

## Bath Spa Counts, Staff and Student Diversity Data 2023/24

If you need Bath Spa Counts in a different format, please contact: the Equalities Projects Officer

### 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 2023/24.
- 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: **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

## 2.0 Staff Gender

### 2.1 All Staff Gender

2.2 At Bath Spa in the year 2023/24, 57% of our staff identify as female, 42% identify as male and 1.0% identify as 'other'. Our comparator group was 58.6% for female and at all Universities it was 55% female.

2.3 This year our Senior Staff that identify as female has increased to 60.4%, which is an increase from last year and above all our benchmarks.

2.4 Out of our academic staff 54.4% identify as female. Which is above all our comparators. 54.4% at our BSU comparators identify as women, 50% at the South West Universities and 48.7% at all Universities.

2.5 As for our BSU Professional Service staff 59.7% identify as women, 63.8% of our BSU Comparator identify as women, 63.8% staff at South West Universities identify as female and 62.6% staff of All Universities identify as female.

2.6 This year, 47.5% of professors identify as female, which is a 4.6% increase from last year. We are still higher than all our comparator groups; 33.1% of professors at BSU comparators identify as female, 35% of professors at South West identify as female and 31.8% of professors at All Universities identify as female.

## 3.0 Gender Pay Gap 2022

3.1 Our mean pay gap this year is 9.7% which is equivalent to £2.20 per hour and our median pay gap this year is 13.7% which is 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.

## 4.0 Staff Ethnicity Data

4.1 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

4.2 Staff who identified as Black, Asian, or another minoritised ethnicity (abbreviated to BAME for this report) increased to 10%. The BSU comparator group is 13.9%, South West universities at 13.4%, and All Universities at 18.9%. This shows we are moving closer to our 14% target by 2027.

4.3 Within our Academic Staff 14.1% identify as BAME, which another increase from previous years. The BSU comparator group at 18.1%, South West Universities both at 17.1%, and all Universities at 21.7%.

4.4 6% of our Professional Service staff identify as BAME, an increase again. Our comparators are at 8.9%, South West Universities at 9.2% and All universities at 15.5%.

4.5 The most promising set of data is for our senior staff with 12.3% identifying as BAME which retains our position as higher than all our comparator groups. BSU Comparators at 6.9%, South West Universities 6.2% and All Universities 9.3%.

## **5.0 Disability**

5.1 11.2% of our staff have identified as having a disability, an increase from the previous year. Our BSU Comparators are at 9.8%, South West Universities at 9.5% and All Universities at 7.9%

5.2 8.9% of our Academic staff identify as having a disability, which has put us above our all our comparators. BSU comparators are at 8.6% who identify as disabled, 8.1% of staff at South West Universities identify as disabled and 6.9% of staff at All Universities identify as disabled.

5.3 12.8% of Professional Services staff identify as disabled, another increase keeps us above our comparators. 11.2% of staff at our BSU Comparators, 11.0% of staff at South West universities and 9% of staff at All Universities identify as disabled.

5.4 Our most significant increase is with our Senior Staff at 6.8%. BSU Comparators are at 6.9%, South West Universities at 5.9% and All Universities at 6%.

## **6.0 Age**

6.1 The percentage of Bath Spa University staff aged 40 and under is at 37.9%, which is generally lower than our benchmarks. We have had an increase in staff ages 25 and under, which is currently at 4.5% and the highest proportion of our staff are aged between 31-60 (77.2%).

6.2 The proportion of staff aged between 46-50 remains higher than most of our benchmarks at 16.5%

6.5 Our age composition of BSU Academics has remained mostly the same as in previous years. We have seen an increase in our academic staff aged 46-50 to 20%, and staff who are 25 and younger at has increased slightly 0.7%

6.6 Professional services - In a continued trend we have seen in increases in 25 and under staff currently at 8.3% with the largest portion of staff in the 51-55 age bracket, at 15.0%. We are very similar to all our comparator groups within professional services.

6.7 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. Our BSU comparators are at 6.6%, South West Universities at 6.7% and all Universities at 6.3%.

## 7.0 Sexual Orientation

7.1 3% of staff have reported their sexuality to be Lesbian, Gay, Bisexual or 'other' (abbreviated to LGB), a decline from last year. Our BSU comparator group is at 3.34%, South West Universities 2.6% and All Universities 2.92%.

7.2 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**.

## 8.0 Religion

8.1 22.76% of staff identify as Christian, 8.21% of staff identify with other religions, an increase from previous years, 52.24% of staff identify with no religion, also an increase from last year.

8.2 The BSU comparator group was at 32.11% identify as Christian; 8.74% as other religion' and 40.43% say they have no religion. For South West Universities 19.43% identify as Christian, 6.5% other religion and 38.23% identify with no religion. Across all universities 22.86% identify as Christian, 10.15% identify with other religions and 35.41% identify with no religion.

8.3 The proportion of staff BSU 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**.

## 9.0 Staff Transgender and Non-Binary Data

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 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

### 1.0 Student Gender

- 1.1 64.3% of our students identify as female, with 35.2%% identifying as male, and 0.5% prefer not to say/not available.
- 1.2 56.7%% of students at All Universities identify as female, 42.9% male and 0.4% prefer not to say/not available. Within our BSU Comparator group, 58.6% of students identify as female, 40.5% as male and 0.8% prefer not to say/not available.

### 2.0 Student Disability

- 2.1 28.4%% of our students have said that they have one or more known disabilities. And 71.6% have said that they have no known disabilities.
- 2.2 17.7% of all university students have said they have one of more known disabilities and 82.3% of students at All Universities have no known disabilities.

### 3.0 Sexual Orientation

- 3.1 Our students identify as below: -
  - Heterosexual – 63%
  - Bisexual – 10.7%
  - Gay or Lesbian – 2.8%
  - Other Sexual orientation – 2.3%
  - Gay man/woman – 0.3%/0.4%
  - Prefer not to say not available - 20.4%

### 4.0 Religion

- 4.1 Below shows the religious groups that our represented within our student population.
  - No Religion 52.7%
  - Christian 23.3%
  - Muslim 2.9%
  - Hindu 2.6%
  - Sikh 2.3%
  - Buddhist 0.6%

Jewish 0.2%  
Any other religion or belief 3.7%  
Prefer not to say/not available 11.7%

## 5.0 Ethnicity

5.1 At BSU the breakdown of ethnicity is below.

White: 78.5%  
Asian: 9.1%  
Black: 2.4%  
Mixed Ethnicity: 4.9%  
Any other ethnicity: 2.7%  
Prefer not to say/not available 2.5%

This means the amount of 'BAME' students we have at Bath Spa University is 19.1%, however like the staff data we are aware that this **may not be the true number of students due to those who chose not to declare.**

5.2 All Universities' student ethnicity is below.

White: 68.3%  
Asian: 8.4%  
Black: 8.4%  
Mixed Ethnicity: 4.8%  
Prefer not to say/not available 2.9%

This means the amount of 'BAME' students at all Universities is 28.9%

## 6.0 Transgender Status

6.1 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, however 3.1% of students preferred 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



## 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
- 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](http://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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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](https://bathspasu.co.uk/voice)