



## **AUB's Equality Data (2014/2015)**

### **AUB's Equality Commitment**

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. These include the legally protected characteristics which are: 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 has committed to provide a working and learning environment founded on dignity, respect and equity where discrimination of any kind is treated with the utmost seriousness.

### **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.<sup>1</sup>

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 2016 is the information that applies to the most recent academic year (2014/2015).

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

## Student profile

These data apply to the most recent complete academic year (2014/2015). 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 2014/15 entry

*Note that throughout these datasets, there are some students for whom data is not recorded (e.g. they have not provided their ethnicity). These students are excluded from the percentage calculations.*

#### Age

	Young	Mature
Applications	5623	458
Interviews/Applications	71.8%	58.3%
Offers Made/Applications	35.8%	26.6%
Acceptances/Offers Made	47.8%	54.9%
Enrolments/Acceptances	88.6%	94.0%
Enrolments/Applications	15.1%	13.8%

#### Disability

	No disability	Dyslexia	Other disability
Applications	4883	493	296
Interviews/Applications	70.2 %	80.5 %	69.6 %
Offers Made/Applications	39.0 %	45.5 %	33.5 %
Acceptances/Offers Made	47.4 %	54.6 %	62.6 %
Enrolments/Acceptances	92.3 %	89.2 %	93.6 %
Enrolments/Applications	17.0 %	22.1 %	19.6 %

## Gender

	Female	Male
Applications	3981	1724
Interviews/Applications	75.5 %	60.3 %
Offers Made/Applications	37.7 %	29.0 %
Acceptances/Offers Made	45.8 %	55.6 %
Enrolments/Acceptances	89.4 %	88.1 %
Enrolments/Applications	15.5 %	14.2 %

## Total student enrolment 2014/15

	Level 4 enrolment		Total student enrolment	
Male	308	29.4%	870	30.5%
Female	741	70.6%	1983	69.5%
No disability	882	86.1%	2410	85.0%
Dyslexia	87	8.4%	246	8.7%
Other disability	66	6.4%	180	6.3%
White	848	83.1%	2373	85.1%
BME	173	16.9%	416	14.9%
Aged under 21	946	90.2%	2519	88.3%
Aged 21-30	95	9.1%	308	10.8%
Aged 31-40	3	0.3%	13	0.5%
Aged over 40	5	0.5%	13	0.5%
Home	861	82.1%	2414	84.6%
EU	73	7.0%	175	6.1%
Overseas	115	11.0%	264	9.3%

**Retention and progression 2014/15**

Outcomes for Level 4

	Number retained	% retention	Number progressing	% progression
Male	287	93.2%	269	93.8%
Female	682	92.0%	669	98.1%
No disability	818	92.6%	791	96.7%
Dyslexia	83	95.4%	82	98.8%
Other disability	55	83.3%	52	94.6%
White	780	92.0%	758	97.2%
BME	161	93.1%	153	95.0%
Young (under 21)	876	92.6%	848	96.8%
Mature (21+)	93	90.3%	90	96.8%
Home	794	92.2%	772	97.2%
Non-UK	175	93.1%	166	94.9%

Overall

	Number retained	% retention
Male	836	96.1%
Female	1881	94.9%
No disability	2306	95.7%
Dyslexia	236	96.0%
Other disability	158	87.8%
White	2263	95.4%
BME	390	93.8%
Young (under 21)	2399	95.2%
Mature (21+)	318	95.2%
Home	2296	95.1%
EU	170	97.1%
Overseas	251	95.1%

**Achievement 2014/15**

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

Male	158	56.3%
Female	357	65.4%
No disability	452	63.4%
Dyslexia	38	63.3%
Other disability	25	49.0%
White	447	64.1%
BME	61	53.5%
Young (under 21)	453	63.7%
Mature (21+)	62	53.9%
Home	432	62.5%
International	71	61.5%

**Student experience 2014/15**

% overall satisfaction according to National Student Survey (NSS) 2015

Male	81%
Female	82%
No disability	82%
Dyslexia	90%
Other disability	71%
White	81%
BME	83%
Young (under 21)	81%
Mature (21+)	82%
Home	81%
EU	88%
Overseas	84%

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	15 %	17%
31-40 years	32%	32%
41-50 years	26%	24%
51-60 years	20%	21%
60+ years	4%	6%
Unknown	1%	0%



**Disability**

	Academic Staff	Business staff
Declared a disability	5.48%	6.07%

**Ethnicity**

	Academic Staff	Business staff
White	98%	96%
Non White	2%	3%
Unknown	0%	1%

**Gender**

	Academic Staff	Business staff
Male	55.97%	40.10%
Female	44.03%	59.90%