Annual Report:
Equality and
Diversity 2020/21

Contents

Introduction

The University of Wales Trinity Saint David (UWTSD) is part of the UWTSD Group (the Group), a multi-institutional collaborative venture owned and governed by the University, with Coleg Sir Gâr (CSG) and Coleg Ceredigion (CC) as constituent colleges. The Group has campuses in Carmarthen, Lampeter, Swansea, Cardiff, London and Birmingham, as well as outreach community centres throughout South Wales, which help to deliver our strategic focus on widening participation. HE and FE provision is offered at several further locations within South and West Wales through its constituent and partner colleges.

We are committed to the principles of equality and diversity and to building strong communities on all sites and to create an inclusive, supportive learning and working environment in which all staff, students and learners can flourish and fulfil their personal potential. We actively work on removing barriers to participation and supporting people from all backgrounds and circumstances to fulfil their potential.

As outlined in our Strategic Equality Plan, our five key objectives for 2020-2024 are:

- To better understand the needs of our communities and understand the barriers they face to thrive
- To reduce inequalities that exist within our communities
- To promote safe communities
- To reduce the gender pay gap
- To create healthy and inclusive learning communities

Background

The University's Group Strategic Equality Plan (SEP) covers the period 2020 – 2024. It underpins our commitment to promoting equality of opportunity and identifying and addressing barriers to participation. The University consulted extensively with staff, students, the Students' Union and external partners to develop this Strategic Equality Plan.

Whilst the Welsh language is not a protected characteristic, the University recognises its important role in the culture and heritage of Wales.

Review of 2021

This annual review of the Strategic Equality Plan (2020-2024) comes within a continued Covid context and the pandemic has had an impact on some of the actions planned, as detailed within the Objectives below. The pandemic and other external factors have also worked as a catalyst to drive strategic action in this area.

The University has met with staff from HEFCW over 2021 to share our progress with carrying out the objectives committed in the Strategic Equality Plan. Key during this first year of the strategy has been the establishment of a Health, Wellbeing and Equalities Steering Board which has provided a strong framework to monitor the implementation of the strategy and evaluate its effectiveness and impact. This strategic framework has enabled the University to have strong oversight of the various projects and to set key priorities.

Throughout the academic year, we have worked in close partnership with the Trade Unions as well as Students' Union.

The University has engaged on a number of projects and initiatives to support its commitment to promoting equality of opportunity and addressing barriers to participation. Over 2021, it was involved in the Pan-Wales Race, Access and Success project which was organised by AdvanceHE and supported by HEFCW. As a result of participation in this project with a team of staff and students, the University published its Race Equality Plan during the autumn of 2021.

Senate and Council have made a number of strategic commitments during 2021:

- Commitment towards working towards Race Equality Charter status;
- Commitment towards Stonewall accreditation;
- Commitment towards ProtectEd accreditation to enhance safety on campus.

Embedded throughout the University

The focus on equalities has continued to be embedded throughout the University:

1. We have continued to raise awareness of the importance of equality for our culture and have shared the lived experience of staff and students (e.g. through a focus on equality at the 2021 Vice-Chancellor's Briefings and all 2021 student inductions);
2. We have continued to embed equality within our staff continued professional development programmes:
    o Staff on our future leaders leadership programme have worked on projects related to the 'inclusive campus';
    o Equality and diversity has been embedded across our 'People Management Essentials' Staff Development Programme;
    o Completion rates of the Equality and Diversity e-learning module have been increasing and a new e-learning module on Challenging Unconscious Bias was introduced.
3. We have reviewed our Student Services department and have developed a new wellbeing unit. This has included the roll out of a new Student Assistance programme in December 2021 which offers students with protected characteristics the opportunity to obtain counselling from staff with explicit expertise in relation to those protected characteristics;
4. We have embedded equality within our financial support framework for students by implementing a fully revised bursary support framework from September 2021 which includes explicit funding streams for students from protected characteristics (e.g. ethnic equality, parents and carers, disability, transgender and non-binary wellbeing);
5. We have further embedded equality within our quality assurance systems through the addition of key student journey data by protected characteristics within the annual programme review system;
6. We have further embedded equality within our data analysis and equality impact monitoring of our strategies and policies:
    o We have reviewed our Equality and Welsh Language Impact Assessment process and Guidance for completion;
    o We have enhanced data reporting on equality in annual review reports (e.g. student case reports) and update reports to key committees.

To provide meaningful and up-to-date account of our progress on the objectives set out within our Strategic Equality Plan, we have provided a high-level summary of progress made between March 2021 and March 2022, building on the achievements made during 2020. The findings of the EAR will be used to inform our implementation plan for March 22 to March 23.

Objective 1 To better understand the needs of our communities and understand the barriers they face to thrive

1. Following a review of student feedback, service data, and sector best practice and guidance, we conducted and implemented a review of Student Services which will enhance access to facilities and resources for certain groups of students, learners and staff.
2. The roll out of the new Student Assistance programme had further enhanced support for students with protected characteristics experiencing mental health difficulties.
3. Staff and students with lived experience were included in the team taking part in AdvanceHE's Race Access and Success programme to ensure that we had better understanding of the needs of minority ethnic community when developing our Race Equality Plan.
4. 'Offering an inclusive learning environment' is one of the aims of the Race Equality Plan, and a working group has been set up to look at increasing the retention of our students from minority ethnic backgrounds, reducing the ethnicity awarding gap and enhancing attainment.
5. A new Nexus Learning and Teaching Framework has been approved during 2021 to bring together training and development opportunities for staff. As part of this framework we have also held a number of sessions at the 2021 annual Nexus learning and teaching conference to share ideas and understand barriers in relation to embedding equality and diversity within the curriculum.
6. Additional skills sessions have been offered within our Institute of Inner City Learning following student feedback and analysis of student attainment.
7. We conducted pulse surveys for the first time during the pandemic to ensure greater communication to better understand the needs of our diverse community and have engaged a third party during 2021 to facilitate further bespoke surveys that can report on findings by protected characteristics
8. The Vice-Chancellor communicated the importance of equality and inclusion as part of his annual briefings to staff supported by a video which included contributions from staff and students based on their personal experiences.
9. A new Student Name Change Policy was approved to enhance support for transgender and non-binary students following feedback from students.
10. A new LGBTQ+ staff network has been established.
11. Staff have attended a range of conferences to ensure that sector best practice can be implemented and we learn how other Universities have removed barriers for students and staff. We have focused during 2021 on conferences associated with racial equality (e.g. UUK's 'Closing the Gap' conference, 'Supporting BAME students at your University') and disability (e.g. MS Society Cymru: Open the Door, Disability Inclusion in the Employee Life Cycle).

Objective 2 To reduce inequalities that exist within our communities

1. In participation with Advance HE's Race: Access and Success Programme for Higher Education, UWTSD has produced an ambitious Race Equality Plan in collaboration with student and staff representatives which will be delivered over the next three years, using the EHRC 2019 Inquiry into racial harassment in Higher Education as a benchmark.
2. Contextualised admission policy work has been completed to ensure that students receive a fair and transparent offer of study.
3. A fully revised bursary framework has been implemented in September 2021 to better support underrepresented groups of students and students to fulfil their potential and gain good outcomes. In addition, the collection of equality data has been enhanced so as to ensure fairness and transparency of the new framework.
4. The University has trained 46 volunteers during 2021 as part of the Connect Project to enhance the social inclusion of students.
5. We have continued to participate in HEFCW's Go Wales programme, which helps students in danger of non-employment to gain valuable employment experience to enhance their success following completion of their studies.
6. We have implemented the period dignity project following the return to campus.
7. We have become accredited as a Disability Confident employer following a thorough self-assessment process, with some key actions to take forward over the next 2 years.
8. Recruitment and selection practices were reviewed to coincide with the launch of a new online bilingual staff recruitment system (Webrecruit). Applications are automatically anonymised, and enhanced data analytics are available for equal opportunities monitoring.
9. Staff training was delivered online during the Covid pandemic and staff were provided with online access to "My Mentor" which includes a range of equality and diversity learning resources. In addition, a new e-learning module "Challenging Unconscious Bias" was introduced in 2020. Staff have also been offered the opportunity to register for a LinkedIn Learning account which also contains equality and diversity learning resources.

Objective 3 To promote safe communities

1. Significant work has continued to be undertaken during 2021 to keeping our communities safe during pandemic. This has included personal support for all staff and students who contracted Covid 19; increased support to vulnerable students through an increased welfare and financial hardship offer; and increased digital access to resources for students to ensure equality of access to resources.
2. The University has committed in 2021 to work towards to accreditation by ProtectEd which focuses on safety on campus.
3. A full review of Safeguarding procedures in line with existing statutory guidance was conducted with the changes approved and implemented.
4. Our partnership work with Brook sexual health and wellbeing has continued and a new mandatory consent focused module was introduced in 2021 for student inductions.
5. The University has reviewed and revised its Student Bullying and Harassment Policy, it now forms a subsection of the Non-Academic Misconduct Policy. Data reporting in relation to harassment and bullying has also been enhanced and now includes explicit reporting in relation to racial harassment and bullying.
6. A fully revised Pregnancy and Maternity Policy for students was developed, using the EHRC's Pregnancy and maternity discrimination in the workplace.
7. The student placement framework has been reviewed to enhance health and safety and reporting routes for students and a new enhanced framework has been developed for students taking part in external mobility opportunities.
8. The University has revised its protocols and provided training for staff for out of hours support.

Objective 4 To reduce the gender pay gap

1. UWTSD's mean Gender Pay Gap as at 31 March 2021 has reduced when compared to 2018, from 11.3% to 7.9%. The UWTSD Gender Pay Gap is below the HE Sector median pay gap and is amongst the lowest in the HE sector in Wales.
2. We have conducted a benchmark review of Gender Pay Gaps and the actions taken by other employers and Universities to reduce the gap, as well as benchmarking our work against the UCEA's report, Taking action: Tackling the gender pay gap in higher education institutions.
3. In the context of equal pay, we continue to use the HERA scheme to evaluate posts in accordance with the National Framework agreement.
4. We have continued our participation in the Advance HE Aurora programme where the University sponsors places for staff to attend the leadership programme designed for women or those who identify as women in HE.
5. We continue to monitor the profile of our participants on our management development programmes to ensure that there is a proportionate level of engagement, including promotion of the programmes to underrepresented groups.
6. We have conducted a review of end to end recruitment practices, including the implementation of a new bilingual online recruitment system, Webrecruit, which ensures an anonymised recruitment application and shortlisting processes.

Objective 5 To create healthy & inclusive learning communities

1. We recognise that the general wellbeing of our staff, learners, and students is critical to the future success of our organisation, particularly during the pandemic.
    o Our Organisational Development strategy has been focused on the wellbeing and safety of our staff, which has included delivering line manager sessions on holding wellbeing conversations as well as keeping our staff well whilst working at home and return to campus.
    o Our Student Health and Wellbeing strategy is a key driver for strategic action in relation to the wellbeing and safety of our students.
2. Access to the Feeling Good App, the NHD endorsed mental health and well-being app, has been provided for staff and students in addition to the platforms already available (e.g. TogetherAll).
3. A new Suicide Safe University: Student Action Plan 2021, following UUK and Papyrus best practice guidance, was approved by Senate during 2021 to enhance support to students in emergencies and crises.
4. As part of the implementation of this strategy, fourteen key front-line staff have received Connect funded training as ASIST qualified suicide prevention practitioners to date. Three UWTSD staff have also recently been trained as SAFETalk trainers, who are qualified to lead sessions with staff and students on suicide alertness and prevention. This is a new programme for the university and an initial pilot has been run with 9 front-line staff to date, with more courses arranged for February and March.
5. The peer-support element of the Connect project has 70 student volunteers, all of whom have received MHFA training and safeguarding and referral guidance.
6. A new student wellbeing unit has been created within Student Services to focus on preventative action and interventions. As an example of this activity is the training that has been offered in relation to alcohol awareness which was attended by 125 members of staff.
7. We have worked in partnership with the Students' Union in relation to wellbeing funding made available to SUs by HEFCW.
8. In June 2021, we became Stonewall Diversity Champions, to receive expert advice and resources to support our LGBTQ+ community.
9. The University is also committed to continue work developed as part of the HEFCW funded mental health pilots, which include work to develop Welsh Medium mental health training and resources and projects to enhance social integration for isolated students.
10. The University has run co-ordinated information campaigns on wellbeing and healthy living through established staff and student channels.
11. Our 2021 Nexus Learning and Teaching conference included wellbeing sessions open to all staff at lunch-time.
12. The University has introduced mandatory Welsh Language Awareness e-learning training.

Data collection and monitoring

The UWTSD Group collates and monitors data from the following internal and external sources:

- The University's Human Resources records system
- The University's bilingual online recruitment system
- The University's Student Records Systems
- Higher Education Statistics Agency (HESA) staff and student institutional data (obtained through Heidi plus, a data analysis portal, as well as the Welsh National Measures Dashboard)
- Internal data monitoring dashboards (e.g. the demographic dashboard, annual programme review dashboard; student cases dashboard, student surveys dashboard)
- Application and acceptance data through UCAS

Data is used to:

- assess the usefulness and impact of our Strategic Equality Plan and related action plans;
- identify trends within our staff and learner / student populations with respect to protected characteristics;
- identify and highlight any ongoing barriers and/or areas of under-representation or inequality;
- assess our progress against our equality objectives and check to see whether these need updating or revising;
- assess the effectiveness of measures taken within the pandemic context in relation to student outcomes (e.g. contingency regulations)
- identify future priorities for action.

During 2020/21 the University has significantly improved the embedding of data analysis in relation to protected characteristics. New internal student dashboard were developed which greatly enhanced the reporting and impact analysis. Analysis of key student journey data by protected characteristic was embedded within annual programme review. Significant progress was also made during 2021 in relation to the gathering and analysis of intersectional protected characteristics data. The impact of the enhanced ability in relation to data can also be seen within this EAR with new data analysis included in relation to staff recruitment application data and student retention data.

Staff Data

The staff data is based on the most up-to-date data reported to the Higher Education Statistics Agency (HESA) for 2020/21 or in some instances, the data held on the internal HR systems. The HESA data is rounded for data protections purposes.

To provide context, the University staff data has been compared to Higher Education sector information available on Heidi Plus as well as to previous years' data.

In 2020/2021, UWTSD employed a total of 1,315 staff, a decrease of 5% in comparison to 2019/2020.

Profile of academic employment of staff at UWTSD
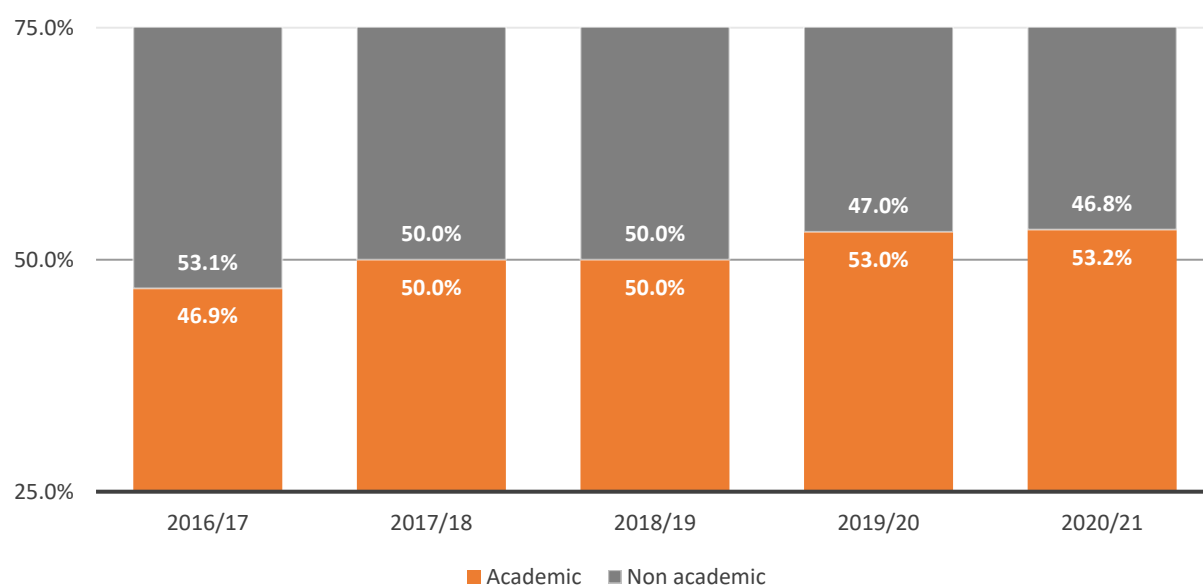
Figure 1: Source HESA

53% were academic staff and 47% were non-academic staff. This rate is the same as the UK sector average but differs slightly in comparison to the Welsh sector average where 49% are academic staff. Over the five-year period, there has been a trend towards employing a larger proportion of academic staff at UWTSD.

82% of staff are employed on an open-ended / permanent contract compared to 18% on a fixed-term contract. This is slightly more than both the Welsh sector average, 79% and the UK sector average, 76%.

Profile of terms of employment of staff at UWTSD

	2016/17	2017/18	2018/19	2019/20	2020/21
Open-ended/permanent	85%	88%	80%	80%	82%
Fixed-term	15%	12%	20%	20%	18%

■ Fixed-term ■ Open-ended/permanent
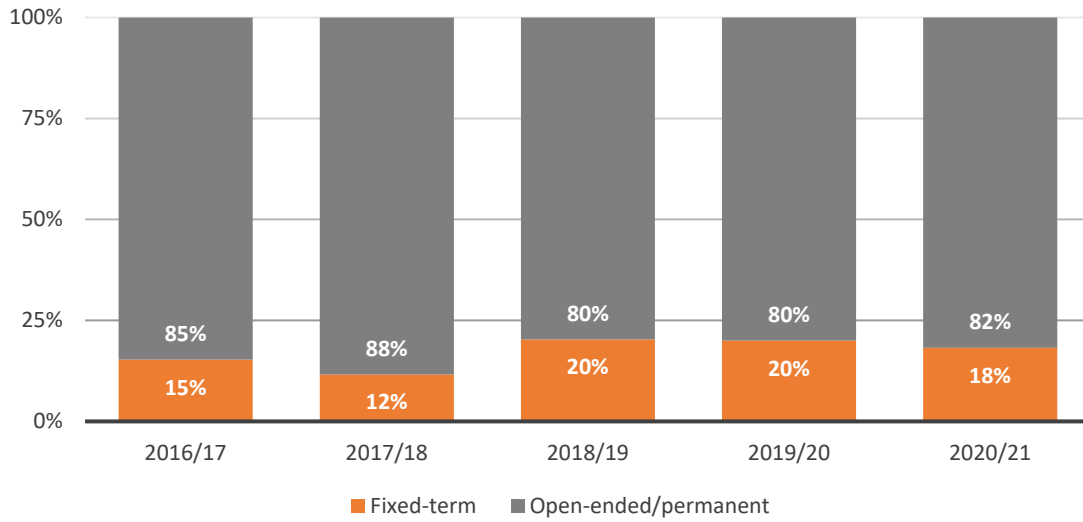
Figure 2: Source HESA

Open-ended/permanent staff by profile of employment at UWTSD

	2016/17	2017/18	2018/19	2019/20	2020/21
Academic staff	88%	90%	71%	73%	74%
Non-Academic staff	82%	87%	89%	88%	90%

—●— Academic staff   —●— Non-Academic staff
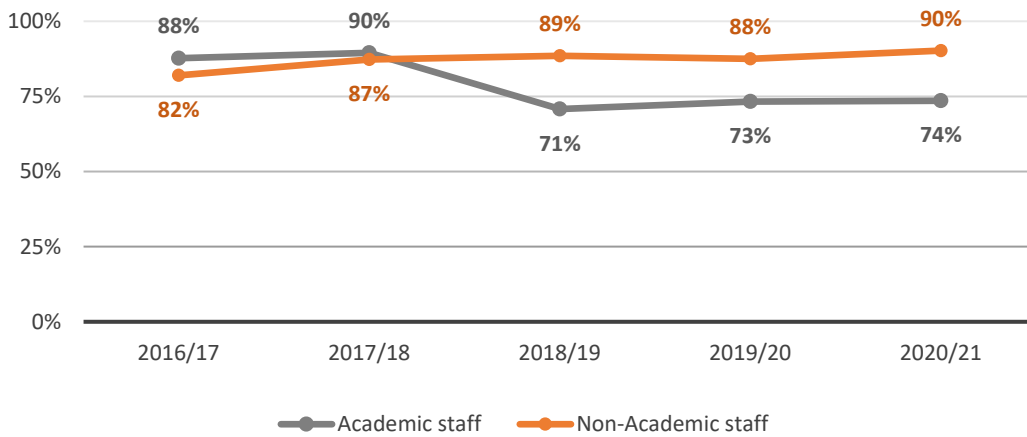
Figure 3: Source HESA

UWTSD is broadly in line with the Welsh sector where 76% of academic staff are on open-ended/ permanent contracts. This is above the UK sector average of 68%. The proportion of non-academic staff on open ended/ permanent contracts has largely remained consistent over the last five years.

4 Staff Profile by Mode of Employment

In 2020/2021, 56% of staff were employed on full-time contracts and 44% of staff on part-time contracts. In comparison, the Welsh and UK sector averages employed on part-time contracts are 34% and 33% respectively.

Mode of employment of UWTSD staff

Figure 5: Source HESA

Mode of employment and Gender at UWTSD
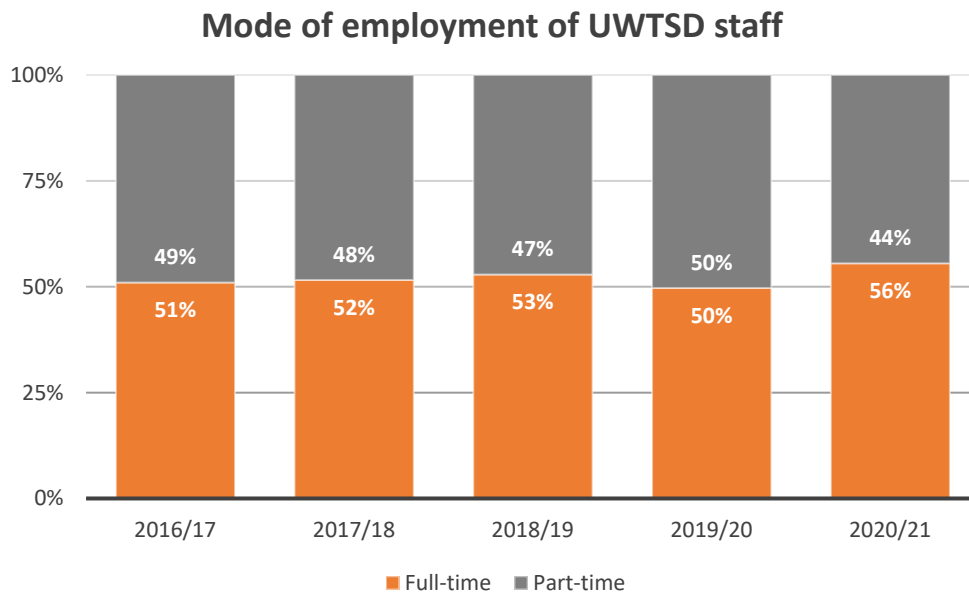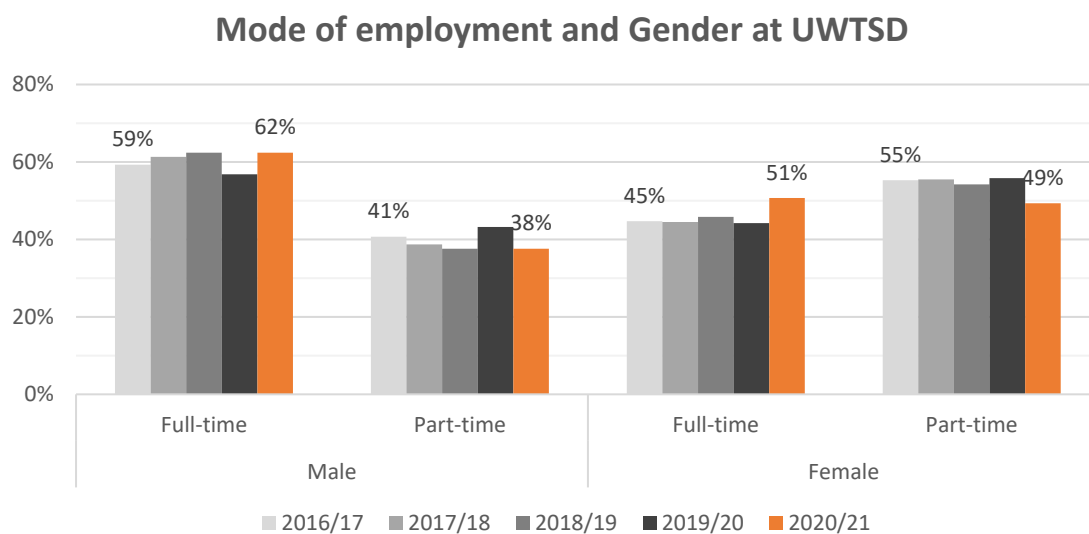
Figure 6: Source HESA

The gender profile of staff by mode of employment shows that in 2020/2021, there has been an increase in full-time staff in both genders, with 62% of male staff employed on full- time contracts and 51% of female staff employed on full-time contracts. This is lower than UK figures where 77% of male staff are in full-time employment and 61% of women are in full-time employment.

Staff Profile by Salary

The breakdown of UWTSD staff based on contract salary range in 2020/21 shows a similar pattern to previous years whereby the most populated salary range is salary range 4, which represents 43% of the total staff.

Salary range of all staff in employment at UWTSD
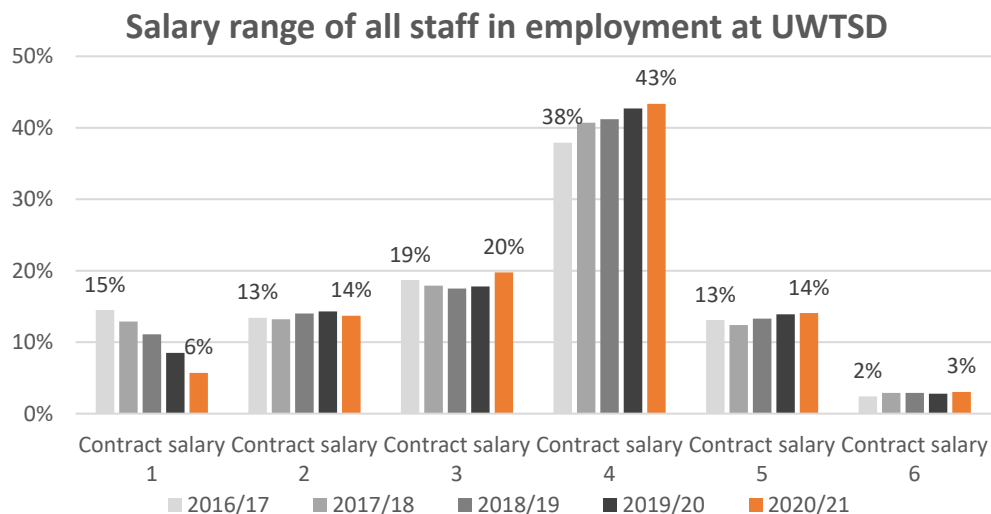
Figure 7: Source HESA

There has been a general increase in the proportion of staff in salary range 4 over the past five years with a noticeable drop in salary range 1.

Salary range of academic staff in employment at UWTSD
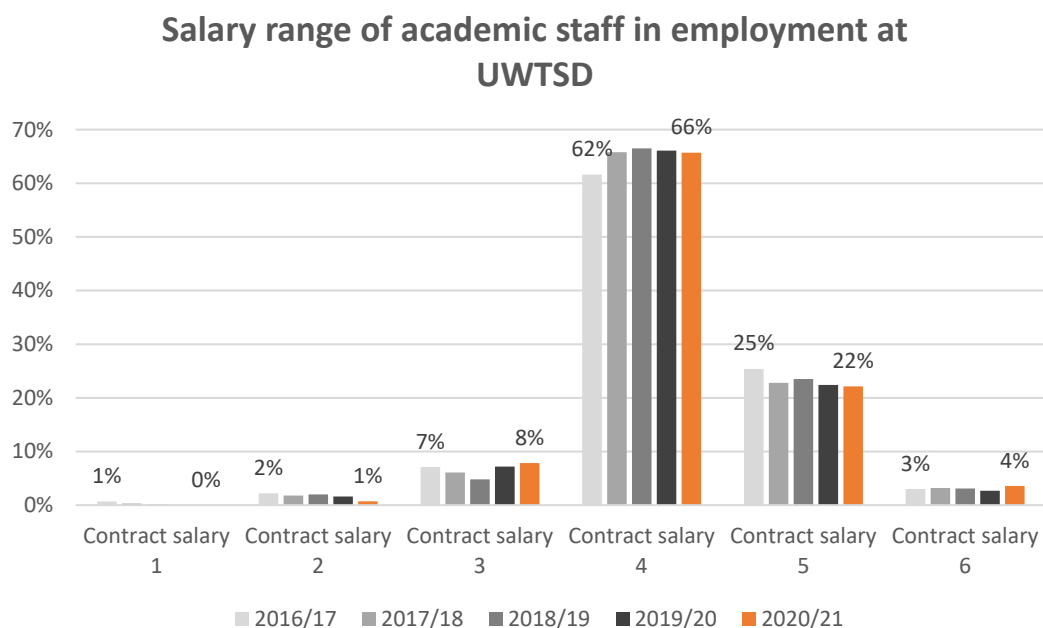
Figure 8: Source HESA

About 2/3rds of academic staff are employed in salary range 4, with 88% of academic staff employed in either salary range 4 or 5.

Salary range of non-academic staff in employment at UWTSD
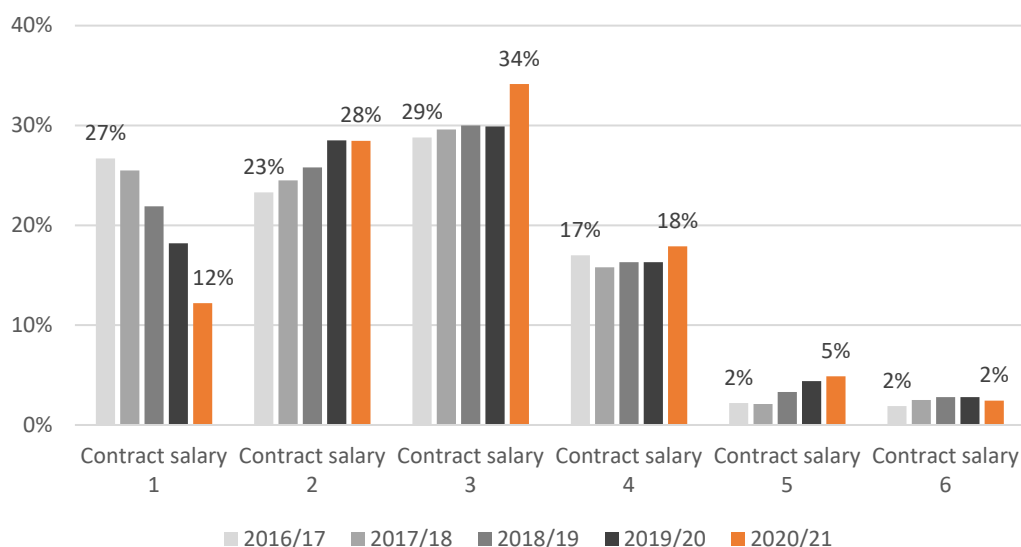
Figure 9: Source HESA

Most non-academic members of staff are employment in either salary range 2, 28%, or salary range[1] 3, 34%. There has been a steady decline in the proportion of non-academic staff employed in salary range 1 over the five-year period, a steady rise in the proportion employed in salary range 2 and an increase of 4% in the proportion employed in salary range 3 in comparison to 2019/20.

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[1] For analysis purposes the contract salaries are grouped into six salary ranges, the upper and lower of each range aligned with salary spine points used in the JNCHES Pay Spine (previously referred to as the Final Salary Spine), as detailed in the HESA Single pay spine document located in https://www.hesa.ac.uk/collection/c16025 (Salary from 1 August 2016 column).

Staff Profile by Gender

In 2020/21 the gender breakdown of UWSTD staff is 56% female and 44% male, which is in line with the results of the last five years. The overall gender profile of UWTSD is broadly in line with the overall profile of staff working in higher education in the UK (54% female and 46% male) and in Wales (55% female and 45% male).

Gender Profile of UWTSD staff

	2016/17	2017/18	2018/19	2019/20	2020/21
Male	42.9%	42.5%	42.7%	43.7%	44.5%
Female	57.1%	57.5%	57.3%	56.3%	55.5%
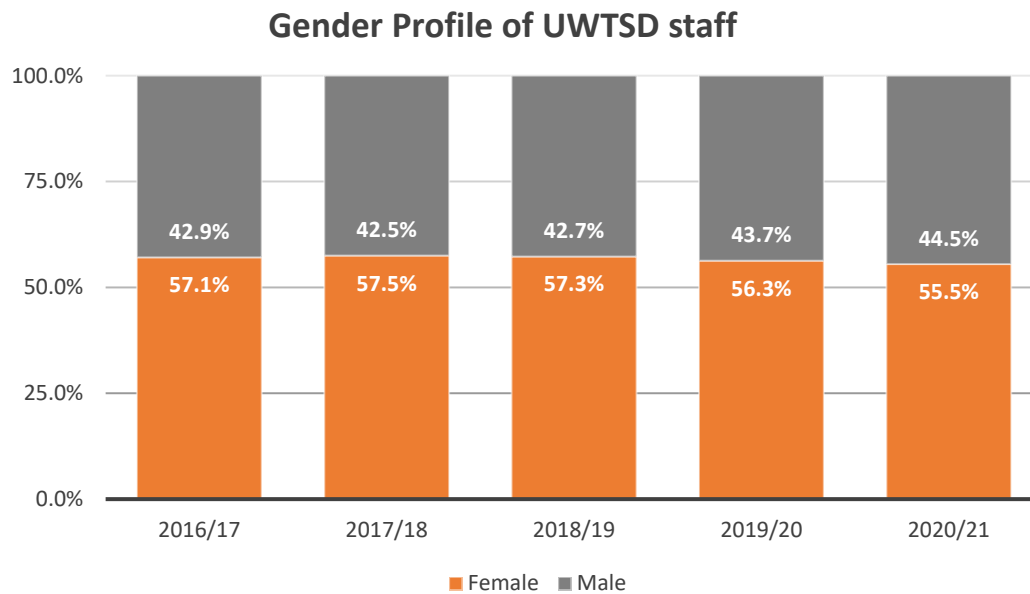
Figure 10: Source HESA

The proportion of female academic staff to male academic staff at UWTSD at 51% female and 49% male is higher than the UK and Wales of 47%.

Staff by gender and academic marker

		UWTSD	Welsh	UK
Academic	Male	49%	53%	53%
	Female	51%	47%	47%
Non-academic	Male	40%	37%	37%
	Female	60%	63%	62%
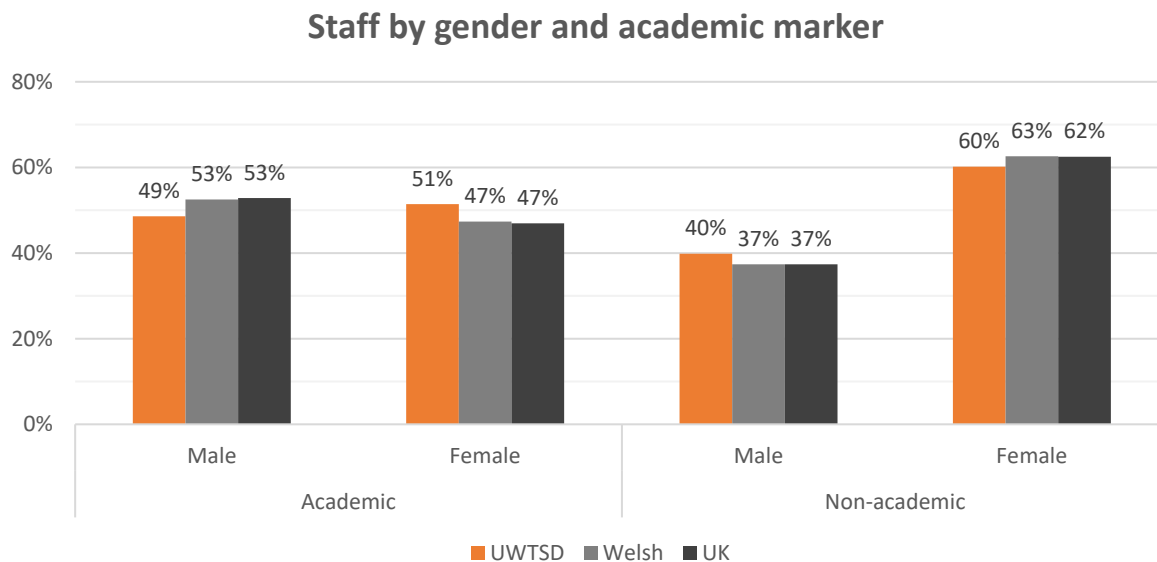
Figure 11: Source HESA

Staff Profile by Age

Age profile of staff at UWTSD
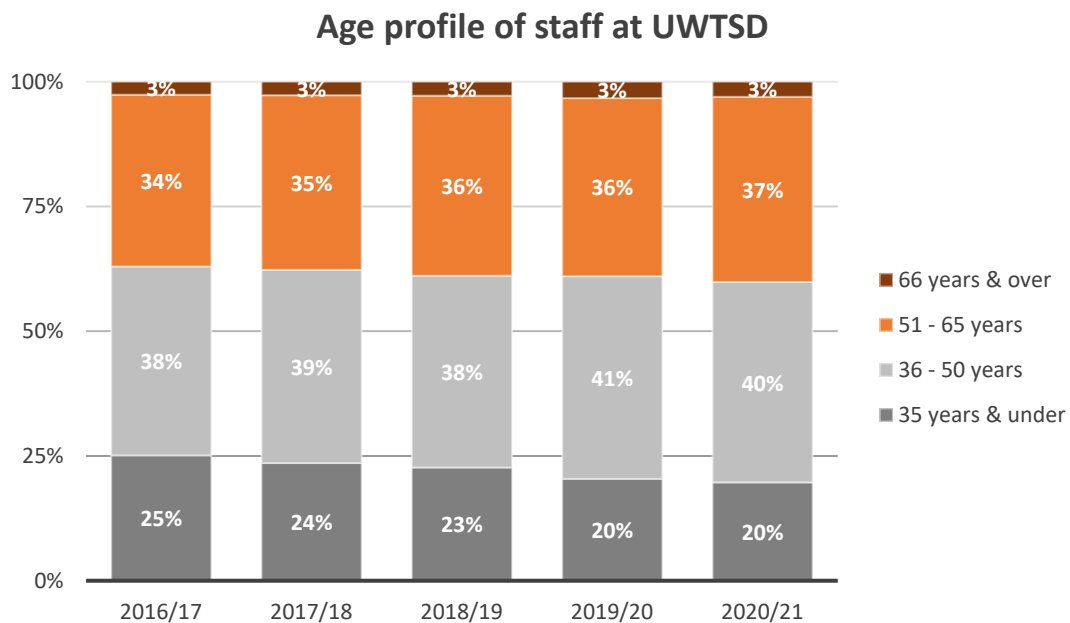
Figure 12: Source HESA

There has been a general decline in the proportion of staff aged 35 years and younger, which has fallen from 25% in 2016/17 to 20% in 2020/21. Both the UK and Welsh sectors have a higher proportion of staff aged 35 years and younger, 26% and 30% respectively than UWTSD, and a lower proportion of staff aged 51-65, 29% and 28% respectively.

Age profile of academic staff at UWTSD
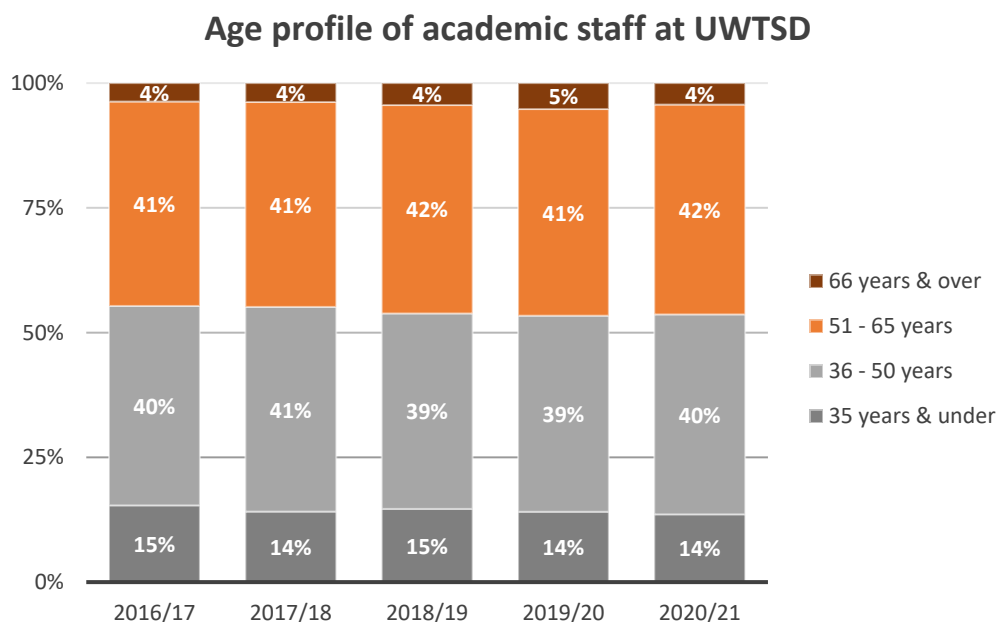
Figure 13: Source HESA

42% of academic staff are aged between 51-65 years, with 82% of staff aged between 36 and 65. The age range of academic staff has remained consistent over the five-year period.

Age profile of non-academic staff at UWTSD
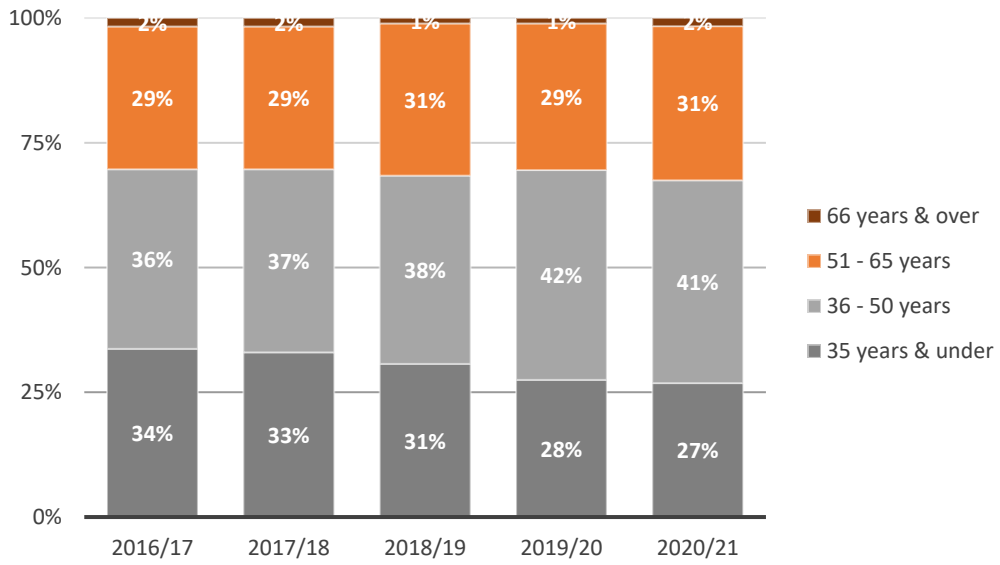
Figure 14: Source HESA

41% of non-academic staff are aged between 36-50 years and has experienced a 5% rise in the last 5 years. The proportion of non-academic staff aged 35 years and younger has declined by 7% over the five year period.

Ethnicity profile of staff at UWTSD
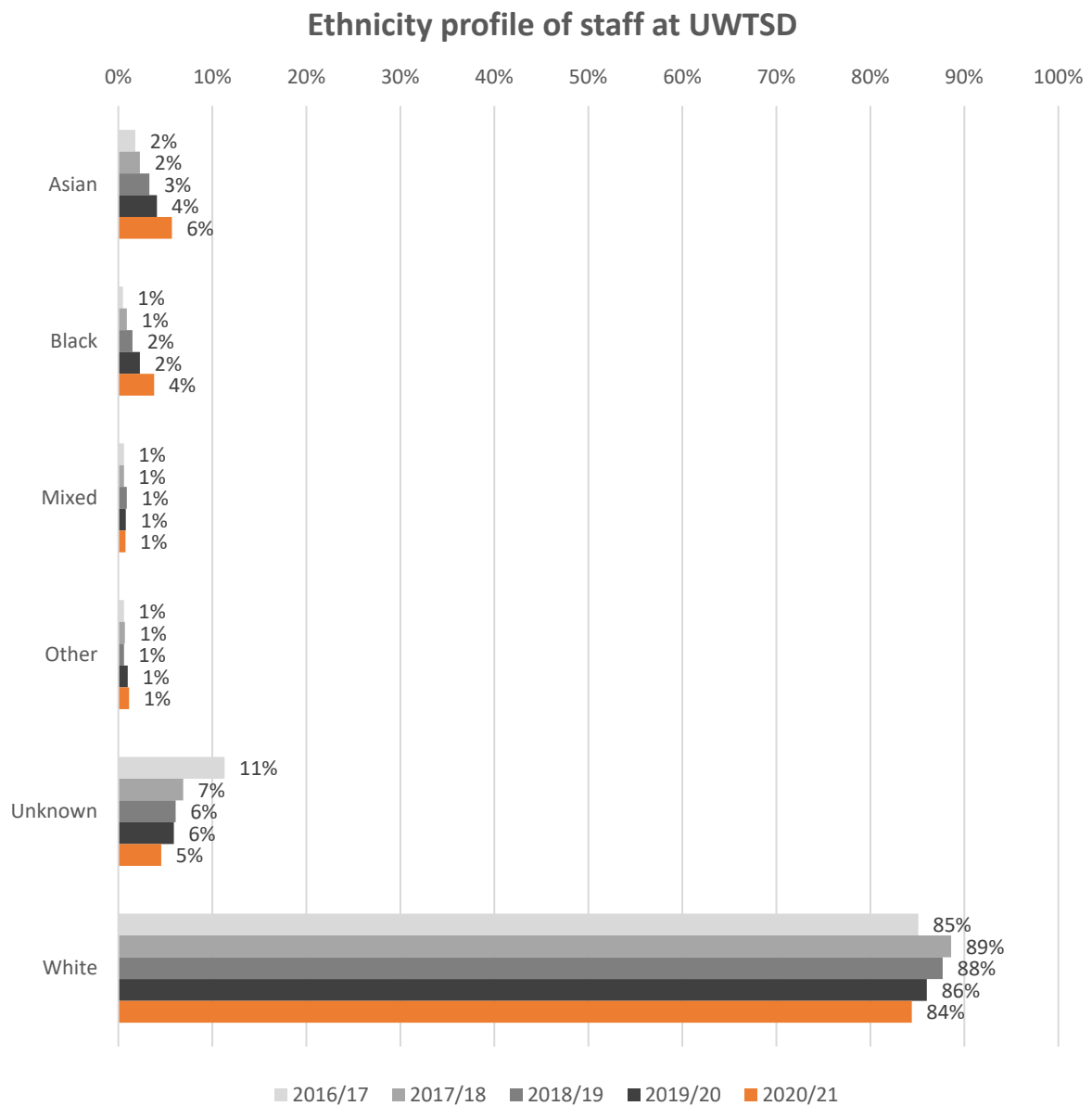
Figure 15: Source HESA

In 2020/21, 84% of UWTSD staff declared their ethnicity as white, which has remained consistent over the last 5 years. 12% declared their ethnicity as Black, Asian, Mixed or other ethnic group. There has been a small increase in Asian staff members since 2016/17, rising from 2% to 6%. The 86% of staff who declare as White is on par with the Welsh average but above the UK average of 78%.

Ethnicity profile of academic staff at UWTSD

Asian
- 2016/17: 2%
- 2017/18: 3%
- 2018/19: 4%
- 2019/20: 5%
- 2020/21: 7%

Black
- 2016/17: 1%
- 2017/18: 1%
- 2018/19: 2%
- 2019/20: 3%
- 2020/21: 6%

Mixed
- 2016/17: 1%
- 2017/18: 1%
- 2018/19: 1%
- 2019/20: 1%
- 2020/21: 1%

Other
- 2016/17: 1%
- 2017/18: 1%
- 2018/19: 1%
- 2019/20: 2%
- 2020/21: 1%

Unknown
- 2016/17: 13%
- 2017/18: 9%
- 2018/19: 8%
- 2019/20: 8%
- 2020/21: 6%

White
- 2016/17: 82%
- 2017/18: 85%
- 2018/19: 84%
- 2019/20: 81%
- 2020/21: 79%

Legend: ■ 2016/17 ■ 2017/18 ■ 2018/19 ■ 2019/20 ■ 2020/21

Figure 16: Source HESA

79% of academic staff at UWTSD are white, which is below the overall University average. As can be seen in Figure 17, 90% of non-academic staff are White.

Ethnicity profile of non-academic staff at UWTSD

Asian
- 1%
- 2%
- 2%
- 3%
- 3%

Black
- 0%
- 1%
- 1%
- 2%
- 2%

Mixed
- 1%
- 1%
- 1%
- 1%
- 1%

Other
- 0%
- 0%
- 0%
- 1%
- 1%

Unknown
- 10%
- 5%
- 4%
- 3%
- 2%

White
- 88%
- 92%
- 92%
- 91%
- 90%

Legend: 2016/17 ■ 2017/18 ■ 2018/19 ■ 2019/20 ■ 2020/21
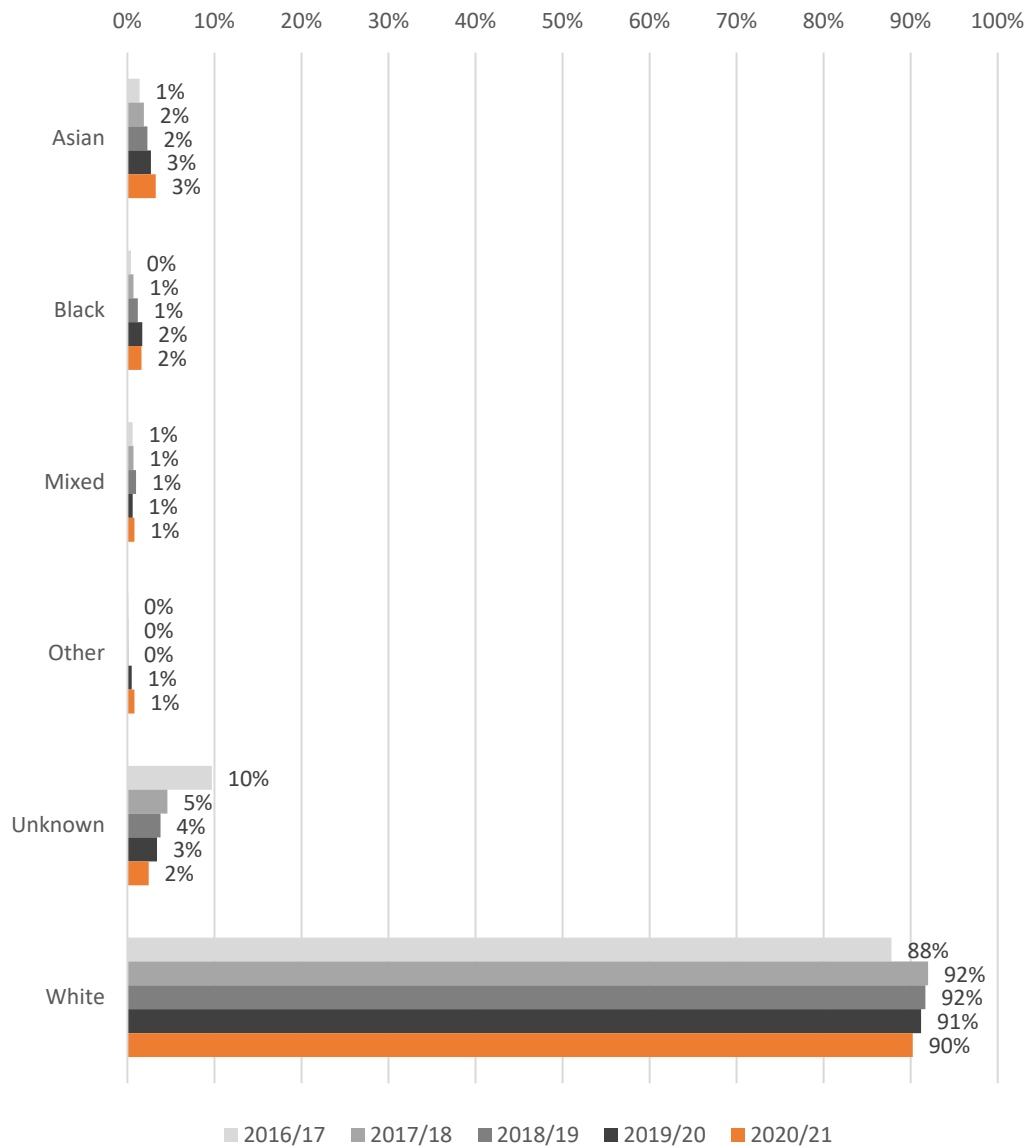
Figure 17: Source HESA

Disability profile of staff at UWTSD

Figure 18: Source HESA

In 2020/21, 8% of UWTSD staff declared themselves as having a disability, the highest proportion over the last five years. These figures are slightly above the Welsh and UK sector averages of 7% and 6% respectively. For academic staff, this reduces to 7% whereas for non-academic staff this increases to 9%.

Types of disability declared by UWTSD staff

Chart legend: 2016/17, 2017/18, 2018/19, 2019/20, 2020/21

Categories and key values:
- A long-standing illness or health condition — 22%, 30%
- A physical impairment or mobility issues — 10%, 15%
- Another disability, impairment or medical condition — 15%, 10%
- Blind or a serious visual impairment — 2%, 0%
- Deaf or a serious hearing impairment — 10%, 5%
- General learning disability (such as Down's syndrome) — 2%, 5%
- Mental health condition — 3%, 10%
- Social communication/Autistic spectrum disorder — 0%, 5%
- Specific learning difficulty — 32%, 25%
- Two or more conditions — 5%, 5%

Figure 19: Source HESA

The largest proportion of a declared disability are A Specific learning difficulty at 25% and A long-standing illness or health condition at 30%.

Religion and belief of staff at UWTSD
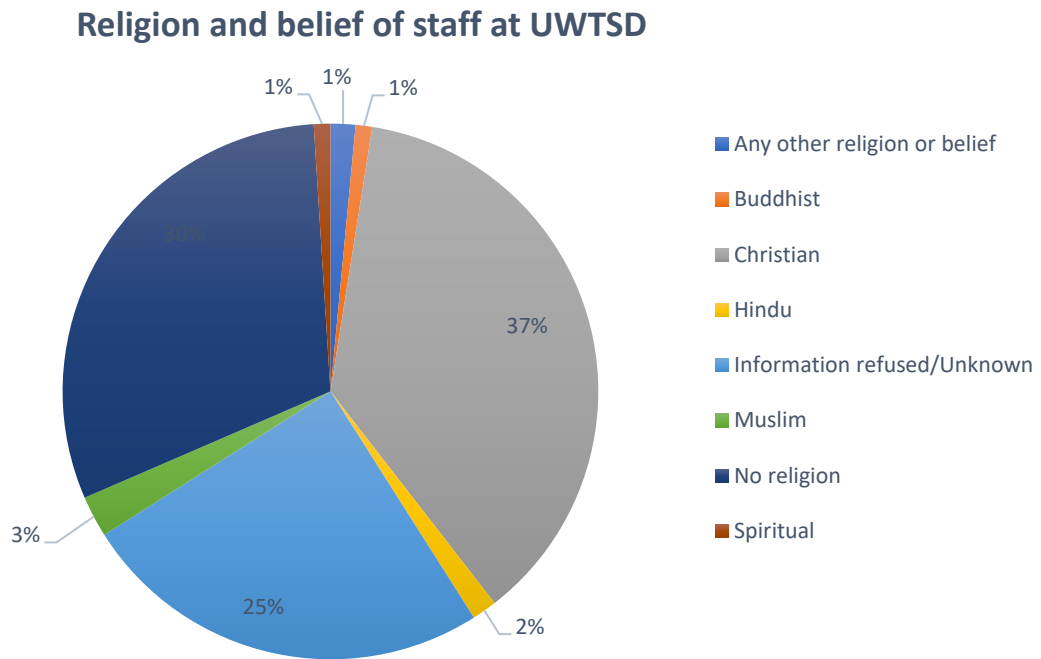
Figure 20: Source Internal Data

Christian was the largest religious grouping, with 37% of staff identifying as such. 25% of staff preferred not to provide this information or it was unknown.

Sexual orientation profile of staff at UWTSD

22%

■ Prefer not to say /
Unknown

2%

■ Bisexual

1%

■ Gay Man

1%

■ Gay Woman/Lesbian

74%
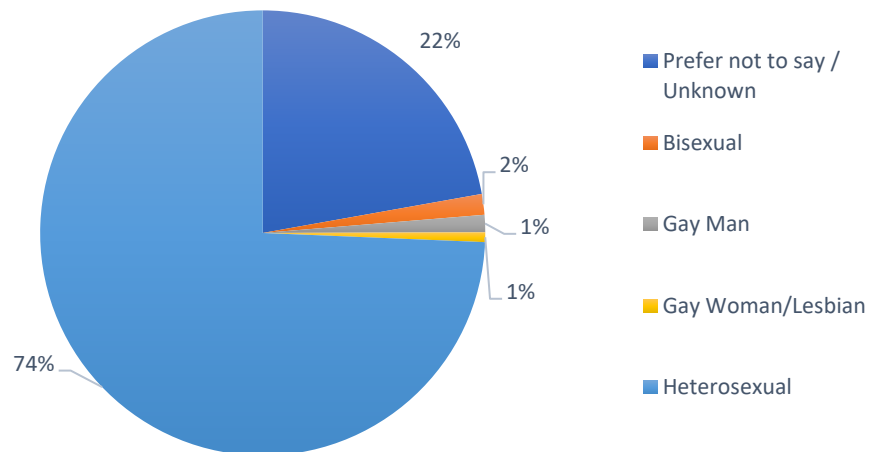
■ Heterosexual

Figure 21: Source internal data

74% of staff identified as heterosexual and 22% of staff preferred not to provide this information.

Staff Recruitment

From January 2021, we launched a new online bilingual staff recruitment system (Webrecruit) which supports our ability to monitor and report on our equality and diversity data.

From January 2021 to 31 July 2021, 172 jobs were posted (advertised). There were 2015 applications received by UWTSD.

During the same reporting period, 570 candidates were shortlisted. This is an average of just over 3 applicants shortlisted per job.

The profile of candidates shortlisted was broadly in line with the profile of applicants.

Staff Applications by Age

Age profile of applicants
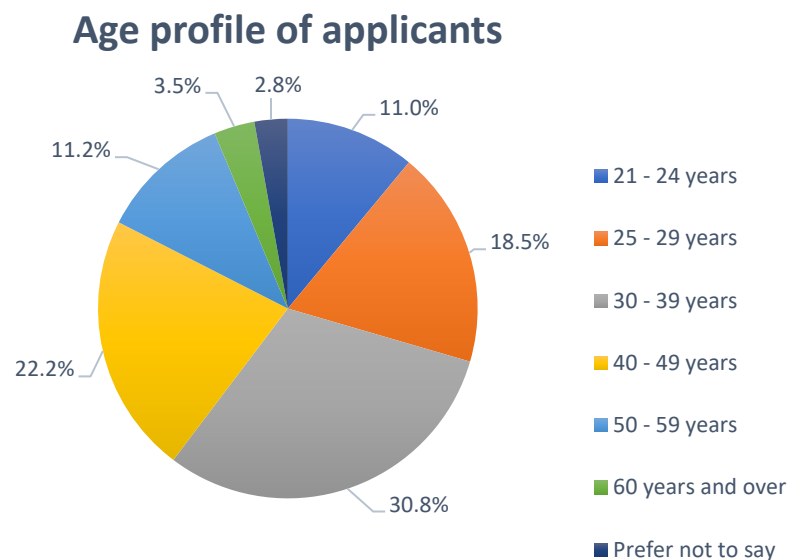
Figure 22: Source Internal data

Figure 22 shows UWTSD's age profile of applications received from January 2021 – July 2021.

Age profile of shortlisted applicants

■	21 - 24 years
■	25 - 29 years
■	30 - 39 years
■	40 - 49 years
■	50 - 59 years
■	60 years and over
■	Prefer not to say

16.7%
25.1%
26.9%
17.4%
8.8%
2.5%
2.6%
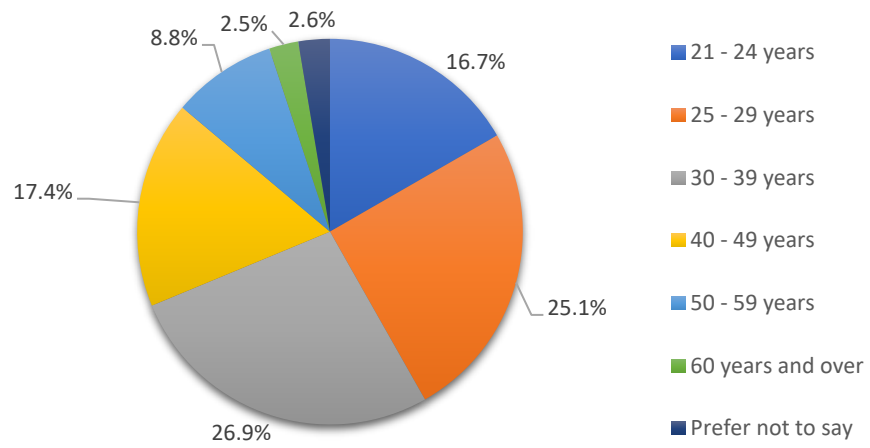
Figure 23: Source internal data

Figure 23 shows UWTSD's age profile of shortlisted applicants from January 2021 – July 2021:

Disability profile of applicants

9%

■ No

■ Yes

91%
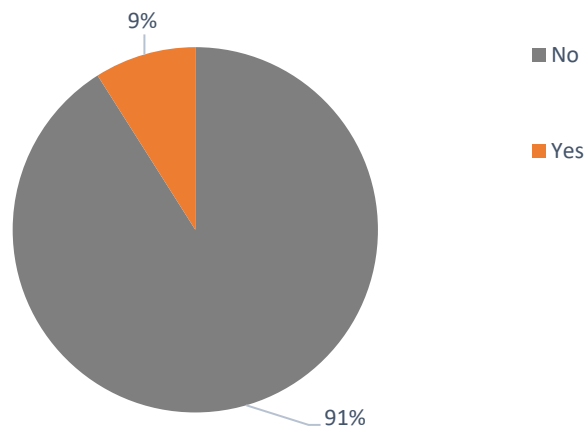
Figure 24: Source internal data

Figure 24 shows disability profile of applications received from January 2021 – July 2021. During this period, 9% of staff applicants declared a disability.

Disability profile of shortlisted applicants

10%

■ No

■ Yes

90%
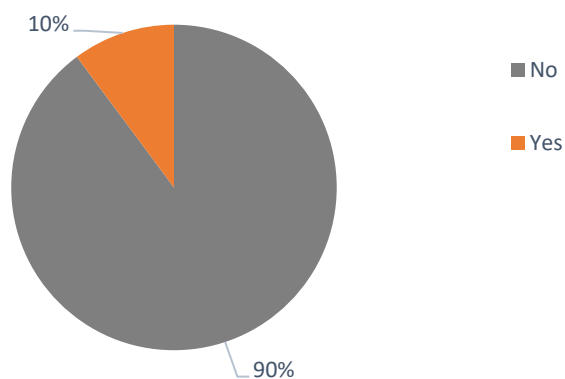
Figure 25: Source internal data

Figure 25 shows the disability profile of shortlisted applicants January 2021 – July 2021. 10% of shortlisted staff applicants declared a disability during this period.

Ethnicity profile of applicants
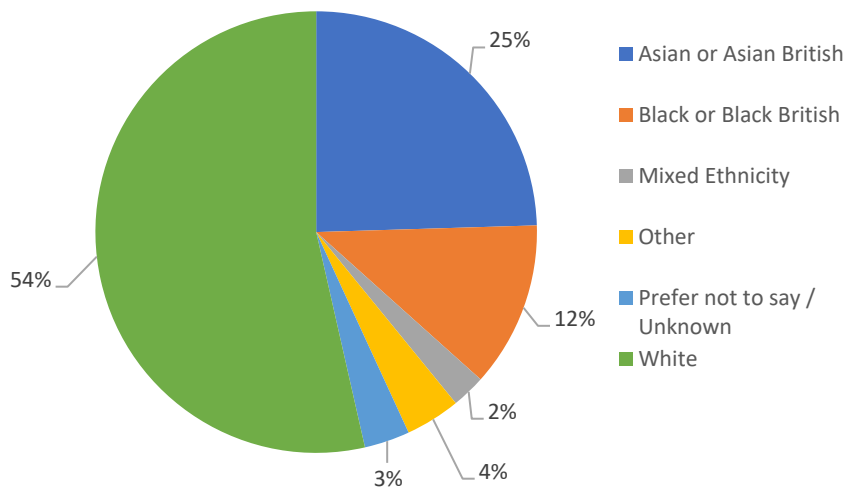
Figure 26: Source internal data

Figure 26 shows the ethnicity profile of applications received January 2021 – July 2021. During this period, 54% of applicants were White, 25% were Asian or Asian British, 12% were Black or Black British, 2% were Mixed Ethnicity and 4% were Other ethnicity.

Ethnicity profile of shortlisted applicants
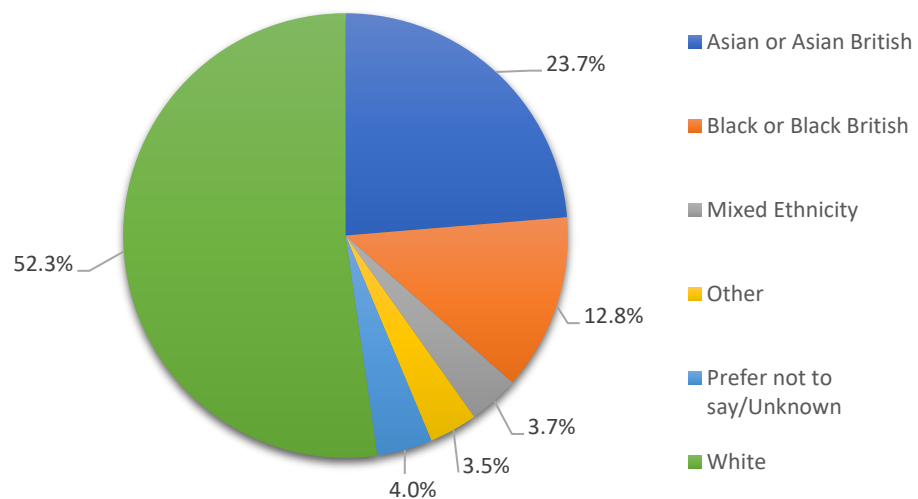
Figure 27: Source internal data

Figure 27 shows the ethnicity profile of shortlisted applicants January 2021 – July 2021.

Gender profile of applicants
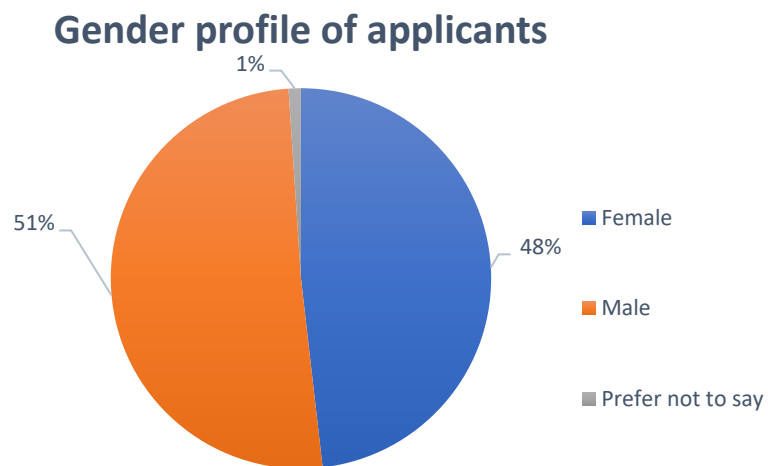
Figure 28: Source internal data

Figure 28 shows the gender profile of applications received January 2021 – July 2021. 48% of the applicants were female during this period.

Gender profile of shortlisted applicants
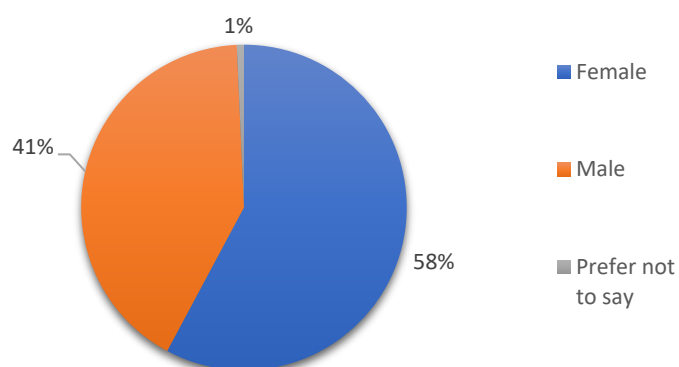
Figure 29: Source internal data

Figure 29 shows the gender profile of shortlisted applicants January 2021 – July 2021. During this period, 58% of shortlisted applicants were female.

Religion and belief profile of applicants
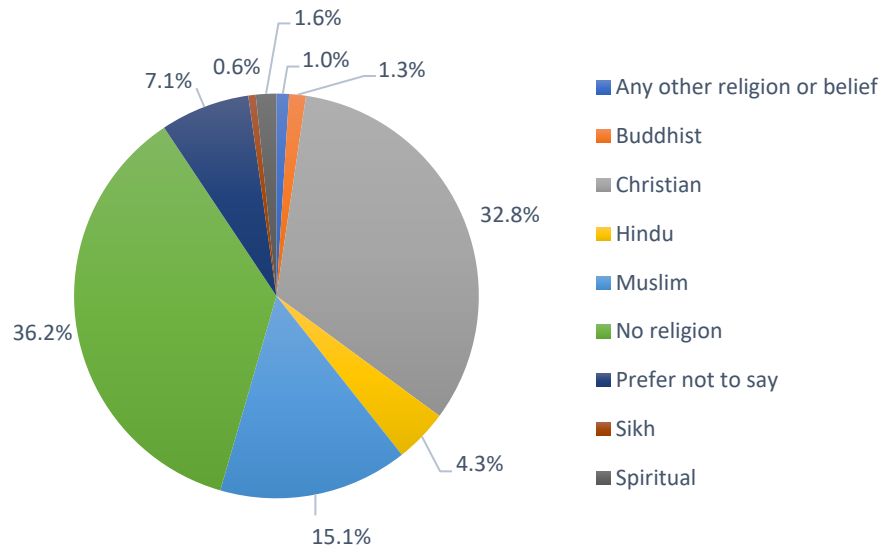
Figure 30: Source internal data

Figure 30 shows the religion and belief profile of applications received January 2021 – July 2021.

Religion and belief profile of shortlisted applicants
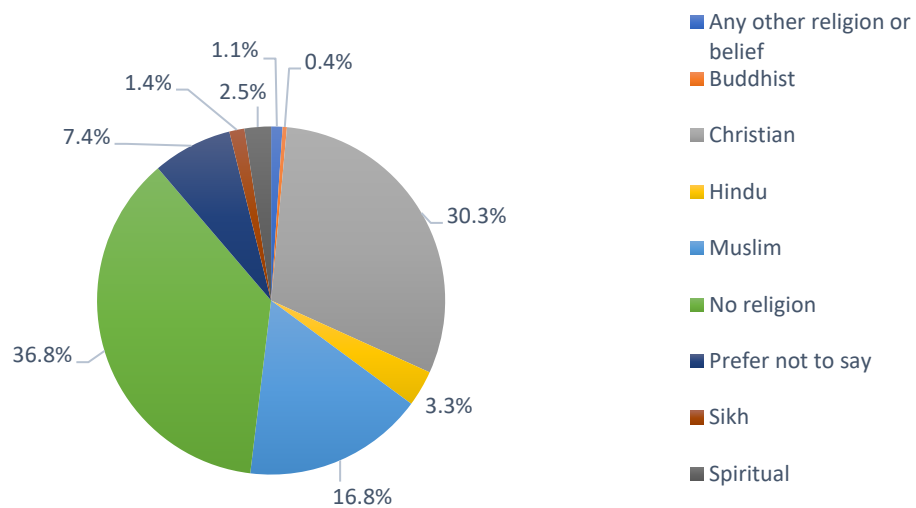
Figure 31: Source internal data

Figure 31 shows the religion and belief profile of shortlisted applicants January 2021 – July 2021.

Sexual orientation profile of applicants
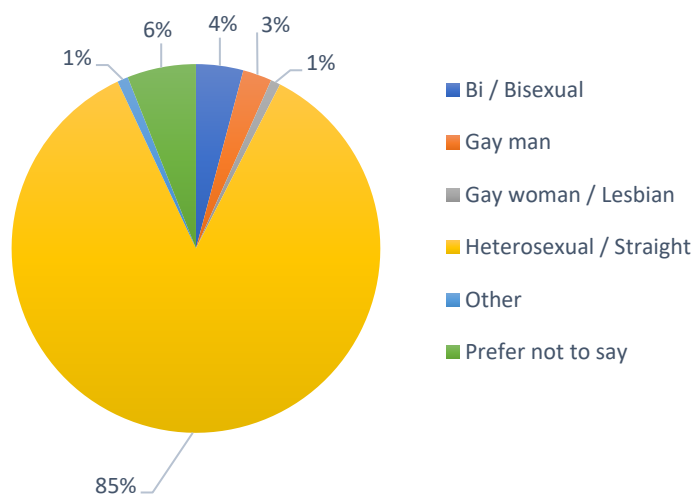
Figure 32: Source internal data

Figure 32 shows the sexual Orientation profile of applications received January 2021 – July 2021.

Sexual orientation profile of shortlisted applicants
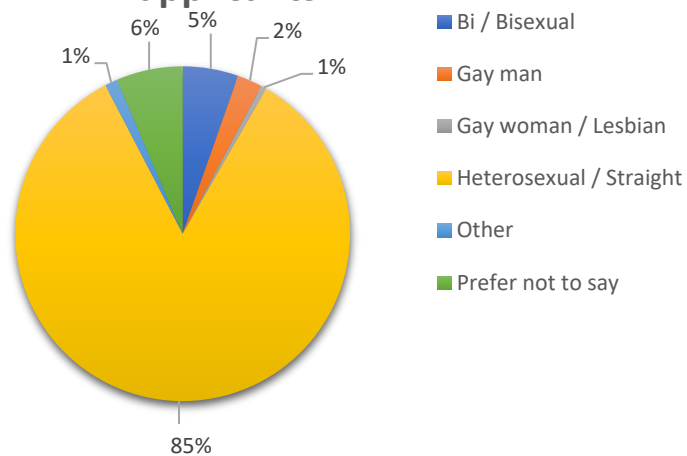
Figure 33: Source internal data

Figure 33 shows the sexual orientation profile of shortlisted applicants January 2021 – July 2021.

Pregnancy and maternity

During the reporting period of 1 August 2020 and 31 July 2021:

> 23 women took maternity leave
>
> 9 people took paternity leave
>
> 1 person took shared parental leave
>
> 1 person took adoption leave

Figure 34: Source internal data

Flexible working requests

During the reporting period, we received 12 formal requests for flexible working.

Age profile

Age Group	Applications
34 and Under	2
35-49	4
51-65	5
Over 65	1

Disability profile - 11 of the applicants had no known disability, 1 had confirmed that they had a disability

Ethnicity profile – 11 were from a White background and 1 were from Other Ethnic Background

Gender profile - 10 of the applicants were Female and 2 were Male

Figure 35: Source internal data

Grievances and disciplinary

During the academic year 2020-2021, 2 disciplinary cases were conducted. Neither case involved discrimination.

Staff Leavers

During the academic year 2020 – 2021, 90 staff left their employment at the University equating to 6.8% of all staff.

The highest reason for leaving overall was due to resignation (see Figure 36).

The age range with the highest number of leavers was 35-44 (see Figure 37).

The percentage of leavers who declared that they had a disability was 3% compared with the percentage of all staff who declared that they had a disability of 8% (see Figure 38).

The percentage of leavers who identified as from a minority ethnic background was 8% compared with the percentage of all staff of 12% (see Figure 39).

Of all leavers 67% were female, 33% were male, this compares to all staff figure of 56% Female and 44% Male (see Figure 40).

Staff Leavers by Reason for Leaving

Profile of staff leavers by reasons for leaving

Legend:
- End of Fixed Term Contract
- Other (inc Ill health, Death in service, Dismissal)
- Redundancy
- Resignation
- Voluntary Redundancy
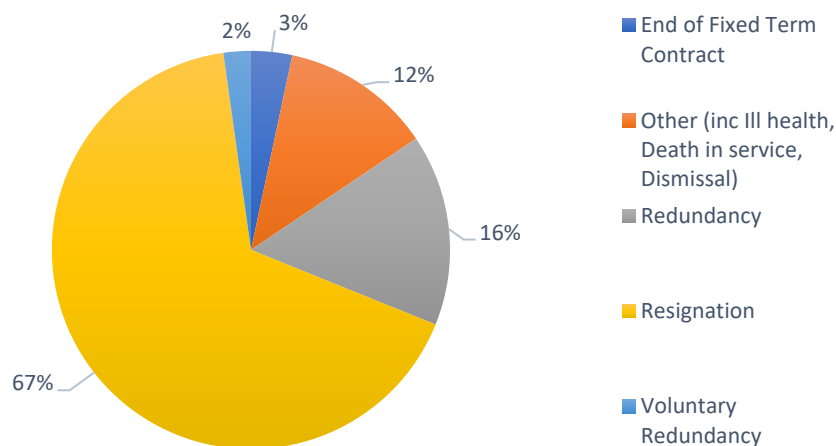
Figure 36: Source internal data

Staff Leavers by Age

Age profile of leavers
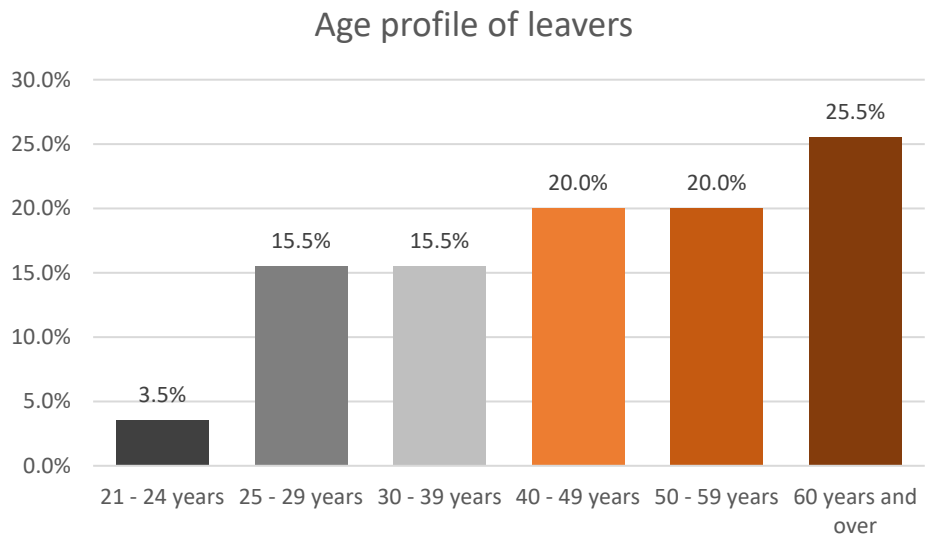
Figure 37: Source internal data

Staff Leavers by Disability

Disability profile of leavers
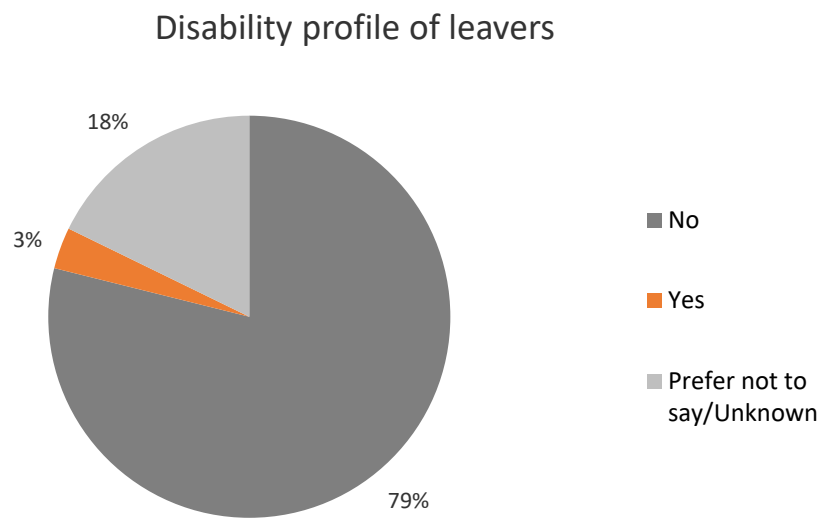
Figure 38: Source internal data

Staff Leavers by Ethnicity

Ethnicity profile of leavers
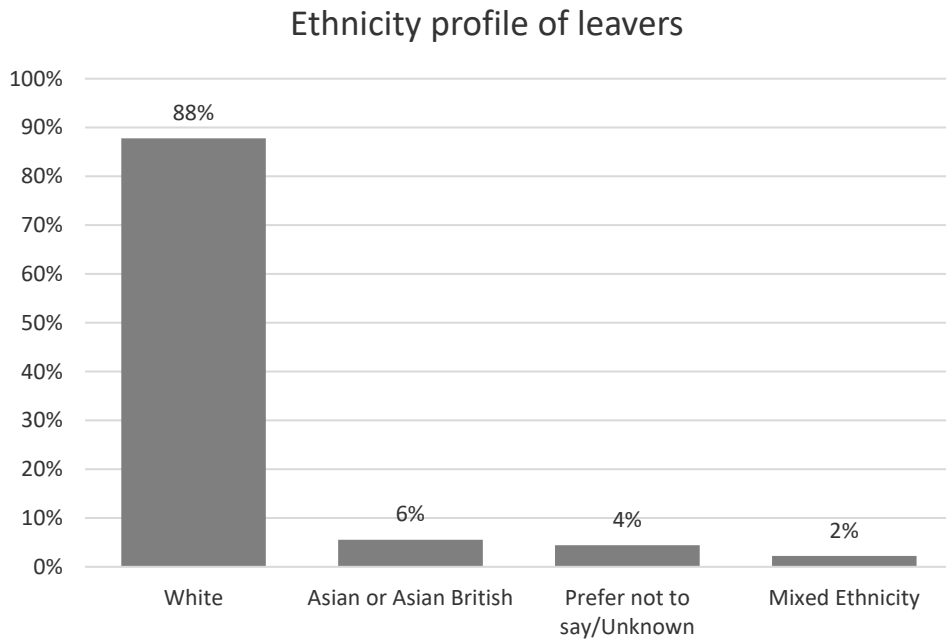
Figure 39: Source internal data

Staff Leavers by Gender

Gender profile of leavers
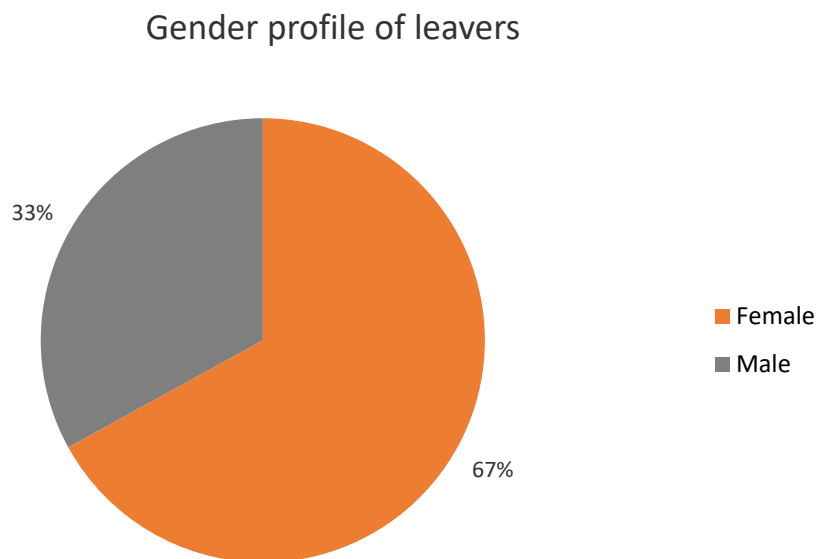
Figure 40: Source internal data

Staff Leavers by Religion and Belief

Religion and belief profile of leavers
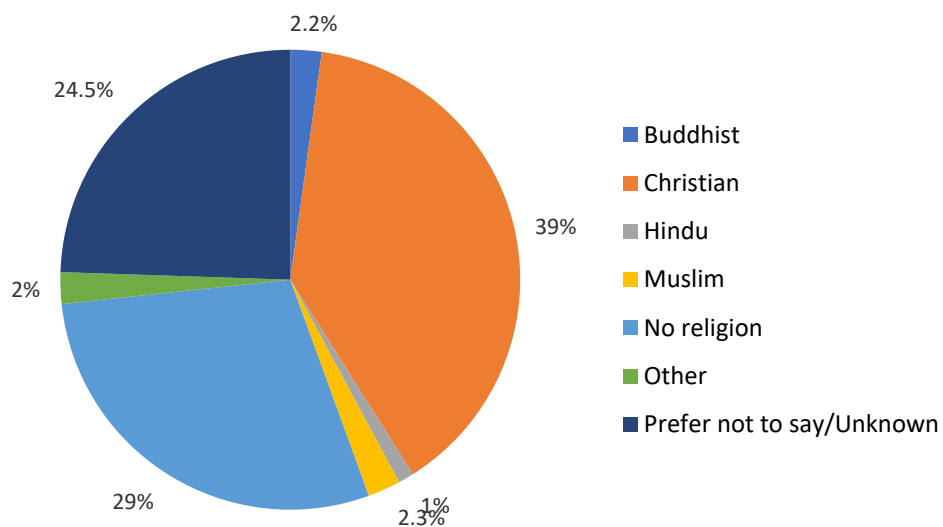
Figure 41: Source internal data

We were unable to report on sexual orientation due to the small numbers involved.

Learning and Development

As of the beginning of 2022, a project is underway to implement a training module within the HR/Payroll system to record and monitor mandatory e-learning training including Challenging Unconscious Bias and Equality and Diversity training. Following this project, further work will be undertaken to extend the University's ability to record and monitor more learning and development activity including by protected characteristic.

Student data

Student data given in this section concerns HE students studying within the UWTSD Group. HE students studying at collaborative partnerships are not included. With the exception of the application data which comes from UCAS, all other data has been reported to HESA[2]. The HESA data is rounded for data protections purposes. All data has been sector-benchmarked, using HEIDI plus data. The analyses in this report inform priorities for action. The student data included in this report is taken from the most up to date data available at the time of publication (HESA 2020/21).

This part of the equality statistical report first considers the overall profile of students within the UWTSD Group and then focuses on the admission and attainment of students with the following protected characteristics:

- Gender
- Age
- Ethnicity
- Disability

Historical data comparisons are made where possible as well as comparisons to the UK and Welsh sector scores. The final part of the statistical data relating to students reports data in relation to the religion / belief and sexual orientation.

HESA non-continuation data for 2018/19 intake is included and is broken down by age and gender. HESA non-continuation data by ethnicity and disability was not available at the time of publication of this report.

The main scheme applicant data for UWTSD is from UCAS. Please note that a high proportion of UWTSD students apply through direct application and other non-UCAS routes and will therefore not be represented in the main scheme application figures in this report.

UWTSD does not hold student data in relation to pregnancy or maternity, or marriage or civil partnership on its student record system and these protected characteristics have therefore not been included within this equality statistical report. Student data is returned to HESA in relation to gender reassignment. Because overall numbers are small, for data protection reasons, no analysis has been done of the data in this statistical report.

As part of the objectives outlined in the Strategic Equality Plan, the University has continued work to encourage students to disclose protected characteristic information.

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[2] With the exception of religion/belief and sexual orientation data, all student demographic data has been derived from Heidi Plus.

Overall Student Profile

Student Population at UWTSD
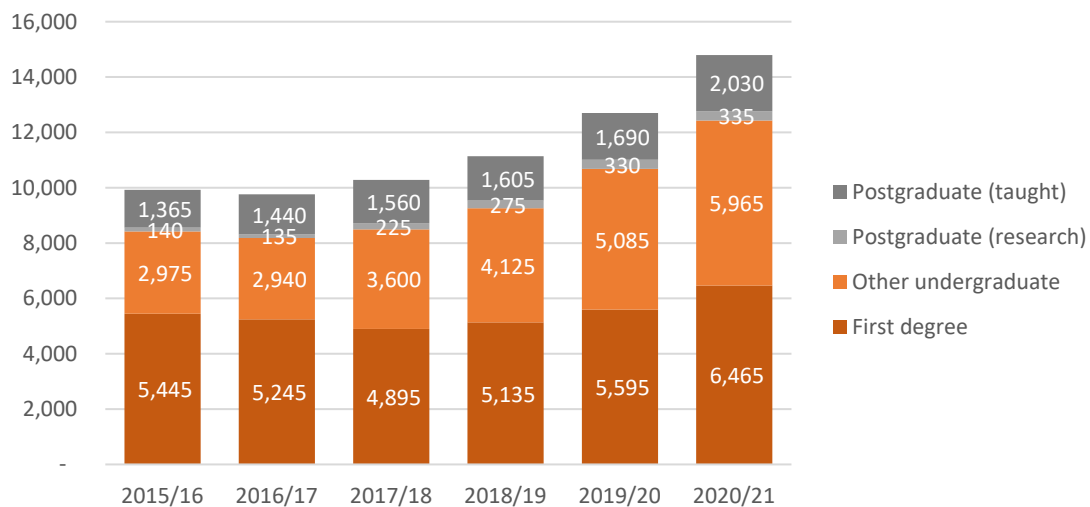
Figure 42: Source HESA

Key facts: Student Population

- Figure 42 shows the change in student population at UWTSD by level of study from 2015/16 to 2020/21 (source HESA).
- UWTSD continues its trend of growth since 2016/17 with the total student population increasing by **16%** (2,095) to 14,795 in 2020/21. UWTSD saw similar growth the previous year, **14%** (11,140 to 12,700).
- The quantity of students studying Other Undergraduate programmes at UWTSD has nearly doubled between 2015/16 to 2020/21 (from 2,975 to 5,965).
- While Postgraduate Research still makes up only a small proportion of UWTSD's provision (**2%**), it has seen significant growth from 135 students in 2016/17 to 335 in 2020/21.

Student population by CAH at UWTSD in 2019/20 and 2020/21

	2019/20	2020/21
Law	5	
Veterinary sciences	20	10
Geography, earth and environmental studies	35	35
Agriculture, food and related studies	115	105
Psychology	215	215
Subjects allied to medicine	215	235
Architecture, building and planning	240	260
Biological and sport sciences	250	265
Language and area studies	245	325
Historical, philosophical and religious studies	440	385
Computing	505	675
Engineering and technology	705	845
Education and teaching	1,270	1,285
Design, and creative and performing arts	1,395	1,375
Social sciences	2,455	3,220
Business and management	4,485	5,565

Figure 43: Source HESA

Key facts: Student Population by CAH

- Figure 43 shows the student population at UWTSD in 2019/20 and 2020/21 split by Common Aggregation Hierarchy (CAH).
- Subject areas at UWTSD in 2020/21 with the largest proportion of total students include
  - **38%** (5,656) in *CAH 17 Business and Management*,
  - **22%** (3,220) in *CAH 15 Social sciences*,
  - **9%** (1,375) in *CAH 25 Design, creative and performing arts*,
  - **9%** (1,285) in *CAH 22 Education and teaching*,
- Subject areas at UWTSD with significant growth between 2019/20 and 2020/21 include
  - *CAH 11 Computing with a year-on-year growth of **34%** (170), from 205 in 2019/20 to 675 in 2020/21,*
  - *CAH 19 Language and Area studies* with a year-on-year growth of **33%** (80), from 245 in 2019/20 to 325 in 2020/21,
  - CAH 15 Social sciences with a year-on-year growth of **31%** (765), from 2,455 in 2019/20 to 3,220 in 2020/21,
  - CAH 17 Business and Management with a year-on-year growth of **24%** (1,080), from 4,485 in 2019/20 to 5,565 in 2020/21,
  - CAH 10 Engineering and technology with a year-on-year growth of **20%** (140), from 505 in 2019/20 to 675 in 2020/21.

Student profile at UWTSD by level of study
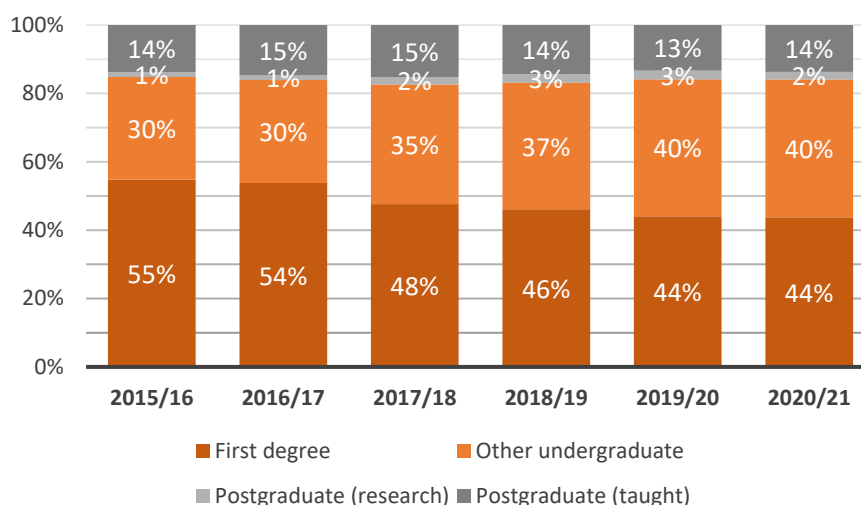
Figure 44: Source HESA

Student profile at UWTSD against Sector 2020/21
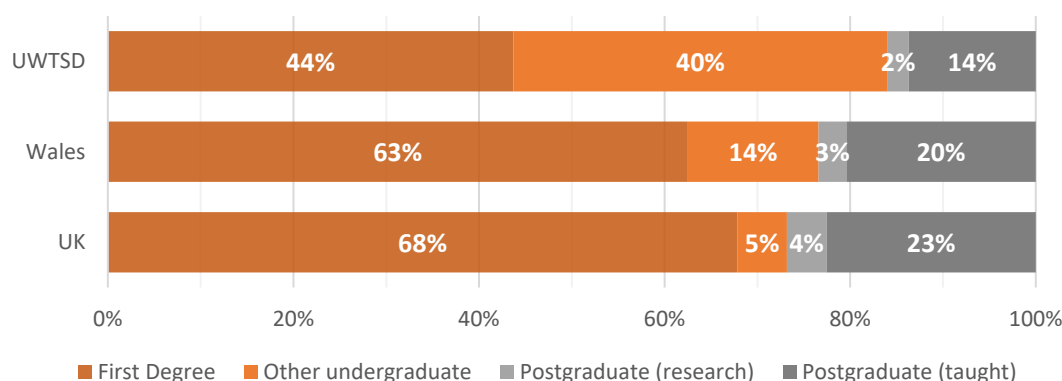
Figure 45: Source HESA

Key facts: Level of Study

- Figure 44 shows the proportion of students studying at various levels of study at UWTSD from 2015/16 to 2020/21 (source HESA).
- Figure 45 compares the proportion studying at various levels at UWTSD in 2020/21 with the Wales and UK sectors (source HESA).
- **44%** of students at UWTSD studied on a first degree in 2020/21, down from **55%** in 2015/16 and compared with **63%** for Wales and **68%** for UK sector.
- **40%** of students at UWTSD studied other undergraduate programmes in 2020/21, up from **30%** in 2015/16.
- Significantly higher proportion of UWTSD students study other undergraduate programmes (**40%**), compared with the Wales sector (**14%**) and the UK sector (**5%**).
- This rise in other undergraduates study is in line with UWTSD's mission to widen participation and access opportunities to Higher Education.

Level of study by CAH at UWTSD in 2020/21
(n = number of students)

	First degree	Other undergraduate	Postgraduate (research)	Postgraduate (taught)
Language and area studies (n = 325)	23%	38%	20%	18%
Agriculture, food and related studies (n = 100)	30%	70%		0%
Geography, earth and environmental studies (n = 30)	33%	17%	0%	50%
Subjects allied to medicine (n = 235)	34%	49%	0%	17%
Social sciences (n = 3220)	34%	60%	0%	6%
Business and management (n = 5565)	37%	50%	3%	10%
Historical, philosophical and religious studies (n = 385)	39%	3%	13%	45%
Architecture, building and planning (n = 260)	40%	56%	0%	4%
Education and teaching (n = 1285)	43%	21%	3%	33%
Engineering and technology (n = 840)	50%	35%	0%	15%
Biological and sport sciences (n = 265)	66%	21%	2%	11%
Computing (n = 675)	70%	15%	1%	14%
Design, and creative and performing arts (n = 1375)	74%	3%	1%	22%
Psychology (n = 210)	95%		0%	5%
Law (n = 5)	100%			0%
Veterinary sciences (n = 10)	100%			0%

■ First degree   ■ Other undergraduate   ■ Postgraduate (research)   ■ Postgraduate (taught)

Figure 46: Source HESA

Key facts: Level of Study by CAH

- Figure 46 shows the proportion of students studying at each level of study for each CAH at UWTSD in 2020/21. The total number of students studying within each CAH (n) is also shown.
- The largest subject groups at UWTSD are Business and management (5,565 students) and Social sciences (3,220 students). Each of these subject areas have a majority of students studying other undergraduate programmes.
  - **50%** of UWTSD students studying business and management subjects in 2020/21 were studying Other undergraduate programmes.
  - **60%** of UWTSD students studying social science subjects in 2020/21 were studying Other undergraduate programmes.

% Studying full-time by level of study at UWTSD
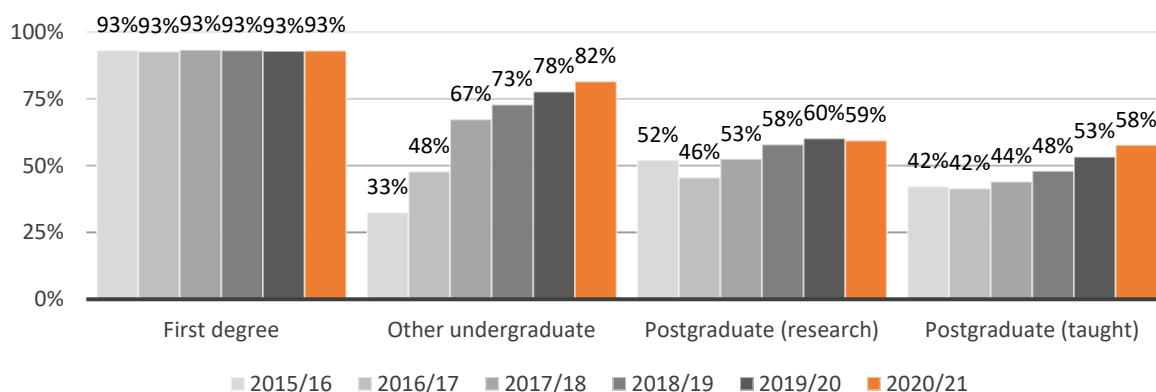
Figure 47: Source HESA

% Studying full-time by level of study against sector in 2020/21
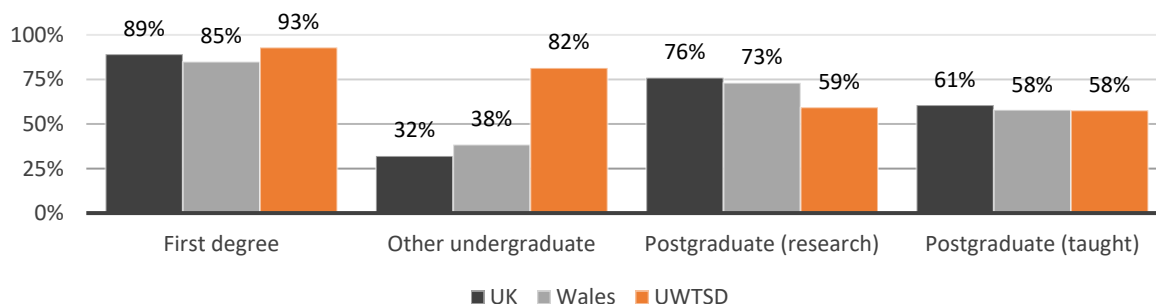
Figure 48: Source HESA

Key facts: Mode of Study

- Figure 47 shows the proportion studying full-time at UWTSD by level of study from 2015/16 to 2020/21 (source HESA).
- Figure 48 compares the proportion studying full-time at UWTSD in 2020/21 with the UK and Wales sectors (source HESA).
- **93%** of students studying first degree at UWTSD are studying full-time in 2020/21, consistent with the previous 5 years, and above Wales (**85%**) and UK (**89%**) sector averages.
- **82%** of students studying other undergraduate programmes at UWTSD are studying full-time, up from **33%** in 2015/16. This remains significantly higher than the Wales (**38%**) and UK (**32%**) sector averages for 2020/21.
- The proportion of students studying full-time on other undergraduate programmes at UWTSD in 2020/21 (**82%**).
- The proportion of postgraduate students at UWTSD that are studying full-time is increasing;
  - o Full-time study for postgraduate research at UWTSD rose from **46%** in 2016/17 to **59%** in 2020/21 but remains below the Wales (**73%**) and UK (**76%**) sector averages.
  - o Full-time study for postgraduate taught programmes at UWTSD rose from **42%** in 2016/17 to **58%** in 2020/21 and is now in line with Wales sector average (**58%**).

Mode of study by CAH at UWTSD in 2020/21
(n = number of students)

Subject area	Full-time	Part-time
Engineering and technology (n = 845)	36%	64%
Subjects allied to medicine (n = 235)	43%	57%
Architecture, building and planning (n = 255)	45%	55%
Agriculture, food and related studies (n = 100)	55%	45%
Language and area studies (n = 325)	57%	43%
Geography, earth and environmental studies (n = 35)	57%	43%
Historical, philosophical and religious studies (n = 385)	58%	42%
Biological and sport sciences (n = 265)	74%	26%
Education and teaching (n = 1280)	79%	21%
Computing (n = 675)	79%	21%
Social sciences (n = 3220)	88%	12%
Design, and creative and performing arts (n = 1370)	93%	7%
Business and management (n = 5565)	93%	7%
Psychology (n = 215)	98%	2%
Law (n = 5)	100%	0%
Veterinary sciences (n = 10)	100%	0%

■ Full-time   ■ Part-time

Figure 49: Source HESA

Key facts: Mode of Study by CAH

- Figure 49 shows the mode of study for each CAH at UWTSD in 2020/21. The total number of students studying within each CAH (n) is also shown.
- The largest subject areas at UWTSD in 2020/21 are Business and management (5,565 students) and Social sciences (3,220 students) and they have high proportions of full-time study (**93%** and **88%**).
- In 2020/21, the subject area with the highest proportion of part-time study at UWTSD was Engineering and technology with **64%**.

First degree classification at UWTSD
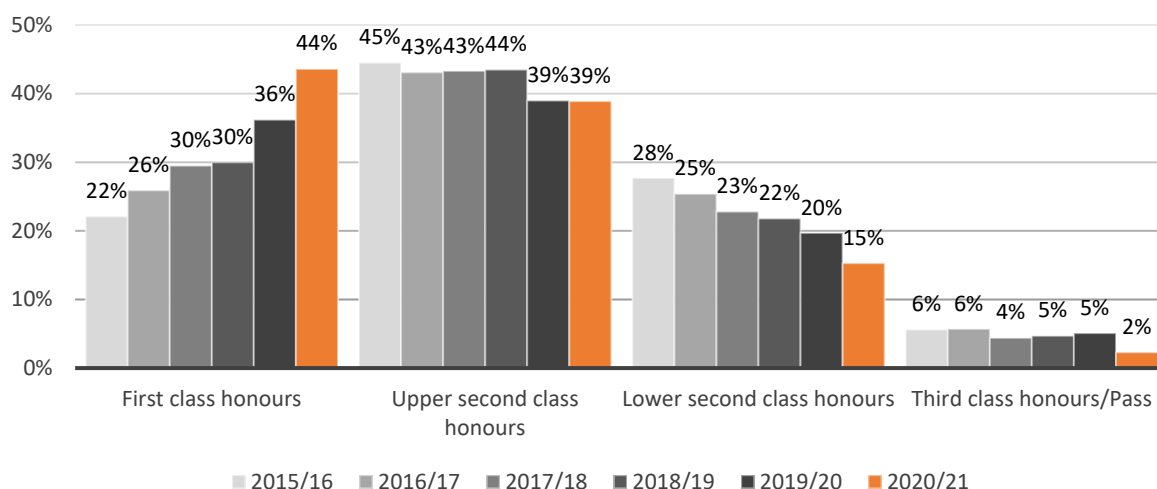
Figure 50: Source HESA

First degree good honours sector comparison
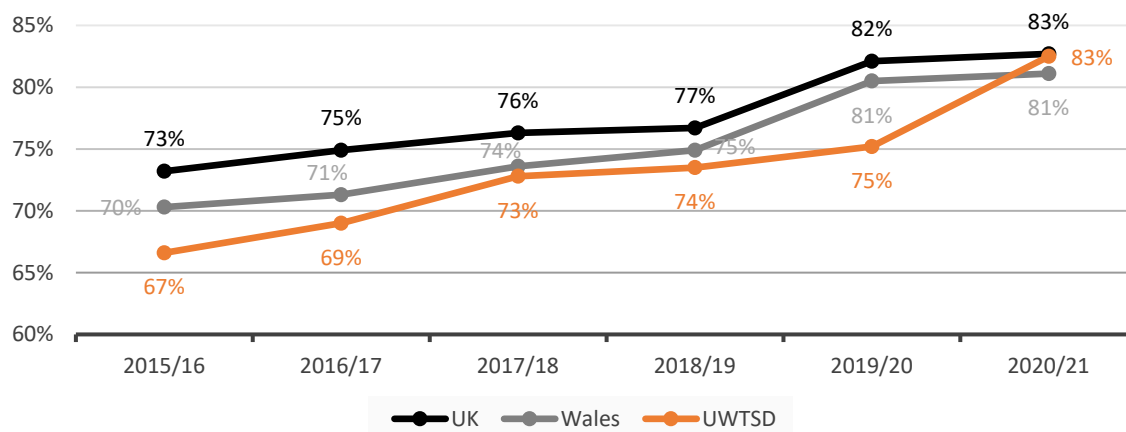
Figure 51: Source HESA

Key facts: Good Honours

- Figure 50 shows a breakdown of degree classifications for first degrees at UWTSD between 2015/16 and 2020/21.
- Figure 51 compares the percentage of good honours (first class and upper second class degree classifications) for first degrees at UWTSD from 2015/16 to 2020/21 with Wales and UK sectors.
- UWTSD has had a rise in good honours from **67%** in 2015/16 to **83%** in 2020/21. This is in line with the UK sector that has increased from **73%** to **83%** during the same period.
- In 2019/20 and 2020/21, UWTSD introduced contingency regulations shielding students not only from the detrimental impact on marks by the pandemic but also as a key measure to encourage students to stay in education and not to choose to either withdraw or suspend studies. This data shows that these measures were effective and kept UWTSD students in line with the sector average for good honours.

Good Honours by Mode of Study against Sector 2020/21
(n = Total number of awards)
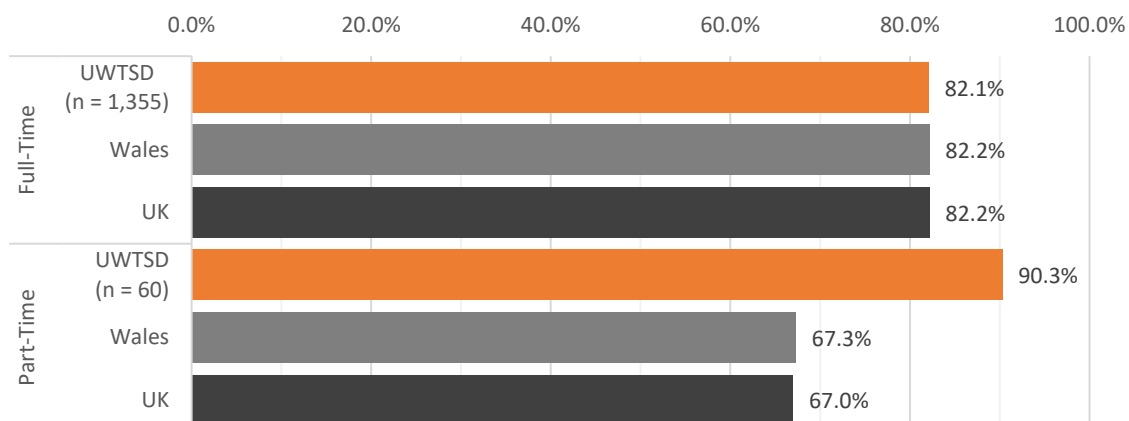
Figure 52: Source HESA

Key facts: Good Honours by Mode of Study

- Figure 52 shows the percentage of good honours (first class and upper second class degree classifications) by mode of study for first degrees at UWTSD in 2020/21 compared with Wales and UK sector averages. The total number of first degree awards by mode of study (n) is also shown.
- In 2020/21, the rate of good honours at UWTSD for full-time students (**82.1%**) was in line with the Wales and UK sector average (**82.2%**).
- The rate of good honours among UWTSD's part-time students (**90.3%**) was significantly higher in 2020/21 than the Wales (**67.3%**) and UK (**67%**) sector averages. It should be noted that the quantity of part-time students receiving awards for first degree qualifications was only 60 (compared with 1,355 for full-time).

Good Honours at UWTSD by CAH in 2020/21
(n = number of awards)
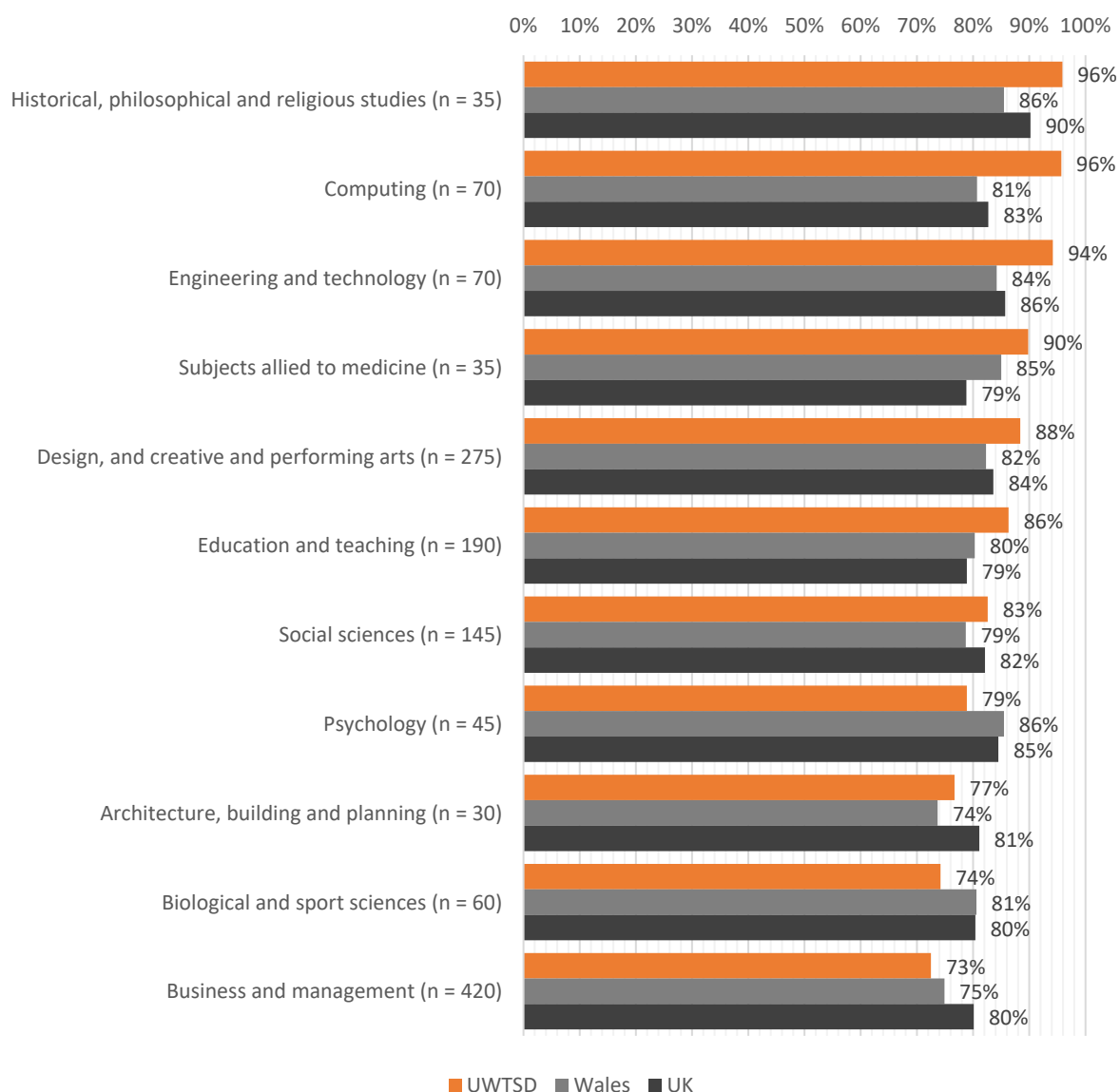
Figure 53: Source HESA

Key facts: Good Honours by CAH

- Figure 53 shows a breakdown of good honours (first class and upper second class degree classifications) by CAH at UWTSD in 2020/21 against the Wales and UK sector averages. The total number of awards (n) is also provided.
- The subject area with the highest number of degrees awarded at UWTSD in 2020/21 was Business and Management with 420, where **73%** awarded a good honours. This is slightly below Wales (**75%**) and below UK (**80%**) for this subject area.
- The subject area with the next highest number of awards at UWTSD in 2020/21 was Design, and creative and performing arts with 275, where **88%** were awarded good honours. This is above Wales (**82%**) and UK (**84%**) sector average for this subject area.

Full-time non-continuation at UWTSD

Figure 54: Source HESA

Full-time non-continuation against benchmark
(2018/19 year of entry)
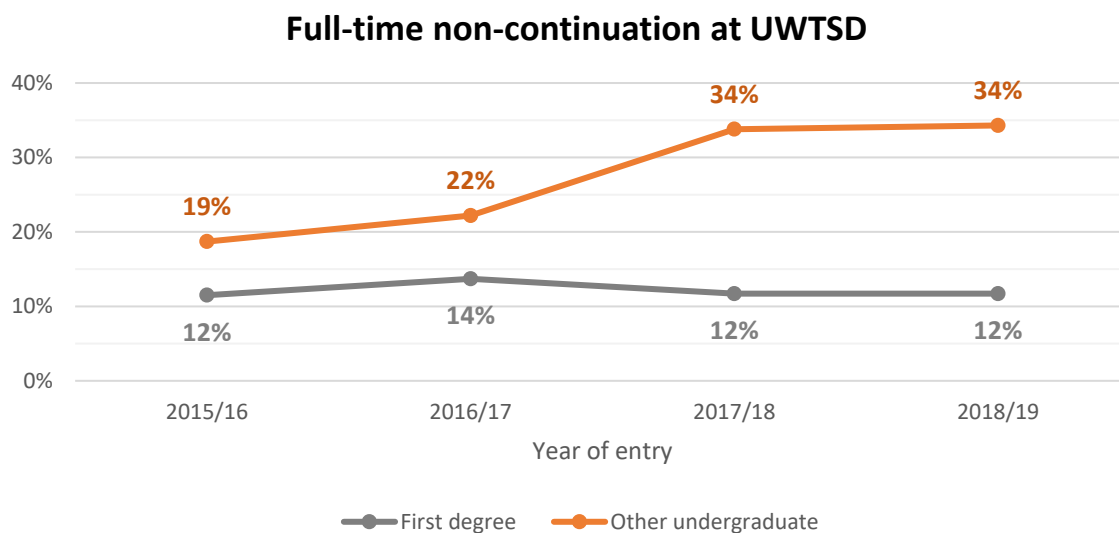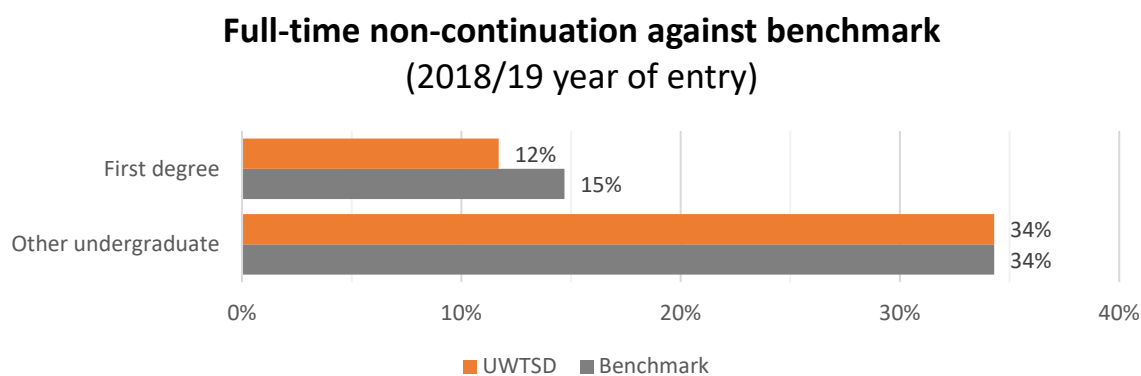
Figure 55: Source HESA

Key facts: Non-continuation

- Figure 54 shows non-continuation rate at UWTSD for full-time students studying first degree or other undergraduate programmes between intake years of 2015/16 and 2018/19.
- Figure 55 shows the non-continuation rate at UWTSD for full-time students (2018/19 year of entry) compared with the HESA benchmark.
- Non-continuation tracks full-time students from the year they enter to the following year and is a measure of what proportion of those students are absent from higher education completely (source HESA).
- Non-continuation among first degree students at UWTSD has remained consistent at **12%** between 2015/16 and 2018/19 intakes, with a rise to **14%** for 2016/17 intake. This is below the HESA benchmark for first degrees (**15%**).
- Non-continuation for other undergraduate students at UWTSD has increased since 2015/16, rising from 19% in 2017/18 to **34%** for 2018/19 intake. This percentage is in line with the HESA benchmark which is set based on the intake demographic.

Student Profile by Gender

Main scheme applications by gender at UWTSD

Figure 56: Source UCAS

Main scheme application by gender against sector 2021
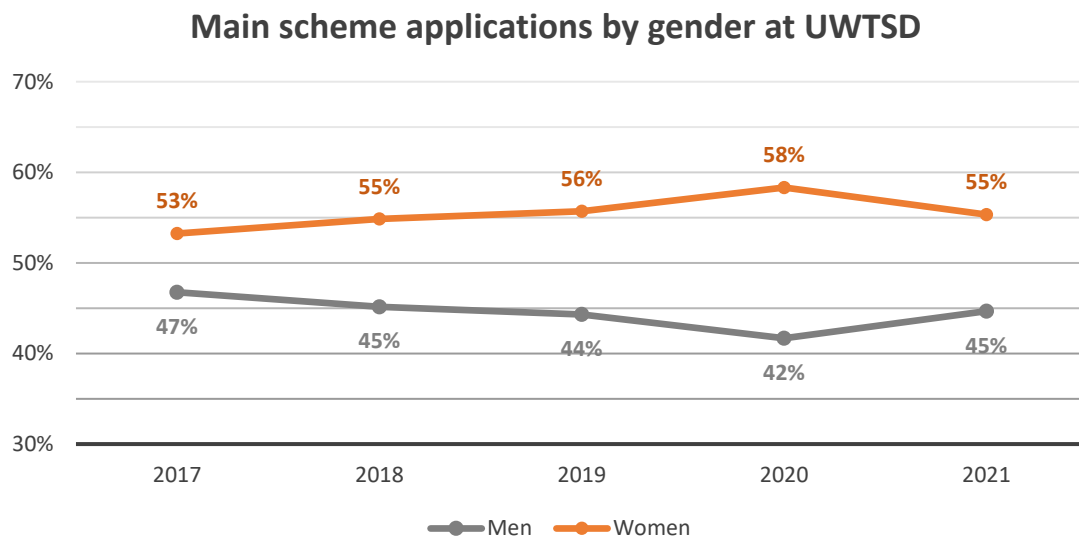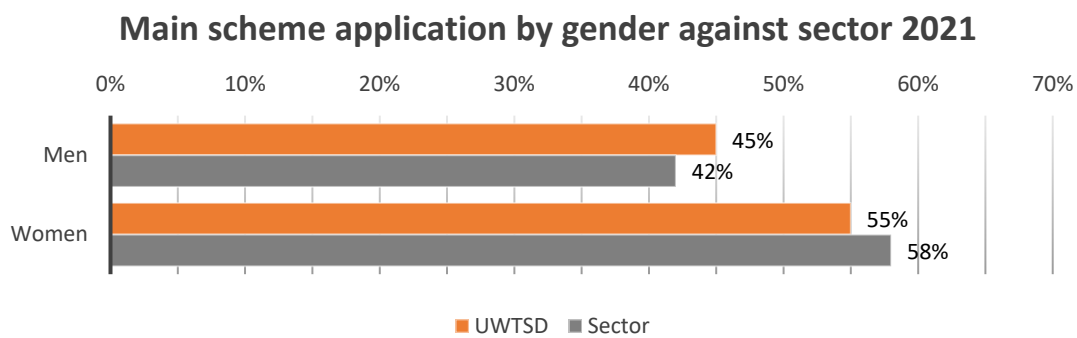
Figure 57: Source UCAS

Key facts: Main Scheme Applications by Gender

- Figure 56 shows the gender of main scheme applicants at UWTSD between 2017 and 2021 (source UCAS).
- Figure 57 shows the gender of main scheme applicants at UWTSD against sector for 2021 (source UCAS).
- Please note that a high proportion of UWTSD students apply through direct application and other non-UCAS routes and will therefore not be represented in these figures.
- UWTSD has had a consistently higher proportion of female applicants than male between 2017 and 2021.
- In 2020/21, **55%** of applicants at UWTSD were female (compared with 58% for the sector) and **45%** were male (compared with **42%** for the sector).
- UWTSD has seen a **3 percentage point rise** in the share of male applicants for 2020/21.

Gender profile of students at UWTSD
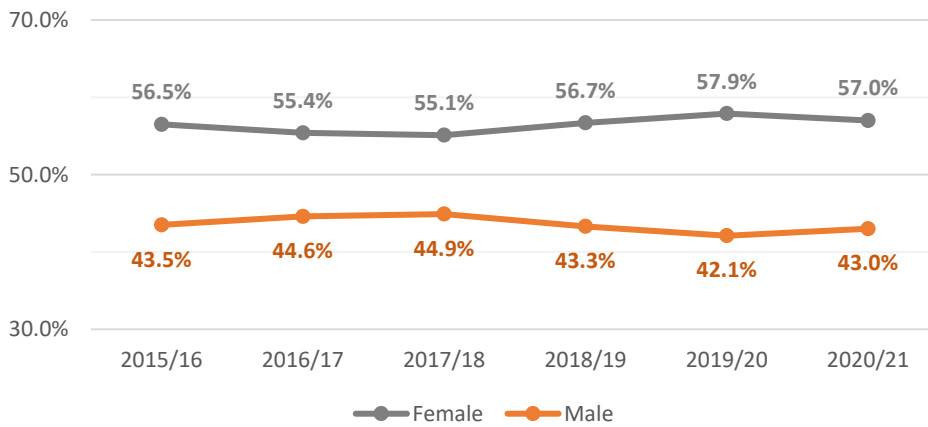
Figure 58: Source HESA

Gender profile of students at UWTSD compared with sector
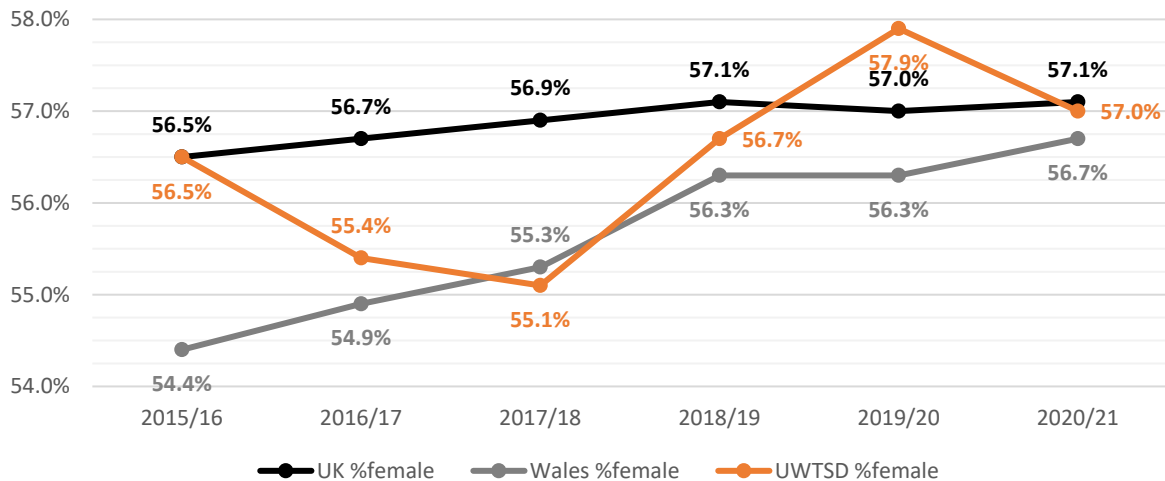
Figure 59: Source HESA

Key facts: Gender Profile

- Figure 58 shows the gender profile of students at UWTSD between 2015/16 and 2020/21.
- Figure 59 shows the change in percentage of the female student population between 2015/16 and 2020/21 for UK sector, Wales sector and at UWTSD.
- UWTSD saw a rise in the female proportion of students between 2017/18 (**55.1%**) and 2019/20 (**57.9%**) that has fallen back in line with the sector in 2020/21 (**57%**).

Age and gender profile at UWTSD in 2020/21

	Female	Male
17 years and under	40	25
18 years	285	240
19 years	475	395
20 years	525	450
21-24 years	1,630	1,350
25-29 years	1,420	1,075
30-39 years	2,235	1,495
40-49 years	1,255	835
50-59 years	540	360
60 years and over	75	85
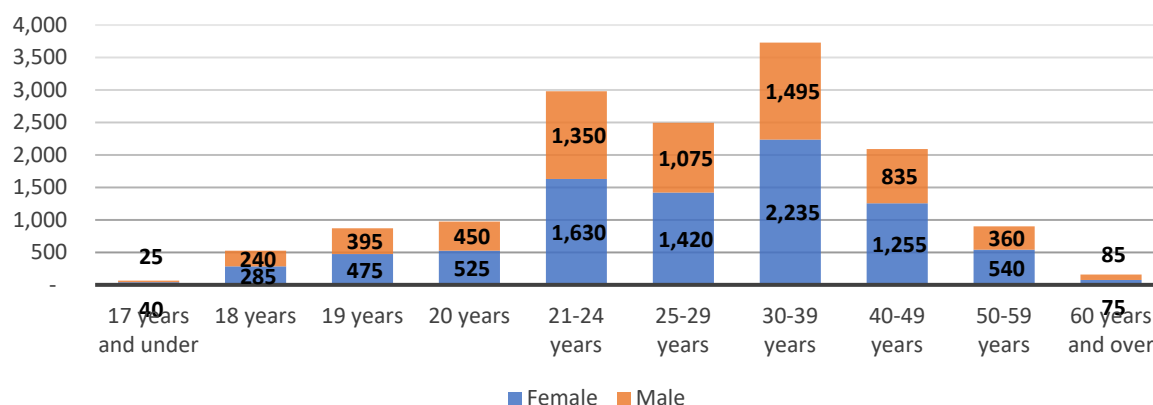
Figure 60: Source HESA

Age and gender profile sector comparison 2020/21

		20 years and younger	21-24 years	25-29 years	30 years and over
UWTSD	Female	16%	19%	17%	48%
	Male	18%	21%	17%	44%
Wales	Female	31%	24%	13%	31%
	Male	36%	29%	13%	23%
UK	Female	38%	27%	12%	23%
	Male	39%	30%	12%	18%
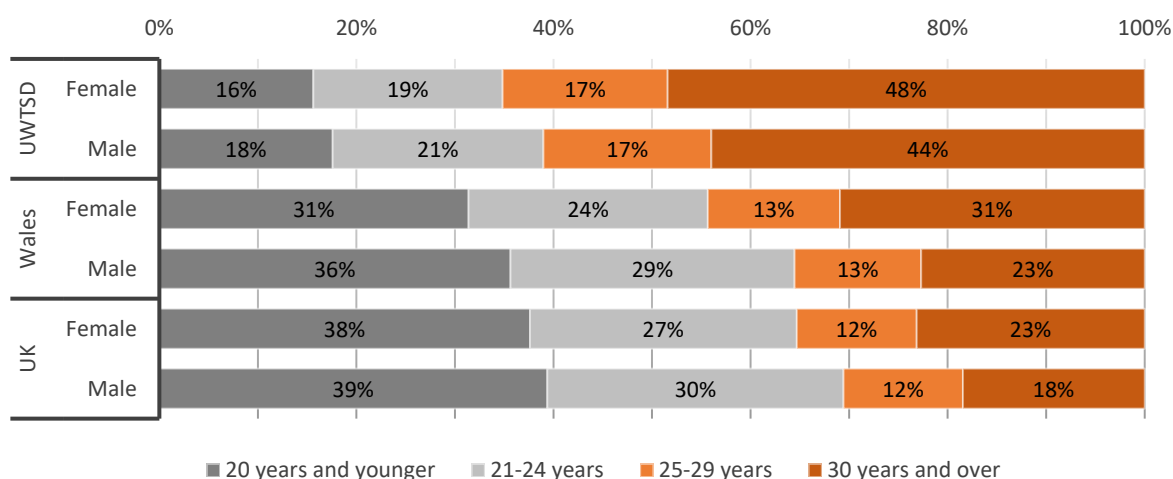
Figure 61: Source HESA

Key facts: Age and Gender Profile

- Figure 60 shows the distribution of females and males at UWTSD across different age brackets at UWTSD in 2020/21.
  - There were more females than males in every age bracket at UWTSD in 2020/21 (with the exception of 60 years or older where there were slightly more male students).
- Figure 61 shows the gender profile across different age brackets at UWTSD in 2020/21 compared with Wales and UK sectors.
  - **48%** of female students at UWTSD were 30 years or older in 2020/21. This is significantly higher than the Wales sector (**31%**) and UK sector (**23%**).
  - **44%** of male students at UWTSD were 30 years or older in 2020/21. Again, this is significantly higher than the Wales Sector (**23%**) and the UK sector (**18%**).

Gender by CAH at UWTSD in 2020/21
(n = number of students)

Chart data:

CAH	Female	Male
Law (n = 0)	0%	100%
Engineering and technology (n = 845)	8%	92%
Architecture, building and planning (n = 260)	19%	81%
Computing (n = 680)	20%	80%
Biological and sport sciences (n = 265)	51%	49%
Historical, philosophical and religious studies (n = 380)	51%	49%
Business and management (n = 5570)	54%	46%
Geography, earth and environmental studies (n = 35)	57%	43%
Design, and creative and performing arts (n = 1365)	59%	41%
Social sciences (n = 3215)	72%	28%
Language and area studies (n = 325)	72%	28%
Agriculture, food and related studies (n = 105)	76%	24%
Psychology (n = 215)	79%	21%
Education and teaching (n = 1285)	80%	20%
Subjects allied to medicine (n = 235)	83%	17%
Veterinary sciences (n = 10)	100%	

■ Female   ■ Male

Figure 62: Source HESA

Key facts: Gender by CAH

- Figure 62 shows the gender profile for each CAH at UWTSD in 2020/21. The total number students studying within that CAH (n) is also shown.
    - The largest subject areas at UWTSD (Business and management and Social sciences) had a high proportion of female students (**54%** and **72%**) in 2020/21.
    - Education had a very high proportion of female students (**80%**) in 2020/21.
    - Engineering and technology had a very high proportion of male students (**92%**) in 2020/21.
- The Institutes and Marketing Department work closely together to address gender imbalances in relation to the intakes for particular subject areas.

Gender profile per level of study against sector 2020/21

		Female	Male
First degree	UK	56.4%	43.6%
	Wales	55.5%	44.5%
	UWTSD	56.7%	43.3%
Other undergraduate	UK	65.6%	34.4%
	Wales	61.5%	38.5%
	UWTSD	57.3%	42.7%
Postgraduate (research)	UK	50.3%	49.7%
	Wales	50.2%	49.8%
	UWTSD	63.5%	36.5%
Postgraduate (taught)	UK	59.0%	41.0%
	Wales	58.4%	41.6%
	UWTSD	58.2%	41.8%

■ Female ■ Male
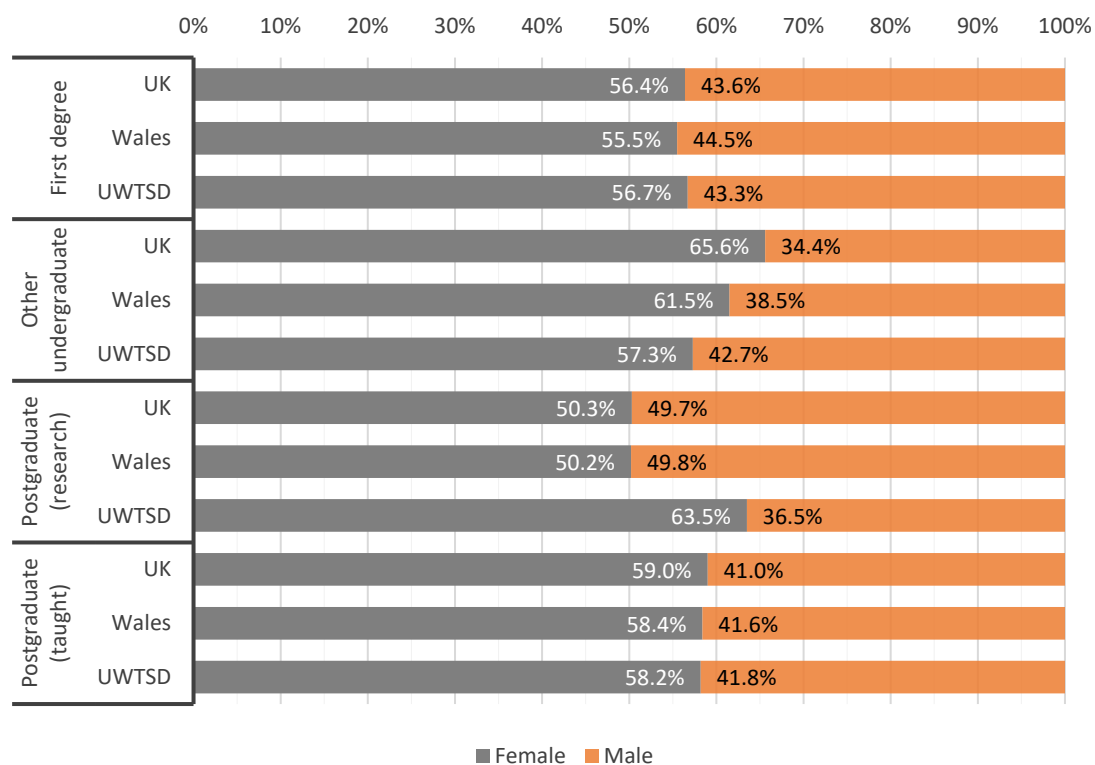
Figure 63: Source HESA

Key facts: Gender by Level of Study

- Figure 63 shows the gender profile for each level of study at UWTSD in 2020/21, compared with the Wales and UK sectors (source HESA).
- At UWTSD in 2020/21, the gender balance for first degrees was **56.7%** female and was in line with the Wales and UK sector averages.
- The gender balance for other undergraduate programmes at UWTSD was **56.3%** female in 2020/21. This is significantly lower than the Wales (**61.5%**) and UK (**65.6%**) sector averages.
- Postgraduate research programmes at UWTSD in 2020/21 had a high proportion of female students (**63.5%**) compared with the Wales (**50.2%**) and UK (**50.3%**) sector averages.
- Postgraduate taught programmes at UWTSD in 2020/21 had **58.2%** female students, which is in line with the Wales (**58.4%**) and UK (**59%**) sector averages.

Studying full-time by gender at UWTSD
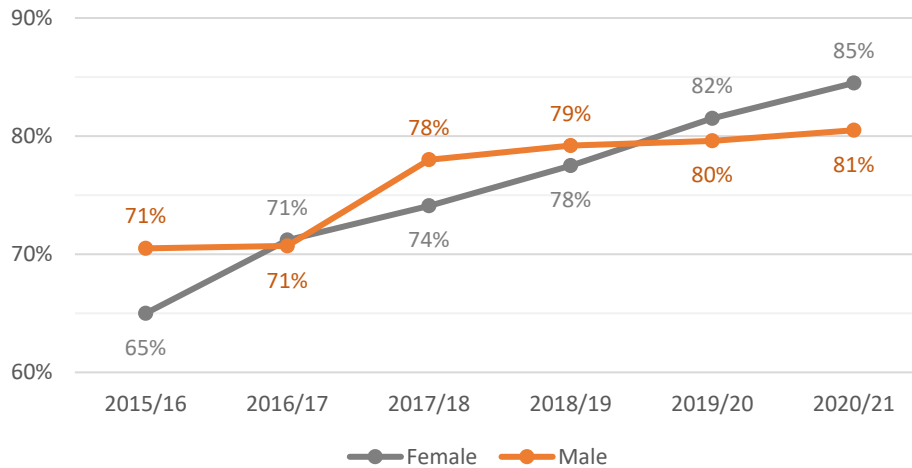
Figure 64: Source HESA

Studying full-time by gender against sector
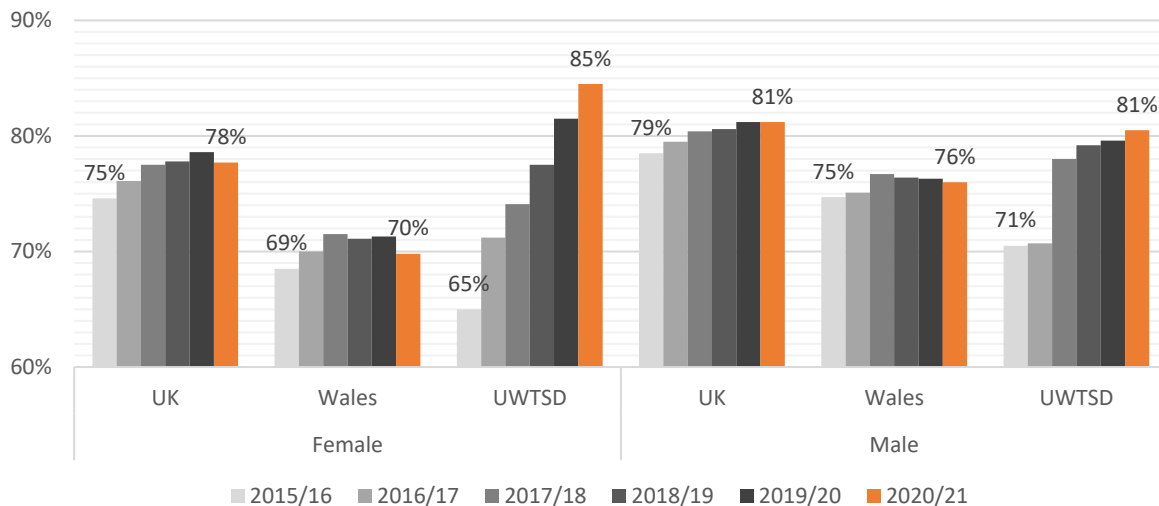
Figure 65: Source HESA

Key facts: Gender by Mode of Study

- Figure 64 shows the proportion studying full-time by gender at UWTSD between 2015/16 and 2020/21, while Figure 65 compares UWTSD to UK and Wales sectors across the same period (source HESA).
- The proportion of female students studying full-time at UWTSD rose by **20 percentage points** from **65%** to **85%** between 2015/16 and 2020/21. The UK sector saw a **3 percentage point** rise (**75%** to **78%**) during the same period.
- The proportion of male students studying full-time at UWTSD rose by **10 percentage points** from **71%** to **81%** between 2015/16 and 2020/21. The UK sector saw a **2 percentage point** rise (**79%** to **81%**) during the same period.

Gender profile of degree outcomes in 2020/21
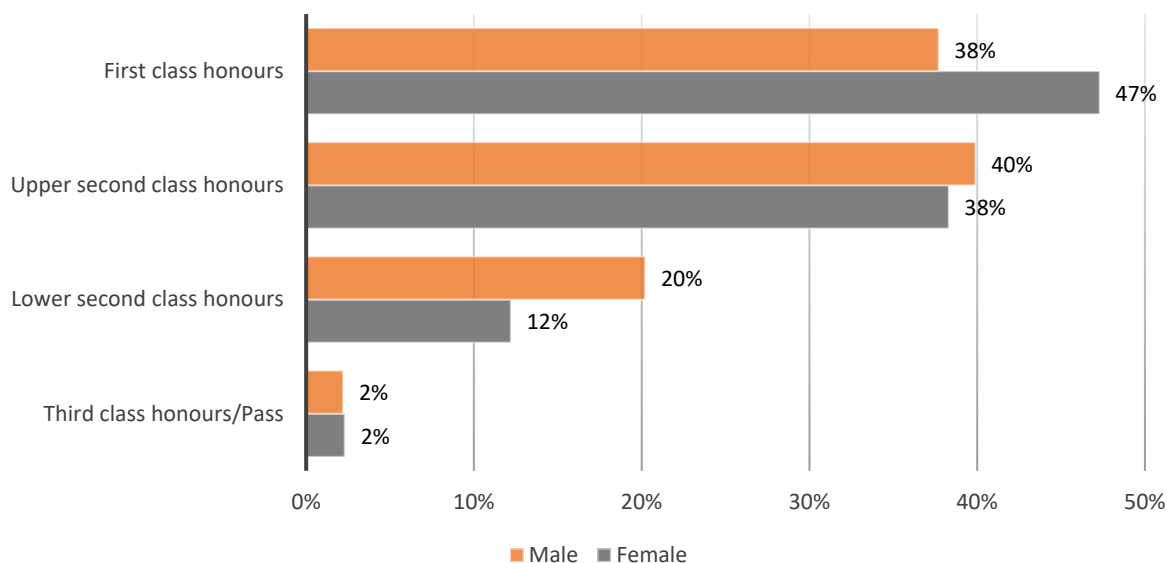
Figure 66: Source HESA

Good honours by gender in 2020/21
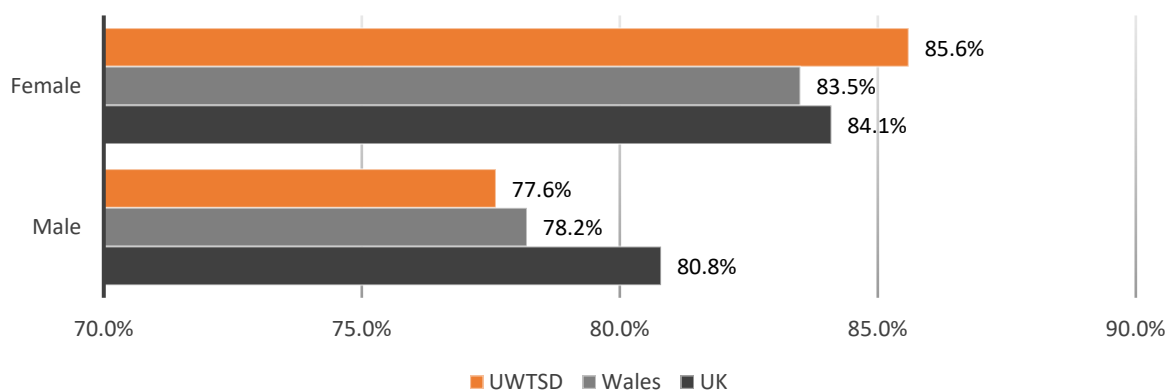
Figure 67: Source HESA

Key facts: Good Honours by Gender

- Figure 66 shows the gender profile of degree outcomes at UWTSD in 2020/21 (source HESA).
- Figure 67 compares good honours (first class and upper second class degree classifications) by gender at UWTSD in 2020/21 with the Wales and UK sectors (source HESA).
- In 2020/21, female students at UWTSD were more likely to be awarded good honours (**85.6%**) compared with male students (**77.6%**).
  - o Good honours for male students at UWTSD (**77.6%**) was below the UK sector (**80.8%**) and Wales sector (**78.2%**).
  - o Good honours for female students at UWTSD (**85.6%**) was above the UK sector (**84.1%**) and the Wales sector (**83.5%**).

Student Profile by Age

Main scheme application by age 2021

Figure 68: Source UCAS

Age profile of students at UWTSD
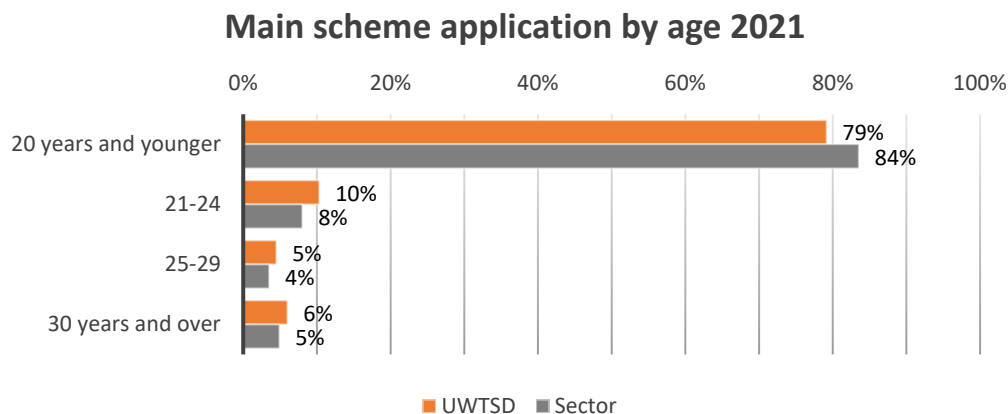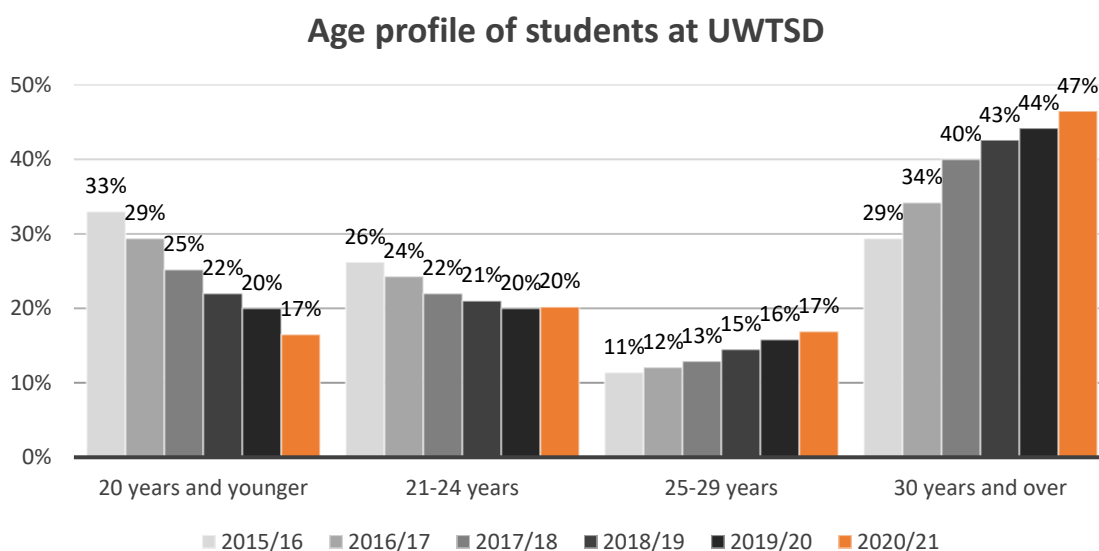
Figure 69: Source HESA

Key facts: Main Scheme Applications by Age

- Figure 68 shows the main scheme applications at UWTSD by age for 2020/21, compared with the sector (source UCAS). Please note that a high proportion of UWTSD students apply through direct application and other non-UCAS routes and will therefore not be represented in these figures.
- Figure 69 shows the changing age profile of students at UWTSD between 2015/16 and 2020/21 (source HESA).
- In 2021, **21%** of main scheme applicants at UWTSD were 21 or older, compared with **16%** for the sector.
- UWTSD has seen a consistent decline in the proportion of students 20 years old or younger, from **33%** in 2015/16 to **17%** in 2020/21.
- The proportion of 25 years or older at UWTSD has risen from 40% in 2015/16 to **62%** in 2020/21, compared with **50%** for the Wales sector and **33%** for the UK sector (see Figure 60).

Age profile at UWTSD in 2020/21

Figure 70: Source HESA

Age profile sector comparison 2020/21
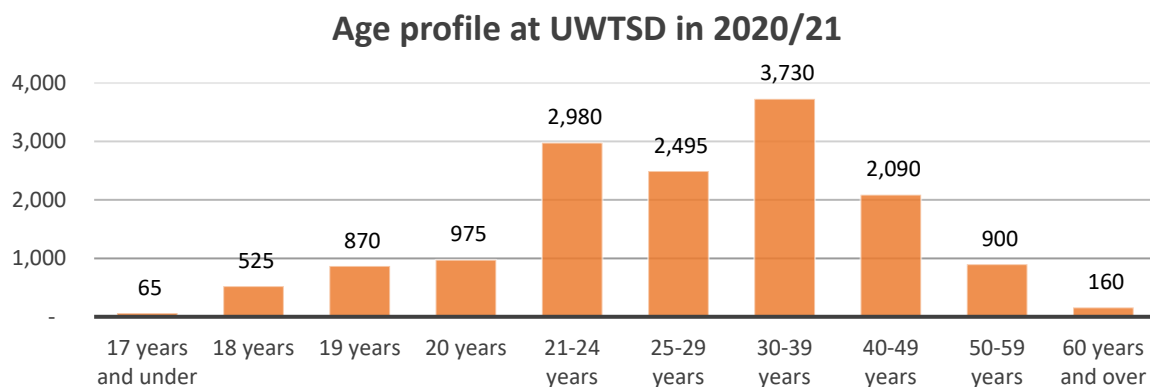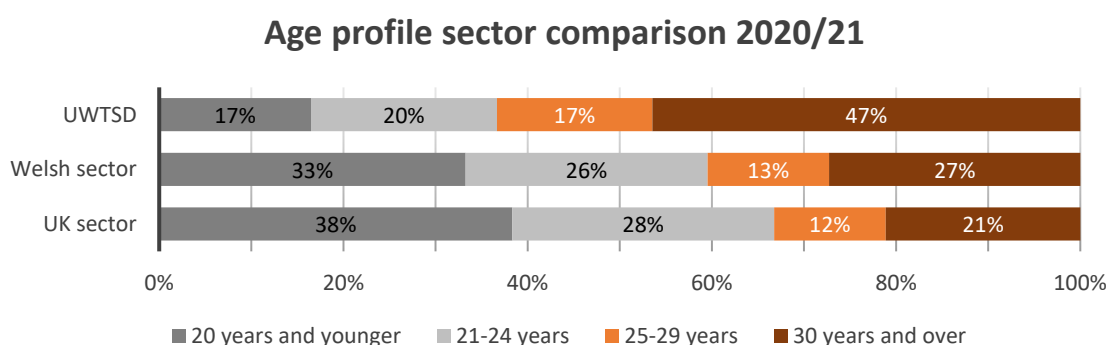
Figure 71: Source HESA

Key facts: Age Profile

- Figure 70 shows a breakdown of student population at UWTSD in 2020/21 at each age interval (source HESA).
- Figure 71 compares the age profile of students at UWTSD in 2020/21 with the UK and Wales sectors (source HESA).
- At UWTSD in 2020/21, **17%** of students were aged 20 years and younger which is significantly lower than Wales (**33%**) and UK (**38%**) sector averages.
- UWTSD's mature age profile is indicative of a portfolio with a high proportion of other undergraduate programmes and an emphasis on continued professional development, upskilling, and lifelong learning (see also Figure 63).

Age by CAH at UWTSD in 2020/21
(n = number of students)
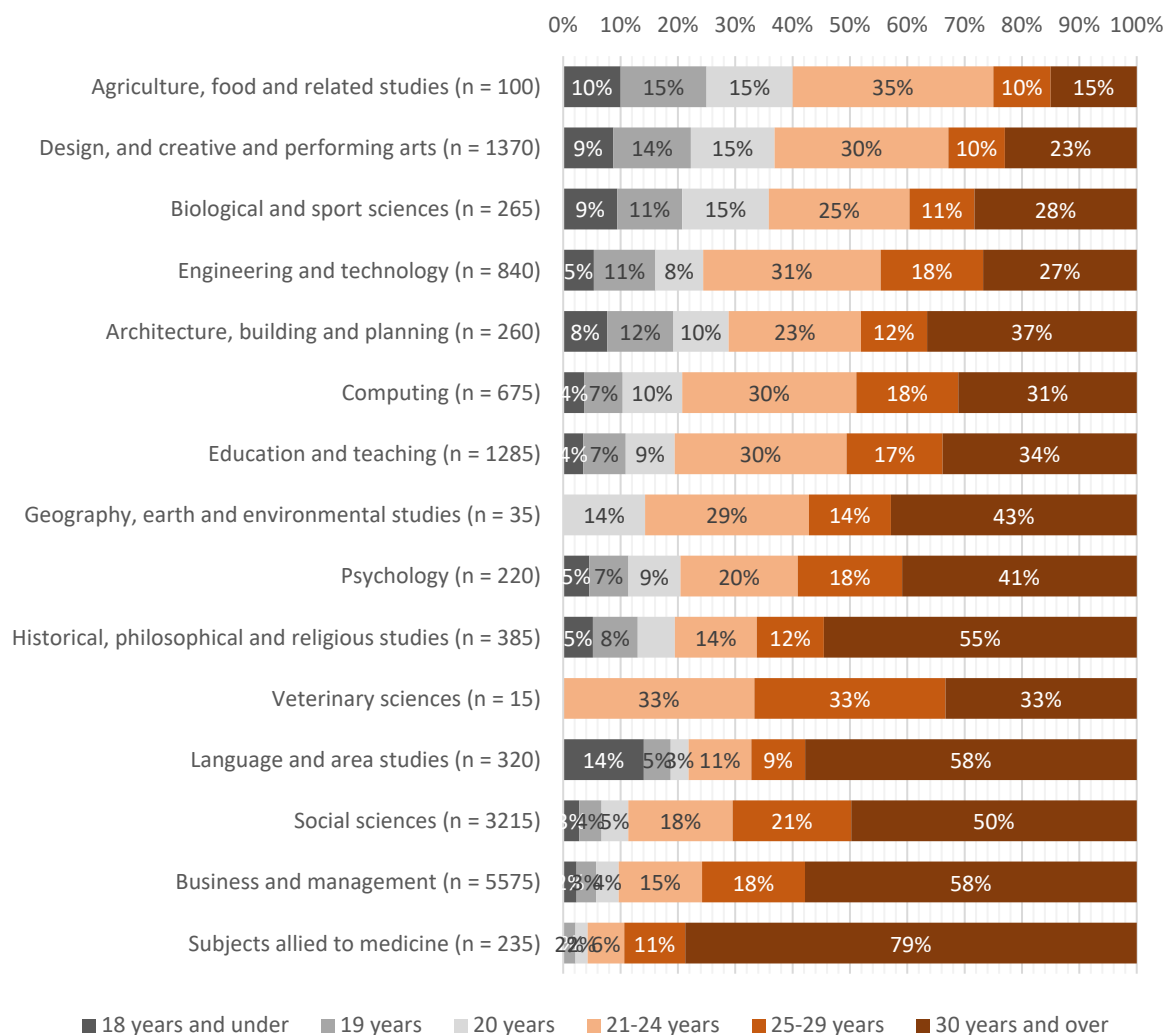
Figure 72: Source HESA

Key facts: Age by CAH

- Figure 72 shows the distribution of ages for each subject grouping (CAH) at UWTSD in 2020/21. The total number of students studying within each CAH (n) is also provided for context.
- UWTSD's two largest subject groupings are also the areas with the older age profile:
  o **76%** of the 5,575 students studying business and management were 25 years or older in 2020/21.
  o **71%** of the 3,215 students studying social sciences were 25 years or older in 2020/21.
- UWTSD's next largest subject grouping, Design, creative and performing arts, has a significantly younger age profile. **68%** of the 1,370 students in this subject grouping are younger than 25 years old.

Level of study by age at UWTSD 2020/21
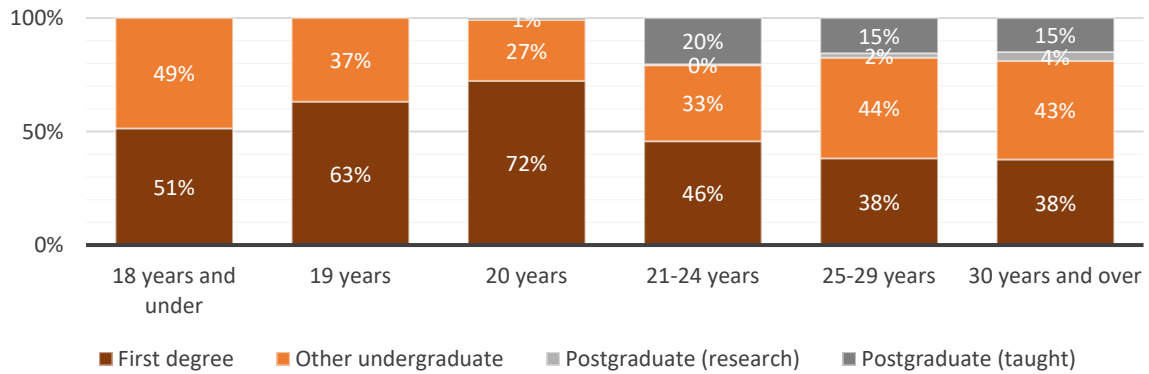
Figure 73: Source HESA

Level of study by age against sector 2020/21
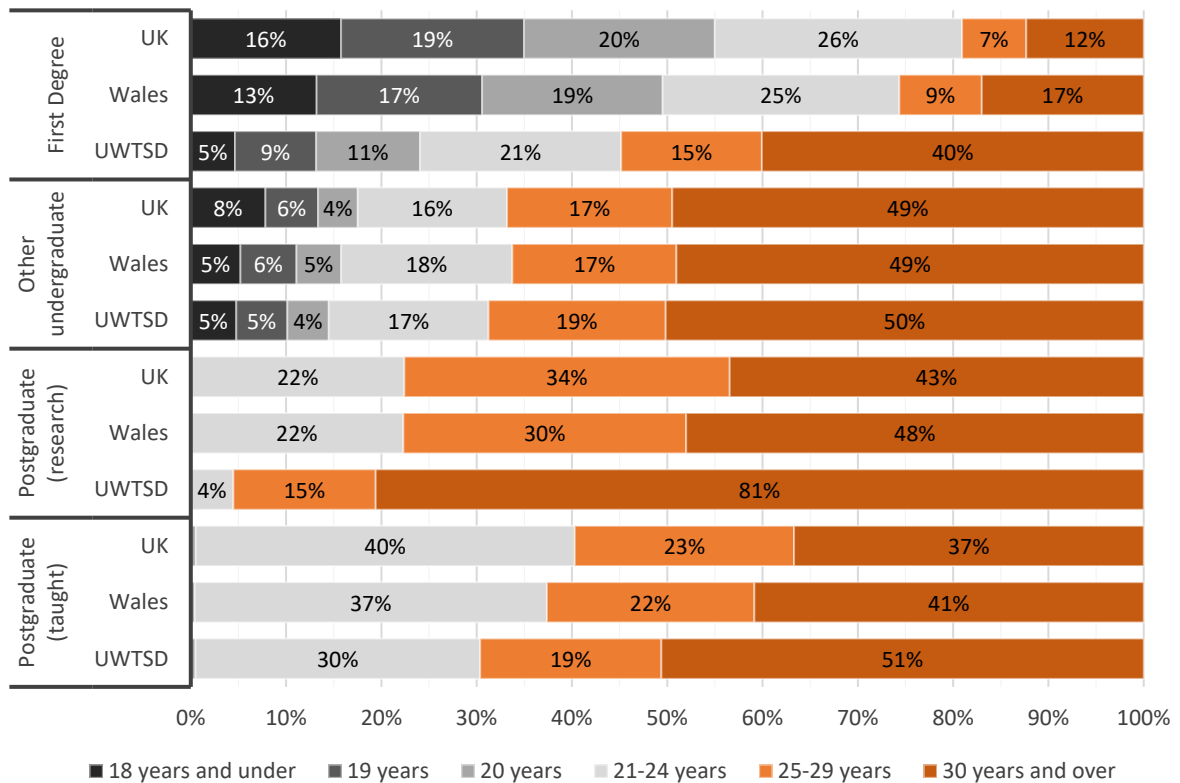
Figure 74: Source HESA

Key facts: Age by Level of Study

- Figure 73 shows the breakdown of level of study by age at UWTSD in 2020/21 (source HESA).
- Figure 74 compares the age profile for different levels of study at UWTSD, Wales and UK sectors in 2020/21 (source HESA).
- **55%** of students studying a First Degree at UWTSD in 2020/21 were 25 years or older, compared with **26%** for the Wales sector and **19%** for the UK sector.
- At UWTSD, the age profile for other undergraduate programmes is in line with the sector with **69%** of students aged 25 and older.

Mode of study by age compared with UK sector in 2020/21
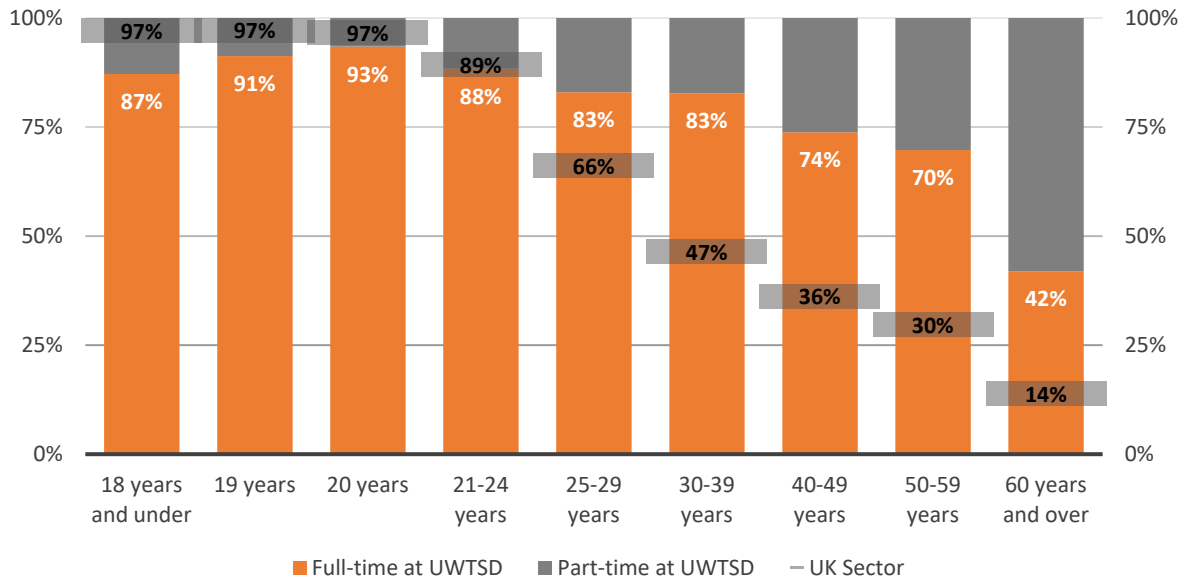
Figure 75: Source HESA

Key facts: Age by Mode of Study

- Figure 75 shows the proportion of full-time to part-time study by age bracket at UWTSD compared with the UK sector in 2020/21 (source HESA).
- In 2020/21, every age group at UWTSD had a larger proportion of full-time students, apart from students aged 60 years or older where the majority (**58%**) studied part-time.
- UWTSD's mature age students are more likely to study full-time than the sector average. In 2020/21, **79%** of students 25 years or older at UWTSD studied full-time, compared with **46%** for the Wales sector and **50%** for the UK sector.
- A high proportion of students 18 years and under studied part-time (**13%**) at UWTSD compared with the Wales sector average (**5%**) and the UK sector average (**3%**).

Age profile of degree outcomes at UWSTD in 2020/21

Legend: ■ First class honours ■ Upper second class honours ■ Lower second class honours ■ Third class honours/Pass
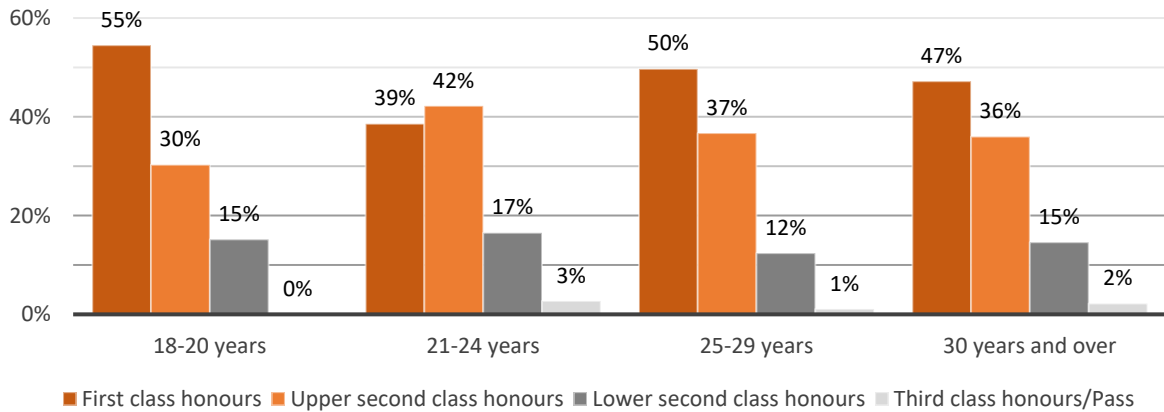
Figure 76: Source HESA

Age profile of good honours at UWSTD

Legend: ■ 2015/16 ■ 2016/17 ■ 2017/18 ■ 2018/19 ■ 2019/20 ■ 2020/21
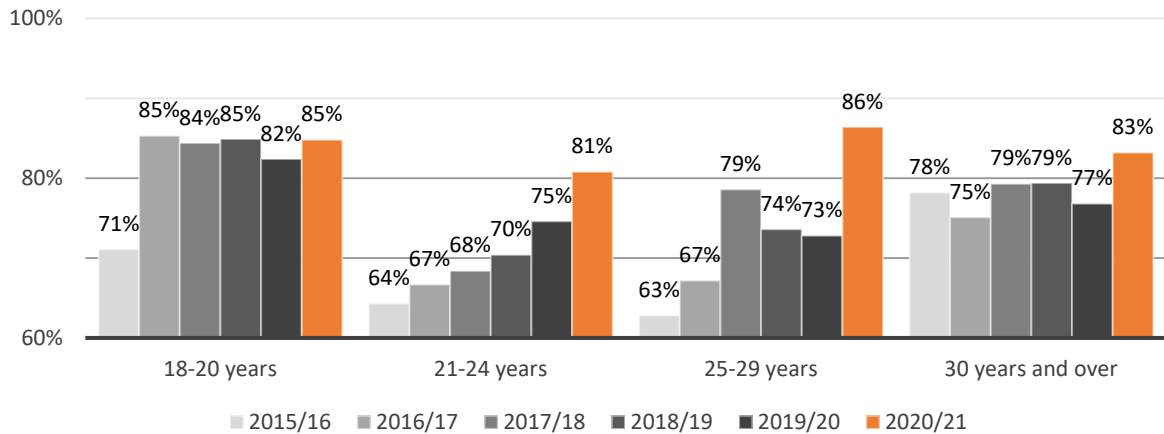
Figure 77: Source HESA

Age profile of good honours against sector in 2020/21

Legend: ■ UWTSD ■ Wales ■ UK
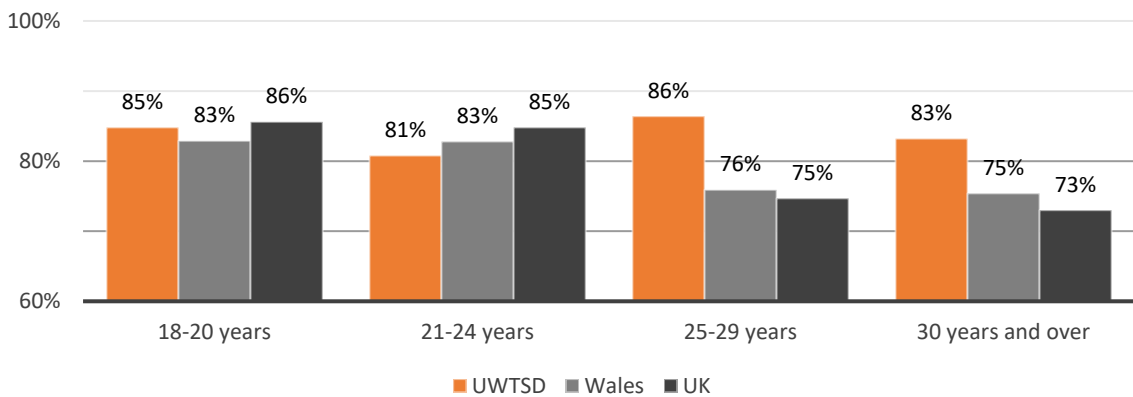
Figure 78: Source HESA

Key facts: Good Honours by Age

- Figure 76 shows the age profile of degree outcomes at UWTSD in 2020/21 (source HESA).
- Figure 77 shows the age profile of good (first class and upper second class degree classifications) at UWTSD between 2015/16 and 2020/21 (source HESA).
- Figure 78 compares good honours by age against the Wales and UK sectors (source HESA).
- **85%** of students aged 18-20 years old were awarded good honours at UWTSD, which is in line with the sector.
- **83%** of UWTSD students 30 years and older were awarded good honours, compared with **75%** for the Wales sector and **73%** for the UK sector.
- The only age bracket at UWTSD that underperformed against the sector in 2020/21 was 21-24 year olds. **81%** of 21-24 year olds were awarded good honours, compared with **83%** for the Wales sector and **85%** for the UK sector.
- In 2020/21, UWTSD saw an increase in the rate of good honours among 25-29 year olds (**86%**, up from **73%** in 2019/20) bringing it in line with other age groups at UWTSD. This is now above the sector average of **76%** for Wales and **75%** for the UK.
- The disparity of degree outcomes has reduced between age groups at UWTSD in recent years, with 2020/21 having the most consistent rate of degree outcomes across age brackets.

Full-time non-continuation by age against benchmark
(2018/19 year of entry)
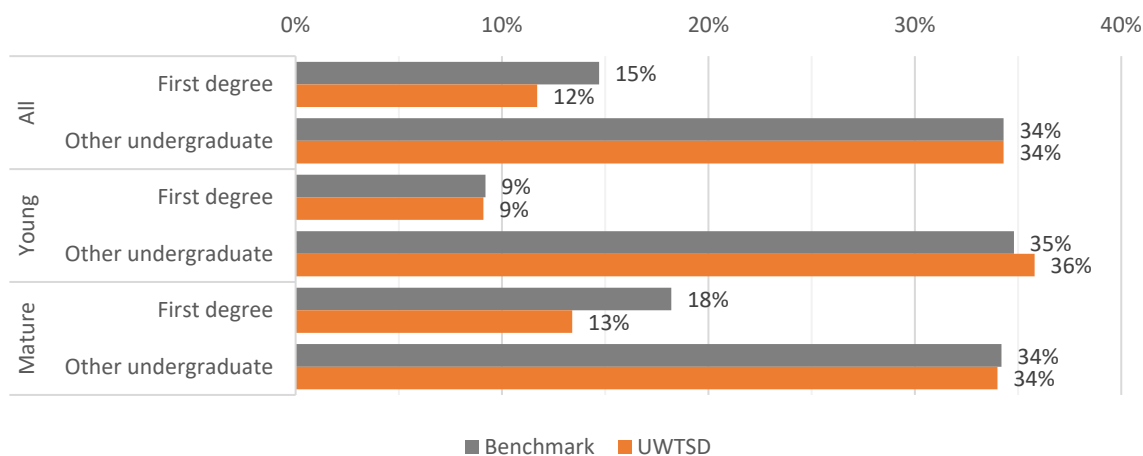
Figure 79: Source HESA

Non-continuation at UWTSD by level of study and age
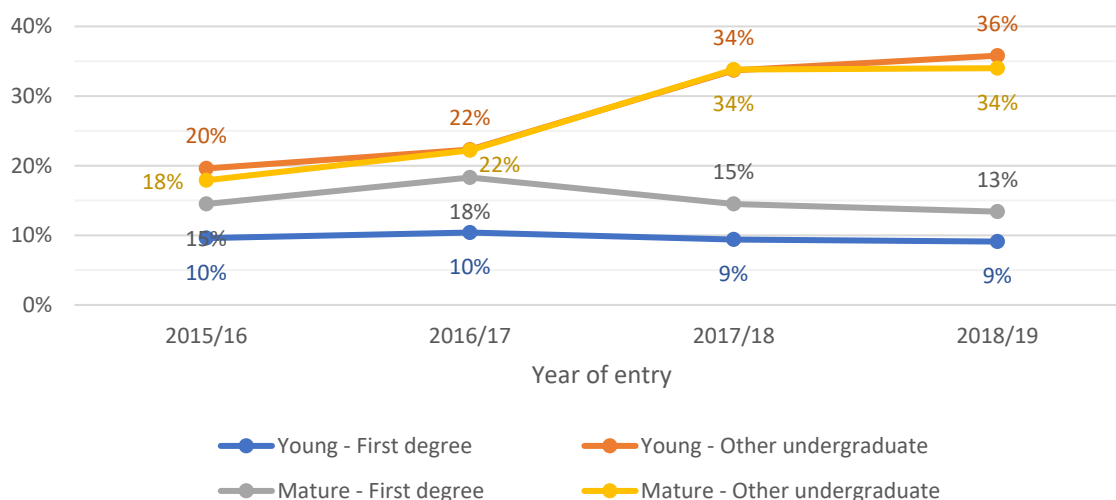
Figure 80: Source HESA

Key facts: Non-continuation by Age

- Figure 79 shows the rate of non-continuation at UWTSD for the 2018/19 intake, split by age groups (young students are those who are aged under 21 while mature students are those who are aged 21 or over, in line with HESA definitions).
- Figure 80 shows the rate of non-continuation at UWTSD by age, mode of study and year of entry (young students are those who are aged under 21 while mature students are those who are aged 21 or over, in line with HESA definitions).
- UWTSD's non-continuation rate for 2019/19 intake was better than benchmark;
  - First degree full-time non-continuation was **12%** compared with the **15%** benchmark.
  - Other undergraduate full-time non-continuation is in line with benchmark across age groups.

Student Profile by Ethnicity

Please note that the main categories in this section focus on UK-domiciled students; non-UK domiciled students are included in the Unknown/not Applicable category. Students are able not to disclose their ethnicity and data for those students can also be found within the 'unknown' / 'not applicable' categories.

90% of students who apply to UWTSD through the main scheme application are White. This is noticeably more than the UK sector average where just **68%** of students are White.

Main scheme applications by ethnicity 2021
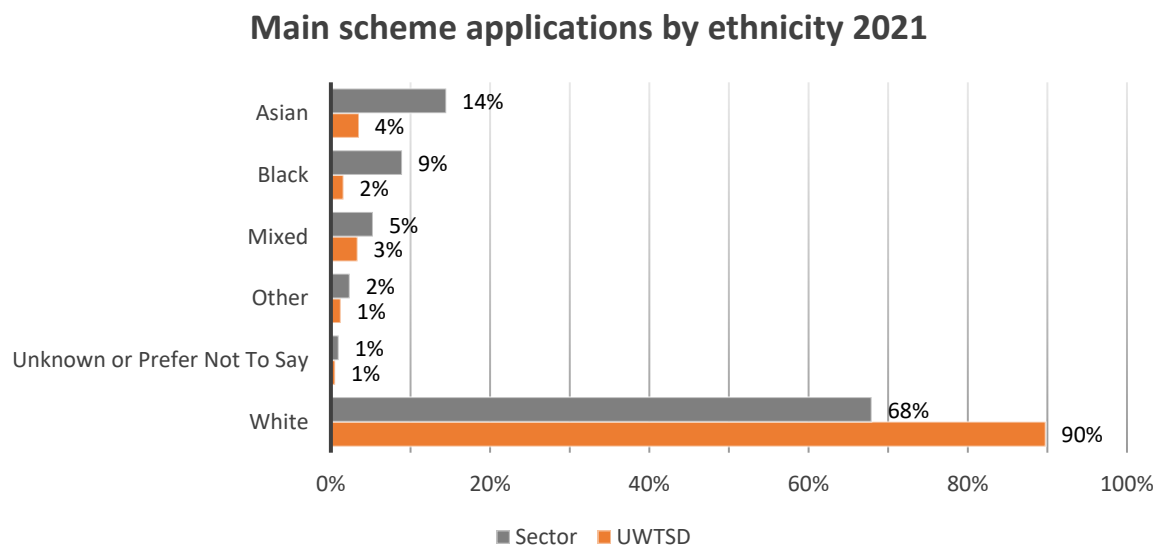
Figure 81: Source UCAS

Key facts: Main Scheme Applications by Ethnicity

- Figure 81 shows the main scheme applications by ethnicity in 2021 for UWTSD against the sector.
- **90%** of students who apply through main scheme at UWTSD are White, notably higher than the sector (**68%**).
- Please note that UWTSD's low proportion of First Degrees (**44%** in 2020/21) means that the majority of students apply through direct application and other non-UCAS routes and will therefore not be represented in the main scheme figures. Please also note that the majority of UWTSD's minority ethnic students study other undergraduate programmes and are recruited through agents and are therefore not included in the UCAS main scheme application data (please see Figure 76 for more detail).

Ethnicity profile of students at UWTSD
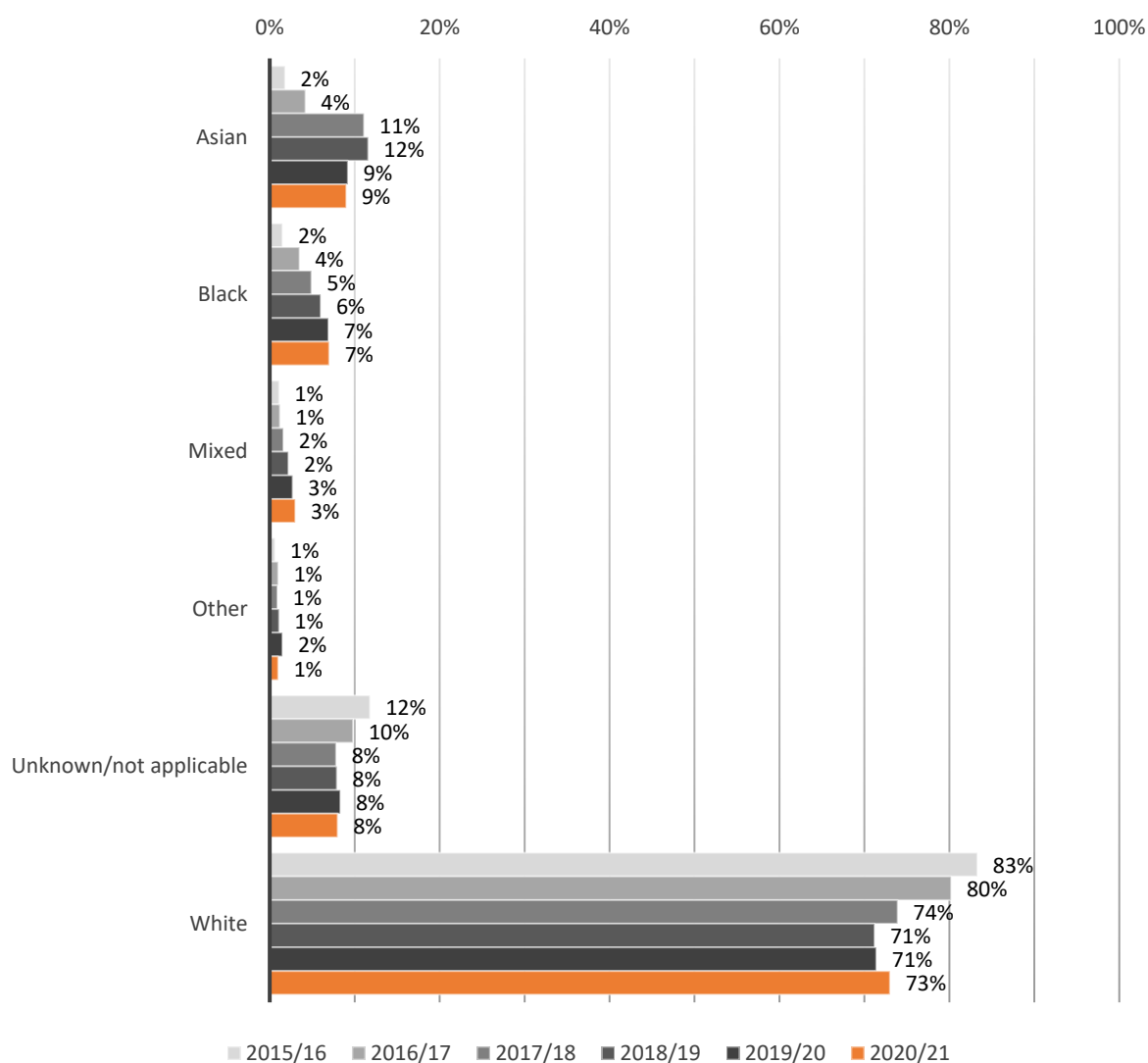
Figure 82: Source HESA

Key facts: Ethnicity Profile

- Figure 65 shows the change in ethnicity profile at UWTSD between 2015/16 and 2020/21.
- The proportion of White students at UWTSD decreased from **83%** in 2015/16 to **73%** in 2020/21.
- There has been a steady increase in the proportion of Black (**2% to 7%**), Mixed (**1% to 3%**) and Asian students (**2% to 9%**) between 2015/16 and 2020/21.
- The clear increase in minority ethnic student numbers is the result of a strategic and focused approach to provide access to HE study for 'hard to reach' communities through the development of a number of employment focused CertHE programmes of study (see Figure 76 for more detail).

Ethnicity profile of students against sector in 2020/21
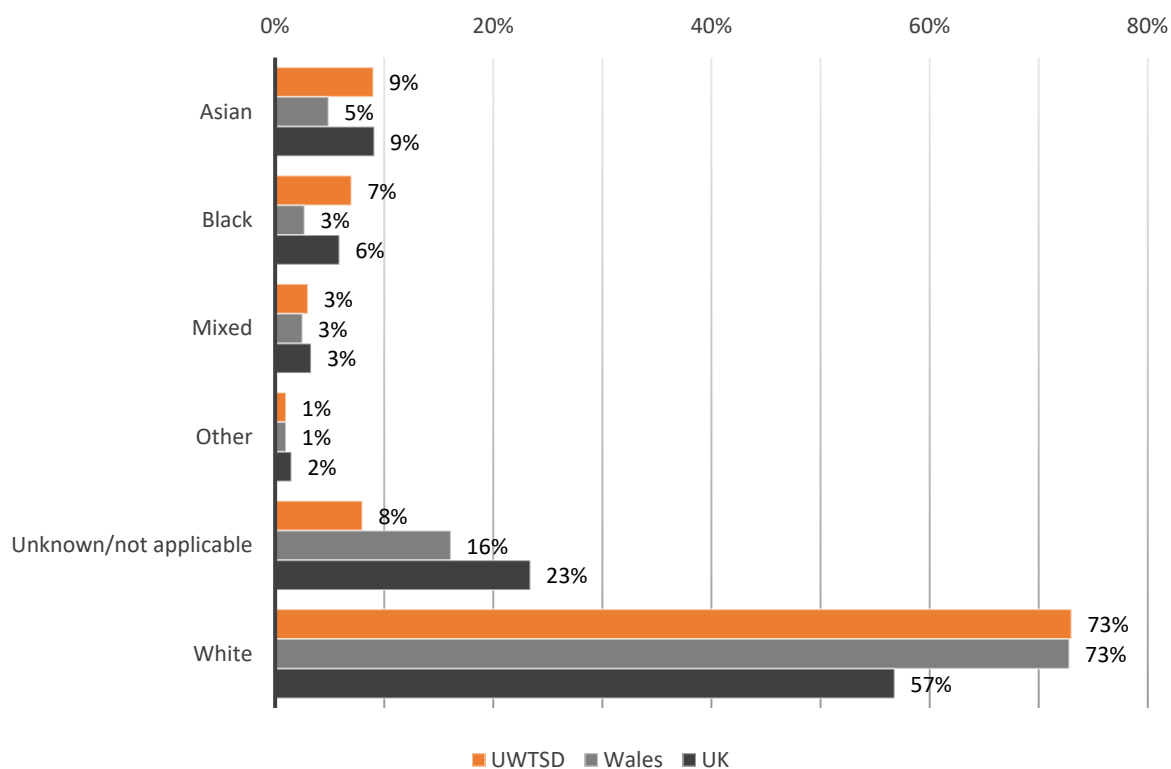
Figure 83: Source HESA

Key facts: Ethnicity Profile

- Figure 66 compares the ethnicity profile at UWTSD in 2020/21 with the Wales and UK sectors.
- In 2020/21, the proportion of Asian (**9%**) and Black (**7%**) students studying at UWTSD was above the Wales sector (**5%** and **3%**) and in line with the UK sector (**9%** and **6%**).
- The proportion of UWTSD students for whom their ethnicity is either unknown or not applicable (**8%**) was significantly lower than the Wales (**16%**) and UK (**23%**) sector averages in 2020/21.

Ethnicity by CAH at UWTSD in 2020/21
(n = number of student)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Subject	Values
Business and management (n = 5570)	16%, 9%, 10%, 60%
Social sciences (n = 3210)	10%, 14%, 5%, 67%
Language and area studies (n = 325)	29%, 68%
Computing (n = 680)	13%, 81%
Historical, philosophical and religious studies (n = 385)	10%, 82%
Design, and creative and performing arts (n = 1365)	8%, 84%
Geography, earth and environmental studies (n = 35)	14%, 86%
Engineering and technology (n = 845)	5%, 89%
Architecture, building and planning (n = 260)	90%
Psychology (n = 215)	91%
Education and teaching (n = 1280)	93%
Biological and sport sciences (n = 265)	94%
Subjects allied to medicine (n = 230)	96%
Law (n = 5)	100%
Veterinary sciences (n = 10)	100%
Agriculture, food and related studies (n = 100)	100%

■ Asian ■ Black ■ Mixed ■ Other ■ Unknown/not applicable ■ White

Figure 84: Source HESA

Key facts: Ethnicity by CAH

- Figure 84 compares the ethnicity profile at UWTSD in 2020/21 with the Wales and UK sectors.
- The two subject areas with the highest proportion of ethnic minority students, are also the areas that have seen the most significant growth overall at UWTSD. Between 2019/20 and 2020/21, business and management grew by **24%** and social sciences grew by **31%**. Please see Figure 43 for more detail.

Ethnicity profile of students at UWTSD by level of study in 2020/21

		Asian	Black	Mixed	Other	Unknown/not applicable	White
UWTSD	First degree	7%	4%			6%	80%
	Other undergraduate	13%	11%	5%			65%
	Postgraduate (research)	8%	5%			43%	42%
	Postgraduate (taught)	3%	4%			15%	75%
Wales	First degree	5%	2%			11%	77%
	Other undergraduate	5%	4%			9%	78%
	Postgraduate (research)	3%	2%			33%	58%
	Postgraduate (taught)	4%	3%			34%	57%
UK	First degree	11%	7%			17%	60%
	Other undergraduate	7%	5%			14%	70%
	Postgraduate (research)	5%	3%			43%	46%
	Postgraduate (taught)	6%	5%			41%	45%

■ Asian ■ Black ■ Mixed ■ Other ■ Unknown/not applicable ■ White

Figure 85: Source HESA

Key facts: Ethnicity by Level of Study

- Figure 85 compares the ethnicity by level of study at UWTSD against the Wales and UK sectors, for 2020/21.
- **80%** of students studying a First Degree at UWTSD in 2020/21 were White, compared with **77%** for Wales and **60%** for UK sector average.
- **65%** of student studying an other undergraduate programme at UWTSD in 2020/21 were White, compared with **78%** for Wales and **70%** for UK sector averages.
- In 2020/21, UWTSD's other undergraduate provision had a significantly higher proportion of Asian (**13%**) and Black (**11%**) students compared with Wales (**5%** and **4%**) and UK (**7%** and **5%**) sector averages.

Ethnicity and mode of study against sector in 2020/21

Ethnicity	Sector	Full-time	Part-time
Asian	UWTSD	96%	4%
Asian	Wales	82%	18%
Asian	UK	84%	16%
Black	UWTSD	96%	4%
Black	Wales	79%	21%
Black	UK	82%	18%
Mixed	UWTSD	89%	11%
Mixed	Wales	81%	19%
Mixed	UK	83%	17%
Other	UWTSD	91%	9%
Other	Wales	77%	23%
Other	UK	83%	17%
Unknown/not applicable	UWTSD	91%	9%
Unknown/not applicable	Wales	88%	12%
Unknown/not applicable	UK	91%	9%
White	UWTSD	79%	21%
White	Wales	68%	32%
White	UK	73%	27%

■ Full-time ■ Part-time

Figure 86: Source HESA

Key facts: Ethnicity by Mode of Study

- Figure 86 shows mode of study by ethnicity at UWTSD in 2020/21 against the Wales and UK sectors.
- UWTSD's overall mode of study data shows that students are more likely to study full-time compared with the Wales and UK sector (see Figure 47 for more information).
- A higher proportion of minority ethnic students studied full-time compared with White students at UWTSD in 2020/21.
- **96%** of Asian students studied full-time at UWTSD in 2020/21, compared with the Wales (82%) and UK (**84%**) sector averages.
- **96%** of Black students studied full-time at UWTSD in 2020/21, compared with Wales (**79%**) and UK (**82%**).
- **89%** of Mixed students studied full-time at UWTSD in 2020/21, compared with Wales (**81%**) and UK (**83%**)
- Of note is that UWTSD's other undergraduate provision has a high proportion of minority ethnic students (see Figure 85) and that these programmes are often (**82%**) taught full-time (see Figure 47 and Figure 48).

Ethnicity and age profile of students against sector in 2020/21

Ethnicity	Sector	18 years and under	19 years	20 years	21-24 years	25-29 years	30 years and over
Asian	UWTSD	1%	3%	3%	9%	11%	73%
Asian	Wales	11%	14%	14%	23%	8%	29%
Asian	UK	16%	18%	17%	27%	7%	16%
Black	UWTSD	4%	6%	5%	11%	10%	65%
Black	Wales	8%	11%	9%	17%	9%	45%
Black	UK	10%	12%	12%	22%	9%	35%
Mixed	UWTSD	2%	5%	7%	20%	24%	42%
Mixed	Wales	12%	15%	16%	26%	11%	20%
Mixed	UK	14%	16%	16%	27%	10%	16%
Other	UWTSD	2%	4%	7%	16%	19%	52%
Other	Wales	8%	12%	12%	25%	13%	30%
Other	UK	12%	15%	14%	26%	11%	22%
Unknown/not applicable	UWTSD	2%	3%	4%	27%	20%	44%
Unknown/not applicable	Wales	5%	8%	10%	42%	19%	16%
Unknown/not applicable	UK	8%	10%	12%	40%	17%	13%
White	UWTSD	5%	7%	7%	22%	18%	42%
White	Wales	10%	12%	13%	23%	12%	29%
White	UK	12%	14%	14%	25%	11%	24%

Figure 87: Source HESA

Key facts: Ethnicity and Age Profile

- Figure 87 shows ethnicity by age at UWTSD in 2020/21 compared with the Wales and UK sectors (source HESA).
- A high proportion of UWTSD students are mature compared with the sector, as described previously (see Figure 72 and Figure 73).
- A high proportion of UWTSD's minority ethnic students were older than the sector average in 2020/21.
  - **73%** of Asian students at UWTSD in 2020/21 were 30 years or older, compared with **29%** for the Wales sector and **16%** for the UK sector.
  - **65%** of Black students at UWTSD in 2020/21 were 30 years or older, compared with **45%** for the Wales sector and **35%** for the UK sector.
  - **42%** of Mixed students at UWTSD in 2020/21 were 30 years or older, compared with **20%** for the Wales sector and **16%** for the UK sector.
  - **52%** of Other ethnicity students at UWTSD in 2020/21 were 30 years or older, compared with **30%** for the Wales sector and **22%** for the UK sector.
  - **42%** of White students at UWTSD in 2020/21 were 30 years or older, compared with **29%** for the Wales sector and **24%** for the UK sector.

Ethnicity and gender against sector in 2020/21

		Female	Male
Asian	UWTSD	48%	53%
	Wales	51%	49%
	UK	54%	46%
Black	UWTSD	57%	43%
	Wales	53%	47%
	UK	61%	39%
Mixed	UWTSD	69%	31%
	Wales	56%	44%
	UK	58%	42%
Other	UWTSD	51%	49%
	Wales	49%	51%
	UK	55%	46%
Unknown/not applicable	UWTSD	56%	44%
	Wales	49%	52%
	UK	52%	48%
White	UWTSD	58%	42%
	Wales	59%	41%
	UK	60%	41%
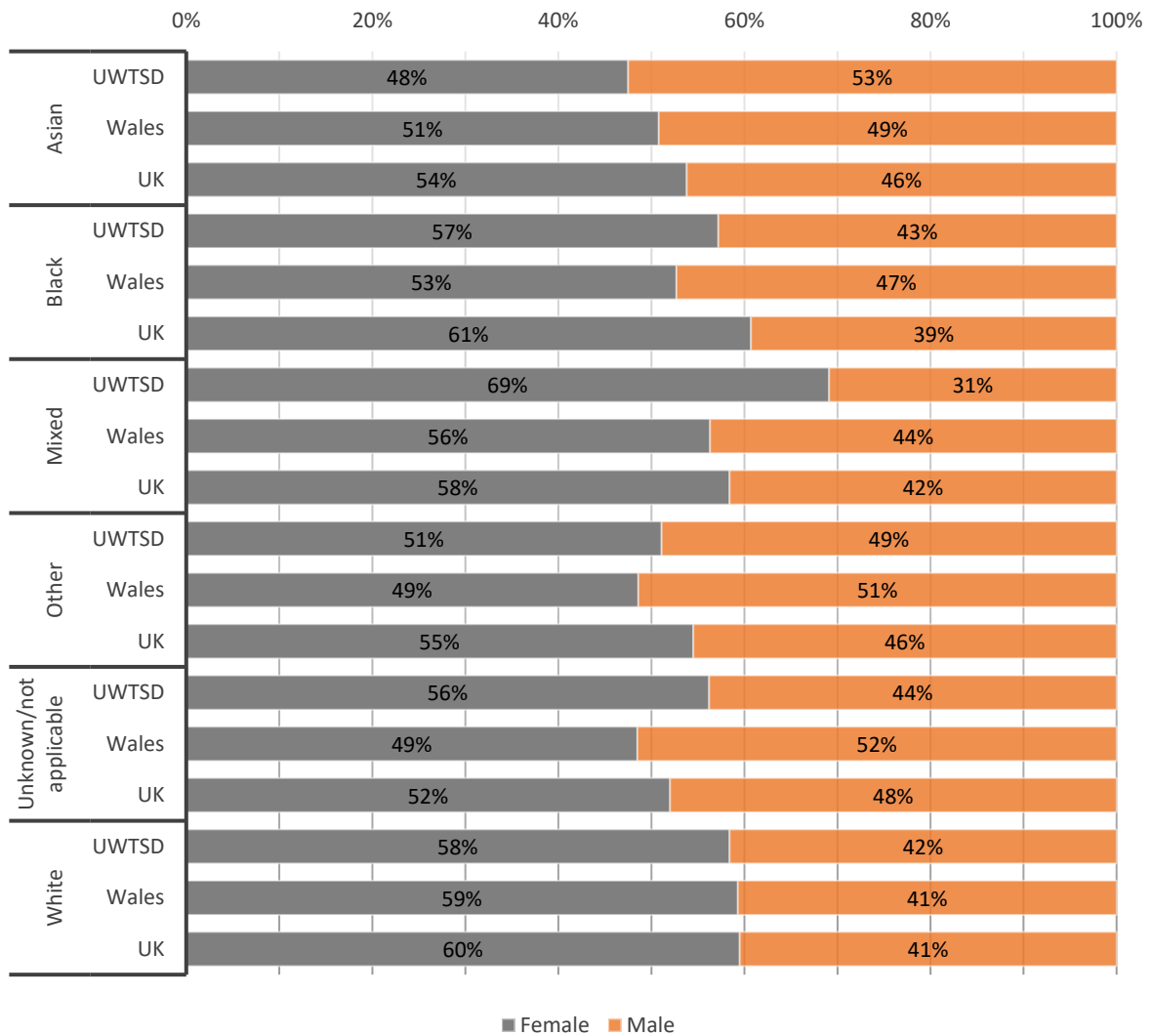
Figure 88: Source HESA

Key facts: Ethnicity and Gender

- Figure 88 shows the ethnicity profile by gender at UWTSD in 2020/21 with the Wales and UK sectors (source HESA).
- There was a slightly lower proportion (**48%**) of female Asian students at UWTSD compared with Wales (**51%**) and UK (**54%**) sector averages.
- The proportion of female Black students (**57%**) at UWTSD in 2020/21 was higher than Wales (**53%**) and lower than UK (**61%**) sector averages.
- The proportion of female Mixed students (**69%**) at UWTSD was significantly higher than the Wales (**56%**) and the UK (**58%**) sector averages.
- **51%** of Other ethnicity students at UWTSD in 2020/21 were female compared with **49%** for Wales and **55%** for UK sector averages.
- **58%** of White students at UWTSD in 2020/21 were female compared with **59%** for Wales and **60%** for UK sector averages.

Good honours by Ethnicity at UWTSD
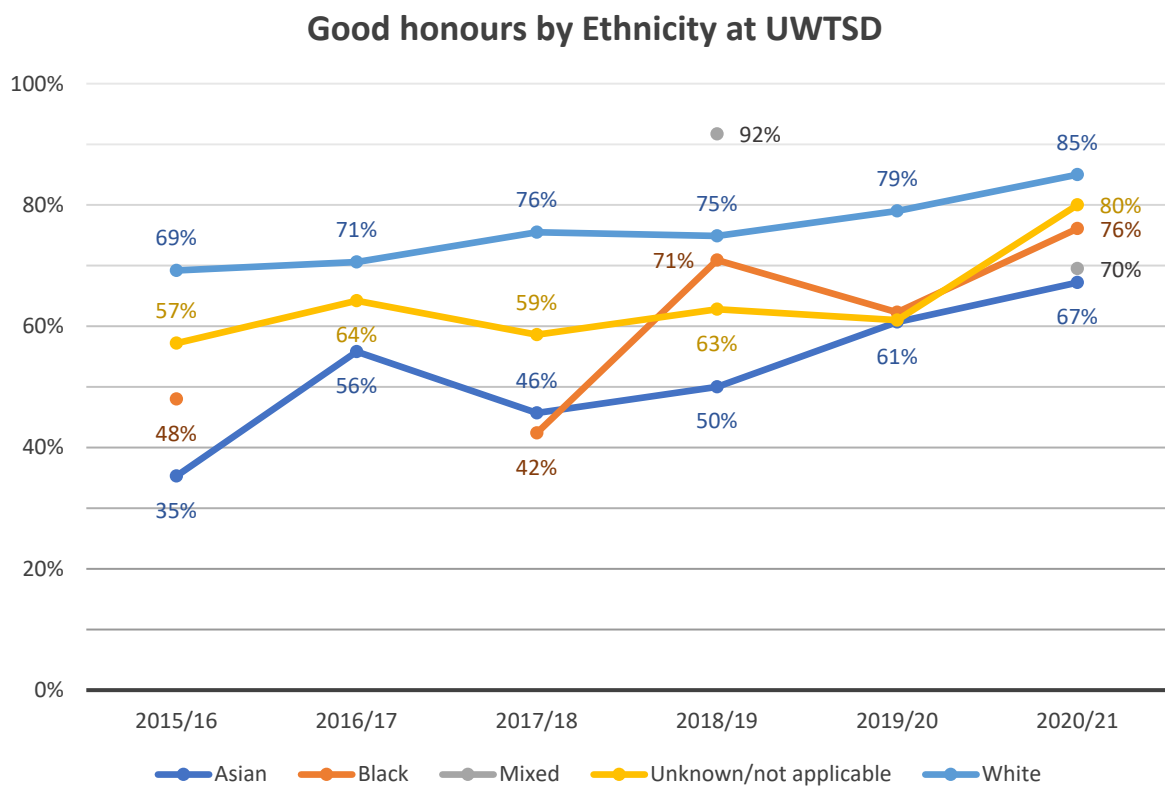
Figure 89: Source HESA

Key facts: Good Honours by Ethnicity

- Figure 89 shows the proportion of good honours (first class and upper second class degree classifications) by ethnicity at UWTSD between 2015/16 and 2020/21. Some years do not include data for certain ethnicities because thresholds for ensuring anonymity were not met.
- The rate of good honours across all demographics at UWTSD has increased between 2015/16 and 2020/21 (see Figure 50 and Figure 51 for more detail). And from 2017/18 to 2020/21, the ethnicity awarding gap at UWTSD has closed significantly.
- In 2020/21, White students at UWTSD had the highest proportion of good honours (**85%**), compared with Black (**76%**), Mixed (**70%**) and Asian (**67%**).
- Between 2015/16 and 2020/21, the rate of good honours among Asian students at UWTSD increased significantly from **35%** to **67%**, but remains below Wales (**76%**) and UK (**80%**) sector averages During the same period, the rate of good honours among Black students increased from **48%** to **76%**, and now outperforms the Wales (**69%**) and UK (**67%**) sector averages. See Figure 75 for sector comparison.

Good honours by Ethnicity against sector in 2020/21
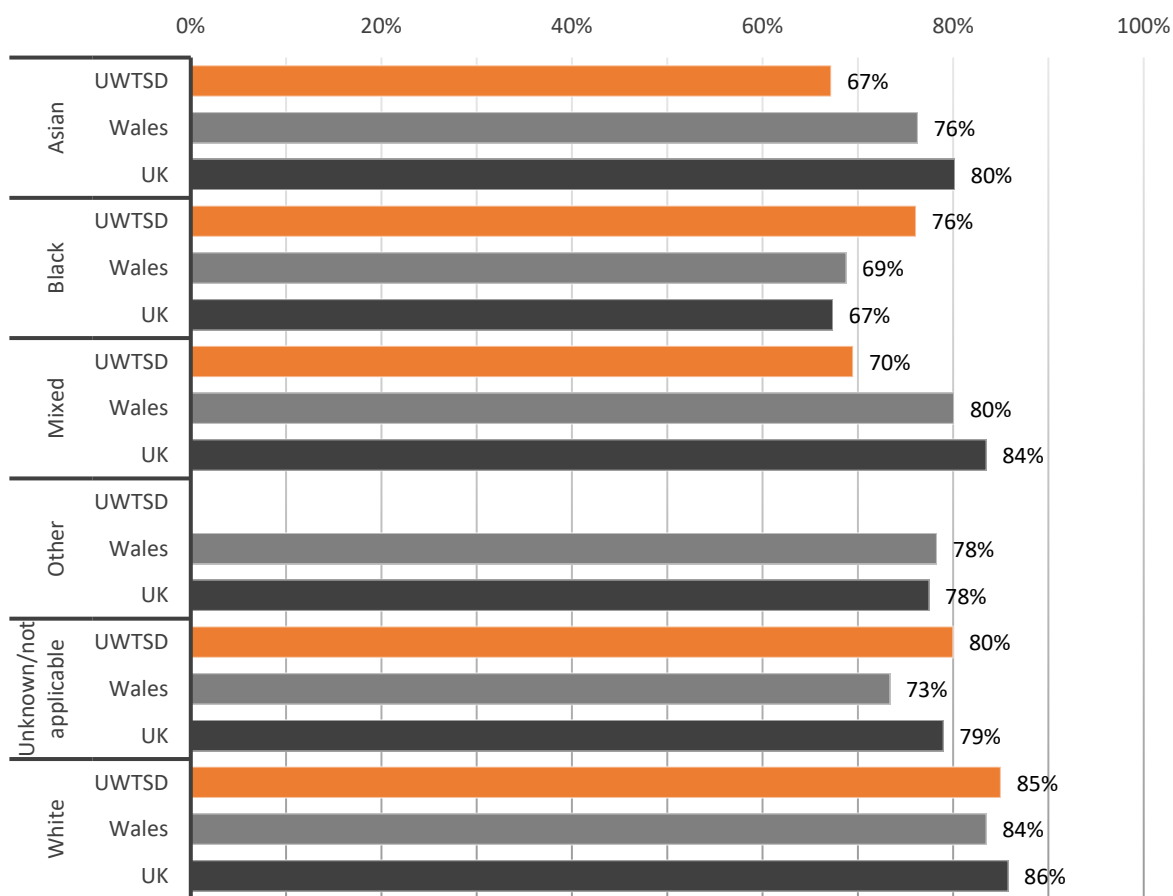
Figure 90: Source HESA

Key facts: Good Honours by Ethnicity

- Figure 90 compares the proportion of good honours by ethnicity at UWTSD in 2020/21 with the Wales and UK sectors.
- In 2020/21, the rate of good honours for Asian students at UWTSD (**67%**) was below the Wales (**67%**) and UK (**80%**) sector averages.
- Black students at UWTSD outperformed the Wales (**69%**) and UK (**67%**) sector averages by receiving good honours at a rate of **76%** in 2020/21.
- Mixed students at UWTSD received good honours at a rate of **70%** in 2020/21, which is lower than the Wales (**80%**) and UK (**84%**) sector averages.
- The quantity of 'Other' ethnicity at UWTSD in 2020/21, did not meet the threshold for sharing.
- White students at UWTSD received good honours at a rate (**85%**) that was in line with the Wales (**84%**) and UK (**86%**) sector averages in 2020/21.
- Students with unknown ethnicity or not applicable received good honours at a rate of **85%** at UWTSD in 2020/21. This is higher than the Wales sector average (**73%**) and in line with the UK sector average (**79%**).

Good honours by ethnicity and gender against sector in 2020/21

(n = Total number of awards)

Asian
- Female (n = 55): UWTSD 70%, Wales 80%, UK 81%
- Male (n = 70): UWTSD 65%, Wales 72%, UK 79%

Black
- Female (n = 20): UWTSD 65%, Wales 69%, UK 69%
- Male (n = 25): UWTSD 87%, Wales 69%, UK 65%

Unknown/not applicable
- Female (n = 50): UWTSD 92%, Wales 78%, UK 82%
- Male (n = 50): UWTSD 68%, Wales 69%, UK 76%

White
- Female (n = 720): UWTSD 87%, Wales 85%, UK 87%
- Male (n = 390): UWTSD 81%, Wales 81%, UK 85%

Legend: ■ UWTSD ■ Wales ■ UK
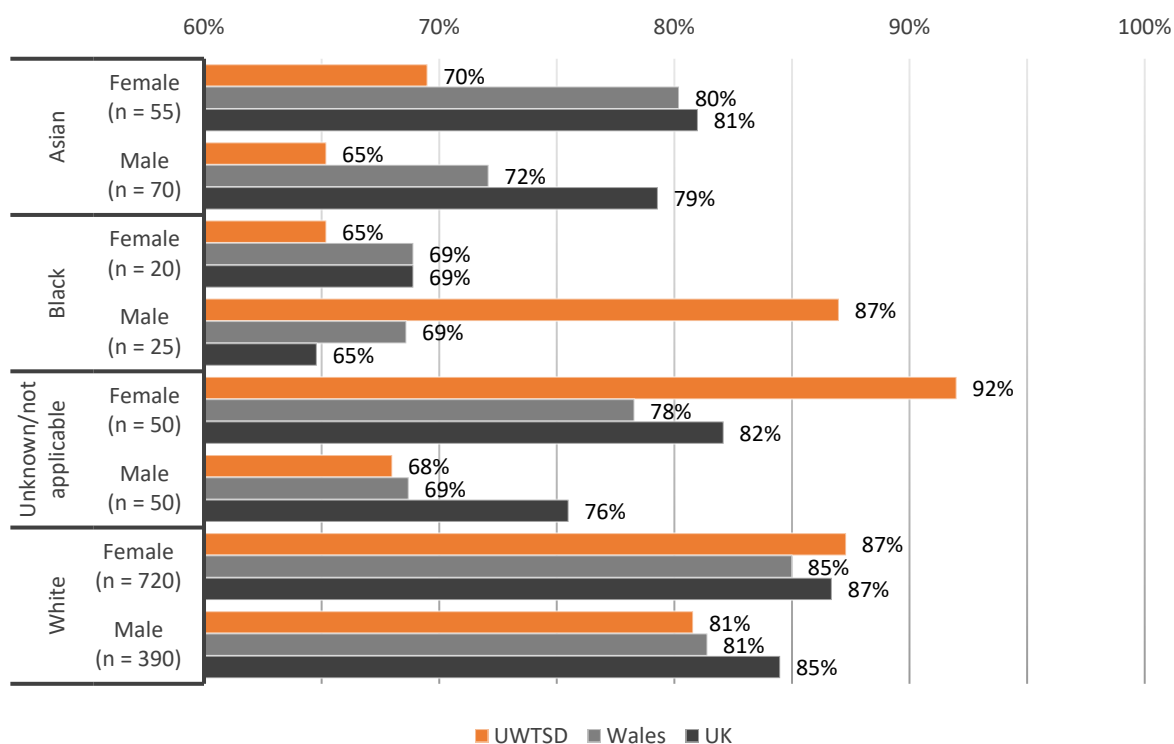
Figure 91: Source HESA

Key facts: Good Honours by Ethnicity and Gender

- Figure 91 shows good honours by ethnicity and gender at UWTSD in 2020/21 compared with Wales and UK sectors.
- Please note the low number of awards when splitting ethnicity by gender make it difficult to draw strong conclusions.
- Overall Female students of most ethnicities at UWTSD were awarded higher rates of good honours than their male counterparts in 2020/21, with the exception of Black students where **65%** of female and **87%** of male students were awarded good honours.

Student Profile by Disability

Please note that UCAS data for the proportion of students with a declared disability is no longer available.

Student disability at UWTSD
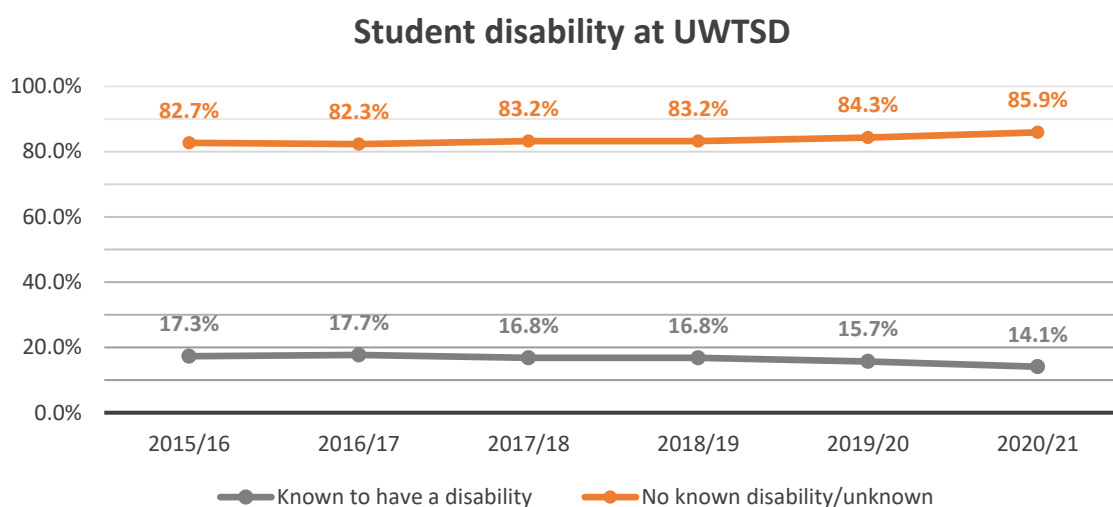
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Known to have a disability	1,715	1,725	1,730	1,875	2,000	2,085
No known disability/unknown	8,215	8,030	8,550	9,260	10,705	12,715

Figure 92: Source HESA

Student disability against sector in 2020/21
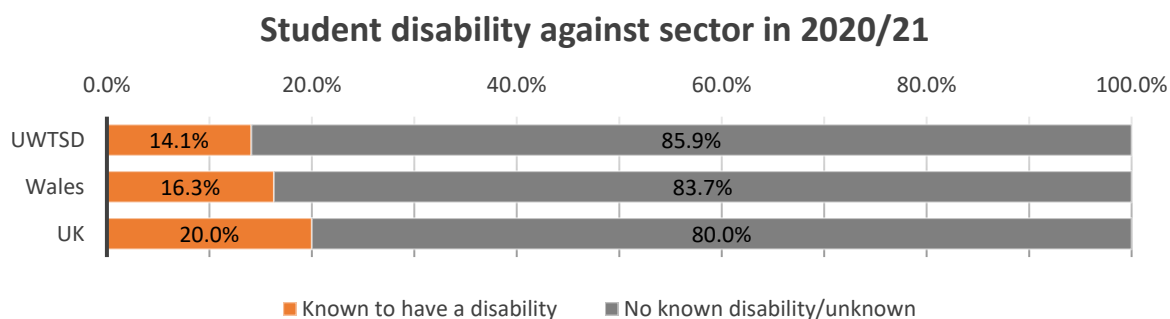
Figure 93: Source HESA

Key facts: Disability Profile

- Figure 92 shows the change in proportion of students at UWTSD known to have a disability between 2015/16 and 2020/21. A table showing the quantity of students with known disability is also provided for further context.
- Figure 93 compares UWTSD's proportion of students known to have a disability in 2020/21 with the Wales and UK sectors.
- The percentage of students with a known disability at UWTSD has fallen from **17%** in 2015/16 to **14.1%** in 2020/21 and is below Wales (**16.3%**) and UK (**20%**) sector averages. However, due to the significant growth in the student population at UWTSD during this period, the quantity of students with a known disability at UWTSD has risen by **22%** (1,715 to 2,085).

Known Disability by CAH at UWTSD in 2020/21
(n = number of students)
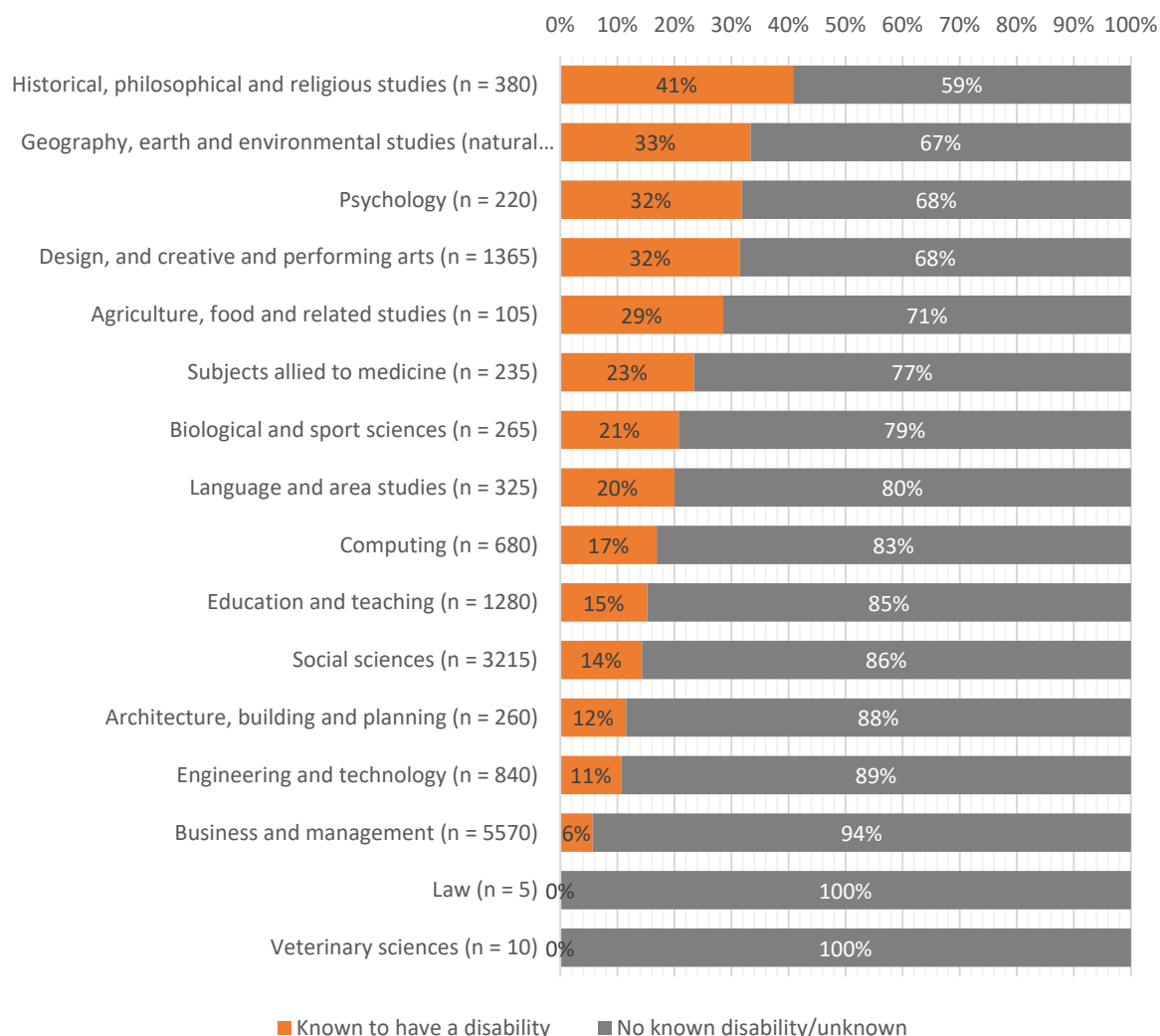
Figure 94: Source HESA

Key facts: Disability by CAH

- Figure 94 shows the disability profile split by CAH at UWTSD in 2020/21.
- Business and management has among the lowest rates of declared disability at UWTSD in 2020/21 (**6%**).
- Approximately **1 in 3** students on UWTSD's design, and creative and performing arts programmes have declared disability in 2020/21.

Type of disability at UWTSD

Figure 95: Source HESA

Type of disability against sector in 2020/21
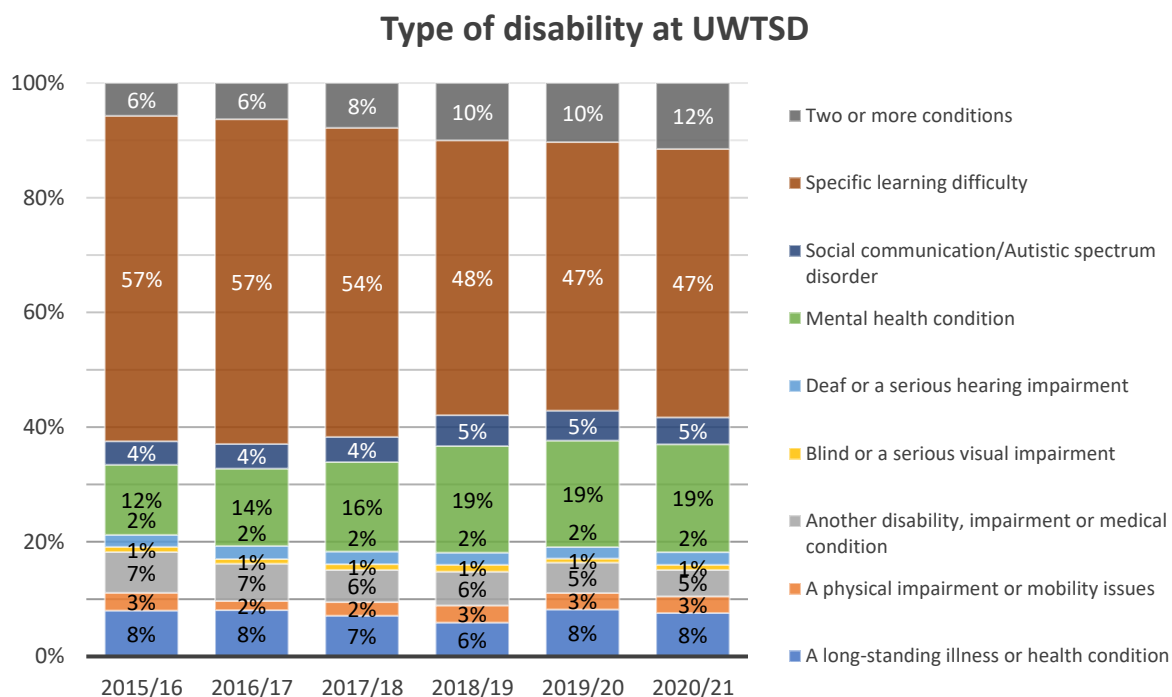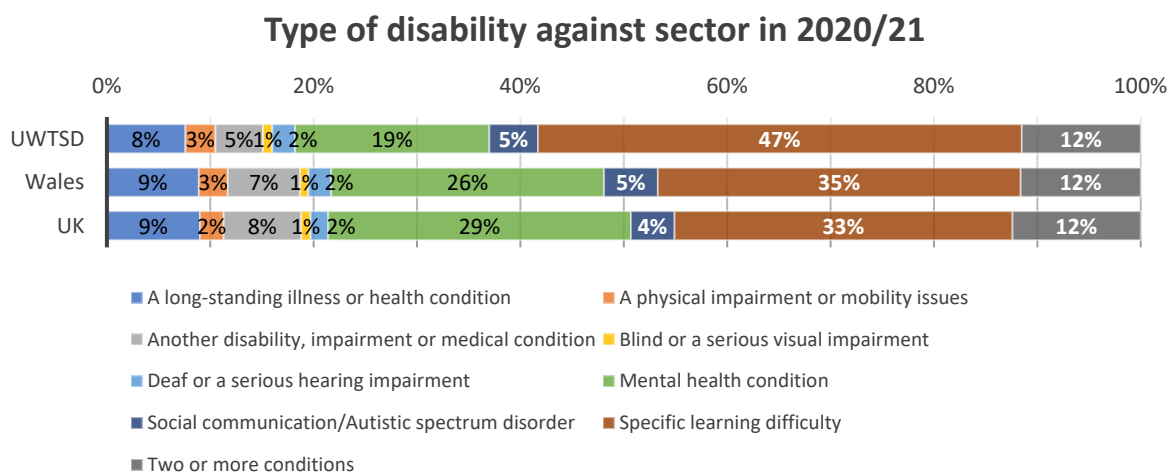
Figure 96: Source HESA

Key facts: Detailed Disability Profile

- Figure 95 shows the change in the profile of students with a known disability at UWTSD between 2015/16 and 2020/21.
- Figure 96 compares the student disability profile at UWTSD in 2020/21 with Wales and UK.
- A high proportion of UWTSD's disabled students have specific learning difficulties (**47%**) compared with the Wales (**35%**) and UK (**33%**) sector.
- The second largest category of impairment among disabled students at UWTSD is mental health conditions (**19%**).
- The proportion of disabled students at UWTSD with two or more conditions has risen from **6%** in 2015/16 to **12%** in 2020/21 and is now in line with the Wales and UK sector averages.

Gender of students with a disability against sector in 2020/21

		Female	Male
Known to have a disability	UWTSD	63.3%	36.7%
	Wales	62.1%	37.9%
	UK	64.4%	35.6%
No known disability/unknown	UWTSD	56.4%	43.6%
	Wales	55.7%	44.3%
	UK	55.9%	44.1%
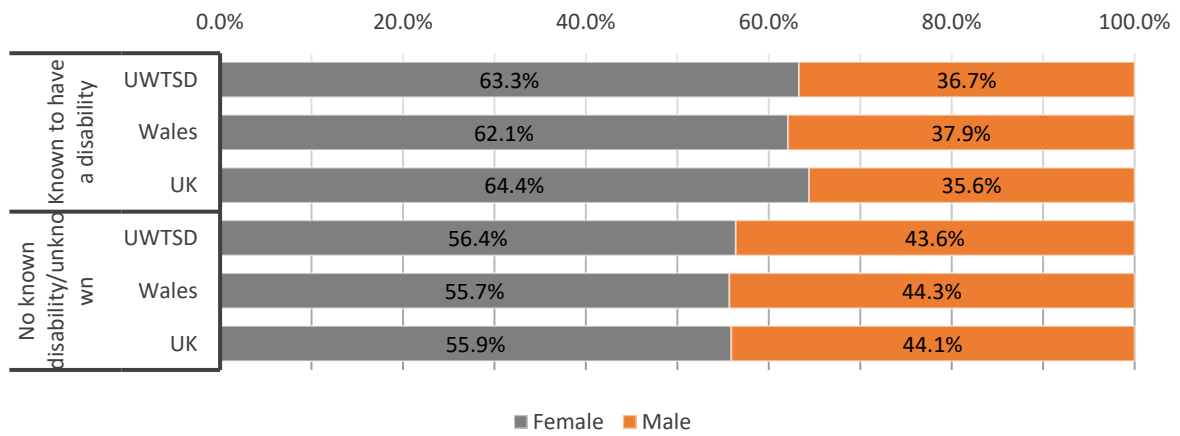
Figure 97: Source HESA

Age of students with a disability against sector in 2020/21

		18 years and under	19 years	20 years	21-24 years	25-29 years	30 years and over
Known to have a disability	UWTSD	5%	7%	8%	23%	15%	42%
	Wales	8%	11%	13%	27%	13%	29%
	UK	9%	13%	15%	30%	12%	21%
No known disability/unknown	UWTSD	4%	6%	6%	20%	17%	47%
	Wales	9%	12%	13%	26%	13%	27%
	UK	11%	13%	14%	28%	12%	21%
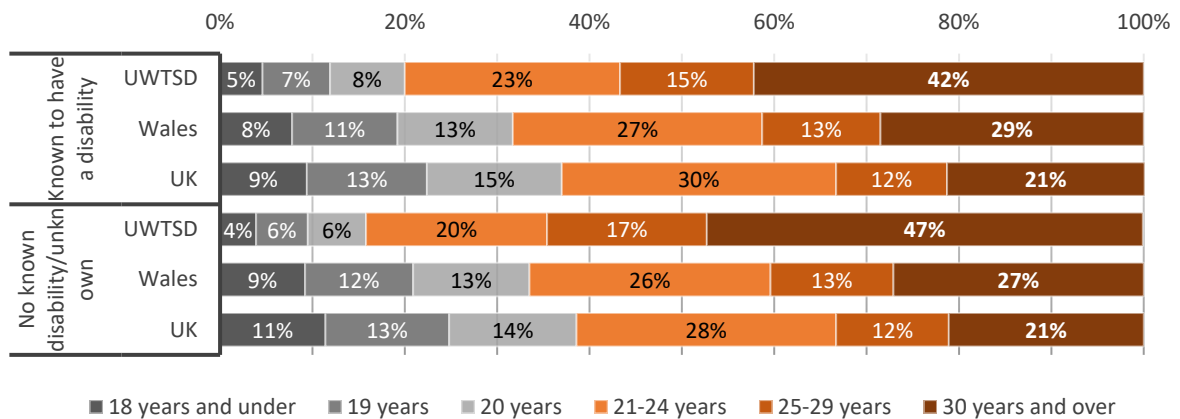
Figure 98: Source HESA

Key facts: Disability by Gender and Age

- Figure 97 shows the gender profile for UWTSD's students with known disabilities in 2020/21 compared with the Wales and UK sector.
- **63.3%** of students with a known disability at UWTSD are female. The percentage is lower at **56.4%** for students with no known disability. These figures are in line with sector averages.
- Figure 98 shows the age profile for UWTSD's students with known disability in 2020/21 compared with the Wales and UK sector.
- As described previously, UWTSD's overall age profile is more mature than Wales and UK sector (see Figure 70 and Figure 73) and this is reflected in the age profile for students with known and no known disability.

Level of study for students with a disability against sector in 2020/21

		First degree	Other undergraduate	Postgraduate (research)	Postgraduate (taught)
A long-standing illness or health condition	UWTSD	46%	39%	2%	14%
	Wales	64%	18%	4%	14%
	UK	67%	11%	5%	17%
A physical impairment or mobility issues	UWTSD	46%	39%	1%	13%
	Wales	54%	28%	4%	14%
	UK	65%	13%	5%	17%
Another disability, impairment or medical condition	UWTSD	51%	37%	2%	11%
	Wales	64%	21%	3%	12%
	UK	70%	12%	4%	14%
Blind or a serious visual impairment	UWTSD	49%	37%	0%	14%
	Wales	62%	23%	3%	13%
	UK	67%	12%	5%	16%
Deaf or a serious hearing impairment	UWTSD	42%	39%	2%	18%
	Wales	55%	28%	3%	14%
	UK	60%	17%	4%	18%
Mental health condition	UWTSD	63%	24%	1%	13%
	Wales	75%	13%	2%	10%
	UK	80%	6%	3%	12%
Social communication /Autistic spectrum disorder	UWTSD	74%	17%	1%	8%
	Wales	79%	13%	2%	7%
	UK	83%	6%	3%	8%
Specific learning difficulty	UWTSD	71%	20%	1%	8%
	Wales	76%	12%	2%	10%
	UK	76%	9%	3%	13%
Two or more conditions	UWTSD	63%	22%	2%	13%
	Wales	70%	19%	2%	9%
	UK	76%	11%	3%	11%

■ First degree ■ Other undergraduate ■ Postgraduate (research) ■ Postgraduate (taught)
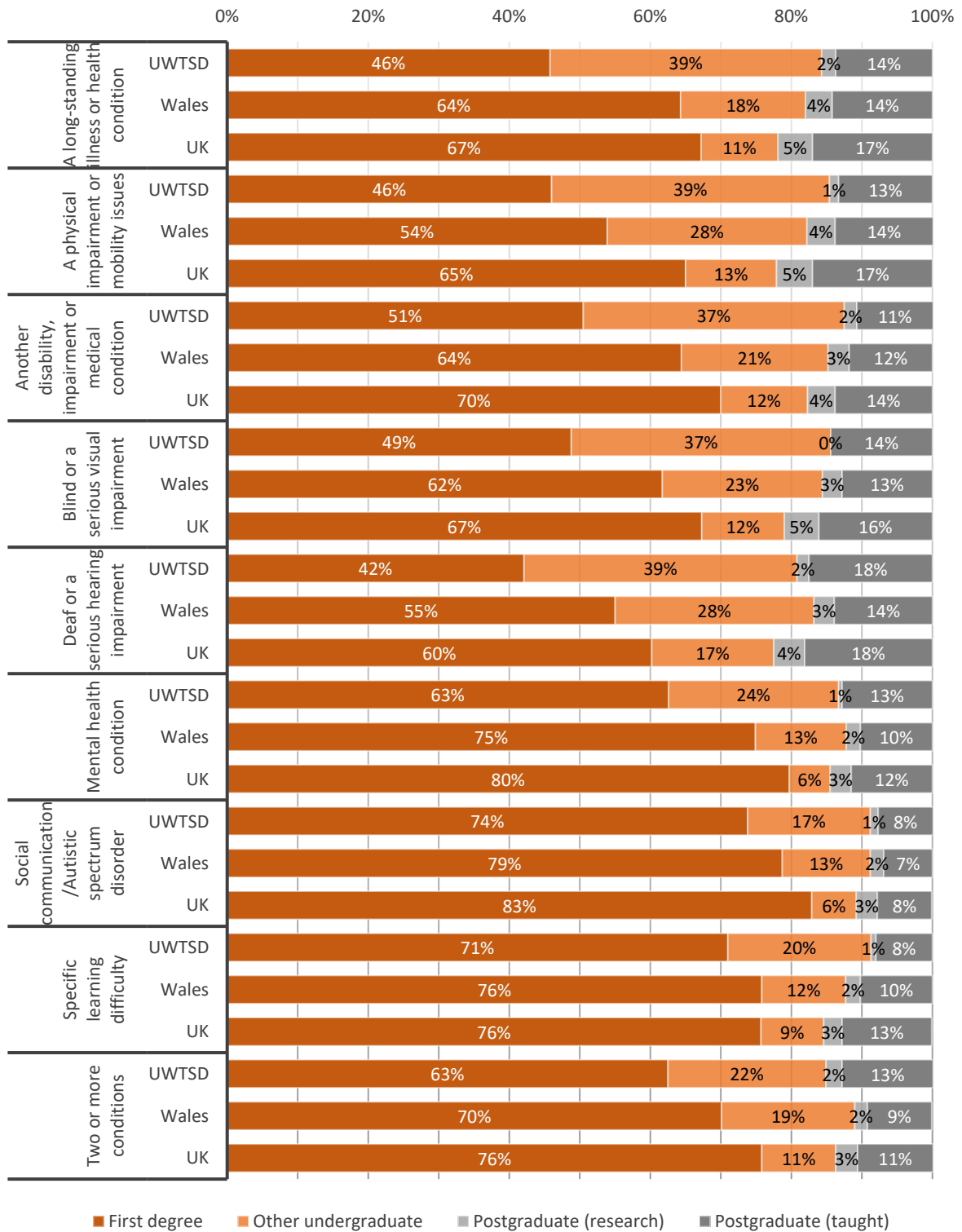
Figure 99: Source HESA

Key facts: Disability by Level of Study

- Figure 99 shows the level of study for UWTSD's students with known disabilities in 2020/21 compared with the Wales and UK sector. Declared disability data per subject is used within the institution to target and focus support.
- UWTSD has a high Other undergraduate provision compared with the sector (as described previously, see Figure 45) and this is reflected in the levels of study for students with declared disabilities at UWTSD in 2020/21.
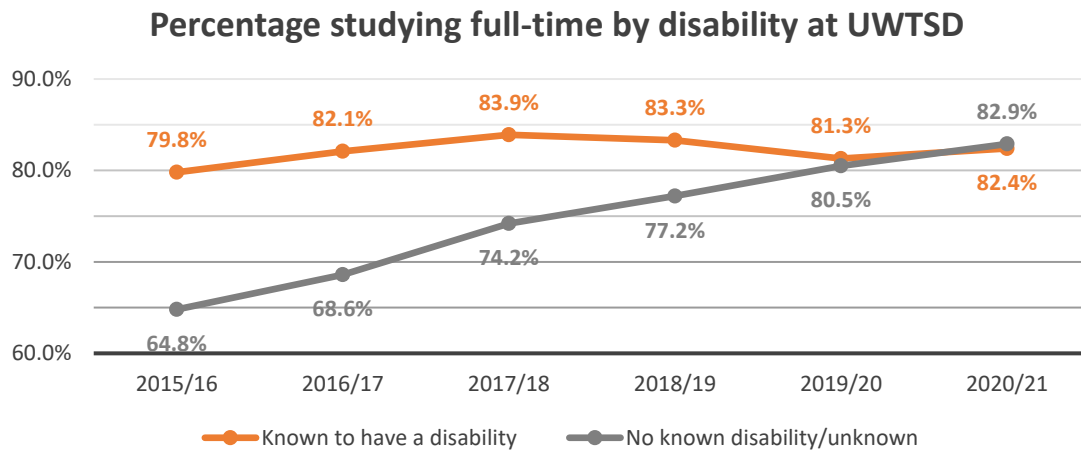
Percentage studying full-time by disability at UWTSD

Figure 100: Source HESA

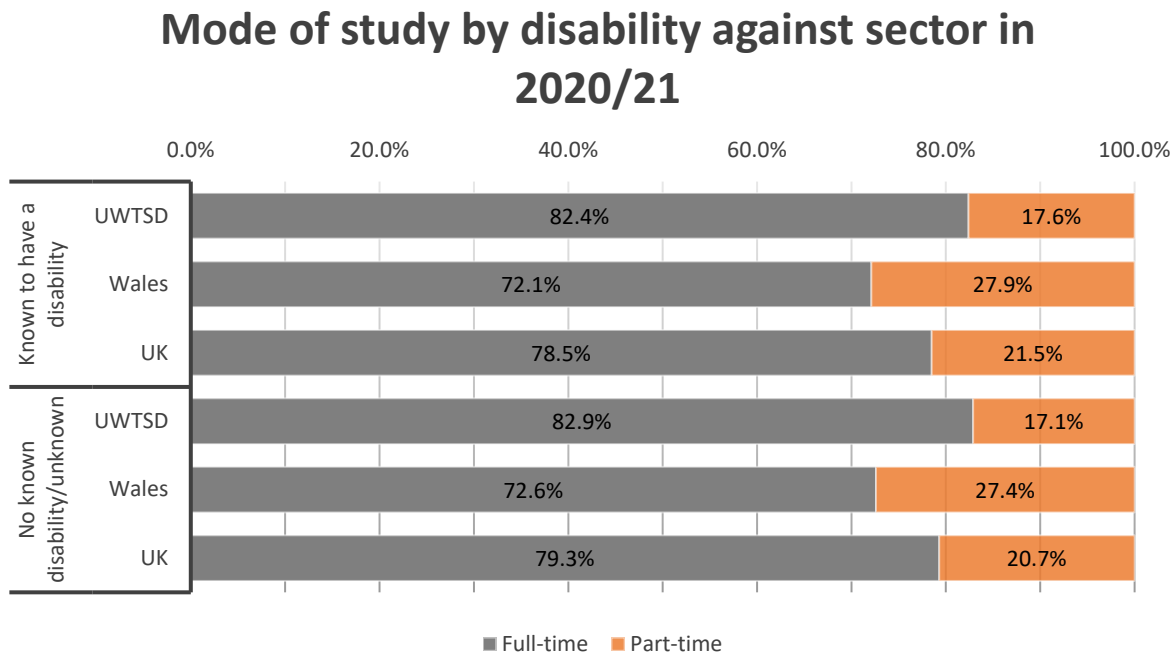## Mode of study by disability against sector in 2020/21

Figure 101: Source HESA

Key facts: Disability by Mode of Study

- Figure 100 shows the proportion of students studying full-time by known disability at UWTSD between 2015/16 and 2020/21.
- Figure 101 compares the mode of study by disability at UWTSD in 2020/21 against the Wales and UK sector.
- Between 2015/16 and 2020/21, there was a large change in the proportion of students with no known disability studying full-time courses, having increased from **64.8%** in 2015/16 to **82.9%** in 2019/20. This is now at a similar level to those students who have a known disability who have typically favoured full-time study. This is in line with the UK sector average, but above the Welsh sector average of **72%**.
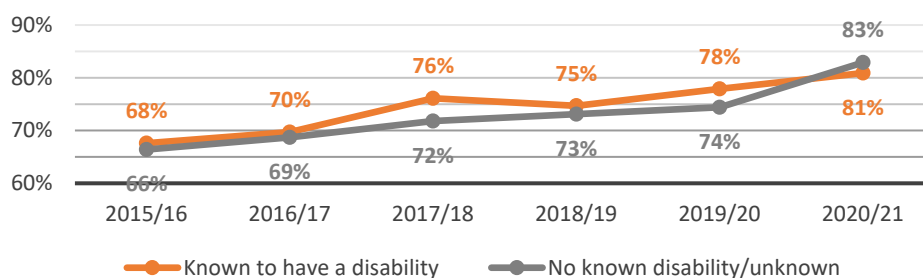
Good honours by disability at UWTSD

Figure 102: Source HESA

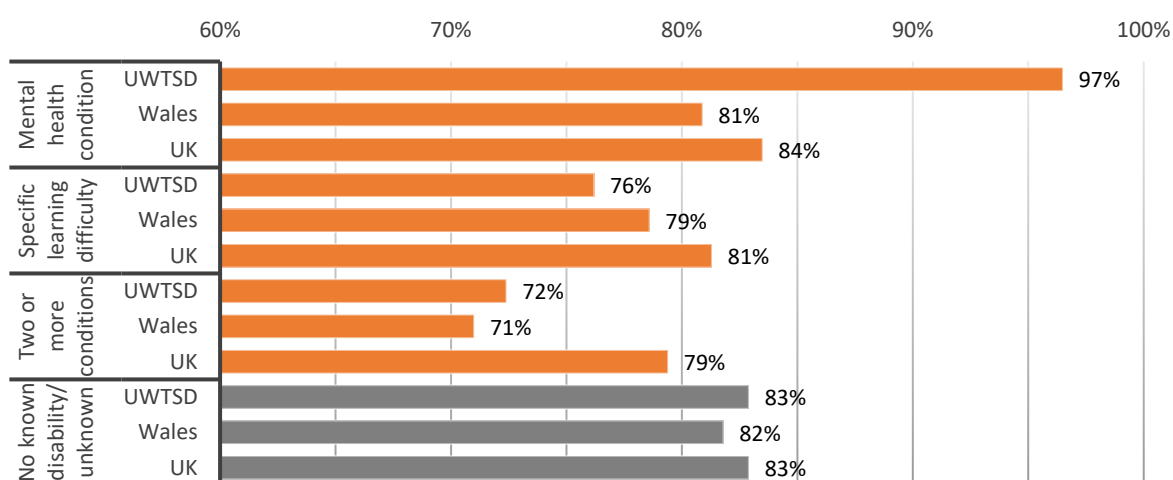## Good honours by Disability against sector in 2020/21

Figure 103: Source HESA

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Mental health condition	76%	66%	86%	75%	76%	97%
Specific learning difficulty	69%	72%	74%	73%	79%	76%
Two or more conditions	-	-	86%	-	86%	72%
No known disability/ unknown	66%	69%	72%	73%	74%	83%

Key facts: Good Honours by Disability
- Figure 102 shows the proportion of good honours (first class and upper second class degree classifications) by disability at UWTSD between 2015/16 and 2020/21.
- Figure 103 compares the proportion of good honours by a selection of disabilities at UWTSD in 2020/21 with the Wales and UK sectors (because of the low numbers associated with some specific impairments, only four categories can be shown here).

- **83%** of students with no known disability were awarded a Good Honours degree, which is in line with the Wales average of **82%** and the UK average of **83%**.
  81% of students with a disability obtain a Good Honours degree at UWTSD which is on average with both sector averages.
- For students at UWTSD with a mental health condition, **97%** were awarded good honours in 2020/21, significantly higher than the Wales (**81%**) and UK (**84%**) sector averages.
- For students at UWTSD with a specific learning difficulty, **76%** were awarded good honours in 2020/21, below the Wales (**79%**) and UK (**81%**) sector averages.
- **72%** of students with two or more conditions at UWTSD were awarded good honours in 2020/21, in line with Wales sector average (**71%**) and below UK (**79%**).

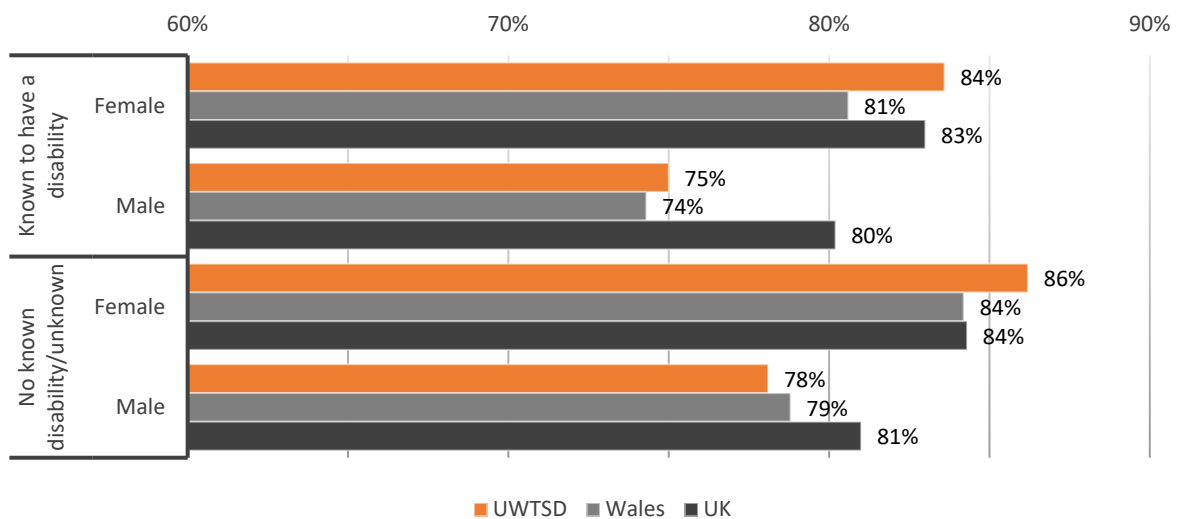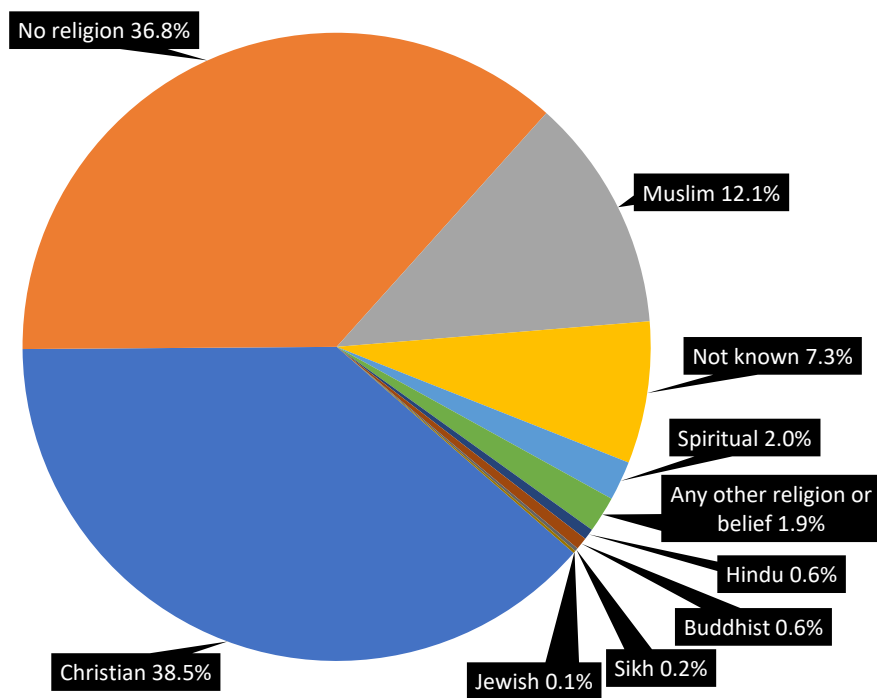## Good honours by disability and gender against sector in 2020/21

Figure 104: Source HESA

Key facts: Good Honours by Disability and Gender
- Figure 104 depicts good honours by disability and gender at UWTSD in 2020/21 compared with Wales and UK sectors.
- UWTSD's overall gender split for good honours is reflected here, with a higher rate of female students being awarded good honours compared with male students (see Figure 66 and Figure 67 for more detail).
- At UWTSD, the rate of good honours awarded for female students with a known disability was **84%** in 2020/21. This is higher than Wales (**81%**) and in line with UK (**83%**) sector averages.
- At UWTSD, the rate of good honours awarded for male students with a known disability was **75%** in 2020/21. This is in line with Wales (**74%**) and below the UK (**80%**) sector averages.
- At UWTSD in 2020/21, **86%** of female students with no known disability were awarded good honours. This is slightly higher than Wales **84%** and UK **85%** sector averages.
- The rate of good honours for male students with no known disability at UWTSD was **78%**. This is in line with Wales (**79%**) and slightly below UK (**81%**) sector average.

Student religion and belief at UWTSD in 2020/21

No religion 36.8%

Muslim 12.1%

Not known 7.3%

Spiritual 2.0%

Any other religion or belief 1.9%

Hindu 0.6%

Buddhist 0.6%

Sikh 0.2%

Jewish 0.1%

Christian 38.5%

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	Change
Christian	34.1%	32.3%	30.0%	31.2%	35.6%	38.5%	
No religion	47.3%	46.2%	43.8%	41.9%	40.8%	36.8%	
Muslim	3.3%	5.3%	12.2%	14.7%	12.0%	12.1%	
Information refused	9.8%	10.8%	7.6%	6.0%	5.8%	7.3%	
Spiritual	2.1%	2.3%	2.4%	2.3%	2.2%	2.0%	
Any other religion or belief	1.9%	1.7%	1.7%	1.7%	1.8%	1.9%	
Buddhist	0.7%	0.7%	0.9%	0.9%	0.7%	0.6%	
Hindu	0.6%	0.3%	0.9%	0.9%	0.7%	0.6%	
Sikh	0.1%	0.1%	0.2%	0.2%	0.2%	0.2%	
Jewish	0.2%	0.1%	0.2%	0.1%	0.1%	0.1%	

Figure 105: Internal data sources

Student Religion and belief against sector in 2020/21

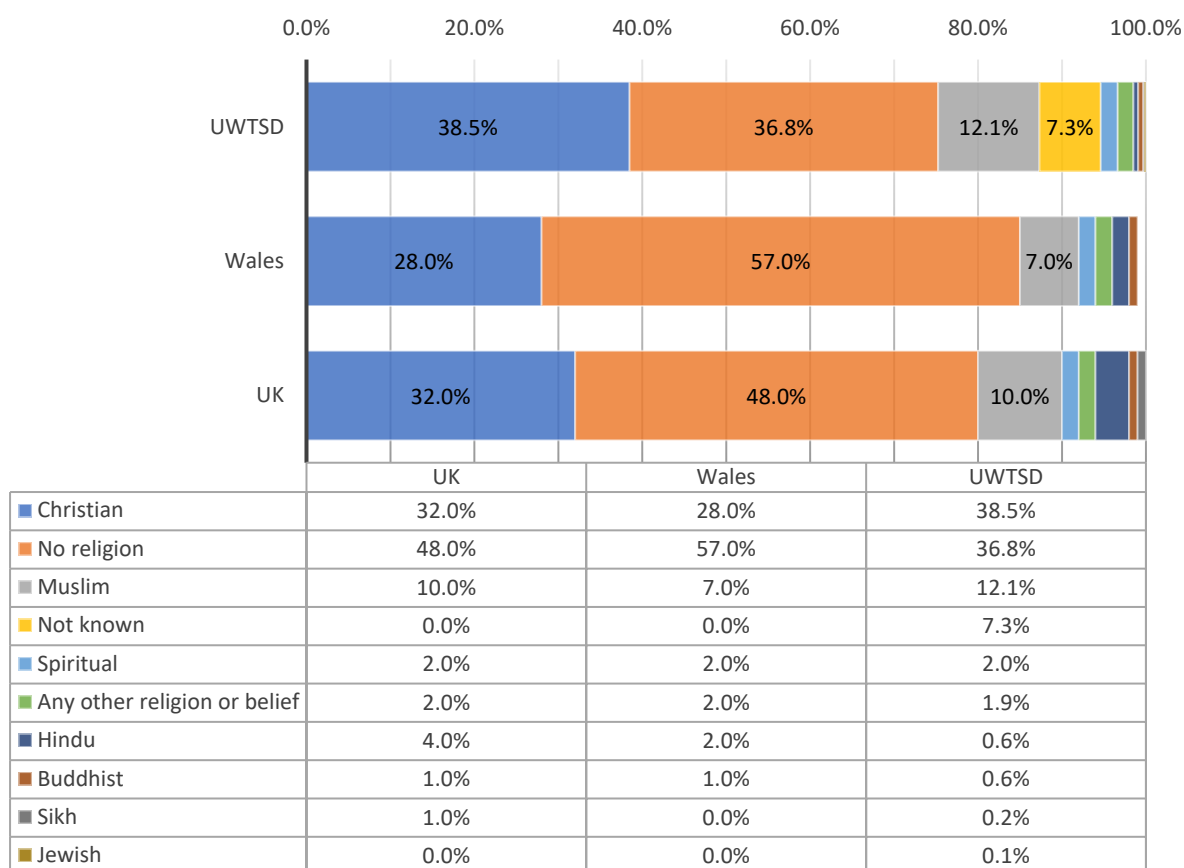|	UK	Wales	UWTSD
■ Christian	32.0%	28.0%	38.5%
■ No religion	48.0%	57.0%	36.8%
■ Muslim	10.0%	7.0%	12.1%
■ Not known	0.0%	0.0%	7.3%
■ Spiritual	2.0%	2.0%	2.0%
■ Any other religion or belief	2.0%	2.0%	1.9%
■ Hindu	4.0%	2.0%	0.6%
■ Buddhist	1.0%	1.0%	0.6%
■ Sikh	1.0%	0.0%	0.2%
■ Jewish	0.0%	0.0%	0.1%

Figure 106: Internal data sources and HESA sector data

Key facts: Religion and Belief

- Figure 105 shows the religion and belief profile for students at UWTSD in 2020/21. The change in religion and belief profile at UWTSD between 2015/16 and 2020/21 is also provided.
- Figure 106 compares the religion and belief profile for students at UWTSD with the Wales and UK sector averages.
- The proportion of students at UWTSD that state no religion has decreased significantly from **47.3%** in 2015/16 to **36.8%** in 2020/21 and is now below Wales (**57%**) and UK (**48%**) sector.
- Between 2017/18 and 2020/21, the proportion of students stating that they have Christian beliefs increased by **8.5 percentage points** from **30%** to **38.5%**. This is now **10.5 percentage points** higher than Wales (**28%**) and **6.5 percentage points** higher than UK (**32%**).
- The proportion of students at UWTSD stating that they have Muslim beliefs has fallen by **2.6 percentage points** between 2018/19 and 2020/21, from **14.7%** to **12.1%**. This remains higher than the Wales (**7%**) and UK (**10%**) sector averages.

Student Sexual Orientation at UWTSD in 2020/21

Figure 107: Internal data sources
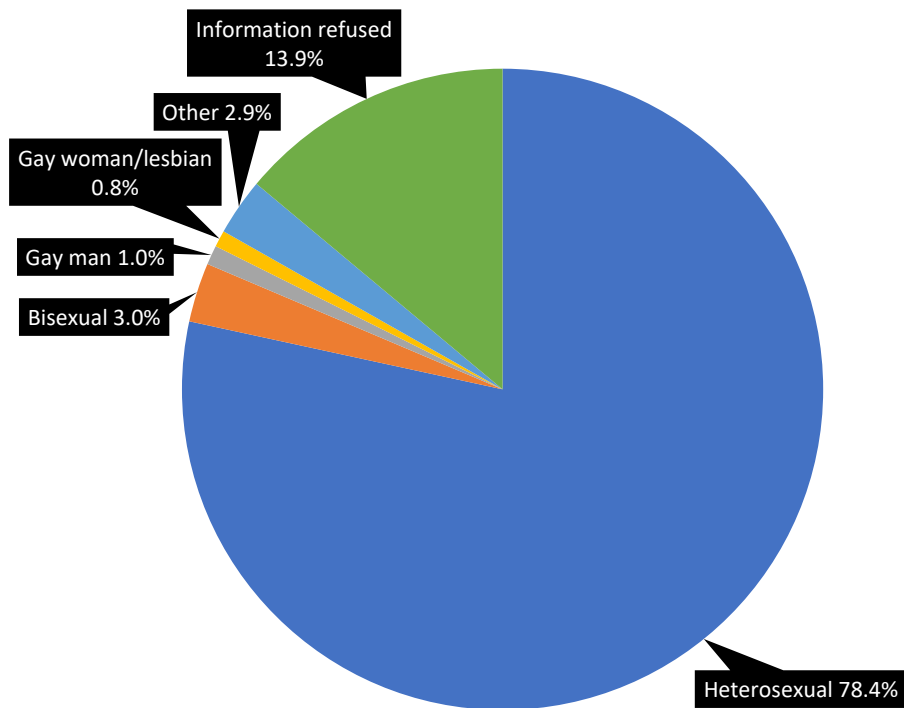
	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	Change
Heterosexual	80.0%	76.9%	78.3%	80.0%	80.0%	**78.4%**	
Bisexual	2.1%	2.4%	2.7%	2.9%	3.1%	**3.0%**	
Gay man	1.2%	1.2%	1.0%	0.9%	1.0%	**1.0%**	
Gay woman/lesbian	0.9%	0.8%	0.8%	0.8%	0.9%	**0.8%**	
Other	1.7%	1.8%	2.5%	3.0%	2.9%	**2.9%**	
Information refused	14.1%	16.9%	14.7%	12.3%	12.2%	**13.9%**	

Key facts: Sexual Orientation

- Figure 107 shows student sexual orientation at UWTSD in 2020/21.
- The most common type of sexual orientation was heterosexual, with **78.4%** of students declaring this.
- **13.9%** of students refused to declare this information in 2020/21, a small increase from the previous year.