



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 2021/22

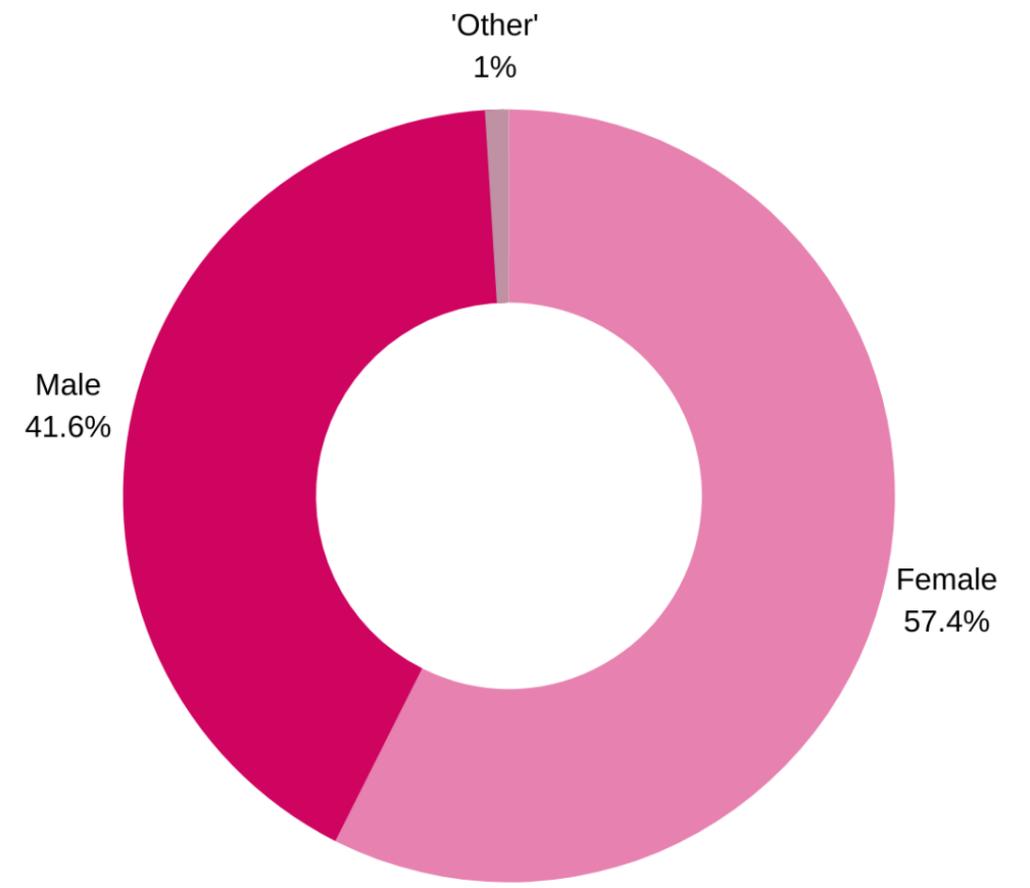
Staff data is taken from data supplied via MyHR. Comparator data is taken from the Higher Education Statistics Agency (HESA) and includes data from: Chichester, Falmouth, Gloucestershire, Goldsmiths, Lincoln, Oxford Brookes, and Winchester Universities. Sector data and student data is also taken from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



Staff Gender

All Staff Gender

■ **Staff** ■
■ **Data** ■



At Bath Spa in the year 2021/22:

57.4%

identified as women

41.7%

identified as men

1%

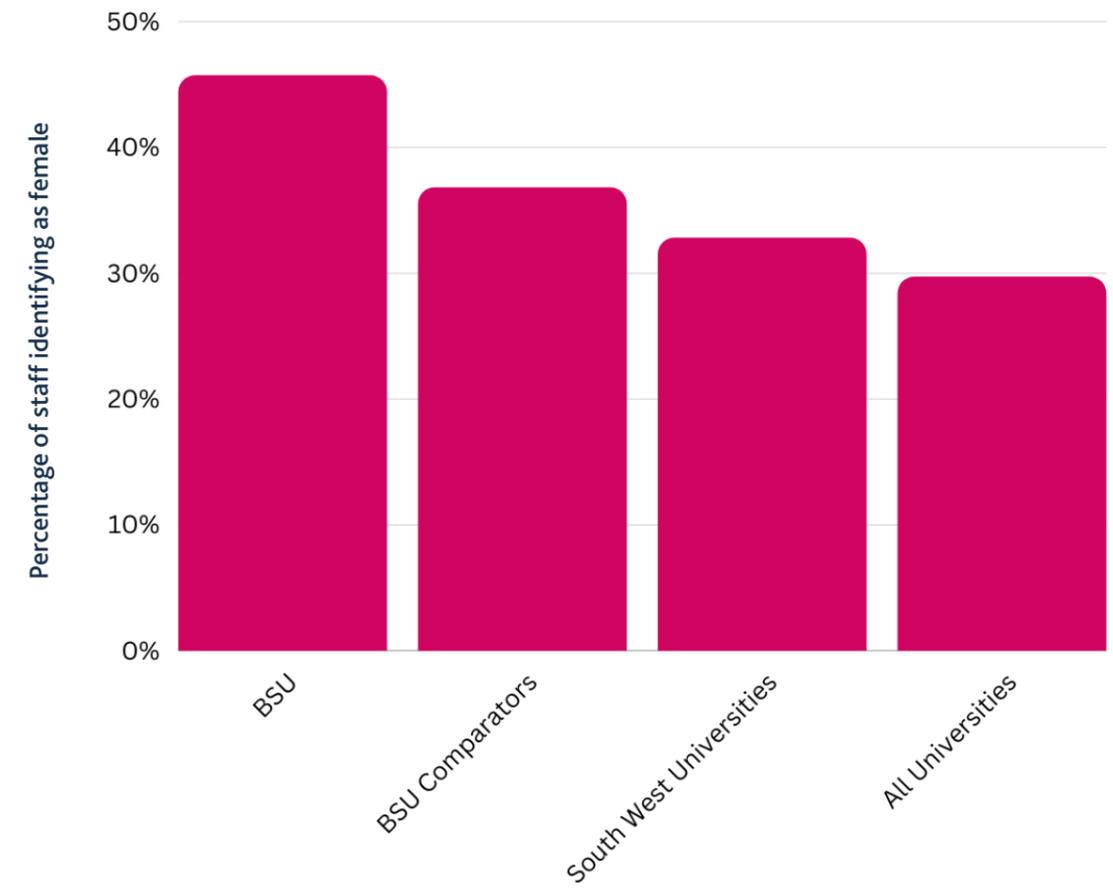
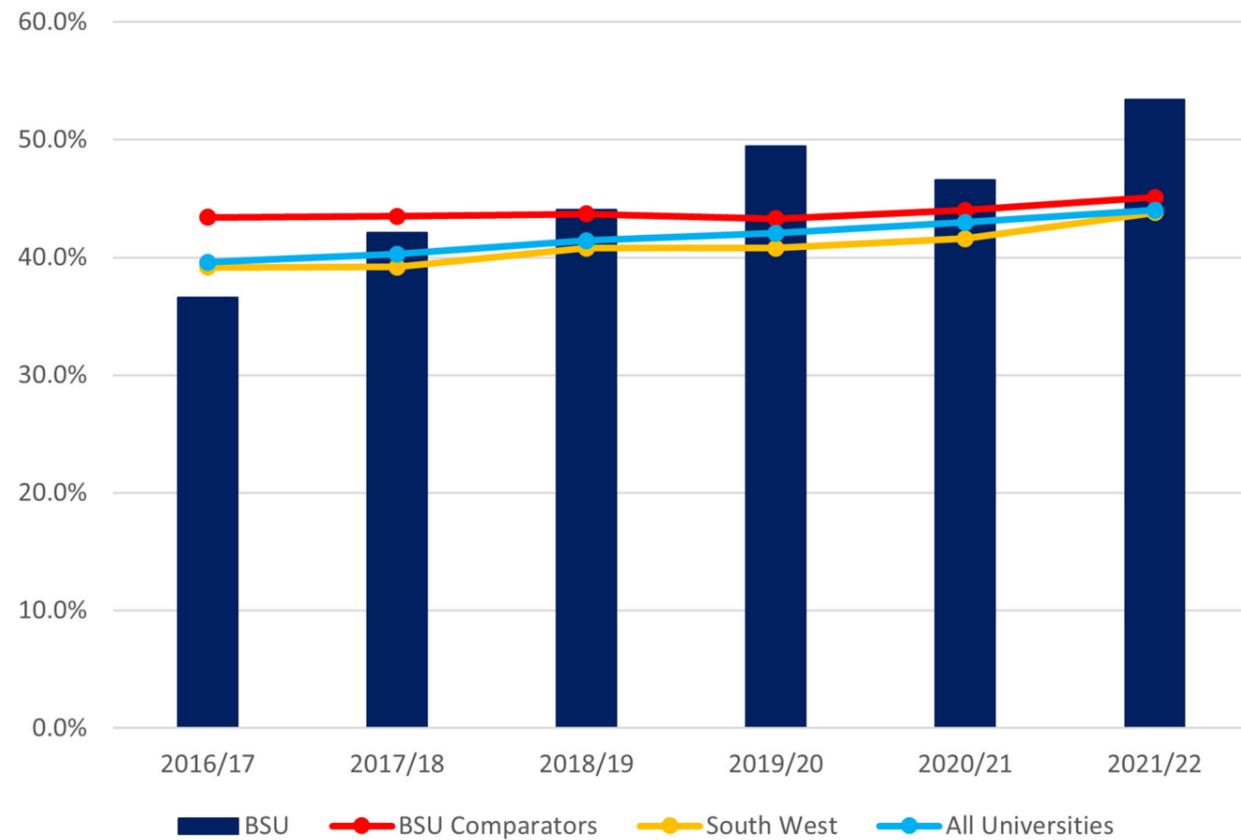
identified as 'other'

which aligns with our Bath Spa University comparator groups.

Staff Gender

Professors Gender

Senior Staff Gender



This year our Senior Staff that identify as female has increased to:

53.4%

which is an increase from last year and above all our benchmarks.

45.7%

of our professors identify as women

We are still high above our comparator groups with

36.8%

of BSU comparators

32.8%

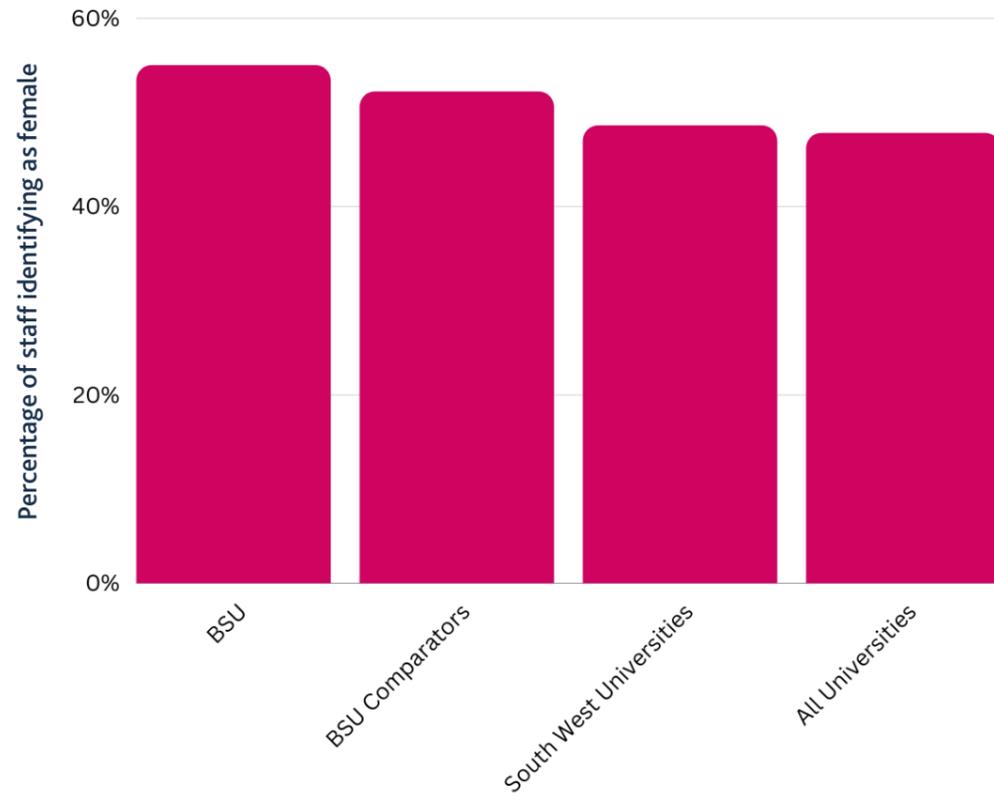
of our South West

29.7%

of all Universities

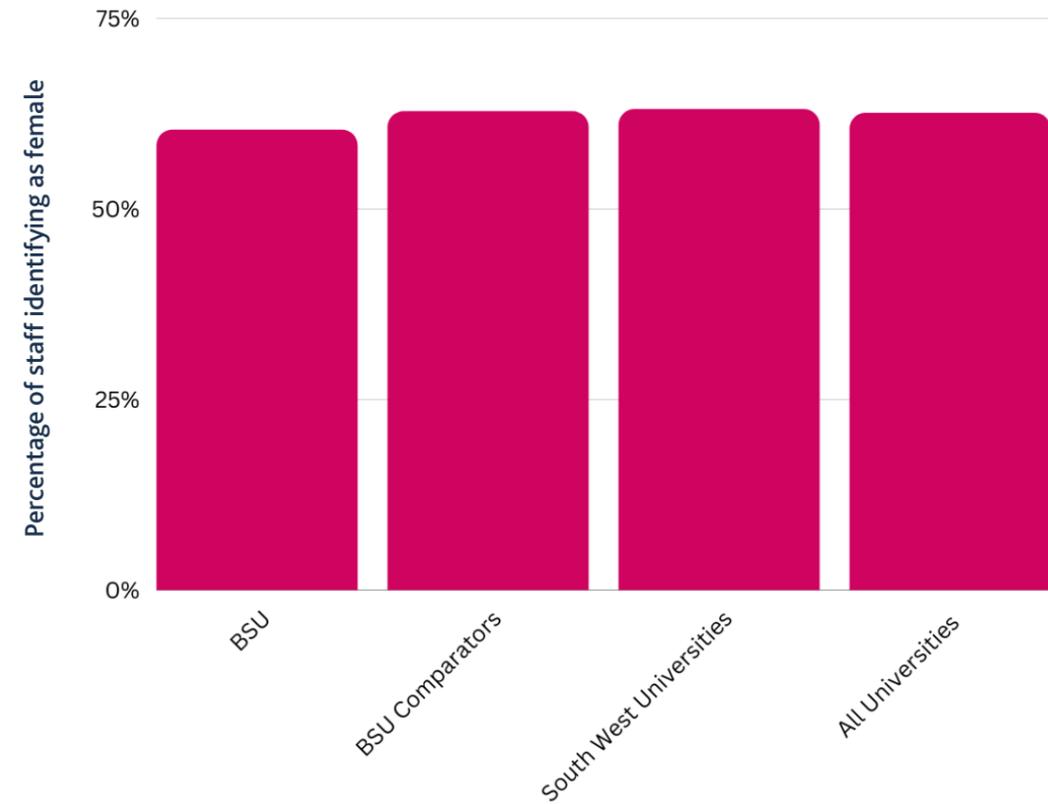
Academic Services

Staff Gender



Professional Services

Staff Gender



Of Bath Spa University
Academic Staff:

55%

identify as women

Of our BSU
Comparators

52.2%

identify as women

Of South West HEI's:

48.6%

identify as women

All Universities

47.8%

identify as women

As for our BSU Professional Service staff

60.4%

62.8%

of our BSU
comparators

63.1%

of our South West
Universities

62.6%

of all Universities

Gender Pay Gap

HOURLY PAY

Mean Pay Gap



11.0%

£2.24 per hour

HOURLY PAY

Median Pay Gap

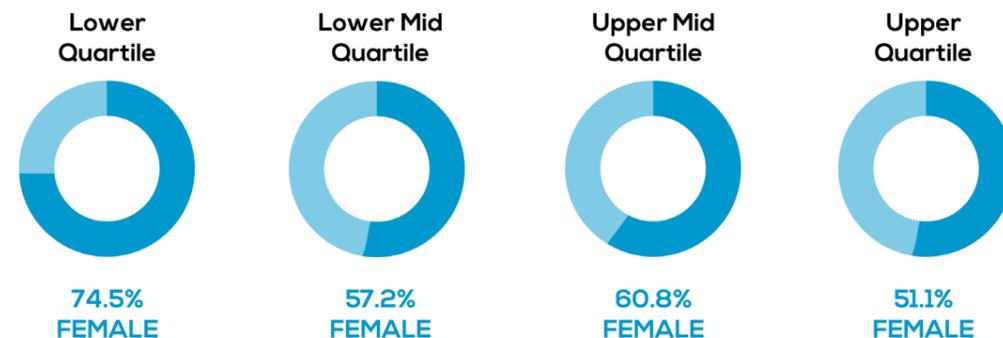


11.0%

£2.22 per hour

HOURLY PAY BY QUARTILES

This shows the distribution of staff based on their hourly pay



Staff Ethnicity data

All Staff Ethnicity

There is widespread criticism of the usage of 'BAME', because it can obscure challenges being that it can obscure challenges concerning the representation of specific groups, such as the sector-wide underrepresentation of Black staff. We will use this abbreviated term for this report because of the way the data is presented. We have had discussions with our Global Inclusivity Network (GIN), and aim to look at alternatives in the future. GIN is the name of our staff network of BAME staff.

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

11%

equivalent to £2.24 per hour

The median gender pay gap is:

11%

equivalent to £2.22 per hour

In 2020, these figures were:

11.2% and **18.6%**

showing a further narrowing of the gender pay gaps.

The proportion of all Bath Spa University staff identifying as Black in 2021/22:

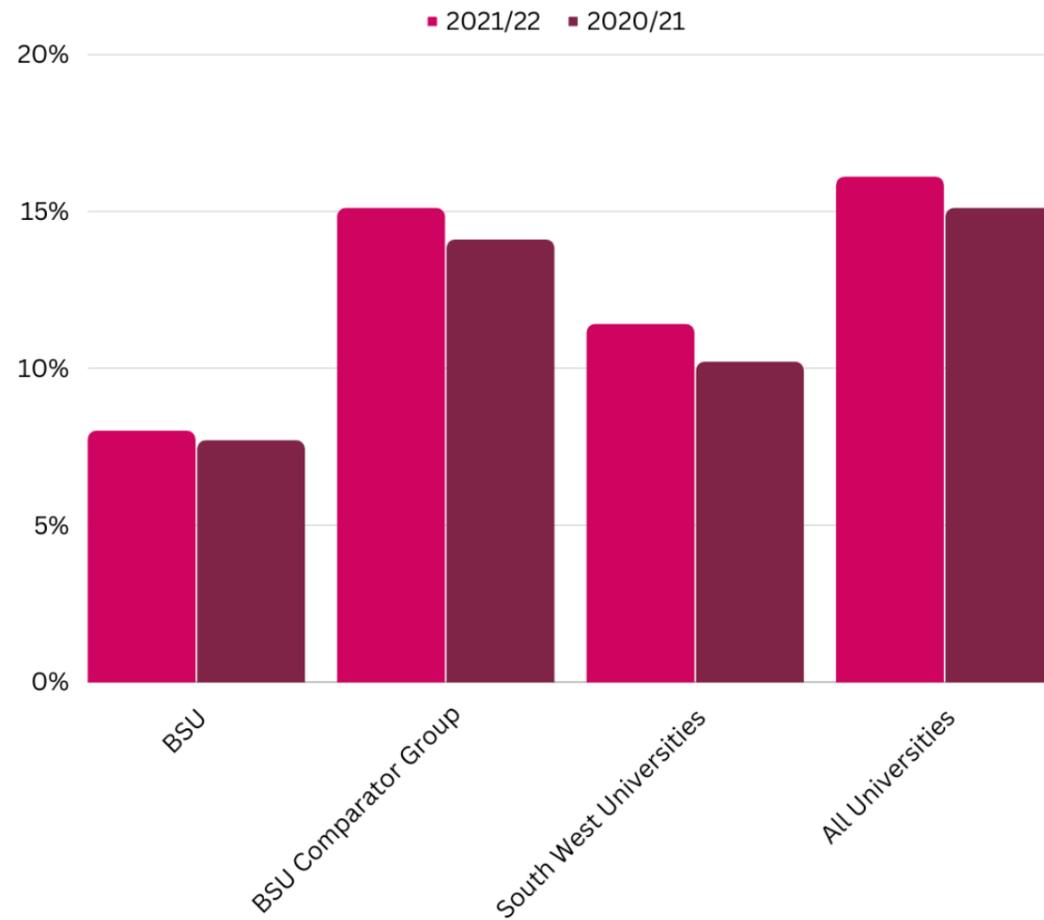
0.8%

compared to the sector figure of:

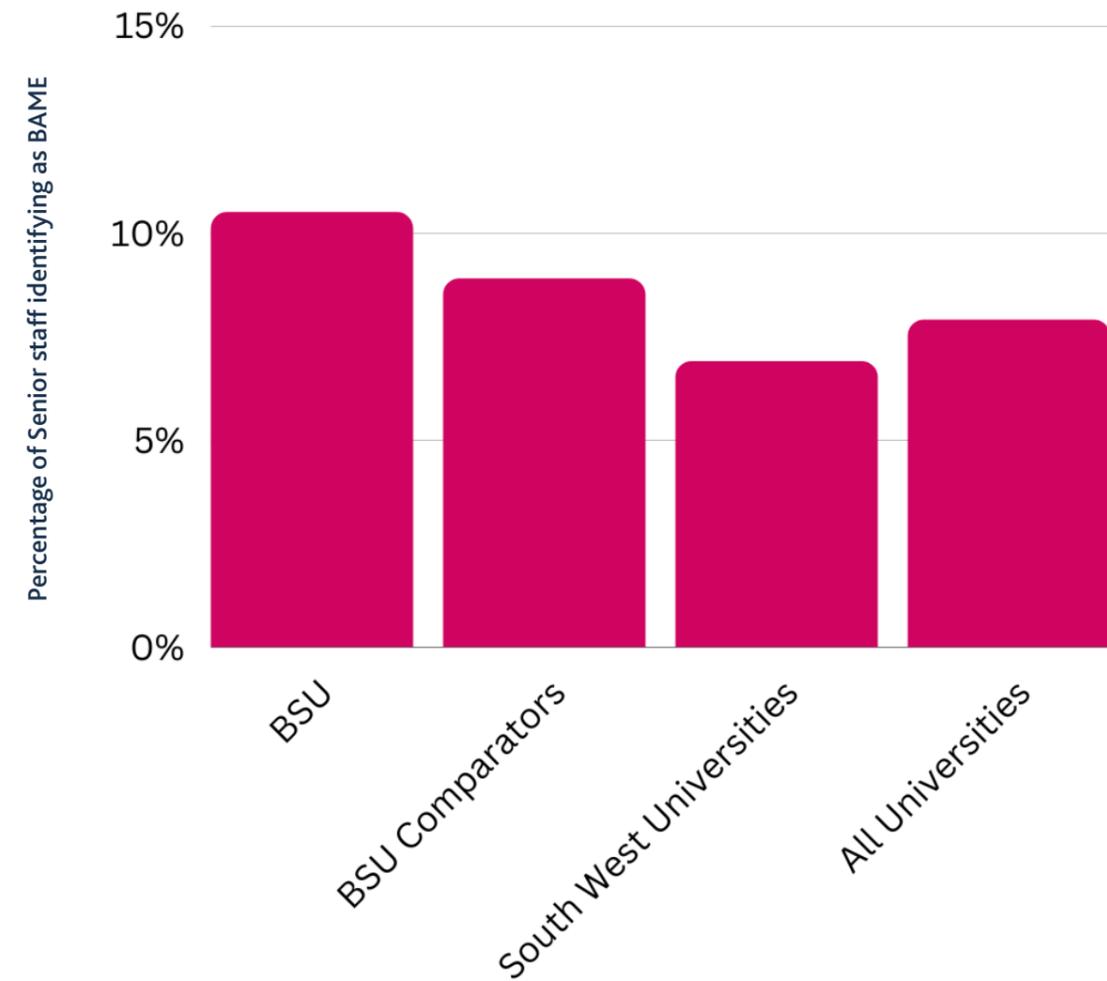
2.9%

Staff Ethnicity data

All Staff Ethnicity



Senior Staff Ethnicity



Staff who identified as Black, Asian, or another minoritised ethnicity (abbreviated to BAME for this report) increased to 8.0%. The BSU comparator group is 15.1%, South West universities at 11.4%, and All Universities at 16.1%.

10.5%

of staff identify as BAME

8.9%

of the Bath Spa
comparator group

6.9%

of South West
universities

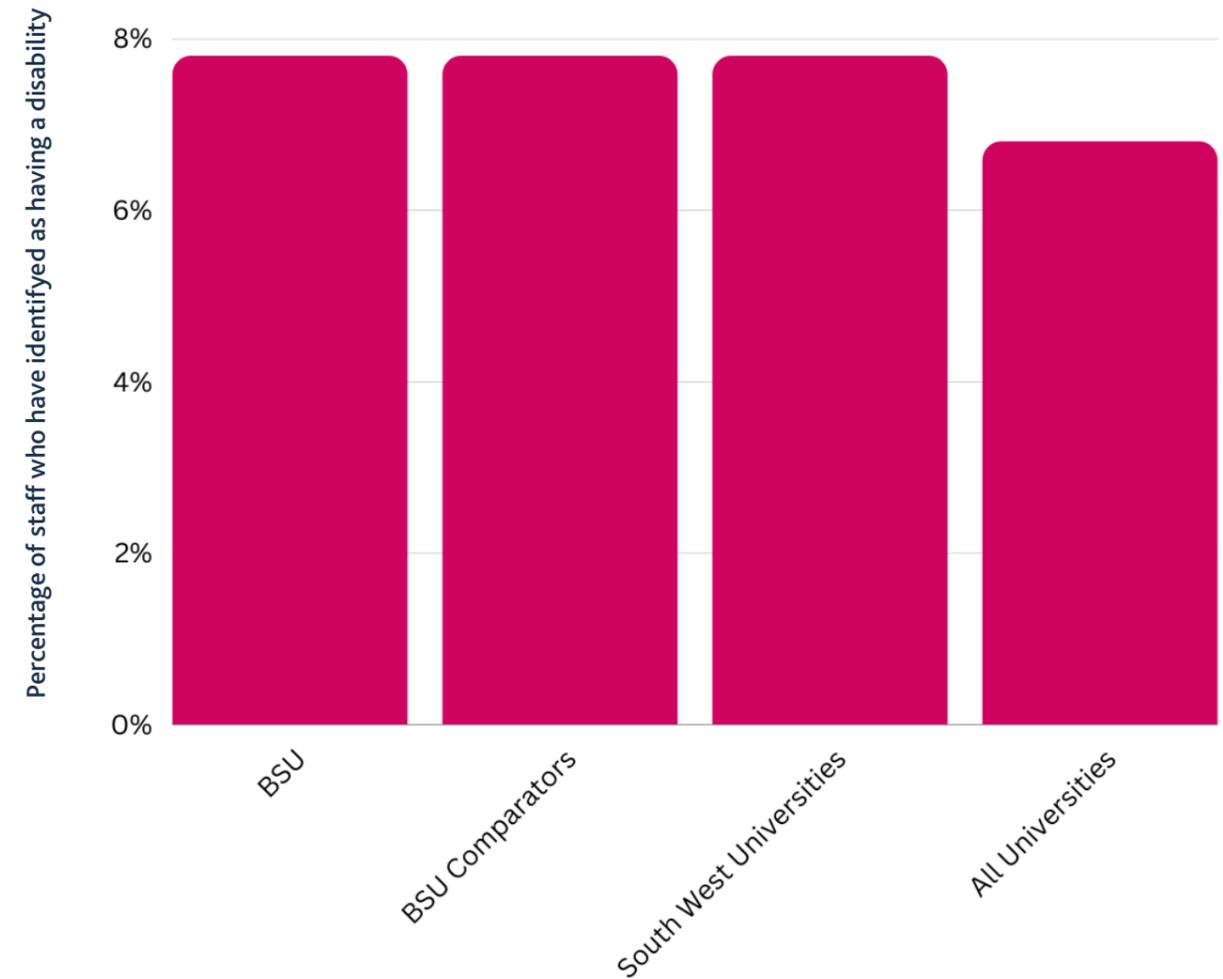
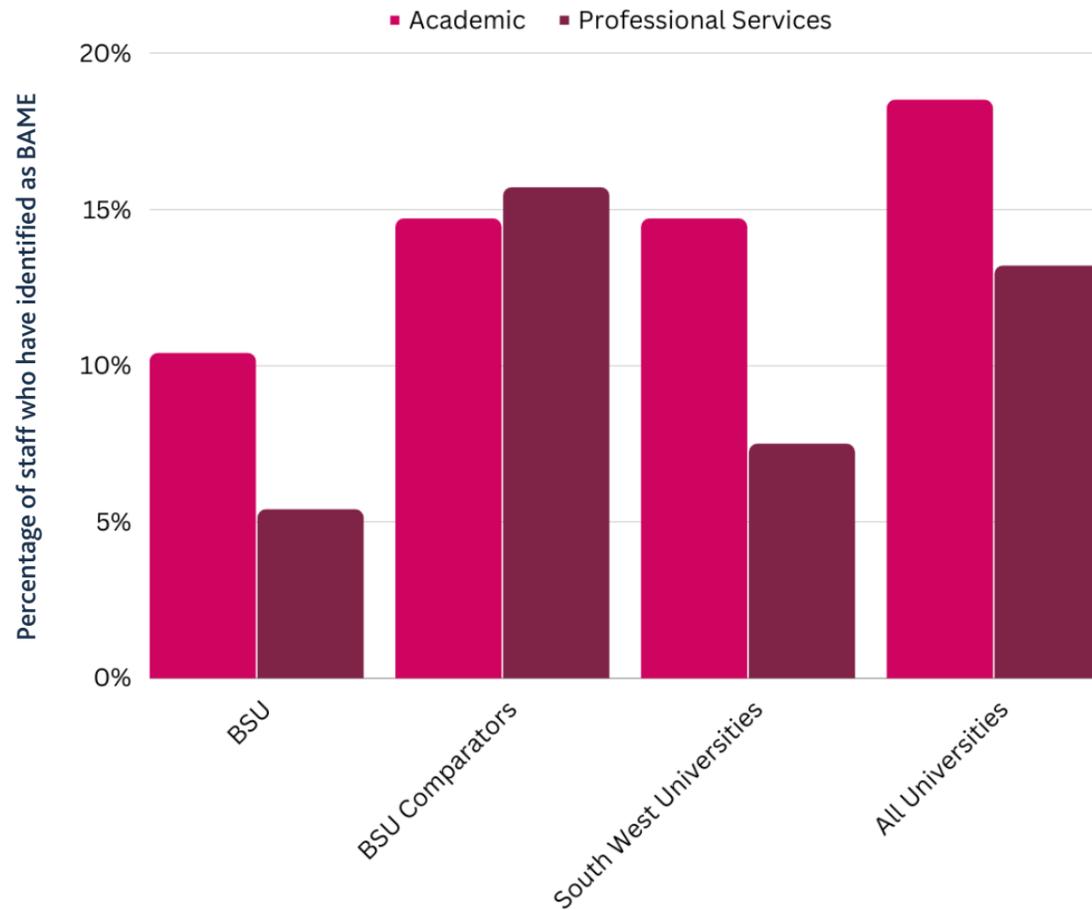
7.9%

of all universities

Staff Disability Data

Academic and Professional Services Ethnicity

All Staff



This is a focus for us!

10.4%

of academics identify as BAME

Comparator group at: **14.7%**

South West universities: **14.7%**

All universities at: **18.5%**

5.4%

of our Professional Service staff identify as BAME

Comparator group at: **15.7%**

South West universities: **7.5%**

All universities at: **13.2%**

7.8%

of our staff self-identify as disabled in 2021/22

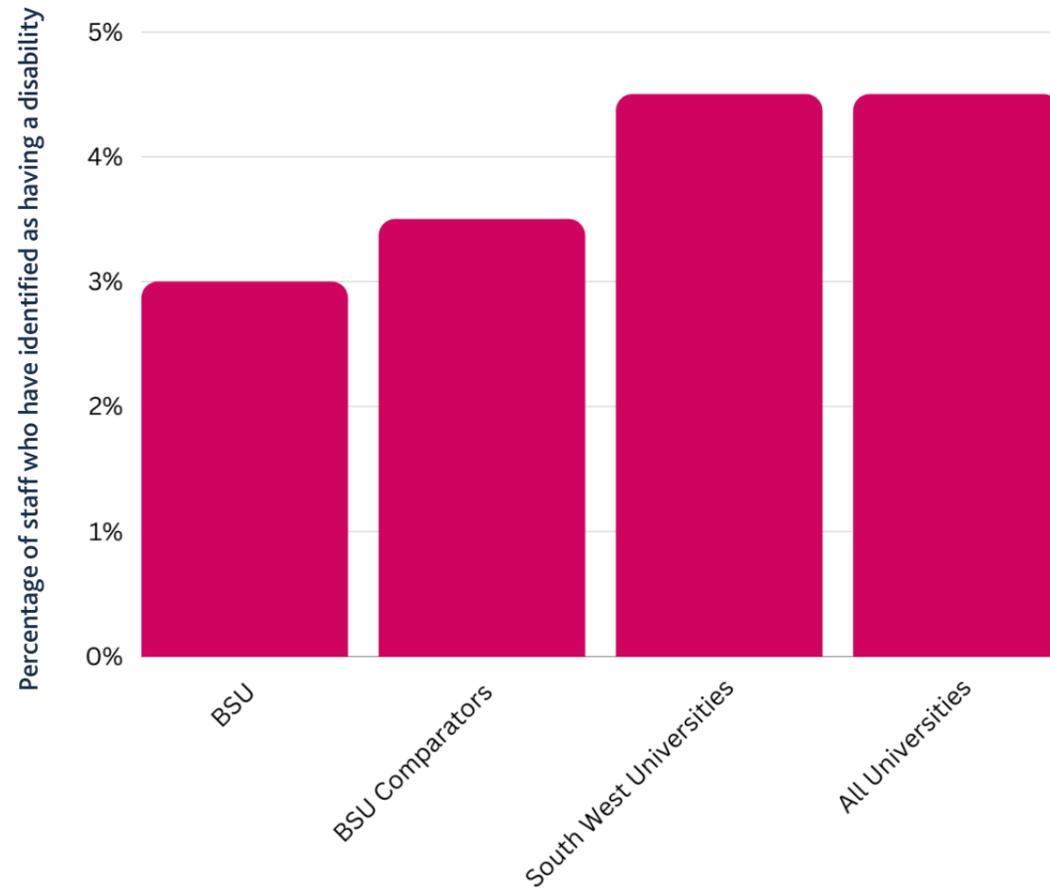
Our Bath Spa University comparator group at:

7.8%

and all universities:

6.8%

Senior Staff



3%

of our senior staff self-identify as disabled in 2021/22

Our Bath Spa University
comparator group at:

3.5%

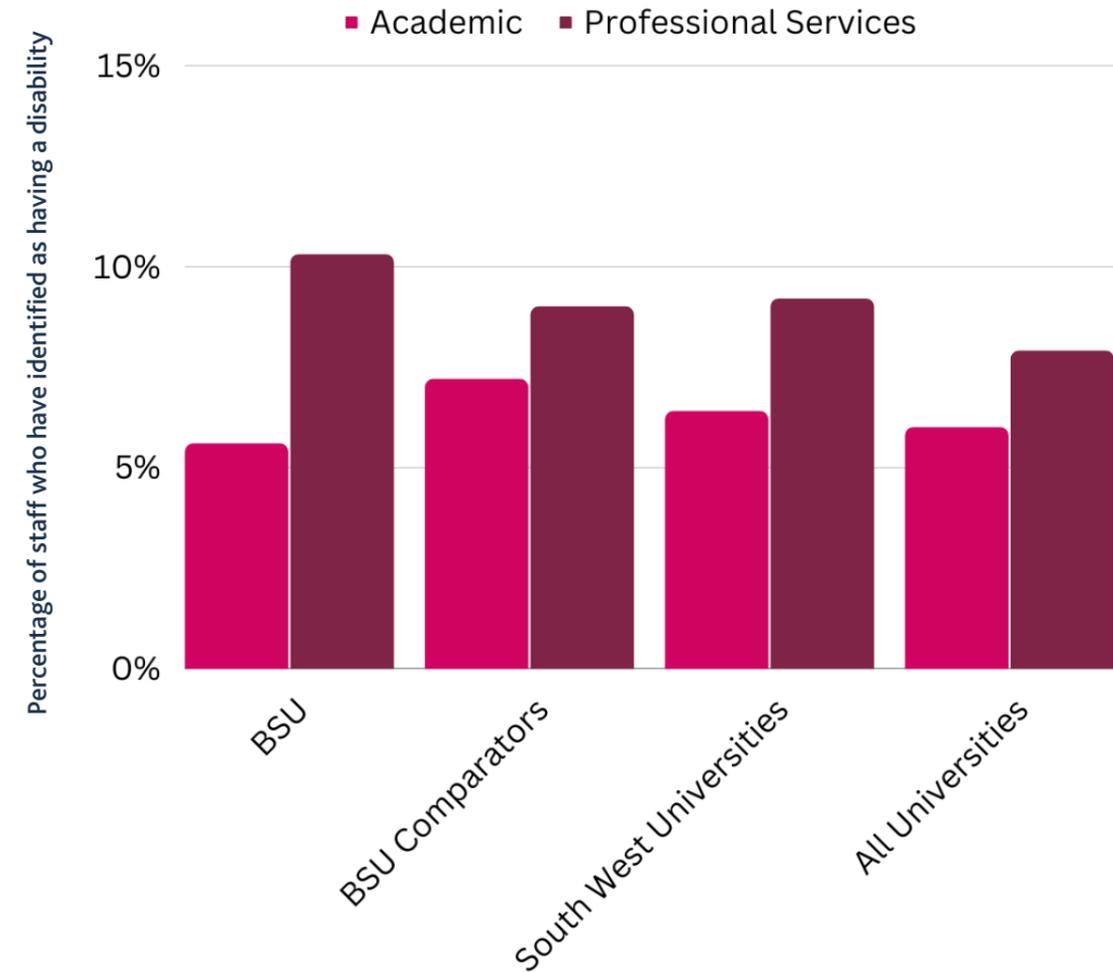
South West
Universities at:

4.5%

All universities at:

4.5%

Academic and Professional Services Disability



5.6%

Academic staff self-identify
as disabled

Comparator group at: **7.2%**

South West universities: **6.4%**

All universities at: **6%**

10.3%

Professional Services staff
self-identify as disabled

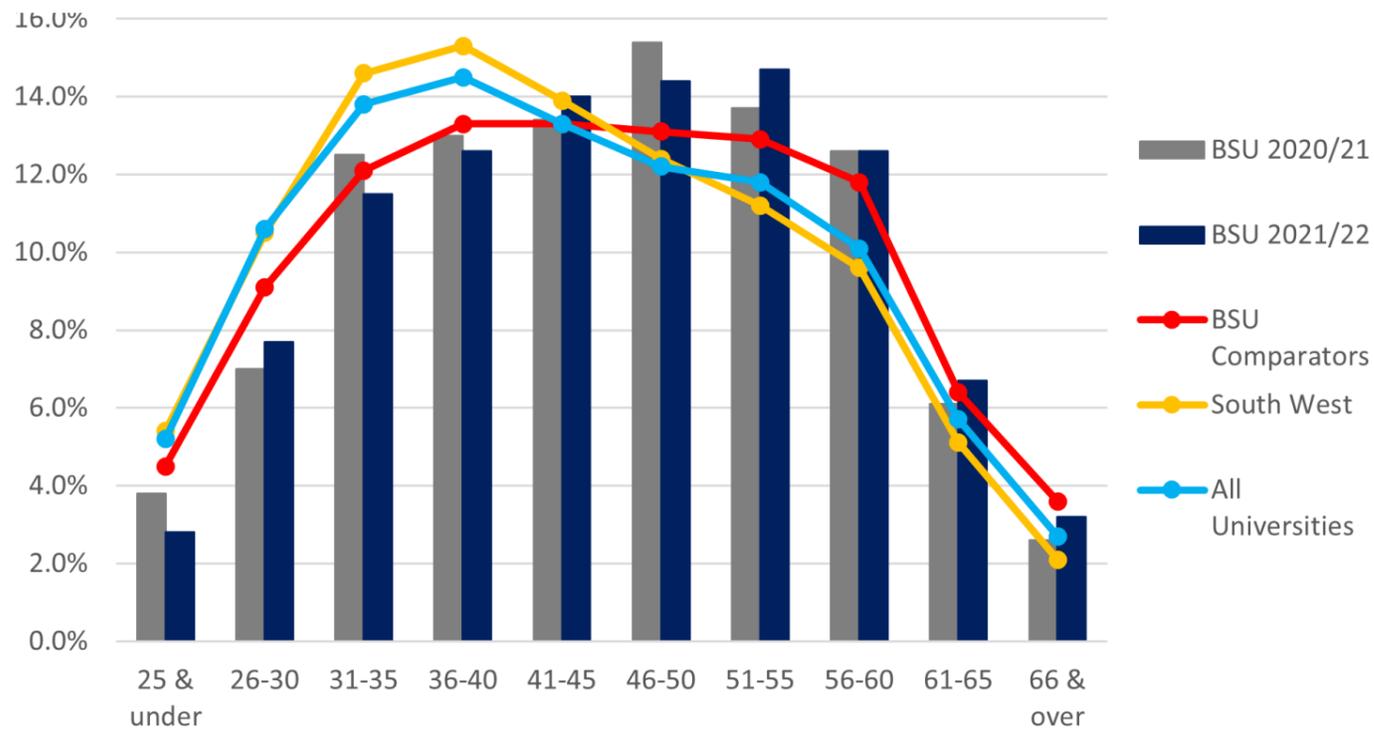
Comparator group at: **9%**

South West universities: **9.2%**

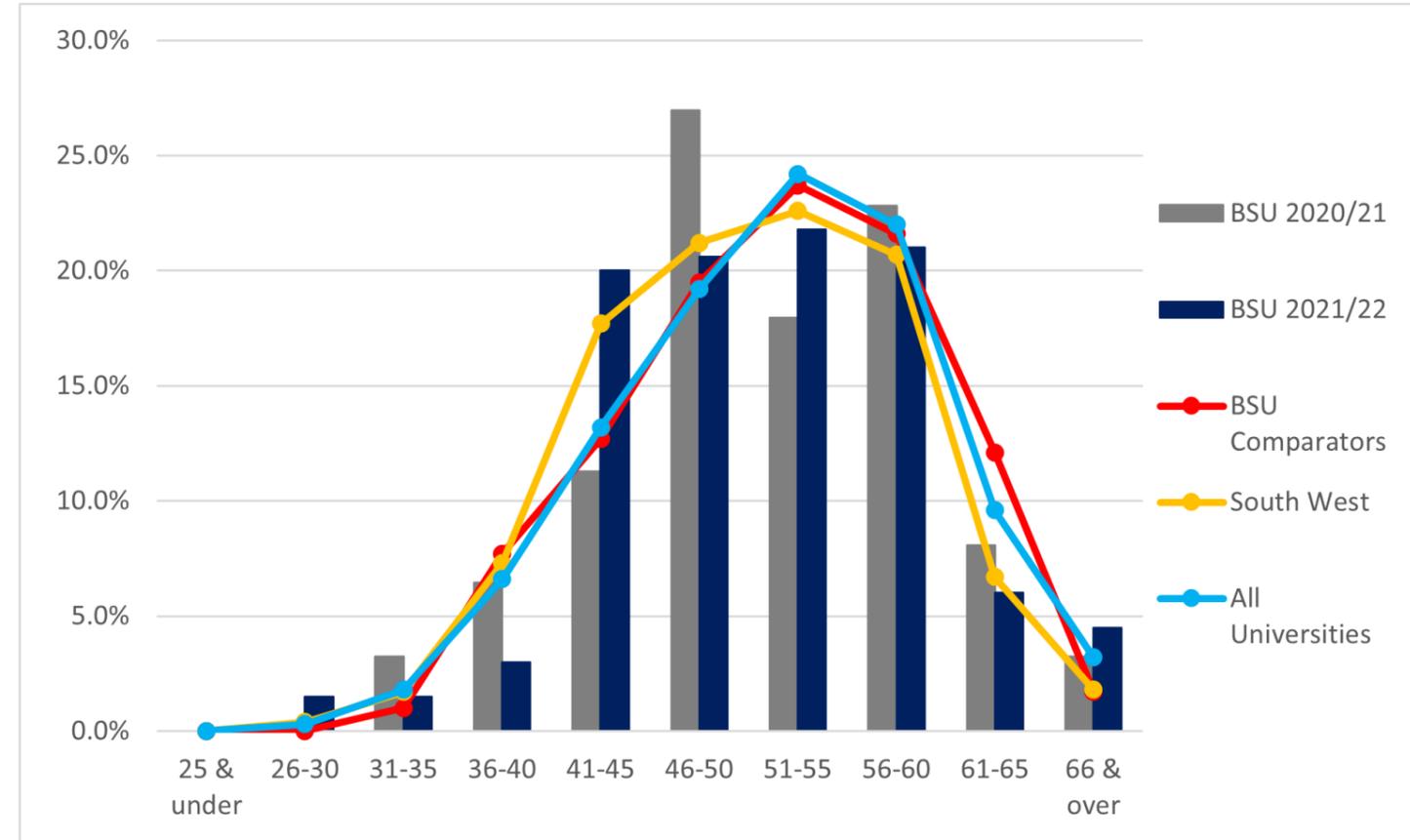
All universities at: **7.9%**

Staff Age Data

All Staff



Senior Staff



We have used last years (2020/21) comparator data set for the following comparisons.

The percentage of Bath Spa University staff aged:

40 and under is generally lower than the benchmarks

With only **7.7%** aged between **26-30**

The proportion of staff aged between **46-50**

is higher than our benchmarks at **14.4%**

This year the age of senior staff between the 26-30 age bracket has increased to **1.5%**

which is a significant rise compared to our comparators, however due to small numbers this is likely to be one person.

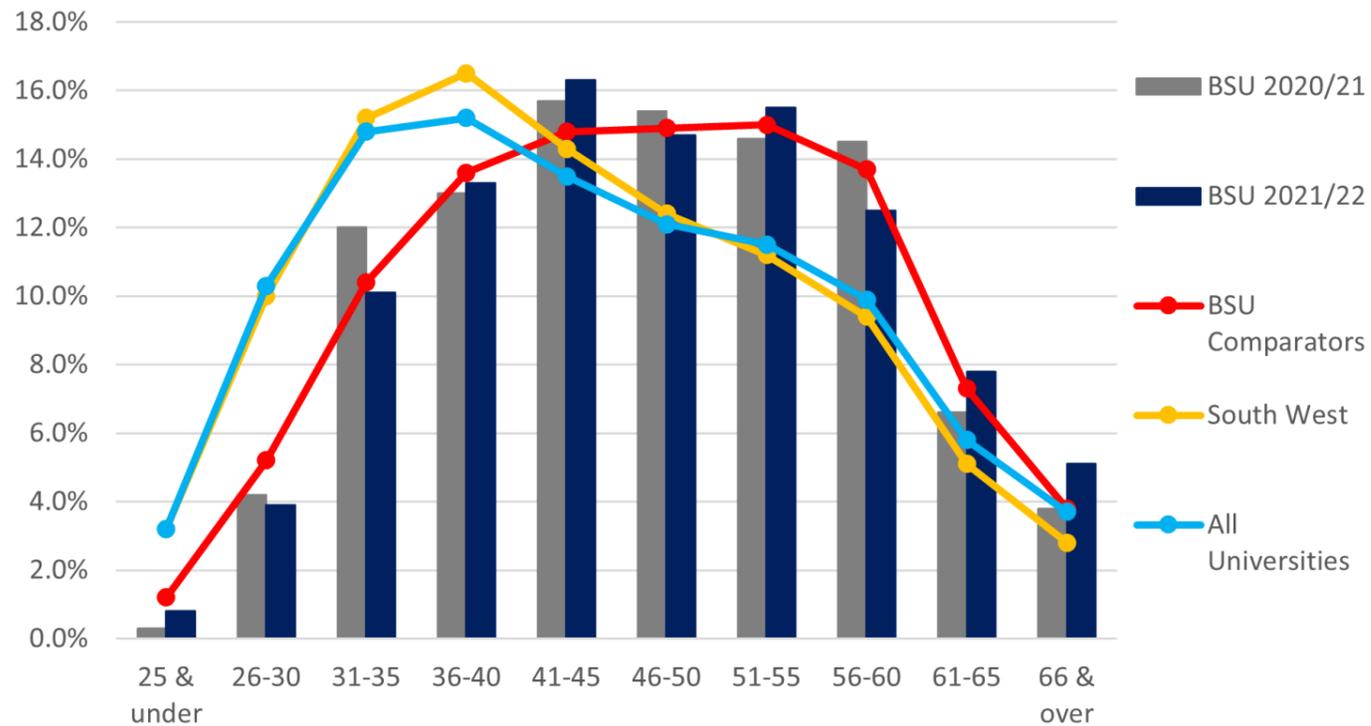
With our BSU comparator at: **0.0%**

South West Universities at: **0.4%**

And all Universities at: **0.3%**

Staff Age Data

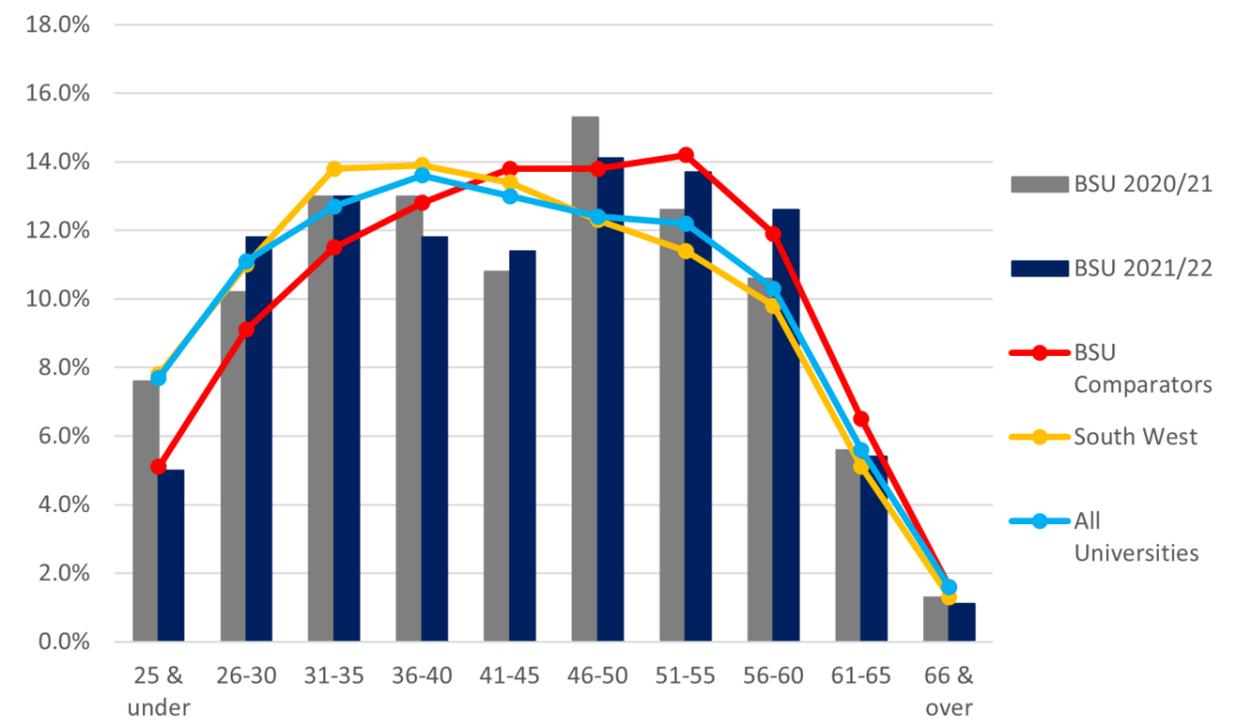
Academic Staff Age



Our age composition of BSU Academics has remained the same as in previous years.

With most of our academic staff being between **41-45** and our lowest **25** and younger.

Professional Service Staff

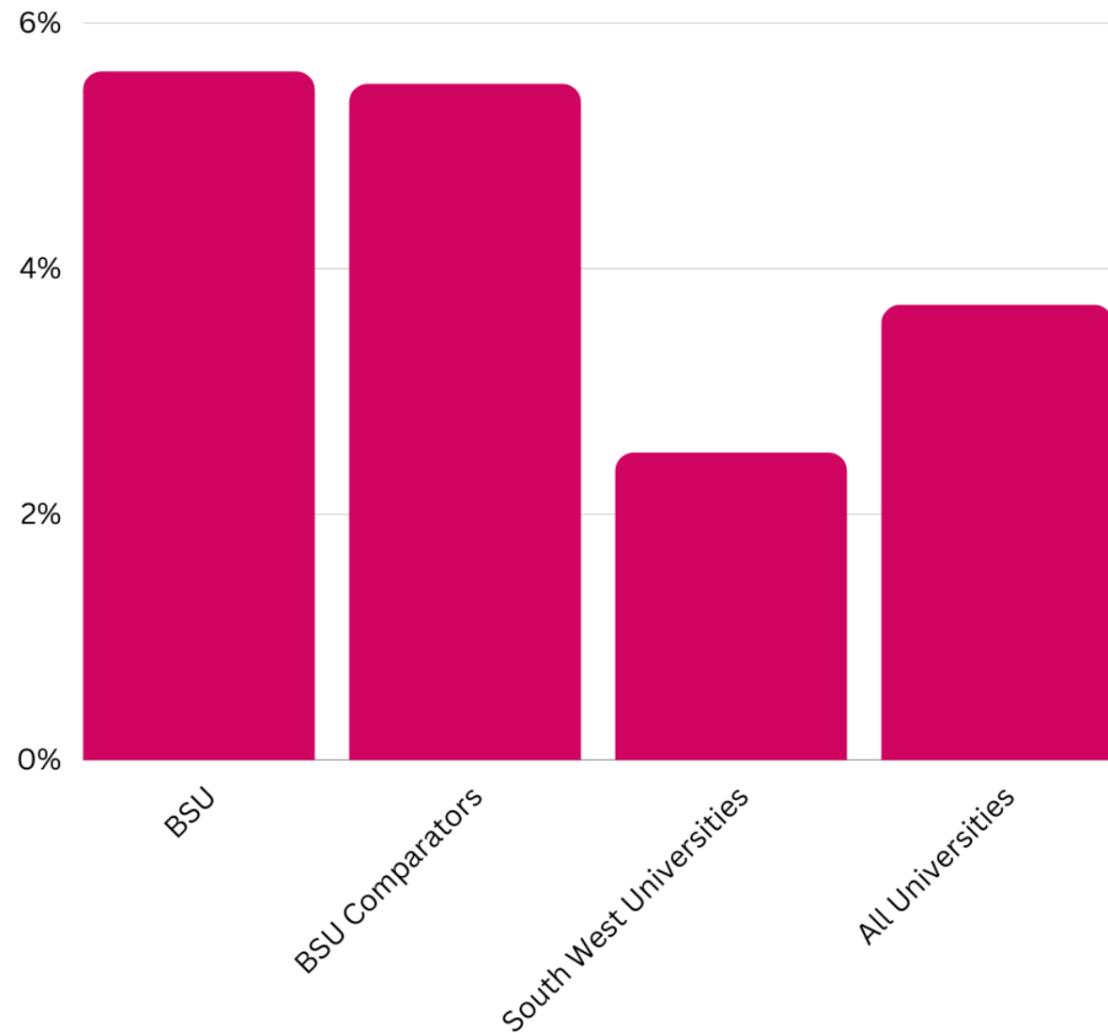


Being very similar as our academic staff with a bigger jump in our **25** and under and **26-30** age bracket.

We are very similar to all our comparator groups within professional services too.

Staff Sexual Orientation Data

All Staff



5.6% 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%**

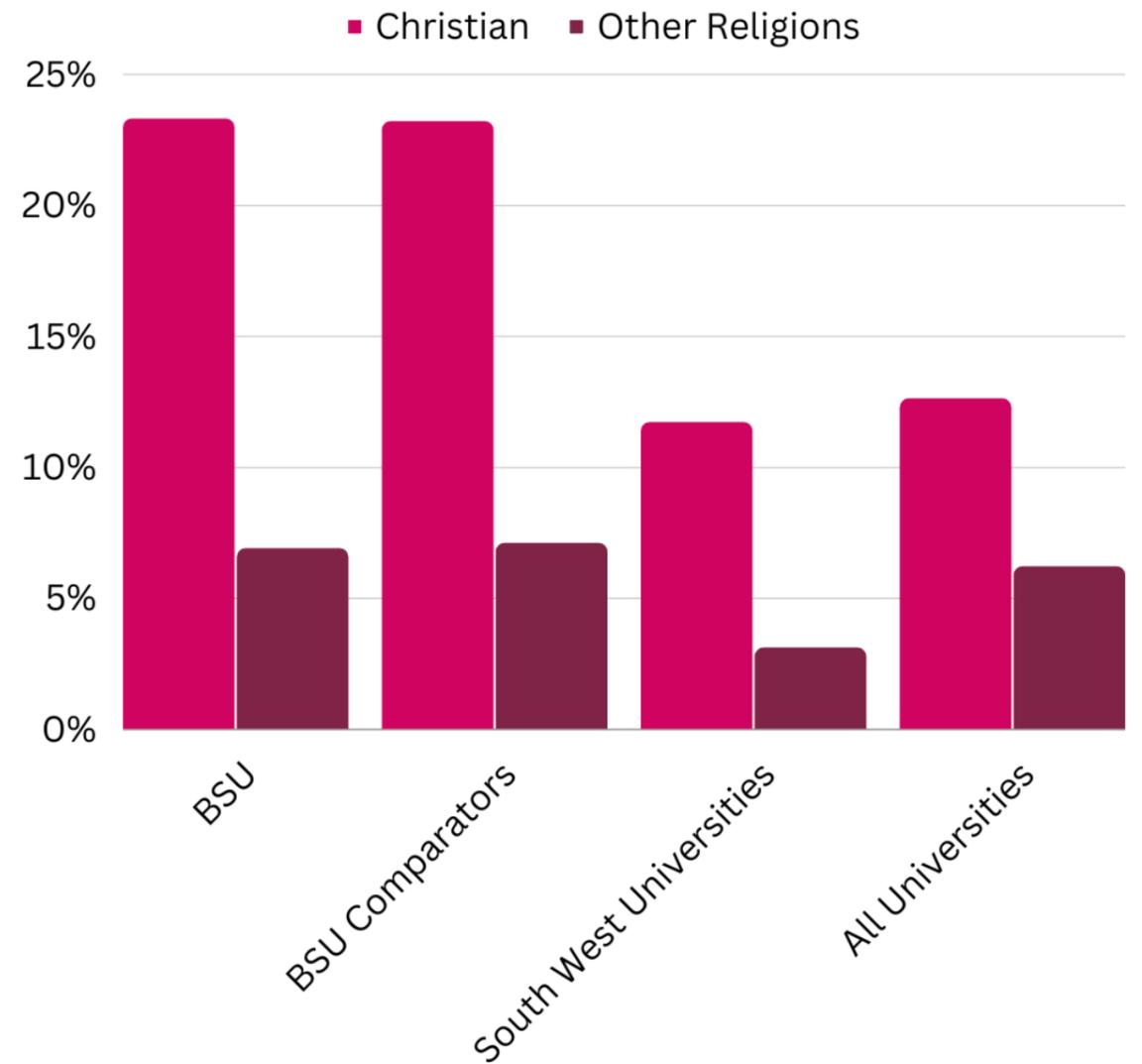
South West universities at: **2.5%**

All Universities at: **3.7%**

Bath Spa University's non-disclosure rate is 20.3%. 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



23.3%

Staff identify as Christian

6.9%

Other Religion Groups

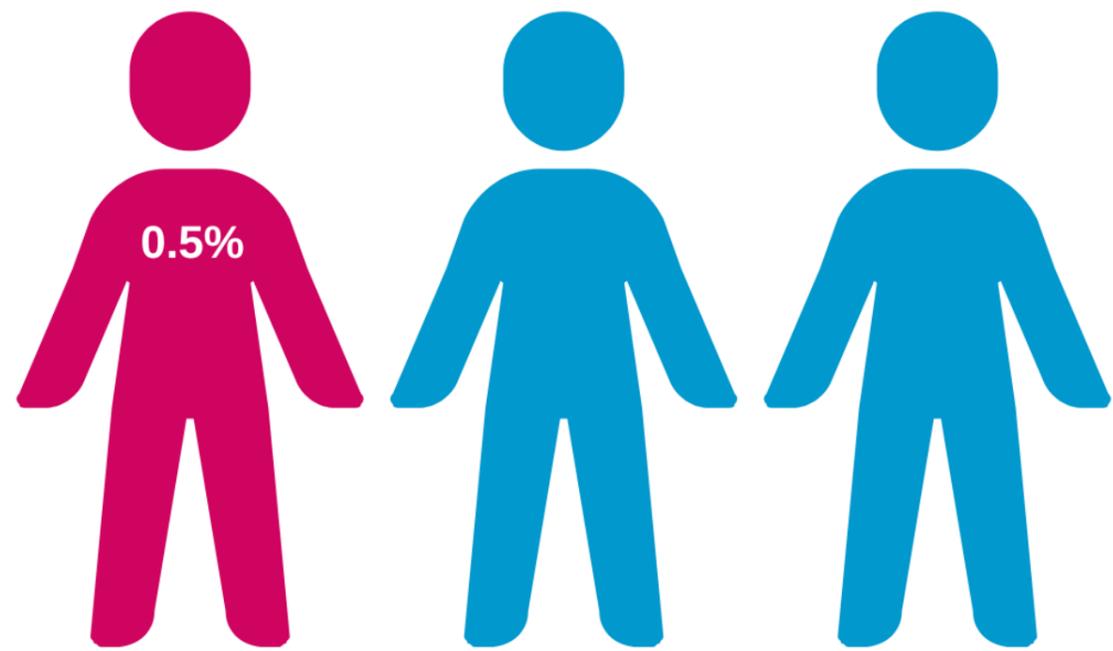
49.2%

identify with no religion

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

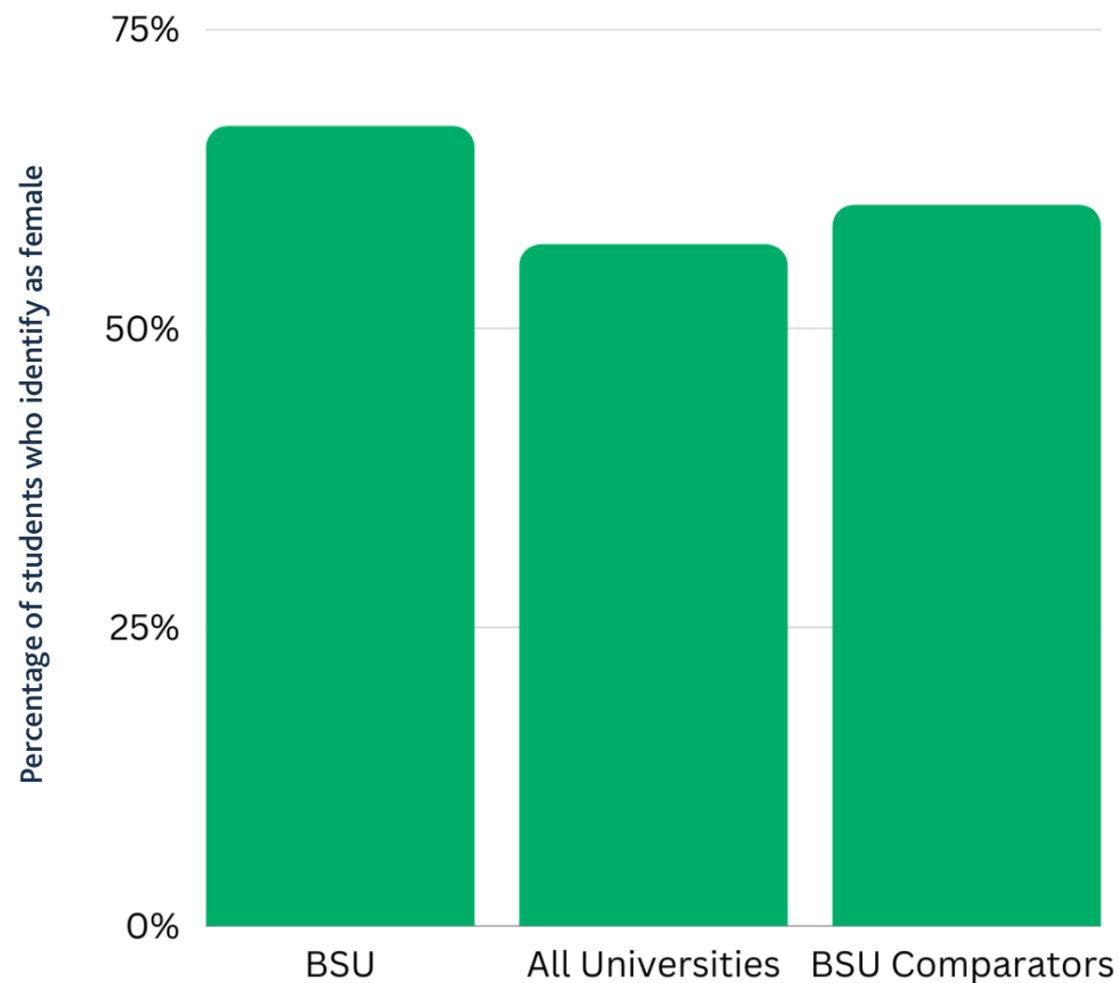


■ Student ■
■ Data ■

▼
The proportion of staff in 2021/21 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 **0.5%**
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.
22.5% of staff provided no data for this question.

Student Gender Data

All Students



66.9%
identified as Female

57%
sector-wide
identify as Female

60.3%
for our comparator group
identify as Female

32.8%
identified as Male

43%
sector-wide identify
as Male

39.6%
for our comparator
group identify as Female

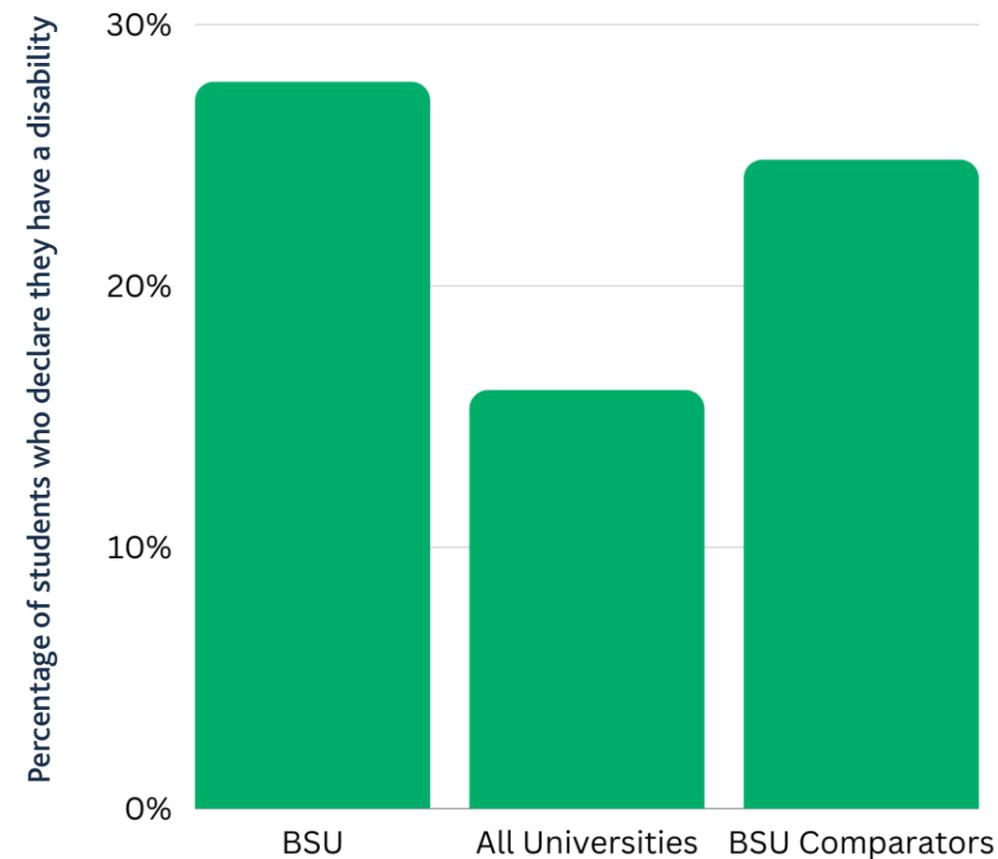
0.3%
identified as 'other'

0%
sector-wide identify
as 'other'

0.06%
for our comparator
group identify as Female

Student Disability Data

All Students



72.2%
of our students said they had
'No Known Disability'

16% of all university students have said they have one of more known disabilities.

84% of all HEI's have no known disabilities.

In our comparator group:

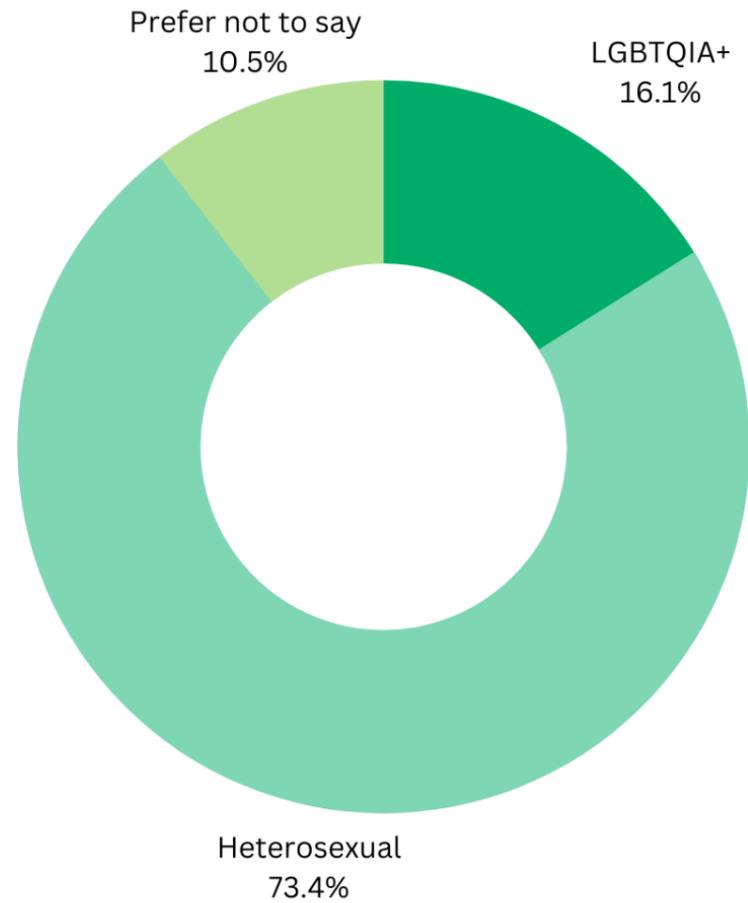
24.82% of students declared having a disability

75.19% of students sector wide identified as having a disability

27.8%
of our students declared that they
had one or more known disabilities

Student Sexual Orientation Data

All Students



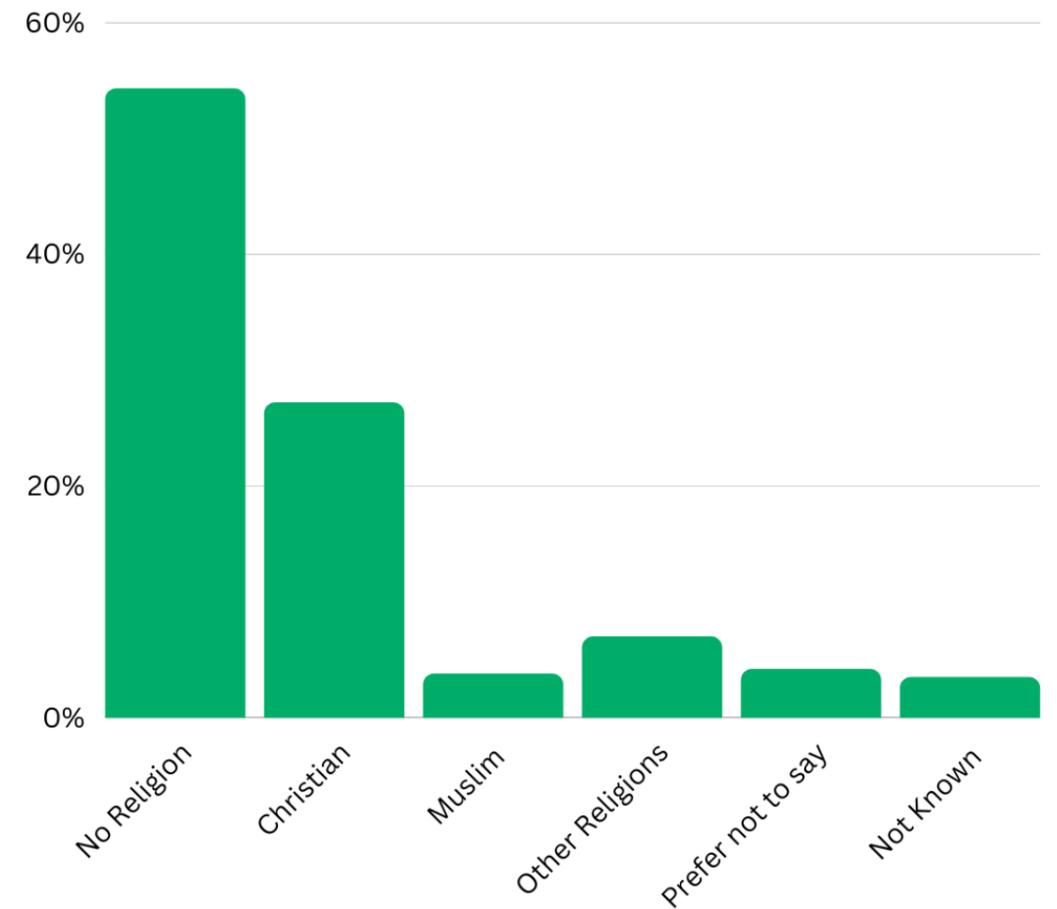
16.1%
identified as LGBTQIA+

73.5%
identified as Heterosexual

10.5%
Prefer not to say

Student Religion Data

All Students



27.2%
identified as
Christian

7%
identified as any
other religion/belief

54.3%
No religion

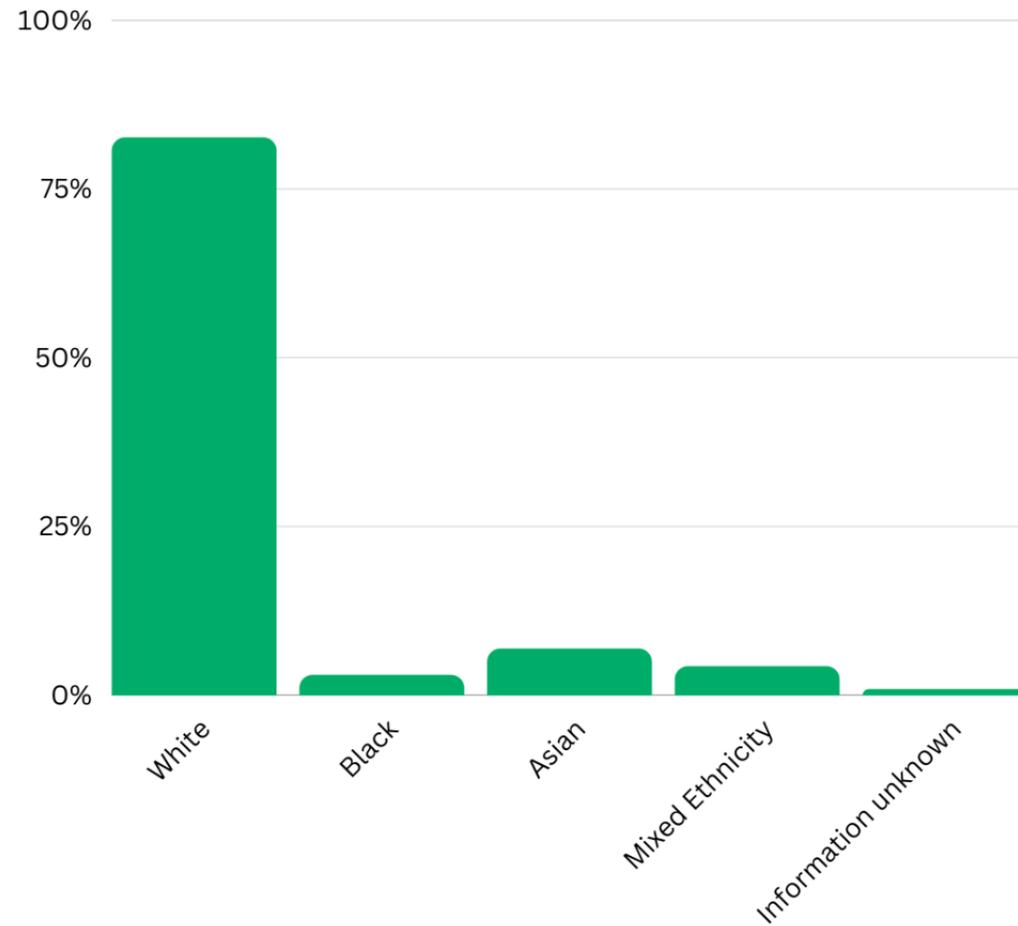
3.8%
identified as
Muslim

3.5%
Not known

4.2%
information was not given
or they preferred not to say

Student Ethnicity Data

All Students



82.6%

identified as White

3%

identified as Black

6.9%

identified as Asian

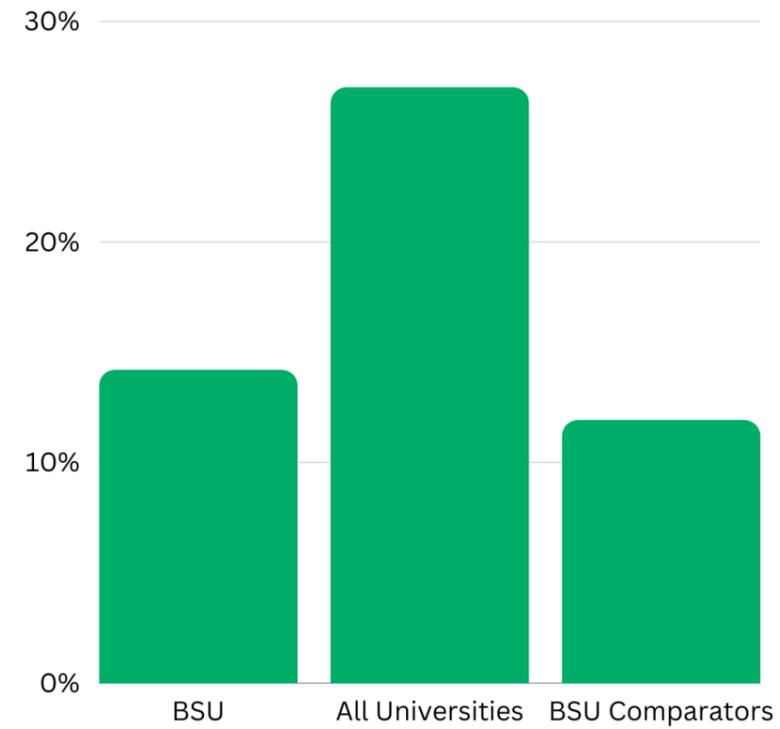
4.3%

identified as mixed Ethnicity

0.9%

refused to give this information or unknown

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%**

14.2%

overall identified as BAME at Bath Spa University

27%

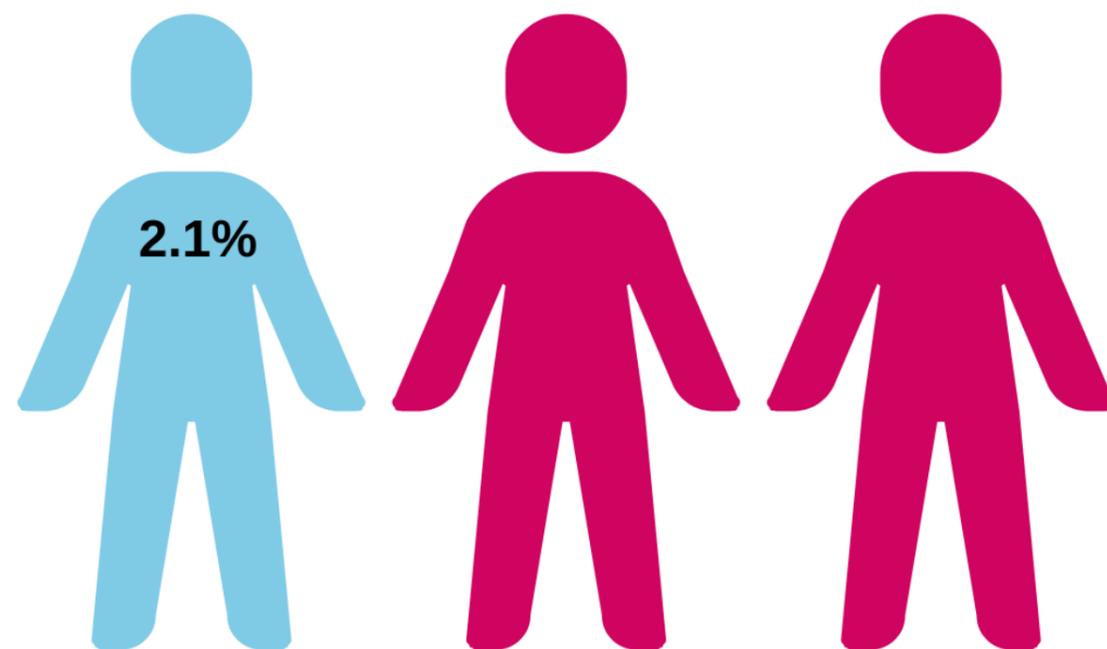
of the sector identified as BAME

11.92%

for our comparator group

Student Transgender Status

All Students



95.1%

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

2.1%

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

2.8%

preferred not to say.

Contacts

Human Resources: edi@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
- Parent and Carers 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

Equality Highlights



CAN YOU HEAR US?

BATH SPA UNIVERSITY
Equality Week 2023
20 - 24 March 2023

Students' Union Bath Spa
BATH SPA UNIVERSITY

DIVERSITY
EQUALITY
INCLUSION



TRANS DAY OF REMEMBRANCE VIGIL

21 NOVEMBER

- 📍 Locksbrook campus (meet in the café)
- 🕒 3:30pm - 5pm
- ☕ Free teas and coffee

Students' Union Bath Spa
BATH SPA UNIVERSITY



BE OPEN

WITH
MEG & NEETU

Students' Union Bath Spa
BATH SPA UNIVERSITY



BLACK HISTORY MONTH



www.bathspa.ac.uk