

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	2014/2015				2015/2016				2016/2017			
	Female	Male	%age	%age	Female	Male	Female	Male	Female	Male	Female	Male
	Total	Total	Female	Male	Total	Total	%age	%age	Total	Total	%age	%age
BA (Hons) Acting	51	43	54.26	45.74	67	43	60.91	39.09	72	44	62.07	37.93
BA (Hons) Community Drama	41	13	75.93	24.07	39	11	78.00	22.00	45	12	78.95	21.05
BA (Hons) Dance	50	29	63.29	36.71	60	21	74.07	25.93	66	19	77.65	22.35
BA (Hons) Music	66	110	37.50	62.50	67	94	41.61	58.39	84	132	38.89	61.11
BA (Hons) MTEM	75	40	65.22	34.78	72	36	66.67	33.33	58	28	67.44	32.56
BA (Hons) Sound Technology	6	85	6.59	93.41	5	82	5.75	94.25	10	77	11.49	88.51
BA (Hons) TPD	41	7	85.42	14.58	38	5	88.37	11.63	39	2	95.12	4.88
BA (Hons) TPT	32	52	38.10	61.90	36	48	42.86	57.14	35	41	46.05	53.95
FC - Acting and Musical Theatre	10	2	83.33	16.67	8	4	66.67	33.33	-	-	-	-
FC - Commercial Dance	15	0	100.00	0.00	16	0	100.00	0.00	-	-	-	-
Foundation Certificate - PMST	11	17	39.29	60.71	17	22	43.59	56.41	8	10	44.44	55.56
Grand Totals	398	398	50.00	50.00	425	366	53.73	46.27	417	365	53.32	46.68

Age

Percentages	2014/2015				2015/2016				2016/2017			
	≥ 21	22 - 25	26 - 35	36+	≥ 21	22 - 25	26 - 35	36+	≥ 21	22 - 25	26 - 35	36+
Programme												
BA (Hons) Acting	74.47	22.34	2.13	1.06	62.73	36.36	0.91	0.00	70.69	28.45	0.86	0.00
BA (Hons) Community Drama	85.19	11.11	1.85	1.85	76.00	14.00	8.00	2.00	75.44	14.04	7.02	3.51
BA (Hons) Dance	91.14	8.86	0.00	0.00	80.25	19.75	0.00	0.00	94.12	5.88	0.00	0.00
BA (Hons) Music	58.52	37.50	3.98	0.00	63.98	27.33	8.70	0.00	70.83	23.15	6.02	0.00
BA (Hons) MTEM	71.30	21.74	6.96	0.00	69.44	27.78	2.78	0.00	73.26	23.26	3.49	0.00
BA (Hons) Sound Technology	74.73	20.88	4.40	0.00	78.16	17.24	4.60	0.00	86.21	9.20	3.45	1.15
BA (Hons) TPD	66.67	29.17	4.17	0.00	65.12	27.91	6.98	0.00	82.93	12.20	4.88	0.00
BA (Hons) TPT	76.19	23.81	0.00	0.00	77.38	20.24	2.38	0.00	76.32	19.74	2.63	1.32
FC - Acting and Musical Theatre	83.33	16.67	0.00	0.00	83.33	16.67	0.00	0.00	-	-	-	-
FC - Commercial Dance	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	-	-	-	-
Foundation Certificate - PMST	78.57	14.29	7.14	0.00	71.79	25.64	2.56	0.00	55.56	27.78	11.11	5.56

Ethnicity

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
FC - Acting and Musical Theatre	1									1		10			
FC - Commercial Dance				1						1		12			1
Foundation Certificate - PMST			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
FC - Acting and Musical Theatre				1						1		9			1
FC - Commercial Dance												15			1
Foundation Certificate - PMST			6	1					1		1	27	2		1
Grand Totals	8	0	12	7	3	0	5	2	4	15	14	682	2	14	23

Ethnicity

Numbers 2016/2017	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				4				2		6	4	97			3
BA (Hons) Community Drama		1			1			1		1		52		1	
BA (Hons) Dance	3		1	2				1		4	2	70	1		1
BA (Hons) Music	2		7	1	2		2	1	3	3	5	173	2	5	10
BA (Hons) MTEM	2			1	1		1			3	3	73			2
BA (Hons) Sound Technology	1		2				1				1	78	1		3
BA (Hons) TPD							1			1	1	38			
BA (Hons) TPT	2										1	73			
FC - Acting and Musical Theatre	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FC - Commercial Dance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Foundation Certificate - PMST		1	5			1					1	10			
Grand Totals	10	2	15	8	4	1	5	5	3	18	18	664	4	6	19

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

Percentages 2016/2017	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 known disability	87.07	75.44	90.59	88.43	84.88	91.95	75.61	78.95	-	-
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
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
You have a disability, impairment or medical condition that is not listed above	0.00	1.75	0.00	1.39	0.00	0.00	0.00	1.32	-	-	0.00
You have a long standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	0.00	1.75	0.00	0.93	0.00	0.00	2.44	1.32	-	-	0.00
You have a mental health condition, such as depression, schizophrenia or anxiety disorder	0.86	3.51	1.18	0.93	2.33	1.15	4.88	2.63	-	-	0.00
You have a social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder	0.00	1.75	0.00	0.46	0.00	0.00	0.00	0.00	-	-	0.00
You have a specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	10.34	12.28	8.24	7.87	12.79	6.90	17.07	13.16	-	-	0.00
A physical impairment or mobility issues, such as difficulty using arms or using a wheelchair or crutches	0.86	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	0.86	3.51	0.00	0.00	0.00	0.00	0.00	2.63	-	-	0.00

HESA Disability Codes 2016/2017

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