

EngineeringUK EDI Criteria

20/21 Academic Year

EngineeringUK EDI Criteria (20/21 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.

The engineering workforce could and should be much more diverse, for example: women make up just 12% of the engineering workforce; 37% of Black engineering graduates are working in engineering 6 months after graduation, compared to 41% of Asian engineering graduates and 60% of White engineering graduates; those in engineering degrees are less likely to be the first in their family to be at university than for other subjects (37% vs 45%); and around 9% of engineering and technology students declared that they have a disability or impairment, as compared with the average of 14%. It will be impossible to resolve the homogeneity of the engineering workforce without drawing in new entrants and we know that potential future engineers coming up through the education system are increasingly diverse.

At EngineeringUK, we regularly talk about engaging under-represented audiences but have previously not had a clear strategy for targeting these audiences. In order to address this, we have set organisation-wide EDI Criteria and have developed a set of demographic data questions to collect information about the students participating. This will allow us to identify the schools we wish to prioritise through our programmes but also to understand who we are reaching within these schools. Alongside this, our research team will be collecting student-level data to evaluate the impact of our programmes on students from different demographic backgrounds.

The percentages and averages referred to in the table below are for **secondary schools or their equivalents (in the devolved nations) only**. For 2020/21, **primary schools are not included in the EDI criteria**, but it is envisaged that in future years we may consider developing similar measures for primary schools.

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*	≥ 15.4%	≥ 21.7%
Ethnic minority students	≥ 20.8%	≥ 50.1%
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*	≥ 15.8%	≥ 24.3%
Ethnic minority students	≥ 6.7%	≥ 13.6%
SEND students	-	SEN schools/PRU
Rural Location	-	(Data unavailable – work with DPs to identify)
Scotland		(Top 25% FSM, Top 25% ethnic minority students)
Free School Meal Eligibility*	≥ 13.6%	≥ 19.7%
Ethnic minority students	≥ 4.3%	≥ 9.5%
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		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*	-	≥ 36.6%
SEND students	-	SEN schools/PRU
Rural Location	-	(Data unavailable – work with DPs to identify)

*We are expecting the national average for FSM eligibility to rise as a result of the pandemic, but the new national averages will not be available until part way through the academic year. This could result in a disproportionate number of schools being 'above national average'. **We will therefore use the 19/20 data for schools to assess whether they meet our EDI criteria.**

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

- 48% of secondary schools in England meet the criteria
- 46% of secondary and middle schools³ in Wales meet the criteria
- 40% of post-primary schools in Northern Ireland meet the criteria
- 58% of secondary schools in Scotland meet the criteria

Low school attendance due to COVID-19

Schools for whom attendance is below 75% in Autumn Term 2020 will meet the EDI criteria. This is to include schools whose students' attendance in education has been most impacted by COVID 19. Data on this is not currently publicly available and schools should therefore highlight themselves if they meet these criteria.

Gender

Gender has not been included as a criterion as single-sex schools are often academically selective or independent. Their suitability for receiving access to free resources, funding or programmes should be assessed on a case-by-case basis.

Programme participants from co-ed schools should be at least 50% female 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

Targeting schools that meet our EDI criteria is the first step, but we also want to understand more about the students who participate in our programmes and whether we are engaging with 'priority students'. We consider 'priority students' to be:

- ethnic minority students
- students from low socio-economic backgrounds
- students with a special educational need or disability
- students who live in a rural location (as defined above)
- students who identify as female

Please refer to the '*EUK Demographic Data Question Bank*', which provides a list of demographic questions to be asked about participants.

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