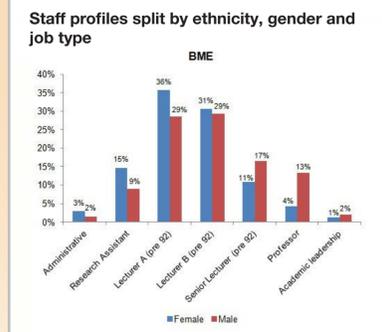
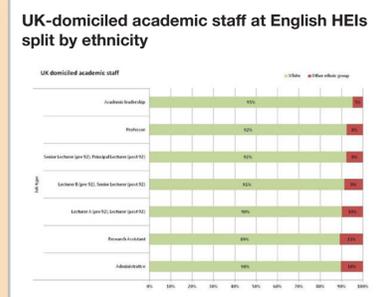
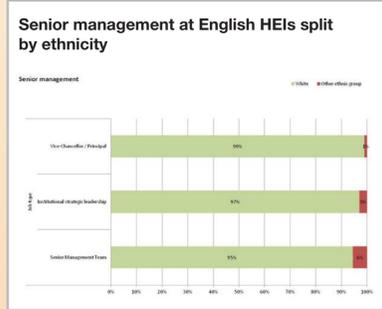


# What HEFCE knows about race equality in the HE lifecycle

**Under-representation** is most evident at **senior management** levels.

In 2012-13 **38** out of a possible **129** Higher Education Institutions (29%) monitored the ethnic diversity of their governing bodies

Where monitored, an average of **9.9%** governors were BME.



Source: HEFCE analysis of HESA data

**BME staff are under-represented** compared to the student population.

**BME staff are less likely** than White staff to be on a permanent contract (**61% compared to 74%**).

The **intersectionality** of race and gender shows the **largest contributing factor** to under-representation of BME women at senior levels is **gender**.

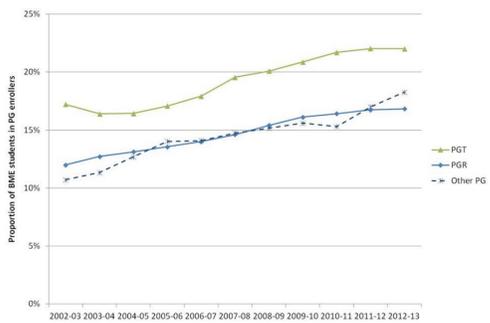
## What puts UG students off PG study?

**19%** of BME students compared with **26%** of White students said the cost of living.

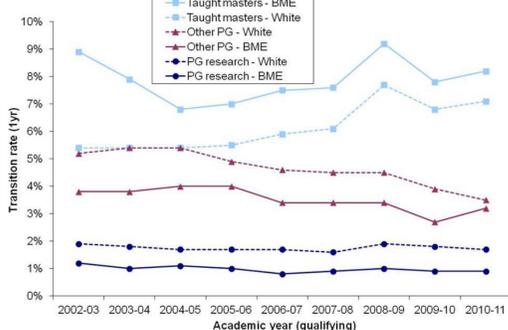
**9%** of BME students compared with **15%** of White students said that they did not want to study.

**Both groups of students said course fees were the biggest factor.**

## Proportion of BME postgraduate enrollers (UK domiciled) to English or Northern Irish HEIs



## One-year transition rates of young full-time first-degree UK qualifiers at English HEIs to PG courses split by broad ethnic group and type of PG study



HEFCE report 2013/34 'Intentions After Graduation Survey 2013: Initial findings' (December 2013) based on UK domiciled, first degree, final year students in 2012-13.

## When asked about their intentions after graduation:

**Black students** were the **most likely** to want to study a postgraduate course in the future (**61%**).

**White students** were the **least likely** (**41%**).

The **proportion of BME students drops** from undergraduate to postgraduate taught level (PGT), it drops again from PGT to postgraduate research (PGR) and drops again from PGR to research careers.

HEFCE Report 2013/14: 'Postgraduate education in England and Northern Ireland: Overview report 2013' (July 2013)

**BME students** were **more likely** than White students to **move institutions** when going on to study at taught masters or PGR level.

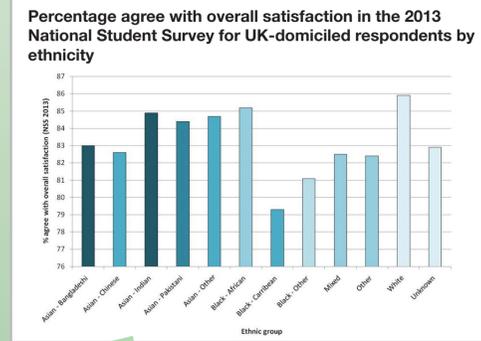
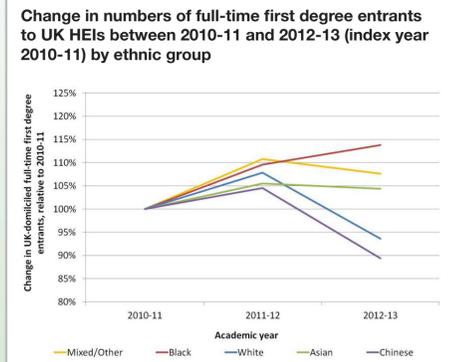
**BME students** were **more likely** to study at **London-based institutions**.

HEFCE report 2013/13 'Trends in transition from first degree to postgraduate study: Qualifiers between 2002-03 and 2010-11' (July 2013)

Numbers of UK-domiciled students starting full-time first degree courses between 2010-11 and 2012-13 from BME groups **up 7%** and from White ethnic groups **down 6%**.

HEFCE report 2014/08: HE in England

HEFCE analysis of HESA data



Note: All ethnic groups have seen an increase in overall satisfaction of their course between 2005 and 2013. This ranges from an increase of 3% to 10%: the darker the bar the bigger the increase.

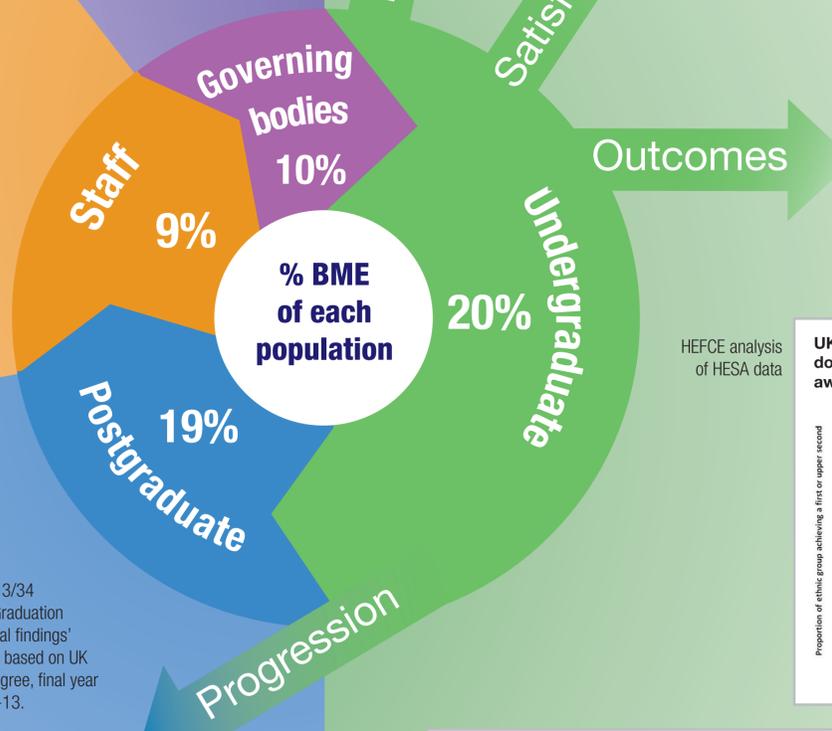
The proportion of UK-domiciled NSS respondents satisfied with their HE courses as **86% (up 3%)** for white students and **83% (up 8%)** for black and minority ethnic students.

HEFCE analysis of NSS 2013 data

Analysis of the 2002-03 cohort of UK-domiciled, young full-time first degree entrants showed that the proportion of White finalists that received a 1st or 2:1 degree was **25% points higher** than the rate for Black finalists.

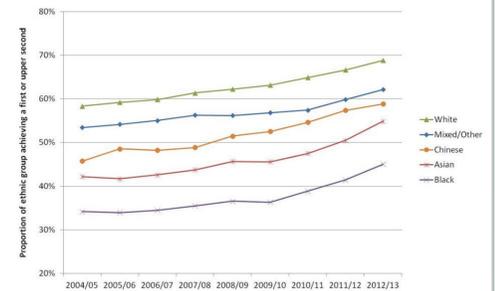
Not all of the difference could be explained by modelling for background characteristics.

HEFCE Report 2010/13: Student ethnicity: Profile and progression of entrants to full-time, first degree study (May 2010)

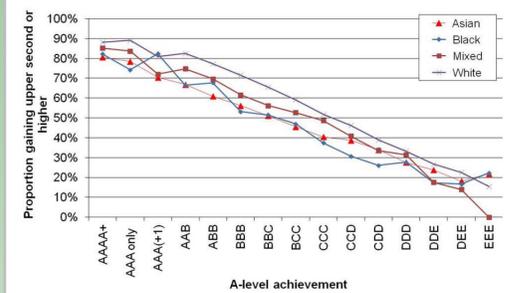


HEFCE analysis of HESA data

## UK trends in the proportion of full-time first degree UK-domiciled qualifiers achieving a first or upper second class award split by ethnicity



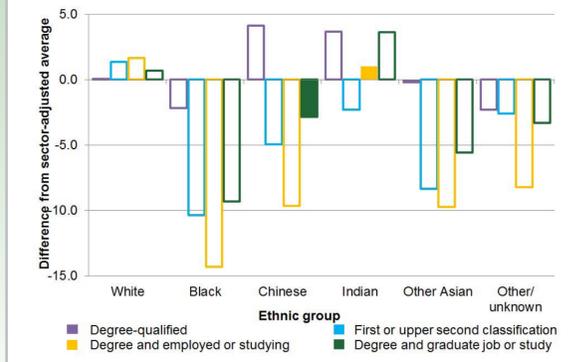
## HE achievement by entry qualification and ethnicity for 18 or 19 year-old English-domiciled entrants to full-time first degree courses 2007-08



Of those who entered higher education with BBB, **72% of White** students, **56% of Asian** students, and **53% of Black** students gained a first or upper second.

HEFCE Report 2014/03: 'Differences in degree outcomes: Key findings' (March 2014)

## Percentage point difference in outcome from the sector-adjusted average for full-time first degree home students starting HE in 2006-07 split by ethnicity



**Black students** were **significantly below** the sector-adjusted average for both **attainment and employment** outcomes.

Note: Where a bar is filled, this indicates that the difference is not statistically significant.

HEFCE Report 2013/15: Higher education and beyond: Outcomes from full-time first degree study (July 2013)

**Chinese and Indian students** were **significantly above** the sector-adjusted average in achieving a degree; however they were significantly below the sector-adjusted average in the proportion achieving a first or upper second class degree.