

EngineeringUK EDI Criteria 2021/22 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 14.5% 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.

EDI Criteria Pilot and Outcomes (2020/21 Academic Year)

In Autumn 2020, EngineeringUK developed a set of 'EDI Criteria' to identify schools that we would prioritise for our programmes in order to reach more young people from groups under-represented in engineering.

Applying this approach in academic year 2020/21 did lead to an increase in the proportion of schools accessing our programmes who were EDI Criteria schools – for all programmes the proportions were at least approximately in line with the national proportion of EDI Criteria schools (47%-54%) and in most of the programmes this was above the national proportion. More importantly, analyses of the demographic profile of the young people who participated shows that when working with EDI Criteria Schools there were higher proportions of young people from ethnic minority backgrounds, those eligible for Free School Meals, disabled young people and those with special educational needs.

EDI Criteria Iterations

With the knowledge that this approach has worked well to help reach young people from under-represented groups, EngineeringUK has retained the original approach for 2021/22 academic year. There is one exception to this – with the under-representation of females in mind, we have sought to ensure that the EDI Criteria include girls schools who meet the FSM and ethnic minority criteria at a lower threshold (see below for details). This means that we are now reaching schools where a proportion of the girls also have intersectionality of being from a lower socio-economic group or from an ethnic minority background.

The percentages and averages referred to in the table below are for **secondary schools or their equivalents (in the devolved nations) only**. So far **primary schools have 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*	≥ 18.4%	≥ 25.8%
Ethnic minority students	≥ 22.8%	≥ 54.4%
SEND students	-	SEN schools/PRU
Rural Location	-	rural settlement (less than 10,000 people), sparse area ²

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

Wales		(Top 25% FSM, Top 25% ethnic minority students)
Free School Meal Eligibility*	≥ 15.9%	≥ 25.0%
Ethnic minority students	≥ 6.8%	≥ 13.9%
SEND students	-	SEN schools/PRU
Rural Location	-	(Data unavailable – identify this manually)
Scotland		(Top 25% FSM, Top 25% ethnic minority students)
Free School Meal Eligibility*	≥ 15.4%	≥ 21.6%
Ethnic minority students	≥ 4.5%	≥ 10.5%
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*	-	≥ 33.9%
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
- 57% 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 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 of whom a high proportion are also from lower socio-economic groups or ethnic minority backgrounds.

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

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