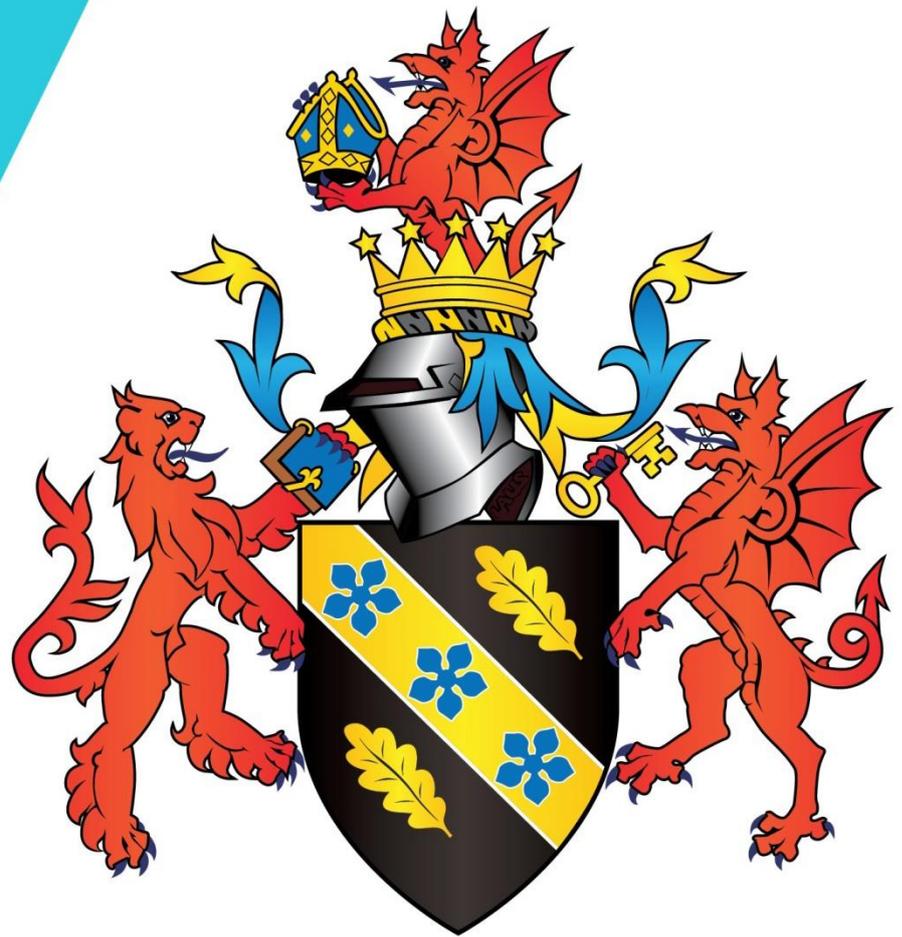




Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David



Annual Report: Equality and Diversity 2022/23

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Introduction

The University of Wales Trinity Saint David (UWTSD) is part of the UWTSD Group (the Group), a confederation of several institutions which includes Coleg Sir Gâr (CSG) and Coleg Ceredigion (CC) as constituent colleges. The University has campuses in Carmarthen, Lampeter, Swansea, Cardiff, London and Birmingham, which enables the delivery of our strategic focus on employability and widening participation.

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.

Our 2024-2028 Strategic Equality Plan will set out our key aims and objectives for the next four years and will be published by 31st March 2024.

Review of progress and key achievements of 2020-2024

This review of the Strategic Equality Plan (2020-2024) comes at a time of transition for the University with a new Vice-Chancellor taking up post on 1st September 2023.

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 providing HEFCW with progress reports of our actions against our Race Equality Plan.

Over this period, the Health, Wellbeing and Equalities Steering Board (HWESB) continued to provide a strong framework to monitor the implementation of the strategy and set key priorities for implementation. In addition, the HWESB reported 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.

The University has engaged on a number of projects and initiatives to support its commitment to promoting equality of opportunity, equality of outcomes and addressing barriers to participation.

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 progress made during the entire period of the Strategic Equality Plan cycle 2020-2024.

The HESA student statistics (2022/23) were not available at the time of publication of this report. This was due to national delays in collecting the 2022/23 HESA Student Record. It is expected that this data will be published in April 2024. Without the latest HESA student statistics, it is not possible to complete a thorough sector analysis of our student profile. For this reason, 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).

An addendum to this report will be published during Summer 2024 using HESA 2022/23 as soon as it becomes available. This dataset will also allow an accurate assessment of our progress towards equality and diversity objectives. This assessment will be completed upon release of HESA 2022/23 and will also be published as part of the addendum to this report.

Key achievements of 2020-2024

- **Creation of Wellbeing Unit:** Implemented new structures including the creation of the Wellbeing Unit. Increased resources into student wellbeing provision. Widened engagement with local, county and national statutory services.
- **Covid Support:** Supported staff and students through the pandemic, including wellbeing checks for those reporting positive tests.
- **Disclosed trauma:** New Cause for Concern policy and processes developed and introduced to enhance reporting routes and support for students who have disclosed trauma.
- **Period Dignity Campaign:** Includes provision of free sanitary products, discussions with women's networks and community groups to address period poverty. Provision of free reusable sanitary products to students claiming hardship, enhancing sustainability and support.
- **Mental Health Support:** Enhanced provision for open access 24/7 mental health support for students and staff
- **Connect Project:** Training and support delivered for students/staff to build community and enhance mental health. Additional activity included information sharing, events and activities on wellbeing themes in partnership with key stakeholders.
- **Challenging Unconscious Bias Training:** Training provided to staff to reduce inequalities and promote understanding.
- **Race Equality Action Plan:** Developed in consultation with staff and students, a Race Equality Action Plan 2021-2024 which has been implemented and monitored.
- **Race Equality Charter:** Committed to the Principles of the Race Equality Charter and working towards bronze level.
- **Disability Confident Employer:** Accredited as a Disability Confident Employer as part of government scheme
- **Cultural Competence Programme:** Delivered a compassionate leadership programme as a foundational element of a future cultural competence programme for our senior leaders.
- **Staff Consultation:** Conducted a number of staff pulse surveys to hear from our staff
- **Gender pay Gap:** Reduction in mean gender pay gap from 9.7% on 31 March 2019 to 7% on 31 March 2023.
- **Staff Wellbeing hub:** Created a new staff wellbeing hub with increased resources for staff and line managers
- **Leadership Development Programme:** We've supported 46 women through the Aurora Programme, supported four people on a new collaboration in partnership with Advance HE Diversifying Leadership Programme and supported 17 women through the Springboard Programme.
- **Digital Apprenticeship Scheme:** Launched a new scheme to develop a new pipeline of talent for the future.
- **Investments in HR systems:** Improvements in people analytics and reporting.

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 2022/23 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 2022 in relation to the gathering and analysis of intersectional protected characteristics data and this continued during 2023 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 2022/23 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 2022/2023, UWTSO employed a total of 1,635, an increase of 11.12% in comparison to 2021/2022.

Staff Profile by terms of employment

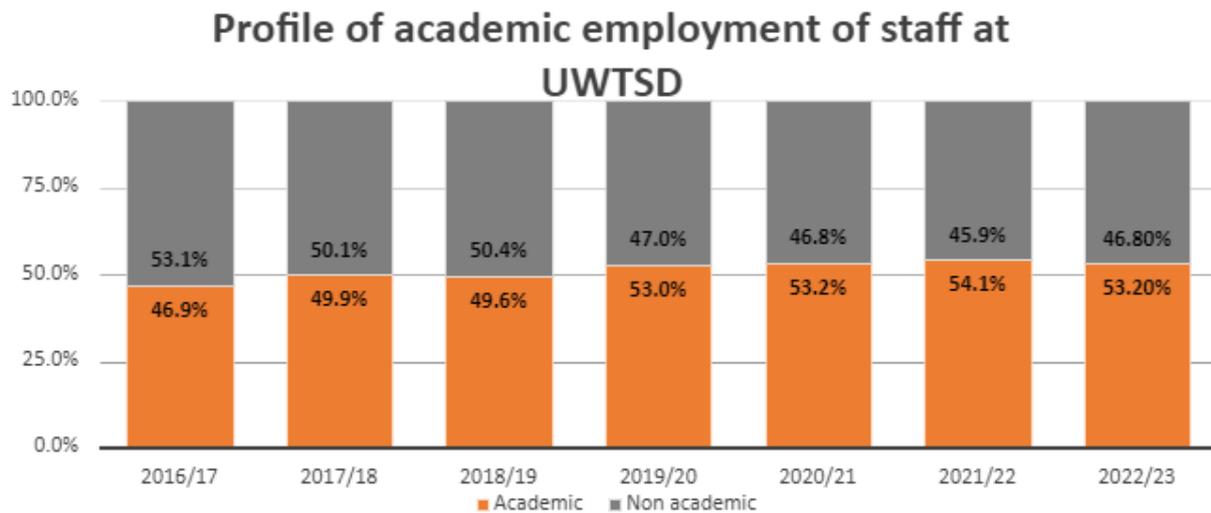


Figure 1: Source HESA

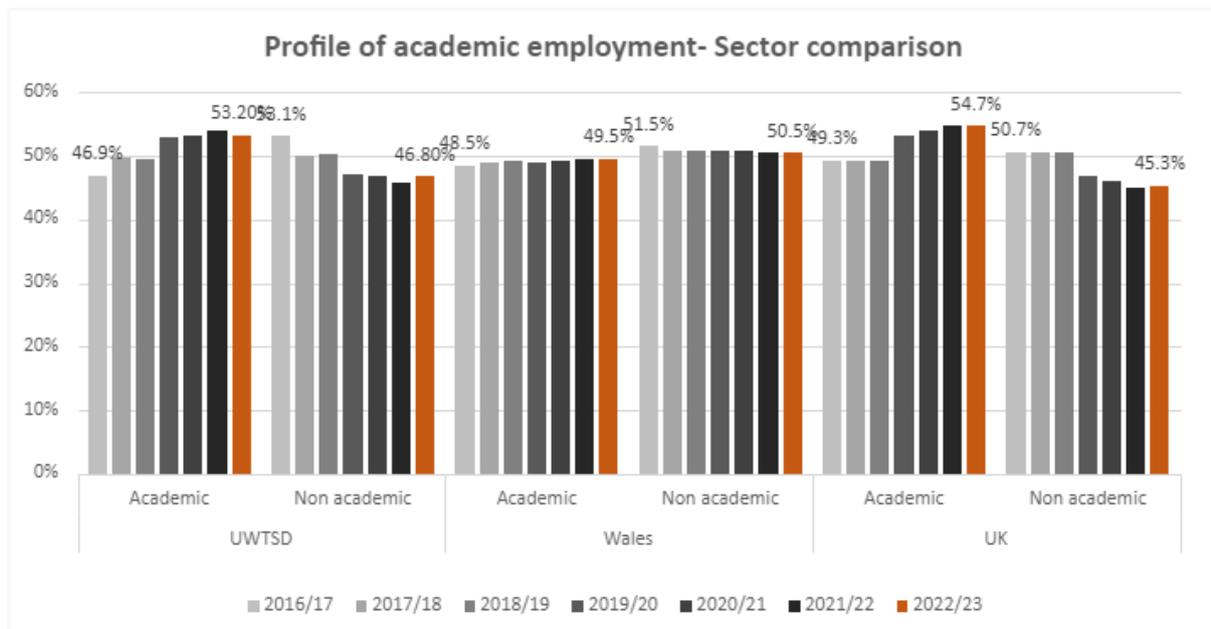


Figure 2: Source HESA

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 2016/17 to 2022/23 (source HESA).
- Figure 2 shows that the percentage of academic staff is slightly less than the UK sector average of 54.7% and is higher in comparison to the Welsh sector average where 49.5% are academic staff.

Profile of terms of employment of staff at UWTSD

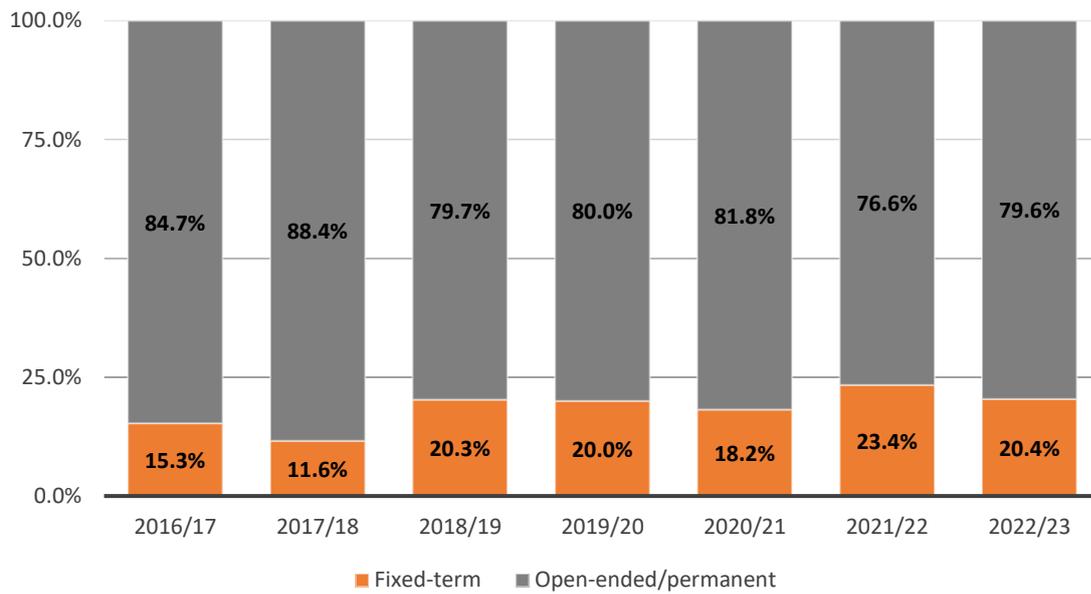


Figure 3: Source HESA

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

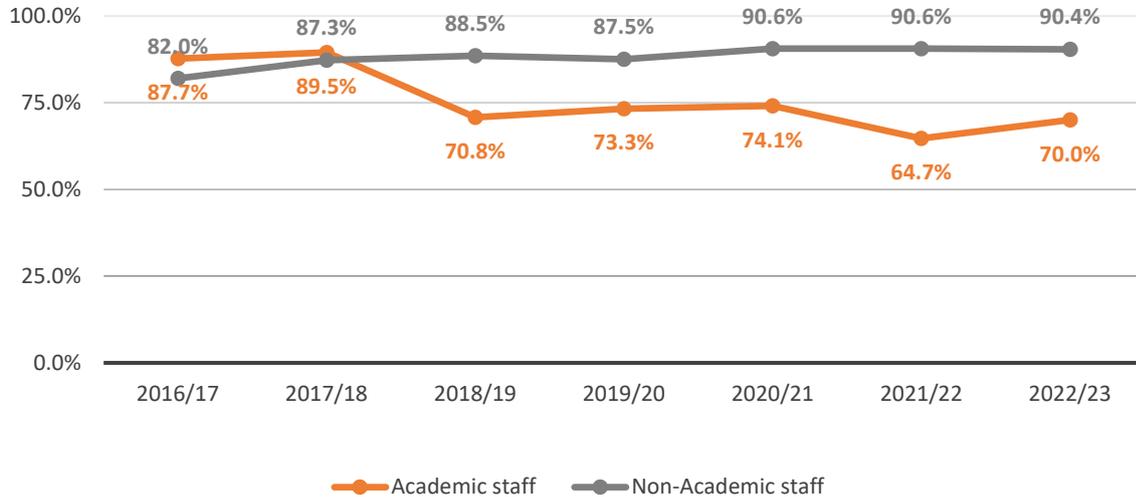


Figure 4: Source HESA

Profile of open-ended/permanent terms of employment

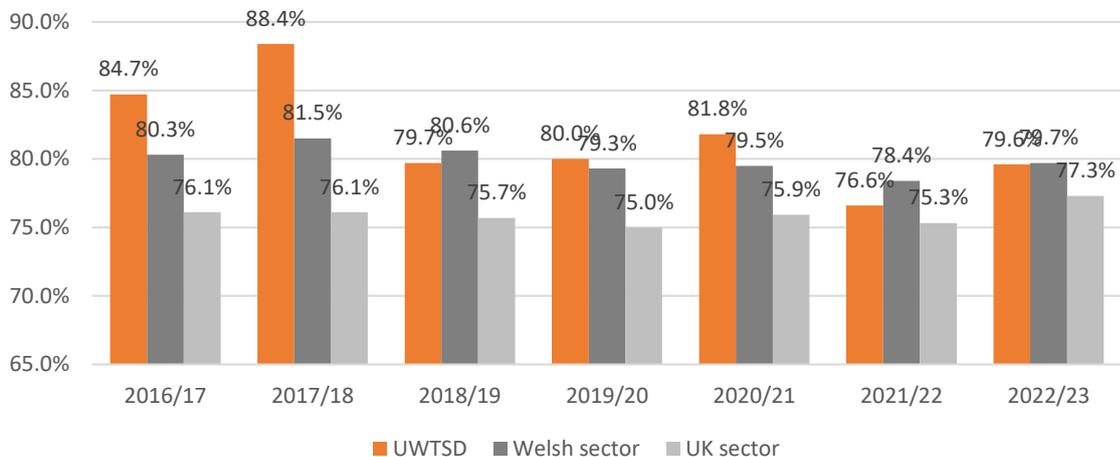


Figure 5: Source HESA

Key facts: Profile of terms of employment

- Figure 3 shows 79.6% of staff are employed on an open-ended / permanent contract compared to 20.4% on a fixed-term contract.
- Figure 4 shows that 70% 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 5 shows that UWTSD’s increase in staff employed on an open-ended / permanent contract is now more in line with Wales sector at 79.7% and higher than the UK average of 77.3% .

Staff Profile by Mode of Employment

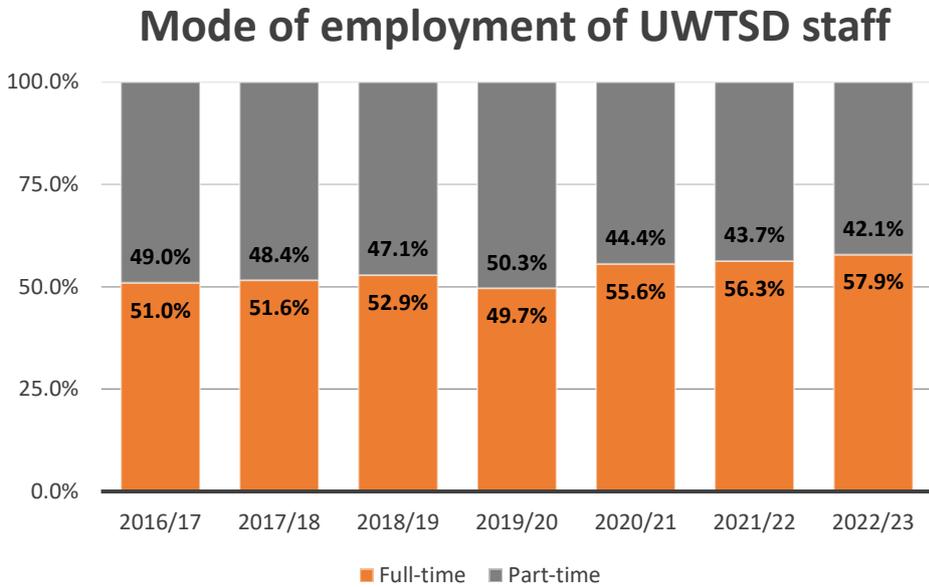


Figure 6: Source HESA

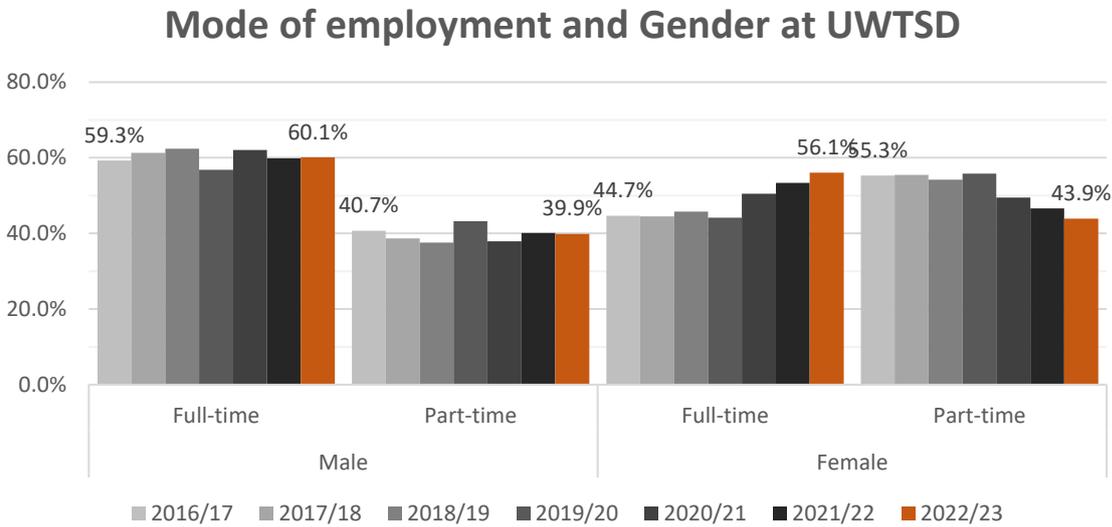


Figure 7: Source HESA

Key Facts: Mode of Employment

- Figure 6 shows that in 2022/23, 57.9% of staff were employed on full-time contracts and 42.1% of staff on part-time contracts. In comparison, the Welsh and UK sector averages

employed on part-time contracts are 31.5% and 31.6% respectively, which is lower than UWTSD.

- Figure 7 shows that there has been an increase in full-time employment of females from 44.7% in 2016/17 to 56.1% in 2022/23. Full-time employment of males have remained fairly consistent between 59 and 60%. In comparison, UK figures show that 75.9% of male staff are in full-time employment and 62.2% of women are in full-time employment.

Staff Profile by Salary

Salary range of all staff in employment at UWTSD

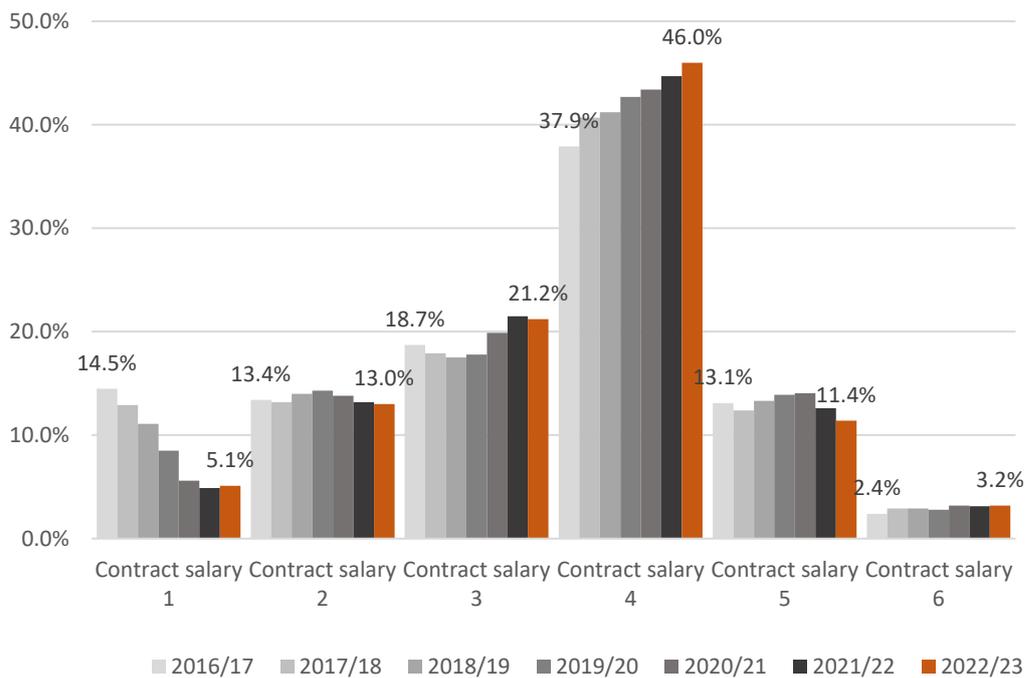


Figure 8: Source HESA

Salary range of academic staff in employment at UWTSD

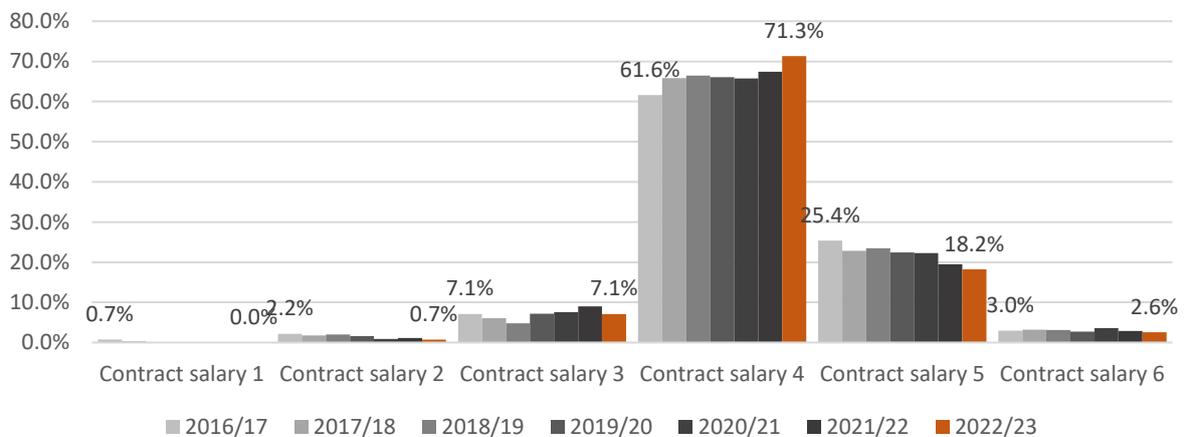


Figure 9: Source HESA

Salary range of non-academic staff in employment at UWTSD

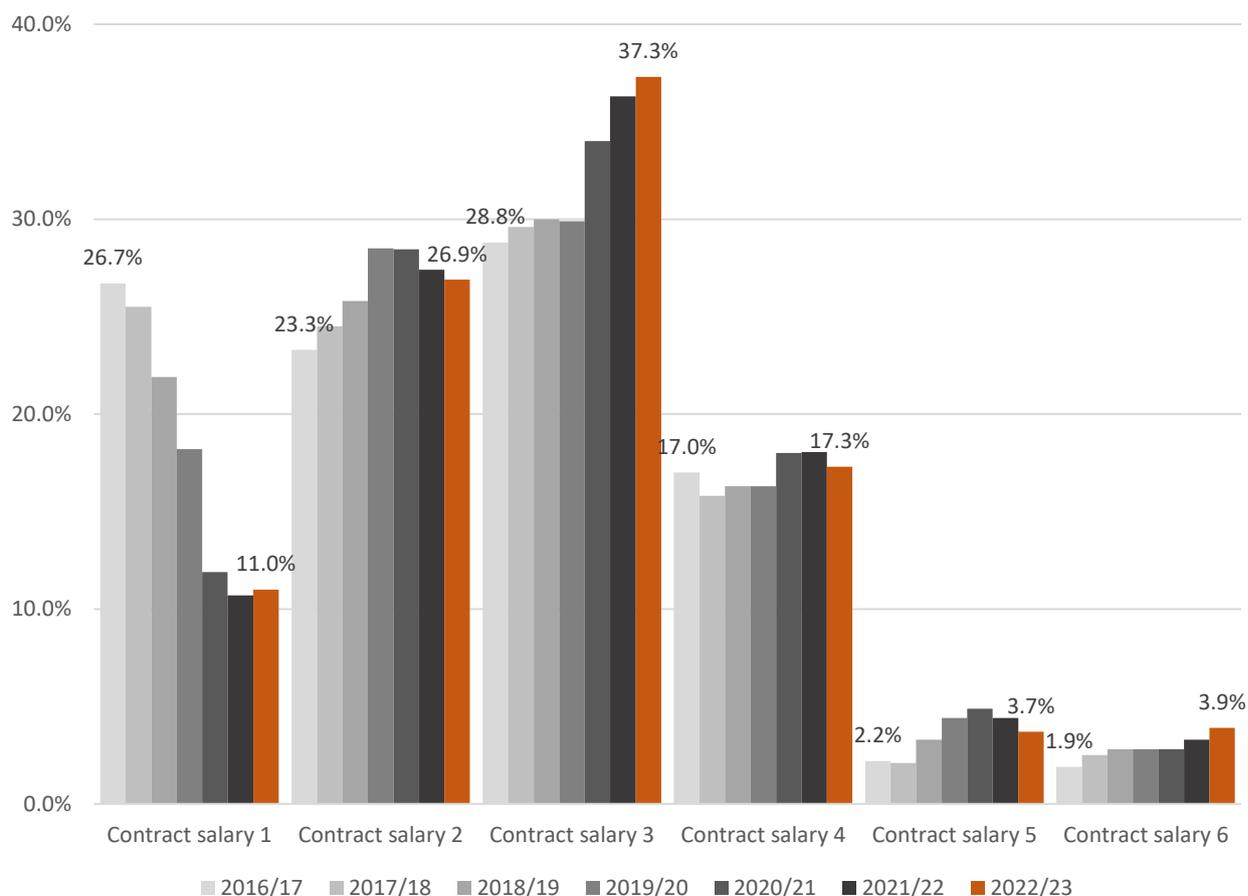


Figure 10: Source HESA

Key facts: Salary range of staff¹

- Figure 8 shows the breakdown of UWTSD staff based on contract salary range from 2016/17 to 2022/23.
- Figure 8 shows a similar pattern to previous years whereby the most populated salary range is salary range 4, which represents 46% 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 and 2.
- Figure 9 shows the breakdown of academic staff based on contract salary range.
- About 2/3rds of academic staff (71.3%) are employed in salary range 4, with 89.5% of academic staff employed in either salary range 4 or 5. Figure 10 shows the breakdown of non-academic staff based on contract salary range.
- Figure 10 shows that most non-academic members of staff are employed in either salary range 2, 26.9%, or salary range 3, 37.3%.
- 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

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).

salary range 2 and an increase of 1% in the proportion employed in salary range 3 in comparison to 2021/22.

Staff Profile by Gender

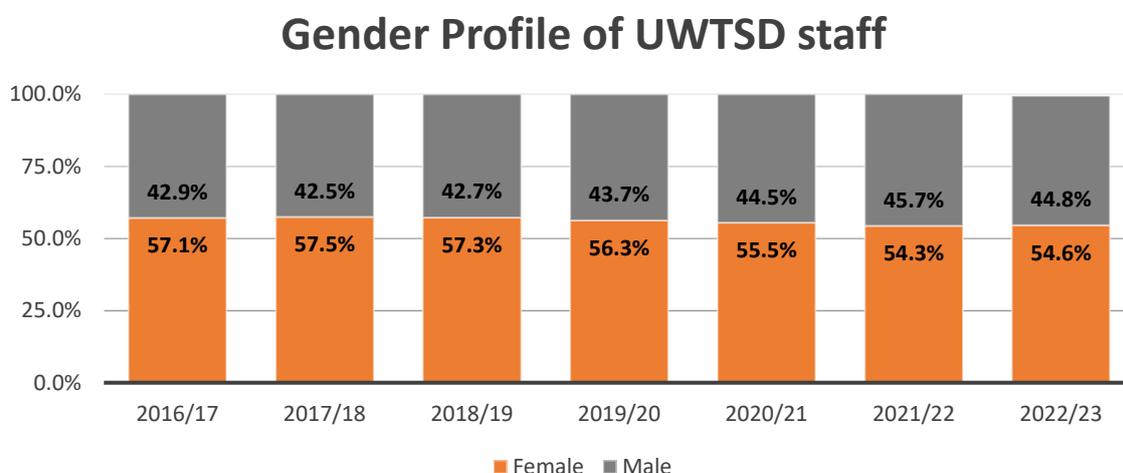


Figure 11: Source HESA

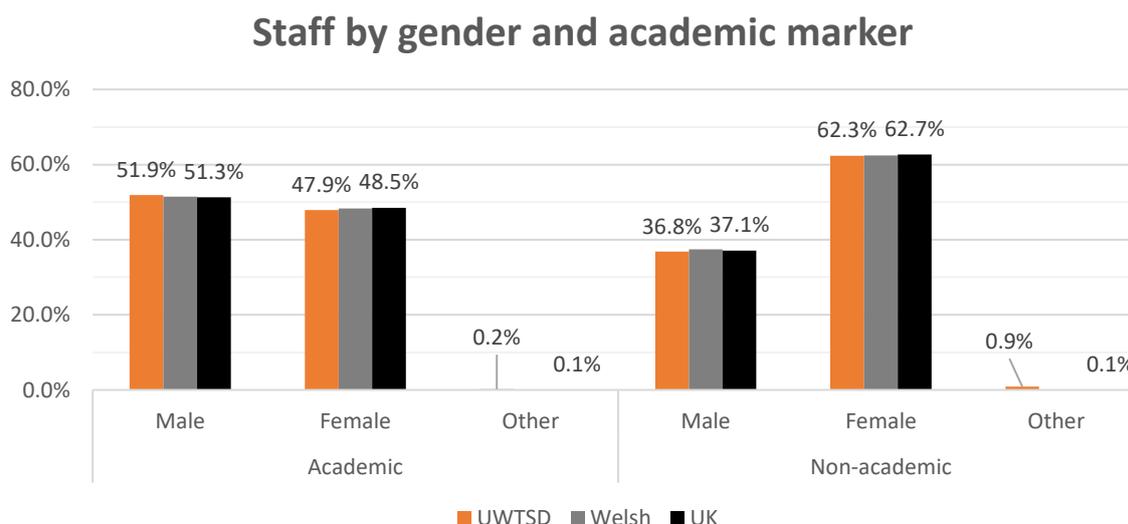


Figure 12: Source HESA

Key Facts: Staff Profile by Gender

- Figure 11 shows the gender profile in the last seven years.
- Figure 12 shows the gender and academic marker in 2022/23.
- In 2022/23 the gender breakdown of UWTSD staff is 54.6% female and 44.8% male. Employment of female staff has decreased by 2.5% since 2016/17.
- The overall gender profile of UWTSD in 2022/23 is broadly in line with the overall profile of staff working in higher education in the UK (54.9% female and 44.9% male) and in Wales (55.4% female and 44.4% male).
- The proportion of female academic staff to male academic staff at UWTSD for 2022/23 is 47.9% female and 51.3% male and is in line with Wales and UK.

Staff Profile by Age

Age profile of staff at UWTSD

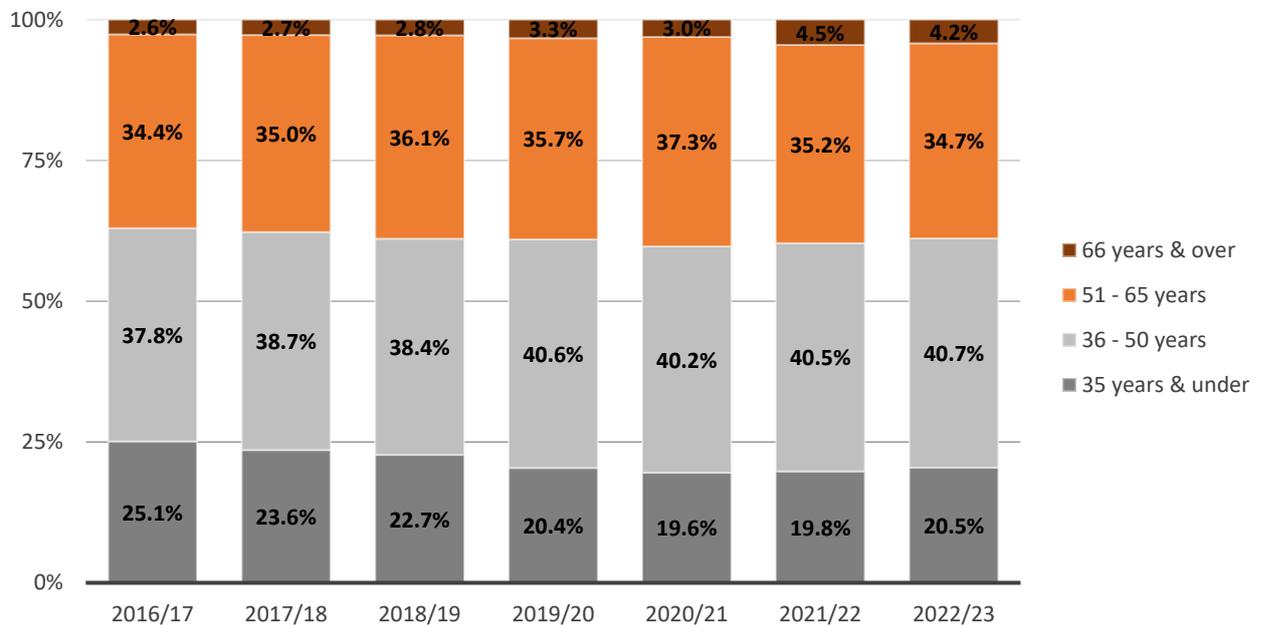


Figure 13: Source HESA

Age profile of academic staff at UWTSD

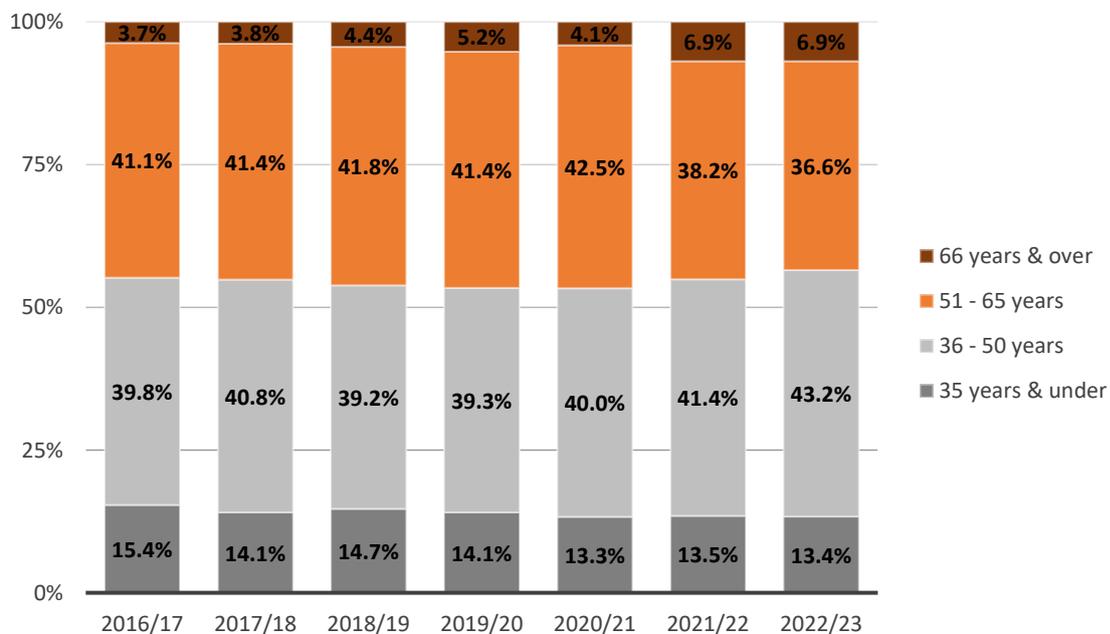


Figure 14: Source HESA

Age profile of non-academic staff at UWTSD

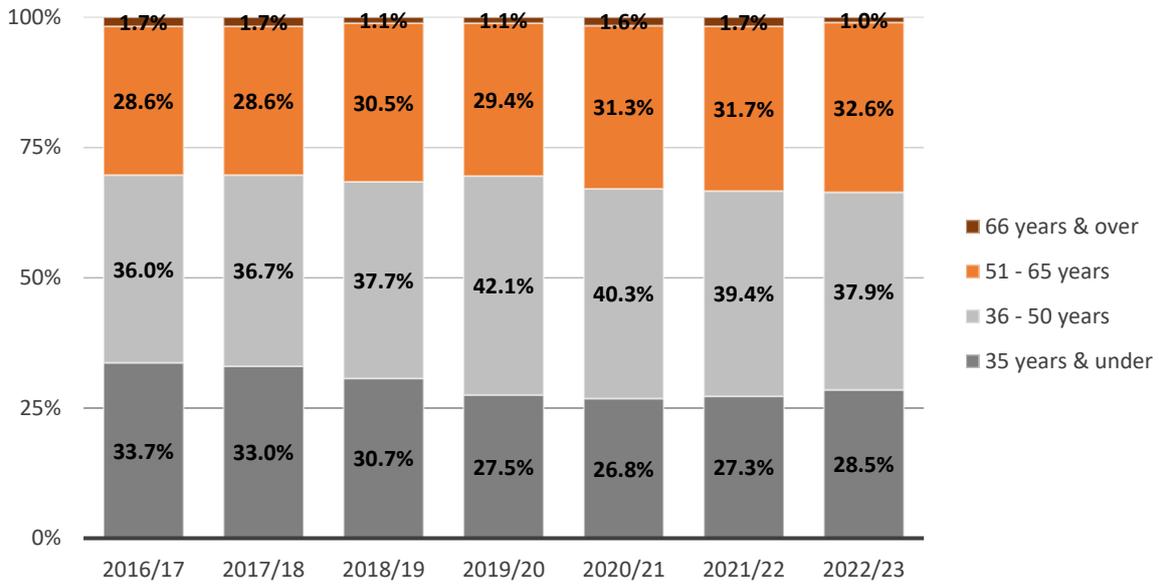


Figure 15: Source HESA

Staff by age and academic marker

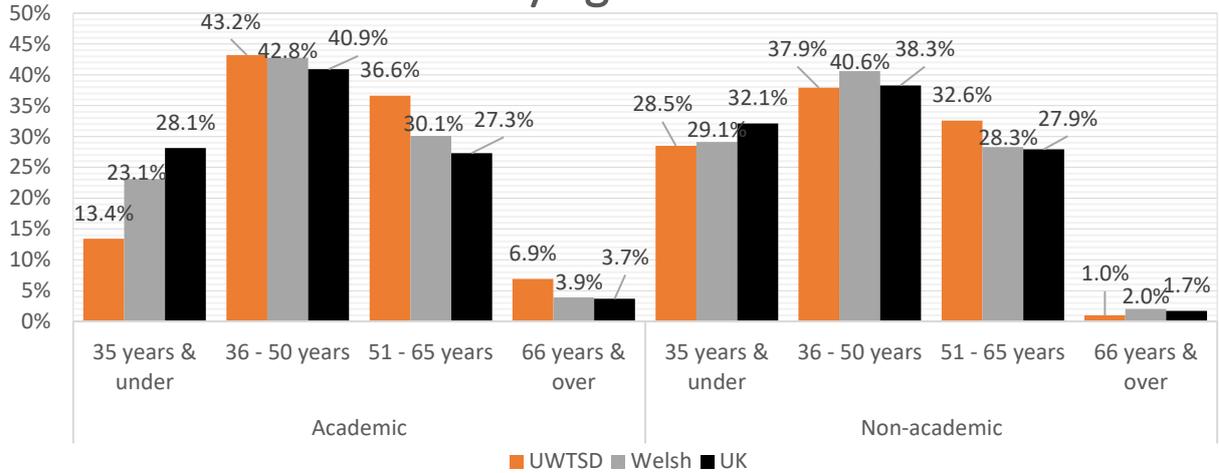


Figure 16: Source HESA

Key Facts: Staff Profile by Age

- Figure 13 shows age profile of all staff employed in UWTSD
- Figure 14 shows the age profile of academic staff employment within UWTSD
- Figure 15 shows the age profile of non-academic staff employed within UWTSD
- Figure 16 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 25.1% in 2016/17 to 20.5% in 2022/23 but have seen a slight increase of almost 1% in the past two years.(Figure 13)

- Figure 14 shows an increase in the proportion of academic staff aged 66 and over from 3.7% in 2016/17 to 6.9% in 2022/23.
- Figure 15 shows the gap in proportion of non-academic staff aged 35 years and younger has decreased from 9% gap between 2015/16 to 5.2% gap over the seven-year period.
- Figure 16 shows that both the UK and Welsh sectors have a higher proportion of staff aged 35 years and younger, specifically 28.1% of academics within the UK, 23.1% of academics in Wales in comparison to 13.4% within UWTSD.
- Figure 16 also shows that UWTSD has a higher proportion of staff, both academic and non-academic aged 51-65, specifically 36.6% of academics in comparison to 30.1% in Wales and 27.3% in UK. .

Staff Profile by Gender and Age

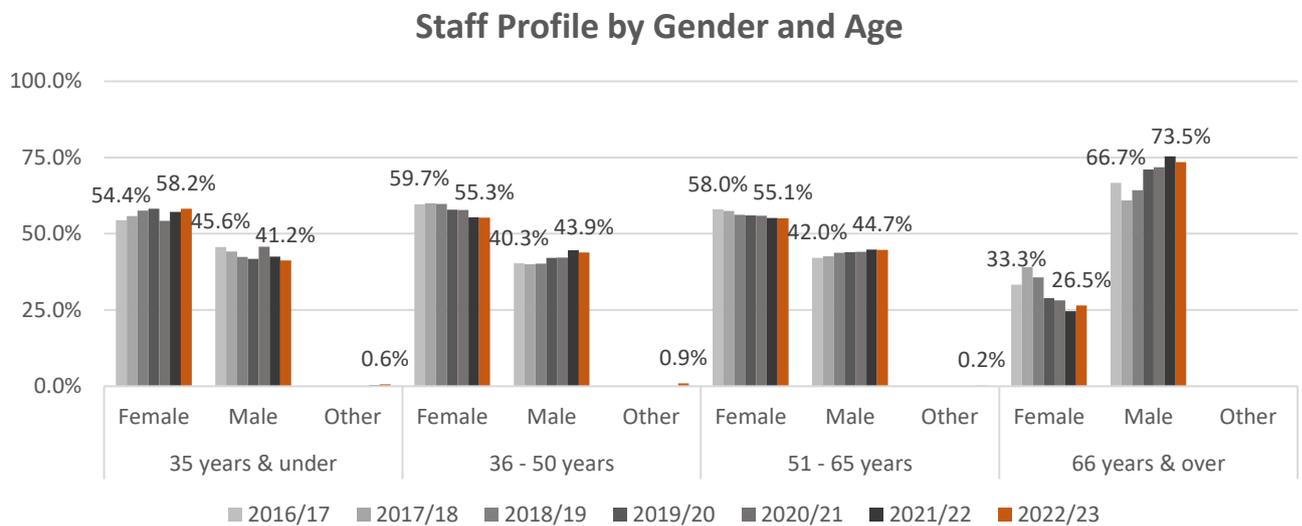


Figure 17: Source HESA

Staff Profile by Gender and Age - Sector Comparison 2022/23

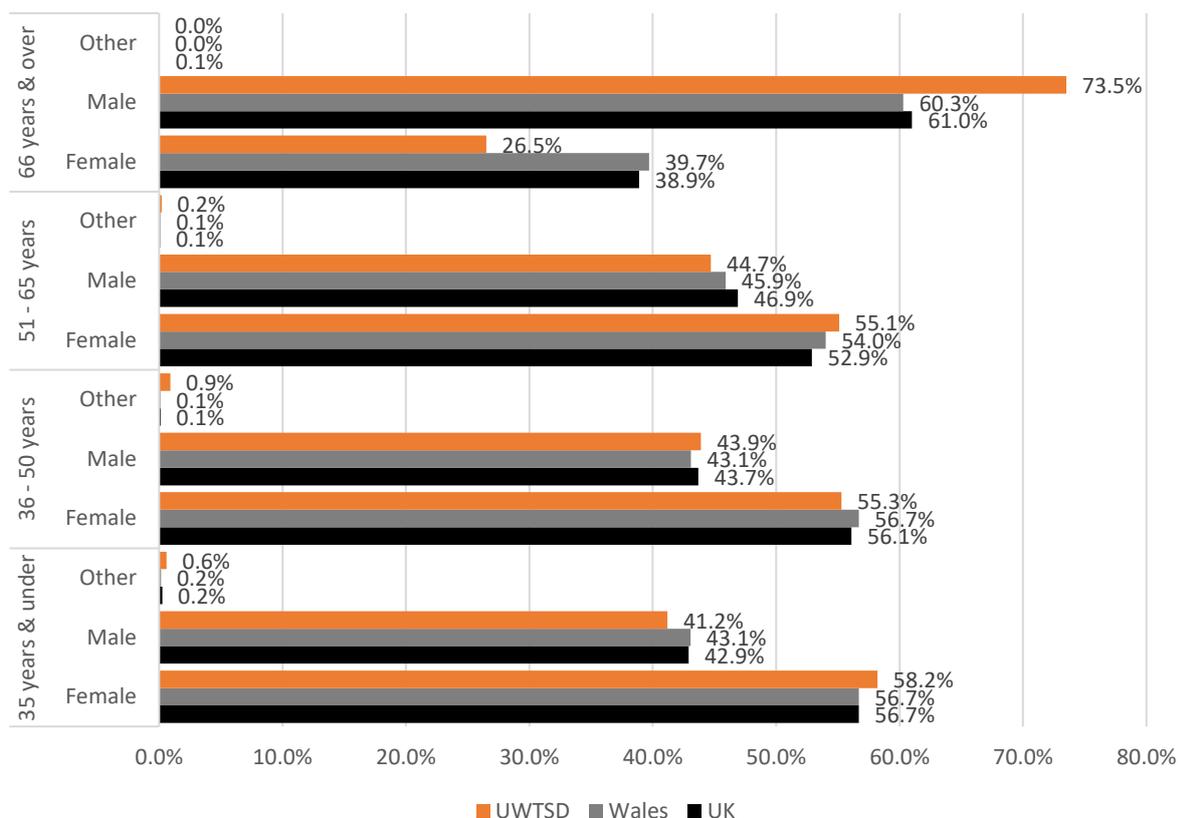


Figure 18: Source HESA

Key Facts: Staff Profile by Gender and Age

- Figure 17 shows staff profile by gender and age at UWTSD for the last 7 years.
- Figure 18 shows comparison data of staff profile by gender and age for Wales and UK.
- Figure 17 highlights an increase in Males 66 years and over employed within UWTSD from 66.7% in 2016/17 to 73.5% in 2022/23 in comparison to the employment of Females decreasing from 33.3% in 2016/17 to 26.5% in 2022/23. In comparison, the gender breakdown of UWTSD staff for 2022/23 is 54.6% female and 44.8% male.
- Figure 17 highlights a 5% decrease in the employment of females between 36 and 50 years compared to 2016/17, with UWTSD employing 55.3% Females between this age bracket in 2022/23.
- Figure 18 shows that UWTSD staff aged 50 and under are consistent with the average in Wales and UK.
- Figure 18 shows slightly higher number of females employed at 51-65 years (55.1%) in comparison to Wales and UK at 54% and 52.9% respectively.
- Figure 18 shows a significant difference in genders employed at 66 and over in comparison to Wales and UK, with 73.5% Males employed within UWTSD compared to 60.3% in both Wales and UK.

Staff Profile by Ethnicity

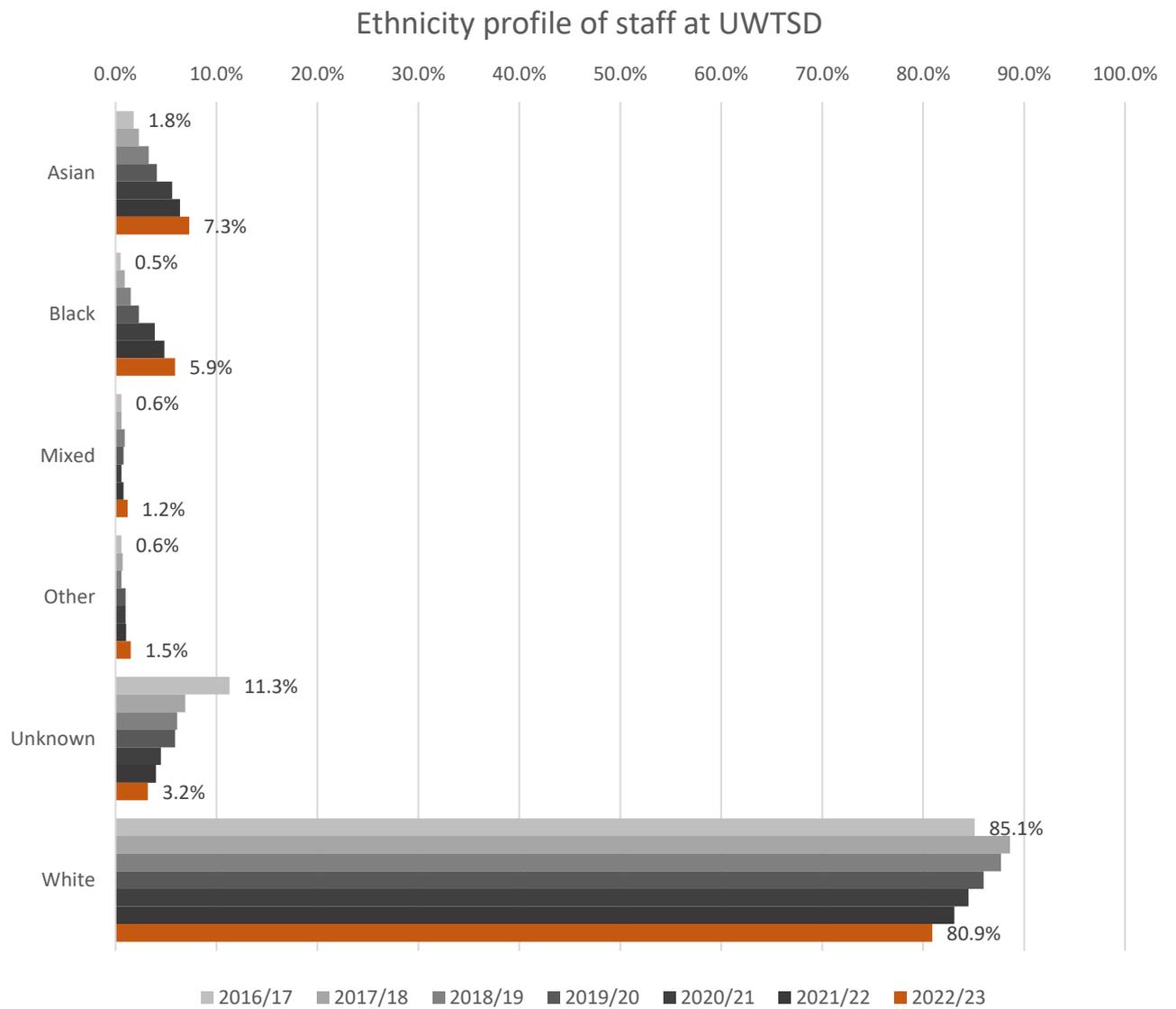


Figure 19: Source HESA

Ethnicity profile of academic staff at UWTSD

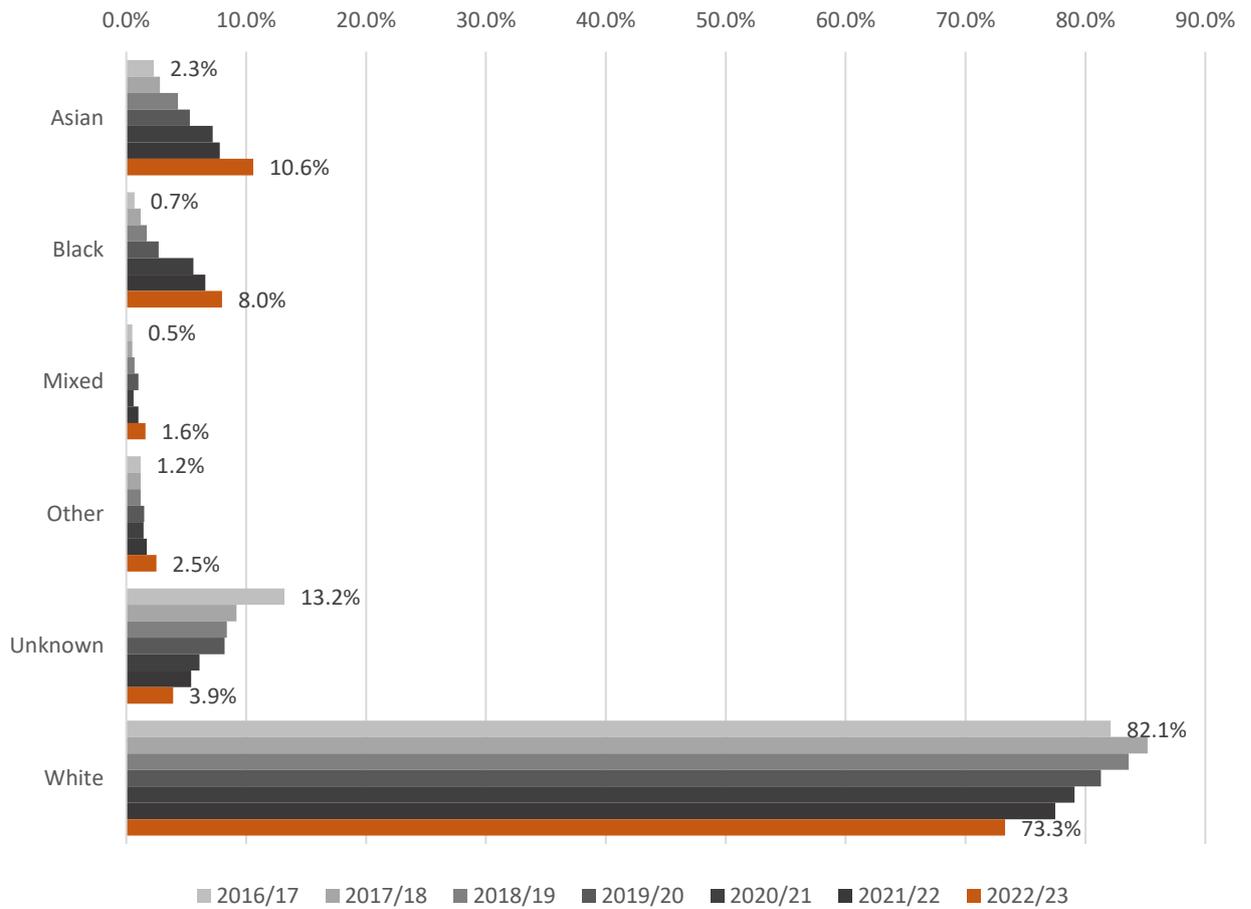


Figure 20: Source HESA

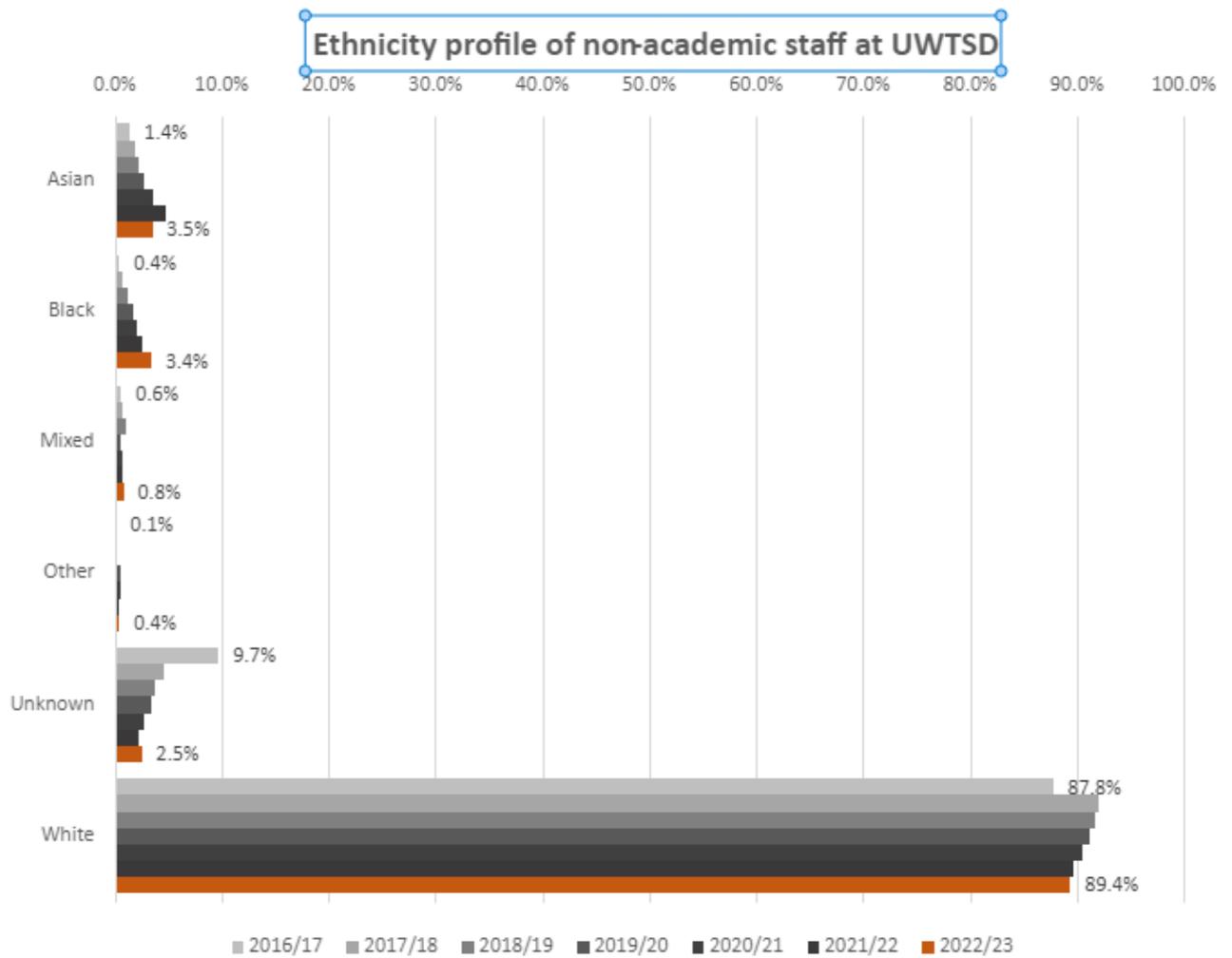


Figure 21: Source HESA

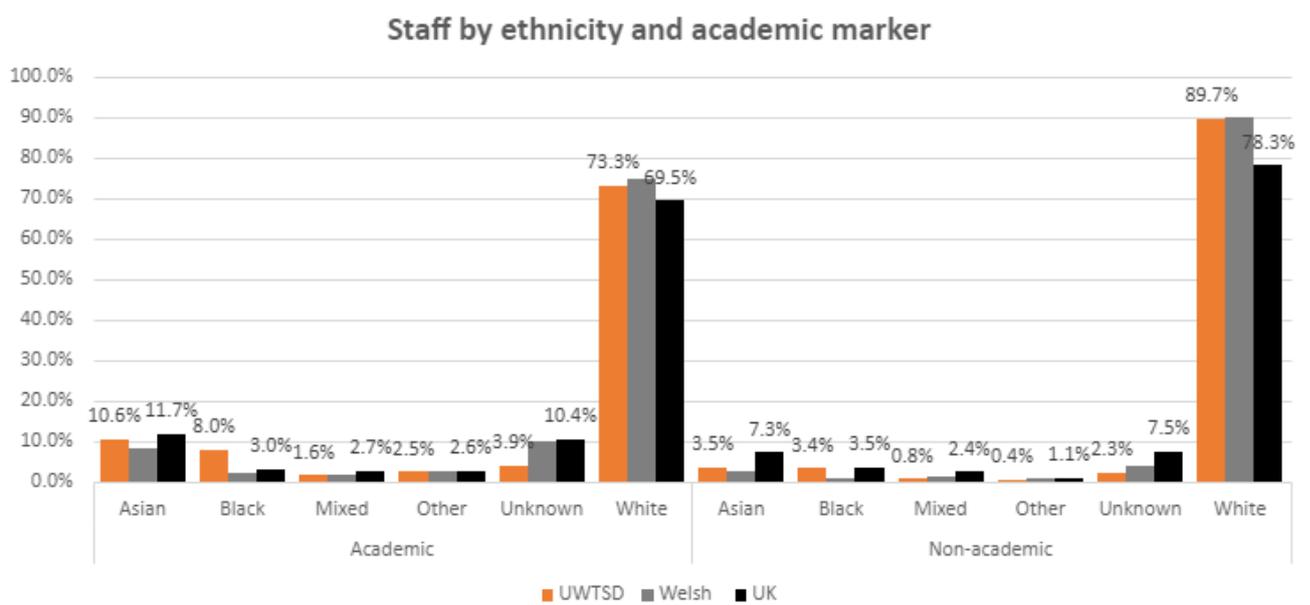


Figure 22: Source HESA

Key Facts: Staff profile by Ethnicity

- Figure 19 shows the ethnicity profile of all staff employed within UWTSD
- Figure 20 shows the ethnicity profile of academic staff employment within UWTSD
- Figure 21 shows the ethnicity profile of non-academic staff employed within UWTSD
- Figure 22 shows comparison data of ethnicity and academic marker with UK and Wales.
- In 2022/23, Figure 19 shows that 80.9% of UWTSD staff declared their ethnicity as white, which has decreased over the last seven years.
- 16% declared their ethnicity as Black, Asian, Mixed or other ethnic group, which is an increase of 13% since 2016/17 (Figure 18).
- Figure 22 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. 22.3% of academic staff at UWTSD are from a Black, Asian and Minority Ethnic background, which is slightly below the overall UK average. As can be seen in Figure 22, 8.1% of non-academic staff are Black, Asian, Mixed and other ethnic group.
- Figure 19 show that the proportion of unknown ethnicity has decreased by 7.8% since 2016/17.

Staff Profile by Ethnicity and Gender

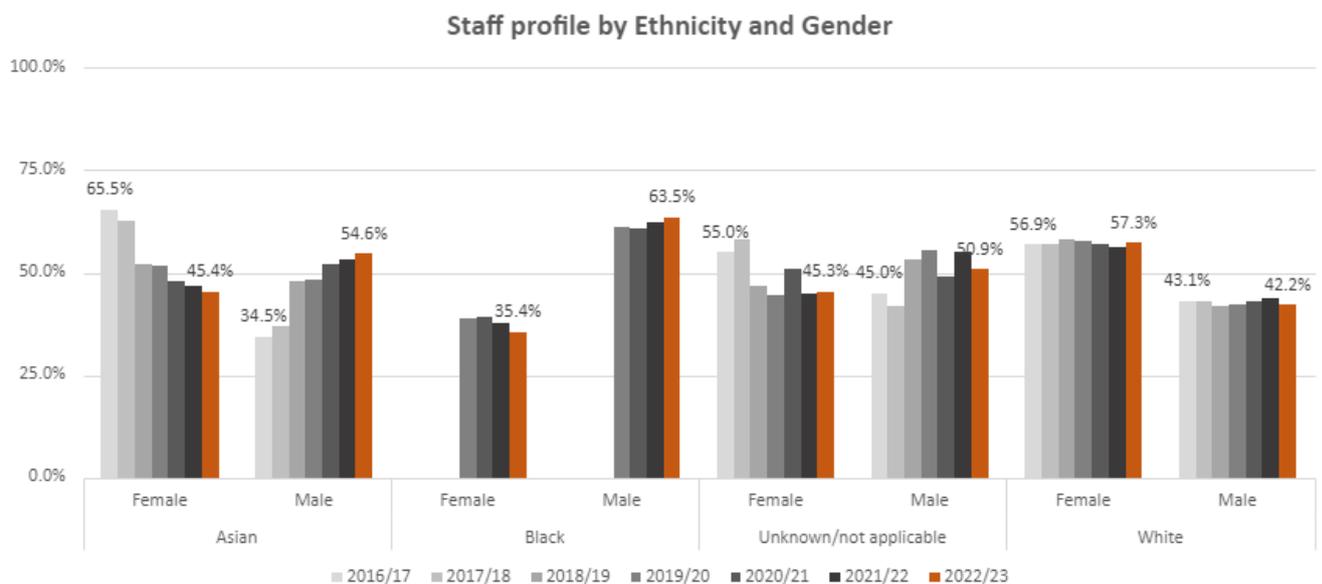


Figure 23: Source HESA

Ethnicity & Gender - Staff Profile Sector Comparison 2022/23

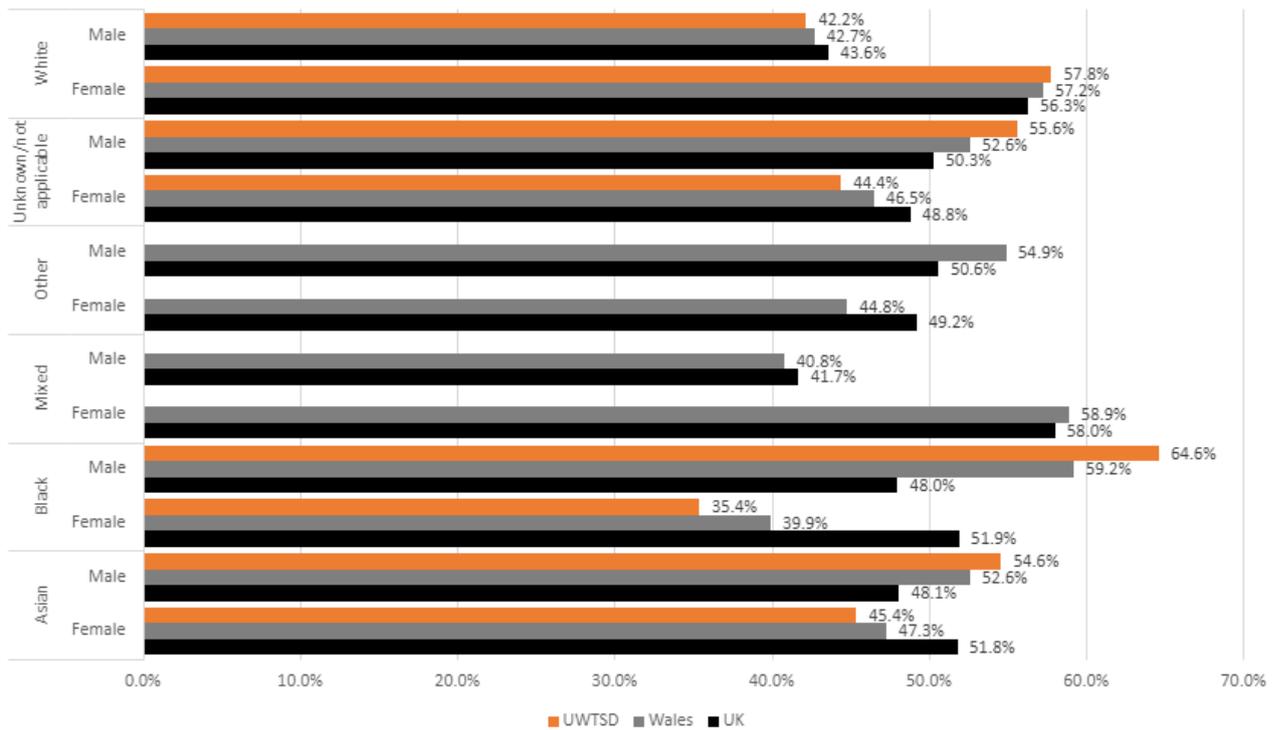


Figure 24: Source HESA

Key Facts: Staff Profile by Ethnicity and Gender

- Figure 23 shows staff profile by ethnicity and gender at UWTSD for the last 7 years.
- Figure 24 shows comparison data of staff profile by ethnicity and gender for Wales and UK.
- Figure 23 shows that UWTSD has increased its number of staff from Black ethnic background, with a split of 35.4% Females and 64.6% Males, in comparison to 2016/17.
- Figure 23 shows that the gender split has changed in the number of staff from an Asian ethnic background, with the number of Females decreasing from 65.7% in 2016/17 to 45.4% in 2022/23 and Males increasing from 34.5% to 54.6%.
- Figure 24 shows that in comparison to Wales and UK data, UWTSD employs more Males from a Black and Asian ethnic background and slightly less Females.

Staff Profile by Disability

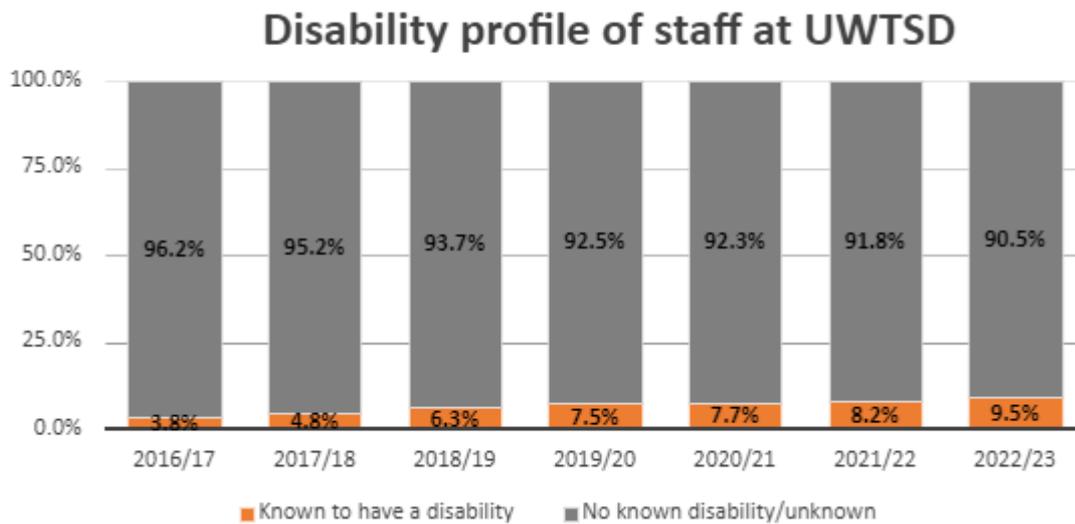


Figure 25: Source HESA

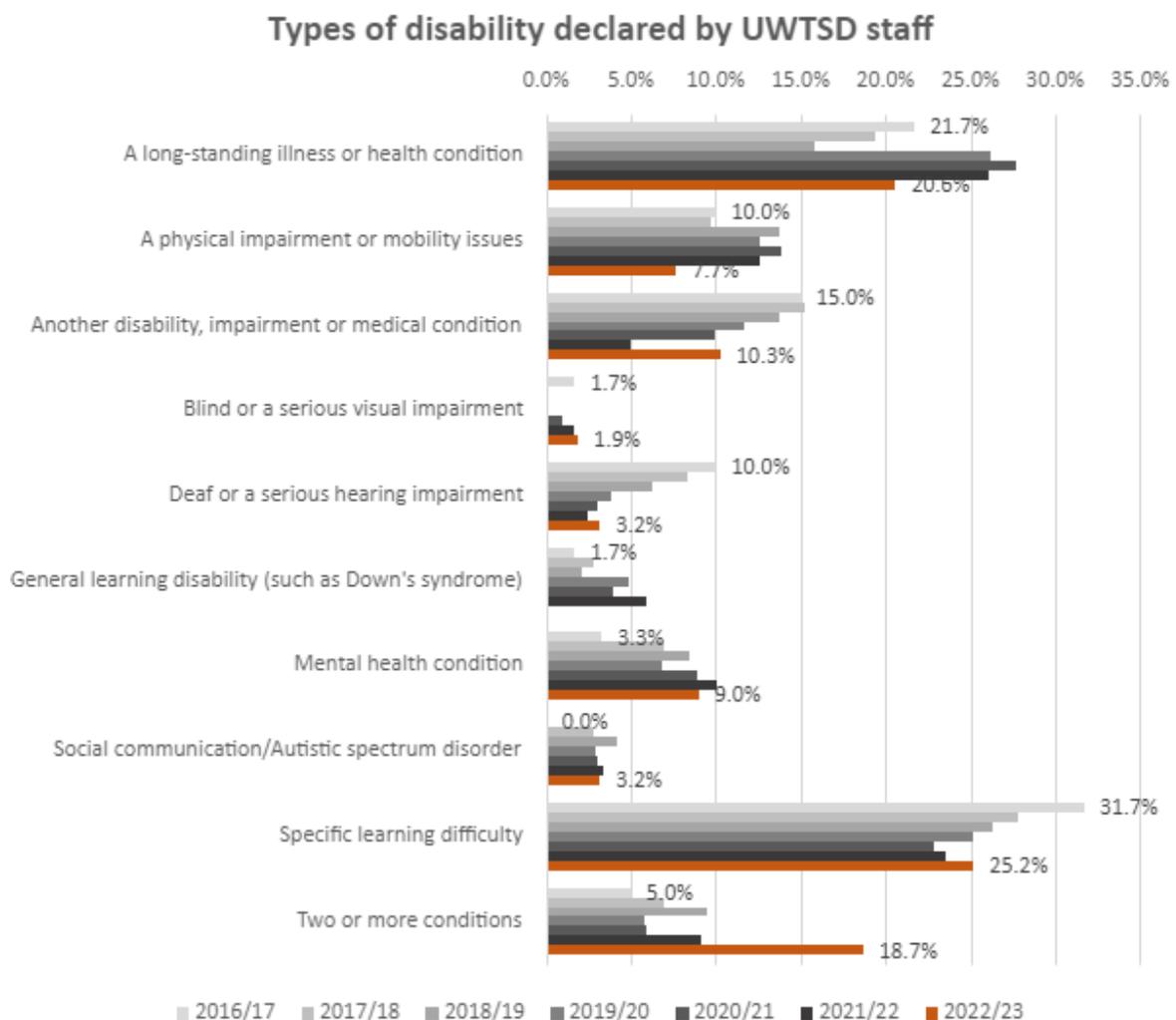


Figure 26: Source HESA

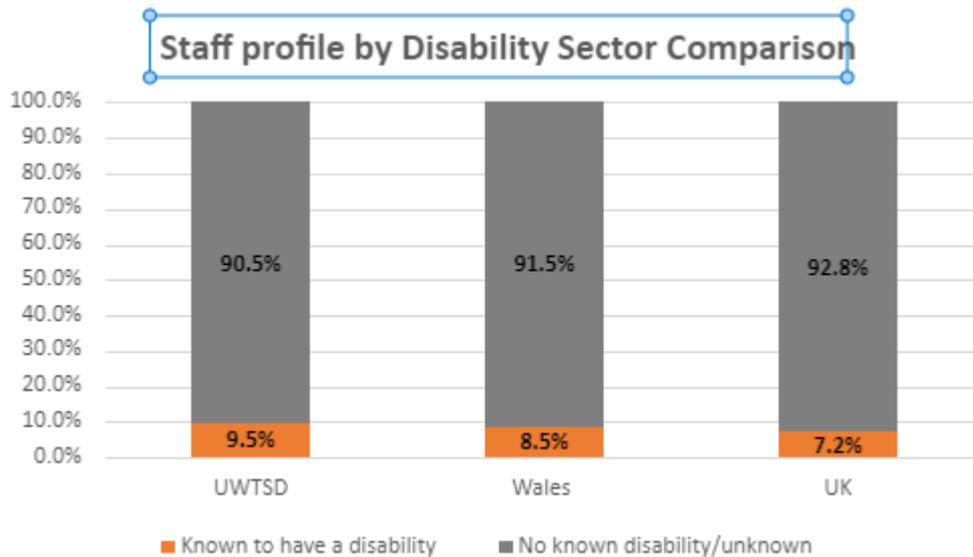


Figure 27: Source HESA

Key Facts: Staff profile by disability

- Figure 25 shows the disability profile of all staff employed within UWTSD
- Figure 26 shows the detailed disability profile of all staff employed within UWTSD
- Figure 27 shows comparison data of disability profile with UK and Wales.
- Figure 25 shows that in 2022/23, 9.5% of UWTSD staff declared themselves as having a disability, the highest proportion over the last seven years. These figures slightly higher than the Welsh sector average at 8.5% and UK sector average of 7.2% .
- Figure 26 shows the largest proportion of a declared disability are A Specific learning difficulty at 25.2% and A long-standing illness or health condition at 20.6%.
- To note, due to HESA coding changes, the disability ‘General learning disability’ has been removed and this option is included within ‘Specific learning difficulties’ for 2022/23 data.

Staff Profile by Gender and Disability

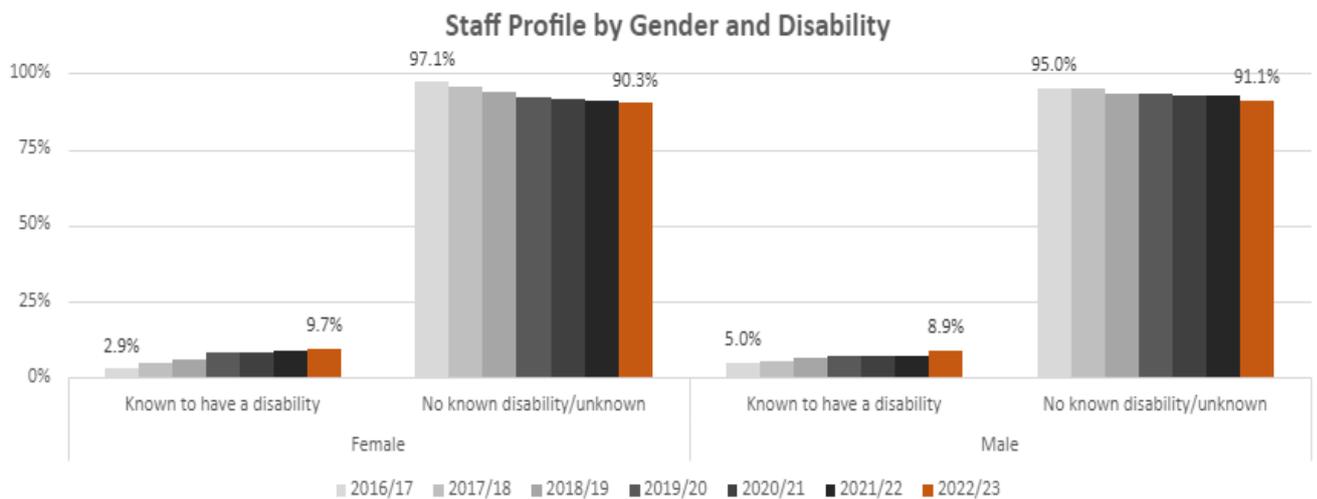


Figure 28: Source HESA

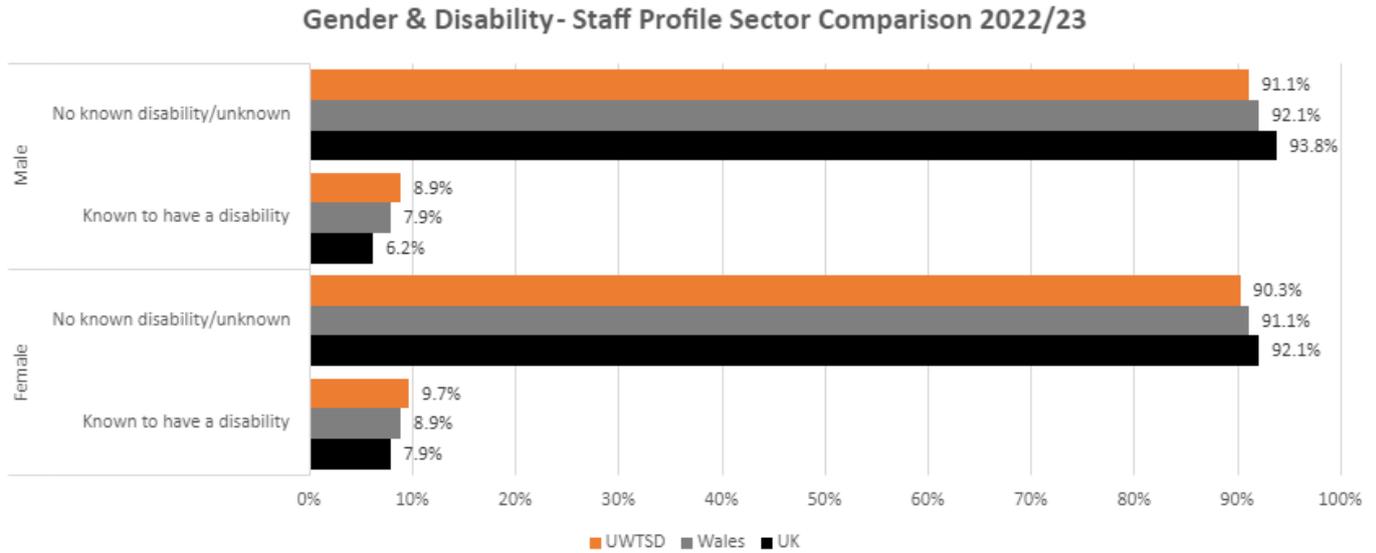


Figure 29: Source HESA

Key Facts: Staff Profile by Gender and Disability

- Figure 28 shows the staff profile by gender and disability.
- Figure 29 shows the comparison data of staff profile by gender and disability with Wales and UK.
- Figure 28 shows that Males that have a known disability has increased by 1.9% in comparison to 2021/22 Figure 28 shows an increase in Female with a known disability, increase by 6.8% over the past 7 years, with 9.7% declared to have a disability in 2022/23 (Figure 28).
- In comparison,
 - UWTSD employ slightly more Females with a disability in comparison to UK and Wales average data, with 7.9% and 8.9% respectively.
 - UWTSD employ slightly more Males with a disability in comparison to UK and Wales average data at 6.2% and 7.9% respectively.

Staff Profile by Age and Disability

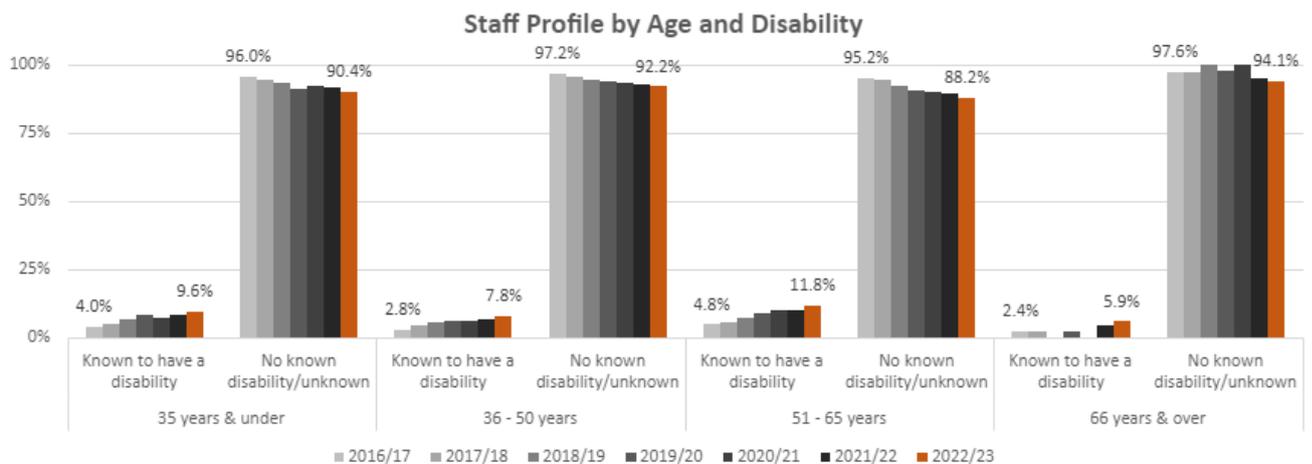


Figure 30: Source HESA

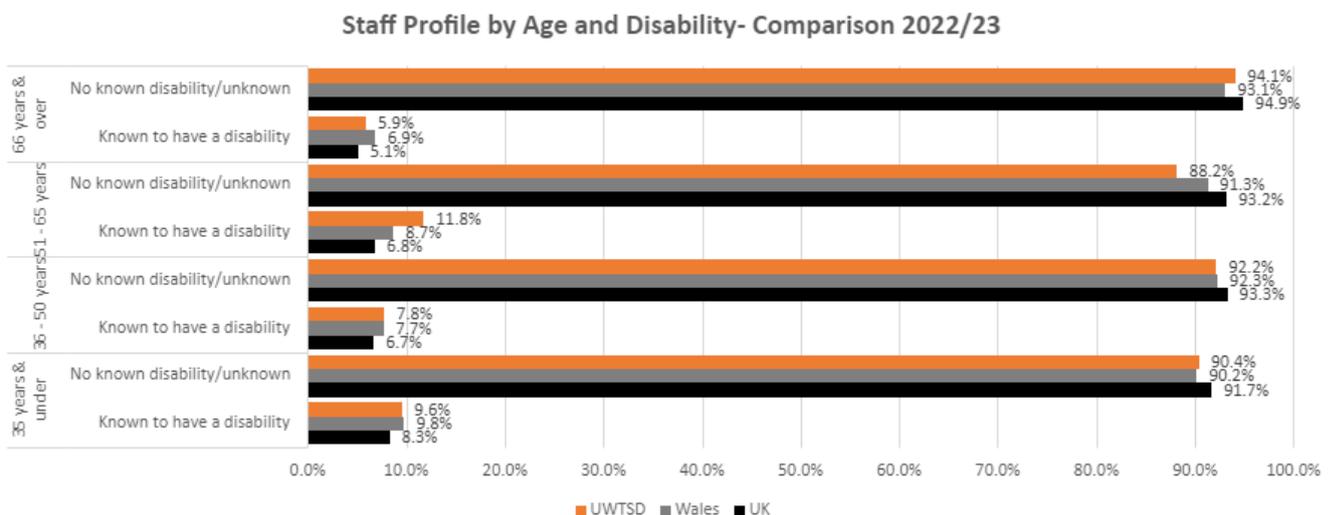


Figure 31: Source HESA

Key Facts: Staff profile by Age and Disability

- Figure 30 shows the staff profile by age and disability.
- Figure 31 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 4.8% in 2016/17 to 11.8% in 2022/23 (Figure 29)
- In comparison, UWTSD employ more staff known to have a disability within the 51-65 age group in comparison to UK and Wales average data, with 6.8% and 8.7% respectively (Figure 31).

Staff Profile by Religion & Belief

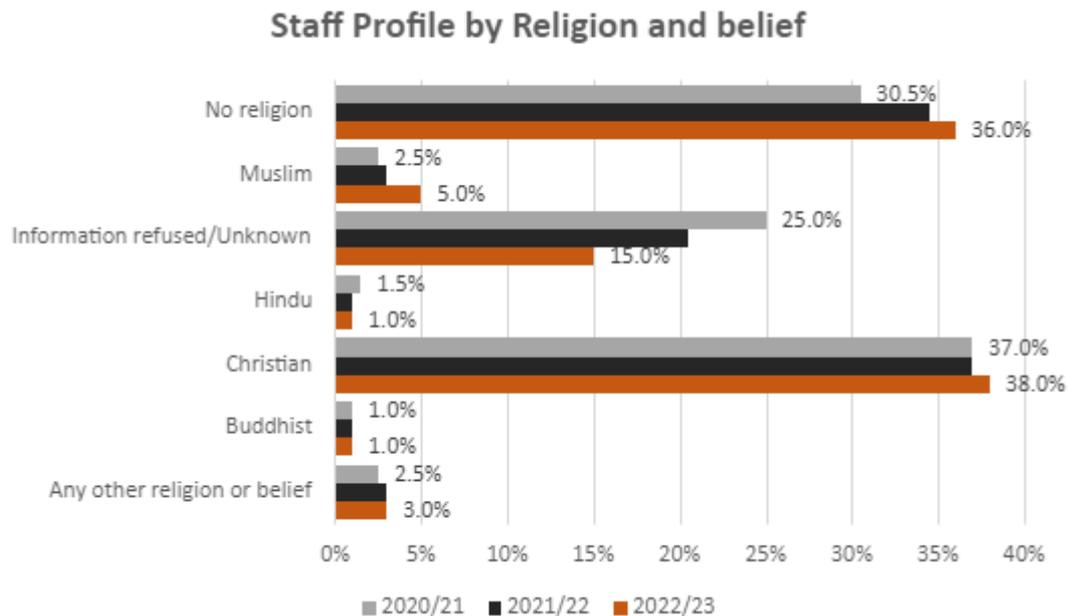


Figure 32: Source Internal Data

Key Facts: Staff Profile by Religion and Belief

- Figure 32 shows staff profile by Religion and Belief for the previous three years.
- Christian was the largest religious grouping, with 38% of staff identifying as such.
- Staff that have declared no religion has increased by 5.5% since 2020/21.
- 15% of staff preferred not to provide this information or unknown, a decrease of 10% in comparison to 2020/21.

Staff Profile by Sexual Orientation

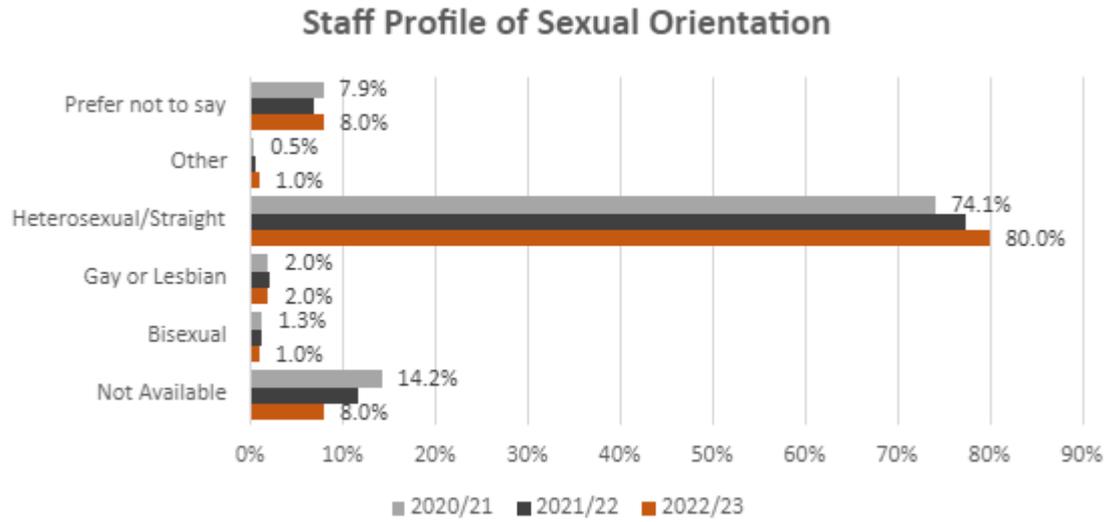


Figure 33: Source internal data

Key Facts: Staff Profile by Sexual Orientation

- Figure 33 shows staff profile of sexual orientation for the previous three years.
- 8% has preferred not to provide this information and 8% is unknown, a decrease of 6.2% in comparison to 2020/21.
- 80% has declared they are heterosexual/straight, an increase of 5.9% in comparison to 2020/21.
- 4% have declared themselves as either Gay or Lesbian, Bisexual or Other.
- The number of people choosing to declare this information is increasing in comparison to previous years.

Staff Recruitment

From 1 August 2022 to 31 July 2023, 407 jobs were advertised. There were 5224 applications received by UWTSD. This is an average of 12.83 applications received per job.

During the same reporting period, 1,527 candidates were offered an interview. This is an average of 3.4 applicants shortlisted per job.

441 offers were made and 378 individuals were hired.

	2021/22	2022/23
Advertised jobs	476	407
Applied	5579	5224
Offered an interview	1768	1527
Offers made	566	441
Hires	469	378

Applicants to hires made at UWTSD for 2022-2023

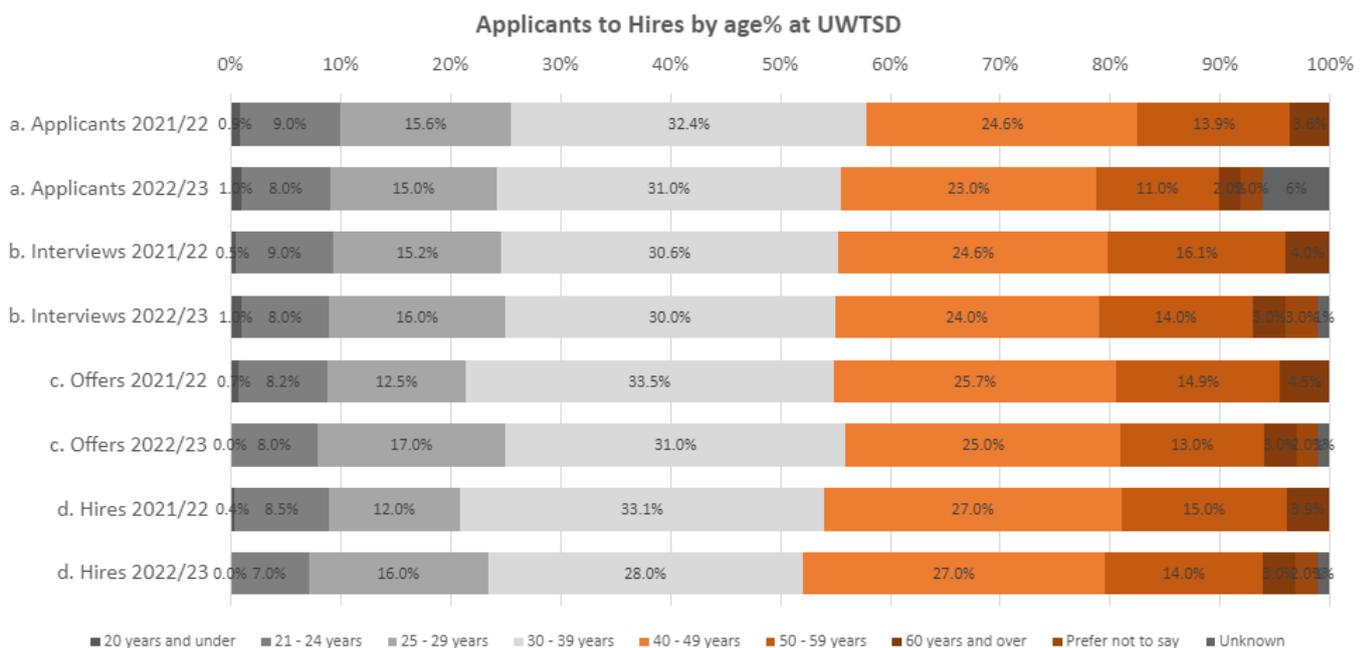


Figure 34: Source Internal data

Key Facts: Age profile

- Figure 34 shows that out of the 5224 applicants received, 24% were under 29 years of age. 13% were over 50 years of age.
- Out of the 9% applicants aged under 24 of age, 7% were hired.
- Out of the 13% applicants aged over 50 years, 17% were hired.
- 2% of applicants preferred not to share their age group.

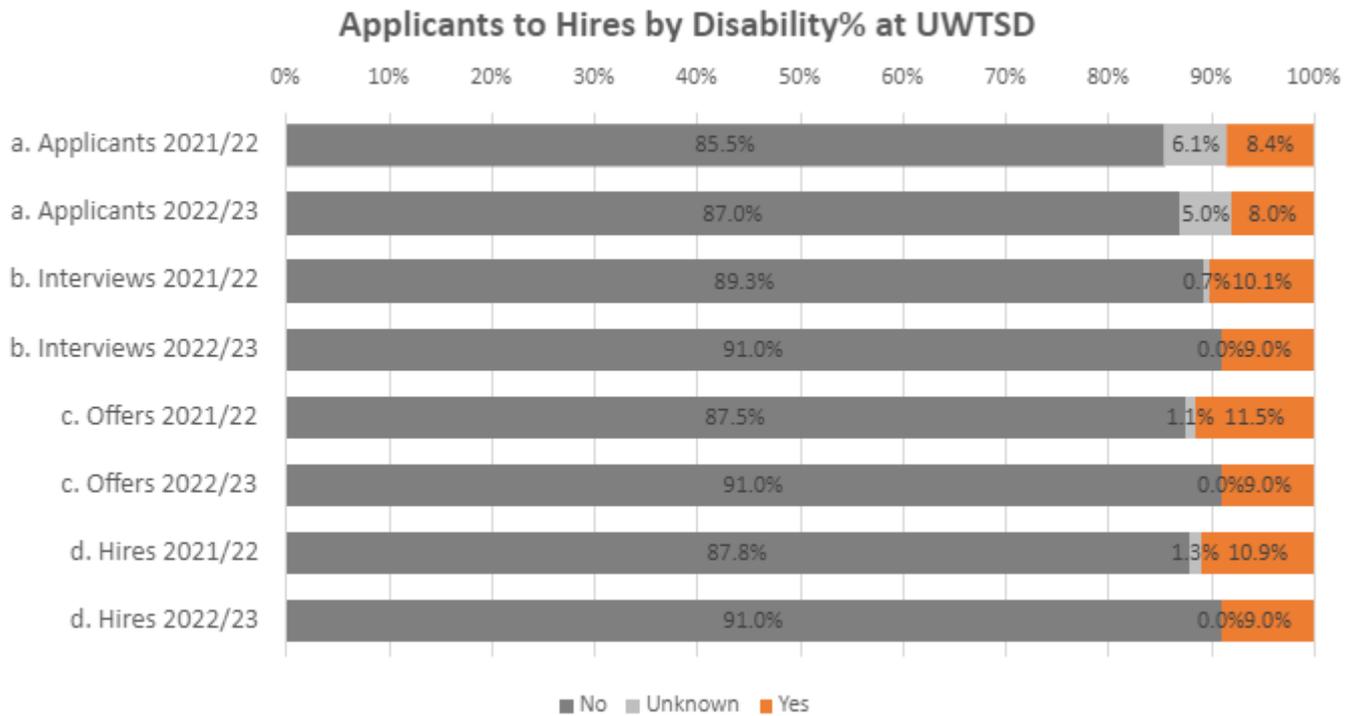


Figure 35: Source internal data

Key Facts: Disability profile

- Figure 35 shows UWTSD’s disability profile of applicants to hires from August 2022 – July 2023
- Those who had declared they had a disability were as follows: 8% of applicants, 9% of those offered an interview, 9% of those offered a post and 9% of those hired.

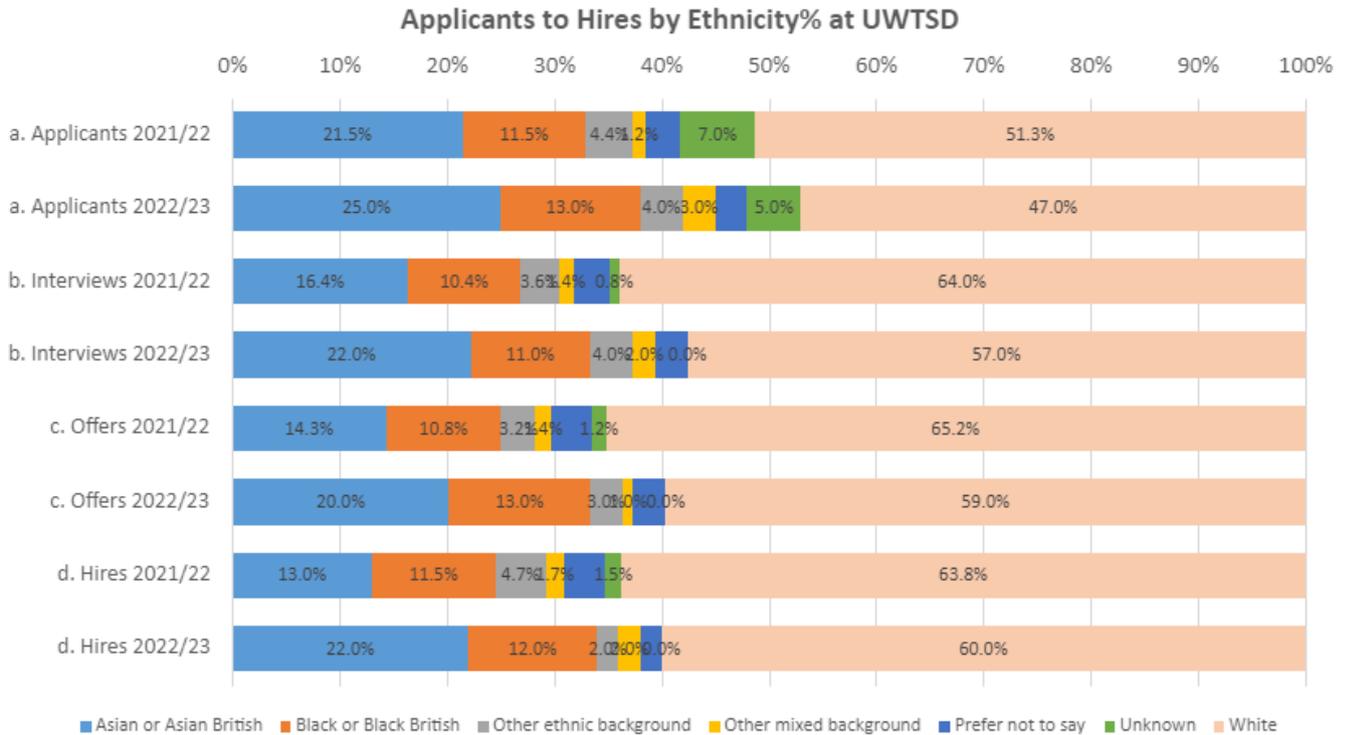


Figure 36: Source internal data

Key Facts: Ethnicity profile

- Figure 36 shows the ethnicity profile of applicants to hires from August 2022 – July 2023.
- 47% of applicants were from a White background, a decrease of 4.3% from the previous year, which translated into 60% of hires being from a White background, a decrease of 3.8% from the previous year.
- 25% of applicants were Asian or Asian British, an increase of 3.5% from the previous year which translated into 22% of hires being Asian or Asian British, which is an increase of 9% from the previous year.
- 13% of applicants were Black or Black British, an increase of 1.5% from the previous year which translated into 12% of hires being Black or Black British, an increase of 0.5% from the previous year.
- 4% of applicants were from another ethnic background, a slight decrease of 0.4% from the previous year which translated into 2% of hires being from another ethnic background, a decrease of 2.7%.
- 3% of applicants were from another mixed background, an increase of 1.8% from the previous year which translated into 2% of hires being from another mixed background, a slight increase of 0.3%.
- 3% of applicants preferred not to disclose their ethnicity and 5% were unknown.

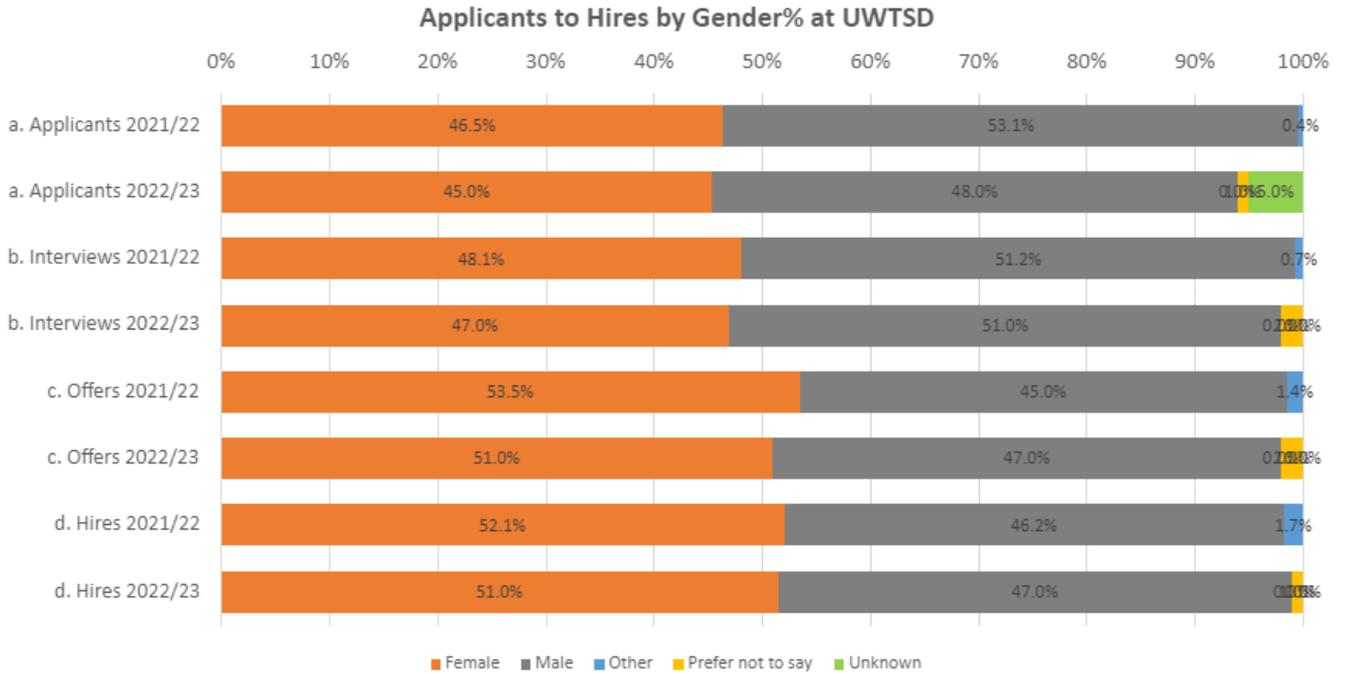


Figure 37: Source internal data

Key Facts: Gender profile

- Figure 37 shows the gender profile of applicants received to hires made at UWTSD for August 2022 – July 2023.
- 45% of applicants were female and 48% of applicants were male.
- 47% of those that were interviewed were female, 51% were male.
- 51% of those that were offered the role were female, 47% were male.
- 51% of those that were hired were female, 47% were male.
- 1% of applicants preferred not to declare their gender and 5% were unknown.

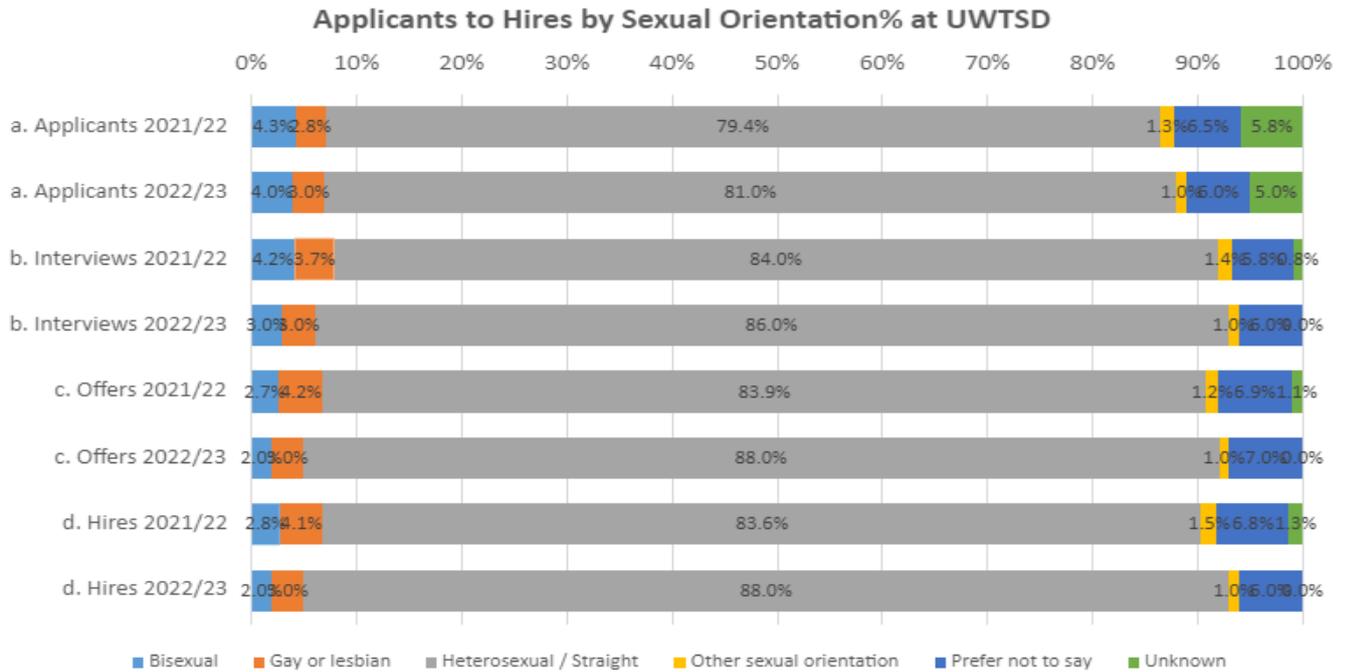


Figure 38: Source internal data

Key facts: Sexual orientation profile

- Figure 38 shows sexual orientation profile of applications received to hires made between August 2022 – July 2023.
- The most common type of sexual orientation was heterosexual/straight, with 81% of applicants declaring this and 88% hired.
- During this period,
 - 8% of applicants declared themselves as bisexual, gay, lesbian or other
 - 7% of those offered an interview declared themselves as bisexual, gay, lesbian or other
 - 6% of those that were offered the job declared themselves as bisexual, gay, lesbian or other
 - and 6% of those that were hired declared themselves as bisexual, gay, lesbian or other.
- 6% of applicants preferred not to declare this information and 5% were unknown.

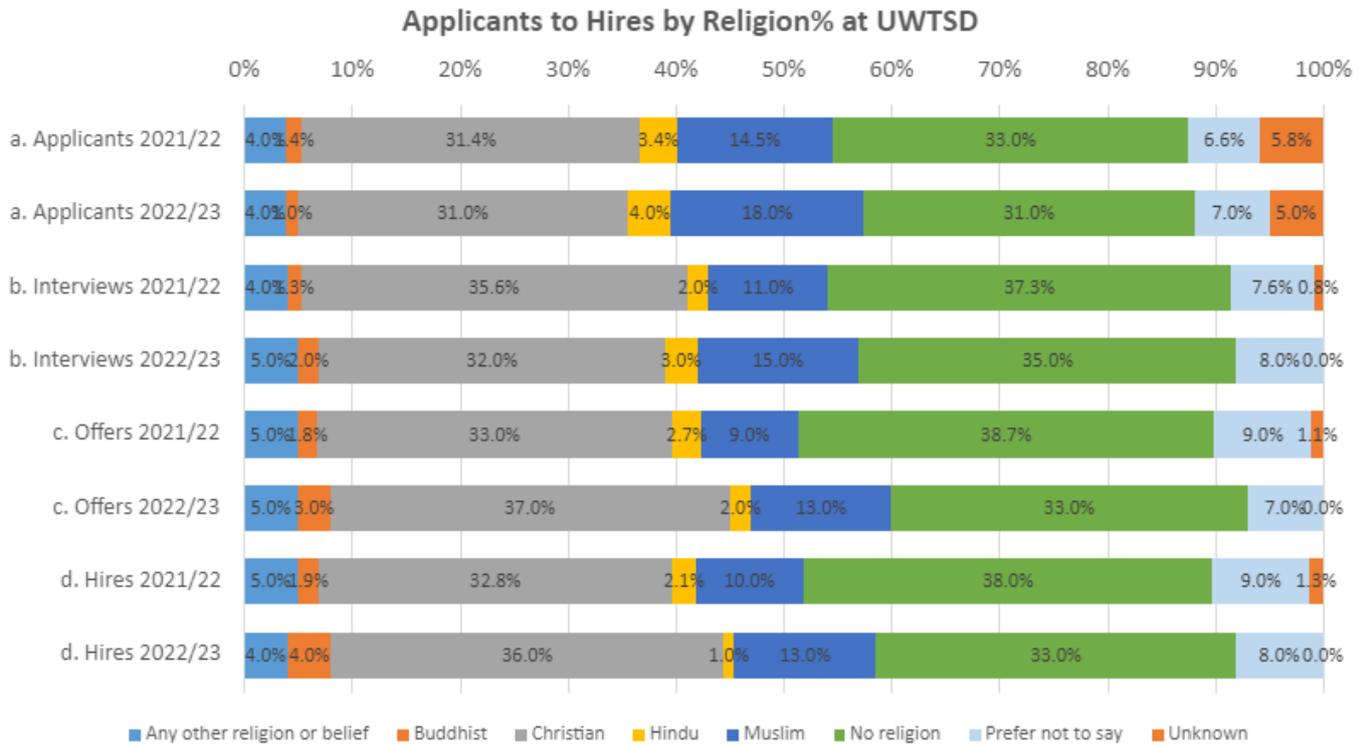


Figure 39: Source internal data

Key facts: Religion and faith profile

- Figure 39 shows the religion and faith profile of applicants to hires from August 2022 – July 2023.
- The most common declaration is No religion with 31% of applicants and 33% hired as well as Christian with 31% of applicants and 36% hired.
- The second most common is Muslim with 18% applicants and 13% hired. This is an increase of 3% from those hired last year with a religion declared as Muslim.

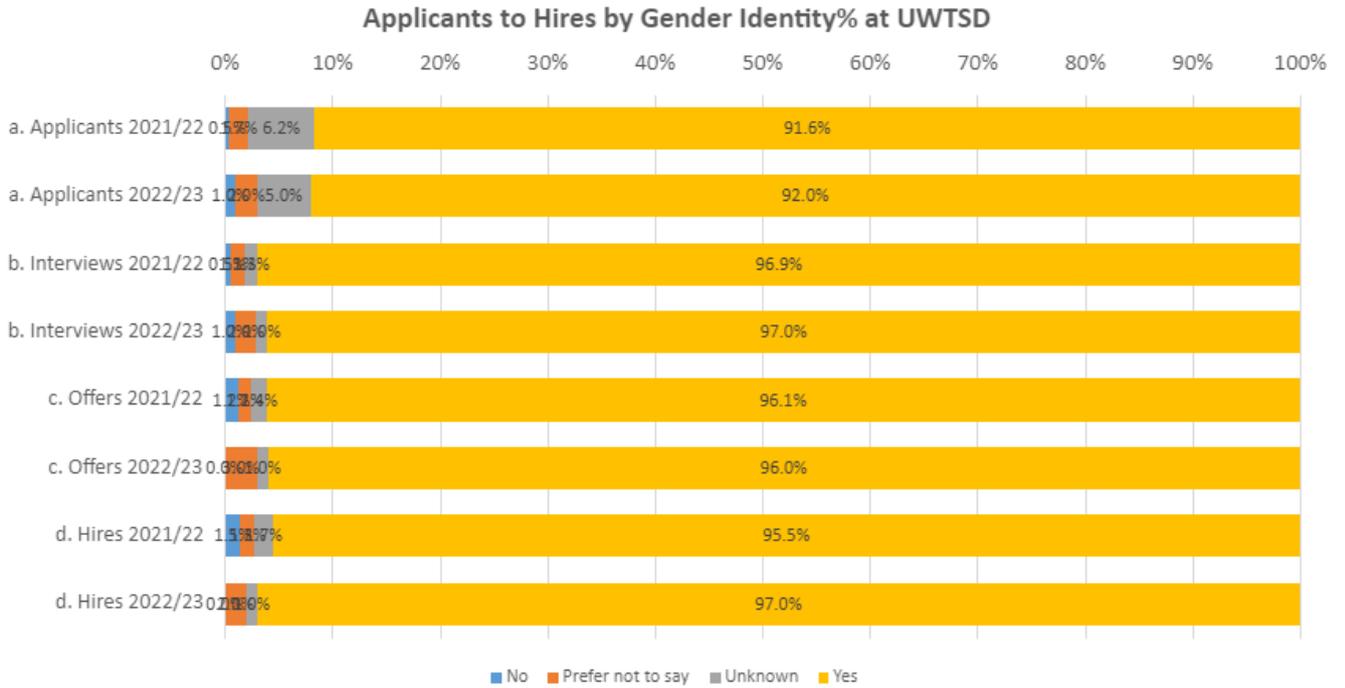


Figure 40: Source internal data

Key facts: **Gender identity**

- Figure 40 shows the gender identity of applicants received to hires made between August 2022 – July 2023.
- The question asked is ‘Does your gender identity match your sex as registered at birth?’ where 92% of applicants responded Yes, 1% responded no, 2% preferred not to declare and 5% were unknown.

Pregnancy and maternity

During the reporting period of 1 August 2022 and 31 July 2023:

35 women took maternity leave
12 people took paternity leave

Figure 41: 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 2022/23, the University has informally considered a large volume of flexible working requests.

Grievances and disciplinary

During the academic year 2022-2023, eight grievances were submitted and two disciplinary cases were conducted.

Due to the small numbers involved, we are unable to publish the personal characteristics of the individuals.

Internal Promotions at UWTSD

During the academic year 2022-2023, 156 people were successful in gaining an internal promotion, which is a combination of successful regrading applications and internal appointments.

The highest age range of internal promotions was age 35-44 at 31.5% (see Figure 42).

The percentage of internal promotions who declared that they had a disability was 11.5% compared with the percentage of all staff who declared that they had a disability of 9.5% (see Figure 43).

The percentage of internal promotions who are Asian or Asian British is 6.4%, Black or Black British is 3.8%, from a mixed ethnic background is 1.3%, from another ethnic background is 3.2%, from a White background is 84% and unknown 1.3%. (see Figure 44).

Of all internal promotions, 57.1% were female and 42.9% were male (see Figure 45)

Of all internal promotions, 46.8% declared that they had no religion and 31.4% declared their religion as Christian (see Figure 46).

Of all internal promotions, 8.3% declared their sexual orientation as either bisexual, gay, lesbian or other sexual orientation, 4.5% preferred not to declare their sexual orientation and 84.6% declared as straight/heterosexual (see Figure 47)

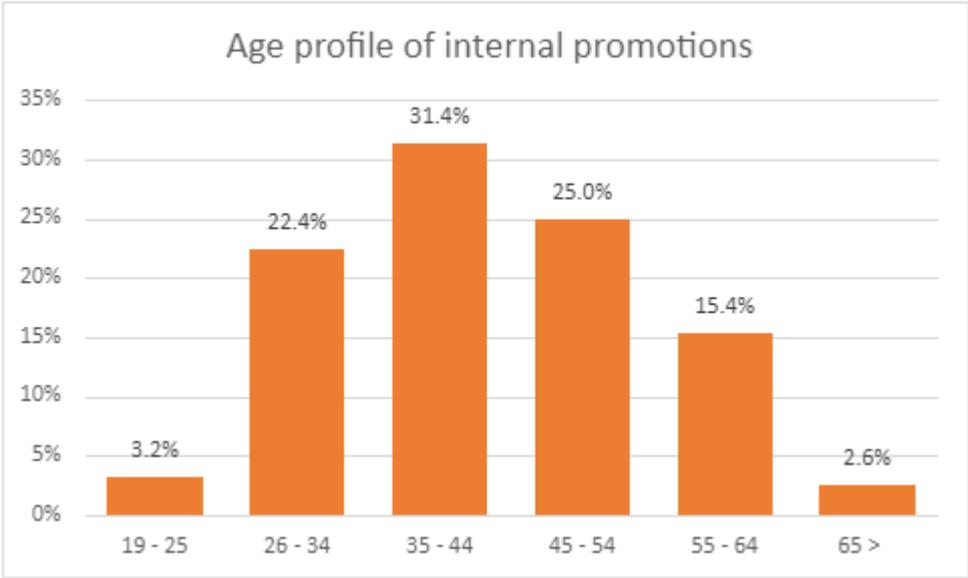


Figure 42: Source internal data

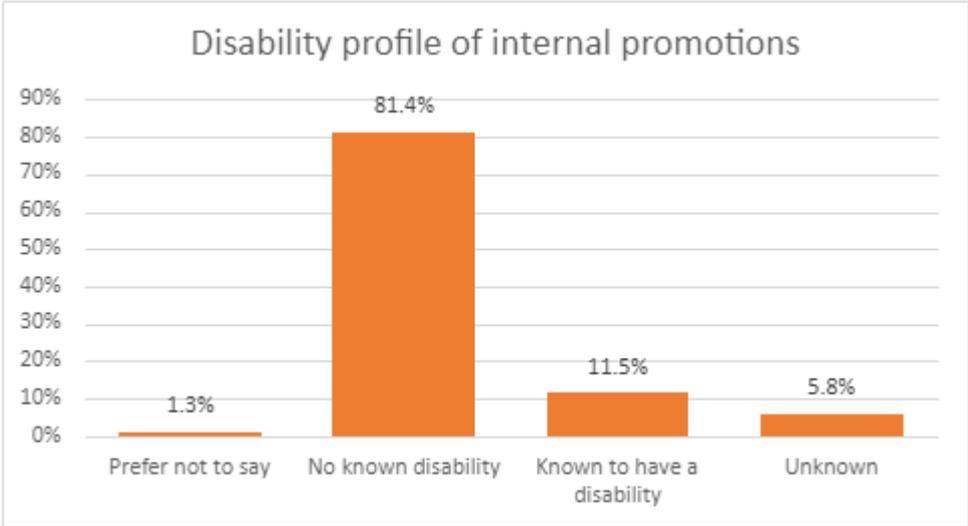


Figure 43: Source internal data

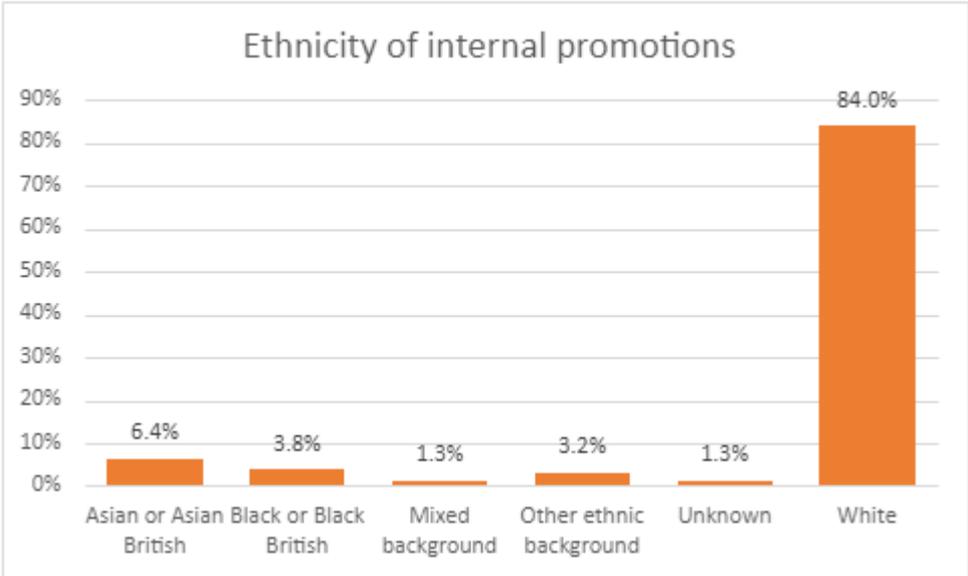


Figure 44: Source internal data

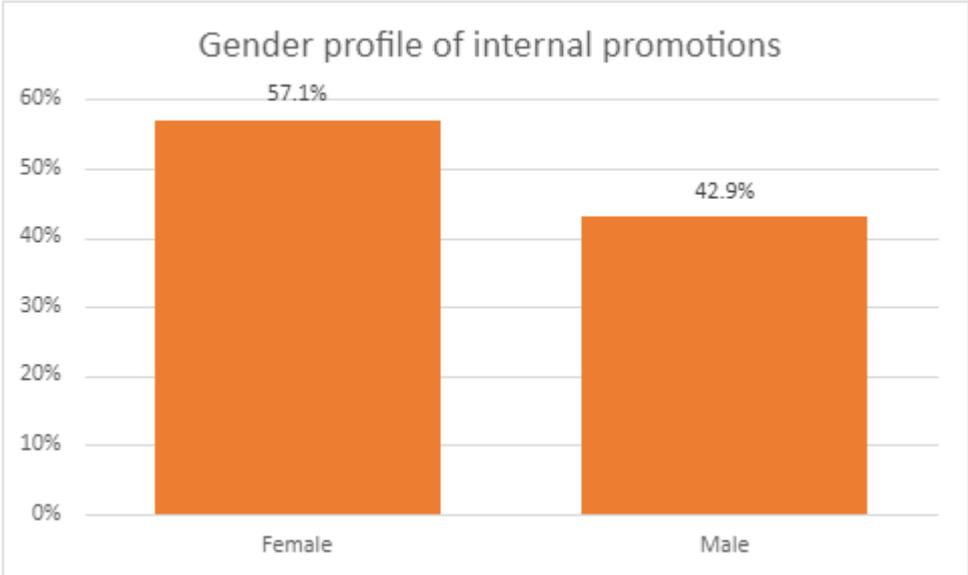


Figure 45: Source internal data

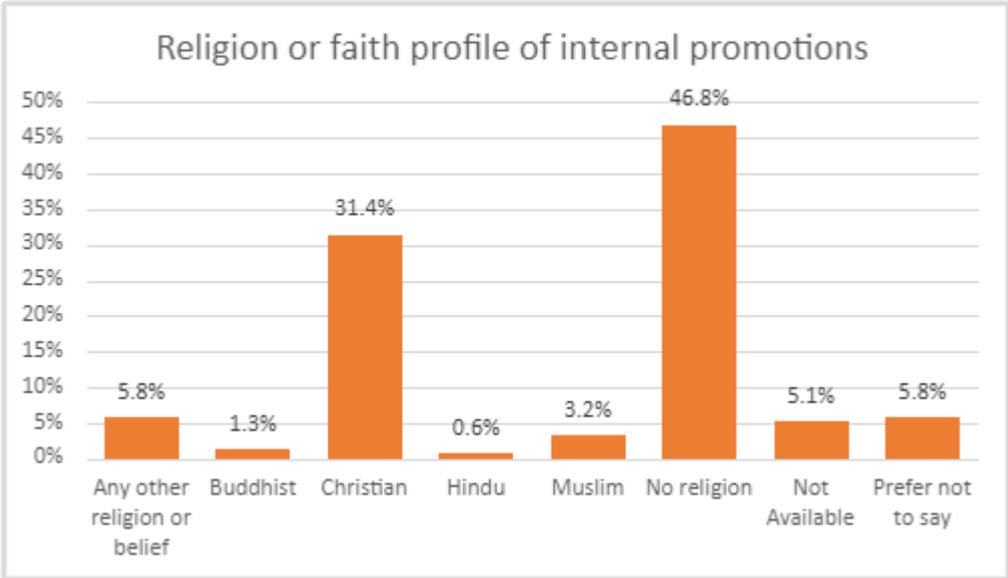


Figure 46: Source internal data

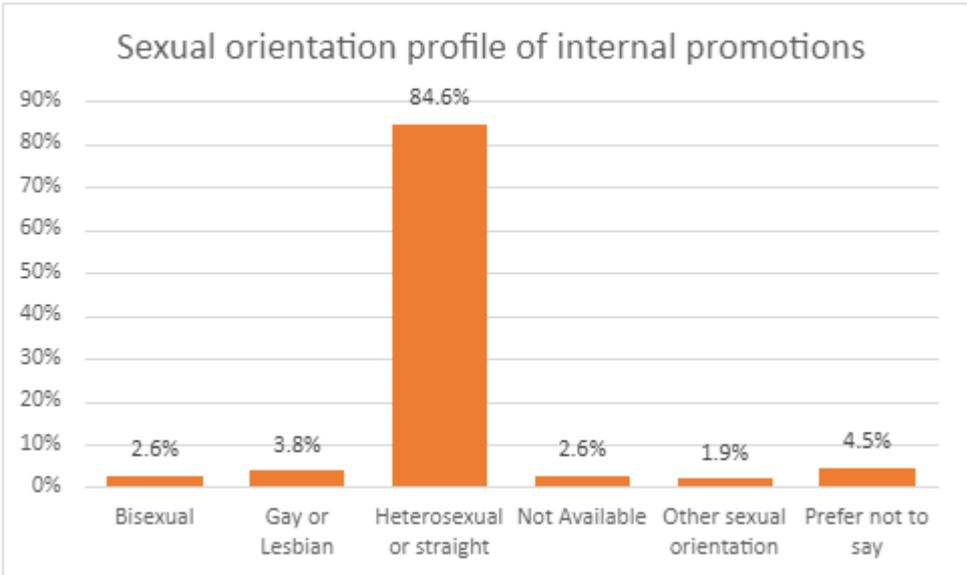


Figure 47: Source internal data

Staff Leavers

During the academic year 2022 – 2023, 113 staff left their employment at the University equating to 6.9% of all staff.

The age range with the highest number of leavers was age 30-39 at 27.5% (see Figure 48).

The percentage of leavers who declared that they had a disability was 5.5% compared with the percentage of all staff who declared that they had a disability of 9.5% (see Figure 49).

The percentage of leavers who identified as from a minority ethnic background was 22%. 17% of those are Asian or Asian British, an increase of 11.4% in the last two years(see Figure 50).

Of all leavers 50% were female, 50% were male, in comparison to 2020/21 where 67% of leavers were female and 33% were male. (see Figure 51).

Staff Leavers by Age



Figure 48: Source internal data

Staff Leavers by Disability

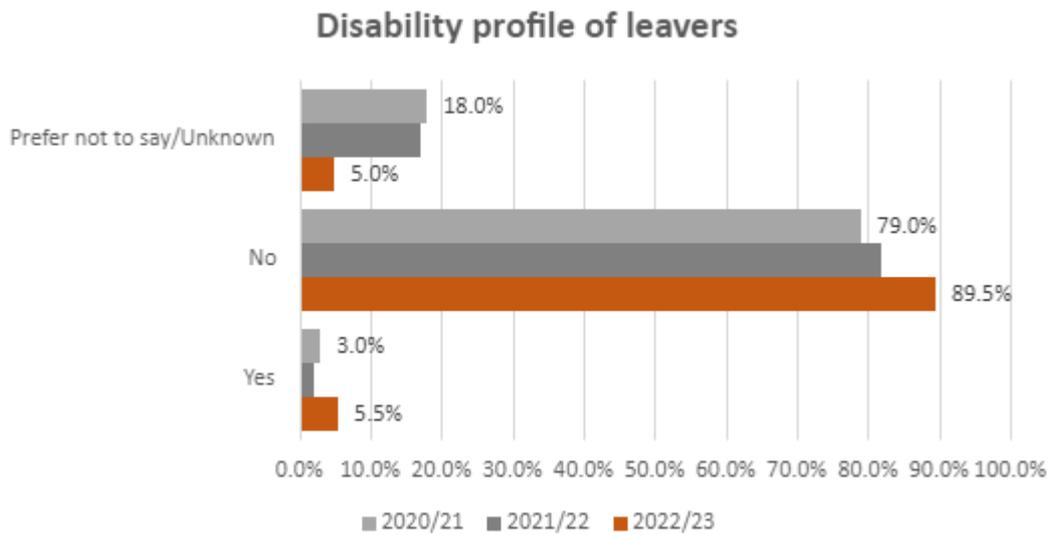


Figure 49: Source internal data

Staff Leavers by Ethnicity

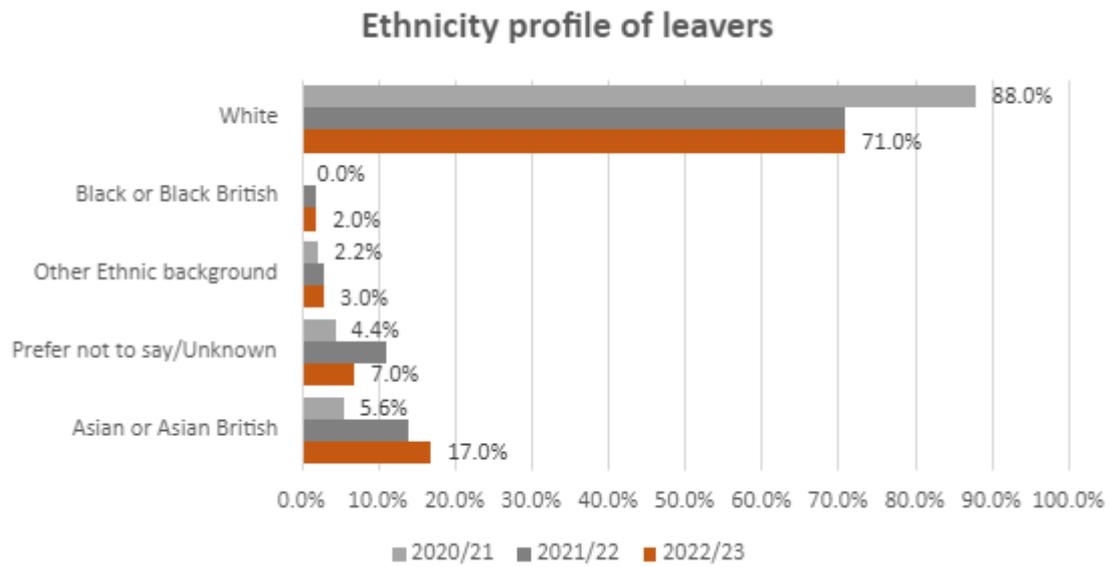


Figure 50: Source internal data

Staff Leavers by Gender

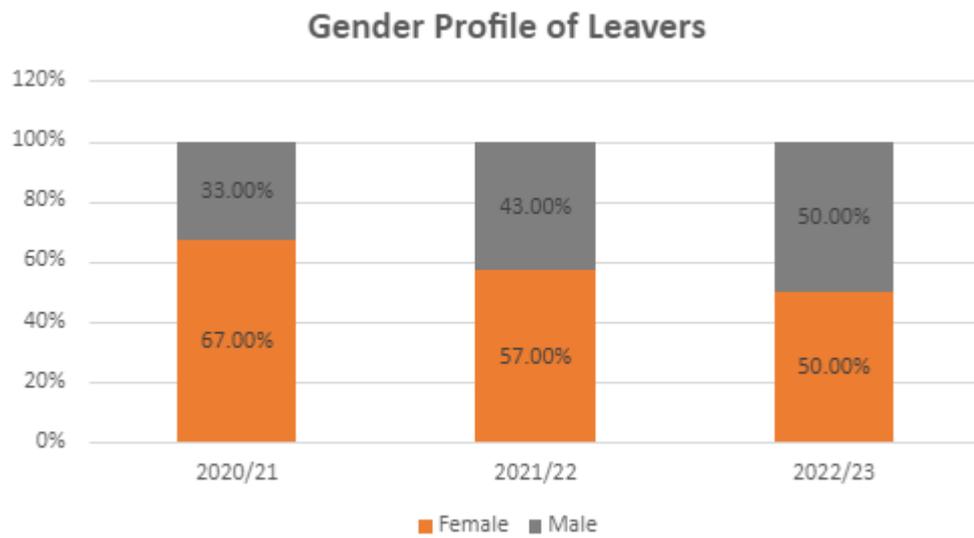


Figure 51: Source internal data

Staff Leavers by Religion and Belief

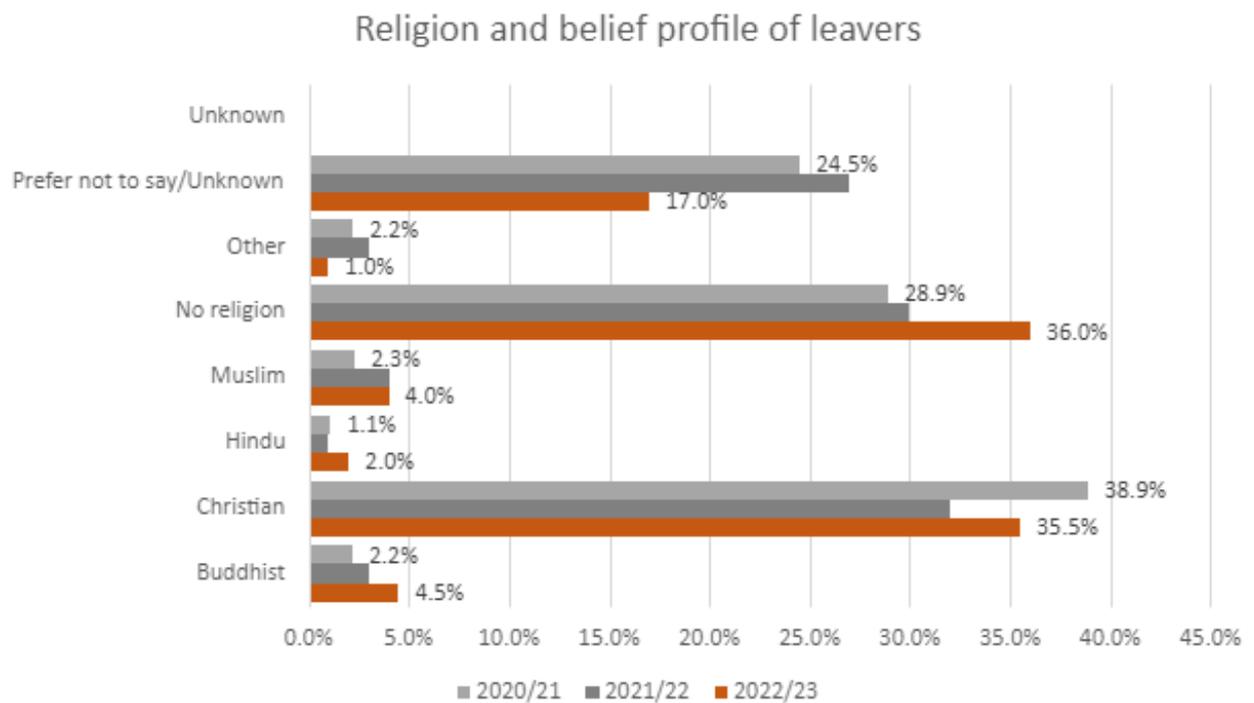


Figure 52: Source internal data

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 e-learning training including Challenging Unconscious Bias and mandatory Equality and Diversity training.

At 31st July 2023, 835 staff members are compliant in completing the Equality and Diversity training and 518 staff members are compliant in completing the Challenging Unconscious Bias training.

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). It is expected that an addendum to this report will be published during Summer 2024 using HESA 2022/23 as soon as it becomes available.

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

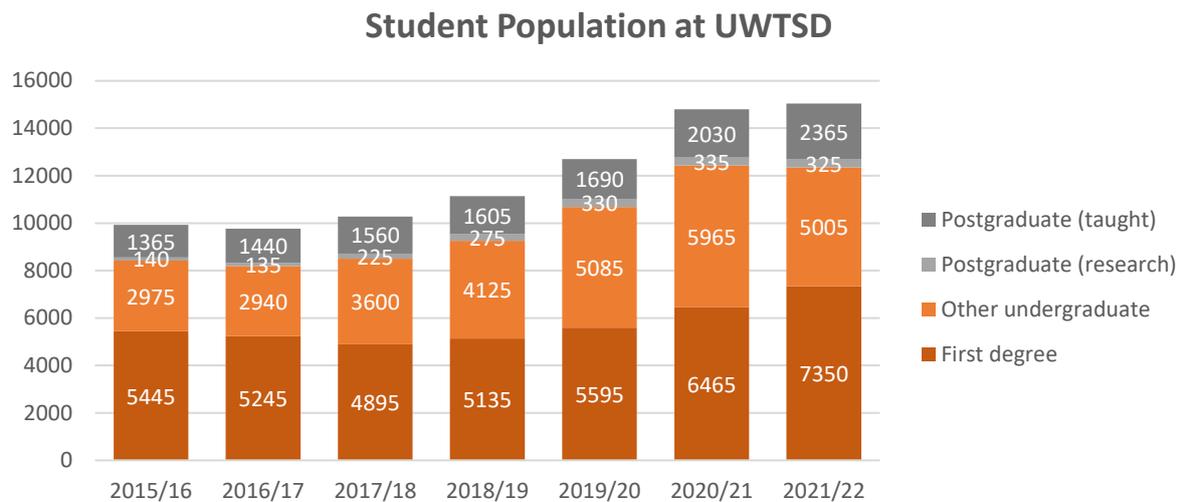


Figure 53: Source HESA

Key facts: Student Population

- Figure 53 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

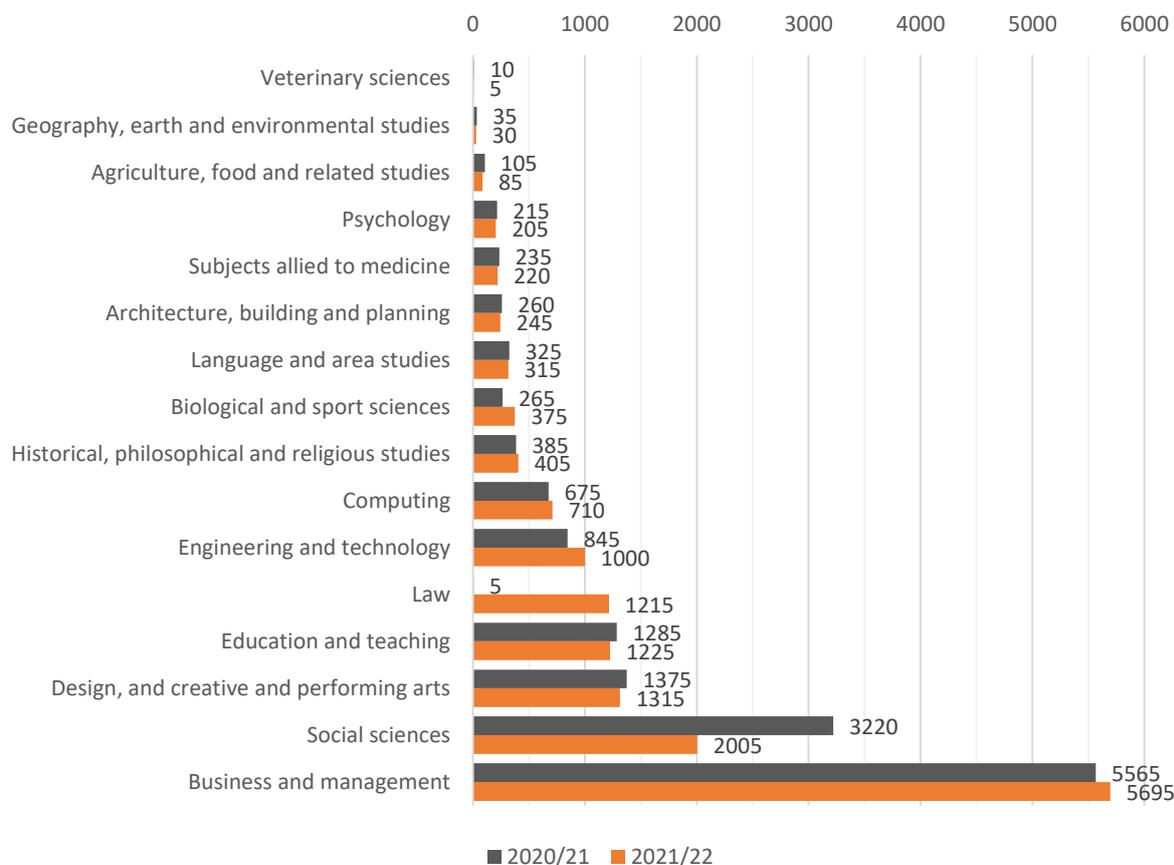


Figure 54: Source HESA

Key facts: Student Population by CAH

- Figure 54 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

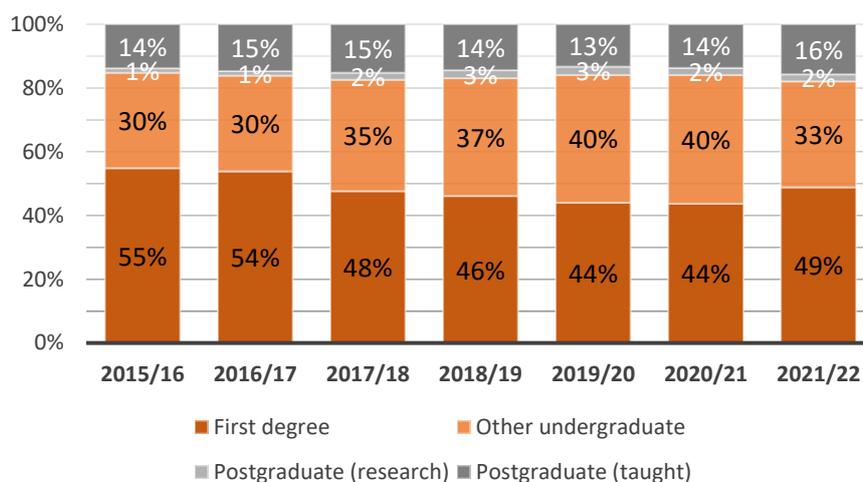


Figure 55: Source HESA

Student profile at UWTSD against Sector 2021/22

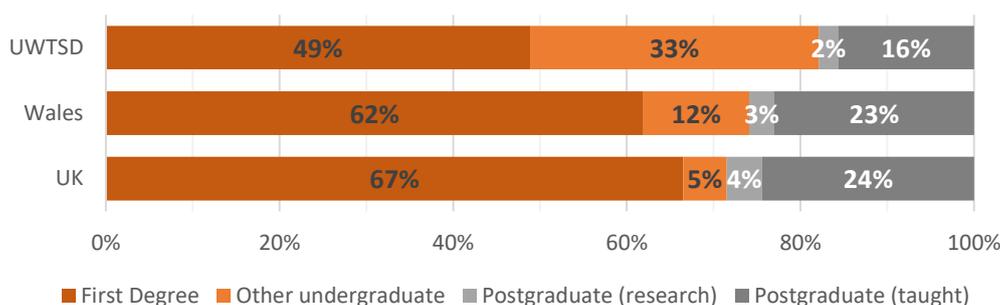


Figure 56: Source HESA

Key facts: Level of Study

- Figure 55 shows the proportion of students studying at various levels of study at UWTSD from 2015/16 to 2021/22 (source HESA).
- Figure 56 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)

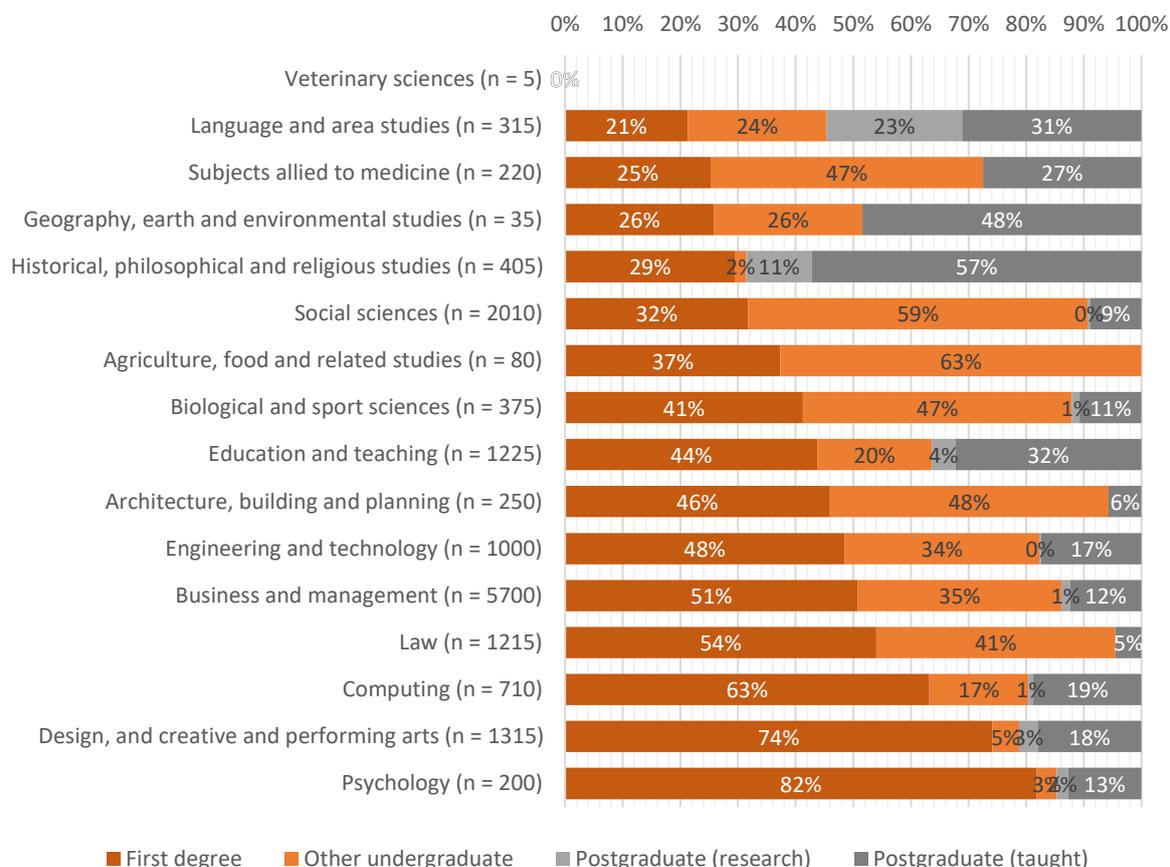


Figure 57: Source HESA

Key facts: Level of Study by CAH

- Figure 57 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

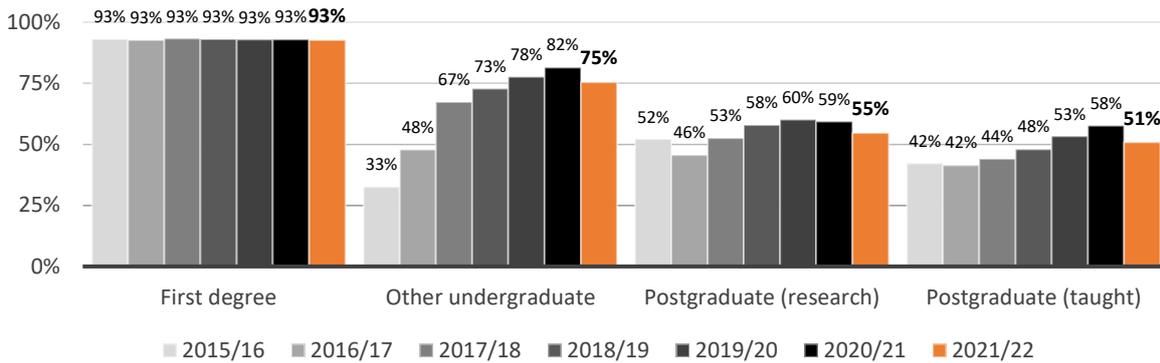


Figure 58: Source HESA

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

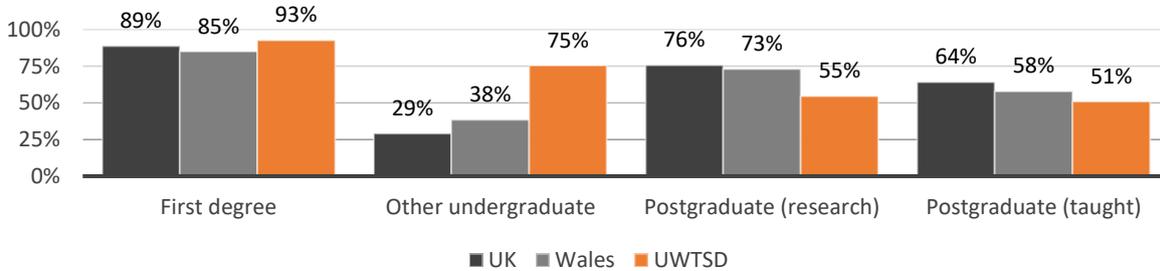


Figure 59: Source HESA

Key facts: Mode of Study

- Figure 58 shows the proportion studying full-time at UWTSD by level of study from 2015/16 to 2021/22 (source HESA).
- Figure 59 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)

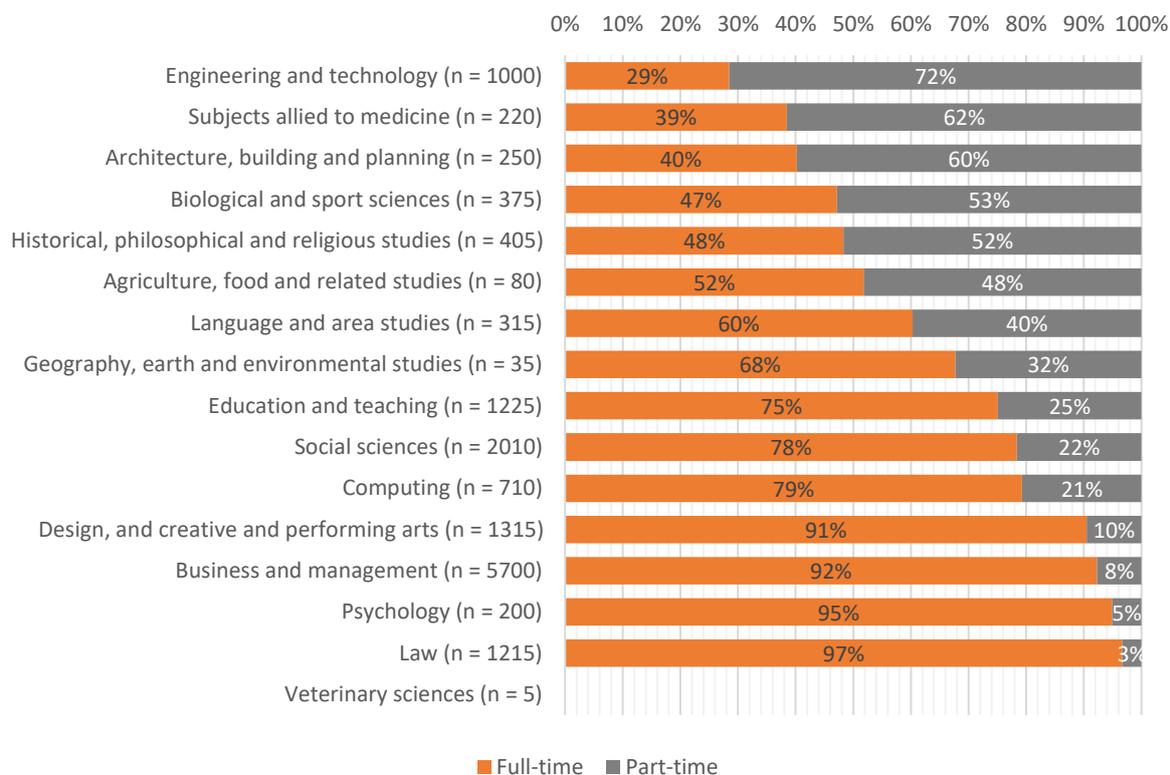


Figure 60: Source HESA

Key facts: Mode of Study by CAH

- Figure 60 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

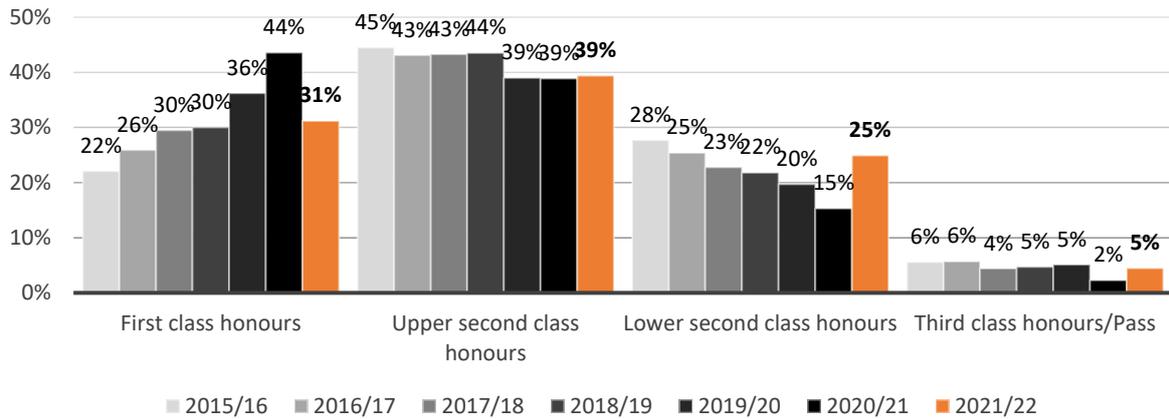


Figure 61: Source HESA

First degree good honours sector comparison

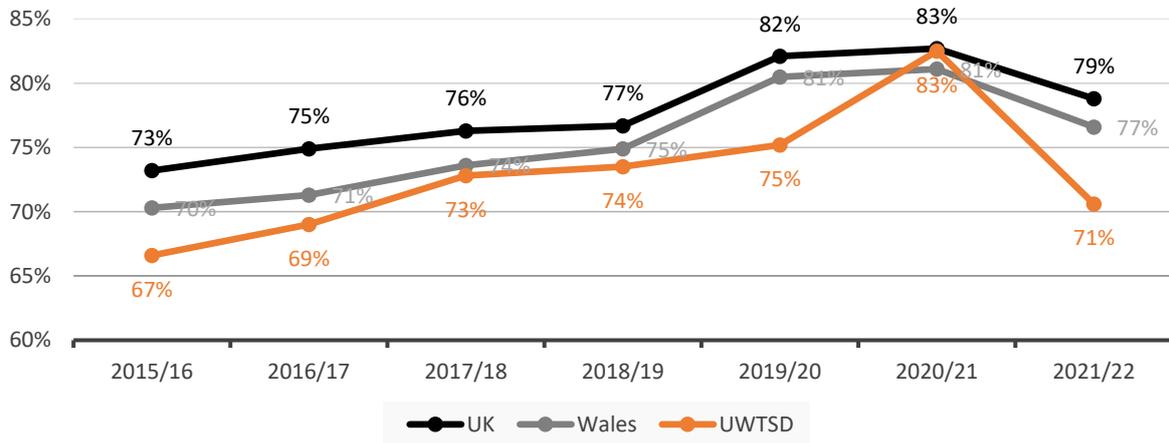


Figure 62: Source HESA

Key facts: Good Honours

- Figure 61 shows a breakdown of degree classifications for first degrees at UWTSD between 2015/16 and 2021/22.
- Figure 62 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 64.

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

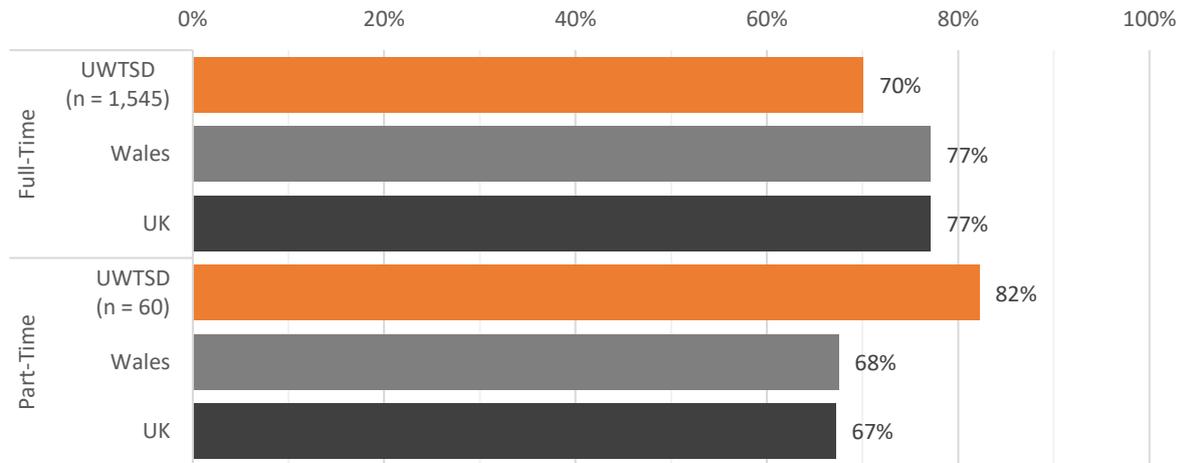


Figure 63: Source HESA

Key facts: Good Honours by Mode of Study

- Figure 63 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)

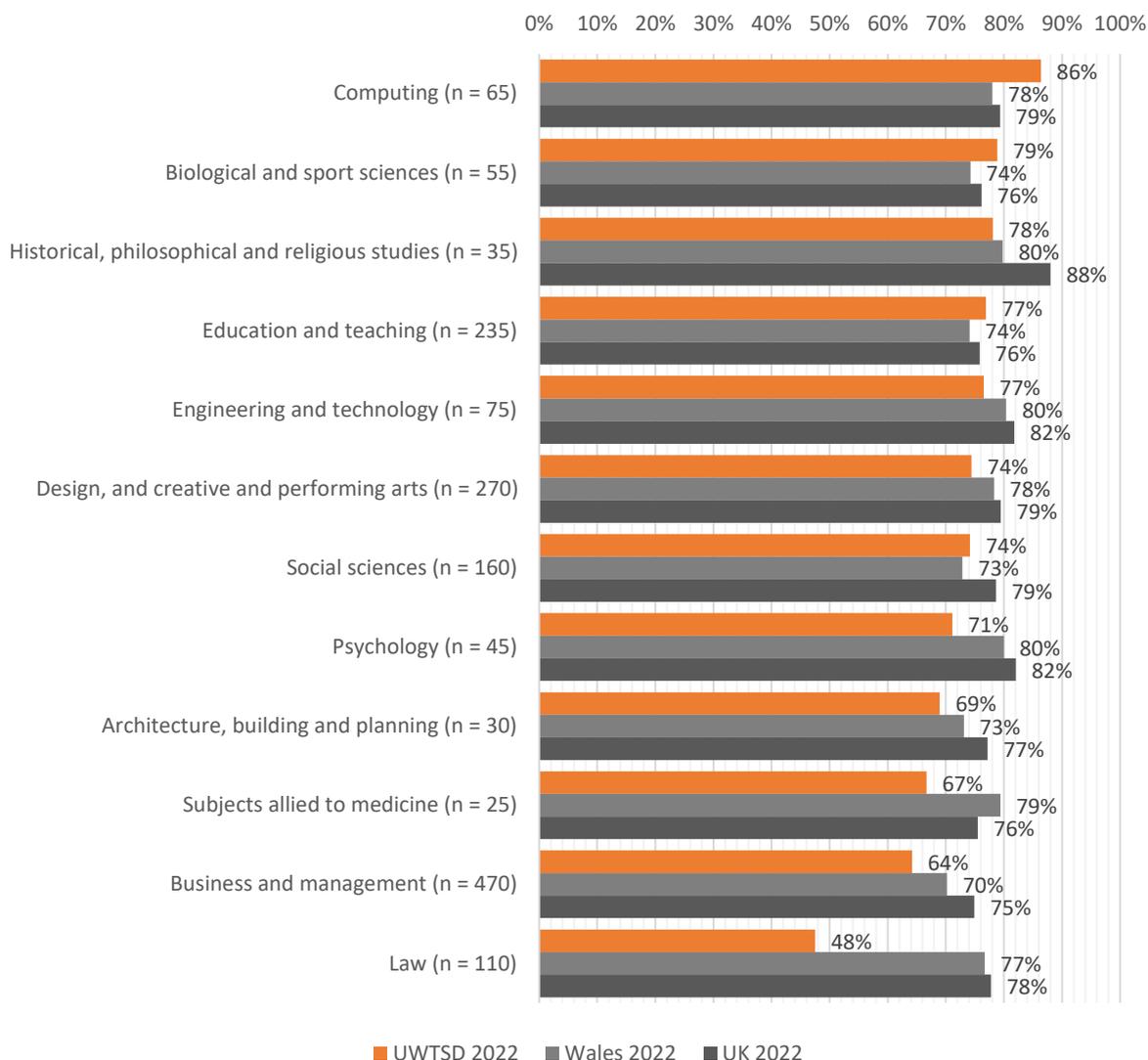


Figure 64: Source HESA

Key facts: Good Honours by CAH

- Figure 64 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.

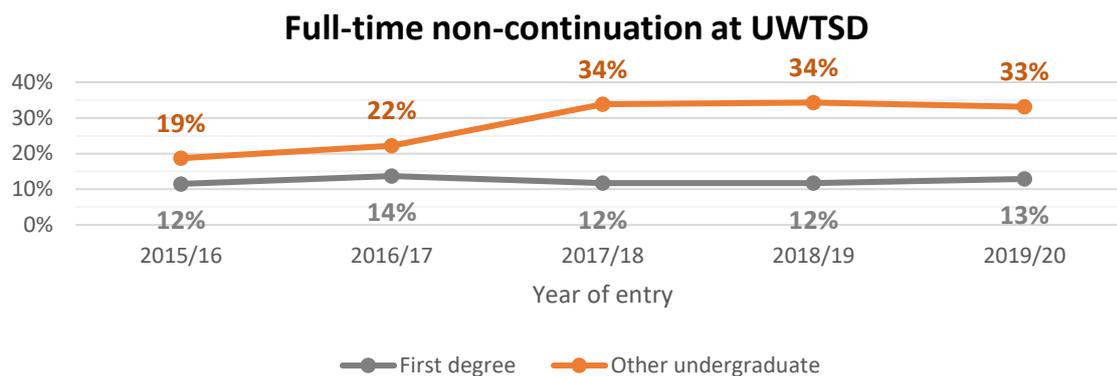


Figure 65: Source HESA

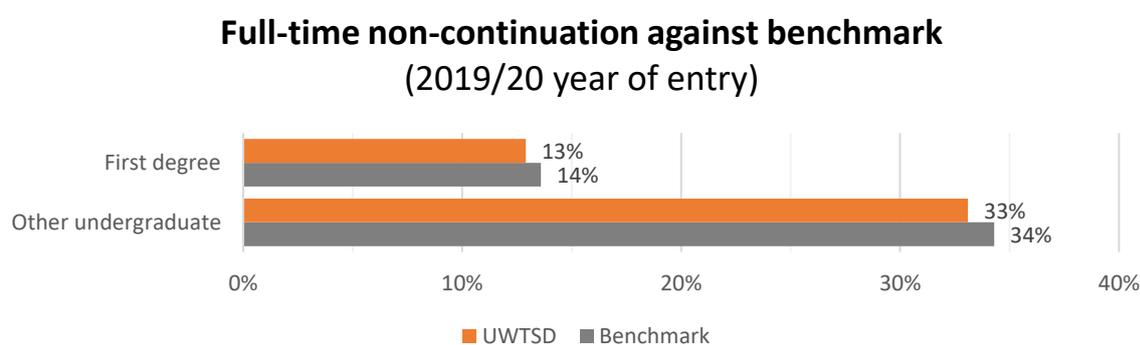


Figure 66: Source HESA

Key facts: Non-continuation

- Figure 65 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 66 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

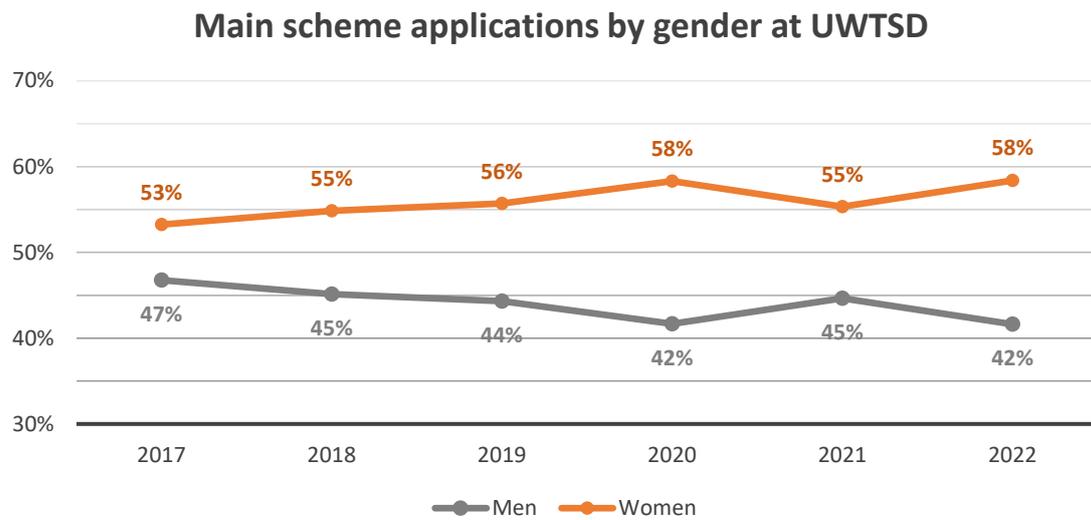


Figure 67: Source UCAS

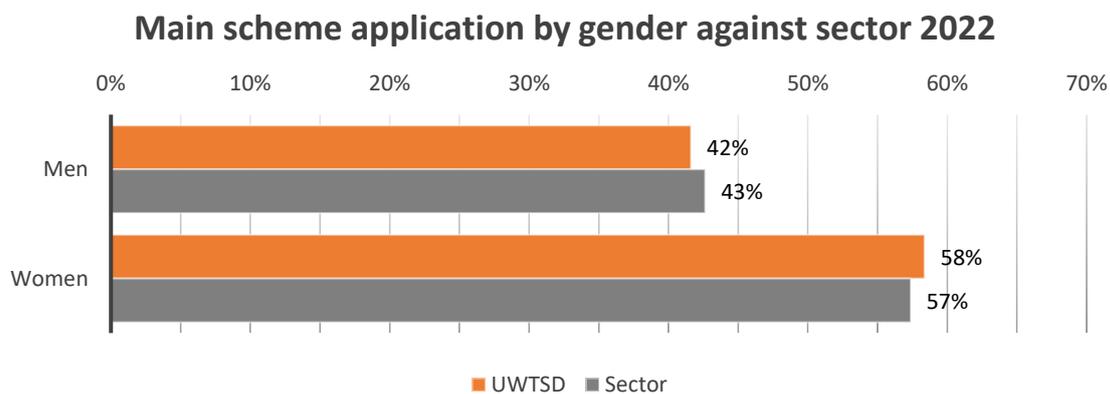


Figure 68: Source UCAS

Key facts: Main Scheme Applications by Gender

- Figure 67 shows the gender of main scheme applicants at UWTSD between 2017 and 2022 (source UCAS).
- Figure 68 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).

Gender profile of students at UWTSD

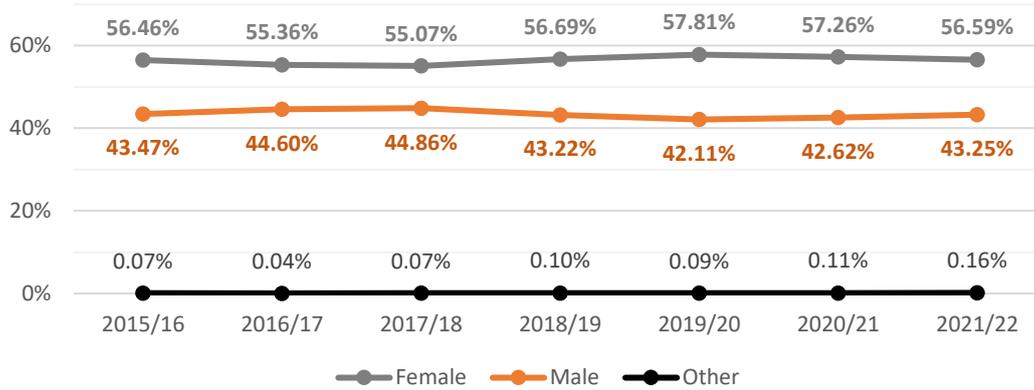


Figure 69: Source HESA

Gender profile of students at UWTSD compared with sector

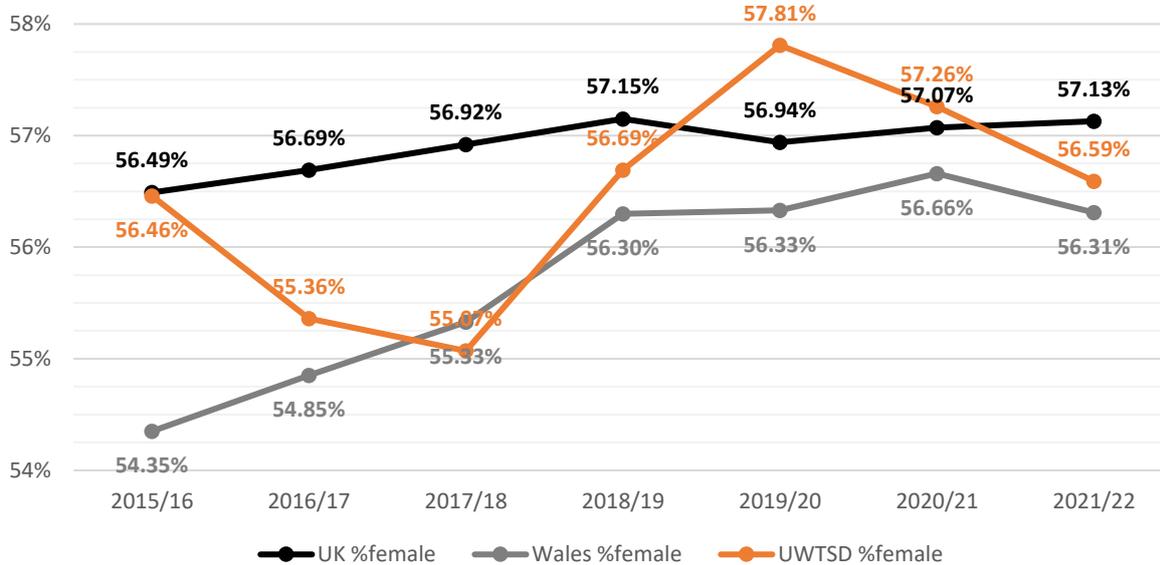


Figure 70: Source HESA

Key facts: Gender Profile

- Figure 69 shows the gender profile of students at UWTSD between 2015/16 and 2021/22.
- Figure 70 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

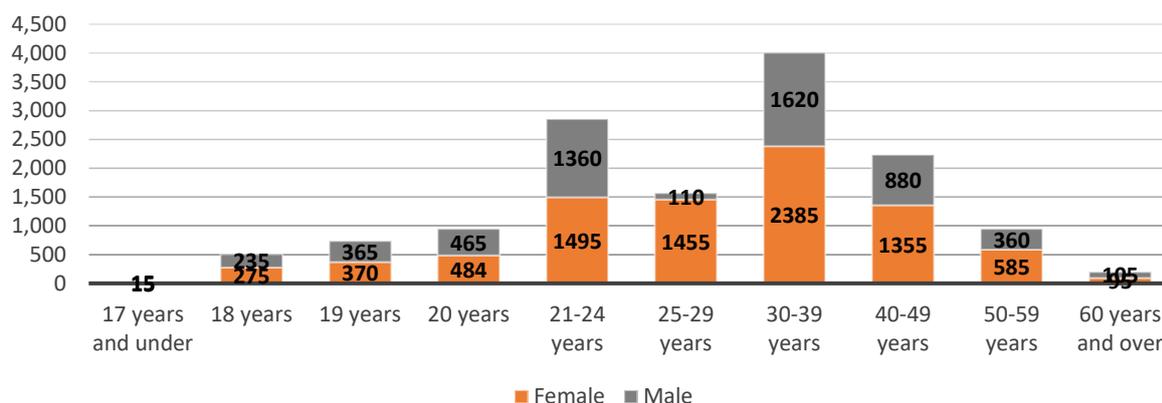


Figure 71: Source HESA

Age and gender profile sector comparison 2021/22

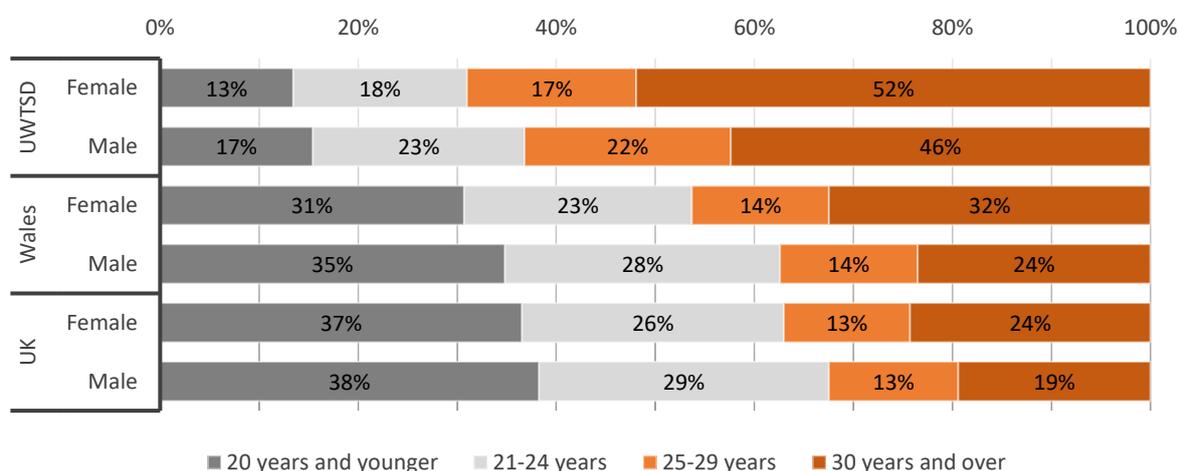


Figure 72: Source HESA

Key facts: Age and Gender Profile

- Figure 71 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 72 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)

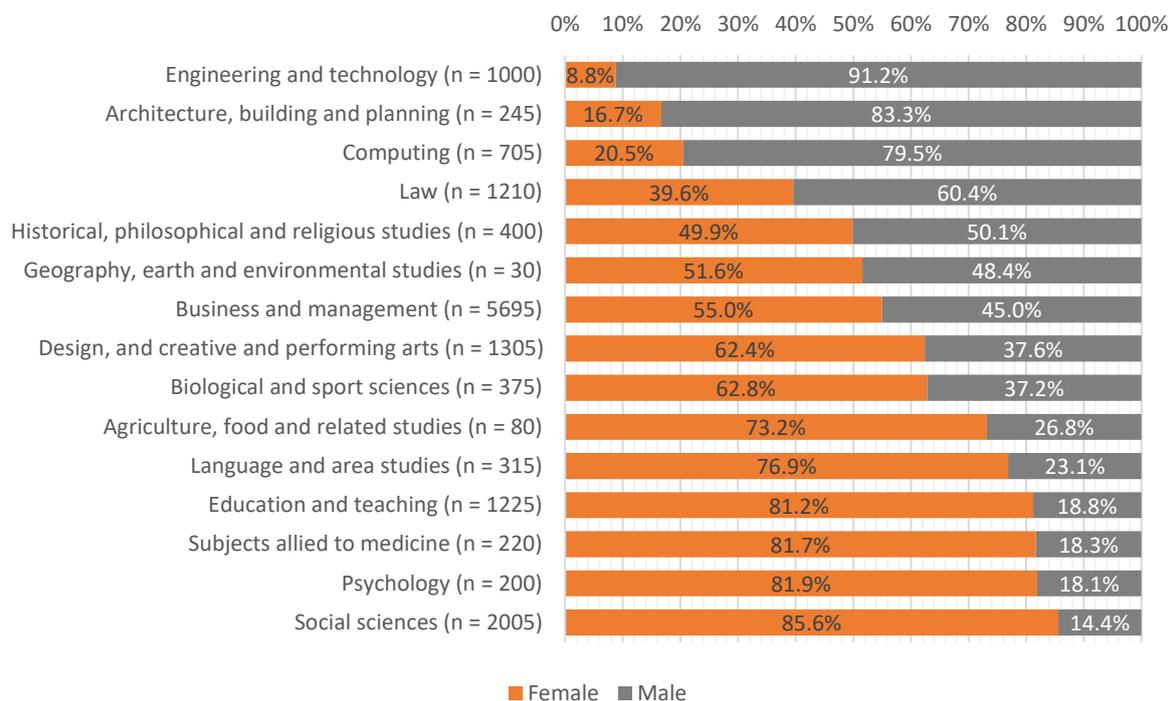


Figure 73: Source HESA

Key facts: Gender by CAH

- Figure 73 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

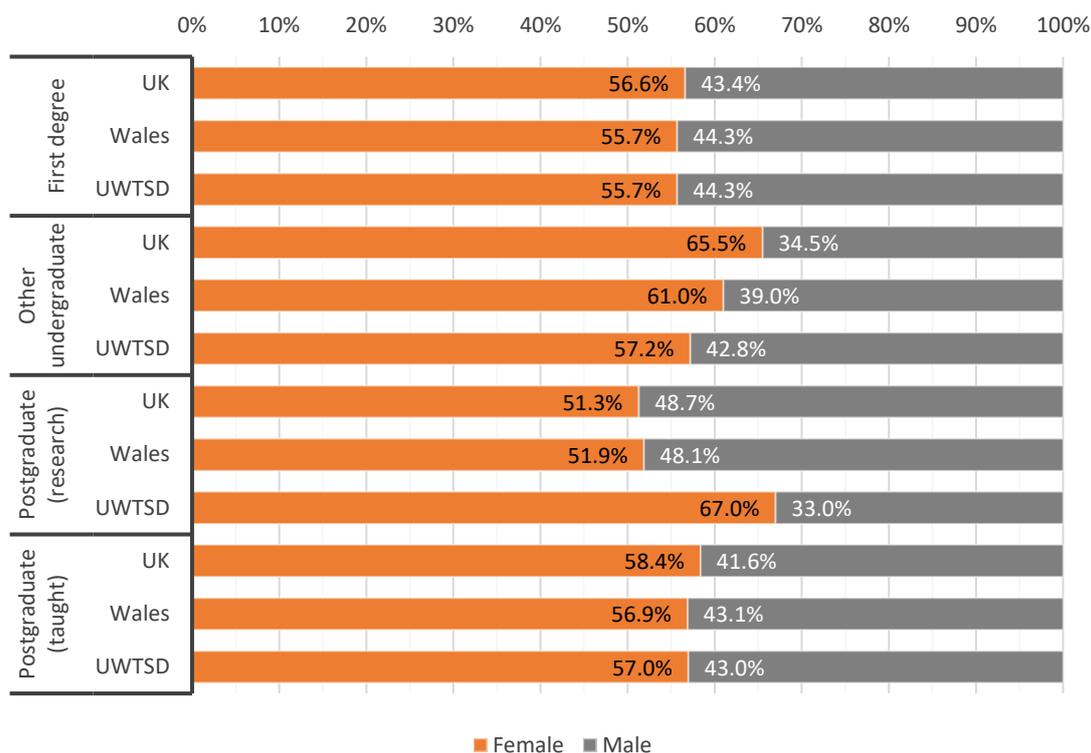


Figure 74: Source HESA

Key facts: Gender by Level of Study

- Figure 74 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.

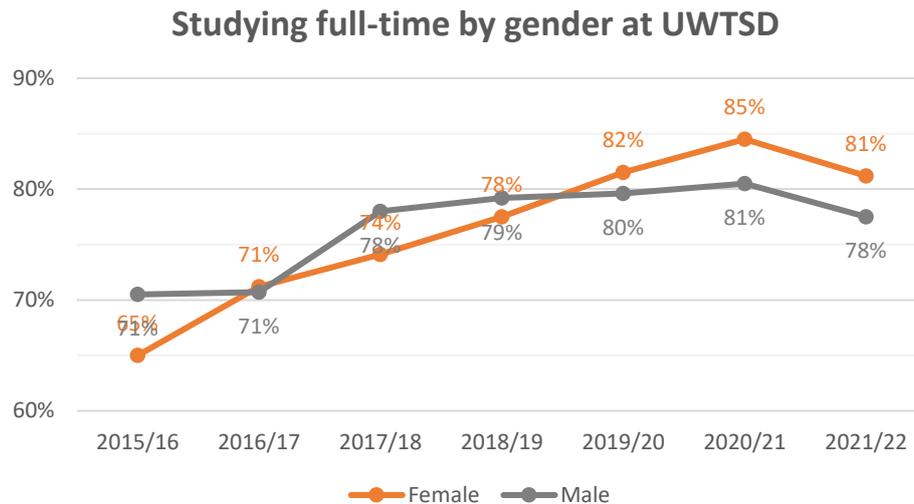


Figure 75: Source HESA

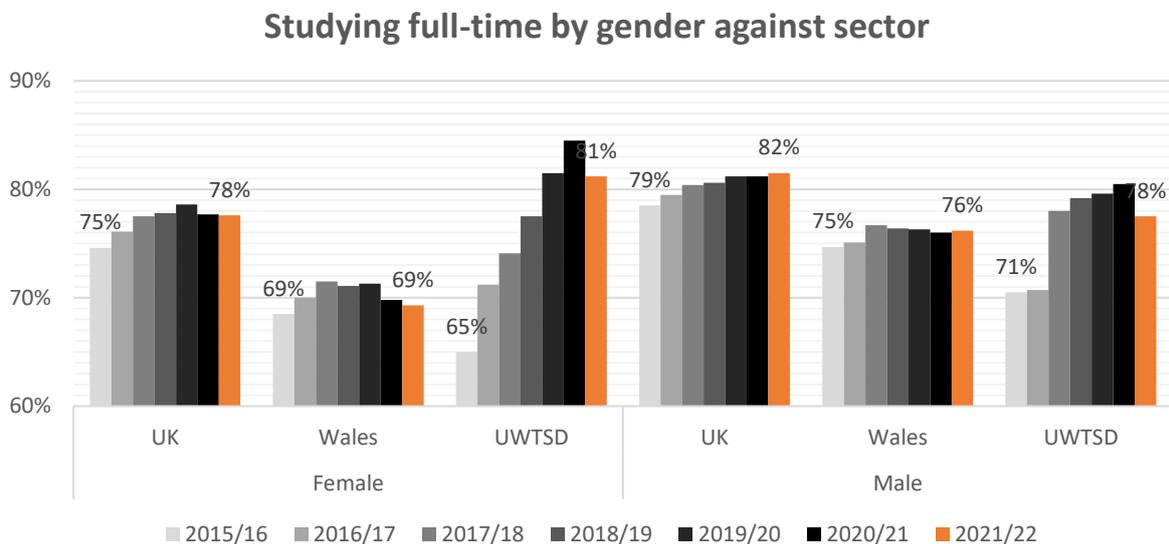


Figure 76: Source HESA

Key facts: Gender by Mode of Study

- Figure 75 shows the proportion studying full-time by gender at UWTSD between 2015/16 and 2021/22, while Figure 76 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

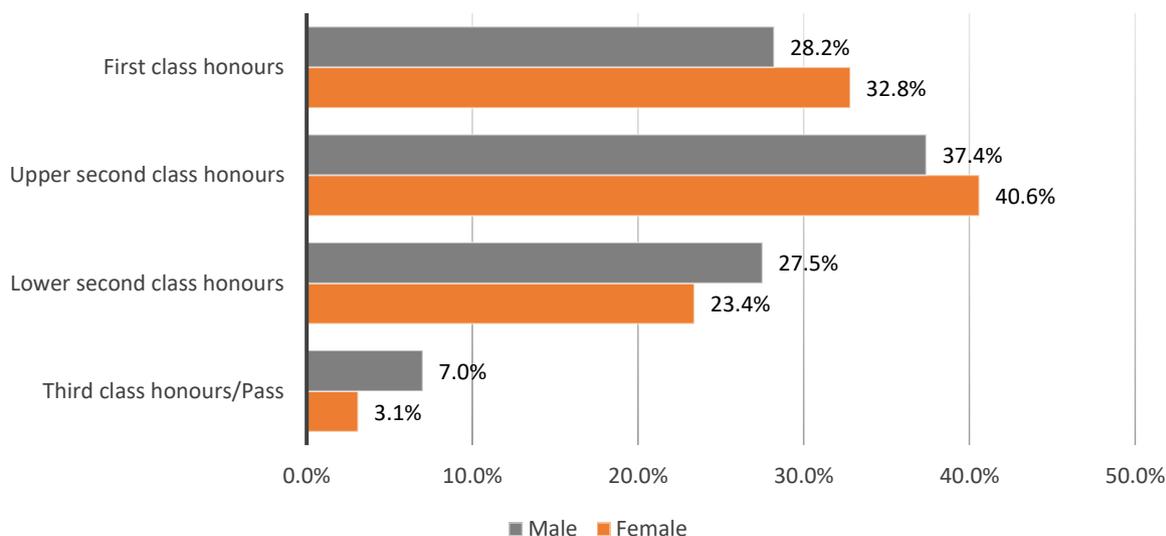


Figure 77: Source HESA

Good honours by gender in 2021/22

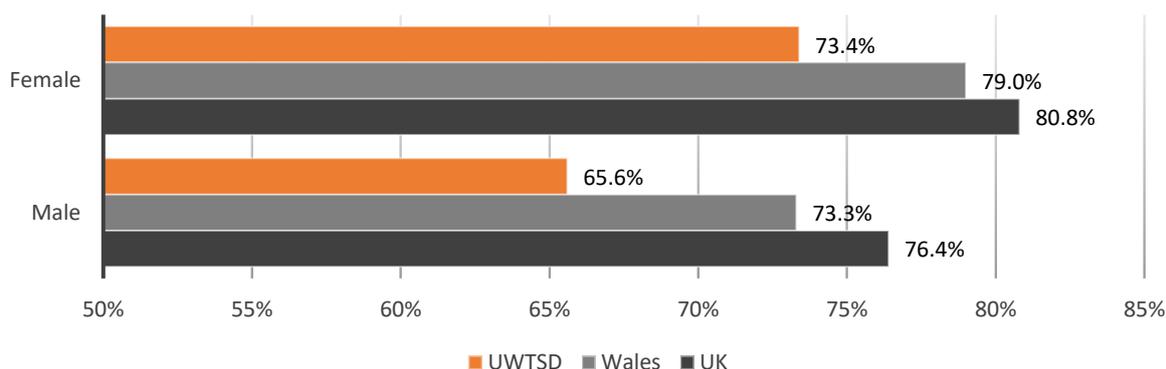


Figure 78: Source HESA

Key facts: Good Honours by Gender

- Figure 77 shows the gender profile of degree outcomes at UWTSD in 2021/22 (source HESA).
- Figure 78 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

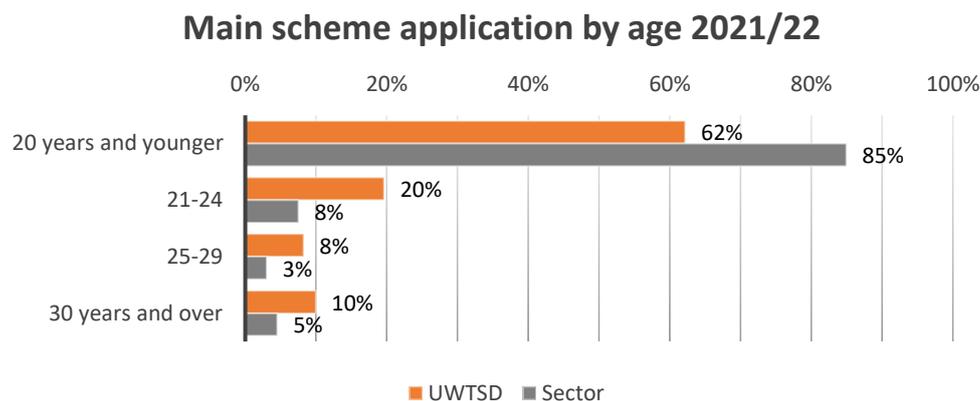


Figure 79: Source UCAS

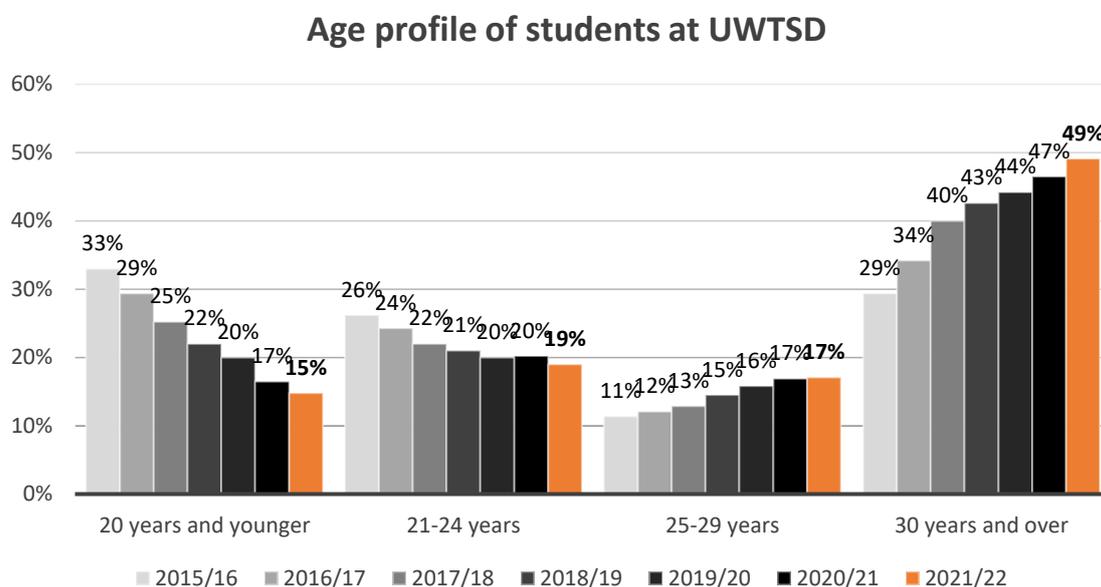


Figure 80: Source HESA

Key facts: Main Scheme Applications by Age

- Figure 79 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 80 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 88).

Age profile at UWTSD in 2021/22

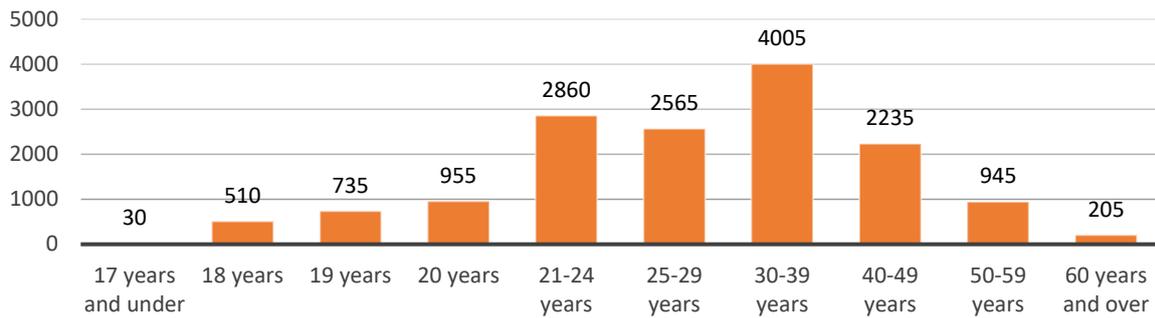


Figure 81: Source HESA

Age profile sector comparison 2021/22

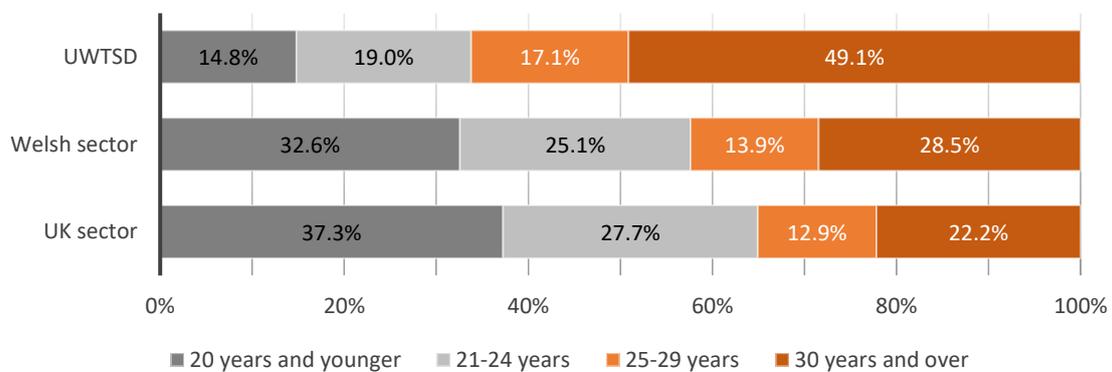


Figure 82: Source HESA

Key facts: Age Profile

- Figure 81 shows a breakdown of student population at UWTSD in 2021/22 at each age interval (source HESA).
- Figure 82 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.

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

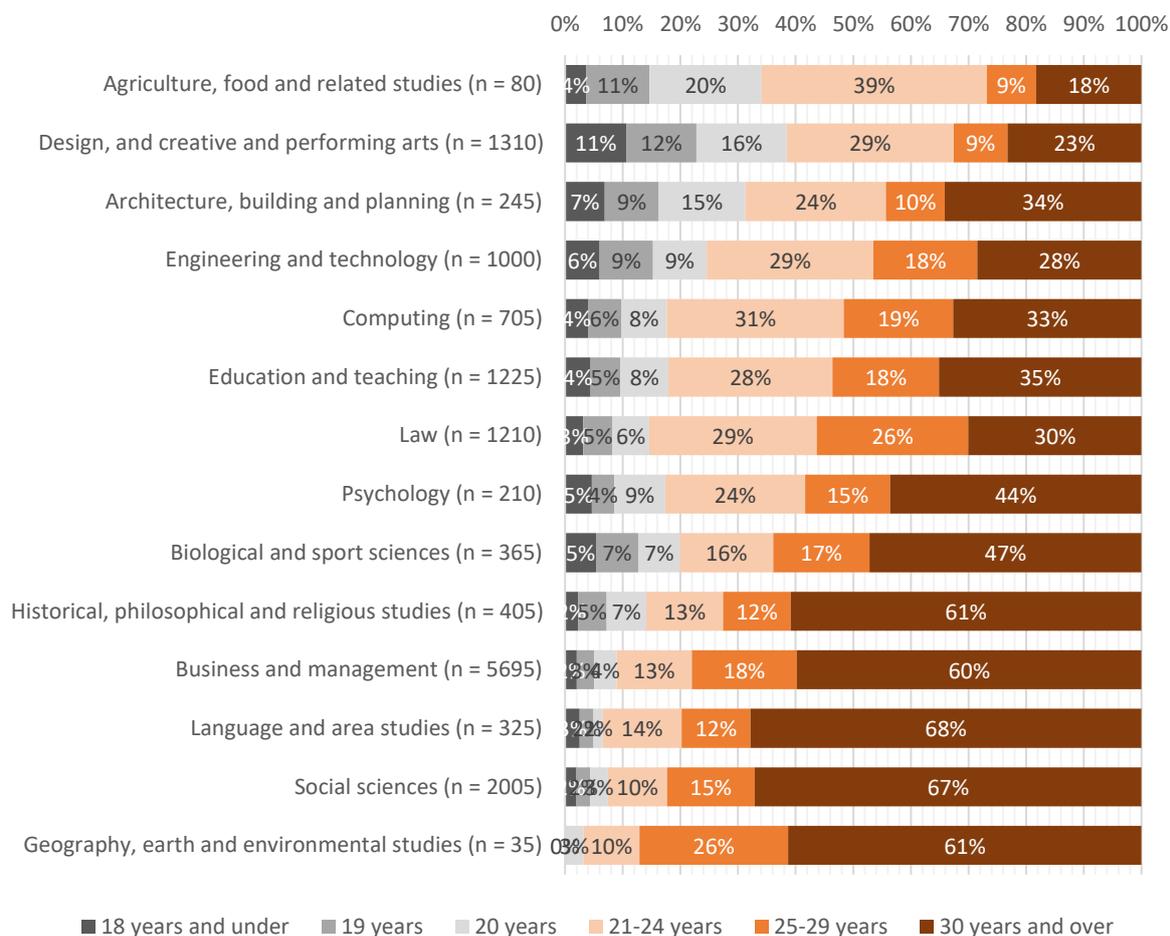


Figure 83: Source HESA

Key facts: Age by CAH

- Figure 83 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:
 - **78%** of the 5,695 students studying business and management were 25 years or older in 2021/22.
 - **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

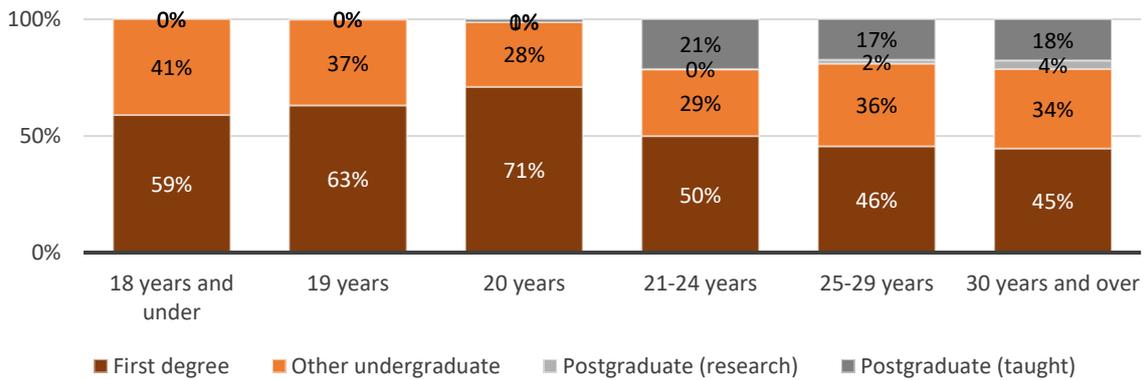


Figure 84: Source HESA

Level of study by age against sector 2021/22

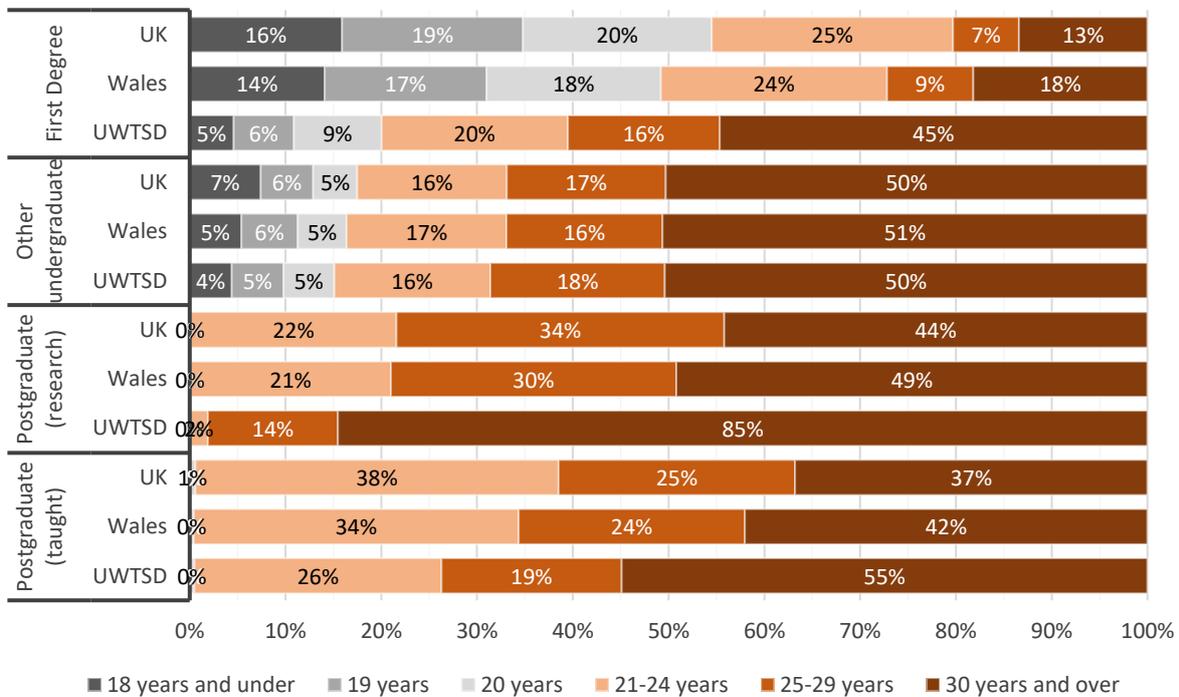


Figure 85: Source HESA

Key facts: Age by Level of Study

- Figure 84 shows the breakdown of level of study by age at UWTSD in 2021/22 (source HESA).
- Figure 85 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.

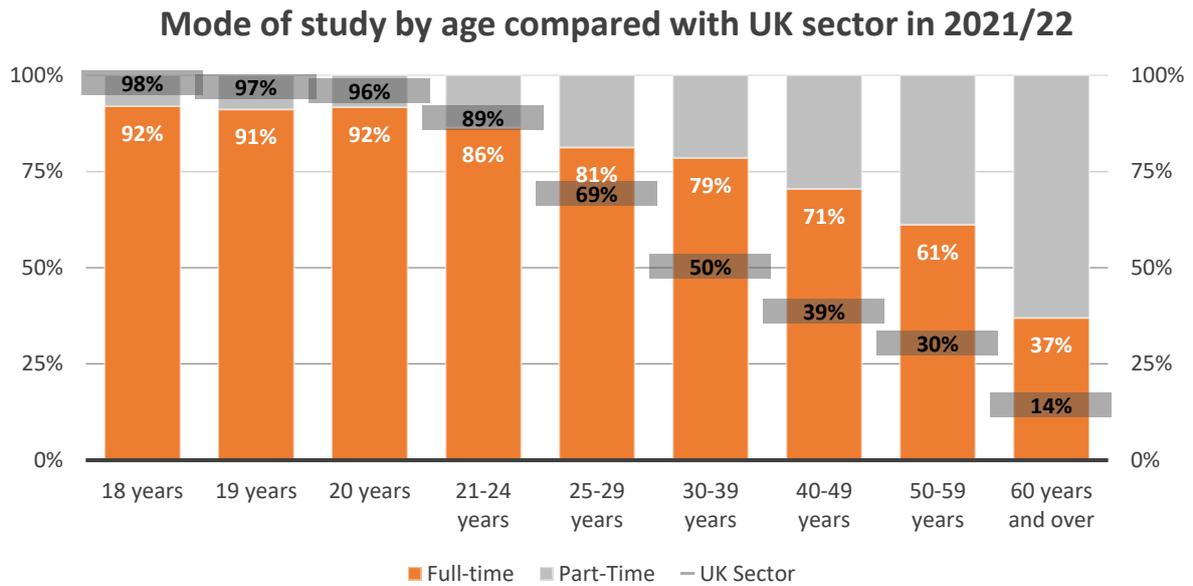


Figure 86: Source HESA

Key facts: Age by Mode of Study

- Figure 86 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

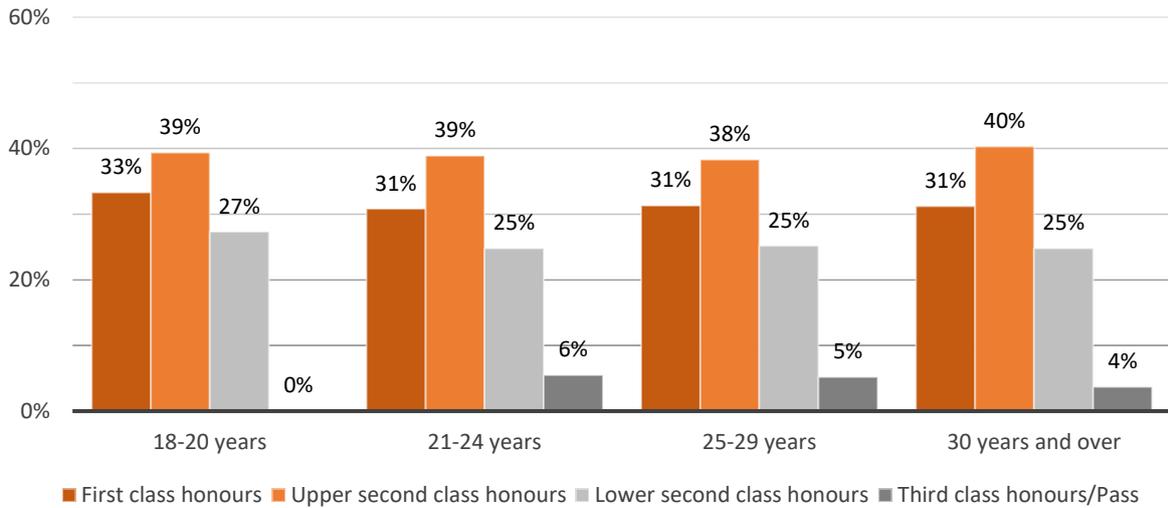


Figure 87 Source HESA

Age profile of good honours at UWSTD

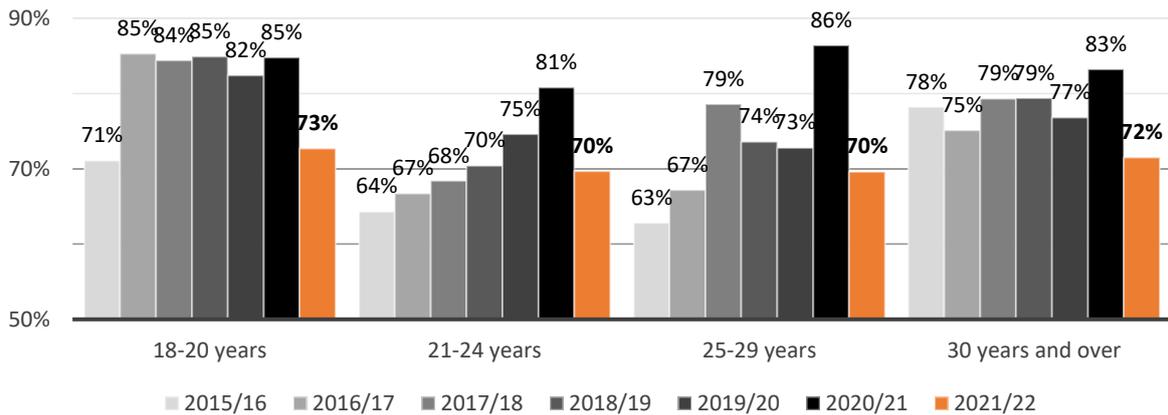


Figure 88: Source HESA

Age profile of good honours against sector in 2021/22

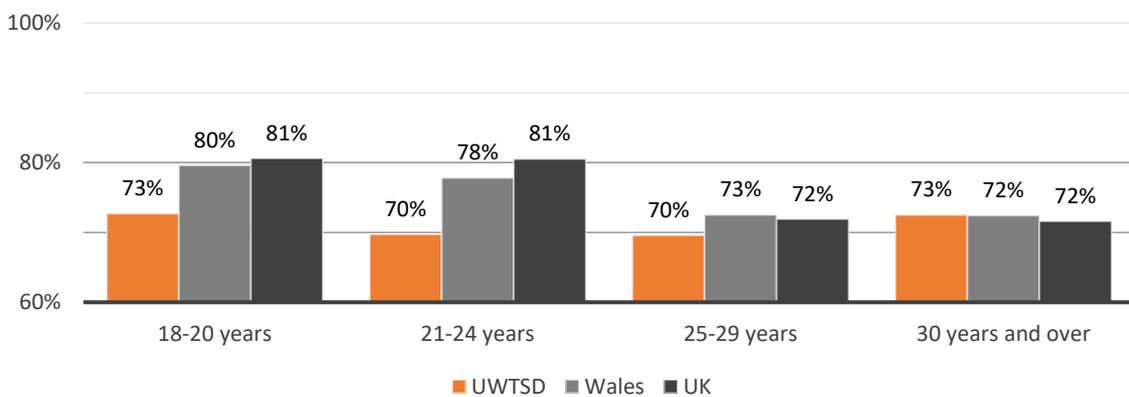


Figure 89: Source HESA

Key facts: Good Honours by Age

- Figure 87 shows the age profile of degree outcomes at UWTSD in 2021/22 (source HESA).
- Figure 88 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 89 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)

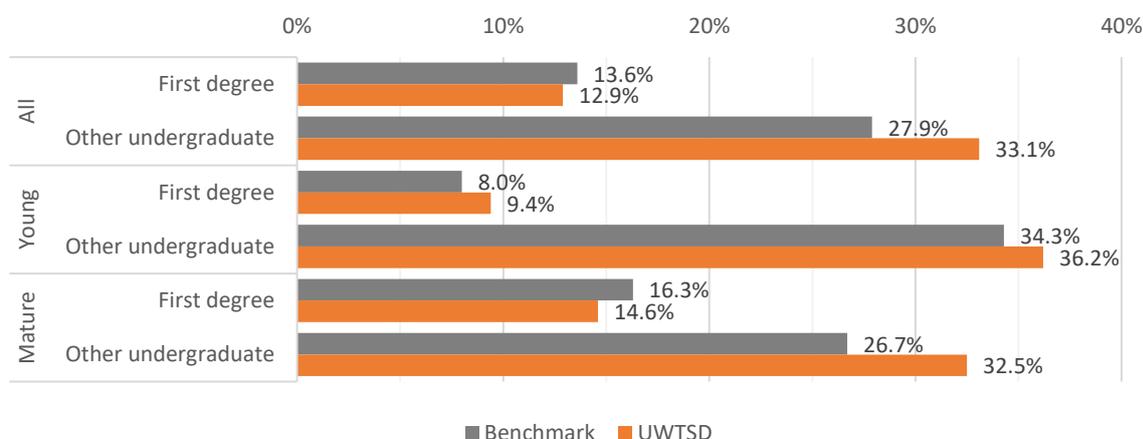


Figure 90: Source HESA

Non-continuation at UWTSD by level of study and age

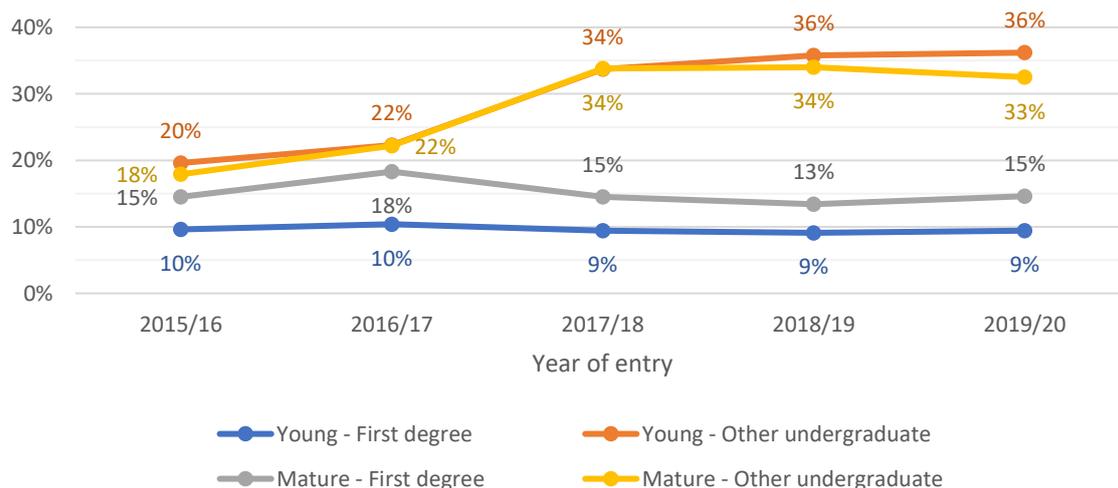


Figure 91 Source HESA

Key facts: Non-continuation by Age

- Figure 90 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 91 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

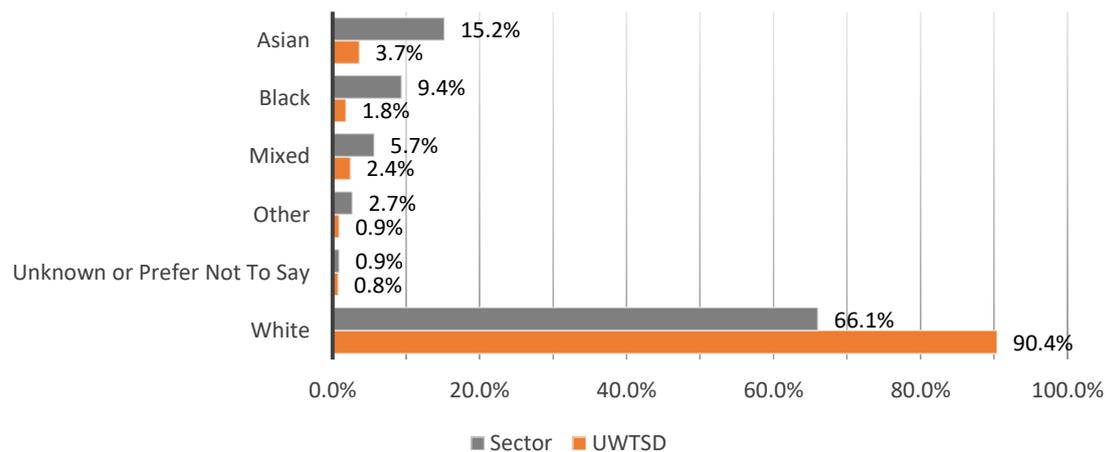


Figure 92: Source UCAS

Key facts: Main Scheme Applications by Ethnicity

- Figure 92 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.

Ethnicity profile of students at UWTSD

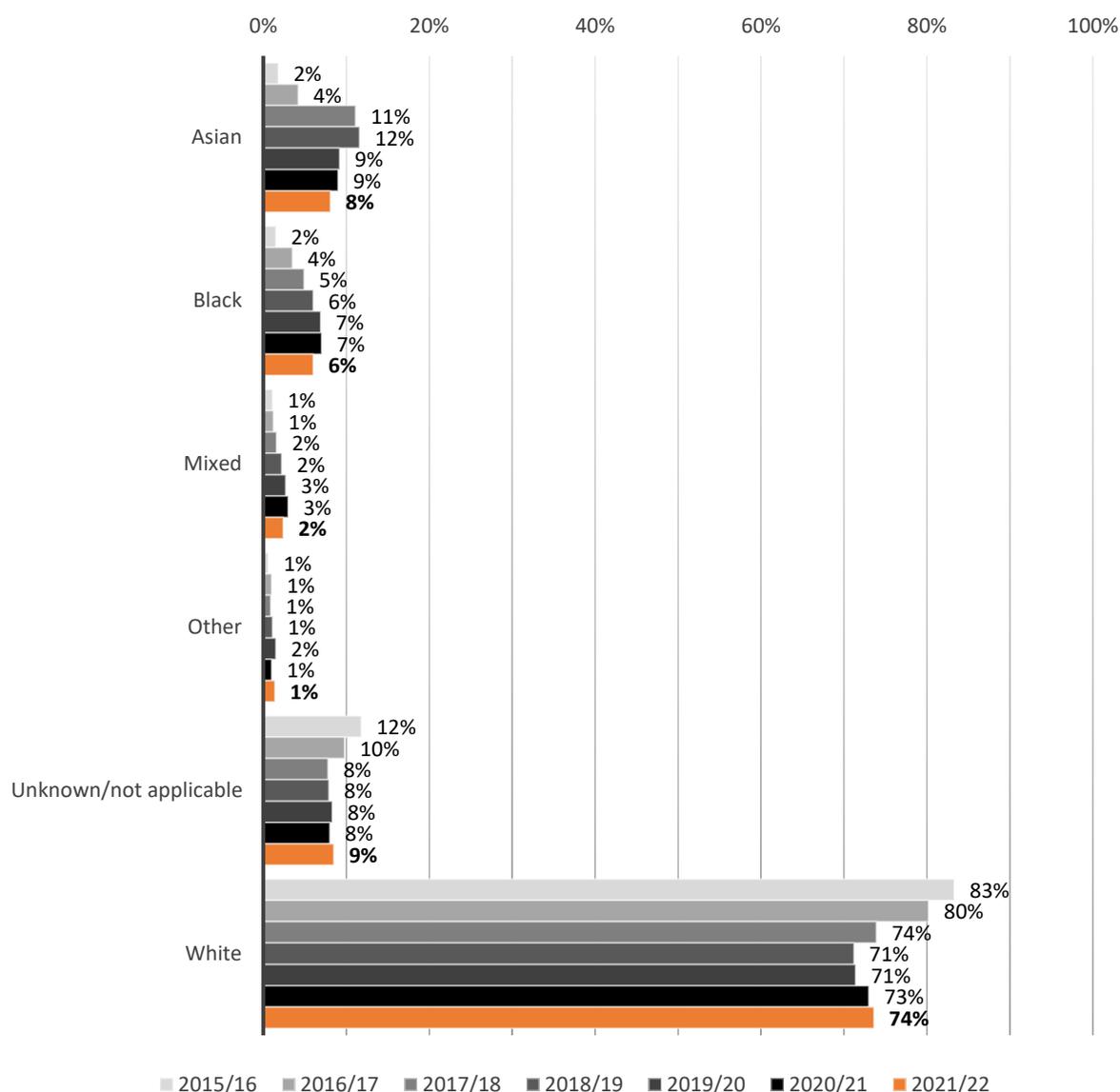


Figure 93: Source HESA

Key facts: Ethnicity Profile

- Figure 93 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 102 for more detail).

Ethnicity profile of students against sector in 2021/22

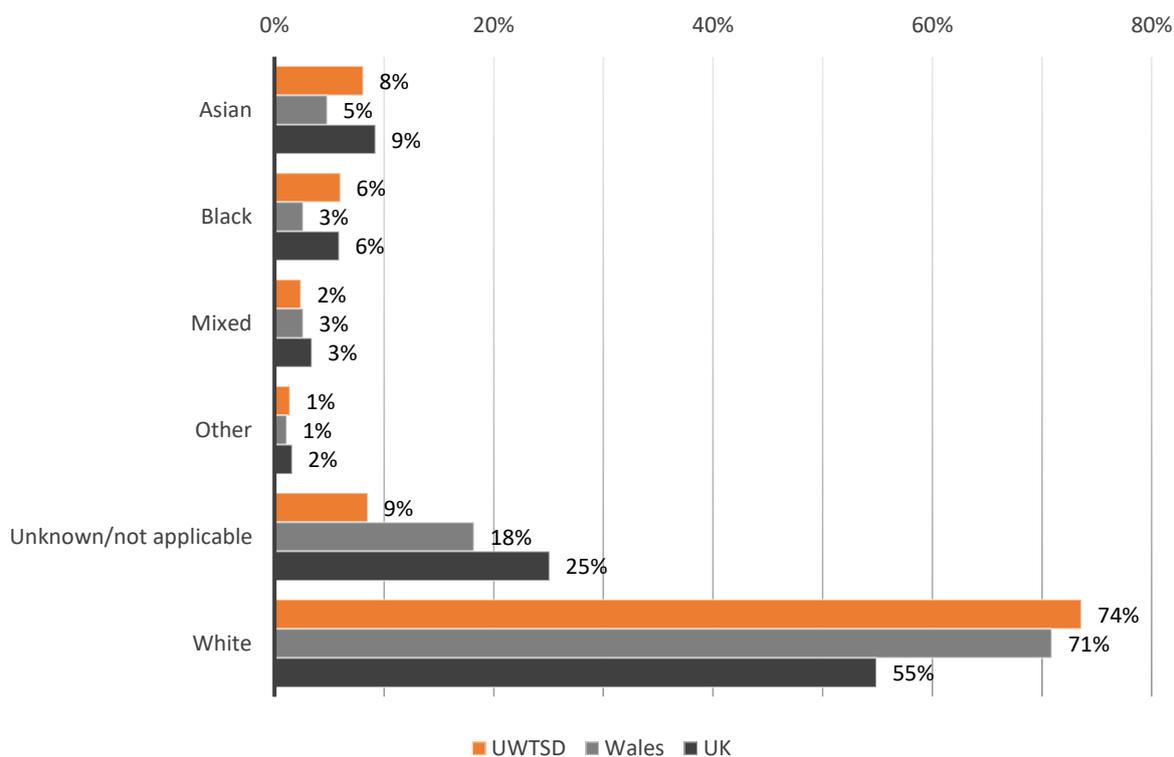


Figure 94: Source HESA

Key facts: Ethnicity Profile

- Figure 94 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)

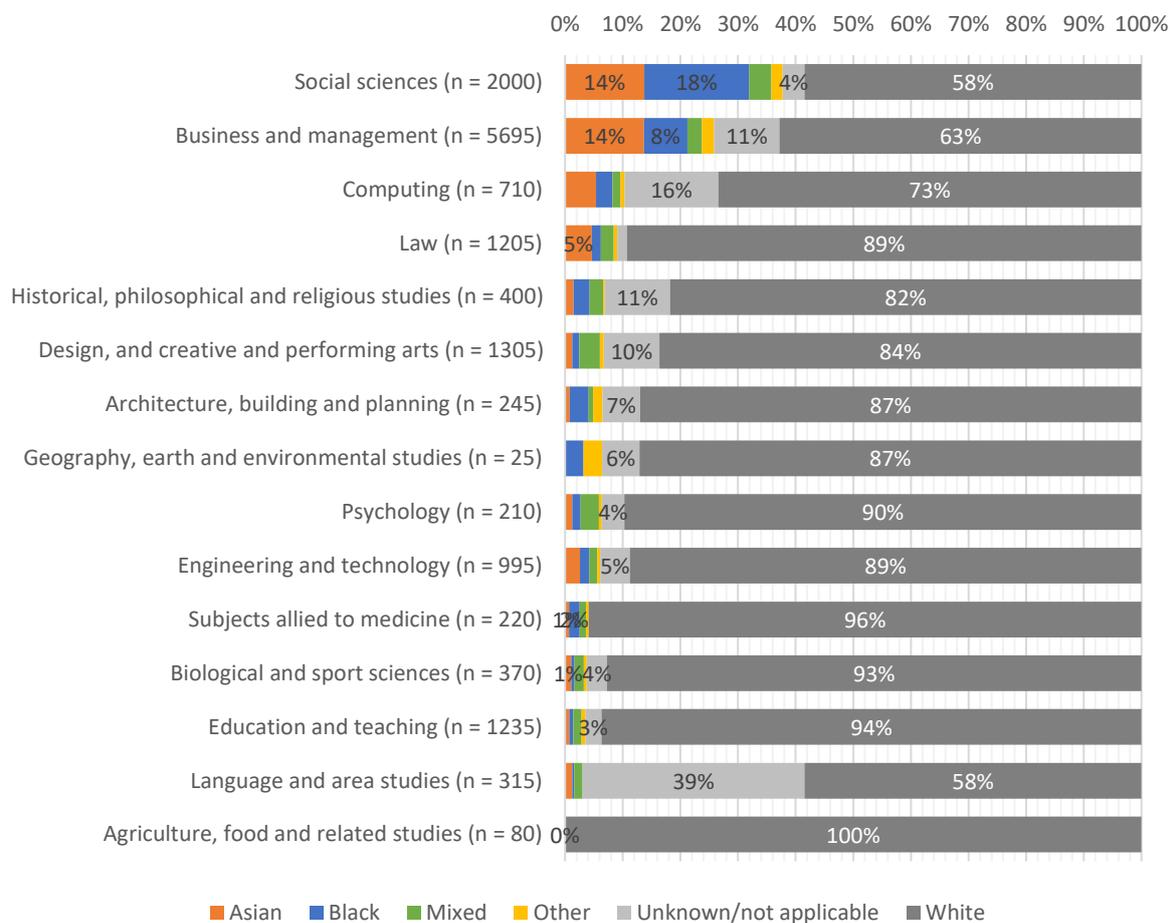


Figure 95: Source HESA

Key facts: Ethnicity by CAH

- Figure 95 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

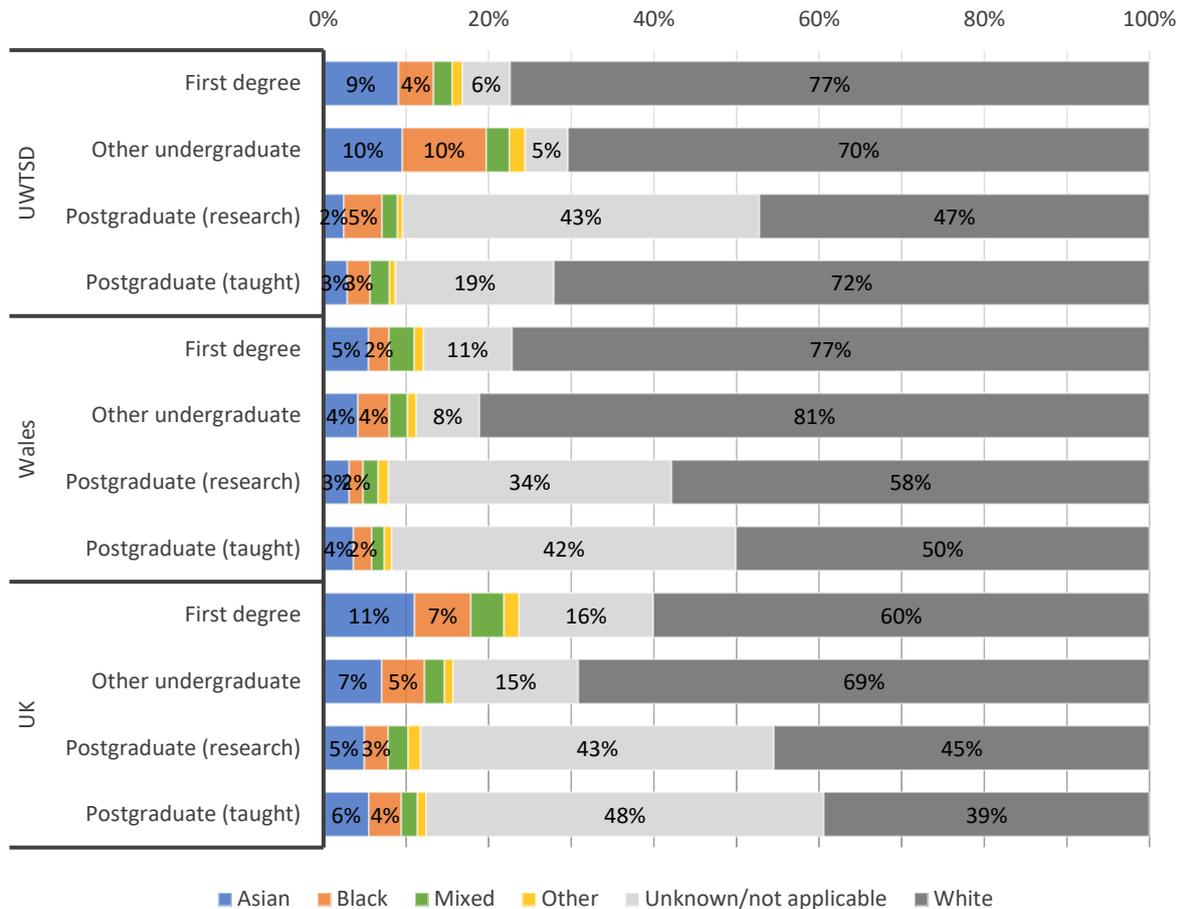


Figure 96: Source HESA

Key facts: Ethnicity by Level of Study

- Figure 96 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

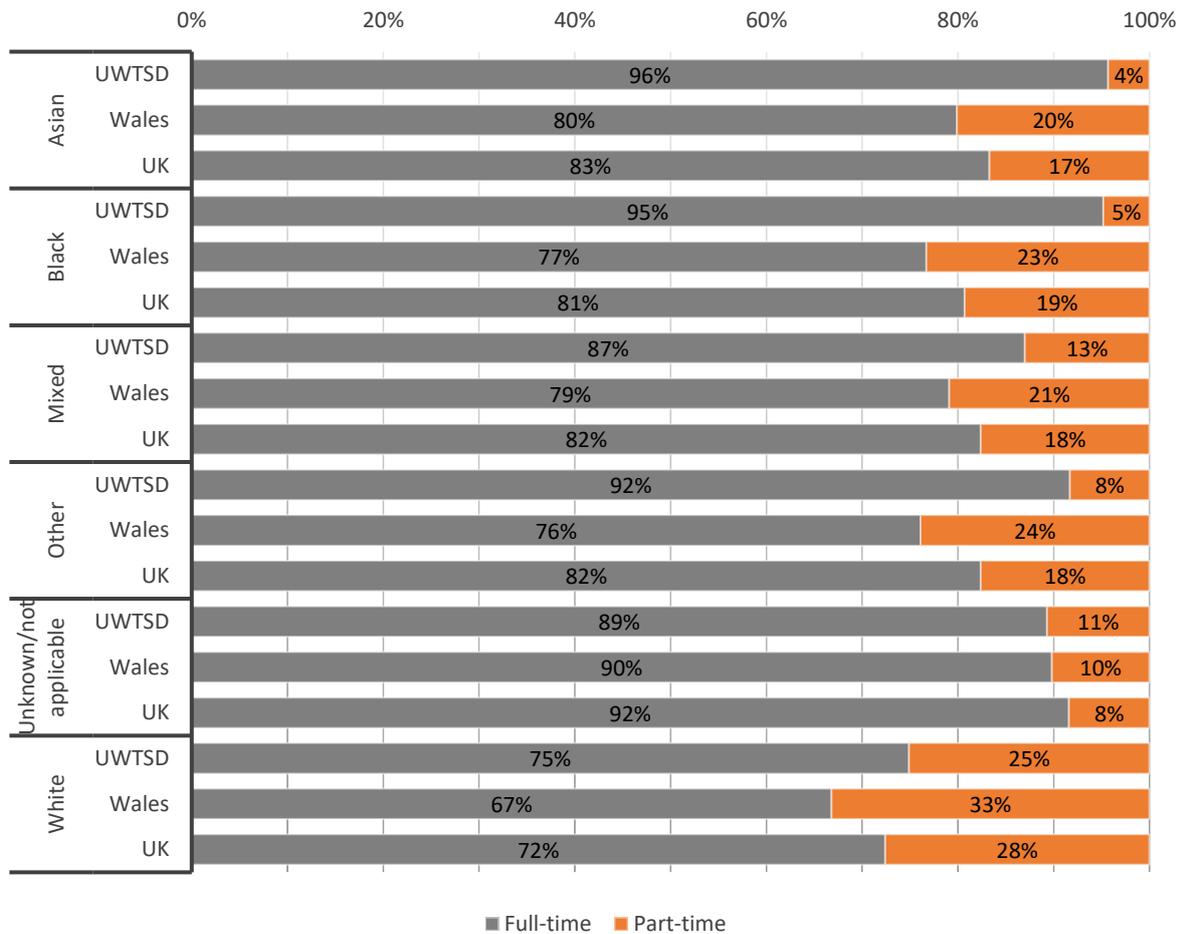


Figure 97: Source HESA

Key facts: Ethnicity by Mode of Study

- Figure 97 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 58 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 96) and that these programmes are often (**75%**) taught full-time (see Figure 58 and Figure 59).

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

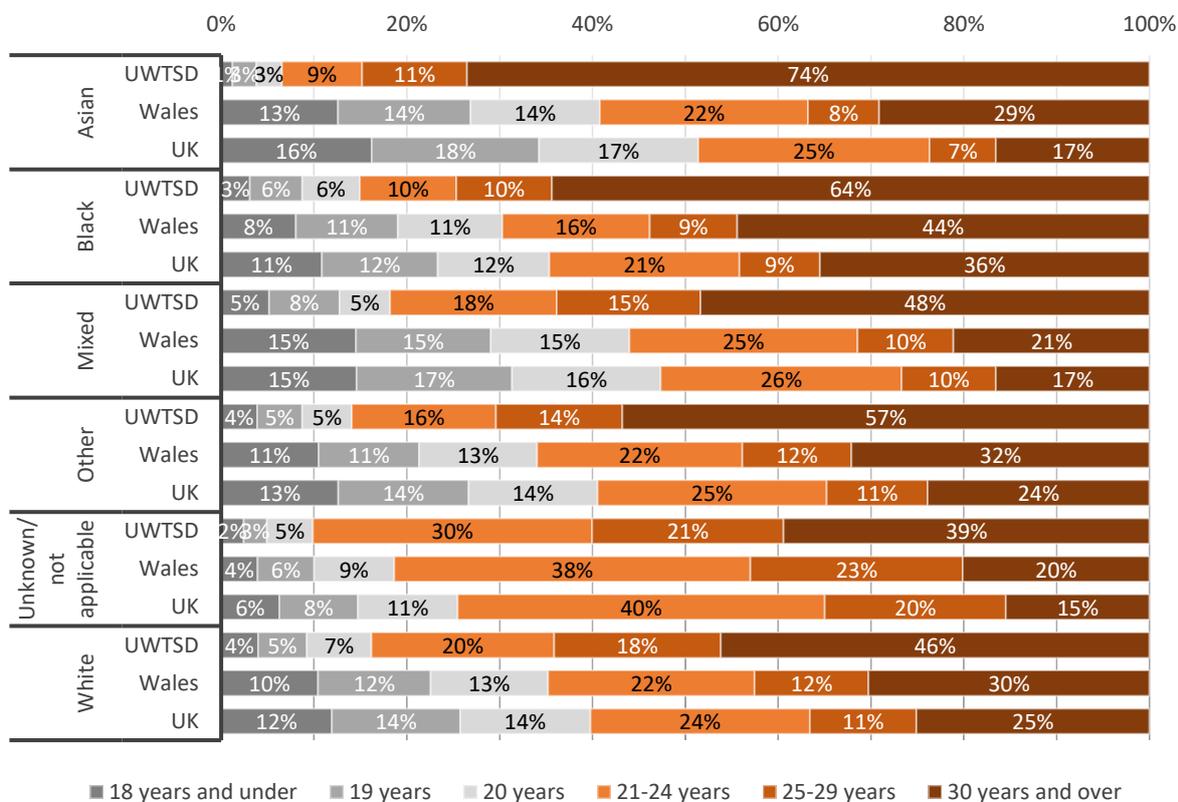


Figure 98: Source HESA

Key facts: Ethnicity and Age Profile

- Figure 98 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 83 and Figure 84).
- 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

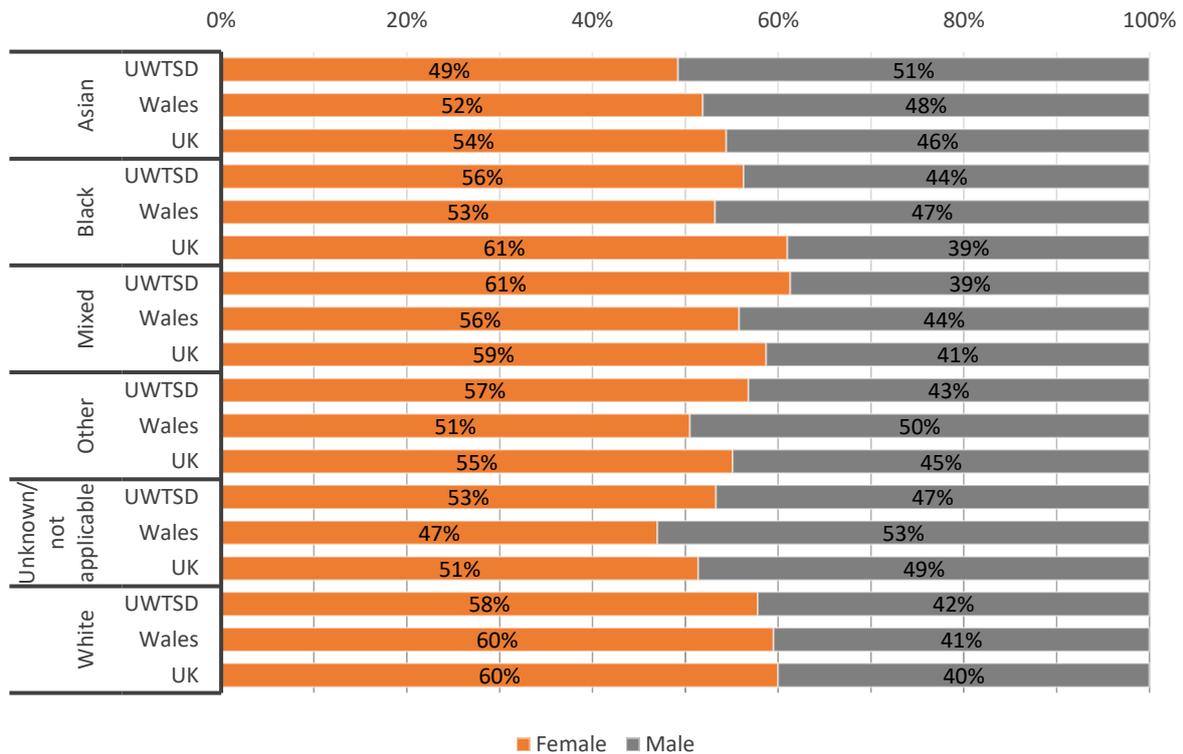


Figure 99: Source HESA

Key facts: Ethnicity and Gender

- Figure 99 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.

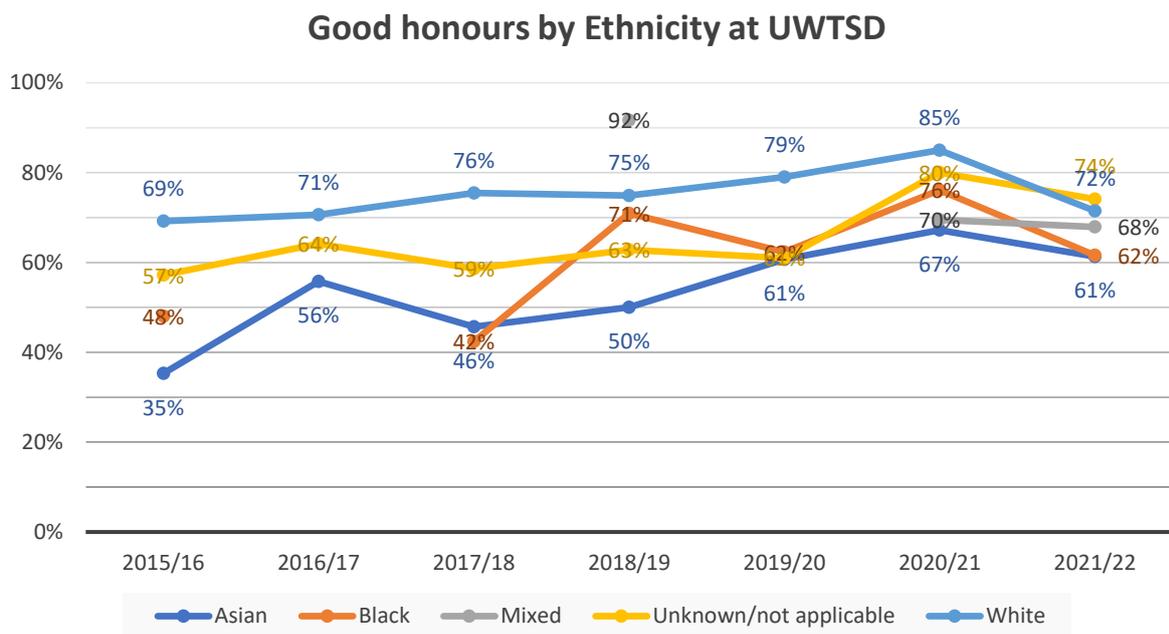


Figure 100: Source HESA

Key facts: Good Honours by Ethnicity

- Figure 100 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 61 and Figure 62 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 101 for sector comparison.

Good honours by Ethnicity against sector in 2021/22

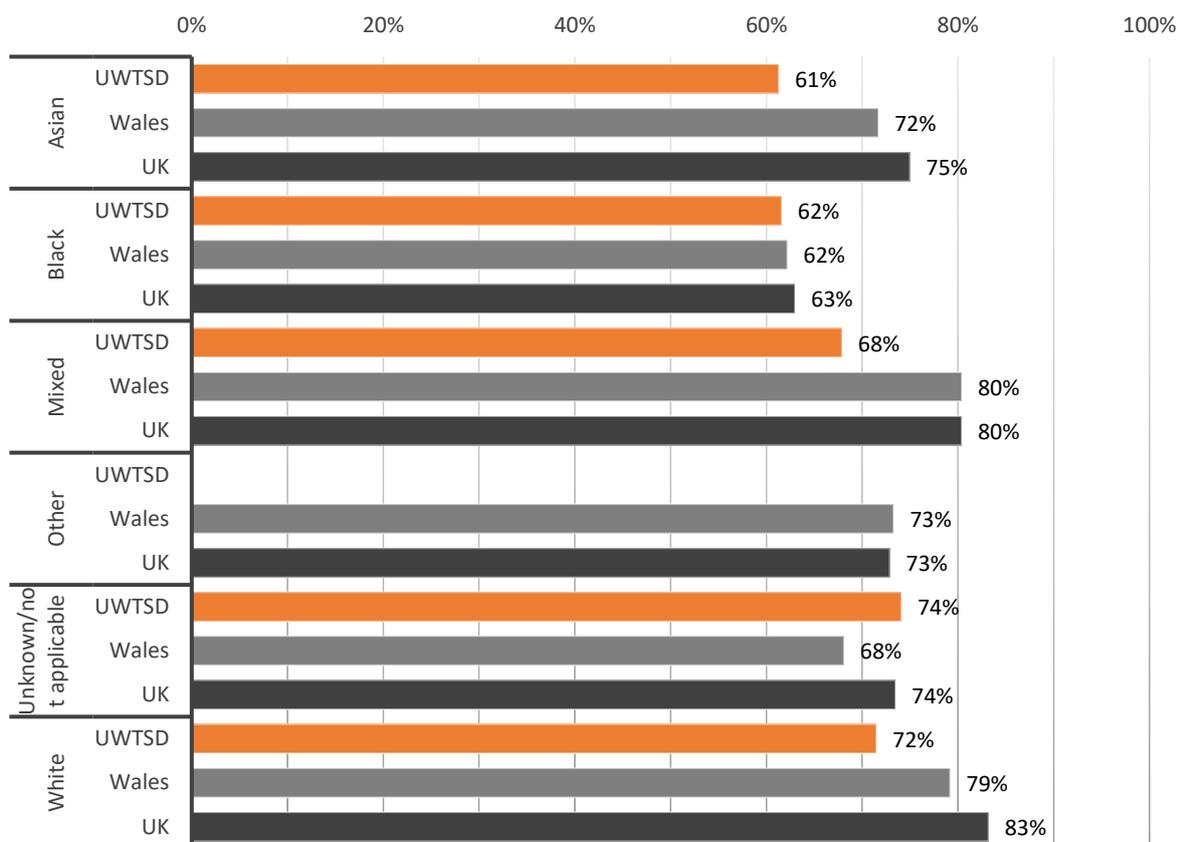


Figure 101: Source HESA

Key facts: Good Honours by Ethnicity

- Figure 101 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)

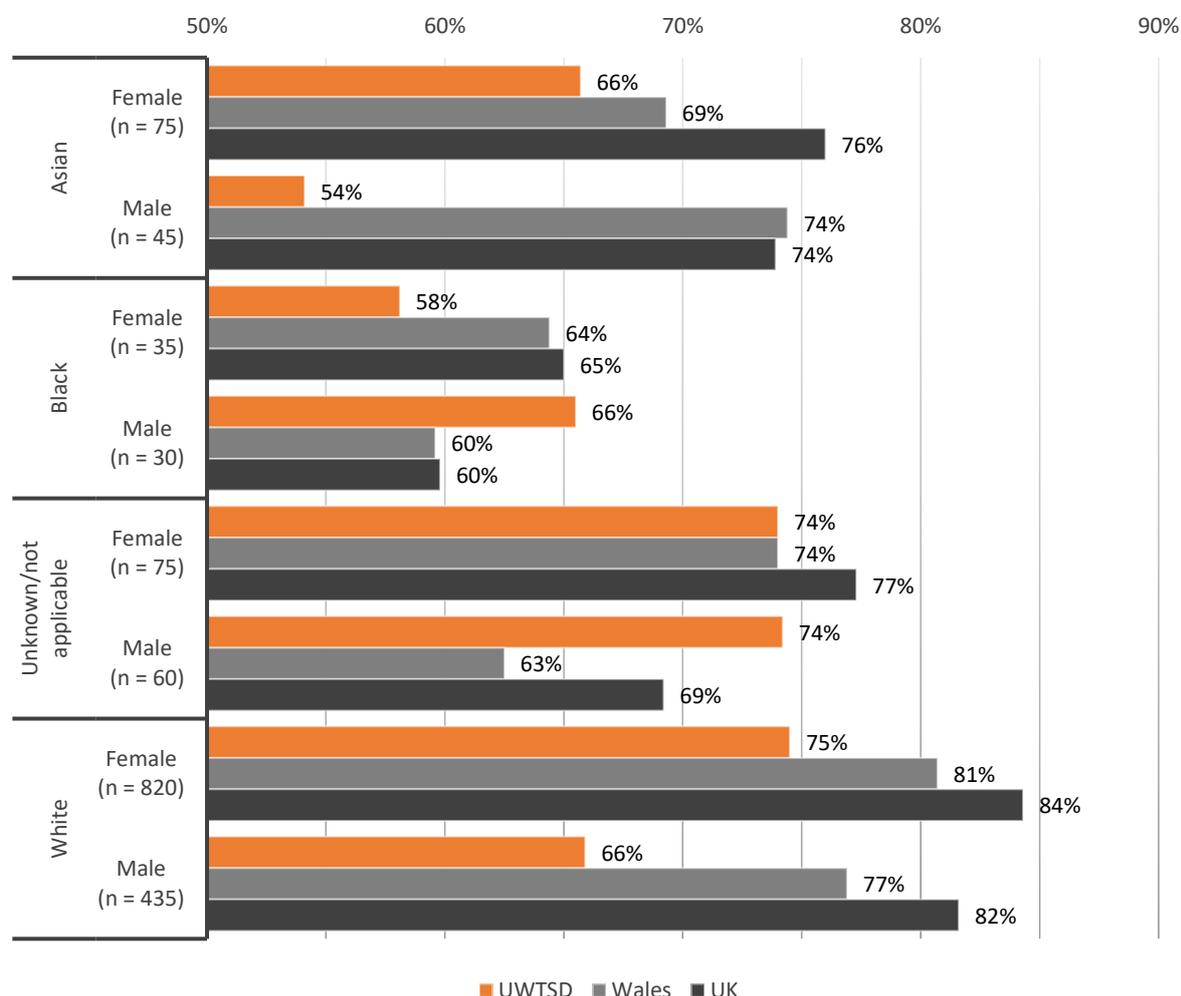


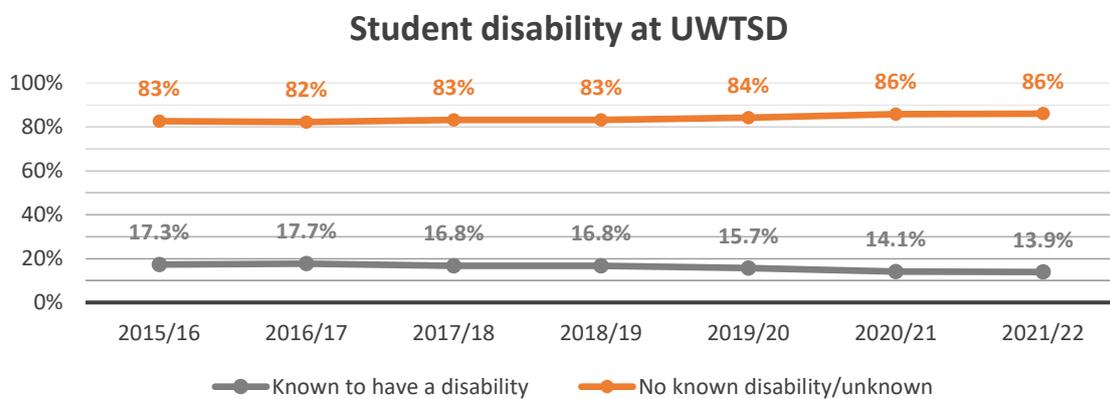
Figure 102: Source HESA

Key facts: Good Honours by Ethnicity and Gender

- Figure 102 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 103: Source HESA

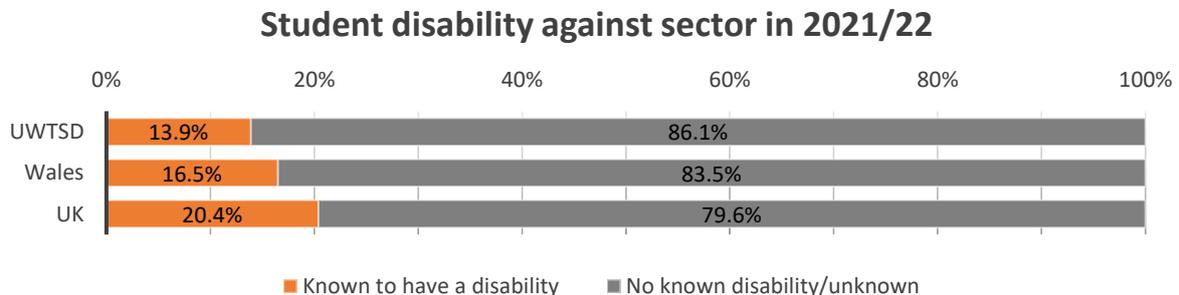


Figure 104: Source HESA

Key facts: Disability Profile

- Figure 103 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 104 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)

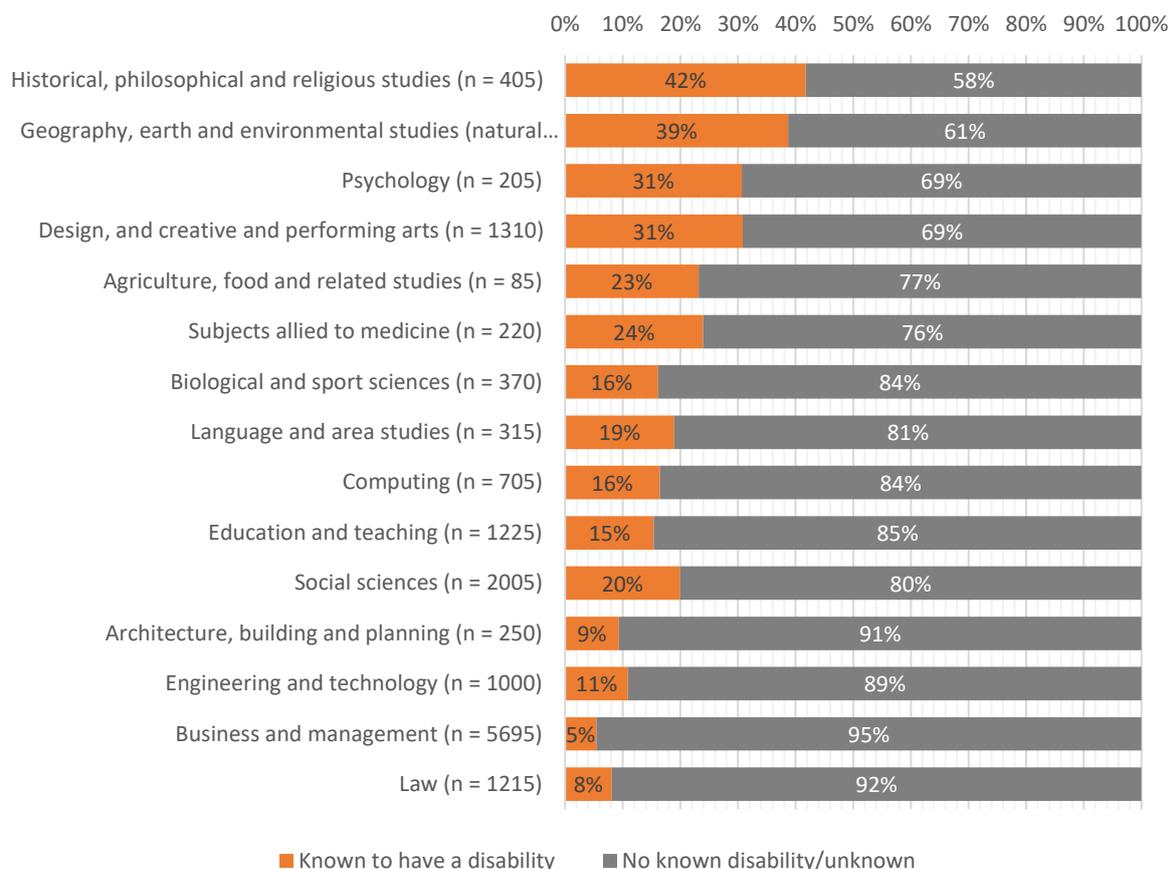


Figure 105: Source HESA

Key facts: Disability by CAH

- Figure 105 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

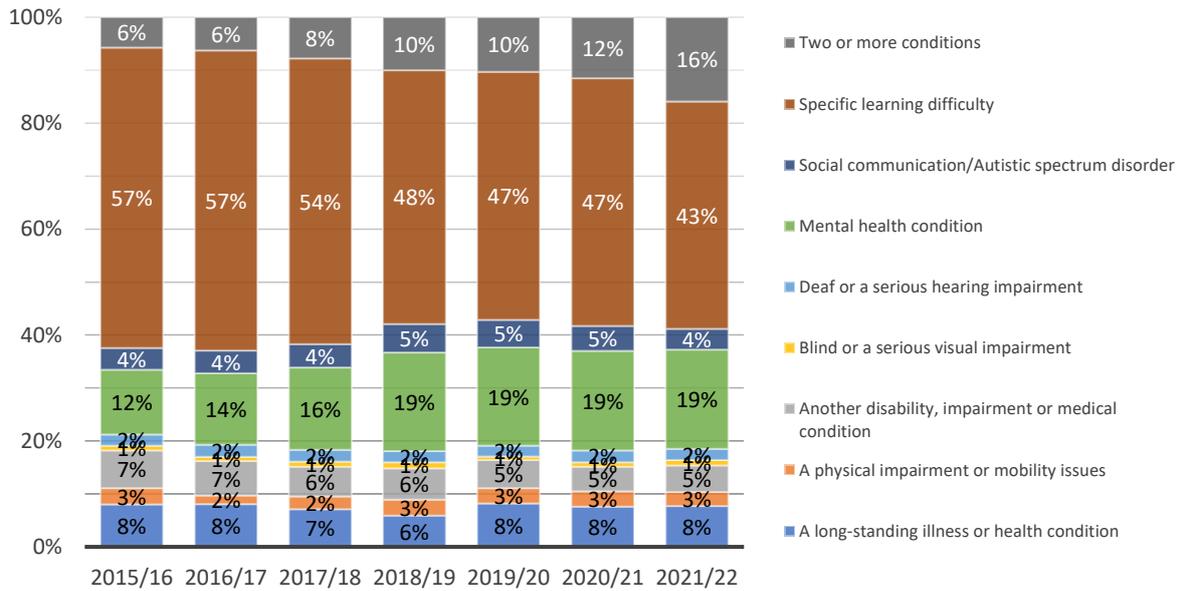


Figure 106: Source HESA

Type of disability against sector in 2021/22

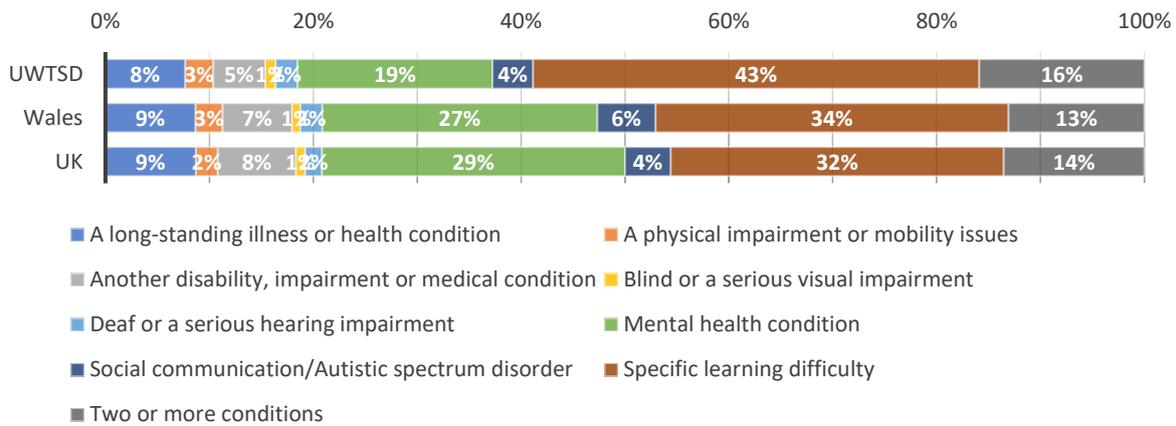


Figure 107: Source HESA

Key facts: Detailed Disability Profile

- Figure 106 shows the change in the profile of students with a known disability at UWTSD between 2015/16 and 2021/22.
- Figure 107 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

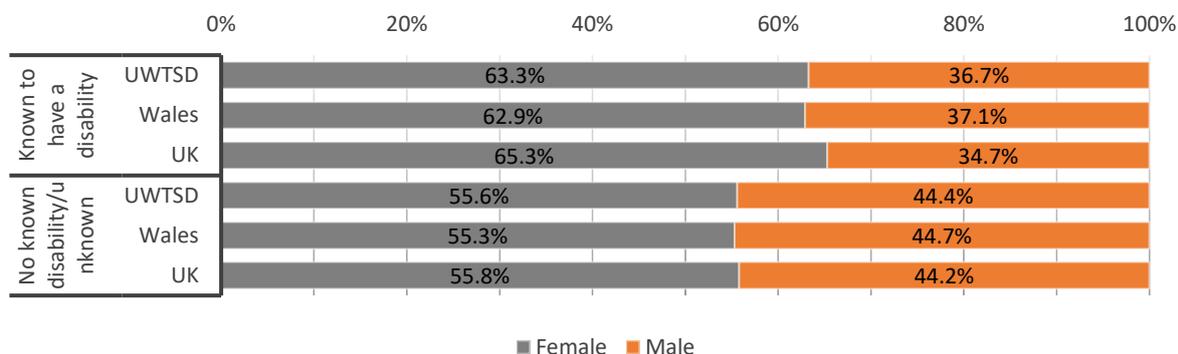


Figure 108: Source HESA

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

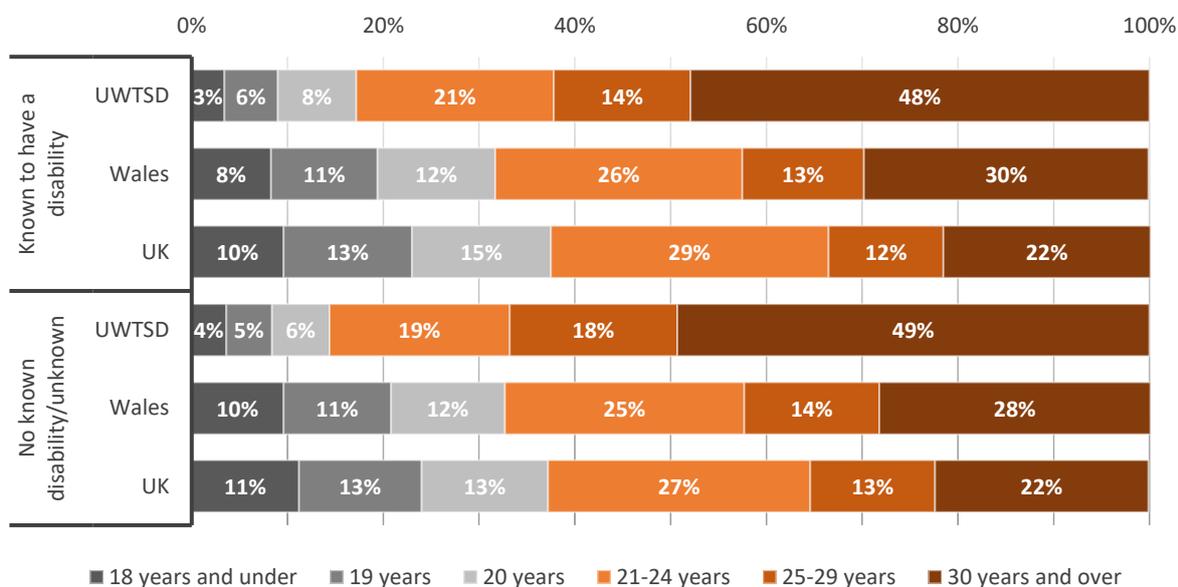


Figure 109: Source HESA

Key facts: Disability by Gender and Age

- Figure 108 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 109 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 81 and Figure 84) 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

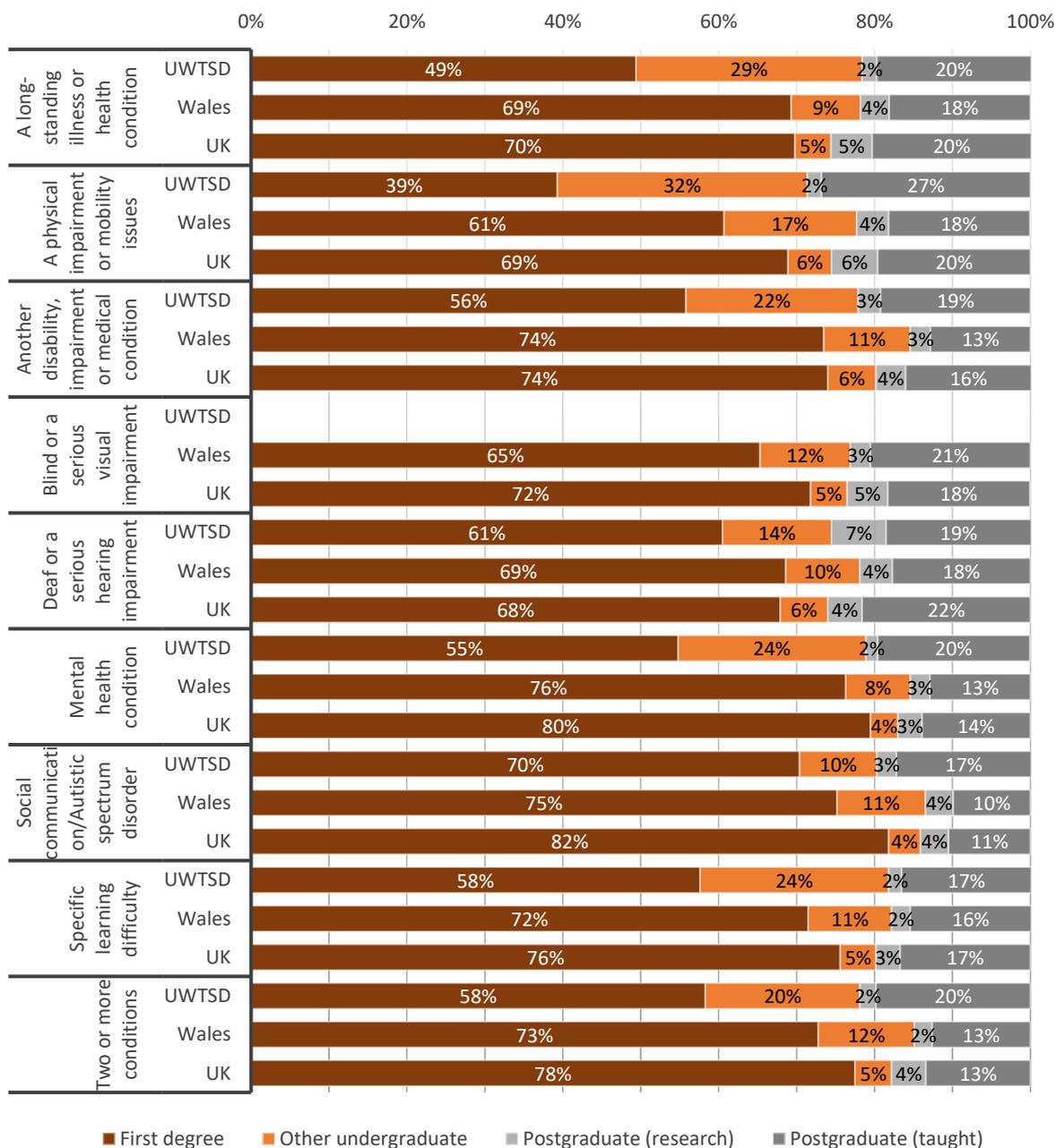


Figure 110: Source HESA

Key facts: Disability by Level of Study

- Figure 110 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 56) 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

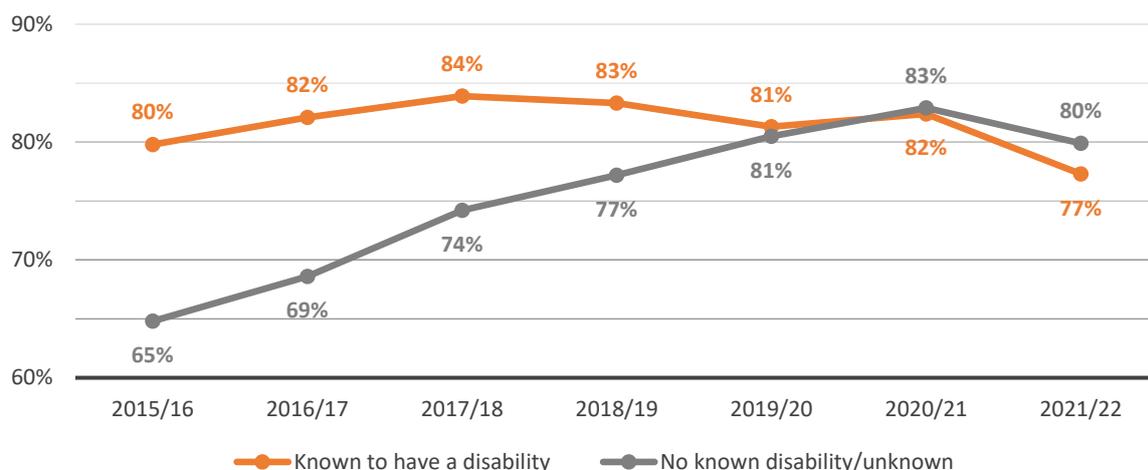


Figure 111: Source HESA

Mode of study by disability against sector in 2021/22

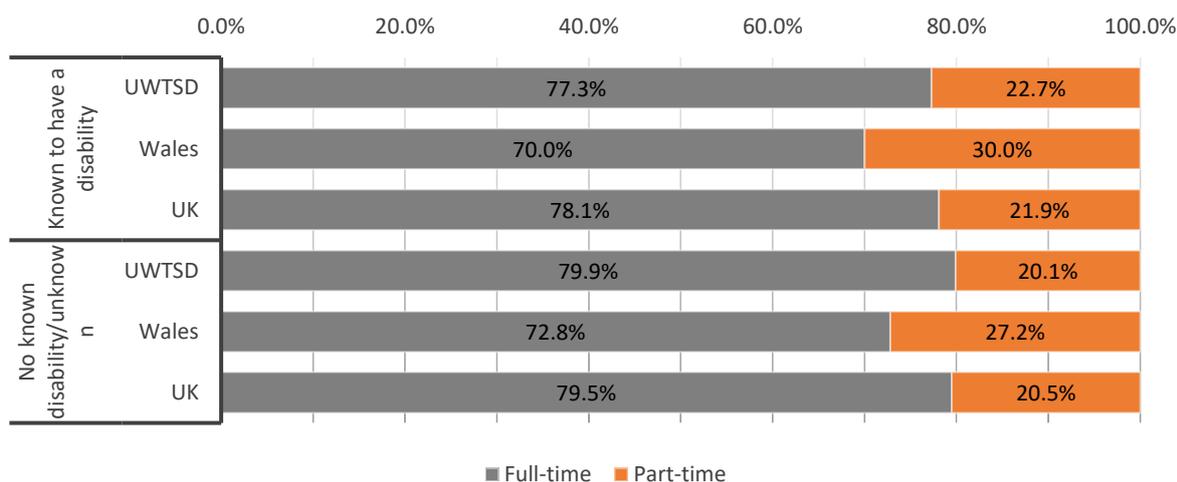


Figure 112: Source HESA

Key facts: Disability by Mode of Study

- Figure 111 shows the proportion of students studying full-time by known disability at UWTSD between 2015/16 and 2021/22.
- Figure 112 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

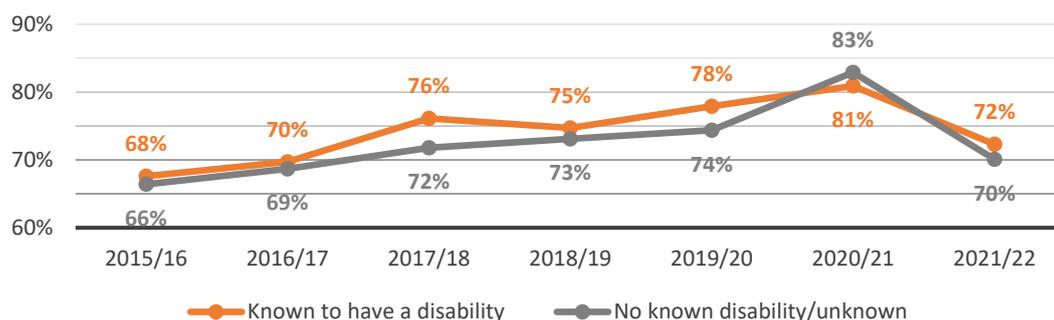


Figure 113: Source HESA

Good honours by Disability against sector in 2021/22

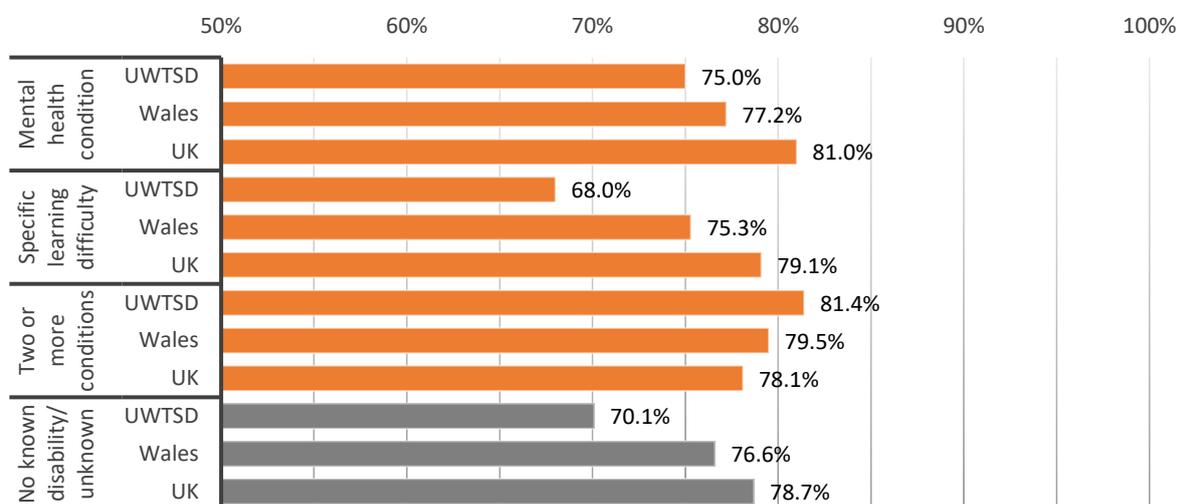


Figure 114: Source HESA

	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 113 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 114 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

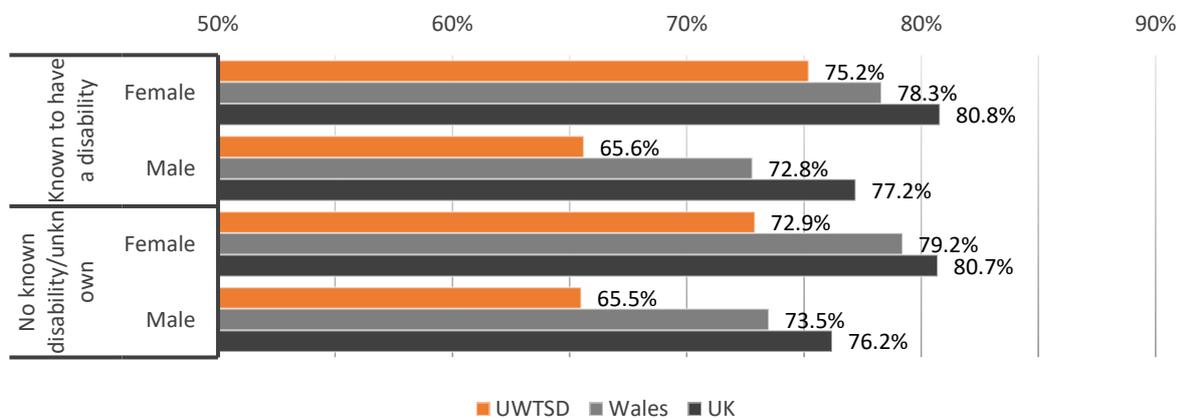


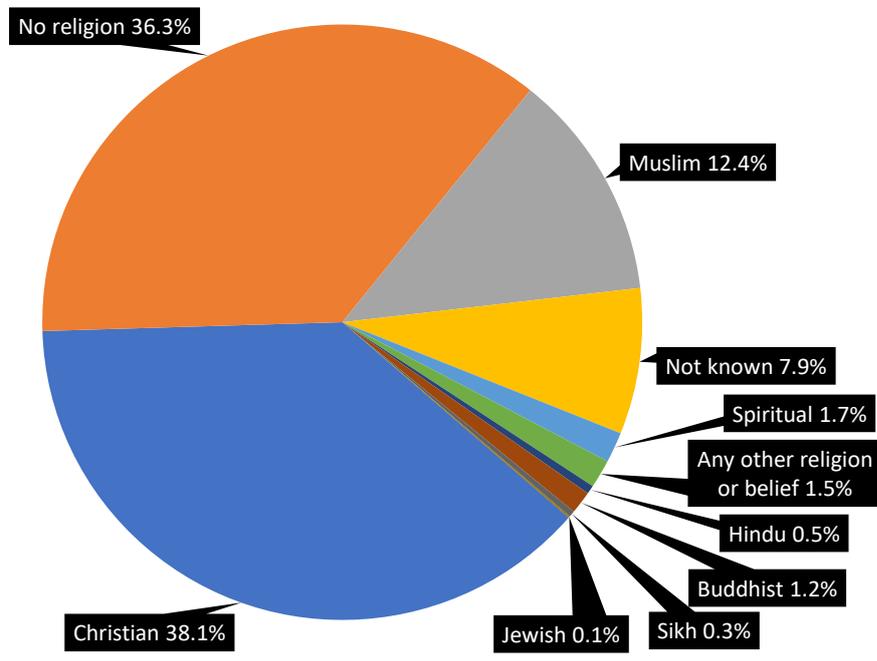
Figure 115: Source HESA

Key facts: Good Honours by Disability and Gender

- Figure 115 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 77 and Figure 78 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 116: Internal data sources

Student Religion and belief against sector in 2021/22

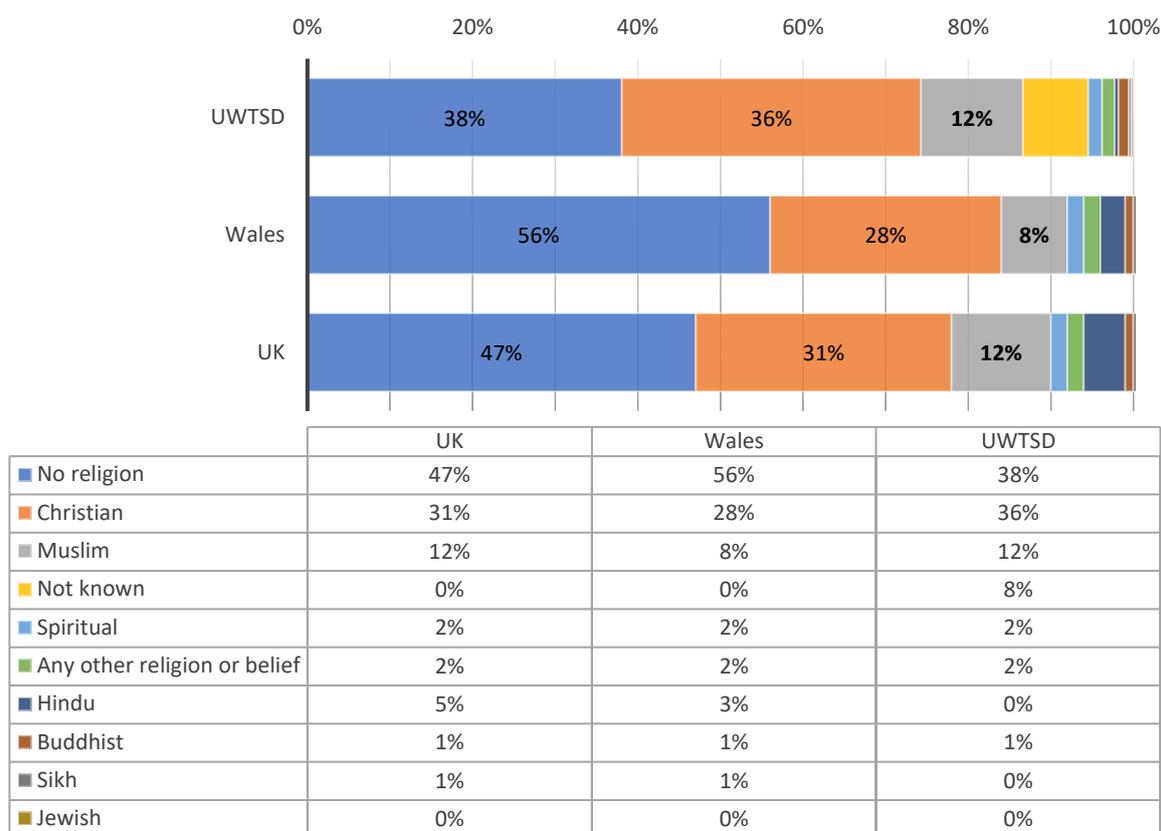


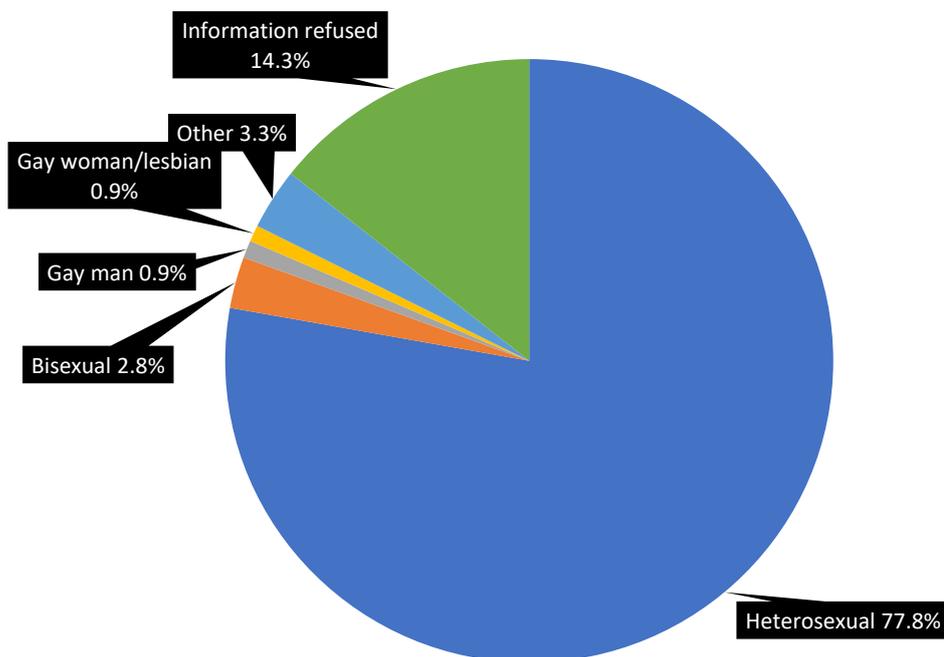
Figure 117: Internal data sources and HESA sector data

Key facts: Religion and Belief

- Figure 116 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 117 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 118: Internal data sources

Key facts: Sexual Orientation

- Figure 118 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.

