

UWE Bristol

Annual Staff Equalities Monitoring Report

2023/24

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|---|----|
| Background information | 3 |
| Headline data | 4 |
| Overview of staff data | 5 |
| 1. Sex..... | 7 |
| 2. Ethnicity | 11 |
| 3. Disabled status | 15 |
| 4. Age | 19 |
| 5. Sexual orientation..... | 21 |
| 6. Religion and belief | 23 |
| 7. Trans status | 25 |
| 8. Nationality | 26 |
| 9. Contract term and mode | 27 |
| 10. New starters, leavers & progression | 29 |
| 11. Benchmark performance indicators | 31 |

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.

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 2023/24 (August 2023 – July 2024), unless otherwise stated, and shows headcounts.
- Data is ROUNDED TO THE NEAREST 5 to preserve anonymity. This is in line with HESA reporting standards and [UWE guidelines for publishing potentially identifiable data](#).
- 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.

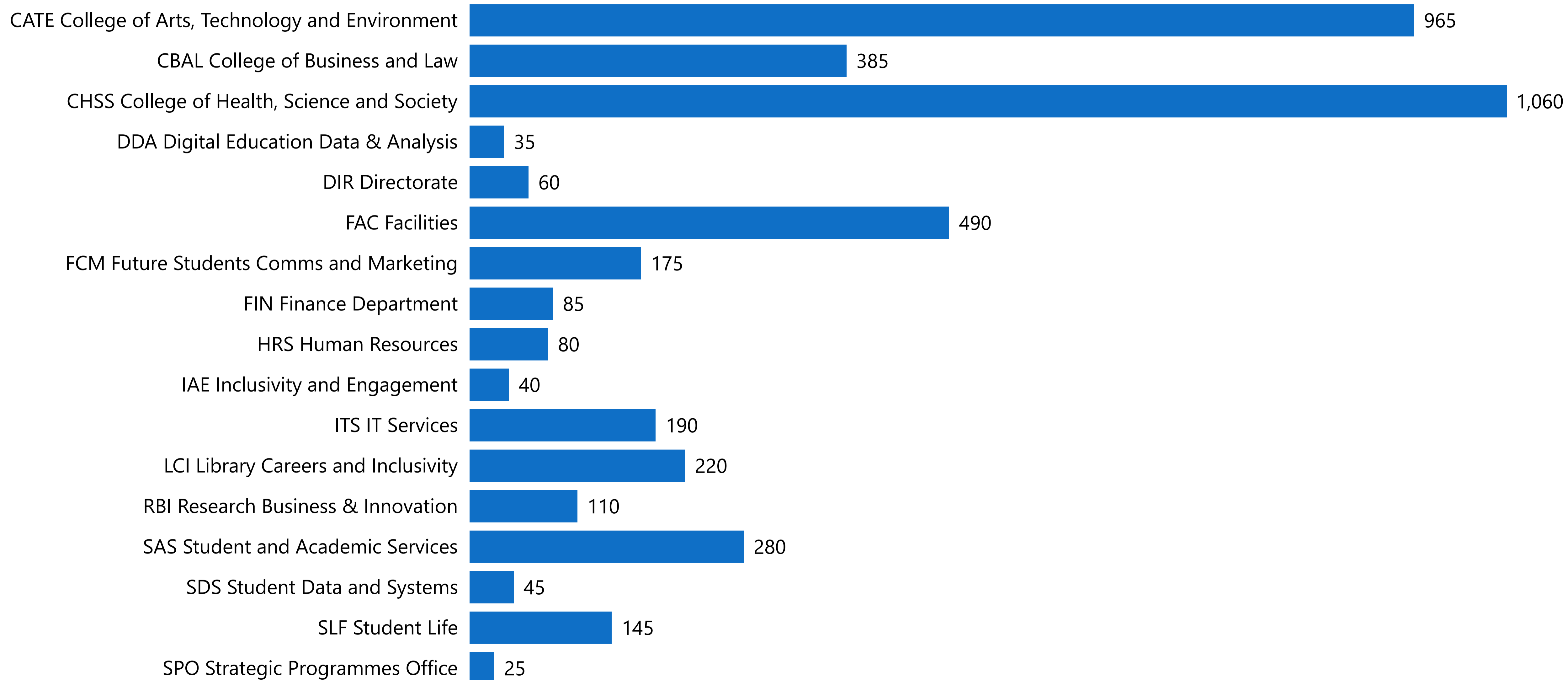
This report has been produced by the Planning and Business Intelligence team in collaboration with the Equality, Diversity, and Inclusivity and People and Organisation Development teams.

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

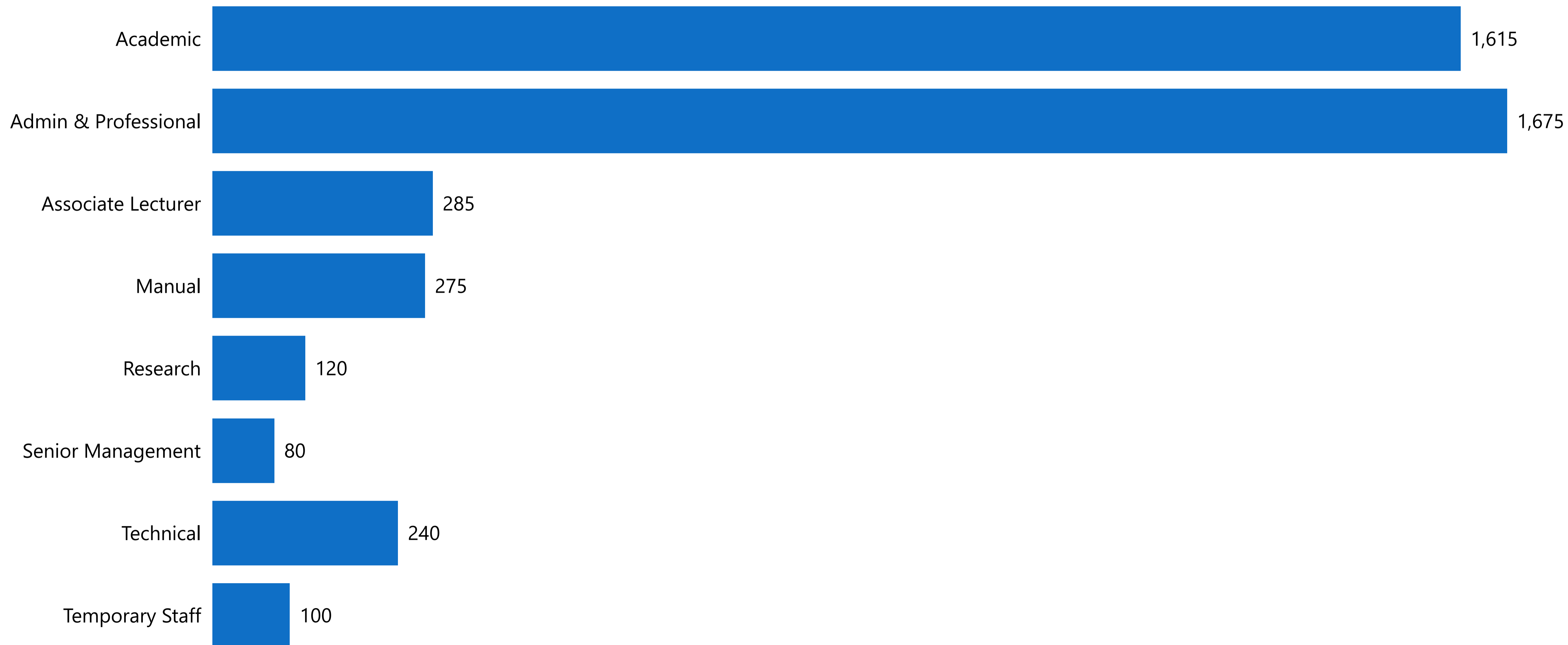
Comparing the most recent year (2023/24) to the previous year (2022/23):

- The proportion of female staff has increased in senior roles across Research (up 4.2 percentage points / pp), Academic I (up 2.3pp), Academic J (up 6.9pp) and Manual staff (up 1.2pp). The proportion of female staff in Technical G+ (25.0%) and Senior Management S (56.3%) remains unchanged; Admin/Prof G+ has decreased by -0.2pp.
- The proportion of staff from the following ethnic backgrounds have increased: Asian (up 1.2pp), Black (up 0.2pp), Multiple Heritage (up 0.2pp) and other (up 0.1pp). The total proportion of Global Majority staff has increased from 15.3% to 17.0%, denoting a 1.7pp increase towards UWE's target of 20% Global Majority staff by 2030.
- The proportion of Global Majority staff has increased in Academic I & J, Manual C+, and Admin/Prof G+ roles. Admin/Prof G+ roles have seen the highest increase in the proportion of Global Majority staff (up 2.7pp to 12.5%). The proportion has decreased to 0.0% in both Research H and Technical G+. Senior Management remains at 6.3%.
- The proportion of disabled staff has slightly increased from 9.6% to 9.9% in the most recent year.
- The proportion of disabled staff in senior roles has decreased in Academic I & J, Admin/Prof G+ and Manual C+. Senior Management S and Technical G+ remain unchanged, with an increase of 4.2pp in Research H up to 16.7%.
- Most staff are aged between 35 to 54 (56.2%). The proportion of staff under 25 has decreased by 0.4 pp to 2.2% and the proportion who are 65 plus has remained at 4.1%.
- The proportion of staff with 'not known' sexual orientation has decreased by 1.5pp to 8.7%, however, the proportion of 'Prefer not to say' has increased by 0.6pp to 8.8%. The proportions of bisexual, lesbian/gay women, gay men and other (LGB+) have all stayed within 0.1pp either side of the previous year.
- The proportion of staff with 'not known' Religion or belief has decreased by 1.6pp to 9.6% and the proportion who 'Prefer not to say' remains at 9.5%. The proportion of Jewish staff also remains static at 0.5% and the proportion of Buddhist and Sikh staff has fallen by 0.1pp each. All other groups (including no religion) have increased by 0.1-0.5pp.
- The proportion of staff with 'not known' trans status has decreased slightly but remains high at 57.6%. Staff who are not trans has increased by 1.9pp to 41.6%, whilst the proportion of staff who are trans has remained static at 0.1% and 'prefer not to say' has increased by 0.1pp to 0.8%.
- Non-EU staff have decreased by 1pp to 10.5%. EU staff have increased by 0.3pp to 6.6%. UK staff have also increased by 1.3pp to 82.5%.
- The proportion of Asian and other ethnicity staff on a permanent contract has fallen to 78.6% and 76.9% respectively. All other demographic groups are at least 80.0% on permanent contracts and have increased this proportion compared to the previous year. The biggest increases compared to the previous year are for Black staff (up 3.5pp) and Female staff (up 3.4pp), although there are still proportionately more White staff on permanent contracts than any other ethnic group.
- The overall proportion of staff who are full-time is 62.4%. Female staff are the most under-represented group on full time contracts at 54.5%. Male staff, Asian, other ethnicity and Multiple Heritage staff are all slightly over-represented on full time contracts at 66 - 80%.
- In the most recent year, there was a higher proportion of Global Majority new starters compared to leavers. Conversely, there were fewer White starters than leavers, resulting in a net increase in Global Majority staff, and a net decrease in White staff. The proportion of Disabled new starters was lower than the proportion of Disabled leavers, however there was a small increase in the proportion of Disabled staff, this may be due to a decrease in the proportion of 'not known' disability status.
- The proportion of staff progressing in each demographic group is closely representative of the proportion of staff in each group. There was a very slight over-representation of Global Majority staff progressing and under-representation of White staff progressing. This is the opposite of the previous year.

0.1 UWE staff overview by college and service



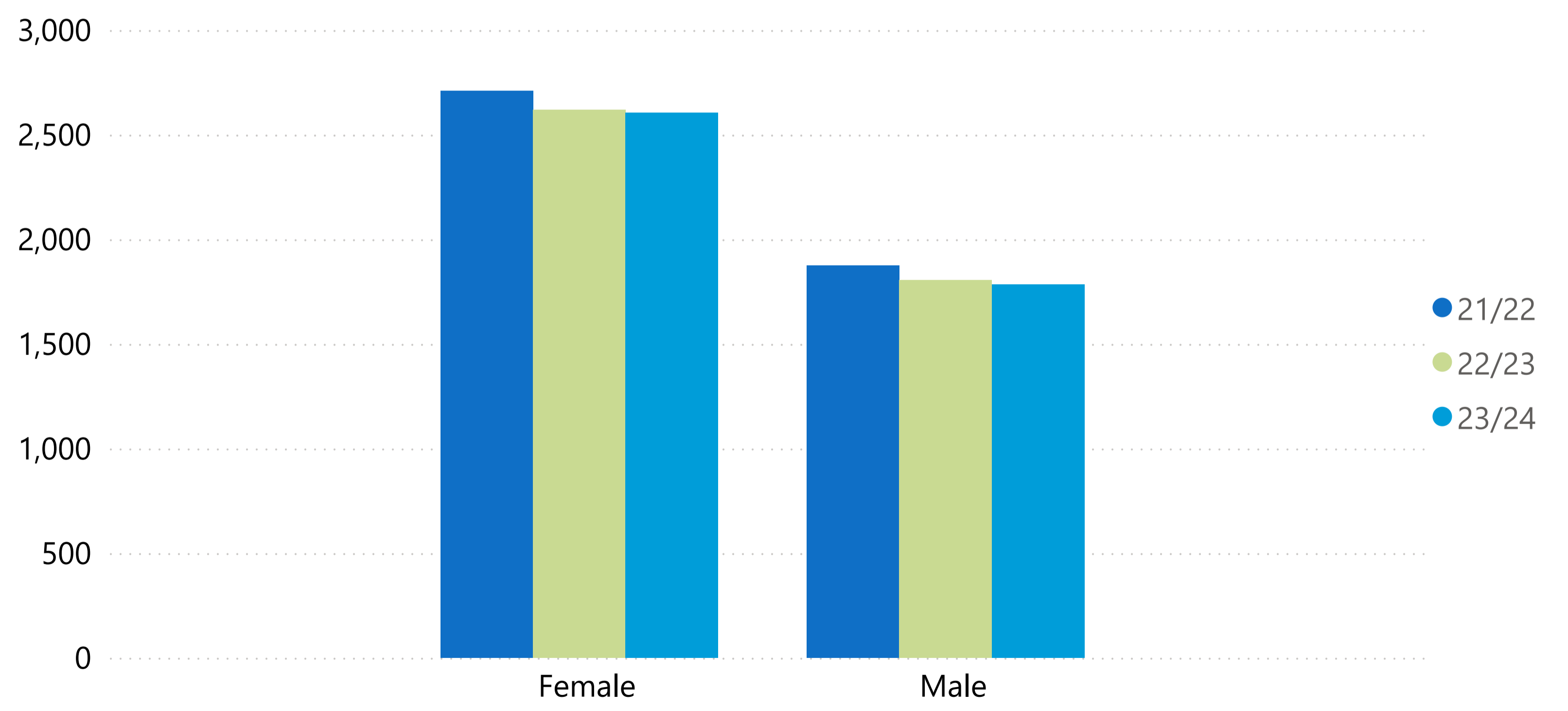
0.2 UWE staff overview by employee group



1.1 UWE staff overview by sex: headcount and percentage

| Ac Year | Female | Female % | Male | Male % | All staff |
|--------------|--------------|--------------|--------------|--------------|---------------|
| 23/24 | 2,605 | 59.3% | 1,785 | 40.7% | 4,390 |
| 22/23 | 2,620 | 59.2% | 1,805 | 40.8% | 4,425 |
| 21/22 | 2,710 | 59.1% | 1,875 | 40.9% | 4,585 |
| Total | 7,935 | 59.2% | 5,460 | 40.7% | 13,400 |

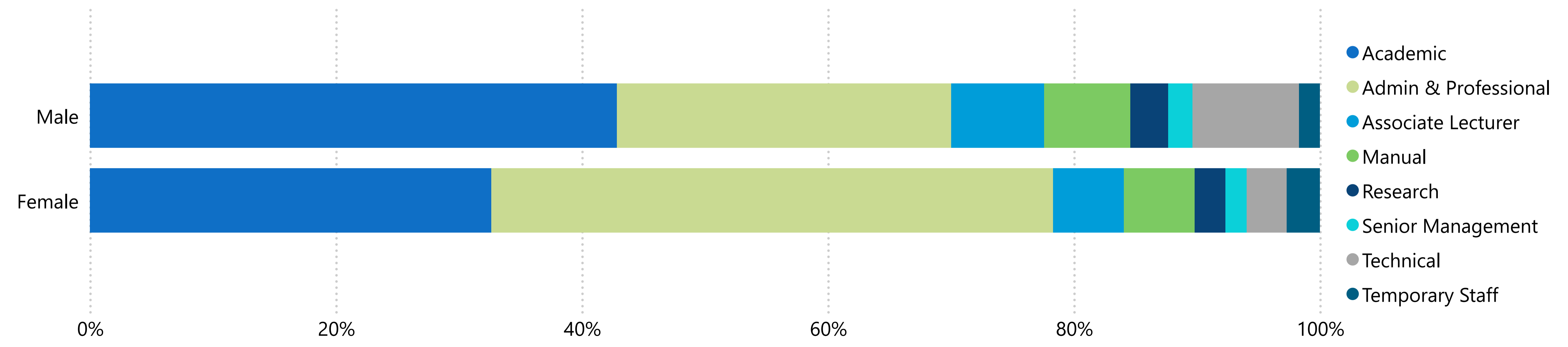
1.1 UWE staff overview by sex: headcount



1.2 UWE Staff proportion of each sex by employee groups 23/24

| Job Group | Female | Female % | Male | Male % | All staff |
|----------------------|--------|----------|------|--------|-----------|
| Academic | 850 | 52.6% | 765 | 47.4% | 1,615 |
| Admin & Professional | 1,190 | 71.0% | 485 | 29.0% | 1,675 |
| Associate Lecturer | 150 | 52.6% | 135 | 47.4% | 285 |
| Manual | 150 | 54.5% | 125 | 45.5% | 275 |
| Research | 65 | 54.2% | 55 | 45.8% | 120 |
| Senior Management | 45 | 56.3% | 35 | 43.8% | 80 |
| Technical | 85 | 35.4% | 155 | 64.6% | 240 |
| Temporary Staff | 70 | 70.0% | 30 | 30.0% | 100 |

1.2 UWE Staff proportion of each sex by employee groups 23/24



1.3 UWE female % of senior role groups

| Employee Group & Grade | 21/22 | 22/23 | 23/24 |
|------------------------|-------|-------|-------|
| Research H | 71.4% | 62.5% | 66.7% |
| Academic I | 51.2% | 50.0% | 52.3% |
| Academic J | 37.5% | 37.5% | 44.4% |
| Manual C+ | 22.7% | 26.1% | 27.3% |
| Technical G+ | 23.1% | 25.0% | 25.0% |
| Admin / Prof G+ | 61.4% | 63.7% | 63.5% |
| Senior Management S | 56.3% | 56.3% | 56.3% |

Benchmark
UWE Female % of all staff 23/24: **59.3%**.

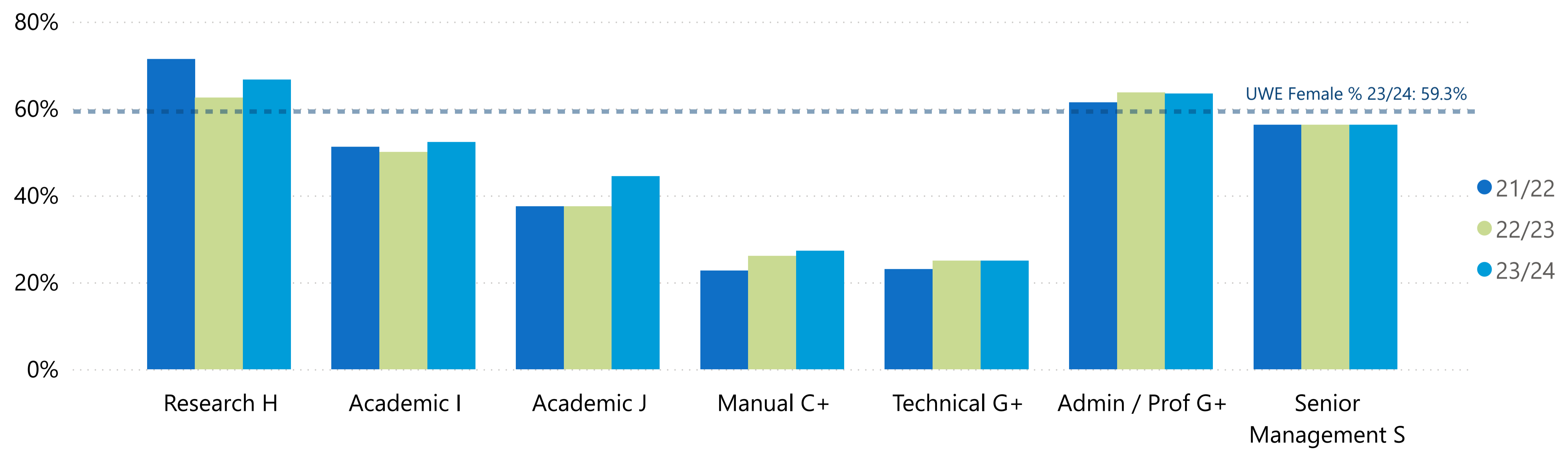
1.4 UWE staff in senior roles by sex 23/24

| Sex | Senior staff | Senior % | All staff |
|--------|--------------|----------|-----------|
| Female | 620 | 23.8% | 2,605 |
| Male | 545 | 30.5% | 1,785 |

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Prof G+
- S grades

1.3 UWE female % of senior role groups



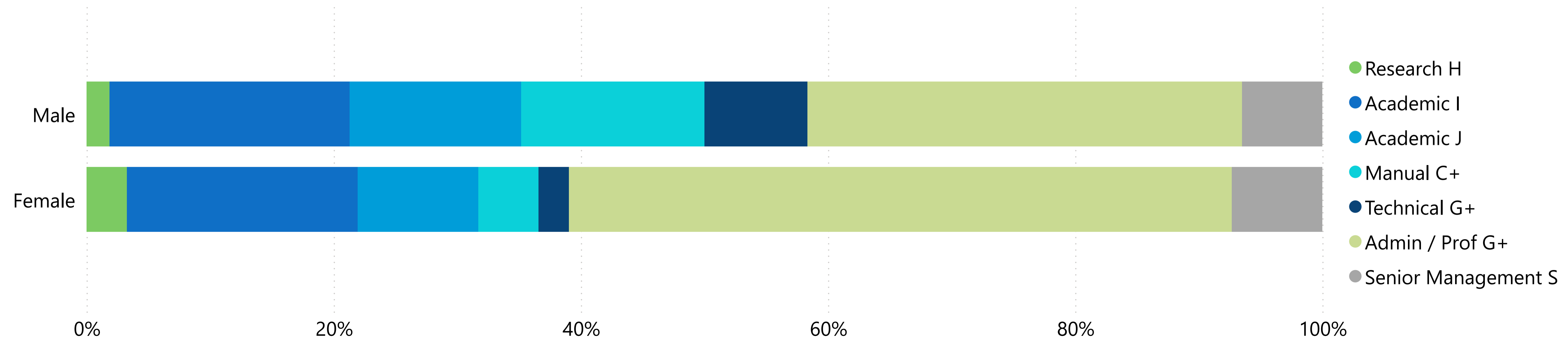
1.5 UWE staff distribution of senior role types by sex 23/24

| Senior Group & Grade Grouped | Female | Male | All staff |
|------------------------------|--------|------|-----------|
| Research H | 20 | 10 | 30 |
| Academic I | 115 | 105 | 220 |
| Academic J | 60 | 75 | 135 |
| Manual C+ | 30 | 80 | 110 |
| Technical G+ | 15 | 45 | 60 |
| Admin / Prof G+ | 330 | 190 | 520 |
| Senior Management S | 45 | 35 | 80 |

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Prof G+
- S grades

1.5 UWE staff distribution of senior role types by sex 23/24



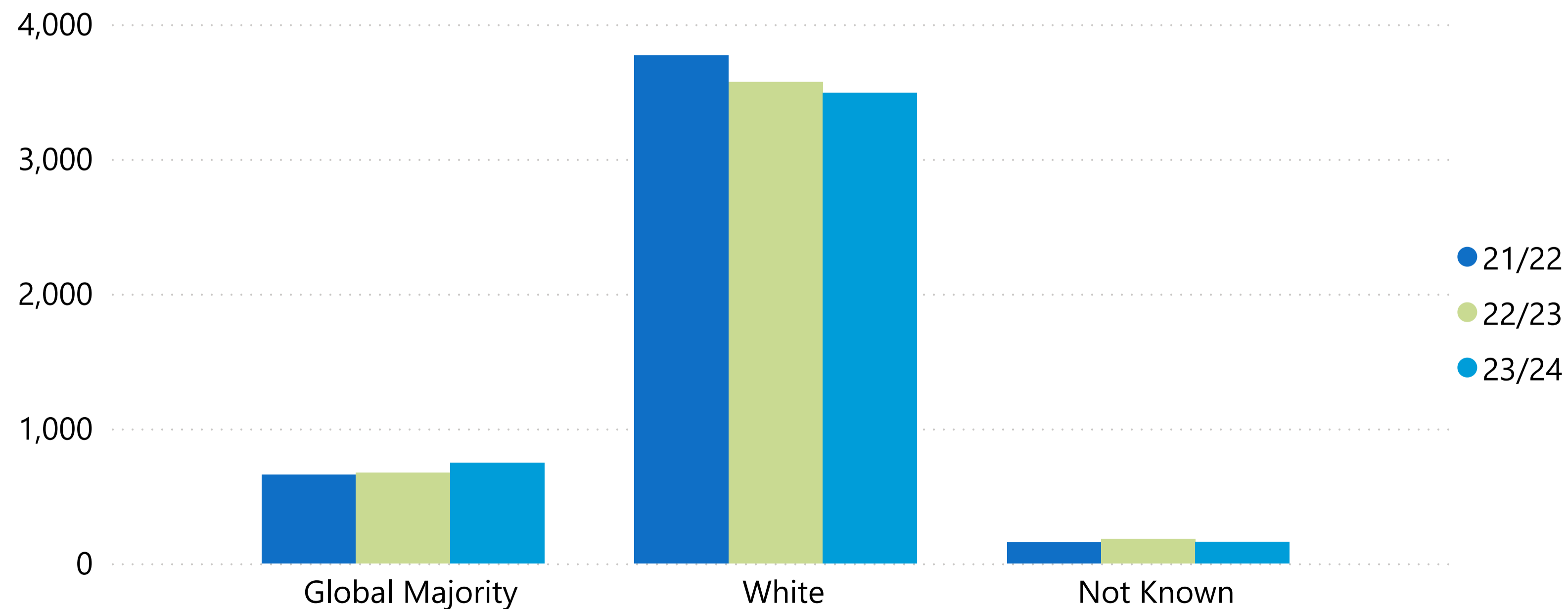
2.1 UWE staff overview by ethnic group: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|-------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Ethnic Group | Headcount | % | Headcount | % | Headcount | % |
| Asian | 275 | 6.0% | 300 | 6.8% | 350 | 8.0% |
| Black | 185 | 4.0% | 185 | 4.2% | 195 | 4.4% |
| Multiple Heritage | 140 | 3.1% | 130 | 2.9% | 135 | 3.1% |
| Not Known | 160 | 3.5% | 180 | 4.1% | 160 | 3.6% |
| Other | 60 | 1.3% | 60 | 1.4% | 65 | 1.5% |
| White | 3,770 | 82.2% | 3,570 | 80.7% | 3,490 | 79.5% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

2.1.1 UWE staff overview by ethnicity: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|-----------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Ethnicity | Headcount | % | Headcount | % | Headcount | % |
| Global Majority | 660 | 14.4% | 675 | 15.3% | 745 | 17.0% |
| Not Known | 155 | 3.4% | 180 | 4.1% | 160 | 3.6% |
| White | 3,770 | 82.2% | 3,570 | 80.7% | 3,490 | 79.5% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

2.1.1 UWE staff overview by ethnicity: headcount



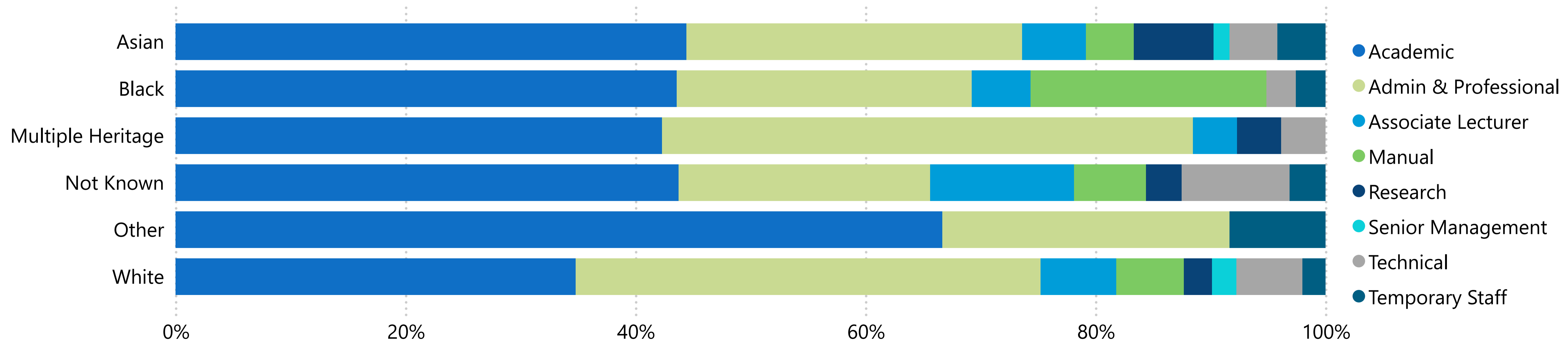
*The reason for reporting the proportion of Global Majority staff as a group is to show progress towards UWE’s target in the EDI Strategy to reach 20% Global Majority staff by 2030.

2 Ethnicity

2.2 UWE Staff by ethnic group and employee group 23/24

| Job Group | Asian | Black | Multiple Heritage | Not Known | Other | White | All staff |
|----------------------|-------|-------|-------------------|-----------|-------|-------|-----------|
| Academic | 160 | 85 | 55 | 70 | 40 | 1,215 | 1,615 |
| Admin & Professional | 105 | 50 | 60 | 35 | 15 | 1,410 | 1,675 |
| Associate Lecturer | 20 | 10 | 5 | 20 | 0 | 230 | 285 |
| Manual | 15 | 40 | 0 | 10 | 0 | 205 | 275 |
| Research | 25 | 0 | 5 | 5 | 0 | 85 | 120 |
| Senior Management | 5 | 0 | 0 | 0 | 0 | 75 | 80 |
| Technical | 15 | 5 | 5 | 15 | 0 | 200 | 240 |
| Temporary Staff | 15 | 5 | 0 | 5 | 5 | 70 | 100 |

2.2 UWE Staff proportion of each ethnic group by employee group 23/24



2.3 UWE Global Majority* % of senior roles

| Employee Group & Grade | 21/22 | 22/23 | 23/24 |
|------------------------|-------|-------|-------|
| Research H | 14.3% | 12.5% | 0.0% |
| Academic I | 12.2% | 16.7% | 18.2% |
| Academic J | 12.5% | 12.5% | 14.8% |
| Manual C+ | 13.6% | 13.0% | 13.6% |
| Technical G+ | 7.7% | 8.3% | 0.0% |
| Admin / Prof G+ | 7.9% | 9.8% | 12.5% |
| Senior Management S | 6.3% | 6.3% | 6.3% |

Benchmark
UWE Global Majority* % of all staff 23/24: **17.0%**.

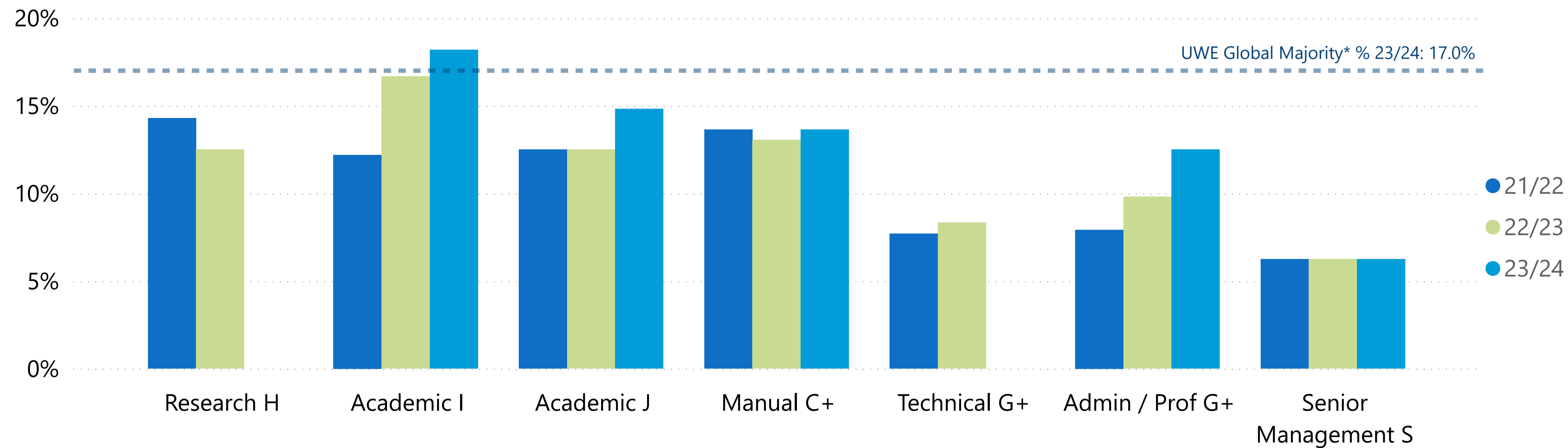
2.4 UWE staff in senior roles by ethnic group 23/24

| Ethnic Group | Senior staff | All staff | Senior % |
|-------------------|--------------|-----------|----------|
| Asian | 70 | 350 | 20.0% |
| Black | 30 | 195 | 15.4% |
| Multiple Heritage | 30 | 135 | 22.2% |
| Not Known | 25 | 160 | 15.6% |
| Other | 10 | 65 | 15.4% |
| White | 995 | 3,490 | 28.5% |

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Prof G+
- S grades

2.3 UWE Global Majority* % of senior role groups



*The reason for reporting the proportion of Global Majority staff as a group is to show progress towards UWE's target in the EDI Strategy to reach 20% Global Majority staff by 2030.

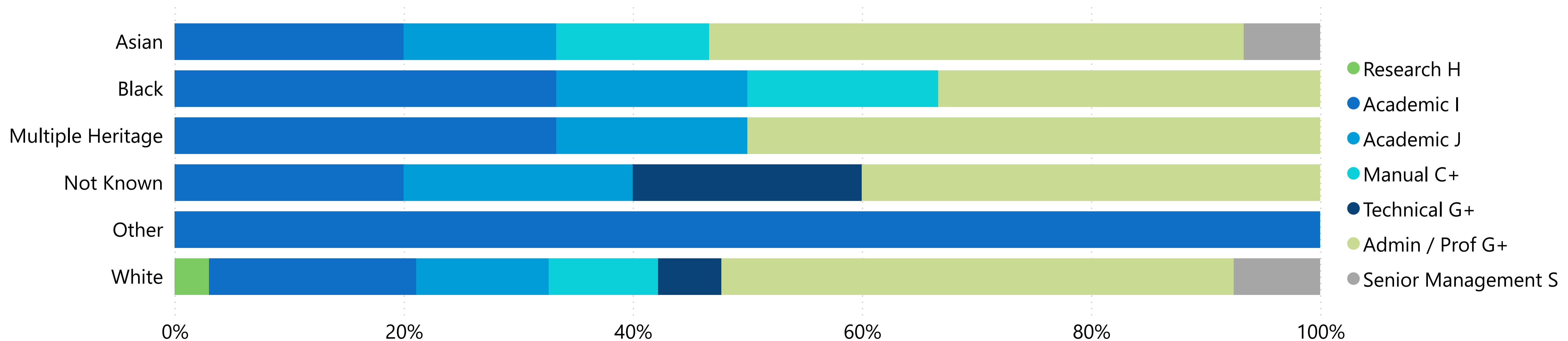
2.5 UWE staff distribution of senior role types by ethnic group 23/24

| Senior Group & Grade Grouped | Asian | Black | Multiple Heritage | Not Known | Other | White | All staff |
|------------------------------|-------|-------|-------------------|-----------|-------|-------|-----------|
| Research H | 0 | 0 | 0 | 0 | 0 | 30 | 30 |
| Academic I | 15 | 10 | 10 | 5 | 10 | 180 | 220 |
| Academic J | 10 | 5 | 5 | 5 | 0 | 115 | 135 |
| Manual C+ | 10 | 5 | 0 | 0 | 0 | 95 | 110 |
| Technical G+ | 0 | 0 | 0 | 5 | 0 | 55 | 60 |
| Admin / Prof G+ | 35 | 10 | 15 | 10 | 0 | 445 | 520 |
| Senior Management S | 5 | 0 | 0 | 0 | 0 | 75 | 80 |

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Prof G+
- S grades

2.5 UWE staff distribution of senior role types by ethnic group 23/24

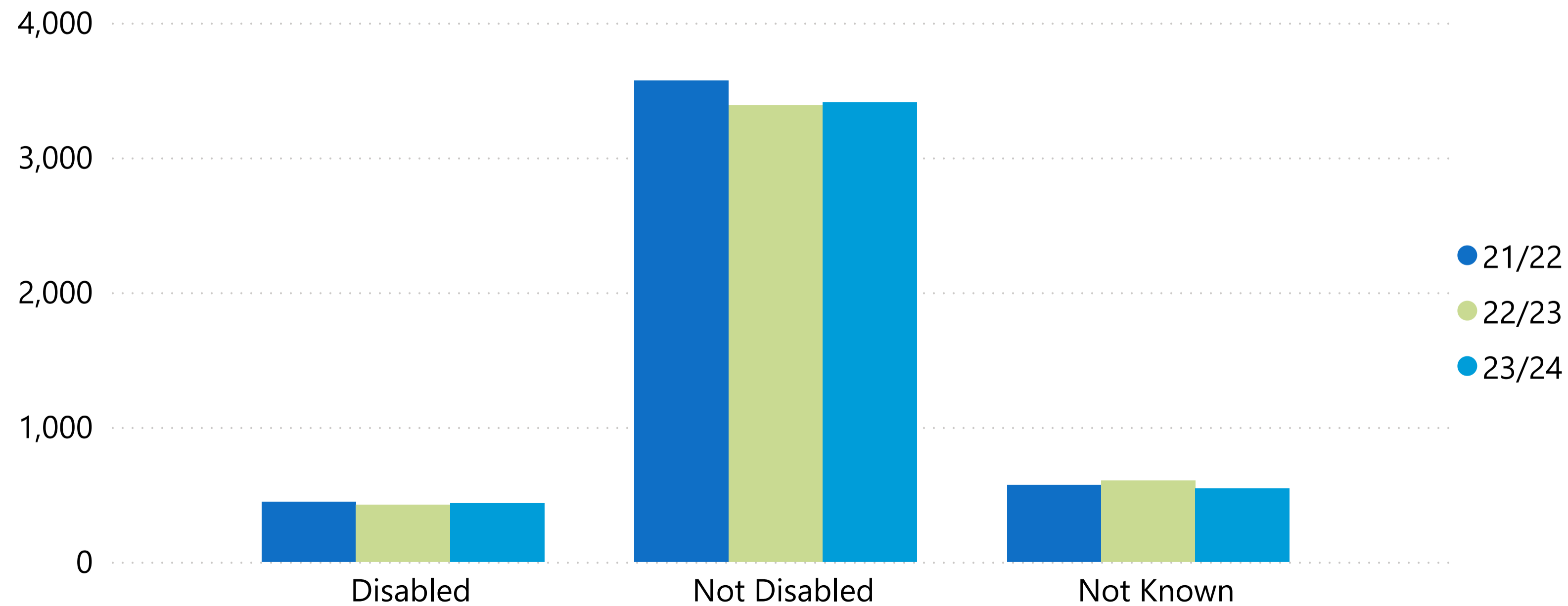


3 Disabled Status

3.1 UWE staff overview by disability status: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|-------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Disability Status | Headcount | % | Headcount | % | Headcount | % |
| Disabled | 445 | 9.7% | 425 | 9.6% | 435 | 9.9% |
| Not Disabled | 3,570 | 77.9% | 3,390 | 76.6% | 3,410 | 77.7% |
| Not Known | 570 | 12.4% | 605 | 13.7% | 545 | 12.4% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

3.1 UWE staff overview by disability status: headcount

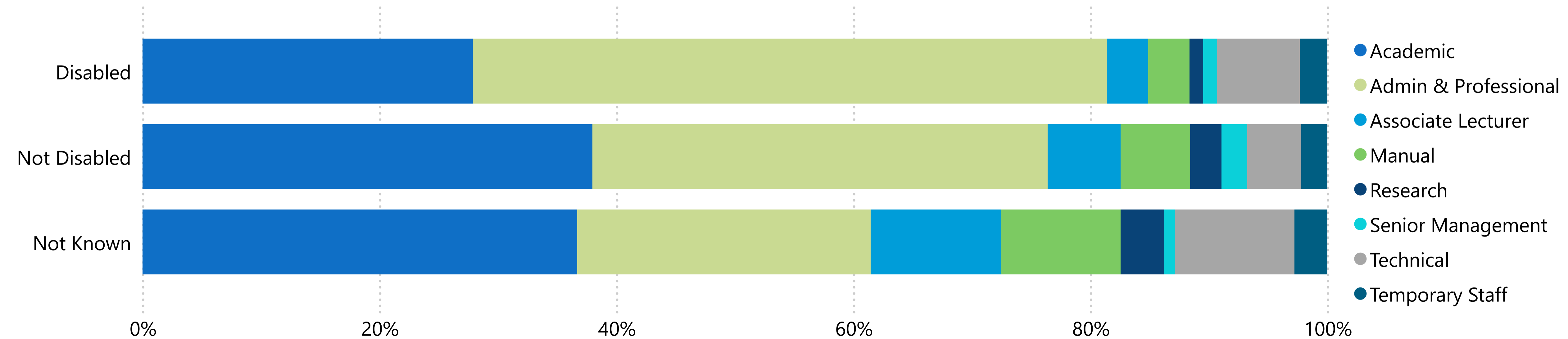


3 Disabled Status

3.2 UWE Staff by disabled status and employee group 23/24

| Job Group | Disabled | Not Disabled | Not Known | All staff |
|----------------------|----------|--------------|-----------|-----------|
| Academic | 120 | 1,295 | 200 | 1,615 |
| Admin & Professional | 230 | 1,310 | 135 | 1,675 |
| Associate Lecturer | 15 | 210 | 60 | 285 |
| Manual | 15 | 200 | 55 | 275 |
| Research | 5 | 90 | 20 | 120 |
| Senior Management | 5 | 75 | 5 | 80 |
| Technical | 30 | 155 | 55 | 240 |
| Temporary Staff | 10 | 75 | 15 | 100 |

3.2 UWE Staff proportion of each disabled status by employee group 23/24



3 Disabled status

3.3 UWE disabled % of senior role groups

| Employee Group & Grade | 21/22 | 22/23 | 23/24 |
|------------------------|-------|-------|-------|
| Research H | 14.3% | 12.5% | 16.7% |
| Academic I | 7.3% | 7.1% | 4.5% |
| Academic J | 8.3% | 8.3% | 7.4% |
| Manual C+ | 9.1% | 8.7% | 4.5% |
| Technical G+ | 7.7% | 8.3% | 8.3% |
| Admin / Prof G+ | 11.9% | 12.7% | 12.5% |
| Senior Management S | 6.3% | 6.3% | 6.3% |

Benchmark
UWE Disabled % of all staff 23/24: **9.9%**

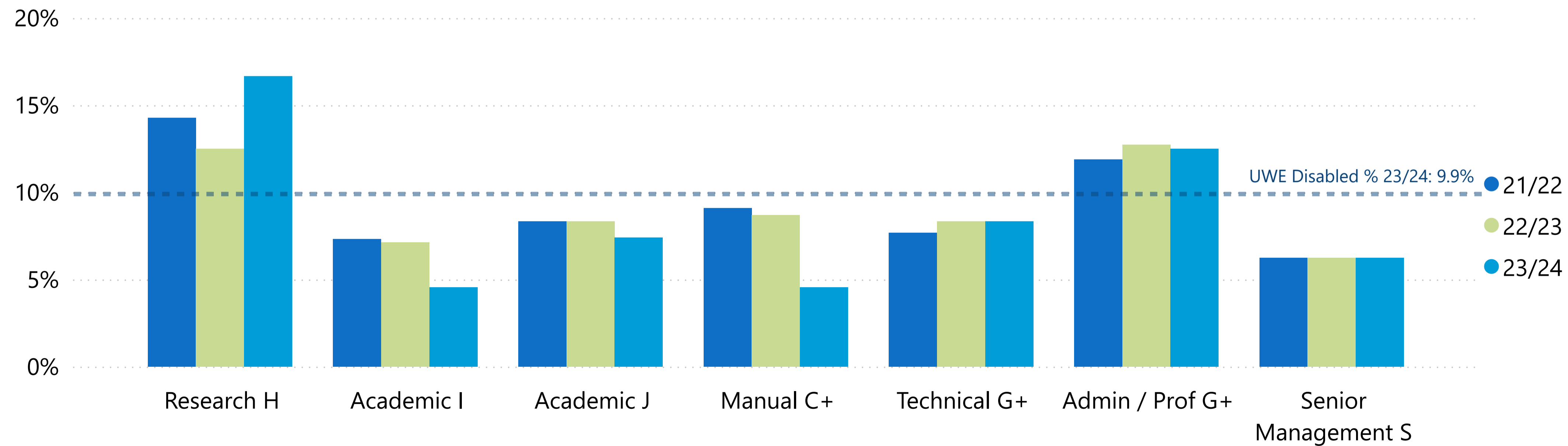
3.4 UWE staff in senior roles by disabled status 23/24

| Disability Status | Senior staff | Senior % | All staff |
|-------------------|--------------|----------|-----------|
| Disabled | 110 | 25.3% | 435 |
| Not Disabled | 925 | 27.1% | 3,410 |
| Not Known | 130 | 23.9% | 545 |

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Prof G+
- S grades

1.3 UWE disabled % of senior role groups



3 Disabled status

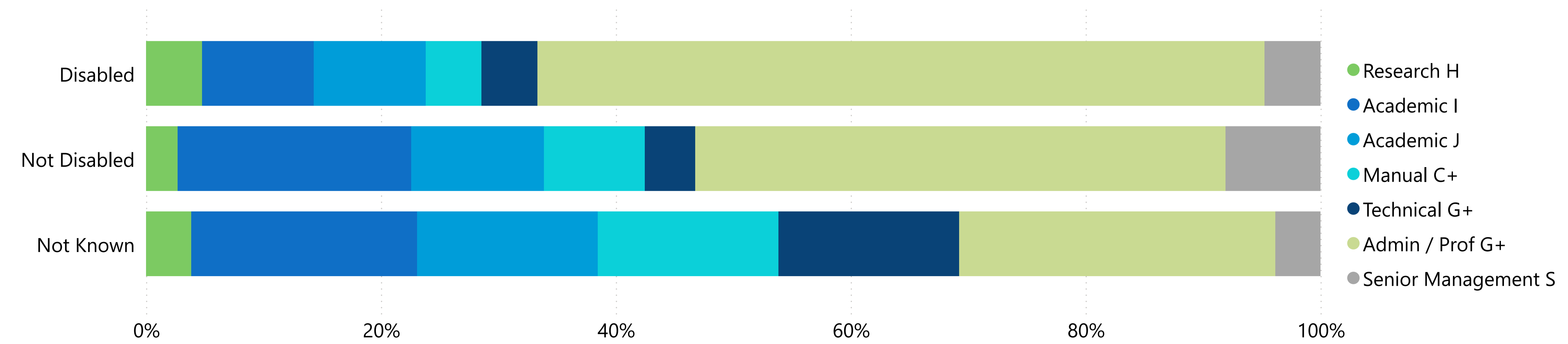
3.5 UWE staff distribution of senior role types by disability status 23/24

| Senior Group & Grade Grouped | Disabled | Not Disabled | Not Known | All staff |
|------------------------------|----------|--------------|-----------|-----------|
| Research H | 5 | 25 | 5 | 30 |
| Academic I | 10 | 185 | 25 | 220 |
| Academic J | 10 | 105 | 20 | 135 |
| Manual C+ | 5 | 80 | 20 | 110 |
| Technical G+ | 5 | 40 | 20 | 60 |
| Admin / Prof G+ | 65 | 420 | 35 | 520 |
| Senior Management S | 5 | 75 | 5 | 80 |

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Prof G+
- S grades

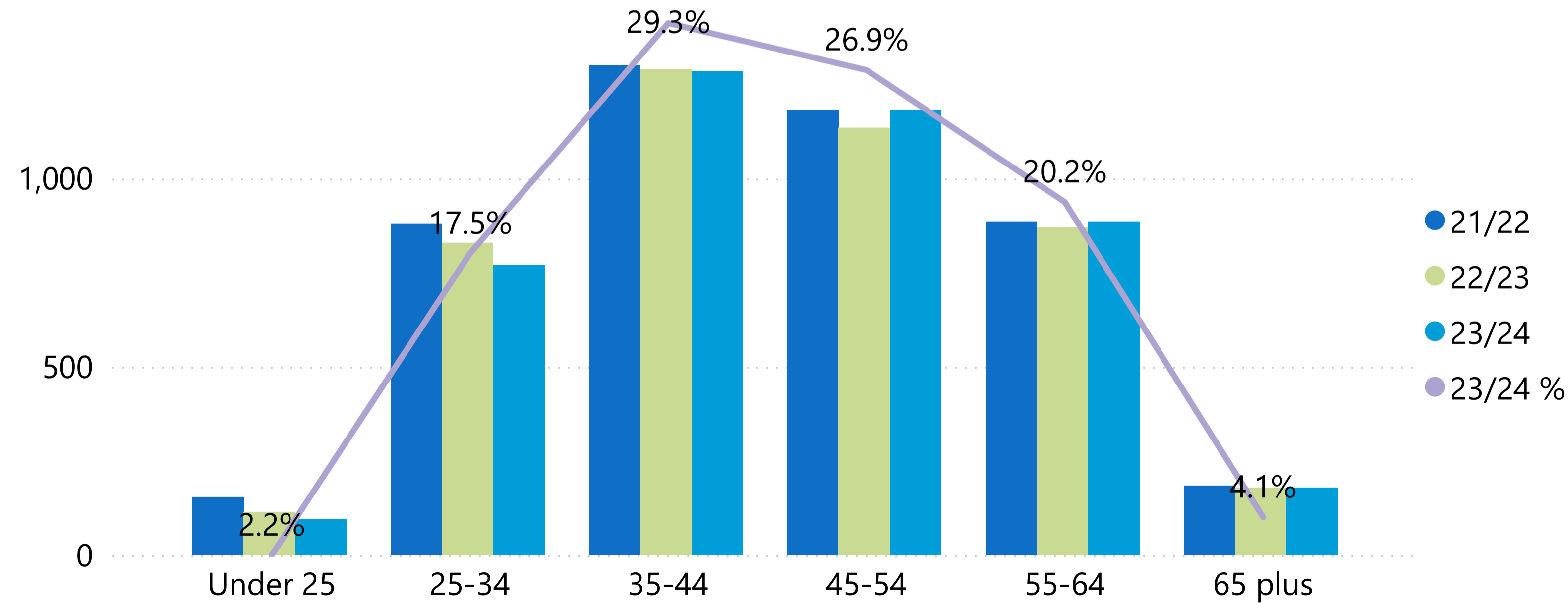
3.5 UWE staff distribution of senior role types by disability status 23/24



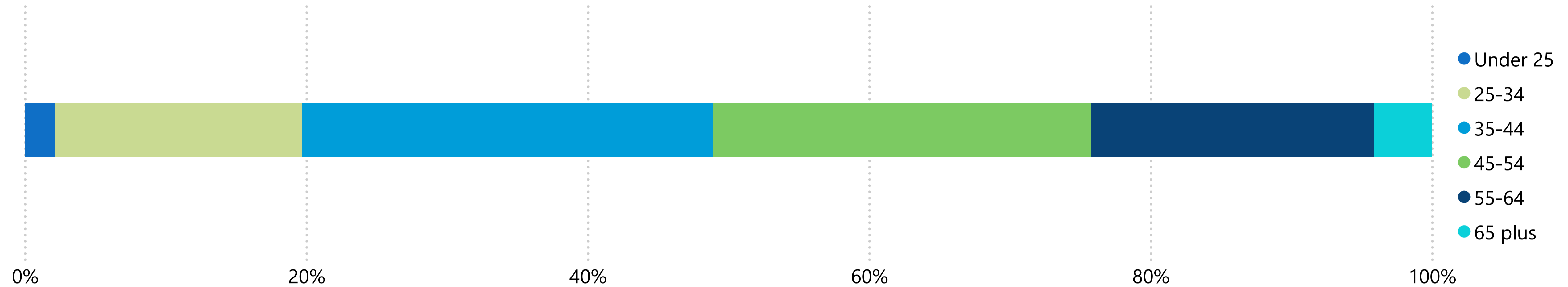
4.1 UWE staff overview by age band: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|----------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Age Band Group | Headcount | % | Headcount | % | Headcount | % |
| Under 25 | 155 | 3.4% | 115 | 2.6% | 95 | 2.2% |
| 25-34 | 880 | 19.2% | 830 | 18.8% | 770 | 17.5% |
| 35-44 | 1,300 | 28.4% | 1,290 | 29.2% | 1,285 | 29.3% |
| 45-54 | 1,180 | 25.7% | 1,135 | 25.6% | 1,180 | 26.9% |
| 55-64 | 885 | 19.3% | 870 | 19.7% | 885 | 20.2% |
| 65 plus | 185 | 4.0% | 180 | 4.1% | 180 | 4.1% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

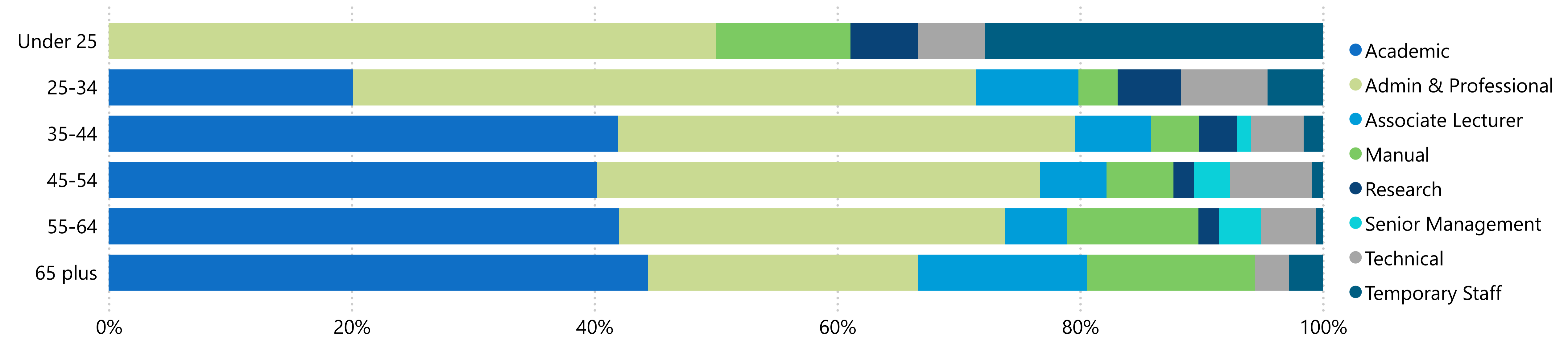
4.2 UWE staff overview by age band: headcount



4.3 UWE staff by age band 23/24



4.4 UWE staff proportion of each age band by employee group 23/24

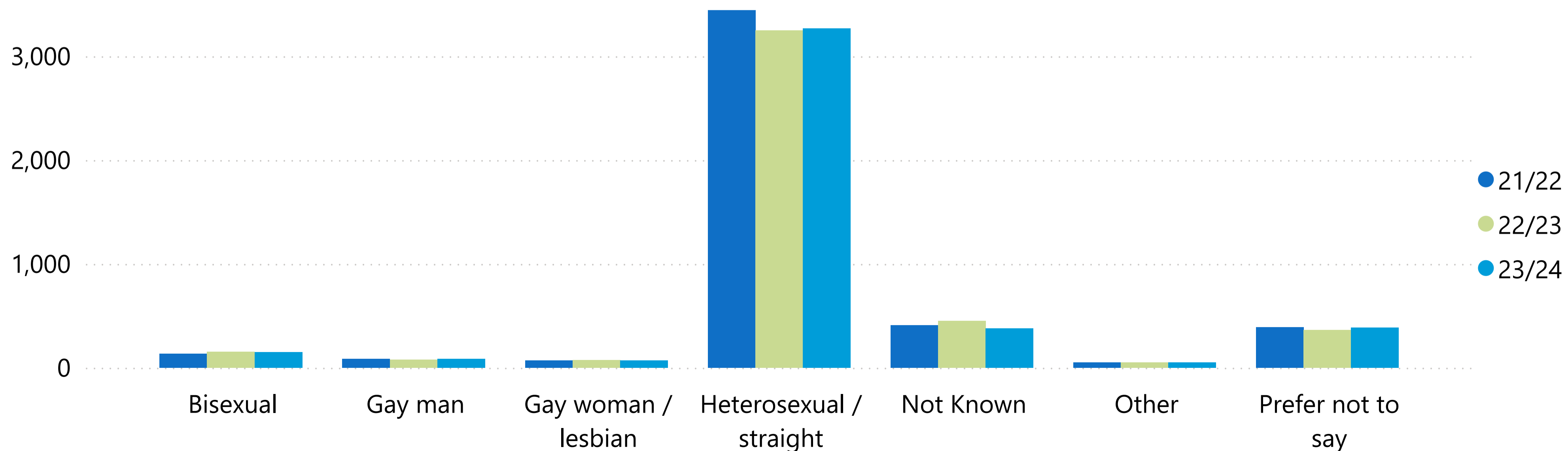


5 Sexual Orientation

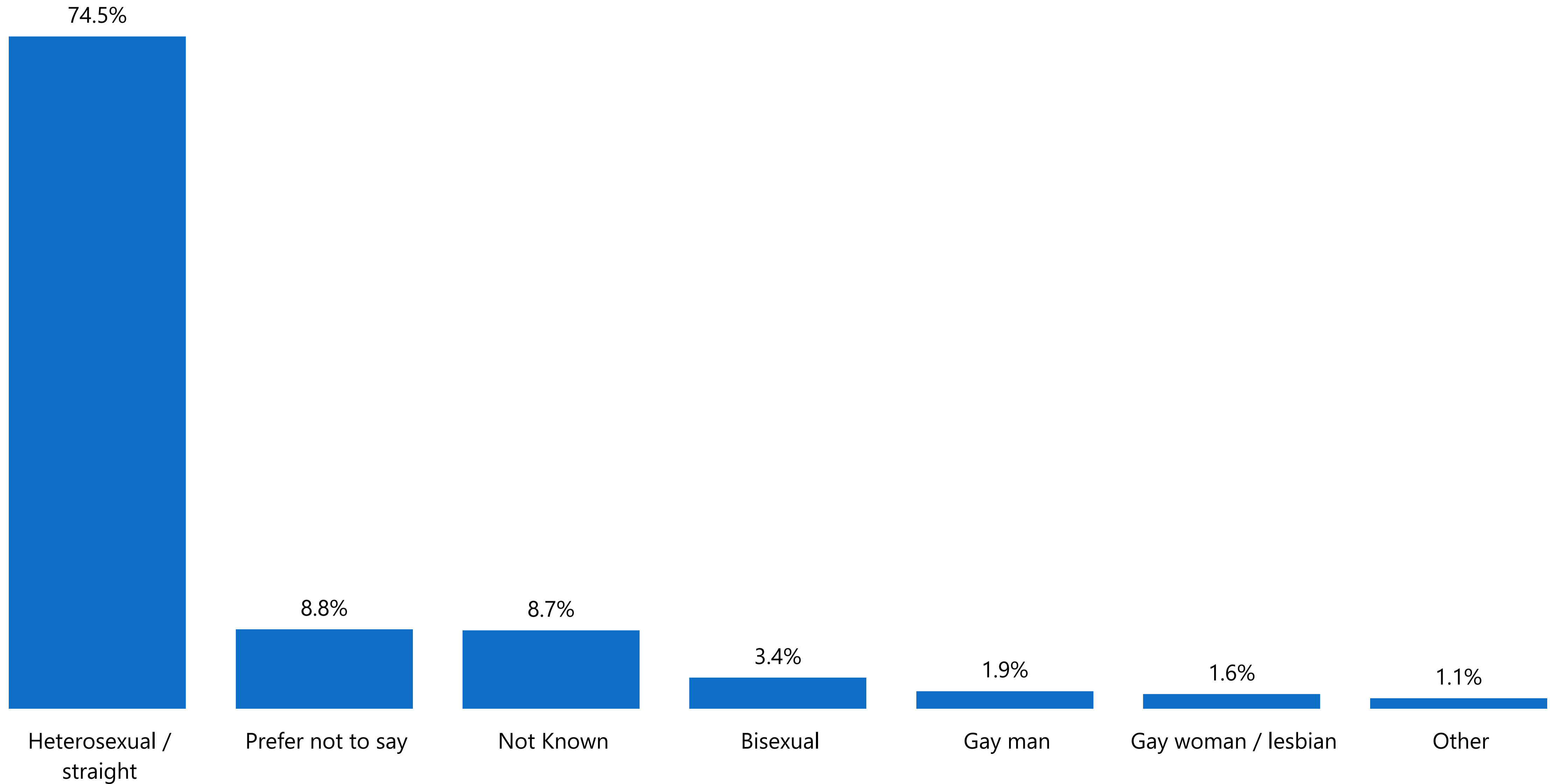
5.1 UWE staff overview by sexual orientation: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|-------------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| | Headcount | % | Headcount | % | Headcount | % |
| Bisexual | 135 | 2.9% | 155 | 3.5% | 150 | 3.4% |
| Gay man | 85 | 1.9% | 80 | 1.8% | 85 | 1.9% |
| Gay woman / lesbian | 70 | 1.5% | 75 | 1.7% | 70 | 1.6% |
| Heterosexual / straight | 3,445 | 75.1% | 3,250 | 73.4% | 3,270 | 74.5% |
| Not Known | 410 | 8.9% | 450 | 10.2% | 380 | 8.7% |
| Other | 50 | 1.1% | 50 | 1.1% | 50 | 1.1% |
| Prefer not to say | 390 | 8.5% | 365 | 8.2% | 385 | 8.8% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

5.2 UWE staff overview by sexual orientation: headcount



5.3 UWE staff by sexual orientation 23/24



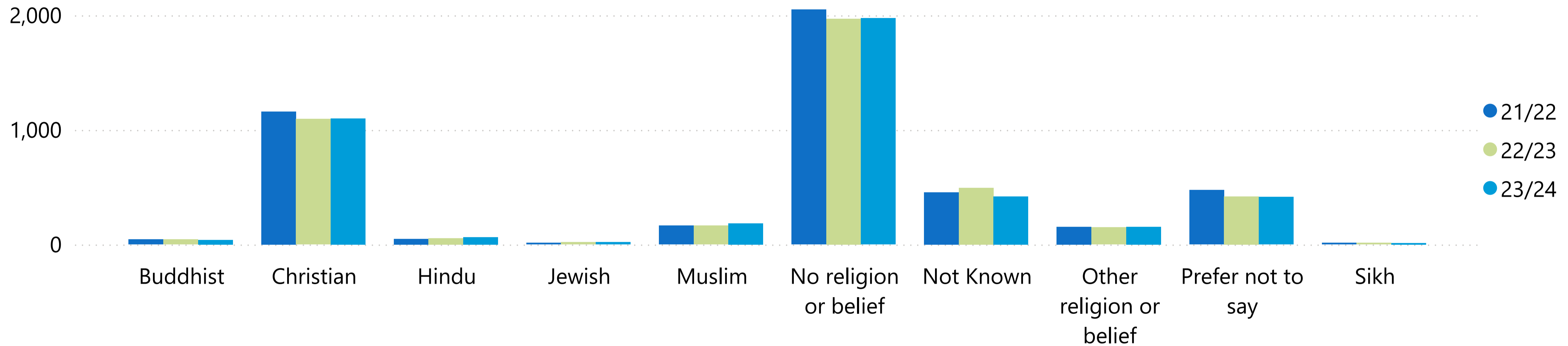
6 Religion and belief

6.1 UWE staff overview by religion and belief: headcount and percentage

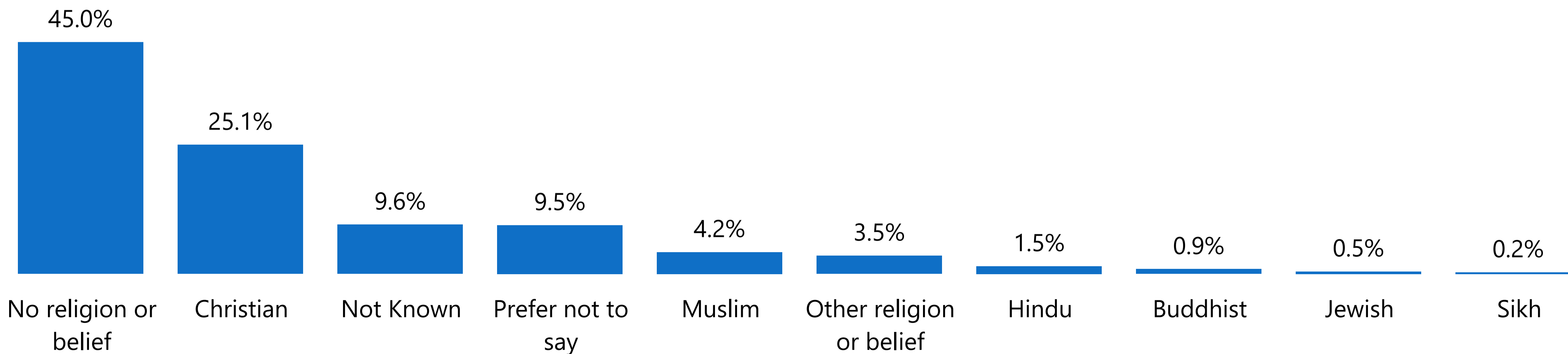
| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|--------------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Religion or belief | Headcount | % | Headcount | % | Headcount | % |
| Buddhist | 45 | 1.0% | 45 | 1.0% | 40 | 0.9% |
| Christian | 1,160 | 25.3% | 1,095 | 24.7% | 1,100 | 25.1% |
| Hindu | 50 | 1.1% | 55 | 1.2% | 65 | 1.5% |
| Jewish | 15 | 0.3% | 20 | 0.5% | 20 | 0.5% |
| Muslim | 165 | 3.6% | 165 | 3.7% | 185 | 4.2% |
| No religion or belief | 2,050 | 44.7% | 1,970 | 44.5% | 1,975 | 45.0% |
| Not Known | 455 | 9.9% | 495 | 11.2% | 420 | 9.6% |
| Other religion or belief | 155 | 3.4% | 150 | 3.4% | 155 | 3.5% |
| Prefer not to say | 475 | 10.4% | 420 | 9.5% | 415 | 9.5% |
| Sikh | 15 | 0.3% | 15 | 0.3% | 10 | 0.2% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

6 Religion and belief

6.2 UWE staff overview by religion and belief: headcount



6.3 UWE staff by religion and belief 23/24

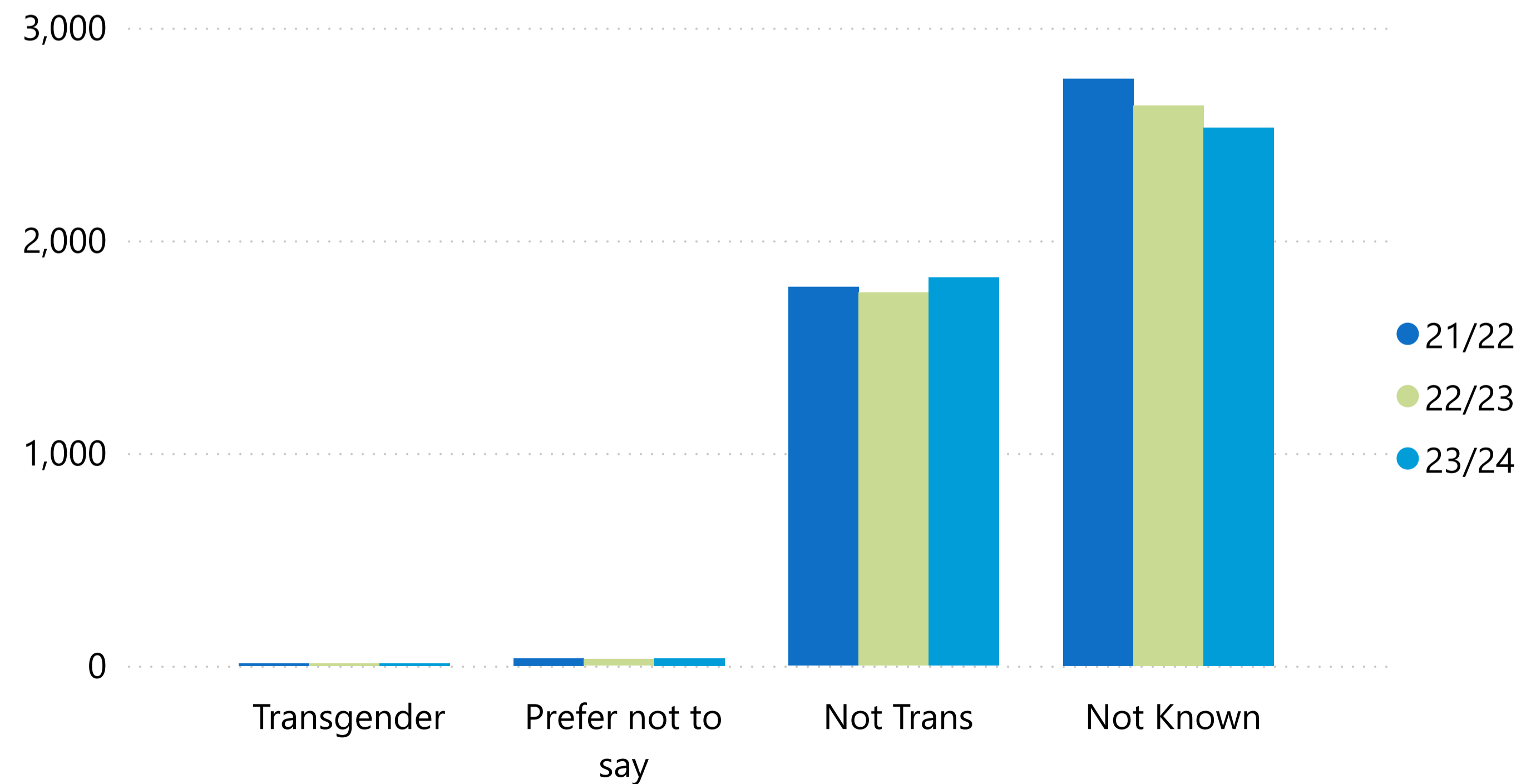


7 Trans status

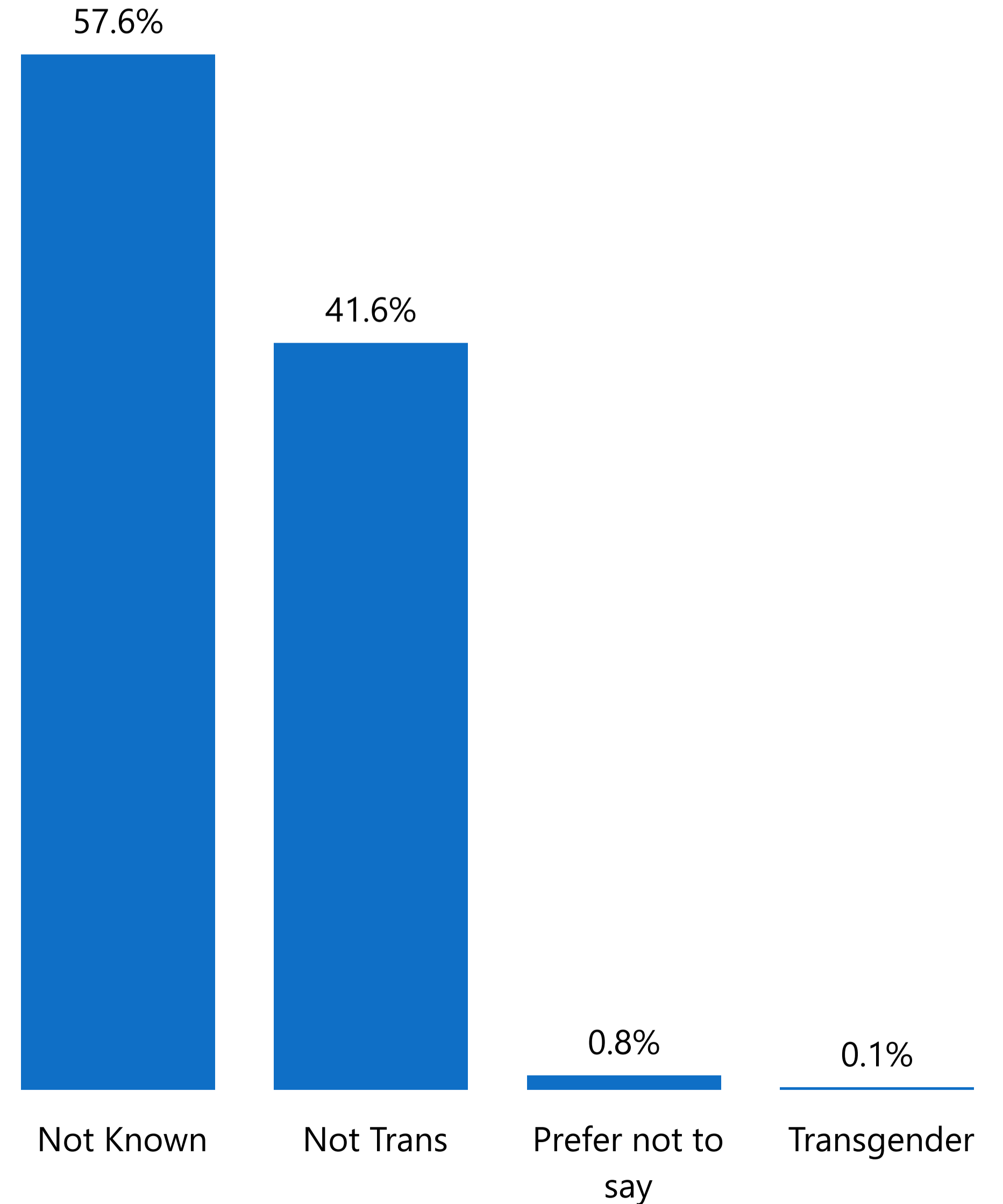
7.1 UWE staff overview by trans status: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|-------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Trans status | Headcount | % | Headcount | % | Headcount | % |
| Transgender | 5 | 0.1% | 5 | 0.1% | 5 | 0.1% |
| Prefer not to say | 35 | 0.8% | 30 | 0.7% | 35 | 0.8% |
| Not Trans | 1,780 | 38.8% | 1,755 | 39.7% | 1,825 | 41.6% |
| Not Known | 2,760 | 60.2% | 2,635 | 59.5% | 2,530 | 57.6% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

7.2 UWE staff overview by trans status: headcount



7.3 UWE staff by trans status 23/24



8 Nationality

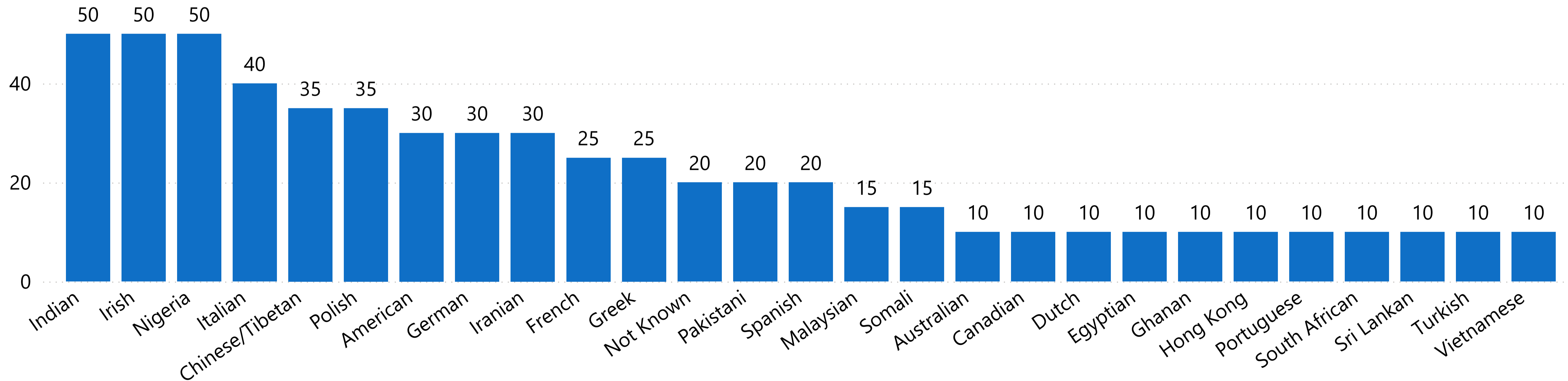
8.1 UWE staff overview by nationality: headcount and percentage

| Ac Year | 21/22 | | 22/23 | | 23/24 | |
|-------------------|--------------|---------------|--------------|---------------|--------------|---------------|
| Nationality Group | Headcount | % | Headcount | % | Headcount | % |
| EU | 295 | 6.4% | 280 | 6.3% | 290 | 6.6% |
| Non-EU | 395 | 8.6% | 510 | 11.5% | 460 | 10.5% |
| Not Known | 40 | 0.9% | 35 | 0.8% | 20 | 0.5% |
| UK | 3,850 | 84.0% | 3,595 | 81.2% | 3,620 | 82.5% |
| Total | 4,585 | 100.0% | 4,425 | 100.0% | 4,390 | 100.0% |

In addition to British and the other nationalities listed in chart 8.2 below, the University also has staff with the following nationalities: Afghanistani, Algerian, Argentinian, Austrian, Bangladeshi, Barbadian, Belarus, Belgian, Brazilian, British National (Overseas), Bulgarian, Burma, Colombia, Croatian, Cypriot, Czech, Danish, Dominican Republic, Finnish, Hungarian, Icelandic, Indonesian, Iraqi, Jamaican, Japanese, Jordanian, Kazakhstani, Kenyan, Latvian, Lebanese, Lithuanian, Malawi, Maldives, Mauritanian, Mauritius, Mexican, Moroccan, Nepalese, Netherlands Antilles, New Zealander, Norwegian, Peruvian, Philippino, Romanian, Russian, Serbian, Singapore, Slovakian, South Korean, Stateless, Sudanese, Swedish, Swiss, Syrian, Taiwanese, Tanzania, Thai, Trinidadian / Tobagan, Tunisian, Ukrainian, Uzbekistai, Yemeni, Zambian, Zimbabwean.

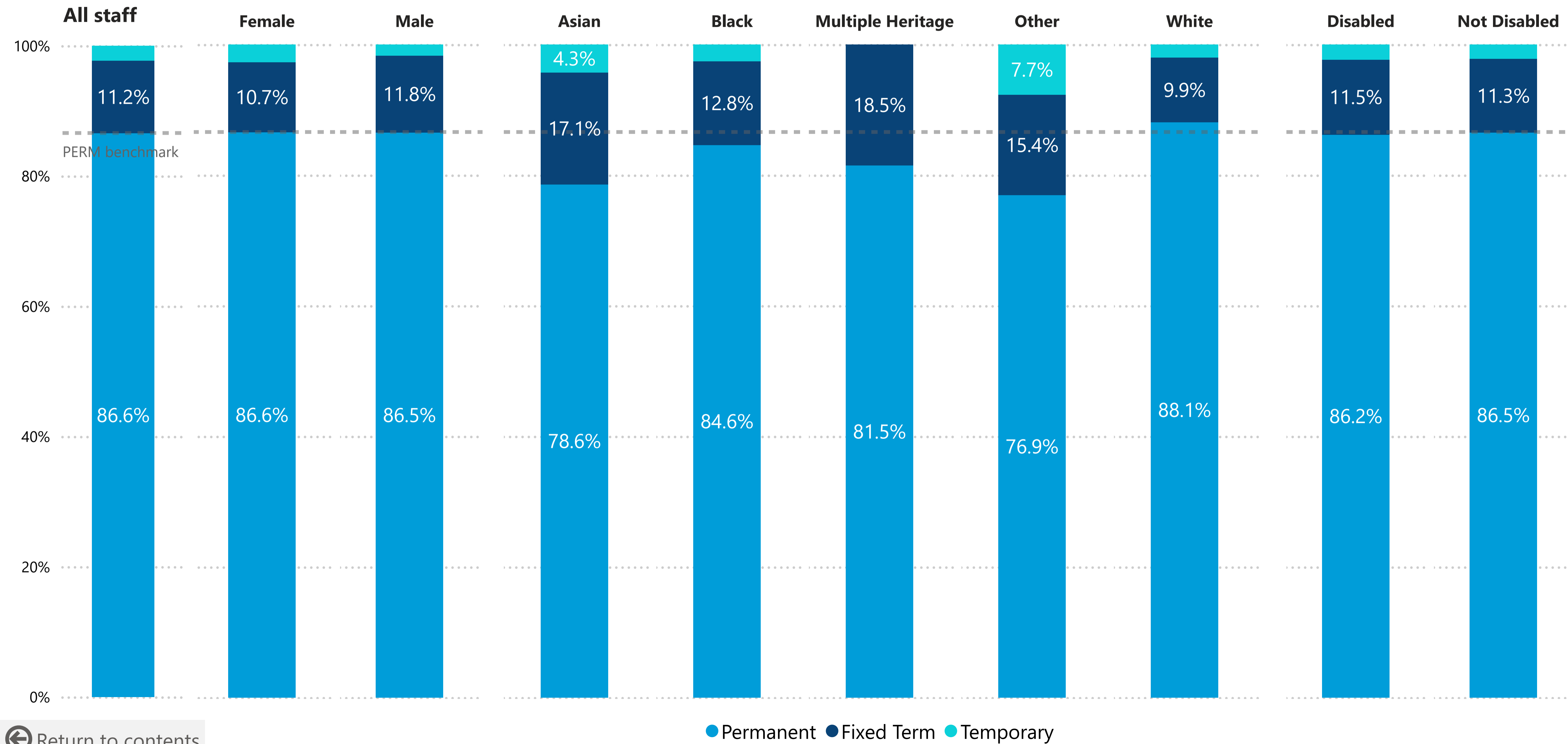
8.2 UWE staff nationalities 23/24

Excludes British, blanks and groups less than 10



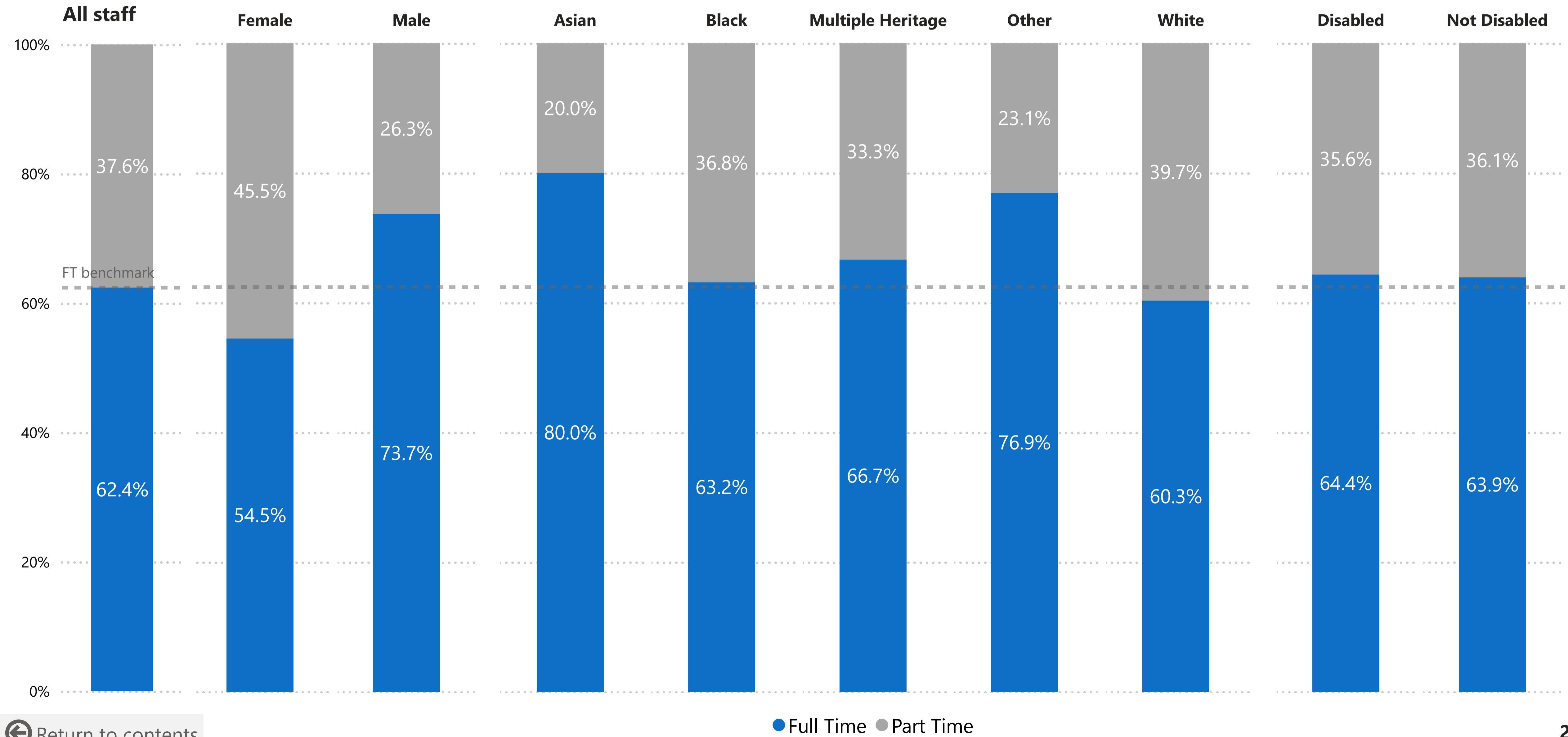
9 Contract term and mode

9.1 Equality group by contract term 23/24 Excluding 'Not Known' groups, only including protected characteristics which have targets in UWE Bristol EDI Strategy.



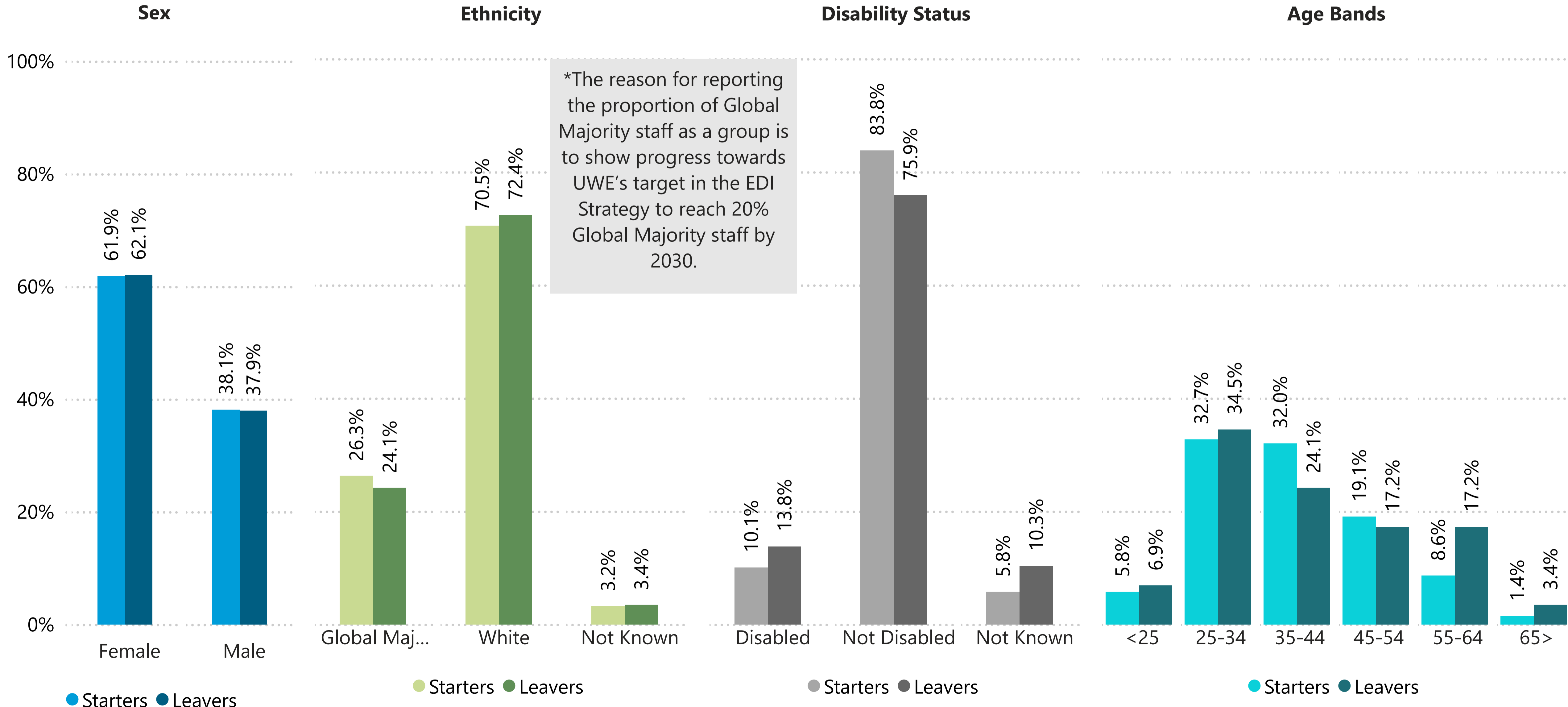
9 Contract term and mode

9.2 Equality group by contract mode 23/24 Excluding 'Not Known' groups, only including protected characteristics which have targets in UWE Bristol EDI Strategy.



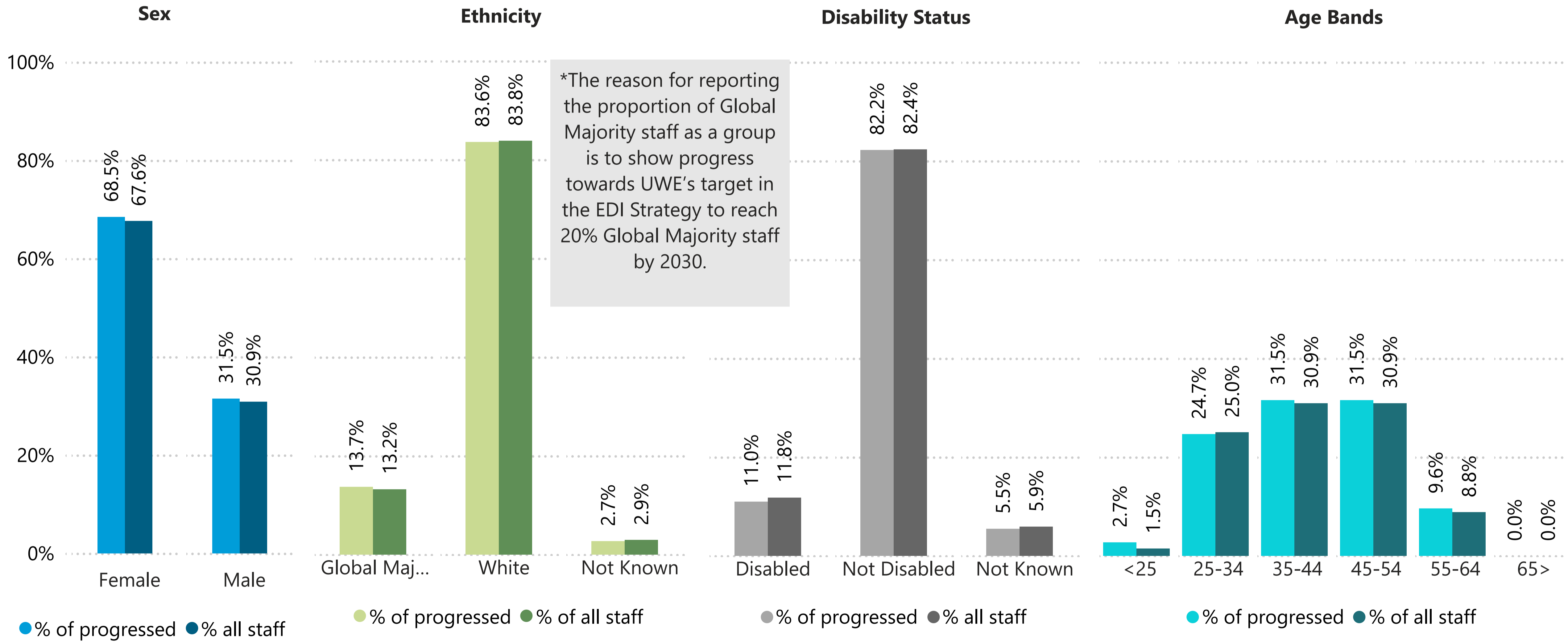
10 New starters, leavers & progression

10.1 UWE new starters and leavers 23/24: percentage by equality group



10 New starters, leavers & progression

10.2 UWE progression 23/24: percentage by equality group





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.

11 Benchmark performance indicators











































11 Benchmark performance indicators

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.

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.

Key: Where the cells of the table are filled in green and show a tick, this indicates that UWE performed better than the benchmark.  For most measures this will mean higher figures than the benchmark, except 'Staff on temporary / fixed term contracts', where we are aiming to be lower than the benchmark. Where UWE performed worse than the benchmark you will see a cross. 

11.1 Benchmark data HEIs average (median %)

| Data Type Staff Group | Benchmark data HEIs average (median %) | | | UWE performance % | | |
|--|--|--|--|--|--|--|
| | 20/21 | 21/22 | 22/23 | 20/21 | 21/22 | 22/23 |
| Black, Asian and Minority Ethnic staff | 15.1  | 16.1  | 17.4  | 11.9  | 13.6  | 13.3  |
| Disabled staff | 6.0  | 6.9  | 7.2  | 6.5  | 6.8  | 5.7  |
| Female staff in senior management roles (UWE grade S)* | 42.9  | 44.0  | 44.8  | 55.2  | 52.4  | 53.2  |
| Female staff in academic senior roles (UWE grade J+)** | 28.5  | 29.7  | 30.7  | 41.6  | 42.6  | 40.7  |
| Black, Asian and Minority Ethnic staff in senior management roles (UWE grade S)* | 7.4  | 7.9  | 8.7  | 9.5  | 7.8  | 9.2  |
| Staff on temporary / fixed term contracts | 24.1  | 24.7  | 22.7  | 21.4  | 22.0  | 22.3  |
| Part time staff | 31.7  | 32.2  | 31.6  | 41.5  | 41.9  | 42.4  |

*Includes staff from faculties and professional services

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

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