



## **AUB's Equality Data (2015/2016)**

### **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 2017 is the information that applies to the most recent academic year (2015/2016).

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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 (2015/2016). 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 2015/16 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	6468	702
Interviews/Applications	67.7%	48.4%
Offers Made/Applications	42.95%	33.7%
Acceptances/Offers Made	46.9%	61.6%
Enrolments/Acceptances	89.89%	80.1%
Enrolments/Applications	17.73%	16.26%

#### Disability

	No disability	Learning Difficulty	Other disability
Applications	6173	533	447
Interviews/Applications	65.17%	74.11 %	68.23%
Offers Made/Applications	41.44 %	49.34 %	40.49 %
Acceptances/Offers Made	46.64 %	51.71%	61.33 %
Enrolments/Acceptances	87.18%	91.91 %	89.19%
Enrolments/Applications	16.85 %	23.45 %	22.15%

**Gender**

	Female	Male
Applications	5064	2095
Interviews/Applications	68.31%	60 %
Offers Made/Applications	44.43 %	35.99 %
Acceptances/Offers Made	45.60 %	55.31 %
Enrolments/Acceptances	86.84 %	87.53 %
Enrolments/Applications	17.59 %	17.42%

**Total student enrolment 2015/16**

	Level 4 enrolment		Total student enrolment	
Male	350	28.7%	908	28.9%
Female	871	71.3%	2226	71.1%
No disability	1009	82.1%	2601	82.9%
Learning Difficulty	122	9.9%	305	9.7%
Other disability	98	7.9%	230	7.3%
White	1064	88.2%	2650	86.3%
BME	141	11.8%	418	13.7%
Aged under 21	1114	90.6%	2802	89.2%
Aged 21-30	104	8.5%	311	9.9%
Aged 31-40	5	0.4%	13	0.4%
Aged over 40	6	0.5%	16	0.5%
Home	1029	83.7%	2657	84.5%
EU	75	6.1%	191	6.1%
Overseas	125	10.2%	294	9.3%

### Retention and progression 2015/16

#### Outcomes for Level 4

	Number retained	% retention	Number progressing	% progression
Male	316	90.29%	296	93.67%
Female	792	90.3%	779	98.36%
No disability	919	91.08%	888	96.63%
Dyslexia	113	92.62%	112	99.12%
Other disability	84	85.71%	82	97.62%
White	967	90.88%	944	97.63%
BME	128	90.78%	119	92.97%
Young (under 21)	1015	91.11%	986	97.14%
Mature (21+)	101	87.8%	96	95.1%
Home	936	90.96%	912	97.44%
Non-UK	180	90%	170	94.44%

Overall

	Number retained	% retention
Male	849	93.5%
Female	2096	94.2%
No disability	2459	94.5%
Learning Difficulty	286	93.8%
Other disability	203	88.3%
White	2493	94.1%
BME	391	93.5%
Young (under 21)	2641	94.3%
Mature (21+)	312	91.8%
Home	2506	94.3%
EU	179	93.7%
Overseas	268	91.2%

**Achievement 2015/16**

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

Male	169	65.76%
Female	422	65.94%
No disability	503	66.98%
Learning Difficulty	54	63.53%
Other disability	32	55.17%
White	522	67.97%
BME	57	51.82%
Young (under 21)	515	65.52%
Mature (21+)	76	70.4%
Home	529	66.54%
International	62	62.63%

**Student experience 2015/16**

% overall satisfaction according to National Student Survey (NSS) 2016

Male	76%
Female	84%
No disability	83%
Dyslexia	76%
Other disability	79%
White	84%
BME	83%
Young (under 21)	83%
Mature (21+)	77%
Home	83%
EU	72%
Overseas	77%

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	3.42 %	19.16%
31-40 years	24.66%	29.91%
41-50 years	34.25%	27.57%
51-60 years	26.03%	16.82%
60+ years	11.64%	6.54%
Unknown	0%	0%



### Disability

	Academic Staff	Business staff
Declared a disability	6.16%	5.61%

### Ethnicity

	Academic Staff	Business staff
White	97%	95%
Non White	3%	4%
Unknown	0%	1%

### Gender

	Academic Staff	Business staff
Male	54.11%	39.72%
Female	45.89%	60.28%