

EngineeringUK Secondary & Middle School EDI Criteria 2022/23 Academic Year

EngineeringUK's EDI vision is that young people from all groups are proportionately present in and well prepared for engineering pathways at the age of 19 years.

Despite some improvements, workforce diversity shortages persist with women being the most under-represented group, making up 17% of the engineering workforce as compared with 48% of the overall workforce. With comparable figures of 24 and 26% for people from poorer socioeconomic backgrounds, 11 and 15% for disabled people, and 11 and 13% for people from minority ethnic groups.

EDI Criteria Background

In Autumn 2020, EngineeringUK developed a set of 'EDI Criteria' to identify secondary and middle schools that we would prioritise for our programmes to reach more young people from groups under-represented in engineering. It was agreed that the same approach would be followed for the 2021/2022 and 2022/2023 academic years.

So far, primary schools have not been included in the EDI criteria unless they are a SEND schools, but we are exploring the merit of developing primary EDI criteria in the future.

Initial findings on the impact of the EDI Criteria can be found [here](#). These show that using the EDI criteria has changed the demographic makeup of participants in our programmes. EngineeringUK will continue to evaluate the impact of the EDI Criteria and use the findings to hone our targeting approach.

EDI Criteria Iterations

Whilst the same approach is being applied for 3 consecutive years, there have been some updates along the way.

In 2021/22 we made the decision to lower the threshold slightly for girls' schools (see below for details) given that women are the most under-represented in engineering.

For 2022/23 we have made the decision to stop working with independent schools unless they are special schools. The same applies for secondary, middle and primary schools alike.

The EDI Criteria

The percentages and averages referred to in the table below are for **secondary and middle schools or their equivalents (in the devolved nations) only**.

We consider a school to meet our EDI criteria if they are:

- Equal to or above national average in **both** Free School Meals (FSM) and proportion of ethnic minority students (middle column)

or

- Equal to or above **one** of the 'significantly above average' criteria (right hand column)

	National Average (median)	Significantly above average
England		(Top 30% FSM¹, Top 25% ethnic minority students)
Free School Meal Eligibility*	≥ 20.7%	≥ 28.5%
Ethnic minority students	≥ 22.9%	≥ 36.5%
SEND students	-	SEN schools/PRU
Rural Location	-	rural settlement (less than 10,000 people), sparse area ²
Wales		(Top 25% FSM, Top 25% ethnic minority students)
Free School Meal Eligibility*	≥ 18.7%	≥ 27.5%
Ethnic minority students	≥ 7.1%	≥ 14.5%
SEND students	-	SEN schools/PRU

¹ 30% FSM used in England so address regional disparity. See technical document for more details.

² For a full definition of sparse according to the ONS 2011 Urban Rural classification, please see:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/239477/RUC11methodologypaperaug_28_Aug.pdf

Rural Location	-	(Data unavailable – identify this manually)
Scotland		(Top 25% FSM, Top 25% ethnic minority students)
Free School Meal Eligibility*	≥ 15.5%	≥ 22.2%
Ethnic minority students	≥ 4.8%	≥ 9.9%
SEND students	-	SEN schools/PRU
Rural Location		settlement of less than 10,000 people with a drive time of over 30 minutes to a settlement of 10,000 or more
Northern Ireland		(Top 40%FSM, no ethnicity data available)
Free School Meal Eligibility*	-	≥ 32.0%
SEND students	-	SEN schools/PRU
Rural Location	-	(Data unavailable – identify manually)

For reference (these percentages do not include special schools as 100% of special schools meet the criteria):

- 49% of secondary schools in England meet the criteria
- 58% of secondary and middle schools³ in Wales meet the criteria
- 40% of post-primary schools in Northern Ireland meet the criteria
- 59% of secondary schools in Scotland meet the criteria

Gender

Single-sex girls' schools who have above average proportions of pupils eligible for Free School Meals and/or above average proportions of students from ethnic minority backgrounds meet the EDI Criteria. This is a lower threshold than for other mainstream schools in order to prioritise schools which have 100% girls as we know girls continue to be under-represented in engineering.

Programme participants from co-ed schools should aim to have a 50/50 gender split, unless there is a good case otherwise.

EDI Criteria Selection

Whilst it is noted that there will be regional variations in the data provided above, it was decided that using national statistics was the best approach as EngineeringUK focusses on the national picture – aiming to improve the diversity of the engineering workforce in the UK, rather than on a region-by-region basis.

Participant Level Data Collection

As outlined above, in addition to school data, we have also collected data on the demographics of students who participate in our programmes, to understand whether we are engaging with young people from groups under-represented in engineering. An example of the types of questions asked is available here: [Demographic Question Data Bank](#)

³ Middle schools in Wales are secondary schools with a primary campus on site