

Exactly How Diverse are We?

The [PowerBi](#) analytics data for Diversity & Inclusion provides information across King's College London, in terms of disability, gender and ethnic diversity for all staff and students across the faculties and across the hierarchical employment structure. This information is accessible to all staff members, and I would urge you to acquaint yourself with it. The data obtained in 2018/2019 provides some interesting findings.

Focussing on ethnic diversity, this is displayed in 2 categories. Staff who identify as 'White' & Staff who identify as from a 'Black, Asian and minority ethnic' background. In some cases, Black, Asian and minority ethnic data was further subdivided to Asian Indian, Asian Bangladeshi, Asian Pakistani, Chinese & Black, along with 'Mixed, Other & Prefer not to say'.

The data showed that staff from Black, Asian and minority ethnic backgrounds are underrepresented in the higher graded positions in the organisational hierarchy, in both Professional Services & Academic positions (figure 1). 33% of Black staff were employed at grade 2 & 3 on permanent contracts which significantly fell to 12-17 % by grade 8. The fixed term contracts showed that 60 % of Black, Asian and minority ethnic staff were employed at grade 3 which fell to under 30% for those at grade 6.

However, fewer than 20 % of staff members from a Black, Asian & Minority ethnic backgrounds held academic positions (figure 2). The data for entry position for academics leading finally to Professorial levels, shows 8-15% were of Asian descent and 5-8% were of Chinese descent employed in permanent positions. For those on fixed term contracts, 8-13% were from both populations, but at higher levels, Senior Lecturer, Reader & Professorial staff were exclusively White. Staff from a Black background were only represented at Researcher grade for fixed term contracts, and this nominal value was too small to register.

The proportion of students from Black, Asian and minority ethnic background is greater than the staff numbers from the same cohort (figure 3). A breakdown of this cohort in FoLSM for students (57%) compared to all Staff-PS & academic (30 %). Differentiation of Staff and Student populations from a 'South Asian background' was welcomed as Indian students tend to be more represented in higher education compared to people from Pakistani & Bangladeshi backgrounds. The demographic of both Chinese and Black populations was not differentiated, possibly due to much lower numbers. When data included non-domicile students, this revealed that fewer UK based Black students are undertaking courses in FoLSM to the same extent as other groups (figure 4).

This lack of diversity amongst staff is likely to contribute to lower student numbers reflected in the number of post graduate students. With positive role models and an improved representation in the Black, Asian and minority ethnic staff populations, KCL could convey a subliminal message, that plays a role in shaping the expectations and ambitions of both students and staff alike. The notion that *'You can't BE what you can't SEE'* is an important consideration.

Externally, the Higher Education Statistics Agency [Reports](#) the lack of representation of Black, Asian and minority ethnic staff, such that of the 22,795 Professors in the UK, 155 are black and of those only 40 are black women. One analysis shows that 20,000 PhD positions awarded over three years, 245 were black students (1.2%), of which 30 were from black Caribbean backgrounds. This is hardly surprising given the figures reported.

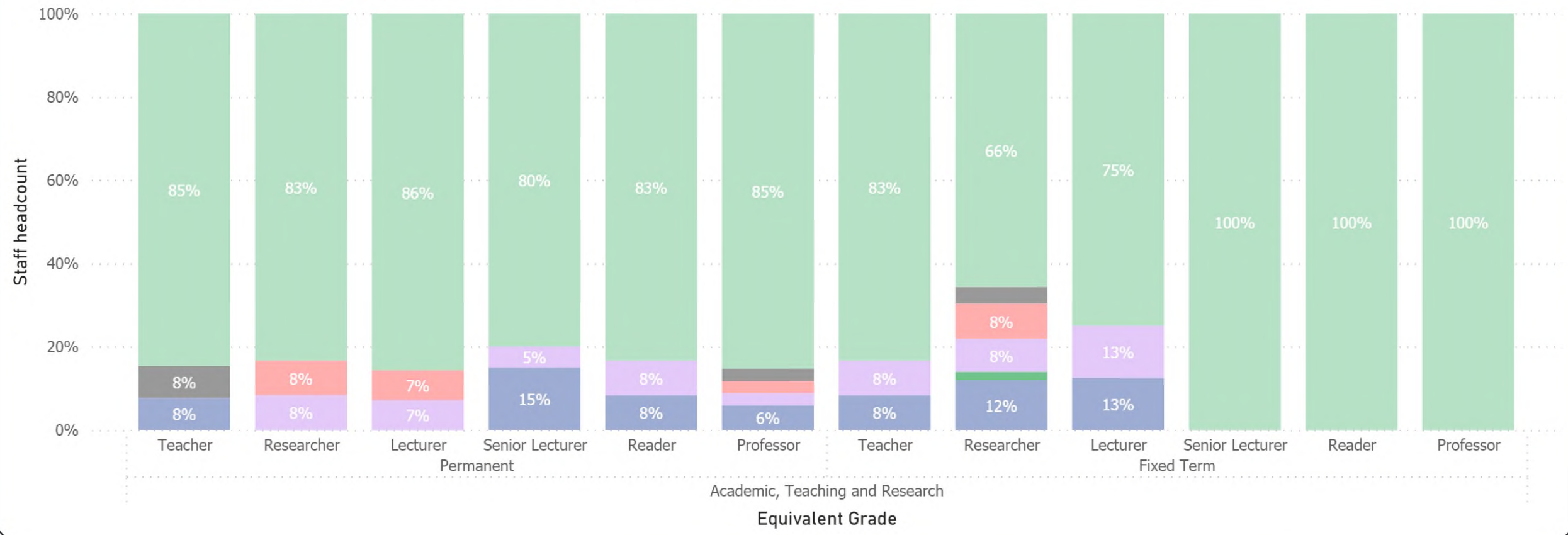
This information is an essential tool to enable us to start to understand the extent of Equality & Diversity at King's; with the aim of addressing the obvious issues.

Tier 0:
 Tier 1:
 Academic Year:
 Staff Category:

Contract Mode:
 Contract Terms:
 Staff Leavers:
 New Starters:

Academic Staff by Ethnicity, Contract Term & Grade

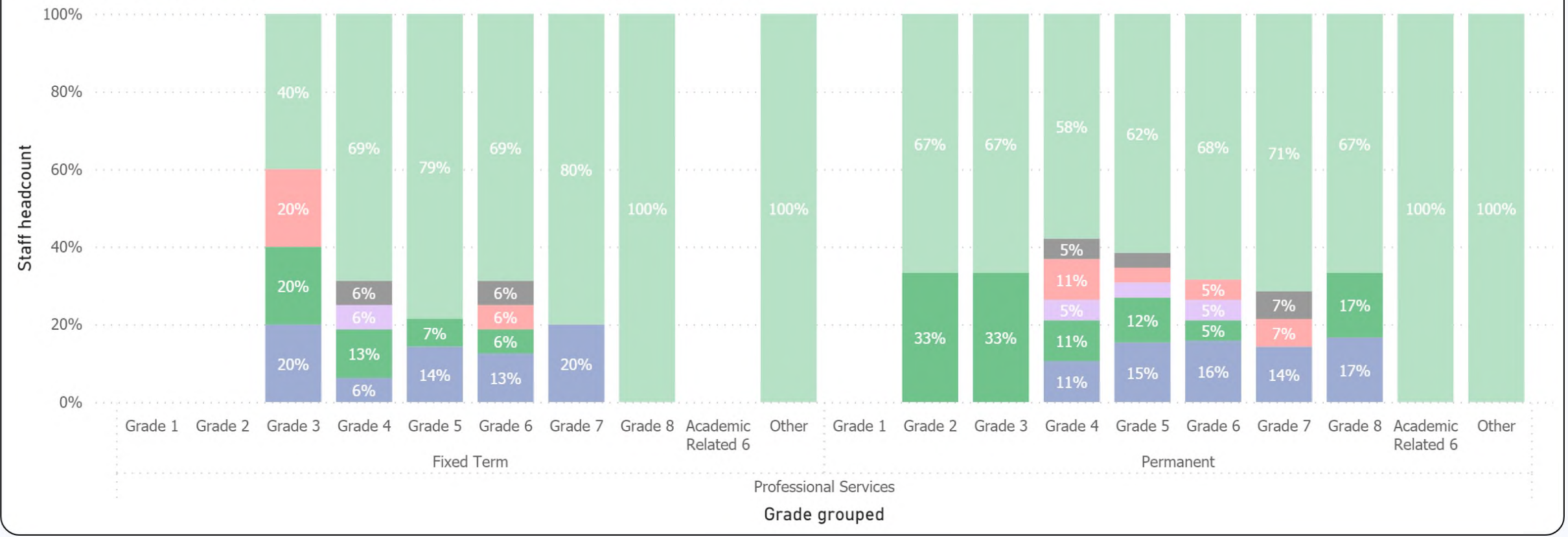
Ethnicity 5 way ● Asian ● Black ● Chinese ● Other & mixed ● Prefer not to say / Unknown ● White



Tier 0:
 Tier 1:
 Academic Year:
 Staff Category:
 Contract Mode:
 Contract Terms:
 Staff Leavers:
 New Starters:

Professional Service Staff by Ethnicity, Contract Term & Grade

Ethnicity 5 way ● Asian ● Black ● Chinese ● Other & mixed ● Prefer not to say / Unknown ● White



Ethnicity detailed by size and shape

Figure 3

- As per HESA guidelines, all numbers are rounded to the nearest 5. Percentages based on small groups may be distorted because of this.

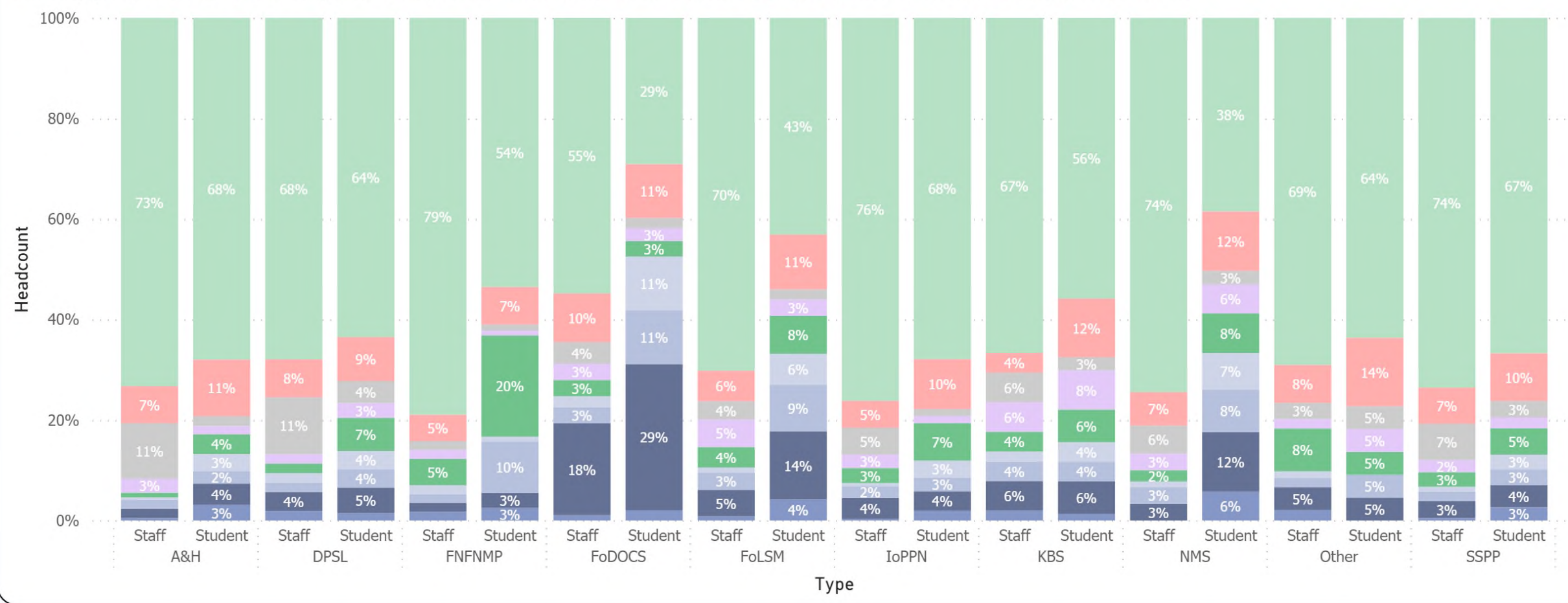
Tier 0: All
 Tier 1: All
 Category: All
 Academic Year: 2018/19

Shape Size



% Headcount by Ethnicity, Tier 1 and Type

Ethnicity grouped 8 way ● Asian Bangladeshi ● Asian Indian ● Asian Other ● Asian Pakistani ● Black ● Chinese ● Not known ● Other & mixed ● White



Tier 0: All
 Tier 1: All
 Category: All
 Academic Year: 2018/19

Shape (highlighted)
 Size



% Headcount by Ethnicity, Tier 1 and Type

Ethnicity 5 way ● Asian ● Black ● Chinese ● Non-UK domicile ● Other & mixed ● Prefer not to say / Unknown ● White

