

# BATH SPA COUNTS 2021

Staff and Student Diversity Data 2019/20

## What is Bath Spa Counts?

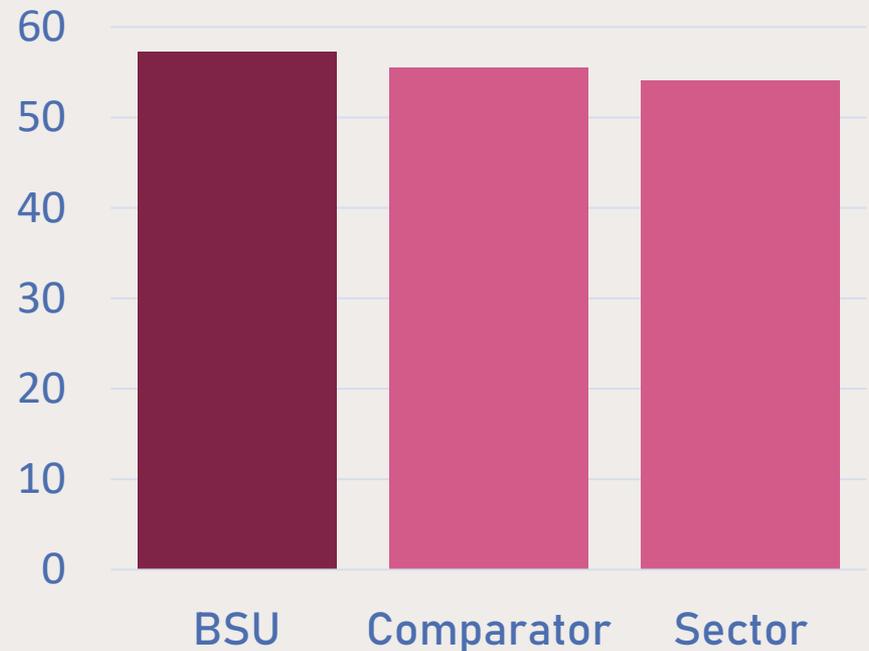
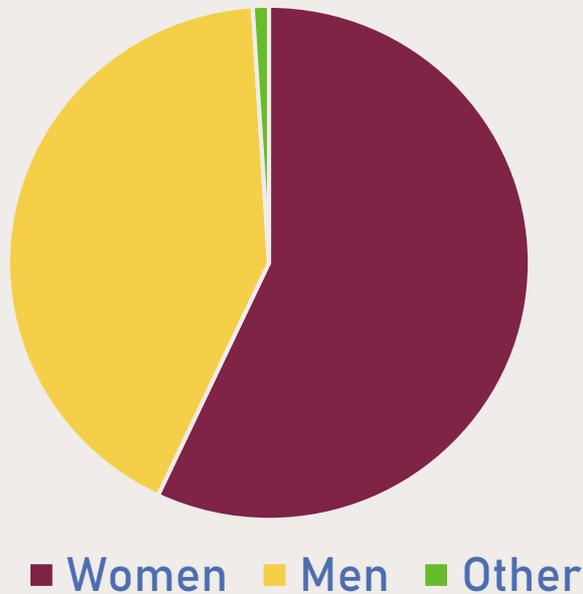
This booklet contains a snapshot of Bath Spa's staff and student data for the year 2019/20.

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.

Report compiled June 2021. Sexual orientation & Religion data to be updated soon.

# STAFF GENDER DATA

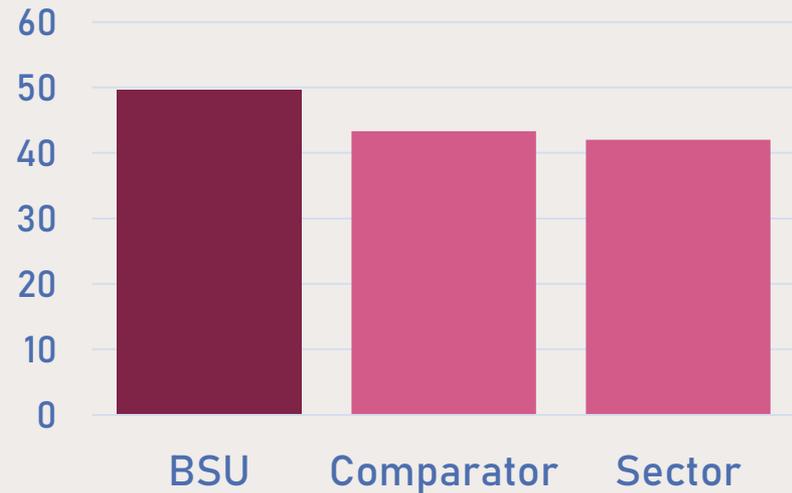
## All Staff Gender



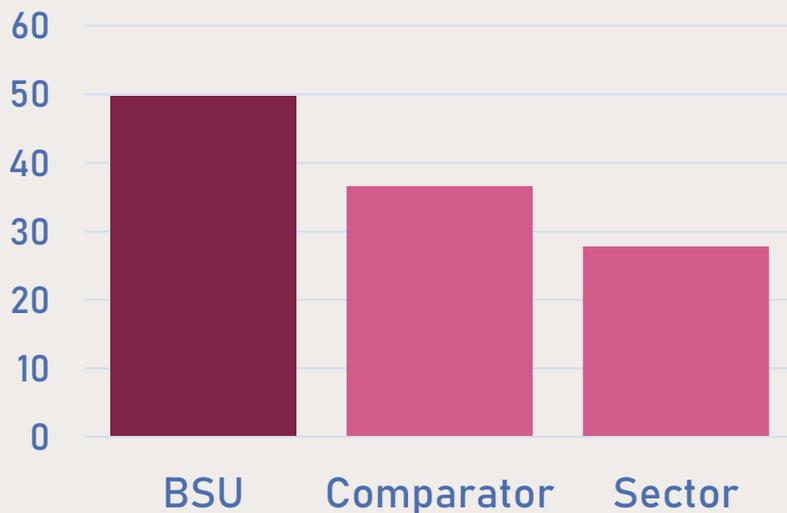
At Bath Spa University (BSU) in the year 2019/20, **57.3%** of staff identified as women, **42.2%** as men, and **0.5%** as 'other'.  
Our comparator group was **55.5%** women, and for all Universities it was **54.1%**

# Senior Staff Gender

**49.5%** of our senior staff identified as women.  
**43.3%** of our comparator group senior staff identified as women, and **42%** of the sector.

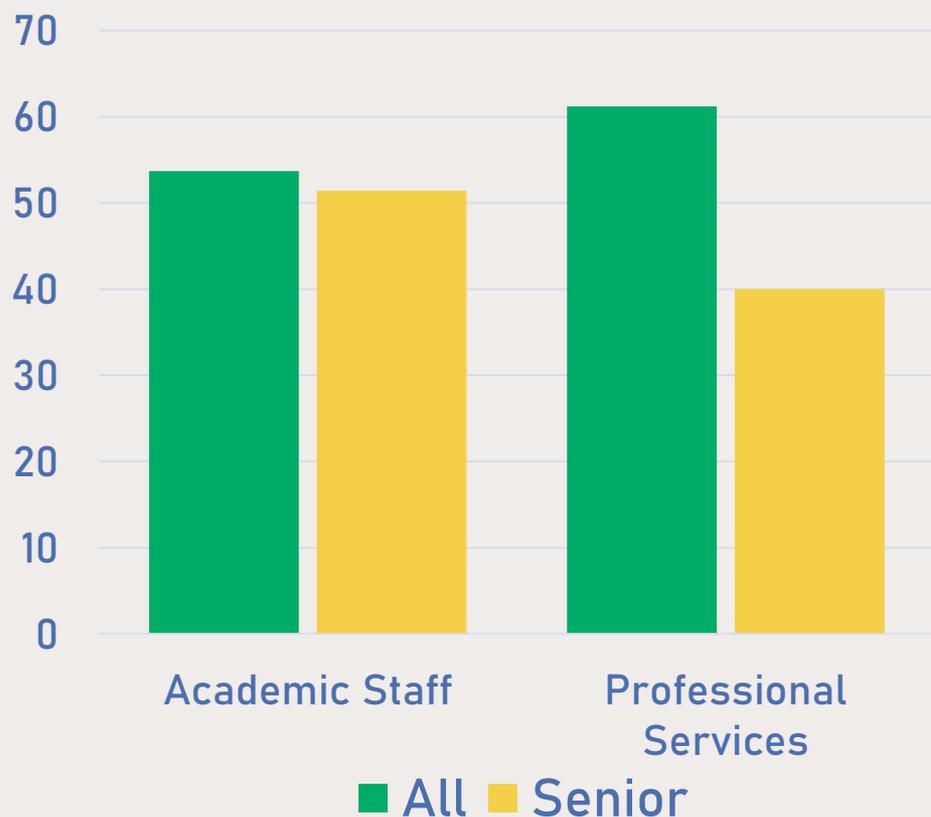


# Professors Gender



**49.8%** of our professorial staff identified as women.  
**36.6%** of our comparator group professorial staff identified as women, and **27.8%** of the sector.

# Academic and Professional Services Gender



Of our academic staff, **53.7%** identified as women  
Of our senior Academic Staff, **51.4%** identified as women.

Of our professional services staff, **61.2%** identified as women.  
Of our senior Professional Services staff, **40%** identified as women.

**Note:** Whilst the percentage for senior Professional Services staff was low, it was taken from only 10 staff members in total.

# Gender Pay Gap

## HOURLY PAY

Mean Pay Gap



**11.2%**

£2.28 per hour

## HOURLY PAY

Median Pay Gap



**18.6%**

£4.00 per hour

## HOURLY PAY BY QUARTILES

This shows the distribution of staff based on their hourly pay

Lower Quartile



**69.0%**  
**FEMALE**

Lower Mid Quartile



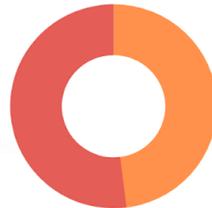
**60.8%**  
**FEMALE**

Upper Mid Quartile



**57.8%**  
**FEMALE**

Upper Quartile



**48.0%**  
**FEMALE**

The mean gender pay gap at BSU was **11.2%** or **£2.28** per hour.

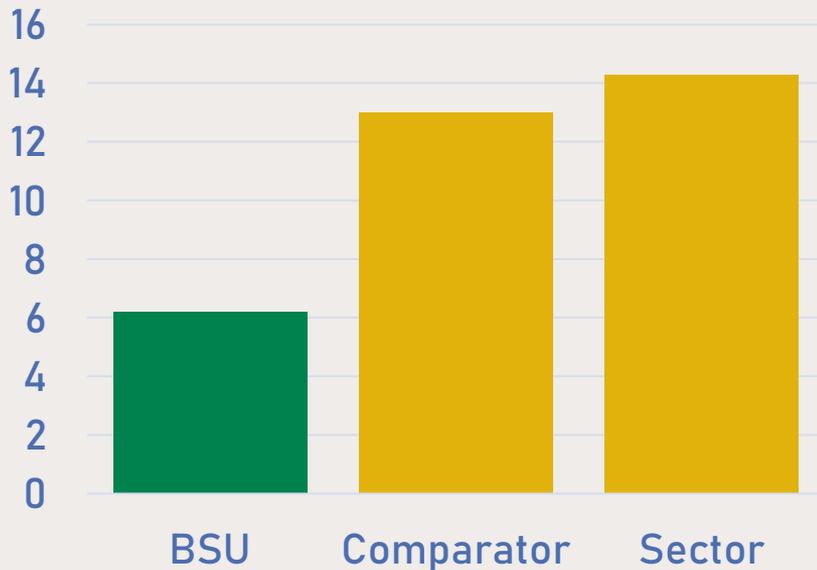
The median pay gap was **18.6%** or **£4.00** per hour.

Last year, these figures were 21.8% and 13.1% respectively.

The distribution of staff based on their hourly pay shows that the lower quartile is **69%** women; the lower mid quartile is **60.8%** women; the upper mid quartile is **57.8%** women; and the upper quartile is **48%** women.

# STAFF ETHNICITY DATA

## All Staff Ethnicity

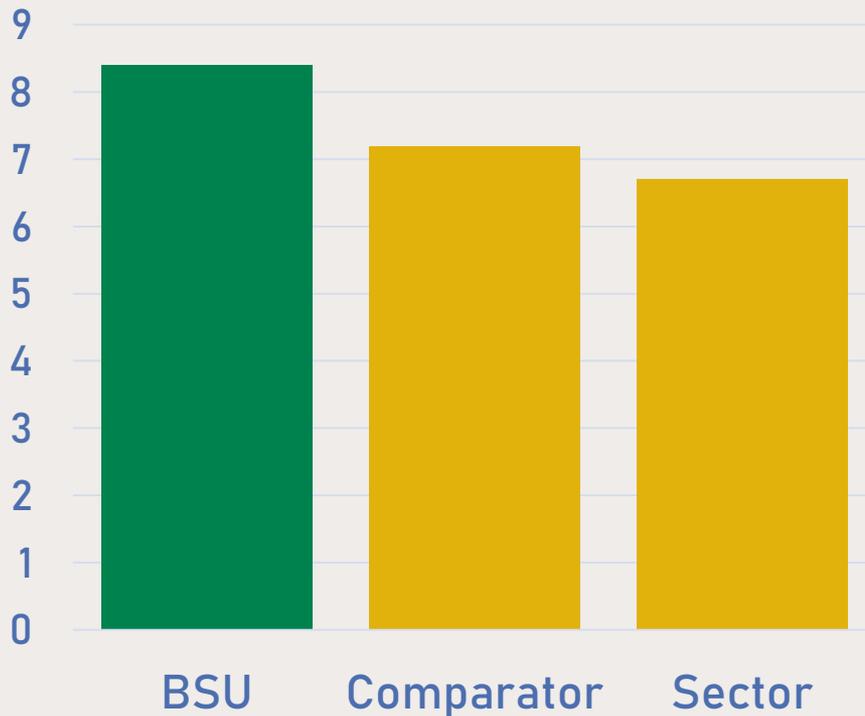


**6.2%** of BSU staff identified as Black, Asian, mixed race, or other minority ethnicity (shortened to 'BAME'). **86.2%** of BSU staff identified as White, and **7.6%** of BSU staff have chosen not to tell us their ethnicity.

Our comparator group was **13%** BAME staff, and the sector was **14.3%** BAME staff.

**7.2%** of Academic Staff and **5.2%** of Professional Services Staff at BSU identified as BAME.

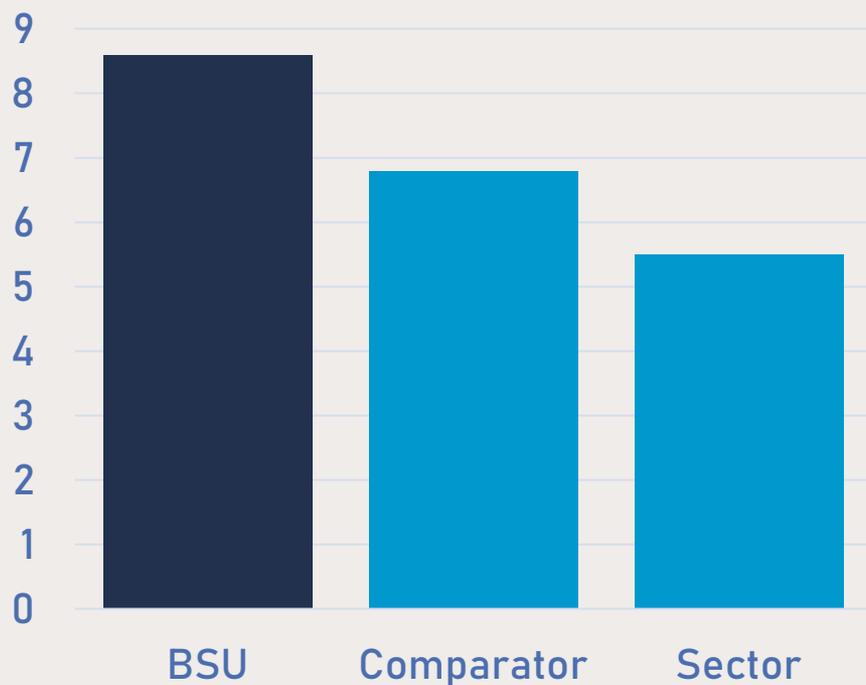
# Senior Staff Ethnicity



**8.4%** of our Senior Staff identified within the BAME group.  
Of our comparator group, **7.2%** of senior staff identified as BAME and for the sector this was **6.7%**

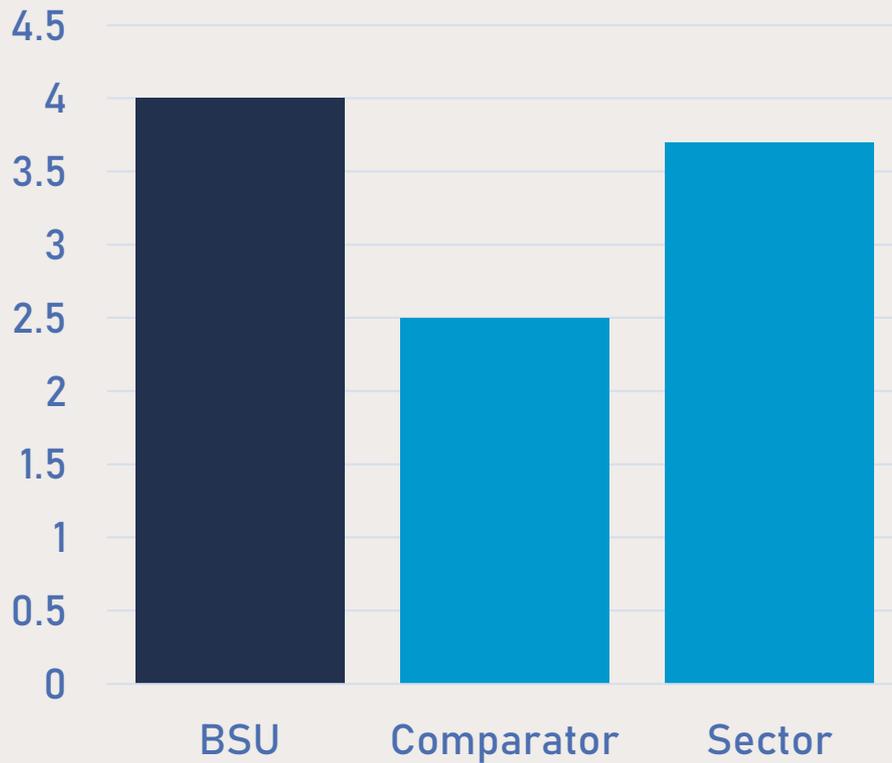
# STAFF DISABILITY DATA

## All Staff Disability



**8.6%** of BSU staff identified themselves as having a disability. For our comparator group, this figure was **6.8%** of staff, and for all Universities this was **5.5%**

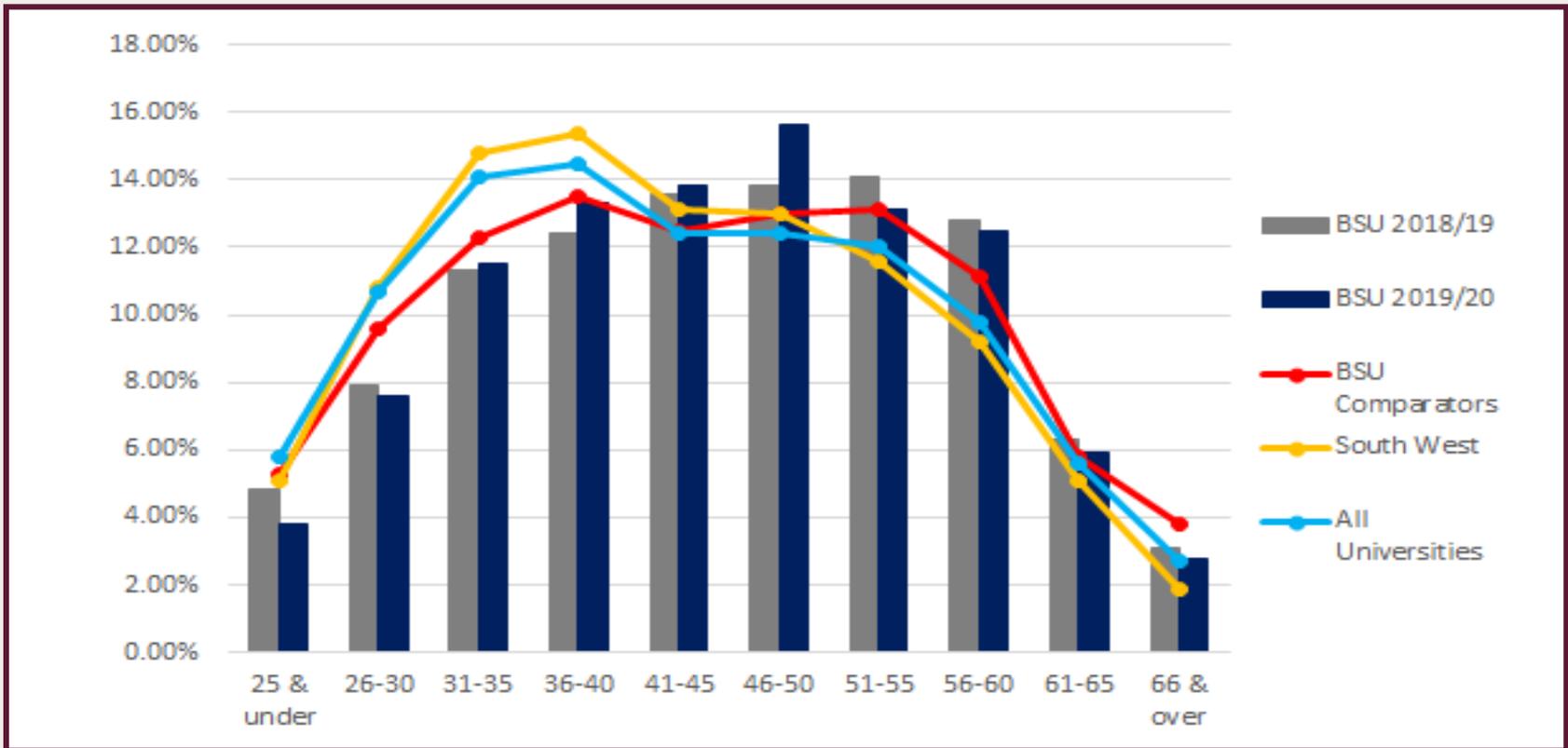
# Senior Staff Disability



**4%** of our Senior Staff identified as having a disability.  
For our comparator group, this figure was **2.5%** of senior staff, and for the sector it was **3.7%**

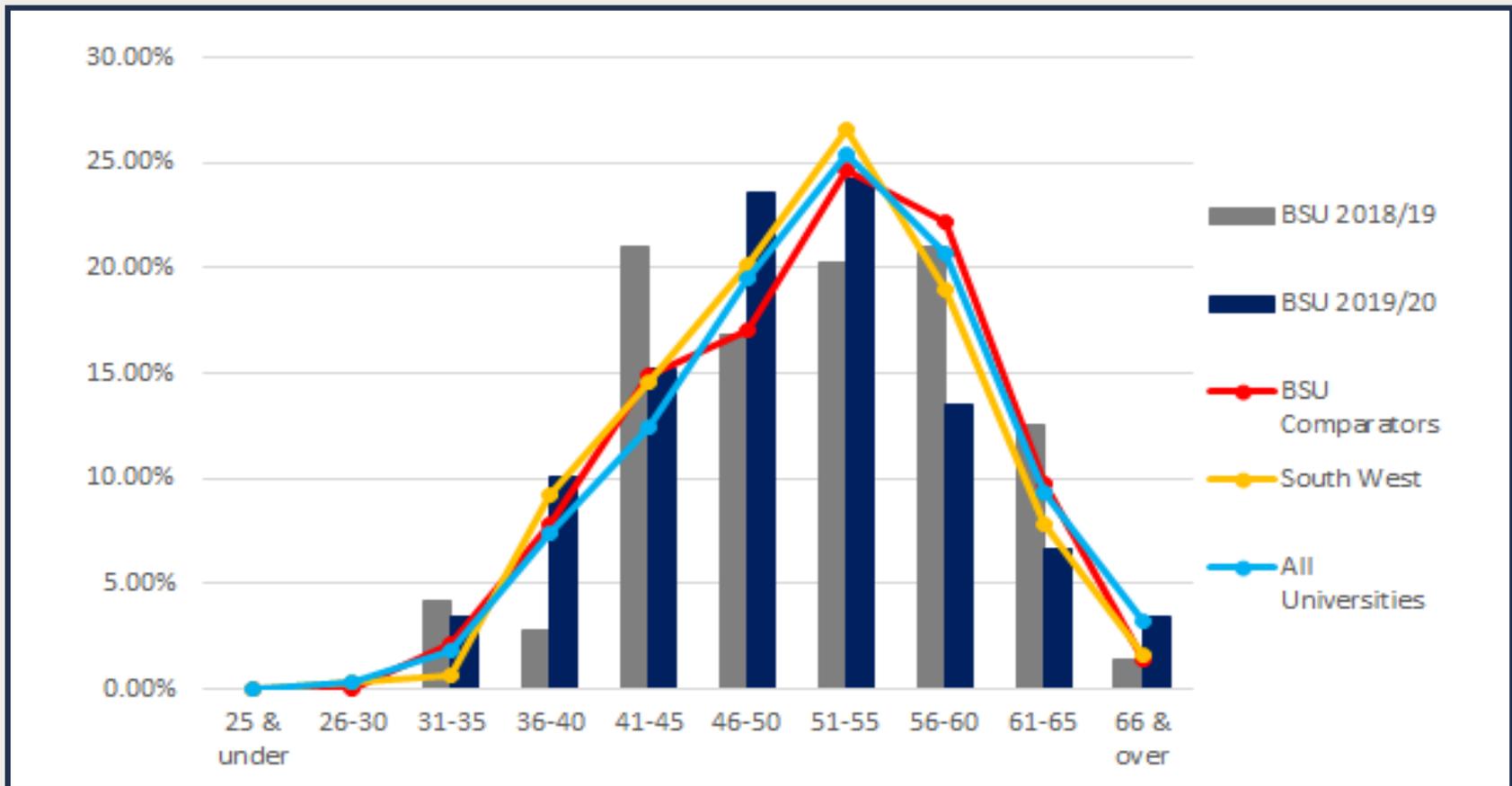
# STAFF AGE DATA

## All Staff Age



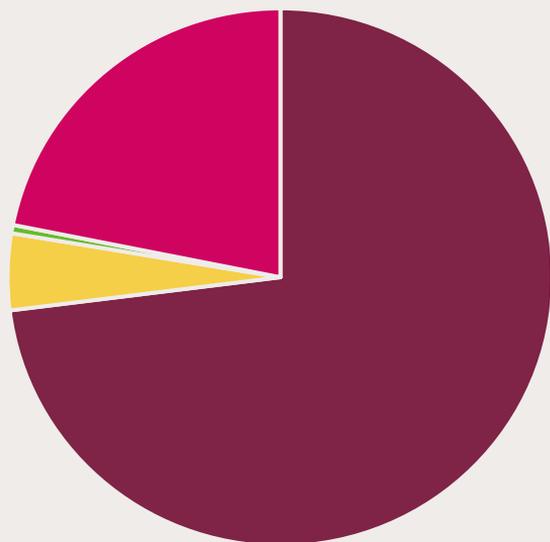
The percentage of staff under the age of 40 was generally lower than our comparator group and the sector. In the 46-50 bracket, we had more staff than the comparator group and the sector.

# Senior Staff Age

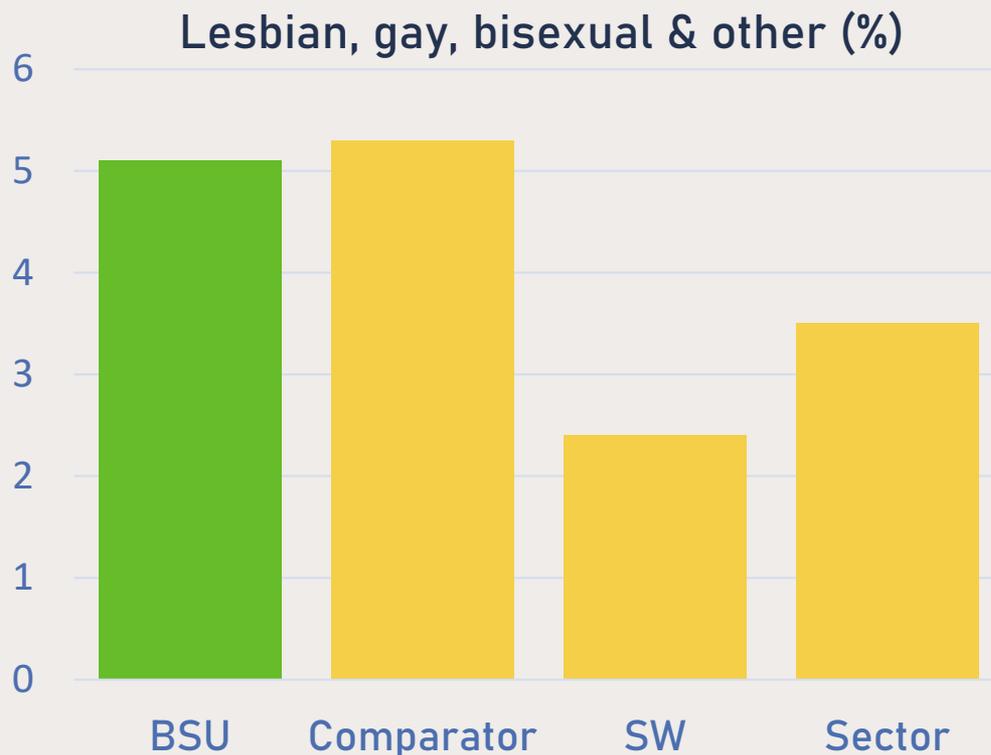


For senior staff, percentages of staff in each age range was generally in line with our comparator group and the sector. In comparison to benchmarking groups, we were slightly overrepresented in the 46-50 bracket and underrepresented in the 56-60 bracket.

# ALL STAFF SEXUALITY DATA

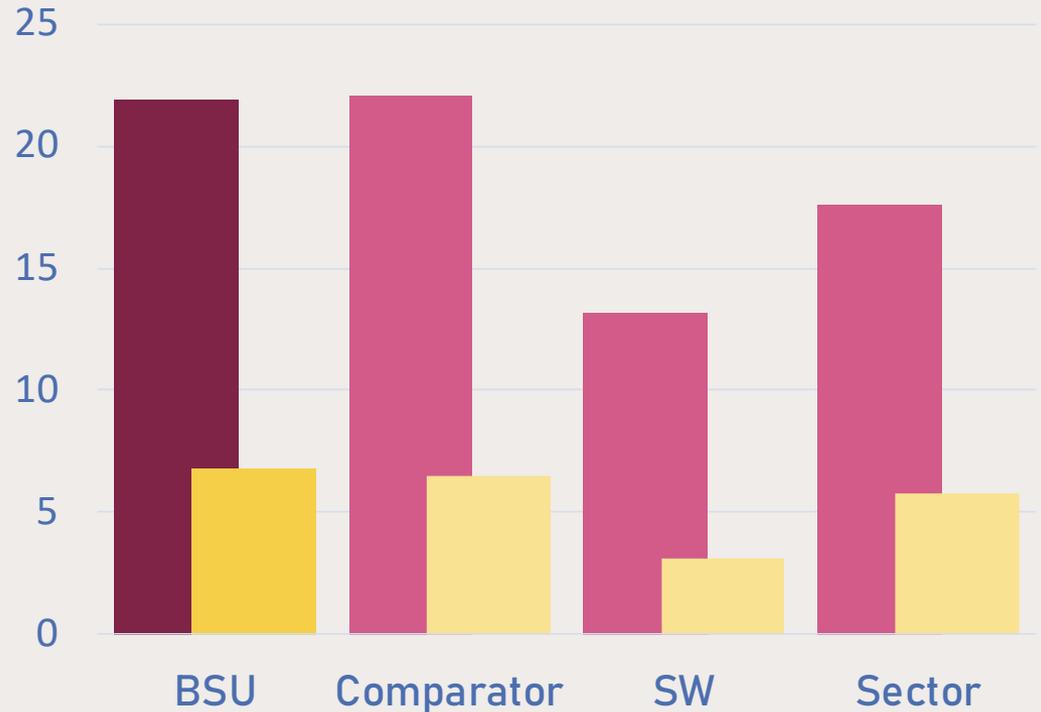
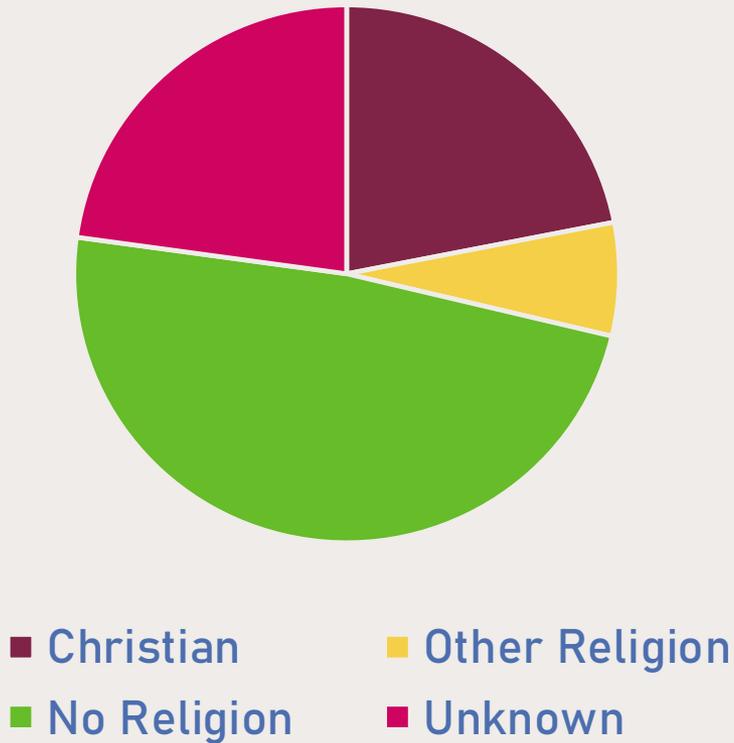


- Heterosexual
- Lesbian, Gay, Bisexual
- Other
- Unknown



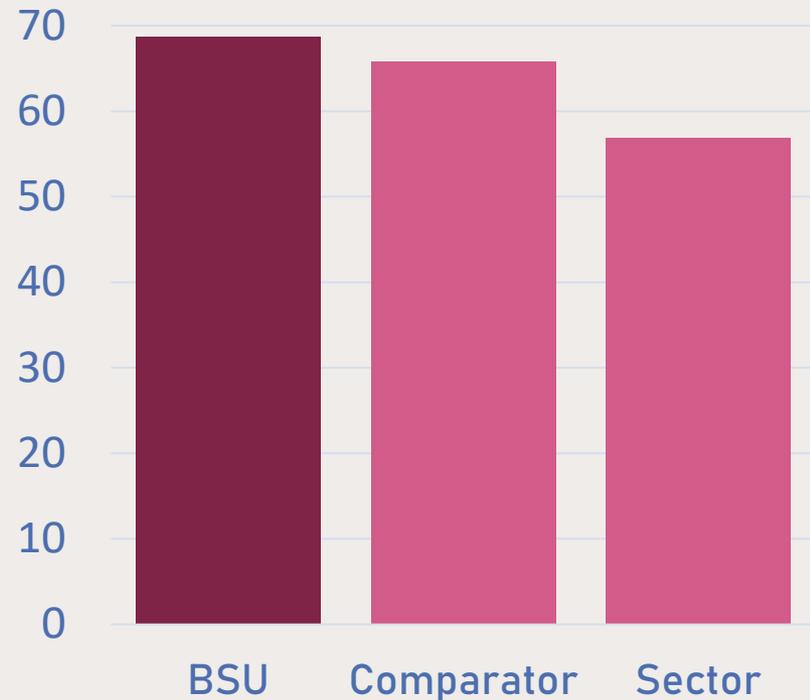
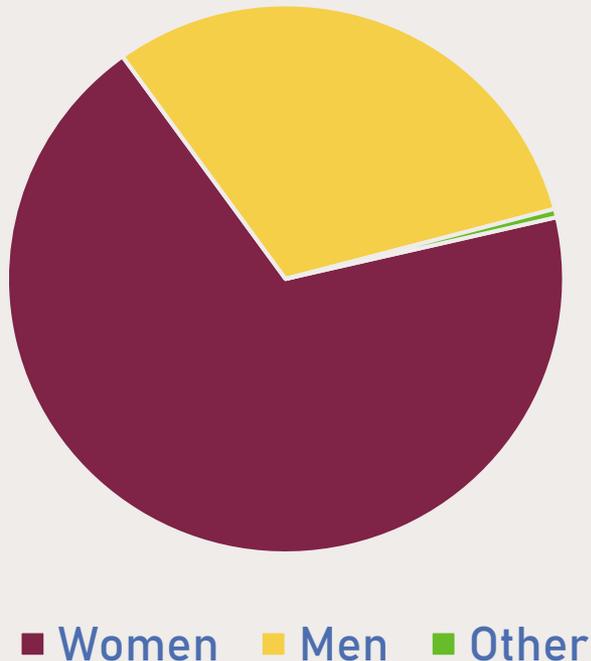
**73.1%** of staff identified as heterosexual, **4.6%** as lesbian, gay, or bisexual, and **0.5%** as 'other'. **21.9%** did not inform us of their sexuality. In our comparator group, **5.3%** of staff identified as LGB or other, **2.4%** of South West Universities, and **3.5%** of staff at all Universities.

# STAFF RELIGION & BELIEF DATA



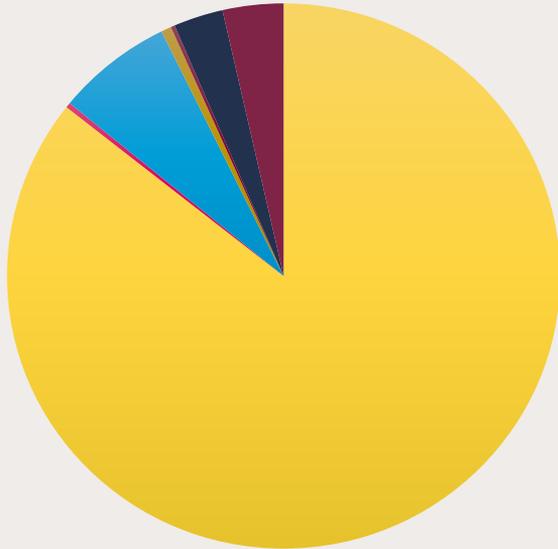
21.6% of staff identified as Christian, 6.8% as another religion, 48.4% had no religion, and 22.8% did not inform us of their belief. In our comparator group, 22.1% of staff were Christian and 6.5% another religion. At all Universities 17.6% of staff were Christian and 5.8% another religion.

# STUDENT GENDER DATA

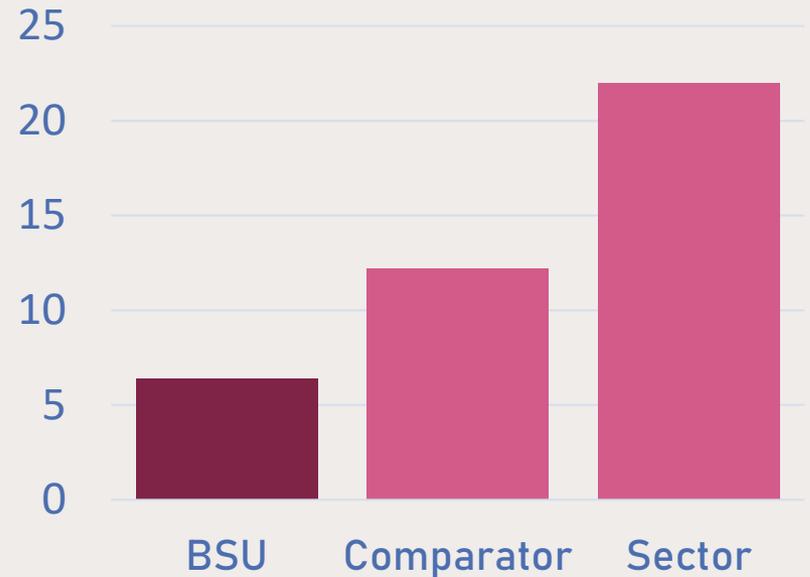


In the academic year 2019/20, Bath Spa had just under 8,500 students. Of these, **68.7%** of students identified as women, **31.2%** men, and **0.1%** as 'other'. Our comparator group's students were **65.8%** women, and for all Universities **56.9%** of students identified as women.

# STUDENT DOMICILE DATA

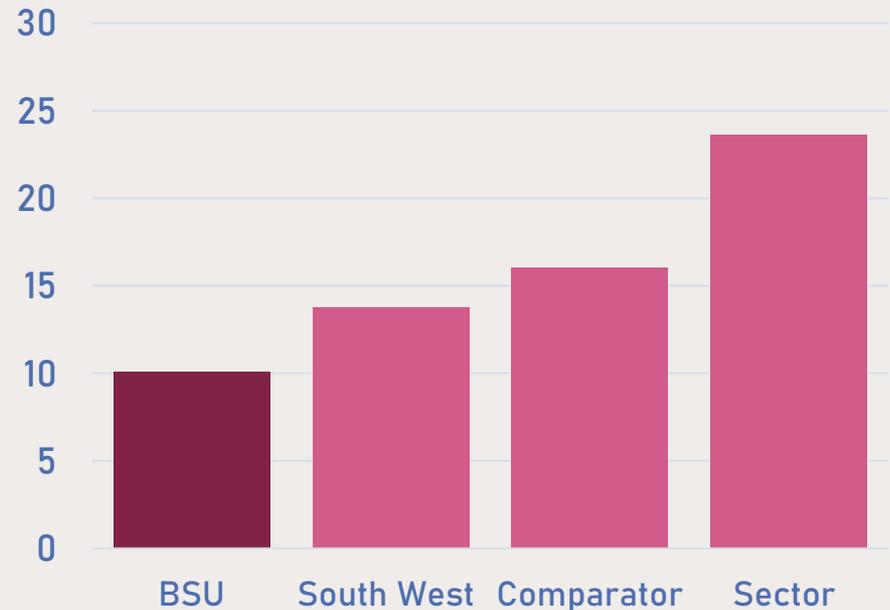
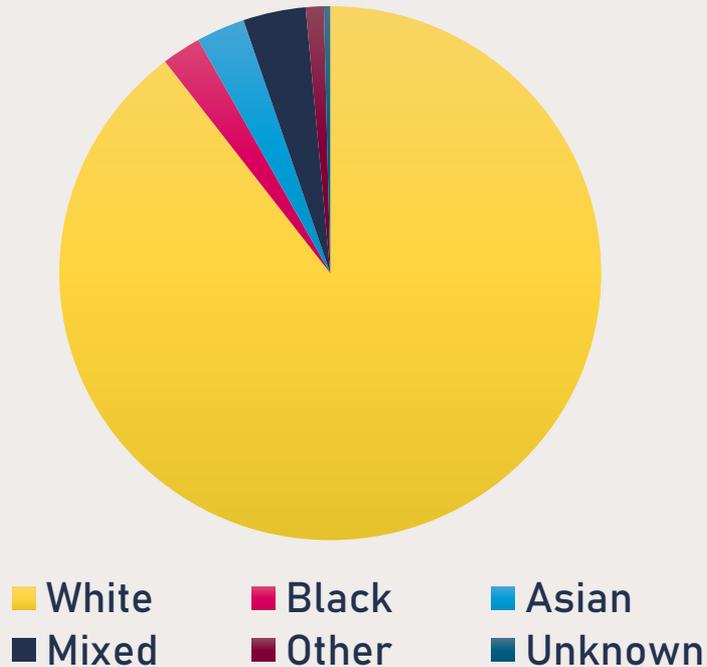


Student Domicile	% of all BSU Students
England	85.6%
Scotland	0.3%
Wales	6.8%
Northern Ireland	0.6%
Other UK	0.2%
Other European Union	2.9%
Non-EU	3.6%



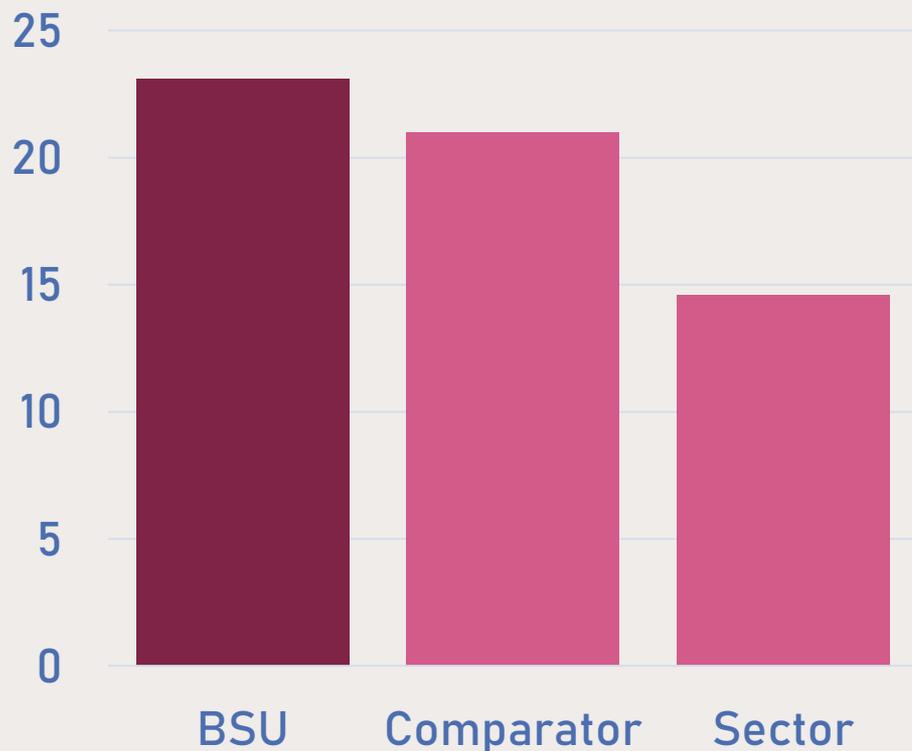
**6.4%** of BSU students are international. Our comparator group was **12.2%** international, and the sector was **22%** international.

# UK STUDENT ETHNICITY DATA



At BSU, **89.6%** of UK domiciled (non-international) students identified themselves as White, **2.3%** as Black, **2.9%** as Asian, **3.7%** identified as mixed race, **1.1%** as another ethnicity, and **0.4%** did not tell us their ethnicity. Our comparator group was **16%** BAME students, at Universities in the South West students were **13.8%** BAME, and for all Universities **23.6%** were BAME.

# STUDENT DISABILITY DATA



At BSU, **23.1%** of students have told us that they have a disability. At our comparator group, **21%** of students were known to have a disability, and for all Universities it was **14.6%** of students.

**11.4%** of BSU students received DSA, whilst for the sector **7%** of students were receiving DSA.

# BATH SPA UNI & SU SERVICES

Human Resources: [hrcontact@bathspa.ac.uk](mailto:hrcontact@bathspa.ac.uk)

Staff Equality information and events: [sulis.bathspa.ac.uk/x/FQmc](https://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+ (LGBT+ Staff)
- Women's Staff Network
- Staff Equality Network

Staff Wellbeing: [sulis.bathspa.ac.uk/display/HR/Health+and+wellbeing](https://sulis.bathspa.ac.uk/display/HR/Health+and+wellbeing)

Trade Unions: UNISON and UCU

Report & Support: [reportandsupport.bathspa.ac.uk](https://reportandsupport.bathspa.ac.uk)

Student Wellbeing Services: [bathspa.ac.uk/students/student-wellbeing-services](https://bathspa.ac.uk/students/student-wellbeing-services)

Student's Union advice: [su-advice@bathspa.ac.uk](mailto:su-advice@bathspa.ac.uk)

Student's Union Networks, reps, and campaigns: [bathspasu.co.uk/voice](https://bathspasu.co.uk/voice)