King's College LONDON

Equality, Diversity & Inclusion

Annual Data Report
2022-2023

Introduction

People are at the heart of King's College London.

We're building a thriving community and supporting our staff and students to develop their potential. We're proud of how far we've come and the positive and inclusive culture we've built.

King's aims for a culturally vibrant and supportive environment for all. We want to champion equality, diversity and inclusivity. And understand the unique perspectives, experiences, challenges and achievements of our staff and students.

Through this report, we're exploring the distribution and representation of different genders, ethnic backgrounds, disabilities, ages and nationalities. A better understanding will strengthen our ability to provide an enriching environment for everyone.

Under our Thriving Staff Community our priorities for staff are:

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

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

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

How we work and interact is as important as what we achieve

Our inclusive and welcoming community respects individual differences and encourages collaboration. The culture at King's is underpinned by *Our Principles in Action.*

These principles were created by staff and students in 2017 to help us achieve our personal and collective goals. They show what appropriate and inclusive behaviour looks like and help us understand how to get the most out of our work. They also give us a common language to talk about what we do.

Introduction

Our 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

Our Charters and Accreditations

We collaborate with external organisations to maintain our expertise and make sure we're performing at our best.

We also use frameworks to support our progress. We hold a silver Athena Swan award, a bronze Race Equality Charter award and have previously ranked 14th in Stonewall's Workplace Equality Index.

Current partnerships include:
- Working Families Index
- Maternity Pledge
- Business Disability Forum
- Employers Network for Equality & Inclusion

- Hidden Disabilities Sunflower
- Mental Health at Work Commitment
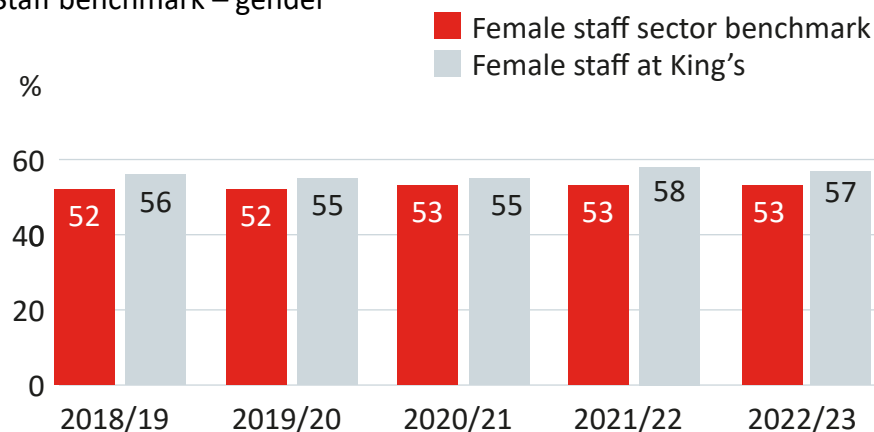
About our data

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. We have used the most recent data available in this report. Where possible we have used data for 2022/23 and included historical data as a comparison.

Please note, we are committed to writing out the full term Black, Asian and minority ethnic instead of the acronym BAME. However, we sometimes use the term Black and minority ethnic (BME) when it is used in the data dashboards and by Advance HE. Where possible we have tried to look at more granular ethnicity data (for example 6-way ethnicity detail, alongside 2-way detail) as umbrella categories such as BAME or BME can mask data trends of more specific ethnic groups.
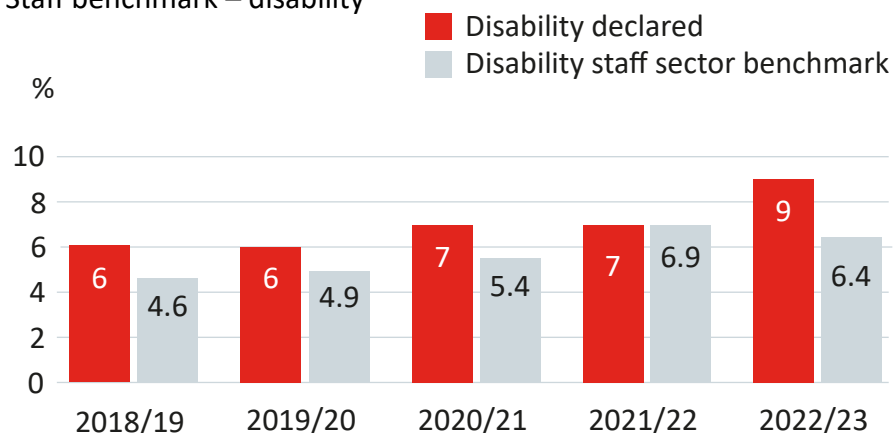
We have rounded percentages to whole numbers so some data may not appear to add to 100%.
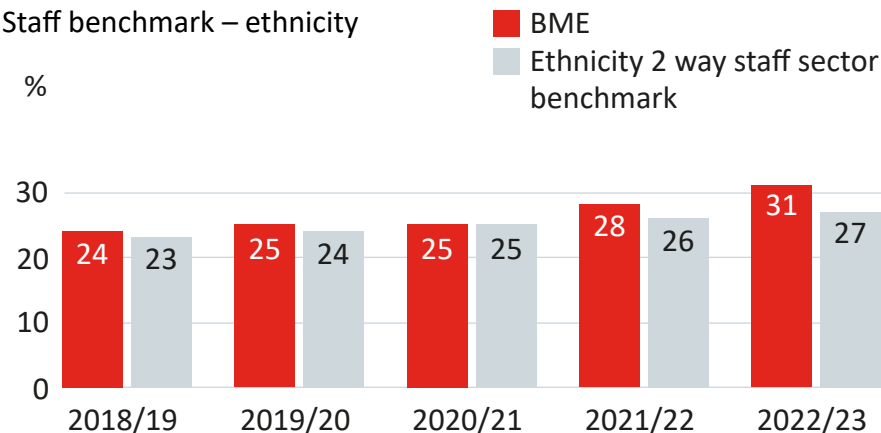
Sector benchmarks

Staff benchmark – gender

Legend: Female staff sector benchmark, Female staff at King's

Year	Female staff sector benchmark	Female staff at King's
2018/19	52	56
2019/20	52	55
2020/21	53	55
2021/22	53	58
2022/23	53	57

Staff benchmark – disability

Legend: Disability declared, Disability staff sector benchmark

Year	Disability declared	Disability staff sector benchmark
2018/19	6	4.6
2019/20	6	4.9
2020/21	7	5.4
2021/22	7	6.9
2022/23	9	6.4

Staff benchmark – ethnicity

Legend: BME, Ethnicity 2 way staff sector benchmark

Year	BME	Ethnicity 2 way staff sector benchmark
2018/19	24	23
2019/20	25	24
2020/21	25	25
2021/22	28	26
2022/23	31	27

These charts benchmark King's for gender, ethnicity and disability using the latest 2021/22 data from the PowerBI Diversity & Inclusion App.

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

- King's gender split is 58% female staff compared to the Russell Group benchmark of 53%
- Our rate of disability disclosure is 7% compared to the Russell Group benchmark of 6.9%

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 28% BME staff, King's outperforms the benchmark of 26%
- However, we have a smaller proportion of BME students (29%) compared with other London universities (33%)

Demographic data

This section provides demographic data on our staff and student population. Our staff figures come from the information provided by individuals via PeopleXD, King's self-service HR function. Student data are from the Higher Education Statistics Agency (HESA).

We have rounded figures and suppressed data when the sample size is too small to maintain anonymity.

We have encouraged staff to share their ED&I data on PeopleXD. 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.
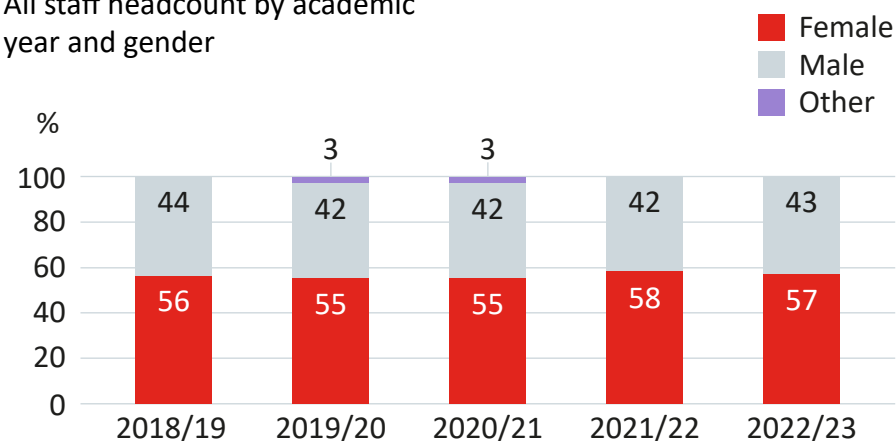
We also believe it's important for institutions to adopt a common approach across the sector so that data can be used for benchmarking.
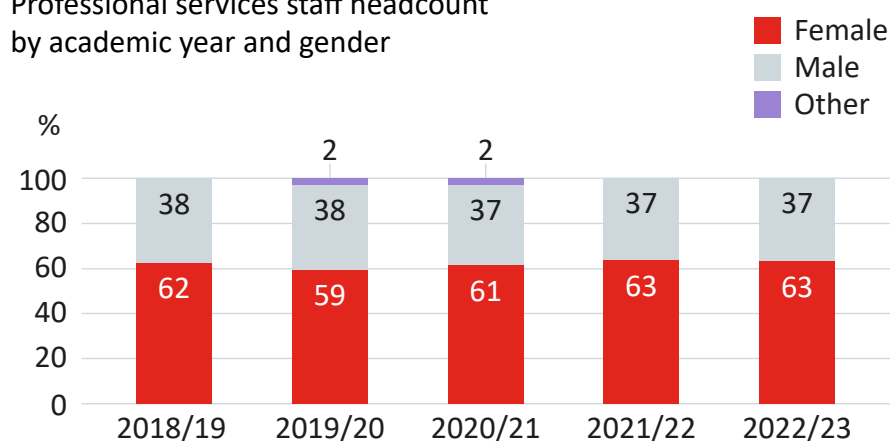
Demographic data – Gender
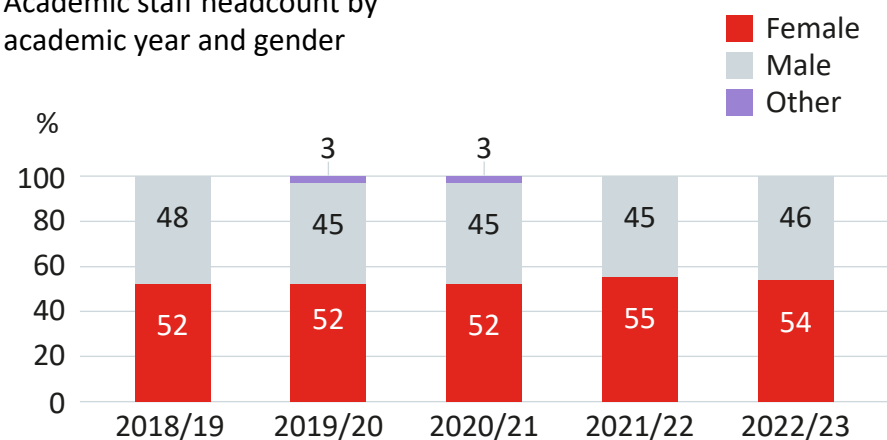
Overall workforce profile

All staff headcount by academic year and gender

%

Legend: Female (red), Male (grey), Other (purple)

Year	Other	Male	Female
2018/19		44	56
2019/20	3	42	55
2020/21	3	42	55
2021/22		42	58
2022/23		43	57

Professional services staff headcount by academic year and gender

%

Legend: Female (red), Male (grey), Other (purple)

Year	Other	Male	Female
2018/19		38	62
2019/20	2	38	59
2020/21	2	37	61
2021/22		37	63
2022/23		37	63

Academic staff headcount by academic year and gender

%

Legend: Female (red), Male (grey), Other (purple)

| Year	Other	Male	Female
2018/19		48	52
2019/20	3	45	52
2020/21	3	45	52
2021/22		45	55
2022/23		46	54

King's has slightly more female than male members of staff, with little change between 2018/19 and 2022/23. The gender split is more pronounced among professional services staff, where there were 63% female staff and 37% male staff in 2022/23.

Demographic data – Gender

Staff by grade

Academic staff headcount by grade and gender

%

Grade	Female	Male
Teacher	56	44
Researcher	59	41
Lecturer	55	45
Senior lecturer	51	49
Reader	39	61
Professor	36	64

Professional service staff headcount by grade and gender

%

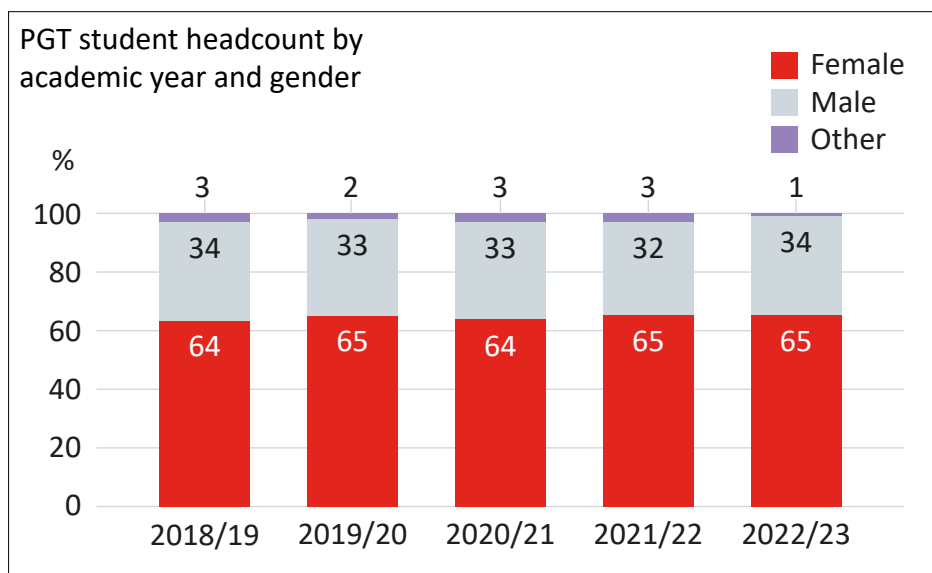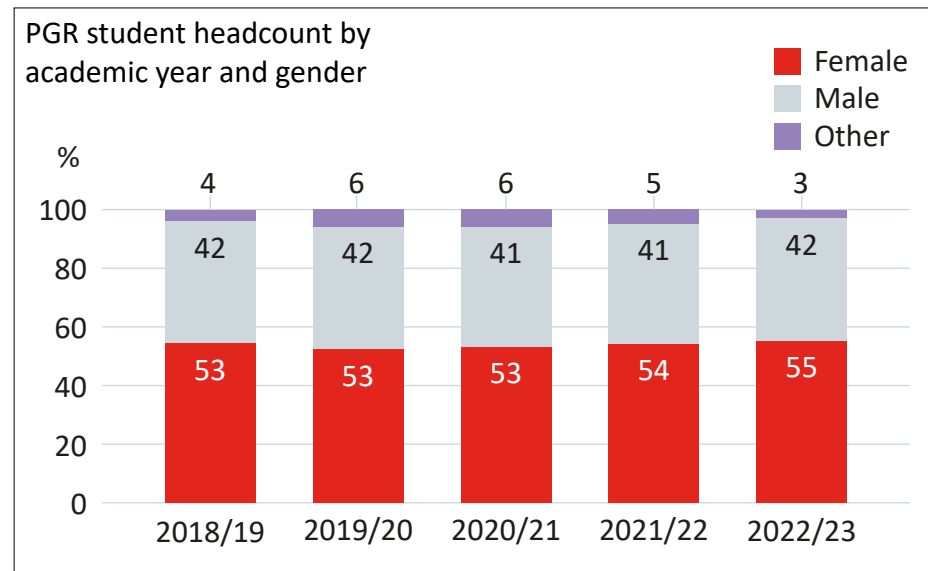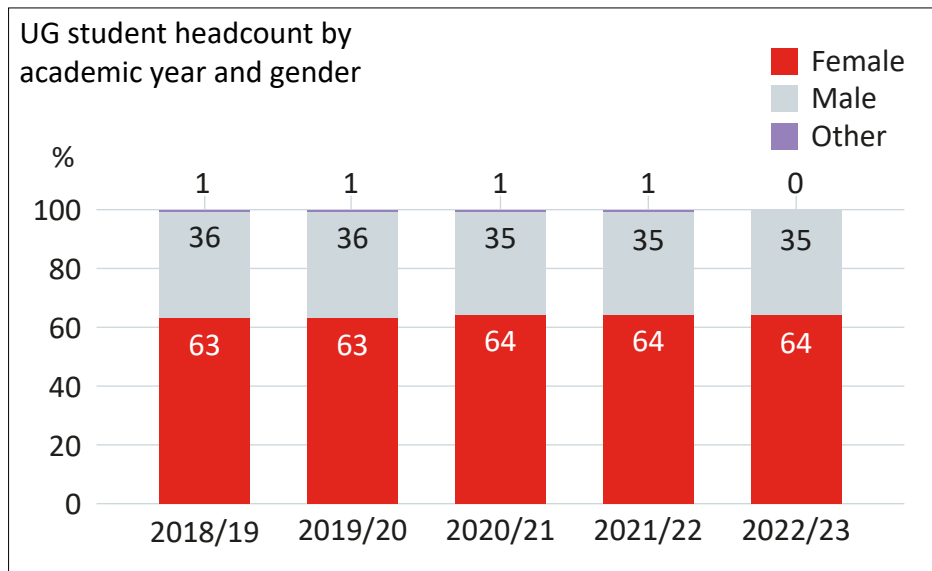| Grade	Female	Male
Grade 1	57	43
Grade 2	27	73
Grade 3	52	48
Grade 4	66	34
Grade 5	72	28
Grade 6	66	34
Grade 7	61	39
Grade 8	59	41
Other	51	49
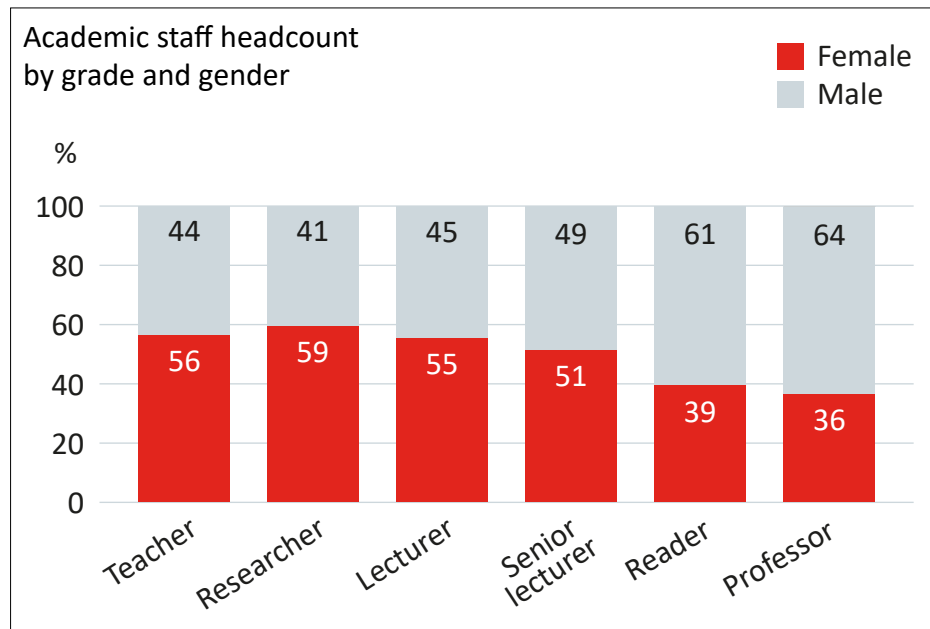
The proportion of female academic staff decreases with seniority. Men account for 64% of professors and women 36%.
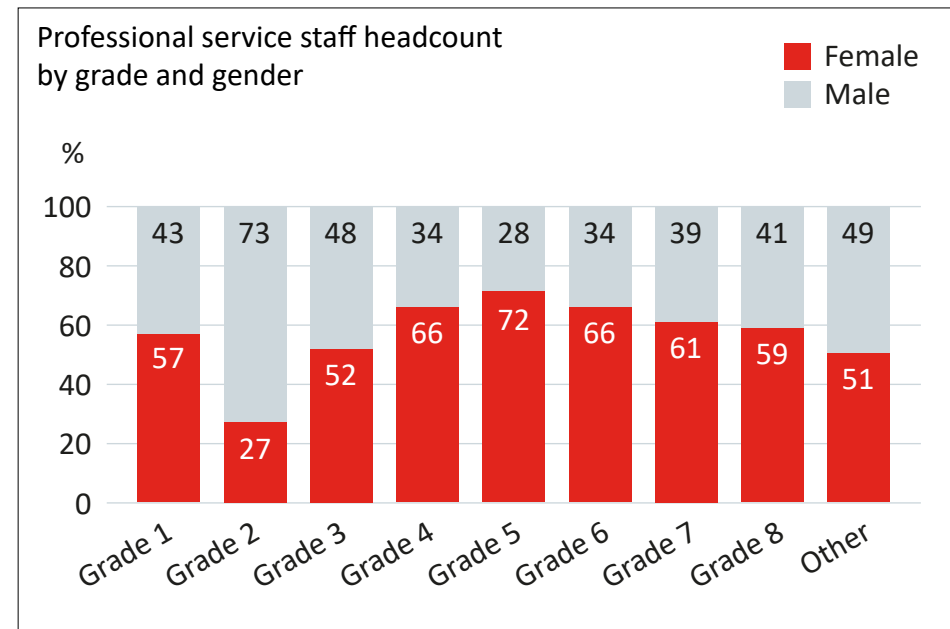
In professional services, there are more women than men at most grades. However, in grade 2, men are significantly overrepresented.

Demographic data – Gender

Student profile

UG student headcount by academic year and gender

	Female	Male	Other
2018/19	63	36	1
2019/20	63	36	1
2020/21	64	35	1
2021/22	64	35	1
2022/23	64	35	0

PGR student headcount by academic year and gender

	Female	Male	Other
2018/19	53	42	4
2019/20	53	42	6
2020/21	53	41	6
2021/22	54	41	5
2022/23	55	42	3

PGT student headcount by academic year and gender

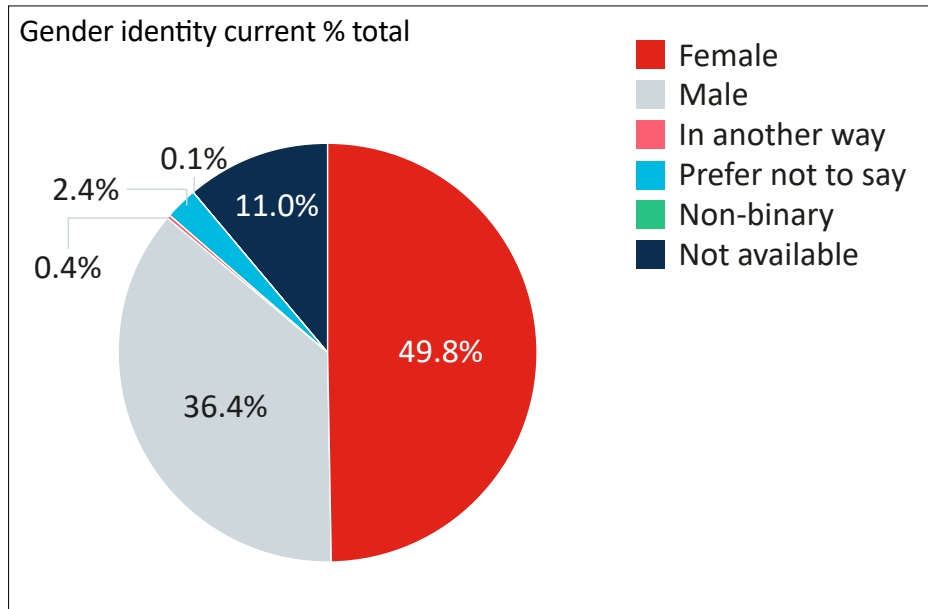|	Female	Male	Other
2018/19	64	34	3
2019/20	65	33	2
2020/21	64	33	3
2021/22	65	32	3
2022/23	65	34	1

The majority of students are female. The gender split is more pronounced at undergraduate level with 29% more female than male students in 2022/23 and postgraduate taught level with 31% more female than male students in 2022/23. At postgraduate research level there is a smaller difference of 13% more female than male students in 2022/23.
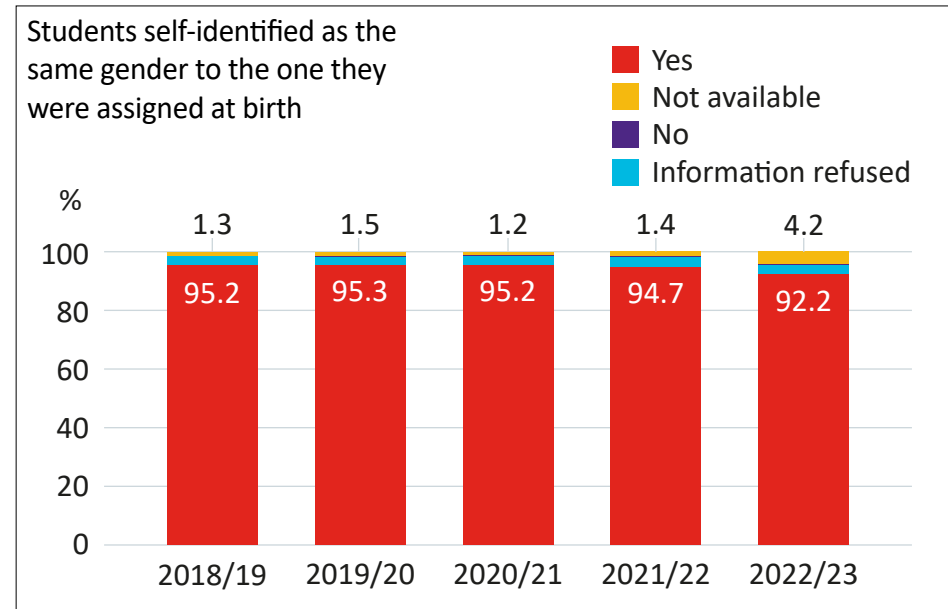
Demographic data – Gender identity

Workforce profile

Gender identity current % total

Legend:
- Female
- Male
- In another way
- Prefer not to say
- Non-binary
- Not available

0.1%
2.4%
0.4%
11.0%
49.8%
36.4%

We are reporting this data for the first time in 2023.

The highest proportion of staff identify as female (49.8% versus the next highest, male, at 36.4%). This is in keeping with the gender split reported in the gender section of this report.

Student profile

Students self-identified as the same gender to the one they were assigned at birth

Legend:
- Yes
- Not available
- No
- Information refused

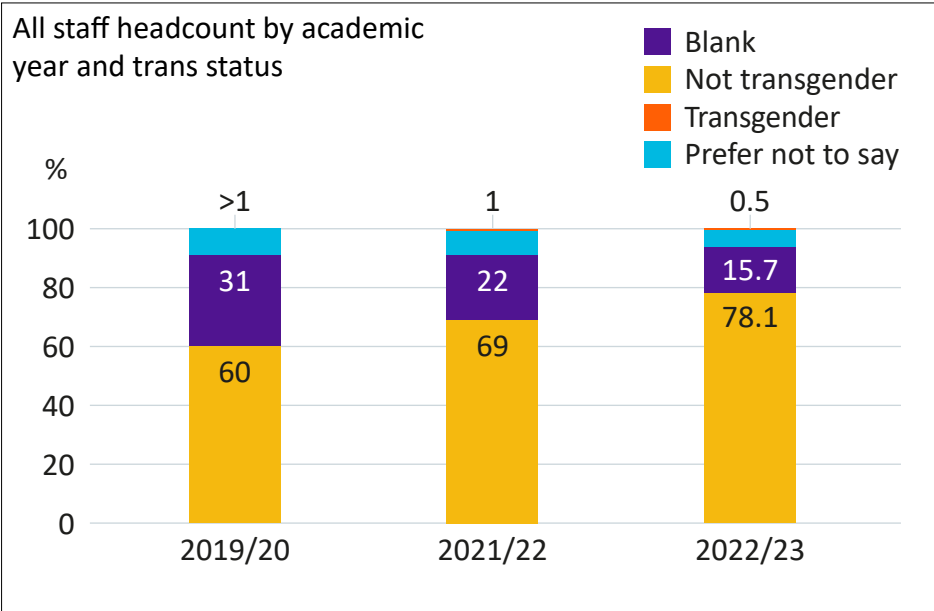|	2018/19	2019/20	2020/21	2021/22	2022/23
(top value)	1.3	1.5	1.2	1.4	4.2
Yes	95.2	95.3	95.2	94.7	92.2

The majority of students identify with the gender they were assigned at birth (94.7%). This number has decreased slightly from 2017/18 (95.2%).
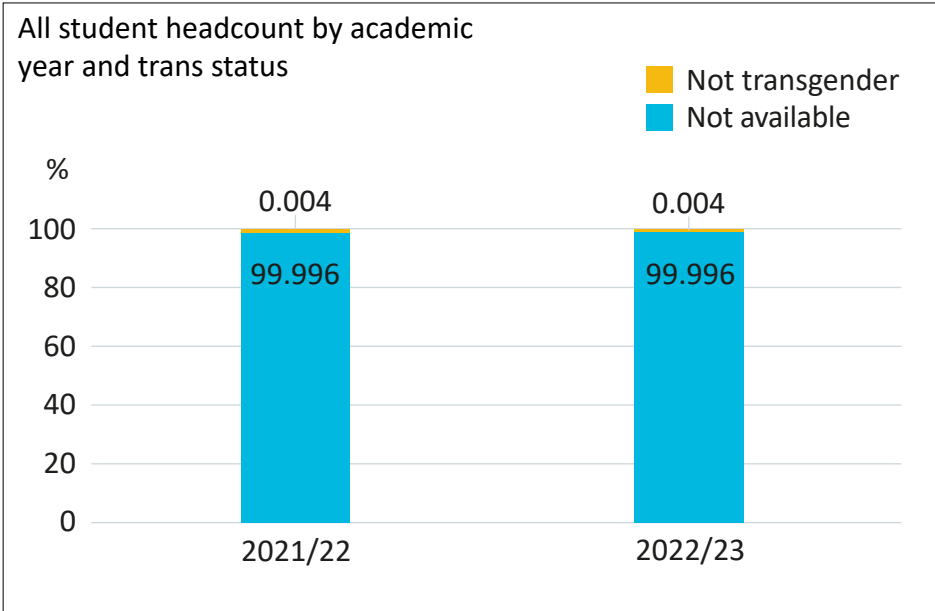
Demographic data – Trans status

Workforce profile

All staff headcount by academic year and trans status

Legend:
- Blank
- Not transgender
- Transgender
- Prefer not to say

%	>1	1	0.5
2019/20	31 (Blank), 60 (Not transgender)		
2021/22	22 (Blank), 69 (Not transgender)		
2022/23	15.7 (Blank), 78.1 (Not transgender)		

In 2019/20 less than 1% of staff were trans. This slightly increased to 1% in 2020/21 and then decreased to 0.5% in 2022/23. It is difficult to provide accurate breakdowns for academic and professional services staff as these numbers are so small. The proportion of staff who left this question blank has decreased from 31% in 2019/20 to 15.7% in 2022/23.

Student profile

All student headcount by academic year and trans status

Legend:
- Not transgender
- Not available

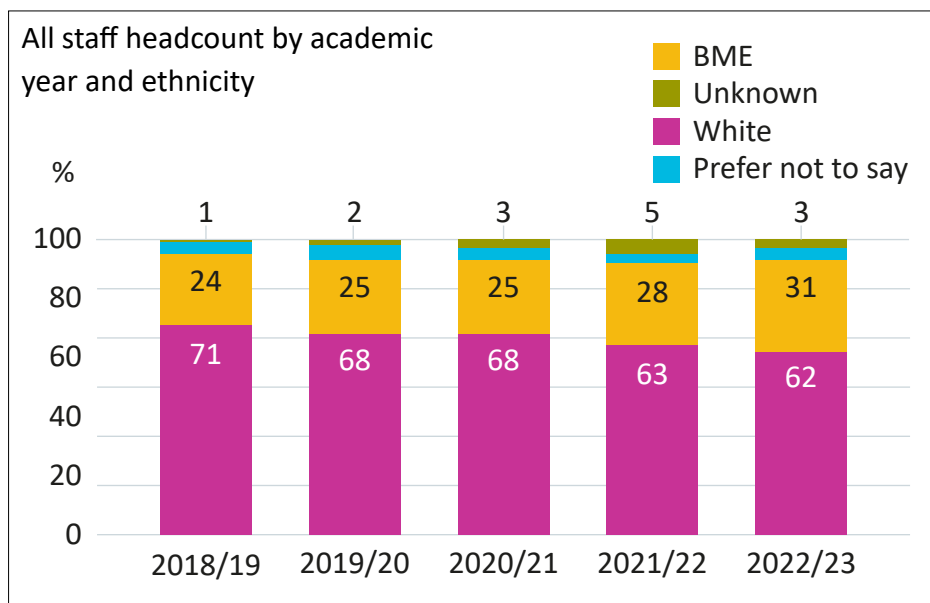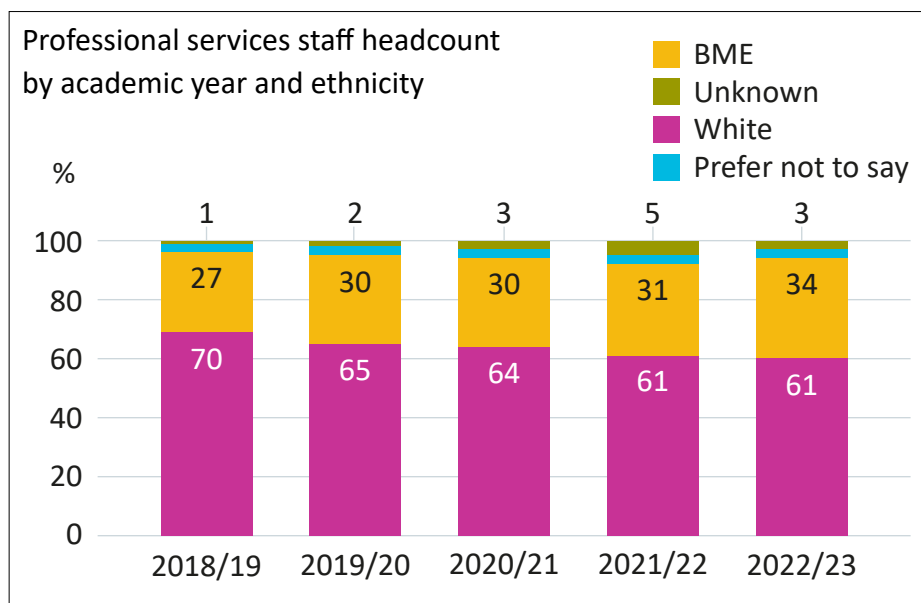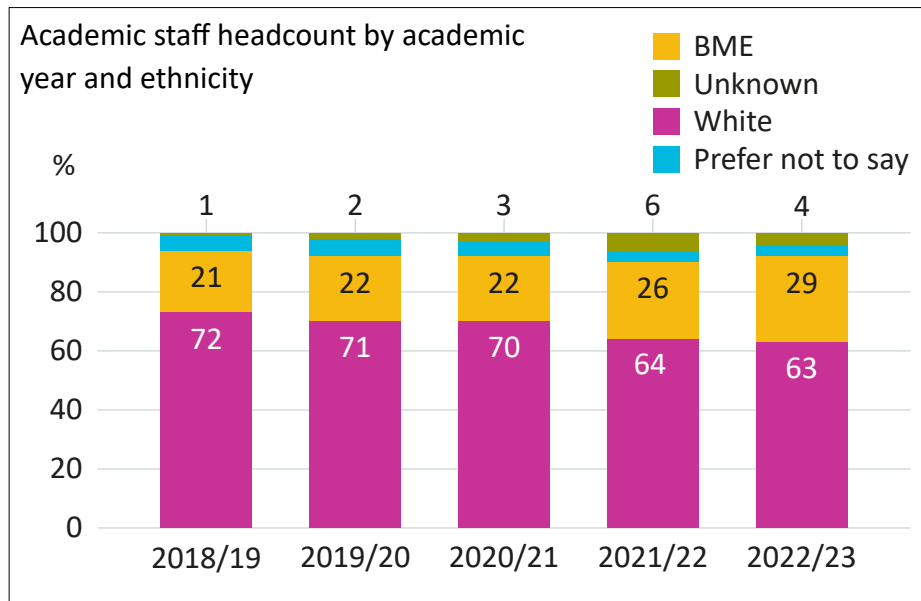| %	2021/22	2022/23
Not transgender	0.004	0.004
Not available	99.996	99.996

Data on trans students is largely unavailable (over 99%).

Demographic data – Ethnicity

Overall workforce profile

All staff headcount by academic year and ethnicity

Legend: BME, Unknown, White, Prefer not to say

%

Year	White	BME	Top number
2018/19	71	24	1
2019/20	68	25	2
2020/21	68	25	3
2021/22	63	28	5
2022/23	62	31	3

There are significantly more white staff than Black and minority ethnic staff. However, the proportion of BME staff rose slowly between 2018/19 and 2022/23. This pattern is reflected across both academic and professional services staff.

Academic staff headcount by academic year and ethnicity

Legend: BME, Unknown, White, Prefer not to say

%

Year	White	BME	Top number
2018/19	72	21	1
2019/20	71	22	2
2020/21	70	22	3
2021/22	64	26	6
2022/23	63	29	4

Professional services staff headcount by academic year and ethnicity

Legend: BME, Unknown, White, Prefer not to say

%

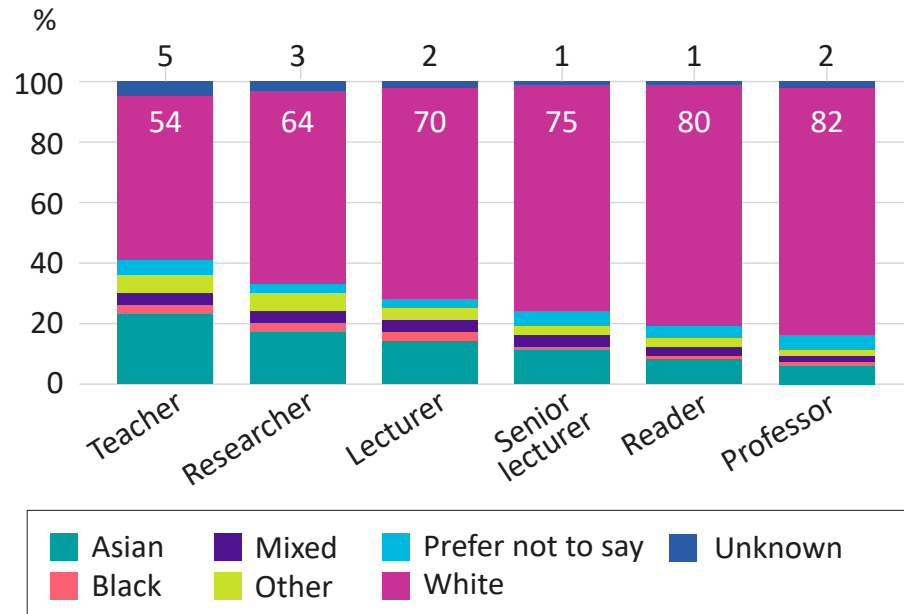| Year	White	BME	Top number
2018/19	70	27	1
2019/20	65	30	2
2020/21	64	30	3
2021/22	61	31	5
2022/23	61	34	3

Demographic data – Ethnicity

Workforce profile 6-way detail

Academic staff headcount by grade and ethnicity 6 way

Legend: Asian, Black, Mixed, Other, Prefer not to say, White, Unknown

Professional services staff headcount by grade and ethnicity 6 way

Legend: Asian, Black, Mixed, Other, Prefer not to say, White, Unknown

BME 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.
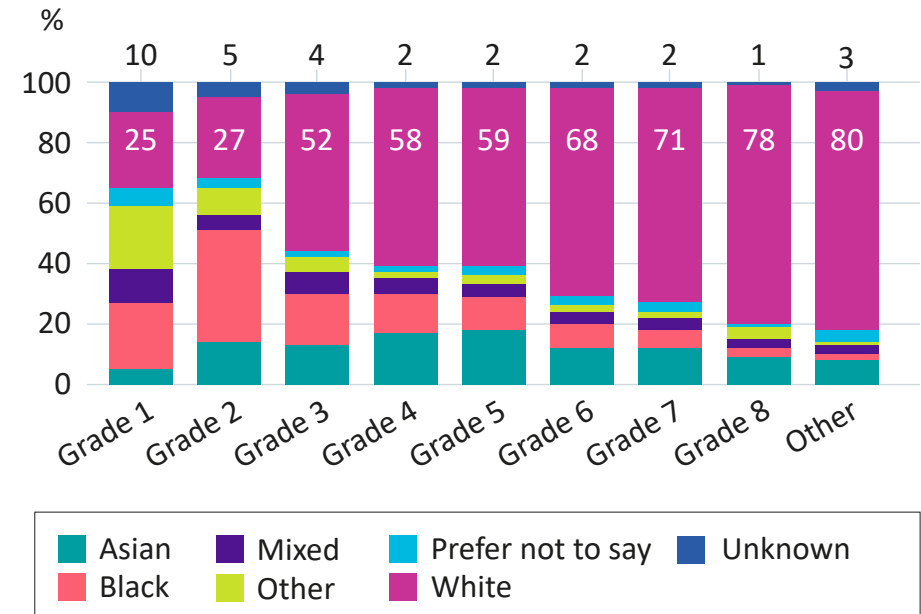
Black staff representation increases between grades 1 and 2 of professional services staff, with the proportion of BME staff increasing to 65%. However, elsewhere, the proportion of BME staff decreases with seniority across both academic and professional services staff.

Demographic data – Ethnicity

Overall student profile

UG student headcount by academic year and ethnicity 2 way

	BME	Unknown	White	Prefer not to say
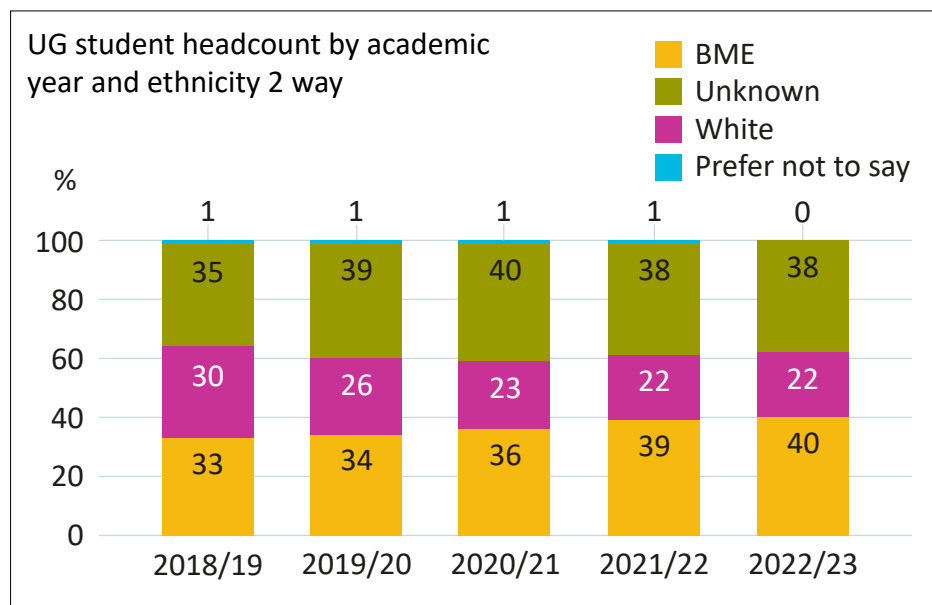
BME students made up 40% of home undergraduate students in 2022/23, which was an increase from previous years. The proportion of BME home students decreased at postgraduate taught level and again at postgraduate research level.

PGT student headcount by academic year and ethnicity 2 way

PGR student headcount by academic year and ethnicity 2 way
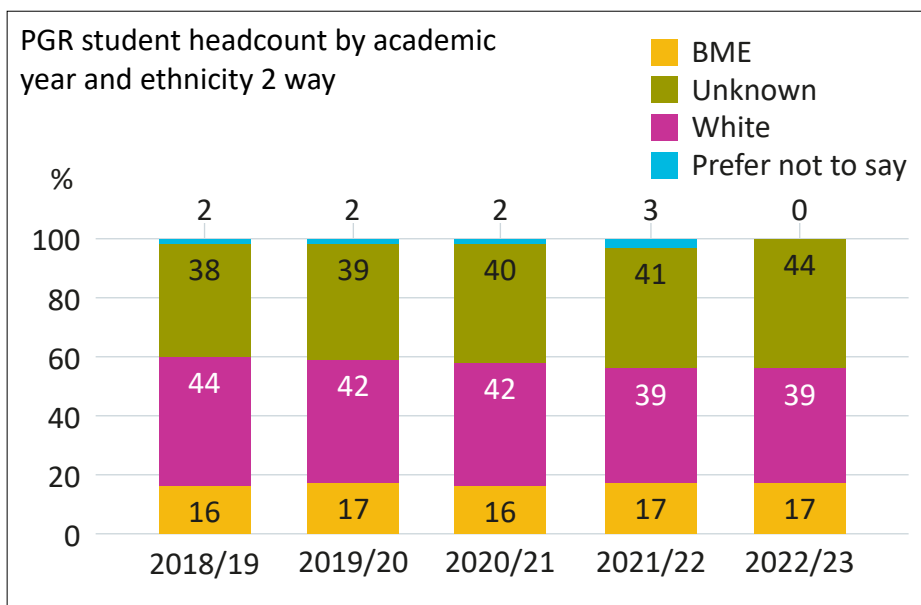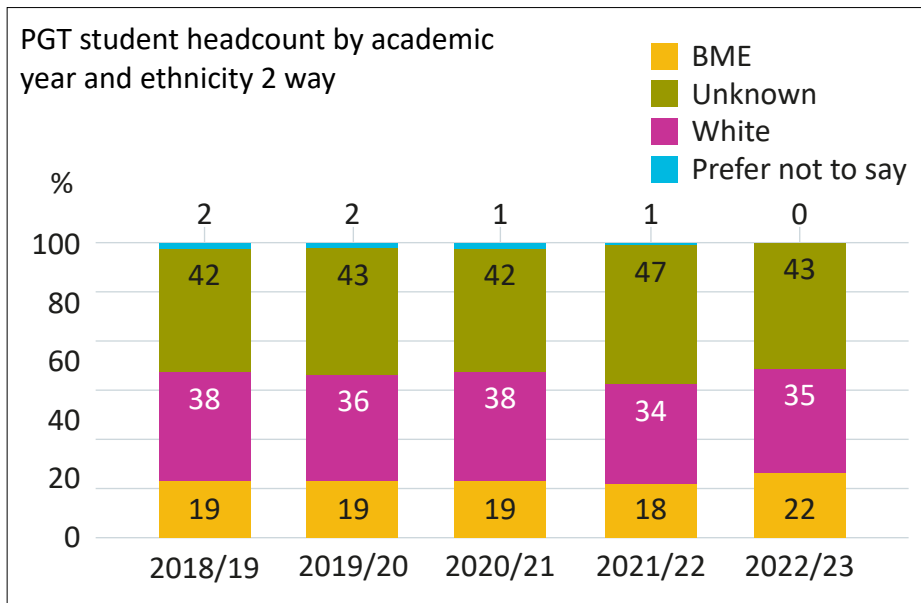
Demographic data – Ethnicity

Student profile 6 way detail

UG student headcount by academic year and ethnicity 6 way
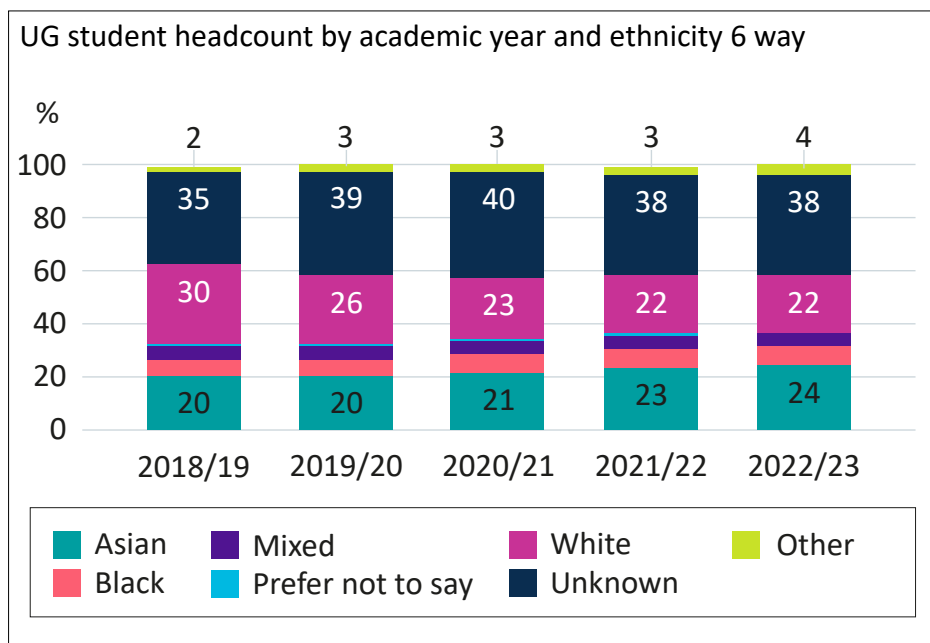
At a more granular level, Black and mixed Home students remain at a low proportion across all levels. There is a small increase in the percentage of Black home students at undergraduate level between 2019/20 and 2020/21 and at postgraduate research level between 2021/22 and 2022/23.

PGT student headcount by academic year and ethnicity 6 way

PGR student headcount by academic year and ethnicity 6 way
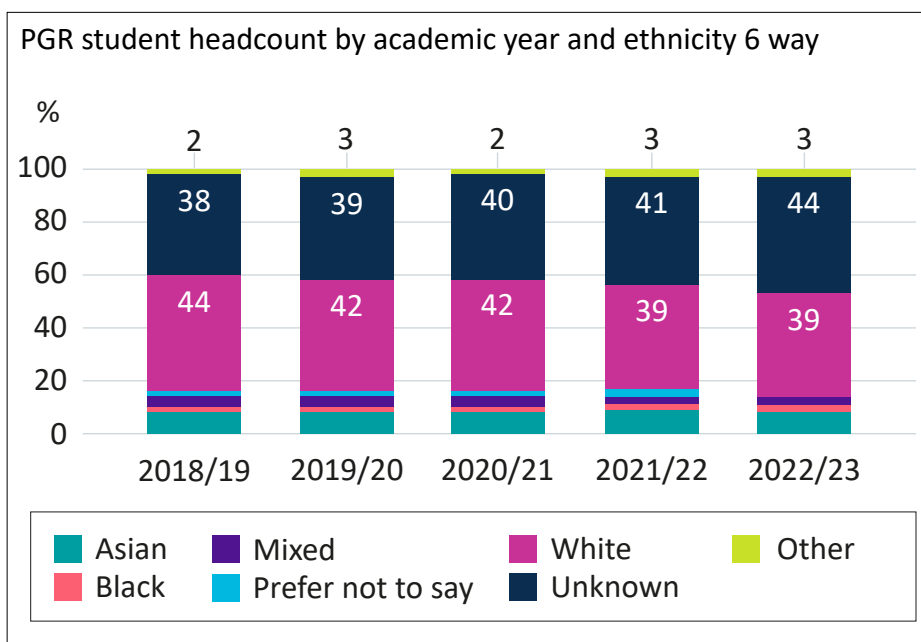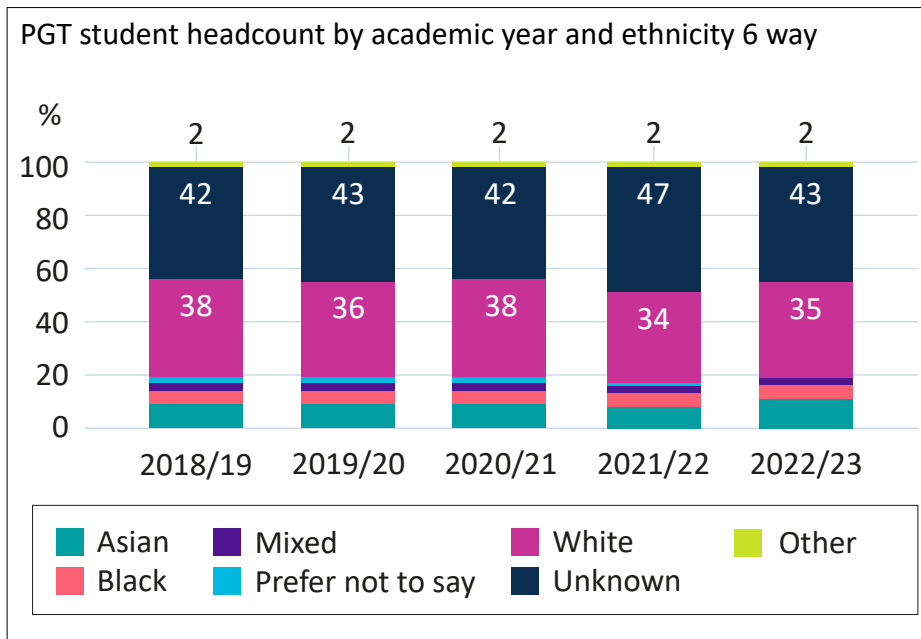
Demographic data – Disability

Overall workforce profile

All staff headcount by academic year and disability

Legend: Disability declared / No known disability / Prefer not to say/ unknown disability

%

Year	Value
2018/19	6 (top), 91
2019/20	6 (top), 89
2020/21	7 (top), 88
2021/22	7 (top), 85
2022/23	9 (top), 84

Sharing rates for disabilities and long-term conditions remain low across all of King's staff in comparison to the estimated proportion of the working age population who have a disability. However, they have increased gradually between 2018/19 (6%) and 2022/23 (9%). The level is slightly higher among professional services staff (10%) than academic staff (8%).
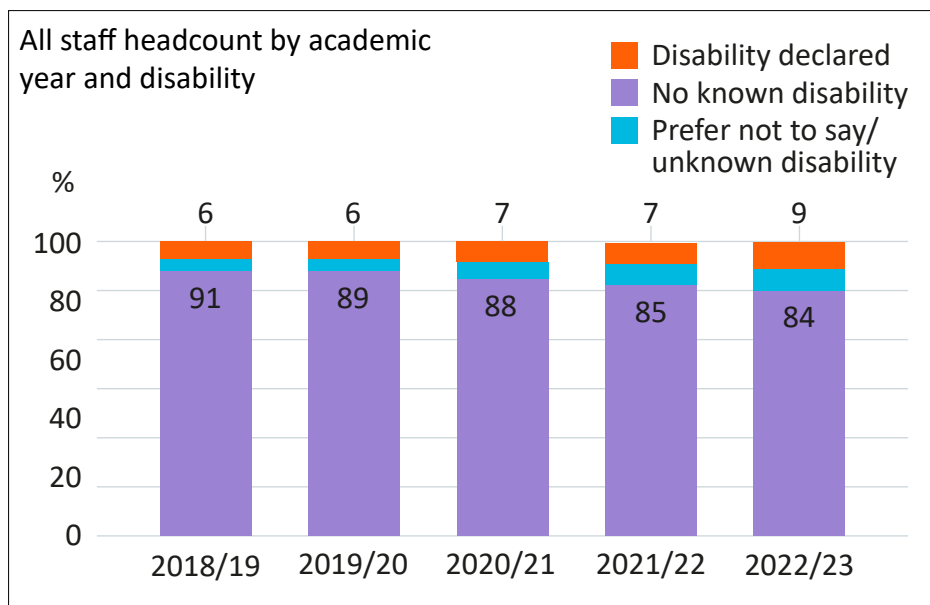
Academic staff headcount by academic year and disability

Legend: Disability declared / No known disability / Prefer not to say/ unknown disability

%

Year	Value
2018/19	5 (top), 91
2019/20	6 (top), 89
2020/21	6 (top), 87
2021/22	7 (top), 84
2022/23	8 (top), 83

Professional services staff headcount by academic year and disability

Legend: Disability declared / No known disability / Prefer not to say/ unknown disability

%

Year	Value
2018/19	6 (top), 90
2019/20	7 (top), 86
2020/21	7 (top), 89
2021/22	7 (top), 89
2022/23	10 (top), 85

Demographic data – Disability

Academic staff headcount by grade and disability

Legend:
- Disability declared
- No known disability
- Prefer not to say/ unknown disability

%

Teacher	Researcher	Lecturer	Senior lecturer	Reader	Professor
9	9	9	6	6	6
79	85	83	89	89	89

Professional service staff headcount by grade and disability

Legend:
- Disability declared
- No known disability
- Prefer not to say/ unknown disability

%

Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Other
3	11	13	12	10	11	8	5	5
84	83	79	82	84	83	88	91	90

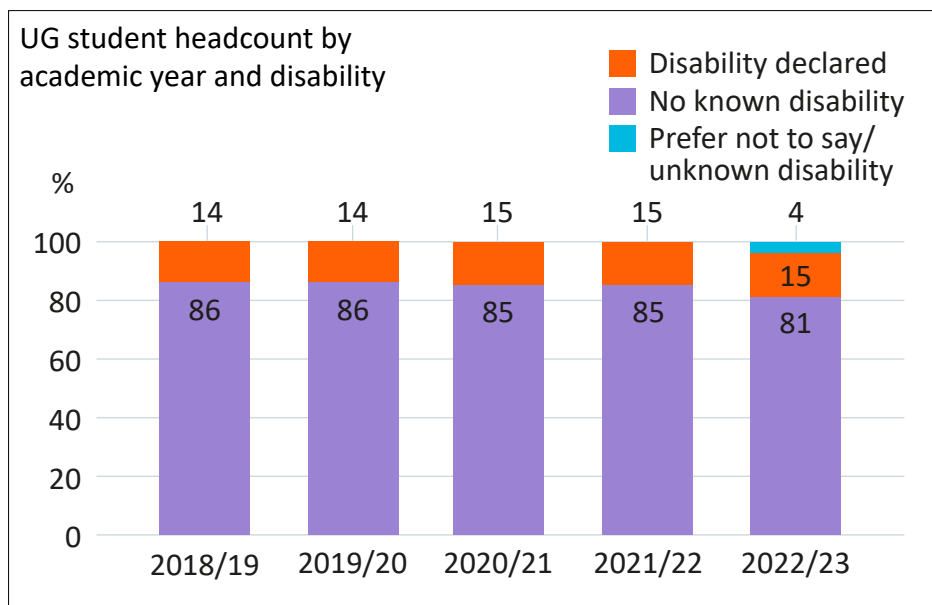When broken down by grade, sharing rates are slightly lower amongst more senior academic roles (6% at senior lecturer, reader and professor level).
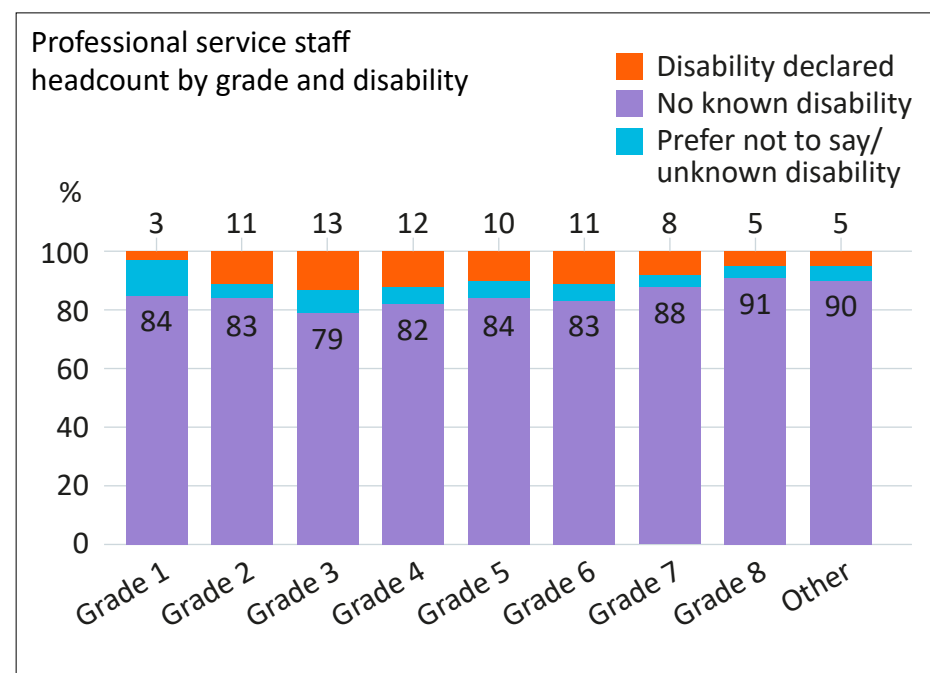
Across professional services roles, there is a small spike to a 13% sharing rate at grade 3. This then broadly decreases with seniority down to 5% at grade 8.
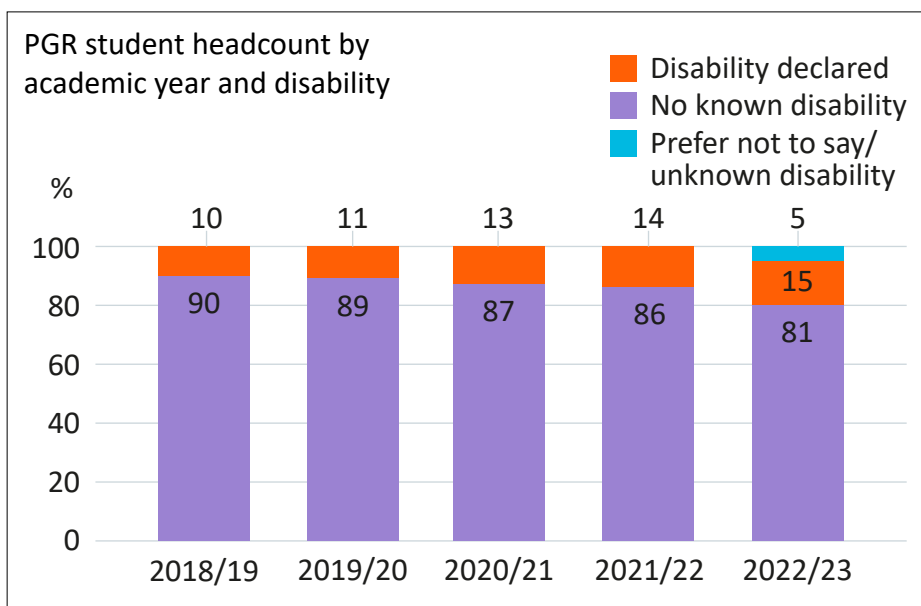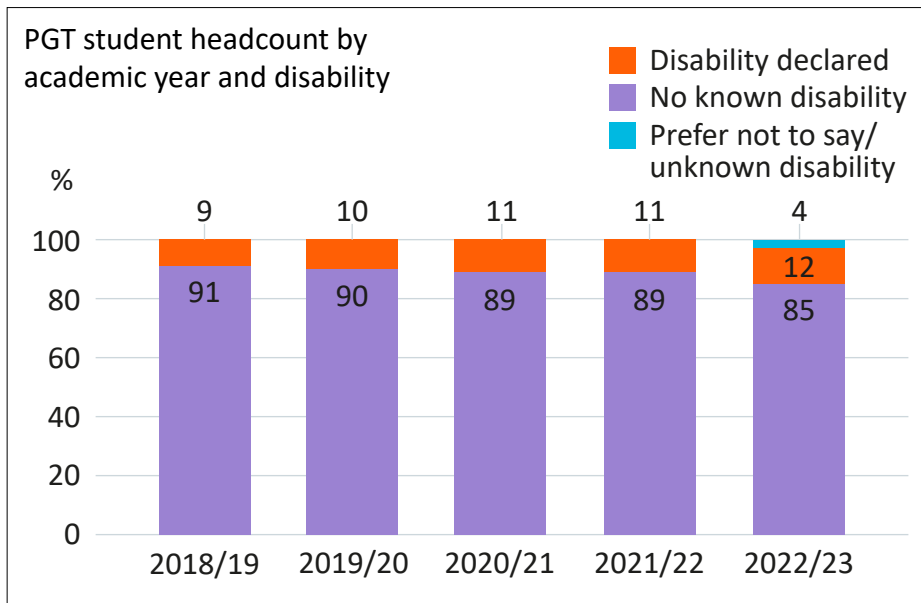
Demographic data – Disability

Student profile

UG student headcount by academic year and disability

Legend:
- Disability declared
- No known disability
- Prefer not to say/ unknown disability

%

Year	No known disability	Disability declared	Prefer not to say
2018/19	86	14	
2019/20	86	14	
2020/21	85	15	
2021/22	85	15	
2022/23	81	15	4

The rate of disclosure increases gradually between 2018/19 and 2022/23.

When broken down by level, in 2022/23 a greater proportion of undergraduate and postgraduate research students disclosed a disability (both at 15%) compared to postgraduate taught students (12%).

PGT student headcount by academic year and disability

Legend:
- Disability declared
- No known disability
- Prefer not to say/ unknown disability

%

Year	No known disability	Disability declared	Prefer not to say
2018/19	91	9	
2019/20	90	10	
2020/21	89	11	
2021/22	89	11	
2022/23	85	12	4

PGR student headcount by academic year and disability

Legend:
- Disability declared
- No known disability
- Prefer not to say/ unknown disability

%

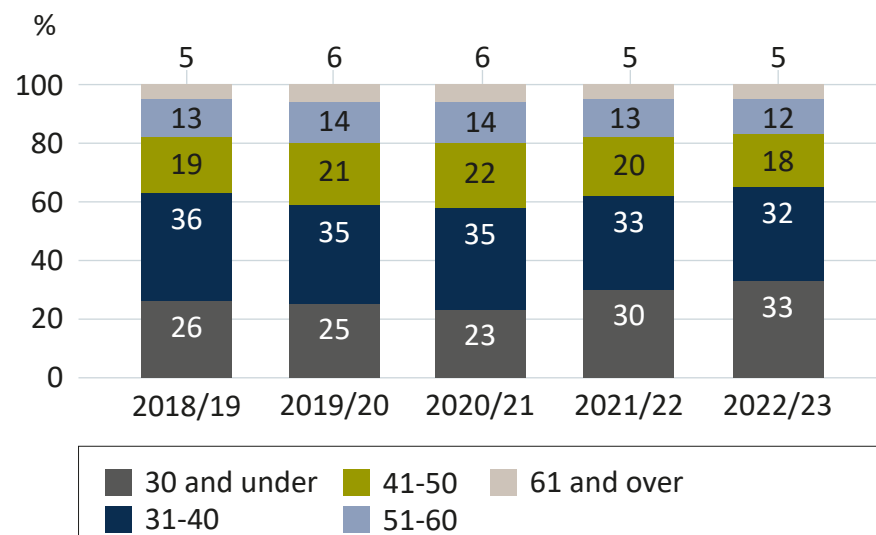| Year	No known disability	Disability declared	Prefer not to say
2018/19	90	10	
2019/20	89	11	
2020/21	87	13	
2021/22	86	14	
2022/23	81	15	5

Demographic data – Age

Overall workforce profile

The majority of King's staff are 30 and under or 31-40 (33% and 32% respectively). This pattern is echoed across academic and professional services staff.
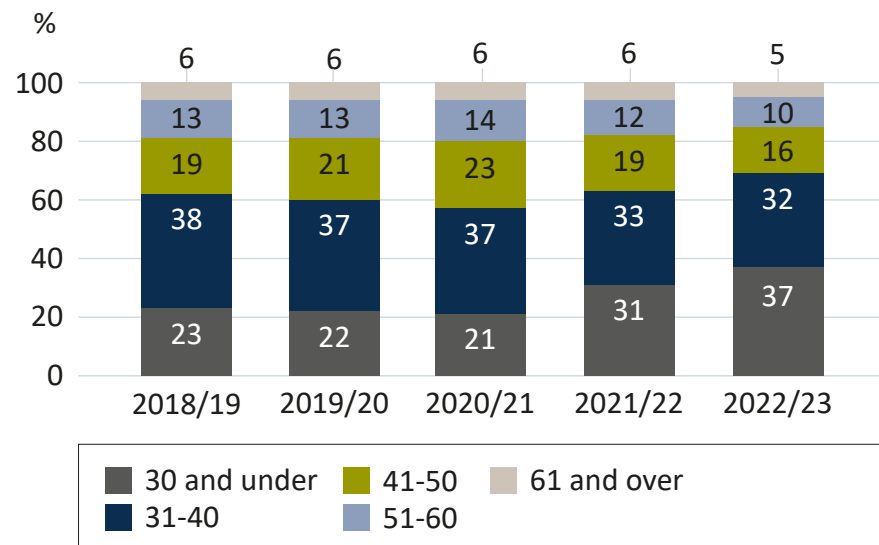
The proportion of staff aged 30 and under has increased from 2020/21 to 2022/23. The proportion of staff aged 31-40 has decreased slightly between 2018/19 and 2022/23.

All staff headcount by academic year and age

%

Year	30 and under	31-40	41-50	51-60	61 and over
2018/19	26	36	19	13	5
2019/20	25	35	21	14	6
2020/21	23	35	22	14	6
2021/22	30	33	20	13	5
2022/23	33	32	18	12	5

Legend:
- 30 and under
- 31-40
- 41-50
- 51-60
- 61 and over

Demographic data – Age

Academic staff headcount by academic year and age

%

Age group	2018/19	2019/20	2020/21	2021/22	2022/23
61 and over	6	6	6	6	5
51-60	13	13	14	12	10
41-50	19	21	23	19	16
31-40	38	37	37	33	32
30 and under	23	22	21	31	37

Legend: 30 and under, 41-50, 61 and over, 31-40, 51-60

Professional services staff headcount by academic year and age

%

Age group	2018/19	2019/20	2020/21	2021/22	2022/23
61 and over	4	4	5	4	5
51-60	13	15	15	15	15
41-50	20	20	21	21	22
31-40	32	33	32	32	32
30 and under	31	28	27	28	27

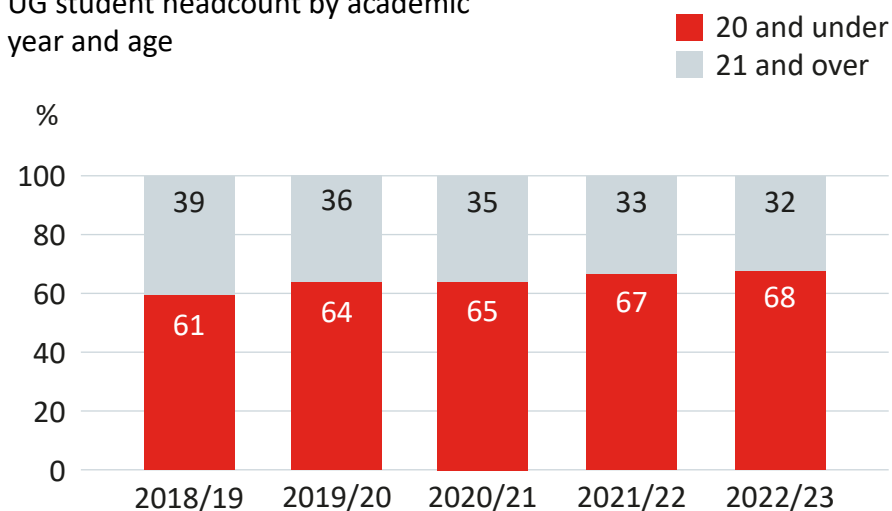Legend: 30 and under, 41-50, 61 and over, 31-40, 51-60
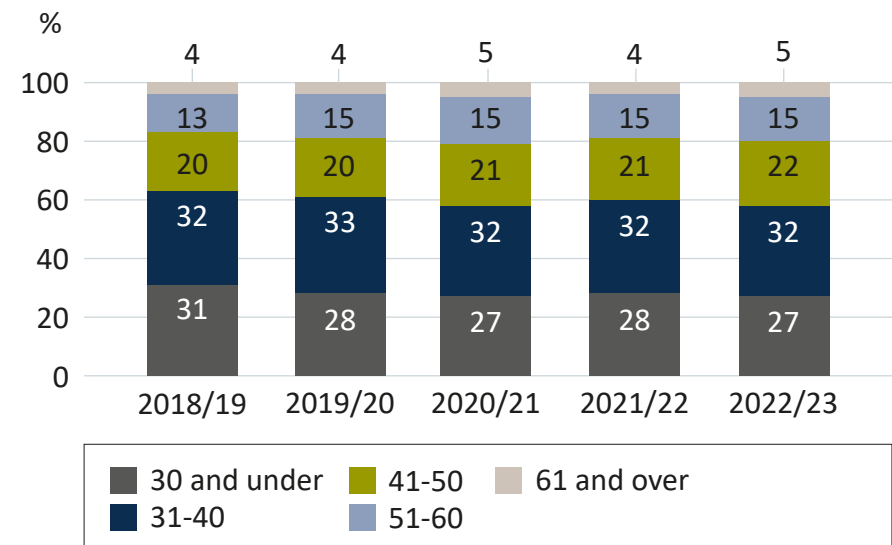
Demographic data – Age

Student profile

The majority of undergraduate students are aged 20 and under, the proportion of which increased gradually between 2018/19 and 2022/23.
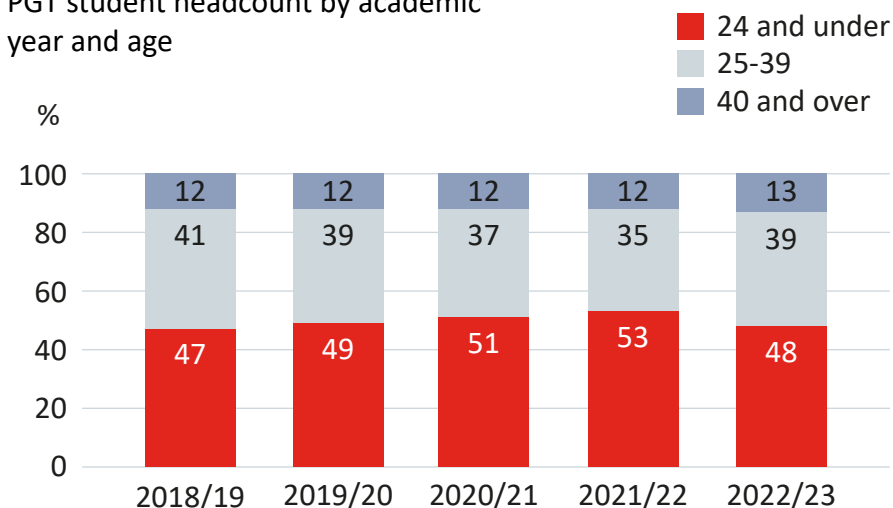
Around half of postgraduate taught students are 24 and under, with the proportion decreasing between 2021/22 and 2022/23.

The majority of postgraduate research students are between 25 and 39, with the proportion increasing slightly between 2021/22 and 2022/23.
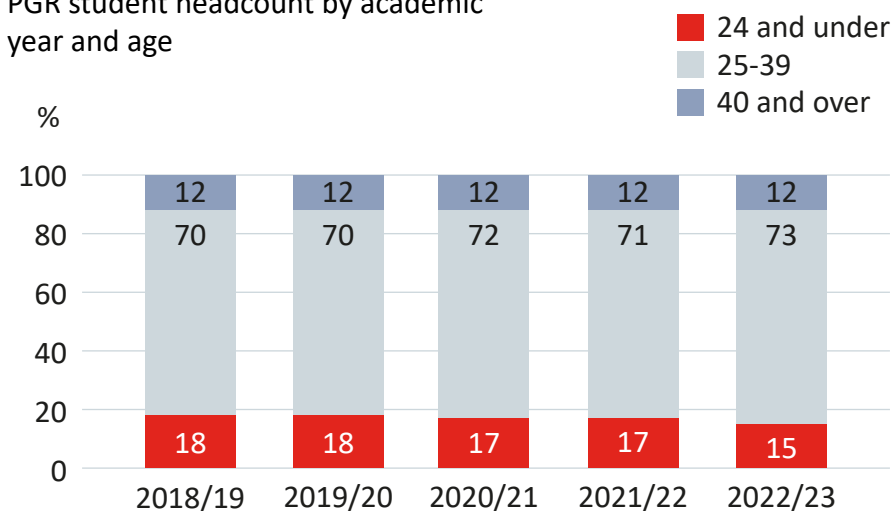
PGT student headcount by academic year and age

- 24 and under
- 25-39
- 40 and over

%

	2018/19	2019/20	2020/21	2021/22	2022/23
40 and over	12	12	12	12	13
25-39	41	39	37	35	39
24 and under	47	49	51	53	48

UG student headcount by academic year and age

- 20 and under
- 21 and over

%

	2018/19	2019/20	2020/21	2021/22	2022/23
21 and over	39	36	35	33	32
20 and under	61	64	65	67	68

PGR student headcount by academic year and age

- 24 and under
- 25-39
- 40 and over

%

	2018/19	2019/20	2020/21	2021/22	2022/23
40 and over	12	12	12	12	12
25-39	70	70	72	71	73
24 and under	18	18	17	17	15

Demographic data – Nationality

Overall workforce profile

All staff headcount by academic year and nationality

%

	2018/19	2019/20	2020/21	2021/22	2022/23
Non-EU	13	13	14	16	18
EU	23	25	25	24	22
UK	63	61	61	61	60

Legend: UK, EU, Non-EU

Professional services staff headcount by academic year and nationality

%

	2018/19	2019/20	2020/21	2021/22	2022/23
Non-EU	8	9	9	8	9
EU	14	18	17	17	17
UK	78	74	74	75	75

Legend: UK, EU, Non-EU

Academic staff headcount by academic year and nationality

%

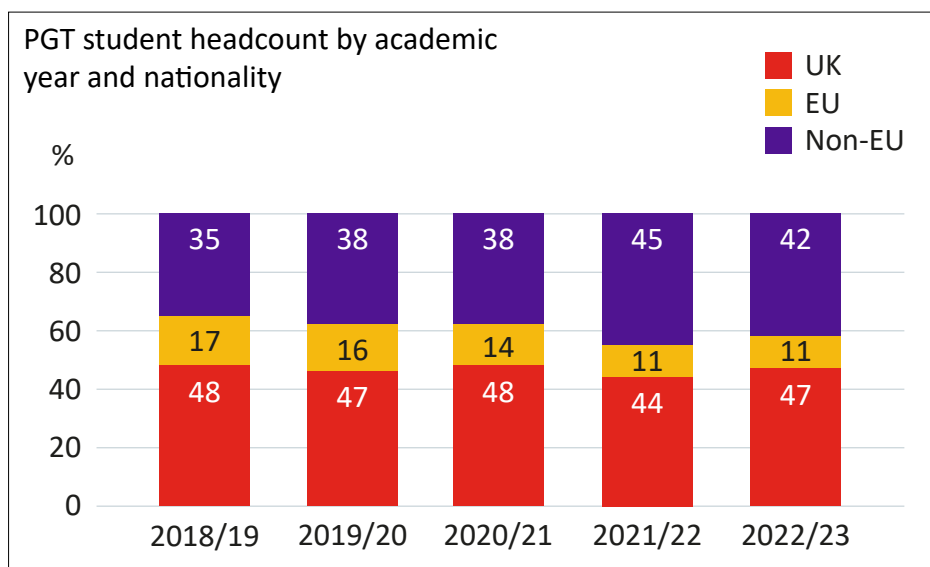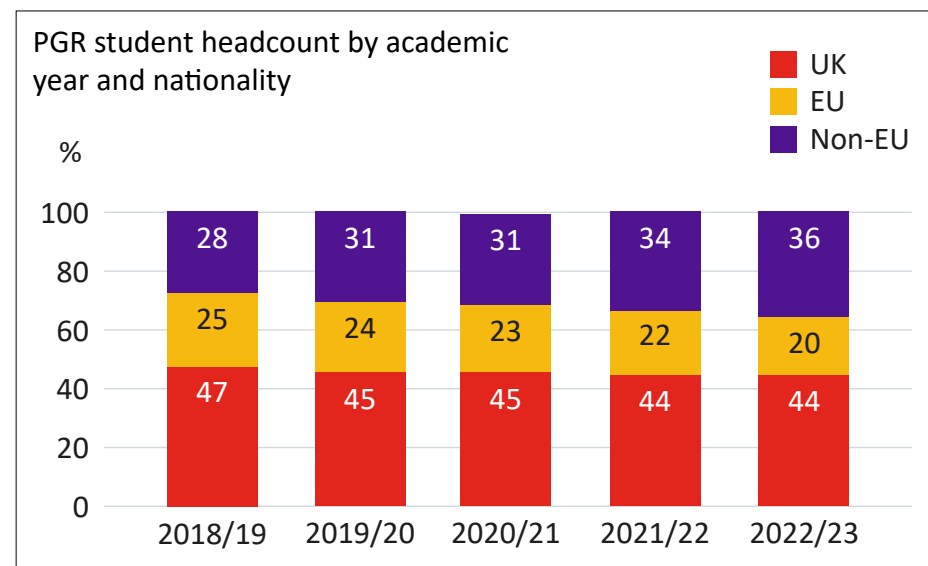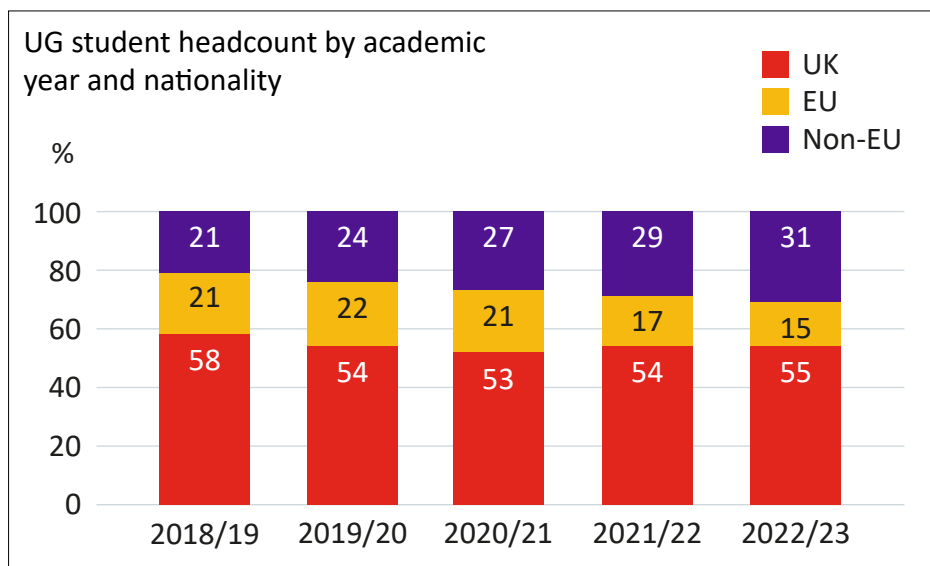|	2018/19	2019/20	2020/21	2021/22	2022/23
Non-EU	16	17	18	21	24
EU	29	30	29	29	26
UK	54	53	53	51	50

Legend: UK, EU, Non-EU

We are reporting nationality data for the first time in this year's report. This section delves into the rich tapestry of cultures and backgrounds that shape King's.

The majority of staff (60%) are from the UK. This figure is lower for academics (50%), and higher for professional services staff (75%). EU staff make up 22% of our workforce and non-EU staff make up 18%.
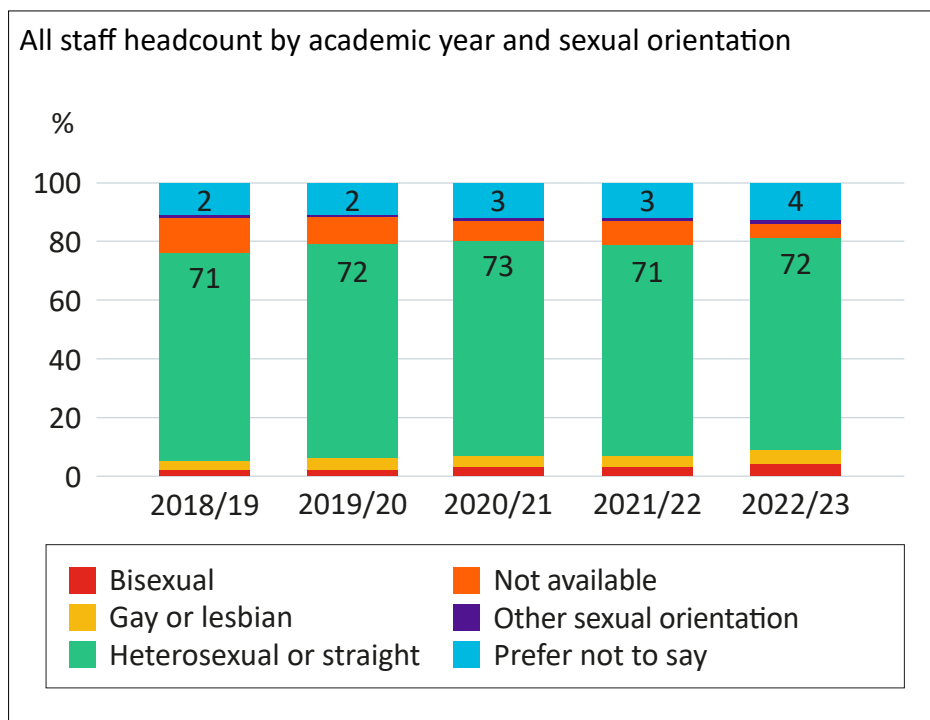
Demographic data – Nationality

Student profile

UG student headcount by academic year and nationality

Legend: UK, EU, Non-EU

	2018/19	2019/20	2020/21	2021/22	2022/23
Non-EU	21	24	27	29	31
EU	21	22	21	17	15
UK	58	54	53	54	55

PGR student headcount by academic year and nationality

Legend: UK, EU, Non-EU

	2018/19	2019/20	2020/21	2021/22	2022/23
Non-EU	28	31	31	34	36
EU	25	24	23	22	20
UK	47	45	45	44	44

PGT student headcount by academic year and nationality

Legend: UK, EU, Non-EU

	2018/19	2019/20	2020/21	2021/22	2022/23
Non-EU	35	38	38	45	42
EU	17	16	14	11	11
UK	48	47	48	44	47

The majority of students are from the UK, followed by non-EU and then EU. The proportion of UK students decreases from undergraduate to postgraduate research level.
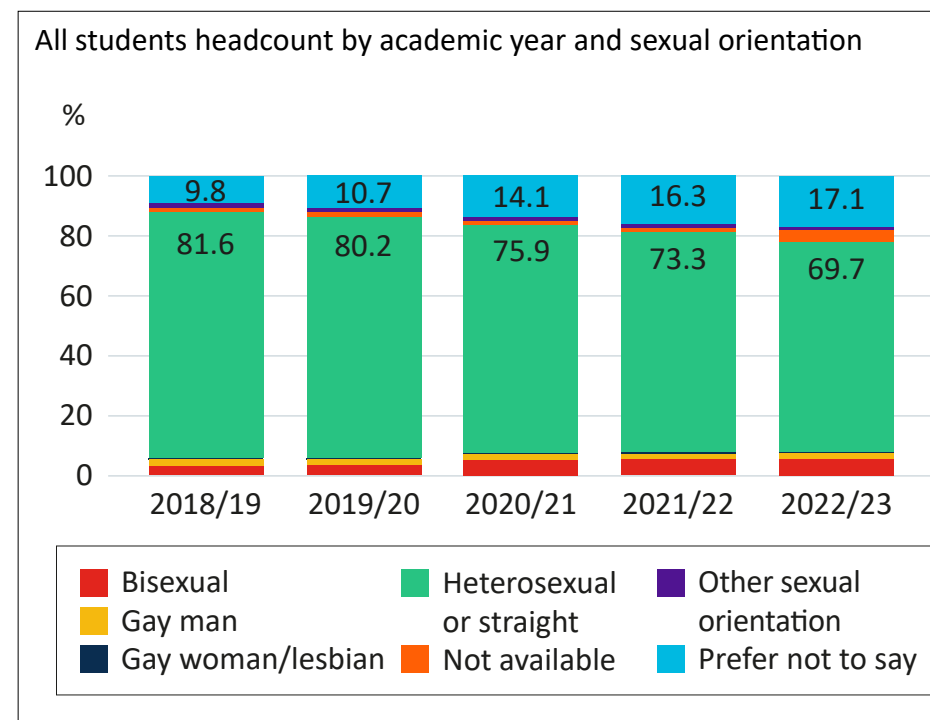
Demographic data – Sexual orientation

Workforce profile

All staff headcount by academic year and sexual orientation

%

| | 2018/19 | 2019/20 | 2020/21 | 2021/22 | 2022/23 |

Values shown: 2, 2, 3, 3, 4 (Prefer not to say); 71, 72, 73, 71, 72 (Heterosexual or straight)

Legend:
- Bisexual
- Gay or lesbian
- Heterosexual or straight
- Not available
- Other sexual orientation
- Prefer not to say

Almost three-quarters of staff are heterosexual (72%). The next highest figure is for 'prefer not to say' (12%), followed by gay or lesbian (5%) and not available (5%), bisexual (4%), and other (1.2%). These figures have been relatively consistent between 2018/19 and 2022/23, although the proportion of those for whom data is not available has decreased from 12% in 2018/19 to 5% in 2022/23.
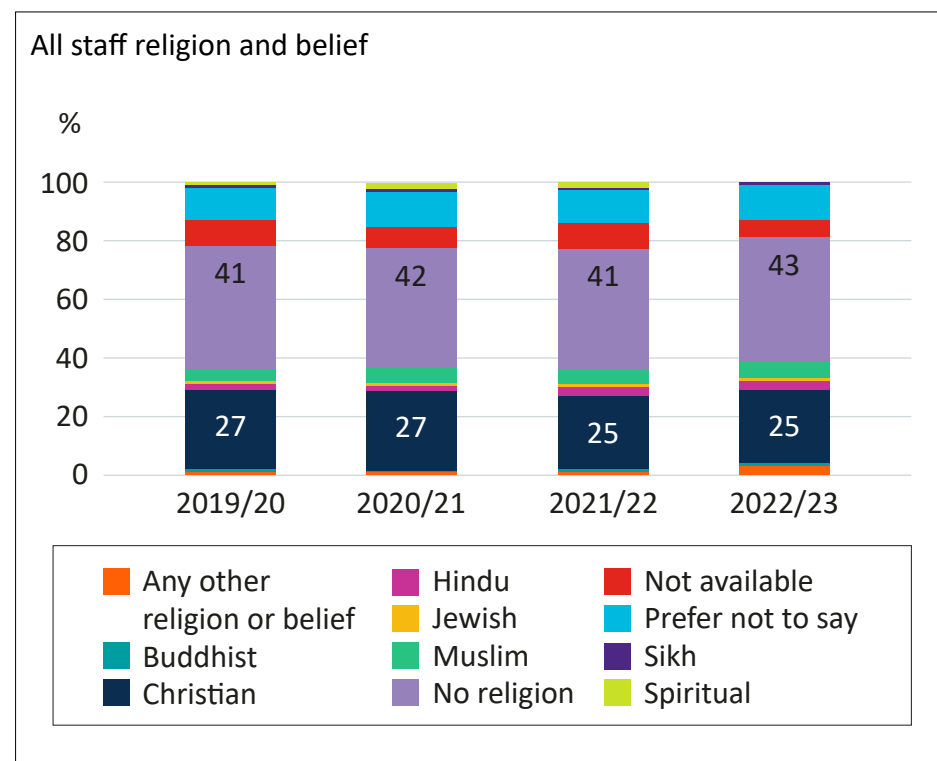
Student profile

All students headcount by academic year and sexual orientation

%

| | 2018/19 | 2019/20 | 2020/21 | 2021/22 | 2022/23 |

Values shown: 9.8, 10.7, 14.1, 16.3, 17.1 (Prefer not to say); 81.6, 80.2, 75.9, 73.3, 69.7 (Heterosexual or straight)

Legend:
- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual or straight
- Not available
- Other sexual orientation
- Prefer not to say

Most students identify as heterosexual, with the percentage decreasing from 80.2% in 2019/20 to 69.7% in 2022/23. The next highest figure is for 'prefer not to say' at 17.10%, increasing from 10.7% in 2019/20. This is followed by bisexual (5.50%), not available (4.20%), gay man (2%), other (0.9%) and gay woman/lesbian (0.6%).
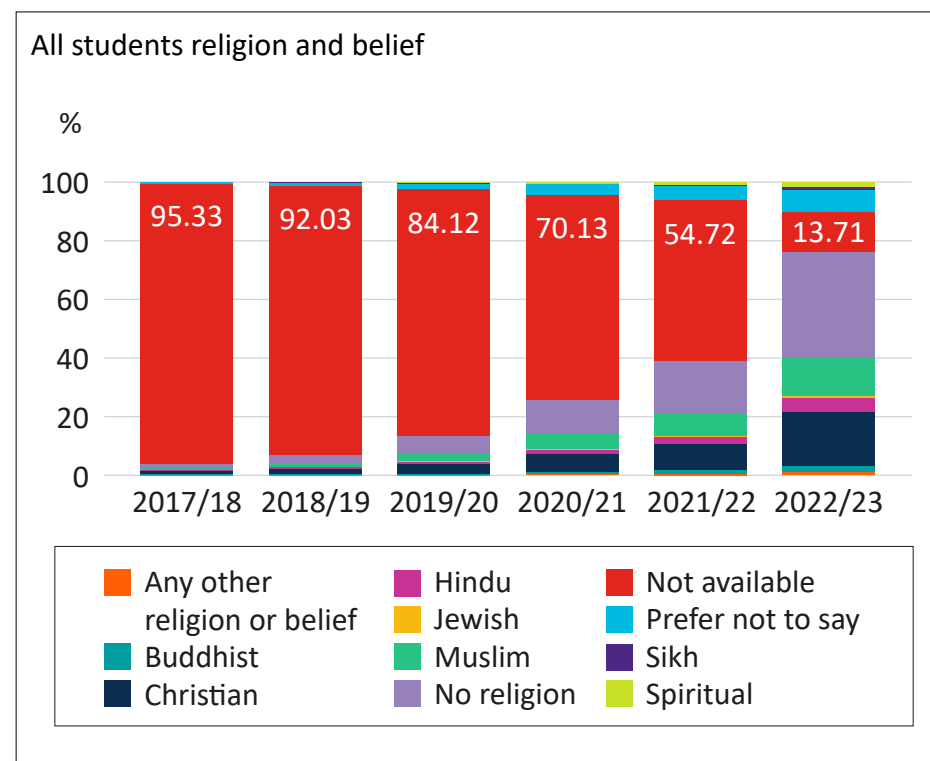
Demographic data – Religion and belief

Workforce profile

All staff religion and belief

We are reporting this for the first time. People with no religion make up 43% of all staff. The second highest category is Christian (25%).

Student profile

All students religion and belief

From 2017/18 to 2021/22 the largest category was 'Not available'. This changed to 'no religion' in 2022/23.

Closing remarks

Lorraine Kelly, Director, Culture & Talent

As we conclude this year's Equality, Diversity, and Inclusion Data Report, we want to reflect on our progress and reaffirm our commitment to fostering an inclusive and equitable environment.

Over the past year, we have taken significant strides in our EDI initiatives. The data in this report highlights both our achievements and the areas where we still have work to do. We will keep assessing and evolving our strategies to meet the needs of our diverse community.

Our commitment to EDI is not just about meeting targets. It's about creating a culture where every individual feels valued, respected, and empowered to thrive. The insights gained from this report will guide our future actions and help us address the challenges that remain.

Looking ahead, we're excited about the opportunities to further our EDI journey.

We invite all members of King's to support this work to build inclusive practice and a culture of belonging. Together, we will create a place of study and work where everyone can succeed.

We're proud of the positive changes we have implemented as part of our Thriving Staff Community. Thank you to everyone who has contributed to our efforts this year – from our EDI committees and staff networks to every employee and student who has engaged in this important work. We couldn't have made this progress without your passion, feedback, and commitment.

Alternative formats
Please email diversity@kcl.ac.uk if you need this data or the accompanying text in an alternative format.

Equality, Diversity & Inclusion Team
King's College London
2024
diversity@kcl.ac.uk