



UHR Conference 2025

Online 13 - 15 May

#UHR25

#UHRawards25

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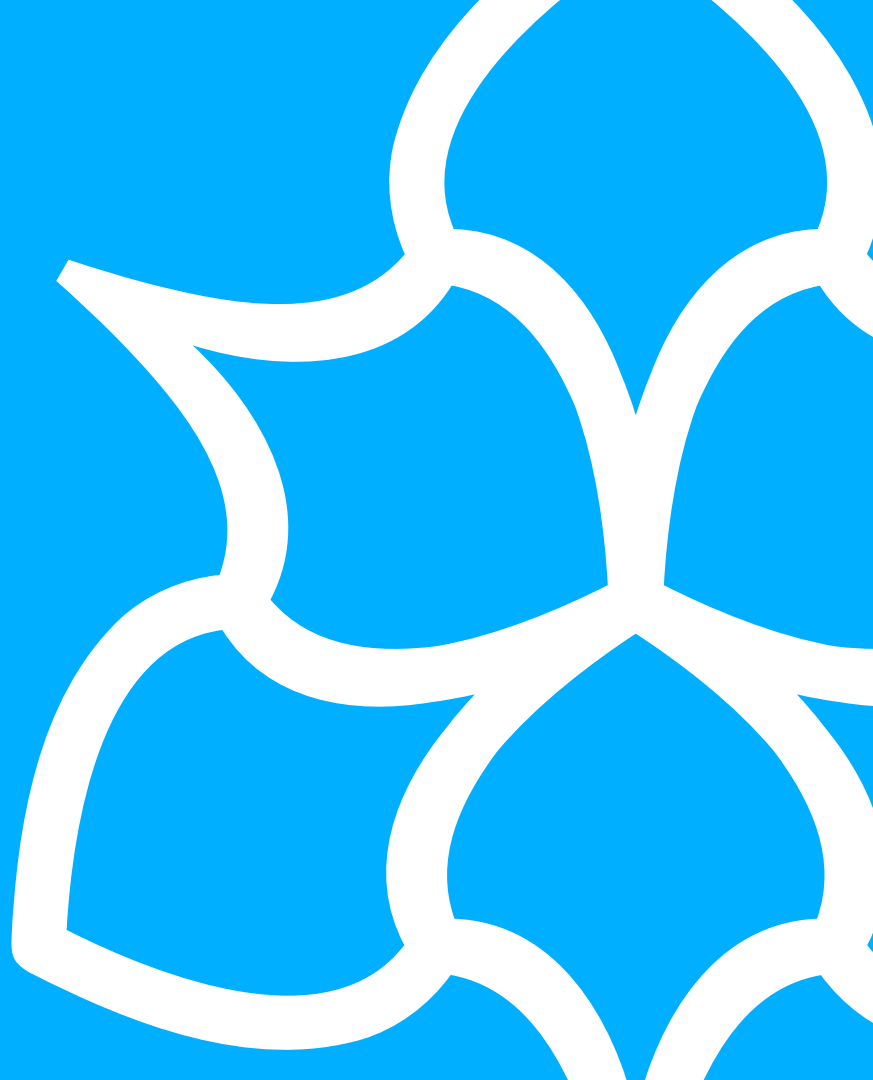




**Manchester
Metropolitan
University**

EDI Data: Developing a Road to success

Naheed Nazir – Director Equality Diversity &
Inclusion

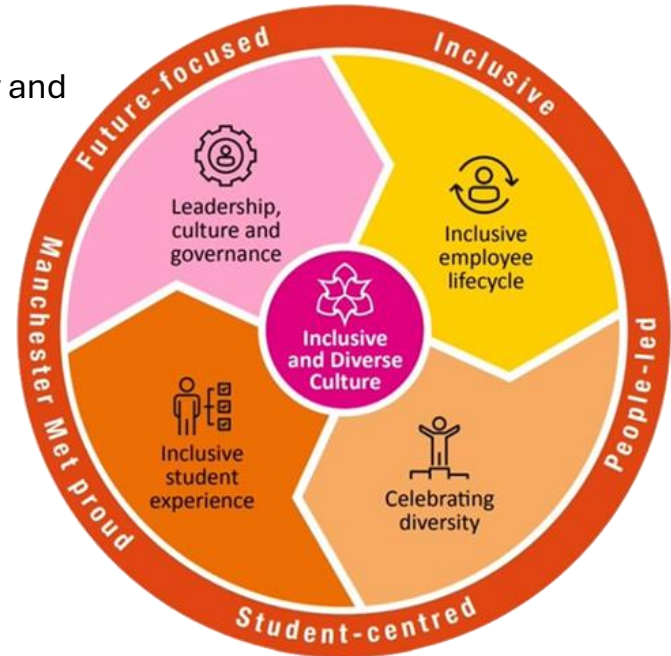


Inclusive and Diverse Culture

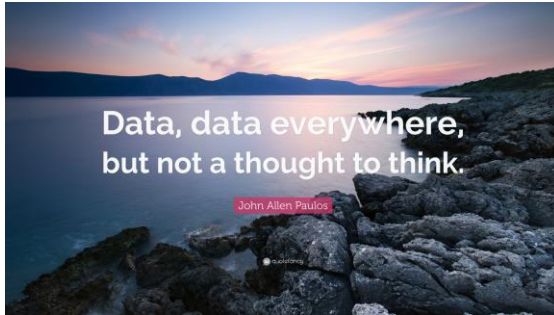
An Intentionally Inclusive University.

‘Embedding an inclusive **culture of belonging** that **promotes equity** and **celebrates diversity**.’

Manchester Metropolitan University is committed to EDI and ensuring that all staff and students are supported, empowered, and championed for who they are. These ambitions are underlying principles in Manchester Met’s Inclusive and Diverse and Culture (IDC) and Great Place to Work Strategies and are fundamental enablers to the University’s Road to 2030 Strategy.



Where it all began



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PEDF 1 Staff Grade

The proportion of staff by protected characteristic at each grade, compared to the percentage of staff by protected characteristic at all grades. The **Grade difference to total %** is to the proportion of staff at all grades by protected characteristic for the filters selected.

Data can be filtered by faculty/department/directorate and by academic year and quarter. Click on the buttons to switch between viewing your data as a table or chart.

Population: employee groups 1A to 2E, excluding casual, sessional and contractors. Census point data updated quarterly. **Data is redacted if the denominator population size is under 10.**

Employee Group Professional S...

Faculty, Department/Director... Multiple selections

Academic Year 24/25

Qtr Qtr3

Nationality All

Academic Career Pathway All

Professional Services

Qtr3 24/25

832

Number of positions

PEDF1 Chart

PEDF1 Table

PEDF1 YoY

PEDF1 Intersectionality

Sector

Protected Characteristic % by All Grades and Gender

Gender Female Male

Select Protected Characteristic

Gender

Disability Status

Disability group 4-way

BAME/White Identity

Ethnic Group (HESA)

Ethnic Group (Detailed)

Sexual Orientation

Select level of detail on grade

All Grades

Grade Group

Grade Detail

41.6%

58.4%

All grades

90%

PEDF7 Promotions

Population: all applications to positions which have been filled for roles in employee groups 1A to 2E, excluding casual, sessional and contractors. Data updated quarterly (by date of advert). Data is redacted if the selected denominator population size is less than 10.

Qtr4 

5 Offers

- ☒ Gender
- ☐ Disability Status
- ☐ Disability group 4-way
- ☐ BAME/White Identity
- ☐ Ethnic Group (HESA)
- ☐ Ethnic Group (Detailed)
- ☐ Sexual Orientation

PEDF2
Intersectionality

	For BAME applicants	For disabled applicants	For female applicants	For LGBO applicants
Relative shortlist rate			1.01	
	For BAME shortlist	For disabled shortlist	For female shortlist	For LGBO shortlist

This data shows the relative rates of candidates who share the listed protected characteristic being **shortlisted** (from application) and **offered** (from shortlist), compared to others who do not share that protected characteristic.

Using disability as an example:

The **relative shortlist rate** is calculated by dividing the proportion of disabled applicants who are shortlisted by the proportion of non-disabled applicants who are shortlisted.

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

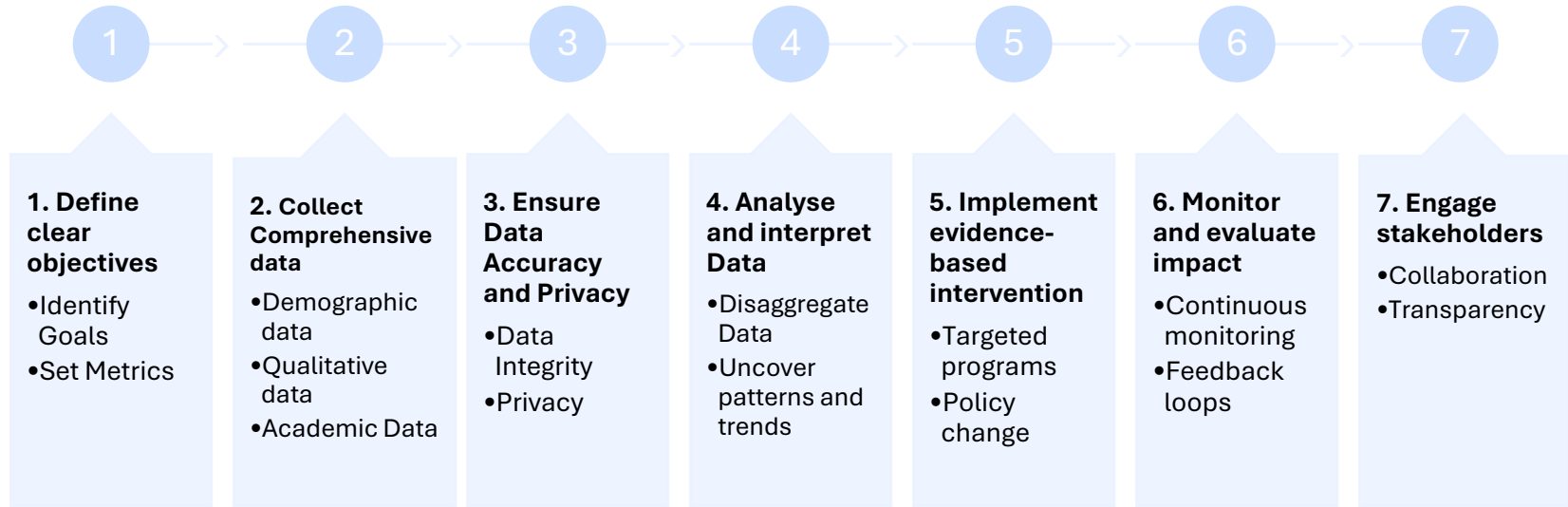
A relative rate of 1.0 means that people who do and don't share the protected characteristic are equally likely to be shortlisted. With a relative rate of 1.4, for every 10 non-disabled candidates who are shortlisted, 14 disabled candidates are shortlisted.

Impact and Representation

Measurable shift in **behavioural** and **cultural change** (2023/24 EVS).

- 80% of colleagues strongly agree or agree that the University is committed to EDI (an increase of 6pp compared with 2022)
- 79% feel respected at work, and feel they are treated fairly (up 5pp and 9pp respectively compared to 2022)
- And 70% feel a strong sense of community (up 9pp)
- Students: increases in the positivity of perception and sense of belonging (2023/24 Equality Student Survey)
 - 87% of respondents would recommend us as a great place to study
 - 70% of Black Asian and Minority Ethnic students who responded feel valued
- We have doubled our Black ethnic minority staff representation at senior level within professional services over the last 12 months this has increased from 3.2% to 6.5%.
- Our 2023 gender pay gap of 7.5% in 2024, remains significantly lower than the sector average of 14%.
- Our relative likelihood of recruitment from shortlisted for disability, female, ethnicity and LGBTQ+ have all increased.





Takeaways



Any Questions?



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