

# **EQUALITY, DIVERSITY AND INCLUSION PAY GAP REPORTING**

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**2023–24**

# EXECUTIVE SUMMARY

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 2023 and for the second year we are also publishing our pay gap reports for ethnicity and disability.







Our pay gap data helps us to understand where we have work to do to drive inclusion across the University as we know that supporting and celebrating the diversity of our staff is a key driver for innovation and success.

The report demonstrates that our pay gaps are narrowing but progress is slow and there is still more that we can do in providing opportunities to support and promote pathways, raise awareness and provide initiatives.

Highlights from the report shows an increase in women in our senior roles since last year driven by an increase in promotions which is helping to narrow our mean gender pay gap. However, we have seen a decrease in promotions for black, Asian and minority ethnic staff since 2020–21. We need to ensure that our diverse workforce has opportunities for progression and our recruitment processes attract a pool of diverse candidates.

Over the last year we have seen the following achievements in our commitment to addressing these issues as shown below from our Equality Impact Report.

**Alison McIver**  
**Director of People and OD**

<p>We’ve increased the number of EDI Champions from 76 to 128 trained Champions.</p> <p><b>128</b></p> 	<p>491 people have now signed our Speak Up Pledge, committing to tackle racism, discrimination, and inappropriate behaviour.</p> 	<p>We’ve increased the proportion of Black, Asian and Minority Ethnic staff from 14.3% to 15.3%.</p> 
<p>We’ve successfully launched the Resolution Hub Project, a new approach to supporting people when ‘things don’t feel right’.</p> 	<p>After two academic promotion rounds, we’ve increased the proportion of Associate Professors who are female from 29% to 43%.</p> 	<p>We’ve conducted twelve listening events, covering topics such as belonging, recognition, change and anti-racism.</p> 
<p>We’ve developed – and we’ll keep developing – our approach to anti-racism.</p> 		

## WHAT IS THE DIFFERENCE BETWEEN EQUAL PAY AND THE GENDER PAY GAP?

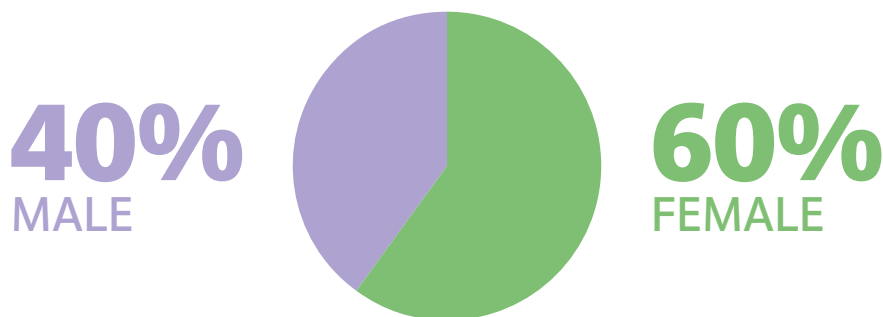
**Equal pay** is men and women being paid the same for the same, like or equivalent work within the workforce.

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 BRISTOL EMPLOYEE COMPOSITION

As of 31 March 2023, 60% of UWE Bristol employees were female, and 40% were male.



## UWE BRISTOL GENDER PAY GAP 2023

In 2023, the mean gender pay gap was 10% and the median gender pay gap was 10.8%. Our report findings show that since the last report:

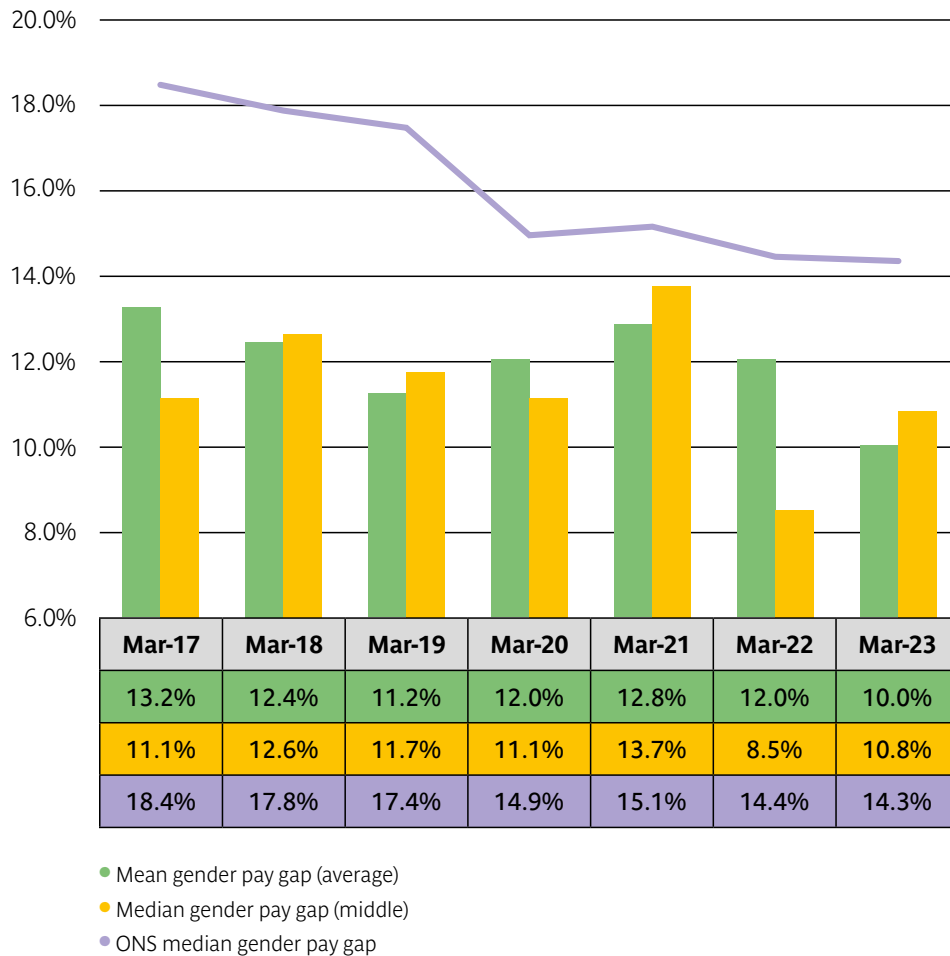
- There has been a decrease in the mean gender pay gap by 2.0 percentage points.
- There has been an increase in the median gender pay gap by 2.3 percentage points.
- There has been an increase in the number of females in the top quartile by 1.0 percentage point as well as a 1.0 percentage point decrease in the lower quartile.
- No bonuses were paid in year 2023 in line with the government's definition. There is currently no formal bonus scheme in place.

Mean gender pay gap	Median gender pay gap
the difference between the average hourly pay between men and women	the difference between the midpoints of the average hourly pay between men and women

The table below shows the difference in average hourly pay for men and women and the gender pay gap for 2023 compared with previous years alongside the Office for National Statistics (ONS) median pay gap.

It shows that our gender pay gaps are lower than the national average and our pay gap is narrowing but progress is slow and we know that there is more that we need to do to address this. Since 2017 the ONS median gender pay gap has decreased by 4.1%. The UWE Bristol mean gender pay gap has decreased by 3.2% whilst the UWE Bristol median gender pay gap has decreased by 0.3%.

### Percentage of women in each quartile (2017–2023)



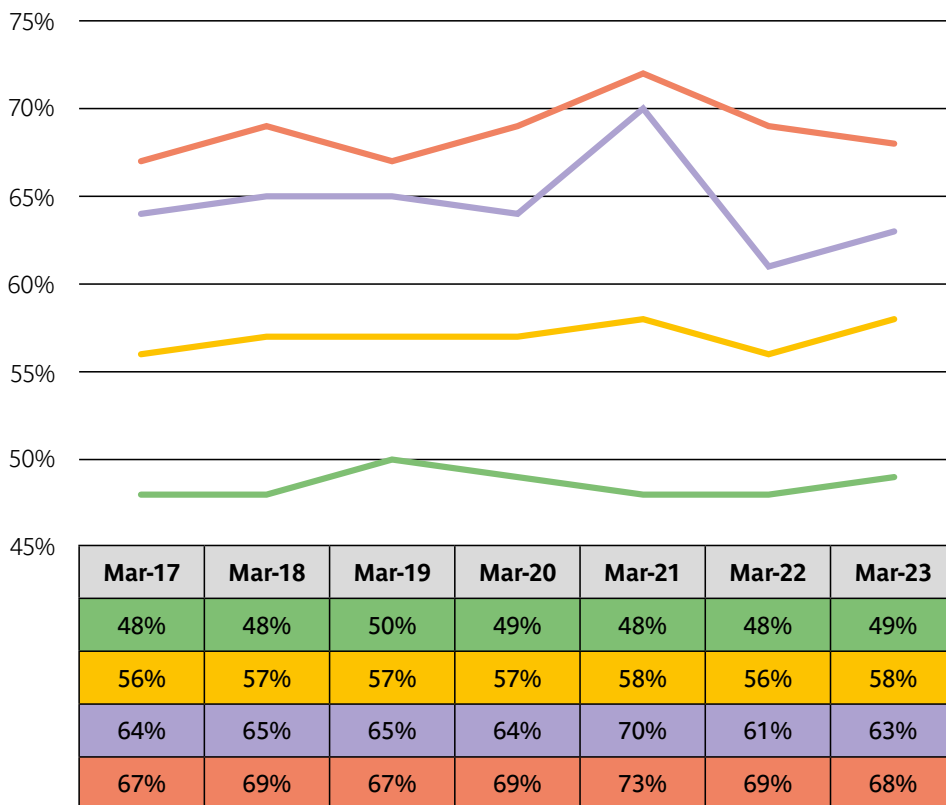
## PAY QUARTILES

The graph below shows that as at March 2023 women continue to predominate in the lower pay quartiles and are under-represented in our higher quartile which is driving our gender pay gap.

Our analysis shows since our last report:

- There has been an increase in the proportion of women in the upper and upper middle quartiles of one and two percentage points respectively.
- Our own further analysis shows that there has been an increase in women in our senior roles overall since last year and a contributing factor is an increase in female promotions. This is helping to narrow our mean gender pay gap since last year.
- There has been a reduction in the number of women in the lower quartile of one percentage point and an increase of two percentage points in the lower middle quartiles.
- Overall there remains over representation of women in the lower pay quartiles although this has reduced following a spike in the proportion of women in the two lower pay quartiles in 2021. The fact that there was a spike led to a significant decrease in the median gender pay gap in 2022 which has now levelled resulting in a more even distribution of women throughout the pay quartiles.

Percentage of women in each quartile (2017–2023)

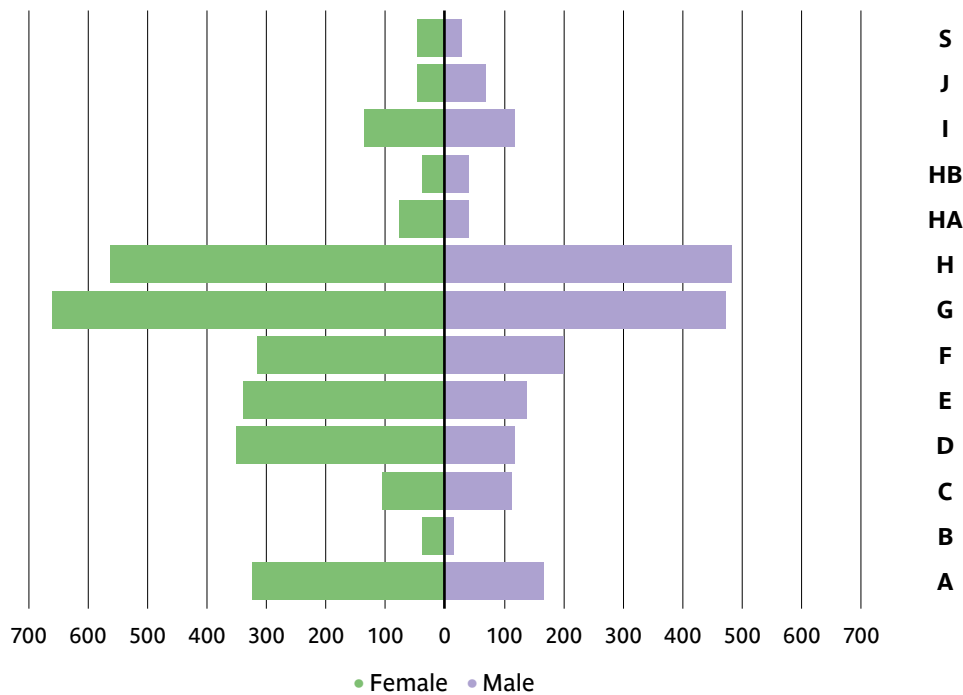


- Percentage of women in the upper quartile
- Percentage of women in the upper middle quartile
- Percentage of women in the lower middle quartile
- Percentage of women in the lower quartile

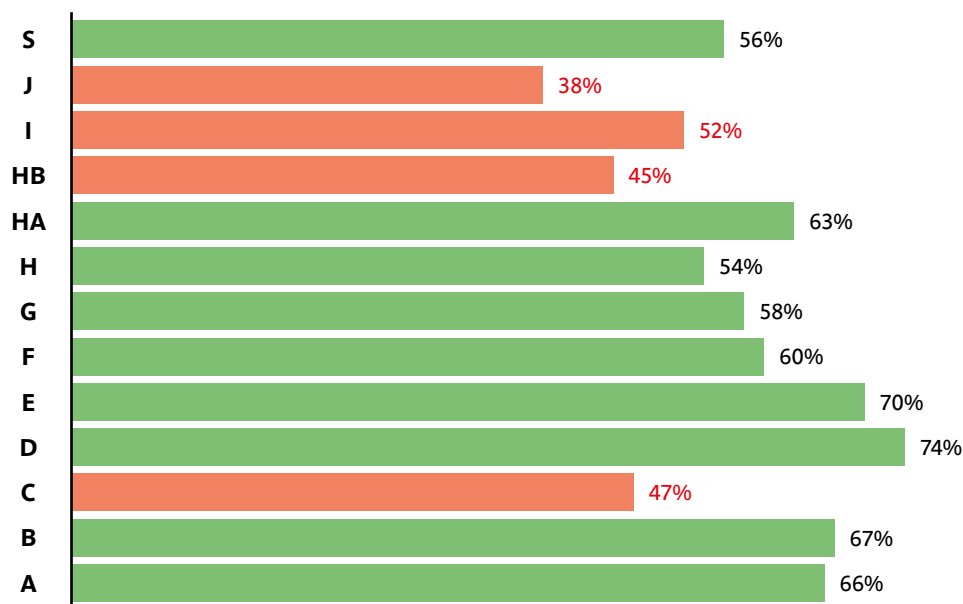
The graphs below show the headcount of gender and percentage of females within each grade. We have highlighted where this falls below the 60% overall female population as well as the percentage difference since the last report. This data demonstrates that:

- Women are under-represented in Grades Hb, I and J (typically Professional Management, Academic Leadership, Associate Professors and Professors).
- Women are over-represented in Grades A, B, D and E (typically manual and junior administrative roles).
- There has been a slight increase in women in senior grades Ha and above since the last report.

### Headcount of gender within grade



### Percentage of females in grade



Change from 2022 to 2023	A	B	C	D	E	F	G	H	HA	HB	I	J	S
Female	-6%	+5%	0%	-2%	+3%	+3%	+1%	+2%	+4%	+1%	+1%	+2%	+2%

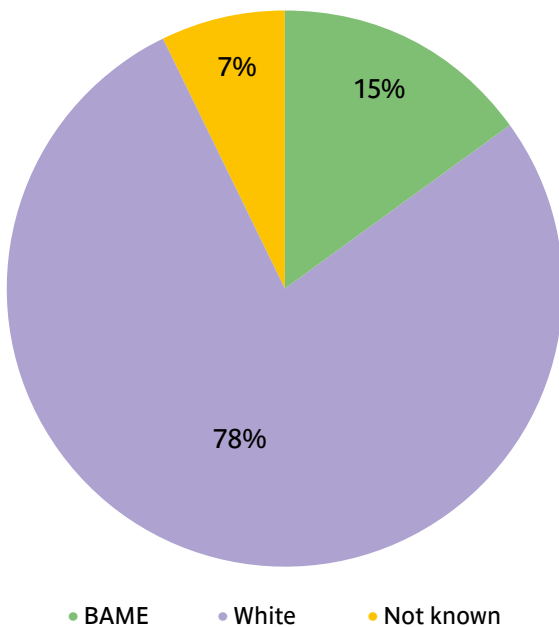
## ETHNICITY PAY GAP

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 2023, 78% of UWE Bristol employees were white and 15% were black, Asian and minority ethnic. 7% of employees have not disclosed their ethnicity.

UWE Bristol has dropped the use of the 'BAME' (black, Asian and minority ethnic) acronym, instead preferring to refer to individual ethnicities when discussing a particular group. The only place where the acronym is still used is in data reports as typically, individuals who are Black, Asian or from other minoritised groups based on their ethnicity or race are aggregated in data to help us identify differences in outcomes and experiences. Where possible we disaggregate ethnicity data to help us identify issues that specific ethnic groups may be experiencing.

**UWE Bristol employee composition**



**Mean and median pay gap between BAME and white employees**

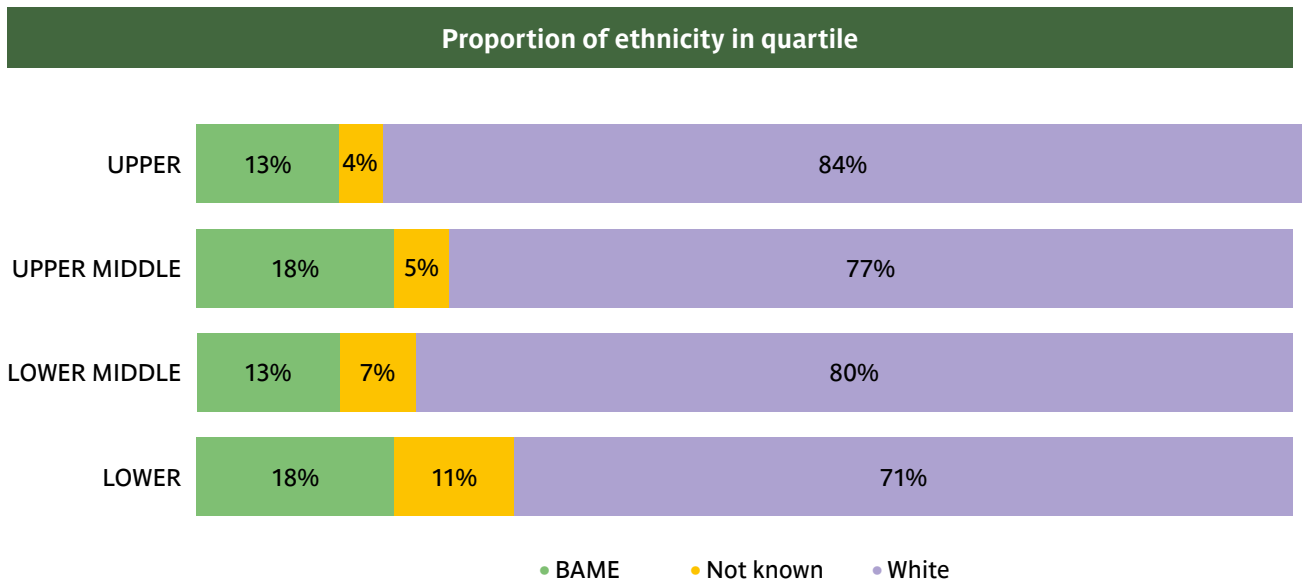
	2022	2023
Mean ethnicity pay gap between BAME and white employees	7.8%	6.4%
Median ethnicity pay gap between BAME and white employees	2.9%	2.7%

In 2023, the mean ethnicity pay gap was 6.4% and the median ethnicity pay gap was 2.7%. Our report findings show that since the last report:

- There has been a reduction in the mean pay gap of 1.4 percentage points.
- The median pay gap has reduced slightly by 0.2% percentage point.
- There has been a slight increase in the percentage of not known staff in the upper quartile and lower middle quartile. We will continue to address and monitor this as this could impact the differences in the gaps; either positively or negatively.

Our analysis of the graphs below shows:

- The distribution of black, Asian and minority ethnic employees and white staff between the pay quartiles remains similar to last year. There has been a slight increase in the two higher pay quartiles which has contributed to the reduction in the mean pay gap.
- Black, Asian and minority ethnic staff are under-represented in our senior management population.
- Black, Asian and minority ethnic staff are under-represented in professional grades Ha and Hb although this is not replicated within academic grade H which has a higher representation.
- There is over representation of black, Asian and minority ethnic staff in our Grade A manual staff population.
- We will continue to support recruitment, career development and progression to increase representation of black, Asian and minority ethnic employees in senior management roles.

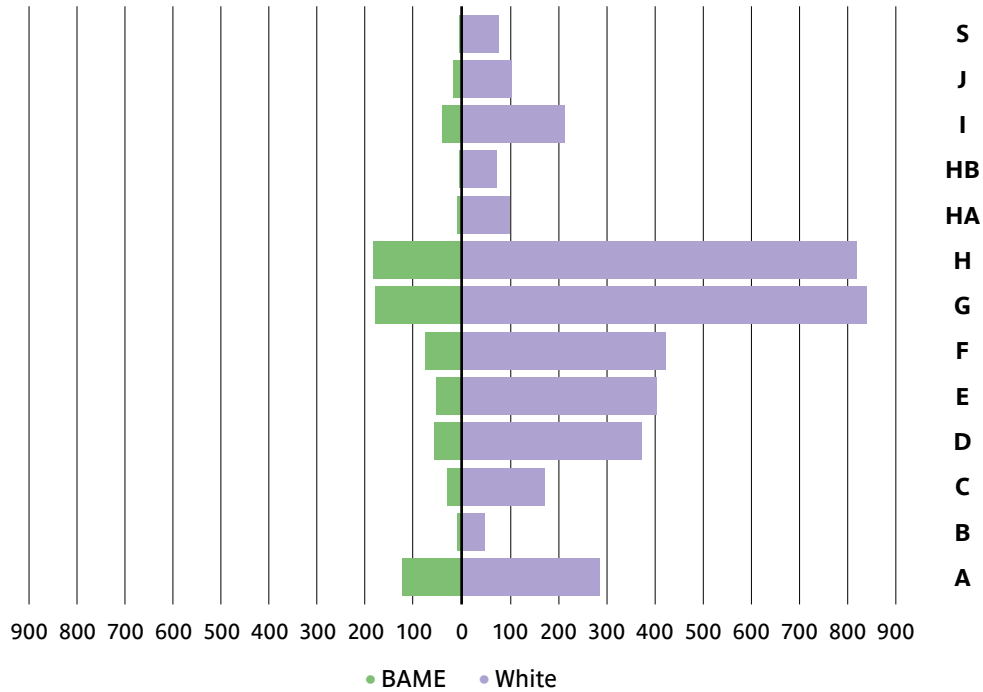


Further analysis shows that there has been a slight increase of black, Asian and minority ethnic staff in the higher grades since last year which is positive. This is mainly through recruitment of new staff but of concern is a decrease in promotions which have fallen since 2020–21. We need to ensure that our diverse workforce has opportunities for progression and our recruitment processes attract a pool of diverse candidates.

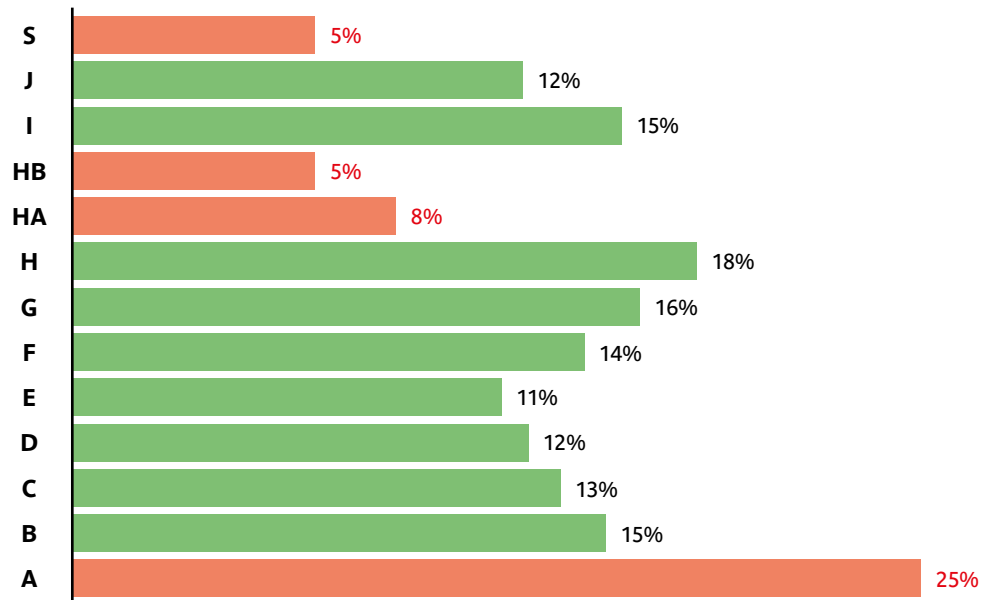


The graphs below show the headcount of ethnicity and percentage of black, Asian and minority ethnic staff within each grade, highlighting where this falls above or below the overall 15% black, Asian and minority ethnic population. We have also included the percentage difference since the last report.

### Headcount of ethnicity within grade (excluding not known)



### Percentage of Black, Asian and minority ethnic staff in grade

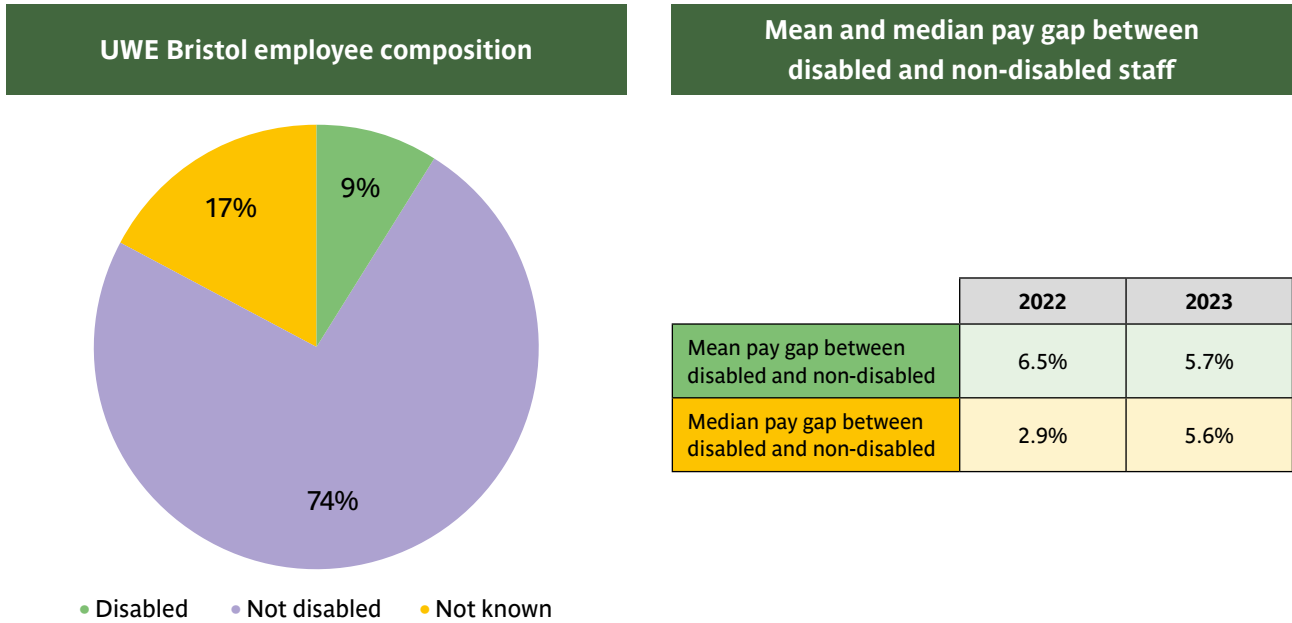


Change from 2022 to 2023	A	B	C	D	E	F	G	H	HA	HB	I	J	S
BAME	-2%	-3%	0%	+2%	+1%	0%	0%	+1%	+2%	+3%	+4%	-2%	0%

# DISABILITY PAY GAP

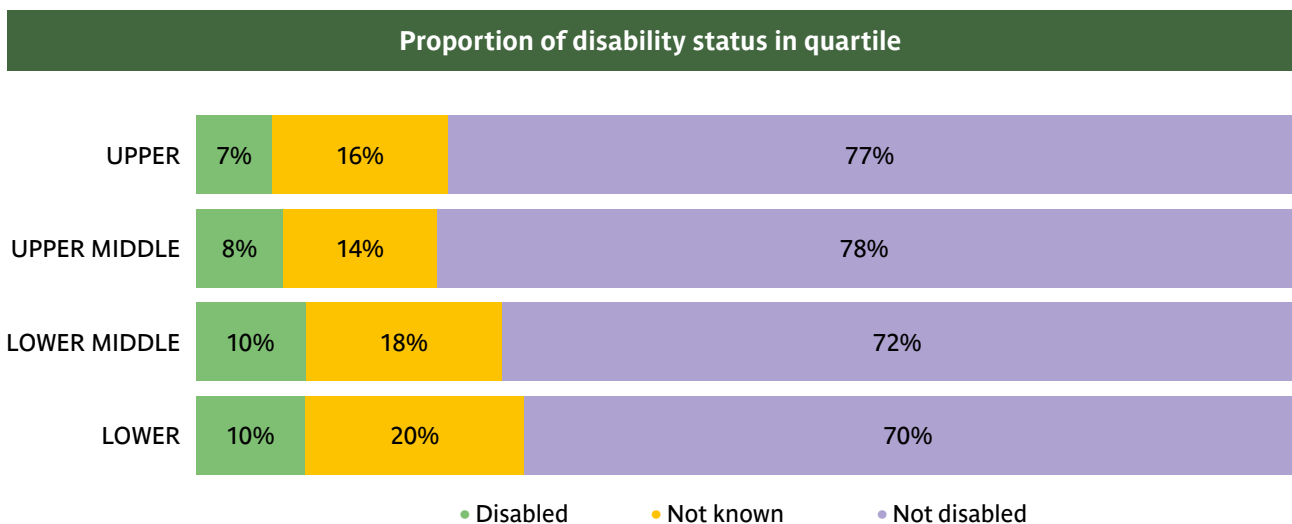
The disability pay gap is calculated using the same methodology as for gender pay gap reporting.

As of 31 March 2023, 9% of UWE Bristol staff had told us that they are disabled with 17% of employees not disclosing whether they are disabled.



Our report findings show that since the last report:

- There has been a reduction in the mean pay gap of 1.8 percentage points.
- There has been an increase in the median pay gap of 2.7 percentage points.
- There has been relatively little change in the proportion of staff with a declared disability in each quartile since last year.
- There has been an increase this year in the number of staff with an unknown disability status in the lower middle quartile of 3.0 percentage points and with the relative high proportion of unknown in the lower quartiles may be contributing to the increase in the median pay gap this year.
- 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

Inclusivity is a core value of the University and in collaboration with stakeholders across the University there is more to do and we will continue to drive and measure our actions, some of which are shown below:

<p>A commitment from the Vice-Chancellor's Executive (VCE) to engage as VCE Diversity champions to drive inclusion across the University. This is in addition to our existing EDI champions network and will be responsible for advocating for positive changes to address equality and diversity issues on the ground.</p>	<p>UWE Bristol is an accredited Living Wage Foundation employer, meaning that no member of staff will be paid less than the Foundation Living Wage rate (currently £12.00 per hour). This ensures our lowest paid employees are paid a real living wage.</p>
<p>Recruitment practices and policies to ensure inclusivity with balanced recruitment panels and unconscious bias training.</p>	<p>Our family friendly policies are designed to allow our staff to develop a positive work life balance.</p>
<p>Our Women Researchers Mentoring Scheme (WRMS) provides support to female staff to develop and strengthen their research portfolio.</p>	<p>We are a member of the Women in Business Charter, which is a city-wide initiative created to support women in business.</p>
<p>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.</p>	<p>We have recently received our Silver Athena SWAN award for our commitment to gender equality – we are one of just over 30 universities in the UK to achieve this rating.</p>
<p>Ensuring that there is the right support and processes in place that do not cause additional barriers to disabled people with training and guides for reasonable adjustments.</p>	<p>Conduct regular equal pay audits to analyse and measure the impact of our actions.</p>
<p>To engage and raise awareness on the equalities pay gaps with information sessions and local initiatives.</p>	<p>Participation in the 100 Black Women Professors Programme to increase the pipeline of Black women professors. Programme 100 BWPN Overview (<a href="http://mykajabi.com">mykajabi.com</a>).</p>
<p>We are developing an Anti-Racist Strategy to steer our journey as we strive to create a culture of anti-racism at UWE Bristol.</p>	

