



AUB's Equality Data (2013/2014)

AUB's Equality Statement

All members of the University's community including staff, students, visitors and contractors have a responsibility to treat others fairly and respectfully regardless of the characteristics which may define their identity, such as Age, Disability, Gender reassignment, Marriage and Civil partnership, Pregnancy and maternity, Race, Religion or belief (including lack of belief), Sex and Sexual orientation.

The University is responsible for providing a working and learning environment founded on dignity, respect and equity where discrimination of any kind is treated with the utmost seriousness in accordance with this scheme.

AUB and the Public sector Equality Duty

Following the implementation of the Equality Act 2010, the public sector Equality Duty came into force across Great Britain on 5 April 2011.

What is the public sector Equality Duty?

The public sector Equality Duty, at section 149, of the Equality Act, requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to understand how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies can be more efficient and effective. The Equality Duty therefore helps public bodies to deliver the Government's overall objectives for public services.¹

AUB is required to publish information to demonstrate its compliance with the duty imposed by section 149(1) of the Act.

In accordance with the duty AUB is publishing the equalities data it currently collects on its staff and students. The information presented at 31 January 2014 is the information that applies to the most recent academic year (2013/2014).

¹ <http://www.homeoffice.gov.uk/equalities/equality-act/equality-duty/>

Student profile

These data apply to the most recent complete academic year (2013/2014). Please note that the University does not collect data on some areas, except where these can be indicated anonymously, and hence some information is not available. In addition, some categories contain small numbers of students and hence should be treated with caution; in some cases these have been aggregated.

Much of the information about the background of applicants is not available unless they enrol, and hence only limited information is given.

Applications for 2013/14 entry

Age

	Young	Mature
Applications	4455	459
Interviews/Applications	76.3 %	64.9 %
Offers Made/Applications	40.7 %	34.2 %
Acceptances/Offers Made	52.3 %	71.3 %
Enrolments/Acceptances	85.4 %	75.9 %
Enrolments/Applications	18.2 %	18.5 %

Disability

	No disability	Dyslexia	Other disability
Applications	4278	411	223
Interviews/Applications	77.9 %	80.5 %	73.1 %
Offers Made/Applications	39.6 %	45.5 %	39.0 %
Acceptances/Offers Made	52.9 %	54.6 %	69.0 %
Enrolments/Acceptances	84.3 %	89.2 %	76.7 %
Enrolments/Applications	17.7 %	22.1 %	20.6 %

Gender

	Female	Male
Applications	3374	1540
Interviews/Applications	81.9 %	69.3 %
Offers Made/Applications	42.3 %	34.3 %
Acceptances/Offers Made	52.9 %	56.3 %
Enrolments/Acceptances	83.5 %	86.9 %
Enrolments/Applications	18.9 %	16.8 %

Total student enrolment 2013/14

	Level 4 enrolment		Total student enrolment	
Male	296	28.3%	905	31.8%
Female	749	71.7%	1944	68.2%
No disability	900	86.1%	2444	85.8%
Dyslexia	92	8.8%	239	8.4%
Other disability	53	5.1%	166	5.8%
White	891	87.1%	2397	86.0%
BME	132	12.9%	389	14.0%
Aged under 21	928	88.9%	2371	83.2%
Aged 21-30	107	10.2%	446	15.7%
Aged 31-40	5	0.5%	18	0.6%
Aged over 40	5	0.5%	14	0.5%
Home	918	87.8%	2446	85.9%
EU	54	5.2%	156	5.5%
Overseas	73	7.0%	247	8.7%

(63 students have not recorded their ethnicity, and these are excluded from the figures)

Retention and progression 2013/14

Outcomes for Level 4

	Number retained	% retention	Number progressing	% progression
Male	278	93.9%	265	95.3%
Female	689	92.0%	682	99.0%
No disability	827	93.0%	790	95.5%
Dyslexia	65	95.6%	63	96.9%
Other disability	39	88.6%	37	94.9%
White	793	96.5%	772	97.4%
BME	121	94.5%	114	94.2%
Young (under 21)	817	93.8%	780	95.5%
Mature (21+)	114	87.7%	110	96.5%
Home	778	93.0%	747	96.0%
Non-UK	153	93.3%	143	93.5%

Overall

	Number retained	% retention
Male	863	95.4%
Female	1837	94.5%
No disability	2329	95.3%
Dyslexia	222	92.9%
Other disability	149	90.0%
White	2277	95.0%

BME	363	93.3%
Young (under 21)	2244	94.6%
Mature (21+)	456	95.4%
Home	2321	94.9%
EU	149	95.5%
Overseas	230	93.1%

Achievement 2013/14

Proportion of students with good Honours degrees (First Class or Upper Second Class Honours)

Male	187	62.3%
Female	389	68.3%
No disability	494	66.9%
Dyslexia	49	66.2%
Other disability	29	55.8%
White	514	69.6%
BME	47	43.1%
Young (under 21)	424	66.4%
Mature (21+)	152	65.8%
Home	505	67.9%
International	71	56.3%

Student experience 2013/14

% overall satisfaction according to National Student Survey (NSS) 2014

Male	83%
Female	88%
No disability	87%
Dyslexia	85%
Other disability	71%
White	87%
BME	81%
Young (under 21)	87%
Mature (21+)	81%
Home	89%
EU	75%
Overseas	74%

The numbers of appeals and complaints are too small to provide reliable data.

Staff

Age

	Academic Staff	Business staff
Less than 20 years	0%	0%
20-30 years	5%	17%
31-40 years	22%	34%
41-50 years	37%	24%
51-60 years	21%	20%
60+ years	14%	6%

Disability

	Academic Staff	Business staff
Declared a disability	7%	8%

Ethnicity

	Academic Staff	Business staff
White	96%	94%
Non White	4%	6%

Gender

	Academic Staff	Business staff
Male	55%	38%
Female	45%	62%