

ARTS UNIVERSITY BOURNEMOUTH

AUB's Equality Data (2023/24)

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 is the information that applies to the most recent academic year (2023/2024).

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

Student profile

These data apply to the most recent complete academic year (2023/2024) 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.

This year, we've expanded our data collection to include information for both MA and PhD students (Level 7/8) in addition to our existing data for undergraduate students (Level 4). This data is gathered across the following key protected characteristics, which aligns with the reporting for undergraduate level:

- Gender
- Ethnicity
- Disability
- Fee status
- Age

It's worth noting that our ethnicity and disability categories are now aligned with the reporting format used in the National Student Survey, ensuring consistency and relevance in our data collection.

Applications for 2022/2023 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.

Student data correct as at 31/07/2024

Level 4 (Undergraduate)

Applications

Disability	Cognitive or learning difficulty	Mental health condition	Multiple or other impairment	No disability or an unknown disability	Sensory, medical or physical impairment	Social, communication impairment
Applications	622	832	248	4309	230	162
Interviews/Applications	9.32%	11.54%	10.08%	9.51%	16.09%	8.64%
Offers Made/Applications	64.95%	66.59%	67.34%	66.14%	58.70%	64.81%
Acceptances/Offers Made	33.17%	38.09%	26.95%	33.02%	38.52%	44.76%
Enrolments/Acceptances	94.03%	97.63%	88.89%	84.17%	86.54%	93.62%
Enrolments/Applications	20.26%	24.76%	16.13%	18.38%	19.57%	27.16%

Gender	Female	Male	Other
Applications	4328	2007	63
Interviews/Applications	11.51%	6.93%	4.76%
Offers Made/Applications	70.70%	54.71%	87.30%
Acceptances/Offers Made	31.86%	37.25%	83.64%
Enrolments/Acceptances	86.56%	87.53%	110.87%
Enrolments/Applications	19.50%	17.84%	80.95%

Age	Under 21	21-25	26-30	31 and over
Applications	5759	521	63	64
Interviews/Applications	10.14%	29.09%	24.84%	31.28%
Offers Made/Applications	66.57%	62.19%	47.62%	42.19%
Acceptances/Offers Made	32.37%	45.06%	76.67%	74.07%
Enrolments/Acceptances	90.49%	71.92%	56.52%	60.00%
Enrolments/Applications	57.37%	64.11%	61.90%	53.13%

Total Undergraduate student enrolment 2023/2024

Gender	Level 4 Enrolments		Total Student Enrolments	
Female	844	67.36%	2577	69.44%
Male	358	28.57%	975	26.27%
Other	51	4.07%	159	4.28%

Disability	Level 4 Enrolments		Total Student Enrolments	
Cognitive or Learning Disability	126	10.06%	402	10.83%
Mental Health Condition	206	16.44%	435	11.72%
Multiple or Other Impairment	40	3.19%	116	3.13%
No Disability or an Unknown Disability	792	63.21%	2538	68.39%
Sensory, medical, or physical Impairment	45	3.59%	112	3.02%
Social, communication impairment	44	3.51%	108	2.91%

Ethnicity	Level 4 Enrolments		Total Student Enrolments	
Black	26	2.08%	64	1.72%
Asian	51	4.07%	118	3.18%
White	889	70.95%	2615	70.47%
Mixed	82	6.54%	213	5.74%
Other	19	1.52%	39	1.05%
Not known	186	14.84%	662	17.84%

Fee status	Level 4 Enrolments		Total Student Enrolments	
Home	1031	82.28%	3071	82.75%
EU	58	4.63%	178	4.80%
Overseas	153	12.21%	415	11.18%
CHAN ISLE/IOM	8	0.64%	40	1.08%
Unknown / Undisclosed	3	0.24%	7	0.19%

Age	Level 4 Enrolments		Total Student Enrolments	
Under 21	1123	89.62%	3304	89.03%
21-25	105	8.38%	334	9.00%
26-30	13	1.04%	39	1.05%
31 and over	12	0.96%	34	0.92%

Level 7 (MA) Applications

Disability	Cognitive or learning difficulty	Mental health condition	Multiple or other impairment	No disability or an unknown disability	Sensory, medical or physical impairment	Social, communication impairment
Applications	34	31	26	1055	22	4
Interviews/Applications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Offers Made/Applications	91.18%	83.87%	73.08%	72.99%	90.91%	100.00%
Acceptances/Offers Made	77.42%	61.54%	78.95%	57.01%	65.00%	75.00%
Enrolments/Acceptances	104.17%	106.25%	86.67%	60.59%	92.31%	100.00%
Enrolments/Applications	73.53%	54.84%	50.00%	25.21%	54.55%	75.00%

AUB's Equality Data (academic year 2023/24)
 Published November 2024

Gender	Female	Male	Other
Applications	736	425	11
Interviews/Applications	0.00%	0.00%	0.00%
Offers Made/Applications	78.67%	66.35%	81.82%
Acceptances/Offers Made	58.38%	58.87%	66.67%
Enrolments/Acceptances	65.09%	65.66%	116.67%
Enrolments/Applications	29.89%	25.65%	63.64%

Age	Under 21	21-25	26-30	31 and over
Applications	11	643	256	262
Interviews/Applications	0.00%	0.00%	0.00%	0.00%
Offers Made/Applications	54.55%	76.52%	69.92%	73.66%
Acceptances/Offers Made	50.00%	54.07%	56.42%	72.54%
Enrolments/Acceptances	133.33%	95.49%	83.17%	152.86%
Enrolments/Applications	36.36%	39.50%	32.81%	81.68%

Level 8 (PHD) Applications

Disability	Cognitive or learning difficulty	Mental health condition	Multiple or other impairment	No disability or an unknown disability	Sensory, medical or physical impairment	Social, communication impairment
Applications	1	1	1	12	1	0
Interviews/Applications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Offers Made/Applications	0.00%	0.00%	100.00%	41.67%	0.00%	0.00%
Acceptances/Offers Made	0.00%	0.00%	100.00%	80.00%	0.00%	0.00%
Enrolments/Acceptances	0.00%	0.00%	100.00%	75.00%	0.00%	0.00%
Enrolments/Applications	0.00%	0.00%	100.00%	25.00%	0.00%	0.00%

Gender	Female	Male	Other
Applications	10	4	2
Interviews/Applications	0.00%	0.00%	0.00%
Offers Made/Applications	40.00%	50.00%	0.00%
Acceptances/Offers Made	75.00%	100.00%	0.00%
Enrolments/Acceptances	66.67%	100.00%	0.00%
Enrolments/Applications	20.00%	50.00%	0.00%

Age	Under 21	21-25	26-30	31 and over
Applications	0	0	4	12
Interviews/Applications	0.00%	0.00%	0.00%	0.00%
Offers Made/Applications	0.00%	0.00%	25.00%	41.67%
Acceptances/Offers Made	0.00%	0.00%	100.00%	80.00%
Enrolments/Acceptances	0.00%	0.00%	300.00%	325.00%
Enrolments/Applications	0.00%	0.00%	75.00%	108.33%

Retention and progression 2022/2023

Outcomes for Level 4

Gender	Number Retained	% Retention	Number Progressing	% Progression
Female	769	91.11%	761	98.96%
Male	322	89.94%	318	98.76%
Other	48	94.12%	45	93.75%

Disability	Number Retained	% Retention	Number Progressing	% Progression
Cognitive or Learning Disability	116	92.06%	115	99.14%
Mental Health Condition	181	87.86%	178	98.34%
Multiple or Other Impairment	33	82.50%	33	100.00%
No Disability or an Unknown Disability	730	92.17%	719	98.49%
Sensory, medical, or physical Impairment	40	88.89%	40	100.00%
Social, communication impairment	39	88.64%	39	100.00%

Ethnicity	Number Retained	% Retention	Number Progressing	% Progression
Black	24	92.31%	23	95.83%
Asian	49	96.08%	49	100.00%
White	798	89.76%	787	98.62%
Mixed	80	97.56%	79	98.75%
Other	18	94.74%	18	100.00%
Not known	170	91.40%	168	98.82%

Age	Number Retained	% Retention	Number Progressing	% Progression
Under 21	1024	91.18%	1011	98.73%
21-25	95	90.48%	93	97.89%
26-30	11	84.62%	11	100.00%
31 and over	9	75.00%	9	100.00%

Fee Status	Number Retained	% Retention	Number Progressing	% Progression
Home	936	90.79%	924	98.72%
EU	54	93.10%	51	94.44%
Overseas	138	90.20%	138	100.00%
CHAN ISLE/IOM	8	100.00%	8	100.00%
Unknown / Undisclosed	3	100.00%	3	100.00%

Overall Outcomes for level 7/8

Gender	Number Retained	% Retention
Female	331	91.44%
Male	167	91.76%
Other	12	100.00%

Disability	Number Retained	% Retention
Cognitive or Learning Disability	33	84.62%
Mental Health Condition	20	83.33%
Multiple or Other Impairment	16	80.00%
No Disability or an Unknown Disability	418	93.51%
Sensory, medical, or physical Impairment	21	91.30%
Social, communication impairment	2	66.67%

Fee Status	Number Retained	% Retention
Home	186	87.74%
EU	32	94.12%
Overseas	288	95.05%
Channel Island/Isle of Man	1	100.00%
Unknown/Undisclosed	6	100.00%

Ethnicity	Number Retained	% Retention
Black	8	100.00%
Asian	4	66.67%
White	149	88.17%
Mixed	9	60.00%
Other	3	100.00%
Not known	337	94.93%

Age	Number Retained	% Retention
Under 21	4	100.00%
21-25	238	93.70%
26-30	79	94.05%
31 and over	192	89.72%

Achievement 2022/2023

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

Level 6

Gender	Higher Classification	% Higher
Female	1147	74.05%
Male	378	66.08%
Other	51	64.56%

Fee Status	Higher Classification	% Higher
Home	1306	72.88%
EU	112	67.88%
Overseas	130	64.04%
Channel Island/Isle of Man	23	65.71%
Unknown/Undisclosed	5	100.00%

Disability	Higher Classification	% Higher
Cognitive or Learning Disability	189	71.32%
Mental Health Condition	151	71.90%
Multiple or Other Impairment	36	75.00%
No Disability or an Unknown Disability	1134	72.18%
Sensory, medical, or physical Impairment	46	76.67%
Social, communication impairment	20	43.48%

Ethnicity	Higher Classification	% Higher
Black	20	57.14%
Asian	30	52.63%
White	1160	74.79%
Mixed	78	68.42%
Other	7	46.67%
Not known	281	65.65%

Age	Higher Classification	% Higher
Under 21	1402	72.34%
21-25	134	65.05%
26-30	17	68.00%
31 and over	23	74.19%

Level 7

Gender	Higher Classification	% Higher
Female	89	50.57%
Male	43	39.45%
Other	3	42.86%

Fee Status	Higher Classification	% Higher
Home	46	43.81%
EU	7	41.18%
Overseas	81	48.50%
Channel Island/Isle of Man	0	0.00%
Unknown/Undisclosed	1	50.00%

Disability	Higher Classification	% Higher
Cognitive or Learning Disability	10	43.48%
Mental Health Condition	8	47.06%
Multiple or Other Impairment	5	62.50%
No Disability or an Unknown Disability	106	45.49%
Sensory, medical, or physical Impairment	6	54.55%
Social, communication impairment	0	NaN

Ethnicity	Higher Classification	% Higher
Black	1	20.00%
Asian	1	50.00%
White	39	44.32%
Mixed	3	60.00%
Other	2	66.67%
Not known	89	47.09%

Age	Higher Classification	% Higher
Under 21	1	100.00%
21-25	77	52.03%
26-30	25	50.00%
31 and over	32	34.41%

**Staff
Age**

	Academic Staff	Professional Staff
Less than 20 years	0%	0%
20-30 years	1.04%	24.01%
31-40 years	18.13%	24.67%
41-50 years	32.12%	26.97%
51-60 years	35.75%	16.78%
60+ years	12.95%	7.57%
Unknown	0%	0%

Disability

	Academic Staff	Professional Staff
Declared a disability	8.81 %	7.90 %

Ethnicity

	Academic Staff	Professional Staff
White	91.19%	91.78%
Non-White	4.66%	6.58%
Unknown	2.07%	0%

Gender

	Academic Staff	Professional Staff
Male	49.74%	35.2%
Female	50.26%	64.47%

Staff data as at 31/07/2024