

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 students enrolled on our higher education programmes and is published in a format which complies with our legal obligations in relation to the Data Protection Act 1998.

Gender

Programme	2013/2014				2014/2015				2015/2016			
	Female	Male	%age	%age	Female	Male	%age	%age	Female	Male	%age	%age
	Total	Total	Female	Male	Total	Total	Female	Male	Total	Total	Female	Male
BA (Hons) Acting	46	43	51.69	48.31	51	43	54.26	45.74	67	43	60.91	39.09
BA (Hons) Community Drama	50	14	78.13	21.88	41	13	75.93	24.07	39	11	78.00	22.00
BA (Hons) Dance	50	28	64.10	35.90	50	29	63.29	36.71	60	21	74.07	25.93
BA (Hons) Music	60	103	36.81	63.19	66	110	37.50	62.50	67	94	41.61	58.39
BA (Hons) MTEM	74	39	65.49	34.51	75	40	65.22	34.78	72	36	66.67	33.33
BA (Hons) Sound Technology	5	81	5.81	94.19	6	85	6.59	93.41	5	82	5.75	94.25
BA (Hons) TPD	40	8	83.33	16.67	41	7	85.42	14.58	38	5	88.37	11.63
BA (Hons) TPT	32	51	38.55	61.45	32	52	38.10	61.90	36	48	42.86	57.14
FC - Acting and Musical Theatre	10	4	71.43	28.57	10	2	83.33	16.67	8	4	66.67	33.33
FC - Commercial Dance	21	0	100.00	0.00	15	0	100.00	0.00	16	0	100.00	0.00
Foundation Certificate - PMST	15	14	51.72	48.28	11	17	39.29	60.71	17	22	43.59	56.41
Grand Totals	403	385	51.14	48.86	398	398	50.00	50.00	425	366	53.73	46.27

Age

Percentages	2013/2014				2014/2015				2015/2016			
	≥ 21	22 - 25	26 - 35	36+	≥ 21	22 - 25	26 - 35	36+	≥ 21	22 - 25	26 - 35	36+
Programme												
BA (Hons) Acting	69.66	23.60	4.49	2.25	74.47	22.34	2.13	1.06	62.73	36.36	0.91	0.00
BA (Hons) Community Drama	85.94	12.50	1.56	0.00	85.19	11.11	1.85	1.85	76.00	14.00	8.00	2.00
BA (Hons) Dance	87.18	12.82	0.00	0.00	91.14	8.86	0.00	0.00	80.25	19.75	0.00	0.00
BA (Hons) Music	59.51	37.42	3.07	0.00	58.52	37.50	3.98	0.00	63.98	27.33	8.70	0.00
BA (Hons) MTEM	76.11	19.47	4.42	0.00	71.30	21.74	6.96	0.00	69.44	27.78	2.78	0.00
BA (Hons) Sound Technology	73.26	23.26	3.49	0.00	74.73	20.88	4.40	0.00	78.16	17.24	4.60	0.00
BA (Hons) TPD	68.75	29.17	2.08	0.00	66.67	29.17	4.17	0.00	65.12	27.91	6.98	0.00
BA (Hons) TPT	85.54	13.25	1.20	0.00	76.19	23.81	0.00	0.00	77.38	20.24	2.38	0.00
Foundation Certificate - PA (Acting)												
Foundation Certificate - PA (Dance)												
Foundation Certificate - PA (Singing)												
FC - Acting and Musical Theatre	100.00	0.00	0.00	0.00	83.33	16.67	0.00	0.00	83.33	16.67	0.00	0.00
FC - Commercial Dance	95.24	4.76	0.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
Foundation Certificate - PMST	82.76	10.34	6.90	0.00	78.57	14.29	7.14	0.00	71.79	25.64	2.56	0.00

Ethnicity

Numbers 2013/2014	Asian Indian	Asian Pakistani	Asian Other	Black African	Black Caribbean	Black Other	Chinese	Mixed African	Mixed Asian	Mixed Caribbean	Mixed Other	White	Other Ethnic Background	Information Refused	Not known
Programme															
BA (Hons) Acting															
BA (Hons) Community Drama			1	1	1					2		80		1	3
BA (Hons) Dance	1									2		60			1
BA (Hons) Music			1	1	3			3	1	4	2	61			2
BA (Hons) MTEM			3	2	1		3	1		1	5	129		8	10
BA (Hons) Sound Technology	1		1		1				2	4	2	91		4	7
BA (Hons) TPD			1									77	1	3	4
BA (Hons) TPT					1						1	45	1		
Foundation Certificate - PA (Acting)							1			1		79	1	1	
Foundation Certificate - PA (Dance)	1											4		9	
Foundation Certificate - PA (Singing)										2		10	1	8	
Grand Totals	3	0	8	4	7	0	4	4	3	16	10	651	4	38	36

Numbers 2014/2015	Asian Indian	Asian Pakistani	Asian Other	Black African	Black Caribbean	Black Other	Chinese	Mixed African	Mixed Asian	Mixed Caribbean	Mixed Other	White	Other Ethnic Background	Information Refused	Not known
	Programme														
BA (Hons) Acting				1	1			1		2	1	85		2	1
BA (Hons) Community Drama					1					1		52			
BA (Hons) Dance	2		2	3	2	1		1	1	4	2	60			1
BA (Hons) Music	1		4	2	2		1		3	2	7	135		7	12
BA (Hons) MTEM	1		1						2	4	2	96		4	5
BA (Hons) Sound Technology			1									81	1	5	3
BA (Hons) TPD					1						1	44		1	1
BA (Hons) TPT	1									1		78	1	1	2
Foundation Certificate - PA (Acting)	1									1		10			
Foundation Certificate - PA (Dance)				1						1		12			1
Foundation Certificate - PA (Singing)			5	1								21			1
Grand Totals	6	0	13	8	7	1	1	2	6	16	13	674	2	20	27

Numbers 2015/2016	Asian Indian	Asian Pakistani	Asian Other	Black African	Black Caribbean	Black Other	Chinese	Mixed African	Mixed Asian	Mixed Caribbean	Mixed Other	White	Other Ethnic Background	Information Refused	Not known
	Programme														
BA (Hons) Acting				2				1		4	2	97		1	3
BA (Hons) Community Drama					1					1		47		1	
BA (Hons) Dance	2		1	2				1	1	3	2	68		1	
BA (Hons) Music	2		5	1	2		3		2	3	4	125		9	5
BA (Hons) MTEM	2						1			2	3	94		1	5
BA (Hons) Sound Technology	1											80		1	5
BA (Hons) TPD							1				2	39			1
BA (Hons) TPT	1									1		81			1
Foundation Certificate - PA (Acting)				1						1		9			1
Foundation Certificate - PA (Dance)												15			1
Foundation Certificate - PA (Singing)			6	1					1		1	27	2		1
Grand Totals	8	0	12	7	3	0	5	2	4	15	14	682	2	14	23

Disability

Percentages 2013/2014	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	FC Acting & Musical Theatre	FC Commercial Dance	Foundation Certificate - PMST
No disability	84.27	64.06	76.92	86.50	80.53	79.07	77.08	51.81	78.57	80.95	75.86
Not Known	5.62	0.00	5.13	4.29	0.88	3.49	0.00	0.00	14.29	14.29	20.69
You are blind or have a serious visual impairment uncorrected by glasses	0.00	0.00	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	0.00	0.00	0.00	0.00	0.88	0.00	0.00	0.00	0.00	0.00	0.00
You have a disability, impairment or medical condition that is not listed above	0.00	0.00	1.28	0.61	0.88	1.16	0.00	0.00	7.14	0.00	3.45
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	0.00	3.13	0.00	1.23	0.00	1.16	0.00	1.20	0.00	0.00	0.00
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	1.12	0.00	0.00	0.00	1.77	1.16	0.00	0.00	0.00	0.00	0.00
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.00	0.00	0.00	0.61	0.00	0.00	0.00	2.41	0.00	4.76	0.00
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	8.99	29.69	14.10	6.75	13.27	13.95	20.83	43.37	0.00	0.00	0.00
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.00	0.00	0.00	0.00	0.88	0.00	0.00	0.00	0.00	0.00	0.00
You have two or more impairments and/or disabling medical conditions	0.00	3.13	2.56	0.00	0.88	0.00	2.08	1.20	0.00	0.00	0.00

Percentages 2014/2015	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	FC Acting & Musical Theatre	FC Commercial Dance	Foundation Certificate - PMST
No disability	85.11	64.81	80.25	90.23	81.74	89.01	75.00	61.90	100.00	86.67	82.14
Not Known	1.06	0.00	2.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.71
You are blind or have a serious visual impairment uncorrected by glasses	0.00	0.00	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	0.00	0.00	0.00	0.00	0.87	0.00	0.00	0.00	0.00	0.00	0.00
You have a disability, impairment or medical condition that is not listed above	1.06	1.85	2.47	1.15	0.87	0.00	0.00	0.00	0.00	0.00	0.00
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	0.00	1.85	0.00	1.15	0.00	1.10	2.08	1.19	0.00	0.00	0.00
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	2.13	1.85	0.00	0.00	4.35	2.20	0.00	0.00	0.00	6.67	0.00
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.00	1.85	0.00	0.57	0.00	0.00	2.08	2.38	0.00	0.00	0.00
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	8.51	25.93	12.35	6.90	11.30	7.69	20.83	34.52	0.00	6.67	3.57
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You have two or more impairments and/or disabling medical conditions	1.06	1.85	2.47	0.00	0.87	0.00	0.00	0.00	0.00	0.00	3.57

Percentages 2015/2016	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	FC Acting & Musical Theatre	FC Commercial Dance	Foundation Certificate - PMST
No disability	75.45	68.00	82.72	85.71	86.11	89.66	81.40	70.24	75.00	100.00	79.49
Not Known	4.55	0.00	0.00	1.86	0.00	1.15	0.00	0.00	0.00	0.00	15.38
You are blind or have a serious visual impairment uncorrected by glasses	0.00	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You have a disability, impairment or medical condition that is not listed above	0.00	2.00	2.47	1.24	0.93	0.00	0.00	1.19	0.00	0.00	2.56
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	0.00	2.00	0.00	1.24	0.00	1.15	2.33	2.38	8.33	0.00	0.00
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	1.82	4.00	0.00	0.62	1.85	1.15	2.33	0.00	0.00	0.00	0.00
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.00	2.00	0.00	0.00	0.00	0.00	0.00	1.19	0.00	0.00	0.00
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	16.36	20.00	12.35	9.32	11.11	6.90	13.95	22.62	16.67	0.00	2.56
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
You have two or more impairments and/or disabling medical conditions	0.91	2.00	2.47	0.00	0.00	0.00	0.00	2.38	0.00	0.00	0.00

HESA Disability Codes 2014/2015

00	No known disability
02	Blind/partially sighted
03	Deaf/hearing impairment
04	Wheelchair user/mobility difficulties
05	Personal care support
06	Mental health difficulties
07	An unseen disability, e.g. diabetes, epilepsy, asthma
08	Two or more impairments and/or disabling medical conditions
10	Autistic Spectrum Disorder
11	A specific learning difficulty e.g. dyslexia
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
97	Information refused
98	Information not sought
99	Not known