



BATH SPA
UNIVERSITY



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 2022/23 (published 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	2
Senior Staff Gender	3
Professors Staff Gender	4
Academic Staff Gender	5
Professional Services Staff Gender	6

GENDER PAY GAP: All Staff Gender Pay Gap	7
---	-------------------

STAFF ETHNICITY

All Staff Ethnicity	10
Senior Staff Ethnicity	11
Academic vs Professional Services Ethnicity	12

STAFF DISABILITY

All Staff Disability	13
Senior Staff Disability	14
Academic vs Professional Services Disability	15

STAFF AGE DATA

All Staff Age	16
Senior Staff Age	17
Academic Staff Age	18
Professional Services Staff Age	19

SEXUAL ORIENTATION: LGBTQIA+ Staff	20
---	--------------------

RELIGION AND BELIEF: All Staff Data	21
--	--------------------

TRANSGENDER AND NON-BINARY DATA: LGBTQIA+ Staff	22
--	--------------------

STUDENT DATA

Student Gender	24
Student Disability	25
Student Sexual Orientation	26
Student Religion	27
Student Ethnicity	28
BAME Students	29
Transgender Students	30

EQUALITY HIGHLIGHTS	31-32
----------------------------	-----------------------

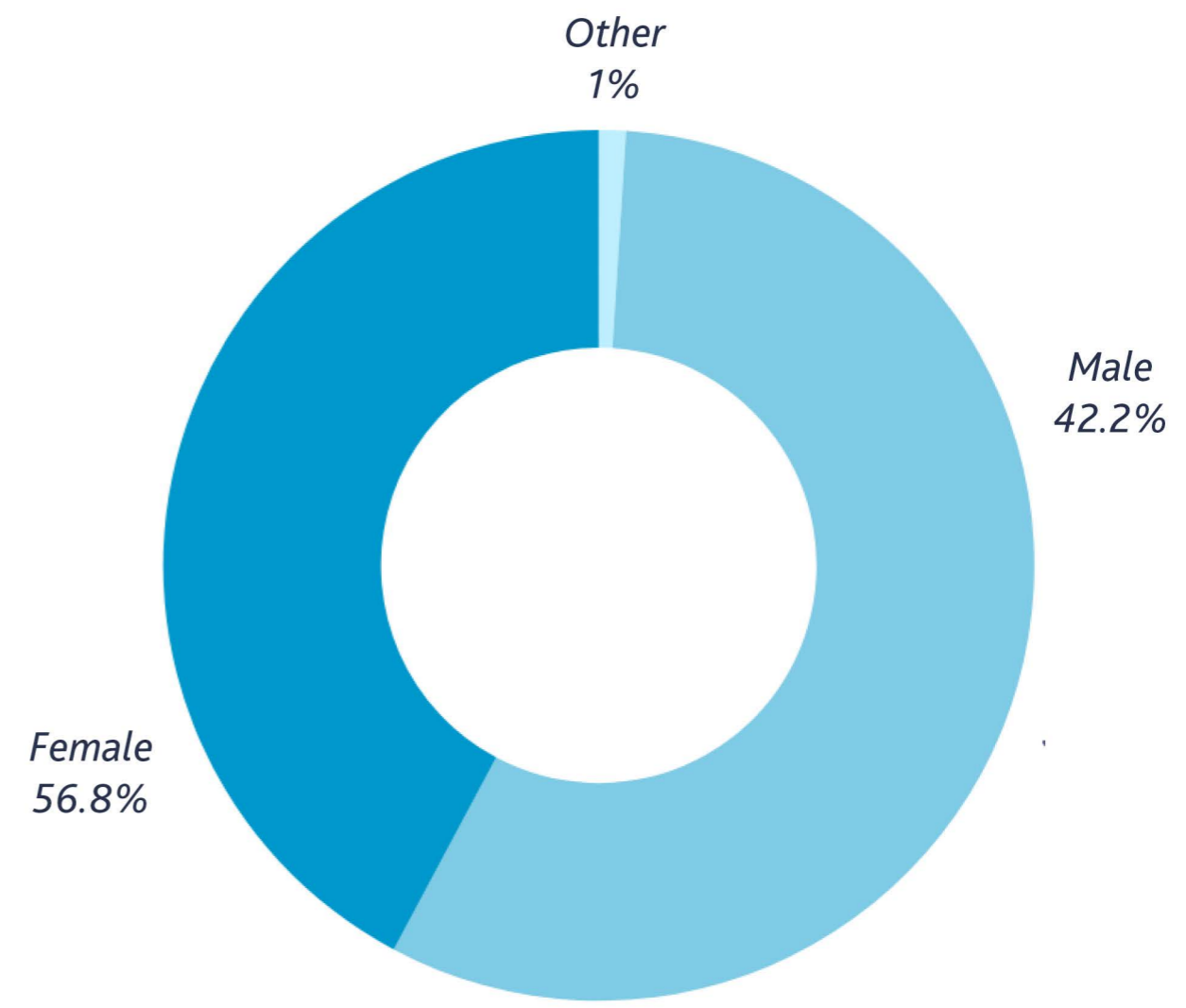
CONTACTS	33
-----------------	--------------------



STAFF GENDER

ALL STAFF GENDER

STAFF DATA



At Bath Spa in the year 2022/23:

56.8%
identify as women

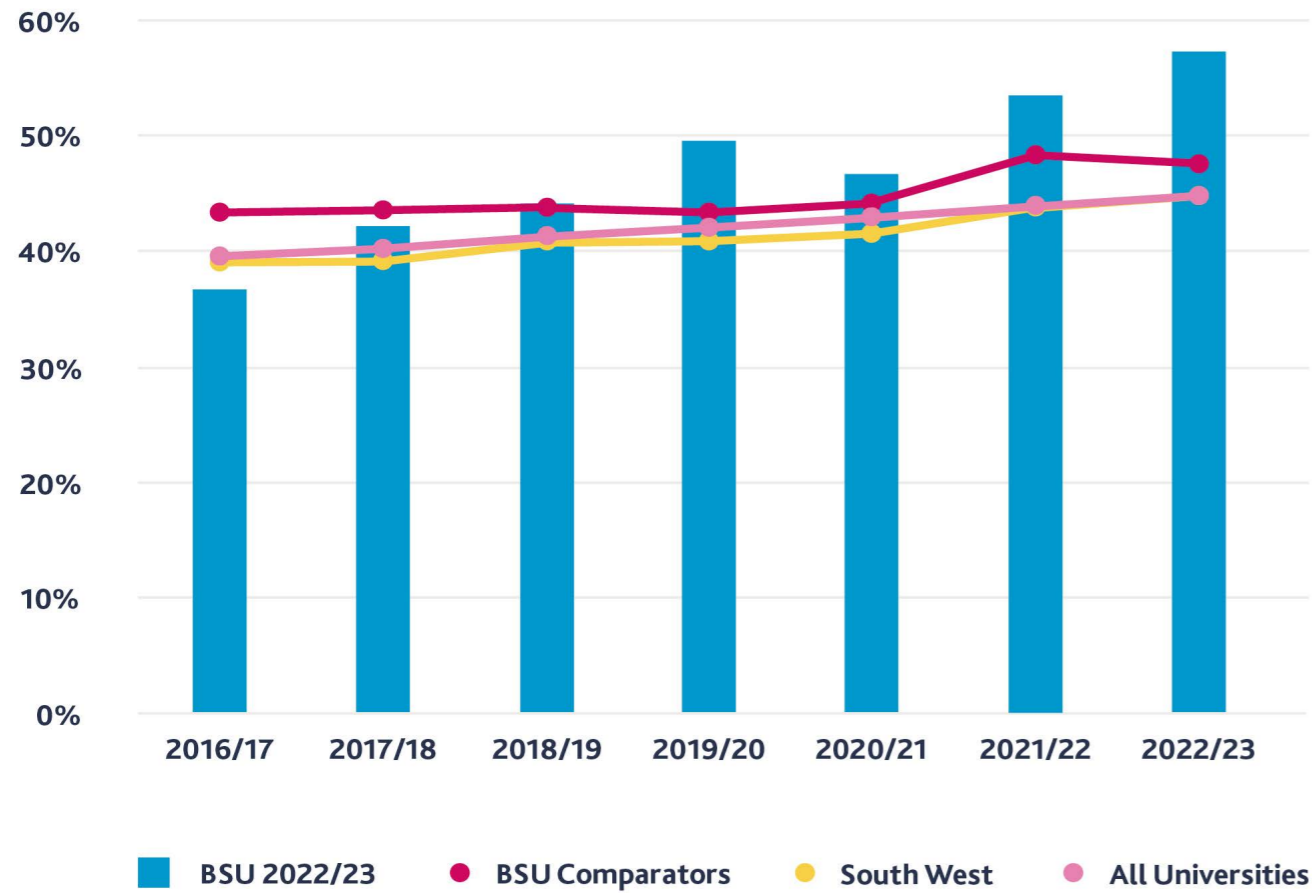
42.2%
identify as men

1%
identify as other

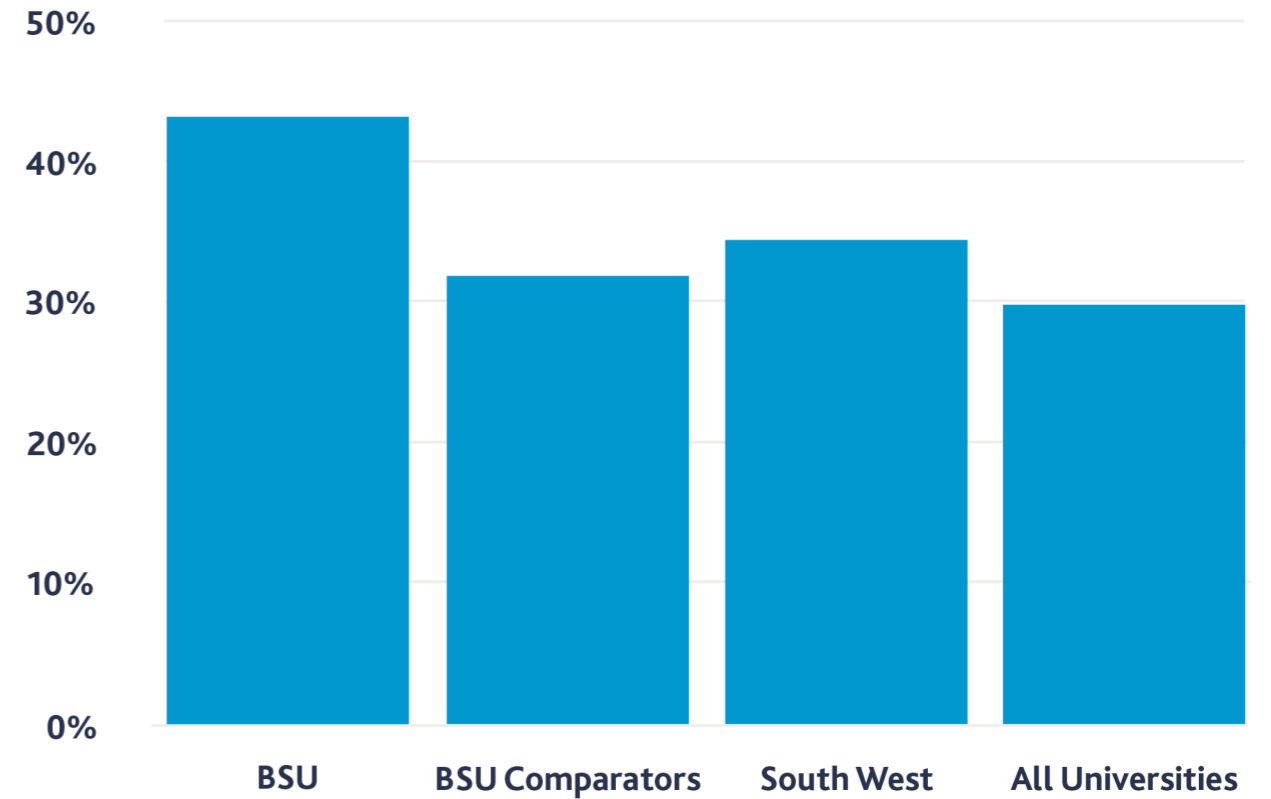


Our comparator group was **58.3%** for women and for all Universities it was **54.9%**.

SENIOR STAFF GENDER



PROFESSORS STAFF GENDER



Of our BSU Senior Staff,

57.2%

identify as female



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

Of BSU Professors,

42.9%

identify as women.



This is a decrease from last year, however we are still above our comparator groups.

Comparatively, among Professors,

31.9%

of BSU comparators identify as women

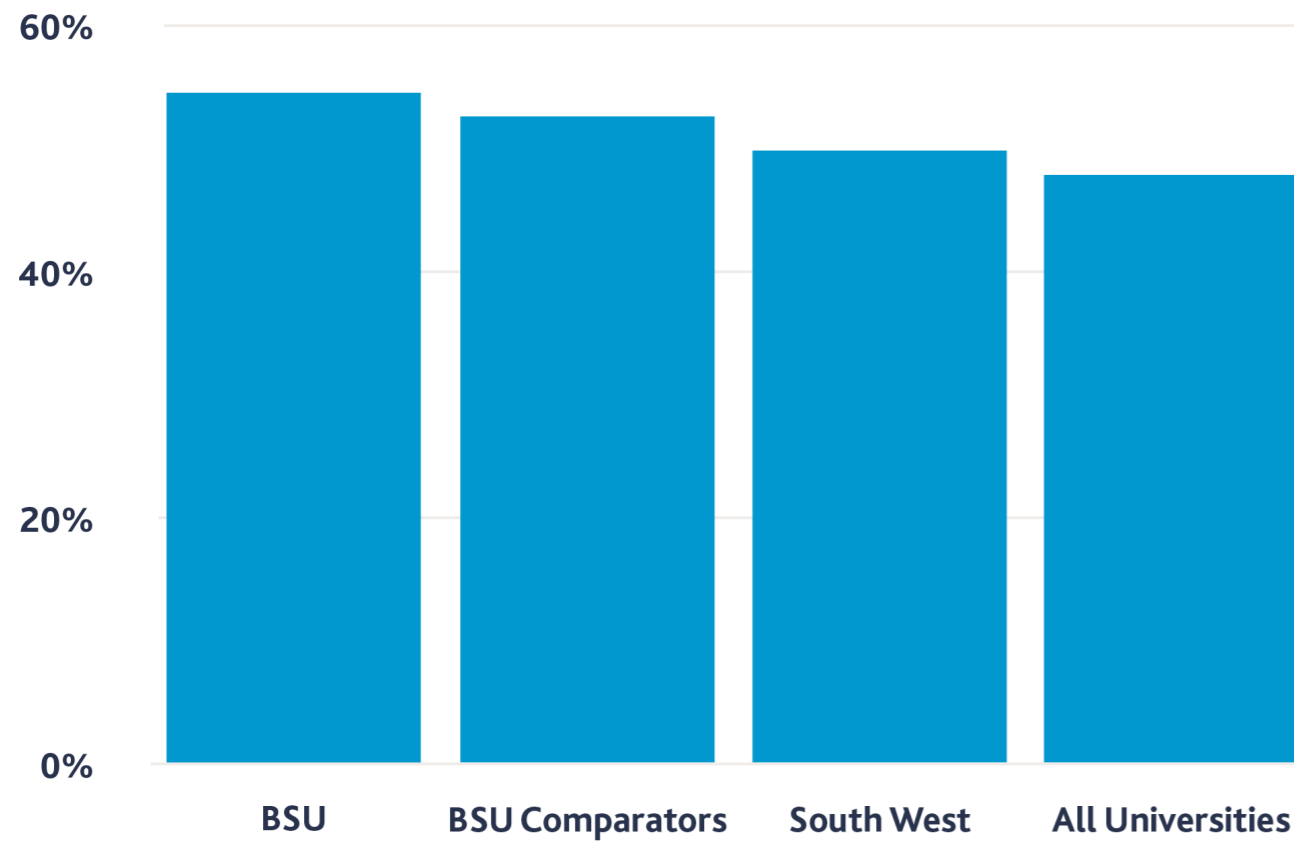
34.4%

of South West Universities identify as women

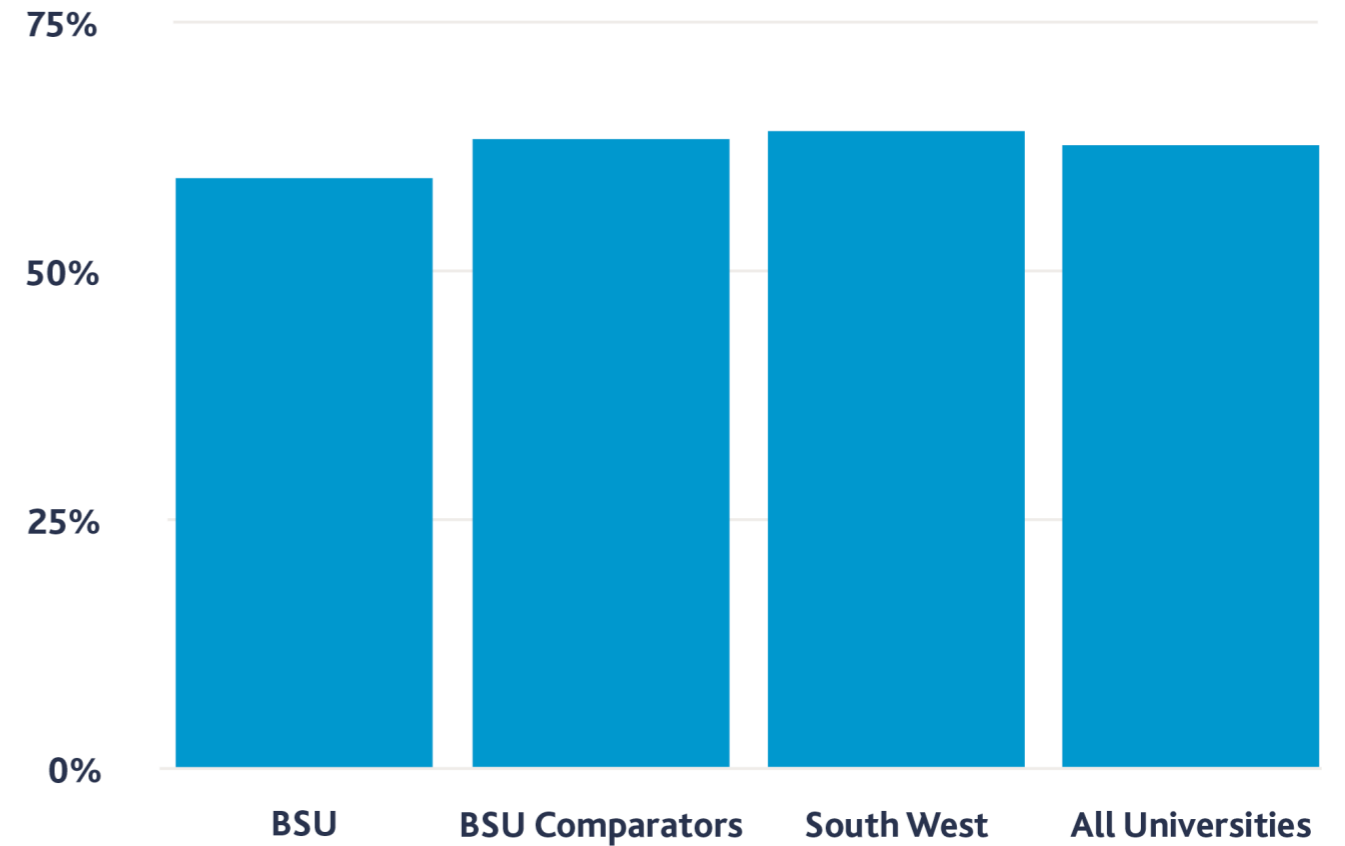
30.7%

of all Universities identify as women

ACADEMIC STAFF GENDER



PROFESSIONAL SERVICES STAFF GENDER



Out of our BSU Academic Staff,

54.3%

identify as women.



This remains above all of our comparators

Comparatively, among Academic Staff,

53.6%

of BSU comparators identify as women

49.5%

of South West Universities identify as women

48.5%

of all Universities identify as women

As for BSU Professional Service staff

59.6%

identify as women.



This is a decrease from last year, and puts us below our comparators.

Comparatively, among Professional Staff,

63.1%

of BSU comparators identify as women

63.4%

of South West Universities identify as women

62.7%

of all Universities identify as women

GENDER PAY GAP

ALL STAFF GENDER PAY GAP

HOURLY PAY

Mean Pay Gap



7.0%

£1.48 per hour

HOURLY PAY

Median Pay Gap



7.2%

£1.43 per hour

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

7.0% equivalent to £1.48 per hour

The median pay gap is:

7.2% equivalent to £1.43 per hour

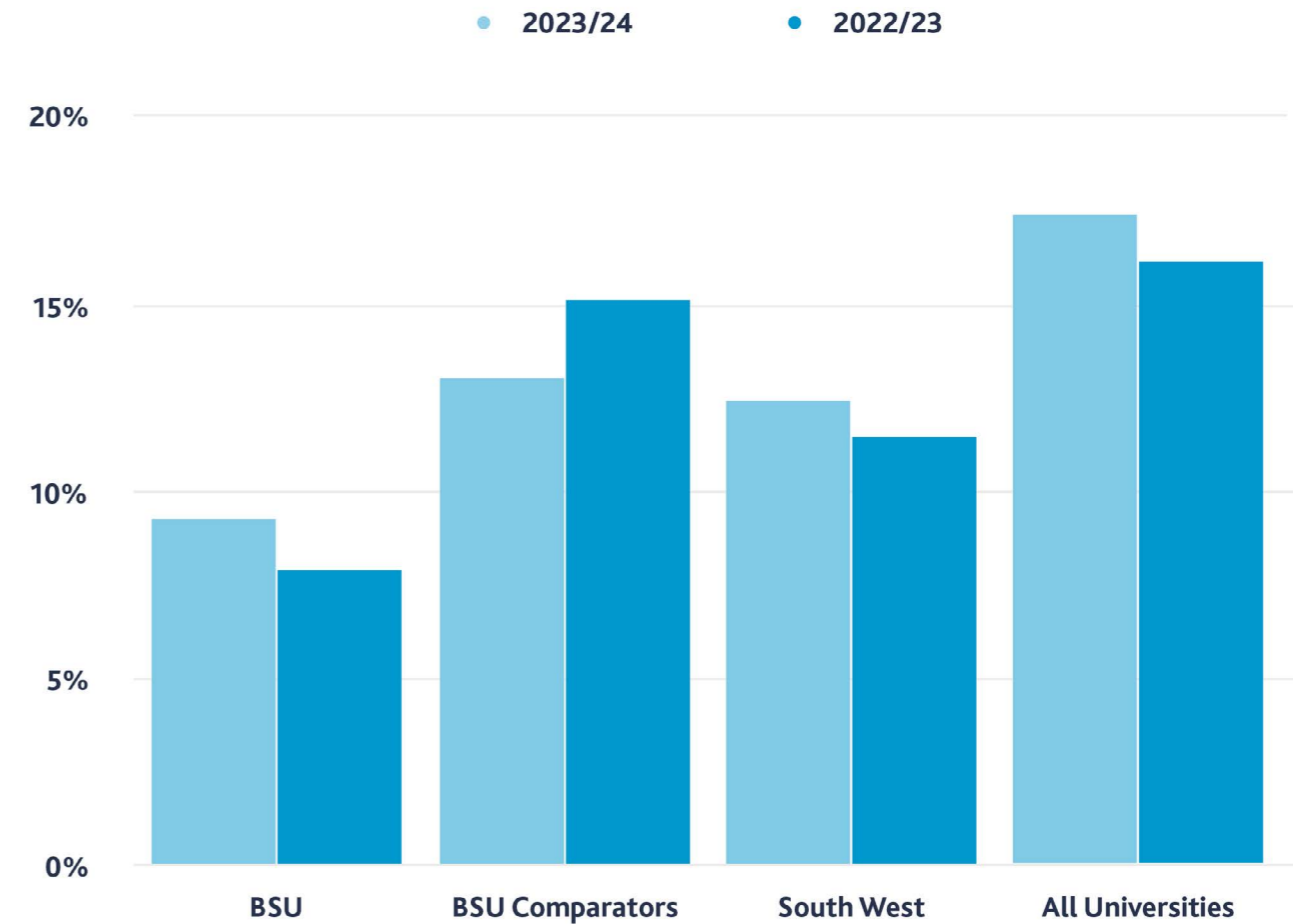


In 2022, these figures were both at **11%** thereby showing a reduction in the gender pay gap.



STAFF ETHNICITY

ALL STAFF ETHNICITY



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.

Staff who identify as Black, Asian, or another minoritised ethnicity (abbreviated to BAME for this report) increased to:

9.3% ↑

Comparatively,

13.1%

of BSU comparators identify as BAME

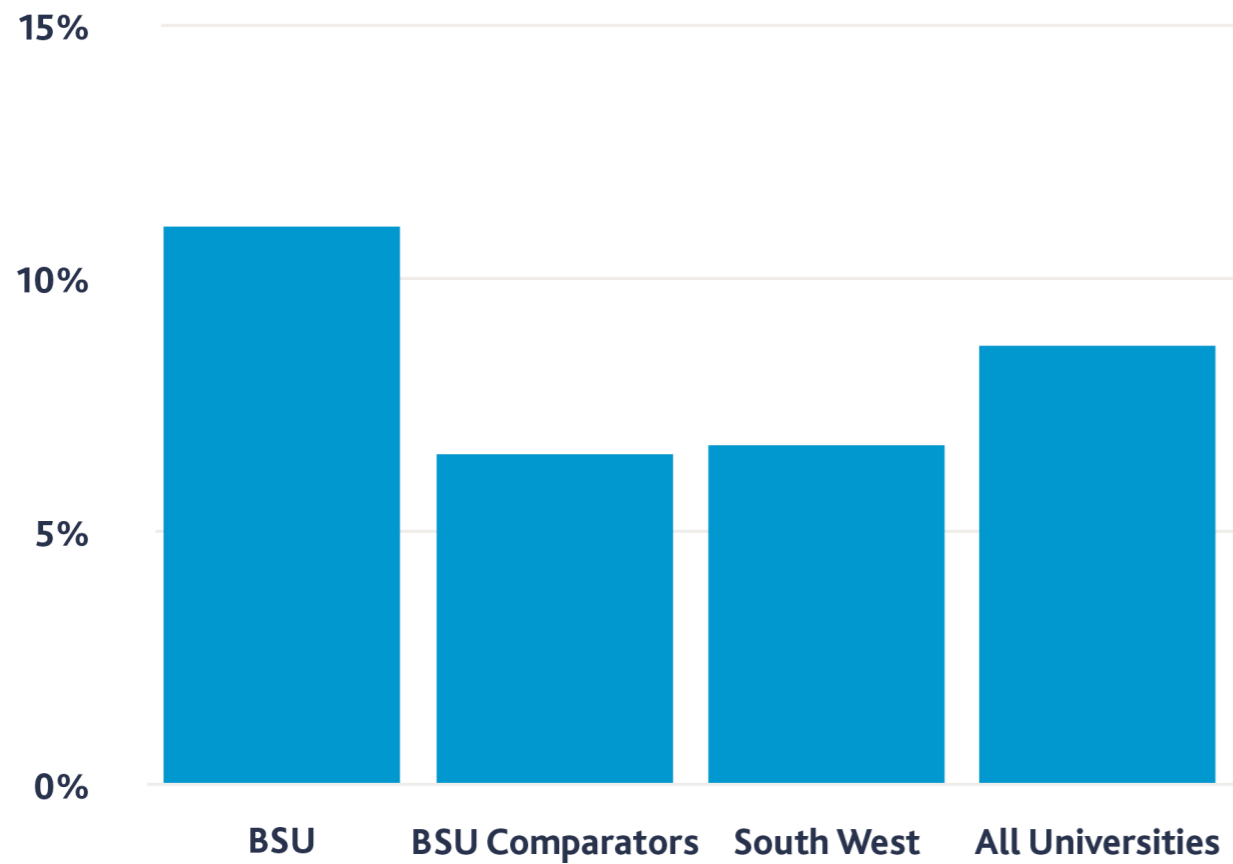
12.4%

of South West Universities identify as BAME

17.4%

of all Universities identify as BAME

SENIOR STAFF ETHNICITY



Of BSU Senior Academics,

11.0%

identify as BAME



This is another increase from last year and higher than all our comparators.

Comparator group:

6.5%

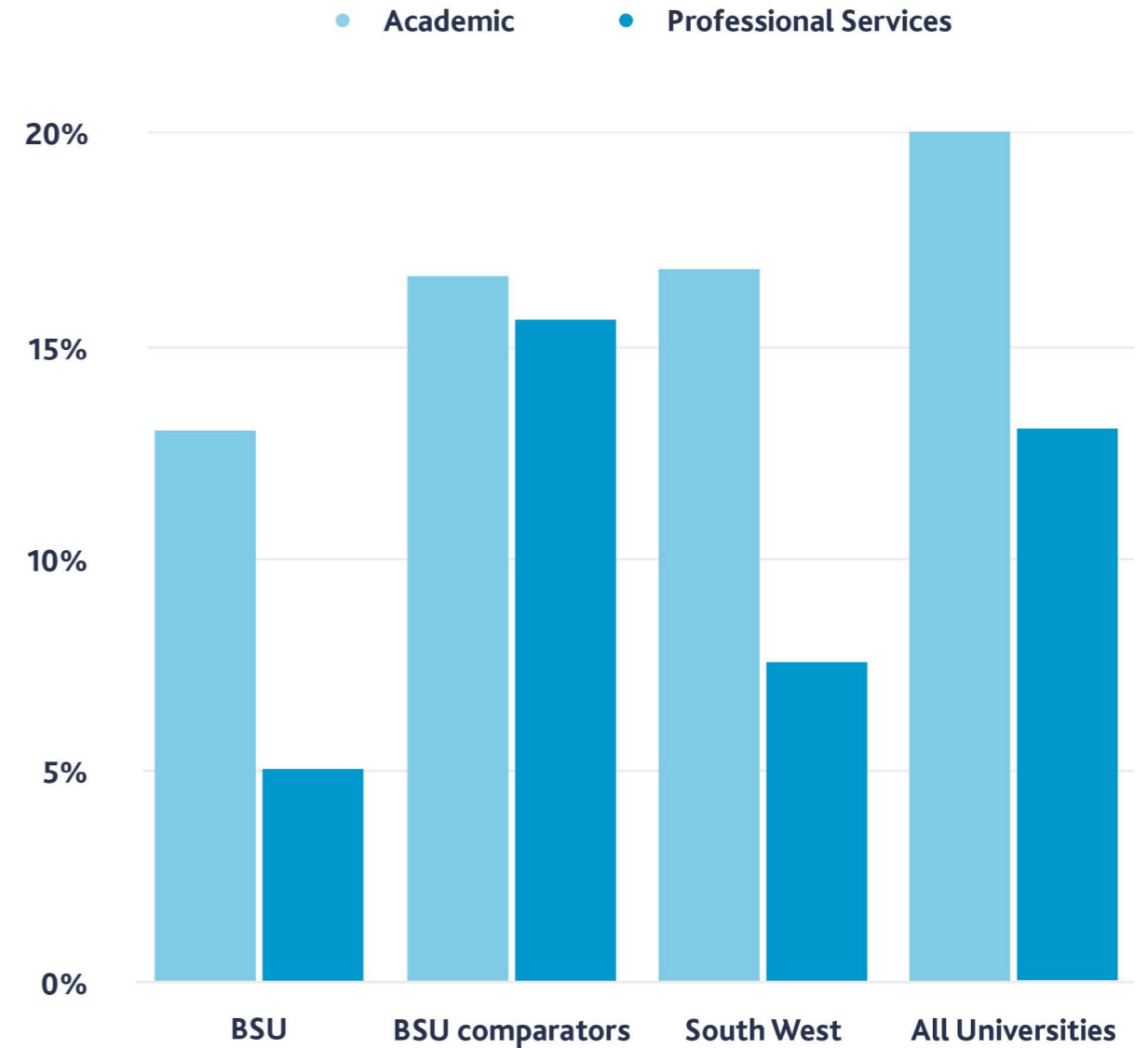
South West Universities:

6.8%

All Universities:

8.7%

ACADEMIC VS PROFESSIONAL SERVICES ETHNICITY



Of BSU Academic staff,

13.0% identify as BAME

Of BSU Professional Service staff

5.0% 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 diversity within our staff.

Comparator group:

Academics

16.7%

Professional Service Staff

9.3%

South West Universities:

15.9%

8.4%

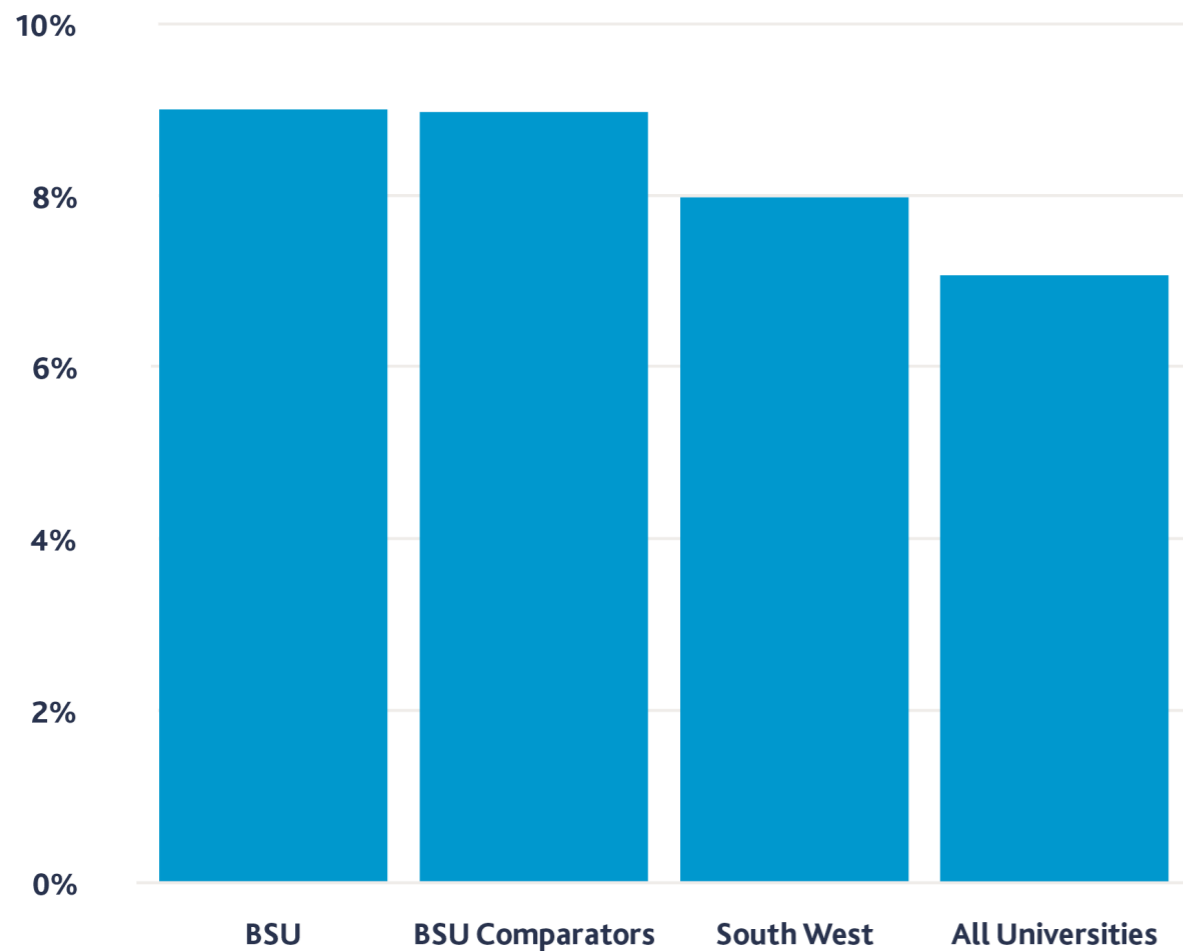
All Universities:

20.0%

14.2%

STAFF DISABILITY

ALL STAFF DISABILITY



Of all BSU staff,

8.8%

identify as having a disability.

Comparatively, among all staff,

8.7%

of BSU comparators identify as having a disability

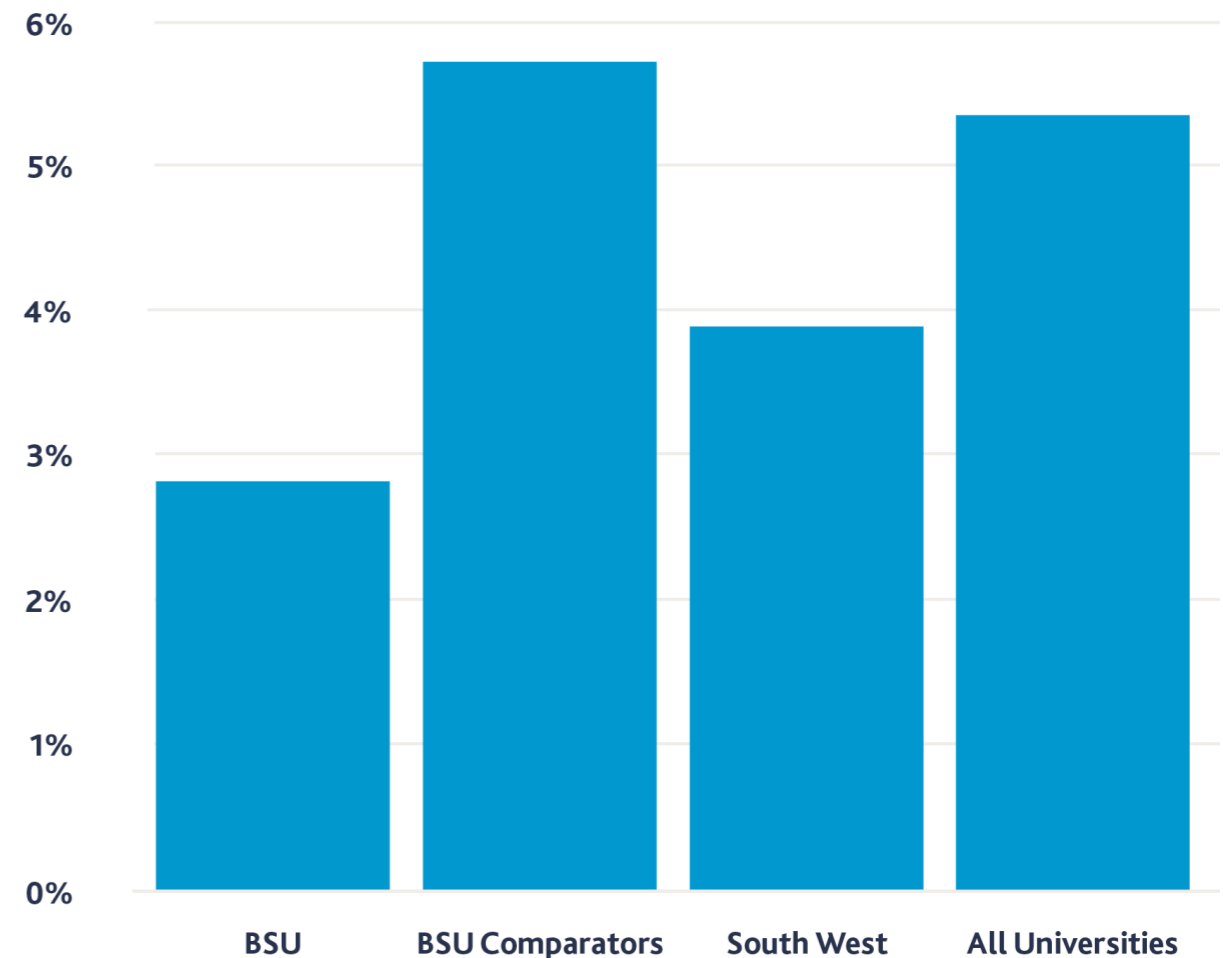
7.9%

of South West Universities identify as having a disability

7.2%

of all Universities identify as having a disability

SENIOR STAFF DISABILITY



Of BSU Senior Staff,

2.8%

identified as having a disability.

Comparatively, amongst Senior Staff,

5.7%

of BSU comparators

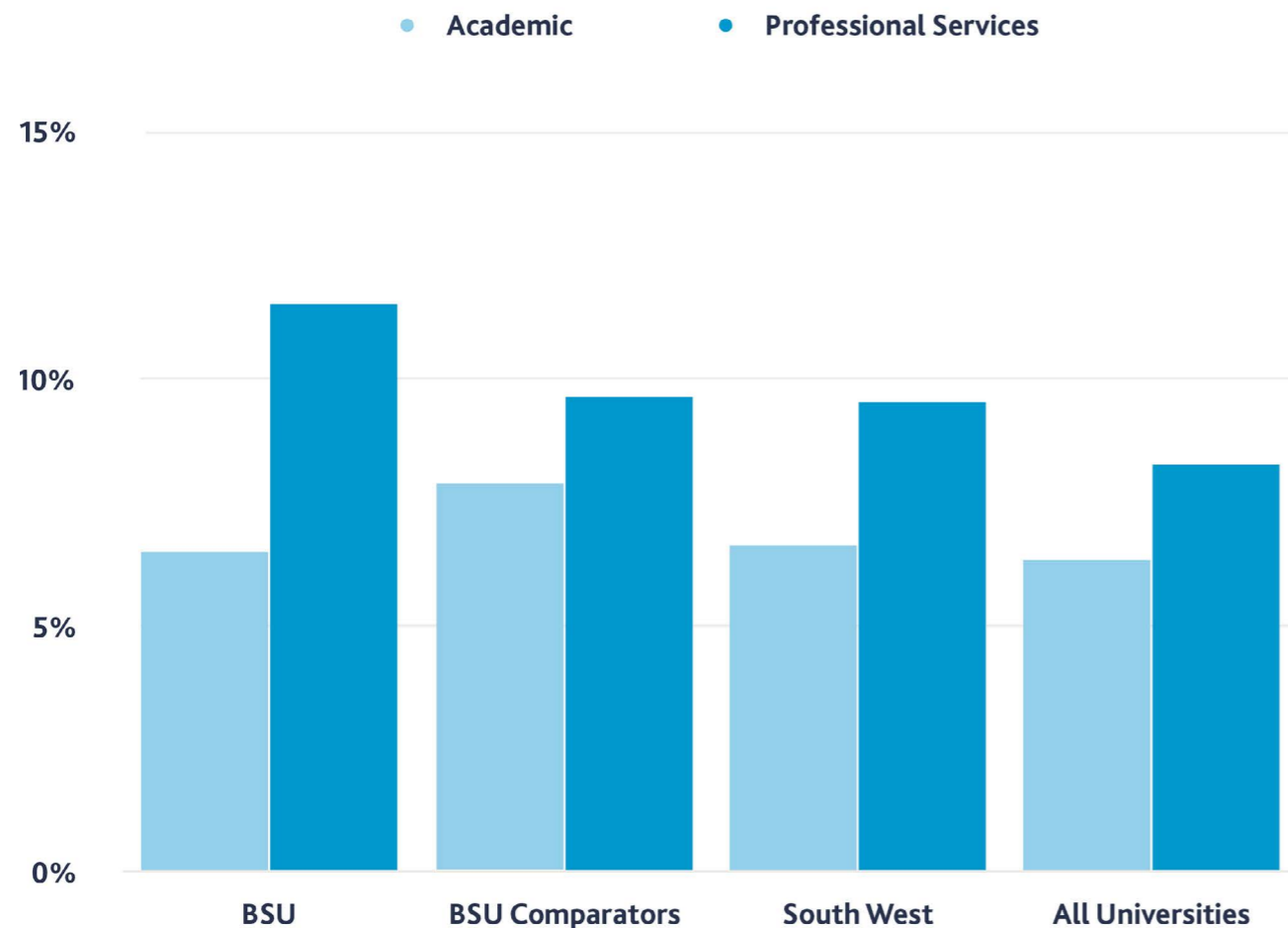
3.9%

of our South West

5.3%

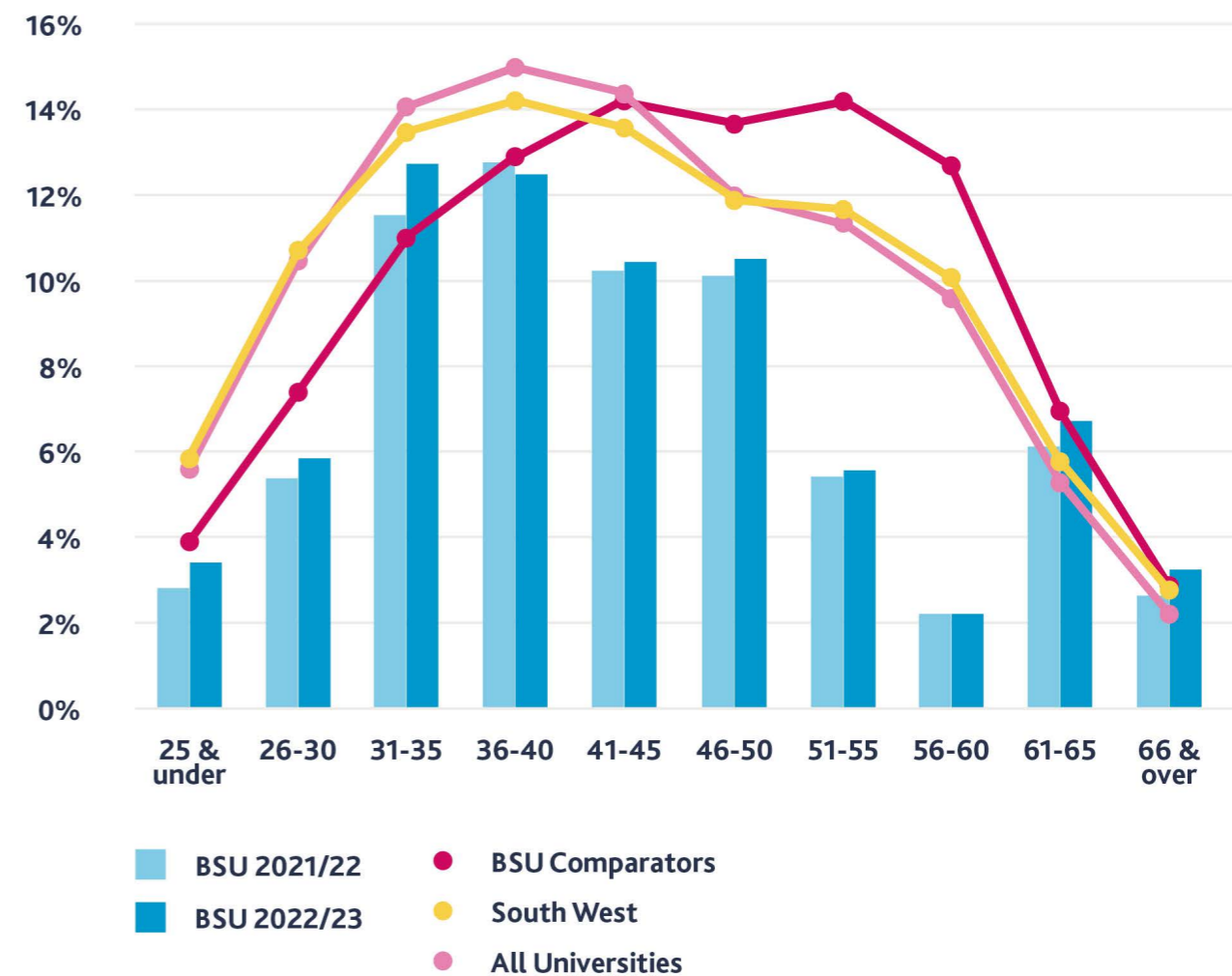
of all Universities

ACADEMIC VS PROFESSIONAL SERVICES DISABILITY



STAFF AGE DATA

ALL STAFF AGE



Of BSU Academics, **6.4%** identify as having a disability



This remains below most of our comparators.

Of BSU Professional Service staff **11.5%** identify as having a disability.

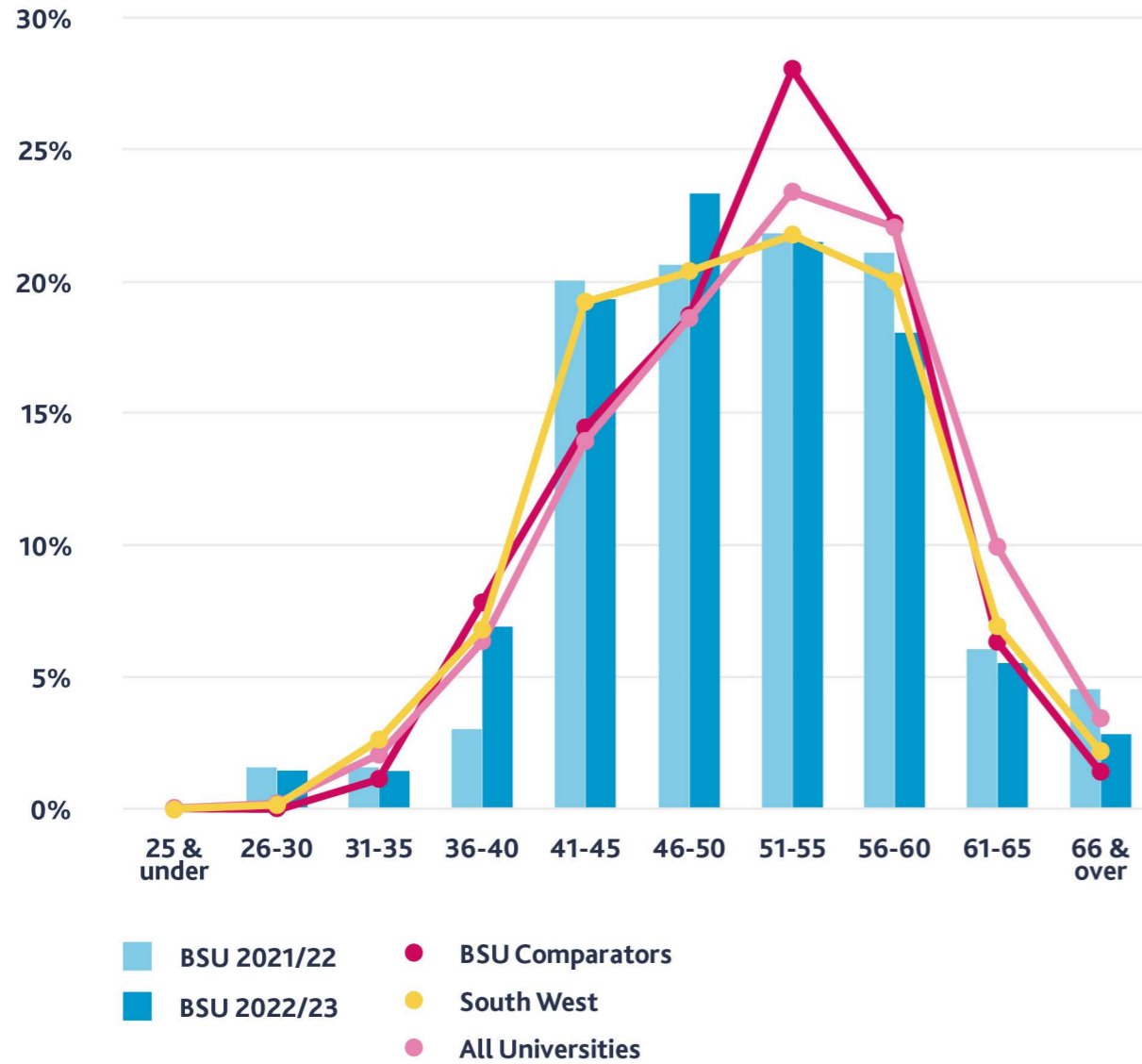
The percentage of Bath Spa University staff aged **40 and under** is generally lower than the benchmarks.

2.8% are 25 and under **3.2%** are 66 and over

Comparator group:	Academics	Professional Service Staff
BSU	6.4%	11.5%
BSU Comparators	7.9%	9.6%
South West Universities:	6.6%	9.5%
All Universities:	6.3%	8.2%

The highest proportion of our staff sit between **36-60**, with **46-50** remaining higher than all our comparators at **14.9%**

SENIOR STAFF AGE



There has been a slight decline of senior staff within the **41-45** bracket to

19.3% ↓

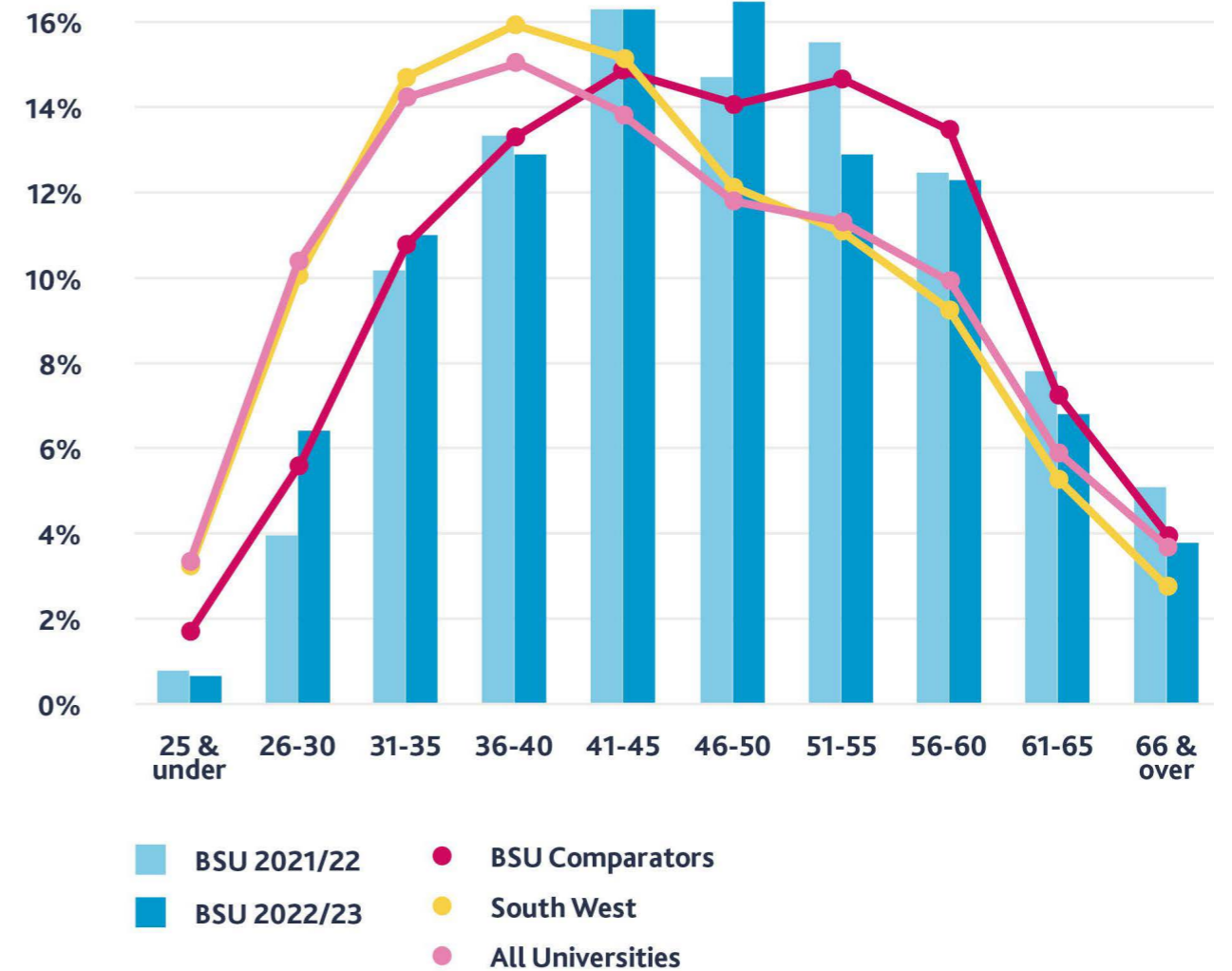


We however are still positioned above our comparators

We have had an increase of Senior staff within the **46-50** age bracket at

23.3% ↑

ACADEMIC STAFF AGE



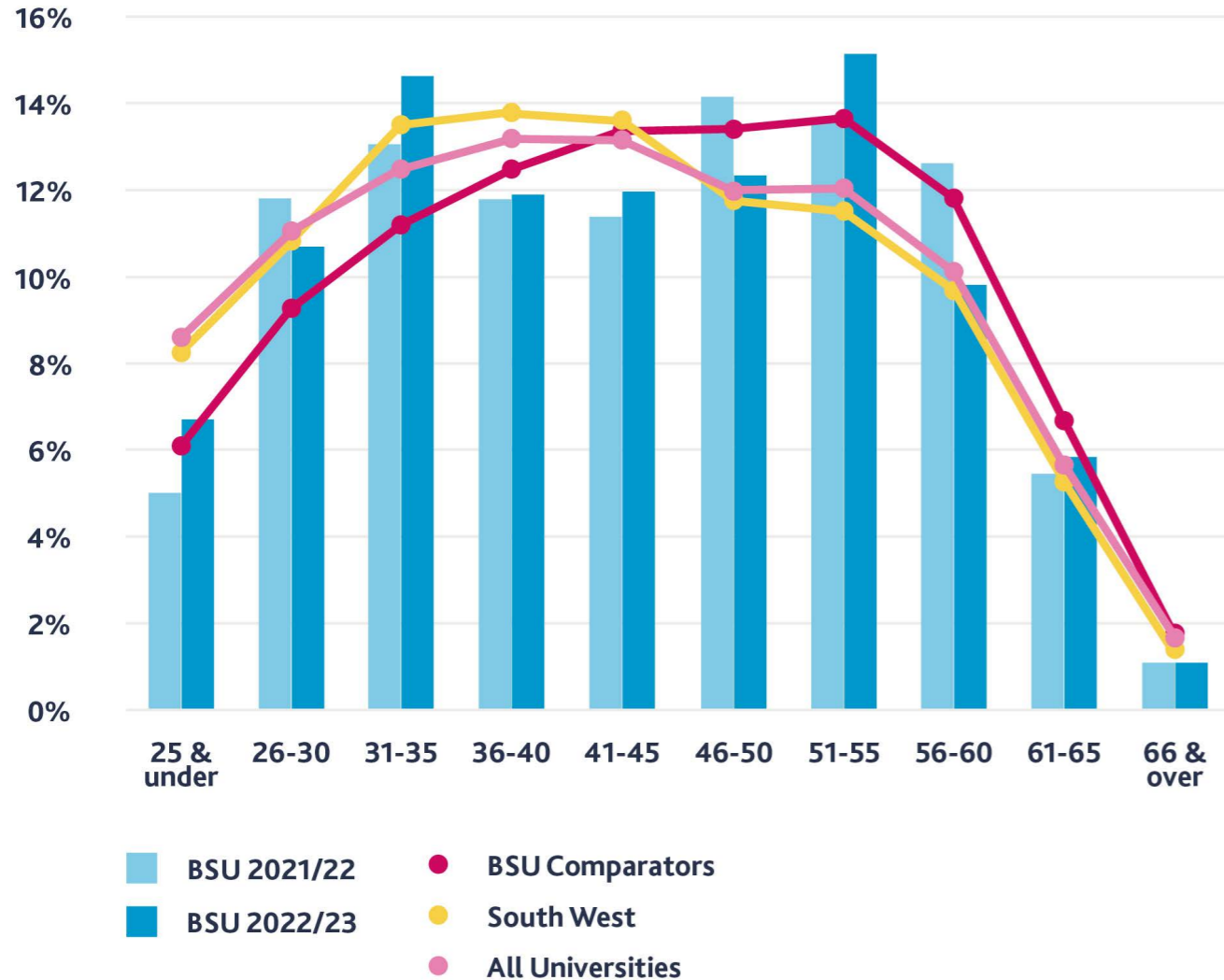
Our age composition of BSU Academics mostly remains the same as in previous years, however staff between **46-50** has increased to

17.1% ↑

Whereas academic staff aged **25 and younger** are at

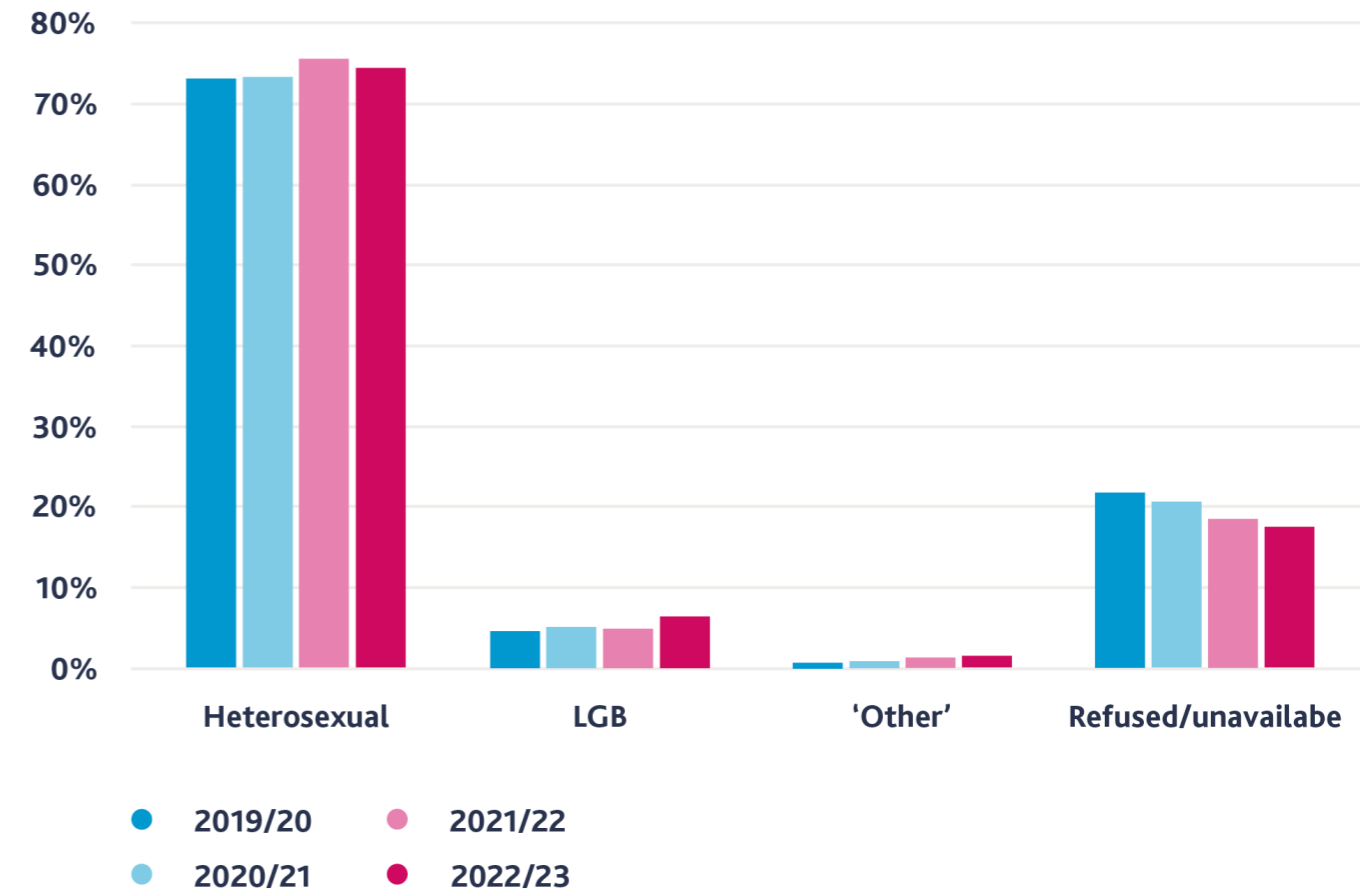
0.6%

PROFESSIONAL SERVICES STAFF AGE



SEXUAL ORIENTATION

LGBTQIA+ STAFF



Similar to last year, we have seen increases in **25 and under** staff at

6.7%

We have also had increases in **31-35** and **51-55** age brackets.



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

7.9%



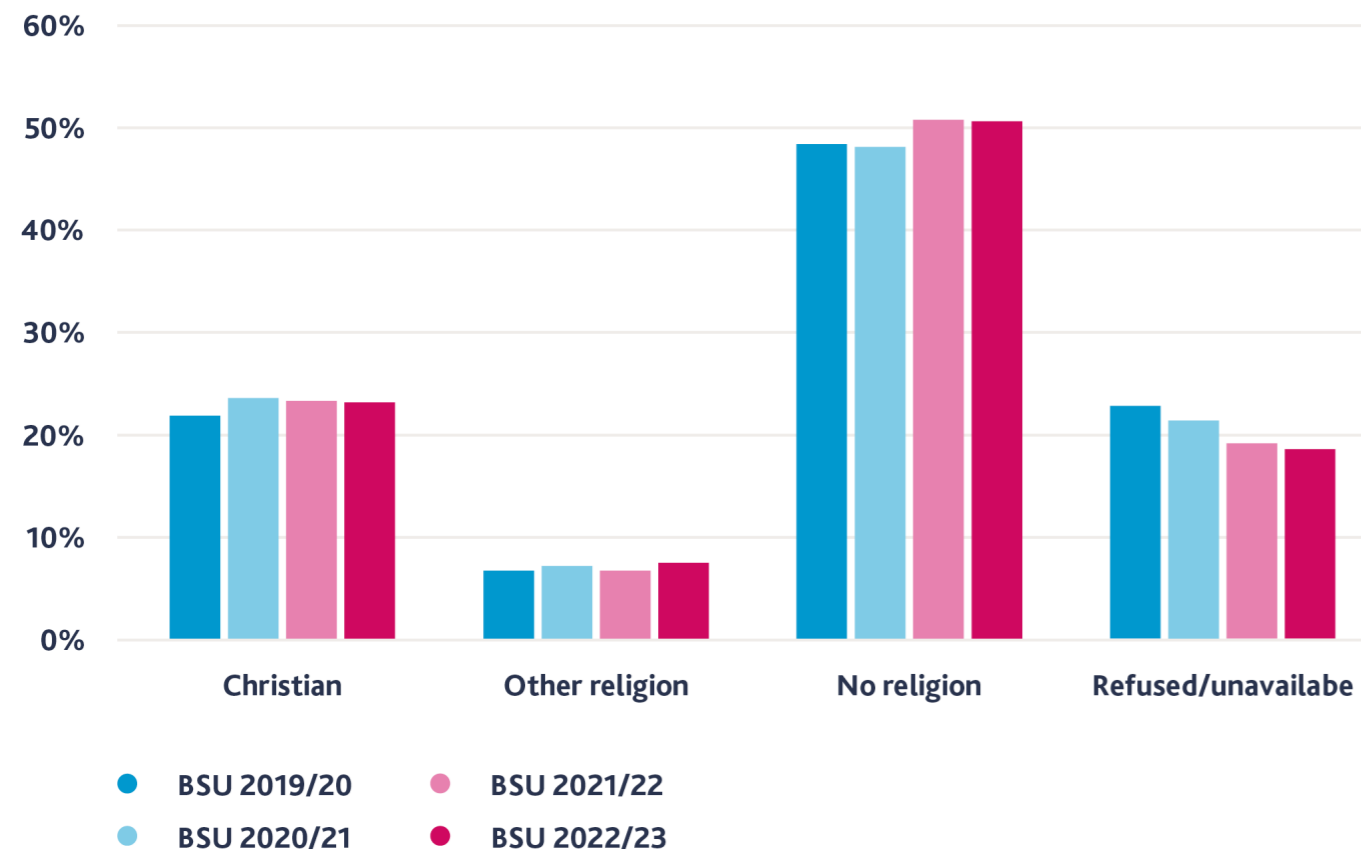
This is an increase from last year

off staff have reported their sexuality to be **Lesbian, Gay, Bisexual or other** (abbreviated to LGB)

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.**

RELIGION AND BELIEF

ALL STAFF DATA



23.3%
of our students
identify as Christian

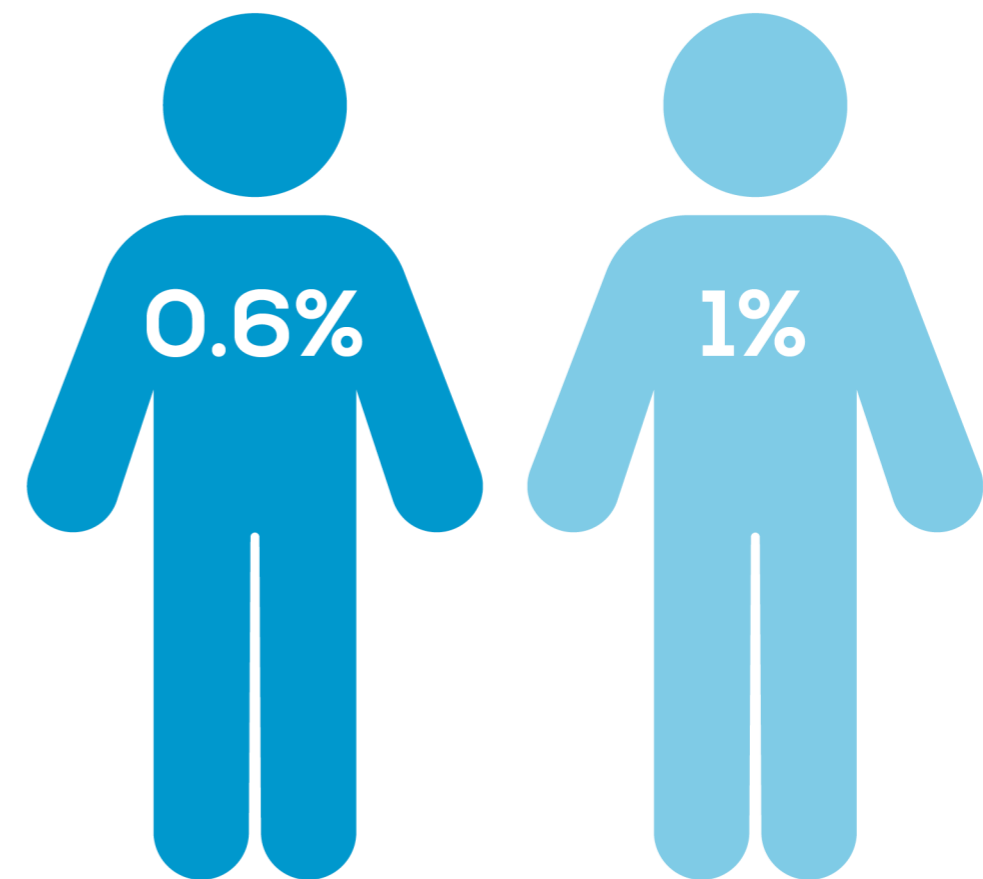
50.6%
identify with no
religion

7.5%
identify as Other
Religious Groups

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.

TRANSGENDER AND NON-BINARY DATA

LGBTQIA+ STAFF



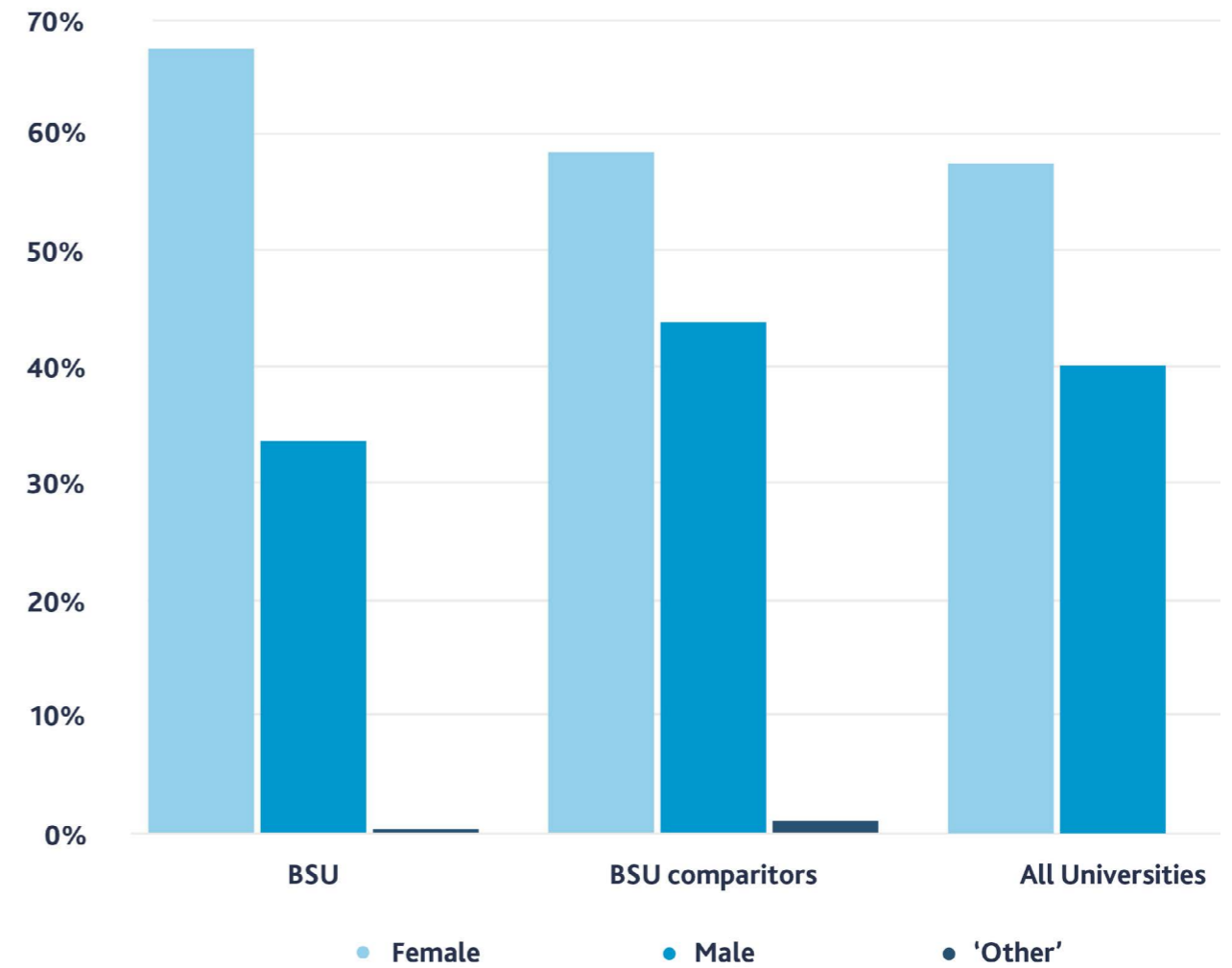
The proportion of staff in 2022/2023 choosing to disclose that their gender identity did not match their assigned sex at birth (referred to as the protected characteristic of gender reassignment in the Equality Act 2010), was **0.6%**.

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 GENDER

STUDENT DATA



67.1% of our students identify as female

32.9% of our students identify as male

0.3% of our students identify as other

59% identify as female within our BSU Comparators

43% identify as male within our BSU Comparators

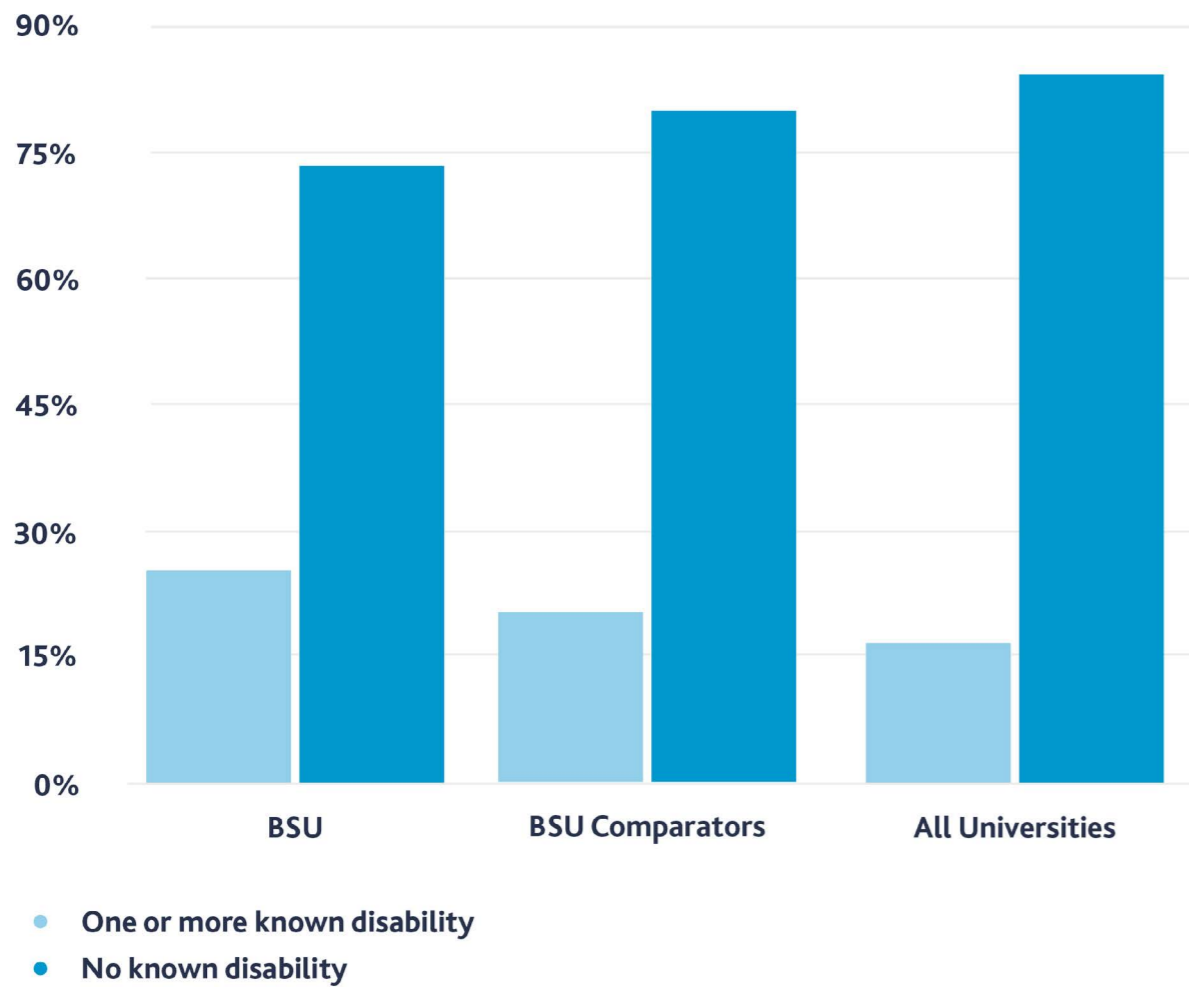
1% identify as other within our BSU Comparators

57% identify as female at all Universities

40% identify as male at all Universities

0% identify as other at all Universities

STUDENT DISABILITY



26% of our students have said that they have one or more known disabilities

↓ This is a decrease from last year.

73.3% have said that they have no known disability

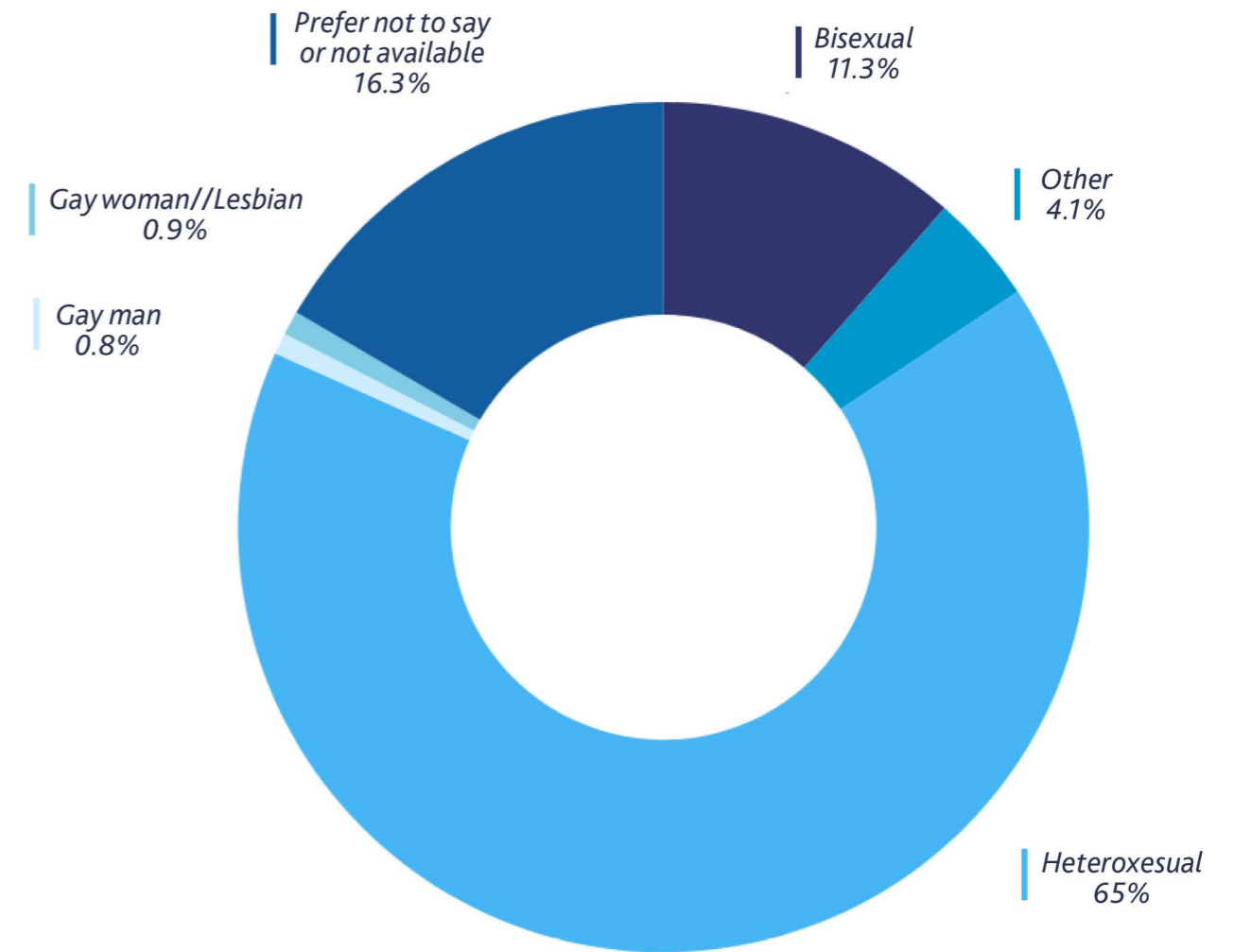
20% of students in our BSU comparator groups say they have one of more known disabilities

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

80% of students in our BSU comparator groups say they have no known disability.

84% of all university students have no known disabilities and this remains unchanged from last year.

STUDENT SEXUAL ORIENTATION



65% identify as Heterosexual

4.1% identify as Other

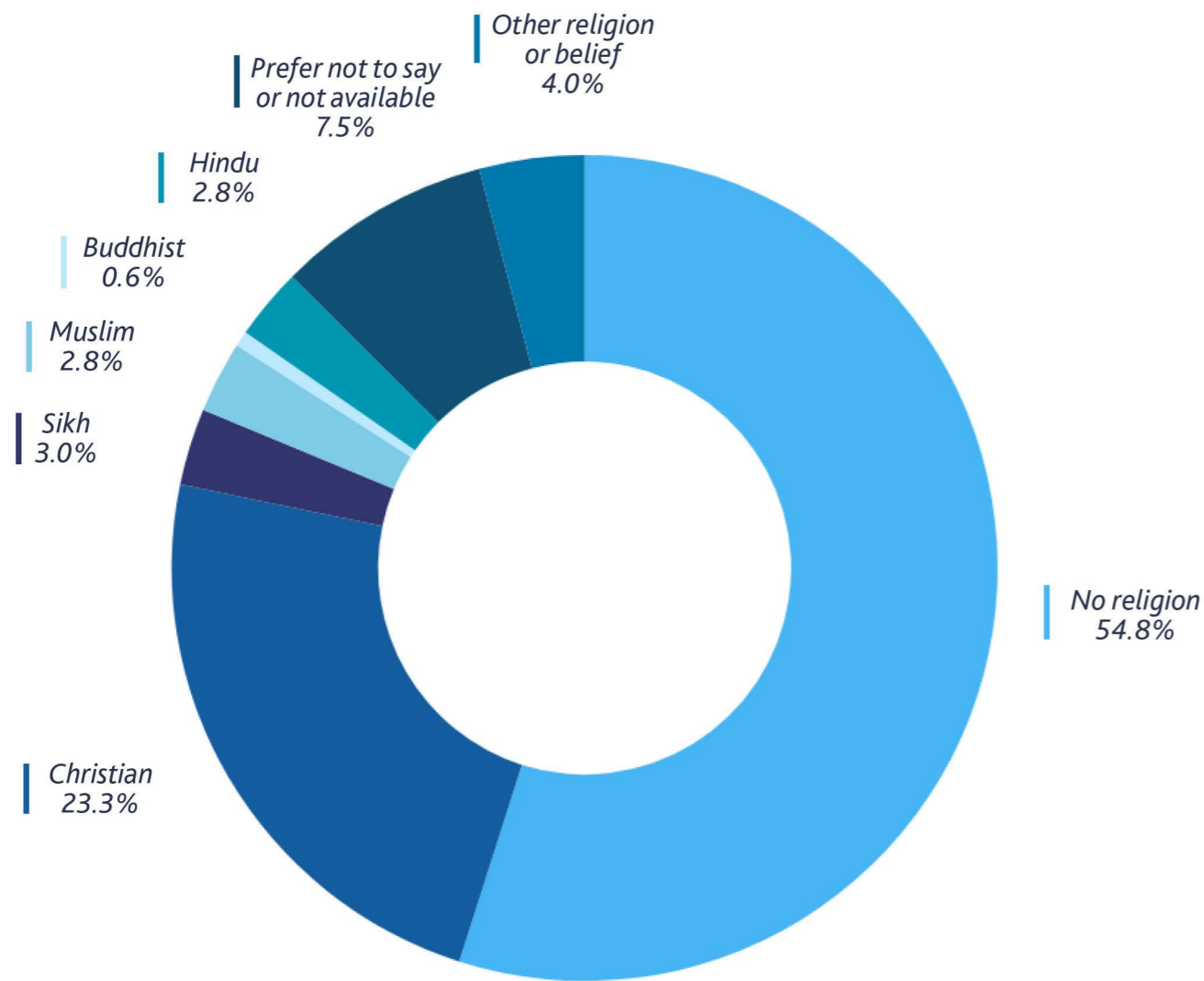
11.3% identify as Bisexual

16.3% chose prefer not to say or data is not available

0.8% identify as Gay (man)

0.9% identify as Lesbian/Gay woman

STUDENT RELIGION



54.8% identify as 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

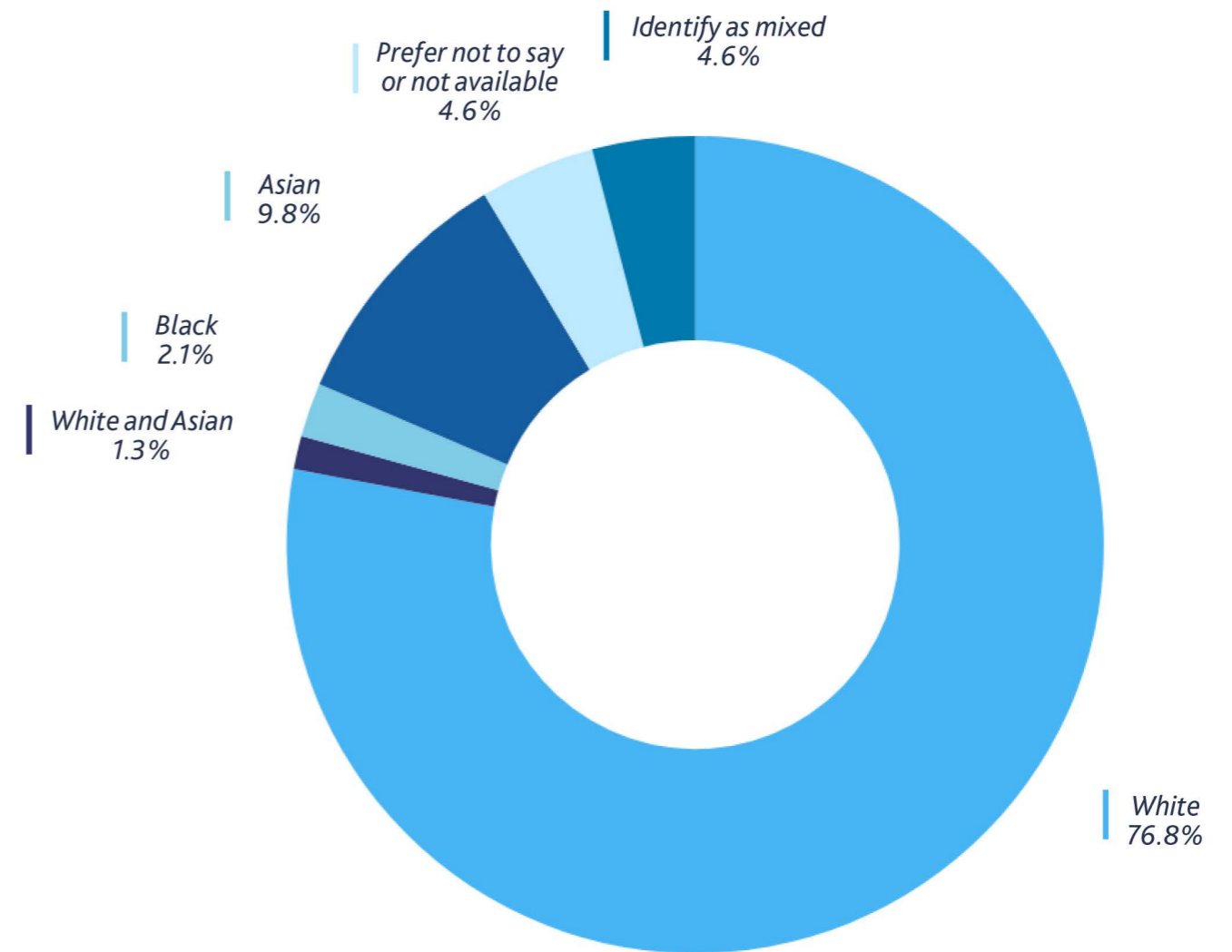
0.3% identify as Jewish

0.1% identify as Spiritual

4.0% of student Identify as any other religion or belief

7.5% of students preferred not to say

STUDENT ETHNICITY



76.8% of our students identify as White

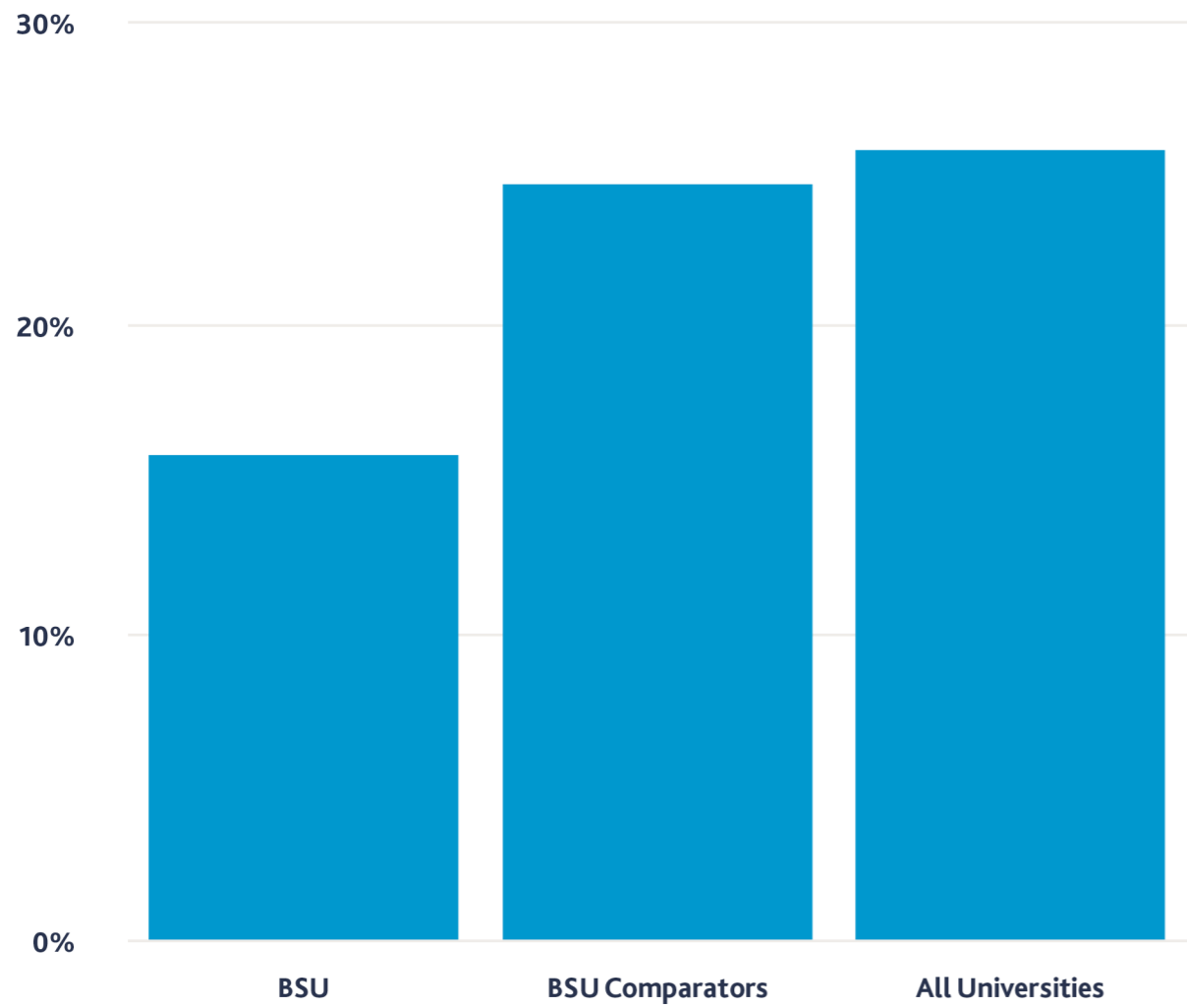
9.8% of our students identify as Asian

4% of our students identify as Mixed

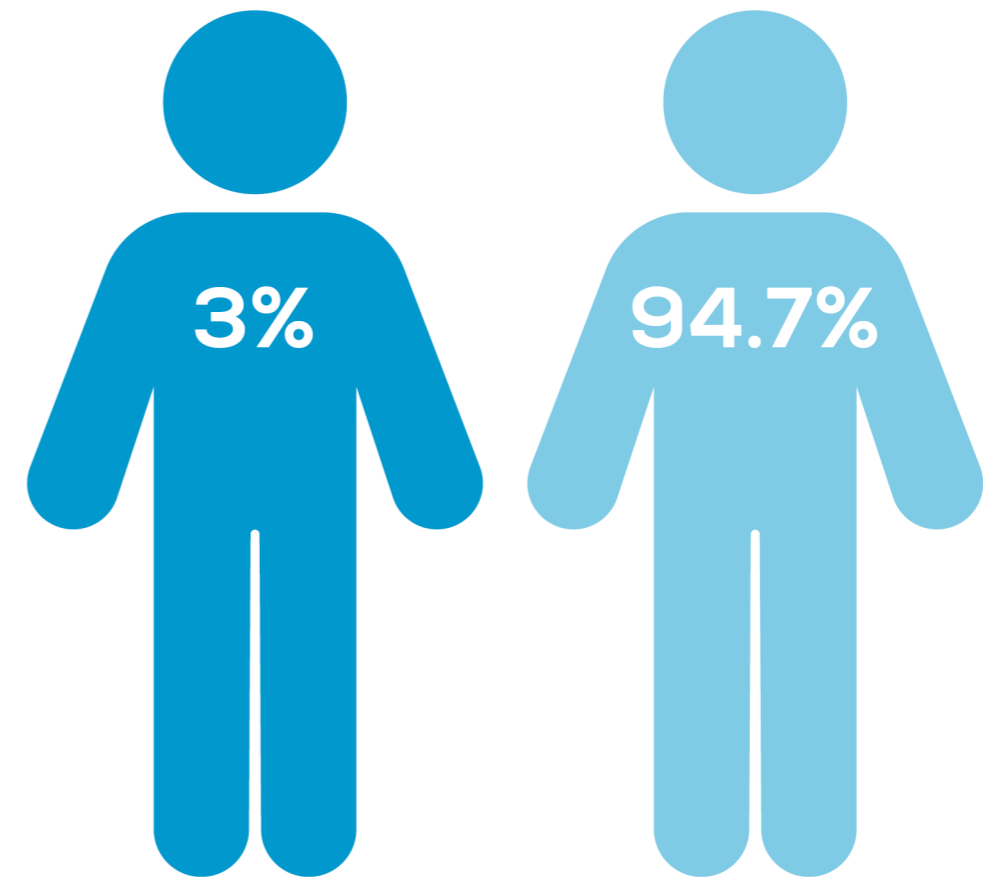
2.1% of our students identify as Black

4.5% did not declare or was not provided

BAME STUDENTS



TRANSGENDER STUDENTS



16.8%
of our students identify as BAME.


24%
of BSU comparators identify as BAME

26%
of all Universities identify as BAME

94.7% of students have said their gender aligns with their sex at birth

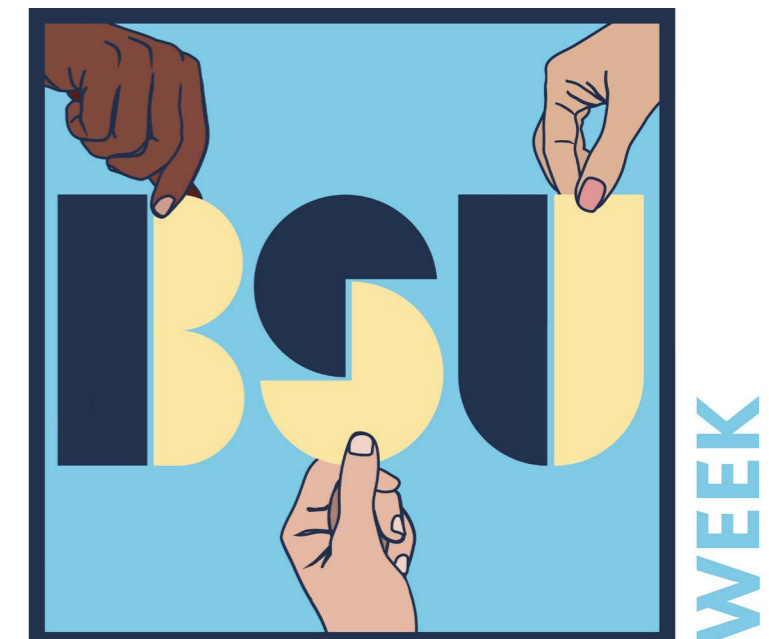
3% have said that their gender identity was different to their sex at birth

2.3% prefer not to say

 This is an increase from last year

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 a hosted a presentation on the Educate Group Proposal: Recruiting People of Colour at Bath Spa
- **November- December 2023** – Disability History Month, 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 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 with our staff
- **March 2024** – hosted 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.
- **May 2024** – marked National day for Staff Networks with a video launch and networking lunch.
- **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. These were held alongside events such as Changing Narrative's Of Bath's Heritage, Mindful Book Club, Joy Trail and Let's go to Timbuktu planned by staff.



EQUALITY

CONTACTS

Human Resources: edi@bathspa.ac.uk

Staff Equality information and events: [Equality and Diversity](#)

Staff Networks (search on SharePoint): [Staff Equality Networks](#)

- 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](#)

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





BATH SPA
UNIVERSITY