# Bath Spa Counts

## Staff and Student Diversity Data 2020/21

If you need Bath Spa Counts in a different format, please contact: the Equalities Officer Megan Robertson on [m.robertson3@bathspa.ac.uk](mailto:m.robertson3@bathspa.ac.uk).

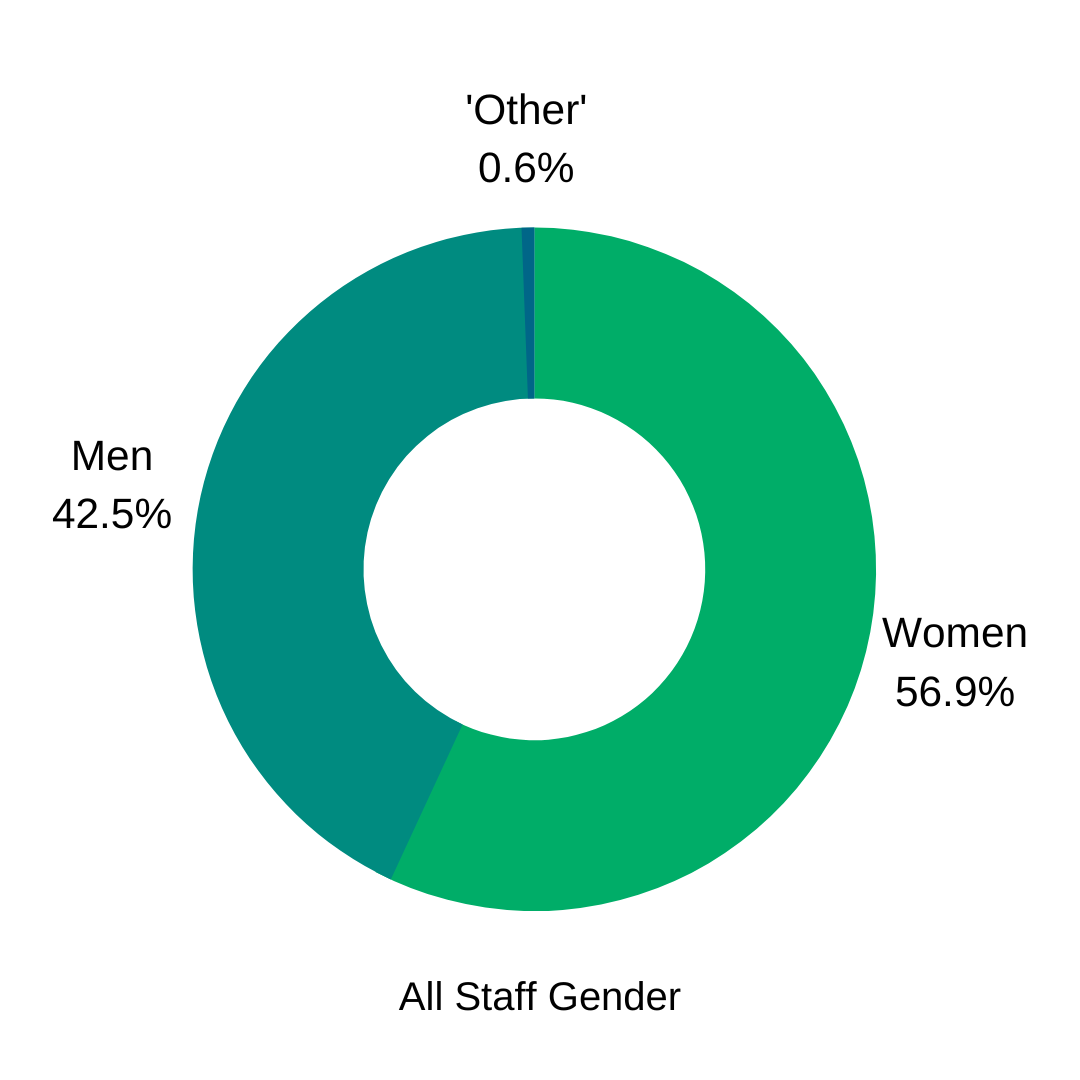
### 1.0 What is Bath Spa Counts?

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

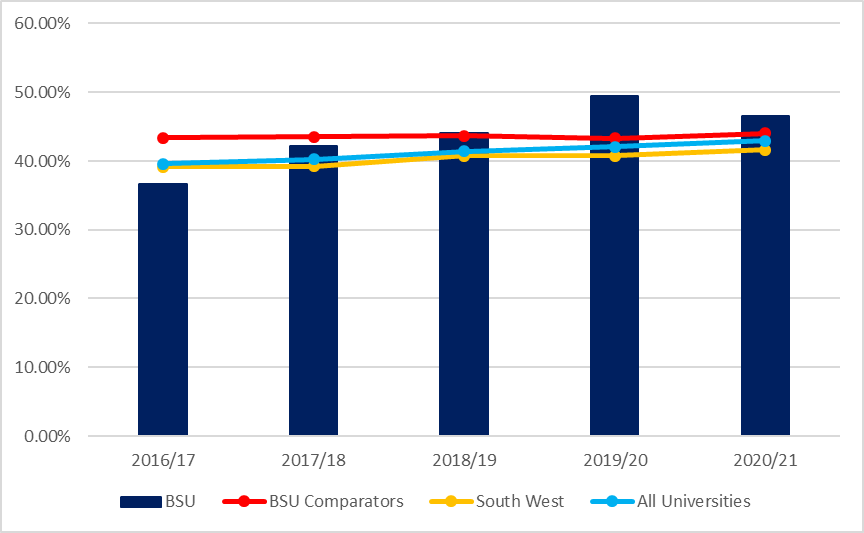
1.2 Staff data is taken from data supplied via MyHR. Comparator data is taken from the Higher Education Statistics Agency (HESA) and includes data from: Chichester, Falmouth, Gloucestershire, Goldsmiths, Lincoln, Oxford Brookes, and Winchester Universities. Sector data and student data is also taken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

### 2.0 Staff Gender

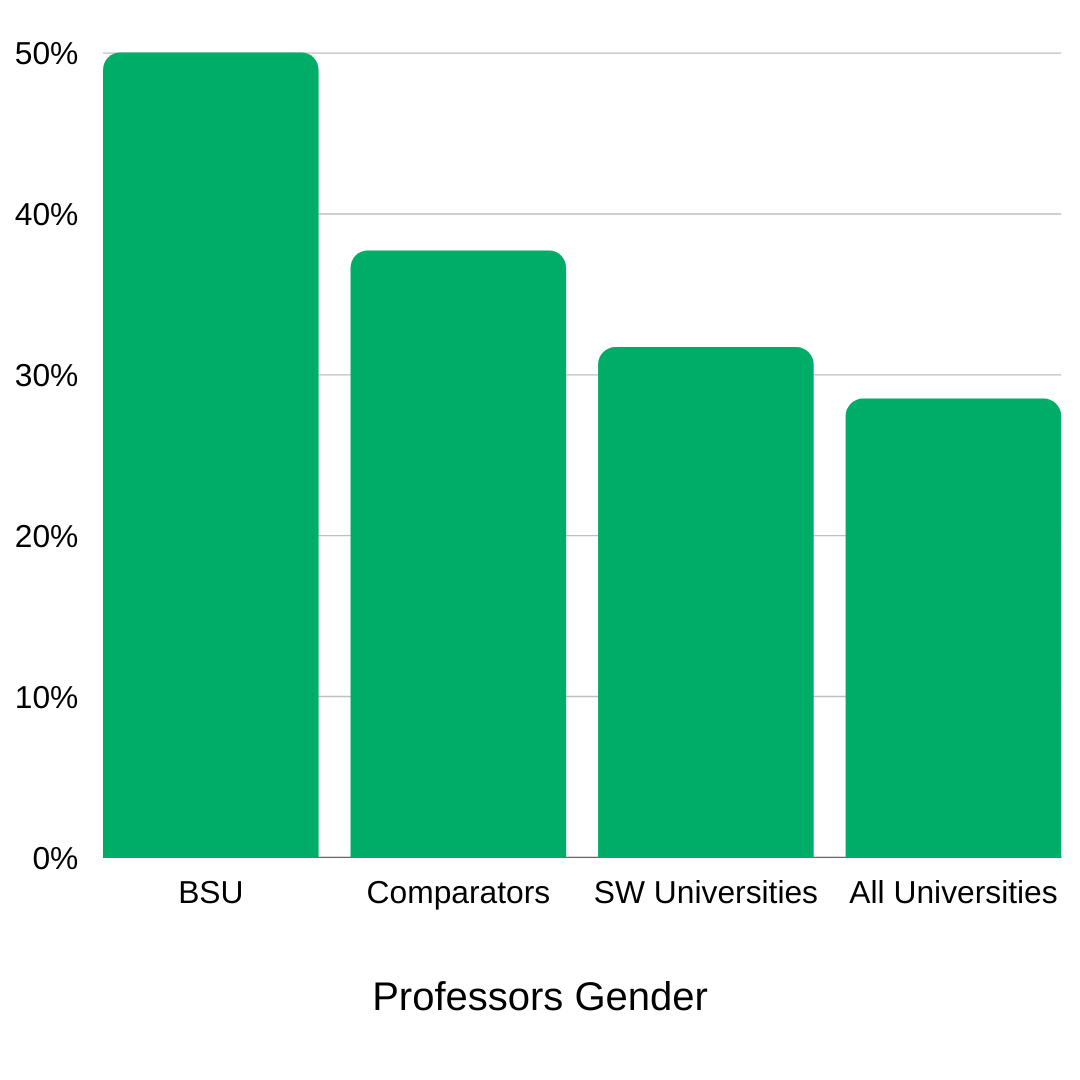
2.1 All Staff Gender

2.2 At Bath Spa in the year 2020/21, **56.9% identified as women**, 42.5% men, 0.6% 'other' which is aligned to the BSU comparator groups.

2.3 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, BSU’s percentage of women in senior roles is now slightly above all comparator groups.

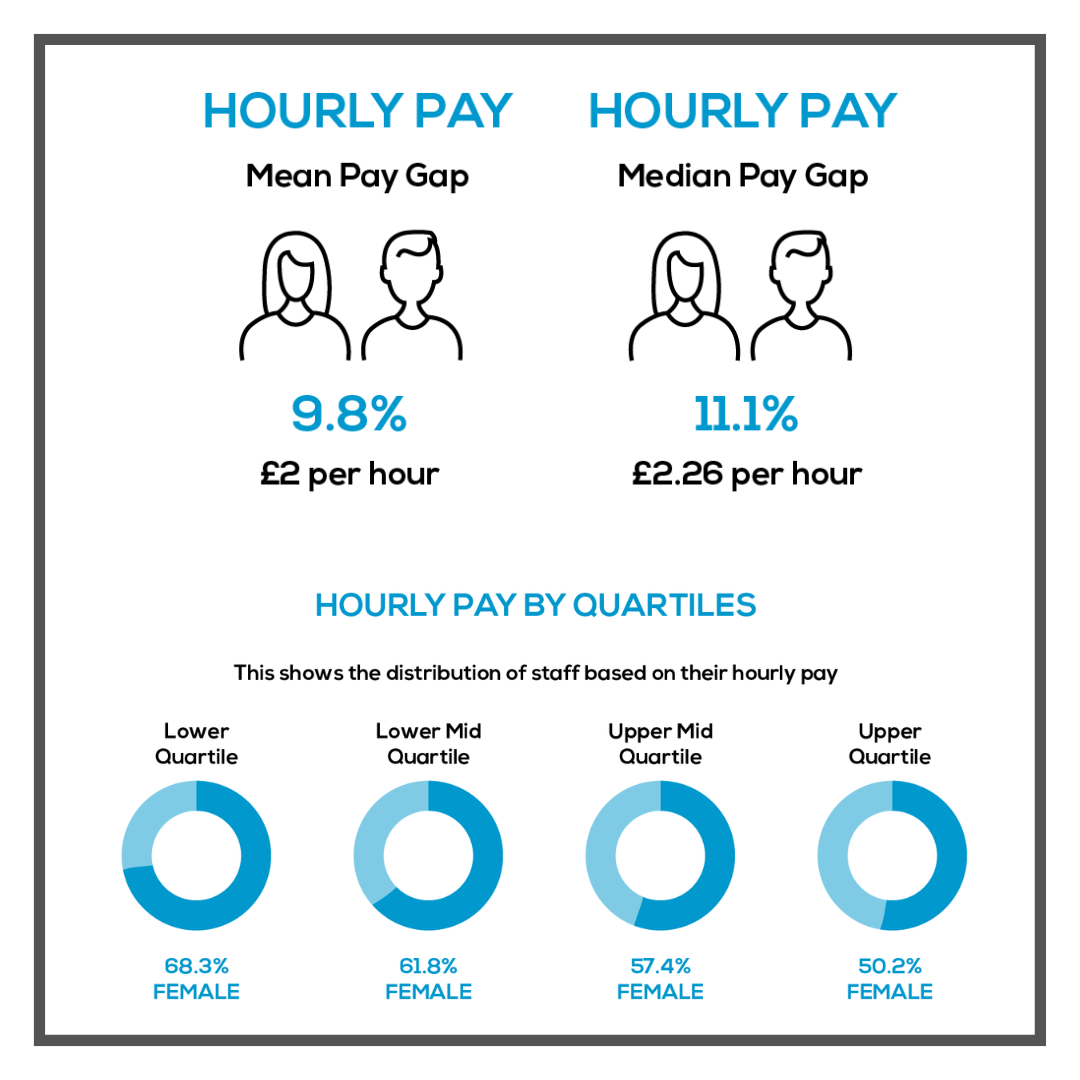


2.4 50.0% of our professorial staff identified as women. Sector-wide is at **28.5%** women, South West HEIs at **31.7%**, and our comparator group at **37.7%.**

****2.5 Of BSU Academic staff, **53.8%** identify as women, of BSU Senior Academic staff its **47.8%** 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.

### 3.0 Gender Pay Gap

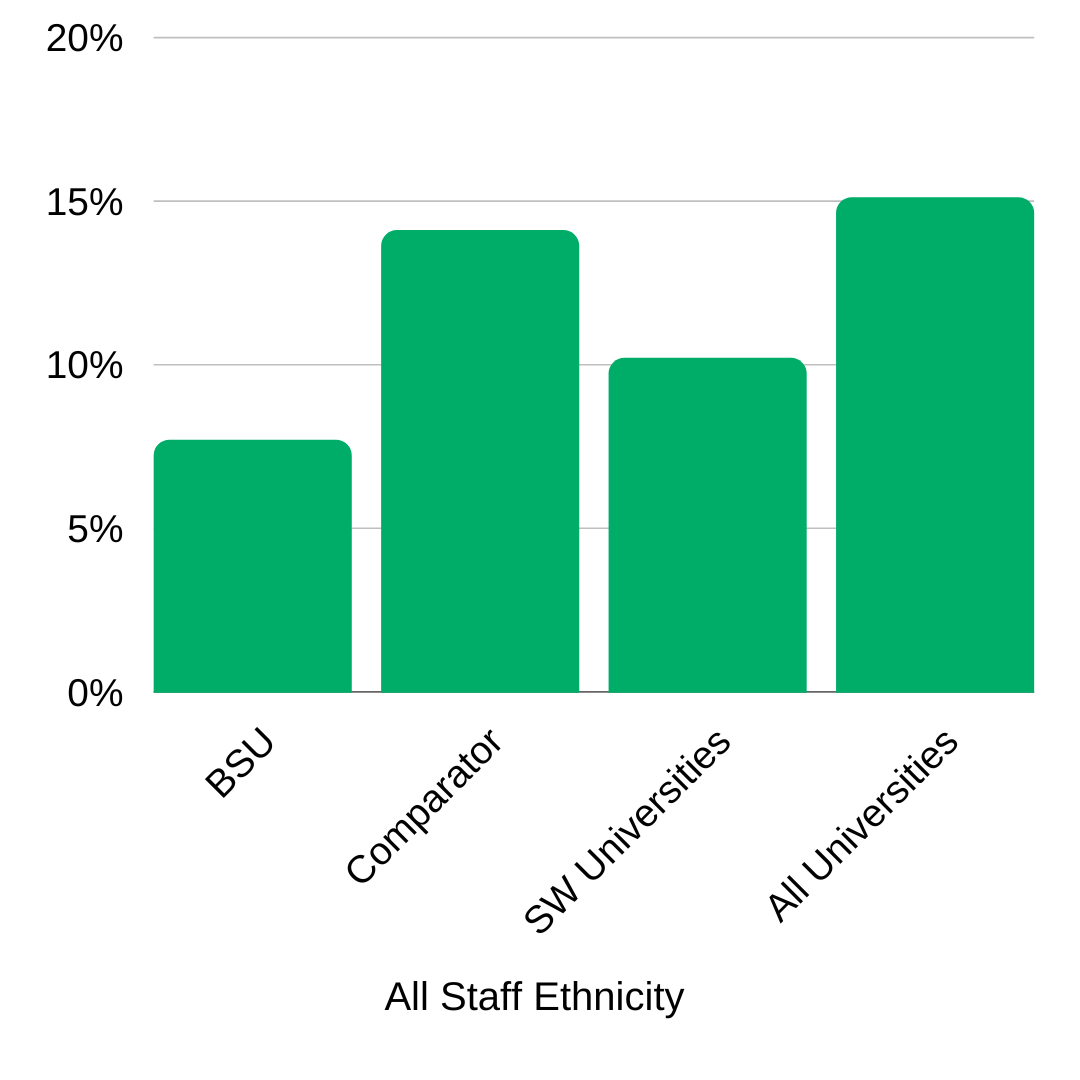
3.1 The mean average gender pay gap at Bath Spa University is 9.8%, equivalent to £2 per hour. The median gender pay gap is 11.1% equivalent to £2.26 per hour. In 2020, these figures were 11.2% and 18.6% respectively, showing a further narrowing of the gender pay gaps.



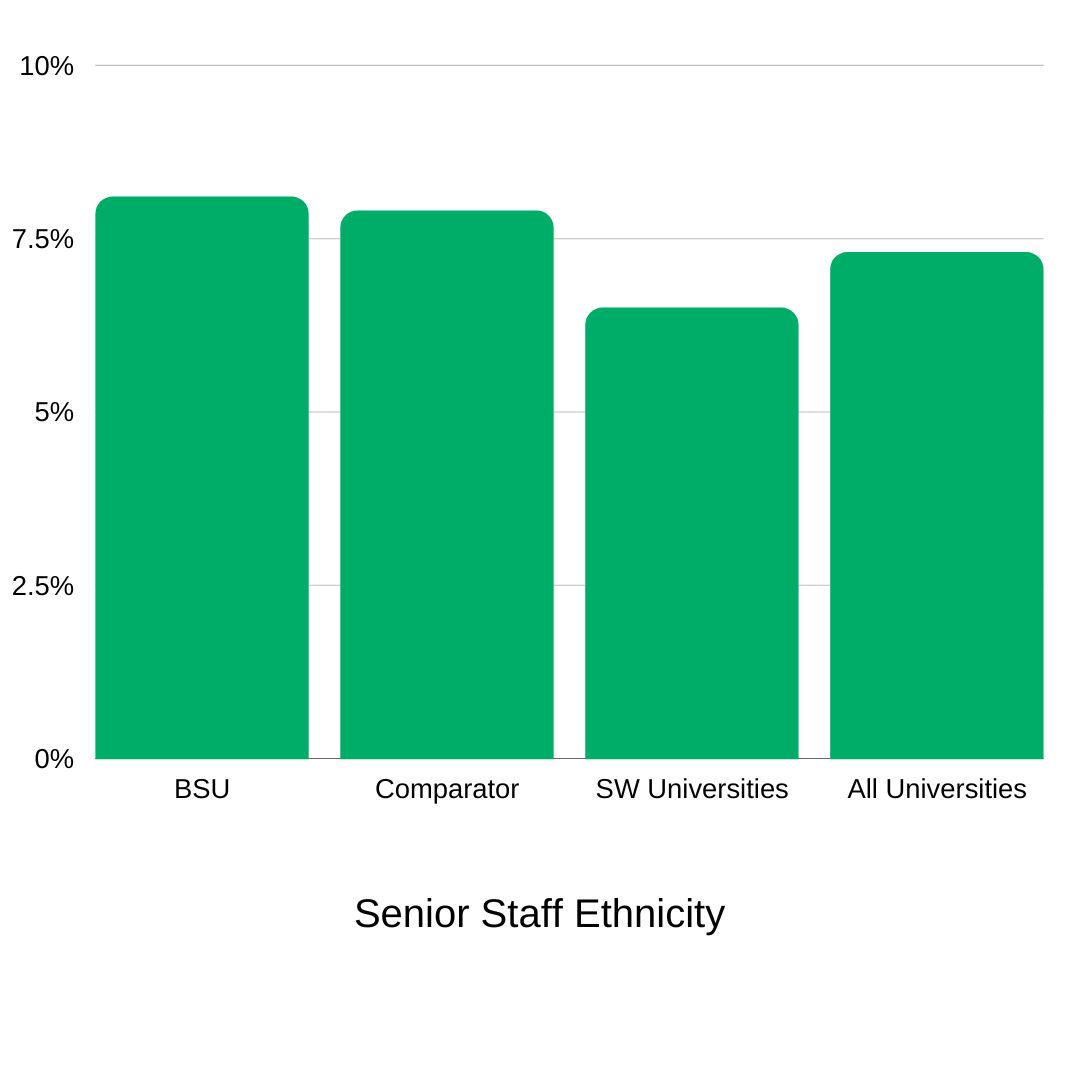
### 4.0 Staff Ethnicity Data

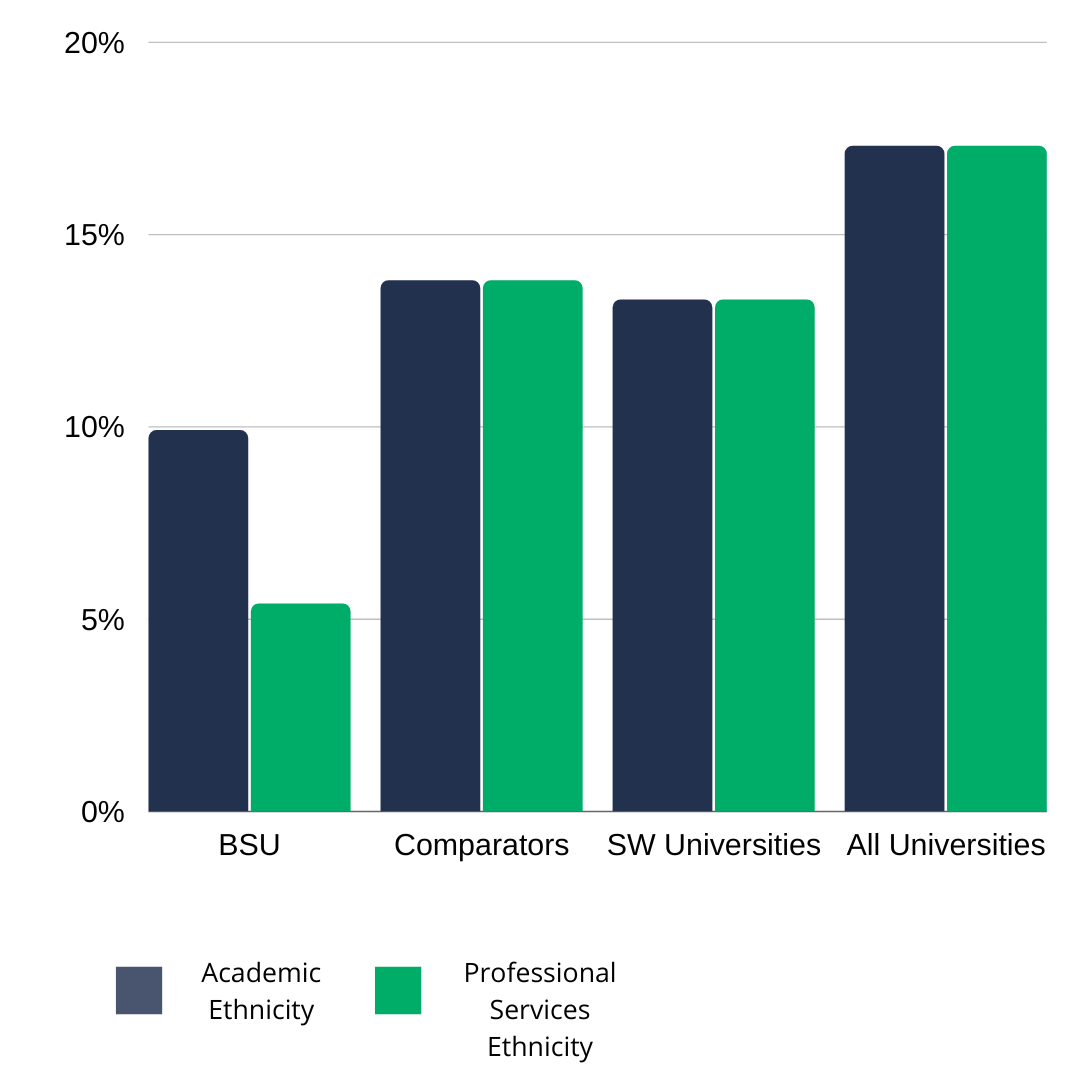
4.1 **All staff Ethnicity Data:** Staff who identified as Black, Asian, or another minoritised ethnicity (abbreviated to BAME for this report) has increased in 2020/21 by **7.7%**.The BSU comparator group is **14.1%**, South West universities at **10.2%**, and all universities at **15.1%.**

4.2 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.

4.3 The proportion of all BSU staff identifying as Black and BAME in 2020/21 was **0.8%**, compared to the sector figure of **2.7%.**

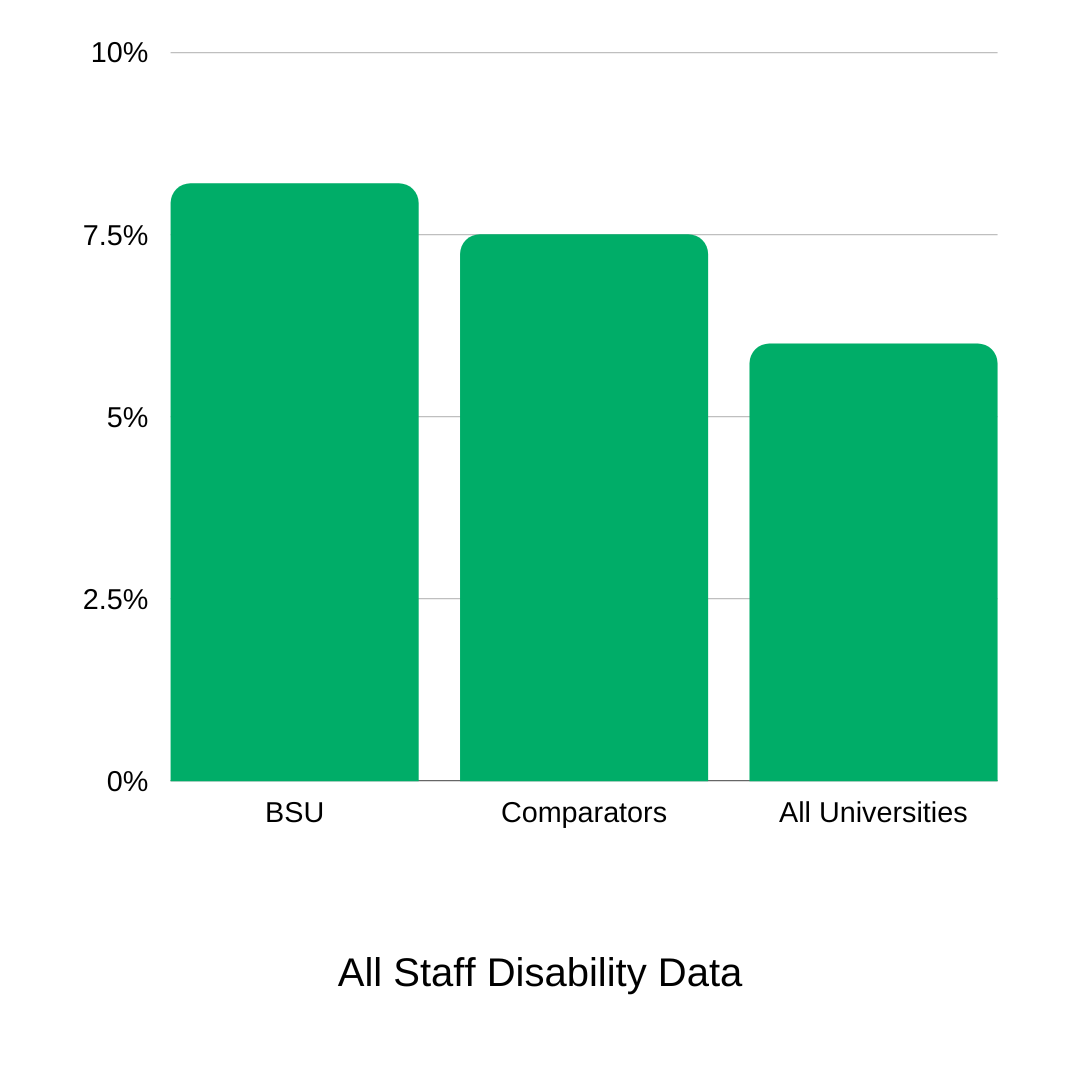
4.4 Senior Staff Ethnicity: **8.1%** of our senior staff identified as BAME. The BSU comparator group is at **7.9%**, South West universities at **6.5%**, and all universities at **7.3%**.

4.5 Academic staff in the BAME group has increased to **9.9%.** Comparator group at **13.8%**, South West universities at **13.3%**, and all universities at **17.3%**.

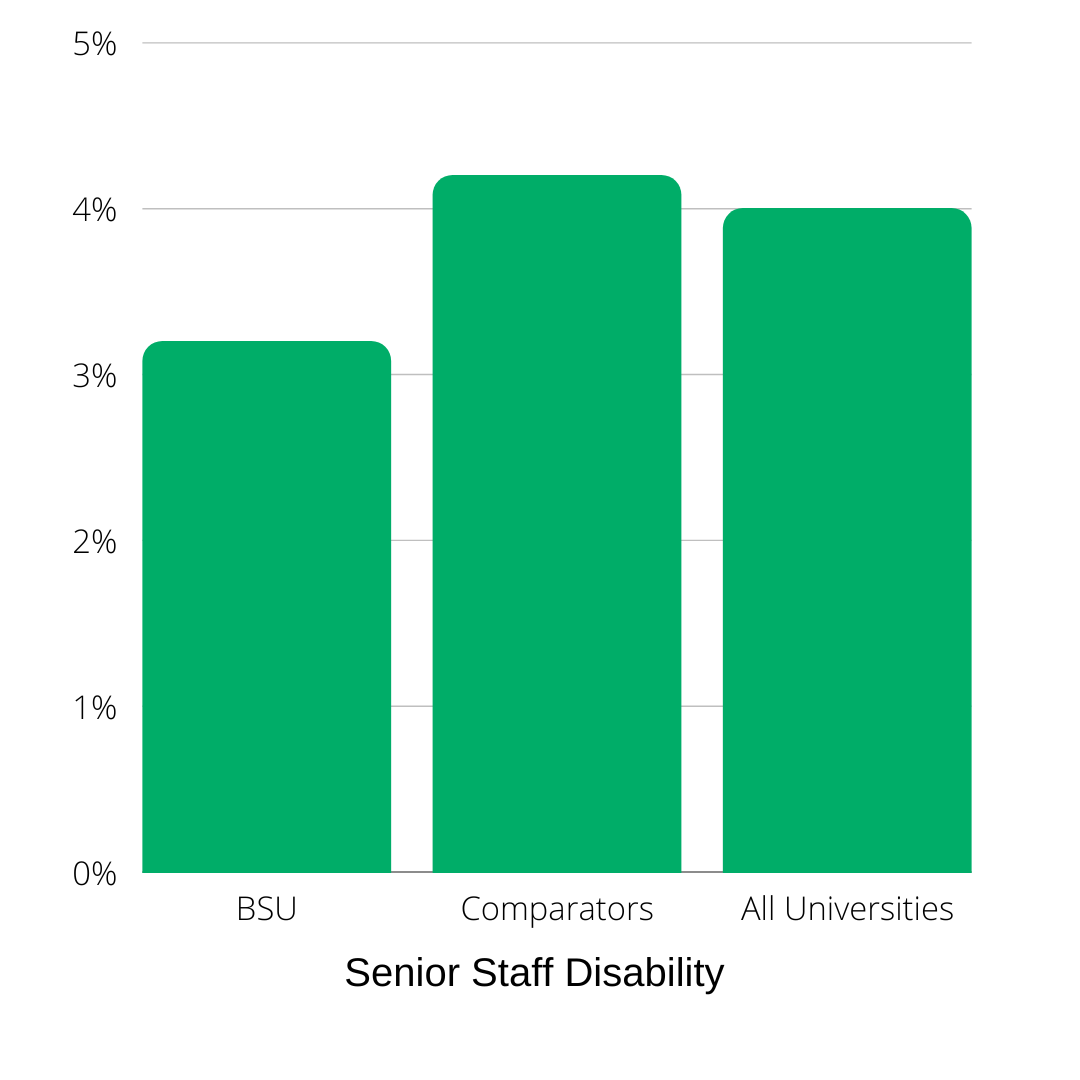
4.6Professional Services staffin the BAME group has increased to **5.4%** from **5.2%**. This is significantly lower than the BSU comparator group at **13.8%**, South West universities at **13.3%**, and all universities at **17.3%**.

### 5.0 Staff Disability Data

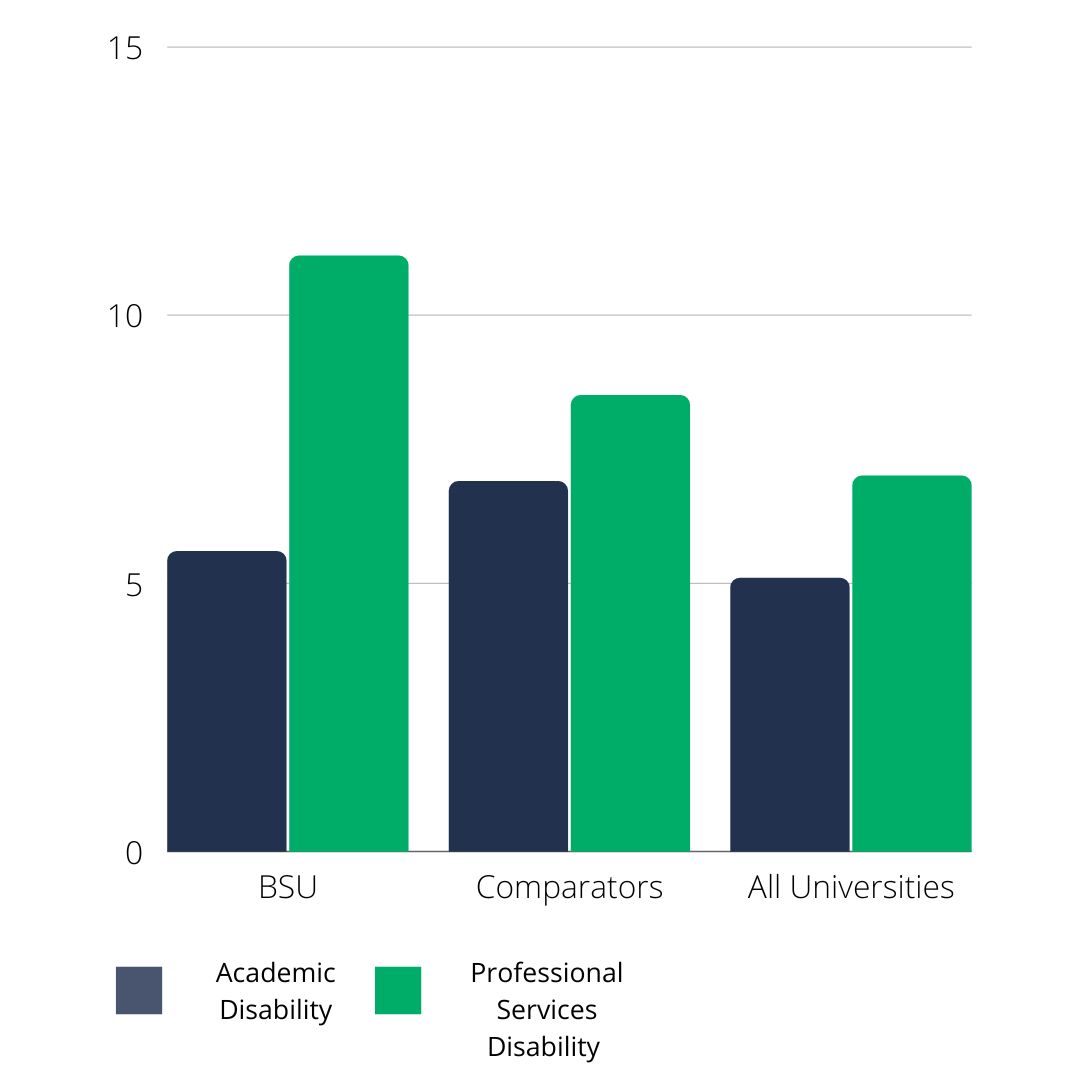
5.1 **All Staff:**

**8.2%** of staff self-identify as disabled in 2020/21. This remains higher than the BSU comparator group at 7.5%, and all Universities at 6.0%

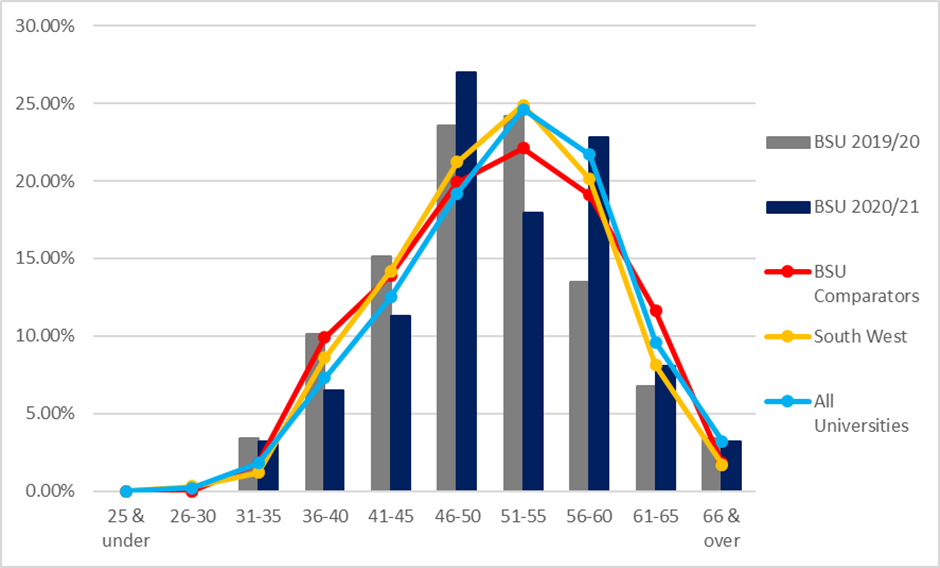
5.2 **Senior Staff:** 3.2% of our senior staff self-identify as disabled in 2020/21. Our BSU comparator group is at 4.2% and all Universities at 4.0%.

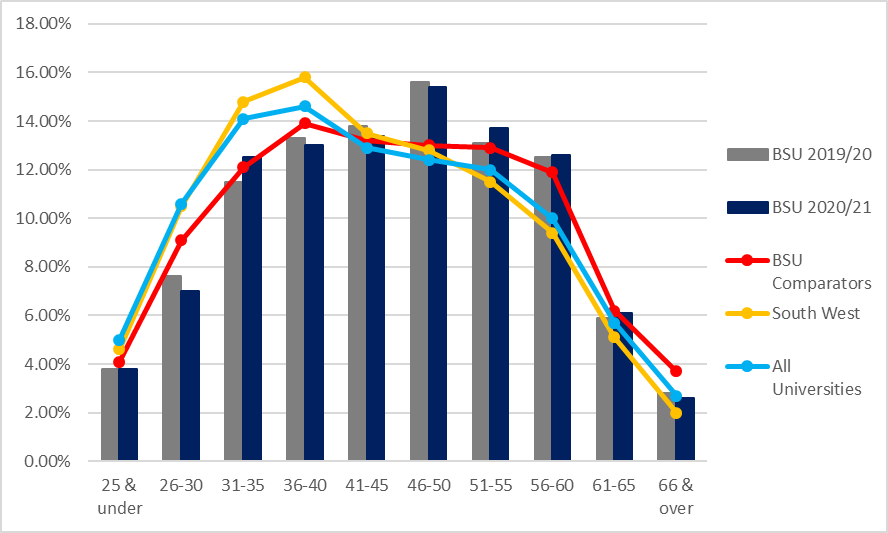


5.3 **Academic and Professional Services Disability:** **5.6%** of Academic staff self-identify as disabled.The BSU comparator group is at **6.9%,** and all universities are at **5.1%**. Professional service staff that self-identify as disabled is at **11.1%**. The BSU comparator groups at **8.5%**, and all universities at **7.0%.**



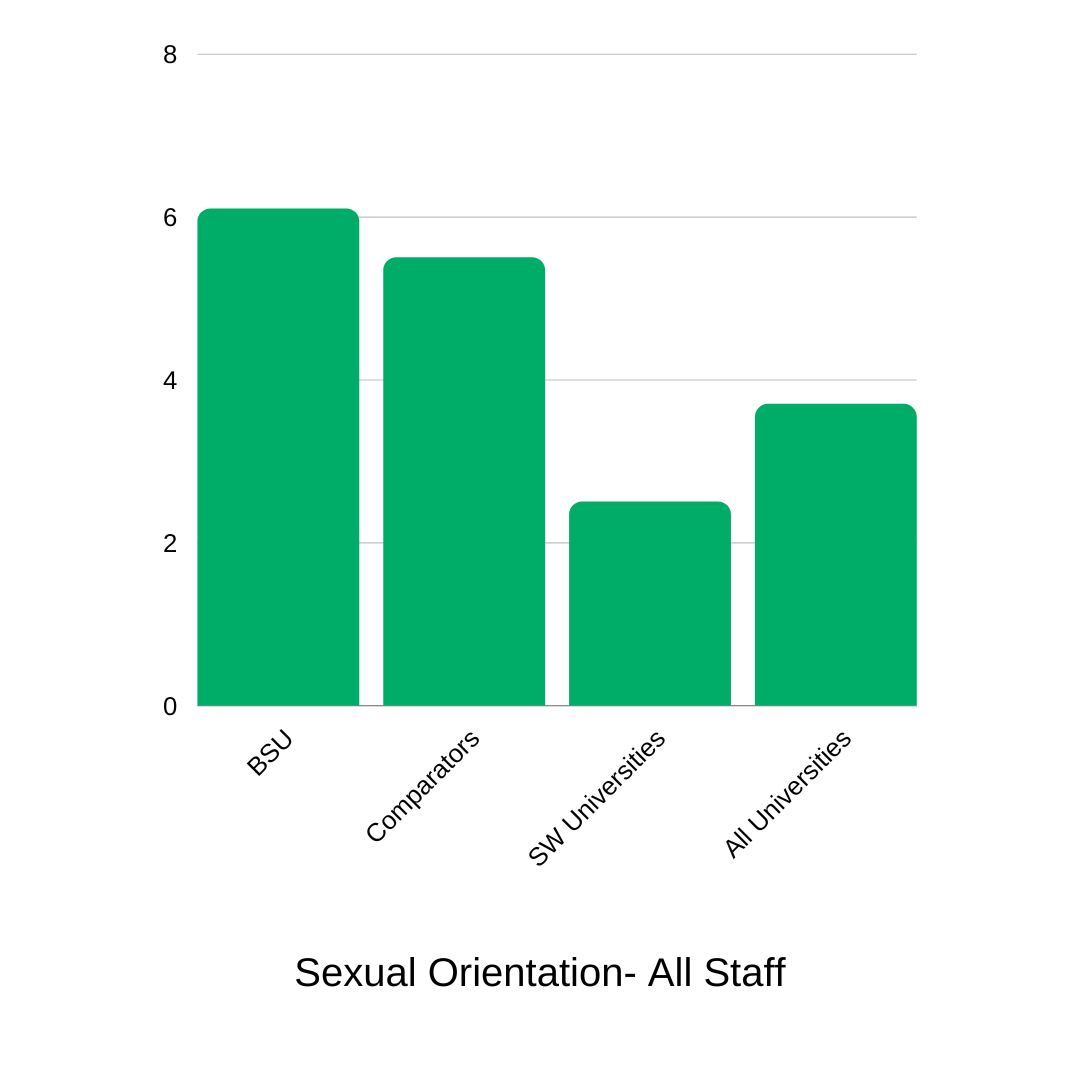
### 6.0 Staff Age Data

6.1 **All Staff:** The percentage of BSU staff aged 40 and under is generally lower than the benchmarks, and the proportion of staff between 46-60 is higher than all benchmarks, with a significant peak in the 46-50 age bracket.

6.2 **Senior Staff:** For senior staff at BSU, the proportion of staff between 46-50 and 56-65 has increased, and the proportion of senior staff between 36-45 and 51-55 has decreased to below benchmark trends.

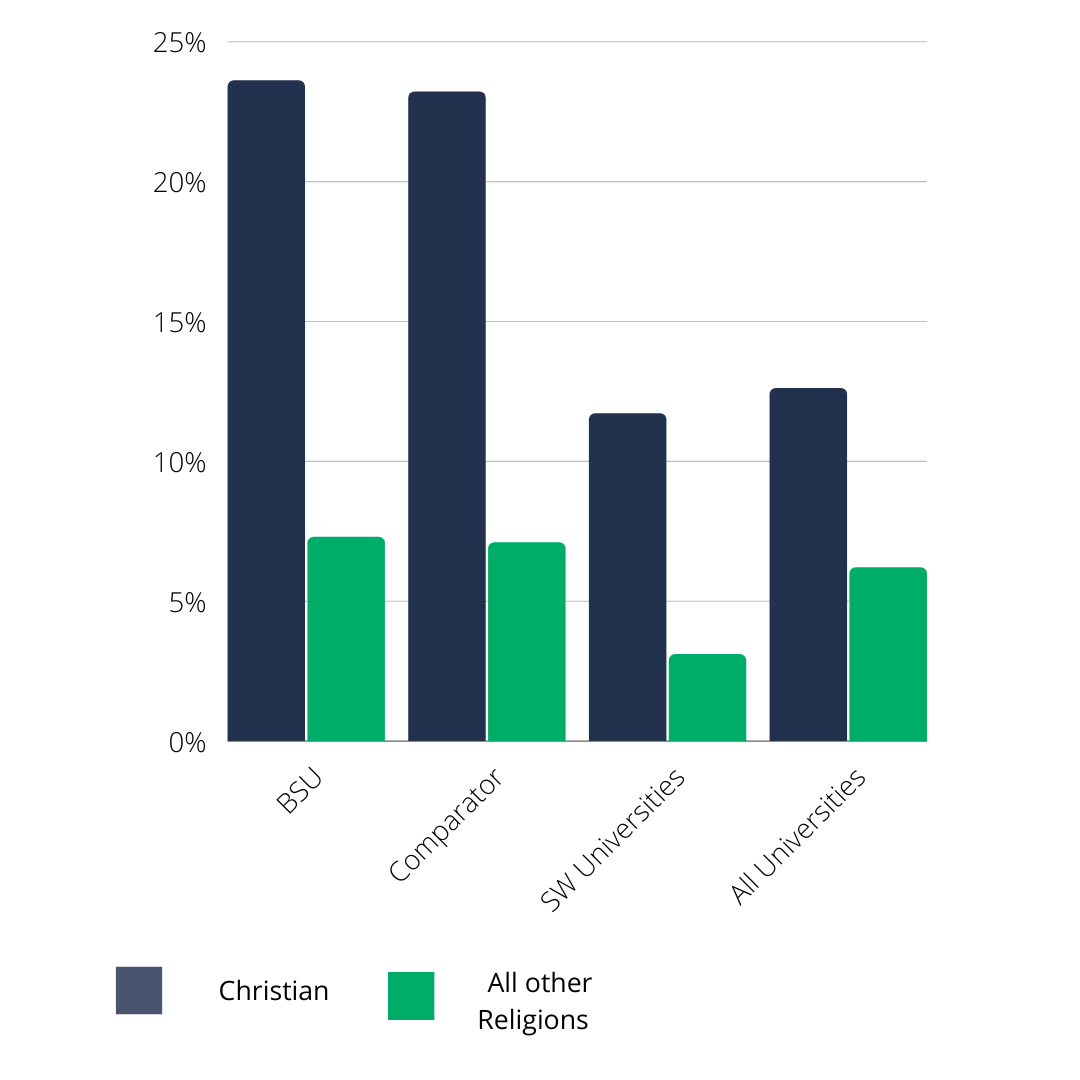
### 7.0 Staff Sexual Orientation

7.1 **6.0%** of staff reported their sexuality to be lesbian, gay, bisexual (abbreviated to LGB), or ‘other’. The BSU comparator group is at **5.5%**, South West universities at **2.5%**, and all Universities at **3.7%.**

7.2 BSU’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.

### 8.0 Staff Religion and Belief

8.1The proportion of staff identifying as Christian is **23.6%**. Those identifying as Other Religion Groups is **7.3%**. The BSU comparator group is **23.2% and 7.1%,** South West universities at **11.7% and 3.1%**, and all Universities at **12.6% and 6.2%** respectively.

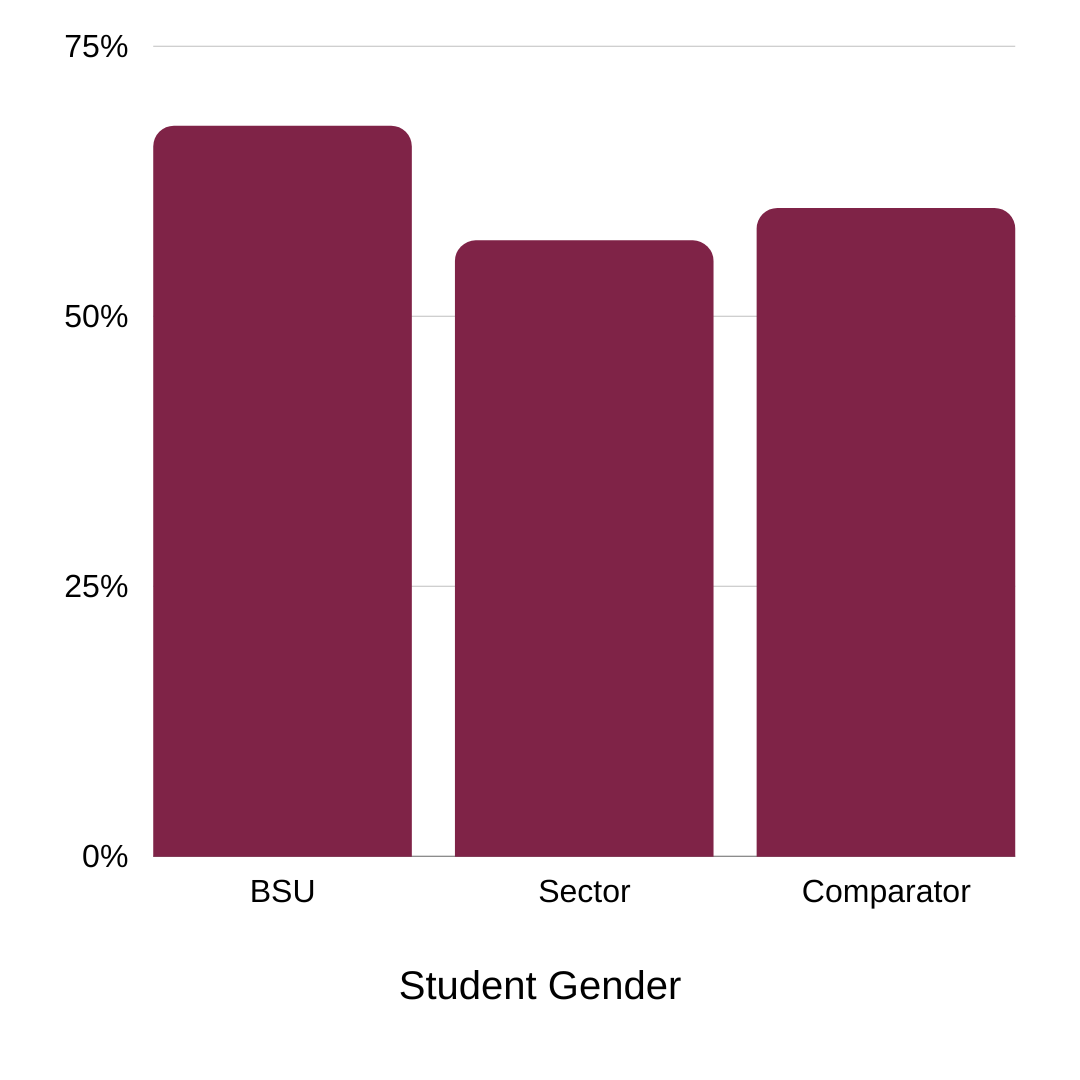


### 9.0 Staff Transgender Status

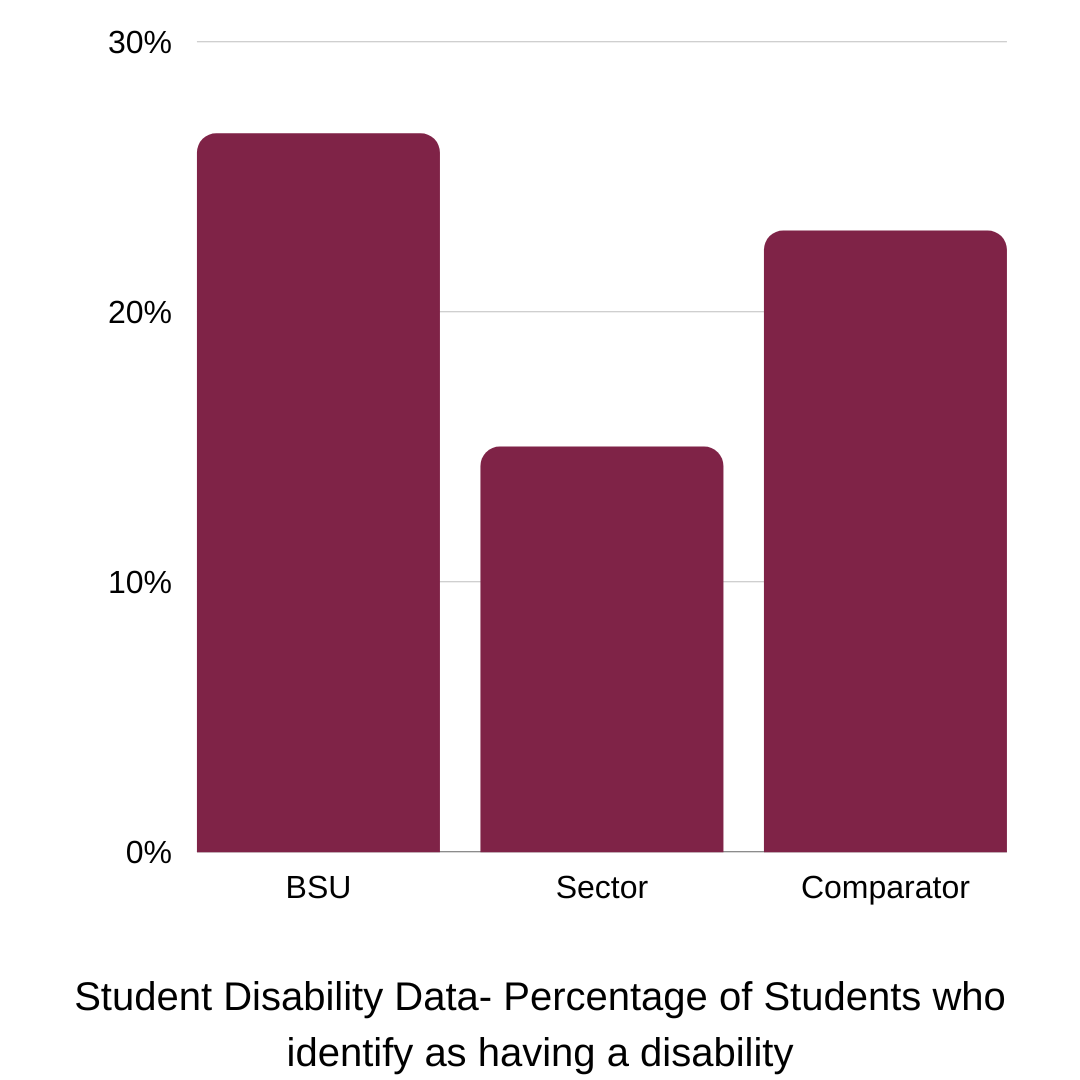
9.1The proportion of staff in 2020/21 choosing to disclose that their gender identity did not match their assigned sex (referred to as the protected characteristic of ‘gender reassignment in the Equality Act 2010), was **0.4%.** As a number of equality activities in the 2021/22 time period have focussed on trans inclusion, a rise in this figure in future years may indicate the success of these projects.

### An outlined image of three people, in the pink and blue of the transgender flag. One of the people has '0.4%' in the middle which is the amount of staff that have declared that their gender identity does not match their assigned sex at birth.1:0 Student Data

**1.1 Gender**

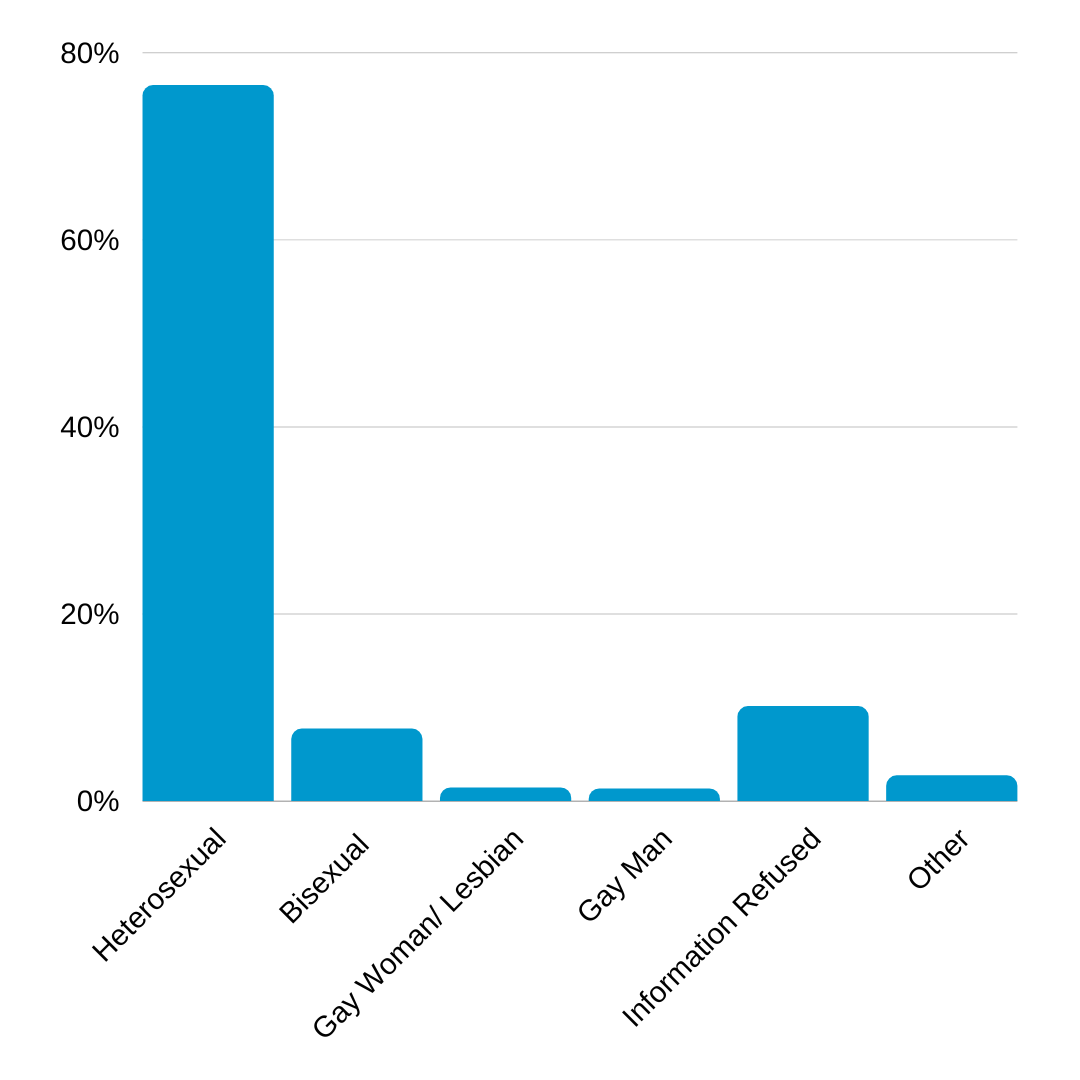
****1.2 In 2020/21 **67.6%** of students identified as Female, **32.3%** identified as Male, and less than **0.1%** identified as ‘other’. **57%** of students sector-wide identify as Female, and our comparator group is at **60.4%.**

### 2.0 Disability

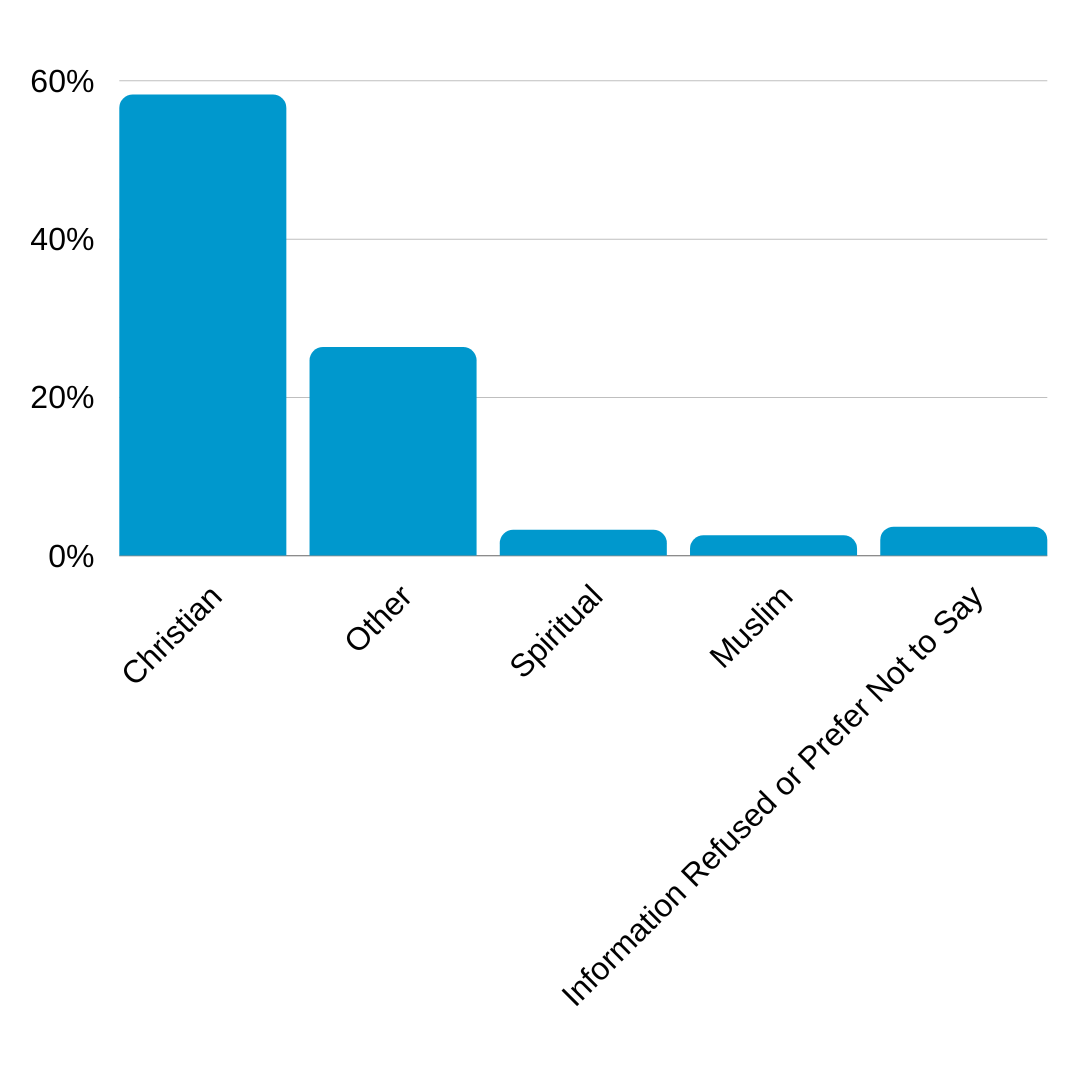
2.1 **73.4%** of our students said they had ‘No Known Disability. **26.6%** of our students declared that they had one or more known disabilities. In our comparator group **23%** of students declared having a disability. Sector-wide **15%** of students identified as having a disability.

### 3.0 Sexual Orientation

3.1 **76.5%** of students identified as Heterosexual. **7.7%** Bisexual, **1.4%** Gay Woman/ Lesbian, **1.3%** as a Gay Man, and **2.7%** ‘other’. **10.1%** refused to give this information.

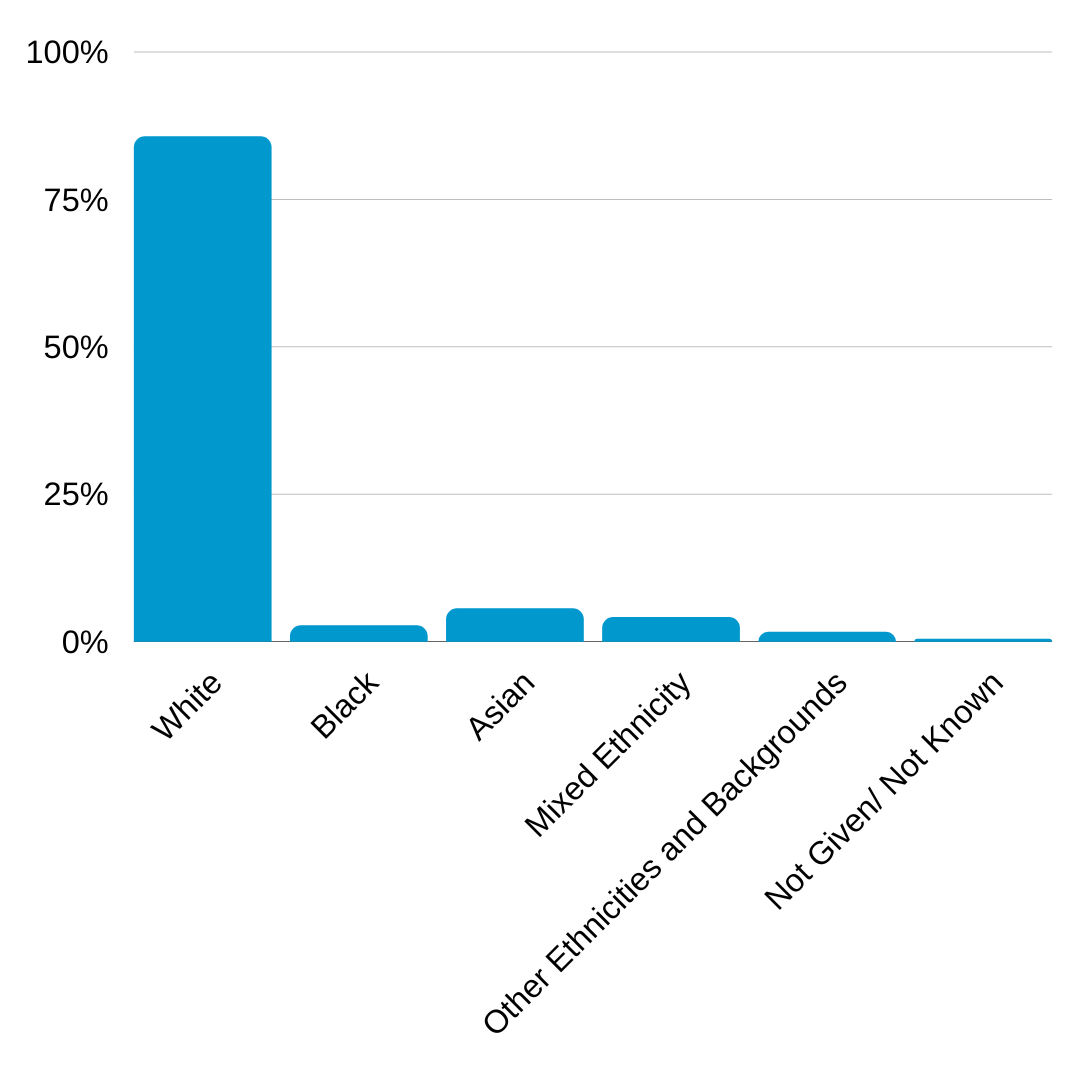


### 4.0 Religion

4.1 **58.2%** of BSU students identify as Christian, **26.3%** identify with an ‘Other’ Relgion or Belief, **3.2%** identify as Spiritual, **2.5%** as Muslim, and **3.6%** of the information was not given or they prefered not to say.

### 5.0 Ethnicity

5.1 **85.6%** of our students identify as White. **2.7%** as Black, **5.6%** Asian, **4.1%** mixed Ethnicity, **1.6%** other ethnicities and backgrounds, and **0.4%** Not given/ Not Known.



5.2 **24%** of the sector identified as BAME, we are however in line with our comparator group at **14.78%** compared to **14%** overall identified as BAME at BSU.

### 6.0 Student Domicile Data

6.1 Overall 6.91% of BSU students are international, our comparator group has 7.55% international students, and the sector has 21%, international students.

England: 71.09%

Wales: 6.75%

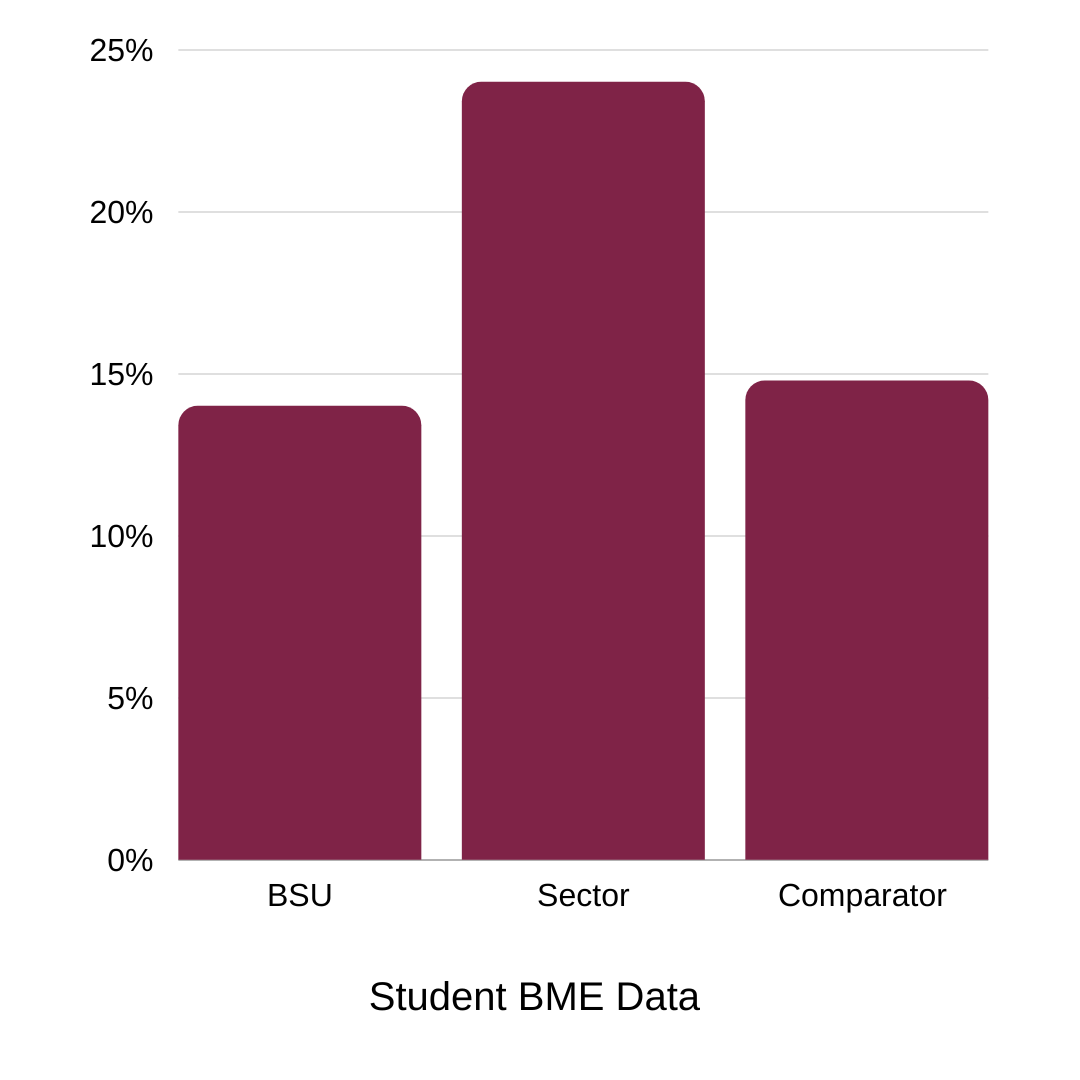
Scotland: 0.24%

Northern Ireland: 0.46%

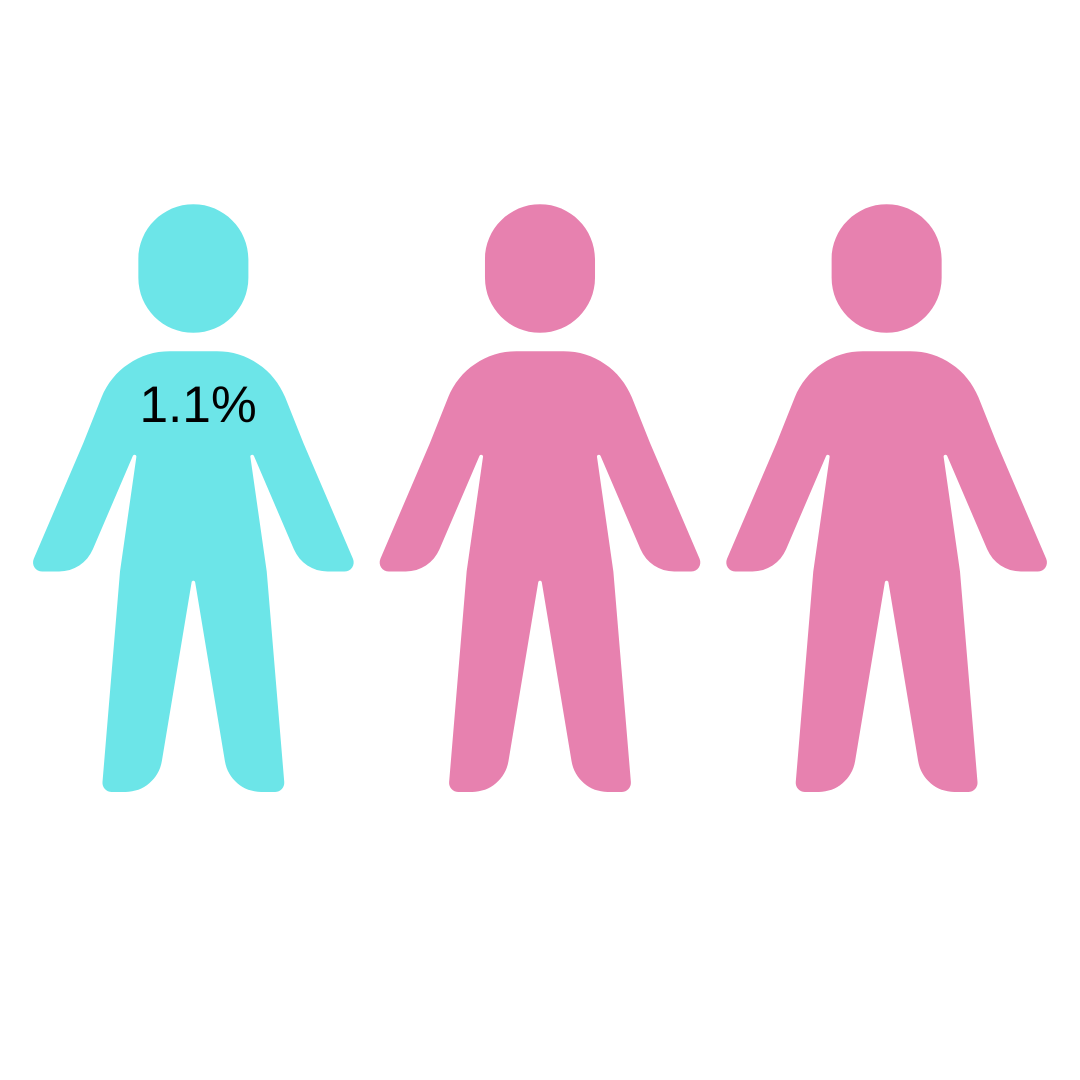
Other UK: 0.54%

EU: 3.06%

Non EU: 3.85%

No Information: 12.93%

### 7.0 Student Transgender Status.

7.1 96.4% of students said that their gender identity matched their sex registered at birth. 1.1% said that their gender identity was different from their sex at birth and 2.5% refused to disclose this information.

### 8.0 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+ (LGBT+ 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