



## **AUB's Equality Data (2019/2020)**

### **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 2021 is the information that applies to the most recent academic year (2019/2020).

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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 (2019/2020). 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 2019/2020 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	6247	450
Interviews/Applications	72.53%	50.00%
Offers Made/Applications	52.75%	74.33%
Acceptances/Offers Made	37.24%	153.64%
Enrolments/Acceptances	92.42%	77.97%
Enrolments/Applications	18.15%	20.63%

#### Gender

	Female	Male	All other
Applications	4668	2012	16
Interviews/Applications	69.73%	73.91%	75.00%
Offers Made/Applications	56.88%	42.00%	93.75%
Acceptances/Offers Made	37.21%	40.83%	80.00%
Enrolments/Acceptances	89.57%	95.36%	100.00%
Enrolments/Applications	18.96%	16.35%	75.00%

**Disability**

	No Known Disability	Learning Difficulty	Other	Unknown / Undisclosed
Applications	5407	503	739	48
Interviews/Applications	70.46%	77.14%	75.24%	0.00%
Offers Made/Applications	52.36%	56.66%	52.64%	22.92%
Acceptances/Offer Made	35.71%	47.37%	50.64%	27.27%
Enrolments/Acceptances	90.60%	91.85%	94.42%	0.00%
Enrolments/Applications	16.94%	24.65%	25.17%	0.00%

### Total student enrolment 2019/2020

	Level 4 enrolment		Total student enrolment	
Male	329	26.84%	960	29.27%
Female	885	72.19%	2287	69.73%
All other	12	0.98%	33	1.01%
No Disability	916	74.71%	2563	78.14%
Learning Difficulty	124	10.11%	292	8.90%
Other Disability	186	15.17%	425	12.96%
Unknown / Undisclosed	0	0.00 %	0	0.00%
White	984	80.26%	2640	80.49%
BME	203	16.56%	533	16.25%
Unknown / Undisclosed	39	3.18%	107	3.26%
Young	1134	92.50%	3010	91.77%
Mature	92	7.50%	270	8.23%
Home	968	78.96%	2660	81.10%
EU	121	9.87%	264	8.05%
Channel Isles / Isle of Man	24	1.96%	62	1.89%
Overseas	111	9.05%	289	8.81%
Unknown / Undisclosed	2	0.16%	5	0.15%

### Retention and progression 2019/2020

#### Outcomes for Level 4

	Number retained	% retention	Number progressing	% progression
Male	303	92.10%	295	97.36%
Female	812	91.75%	805	99.14%
All other	12	100.00 %	12	100.00 %
No disability	846	92.36%	832	98.35%

AUB's Equality Data (academic year 2019/2020)  
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Learning Difficulty	117	94.35%	116	99.15%
Other disability	164	88.17%	164	100.00%
Unknown / Undisclosed	0	0.00%	0	0.00%
White	901	91.57%	890	98.78%
BME	191	94.09%	187	97.91%
Unknown / Undisclosed	35	89.74%	35	100.00%
Young (under 21)	1047	92.33%	1033	98.66%
Mature (21+)	80	86.96%	79	98.75%
Home	889	91.84%	877	98.65%
EU	113	93.39%	112	99.12%
Overseas	100	90.09%	98	98.00%
Channel Isles / Isle of Man	23	95.83%	23	100.00%
Unknown / Undisclosed	2	100.00%	2	100.00%

Overall Outcomes

	Number retained	% retention
Male	909	94.69%
Female	2166	94.71%
All other	32	96.97%
No Disability	2442	95.28%
Learning Difficulty	279	95.55%
Other Disability	386	90.82%
Unknown / Undisclosed	0	100.00 %
White	2504	94.85%
BME	501	94.00%
Unknown / Undisclosed	102	95.33%
Young (under 21)	2858	94.95%

Mature (21+)	249	92.22%
Home	2522	94.81%
EU	249	94.32%
Overseas	271	93.77%
Channel Isle / Isle of Man	60	96.77%
Unknown / Undisclosed	5	100.00 %

### Achievement 2019/2020

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

Male	189	60.19%
Female	506	69.60%
All other	6	66.67%
No Disability	566	67.70%
Learning Difficulty	61	62.24%
Other Disability	74	63.79%
Unknown / Undisclosed	0	0.00%
White	594	69.88%
BME	84	51.85%
Other	23	60.53%
Young (under 21)	636	66.67%
Mature (21+)	65	67.71%
Home	602	68.56%
EU	34	53.97%
Overseas	51	57.30%
Channel Isle / Isle of Man	13	72.22%
Unknown /Undisclosed	1	50.00%

## Staff

### Age

	Academic Staff	Professional Staff
Less than 20 years	0%	0%
20-30 years	2%	23%
31-40 years	22%	25%
41-50 years	34%	26%
51-60 years	29%	20%
60+ years	13%	6%
Unknown	0%	0%

### Disability

	Academic Staff	Professional Staff
Declared a disability	7.10 %	6.61%

### Ethnicity

	Academic Staff	Professional Staff
White	97%	96%
Non White	2%	4%
Unknown	1%	0%

### Gender

	Academic Staff	Professional Staff
Male	50%	40%
Female	50%	60%