



Staff and Student Diversity Data



BATH SPA COUNTS



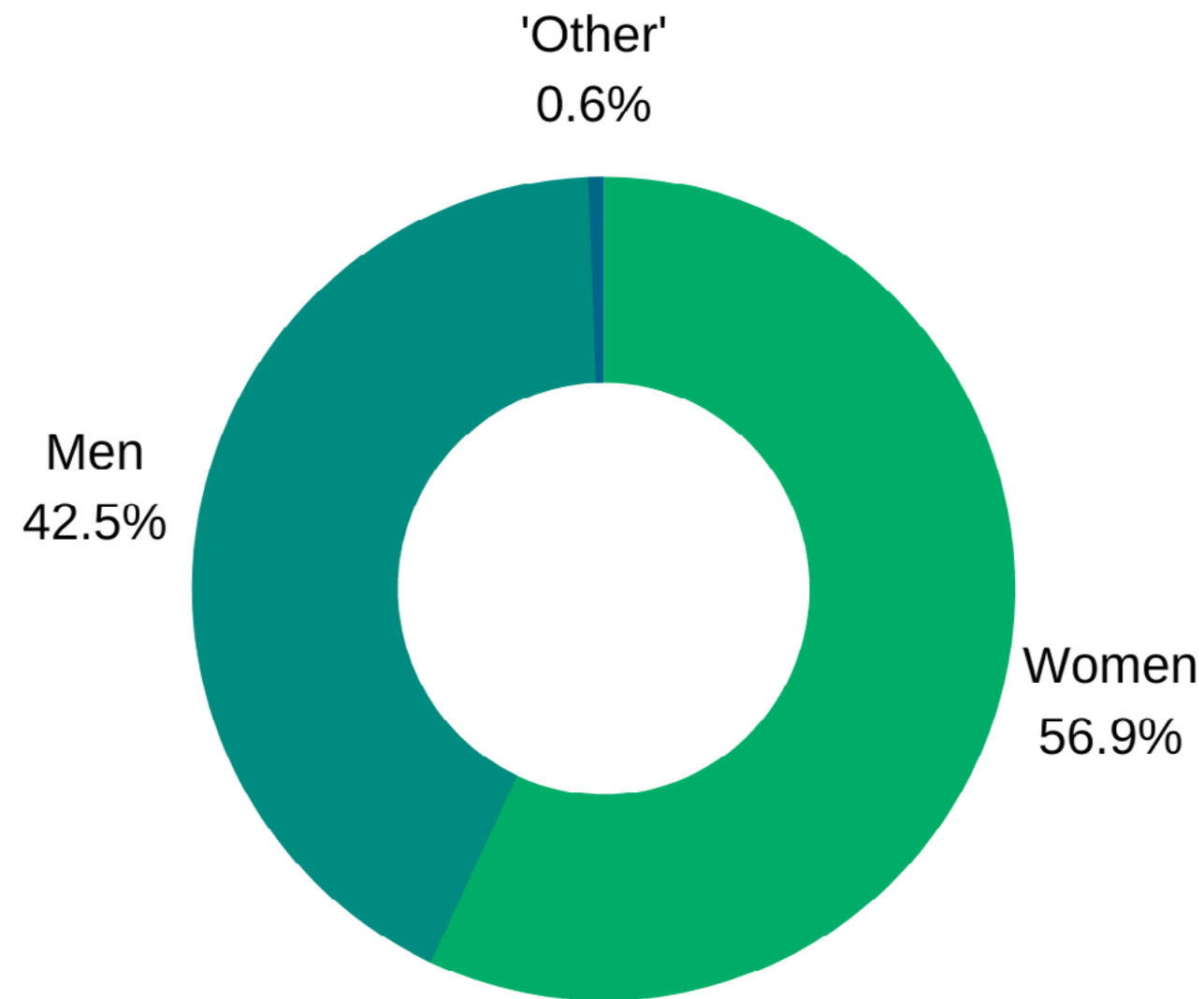
This booklet contains a snapshot of Bath Spa's staff and student data for the academic year 2020/21



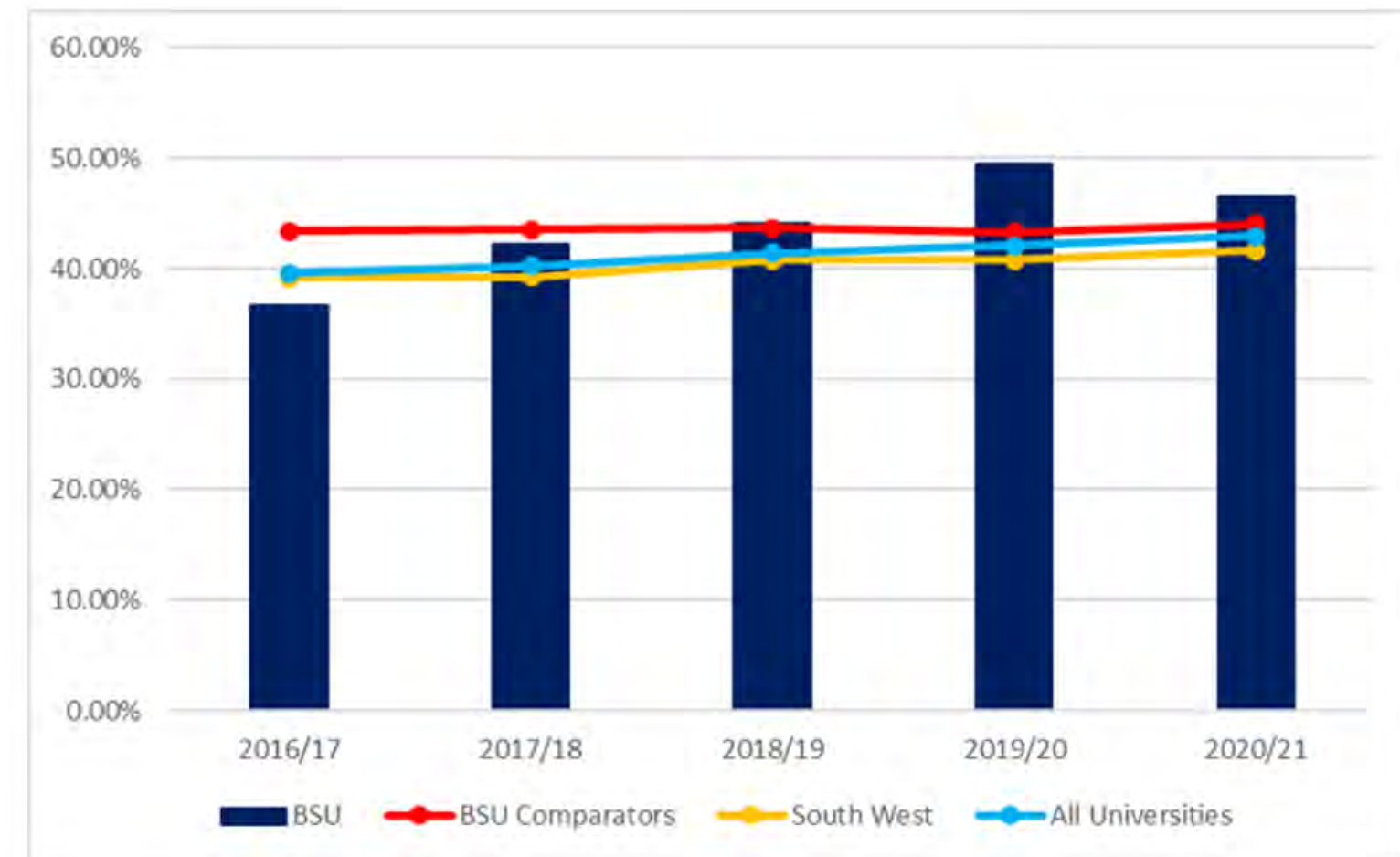
Staff data is taken from data supplied via MyHR. Comparator data is taken from the Higher Education Statistics Agency (HESA) and includes data from: Chichester, Falmouth, Gloucestershire, Goldsmiths, Lincoln, Oxford Brookes, and Winchester Universities. Sector data and student data is also taken from HESA.

Staff Gender

All staff gender



Senior staff gender



At Bath Spa in the year 2020/21:

56.9%

identified as women

42.5%

identified as men

0.6%

identified as 'other'

which is aligned to the Bath Spa University comparator groups.

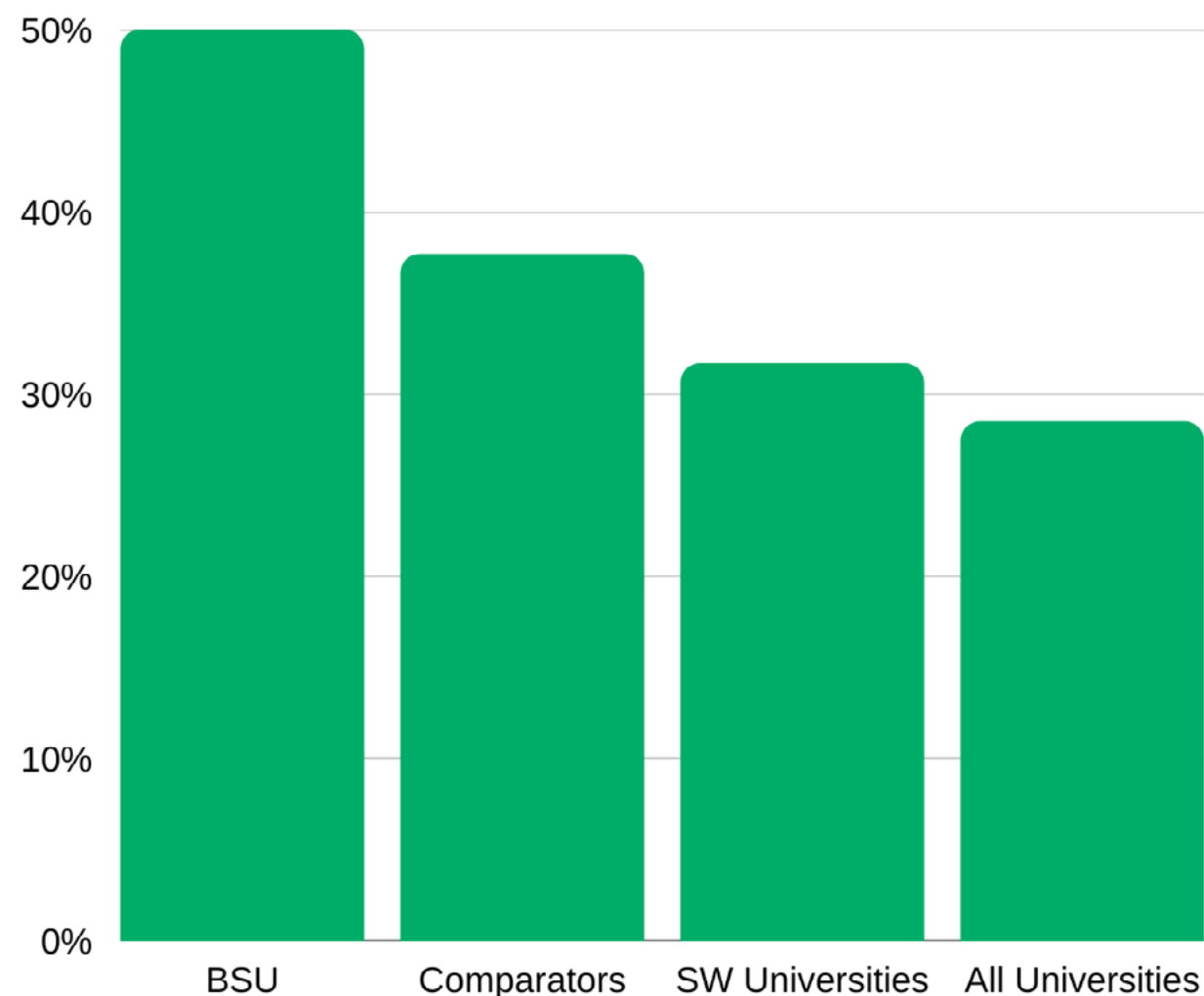
This year senior roles held by women decreased to

46.6%

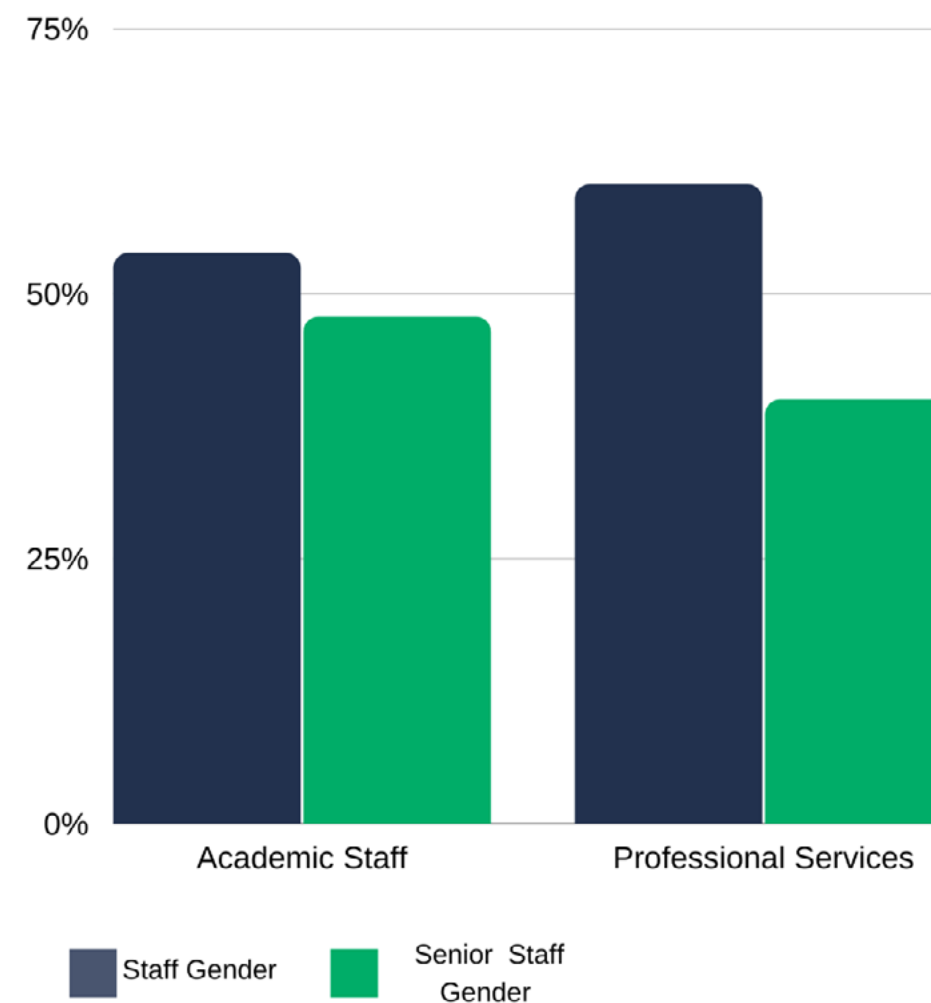
Other comparator groups have remained stable over the past year, so despite the decrease Bath Spa University's percentage of women in senior roles remains above all comparator groups.

Staff Gender

Professors gender



Academic and Professional Services gender



50%

of our Professional staff identified as women.

28.5%

Sector-wide

31.7%

South West HEIs

37.7%

our comparator group

Of Bath Spa University Academic Staff:

53.8%

identify as women

Bath Spa University Senior Academic Staff:

47.8%

identify as women

Of our Professional Service Staff:

60.3%

identify as women

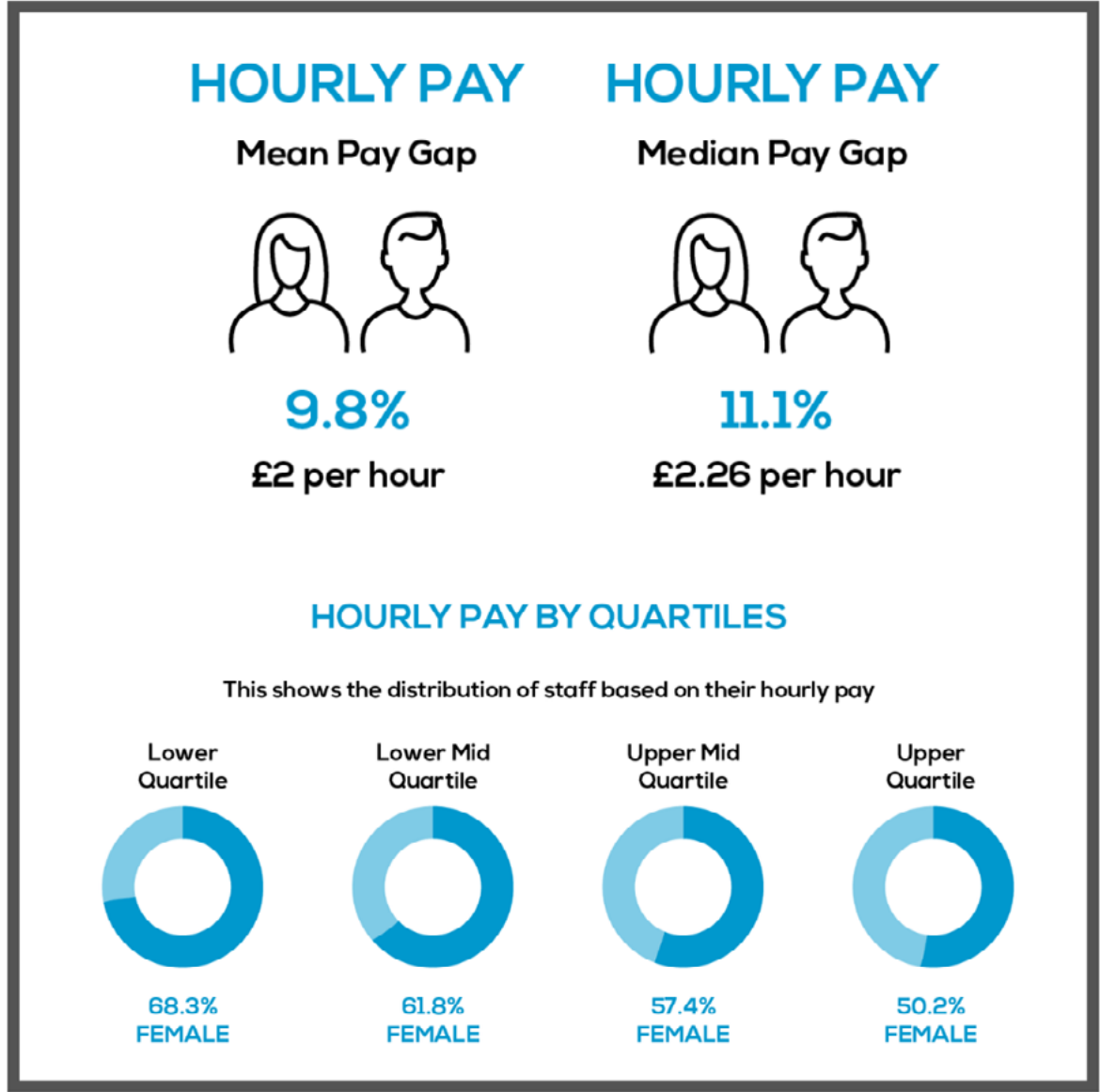
Of our Professional Service Senior Staff:

40%

identify as women

This is based on a small population of just 10 individuals, however.

Gender pay gap



The mean average gender pay gap at Bath Spa University is:

9.8%

equivalent to £2 per hour

The median gender pay gap is:

11.1%

equivalent to £2.26 per hour

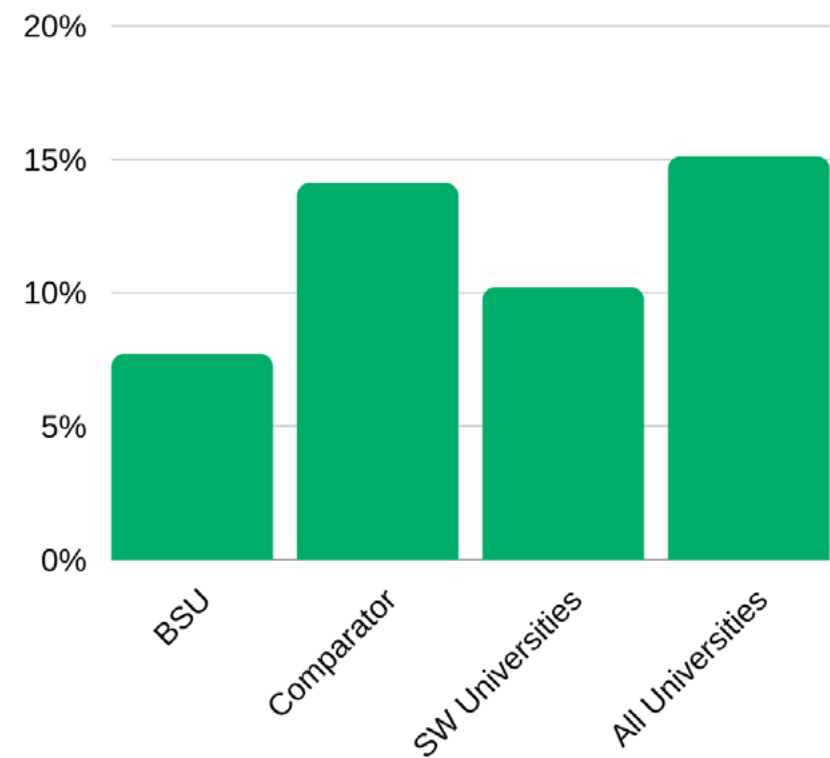
In 2020, these figures were:

11.2% and **18.6%**

showing a further narrowing of the gender pay gaps.

Staff Ethnicity data

All staff ethnicity



Staff who identified as Black, Asian, or another minoritised ethnicity (abbreviated to BAME for this report) has increased in 2020/21 to 7.7%. The Bath Spa University comparator group is 14.1%, South West universities at 10.2%, and all universities at 15.1%.

There is widespread criticism of the usage of 'BAME', one of the reasons being that it can obscure challenges concerning the representation of specific groups, such as the sector-wide underrepresentation of Black staff.

The proportion of all Bath Spa University staff identifying as Black in 2020/21:

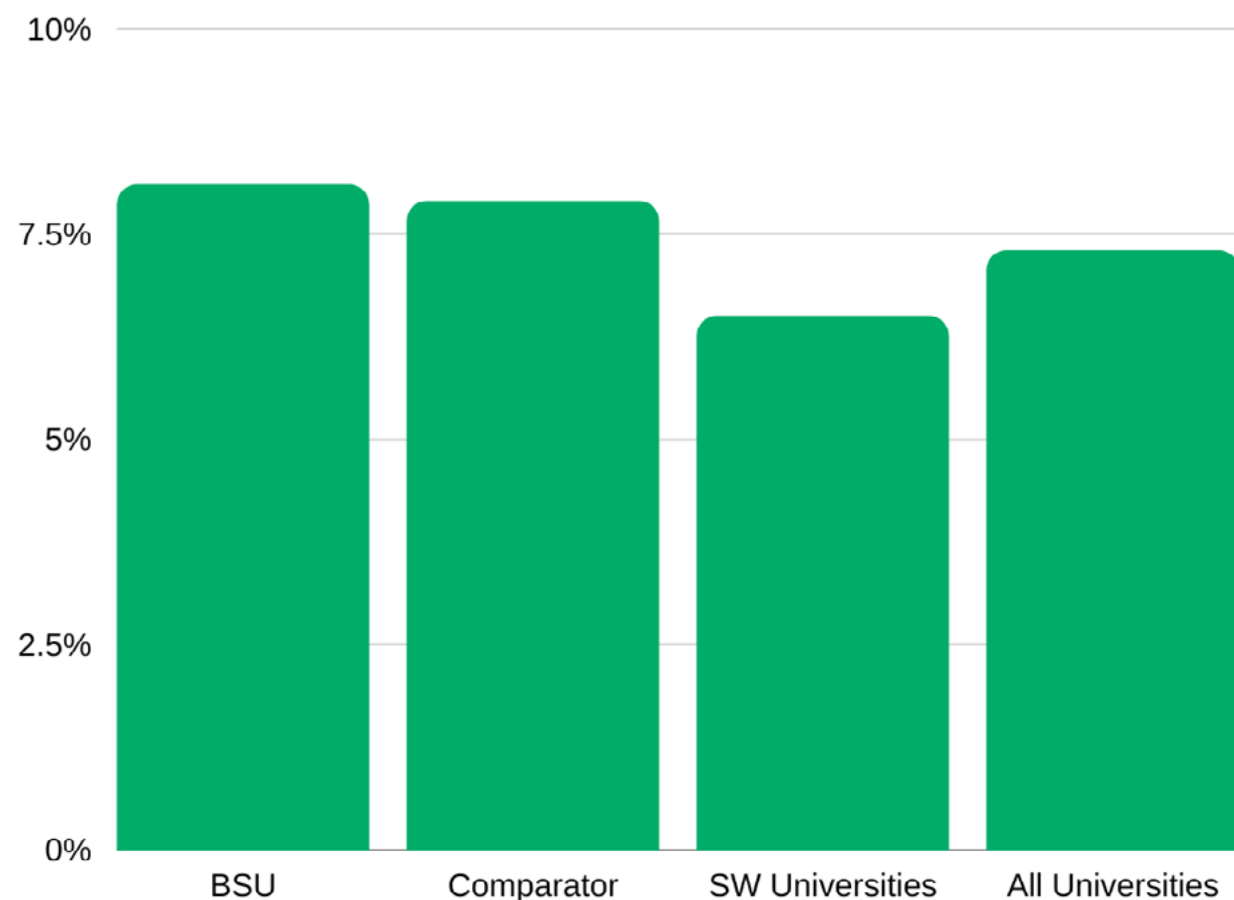
0.8%

compared to the sector figure of:

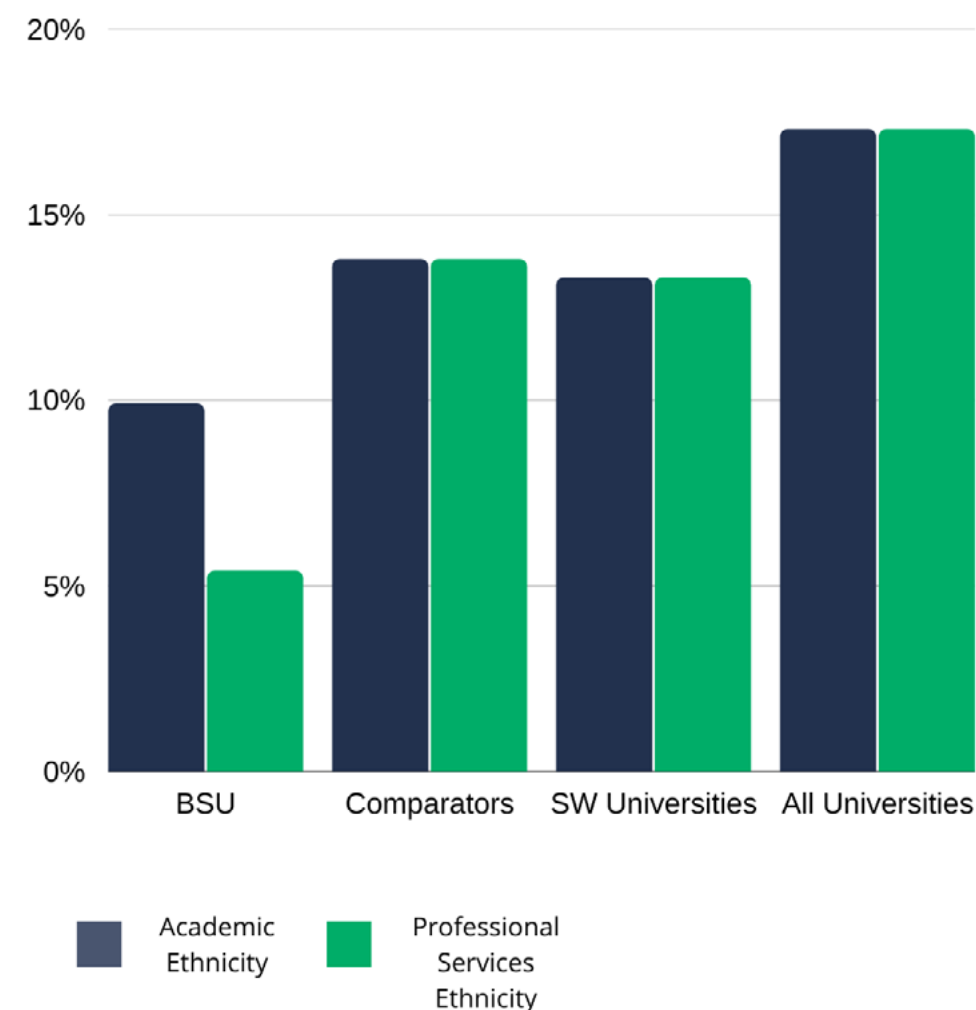
2.7%

Staff Ethnicity data

Senior Staff Ethnicity



Academic and professional services ethnicity



8.1%

of our senior staff identified as BAME.

7.9%

of the Bath Spa
comparator group

6.5%

of South West
universities

7.3%

of all universities

Bath Spa University Academic staff
in the BAME group has increased to:

9.9%

Comparator group at: **13.8%**
South West universities at: **13.3%**
All universities at: **17.3%**

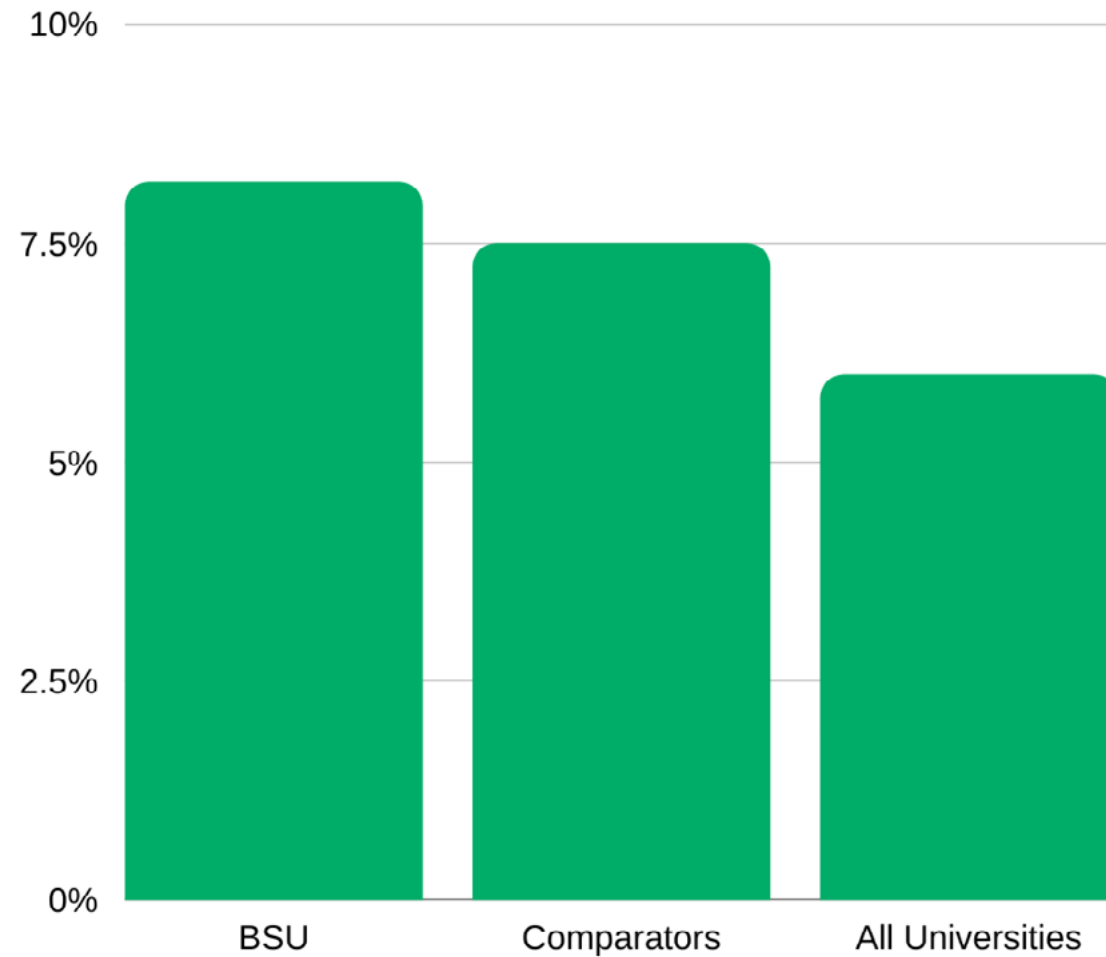
Bath Spa University Professional Services
staff in the BAME group has increased to:

5.4%

Comparator group at: **13.8%**
South West universities at: **13.3%**
All universities at: **17.3%**

Staff Disability Data

All staff



8.2%

of our staff self-identify as disabled in 2020/21

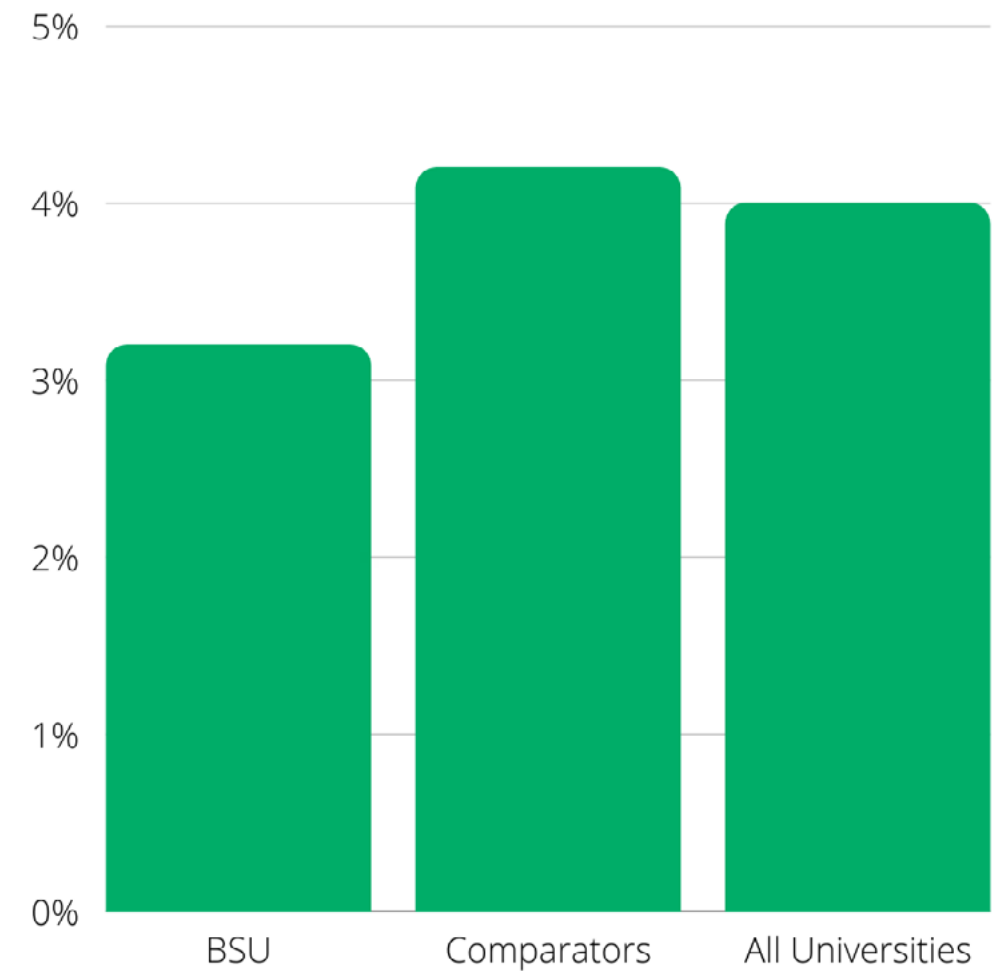
This remains higher than the Bath
Spa University comparator group at:

7.5%

and all universities:

6%

Senior staff



3.2%

of our senior staff self-identify as disabled in 2020/21

Our Bath Spa University comparator
group at:

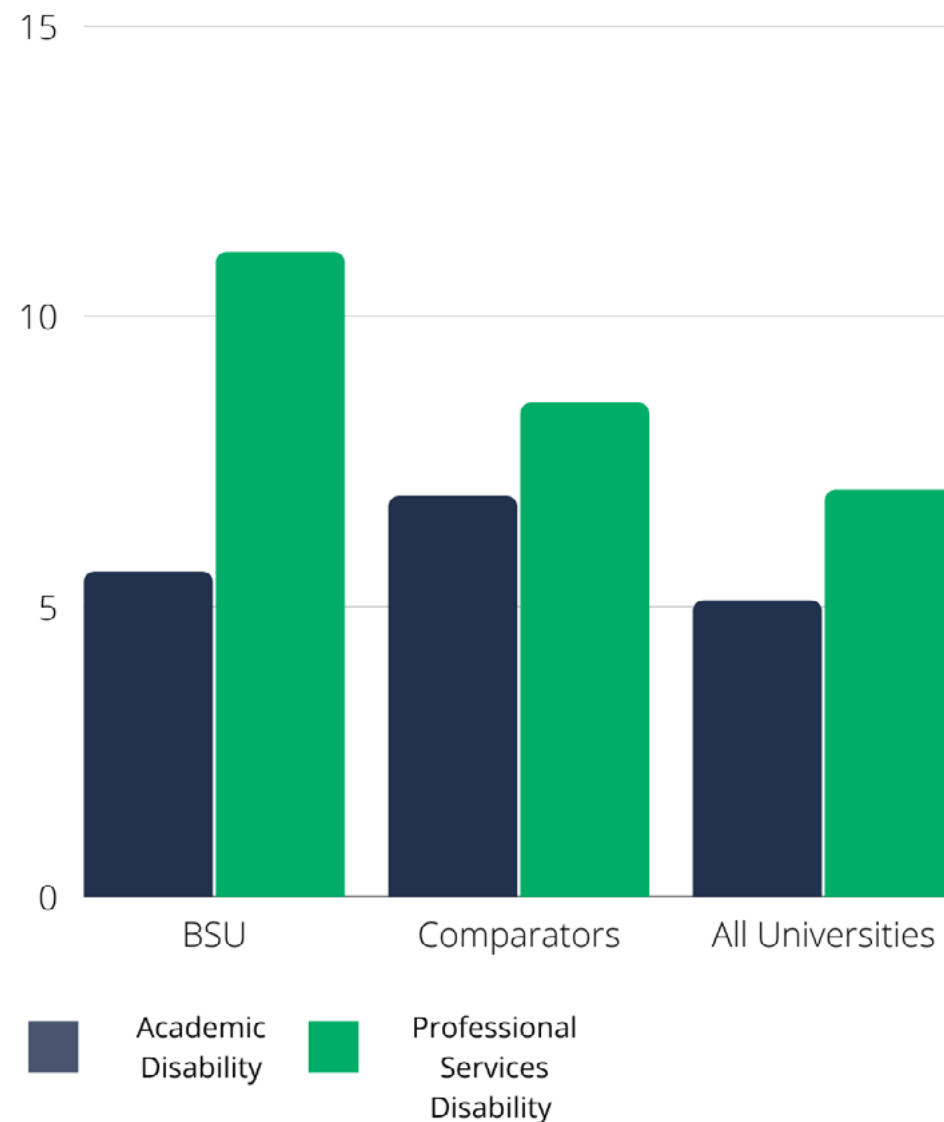
4.2%

and all universities:

4%

Staff Disability Data

Academic and professional services disability



5.6%

Academic staff self-identify as disabled

Comparator group at: **6.9%**

All universities at: **5.1%**

11.1%

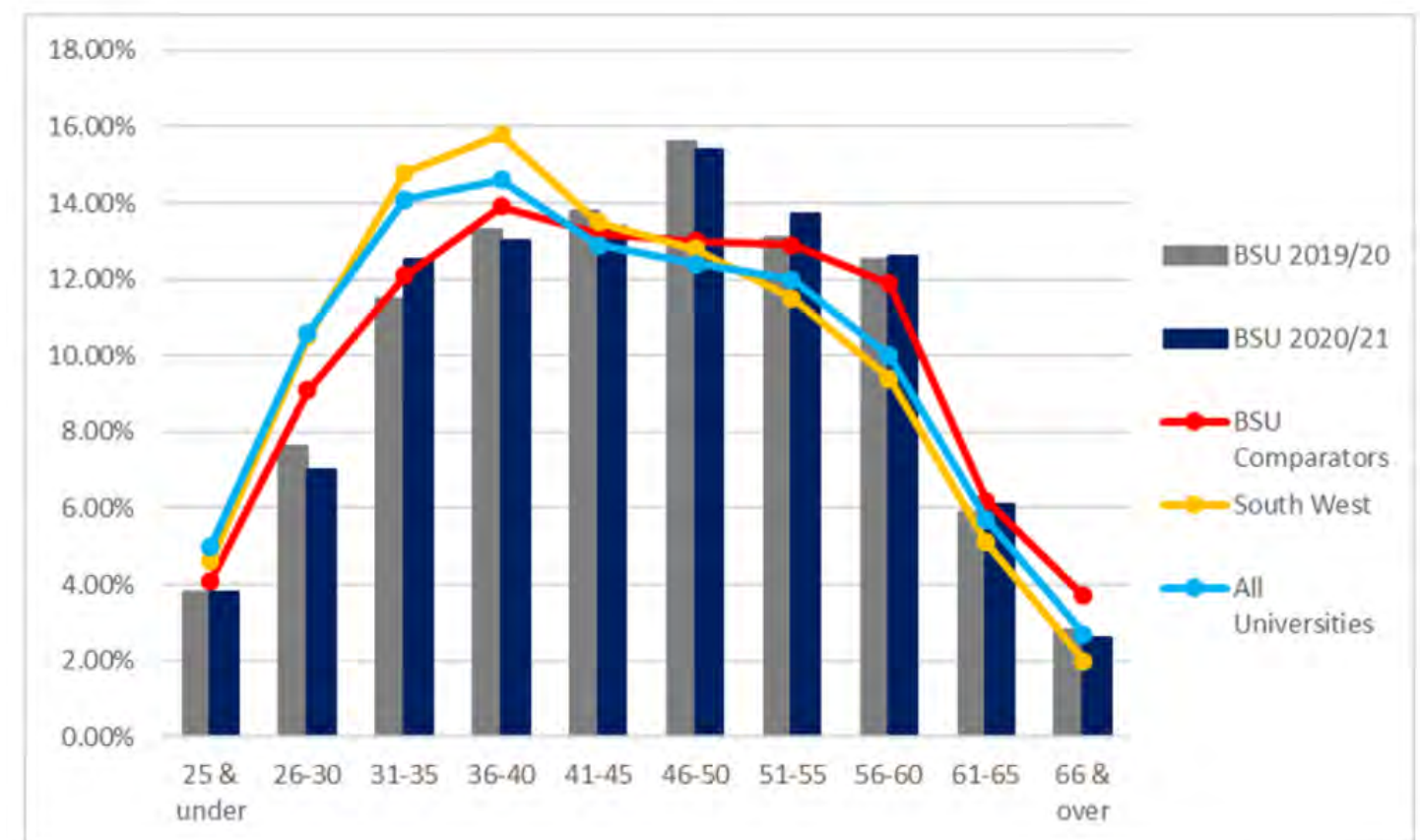
Professional Services staff self-identify as disabled

Comparator group at: **8.5%**

All universities at: **7%**

Staff Age Data

All staff



The percentage of Bath Spa University staff aged:

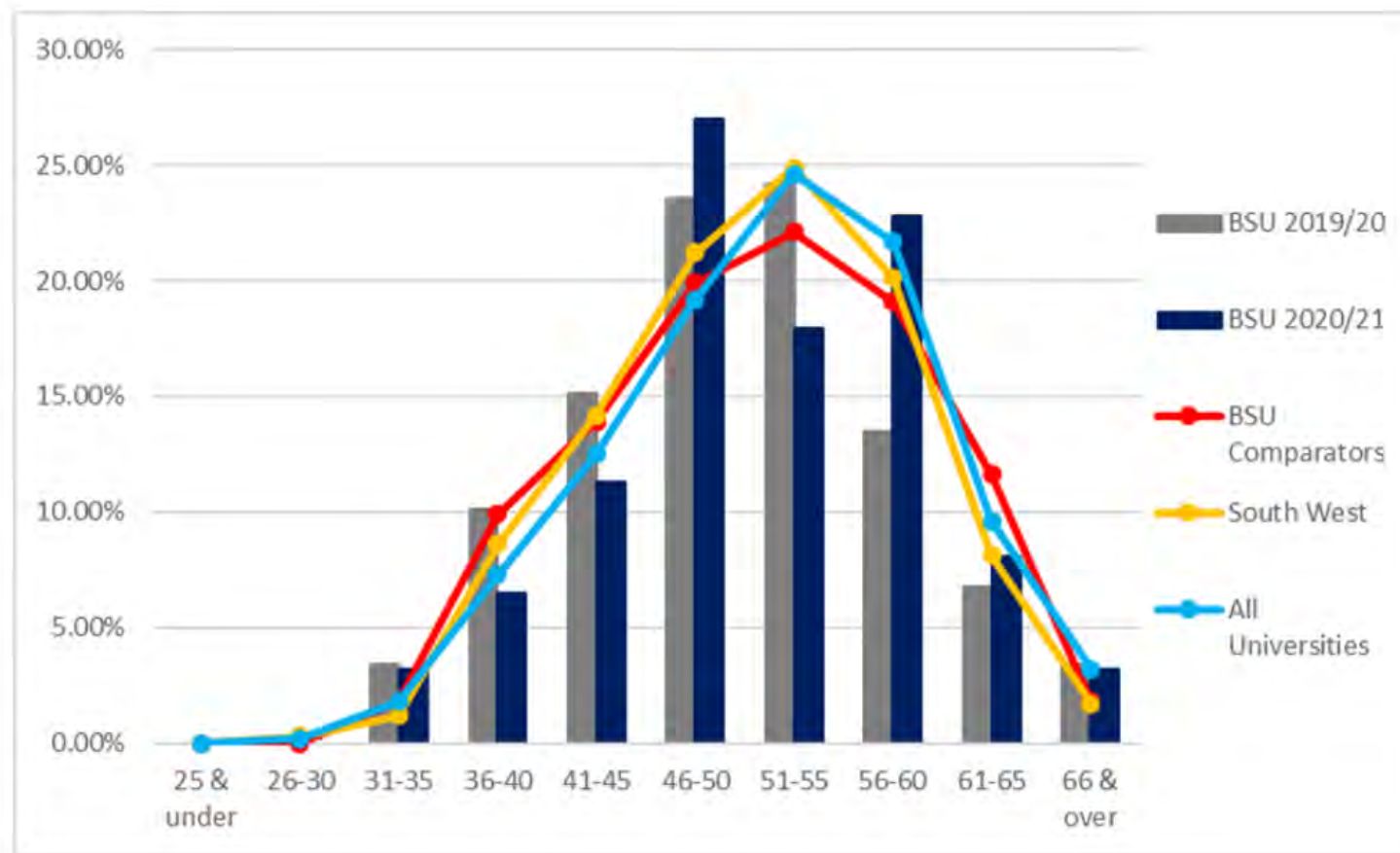
40 and under is generally lower than the benchmarks

The proportion of staff aged between:

46-60 is higher than all benchmarkswith a significant peak in the 46-50 age bracket.

Staff Age Data

Senior Staff



For senior staff at Bath Spa University, the proportion of staff between:

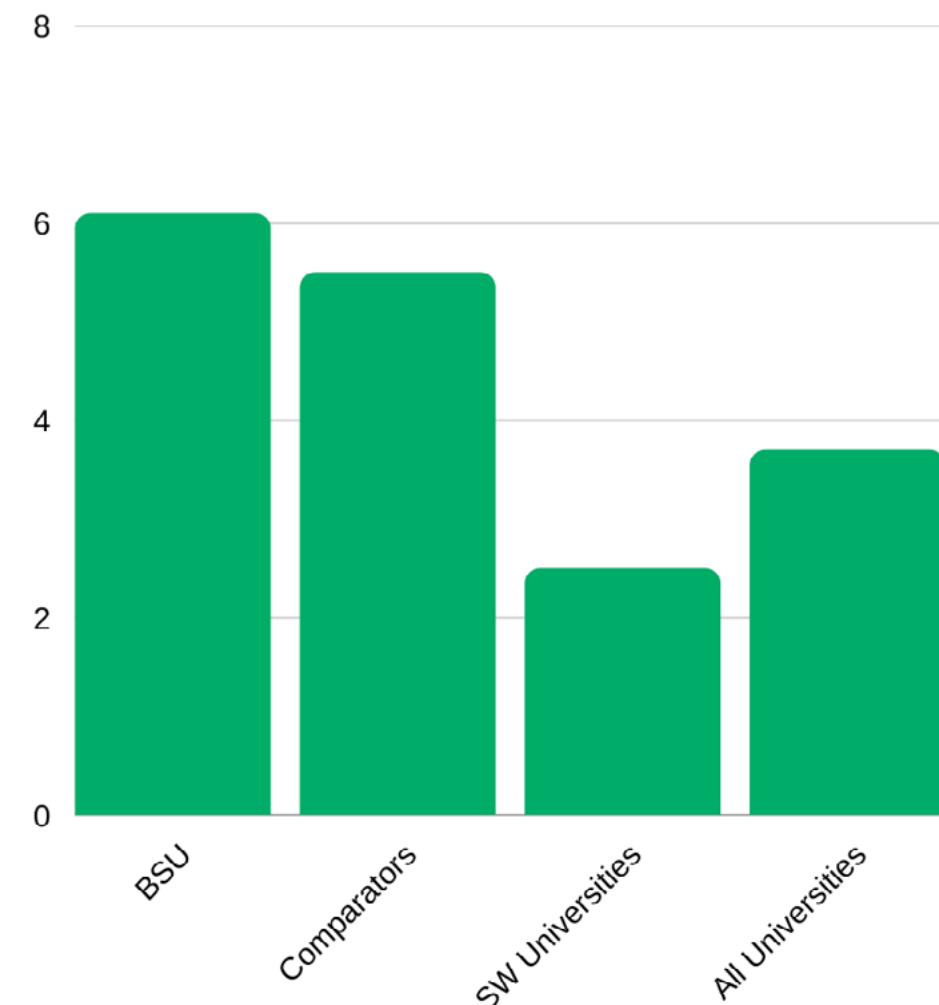
46-60 and **56-65** has increased

the proportion of senior staff between

36-45 and **51-55** has decreased to below benchmark trends.

Staff Sexual Orientation Data

All Staff



6% of staff reported their sexuality to be lesbian, gay, bisexual (abbreviated to LGB), or 'other'.

The Bath Spa University comparator group is at: **5.5%**

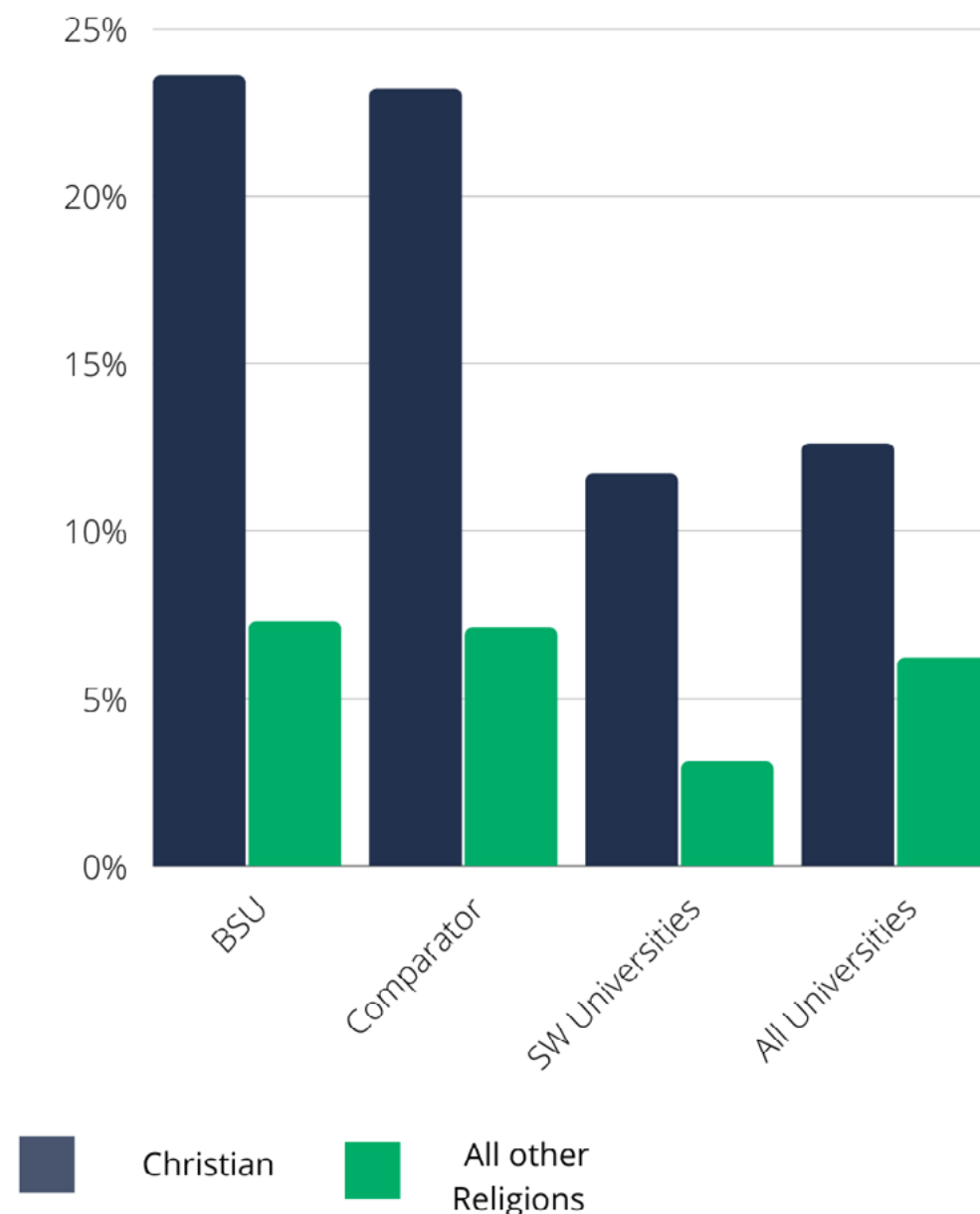
South West universities at: **2.5%**

All Universities at: **3.7%**

Bath Spa University's non-disclosure rate is 20.6%. This means that the actual numbers of staff in the other categories may not be a true representation.

Staff Religion and Belief Data

All Staff



23.6%

Staff Identify as Christian

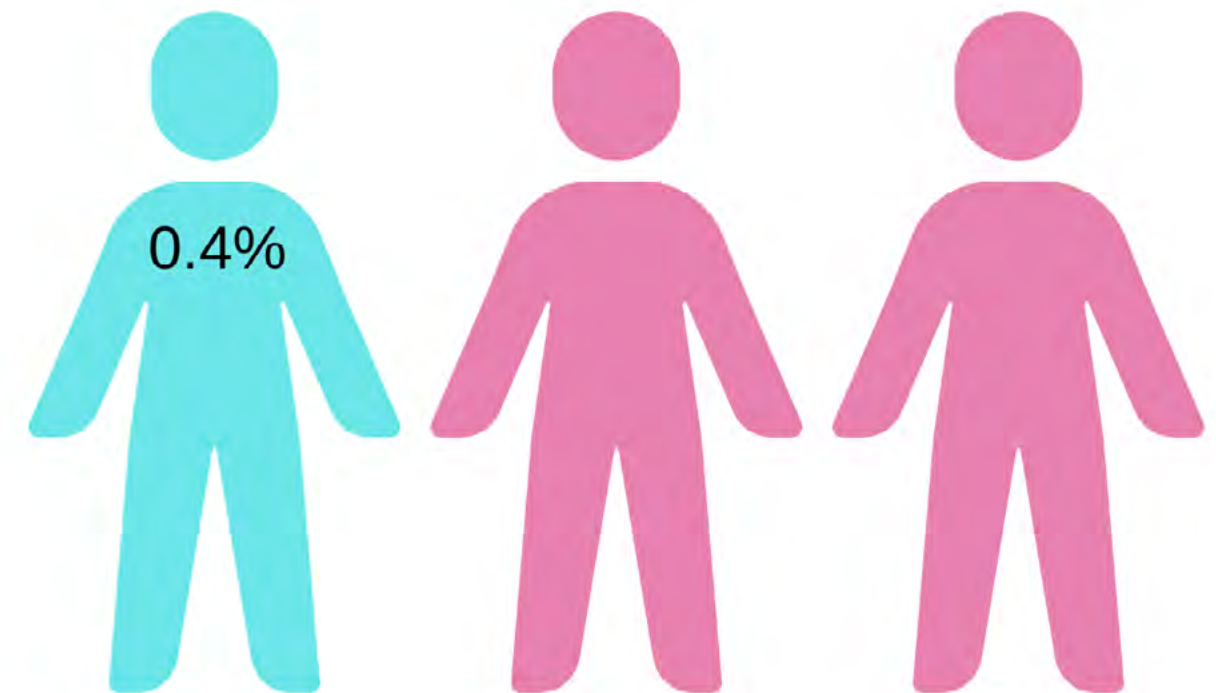
7.3%

identifying as Other Religion Groups

The Bath Spa University comparator group is: **23.2%** and **7.1%**
 South West universities at: **11.7%** and **3.1%**
 all Universities at: **12.6%** and **6.2%**

Staff Transgender Status

All Staff

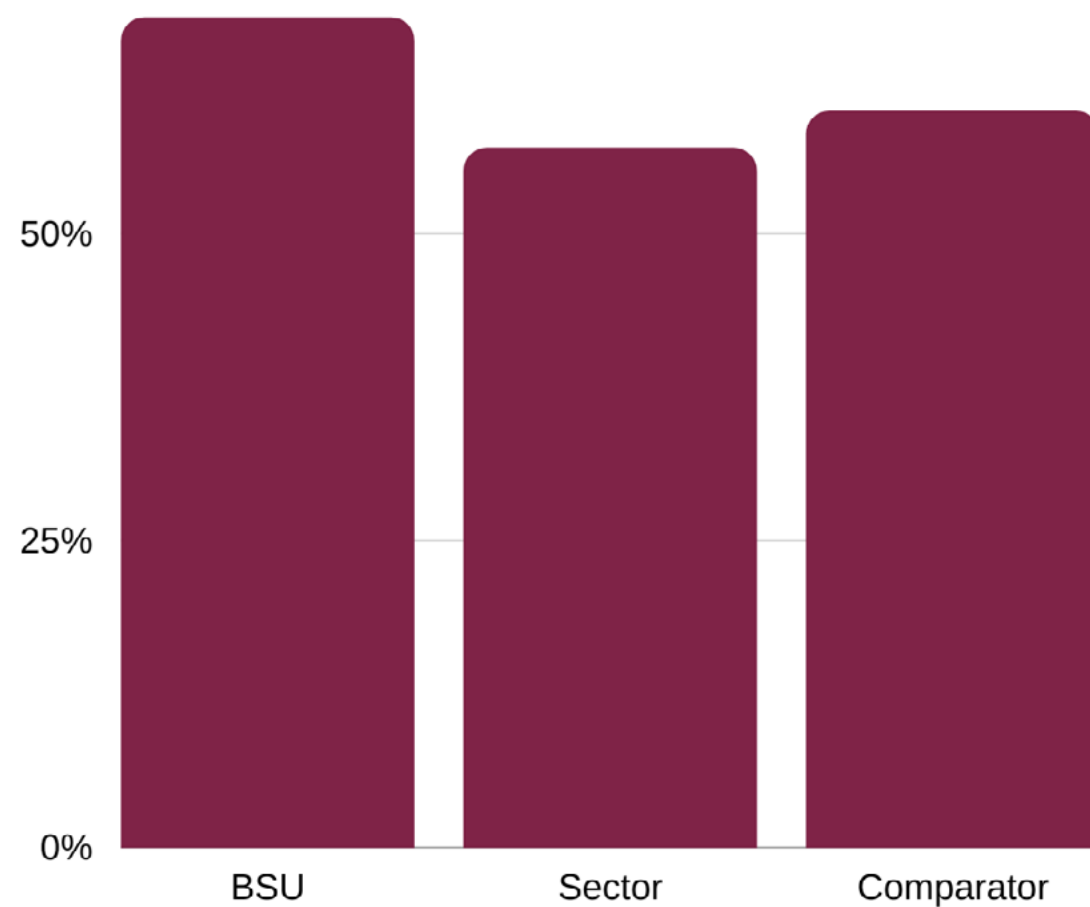


The proportion of staff in 2020/21 choosing to disclose that their gender identity did not match their assigned sex (referred to as the protected characteristic of gender reassignment in the Equality Act 2010), was **0.4%**

As a number of equality activities in the 2021/22 time period have focussed on trans inclusion, a rise in this figure in future years may indicate the success of these projects.

Student Gender Data

All Students



67.6%

identified as Female

32.3%

identified as Male

0.1%

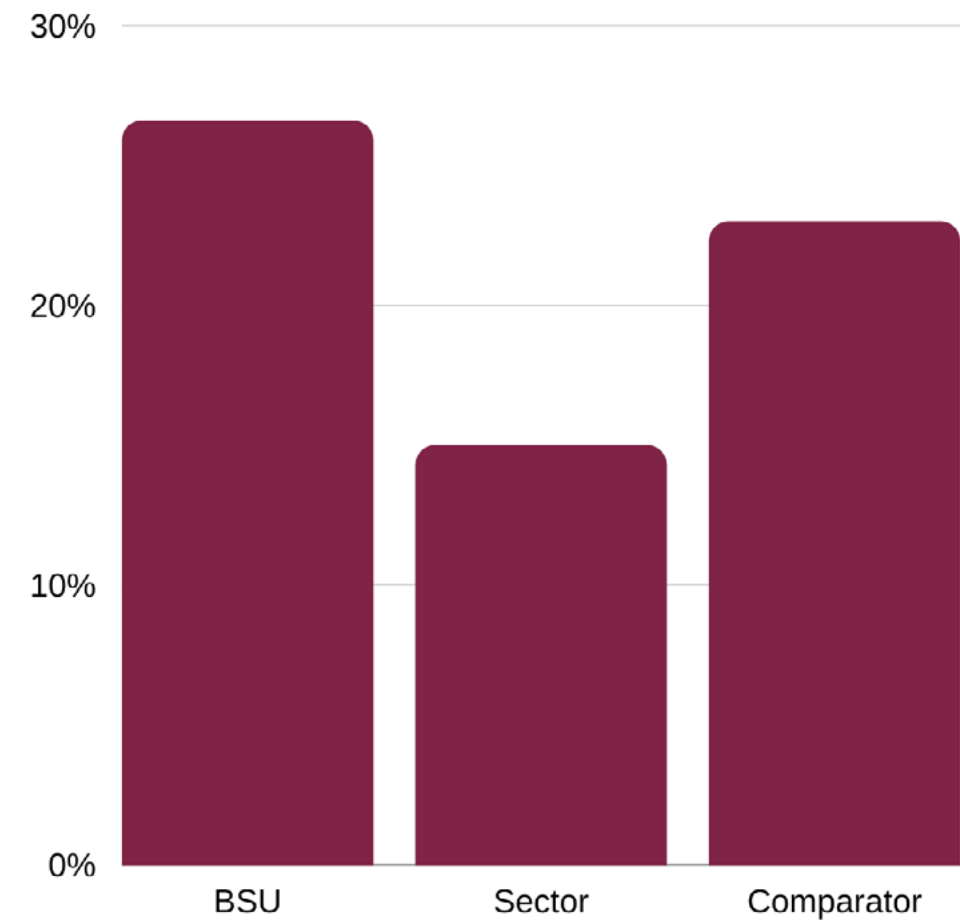
identified as 'other'

57% of students sector-wide identify as Female

60.4% for our comparator group

Student Disability Data

All Students



73.4%

of our students said they had 'No Known Disability'

26.6%

of our students declared that they had one or more known disabilities

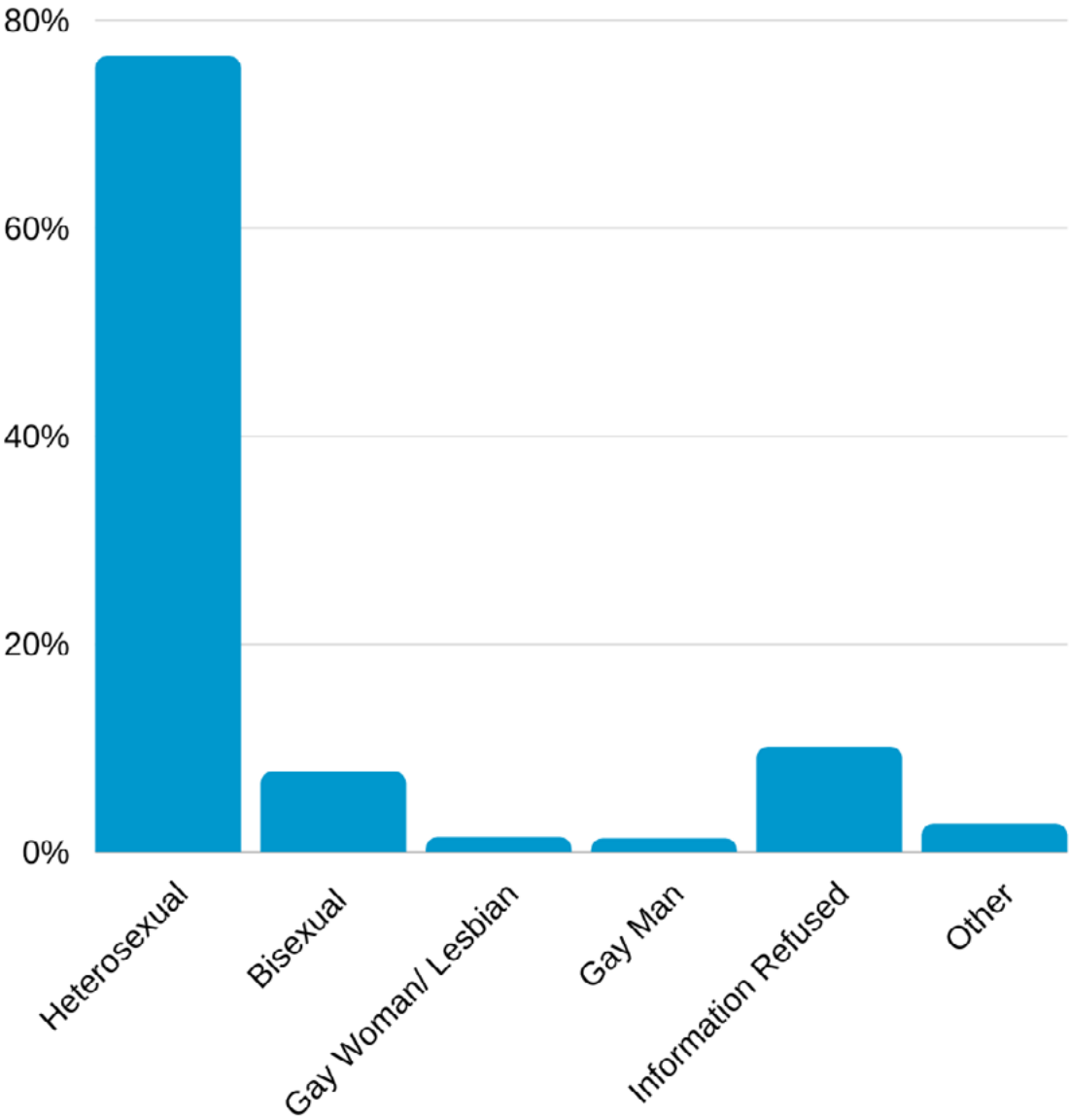
In our comparator group:

23% of students declared having a disability

15% of students sector wide identified as having a disability

Student Sexual Orientation Data

All Students



76.5%
identified as
Heterosexual

7.7%
identified as
Bisexual

1.4%
identified as Gay
Women/Lesbian

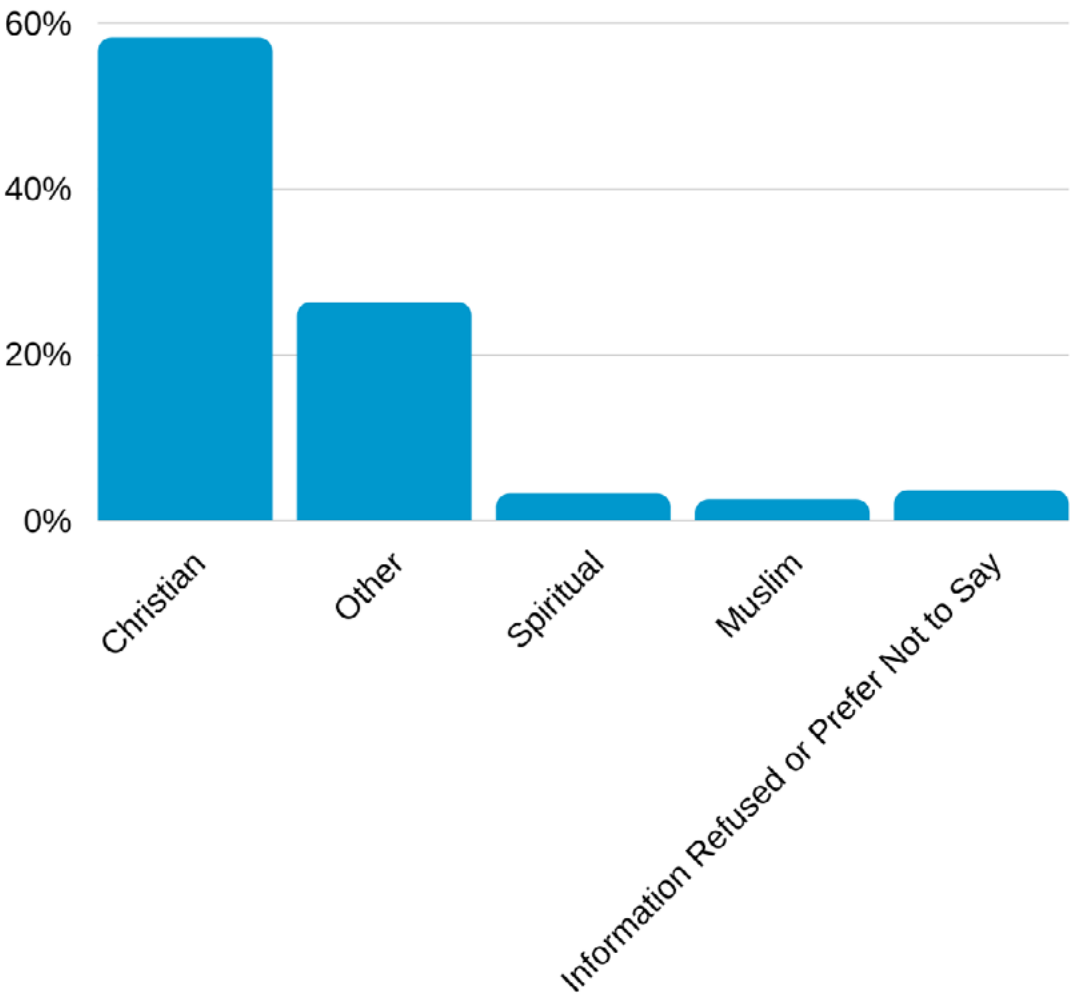
1.3%
identified as
Gay Man

2.7%
identified as 'other'

10.1%
refused to give this
information

Student Religion Data

All Students



58.2%
identified as
Christian

26.3%
identified as any
other religion/belief

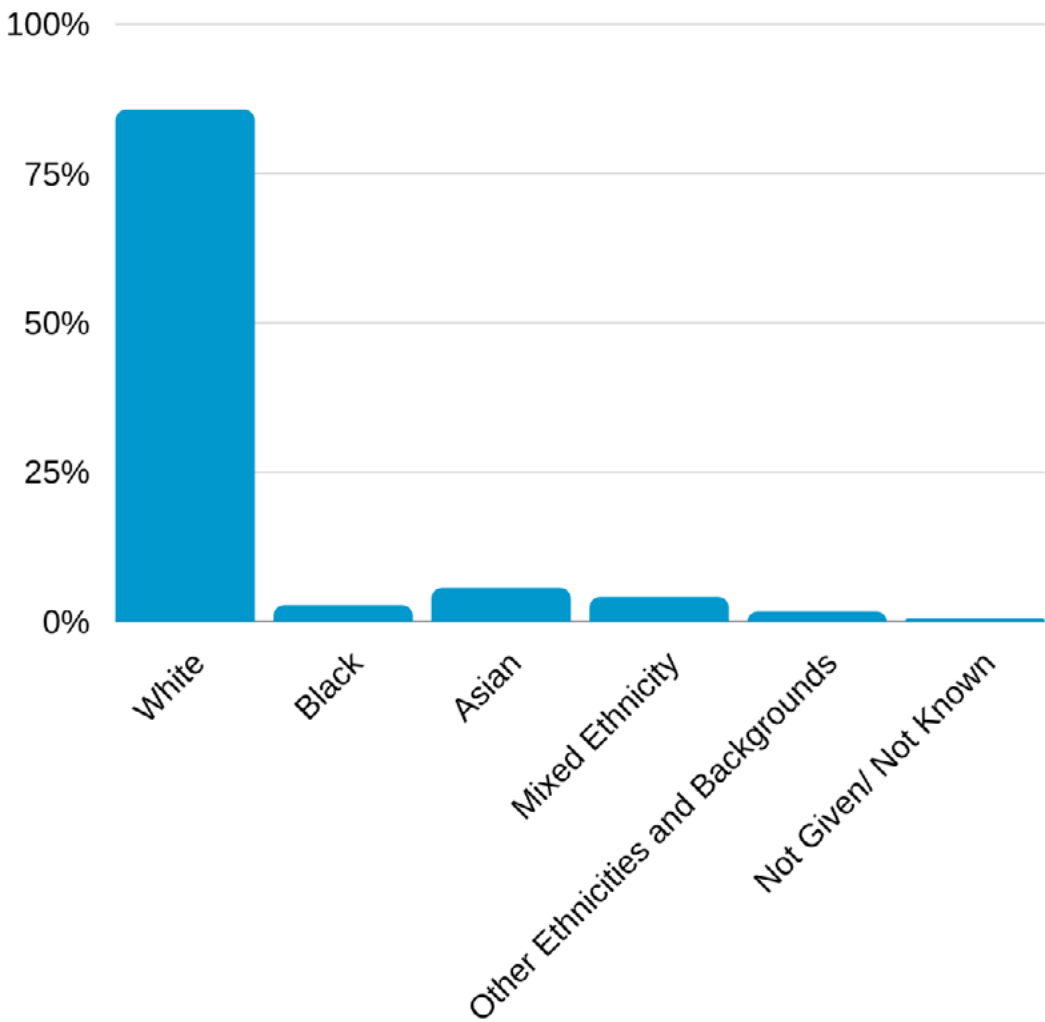
3.2%
identified as Spiritual

2.5%
identified as Muslim

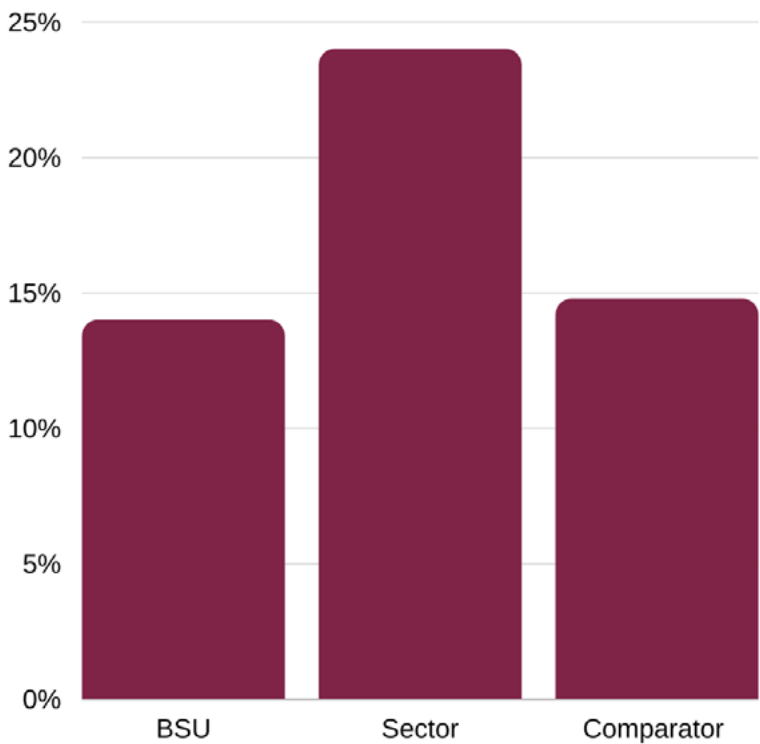
3.6%
information was not given
or they preferred not to say

Student Ethnicity Data

All Students



Student BAME Data



England: **71.09%**
Wales: **6.75%**
Scotland: **0.24%**
Northan Ireland: **0.46%**
Other UK: **0.54%**
EU: **3.06%**
Non EU: **3.85%**
No Information: **12.93%**

85.6%
identified as White

2.7%
identified as Black

5.6%
identified as Asian

4.1%
identified as mixed
Ethnicity

1.6%
identified as other
ethnicity/backgrounds

0.4%
refused to give this
information or unknown

14%
overall identified as
BAME at Bath Spa
University

6.91%
of Bath Spa University
students are
international

24%
of the sector identified as
BAME

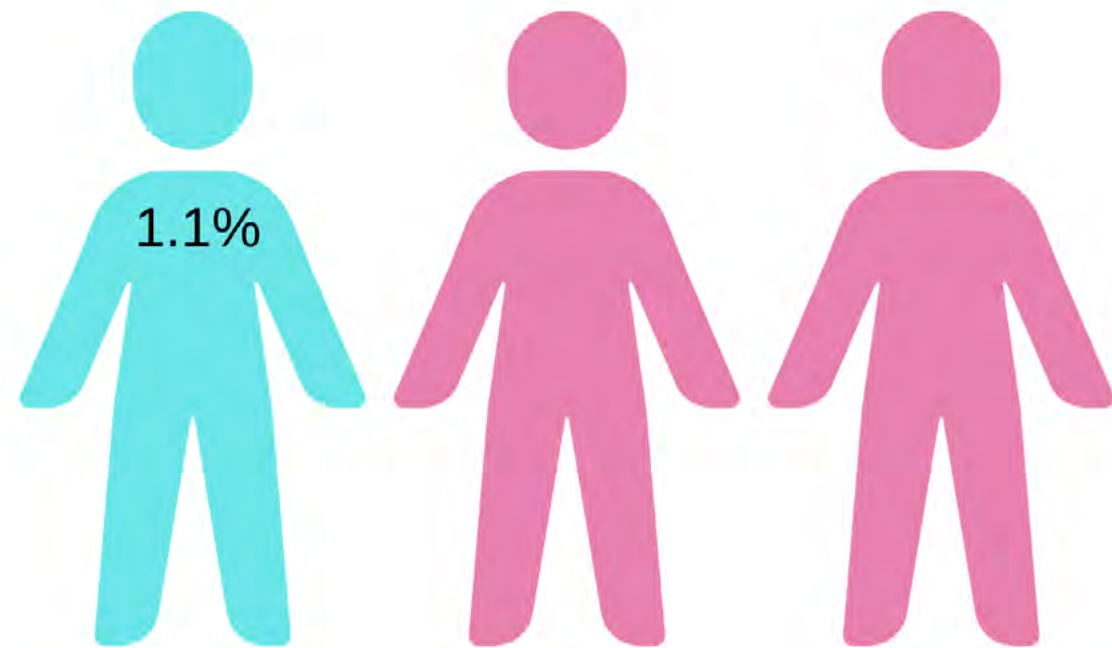
7.55%
of our comparator group
are international

14.78%
for our comparator
group

21%
of the sector are
international

Student Transgender Status

All Students



96.4%

of students said that their gender identity matched their sex registered at birth

1.1%

of students said that their gender identity was different from their sex at birth

2.5%

refused to disclose this information.

Contacts

Human Resources: hrcontact@bathspa.ac.uk

Staff Equality information and events: sulis.bathspa.ac.uk/x/FQmc

Staff Networks (search on Sulis):

- Global Inclusivity Network ('BAME' staff)
- Disabled Staff Network and Disability Action Group
- Bath Spa+ (LGBTQIA+ Staff)
- Women's Staff Network
- Staff Equality Network
- Neurodivergent Staff Network

Staff Wellbeing: sulis.bathspa.ac.uk/display/HR/Health+and+wellbeing

Trade Unions: UNISON and UCU

Report & Support: reportandsupport.bathspa.ac.uk

Student Wellbeing Services: bathspa.ac.uk/students/student-wellbeing-services

Student's Union advice: su-advice@bathspa.ac.uk

Student's Union Networks, reps, and campaigns: bathspasu.co.uk/voice



www.bathspa.ac.uk