

UWE Bristol

Annual Staff Equalities Monitoring Report

2025/26

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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 2025/26 (August 2025 – July 2026), 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.
- 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.
- Minor discrepancies between the data published this year and in previous versions of the SEMR are due to regular data cleansing processes. For example, UWE has been undertaking focused activities this year to improve demographic data completeness, in addition to our usual annual data cleansing in preparation for HESA returns. The data published is as accurate as possible at time of publication, but historic data may change slightly, especially after applying the rounding methodology.

This report has been produced by the Performance and Analytics Team in collaboration with the Equity, Diversity, and Inclusion 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 reaches 19.8 percent:** Representation has increased from 18.4 percent last year, a 1.4 percentage point rise that brings the university within 0.2 percentage points of its 20 percent target for 2030. Asian staff representation increased from 8.9 percent to 9.7 percent, while Black staff representation increased from 4.4 percent to 4.8 percent.
- **Global Majority representation remains low in senior roles:** Of the 85 Senior Management S roles, 5 are held by Asian staff and fewer than 5 by Black staff. Global Majority staff make up 5.9 percent of Grade S roles overall. Black staff (22.0 percent) and Asian staff (20.5 percent) are also less likely than White staff (30.1 percent) to be represented in senior roles.
- Representation of Global Majority staff increased in Research H, Academic I, Academic J and Technical G+ grades, but decreased in Academic and Professional G+ and remained unchanged in Manual C+ and Senior Management S.
- **Recruitment and retention patterns support diversification:** Global Majority staff formed 31.2 per cent of starters and 19.7 per cent of leavers this year, maintaining a positive recruitment-retention gap and continuing to support growth in representation across the workforce. White staff were 64.2% of starters and 78.7% of leavers.
- **Career progression broadly reflects workforce composition:** Global Majority staff accounted for 19.7 percent of all career progressions, compared with 19.8 percent of the workforce. White staff accounted for 80.3 percent of career progressions, exceeding their 76.9 percent share of the workforce.
- **Global Majority staff are less likely to have permanent contracts:** Asian staff have the lowest permanence rate at 78.0 percent, compared with 88.8 percent for White staff. Black staff permanence has improved, rising from 81.6 percent to 85.0 percent, but remains below the rate for White staff.

Disability

- **Disabled staff representation decreased slightly:** The proportion of staff declaring a disability fell marginally from 13.1 percent to 13.0 percent.
- **Disabled staff representation in senior roles continues to improve:** The proportion of disabled staff in senior roles increased from 24.1 percent to 26.1 percent. Representation increased in Research H, Academic I and Technical G+, while remaining stable in Senior Management S and decreasing in Academic J, Manual C+ and Administrative and Professional G+.

Sex

- **Overall female representation increased slightly:** Female staff now make up 59.4 percent of the workforce, up from 58.7 percent last year. Men remain more likely to be in senior roles, with 32.9 percent represented in senior positions compared with 25.4 percent of women. However, there are more women than men in senior roles overall (645 compared with 570), reflecting the larger female workforce.
- **Female representation increased across most senior grades:** Female representation remained stable in Senior Management S at 58.8 percent and increased in Research H, Academic I, Academic J and Technical G+. However, representation fell in Manual C+ and Administrative and Professional G+.

Age

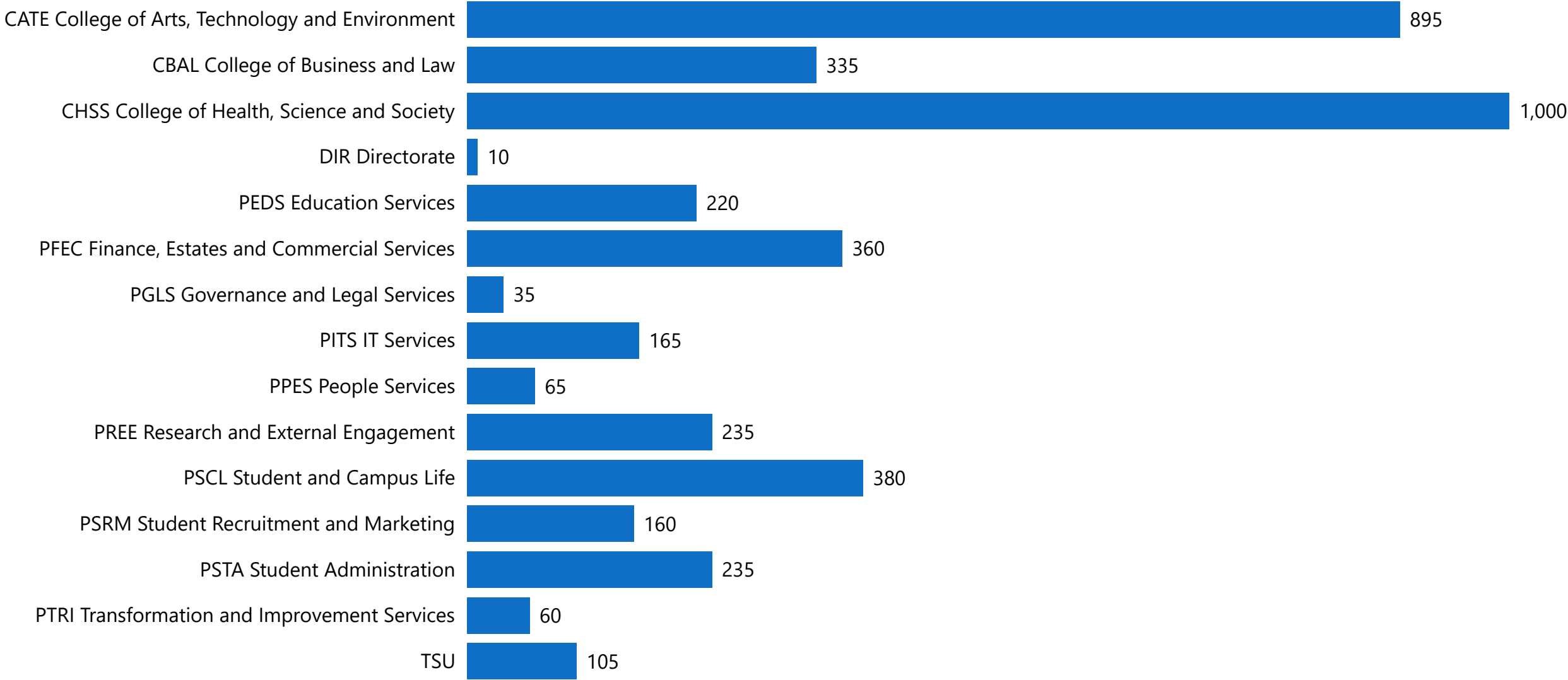
- **Younger staff remain underrepresented but are progressing well:** Staff aged under 25 increased from 1.9 per cent to 2.5 per cent of the workforce. While staff aged 25-34 make up only 17.4 per cent of employees, they accounted for 33.3 per cent of all career progressions.

Sexual orientation, religion or belief, and gender identity

- **Data completeness improved for sexual orientation:** The proportion of staff recorded as 'Not Known' decreased from 3.0 percent to 2.8 percent.
- **Religion data quality improved:** The proportion of staff recorded as 'Not Known' fell from 3.7 percent to 3.5 percent. Representation of Muslim staff increased to 5.0 percent, while the proportion reporting no religion remained stable at 48.1 percent.
- **Gender identity data quality improved:** The proportion of staff whose trans status is recorded as 'Not Known' decreased from 17.6 percent to 15.0 percent. The proportion recorded as not trans increased from 78.1 percent to 80.8 percent, while the proportion who preferred not to say decreased to 3.9 percent. The proportion recorded as trans increased from 0.3 percent to 0.4 percent, although this change should be interpreted with caution due to small numbers and rounding.

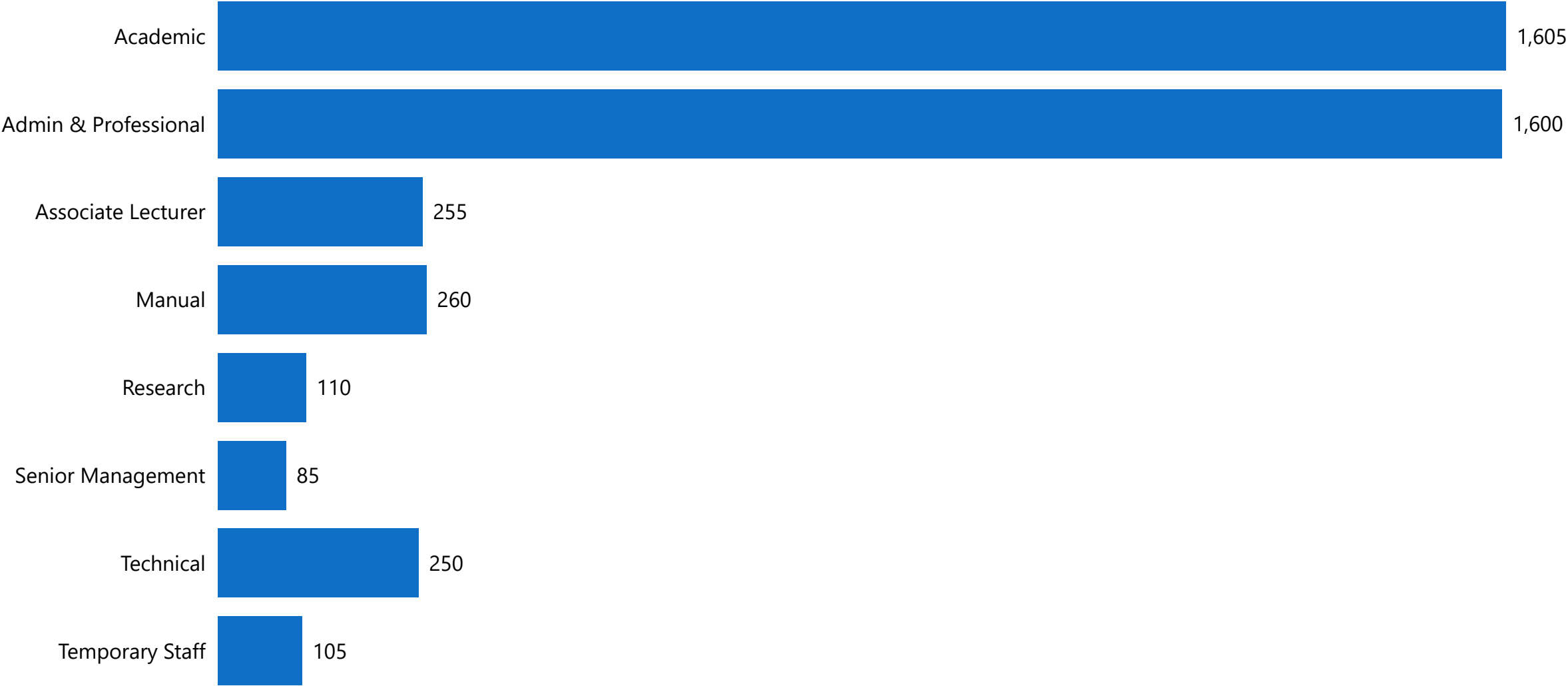
Overview of staff data

0.1 UWE staff overview by college and service



Overview of staff data

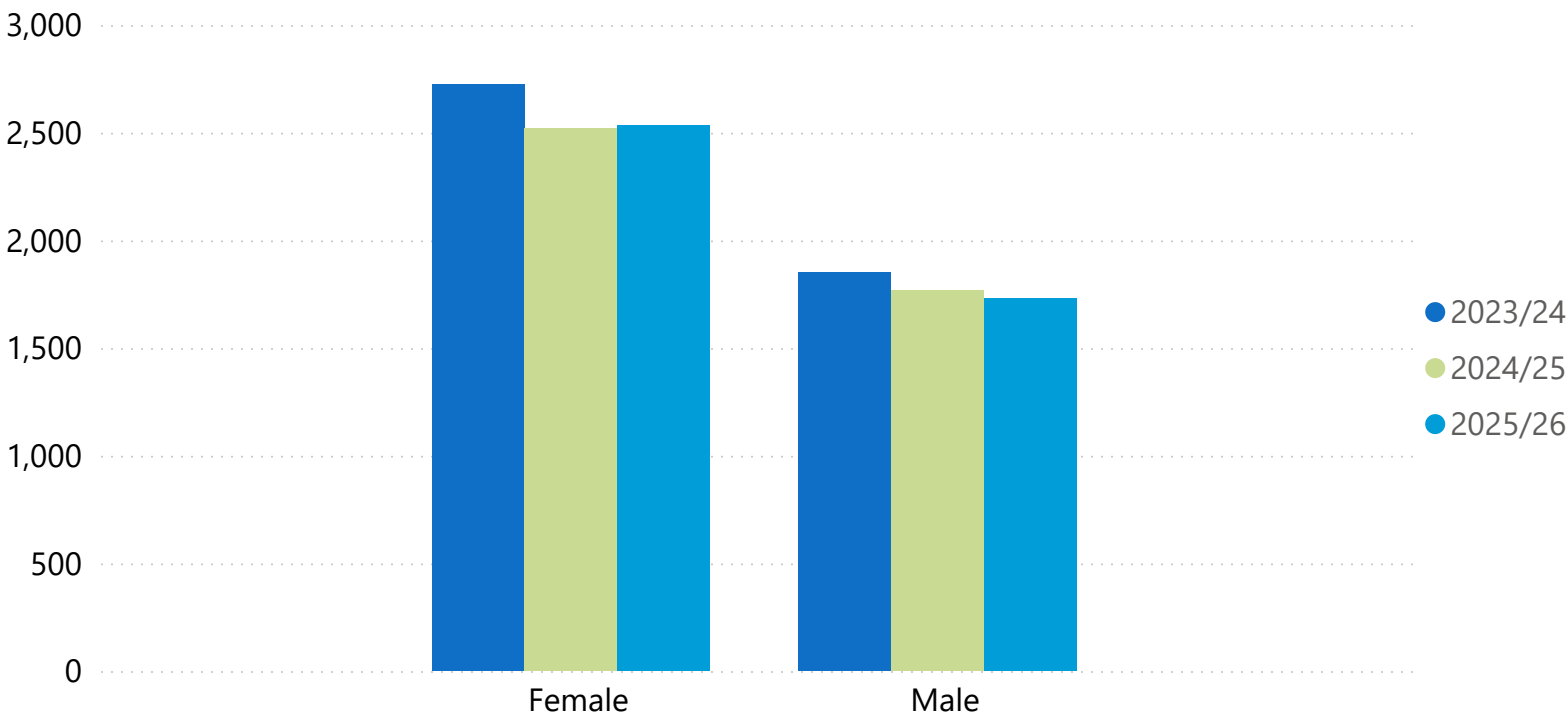
0.2 UWE staff overview by employee group



1.1 UWE staff overview by sex: headcount and percentage

Ac Year	Female	Female %	Male	Male %	All staff
2025/26	2,535	59.4%	1,730	40.6%	4,265
2024/25	2,520	58.7%	1,765	41.1%	4,290
2023/24	2,725	59.6%	1,850	40.4%	4,575
Total	7,780	59.3%	5,345	40.7%	13,130

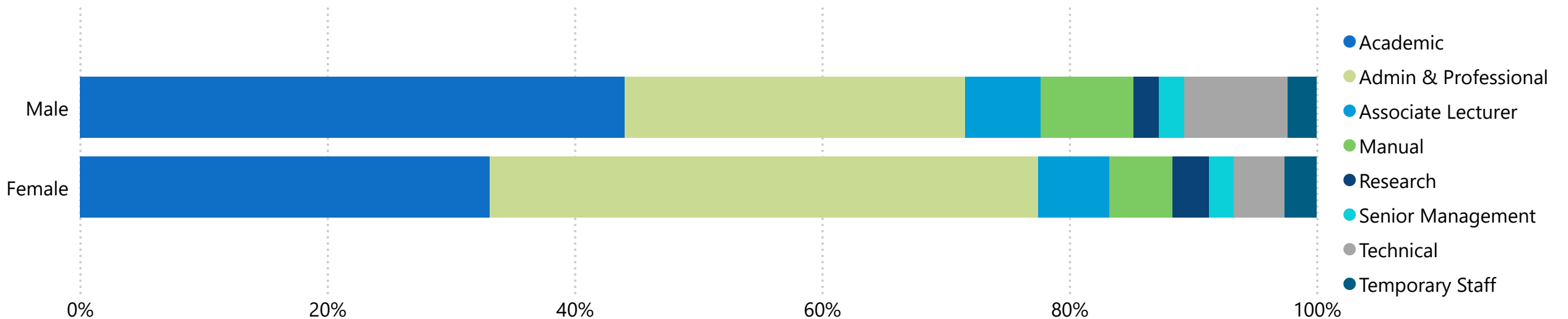
1.1 UWE staff overview by sex: headcount



1.2 UWE Staff proportion of each sex by employee groups 2025/26

Job Group	Female	Female %	Male	Male %	All staff
Academic	840	52.3%	760	47.4%	1,605
Admin & Professional	1,125	70.3%	475	29.7%	1,600
Associate Lecturer	145	56.9%	105	41.2%	255
Manual	130	50.0%	130	50.0%	260
Research	75	68.2%	35	31.8%	110
Senior Management	50	58.8%	35	41.2%	85
Technical	105	42.0%	145	58.0%	250
Temporary Staff	65	61.9%	40	38.1%	105
Total	2,535	59.4%	1,730	40.6%	4,265

1.2 UWE Staff proportion of each sex by employee groups 2025/26



1.3 UWE female % of senior role groups

Employee Group & Grade	2023/24	2024/25	2025/26
Research H	57.1%	57.1%	66.7%
Academic I	52.3%	51.2%	56.3%
Academic J	44.4%	42.3%	43.3%
Manual C+	27.3%	25.0%	20.8%
Technical G+	30.8%	25.0%	31.3%
Admin / Professional G+	63.5%	63.9%	62.7%
Senior Management S	56.3%	58.8%	58.8%
Total	53.2%	52.2%	53.1%

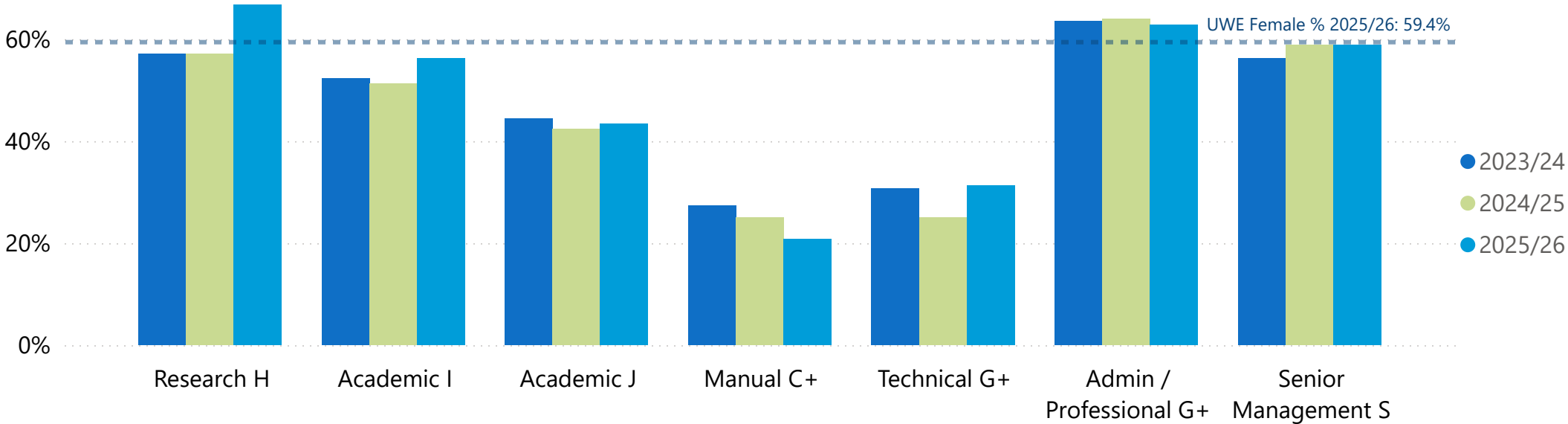
Benchmark
UWE Female % of
all staff 2025/26:
59.4%

1.4 UWE staff in senior roles by sex 2025/26

Sex	Senior staff	Senior %	All staff
Female	645	25.4%	2,535
Male	570	32.9%	1,730

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

1.3 UWE female % of senior role groups



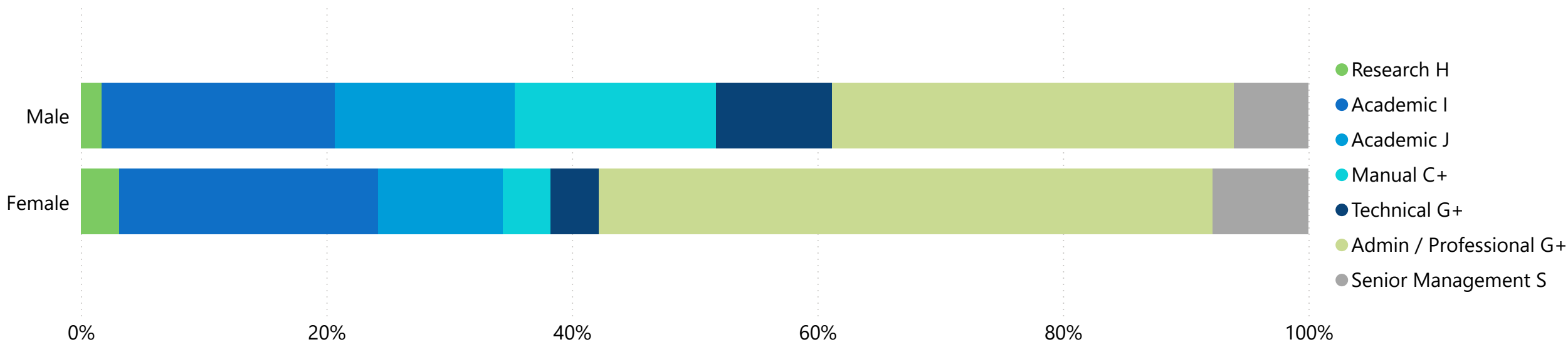
1.5 UWE staff distribution of senior role types by sex 2025/26

Senior Group & Grade Grouped	Female	Male	All staff
Research H	20	10	30
Academic I	135	110	240
Academic J	65	85	150
Manual C+	25	95	120
Technical G+	25	55	80
Admin / Professional G+	320	190	510
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 2025/26



2 Ethnicity

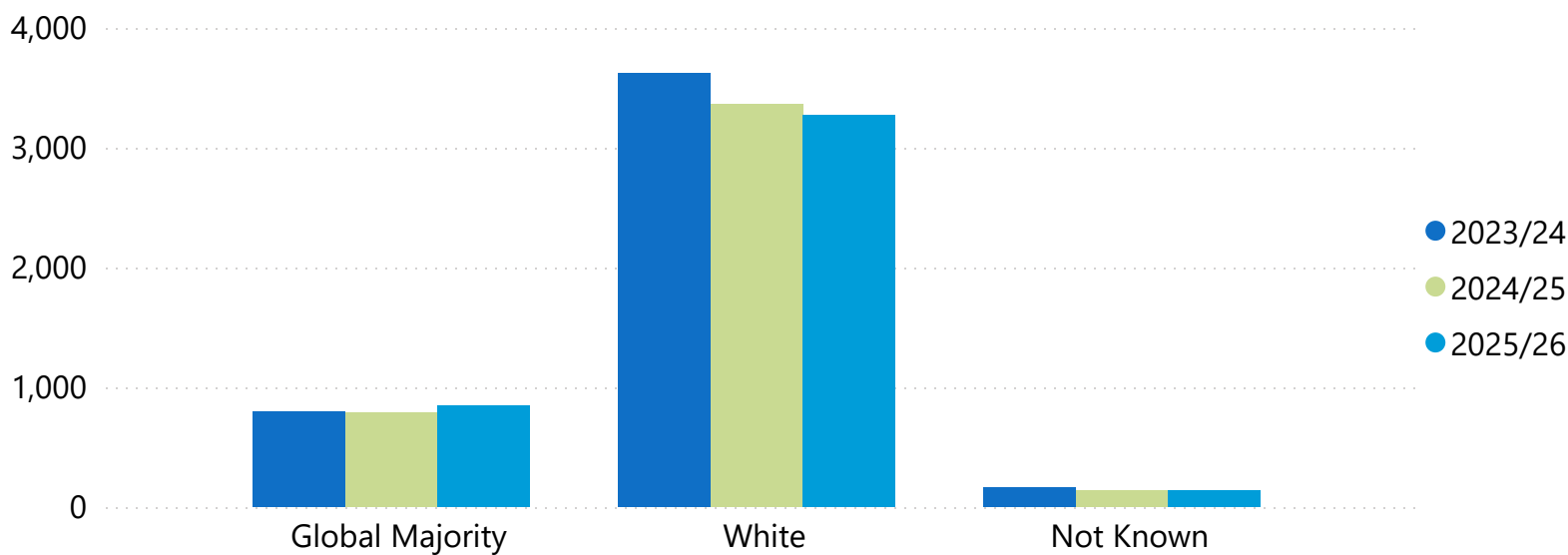
2.1 UWE staff overview by ethnic group: headcount and percentage

Ac Year	2023/24		2024/25		2025/26	
Ethnic Group	Headcount	%	Headcount	%	Headcount	%
Asian	370	8.1%	380	8.9%	415	9.7%
Black	200	4.4%	190	4.4%	205	4.8%
Multiple Heritage	140	3.1%	130	3.0%	135	3.2%
Not Known	50	1.1%	35	0.8%	40	0.9%
Other	70	1.5%	75	1.7%	75	1.8%
Prefer Not to Say	110	2.4%	100	2.3%	105	2.5%
White	3,635	79.5%	3,375	78.7%	3,290	77.1%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

2.1.1 UWE staff overview by ethnicity: headcount and percentage

Ac Year	2023/24		2024/25		2025/26	
Ethnicity	Headcount	%	Headcount	%	Headcount	%
Global Majority	795	17.4%	790	18.4%	845	19.8%
Not Known	160	3.5%	135	3.1%	140	3.3%
White	3,625	79.2%	3,365	78.4%	3,275	76.8%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

2.1.1 UWE staff overview by ethnicity: headcount



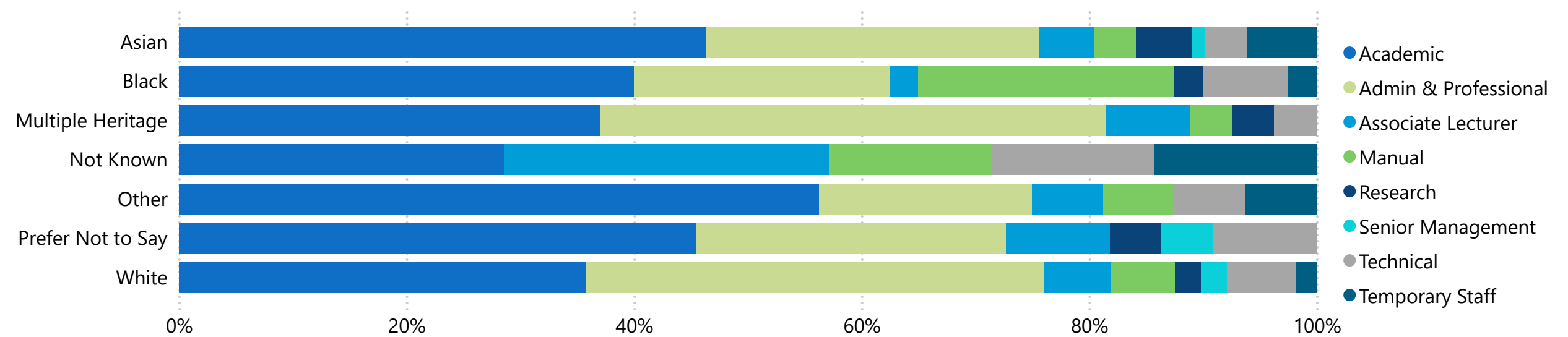
*The reason for reporting the proportion of Global Majority staff as a group is to show progress towards UWE’s target in the EDI Strategy to reach 20% Global Majority staff by 2030.

2 Ethnicity

2.2 UWE Staff by ethnic group and employee group 2025/26

Job Group	Asian	Black	Multiple Heritage	Not Known	Other	Prefer Not to Say	White	All staff
Academic	190	80	50	10	45	50	1,180	1,605
Admin & Professional	120	45	60	0	15	30	1,325	1,600
Associate Lecturer	20	5	10	10	5	10	195	255
Manual	15	45	5	5	5	0	185	260
Research	20	5	5	0	0	5	75	110
Senior Management	5	0	0	0	0	5	75	85
Technical	15	15	5	5	5	10	200	250
Temporary Staff	25	5	0	5	5	0	60	105

2.2 UWE Staff proportion of each ethnic group by employee group 2025/26



2.3 UWE Global Majority* % of senior roles

Employee Group & Grade	2023/24	2024/25	2025/26
Research H	0.0%	0.0%	16.7%
Academic I	18.2%	19.5%	22.9%
Academic J	11.1%	11.5%	13.3%
Manual C+	13.6%	16.7%	16.7%
Technical G+	0.0%	0.0%	6.3%
Admin / Professional G+	12.5%	14.4%	13.7%
Senior Management S	6.3%	5.9%	5.9%
Total	12.4%	13.4%	15.2%

Benchmark
UWE Global Majority* % of all staff 2025/26: **19.8%.**

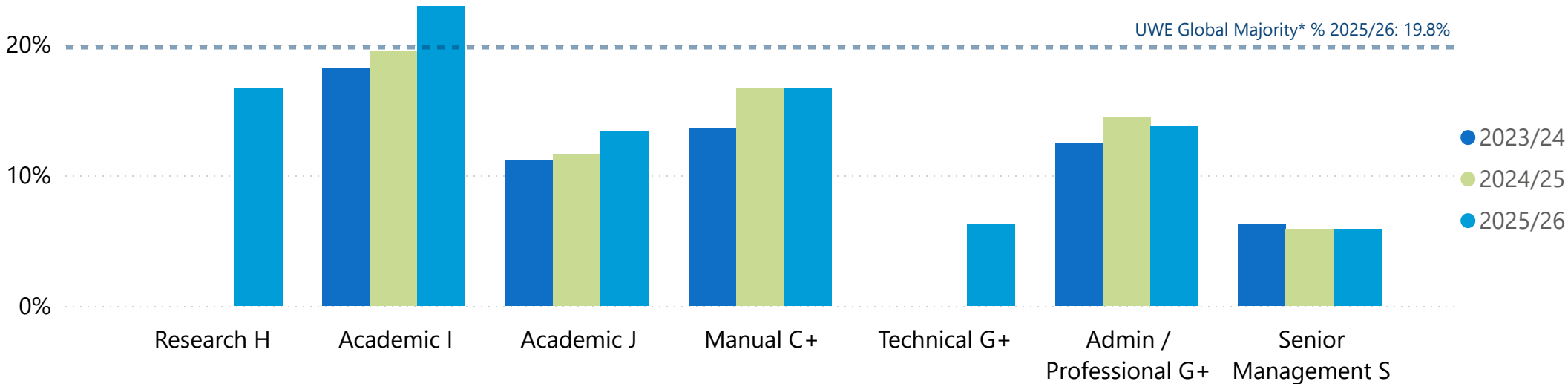
2.4 UWE staff in senior roles by ethnic group 2025/26

Ethnic Group	Senior staff	All staff	Senior %
White	990	3,290	30.1%
Asian	85	415	20.5%
Black	45	205	22.0%
Multiple Heritage	35	135	25.9%
Prefer Not to Say	35	105	33.3%
Other	20	75	26.7%
Not Known	5	40	12.5%

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



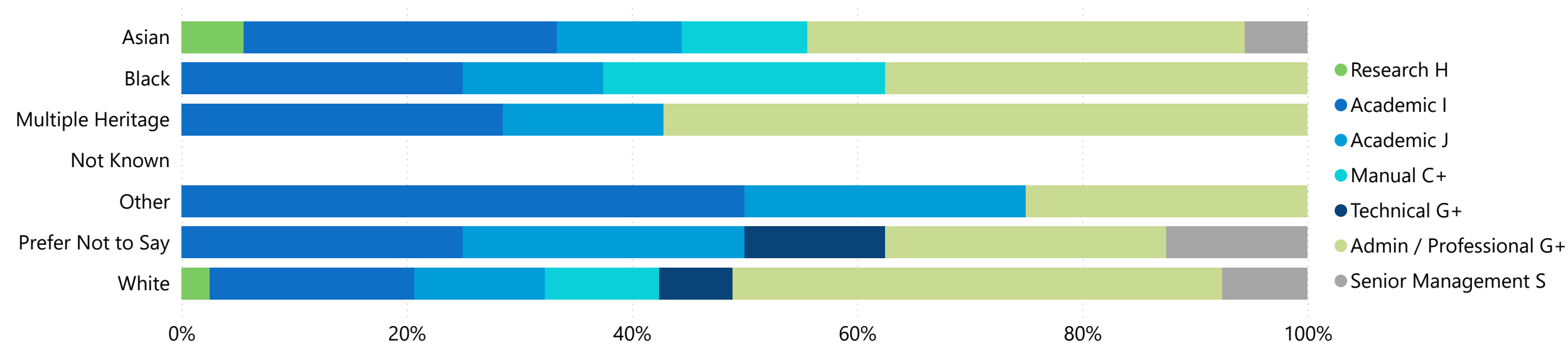
*The reason for reporting the proportion of Global Majority staff as a group is to show progress towards UWE’s target in the EDI Strategy to reach 20% Global Majority staff by 2030.

2.5 UWE staff distribution of senior role types by ethnic group 2025/26

Senior Group & Grade Grouped	Asian	Black	Multiple Heritage	Not Known	Other	Prefer Not to Say	White	All staff
Research H	5	0	0	0	0	0	25	30
Academic I	25	10	10	0	10	10	180	240
Academic J	10	5	5	0	5	10	115	150
Manual C+	10	10	0	0	0	0	100	120
Technical G+	0	0	0	0	0	5	65	80
Admin / Professional G+	35	15	20	0	5	10	430	510
Senior Management S	5	0	0	0	0	5	75	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 2025/26

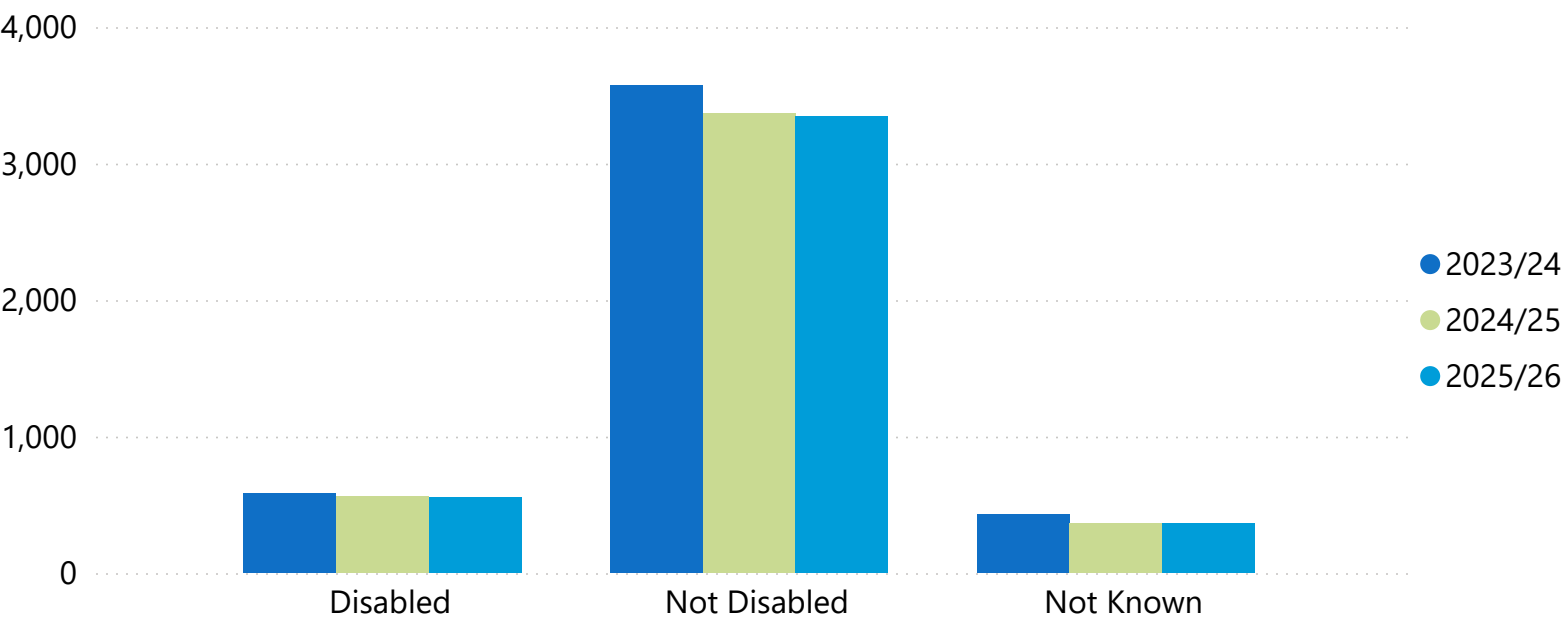


3 Disabled Status

3.1 UWE staff overview by disability status: headcount and percentage

Ac Year	2023/24		2024/25		2025/26	
Disability Status	Headcount	%	Headcount	%	Headcount	%
Disabled	580	12.7%	560	13.1%	555	13.0%
Not Disabled	3,570	78.0%	3,365	78.4%	3,345	78.4%
Not Known	430	9.4%	365	8.5%	365	8.6%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

3.1 UWE staff overview by disability status: headcount

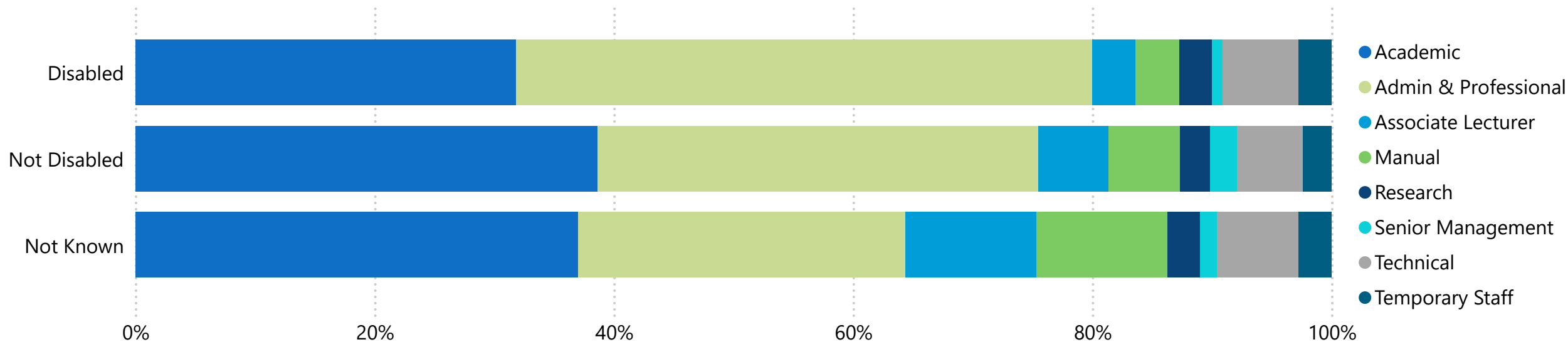


3 Disabled Status

3.2 UWE Staff by disabled status and employee group 2025/26

Job Group	Disabled	Not Disabled	Not Known	Prefer Not to Say	All staff
Academic	175	1,295	135	0	1,605
Admin & Professional	265	1,235	100	0	1,600
Associate Lecturer	20	195	40	0	255
Manual	20	200	40	0	260
Research	15	85	10	0	110
Senior Management	5	75	5	0	85
Technical	35	185	25	0	250
Temporary Staff	15	80	10	0	105

3.2 UWE Staff proportion of each disabled status by employee group 2025/26



3 Disabled status

3.3 UWE disabled % of senior role groups

Employee Group & Grade	2023/24	2024/25	2025/26
Research H	14.3%	14.3%	16.7%
Academic I	6.8%	7.3%	10.4%
Academic J	11.1%	11.5%	10.0%
Manual C+	9.1%	12.5%	8.3%
Technical G+	15.4%	8.3%	12.5%
Admin / Professional G+	14.4%	15.5%	14.7%
Senior Management S	6.3%	5.9%	5.9%
Total	11.6%	12.1%	11.9%

Benchmark
UWE Disabled %
of all staff
2025/26:
13.0%.

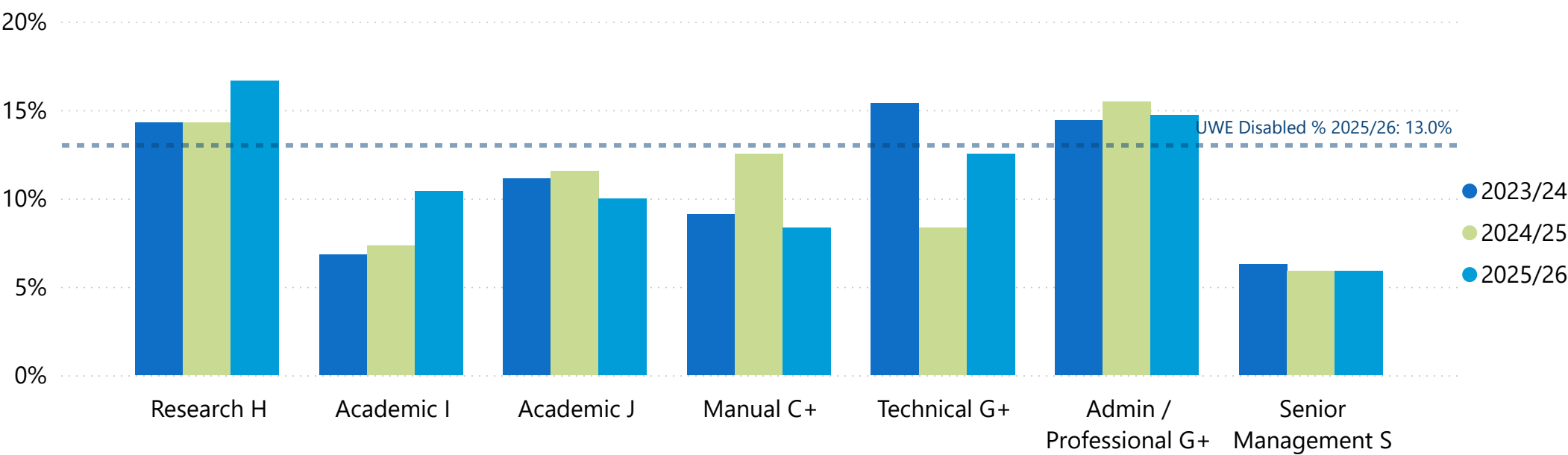
3.4 UWE staff in senior roles by disabled status 2025/26

Disability Status	Senior staff	Senior %	All staff
Disabled	145	26.1%	555
Not Disabled	975	29.1%	3,345
Not Known	95	26.0%	365

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

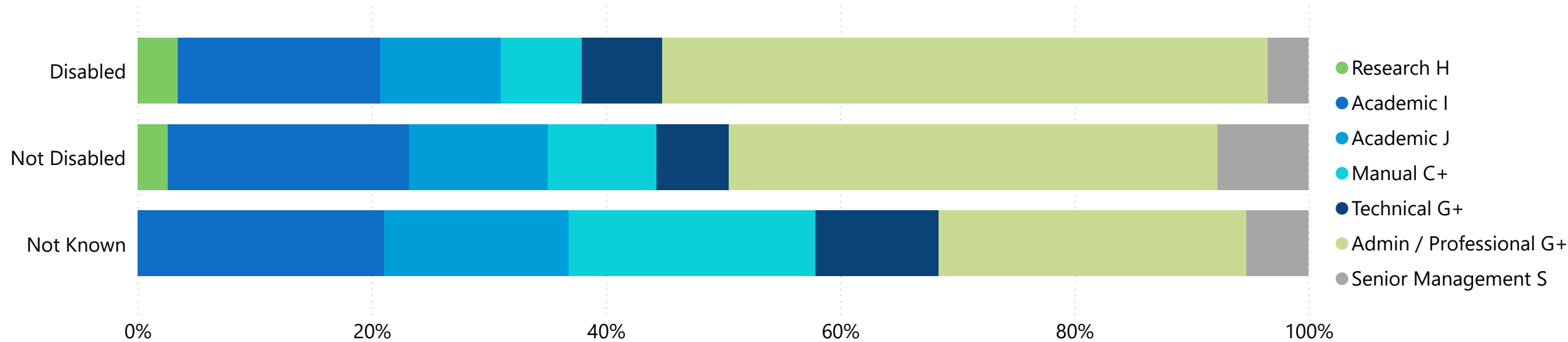
3.5 UWE staff distribution of senior role types by disability status 2025/26

Senior Group & Grade Grouped	Disabled	Not Disabled	Not Known	Prefer Not to Say	All staff
Research H	5	25	0	0	30
Academic I	25	200	20	0	240
Academic J	15	115	15	0	150
Manual C+	10	90	20	0	120
Technical G+	10	60	10	0	80
Admin / Professional G+	75	405	25	0	510
Senior Management S	5	75	5	0	85

Senior roles:

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

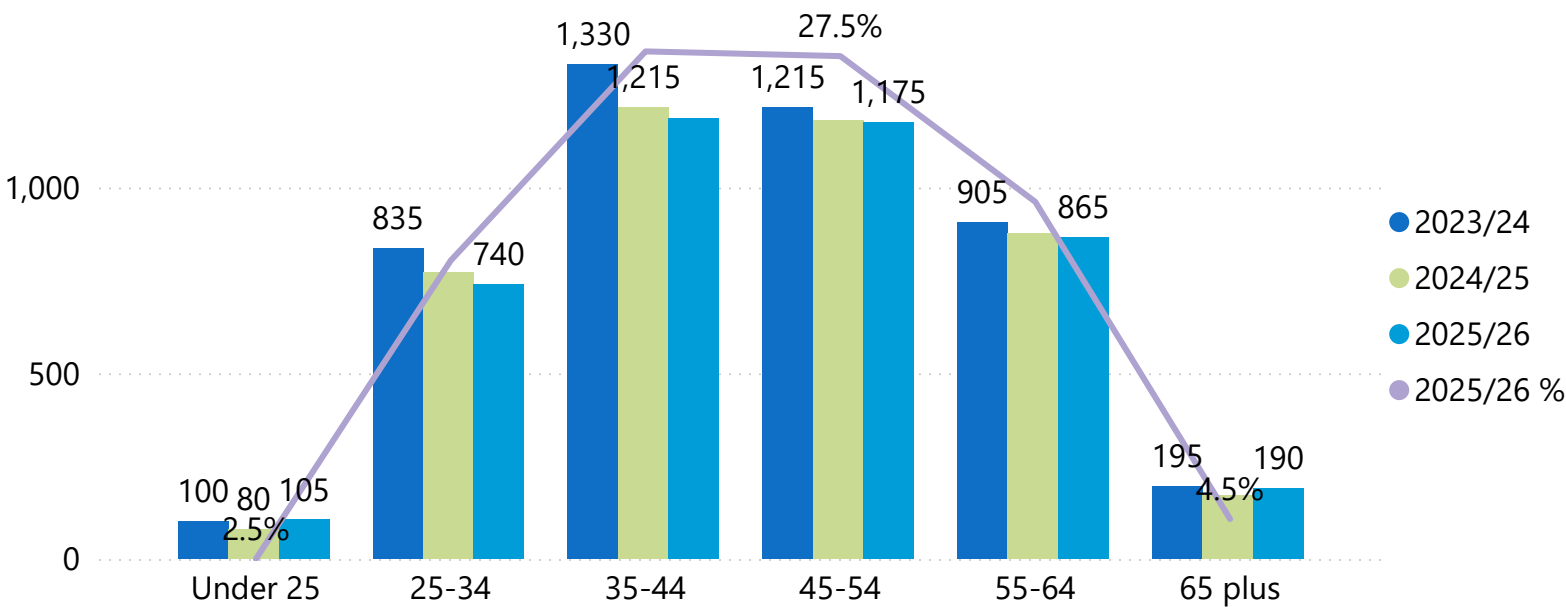
3.5 UWE staff distribution of senior role types by disability status 2025/26



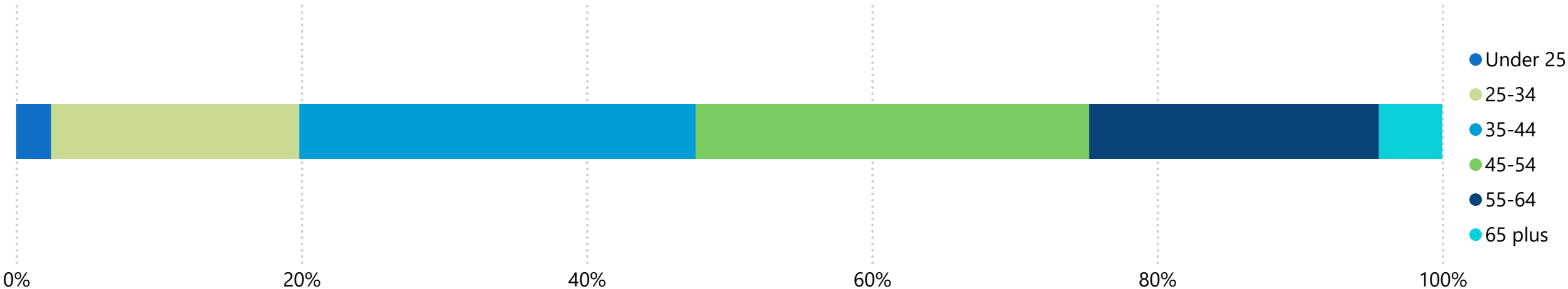
4.1 UWE staff overview by age band: headcount and percentage

Ac Year	2023/24		2024/25		2025/26	
Age Band Group	Headcount	%	Headcount	%	Headcount	%
Under 25	100	2.2%	80	1.9%	105	2.5%
25-34	835	18.3%	770	17.9%	740	17.4%
35-44	1,330	29.1%	1,215	28.3%	1,185	27.8%
45-54	1,215	26.6%	1,180	27.5%	1,175	27.5%
55-64	905	19.8%	875	20.4%	865	20.3%
65 plus	195	4.3%	170	4.0%	190	4.5%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

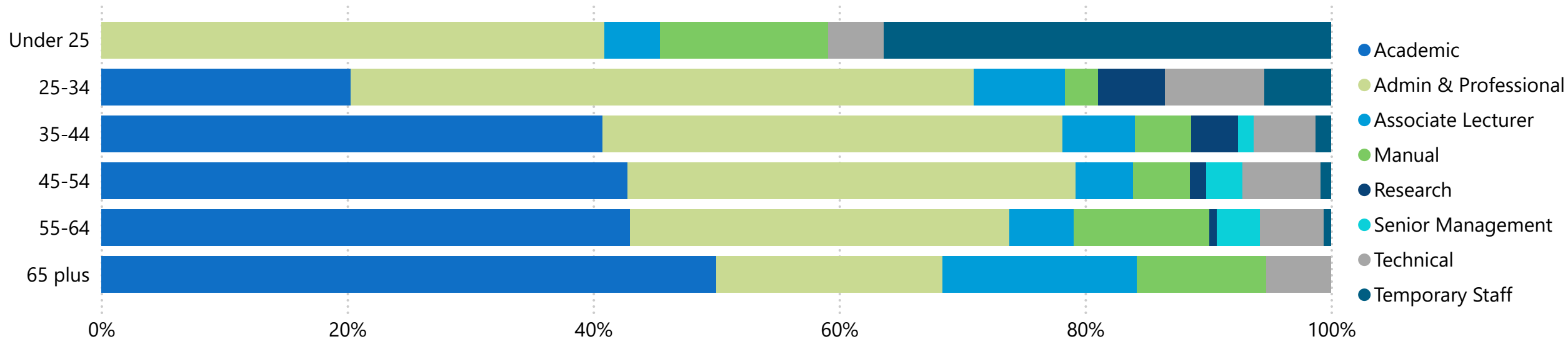
4.2 UWE staff overview by age band: headcount



4.3 UWE staff by age band 2025/26



4.4 UWE staff proportion of each age band by employee group 2025/26

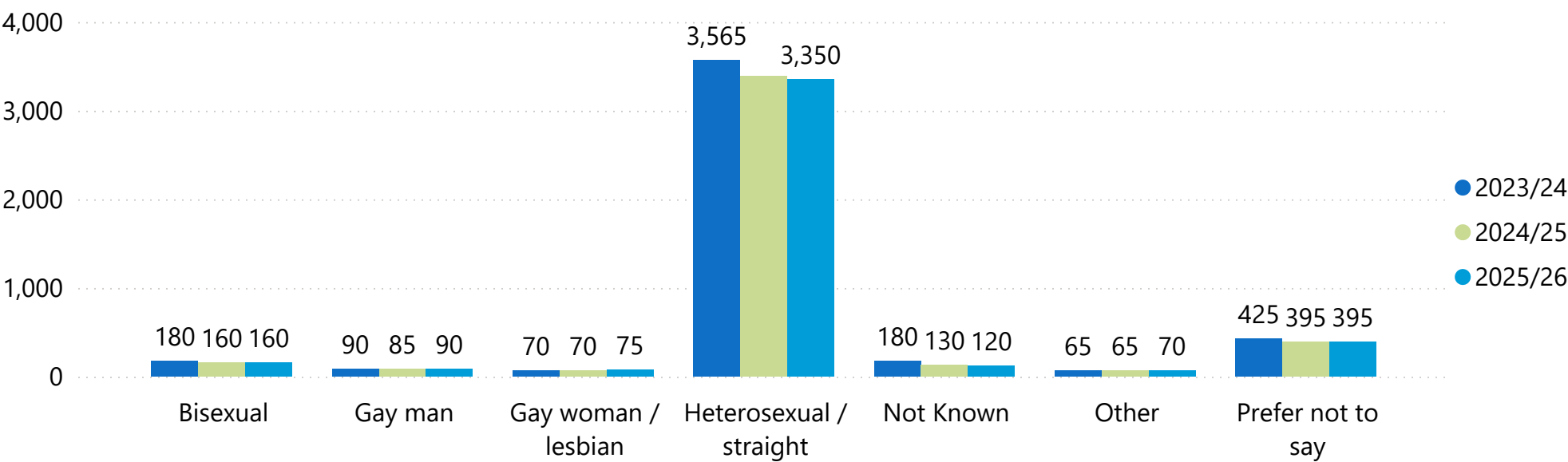


5 Sexual Orientation

5.1 UWE staff overview by sexual orientation: headcount and percentage

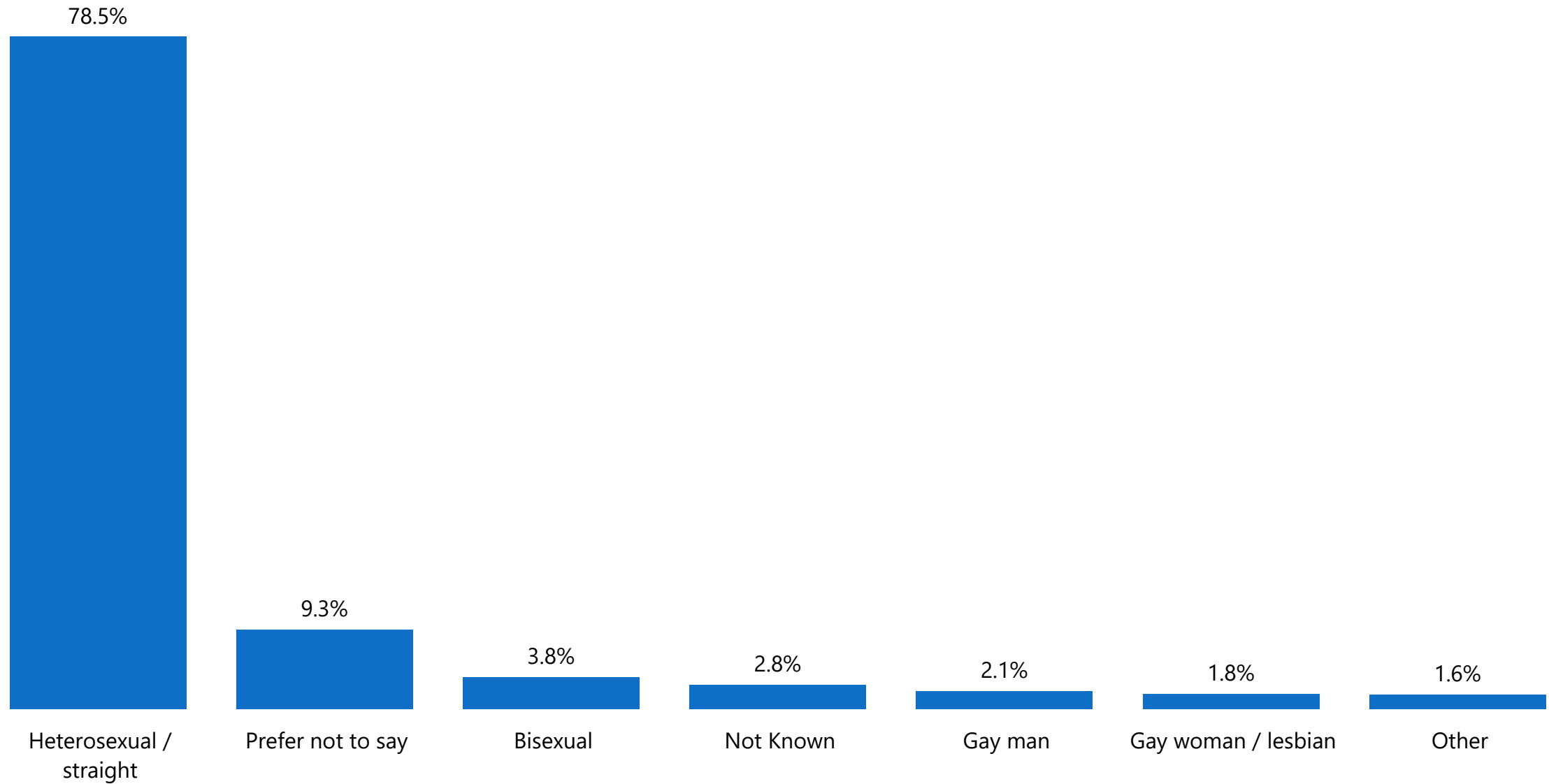
Ac Year	2023/24		2024/25		2025/26	
Sexual Orientation	Headcount	%	Headcount	%	Headcount	%
Bisexual	180	3.9%	160	3.7%	160	3.8%
Gay man	90	2.0%	85	2.0%	90	2.1%
Gay woman / lesbian	70	1.5%	70	1.6%	75	1.8%
Heterosexual / straight	3,565	77.9%	3,385	78.9%	3,350	78.5%
Not Known	180	3.9%	130	3.0%	120	2.8%
Other	65	1.4%	65	1.5%	70	1.6%
Prefer not to say	425	9.3%	395	9.2%	395	9.3%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

5.2 UWE staff overview by sexual orientation: headcount



5 Sexual Orientation

5.3 UWE staff by sexual orientation 2025/26



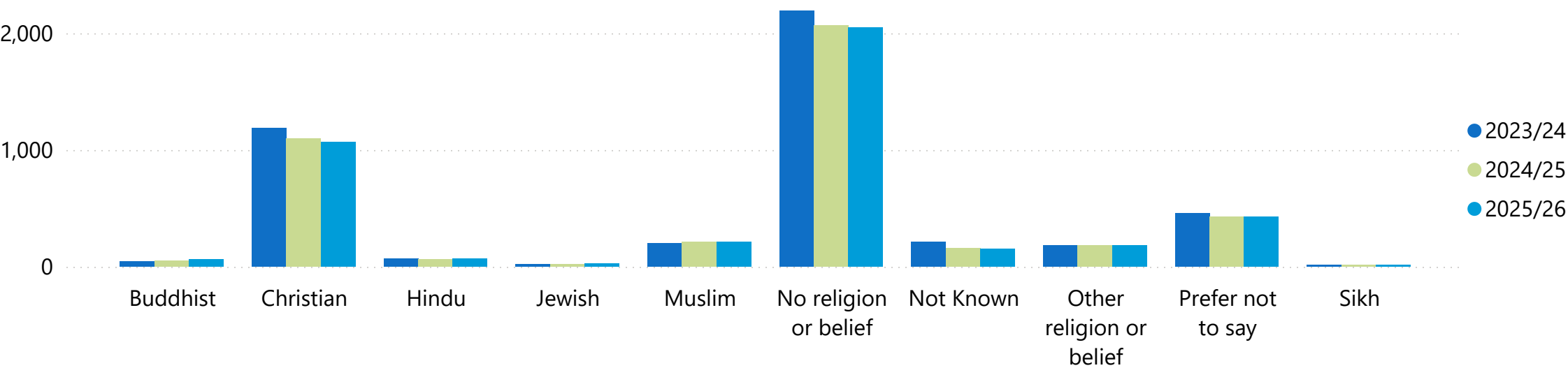
6 Religion and belief

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

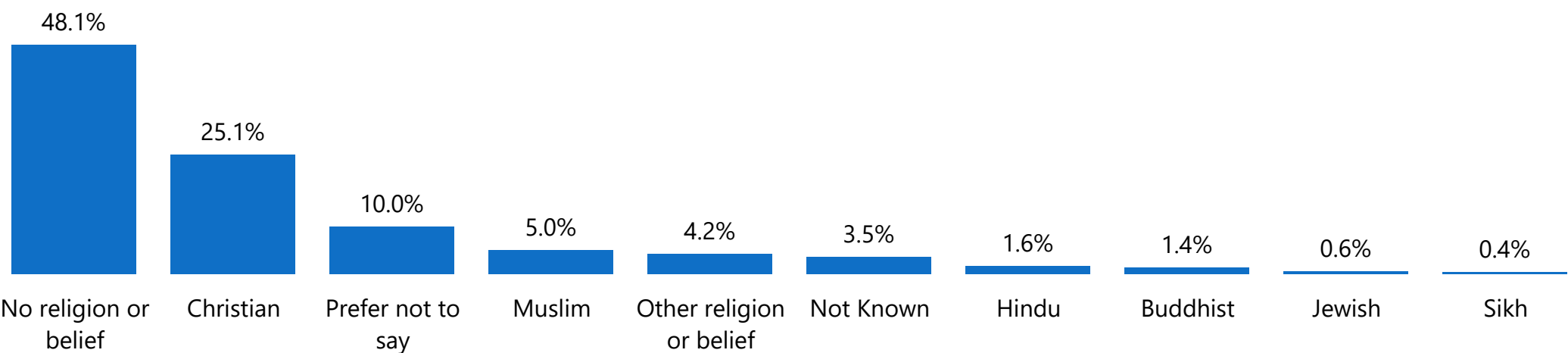
Ac Year	2023/24		2024/25		2025/26	
Religion or belief	Headcount	%	Headcount	%	Headcount	%
Buddhist	45	1.0%	50	1.2%	60	1.4%
Christian	1,185	25.9%	1,095	25.5%	1,070	25.1%
Hindu	70	1.5%	65	1.5%	70	1.6%
Jewish	20	0.4%	20	0.5%	25	0.6%
Muslim	200	4.4%	210	4.9%	215	5.0%
No religion or belief	2,190	47.9%	2,065	48.1%	2,050	48.1%
Not Known	210	4.6%	160	3.7%	150	3.5%
Other religion or belief	180	3.9%	180	4.2%	180	4.2%
Prefer not to say	460	10.1%	430	10.0%	425	10.0%
Sikh	15	0.3%	15	0.3%	15	0.4%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

6 Religion and belief

6.2 UWE staff overview by religion and belief: headcount



6.3 UWE staff by religion and belief 2025/26

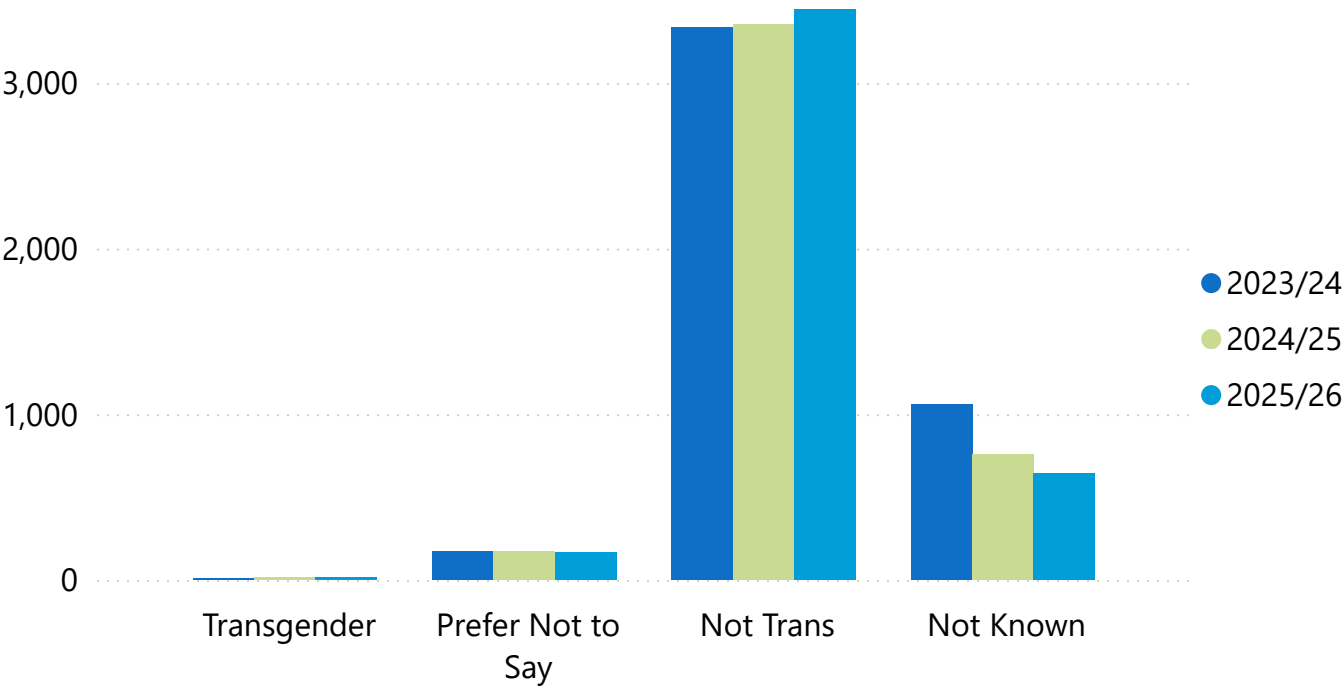


7 Trans status

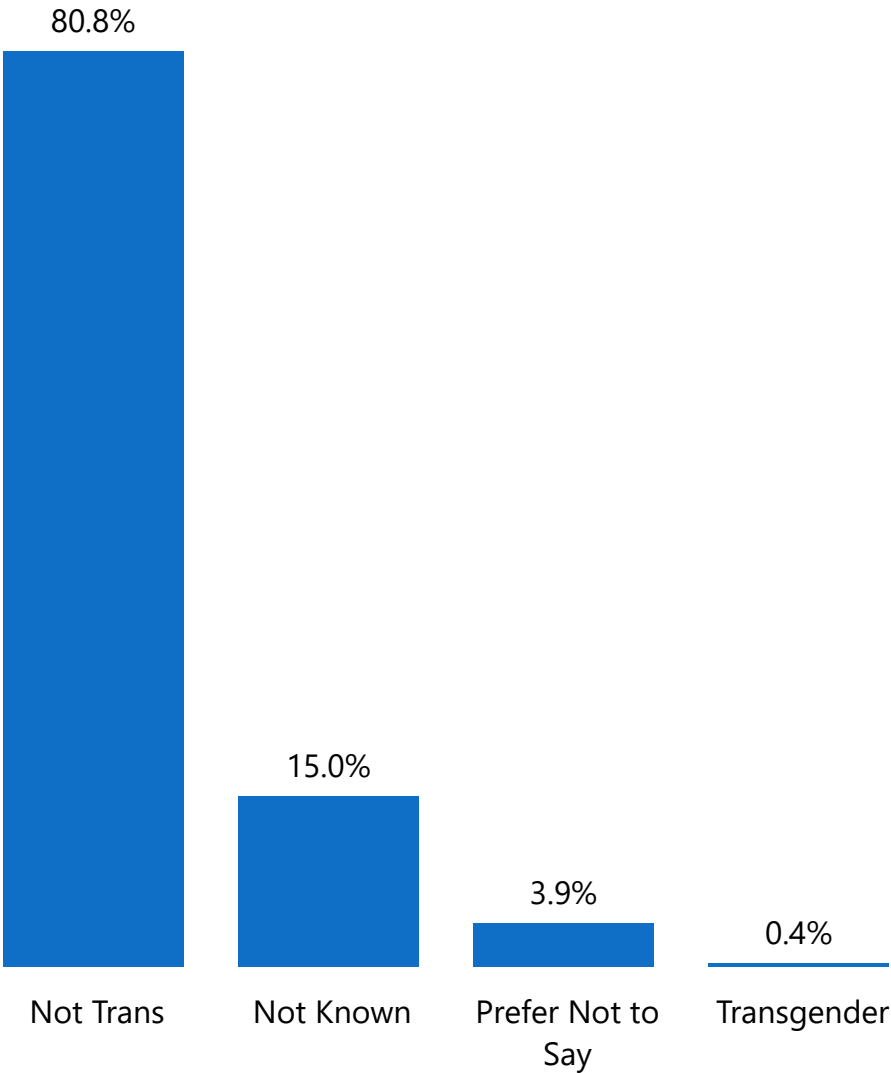
7.1 UWE staff overview by trans status: headcount and percentage

Ac Year	2023/24		2024/25		2025/26	
Trans status	Headcount	%	Headcount	%	Headcount	%
Transgender	10	0.2%	15	0.3%	15	0.4%
Prefer Not to Say	170	3.7%	170	4.0%	165	3.9%
Not Trans	3,335	72.9%	3,350	78.1%	3,445	80.8%
Not Known	1,060	23.2%	755	17.6%	640	15.0%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

7.2 UWE staff overview by trans status: headcount



7.3 UWE staff by trans status 2025/26



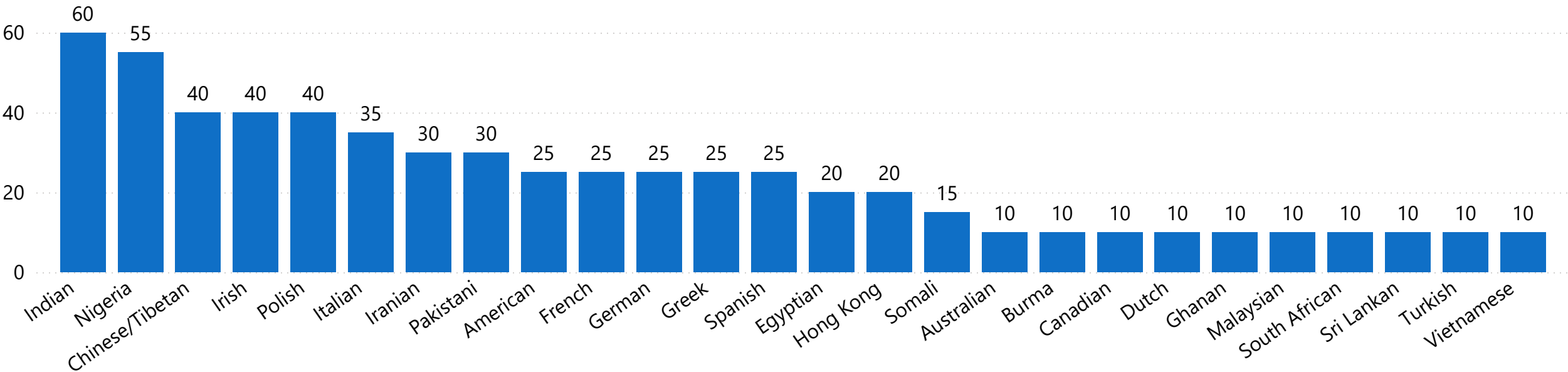
8 Nationality

8.1 UWE staff overview by nationality: headcount and percentage

Ac Year	2023/24		2024/25		2025/26	
Nationality Group	Headcount	%	Headcount	%	Headcount	%
EU	290	6.3%	260	6.1%	265	6.2%
Non-EU	455	9.9%	460	10.7%	510	12.0%
Not Known	10	0.2%	5	0.1%	5	0.1%
UK	3,825	83.6%	3,560	83.0%	3,480	81.6%
Total	4,575	100.0%	4,290	100.0%	4,265	100.0%

8.2 UWE staff nationalities 2025/26

Excludes British, blanks and groups less than 10

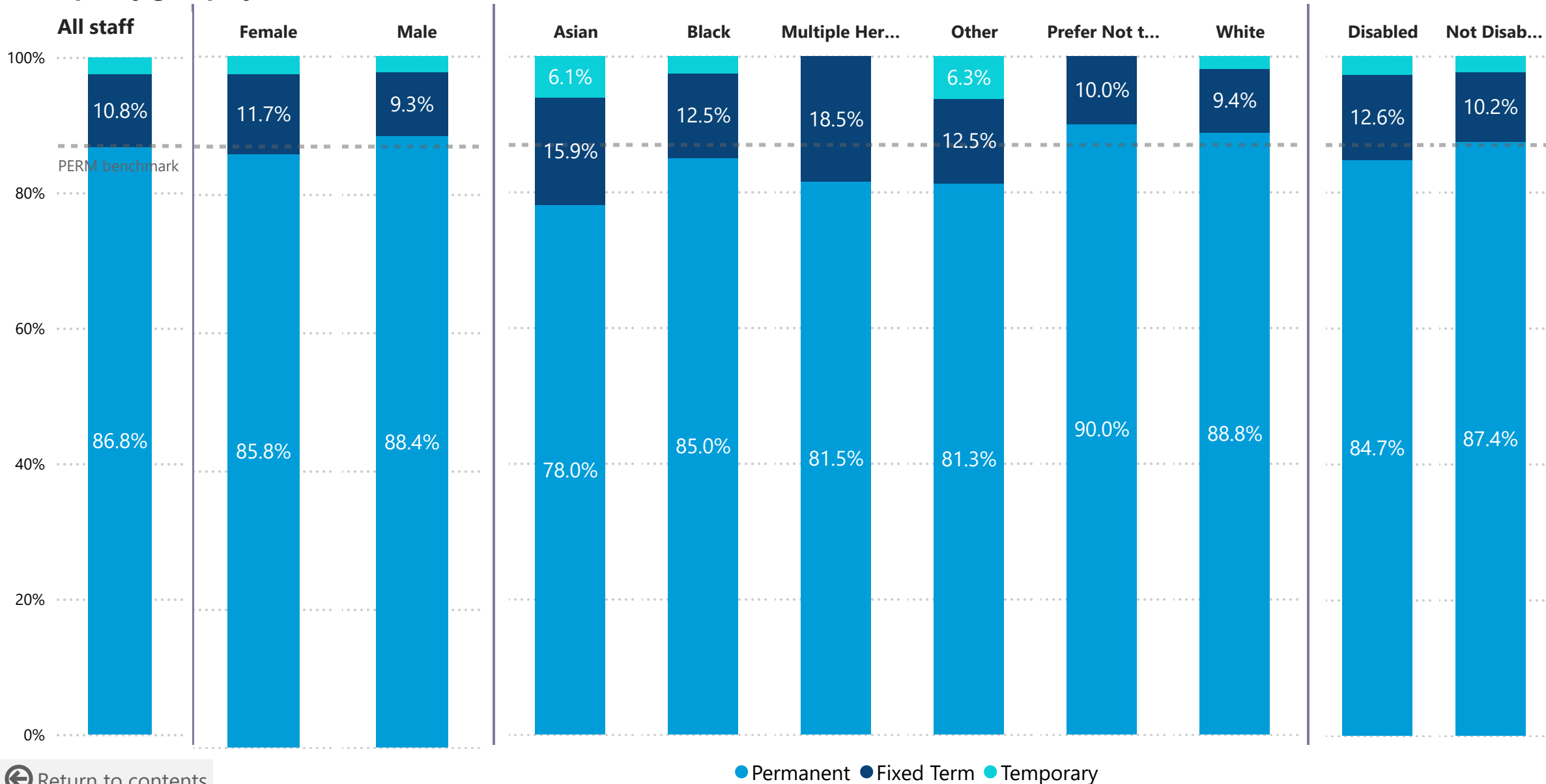


In addition to British and the other nationalities listed in chart 8.2 below, the University also has staff with the following nationalities:

Afghanistani, Algerian, Argentinian, Austrian, Azerbaijani, Bangladeshi, Barbadian, Belgian, Botswana, Brazilian, British National (Overseas), Bulgarian, Cameroon, Colombia, Croatian, Cypriot, Czech, Danish, Dominican Republic, Finnish, Gambian, Hungarian, Icelandic, Indonesian, Iraqi, Isle of Man, Jamaican, Japanese, Jordanian, Kazakhstani, Kenyan, Latvian, Lebanese, Lithuanian, Malawi, Mauritanian, Maldives, Mexican, Moroccan, Nepalese, Netherlands Antilles, New Zealander, Norwegian, Panamanian, Peruvian, Philippino, Portuguese, Romanian, Russian, Serbian, Singapore, Slovakian, Slovenian, South Korean, Stateless, Sudanese, Swedish, Swiss, Syrian, Taiwanese, Tanzania, Thai, Trinidadian / Tobagan, Tunisian, Ukrainian, Yemeni, Welsh, Zambian, Zimbabwean.

9 Contract term and mode

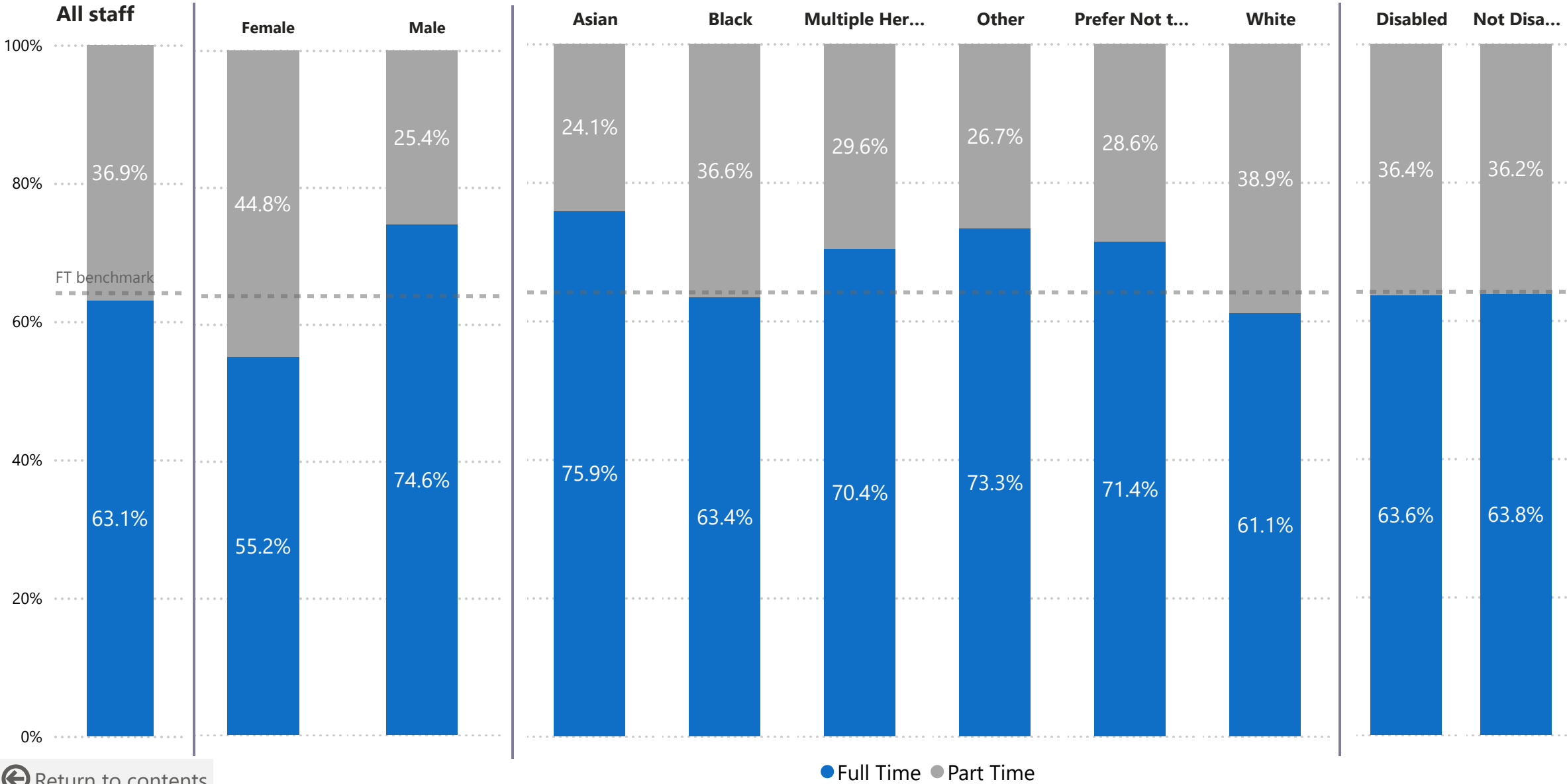
9.1 Equality group by contract term 2025/26 Excluding 'Not Known' groups, only including protected characteristics which have targets in UWE Bristol EDI Strategy.



9 Contract term and mode

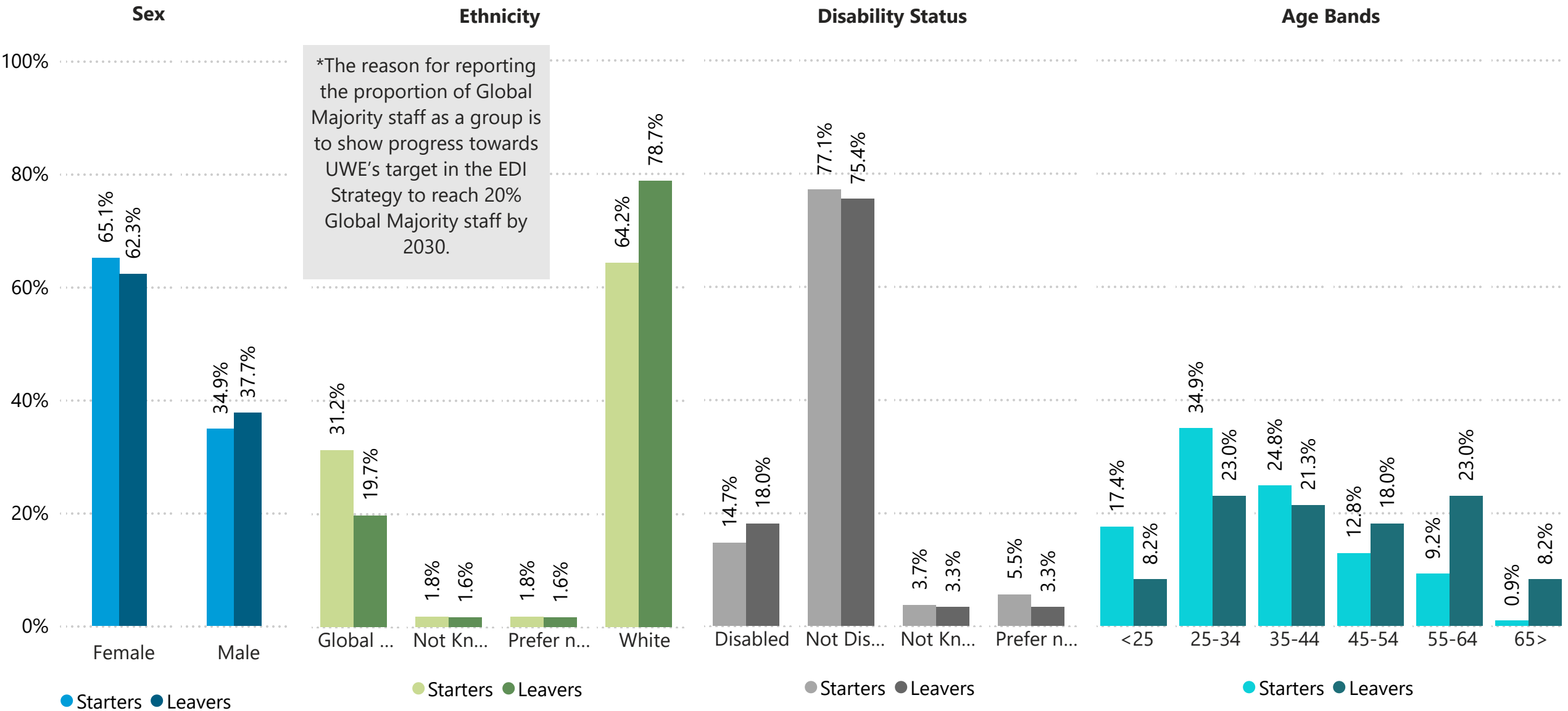
9.2 Equality group by contract mode 2025/26

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



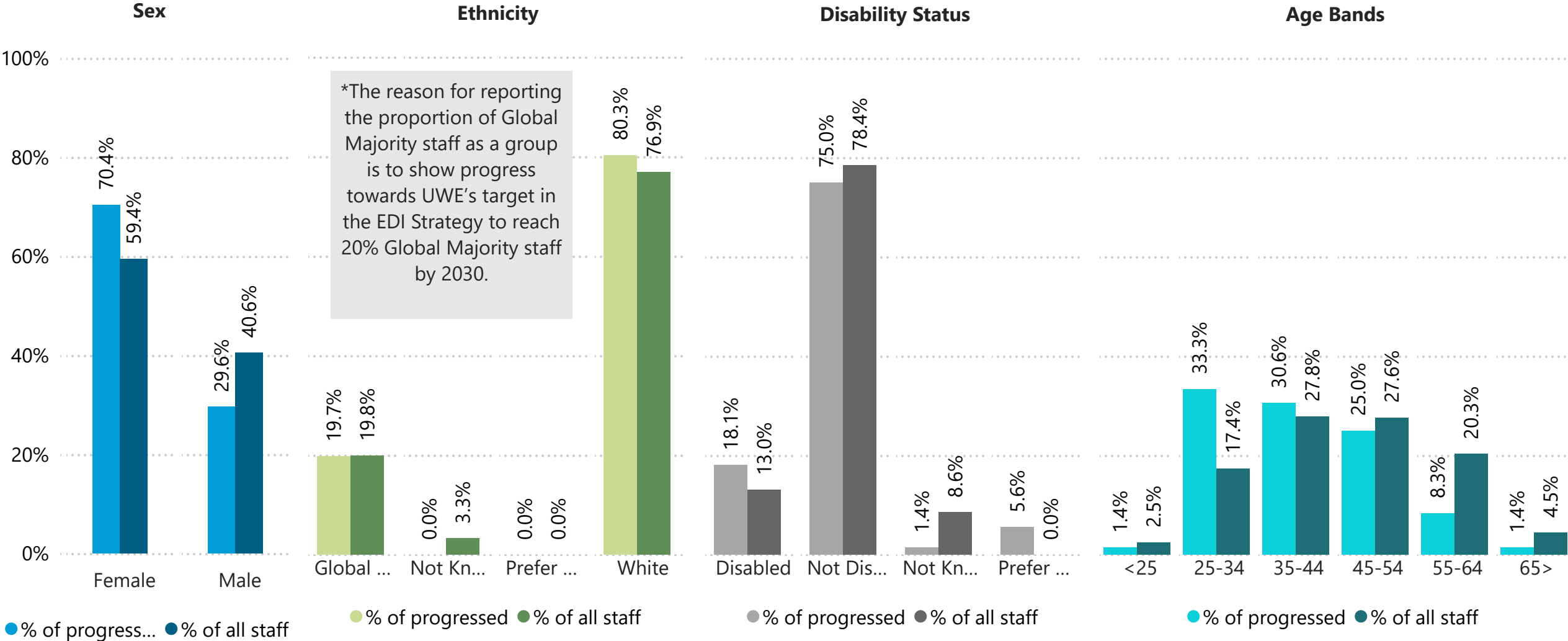
10 New starters, leavers & progression

10.1 UWE new starters and leavers 2025/26: percentage by equality group



10 New starters, leavers & progression

10.2 UWE progression 2025/26: 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 Global Majority staff as a group to show the progress towards UWE's target of 20% Global Majority 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 %		
	22/23	23/24	24/25	22/23	23/24	24/25
Global Majority staff	17.4 	18.9 	20.2 	13.3 	14.2 	15.9 
Disabled staff	7.2 	7.9 	8.6 	5.7 	7.8 	9.9 
Female staff in senior management roles (UWE grade S)*	44.8 	46.0 	47.3 	53.2 	52.6 	52.8 
Female staff in academic senior roles (UWE grade J+)**	30.7 	31.8 	32.4 	40.7 	45.3 	43.8 
Global Majority staff in senior management roles (UWE grade S)*	8.7 	9.3 	10.0 	9.2 	3.5 	3.8 
Staff on temporary / fixed term contracts	22.7 	21.6 	21.1 	22.3 	19.3 	16.7 
Part time staff	31.6 	31.2 	30.3 	42.4 	41.6 	39.1 

*Includes staff from faculties and professional services

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

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