



Cardiff  
Metropolitan  
University

Prifysgol  
Metropolitan  
Caerdydd



Equality and Diversity at  
Cardiff Metropolitan University

Cydraddoldeb ac Amrywiaeth yn  
Prifysgol Fetropolitan Caerdydd

## Equality and Diversity Annual Report 2013 – 2014

### Student Report

Secretariat

March 2015

If you would like this report in an alternative format please contact the Clerk's Office on 029 2041

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## 1 Enrolment and the Student Population

### 1.1 Enrolled Student Statistics

<b>Level of study</b>	<b>No. of student enrolments</b>
PGR	503
PGT	5126
UGD	10701
UGnD	1380
Total:	17710
<b>Gender</b>	<b>No. of students</b>
Female	8946
Male	8274
Total:	17220
<b>Age</b>	<b>No. of Students</b>
Age 21 - 25	9563
Age 26 - 30	2543
Age 31 - 35	1234
Age 36 or over	1837
Age under 21	2043
Total:	17220
<b>Welsh Language Ability</b>	<b>No. of Students</b>
Fluent Welsh Speaker	1067
Welsh Speaker not fluent	947
Not Welsh Speaker	15206
Total:	17220
<b>Declared disability</b>	<b>No. of Students</b>
No known disability	16078
A specific learning disability	655
Mental health difficulties	150
Other disability	116
An unseen disability	75
Multiple disabilities	55
Wheelchair user or mobility issues	43
Deaf or hearing impairment	24
Autistic Spectrum Disorder	17
Blind or partially sighted	7

		Total:	17220
Ethnicity		No. of Students	
Arab		108	
Asian or Asian British - Bangladeshi		427	
Asian or Asian British - Indian		561	
Asian or Asian British - Pakistani		377	
Black or Black British - African		1009	
Black or Black British - Caribbean		52	
Chinese		344	
Mixed - White & Asian		125	
Mixed - White & Black African		77	
Mixed - White & Black Caribbean		87	
Other Asian background		1024	
Other Black background		119	
Other Ethnic background		306	
Other Mixed background		94	
White		11234	
Not known		85	
Information refused		1191	
		Total:	17220
Nationality Group	Nationality	No. of Students	
British	England	165	
British	Northern Ireland	7	
British	Scotland	6	
British	United Kingdom (excluding the Channel Islands and the Isle of Man)	10714	
British	United Kingdom, not otherwise specified	74	
British	Wales	523	
European Union	Austria	6	
European Union	Belgium	23	
European Union	Bulgaria	26	
European Union	Croatia	5	
European Union	Cyprus (European Union)	5	
European Union	Czech Republic	5	
European Union	Denmark	12	
European Union	Estonia	7	
European Union	Finland	7	

European Union	France	94
European Union	Germany	112
European Union	Gibraltar	15
European Union	Greece	25
European Union	Hungary	13
European Union	Ireland (Republic of)	123
European Union	Italy	41
European Union	Latvia	10
European Union	Lithuania	11
European Union	Luxembourg	1
European Union	Malta	5
European Union	Netherlands	16
European Union	Poland	77
European Union	Portugal	30
European Union	Romania	35
European Union	Slovakia	8
European Union	Slovenia	1
European Union	Spain	56
European Union	Sweden	16
Islands	Isle of Man (The)	5
Islands	Jersey	5
Overseas	Afghanistan	34
Overseas	Albania	3
Overseas	Algeria	55
Overseas	Angola	4
Overseas	Antigua and Barbuda	1
Overseas	Armenia	17
Overseas	Australia	9
Overseas	Azerbaijan	10
Overseas	Bahrain	10
Overseas	Bangladesh	378
Overseas	Barbados	2
Overseas	Belarus	7
Overseas	Bermuda	2
Overseas	Bosnia and Herzegovina	2
Overseas	Botswana	8
Overseas	Brazil	25

Overseas	Brunei	75
Overseas	Burma	25
Overseas	Burundi	3
Overseas	Cameroon	128
Overseas	Canada	33
Overseas	China (People's Republic of)	496
Overseas	Colombia	29
Overseas	Congo (Democratic Republic)	4
Overseas	Congo (People's Republic)	2
Overseas	Costa Rica	1
Overseas	Cyprus (Non-European Union)	1
Overseas	Djibouti	1
Overseas	Dominica	1
Overseas	Ecuador	7
Overseas	Egypt	65
Overseas	Eritrea	5
Overseas	Ethiopia	32
Overseas	Gambia	17
Overseas	Georgia	24
Overseas	Ghana	86
Overseas	Grenada	1
Overseas	Guinea	3
Overseas	Guyana	2
Overseas	Hong Kong	14
Overseas	India	592
Overseas	Indonesia	29
Overseas	Iran	37
Overseas	Iraq	28
Overseas	Ivory Coast	10
Overseas	Jamaica	4
Overseas	Japan	16
Overseas	Jordan	70
Overseas	Kampuchea	2
Overseas	Kazakhstan	25
Overseas	Kenya	35
Overseas	Kuwait	11
Overseas	Kyrgyzstan	16

Overseas	Lao People's Democratic Republic	9
Overseas	Lebanon	19
Overseas	Lesotho	1
Overseas	Liberia	3
Overseas	Libya	24
Overseas	Madagascar	1
Overseas	Malawi	5
Overseas	Malaysia	33
Overseas	Maldives Islands	1
Overseas	Mali	2
Overseas	Mauritania	6
Overseas	Mauritius	18
Overseas	Mexico	5
Overseas	Moldova	2
Overseas	Mongolia	29
Overseas	Morocco	110
Overseas	Namibia	1
Overseas	Nepal	196
Overseas	New Zealand	3
Overseas	Niger	1
Overseas	Nigeria	427
Overseas	Norway	4
Overseas	Not known	7
Overseas	Oman	90
Overseas	Pakistan	308
Overseas	Peru	1
Overseas	Philippines	45
Overseas	Qatar	25
Overseas	Republic of Korea (South Korea)	14
Overseas	Russia	21
Overseas	Rwanda	28
Overseas	Saudi Arabia	102
Overseas	Senegal	19
Overseas	Serbia	4
Overseas	Seychelles	1
Overseas	Sierra Leone	7
Overseas	Singapore	4

Overseas	Somali Democratic Republic	13
Overseas	South Africa	11
Overseas	Sri Lanka	125
Overseas	St Lucia	5
Overseas	St Vincent & the Grenadines	1
Overseas	Sudan	4
Overseas	Swaziland	2
Overseas	Switzerland	3
Overseas	Syrian Arab Republic	10
Overseas	Taiwan	16
Overseas	Tajikistan	5
Overseas	Tanzania	63
Overseas	Thailand	43
Overseas	Togo	1
Overseas	Trinidad & Tobago	1
Overseas	Tunisia	11
Overseas	Turkey	120
Overseas	Turkmenistan	28
Overseas	Uganda	14
Overseas	Ukraine	10
Overseas	United Arab Emirates	17
Overseas	Upper Volta	1
Overseas	USA	26
Overseas	Uzbekistan	59
Overseas	Venezuela	4
Overseas	Vietnam	194
Overseas	Virgin Is (British)	1
Overseas	West Bank (inc. East Jerusalem) & Gaza Strip	8
Overseas	Yemen (People's Democratic Republic)	3
Overseas	Zambia	20
Overseas	Zimbabwe	44
	Total:	17220
	No. countries with > 10 students:	87
	No. countries with > 20 students:	59



## 1.2 Awards and Withdrawals

Award	PGR	PGT	UGD	UGnD	Total
Award: First Class Honours			662		662
Award: Upper Second Class Honours			2043		2043
Award: Lower Second Class Honours			1432		1432
Award: Third Class Honours			291		291
Award: Pass	48	3072	109	156	3385
Award: Ordinary Degree				125	125
Award: Diploma of HE			73	268	341
Award: Credits at level 6			1	1	2
Award: Certificate of HE	1	1	305	156	463
Award: Foundation Certificate			79		79
Unknown Progression (Not complete, Non-standard year)	473	395	238	269	1375
Continuing	1	1935	6612	468	9016
Failed		16	327	47	390
Withdrawn	18	86	190	42	336
Referred or Deferred		267	815	64	1146
Total	541	5772	13177	1596	21086

## 2 Finances and Welfare Advisory Service

During the 2013/14 academic year, of the 400+ students who accessed the Finance & Welfare Service, 434 (380 in 2012/13) completed a monitoring form by which the Service captured data on protected characteristics, and these are noted below. (The monitoring form is anonymous and is not linked to the students' case notes).

Gender	2012-13	2013-14
Male	136	165
Female	242	267
Transgender	n/s	n/s
Prefer not to say/blank	2	1
Total	380	433

<b>Disability</b>	<b>2012-2013</b>	<b>2013-14</b>
Dyslexia / specific learning difficulty	46	42
Visual impairment	2	1
Hearing impairment	2	5
Mobility difficulties	5	9
Mental Health issues	35	52
Unseen	2	0
Multiple disabilities	4	21
Other	26	16
Autistic spectrum disorder	2	4
<b>Total</b>	<b>124</b>	<b>150</b>

<b>Race</b>	<b>2012-13</b>	<b>2013-14</b>
Asian / Asian British (Indian, Pakistani, Bangladeshi, Other)	11	23
Black / Black British (African, Caribbean, Other)	31	32
Chinese	0	4
Mixed (White / Black Caribbean, White / Black African, White / Asian, Other)	18	24
White British / Other	303	341
Other	12	4
Prefer not to say / blank	5	4
<b>Total</b>	<b>380</b>	<b>434</b>

<b>Age</b>	<b>2012-13</b>	<b>2013-14</b>
16-18	24	30
19-21	165	180
22-30	137	153
31-40	32	35
41+	22	33
Prefer not to say/blank	0	3
<b>Total</b>	<b>380</b>	<b>434</b>

21% of service-users selected an ethnicity group other than White British/White other: 34.5% of service-users indicated that they had a disability, 35% of whom indicated that they had a mental health condition and 7% of students who accessed the Service were Welsh speakers/bi-lingual.

An additional category of 'Transgender' was added to the monitoring in 2012/13 and the number of students who selected this option during the 2013/14 academic year was in the 0-5 range.

### 3 Counselling Service

There has been no significant change in the overall profile of clients using the Service in 2013-14 as female students continue to outnumber male students by more than 2:1 and the ethnicity of the highest number of service users remains White British. As can be seen below, overall there has been a 26.3% increase in the number of students who received counselling in the two years from 2011/12 to 2013/14. There is an overall increase in demand across the student group and a doubling in the number of students receiving counselling who have mental health issues and diagnoses over this period. A breakdown of the statistics is given below.

<b>Gender</b>	<b>2012-13</b>	<b>2013-14</b>
Male	97	116
Female	251	294
Prefer not to say/blank	24	27
<b>Total</b>	<b>372</b>	<b>437</b>

<b>Disability</b>	<b>2012-13</b>	<b>2013-14</b>
Dyslexia	29	21
Visual impairments	0	1
Hearing impairments	1	2
Mobility difficulties	0	3
Mental Health issues	41	54
Unseen	0	1
Multiple disabilities	7	3
Other	10	8
Autism Spectrum Disorder	3	4
<b>Total</b>	<b>91</b>	<b>97</b>

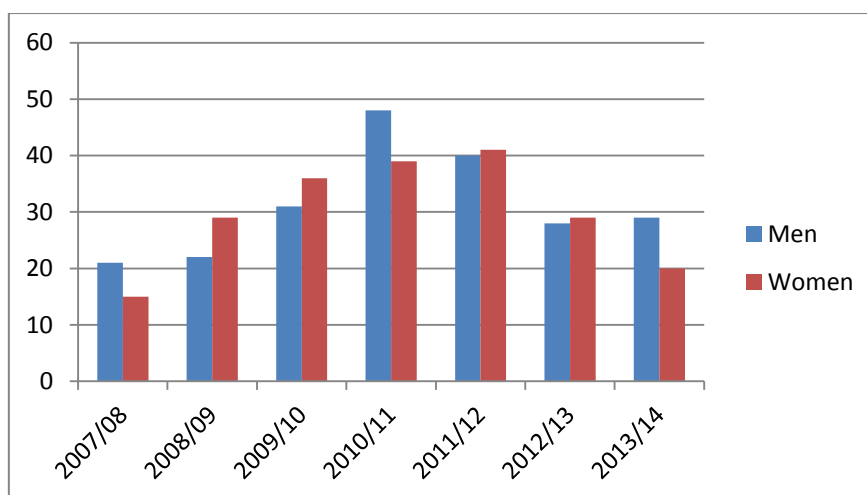
Age	2012-13	2013-14
16-18	25	17
19-21	167	164
22-30	92	89
31-40	24	33
41+	25	21
Prefer not to say/blank	25	113
Total	358	437

Race	2012-13	2013-14
White British, White Irish and White Other	232	252
Mixed (White / Black Caribbean, White/Black African, White/Asian, Other)	10	5
Black/Black British African/Caribbean/Other	7	11
Asian/Asian British (Indian/Pakistani/Bangladeshi/Other)	9	14
Chinese	1	2
Other	5	5
Prefer not to say/blank	94	147
Total	358	437

## 4 Research Students

### 4.1 Recruitment

Recruitment of PGR students has shown an overall drop in 2013/2014 (n=49) in comparison to 2012/13 (n=57) which now appears to reflect an overall trend since the recruitment 'high point' (n=87) in 2010/2011. Of the smaller cohort of candidates who enrolled, the men outnumbered women for the first time in three years and by a larger difference than ever before.



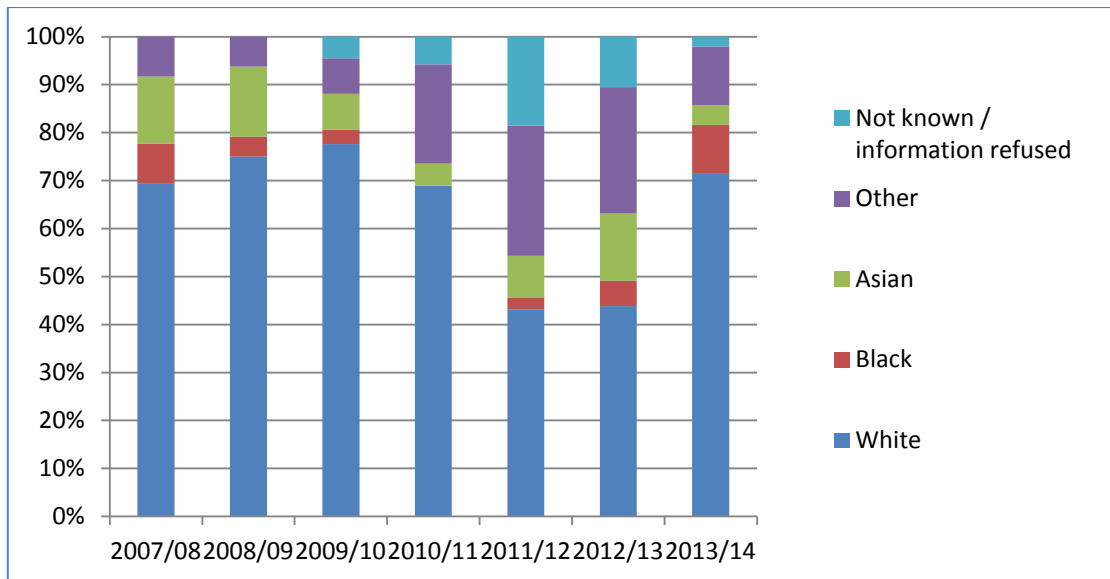
*Number of women and men recruited to PGR programmes at Cardiff Met, 2007/08 to 2013/14*

Age profile of PGR candidates at the point of recruitment shows no conspicuous pattern, indeed it is probably more notable for its arbitrariness. If there is a trend of any kind, it is that Cardiff Met continues to recruit effectively from the more mature PGR population.

	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
<b>Number</b>							
> 40	16	20	23	23	15	14	16
31-40	9	15	16	29	20	23	15
26-30	7	9	17	19	28	11	7
≤ 25	4	7	11	16	18	9	11

*Age profile (in years) of PGR students recruited at Cardiff Met, 2007/08 to 2013/14*

The ethnicity of the PGR students recruited remains difficult to interpret and caution must be exercised in drawing firm conclusions. White candidates are the largest single group, but the opportunity to identify ethnicity with increasing precision (especially for those with complex cultural backgrounds) presents challenges for analysis linked to policy and/or implementation of organisational change.

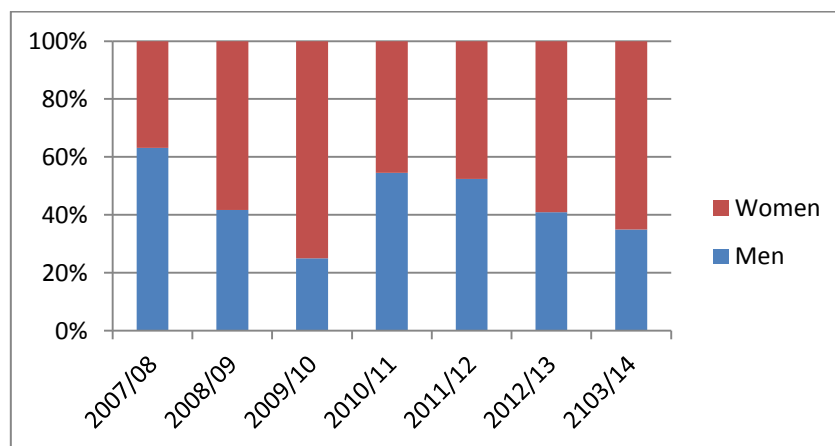


*Ethnic profile of PGR candidates recruited to Cardiff Met, 2007/08 to 2013/14*

In the main, PGR candidates at Cardiff Met are without known and declared disabilities. Since 2007-08, there has never been more than 8% of the annual intake that has declared a disability, and in 2013-14 only 6%.

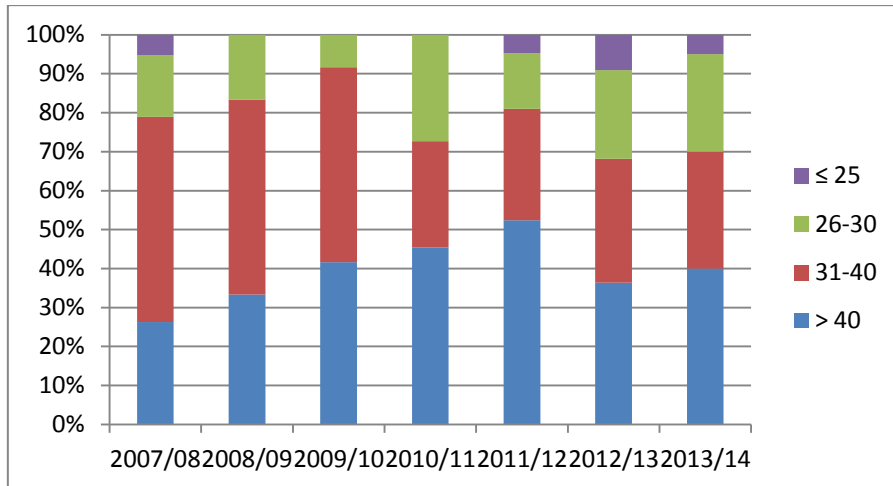
#### 4.2 Suspension

The number of PGR students who suspend their studies is a relatively small fraction of the total number of candidates enrolled. Nevertheless, for 2013-14 of the 20 candidates who suspended their studies, proportionally more were women than men.



*Proportion of women and men who suspended their PGR studies at Cardiff Met, 2007/08 to 2013/14*

Perhaps more telling is the age profile of those who suspended their studies, and it is clear that an emerging pattern from 2012-13 has been maintained in 2013-14. Specifically, older candidates suspend their candidature in greater numbers than other age groups. The overall suspension pattern seems to be linked to age; that is to say, the younger the candidate, the less likely they were to suspend studies.

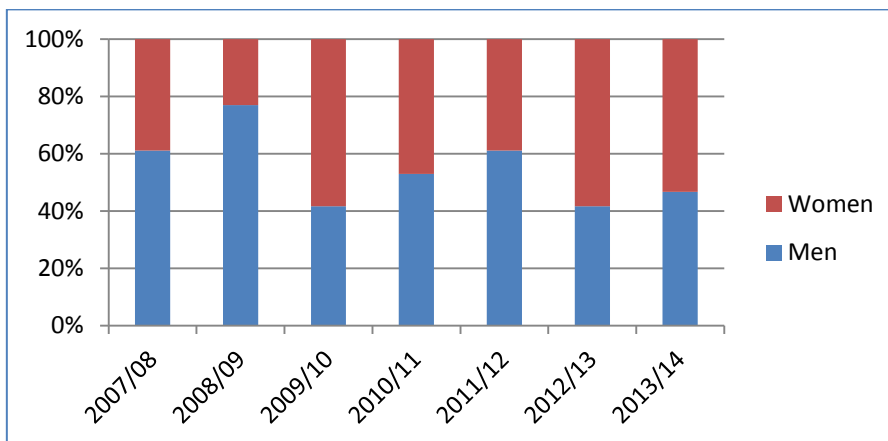


*Age profile of PGR candidates who suspended their studies at Cardiff Met, 2007/08 to 2013/14*

The ethnic profile of the PGR students granted a suspension to their studies remains predominantly white – reflecting (in part, at least) the combined effect of the recruitment pattern over the data capture period. In 2013-14, 19 of the 20 students who suspended were white. For disability, the data set is also small, but of the 20 students who suspended, four (20%) had a declared known disability.

#### 4.3 Withdrawal

The number of number of candidates withdrawing from their studies during 2013-14 (n=15) was an increase on the previous year (n=12). The distribution of women and men appears (again) to be notable because there is no clear pattern across the seven annual cohorts of student data.



*Proportion of women and men who withdrew from their PGR studies at Cardiff Met, 2007/08 to 2013/14*

Older candidates also withdrew in greater numbers and this now seems to be an established trend.

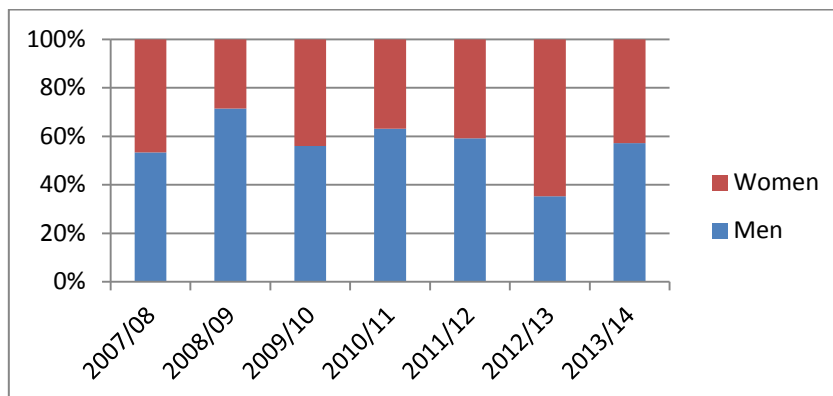


*Age profile of PGR candidates who withdrew from their studies at Cardiff Met, 2007/08 to 2013/14*

Of the 15 candidates who withdrew, 12 declared their ethnic group as white, and one had a known disability.

#### 4.4 Completion

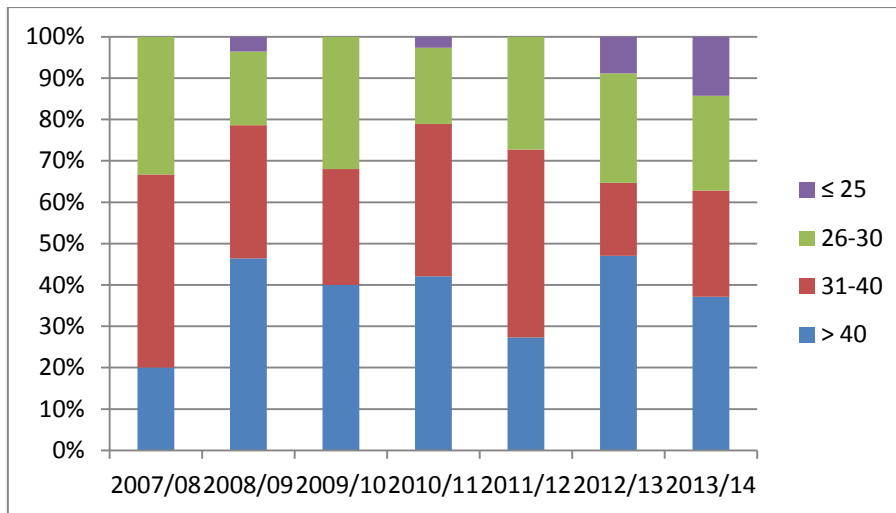
In 2013-14, 35 candidates successfully completed research degrees, of these 20 were men, 15 were women.



*Proportion of women and men who completed their PGR studies at Cardiff Met, 2007/08 to 2013/14*

Reassuringly, in spite of the pattern of suspension and withdrawal the largest single group of students completing their research degree studies were the older age bracket.





*Age profile of PGR candidates at Cardiff Met who completed their studies, 2007/08 to 2013/14*

The overwhelming majority of completing PGR candidates were also white (80%) and without a declared known disability (97%).