

UWE Bristol

Annual Staff Equalities
Monitoring Report

2021/22

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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 Bristol staff population and identify trends over time. This report also provides a rich source of data for managers carrying out equality analyses.

This report should be read in conjunction with the [UWE Bristol EDI Impact Report](#) which provides more context about what UWE Bristol is doing to address equality gaps and improve the whole staff experience.

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 of July to capture the end of the academic year (the academic year runs from 1st August to 31st July).
- Previous versions of this report presented data in calendar years; all data in this report is in academic years to be more comparable to student data and national HESA staff data.
- All data is for academic year 2021/22, 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 record system holds data on staff sex (not gender). However, data on gender identity is summarised in section 7.
- ‘Senior Management’ are UWE Bristol S grade.
- The definition of ‘senior roles’ varies by employee group. Senior Roles are typically G+ grades for Professional Services, all Senior Management S grades, Academic grades I-J, and Research H+ grades. See individual graphs for detail.

This report has been produced by the Equality, Diversity and Inclusivity 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

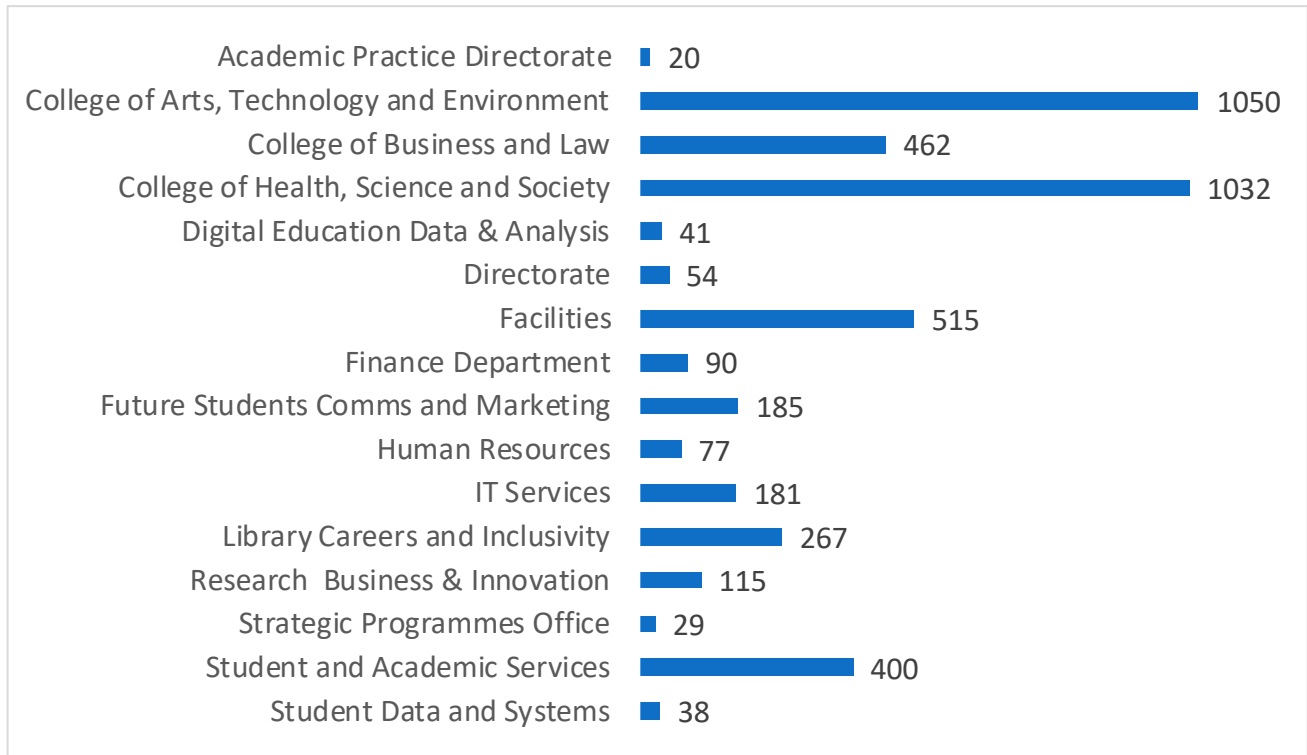
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Headline Data

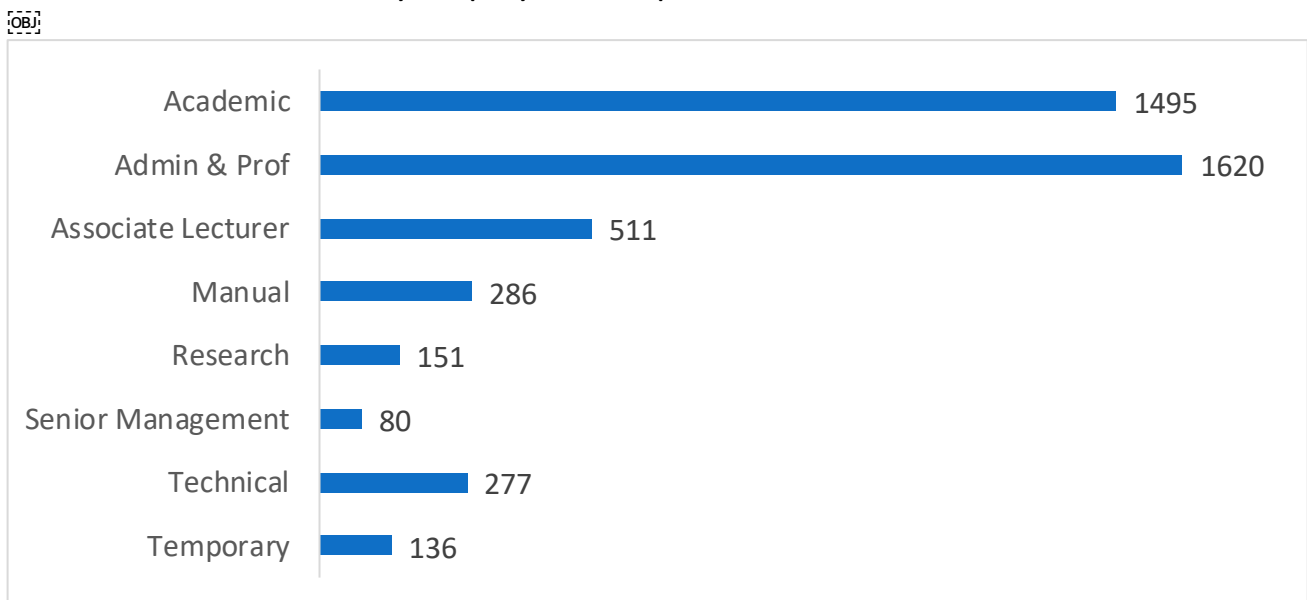
- The proportion of staff from each sex has changed. There has been a slight increase of female staff (58.3% to 59.2%) and a slight decrease of male staff (41.7% to 40.8%).
- The proportion of females in senior management S grade roles has slightly increased from 53.4% to 54.4%. The proportion of females in senior research roles grade H has increased (67.5% to 73.0%) and academic grade I has also increased (46.9% to 50.2%).
- The proportion of Black staff has increased from 3.3% to 4.0%, the proportion of Asian staff has increased from 5.6% to 6.1%, and the proportion of staff with Multiple Heritage has increased from 2.8% to 3.0%.
- The proportion of all staff from Black, Asian and Minority Ethnic backgrounds has increased from 12.9% to 14.3%.
- The proportion of all senior staff from Black, Asian and Minority Ethnic backgrounds has decreased from 9.5% to 9.3%.
- The proportion of disabled staff increased slightly from 9.3% to 9.4%.
- The proportion of disabled staff in senior roles (23.8%) is lower than the proportion of non-disabled staff in senior roles (25.4%).
- There has been a slight decrease in the proportion of staff aged 55-64 (19.9% – 19.4%), and a slight increase in the proportion of staff aged 25-34 (18.1% - 19.0%).
- For sexual orientation, the proportion of bisexual staff (2.6% - 2.9%), gay men (1.7% -1.8%), lesbians (1.4%-1.5%) and other orientations (0.6% - 0.9%) increased. The proportion of staff with 'no data held' (11.7% - 10.7%) and 'prefer not to say' (8.1% to 8.0%) decreased.
- There has been an increase in the proportion of Muslim staff (3.4% to 3.6%) and a decrease in the proportion of staff with no data held on their Religion or Belief (12.1% - 11.5%).
- The proportion of trans staff has remained the same at 0.2%. There continues to be a high proportion of 'no data held' on trans status (60.2%).
- The proportion of staff with non-EU nationalities has increased (7.0% to 8.8%), whilst the proportion of staff with EU nationalities has remained the same (6.7%). Overall, 77 nationalities were represented at UWE Bristol in 2021/22.

Overview of Staff Data

0.1 UWE Bristol Staff by College and Service 2021/22 headcount



0.2 UWE Bristol Staff by Employee Group 2021/22 headcount

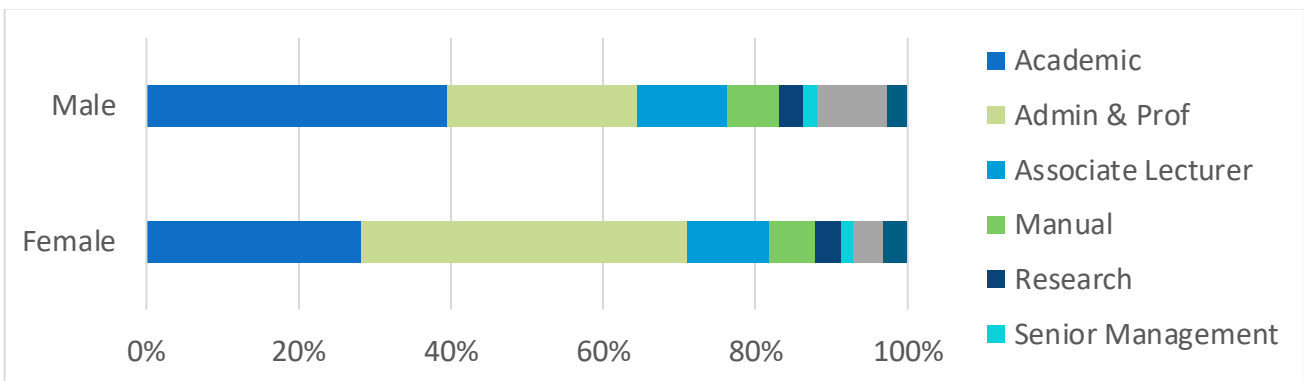


1. Sex

1.1 UWE Bristol Staff Overview by Sex: headcount and percentage

Sex	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Female	2373	2515	2697	58.1%	58.3%	59.2%
Male	1709	1801	1859	41.9%	41.7%	40.8%
All staff	4082	4316	4556	100.0%	100.0%	100.0%

1.2 UWE Bristol Staff proportion of each Sex in different Employee Groups 2021/22



Employee Group	Female	Male	Female %	Male %
Academic	763	732	51.0%	49.0%
Admin / Professional	1152	468	71.1%	28.9%
Associate Lecturer	291	220	56.9%	43.1%
Manual	160	126	55.9%	44.1%
Research	96	55	63.6%	36.4%
Senior Management	43	37	53.8%	46.3%
Technical	105	172	37.9%	62.1%
Temporary	87	49	64.0%	36.0%
All staff	2697	1859	59.2%	40.8%

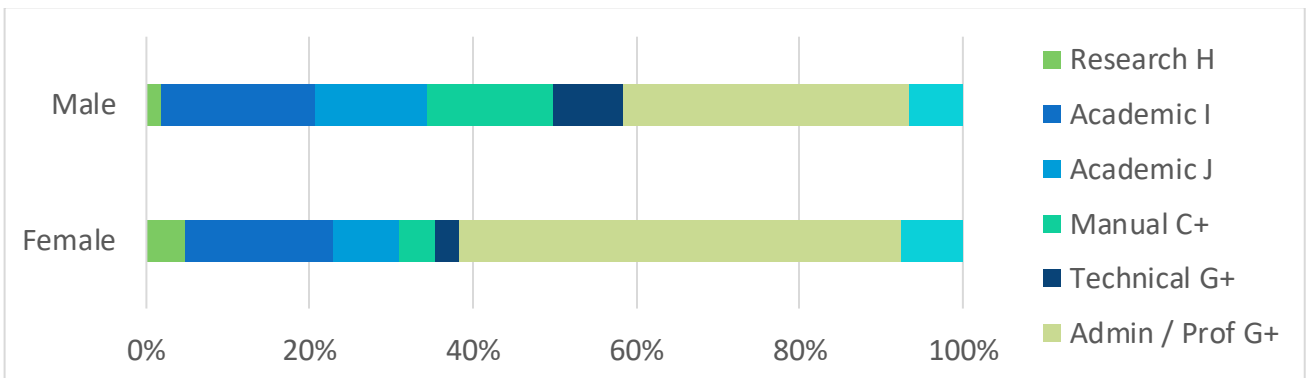
1.3 UWE Bristol Staff % of females in senior roles

Senior Role Type	19/20	20/21	21/22
Research H	68.4%	67.5%	73.0%
Academic I	45.1%	46.9%	50.2%
Academic J	42.4%	40.5%	38.0%
Manual C+	28.0%	25.6%	23.2%
Technical G+	22.2%	30.0%	26.6%
Admin / professional G+	58.5%	60.8%	61.8%
Senior management S	56.0%	53.4%	54.4%

1.4 UWE Bristol Staff headcount and % of all staff in senior roles by sex 2021/22

Sex	Senior staff	All staff	% Senior staff
Female	573	2697	21.2%
Male	549	1859	29.5%

1.5 UWE Bristol Staff distribution of senior role types by Sex 2021/22



Senior Role Type	Female	Male	Female %	Male %
Research H	27	10	73.0%	27.0%
Academic I	104	103	50.2%	49.8%
Academic J	46	75	38.0%	62.0%
Manual C+	26	86	23.2%	76.8%
Technical G+	17	47	26.6%	73.4%
Admin / Professional G+	310	192	61.8%	38.2%
Senior management S	43	36	54.4%	45.6%

2. Ethnicity

2.1 UWE Bristol Staff Overview by Ethnic group: headcount and percentage

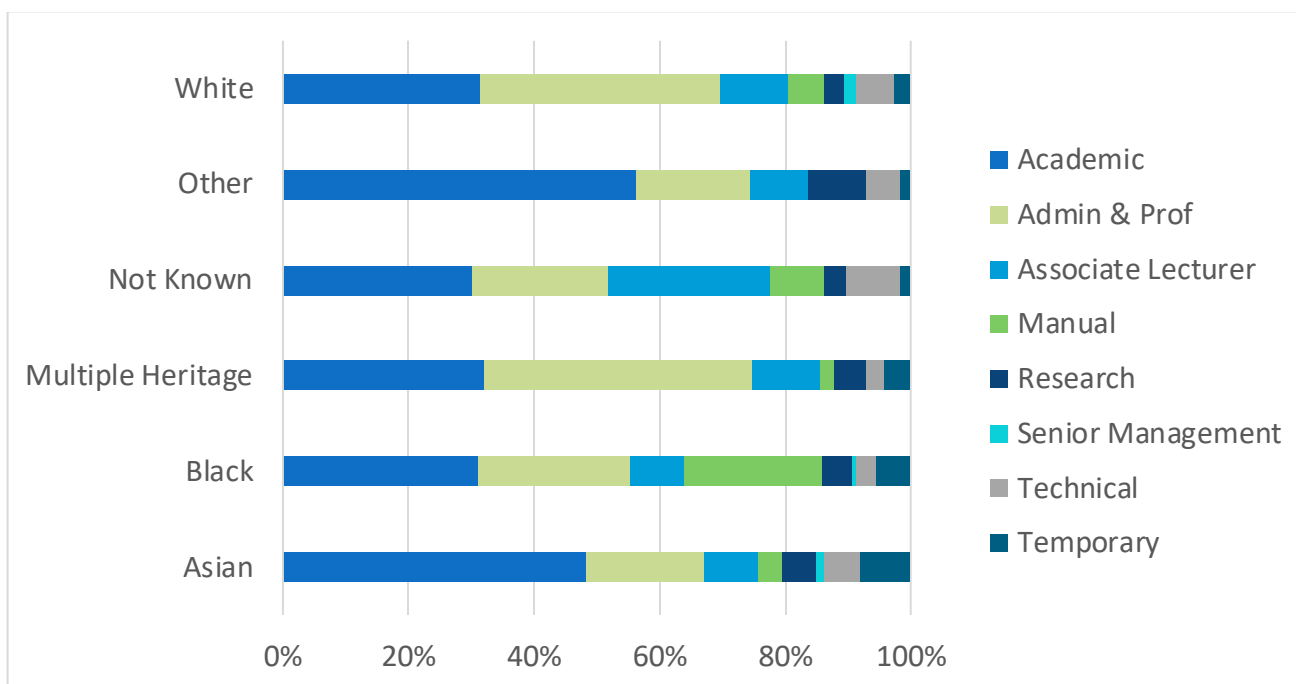
Ethnicity	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Asian	201	240	277	4.9%	5.6%	6.1%
Black	124	142	183	3.0%	3.3%	4.0%
Multiple Heritage	107	120	138	2.6%	2.8%	3.0%
Not Known	136	192	166	3.3%	4.4%	3.6%
Other	42	52	55	1.0%	1.2%	1.2%
White	3472	3570	3737	85.1%	82.7%	82.0%
All staff	4082	4316	4556	100.0%	100.0%	100.0%

2.12 UWE Bristol Staff Overview by Ethnicity: headcount and percentage

Ethnicity	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Black, Asian and Minority Ethnic	475	556	653	11.6%	12.9%	14.3%
Not Known	136	192	166	3.3%	4.4%	3.6%
White	3471	3568	3737	85.0%	82.7%	82.0%
Grand Total	4082	4316	4556	100.0%	100.0%	100.0%

The reason for reporting the proportion of Black, Asian and Minority Ethnic staff as a group is because UWE Bristol has a target in the EDI Strategy to reach 16% Black, Asian and Minority Ethnic staff by 2023. This target will be reviewed by the new Wellbeing, Equality, Diversity and Inclusivity Committee.

2.2 UWE Bristol Staff proportion of each Ethnic Group by Employee Groups 2021/22



Employee Group	Asian	Black	Multiple Heritage	Not Known	Other	White
Academic	134	57	44	50	31	1179
Admin & Prof	52	44	59	36	10	1419
Associate Lecturer	24	16	15	43	5	408
Manual	10	40	<5	14	0	219
Research	15	9	7	6	5	109
Senior Management	<5	<5	0	0	0	75
Technical	16	6	<5	14	<5	234
Temporary Staff	22	10	6	<5	<5	94

2.3 UWE Bristol Staff % Black, Asian and Minority Ethnic staff in senior roles

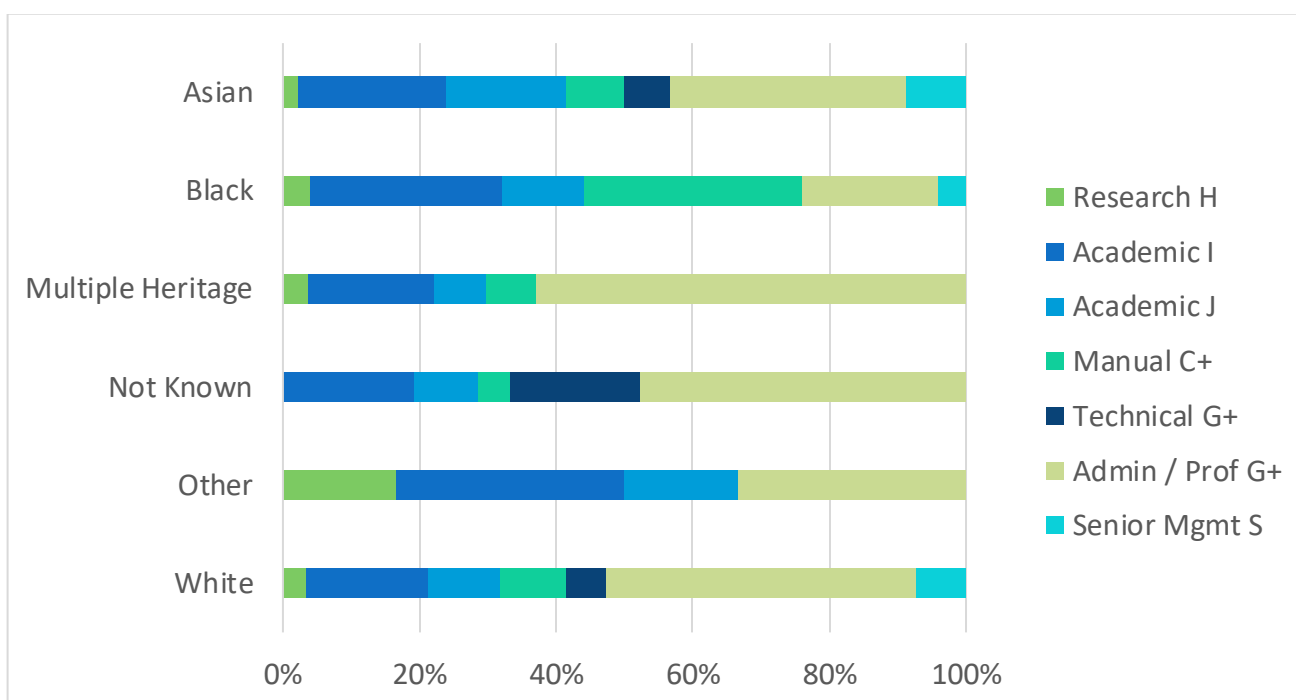
Senior Role Type	19/20	20/21	21/22
Research H	10.5%	10.0%	10.8%
Academic I	14.4%	14.9%	11.6%
Academic J	12.0%	12.6%	11.6%
Manual C+	9.3%	12.0%	12.5%
Technical G+	4.8%	5.7%	4.7%
Admin / professional G+	7.9%	6.9%	8.0%
Senior management S	5.3%	6.8%	6.3%
All staff	9.4%	9.5%	9.3%

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2.4 UWE Bristol proportion of all staff from an ethnic group in a senior role 2021/22

Ethnicity	Senior staff	All staff	% Senior staff
Asian	46	277	16.6%
Black	25	183	13.7%
Multiple Heritage	27	138	19.6%
Not Known	21	166	12.7%
Other	6	55	10.9%
White	997	3737	26.7%

2.5 UWE Bristol Staff distribution of senior role types by Ethnic Group 2021/22



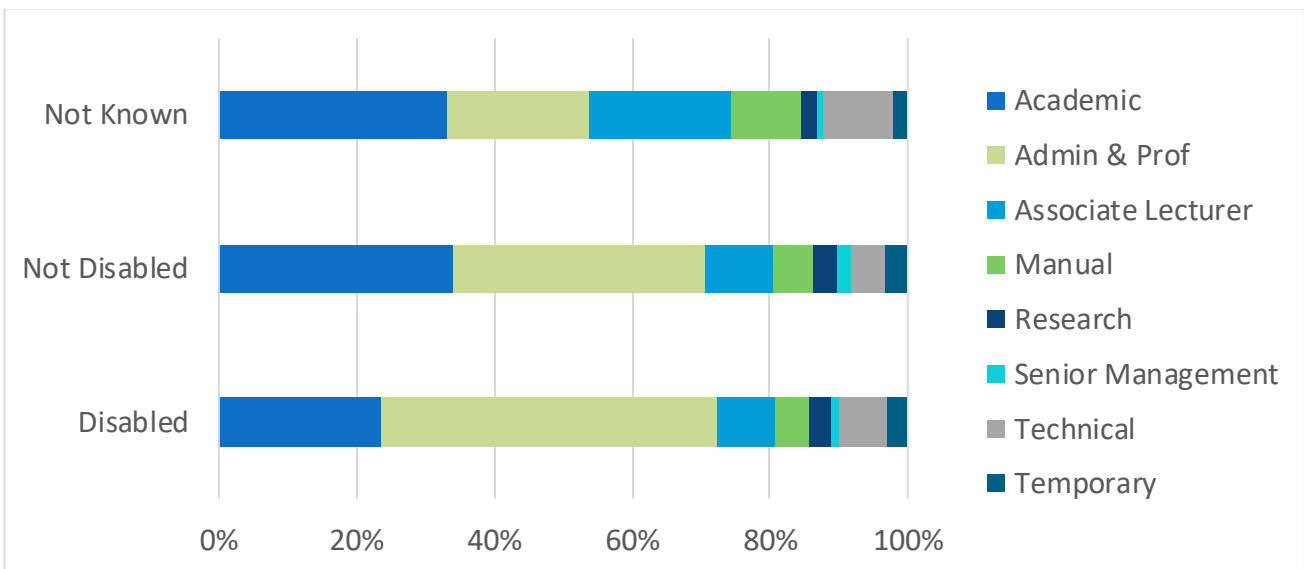
Senior Role Type	Asian	Black	Multiple Heritage	Not Known	Other	White	All staff
Research H	<5	<5	<5	0	<5	33	37
Academic I	10	7	5	<5	<5	179	207
Academic J	8	<5	<5	<5	<5	105	121
Manual C+	<5	8	<5	<5	0	97	112
Technical G+	<5	0	0	<5	0	57	64
Admin / Professional G+	16	5	17	10	<5	452	502
Senior management S	<5	<5	0	0	0	74	79

3. Disabled Status

3.1 UWE Bristol Staff Disabled Status Overview: headcount and percentage

Disability	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Disabled	362	402	429	8.9%	9.3%	9.4%
Not Disabled	3098	3273	3487	75.9%	75.8%	76.5%
Not Known	622	641	640	15.2%	14.9%	14.0%
All staff	4082	4316	4556	100.0%	100.0%	100.0%

3.2 UWE Bristol Staff Disabled Status by Employee Group 2021/22



Employee Group	Disabled	Not Disabled	Not Known
Academic	101	1182	212
Admin & Prof	209	1279	132
Associate Lecturer	36	344	131
Manual	21	200	65
Research	14	122	15
Senior Management	5	69	6
Technical	30	181	66
Temporary Staff	13	110	13

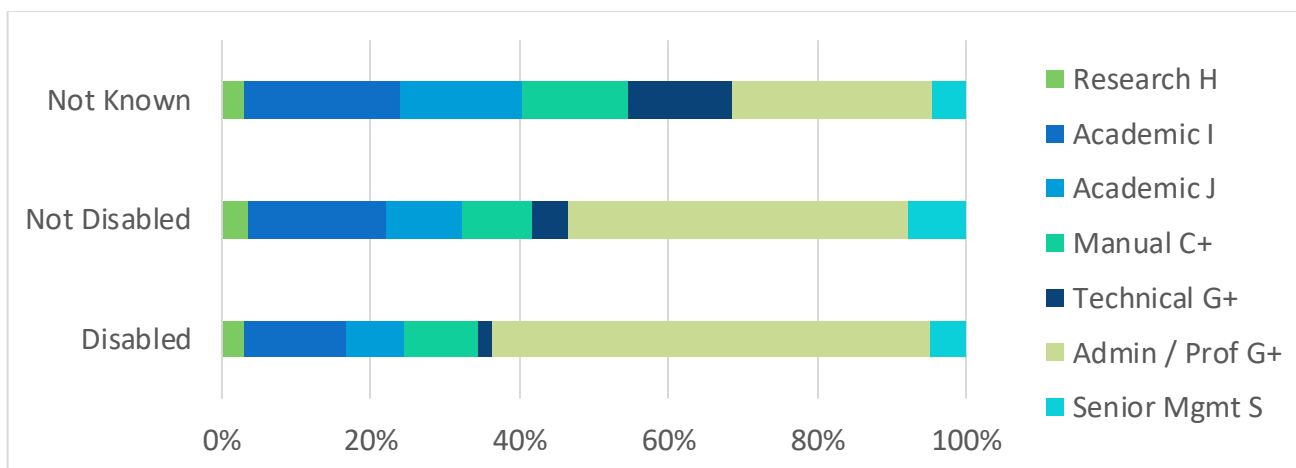
3.3 UWE Bristol Staff % disabled staff in senior roles 2021/22

Year	19/20	20/21	21/22
Research H	2.6%	5.0%	8.1%
Academic I	6.7%	6.7%	6.8%
Academic J	5.6%	5.4%	6.6%
Manual C+	10.2%	10.3%	8.9%
Technical G+	4.8%	4.3%	3.1%
Admin / professional G+	12.0%	12.3%	12.0%
Senior management S	6.7%	6.8%	6.3%
All staff	9.0%	9.2%	9.1%

3.4 UWE Bristol Staff % disabled staff and non-disabled staff in senior roles 2021/22

Disability	Senior staff	All staff	% Senior staff
Disabled	102	429	23.8%
Not Disabled	886	3487	25.4%
Not Known	134	640	20.9%

3.5 UWE Bristol Staff distribution of senior role types by Disabled Status 2021/22



Senior Role Type	Disabled	Not Disabled	Not Known
Academic I	14	165	28
Academic J	8	91	22
Admin / Professional G+	60	406	36
Manual C+	10	83	19
Research H	<5	30	<5
Senior management S	5	68	6
Technical G+	<5	43	19

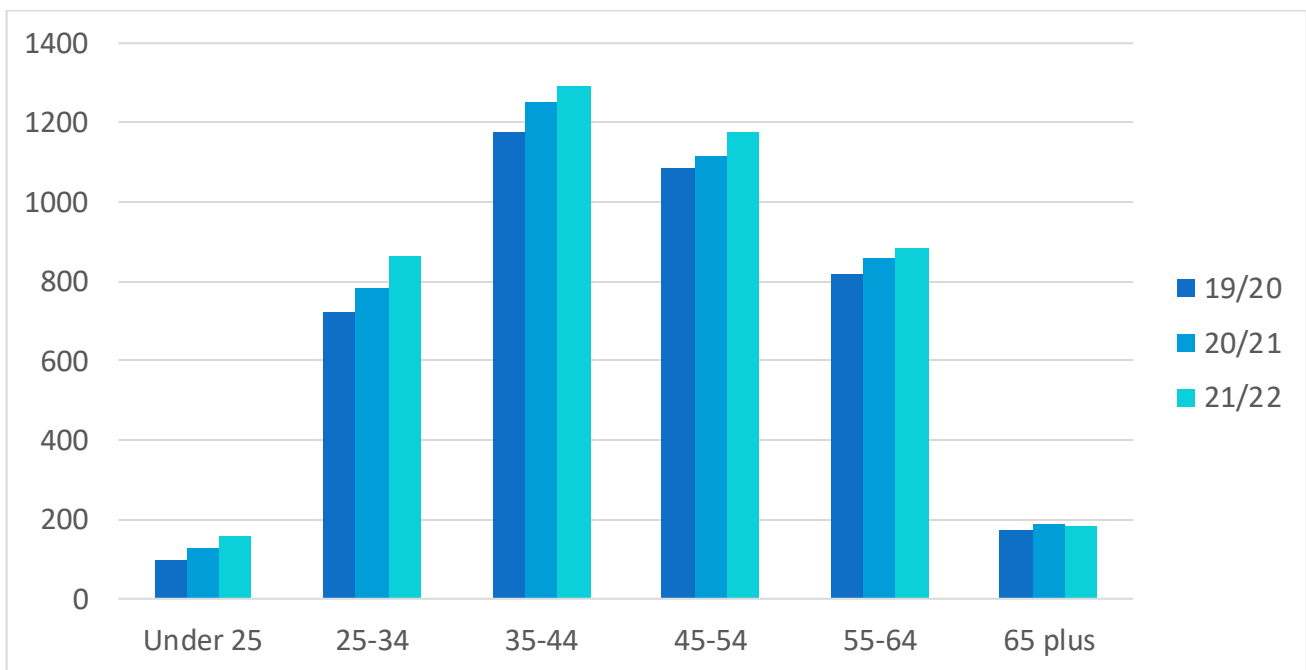
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4. Age

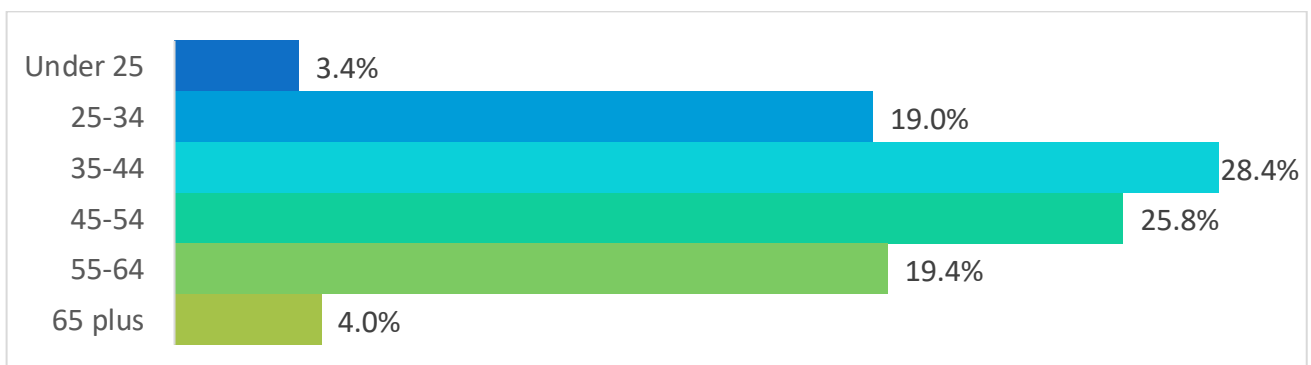
4.1 UWE Bristol Staff Age Overview: headcount and percentage

Age band	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Under 25	99	126	157	2.4%	2.9%	3.4%
25-34	724	781	866	17.7%	18.1%	19.0%
35-44	1178	1250	1292	28.9%	29.0%	28.4%
45-54	1085	1115	1175	26.6%	25.8%	25.8%
55-64	821	857	883	20.1%	19.9%	19.4%
65 plus	175	187	183	4.3%	4.3%	4.0%
All staff	4082	4316	4556	100.0%	100.0%	100.0%

4.2 UWE Bristol Staff by Age



4.3 UWE Bristol Staff by Age 2021/22



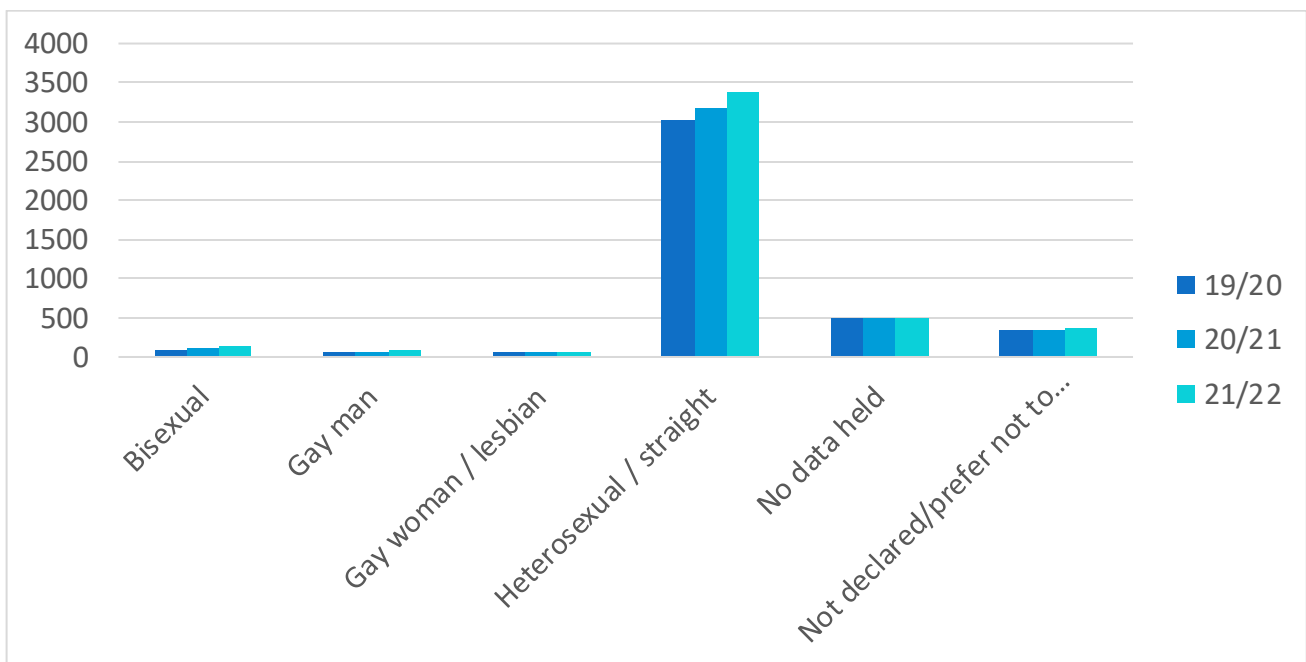
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5. Sexual orientation

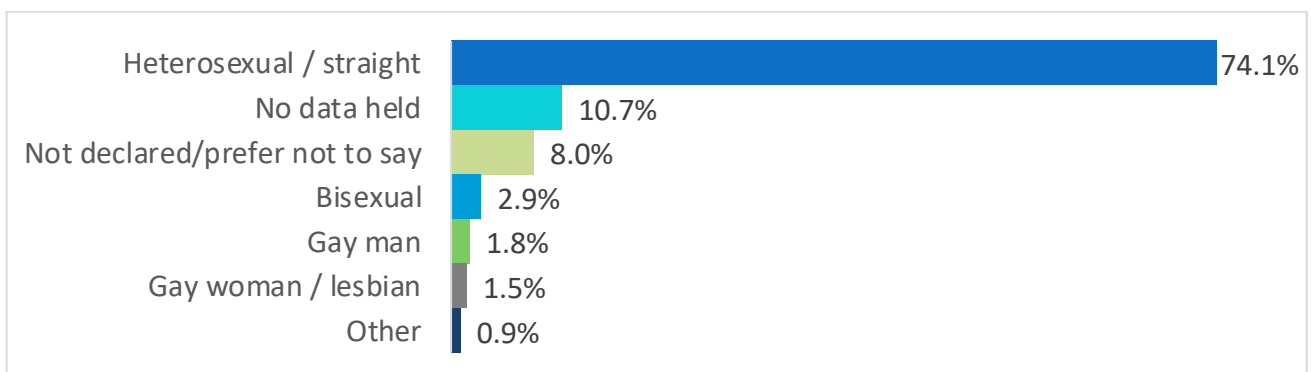
5.1 UWE Bristol Staff Sexual Orientation Overview: headcount and percentage

Sexual Orientation	19/20	20/21	21/22	19/20%	20/21%	21/22%
Bisexual	83	112	133	2.0%	2.6%	2.9%
Gay man	68	75	83	1.7%	1.7%	1.8%
Gay woman / lesbian	61	62	68	1.5%	1.4%	1.5%
Heterosexual / straight	3014	3187	3376	73.8%	73.8%	74.1%
No data held	496	504	488	12.2%	11.7%	10.7%
Not declared / Prefer not to say	332	348	365	8.1%	8.1%	8.0%
Other	28	28	43	0.7%	0.6%	0.9%
All staff	4082	4316	4556	100.0%	100.0%	100.0%

5.2 UWE Bristol Staff by Sexual Orientation



5.3 UWE Bristol Staff by Sexual Orientation 2021/22

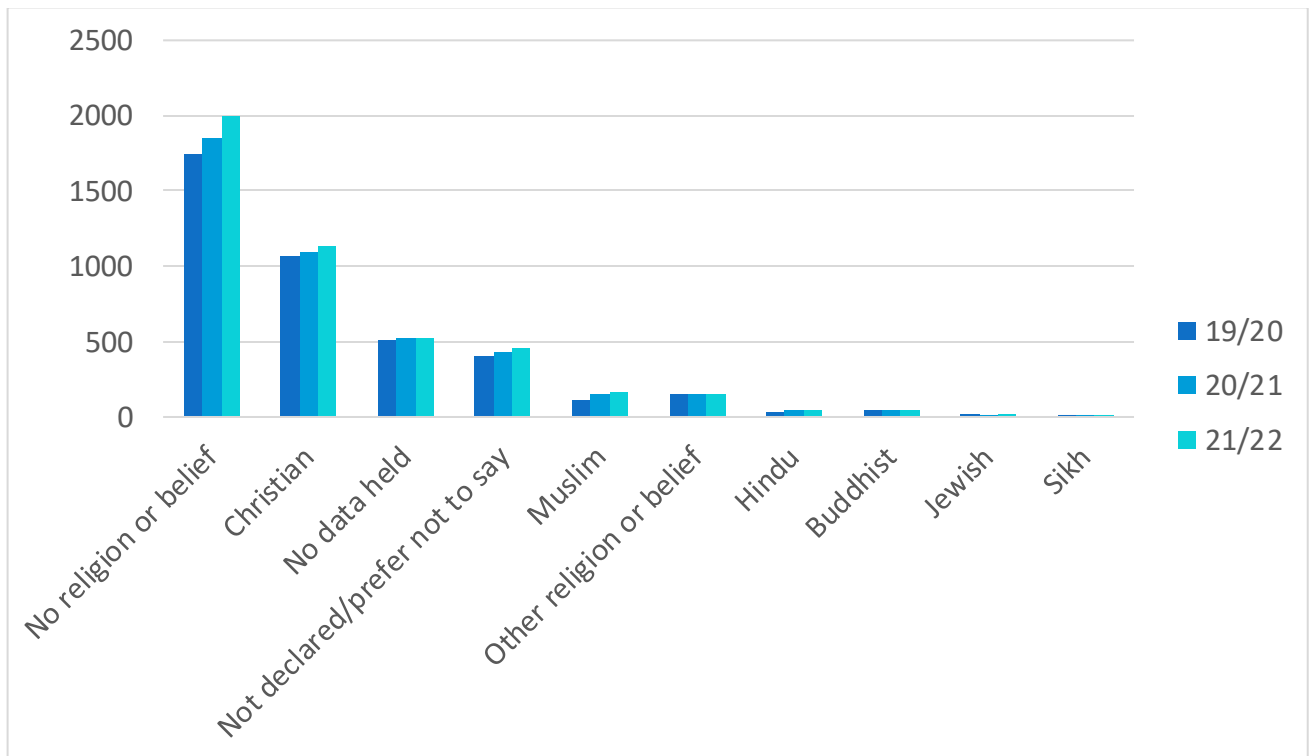


6. Religion and Belief

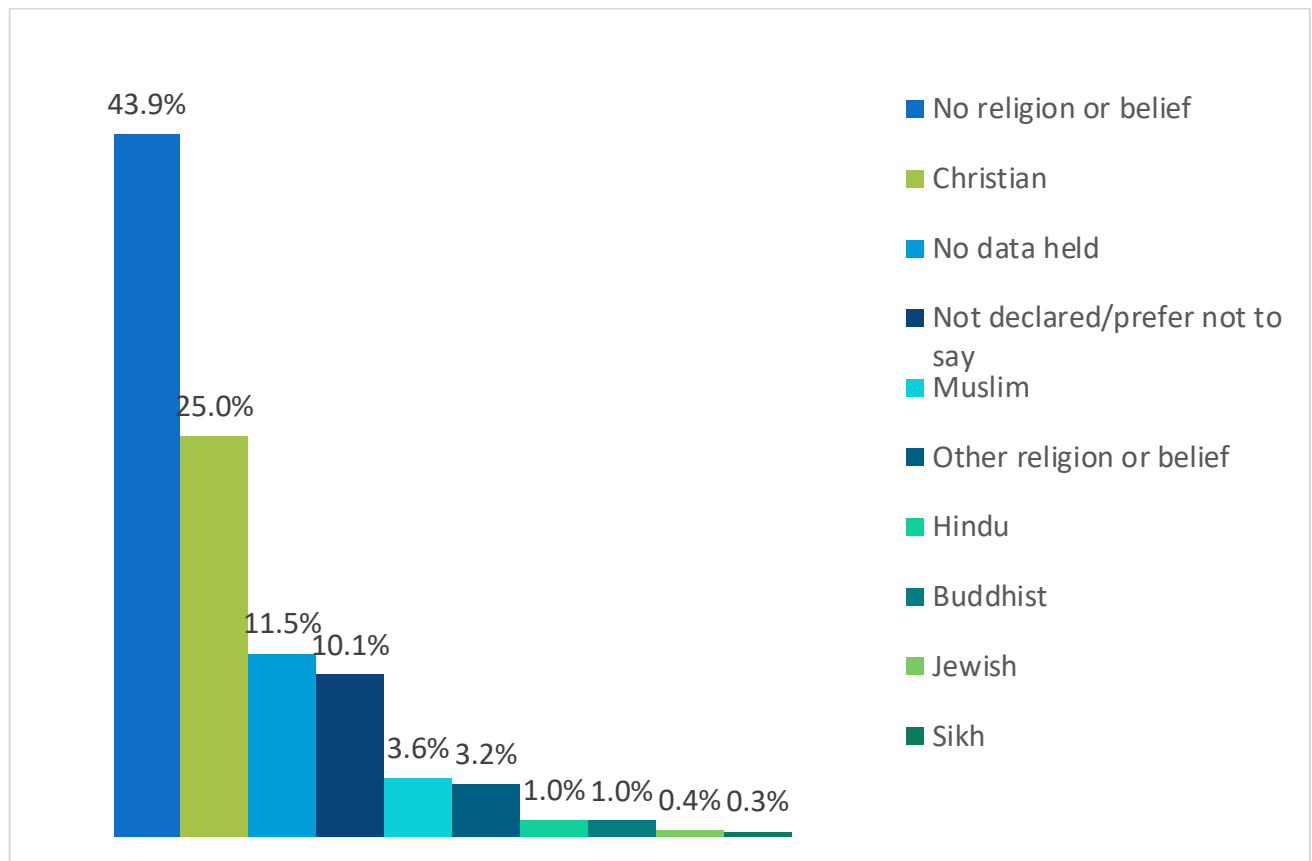
6.1 UWE Bristol Staff Religion and Belief Overview: headcount and percentage

Religion or Belief	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Buddhist	40	45	44	1.0%	1.0%	1.0%
Christian	1068	1097	1140	26.2%	25.4%	25.0%
Hindu	37	45	46	0.9%	1.0%	1.0%
Jewish	14	12	16	0.3%	0.3%	0.4%
Muslim	116	147	165	2.8%	3.4%	3.6%
No data held	508	522	522	12.4%	12.1%	11.5%
No religion or belief	1739	1850	2002	42.6%	42.9%	43.9%
Not declared / Prefer not to say	401	437	460	9.8%	10.1%	10.1%
Other religion or belief	150	148	148	3.7%	3.4%	3.2%
Sikh	9	13	13	0.2%	0.3%	0.3%
All staff	4082	4316	4556	100.0%	100.0%	100.0%

6.2 UWE Bristol Staff by Religion and Belief



6.3 UWE Bristol Staff by Religion and Belief 2021/22

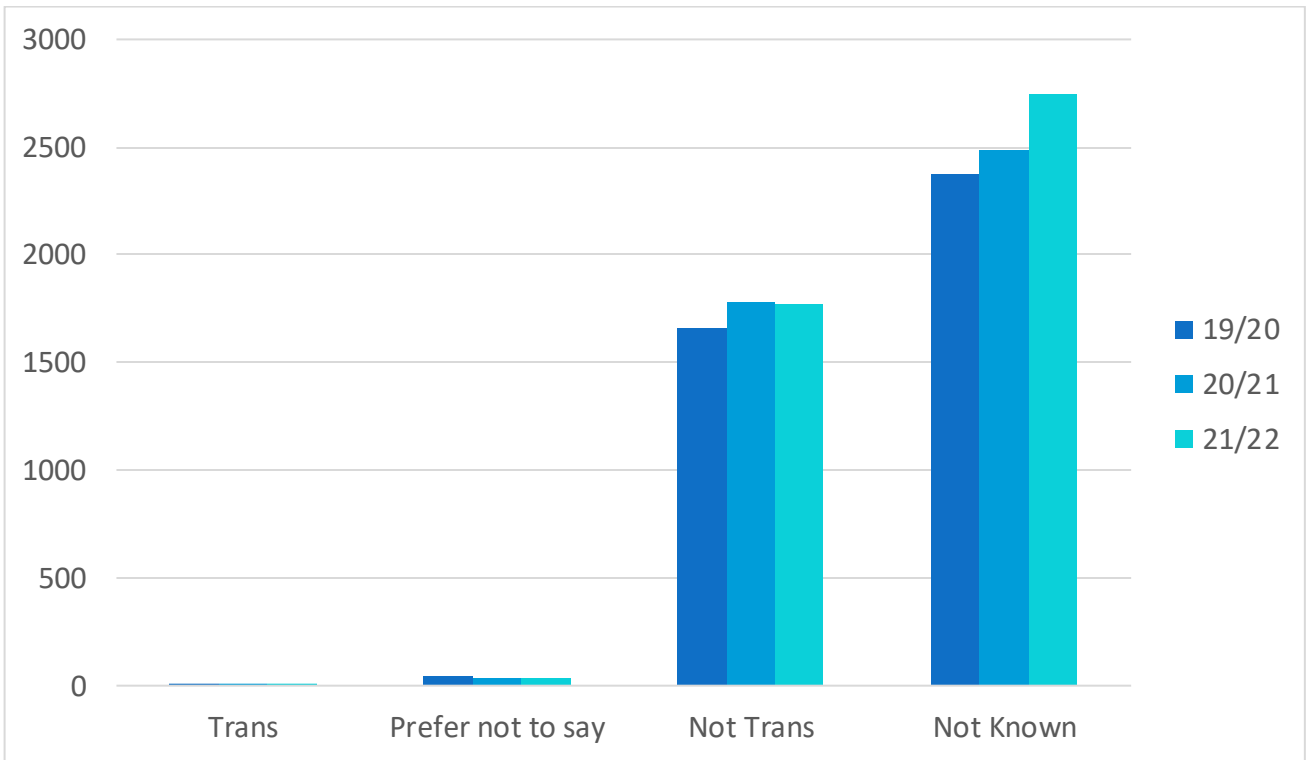


7. Trans status

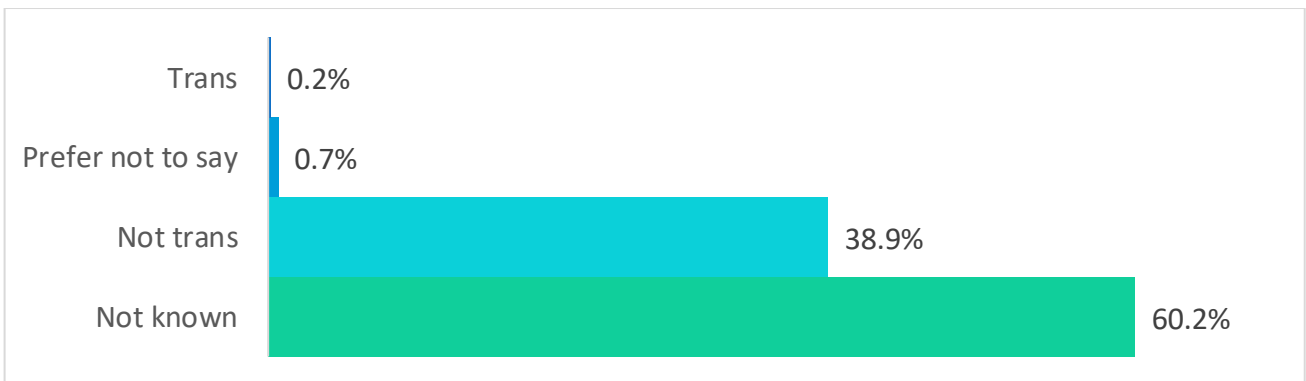
7.1 UWE Bristol Staff Trans Status Overview: headcount and percentage

Trans Status	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
Trans	8	8	7	0.2%	0.2%	0.2%
Not Trans	1658	1781	1773	40.6%	41.3%	38.9%
Prefer not to say	42	37	33	1.0%	0.9%	0.7%
Not Known	2374	2490	2743	58.2%	57.7%	60.2%

7.2 UWE Bristol Staff by Trans Status



7.3 UWE Bristol Staff by Trans Status 2021/22

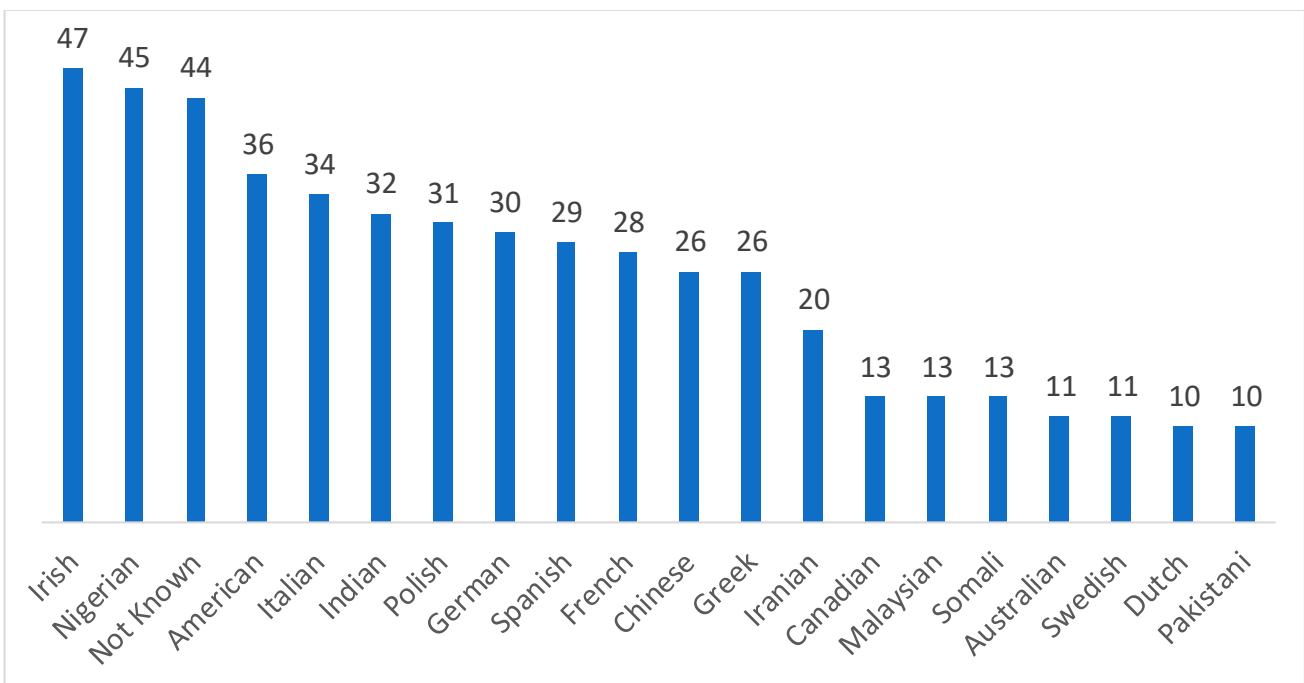


8. Nationality

8.1 UWE Bristol Staff Nationality Overview: headcount and percentage

Nationality	19/20	20/21	21/22	19/20 %	20/21 %	21/22 %
EU	271	290	303	6.6%	6.7%	6.7%
Non-EU	254	301	399	6.2%	7.0%	8.8%
Not Known	42	45	44	1.0%	1.0%	1.0%
UK	3515	3680	3810	86.1%	85.3%	83.6%

8.2 UWE Bristol Staff Nationalities 2021/22 (excl. British, 'blanks', and those with <10)



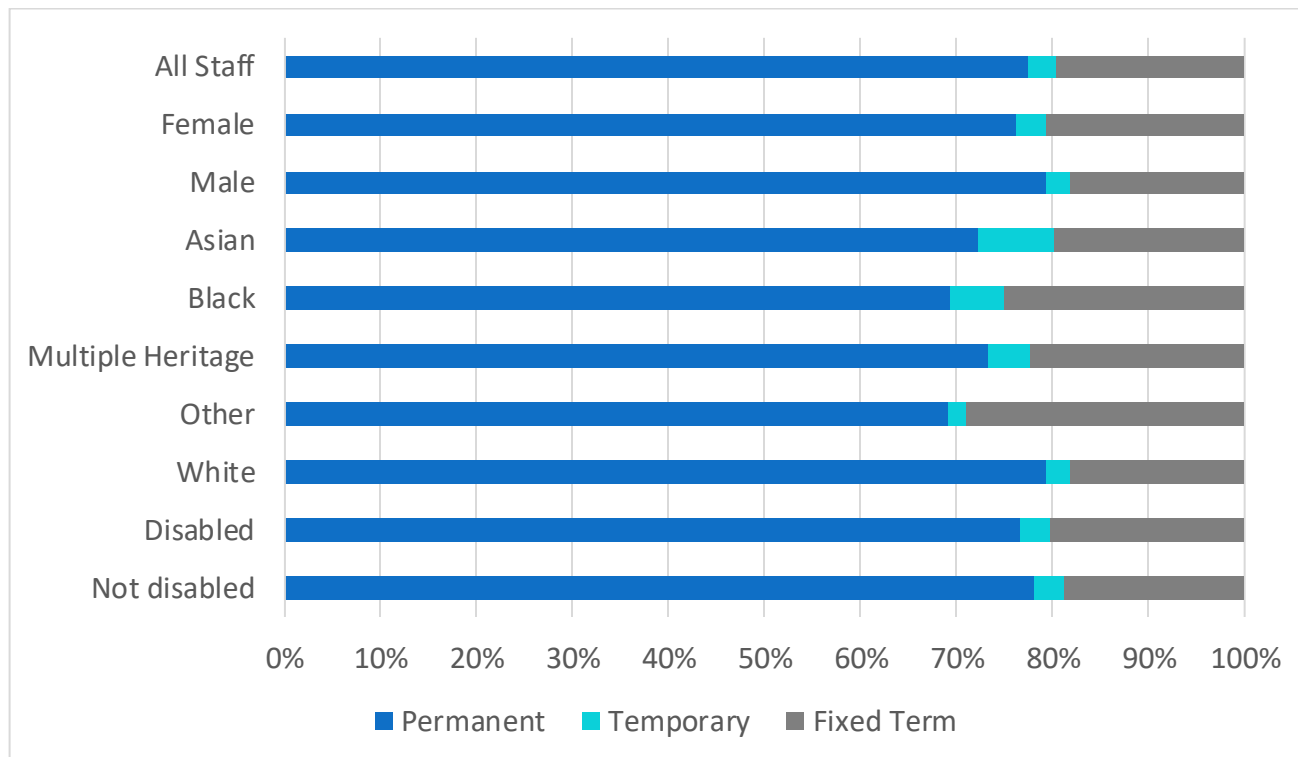
In addition to British and the other nationalities listed above, the University also has staff with the following nationalities (in size order):

Portuguese; South African; Vietnamese; Bulgarian; Egyptian; Hong Kong; Hungarian; Sri Lankan; English; Ghanaian; Romanian; Turkish; Welsh; Mexican; Belgian; Colombian; Czech; Dominican; Finnish; Jordanian; New Zealander; Ukrainian; Algerian; Bangladeshi; Cypriot; Kenyan; Latvian; Slovakian; Sudanese; Taiwanese; Barbadian; Brazilian; Indonesian; Iraqi; Japanese; Lebanese; Lithuanian; Nepalese; Norwegian; Peruvian; Serbian; Swiss; Trinidadian / Tobagan; Zambian; Zimbabwean; Albanian; Argentinian; Austrian; Belarusian; Botswanan; British Indian Ocean Territory; British National (Overseas); British Virgin Islands; Cameroonian; Croatian; Danish; Gambian; Icelandic; Jamaican; Kazakhstani; Libyan; Maldivian; Mauritian; Moroccan; Netherlands Antilles; South Korean; Stateless; Syrian; Thai; Uzbekistani; Bermudian; Chilean; Estonian; Maltese; Salvadorean; Tunisian.

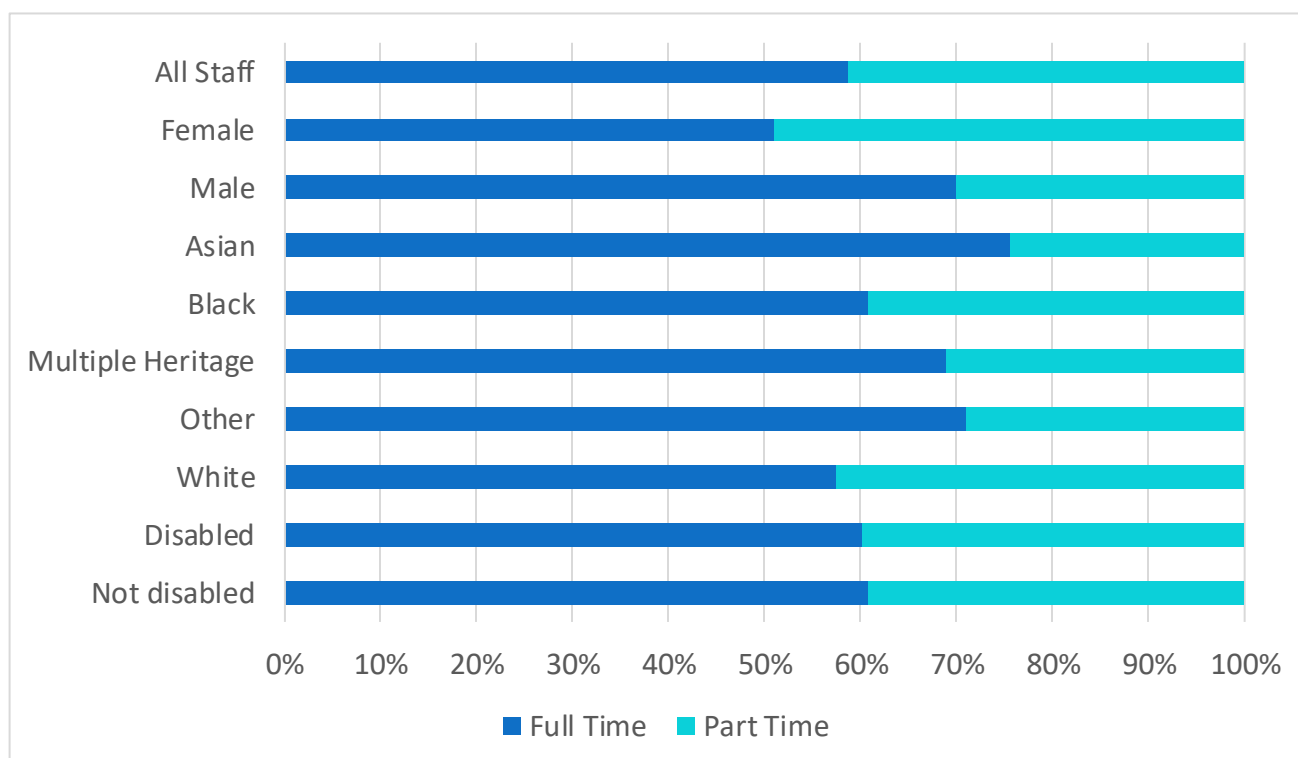
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9. Contract Term and Mode

9.1 Equality group by contract term for ethnicity, sex, and disabled status 2021/22 (excluding Not Knowns)



9.2 Equality group by contract mode for ethnicity, sex, and disabled status 2021/22



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. The green shows where UWE Bristol is performing better than the HESA benchmark.

The UWE Bristol 2023 targets, which have come from UWE Bristol's EDI Strategy, are currently under revision.

10.1 UWE Bristol performance compared to the HEI average

Staff group	Benchmark data HEIs average – median %			UWE Bristol performance %			UWE Bristol Target %
	19/20	20/21	21/22	19/20	20/21	21/22	22/23
Black, Asian and Minority Ethnic staff	14.3	15.1	16.1	11.1	11.9	13.6	16.0
Disabled staff	5.5	6.0	6.8	6.1	6.5	6.8	9.0
Female staff in senior management roles* (UWE Bristol grade S)	42.0	42.9	44.0	52.6	55.2	52.4	59.0
Female staff in academic senior roles (UWE Bristol grade J+)**	27.8	28.5	29.7	45.3	41.6	42.6	-
Black, Asian and Minority Ethnic staff in senior management roles (UWE Bristol grade S)	6.7	7.4	7.9	8.4	9.5	7.8	-
Staff on temporary / fixed term contracts	25.0	24.1	24.7	21.9	21.4	22	-
Part time staff	32.8	31.7	32.2	41.7	41.5	41.9	-

*includes staff from colleges and professional services

**academic staff only, excludes female senior management S grade roles

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