Equality, Diversity & Inclusion

King's College LONDON

Annual Report
2021-2022 Data Narrative

Context explaining this data can be found in the accompanying 'Annual Report 2021-2022' document.

If you require this document in an accessible format, please email the team at diversity@kcl.ac.uk

Contents

Introduction

We are evidence-led and use various forms of data to inform our work. Data help shape our decisions and can be a useful progress measure, although we are careful to acknowledge the limitations of data.

We access our data mainly through King's EDI data dashboards, in particular the Balanced Scorecard app and the Diversity & Inclusion app. These Power BI apps are updated on a regular basis (the following data were accessed in September 2022). We have used the most recent data available in this report. Where possible we have used data for 2021-22, but where this is not yet available we have used data for 2020-21.

The following pages illustrate our progress against King's balanced scorecard Key Performance Indicators (KPIs) and contain information about how we collect and benchmark our data. This is followed by the demographics of our staff and student populations and other relevant datasets.

Please note, it is our practice to use the term Black, Asian and Minority Ethnic (BAME) in written reports, but we have used the term Black and Minority Ethnic (BME) in some instances to mirror what is presented in the data dashboards and the terminology used by Advance HE. It is also important to note that where possible we have tried to look at more granular ethnicity data (for example six-way ethnicity detail, alongside two-way detail) as we recognise that using umbrella categories such as BAME or BME can mask data trends of more specific ethnic groups.

The figures used in this section are all percentages.

Balanced Scorecard Measures

The balanced scorecard is a tool used by Council to monitor King's progress towards its objectives. There are three EDI KPIs that pertain to demographics, which are all based on the higher education upper quartile:

- Gender representation at senior levels for academic and professional services staff (benchmark is the Russell Group)

- Female Black and Minority Ethnic representation at all levels for academic and professional services staff (benchmark is London universities)

- Black and Minority Ethnic representation at all levels for academic and professional services staff (benchmark is London universities)

| KPI at King's Institutional Level	2021-22 Figure [1]	2021-22 Target	Variance
Senior female academic staff %	39.0	42.1	-3.1
Senior female professional services staff %	50.6	50.7	-0.1
Female Black and Minority Ethnic academic staff %	11.5	11.6	-0.1
Female Black and Minority Ethnic professional services staff %	14.0	13.6	0.4
Black and Minority Ethnic academic staff %	23.4	21.9	1.5
Black and Minority Ethnic professional services staff %	22.5	23.0	-0.5

[1] Figures taken from the Balanced Scorecard Power BI app. These figures are currently estimates and actual figures are yet to be published.

Gender Representation in Senior Levels

Academic Staff
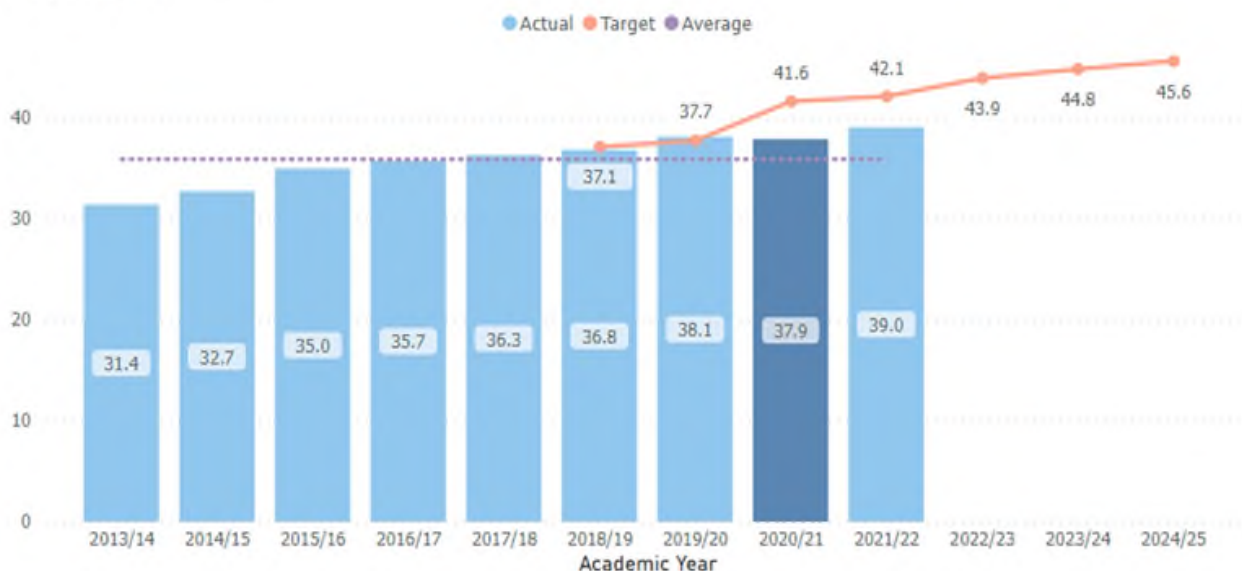
Target, Actual, Average
BY ACADEMIC YEAR

● Actual ● Target ● Average

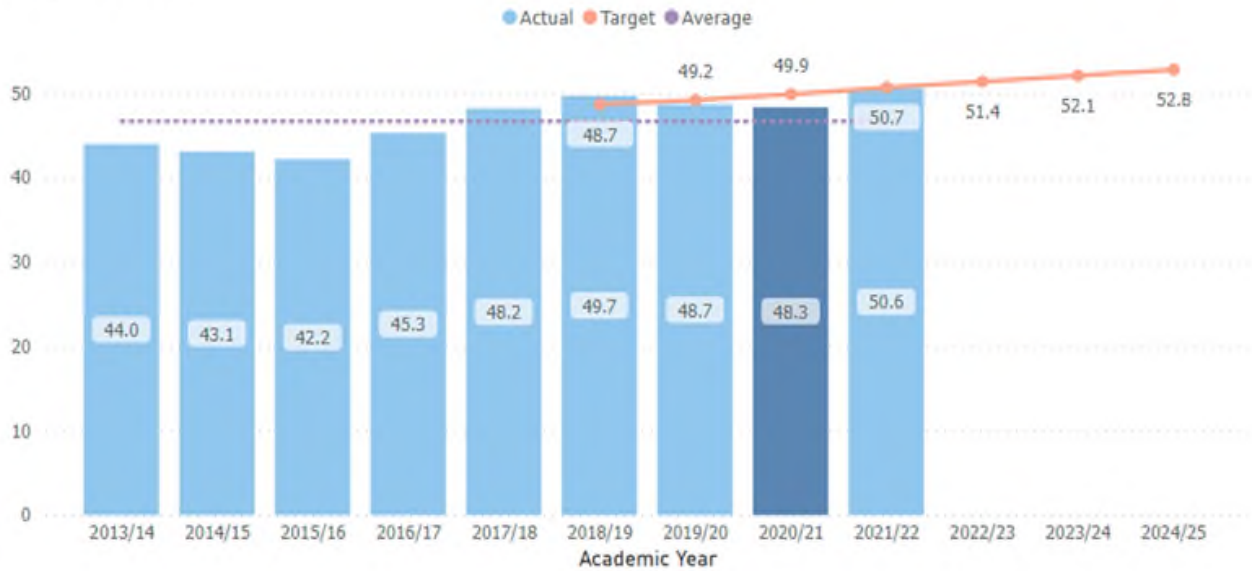Open in Power BI

Balanced Scorecard
Data as of 10/7/22, 12:30 AM
Filtered by KPI Distinct Name (is Senior Female Staff (Academic)), KPI Code (is KCLDiversity1a or KCLDiversity1b), Faculty (is KCL)

The proportion of female senior academic staff increased from 2020-21 to 2021-22, but we are still below our target for this cohort. The reasons for this and the consequent actions we are taking are explored in sections of the main report on gender equality and Athena Swan.

Professional Services Staff

Target, Actual, Average
BY ACADEMIC YEAR

● Actual ● Target ● Average

<u>Open in Power BI</u>

Balanced Scorecard
Data as of 10/7/22, 12:30 AM
Filtered by KPI Distinct Name (is Senior Female Staff (PS)), KPI Code (is KCLDiversity1a or KCLDiversity1b), Faculty (is KCL)
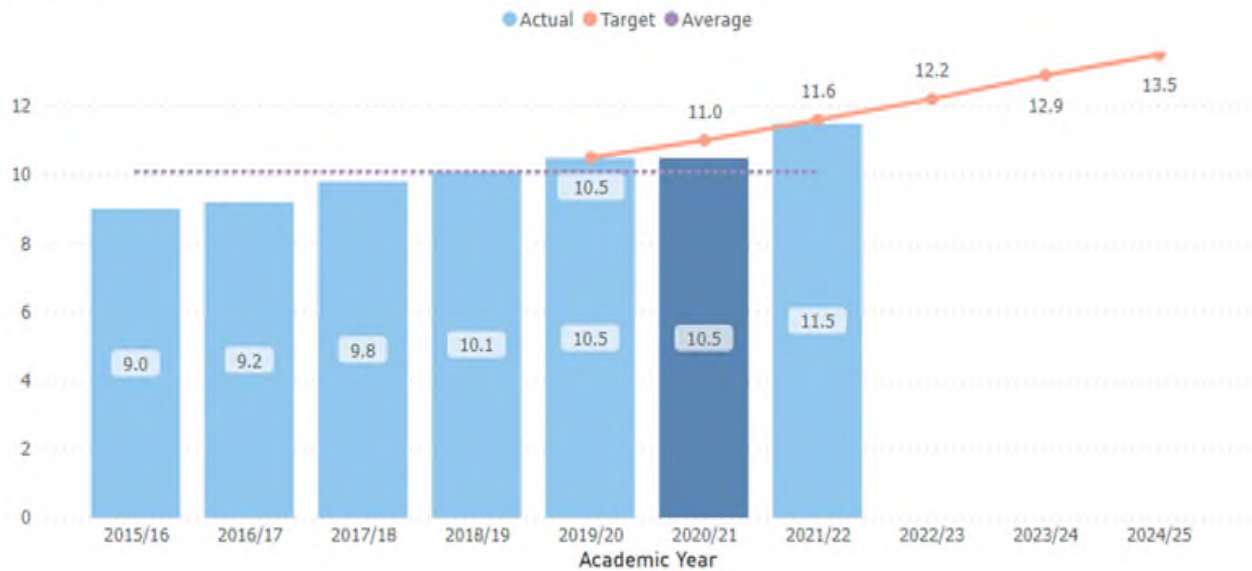
The proportion of senior female professional services staff slightly increased between 2020-21 and 2021-22 and we are close to meeting our target related to this cohort.

Black and Minority Ethnic Female Representation at All Levels

Academic Staff

Target, Actual, Average
BY ACADEMIC YEAR

● Actual ● Target ● Average

Open in Power BI

Balanced Scorecard
Data as of 10/7/22, 12:30 AM
Filtered by KPI Distinct Name (is Female BME Staff (Academic)), KPI Code (is KCLDiversity3a or KCLDiversity3b), Faculty (is KCL)

The percentage of Black and Minority Ethnic female academic staff has increased by 1 percentage point between 2020-21 and 2021-22. We were slightly below our target for this cohort.

Professional Services Staff

Target, Actual, Average
BY ACADEMIC YEAR

● Actual ● Target ● Average

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Actual	10.8	11.8	14.2	13.1	13.6 / 13.3	13.1	14.0			
Target						13.5	13.6	13.8	14.0	14.2

Academic Year

Open in Power BI

Balanced Scorecard
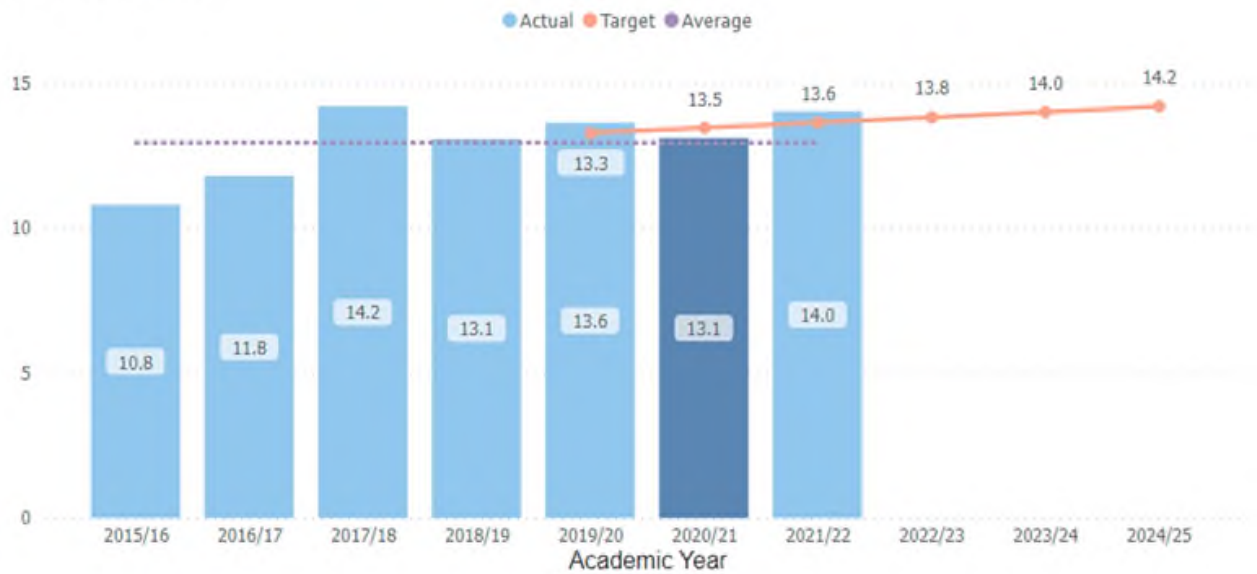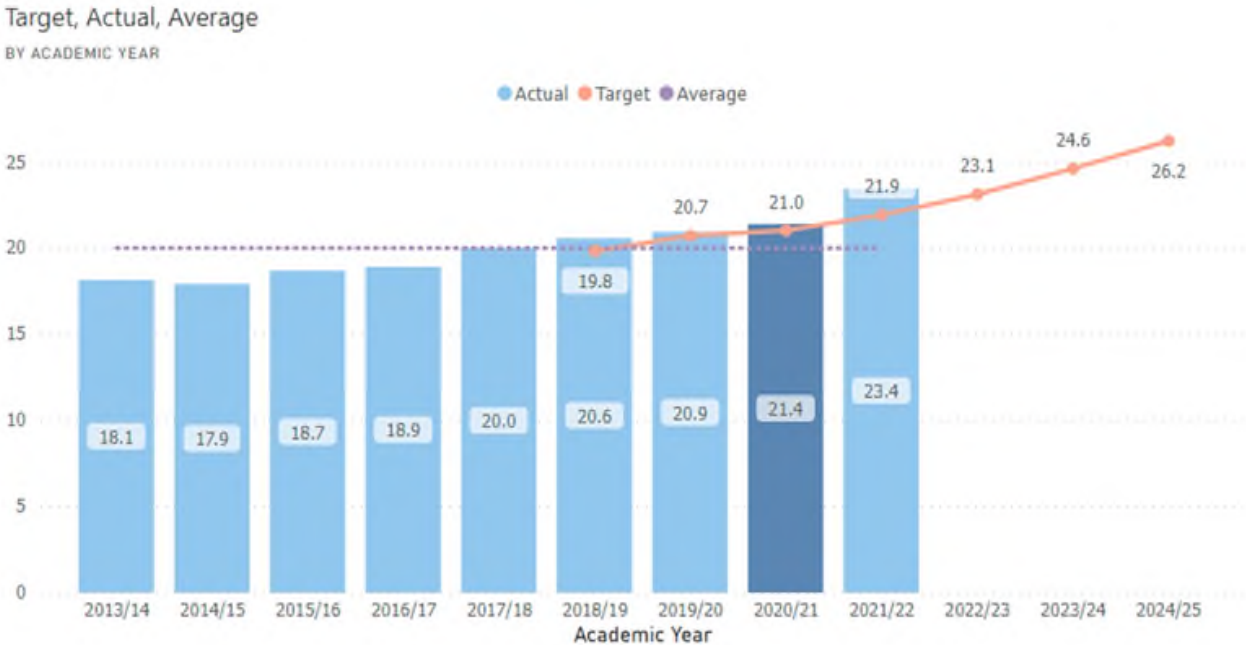Data as of 10/7/22, 12:30 AM
Filtered by KPI Distinct Name (is Female BME Staff (PS)), KPI Code (is KCLDiversity3a or KCLDiversity3b), Faculty (is KCL)

The percentage of Black and Minority Ethnic female professional services staff increased between 2020-21 and 2021-22. We exceeded our target for this cohort.

Black and Minority Ethnic Representation at All Levels

Academic Staff

Target, Actual, Average
BY ACADEMIC YEAR

● Actual ● Target ● Average

Open in Power BI

Balanced Scorecard
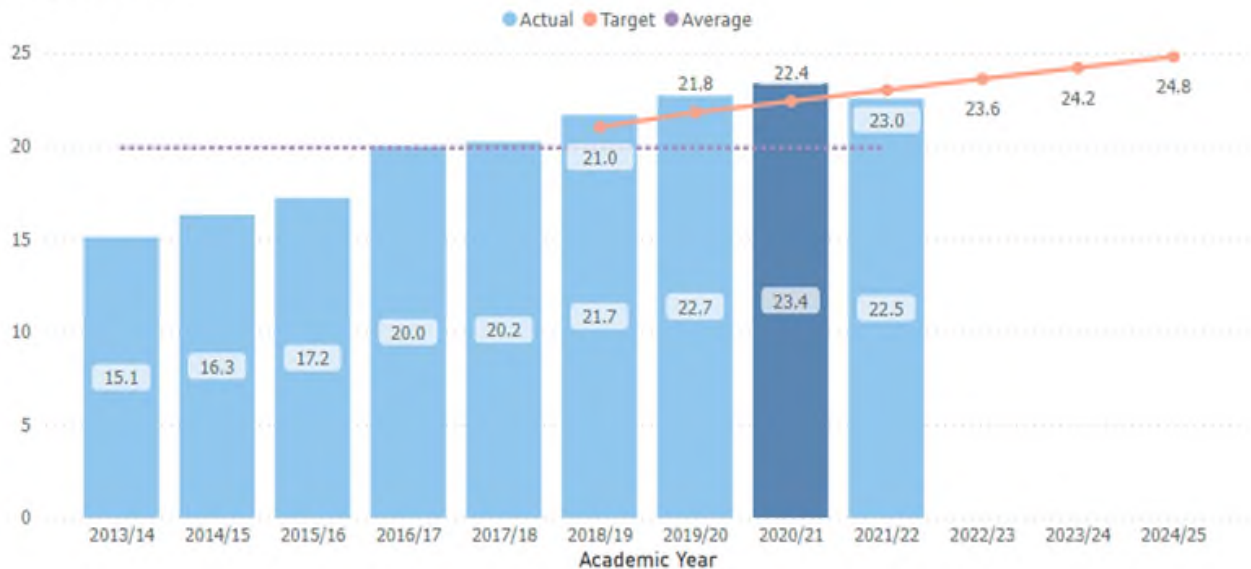Data as of 10/7/22, 12:30 AM
Filtered by KPI Distinct Name (is BME Staff (Academic)), KPI Code (is KCLDiversity2a or KCLDiversity2b), Faculty (is KCL)

We have seen an increase of 2 percentage points in the proportion of Black and Minority Ethnic academic staff between 2020-21 and 2021-22. We have exceeded our target for this cohort.

Professional Services Staff

Target, Actual, Average
BY ACADEMIC YEAR

Open in Power BI

Balanced Scorecard
Data as of 10/7/22, 12:30 AM
Filtered by KPI Distinct Name (is BME Staff (PS)), KPI Code (is KCLDiversity2a or KCLDiversity2b), Faculty (is KCL)

We have seen a decrease of 0.9 percentage points in the proportion of Black and Minority Ethnic professional services staff between 2020-21 and 2021-22. We are slightly below our target for this cohort. We are also not representative of our student body (in 2020-21, 60.2% of home undergraduate students defined as Black and Minority Ethnic [2]).

[2] This figure was taken from the Diversity & Inclusion Power BI app.

Demographic Data

The following section provides demographic data on our staff and student population. Our staff figures are taken from the information provided by individuals via King's HR self-service function (PeopleXD) and our student data are from the Higher Education Statistics Agency (HESA). Figures have been rounded and data have been suppressed when the sample size is too small to maintain anonymity.

To better understand the demographics of the King's workforce, we have encouraged staff to share their equal opportunity data via PeopleXD. We use this collection of data to inform our activity and measure our progress. This webpage illustrates our approach. There was a slight decrease in the proportion of staff who completed their data between 2021 and 2022.

	2021		2022 [3]	
	Completed Data	% Completed	Completed Data	% Completed
Disability	10484	95.4	14560	92.3
Ethnicity	10334	94.0	14456	91.7
Sexual Orientation and Trans Status [4]	8910	81.0	-	-
Sexual Orientation	-	-	12735	80.8
Trans Status	-	-	11720	74.3
Religious Belief	8920	81.1	12634	80.1
Gender	10031	91.2	13315	84.4
Sex [5]	-		15770	100.00

[3] This HESA data was accessed in September 2022 and is not yet finalised so could change marginally.
[4] In 2021, sexual orientation and trans status were reported on together. In 2022, they were reported on separately.
[5] We do not have data on sex for 2021. HESA changed their gender values within the last couple of years. In the 2020 data, legal sex is used, whereas the 2021 data uses gender.

Sector Benchmarks

The following charts include sector benchmarks for gender, ethnicity and disability, as outlined below. At the time of writing, the latest data available via the Power BI Diversity & Inclusion app were from 2020-21.

For gender and disability, we have benchmarked King's data against the Russell Group of universities. For ethnicity, we have benchmarked King's data against the London Higher Education Institutions as we aim for our student and staff bodies to be representative of the local London area.

Gender: Russell Group Higher Education Institutions
Ethnicity: London Higher Education Institutions
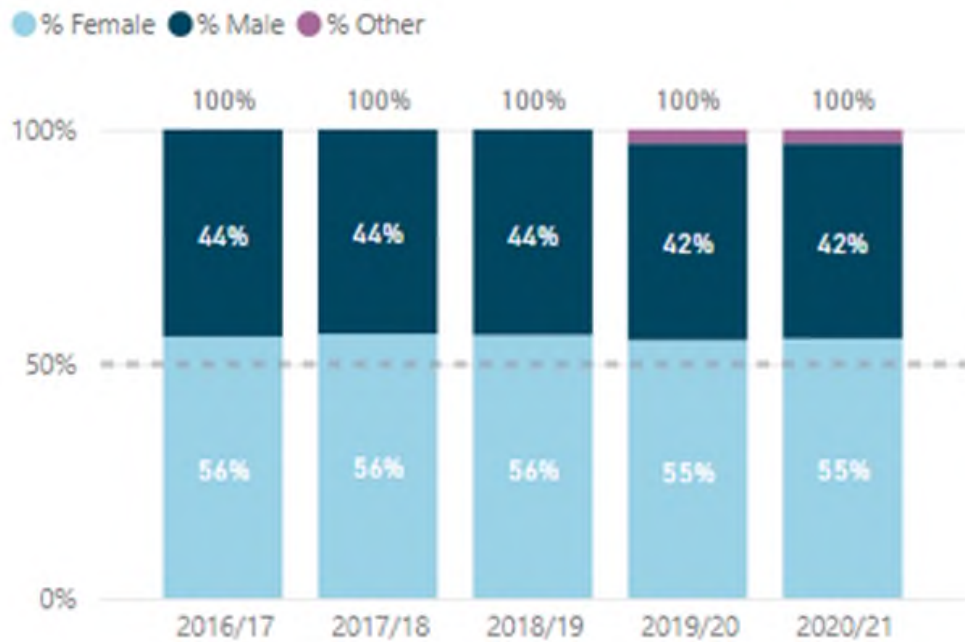Disability: Russell Group Higher Education Institutions

The data displayed in the following pages were obtained from Power BI, except for trans status and sexual orientation data, which were obtained from the People, Data & Analytics team.

Gender: Staff Profile

Gender: Overall Workforce Profile 2020-21

% All Staff headcount by Academic Year and ...
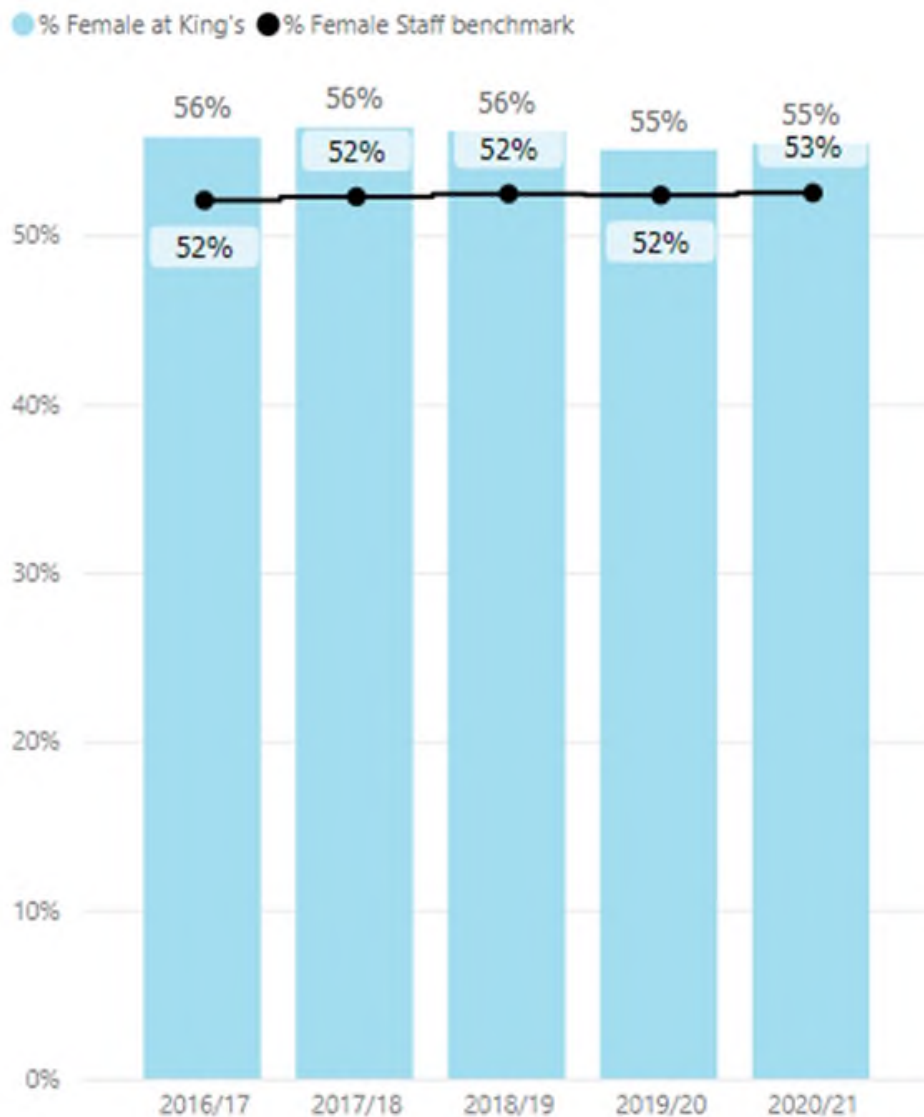

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # staff (all gender) (is greater than 22)

The gender data we have for staff are based on the information collected via PeopleXD, where staff are able to respond to 'Gender' with 'Male', 'Female', 'Other' and 'Prefer not to say'. The overall gender split for staff at King's was consistent for the last two years. In 2019-20, the proportion of female staff decreased by 1 percentage point, but this could be a result of including an 'Other' category, which accounted for 3% of staff, as the proportion of male staff also decreased by 2 percentage points. The term 'Other' acknowledges that not everyone identifies with the gender binary of male and female and was introduced in 2019-20.

Gender: Sector Benchmarks

Staff Benchmarks - gender

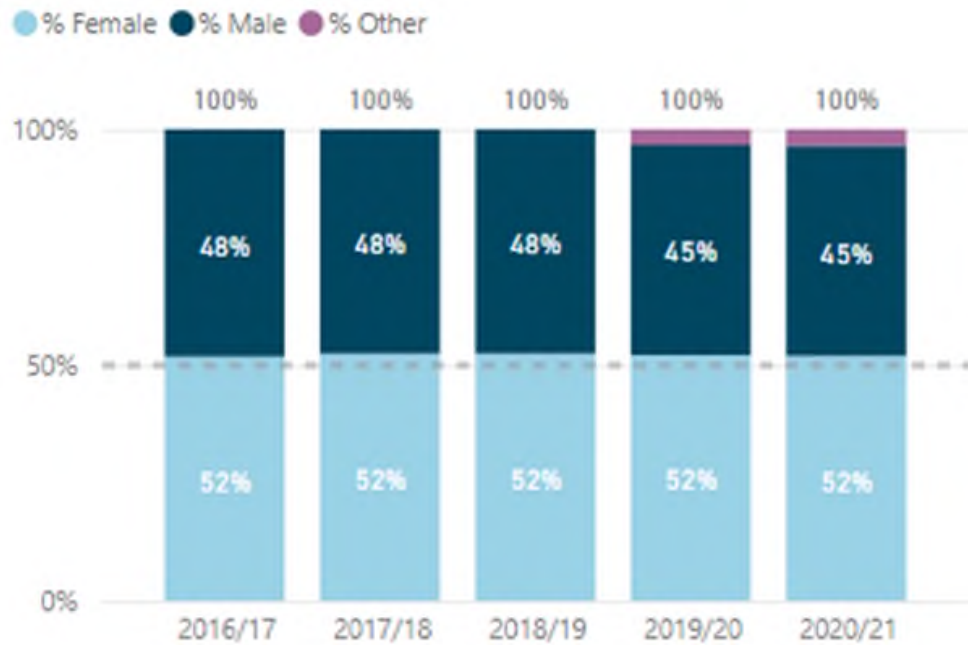● % Female at King's ● % Female Staff benchmark

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by StaffbenchmarkFPE (is greater than 22), Russell Group (is Yes), Exclude King's (is Yes), Exclude King's (is Yes)

King's has a higher proportion of female staff than its benchmark of other Russell Group Higher Education Institutions in London (+2 percentage points in 2020-21).

Gender: Academic Workforce Profile

% Academic Staff headcount by Academic Ye...

● % Female ● % Male ● % Other

	2016/17	2017/18	2018/19	2019/20	2020/21
% Male	48%	48%	48%	45%	45%
% Female	52%	52%	52%	52%	52%
Total	100%	100%	100%	100%	100%

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # staff (all gender) (is greater than 22), from HR.Staff Category (is Academic, Teaching and Research)

The gender split across academic staff (including research and teaching) was consistent until 2019-20, when the proportion of male staff decreased by 3 percentage points. This could be the result of including an 'Other' category, as this accounted for 3% of staff. The percentage has been consistent over the last two years.

Gender: Academic Workforce Profile by Role 2020-21

% Academic Staff headcount by Grade and Gender

● % Female ● % Male ● % Other

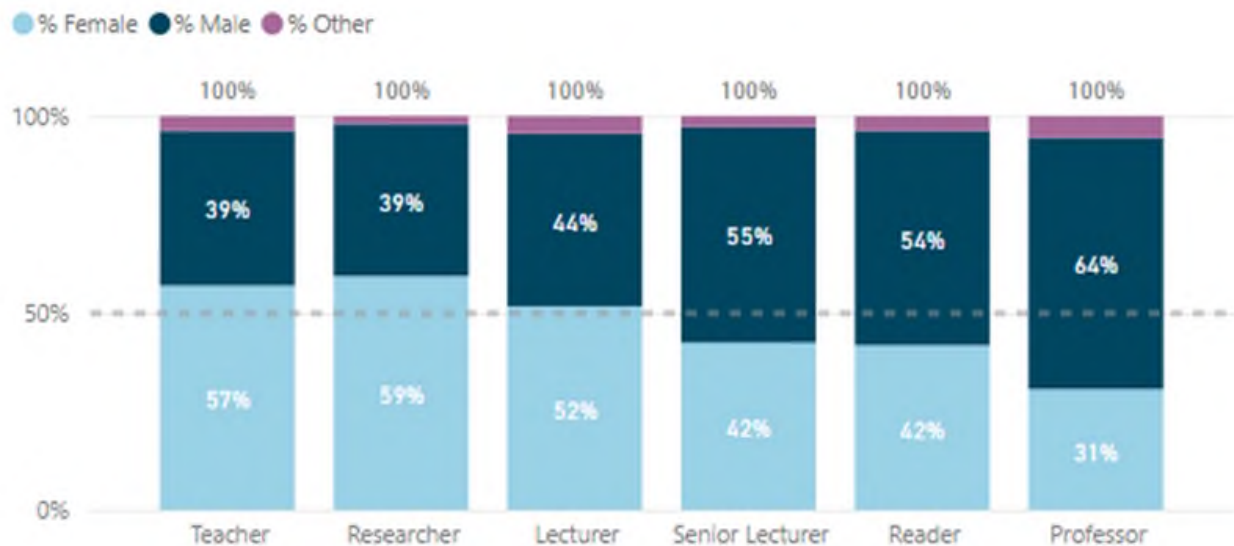|	Teacher	Researcher	Lecturer	Senior Lecturer	Reader	Professor
Total	100%	100%	100%	100%	100%	100%
% Male	39%	39%	44%	55%	54%	64%
% Female	57%	59%	52%	42%	42%	31%

Open in Power BI
Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # staff (all gender) (is greater than 22), from HR.Staff Category (is Academic, Teaching and Research), Academic Year (is 2020-21)

In 2020-21, the proportion of female academic staff generally decreased with seniority, with the exception of the researchers category having a higher percentage of female staff than teachers. The biggest difference is at professor level, where 31% of staff are female and 64% are male in 2020-21.

Gender: Professional Services Workforce Profile

% Professional Services Staff headcount by A...

● % Female ● % Male ● % Other

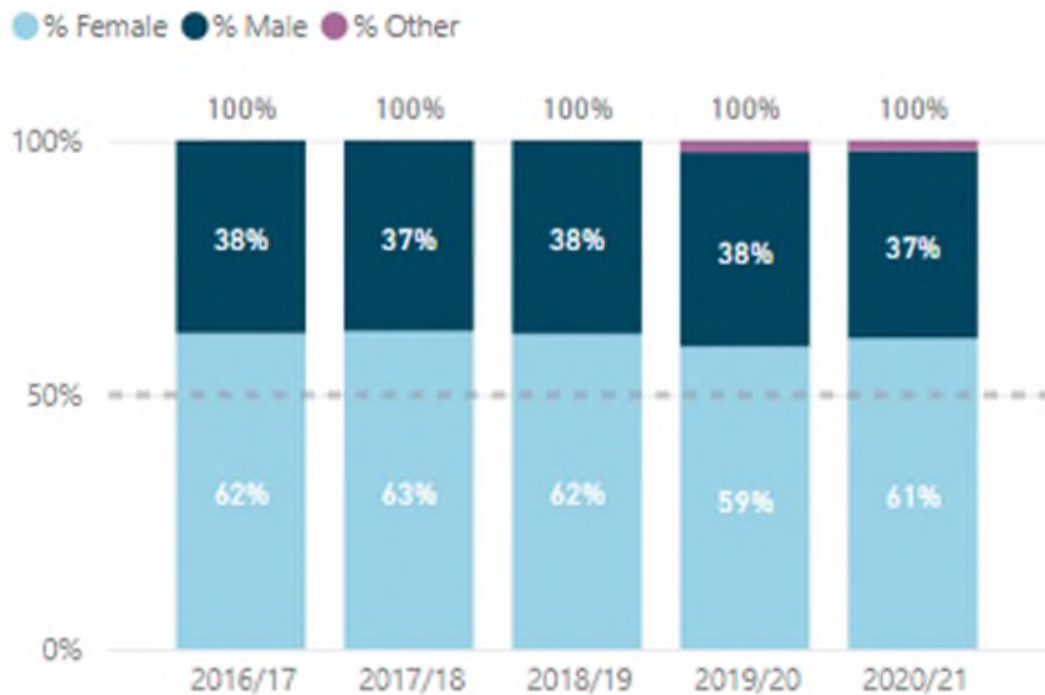|	2016/17	2017/18	2018/19	2019/20	2020/21
% Male	38%	37%	38%	38%	37%
% Female	62%	63%	62%	59%	61%
Total	100%	100%	100%	100%	100%

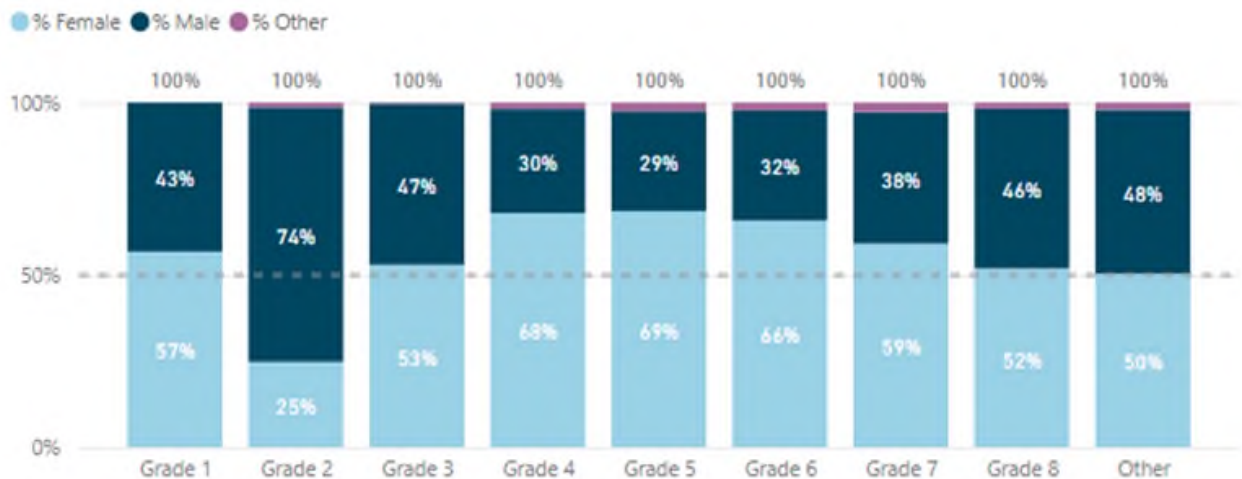Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # staff (all gender) (is greater than 22), from HR.Staff Category (is Professional Services)

The gender split across professional services staff remained fairly consistent until 2019-20, when the proportion of female staff decreased by 3 percentage points. This could be attributed to the addition of an 'Other' category, which accounted for 2% of staff, as well as an intake of around 400 staff by bringing cleaning and security in house.

Gender: Professional Services Workforce Profile by Role 2020-21

% Professional Service Staff headcount by Grade and Gender

● % Female ● % Male ● % Other

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Other
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
% Male	43%	74%	47%	30%	29%	32%	38%	46%	48%
% Female	57%	25%	53%	68%	69%	66%	59%	52%	50%

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # staff (all gender) (is greater than 22), from HR.Staff Category (is Professional Services), Academic Year (is 2020-21)

In 2020-21, male staff continued to be significantly overrepresented in professional services Grade 2 roles. While female representation decreased with seniority, female staff remained overrepresented at all other professional services grades.

Gender: Student Profile

The gender data we have for students are based on the information collected at enrolment, where students are asked 'What is your gender?', with response options of 'Male', 'Female' and 'Other'.

Gender: Undergraduate Student Profile
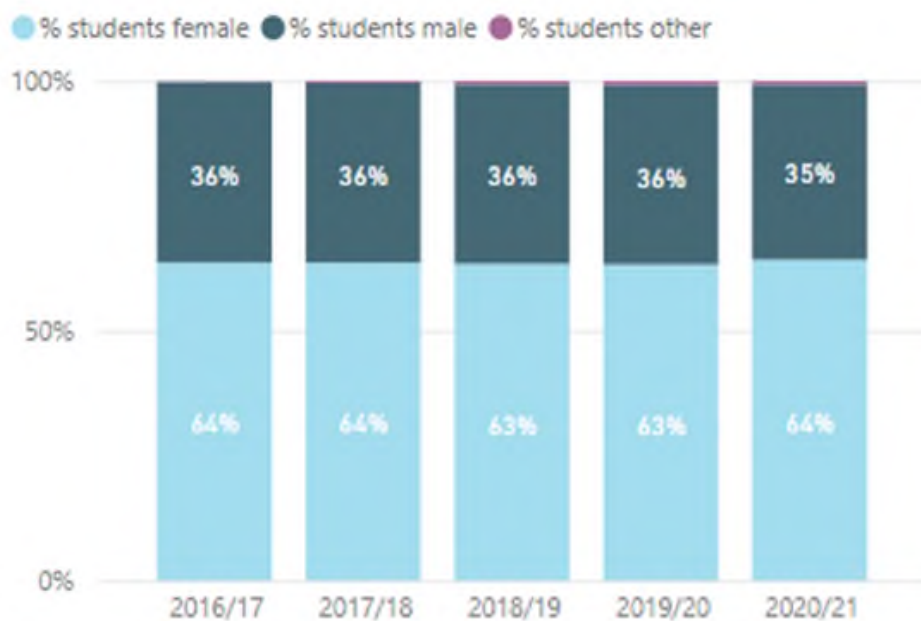
% UG Student headcount by Academic Year ...
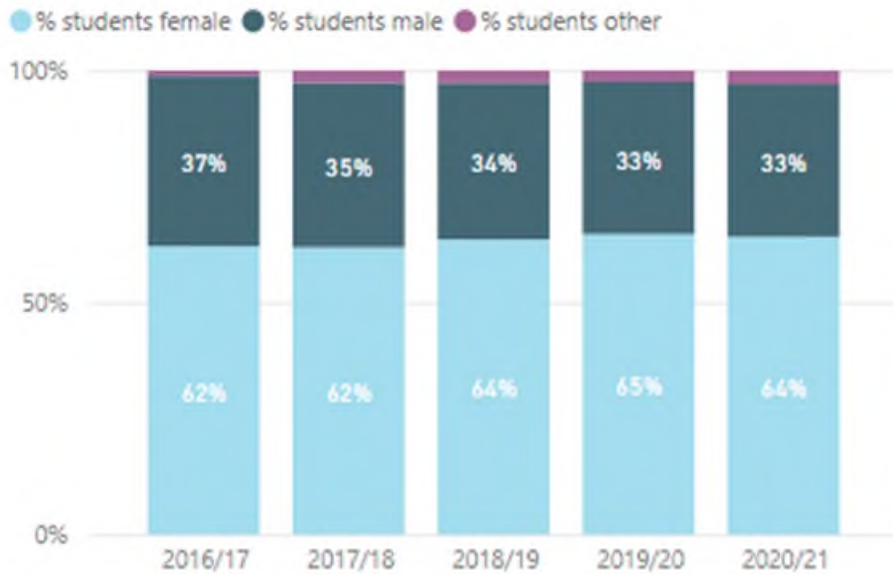
Open in Power BI
Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Other undergraduate or First degree), # students gender all (is greater than 22)

The gender split for undergraduate students has remained fairly consistent between 2016-17 and 2020-21.

Gender: Postgraduate Taught Student Profile

% PGT Student headcount by Academic Year a...

● % students female ● % students male ● % students other
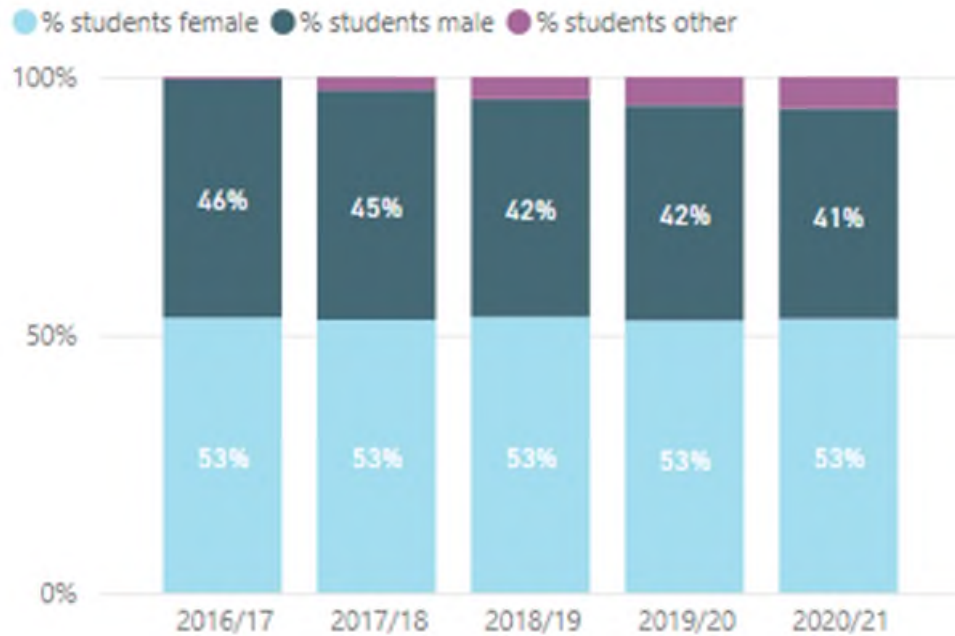
Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Postgraduate (taught)), # students gender all (is greater than 22)

The percentage of female postgraduate taught students slightly increased between 2016-17 and 2020-21.

Gender: Postgraduate Research Student Profile

% PGR Student headcount by Academic Year...

● % students female ● % students male ● % students other

	2016/17	2017/18	2018/19	2019/20	2020/21
% students male	46%	45%	42%	42%	41%
% students female	53%	53%	53%	53%	53%

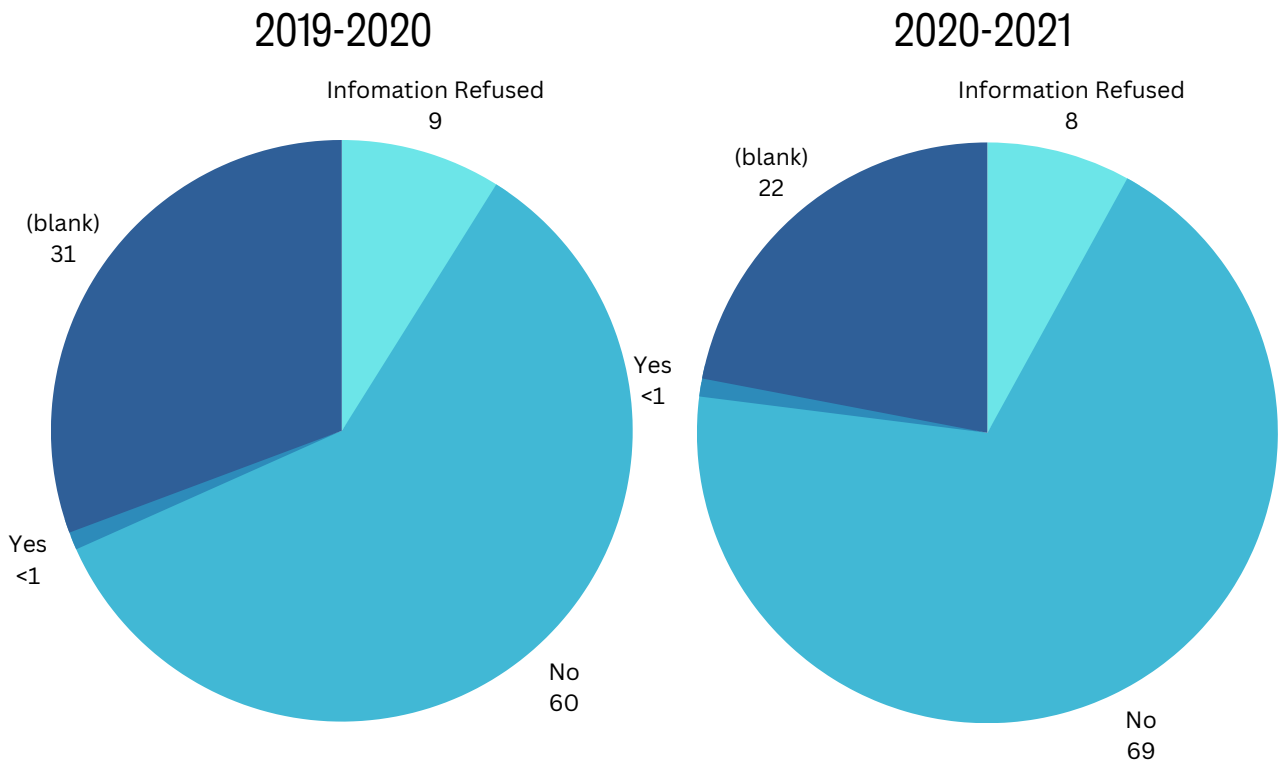Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Postgraduate (research)), # students gender all (is greater than 22)

The proportion of female postgraduate research students has remained fairly consistent between 2016-17 and 2020-21, while the number of students who do not define their gender as female or male has increased.

Trans Status: Staff Profile

Trans Status: Overall Workforce Profile (in %)

2019-2020

Infomation Refused
9

(blank)
31

Yes
<1

No
60

2020-2021

Information Refused
8

(blank)
22

No
69

Trans status: Overall workforce profile	2019-2020	2020-2021
Information Refused	9%	8%
No	60%	69%
Yes	<1%	1%
(Blank)	31%	22%

The above chart illustrates the proportion of trans staff in King's workforce between 2019-20 and 2020-21. Staff were asked whether their current gender identity is that assigned at birth and the response choices were 'yes' and 'no'.

Trans Status: Academic Workforce Profile

Trans status: Academic workforce profile	2019-2020	2020-2021
Information Refused	9%	8%
No	54%	57%
Yes	<1%	<1%
(Blank)	37%	35%

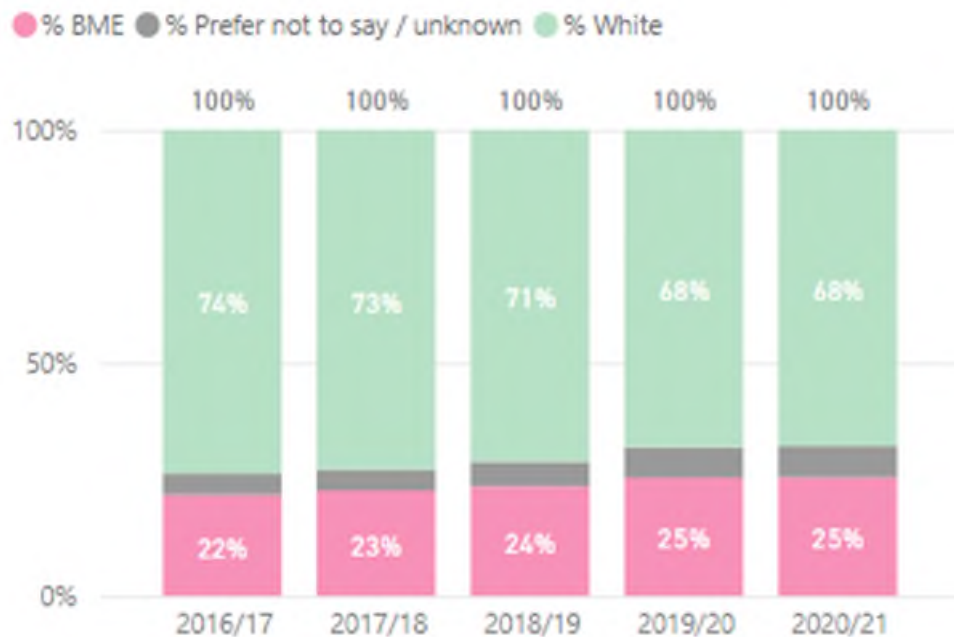# Trans Status: Professional Services Workforce Profile

Trans status: Professional Services workforce profile	2019-2020	2020-2021
Information Refused	8%	8%
No	65%	58%
Yes	<1%	<1%
(Blank)	27%	24%

Ethnicity: Staff Profile

Ethnicity: Overall Workforce Profile
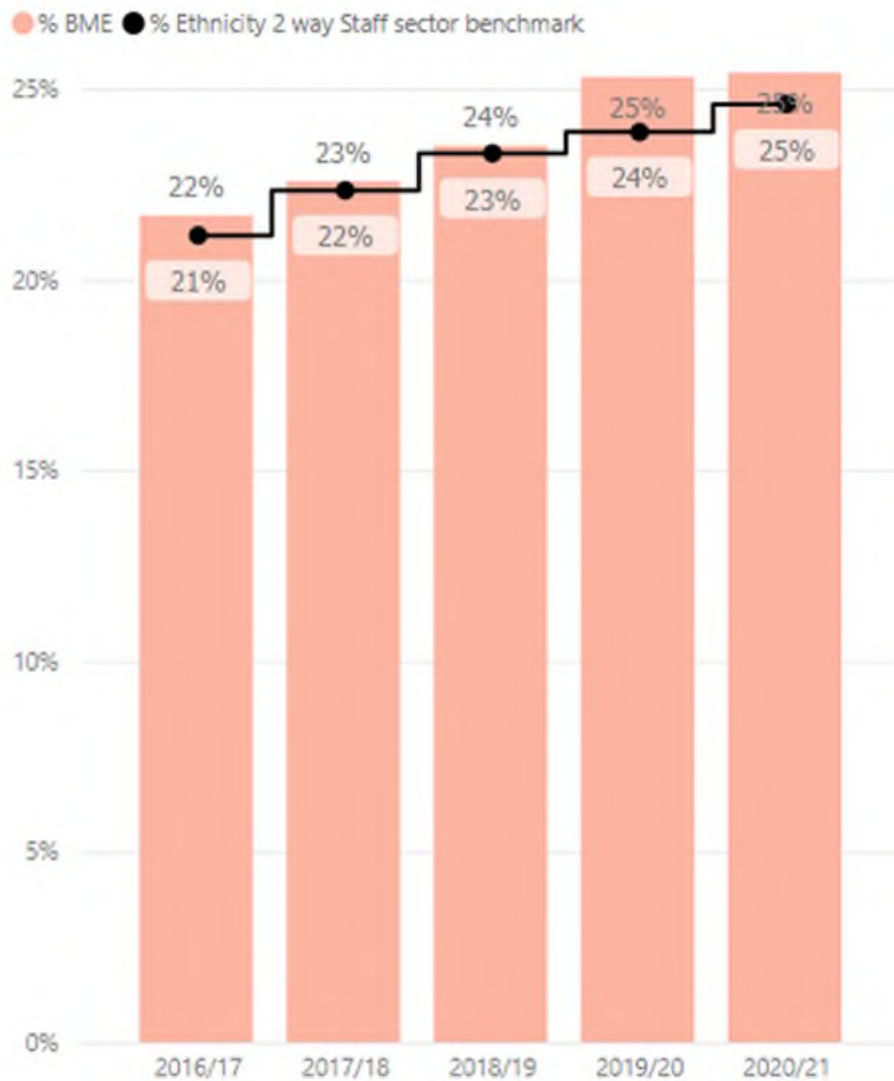

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # staff (all bme) (is greater than 22)

The proportion of Black and Minority Ethnic staff has risen from 22% in 2016-17 to 25% in 2019-20.
Between 2019-20 and 2020-21 the proportion of Black and Minority Ethnic staff remained
constant at 25%.

Ethnicity: Sector Benchmarks

Staff Benchmarks - BME

● % BME ● % Ethnicity 2 way Staff sector benchmark

Diversity & Inclusion
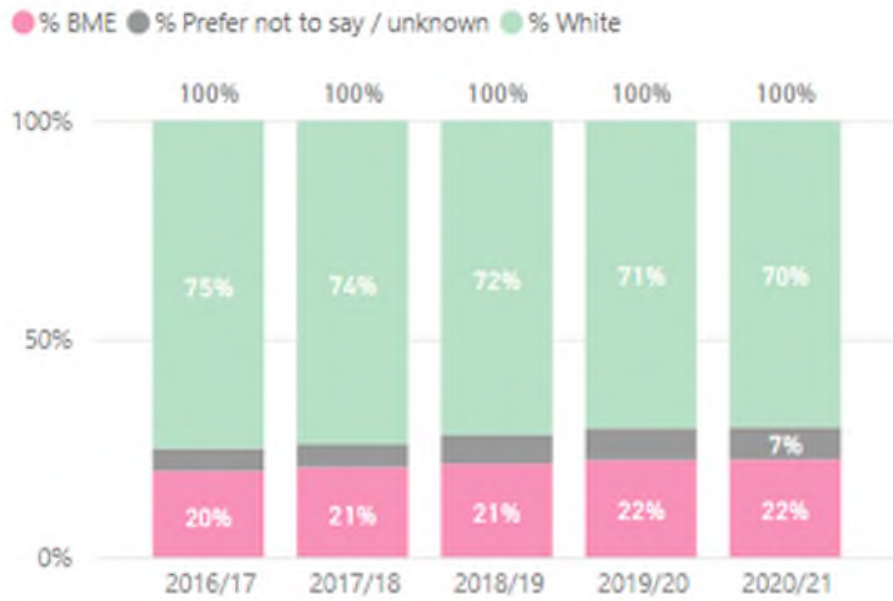Data as of 5/27/22, 7:24 PM
Filtered by StaffbenchmarkFPE (is greater than 22), London (is Yes), Exclude King's (is Yes), Exclude King's (is Yes)

King's met (or exceeded) its benchmark of other London universities between 2016-17 and 2020-21.

Ethnicity: Academic Workforce Profile

% Academic Staff headcount by Academic Ye...

● % BME ● % Prefer not to say / unknown ● % White

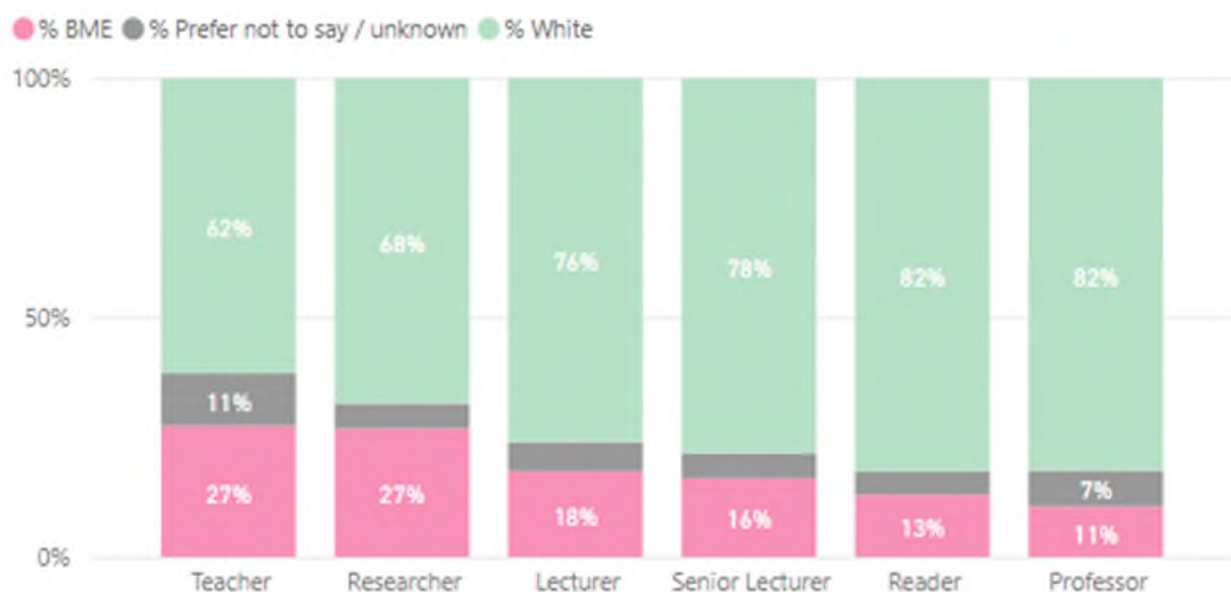|	2016/17	2017/18	2018/19	2019/20	2020/21
Total	100%	100%	100%	100%	100%
% White	75%	74%	72%	71%	70%
% Prefer not to say / unknown					7%
% BME	20%	21%	21%	22%	22%

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22)

The proportion of Black and Minority Ethnic staff increased from 20% in 2016-17 to 22% in 2019-20. The proportion of Black and Minority Ethnic staff remained constant at 22% between 2019-20 and 2020-21.

Ethnicity: Academic Workforce by Role 2020-21

Academic Staff headcount by Grade and Ethnicity 2 way

● % BME ● % Prefer not to say / unknown ● % White

	Teacher	Researcher	Lecturer	Senior Lecturer	Reader	Professor
% White	62%	68%	76%	78%	82%	82%
% Prefer not to say / unknown	11%					7%
% BME	27%	27%	18%	16%	13%	11%

Open in Power BI
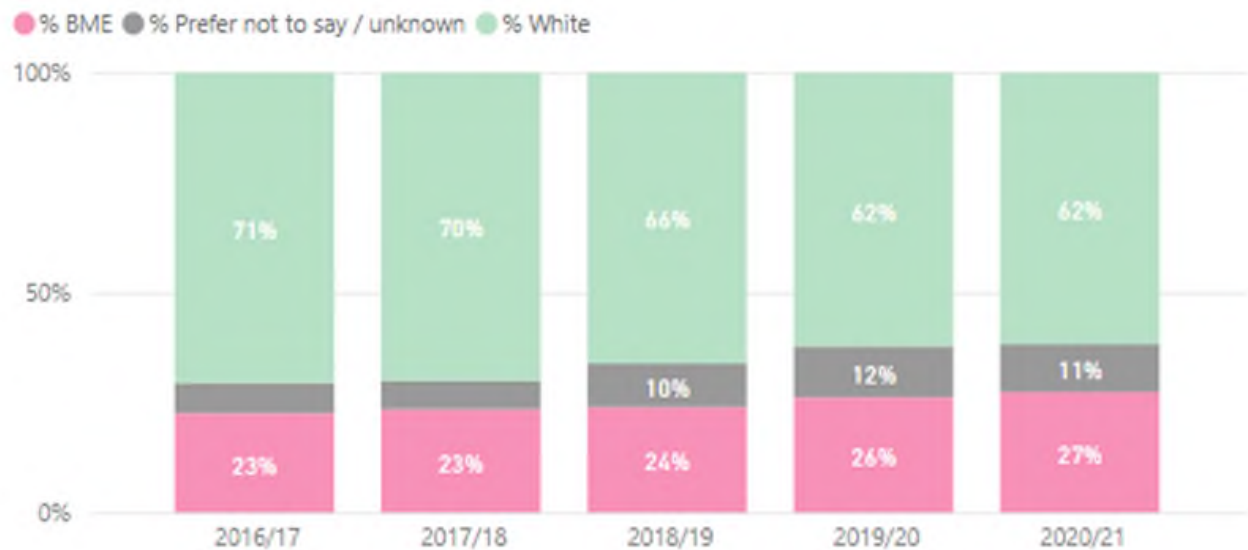
Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Academic Year (is 2020-21)

In 2020-21, the proportion of Black and Minority Ethnic academic staff generally decreased with seniority (with the exception of teachers and researchers, both at 27%).

Ethnicity: Academic Workforce by Role Over Time

Teacher

Academic Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Grade (is Teacher)

The proportion of Black and Minority Ethnic teachers increased from 23% in 2016-17 to 27% in 2020-21.

Researcher

Academic Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White
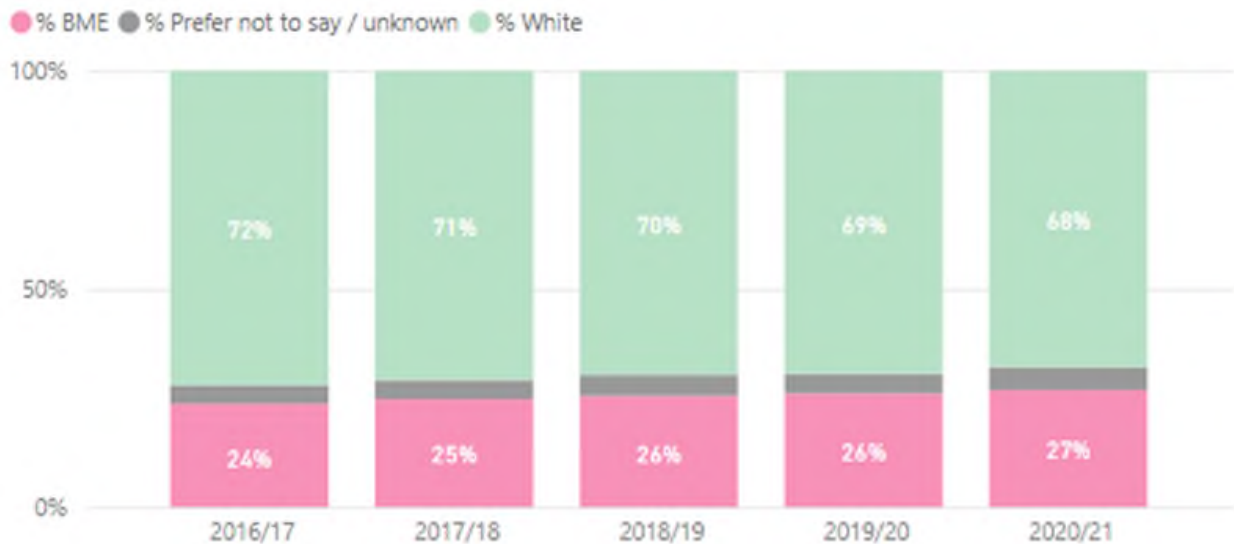

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Grade (is Researcher)

The proportion of Black and Minority Ethnic researchers increased from 24% in 2016-17 to 27% in 2020-21.

Lecturer

Academic Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White
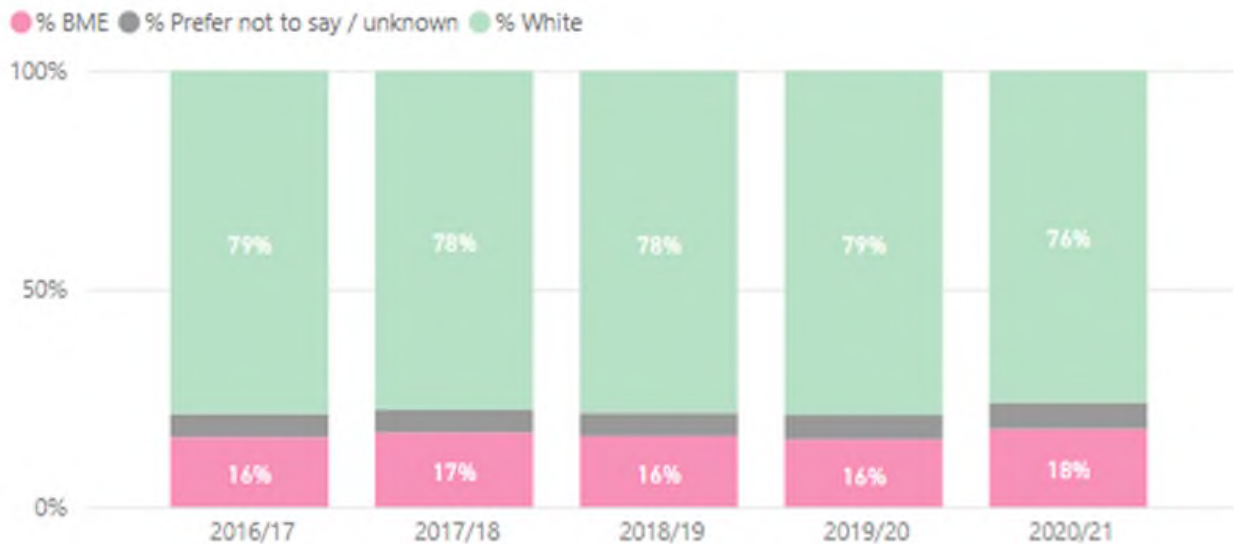

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Grade (is Lecturer)

The proportion of Black and Minority Ethnic lecturers remained fairly constant between 2016-17 and 2019-20, before rising from 16% to 18% between 2019-20 and 2020-21.

Senior Lecturer

Academic Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

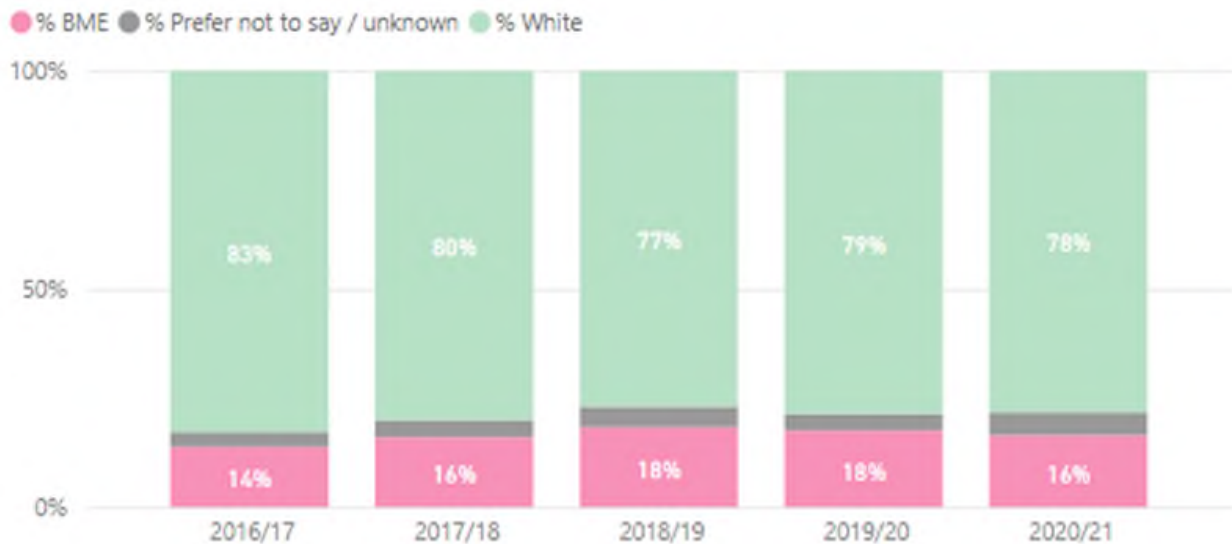|	2016/17	2017/18	2018/19	2019/20	2020/21
% White	83%	80%	77%	79%	78%
% BME	14%	16%	18%	18%	16%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Grade (is Senior Lecturer)

The proportion of Black and Minority Ethnic senior lecturers rose from 14% in 2016-17 to 18% in 2019-20 before falling slightly back to 16% in 2020-21.

Reader

Academic Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White
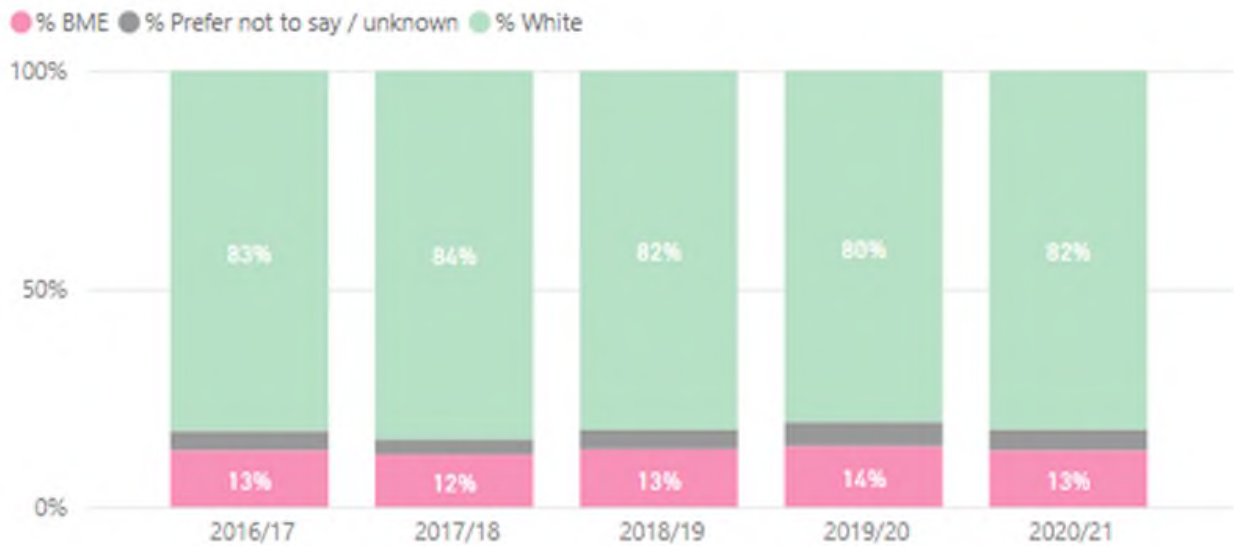
Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Grade (is Reader)

The proportion of Black and Minority Ethnic readers has remained fairly constant between 2016-17 and 2020-21.

Professor

Academic Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

Year	% White	% Prefer not to say / unknown	% BME
2016/17	86%		8%
2017/18	86%		8%
2018/19	86%		9%
2019/20	83%		10%
2020/21	82%	7%	11%

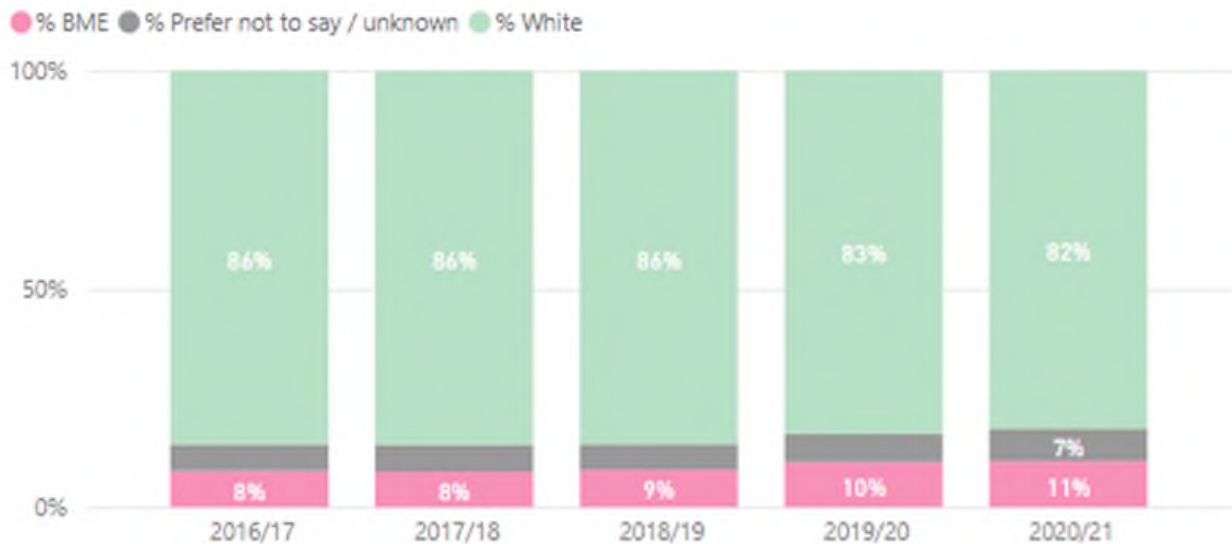Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all bme) (is greater than 22), Grade (is Professor)

The proportion of Black and Minority Ethnic professors increased from 8% in 2016-17 to 11% in 2020-21.

Ethnicity: Academic Workforce Six-Way Detail

Ethnicity: Academic Workforce Profile Six-Way Detail 2020-21

Academic Staff headcount by Grade and Ethnicity 6 way

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity)
(is greater than 22), Academic Year (is 2020-21)

Teacher

Academic Staff headcount by Academic Year and BME / White

Legend: ● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / u... ● % White ethnicity

Year	White	Prefer not to say	Asian
2016/17	71%		10%
2017/18	70%		9%
2018/19	66%	10%	10%
2019/20	62%	12%	11%
2020/21	62%	11%	11%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity) (is greater than 22), Grade (is Teacher)

The proportion of Black teachers remained constant at 2% between 2016-17 and 2020-21. The proportion of Asian and Chinese teachers rose by 1 percentage point between 2016-17 and 2020-21.

Researcher

Academic Staff headcount by Academic Year and BME / White

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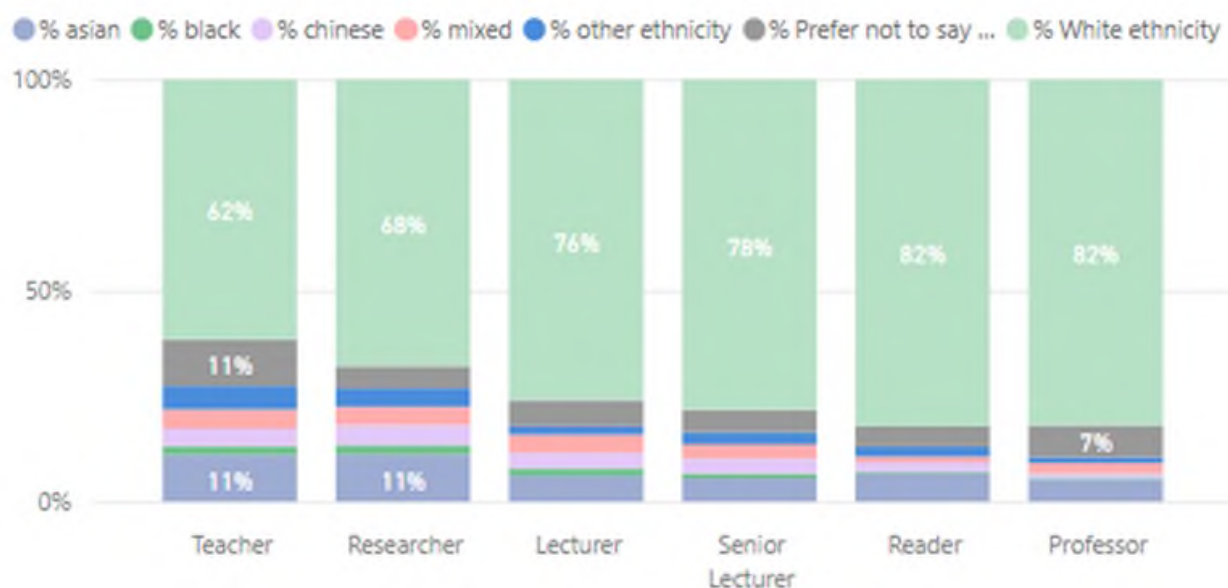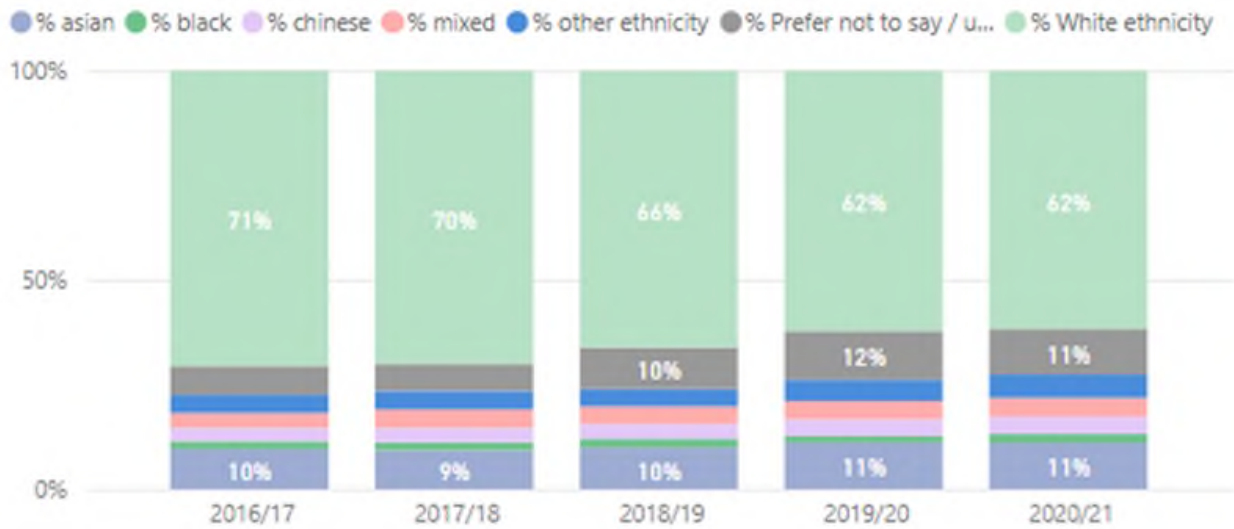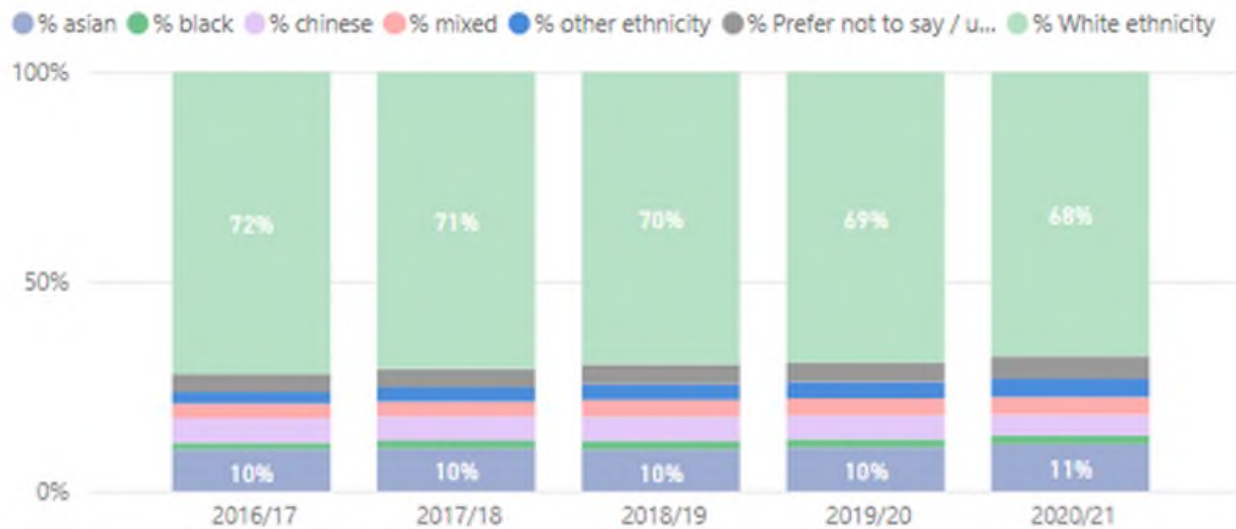
Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity) (is greater than 22), Grade (is Researcher)

The proportion of Black and mixed researchers remained fairly constant, and the proportion of Chinese researchers decreased by 1 percentage point between 2016-17 and 2020-21. The proportion of Asian researchers rose by 1 percentage point between 2016-17 and 2020-21.

Lecturer

Academic Staff headcount by Academic Year and BME / White
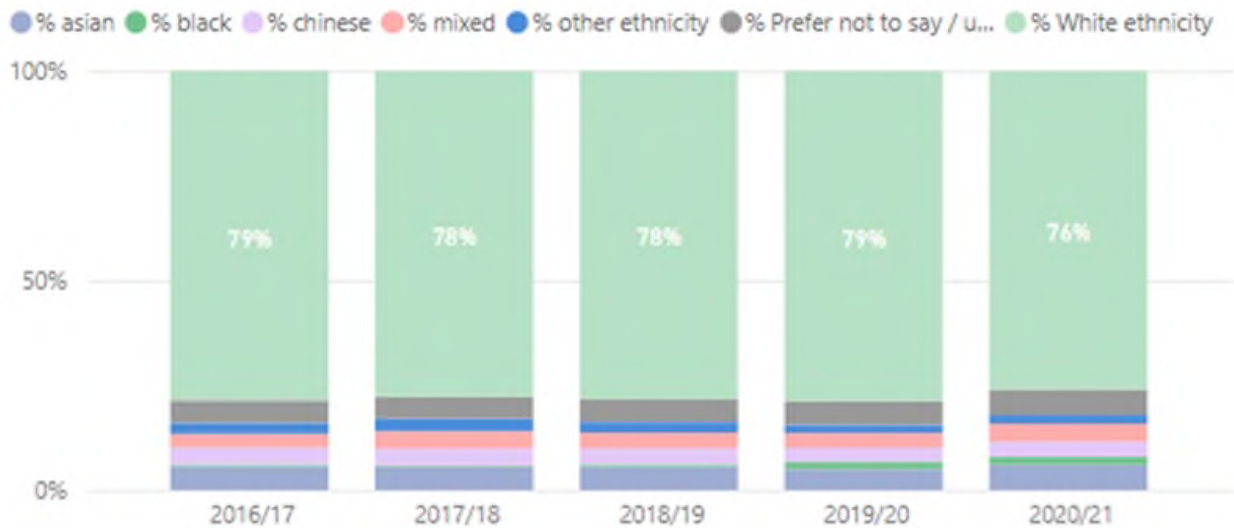
Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity) (is greater than 22), Grade (is Lecturer)

The proportion of Black lecturers has increased from 0% in 2016-17 to 2% in 2019-20 and then remained constant between 2019-20 and 2020-21. The proportion of Asian and Chinese lecturers, and lecturers from mixed backgrounds, remained fairly constant between 2016-17 and 2020-21.

Senior Lecturer

Academic Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / u... ● % White ethnicity

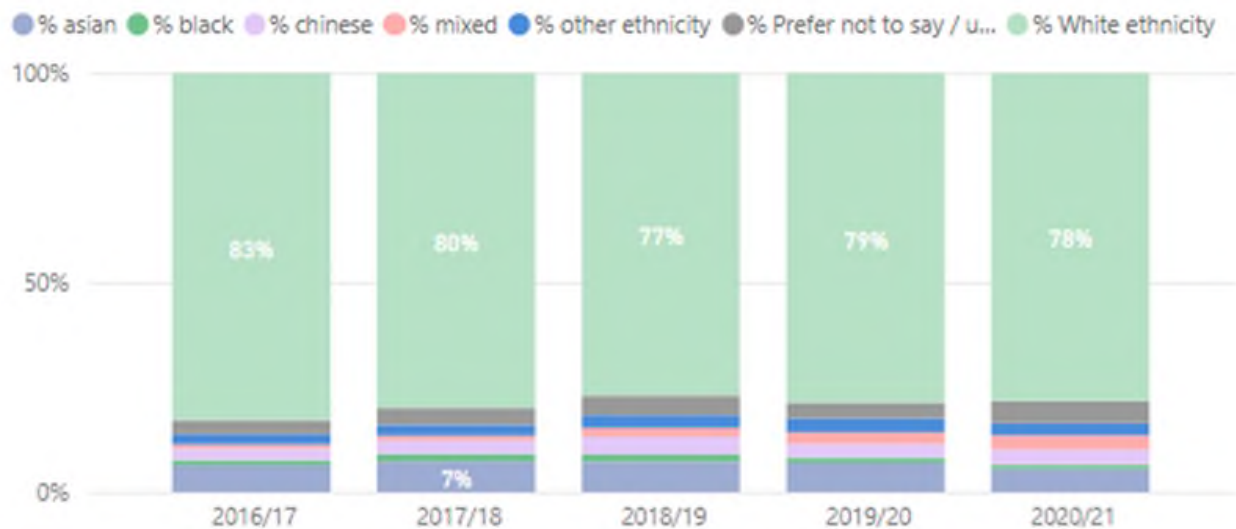Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity) (is greater than 22), Grade (is Senior Lecturer)

The proportion of Black and Chinese senior lecturers has remained fairly constant between 2016-17 and 2020-21. The proportion of senior lecturers from mixed backgrounds increased from 1% in 2016-17 to 3% in 2020-21. The proportion of Asian senior lecturers increased to 7% between 2016-17 and 2017-18, but decreased to 5% in 2020-21.

Reader

Academic Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / u... ● % White ethnicity

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity) (is greater than 22), Grade (is Reader)

The proportion of Black and Chinese readers, and readers from mixed backgrounds, decreased between 2019-20 and 2020-21, while the proportion of Asian readers increased by 1 percentage point.

Professor

Academic Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / u... ● % White ethnicity
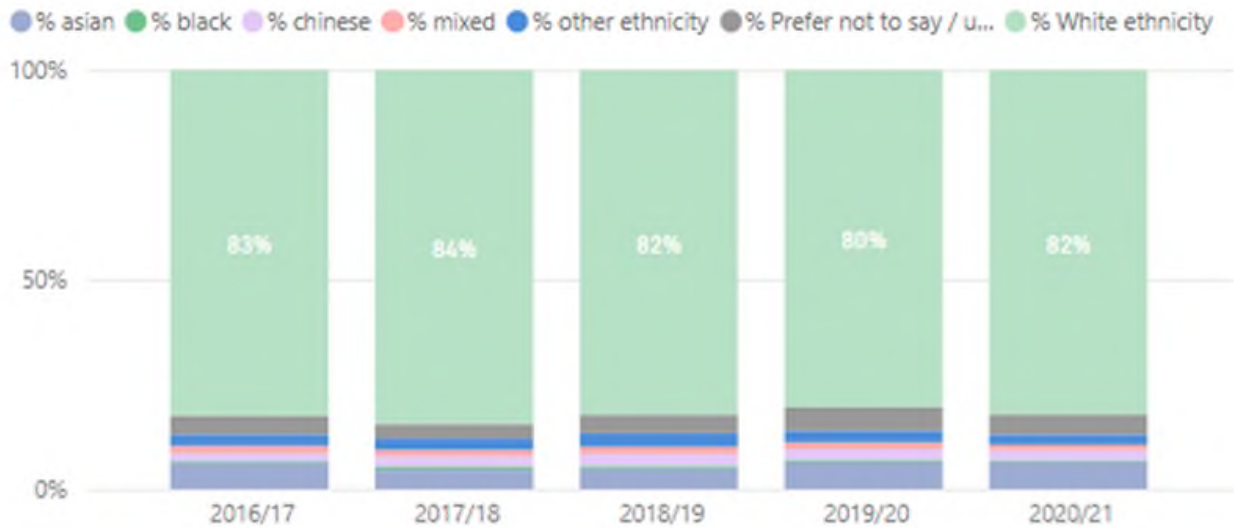
Open in Power BI

Diversity & Inclusion
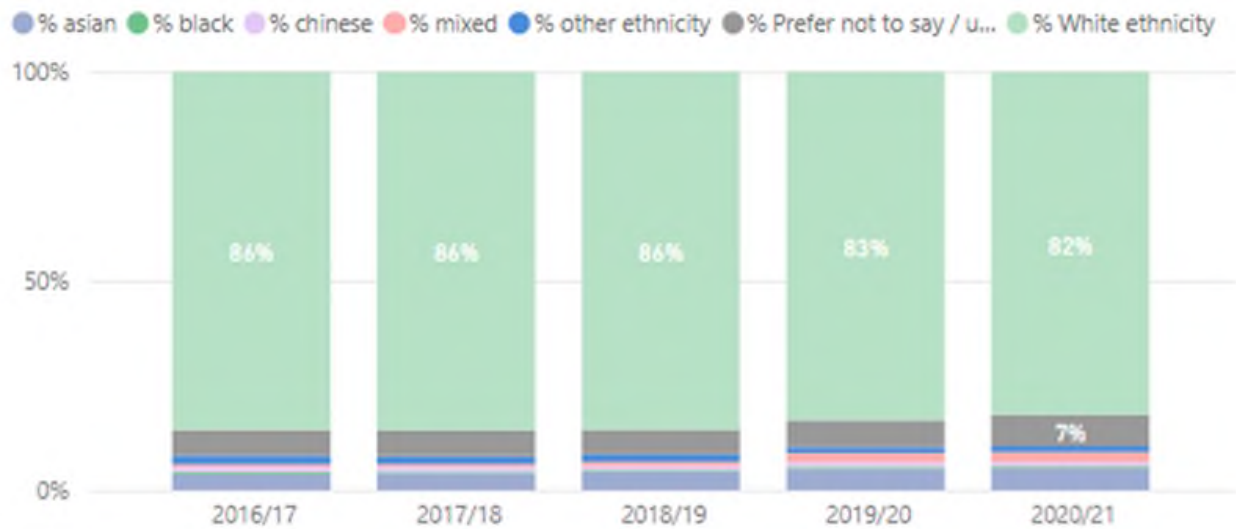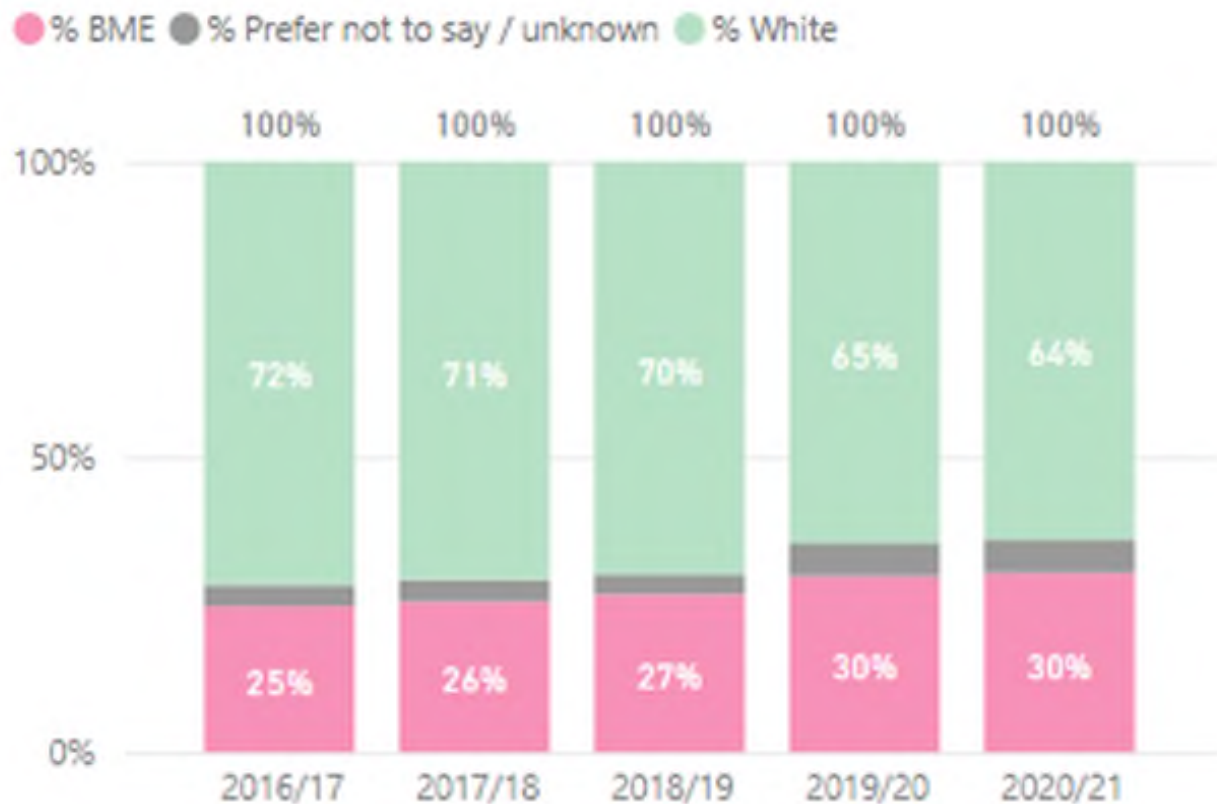Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all ethnicity) (is greater than 22), Grade (is Professor)

The proportion of Asian professors and professors from mixed backgrounds increased between 2016-17 and 2020-21. The proportion of Black and Chinese professors have remained fairly constant between 2016-17 and 2020-21.

Ethnicity: Professional Services

Ethnicity: Professional Services Workforce Profile

% Professional Services Staff headcount by A...

● % BME ● % Prefer not to say / unknown ● % White

	2016/17	2017/18	2018/19	2019/20	2020/21
% White	72%	71%	70%	65%	64%
% BME	25%	26%	27%	30%	30%

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all bme) (is greater than 22)

There was an increase in the proportion of Black and Minority Ethnic professional services staff from 25% in 2016-17 to 30% 2019-20. The proportion of Black and Minority Ethnic professional services staff remained constant at 30% between 2019-20 and 2020-21.

Ethnicity: Professional Services Workforce by Role 2020-21

Professional Services Staff headcount by Grade and Ethnicity 2 way

● % BME ● % Prefer not to say / unknown ● % White

Open in Power BI

Diversity & Inclusion
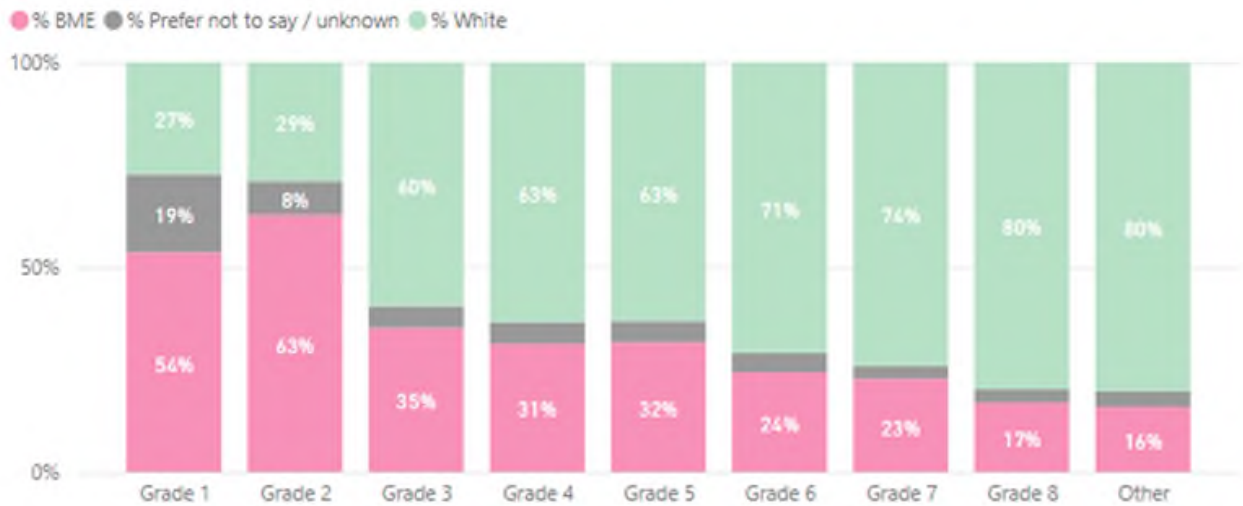Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all bme) (is greater than 22), Academic Year (is 2020-21)

The proportion of Black and Minority Ethnic professional services staff in 2020-21 was highest in Grade 2 (63%) and Grade 1 (54%) and decreased with seniority to 17% in Grade 8.

Ethnicity: Professional Services Workforce by Role Over Time

Grade 1

Professional Services Staff headcount by Academic Year and BME / White
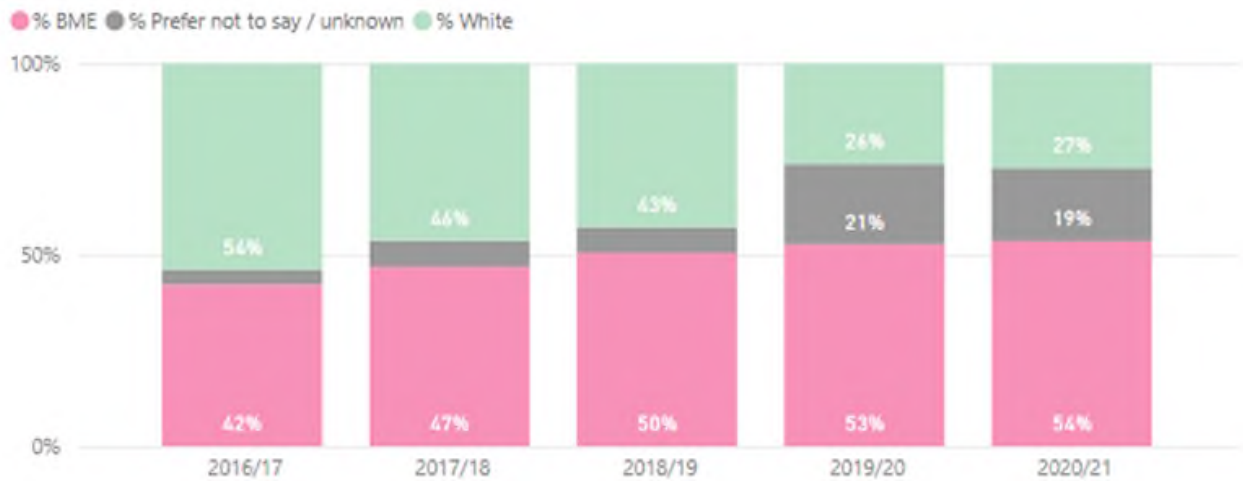
● % BME ● % Prefer not to say / unknown ● % White

	2016/17	2017/18	2018/19	2019/20	2020/21
% White	54%	46%	43%	26%	27%
% Prefer not to say / unknown				21%	19%
% BME	42%	47%	50%	53%	54%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 1)

Between 2016-17 and 2020-21, the proportion of Black and Minority Ethnic professional services staff on Grade 1 increased from 42% to 54%.

Grade 2

Professional Services Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 2)

Between 2016-17 and 2019-20, the proportion of Black and Minority Ethnic professional services staff on Grade 2 increased from 41% to 64%, before declining slightly to 63% in 2020-21.

Grade 3

Professional Services Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

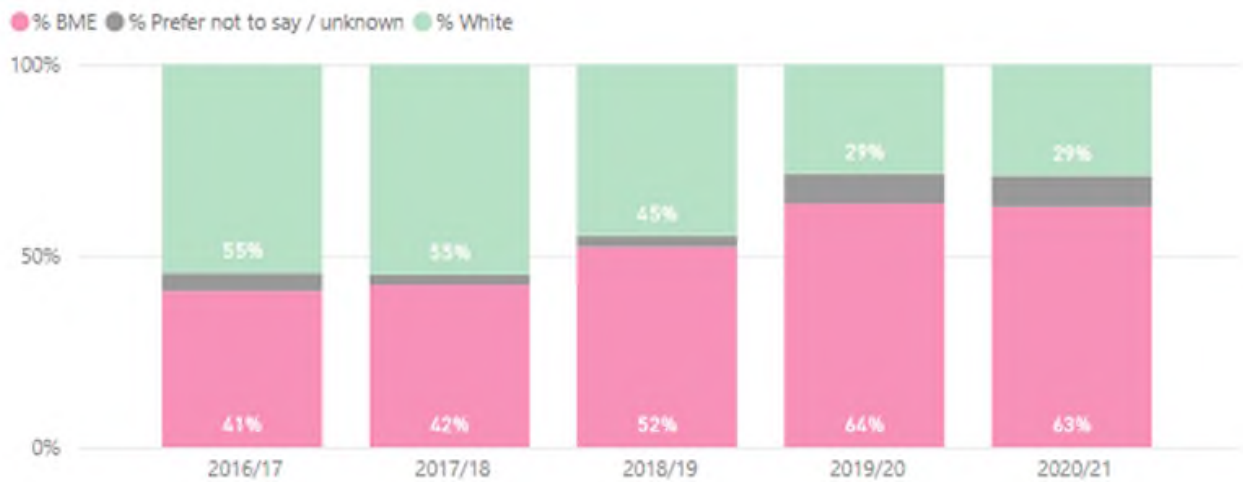|	2016/17	2017/18	2018/19	2019/20	2020/21
% White	70%	70%	69%	61%	60%
% BME	29%	28%	29%	34%	35%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 3)

Between 2016-17 and 2020-21, the proportion of Black and Minority Ethnic professional services staff on Grade 3 increased from 29% to 35%.

Grade 4

Professional Services Staff headcount by Academic Year and BME / White
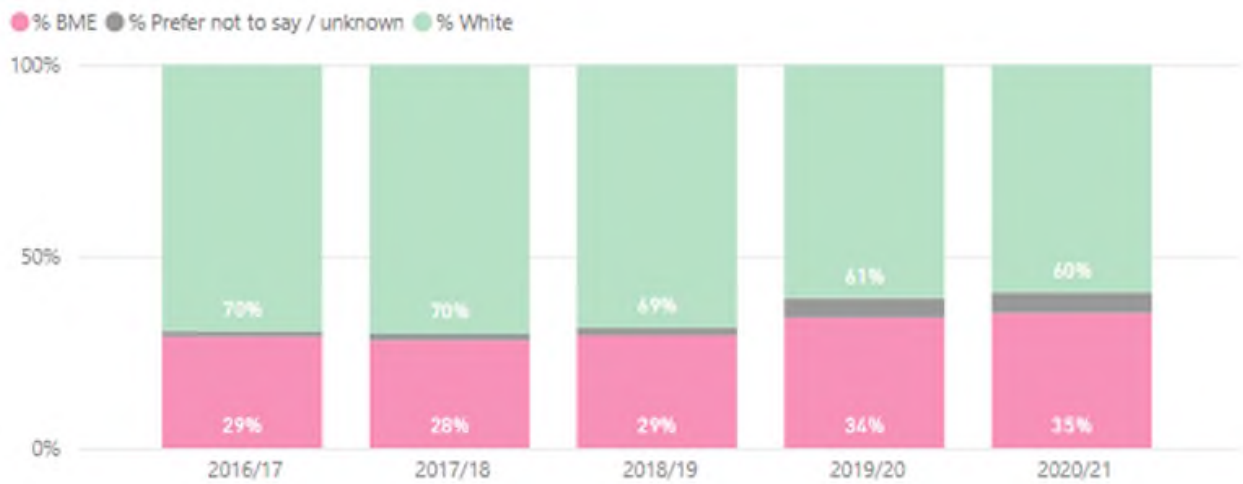

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 4)

Between 2016-17 and 2018-19, the proportion of Black and Minority Ethnic professional services staff on Grade 4 increased from 28% to 31%, then remained constant at 31% until 2020-21.

Grade 5

Professional Services Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

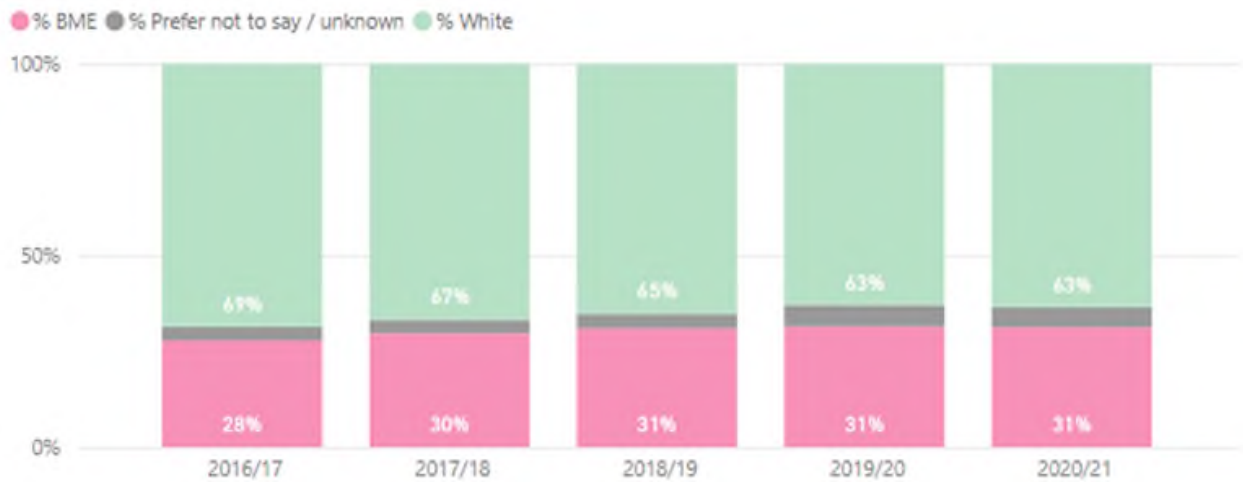|	2016/17	2017/18	2018/19	2019/20	2020/21
% White	68%	69%	69%	67%	63%
% BME	27%	27%	28%	29%	32%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 5)

Between 2016-17 and 2020-21, the proportion of Black and Minority Ethnic professional services staff on Grade 5 increased from 27% to 32%.

Grade 6

Professional Services Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

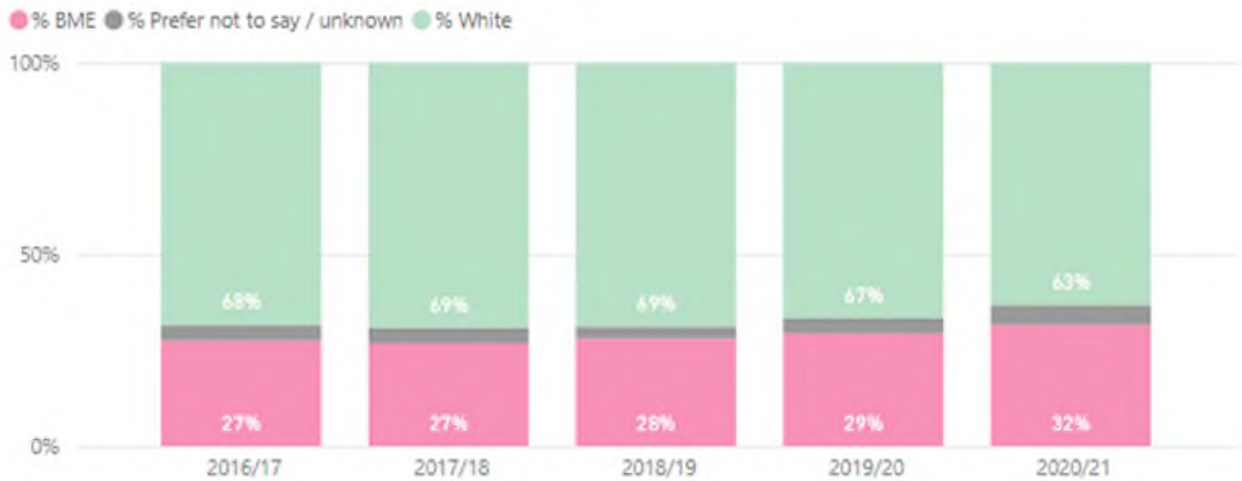Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 6)

Between 2016-17 and 2018-19, the proportion of Black and Minority Ethnic professional services staff on Grade 6 increased from 21% to 25%, then remained the same until 2019-20 before declining to 24% in 2020-21.

Grade 7

Professional Services Staff headcount by Academic Year and BME / White

● % BME ● % Prefer not to say / unknown ● % White

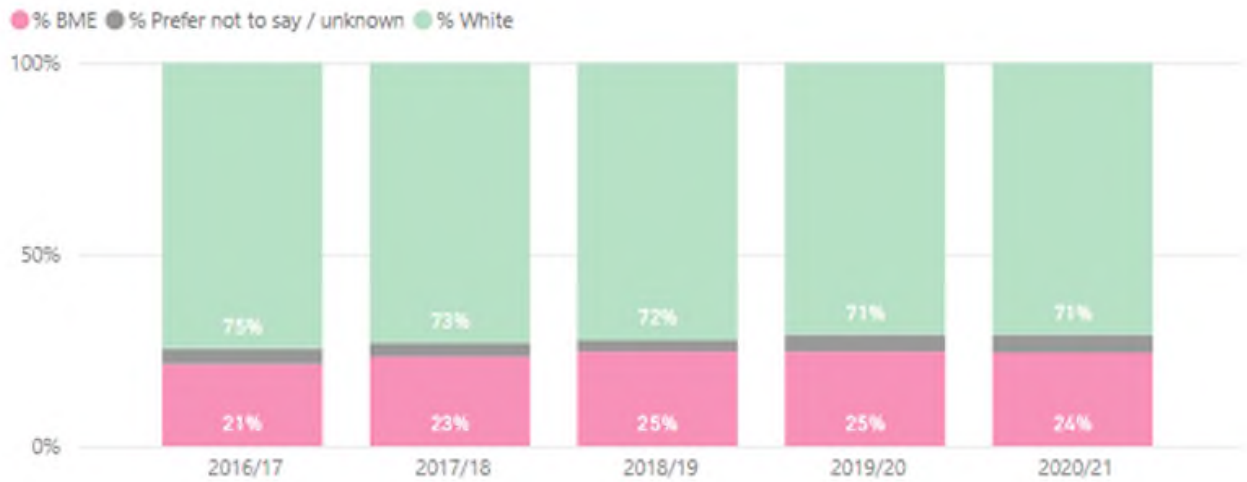Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 7)

Between 2016-17 and 2020-21, the proportion of Black and Minority Ethnic professional services staff on Grade 7 increased from 18% to 23%.

Grade 8

Professional Services Staff headcount by Academic Year and BME / White
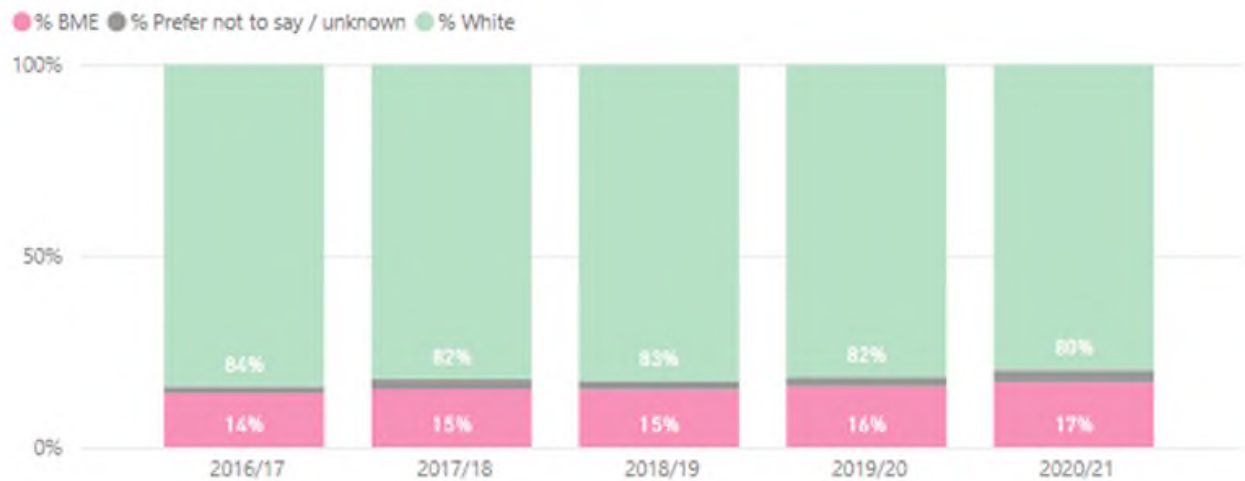
● % BME ● % Prefer not to say / unknown ● % White

Year	% White	% BME
2016/17	84%	14%
2017/18	82%	15%
2018/19	83%	15%
2019/20	82%	16%
2020/21	80%	17%

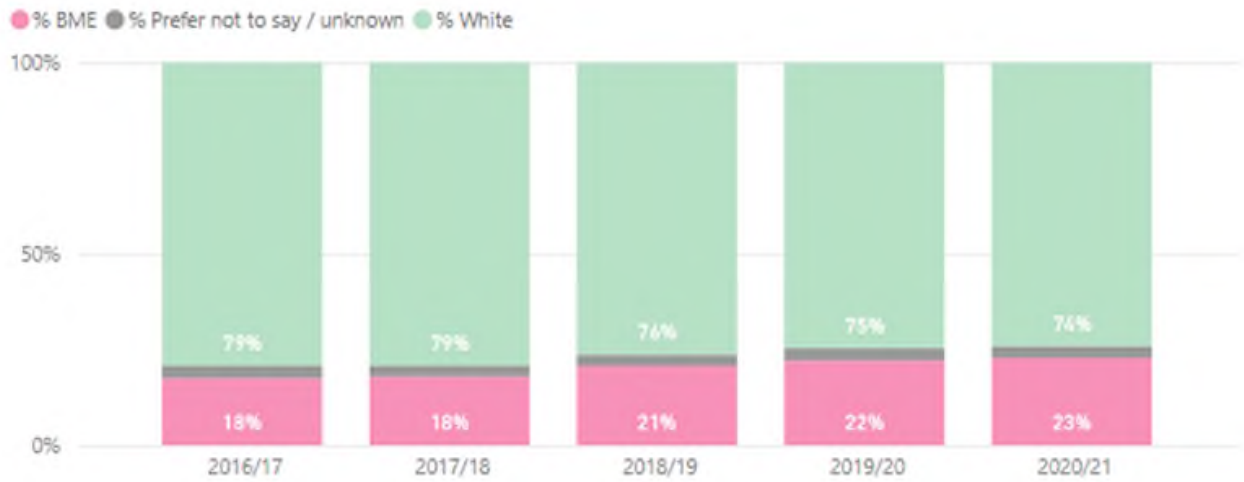Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by # staff (all bme) (is greater than 22), from HR.Staff Category (is Professional Services), Grade (is Grade 8)

Between 2016-17 and 2020-21, the proportion of Black and Minority Ethnic professional services staff on Grade 8 increased from 14% to 17%.

Ethnicity: Professional Services Workforce Six-Way Detail

Ethnicity: Professional Services Workforce Profile Six-Way Detail 2020-21

Professional Services Staff headcount by Grade and Ethnicity 6 way
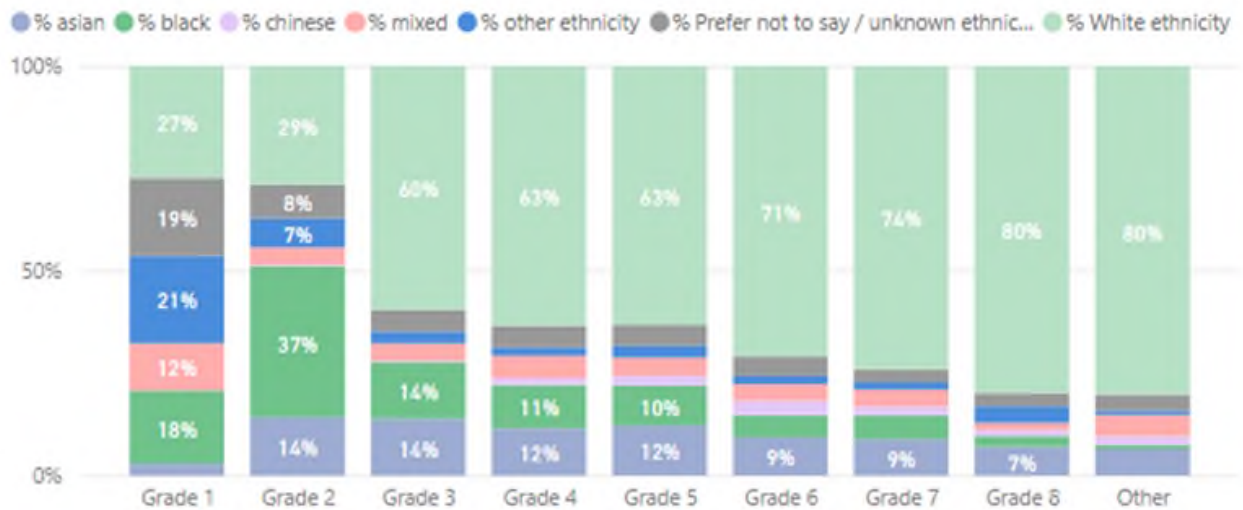
Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Academic Year (is 2020-21)

Grade 1

Professional Services Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity

Year	% asian	% black	% mixed	% other ethnicity	% Prefer not to say	% White ethnicity
2016/17	13%	19%				54%
2017/18	19%	19%				46%
2018/19	10%	26%	11%			43%
2019/20		17%	11%	21%	21%	26%
2020/21		18%	12%	21%	19%	27%

<u>Open in Power BI</u>

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 1)

The proportion of Asian and Chinese professional services Grade 1 staff has decreased between 2016-17 and 2020-21. The proportion of Black professional services Grade 1 staff remained fairly constant between 2016-17 and 2020-21. The proportion of professional services Grade 1 staff from a mixed background increased from 4% to 12% between 2016-17 and 2020-21.

Grade 2

Professional Services Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity

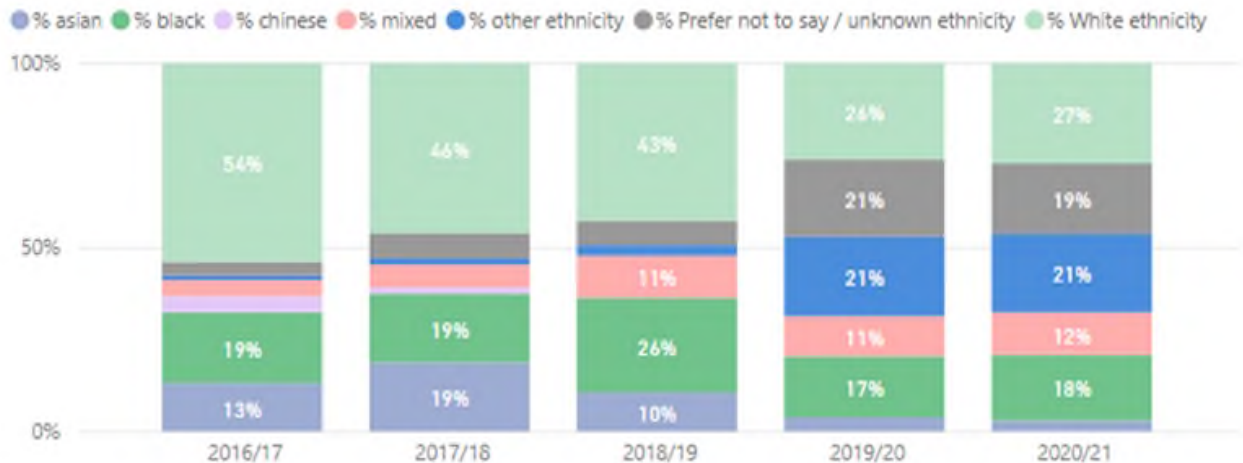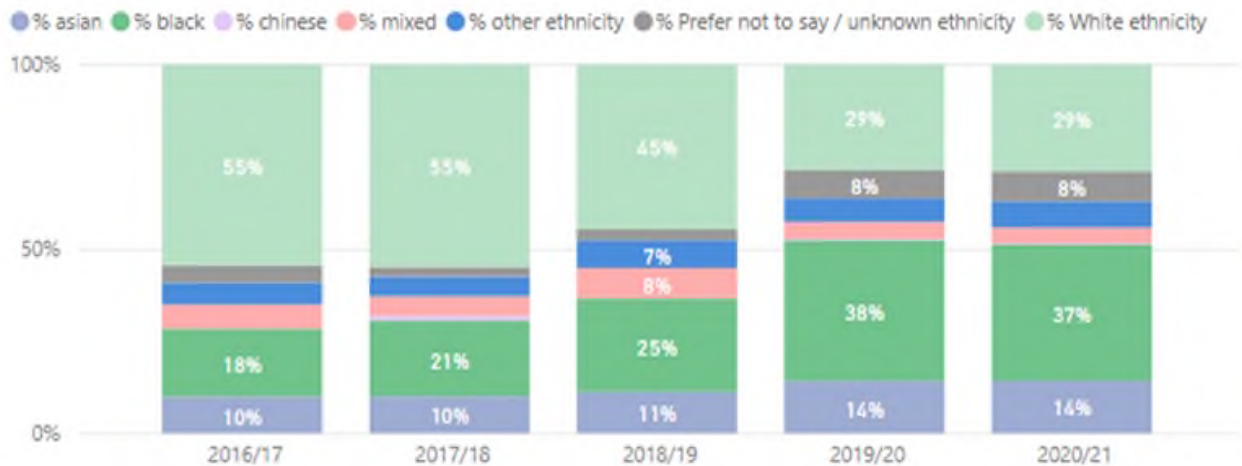|	2016/17	2017/18	2018/19	2019/20	2020/21
% White ethnicity	55%	55%	45%	29%	29%
% Prefer not to say / unknown				8%	8%
% other ethnicity			7%		
% mixed			8%		
% black	18%	21%	25%	38%	37%
% asian	10%	10%	11%	14%	14%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 2)

The proportion of Black and Asian professional services Grade 2 staff increased between 2016-17 and 2020-21. The proportion of professional services Grade 2 staff from mixed backgrounds decreased between 2018-19 and 2020-21.

The ethnicity breakdown of Grade 1 and Grade 2 professional services staff changed between 2018-19 and 2019-20. This could be attributed to the intake of around 400 staff by bringing cleaning and security in house.

Grade 3

Professional Services Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity

	2016/17	2017/18	2018/19	2019/20	2020/21
% White ethnicity	70%	70%	69%	61%	60%
% black	13%	12%	11%	12%	14%
% asian			8%	12%	14%

The proportion of professional services Grade 3 staff from Black and mixed backgrounds remained fairly constant between 2016-17 and 2020-21. The proportion of Asian professional services Grade 3 staff increased from 6% in 2016-17 to 14% in 2020-21. The proportion of Chinese professional services Grade 3 staff decreased between 2016-17 and 2020-21.

Grade 4

Professional Services Staff headcount by Academic Year and BME / White

Legend: ● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity

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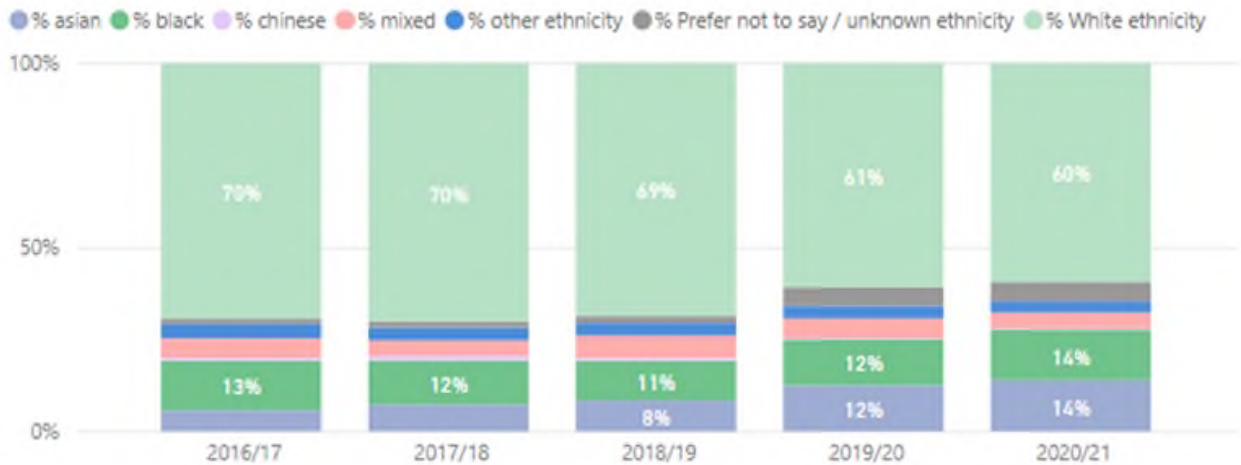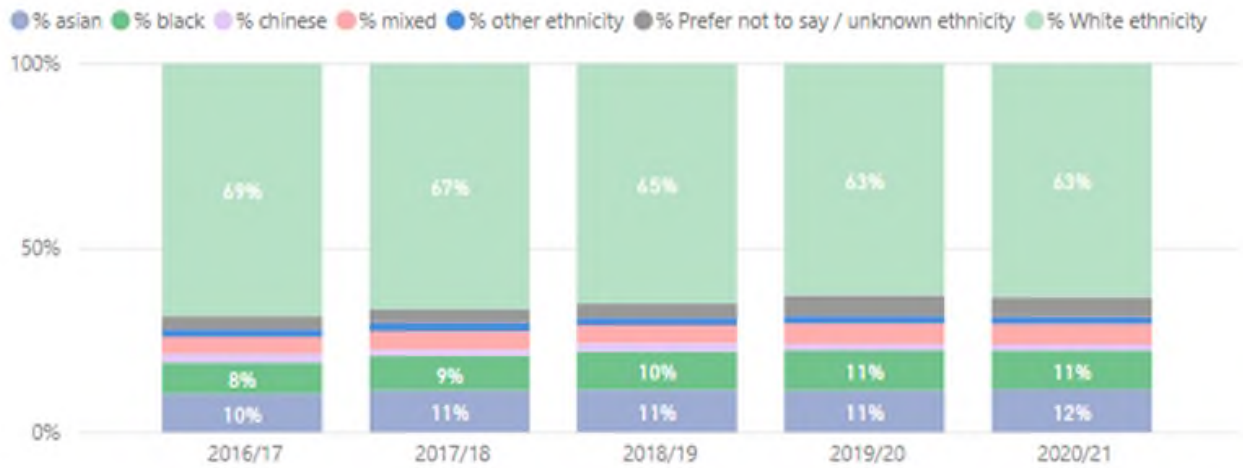
Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 4)

The proportion of Grade 4 professional services staff from Black, Asian and mixed backgrounds increased between 2016-17 and 2020-21. The proportion of Chinese Grade 4 professional services staff remained constant between 2016-17 and 2020-21.

Grade 5

Professional Services Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity

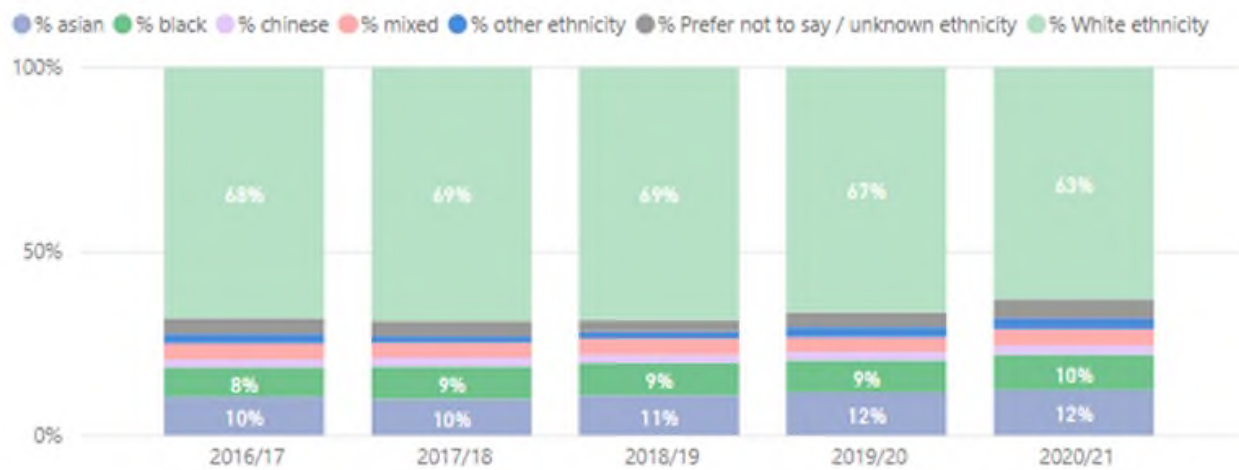|	2016/17	2017/18	2018/19	2019/20	2020/21
% White ethnicity	68%	69%	69%	67%	63%
% black	8%	9%	9%	9%	10%
% asian	10%	10%	11%	12%	12%

Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 5)

The proportion of Black and Asian Grade 5 professional services staff increased between 2016-17 and 2020-21. The proportion of Grade 5 professional services staff from Chinese or mixed backgrounds remained constant between 2016-17 and 2020-21.

Grade 6

Professional Services Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity
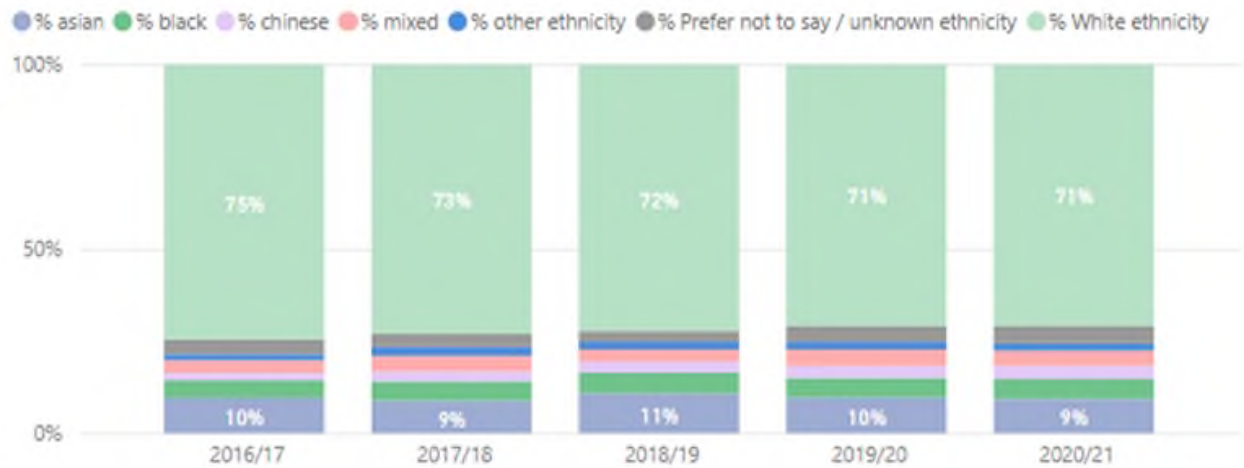
Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 6)

The proportion of Grade 6 professional services staff from Asian, Black, Chinese and mixed backgrounds remained fairly consistent between 2016-17 and 2020-21.

Grade 7

Professional Services Staff headcount by Academic Year and BME / White

● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity
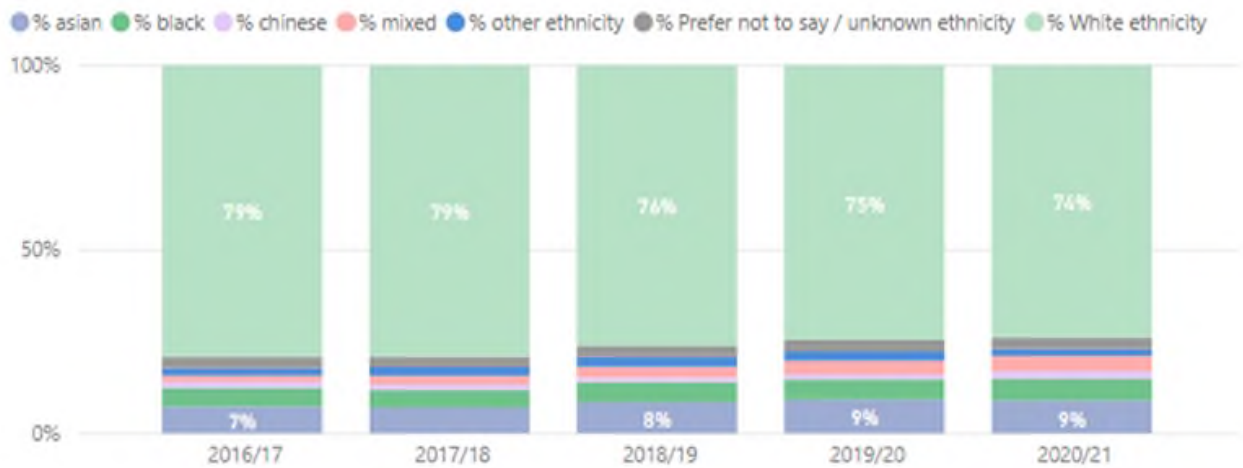
Open in Power BI

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 7)

The proportion of Grade 7 professional services staff from Asian, Black and mixed backgrounds increased between 2016-17 and 2020-21. The proportion of Chinese Grade 7 professional services staff remained fairly consistent between 2016-17 and 2020-21.

Grade 8

Professional Services Staff headcount by Academic Year and BME / White

Legend: ● % asian ● % black ● % chinese ● % mixed ● % other ethnicity ● % Prefer not to say / unknown ethnicity ● % White ethnicity

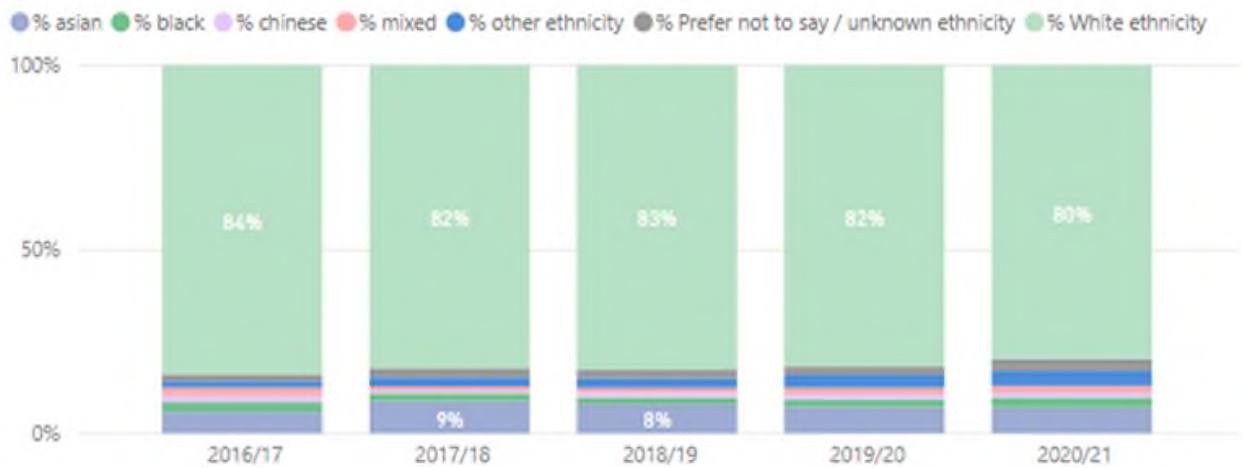| Year	White %	Asian %
2016/17	84%	
2017/18	82%	9%
2018/19	83%	8%
2019/20	82%	
2020/21	80%	

<u>Open in Power BI</u>

Diversity & Inclusion
Data as of 10/6/22, 4:13 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all ethnicity) (is greater than 22), Grade (is Grade 8)

The proportion of Grade 8 professional services staff from Black, Chinese and mixed backgrounds remained fairly consistent between 2016-17 and 2020-21. The proportion of Asian Grade 8 professional services staff increased to 9% between 2016-17 and 2017-18, and in 2020-21 was 7%.

Ethnicity: Student Profile

HESA only collects data for UK domiciled students and so the figures presented for Black and Minority Ethnic students in this section apply to UK domiciled students only. Non-UK domicile students have not been broken down by ethnicity. We recognise this is a limitation of our data and are working to address this.

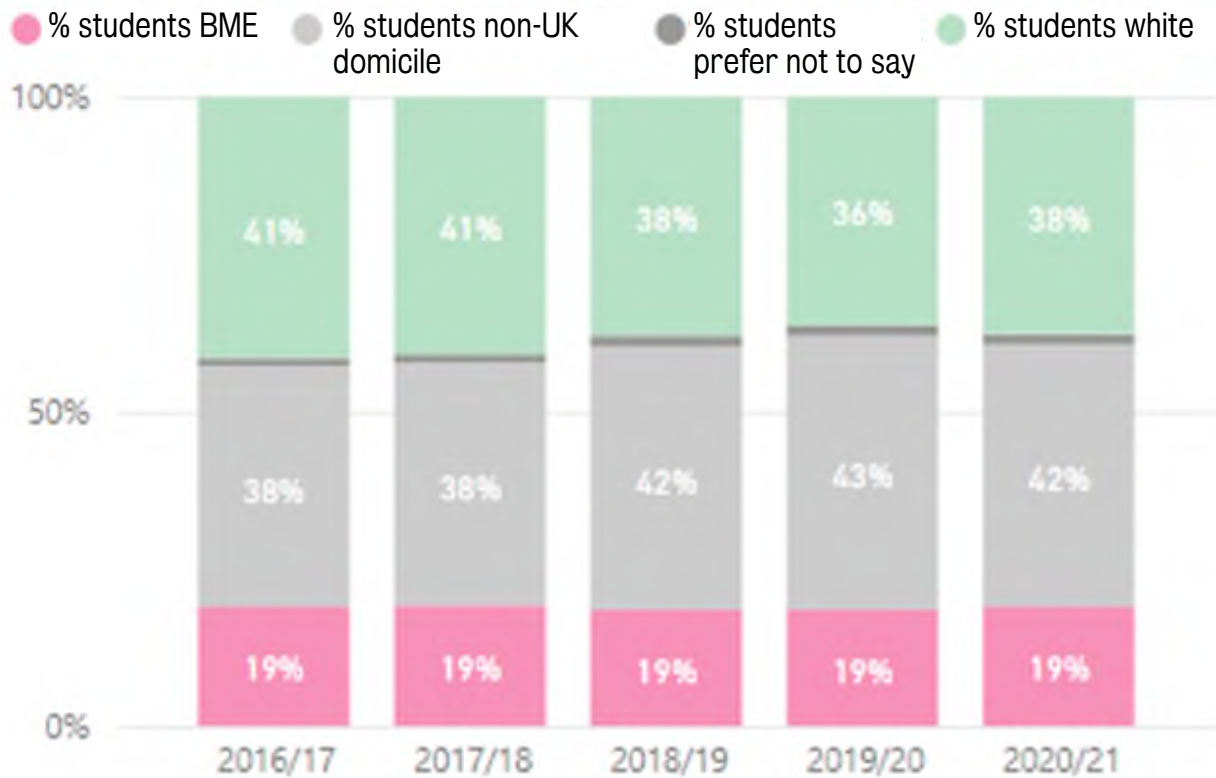## Ethnicity: Undergraduate Student Profile Two-Way Detail
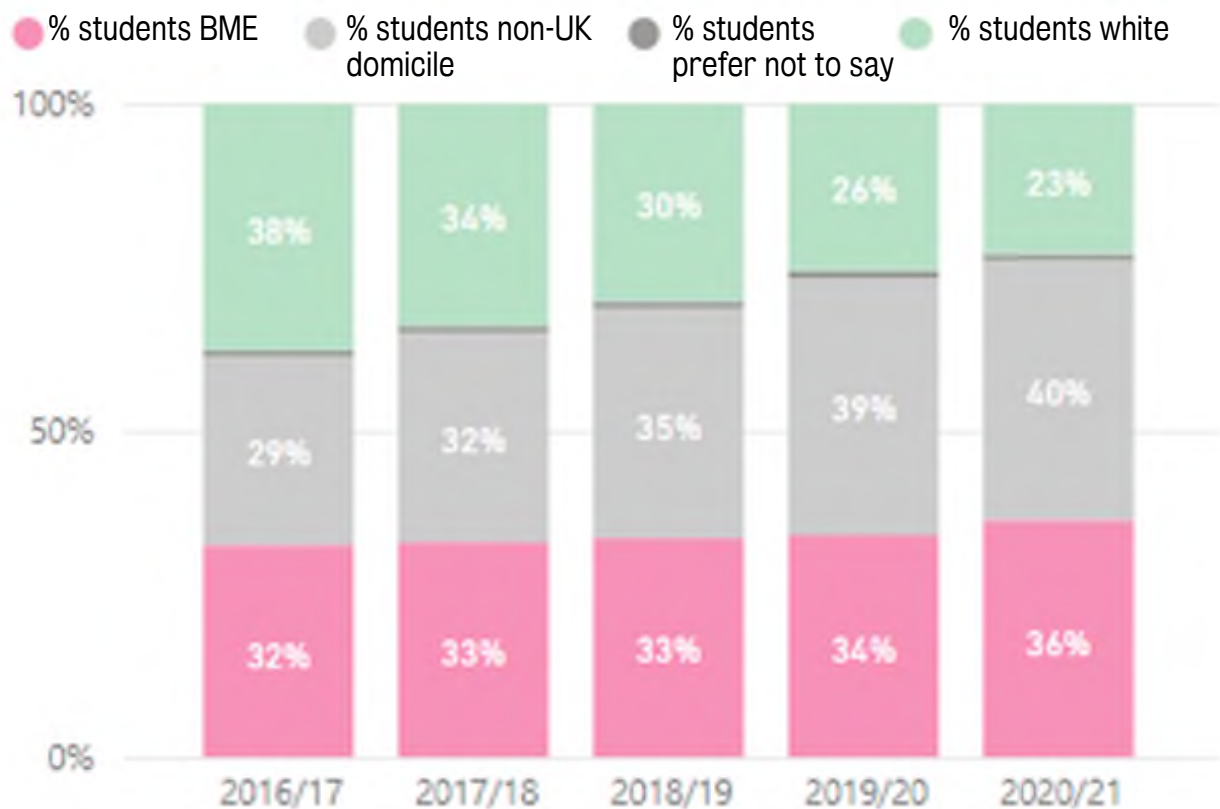
Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # students (All BME) (is greater than 22), Level (is Other undergraduate or First degree)

At undergraduate level the percentage of Black and Minority Ethnic students has increased from 32% in 2016-17 to 36% in 2020-21.

Ethnicity: Postgraduate Taught Student Profile Two-Way Detail

● % students BME   ● % students non-UK domicile   ● % students prefer not to say   ● % students white

	2016/17	2017/18	2018/19	2019/20	2020/21
% students white	41%	41%	38%	36%	38%
% students non-UK domicile	38%	38%	42%	43%	42%
% students BME	19%	19%	19%	19%	19%

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # students (All BME) (is greater than 22), Level (is Postgraduate (taught))

The percentage of Black and Minority Ethnic students at postgraduate taught level has remained consistent between 2016-17 and 2020-21.

Ethnicity: Postgraduate Research Student Profile Two-Way Detail

● % students BME　　● % students non-UK domicile　　● % students prefer not to say　　● % students white

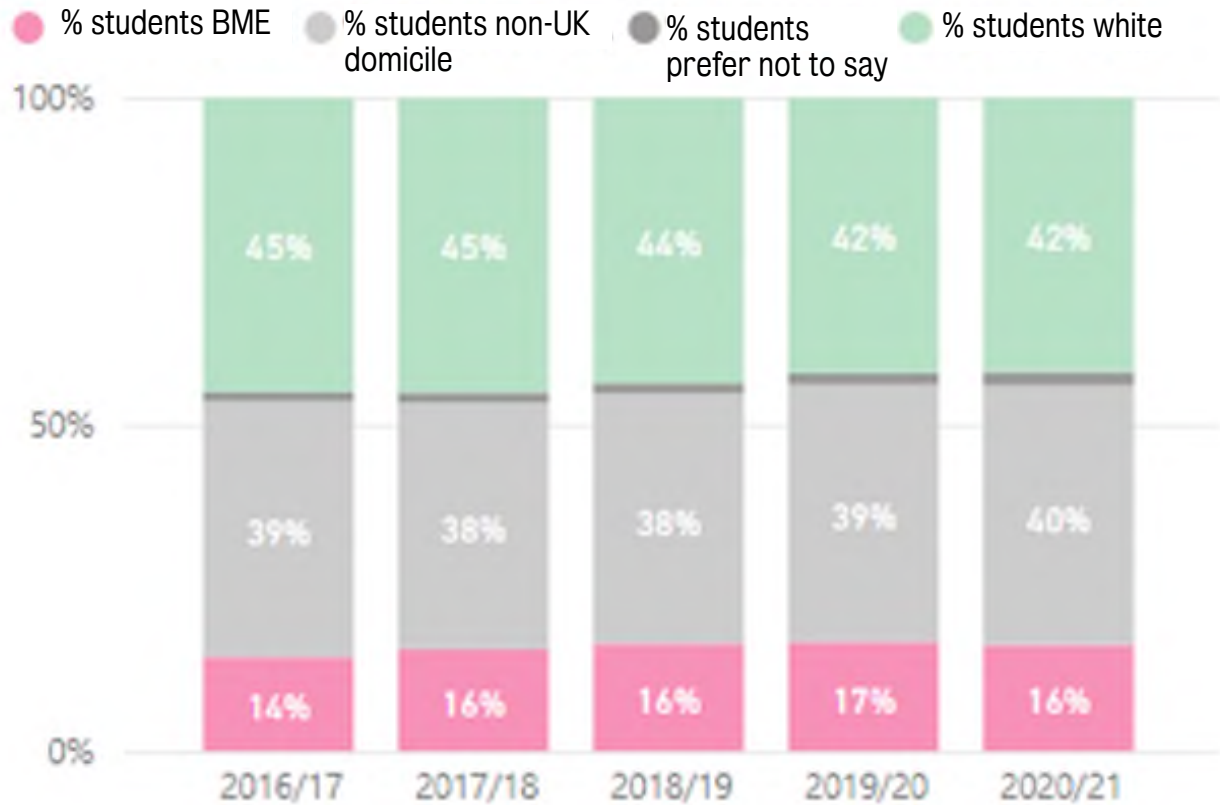|	2016/17	2017/18	2018/19	2019/20	2020/21
% students white	45%	45%	44%	42%	42%
% students non-UK domicile	39%	38%	38%	39%	40%
% students BME	14%	16%	16%	17%	16%

<u>Open in Power BI</u>
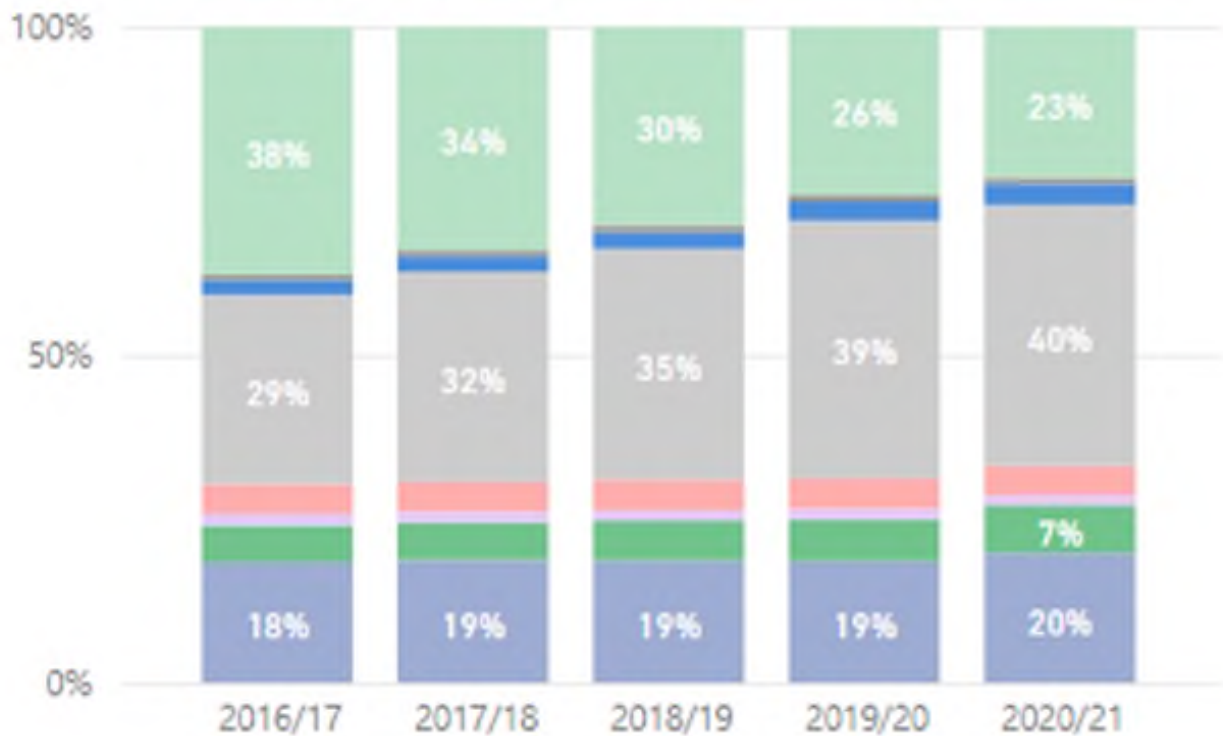
Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by # students (All BME) (is greater than 22), Level (is Postgraduate (research))

The percentage of Black and Minority Ethnic students at postgraduate research level rose from 14% in 2016-17 to 17% in 2019-20 and then fell to 16% in 2020-21.

Ethnicity: Undergraduate Student Profile Six-Way Detail

Legend: ● % student asian ● % student black ● % student chinese ● % student mixed ● % student non-UK domicile ethnicity
● % student other ethnicity ● % student prefer not to say / unkn... ● % student white ethnicity

|	2016/17	2017/18	2018/19	2019/20	2020/21
white	38%	34%	30%	26%	23%
non-UK domicile	29%	32%	35%	39%	40%
asian	18%	19%	19%	19%	20%
black					7%

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Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Other undergraduate or First degree), # student (all ethnicity) (is greater than 22)

The proportion of undergraduate students from Asian, Black and mixed backgrounds has risen between 2016-17 and 2020-21. The proportion of non-UK domiciled undergraduate students has risen substantially from 29% in 2016-17 to 40% in 2020-21. The proportion of Chinese students slightly decreased between 2016-17 and 2020-21.

Ethnicity: Postgraduate Taught Student Profile Six-Way Detail
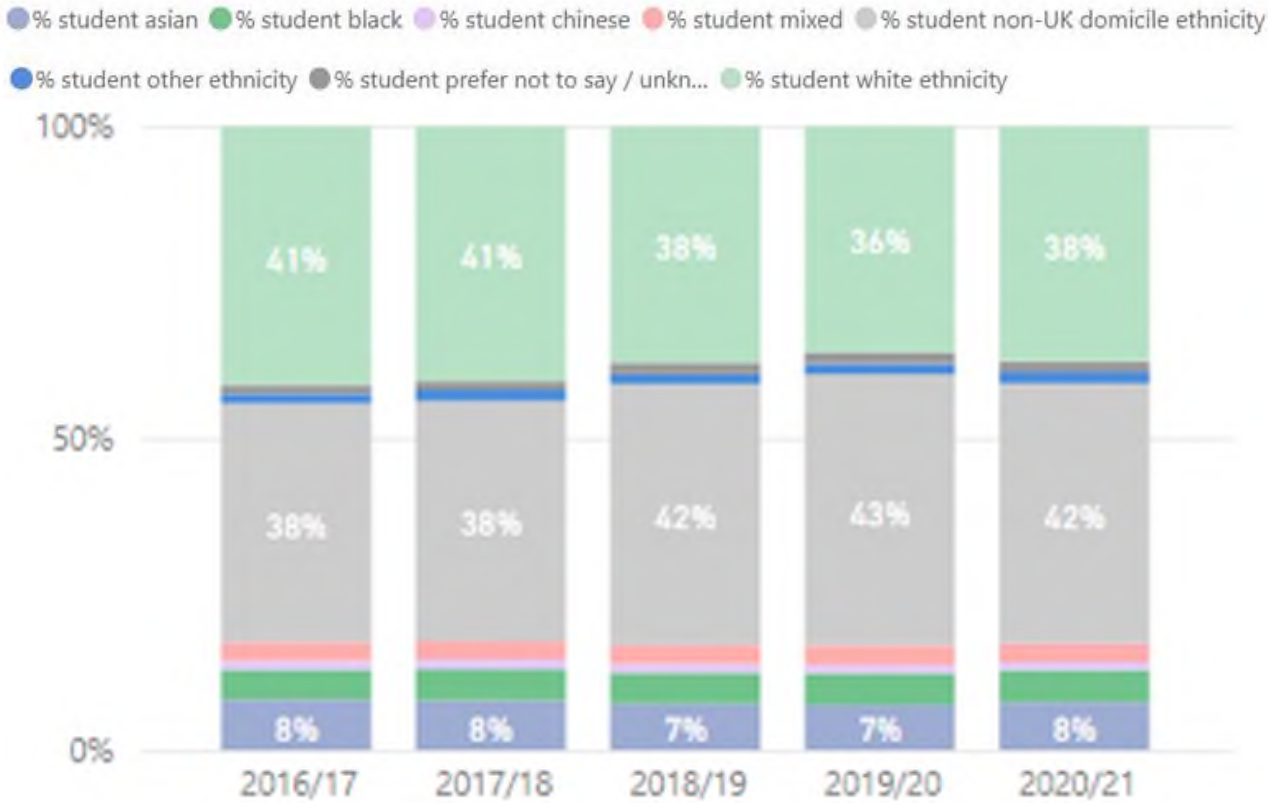
Open in Power BI

Diversity & Inclusion
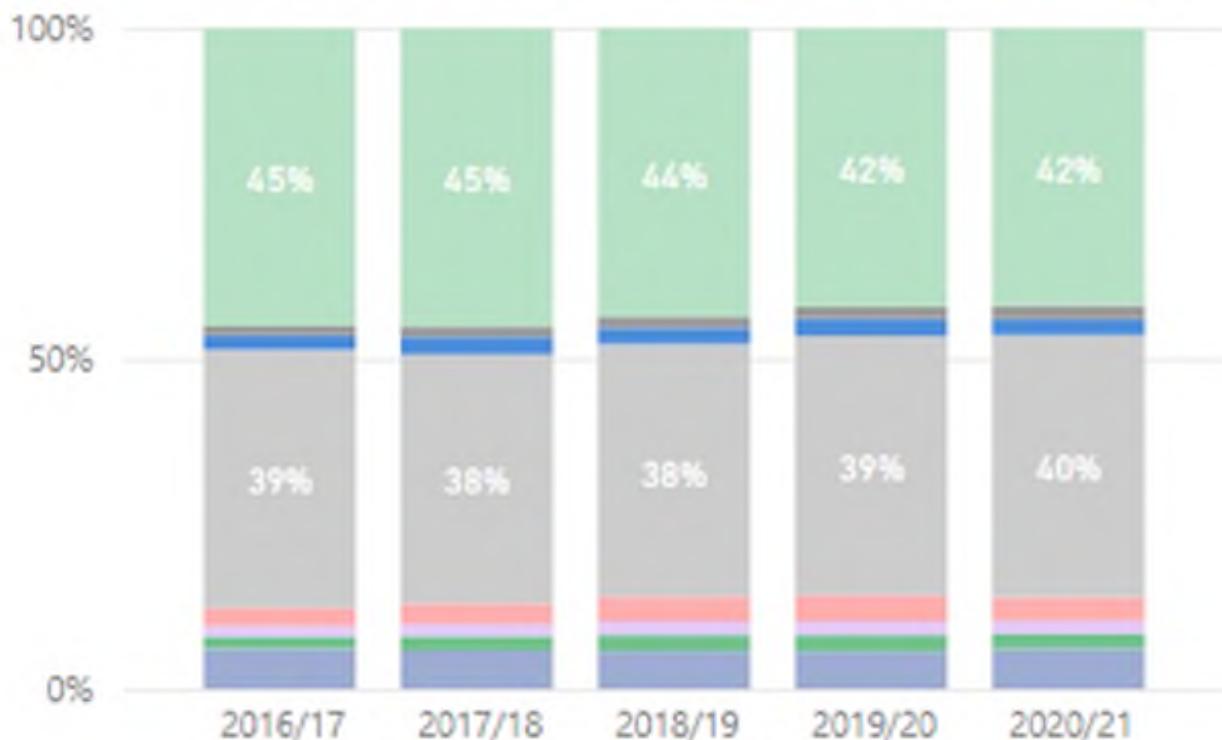Data as of 5/27/22, 7:24 PM
Filtered by Level (is Postgraduate (taught)), # student (all ethnicity) (is greater than 22)

The proportion of postgraduate taught students from Asian, Black, Chinese and mixed backgrounds remained fairly consistent between 2016-17 and 2020-21. The percentage of non-UK domiciled postgraduate taught students has also remained fairly consistent between 2016-17 and 2020-21.

Ethnicity: Postgraduate Research Student Profile Six-Way Detail

● % student asian ● % student black ● % student chinese ● % student mixed ● % student non-UK domicile ethnicity
● % student other ethnicity ● % student prefer not to say / unkn... ● % student white ethnicity

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Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Postgraduate (research)), # student (all ethnicity) (is greater than 22)

The proportion of Asian, Black and Chinese postgraduate research students remained consistent between 2016-17 and 2020-21. The proportion of postgraduate research students from a mixed background slightly increased between 2016-17 and 2020-21. The proportion of non-UK domiciled postgraduate research students remained fairly consistent between 2016-17 and 2020-21.

Disability: Staff Profile

Disability: Overall Workforce Profile
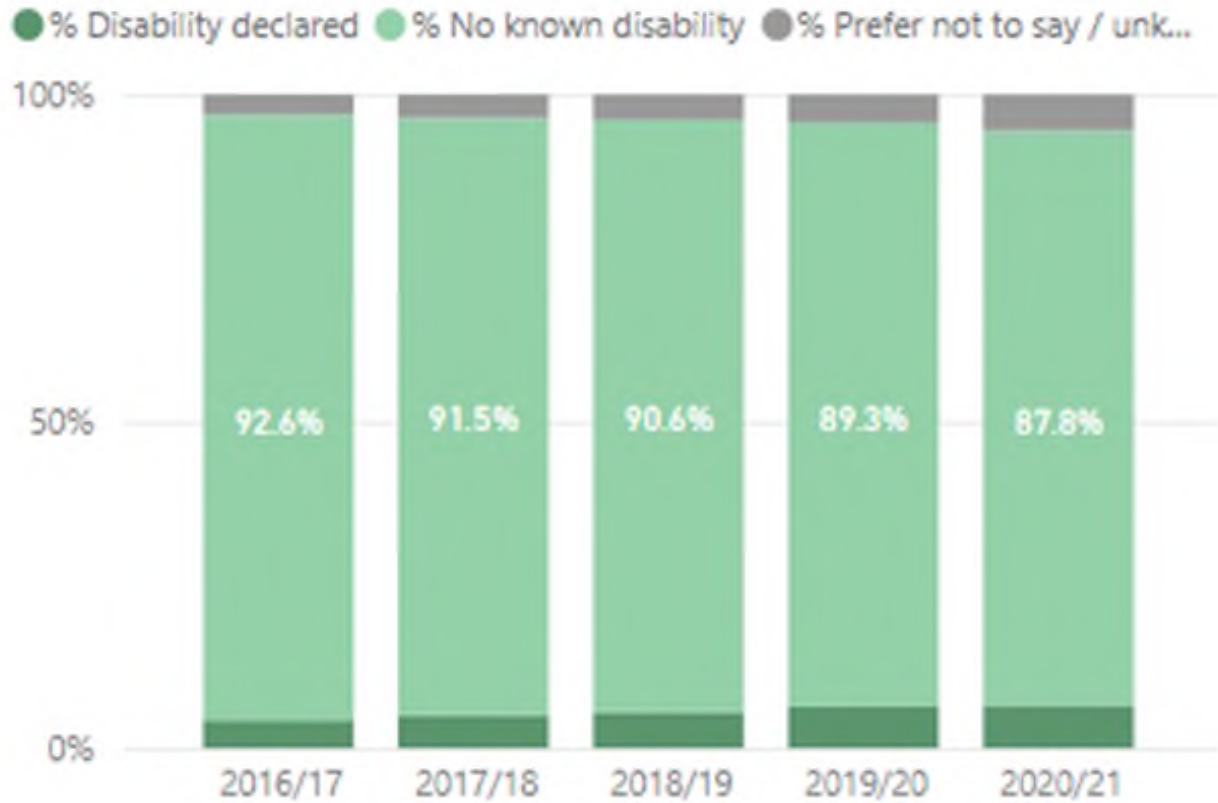
Open in Power BI

Diversity & Inclusion
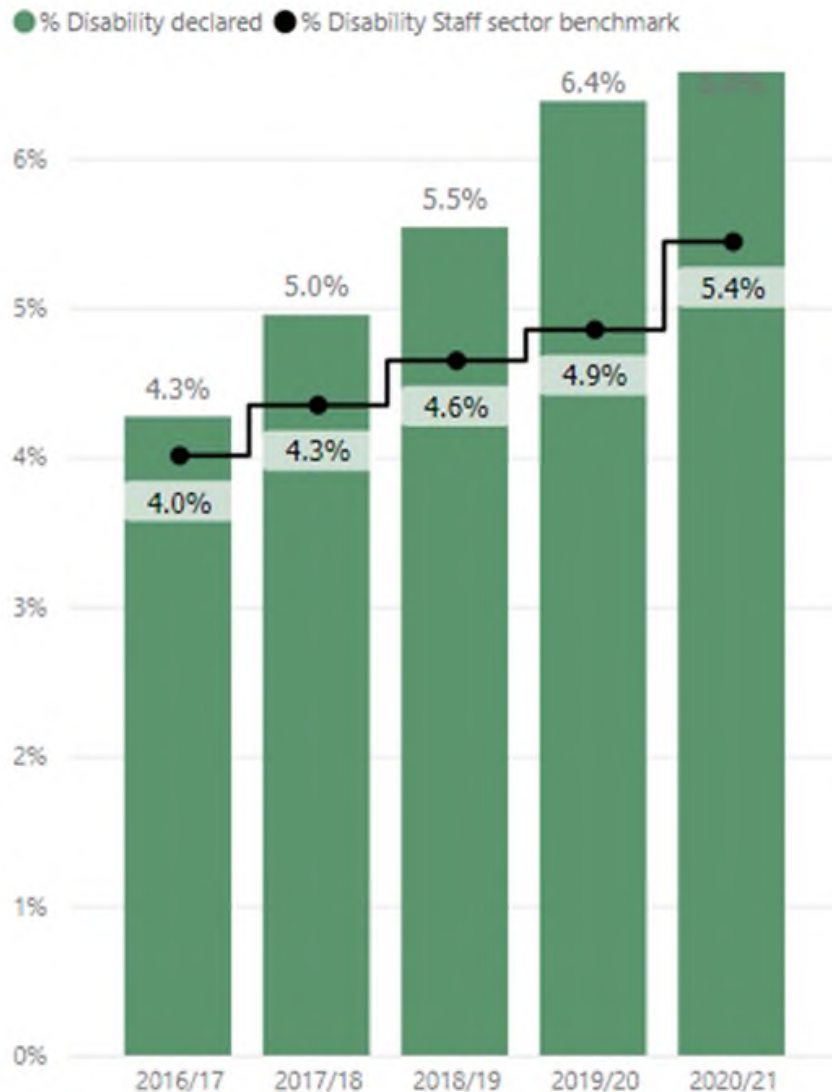Data as of 5/27/22, 7:24 PM
Filtered by # staff (all disability) (is greater than 22)

The proportion of staff declaring a disability increased between 2016-17 and 2020-21. The figures we have are based on those who declare a disability and so, in reality, the numbers may be considerably higher.

Disability: Sector Benchmarks

Staff Benchmarks - disability

● % Disability declared   ● % Disability Staff sector benchmark

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by StaffbenchmarkFPE (is greater than 22), Exclude King's (is Yes), Russell Group (is Yes), Exclude King's (is Yes)

King's compared favourably to other Russell Group universities between 2016-17 and 2020-21 (in 2020-21 +1.2%). We also recognise that our disclosure rates (or that of Russell Group universities) do not reflect the proportion of disabled working age adults nationally (which the government reported was 20% as of December 2020.

(https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf).

Disability: Academic Workforce Profile

Academic Staff headcount by Academic Year and Disability
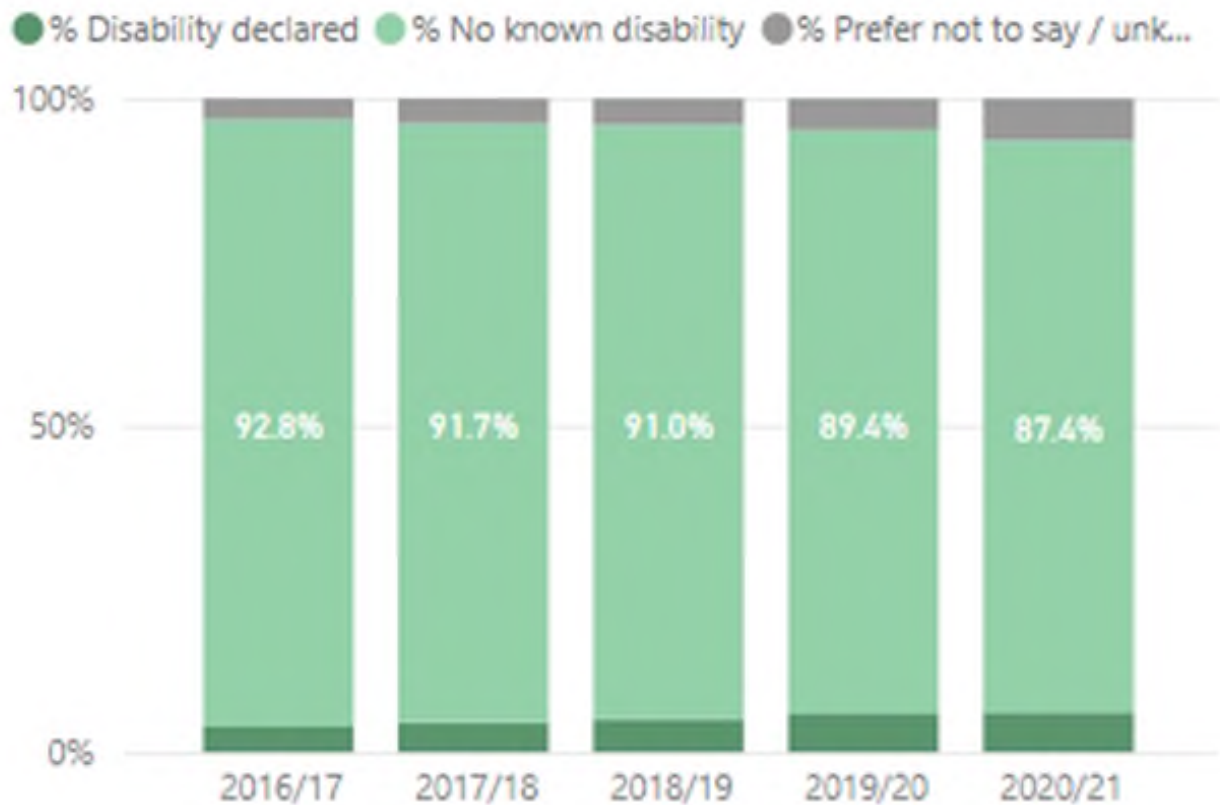
Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all disability) (is greater than 22)

The proportion of academic staff declaring a disability increased from 3.9% to 6.2% between 2016-17 and 2020-21.

Disability: Academic Workforce Profile by Role 2020-21

% Academic Staff headcount by Grade and Disability

● % Disability declared ● % No known disability ● % Prefer not to say / unknown disability

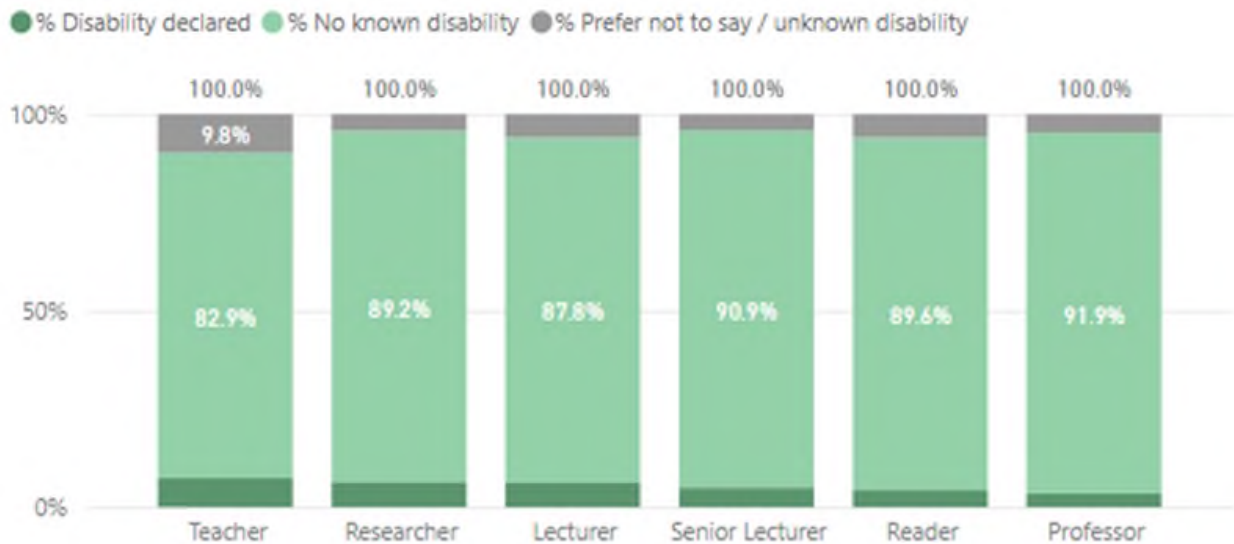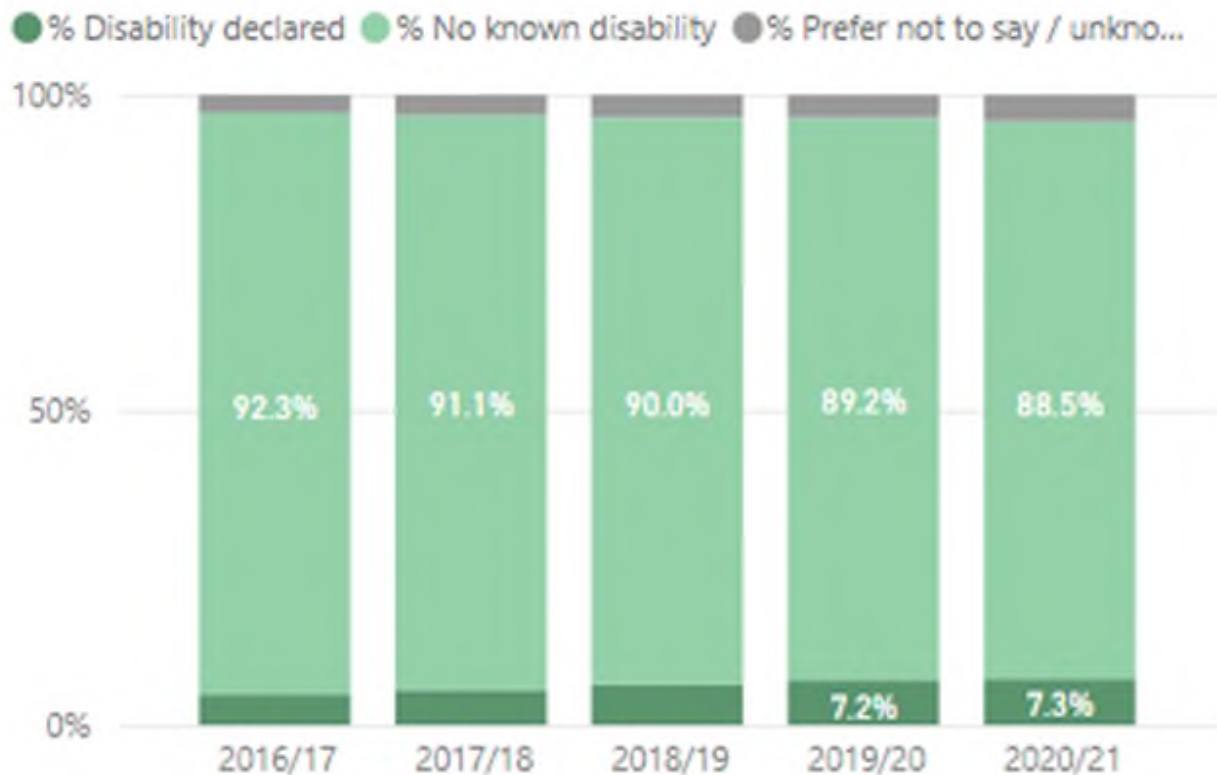|	Teacher	Researcher	Lecturer	Senior Lecturer	Reader	Professor
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Prefer not to say / unknown	9.8%					
No known disability	82.9%	89.2%	87.8%	90.9%	89.6%	91.9%

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by from HR.Staff Category (is Academic, Teaching and Research), # staff (all disability) (is greater than 22), Academic Year (is 2020-21)

In 2020-21 (as with the previous year), the proportion of declarations decreased with seniority, with 3.4% of professors declaring a disability compared to 7.3% of teachers.

Disability: Professional Services Workforce Profile

Professional Services Staff headcount by Academic Year and Disability

Legend: ● % Disability declared   ● % No known disability   ● % Prefer not to say / unkno...

Year	% No known disability	% Disability declared
2016/17	92.3%	
2017/18	91.1%	
2018/19	90.0%	
2019/20	89.2%	7.2%
2020/21	88.5%	7.3%

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Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all disability) (is greater than 22)

The proportion of professional services staff who declared a disability increased from 4.8% to 7.3% between 2016-17 and 2020-21.

Disability: Professional Services Workforce Profile by Role 2020-21

Professional Services Staff headcount by Grade and Disability

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Diversity & Inclusion
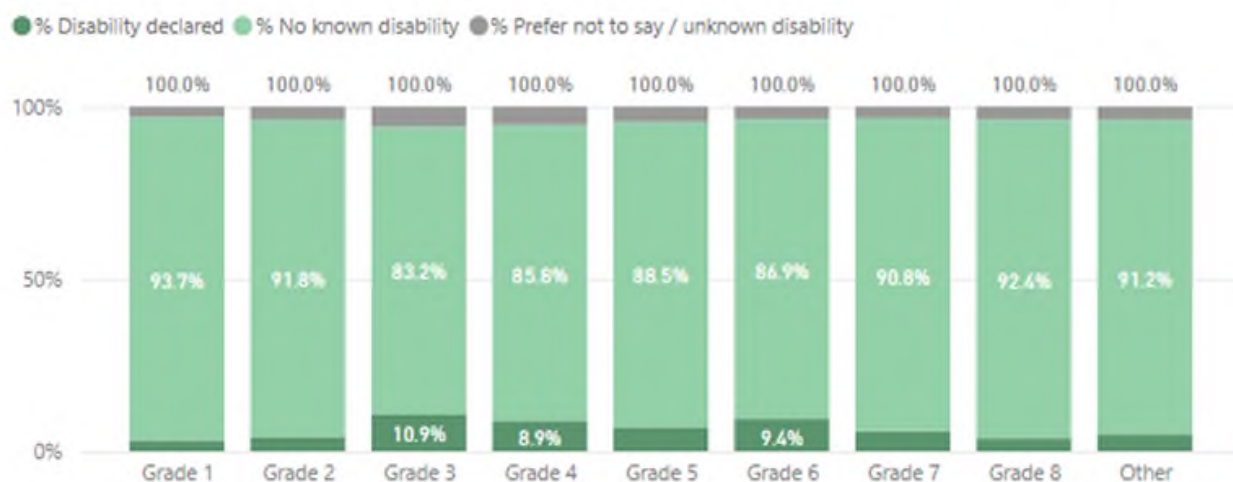Data as of 5/27/22, 7:24 PM
Filtered by from HR.Staff Category (is Professional Services), # staff (all disability) (is greater than 22), Academic Year (is 2020/21)

In 2020-21, the highest proportion of declarations came from professional services staff at Grade 3 (10.9%) while the lowest came from professional services Grade 1 (3.2%).

Disability: Student Profile

Disability: Undergraduate Student Profile
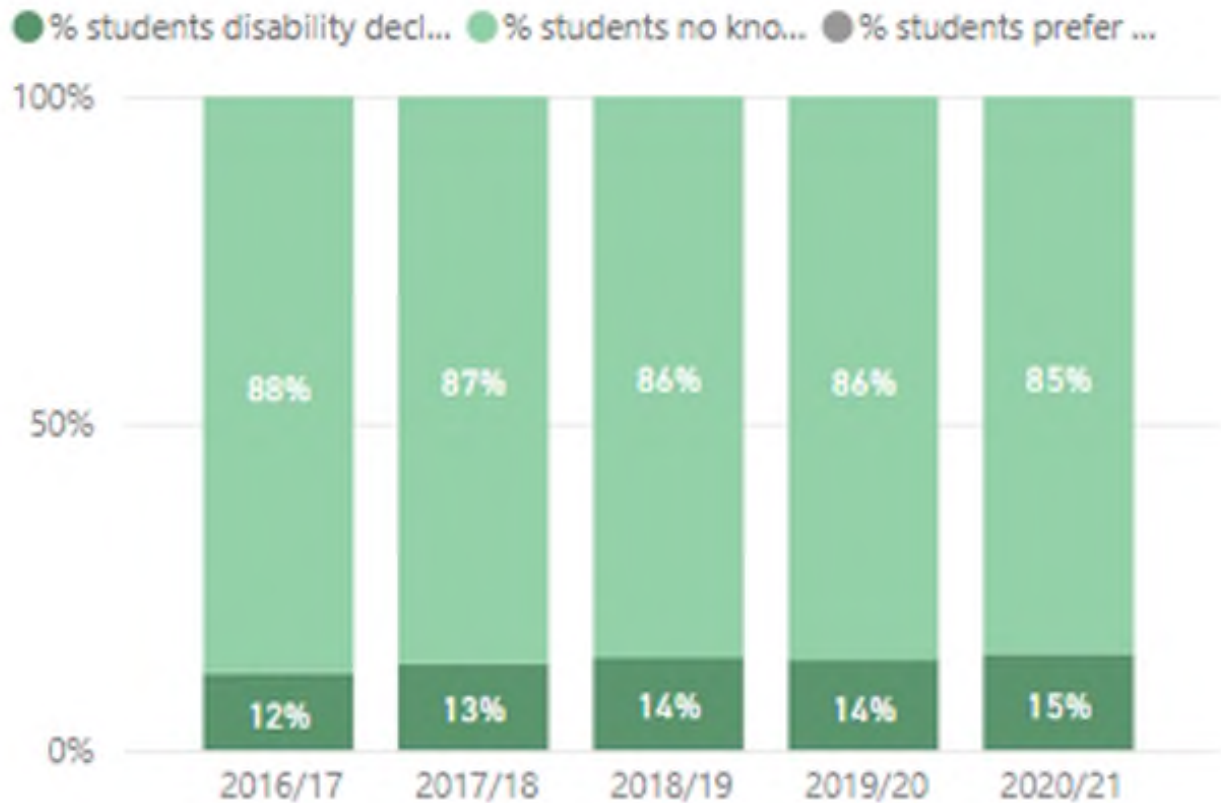
UG Student headcount by Academic Year and Disability

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Other undergraduate or First degree), # students disability all (is greater than 22)

The proportion of undergraduate students who declared a disability increased from 12% to 15% between 2016-17 and 2020-21.

Disability: Postgraduate Taught Student Profile

PGT Student headcount by Academic Year and Disability

● % students disability declared ● % students no know... ● % students prefer ...

	2016/17	2017/18	2018/19	2019/20	2020/21
no know...	92%	91%	91%	90%	89%
declared	8%	9%	9%	10%	11%

Open in Power BI

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Postgraduate (taught)), # students disability all (is greater than 22)

The proportion of postgraduate taught students who declared a disability increased from 8% to 11% between 2016-17 and 2020-21.

Disability: Postgraduate Research Student Profile

PGR Student headcount by Academic Year and Disability

● % students disability decl...   ● % students no kno...   ● % students prefer ...

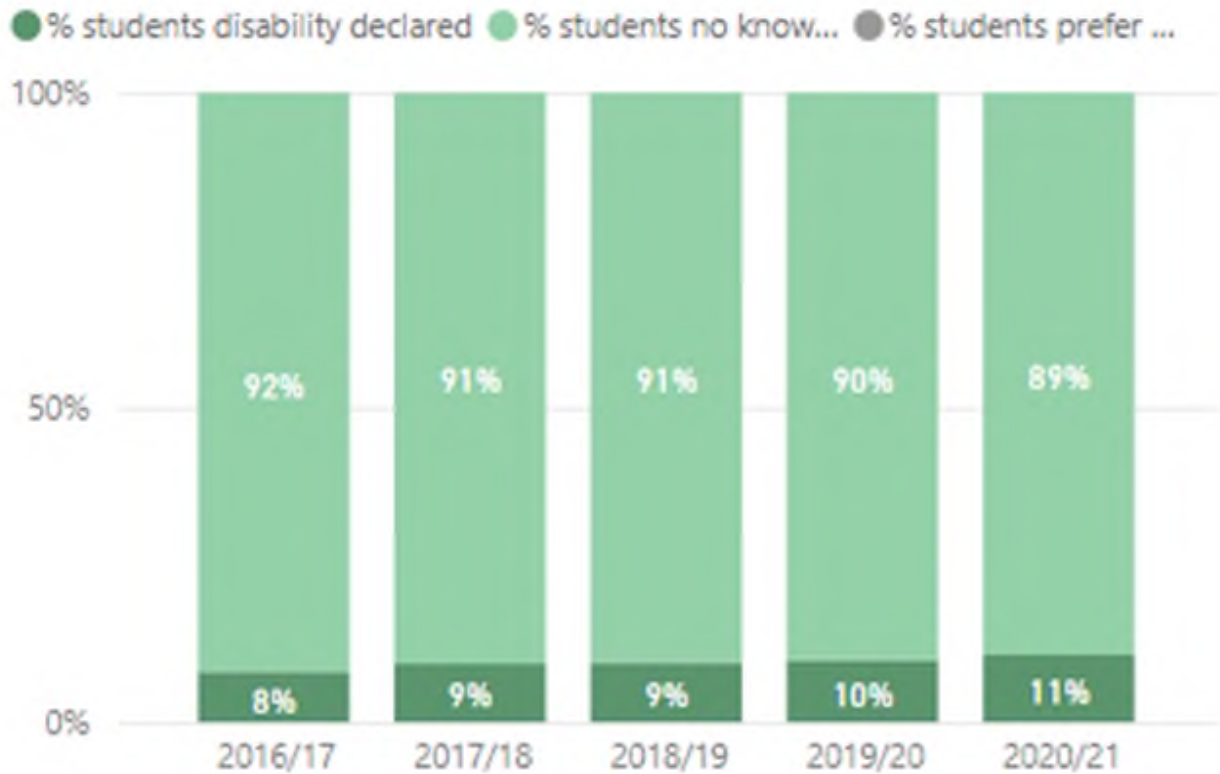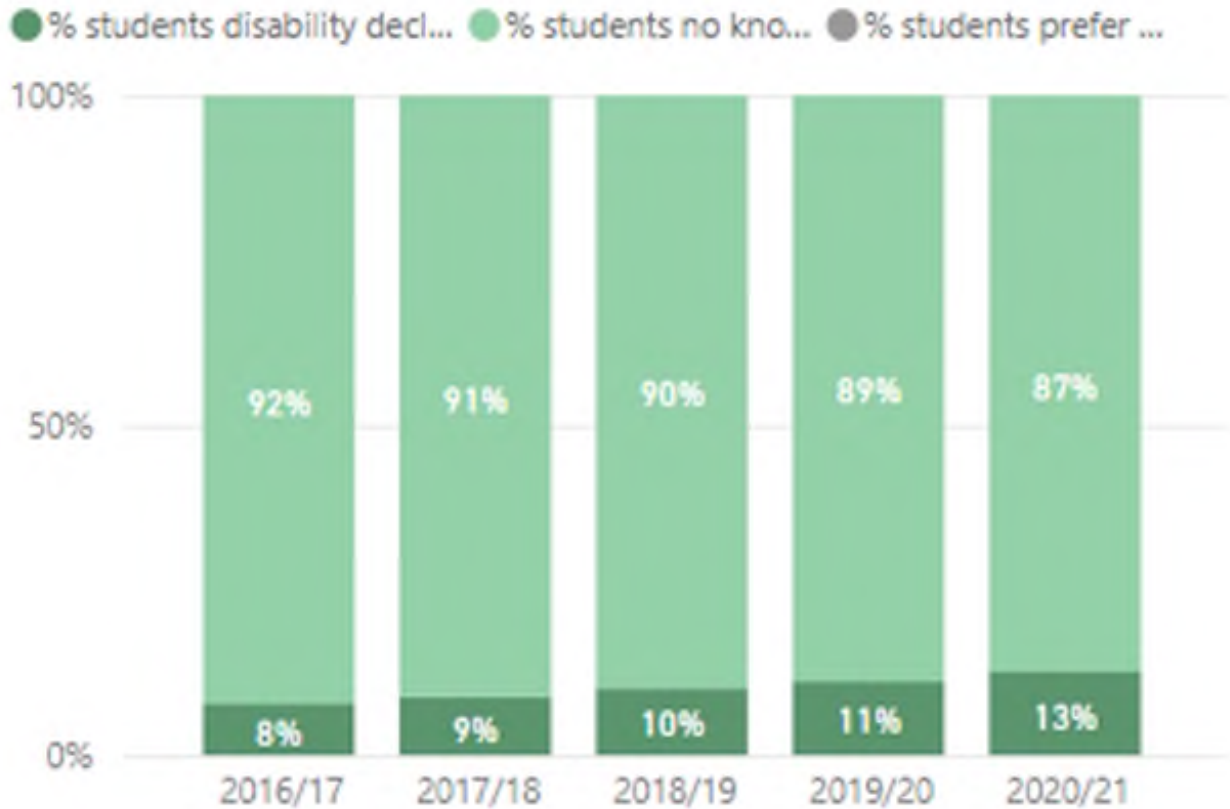|	2016/17	2017/18	2018/19	2019/20	2020/21
% students no knowledge	92%	91%	90%	89%	87%
% students disability declared	8%	9%	10%	11%	13%

<u>Open in Power BI</u>

Diversity & Inclusion
Data as of 5/27/22, 7:24 PM
Filtered by Level (is Postgraduate (research)), # students disability all (is greater than 22)

The proportion of postgraduate research students who declared a disability increased from 8% to 13% between 2016-17 and 2020-21.
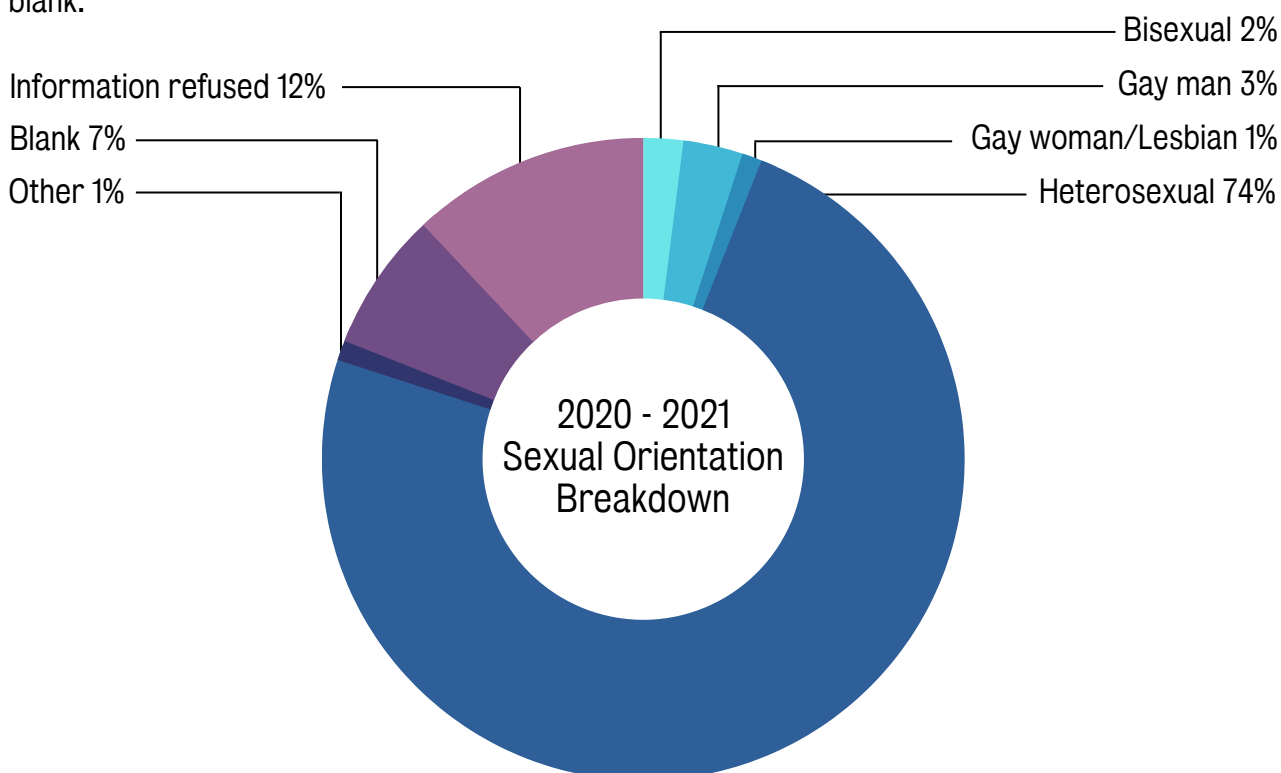
Sexual Orientation: Staff Profile

The staff data on sexual orientation comes from HESA data, counting total full-time employment (FTE) over the academic year (1 August 2020 to 31 July 2021). Teachers (academic employment function 1) and researchers (academic employment function 2) are only included in the Overall Workforce Profile tables and not the other tables.

Sexual Orientation: Overall Workforce Profile

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Bisexual	1.0%	1.4%	1.7%	2.1%	2%
Gay man	2.0%	2.3%	2.4%	3.1%	3%
Gay woman/Lesbian	0.7%	0.9%	1.0%	1.2%	1%
Hetrosexual	51.6%	56.7%	59.6%	72.3%	74%
Other	0.2%	0.3%	0.3%	0.8%	1%
(blank)	39.1%	32.2%	28.1%	8.8%	7%
Information refused	5.5%	6.2%	6.8%	11.7%	12%

The above table illustrates the sexual orientation of the King's workforce between 2016-17 and 2020-21. In 2020-21, there was a small decrease in the number of staff who left their response blank.

Information refused 12%
Blank 7%
Other 1%
Bisexual 2%
Gay man 3%
Gay woman/Lesbian 1%
Heterosexual 74%

2020 - 2021 Sexual Orientation Breakdown

Sexual Orientation: Academic Workforce Profile

Academic Workforce Profile (academic employment function 3). Teachers (academic employment function 1) and Researchers (academic employment function 2) are not included in this table.

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Bisexual	0.4%	0.6%	0.6%	0.5%	1%
Gay man	1.6%	2.0%	1.9%	2.9%	3%
Gay woman/Lesbian	0.5%	0.6%	0.7%	1.1%	1%
Heterosexual	30.1%	38.2%	41.8%	61.9%	66%
Other	<0.1%	0.1%	0.1%	0.5%	1%
(blank)	62.4%	52.3%	47.9%	18.4%	13%
Information refused	5.0%	6.3%	7.0%	14.6%	15%

Sexual Orientation: Academic Workforce by Role 2020-2021

	Lecturer	Senior Lecturer	Reader	Professor
Bisexual	1%	-	1%	1%
Gay man	3%	5%	3%	3%
Gay woman/Lesbian	1%	2%	1%	1%
Heterosexual	70%	62%	65%	61%
Other	1%	2%	-	0%
(blank)	9%	15%	15%	18%
Information refused	15%	14%	15%	16%

Sexual Orientation: Professional Services Workforce Profile

Professional Services Workforce Profile (academic employment function 4 and 0)

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Bisexual	0.7%	1.1%	1.7%	2.1%	2%
Gay man	1.9%	2.2%	2.7%	3.3%	3%
Gay woman/Lesbian	0.6%	0.9%	1.0%	1.2%	1%
Heterosexual	53.6%	57.6%	60.4%	75.7%	76%
Other	0.1%	0.2%	0.1%	0.7%	1%
(blank)	39.0%	33.5%	29.2%	6.4%	6%
Information refused	4.2%	4.6%	4.8%	10.7%	10%

Sexual Orientation: Professional Services Workforce Profile by Role

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	ALC 6	Personal Salary	Other*
Bisexual	2%	1%	2%	3%	3%	2%	1%	3%	1%	-	-
Gay man	1%	0%	4%	4%	3%	3%	3%	3%	5%	3%	-
Gay woman/ Lesbian	1%	1%	0%	1%	2%	1%	1%	0%	2%	-	-
Heterosexual	75%	75%	76%	75%	78%	78%	75%	76%	73%	75%	47%
Other	3%	3%	2%	0%	0%	1%	1%	0%	-	-	6%
(blank)	9%	10%	6%	5%	5%	5%	8%	8%	6%	6%	29%
Information refused	10%	10%	10%	12%	12%	10%	10%	10%	12%	16%	18%

*(Academic Related 2/3, Principal, Secretarial/Clerical 3/4, Technical 5/6/7)

In 2020-21, there was an increase in those identifying as a gay woman/lesbian in professional services Grades 1 and 2. There was also an increase in staff identifying as a gay man at professional services Grade 1.

Other Data

Gender and Ethnicity Pay Gaps

Our most recent data for pay gap reporting are from 31 March 2021 and can be found on our website. Our mean gender pay gap has reduced from 17.1% in 2020 to 14.8% in 2021. Our mean ethnicity pay gap has reduced from 19.9% in 2020 to 19.1% in 2021. Our ethnicity pay gap is higher than pre-2020 due to the insourcing of cleaning and security staff.

Pay gap data are reported annually and the deadline is one year from our 'snapshot date' of 31 March. The 'snapshot date' is the date used to identify qualifying King's employees and relevant pay rates.

More than Mentoring Scheme: Demographic Data

The demographics of the 2022 applicants for the More than Mentoring Scheme are illustrated below.

NB: Demographic data may not add up to the total number of applicants as it was optional to provide this information.

Sexuality	
Identity	No. of Applicants
Straight/Heterosexual	140
Gay/Lesbian	10
Bisexual	15
Prefer not to say	13

Gender	
Identity	No. of Applicants
Man	39
Woman	142
I identify in another way	1
Non-binary	2

Ethnicity	
Identity	No. of Applicants
Black Asian and Minority Ethnic	62
White	117

Disability	
Do you have a disability?	No. of Applicants
Yes	67
No	130

Further Information and Contact Details

If you require further information or have any questions about the data mentioned above, please contact diversity@kcl.ac.uk