

Nurturing Inclusivity in Physics Departments

Lessons from Achieving Juno Champion Status



Prof Victoria Martin
School of Physics & Astronomy,
University of Edinburgh

ICHEP 2024
Prague, Czechia
20th July 2024



THE UNIVERSITY *of* EDINBURGH
**School of Physics
& Astronomy**



Equality Diversity Inclusion

ph.ed.ac.uk/edi

Overview

The IOP Juno Scheme

Edinburgh's experience applying for the Juno Award

Action Planning

Sharing good practice

The new IOP Inclusion Model

Juno is an award for gender equality

Project Juno is the IOP's flagship gender equality award for university physics departments and schools of physics, and other related organisations

Project Juno is an award scheme that recognises and rewards university physics departments [...] that can demonstrate they have **taken action** to **address gender equality** at all levels and to foster a **more inclusive working environment**.

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Awarded by Institute of Physics (IOP) - professional body & learned society for physics in the UK and Ireland

IOP Institute of Physics

- ➔ IOP is an *adhering body* to IUPAP for UK and Ireland
- ➔ ICHEP is one of the approved conferences for IUPAP

Project Juno closed in June 2023; the IOP is launching a new inclusion model for the [UK and Ireland] physics community in 2024.

Edinburgh's Juno Award



The School of Physics & Astronomy at the University of Edinburgh was (re)awarded IOP Juno Champion status in March 2023; status valid until January 2027.

- ➔ Champion is the highest level of Juno status
- ➔ [Full list of holders](#): 27 Champion; 17 Practitioners & 12 Supporters

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Juno asks us to consider our gender equality work around six principles:

Principle 1: Organisational Framework

Principle 2: Appointment and Selection

Principle 3: Career Progression and Promotion

Principle 4: Working Culture and Workload Allocation

Principle 5: Flexible Working

Principle 6: Professional Conduct, Harassment and Bullying

Applying for Juno is a collaborative process

Applying for the Juno award is a collaborative process between our EDI committee and the IOP panel assessing the award.

- ➔ Our EDI committee includes our Head of School, Teaching, Graduate School, professional services staff, academic & research staff and undergraduate & postdoctoral students.
- ➔ We had a visit from the panel in June 2022 **in advance of our application.**
- ➔ We submitted a statement of our commitment and an updated **Action Plan of our activities supporting Juno.**

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Detailed feedback from the visit: we learned our Action Plan was not in a useful format.

We submitted our application in November 2022, with a revised action plan:
40 action items sorted in the 6 Juno Principles

Action Plans need to be realistic and measurable

Edinburgh Juno Action Plan – December 2022

Principle 1: A robust organisational framework to deliver equality of opportunity and reward

Action	Details	Responsible	Timeline	Success Measure(s)
1.1 EDI Committee Succession Planning	VJM's term DoEDI term ends Summer 2024. New co-Director to start in 2023/24, initially with 1-year role share overlap. New role descriptor for DoEDI duties has been adopted and will be used for recruitment.	HoS, DoPS	Advertise early 2023 Co-DoEDI in place for September 2023	Advertise with other School directorships early 2023. New co-Director recruited and in place for start of academic year 2023/24.
1.2 Ongoing review EDI committee membership	Recruitment timelines in place to ensure ongoing UG and PhD representation in the committee. UG/PGT reps: Advertise annually early Semester 1. Up to 2 UG/PGT reps & 2 PhD reps on committee: Ideally 2-year term with 1 year overlap. Recruitment for 2022/23 is now complete.	DoEDI (recruitment) EDISO (contracts)	Review every September Student job descriptions by Sept 2023	Job descriptions in place for student reps. Annual review of students' experience on committee. Meeting with chair and 2 nd (non-student) committee member for review.
1.3 Embed reporting of EDI data into annual School reporting	IRO role has recently been made open-ended; EDI data collection included within job description. Student and staff data can be collected from College PowerBI dashboards; Staff data should become available within P&M. Staff recruitment data might have to be collected by hand. Additional data requests can be made to Planning Officers within the College.	IRO, DoEDI	Annual review of data in Semester 2	Document of process and where data can be found Data presented to School Academic Board (and other relevant committees) on an annual basis to help set School priorities Presentation of statistics on School EDI webpages

			2022/23												2023/24												2024/25																							
Principle 1: Deliver equality of opportunity and reward	Action	Owner	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec								
			DoEDI					Yellow	Yellow									ongoing		Yellow	Yellow											Yellow	Yellow																	
		1.4 Run student focus groups	TD														done				Yellow																													
	1.5 Analyse Workspace Culture Survey Data and develop recommendations	IRO; DoEDI					Yellow	Yellow	Yellow	Yellow	Yellow	Yellow												new survey																										
Principle 2: Appointment and selection processes and procedures that encourage men and women to apply for academic posts at all levels	2.1 School Recruitment Timeline annually updated with revised EDI information	EDISO					Green										ongoing		Green											Green																				
	2.2 Monitor EDI training courses to ensure recruiters have taken required training	EDISO	Green			Green			Green			Green			Green		P&M	Green			Green					Green			Green			Green				Green				Green			Green							
	2.3 Create new School Induction Hub and trial quarterly in-person Induction Q&A	EDISO						Green	Green	Green						Green	first in pers											Green														Green								
	2.4 Create new communications channel for new and incoming staff	EDISO			Done							Green					post doc cha																																	
	2.5 Roll out IfA recruitment inclusive language pilot to IPNP and ICMCS recruitment	EDISO							Green	Green	Green						ongoing ...													Green																				
	2.6 Share IfA blinded PhD recruitment pilot with ICMCS and IPNP & encourage adoption where practical	HoGS					Green	Green	Green	Green		analysis don																		Green																				
	2.7 Advertise all jobs through WISE, BBSTEM and other avenues identified to encourage applicants from diverse backgrounds	EDISO	o	n	g	o	i	n	g			o	n	g	o	i	n	g			o	n	g	o	i	n	g	o	n	g	o	i	n	g			o	n	g	o	i	n	g	o	n	g	o	i	n	g
	2.8 Improve monitoring of jobs adverts and applicants	IRO; EDISO																new P&M		Green										Green																				
	2.9 Share good practice of underwriting fees for JBBGSF applicants with other schools and physics departments	DoEDI	o	n	g	o	i	n	g			o	n	g	o	i	n	g			o	n	g	o	i	n	g	o	n	g	o	i	n	g			o	n	g	o	i	n	g	o	n	g	o	i	n	g
	2.10 Monitor the progress of the new Elizabeth Gardner Fellows & scheme	HoS																		Green	Green										Green	Green																		
			2 new EGF recruited - over 100 applicants																																															
Principle 3: Departmental structures and systems which support and encourage the career progression and promotion of all staff and enable men and women to progress and continue in their careers	3.1 Consolidate and promote training provision for academics, especially those who line manage PhD students and PDRA	DoPS													done																																			
	3.2 Arrange bespoke Line Manager training for new/existing LMs	DoPS																																																
	3.3 Consolidate professional leadership training for academic staff	DoPS									Blue	Blue																																						
	3.4 Create a school-wide mentoring support system for PDRA and Fellows	PALs														Blue		Blue	Blue	Blue																														
	3.5 Explore creating a College-level network of CSE Fellows from under-represented groups , to establish sense of cohort	DoEDI															Blue	Blue	Blue																															
	3.6 Facilitate information sharing regarding academic promotion process, at all levels	DoPS	Blue						Blue	Blue						Blue														Blue															Blue					

Edinburgh EDI Action Plan Overview

- ▶ **Annual monitoring of gender balance** of students and staff
- ▶ **Student focus groups** to understand the needs of students in underrepresented groups
- ▶ Creating **Carers' Fund** - to cover caring costs associated with attendance at conferences, meetings & research visits
- ▶ Improved **support for neurodiverse** staff and students - through our Neurodiversity Network
- ▶ **Updating staff recruitment procedures** and improved **induction** for new staff starting
- ▶ Improved **workload monitoring** for academic staff
- ▶ **Mentoring provision** for postdoctoral staff
- ▶ Provide effective signposting to **mental health resources** for staff and students
- ▶ Continuing conversations around **decolonising** aspects of the taught physics **curriculum**

Sharing good practice: Carers' Fund

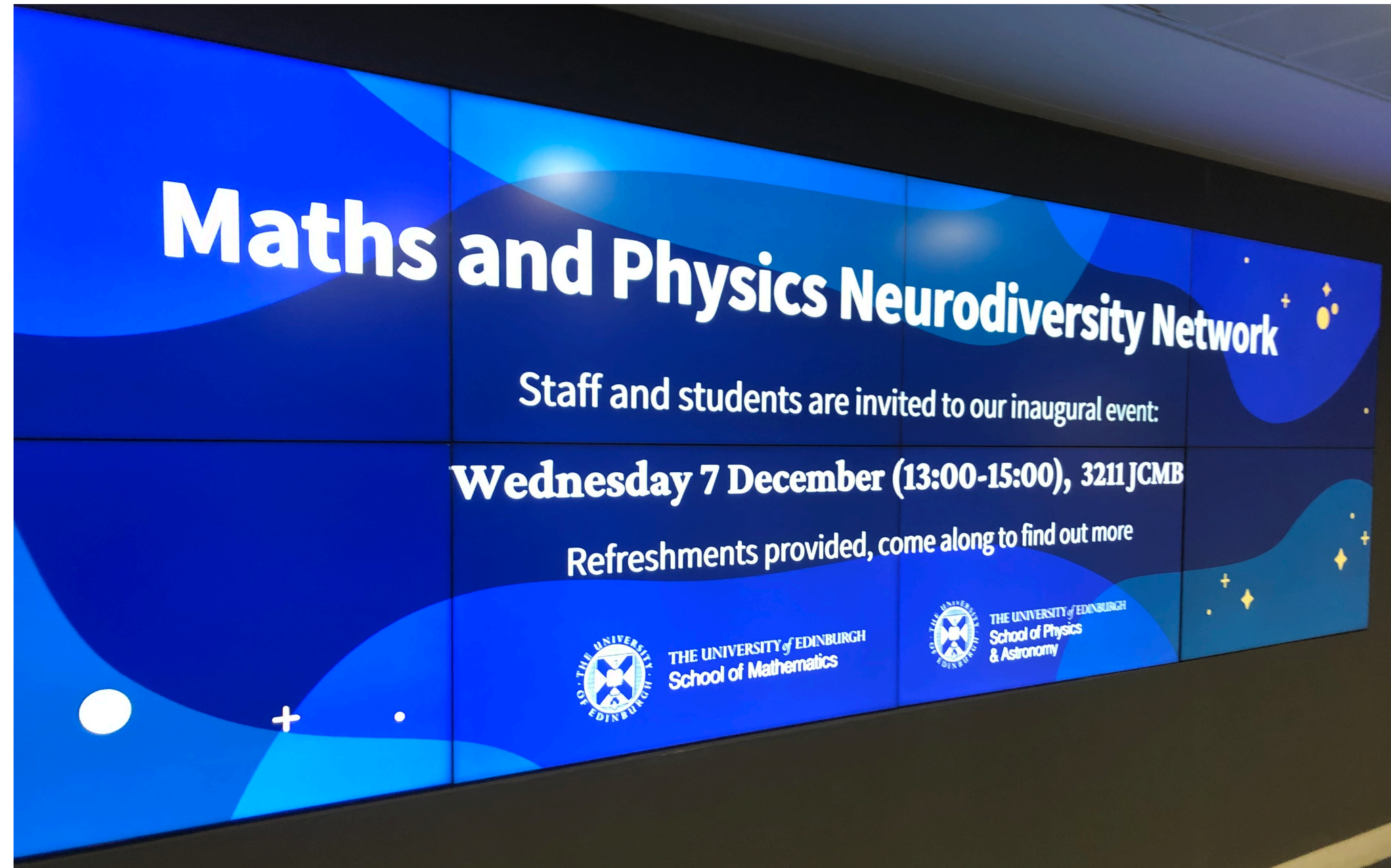
(At University of Edinburgh School of Physics & Astronomy)

- Department funding is available cover **additional care needed for travel** e.g. for a childminder or additional nursery hours is available
- Available to all staff (inc. professors, postdocs, professional services) & PhD students

In the UK, if this funding is for childcare it is tax exempt, as long as the travel is for “work related training”, which includes conferences and research visits.

<https://www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim01210>

Sharing good practice: Neurodiversity Network

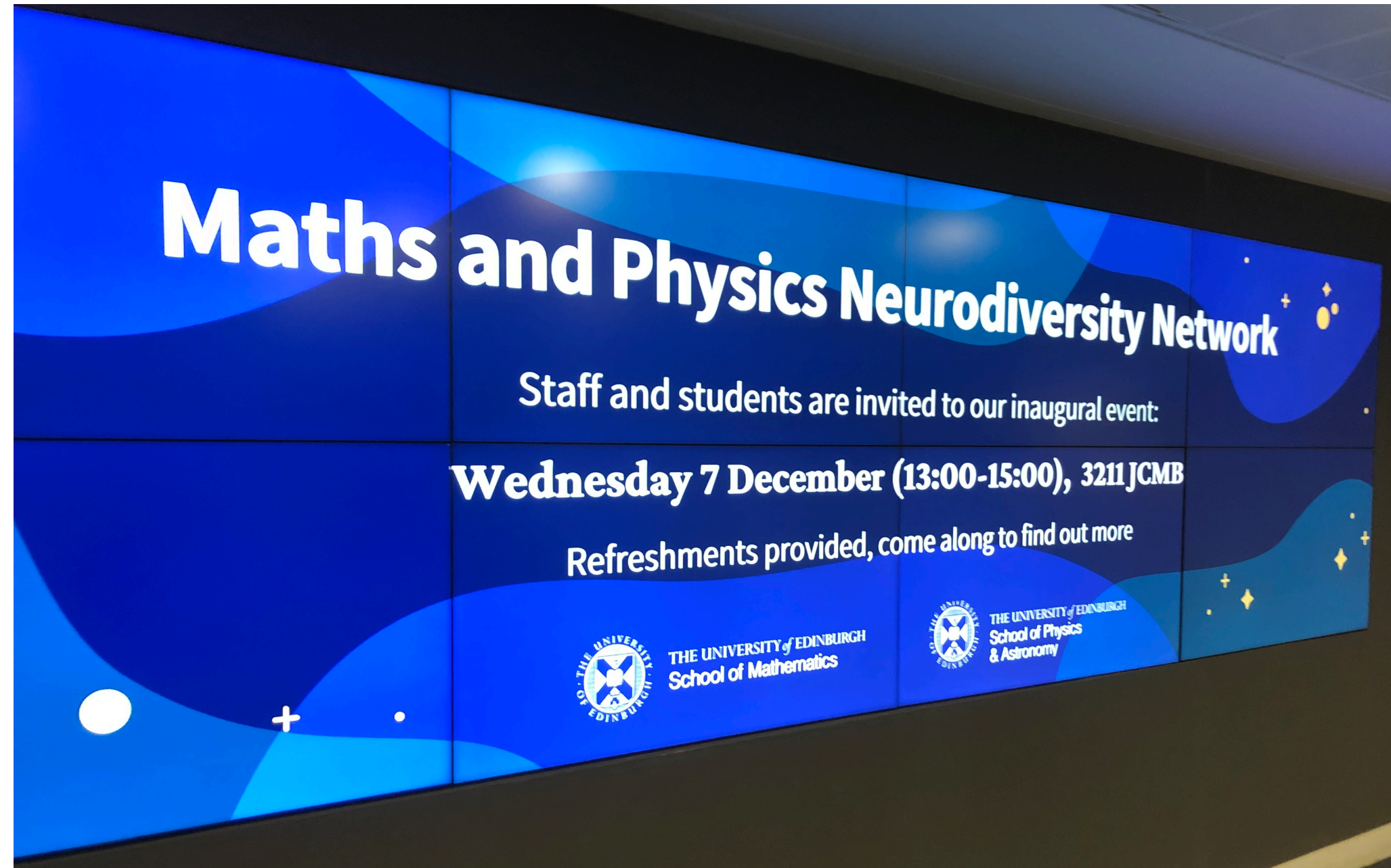


Led by Dr Charlotte Desvages (lecturer in mathematical computing) & Dr Cip Prunteanu (lecturer in high-pressure physics)

Monthly meeting for students and staff in a relaxed environment to discuss challenges, ideas and find mutual support.

Coffee & cake provided for attendees

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Physics & Astronomy Black & minority ethnic network staff & students



Physics & Astronomy Parent & Carers Network

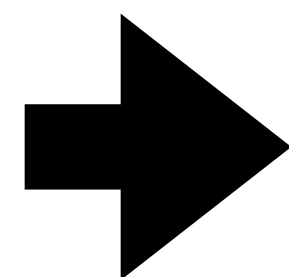
Sharing good practice: EDI talks and workshops

www.ph.ed.ac.uk/events

Informal talks and workshops -
all students and staff and invited

We have typically have coffee &
cake after the events to
encourage discussing.

Send us
speaker
suggestions!



Equality, Diversity & Inclusion Open Lunchtime Meeting Archive

Archive of past Equality, Diversity & Inclusion Open Lunchtime Meetings

The special **R** label denotes that additional resources (e.g. slides) are available for this event.

Date	Title	Speaker(s)
2024		
19 Jun 2024	Menopause in the Workplace	Melissa Highton
24 Apr 2024	ADHD workshop from the Edinburgh Practice R	Amy Kilbane (The Edinburgh Practice)
27 Mar 2024	Everyday practices of the physics culture: an intersectional approach to belonging in physics	Maria Gedoz Tieppo (Lund University)
20 Mar 2024	The impact of the COVID-19 pandemic on mental health R	Jean Stafford (UCL)
14 Feb 2024	Widening Participation: what is it and who are our Widening Participation students? R	Neil Speirs (University of Edinburgh)
17 Jan 2024	Diversity & Equity in Physics: Is it a personal or systemic issue?	Sthabile Kolwa (University of Johannesburg)
2023		
23 Nov 2023	Intercultural Awareness	Lillian Lee (University of Edinburgh)
15 Nov 2023	Decolonising Physics in a Scottish University	Samuel Skipsey (University of Glasgow)
26 Oct 2023	Supporting first-generation and low-income students to succeed at University	Jackie Bell (Imperial College London)
18 Oct 2023	Scattering atoms, ions and perceptions	Clara Barker (University of Oxford)
26 Sep 2023	Meet the Physics & Astronomy EDI committee	
07 Sep 2023	SoPA EDI Open Forum R	Victoria Martin
28 Jul 2023	The Edinburgh Practice - Neurodiversity Workshop	Hollie Burnett (The Edinburgh Practice) Ciprian Pruteanu
25 Jan 2023	Maths & Physics Neurodiversity Network meeting	Ciprian Pruteanu
24 Jan 2023	SoPA EDI gathering	
2022		
12 Oct 2022	Neurodiversity in Physics R	Ciprian Pruteanu Robin Burton

Sharing good practice: Summer Interns

We employ student interns over the summer to work on projects related to EDI: I've co-supervised 9 interns, often with Dr Micheal Petersen & Dr Laura Keating.

Initially we identify project areas where student input would be useful.

We present the topics to the interns and we co-create the deliverables with them.

Projects have included:

- ➔ Visual identity for EDI in Edinburgh Physics & Astronomy
- ➔ A guide to decolonising physics teaching
- ➔ Student inclusion
- ➔ EDI website review
- ➔ Staff survey analysis
- ➔ Widening student participation



Equality Diversity Inclusion

ph.ed.ac.uk/edi

A Visual Guide to the New Equality, Diversity, and Inclusion Logo:

Black and Brown Stripe:
Represents People of Colour's contribution to the LGBT+ Community

Equality:
(Inclusive) LGBT+ Pride Flag

Diversity:
Purple for Women

Sunflower:
Represents those with Non-Apparent or "Hidden" Disabilities

Inclusion:
Transgender Flag

Want to know more about the history of each symbol? Check out the School of Physics and Astronomy's social media:
Instagram: @physicsastronomyedinburgh
Facebook: @physicsastronomyedinburgh
Twitter: @PhysAstroEd

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IOP Institute of Physics
Juno Champion

Athena SWAN

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CODE OF STUDENT CONDUCT

What it contains:

- The expectations for student behaviour, both at University and at day-to-day activities
- The procedures that the University will follow when investigating allegations of misconduct

Who it applies to:

- All students have committed to following the Code when matriculating / enrolling on a course

Where you can learn more:

- Respect at Edinburgh hub: <https://www.ed.ac.uk/equality-diversity/respect>
- Flyers and ImageBites around JCMB
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THE UNIVERSITY of EDINBURGH School of Physics & Astronomy

(BLACK, ASIAN & MINORITY ETHNIC)
BAME
BREAD OFF
All welcome

Celebrate your nation's favorite carb.

SIGN UP

FRI 5 JUL
YEW LECTURE THEATRE
12 PM-2 PM

H.RIYAT@SMS.ED.AC.UK & LEWIS.MCNEIL@ED.AC.UK

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THE UNIVERSITY of EDINBURGH School of Physics & Astronomy

(BLACK, ASIAN & MINORITY ETHNIC)
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All welcome

Celebrate your

Ibn al-Haytham

'Father of modern optics'

- He lived in modern-day Cairo in the 10th and 11th centuries, during the Islamic Golden Age. He is known for writing the 'Book of Optics', one of the most influential books ever written in physics
- The book proposed a new way of understanding light and vision: that perpendicular rays are stronger than other rays. This was a highly influential theory in Western Europe
- al-Haytham was a pioneer of the 'scientific method' that we know today, within which hypotheses are constructed in a mathematical framework. This would be adopted by Renaissance scientists five centuries later.

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Chanda Prescod-Weinstein

American-Barbadian theoretical cosmologist

The Disordered Cosmos
 A Journey into Dark Matter, Spacetime, & Dreams Deferred

Chanda Prescod-Weinstein

- Assistant Professor of theoretical cosmology at University of New Hampshire. Her research is in dark matter in the early universe. Her work has contributed to NASA's STROBE-X experiment which is planned to be launched into space in 2030's
- Named one of Nature's "ten people who helped shape science in 2020"
- Chanda is known for being a committed advocate for increasing diversity within science by considering intersectionality

A Visual Guide to the New Equality, Diversity, and Inclusion Logo:

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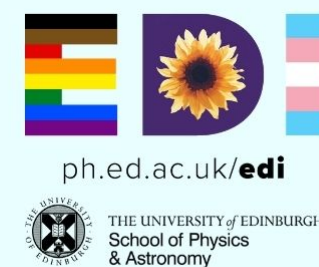
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Pages / Equality and Diversity / Resources

Lecturers' Toolkit to Decolonising the Curriculum

Created by Keith Brunton on Mar 29, 2022

Contents

- Preface
- Why is this necessary?
- Note on Language and Terms Used
- Decolonise the Curriculum
 - Decolonisation
 - Science and Colonialism
 - Discoveries Attributed to the Western World
 - Decolonisation in Physics and Astronomy
- Suggestions
 - Curricula:
 - Pedagogy:
- Building a Community
 - Suggestions:
- Case Study: Physics 1B - The Stuff of the Universe
- Further Reading
- Acknowledgements
- Appendix: Decolonise vs Diversify

g 14/09/2022.



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Represents People of Colour's contribution to the LGBT+ Community



Chloe Stanton
she/her

Chloe is a Senior Electronics Research Engineer within SoPA and occasionally supports some of the MSc courses with the Particle Physics Experiment Group.

She happens to be transgender and tries to be the best ally to all communities, and outside of Uni produces music and is learning to DJ.

“Visibility is the first step to encouraging equality and diversity at Kings buildings.

However, with visibility can come heightened unwelcome attention and even backlash against the underrepresented community, so we need to also encourage people to be active allies, to challenge exclusionary attitudes where we see them, whether a member of the minority is present or not.



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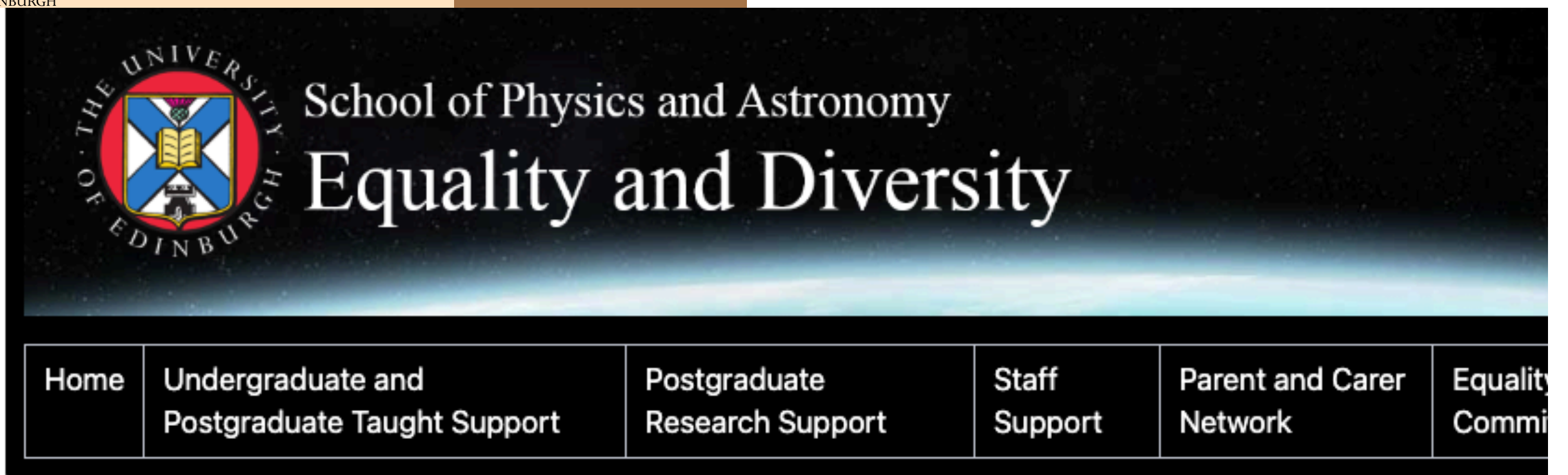
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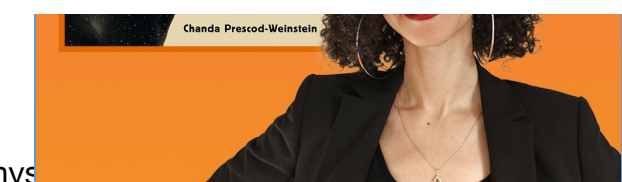
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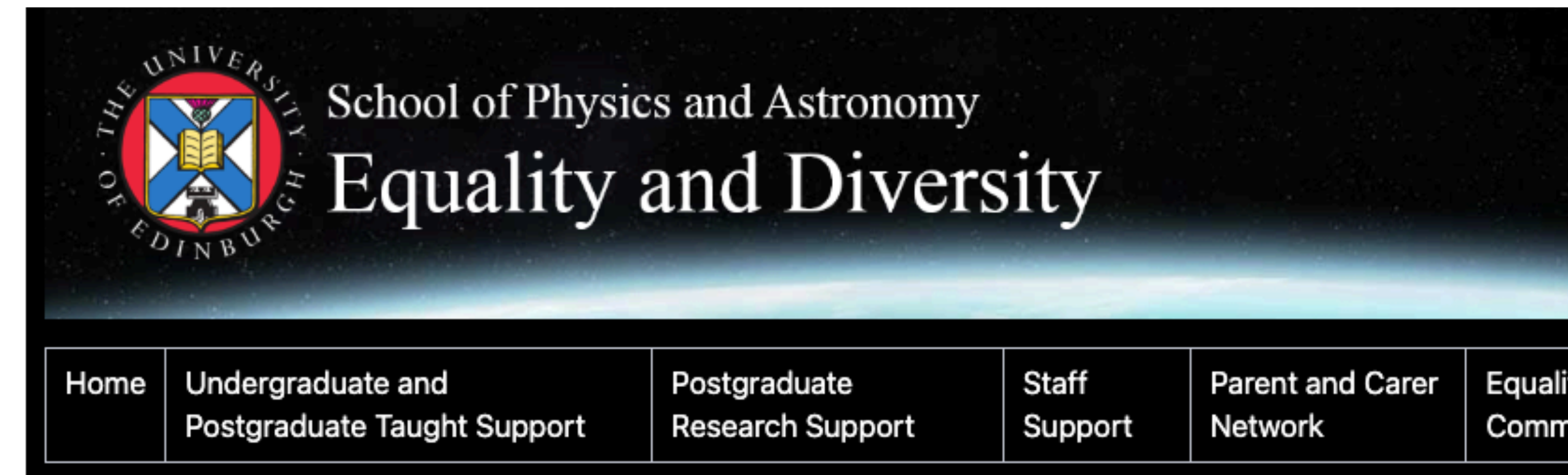
Decolonising the Physics Curriculum?

Jen Struthers

In the UK, some of the the physics taught at Universities has aspects of colonial attitudes.

For University teachers, can we address these in our course design & delivery?

Copy of toolkit at: tiny.cc/DecolPhys



Pages / Equality and Diversity / Resources

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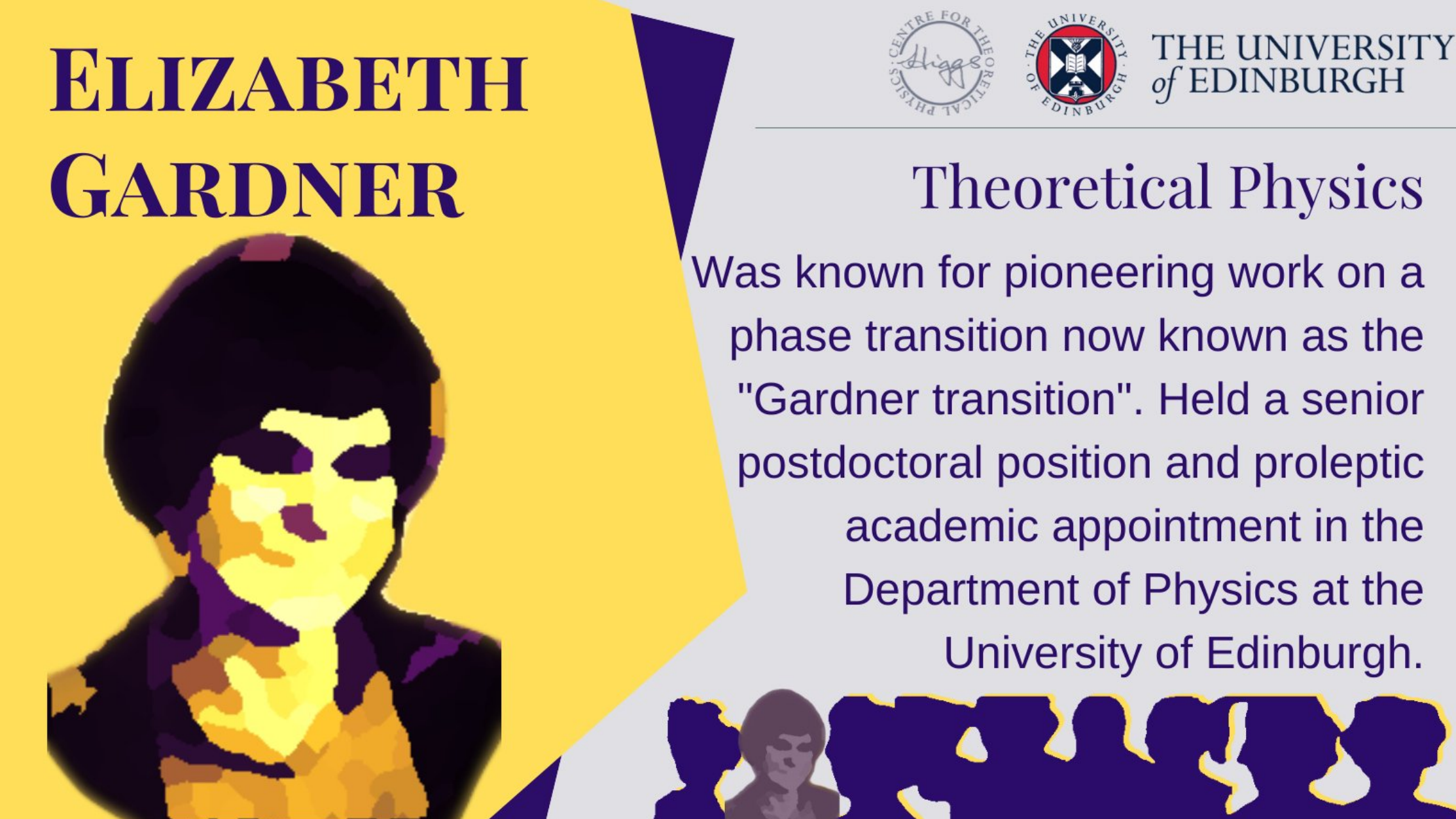
Sharing good practice: Elizabeth Gardner Fellows

We created a four-year fellowship specifically to support early-career, postdoctoral researchers from groups that are under-represented in our School's academic community (e.g. gender, minority ethnicity, disability, disadvantaged circumstances, etc.).

Two rounds of recruitment - 4 fellows recruited.

Elizabeth Gardner Fellowships honour the achievements of Dr Elizabeth Gardner (1957 - 1988).

Her work laid the foundations that Giorgio Parisi built upon, resulting in a Nobel Prize in Physics in 2021 (including his contribution to the paper "Determining the nonequilibrium criticality of a Gardner transition").



ELIZABETH GARDNER


Theoretical Physics


Was known for pioneering work on a phase transition now known as the "Gardner transition". Held a senior postdoctoral position and proleptic academic appointment in the Department of Physics at the University of Edinburgh.


Logos: Centre for the Higgs, The University of Edinburgh, The University of Edinburgh

Decorative elements: A portrait of Elizabeth Gardner, a silhouette of a group of people, and a stylized 'E' graphic.

Sharing good practice: Mental Health Action Plan


MENTAL HEALTH AWARENESS WEEK
 13-19 MAY 2024


THE UNIVERSITY of EDINBURGH



 Equality, Diversity, and Inclusion
 ph.ed.ac.uk/edi

Staff Mental Health and Wellbeing Resources

1 in 4 people experience a mental health problem each year.
If you are struggling, you are not alone!
 Whatever you are going through, help is available:


Staff Counselling

Free counselling available to staff in person, telephone and through Teams




TogetherAll

Online support network Available 24/7 Free to all staff




Employee Assistance Program

Free short term online therapy with MCL Medics counsellors




iThrive

Info on local mental health services Self-help resources Local activities and spaces




SilverCloud


Online mental health treatment programs based on cognitive behavioral therapy





Feeling Good App

Positive Mental Training programme delivered through a free app




MENTAL HEALTH AWARENESS WEEK
 13-19 MAY 2024


THE UNIVERSITY of EDINBURGH



 Equality, Diversity, and Inclusion
 ph.ed.ac.uk/edi

Student Mental Health and Wellbeing Resources

1 in 4 people experience a mental health problem each year, rising to to **1 in 3** for ages 18-29.
If you are struggling, you are not alone!
 Whatever you are going through, help is available:


Student Counselling

1-to-1 therapy Same-day appointments Online support Crisis Intervention




Student Advisors

Find yours in MyEd Online booking Wellbeing support Access to wider support if needed




WellSoc

Student-led society for mental wellbeing Events & workshops Information point for MH resources




iThrive

Info on local mental health services Self-help resources Local activities and spaces




Special Circumstances

Mental health or other uncontrollable situations affecting your academic performance



The Advice Place

Non-judgmental, confidential & impartial advice In-person & online appointments



Dr Sally Shaw & Lynne Ellis

The IOP has a new Inclusion Model

Welcoming and Inclusive Framework An organisational framework with clear accountability for EDI and using data to inform the action plan.	Inclusive Leadership Evidence of inclusive leadership and senior management commitment to EDI
Policies and Processes Awareness and implementation of policies and processes at department and University level	Inclusive Culture Promoting a culture that is open, inclusive and transparent through networks, training, retention and guidance.
Cross cutting themes of Professional Conduct and Intersectionality	



Open for submissions in September 2024

Reflections

Applying to the IOP Juno award was a significant time investment - but gave us an excellent structure to make improvements in our School.

Although Juno was focused on gender, our submitted action plans looked at aspects beyond gender.

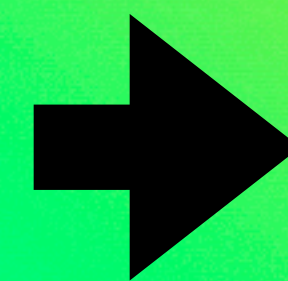
A lot of people in my School want to help - but don't have much time. Giving them ownership of one action item can give them a way to contribute.

Inviting speakers to present on issues is an excellent way to learn for physicists of all levels.

Students can bring new insights and approaches to issues.

Tea & cake is often part of the answer.

Send us
speaker
suggestions!



Backup Slides

New IOP Inclusion Model: theme details

Award Themes

Theme 1: Welcoming and Inclusive Framework

An organisational framework with clear governance structure and accountability for EDI.

Strands

1. Evidence of a welcoming and accessible organisation
2. Organisational framework
3. Monitoring and evidence base
4. Internal communication
5. Professional conduct
6. Intersectionality

Theme 2: Inclusive Culture

Promoting a culture that is open, inclusive and transparent through networks, training, retention and guidance.

Strands

1. Role models, representation and case studies
2. Flexible working and ways of working
3. Connection
4. Training
5. Professional conduct
6. Intersectionality

Theme 3: Inclusive Leadership

Evidence of inclusive leadership and senior management commitment to EDI.

Strands

1. EDI leadership, workload allocation and accountability
2. Inclusive leadership, training and mentoring
3. Professional conduct
4. Intersectionality

Strands

1. Inclusive recruitment and retention
2. Promotion and progression
3. Policies and processes (University and department)
4. Partnerships
5. Designing for accessibility
6. Professional conduct
7. Intersectionality

CODE OF STUDENT CONDUCT

What it contains:

- The expectations for student behaviour, both at University and at day-to-day activities
- The procedures that the University will follow when investigating allegations of misconduct

Where you can learn more:

- Respect at Edinburgh hub: <https://www.ed.ac.uk/equality-diversity/respect>
- Flyers and ImageBites around JCMB
- Academic Services: <https://www.ed.ac.uk/academic-services/students/conduct/code-of-student-conduct>
- EUSA: <https://www.eusa.ed.ac.uk/adviceplace/complaintsandconduct/codeofstudentconduct>

Who it applies to:

- All students have committed to following the Code when matriculating / enrolling on a course

Elma Syrjala



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THE UNIVERSITY of EDINBURGH
School of Physics
& Astronomy

Ibn al-Haytham

'Father of modern optics'



- He lived in modern-day Cairo in the 10th and 11th centuries, during the Islamic Golden Age. He is known for writing the 'Book of Optics', one of the most influential books ever written in physics
- The book proposed a new way of understanding light and vision: that perpendicular rays are stronger than other rays. This was a highly influential theory in Western Europe
- al-Haytham was a pioneer of the 'scientific method' that we know today, within which hypotheses are constructed in a mathematical framework. This would be adopted by Renaissance scientists five centuries later.

Azal Shahbaz

Chanda Prescod-Weinstein

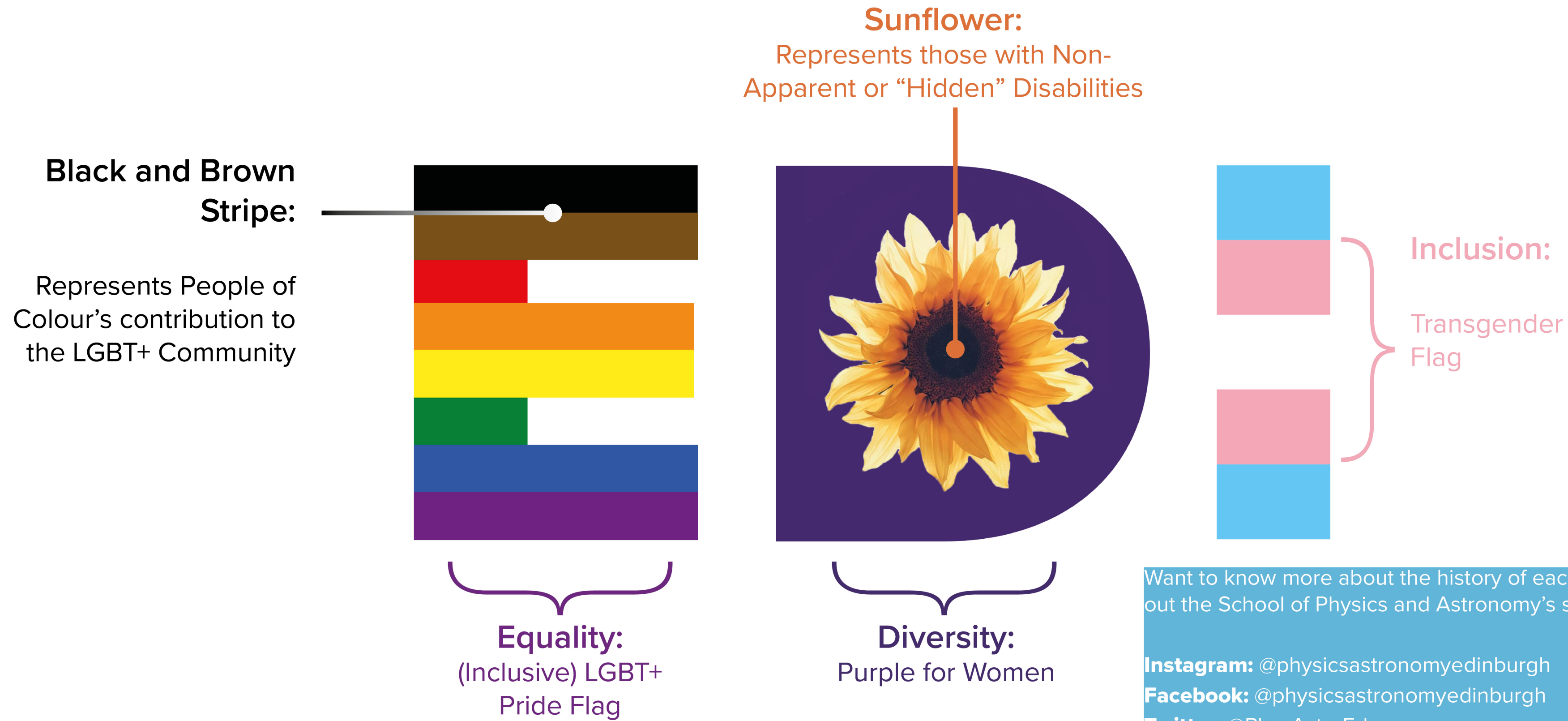
American-Barbadian theoretical cosmologist



- Assistant Professor of theoretical cosmology at University of New Hampshire. Her research is in dark matter in the early universe. Her work has contributed to NASA's STROBE-X experiment which is planned to be launched into space in 2030's
- Named one of Nature's "ten people who helped shape science in 2020"
- Chanda is known for being a committed advocate for increasing diversity within science by considering intersectionality

A Visual Guide to the New Equality, Diversity, and Inclusion Logo:

Justine White



Want to know more about the history of each symbol? Check out the School of Physics and Astronomy's social media:

Instagram: @physicsastronomyedinburgh

Facebook: @physicsastronomyedinburgh

Twitter: @PhysAstroEd



THE UNIVERSITY of EDINBURGH
School of Physics
& Astronomy



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IOP

Institute of Physics
Juno Champion



Justine White



Chloe Stanton

she/her

Chloe is a Senior Electronics Research Engineer within SoPA and occasionally supports some of the MSc courses with the Particle Physics Experiment Group.

She happens to be transgender and tries to be the best ally to all communities, and outside of Uni produces music and is learning to DJ.



Visibility is the first step to encouraging equality and diversity at Kings buildings.

However, with visibility can come heightened unwelcome attention and even backlash against the underrepresented community, so we need to also encourage people to be active allies, to challenge exclusionary attitudes where we see them, whether a member of the minority is present or not.



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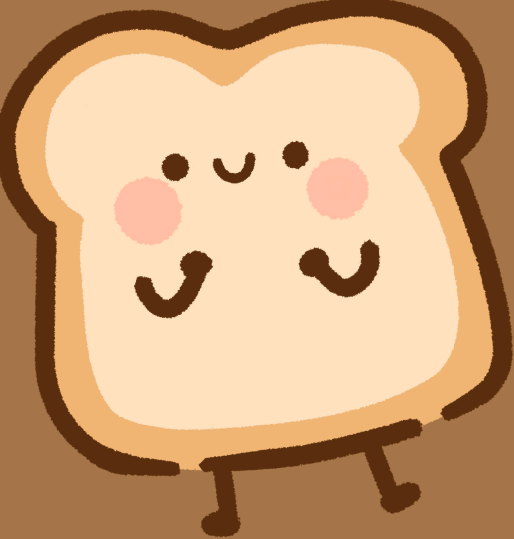


Lewis McNeil

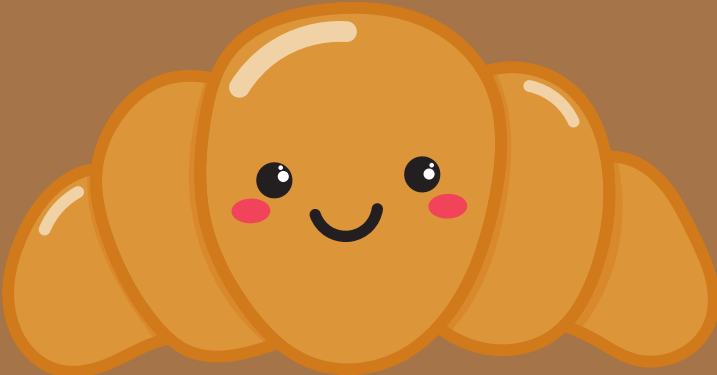


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School of Physics
& Astronomy


(BLACK, ASIAN & MINORITY ETHNIC)
BAME
BREAD OFF
All welcome



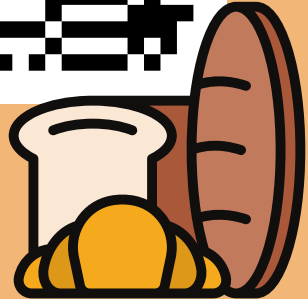
**Celebrate
your
nation's
favorite
carb.**



SIGN UP



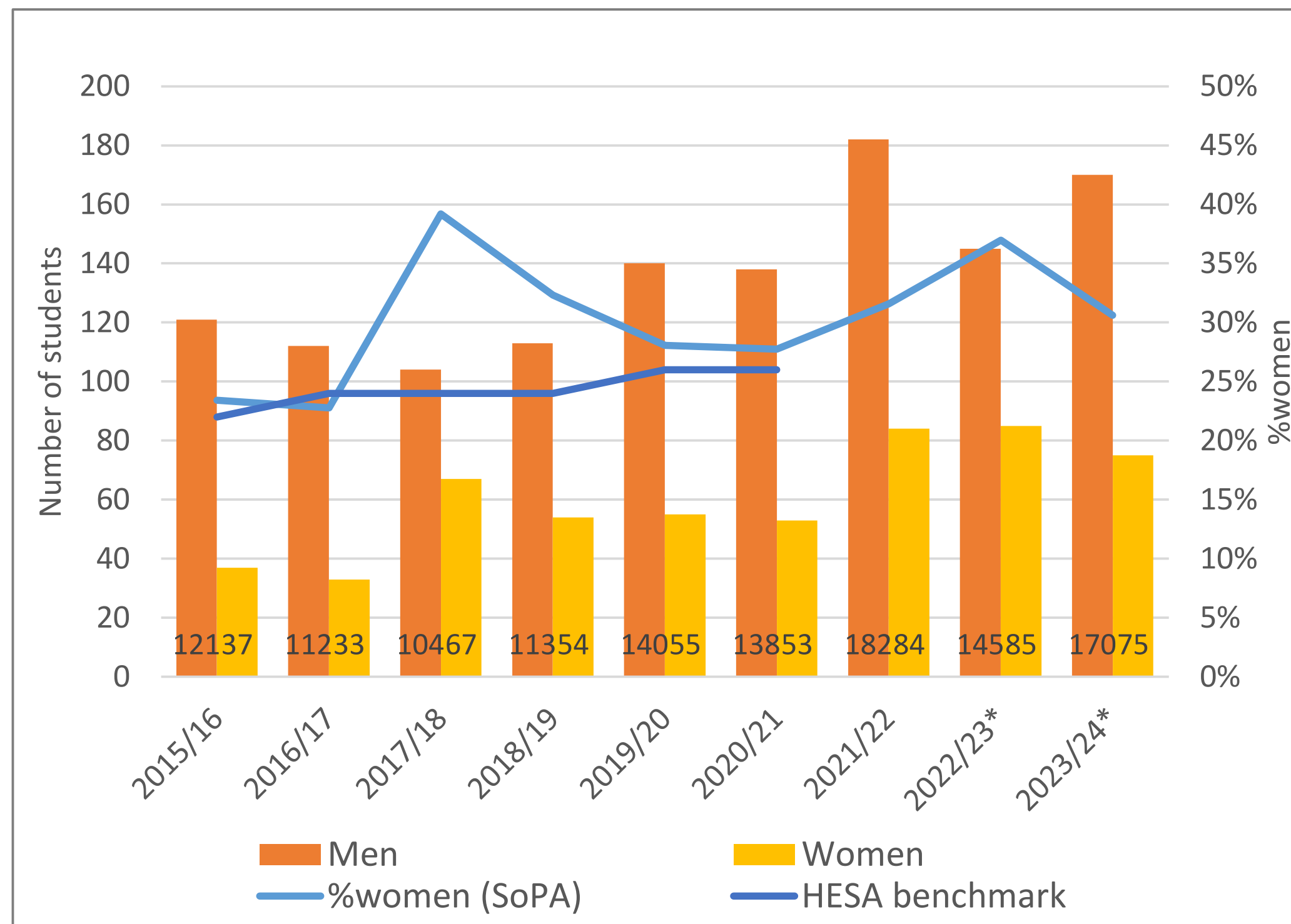
**FRI 5 JUL
YEW
LECTURE
THEATRE
12 PM-2 PM**



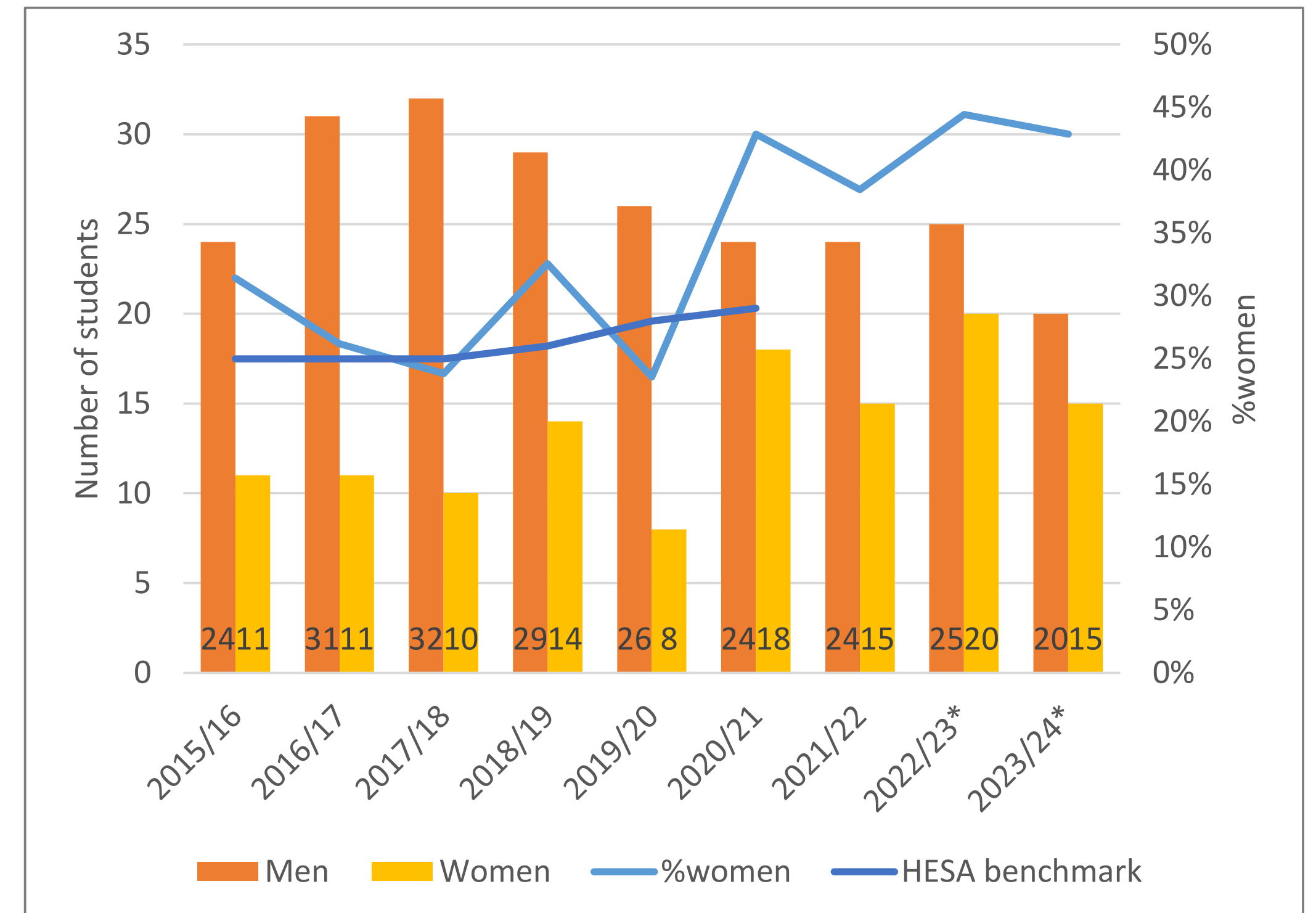
H.RIYAT@SMS.ED.AC.UK & LEWIS.MCNEIL@ED.AC.UK

Monitoring of Staff & Student numbers

31% of new undergraduate students are women



43% of new PhD students are women



HESA = UK Higher Education Statistics Authority
 Benchmark shows data for physics-related degrees

Numbers of students are rounded to nearest 5 - following [guidance](#) from the UK Higher Education Statistics Authority.