



Annual Equality Monitoring Report

2013-2014

**Prepared by the Equality Office and the Monitoring Advisory Group (a
sub-Committee of the Equality Committee)**

Table of Contents

Contents

Key findings	3
About the data.....	9
Sources.....	9
Definitions.....	10
All Staff.....	14
College Decision-making bodies	14
College staff by type of employment (All staff)	15
College staff Age profile.....	16
Recruitment Diversity Monitoring	18
Disability 3% Report.....	19
Faculty Report	20
Gender and Academic Decision-making.....	20
Academic staff – Across the University	21
Academic comparative (UK and HEA 2012-2013)	22
Academic Staff: Arts, Humanities and Social Sciences:	23
Academic Staff: Engineering Mathematics and Science:.....	25
Academic Staff: Health Sciences	27
Gender and Research Staff	29
Academic Promotions.....	30
Administrative and Library.....	32
Gender equality in Administrative, Library and Support Areas.....	32
Administrative Staff	33
Library Staff	34
Support Staff	35
Promotions.....	36
Student Report	37
Student population by category and gender 2012-2013.....	38
Geographical distribution 2012/13.....	40

Age distribution (HEA)	41
Socio-economic background and ethnicity.....	42
Alternative Admissions and Access Initiatives.....	45
Admissions 2013	45
Access Initiatives	45

Key findings

Note on this Report

Data collation

- Student data is incomplete due to the new SITS (student information system) implementation. The new system does not provide the required data to Access departments, requiring ineffective and potentially inaccurate manual data collation.
- Staffing issues have exacerbated SITS difficulties with staff not being replaced or being allocated other tasks due to SITS. This has also impacted the WiSER staff reports.

Further details on the impact of SITS are provided by TAP and the Disability Service documents attached to this report.

Academic staff and gender

- There has been little variation in the proportion of female Professors (Chairs) in the period 2007-2014 – from 13% in 06-07 to 15% currently (Irish University average is 18.6% and 21.7% in the UK). The advisory group noted the possible impact of the Employment Control Framework. [See p 19].
- Junior Promotions: eligible female academics are currently applying for the Merit Bar at a comparable rate to their male colleagues (45% F and 47% M) and their success rate was higher at 71%. This represents a change on Junior Promotions in 2008 when only 27% of eligible female candidates were applying. In particular the application rate in the Faculty of Health Sciences has improved. [See p 28].

Administrative and Support staff and gender

- There is little variation in the gender imbalance pattern in administrative grades (with gender proportions going from 74% female at Admin 3 to 23% female at Senior Admin 1). [See p 31]
- The gender segregation pattern by area of employment reflects very traditional gender roles with little indication of change. The Monitoring Advisory Group recommends further research into the gender profile of applicants and new staff entering support areas. [See p 30]

Research staff

- Currently insufficient data is tracked and collated to analyse this group of staff; the Monitoring Advisory Group and the Equality Committee have prioritized research staff as a category requiring further and more consistent data development. [See p 27].

Disability

- The proportion of staff who have declared a disability in 2013 is 3.2% (the minimum target is 3%). [See p 17].

Recruitment monitoring – 9 equality grounds

- Diversity monitoring has now been fully integrated in the College e-recruitment system. It is envisaged that this will provide better quality data in relation to the 9 equality grounds and applicants. The diversity screen was activated in April 2014.

Nationality

- Currently staff nationality data is not monitored, but HR produces figures for university rankings. The Monitoring Advisory Group will recommend including this data.

Athena SWAN

- The Advisory Group is liaising with WiSER in relation to the Athena SWAN process being introduced in Ireland. The group will seek to align the statistical reporting with the Athena requirements in so far as possible in order to enable annual progress monitoring.

Student geographical profile

- The proportion of Irish (Republic and Northern Ireland) students is 82%. There has been a change in how this data is reported on SITS, as it is now based on country of domicile, which is a more accurate descriptor than nationality. This figure is thus not directly comparable to previous reports. 9% of students are from outside the EU (6% across HEA). [See p 38]

Student ethnicity profile

- 83% of new entrants are Irish (90.5% average across HEA institutions) and 7% are from other ethnic backgrounds (note 10% provide no response to this question). This compares to 18.8% of students from Black or minority ethnic backgrounds in the UK. [See p 40]

Student socio-economic background

- Employer and Manager and Higher Professional backgrounds are the most common amongst new entrants to TCD (40% of new entrants combined). [See p 41]

Part-time students

- The proportion of part-time students is very low: 10% of students are part-time (1% of UG and 9% of PG), this compares to 16% average across the Universities and 17.4% across all HEIs. [See p 37]

Widening Participation

- Data in relation to the current cohort of TAP students, Disability or Mature students is not included in this year's report due to difficulties with the new SITS information system. [See p 43]

Format

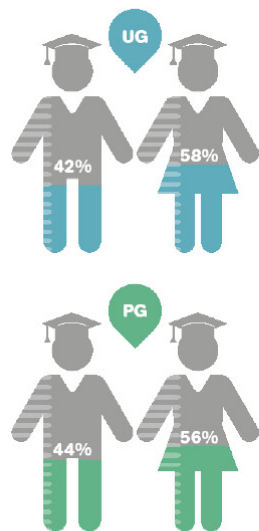
The report format has been amended and is now structured in 3 sections which will also be individually available: Faculty report, Administrative and Library report and Student report.

The report will be available online on the Equality Office site

<http://www.tcd.ie/equality/equality-in-trinity/reports.php>

Trinity Diversity at a Glance

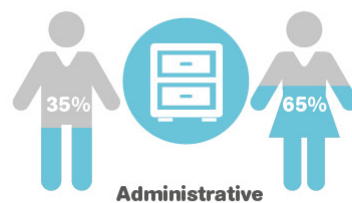
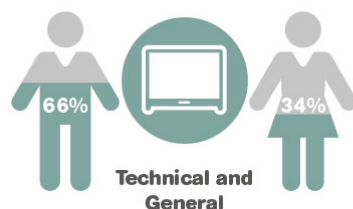
Student Gender



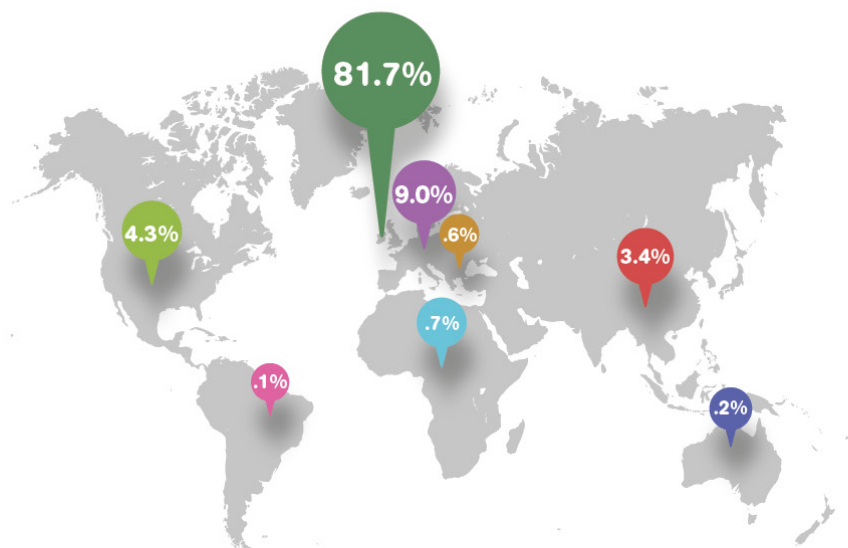
Academic Staff



Gender Balance in Employment



Student Geographical Origin

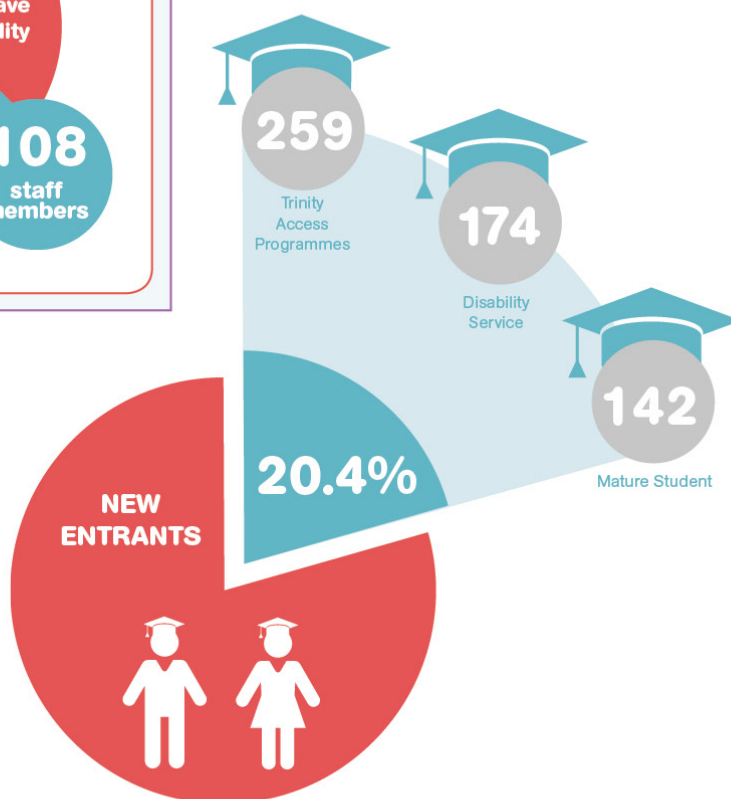


Ireland (Republic & Northern Ireland) 13,601	Africa 109
Europe (EU) 1,493	Europe Non-EU 106
North & Central America 718	Australasia 33
Asia 567	South America 19

Disability



Widening Participation



Membership of Monitoring Advisory Group 2012-2013

Clodagh Byrne (Mature Students' Officer)

Prof. Eileen Drew (Director of WiSER)

Prof. Andrew Loxley (School of Education)

Jennifer Maxwell (Disability Service)

Karen Campos McCormack (Equality Officer)

HR nominee (vacant)

Acknowledgements

The members of the Monitoring Advisory Group, the Business Analyst, Liza Teye and Susan Crosse (HR), Claire Marshall (WiSER), Louise Power and Aileen Batt (HR), Peter Hynes (Student Records), Monica Alcock (Secretary's Office), Elaine Egan (Senior Lecturer's Office), Kathleen O'Toole (TAP), Dawn Carroll and Valerie Harvey (HEA) and everyone else who helped.

About the data

The report constitutes a snapshot of the diversity profile and distribution of staff and students in College as of 2013-2014 based on available data. Reports have been completed for the Equality Committee since 2006-2007 and are available here <http://www.tcd.ie/equality/equality-in-trinity/reports.php>

The report is comprised of four sections: the All staff report; Faculty report; Administrative and Library report and Student report.

The data has been analysed with a focus on the nine equality grounds included in equality legislation and bearing in mind the limitations of available data. The Monitoring Advisory Group reviews and advises on the content of this report, suggesting areas for further development.

Comment on the production of statistics

The production of accurate statistical information is important to understand College, to ensure College follows best practice for equality and diversity and to ensure the College population reflects the diversity in the communities surrounding it.

This data is collated with input from many stakeholders throughout College who use diverse systems of data management from fully automated reporting tools to spread sheets which must be collated manually. While stakeholders work hard to ensure statistics are available for the data monitoring report, they report that collation may be inefficient and difficult for a number of reasons including the implementation of the new SITS information system and staffing issues, which has led to a delay in the production of statistics that would otherwise be included within this report.

Sources

College Calendar 2013-2014

College Disability Service

ECU Equality in Higher Education report 2013

Higher Education Authority (HEA) statistics 2012-2013

Human Resources Reports (including CORE database).

Mature Students' Office

Secretary's Office

Senior Lecturer's Area

Student Records

Trinity Access Programmes (TAP)

WiSER / INTEGER

Definitions

For the purposes of this report the following definitions apply:

Academic staff = are those on academic staff grades (Assistant Professor, Professor Part Time, Associate Professor, Professor (non-Chair) and Professor (Chair)) and medical academic grades.

Administrative staff = are those on administrative staff grades (Admin 3 to 1 and Senior Admin 3 to 1).

Annual/Statutory officers = refers to the Vice-Provost/Chief Academic Officer, Vice-President for Global Relations, Bursar, Senior Lecturer, Registrar, Senior and Junior Deans, Senior and Junior Proctors, Senior Tutor, Dean of Graduate Studies, Dean of Research, Dean of Students, and three Faculty Deans. Annual or Statutory officers are appointed by Board each year on the nomination of the Provost. They work closely with Senior Administrative Officers in the development of policy and management of the College. Annual Officers normally hold office for three years.

Casual staff = are those on the casual pay register. They may work for a few hours, or more regularly, throughout the year, in academic or administrative roles.

Core = is the Human Resources personnel database. The staff data used in this report is from 30th January 2013.

Heads of Administrative functions = refers to the Chief Operating Officer, College Secretary, Director of HR, Librarian, Treasurer, Academic Secretary, Director of Buildings, Director of ISS, Director of Accommodation and Catering, Director of Careers Advisory Service, Director of College Health Service, Director of College Disability Service, Director of Student Counselling, Director of Trinity Research & Innovation, and the Director of Sport.

Honorary Positions = refers to the Chancellor, Pro-Chancellors, and Visitors to the College. The Chancellor acts as head of the University on ceremonial occasions, is elected by the Senate and is also the primary Visitor of the College.

Level 8 students = are those who are registered on four year undergraduate honours degree programmes.

Mature students = are those who were aged 23 years on, or before, the 1st January in their year of admission into an undergraduate programme. There are two classes of mature student:

- Mature Student on age = are those who commenced an undergraduate programme in College via any admission route.
- Mature Student Dispensation Scheme = are those who entered an undergraduate programme in College via this Access scheme. These students will be studying for their first degree.

Research staff = are those who are on research grades (Research Fellows and Research Assistants). Research students are not included as they are included in the postgraduate student category.

- Research Fellow = is reserved for those holding a PhD qualification or other equivalent experience. This is the official College title for research staff who may be informally called “postdoctoral researchers” or “Research Scientists”.

- Research Assistant = refers to research staff holding a Bachelors or Master's degree.

College Staff = includes all monthly and weekly paid staff. It includes full-time and part-time staff and staff on permanent, indefinite, fixed term and temporary contracts. Where casual staff are included this is clearly indicated. The source of most staff figures is the HR Core database, on the 30th January each year.

Students = include all full-time or part-time students. It includes undergraduate and postgraduate student registered in College. This data includes research students on postgraduate programmes who might also fulfil some teaching assistant roles. Student figures vary depending on the date the data extract is taken – the HEA annual figure is taken on 1st March of each year.

The Centre for Women in Science and Engineering (WiSER) = was established in 2006 to ensure the retention and advancement of women working in sciences, engineering and technology (SET) disciplines where they are currently significantly under-represented.

WiSER database = the Centre for Women in Science and Engineering Research (WiSER) manages a database that produces gender disaggregated statistical reports. The database staff data is populated from Core.

Common Acronyms

AHSS – Faculty of Arts, Humanities and Social Sciences

CAO – Central Applications Office

DARE – Disability Access Route to Education

DS – Disability Service

ECU – Equality Challenge Unit (UK agency)

EMS – Faculty of Engineering, Maths and Science

EU – European Union

FT – full-time

HE – Higher Education

HEA – Higher Education Authority (Ireland)

HEAR – Higher Education Access Route

HESA – Higher Education Statistics Agency (UK agency)

HR – Human Resources

HS – Faculty of Health Sciences

MSDS – Mature Students Dispensation Scheme

MSO – Mature Students' Office

PG - postgraduate

PT – part-time

TAP – Trinity Access Programmes

TIC – Trinity Inclusive Curriculum

WiSER – Women in Science and Engineering Research (College Centre)

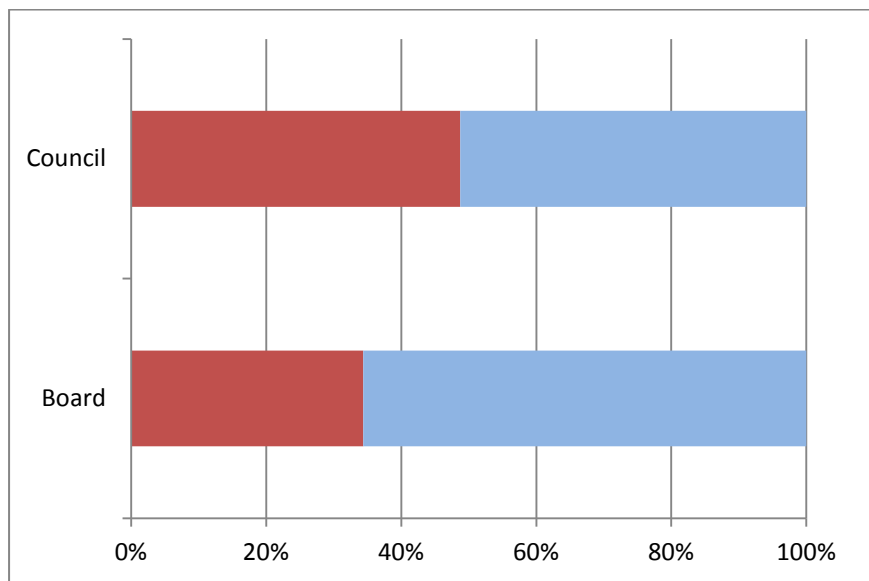
INTEGER - Institutional Transformation for Effecting Gender Equality in Research
(College Project)

UG – Undergraduate

All Staff

College Decision-making bodies

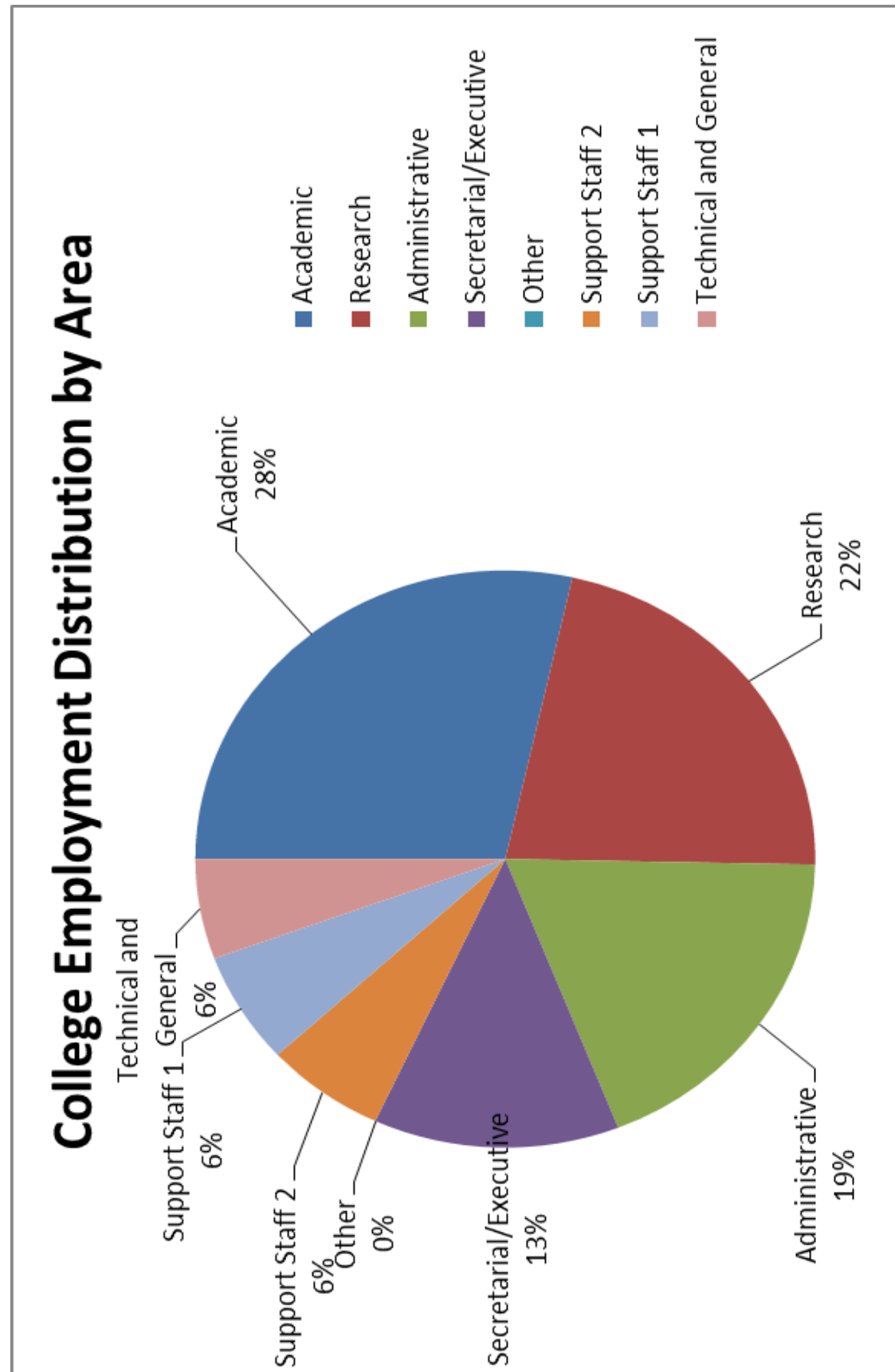
Board, Council and Executive Officers Group



	F	%	M	%	Total
Board	11	34%	21	66%	32
Council	19	49%	20	51%	39
Exec. Officers Group	4	29%	10	71%	14

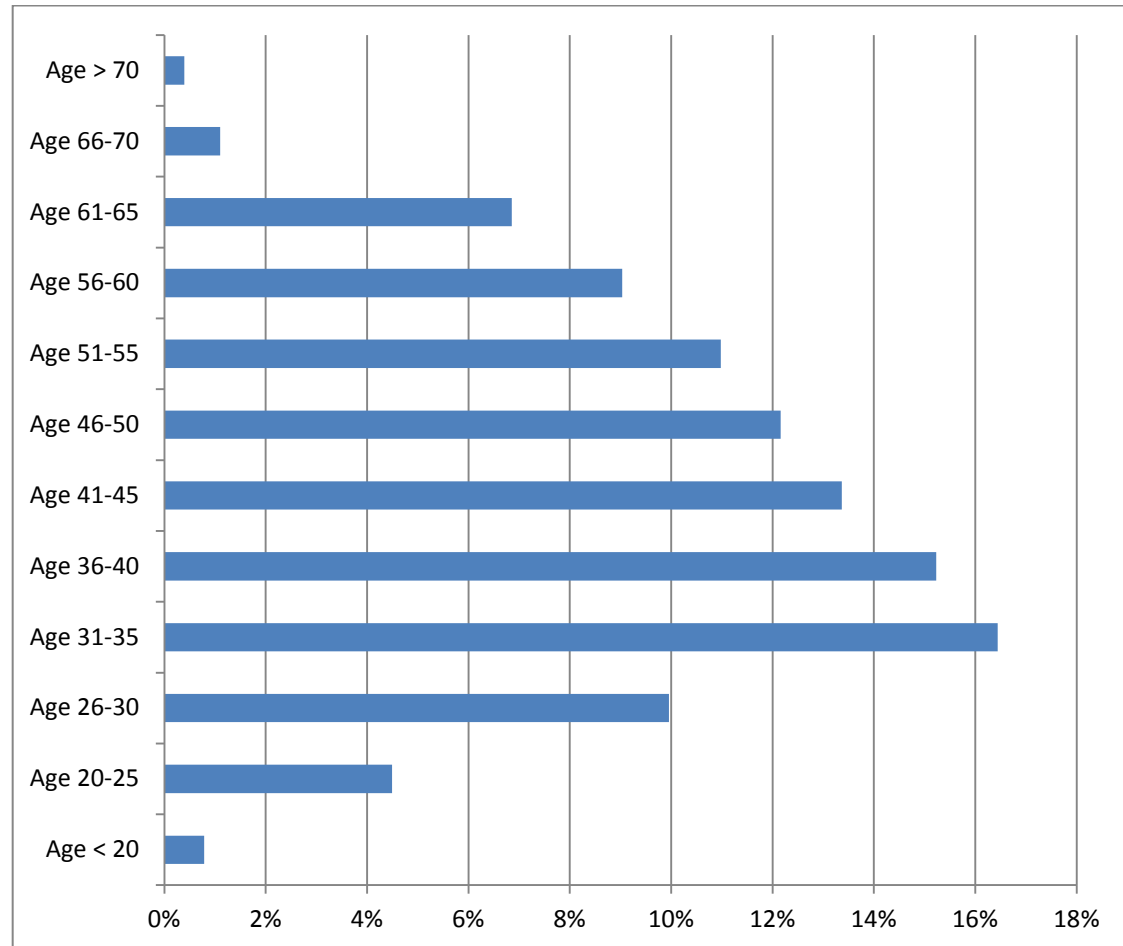
Source: Secretary's Office

College staff by type of employment (All staff)



College staff Age profile

All staff



Total N all staff =3808

Core report Jan 2014

Contract Distribution – Part-time staff

The overall proportion of part-time staff is 76% female, 24% male.

Employee Status	Female	% F	Male	% M	Total
Contract PT	98	61%	63	39%	161
Indefinite PT	107	73%	40	27%	147
Permanent PT	283	90%	32	10%	315
Temporary PT	92	68%	44	32%	136
Total	580	76%	179	24%	759

Core report January 2014

Recruitment Diversity Monitoring

Recruitment diversity monitoring collects information on employment applicants' background in relation to the 9 protected equality grounds: gender, disability, age, nationality/ethnicity, family status, civil status, religion, sexual orientation and Membership of the Traveller community. This data is used for anonymous statistical reporting purposes.

Diversity monitoring has now been integrated in College's e-recruitment system (previously it was available as a separate form) and has been live since 1 April 2014. Due to delays in the process for integrating the diversity screen in e-recruitment data is not available for this report. It is expected the response rate and quality of data provided will be improved by this process and data will be included in next year's report.

Disability 3% Report

As a public sector body the College is required to reach a minimum target for at least 3% of its staff to be people with disabilities and to report annually on the achievement of the target.

The return report to the Department of Education and Science Monitoring Committee for December 2013 indicated that 108 staff had declared a disability as per the Disability Act definition, representing 3.2% * of all staff.

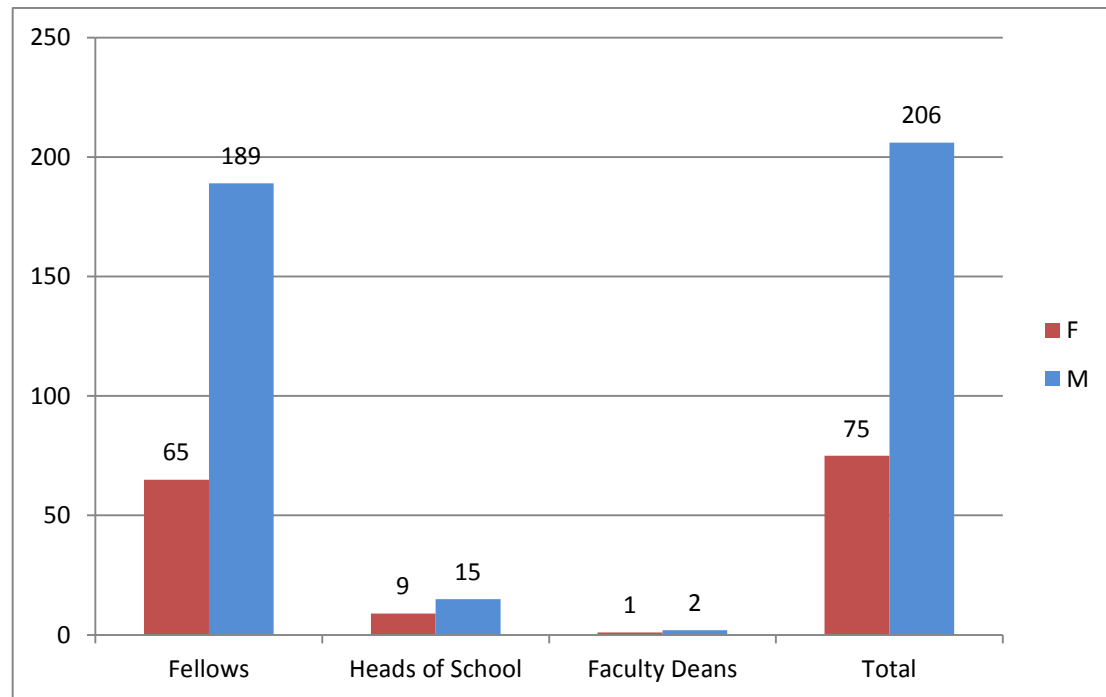
2013 report	Number of staff reporting a disability	% of staff population
TCD	108	3.2%

*Final report figure pending submission to the Department of Education.

Faculty Report

Gender and Academic Decision-making

Senior Academic positions



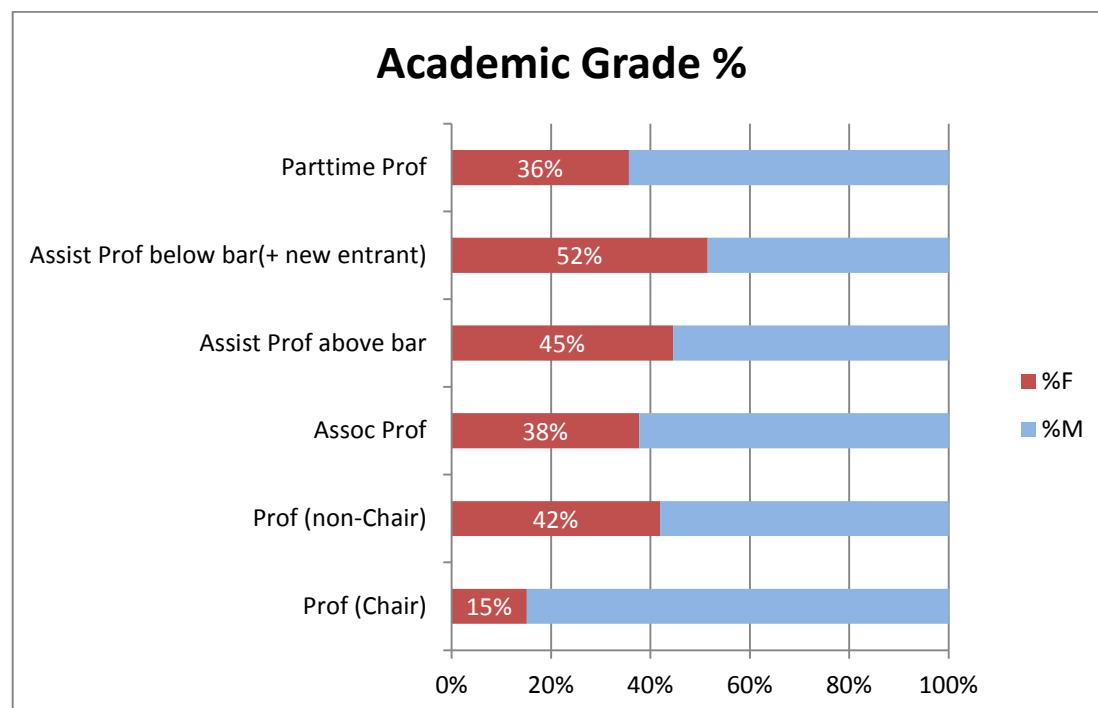
Senior Positions in College

	Female		Male		Total
Statutory Officers	7	41%	10	59%	17
Senior Heads of Administration	4	27%	11	73%	15
Honorary Positions	4	57%	3	43%	7
Total	15	38%	24	62%	39

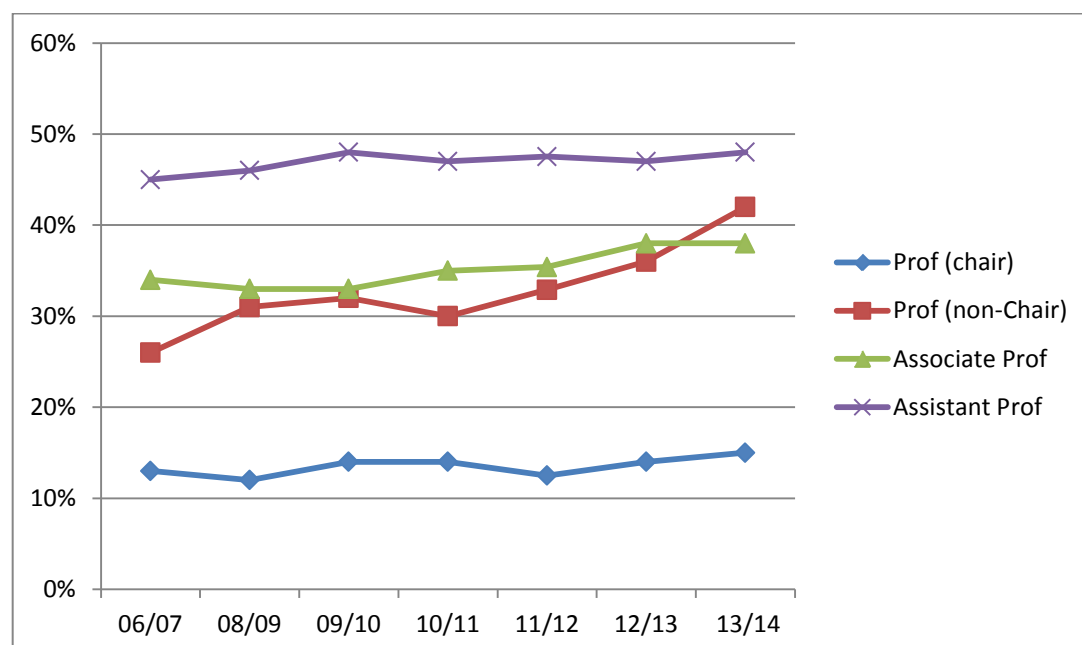
Source: Core January 2014 and Calendar

Academic staff – Across the University

Academic Grades and gender across Faculties



Females at each Academic grade 2007-2014

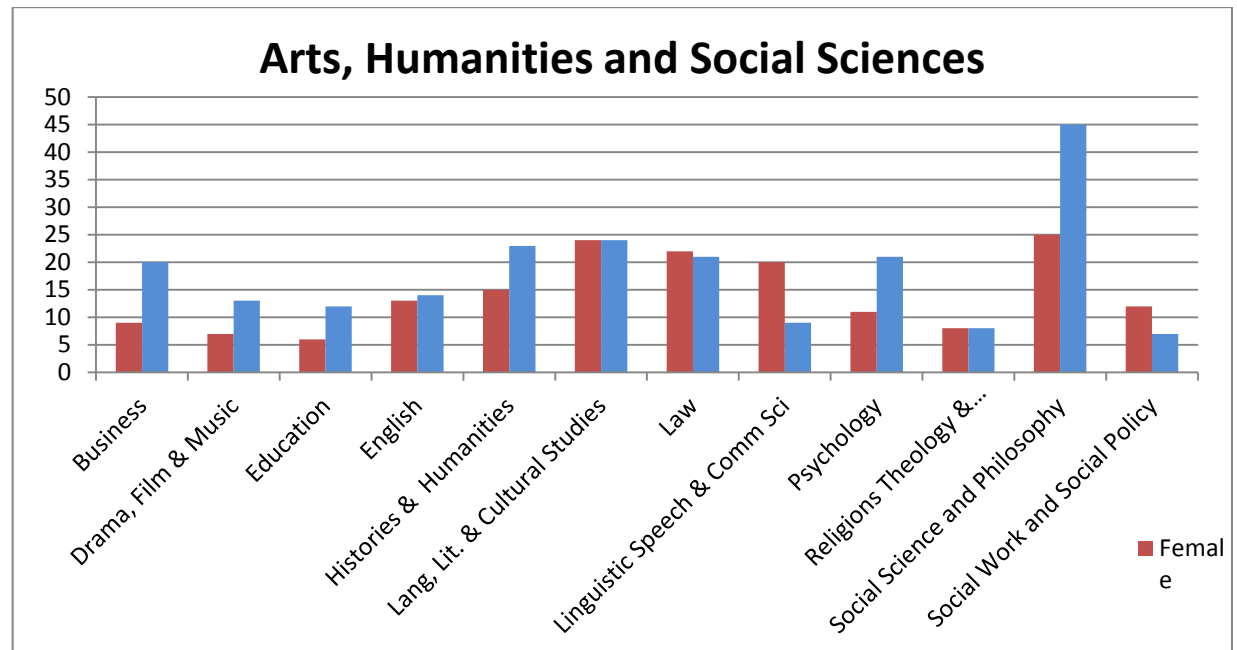


Source: Annual Equality Monitoring Reports: 2006/2007, 2008/2009, 2009/2010, 2010/2011, 2011/2012, 2012/2013.

Academic comparative (UK and HEA 2012-2013)

% F	UK	Irish Universities	TCD
Professor (Chair)	21.7%	18.6%	15.0%
Academic (non-Chair)	47.0%	44.6%	45.0%

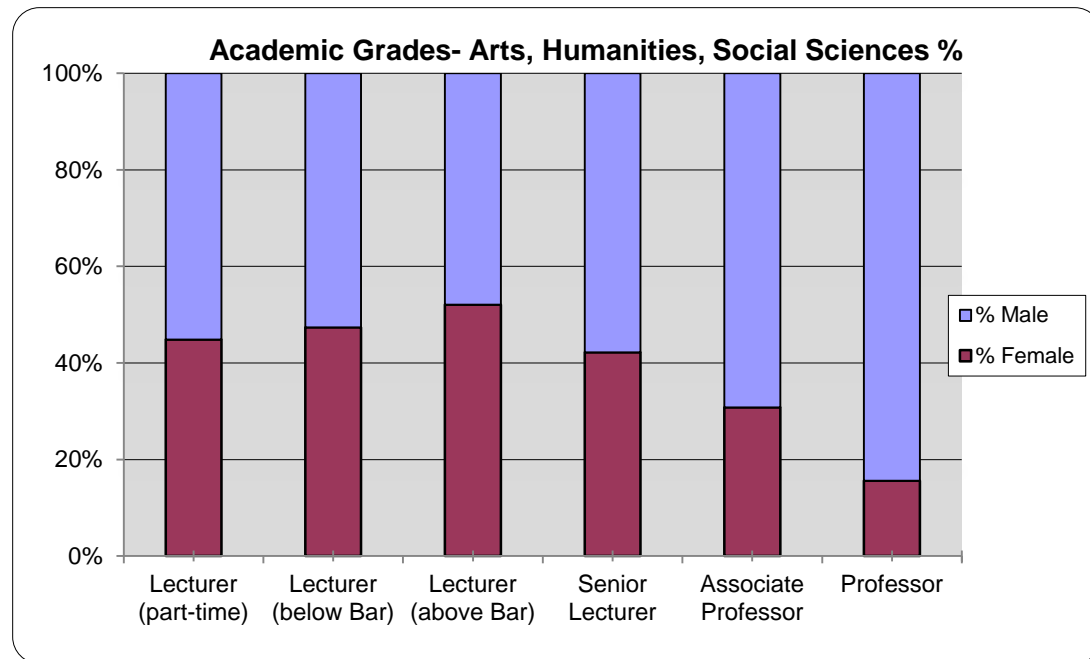
Source: Core report Jan 2014 (TCD), HEA 2012-2013 statistics (Irish Universities), HESA 2012-2013 statistics (UK)

Academic Staff: Arts, Humanities and Social Sciences:

Faculty of Arts, Humanities and Social Sciences	F	%F	M	%M	Total
Business	9	31%	20	69%	29
Drama, Film & Music	7	35%	13	65%	20
Education	6	33%	12	67%	18
English	13	48%	14	52%	27
Histories & Humanities	15	39%	23	61%	38
Lang, Lit. & Cultural Studies	24	50%	24	50%	48
Law	22	51%	21	49%	43
Linguistic Speech & Comm Sci	20	69%	9	31%	29
Psychology	11	34%	21	66%	32
Religions Theology & Ecumenics	8	50%	8	50%	16
Social Science and Philosophy	25	36%	45	64%	70
Social Work and Social Policy	12	63%	7	37%	19
Total academic staff:	172	44%	217	56%	389

Core Report run January 2014.

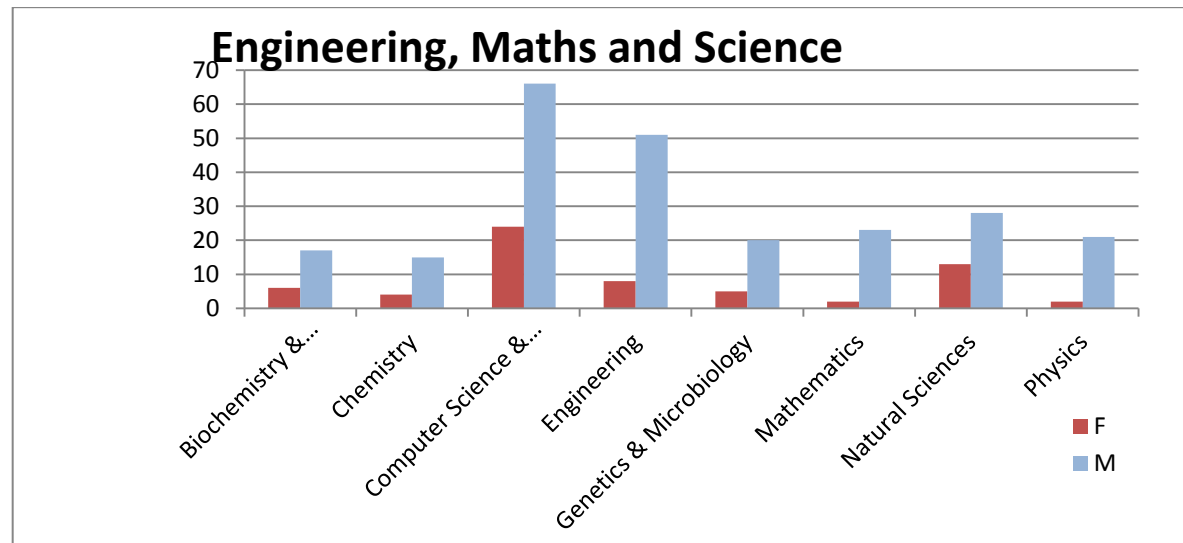
AHSS academic staff by grade



Grades by faculty- Arts, Humanities and Social Science					
Grade Description	Female	F %	Male	M %	Total
Professor	5	16%	27	84%	32
Associate Professor	8	31%	18	69%	26
Senior Lecturer	27	42%	37	58%	64
Lecturer above Bar	50	52%	46	48%	96
Lecturer below Bar	45	47%	50	53%	95
Lecturer part-time	26	45%	32	55%	58
TOTAL	161	43%	210	57%	371

Source: WiSER DB, January 2014

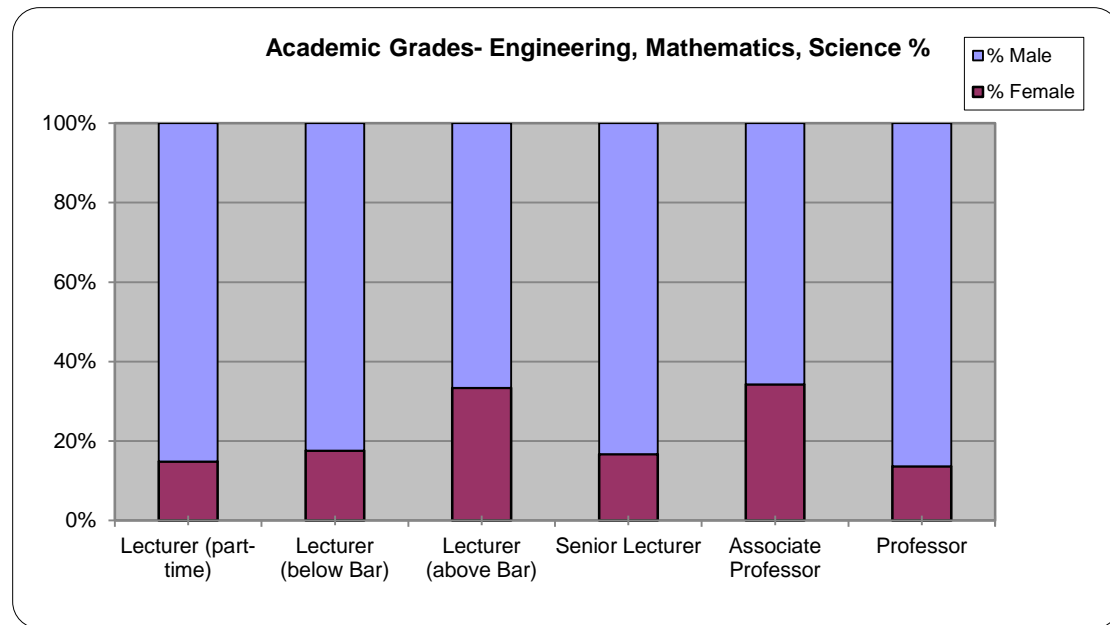
Academic Staff: Engineering Mathematics and Science:



Faculty of Engineering, Mathematics and Science	F	% F	M	% M	Total
Biochemistry & Immunology	6	26%	17	74%	23
Chemistry	4	21%	15	79%	19
Computer Science & Statistics	24	27%	66	73%	90
Engineering	8	14%	51	86%	59
Genetics & Microbiology	5	20%	20	80%	25
Mathematics	2	8%	23	92%	25
Natural Sciences	13	32%	28	68%	41
Physics	2	9%	21	91%	23
total faculty	64	21%	241	79%	305

Core Report run January 2014.

Academic grade Faculty EMS

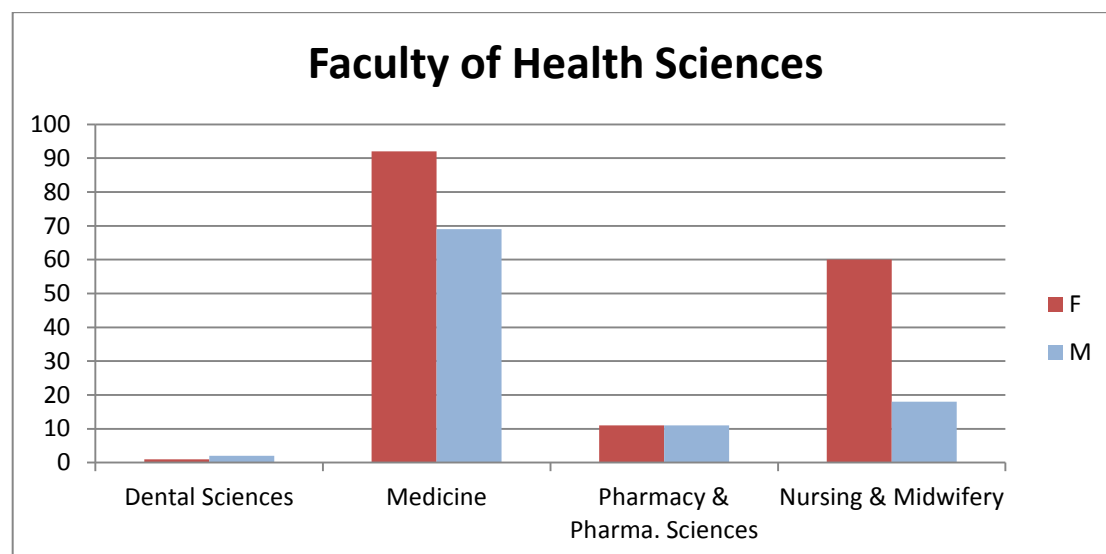


Source: WiSER DB, Jan 2014

Grade Description	Female	F %	Male	M %	Total
Professor	6	14%	38	86%	44
Associate Professor	12	34%	23	66%	35
Senior Lecturer	11	17%	55	83%	66
Lecturer above Bar	19	33%	38	67%	57
Lecturer below Bar	13	18%	61	82%	74
Lecturer part-time	4	15%	23	85%	27
TOTAL	65	21%	238	79%	303

Source: WiSER DB, January 2014

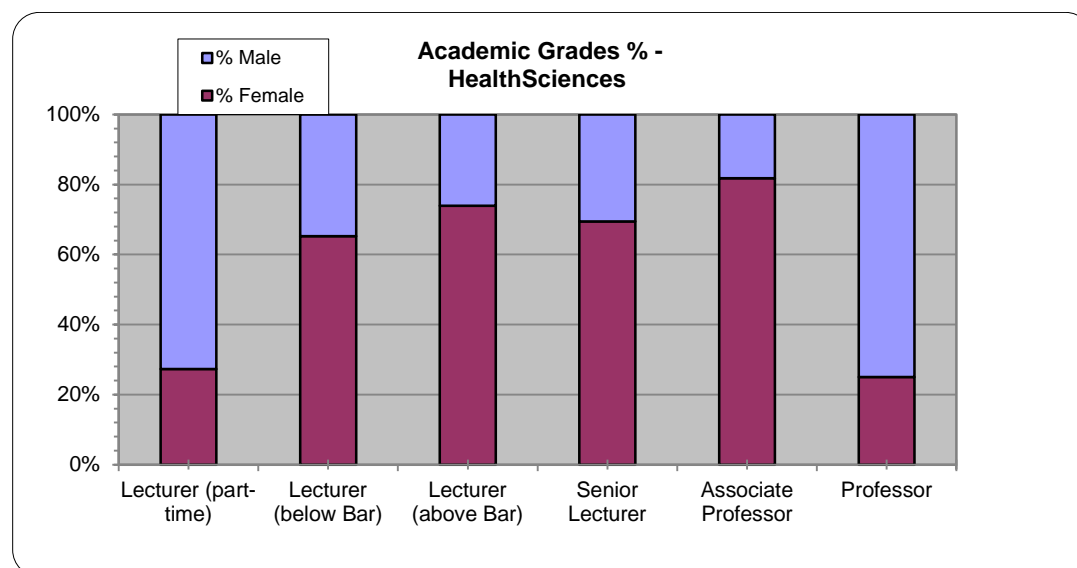
Academic Staff: Health Sciences



Faculty of Health Sciences	F	%F	M	%M	Total
Dental Sciences	1	33%	2	67%	3
Medicine	92	57%	69	43%	161
Pharmacy & Pharma. Sciences	11	50%	11	50%	22
Nursing & Midwifery	60	77%	18	23%	78
total faculty	164	62%	100	38%	264

Core Report run January 2014.

Academic grade Faculty of Health Sciences



Source: WiSER DB,

Faculty of Health Sciences (Excluding Medical Academic staff)					
Grade Description	Female	F %	Male	M %	Total
Professor	2	25%	6	75%	8
Associate Professor	9	82%	2	18%	11
Senior Lecturer	25	69%	11	31%	36
Lecturer above Bar	34	74%	12	26%	46
Lecturer below Bar	47	65%	25	35%	72
Lecturer part-time	3	27%	8	73%	11
TOTAL	120	65%	64	35%	184

Source: WiSER DB, January 2014

Medical academic staff by grade					
Grade Description	Female	F %	Male	M %	Total
PROFESSOR CONSULTANT	2		12		14
PROFESSOR CONSULTANT OTHER	0		2		2
SENIOR LECTURER CONSULTANT	6		6		12
LECTURER REGISTRAR	11		4		15
SENIOR REGISTRAR	1		2		3
SPECIALIST REGISTRAR	3		4		7
NURSE TUTOR (GENERAL)	13		2		15
SENIOR OCCUPATIONAL THERAPIST	3		0		3
Part-time Lecturer Medical	0		1		1
Total	39	54%	33	46%	72

Source Core January 2014

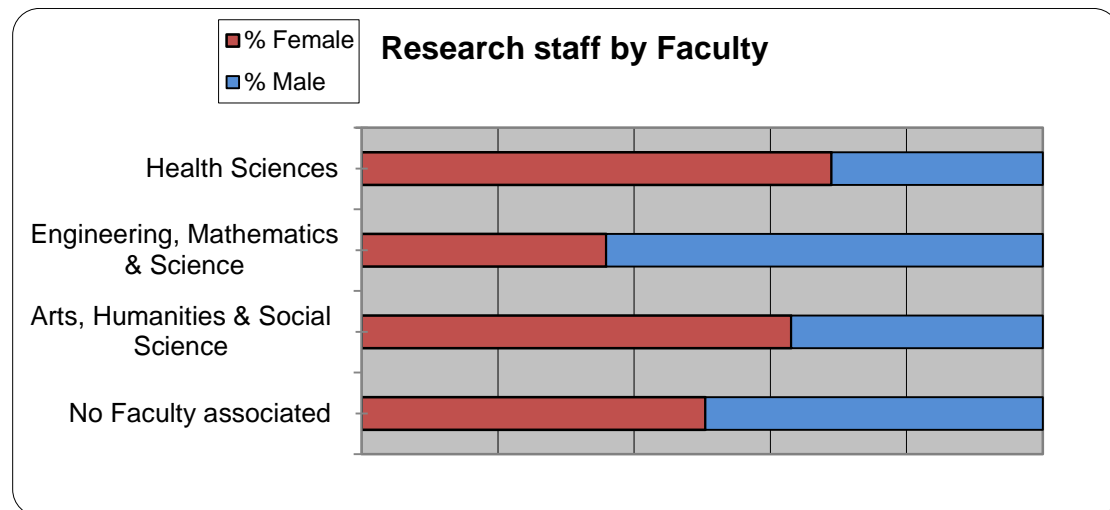
Gender and Research Staff

Research Staff	F	%	M	%	Total
Research Fellow	215	49%	228	51%	443
Research Assistant	160	53%	142	47%	302
Total	375	50%	370	50%	745

Core Report run January 2014.

WISER DATA

Total Research Staff by Faculty (Research Fellows and Assistants)



Faculty	Male	Female	Total	%Female
No Faculty associated (*)	12	9	21	43%
Arts, Humanities & Social Science (F01)	34	47	81	58%
Engineering, Mathematics & Science (F02)	262	168	430	39%
Health Sciences (F03)	61	152	213	71%
Report Total:	369	376	745	50%

Source: WISER statistics, January 2014

Academic Promotions

Senior Academic Promotions and Gender

There were no Senior Academic Promotions in 2013, the data for 2013 Senior Promotions is included in last year's Annual Equality Monitoring Report 2012-2013, available <http://www.tcd.ie/equality/equality-in-trinity/reports.php>

Junior Promotions and the Merit Bar

Merit Bar 2012/13 by category

Merit Bar 2012/13	M	F
Eligible in 2012/13		
Assistant Professors of first eligibility	3	11
Assistant Professors held at Merit Bar	9	7
Assistant Professors declined review on one or more occasions	5	20
TOTAL ELIGIBLE	17	38
Applied in 2012/13	8	17
Applied % of eligible (m or f)	47%	45%
Successful	4	12
Success rate % (of applied)	50%	71%
% (of eligible)	24%	32%

Source: Secretary to the JAP Committee

Merit Bar 2012/13 Eligible by Faculty

Merit Bar 2012/13 Eligible by Faculty	m	f	T	% F	% all eligible
AHSS	5	11	16	69%	29%
EMS	6	5	11	45%	20%
HS	6	22	28	79%	51%
Total	17	38	55	69%	100%

Source: Secretary to the JAP Committee

Merit Bar 2012-13 Applied by Faculty

Merit Bar 2012/13 Applications by Faculty	m	f	T	F applic rate	M applic rate
AHSS	2	6	8	55%	40%
EMS	2	1	3	20%	33%
HS	4	10	14	45%	67%
Total	8	17	25	45%	47%

Source: Secretary to the JAP Committee

Merit Bar 2012-13 Successful

Merit Bar 2012/13 Successful	M	F	T	% F	Succ rate F	Succ rate M	F Prog rate	M Prog rate
Total	4	12	16	75%	71%	50%	32%	24%

Source: Secretary to the JAP Committee

Student Gender Breakdown by Faculty – WISER DATA

Not available

Gender breakdown by Faculty (UG)

Faculty	Male	Female	Total	%Female
Health Sciences				
Arts, Humanities & Social Science				
Engineering, Mathematics & Science				
Multi Faculty				
Total				

WiSER database

Gender breakdown by Faculty (PG)

Faculty	Male	Female	Total	%Female
Health Sciences				
Arts, Humanities & Social Science				
Engineering, Mathematics & Science				
Multi Faculty				
Total				

WiSER database August 2013

Administrative and Library

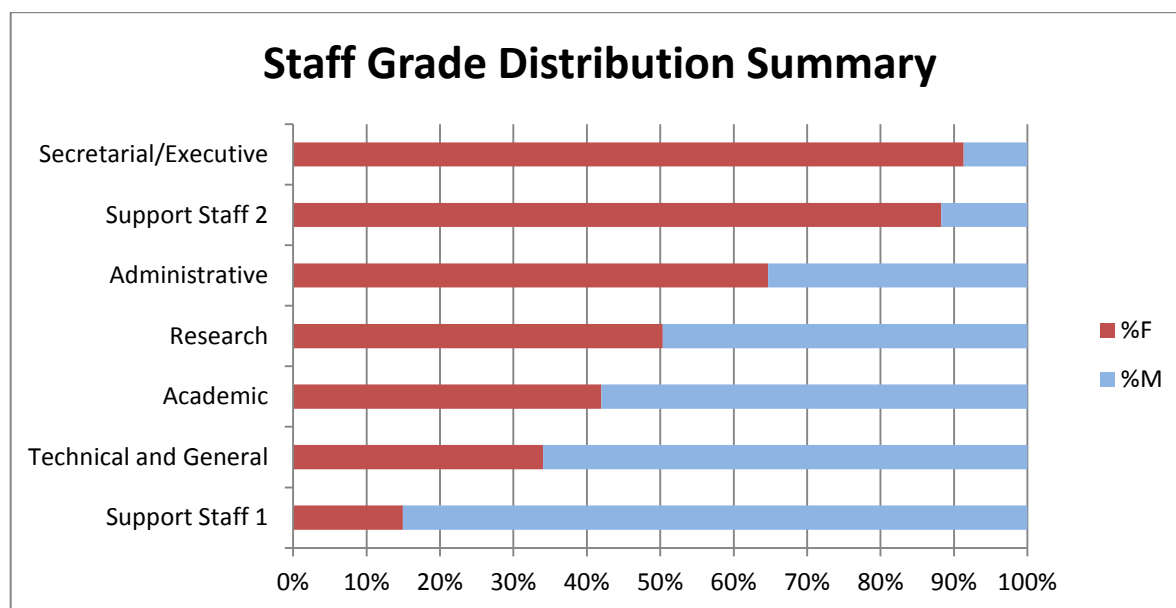
Gender equality in Administrative, Library and Support Areas

There is a gender imbalance in senior administrative grades.

	F	F %	M	M %	Total
Heads of Administrative functions	4	25	12	75	16

Core Report run January 2014

The overall gender proportion of staff in College is 56% women and 44% men (of a total 3,559 staff). However, gender segregation by occupation continues to be very marked - particularly in support staff areas where, for example, 100% of nursery staff are female and 99% of buildings staff are male.



Staff Grade summary	Female	% F	Male	% M	Total
Support Staff 1	32	15%	182	85%	214
Technical and General	65	34%	126	66%	191
Academic	408	42%	564	58%	972
Research	375	50%	370	50%	745
Administrative	414	65%	226	35%	640
Support Staff 2	188	88%	25	12%	213
Secretarial/Executive	400	91%	38	9%	438
Other	0	0%	0	0%	0

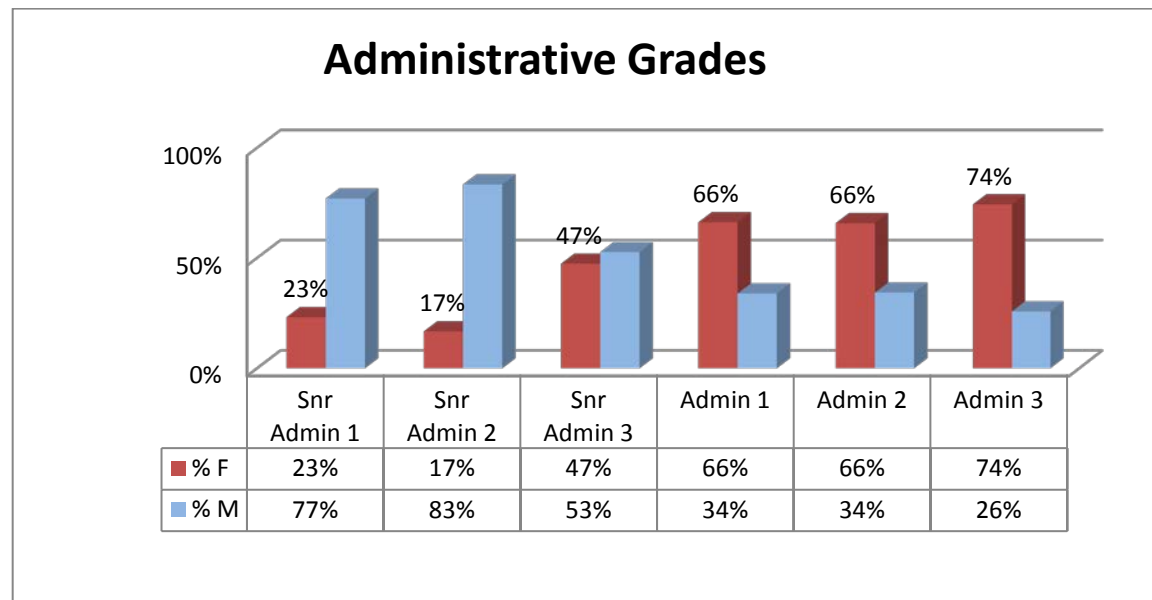
Core Report run January 2014. Key: Support Staff 1 * Buildings and Grounds, Stores and Security.

Support Staff 2 ** Catering, Nursery, Housekeeping, and Shop.

Administrative Staff

Administrative and Library	Female	%	Male	%	Total
Admin and Library total	414	65	226	35	640

Administrative Grades

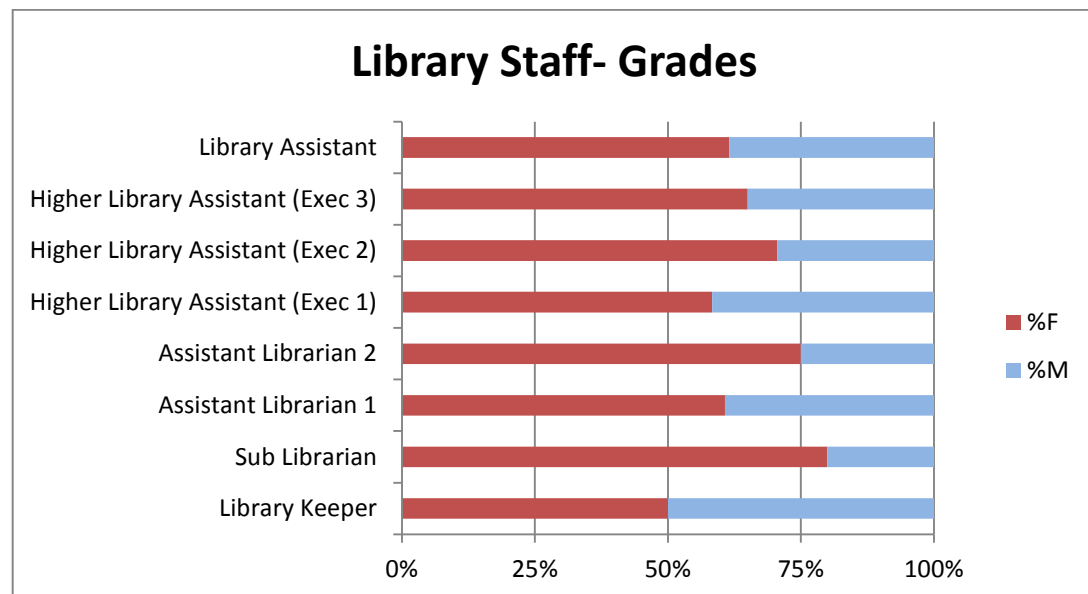


Administrative Grades	Female	% F	Male	% M
Senior Admin 1	3	23%	10	77%
Senior Admin 2	1	17%	5	83%
Senior Admin 3	18	47%	20	53%
Admin 1	131	66%	67	34%
Admin 2	98	66%	51	34%
Admin 3	78	74%	27	26%
Total	329	65%	180	35%

Report run January 2014

Library Staff

Library Grades



Grade Description	Female	F%	Male	M%	Total
Library Keeper	2	50%	2	50%	4
Sub Librarian	4	80%	1	20%	5
Assistant Librarian 1	17	61%	11	39%	28
Assistant Librarian 2	9	75%	3	25%	12
Higher Library Assistant (Exec 1)	7	58%	5	42%	12
Higher Library Assistant (Exec 2)	12	71%	5	29%	17
Higher Library Assistant (Exec 3)	26	65%	14	35%	40
Library Assistant	8	62%	5	38%	13
Total	85	65%	46	35%	131

Report run January 2014

Support Staff

Support Staff 1 (Buildings and Grounds, Security, Stores)

Support Staff 1 (Buildings and Grounds, Security, Stores)					
	Female	%F	Male	%M	Total
Buildings and Grounds	1	1%	73	99%	74
Security and Guards	30	23%	102	77%	132
Stores	1	13%	7	88%	8
Total	32	15%	182	85%	214

Report run January 2014

Support staff 2 (Nursery, Catering, Housekeeping and Shop)

	Female	%F	Male	%M	Total
Nursery	15	100%	0	0%	15
Catering	39	74%	14	26%	53
Housekeeping	134	94%	8	6%	142
Shop	0	0%	3	100%	3
Total	188	88%	25	12%	213

Report run January 2014.

Promotions

There were no Administrative, Library or Technical promotions in 2013. For data relating to the 2012 promotions please see the Annual Equality Monitoring Report 2012-2013 <http://www.tcd.ie/equality/equality-in-trinity/reports.php>

Source: HR.

Student Report

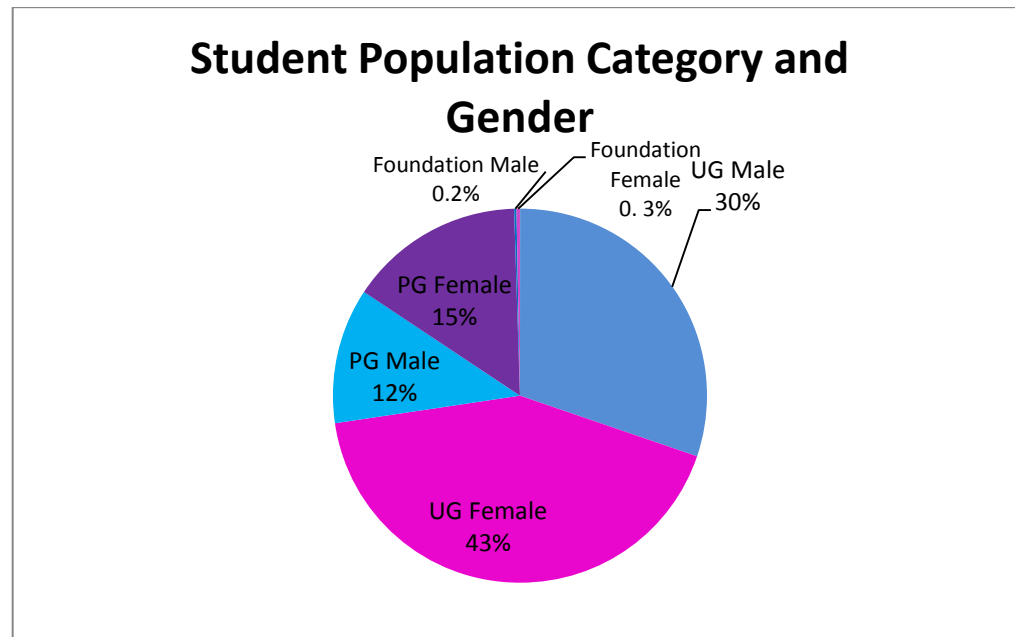
Student Population

In total, there were 16,646 registered students in 2012/13 as per data collated by the Senior Lecturer's Area, 58% of the student population was female and 42% male – this compares to 56.4% female in the UK (ECU 2013 figures) and 50% female in the Irish HE sector.

Approximately 82 % were from Ireland (Republic and Northern Ireland), 9% from other EU countries, 4% from North and Central America and 5% from other parts of the world (including non-EU countries in Europe). A change was introduced in how these statistics are compiled, now based on country of domicile, which means the figures are not directly comparable to previous years.

A total of 12,091 (73%) were registered on undergraduate programmes and 4,472 (27%), on postgraduate programmes.

Student population by category and gender 2012-2013



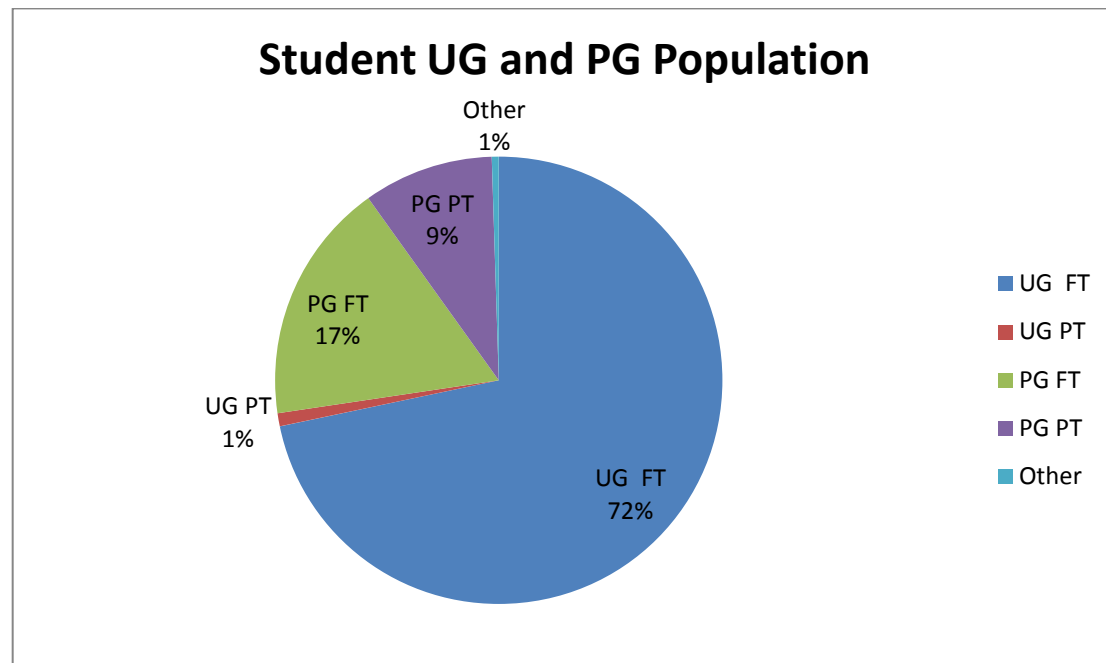
	Total	%
UG Male	5037	30.3%
UG Female	7054	42.4%
PG Male	1948	11.7%
PG Female	2524	15.2%
Foundation Male	33	0.2%
Foundation Female	50	0.3%
Total	16646	100%

Source: Senior Lecturer's Area 2012-2013 report

Gender % Total

	%F	% M	Total N
UG	58%	42%	12091
PG	56%	44%	4472
Total	58%	42%	16646

Full time and part time students by category 2012/13



Student Population by Category and FT and PT status		
UG FT	11,936	72%
UG PT	155	1%
PG FT	2,908	17%
PG PT	1,564	9%
Other	83	0%
Total	16,646	100%

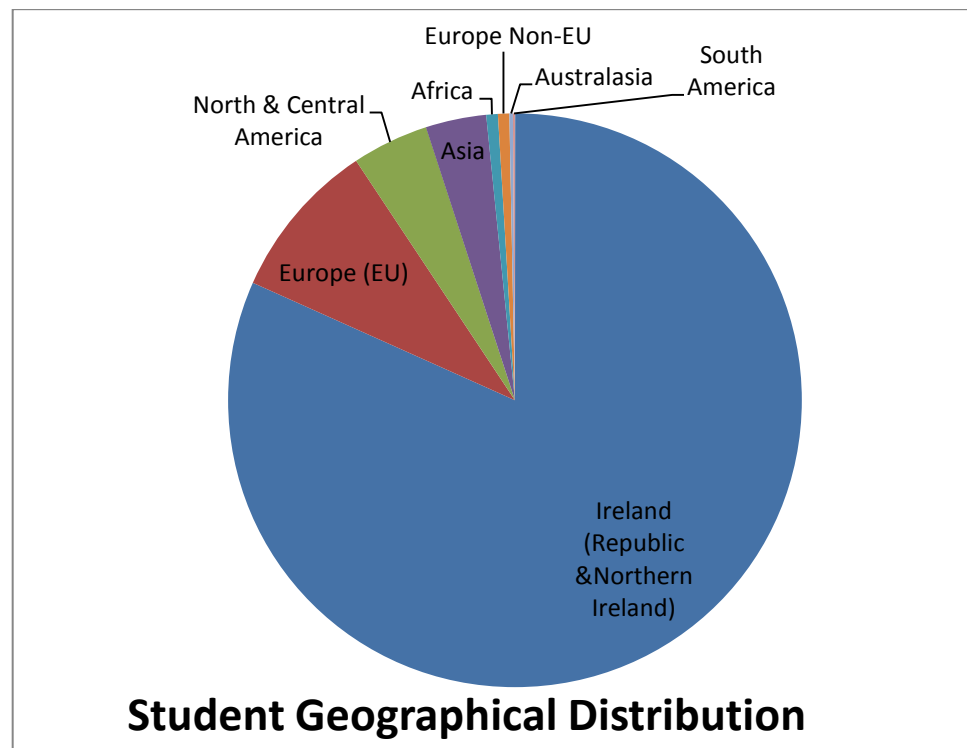
Source: Senior Lecturer's Area 2012-2013 report

Part-time student comparative

Sector	% of UG who are PT	% of PG who are PT	% of total who are PT
All HEIs			17.4%
7 Universities	9%	34%	16%
TCD	1%	9%	10%

Source: HEA

Geographical distribution 2012/13



Country of Origin	Number of Students	%
Ireland (Republic & Northern Ireland)	13,601	81.7%
Europe (EU)	1,493	9.0%
North & Central America	718	4.3%
Asia	567	3.4%
Africa	109	0.7%
Europe Non-EU	106	0.6%
Australasia	33	0.2%
South America	19	0.1%
TOTAL:	16,646	100.0%

Source: Senior Lecturer's Area. Note this data is based on country of domicile (not nationality).

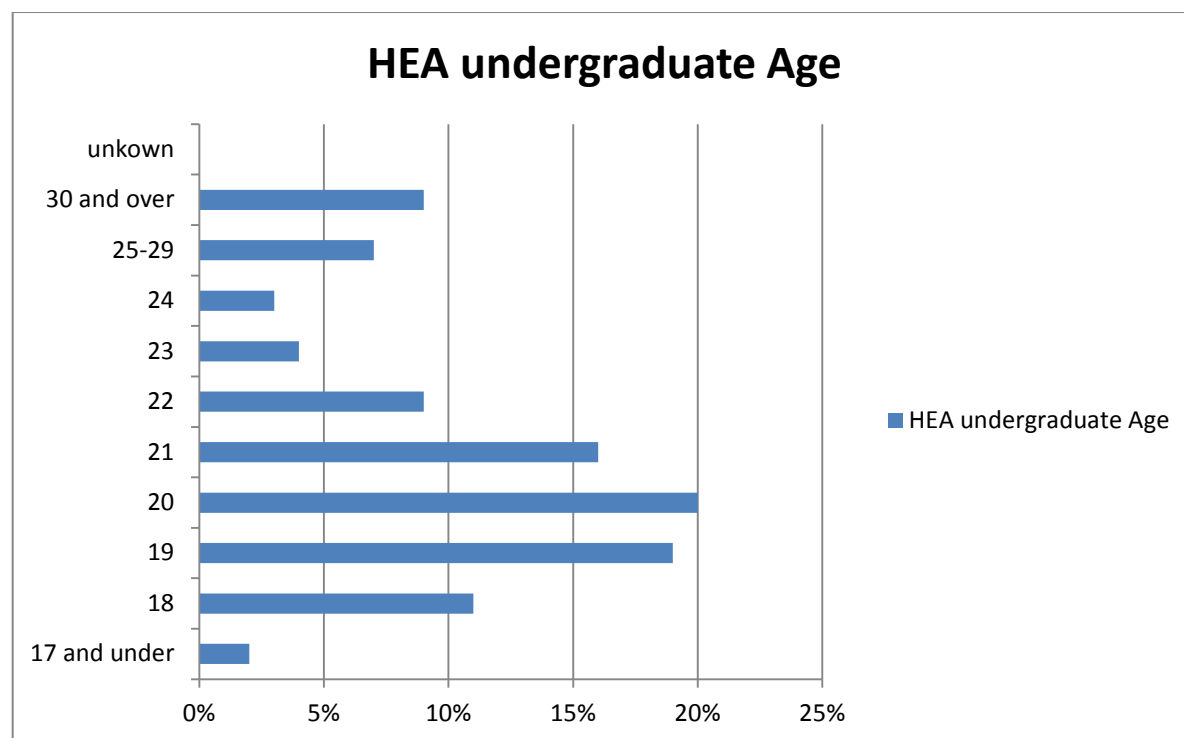
HEA Geographical Comparative 12/13

Country of Origin	% TCD	%HEA
Ireland (Republic and North)	81.7%	92%
Europe EU	9%	2%
Non-EU	9.3%	6%
Total	100.0%	

Age distribution (HEA)

Age distribution of all UG students for all HEA funded Higher Education institutions

[TCD figures not currently available].



Source: HEA Key Facts and Figures 2012-2013

Socio-economic background and ethnicity

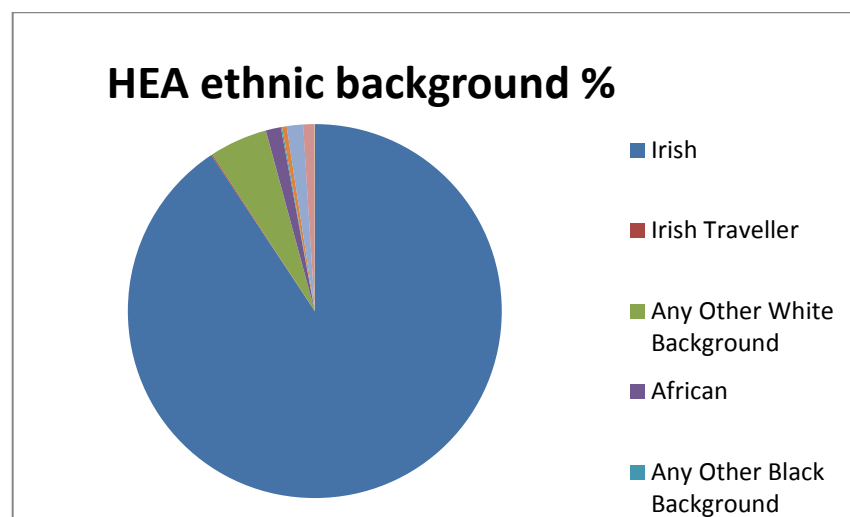
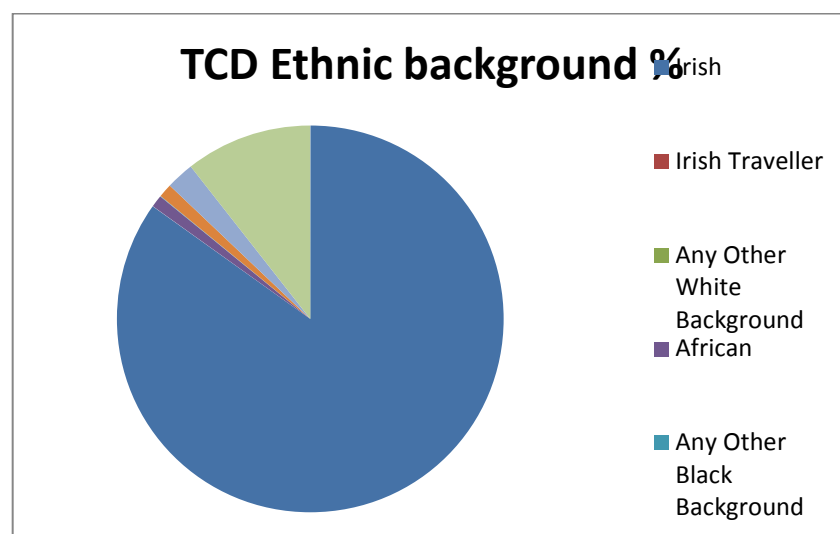
The HEA publishes the report Key Facts and Figures providing comparative information in relation to gender and nationality. Data on student socio-economic background, ethnicity and disability of students entering HE is available from the HEA based on a new entrants' survey implemented since 2007.

There are variable response rate amongst institutions to the survey: 97% (up from 91% in 2011-2012) of TCD new entrants responded to the Equal Access Survey.

TCD student equal access survey data

The HEA has facilitated this breakdown of data for new entrant students for 2012-2013 by socio-economic background and ethnicity.

Ethnicity

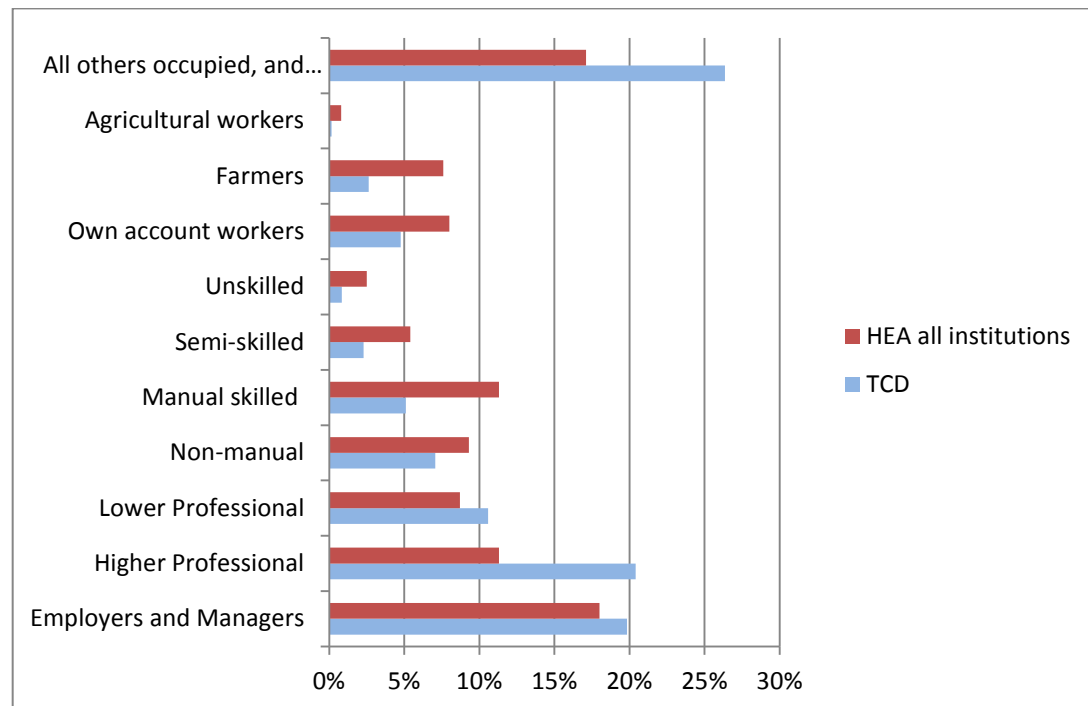


Ethnicity new entrants to TCD (new full time UG entrants 2012-2013)

	Irish	Irish Traveller	Any Other White Background	African	Any Other Black Background	Chinese	Any Other Asian Background	Other	No Response
TCD	2083	na	na	25	1	28	57	na	260
TCD %	83%	na	na	1%	0%	1%	2%	na	10%
% HEA total	90.5%	0.1%	5.0%	1.3%	0.1%	0.4%	1.4%	1.0%	na

Source HEA

Socio economic background new entrants to TCD



	TCD	% TCD	% University Total	% HEA total
Employers and Managers	497	20%	20%	18%
Higher Professional	511	20%	14%	11%
Lower Professional	265	11%	10%	9%
Non-manual	177	7%	9%	9%
Manual skilled	128	5%	10%	11%
Semi-skilled	57	2%	5%	5%
Unskilled	21	1%	2%	3%
Own account workers	119	5%	8%	8%
Farmers	66	3%	8%	8%
Agricultural workers	4	0%	1%	1%
All others occupied, and unknown	660	26%	14%	17%

Source: HEA

Alternative Admissions and Access Initiatives

Alternative admissions and Access applications to the university are categorised into three principal types: (a) students with a disability, (b) mature students applying for admission under the mature student dispensation scheme, and (c) socio-economically disadvantaged students.

The College Strategic Plan (2009-2014) made a commitment to increase the number of places on UG courses for students from under-represented groups from 15% to 22% of CAO new entrants by 2013.

Admissions 2013

In 2013, a total of 557 new entrant students from under-represented groups registered on undergraduate degree programmes, representing 20.4% of the CAO intake.

- TAP: 259 new entrants to Level 8 programmes.
- Disability Service: 174 new entrants to level 8 programmes.
- Mature students: 142 mature students (Mature student dispensation scheme, excluding 76 Nursing and Midwifery students and Mature students 'on age').

Access Initiatives

The access initiatives data for the 2013-2014 student cohort is not currently available due to difficulties in obtaining student data in a timely manner from the new SITS information system, the need to produce statistics manually at a local level and staffing issues.

Sections to be completed:

- **TAP Trinity Access Programmes**
- **Disability Service**
- **Mature Students**

The figures for 2012-2013 are available in last year's report, which can be downloaded here <http://www.tcd.ie/equality/equality-in-trinity/reports.php>