

# Equality, Diversity, & Inclusion

Annual Data Report  
2023/24



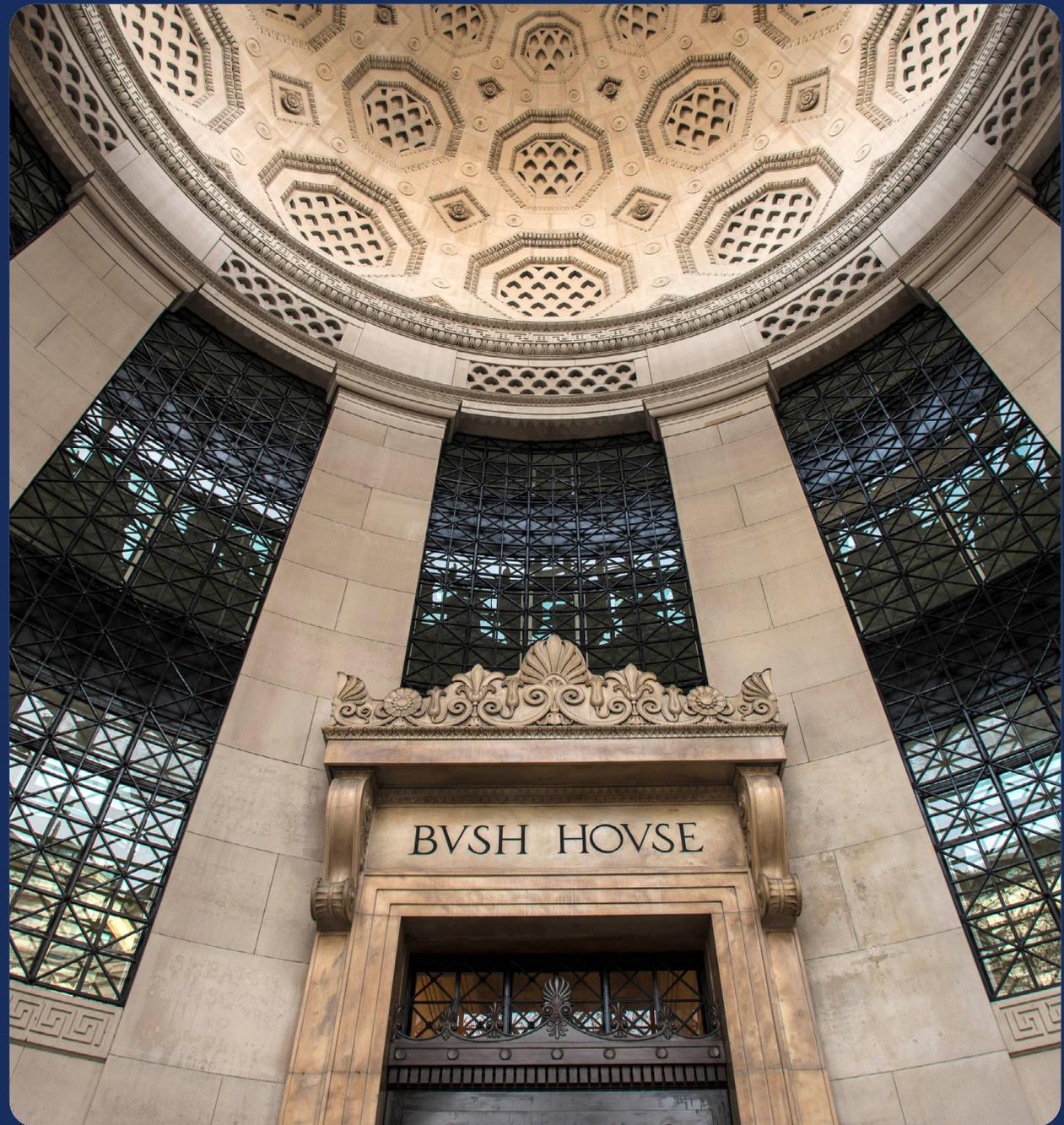
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## Introduction

*This report reflects our continued, ongoing commitment to embedding Equality, Diversity, and Inclusion (EDI) at the core of King's College London.*

It provides a detailed analysis of our key 2023/2024 EDI data, showcasing the progress made and the impact of our initiatives. We are dedicated to building on this foundation, fostering a truly inclusive culture where everyone thrives.



## The culture at King's

Equality, Diversity, and Inclusion efforts are deeply embedded. They span from our inclusive research practices to our dedicated work in tackling the attainment gap. Our strategy's '*Thriving Staff Community*' focuses on three key priorities:

### Inclusion and Belonging

We're building an inclusive community where everyone feels that they are respected and belong.

### Wellbeing and Engagement

We're measuring and improving our support for staff wellbeing and increasing opportunities for meaningful staff engagement.

### Development and Progression

We're developing and empowering our staff to build their chosen careers at King's and beyond.

We also have four Principles in Action:

**We include.**

We value the individual, seeking out diverse people and opinions

**We challenge.**

We think beyond the norm, to benefit our community and society

**We support.**

We offer support to enable all our colleagues to learn and excel

**We connect.**

We bring together diverse views and expertise to influence others

These priorities and principles guide our collaborative efforts and actions to foster a community where everyone feels a strong sense of belonging and respect.



## Our partnerships

Driving Equality, Diversity, and Inclusion (EDI) is a collaborative effort. We partner with external frameworks and specialist organisations to ensure we operate at our peak.

Our external partners include:

- + Working Families Index
- + Business Disability Forum
- + Hidden Disabilities Sunflower
- + Mental Health at Work Commitment
- + Carers UK
- + University Mental Health Charter
- + Employers Network for Equality & Inclusion
- + AdvanceHE

*We have external accreditation to support our race and gender equality work. We have a bronze Race Equality Charter award and a silver Athena Swan award.*

## About our data

This report presents key demographic insights into our community, supplemented by sector benchmarks where available.

We access our data through King's EDI data dashboards, in particular the Diversity & Inclusion App. These are updated on a regular basis. We also access data via the Analytics team and the People Data Analytics team. The student dataset uses the HESA Standard registration population, which means international students are excluded.

We have used the most recent data available in this report. Where possible we have used data for 2023/24 and included historical data as a comparison. Some data may not appear to add to 100% if we have rounded percentages to whole numbers.

## The terms we use

We are committed to writing out the full phrase Black, Asian and minority ethnic instead of the acronym BAME where possible. However, the term Black and minority ethnic (BME) is used in some data dashboards and by Advance HE. We sometimes use this term to be consistent with the data.

Where possible we have tried to look at more granular ethnicity data (for example 6-way ethnicity detail, alongside 2-way detail) because umbrella categories such as Black, Asian and minority ethnic or Black and minority ethnic can mask data trends of specific ethnic groups.

## Sector benchmarks

*We've benchmarked King's for gender, ethnicity and disability using a mixture of Power BI and people data.*



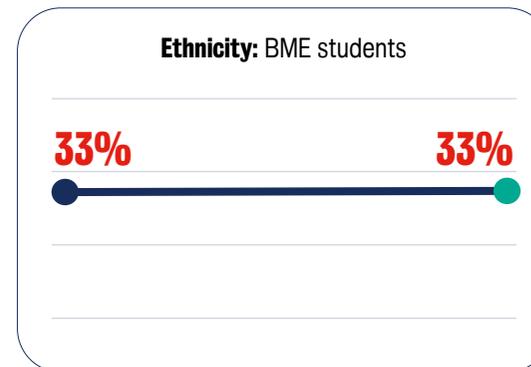
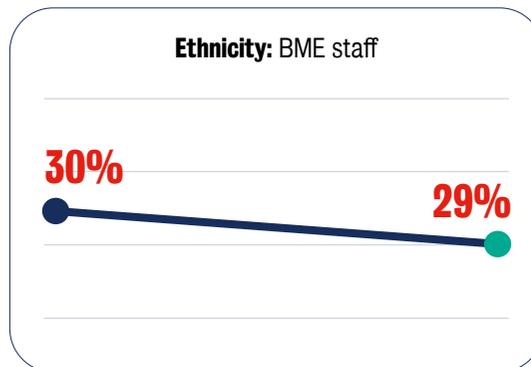
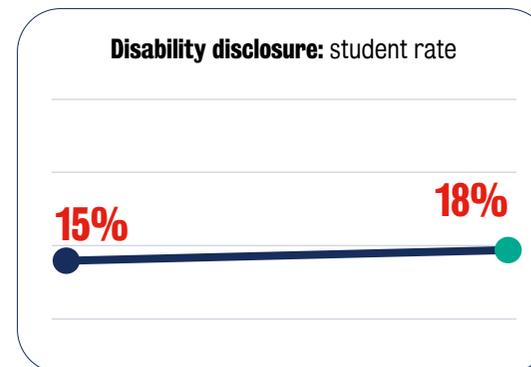
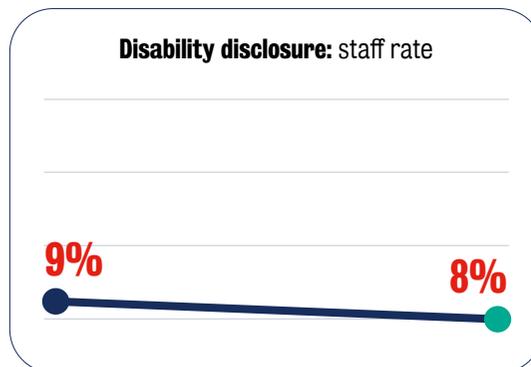
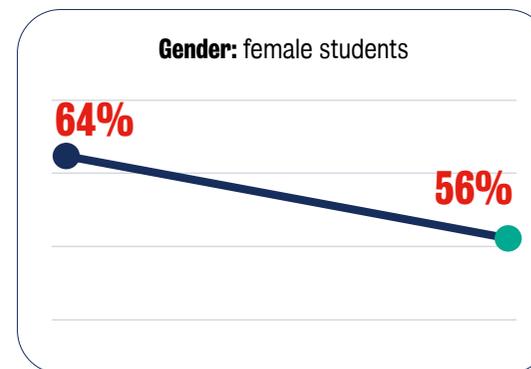
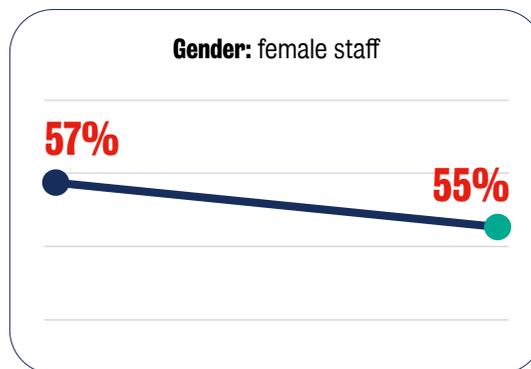
## Overview

For gender and disability, we have benchmarked King’s against the Russell Group of universities.

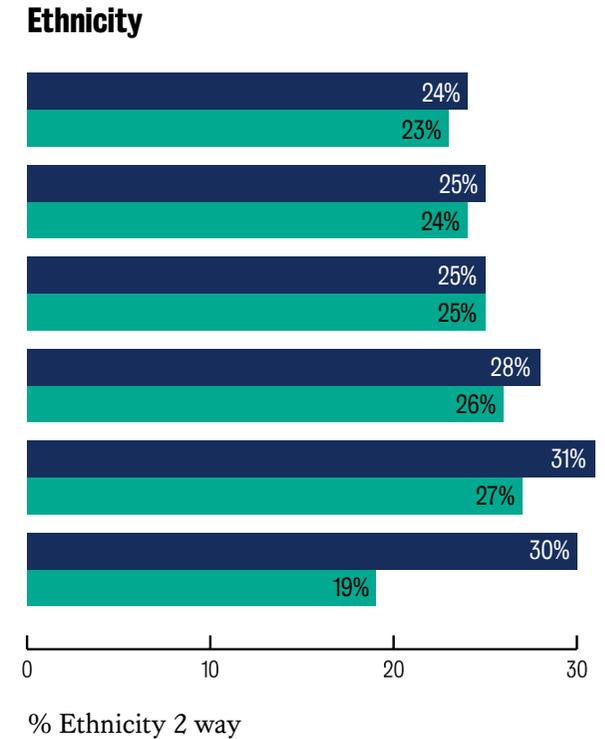
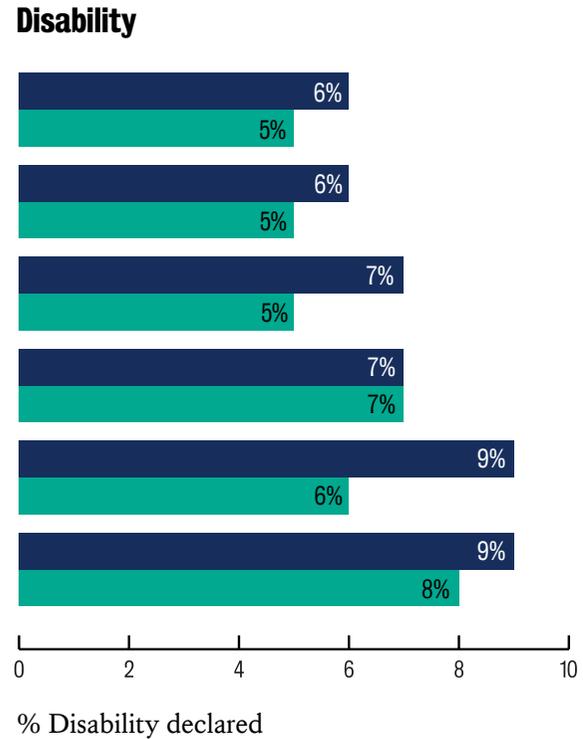
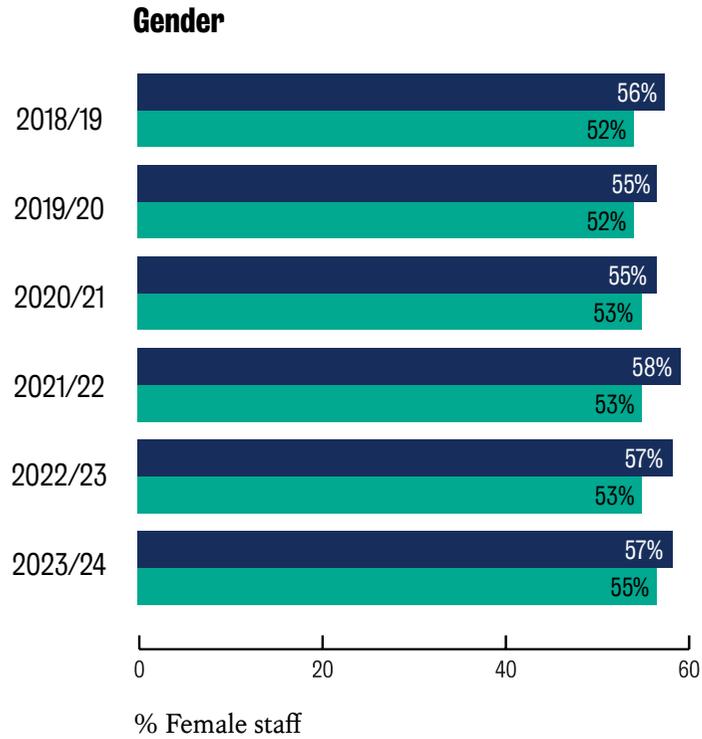
- King’s gender split among staff is 57% female compared to the Russell Group benchmark of 55%
- The gender split among students is 64% female, compared to the 56% benchmark
- Our rate of disability disclosure for staff is 9% compared to the Russell Group benchmark of 8%
- For students, disability disclosure is 15%, our only metric that’s below the benchmark (18%)

For ethnicity, we have benchmarked King’s against other London higher education institutions. We aim for our student and staff bodies to be representative of the local area.

- With 30% Black and minority ethnic staff, King’s outperforms the benchmark of 29%
- We have the same proportion of Black and minority ethnic students (33%) as other London universities

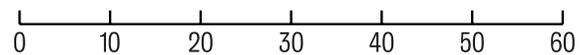


# Workforce



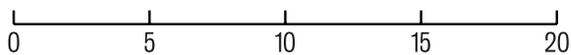
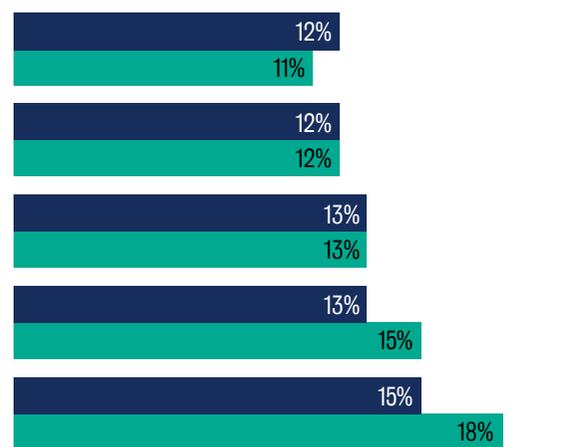
# Student

**Gender**



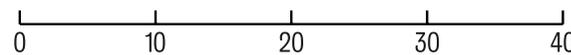
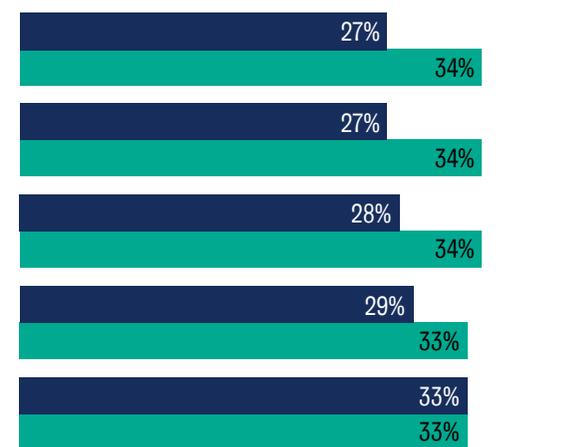
% Female staff

**Disability**



% Disability declared

**Ethnicity**



% Ethnicity 2 way

## Demographic data

*This section provides demographic data on our staff and student population. To maintain anonymity, we have rounded figures and suppressed data when the sample size is too small.*

Staff figures come from PeopleXD, King's self-service HR function. We encourage staff to share their EDI data on PeopleXD as this data is vital for identifying inequalities and implementing initiatives to address issues. To assess how the situation has changed, we need to ensure data is comparable over time.

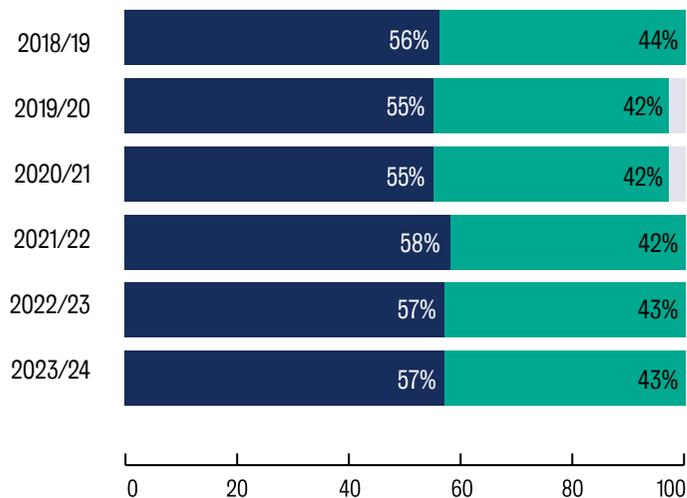
Student data are from the Higher Education Statistics Agency (HESA). We also believe it's important for institutions to adopt a common approach across the sector so that data can be used for benchmarking.



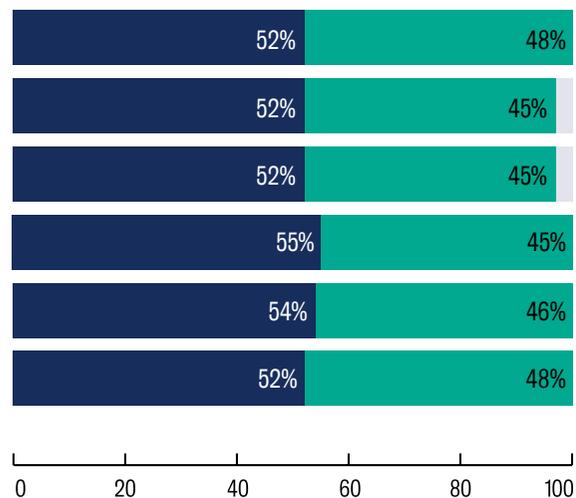
# Gender: workforce profile

King's has slightly more female than male members of staff, with little change between 2018/19 and 2023/24. The gender split is more pronounced among professional services staff, where there were 61% female staff and 39% male staff in 2023/24.

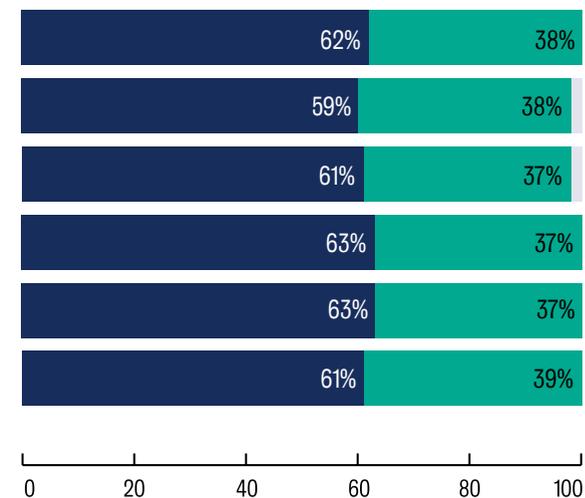
**All staff**



**Academic staff**



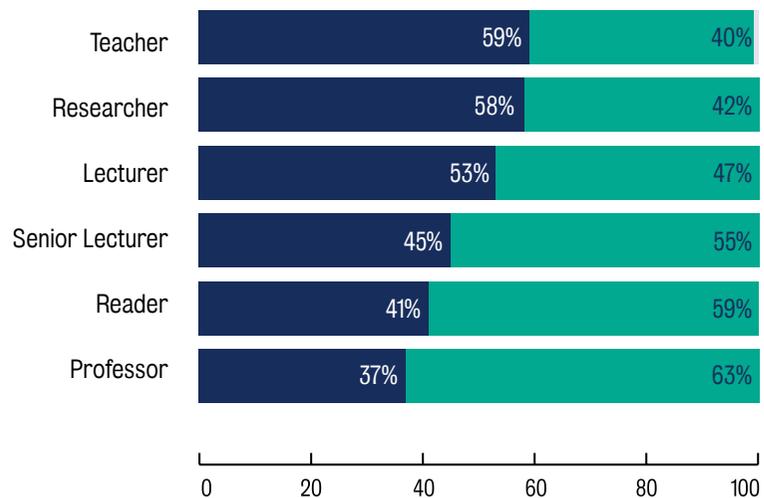
**Professional service staff**



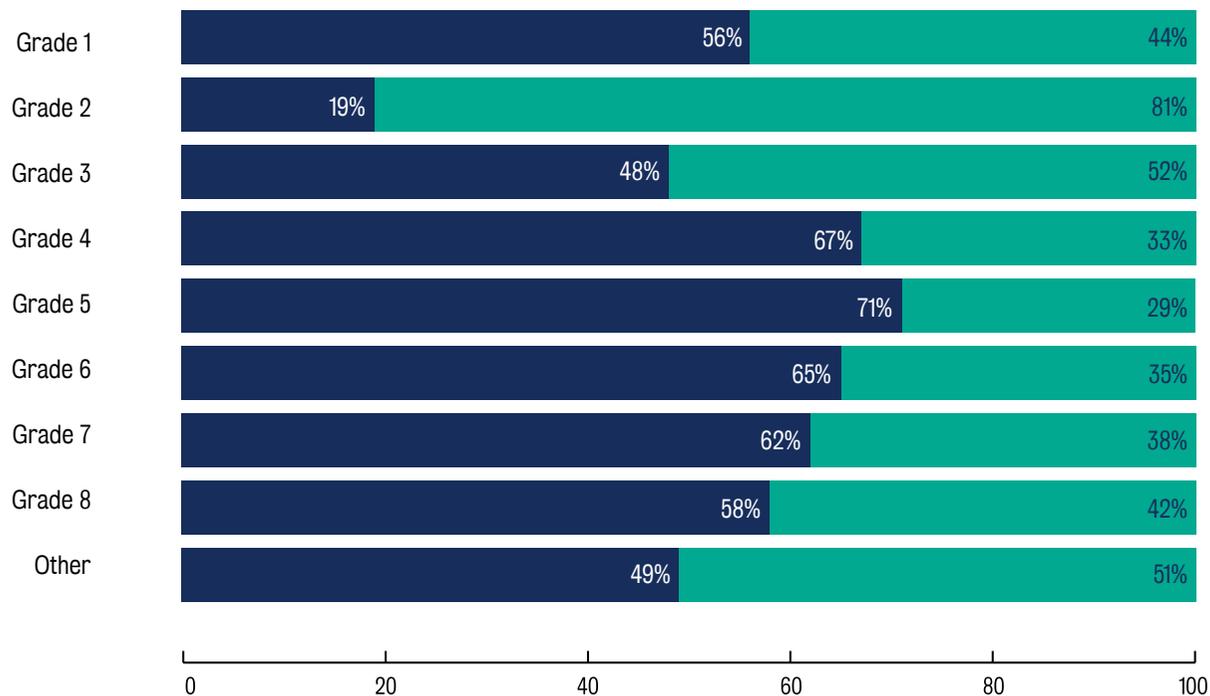
# Gender: workforce by grade

The proportion of female academic staff decreases with seniority. Men account for 63% of professors and women 37%. In professional services, there are more women than men at most grades. However, in grade 2, men are significantly overrepresented.

**Academic staff 2023-24**



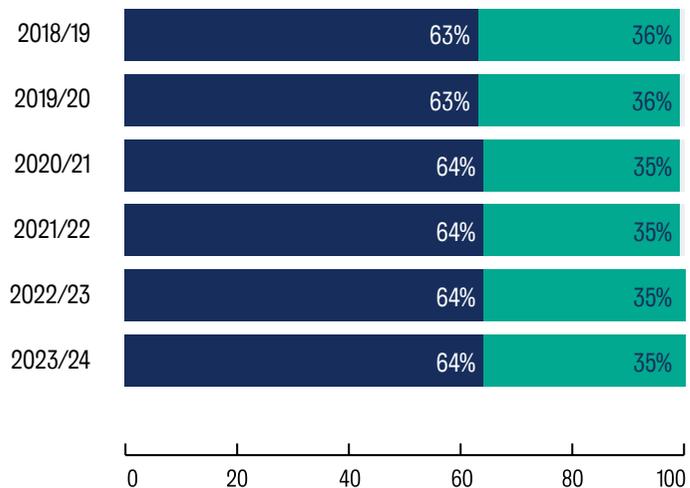
**Professional services staff 2023-24**



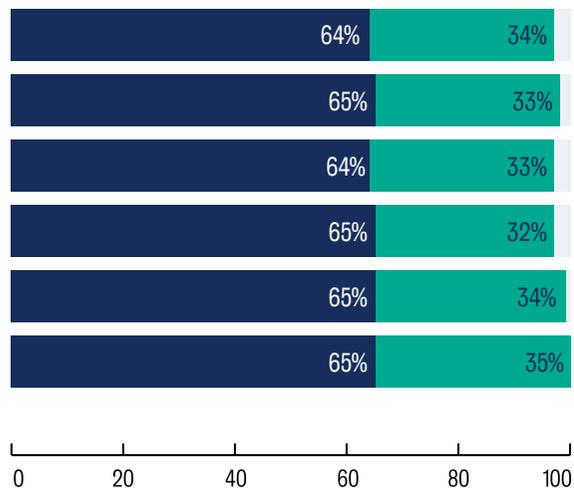
# Gender: student profile

The majority of students are female. The gender split is more pronounced at undergraduate level with 64% female students in 2023/24 and postgraduate taught level with 65% female students in 2023/24. At postgraduate research level there is a smaller difference with 56% female students in 2023/24.

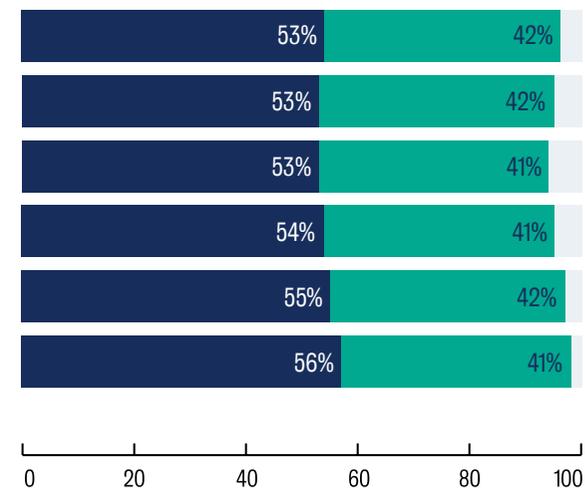
**UG students**



**PGT students**



**PGR students**

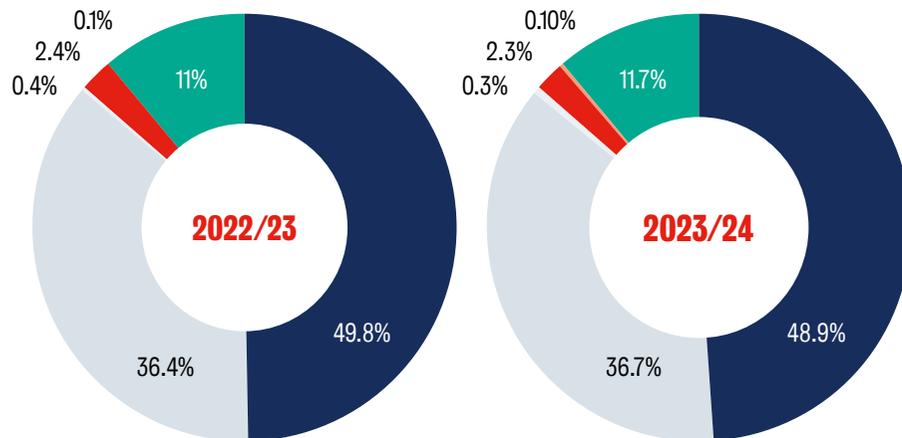


# Gender identity

We reported this data for the first time for 2022/23. For 2023/24, the highest proportion of staff continues to identify as female (49% versus the next highest, male, at 37%). This is in keeping with the gender split reported in the gender section of this report.

Most students identify with the gender they were assigned at birth (92%). This number has decreased slightly from 2017/18 (95%).

## Workforce profile



## Student profile

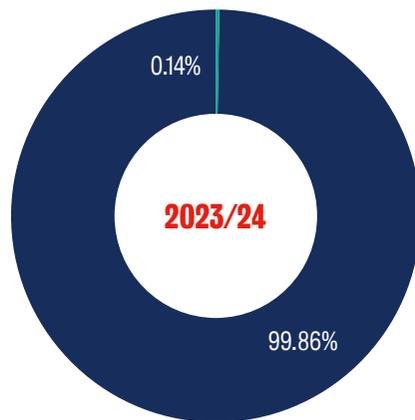
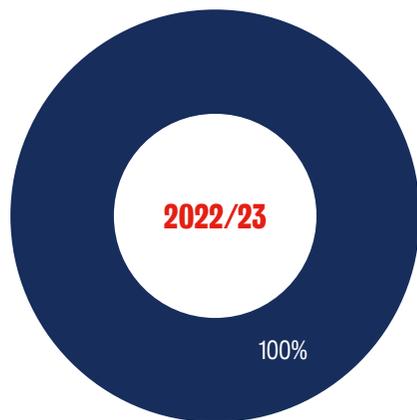
Is your gender identity the same as the gender you were assigned at birth?



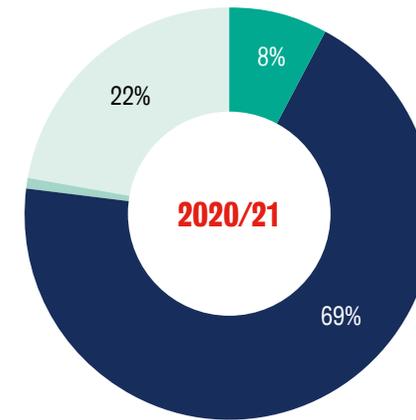
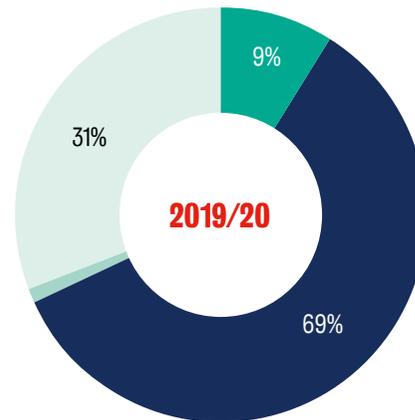
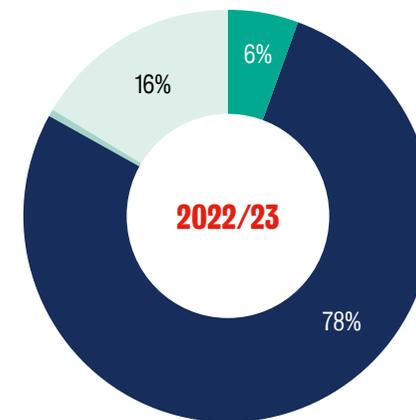
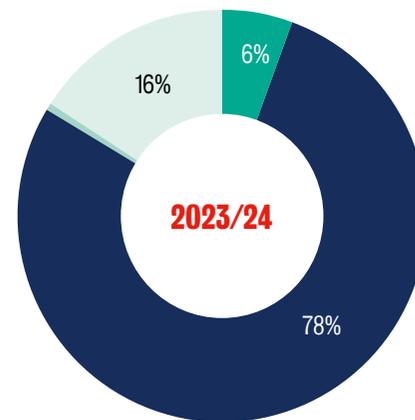
# Trans status

In 2023/24, less than 1% of staff were trans. It is difficult to provide accurate breakdowns for academic and professional services staff as these numbers are so small. The proportion of trans students is also less than 1%.

## Student profile



## Workforce profile

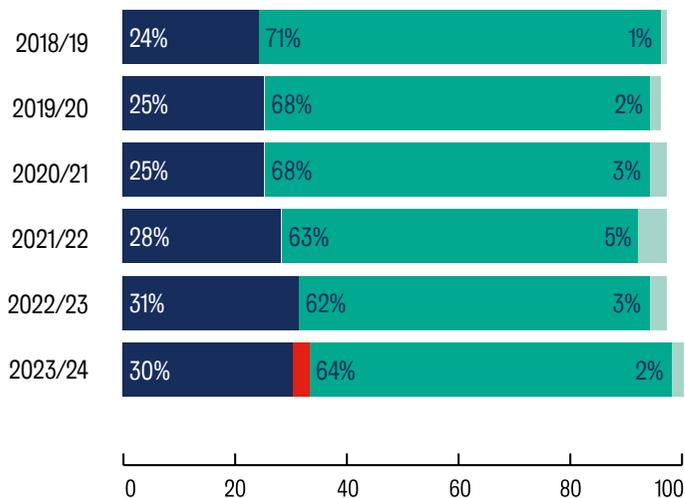


# Ethnicity: workforce profile

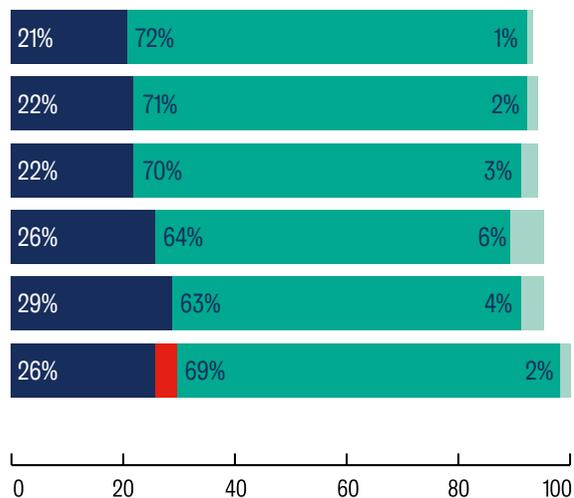
There are significantly more white staff than Black and minority ethnic staff. The proportion of Black and minority ethnic staff rose slowly between 2018/19 and 2022/23 but has gone down slightly in 2023/24.

The proportion of Black and minority ethnic professional services staff rose to 35% in 2023/24. However, within academic staff, the proportion of Black and minority ethnic staff fell from 29% in 2022/23 to 26% in 2023/24.

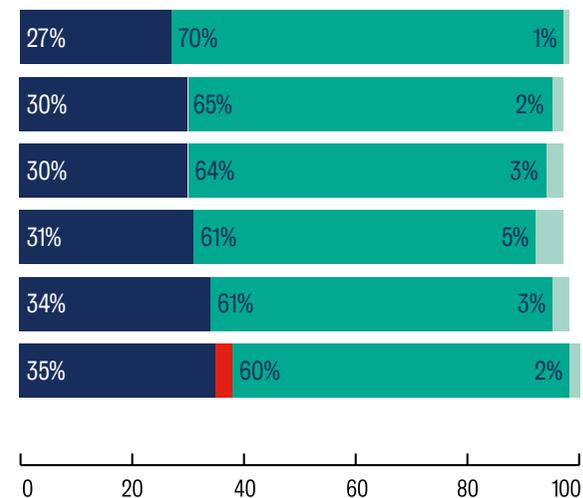
**All staff**



**Academic staff**



**Professional service staff**

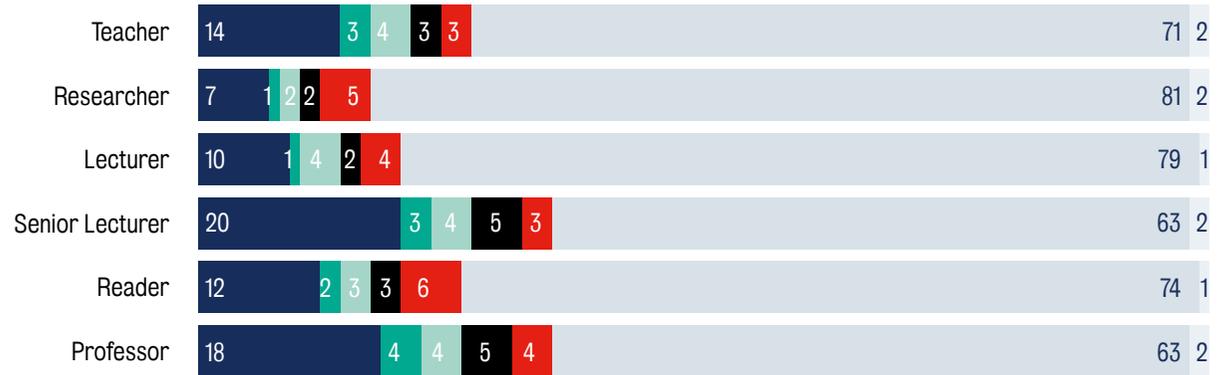


# Ethnicity: 6-way workforce profile

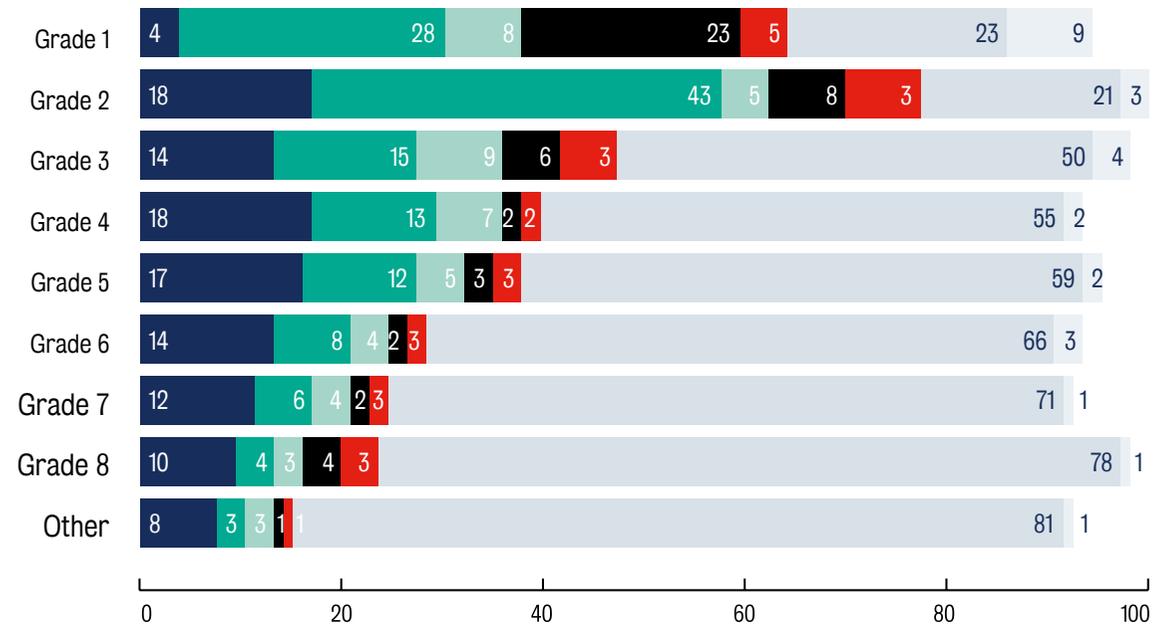
Black and minority ethnic can be a useful umbrella term. But it sometimes masks the true areas of underrepresentation. A more granular breakdown reveals that Black and mixed staff are particularly underrepresented across the academic grades – no higher than 4% at any level.

Black staff representation increases between grades 1 and 2 of professional services staff, then decreases with seniority from grade 2 (43% Black) to grade 8 (4% Black).

Academic staff by grade and ethnicity 2023/24



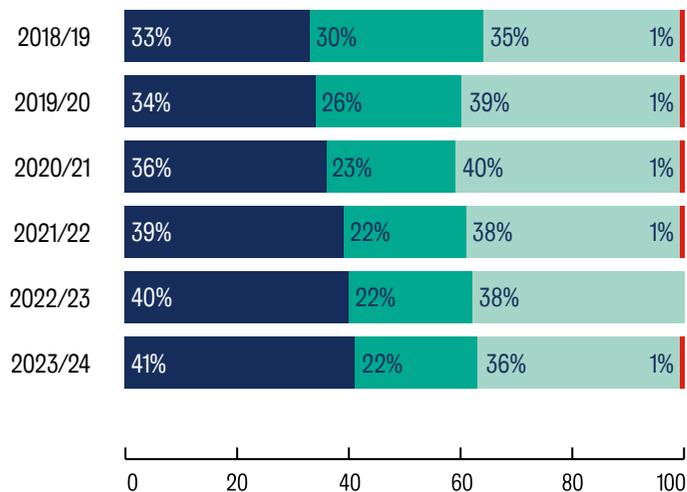
Professional service staff by grade and ethnicity 2023/24



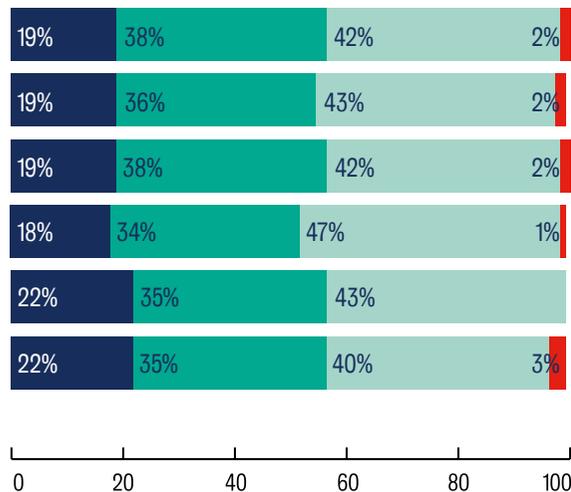
# Ethnicity: student profile

Black and minority ethnic students make up 41% of undergraduate students. The proportion decreases at postgraduate levels. At a more granular level, Black and mixed home students remain at a low proportion across all levels.

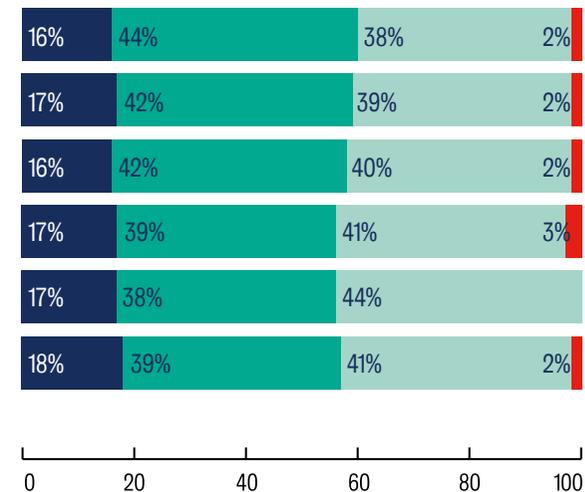
**UG students**



**PGT students**

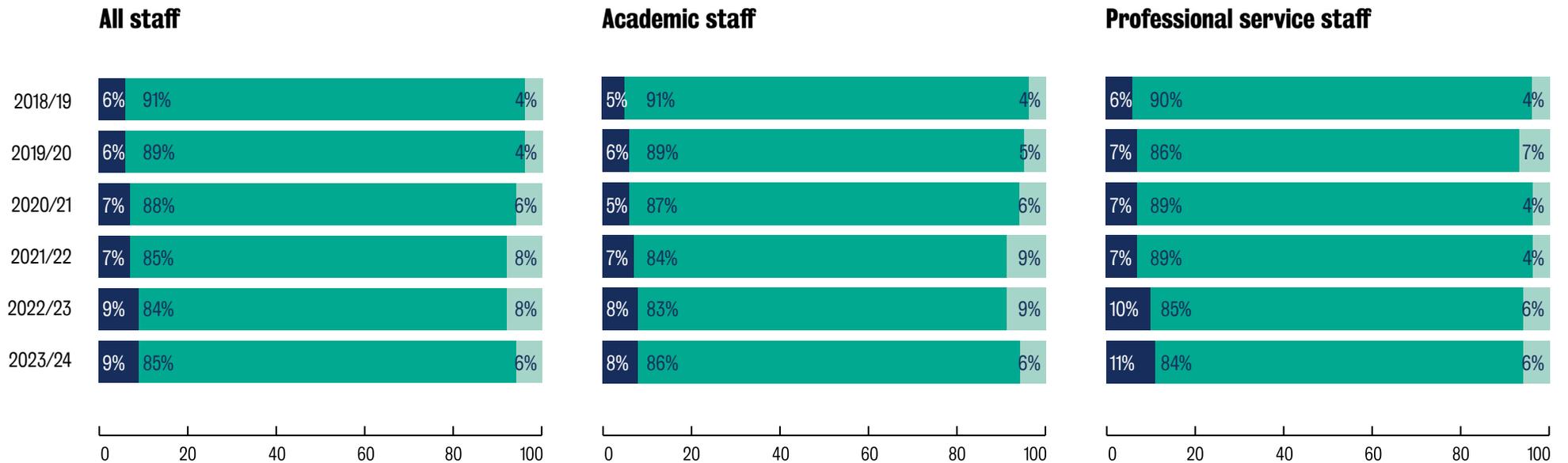


**PGR students**



# Disability: workforce profile

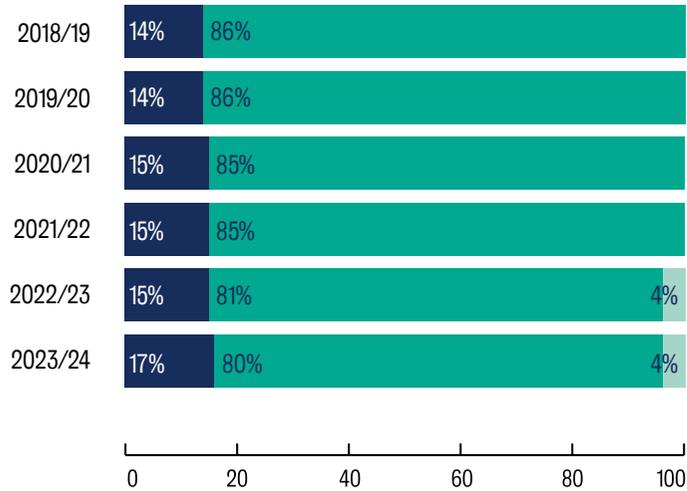
Sharing rates of disability remain low across all of King’s staff. However, they have increased gradually between 2018/19 and 2023/24. The level is slightly higher among professional services staff than academic staff. When broken down by grade, the sharing rate among professional services staff is highest from grade 2 to grade 6.



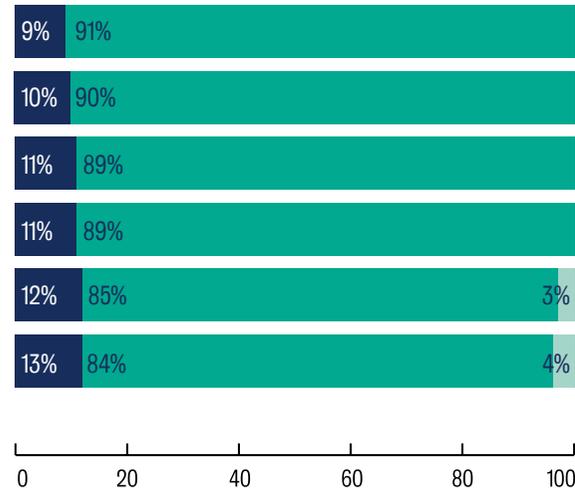
# Disability: student profile

The sharing rate increases gradually between 2018/19 and 2023/24. When broken down by level, in 2023/24 a greater proportion of undergraduate students shared a disability (17%) compared to postgraduate taught students (13%) and postgraduate research (15%).

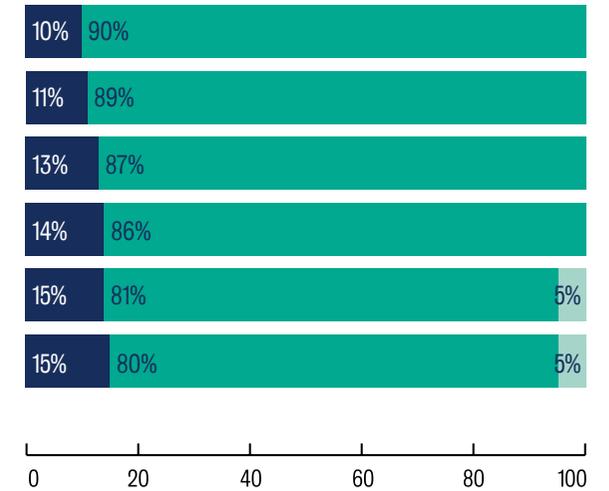
## UG students



## PGR students



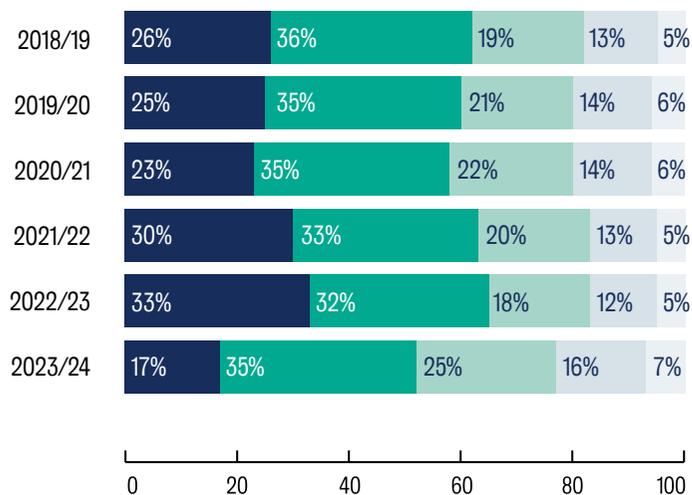
## PGT students



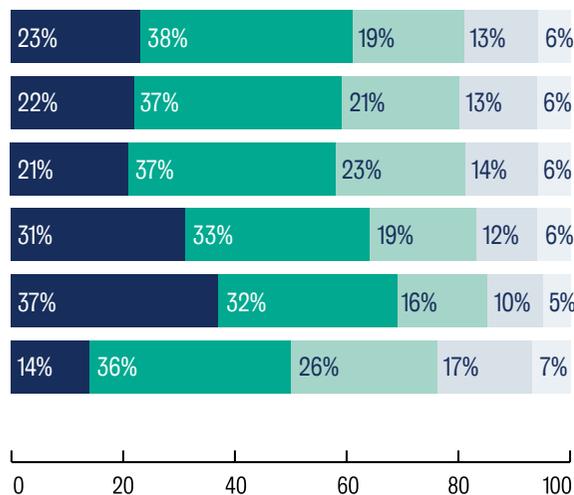
# Age: workforce profile

The proportion of King’s staff under 30 has decreased from 33% in 2022/23 to 17% in 2023/24. The decrease is particularly pronounced in academic staff, where the under 30s category decreased from 37% to 14% in that period. This decrease coincides with an increase across all other staff age categories. For example, academic staff 41-50 increased from 16% in 2022/23 to 26% in 2023/24.

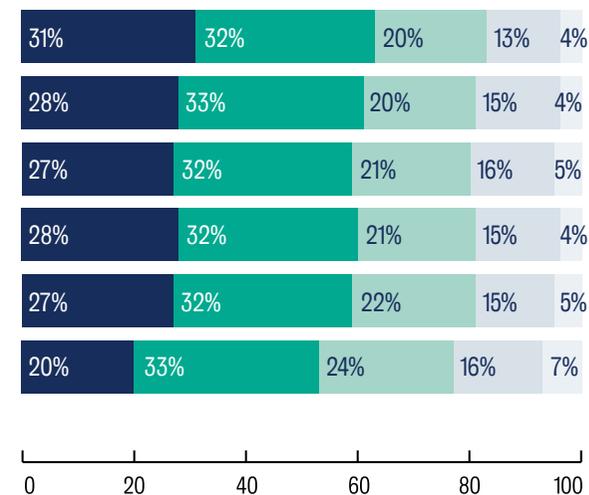
**All staff**



**Academic staff**



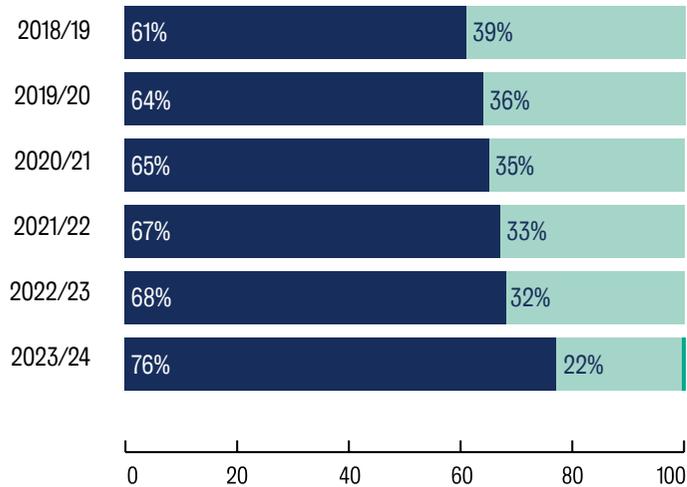
**Professional service staff**



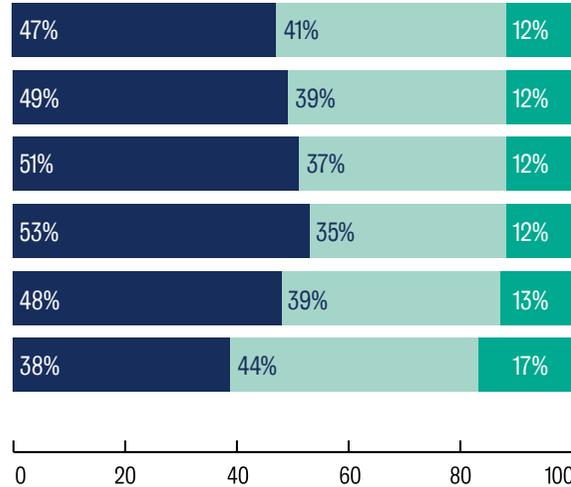
# Age: student profile

The majority of undergraduate students are aged 20 and under, the proportion of which increased gradually to 68% in 2022/23 and then jumped to 77% in 2023/24. The majority of postgraduate taught students are now 25-39, disrupting the pattern since 2018/19 of 24 and under being the majority. The 24 and under age category decreased from 48% in 2022/23 to 39% in 2023/24. The majority of postgraduate research students continue to be between 25 and 39, but the proportion dropped from 73% in 2022/23 to 62% in 2023/24 after remaining fairly stable since 2018/19.

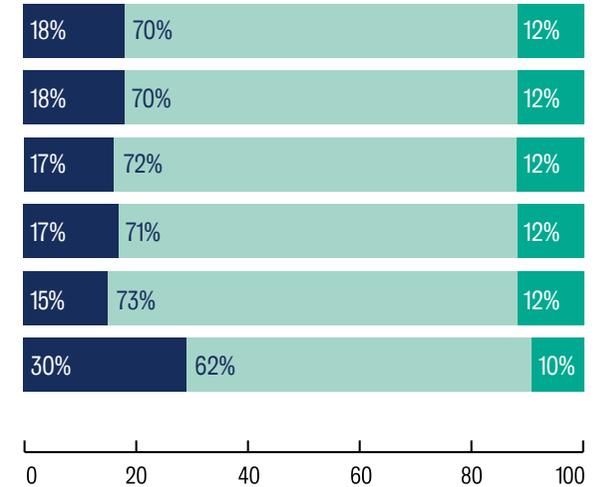
**UG students**



**PGT students**



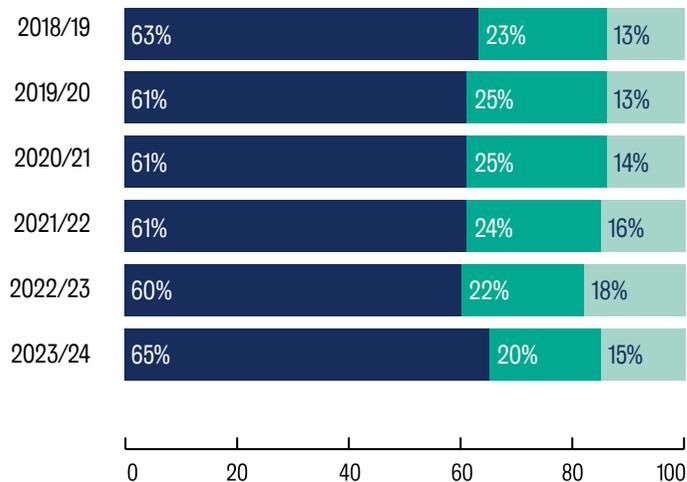
**PGR students**



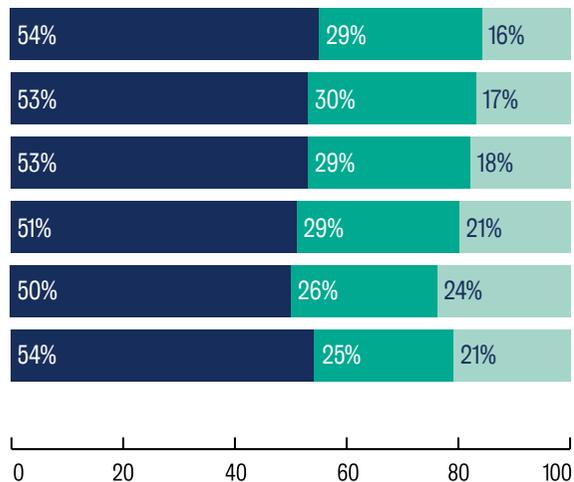
# Nationality: workforce profile

The percentage of staff from the UK has increased to 65%. This figure is lower for academics (54%), and higher for professional services staff (75%). EU staff make up 20% of our workforce and non-EU staff make up 15%.

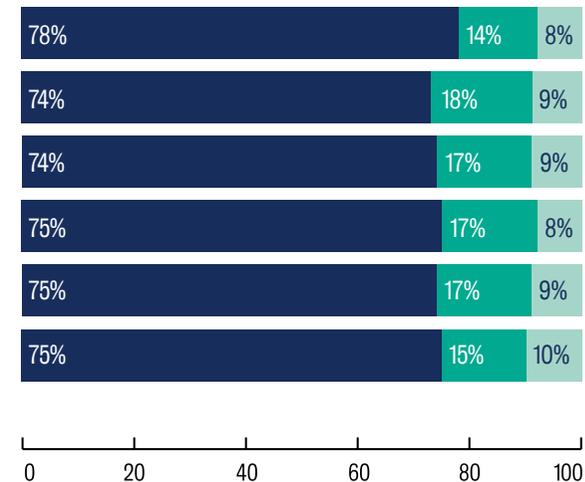
**All staff**



**Academic staff**



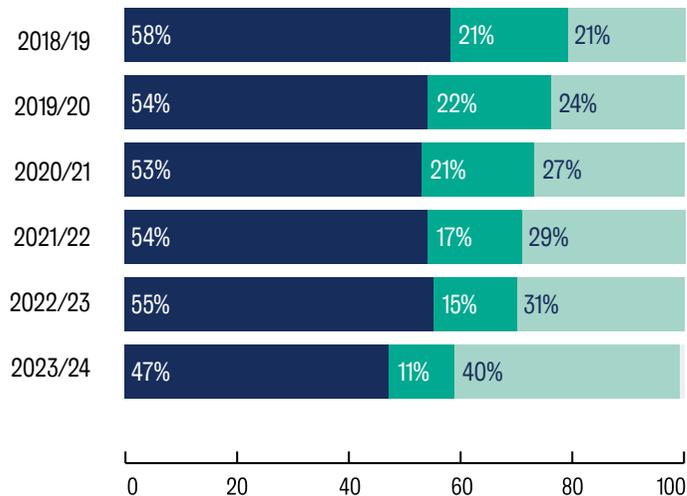
**Professional service staff**



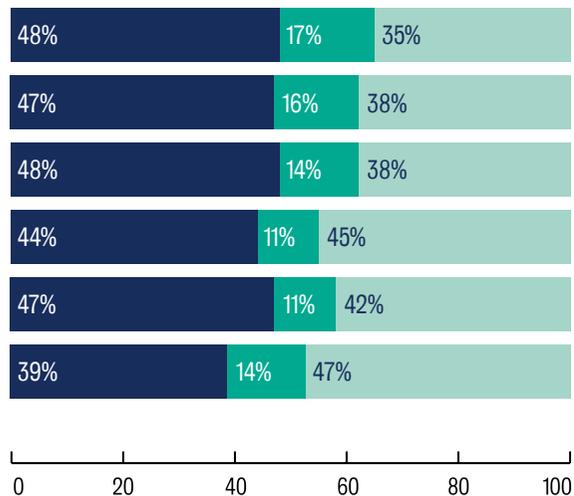
# Nationality: student profile

The percentage of students from the UK at undergraduate level (47%) and postgraduate research level (40%) has decreased since 2022/23, but they remain in the majority. At postgraduate taught level, non-EU students are now the majority (47%) for the first time since we have been reporting this data.

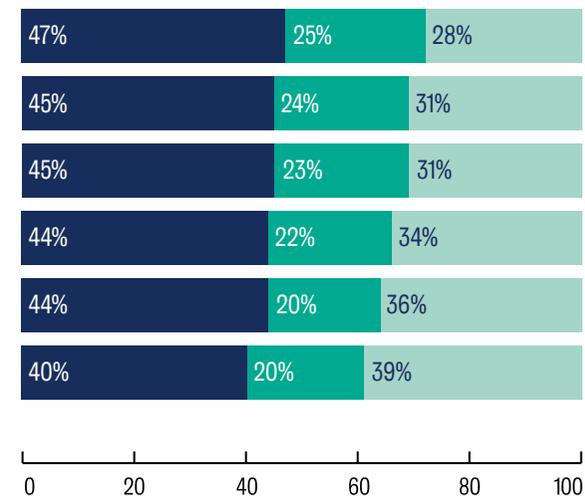
**UG students**



**PGT students**



**PGR students**

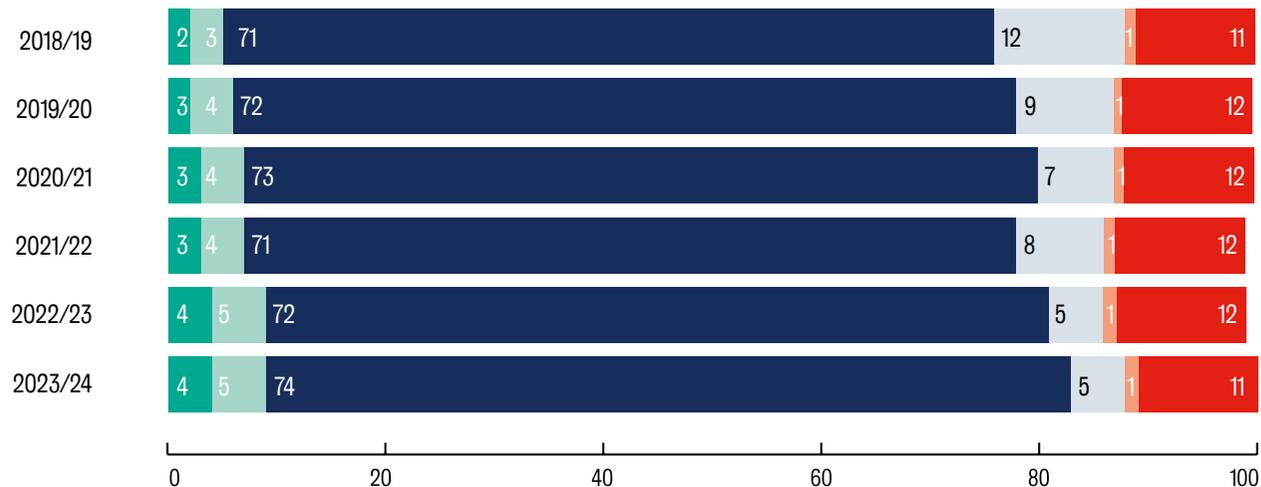


# Sexual orientation

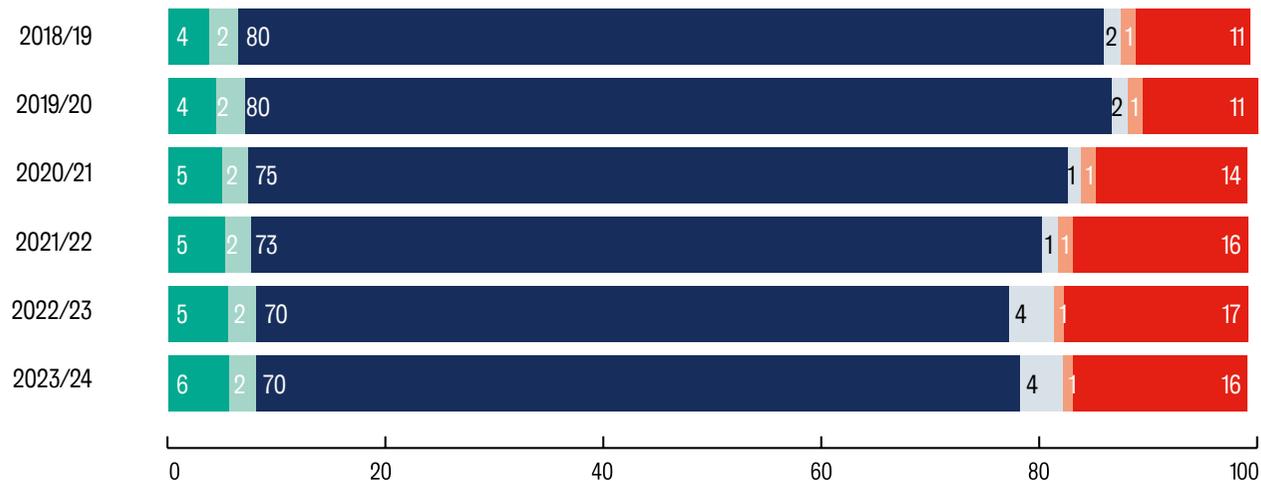
Almost three quarters staff are heterosexual (74%). The next highest figure is for 'prefer not to say' (11%). These figures have been relatively consistent between 2018/19 and 2023/24.

There is a similar pattern for students, with 71% identifying as heterosexual and 16% preferring not to say.

## All staff



## All students

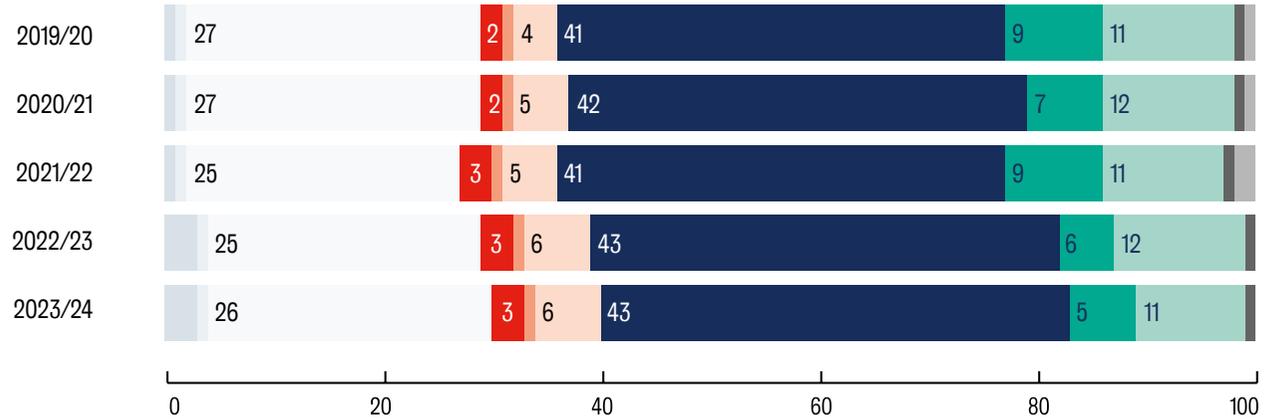


# Religion and belief

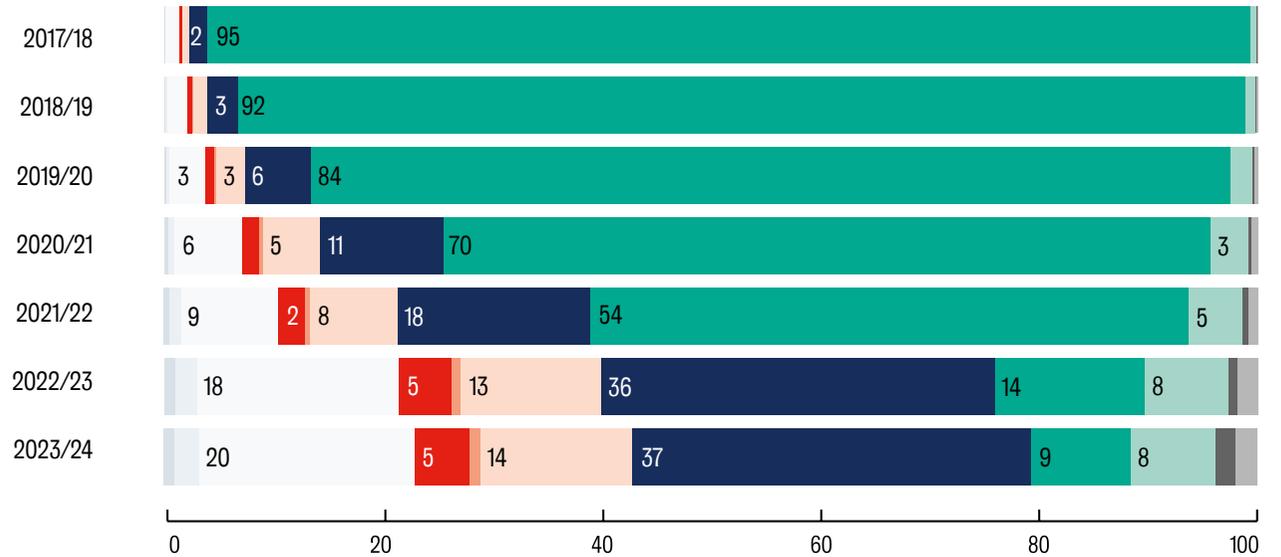
People with no religion make up 43% of all staff. The second highest category is Christian at 26%. These numbers have remained fairly consistent since 2019/20.

Those reporting no religion are now 37% of the student population. This looks like a significant increase over time, but previously most students' religious data were not available.

## All staff



## All students



## Summary

*Our sincere thanks to everyone who has championed our EDI efforts this year. We can truly be proud of the collective progress made towards building an inclusive environment where all our people feel empowered.*

The annual EDI report highlights both our significant achievements and the critical areas where further work is needed. Insights from recent staff surveys have been instrumental, and we remain committed to listening to our community. This ensures our collective efforts are impactful and drive the positive change we need.

A diverse workforce is fundamental to enhancing innovation, creativity, and our ability to attract and retain top talent, demonstrating our core values of inclusion and belonging.

Now more than ever, it is vital that we unite in our commitment to achieving our EDI objectives. This essential work requires the collective effort of every one of us. Thank you once again for your passion, unwavering commitment, and excellent contributions.

Lorraine Kelly, Director, Culture and Talent/Deputy Chief People Officer.



# Annual Data Report 2023/24

**Compiled and supported by** Lorraine Kelly, Director, Culture and Talent/Deputy Chief People Officer

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