

LIPA

THE LIVERPOOL INSTITUTE FOR PERFORMING ARTS

Equality and Diversity

Definitions

Equality is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from minority groups from being discriminated against and gives people the same opportunities regardless of their group membership;

Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. They may include, but are not limited to, differences protected by anti-discrimination legislation;

Equality and diversity describes an approach that embraces difference and treats each individual fairly and with dignity and respect, free from harassment and bullying.

(AUA/HEEON/ECU: A-Z Equality and Diversity)

Equality Act 2010

Under the Equality Act 2010, we have a duty to publish information to demonstrate that we have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The information we publish must include:

1. Information relating to people who are affected by our policies and practices (principally students);
2. Information relating to employees who share protected characteristics.

Of the nine protected characteristics, we have decided we will only collect and publish data on:

- Age;
- Disability;
- Race (Ethnicity);
- Sex (Gender).

The following equality data provides information relating to people applying for our higher education programmes starting in September 2014 and is published in a format which complies with our legal obligations in relation to the Data Protection Act 1998.

Gender

Programme	September 2014				September 2015			
	Female	Male	%age	%age	Female	Male	%age	%age
	Total	Total	Female	Male	Total	Total	Female	Male
BA (Hons) Acting	831	517	61.65	38.35	799	459	63.51	36.49
BA (Hons) Community Drama	62	6	91.18	8.82	47	10	82.46	17.54
BA (Hons) Dance	753	82	90.18	9.82	718	68	91.35	8.65
BA (Hons) Music	199	305	39.48	60.52	182	296	38.08	61.92
BA (Hons) MTEM	80	39	67.23	32.77	72	30	70.59	29.41
BA (Hons) Sound Technology	24	261	8.42	91.58	21	222	8.64	91.36
BA (Hons) TPD	108	17	86.40	13.60	102	5	95.33	4.67
BA (Hons) TPT	54	77	41.22	58.78	42	66	38.89	61.11
Grand Totals	2111	1304	61.82	38.18	1983	1156	63.17	36.83

Programme	September 2016			
	Female	Male	%age	%age
	Total	Total	Female	Male
BA (Hons) Acting	733	488	60.03	39.97
BA (Hons) Community Drama	74	24	75.51	24.49
BA (Hons) Dance	641	72	89.90	10.10
BA (Hons) Music	189	286	39.79	60.21
BA (Hons) MTEM	56	32	63.64	36.36
BA (Hons) Sound Technology	25	140	15.15	84.85
BA (Hons) TPD	88	13	87.13	12.87
BA (Hons) TPT	41	45	47.67	52.33
Grand Totals	1847	1100	62.67	37.33

Age

Programme	September 2014								September 2015							
	21 and under	% age	22 - 25	% age	26 - 35	% age	36+	% age	21 and under	% age	22 - 25	% age	26 - 35	% age	36+	% age
BA (Hons) Acting	1281	95.03	60	4.45	7	0.52	0	0.00	1180	93.80	61	4.85	16	1.27	1	0.08
BA (Hons) Community Drama	64	94.12	1	1.47	1	1.47	2	2.94	52	91.23	2	3.51	2	3.51	1	1.75
BA (Hons) Dance	821	98.32	11	1.32	3	0.36	0	0.00	773	98.35	9	1.15	3	0.38	1	0.13
BA (Hons) Music	478	94.84	23	4.56	3	0.60	0	0.00	433	90.59	28	5.86	16	3.35	1	0.21
BA (Hons) MTEM	105	88.24	9	7.56	3	2.52	2	1.68	94	92.16	4	3.92	3	2.94	1	0.98
BA (Hons) Sound Technology	262	91.93	21	7.37	2	0.70	0	0.00	217	89.30	15	6.17	10	4.12	1	0.41
BA (Hons) TPD	121	96.80	3	2.40	0	0.00	1	0.80	101	94.39	3	2.80	2	1.87	1	0.93
BA (Hons) TPT	123	93.89	8	6.11	0	0.00	0	0.00	102	94.44	4	3.70	2	1.85	0	0.00
Grand Totals	3255	95.31	136	3.98	19	0.56	5	0.15	2952	94.04	126	4.01	54	1.72	7	0.22

Programme	September 2016							
	21 and under	% age	22 - 25	% age	26 - 35	% age	36+	% age
BA (Hons) Acting	1141	93.45	58	4.75	21	1.72	1	0.08
BA (Hons) Community Drama	88	89.80	7	7.14	2	2.04	1	1.02
BA (Hons) Dance	704	98.74	8	1.12	1	0.14	0	0.00
BA (Hons) Music	431	90.74	30	6.32	13	2.74	1	0.21
BA (Hons) MTEM	77	87.50	4	4.55	7	7.95	0	0.00
BA (Hons) Sound Technology	152	92.12	9	5.45	3	1.82	1	0.61
BA (Hons) TPD	94	93.07	6	5.94	0	0.00	1	0.99
BA (Hons) TPT	81	94.19	3	3.49	1	1.16	1	1.16
Grand Totals	2768	93.93	125	4.24	48	1.63	6	0.20

Ethnicity

September 2014 Programme	Asian Indian	Asian Pakistani	Asian Bangladeshi	Asian Other	Black African	Black Caribbean	Black Other	Chinese	Mixed African	Mixed Asian	Mixed Caribbean	Mixed Other	White	Other Ethnic Background	Overseas Domicile	Not known
Numbers																
BA (Hons) Acting	7	2	0	1	10	16	4	1	8	17	22	22	1157	4	73	4
BA (Hons) Community Drama	0	0	0	0	1	3	0	0	2	1	0	0	60	0	1	0
BA (Hons) Dance	2	1	2	2	8	20	8	0	8	5	36	8	697	2	36	0
BA (Hons) Music	0	0	0	0	2	7	0	0	1	8	6	5	375	0	97	1
BA (Hons) MTEM	1	0	0	0	1	1	0	0	0	2	1	0	94	0	17	2
BA (Hons) Sound Technology	2	0	0	0	2	2	0	1	4	5	1	1	240	1	25	1
BA (Hons) TPD	0	0	0	0	0	0	0	0	1	0	1	0	113	0	10	0
BA (Hons) TPT	1	0	0	0	0	0	0	1	0	2	0	0	119	0	8	0
Grand Totals	13	3	2	5	24	49	12	3	24	40	67	36	2855	7	267	8
Percentages																
BA (Hons) Acting	0.52	0.15	0.00	0.07	0.74	1.19	0.30	0.07	0.59	1.26	1.63	1.63	85.83	0.30	5.42	0.30
BA (Hons) Community Drama	0.00	0.00	0.00	0.00	1.47	4.41	0.00	0.00	2.94	1.47	0.00	0.00	88.24	0.00	1.47	0.00
BA (Hons) Dance	0.24	0.12	0.24	0.24	0.96	2.40	0.96	0.00	0.96	0.60	4.31	0.96	83.47	0.24	4.31	0.00
BA (Hons) Music	0.00	0.00	0.00	0.40	0.40	1.39	0.00	0.00	0.20	1.59	1.19	0.99	74.4	0.00	19.25	0.20
BA (Hons) MTEM	0.84	0.00	0.00	0.00	0.84	0.84	0.00	0.00	0.00	1.68	0.84	0.00	78.99	0.00	14.29	1.68
BA (Hons) Sound Technology	0.70	0.00	0.00	0.00	0.70	0.70	0.00	0.35	1.40	1.75	0.35	0.35	84.21	0.35	8.77	0.35
BA (Hons) TPD	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.80	0.00	0.80	0.00	90.40	0.00	8.00	0.00
BA (Hons) TPT	0.76	0.00	0.00	0.00	0.00	0.00	0.00	0.76	0.00	1.53	0.00	0.00	90.84	0.00	6.11	0.00
Grand Totals	0.38	0.09	0.06	0.15	0.70	1.43	0.35	0.09	0.70	1.17	1.96	1.05	83.6	0.20	7.82	0.23

September 2015 Programme	Asian Indian	Asian Pakistani	Asian Bangladeshi	Asian Other	Black African	Black Caribbean	Black Other	Chinese	Mixed African	Mixed Asian	Mixed Caribbean	Mixed Other	White	Other Ethnic Background	Overseas Domicile	Not known
Numbers																
BA (Hons) Acting	3	2	1	1	14	17	3	1	6	12	29	13	1083	4	64	5
BA (Hons) Community Drama	0	0	0	0	1	1	0	0	1	0	1	0	49	0	3	1
BA (Hons) Dance	0	0	0	2	9	15	3	1	8	2	31	11	677	1	26	0
BA (Hons) Music	0	0	0	1	0	3	1	0	1	5	13	6	361	1	83	3
BA (Hons) MTEM	1	0	0	0	1	2	1	0	1	1	1	1	83	0	8	2
BA (Hons) Sound Technology	2	0	0	0	4	2	0	0	2	3	2	4	198	2	19	5
BA (Hons) TPD	1	0	0	1	0	0	0	0	0	0	2	1	89	0	13	0
BA (Hons) TPT	1	0	0	0	2	0	0	0	0	1	0	1	97	0	5	1
Grand Totals	8	2	1	5	31	40	8	2	19	24	79	37	2637	8	221	17
Percentages																
BA (Hons) Acting	0.24	0.16	0.08	0.08	1.11	1.35	0.24	0.08	0.48	0.95	2.31	1.03	86.09	0.32	5.09	0.40
BA (Hons) Community Drama	0.00	0.00	0.00	0.00	1.75	1.75	0.00	0.00	1.75	0.00	1.75	0.00	85.96	0.00	5.26	1.75
BA (Hons) Dance	0.00	0.00	0.00	0.25	1.15	1.91	0.38	0.13	1.02	0.25	3.94	1.40	86.13	0.13	3.31	0.00
BA (Hons) Music	0.00	0.00	0.00	0.21	0.00	0.63	0.21	0.00	0.21	1.05	2.72	1.26	75.52	0.21	17.36	0.63
BA (Hons) MTEM	0.98	0.00	0.00	0.00	0.98	1.96	0.98	0.00	0.98	0.98	0.98	0.98	81.37	0.00	7.84	1.96
BA (Hons) Sound Technology	0.82	0.00	0.00	0.00	1.65	0.82	0.00	0.00	0.82	1.23	0.82	1.65	81.48	0.82	7.82	2.06
BA (Hons) TPD	0.93	0.00	0.00	0.93	0.00	0.00	0.00	0.00	0.00	0.00	1.87	0.93	83.18	0.00	12.15	0.00
BA (Hons) TPT	0.93	0.00	0.00	0.00	1.85	0.00	0.00	0.00	0.00	0.93	0.00	0.93	89.81	0.00	4.63	0.93
Grand Totals	0.25	0.06	0.03	0.16	0.99	1.27	0.25	0.06	0.61	0.76	2.52	1.18	84.01	0.25	7.04	0.54

September 2016 Programme	Asian Indian	Asian Pakistani	Asian Bangladeshi	Asian Other	Black African	Black Caribbean	Black Other	Chinese	Mixed African	Mixed Asian	Mixed Caribbean	Mixed Other	White	Other Ethnic Background	Overseas Domicile	Not known
Numbers																
BA (Hons) Acting	7	2	1	1	20	8	2	1	6	16	25	12	1053	10	54	3
BA (Hons) Community Drama	0	1	0	0	1	3	0	0	2	1	0	2	84	1	3	0
BA (Hons) Dance	1	0	0	2	10	16	1	1	3	9	24	10	606	3	26	1
BA (Hons) Music	2	0	0	1	1	7	0	2	3	2	6	11	369	3	66	2
BA (Hons) MTEM	0	0	0	0	0	2	0	0	1	1	1	0	75	0	8	0
BA (Hons) Sound Technology	1	0	0	0	2	1	0	1	0	0	0	2	140	0	16	2
BA (Hons) TPD	0	0	0	0	0	0	0	0	0	0	2	1	85	1	12	0
BA (Hons) TPT	1	1	0	0	0	0	0	0	0	1	0	0	79	0	4	0
Grand Totals	12	4	1	4	34	37	3	5	15	30	58	38	2491	18	189	8
Percentages																
BA (Hons) Acting	0.57	0.16	0.08	0.08	1.64	0.66	0.16	0.08	0.49	1.31	2.05	0.98	86.24	0.82	4.42	0.25
BA (Hons) Community Drama	0.00	1.02	0.00	0.00	1.02	3.06	0.00	0.00	2.04	1.02	0.00	2.04	85.71	1.02	3.06	0.00
BA (Hons) Dance	0.14	0.00	0.00	0.28	1.40	2.24	0.14	0.14	0.42	1.26	3.37	1.40	84.99	0.42	3.65	0.14
BA (Hons) Music	0.42	0.00	0.00	0.21	0.21	1.47	0.00	0.42	0.63	0.42	1.26	2.32	77.68	0.63	13.89	0.42
BA (Hons) MTEM	0.00	0.00	0.00	0.00	0.00	2.27	0.00	0.00	1.14	1.14	1.14	0.00	85.23	0.00	9.09	0.00
BA (Hons) Sound Technology	0.61	0.00	0.00	0.00	1.21	0.61	0.00	0.61	0.00	0.00	0.00	1.21	84.85	0.00	9.70	1.21
BA (Hons) TPD	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.98	0.99	84.16	0.99	11.88	0.00
BA (Hons) TPT	1.16	1.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.16	0.00	0.00	91.86	0.00	4.65	0.00
Grand Totals	0.41	0.14	0.03	0.14	1.15	1.26	0.10	0.17	0.51	1.02	1.97	1.29	84.53	0.61	6.41	0.27

Disability

September 2014	BA (Hons) Acting	BA (Hons) Community Drama	BA (Hons) Dance	BA (Hons) Music	BA (Hons) MTEM	BA (Hons) Sound Technology	BA (Hons) TPD	BA (Hons) TPT	Totals		BA (Hons) Acting	BA (Hons) Community Drama	BA (Hons) Dance	BA (Hons) Music	BA (Hons) MTEM	BA (Hons) Sound Technology	BA (Hons) TPD	BA (Hons) TPT	Overall
	Numbers									Percentages									
No disability	1103	52	729	359	89	231	99	107	2769		81.82	76.47	87.31	71.23	74.79	81.05	79.20	81.68	81.08
Not Known	0	0	0	0	0	0	0	0	0		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You are blind or have a serious visual impairment uncorrected by glasses	0	0	0	0	0	0	0	0	0		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You are deaf or have a serious hearing impairment	1	0	1	2	0	0	0	0	4		0.07	0.00	0.12	0.40	0.00	0.00	0.00	0.00	0.12
You have a disability, impairment or medical condition that is not listed above	24	2	4	5	2	3	3	0	43		1.78	2.94	0.48	0.99	1.68	1.05	2.40	0.00	1.26
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	7	1	3	3	2	1	0	0	17		0.52	1.47	0.36	0.60	1.68	0.35	0.00	0.00	0.50
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	18	2	5	6	3	4	2	1	41		1.34	2.94	0.60	1.19	2.52	1.40	1.60	0.76	1.20
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	11	1	0	3	1	4	1	0	21		0.82	1.47	0.00	0.60	0.84	1.40	0.80	0.00	0.61
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	108	7	53	28	5	16	7	15	239		8.01	10.29	6.35	5.56	4.20	5.61	5.60	11.45	7.00
You have physical impairment or mobility issues	0	1	0	0	0	1	2	0	4		0.00	1.47	0.00	0.00	0.00	0.35	1.60	0.00	0.12
You have two or more impairments and/or disabling medical conditions	3	1	4	1	0	0	1	0	10		0.22	1.47	0.48	0.20	0.00	0.00	0.80	0.00	0.29
Overseas	73	1	36	97	17	25	10	8	267		5.42	1.47	4.31	19.25	14.29	8.77	8.00	6.11	7.82

September 2015	BA (Hons) Acting	BA (Hons) Community Drama	BA (Hons) Dance	BA (Hons) Music	BA (Hons) MTEM	BA (Hons) Sound Technology	BA (Hons) TPD	BA (Hons) TPT	Totals		BA (Hons) Acting	BA (Hons) Community Drama	BA (Hons) Dance	BA (Hons) Music	BA (Hons) MTEM	BA (Hons) Sound Technology	BA (Hons) TPD	BA (Hons) TPT	Overall
	Numbers										Percentages								
No disability	1044	47	704	353	84	199	71	84	2586		82.99	82.46	89.57	73.85	82.35	81.89	66.36	77.78	82.38
Not Known	0	0	0	0	0	0	0	0	0		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You are blind or have a serious visual impairment uncorrected by glasses	1	0	2	0	0	1	0	0	4		0.08	0.00	0.25	0.00	0.00	0.41	0.00	0.00	0.13
You are deaf or have a serious hearing impairment	2	0	2	0	0	0	2	0	6		0.16	0.00	0.25	0.00	0.00	0.00	1.87	0.00	0.19
You have a disability, impairment or medical condition that is not listed above	11	1	11	3	0	1	0	0	27		0.87	1.75	1.40	0.63	0.00	0.41	0.00	0.00	0.86
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	14	0	1	2	1	3	2	2	25		1.11	0.00	0.13	0.42	0.98	1.23	1.87	1.85	0.80
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	20	4	6	6	0	3	2	1	42		1.59	7.02	0.76	1.26	0.00	1.23	1.87	0.93	1.34
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	18	1	0	1	1	4	0	1	26		1.43	1.75	0.00	0.21	0.98	1.65	0.00	0.93	0.83
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	81	1	34	29	7	12	16	13	193		6.44	1.75	4.33	6.07	6.86	4.94	14.95	12.04	6.15
You have physical impairment or mobility issues	2	0	0	0	0	0	0	0	2		0.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06
You have two or more impairments and/or disabling medical conditions	1	0	0	1	1	1	1	2	7		0.08	0.00	0.00	0.21	0.98	0.41	0.93	1.85	0.22
Overseas	64	3	26	83	8	19	13	5	221		5.09	5.26	3.31	17.36	7.84	7.82	12.15	4.63	7.04

September 2016	BA (Hons) Acting	BA (Hons) Community Drama	BA (Hons) Dance	BA (Hons) Music	BA (Hons) MTEM	BA (Hons) Sound Technology	BA (Hons) TPD	BA (Hons) TPT	Totals		BA (Hons) Acting	BA (Hons) Community Drama	BA (Hons) Dance	BA (Hons) Music	BA (Hons) MTEM	BA (Hons) Sound Technology	BA (Hons) TPD	BA (Hons) TPT	Overall
	Numbers										Percentages								
No disability	998	68	631	360	67	131	66	67	2388		79.33	119.30	80.28	75.31	65.69	53.91	61.68	62.04	76.08
Not Known	0	0	0	0	0	0	0	0	0		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You are blind or have a serious visual impairment uncorrected by glasses	0	0	1	0	0	0	0	0	1		0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.03
You are deaf or have a serious hearing impairment	4	0	2	0	1	0	1	0	8		0.32	0.00	0.25	0.00	0.98	0.00	0.93	0.00	0.25
You have a disability, impairment or medical condition that is not listed above	16	0	9	4	1	1	1	1	33		1.27	0.00	1.15	0.84	0.98	0.41	0.93	0.93	1.05
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	15	3	5	0	0	0	0	2	25		1.19	5.26	0.64	0.00	0.00	0.00	0.00	1.85	0.80
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	34	6	8	14	1	4	2	4	73		2.70	10.53	1.02	2.93	0.98	1.65	1.87	3.70	2.33
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	11	2	1	4	1	3	2	1	25		0.87	3.51	0.13	0.84	0.98	1.23	1.87	0.93	0.80
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	81	14	29	24	9	9	17	7	190		6.44	24.56	3.69	5.02	8.82	3.70	15.89	6.48	6.05
You have physical impairment or mobility issues	4	1	0	2	0	0	0	0	7		0.32	1.75	0.00	0.42	0.00	0.00	0.00	0.00	0.22
You have two or more impairments and/or disabling medical conditions	4	1	1	1	0	1	0	0	8		0.32	1.75	0.13	0.21	0.00	0.41	0.00	0.00	0.25
Overseas	54	3	26	66	8	16	12	4	189		4.29	5.26	3.31	13.81	7.84	6.58	11.21	3.70	6.02

HESA Disability Codes 2016/2017

Code	Label
00	No known disability
08	Two or more impairments and/or disabling medical conditions
51	A specific learning difficulty such as dyslexia, dyspraxia or AD(H)D
53	A social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder
54	A long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy
55	A mental health condition, such as depression, schizophrenia or anxiety disorder
56	A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches
57	Deaf or a serious hearing impairment
58	Blind or a serious visual impairment uncorrected by glasses
96	A disability, impairment or medical condition that is not listed above