

## Equality, diversity, and inclusion pay gap reporting 2022/23

This year we are publishing our mandatory gender pay gap report for 2022/2023 alongside our pay gap reports for ethnicity and disability.

This report is UWE Bristol's mandatory gender pay gap report for 2022/2023. It is based on a snapshot of data as at 31 March 2022.

### What is the difference between equal pay and the gender pay gap?

**Equal pay** is men and women being paid the same for the same, like or equivalent work within the workforce.

The **gender pay gap** is a measure of the difference between the mean (average) or median (mid-point) hourly rate of pay for men and women across the whole workforce.

At UWE Bristol we use job evaluation schemes across all levels of roles to ensure equal pay for work of equal value and are confident through the regular monitoring and reviewing of such schemes that we do not discriminate against men or women in relation to pay.

### UWE employee composition

As of 31 March 2022, 58% of UWE Bristol employees were female, and 42% were male (each person represents 10%).



### UWE Bristol gender pay gap 2022

In 2022, the mean gender pay gap was 12% and the median gender pay gap was 8.5%. The University's gender pay gap has decreased since last year and the table below shows the difference in average hourly pay for men and women and the gender pay gap for 2022 compared with previous years.

No bonuses were paid in year 2022 and in previous years, the small numbers of 'bonus' payments made within the statutory definition were small.

	2022	2021	2020	2019	2018	2017
<b>Mean gender pay gap</b>	11.97%	12.80%	12.02%	11.23%	12.41%	13.15%
<b>Median gender pay gap</b>	8.53%	13.65%	11.09%	11.74%	12.58%	11.07%
<b>Mean Bonus pay gap</b>	N/A	11.7%	49.0%	17.2%	30.1%	44.3%
<b>Median Bonus pay gap</b>	N/A	6.70%	0.0%	0.0%	50.00%	44.3%
<b>Proportion of males paid bonus</b>	N/A	4.98%	1.95%	3.43%	2.06%	0.05%
<b>Proportion of females paid bonus</b>	N/A	1.72%	1.63%	3.04%	1.76%	0.03%

## Differential distribution of women and men in the workplace

### Pay quartiles

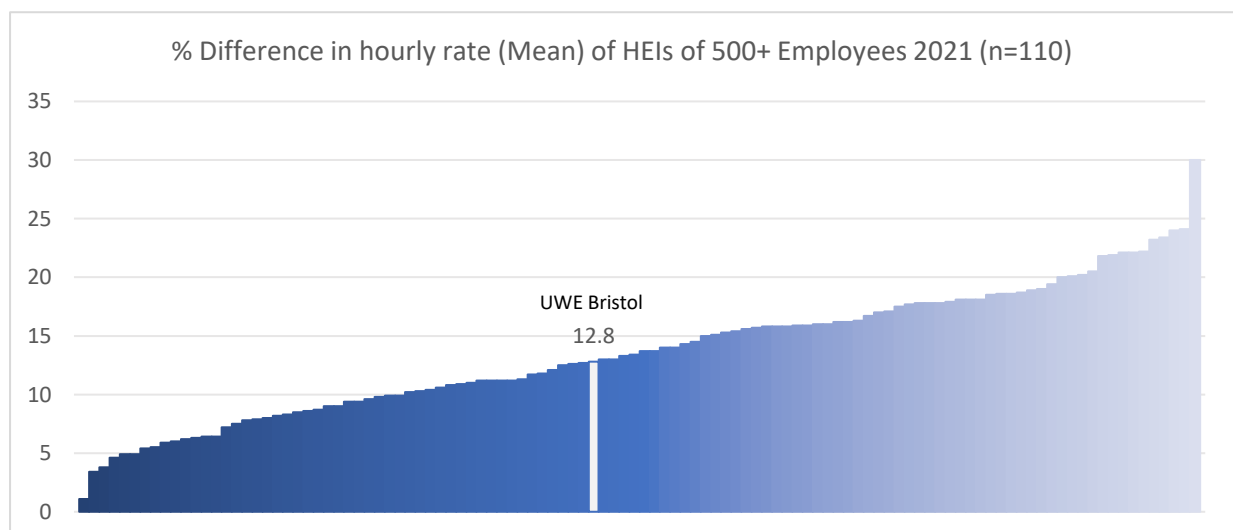
The graph below shows the proportion of women and men by pay quartile as of March 2022. Women continue to predominate in the lower pay quartiles. During 2020, UWE Bristol became a [Living Wage Foundation](#) employer, meaning that no member of staff will be paid less than the Foundation Living Wage rate (currently £10.90 per hour). In addition, the 2022 New JNCHES pay award included higher uplifts for the lowest paid employees. We will continue to follow these rates of pay to ensure our lowest paid employees are paid a real living wage.

Percentage of women in each quartile – each person represents 2%

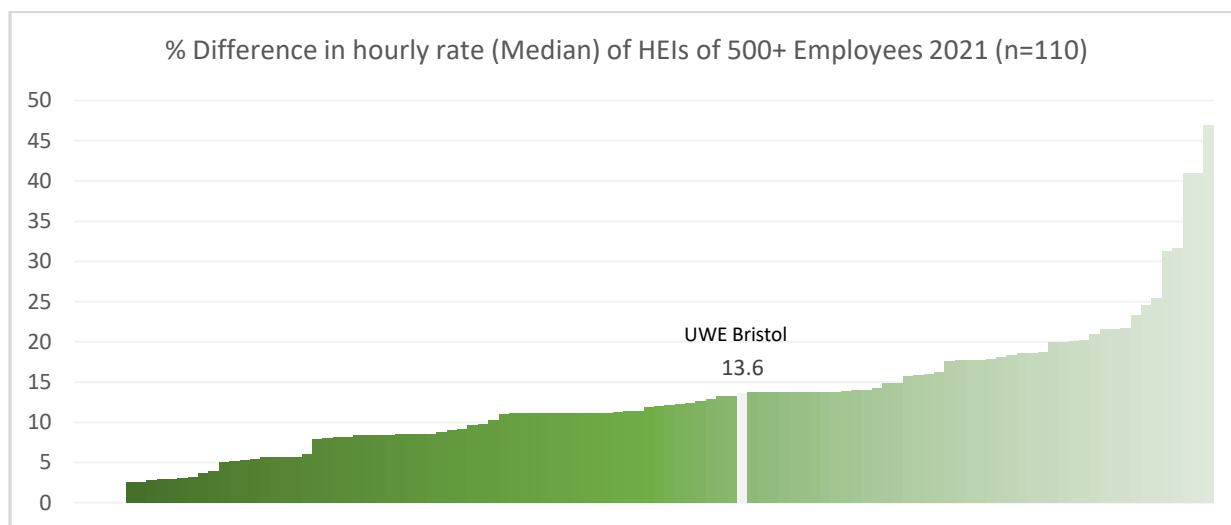


### Gender pay gap in the higher education sector

The following charts show how UWE Bristol compares with the higher education sector in reporting year 2021. This shows that UWE sits around the middle of the sector.



This is based on the reported data of March 2021, published on the [Government Equalities Office website](#). UWE Bristol is 51st out of 110 HEIs in terms of mean pay gap. The average for all HEIs with employees over 500 is 13.5%, ranging from 1.1% to 30.0%.

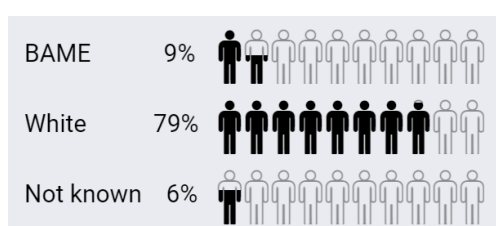


In terms of median pay gap, UWE is 65th out of 110 HEIs. The average for all HEIs with employees over 500 is 12.7%, ranging from 0% to 46.7%.

## Ethnicity pay gap

The ethnicity pay gap is calculated using the same methodology as for gender pay gap reporting. For the purpose of this review, Black, Asian and Minority Ethnic (BAME) employees have been reported on as one combined group.

As of 31 March 2022, 79% of UWE Bristol employees were white and 9 % were Black, Asian and Minority Ethnic. The mean ethnicity pay gap was 7.8% and the median pay gap was 2.9%. Hourly pay rates for Black, Asian and Minority Ethnic employees compared with white employees can be found in the table below. (each person represents 10%).

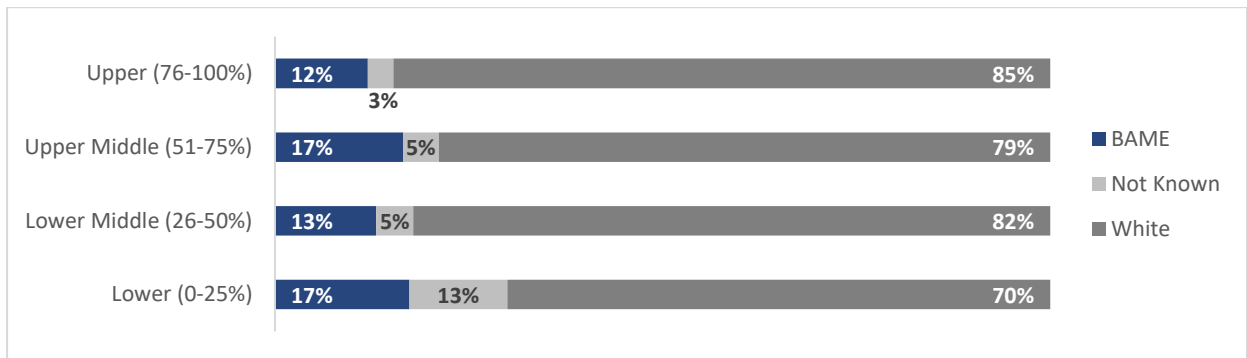


Hourly pay by ethnicity	Mean	Median
BAME	£18.44	£17.78
White	£19.99	£18.31
Not Known	£15.86	£14.05

Mean ethnicity pay gap	7.8%
Median ethnicity pay gap	2.9%

## Proportion of employees in each quartile by ethnicity

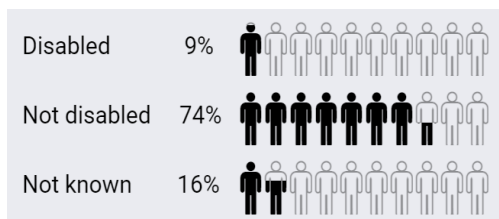
The chart below shows that there is greater representation of white employees in the upper pay quartile compared to Black, Asian and Minority Ethnic employees. We will continue to support recruitment, career development and progression to increase representation of Black, Asian and Minority Ethnic employees in senior management roles.



## Disability pay gap

As of 31 March 2022, 9% of UWE Bristol staff were disabled and 74% were not disabled, however notably 16% of employees had not disclosed whether they had a disability.

The mean disability pay gap between disabled and non-disabled employees is 6.5%, and the median disability pay gap is 2.9%. Hourly pay rates for disabled employees compared with non-disabled employees can be found below.

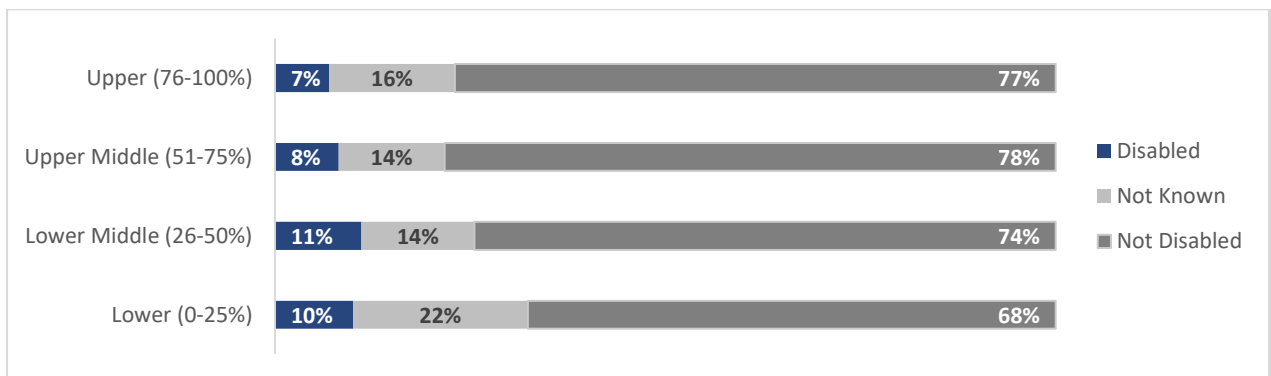


Hourly pay by disability	Mean	Median
Disabled	£18.51	£17.78
Not disabled	£19.79	£18.31
Not Known	£18.74	£17.78

Disability pay gap - mean	6.5%
Disability pay gap - median	2.9%

## Percentage of disabled and non-disabled staff at each quartile

The chart below shows that there is a higher proportion of employees who are disabled in the lower and lower middle pay quartiles compared with the upper and upper middle pay quartiles. There is a proportion of staff who have not disclosed their disability status and we will continue to encourage staff to do so.



## Addressing the pay gap

### What actions have we already taken?

As we are committed to inclusivity, we have a number of ongoing initiatives in place in order to close the pay gap:

- We have decoded our job descriptions and job adverts to remove gender bias.
- We advertise all jobs as job shares by default.
- Our family friendly policies are designed to allow our staff to develop a positive work life balance.
- Our Women Researchers Mentoring Scheme (WRMS) provides support to female staff to develop and strengthen their research portfolio.
- Our EDI champions network advocates for positive changes to address equality and diversity issues on the ground.
- We offer places on several leadership programmes such as Aurora, Elevate and Stepping Up, aimed at increasing opportunities for minoritized staff, e.g., women, Black Asian and Minority Ethnic and disabled people.
- We are a member of the Women in Business Charter, which is a city-wide initiative created to support women in business.
- We have an Athena SWAN **bronze** award, and we are working towards gaining a silver award.

### What more can we do?

We will be identifying actions, aligned to the three strategic priorities in our [People Strategy](#), to help UWE Bristol to reduce its pay gaps, and will use our data proactively, moving from monitoring data to identifying root causes and solutions for positive change.