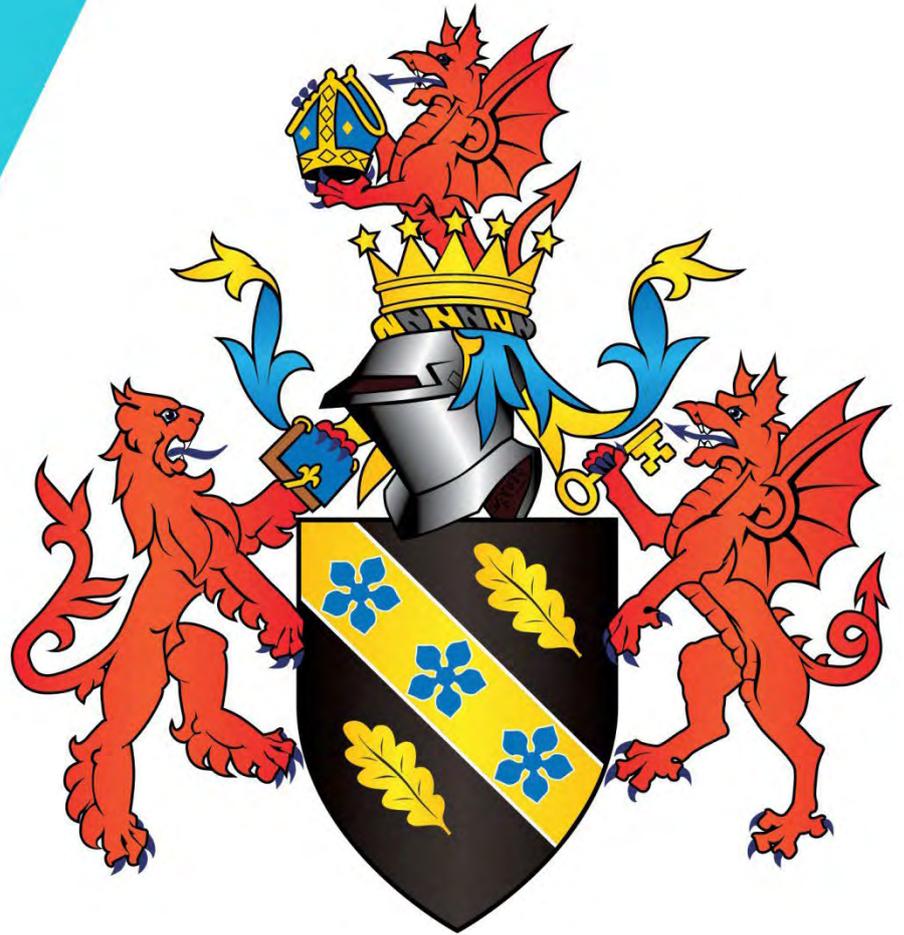




Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David



Annual Report: Equality and Diversity 2021/22

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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.

We will begin the review of the Strategic Equality Plan in the next academic year, which will set out our key objectives for 2024 – 2028.

Review of 2022

This annual review of the Strategic Equality Plan (2020-2024) comes as the covid pandemic comes to an end and the University assesses the impact that the pandemic has had on some of the actions planned, as detailed within the Objectives below.

The University has met with staff from HEFCW over 2022 to share our progress with carrying out the objectives committed in the Strategic Equality Plan as well as provide HEFCW with progress report of our actions against our Race Equality Plan.

The Health, Wellbeing and Equalities Steering Board (HWESB) continues to provide a strong framework to monitor the implementation of the strategy and set key priorities for implementation. . In addition, the HWESB reports to the appropriate Senate and Council on the effectiveness and impact of the SEP and its associated plans. This strategic framework has enabled the University and its governing body 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. Following the conclusion of the Pan-Wales Race, Access and Success project which was organised by AdvanceHE and supported by HEFCW, UWTSU published and has been delivering on the commitments made within the Race Equality Plan. A report reviewing the progress made during the first year of the Race Equality Plan was prepared in October 2022.

Senate and Council have made a number of strategic commitments during 2021 which has carried through to 2022:

- Commitment towards working towards Race Equality Charter status;
- Engagement in the Stonewall Diversity Champions scheme;
- Commitment towards ProtectEd accreditation to enhance safety on campus.

The Strategic Equality Plan is supported by a number of strategies and action plans, in particular the Health and Wellbeing Strategy, the Suicide Safer Student Action Plan and the Race Equality Action Plan. In addition, equality and diversity has also been fully embedded within our Learning and Teaching Enhancement Strategy and our Academic Success Strategy. A comprehensive review is completed annually for all strategies and action plans which are reported through the University's committee structure. In this Equality and Diversity Annual Report, we are reporting on the high-level priority progress made during the year of review.

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 through:
 - Developing and commencing a Cultural Competence programme for senior leaders across the University with the first briefing focusing on Compassionate Leadership.
 - Delivery of a Masterclass for Council Members on Cultural Competence with the first briefing focusing on Compassionate Leadership.
 - Continue to share the lived experience of staff and students from diverse backgrounds at student induction;
 - A continued focus on improving the diversity of our governing body
 - A continued focus on equality and diversity within our induction programmes
 - The work of our new student wellbeing unit within Student Services, raising awareness of the importance of equality through enhanced awareness of and access to a range of support services for students with specific protected characteristics.
2. We have continued to embed equality within our staff continued professional development programmes:
 - We are planning to recruit a second cohort to our Future leadership programme and will continue to ensure the diversity of the successful applicants and their mentors.
 - Ongoing and continuing improvements to our HR system to enable us to monitor and report on completion rates for mandatory e-learning modules such as Equality and Diversity and Challenging Unconscious Bias on a regular basis.
 - Securing a provider (Advance HE) for the bilingual Race Equality e-learning module for students and staff
3. We rolled-out new wellbeing unit in 2022. This has included a significantly enhanced training offer for staff and students in relation to wellbeing, mental health and equality and diversity. Training has included suicide awareness, hate crime, and sexual misconduct training. A key group of staff who were targeted for training during the period of review have been those with safeguarding responsibilities.

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 2022 and March 2023, building on the achievements made during 2021. The findings of the EAR will be used to inform our implementation plan for March 23 to March 24.

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

1. Implementation of a cultural competence programme for our Governors and Senior leaders, including sessions on compassionate leadership, Race Equality and other protected characteristics associated with our inclusive campus;
2. We have conducted a staff pulse survey during 2022-2023 which has provided our staff with the opportunity to provide feedback on themes relating to equality, diversity and inclusion, wellbeing, professional development and engagement. This will enhance our understanding of how we can improve and what actions we need to take to improve the staff experience. We are planning to analyse the findings by protected characteristics in order to better understand the needs of diverse groups.
3. Staff have attended a range of conferences and networks 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 2022 on conferences associated with racial equality, mental health, and disability (e.g. CIPD Hidden in Plain Sight).
4. Our Operations Department has completed a survey around the access to our campuses for disabled staff and students.
5. A new Academic Success Strategy was approved in July 2022 which included analysis of the performance of specific groups of protected characteristics. We have continued embedding equality within our quality assurance systems through the enhancement of our student data dashboard, particularly in relation to academic success measures. The data dashboards were commended by the QAA in their visit during March 2022.
6. The University is taking part in AdvanceHE's Building Belonging programme during 2022/23 in order to better understand the barriers that specific groups face during their studies.
7. We have further embedded equality within our data analysis and equality impact monitoring of our strategies and policies:
 - We have implemented our Equality and Welsh Language Impact Assessment process and Guidance for completion;
 - We have further enhanced data reporting on equality in annual review reports (e.g. student case reports) and update reports to key committees.

Objective 2 To reduce inequalities that exist within our communities

1. In the context of improving the diversity of our governing body, we have improved the diversity profile of our council members.
2. We have conducted a review of the first year of the implementation of our Race Equality Plan in September 2022, which captured our achievements during the first year.
3. We have launched and implemented a UWTSD Digital Degree Apprenticeship scheme during 2022 to increase opportunities for people of all backgrounds to gain a digital degree, whilst working and developing a career at the University. The first cohort of apprentices from diverse backgrounds started the programme in February 2023.
4. New dashboards were developed in 2022 to enhance the analysis of the effectiveness and impact of the student financial support framework and to allow for a comprehensive equality impact of the distribution of funding.
5. As highlighted above, we have significantly enhanced our training programme for staff during the period of review.
6. The University started delivering the new HEFCW Employability Support framework to enhance the employment outcomes for students from underrepresented groups.

Objective 3 To promote safe communities

1. The University continued to work towards accreditation by ProtectEd and has been focusing on project work relating to student security, safety and wellbeing for students, particularly for those students that are resident in its accommodation.
2. A new safeguarding framework was introduced from October 2022 to enhance in particular the safeguarding oversight within Institutes. A comprehensive training and development package is being provided for all members of the Safeguarding forum which includes hate crime, disclosure and cultural sensitivity.
3. Several cohorts of staff have attended Sexual Misconduct First Responder Training which will better equip those acting as First Responder to students who disclose sexual misconduct to offer a trauma informed approach to the immediate response and to facilitate access to appropriate support.
4. A new Safer Communities Officer position was introduced within the wellbeing unit in our Student Services Department.
5. We have used National/International Celebratory days such as Black History Month, Pride, International Women's day, and LGBTQ+ History Month to raise awareness of the challenges these groups have faced and what we do as an University to ensure an inclusive learning and working environment.

Objective 4 To reduce the gender pay gap

1. UWTSU's mean Gender Pay Gap at 31 March 2022 has narrowed when compared to 2018, from 11.3% to 8.3%. The UWTSU Gender Pay Gap is below the HE Sector median pay gap (12.3% as at 31 March 2021) and the UK economy as a whole (14.9%). The UWTSU gender pay gap is also 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, a leadership programme designed for women or those who identify as women, and increased the number of sponsored places for 2022/23. In addition, we have conducted an evaluation of the Aurora programme and supported Aurora alumni to develop their mentoring skills through training. Some alumni have now become mentors for new participants.
5. We have published Menopause Guidelines for managers to support staff.
6. In November 2022, UWTSU held the inaugural Women of the Year award, organised by the Women's network.
7. We have used National celebratory days to raise the profile of Black, Asian and minority ethnic people e.g. International Woman's Day.
8. 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 from underrepresented groups.
9. Continuous review of end to end recruitment practices, including the ongoing development of our bilingual online recruitment system, WebRecruit, which ensures an anonymised recruitment application and shortlisting processes.
10. We are preparing to conduct a further Equal Pay Audit.

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.
 - Our Organisational Development strategy has been focused on the wellbeing and safety of our staff, which has included delivering I-Act –Mental Health and Wellbeing training for line managers to improve the support given to staff.
 - Our Student Health and Wellbeing strategy continues to be a key driver for strategic action in relation to the wellbeing and safety of our students.
2. A new student wellbeing unit has been created within Student Services to focus on preventative action and interventions.
3. We completed a first annual review of the Suicide Safe University: Student Action Plan, to enhance support to students in emergencies and crises. A major focus during the year of review has been the introduction of a new cause of concern framework, following the Stepped Care approach.
4. We continue to engage with Stonewall Diversity Champions, to receive expert advice and resources to support our LGBTQ+ community.
5. Our LGBTQ+ staff network has been engaged in a number of events including Pride Carmarthen, Winter Pride Carmarthen and Pride Wales.
6. We have become members of the Mid and West Wales Equality Network group, sharing knowledge and best practise across the region.
7. We have reviewed our Dignity at Work Statement to strengthen and reinforce the University's guiding principles.
8. Our 2022 Nexus Learning and Teaching conference included bilingual wellbeing sessions open to all staff at lunch-time.
9. In close partnership with our Students' Union, we have continued with our project around period poverty.
10. The University is piloting a new framework, PAL, to enhance peer support for students.
11. We continued to invest in the Student Assist Programme, in partnership with Endsleigh and Health Assured, to provide a 24/7 multi-lingual programme for students to access mental health advice and counselling as well as active referral.

Data collection and monitoring

The UWTSO 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 2021/22 the University has continued to improve the embedding of data analysis in relation to protected characteristics. New internal student dashboards have continued to be developed which greatly enhanced the reporting and impact analysis. Significant progress was also made during 2021 in relation to the gathering and analysis of intersectional protected characteristics data and this continued during 2022 in relation to, for example, student financial support data and student case data.

Staff Data

The staff data is based on the most up-to-date data reported to the Higher Education Statistics Agency (HESA) for 2021/22 or in some instances, the data held on the internal HR systems. The HESA data is rounded for data protection 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 2021/2022, UWTSD employed a total of 1,445, an increase of 9% in comparison to 2020/2021.

Staff Profile by terms of employment

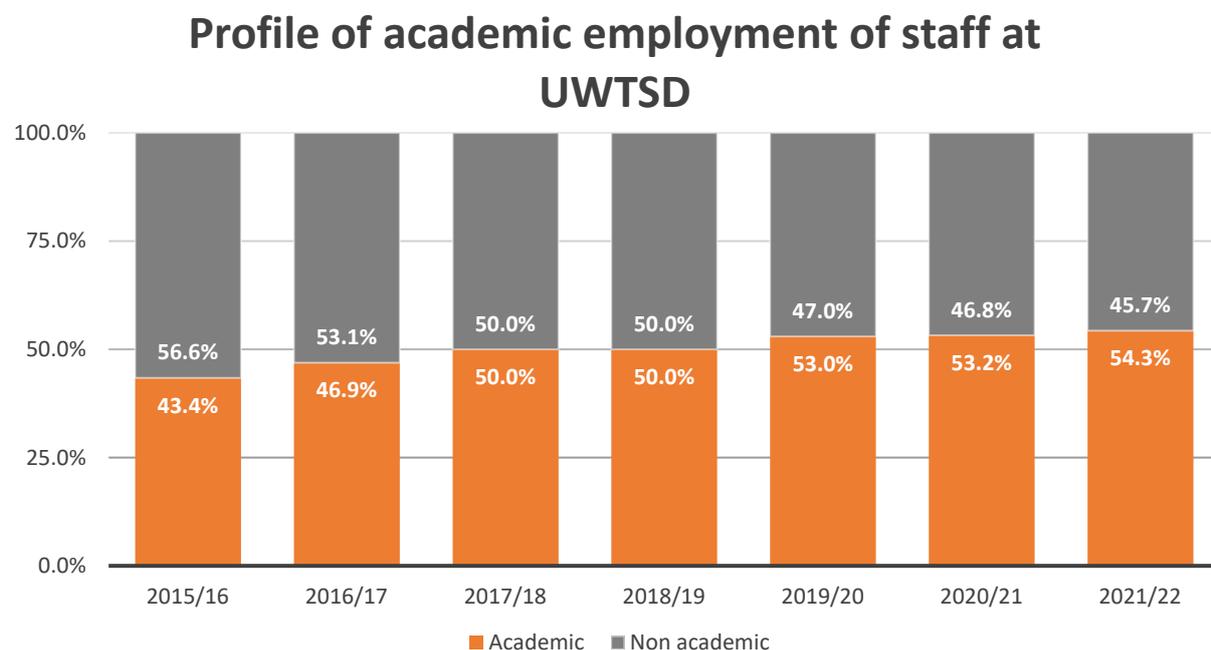


Figure 1: Source HESA

Key facts: Profile of academic and non-academic staff

- Figure 1 shows the change in the profile of academic and non-academic staff at UWTSD from 2015/16 to 2021/22 (source HESA).
- UWTSD continues its trend towards employing a larger proportion of academic staff at UWTSD since 2015/16 with employing 43.4% of academics in 2015-16 to 54.3% of academics in 2021/22.
- This percentage of academic staff is the same as the UK sector average of 54.9% and is higher in comparison to the Welsh sector average where 49% are academic staff.

Profile of terms of employment of staff at UWTSD

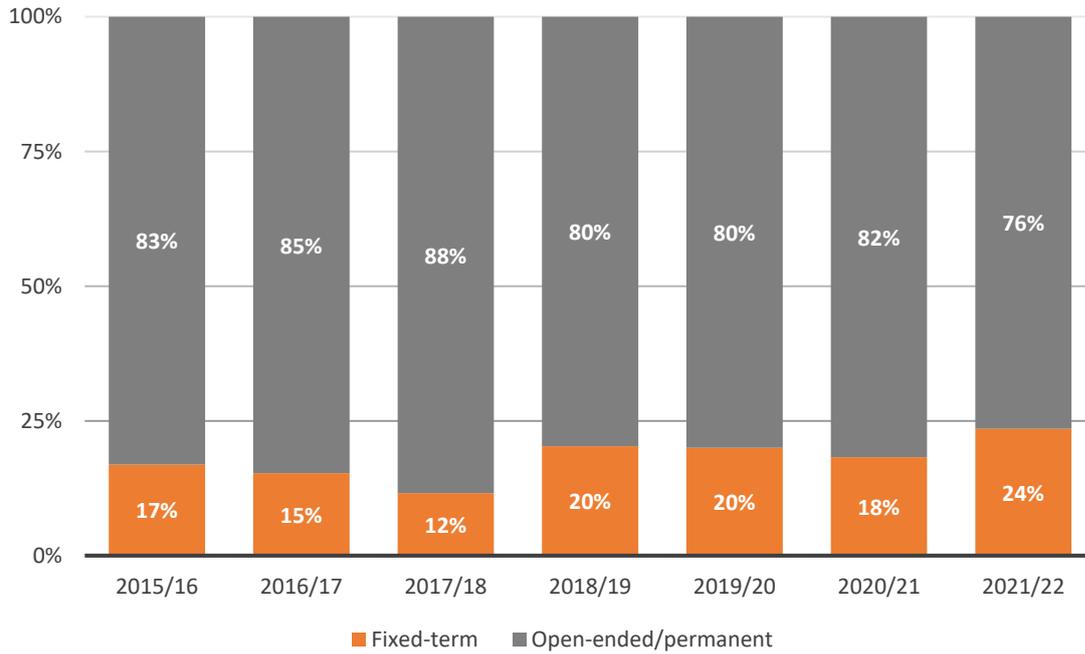


Figure 2: Source HESA

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

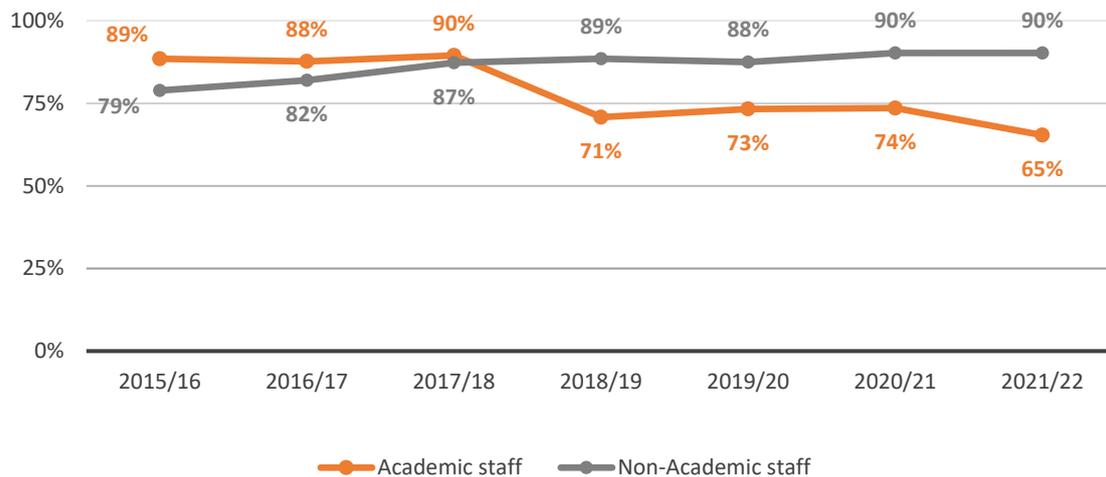


Figure 3: Source HESA

Profile of open-ended/permanent terms of employment

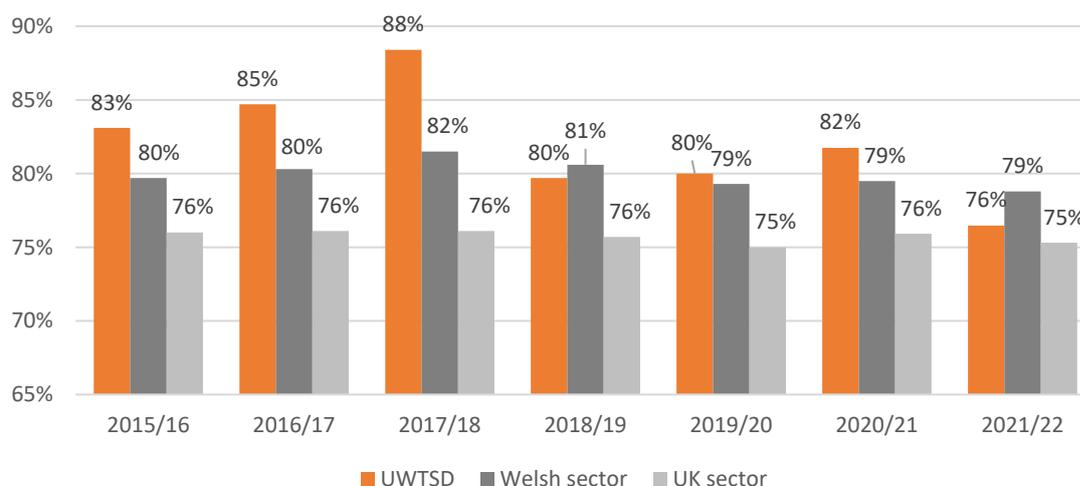


Figure 4: Source HESA

Key facts: Profile of terms of employment

- Figure 2 shows 76% of staff are employed on an open-ended / permanent contract compared to 24% on a fixed-term contract. The staff employed on an open-ended / permanent contract has decreased by 6% from 2020/21. Figure 3 shows that 65% of those on open-ended / permanent contract are academic staff, the proportion of non-academic staff on open ended/ permanent contracts has largely remained consistent over the last five years.
- Figure 4 shows that UWTSD's decrease in staff employed on an open-ended / permanent contract is now more in line with UK sector at 75%. Wales sector is slightly higher at 79%.

Staff Profile by Mode of Employment

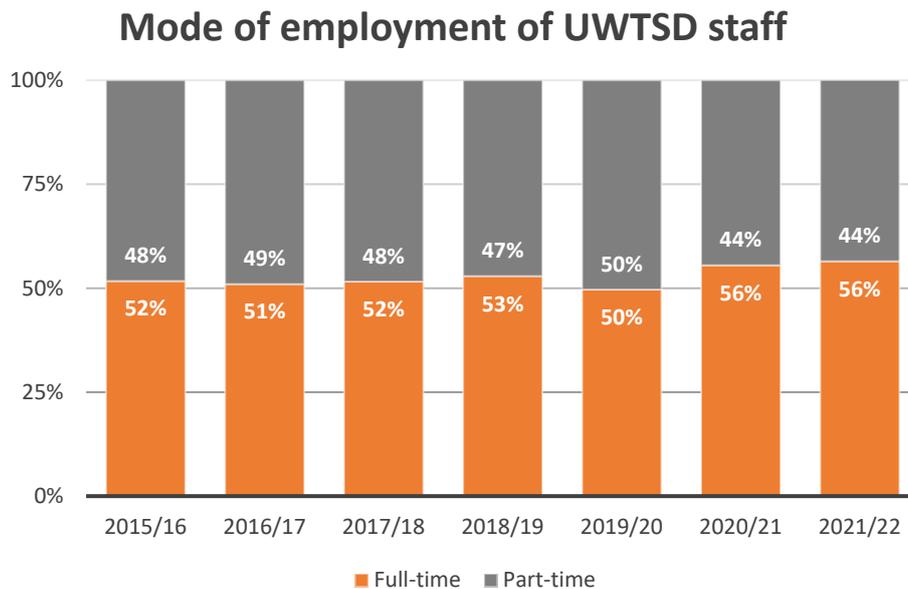


Figure 5: Source HESA

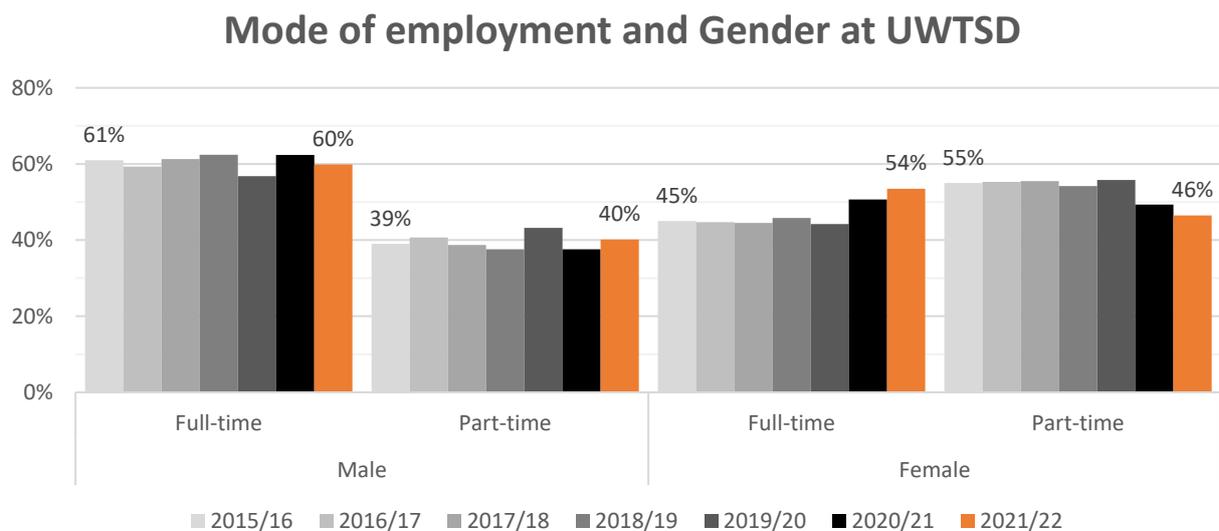


Figure 6: Source HESA

Key Facts: Mode of Employment

- Figure 5 shows that in 2021/2022, 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 32% and 32% respectively, which is lower than UWTSD.
- Figure 6 shows that there has been an increase in full-time employment of females from 51% in 2020/21 to 54% in 2021/22 and a decrease in full-time employment of males from 62% in 2020/21 to 60% in 2021/22. It also shows an increase in part-time employment of males from 38% in 2020/21 to 40% in 2021/22. In comparison, UK figures show that 76% of male staff are in full-time employment and 61% of women are in full-time employment.

Staff Profile by Salary

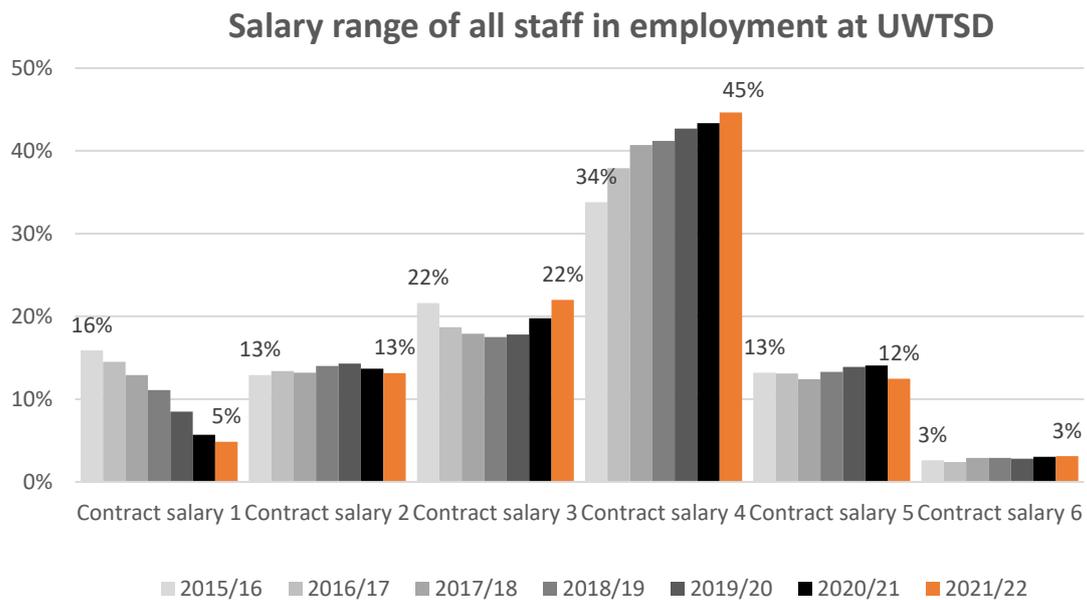


Figure 7: Source HESA

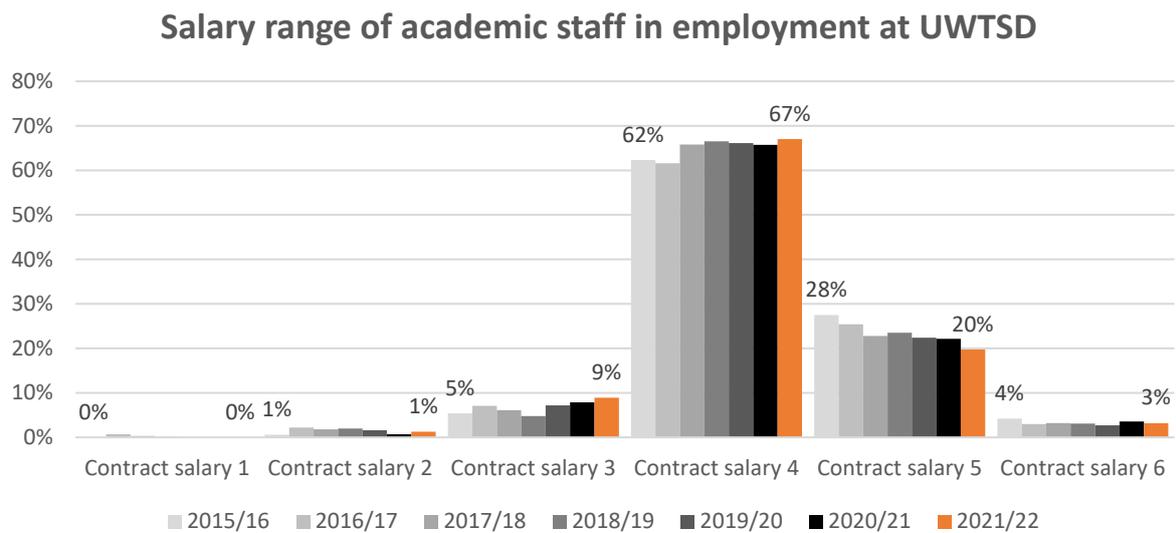


Figure 8: Source HESA

Salary range of non-academic staff in employment at UWTSD

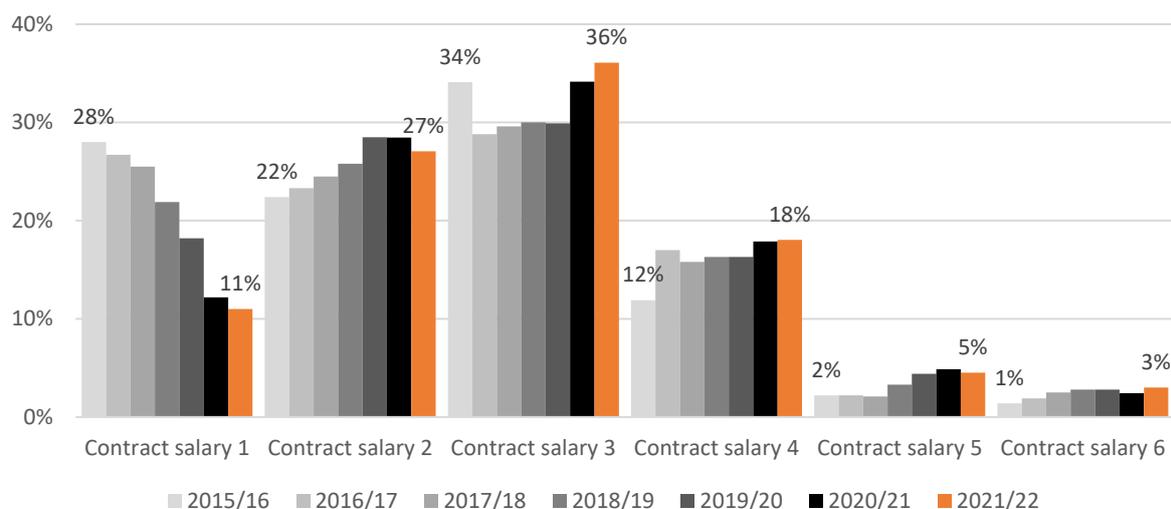


Figure 9: Source HESA

Key facts: Salary range of staff¹

- Figure 7 shows the breakdown of UWTSD staff based on contract salary range from 2015/16 to 2021/22.
- Figure 8 shows a similar pattern to previous years whereby the most populated salary range is salary range 4, which represents 45% of the total staff.
- There has been a general increase in the proportion of staff in salary range 4 over the past seven years with a noticeable drop in salary range 1.
- Figure 8 shows the breakdown of academic staff based on contract salary range.
- About 2/3rds of academic staff (67%) are employed in salary range 4, with 87% of academic staff employed in either salary range 4 or 5. Figure 9 shows the breakdown of non-academic staff based on contract salary range.
- Figure 9 shows that most non-academic members of staff are employed in either salary range 2, 27%, or salary range 3, 36%.
- There has been a steady decline in the proportion of non-academic staff employed in salary range 1 over the seven-year period, a slight decrease of 1% in the proportion employed in salary range 2 and an increase of 2% in the proportion employed in salary range 3 in comparison to 2020/21.

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

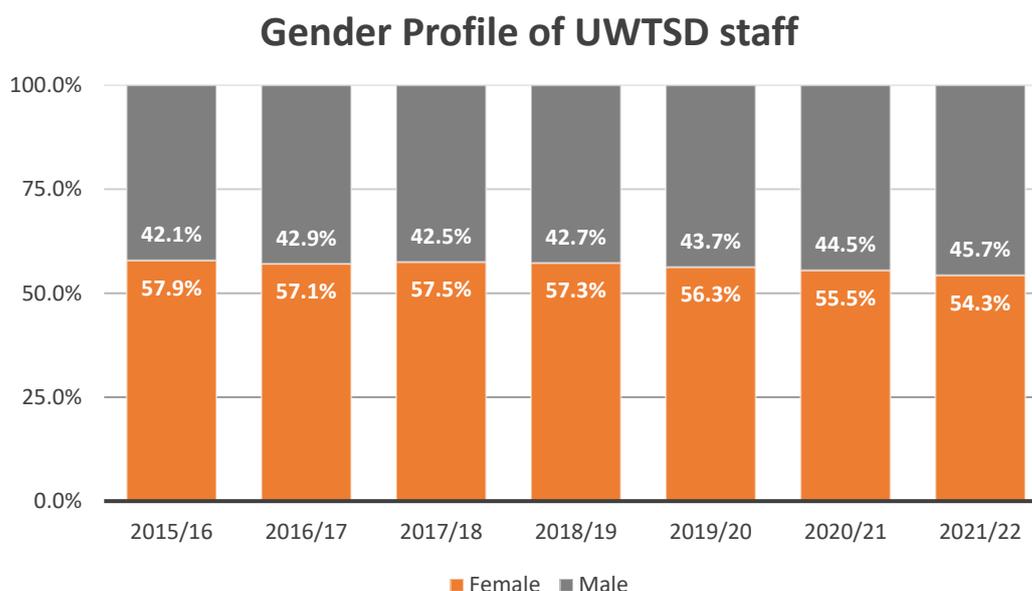


Figure 10: Source HESA

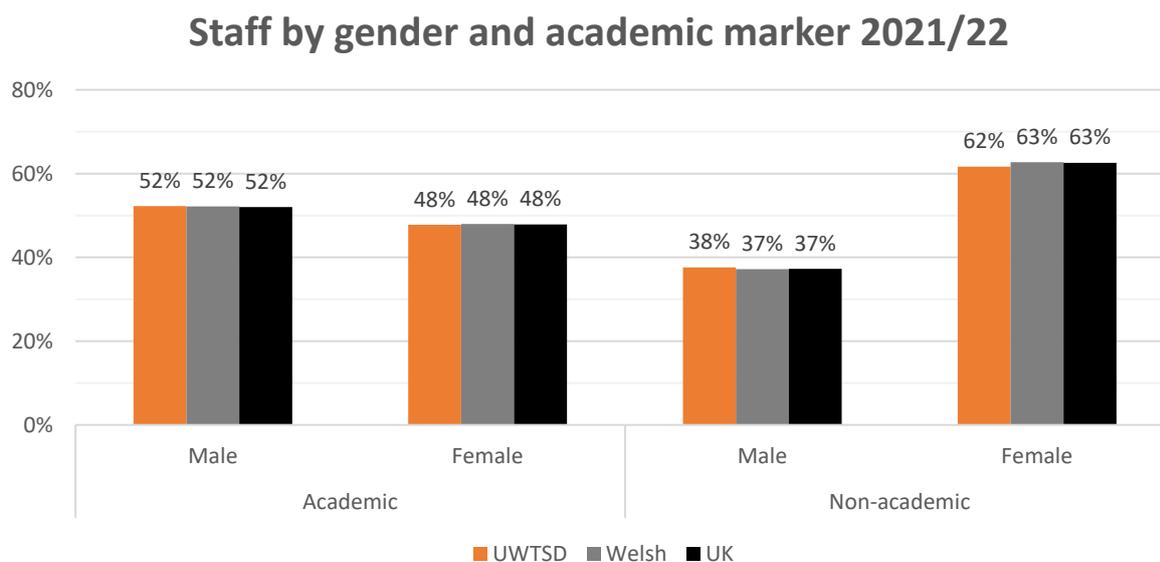


Figure 11: Source HESA

Key Facts: Staff Profile by Gender

- Figure 10 shows the gender profile in the last seven years.
- Figure 11 shows the gender and academic marker in 2021/22.
- In 2021/22 the gender breakdown of UWSTD staff is 54.3% female and 45.7% male. Employment of female staff have decreased by 3% since 2015/16.
- The overall gender profile of UWTSD in 2021/22 is broadly in line with the overall profile of staff working in higher education in the UK (55% female and 45% male) and in Wales (55% female and 45% male).
- The proportion of female academic staff to male academic staff at UWTSD for 2021/22 is 48% female and 52% male and is in line with Wales and UK.

Staff Profile by Age

Age profile of staff at UWTSD

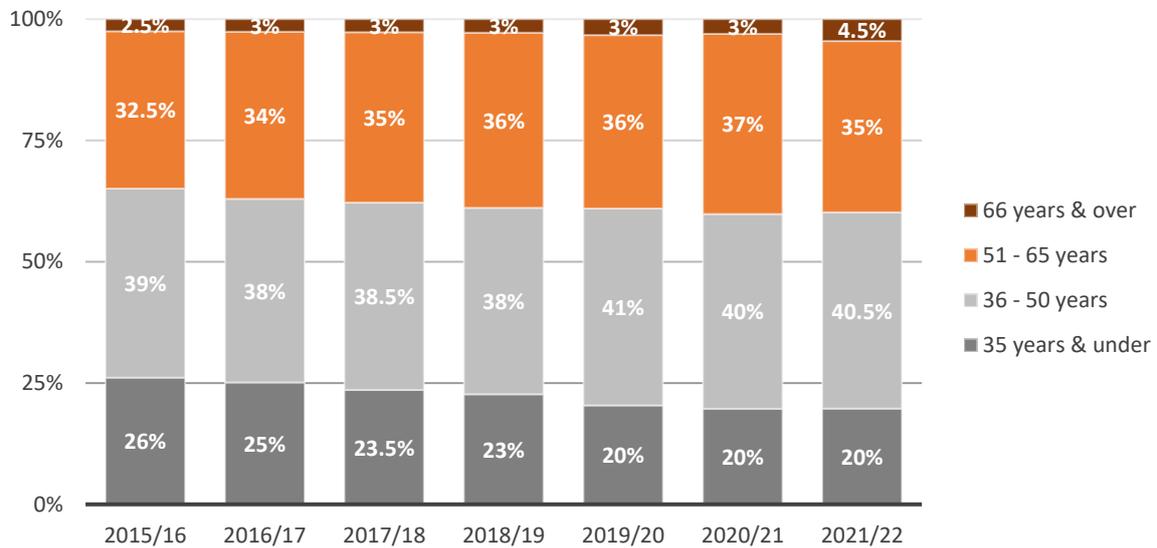


Figure 12: Source HESA

Age profile of academic staff at UWTSD

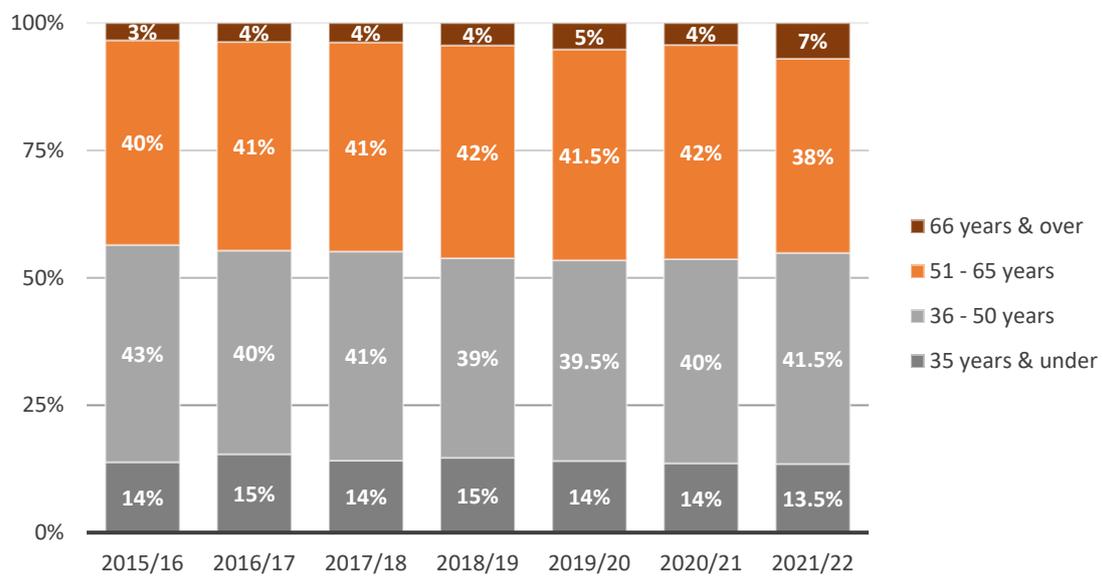


Figure 13: Source HESA

Age profile of non-academic staff at UWTSD

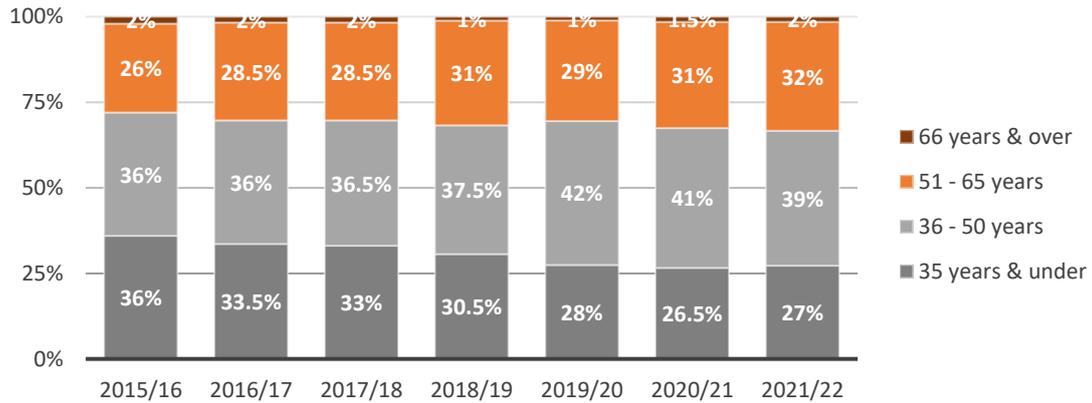


Figure 14: Source HESA

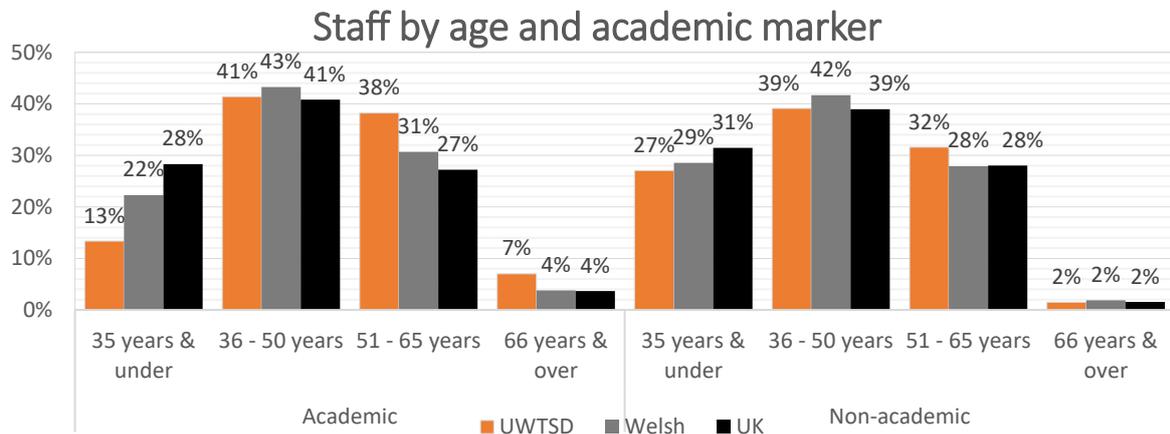


Figure 15: Source HESA

Key Facts: Staff Profile by Age

- Figure 12 shows age profile of all staff employed in UWTSD
- Figure 13 shows the age profile of academic staff employment within UWTSD
- Figure 14 shows the age profile of non-academic staff employed within UWTSD
- Figure 15 shows comparison data of age and academic marker with UK and Wales.
- There has been a general decline in the proportion of staff aged 35 years and younger, which has fallen from 26% in 2015/16 to 20% in 2021/22 (Figure 12)
- Figure 13 shows an increase in the proportion of staff aged 66 and over from 3% in 2015/16 to 7% in 2021/22.
- Figure 14 shows the proportion of non-academic staff aged 35 years and younger has declined by 9% over the seven-year period.
- Figure 15 shows that both the UK and Welsh sectors have a higher proportion of staff aged 35 years and younger, specifically 28% of academics within the UK, 22% of academics in Wales in comparison to 13% within UWTSD and a lower proportion of staff aged 51-65, 29% and 28% respectively.

Staff Profile by Gender and Age

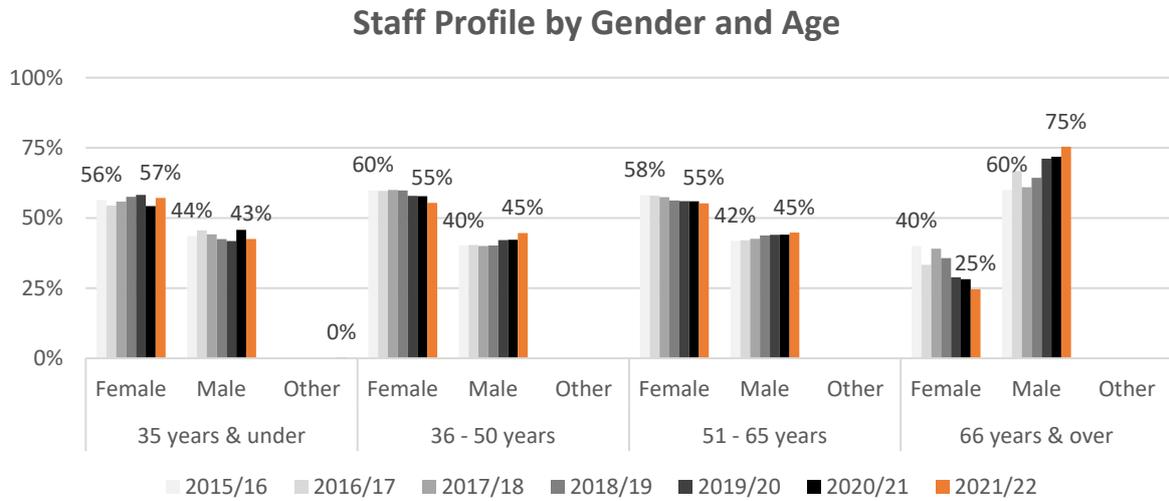


Figure 16: Source HESA

Staff Profile by Gender and Age - Sector Comparison 2021/22

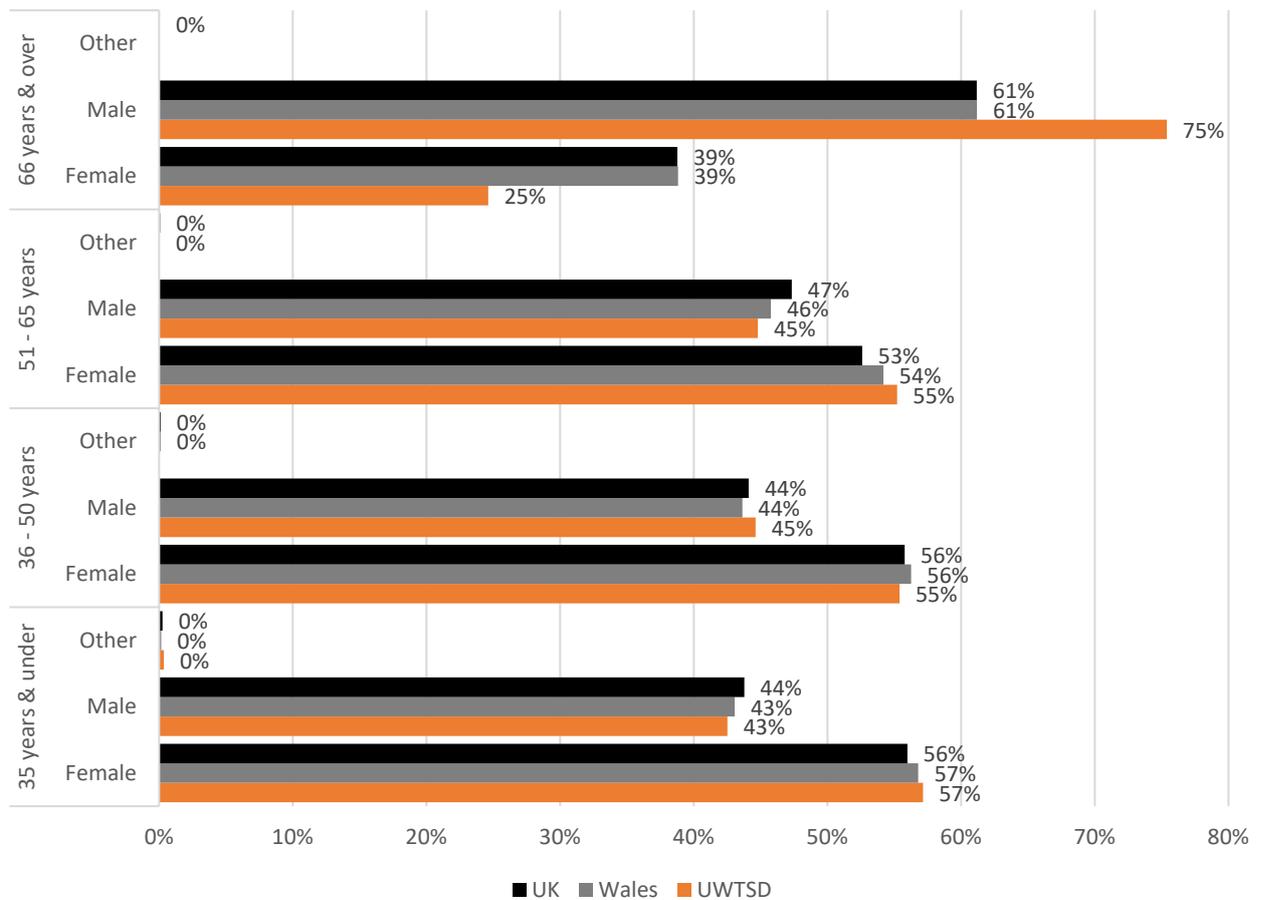


Figure 17: Source HESA

Key Facts: Staff Profile by Gender and Age

- Figure 16 shows staff profile by gender and age at UWTSD for the last 7 years.
- Figure 17 shows comparison data of staff profile by gender and age for Wales and UK.
- Figure 15 highlights an increase in Males 66 years and over employed within UWTSD from 60% in 2015/16 to 75% in 2021/22 in comparison to the employment of Females decreasing from 40% in 2015/16 to 25% in 2021/22. In comparison, the gender breakdown of UWSTD staff for 2021/22 is 54.3% female and 45.7% male.
- Figure 16 highlights a 5% decrease in the employment of females between 36 and 50 years compared to 2015/16, with UWTSD employing 55% Females in 2021/22.
- Figure 17 shows that UWTSD staff aged 50 and under are consistent with the average in Wales and UK.
- Figure 17 shows slightly higher number of females employed at 51-65 years (55%) in comparison to Wales and UK at 54% and 53% respectively.
- Figure 17 shows a significant difference in genders employed at 66 and over in comparison to Wales and UK, with 75% Males employed within UWTSD compared to 61% in both Wales and UK.

Staff Profile by Ethnicity

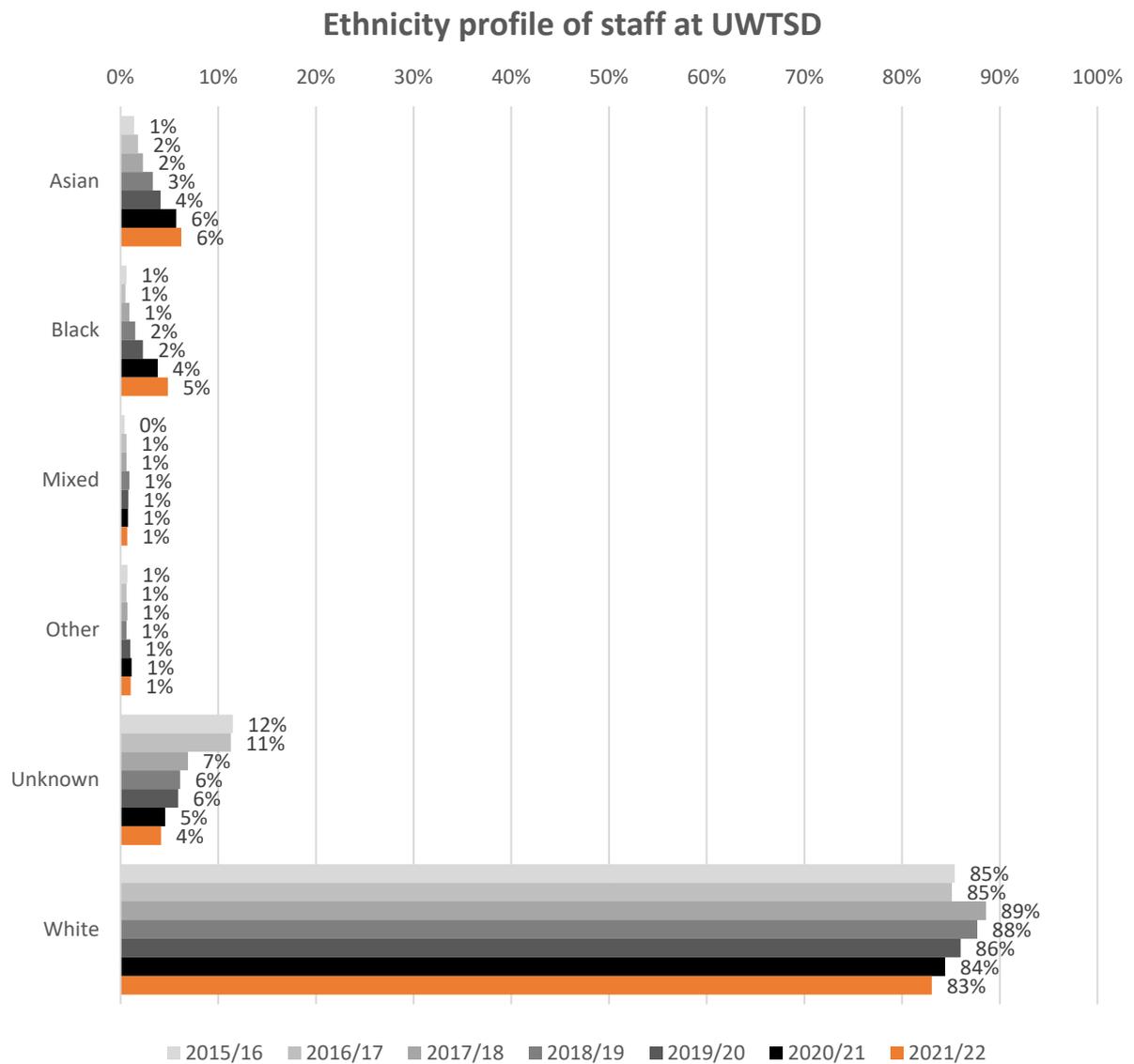


Figure 18: Source HESA

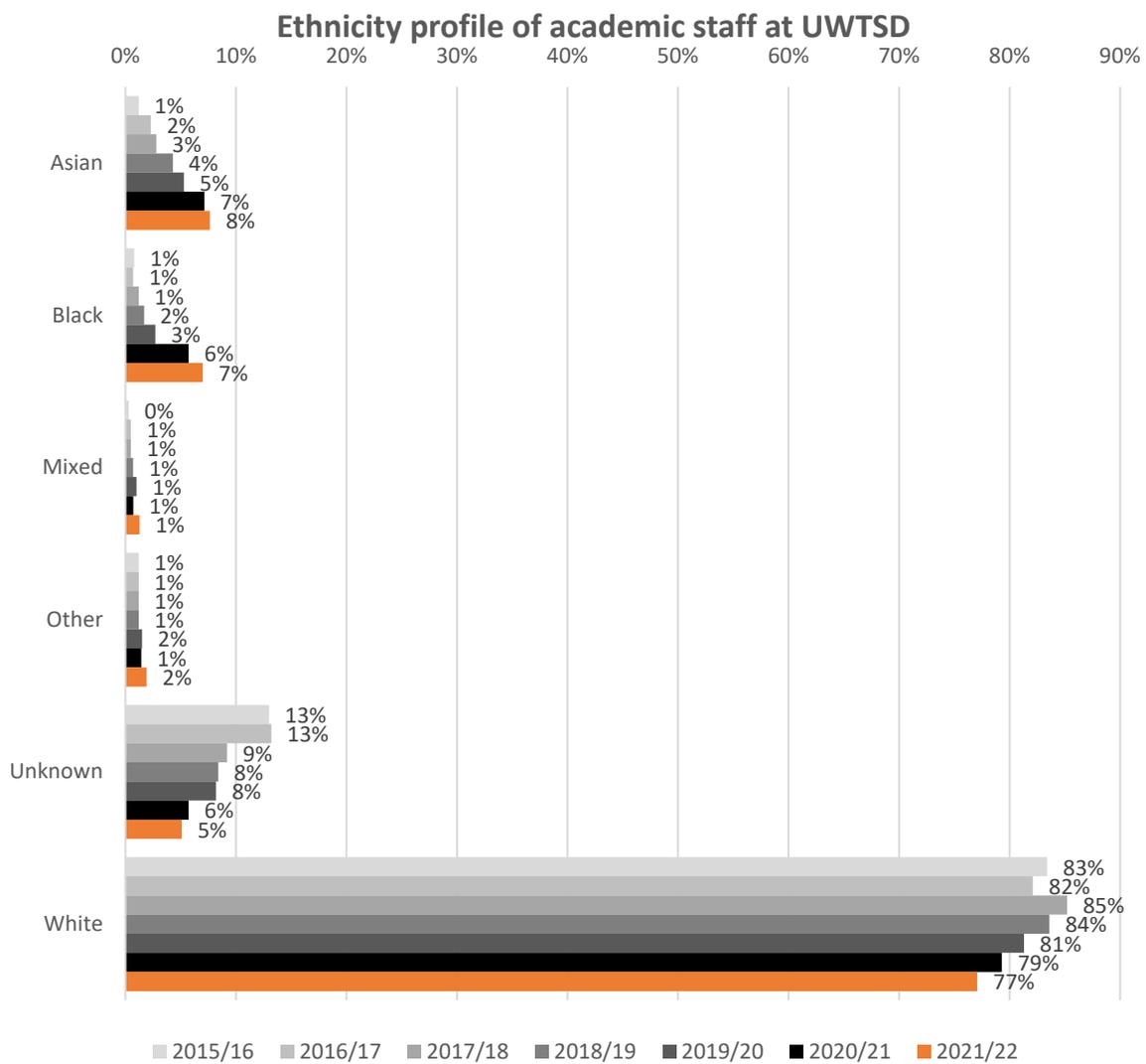


Figure 19: Source HESA

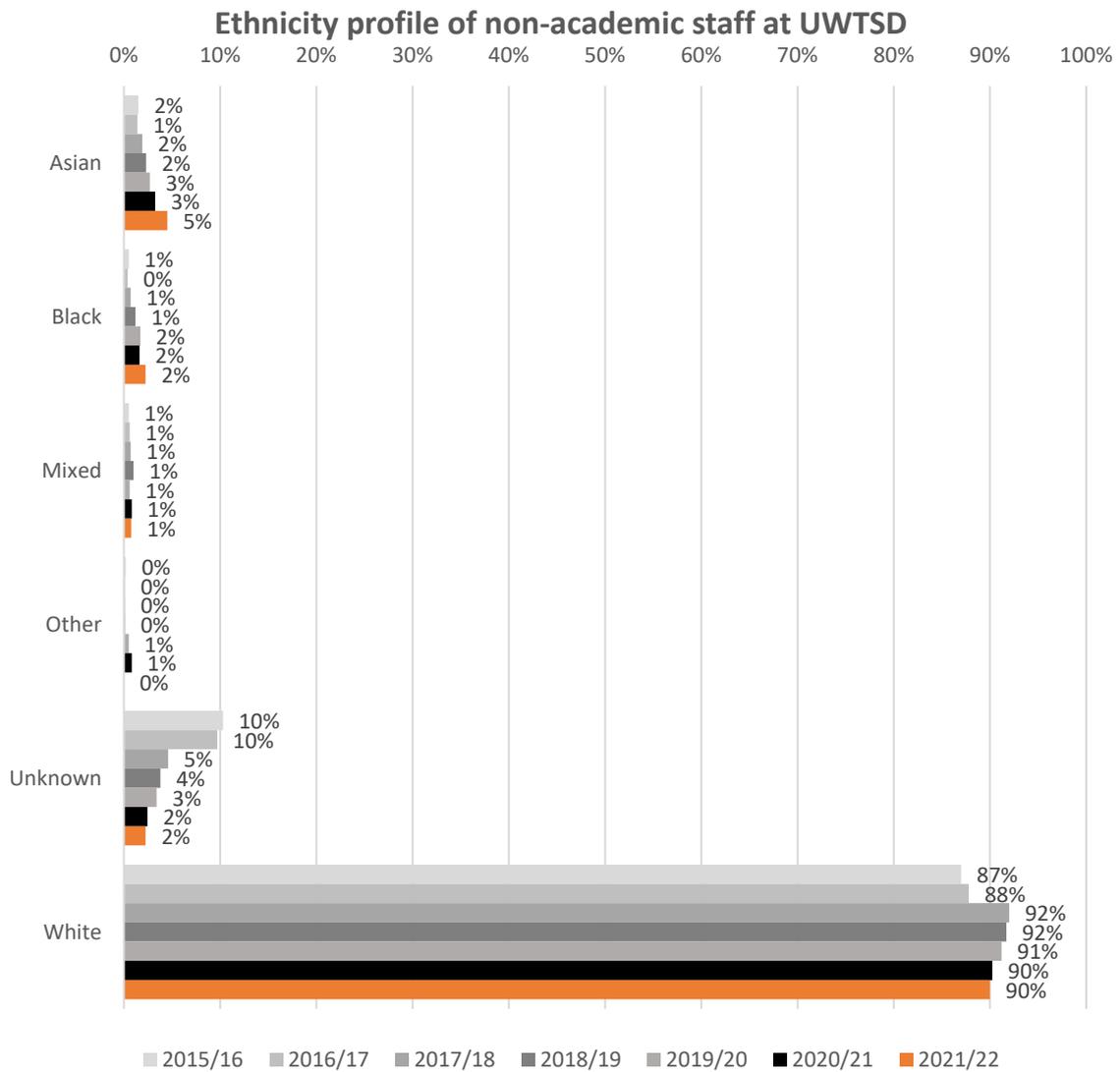


Figure 20: Source HESA

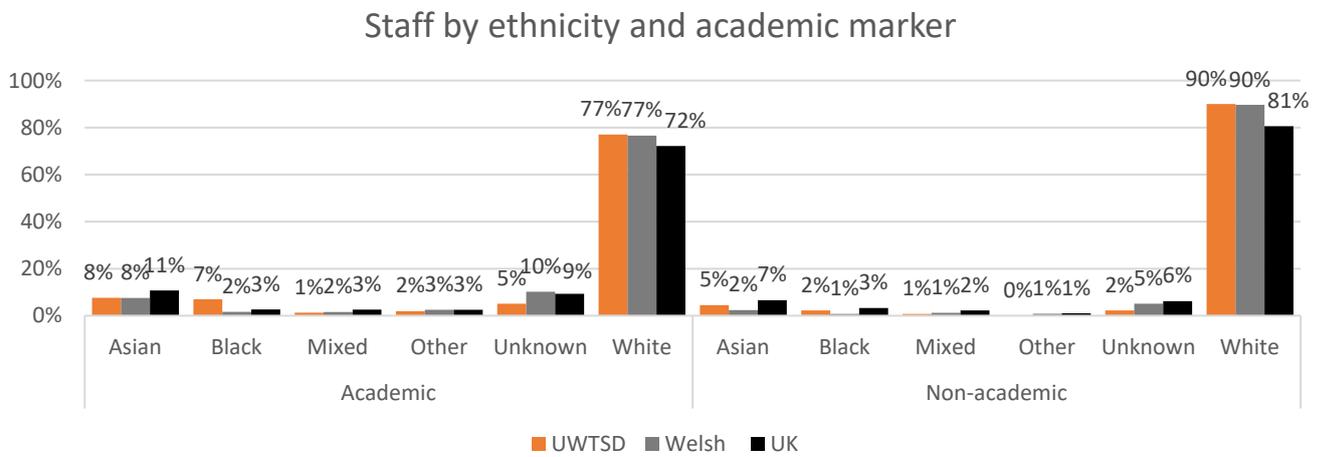


Figure 21: Source HESA

Key Facts: Staff profile by Ethnicity

- Figure 18 shows the ethnicity profile of all staff employed within UWTSD
- Figure 19 shows the ethnicity profile of academic staff employment within UWTSD
- Figure 20 shows the ethnicity profile of non-academic staff employed within UWTSD
- Figure 21 shows comparison data of ethnicity and academic marker with UK and Wales.
- In 2021/22, Figure 18 shows that 83% of UWTSD staff declared their ethnicity as white, which has remained consistent over the last seven years.
- 13% declared their ethnicity as Black, Asian, Mixed or other ethnic group, which is an increase of 10% since 2015/16. (Figure 18).
- Figure 21 shows that we have a higher proportion of Black, Asian, Mixed and other ethnic group in comparison to Wales average, within both academics and non-academics. 77% of academic staff at UWTSD are white, which is below the overall UK average. As can be seen in Figure 8, 90% of non-academic staff are White.
- Figure 18 show that the proportion of unknown ethnicity has decreased by 8% since 2015/16.

Staff Profile by Ethnicity and Gender

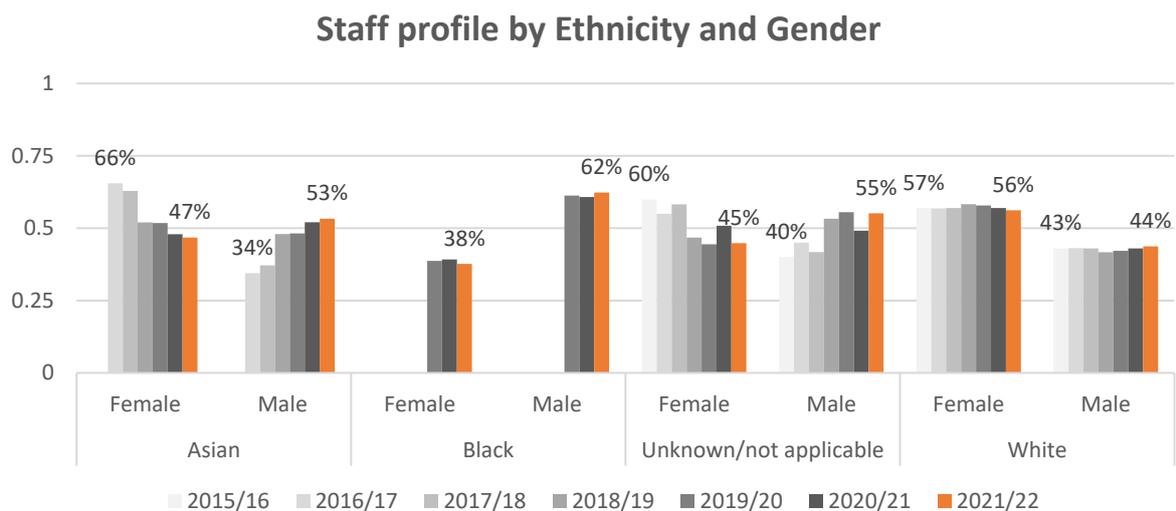


Figure 22: Source HESA

Staff Profile by Ethnicity and Gender - Sector Comparison 2021/22

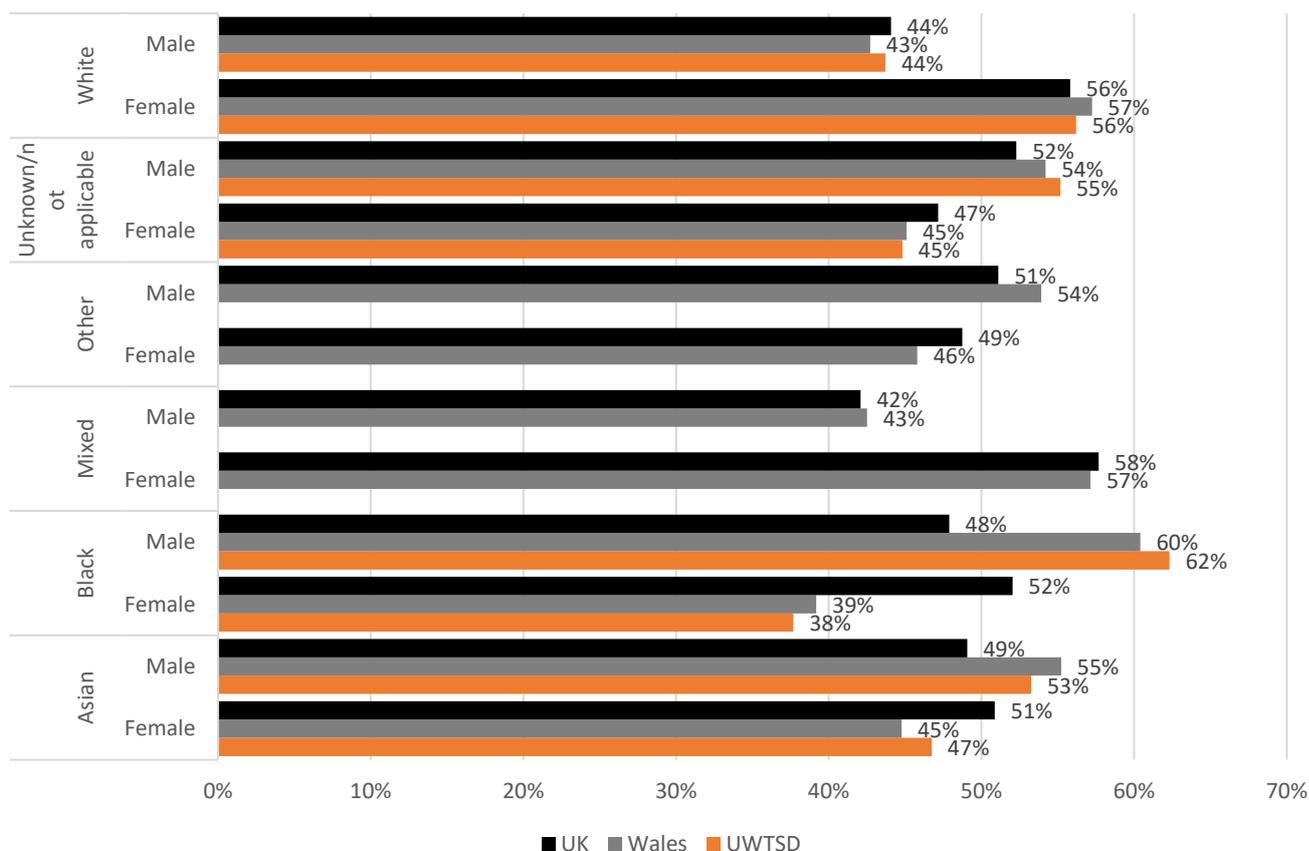


Figure 23: Source HESA

Key Facts: Staff Profile by Ethnicity and Gender

- Figure 22 shows staff profile by ethnicity and gender at UWTSD for the last 7 years.
- Figure 23 shows comparison data of staff profile by ethnicity and gender for Wales and UK.
- Figure 22 shows that UWTSD has increased its number of staff from Black ethnic background, with a split of 38% Females and 62% Males, in comparison to 2015/16.
- Figure 22 shows that the gender split has changed in the number of staff from an Asian ethnic background, with the number of Females decreasing from 66% in 2015/16 to 47% in 2021/22 and Males increasing from 34% to 53%.
- Figure 23 shows that in comparison to Wales and UK data, UWTSD employs more Males from a Black ethnic background and slightly less Females.
- Figure 23 shows that in comparison to Wales, UWTSD employs slightly more Females from an Asian ethnic background, at 47% in comparison to 45% Wales data.

Staff Profile by Disability

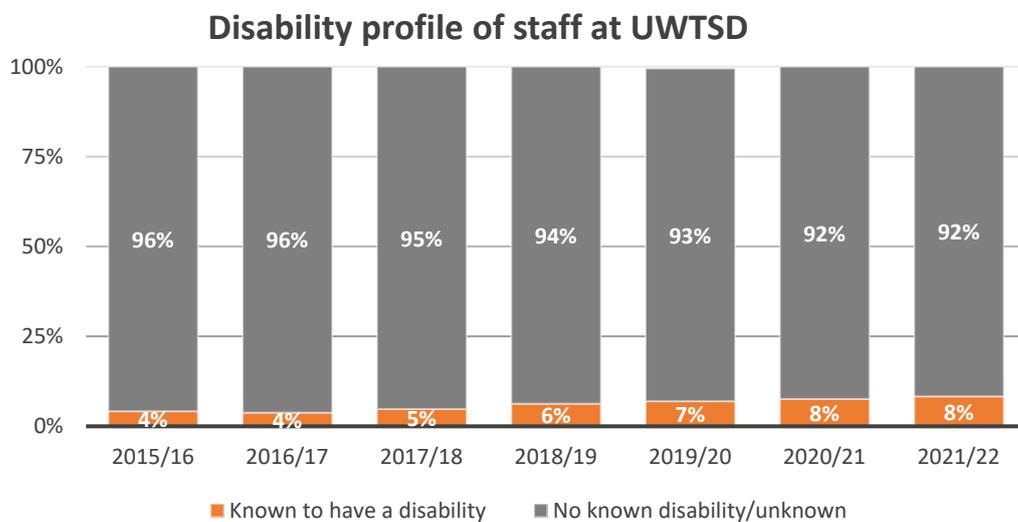


Figure 24: Source HESA

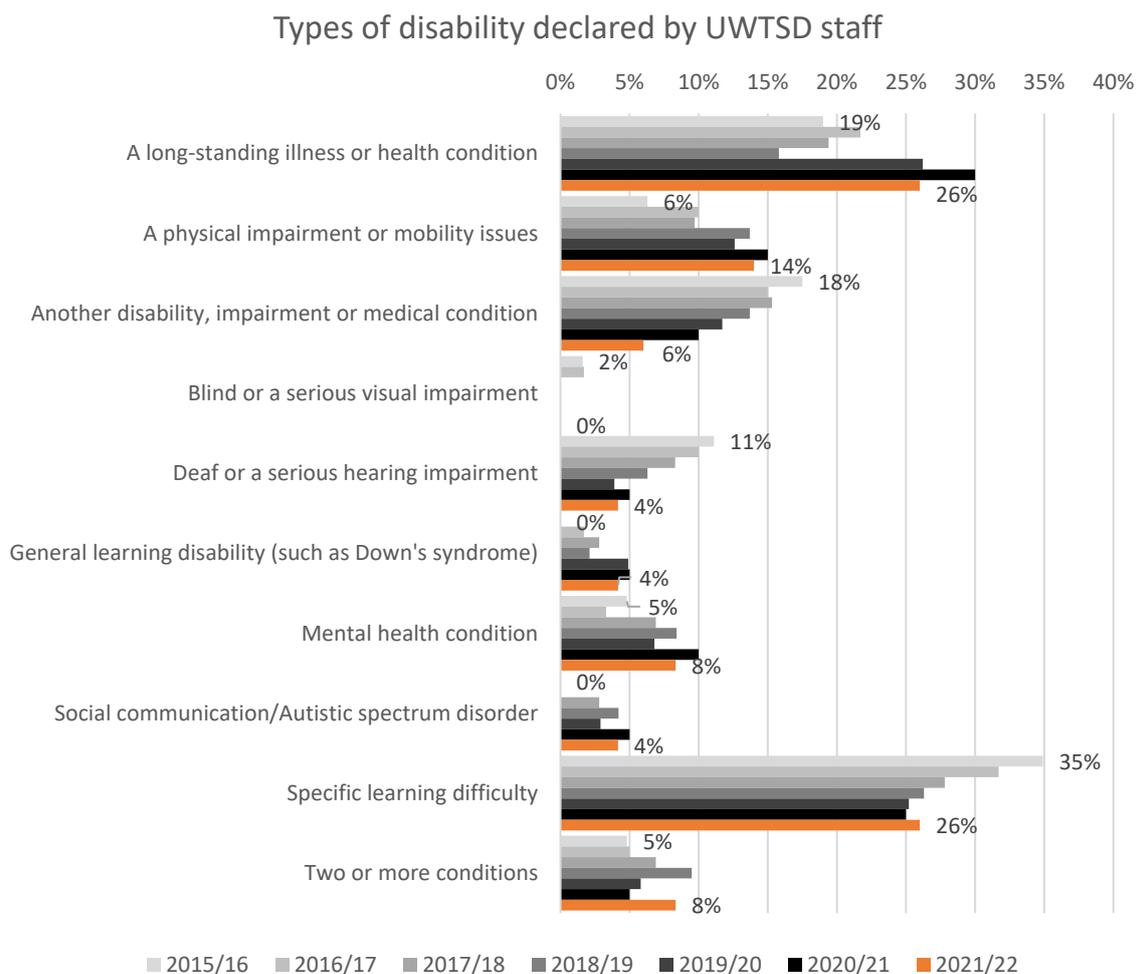


Figure 25: Source HESA

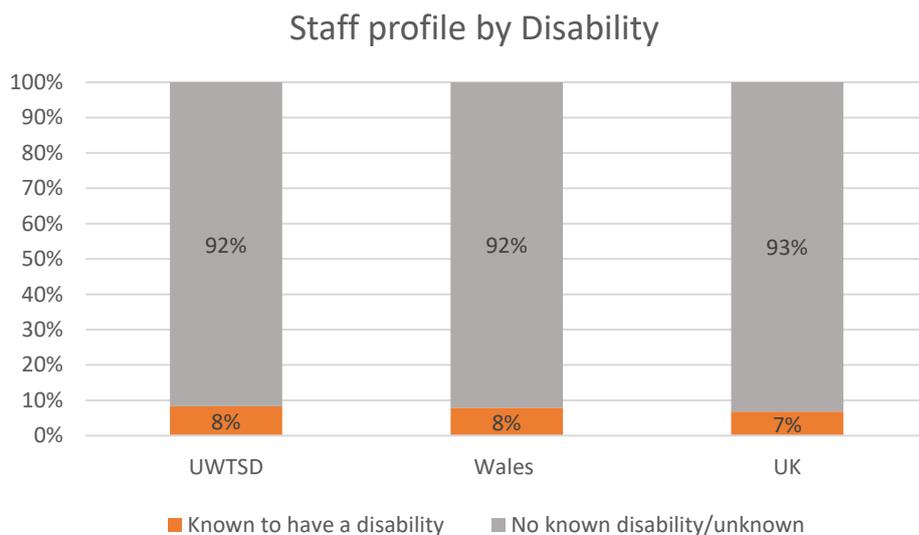


Figure 26: Source HESA

Key Facts: Staff profile by disability

- Figure 24 shows the disability profile of all staff employed within UWTSD
- Figure 25 shows the detailed disability profile of all staff employed within UWTSD
- Figure 26 shows comparison data of disability profile with UK and Wales.
- Figure 24 shows that in 2021/22, 8% of UWTSD staff declared themselves as having a disability, the highest proportion over the last seven years. These figures are the same as the Welsh sector average and slightly higher than UK sector average of 7% .
- Figure 25 shows the largest proportion of a declared disability are A Specific learning difficulty at 26% and A long-standing illness or health condition at 26%.

Staff Profile by Gender and Disability

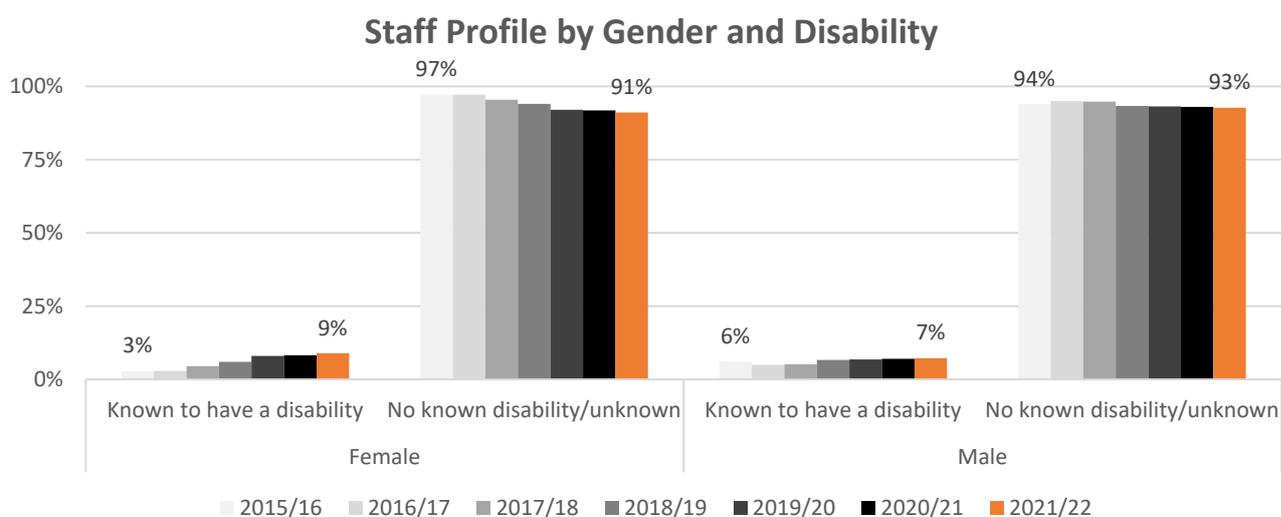


Figure 27: Source HESA

Staff Profile by Gender and Disability - Sector Comparison 2021/22

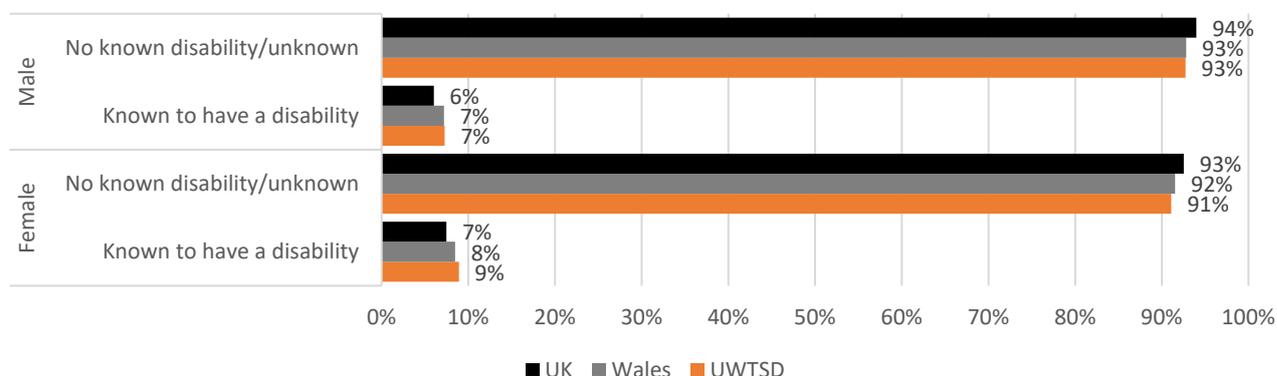


Figure 28: Source HESA

Key Facts: Staff Profile by Gender and Disability

- Figure 27 shows the staff profile by gender and disability.
- Figure 28 shows the comparison data of staff profile by gender and disability with Wales and UK.
- Figure 27 shows that Males that have a known disability has remained consistent over the past 7 years, with 7% declared to have a disability, a 1% increase from 2015/16 (Figure 27)
- Figure 27 shows an increase in Female with a known disability, increase by 6% over the past 7 years, with 9% declared to have a disability in 2021/22 (Figure 27).
- In comparison,
 - UWTSD employ slightly more Females with a disability in comparison to UK and Wales average data, with 7% and 8% respectively.
 - UWTSD employ slightly more Males with a disability in comparison to UK data at 6% and the same as the Welsh average at 7%.

Staff Profile by Age and Disability

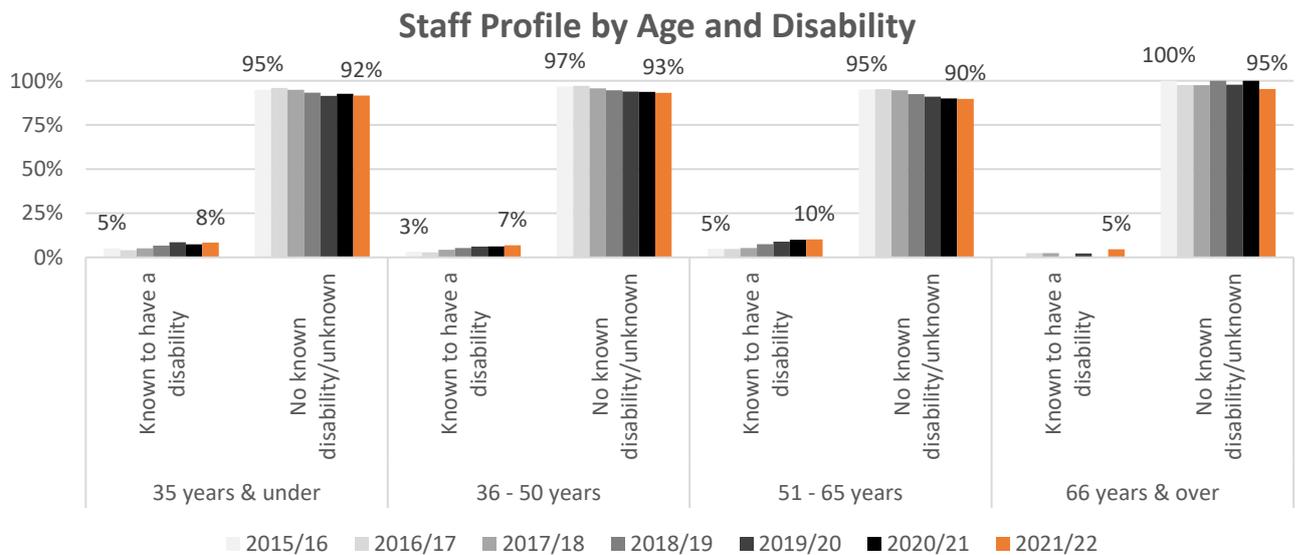


Figure 29: Source HESA

Staff Profile by Age and Disability - Comparison 2021/22

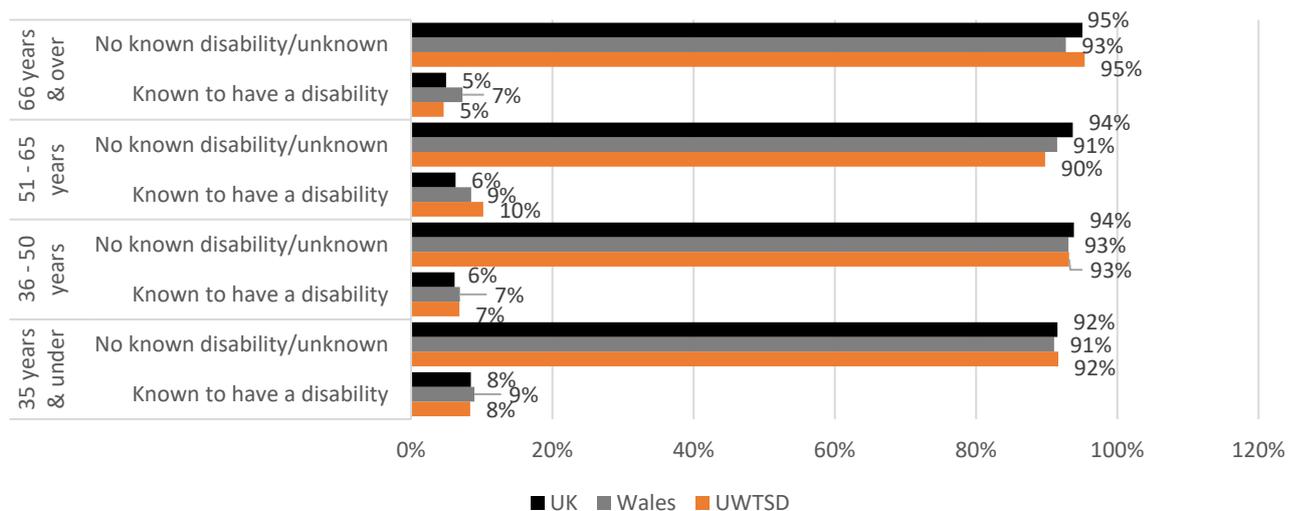


Figure 30: Source HESA

Key Facts: Staff profile by Age and Disability

- Figure 29 shows the staff profile by age and disability.
- Figure 30 shows the comparison data of staff profile by age and disability with Wales and UK.
- There has been an increase in individuals known to have a disability in each age group, the largest being age group 51-65 years, from 5% in 2015/16 to 10% in 2021/22 (Figure 29)
- In comparison, UWTSD employ slightly more staff known to have a disability within the 51-65 age group in comparison to UK and Wales average data, with 6% and 9% respectively (Figure 30).

Staff Profile by Religion & Belief

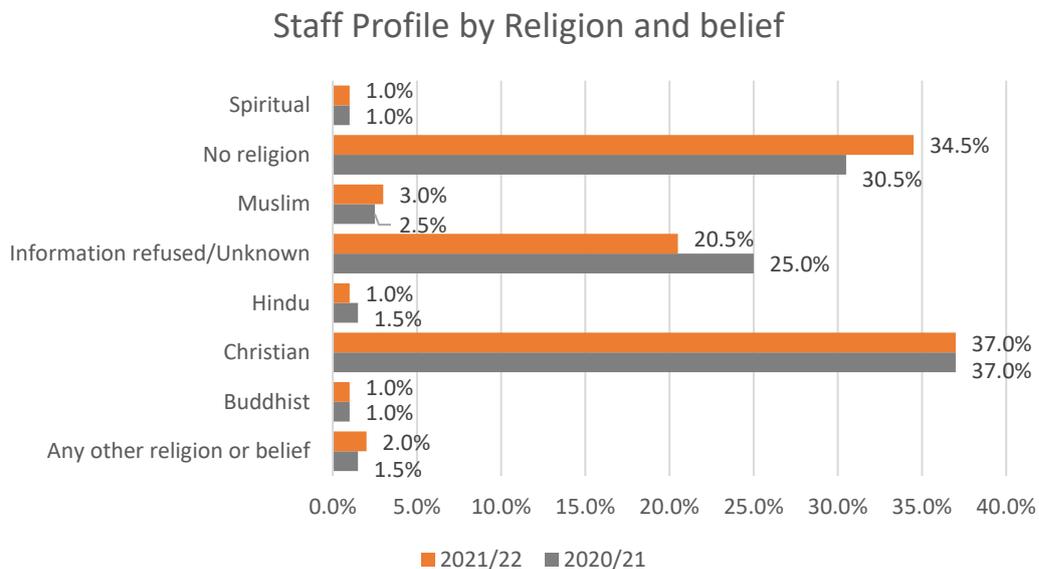


Figure 31: Source Internal Data

Key Facts: Staff Profile by Religion and Belief

- Figure 31 shows staff profile by Religion and Belief for the previous two years.
- Christian was the largest religious grouping, with 37% of staff identifying as such.
- Staff that have declared no religion has increased by 4% since 2020/21.
- 20.5% of staff preferred not to provide this information or unknown, a decrease of 4.5% in comparison to 2020/21.

Staff Profile by Sexual Orientation

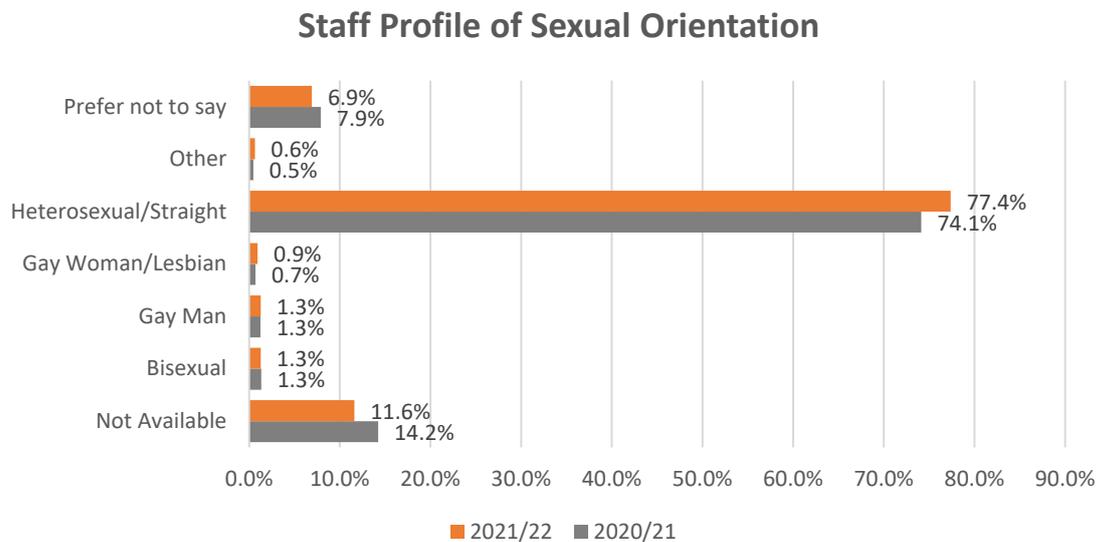


Figure 32: Source internal data

Key Facts: Staff Profile by Sexual Orientation

- Figure 32 shows staff profile of sexual orientation for the previous two years.
- 18.5% has preferred not to provide this information or it is unknown, a decrease of 3.6% in comparison to 2020/21.
- 77.4% has declared they are heterosexual/straight, an increase of 3.3% in comparison to 2020/21.
- 4.1% have declared themselves as either Gay Woman/Lesbian, Gay Man, Bisexual or Other.
- The number of people choosing to declare this information is increasing in comparison to the previous year.

Staff Recruitment

From 1 August 2021 to 31 July 2022, 476 jobs were advertised. There were 5579 applications received by UWTSD. This is an average of 11.72 applications received per job.

During the same reporting period, 1768 candidates were offered an interview. This is an average of 3.7 applicants shortlisted per job.

566 offers were made and 469 individuals were hired.

Applicants to hires made at UWTSD for 2021-2022

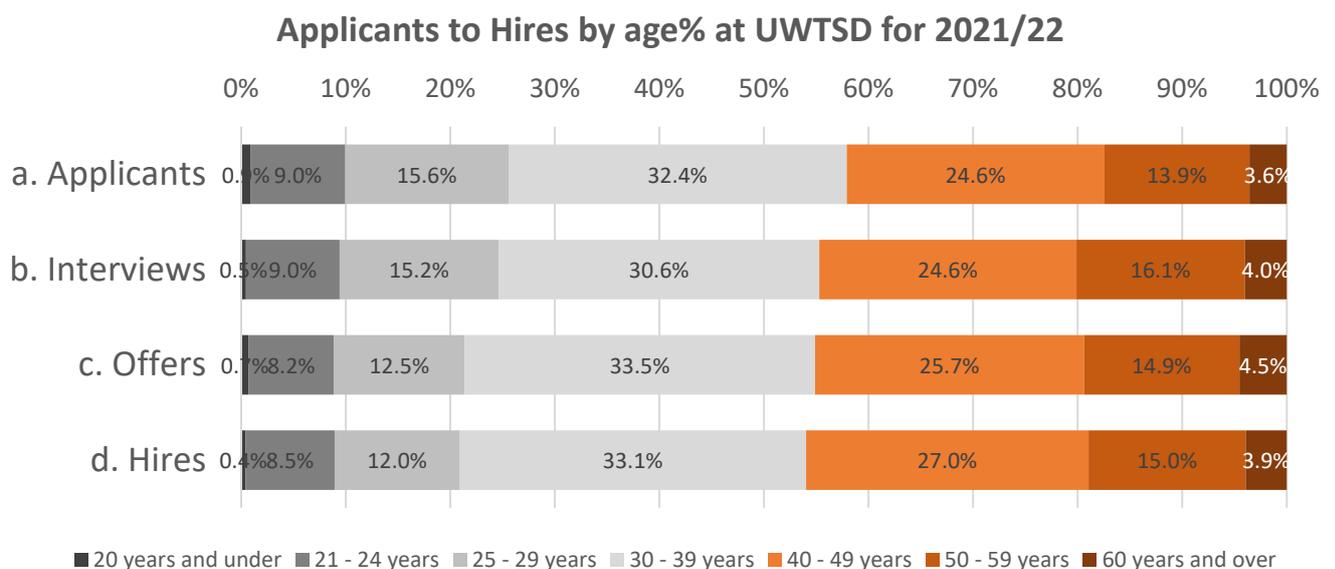


Figure 33: Source Internal data

Key Facts: Age profile

- Figure 33 shows that out of the 5579 applicants received, 25.5% (1309) were under 29 years of age. 17.5% (893) were over 50 years of age.
- Out of the 9.9% (510) applicants aged under 24 of age, 8.9% (41) were hired.
- Out of the 17.5% (893) applicants aged over 50 years, 18.9% (87) were hired.
- 2% (116) of applicants preferred not to share their age group and 6% (342) were Unknown.

Applicants to Hires by Disability% at UWTSD for 2021/22

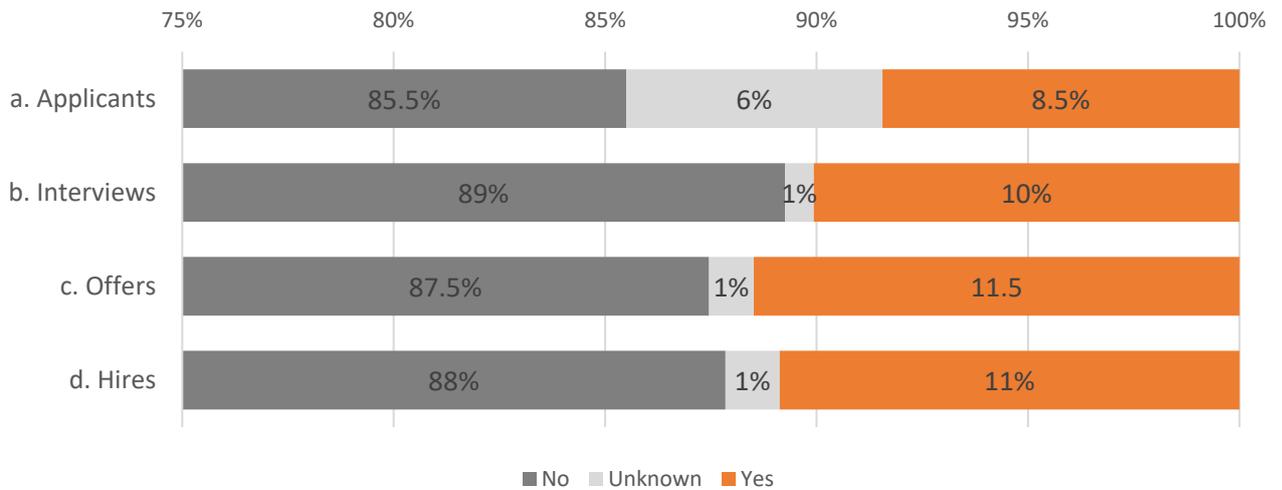


Figure 34: Source internal data

Key Facts: Disability profile

- Figure 34 shows UWTSD’s disability profile of applicants to hires from August 2021 – July 2022
- Those who had declared they had a disability were as follows: 8.5% (471) of applicants, 10% (178) of those offered an interview, 11.5% (65) of those offered a post and 11% (51) of those hired.

Ethnicity profile of Applicants to hires made at UWTSD for 2021-2022

Applicants to Hires by ethnicity% at UWTSD for 2021/22

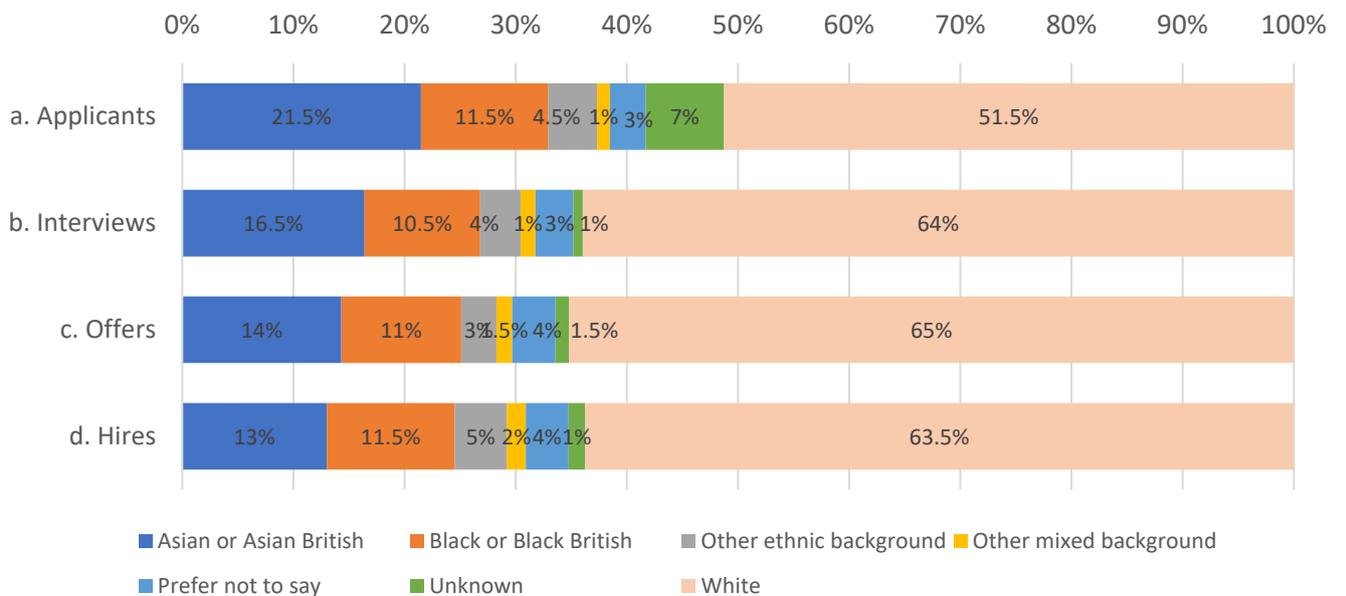


Figure 35: Source internal data

Key Facts: Ethnicity profile

- Figure 35 shows the ethnicity profile of applicants to hires from August 2021 – July 2022.
- 51.5% (2860) of applicants were from a White background. 21.5% (1198) of applicants were Asian or Asian British, 11.5% (640) were Black or Black British, 4.5% (244) were from another ethnic background, 1% (65) were from another mixed background, 3% (179) preferred not to disclose their ethnicity and 7% (393) were unknown.
- 63.5% (299) of hires were from a White background, 13% (61) of hires were Asian or Asian British, 11.5% (54) were Black or Black British, 5% (22) were from another ethnic background, 2% (8) were from a mixed background, 4% (18) preferred not to disclose their ethnicity and 1% (7) were unknown.

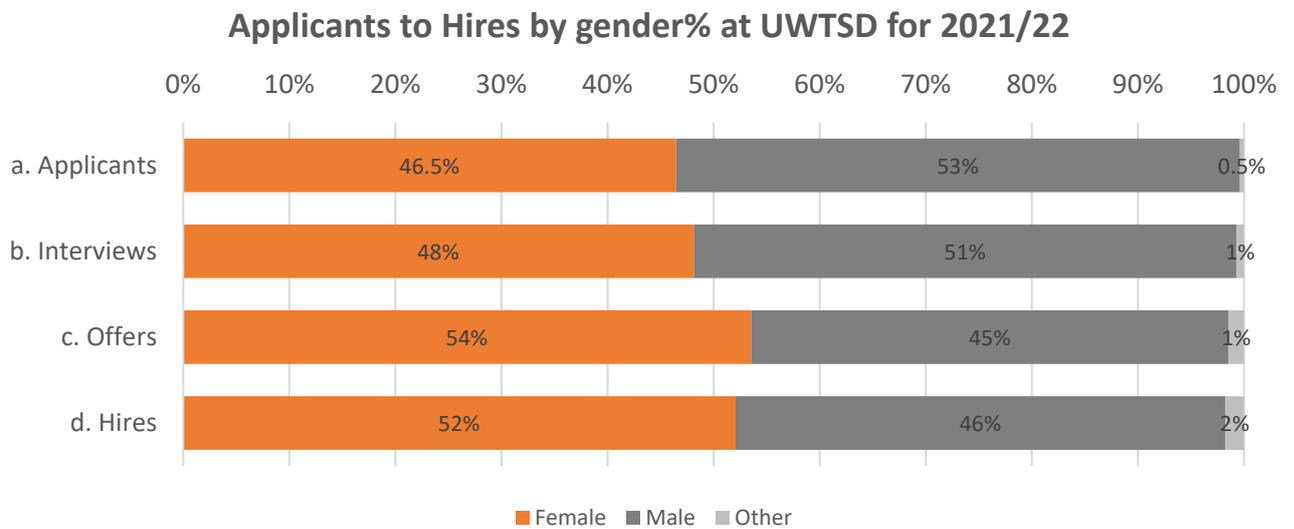


Figure 36: Source internal data

Key Facts: Gender profile

- Figure 36 shows the gender profile of applicants received to hires made at UWTSD for August 2021 – July 2022.
 - 46.5% (2411) of applicants were Female and 53% (2757) of applicants were Male.
 - 48% of those that were interviewed were female, 45% were male and 1% was other.
 - 54% of those that were offered the role were female, 45% were male and 1 % was other.
 - 52% of those that were hired were female, 46% were male and 2% were other.
 - 1% (71) of applicants preferred not to declare their gender and 5% (320) were unknown.
- Sexual Orientation profile of Applicants to hires made at UWTSD for 2021-2022.

Applicants to Hires by sexual orientation% at UWTSD for 2021/22

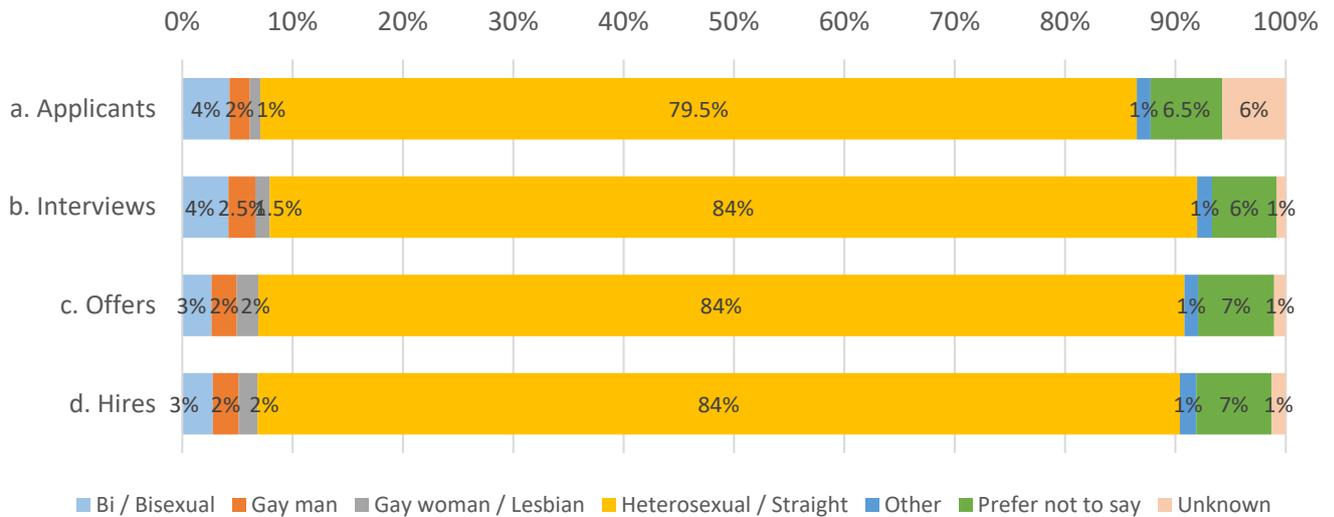


Figure 37: Source internal data

Key facts: Sexual orientation profile

- Figure 37 shows sexual orientation profile of applications received to hires made between August 2021 – July 2022.
- The most common type of sexual orientation was heterosexual/straight, with **79.5% (4431)** of applicants declaring this and 84% (392) hired.
- During this period,
 - 8% (465) of applicants declared themselves as bisexual, gay man, gay woman/lesbian or other,
 - 9% (164) of those offered an interview declared themselves as bisexual, gay man or gay woman/lesbian or other,
 - 8% (46) of those that were offered the job declared themselves as bisexual, gay man or gay woman/lesbian or other,
 - and 8% (39) of those that were hired declared themselves as bisexual, gay man, or gay woman/lesbian or other.
- 6.5% (362) of applicants preferred not to declare this information and 6% (321) were unknown.

Applicants to Hires by religion% at UWTSD for 2021/22

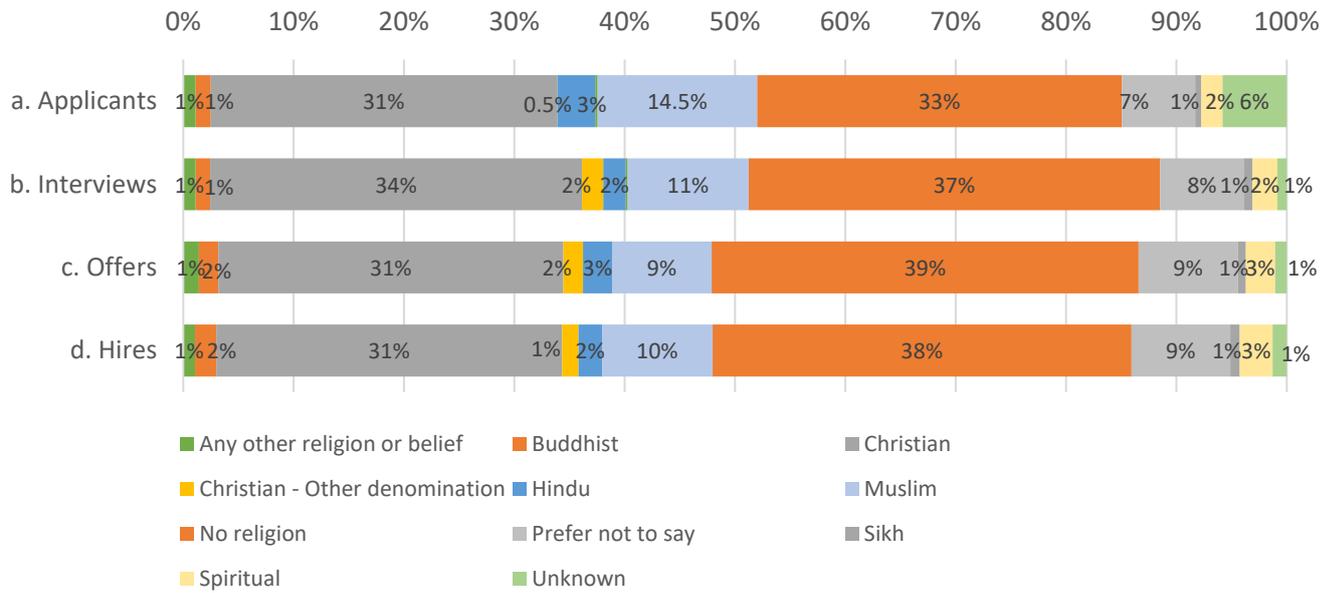


Figure 38: Source internal data

Key facts: Religion and faith profile

- Figure 38 shows the religion and faith profile of applicants to hires from August 2021 – July 2022.
- The most common declaration is No religion with 33% (1843) of applicants and 38% (178) hired.
- The second most common declaration is Christian with 31% (1750) of applicants and 31% (147) hired.
- The third most common is Muslim with 14.5% (807) applicants and 10% (47) hired.

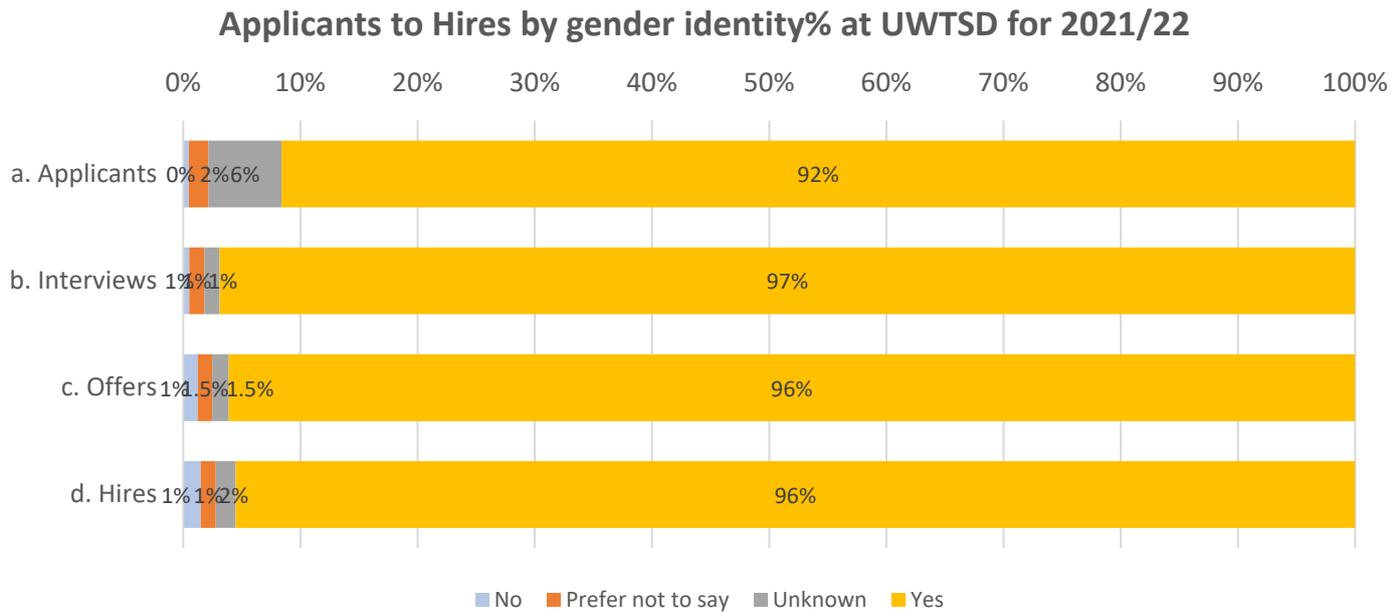


Figure 39: Source internal data

Key facts: Gender identity

- Figure 39 shows the gender identity of applicants received to hires made between August 2021 – July 2022.
- The question asked is ‘Does your gender identity match your sex as registered at birth?’ where 92% (5111) of applicants responded Yes.

Pregnancy and maternity

During the reporting period of 1 August 2021 and 31 July 2022:

27 women took maternity leave
11 people took paternity leave

Figure 40: Source internal data

Flexible working requests

With the introduction of hybrid working principles post-pandemic, this has provided staff with an increased flexibility in practice and on an informal basis. Therefore during the period 2021/22, the University has informally considered a large volume of flexible working requests and is in the process of developing a new system and process to report on this data.

Grievances and disciplinary

During the academic year 2021-2022, two disciplinary cases were conducted. One was related to sex discrimination. Three grievances were raised and two were related to sex discrimination.

Staff Leavers

During the academic year 2021 – 2022, 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 41).

The age range with the highest number of leavers was 30-39 (see Figure 42).

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 43).

The percentage of leavers who identified as from a minority ethnic background was 18% (see Figure 45).

Of all leavers 57% were female, 43% were male, in comparison to 2020/21 where 67% of leavers were female and 33% were male. (see Figure 46).

Staff Leavers by Reason for Leaving

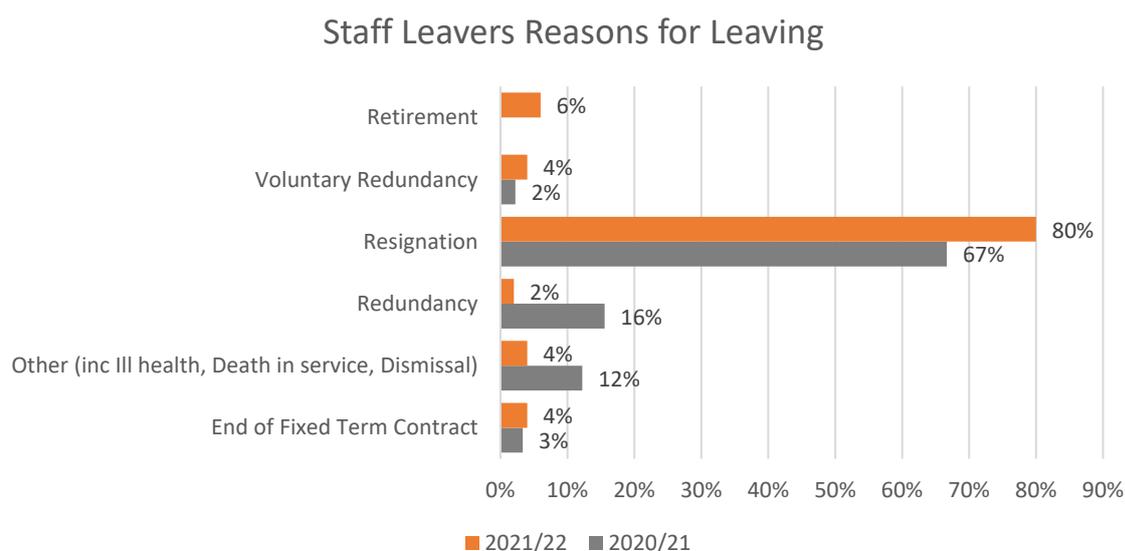


Figure 41: Source internal data

Staff Leavers by Age



Figure 42: Source internal data

Staff Leavers by Disability

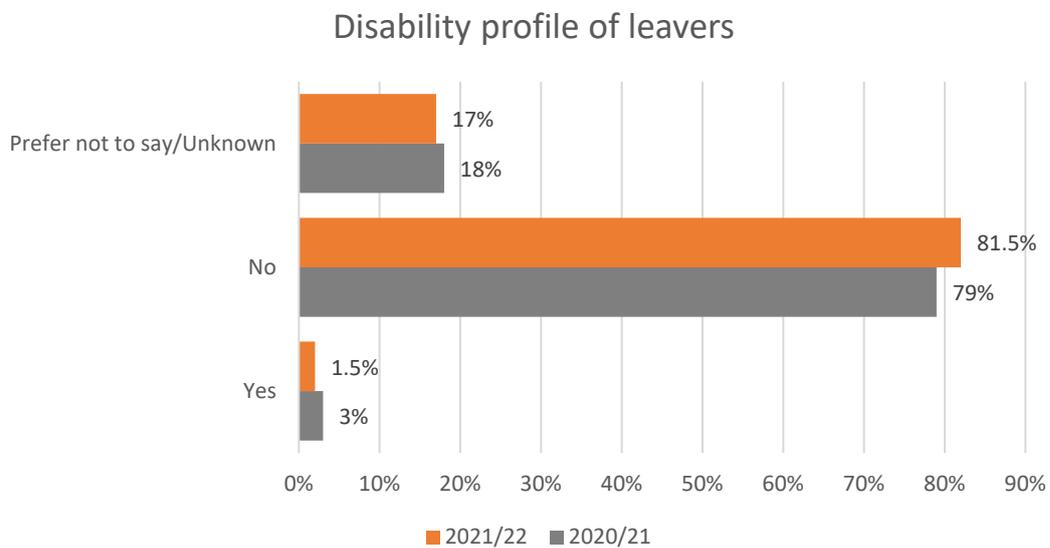


Figure 43: Source internal data

Staff Leavers by Ethnicity

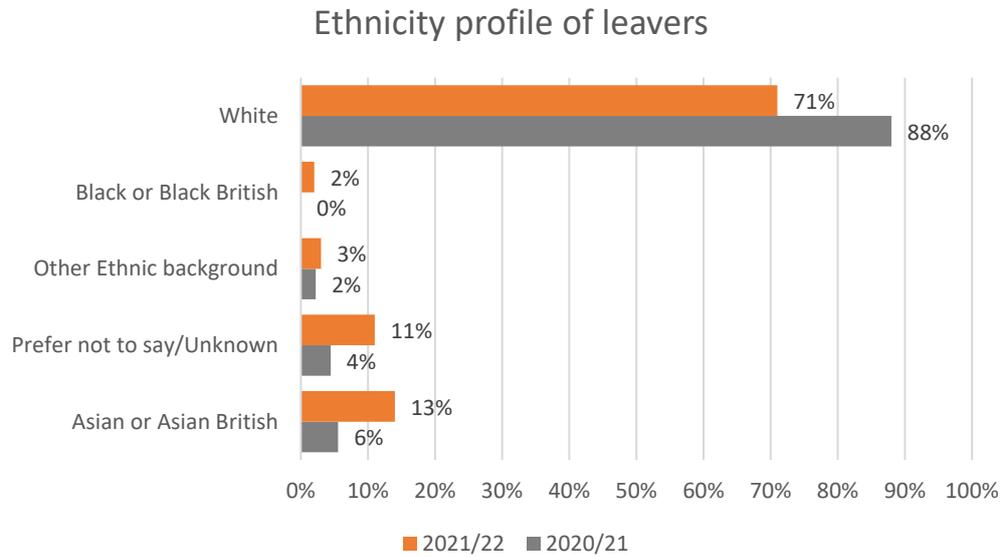


Figure 44: Source internal data

Staff Leavers by Gender

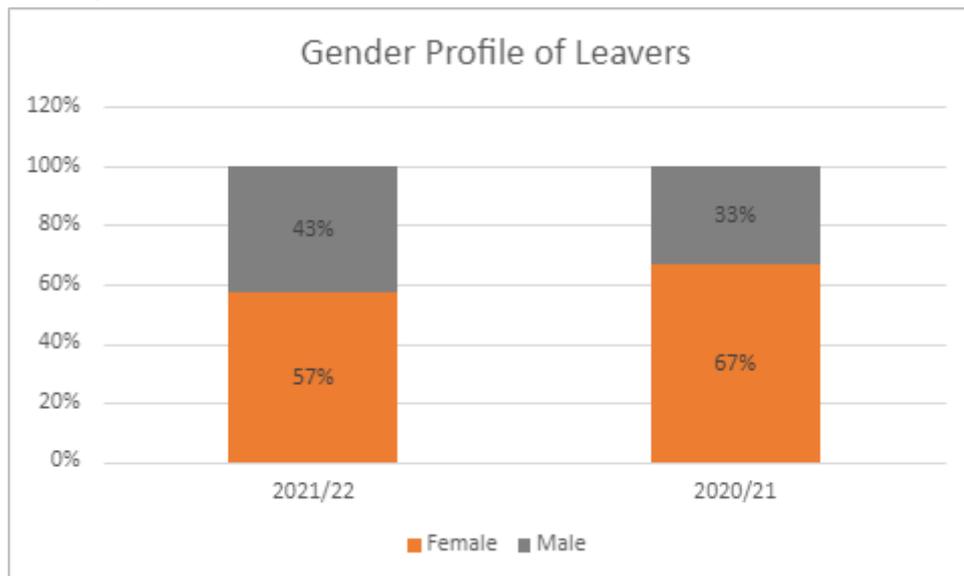


Figure 45: Source internal data

Staff Leavers by Religion and Belief

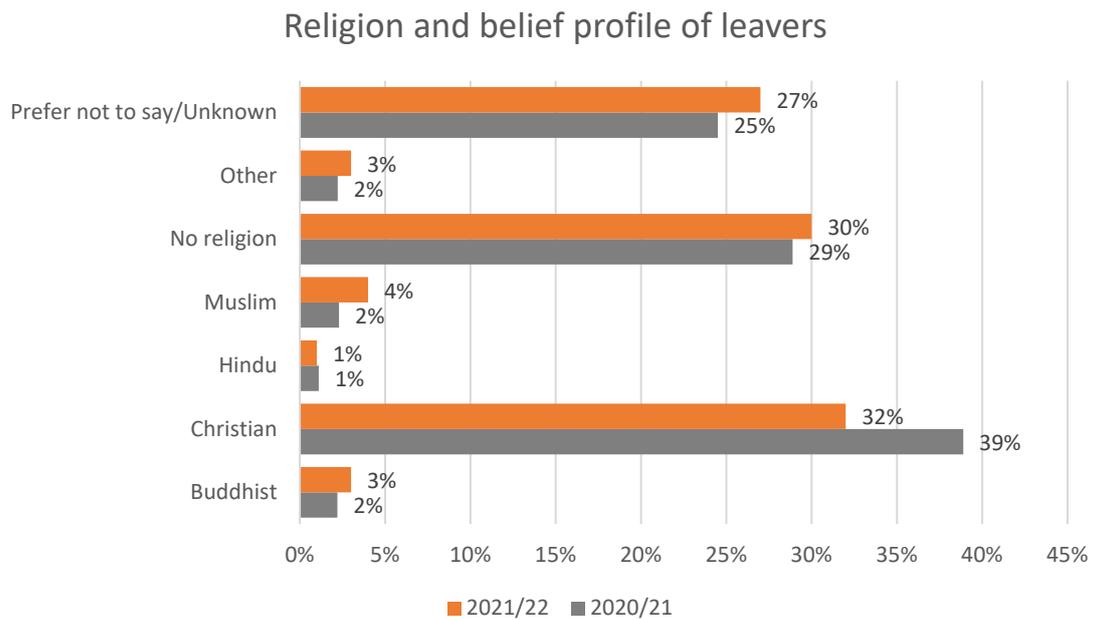


Figure 46: Source internal data

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 HESA². The HESA data is rounded for data protection 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 2021/22).

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 2019/20 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.

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

Overall Student Profile

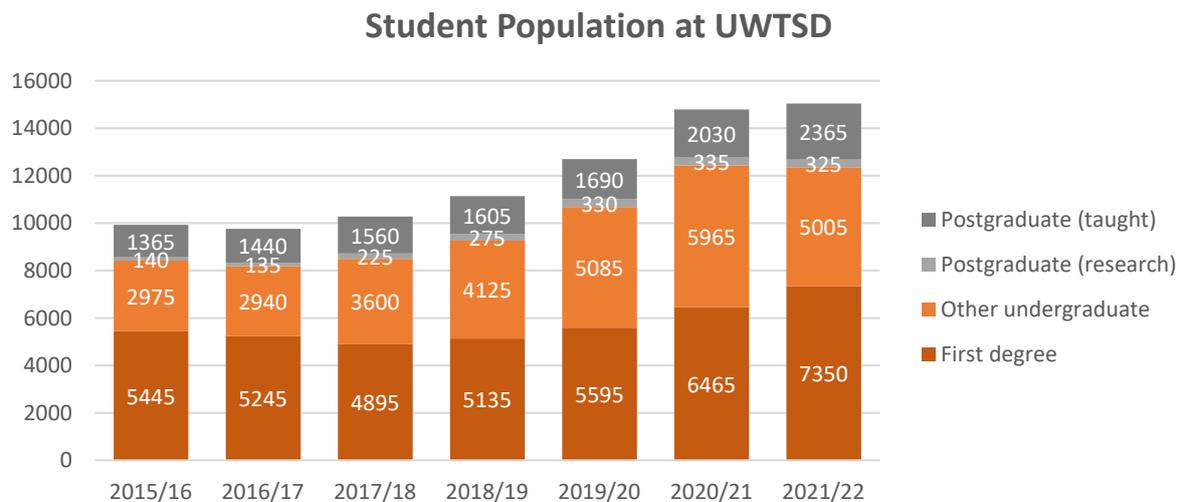


Figure 47: Source HESA

Key facts: Student Population

- Figure 47 shows the change in student population at UWTSD (Full Person Equivalent) by level of study from 2015/16 to 2021/22 (source HESA).
- The total number of students at UWTSD in 2021/22 increased by 2% compared to 2020/21 (14,795 to 15,045).
- UWTSD saw significant growth between 2016/17 and 2020/21, where the total number of students at UWTSD rose by 52% (9,760 to 14,795).
- 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). The number of Other Undergraduate students has since declined by 16% to 5,005 in 2021/22.
- Postgraduate Research continues to make up a small proportion of UWTSD's provision (2%), it has seen significant growth from 135 students in 2016/17 to 325 in 2021/22.
- The quantity of Postgraduate Taught students increased from 2,030 in 2020/21 to 2,365 in 2021/22.

Student population by CAH at UWTSD in 2020/21 and 2021/22

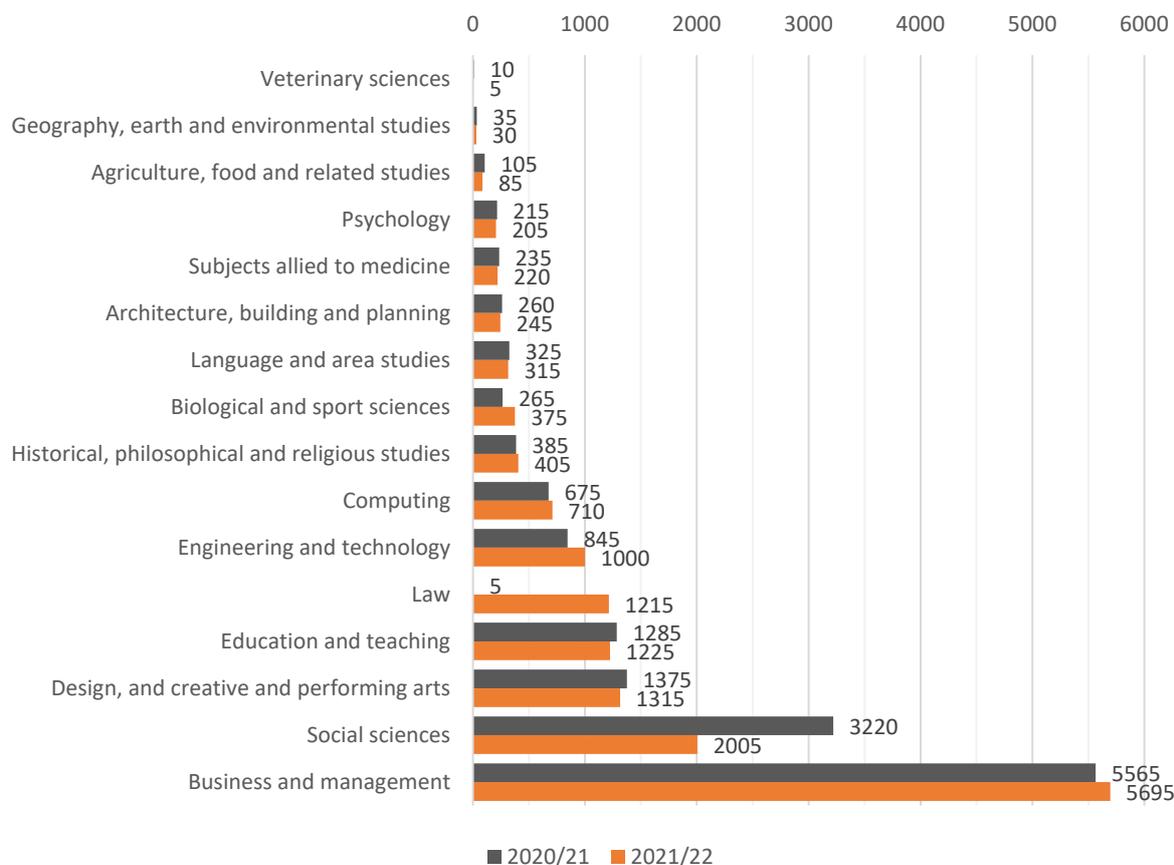


Figure 48: Source HESA

Key facts: Student Population by CAH

- Figure 48 shows the student population at UWTSD in 2020/21 and 2021/22 split by Common Aggregation Hierarchy (CAH).
- Subject areas at UWTSD in 2021/22 with the largest proportion of total students include
 - **38%** (5,695) in CAH 17 *Business and Management*,
 - **13%** (2,005) in CAH 15 *Social sciences*,
 - **9%** (1,315) in CAH 25 *Design, creative and performing arts*,
 - **8%** (1,225) in CAH 22 *Education and teaching*.

A group of approximately 1,200 students were recoded from Social Sciences in 2020/21 to Law in 2021/22. This is entirely attributable to a recording of police / blue light academy programmes to the law subject area.

Student profile at UWTSD by level of study

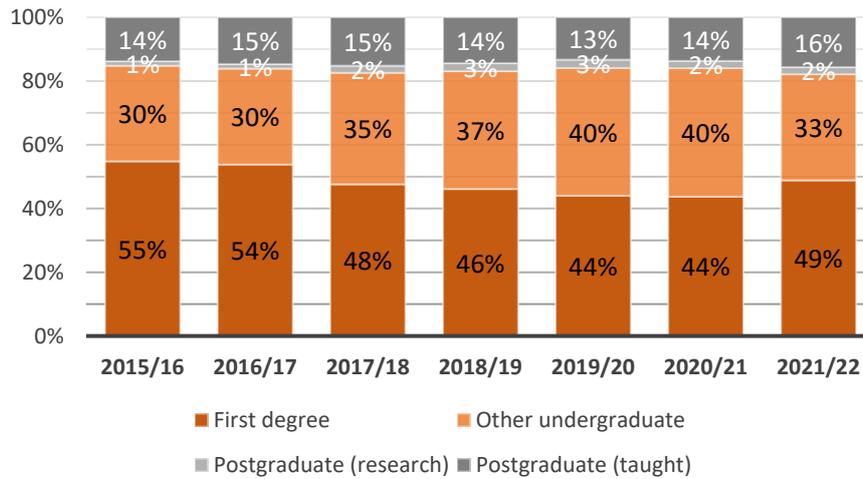


Figure 49: Source HESA

Student profile at UWTSD against Sector 2021/22

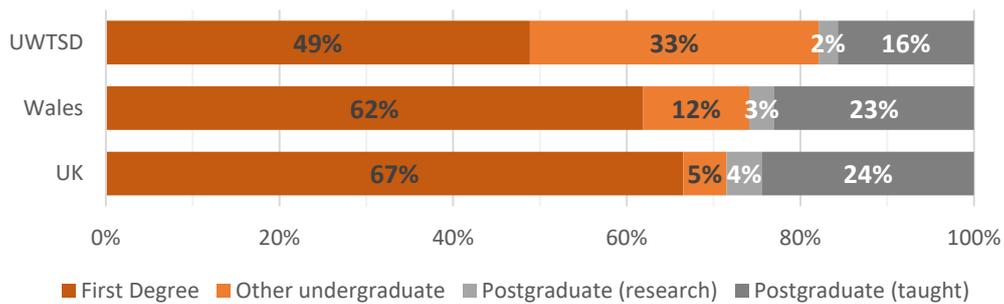


Figure 50: Source HESA

Key facts: Level of Study

- Figure 49 shows the proportion of students studying at various levels of study at UWTSD from 2015/16 to 2021/22 (source HESA).
- Figure 50 compares the proportion studying at various levels at UWTSD in 2021/22 with the Wales and UK sectors (source HESA).
- **49%** of students at UWTSD studied on a first degree in 2021/22, down from **55%** in 2015/16 and compared with **62%** for Wales and **67%** for UK sector.
- **33%** of students at UWTSD studied other undergraduate programmes in 2021/22, up from **30%** in 2015/16.
- Significantly higher proportion of UWTSD students study other undergraduate programmes (**33%**), compared with the Wales sector (**12%**) and the UK sector (**5%**).
- The growth in First Degree students and decrease in Other Undergraduate students at UWTSD in 2021/22 is the result of Hotel Management programmes recruiting to the BA and stopping their recruitment to CertHE.
- The emphasis on 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 2021/22 (n = number of students)

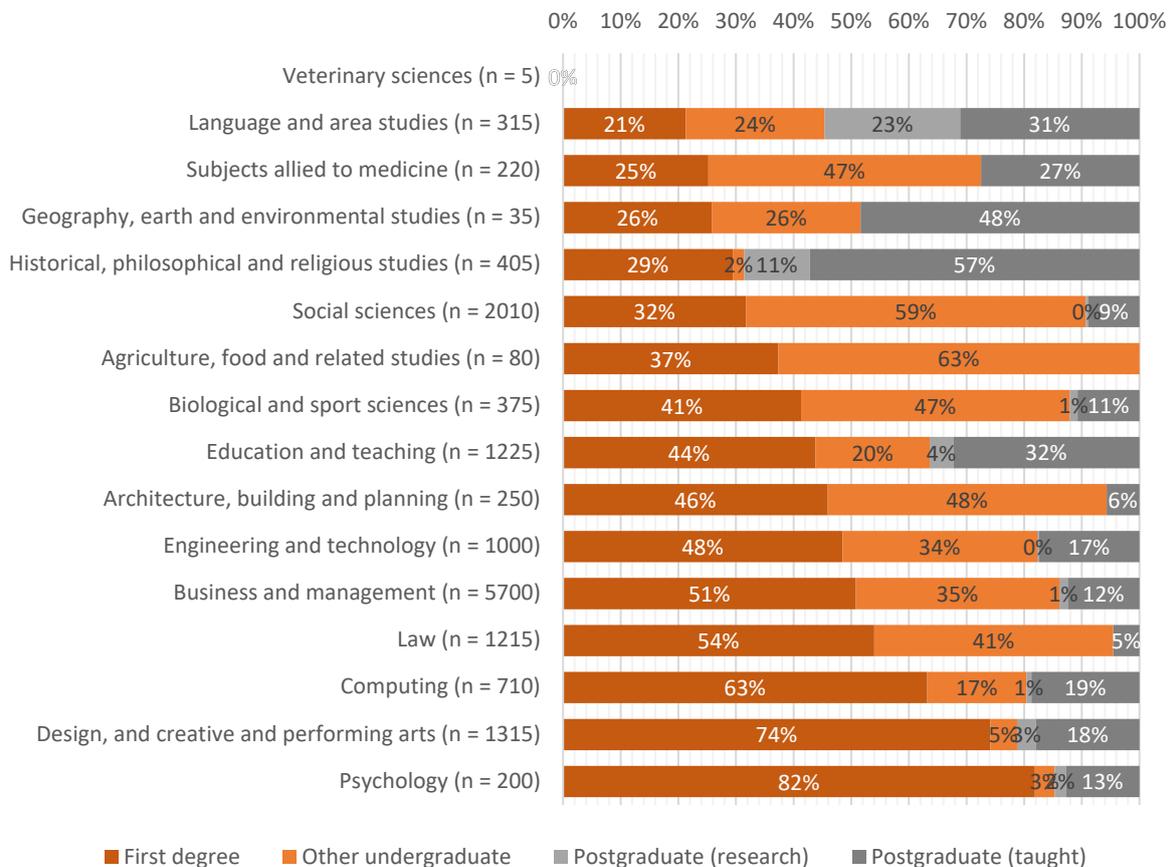


Figure 51: Source HESA

Key facts: Level of Study by CAH

- Figure 51 shows the proportion of students studying at each level of study for each CAH at UWTSD in 2021/22. The total number of students studying within each CAH (n) is also shown.
- The largest subject groups at UWTSD are Business and management (5,700 students) and Social sciences (2,010 students). Each of these subject areas have a majority of students studying other undergraduate programmes.
 - o **35%** of UWTSD students studying business and management subjects in 2021/22 were studying Other undergraduate programmes.
 - o **59%** of UWTSD students studying social science subjects in 2021/22 were studying Other undergraduate programmes.

% Studying full-time by level of study at UWTSD

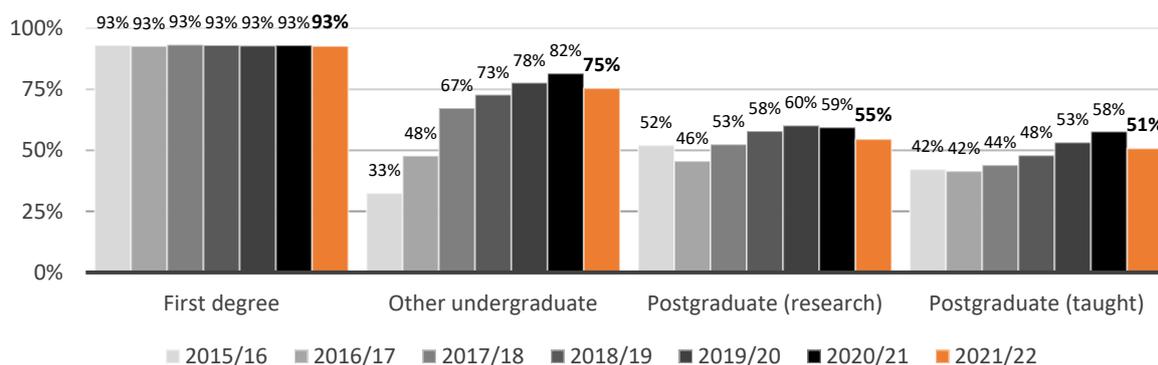


Figure 52: Source HESA

% Studying full-time by level of study against sector in 2021/22

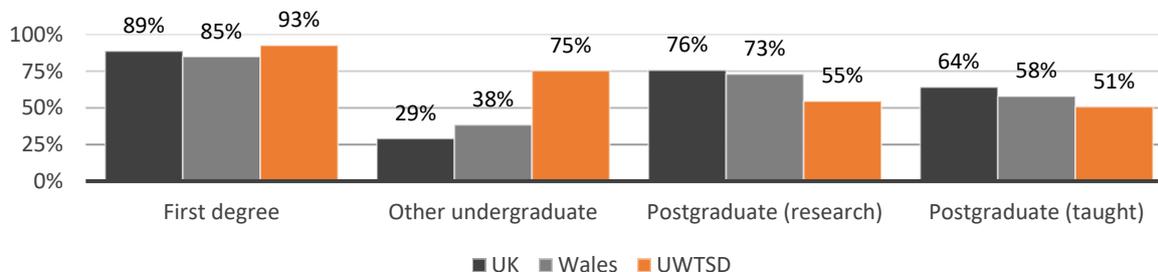


Figure 53: Source HESA

Key facts: Mode of Study

- Figure 52 shows the proportion studying full-time at UWTSD by level of study from 2015/16 to 2021/22 (source HESA).
- Figure 53 compares the proportion studying full-time at UWTSD in 2021/22 with the UK and Wales sectors (source HESA).
- **93%** of students studying first degree at UWTSD are studying full-time in 2021/22, consistent with the previous 6 years, and above Wales (**85%**) and UK (**89%**) sector averages.
- **75%** 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 (**29%**) sector averages for 2021/22.
- The proportion of postgraduate students at UWTSD that are studying full-time is increasing;
 - Full-time study for postgraduate research at UWTSD fell from **59%** in 2020/21 to **55%** in 2021/22 and remains below the Wales (**73%**) and UK (**76%**) sector averages.
 - Full-time study for postgraduate taught programmes at UWTSD fell from **58%** in 2020/21 to **51%** in 2021/22 and is below the Wales sector average (**58%**).

Mode of study by CAH at UWTSD in 2021/22 (n = number of students)

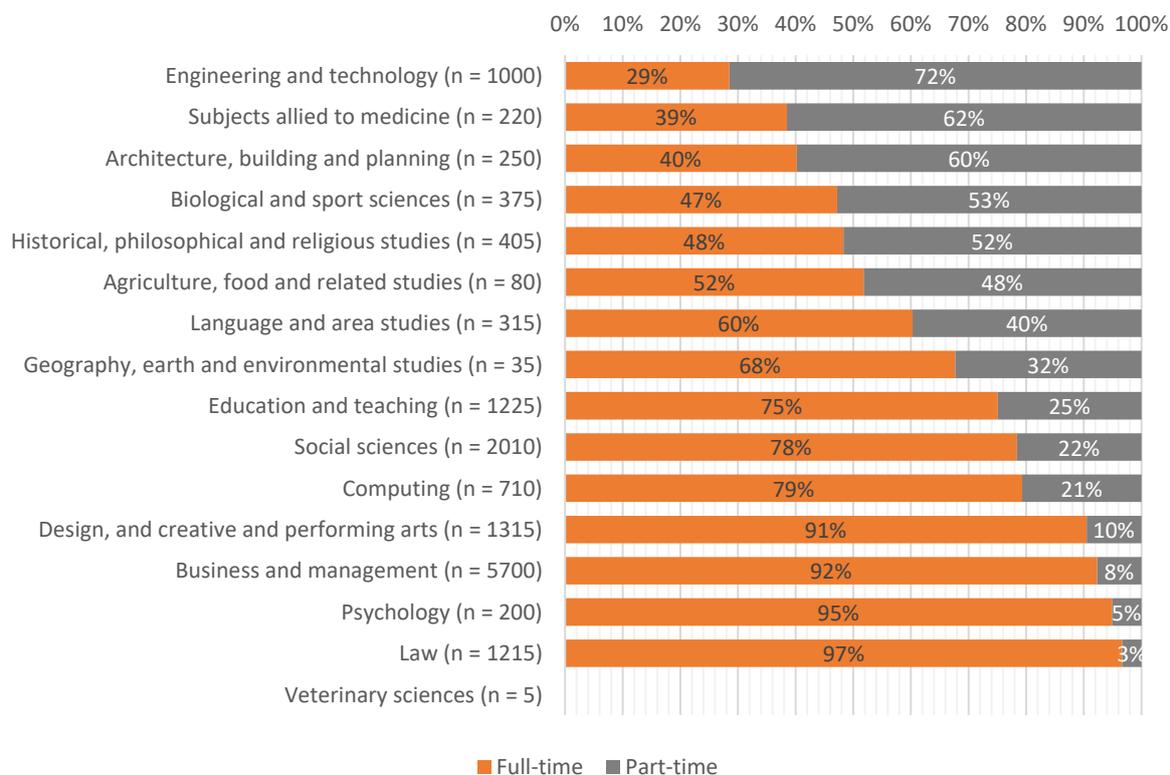


Figure 54: Source HESA

Key facts: Mode of Study by CAH

- Figure 54 shows the mode of study for each CAH at UWTSD in 2021/22. The total number of students studying within each CAH (n) is also shown.
- The largest subject areas at UWTSD in 2021/22 are Business and management (5,700 students) and Social sciences (2,010 students) and they have high proportions of full-time study (**92%** and **78%**).
- Law is the subject area at UWTSD with the highest proportion of students studying full-time in 2021/22 (**97%**).
- In 2021/22, the subject area with the highest proportion of part-time study at UWTSD was Engineering and technology with **72%**.

First degree classification at UWTSD

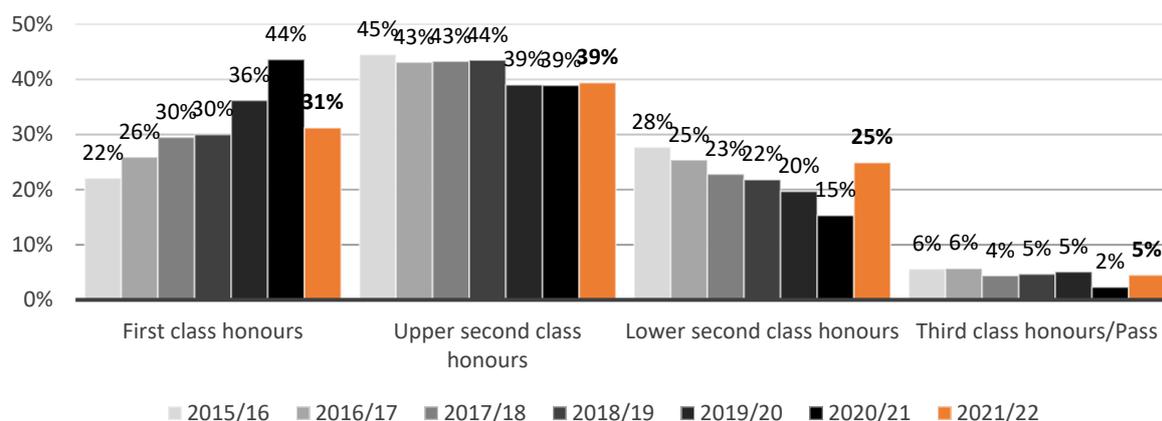


Figure 55: Source HESA

First degree good honours sector comparison

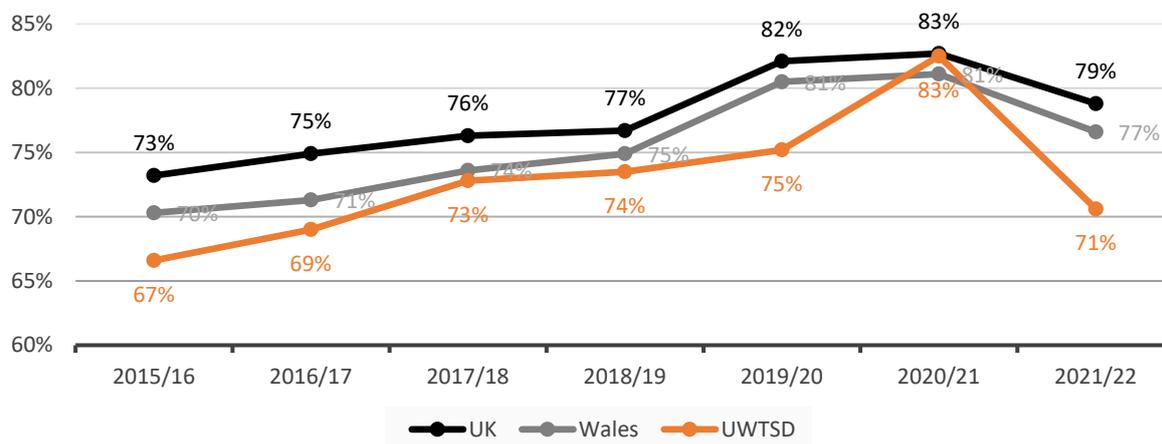


Figure 56: Source HESA

Key facts: Good Honours

- Figure 55 shows a breakdown of degree classifications for first degrees at UWTSD between 2015/16 and 2021/22.
- Figure 56 compares the percentage of good honours (first class and upper second class degree classifications) for first degrees at UWTSD from 2015/16 to 2021/22 with Wales and UK sectors.
- UWTSD has had a fall in good honours from **83%** in 2020/21 to **71%** in 2021/22. The sector has also seen a decrease from **83%** to **77%** during the same period.
- 2019/20 and 2020/21 show the impact of the pandemic on First Degree good honours rates. This rise in good honours degrees was shared by the sector.
- In 2021/22, good honours rates returned to pre-pandemic levels.
- The Good Honours rates varies across subject areas at UWTSD, see Figure 58.

Good Honours by Mode of Study against Sector 2021/22 (n = Total number of awards)

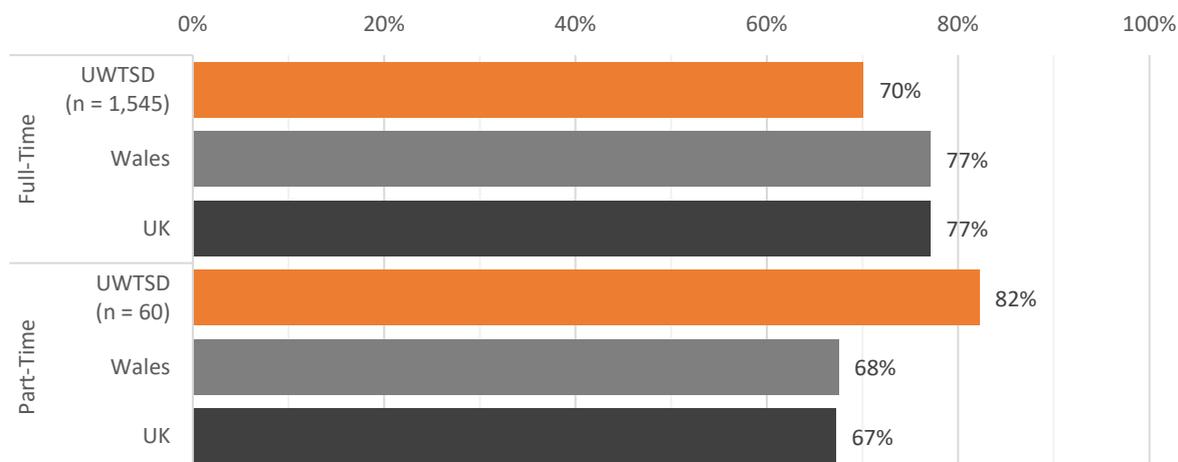


Figure 57: Source HESA

Key facts: Good Honours by Mode of Study

- Figure 57 shows the percentage of good honours (first class and upper second class degree classifications) by mode of study for first degrees at UWTSD in 2021/22 compared with Wales and UK sector averages. The total number of first degree awards by mode of study (n) is also shown.
- In 2021/22, the rate of good honours at UWTSD for full-time students (**70%**) was below the Wales and UK sector average (**77%**).
- The rate of good honours among UWTSD's part-time students (**82%**) was significantly higher in 2021/22 than the Wales (**68%**) 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 1,545 for full-time).

Good Honours at UWTSD by CAH in 2021/22 (n = number of awards)

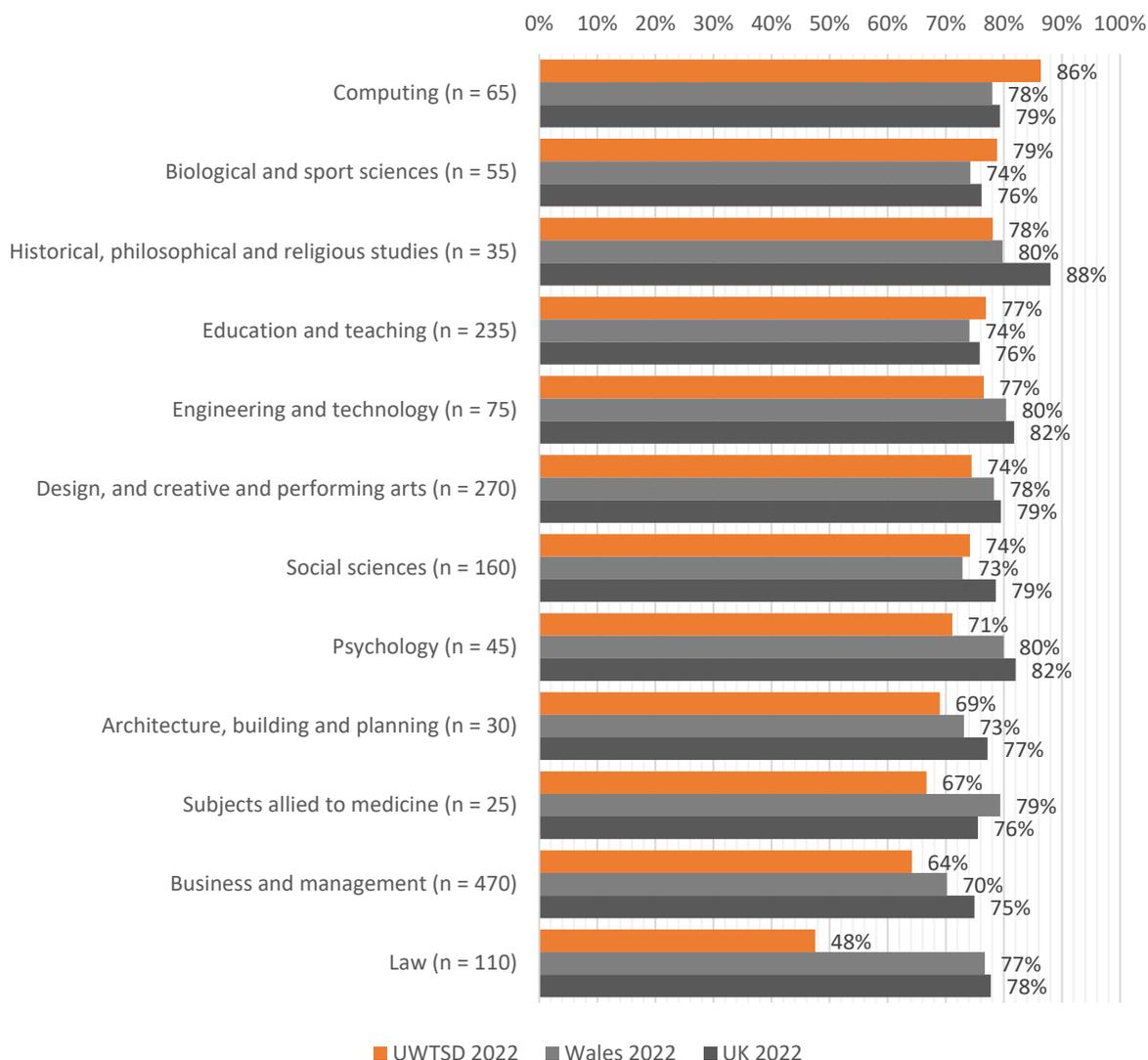


Figure 58: Source HESA

Key facts: Good Honours by CAH

- Figure 58 shows a breakdown of good honours (first class and upper second class degree classifications) by CAH at UWTSD in 2021/22 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 2021/22 was Business and Management with 470, where **64%** awarded a good honours. This is below Wales (**70%**) and below UK (**75%**) for this subject area.
- The subject area with the next highest number of awards at UWTSD in 2021/22 was Design, and creative and performing arts with 270, where **74%** were awarded good honours. This is below Wales (**78%**) and UK (**79%**) sector average for this subject area.
- Subject areas that are significantly out of alignment with the sector will be investigated further. The Law subject area in particular is an area of concern that will be investigated.

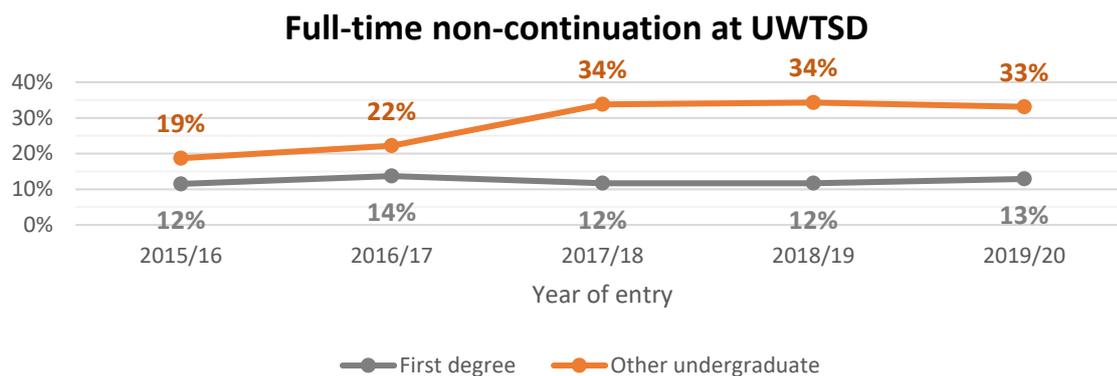


Figure 59: Source HESA

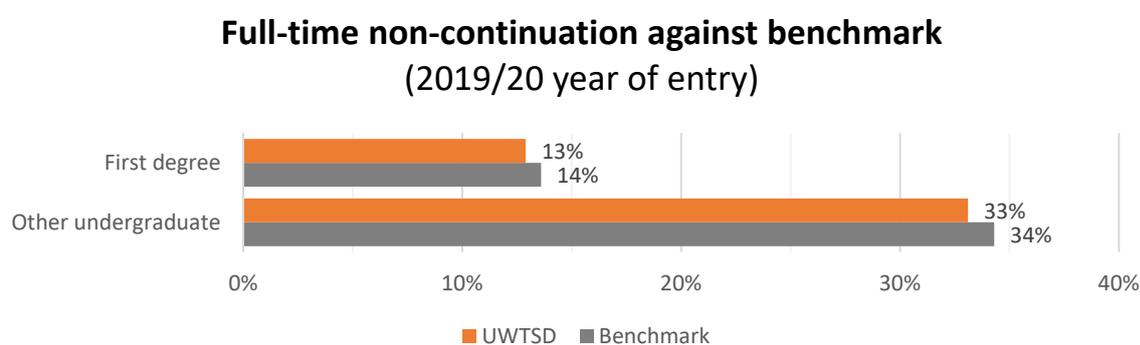


Figure 60: Source HESA

Key facts: Non-continuation

- Figure 59 shows non-continuation rate at UWTSD for full-time students studying first degree or other undergraduate programmes between intake years of 2015/16 and 2019/20.
- Figure 60 shows the non-continuation rate at UWTSD for full-time students (2019/20 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 including those that have gained a qualification (source HESA).
- Non-continuation among first degree students at UWTSD has remained fairly consistent at **13%** between 2015/16 and 2019/20 intakes. This is below the HESA benchmark for first degrees (**14%**).
- Non-continuation for other undergraduate students at UWTSD has deteriorated since 2015/16, rising from 19% in 2017/18 to **33%** for 2019/20 intake. This percentage is below the HESA benchmark (**34%**) which is set based on the intake demographic.
- A range of focused actions are being taken in line with the UWTSD Academic Success Strategy introduced in 2022.

Student Profile by Gender

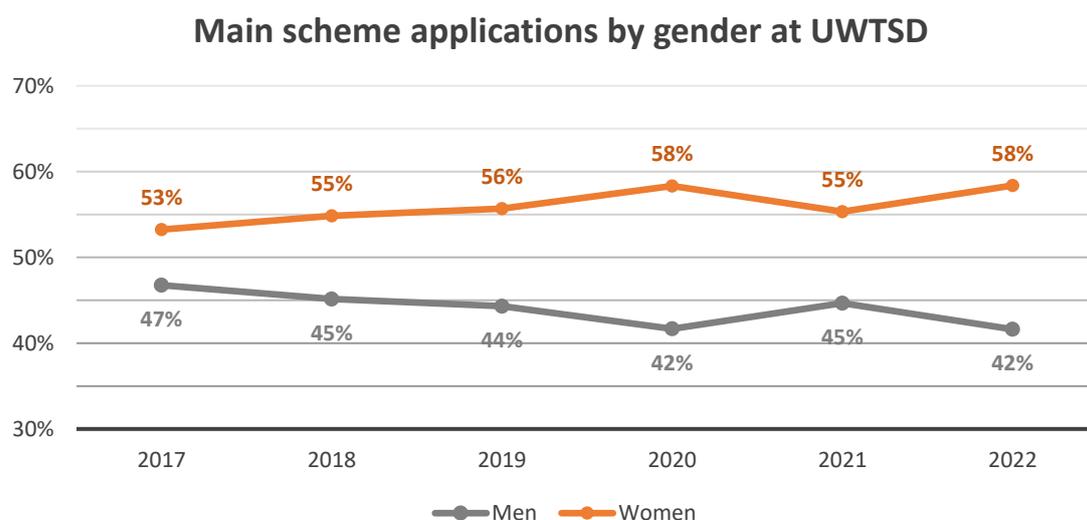


Figure 61: Source UCAS

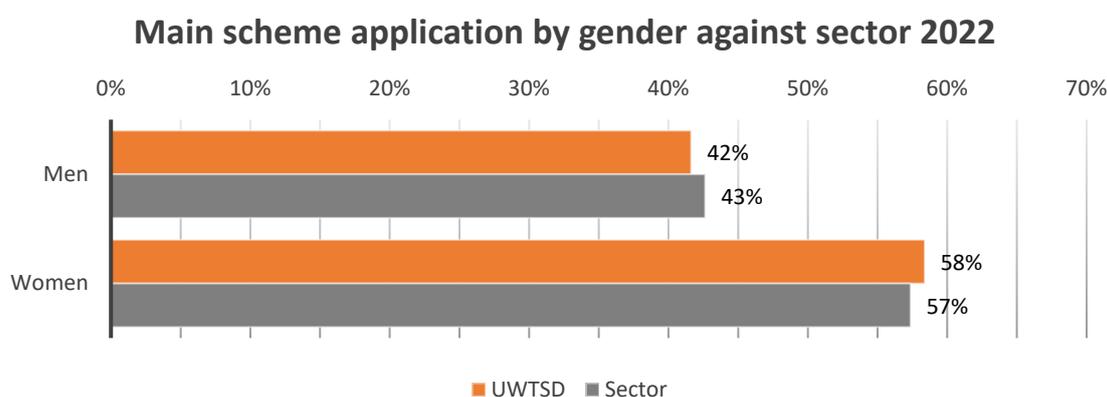


Figure 62: Source UCAS

Key facts: Main Scheme Applications by Gender

- Figure 61 shows the gender of main scheme applicants at UWTSD between 2017 and 2022 (source UCAS).
- Figure 62 shows the gender of main scheme applicants at UWTSD against sector for 2022 (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 2022.
- In 2021/22, **58%** of applicants at UWTSD were female (compared with 57% for the sector) and **42%** were male (compared with 43% for the sector).

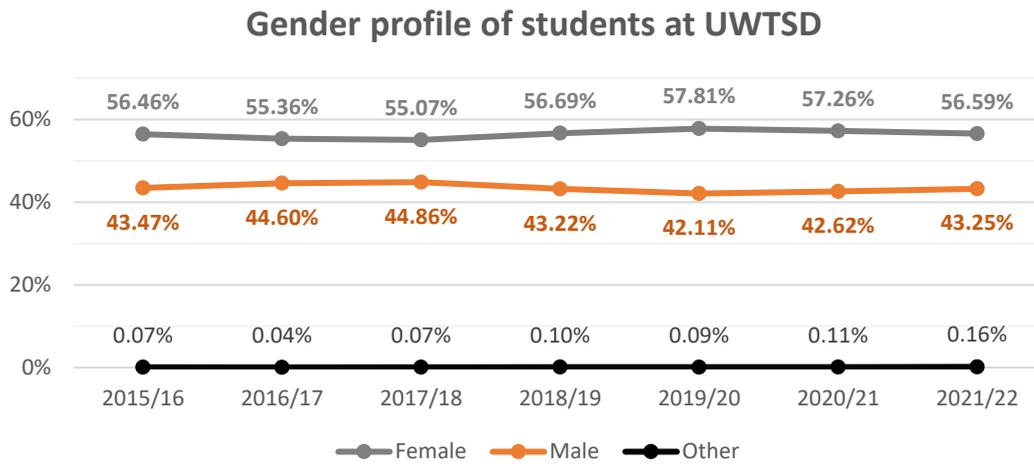


Figure 63: Source HESA

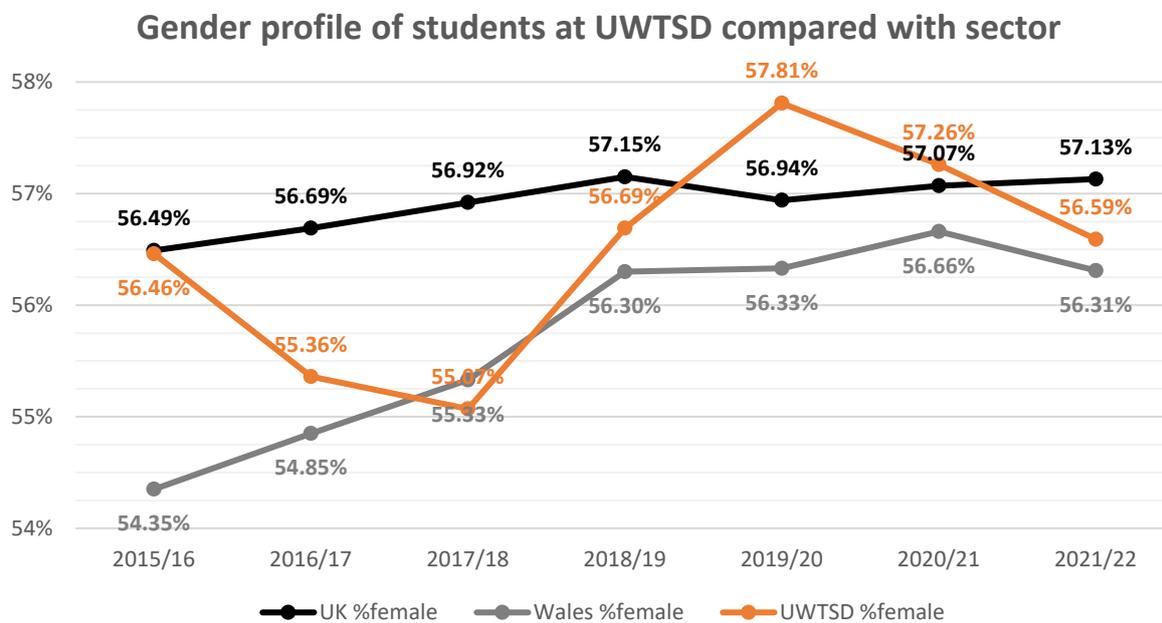


Figure 64: Source HESA

Key facts: Gender Profile

- Figure 63 shows the gender profile of students at UWTSD between 2015/16 and 2021/22.
- Figure 64 shows the change in percentage of the female student population between 2015/16 and 2021/22 for UK sector, Wales sector and at UWTSD.
- UWTSD saw a rise in the female proportion of students between 2017/18 (**55.07%**) and 2019/20 (**57.81%**) that has fallen back in line with the sector in 2021/22 (**56.59%**).

Age and gender profile at UWTSD in 2021/22

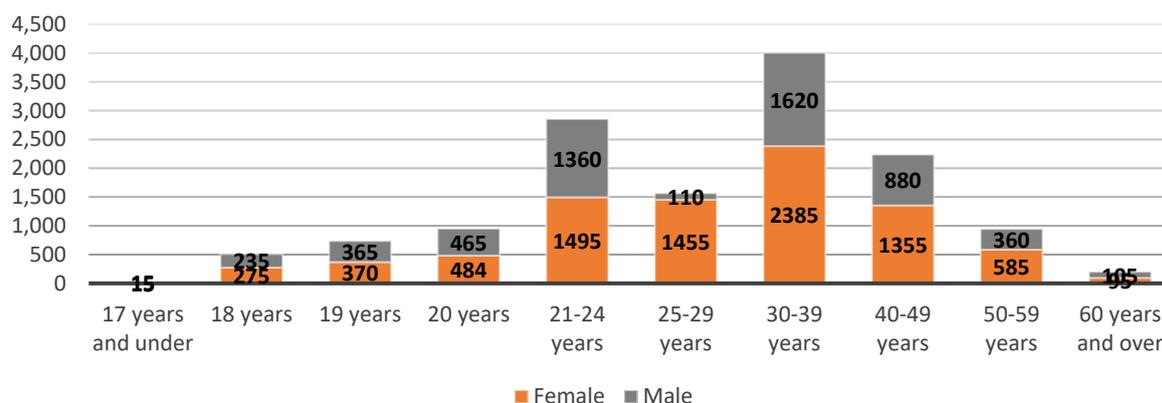


Figure 65: Source HESA

Age and gender profile sector comparison 2021/22

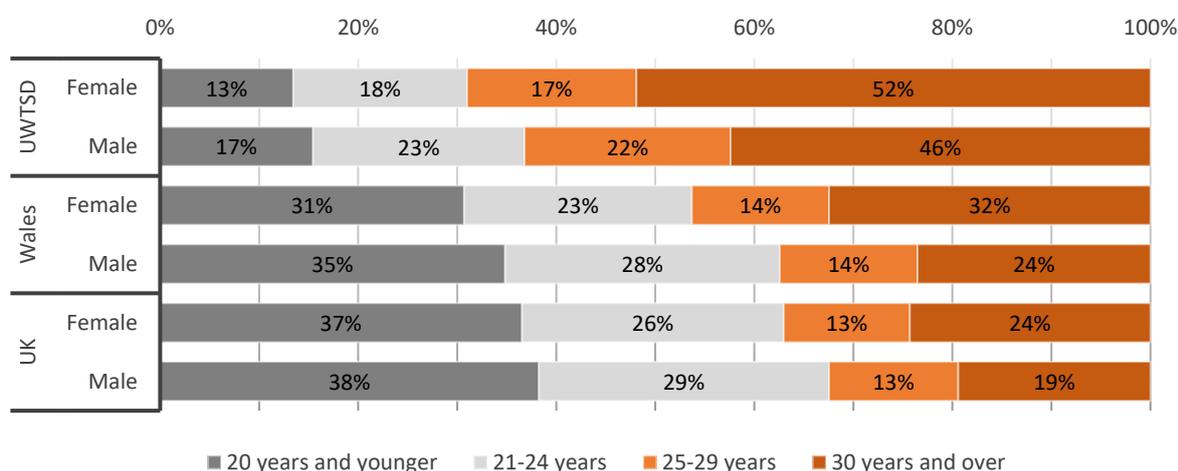


Figure 66: Source HESA

Key facts: Age and Gender Profile

- Figure 65 shows the distribution of females and males at UWTSD across different age brackets at UWTSD in 2021/22.
 - There were more females than males in every age bracket at UWTSD in 2021/22 (with the exception of 60 years or older where there were slightly more male students).
- Figure 66 shows the gender profile across different age brackets at UWTSD in 2021/22 compared with Wales and UK sectors.
 - **52%** of female students at UWTSD were 30 years or older in 2021/22. This is significantly higher than the Wales sector (**32%**) and UK sector (**24%**).
 - **46%** of male students at UWTSD were 30 years or older in 2021/22. Again, this is significantly higher than the Wales Sector (**24%**) and the UK sector (**19%**).

Gender by CAH at UWTSD in 2021/22 (n = number of students)

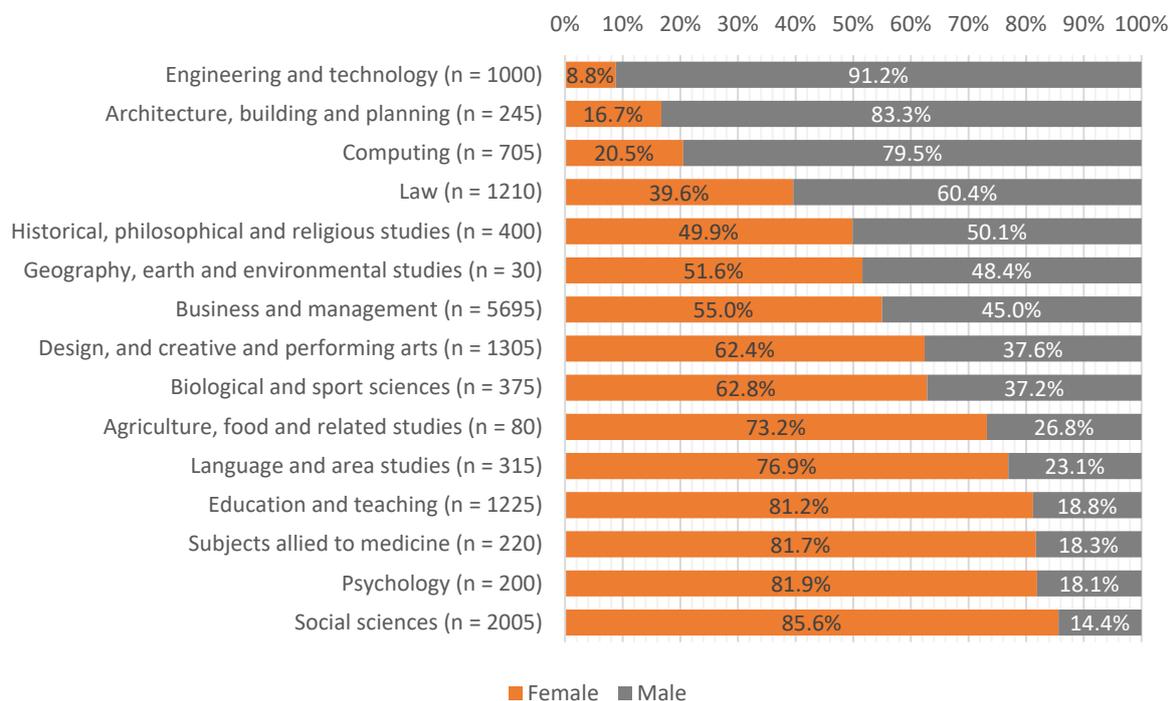


Figure 67: Source HESA

Key facts: Gender by CAH

- Figure 67 shows the gender profile for each CAH at UWTSD in 2021/22. The total number of 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 (**55%** and **85.6%**) in 2021/22.
 - Education had a very high proportion of female students (**81.2%**) in 2021/22.
 - STEM subjects (engineering, architecture and computing) and Law (Police and Blue Light Academy) had very high proportion of male students in 2021/22.
- 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 2021/22

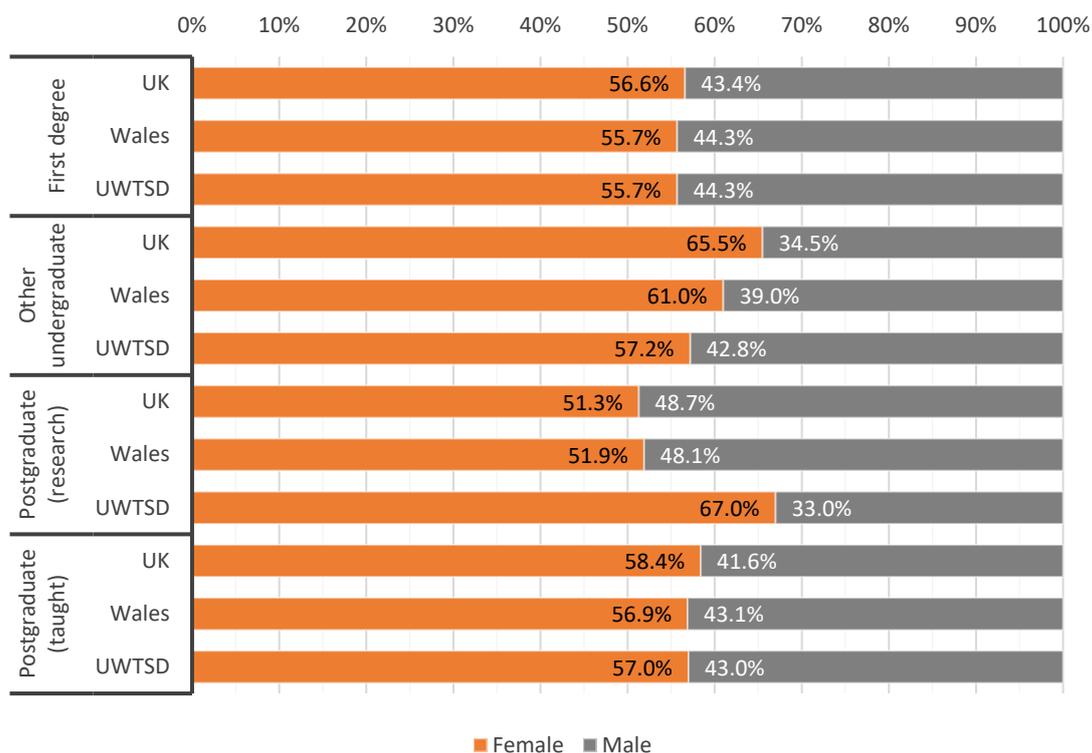


Figure 68: Source HESA

Key facts: Gender by Level of Study

- Figure 68 shows the gender profile for each level of study at UWTSD in 2021/22, compared with the Wales and UK sectors (source HESA).
- At UWTSD in 2021/22, the gender balance for first degrees was **56.6%** female and was in line with the Wales and UK sector averages.
- The gender balance for other undergraduate programmes at UWTSD was **57.2%** female in 2021/22. This is significantly lower than the Wales (**61%**) and UK (**65.5%**) sector averages.
- Postgraduate research programmes at UWTSD in 2021/22 had a high proportion of female students (**67%**) compared with the Wales (**51.9%**) and UK (**51.3%**) sector averages.
- Postgraduate taught programmes at UWTSD in 2021/22 had **57%** female students, which is in line with the Wales (**56.9%**) and UK (**58.4%**) sector averages.

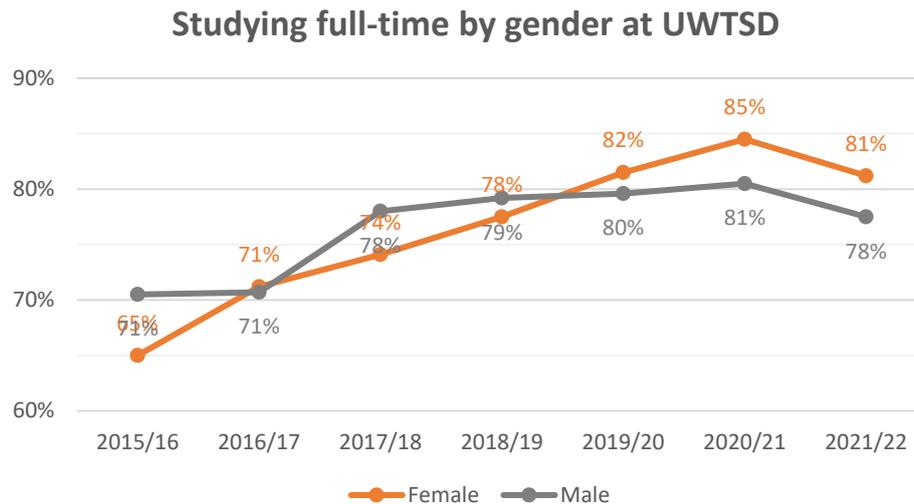


Figure 69: Source HESA

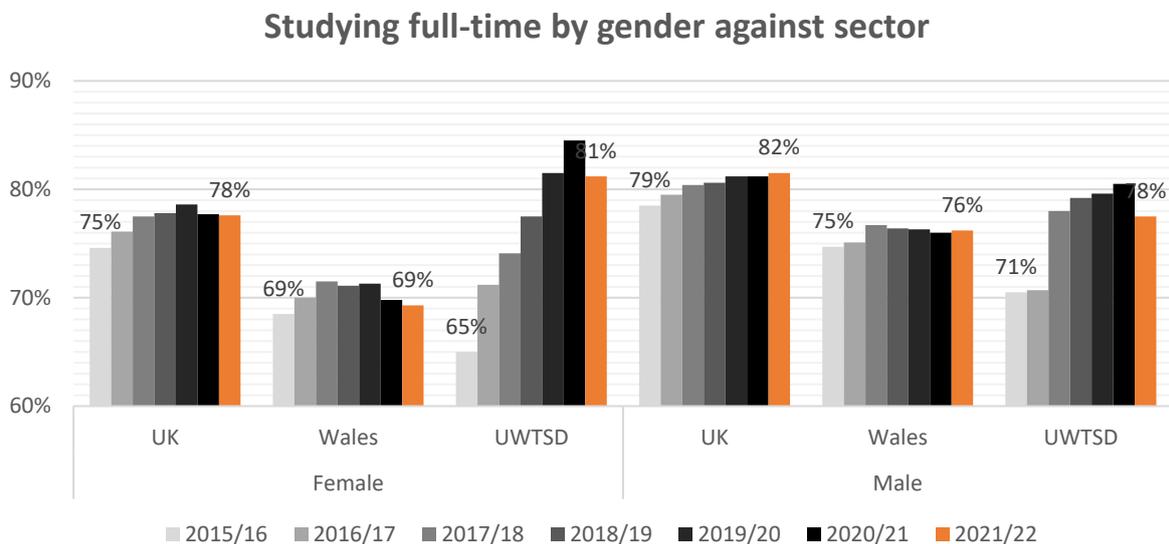


Figure 70: Source HESA

Key facts: Gender by Mode of Study

- Figure 69 shows the proportion studying full-time by gender at UWTSD between 2015/16 and 2021/22, while Figure 70 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 **16 percentage points** from **65%** to **81%** between 2015/16 and 2021/22. 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 **7 percentage points** from **71%** to **78%** between 2015/16 and 2021/22. The UK sector saw a **3 percentage point** rise (**79%** to **82%**) during the same period.

Gender profile of degree outcomes in 2021/22

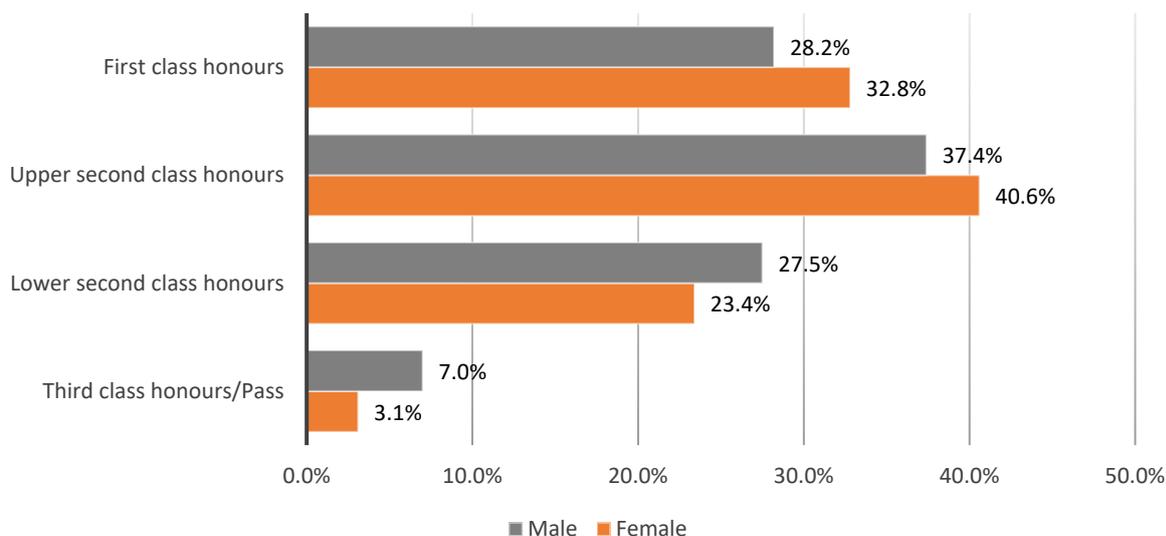


Figure 71: Source HESA

Good honours by gender in 2021/22

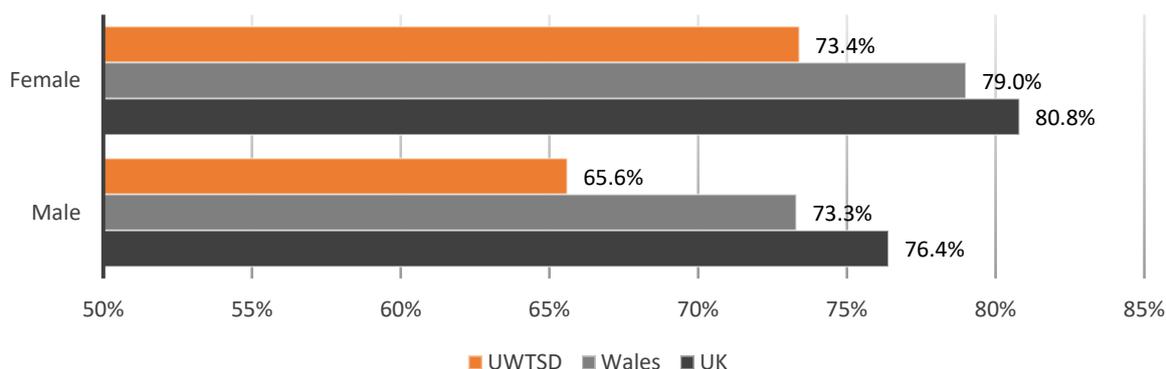


Figure 72: Source HESA

Key facts: Good Honours by Gender

- Figure 71 shows the gender profile of degree outcomes at UWTSD in 2021/22 (source HESA).
- Figure 72 compares good honours (first class and upper second class degree classifications) by gender at UWTSD in 2021/22 with the Wales and UK sectors (source HESA).
- In 2021/22, female students at UWTSD were more likely to be awarded good honours (**73.4%**) compared with male students (**65.6%**).
 - Good honours for male students at UWTSD (**65.6%**) was below the UK sector (**73.3%**) and Wales sector (**76.4%**).
 - Good honours for female students at UWTSD (**73.4%**) was below the UK sector (**79%**) and the Wales sector (**80.8%**).

Student Profile by Age

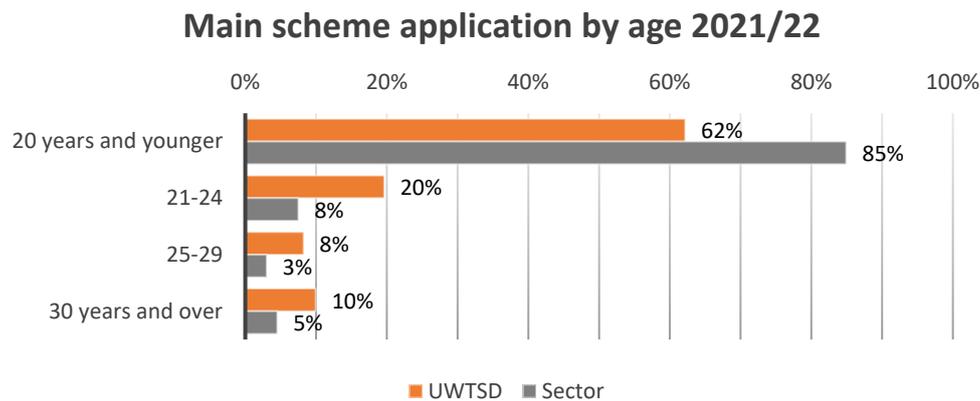


Figure 73: Source UCAS

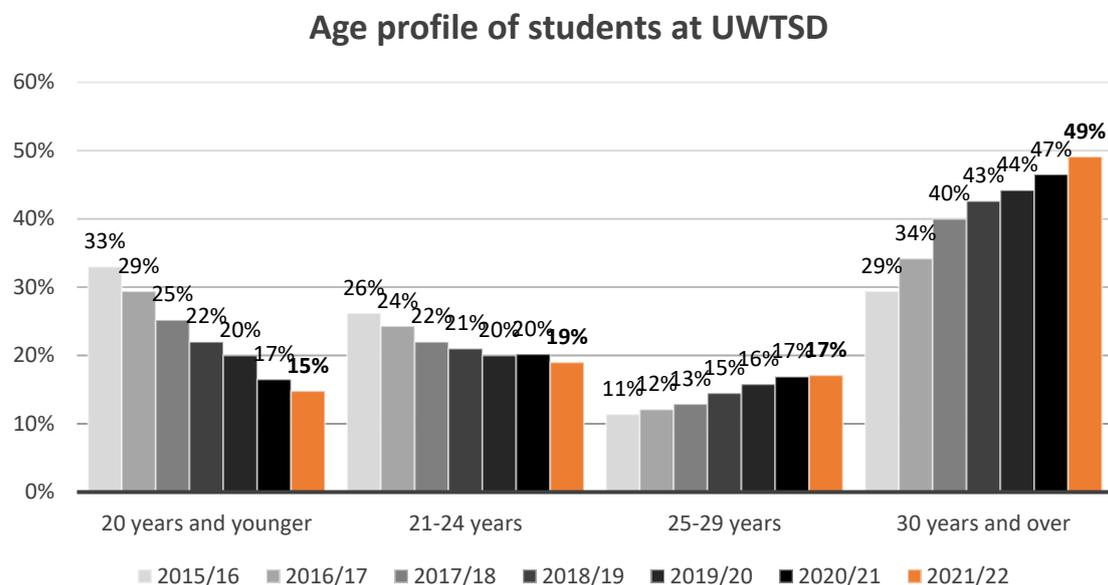


Figure 74: Source HESA

Key facts: Main Scheme Applications by Age

- Figure 73 shows the main scheme applications at UWTSD by age for 2021/22, 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 74 shows the changing age profile of students at UWTSD between 2015/16 and 2021/22 (source HESA).
- In 2021, **38%** of main scheme applicants at UWTSD were 21 or older, compared with **15%** 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 **15%** in 2021/22.
- The proportion of 25 years or older at UWTSD has risen from 40% in 2015/16 to **66%** in 2021/22, compared with **42%** for the Wales sector and **35%** for the UK sector (see Figure 82).

Age profile at UWTSD in 2021/22

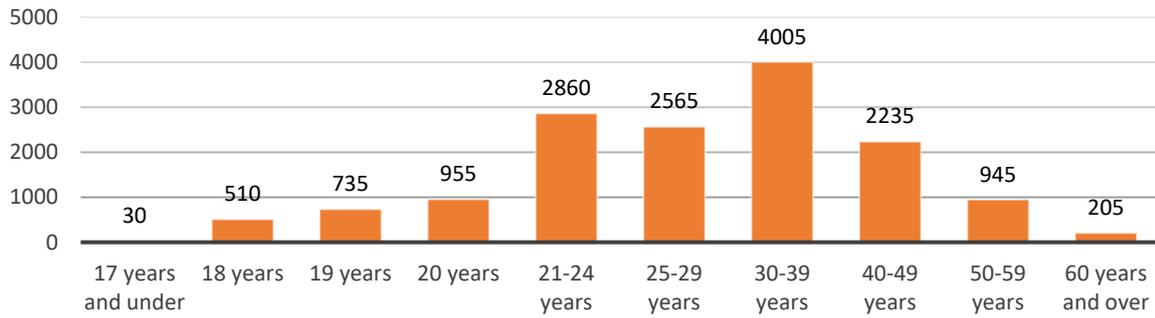


Figure 75: Source HESA

Age profile sector comparison 2021/22

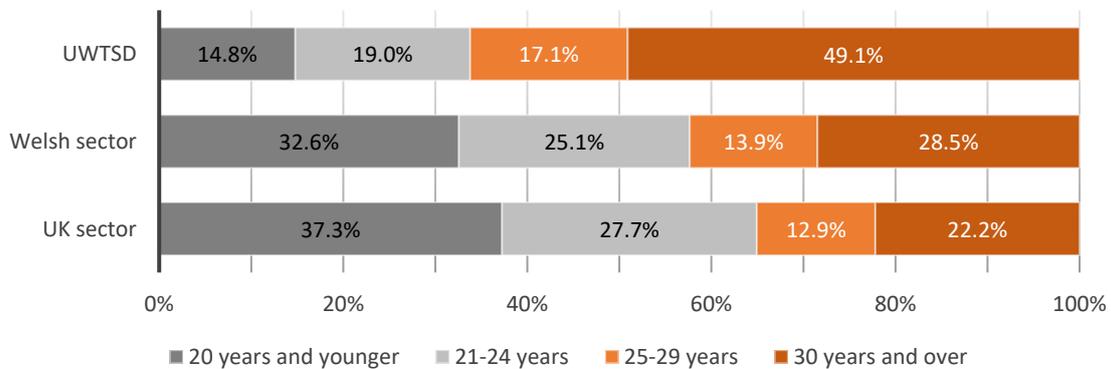


Figure 76: Source HESA

Key facts: Age Profile

- Figure 75 shows a breakdown of student population at UWTSD in 2021/22 at each age interval (source HESA).
- Figure 76 compares the age profile of students at UWTSD in 2021/22 with the UK and Wales sectors (source HESA).
- At UWTSD in 2021/22, **14.8%** of students were aged 20 years and younger which is significantly lower than Wales (**32.6%**) and UK (**37.3%**) 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 85).

Age by CAH at UWTSD in 2021/22 (n = number of students)

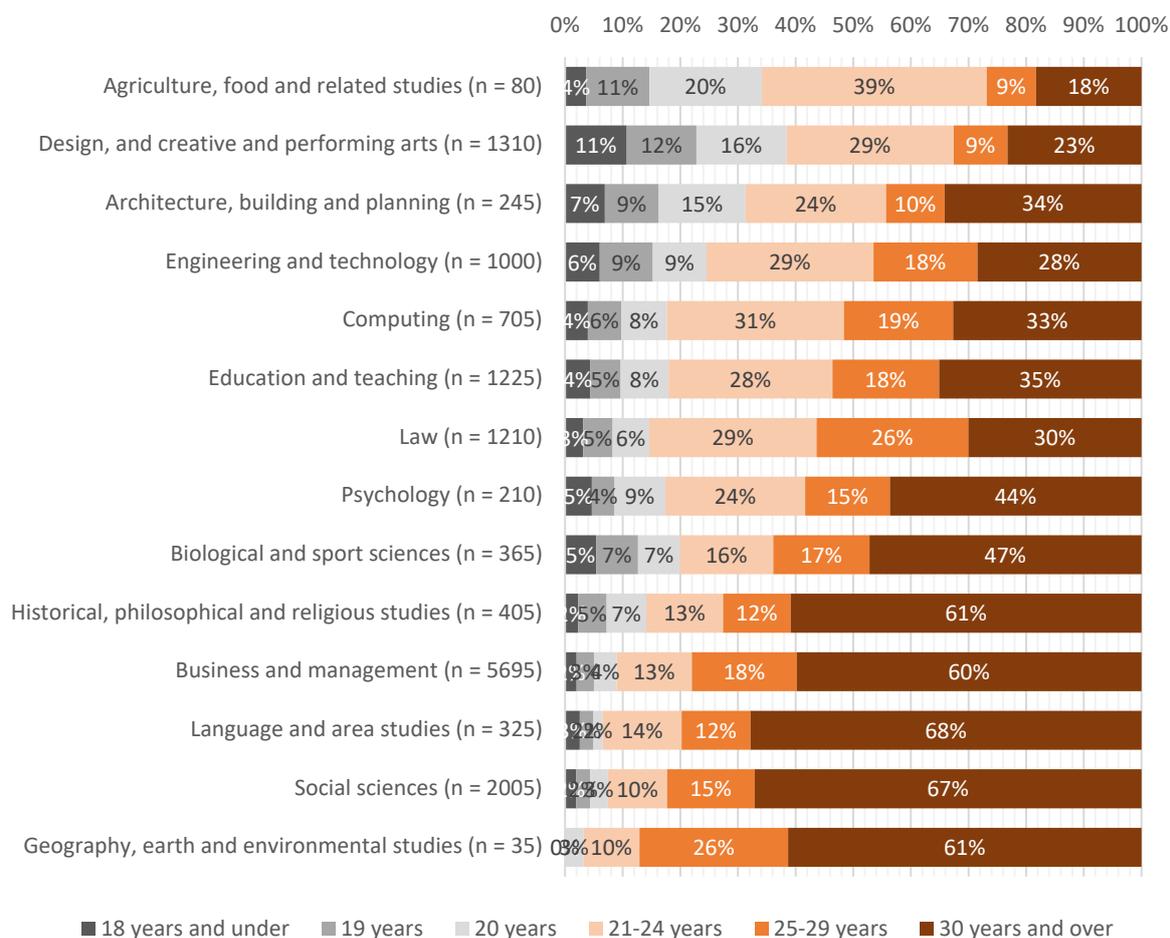


Figure 77: Source HESA

Key facts: Age by CAH

- Figure 77 shows the distribution of ages for each subject grouping (CAH) at UWTSD in 2021/22. 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 **78%** of the 5,695 students studying business and management were 25 years or older in 2021/22.
 - o **82%** of the 2,005 students studying social sciences were 25 years or older in 2021/22.
- UWTSD's next largest subject grouping, Design, creative and performing arts, has a significantly younger age profile. **68%** of the 1,310 students in this subject grouping are younger than 25 years old.

Level of study by age at UWTSD 2021/22

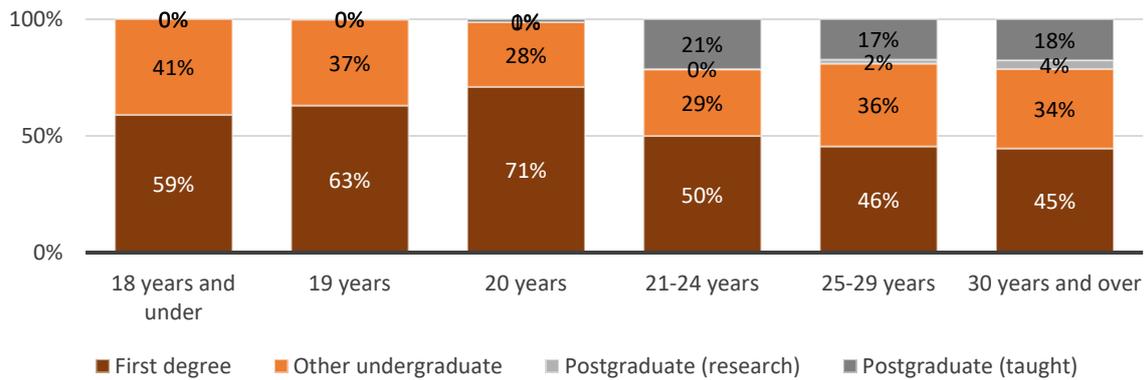


Figure 78: Source HESA

Level of study by age against sector 2021/22

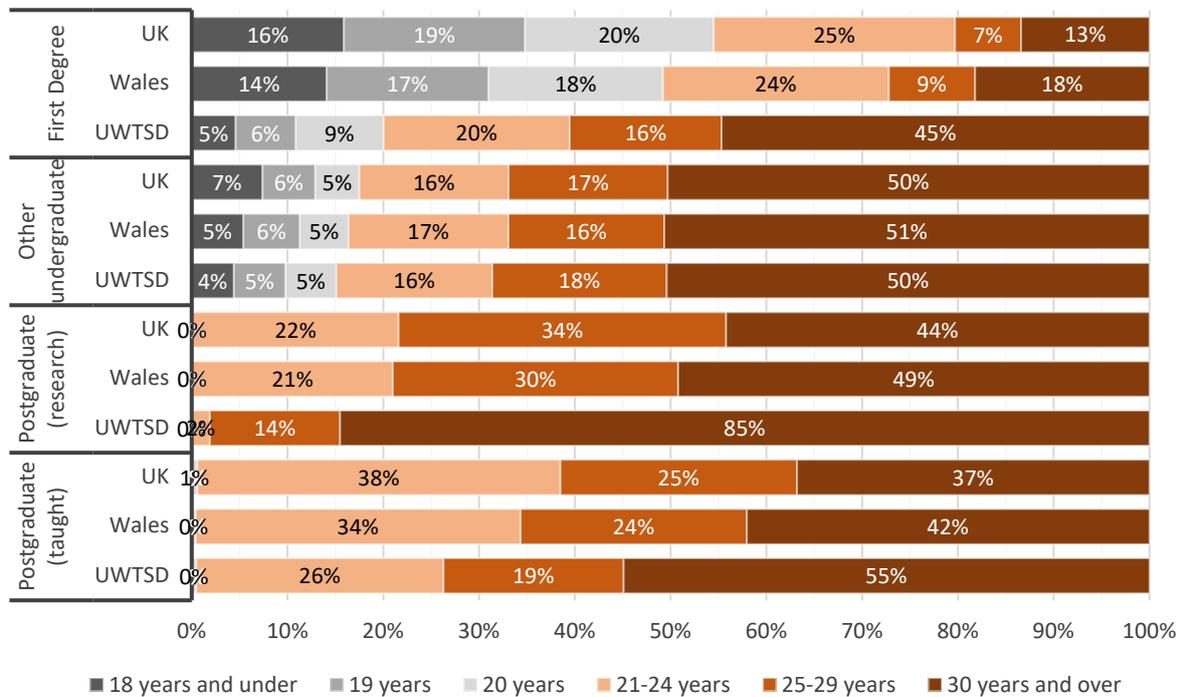


Figure 79: Source HESA

Key facts: Age by Level of Study

- Figure 78 shows the breakdown of level of study by age at UWTSD in 2021/22 (source HESA).
- Figure 79 compares the age profile for different levels of study at UWTSD, Wales and UK sectors in 2021/22 (source HESA).
- **61%** of students studying a First Degree at UWTSD in 2021/22 were 25 years or older, compared with **27%** for the Wales sector and **20%** for the UK sector.
- At UWTSD, the age profile for other undergraduate programmes is in line with the sector with **68%** of students aged 25 and older.

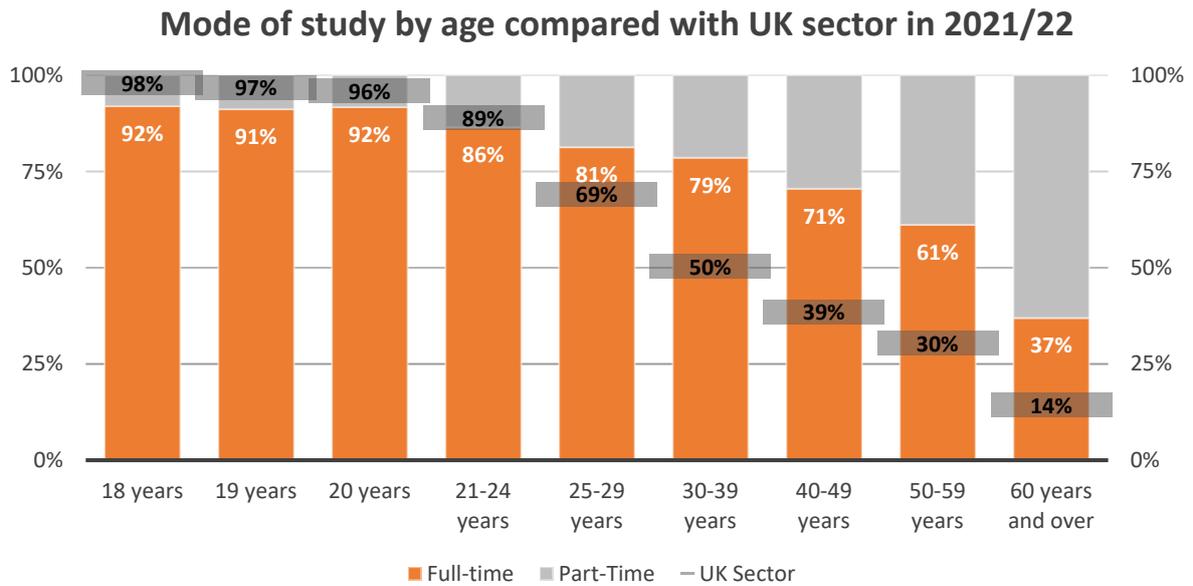


Figure 80: Source HESA

Key facts: Age by Mode of Study

- Figure 80 shows the proportion of full-time to part-time study by age bracket at UWTSD compared with the UK sector in 2021/22 (source HESA).
- In 2021/22, every age group at UWTSD had a larger proportion of full-time students, apart from students aged 60 years or older where the majority (63%) studied part-time.

Age profile of degree outcomes at UWSTD in 2021/22

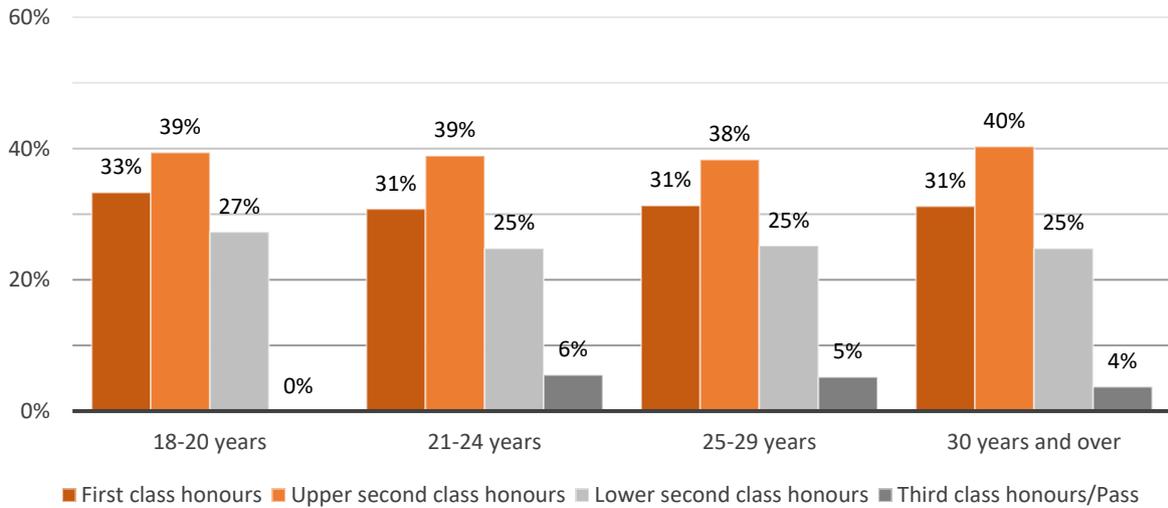


Figure 81: Source HESA

Age profile of good honours at UWSTD

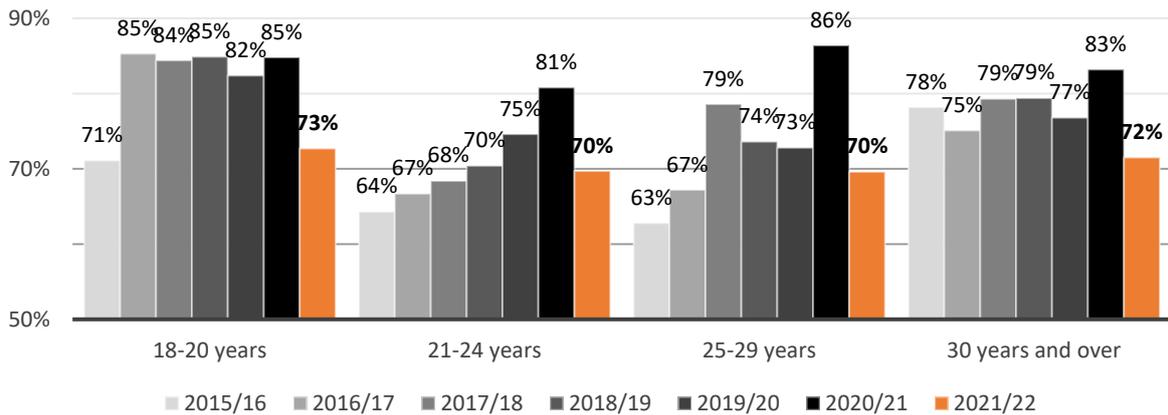


Figure 82: Source HESA

Age profile of good honours against sector in 2021/22

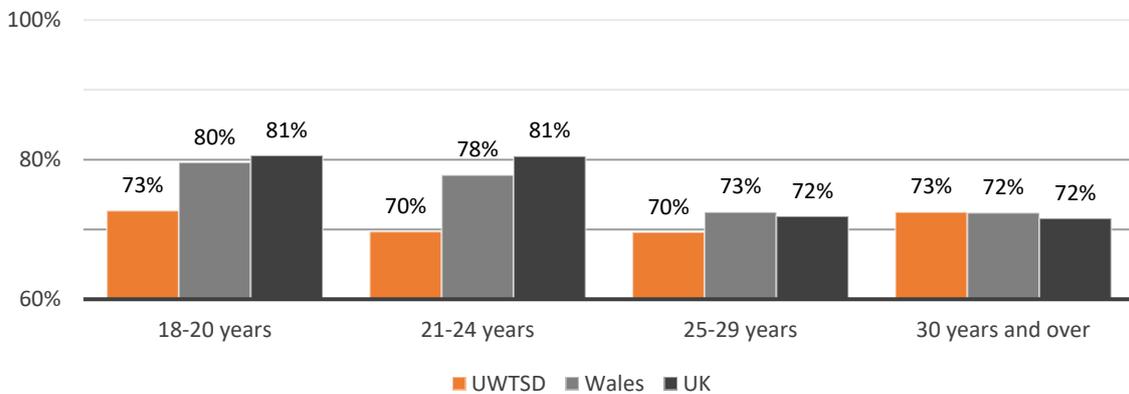


Figure 83: Source HESA

Key facts: Good Honours by Age

- Figure 81 shows the age profile of degree outcomes at UWTSD in 2021/22 (source HESA).
- Figure 82 shows the age profile of good (first class and upper second class degree classifications) at UWTSD between 2015/16 and 2021/22 (source HESA).
- Figure 83 compares good honours by age against the Wales and UK sectors (source HESA).
- In 2021/22, UWTSD saw an decrease in the rate of good honours across all age groups.
 - **73%** of students aged 18-20 years old were awarded good honours at UWTSD, which is below the sector.
 - **70%** of UWTSD students 21-24 year olds were awarded good honours, compared with **78%** for the Wales sector and **81%** for the UK sector.
 - **70%** of UWTSD students 25-29 years old were awarded good honours, compared with **73%** for the Wales sector and **72%** for the UK sector.
 - **73%** of UWTSD students 30 years and older were awarded good honours, compared with **72%** for the Wales sector and **72%** for the UK sector.

Full-time non-continuation by age against benchmark (2019/20 year of entry)

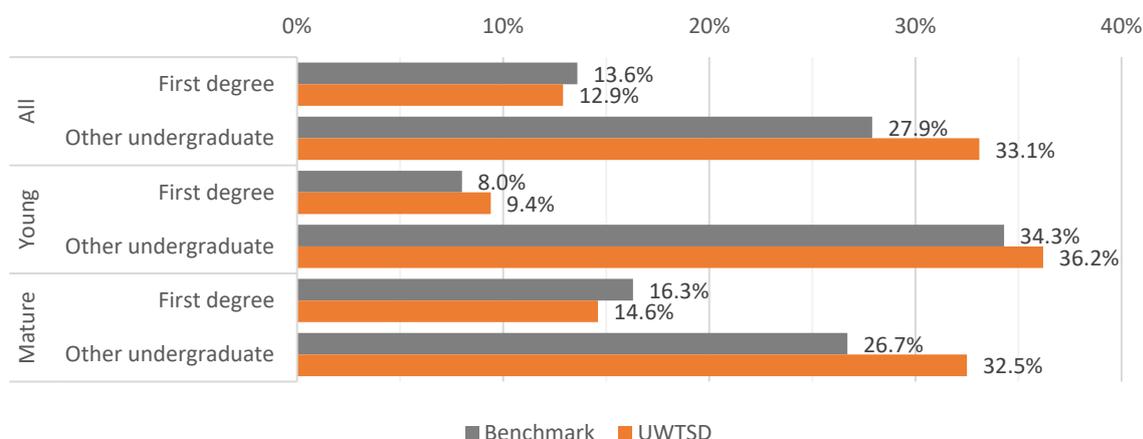


Figure 84: Source HESA

Non-continuation at UWTSD by level of study and age

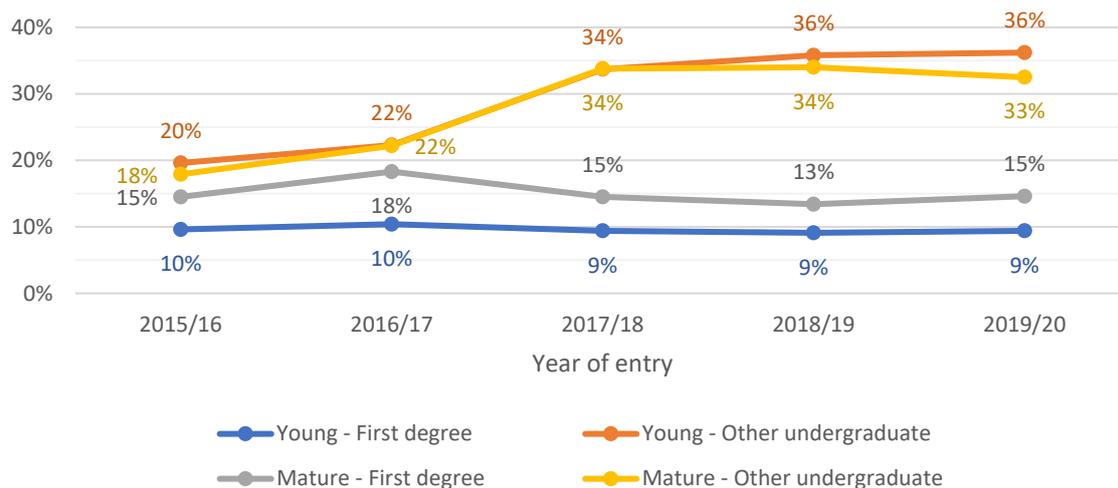


Figure 85: Source HESA

Key facts: Non-continuation by Age

- Figure 84 shows the rate of non-continuation at UWTSD for the 2019/20 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 85 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 2019/20 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 2021/22

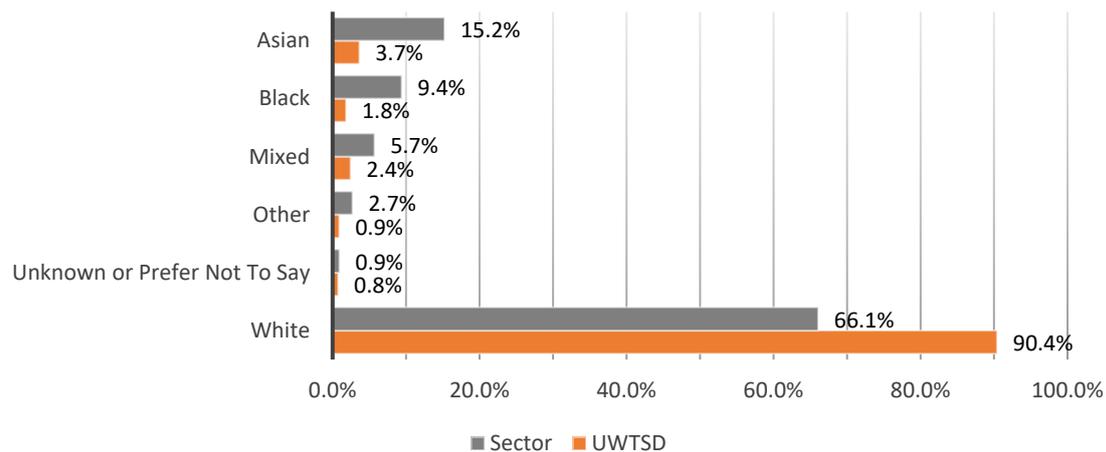


Figure 86: Source UCAS

Key facts: Main Scheme Applications by Ethnicity

- Figure 86 shows the main scheme applications by ethnicity in 2022 for UWTSD against the sector.
- **90%** of students who apply through main scheme at UWTSD are White, notably higher than the sector (**66%**).
- Please note that UWTSD's low proportion of First Degrees (**49%** in 2021/22) 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 91 for more detail).

Ethnicity profile of students at UWTSD

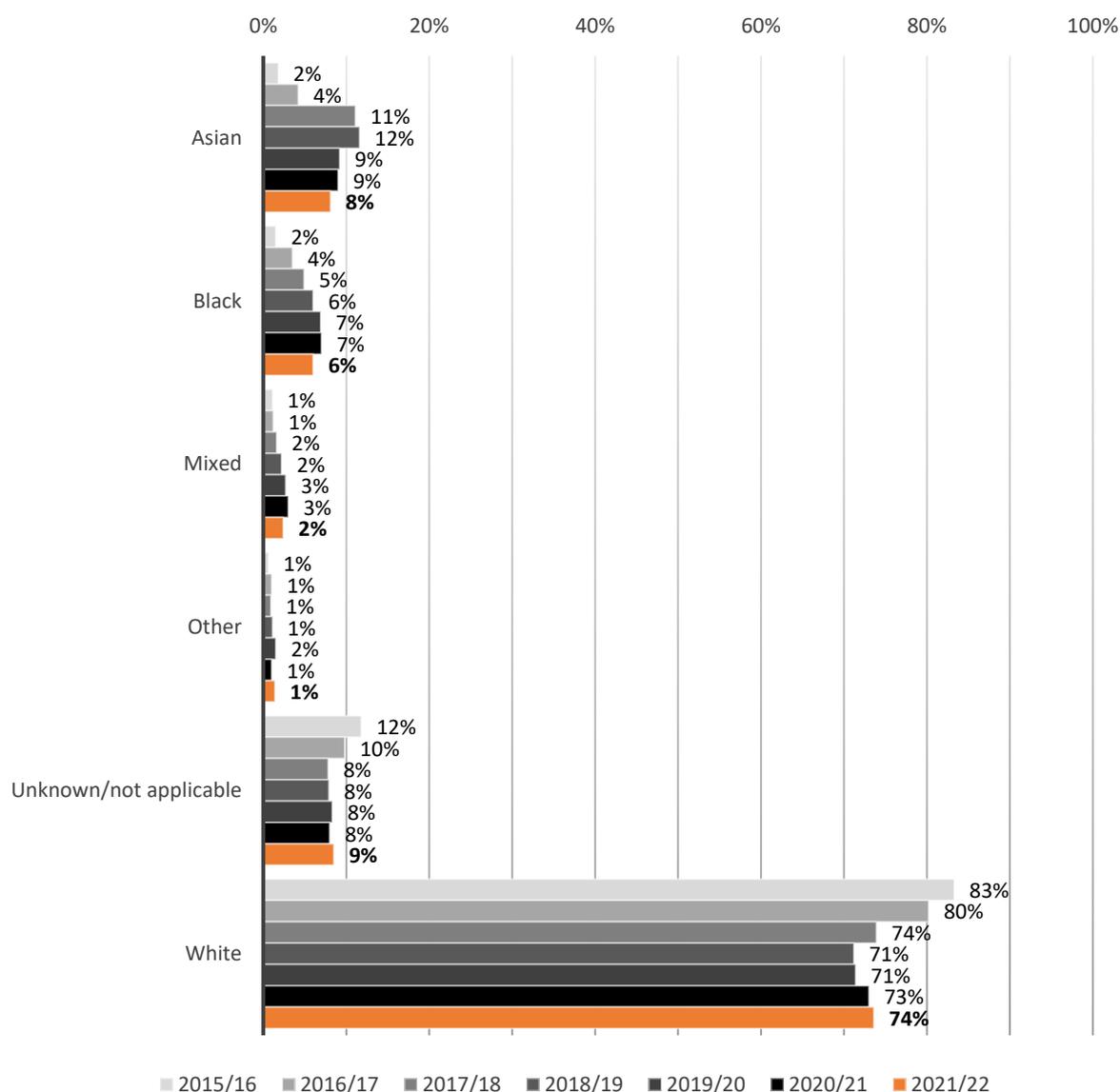


Figure 87: Source HESA

Key facts: Ethnicity Profile

- Figure 87 shows the change in ethnicity profile at UWTSD between 2015/16 and 2021/22.
- The proportion of White students at UWTSD decreased from **83%** in 2015/16 to **74%** in 2021/22.
- There was a steady increase in the proportion of Black (**2% to 6%**), Mixed (**1% to 2%**) and Asian students (**2% to 8%**) between 2015/16 and 2021/22.
- 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 96 for more detail).

Ethnicity profile of students against sector in 2021/22

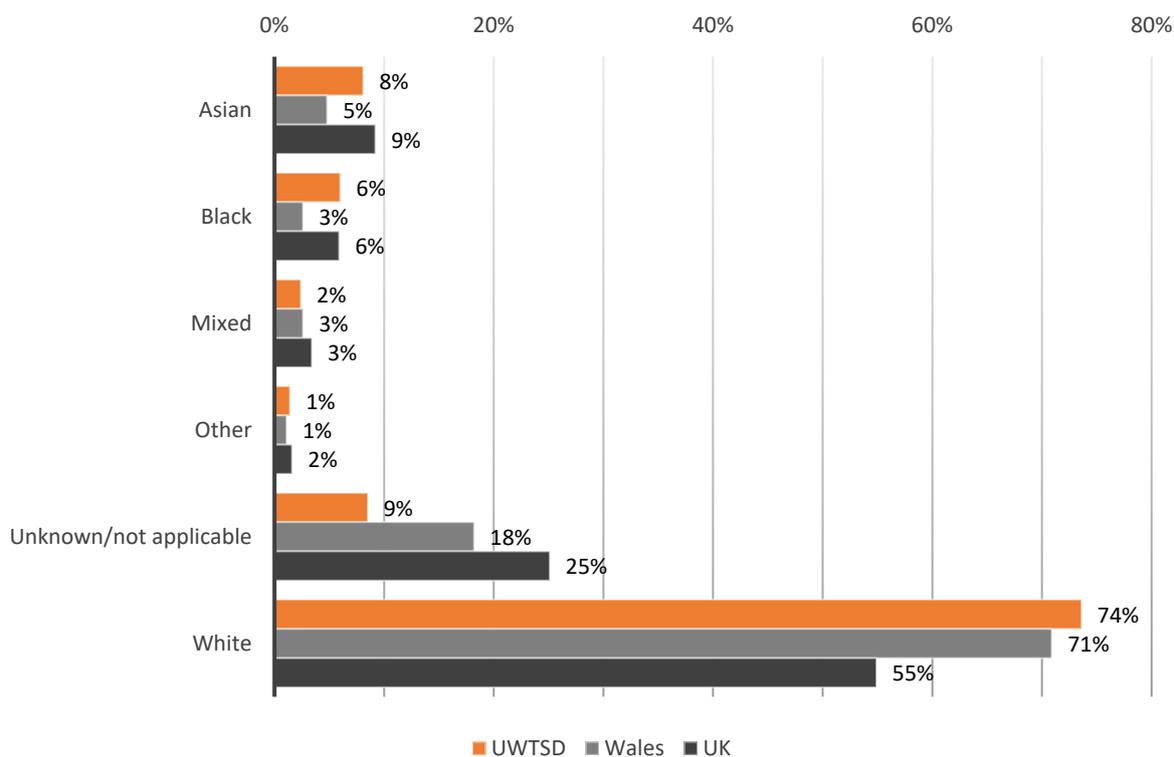


Figure 88: Source HESA

Key facts: Ethnicity Profile

- Figure 88 compares the ethnicity profile at UWTSD in 2021/22 with the Wales and UK sectors.
- In 2021/22, the proportion of Asian (**8%**) and Black (**6%**) 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 (**9%**) was significantly lower than the Wales (**18%**) and UK (**25%**) sector averages in 2021/22.

Ethnicity by CAH at UWTSD in 2021/22 (n = number of student)

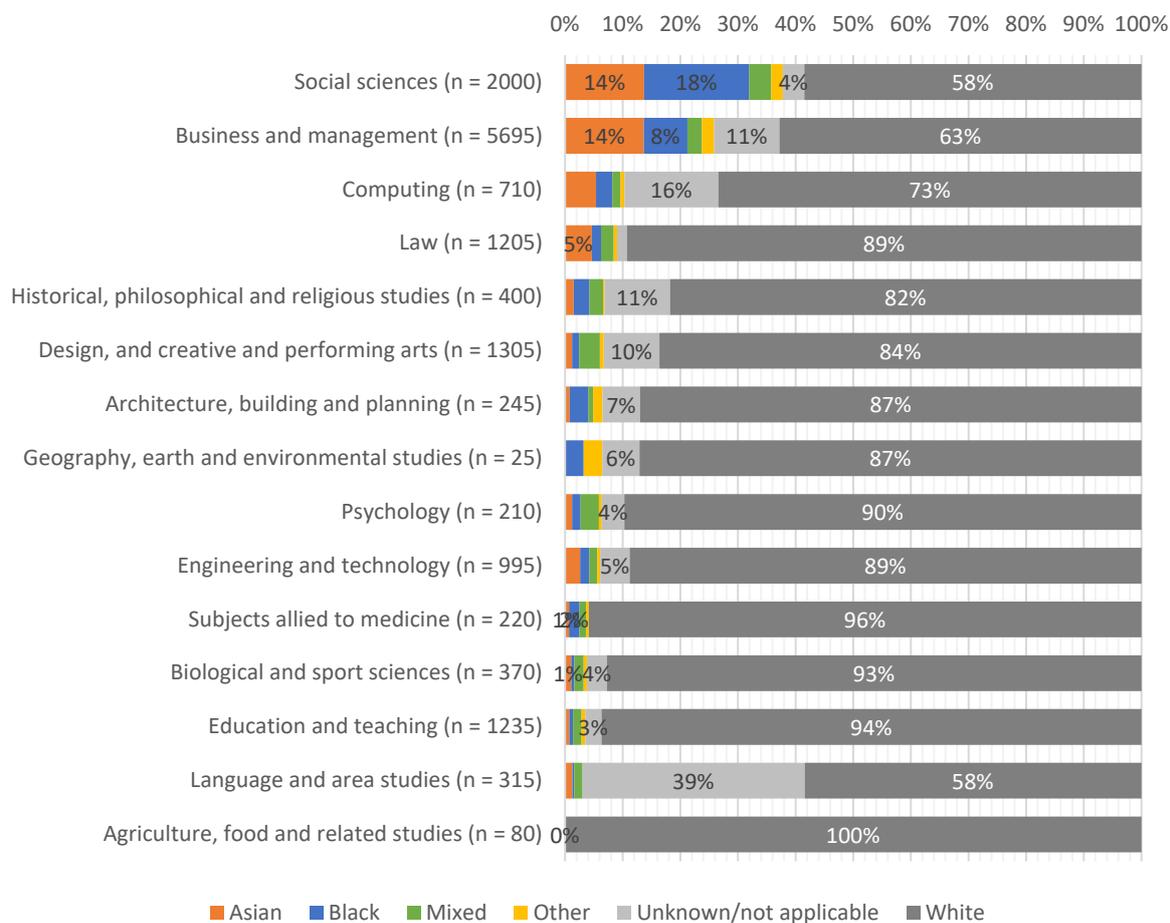


Figure 89: Source HESA

Key facts: Ethnicity by CAH

- Figure 89 compares the ethnicity profile at UWTSD in 2021/22 with the Wales and UK sectors.
- The two subject areas with the highest proportion of ethnic minority students (Social Sciences and Business and Management), are also the areas that have seen significant growth overall at UWTSD between 2019/20 and 2021/22.

Ethnicity profile of students at UWTSD by level of study in 2021/22

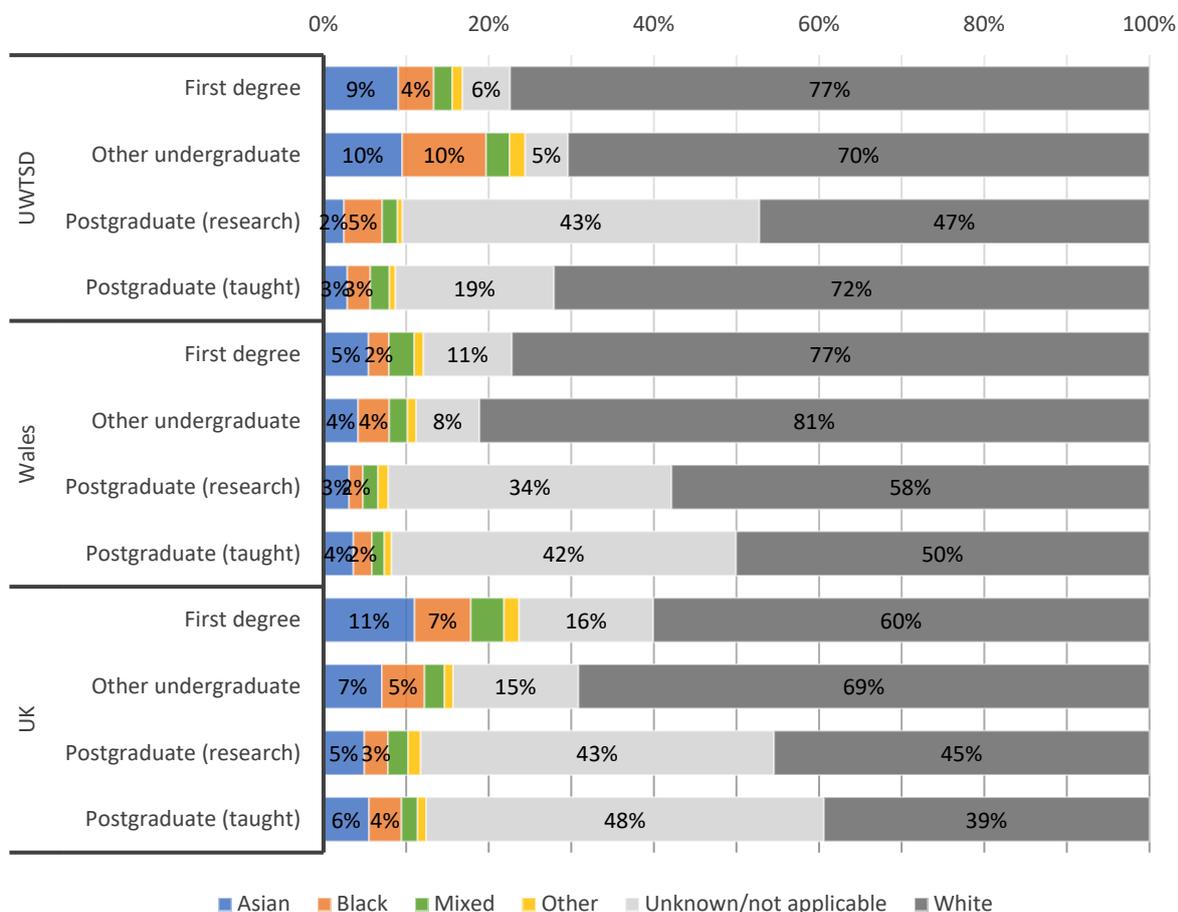


Figure 90: Source HESA

Key facts: Ethnicity by Level of Study

- Figure 90 compares the ethnicity by level of study at UWTSD against the Wales and UK sectors, for 2021/22.
- **77%** of students studying a First Degree at UWTSD in 2021/22 were White, compared with **77%** for Wales and **60%** for UK sector average.
- **70%** of student studying an other undergraduate programme at UWTSD in 2021/22 were White, compared with **81%** for Wales and **69%** for UK sector averages.
- In 2021/22, UWTSD’s other undergraduate provision had a significantly higher proportion of Asian (**10%**) and Black (**10%**) students compared with Wales (**4%** and **4%**) and UK (**7%** and **5%**) sector averages.

Ethnicity and mode of study against sector in 2021/22

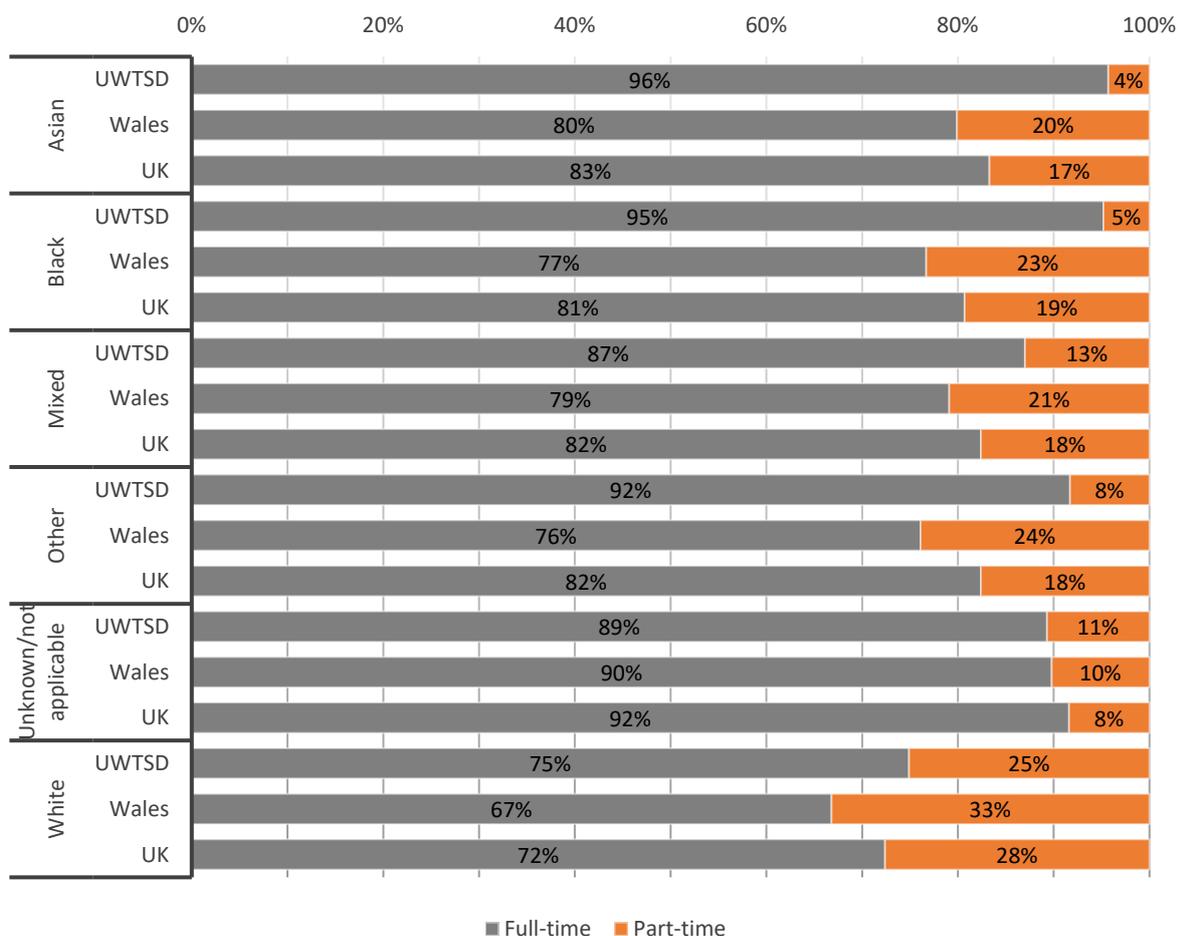


Figure 91: Source HESA

Key facts: Ethnicity by Mode of Study

- Figure 91 shows mode of study by ethnicity at UWTSD in 2021/22 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 52 for more information).
- A higher proportion of minority ethnic students studied full-time compared with White students at UWTSD in 2021/22.
- **96%** of Asian students studied full-time at UWTSD in 2021/22, compared with the Wales (**80%**) and UK (**83%**) sector averages.
- **95%** of Black students studied full-time at UWTSD in 2021/22, compared with Wales (**77%**) and UK (**81%**).
- **87%** of Mixed students studied full-time at UWTSD in 2021/22, compared with Wales (**79%**) and UK (**82%**).
- Of note is that UWTSD's other undergraduate provision has a high proportion of minority ethnic students (see Figure 90) and that these programmes are often (**75%**) taught full-time (see Figure 52 and Figure 53).

Ethnicity and age profile of students against sector in 2021/22

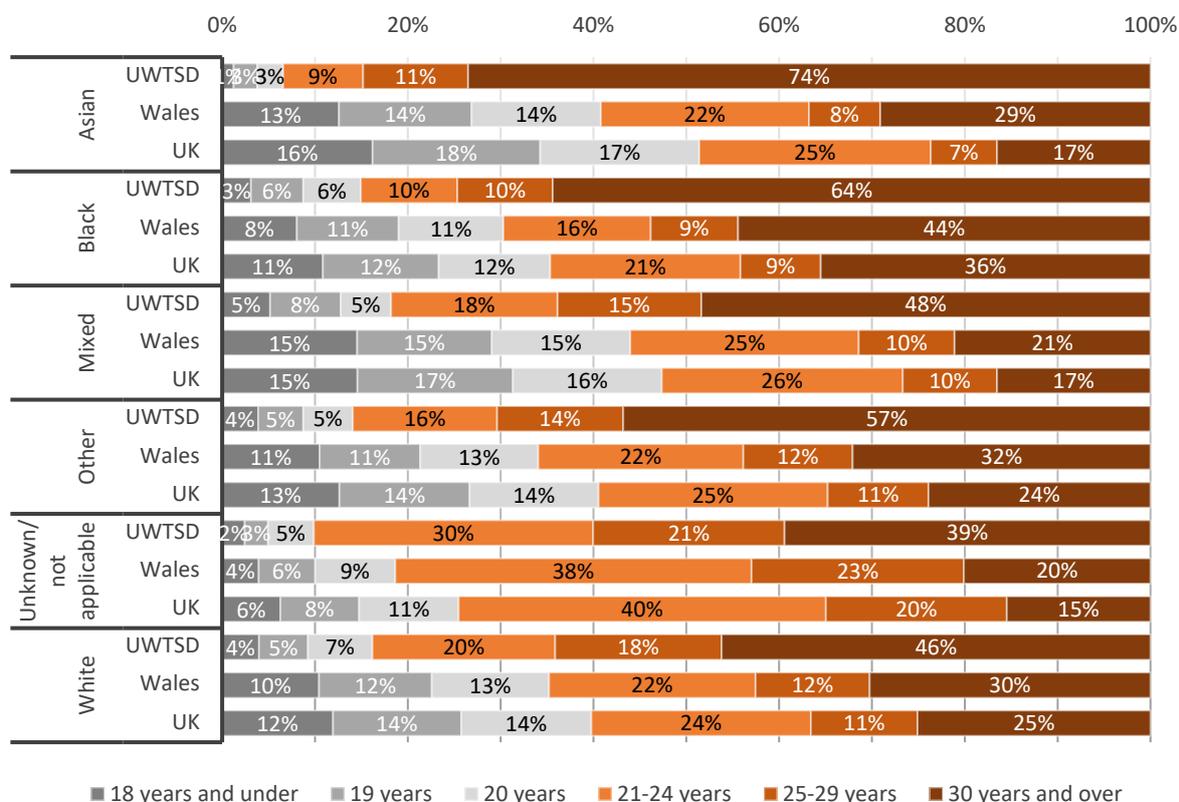


Figure 92: Source HESA

Key facts: Ethnicity and Age Profile

- Figure 92 shows ethnicity by age at UWTSd in 2021/22 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 77 and Figure 78).
- A high proportion of UWTSd’s minority ethnic students were older than the sector average in 2021/22.
 - **74%** of Asian students at UWTSd in 2021/22 were 30 years or older, compared with **29%** for the Wales sector and **17%** for the UK sector.
 - **64%** of Black students at UWTSd in 2021/22 were 30 years or older, compared with **44%** for the Wales sector and **36%** for the UK sector.
 - **48%** of Mixed students at UWTSd in 2021/22 were 30 years or older, compared with **21%** for the Wales sector and **17%** for the UK sector.
 - **57%** of Other ethnicity students at UWTSd in 2021/22 were 30 years or older, compared with **32%** for the Wales sector and **24%** for the UK sector.
 - **46%** of White students at UWTSd in 2021/22 were 30 years or older, compared with **30%** for the Wales sector and **25%** for the UK sector.

Ethnicity and gender against sector in 2021/22

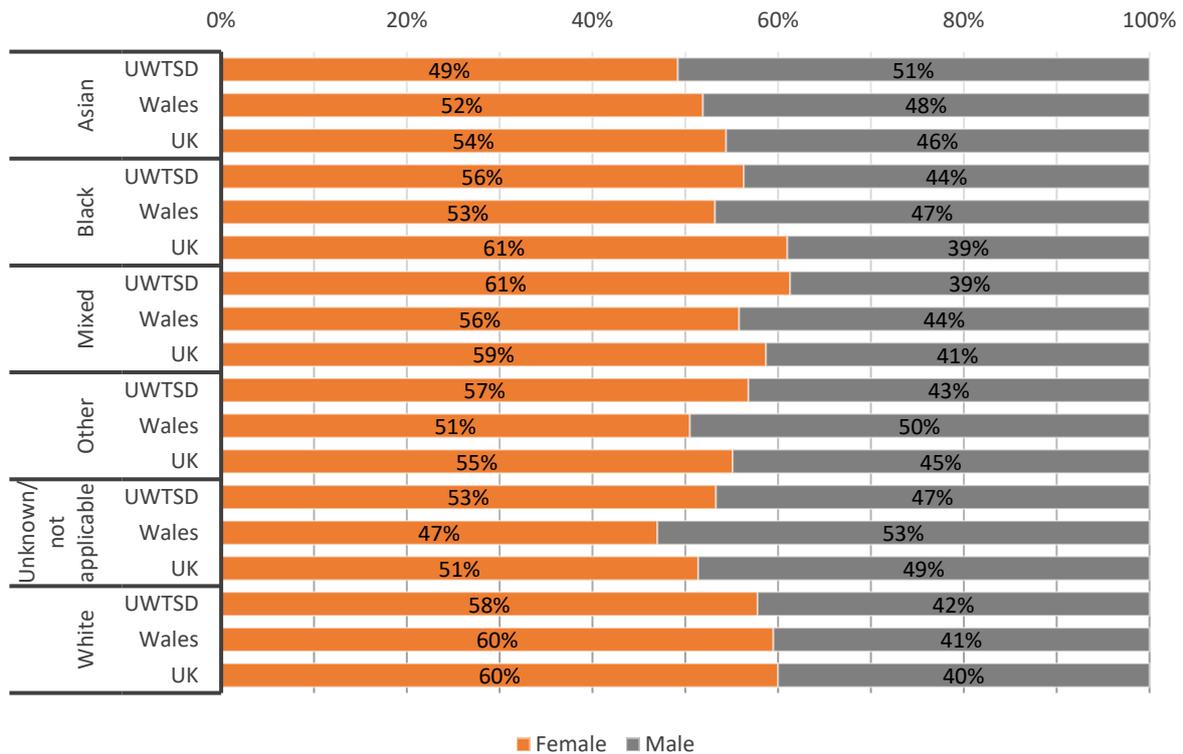


Figure 93: Source HESA

Key facts: Ethnicity and Gender

- Figure 93 shows the ethnicity profile by gender at UWTSD in 2021/22 with the Wales and UK sectors (source HESA).
- There was a slightly lower proportion (**49%**) of female Asian students at UWTSD compared with Wales (**52%**) and UK (**54%**) sector averages.
- The proportion of female Black students (**56%**) at UWTSD in 2021/22 was higher than Wales (**53%**) and lower than UK (**61%**) sector averages.
- The proportion of female Mixed students (**61%**) at UWTSD was significantly higher than the Wales (**56%**) and the UK (**59%**) sector averages.
- **57%** of Other ethnicity students at UWTSD in 2021/22 were female compared with **51%** for Wales and **55%** for UK sector averages.
- **58%** of White students at UWTSD in 2021/22 were female compared with **60%** for Wales and **60%** for UK sector averages.

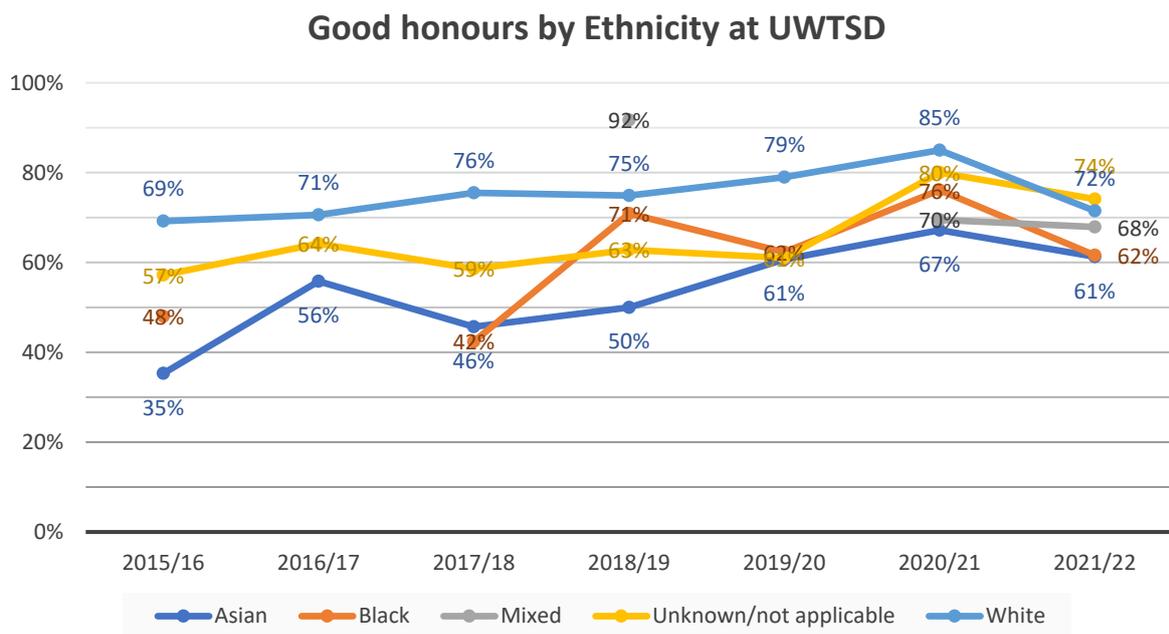


Figure 94: Source HESA

Key facts: Good Honours by Ethnicity

- Figure 94 shows the proportion of good honours (first class and upper second class degree classifications) by ethnicity at UWTSD between 2015/16 and 2021/22. 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 increased between 2015/16 and 2020/21, and decreased for 2021/22 (see Figure 55 and Figure 56 for more detail). And from 2017/18 to 2021/22, the ethnicity awarding gap at UWTSD has reduced.
- In 2021/22, students with unknown ethnicity at UWTSD had the highest proportion of good honours (**74%**), compared with White (**72%**), Black (**62%**), Mixed (**68%**) and Asian (**61%**).
- Between 2015/16 and 2020/21, the rate of good honours among Asian students at UWTSD increased significantly from **35%** to **67%**, and has fallen to 61% in 2021/22. During the same period, the rate of good honours among Black students increased from **48%** to **76%** between 2015/16 and 2020/21, then fell to 62% in 2021/22. See Figure 95 for sector comparison.

Good honours by Ethnicity against sector in 2021/22

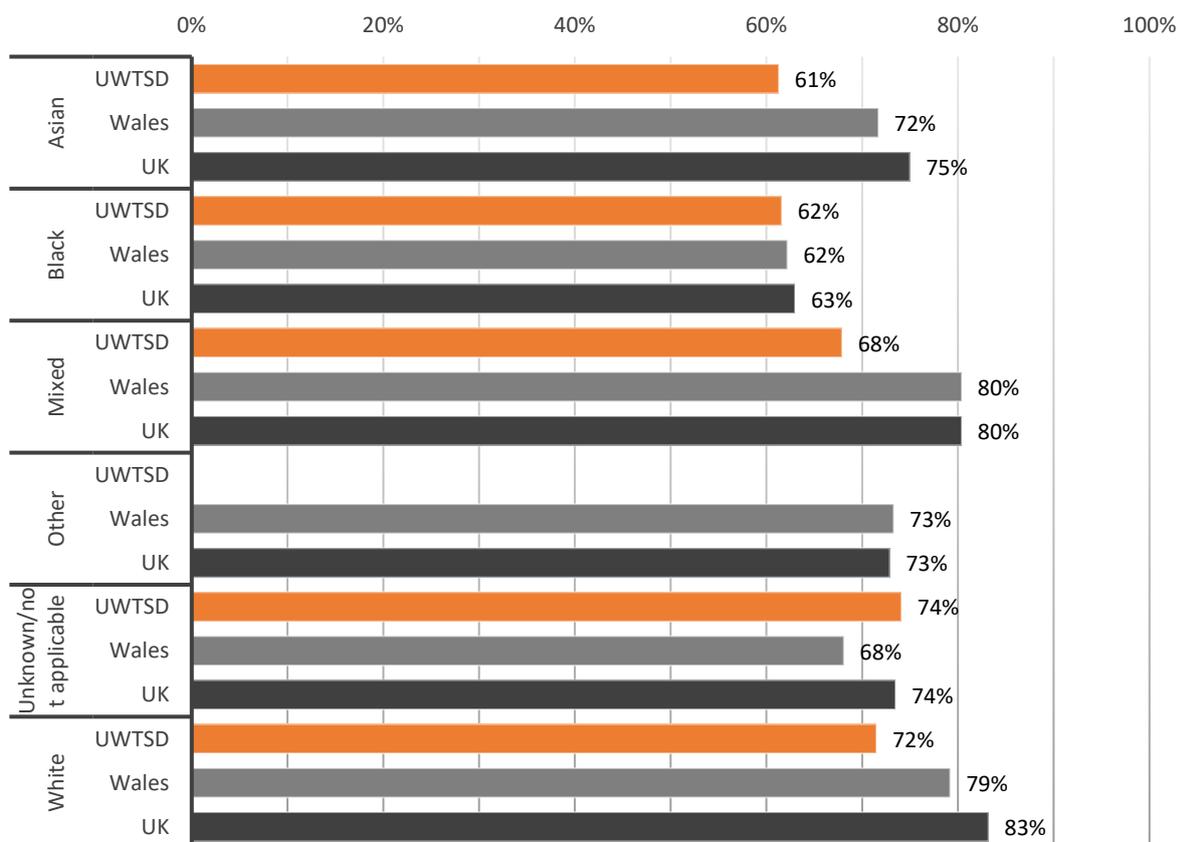


Figure 95: Source HESA

Key facts: Good Honours by Ethnicity

- Figure 95 compares the proportion of good honours by ethnicity at UWTSD in 2021/22 with the Wales and UK sectors.
- In 2021/22, the rate of good honours for Asian students at UWTSD (**61%**) was below the Wales (**72%**) and UK (**75%**) sector averages.
- In 2021/22, Black students at UWTSD performed in line with the Wales (**62%**) and UK (**63%**) sector averages by receiving good honours at a rate of **62%** in 2021/22.
- Mixed students at UWTSD received good honours at a rate of **68%** in 2021/22, which is lower than the Wales (**80%**) and UK (**80%**) sector averages.
- The quantity of 'Other' ethnicity at UWTSD in 2021/22, did not meet the threshold for publication.
- White students at UWTSD received good honours at a rate (**72%**) that was below the Wales (**79%**) and UK (**83%**) sector averages in 2021/22.
- Students with unknown ethnicity or not applicable received good honours at a rate of **74%** at UWTSD in 2021/22. This is higher than the Wales sector average (**68%**) and in line with the UK sector average (**74%**).

Good honours by ethnicity and gender against sector in 2021/22

(n = Total number of awards)

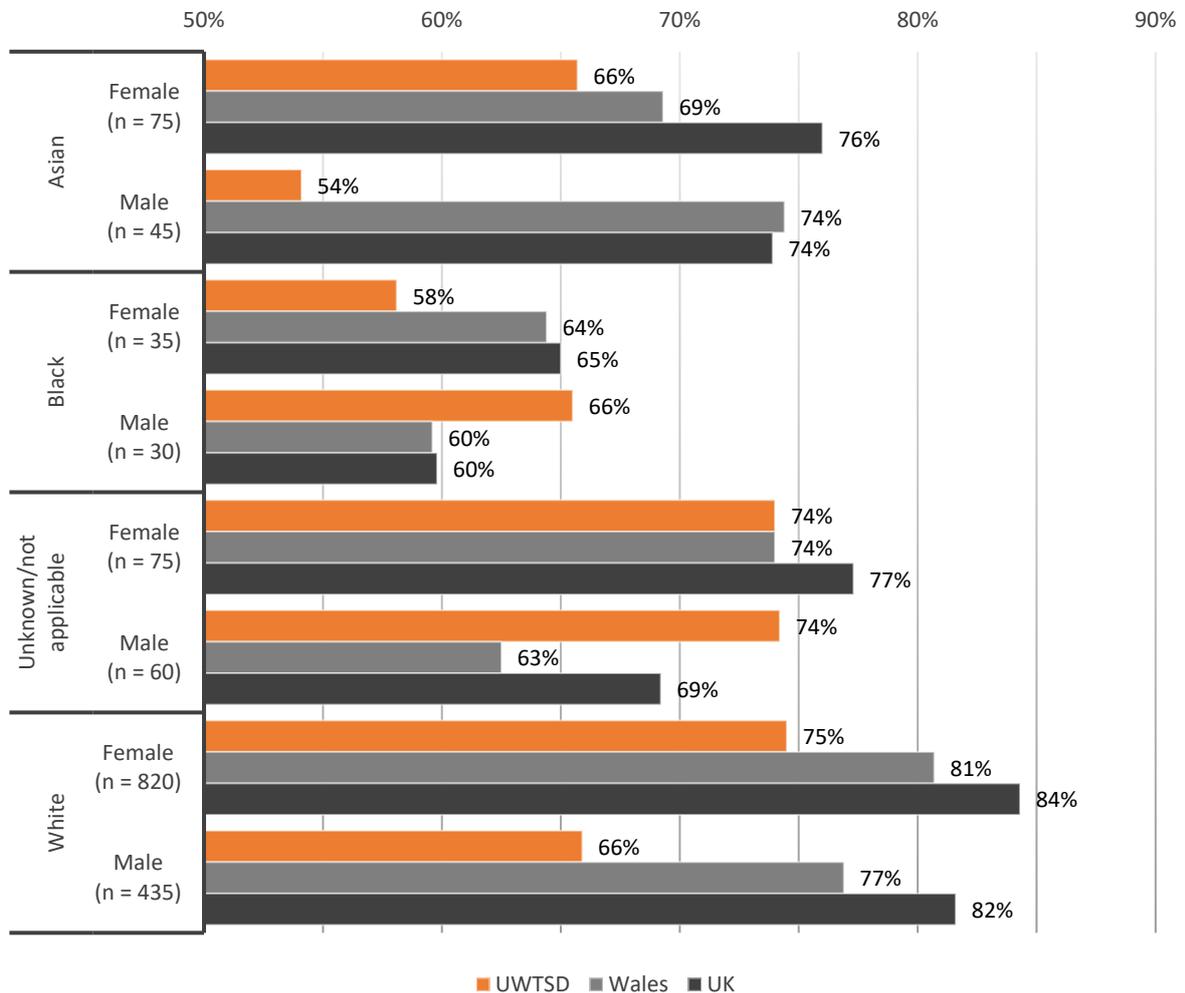


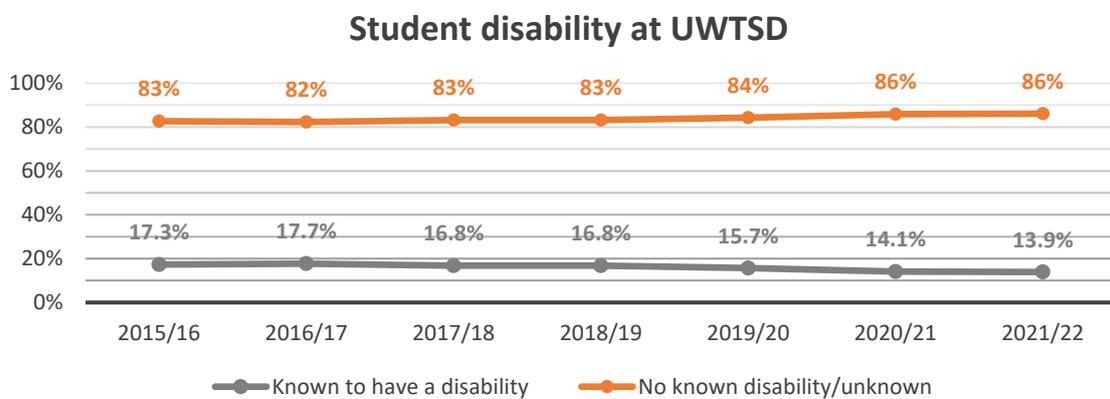
Figure 96: Source HESA

Key facts: Good Honours by Ethnicity and Gender

- Figure 96 shows good honours by ethnicity and gender at UWTSD in 2021/22 compared with Wales and UK sectors.
- Please note the low number of awards when splitting ethnicity by gender make it difficult to draw conclusions (see n values).
- Overall Female students of most ethnicities at UWTSD were awarded higher rates of good honours than their male counterparts in 2021/22, with the exception of Black students where **58%** of female and **66%** 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.



	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Known to have a disability	1,715	1,725	1,730	1,875	2,000	2,085	2,095
No known disability/unknown	8,215	8,030	8,550	9,260	10,705	12,715	12,955

Figure 97: Source HESA

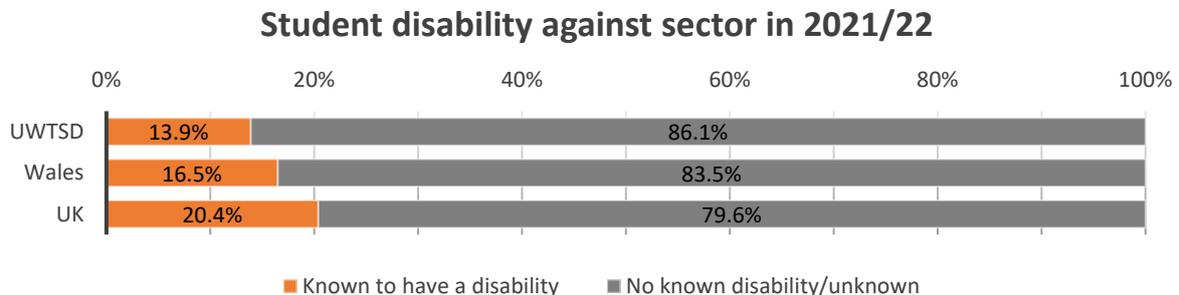


Figure 98: Source HESA

Key facts: Disability Profile

- Figure 97 shows the change in proportion of students at UWTSD known to have a disability between 2015/16 and 2021/22. A table showing the quantity of students with known disability is also provided for further context.
- Figure 98 compares UWTSD's proportion of students known to have a disability in 2021/22 with the Wales and UK sectors.
- The percentage of students with a known disability at UWTSD has fallen from **17.3%** in 2015/16 to **13.9%** in 2021/22 and is below Wales (**16.5%**) and UK (**20.4%**) 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 2,095).

Known Disability by CAH at UWTSD in 2021/22 (n = number of students)

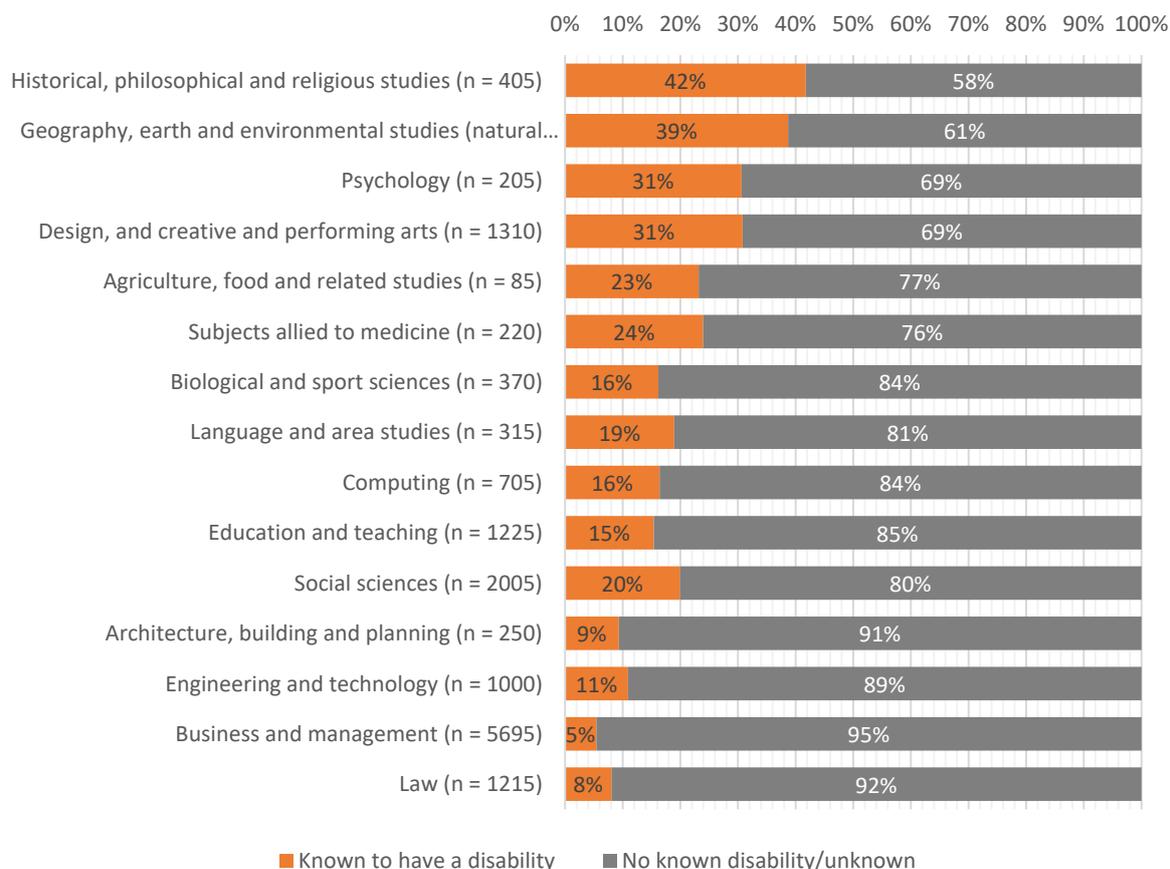


Figure 99: Source HESA

Key facts: Disability by CAH

- Figure 99 shows the disability profile split by CAH at UWTSD in 2021/22.
- Business and management has among the lowest rates of declared disability at UWTSD in 2021/22 (**5%**).
- Approximately **1 in 3** students on UWTSD's design, and creative and performing arts programmes have declared disability in 2021/22.

Type of disability at UWTSD

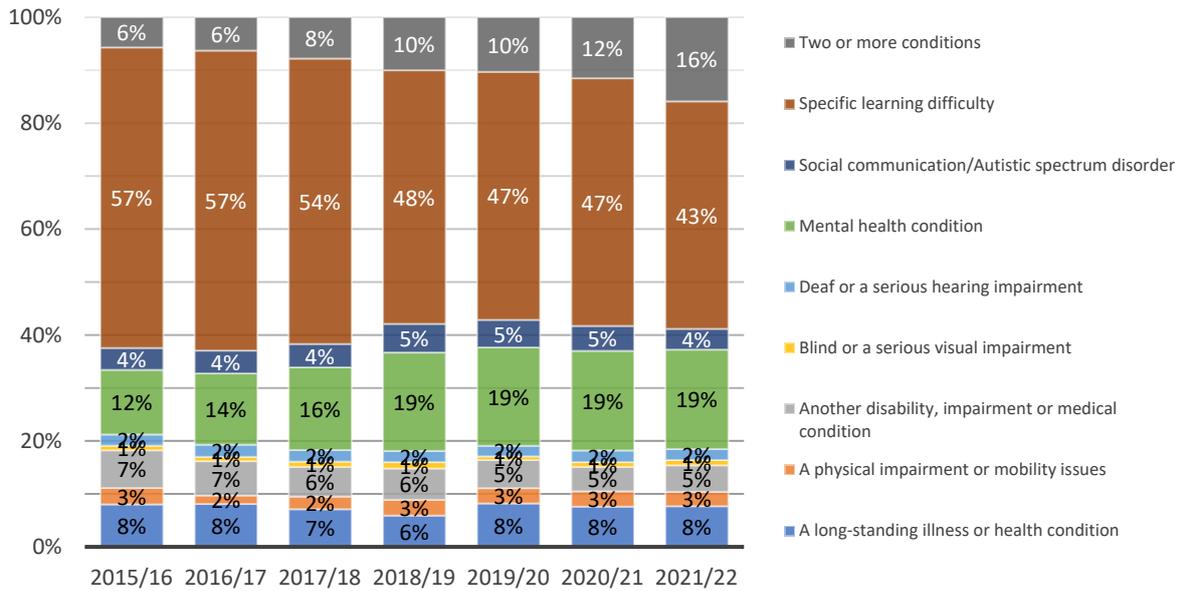


Figure 100: Source HESA

Type of disability against sector in 2021/22

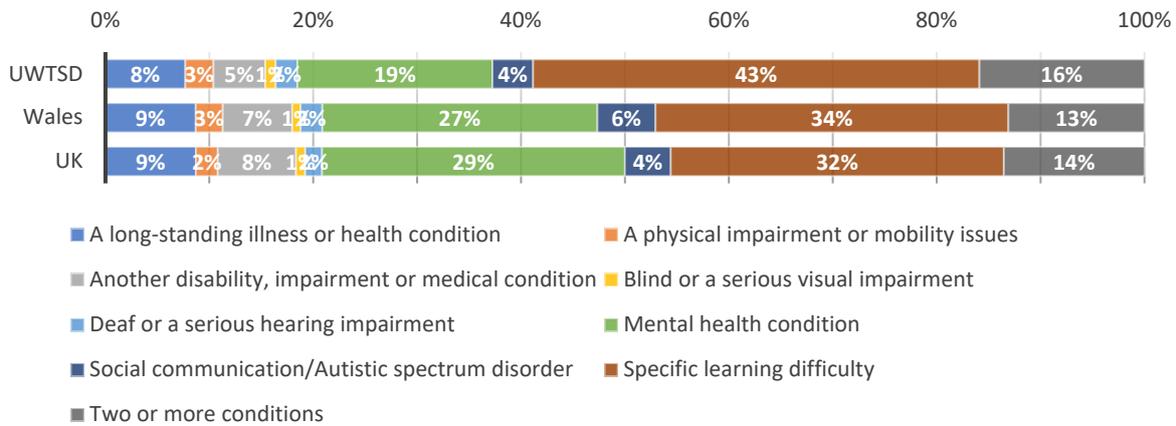


Figure 101: Source HESA

Key facts: Detailed Disability Profile

- Figure 100 shows the change in the profile of students with a known disability at UWTSD between 2015/16 and 2021/22.
- Figure 101 compares the student disability profile at UWTSD in 2021/22 with Wales and UK.
- A high proportion of UWTSD’s disabled students have specific learning difficulties (**43%**) compared with the Wales (**34%**) and UK (**32%**) 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 **16%** in 2021/22 and is greater than the Wales (**13%**) and UK (**14%**) sector averages.

Gender of students with a disability against sector in 2021/22

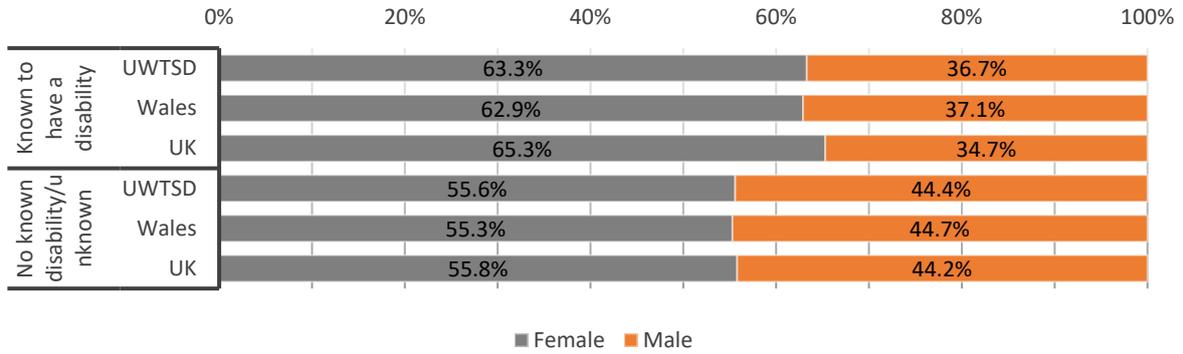


Figure 102: Source HESA

Age of students with a disability against sector in 2021/22

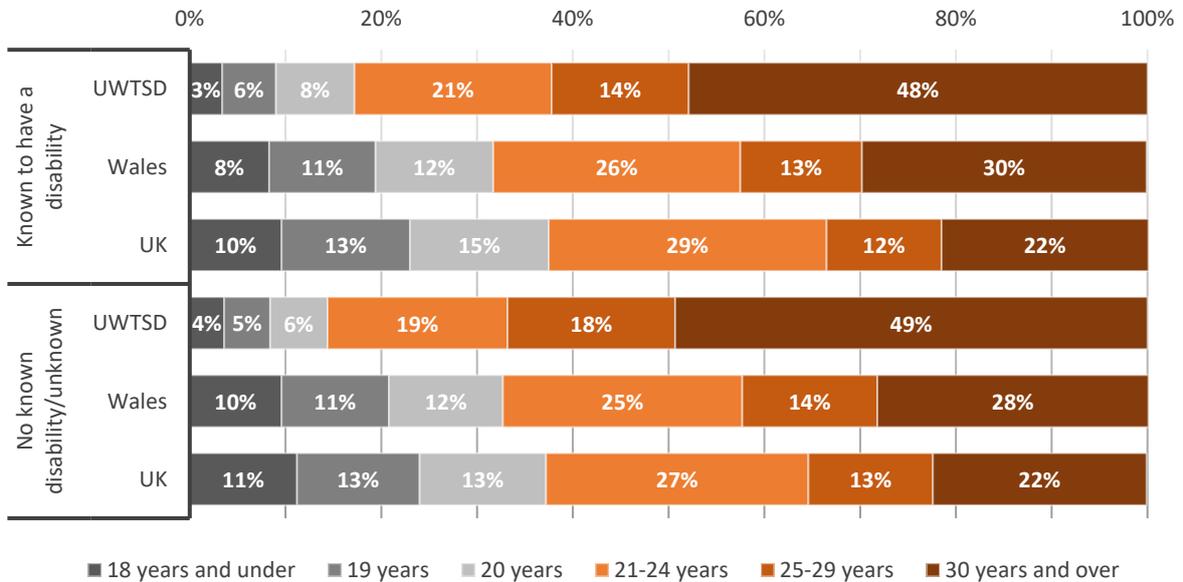


Figure 103: Source HESA

Key facts: Disability by Gender and Age

- Figure 102 shows the gender profile for UWTSD’s students with known disabilities in 2021/22 compared with the Wales and UK sector.
- **63.3%** of students with a known disability at UWTSD are female. The percentage is lower at **55.6%** for students with no known disability. These figures are in line with sector averages.
- Figure 103 shows the age profile for UWTSD’s students with known disability in 2021/22 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 75 and Figure 78) 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 2021/22

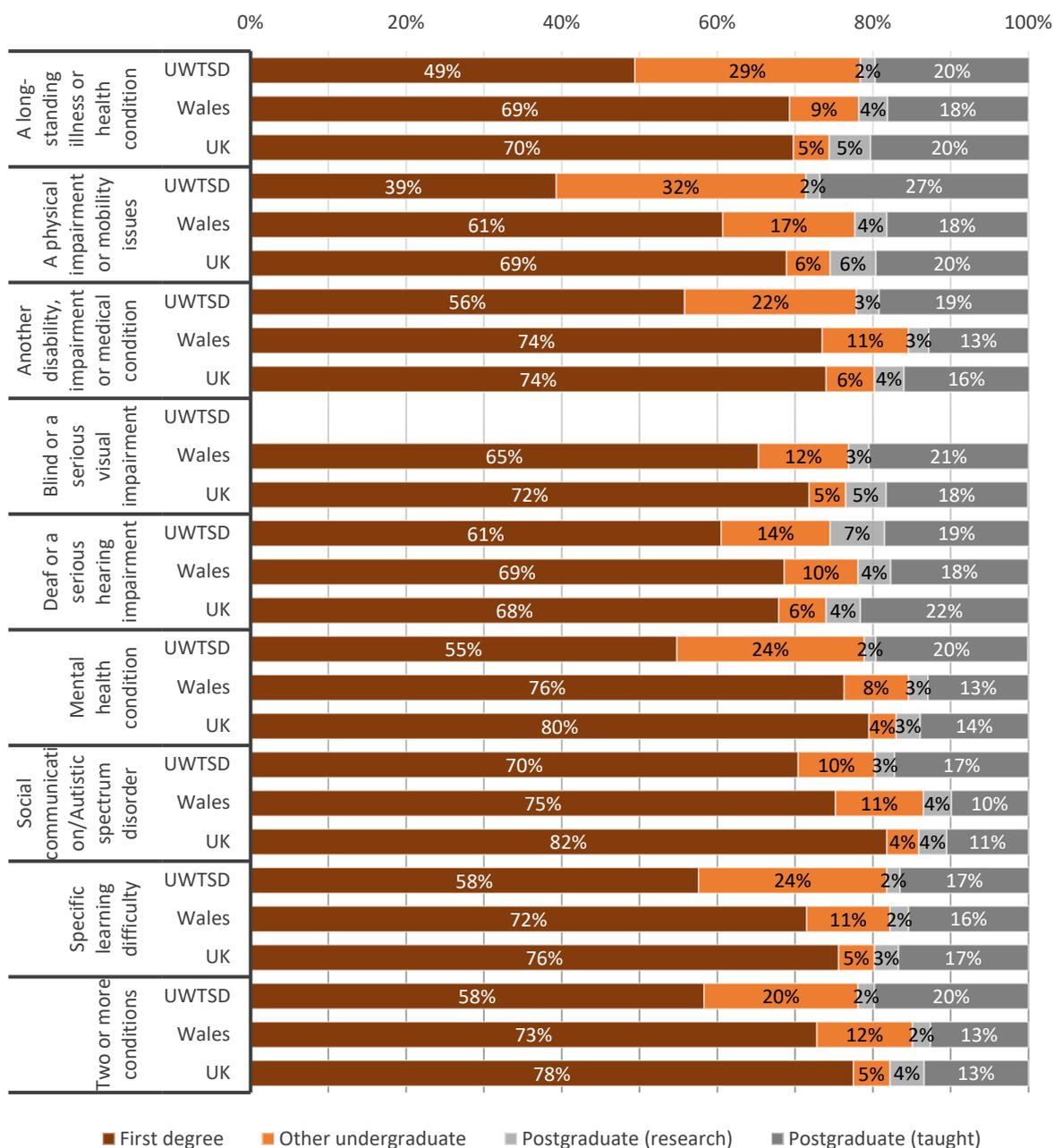


Figure 104: Source HESA

Key facts: Disability by Level of Study

- Figure 104 shows the level of study for UWTSD’s students with known disabilities in 2021/22 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 50) and this is reflected in the levels of study for students with declared disabilities at UWTSD in 2021/22.

Percentage studying full-time by disability at UWTSD

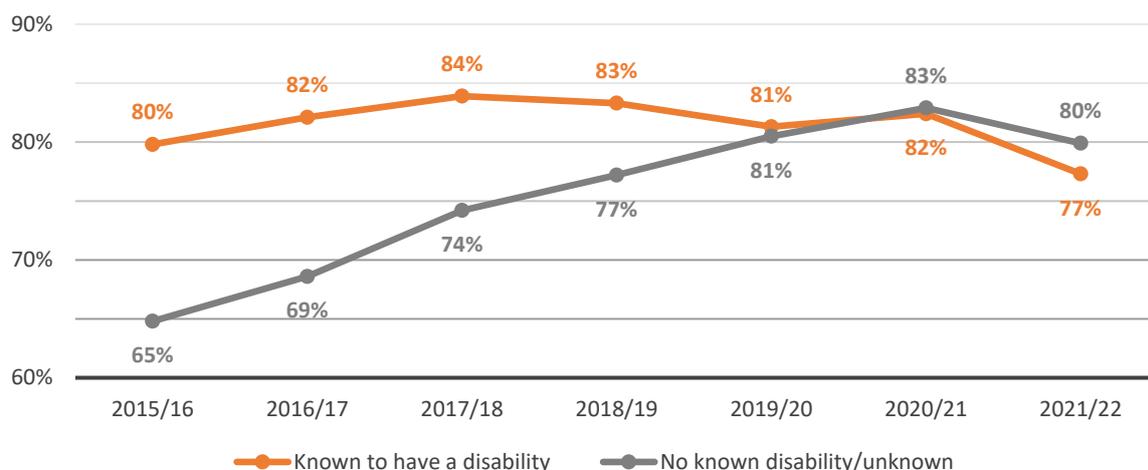


Figure 105: Source HESA

Mode of study by disability against sector in 2021/22

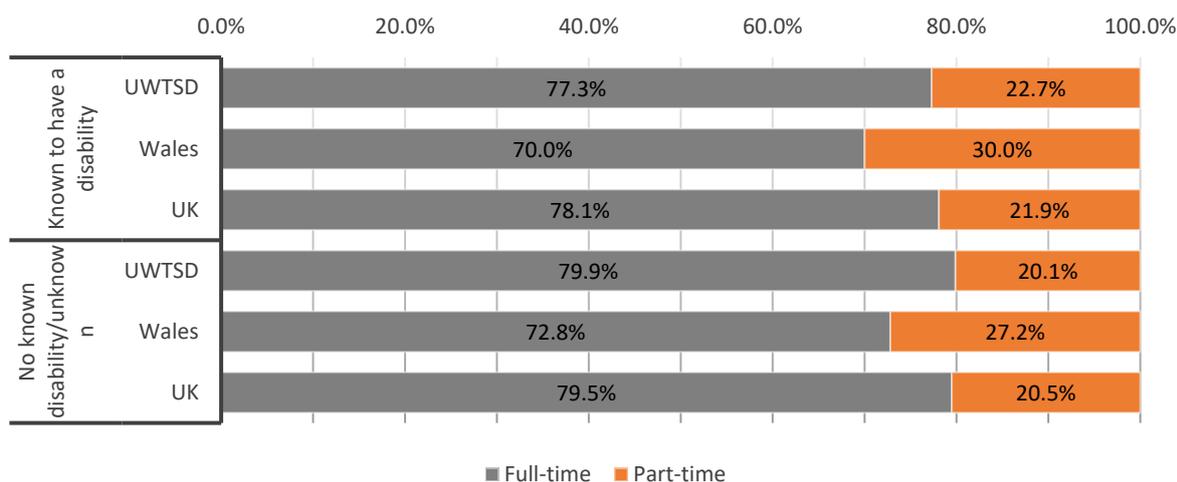


Figure 106: Source HESA

Key facts: Disability by Mode of Study

- Figure 105 shows the proportion of students studying full-time by known disability at UWTSD between 2015/16 and 2021/22.
- Figure 106 compares the mode of study by disability at UWTSD in 2021/22 against the Wales and UK sector.
- Between 2015/16 and 2021/22, 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.

Good honours by disability at UWTSD

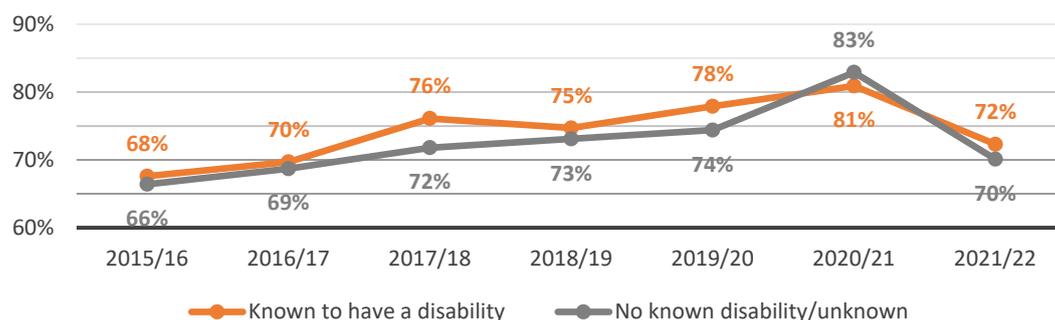


Figure 107: Source HESA

Good honours by Disability against sector in 2021/22

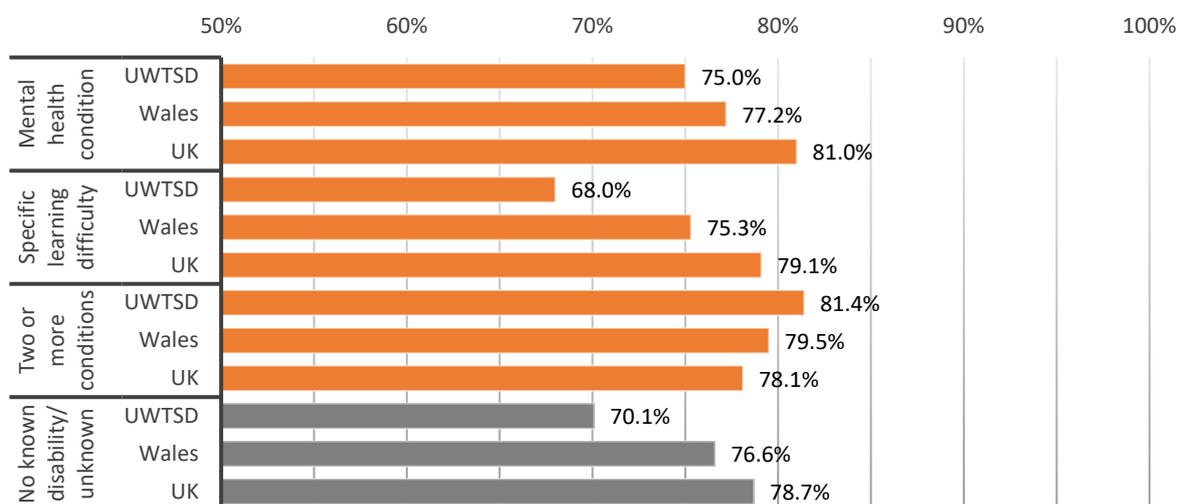


Figure 108: Source HESA

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Mental health condition	76%	66%	86%	75%	76%	97%	75%
Specific learning difficulty	69%	72%	74%	73%	79%	76%	68%
Two or more conditions	-	-	86%	-	86%	72%	81%
No known disability/unknown	66%	69%	72%	73%	74%	83%	70%

Key facts: Good Honours by Disability

- Figure 107 shows the proportion of good honours (first class and upper second class degree classifications) by disability at UWTSD between 2015/16 and 2021/22.
- Figure 108 compares the proportion of good honours by a selection of disabilities at UWTSD in 2021/22 with the Wales and UK sectors (because of the low numbers associated with some specific impairments, only four categories can be shown here).

- **70.1%** of students with no known disability were awarded a Good Honours degree, which is below the Wales average of **76.6%** and the UK average of **78.7%**.
72% 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, **75%** were awarded good honours in 2021/22, lower than the Wales (**77.2%**) and UK (**81%**) sector averages.
- For students at UWTSD with a specific learning difficulty, **68%** were awarded good honours in 2021/22, below the Wales (**75.3%**) and UK (**79.1%**) sector averages.
- **81.4%** of students with two or more conditions at UWTSD were awarded good honours in 2021/22, above the Wales sector average (**79.5%**) and below UK (**78.1%**).

Good honours by disability and gender against sector in 2021/22

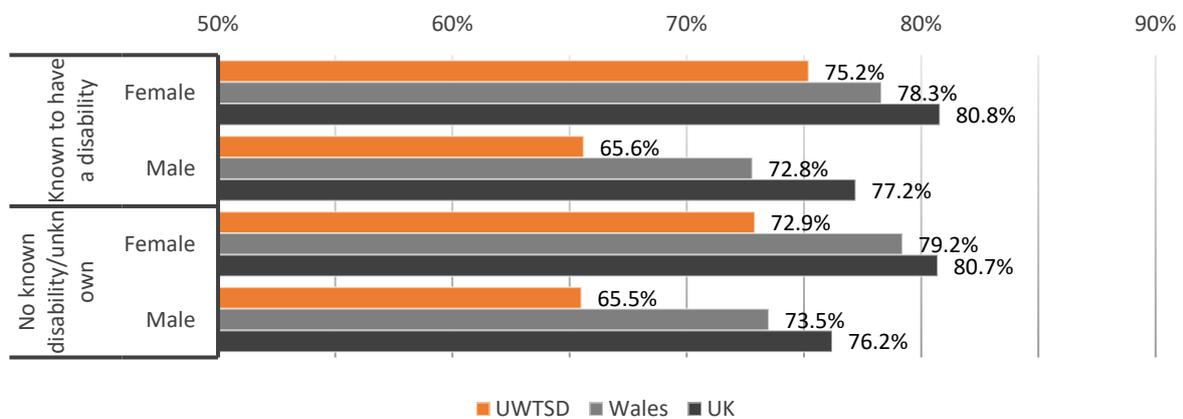


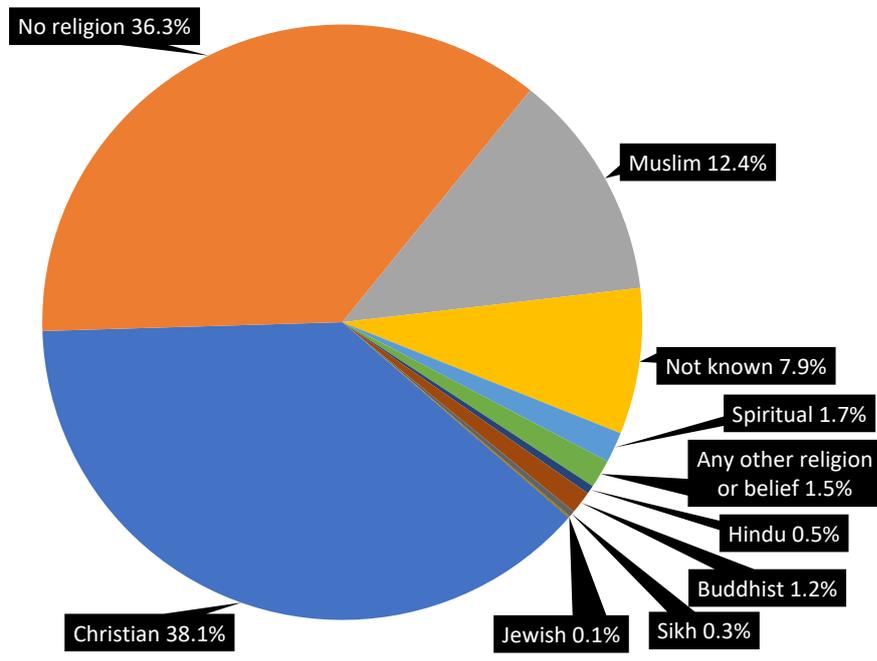
Figure 109: Source HESA

Key facts: Good Honours by Disability and Gender

- Figure 109 depicts good honours by disability and gender at UWTSD in 2021/22 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 71 and Figure 72 for more detail).
- At UWTSD, the rate of good honours awarded for female students with a known disability was **75.2%** in 2021/22. This is lower than Wales (**78.3%**) and UK (**80.8%**) sector averages.
- At UWTSD, the rate of good honours awarded for male students with a known disability was **65.6%** in 2021/22. This is below the Wales (**72.8%**) and below the UK (**77.2%**) sector averages.
- At UWTSD in 2021/22, **72.9%** of female students with no known disability were awarded good honours. This is lower than Wales **79.2%** and UK **80.7%** sector averages.
- The rate of good honours for male students with no known disability at UWTSD was **65.5%** in 2021/22. This is below the Wales (**73.5%**) and UK (**76.2%**) sector average.

Student Profile by Religion and Belief

Student religion and belief at UWTSD in 2021/22



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Christian	30.3%	27.8%	32.9%	38.7%	40.0%	38.1%
No religion	45.6%	42.4%	40.8%	39.7%	35.4%	36.2%
Muslim	9.2%	15.6%	14.2%	9.9%	11.0%	12.4%
Information refused	6.6%	6.5%	5.2%	6.5%	7.7%	7.9%
Spiritual	3.1%	2.9%	2.3%	1.9%	2.2%	1.7%
Any other religion or belief	2.6%	1.6%	1.5%	1.6%	1.8%	1.5%
Buddhist	1.1%	0.8%	0.9%	0.8%	0.7%	0.5%
Hindu	1.0%	1.5%	0.6%	0.5%	0.6%	1.2%
Sikh	0.1%	0.2%	0.2%	0.2%	0.2%	0.3%
Jewish	0.2%	0.3%	0.1%	0.1%	0.1%	0.1%

Figure 110: Internal data sources

Student Religion and belief against sector in 2021/22

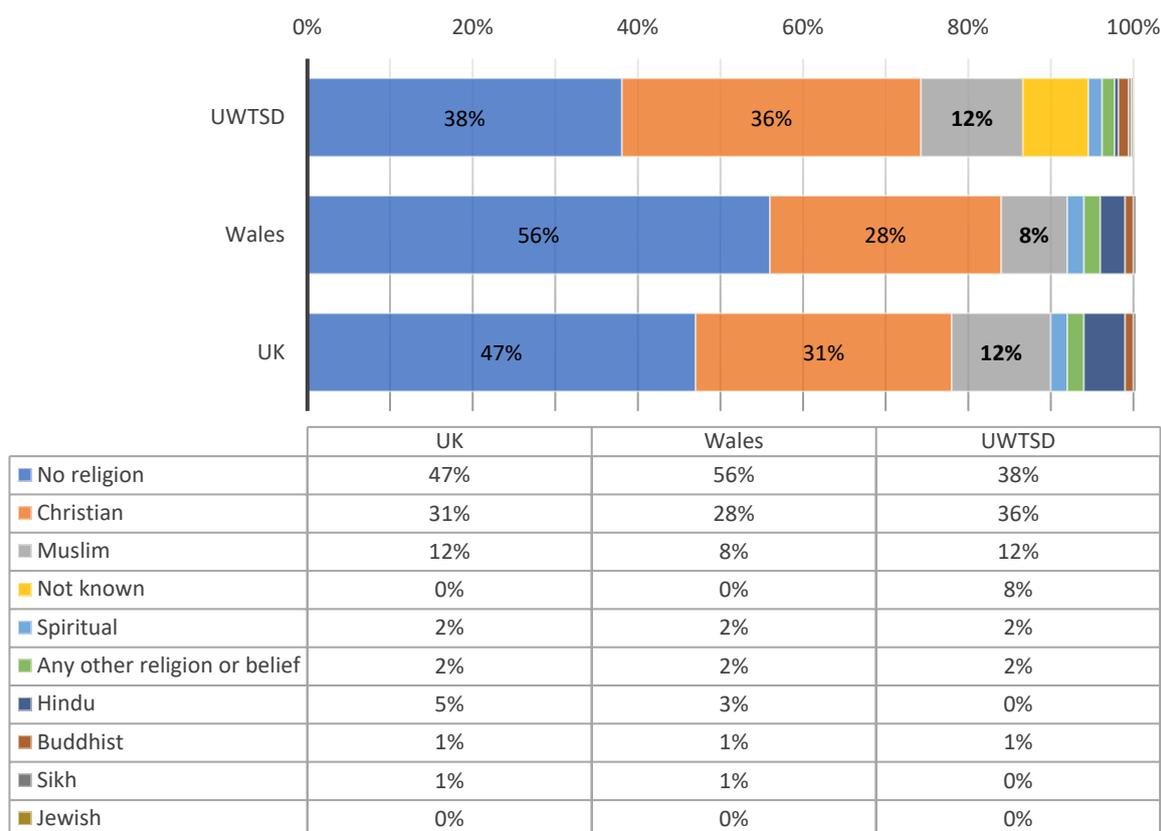


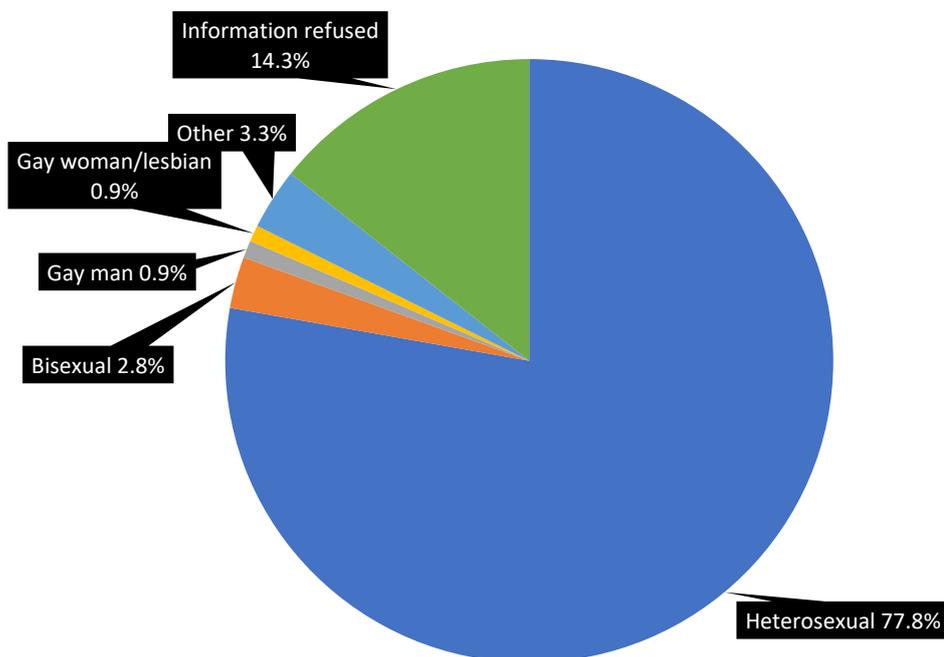
Figure 111: Internal data sources and HESA sector data

Key facts: Religion and Belief

- Figure 110 shows the religion and belief profile for students at UWTSD in 2021/22. The change in religion and belief profile at UWTSD between 2016/17 and 2021/22 is also provided.
- Figure 111 compares the religion and belief profile for students at UWTSD with the Wales and UK sector averages.

Student Profile by Sexual Orientation

Student Sexual Orientation at UWTSD in 2021/22



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	Change
Heterosexual	78%	80%	80%	80%	80%	78%	
Bisexual	3%	4%	3%	3%	3%	3%	
Gay man	1%	1%	1%	1%	1%	1%	
Gay woman/lesbian	1%	1%	1%	1%	1%	1%	
Other	2%	3%	3%	3%	3%	3%	
Information refused	15%	11%	11%	13%	13%	14%	

Figure 112: Internal data sources

Key facts: Sexual Orientation

- Figure 112 shows student sexual orientation at UWTSD in 2021/22.
- The most common type of sexual orientation was heterosexual, with **78%** of students declaring this.
- **14%** of students refused to declare this information in 2021/22, a small increase from the previous year.

