

# Equality, Diversity and Inclusion Pay Gap Reporting

UWE Bristol 2025/26

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# 1.0 Executive Summary

This report provides an analysis of gender, ethnicity, disability, and intersectional pay gaps based on 31 March 2025 data. It complies with UK legislation and includes recommendations and actions for improvement.

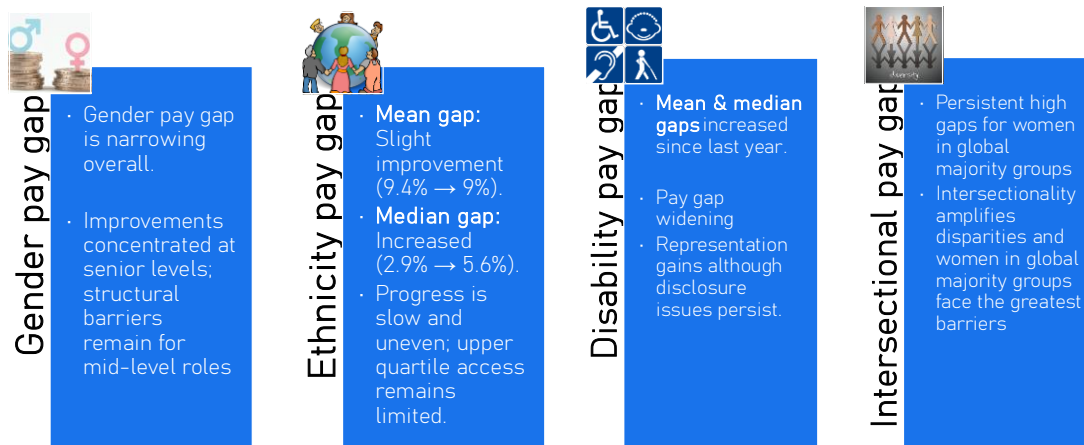
Overall, the mean gender pay gap continues to improve, reflecting positive movement in senior-level representation and targeted development initiatives. However, the median gender pay gap has shown limited long-term progress, highlighting structural barriers affecting mid-level roles and career progression.

The median gap matters because it reflects the typical employee experience, unaffected by extreme salaries. Its stagnation signals that pay gap improvements are concentrated at senior levels rather than across the wider workforce. This highlights the need for targeted actions to remove progression bottlenecks and ensure equitable opportunities at all grades through a clear action plan with shared ownership and accountability across all areas.

Ethnicity and disability pay gaps show a more mixed picture. While the mean ethnicity pay gap has reduced, the median gap has widened, influenced by changes in workforce composition and levels of disclosure. Similarly, the mean and median disability pay gaps have increased, partly driven by improved disclosure and an evolving staff profile.

Intersectional analysis continues to reveal the largest disparities for Global Majority women, particularly Black women, whose mean and median gaps remain significantly higher than other groups.

These findings reinforce the importance of sustained, institution-wide action to create equitable career opportunities and reduce disparities across all groups. The University continues to implement a range of targeted interventions, including leadership development for underrepresented groups, anti-racist practice initiatives, improvements to inclusive recruitment, enhanced support for disabled staff, and regular equal pay audits. These actions underpin our ongoing commitment to fostering an inclusive, fair and equitable workplace where all staff can thrive.



**Catherine Parker**  
Director of People Services

## 2.0 Gender pay gap

### 2.1 Gender identity

In line with current gender pay gap reporting requirements, data must be reported in a binary format, recognising only men and women. This means we are unable to include non-binary or other gender identities in this report. The data used for these calculations comes from Her Majesty's Revenue and Customs (HMRC) records, which we acknowledge may not accurately reflect the gender of many trans and non-binary individuals.

For the purpose of this report, we have used the terms 'gender,' 'men,' and 'women,' though we recognise that, for some, this refers to their biological sex. Gender identity is often assumed based on sex assigned at birth. However, we acknowledge that some people's lived experiences of both sex and gender are more complex than a binary framework suggests. Some people do not fit into these categories, such as non-binary or intersex individuals or someone with variations in sex characteristics, and others may have a gender identity that does not align with the sex they were assigned at birth.

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

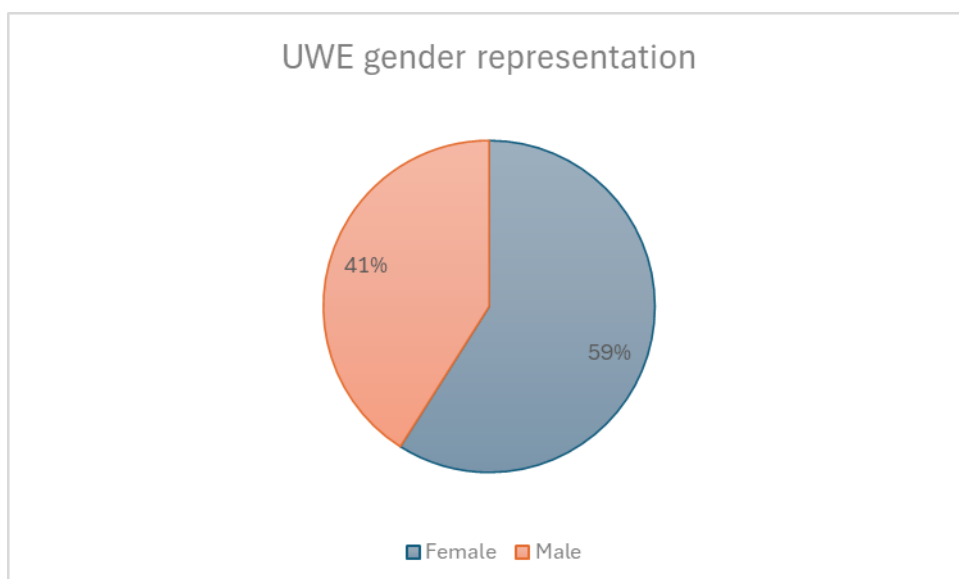
**Equal pay** is men and women being paid the same for the same, like or equivalent work within the workforce.

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.

### 2.3 UWE Bristol employee composition

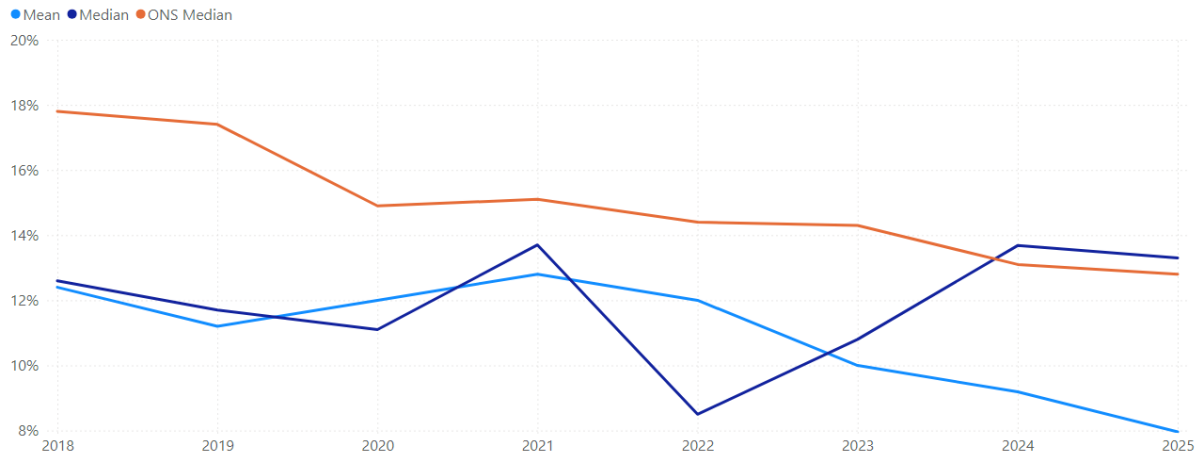
As of 31 March 2025, 59% of UWE Bristol employees were female, and 41% were male.



## 2.4 UWE Bristol gender pay gap 2025

In 2025, the **mean** gender pay gap is **8%** and the **median** gender pay gap is **13.3%**. The table below illustrates the pay gap trends since the last report:

Gender Pay Gap at UWE Bristol: 2018 - 2025



Gap	2018	2019	2020	2021	2022	2023	2024	2025
Mean	12.4%	11.2%	12.0%	12.8%	12.0%	10.0%	9.2%	8.0%
Median	12.6%	11.7%	11.1%	13.7%	8.5%	10.8%	13.7%	13.3%
ONS Median	17.8%	17.4%	14.9%	15.1%	14.4%	14.3%	13.1%	12.8%

- There has been a decrease since last year in the mean gender pay gap by 1.2 percentage points.
- There has been a decrease since last year in the median gender pay gap by 0.4 percentage points
- It shows that the UWE median gender pay gap remains slightly higher at 13.3% than the national median of 12.8% .
- Since 2018 the mean gender pay gap has fallen by 4.4% showing a steady improvement.
- The median gender pay gap has fluctuated and is now 0.7% higher than in 2018.

## 2.5 Pay quartiles

The graph below shows that as at March 2025 women continue to predominate in the lower pay quartiles and underrepresented in the upper quartiles in proportion to the workforce.

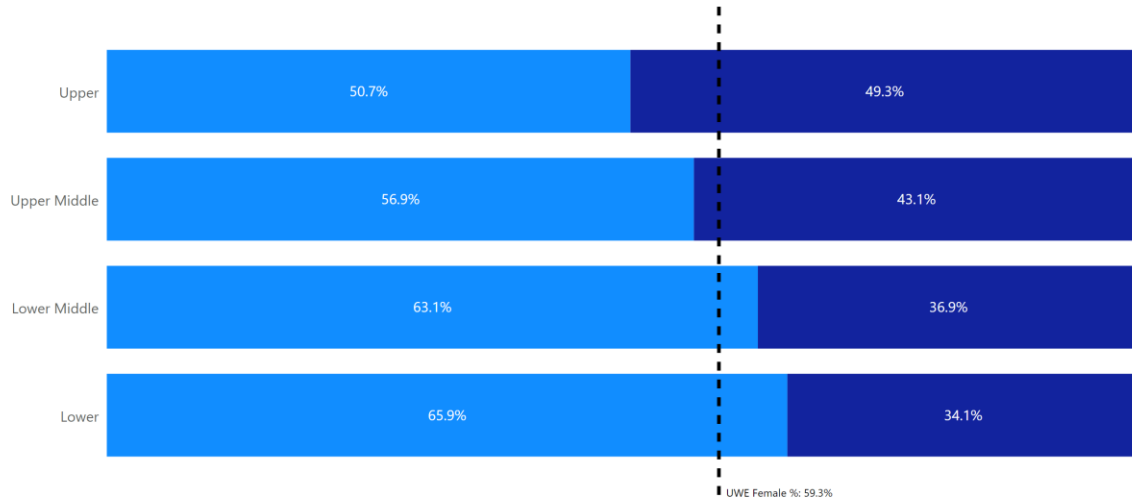


# Gender Pay Gap Quartiles



Proportion of each sex in quartile

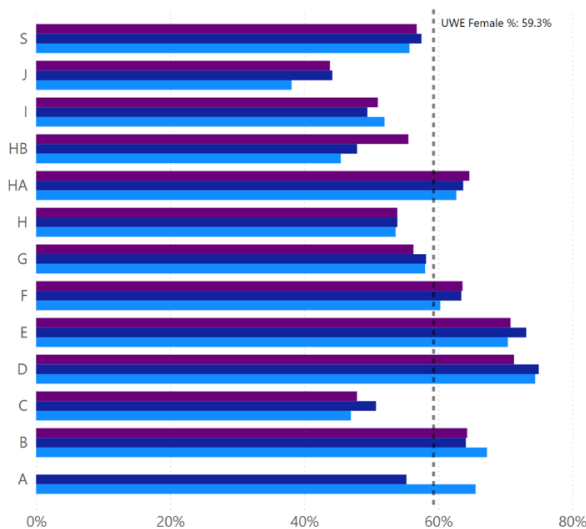
● Female ● Male



The graphs below show the percentage of women in each grade since 2023 and proportion of women in each quartile since 2018.

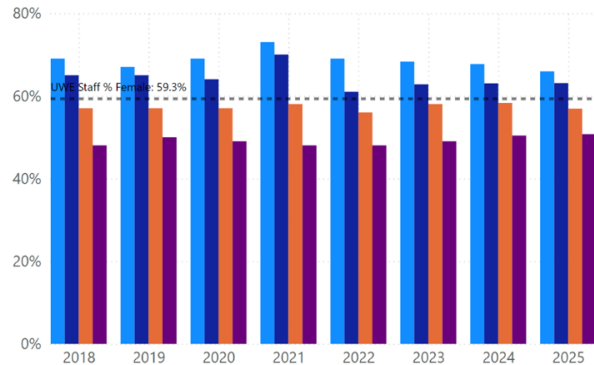
Proportion of women in each grade

● 2025 ● 2024 ● 2023



Proportion of women in each quartile

● Lower ● Lower Middle ● Upper Middle ● Upper



Quartile	2018	2019	2020	2021	2022	2023	2024	2025
Lower	69%	67%	69%	73%	69%	68%	68%	66%
Lower Middle	65%	65%	64%	70%	61%	63%	63%	63%
Upper Middle	57%	57%	57%	58%	56%	58%	58%	57%
Upper	48%	50%	49%	48%	48%	49%	50%	51%

Key findings since the last report:

- Women remain under-represented in the higher grades (G, H, Hb, I and J)
- Women remain over-represented in the lower grades (B, D, E and F).
- The proportion of women in the **upper quartile increased by 1%**, while the **upper middle quartile decreased by 1%**.
- There has been a 2% decrease in the proportion of women in the lower quartile whilst there has been no change in the lower middle quartile.
- There has been a slight decline in women holding senior management roles.

- However, there have been significant increases in higher grades Ha (+0.9%), and Hb (+7.7%) since last year, contributing to the improvement in our mean gender pay gap

\*To note that with effect from 31 July 2024 Grade A was removed and roles were consolidated into Grade B.

Longer term trends since 2018:

- The proportion of women in the upper quartile has risen from 48% to 51% in 2025
- Representation in the lower quartile decreased by 3% and by 2% in the lower middle quartile.
- The number of women in the upper middle pay quartile has remained static at 57%

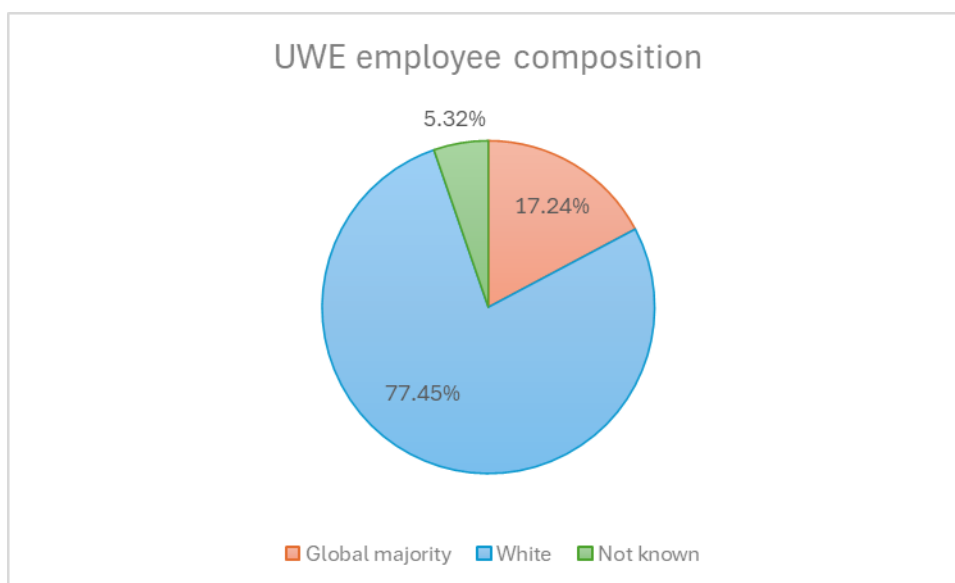
## 2.6 Bonus pay gap

No bonuses were paid in year 2025 in line with the government’s definition. There is currently no formal bonus scheme in place.

## 3.0 Ethnicity pay gap

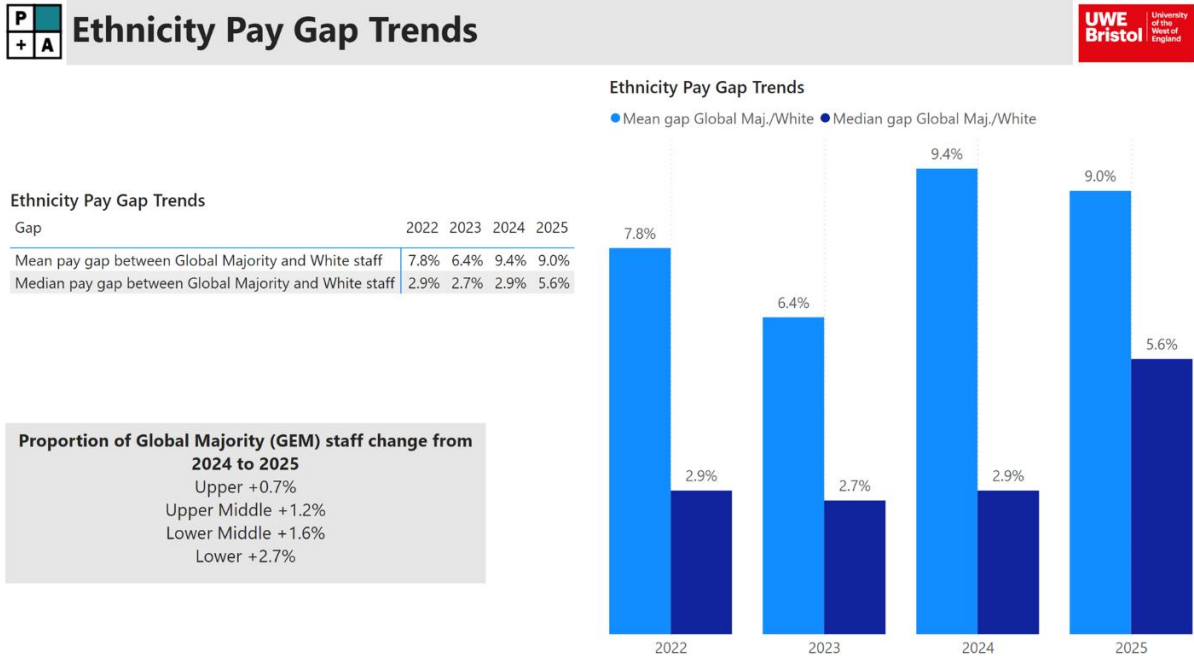
The ethnicity pay gap is calculated using the same methodology as for gender pay gap reporting. For the purpose of this review, we have used the term Global Majority for employees who are Black, Asian, Brown, Mixed Heritage, Indigenous to the Global South and/or are not racialised as White. Using ‘Global Majority’ denotes a move away from Eurocentrism, acknowledging that people from these backgrounds represent approximately 85% of the world’s population. Where possible we disaggregate ethnicity data to help us identify issues that specific ethnic groups may be experiencing

As of 31 March 2025, 77% of UWE Bristol employees were white and 17% were Global Majority. 5% of employees have not disclosed their ethnicity.



### 3.1 Ethnicity pay gap trends

In 2025, the **mean** ethnicity pay gap is **9%** and the **median** ethnicity pay gap is **5.6%**. The table below illustrates the pay gap trends since the last report:



- There has been a decrease in the mean pay gap of 0.4% from 9.4% to 9% since last year.
- The median pay gap has increased significantly by 2.7% from 2.9% to 5.6% since last year.

### 3.1 Pay quartiles

The graph below shows that as at 31 March 2025 global majority staff continue to predominate in the lower pay quartile and are underrepresented in the upper quartile in proportion to the workforce. There is a higher proportion of not known/prefer not to say in the lower quartile.

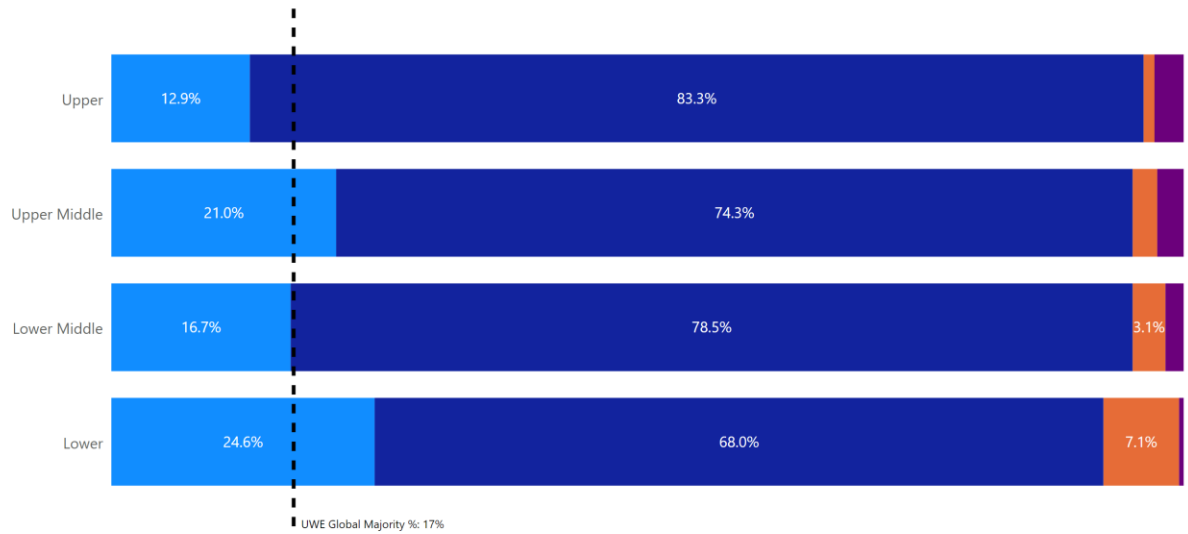


# Ethnicity Pay Gap



Proportion of ethnicity in quartile

● Global Majority ● White ● Not Known ● Prefer Not to Say



The graphs below show the proportion of global majority staff within each grade since 2023, highlighting where there are differences as represented within the 17% population and proportion of global majority staff in each quartile since 2018.

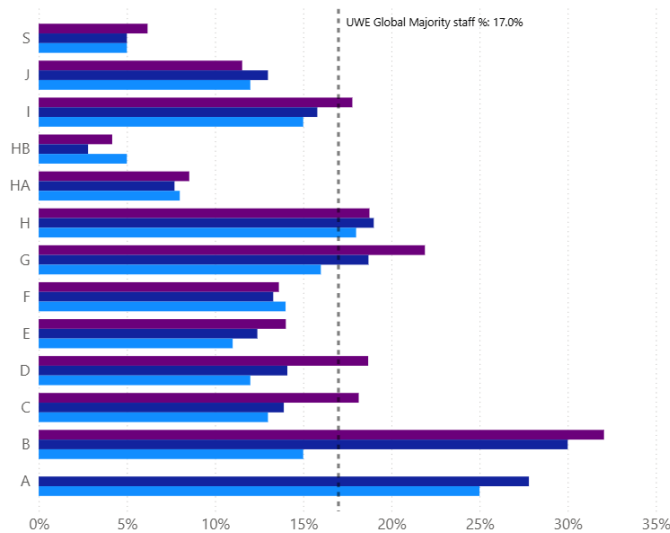


# Global Majority staff



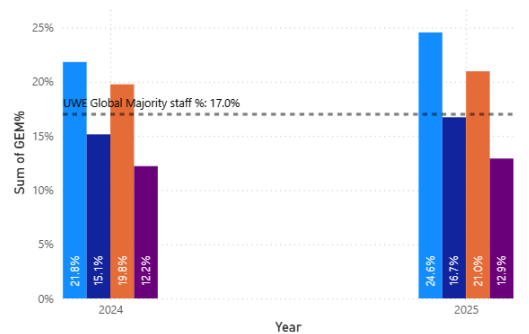
Proportion of Global Majority staff in each grade

● 2025 ● 2024 ● 2023



Proportion of Global Majority staff in each quartile

● Lower ● Lower Middle ● Upper Middle ● Upper



Quartile	2024	2025	Total
Lower	21.8%	24.6%	46.4%
Lower Middle	15.1%	16.7%	31.9%
Upper Middle	19.8%	21.0%	40.7%
Upper	12.2%	12.9%	25.1%
<b>Total</b>	<b>68.9%</b>	<b>75.2%</b>	<b>144.1%</b>

Our analysis shows:

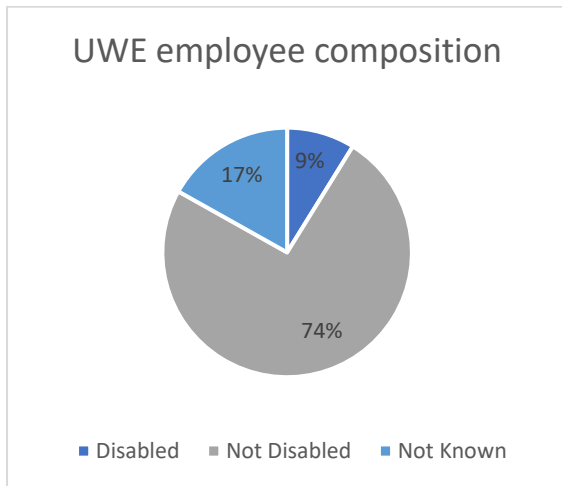
- Global Majority staff remain disproportionately represented in our lower graded manual roles. This has increased significantly since last year contributing to the rise in our pay gap.
- The percentage of Global Majority staff in our senior management population has increased from 5% to 6.1% since last year but still remains well below the overall population of 17%.

- Global Majority staff are under-represented in professional grades Ha and Hb (8.5% and 4.2% respectively) although this is not replicated within academic grade H which is 18.8% .

## 4.0 Disability pay gap

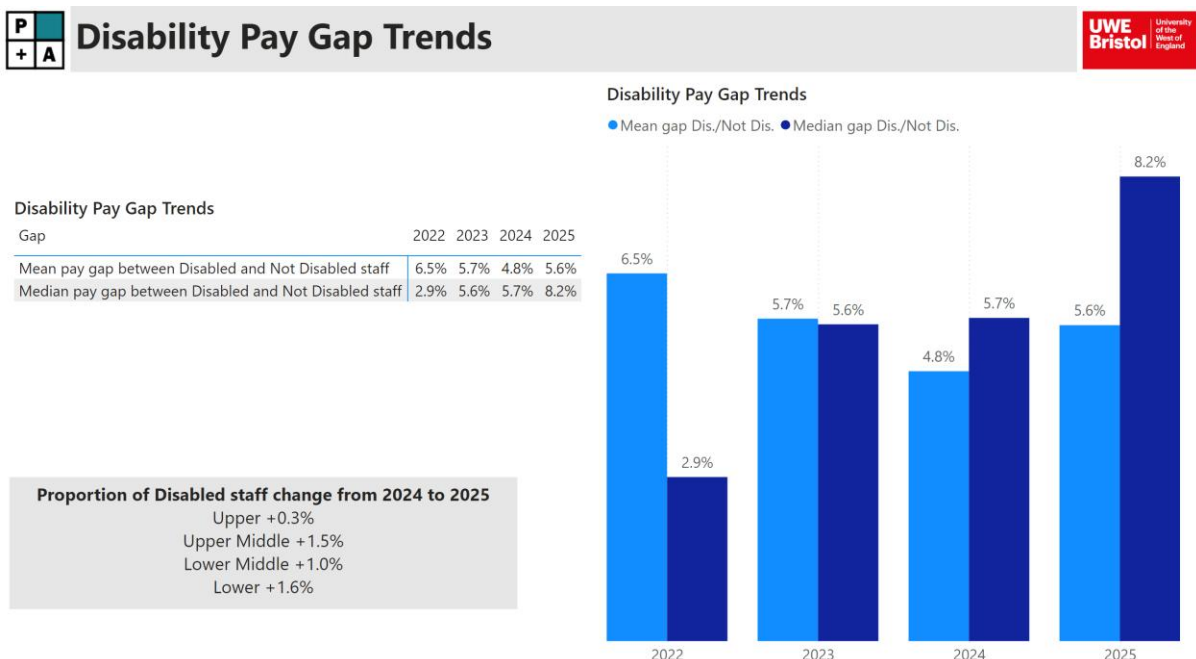
The disability pay gap is calculated using the same methodology as for gender pay gap reporting.

As of 31 March 2025, 9.9% of UWE Bristol staff had disclosed that they are disabled and for 17% of employees their disability status is not known.



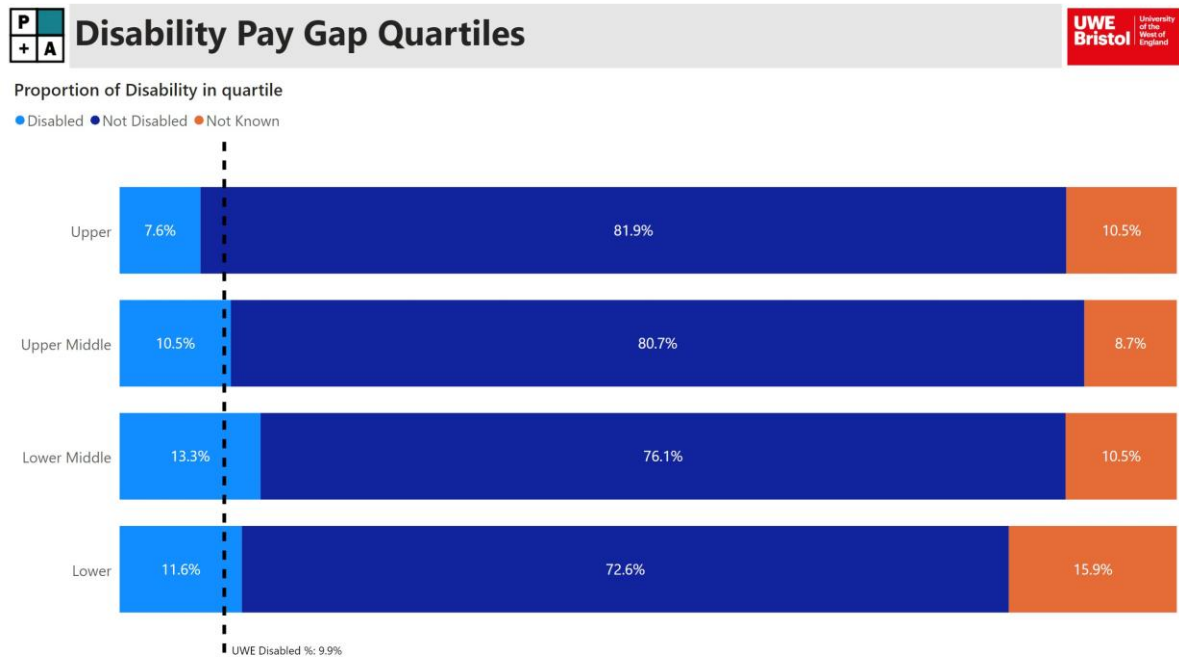
### 4.1 Disability pay gap trends

In 2025, the **mean** disability pay gap is **5.6%** and the **median** disability pay gap is **8.2%**. The table below illustrates the pay gap trends since 2022:



## 4.2 Pay quartiles

The graph below shows the percentage of staff within each pay quartile as at 31 March 2025. There is a higher proportion of not known/prefer not to say in the lower quartile.



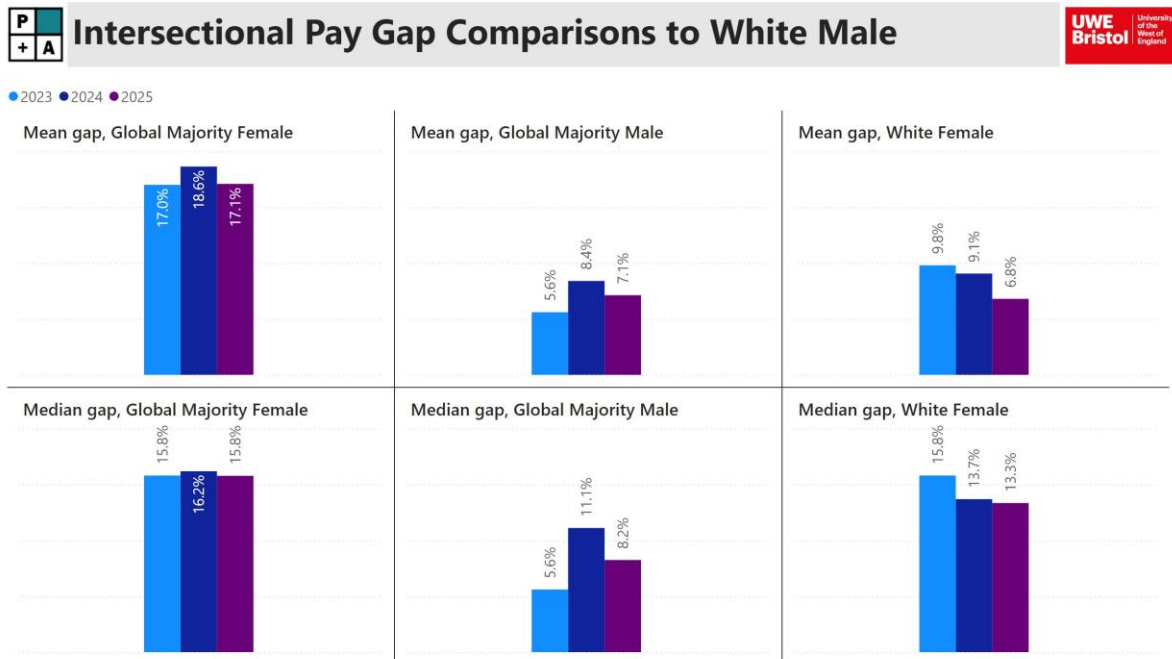
Our further analysis and findings show that since the last report:

- Both the mean and median pay gaps widened in 2025.
- The mean disability pay gap increased from 4.8% in 2024 to 5.6% in 2025 – a rise of 0.8 percentage points
- The median disability pay gap increased significantly from 5.7% in 2024 to 8.2% in 2025 – a rise of 2.5 percentage points
- The proportion of disabled staff increased across all quartiles .
- The number of staff with an unknown disability status has fallen significantly in all quartiles.
- There is under presentation of disabled staff within the upper quartile range

## 5.0 Intersectional pay gap

The intersectional pay gap is calculated using the same methodology as for gender pay gap reporting. Where sample sizes allow, the analysis shows the importance of analysing pay gaps through an intersectional lens, highlighting specific cases of pay inequality.

The graph below shows



- Global Majority women face the largest mean and median pay gaps of all groups when compared to white males.
- The mean pay gap for Global Majority women has remained consistently high, from 17.7% in 2023 to 18.6% in 2024 before decreasing slightly to 17.1% in 2025.
- The median pay gap for Global Majority women shows minimal change and no long term improvement.
- Global Majority males have the lowest percentage difference and saw a peak in 2024 with a slight recovery in 2025 but remains above 2023 levels
- The mean pay gap for Global Majority males increased from 5.6% in 2023 to 8.4% in 2024, then improved slightly to 7.1% in 2025.
- The median pay gap for Global Majority males rose significantly from 5.6% in 2023 to 11.1% in 2024 before decreasing to 8.2% in 2025.
- White women when compared to white males shows the most consistent improvement with both mean and median gaps narrowing over time
- These patterns demonstrate that intersectionality and ethnicity combined with gender is a significant factor.

## Mean pay gap comparisons relative to white male across multiple ethnic and gender intersections for 2023 -2025



- This analysis indicates that Global Majority women continue to experience persistently large mean pay gaps, with disparities remaining significantly higher than those for men.
- Black women have the largest pay gaps overall, with the gap decreasing slightly from 24.2% in 2023 to 22.4% in 2025.
- Asian women (17.3%) and multiple heritage women (13.9%) also have significant gaps with minimal year on year change.
- Black men experienced a temporary spike in their mean pay gap in 2024 (13%) but improved to 6.7% in 2025.
- Men from Asian and 'other' ethnic group saw an increase in their mean pay gaps
- Multiple heritage men consistently show the smallest mean pay gaps.

## Median pay gap comparisons relative to white male across multiple ethnic and gender intersections for 2023 -2025



- Analysis shows that black women experience the highest median gaps, rising from 24.9% in 2023 to 32.2% in 2025.
- Significant gaps remain for Asian women and multiple heritage women, although both show a slight decrease compared with last year.
- Median pay gaps for black men have improved, reducing from 13.4% in 2023 to 10.8% in 2025.
- Asian men and men from ‘other’ ethnic groups saw a slight decrease in their median pay gaps in 2025 although there has been no overall improvement since 2023.
- Multiple heritage men have experienced a reduction in their median pay gap from 5.6% in 2023 to 2.2% in 2025 representing a notable improvement.

## 6.0 Addressing the gap

<p>Our VCE Diversity Champions continue to engage with staff to ensure the University’s strategies and plans reflect the needs and experiences of our workforce. This work is supported by our established network of EDI Champions, who promote positive change and advocate for equality across the institution.</p> <p><b>We now have 182 trained EDI Champions, with 62 added since February 2025, strengthening our ability to embed inclusive practice across teams.</b></p>	<p>We have developed an Anti-Racist Strategy to steer our journey as we strive to create a culture of anti-racism at UWE Bristol. The first outcome has been to change our terminology around race to Global Majority to further support inclusion.</p> <p><b>We’ve launched an Anti-Racist terminology guide, alongside supporting e-learning modules and have committed to increasing diversity at senior levels.</b></p>
<p>We have implemented recruitment policies and practices that promote inclusivity throughout the entire hiring lifecycle. This includes the use of balanced recruitment panels and mandatory mitigating-bias training for all involved in selection.</p> <p><b>People Managers now receive in-person refresher training focused on best practice and fostering diversity in recruitment. We also conduct spot checks and provide additional mechanisms to support more diverse and equitable recruitment outcomes.</b></p>	<p>Our family-friendly policies and flexible working principles are designed to support colleagues in achieving a positive work–life balance.</p> <p><b>We ensure that policy development, guidance, and practice are shaped through collaboration with our staff networks. This approach helps identify opportunities for enhancement and ensures our policies proactively prevent discrimination.</b></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 access to several leadership development programmes—including Aurora, Elevate, Stepping Up, and the 100 Black Women Professors Now programme—designed to increase progression and leadership opportunities for minoritised colleagues, including women, Global Majority staff, and disabled people.</p>	<p>We continue to deliver on our Athena Swan five-year action plan which includes increasing appointments and promotion of Global Majority women to Professor, Associate Professor and the senior management team.</p>
<p>We are strengthening our support and processes to ensure disabled colleagues do not encounter unnecessary barriers. This includes enhanced training and practical guidance on implementing reasonable adjustments effectively.</p> <p><b>Our resolution online hub provides insight through real-time data and trend analysis, enabling early identification of issues and timely, appropriate interventions.</b></p>	<p>We conduct regular equal pay audits to evaluate progress and assess the impact of our actions.</p> <p>We continue to raise awareness of pay inequalities through information sessions and local initiatives, encouraging engagement and understanding across the organisation.</p> <p>A dedicated pay gap working group has been established to coordinate activity and drive forward actions to address identified gaps.</p>
<p>Report and support for students and staff which allows for anonymous reporting. The information will help us to identify trends and develop appropriate interventions to create an inclusive culture.</p>	<p>UWE Bristol is an accredited <a href="#">Living Wage Foundation</a> employer, meaning that no member of staff will be paid less than the Foundation Living Wage rate (currently £12.60 per hour, increasing to £13.45 in April 2025). This ensures our lowest paid employees are paid a real living wage.</p>