




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 2023/24 (and published in 2025).



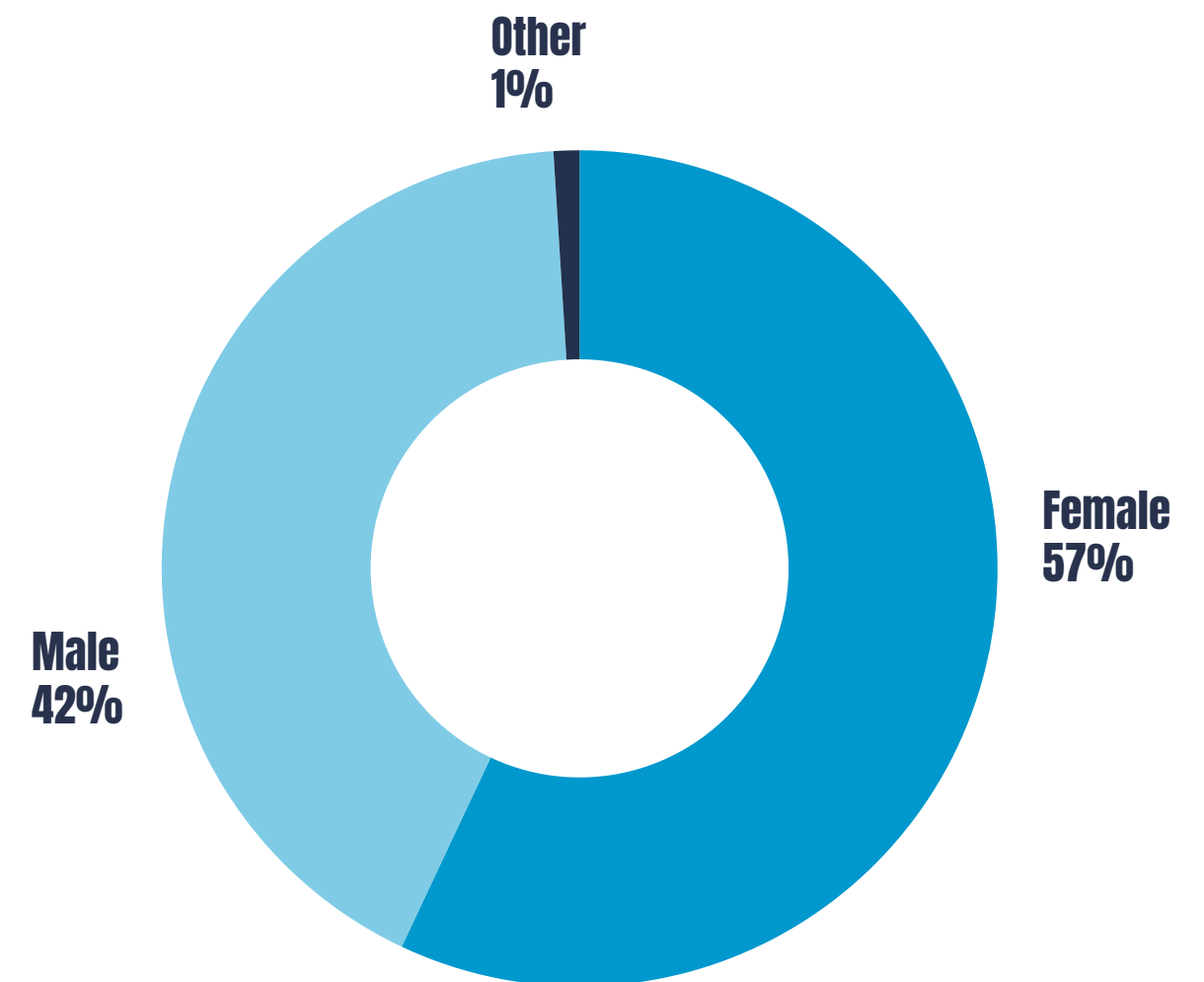
Staff data is taken from data supplied via MyHR. Comparator data is taken from the Higher Education Statistics Agency (HESA) and includes data from: Bournemouth University, University of Brighton, University of Chester, University of Derby, The University of Hull, Oxford Brookes University and University 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 2023/24:

57%
identify as female

42%
identify as male

1%
identify as 'other'

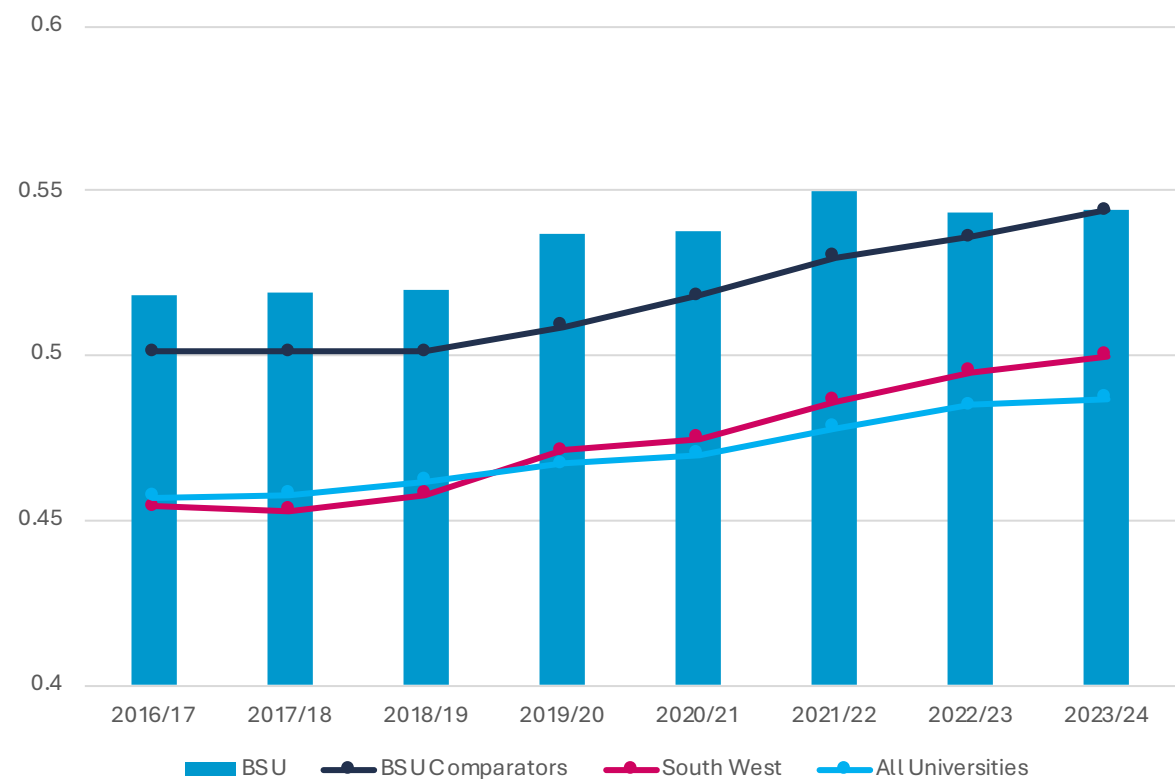
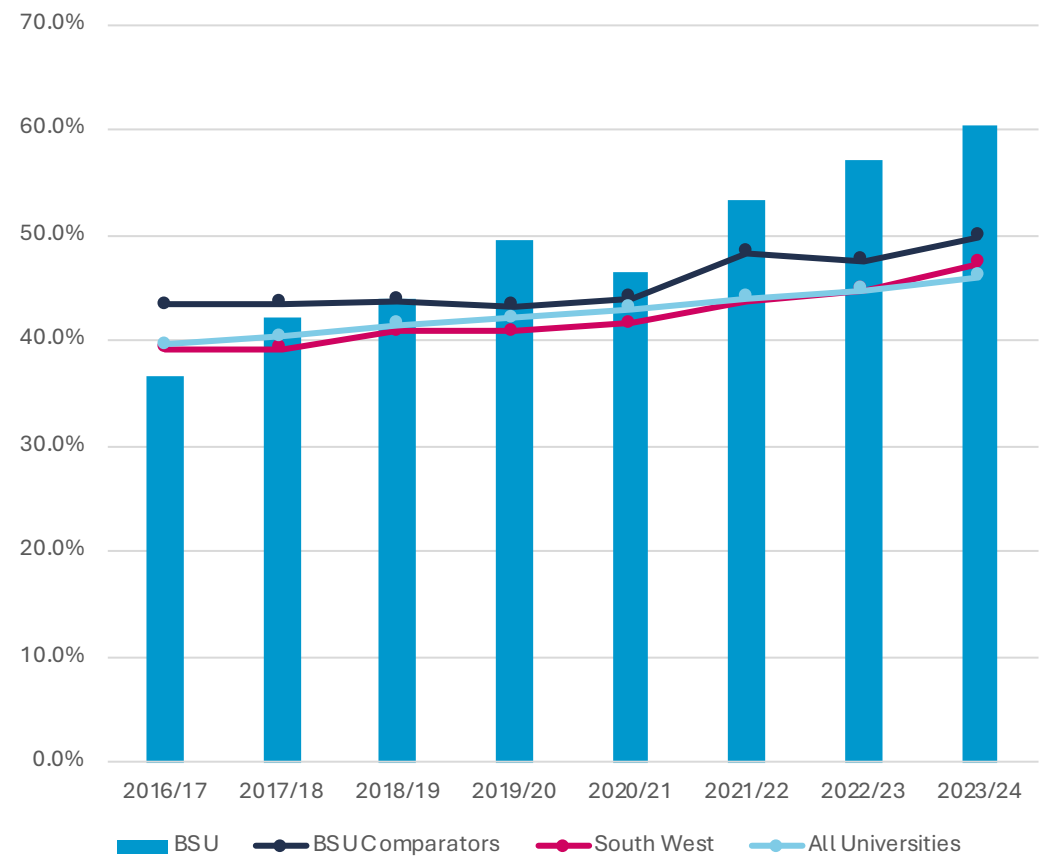


Our Comparator group was **58.6%** for women and for all Universities it was **55%**.

SENIOR STAFF GENDER

STAFF GENDER

ACADEMIC STAFF GENDER



Of our BSU Senior Staff,

60.4%

identify as female



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

Out of our BSU Academic Staff,

54.4%

identify as female.



This remains on par with or above all our comparators.

Comparatively, among Academic Staff,

54.4%

of BSU comparators identify as female

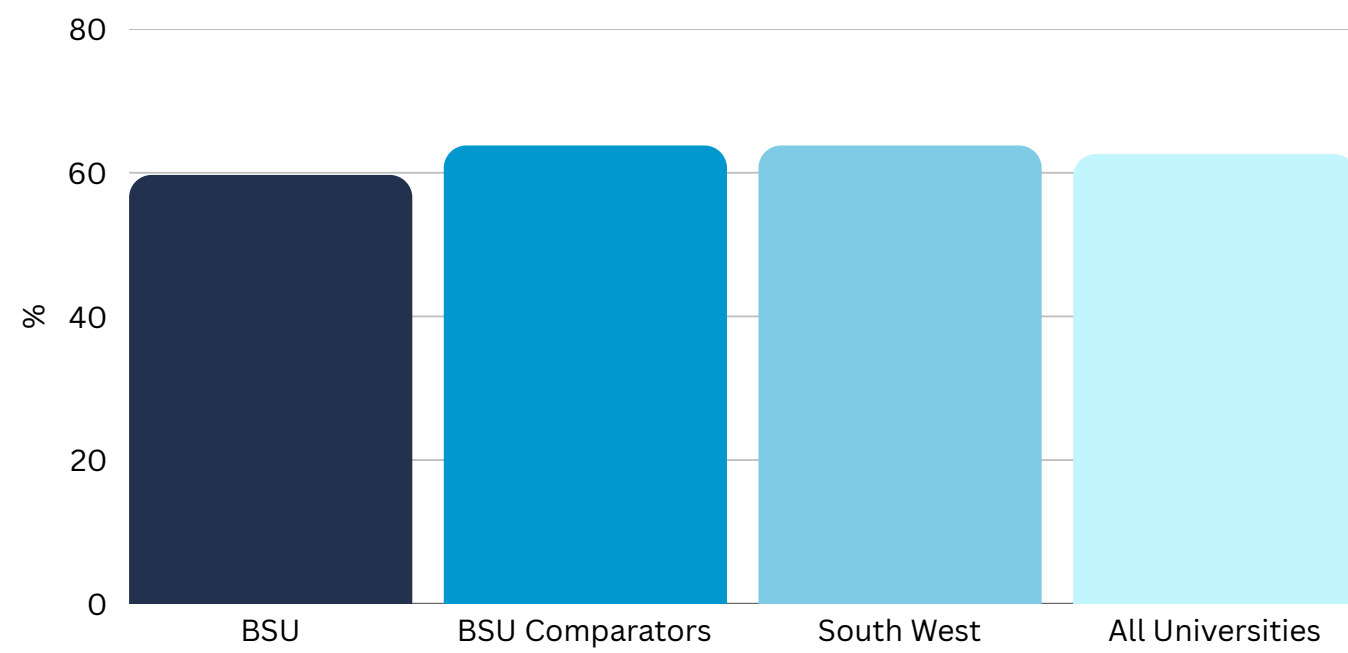
50%

of South West Universities identify as female

48.7%

of all Universities identify as female

PROFESSIONAL SERVICES STAFF GENDER



As for BSU Professional Service staff

59.7%
identify as female.



This is a small increase from last year, but still below our all our comparators.

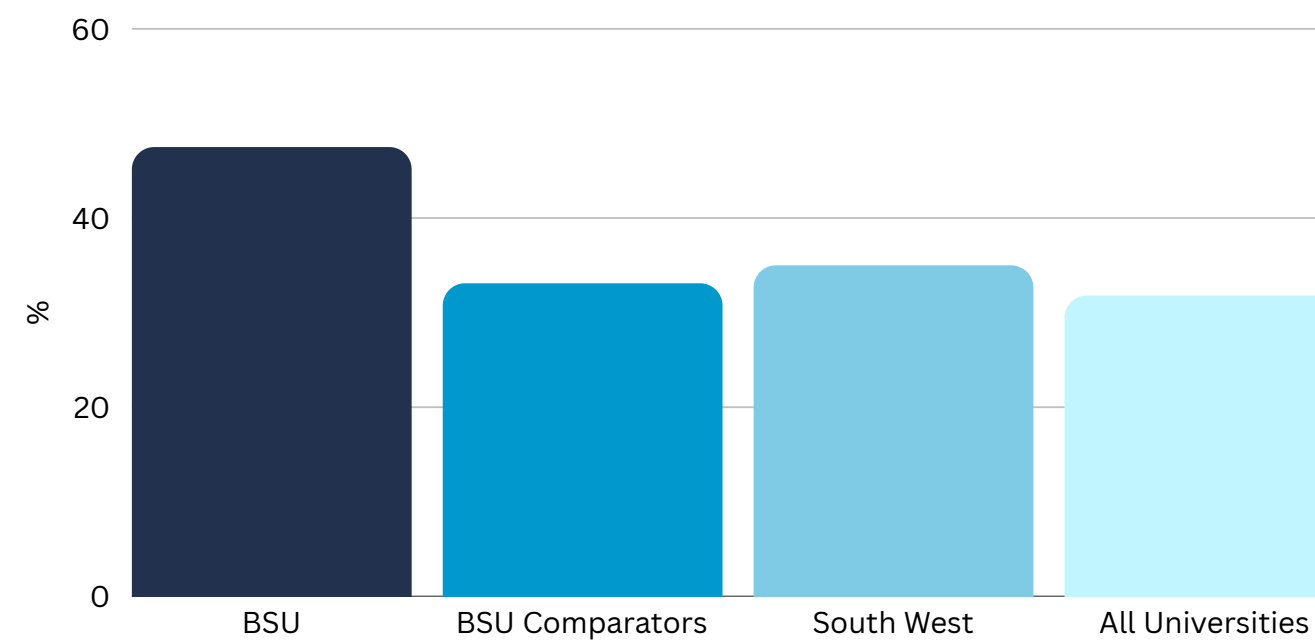
Comparatively, among Professional Staff,

63.8%
of BSU comparators
identify as female

63.8%
of South West Universities
identify as female

62.6%
of all Universities
identify as female

PROFESSORS STAFF GENDER



Of BSU Professors,

47.5%
identify as female.



This is a 4.6% decrease from last year, however we are still above our comparator groups.

Comparatively, among Professors,

33.1%
of BSU comparators
identify as female

35%
of South West Universities
identify as female

31.8%
of all Universities
identify as female

GENDER PAY GAP

2023/24

Hourly Pay

Mean pay gap

9.7%



£2.20 per hour

Median Pay gap

13.7%



£2.96 per hour

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

9.7% equivalent to £2.20 per hour

The median pay gap is:

13.7% equivalent to £2.96 per hour

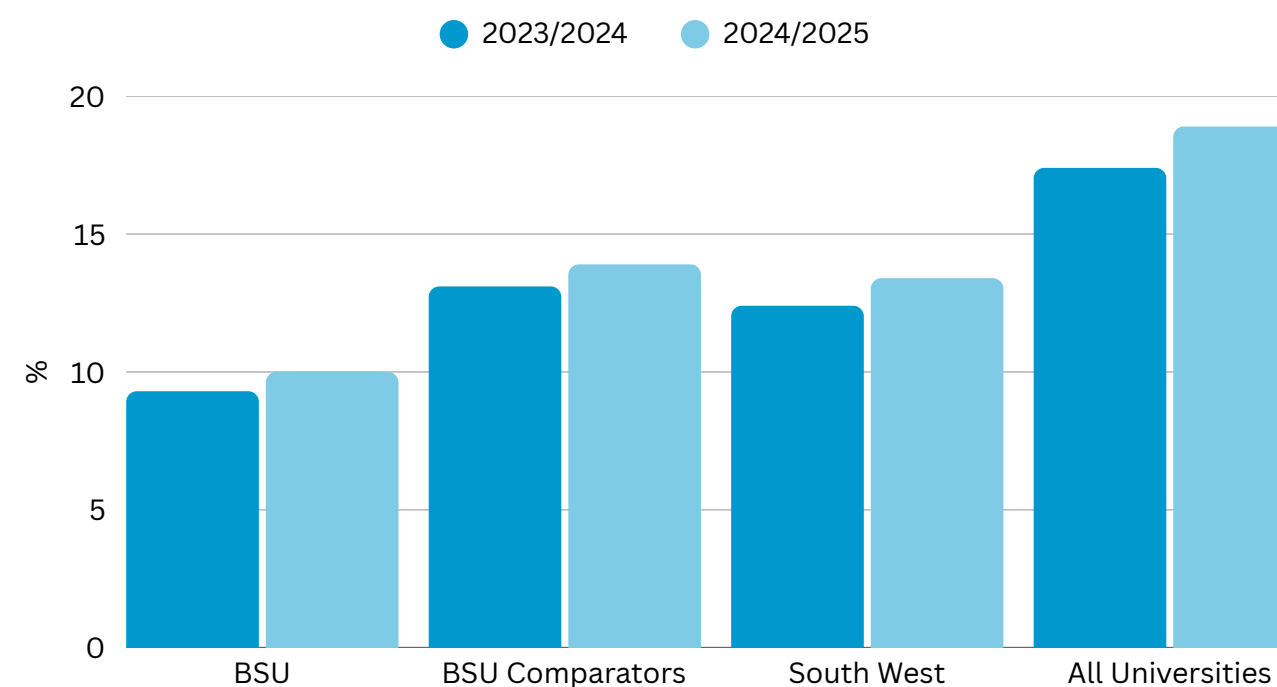


This is an increase from last year and a further summary can be accessed in the [Gender Pay Gap report](#).

STAFF ETHNICITY DATA

ALL STAFF ETHNICITY

For the purposes of this report, we will be using the term Black, Asian and Minority Ethnic (BAME). We recognise that this term has been subject to valid critique, particularly as it is often viewed as a broad and imprecise label that does not fully reflect the rich diversity of individual ethnic identities and backgrounds. However, in this instance, we are using BAME as it reflects the way in which the data has been originally collected and reported. This approach enables us to present the data as clearly and consistently as possible, without introducing ambiguity that might arise from applying more contemporary terminology retrospectively. We remain mindful of the limitations of this terminology and are committed to reflecting on language choices in future reporting.



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

10% 

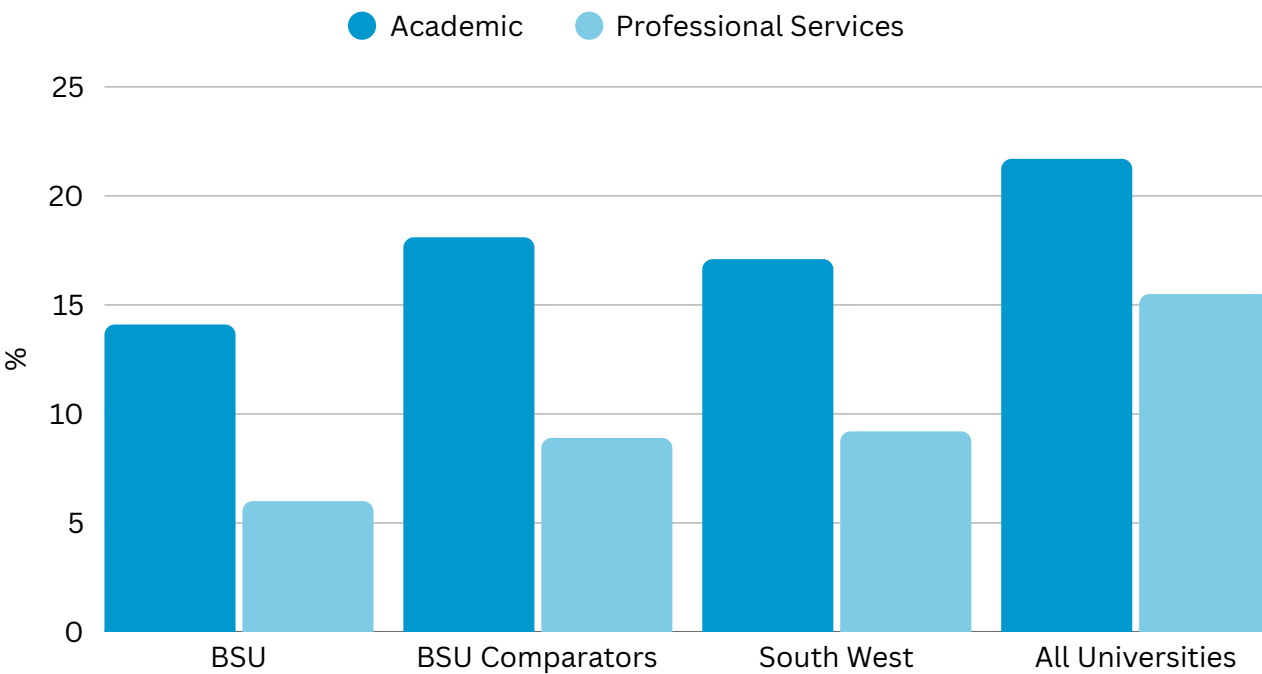
This shows we on trend to achieve our **14%** target by 2027.

13.9%
of BSU comparators
identify as BAME

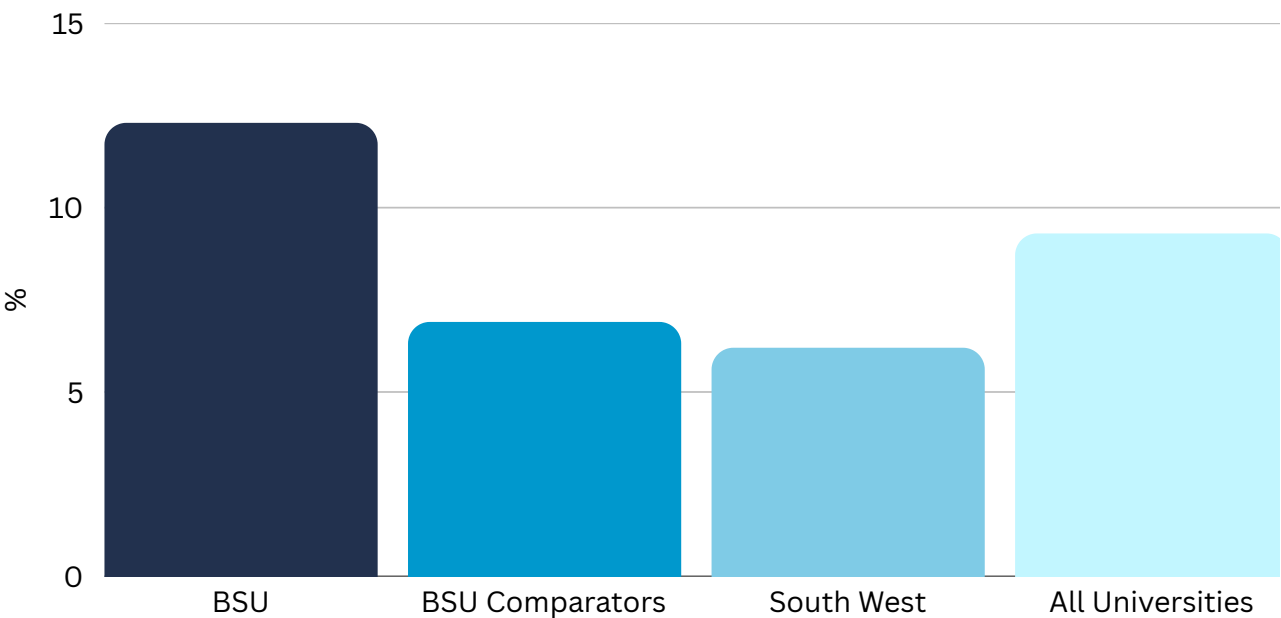
13.4%
of South West Universities
identify as BAME

18.9%
of all Universities
identify as BAME

ACADEMIC VS PROFESSIONAL SERVICES ETHNICITY



SENIOR STAFF ETHNICITY



Of BSU Academic staff,
14.1% identify as BAME



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

Of BSU Professional Service staff
6% identify as BAME

	Academics	Professional Service Staff
Comparator group:	18.1%	8.9%
South West Universities:	17.1%	9.2%
All Universities:	21.7%	15.5%

Of BSU Senior Academics,
12.3% identify as BAME

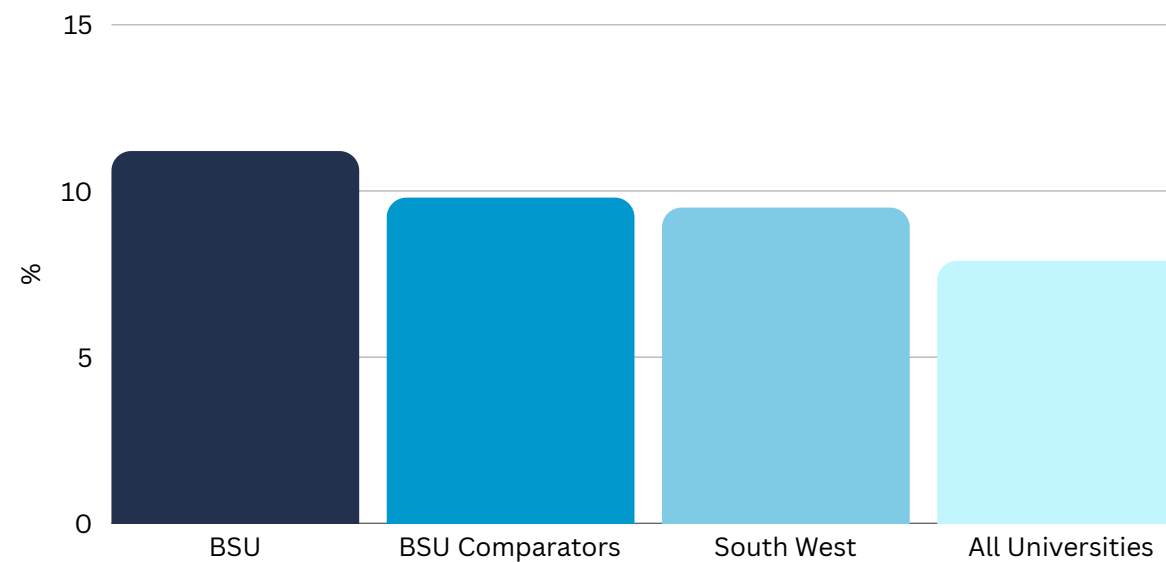


This retains our position as higher than all our comparator groups.

Comparator group:	6.9%
South West Universities:	6.2%
All Universities:	9.3%

STAFF DISABILITY DATA

ALL STAFF DISABILITY



Of all BSU staff,

11.2%

identify as having a disability.

Comparatively, among all staff,

9.8%

of BSU comparators identify as having a disability

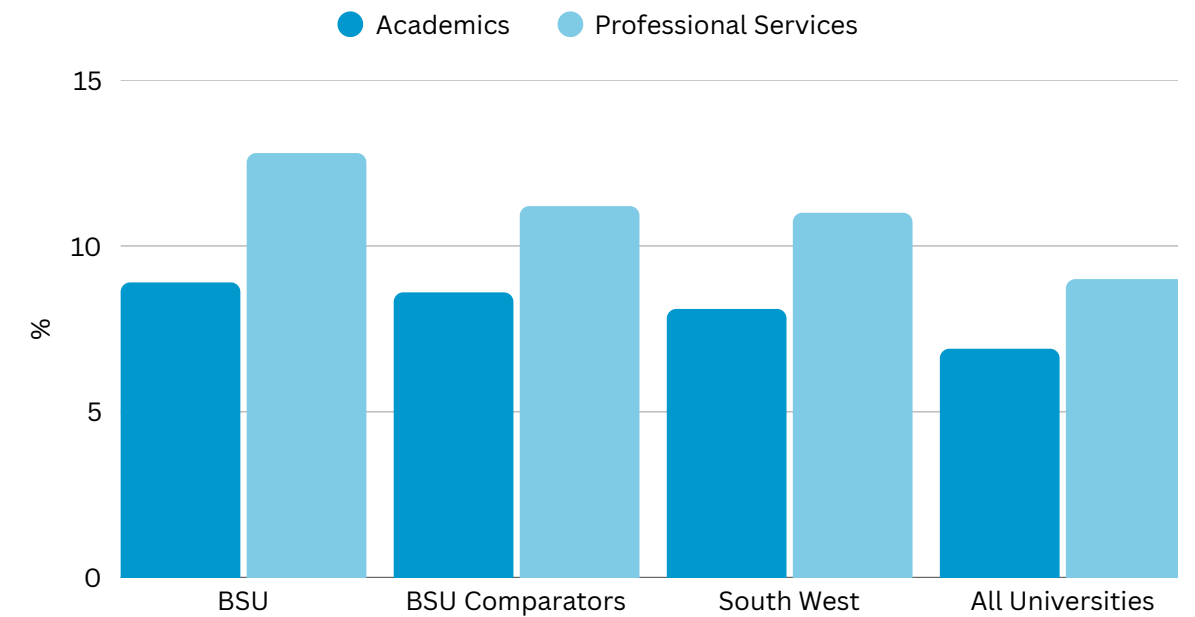
9.5%

of South West Universities identify as having a disability

7.9%

of all Universities identify as having a disability

ACADEMIC VS PROFESSIONAL SERVICES STAFF DISABILITY



Of BSU Academics,

8.9% identify as having a disability

Of BSU Professional Service staff

12.8% identify as having a disability.



This increase has put us above our all our comparators.

Comparator group:

South West Universities:

All Universities:

Academics

8.6%

8.1%

6.9%

Professional Service Staff

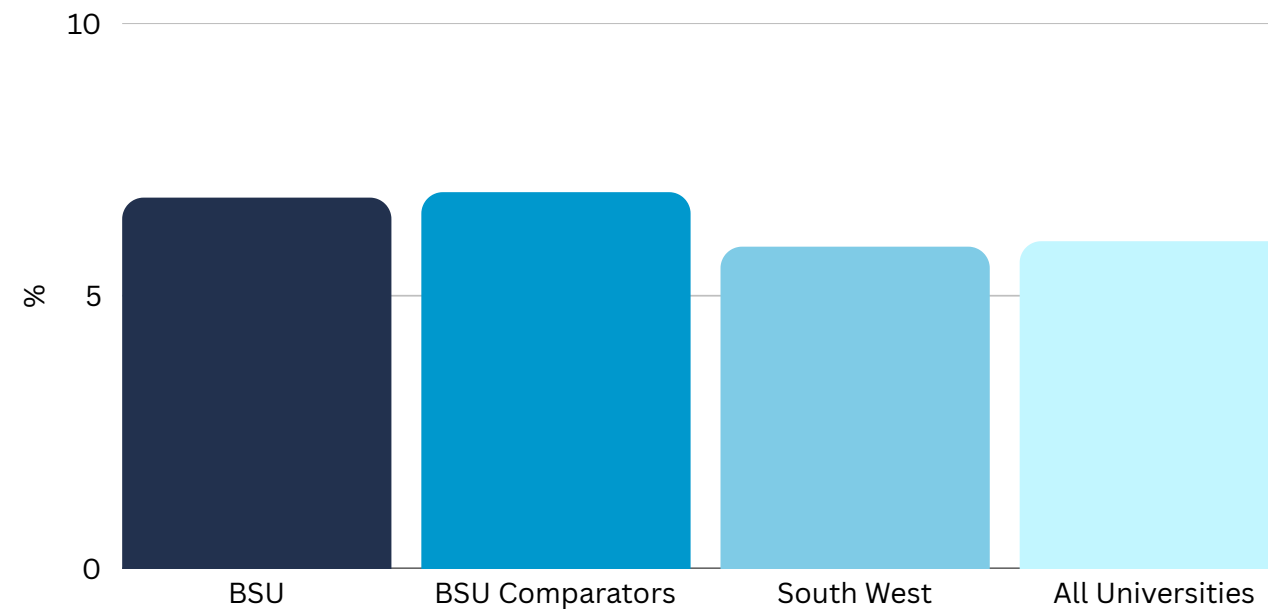
11.2%

11%

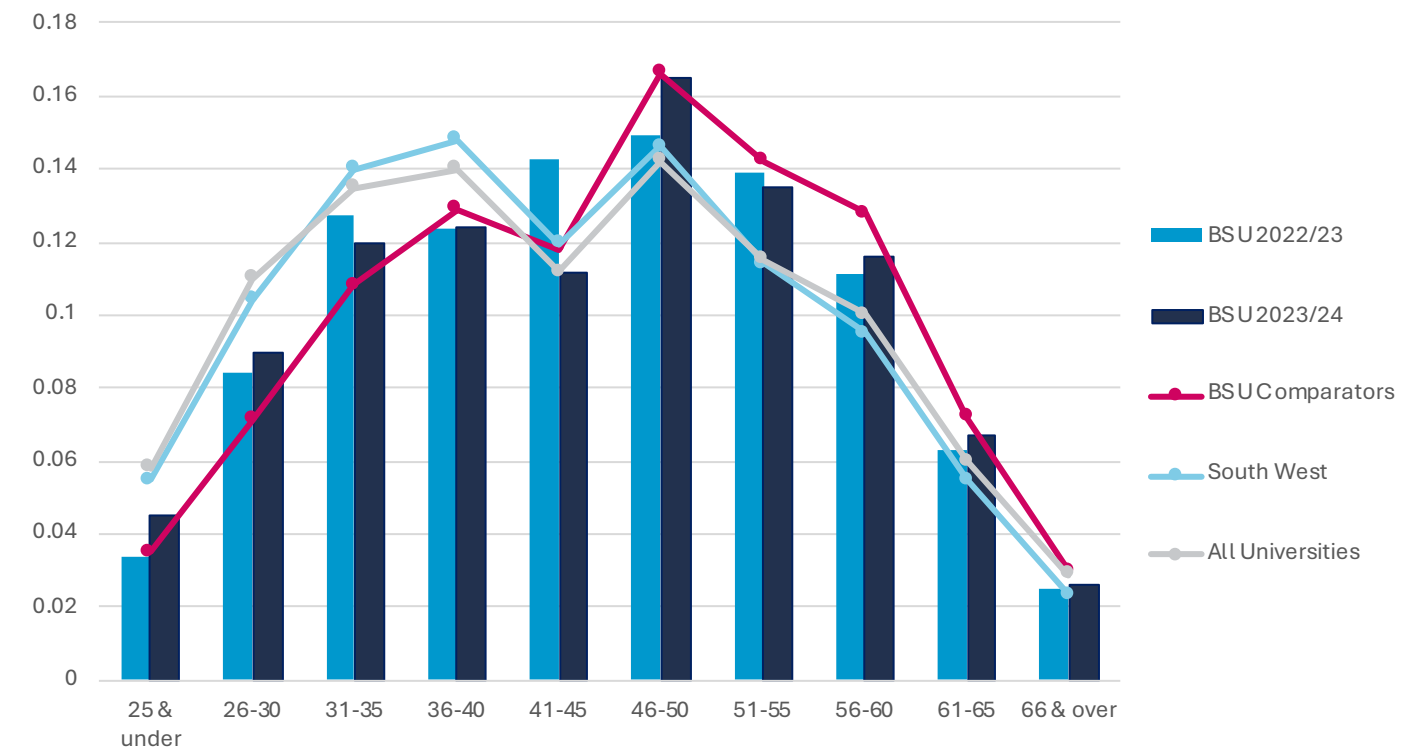
9%

STAFF AGE DATA

SENIOR STAFF DISABILITY



ALL STAFF AGE



Of BSU Senior Staff,

6.8%

identified as having a disability.

Comparatively, among Senior Staff,

6.9%

of BSU comparators

5.9%

of our South West

6%

of all Universities

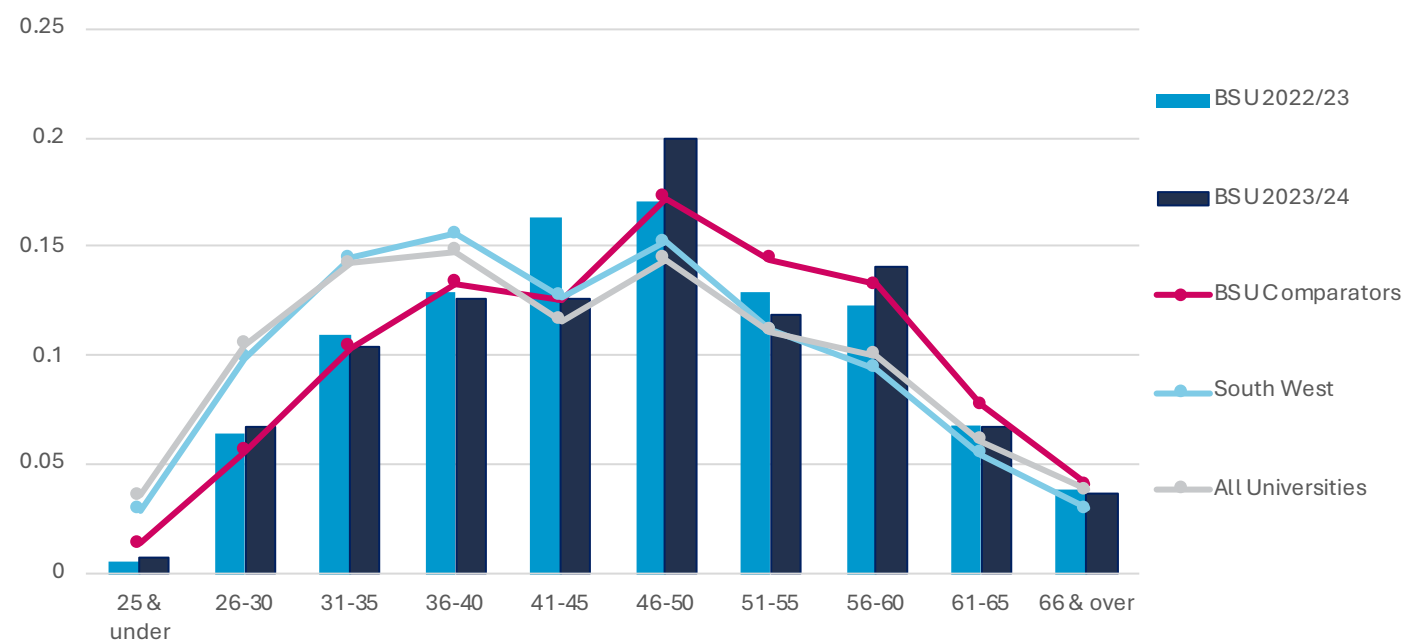
The percentage of Bath Spa University staff aged **40 and under** is generally lower than the benchmarks.

37.9% are 40 and under

4.5% are 25 and under

The highest proportion of our staff sit between **31-60**, with **46-50** remaining higher than all our comparators at **16.5%**

ACADEMIC STAFF AGE



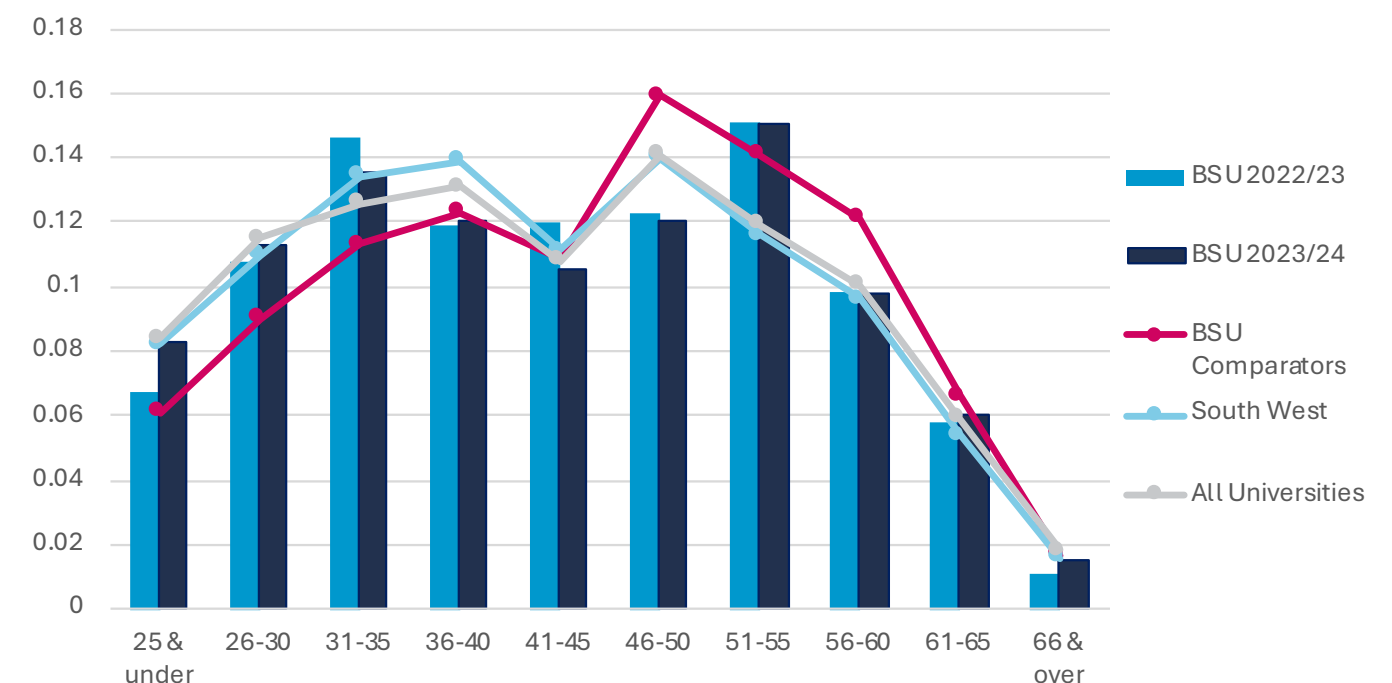
Our age composition of BSU Academics mostly remains the same as in previous years, however staff between **46-50** has increased to

20% ↑

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

0.7%

PROFESSIONAL SERVICES STAFF AGE



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

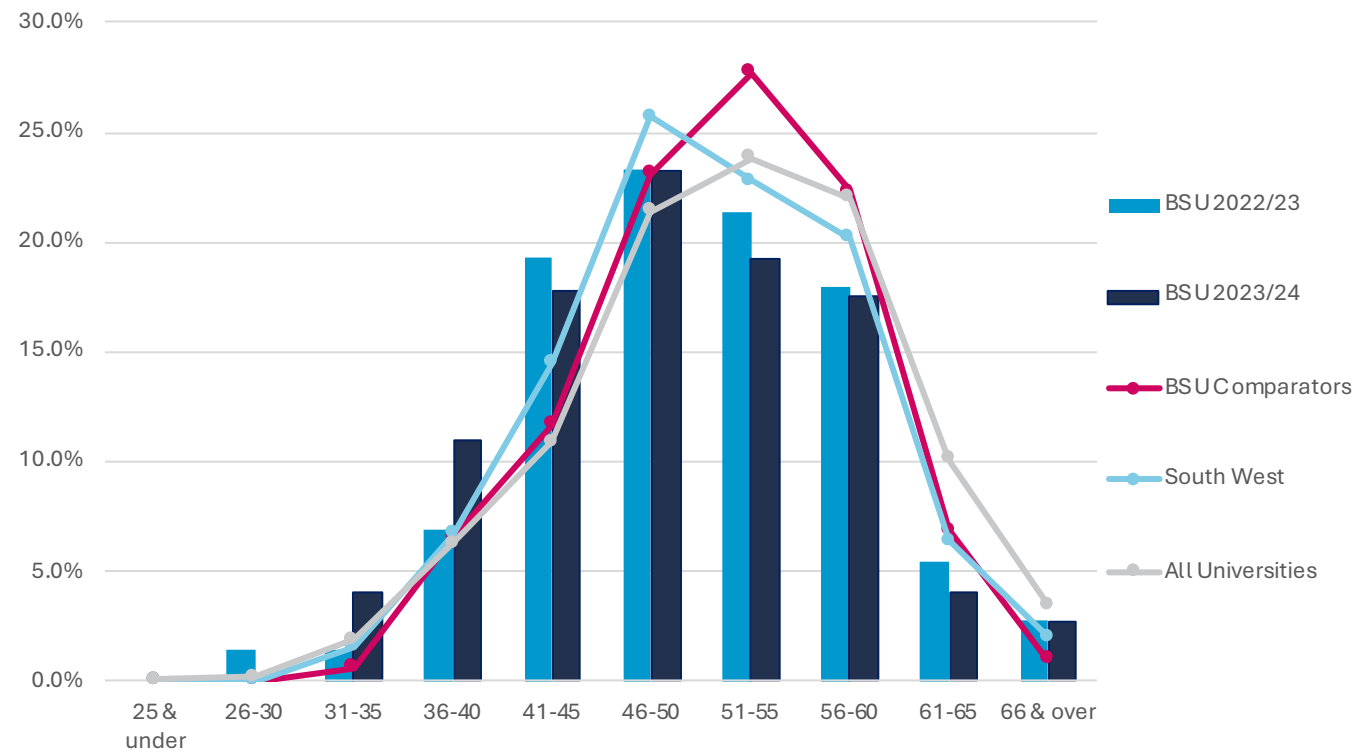
8.3% ↑

The largest proportion of staff are in the **51-55** age brackets, at **15%**.



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

SENIOR STAFF AGE



This year the age of senior staff between the 36-40 age bracket has increased to 11% which is a significant rise in comparison to our comparators.

11% ↑

BSU comparators are at

6.6%

South West is at

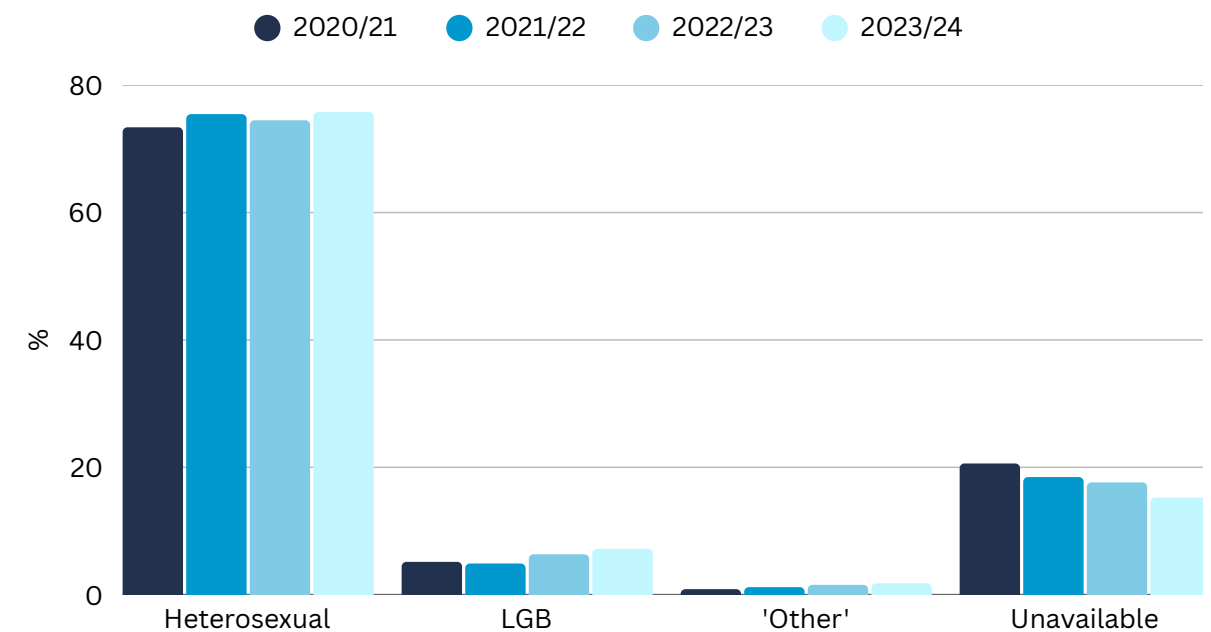
6.7%

All Universities are at

6.3%

SEXUAL ORIENTATION

LGBTQIA+ STAFF



3%



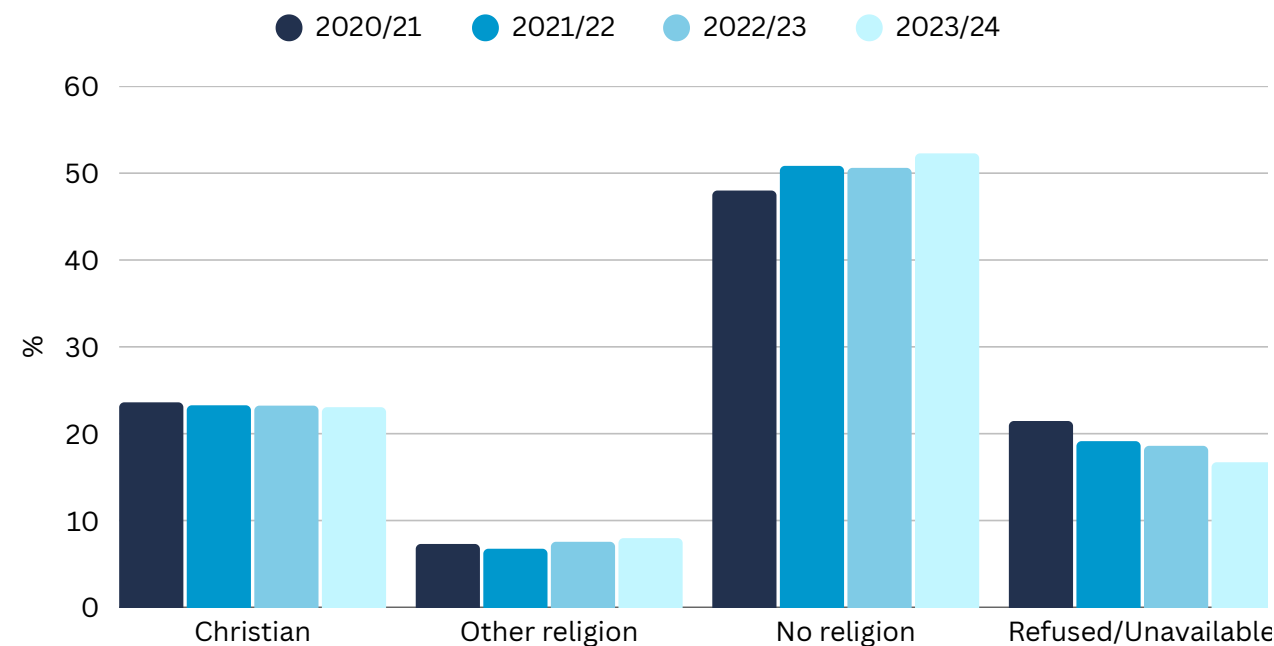
This is a decline from last year

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

Bath Spa Universities' non-disclosure rate is **15.36%**, this means that the actual numbers of our staff's sexual orientation may not be a true representation.

RELIGION AND BELIEF DATA

ALL STAFF



22.76%
of our students
identify as **Christian**

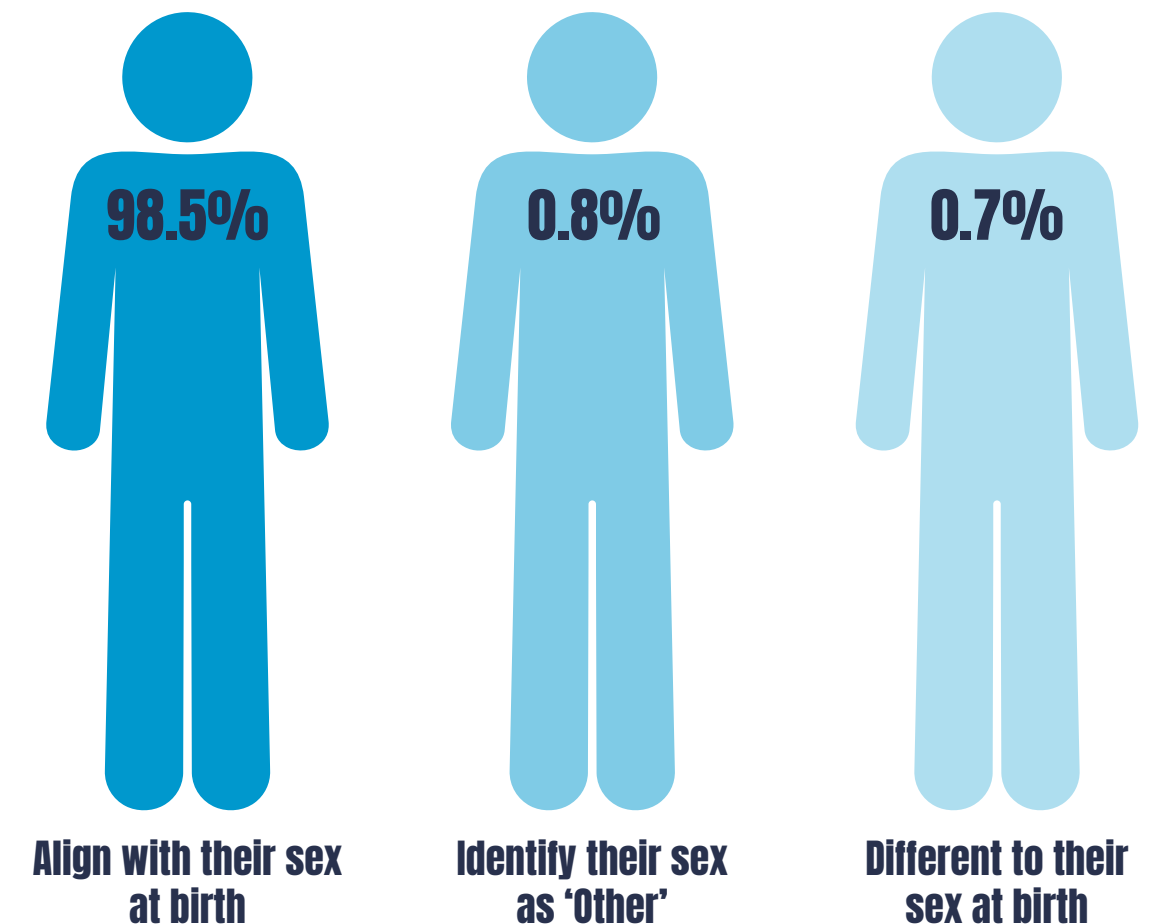
52.24%
identify with **no
religion**

8.21%
identify as **Other
Religious Groups**

The proportion of staff who have decided not to disclose their religion is **16.79%**. This means, as with sexual orientation, that the actual numbers may not be a true representation.

STAFF TRANSGENDER AND NON-BINARY DATA

LGBTQIA+ STAFF



The proportion of staff in 2023/2024 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 **0.7%**

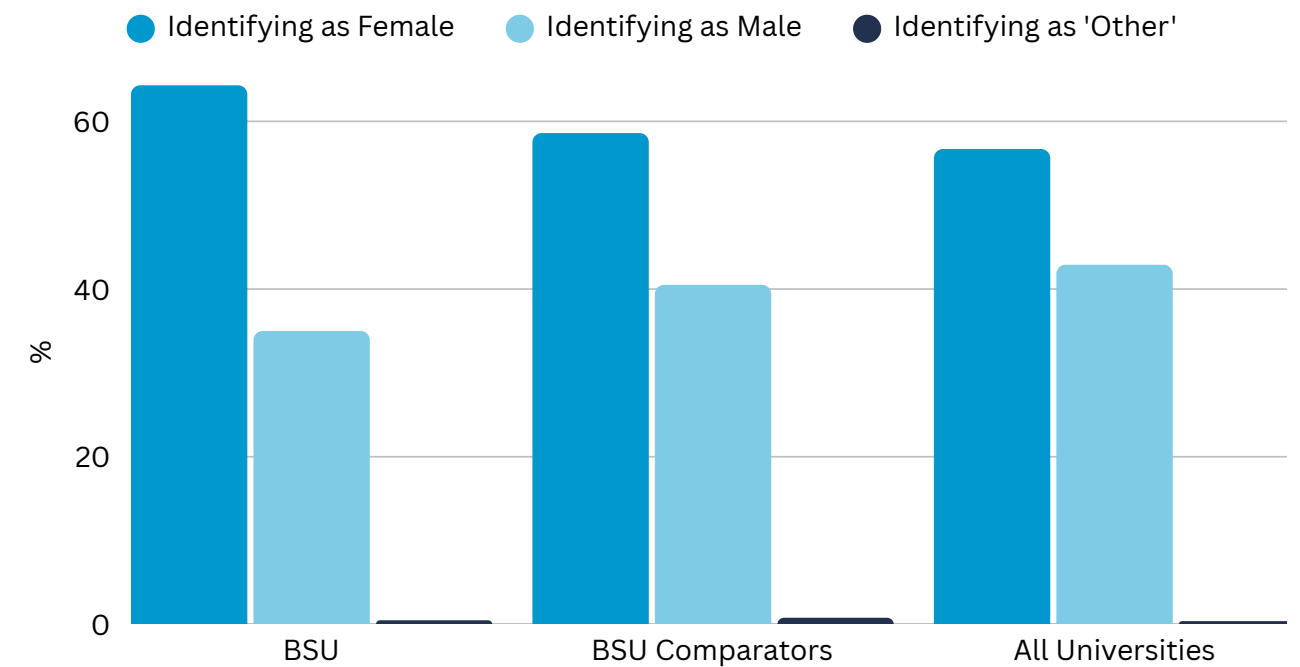
Staff identifying their sex as '**other**' was **0.8%**

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

ALL STUDENTS



64.3% of our students identify as female

35.2% of our students identify as male

0.5% of our students prefer not to say

58.6% identify as female within our BSU Comparators

40.5% identify as male within our BSU Comparators

0.8% prefer not to say within our BSU Comparators

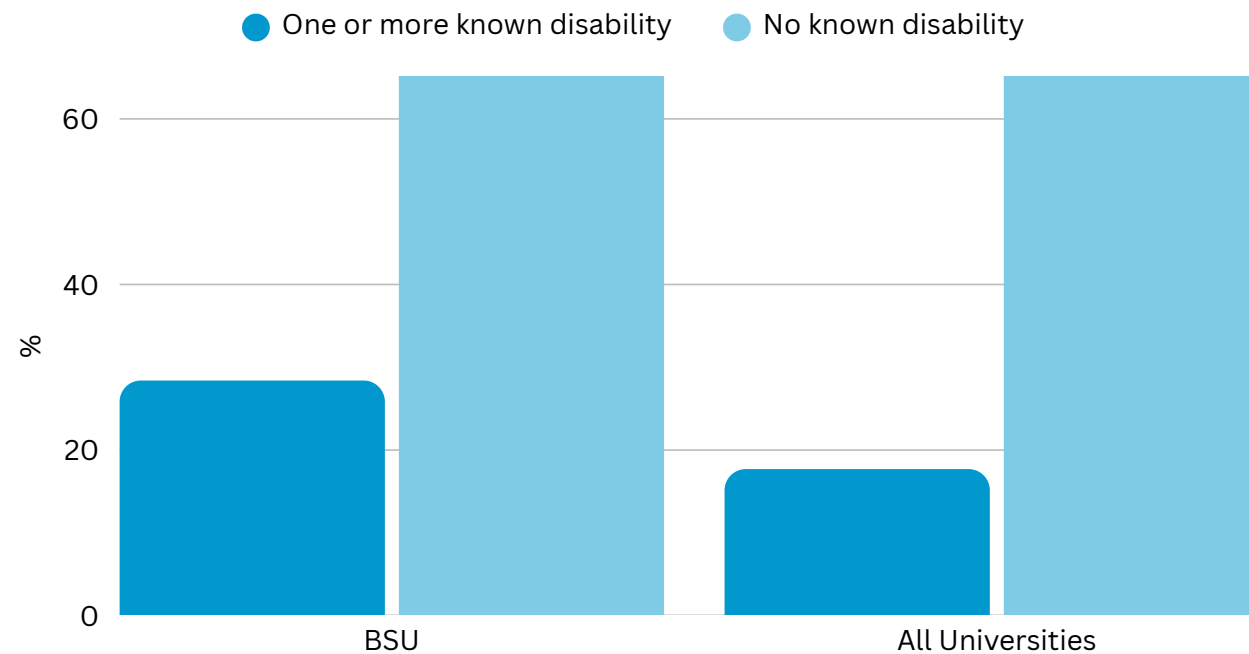
56.7% identify as female at all Universities

42.9% identify as male at all Universities

0.4% prefer not to say within all Universities

STUDENT DISABILITY

ALL STUDENTS



28.4% of our students have said that they have **one or more known disabilities**



This is an increase from last year.

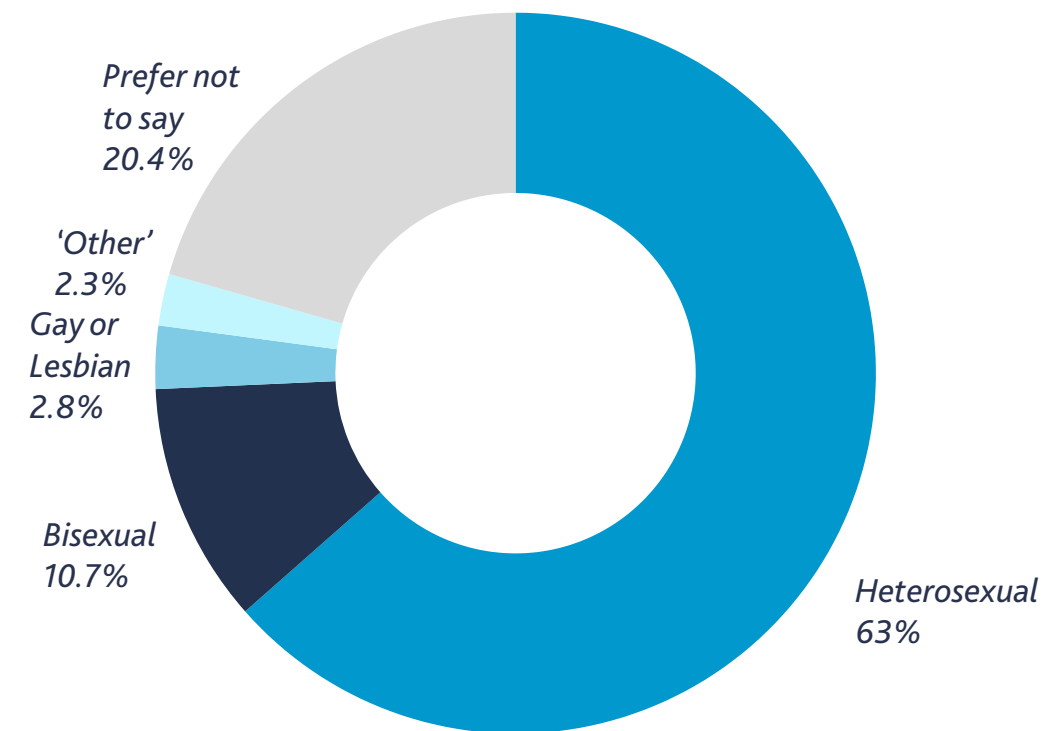
71.6% have said that they have **no known disability**

17.7% of all University students have **one or more known disabilities**

82.3% have **no known disabilities**

STUDENT SEXUAL ORIENTATION

ALL STUDENTS



63% identify as **Heterosexual**

10.7% identify as **Bisexual**

2.8% identify as **Gay or Lesbian**

0.4% identify as **Gay woman**

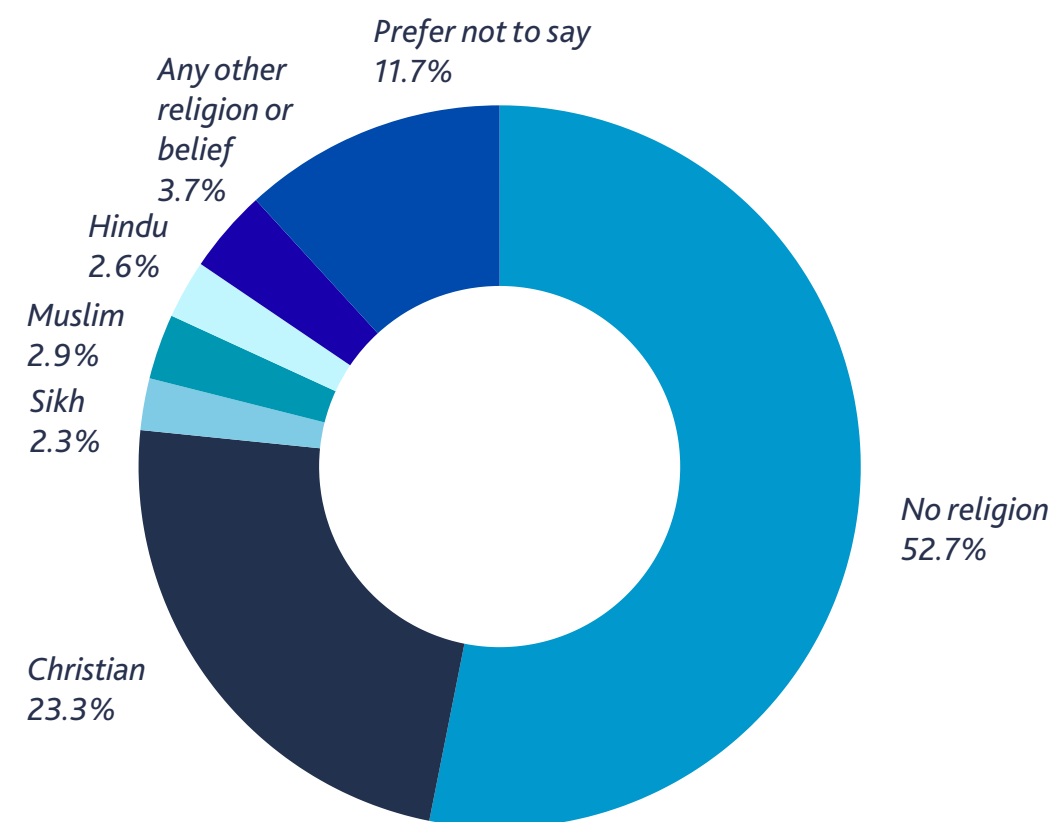
0.3% identify as **Gay man**

2.3% identify as **'Other'**

20.4% chose **prefer not to say** or **data is not available**

STUDENT RELIGION

ALL STUDENTS



52.7% identify as No religion

23.3% identify as Christian

2.3% identify as Sikh

2.9% identify as Muslim

2.6% identify as Hindu

0.6% identify as Buddhist

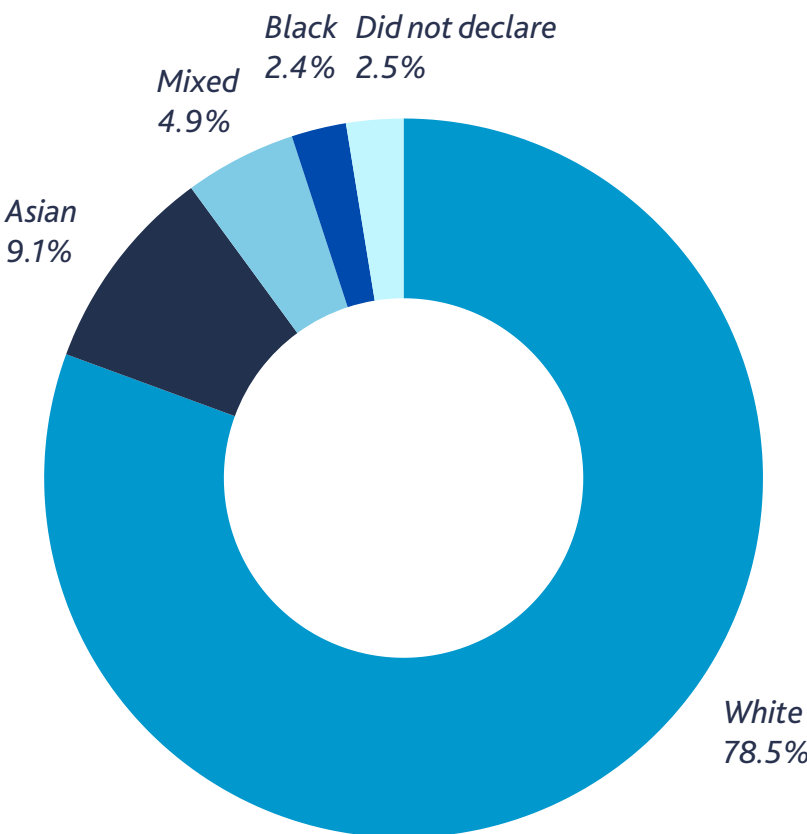
0.2% identify as Jewish

3.7% of student Identify as any other religion or belief

11.7% of students preferred not to say

STUDENT ETHNICITY DATA

ALL STUDENTS



78.5% of our students identify as White

9.1% of our students identify as Asian

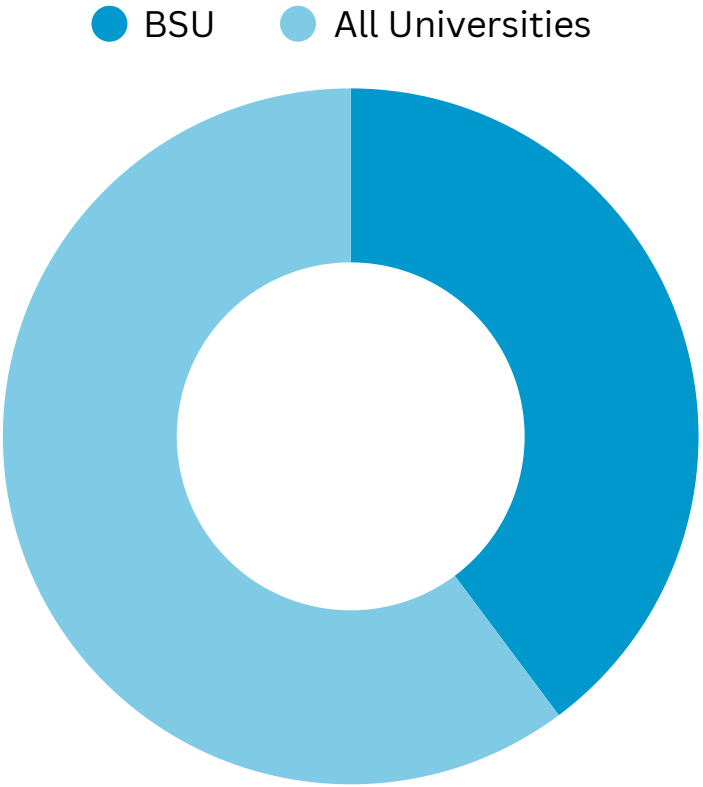
4.9% of our students identify as Mixed

2.4% of our students identify as Black

2.5% did not declare or was not provided

'BAME' STUDENTS

ALL STUDENTS



19.1%

of our students identify as BAME

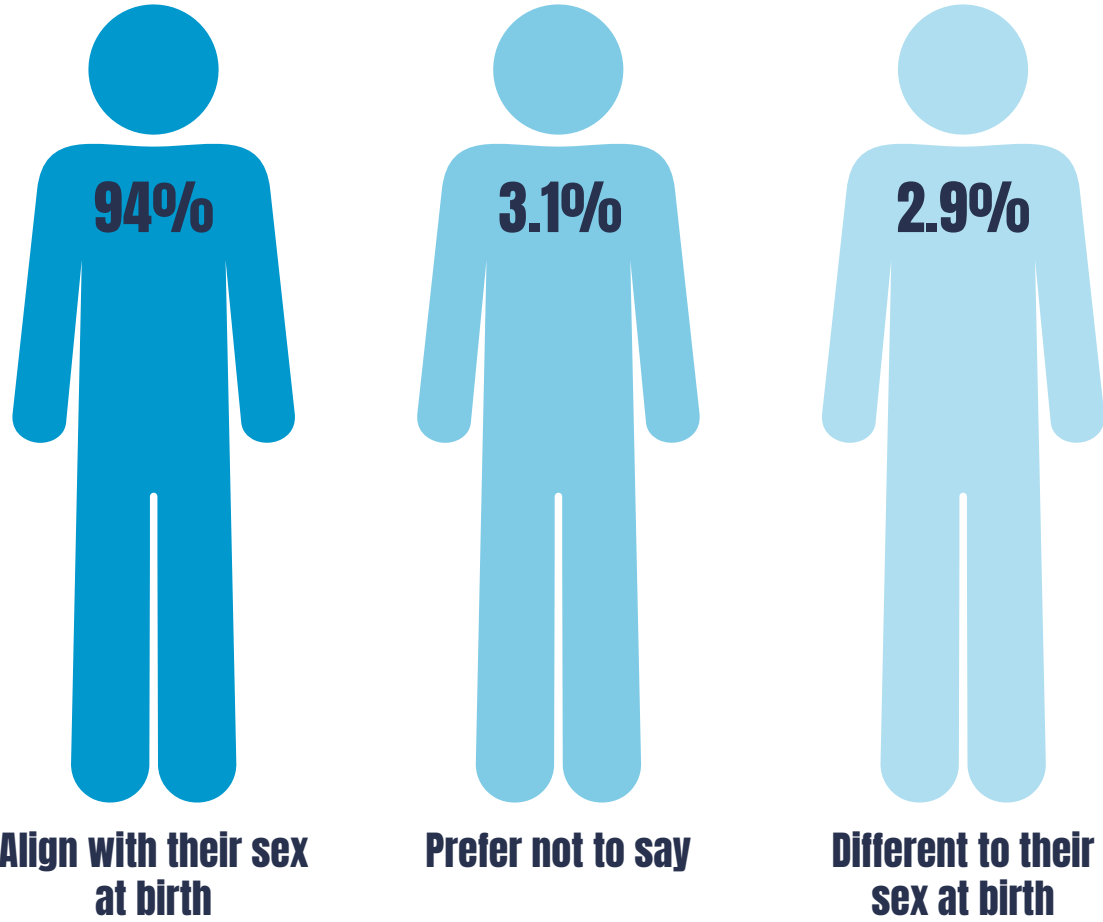
28.9%

of all Universities identify as BAME

We are aware that this may not be the true number of students due to those who chose not to declare.

STUDENT TRANSGENDER DATA

ALL STUDENTS



94% of students have said their gender aligns with their sex at birth

2.9% have said that their gender identity was different to their sex at birth

3.1% prefer not to say

EQUALITY HIGHLIGHTS

- May 2024 – marked National day for Staff Networks with a [videos](#) of all the co-chairs introducing themselves and their networks
- 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.
- June 2024 – Added the [Assistive Tech pathway](#) on MyServices
- July 2024 – sponsored Bristol Pride, participated in the parade and hosted a stall
- 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 Narratives Of Bath's Heritage, Mindful Book Club, Joy Trail and Let's go to Timbuktu
- October 2024 – started working with Alicia at Black Create Connect to build our Community Engagement Strategy in order to progress with our diverse recruitment plans
- November 2024 – [Bath Spa Counts 2024](#) went live
- November 2024 – Line Managers Forum to discuss neurodiversity, assistive technology and reasonable adjustments
- January 2025 – new cohort of Elevate Delegates
- January 2025 – hosted the [I Can I Am Bus](#) for staff
- February 2025 – held the Accessibility Campaign, a weeklong event where various departments discussed accessibility for both staff and students
- March 2025 – hosted International Women's Week with online contributions, a [Women in Sport Panel](#) and unveiled a plaque commemorating the [Suffragette Tree](#) planted on campus
- March 2025 – [Equality Week 2025](#), including drop-in sessions from WATP, Assistive Technology, videos, articles and an online discussion with Lou Chiu
- March 2025 – published our [Gender Pay Gap 2024](#) results
- April 2025 – two drop-in sessions to mark [Autism Awareness Month](#)
- April 2025 – launched the Inclusive Recruitment training for hiring managers
- May 2025 – formation of two new staff networks launched on Staff Networks Day – Women's Health Network and, Black Staff and Black Academic Network
- July 2025 – Participated in Bristol Pride, walked in the Parade and hosted an Expo stand

EQUALITY HIGHLIGHTS



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
- **Women's Health Network**
- **Black Staff and Black Academic Network (BSU-BSAN)**

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

