

UWE Bristol

**Annual Staff Equalities
Monitoring Report**

2022/23

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Background information

This report is primarily designed to meet the requirements of the [public sector equality duty](#), 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 analyses.

This report should be read in conjunction with the [UWE Bristol Annual EDI Impact Report](#), which provides more context about what the University is doing to address 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 each year.
- All data is for academic year 2022/23 (August 2022 – July 2023), unless otherwise stated, and shows headcounts.
- 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). However, data on gender identity is summarised in section 7.
- ‘Senior Management’ are UWE S grade.
- ‘Senior roles’ are categorised by employee group.

This report has been produced by the Equality, Diversity, and Inclusivity team in collaboration with the People and Organisation Development 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

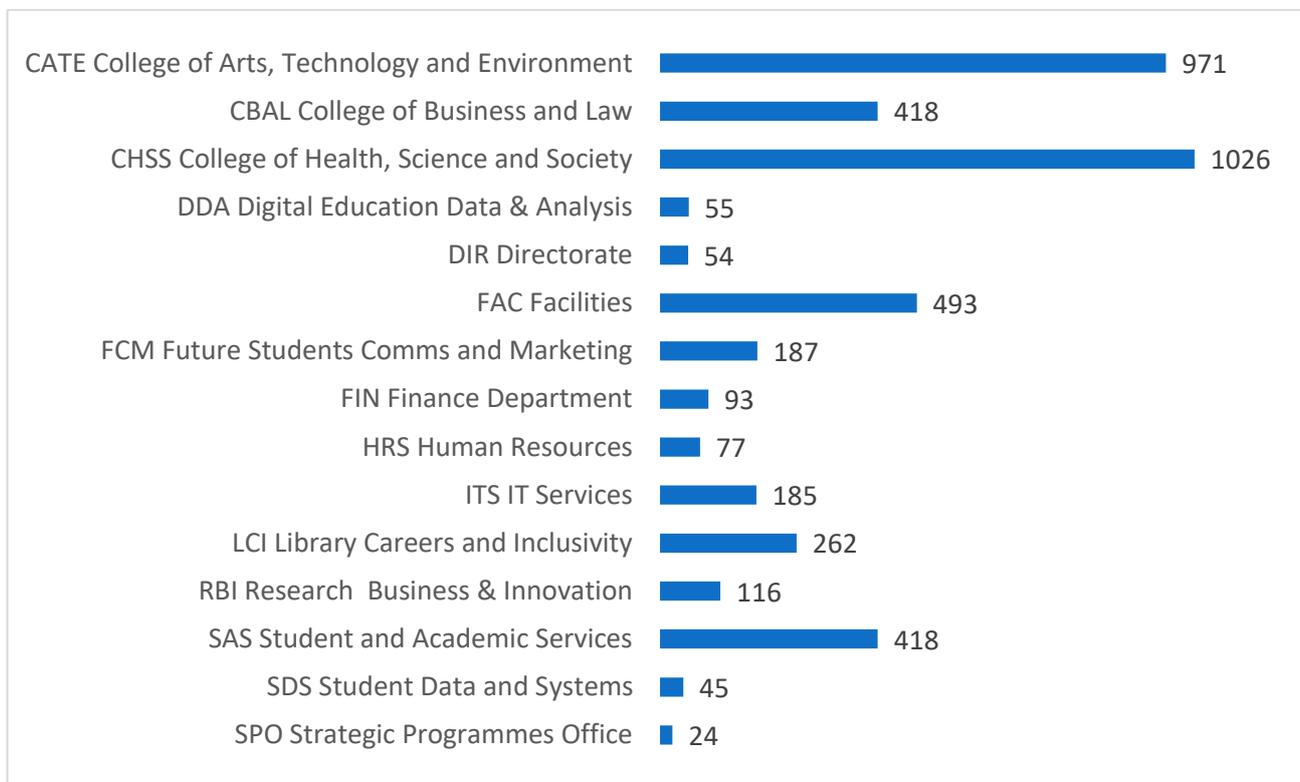
Comparing 2022/23 to 2021/22:

- The proportion of female staff has increased in senior roles such as Academic I (50.2% to 51.2%), Admin/Prof G+ (61.4% to 63.3%) and Senior Management S (53.8% to 55.0%). In other senior roles, the proportion of female staff has decreased or remains unchanged.
- The proportion of staff from ethnic backgrounds such as Asian (6.0% to 6.8%), Black (4.0% to 4.2%), not known (3.4% to 4.1%) and other (1.3% to 1.4%) has slightly increased. The total proportion of Black, Asian and minority ethnic staff has increased from 14.4% to 15.3%, denoting a 0.9 pp increase towards UWE's target of 20% Black, Asian and minority ethnic staff by 2030.
- The proportion of Black, Asian and minority ethnic staff has increased in Research H, Academic I, Academic J, Admin/Prof G+ roles and Technical G+ roles. Admin/Prof G+ roles have seen the highest increase in the proportion of Black, Asian and minority ethnic staff (7.7% to 10.2%). The proportion has decreased in Manual C+, and Senior Management roles by 1.0, and 1.3 pp respectively.
- The proportion of disabled staff has slightly decreased from 9.7% to 9.6%.
- The proportion of disabled staff in senior roles has also slightly decreased from 9.7% to 9.6%. Academic J roles has seen the highest increase from 6.6% to 9.2%, a 2.6 pp increase. The proportion has decreased by 0.6 pp in Research H and Academic I, while it remains unchanged in Manual C+.
- Most staff are aged between 35 to 54 (54.9%). The proportion of staff under 25 has decreased by 0.8 pp.
- The proportion of bisexual staff and lesbian/gay women has increased by 0.5 pp and 0.2 pp respectively, while the proportion of gay men has stayed the same since 2020/21.
- The proportion of staff who are Christian or have no religion or belief has decreased by 0.5 pp and 0.3 pp respectively. The proportion of Jewish, Muslim, and Hindu staff has slightly increased.
- The proportion of staff with 'not known trans status' remains high at 59.6%. Staff who are not trans has increased by 0.7 pp, whilst the proportion of staff who are trans has decreased by 0.1 pp and 'prefer not to say' has stayed the same.
- Non-EU staff have increased by 2.9 pp from 8.7% to 11.6%. UK staff have decreased by 2.7 pp and EU staff by 0.2 pp.
- More staff are now on a permanent contract (minimum 80% across all demographic groups). The biggest increases compared to 2021/22 are for Black, Asian, multiple heritage and other ethnic staff, although there are still proportionately more White staff on permanent contracts than Black, Asian or multiple heritage staff.
- In 2022/23, there was a higher proportion of new starters from Black, Asian, multiple heritage and other ethnic backgrounds compared to leavers from these groups. Conversely, there were fewer White starters than leavers, resulting in a net increase in Black, Asian, and minority ethnic staff, and a net decrease in White staff. UWE Bristol also employed fewer new male staff than female staff and a high proportion of staff aged 25-34.
- There was an over-representation of female staff, White staff, and non-disabled staff progressing in 2022/23. Staff aged up to 44 were more likely to progress, whilst staff aged 45+ were less likely to progress.

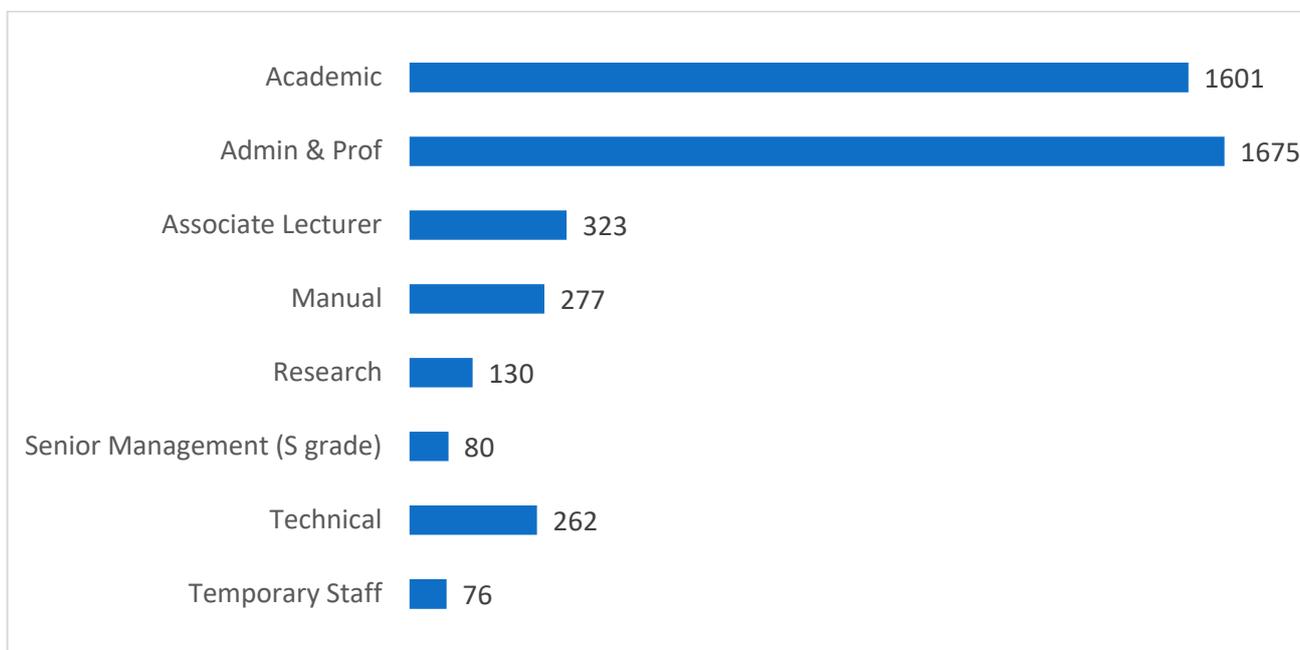
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Overview of staff data

0.1 UWE staff overview by college and service 2022/23: headcount



0.2 UWE staff overview by employee group 2022/23: headcount



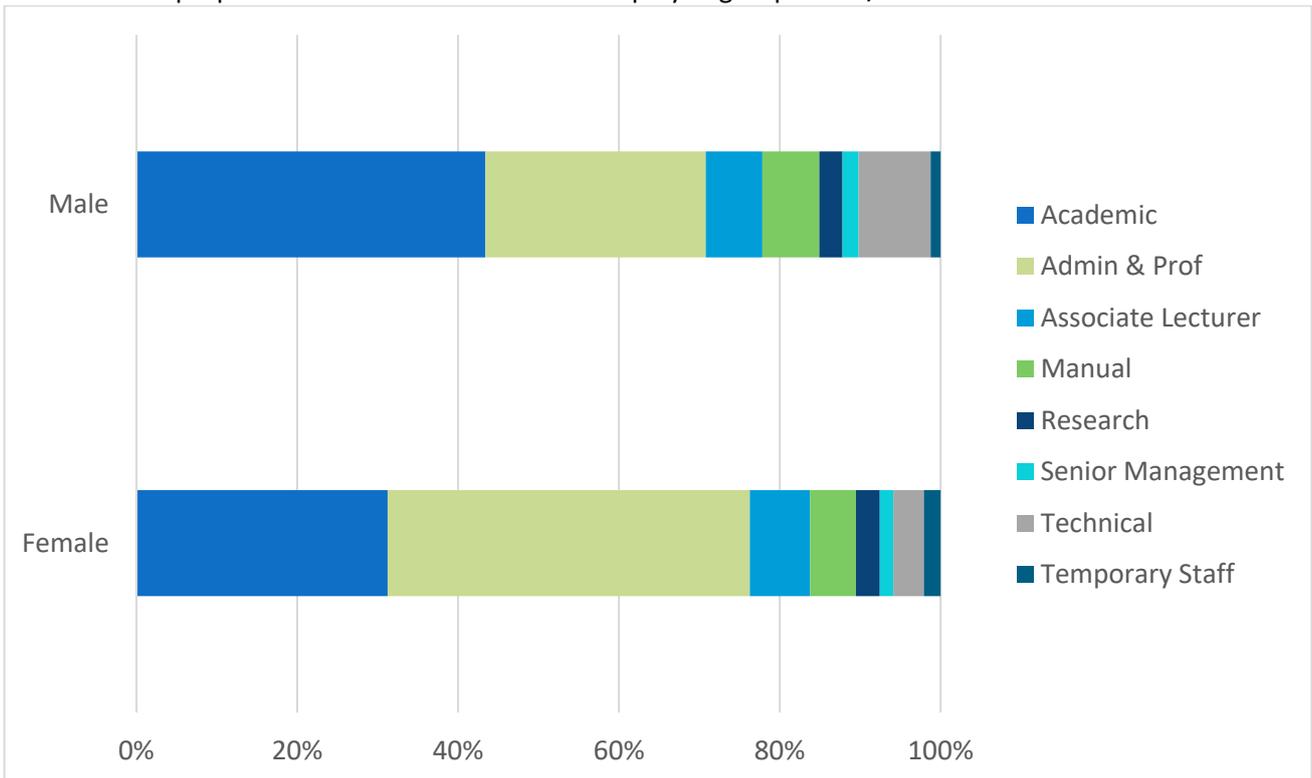
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1. Sex

1.1 UWE staff overview by sex: headcount and percentage

Sex	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Female	2516	2710	2620	58.3%	59.1%	59.2%
Male	1803	1874	1804	41.7%	40.9%	40.8%
All staff	4319	4584	4424	100.0%	100.0%	100.0%

1.2 UWE staff proportion of each sex in different employee groups 2022/23



Employee Group	Female	Male	Female %	Male %
Academic	818	783	51.1%	48.9%
Admin / Professional	1181	494	70.5%	29.5%
Associate Lecturer	196	127	60.7%	39.3%
Manual	149	128	53.8%	46.2%
Research	78	52	60.0%	40.0%
Senior Management	44	36	55.0%	45.0%
Technical	100	162	38.2%	61.8%
Temporary	54	22	71.1%	28.9%
Total	2620	1804	59.2%	40.8%

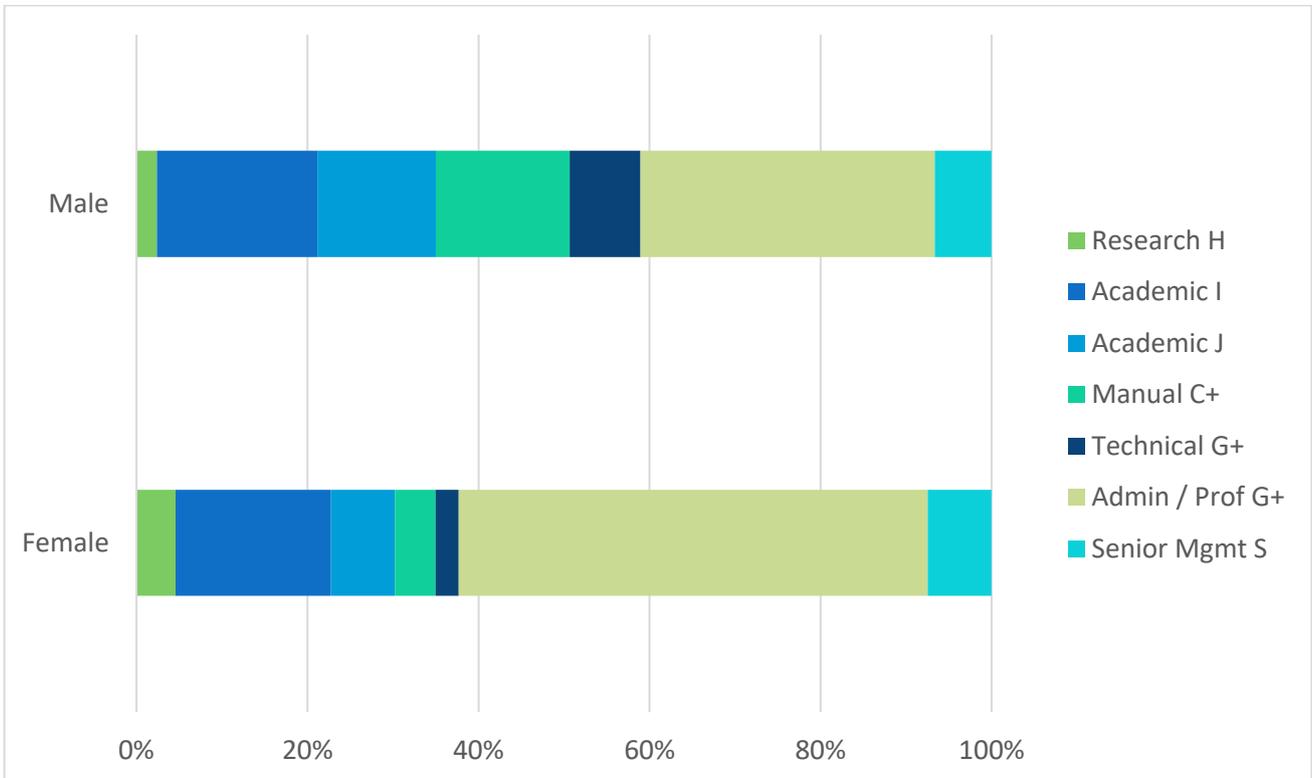
1.3 UWE staff % of females in senior roles

Year	20/21	21/22	22/23
Research H	67.5%	73.0%	67.5%
Academic I	46.9%	50.2%	51.2%
Academic J	40.5%	38.0%	37.0%
Manual C+	25.6%	23.2%	24.8%
Technical G+	30.0%	26.6%	26.2%
Admin / Prof G+	60.8%	61.4%	63.3%
Senior Management S	52.7%	53.8%	55.0%

1.4 UWE Staff number and % of all staff staff in senior roles by sex 2022/23

Sex	Senior staff	All staff	% Senior staff
Female	589	2620	22.5%
Male	543	1804	30.1%

1.5 UWE staff distribution of senior role types by sex 2022/23



Senior Role Type	Female	Male	Female %	Male %
Research H	27	13	67.5%	32.5%
Academic I	107	102	51.2%	48.8%
Academic J	44	75	37.0%	63.0%
Manual C+	28	85	24.8%	75.2%
Technical G+	16	45	26.2%	73.8%
Admin / Prof G+	323	187	63.3%	36.7%
Senior Management S	44	36	55.0%	45.0%

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2. Ethnicity

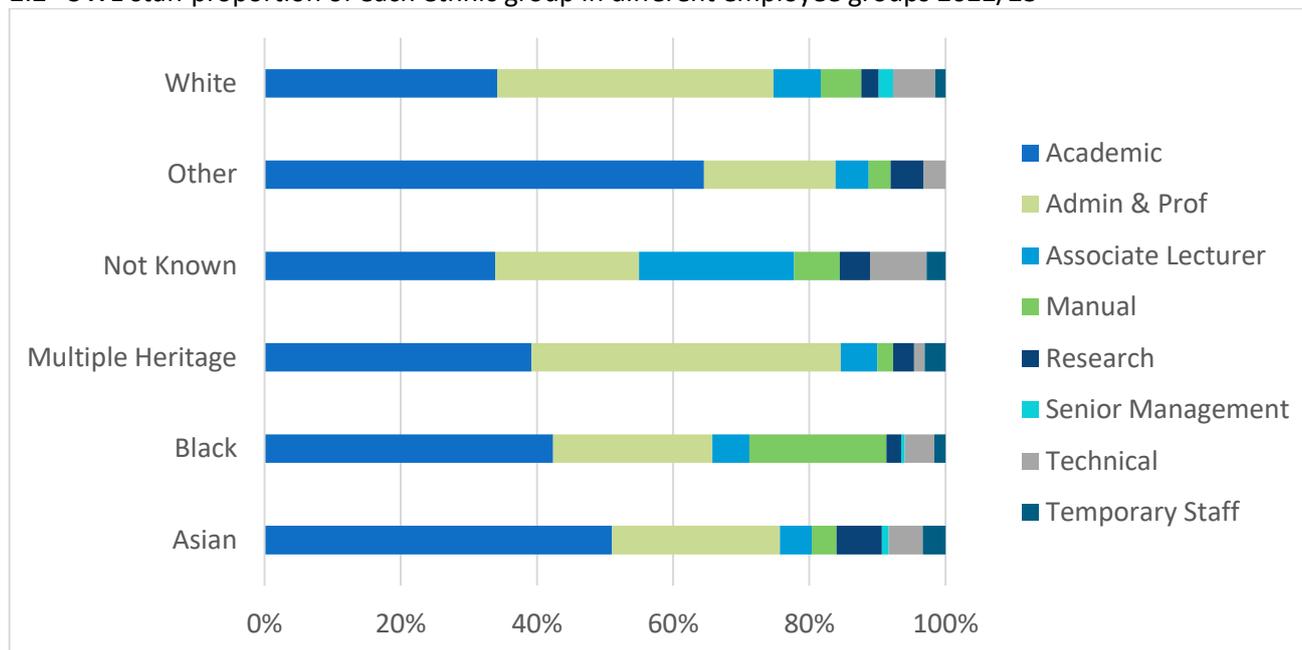
2.1 UWE staff overview by ethnic group: headcount and percentage

Ethnicity	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Asian	241	277	300	5.6%	6.0%	6.8%
Black	142	185	184	3.3%	4.0%	4.2%
Multiple Heritage	117	138	130	2.7%	3.0%	2.9%
Not Known	180	158	180	4.2%	3.4%	4.1%
Other	58	58	62	1.3%	1.3%	1.4%
White	3581	3768	3568	82.9%	82.2%	80.7%
All staff	4319	4584	4424	100.0%	100.0%	100.0%

2.1.1 UWE staff overview by ethnicity: headcount and percentage

Ethnicity	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Black, Asian, and Minority Ethnic ¹	558	658	676	12.9%	14.4%	15.3%
Not Known	180	158	180	4.2%	3.4%	4.1%
White	3581	3768	3568	82.9%	82.2%	80.7%
Grand Total	4319	4584	4424	100.0%	100.0%	100.0%

2.2 UWE staff proportion of each ethnic group in different employee groups 2022/23



¹ The reason for reporting the proportion of Black, Asian, and minority ethnic staff as a group is to show progress towards UWE's target in the EDI Strategy to reach 20% Black, Asian and minority ethnic staff by 2030.

Employee Group	Asian	Black	Multiple Heritage	Not Known	Other	White
Academic	153	78	51	61	40	1218
Admin & Prof	74	43	59	38	12	1449
Associate Lecturer	14	10	7	41	<5	248
Manual	11	37	<5	12	<5	212
Research	20	<5	<5	8	<5	91
Senior Management	<5	<5	0	0	0	76
Technical	15	8	<5	15	<5	220
Temporary Staff	10	<5	<5	5	0	54

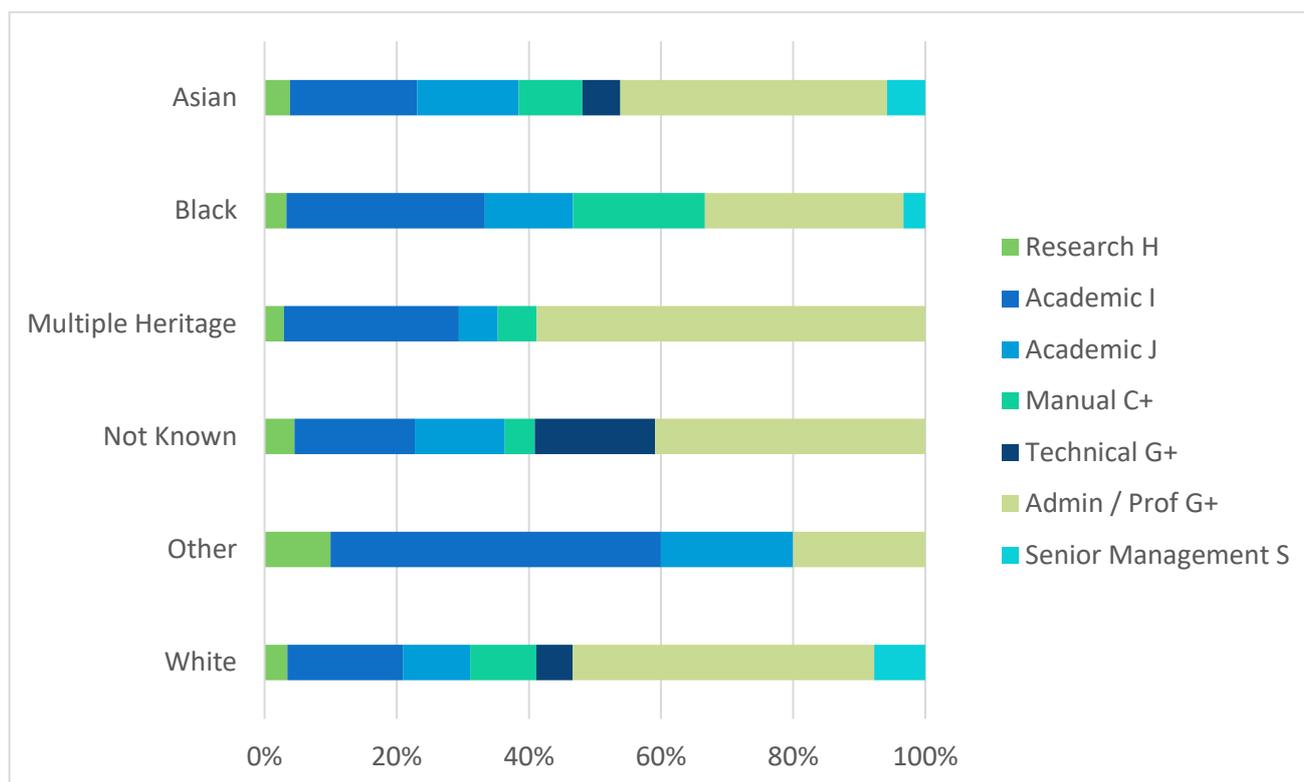
2.3 UWE staff % Black, Asian and minority ethnic staff in senior roles

Senior Role Type	20/21	21/22	22/23
Research H	10.0%	10.8%	12.5%
Academic I	15.5%	12.1%	15.8%
Academic J	12.6%	11.6%	13.4%
Manual C+	12.0%	12.5%	11.5%
Technical G+	5.7%	4.7%	4.9%
Admin/prof G+	6.8%	7.7%	10.2%
Senior Management S	6.8%	6.3%	5.0%
All staff	9.6%	9.2%	11.1%

2.4 UWE staff proportion of all staff from an ethnic group in a senior role 2022/23

Ethnicity	Senior staff	All staff	% Senior staff
Asian	52	300	17.3%
Black	30	184	16.3%
Multiple Heritage	34	130	26.2%
Not Known	22	180	12.2%
Other	10	62	16.1%
White	984	3568	27.6%

2.5 UWE staff distribution of senior role types by ethnic group 2022/23



Senior Role Type	Asian	Black	Multiple Heritage	Not Known	Other	White	Total
Research H	<5	<5	<5	<5	<5	34	40
Academic I	10	9	9	<5	5	172	209
Academic J	8	<5	<5	<5	<5	100	119
Manual C+	5	6	<5	<5	0	99	113
Technical G+	<5	0	<5	0	0	54	61
Admin / Prof G+	21	9	20	9	<5	449	510
Senior Mgmt. S	<5	<5	0	0	0	76	80

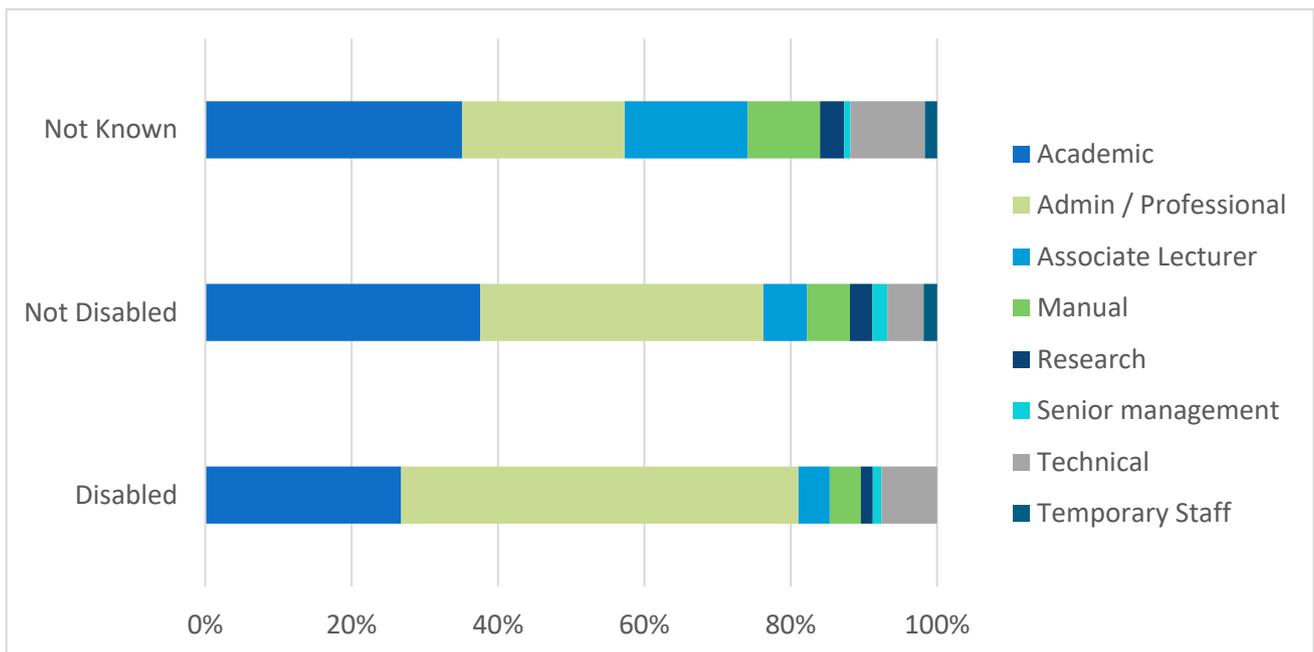
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3. Disabled status

3.1 UWE staff disabled status overview: headcount and percentage

Disability	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Disabled	408	446	426	9.4%	9.7%	9.6%
Not Disabled	3306	3568	3391	76.5%	77.8%	76.7%
Not Known	605	570	607	14.0%	12.4%	13.7%
All staff	4319	4584	4424	100.0%	100.0%	100.0%

3.2 UWE staff disabled status by employee group 2022/23



Employee Group	Disabled	Not Disabled	Not Known
Academic	113	1275	213
Admin / Professional	229	1311	135
Associate Lecturer	18	203	102
Manual	18	199	60
Research	7	103	20
Senior management	5	70	5
Technical	32	168	62
Temporary Staff	<5	62	10

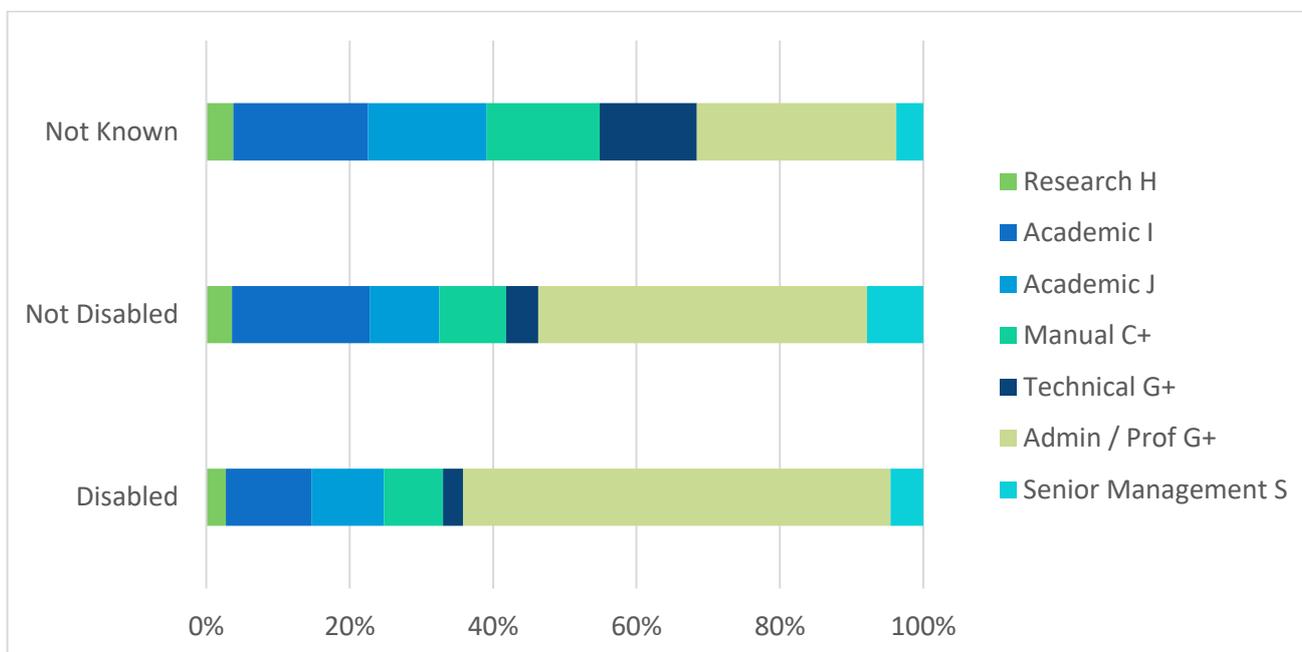
3.3 UWE staff % disabled staff in senior roles

Senior Role Type	20/21	21/22	22/23
Research H	5.0%	8.1%	7.5%
Academic I	6.7%	6.8%	6.2%
Academic J	5.4%	6.6%	9.2%
Manual C+	10.3%	8.0%	8.0%
Technical G+	5.7%	4.7%	4.9%
Admin/prof G+	12.2%	11.9%	12.7%
Senior Management S	6.8%	6.3%	6.3%
All staff	9.3%	9.1%	9.6%

3.4 UWE staff % of all disabled staff and non-disabled staff in senior roles 2022/23

Disability	Senior staff	All staff	% Senior staff
Disabled	109	426	25.6%
Not Disabled	890	3391	26.2%
Not Known	133	607	21.9%

3.5 UWE staff distribution of senior role types by disabled status 2022/23



Senior Role Type	Disabled	Not Disabled	Not Known
Research H	<5	32	5
Academic I	13	171	25
Academic J	11	86	22
Manual C+	9	83	21
Technical G+	<5	40	18
Admin / Prof G+	65	408	37
Senior Management S	5	70	5

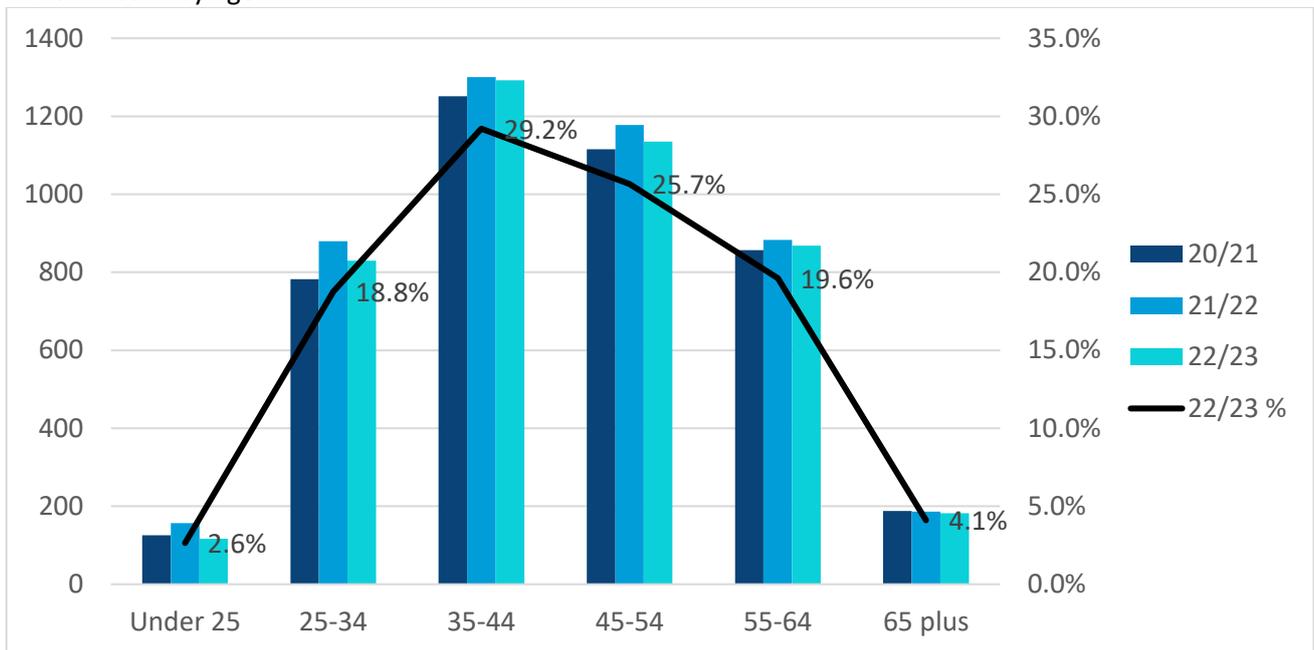
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4. Age

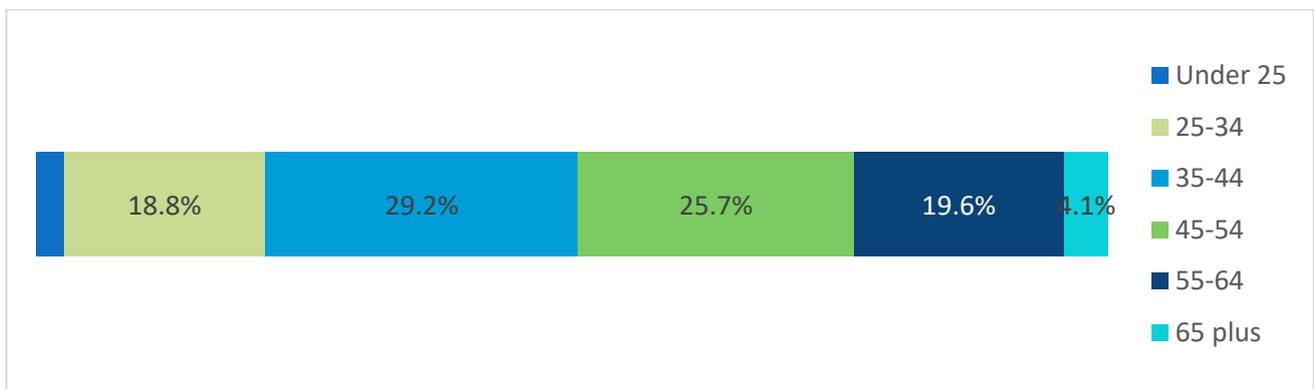
4.1 UWE staff age overview: headcount and percentage

Age band	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Under 25	126	157	117	2.9%	3.4%	2.6%
25-34	782	880	830	18.1%	19.2%	18.8%
35-44	1251	1300	1292	29.0%	28.4%	29.2%
45-54	1115	1178	1135	25.8%	25.7%	25.7%
55-64	857	883	868	19.8%	19.3%	19.6%
65 plus	188	186	182	4.4%	4.1%	4.1%
All staff	4319	4584	4424	100.0%	100.0%	100.0%

4.2 UWE staff by age



4.3 UWE staff by age 2022/23



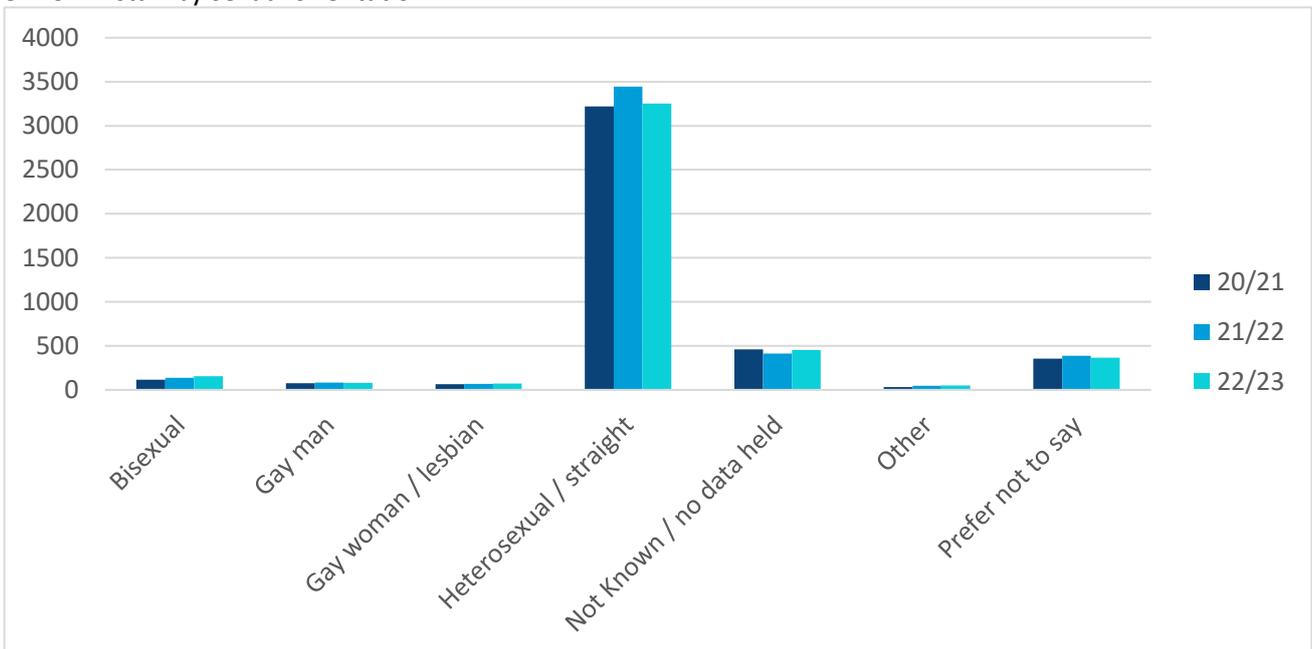
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5. Sexual orientation

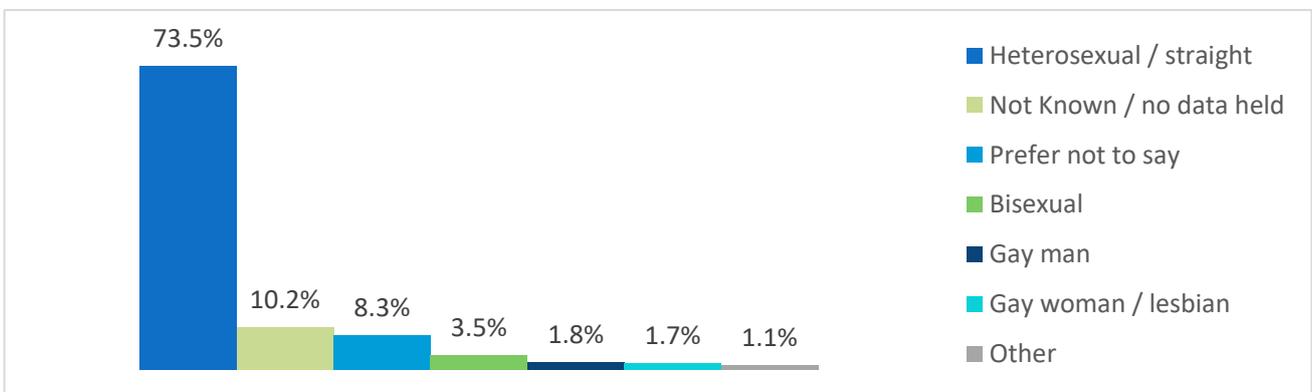
5.1 UWE staff sexual orientation overview: headcount and percentage

Sexual Orientation	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Bisexual	114	137	155	2.6%	3.0%	3.5%
Gay man	76	84	78	1.8%	1.8%	1.8%
Gay woman / lesbian	64	69	73	1.5%	1.5%	1.7%
Heterosexual / straight	3220	3446	3251	74.6%	75.2%	73.5%
Not Known / no data held	459	412	451	10.6%	9.0%	10.2%
Other	31	48	49	0.7%	1.0%	1.1%
Prefer not to say	355	388	367	8.2%	8.5%	8.3%
All staff	4319	4584	4424	100.0%	100.0%	100.0%

5.2 UWE staff by sexual orientation



5.3 UWE staff by sexual orientation 2022/23



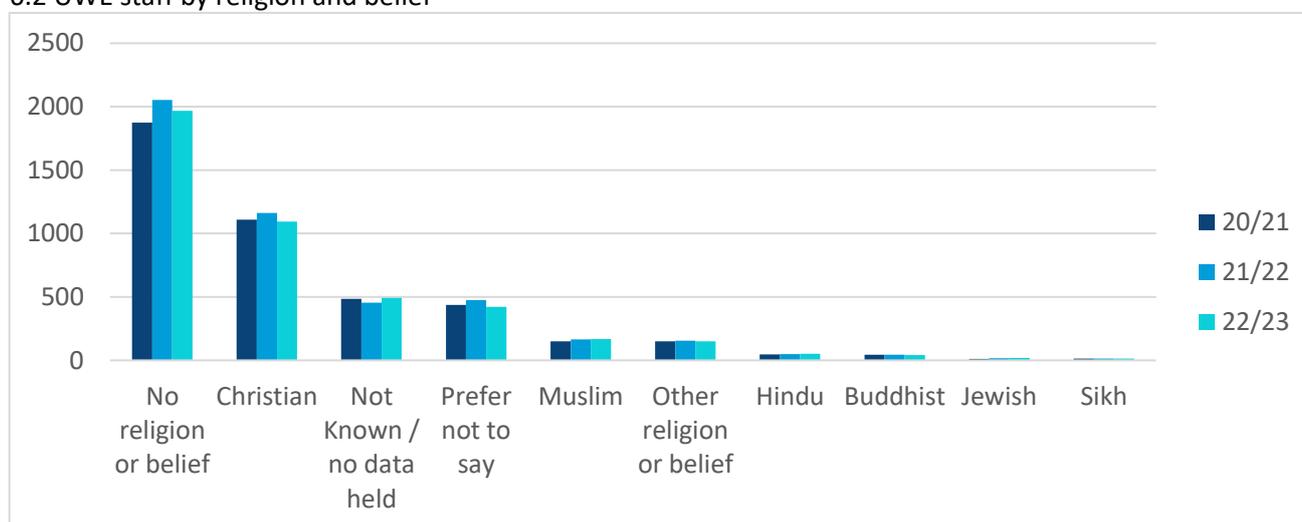
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6. Religion and belief

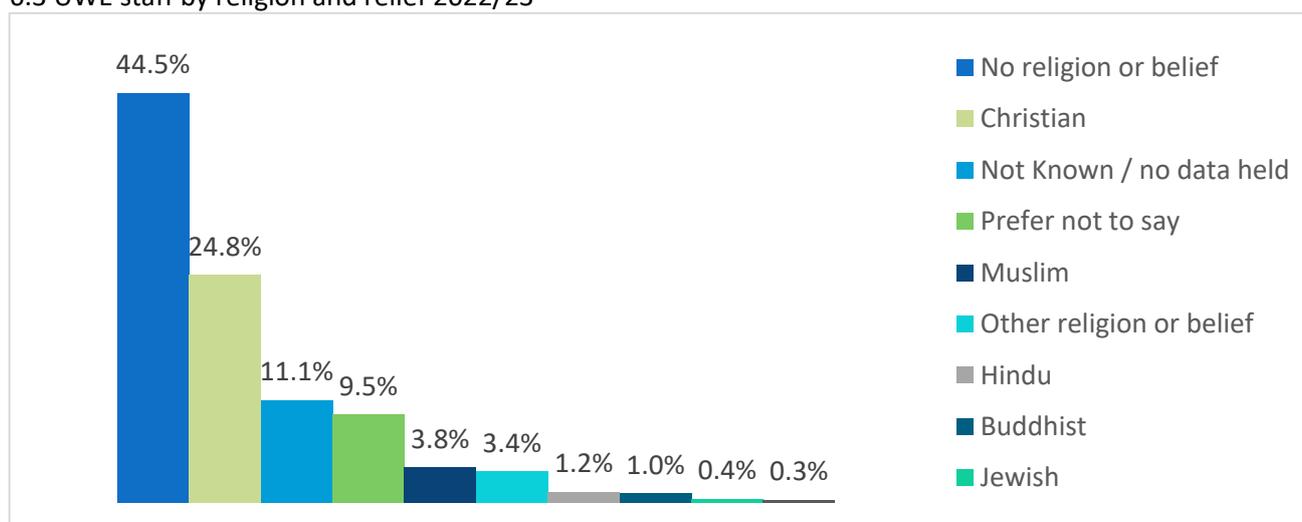
6.1 UWE staff religion and belief overview: headcount and percentage

Religion or Belief	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Buddhist	44	44	43	1.0%	1.0%	1.0%
Christian	1108	1161	1095	25.7%	25.3%	24.8%
Hindu	47	49	53	1.1%	1.1%	1.2%
Jewish	12	16	19	0.3%	0.3%	0.4%
Muslim	149	166	167	3.4%	3.6%	3.8%
No religion or belief	1874	2052	1968	43.4%	44.8%	44.5%
Not Known / no data held	484	455	493	11.2%	9.9%	11.1%
Other religion or belief	150	154	151	3.5%	3.4%	3.4%
Prefer not to say	438	474	422	10.1%	10.3%	9.5%
Sikh	13	13	13	0.3%	0.3%	0.3%
All staff	4319	4584	4424	100.0%	100.0%	100.0%

6.2 UWE staff by religion and belief



6.3 UWE staff by religion and belief 2022/23



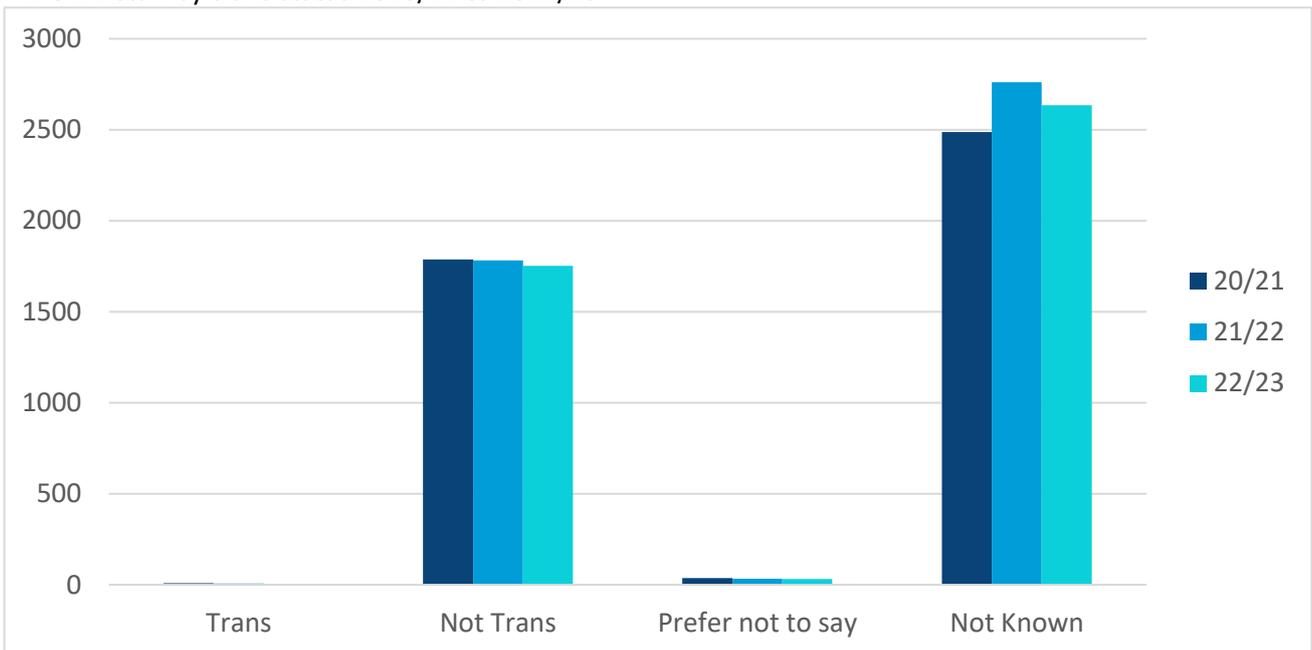
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7. Trans status

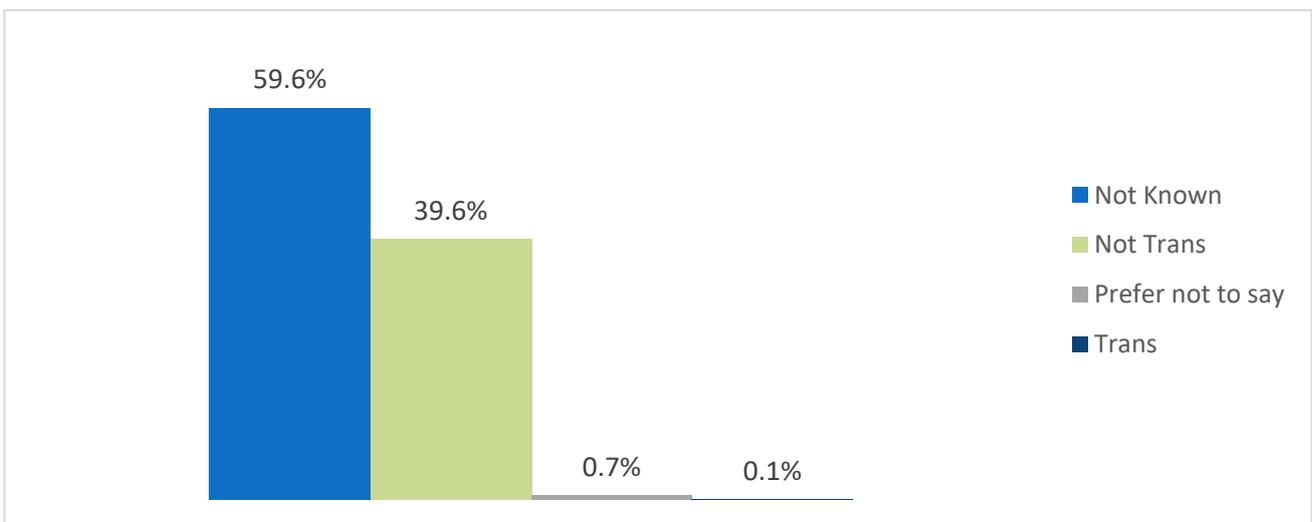
7.1 UWE staff trans status overview: headcount and percentage

Trans Status	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
Trans	8	7	<5	0.2%	0.2%	0.1%
Not Trans	1787	1782	1753	41.4%	38.9%	39.6%
Prefer not to say	37	33	32	0.9%	0.7%	0.7%
Not Known	2487	2762	2635	57.6%	60.3%	59.6%
All staff	4319	4584	4424	57.6%	60.3%	100.0%

7.2 UWE staff by trans status 2020/21 to 2022/23



7.3 UWE staff by trans status 2022/23



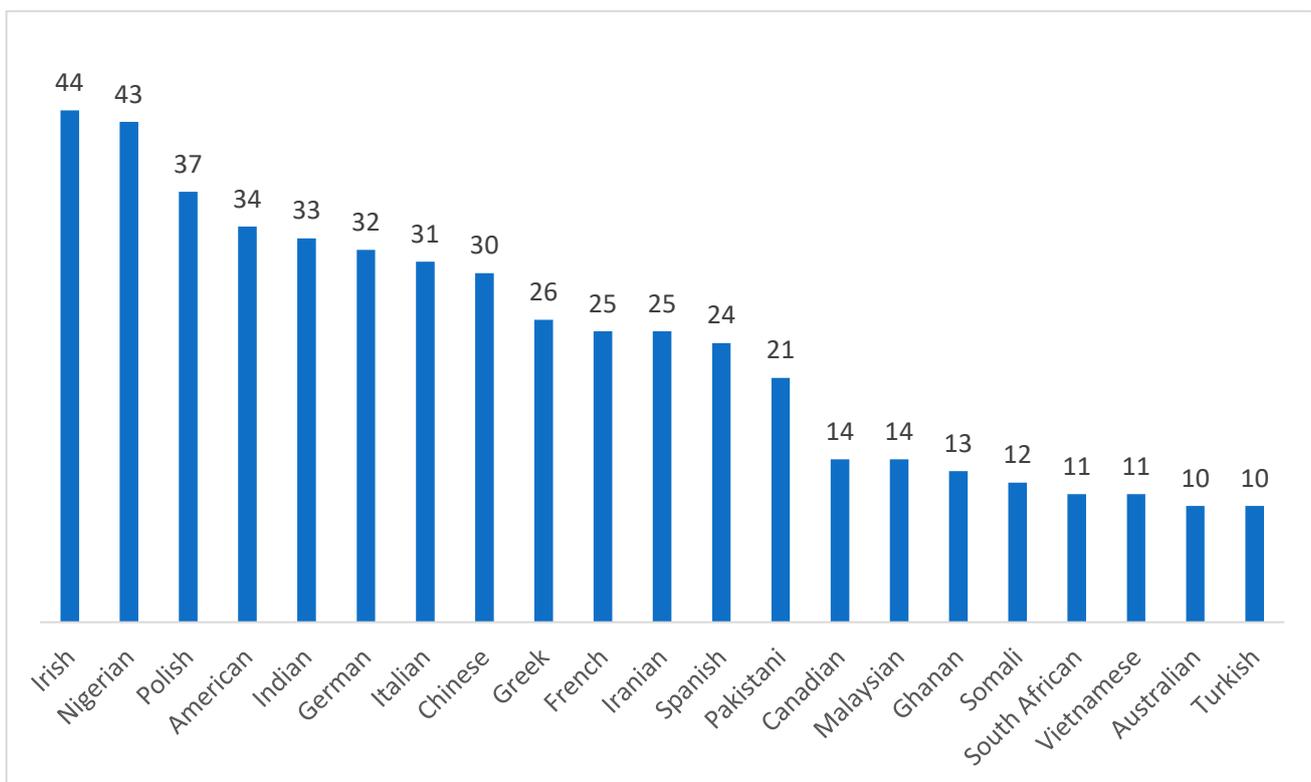
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8. Nationality

8.1 UWE staff nationality overview: headcount and percentage

Nationality	20/21	21/22	22/23	20/21 %	21/22 %	22/23 %
EU	279	297	279	6.5%	6.5%	6.3%
Non-EU	309	397	512	7.2%	8.7%	11.6%
Not Known	42	40	36	1.0%	0.9%	0.8%
UK	3689	3850	3597	85.4%	84.0%	81.3%
All staff	4319	4584	4424	91.9%	90.5%	100.0%

8.2 UWE staff nationalities 2022/23 (excluding British, blanks and those with <10)



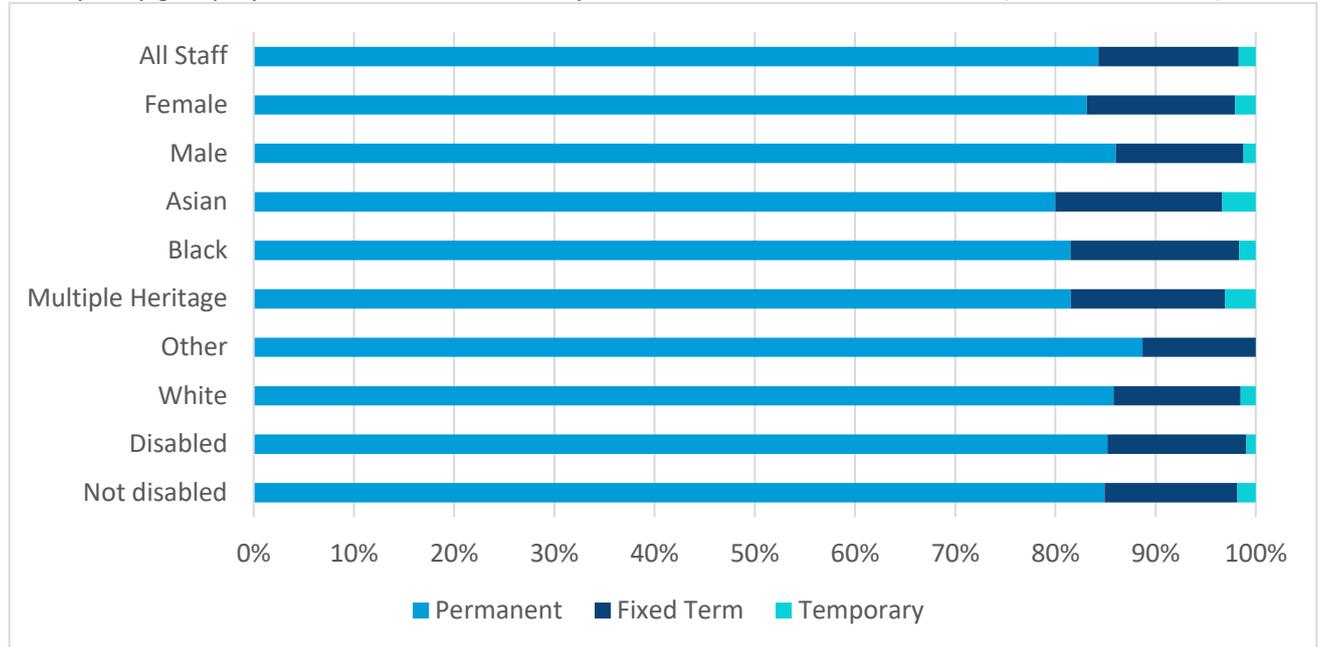
In addition to British and the other nationalities listed above, the University also has staff with the following nationalities:

Sri Lankan, Egyptian, Hong Kong, Portuguese, Romanian, Dutch, Swedish, Bangladeshi, Colombia, Czech, Hungarian, Jordanian, Lithuanian, Mexican, Nepalese, New Zealander, Algerian, Belgian, Brazilian, Bulgarian, Dominican Republic, Finnish, Latvian, Slovakian, Cypriot, Iraqi, Japanese, Sudanese, Ukrainian, British National (Overseas), Croatian, Danish, Indonesian, Jamaican, Kenyan, Lebanese, Swiss, Taiwanese, Tanzania, Trinidadian / Tobagan, Zimbabwean, Albanian, Argentinian, Austrian, Barbadian, Belarus, Botswana, British Indian Ocean Territory, Burma, Gambian, Icelandic, Kazakhstani, Libyan, Malawi, Maldives, Mauritanian, Mauritius, Netherlands Antilles, Norwegian, Peruvian, Russian, Salvadoran, Serbian, South Korean, Stateless, Syrian, Thai, Uzbekistani, Zambian, British Virgin Islands, Cameroon, Estonian, Maltese, Moroccan, Tunisian.

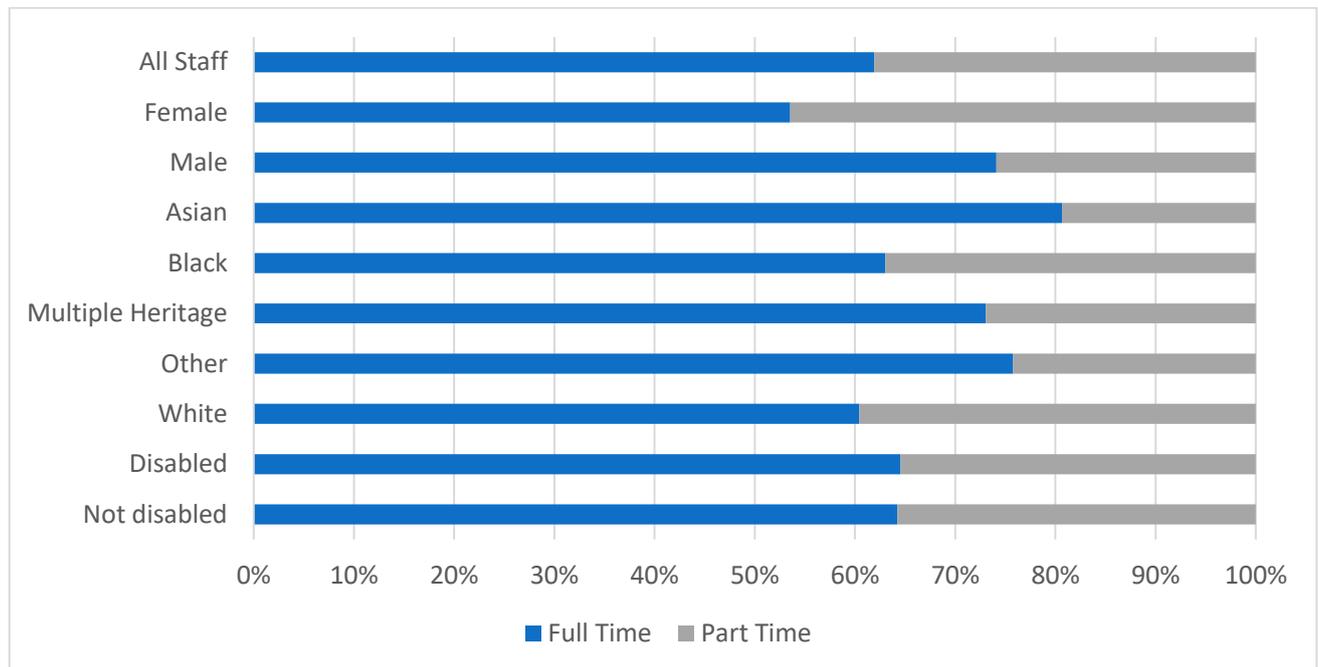
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9. Contract term and mode

9.1 Equality group by contract term for ethnicity, sex, and disabled status 2022/23 (excl. Not Knowns)²



9.2 Equality group by contract mode for ethnicity, sex, and disabled status 2022/23

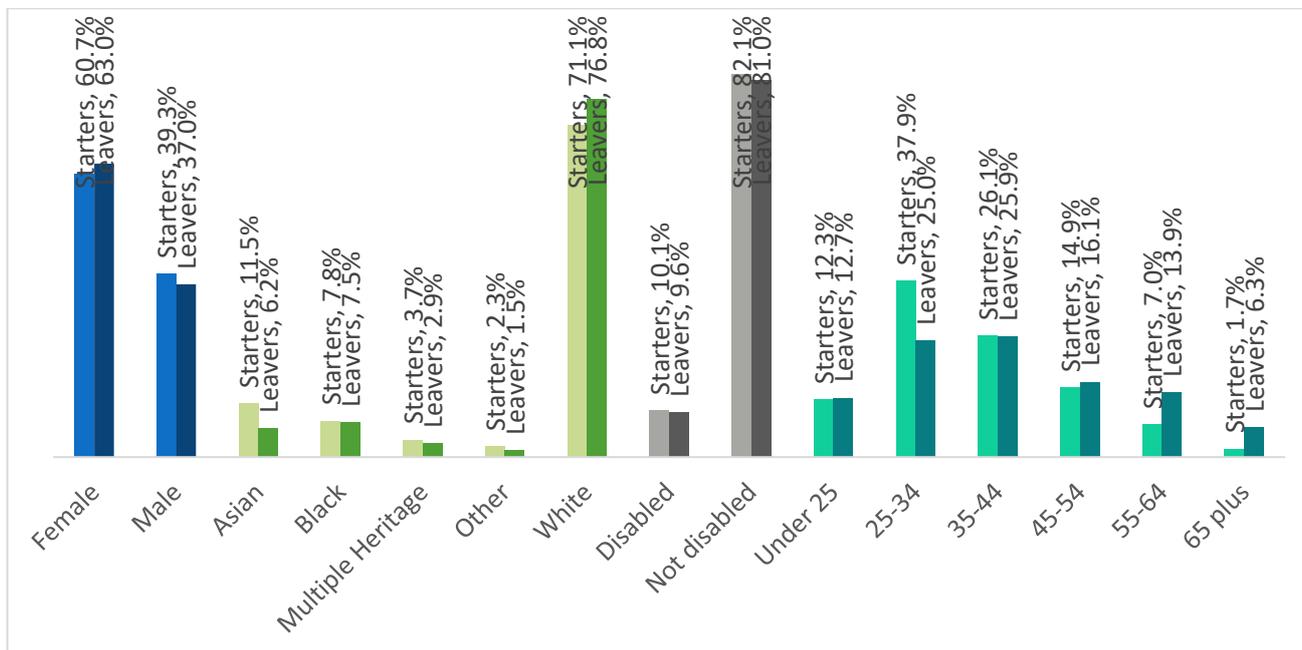


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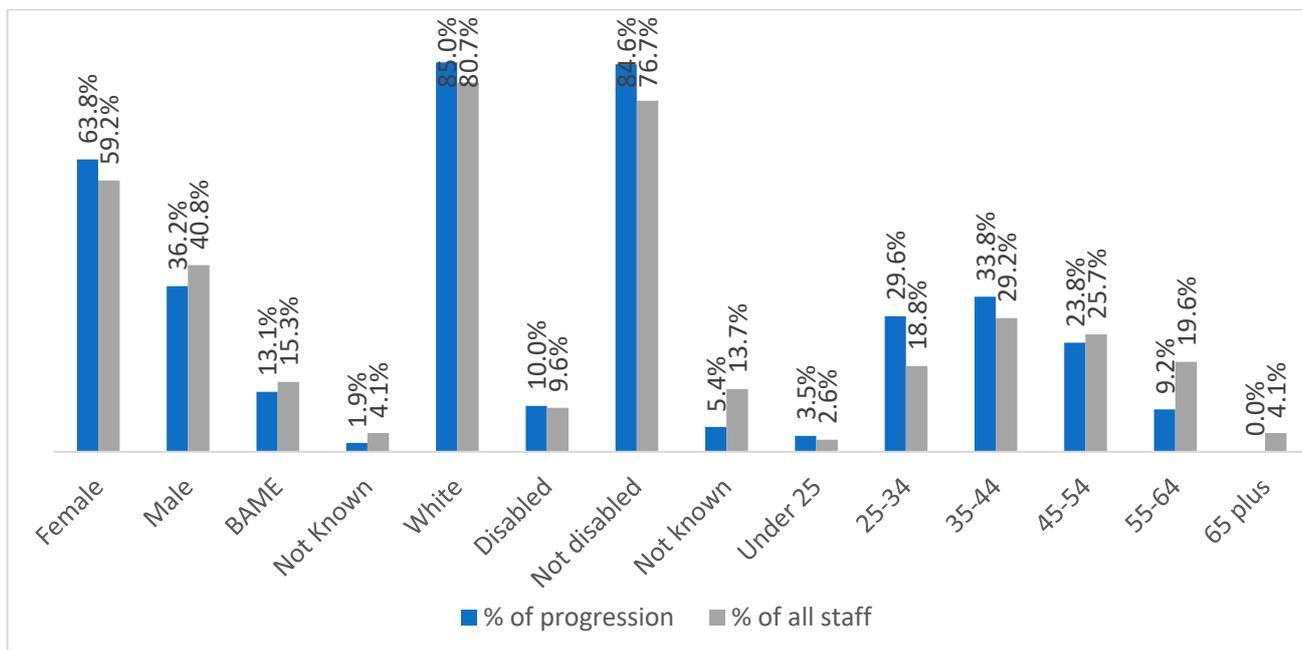
² Only including protected characteristics which have targets in UWE Bristol EDI Strategy

10. New starters, leavers & progression

10.1 UWE starters and leavers: percentage by age, ethnicity, disabled status, and age



10.2 UWE progression: percentage of progression by age, ethnicity, disabled status, and age



Progression, in the context of this report, includes the following 'promotion routes': *promotion* (including to Fixed Term positions of over 12 months), *regrades* (academic, research, and professional services), *restructure* and *acting up* (temporary/ more than 12 months / permanent change) and *secondment*.

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11. Benchmark performance indicators

The 2022/23 benchmark data was not published at the time of writing this report, therefore the table below is a replica from the 2021/22 Staff Equalities Monitoring Report.

This table shows the University's performance against HE benchmarking data obtained from HESA (Higher Education Statistic Agency) staff returns completed by all HE Institutions (HEIs). The percentages in the table are based on Full Person Equivalent and the values shown relate to academic years. There is a slight variation in the figures provided for UWE performance in table 11.1 compared to elsewhere in this report due to the use of different analysis methodologies.

Green indicates where UWE is performing better than the benchmark.

11.1 Benchmark performance indicators

Staff group	Benchmark data HEIs average – median %			UWE performance %		
	19/20	20/21	21/22	19/20	20/21	21/22
Black, Asian, and Minority Ethnic staff	14.3	15.1	16.1	11.1	11.9	13.6
Disabled staff	5.5	6.0	6.8	6.1	6.5	6.8
Female staff in senior management roles* (UWE grade S)	42.0	42.9	44.0	52.6	55.2	52.4
Female staff in academic senior roles (UWE 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 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

This report includes the proportion of Black, Asian, and ethnic minority staff as a group to show the progress towards UWE's target of 20% Black, Asian, and ethnic minority staff by 2030. It is noteworthy that from 2020/21 to 2022/23 UWE Bristol's actual progress towards the 20% target is 2.4 pp, from 12.9% to 15.3% (as shown in Table 2.2). Table 11.1 will be revised after the latest HEIs benchmarking data is published.

*Includes staff from faculties and professional services

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

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