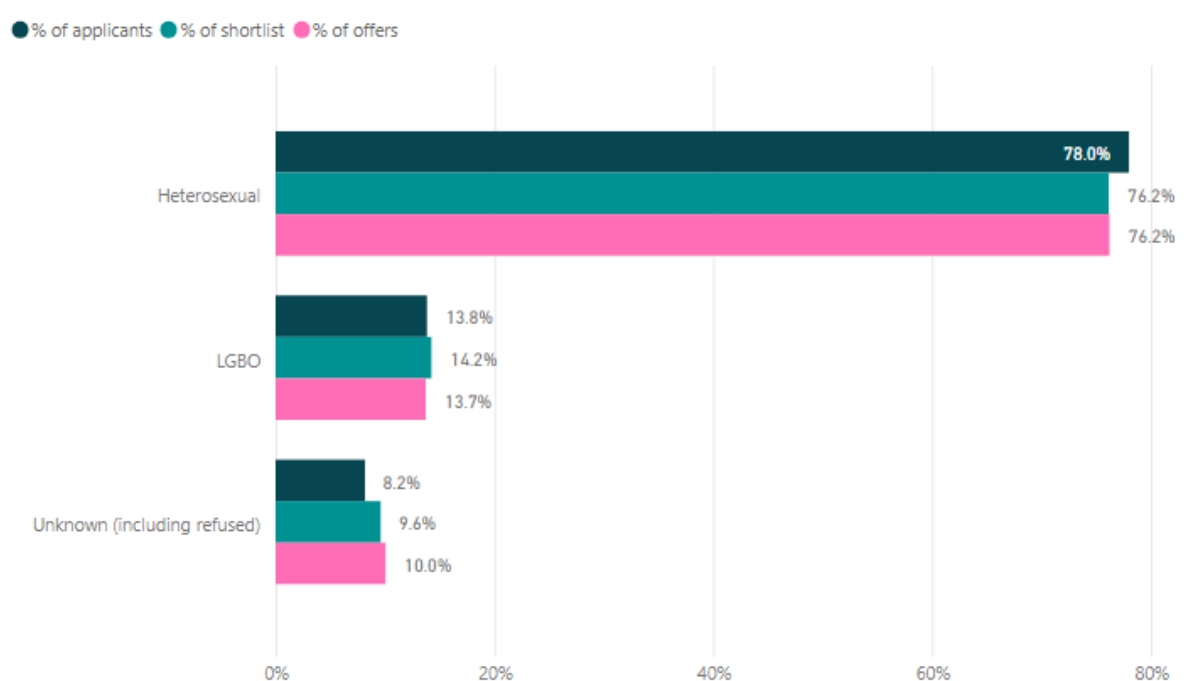| BAME/White Identity	% of applicants	% of shortlist	% of offers	No. applicants	No. shortlisted	No. offered	Shortlist rate (as % of applications)	Offer rate (as % of shortlist)
BAME	44.2%	29.2%	24.1%	8501	741	261	8.7%	35.2%
Unknown (including refused)	4.3%	4.2%	4.1%	833	108	45	13.0%	41.7%
White	51.5%	66.6%	71.8%	9920	1693	779	17.1%	46.0%
Total	**100.0%**	**100.0%**	**100.0%**	**19254**	**2542**	**1085**	**13.2%**	**42.7%**

Table 1D.6 Relative shortlisting and offer rates for BAME candidates (2022/23)

Relative rate of BAME applicant being shortlisted	0.51
Relative rate of a BAME shortlisted candidate being offered a role	0.77

Data on ethnicity shows that BAME applications are less likely (0.51 as likely) to be shortlisted than White applications, and that shortlisted BAME candidates are less likely (0.77 as likely) to be offered a role than shortlisted White candidates. The relative rate of a BAME candidate being shortlisted has fallen since last year (from 0.60 to 0.51), while the rate at which shortlisted candidates are offered a role has increased (from 0.70 to 0.77)

Sexual Orientation

Chart 1D.4 Applications, shortlist and offers by sexual orientation group (2022/23)

There are similar proportions of people who identify as LGBO at application (13.8%), shortlist (14.2%) and who are offered a role (13.7%).

Table 1D.7 Applications, shortlist and offers with shortlisting and offer rates by sexual orientation group (2022/23)

Sexual Orientation	% of applicants	% of shortlist	% of offers	No. applicants	No. shortlisted	No. offered	Shortlist rate (as % of applications)	Offer rate (as % of shortlist)
Heterosexual	78.0%	76.2%	76.2%	15018	1936	827	12.9%	42.7%
LGBO	13.8%	14.2%	13.7%	2663	362	149	13.6%	41.2%
Unknown (including refused)	8.2%	9.6%	10.0%	1573	244	109	15.5%	44.7%
Total	**100.0%**	**100.0%**	**100.0%**	**19254**	**2542**	**1085**	**13.2%**	**42.7%**

Table 1D.8 Relative shortlisting and offer rates for LGBO candidates (2022/23)

Relative rate of LGBO applicant being shortlisted	1.05
Relative rate of a LGBO shortlisted candidate being offered a role	0.96

LGBO applications are very slightly more likely to be shortlisted than heterosexual applications, and very slightly less likely to be offered a role; but the differences are minimal.

1e. Pay Gaps Reporting

The University has a statutory obligation to report its gender pay gap based on a snapshot of workforce data taken on 31st March each year. We have chosen to go beyond our statutory obligation to calculate and report our ethnicity, disability and (for the first time this year) sexual orientation pay gaps.

Pay gaps show the percentage difference between the average pay for all employees who do and don't share a particular protected characteristic (for example, the average pay for all male and all female employees), no matter what their role is. The tables below show the mean and median calculations for Manchester Metropolitan's pay gaps as at 31st March 2023, with a comparison to last year and to the sector figures where available. Sector figures show all UK Higher Education Institutions and are taken from Advance HE's Equality in Higher Education Staff Statistical Report 2023.

Gender

A Gender Pay Gap is the percentage difference between the average pay of all male employees and all female employees, no matter what their role is.

Table 1E.1 Mean and Median Gender Pay Gaps with sector comparison

	2022	2023	Sector (2022)
Mean Gender Pay Gap	5.2%	5.3%	14.2%
Median Gender Pay Gap	4.5%	8.3%	8.5%

The mean Gender pay gap in 2023 is 5.3% and the median is 3.2%. In 2022 the mean was 5.2% and the median 4.5%. The Higher Education Sector mean in 2022 was 14.2% and the median 8.5%. Our gender pay gap is therefore considerably smaller than the sector, although has increased slightly from last year.

Table 1E.2 Proportion of staff who are male and female by Pay Quartile

	Female	Male
Quartile 1 – lowest pay	58.8%	41.2%
Quartile 2	55.4%	44.6%
Quartile 3	52.4%	47.6%
Quartile 4 – highest pay	51.0%	49.0%

Table 1E.2 shows the proportion of male and female staff in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4). The bands have been established by ranking all employees by hourly pay, staring from the lowest to the highest paid and dividing into quartiles. The pay gap is strongly impacted by the fact that the university has more women than men in lower paid roles.

Table 1E.3 Mean and Median Gender Bonus Gaps

	2022	2023
Mean Average Bonus Gap	25.4%	31.0%
Median Average Bonus Gap	16.7%	0.0%
Proportion Receiving Bonus – Male	1.9%	8.1%
Proportion Receiving Bonus - Female	1.3%	10.1%

The mean bonus gap has increased slightly, and the median has decreased significantly. As only a relatively small number of individuals receive a bonus, any slight changes have a large impact on the figures. More women received a bonus through the all-staff bonus scheme in 2022, which awards a lower value. This has a large impact on the gender proportions and the mean and median figures. An all-staff bonus in 2023 has pulled down the mean female bonus considerably.

Disability

A Disability Pay Gap is the percentage difference between the average pay of employees with no known disability and disabled employees, no matter what their role is.

Table 1E.4 Mean and Median Disability Pay Gaps with sector comparison

	2022	2023	Sector (2022)
Mean Disability Pay Gap	7.7%	3.2%	10.4%
Median Disability Pay Gap	5.4%	5.8%	8.7%

The mean Disability Pay Gap in 2023 is 3.2% and the median is 5.8%. The mean gap has decreased significantly from 7.7% in 2022, and the median gap has increased slightly from 5.4% in 2022 to 5.8% in 2023. Both the mean and median gaps are below the sector average.

Table 1E.5 Proportion of staff who are disabled, not disabled, and not declared by Pay Quartile

	Disabled	Non-disabled	Unknown
Quartile 1 – lowest pay	8.5%	86.9%	4.6%
Quartile 2	8.8%	87.6%	3.6%
Quartile 3	6.5%	91.2%	2.3%
Quartile 4 – highest pay	5.5%	91.1%	3.4%

Table 1E.5 shows the proportion of disabled employees, employees with no known disability and employees who did not provide information in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4). The bands have been established by ranking all employees by hourly pay, staring from the lowest to the highest paid and dividing into quartiles. There are higher proportions of disabled people in the first and second quartiles.

Ethnicity

An Ethnicity Pay Gap is the percentage difference between the average pay of all white employees and all Black, Asian and minority ethnic (BAME) employees, no matter what their role is.

Table 1E.6 Mean and Median Ethnicity Pay Gaps

	2022	2023
Mean Ethnicity Pay Gap	11.3%	12.1%
Median Ethnicity Pay Gap	5.8%	9.1%

Note: Sector data within Advance HE, Equality in Higher Education: Students Statistical Report 2023 for ethnicity pay gaps is split by UK and Non-UK staff whilst our internal pay gap data is based on both UK and Non-UK staff, therefore comparison to the available sector data is not possible

The mean ethnicity pay gap in 2023 is 12.1% which is a slight increase on 2022. The median is 9.1% which is a significant increase on the previous year.

Table 1E.7 Proportion of staff who are Black, Asian and minority ethnic and White by Pay Quartile

	BAME	White	Unknown
Quartile 1 – lowest pay	23.9%	71.5%	4.6%
Quartile 2	18.5%	78.9%	2.6%
Quartile 3	16.1%	81.0%	2.9%
Quartile 4 – highest pay	12.5%	85.1%	2.4%

Table 1E.7 shows the proportion of white and BAME employees in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4). The bands have been established by ranking all employees by hourly pay, staring from the lowest to the highest paid and dividing into quartiles. The Ethnicity Pay Gap is strongly impacted by the high proportion of staff in Quartile 1 (the lowest paid roles) who are BAME compared to the proportion in Quartiles 2, 3 and 4.

Sexual Orientation

A Sexual Orientation Pay Gap is the percentage difference between the average pay of heterosexual employees and employees who describe their sexual orientation as LGBO. There is currently no available sector data so comparisons to sector are not possible.

Table 1E.8 Mean and Median Sexual Orientation Pay Gaps

	2022	2023
Mean Sexual Orientation Pay Gap	5.0%	5.2%
Median Sexual Orientation Pay Gap	6.7%	5.8%

The mean Sexual Orientation Pay Gap in 2023 is 5.2%, a slight increase from 2022 (5.0%) and the median gap is 5.8%, a significant decrease from 2022 (6.7%).

Table 1E.9 Proportion of staff who are Lesbian, Gay, Bisexual or Other and heterosexual by Pay Quartile

	LGBO	Heterosexual	Information not provided
Quartile 1 – lowest pay	9.5%	74.5%	16.0%
Quartile 2	8.3%	79.9%	11.8%
Quartile 3	6.8%	79.1%	14.1%
Quartile 4 – highest pay	6.4%	76.6%	17.1%

Table 1E.9 shows the proportion of LGBO employees, heterosexual employees, and employees who did not provide the information in four pay quartiles ordered from the lowest pay cohort (Quartile 1) to the highest pay cohort (Quartile 4). The bands have been established by ranking all employees by hourly pay, staring from the lowest to the highest paid and dividing into quartiles. The pay gap is impacted by the fact that there is a decreasing proportion of LGBO staff from the lowest to the highest pay Quartiles. A high proportion of staff in the Quartile 4 (the highest pay quartile) chose not to provide information about their sexual orientation.

Part 2: Student Data

This section of the report provides student equality monitoring data with observations in respect of:

1. Student enrolments
2. Level 5 Returners (formerly level 4 progression)
3. Student satisfaction
4. Degree awards
5. Graduate employment

Student data is profiled by the protected characteristics of age, disability, gender, ethnicity, religion or belief and sexual orientation wherever possible. Where appropriate, sector average figures are provided, sourced from Advance HE's 'Equality in higher education – students statistical report 2023'. Sector comparisons refer to the 21/22 academic year, which is the most recent data available.

2a. Student enrolments at Manchester Metropolitan shown as trend data (last three years)

The population used for the student enrolment data in this report is the standard registration population reported to HESA. Registrations are counted once for each 'year of programme of study'. Students who leave within two weeks of their start date, or anniversary of their start date, and are on a course of more than two weeks duration, are not included in the standard registration population. Students who have suspended study (e.g. dormant students), incoming visiting and exchange students from overseas, writing-up students and students on sabbatical are also excluded from this population.

In the academic year 2022/23 there were 39,080 active students enrolled at Manchester Metropolitan (compared to 36,963 the previous year).

Age

**Chart 2A.1:** Student enrolment by age group on entry
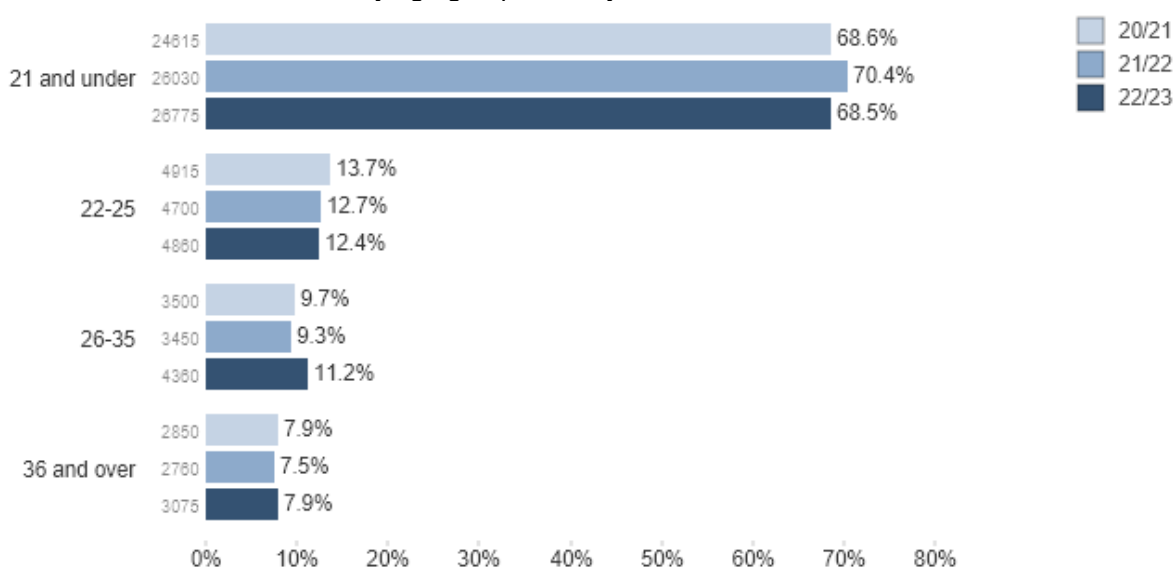
The majority of our students start their studies when aged 21 or under (68.5% in 22/23). There have been some very slight changes in the age on entry profile of our students since 20/21, with a small increase in the proportion of students in age groups over 26, and a slight decrease in the proportion of students aged 22-25. Our student profile is younger than the sector, where 47.3% of students are aged 21 and under when they start their studies[10].

Disability

**Chart 2A.2:** Student enrolment by disability status
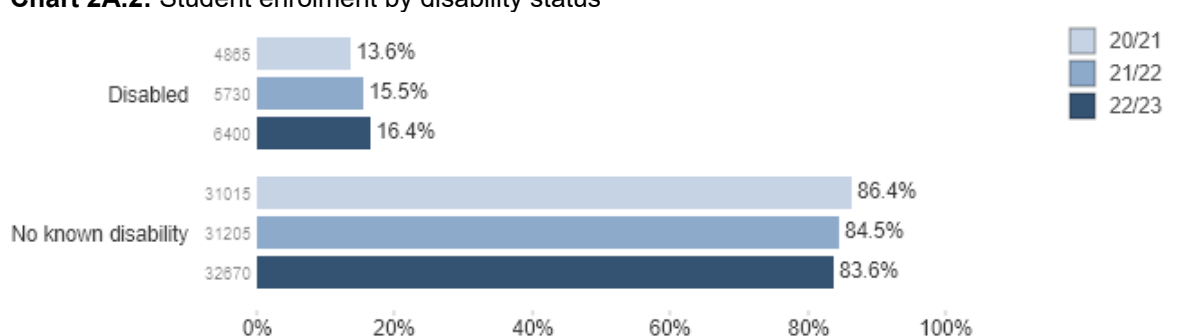
In 2022/23 the proportion and number of students disclosing a disability increased to 16.4% of all enrolments. This is the highest level seen in the three-year reporting period. The proportion of students who are disabled in the sector overall has increased every year since 2003/04, and in 2021/22,15.9% students were disabled.[11]

---

[10] All UK HEIs, source: Advance HE, Equality in Higher Education: Students Statistical Report 2023
[11] All UK HEIs, source: Advance HE, Equality in Higher Education: Students Statistical Report 2023

Chart 2A.3: Disabled students by impairment type
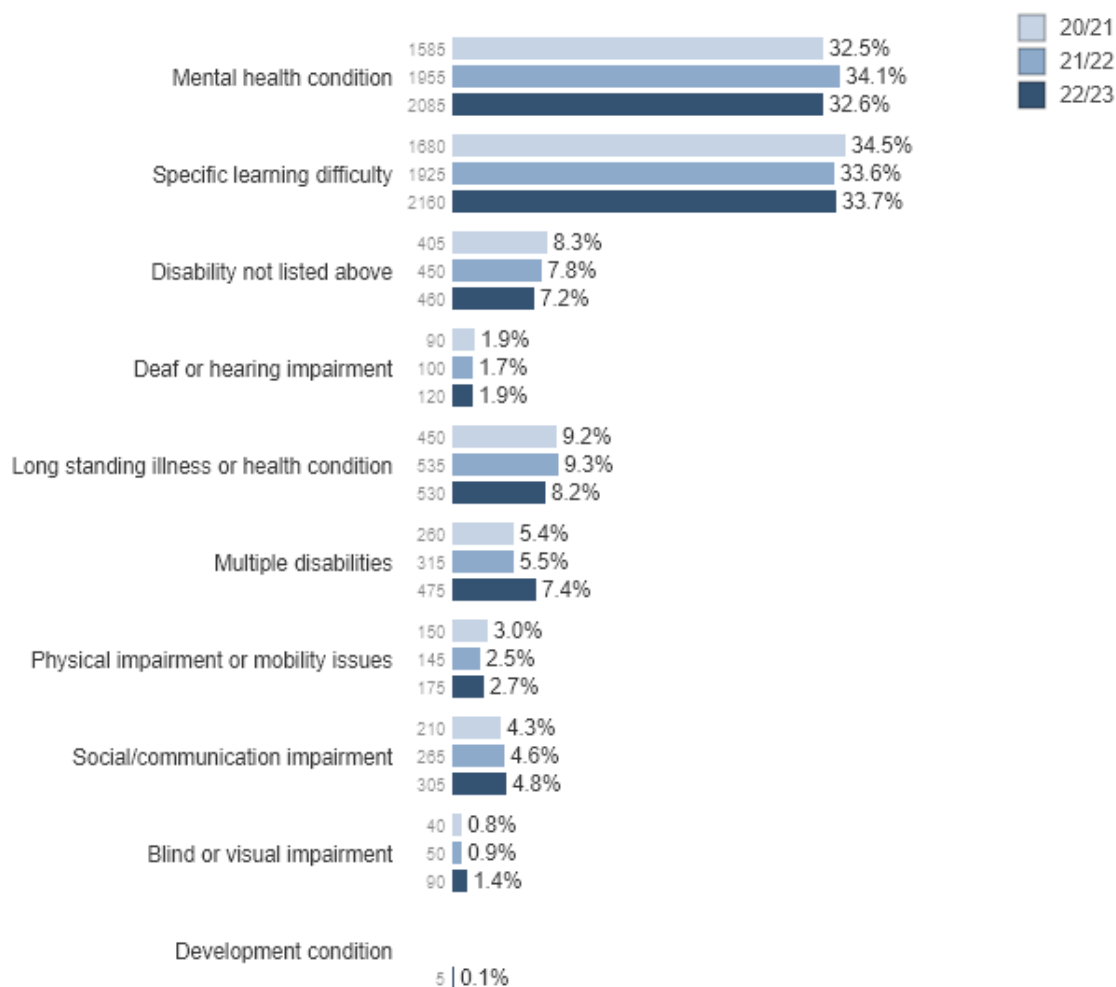
Population: all HESA reportable internally enrolled students who disclosed a disability, excluding dormant. Percentages calculated on headcount.

In 22/23, Specific learning difficulties are the most common impairment type. 33.7% of disabled students (2,160 students) report a specific learning difficulty, slightly higher than the 32.6% of disabled students (2,085 students) who report a Mental health condition.

The proportion of disabled students who reported a specific learning difficulty across the sector in 2021/22 was 31.9% (compared to 33.7% for Manchester Met) which has reduced slightly from 32.6% in 2020/21. In the sector 29.2% (compared to 32.6% for Manchester Met) of disabled students reported a mental health condition, which has remained almost unchanged since 2020/21 (29.4%).[12]

---

[12] All UK HEIs, source: Advance HE, Equality in Higher Education: Students Statistical Report 2023

Sex

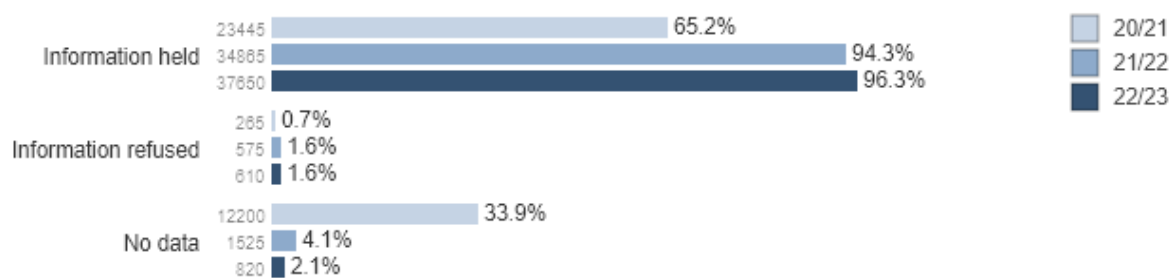**Chart 2A.4:** Student enrolment by sex
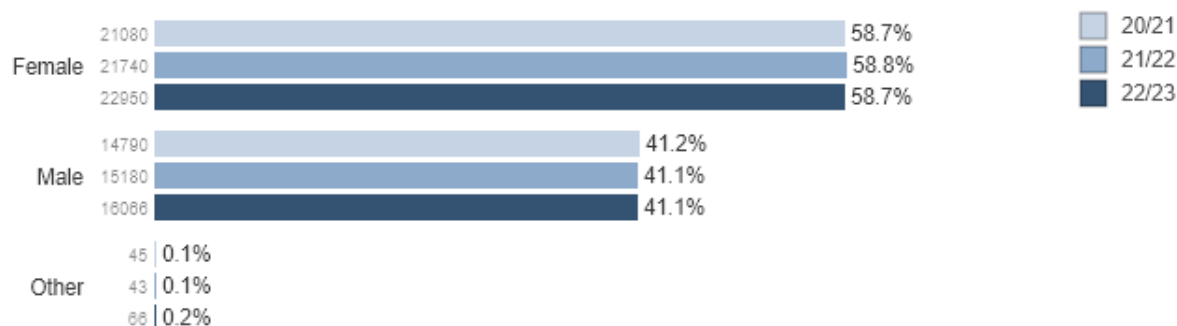
Population: all HESA reportable internally enrolled students; standard registration population. Percentages calculated on headcount.

Across the sector, 57.1% of students are female, 42.6% are male (0.3% Other)[13] and there is, therefore, a small variation between the University and sector averages, as we have a slightly higher proportion of students who are female (58.7%).

Data on students' sex is returned to HESA with the possible options of 'Female', 'Male' and 'Other'. For the purposes of this report, data for the sex field will be referred to as sex, which differs from reporting up to 19/20 where this section was labelled as gender. This aligns with Advance HE's updated guidance on equality data monitoring which better reflects the phrasing of the response options required by HESA.
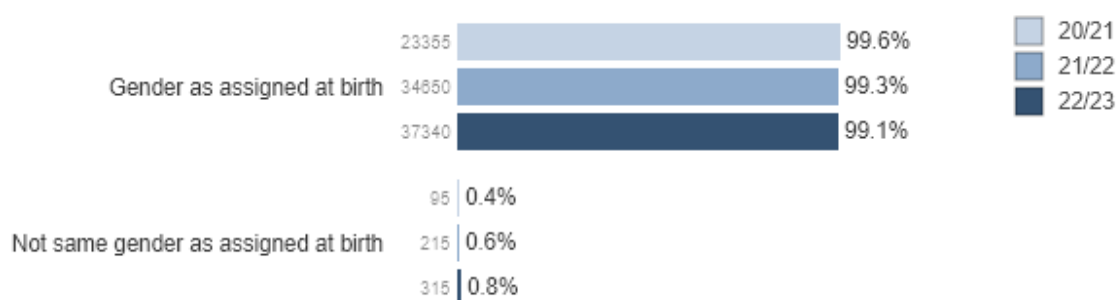
Gender Identity

Chart 2A.5a: Gender Identity data collection rates

Population: all HESA reportable internally enrolled students; standard registration population. Percentages calculated on headcount.

---

[13] All UK HEIs, source: Advance HE, Equality in Higher Education: Students Statistical Report 2023 – data tables

Chart 2A.5b: Student enrolment by gender identity (where data is held, excluding information refused or not collected)

Separately, we record and report our students' gender identity. Advance HE refer to this as Trans status. Students are asked to indicate, according to their own self-assessment, if their gender identity is the same as the gender they were originally assigned at birth.

In 2022/23 the amount of data we hold on our students' gender identity greatly increased – we now hold data for 96.3% of our students (or 97.9% including those who chose not to reveal this information).

0.8% of our enrolled students (around 315 students) say that their gender identity is not the same as the gender originally assigned to them at birth. Sector comparison data is increasing in reliability – student disclosure rates in institutions who returned this data to HESA was at 90.0%% in 2021/22 which was an increase on 2020/21 (84.1%), and 1.1% of these students said that their gender identity differed from that assigned to them at birth, an increase on 2020/21 (0.8%).
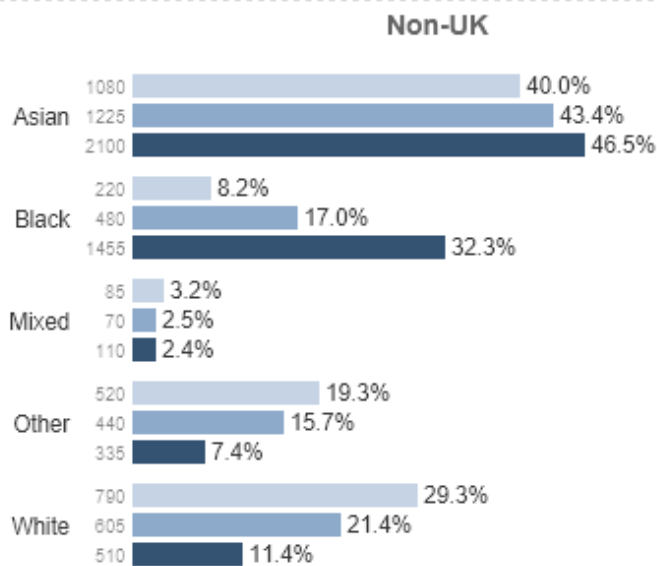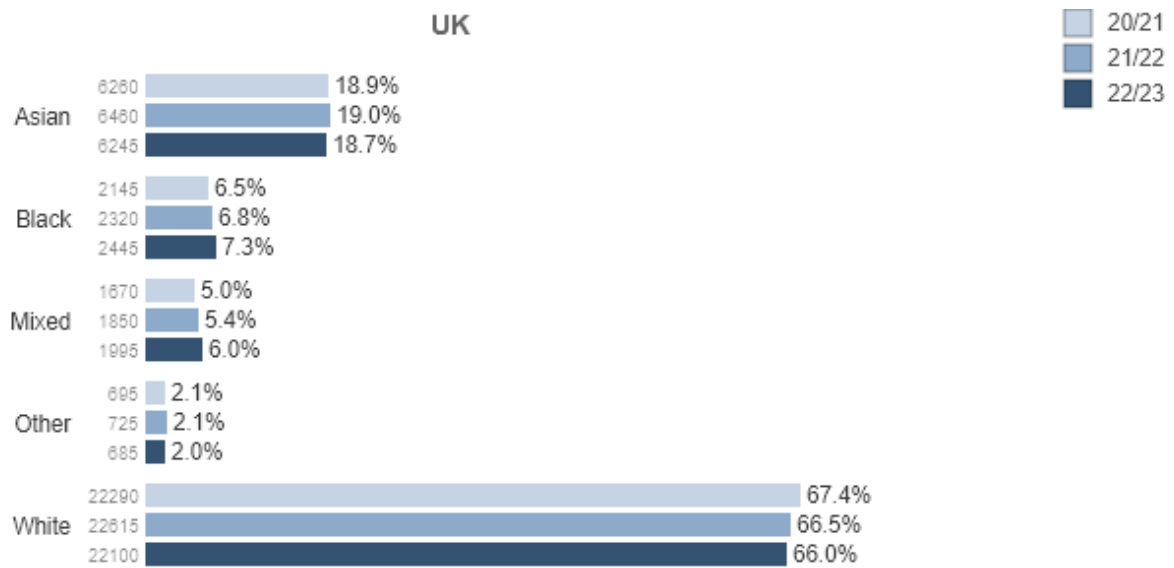
Ethnicity

The following tables present ethnicity data by UK/non-UK domicile. Ethnicity within the HESA student record is based upon the 2021 census classification system in England and Wales. For the purposes of this report, we have aggregated detailed ethnicity records into five high-level groups as used in the census classification system:

- Asian – Asian/Asian British: Bangladeshi, Indian, Pakistani, Chinese, and any other Asian background
- Black – Black/Black British: African, Caribbean, and any other Black background
- Mixed – Mixed: White & Asian, White & Black Caribbean, White & Black African, and any other Mixed background
- Other ethnic background – including Arab and any other background
- White – White and Gypsy or traveller

Chart 2A.6: Student enrolment by ethnic group and UK/Non-UK domicile[14]
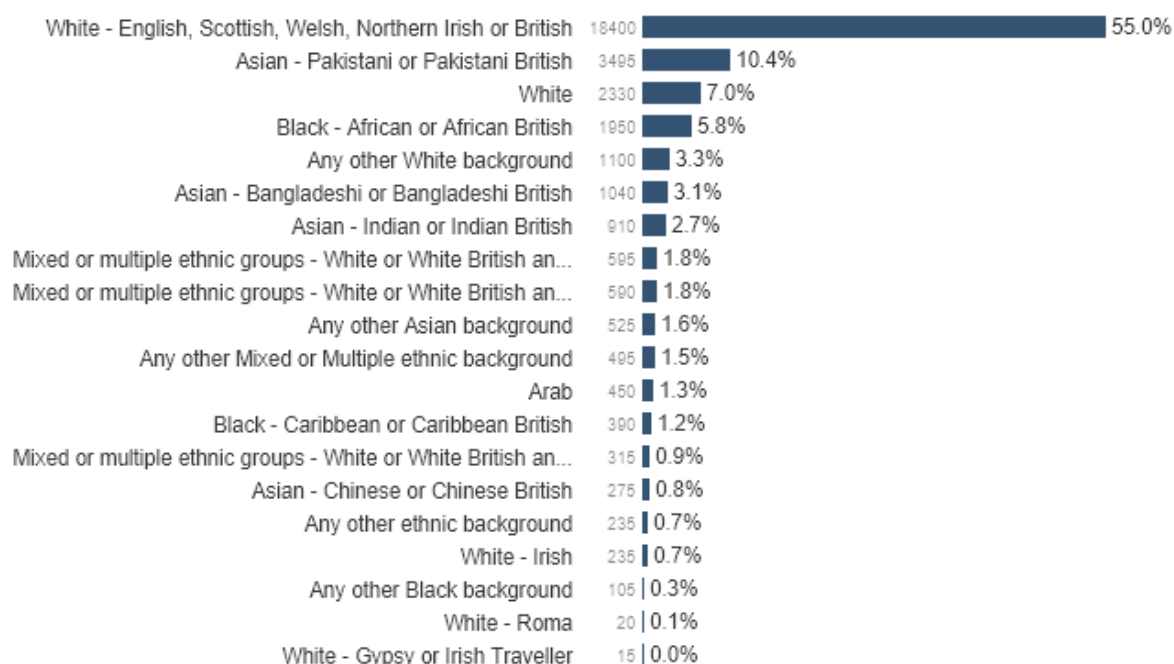
---

[14] It is only compulsory to collect ethnicity data for UK domiciled students in the HESA student record. From 2022/23 we have only reported ethnicity data for UK domiciled students to HESA. This report

UK

Asian
- 6260 — 18.9%
- 6460 — 19.0%
- 6245 — 18.7%

Black
- 2145 — 6.5%
- 2320 — 6.8%
- 2445 — 7.3%

Mixed
- 1670 — 5.0%
- 1850 — 5.4%
- 1995 — 6.0%

Other
- 695 — 2.1%
- 725 — 2.1%
- 685 — 2.0%

White
- 22290 — 67.4%
- 22615 — 66.5%
- 22100 — 66.0%

Non-UK

Asian
- 1080 — 40.0%
- 1225 — 43.4%
- 2100 — 46.5%

Black
- 220 — 8.2%
- 480 — 17.0%
- 1455 — 32.3%

Mixed
- 85 — 3.2%
- 70 — 2.5%
- 110 — 2.4%

Other
- 520 — 19.3%
- 440 — 15.7%
- 335 — 7.4%

White
- 790 — 29.3%
- 605 — 21.4%
- 510 — 11.4%

Population: all HESA reportable internally enrolled students; standard registration population. Percentages calculated on headcount.

therefore uses our HESA standard registration population but adds ethnicity data from our internal student database in order to additionally present data for non-UK domiciled students.

Chart 2A.7: Student enrolment by ethnicity (UK students only, 2022/23)

Ethnicity	Count	Percentage
White - English, Scottish, Welsh, Northern Irish or British	18400	55.0%
Asian - Pakistani or Pakistani British	3495	10.4%
White	2330	7.0%
Black - African or African British	1950	5.8%
Any other White background	1100	3.3%
Asian - Bangladeshi or Bangladeshi British	1040	3.1%
Asian - Indian or Indian British	910	2.7%
Mixed or multiple ethnic groups - White or White British an…	595	1.8%
Mixed or multiple ethnic groups - White or White British an…	590	1.8%
Any other Asian background	525	1.6%
Any other Mixed or Multiple ethnic background	495	1.5%
Arab	450	1.3%
Black - Caribbean or Caribbean British	390	1.2%
Mixed or multiple ethnic groups - White or White British an…	315	0.9%
Asian - Chinese or Chinese British	275	0.8%
Any other ethnic background	235	0.7%
White - Irish	235	0.7%
Any other Black background	105	0.3%
White - Roma	20	0.1%
White - Gypsy or Irish Traveller	15	0.0%

Population: all HESA reportable internally enrolled students with UK Domicile; standard registration population. Percentages calculated on headcount.

Charts 2A.6 and 2A.7 show the breakdown of students based on ethnicity.

The UK domiciled student population at Manchester Met is becoming increasingly ethnically diverse. There has been a year-on-year reduction in the proportion of White students at Manchester Met over the three year reporting period, and an increase in students from Black, Asian, Mixed and Other ethnic backgrounds. The proportion of Black UK domiciled students has increased in particular, from 6.5% in 2020/21 to 7.3% in 2022/23.

Manchester Metropolitan has a higher proportion of students from Black, Asian and minority ethnic backgrounds in total (40.4%) than HEIs in the UK overall (27.0%) and HEIs in England (30.6%). The proportion of our students from Asian backgrounds is particularly high at 18.7% compared to 11.6% in HEIs in the UK overall (13.2% in HEIs in England). However, we have a lower proportion of Black students (7.3%) than institutions in the UK overall (8.0%) and English institutions in particular (9.3%).[15]

Chart 2A.7 shows the ethnicity of our students according to their own self-assessment.

---

[15] Advance HE, Equality in Higher Education: Students Statistical Report 2023

Religion or Belief

Chart 2A.8: Student enrolment by religion or belief group
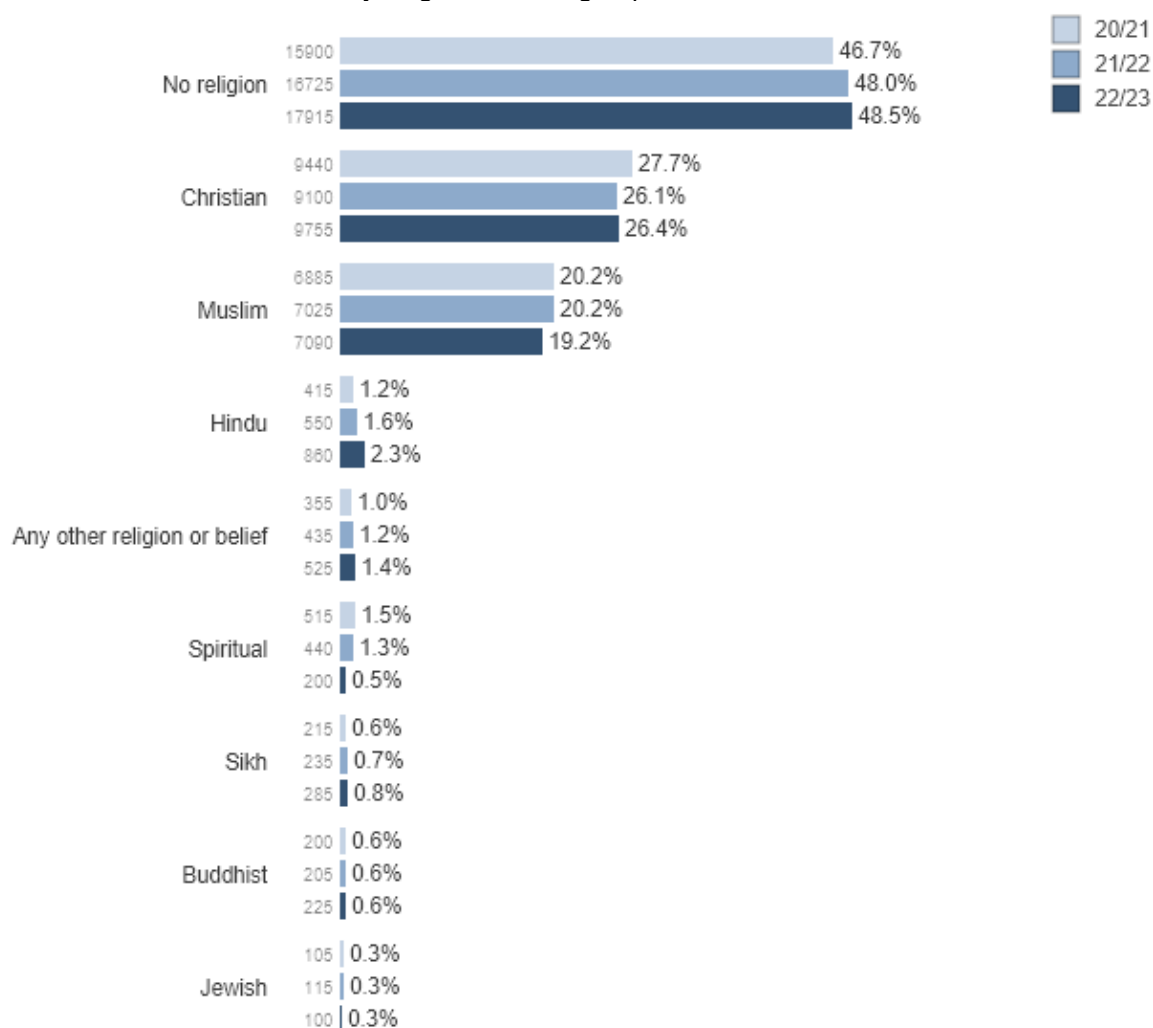
Population: all HESA reportable internally enrolled students; standard registration population. Known data only. Percentages calculated on headcount. We hold religion or belief data for 94.5% of our students.

Almost half of students declare no religion (48.5%), 26.4% are Christian and 19.2% are Muslim. Although only small proportions of students are from other religious backgrounds, this does represent some sizable populations. There are approximately 100 Jewish students, 225 Buddhist, 285 Sikh students, over 850 Hindu students and over 200 spiritual students.

In the sector overall 43.8% students have no religion (48.5% Mcr Met), 28.7% are Christian (26.4% Mcr Met), and 10.6% are Muslim (19.2% Mcr Met). We therefore have a much higher proportion of Muslim students than the sector overall, although there has been a slight year on year reduction in the proportion of Muslim students from 21/22 (1.0pp).[16]

---

[16] Advance HE, Equality in Higher Education: Students Statistical Report 2023

Sexual Orientation

Chart 2A.9: Student enrolment by sexual orientation
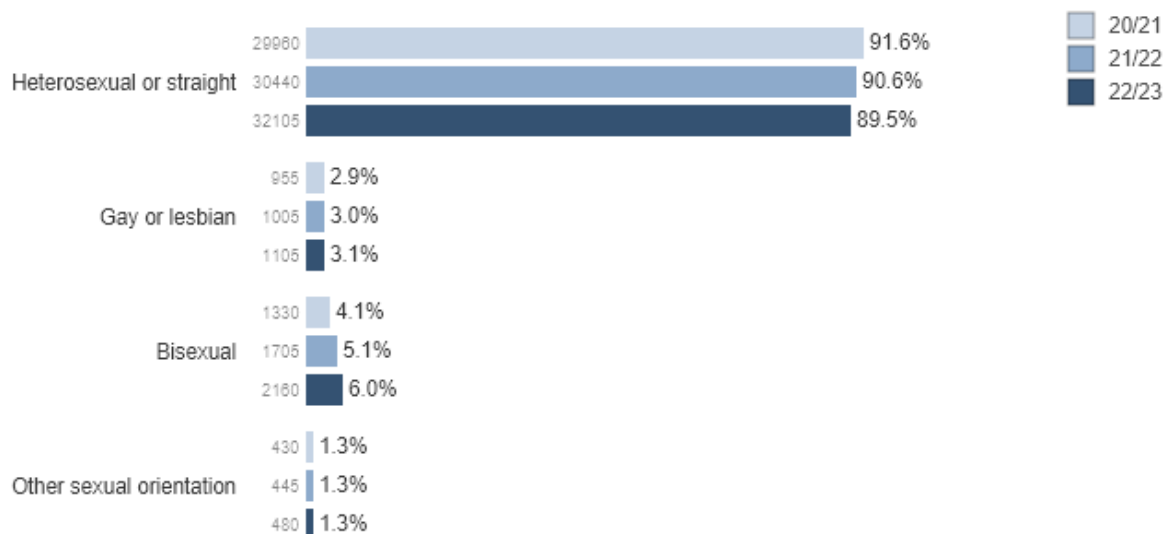
Population: all HESA reportable internally enrolled students; standard registration population. Known data only based on new HESA Data Futures, sector comparison below is based on 21/22 academic year before Data Futures. Percentages calculated on headcount. We hold data on sexual orientation for data for 91.7% of our students.

We have a slightly lower proportion of students identifying as Bisexual, Gay or Lesbian or Other sexual orientation (10.4%) than in the sector overall (11.9%)[17].

---

[17] All UK HEIs, source: Advance HE, Equality in Higher Education: Students Statistical Report 2023
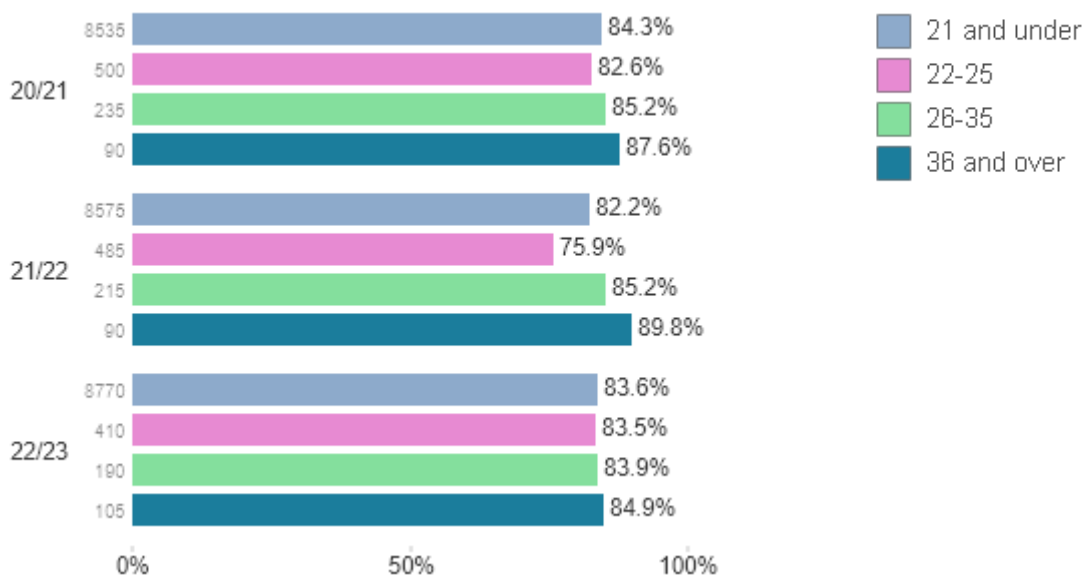
2b. Student Returners

The terminology around what was previously referred to as progression has been updated this year to avoid confusion with the OfS measure of graduate outcomes which is now referred to as progression. Level 4 Progressions has now been renamed Level 5 returners but there has been no change to methodology.

One of the University's Key Performance Indicators (KPIs) is to improve student returners, as measured by the percentage of Level 4 students who re-enrol onto their next level of study the following year. As part of the Road to 2030, a new set of institutional KPIs was established to monitor the progress of our strategy to 2026 and the returners KPI has been maintained from the previous set of institutional KPIs. The institutional target for 2026 is 90% returners.

In 2023/24 academic year the overall L5 returners rate (those progressing from L4 in 2022/23 to L5 in 2023/24) was 83.6%, higher than the previous year (82.0%).

Student Returners by Age

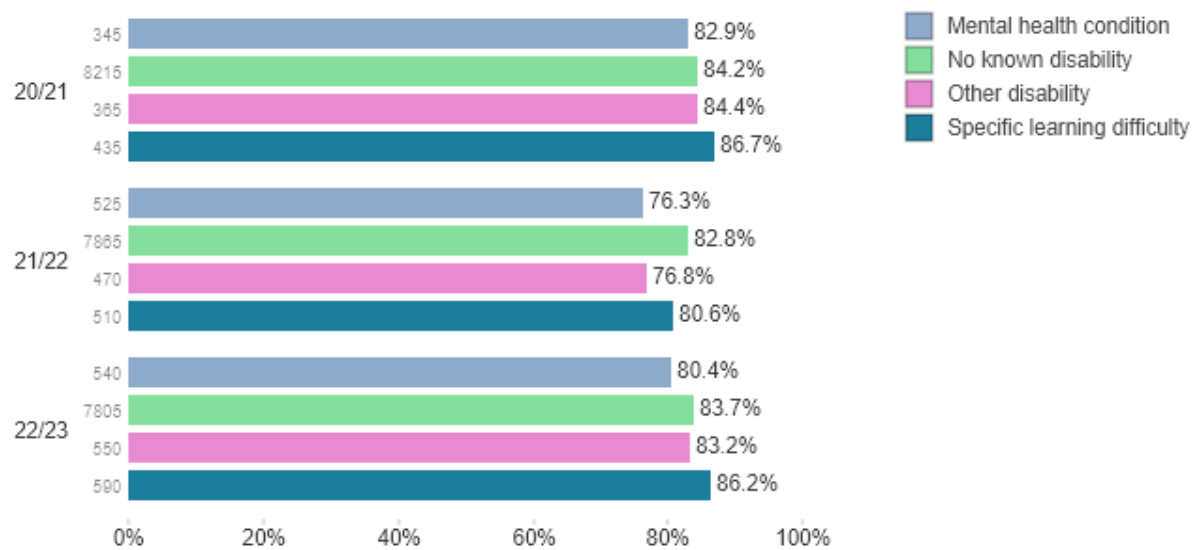**Chart 2B.1:** Student returners by age group

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year. To match Advance HE reporting, student age data refers to students' age on the start date of their studies.

In each of the previous three years the returners rate was lower for students aged 22-25 and this year the gap has narrowed considerable with a returners rate of 83.5% for this age group. Older students (those aged 26-35 and 36 and over) have consistently had the highest returners rates but the gap has reduced this year to the other age groups due to a large reduction in the returners rate for students 36 and over (84.9% from 89.8%).

Student Returners by Disability
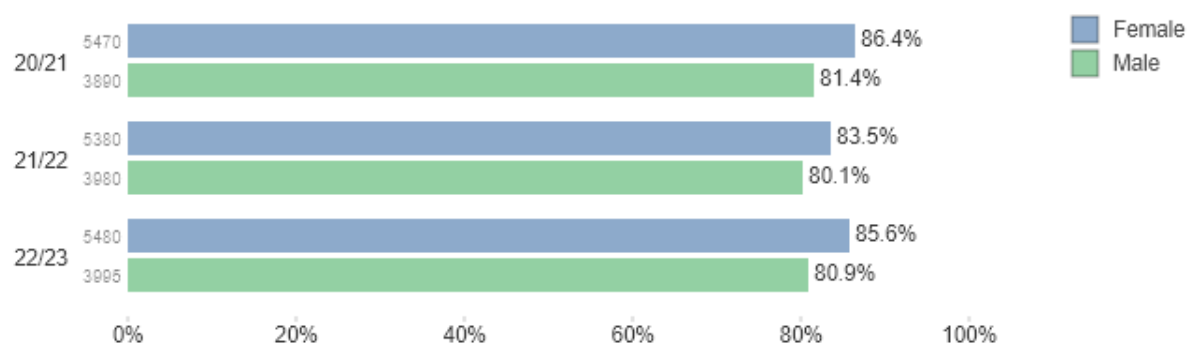
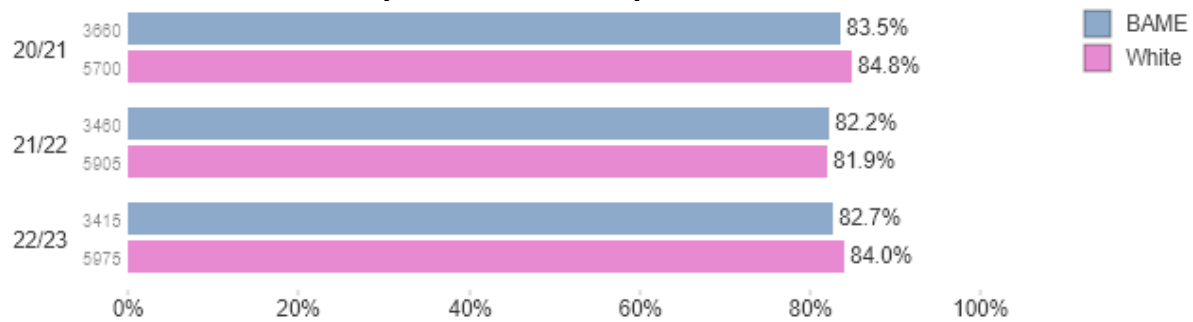**Chart 2B.2:** Student returners by disability group

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

Students with a Specific Learning Disability had the highest rate of returning to Level 5 this year (86.2%). Students with Mental health conditions have had the lowest returners rates in each of the last 3 years.

Student Returners by Sex

Chart 2B.3: Student returners by sex

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

Returners rates are consistently higher for female students, and the gap has increased this year to 4.7pp from 3.4pp last year.

Student Returners by Ethnicity

Chart 2B.4: Student returners by BAME/White identity

20/21	3660	BAME 83.5%
	5700	White 84.8%
21/22	3460	82.2%
	5905	81.9%
22/23	3415	82.7%
	5975	84.0%

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

BAME and White students have similar returners rates over the data period. In 22/23, White students had a 1.3pp higher returners rate whilst in the previous year BAME students had a higher returners rate by 0.3pp.
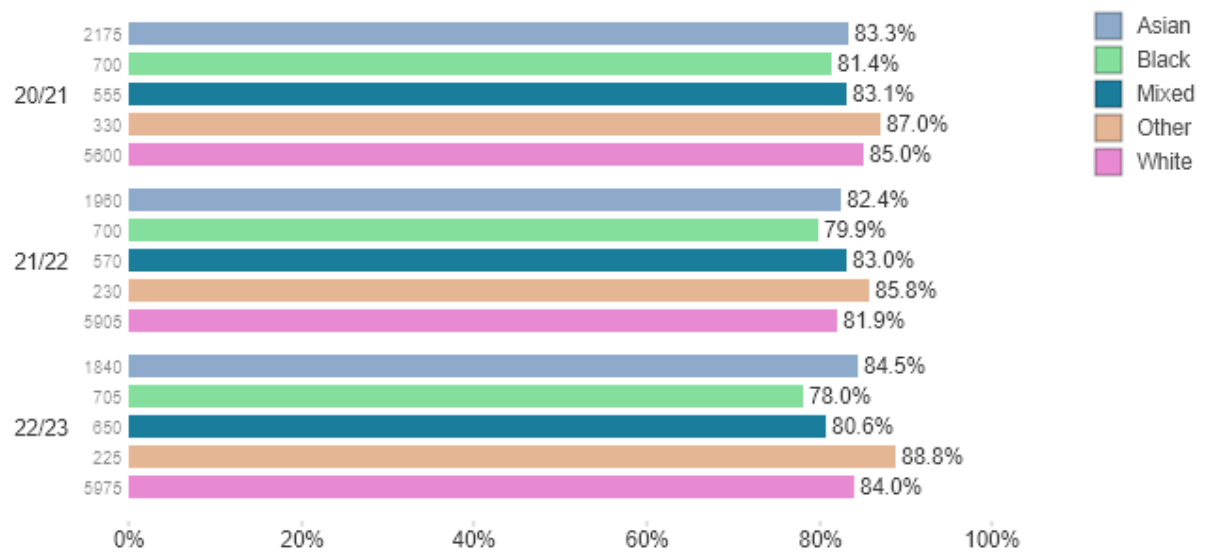
Chart 2B.5: Student returners by BAME/White identity and nationality – UK/Non-UK
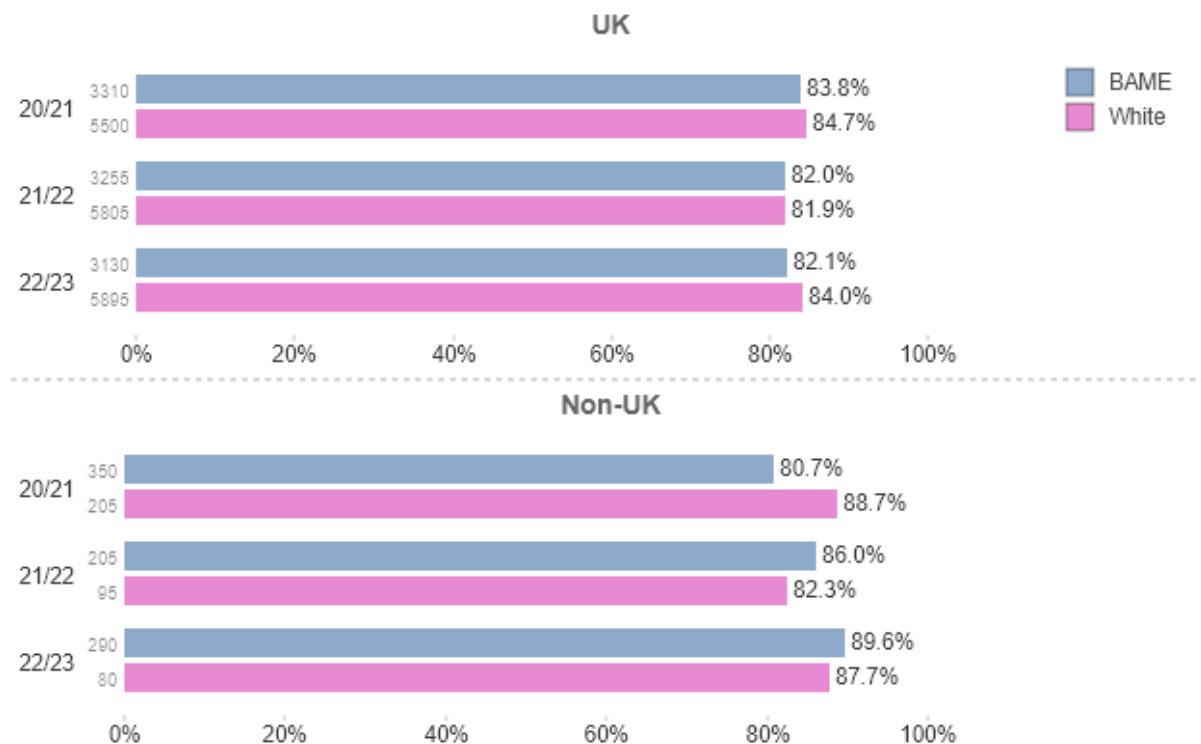
Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

The returners rate for BAME UK students this year was slightly lower than the returners rate for UK White students, this contrasts with last year when the rates were similar. Over the last 2 years the non-UK BAME students have had higher returners rate than non-UK white students.
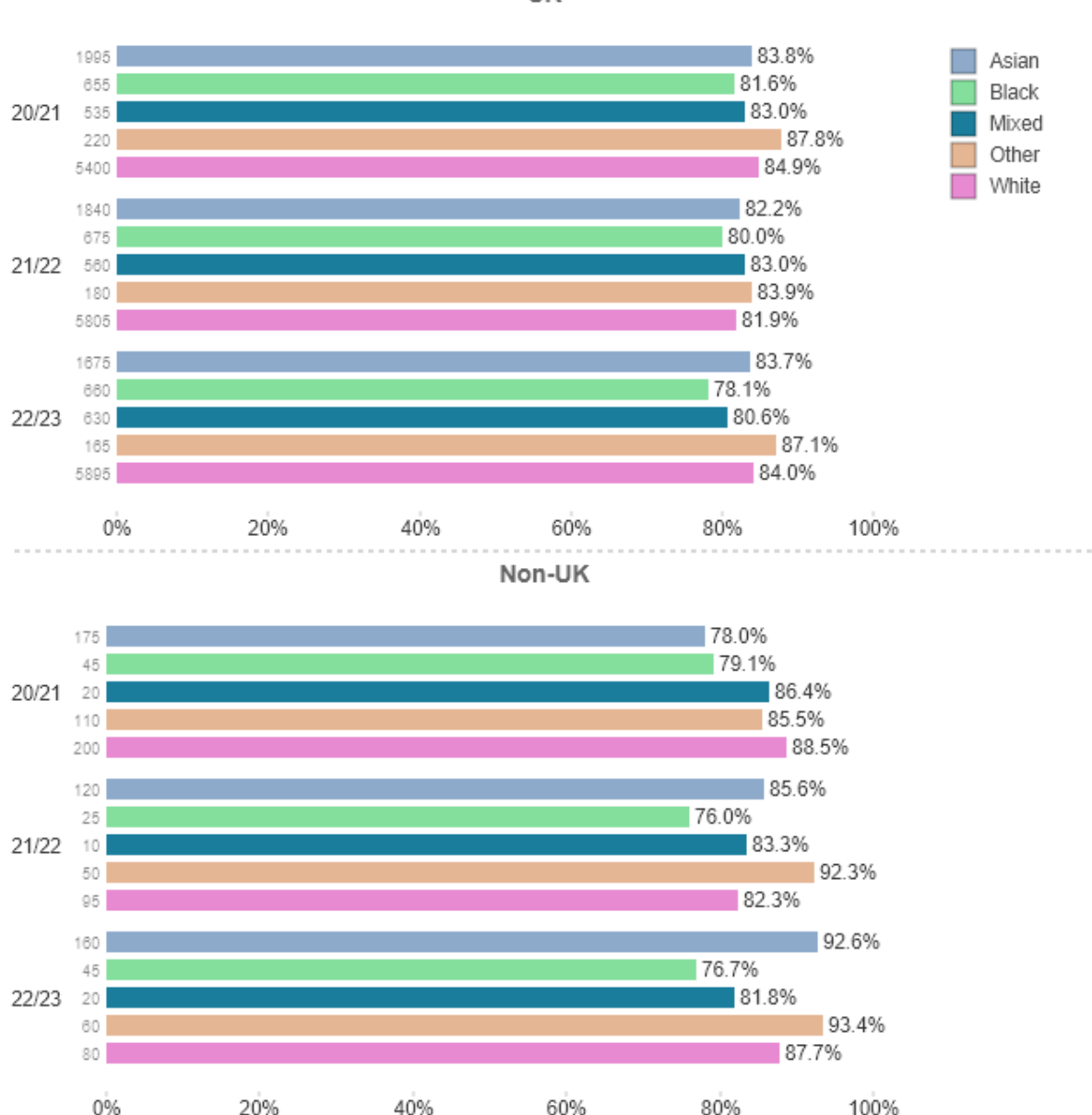
Chart 2B.6: Student returners by Ethnic group

	Asian
	Black
	Mixed
	Other
	White

20/21
- 2175 — 83.3%
- 700 — 81.4%
- 555 — 83.1%
- 330 — 87.0%
- 5600 — 85.0%

21/22
- 1960 — 82.4%
- 700 — 79.9%
- 570 — 83.0%
- 230 — 85.8%
- 5905 — 81.9%

22/23
- 1840 — 84.5%
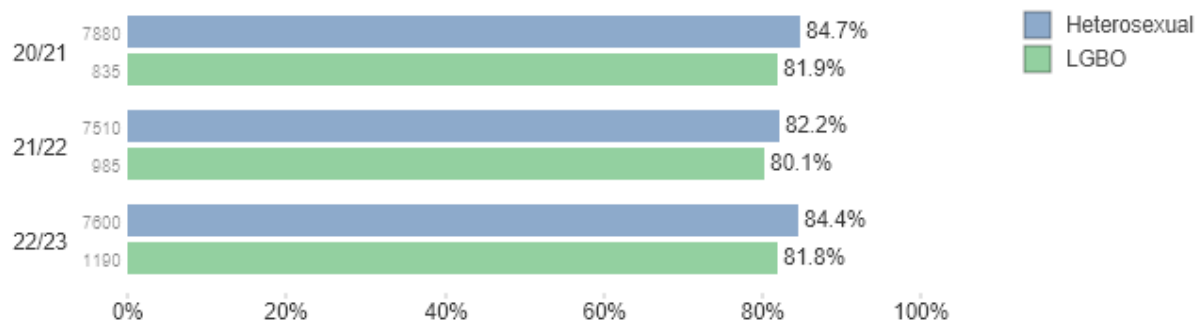- 705 — 78.0%
- 650 — 80.6%
- 225 — 88.8%
- 5975 — 84.0%

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

Students from the other ethnicity group have consistently had the highest returners rates peaking this year at 88.8%. In 22/23, White and Asian student have very similar returner rates (84.0% and 84.5% respectively) but Black students have the lowest rate at 78.0%.

Chart 2B.7: Student returners by Ethnic group and nationality – UK/Non-UK

UK

Non-UK

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

Looking at returners rates by ethnic group and nationality reveals lower returners rates in each of the previous three years for Black Non-UK students than White Non-UK students. The returners rate for Black UK students (78.1%) is lower than last year (80.0%) whilst the returners rate for White UK students has increased from 81.9% last year to 84.0% this year, widening the returners gap for Black UK and White UK students to 5.9pp this year from 1.9pp last year.

Student Returners by Sexual Orientation

Chart 2B.8: Student returners by sexual orientation (LGBO: students who identified as lesbian, gay, bisexual or other)
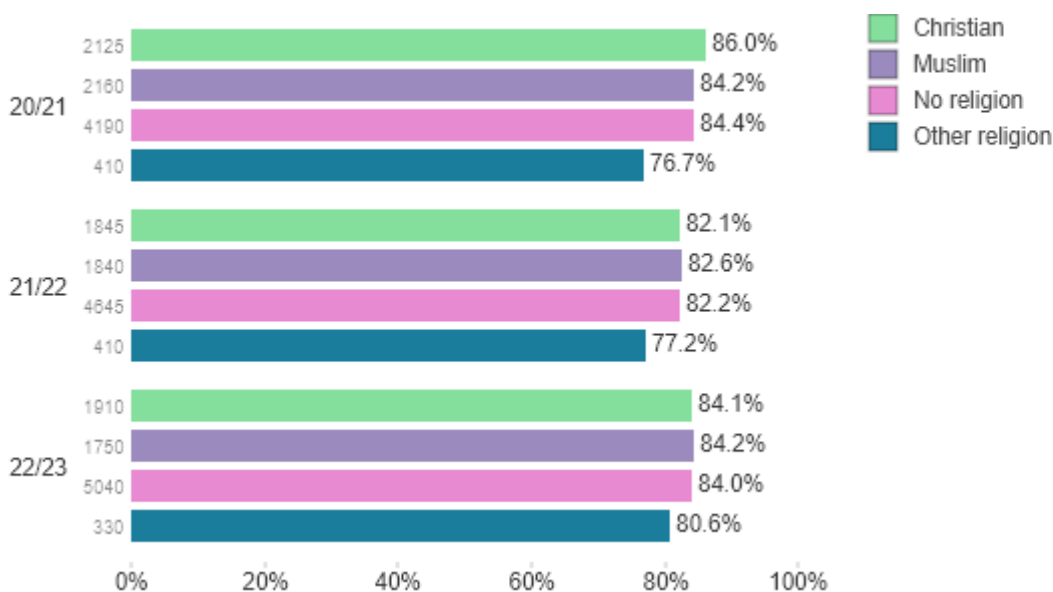

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year.

There is a small persistent gap in returners rates for students who identify as LGBO – this year the returners rate for LGBO students was 2.6pp lower than the returners rate for heterosexual students.

Student Returners by Religion or Belief

Chart 2B.9: Student returners by Religion or Belief

Population: all full time, first degree, level 4, students. Returners rate is the proportion of all full time, first degree, level 4 students who go on to re-enrol at level 5 the following year. Note: Other religion includes those who identify as Buddhist, Hindu, Jewish, Sikh, Spiritual or Any other religion or belief. The number of respondents within each of these religious groups is too small to meaningfully report separately.

For the last three years there has been a slightly lower returners rate for students from Other religions (Buddhist, Hindu, Jewish, Sikh, Spiritual or Any other religion or belief) compared to students who are Christian, Muslim or have no religion.
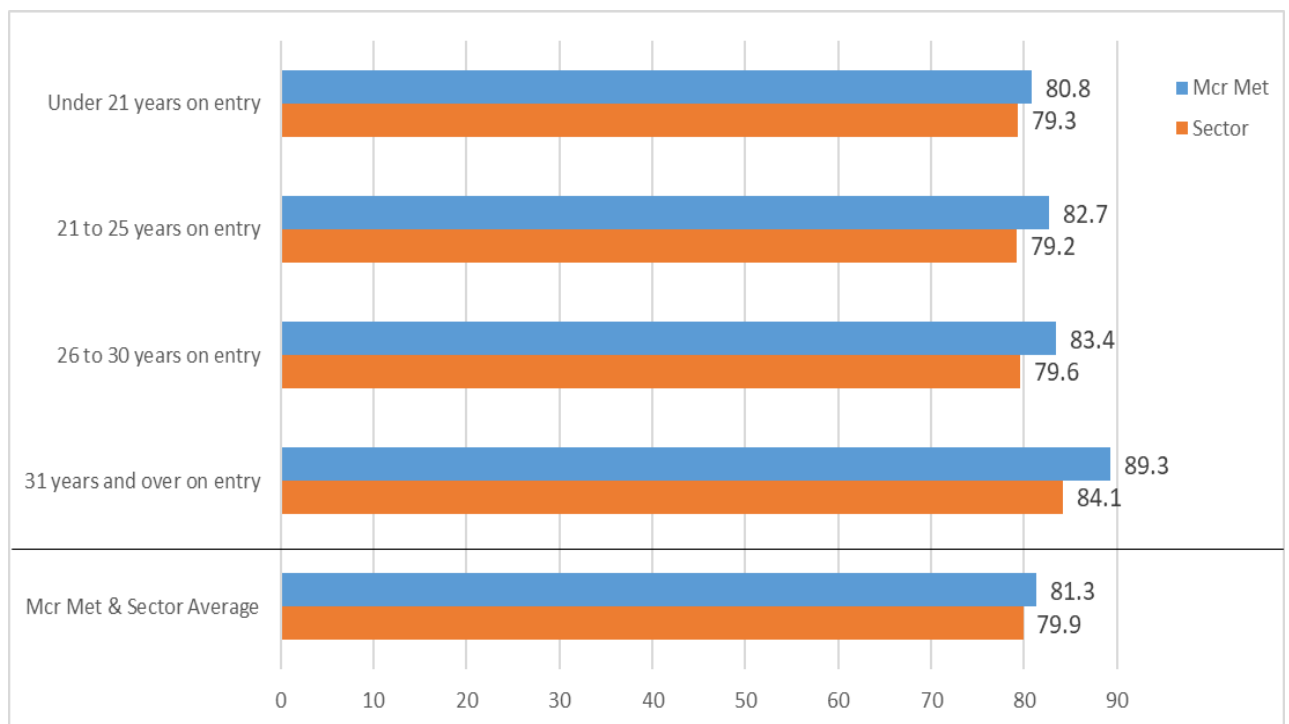
2c. Student Satisfaction

The Office for Students runs an annual National Student Survey (NSS) to gather final year undergraduate students' opinions on the quality of their courses, and the results are made available to providers split by some protected characteristics.

This year there were significant changes to the NSS methodology, including changes to response scales and the removal of the 'Overall, I am satisfied with the quality of my course' statement. The previous NSS 'agreement rate' measure was replaced with a 'positivity measure' using a 4 point scale. In order to report on student satisfaction overall, we have used a metric based on the average of each NSS thematic score based on students who answered positively (using the first or second response option) on the new 4 point scale. In order to produce sector comparisons as well, we have also applied the same methodology to sector results.

Due to the significant changes in methodology to the NSS this year mean that comparisons with previous years is not possible and therefore the below charts include only the most recent year. In 2023 our students' overall satisfaction based on this calculated metric was 81.3%.

Chart 2C.1: Overall satisfaction by age group (% satisfied)

Satisfaction at Manchester Met increases as age on entry increases, with students Under 21 on entry being the least satisfied (80.8%). Satisfaction at Manchester Met is higher than the sector in each of the age groupings, most notably 5.2pp higher for students 31 years and over on entry.

Disability

Chart 2C.2: Overall satisfaction by disability
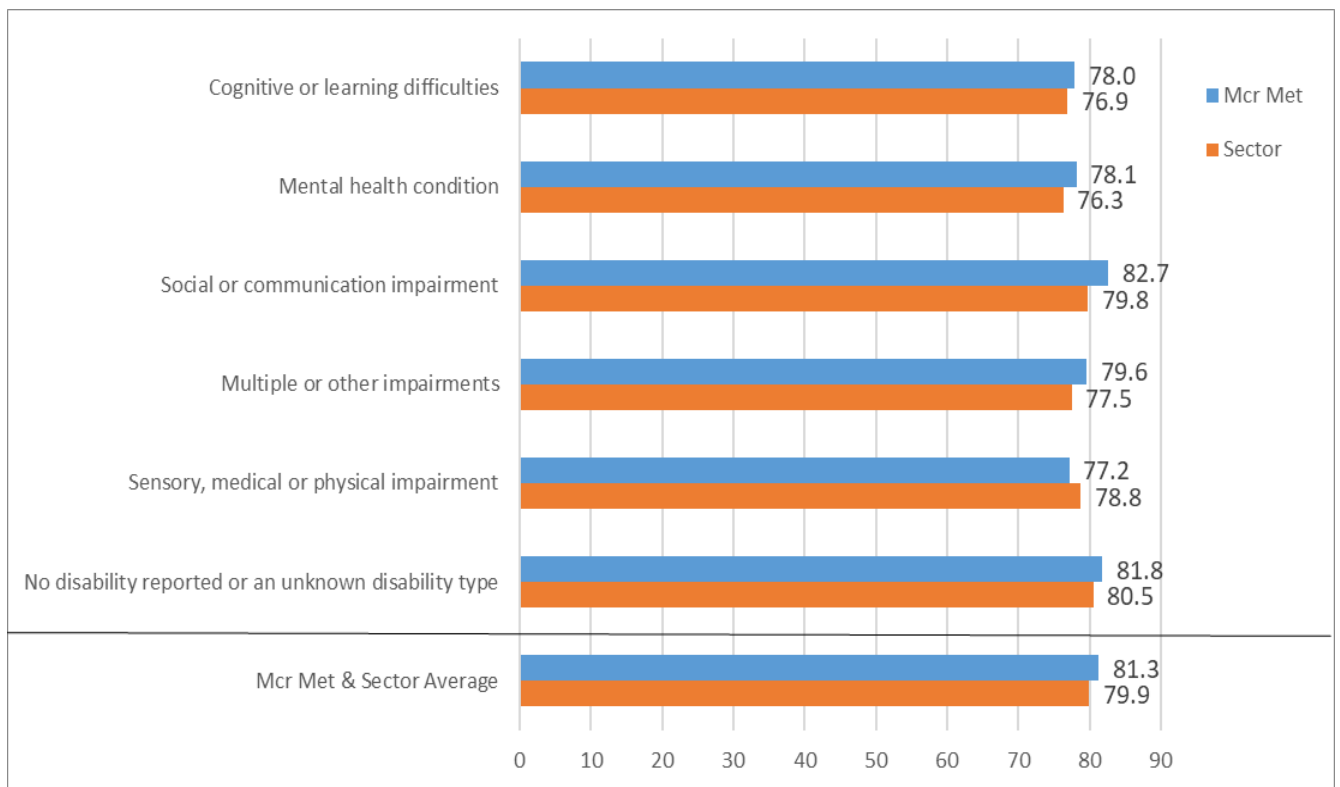
Students in all groups at Manchester Met had higher rates of satisfaction than the sector, with the exception of students with Sensory, medical or physical impairment who had a 1.6pp lower rate of satisfaction this year. Students with Social or cognitive impairment reported the highest levels of satisfaction (82.7%) and those with cognitive or learning difficulties had the lowest levels of satisfaction (78.0%).

Sex

Chart 2C.3: Overall satisfaction by sex
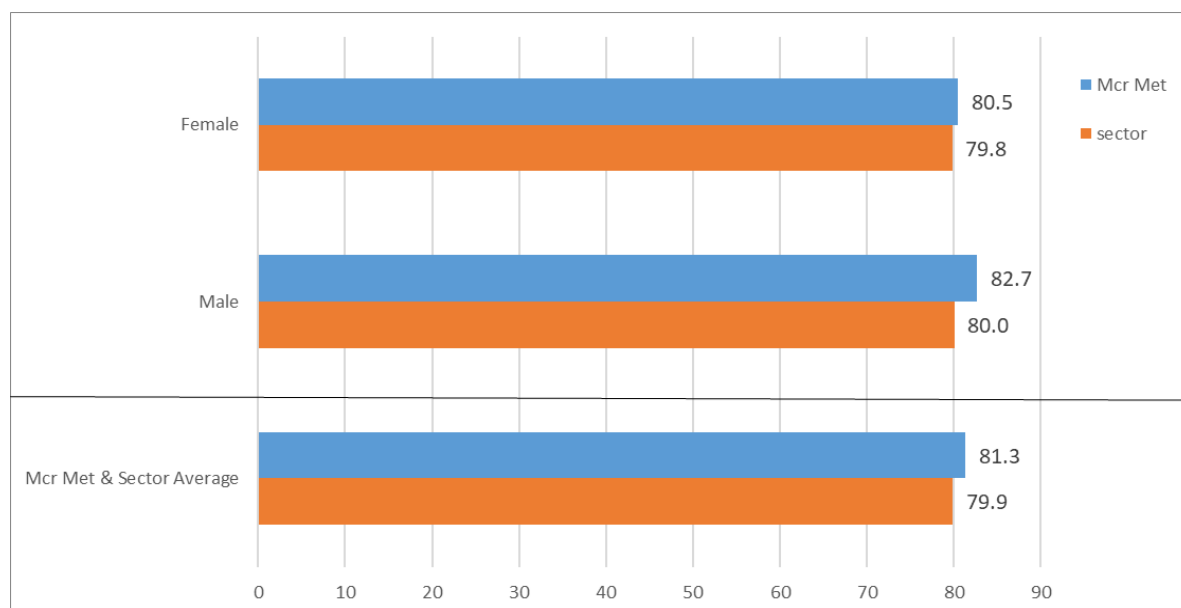
Male students at Manchester Met had a slightly higher rate of satisfaction than Female Students (82.7% and 80.5% respectively). Satisfaction rates for both Male and Female students at Manchester Met are higher than the sector, Female satisfaction by 0.7pp and Male satisfaction by 2.7pp.

Ethnicity

Chart 2C.4: Overall satisfaction by ethic group (five way split)
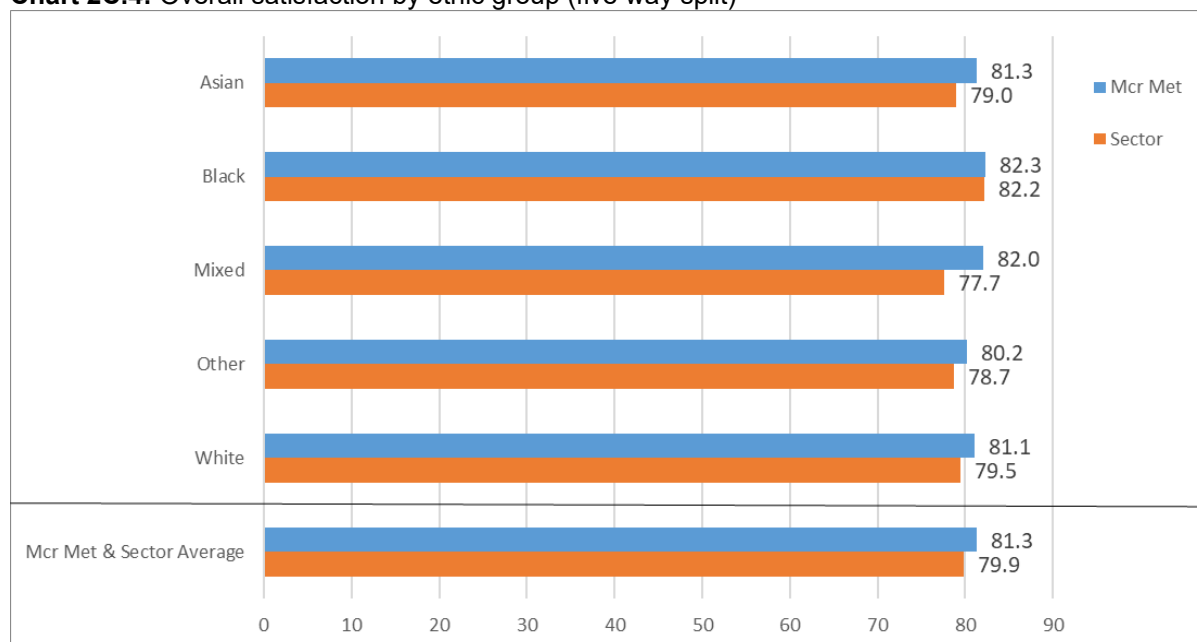
Note: The above ethnic groups include UK domiciled students only. Non-UK domiciled students are grouped in the NSS data as a singular group not split by ethnicity

Students from all ethnic backgrounds had higher rates of satisfaction than in the sector as a whole. Black students had the highest rates of satisfaction (82.3%) whilst students from Other ethnic backgrounds had the lowest rates of satisfaction 80.2%, although this was still 1.5pp higher than the sector.

82d. Student Good Honours

The tables in this section show the percentage of first-degree qualifiers who achieved Good Honours (a first class or 2:1 degree) by equality characteristic. Where appropriate the awarding gap is provided, along with sector benchmarks. This year our good honours rate fell by 0.8pp to 77.4%.

Student Good Honours by Age

Chart 2D.1: Student good honours by age group
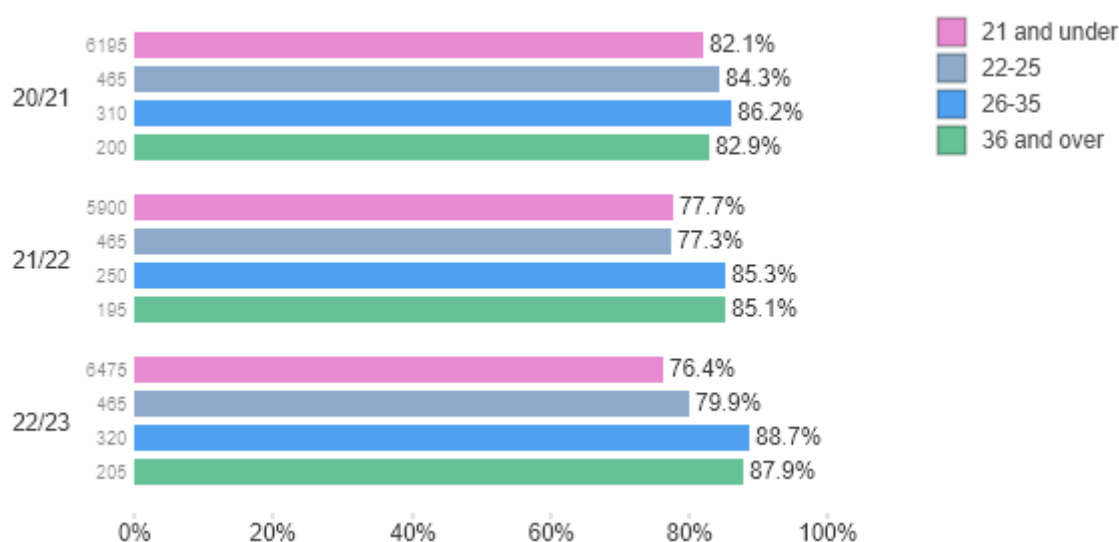
Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. To match Advance HE reporting, student age data refers to students' age on the start date of their studies.

Table 2D.1: Student good honours by age group (Advance HE comparable age groups) with sector comparison
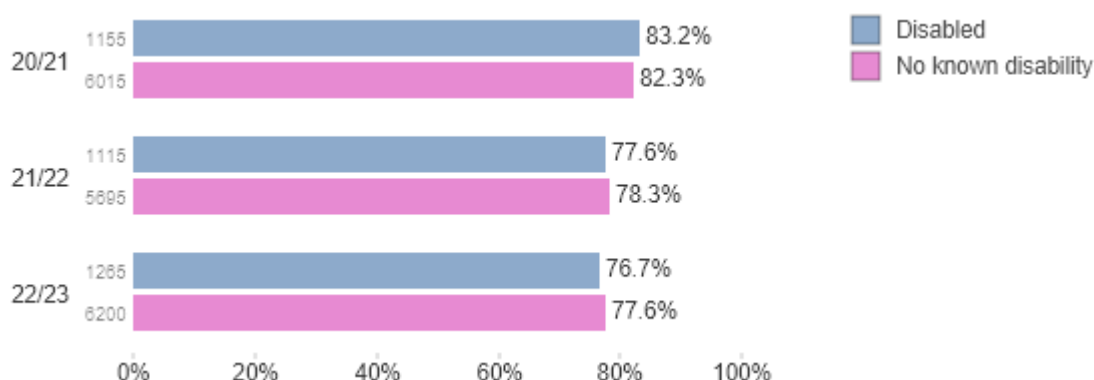
Age Group	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
21 & under	82.1%	77.7%	76.4%	82.3%	-5.9pp
22 to 25	84.3%	77.3%	79.9%	79.3%	0.6pp
26 to 35	86.2%	85.3%	88.7%	73.8%	14.9pp
36+	82.9%	85.1%	87.9%	71.1%	16.8pp
Total	82.4%	78.2%	77.4%	79.3%	-1.9pp

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

The proportion of students aged 26-35 on entry awarded good honours has been consistently high over the previous three years, and this year the good honours rate is high for those aged 36 and over too. Sector patterns are quite different, with older students having lower good honours rates than younger students.

Student Good Honours by Disability

Chart 2D.2: Student good honours by disability group

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23

Table 2D.2: Student good honours by disability group

	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
Disabled	83.2%	77.6%	76.7%	79.4%	-2.7pp
No disability	82.3%	78.3%	77.6%	78.5%	-0.9pp
Total	82.4%	78.2%	77.4%	78.7%	-1.3pp
Awarding gap-difference disability to no disability	0.9pp	-0.7pp	-0.9pp	0.9pp	N/A

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

There is only a very small difference in the proportion of disabled and non-disabled students awarded good honours at Manchester Met (0.9pp), for the third year running. The Manchester Met rate of Good Honours for Disabled Students is 2.7pp lower than the sector (based on 21/22 sector data).

Chart 2D.3: Student good honours by impairment type
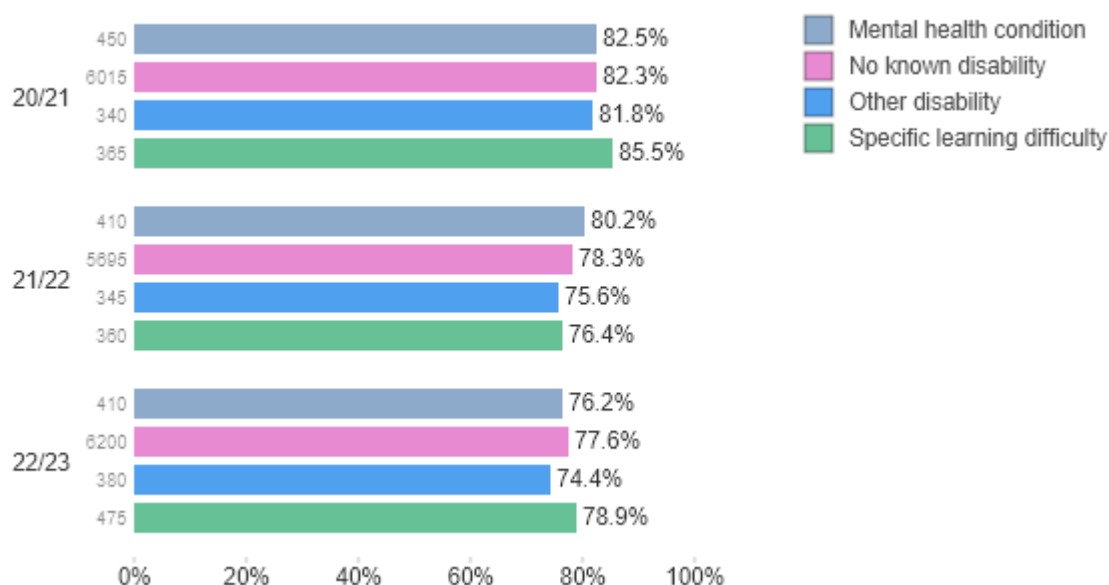
Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23

Table 2D.3: Student good honours by impairment type with sector comparison
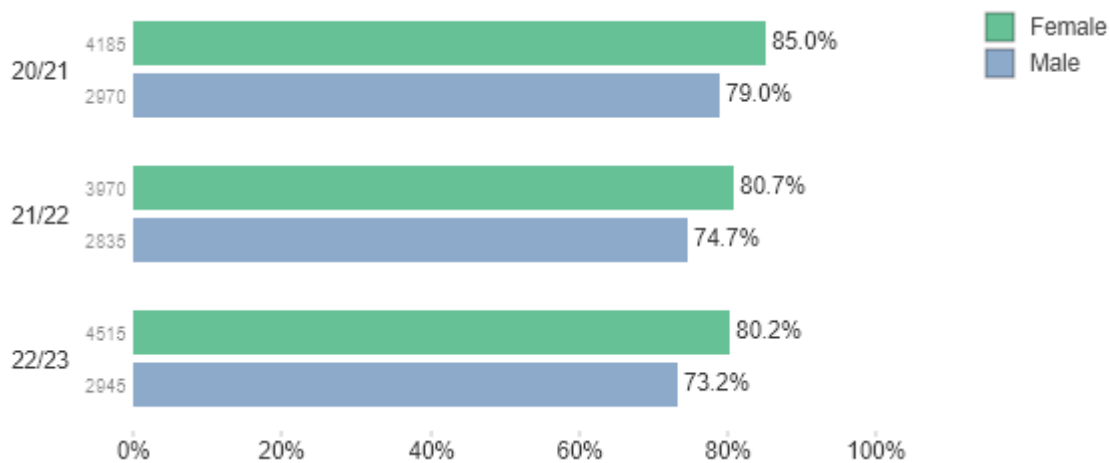
	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
Mental health condition	82.5%	80.2%	76.2%	80.8%	-4.6pp
Specific learning difficulty	85.5%	76.4%	78.9%	79.0%	-0.1pp
All other disabilities*	81.8%	75.6%	74.4%	78.7%	-4.3pp
No known disability	82.3%	78.3%	77.6%	78.5%	-0.9pp
Total	82.4%	78.2%	77.4%	78.7%	-1.3pp

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. * Combined due to small population sizes.

Students with a Specific learning difficulty had a higher rate of good honours this year than those with no known disabilities after a year-on-year increase in the rate of good honours of 2.5pp. Students with a Mental health condition (4.0pp), All other disabilities (1.2pp) and No known disability (0.7pp) all saw a decrease in rate of good honours this year.

Student Good Honours by Sex

Chart 2D.4: Student good honours by sex

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23

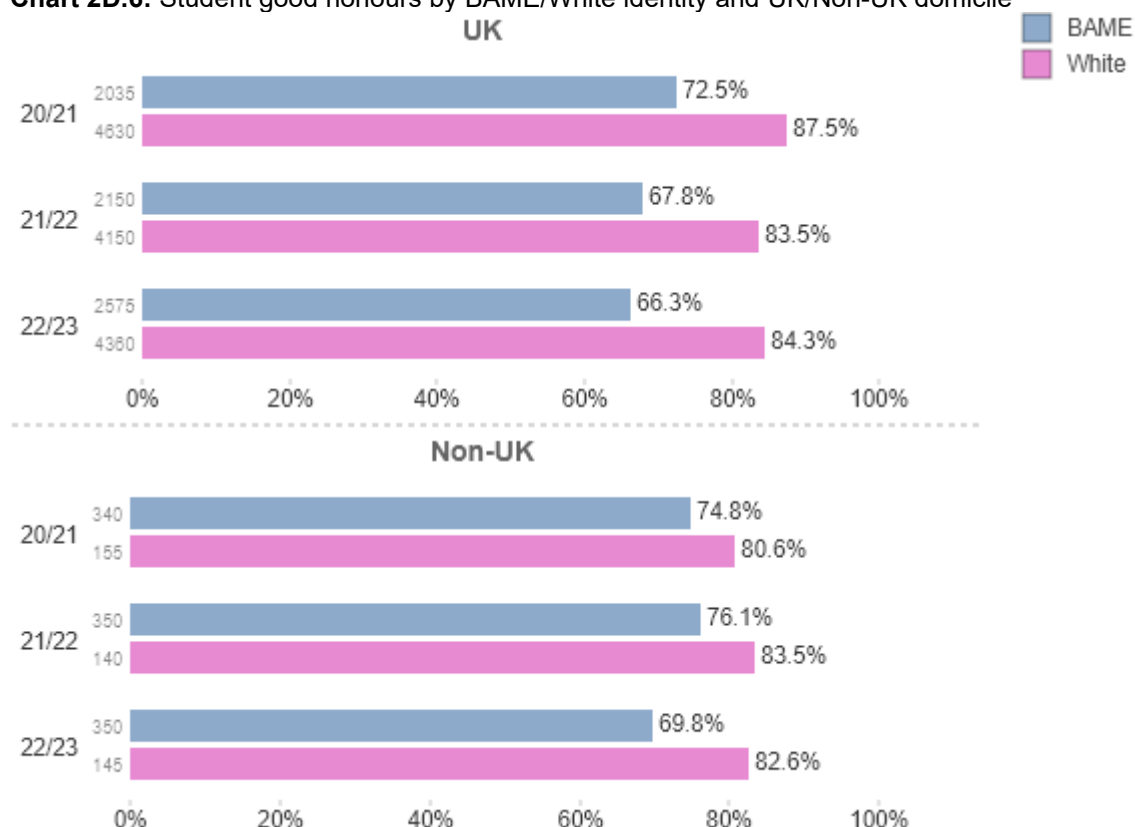**Table 2D.4:** Student good honours by sex with sector comparison

	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
Male	79.0%	74.7%	73.2%	76.2%	-3.0pp
Female	85.0%	80.7%	80.2%	80.5%	-0.3pp
Total	82.4%	78.2%	77.4%	78.7%	-1.3pp
Awarding gap-difference male to female	-6.0pp	-6.0pp	-7.0pp	-4.3pp	N/A

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

The awarding data demonstrates 80.2% of females achieve good honours compared to 73.2% of males. The award gap is therefore 7.0pp for male students, slightly higher than last year. This is also higher than the sector awarding gap in 21/22 of 4.3pp.

Student Good Honours by Ethnicity

Chart 2D.6: Student good honours by BAME/White identity and UK/Non-UK domicile

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23
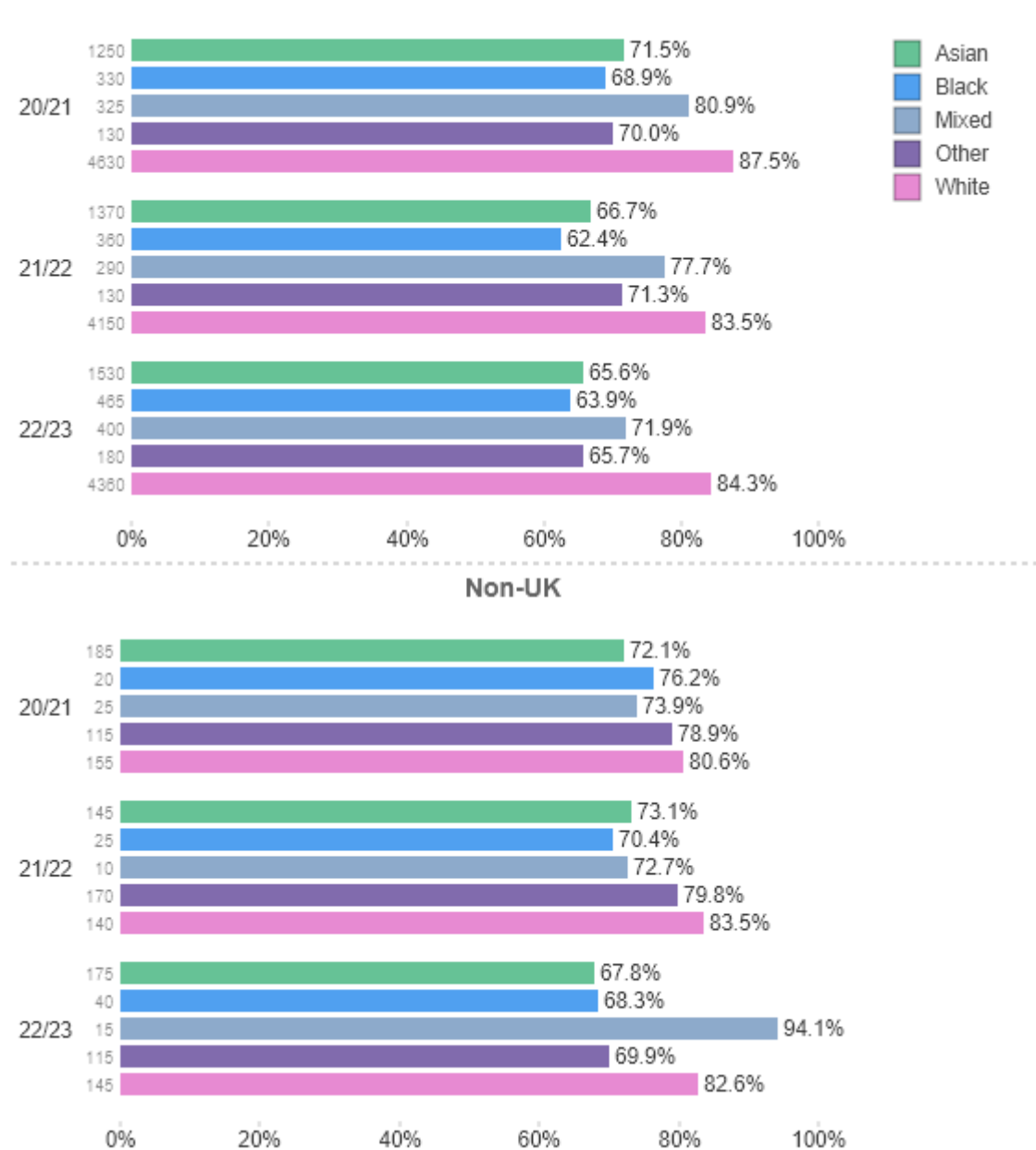
Table 2D.6: Student good honours by ethnic group (2-way) with sector comparison, UK domiciled students only to allow comparison with sector data

	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
White	87.5%	83.5%	84.3%	79.2%	5.1pp
BAME	72.5%	67.8%	66.3%	72.5%	-6.2pp
Awarding gap -difference BAME to White	-15.0pp	-15.7pp	-18.0pp	-6.7pp	N/A

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

The data shows a higher rate of good degree awarding among White graduates compared to BAME graduates (84.3% and 66.3% respectively). The resultant ethnicity awarding gap is 18.0pp (an increase from 15.7pp in the previous year). The sector wide awarding gap was 6.7pp in 21/22. The gap remains larger for UK students (18.0pp) than for non-UK students (12.8pp), although the non-UK BAME to White awarding gap has grown from 7.4pp last year.

Chart 2D.7: Student good honours by Ethnic group and domicile – UK/Non-UK

UK

Legend:
- Asian
- Black
- Mixed
- Other
- White

20/21
- 1250 — 71.5%
- 330 — 68.9%
- 325 — 80.9%
- 130 — 70.0%
- 4630 — 87.5%

21/22
- 1370 — 66.7%
- 360 — 62.4%
- 290 — 77.7%
- 130 — 71.3%
- 4150 — 83.5%

22/23
- 1530 — 65.6%
- 465 — 63.9%
- 400 — 71.9%
- 180 — 65.7%
- 4360 — 84.3%

Non-UK

20/21
- 185 — 72.1%
- 20 — 76.2%
- 25 — 73.9%
- 115 — 78.9%
- 155 — 80.6%

21/22
- 145 — 73.1%
- 25 — 70.4%
- 10 — 72.7%
- 170 — 79.8%
- 140 — 83.5%

22/23
- 175 — 67.8%
- 40 — 68.3%
- 15 — 94.1%
- 115 — 69.9%
- 145 — 82.6%

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23

Table 2D.7: Student good honours by ethnic group– UK students only to compare with available sector data.

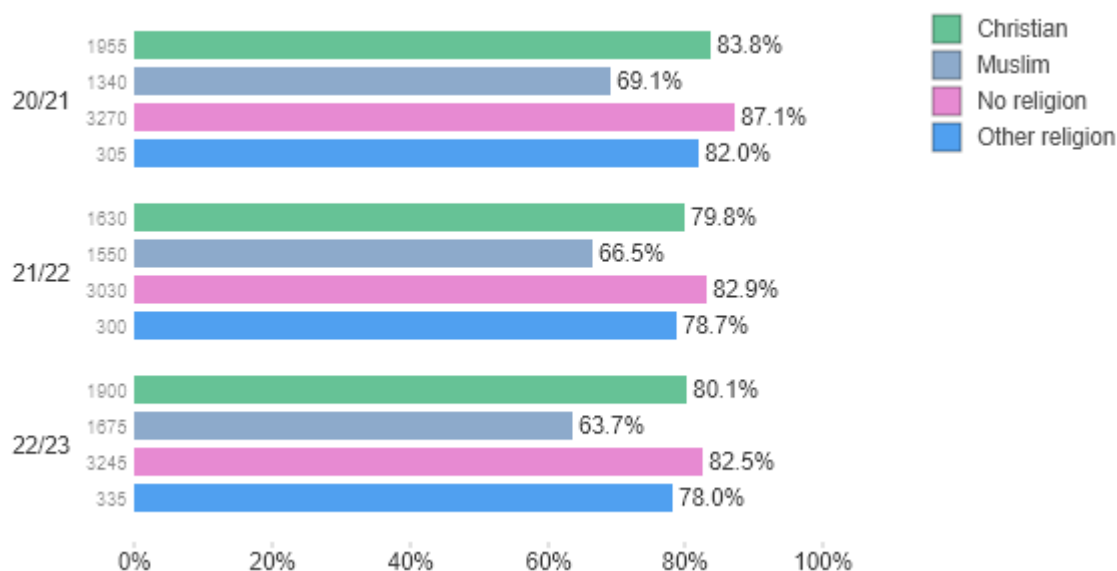|	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
White	87.5%	83.5%	84.3%	79.2%	5.1pp
Asian	71.5%	66.7%	65.6%	71.5%	-5.9pp
Difference to White if Asian	-16.0%	-16.8%	-18.7%	-7.7%	-11.0pp
Black	68.9%	62.4%	63.9%	62.2%	1.7pp
Difference to White if Black	-18.6%	-21.1%	-20.4%	-17.0%	-3.4pp
Other	70.0%	71.3%	65.7%	73.3%	-7.6pp
Difference to White if Other	-17.5%	-12.2%	-18.6%	-5.9%	-12.7pp
Mixed	80.9%	77.7%	71.9%	80.6%	-8.7pp
Difference to White if Mixed	-6.6%	-5.8%	-12.4%	1.4%	-13.8pp

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

Following an increase in the award gap for Black students in 2021/22, the gap for Black students has decreased this year by 0.7pp. The gaps for Asian students, and students from Other and Mixed ethnic backgrounds have all increased this year by 1.9pp, 6.4pp and 6.6pp respectively. Comparing to the most recently available sector data for 21/22 shows that our award gaps for Asian, Black, Other and Mixed students were larger than the sector.

Student Good Honours by Sexual Orientation

Chart 2D.8: Student good honours by sexual orientation
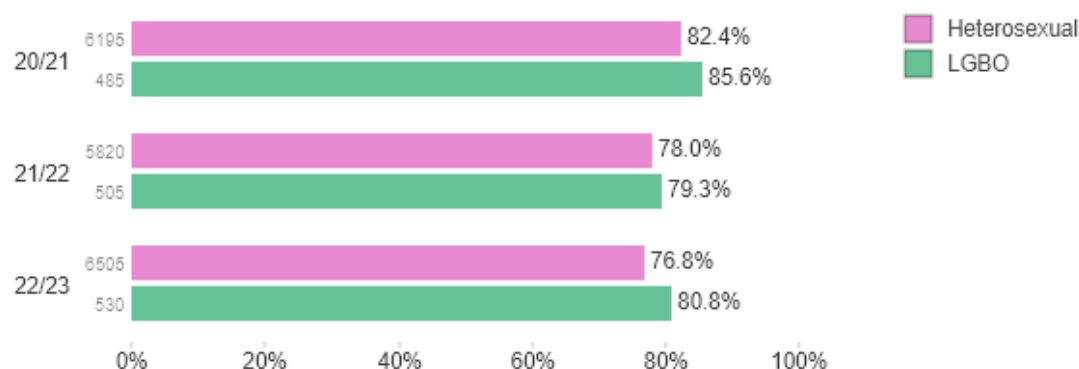
Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23

Table 2D.8: Student good honours by sexual orientation with sector comparison

	20/21	21/22	22/23
Heterosexual	82.4%	78.0%	76.8%
LGBO	85.6%	79.3%	80.8%
Total	82.4%	78.2%	77.4%
Awarding gap - difference LGBO to heterosexual	3.2%	1.3%	4.0%

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

The good honours rate for LGBO students has been slightly higher than the good honours rate for heterosexual students in each of the last 3 years. Please note that this data is not available for the sector.

Student Good Honours by Religion or Belief

Chart 2D.9: Student good honours by religion or belief

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23

Table 2D.9: Student good honours by religion or belief with sector comparison

	20/21	21/22	22/23	Sector benchmark (21/22 data)	Difference to sector (21/22)
Christian	83.8%	79.8%	80.1%	77.4%	2.7%
Muslim	69.1%	66.5%	63.7%	68.3%	-4.6%
No religion	87.1%	82.9%	82.5%	81.9%	0.6%
Other religion	82.0%	78.7%	78.0%	N/A	N/A
Total	82.4%	78.2%	77.4%	78.9%	-1.5%

Population: all HESA reportable internally enrolled first-degree students awarded a qualification between 2020/21 and 2022/23. Sector comparison is 2021/22.

The proportion of Muslim graduates awarded good honours has decreased year on year since 2020/21, and now stands at 63.7%. This is considerably lower than the good honours rate for students who are Christian (80.1%), have no religion (82.5%), or are from any other religion (78.0%), and is 4.6pp lower than the good honours rate for Muslim students in the sector overall (68.3%).

73

2e. Graduate Outcomes

The Graduate Outcomes survey, run by HESA, is the sector standard tool used to understand graduate activity after leaving university. Graduates are surveyed 15 months after graduation, so this year we received the responses from those who graduates in 2020/21.

The charts below show the proportion of UK, full-time, first degree survey respondents who went on to positive graduate destinations – defined as entering professional, managerial and technical occupations, or entering HE or professional further study (following the Guardian University Guide definition).

The proportion of all UK, full-time, first-degree survey respondents at Manchester Metropolitan in positive graduate destinations by this measure was 78.7% for 2020/21 graduates (compared to 72.0% for 19/20 graduates).

Age

Chart 2E.1: Proportion of respondents in positive graduate destinations by age group on entry to university
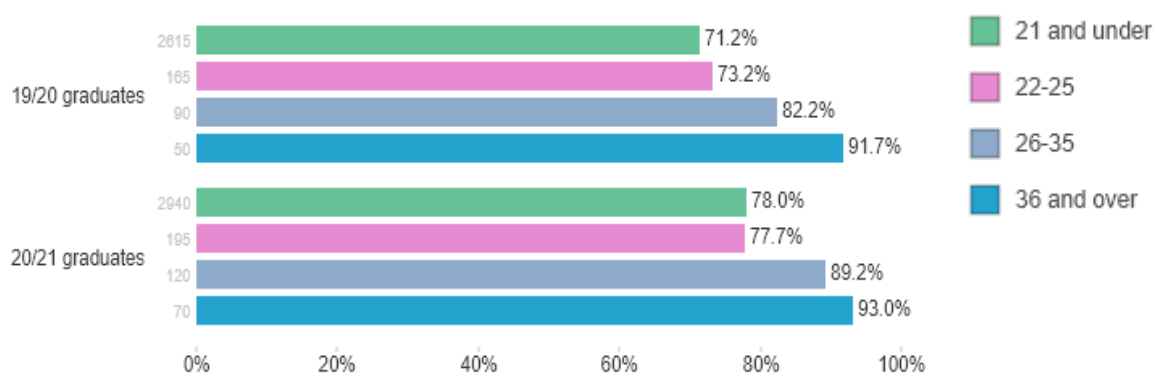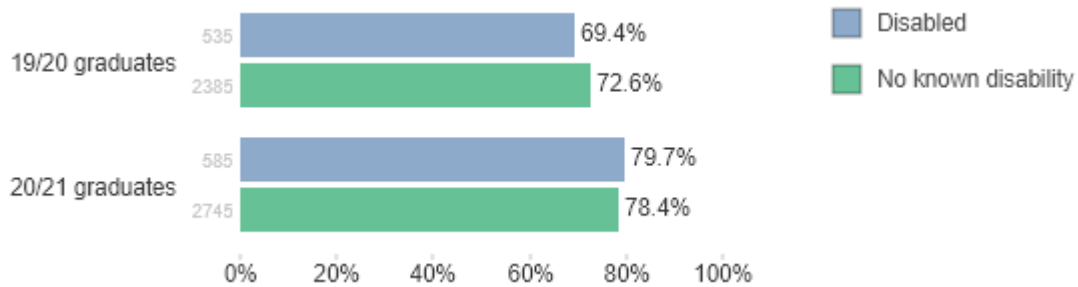

Population: proportion of all eligible UK, full time, first degree, graduate outcomes survey respondents in positive graduate destinations (following Guardian University Guide methodology). To match Advance HE reporting, student age data refers to students' age on the start date of their studies.

There is a marked difference in the proportion of respondents in positive graduate destinations by age group. For the last two year over 80% of graduates who were aged 25 or over when they started their degree were in positive destinations, compared to around between 70% to 78% of graduates who were aged under 25 when they started their degree. The majority of our first degree graduates were aged under 21 when they started their degree, and there has been a 6.8pp increase in the proportion of these young students in positive destinations since last year.
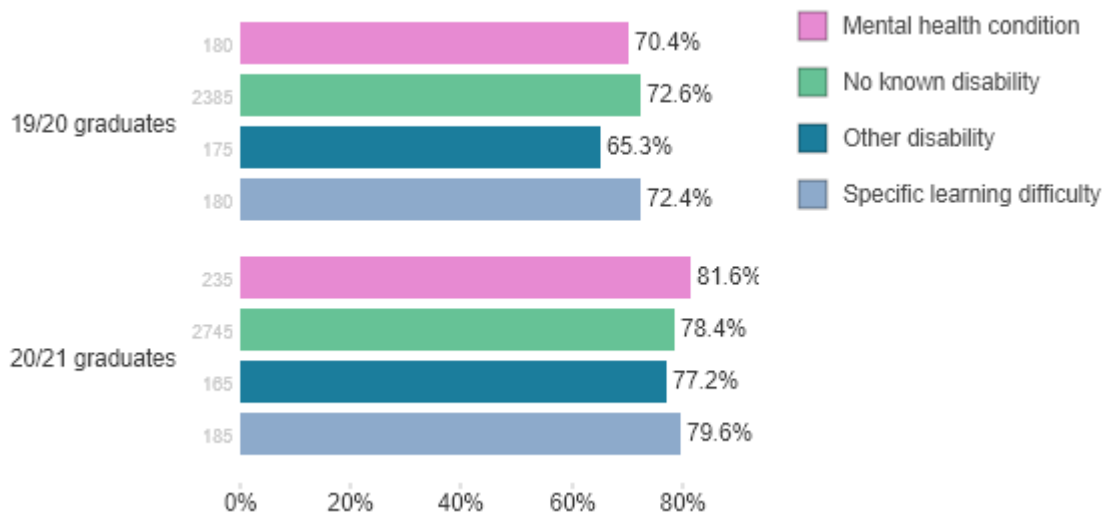
Disability

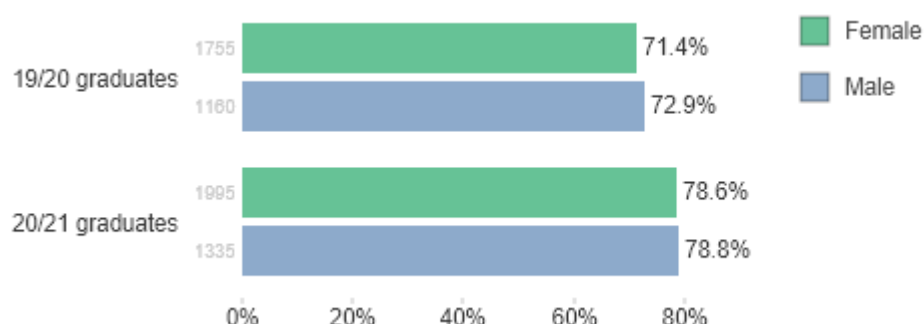**Chart 2E.2:** Proportion of respondents in positive graduate destinations by disability

Population: proportion of all eligible UK, full time, first degree, graduate outcomes survey respondents in positive graduate destinations (following Guardian University Guide methodology)

Chart 2E.3: Proportion of respondents in positive graduate destinations by impairment type (grouped)
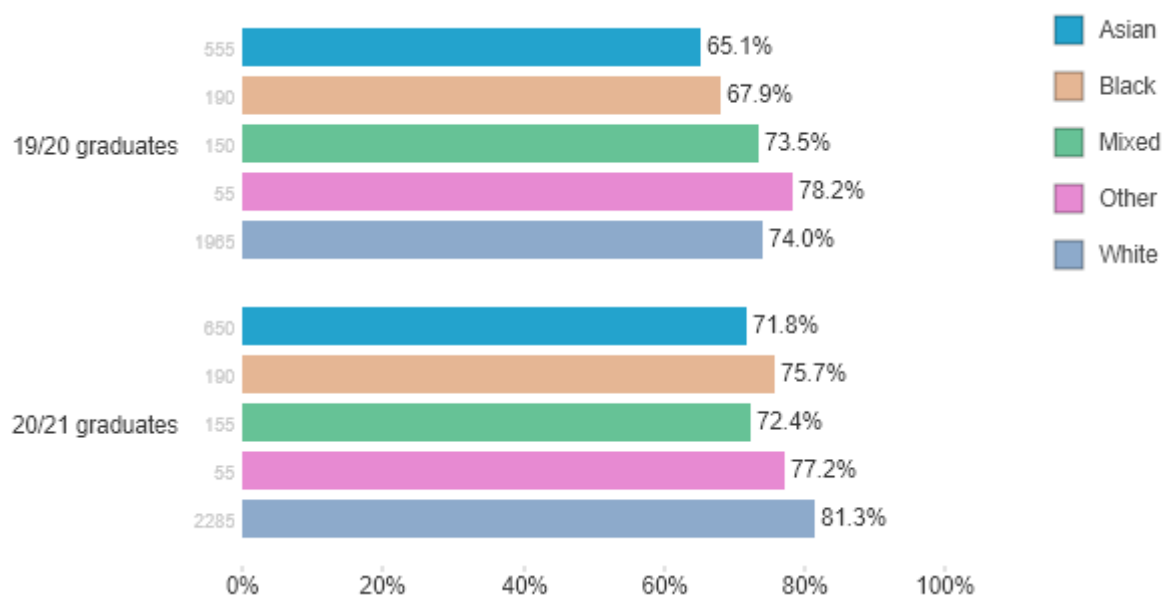

Population: proportion of all eligible UK, full time, first degree, graduate outcomes survey respondents in positive graduate destinations (following Guardian University Guide methodology)

For 20/21 graduates, a slightly higher proportion of disabled respondents were in positive graduate destinations compared to respondents with no known disability which contrasts with the previous year. Respondents with specific learning difficulties had a very similar positive graduate destination rate to those with no known disability; a slightly higher proportion of respondents with mental health conditions were in positive graduate destinations, and the positive graduate destinations rate for students with any other disability increased significantly by 11.9pp compared to the previous year.

Gender

Chart 2E.4: Proportion of respondents in positive graduate destinations by gender

A slightly lower proportion of female respondents are in positive graduate destinations, but the gap between males and females has reduced from 1.5pp last year to 0.2pp this year.

Ethnicity

Chart 2E.5: Proportion of respondents in positive graduate destinations by ethnic group

Each of Asian (+6.7pp), Black (+7.8pp), and White (+7.3pp) respondents saw an increase in the proportion of respondents in graduate destinations from 19/20 to 20/21. Despite this increase, Asian respondents have had the lowest proportion of respondents in graduate destinations in both years. Both Mixed (-1.1pp) and Other (-1.0pp) respondents saw a slight reduction in the proportion of respondents in positive graduate destinations year on year.

Sexual Orientation

Chart 2E.6: Proportion of respondents in positive graduate destinations by sexual orientation (LGBO: students who identified as lesbian, gay, bisexual or other)
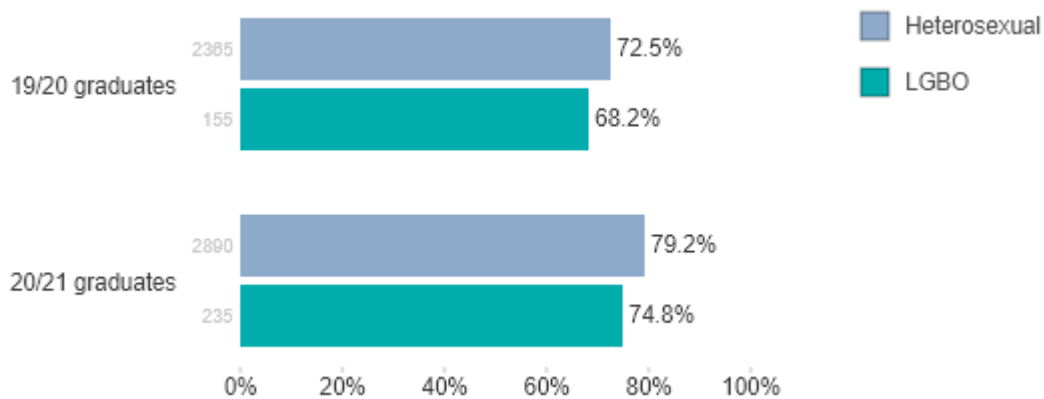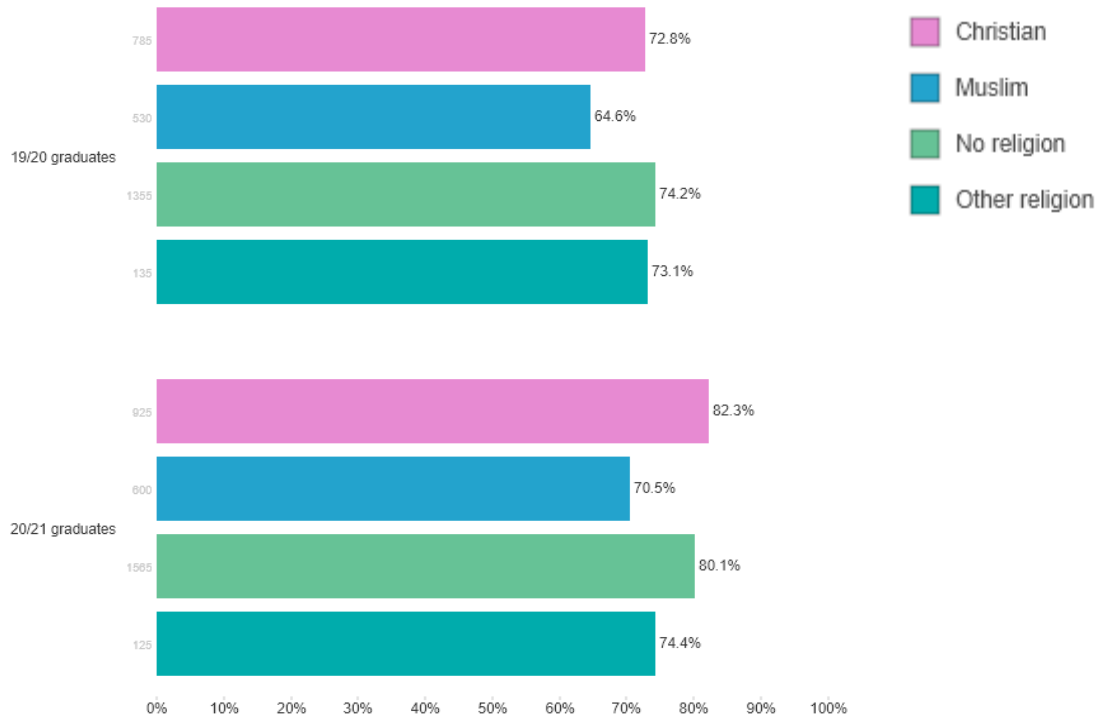

Population: proportion of all eligible UK, full time, first degree, graduate outcomes survey respondents in positive graduate destinations (following Guardian University Guide methodology)

There has been a gap in the proportion of LGBO respondents in positive graduate destinations in each of the last two reporting years: with a 4.3pp lower positive graduate destinations rate for 19/20 respondents and a 4.4pp lower rate for 21/21 graduates.

Religion or Belief

Chart 2E.7: Proportion of respondents in positive graduate destinations by religion or belief

Population: proportion of all eligible UK, full time, first degree, graduate outcomes survey respondents in positive graduate destinations (following Guardian University Guide methodology). Note: Other religion includes those who identify as Buddhist, Hindu, Jewish, Sikh, Spiritual or Any other religion or belief. The number of respondents within each of these religious groups is too small to meaningfully report separately.

77

The graduate destinations rate for respondents who identify as Christian was highest in 20/21 (82.3%), with respondents having no religion having a slightly lower rate of graduate destinations (80.1%). Muslim respondents, however, have had the lowest graduate destination rate in each of 19/20 (64.6%) and 20/21 (70.5%), although did see a 5.9pp increase year on year.