



AUB's Equality Data (2021/2022)

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 2023 is the information that applies to the most recent academic year (2021/2022).

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

Student profile

These data apply to the most recent complete academic year (2021/2022) and shows undergraduate enrolments only but includes all students even if they withdrew or intermitted after the 14th day of enrolment. 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 enroll, and hence only limited information is given.

Applications for 2021/2022 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 (under 21)	Mature (21+)
Applications	7005	410
Interviews/Applications	8.59%	6.83%
Offers Made/Applications	63.31%	54.39%
Acceptances/Offers Made	32.83%	48.88%
Enrolments/Acceptances	91.55%	76.15%
Enrolments/Applications	19.03%	20.24%

Gender

	Female	Male	Other
Applications	5142	2211	62
Interviews/Applications	9.63%	5.56%	19.35%
Offers Made/Applications	67.72%	50.61%	91.94%
Acceptances/Offers Made	32.08%	35.48%	89.47%
Enrolments/Acceptances	89.97%	90.93%	98.04%
Enrolments/Applications	19.54%	16.33%	80.65%

Disability

	No Known Disability	Learning Difficulty	Other	Unknown / Undisclosed
Applications	5745	630	961	79
Interviews/Applications	7.42%	11.90%	13.42%	0.00%
Offers Made/Applications	63.72%	64.76%	59.11%	26.58%
Acceptances/Offers Made	31.96%	37.01%	42.61%	9.52%
Enrolments/Acceptances	89.23%	98.68%	91.74%	50.00%
Enrolments/Applications	18.17%	23.65%	23.10%	1.27%

Total student enrolment 2021/2022

	Level 4 enrolment		Total student enrolment	
Female	1005	70.97%	2526	70.68%
Male	361	25.49%	938	26.25%
Other	50	3.53%	110	3.08%
No Known Disability	1044	73.73%	2616	73.20%
Learning Difficulty	149	10.52%	389	10.88%
Other Disability	222	15.68%	568	15.89%
Unknown / Undisclosed	1	0.07 %	1	0.03%
White	985	69.56%	2600	72.75%
BME	145	10.24%	421	11.78%
Unknown / Undisclosed	286	20.20%	553	15.47%
Young (under 21)	1333	94.14%	3318	92.84%
Mature (21+)	83	5.86%	256	7.16%
Home	1185	83.69%	2881	80.61%
EU	51	3.60%	312	8.73%
Overseas	156	11.02%	315	8.81%
Channel Isles /Isle of Man	23	1.62%	60	1.68%
Unknown / Undisclosed	1	0.07%	6	0.17%

Retention and progression 2021/2022

Outcomes for Level 4

	Number retained	% Retention	Number progressing	% Progression
Female	893	88.86%	879	98.43%
Male	327	90.58%	315	96.33%
Other	47	94.00%	47	100.00%
No Known disability	929	88.98%	910	97.95%
Learning Difficulty	138	92.62%	135	97.83%
Other disability	200	90.09%	196	98.00%
Unknown / Undisclosed	0	0.00%	0	0.00%
White	888	90.15%	870	97.97%
BME	133	91.72%	129	96.99%
Unknown / Undisclosed	246	86.01%	242	98.37%
Young (under 21)	1195	89.65%	1167	96.69%
Mature (21+)	72	86.75%	68	94.44%
Home	1065	89.87%	1040	97.65%
EU	48	94.12%	46	95.83%
Overseas	133	85.26%	134	100.75%
Channel Isles / Isle of Man	20	86.96%	20	100.00%
Unknown / Undisclosed	1	100.00%	1	100.00%

Overall Outcomes

	Number retained	% retention
Female	2375	94.02%
Male	885	94.35%
Other	103	93.64%
No Known Disability	2456	93.88%
Learning Difficulty	373	95.89%
Other Disability	534	94.01%
Unknown / Undisclosed	0	0.00 %
White	2462	94.69%
BME	402	95.49%
Unknown / Undisclosed	499	90.24%
Young (under 21)	3132	94.39%
Mature (21+)	231	90.23%
Home	2717	94.31%
EU	294	94.23%
Overseas	291	92.38%
Channel Isle / Isle of Man	56	93.33%
Unknown / Undisclosed	5	83.33 %

Achievement 2021/2022

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

Female	558	77.50%
Male	175	69.72%
Other	14	63.64%
No Known Disability	553	75.44%
Learning Difficulty	79	73.83%
Other Disability	115	75.16%
Unknown / Undisclosed	0	0.00%
White	625	78.13%
BME	94	62.25%
Other	28	66.67%
Young (under 21)	688	75.03%
Mature (21+)	59	77.63%
Home	580	75.52%
EU	94	79.66%
Overseas	56	67.37%
Channel Isle / Isle of Man	15	83.33%
Unknown /Undisclosed	2	100.00%

Student data as at 31/07/2022

Staff

Age

	Academic Staff	Professional Staff
Less than 20 years	0%	0%
20-30 years	1%	28%
31-40 years	21%	23.5%
41-50 years	36%	26%
51-60 years	29%	16%
60+ years	13%	6.5%
Unknown	0%	0%

Disability

	Academic Staff	Professional Staff
Declared a disability	8.2 %	8.6 %

Ethnicity

	Academic Staff	Professional Staff
White	93%	95%
Non-White	5%	4%
Unknown	2%	1%

Gender

	Academic Staff	Professional Staff
Male	50%	36%
Female	50%	64%

Staff data as at 30/06/2022