



AUB's Equality Data (2018/2019)

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.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 2020 is the information that applies to the most recent academic year (2018/2019).

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

Student profile

These data apply to the most recent complete academic year (2018/2019). 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 2018/19 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	5651	404
Interviews/Applications	74.36 %	51.73 %
Offers Made/Applications	58.31 %	61.88 %
Acceptances/Offers Made	34.60 %	54.80 %
Enrolments/Acceptances	88.42 %	60.58 %
Enrolments/Applications	17.84 %	20.54 %

Gender

	Female	Male	All other
Applications	4284	1764	7
Interviews/Applications	71.29 %	76.59 %	85.71 %
Offers Made/Applications	60.57 %	53.51 %	85.71 %
Acceptances/Offers Made	34.84 %	38.98 %	83.33 %
Enrolments/Acceptances	82.85 %	91.85 %	80.00 %
Enrolments/Applications	17.48 %	19.16 %	57.14 %

Total student enrolment 2018/2019

	Level 4 enrolment		Total student enrolment	
Male	338	30.98%	983	30.15%
Female	749	68.65%	2256	69.20%
All other	4	0.37%	21	0.64%
No Disability	906	83.04 %	2672	81.96%
Learning Difficulty	57	5.22 %	246	7.55%
Other Disability	128	11.73 %	342	10.49%
Unknown / Undisclosed	0	0.00 %	0	0.00%
White	879	80.57%	2653	81.38%
BME	178	16.32%	531	16.29%
Unknown / Undisclosed	34	3.12%	76	2.33%
Young	1008	92.39 %	2998	91.96 %
Mature	83	7.61 %	262	8.04 %
Home	894	81.94%	2669	81.87%
EU	91	8.34%	249	7.64%
Channel Isles / Isle of Man	19	1.74%	60	1.84%
Overseas	85	7.79%	277	8.50%
Unknown / Undisclosed	2	0.18%	5	0.15%

Retention and progression 2018/19

Outcomes for Level 4

	Number retained	% retention	Number progressing	% progression
Male	314	92.90%	306	97.45%
Female	675	90.12%	660	97.78%
All other	4	100.00 %	4	100.00 %
No disability	835	92.16%	814	97.49%

AUB's Equality Data (academic year 2018/2019)
Published January 2020

Learning Difficulty	55	100.00%	55	100.00%
Other disability	103	99.22%	101	98.06%
Unknown / Undisclosed	0	0.00%	0	0.00%
White	804	91.47%	786	97.76%
BME	158	88.76%	154	97.47%
Unknown / Undisclosed	31	91.18%	30	96.77%
Young (under 21)	922	91.47%	900	97.61%
Mature (21+)	71	85.54%	70	98.59%
Home	807	90.27%	787	97.52%
EU	87	95.60%	85	97.70%
Overseas	78	91.76%	77	98.72%
Channel Isles / Isle of Man	18	100.00%	19	100.00%
Unknown / Undisclosed	2	100.00%	2	100.00%

Overall

	Number retained	% retention
Male	935	95.12 %
Female	2140	94.86 %
All other	19	90.48 %
No Disability	2553	95.55 %
Learning Difficulty	236	95.93 %
Other Disability	305	89.18 %
Unknown / Undisclosed	0	100.00 %
White	2524	95.14 %
BME	502	94.54 %
Unknown / Undisclosed	68	89.47 %
Young (under 21)	2854	95.20 %

Mature (21+)	240	91.60 %
Home	2527	94.68 %
EU	241	96.79 %
Overseas	262	94/58 %
Channel Isle / Isle of Man	59	98.33 %
Unknown / Undisclosed	5	100.00 %

Achievement 2018/19

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

Male	175	67.31 %
Female	507	74.31 %
All other	2	50.00%
No Disability	580	73.51 %
Learning Difficulty	48	62.34 %
Other Disability	56	68.29 %
Unknown / Undisclosed	0	0.00%
White	587	74.68 %
BME	92	61.74 %
Other	5	38.46
Young (under 21)	637	72.72 %
Mature (21+)	47	65.28 %
Home	564	73.82 %
EU	56	70.00 %
Overseas	48	58.54 %
Channel Isle / Isle of Man	14	70.00 %
Unknown /Undisclosed	2	100.00 %

Staff

Age

	Academic Staff	Business Staff
Less than 20 years	0%	0%
20-30 years	1%	18%
31-40 years	26%	31%
41-50 years	30%	26%
51-60 years	31%	17%
60+ years	12%	8%
Unknown	0%	0%

Disability

	Academic Staff	Business staff
Declared a disability	7.14%	4.84%

Ethnicity

	Academic Staff	Business staff
White	97%	96.5%
Non White	2.5%	3.5%
Unknown	0.5%	0%

Gender

	Academic Staff	Business staff
Male	53%	38%
Female	47%	62%