

How can you challenge yourself to make equality, diversity and inclusion a priority in your work?

- In your teaching, learning and support for students
- In your research
- In your outreach and external engagement work
- The way you lead and manage
- In your interactions with students colleagues and external partners

At SHU when our disabled students enter the labour market their employment outcomes are lagging behind students with no declared disability

63% of disabled graduates
VS
69% no declared disability

More than **1 in 10** students discloses as disabled in the sector

an increase of 5.2% over 10 years*

In the sector disability disclosure rates differ across degree levels*

- 12.1% First UG
- 9.1% Other UG
- 7.0% Research PG
- 6.6% Taught PG

6%

of SHU staff are from a **BAME** background **VS** 16.1% in the working age population of the Sheffield City Region

Hallam BAME application conversion rates vary between different ethnic backgrounds



54% of BAME Students compared to **69%** of white students

At SHU there is an attainment gap of 18% between BAME and white students gaining a higher degree classification

0.5%

of professors in the sector are black *

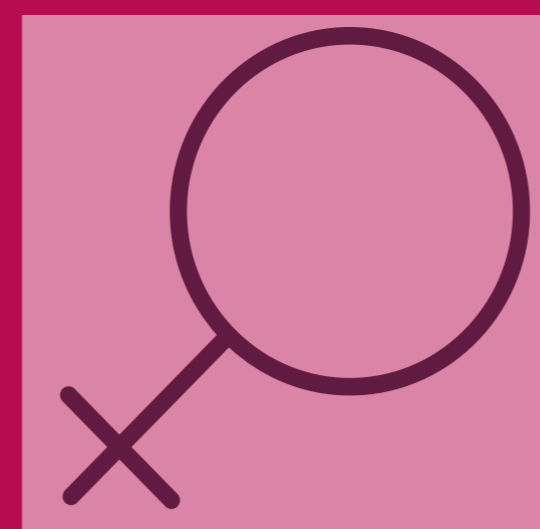
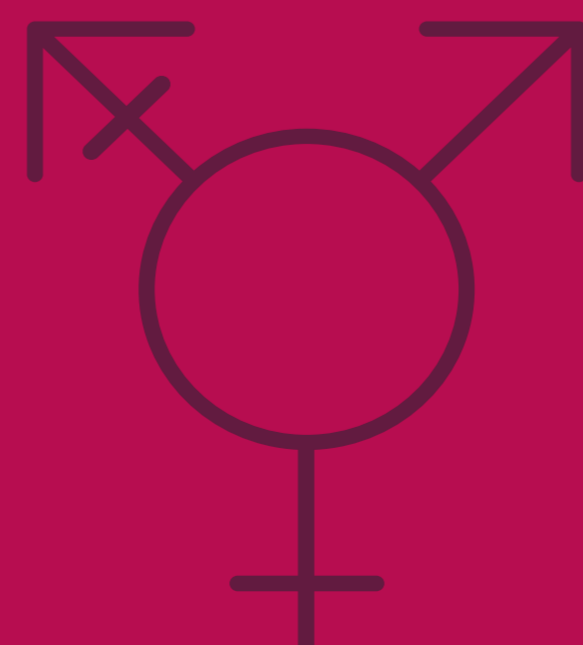
2.4%

of staff at Hallam declare their sexual orientation as **LGB**

Over a **1/3**

of trans students in the sector have experienced negative behaviour from staff and students in the last year**

Nationally 51% of trans people have hidden their identity at work for fear of discrimination**



SHU have **above average** percentage of professors who are female. **29% VS 22%**

GO
Hallam
Team

The balance of students, at SHU, in different subject areas such as **women in STEM** subjects has **improved** over the last 3 years

4%



In the sector higher proportion of women qualify with a first / 2.1 degree than men*

The sector reported average university pay gap between men and women was 18.3%*



Want to find out more?

Equality Challenge Unit

<https://www.ecu.ac.uk/>

Stonewall

<https://www.stonewall.org.uk/>

SHU Equality, Diversity and inclusion web pages

<https://www.shu.ac.uk/about-us/equality-and-diversity>

SHUallies

https://blogs.shu.ac.uk/signals/shu-allies/?doing_wp_cron=1517836307.6988060474395751953125

* ECU (2016) Equality in higher education statistical report based on information and data from 2014/15

Sheffield Hallam University

Equality Objectives

- 1 To bring about a **step change** in race diversity and equality
- 2 To continue to **eradicate gender** disparities
- 3 To ensure an **inclusive, accessible and open** working and learning environment for **all staff and students**



Our 3 Year Plan

For more information



@SheffHallam_EDI

Website: www.shu.ac.uk/about-us/equality-and-diversity

Hashtags: #wearehallam
SHU_Equality
SHU_Diversity
SHU_Inclusion

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** Stonewall LGBT in Britain Trans Report 2018

Transforming Lives
*Valuing Difference
and Inspiring Change*

Equality, Diversity and Inclusion

