

## Ethnicity of Applicants and Students Welsh HEPs Compared to Population Distributions of Ethnicity

UK domiciled applicants\* to UK Providers

Numbers

Ethnicity	2016/17	2017/18	2018/19	Population**	
				All UK	Welsh
White	427,905	411,695	397,895	55,073,552	2,928,253
Black Caribbean	9,905	9,210	8,790		3,809
Black African	40,415	38,650	38,005		11,887
Black Other	2,535	2,475	2,400		2,580
Black sub total	52,855	50,335	49,195	1,904,684	18,276
Indian	18,985	18,010	18,340	1,451,862	17,256
Pakistani	21,220	22,225	22,815	1,174,983	12,229
Bangladeshi	9,395	9,460	9,855	451,529	10,687
Chinese	3,955	3,810	3,755	433,150	13,638
Asian Other	13,230	12,895	13,015	861,815	16,318
Mixed	24,930	25,095	25,380	1,250,229	31,521
Other	10,265	10,920	11,090	580,374	15,278
Ethnic minority sub-total	154,835	152,750	153,445	8,108,626	135,203
Not known/refused	7,765	7,845	10,270		
Total	590,505	572,290	561,610	63,182,178	3,063,456

Percentages

Ethnicity	2016/17	2017/18	2018/19	Population**	
				All UK	Welsh
White	73.4%	72.9%	72.2%	87.2%	95.6%
Black Caribbean	1.7%	1.6%	1.6%		0.1%
Black African	6.9%	6.8%	6.9%		0.4%
Black Other	0.4%	0.4%	0.4%		0.1%
Black sub total	9.1%	8.9%	8.9%	3.0%	0.6%
Indian	3.3%	3.2%	3.3%	2.3%	0.6%
Pakistani	3.6%	3.9%	4.1%	1.9%	0.4%
Bangladeshi	1.6%	1.7%	1.8%	0.7%	0.3%
Chinese	0.7%	0.7%	0.7%	0.7%	0.4%
Asian Other	2.3%	2.3%	2.4%	1.4%	0.5%
Mixed	4.3%	4.4%	4.6%	2.0%	1.0%
Other	1.8%	1.9%	2.0%	0.9%	0.5%
Ethnic minority sub-total	26.6%	27.1%	27.8%	12.8%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

HE Students at Welsh HEPs

Numbers

Ethnicity	From UK			From Wales			Population**		
	2016/17	2017/18	2018/19	2016/17	2017/18	2018/19	All UK	All UK (Student Weighted)**	Welsh
White	95,000	94,360	96,340	61,270	60,770	62,765	55,073,552	58,300,927	2,928,253
Black Caribbean	410	455	585	135	130	145			3,809
Black African	1,970	2,070	2,185	845	875	935			11,887
Black Other	160	195	220	80	105	105			2,580
Black sub total	2,535	2,715	2,990	1,060	1,105	1,190	1,904,684	977,898	18,276
Indian	1,445	1,510	1,635	400	390	435	1,451,862	787,012	17,256
Pakistani	920	1,050	1,285	495	530	590	1,174,983	615,202	12,229
Bangladeshi	820	1,405	1,500	515	705	840	451,529	311,327	10,687
Chinese	520	495	475	235	245	220	433,150	341,018	13,638
Asian Other	1,165	1,265	1,290	545	575	605	861,815	543,171	16,318
Mixed	2,500	2,655	2,965	1,130	1,175	1,330	1,250,229	886,173	31,521
Other	845	955	1,115	495	580	655	580,374	419,450	15,278
Ethnic minority sub-total	10,750	12,055	13,250	4,880	5,310	5,865	8,108,626	4,881,251	135,203
Information refused	1,790	1,505	1,410	1,270	985	885			
Not known	650	315	240	555	275	195			
Total	108,190	108,235	111,240	67,975	67,340	69,710	63,182,178	63,182,178	3,063,456

Percentages

Ethnicity	From UK			From Wales			Population**		
	2016/17	2017/18	2018/19	2016/17	2017/18	2018/19	All UK	All UK (Student Weighted)	Welsh
White	89.8%	88.7%	87.9%	92.6%	92.0%	91.5%	87.2%	92.3%	95.6%
Black Caribbean	0.4%	0.4%	0.5%	0.2%	0.2%	0.2%			0.1%
Black African	1.9%	1.9%	2.0%	1.3%	1.3%	1.4%			0.4%
Black Other	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%			0.1%
Black sub total	2.4%	2.6%	2.7%	1.6%	1.7%	1.7%	3.0%	1.5%	0.6%
Indian	1.4%	1.4%	1.5%	0.6%	0.6%	0.6%	2.3%	1.2%	0.6%
Pakistani	0.9%	1.0%	1.2%	0.7%	0.8%	0.9%	1.9%	1.0%	0.4%
Bangladeshi	0.8%	1.3%	1.4%	0.8%	1.1%	1.2%	0.7%	0.5%	0.3%
Chinese	0.5%	0.5%	0.4%	0.4%	0.4%	0.3%	0.7%	0.5%	0.4%
Asian Other	1.1%	1.2%	1.2%	0.8%	0.9%	0.9%	1.4%	0.9%	0.5%
Mixed	2.4%	2.5%	2.7%	1.7%	1.8%	1.9%	2.0%	1.4%	1.0%
Other	0.8%	0.9%	1.0%	0.8%	0.9%	1.0%	0.9%	0.7%	0.5%
Ethnic minority sub-total	10.2%	11.3%	12.1%	7.4%	8.0%	8.5%	12.8%	7.7%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: UCAS and HESA Student Record

### Notes

HESA student registration population

\*UCAS end of cycle applicant figures - UK domiciles

\*\*Population data from Census 2011

\*\*\*The weighted population figures take into account that student numbers at Welsh HEIs are dominated by the number of students domiciled in Wales and therefore the ethnic mix of all students will be skewed towards the mix of the Welsh population

Percentages exclude those with unknown ethnicity

HEFCW's standard data disclosure control procedure has been applied. This means that:

All numbers are rounded up or down to the nearest multiple of 5. Any number lower than 2.5 is rounded to 0. Halves are rounded upwards (e.g. 2.5 is rounded to 5).

Percentages are calculated on unrounded data. Percentages calculated on populations which contain fewer than 22.5 individuals are suppressed and represented as ".".

Totals are the rounded sum of unrounded data and may not equal the sum of rounded data shown

## Ethnicity of Staff of Welsh HEIs Compared to Population Distributions of Ethnicity

Staff at Welsh HEIs

Ethnicity	2016/17		2017/18		2018/19		Population**	
	Academic	All	Academic	All	Academic	All	All UK	Welsh
White	10,105	20,180	9,475	19,395	9,315	19,135	55,073,552	2,928,253
Black Caribbean	20	35	20	35	20	40		3,809
Black African	85	125	90	130	95	140		11,887
Black Other	10	15	10	15	10	15		2,580
Black sub total	115	175	125	180	130	195	1,904,684	18,276
Indian	165	230	150	215	175	235	1,451,862	17,256
Pakistani	50	80	50	75	60	85	1,174,983	12,229
Bangladeshi	30	45	30	50	40	55	451,529	10,687
Chinese	305	365	300	360	320	390	433,150	13,638
Asian Other	150	205	140	195	160	215	861,815	16,318
Mixed	125	215	120	215	145	235	1,250,229	31,521
Other	345	440	305	395	275	365	580,374	15,278
Ethnic minority sub-total	1,285	1,745	1,225	1,685	1,305	1,780	8,108,626	135,203
Not known/refused	1,605	1,935	1,355	1,590	1,760	2,075		
Total	13,000	23,860	12,055	22,670	12,380	22,985	63,182,178	3,063,456

Percentages

Ethnicity	2016/17		2017/18		2018/19		Population**	
	Academic	All	Academic	All	Academic	All	All UK	Welsh
White	88.7%	92.0%	88.5%	92.0%	87.7%	91.5%	87.2%	95.6%
Black Caribbean	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%		0.1%
Black African	0.7%	0.6%	0.9%	0.6%	0.9%	0.7%		0.4%
Black Other	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%		0.1%
Black sub total	1.0%	0.8%	1.2%	0.8%	1.2%	0.9%	3.0%	0.6%
Indian	1.5%	1.0%	1.4%	1.0%	1.7%	1.1%	2.3%	0.6%
Pakistani	0.4%	0.4%	0.5%	0.4%	0.6%	0.4%	1.9%	0.4%
Bangladeshi	0.3%	0.2%	0.3%	0.2%	0.4%	0.3%	0.7%	0.3%
Chinese	2.7%	1.7%	2.8%	1.7%	3.0%	1.9%	0.7%	0.4%
Asian Other	1.3%	0.9%	1.3%	0.9%	1.5%	1.0%	1.4%	0.5%
Mixed	1.1%	1.0%	1.1%	1.0%	1.3%	1.1%	2.0%	1.0%
Other	3.0%	2.0%	2.9%	1.9%	2.6%	1.7%	0.9%	0.5%
Ethnic minority sub-total	11.3%	8.0%	11.5%	8.0%	12.3%	8.5%	12.8%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Staff at Welsh HEIs on non-atypical contracts

Ethnicity	2016/17		2017/18		2018/19		Population**	
	Academic	All	Academic	All	Academic	All	All UK	Welsh
White	8,665	18,735	8,615	18,530	8,470	18,290	55,073,552	2,928,253
Black Caribbean	15	30	20	35	20	40		3,809
Black African	65	105	75	110	80	120		11,887
Black Other	10	15	10	15	10	15		2,580
Black sub total	90	150	105	160	110	180	1,904,684	18,276
Indian	130	190	145	210	160	220	1,451,862	17,256
Pakistani	40	70	50	75	55	75	1,174,983	12,229
Bangladeshi	25	40	30	45	35	55	451,529	10,687
Chinese	240	300	275	340	300	370	433,150	13,638
Asian Other	120	175	125	180	140	195	861,815	16,318
Mixed	100	190	100	195	120	215	1,250,229	31,521
Other	280	370	265	355	250	335	580,374	15,278
Ethnic minority sub-total	1,035	1,490	1,090	1,550	1,175	1,645	8,108,626	135,203
Not known/refused	540	870	550	790	620	935		
Total	10,240	21,095	10,255	20,870	10,265	20,875	63,182,178	3,063,456

Percentages

Ethnicity	2016/17		2017/18		2018/19		Population**	
	Academic	All	Academic	All	Academic	All	All UK	Welsh
White	89.3%	92.6%	88.7%	92.3%	87.8%	91.7%	87.2%	95.6%
Black Caribbean	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%		0.1%
Black African	0.7%	0.5%	0.8%	0.6%	0.8%	0.6%		0.4%
Black Other	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%		0.1%
Black sub total	0.9%	0.8%	1.1%	0.8%	1.1%	0.9%	3.0%	0.6%
Indian	1.3%	0.9%	1.5%	1.0%	1.7%	1.1%	2.3%	0.6%
Pakistani	0.4%	0.4%	0.5%	0.4%	0.5%	0.4%	1.9%	0.4%
Bangladeshi	0.3%	0.2%	0.3%	0.2%	0.4%	0.3%	0.7%	0.3%
Chinese	2.5%	1.5%	2.8%	1.7%	3.1%	1.9%	0.7%	0.4%
Asian Other	1.2%	0.9%	1.3%	0.9%	1.5%	1.0%	1.4%	0.5%
Mixed	1.0%	0.9%	1.0%	1.0%	1.2%	1.1%	2.0%	1.0%
Other	2.9%	1.8%	2.7%	1.8%	2.6%	1.7%	0.9%	0.5%
Ethnic minority sub-total	10.7%	7.4%	11.3%	7.7%	12.2%	8.3%	12.8%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Academic staff at Welsh HEIs on atypical contracts

Ethnicity	2016/17	2017/18	2018/19	Population**	
				All UK	Welsh
White	1,445	860	840	55,073,552	2,928,253
Black Caribbean	5	5	0		3,809
Black African	20	15	20		11,887
Black Other	0	0	0		2,580
Black sub total	25	20	20	1,904,684	18,276
Indian	40	5	15	1,451,862	17,256
Pakistani	5	5	10	1,174,983	12,229
Bangladeshi	5	5	0	451,529	10,687
Chinese	65	25	20	433,150	13,638
Asian Other	25	15	20	861,815	16,318
Mixed	25	20	20	1,250,229	31,521
Other	65	40	30	580,374	15,278
Ethnic minority sub-total	255	135	135	8,108,626	135,203
Not known/refused	1,065	805	1,140		
Total	2,760	1,800	2,115	63,182,178	3,063,456

Percentages

Ethnicity	2016/17	2017/18	2018/19	Population**	
				All UK	Welsh
White	85.0%	86.5%	86.4%	87.2%	95.6%
Black Caribbean	0.2%	0.3%	0.0%		0.1%
Black African	1.1%	1.7%	1.8%		0.4%
Black Other	0.1%	0.0%	0.0%		0.1%
Black sub total	1.4%	2.0%	1.8%	3.0%	0.6%
Indian	2.2%	0.7%	1.5%	2.3%	0.6%
Pakistani	0.4%	0.4%	0.9%	1.9%	0.4%
Bangladeshi	0.2%	0.4%	0.1%	0.7%	0.3%
Chinese	3.8%	2.3%	2.1%	0.7%	0.4%
Asian Other	1.6%	1.4%	2.1%	1.4%	0.5%
Mixed	1.5%	2.1%	2.3%	2.0%	1.0%
Other	3.9%	4.1%	2.9%	0.9%	0.5%
Ethnic minority sub-total	15.0%	13.5%	13.6%	12.8%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: HESA Staff Record

Notes

HESA staff contract population

\*UCAS 30 June deadline applicant figures - UK domiciles

\*\*Population data from Census 2011

\*\*\*The weighted population figures take into account that student numbers at Welsh HEIs are dominated by the number of students domiciled in Wales and therefore the ethnic mix of all students will be skewed towards the mix of the Welsh population

Percentages exclude those with unknown ethnicity

HEFCW's standard data disclosure control procedure has been applied. This means that:

All numbers are rounded up or down to the nearest multiple of 5. Any number lower than 2.5 is rounded to 0. Halves are rounded upwards (e.g. 2.5 is rounded to 5).

Percentages are calculated on unrounded data. Percentages calculated on populations which contain fewer than 22.5 individuals are suppressed and represented as ".".

Totals are the rounded sum of unrounded data and may not equal the sum of rounded data shown

From 2015/16 collection onwards, atypical non-academic staff are no longer included in the coverage of the HESA staff record. Therefore data for atypical non-academic staff from 2014/15 is excluded from this analysis. This means that data for 'All' staff shown in the 'Staff at Welsh HEIs' table includes data for academic staff on both atypical and non-atypical contracts, and data for non-academic staff on non-atypical contracts.