



## **AUB's Equality Data (2020/2021)**

### **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 2022 is the information that applies to the most recent academic year (2020/2021).

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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 (2020/2021) and shows undergraduate enrolments only but includes all students even if they withdrew or intermitted after the 14<sup>th</sup> 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 2020/2021 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	6511	412
Interviews/Applications	66.13%	46.36%
Offers Made/Applications	52.94%	49.51%
Acceptances/Offers Made	38.38%	54.90%
Enrolments/Acceptances	89.80%	76.79%
Enrolments/Applications	18.25%	20.87%

#### Gender

	Female	Male	All other
Applications	4725	2148	50
Interviews/Applications	66.65%	61.27%	64.00%
Offers Made/Applications	57.61%	41.53%	74.00%
Acceptances/Offers Made	36.59%	45.40%	91.89%
Enrolments/Acceptances	87.75%	90.37%	100.00%
Enrolments/Applications	18.50%	17.04%	68.00%

### Disability

	No Known Disability	Learning Difficulty	Other	Unknown / Undisclosed
Applications	5550	528	778	67
Interviews/Applications	63.89%	69.32%	75.06%	1.49%
Offers Made/Applications	53.03%	53.03%	53.21%	20.90%
Acceptances/Offers Made	37.34%	48.21%	47.34%	35.71%
Enrolments/Acceptances	87.44%	91.11%	96.94%	0.00%
Enrolments/Applications	17.32%	23.30%	24.42%	0.00%

**Total student enrolment 2020/2021**

	Level 4 enrolment		Total student enrolment	
Male	366	28.73%	966	28.79%
Female	874	68.60%	2322	69.21%
All other	34	2.67%	67	2.00%
No Disability	961	75.43%	2552	76.07%
Learning Difficulty	123	9.65%	314	9.36%
Other Disability	190	14.91%	489	14.58%
Unknown / Undisclosed	0	0.00 %	0	0.00%
White	881	69.15%	2539	75.68%
BME	130	10.20%	473	14.10%
Unknown / Undisclosed	263	20.64%	343	10.22%
Young	1188	93.25%	3108	92.64%
Mature	86	6.75%	247	7.36%
Home	1028	80.69%	2621	78.12%
EU	147	11.54%	350	10.43%
Channel Isles / Isle of Man	20	1.57%	63	1.88%
Overseas	76	5.97%	258	7.69%
Unknown / Undisclosed	3	0.24%	63	1.88%

**Retention and progression 2020/2021**

Outcomes for Level 4

	Number retained	% retention	Number progressing	% progression
Male	337	92.08%	326	96.74%
Female	795	90.96%	788	99.12%
All other	31	91.18%	30	96.77%
No disability	875	91.05%	860	98.29%

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Learning Difficulty	113	91.87%	113	100.00%
Other disability	175	92.11%	171	97.71%
Unknown / Undisclosed	0	0.00%	0	0.00%
White	808	91.71%	795	98.39%
BME	117	90.00%	115	98.29%
Unknown / Undisclosed	238	90.49%	234	98.32%
Young (under 21)	1085	91.33%	1066	98.25%
Mature (21+)	78	90.70%	78	100.00%
Home	936	91.05%	922	98.50%
EU	137	93.20%	133	97.08%
Overseas	69	90.79%	68	98.55%
Channel Isles / Isle of Man	18	90.00%	18	100.00%
Unknown / Undisclosed	3	100.00%	3	100.00%

Overall Outcomes

	Number retained	% retention
Male	917	94.93%
Female	2203	94.88%
All other	61	91.04%
No Disability	2433	95.34%
Learning Difficulty	299	95.22%
Other Disability	449	91.82%
Unknown / Undisclosed	0	100.00 %
White	2420	95.31%
BME	449	94.93%
Unknown / Undisclosed	312	90.96%
Young (under 21)	2950	94.92%

Mature (21+)	231	93.52%
Home	2482	94.70%
EU	334	95.43%
Overseas	244	94.57%
Channel Isle / Isle of Man	58	92.06%
Unknown / Undisclosed	63	100.00 %

### Achievement 2020/2021

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

Male	183	69.06%
Female	492	81.86%
All other	5	83.33%
No Disability	557	79.01%
Learning Difficulty	46	74.19%
Other Disability	77	73.33%
Unknown / Undisclosed	0	0.00%
White	561	80.37%
BME	93	67.39%
Other	26	72.22%
Young (under 21)	632	77.78%
Mature (21+)	57	80.28%
Home	560	79.10%
EU	48	70.59%
Overseas	59	74.68%
Channel Isle / Isle of Man	12	75.00%
Unknown /Undisclosed	1	100.00%

## Staff

### Age

	Academic Staff	Professional Staff
Less than 20 years	0%	0%
20-30 years	2%	20%
31-40 years	22%	26%
41-50 years	34%	29%
51-60 years	29%	19%
60+ years	13%	6%
Unknown	0%	0%

### Disability

	Academic Staff	Professional Staff
Declared a disability	7.87 %	7.00 %

### Ethnicity

	Academic Staff	Professional Staff
White	94%	96%
Non White	5%	4%
Unknown	1%	0%

### Gender

	Academic Staff	Professional Staff
Male	52%	40%
Female	48%	60%