



## 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

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.

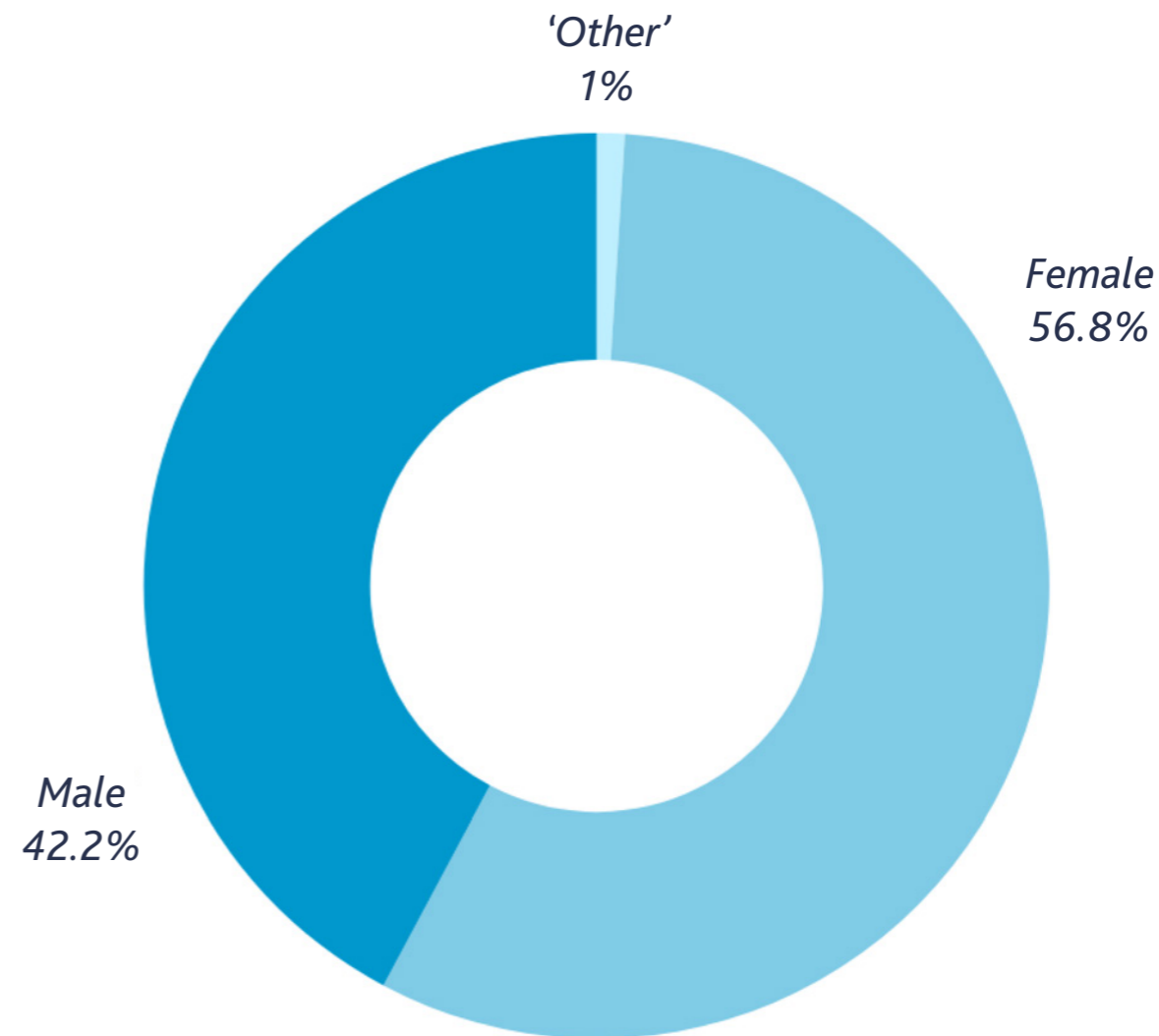
Sector data and student data is also taken from HESA.



# STAFF 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'

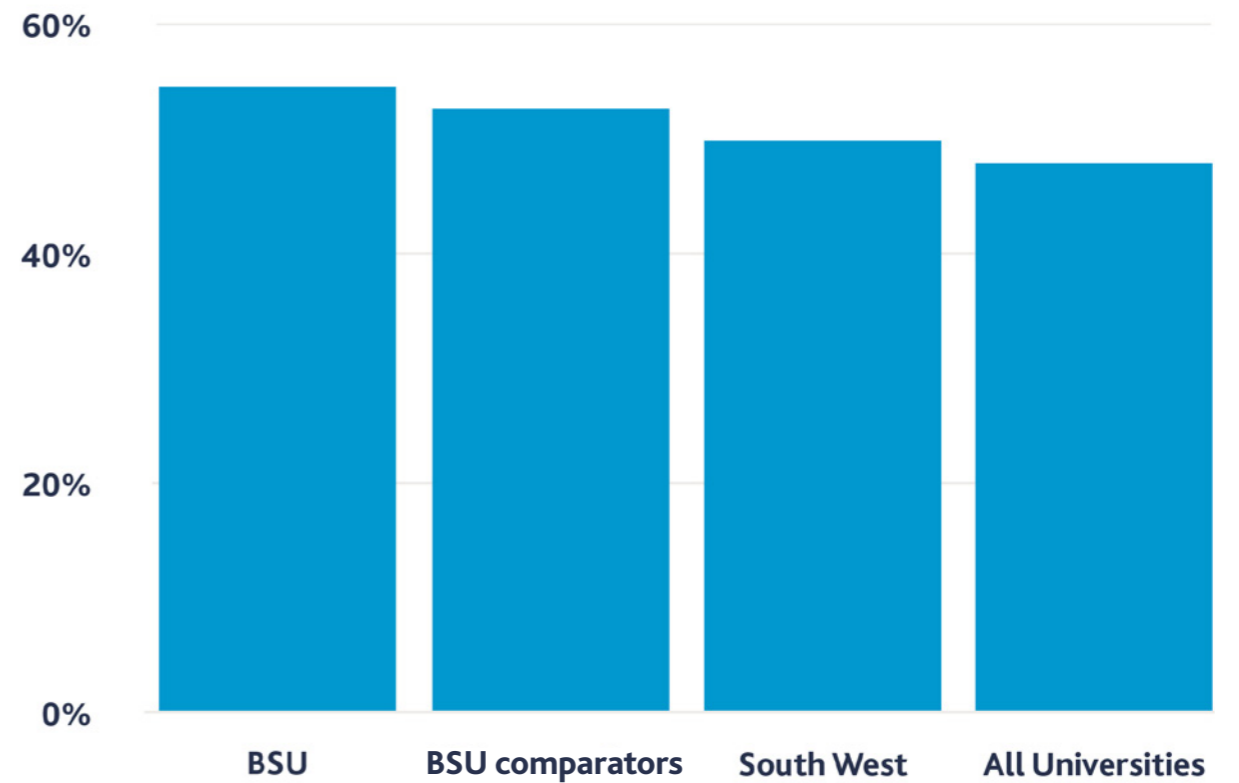
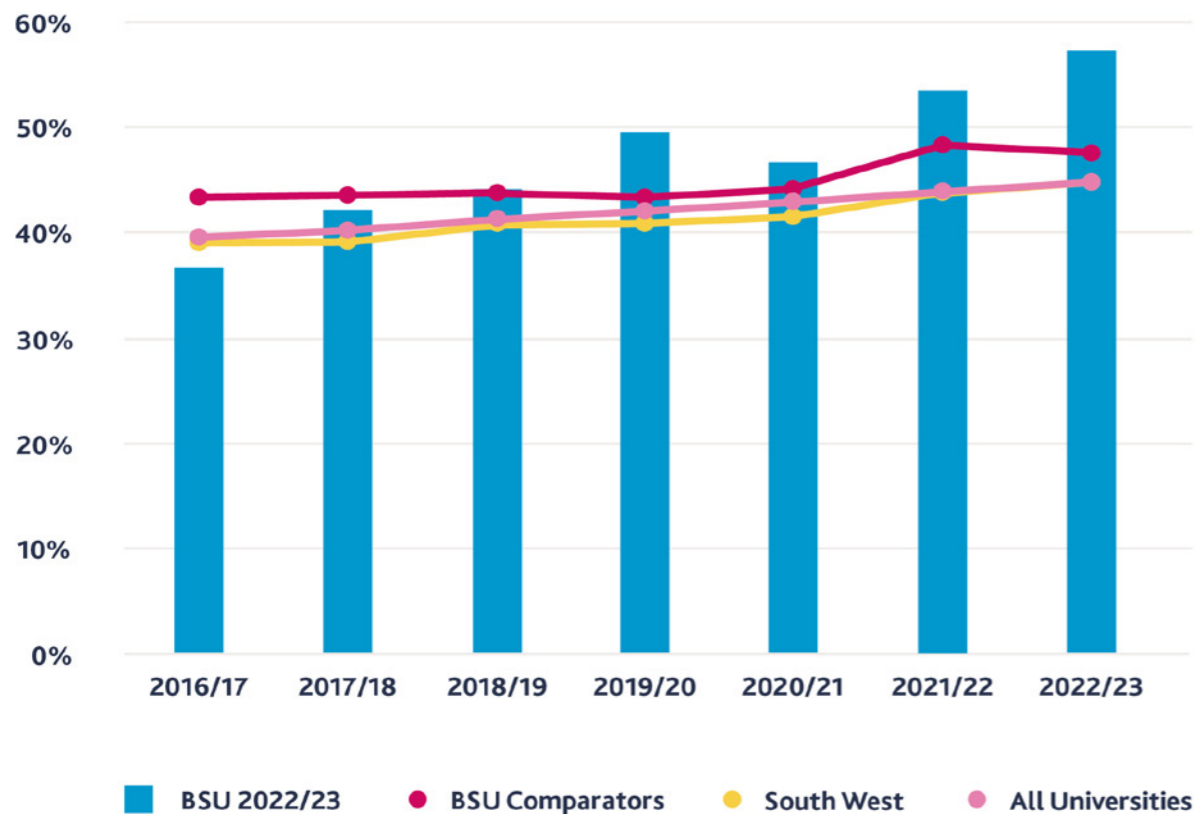


Our comparator group was **58.3%** for women and for all Universities it was **54.9%**.

# STAFF GENDER

## SENIOR STAFF GENDER

## ACADEMIC STAFF GENDER



Of our BSU Senior Staff,

# 57.2%

identify as female



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

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

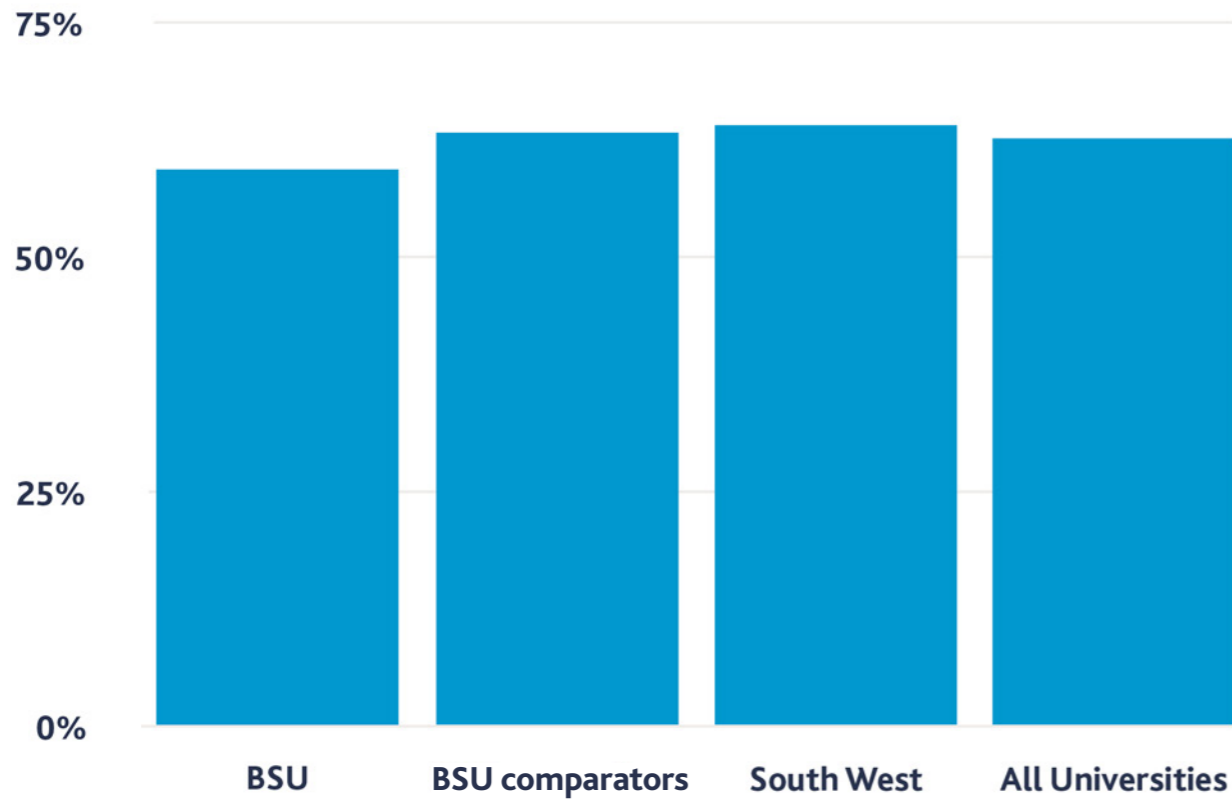
# 49.5%

of South West Universities identify as women

# 48.5%

of all Universities identify as women

PROFESSIONAL SERVICES STAFF GENDER



As for BSU Professional Service staff

**59.6%**

identify as women.



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

Comparatively, among Professional Staff,

**63.1%**

of BSU comparators identify as women

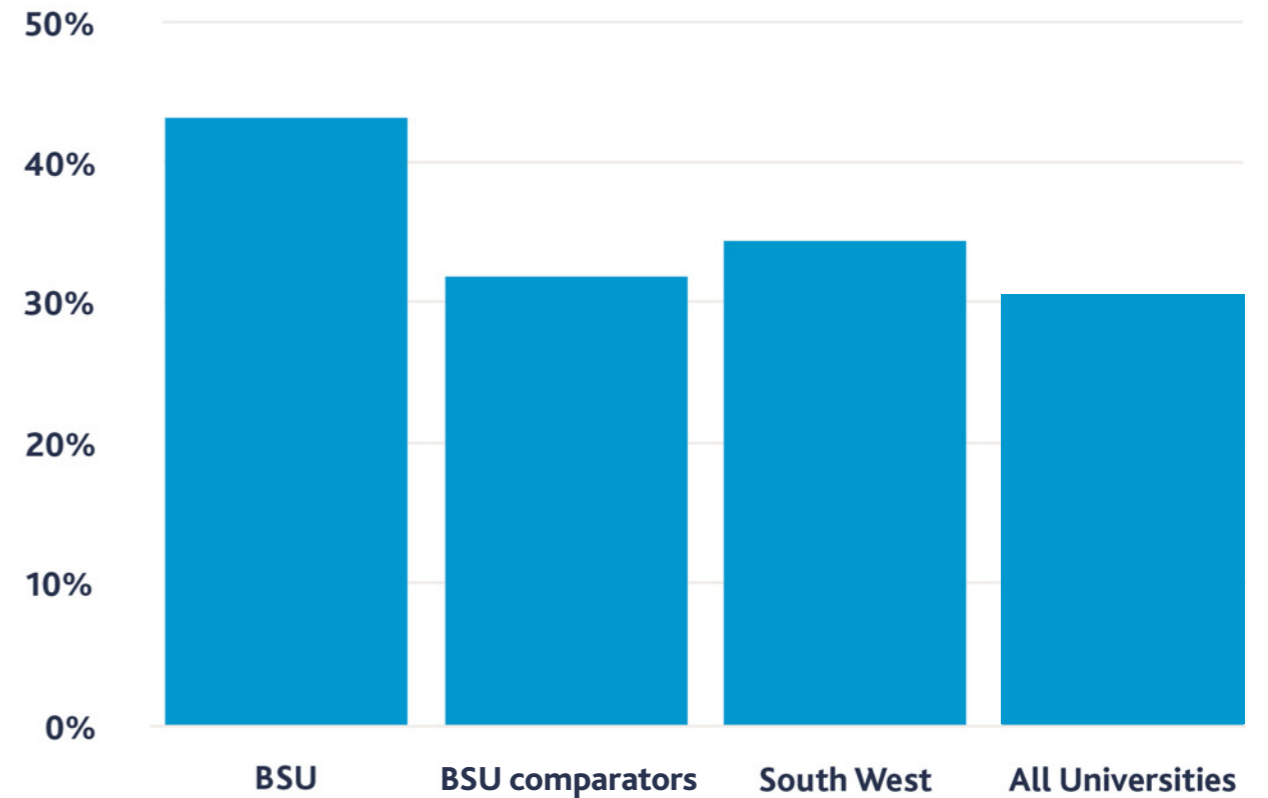
**63.4%**

of South West Universities identify as women

**62.7%**

of all Universities identify as women

PROFESSORS STAFF GENDER



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

# GENDER PAY GAP

2022/23

## HOURLY PAY

### Mean Pay Gap



**7.0%**

£1.48 per hour

## HOURLY PAY

### Median Pay Gap



**7.2%**

£1.43 per hour

As of March 2023, **59.3%** of our staff identify as women, and **40.7%** as men.

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

**7.0%** equivalent to £1.48 per hour



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

The median pay gap is:

**7.2%** equivalent to £1.43 per hour

# 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%** ↑

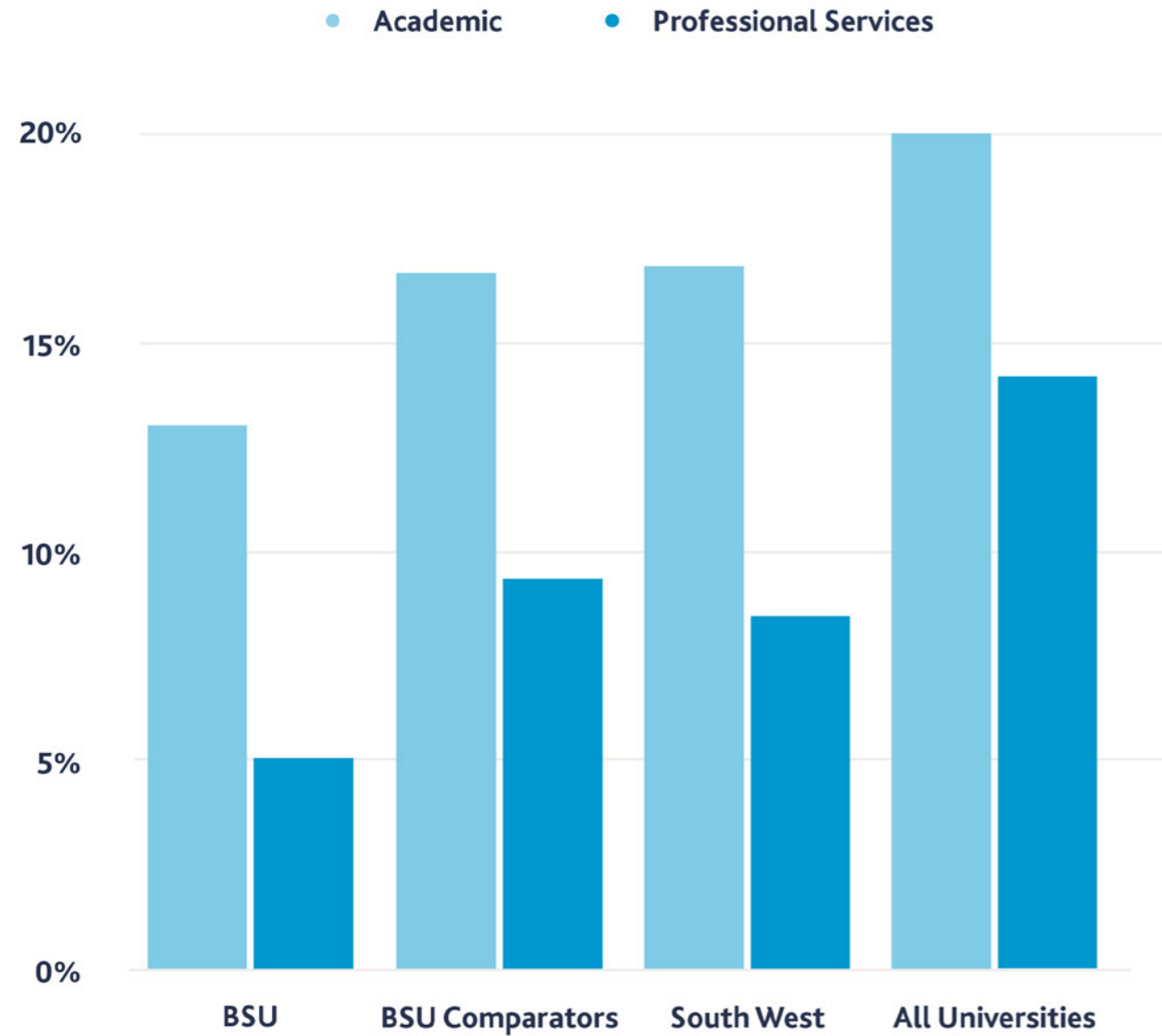
Comparatively,

**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

## ACADEMIC VS PROFESSIONAL SERVICES ETHNICITY



Of BSU Academic staff,  
**13.0%** identify as BAME

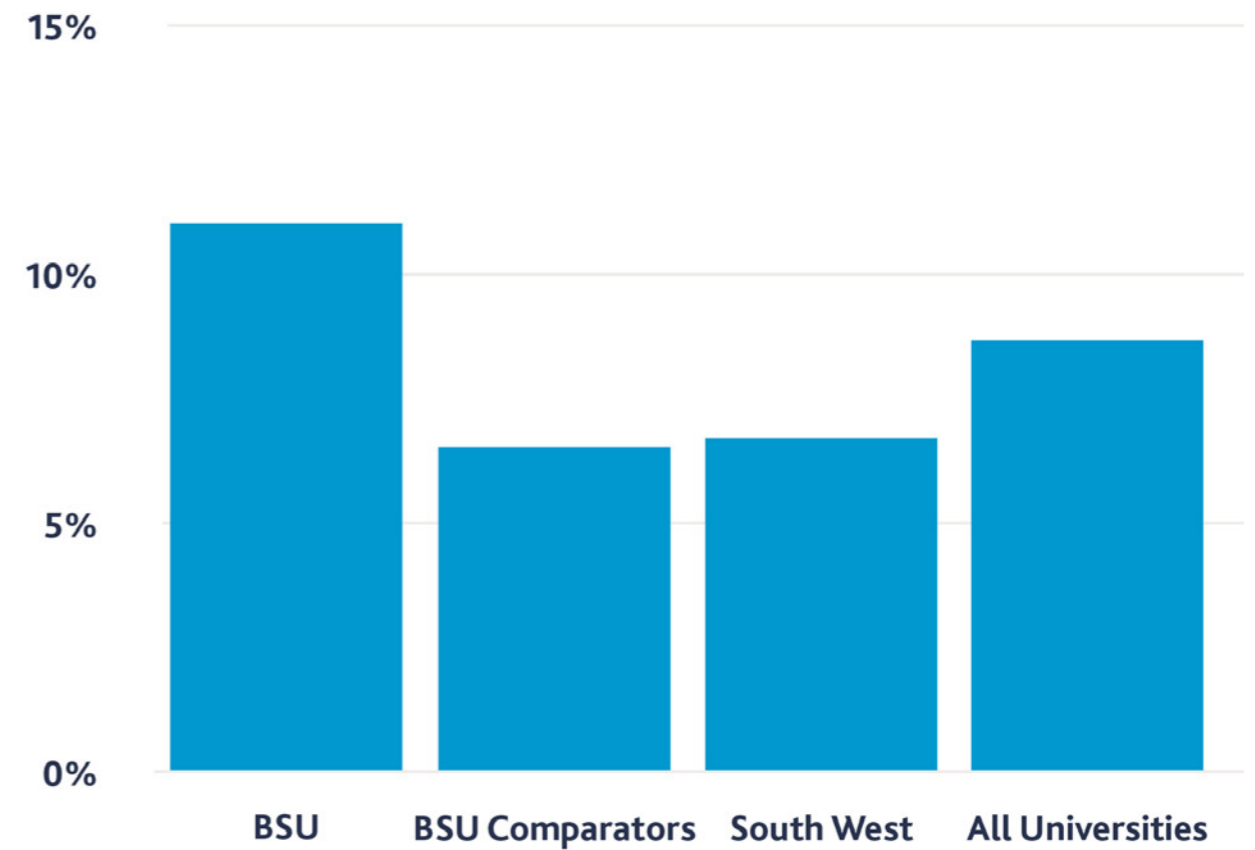
Of BSU Professional Service staff  
**5.0%** identify as BAME



Although we are still below our comparators this increase has brought us closer to them.

	Academics	Professional Services Staff
Comparator group:	<b>16.7%</b>	<b>9.3%</b>
South West Universities:	<b>15.9%</b>	<b>8.4%</b>
All Universities:	<b>20.0%</b>	<b>14.2%</b>

## SENIOR STAFF ETHNICITY



Of BSU Senior Academics,  
**11.0%** identify as BAME

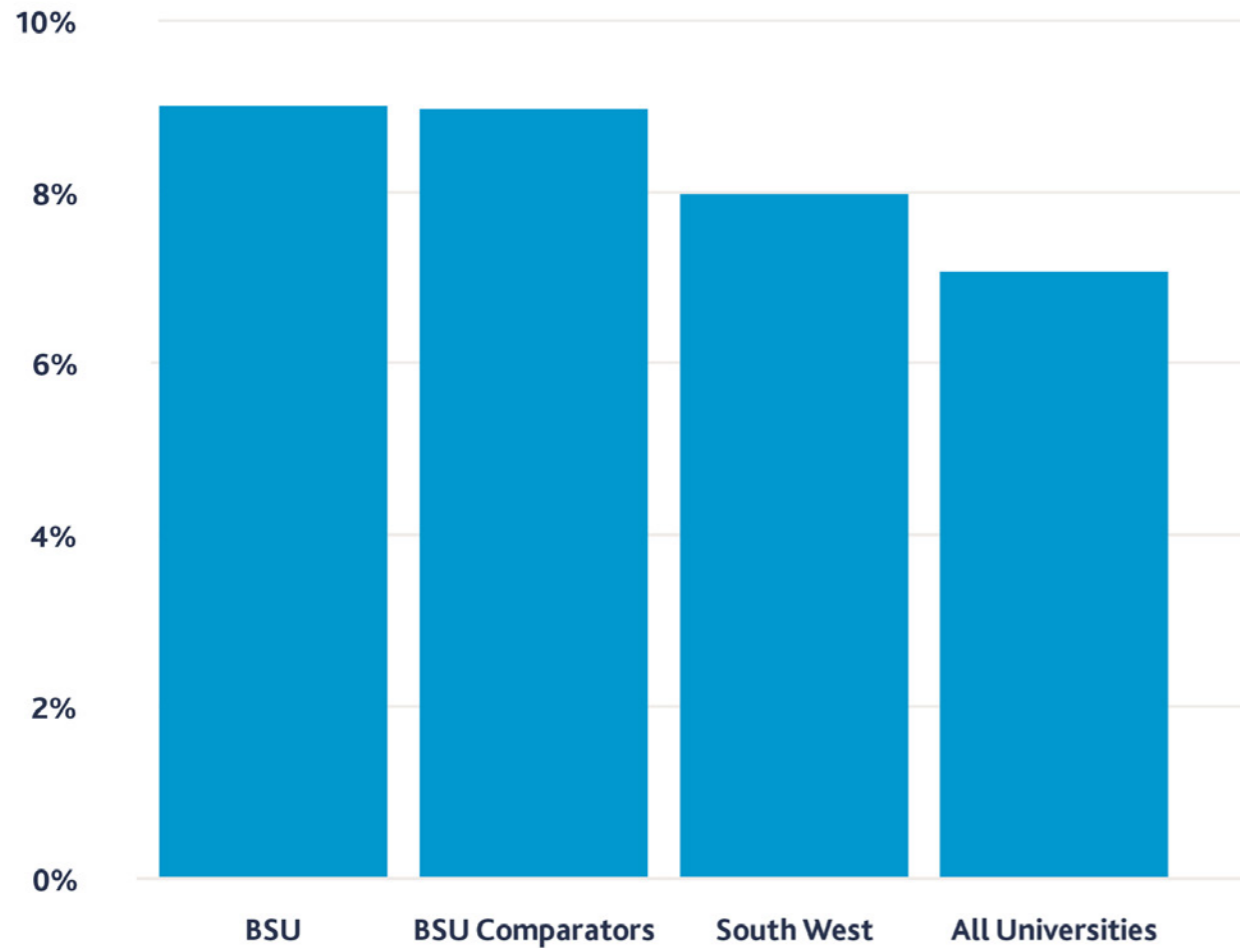


This is another increase from last year and higher than all our comparators.

Comparator group:	<b>6.5%</b>
South West Universities:	<b>6.8%</b>
All Universities:	<b>8.7%</b>

# STAFF DISABILITY DATA

## ALL STAFF DISABILITY



Of all BSU staff,  
**8.8%**  
identify as having a disability.

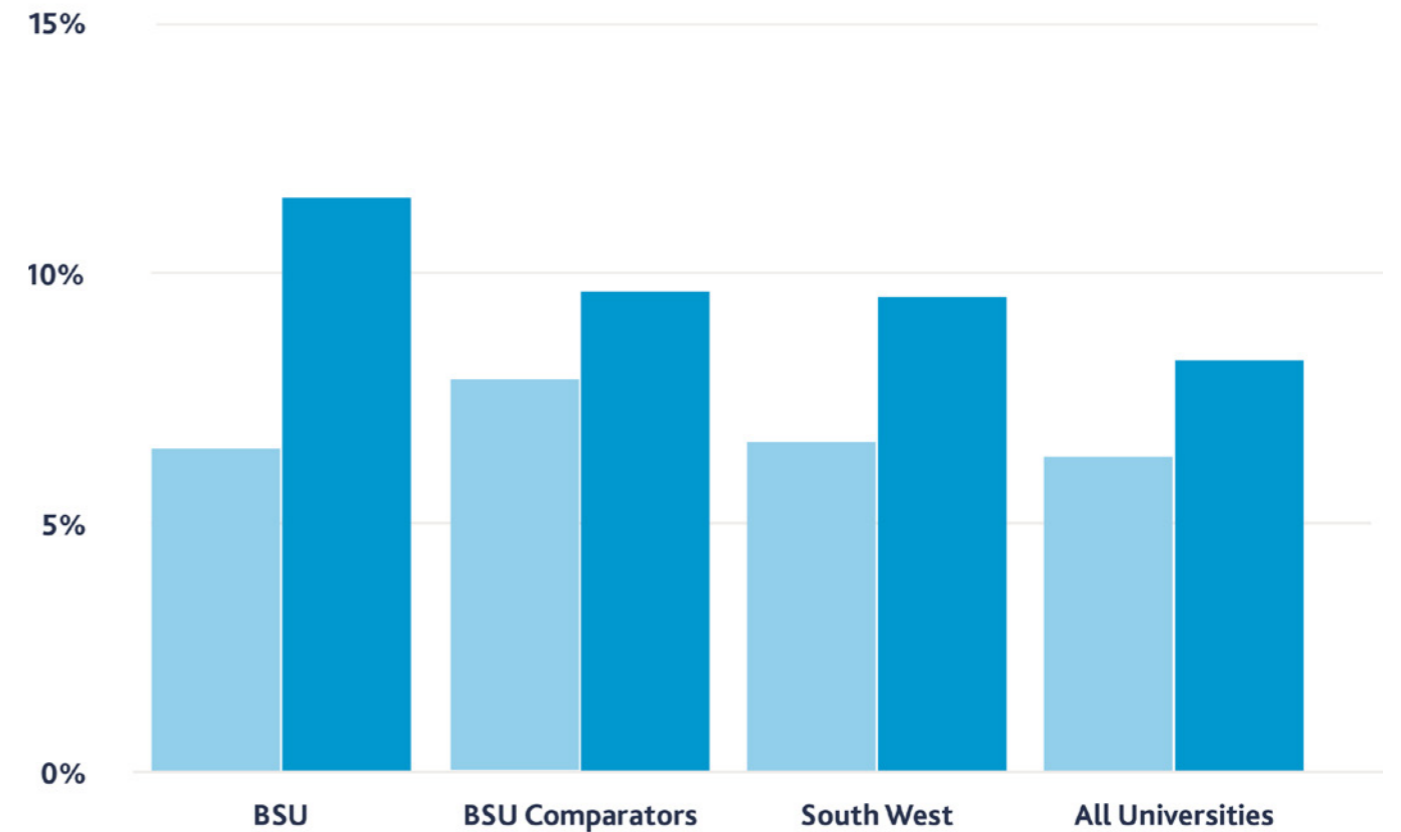
Comparatively, among all staff,

**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

## ACADEMIC VS PROFESSIONAL SERVICES STAFF DISABILITY



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

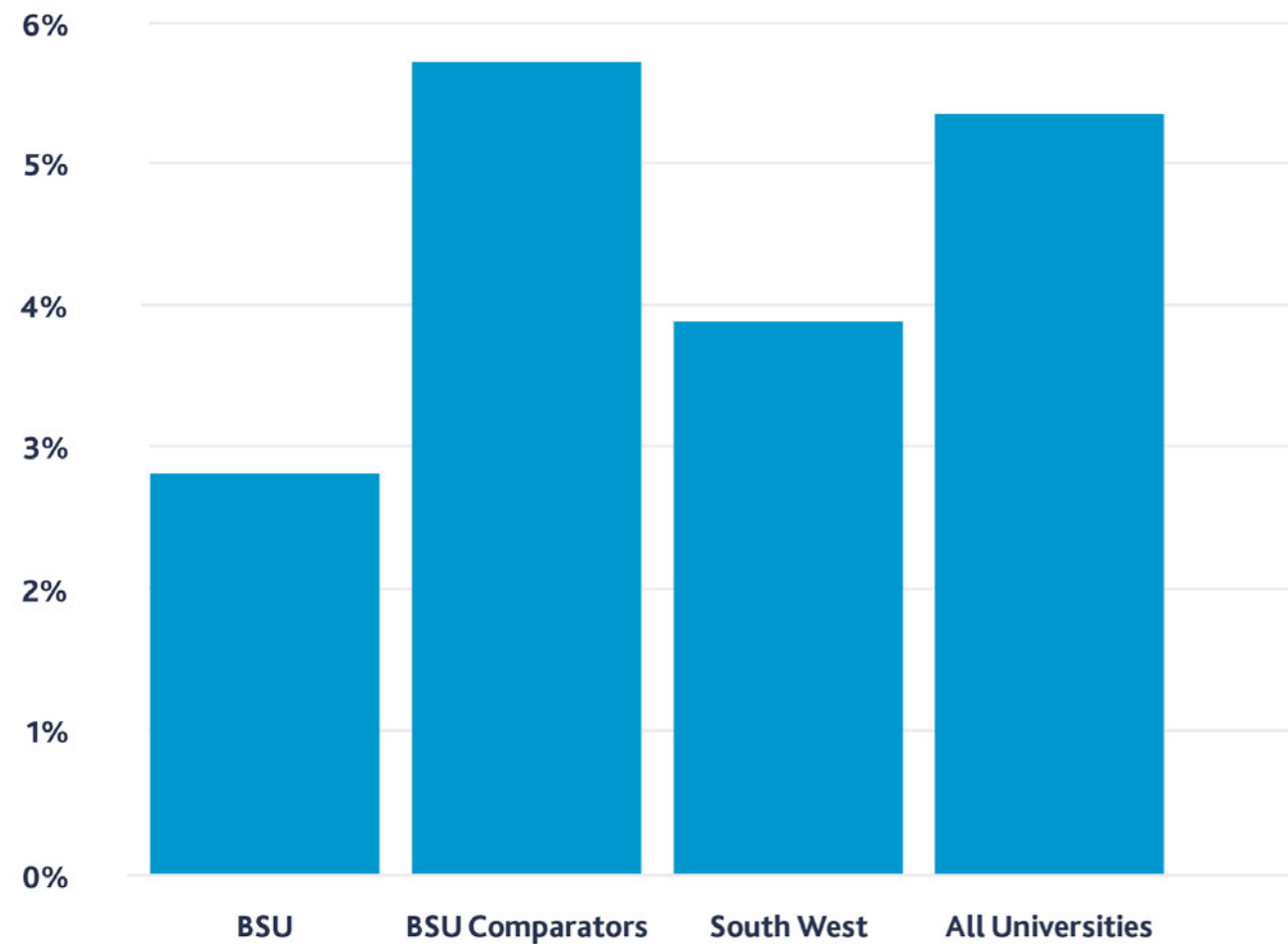
↓ This remains below most of our comparators.

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

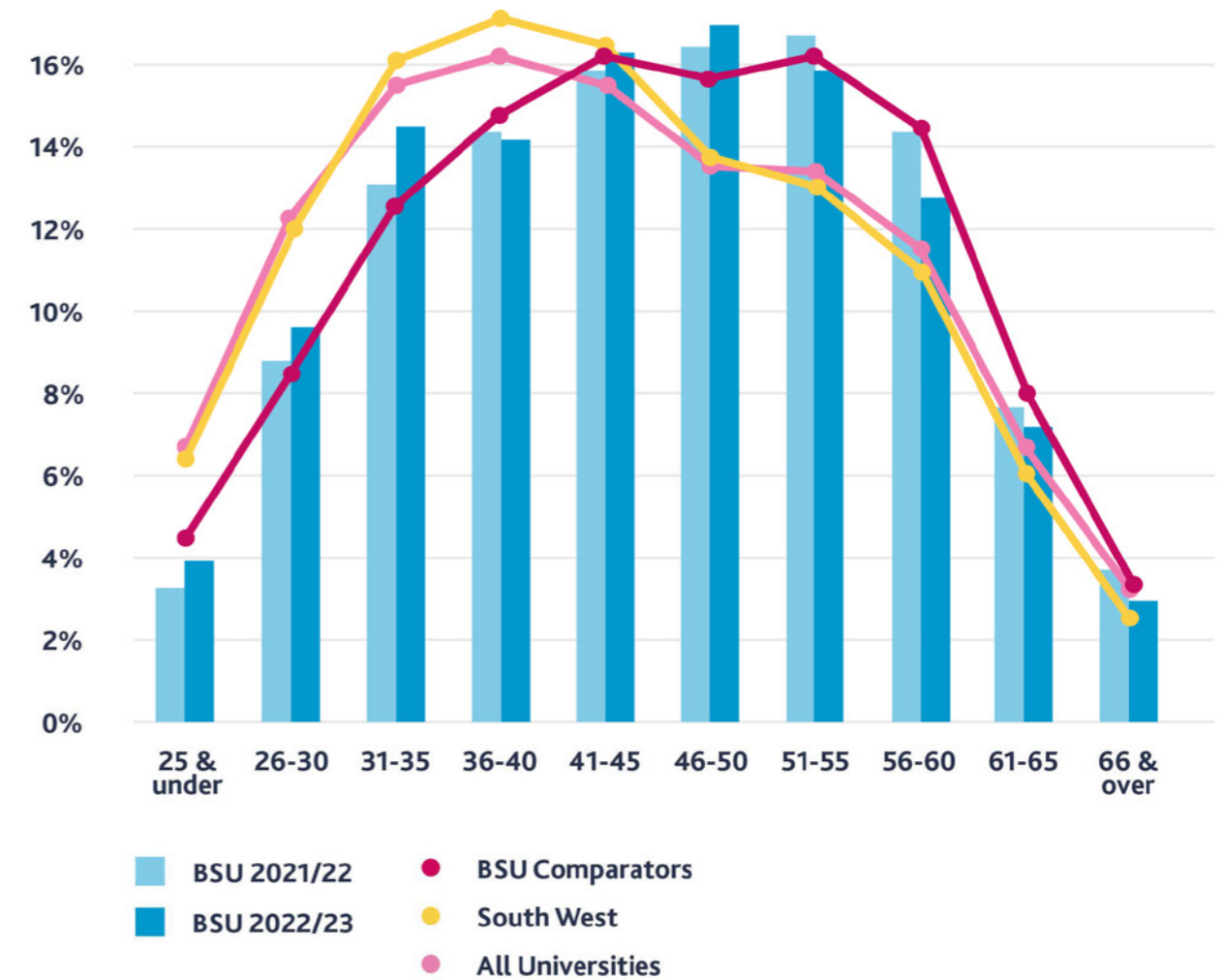
	Academics	Professional Service Staff
Comparator group:	<b>7.9%</b>	<b>9.6%</b>
South West Universities:	<b>6.6%</b>	<b>9.5%</b>
All Universities:	<b>6.3%</b>	<b>8.2%</b>

# STAFF AGE DATA

## SENIOR STAFF DISABILITY



## ALL STAFF AGE



Of BSU Senior Staff,

# 2.8%

identified as having a disability.

Comparatively, among Senior Staff,

# 5.7%

of BSU comparators

# 3.9%

of our South West

# 5.3%

of all Universities

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

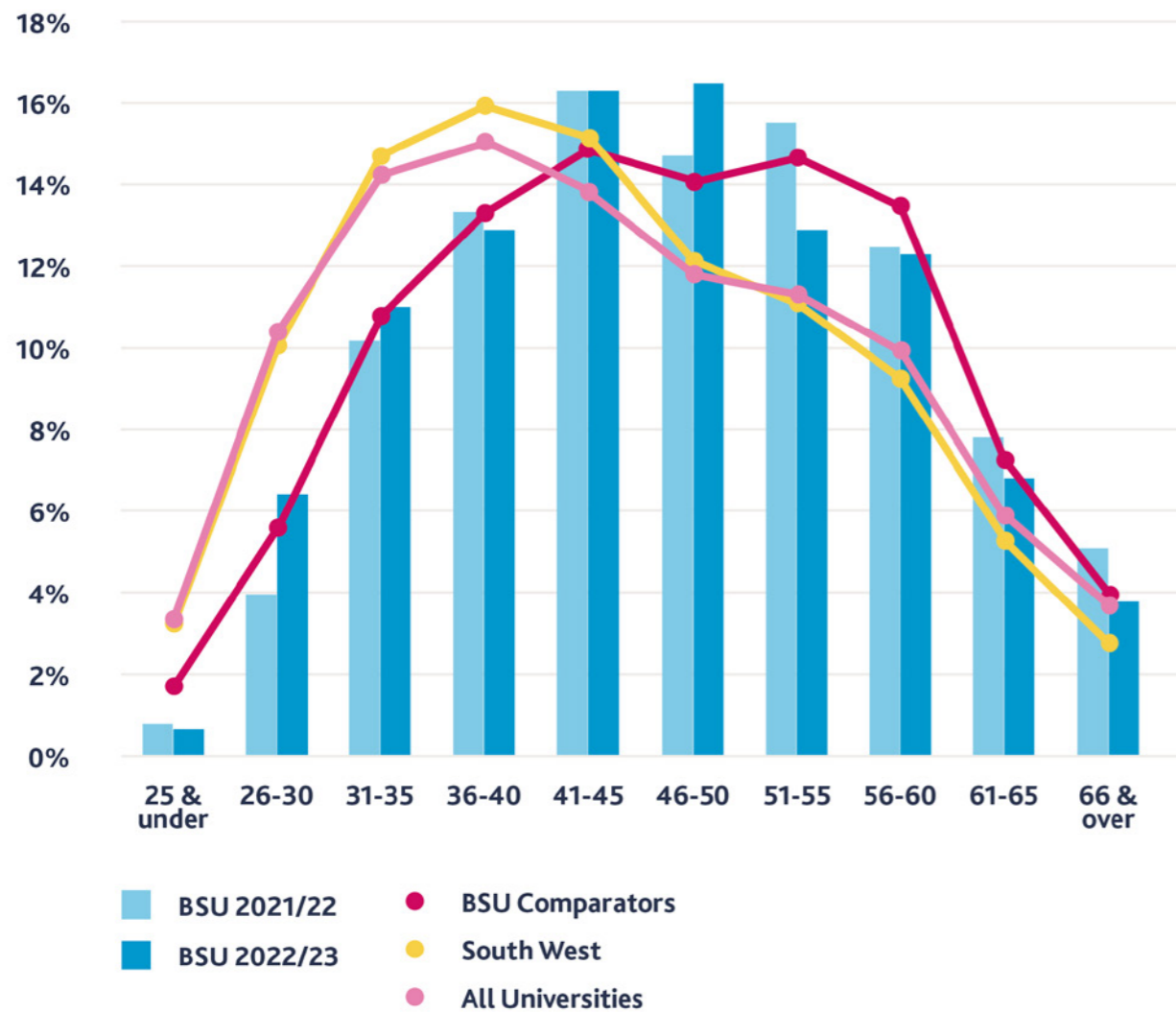
**2.8%** are 25 and under

**3.2%** are 66 and over

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



## ACADEMIC STAFF AGE



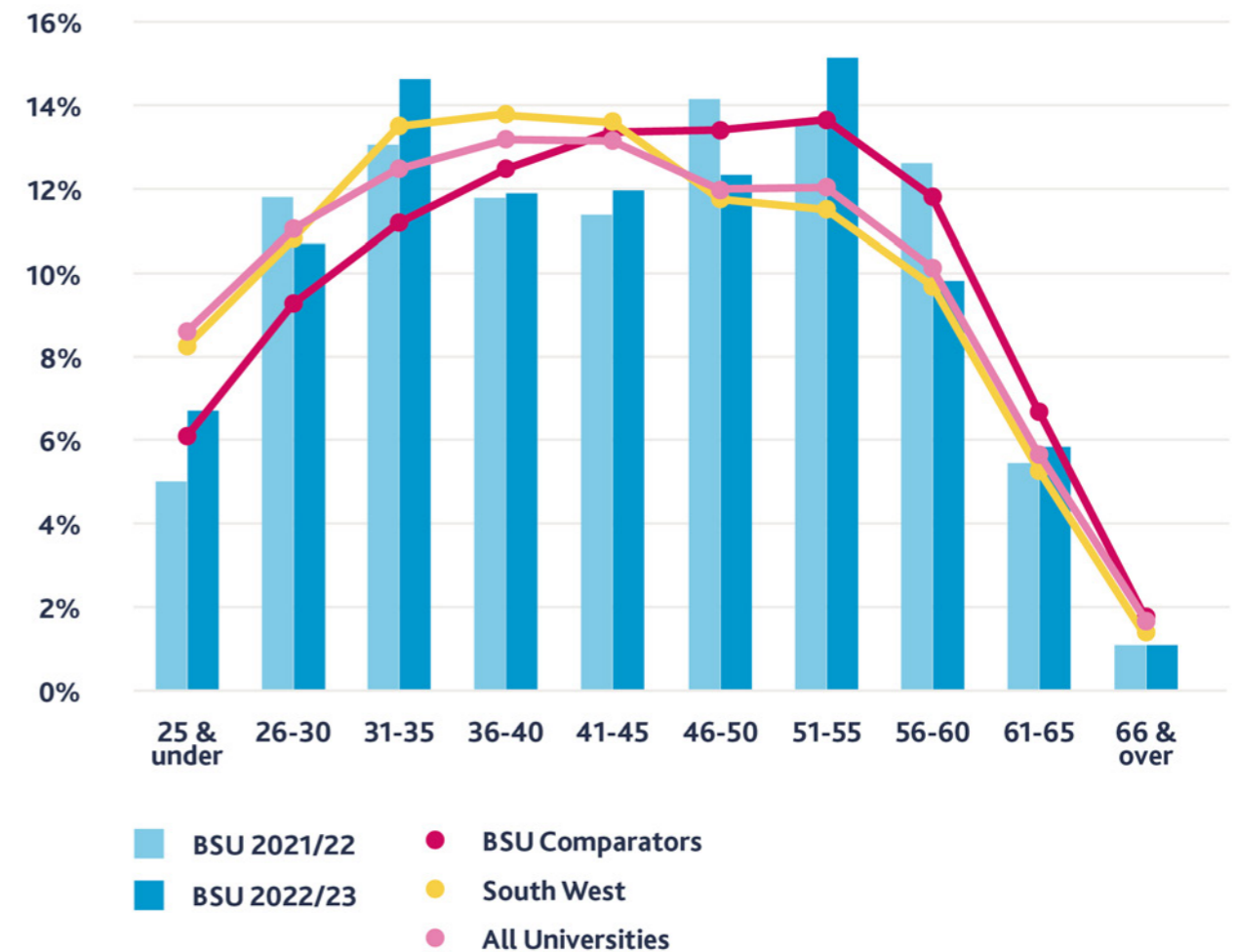
Our age composition of BSU Academics mostly remains the same as in previous years, however staff between **41-45** has increased to

**17.1%** ↑

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

**0.6%**

## PROFESSIONAL SERVICES STAFF AGE



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

**6.7%** ↑

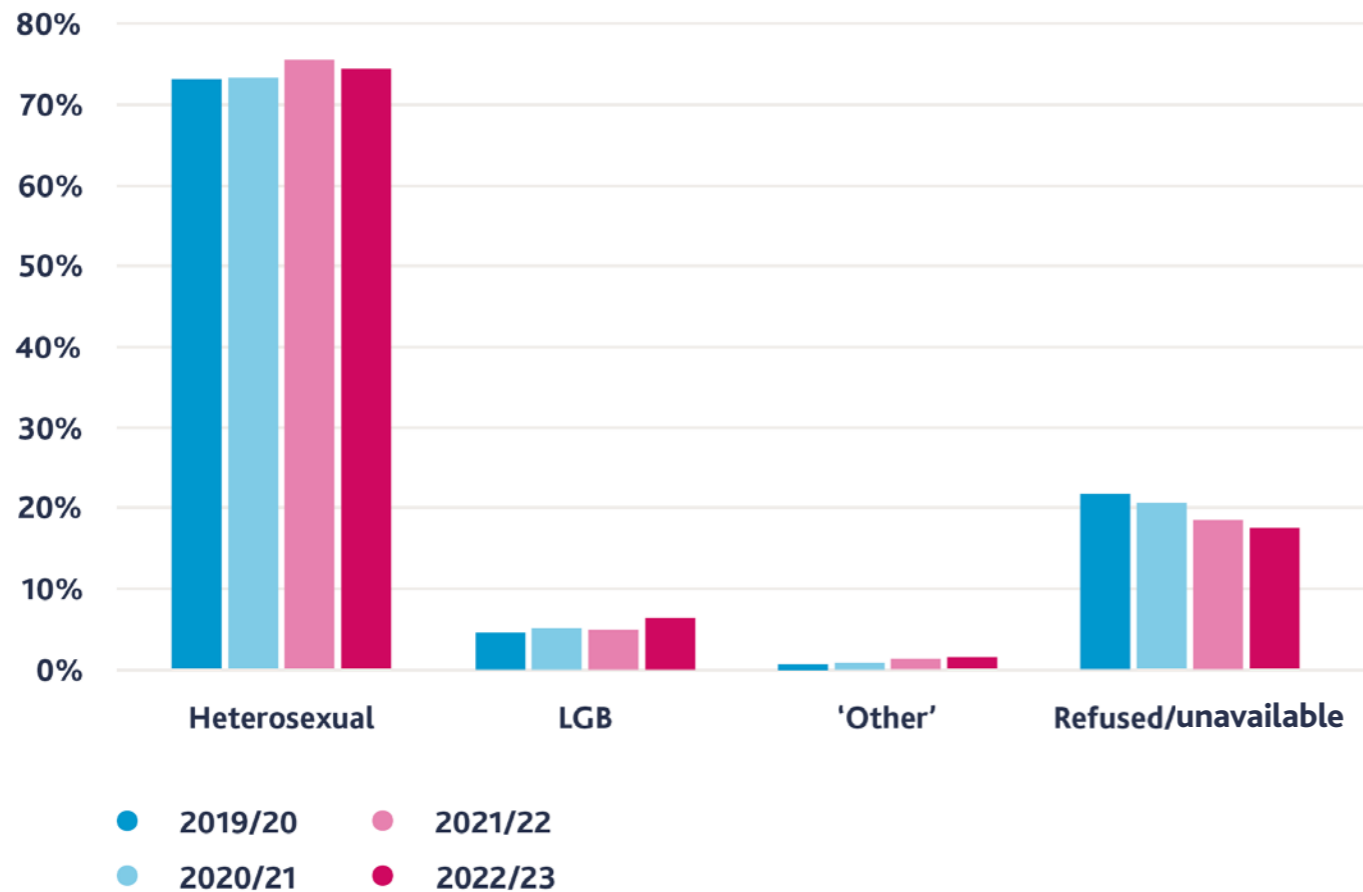
We have also had increases in **31-35** and **51-55** age brackets.



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

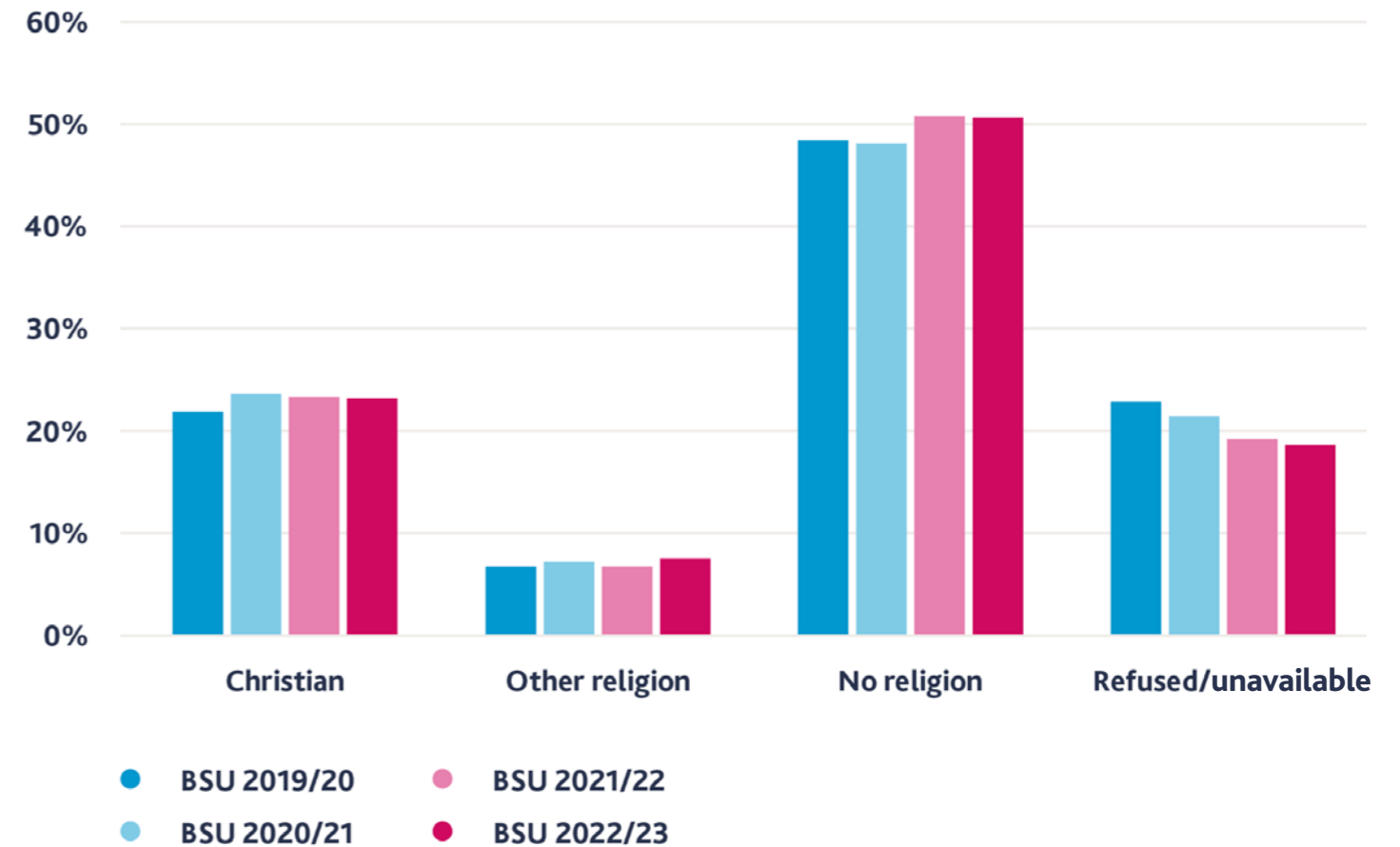
# SEXUAL ORIENTATION

LGBTQIA+ STAFF



# RELIGION AND BELIEF DATA

ALL STAFF



**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.

**23.3%**

of our students identify as **Christian**

**50.6%**

identify with **no religion**

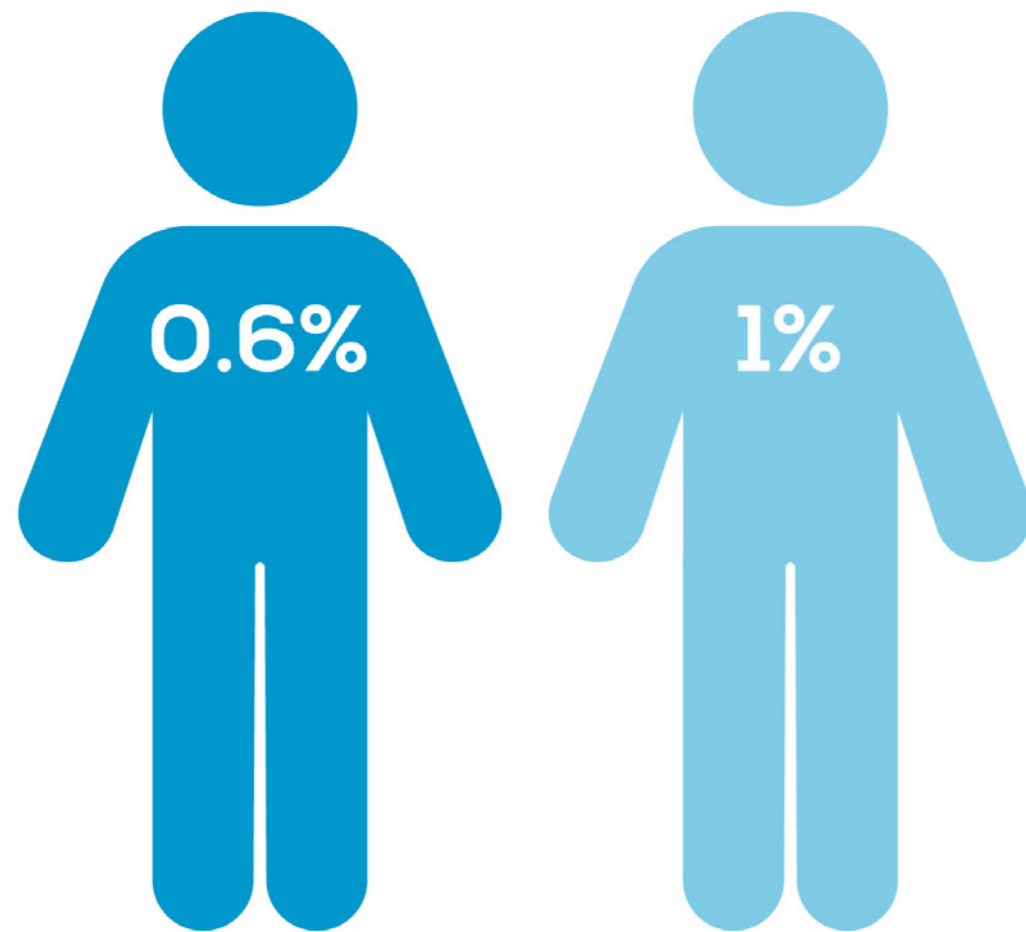
**7.5%**

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.

# STAFF TRANSGENDER AND NON-BINARY DATA

LGBTQIA+ STAFF



## STUDENT DATA

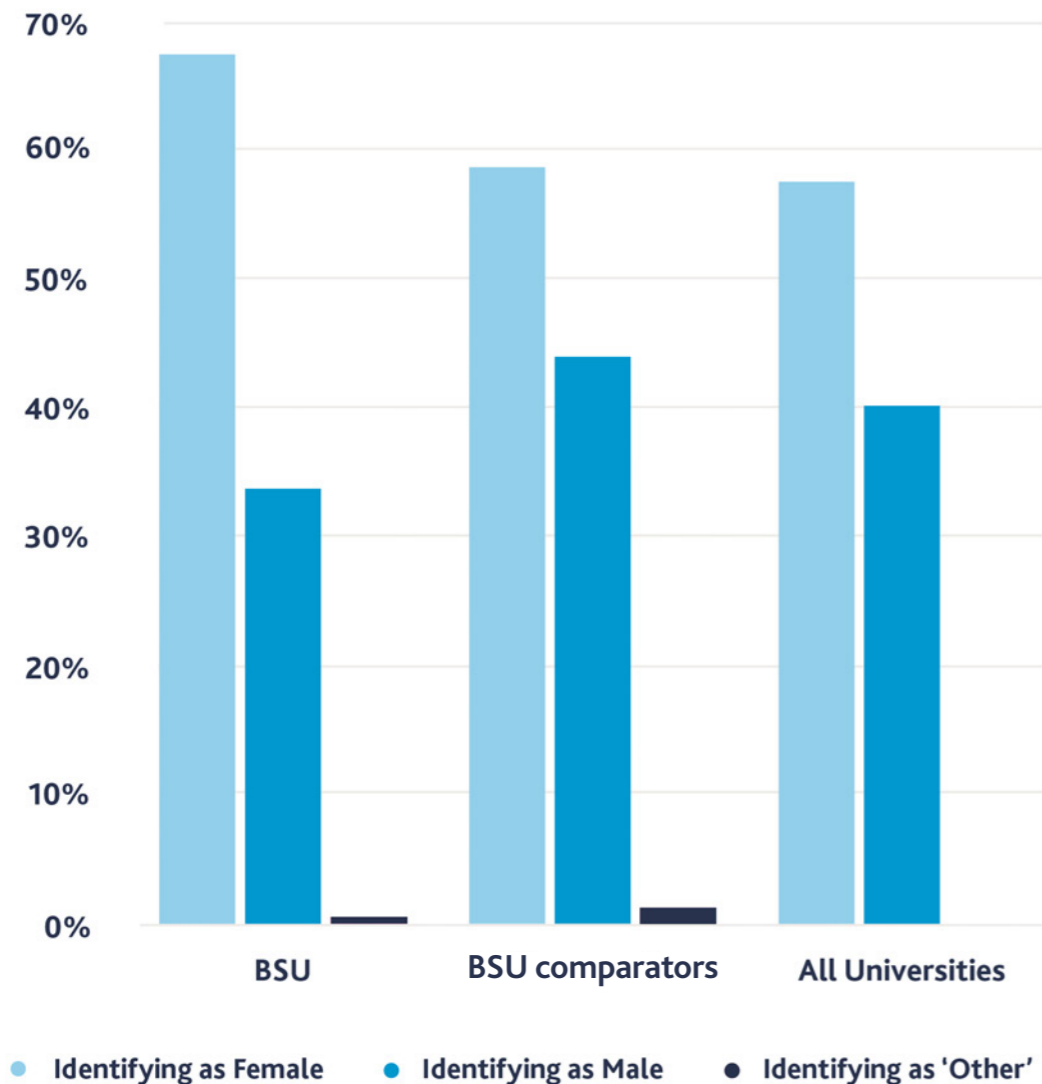
The proportion of staff in 2022/2023 choosing to disclose that their gender identity **did not match their assigned sex at birth** (referred to as the protected characteristic of gender reassignment in the Equality Act 2010), was birth was **0.6%**

Staff identifying their sex as '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

ALL STUDENTS



**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

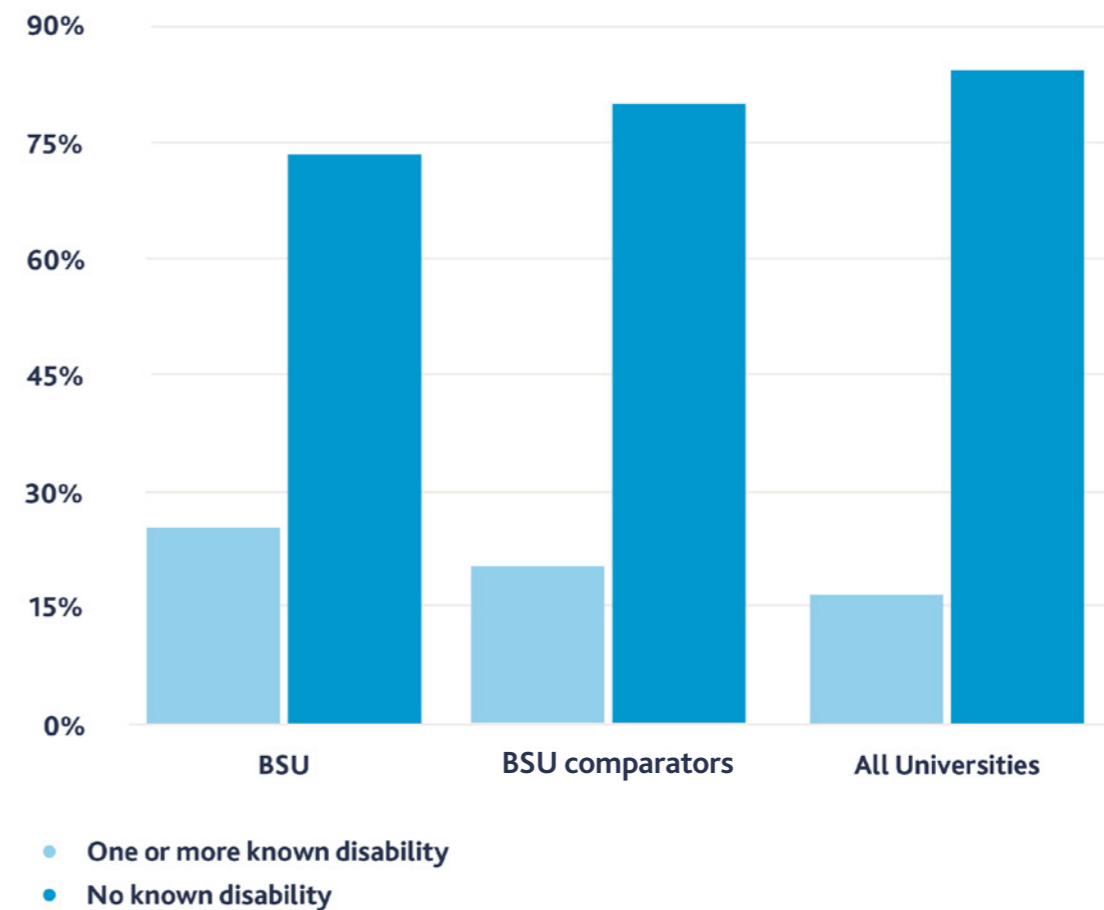
**57%** identify  
as female at  
all Universities

**40%** identify  
as male at all  
Universities

**0%** identify  
as 'other' at all  
Universities

# STUDENT DISABILITY

ALL STUDENTS



**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

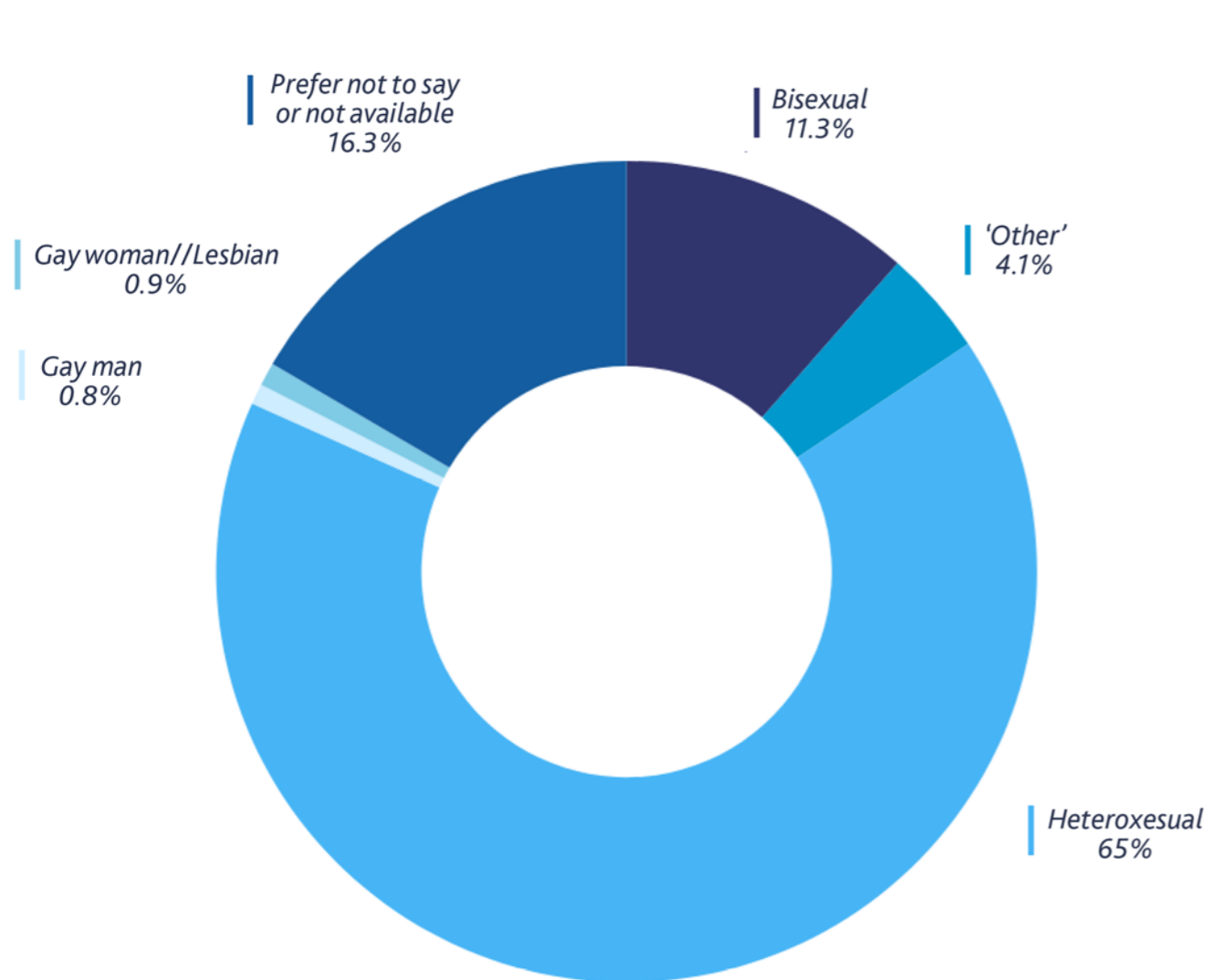
**16%** of all university students have said they have one of more known disabilities

**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

ALL STUDENTS



**65%** identify as Heterosexual

**4.1%** identify as 'Other'

**11.3%** identify as Bisexual

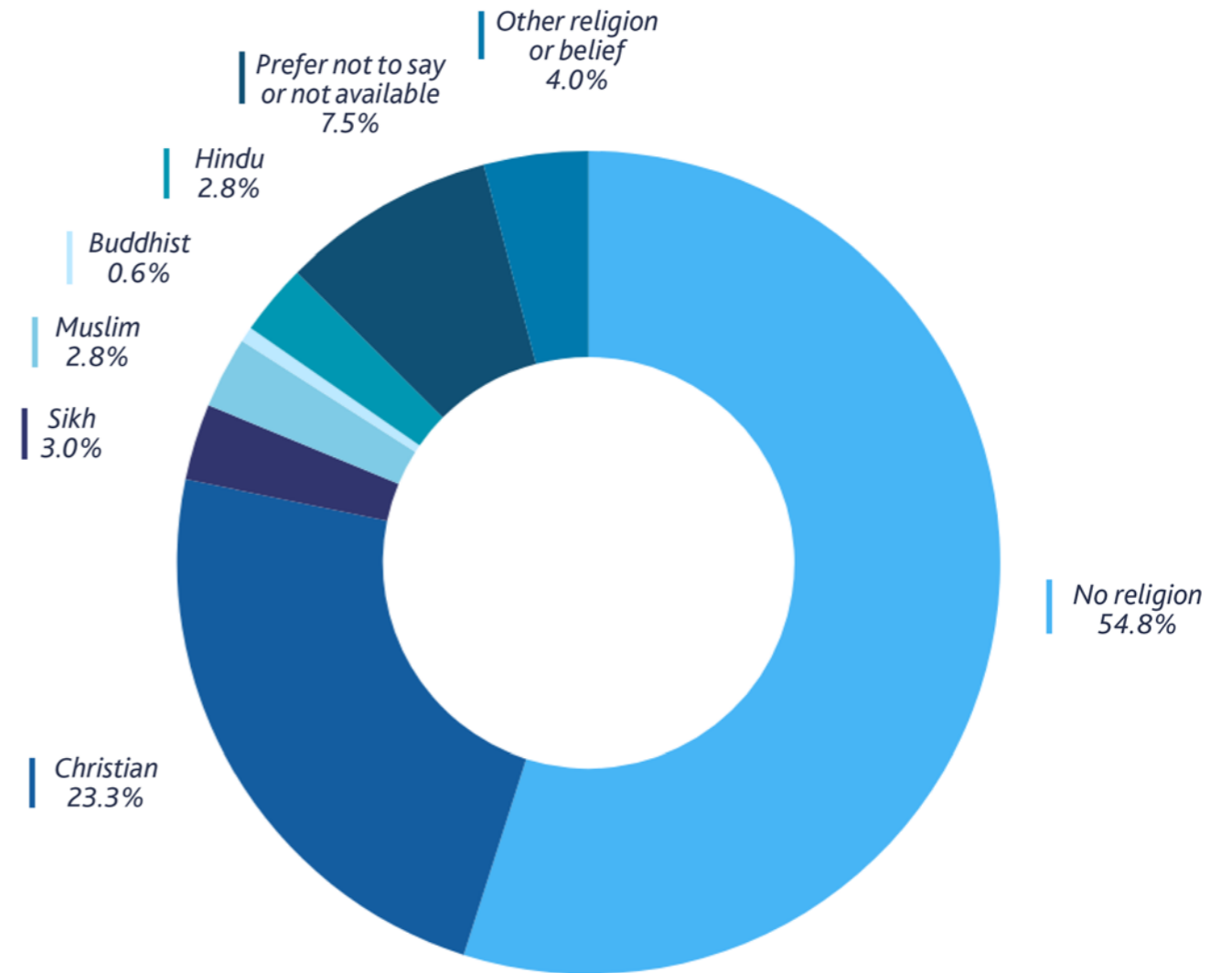
**15.2%** chose prefer not to say or data is not available

**0.8%** identify as Gay (man)

**0.9%** identify as Lesbian/Gay woman

# STUDENT RELIGION

ALL STUDENTS



**54.8%** identify as No religion

**0.6%** identify as Buddhist

**23.3%** identify as Christian

**0.3%** identify as Jewish

**3.0%** identify as Sikh

**0.1%** identify as Spiritual

**2.8%** identify as Muslim

**4.0%** of student Identify as any other religion or belief

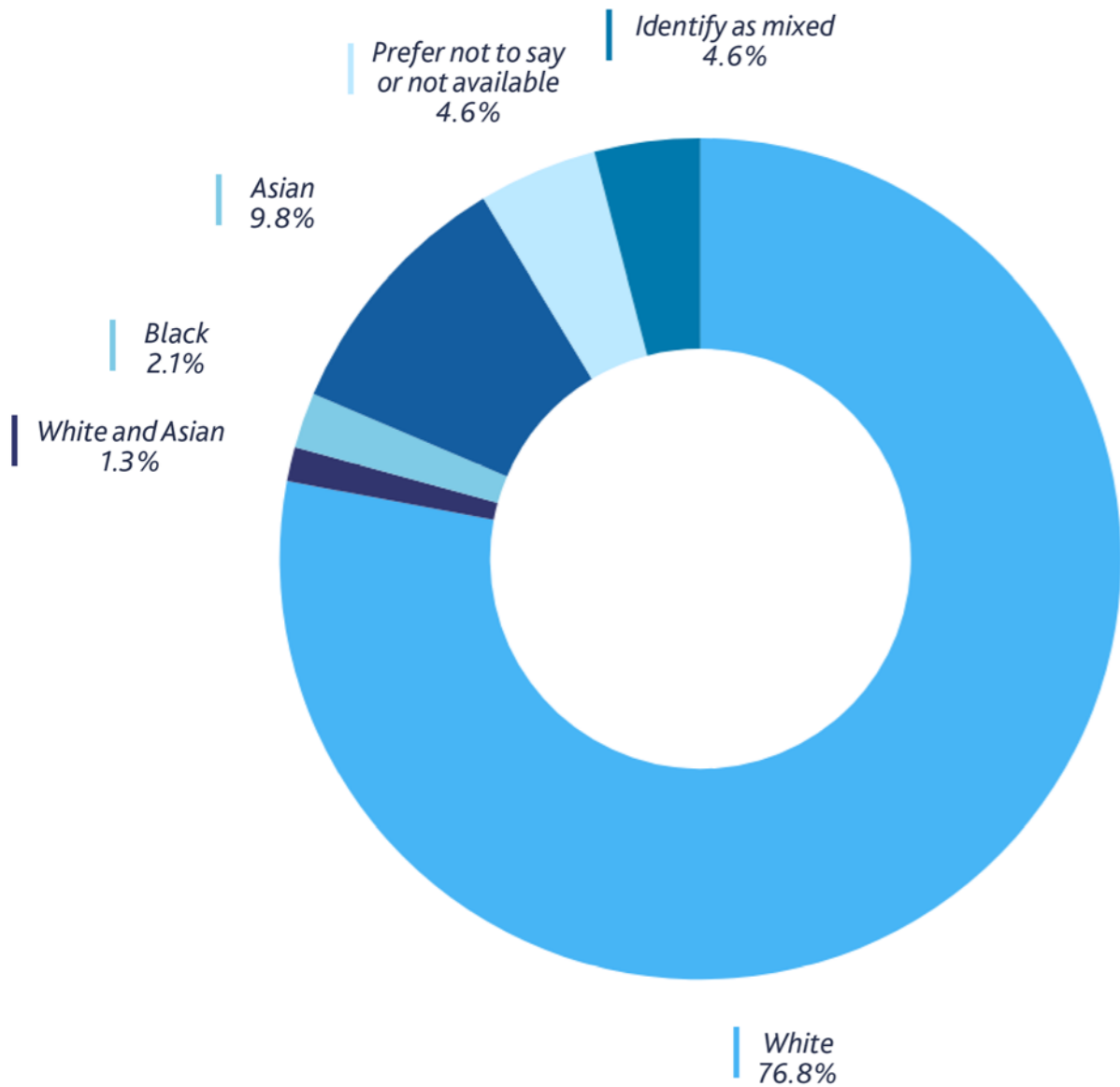
**2.8%** identify as Hindu

**7.5%** of students preferred not to say

**0.6%** identify as Buddhist

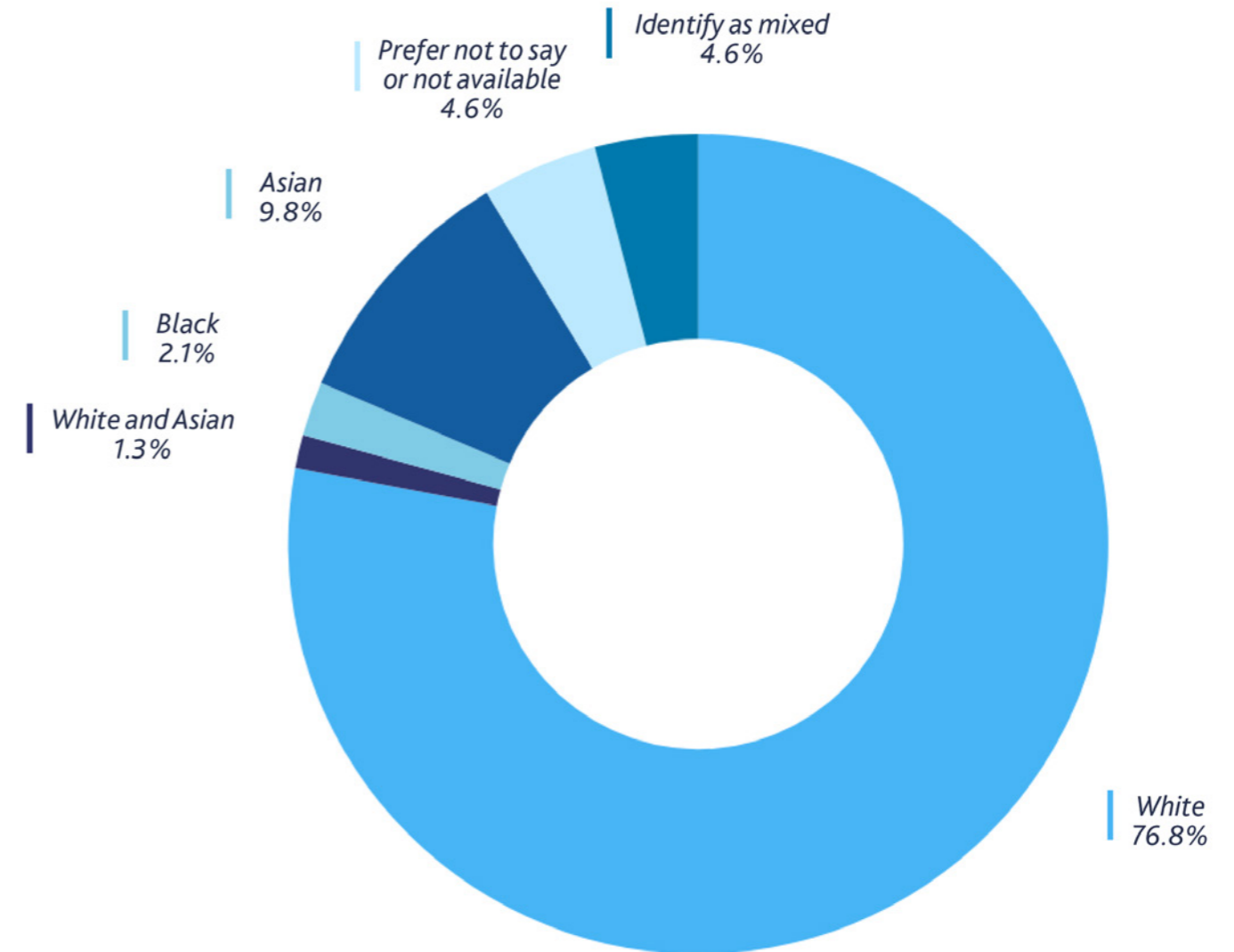
# STUDENT ETHNICITY DATA

## ALL STUDENTS



# BAME STUDENTS

## ALL STUDENTS



**76.8%** of our students identify as **White**

**2.1%** of our students identify as **Black**

**9.8%** of our students identify as **Asian**

**4.5%** did not declare or was not provided

**4%** of our students identify as **Mixed**

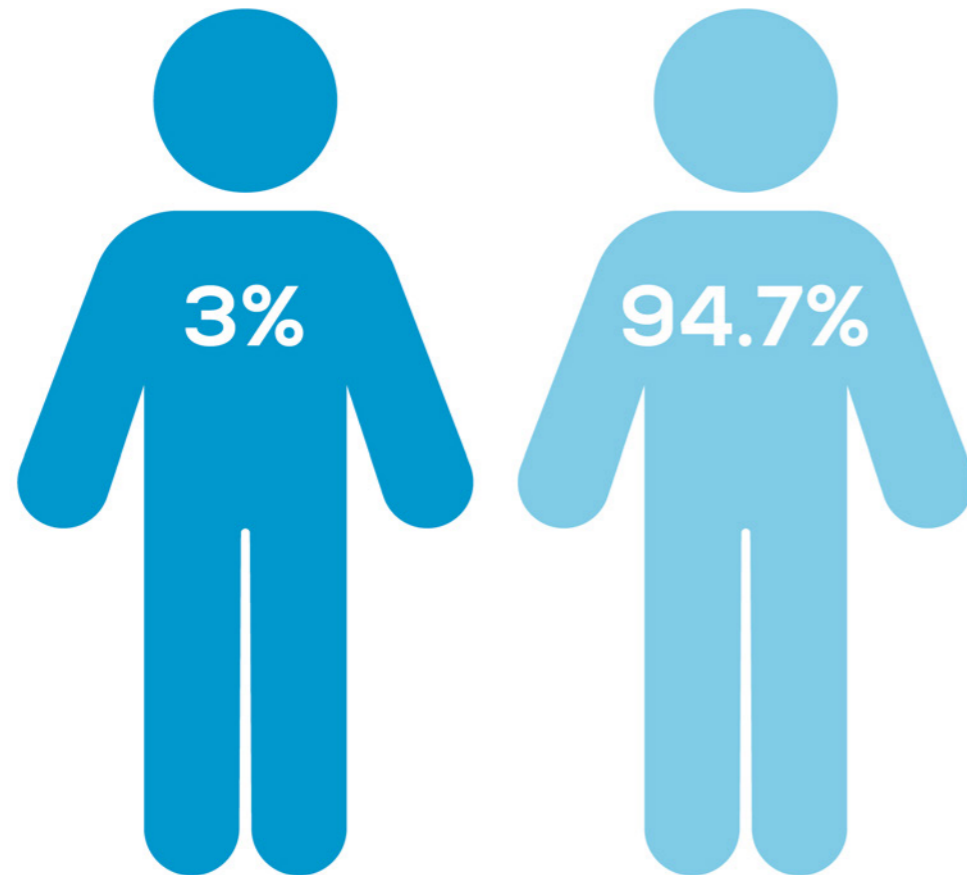
**16.8%** of our students identify as **BAME**.

**24%** of BSU comparators identify as **BAME**

**26%** of all Universities identify as **BAME**

# STUDENT TRANSGENDER DATA

ALL STUDENTS



**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 – planning currently going on for this with the Pride Taskforce
- **October 2024** – Black History Month, a whole university events where events such as A guided Tour of Fairfield House and a discussion on Hamilton, we planned by the SU and held alongside events such as Changing Narrative's Of Bath's heritage, Mindful Book Club, Joy Trail and Let's go to Timbuktu were planned by the SU.

# EQUALITY HIGHLIGHTS



# CONTACTS

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

Student Wellbeing Services: [bathspa.ac.uk/students/student-wellbeing-services](http://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](http://bathspasu.co.uk/voice)





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