

UWE Bristol Annual Staff Equalities Monitoring Report 2021

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Background information

This report is primarily designed to meet the requirements of the [public sector equality duty](#), in particular to “advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it”. The report can be used to understand the diversity of the UWE staff population and identify trends over time. This report also provides a rich source of data for managers carrying out equality analysis.

This report should be read in conjunction with the UWE Bristol EDI Impact Report (due to be published in Autumn 2022), which provides more context about what we are doing to address gaps and improve the whole staff experience. The impact report is new for 2021/22, aligned to compliment the changes to this monitoring report.

Notes about the data:

- The data in this report comes from the University’s staff record system (iTrent).
- The data snapshot is taken on the 31st December every year.
- The data relates to calendar years; not academic years.
- All data is for calendar year 2021, unless otherwise stated.
- Data is suppressed when there are fewer than 5 staff members in a particular category. This may be shown as ‘<5’ to preserve anonymity.
- The system records data on staff sex (not gender).
- ‘Senior Management’ are UWE S grade.
- ‘Senior roles’ are categorised by employee group.
- This report has been produced by the EDI team in collaboration with the Human Resources and Planning and Business Intelligence teams.

If you have any questions about the data in this report, please contact edi@uwe.ac.uk

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Summary of findings

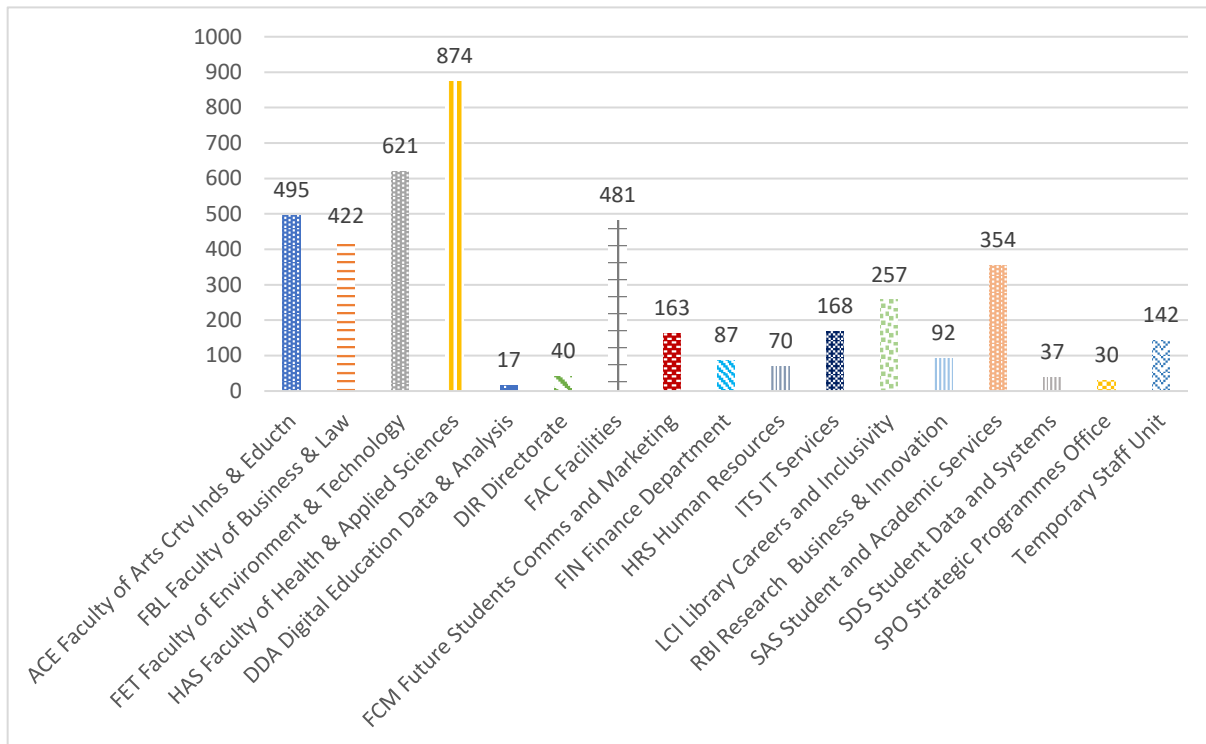
In comparison to 2020:

- The proportion of staff from each sex has remained stable (58.7% female and 41.3% male).
- There has been a slight decrease in the proportion of females in senior management S grade roles, from 55.3% to 52.8%.
- The proportion of Black staff has increased from 3.1% to 3.5%, the proportion of Asian staff has increased from 3.6% to 4.3%, and the proportion of staff with Multiple Heritage has increased from 2.6% to 3.0%.
- We have made progress towards our target of 16% Black, Asian and Minority Ethnic staff, increasing from 11.7% to 13.4%.
- The proportion of all senior staff who were from Black, Asian or Minority Ethnic backgrounds increased from 9.2% to 9.4%.
- The proportion of disabled staff increased from 7.2% to 8.0%.
- The proportion of disabled staff in senior roles (25.6%) is the same as the proportion of non-disabled staff in senior roles (25.6%).
- There has been a slight decrease in the proportion of staff aged 55-64 (19.9% – 19.5%), and a slight increase in the proportion of staff aged 25-34 (18.4% - 19.6%).
- For sexual orientation, the proportion of bisexual staff (2.2% - 2.7%), gay men (1.7% -1.8%), and other orientations (0.5% - 0.9%) increased, whilst the proportion of lesbians decreased (1.5% - 1.2%). The proportion of staff with 'no data held' (13.3% - 12.4%) and 'prefer not to say' (8.0% to 7.8%) decreased.
- There has been an increase in the proportion of Muslim staff (3.0% to 3.6%) and a decrease in the proportion of staff with no data held (13.6% - 12.9%) or prefer not to say (10.2 - 10.0).
- The proportion of trans staff has remained the same at 0.2%. There remains a high proportion of no data held (58.0%).
- The proportion of staff with non-EU nationalities has increased (7.0% to 8.7%), whilst the proportion of staff with EU nationalities has decreased (6.8% to 6.3%). Overall, 92 nationalities were represented at UWE in 2021.

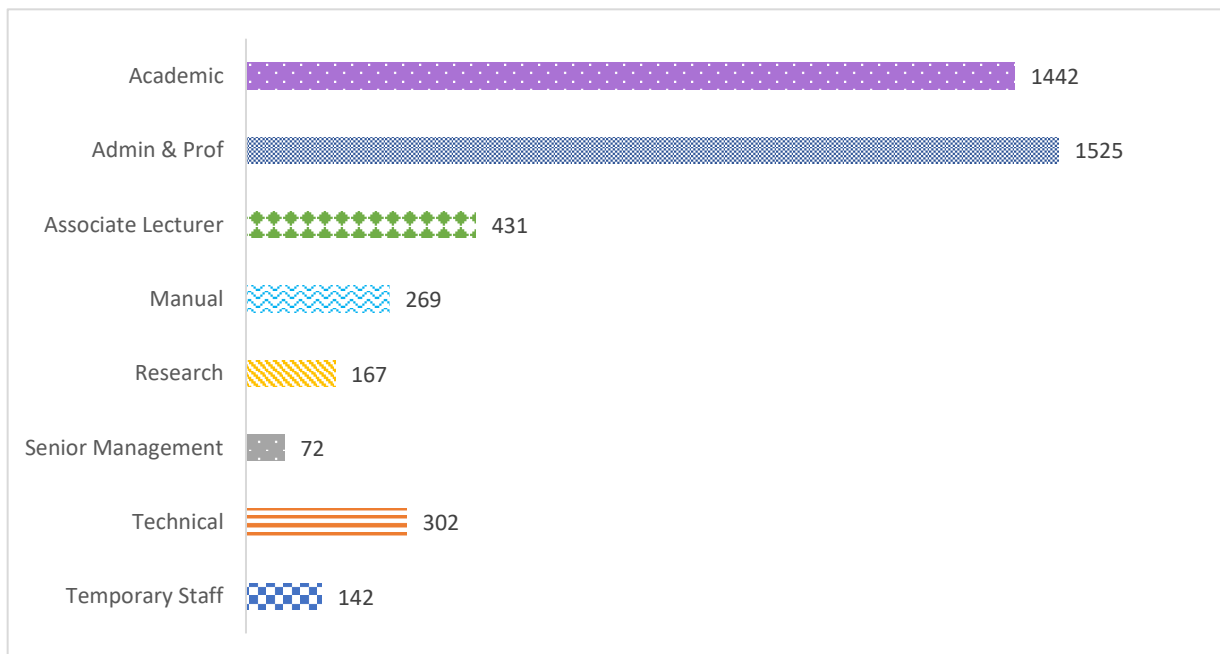
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Overview of Staff Data

0.1 UWE Staff Overview by Faculty and Service



0.2 UWE Staff Overview by Employee Group



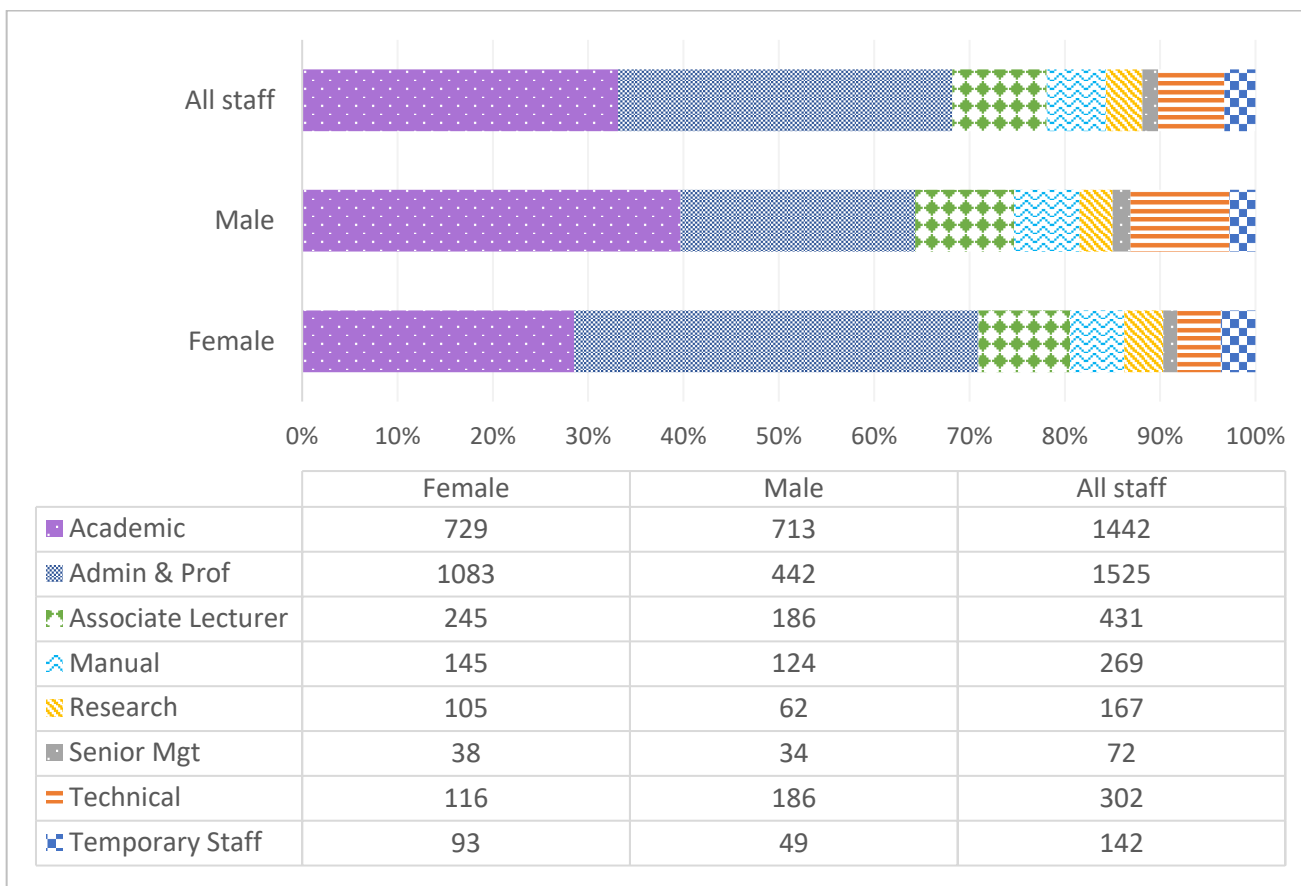
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1. Sex

1.1 UWE Staff Overview by Sex: headcount and percentage

Sex	2019	2020	2021	2019 %	2020 %	2021 %
Female	2383	2448	2554	58.4	58.6	58.7
Male	1700	1731	1796	41.6	41.4	41.3
All staff	4083	4179	4350	100	100	100

1.2 UWE Staff proportion of each Sex in different Employee Groups



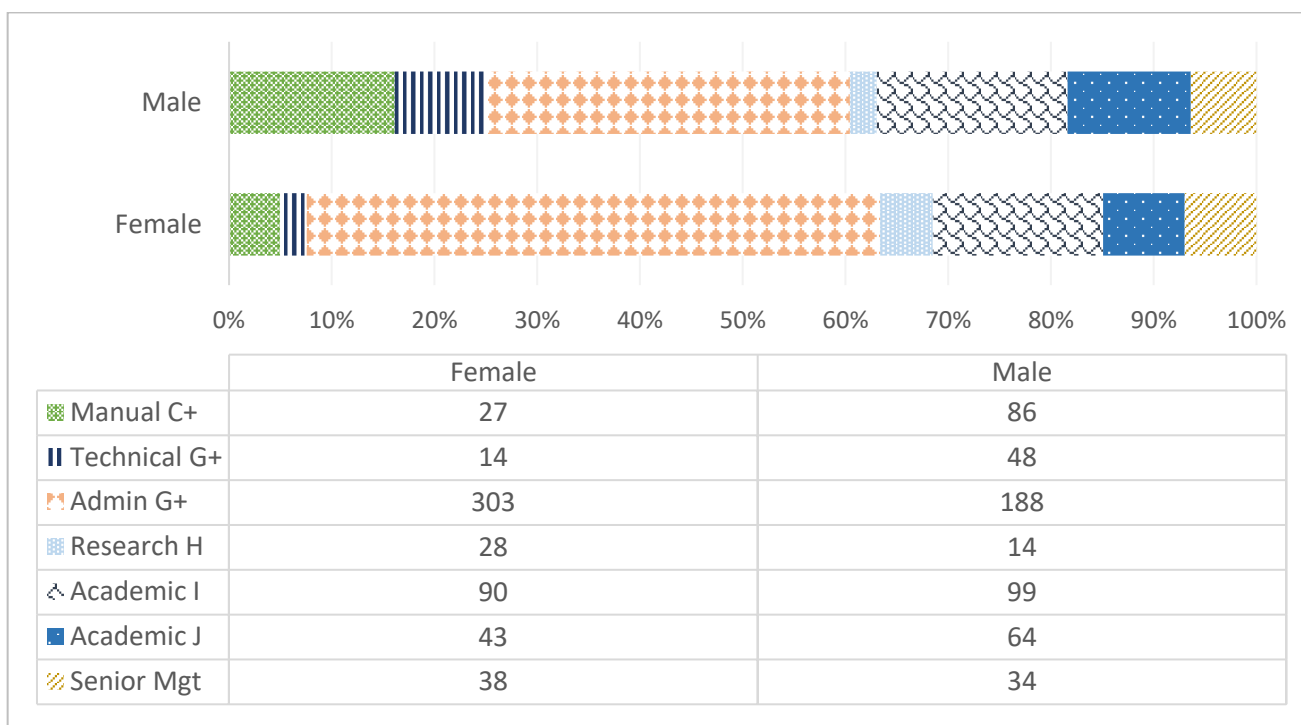
1.3 UWE Staff % of females in senior roles 2019-2021

Year	Research H	Academic I	Academic J	Manual C+	Technical G+	Admin/pr of G+	Senior mgmt S
2019	67.5	44.9	44.9	29.2	21.2	59.7	52.1
2020	70.0	45.8	41.7	27.4	30.9	59.5	55.3
2021	66.7	47.6	40.2	23.9	22.6	61.7	52.8

1.4 UWE Staff number and % of all female staff and all male staff in senior roles

Sex	Senior staff	All staff	% Senior staff
Female	543	2554	21.3
Male	533	1796	29.7

1.5 UWE Staff distribution of senior role types by Sex



2. Ethnicity

2.1 UWE Staff Overview by Ethnic group : headcount and percentage

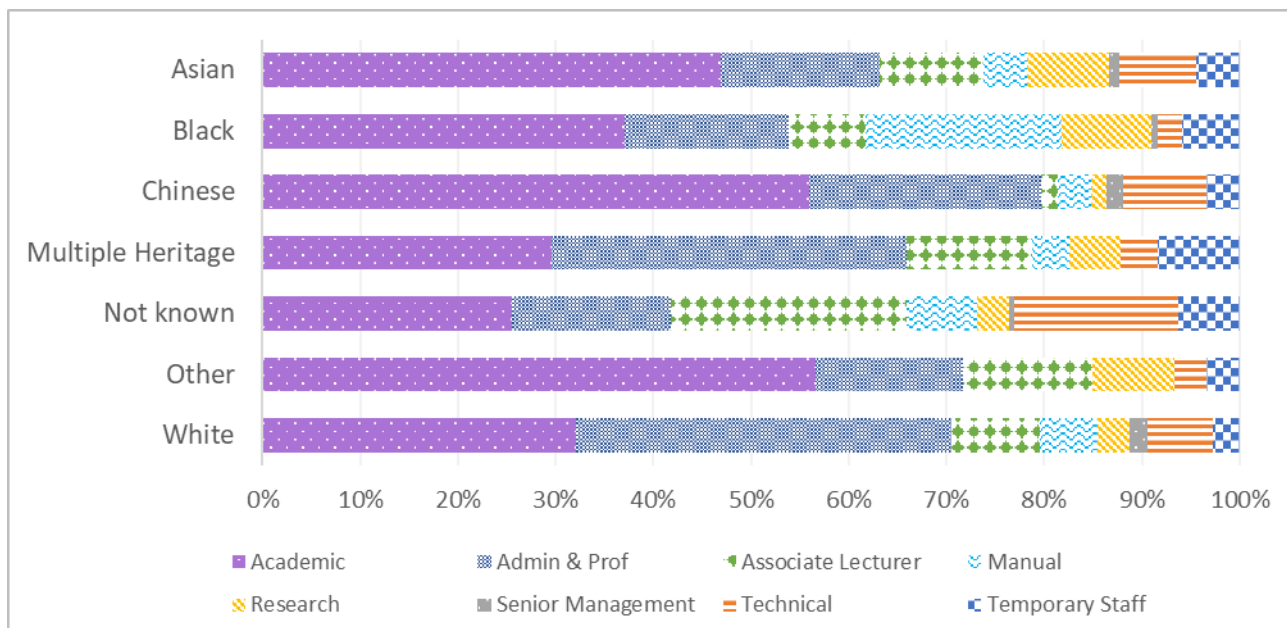
Ethnic Group	2019	2020	2021	2019 %	2020 %	2021 %
Asian	140	151	179	3.4	3.6	4.1
Black	124	129	154	3.0	3.1	3.5
Chinese	60	57	59	1.5	1.4	1.4
Multiple heritage	94	107	132	2.3	2.6	3.0
Other	37	46	60	0.9	1.1	1.4
White	3450	3494	3558	84.5	83.6	81.8
Not known	178	195	208	4.4	4.7	4.8
All staff	4083	4179	4350	100	100	100

2.12 UWE Staff Overview by Ethnicity: headcount and percentage

Ethnicity	2019	2020	2021	2019 %	2020 %	2021 %
Black, Asian and Minority Ethnic	454	490	584	11.1	11.7	13.4
White	3451	3494	3558	84.5	83.6	81.8
Not known	178	195	208	4.4	4.7	4.8
All staff	4083	4179	4350	100	100	100

The reason for reporting the proportion of Black, Asian and Minority Ethnic staff as a group is because we have a target in the EDI Strategy to reach 16% Black, Asian and Minority Ethnic staff by 2023.

2.2 UWE Staff proportion of each Ethnic Group in different Employee Groups



Employee group	Asian	Black	Chinese	Multiple.	Not known	Other	White
Academic	84	57	33	39	53	34	1142
Admin & Prof	29	26	14	48	34	9	1365
Associate lecturer	19	12	<5	17	50	8	324
Manual	8	31	<5	5	15	0	208
Research	15	14	<5	7	7	5	118
Senior mgt	<5	<5	<5	0	<5	0	67
Technical	14	<5	5	5	35	<5	237
Temp staff	8	9	<5	11	13	<5	97

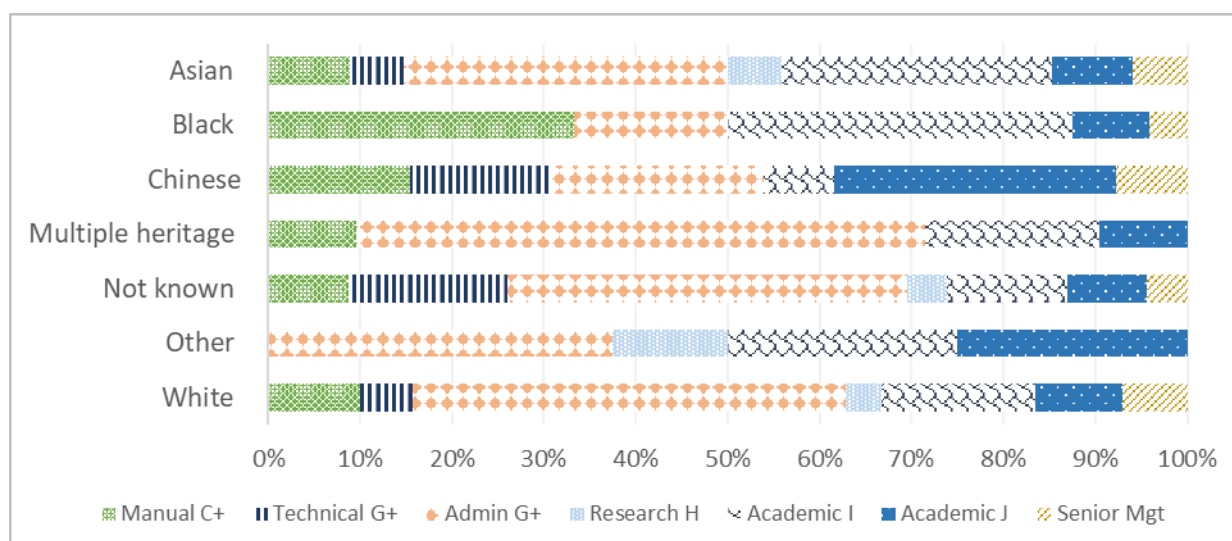
2.3 UWE Staff % Black, Asian and Minority Ethnic staff in senior roles 2019-2021

Year	Research H	Academic I	Academic J	Manual C+	Technical G+	Admin/prof G+	Senior mgmt S	Total
2019	5.0	14.6	11.0	10.0	4.5	6.4	5.5	8.6
2020	10.0	14.1	12.5	10.3	4.4	7.1	6.6	9.2
2021	9.5	13.8	12.1	13.3	6.5	7.1	5.6	9.4

2.4 UWE Staff proportion of all staff from an ethnic group in a senior role 2021

Ethnic group	Senior staff	All staff	% senior staff
Asian	34	179	19.0
Black	24	154	15.6
Chinese	13	59	22.0
Multiple heritage	21	132	15.9
Other	8	60	13.3
White	958	3558	26.9
Not known	23	208	11.1

2.5 UWE Staff distribution of senior role types by Ethnic Group



Senior role type	Asian	Black	Chinese	Multiple.	Not known	Other	White
Manual C+	<5	8	<5	<5	<5	0	96
Technical G+	<5	0	<5	0	<5	0	54
Admin G+	12	<5	<5	13	10	<5	452
Research H	<5	0	0	0	<5	<5	37
Academic I	10	9	<5	<5	<5	<5	160
Academic J	<5	<5	<5	<5	<5	<5	92
Senior mgt	<5	<5	<5	0	<5	0	67

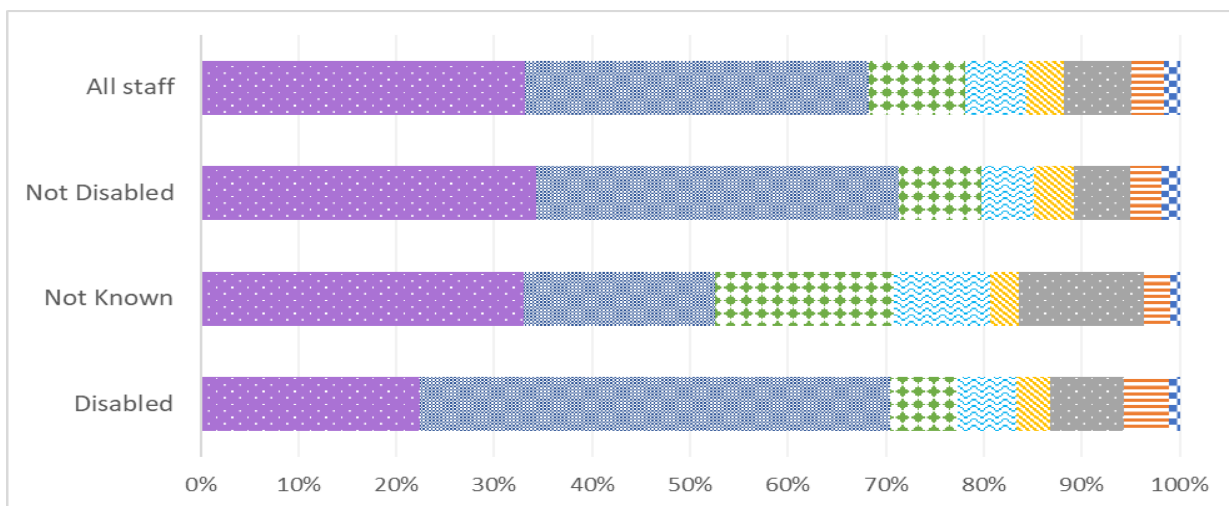
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3. Disabled Status

3.1 UWE Staff Disabled Status Overview

Disabled status	2019	2020	2021	2019 %	2020 %	2021 %
Disabled	275	300	348	6.7	7.2	8.0
Not disabled	3056	3194	3309	74.9	76.4	76.1
Not known	751	685	693	18.4	16.4	15.9
All staff	4083	4179	4350	100	100	100

3.2 UWE Staff Disabled Status by Employee Group



Employee group	Disabled	Not Disabled	Not Known	All staff
Academic	78	1135	229	1442
Admin & Prof	167	1223	135	1525
Associate lecturer	24	280	127	431
Manual	21	180	68	269
Research	12	135	20	167
Senior mgt	26	187	89	302
Technical	16	108	18	142
Temp staff	<5	61	7	72

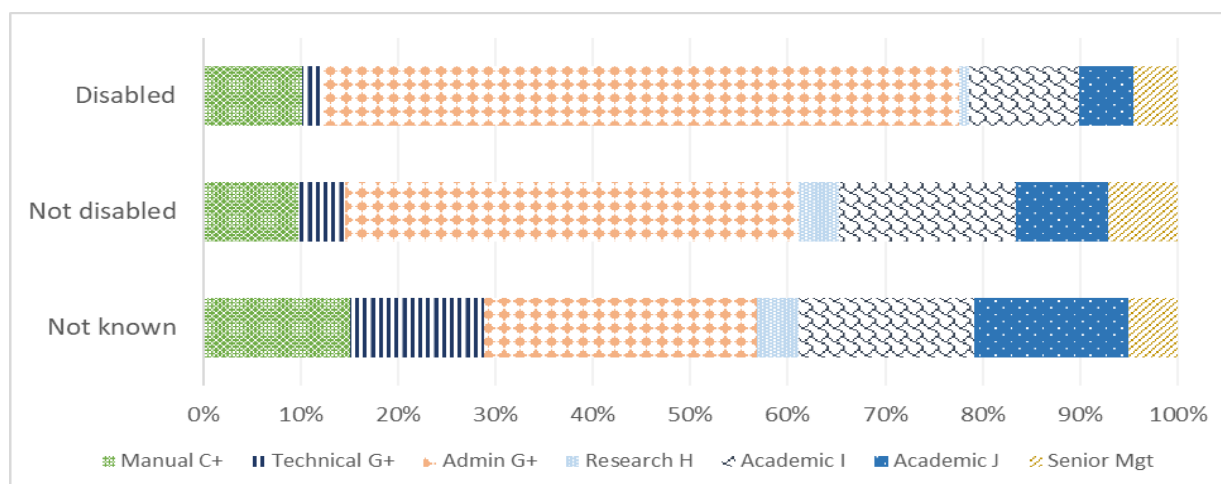
3.3 UWE Staff % disabled staff in senior roles 2019-2021

Year	Research H	Academic I	Academic J	Manual C+	Technical G+	Admin/prof G+	Senior mgmt S	Total
2019	2.5	6.6	3.9	7.5	3.0	8.8	4.1	6.8
2020	0.0	4.7	3.3	7.7	2.9	10.1	3.9	6.9
2021	2.4	5.3	4.7	8.0	3.2	11.8	5.6	8.3

3.4 UWE Staff % of all disabled staff and non-disabled staff in senior roles

Disabled status	Senior staff	All staff	% senior staff
Disabled	89	348	25.6
Not disabled	848	3309	25.6
Not known	139	693	20.1

3.5 UWE Staff distribution of senior role types by Disabled Status



Senior role type	Disabled	Not disabled	Not known
Manual C+	9	83	21
Technical G+	<5	41	19
Admin G+	58	394	39
Research H	<5	35	6
Academic I	10	154	25
Academic J	5	80	22
Senior management	<5	61	7

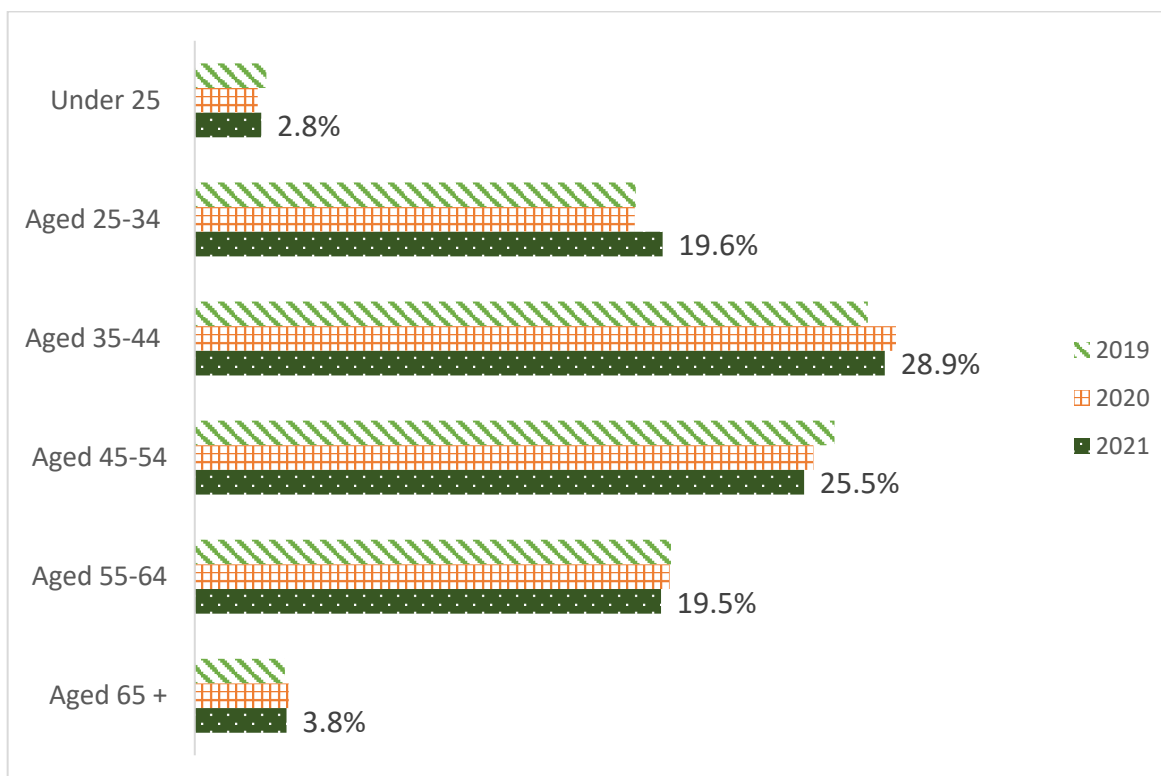
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4. Age

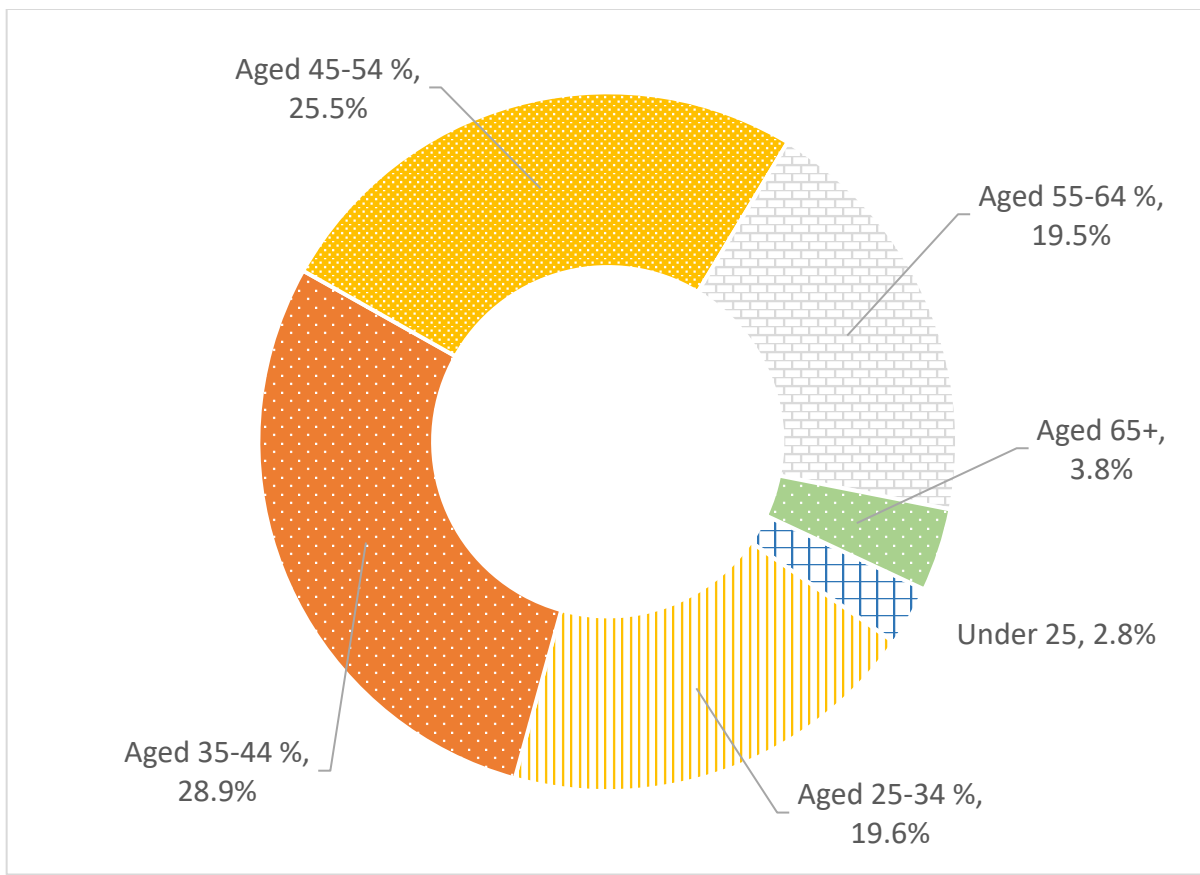
4.1 UWE Staff Age Overview: headcount and percentage

Age band	2019	2020	2021	2019 %	2020 %	2021 %
Under 25	122	110	121	3.0	2.6	2.8
25-34	753	769	851	18.4	18.4	19.6
35-44	1149	1225	1255	28.1	29.3	28.9
45-54	1092	1081	1108	26.7	25.9	25.5
55-64	813	830	848	19.9	19.9	19.5
65+	154	164	167	3.8	3.9	3.8
All staff	4083	4179	4350	100	100	100

4.2 UWE Staff by Age (2019 – 2021)



4.3 UWE Staff by Age 2021

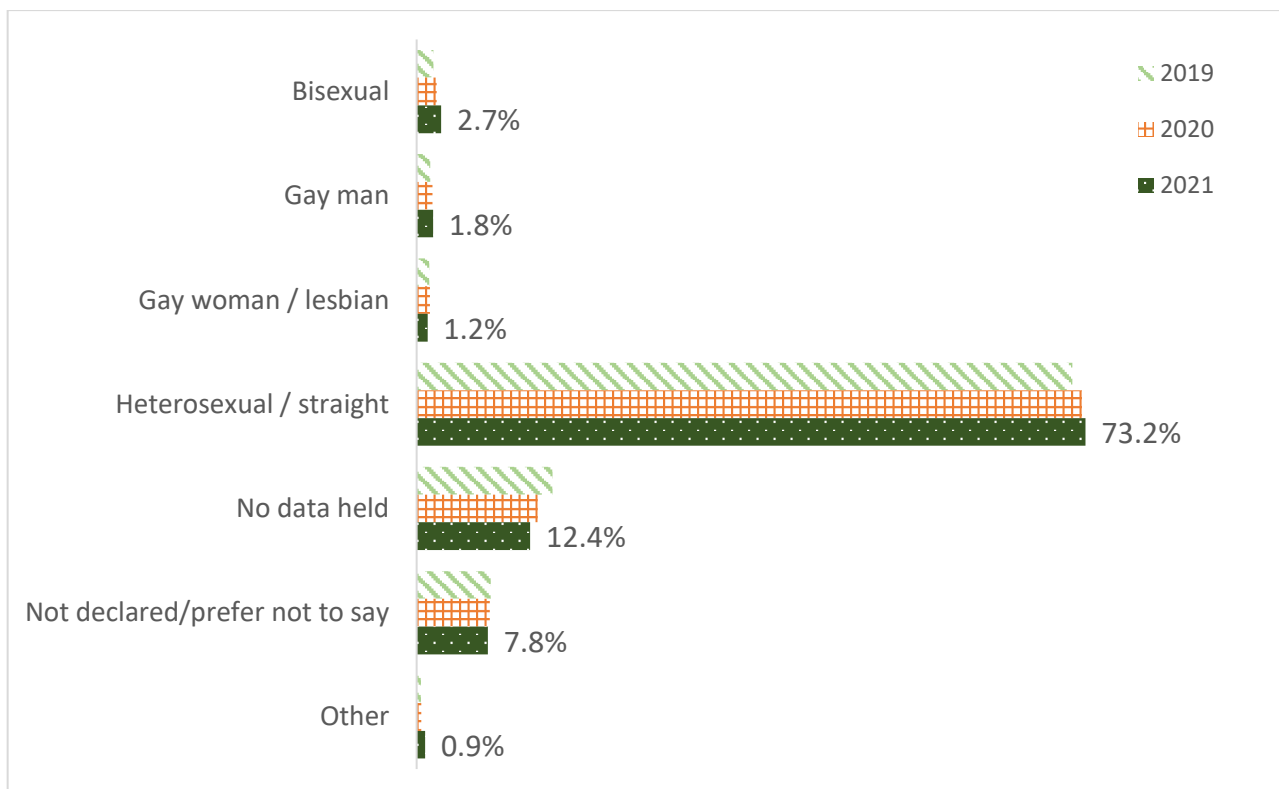


5. Sexual orientation

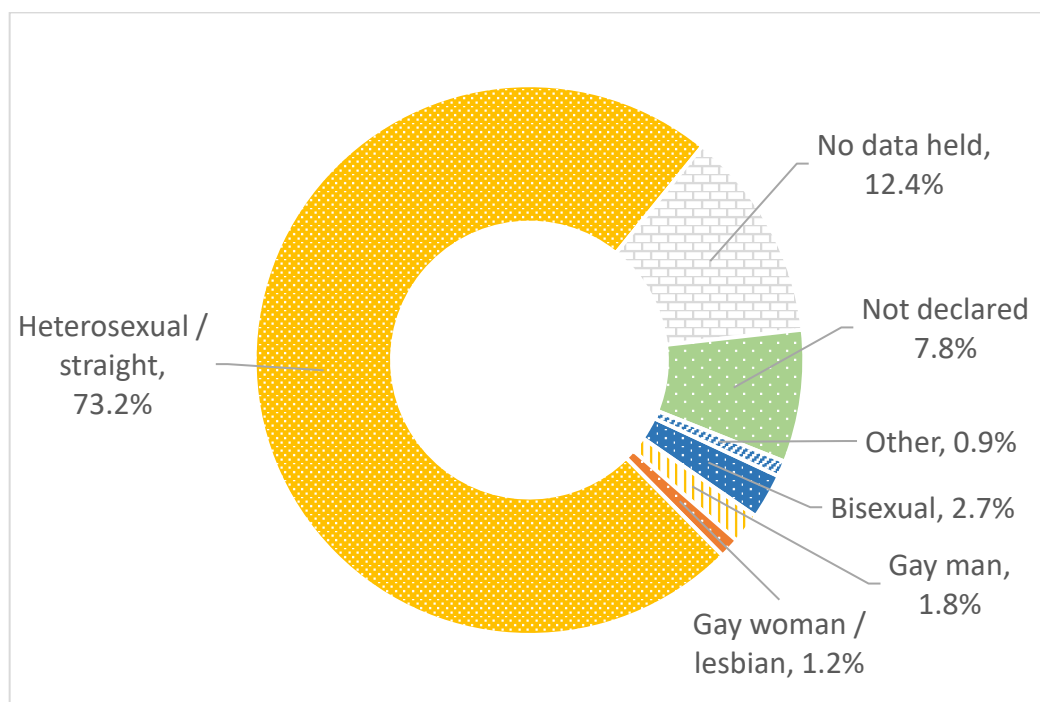
5.1 UWE Staff Sexual Orientation Overview

Sexual Orientation	2019	2020	2021	2019 %	2020 %	2021 %
Bisexual	75	91	116	1.8	2.2	2.7
Gay man	61	72	78	1.5	1.7	1.8
Gay woman / lesbian	56	61	52	1.4	1.5	1.2
Heterosexual / straight	2931	3044	3185	71.8	72.8	73.2
No data held	608	555	540	14.9	13.3	12.4
Not declared/Prefer not to say	332	334	339	8.1	8.0	7.8
Other	20	22	40	0.5	0.5	0.9
All staff	4083	4179	4350	100	100	100

5.2 UWE Staff by Sexual Orientation (2019 – 2021)



5.3 UWE Staff by Sexual Orientation 2021



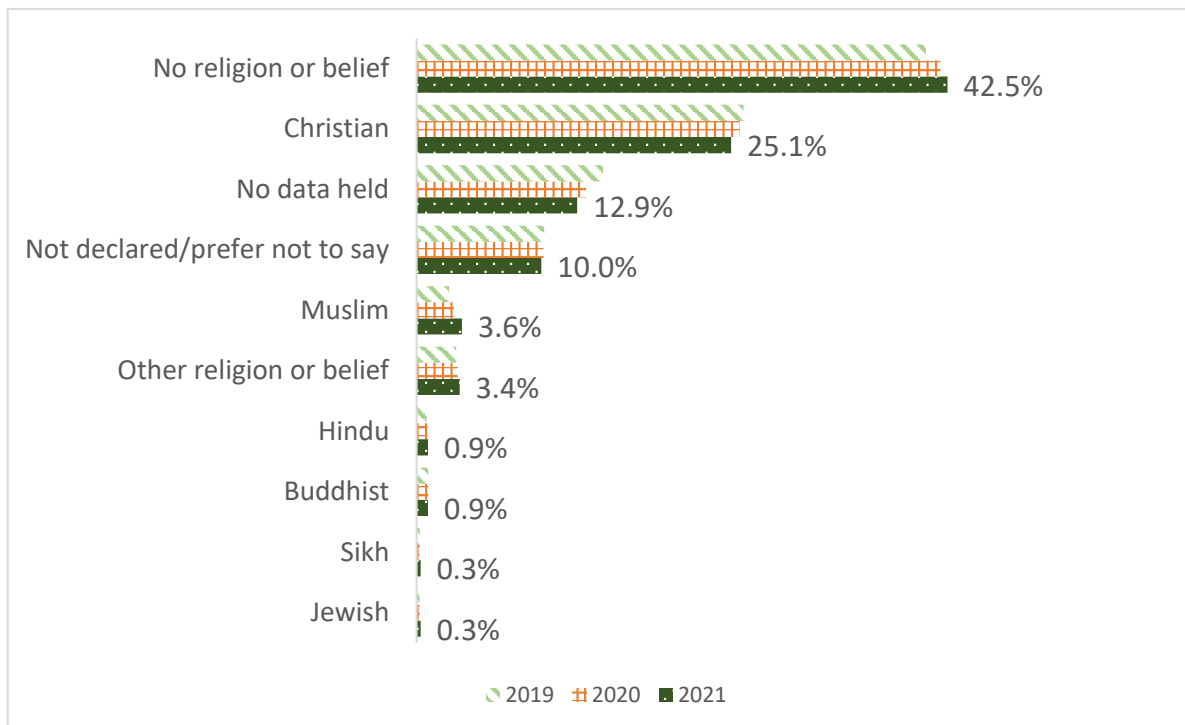
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6. Religion and Belief

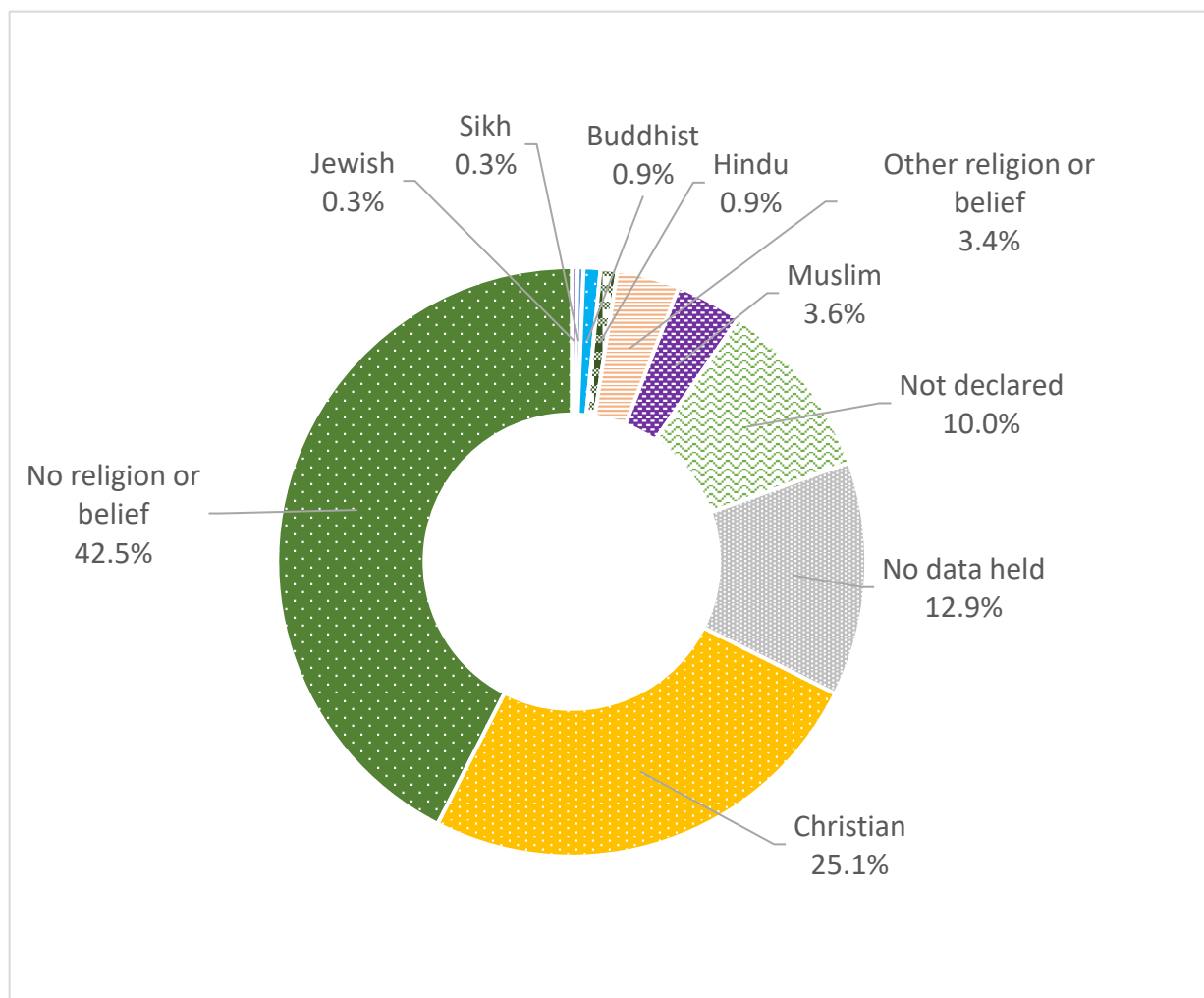
6.1 UWE Staff Religion and Belief Overview: headcount and percentage

Religion or Belief	2019	2020	2021	2019 %	2020 %	2021 %
Buddhist	38	39	40	0.9	0.9	0.9
Christian	1068	1080	1094	26.2	25.8	25.1
Hindu	33	36	40	0.8	0.9	0.9
Jewish	10	10	14	0.2	0.2	0.3
Muslim	106	124	158	2.6	3.0	3.6
Sikh	10	10	14	0.2	0.2	0.3
Other religion or belief	129	138	150	3.2	3.3	3.4
No religion or belief	1663	1751	1847	40.7	41.9	42.5
No data held	609	567	559	14.9	13.6	12.9
Not declared/prefer not to say	417	424	434	10.2	10.2	10.0
All staff	4083	4179	4350	100	100	100

6.2 UWE Staff by Religion and Belief (2019 – 2021)



6.3 UWE Staff by Religion and Belief 2021

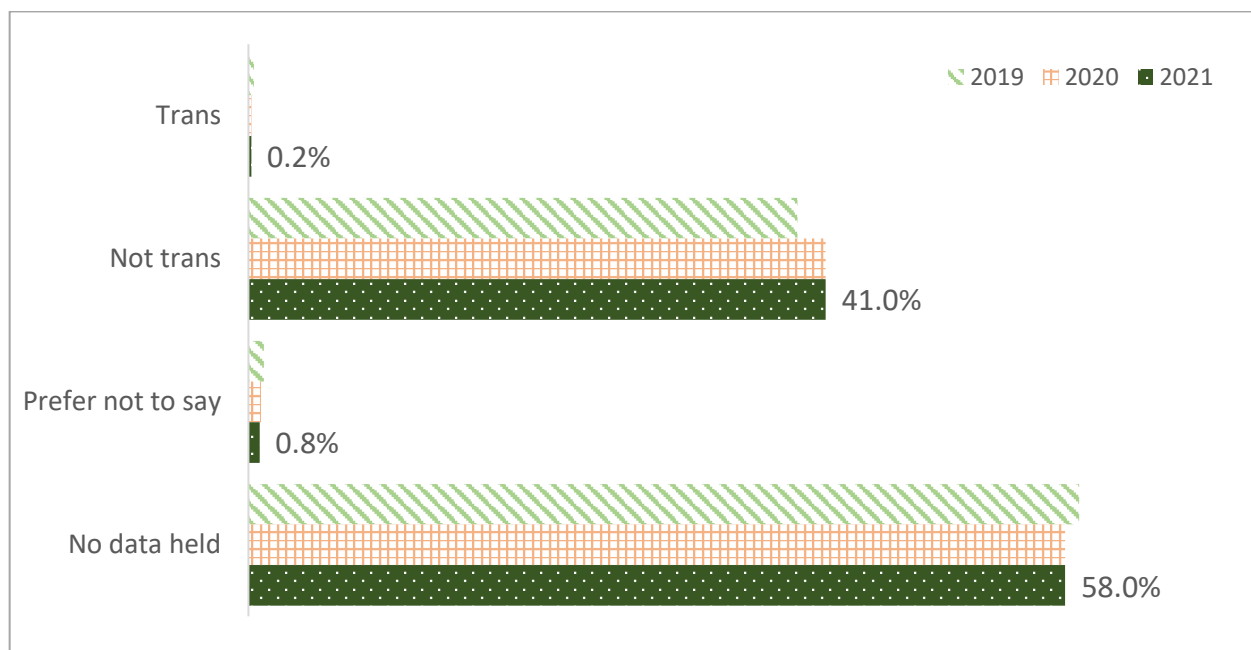


7. Trans status

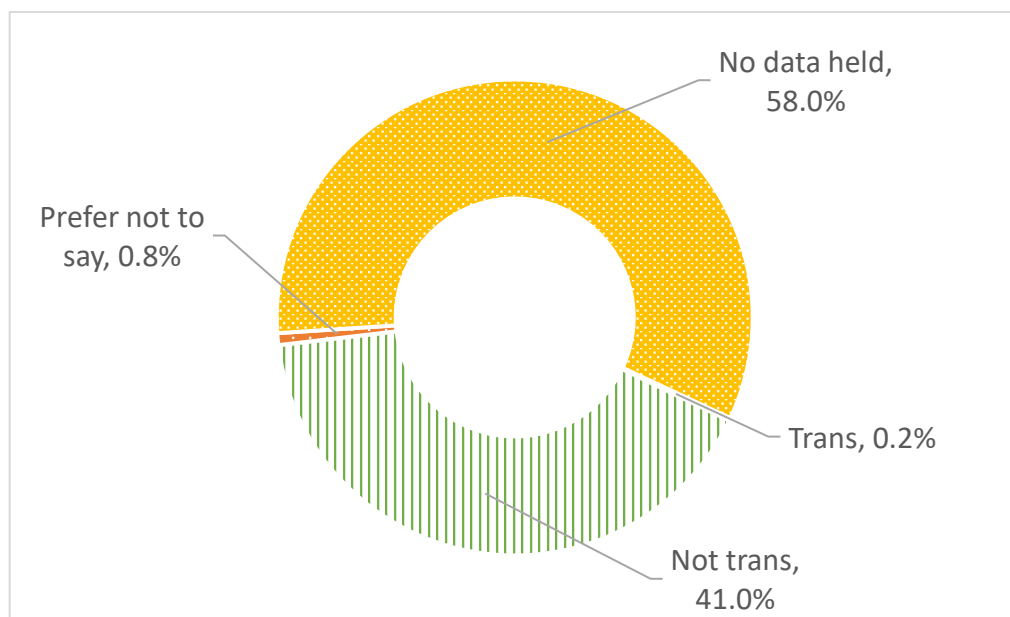
7.1 UWE Staff Trans Status Overview

Trans Status	2019	2020	2021	2019 %	2020 %	2021 %
Trans	15	8	7	0.4	0.2	0.2
Not trans	1615	1712	1777	39.0	41.0	41.0
Prefer not to say	44	39	33	1.1	0.9	0.8
No data held	2409	2420	2532	59.0	58.0	58.0

7.2 UWE Staff by Trans Status (2019 - 2021)



7.3 UWE Staff by Trans Status 2021

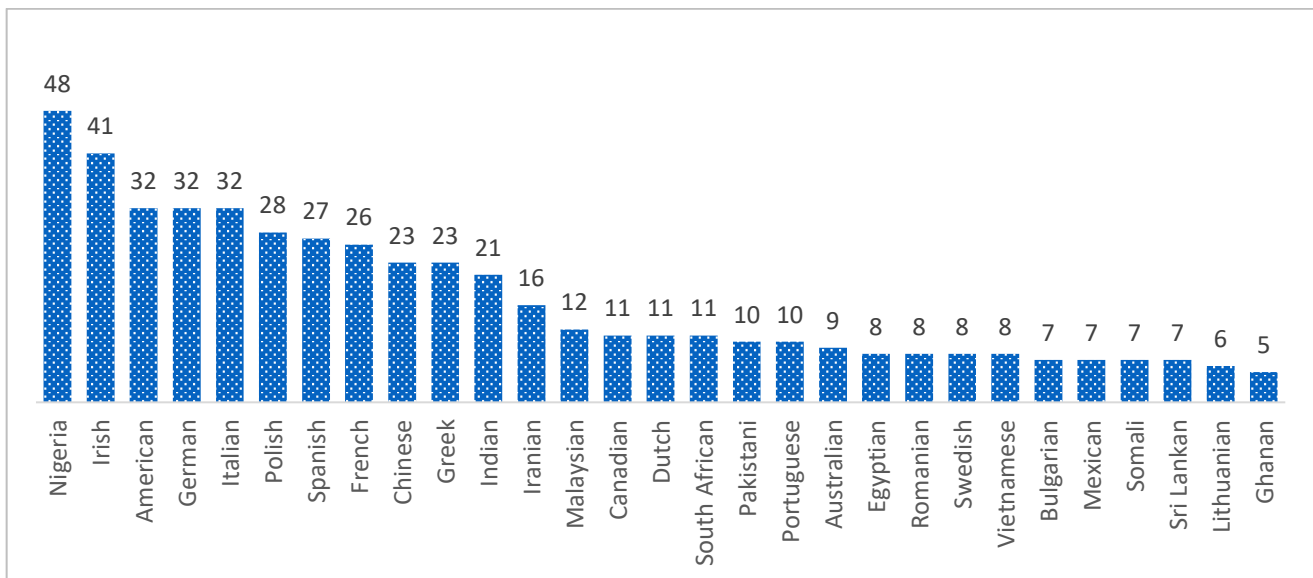


8. Nationality

8.1 UWE Staff Nationality Overview: headcount and percentage

Nationality group	2019	2020	2021	2019 %	2020 %	2021 %
EU	270	282	275	6.6	6.8	6.3
Non-EU	252	294	378	6.2	7.0	8.7
Not Known	42	34	31	1.0	0.8	0.7
UK	3519	3569	3666	86.2	85.4	84.3

8.2 UWE Staff Nationalities 2021 (excluding British and those with fewer than 5)

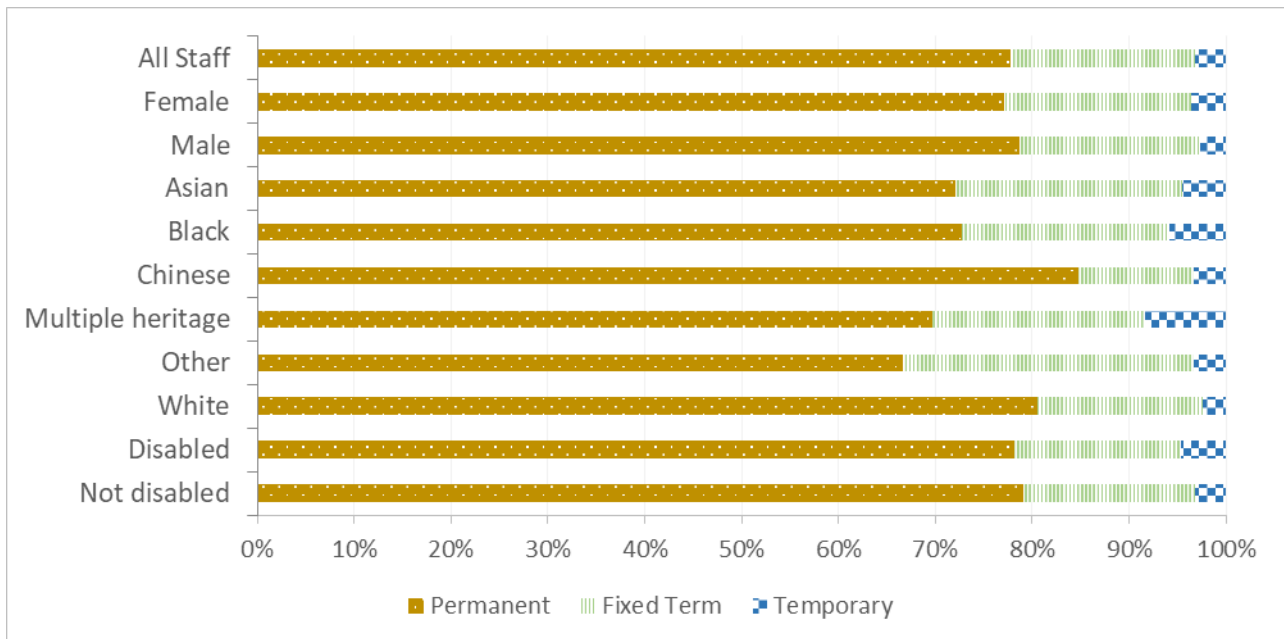


In addition to the nationalities listed above, we also have staff with the following nationalities: Bangladeshi, Belgian, Brazilian, Finnish, Hungarian, Indonesian, Jordanian, New Zealander, Slovakian, Turkish, Ukrainian, Algerian, Colombia, Latvian, Barbadian, Croatian, Cypriot, Czech, Dominican Republic, Iraqi, Japanese, Kenyan, Mauritius, Nepalese, Salvadorean, Serbian, Sudanese, Syrian, Taiwanese, Trinidadian / Tobago, Zambian, Zimbabwean, Albanian, Argentinian, Austrian, Belarus, Botswana, British Indian Ocean Territory, British Virgin Islands, Cameroon, Danish, Estonian, Gambian, Hong Kong, Icelandic, Jamaican, Kazakhstani, Lebanese, Libyan, Maldives, Maltese, Mauritanian, Moroccan, Netherlands Antilles, Norwegian, Peruvian, Saudi Arabian, South Korean, St Lucian, Stateless, Swiss, Tunisian, and Uzbekistan.

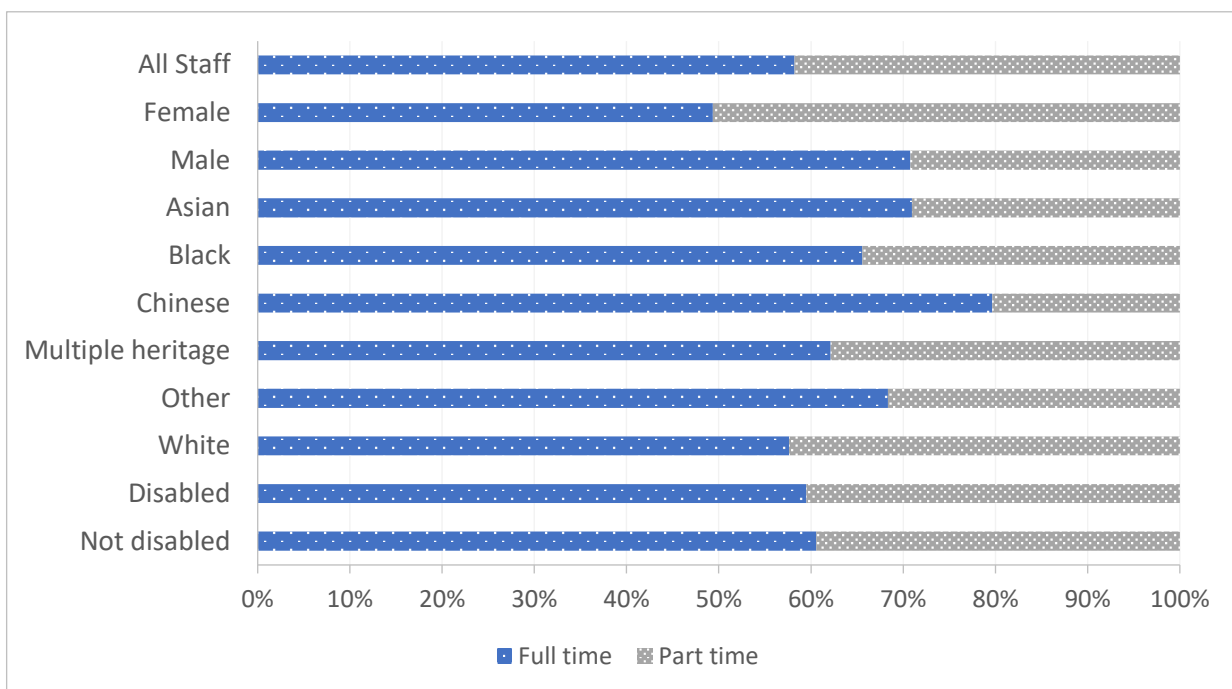
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9. Contract Term and Mode

9.1 Equality group by contract term for ethnicity, sex, and disabled status¹



9.2 Equality group by contract mode for ethnicity, sex, and disabled status



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¹ Only including protected characteristics which have targets in UWE Bristol EDI Strategy

10. Benchmark performance indicators

This table shows the University's performance against HE benchmarking data obtained from HESA (Higher Education Statistical Agency) staff returns completed by all HE Institutions (HEIs). The percentage in the table is based on Full Person Equivalent and the values shown for UWE performance relate to academic years. Therefore, this data is not covering the same time period used to produce the same category values shown elsewhere in this report.

The UWE targets, which have come from UWE's EDI Strategy, will be revised when the 2021 national census data is released. The green shows where we are doing better than the benchmark.

Staff group	Benchmark data HEIs average – median %			UWE performance %			UWE Target %
	18/19	19/20	20/21	18/19	19/20	20/21	2023
Black, Asian and Minority Ethnic staff	13.5	14.3	15.1	10.2	11.1	11.9	16.0
Disabled staff	5.3	5.5	6.0	6.0	6.1	6.5	9.0
Female staff in senior management roles* (UWE grade S)	41.4	42.0	43.0	50.5	52.6	55.2	59.0
Female staff in academic senior roles (UWE grade J+)**	26.7	27.8	28.5	44.4	45.3	41.6	-
Black, Asian and Minority Ethnic staff in senior management roles (UWE grade S)	6.2	6.7	7.3	7.2	8.4	9.5	-
Staff on temporary / fixed term contracts	24.3	25.0	24.1	21.4	21.9	21.4	-
Part time staff	32.7	32.8	31.7	41.2	41.7	41.5	-

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*includes staff from faculties and professional services **academic staff only, excludes female senior management S grade roles

