

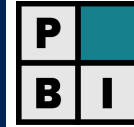
UWE Bristol

Annual Staff Equalities Monitoring Report

2024/25

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Background information



This report is designed to meet the requirements of the [public sector equality duty](#), to have due regard to the need 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 2024/25 (August 2024 – July 2025), 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 Performance and Analytics Team in collaboration with the Equality, Diversity, and Inclusivity and People Services teams.

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

Ethnicity

- **Global Majority staff representation continues to rise:** Global Majority staff now make up 18.0 percent, up from 17.0 percent last year. This is a one-point increase toward the university target of twenty percent by 2030. Asian staff proportions rose to 8.8 percent from 8.0 percent and black staff has largely unchanged at 4.5 percent from 4.4 percent.
- **Global Majority representation remains low in senior roles:** In Senior Management S there are 5 Asian leaders and no black leaders out of 85 roles. Global Majority are 5.9 percent of grade S, down from 6.3 percent. Black (18.9 percent) and Asian staff (19.2 percent) have a lower representation in senior roles than white staff (28.6 percent). Global Majority presence increased in Academic I, Manual C plus and Admin or Professional G plus, but fell in Academic J and remains below 5 in Research H and Technical G plus.
- **Recruitment and retention patterns support diversification:** Global Majority staff formed 32.2 percent of starters and 20.4 percent of leavers this year, a stronger positive gap than last year. White staff were 63.3 percent of starters and 75.9 percent of leavers.
- **Global majority colleagues are underrepresented in career progression:** Global majority staff accounted for 16.3 percent of all progression versus 18.0 percent of staff, reversing last year's slight over representation. White staff accounted for 82.5 percent of progressions versus 78.8 percent of staff.
- **Global majority staff are less likely to have contract permanence:** Asian staff have the lowest permanence rate at 78.1 percent compared with 88.6 percent for white staff. Black staff permanence declined from 84.6 percent to 83.8 percent.

Disability

- **Disabled representation increased and data quality improved:** Disabled staff rose to 11.7 percent from 9.9 percent. 'Not Known' fell to 5.0 percent from 9 percent indicating better data quality.
- **Senior role picture is improving in several groups:** Disabled representation rose in Admin or Professional G plus, Academic I and Academic J, and Manual C plus, with a small fall in Senior Management S and Research H.

Sex

- **Overall female proportion dipped slightly:** Female staff are 58.8 percent, down from 59.3 percent. Males are more represented in senior roles at 31.1 percent compared to females at 24.1 percent, however there are more women in senior roles overall (585 compared to 530).
- **Senior Management female share rose but Academic J slipped:** Senior Management S increased from 56.3 percent to 58.8 percent female. Academic J reduced from 44.4 percent to 42.3 percent. Technical G plus remains 25.0 percent female and Manual C plus fell from 27.3 percent to 25.0 percent.

Age

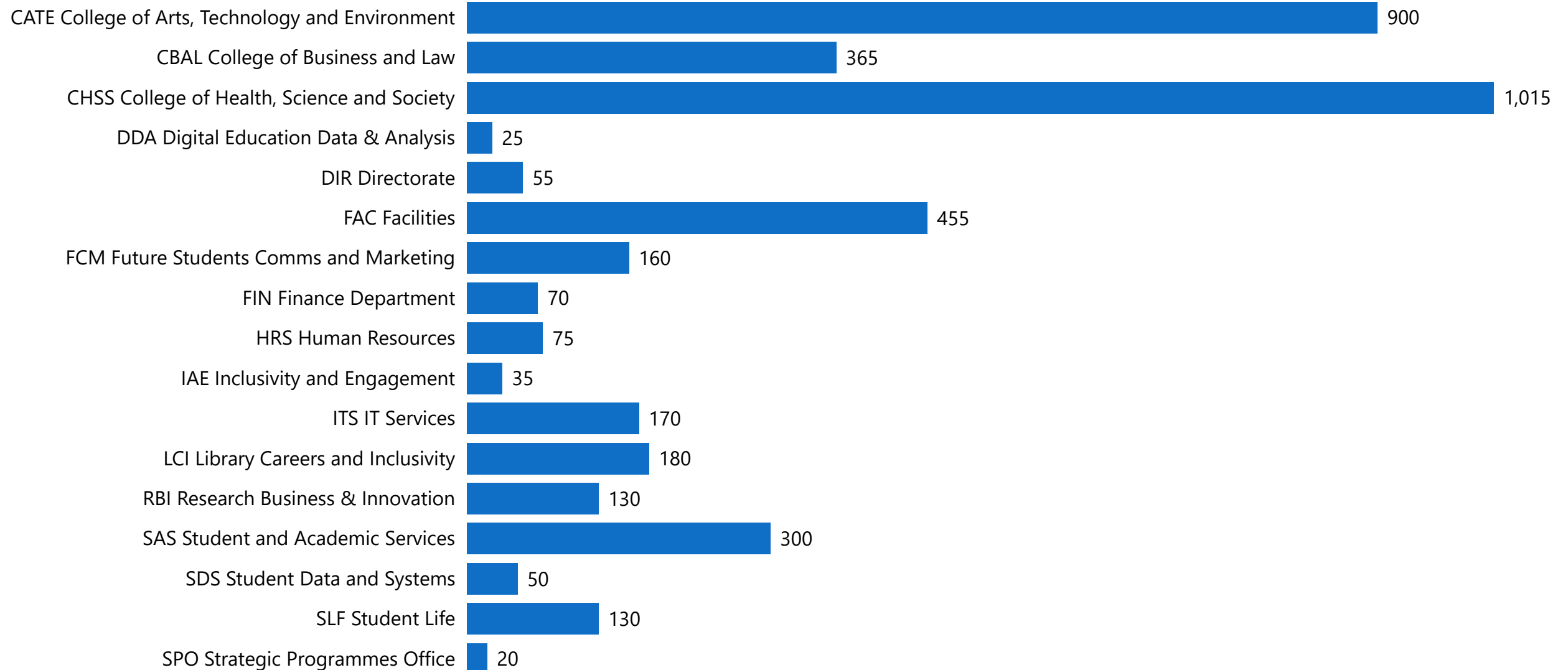
- **Younger staff representation fell:** Under 25 reduced from 2.2 percent to 1.8 percent. The share aged 45 to 54 increased to 27.7 percent from 26.9 percent. Representation of staff aged 25-34 remains low at 17.5 percent. However, 26.8 percent of this same staff group progressed.

Sexual orientation, religion or belief, and gender identity

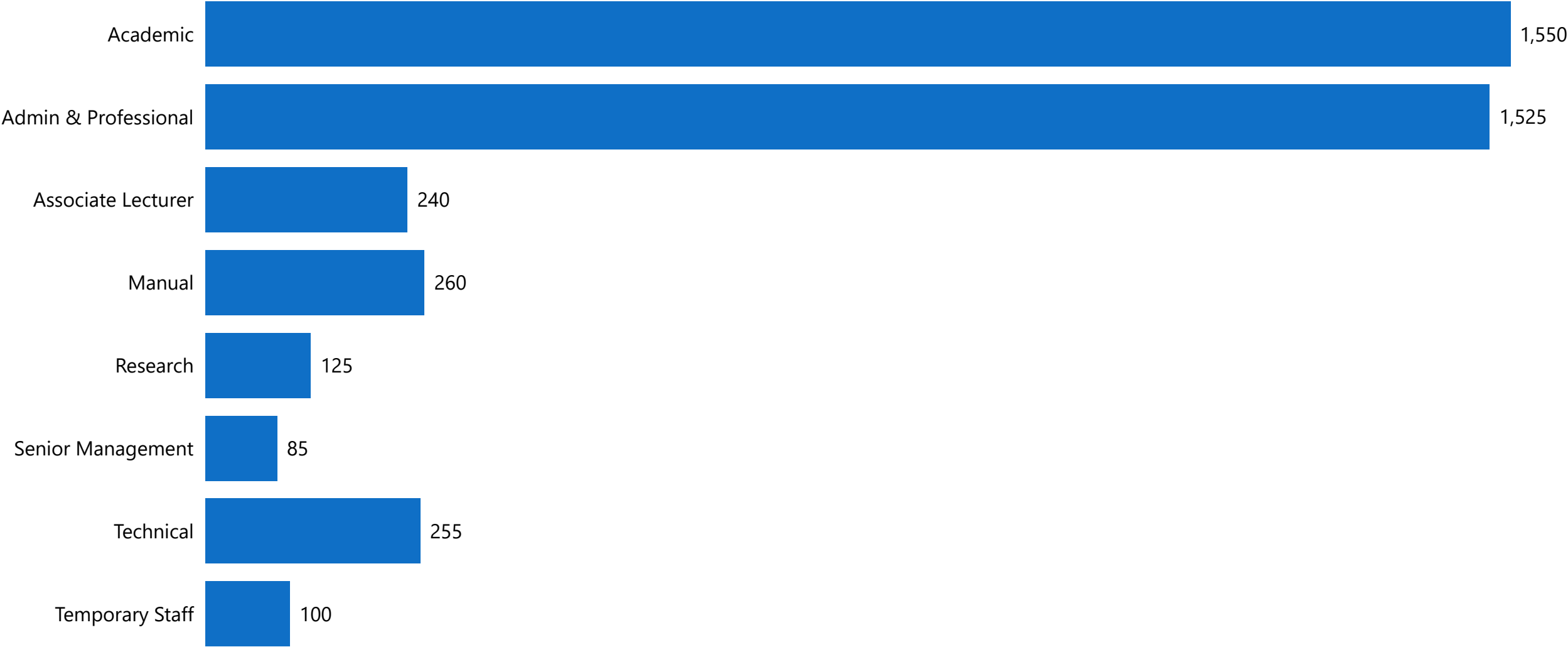
- **Large reduction in unknown sexual orientation:** 'Not Known' fell from 8.7 percent to 4.4 percent. Heterosexual increased to 78.4 percent.
- **Religious data quality improved and Muslim representation increased:** 'Not Known' fell from 9.6 percent to 5.0 percent. No religion rose to 48.0 percent and Muslim rose to 5.0 percent.
- **Better capture of gender identity data:** 'Not Known' trans status decreased from 57.6 percent to 35.6 percent. Not Trans rose to 62.2 percent from 41.6 percent. Prefer not to say increased to 2.1 percent, and recorded Trans rose to 0.2 percent from 0.1 percent, noting small numbers and rounding.

Overview of staff data

0.1 UWE staff overview by college and service



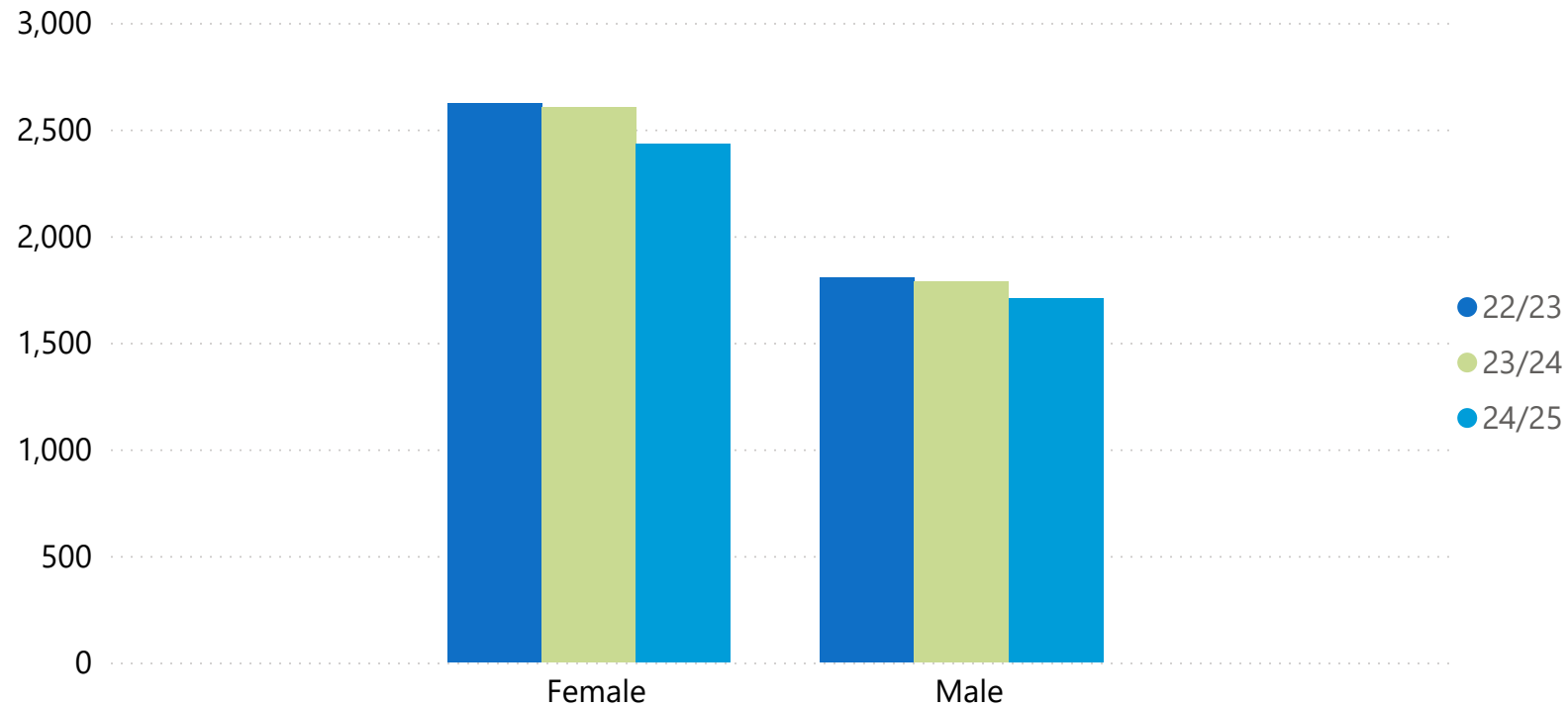
0.2 UWE staff overview by employee group



1.1 UWE staff overview by sex: headcount and percentage

Ac Year	Female	Female %	Male	Male %	All staff
24/25	2,430	58.8%	1,705	41.2%	4,135
23/24	2,605	59.3%	1,785	40.7%	4,390
22/23	2,620	59.2%	1,805	40.8%	4,425
Total	7,655	59.1%	5,295	40.9%	12,950

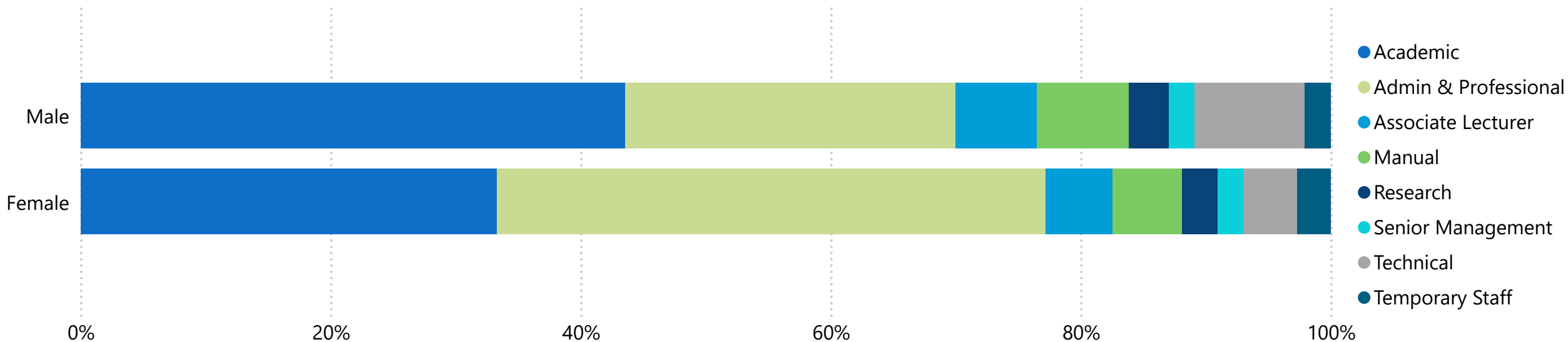
1.1 UWE staff overview by sex: headcount



1.2 UWE Staff proportion of each sex by employee groups 24/25

Job Group	Female	Female %	Male	Male %	All staff
Academic	810	52.3%	740	47.7%	1,550
Admin & Professional	1,070	70.2%	450	29.5%	1,525
Associate Lecturer	130	54.2%	110	45.8%	240
Manual	135	51.9%	125	48.1%	260
Research	70	56.0%	55	44.0%	125
Senior Management	50	58.8%	35	41.2%	85
Technical	105	41.2%	150	58.8%	255
Temporary Staff	65	65.0%	35	35.0%	100

1.2 UWE Staff proportion of each sex by employee groups 24/25



1.3 UWE female % of senior role groups

Employee Group & Grade	22/23	23/24	24/25
Research H	62.5%	66.7%	71.4%
Academic I	50.0%	52.3%	51.2%
Academic J	37.5%	44.4%	42.3%
Manual C+	26.1%	27.3%	25.0%
Technical G+	25.0%	25.0%	25.0%
Admin / Professional G+	63.7%	63.5%	63.9%
Senior Management S	56.3%	56.3%	58.8%

Benchmark
UWE Female %
of all staff 24/25:
58.8%

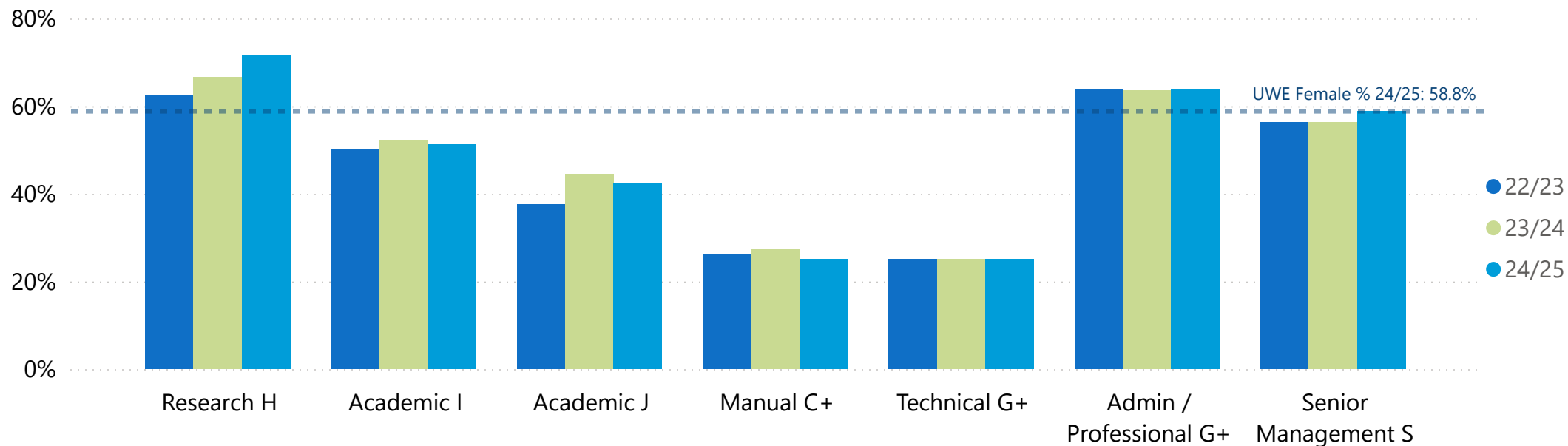
1.4 UWE staff in senior roles by sex 24/25

Sex	Senior staff	Senior %	All staff
Female	585	24.1%	2,430
Male	530	31.1%	1,705

Senior roles:

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

1.3 UWE female % of senior role groups

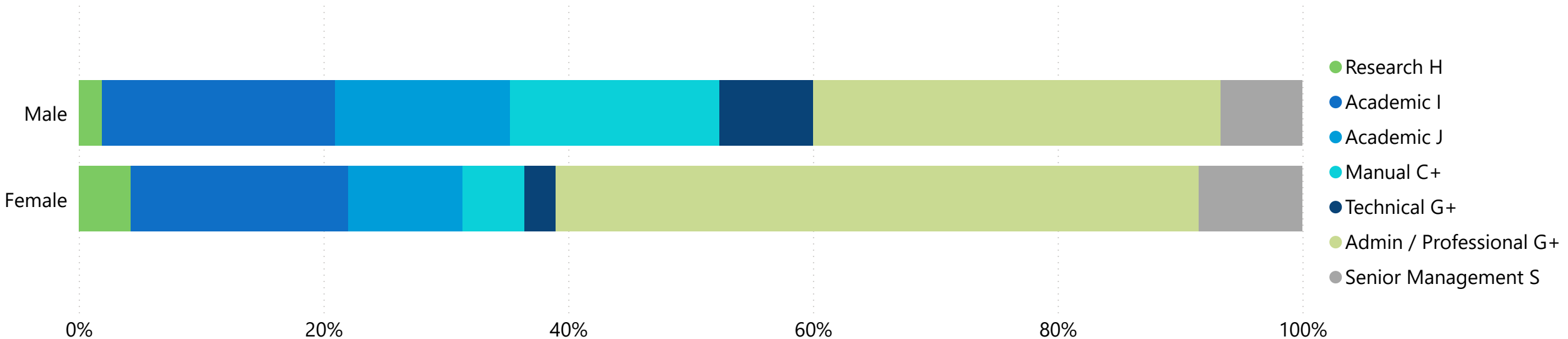


1.5 UWE staff distribution of senior role types by sex 24/25

Senior Group & Grade Grouped	Female	Male	All staff
Research H	25	10	35
Academic I	105	100	205
Academic J	55	75	130
Manual C+	30	90	120
Technical G+	15	40	60
Admin / Professional G+	310	175	485
Senior Management S	50	35	85

- Senior roles:
- Research H
 - Academic I&J
 - Manual C+
 - Technical G+
 - Admin / Professional G+
 - S grades

1.5 UWE staff distribution of senior role types by sex 24/25



2 Ethnicity

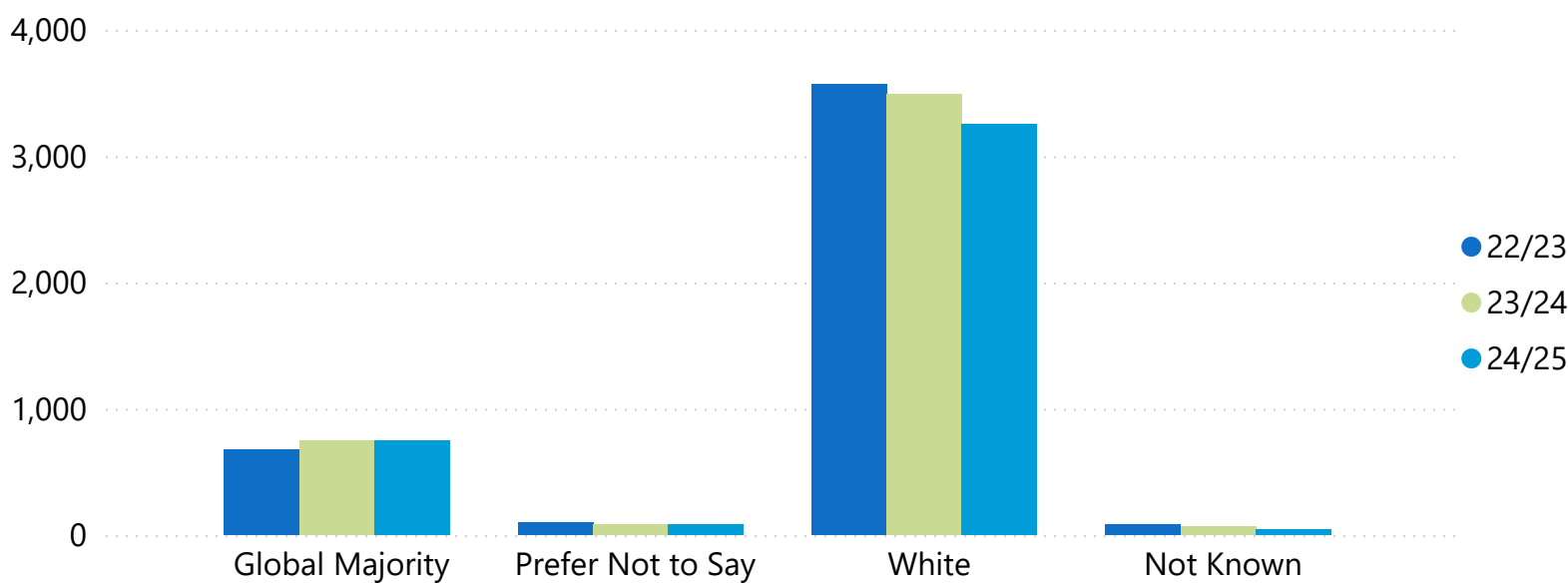
2.1 UWE staff overview by ethnic group: headcount and percentage

Ac Year	22/23		23/24		24/25	
Ethnic Group	Headcount	%	Headcount	%	Headcount	%
Asian	300	6.8%	350	8.0%	365	8.8%
Black	185	4.2%	195	4.4%	185	4.5%
Multiple Heritage	130	2.9%	135	3.1%	125	3.0%
Not Known	85	1.9%	75	1.7%	45	1.1%
Other	60	1.4%	65	1.5%	70	1.7%
Prefer Not to Say	95	2.1%	85	1.9%	85	2.1%
White	3,570	80.7%	3,490	79.5%	3,255	78.7%
Total	4,425	100.0%	4,390	100.0%	4,135	100.0%

2.1.1 UWE staff overview by ethnicity: headcount and percentage

Ac Year	22/23		23/24		24/25	
Ethnicity	Headcount	%	Headcount	%	Headcount	%
Global Majority	675	15.3%	745	17.0%	745	18.0%
Not Known	85	1.9%	70	1.6%	45	1.1%
Prefer Not to Say	95	2.1%	85	1.9%	85	2.1%
White	3,570	80.7%	3,490	79.5%	3,255	78.7%
Total	4,425	100.0%	4,390	100.0%	4,135	100.0%

2.1.1 UWE staff overview by ethnicity: headcount



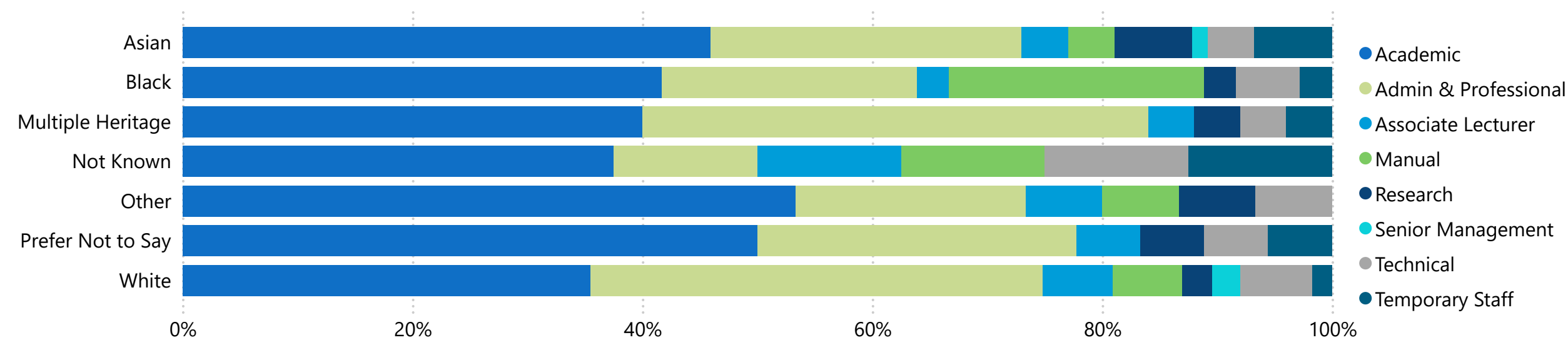
*The reason for reporting the proportion of Global Majority staff as a group is to show progress towards UWE’s target in the EDI Strategy to reach 20% Global Majority staff by 2030.

2 Ethnicity

2.2 UWE Staff by ethnic group and employee group 24/25

Job Group	Asian	Black	Multiple Heritage	Not Known	Other	Prefer Not to Say	White	All staff
Academic	170	75	50	15	40	45	1,155	1,550
Admin & Professional	100	40	55	5	15	25	1,280	1,525
Associate Lecturer	15	5	5	5	5	5	200	240
Manual	15	40	0	5	5	0	195	260
Research	25	5	5	0	5	5	85	125
Senior Management	5	0	0	0	0	0	80	85
Technical	15	10	5	5	5	5	205	255
Temporary Staff	25	5	5	5	0	5	55	100

2.2 UWE Staff proportion of each ethnic group by employee group 24/25



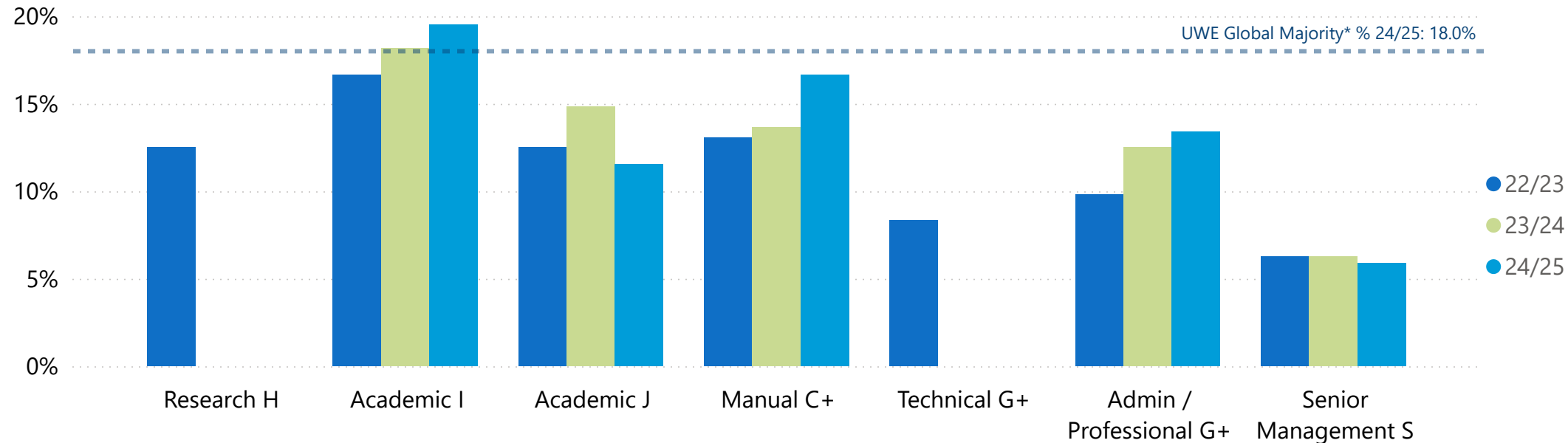
2 Ethnicity

2.3 UWE Global Majority* % of senior roles

Employee Group & Grade	22/23	23/24	24/25
Research H	12.5%	0.0%	0.0%
Academic I	16.7%	18.2%	19.5%
Academic J	12.5%	14.8%	11.5%
Manual C+	13.0%	13.6%	16.7%
Technical G+	8.3%	0.0%	0.0%
Admin / Professional G+	9.8%	12.5%	13.4%
Senior Management S	6.3%	6.3%	5.9%
Total	11.1%	12.4%	13.4%

Benchmark
UWE Global Majority* % of all staff 23/24: **18.0%.**

2.3 UWE Global Majority* % of senior role groups



Senior roles:

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

2.4 UWE staff in senior roles by ethnic group 24/25

Ethnic Group	Senior staff	All staff	Senior %
Asian	70	365	19.2%
Black	35	185	18.9%
Multiple Heritage	30	125	24.0%
Not Known	10	45	22.2%
Other	15	70	21.4%
Prefer Not to Say	30	85	35.3%
White	930	3,255	28.6%

*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

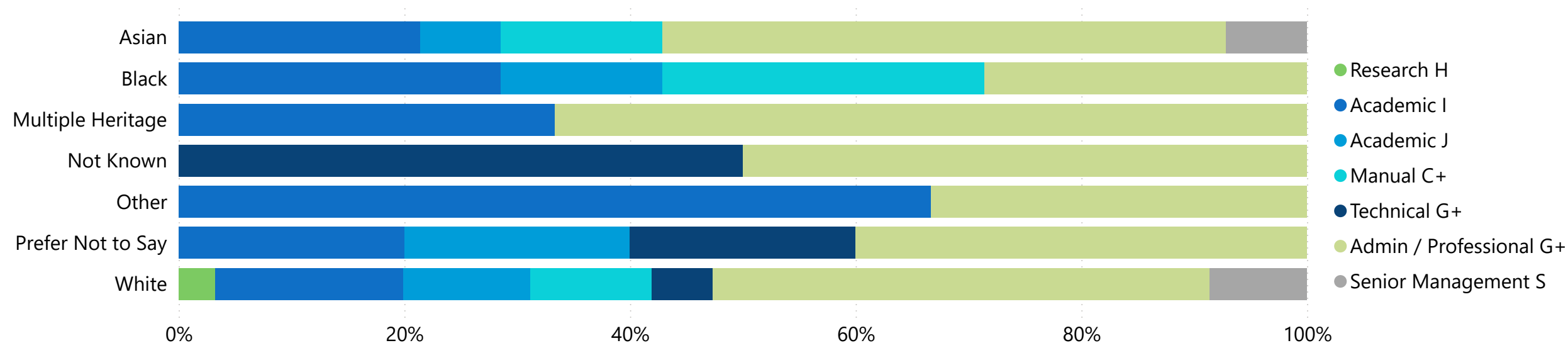
2.5 UWE staff distribution of senior role types by ethnic group 24/25

Senior Group & Grade Grouped	Asian	Black	Multiple Heritage	Not Known	Other	Prefer Not to Say	White	All staff
Research H	0	0	0	0	0	0	30	35
Academic I	15	10	10	0	10	5	155	205
Academic J	5	5	0	0	0	5	105	130
Manual C+	10	10	0	0	0	0	100	120
Technical G+	0	0	0	5	0	5	50	60
Admin / Professional G+	35	10	20	5	5	10	410	485
Senior Management S	5	0	0	0	0	0	80	85

Senior roles:

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

2.5 UWE staff distribution of senior role types by ethnic group 24/25

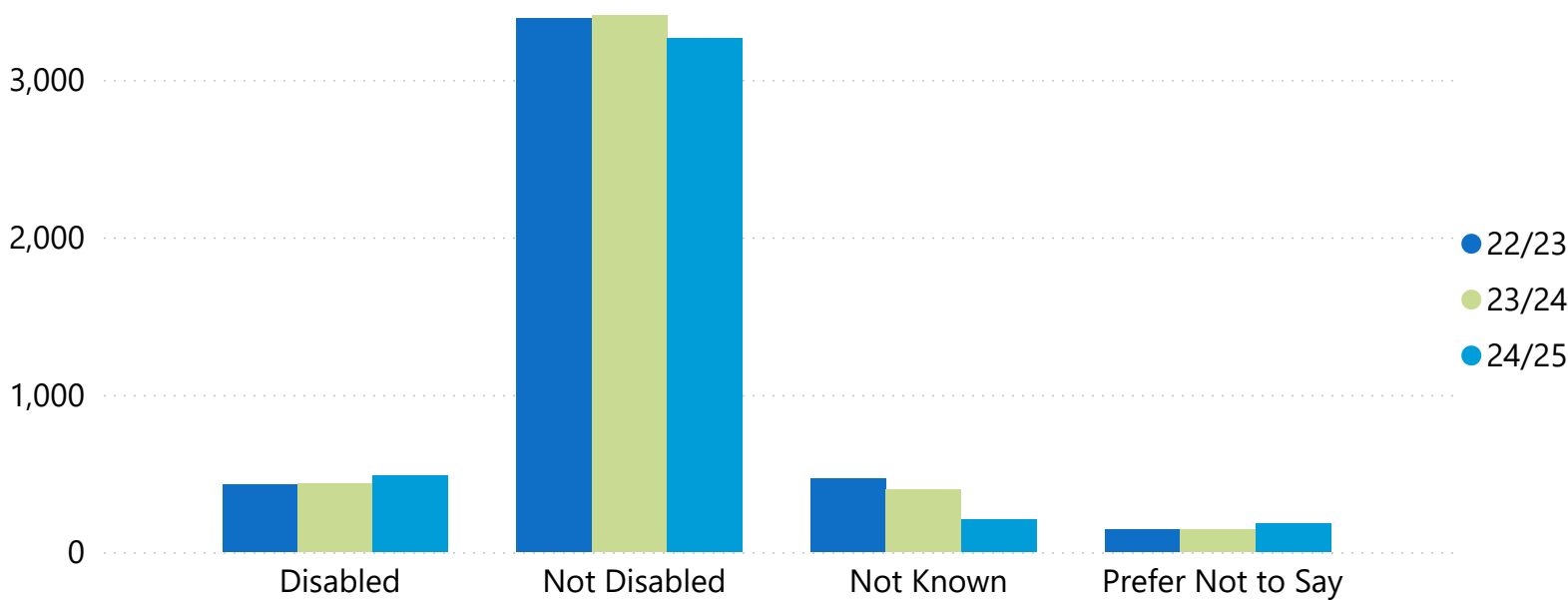


3 Disabled Status

3.1 UWE staff overview by disability status: headcount and percentage

Ac Year	22/23		23/24		24/25	
Disability Status	Headcount	%	Headcount	%	Headcount	%
Disabled	425	9.6%	435	9.9%	485	11.7%
Not Disabled	3,390	76.6%	3,410	77.7%	3,265	79.0%
Not Known	465	10.5%	395	9.0%	205	5.0%
Prefer Not to Say	140	3.2%	145	3.3%	180	4.4%
Total	4,425	100.0%	4,390	100.0%	4,135	100.0%

3.1 UWE staff overview by disability status: headcount

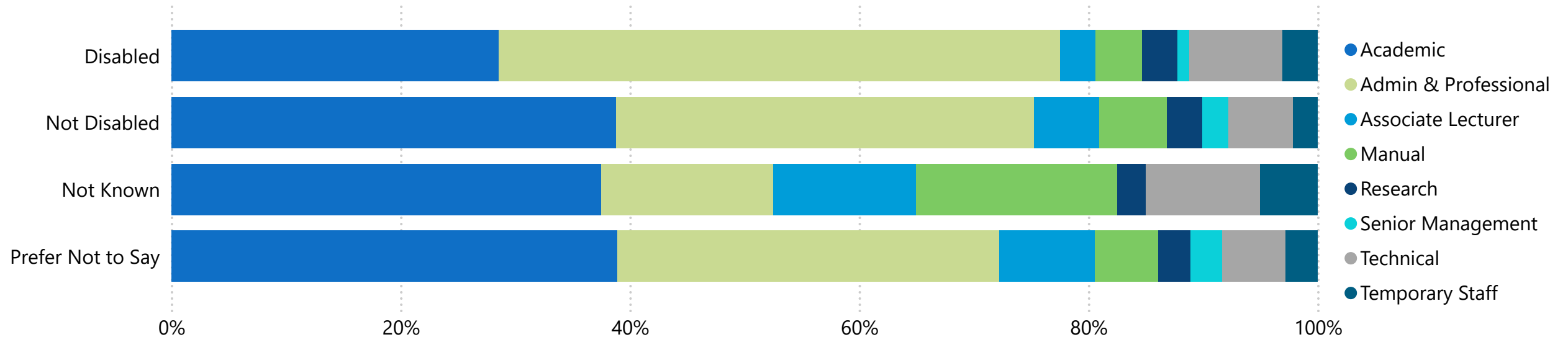


3 Disabled Status

3.2 UWE Staff by disabled status and employee group 24/25

Job Group	Disabled	Not Disabled	Not Known	Prefer Not to Say	All staff
Academic	140	1,270	75	70	1,550
Admin & Professional	240	1,195	30	60	1,525
Associate Lecturer	15	185	25	15	240
Manual	20	195	35	10	260
Research	15	100	5	5	125
Senior Management	5	75	0	5	85
Technical	40	185	20	10	255
Temporary Staff	15	70	10	5	100

3.2 UWE Staff proportion of each disabled status by employee group 24/25



3 Disabled status

3.3 UWE disabled % of senior role groups

Employee Group & Grade	22/23	23/24	24/25
Research H	12.5%	16.7%	14.3%
Academic I	7.1%	4.5%	7.3%
Academic J	8.3%	7.4%	7.7%
Manual C+	8.7%	4.5%	12.5%
Technical G+	8.3%	8.3%	8.3%
Admin / Professional G+	12.7%	12.5%	14.4%
Senior Management S	6.3%	6.3%	5.9%

Benchmark
UWE Disabled % of all staff 24/25: **11.7%.**

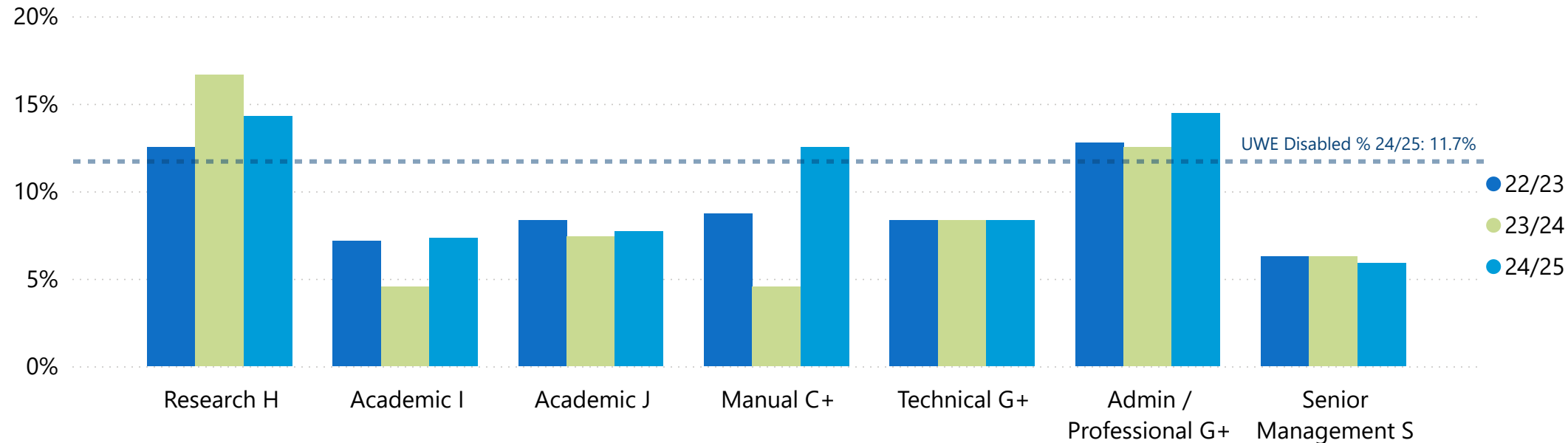
3.4 UWE staff in senior roles by disabled status 24/25

Disability Status	Senior staff	Senior %	All staff
Disabled	125	25.8%	485
Not Disabled	890	27.3%	3,265
Not Known	50	24.4%	205
Prefer Not to Say	50	27.8%	180

Senior roles:

- Research H
- Academic I&J
- Manual C+
- Technical G+
- Admin / Professional 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 24/25

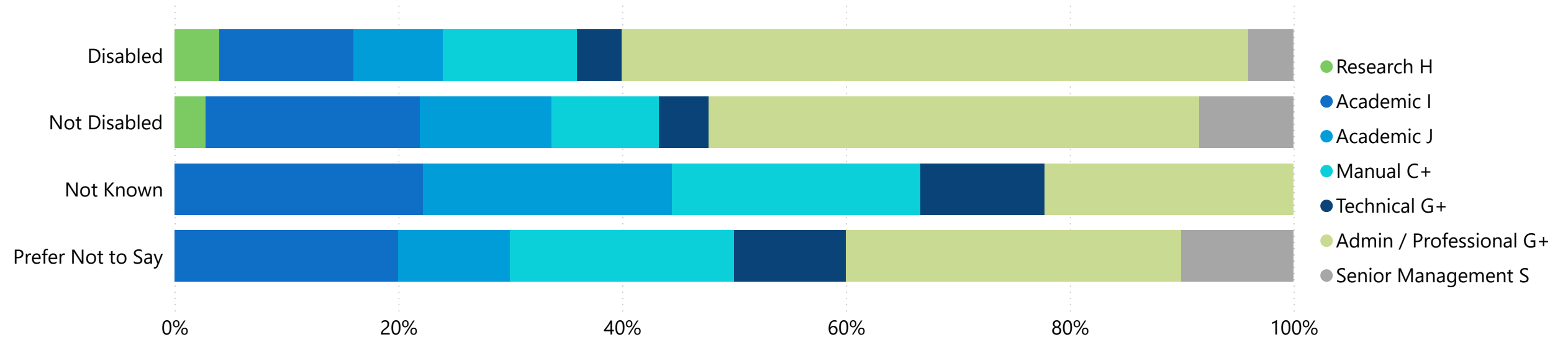
Senior Group & Grade Grouped Disabled Not Disabled Not Known Prefer Not to Say All staff

Research H	5	25	0	0	35
Academic I	15	170	10	10	205
Academic J	10	105	10	5	130
Manual C+	15	85	10	10	120
Technical G+	5	40	5	5	60
Admin / Professional G+	70	390	10	15	485
Senior Management S	5	75	0	5	85

Senior roles:

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

3.5 UWE staff distribution of senior role types by disability status 24/25

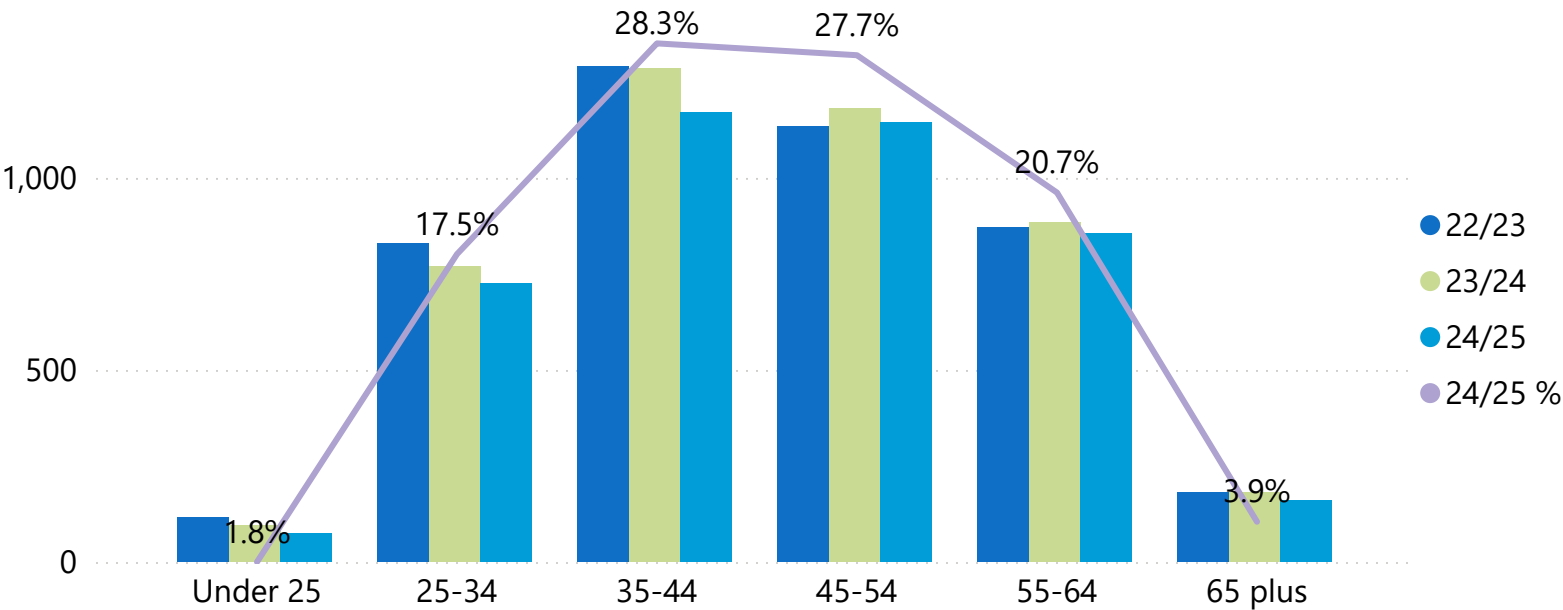


4 Age

4.1 UWE staff overview by age band: headcount and percentage

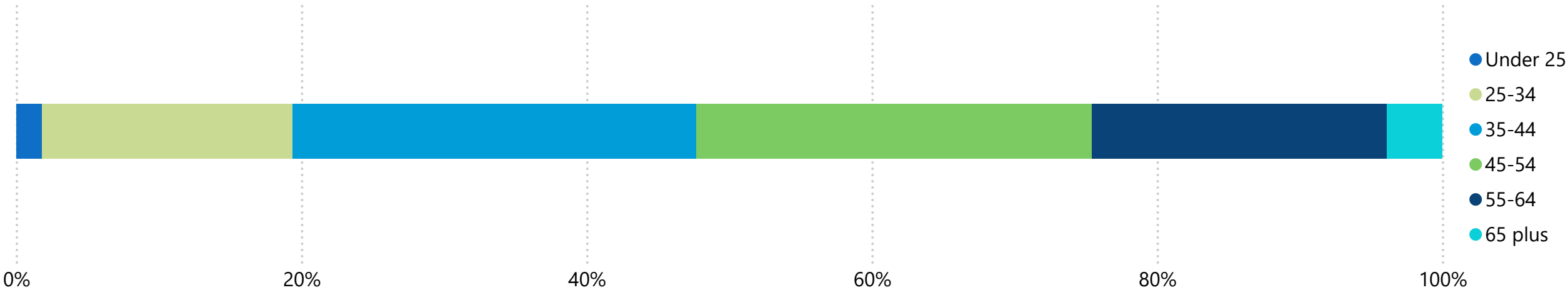
Ac Year	22/23		23/24		24/25	
Age Band Group	Headcount	%	Headcount	%	Headcount	%
Under 25	115	2.6%	95	2.2%	75	1.8%
25-34	830	18.8%	770	17.5%	725	17.5%
35-44	1,290	29.2%	1,285	29.3%	1,170	28.3%
45-54	1,135	25.6%	1,180	26.9%	1,145	27.7%
55-64	870	19.7%	885	20.2%	855	20.7%
65 plus	180	4.1%	180	4.1%	160	3.9%
Total	4,425	100.0%	4,390	100.0%	4,135	100.0%

4.2 UWE staff overview by age band: headcount

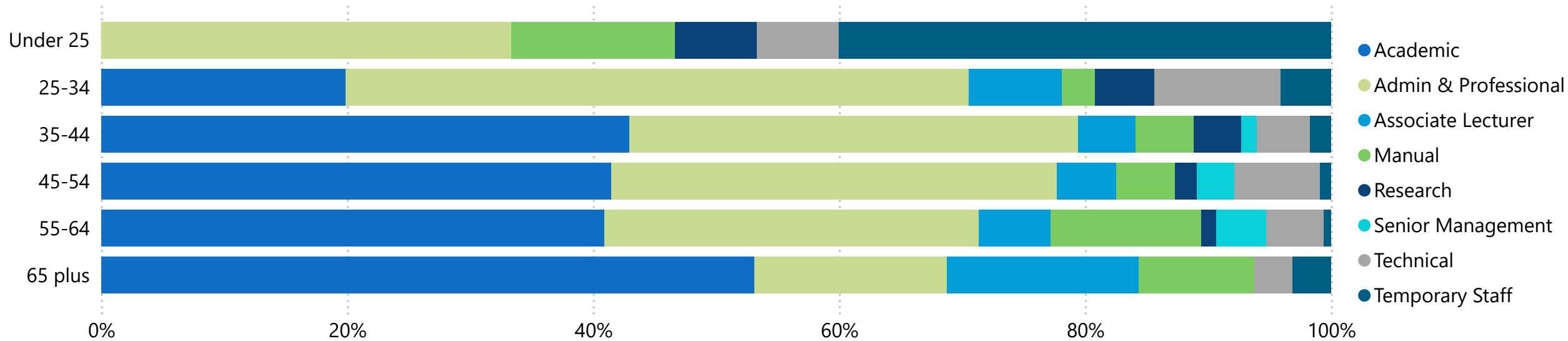


4 Age

4.3 UWE staff by age band 24/25



4.4 UWE staff proportion of each age band by employee group 24/25

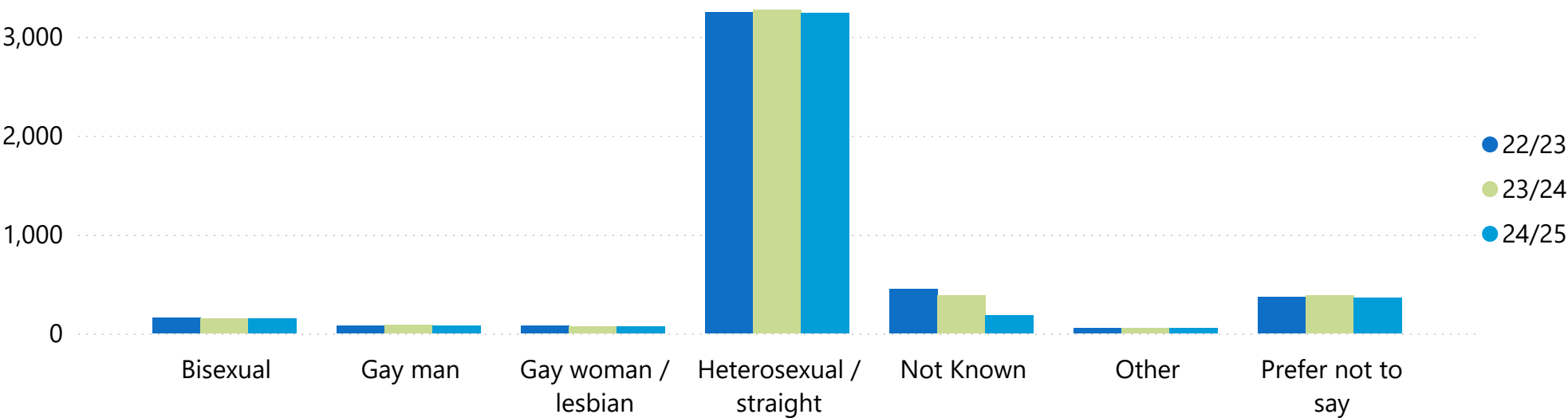


5 Sexual Orientation

5.1 UWE staff overview by sexual orientation: headcount and percentage

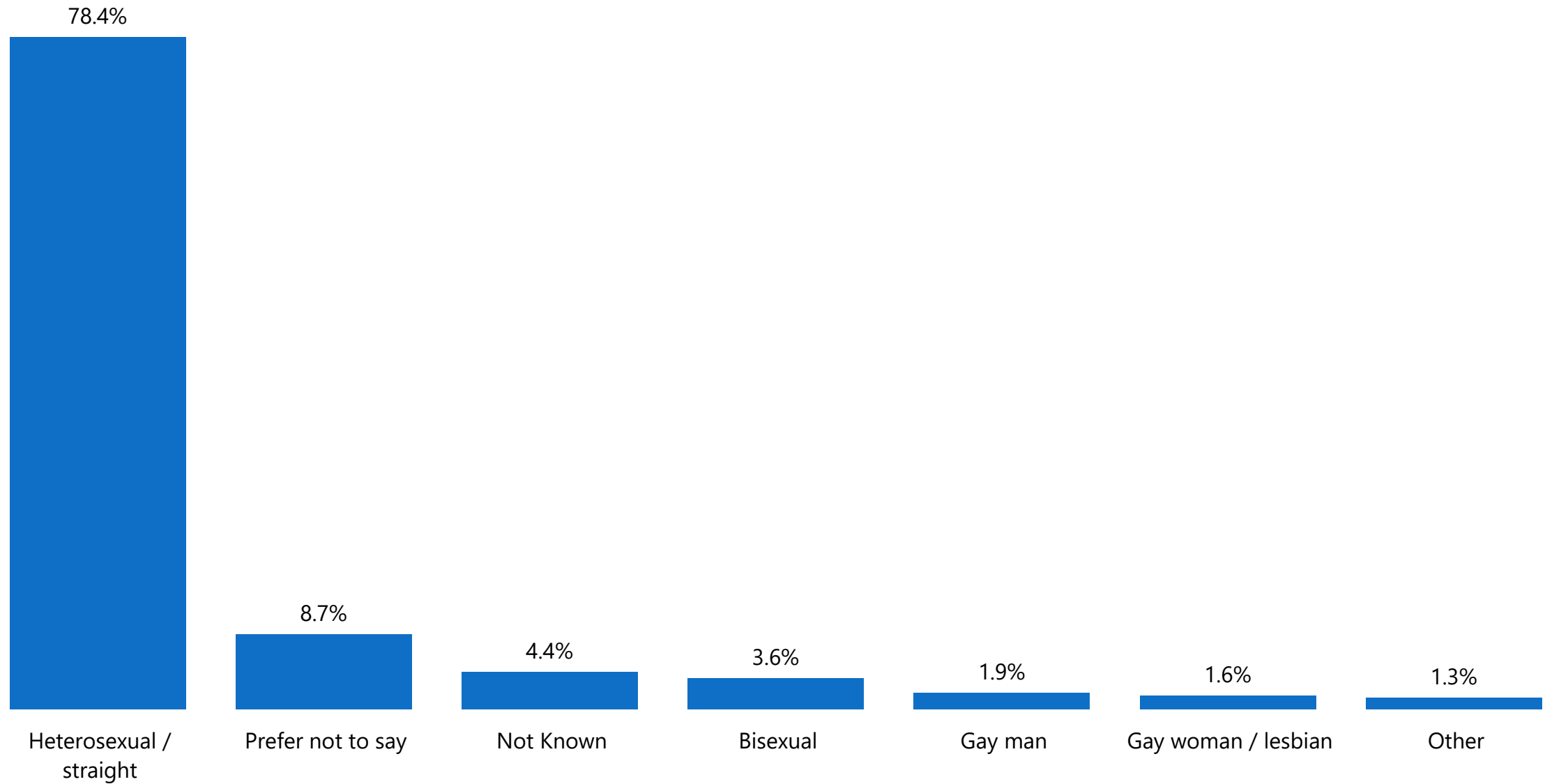
Ac Year	22/23		23/24		24/25	
Sexual Orientation	Headcount	%	Headcount	%	Headcount	%
Bisexual	155	3.5%	150	3.4%	150	3.6%
Gay man	80	1.8%	85	1.9%	80	1.9%
Gay woman / lesbian	75	1.7%	70	1.6%	65	1.6%
Heterosexual / straight	3,250	73.4%	3,270	74.5%	3,240	78.4%
Not Known	450	10.2%	380	8.7%	180	4.4%
Other	50	1.1%	50	1.1%	55	1.3%
Prefer not to say	365	8.2%	385	8.8%	360	8.7%
Total	4,425	100.0%	4,390	100.0%	4,135	100.0%

5.2 UWE staff overview by sexual orientation: headcount



5 Sexual Orientation

5.3 UWE staff by sexual orientation 24/25



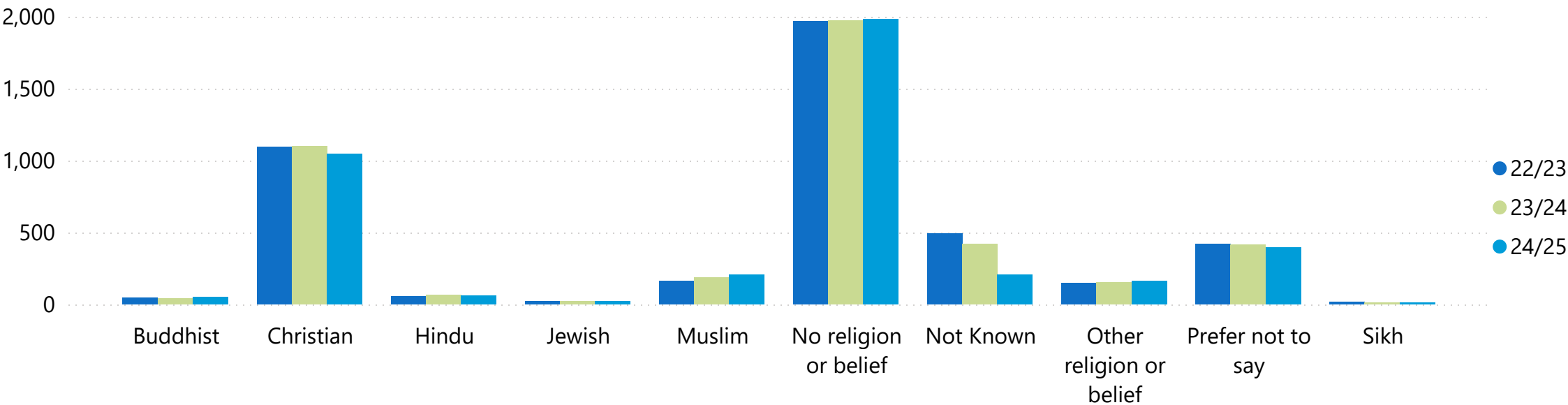
6 Religion and belief

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

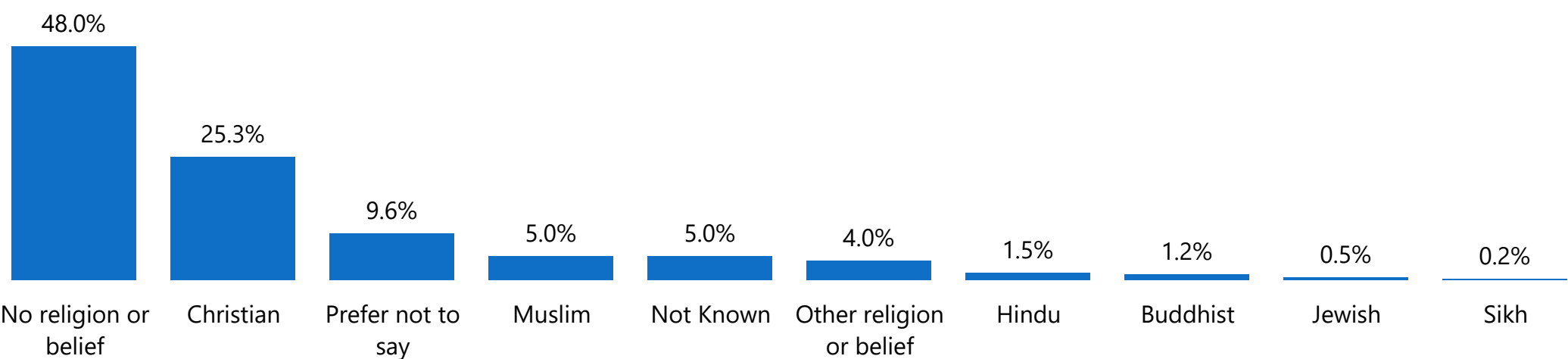
Ac Year	22/23		23/24		24/25	
Religion or belief	Headcount	%	Headcount	%	Headcount	%
Buddhist	45	1.0%	40	0.9%	50	1.2%
Christian	1,095	24.7%	1,100	25.1%	1,045	25.3%
Hindu	55	1.2%	65	1.5%	60	1.5%
Jewish	20	0.5%	20	0.5%	20	0.5%
Muslim	165	3.7%	185	4.2%	205	5.0%
No religion or belief	1,970	44.5%	1,975	45.0%	1,985	48.0%
Not Known	495	11.2%	420	9.6%	205	5.0%
Other religion or belief	150	3.4%	155	3.5%	165	4.0%
Prefer not to say	420	9.5%	415	9.5%	395	9.6%
Sikh	15	0.3%	10	0.2%	10	0.2%
Total	4,425	100.0%	4,390	100.0%	4,135	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

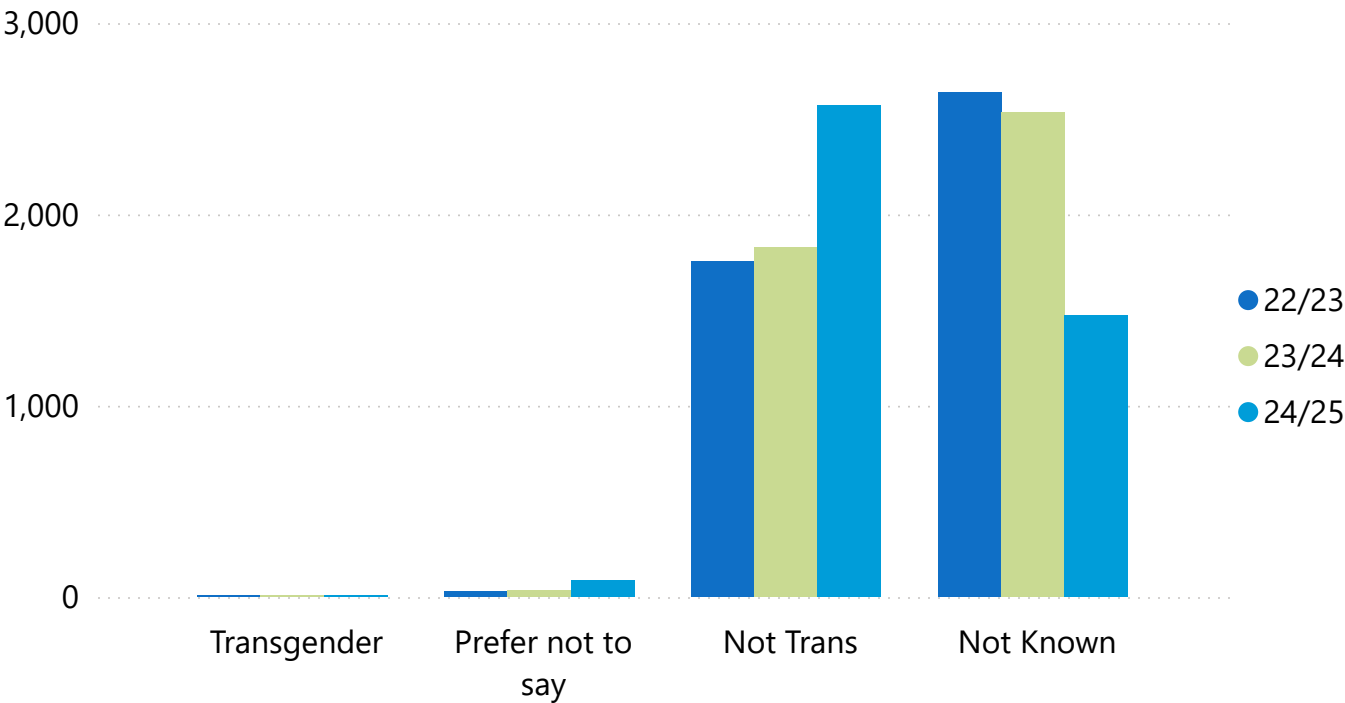


7 Trans status

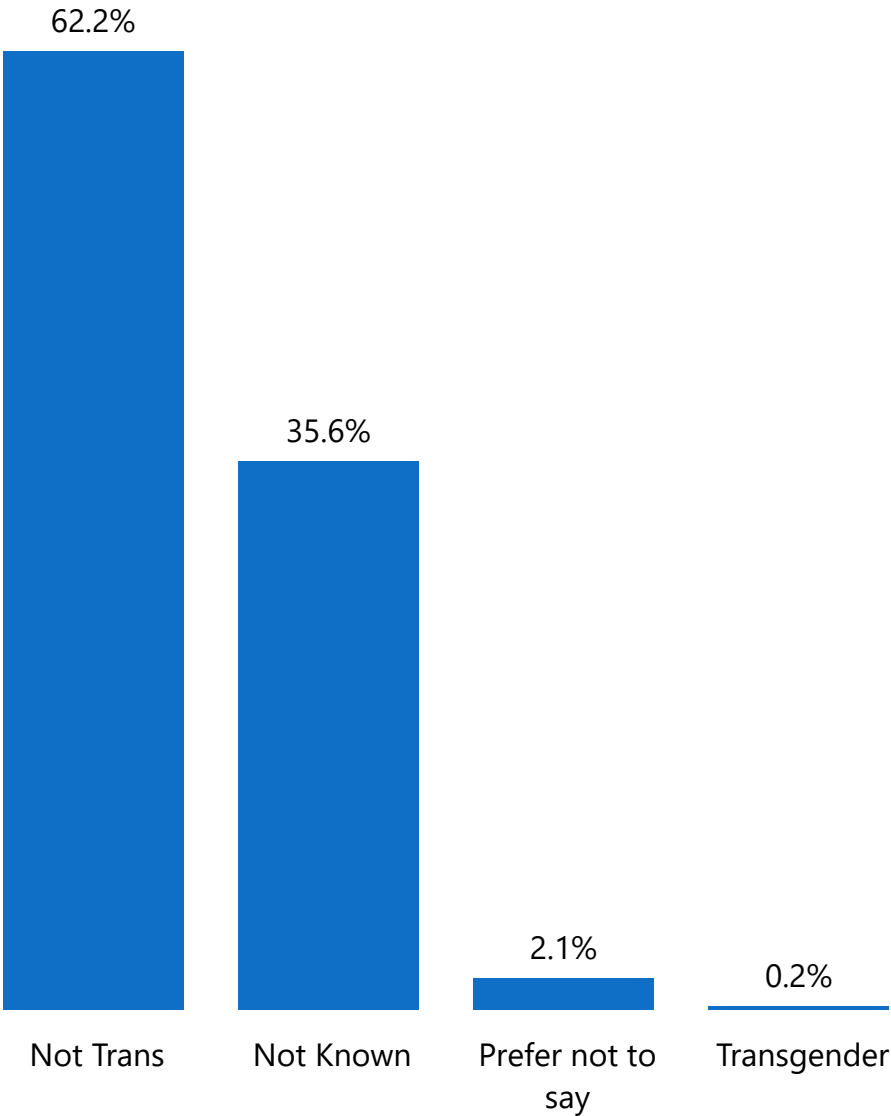
7.1 UWE staff overview by trans status: headcount and percentage

Ac Year	22/23		23/24		24/25	
Trans status	Headcount	%	Headcount	%	Headcount	%
Transgender	5	0.1%	5	0.1%	10	0.2%
Prefer not to say	30	0.7%	35	0.8%	85	2.1%
Not Trans	1,755	39.7%	1,825	41.6%	2,570	62.2%
Not Known	2,635	59.5%	2,530	57.6%	1,470	35.6%
Total	4,425	100.0%	4,390	100.0%	4,135	100.0%

7.2 UWE staff overview by trans status: headcount



7.3 UWE staff by trans status 24/25



8 Nationality

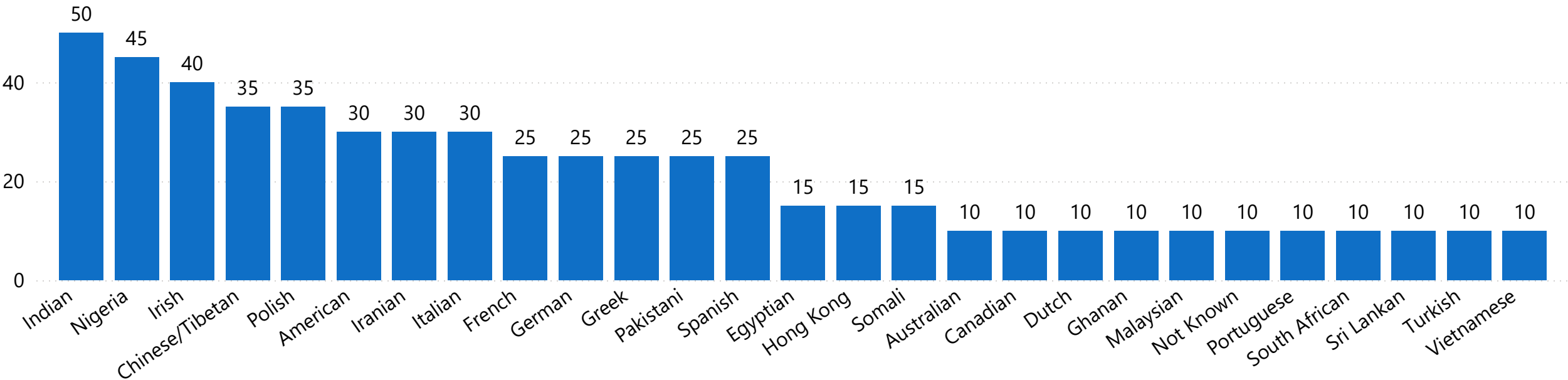
8.1 UWE staff overview by nationality: headcount and percentage

Ac Year	22/23		23/24		24/25	
Nationality Group	Headcount	%	Headcount	%	Headcount	%
EU	280	6.3%	290	6.6%	260	6.3%
Non-EU	510	11.5%	460	10.5%	470	11.4%
Not Known	35	0.8%	20	0.5%	10	0.2%
UK	3,595	81.2%	3,620	82.5%	3,400	82.2%
Total	4,425	100.0%	4,390	100.0%	4,135	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, Botswana, Brazilian, British National (Overseas), Bulgarian, Burma, Cameroon, 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, Singapore, Slovenian, South Korean, Stateless, Sudanese, Swedish, Swiss, Syrian, Taiwanese, Tanzania, Thai, Trinidadian / Tobagan, Tunisian, Ukrainian, Uzbekistai, Welsh, Zambian, Zimbabwean.

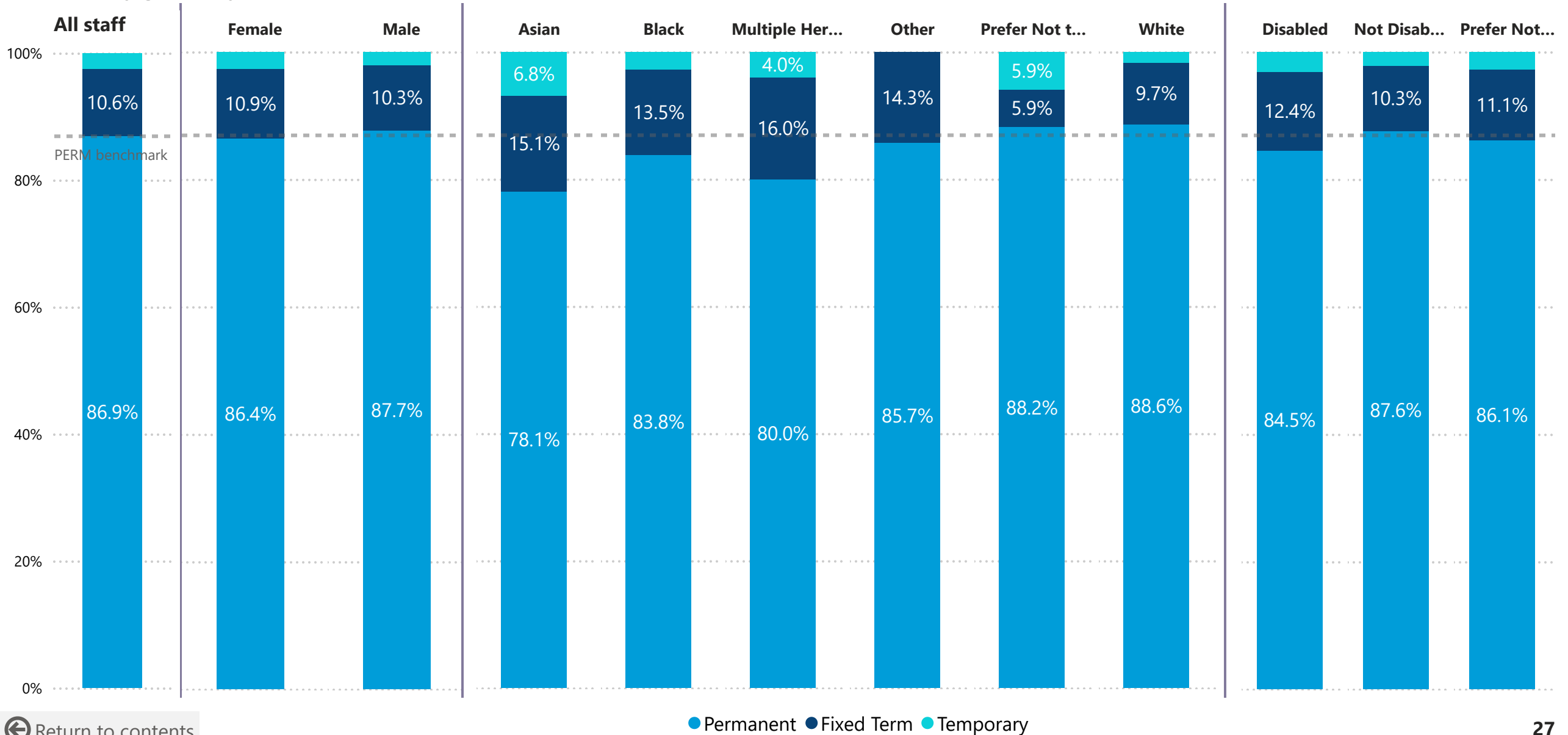
8.2 UWE staff nationalities 2

Excludes British, blanks and groups less than 10



9 Contract term and mode

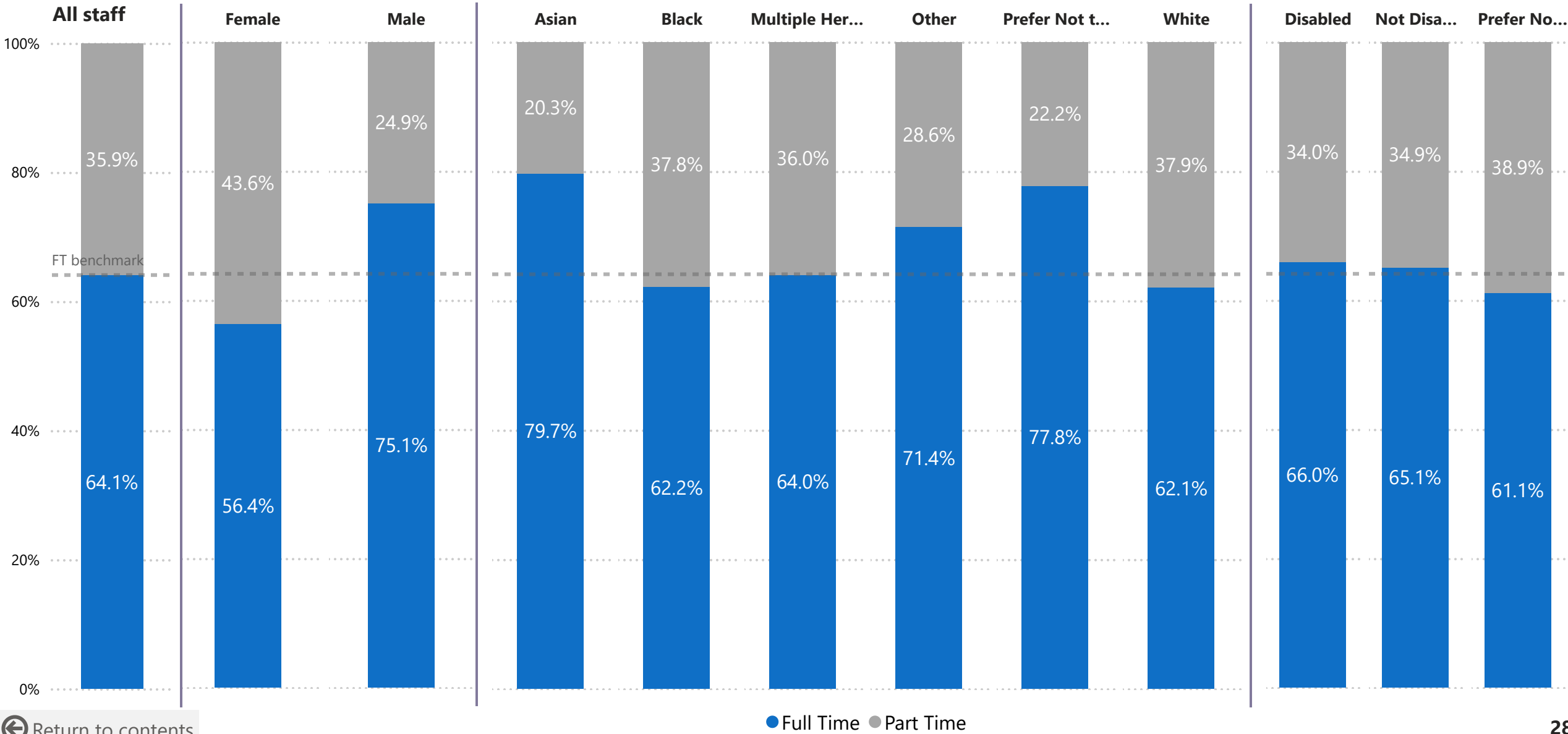
9.1 Equality group by contract term 24/25 Excluding 'Not Known' groups, only including protected characteristics which have targets in UWE Bristol EDI Strategy.



9 Contract term and mode

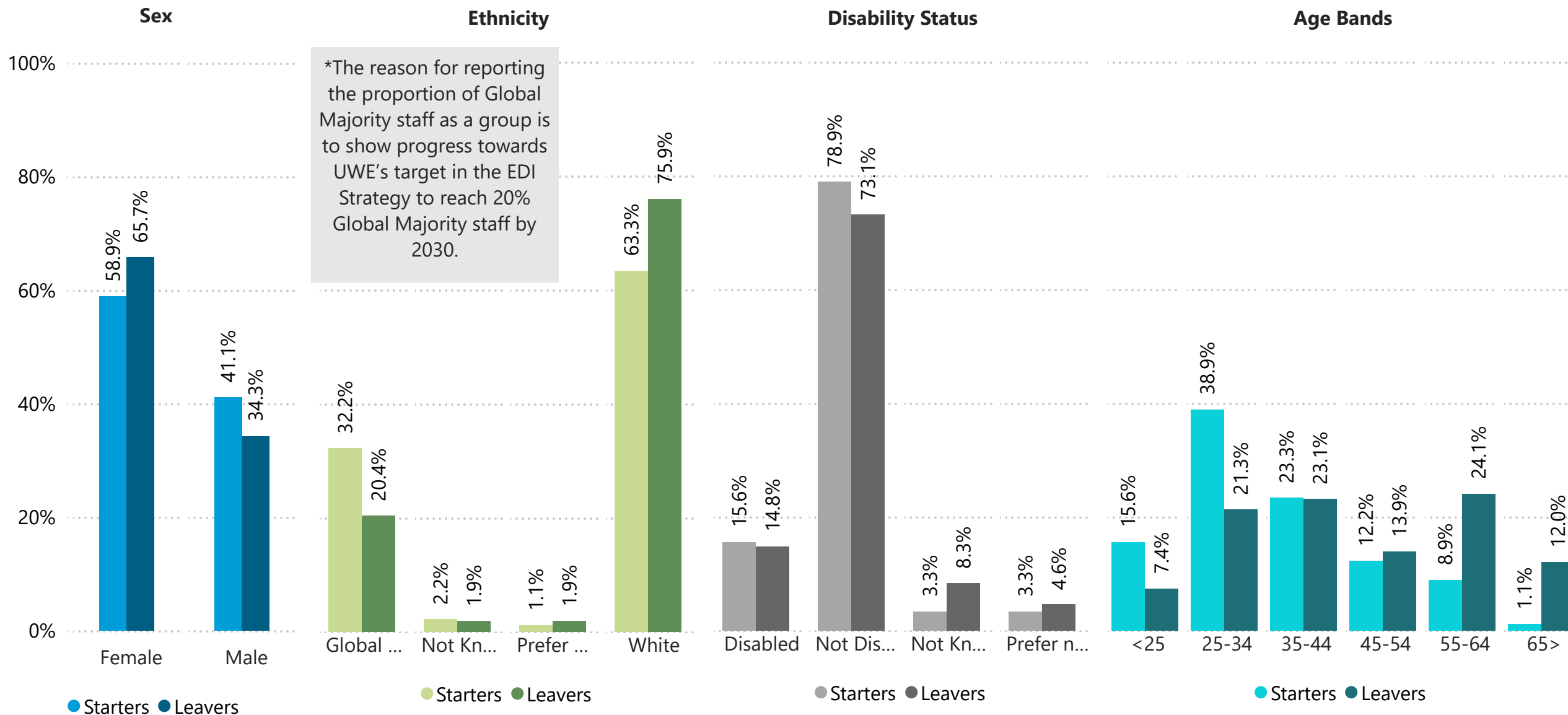
9.2 Equality group by contract mode 24/25

Excluding 'Not Known' groups, only including protected characteristics which have targets in UWE Bristol EDI Strategy.



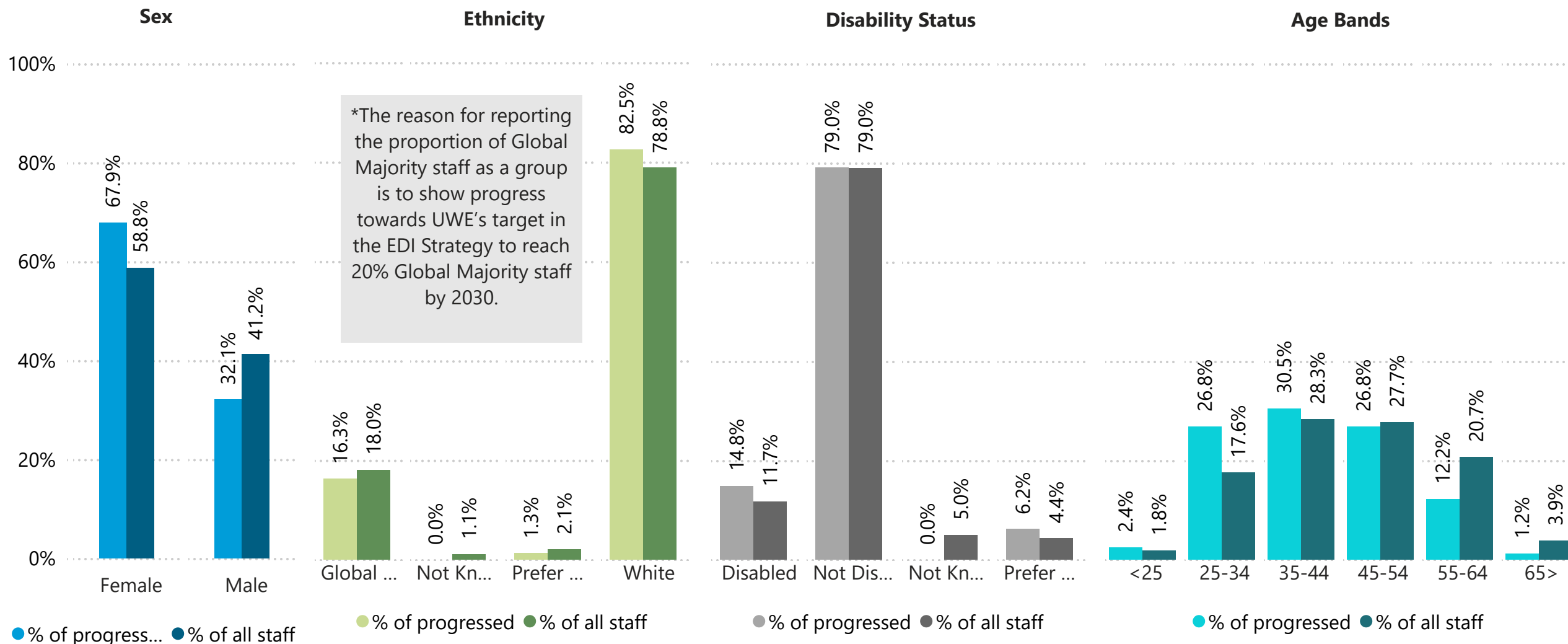
10 New starters, leavers & progression

10.1 UWE new starters and leavers 24/25: percentage by equality group



10 New starters, leavers & progression

10.2 UWE progression 24/25: 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 %		
	21/22	22/23	23/24	21/22	22/23	23/24
Black, Asian and Minority Ethnic staff	16.1 	17.4 	18.9 	13.6 	13.3 	14.2 
Disabled staff	6.9 	7.2 	7.9 	6.8 	5.7 	7.8 
Female staff in senior management roles (UWE grade S)*	44.0 	44.8 	46.0 	52.4 	53.2 	52.6 
Female staff in academic senior roles (UWE grade J+)**	29.7 	30.7 	31.8 	42.6 	40.7 	45.3 
Black, Asian and Minority Ethnic staff in senior management roles (UWE grade S)*	7.9 	8.7 	9.3 	7.8 	9.2 	3.5 
Staff on temporary / fixed term contracts	24.7 	22.7 	21.6 	22.0 	22.3 	19.3 
Part time staff	32.2 	31.6 	31.2 	41.9 	42.4 	41.6 

*Includes staff from faculties and professional services

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

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