**Diversity and Inclusion Case Study – Awarding Scholarships**

|  |  |
| --- | --- |
| What is your Diversity and Inclusion case study about? (E.g. D&I training, policy, workshop, campaign) | The awarding of scholarships and the diversity characteristics of applicants. |
| Please describe it in 200 words below, and attach any useful templates, examples or documents to the end of this document if you are willing for them to be shared | |
| As the awarding of scholarships moved from a paper-based to digital process, it gave us the opportunity to separate out and collate diversity data and map it against 3 stages in the process: application; invitation to interview; award of scholarship.  We found that, for 2018, women, in proportion to the numbers applying for degree courses, were more likely to apply, and in terms of actual numbers were more likely to be interviewed and be awarded scholarships,  The situation for those from ethnic backgrounds other than White British was at first sight, not so positive, but tracking back, a disproportionate number were overseas applicants sifted out because of ineligible applications. This was a process flaw. In the end, 18% of those awarded scholarships were from backgrounds other than White British. There was some under-declaration of diversity data from BAME candidates.  In terms of sexual orientation, religion and nationality, there was nothing significant in the applications. This was the first year of three, however, where no applicants stated a trans/non-binary gender identity. | |
| What lessons have you learned? Please list below  Students declaring a disability or Specific Learning Disability (SpLD) did not do well at the selection for interview stage. As the greatest number who declared were citing dyslexia, we are speculating that their written applications may have presented less well. Separating the data from the application for those citing dyslexia might be an issue to look at in the next few years  Last year more males than females were awarded scholarships. No conclusions about gender split of awards can be made. However women are disproportionately likely to apply, and this has been the case for some years.  We will put steps in to discount ineligible applications next year, to avoid distorting the data for ethnicity. | |
|  | |
| Any top tips? | |
| It just requires work and some investment in a digital process. We used Word applications to SharePoint.  You will receive complaints about submitting data and demands from individuals for further breakdown of data. | |