

Equalities Monitoring

Analysis of characteristics of staff and students at
Welsh Higher Education providers for the academic
years 2015/16 to 2021/22

2015/16 to 2021/22



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Introduction

1. This document presents a written analysis relating to data about the personal characteristics of age, gender, disability and ethnicity of students and staff at Welsh HE providers published in our equality and diversity dashboard, which can be found with this document on our [equality and diversity statistics web page](#).
2. Due to the presence of small cell values in disability and ethnicity data for both staff and students at HE providers in Wales, and to reduce the risk of disclosing information about individuals, HE provider data are presented at a greater level of aggregation than for data for the Welsh sector as a whole.
3. For the Welsh sector, data are presented at the lowest level of aggregation as collected by HESA for [staff disability](#), [staff ethnicity](#), [student disability](#) and [student ethnicity](#). For HE providers, the data are aggregated into the following groups: for disability; Disabled and No known disability, and for ethnicity; Asian, Black, Mixed, Other and White.
4. Although we publish HE provider data at a more aggregated level for disability and ethnicity, we continue to monitor this data internally at the most detailed level and where we may have concerns will analyse the data further and discuss our findings with HE providers.

Students

Age

Welsh sector

5. The largest group of students each year was the 18 to 20 years old group. In 2016/17 and 2017/18 both the number and the proportion of 18 to 20 year olds increased, but from 2018/19 onwards these figures have decreased each year, except in 2021/22 when the number rose slightly. In 2021/22, around a third of students were aged 18 to 20.
6. The smallest¹ group of students each year was the 25 to 29 years old group. In 2021/22, 14 per cent of students were aged 25 to 29.
7. Around a quarter of students were aged 21-24 and around a quarter were aged 30 and over, although this proportion varied slightly from year to year.
8. Across the period the three older age groups increased. The 30 and over age group saw the largest absolute growth rising from 30,160 to 42,485, a change of 12,325 or 40.9 per cent. The 25 to 29 age group rose by a similar proportion, rising from 14,660 to 20,650, a change of 5,990 or 40.9 per cent.

¹ Those aged 17 and under have been ignored for the purposes of this analysis, mostly because numbers are small and a large proportion of those in this age group are sixth form students undertaking introduction to HE taster courses. Numbers of students in this age group can fluctuate from year to year due to differing levels of take up and provision.

Welsh HE providers

9. The situation at each Welsh HE provider mostly reflected the sector pattern, although there were notable differences:
 - 9.1. at the Open University, where those aged 30 and over were by far the biggest group at just over three fifths of all students, and those aged 25 to 29 were the second biggest group, accounting for around a fifth of all students. The 18 to 20 year old group accounted for 5 per cent or less of all students each year. Although there was a marked growth in student numbers in all age groups towards the end of the period, the profile of proportions remained relatively similar.
 - 9.2. at University of Wales Trinity Saint David and Wrexham University, where there was a change in the age profile of students across the period.
 - 9.3. at University of Wales Trinity Saint David, where there was growth in all age groups aged over 20, most notably in the 30 and over age group, while numbers in the 18 to 20 age group declined. This resulted in the proportions of those in the two older age groups increasing, and the proportions of those in the two younger age groups decreasing across the period. At the start of the period the largest group, at almost a third of students, was the 18 to 20 age group but at the end of the period this group was the smallest group at 15 per cent of students. At the end of the period the largest group was the 30 and over age group at 49 per cent of students.
 - 9.4. at Wrexham University, where there was a marked growth in those aged 30 and over, and a gradual decline in those aged 18 to 20. Those aged 30 and over represent the largest proportion of students in all years but increased from 34 per cent to 55 per cent across the period, while the proportion of those aged 18 to 20 halved across the period from a fifth to just under a tenth of all students. In all years the largest group was the 30 and over age group.
 - 9.5. at Aberystwyth University and Swansea University, where, whilst more or less following the sector pattern, proportions in the 18 to 20 age group were much larger than at most other HE providers or the sector.

Disability

Welsh sector

10. Both the number and the proportion of students disclosing a disability rose each year. The number rose from 15,445 to 24,605, an increase of 9,155 or 59 per cent and the proportion rose from 12.0 per cent to 16.5 per cent across the period.
11. Specific learning difficulties and mental health conditions continue to be the two types of disability most likely to be declared by students, and together these two types of disability account for around three fifths of disabilities disclosed each year.

12. Although numbers rose across the period for each type of disability disclosed, the biggest increase in numbers was seen in those declaring mental health conditions, which rose from 2,535 to 6,510, an increase of 3,975 or 157 per cent. This group of students also saw the greatest increase in proportion, rising across the period from 2.0 per cent to 4.4 per cent of all students.
13. There were also large increases across the period in numbers of students declaring two or more conditions and those declaring specific learning difficulties, both rising by more than 1,000 students.
14. Although the changes in numbers referred to above are the largest, it is also notable that numbers have doubled across the period for those declaring Social communication or Autistic spectrum disorder.

Welsh HE providers

15. With respect to changes to the volume and proportion of students declaring a disability (of any type), the situation at each Welsh HE provider mostly reflected the sector pattern, although there were notable differences:
 - 15.1. at Wrexham University, where the number and proportion of students declaring a disability fluctuated across the period, but ended the period lower than at the start of the period falling from 1,020 to 960, a drop of 60 or 6 per cent and from 15.3 per cent to 12.8 per cent of all students.
 - 15.2. at University of Wales Trinity Saint David, where although the number of students declaring a disability rose each year, the proportion of students declaring a disability fell each year in the last three years of the period.
16. Also worth noting:
 - 16.1. the biggest increases across the period in the number of students declaring a disability were seen at the Open University, Cardiff University and Swansea University.
 - 16.2. the biggest increases in proportion were seen at Aberystwyth University and the Open University.
 - 16.3. in 2021/22, over a fifth of students at Aberystwyth University and Bangor University declared a disability, while over a quarter did so at the Open University.

Ethnicity

17. This section analyses the proportions of students from particular minority ethnic backgrounds out of all UK domiciled students.
18. Ethnic minority backgrounds referred to in this section relate to non-white ethnic minority backgrounds. Data are collected for the white ethnic minority group

Gypsy or Traveller but numbers are small² and are included in the number for White students. As noted in the introduction, although not published separately we monitor these numbers internally.

Welsh sector

19. Students from a Black African background represented the largest ethnic minority group each year, while students from an Indian background represented the second largest ethnic minority group each year.
20. Across the period, there was an increase in both the number and the proportion of students from each ethnic minority group, except for Chinese students, where there was very little change in either the number or the proportion for this group.
21. The group with the biggest change in number and proportion across the period were students from a Black African background, rising from 1,760 to 2,955, a change of 1,195 or 68 per cent, and from 1.7 per cent to 2.4 per cent of UK domiciled students. The next biggest change was for Bangladeshi students which rose from 600 to 1,535, a change of 940 or 157 per cent, and from 0.6 per cent to 1.3 per cent of UK domiciled students.
22. There was a considerable increase in the number and proportion of students from the Bangladeshi group in 2017/18, rising from 820 in 2016/17 to 1,405, a rise of 585 or 72 per cent, and from 0.8 per cent of UK domiciled students to 1.3 per cent. This was the biggest change in any single number or proportion in any group or year across the period. This was a result of a change in provision at University of Wales Trinity Saint David, see below.
23. Other large changes across the period were seen in students from an Other ethnic background and from a Pakistani background. Those from an Other ethnic background more than doubled across the period rising from 710 to 1,580 a rise of 870 or 122 per cent, and the proportion rose from 0.7 per cent to 1.3 per cent of UK domiciled students. Numbers in the Pakistani group almost doubled, rising from 870 to 1,665, a rise of 795 or 91 per cent, while the proportion rose from 0.8 per cent to 1.4 per cent of UK domiciled students.

Welsh HE providers

24. The situation at each Welsh HE provider mostly reflected the sector pattern, except:
 - 24.1. at Aberystwyth University, where students with a Mixed ethnic background were the largest ethnic minority group each year, and across the period there were drops in the number of students from a Black ethnic background and an Asian ethnic background; from 105 to 60, and from 145 to 130 respectively. The proportion of all UK domiciled students from a Black ethnic background also dropped, from 1.4 per cent to 1.0 per cent.

² At Welsh HE providers there were 10 students from a Gypsy or Traveller background in 2015/16, and in 2021/22 this number had risen to 60.

24.2. at the Open University, where students with a Mixed ethnic background were the largest ethnic minority group each year from 2017/18 onwards, and although there was an increase in numbers across the period for those from a Black ethnic background, the proportion fell from 1.6 per cent to 1.1 per cent.

24.3. at University of South Wales, where there was a small drop in the number of students from an Asian ethnic background, from 750 to 745, although the proportion for this group increased from 3.5 per cent to 4.0 per cent across the period.

Sex

Welsh sector

25. The majority of students continued to be female, and in most years the proportion who were female rose a small amount. In 2021/22 56 per cent of students were female.
26. Although the proportion of students reporting a sex of Other was tiny (0.3 per cent in 2021/22), the number of these students rose tenfold, from 50 to 505 across the period.

Welsh HE providers

27. The situation at each Welsh HE provider mostly reflected the sector pattern, where the majority of students continued to be female. However:
- 27.1. at Swansea University and Grŵp Colegau NPTC Group of Colleges the majority of students were male, with proportions of male students at Grŵp Colegau NPTC Group of Colleges being particularly high at over 80 per cent each year.

Staff

28. Data relating to atypical staff are currently not included in the dashboard.

Age

Welsh sector – academic

29. Academic staff were predominantly aged between 31 and 60 years, with age groups within this range collectively accounting for around 80 per cent of all academic staff each year.
30. From 2017/18 onwards, the largest age group was the 36 to 40 years age group.
31. Across the period, the two age groups which saw the biggest increase in both the number and the proportion were the 36 to 40 years and the 56 to 60 years age groups. The 36 to 40 years group rose from 1,245 to 1,520, a rise of 275 or 22 per cent, and the proportion rose from 12.9 per cent to 14.9 per cent of all academic staff. The 56 to 60 years group rose from 975 to 1,160, a rise of 185 or 19 per cent, and the proportion rose from 10.1 per cent to 11.4 per cent.

32. There were four age groups which saw a reduction in numbers across the period, with the largest drop seen in the 26 to 30 years group which fell from 940 to 770, a drop of 175³ or 18 per cent, and the proportion fell from 9.7 per cent to 7.5 per cent of all academic staff.

Welsh sector – non-academic

33. Non-academic staff were predominantly aged between 26 and 55 years, with age groups within this range collectively accounting for around three quarters of all non-academic staff.
34. From 2016/17 onwards, the largest age group was the 36 to 40 years age group.
35. Across the period, there were large drops in numbers (between around 100 and around 300 staff) in the four youngest age groups (35 years and under), with the largest drop in number seen in the 21 to 25 years group, which fell from 910 to 595, a drop of 315 or 35 per cent, and the proportion fell from 8.3 per cent to 5.7 per cent of all non-academic staff.
36. There were no particularly large increases in numbers in any age group, with the two largest increases being in the 51 to 55 years and the 61 to 65 years groups. The 51 to 55 years group rose from 1,235 to 1,305, a rise of 70 or 6 per cent and the proportion rose from 11.2 per cent to 12.5 per cent of all non-academic staff. The 61 to 65 years group rose from 500 to 570, or 14 per cent and the proportion rose from 4.5 per cent to 5.4 per cent of all non-academic staff.

Welsh HE providers – academic

37. The situation at each Welsh HE provider mostly reflected the sector pattern where academic staff were predominantly aged between 31 and 60 years. However age groups within this range collectively accounted for a varying proportion of all academic staff at each provider, varying between 76 per cent and 85 per cent across providers and years.
38. The largest academic staff age group also varied across providers and years, and the 36 to 40 age group was not the largest at University of South Wales, Aberystwyth University, University of Wales Trinity Saint David or Wrexham University in any year. At these providers, although the largest age group varied from year to year, in all cases the largest age group was older than the 36 to 40 years age group.
39. For most providers there weren't any particularly big increases or reductions in any particular academic staff age group, across the period. The largest increase was seen at University of South Wales where academic staff aged 36 to 40 years increased from 140 to 240, a rise of 100 or 70 per cent, and the proportion rose from 9.9 per cent to 13.9 per cent of all academic staff. There were also increases in the number of these staff at Cardiff University and Swansea University. The biggest reduction in academic staff was at Cardiff University for

³ All figures are calculated on unrounded data prior to being rounded and therefore may appear to be different from that calculated using rounded figures.

those aged 26 to 30, which fell from 400 to 285, a drop of 115 or 29 per cent, and the proportion fell from 11.7 per cent to 8.4 per cent.

Welsh HE providers – non-academic

40. The situation at each Welsh HE provider mostly reflected the sector pattern where non-academic staff were predominantly aged between 26 and 55 years. However age groups within this range collectively accounted for a varying proportion of all non-academic staff at each provider, varying between 67 per cent and 82 per cent across providers and years. Aberystwyth University and Bangor University were at the lower end of this range each year, with higher proportions in other age groups than most other providers in most years.
41. The largest non-academic staff age group also varied across providers and years, and the 36 to 40 age group was not the largest at Aberystwyth University, Bangor University or University of Wales Trinity Saint David in any year. At these providers, although the largest age group varied from year to year, with the exception of Aberystwyth University in 2015/16 and 2016/17, in all cases the largest age group was older than the 36 to 40 years age group.
42. For some providers there were no particularly large drops or increases in numbers for any particular non-academic staff age group across the period, however there were large drops in the 21 to 25 years group at University of South Wales and Aberystwyth University, and in the 31 to 35 years group at University of South Wales. There were large increases at Swansea University in the 31 to 35 years and the 36 to 40 years group. Large described here is a change in number of between 100 and 120.

Disability

Welsh sector – academic

43. Both the number and the proportion of academic staff declaring a disability rose each year. The number rose from 400 to 665, a rise of 265 or 67 per cent, and the proportion rose from 4.3 per cent to 6.8 per cent of all academic staff, across the period.
44. A long standing illness or health condition and specific learning difficulty were the two types of disability most likely to be declared by academic staff, together accounting for just under half of all disabilities declared by academic staff each year.
45. The two types of disability that increased the most across the period, both in number and proportion were a long standing illness or health condition and a specific learning difficulty. The number of academic staff declaring a specific learning difficulty rose from 65 to 140, a rise of 75 or 111 per cent, and the proportion rose from 0.7 per cent to 1.4 per cent of all academic staff. The number declaring a long standing illness or health condition rose from 105 to 180, a rise of 75 or 69 per cent, and the proportion rose from 1.1 per cent to 1.8 per cent of all academic staff.

Welsh sector – non-academic

46. The number of non-academic staff declaring a disability rose each year, and from 2016/17 onwards, the proportion also rose each year. The number rose from 675 to 970, a rise of 290 or 43 per cent, and the proportion rose from 6.5 per cent to 9.5 per cent of all non-academic staff, across the period.
47. A long standing illness or health condition and specific learning difficulty were the two types of disability most likely to be declared by non-academic staff, together accounting for around 45 per cent of all disabilities declared by non-academic staff each year.
48. Types of disability that increased the most across the period, both in number and proportion were a mental health condition, two or more conditions and a specific learning difficulty. The number of non-academic staff declaring a mental health condition rose from 65 to 155, a rise of 95 or 149 per cent, and the proportion rose from 0.6 per cent to 1.5 per cent of all non-academic staff. The number declaring two or more conditions rose from 80 to 145, a rise of 65 or 81 per cent, and the proportion rose from 0.8 per cent to 1.4 per cent of all academic staff. The number declaring a specific learning difficulty rose from 120 to 185, a rise of 65 or 53 per cent, and the proportion rose from 1.2 to 1.8 of all non-academic staff.

Welsh HE providers – academic

49. At individual Welsh HE providers the number and proportion of academic staff declaring a disability rose in most years, at most providers. Across the period the number and proportion rose at all providers except Cardiff Metropolitan University and Wrexham University, where the number at the end of the period was the same as at the start, however the proportion dropped from 7.6 per cent to 6.0 per cent at Cardiff Metropolitan University. This was due to a rise in the number of academic staff at Cardiff Metropolitan University declaring no known disability. The proportion for Wrexham University was suppressed due to small numbers.
50. In 2021/22, the proportion of academic staff at individual Welsh HE providers declaring a disability varied from 5.6 per cent to 9.0 per cent, with Cardiff University and Cardiff Metropolitan University having a proportion below the sector proportion (5.6 per cent and 6.0 per cent respectively), and Aberystwyth University having the highest proportion of 9.0 per cent.

Welsh HE providers – non-academic

51. At individual Welsh HE providers the number and proportion of non-academic staff declaring a disability rose in most years, at most providers. Across the period the number and proportion rose at all providers except Wrexham University, and Cardiff Metropolitan University. At Wrexham University the number at the end of the period was the same as at the start, however the proportion was suppressed due to small numbers. At Cardiff Metropolitan University the proportion dropped from 8.3 per cent to 8.0 per cent, however numbers increased.

52. In 2021/22, the proportion of non-academic staff at individual Welsh HE providers declaring a disability varied from 8.0 per cent to 11.2 per cent, with Cardiff Metropolitan University, University of Wales Trinity Saint David and Cardiff University having a proportion below the sector proportion (8.0 per cent, 8.8 per cent and 9.2 per cent respectively), and Bangor University having the highest proportion of 11.2 per cent. As noted, the proportion for Wrexham University was suppressed.

Ethnicity

53. Ethnic minority backgrounds referred to in this section relate to non-white ethnic minority backgrounds. Data are collected for the white ethnic minority groups of Gypsy or Traveller and Other White background but numbers are extremely small⁴.

Welsh sector – academic

54. The number of academic staff from an ethnic minority background rose each year, and the proportion rose each year from 2017/18 onwards. The number rose from 955 to 1,350, a rise of 395 or 41 per cent, and the proportion rose from 10.7 per cent to 14.7 per cent of all academic staff across the period.
55. Academic staff from ethnic minority backgrounds were most likely to be from a Chinese, Indian or an Other ethnic background, together accounting for more than half of all academic staff from ethnic minority backgrounds, each year.
56. Across the period there was an increase in the number and proportion of academic staff from each ethnic minority background except for Other ethnic background where both the number and the proportion fell and Other Asian background where the proportion remained the same, and Mixed - White and Black Caribbean where the number remained the same. Proportions were suppressed for some small categories.
57. The ethnic minority background that saw the greatest increase in academic staff was the Indian background which rose from 115 to 220, a rise of 105 or 92 per cent, and the proportion rose from 1.3 per cent to 2.4 per cent of all academic staff. The next largest increases were seen in academic staff from Black African and Chinese backgrounds. Black African academic staff rose from 60 to 125, a rise of 65 or 116 per cent, and the proportion rose from 0.7 per cent to 1.4 per cent of all academic staff. Chinese staff rose from 215 to 280, a rise of 65 or 31 per cent and the proportion rose from 2.4 per cent to 3.1 per cent of all academic staff.
58. Staff from an Other ethnic background dropped from 250 to 185, a drop of 65 or 26 per cent, and the proportion fell from 2.8 per cent to 2.0 per cent of all academic staff.

⁴ Application of the rounding methodology means that it is not possible to see any numbers except at sector level in 2021/22 when there were 5 academic and 5 non-academic staff from a Gypsy or Traveller background.

Welsh sector – non-academic

59. The number and proportion of non-academic staff from an ethnic minority background rose each year from 2018/19 onwards. Across the period, the number rose from 465 to 545, a rise of 75 or 17 per cent, and the proportion rose from 4.4 per cent to 5.5 per cent of all non-academic staff.
60. Non-academic staff from ethnic minority backgrounds were most likely to be from an Other ethnic background, Chinese, Indian or from an Other Asian background, together accounting for more than half of all non-academic staff from ethnic minority backgrounds each year except in 2021/22, where it was almost a half.
61. Numbers in most other ethnic minority groups were fairly low, and there was very little change in number in any group across the period, except for staff from a Mixed - White and Asian background which rose from 15 to 50 across the period and the proportion rose from 0.2 per cent in 2016/17 to 0.5 per cent at the end of the period. The proportion for 2015/16 was suppressed due to small numbers.

Welsh HE providers – academic

62. The number and proportion of academic staff from an ethnic minority background rose in some or most years at most Welsh HE providers, however University of Wales Trinity Saint David was the only provider where both the number and proportion rose each year.
63. Across the period the number of academic staff from an ethnic minority background rose in all providers except Aberystwyth University and Wrexham University, however the drop in this number at these two providers was small.
64. The largest increase in the number of academic staff from an ethnic minority background was seen at Cardiff University and University of Wales Trinity Saint David. At Cardiff University the number rose from 300 to 475 and the proportion rose from 10.1 per cent to 16.1 per cent. At University of Wales Trinity Saint David the number rose from 25 to 135 and the proportion rose from 4.1 per cent to 18.1 per cent.
65. At sector level, academic staff from an Asian background were the largest ethnic minority group. At individual Welsh HE providers, this was also the case at each provider and in each year, except at Swansea University in the first two years of the period when those from an Other ethnic background were the largest group.
66. Academic staff from an Asian background were also the group that increased the most in both number and proportion across the period for the sector. At individual HEPs this was also the case except at University of South Wales, Aberystwyth University, Bangor University and at Wrexham University. At University of South Wales those from a Black background increased the most in both number and proportion. At Aberystwyth University those from a Black background were the only ethnic minority group to increase in number, however it was those from an Asian background where the proportion increased the most. At Bangor University those from an Other ethnic background was the only group to increase in

number, while both those from an Asian and those from an Other ethnic background were the groups where the proportion increased the most. At Wrexham University there were no increases in academic staff from any of the ethnic minority backgrounds, but the proportion of academic staff from a Mixed ethnic background increased.

Welsh HE providers – non-academic

67. Both the number and the proportion of non-academic staff from an ethnic minority background was lower than for academic staff in each year of the period. This was also the case when considering individual Welsh HE providers except at Aberystwyth University and University of Wales Trinity Saint David where there were some years where numbers were similar, however the proportion was still lower than for academic staff in those years.
68. At individual Welsh HE providers, numbers and proportions of non-academic staff fluctuated across the period, making it difficult to identify any particular patterns, although numbers and proportions seemed more likely to rise towards the latter part of the period.
69. At sector level non-academic staff from an ethnic minority background were most likely to be from an Asian background. This was also the case at most individual Welsh HE providers for each year of the period, except at Swansea University where those from an Other ethnic background were the largest ethnic minority group for the first five years of the period and at Aberystwyth University where both Asian and Mixed backgrounds were the largest groups in 2016/17 and 2017/18.
70. At a sector level, across the period, the biggest growth in numbers was for non-academic staff from a Mixed ethnic background, rising from 80 to 125 or 56 per cent and the proportion rising from 0.8 per cent to 1.3 per cent. At individual Welsh HE providers, there was very little change as numbers were small. The biggest increase in numbers was for non-academic staff from a Mixed ethnic background at Cardiff University, rising from 30 to 55, and the biggest drop was at Swansea university where non-academic staff from an Other ethnic background fell from 60 to 35 across the period.

Sex

71. Numbers of staff reporting a sex of Other were very small at sector level and percentages have been suppressed.

Welsh sector - academic

72. In each year of the period the majority of academic staff were male.
73. The number and the proportion of academic staff that were male fluctuated across the period, but ended the period with a small rise in number from 5,200 to 5,310, a rise of 110 or 2 per cent, and a drop in the proportion from 53.8 per cent to 52.2 per cent.

74. Although numbers increased, the proportion dropped because the numbers of female academic staff increased at a greater rate, rising from 4,470 to 4,855, a change of 385 or 9 per cent, and the proportion rose from 46.2 per cent to 47.7 per cent of all academic staff⁵.

Welsh sector - non-academic

75. In each year of the period the majority of non-academic staff were female.
76. The number and the proportion of non-academic staff that were female fluctuated across the period, but ended the period with a drop in number from 6,900 to 6,550, a drop of 355 or 5 per cent, while the proportion ended the period at the same level as the start of the period at 62.7 per cent.
77. Numbers of male non-academic staff also dropped, from 4,100 to 3,885, a drop of 215 or 5 per cent, and also ended the period with a similar proportion to the start of the period (falling by less than a tenth of a per cent).

Welsh HE providers - academic

78. In each year of the period the majority of academic staff were male at University of South Wales, Aberystwyth University, Cardiff University and Swansea University. In all years, or almost all years, the majority of academic staff were female at Bangor University, University of Wales Trinity Saint David, Cardiff Metropolitan University and Wrexham University.
79. Across the period there were large increases in the number of male academic staff at University of South Wales, University of Wales Trinity Saint David and Swansea University (increases of between 85 and 200), however University of Wales Trinity Saint David was the only provider where both the number and the proportion increased, the number rose from 325 to 410 and the proportion rose from 46.3 per cent to 52.2 per cent and resulting in males being in the majority for the first time in the period in 2021/22. At the other two the proportion of male academic staff fell, because there was a greater proportional increase in female academic staff.
80. Across the period there were large drops in the number of male academic staff at Aberystwyth University and Cardiff University. At Aberystwyth University the number fell from 470 to 355, a drop of 115 or 24 per cent, and the proportion fell from 55.2 per cent to 50.4 per cent of all academic staff. At Cardiff University, the number fell from 1,890 to 1,785, a drop of 105 or 6 per cent, and the proportion fell from 55.4 per cent to 52.6 per cent of all academic staff.

Welsh HE providers - non-academic

81. At individual Welsh HE providers, there was a similar pattern to the sector in that the majority of non-academic staff were female, at each provider in each year.
82. Across the period there were large drops in the number of female non-academic staff at University of South Wales, Aberystwyth University, Bangor University and

⁵ Excluding atypical academic staff.

University of Wales Saint David (between 90 and 235). Although the number of female non-academic staff dropped at University of South Wales and at Aberystwyth University, the proportion rose.

83. There was a large rise in the number of female non-academic staff at Swansea University, which rose by 215, however the proportion dropped.

Impact of data with unknown categories on the analysis

Student

Age

84. The number of students with unknown age at Welsh HE providers was extremely small and unlikely to have any impact on figures or conclusions were it possible to categorise them into age groups. The number of students at Welsh HE providers with unknown age fell from 25 to 0 across the period.

Disability

85. It is not possible to record students with an unknown disability, as the data are collected by type of disability or no known disability. Those with no disability and those with an unknown disability are all recorded as no known disability.

Ethnicity

Welsh sector

86. Across the period, the number of UK domiciled students with ethnicity not known fell from 2,625 to 1,985, a drop of 645 or 25 per cent, and the proportion of UK domiciled students with ethnicity not known fell from 2.5 per cent to 1.6 per cent. While these proportions sound small, when considering the size of the numbers against the number of those from an ethnic minority background, the potential impact could be large. While nothing is known about the ethnicity of these students, or the likelihood of which ethnic background they may be from, in the extreme case that they are all from an ethnic minority background this could mean an under reporting of students from ethnic minority backgrounds of 21 per cent in 2015/16 and 11 per cent in 2021/22.

Welsh HE providers

87. Across the period, the number of UK domiciled students with ethnicity not known fell at six HE providers, rose at five, and was 0 throughout for one. There was a particularly large rise in the number of students with ethnicity not known at the Open University and at Aberystwyth University, rising from 85 to 290 and from 165 to 295 respectively. There were particularly large drops in the number of these students at University of South Wales, Swansea University, Cardiff University and University of Wales Trinity Saint David (decreases of between 105 and 535). The most notable being at University of South Wales where the number fell from 645 to 110.

Sex

88. It is not possible to record an unknown sex; male, female or other are the only categories available.

Staff

Age

89. There were no staff members recorded with an unknown age.

Disability

Welsh sector - academic

90. Across the period, the number of academic staff with disability not known fell from 480 to 350, a drop of 130 or 27 per cent, and the proportion of academic staff with disability not known fell from 5.0 per cent to 3.4 per cent, although there was a particularly large number in 2020/21 when there were 925 or 9.2 per cent of academic staff with disability not known. When considering the size of the numbers with disability not known against the number of those with a known disability, the potential impact could be large. While nothing is known about whether these staff have a disability or not, or the likelihood of them having a disability, in the extreme case that they all have a disability this could mean an under reporting of academic staff with disabilities of between 35 per cent (in 2021/22) and 61 per cent (in 2020/21).

Welsh HE providers - academic

91. Across the period, the number of academic staff with disability not known fell at four HE providers, rose at two, and was at the same level at the end of the period as at the start, at two. Across the period there were no particularly large increases or decreases in the number of academic staff with disability not known except at Cardiff Metropolitan University where the number of these staff dropped from 165 to 70 and the proportion fell from 23 per cent to 9 per cent. At Cardiff University, while the number dropped from 90 to 55 across the period, it is notable that in 2020/21 there were 630 or 19 per cent of academic staff with disability unknown⁶.

Welsh sector – non-academic

92. Across the period, the number of non-academic staff with disability not known fell from 520 to 275, a drop of 245 or 47 per cent, and the proportion of academic

⁶ From [2020/21](#) onwards, it became possible to record staff not responding to a request for information about disability as “Not Available” on the HESA staff record. In [2019/20](#) and earlier years it was not possible to record this separately and these staff were recorded as “No known disability” along with staff indicating they did not have a disability. In this analysis, the category “Not known” includes both “Information refused” and “Not available”, therefore there is a break in continuity between the years 2019/20 and 2020/21. Further, in 2020/21 Cardiff University had a high number of staff where disability was recorded as “Not available” which would have been included as “No known disability” previously. Significant efforts to obtain this information were undertaken resulting in a reduction in staff recorded as “Not available” in 2021/22.

staff with disability not known fell from 4.7 per cent to 2.6 per cent, although there was a particularly large number in 2020/21 when there were 915 or 8.8 per cent of non-academic staff with disability not known. As noted above, when considering the size of the numbers with disability not known against the number of those with a known disability, the potential impact could be large. If, in the extreme case they all have a disability this could mean an under reporting of non-academic staff with disabilities of between 22 per cent (in 2021/22) and 51 per cent (in 2020/21).

Welsh HE providers – non-academic

93. Across the period, the number of non-academic staff with disability not known fell at four HE providers, rose at three, and was at the same level at the end of the period as at the start, at one. The largest decreases in the number of academic staff with disability not known were at University of South Wales and at Cardiff Metropolitan University, where the number of these staff dropped from 255 to 90 and from 125 to 55 respectively. At Cardiff University, while the number dropped from 65 to 40 across the period, it is notable that in 2020/21 there were 670 or 19 per cent of academic staff with disability not known⁷.

Ethnicity

Welsh sector - academic

94. Across the period, the number of academic staff with ethnicity not known rose from 750 to 1,040, an increase of 290 or 38 per cent, and the proportion of academic staff with ethnicity not known rose from 7.8 per cent to 10.2 per cent, although both numbers and proportions were lower during 2016/17 to 2019/20 than at the start of the period. As considered previously for disability, when considering the size of the numbers with ethnicity not known against the number of those with a known ethnicity, the potential impact could be large. If, in the extreme case they are all from an ethnic minority background this could mean an under reporting of academic staff from ethnic minority backgrounds of between 33 per cent (in 2017/18) and 44 per cent (in 2015/16).

Welsh HE providers - academic

95. Across the period, the number of academic staff with ethnicity not known fell at four HE providers, rose at three, and was at the same level at the end of the period as at the start, at one. Across the period there were no particularly large increases or decreases in the number of academic staff with disability not known except at University of South Wales where the number of these staff rose from 60 to 400 and the proportion rose from 4 per cent to 23 per cent.

Welsh sector – non-academic

96. Across the period, the number of non-academic staff with ethnicity not known rose from 485 to 530, an increase of 50 or 10 per cent, and the proportion of academic staff with ethnicity not known rose from 4.4 per cent to 5.1 per cent, although both numbers and proportions were lower during 2016/17 to 2020/21

⁷ Refer to footnote 6.

than at the start of the period. As considered previously, when considering the size of the numbers with ethnicity not known against the number of those with a known ethnicity, the potential impact could be large. If, in the extreme case they are all from an ethnic minority background this could mean an under reporting of non-academic staff from ethnic minority backgrounds of between 34 per cent (in 2017/18) and 51 per cent (in 2015/16).

Welsh HE providers – non-academic

97. Across the period, the number of non-academic staff with ethnicity not known fell at six HE providers, rose at one, and was at the same level at the end of the period as at the start, at one. However differences were small apart from at Cardiff University and University of Wales Trinity Saint David. At Cardiff University the number of non-academic staff with ethnicity not known rose from 235 to 370, and the proportion rose from 6.9 per cent to 10.5 per cent, although both numbers and proportions were lower between 2016/17 and 2018/19 than at the start of the period. At University of Wales Trinity Saint David the number of non-academic staff with ethnicity not known fell from 85 to 15 and the proportion from 9.5 per cent to 2.4 per cent.

Sex

98. It is not possible to record an unknown sex; male, female or other are the only categories available.