Bath Spa Counts - Staff and Student Data

This booklet contains a snapshot of Bath Spa’s staff and student data for the academic year 2022/23 (and published in 2024).

Staff data is taken from data supplied via MyHR. Comparator data is taken from the Higher Education Statistics Agency (HESA) and includes data from: Bournemouth University, University of Brighton, University of Chester, University of Derby, The University of Hull, Oxford Brookes University and University of Salford. This is the comparator group that was agreed by the Board in July 2023.
Sector data and student data is also taken from HESA.

# Staff Data

## Staff Gender

All Staff Gender
At Bath Spa in the year 2022/23,
56.8% of our staff identify as female,
42.2% identify as male
1.0% identify as ‘other’.
Our comparator group was 58.3% for women and for all Universities it was 54.9%

Senior Staff Gender
Of our BSU Senior Staff 57.2% identify as women. This is an increase from last year and above all our benchmarks.

Professors Staff GenderOf BSU Professors 42.9% identify as women, a decrease from last year, however we are above our comparator groups.
31.9% of BSU comparators identify as women
34.4% of our South West comparators identify as women
30.7% of All Universities identifying as women.

Academic Staff GenderOut of our academic staff 54.3% identify as women, and this remains above all our comparators.
53.6% at our BSU comparators identify as women, 49.5% at the South West Universities and 48.5% at all Universities.

Professional Services Staff GenderAs for BSU Professional Service staff 59.6% identify as women, this is decrease and puts us below our comparators.
63.1% of our BSU Comparator identify as women,
63.4% at South West Universities identify as women
62.7% of All Universities identify as women.

Gender Pay GapThe mean average gender pay gap at Bath Spa University is 7% equivalent to £1.48 per hour.
The median pay gap is 7.2% or £1.43 per hour.
In 2022 these figures were both at 11%; thereby showing a reduction the gender pay gap

## Staff Ethnicity Data

We will use ‘BAME’ abbreviated term for this report because of the way the data is presented however we do acknowledge that there has been 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. We have had discussions with our Global Inclusivity Network (GIN) and aim to look at a different term in the future and welcome any feedback on this.

All Staff EthnicityStaff who Identify as Black, Asian, or another minoritised ethnicity (abbreviated to BAME for this report) increased to 9.3%.
The BSU comparator group is 13.1%,
South West universities at 12.4%,
All Universities at 17.4%.

Senior Staff Ethnicity DataOf BSU Senior Staff 11.0% identify as BAME which is another increase from last year and higher than all our comparators.
BSU Comparators at 6.5%
South West Universities 6.8%
All Universities 8.7%.

Academic Staff vs Professional Staff Ethnicity DataOf BSU Academic Staff 13.0% identify as BAME. Although we are still below our comparators this increase has brought us closer to them, and we remain committed to finding ways to further improve the diversity of our staff.
Academic - BSU comparator group 16.7%
 - South West Universities 15.9%
 - All Universities at 20.0%
Professional Service - 5.0% staff identify as BAME.
 - BSU comparators are at 9.3%
 - South West Universities at 8.4 %
 - All universities at 14.2%.

## Staff Disability Data

All Staff Disability DataOf all BSU Staff 8.8% identify as having a disability.
Our BSU Comparators are at 8.7%
South West Universities are also at 7.9%
All Universities at 7.2%.

Senior Staff Disability DataOf BSU Senior Staff 2.8% identified as having a disability
BSU Comparators are at 5.7%
South West Universities at 3.9%
All Universities at 5.3%.

Academic Staff vs Professional Services Staff Disability DataOf BSU academics, 6.4% identify as having a disability, which remains below most our comparators,
BSU Comparators have 7.9% who identify as disabled
South West Universities 6.6% identify as disabled
All Universities 6.3% identify as disabled.
Of BSU Professional Services staff 11.5% identify as disabled
9.6% of our BSU Comparators
9.5% of South West universities
8.2% of All Universities identify as disabled

Staff Age Data

All Staff
The percentage of Bath Spa University staff aged 40 and under is generally lower than most of our benchmarks.
2.8% are 25 and under, 3.2% are 66 and over
The highest proportion of our staff sit between the 36-60, with 46-50 remaining higher than all our comparators at 14.9%

Senior Staff Age DataThere has also been a slight decline of senior staff within the 41-45 bracket to 19.3%, however we remain above our comparators. We have had an increase of Senior staff within the 46-50 age bracket at 23.3%

Academic Staff Age Data
Our age composition of BSU Academics mostly remains the same as in previous years, however staff between 46-50 has increased to 17.1%, 25 and younger are at 0.6%

Professional Services Age Data
Similar to last year we have seen in increases in 25 and under staff at 6.7%. We have also had increases in 31-35 and 51-55 age brackets. We follow the trends in all our comparator groups within professional services too.

## Staff Sexual Orientation Data

All Staff
7.9% off staff have reported their sexuality to be Lesbian, Gay, Bisexual or ‘other’ (abbreviated to LGB), which is an increase from last year
Bath Spa Universities' non-disclosure rate is 17.3%, showing that more staff are declaring their sexual orientations, however we are aware that this means that the actual numbers of our staff's sexual orientation **may not be a true representation**.

Staff Religious Belief Data
23.2% of staff identify as Christian, and 50.6% of staff identify with no religion. 7.5% of staff identify with other religions.
The proportion of staff who have decided not to disclose their religion is 18.6%. This means, as with sexual orientation, that the actual numbers **may not be a true representation**.

Staff Transgender and Non-Binary DataThe proportion of staff in 2022/2023 choosing to disclose that their gender identity did not match their assigned sex at birth (referred to as the protected characteristic of gender reassignment in the Equality Act 2010), was 0.6%.
Staff identifying their as sex ‘other’ was 1%
We acknowledge that **this may not be an accurate representation** of our staff diversity, however we also acknowledge the choice of staff to **choose not to declare**.

# Student Data

## Student Gender Data

All Students
67.1% of our students identify as female at BSU, 59% identify as female within our BSU Comparators, 57% identify as female at all Universities,
32.9% identifying as male at BSU, 43% identify as male within our BSU Comparator Set and 40% identify as male at all Universities.
0.3% identifying as ‘other’ at BSU, and 1% identify at ‘other’ at our comparator Universities, and 0% identify as ‘other’ at all Universities,
The data for all other universities remains consistent with previous years.

## Student Disability Data

All Students
26.0% of our students have said that they have one or more known disabilities, which is a decrease from last year.
And 73.3% have said that they have no known disabilities.
Within our BSU Comparator group, 20% of students say they have one of more known disabilities and 80% say they have no known disability.
16% of all university students have said they have one of more known disabilities and 84% of students have no known disabilities and this remains unchanged from last year.

## Student Sexual Orientation Data

All Students
65.0% of our students identify as Heterosexual
11.3% identify as Bisexual
0.8% identify as Gay man
0.9% identify as Gay woman/lesbian
4.1% identify as Other
1.7% identify as Gay or Lesbian
15.2% students prefer not to say
1.1% of data was Not available

## Student Religion Data

All students
54.8% declared having No Religion
23.3% Identify as Christian
3.0% Identify as Sikh
2.8% Identify as Muslim
2.8% Identify as Hindu
0.6% identify as Buddhist
0.3% Identify as Jewish
0.1% identify as Spiritual
7.5% of students preferred not to say
4.0% of student Identify as any other religion or belief
0.9% of data was Not Known

## Student Ethnicity Data

All Students
76.8% Identify as White
2.1% Identify as Black
9.8% Identify as Asian
4.5% did not declare or was not provided
4% Identify as mixed

Student ‘BAME’ Data16.8% of students overall identify as BAME
24% of students from our BSU Comparators identify as BAME
26% of students at all Universities identify as BAME

## Student Transgender Data

All Students94.7% of students have said their gender aligns with their sex at birth.
3% have said that their gender identity was different to their sex at birth which is an increase from last year.
2.3% prefer not to say.

Contacts

Human Resources: edi@bathspa.ac.uk

Staff Equality information and events: [Equality and Diversity](https://bathspaonline.sharepoint.com/sites/EqualityandDiversity-com)

Staff Networks (search on SharePoint): [Staff Equality Networks](https://bathspaonline.sharepoint.com/sites/EqualityandDiversity-com/SitePages/Staff-Equality-Networks.aspx)
• 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: [Wellbeing and support](https://bathspaonline.sharepoint.com/sites/HumanResources-com/SitePages/Health-and-Wellbeing.aspx)

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

**June 2023**- ‘Pre-Pride Event’. Bristol Pride Taskforce created a ‘Pre-Pride celebration in light of Bristol Pride.

**July 2023** - Bristol Pride Sponsorship, ‘Queer Vision’. We sponsored films during the festival and had a stall and marched in the parade at Bristol Pride 2023.

**July 2023** – ‘GrowUp Farms’ event with the Women’s Network in the Secret Garden.

**October 2023** - Black History Month where the events included a film screening of The Colour Purple, Black, Female and Animated: Breaking Barriers in the Animation Industry, Windrush 75: A discussion and a living dance performance. Also, hosted a presentation on the Educate Group Proposal: Recruiting People of Colour at Bath Spa.

**November- December 2023** – [Disability History Month](https://www.bathspa.ac.uk/blog/posts/2023/november/disability-history-month-2023.php), including events such as Disability History Month café, discussion on Ableism, a book launch and a presentation on Cultural Heritage for people with learning disabilities.

**February 2024** – [[[LGBTQIA+ History [Month](http://Month)](https://www.bathspa.ac.uk/news-and-events/events/lgbtqia-history-month-2023/)](https://www.bathspa.ac.uk/news-and-events/events/lgbtqia-history-month-2023/)](https://www.bathspa.ac.uk/news-and-events/events/lgbtqia-history-month-2023/) hosted a schedule of events, including Out in Sport talk, Gender Diversity Talk and a staff picnic.

**February 2024** – Line Managers Forum: Neurodiversity, with external speaker Pete Quinn.

**March 2024** – hosted a breakfast in celebration of International Women’s Day

**March 2024** – Launched our new [Equality Objectives 2023-2027](https://bathspaonline.sharepoint.com/sites/EqualityandDiversity-com/SitePages/Equality-Objectives-2023-2027.aspx?csf=1&web=1&e=oBuPbN) with our staff

**March 2024** – hosted [Equality Week 2024](https://www.bathspa.ac.uk/news-and-events/events/equality-week-2024/) from 18th March to 22nd March under the theme of Belonging, events included a panel talk, an external speaker and research presentations. We opened the week with a video from our incoming Chancellor Sharanjit Leyl, who spoke about her experiences with belonging. With over 300+ attendees/views and some very positive feedback on the events and speakers.

**March 2024** – Published the latest [Gender Pay Gap Report.](https://www.bathspa.ac.uk/about-us/culture-and-values/equality-and-diversity/gender-pay-gap-report/)

**May 2024** – marked National Day for Staff Networks with a video launch.

**May 2024** – launched our neurodiversity positive badges on all campuses following a competition where students were asked to design them and the winning designs chosen for production.

**July 2024** – Bristol Pride

**October 2024 –** Black History Month, a whole university effort, where events such as A guided Tour of Fairfield House and a discussion on Hamilton, were planned by the SU and held alongside events such as Changing Narative’s of Bath’s Heritage, Mindful Book Club, Joy Trail and Let’s go to Timbuktu which were planned by staff.