

Staffing Statistics

Including Equality Act 2010 publication of equality

information

December 2020

Introduction

This is the thirteenth annual staffing statistics report produced by HR. The purpose of the report is to provide managers and other users with up to date information about UWE's workforce profile and to highlight emerging trends. Managers and other users will be able to use this information to identify where we need to make improvements.

UWE has a longstanding commitment to the promotion of equality, diversity and inclusivity and undertakes a wide range of activities to promote better outcomes and meet the needs of different groups of staff. In November 2016, we published [Inclusivity 2020](#), our second full single equality scheme (2017-2020) which spells out how we intend to embed inclusivity in both strategic and day-to-day activities. It can be accessed on the UWE website: www.uwe.ac.uk/equalityanddiversity.

This staffing statistics report provides the information needed to monitor progress; it also provides a rich source of data for managers carrying out equality analysis. This report will additionally assist us to track our equality objectives on staff recruitment, development and promotion.

The data is taken from a snapshot of the staff population on 31 December 2020 held in the University's HR payroll system, iTrent. The database is populated from information supplied by new staff on their application forms. iTrent Employee Self Service enables staff to update their own equality data directly into the system.

This report should be read in conjunction with results from the most recent staff survey available in the [HR intranet](#) (UWE login required).

The University's latest statutory Gender pay gap reporting is available [here](#). Information about Vice Chancellor pay is available in the University's [Annual Report and Financial Statement](#).

The University also publishes annual statistics on its students and the latest report can be found [here](#).

I hope you find the report interesting and informative. If you have any ideas for how it might be improved, or have any queries relating to the data and its analysis, then please contact Lesley Donnithorne in the Human Resources (Lesley2.Donnithorne@uwe.ac.uk).

Alison McIver
Director of HR and OD

May 2021

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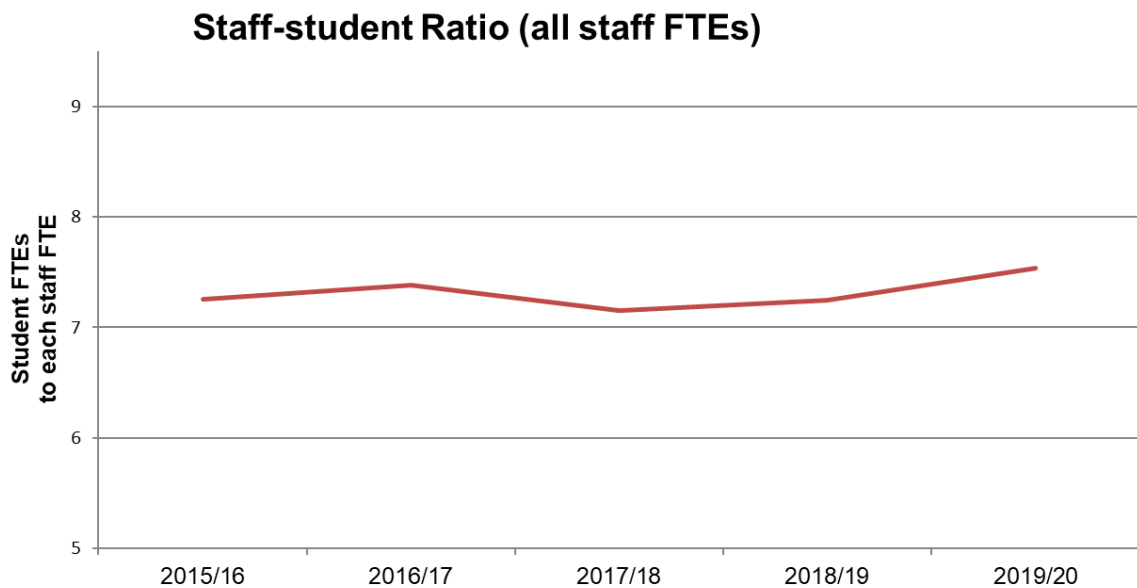
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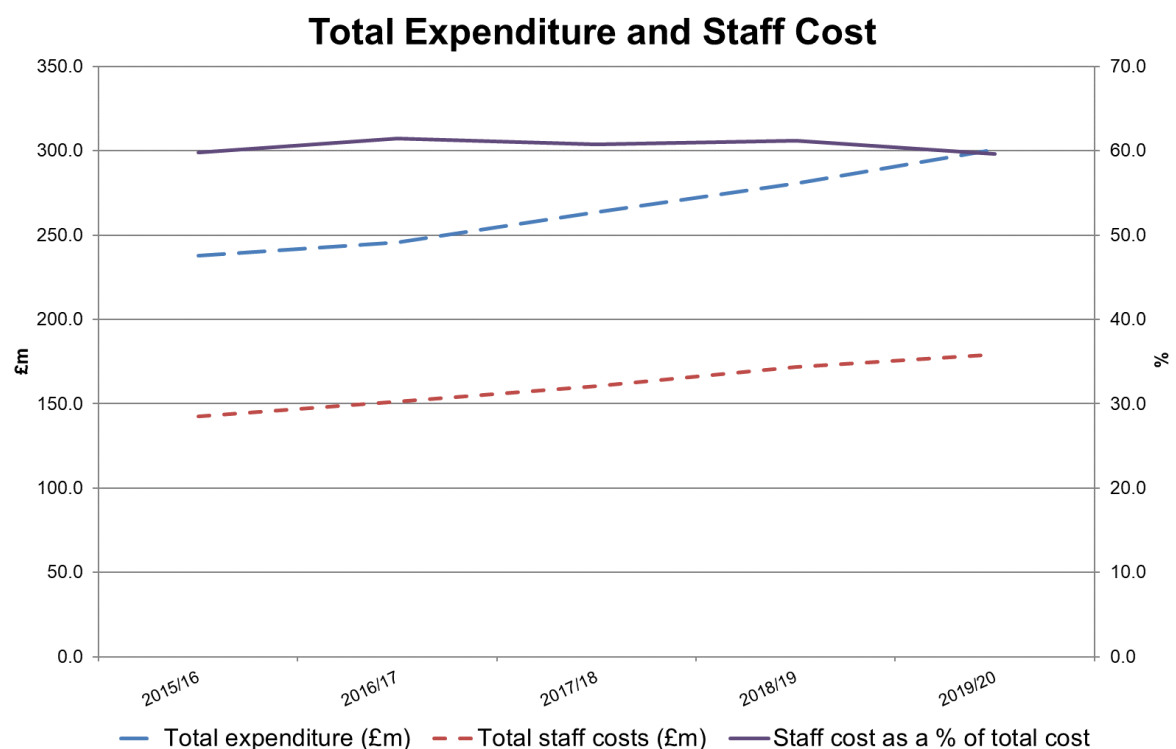
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Section 1 – Staff Employment

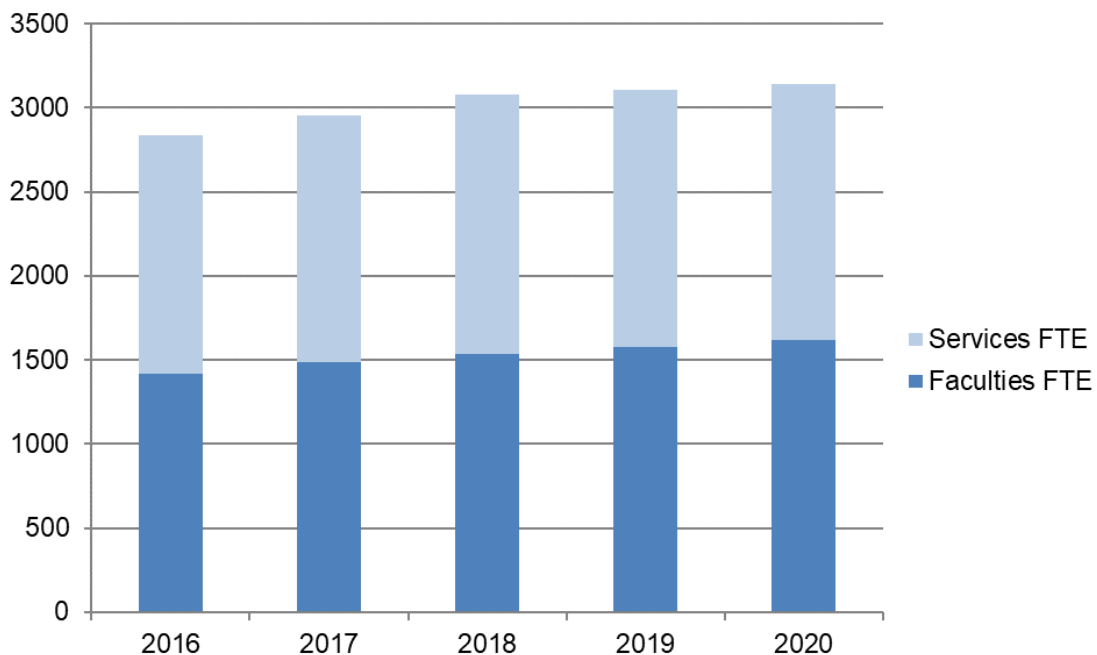


This chart shows over time the ratio of student Full Time Equivalents (FTEs) to each staff FTE, including all employee groups (senior management, academic and professional services). In 2019/20 the ratio was 7.5 students to each staff member.



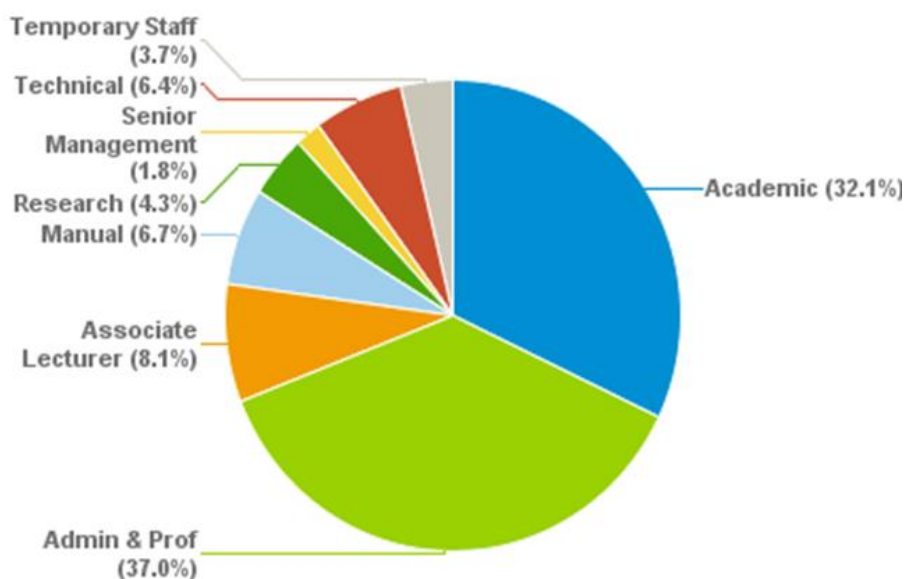
UWE's staff costs as a proportion of its total expenditure decreased in 2019/20 to 59.6% from 61.2% in 2018/19.

Staff by Faculties or Services



In 2020 51% of staff were located in faculties and 49% in services. In 2020 there has been a 1.1% increase in FTEs compared to 2019. A breakdown of the data, including by individual faculty and service, is in Table 1 on page 7.

Staff by Employee Group 2020



In term of headcount, the largest employee group is administrative/ professional and the smallest is senior management. A breakdown by sex including historical data is in Table 2 on page 10/11.

TABLE 1 – STAFF IN POST AT 31/12/2020

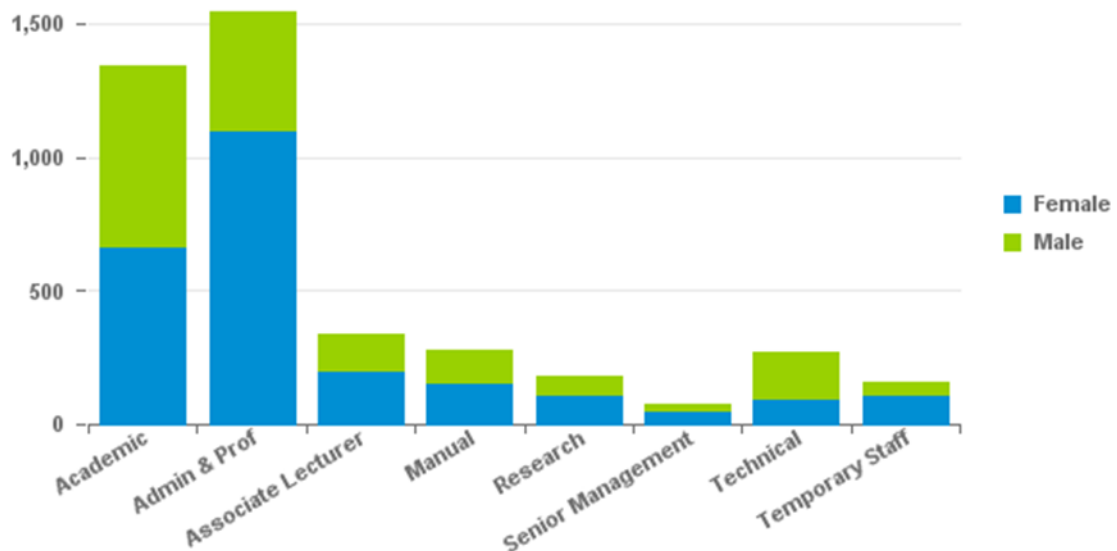
FACULTY/SERVICE	HEADS 2020	FTE* 2020	HEADS 2019	FTE* 2019	HEADS 2018	FTE* 2018
ACE Faculty of Arts Crtv Inds & Eductn	364	297	363	295	343	276
FBL Faculty of Business & Law	315	295	309	288	319	294
FET Faculty of Environment & Technology	499	460	490	447	483	442
HAS Faculty of Health & Applied Sciences	652	566	625	544	600	522
Faculty totals	1830	1618	1787	1573	1745	1534
APD Academic Practice Directorate	15	12	18	14	14	12
DIR Directorate	47	44	45	42	44	41
FAC Facilities	499	389	503	392	499	387
FIN Finance Department	90	81	91	82	93	86
HRS Human Resources	65	57	63	54	74	64
ITS IT Services	168	162	180	173	177	171
LCI Library Careers and Inclusivity	244	190	233	183	228	173
RBI Research Business & Innovation	98	81	97	81	93	78
SAS Student and Academic Services	373	318	392	330	416	355
SCM Strategic Communications and Marketing	82	70	77	66	79	69
SFS Future Students	101	89	108	96	102	89
SPO Strategic Programmes Office	33	31	26	25	24	23
Service totals	1815	1525	1833	1536	1843	1547
Associate Lecturers/Instructors ¹	379	97	363	82	392	65
Temporary staff (in assignment)	155	45	99	39	118	35
All staff	4179	3285	4082	3230	4098	3181
All staff excluding Associate Lecturers/instructors/temporary staff	3645	3143	3620	3109	3588	3081

* FTE = full time equivalent

¹ FTE relates to the total for the previous academic year.

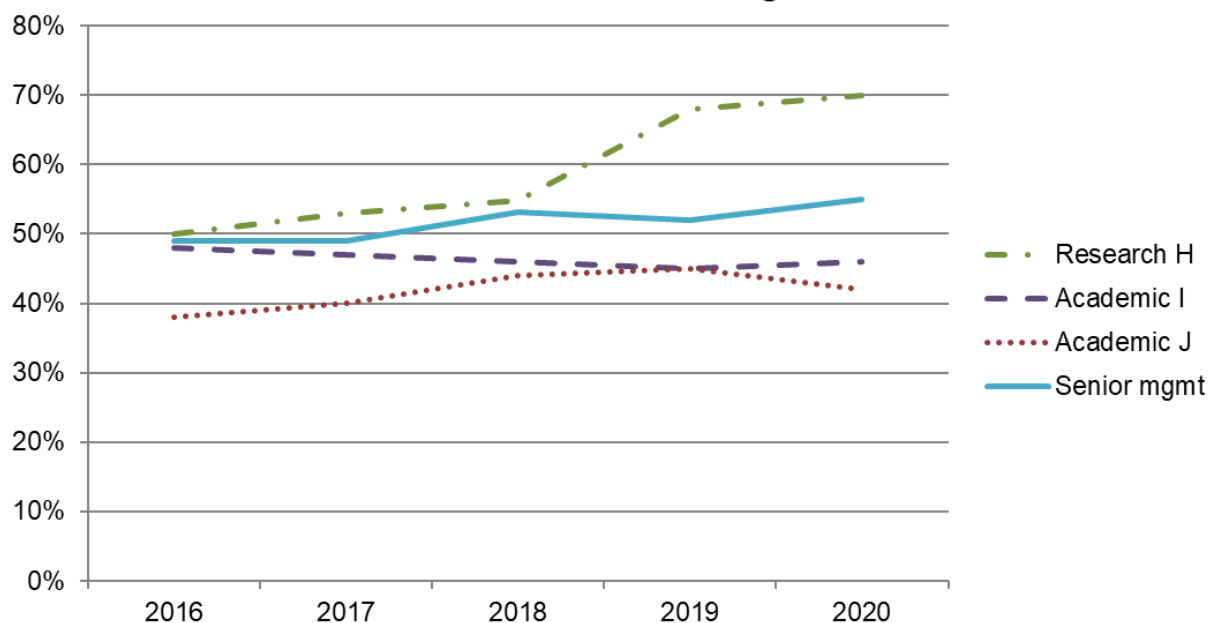
Section 1.1 - Staff by Sex

Employee Group by Sex 2020

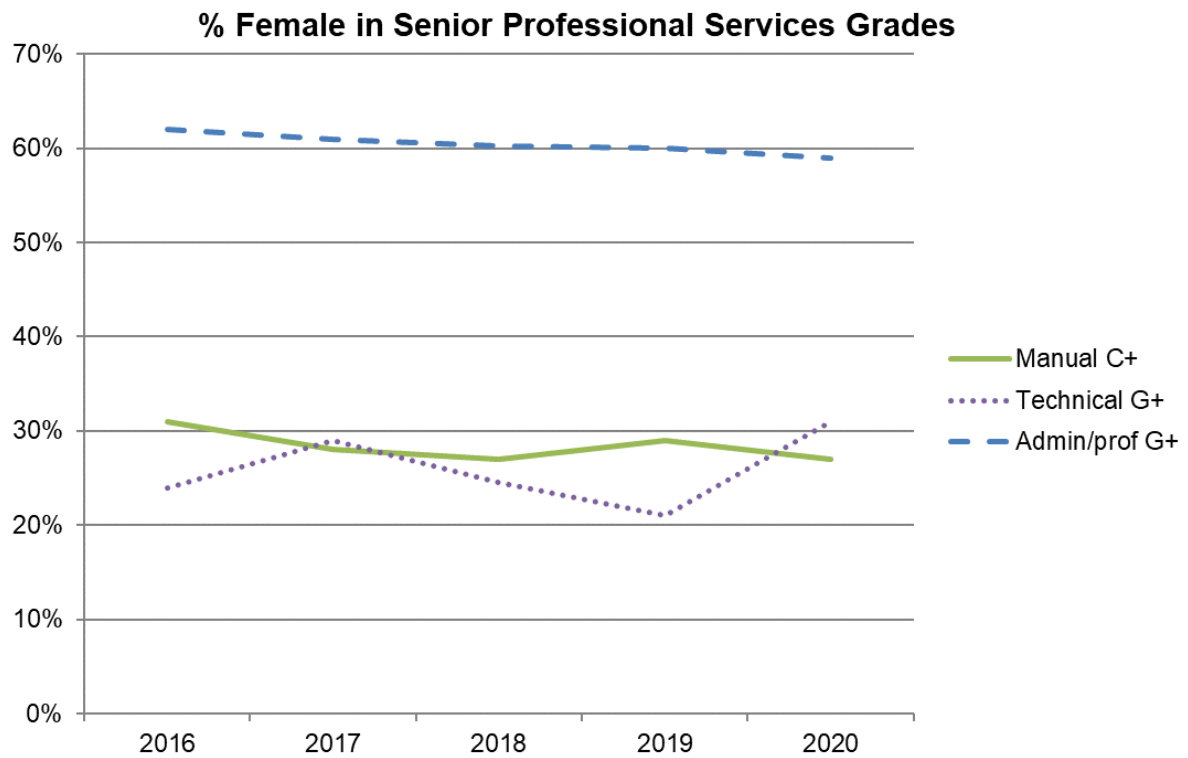


Academic and administrative/professional are the largest staff groups; senior management is the smallest. The UWE workforce is 59% female and 41% male but there are differences in male/female balance between the employee groups. A full breakdown, including historical data, is available in Table 2 on page 10.

% Female in Senior Academic & Management Grades



The representation of women in senior academic and management grades has generally increased over time, with significant increases in the senior research grade.



The representation of women in senior professional services grades has decreased over the last five years, with the exception of the senior technical grade.

TABLE 2 – EMPLOYEE GROUP AND GRADE BY SEX

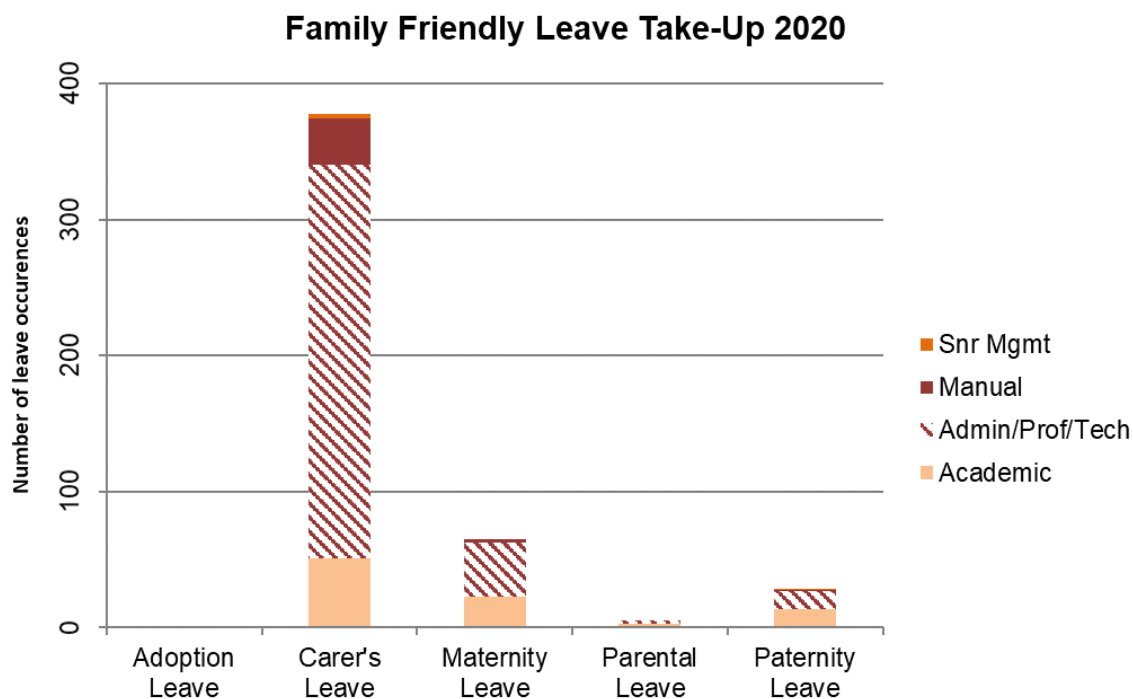
JOB GROUP	GRADE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %
Senior Management		2020	76	34	45%	42	55%
		2019	73	35	48%	38	52%
		2018	81	38	47%	43	53%
Academic	Grade F	2020	7	4	57%	3	43%
		2019	7	3	43%	4	57%
		2018	4	1	25%	3	75%
Academic	Grade G	2020	129	64	50%	65	50%
		2019	116	53	46%	63	54%
		2018	114	50	44%	64	56%
Academic	Grade H	2020	893	437	49%	456	51%
		2019	856	417	49%	439	51%
		2018	843	412	49%	431	51%
Academic	Grade I	2020	192	104	54%	88	46%
		2019	198	109	55%	89	45%
		2018	197	106	54%	91	46%
Academic	Grade J	2020	120	70	58%	50	42%
		2019	127	70	55%	57	45%
		2018	129	72	56%	57	44%
Associate Lecturer		2020	338	142	42%	196	58%
		2019	315	128	41%	187	59%
		2018	338	132	39%	206	61%
Research	Grade F&G	2020	140	63	45%	77	55%
		2019	150	64	43%	86	57%
		2018	135	61	45%	74	55%
Research	Grade H	2020	40	12	30%	28	70%
		2019	40	13	33%	27	68%
		2018	31	14	45%	17	55%

Table continued on next page

TABLE 2 – continued

JOB GROUP	GRADE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %
Admin & Prof	Grade A to F	2020	1069	256	24%	813	76%
		2019	1076	275	26%	801	74%
		2018	1074	271	25%	803	75%
Admin & Prof	Grade G & Above	2020	476	193	41%	283	59%
		2019	467	188	40%	279	60%
		2018	470	187	40%	283	60%
Technical	Grade A to F	2020	198	126	64%	72	36%
		2019	218	135	62%	83	38%
		2018	222	141	64%	81	36%
Technical	Grade G & Above	2020	68	47	69%	21	31%
		2019	66	52	79%	14	21%
		2018	69	52	75%	17	25%
Manual	Grade A & B	2020	161	41	25%	120	75%
		2019	154	39	25%	115	75%
		2018	156	36	23%	120	77%
Manual	Grade C & D	2020	117	85	73%	32	27%
		2019	120	85	71%	35	29%
		2018	115	84	73%	31	27%
Temporary Staff		2020	155	53	34%	102	66%
		2019	99	34	34%	65	66%
		2018	118	35	30%	83	70%

ALL STAFF (excluding ALs/TSU)	2020	3686	1536	42%	2150	58%
	2019	3642	1526	42%	2116	58%
	2018	3486	1455	42%	2031	58%
ALL STAFF	2020	4179	1731	41%	2448	59%
	2019	4082	1700	42%	2382	58%
	2018	4098	1693	41%	2405	59%

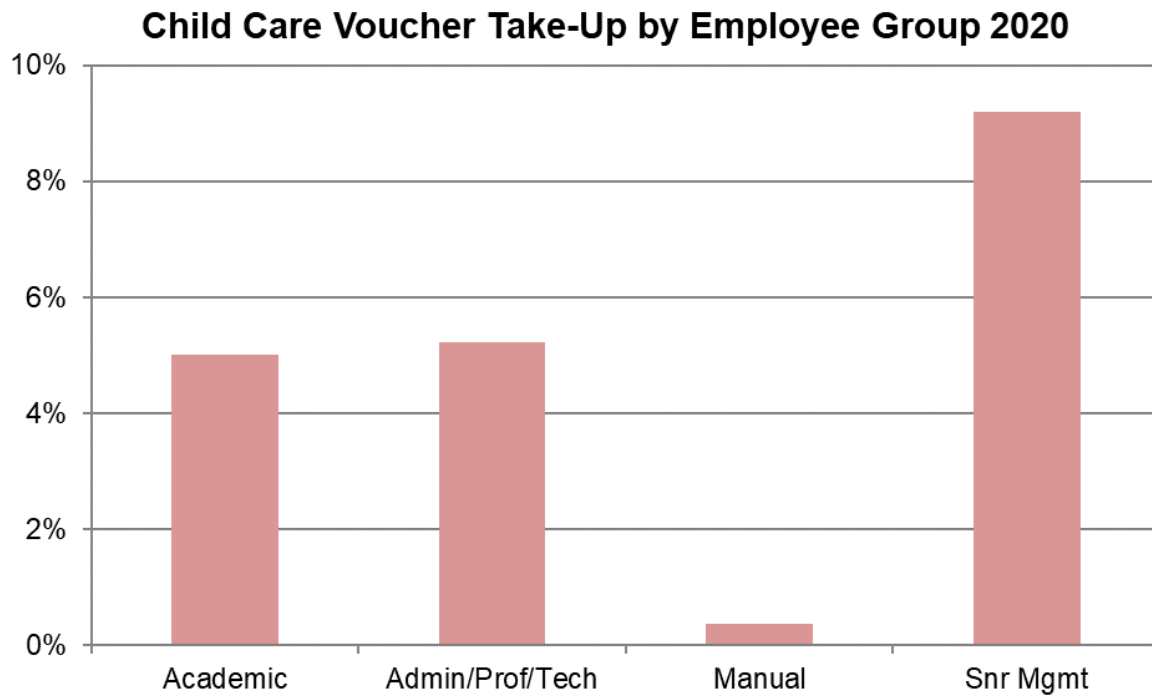


Academic staff and administrative/ professional/technical staff make up 45% and 47% of the workforce respectively; 6.7% of the workforce is manual staff and 1.8% senior management. The chart illustrates that in 2020 family friendly leave was taken up in greatest proportion by administrative/ professional/technical staff, the staff group with the highest proportion of women. Data includes the additional carers leave given in response the Covid19 pandemic.

TABLE 3 – FAMILY FRIENDLY LEAVE OCCURENCES BY EMPLOYEE GROUP

CATEGORY	YEAR	ALL	SNR MGMT	ACADEMIC	ADMIN/PROF/TECH	MANUAL
Adoption	2020					
	2019	2		1	1	
	2018	1			1	
Carers Leave	2020	367	4	51	280	32
	2019	388	2	40	311	35
	2018	272	2	14	229	27
Maternity	2020	65		23	40	2
	2019	58		19	37	2
	2018	46		10	35	1
Paternity	2020	28		14	13	1
	2019	27		15	10	2
	2018	39		19	18	2
Shared Parental Leave	2019	5		3	2	
	2019	5			5	
	2018	4		3	1	
All Leave Types	2020	465	4	91	335	35
		(12%)	(5.3%)	(5.8%)	(18%)	(13%)
	2019	480	2	75	364	39
		(13%)	(2.7%)	(5.1%)	(21%)	(15%)
	2018	362	2	46	284	30
		(9%)	(2.3%)	(2.7%)	(15%)	(11%)

% indicates the proportion of the workforce that have taken family leave.



This chart shows that as a proportion of the workforce, child care vouchers are taken up in much lower numbers by manual staff, an employee group with a high proportion of women but the lowest pay rates.

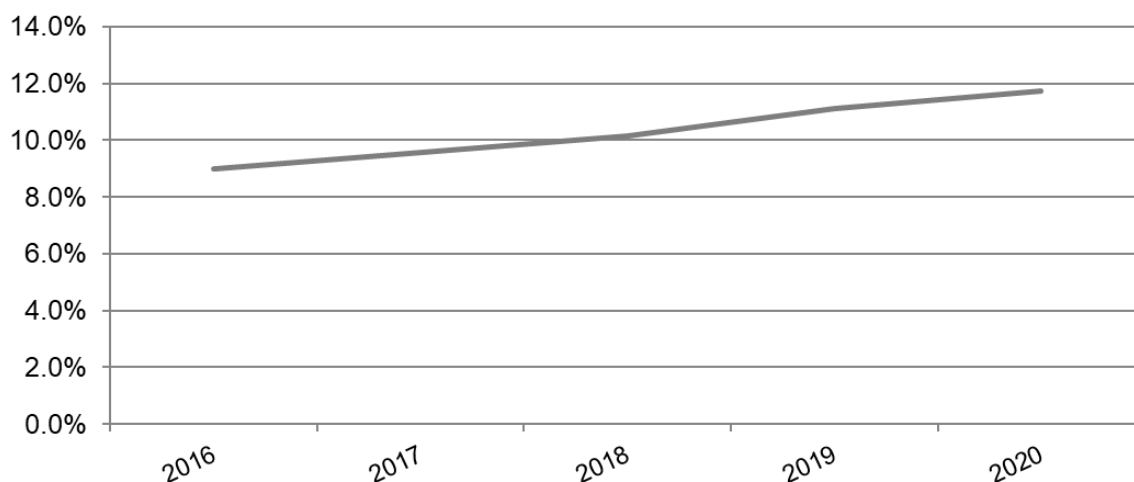
Child care vouchers are taken up by female staff in slightly higher proportion than by male staff compared to the workforce male/female split – see table below for historical data by sex.

TABLE 4 – TAKE UP OF CHILD CARE VOUCHERS

YEAR	ALL Heads	MALE Heads	MALE Take Up %	MALE Workforce %	FEMALE Heads	FEMALE Take Up %	FEMALE Workforce %
2020	204	76	37%	41%	128	63%	59%
2019	258	97	38%	42%	161	62%	58%
2018	313	122	39%	41%	191	61%	59%

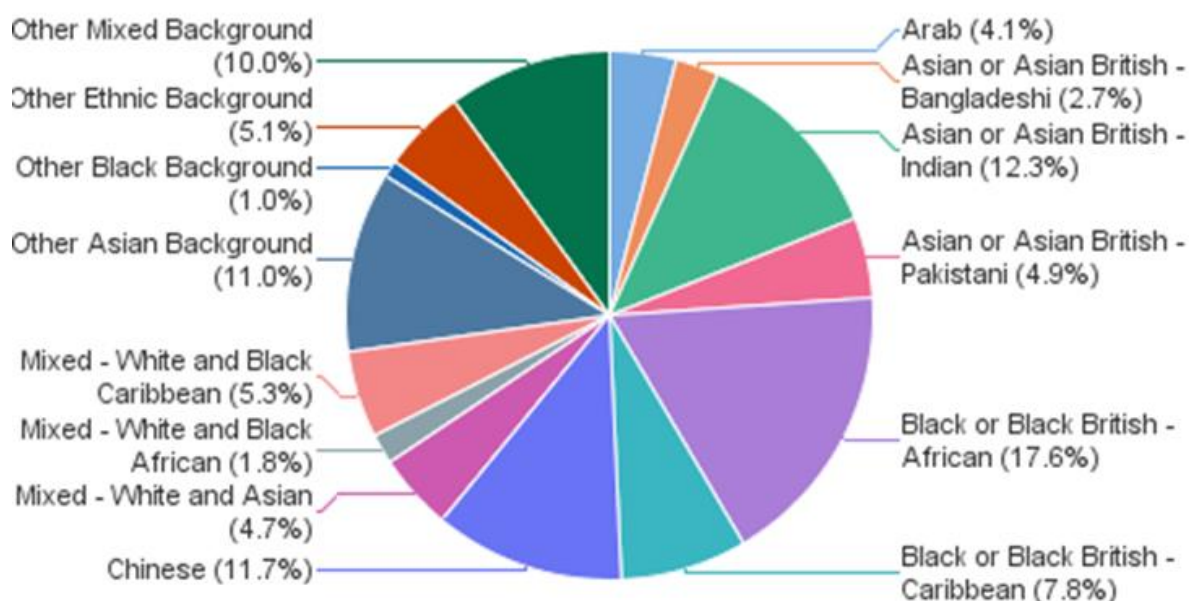
Section 1.2 - Staff by Ethnicity

Black, Asian and Minority Ethnic (BAME) Staff %



UWE's BAME staff percentage has increased over time to 11.7% in 2020. The UWE workforce is 84% White. Data is not held for 4.7% of staff. See Table 6 on page 16 for a breakdown by employee group and grade.

BAME Ethnic Origin 2020



Black or Black British – African is the largest BAME group. A full breakdown, including historical data, is available in Table 5 below.

TABLE 5 – ETHNIC ORIGIN

GROUP	HEADS 2020	PERCENTAGE 2020	PERCENTAGE 2019	PERCENTAGE 2018
Asian or Asian British - Banglades	13	0.3%	0.2%	0.2%
Asian or Asian British - Indian	60	1.4%	1.4%	1.0%
Asian or Asian British - Pakistani	24	0.6%	0.5%	0.5%
Other Asian Background	54	1.3%	1.3%	1.3%
Black or Black British - African	86	2.1%	1.9%	1.7%
Black or Black British - Caribbean	38	0.9%	1.0%	0.9%
Other Black Background	5	0.1%	0.1%	0.1%
Arab	20	0.5%	0.3%	0.3%
Chinese	57	1.4%	1.5%	1.3%
Gypsy or Traveller	1	0.0%	0.0%	0.0%
Mixed - White and Asian	23	0.6%	0.5%	0.4%
Mixed - White and Black African	9	0.2%	0.1%	0.2%
Mixed - White and Black Caribbean	26	0.6%	0.6%	0.6%
Other Mixed Background	49	1.2%	1.1%	1.0%
Other Ethnic Background	25	0.6%	0.6%	0.5%
<i>BAME sub total</i>	490	11.7%	11.1%	10.5%
White - British	2719	65%	67%	68%
White - English	231	5.5%	5.2%	5.2%
White - Irish	65	1.6%	1.4%	1.3%
White - Northern Irish	7	0.2%	0.1%	0.1%
White - Scottish	24	0.6%	0.6%	0.5%
White - Welsh	89	2.1%	2.0%	1.7%
Other White Background	359	8.6%	8.6%	8.3%
<i>White sub total</i>	3494	84%	85%	85%
Prefer not to say	84	2.0%	1.9%	1.7%
No data held	111	2.7%	2.4%	3.1%
<i>Not known sub total</i>	195	4.7%	4.4%	4.6%
All staff	4179	100%	100%	100%

TABLE 6 – EMPLOYEE GROUP AND GRADE BY ETHNICITY

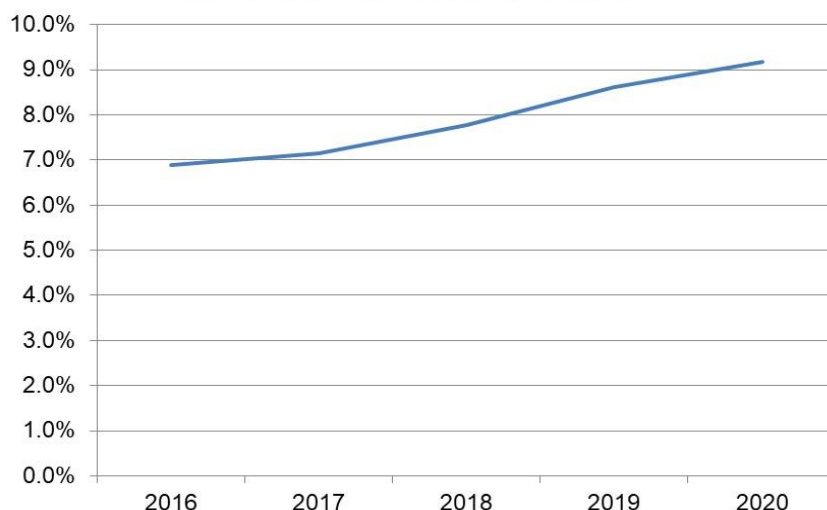
JOB GROUP	GRADE	YEAR	ALL HEADS	BAME	BAME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %
Senior Management		2020	76	5	6.6%	70	92%	1	1.3%
		2019	73	4	5.5%	69	95%		
		2018	81	4	4.9%	76	94%	1	1.2%
Academic	Grade F	2020	7	3	43%	4	57%		
		2019	7	1	14%	5	71%	1	14%
		2018	4	1	25%	3	75%		
Academic	Grade G	2020	129	31	24%	94	73%	4	3.1%
		2019	116	19	16%	91	78%	6	5.2%
		2018	114	19	17%	93	82%	2	1.8%
Academic	Grade H	2020	893	120	13%	740	83%	33	3.7%
		2019	856	107	13%	715	84%	34	4.0%
		2018	843	97	12%	709	84%	37	4.4%
Academic	Grade I	2020	192	27	14%	162	84%	3	1.6%
		2019	198	29	15%	167	84%	2	1.0%
		2018	197	25	13%	170	86%	2	1.0%
Academic	Grade J	2020	120	15	13%	104	87%	1	0.8%
		2019	127	14	11%	111	87%	2	1.6%
		2018	129	15	12%	112	87%	2	1.6%
Associate Lecturer		2020	338	40	12%	261	77%	37	11%
		2019	315	30	9.5%	251	80%	34	11%
		2018	338	35	10%	274	81%	29	8.6%
Research	Grade F&G	2020	140	43	31%	91	65%	6	4.3%
		2019	150	42	28%	102	68%	6	4.0%
		2018	135	31	23%	101	75%	3	2.2%
Research	Grade H	2020	40	4	10%	35	88%	1	2.5%
		2019	40	2	5.0%	37	93%	1	2.5%
		2018	31	1	3.2%	29	94%	1	3.2%

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TABLE 6 – continued

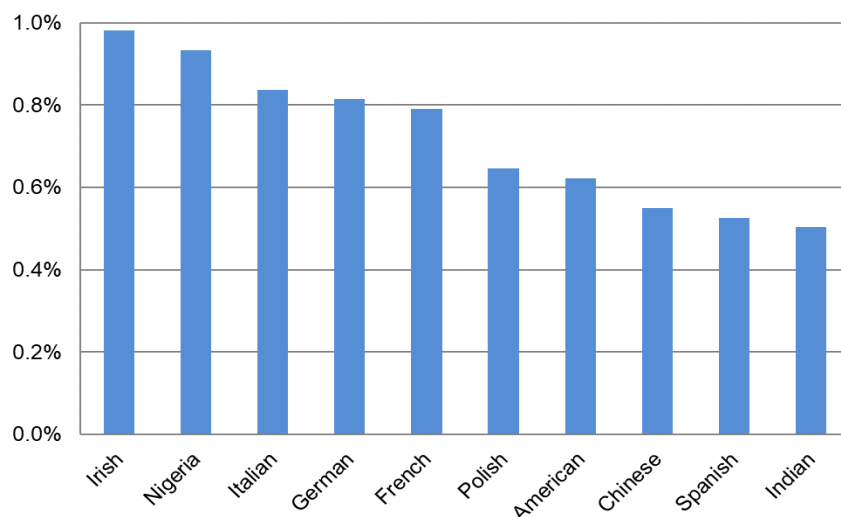
JOB GROUP	GRADE	YEAR	ALL HEADS	BAME	BAME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %
Admin & Prof	Grade A to F	2020	1069	86	8.0%	957	90%	26	2.4%
		2019	1076	99	9.2%	947	88%	30	2.8%
		2018	1074	93	8.7%	952	89%	29	2.7%
Admin & Prof	Grade G & Above	2020	476	34	7.1%	431	91%	11	2.3%
		2019	467	30	6.4%	425	91%	12	2.6%
		2018	470	27	5.7%	433	92%	10	2.1%
Technical	Grade A to F	2020	198	20	10%	165	83%	13	6.6%
		2019	218	24	11%	176	81%	18	8.3%
		2018	222	27	12%	173	78%	22	9.9%
Technical	Grade G & Above	2020	68	3	4.4%	59	87%	6	8.8%
		2019	66	3	4.5%	58	88%	5	7.6%
		2018	69	2	2.9%	62	90%	5	7.2%
Manual	Grade A & B	2020	161	28	17%	119	74%	14	8.7%
		2019	154	22	14%	117	76%	15	9.7%
		2018	156	22	14%	118	76%	16	10%
Manual	Grade C & D	2020	117	12	10%	103	88%	2	1.7%
		2019	120	12	10%	106	88%	2	1.7%
		2018	115	12	10%	101	88%	2	1.7%
Temporary Staff		2020	155	19	12%	99	64%	37	24%
		2019	99	16	16%	73	74%	10	10%
		2018	118	18	15%	71	60%	29	25%
ALL STAFF (excluding ALs/&TSU)		2020	3686	431	11.7%	3134	85%	121	3.3%
		2019	3642	376	10.3%	3126	86%	134	3.7%
		2018	3486	335	9.6%	3134	87%	132	3.6%
ALL STAFF		2020	4179	490	11.7%	3494	84%	195	4.7%
		2019	4082	454	11.1%	3450	85%	178	4.4%
		2018	4098	429	10.5%	3479	85%	190	4.6%

% BAME in Senior Grades



The BAME staff percentage in the senior grades has continued to increase, to 9.2% in 2020. Grades counted as senior are I and J for academic staff, H for research staff, G and above for admin/professional/technical staff, C and above for manual staff and the Senior Management grades.

Top 10 Nationalities 2020

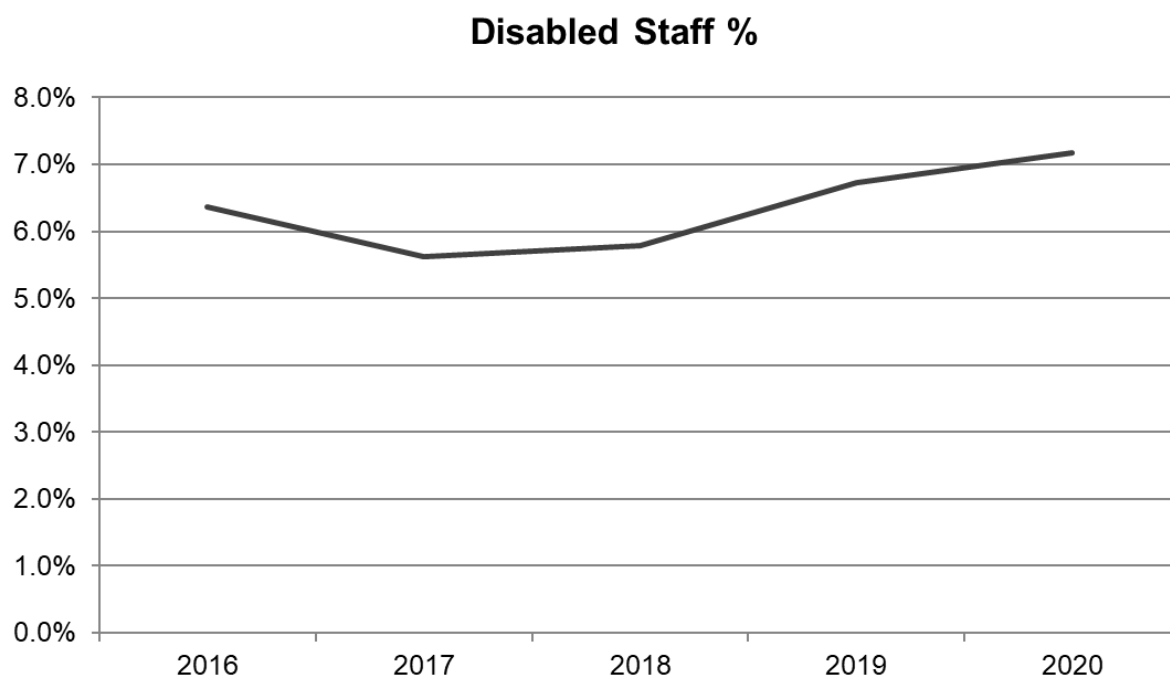


The UWE workforce is 85% British and has another 79 nationalities – the top 10 of which are shown here. Historical data, is available in Table 7 below.

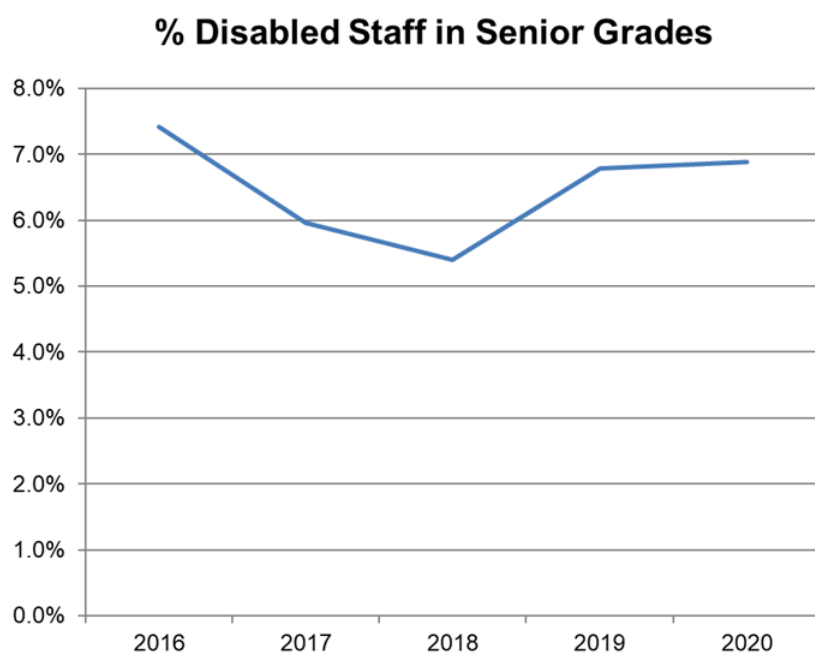
TABLE 7 – NATIONALITY

GROUP	HEADS 2020	PERCENTAGE 2020	PERCENTAGE 2019	PERCENTAGE 2018
British	3569	85%	86%	87%
Irish	41	1.0%	1.0%	1.0%
Nigeria	39	0.9%	0.8%	0.6%
Italian	35	0.8%	0.8%	0.7%
German	34	0.8%	0.8%	0.8%
French	33	0.8%	0.7%	0.6%
Polish	27	0.6%	0.7%	0.7%
American	26	0.6%	0.8%	0.7%
Chinese	23	0.6%	0.6%	0.5%
Spanish	22	0.5%	0.6%	0.7%
Indian	21	0.5%	0.4%	0.2%
Sub total	3870	93%	93%	93%
All staff	4179	100%	100%	100%

Section 1.3 - Staff by Disabled Status



The proportion of UWE Bristol staff who are disabled increased to 7.2% in 2020. A full breakdown, including data for the last 3 years, is available in Table 8 on page 20.



Disabled staff representation in senior grades has increased slightly in 2020 – see Table 8 on page 20 for details. Grades counted as senior are I and J for academic staff, H for research staff, G and above for admin/professional/technical staff, C and above for manual staff and the Senior Management grades.

TABLE 8 – EMPLOYEE GROUP AND GRADE BY DISABLED STATUS

JOB GROUP	GRADE	YEAR	ALL HEADS	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Senior Management		2020	76	3	3.9%	73	96%
		2019	73	3	4.1%	70	96%
		2018	81	4	4.9%	77	95%
Academic	Grade F	2020	7	1	14%	6	86%
		2019	7			7	100%
		2018	4	1	25%	3	75%
Academic	Grade G	2020	129	5	3.9%	124	96%
		2019	116	7	6.0%	109	94%
		2018	114	4	3.5%	110	96%
Academic	Grade H	2020	893	45	5.0%	848	95%
		2019	856	42	4.9%	814	95%
		2018	843	45	5.3%	798	95%
Academic	Grade I	2020	192	9	4.7%	183	95%
		2019	198	13	6.6%	185	93%
		2018	197	13	6.6%	184	93%
Academic	Grade J	2020	120	4	3.3%	116	97%
		2019	127	5	3.9%	122	96%
		2018	129	6	4.7%	123	95%
Associate Lecturer		2020	338	21	6.2%	317	94%
		2019	315	10	3.2%	305	97%
		2018	338	12	3.6%	326	96%
Research	Grade F&G	2020	140	10	7.1%	130	93%
		2019	150	11	7.3%	139	93%
		2018	135	6	4.4%	129	96%
Research	Grade H	2020	40			40	100%
		2019	40	1	2.5%	39	98%
		2018	31	1	3.2%	30	97%

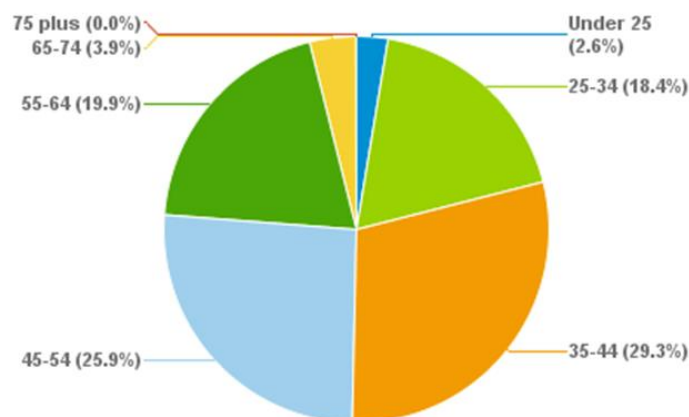
Table continued on next page

TABLE 8 - continued

JOB GROUP	GRADE	YEAR	ALL HEADS	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Admin & Prof	Grade A to F	2020	1069	106	9.9%	963	90%
		2019	1076	97	9.0%	979	91%
		2018	1074	102	9.5%	972	91%
Admin & Prof	Grade G & Above	2020	476	48	10%	428	90%
		2019	467	41	8.8%	426	91%
		2018	470	36	7.7%	434	92%
Technical	Grade A to F	2020	198	16	8.1%	182	92%
		2019	218	19	8.7%	199	91%
		2018	222	17	7.7%	205	92%
Technical	Grade G & Above	2020	68	2	2.9%	66	97%
		2019	66	2	3.0%	64	97%
		2018	69	2	2.9%	67	97%
Manual	Grade A & B	2020	161	13	8.1%	148	92%
		2019	154	10	6.5%	144	94%
		2018	156	9	5.8%	147	94%
Manual	Grade C & D	2020	117	9	7.7%	108	92%
		2019	120	9	7.5%	111	93%
		2018	115	8	7.0%	107	93%
Temporary Staff		2020	155	8	5.2%	147	95%
		2019	99	5	5.1%	94	95%
		2018	118	7	5.9%	111	94%

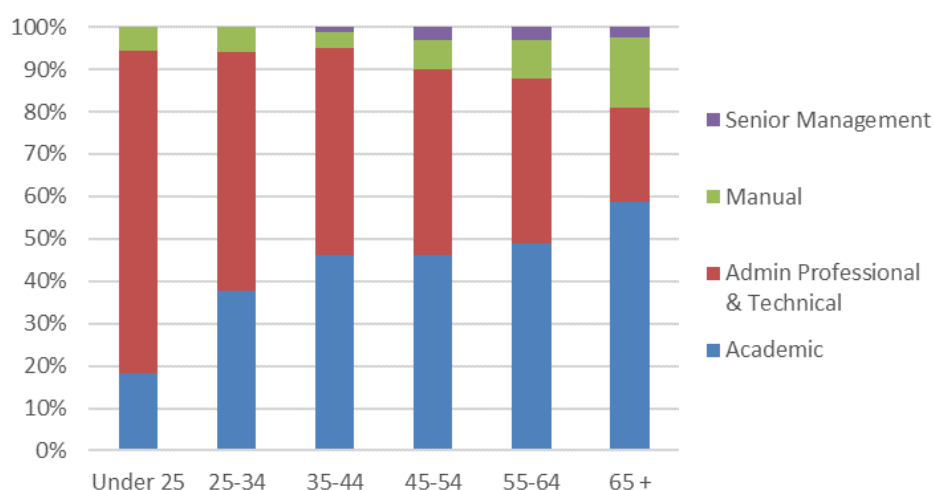
ALL STAFF (excluding ALs/TSU)	2020	3686	271	7.4%	3415	93%
	2019	3642	255	6.0%	3387	94%
	2018	3486	260	6.0%	3226	94%
ALL STAFF	2020	4179	300	7.2%	3879	93%
	2019	4082	275	6.7%	3807	93%
	2018	4098	274	5.8%	3824	94%

Section 1.4 - Staff by Age



The average age of a UWE employee in 2020 is 45 years, the same as in 2019.

Age by Job Family

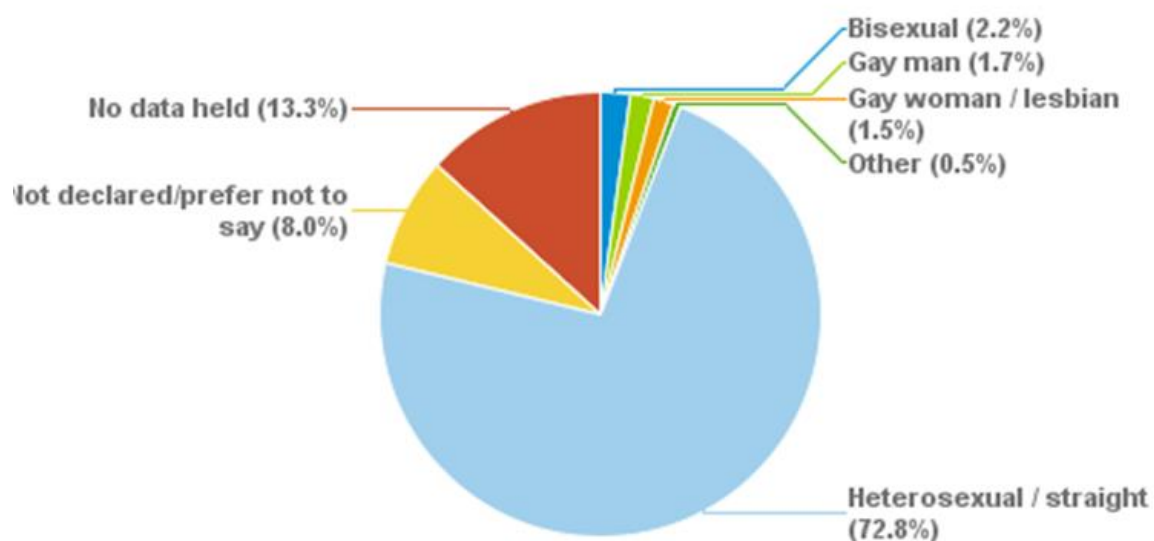


There are more academic, senior management and manual staff in the older age groups and more administrative, professional and technical staff in the younger age groups.

TABLE 9 – AGE BY SEX

AGE BAND	HEADS 2020	FEMALE 2020	MALE 2020	PERCENTAGE 2020	PERCENTAGE 2019	PERCENTAGE 2018
Under 25	110	67	43	2.6%	3.0%	3.1%
25-34	769	479	290	18%	18%	19%
35-44	1225	700	525	29%	28%	28%
45-54	1081	637	444	26%	27%	27%
55-64	830	501	329	20%	20%	20%
65-74	162	64	98	3.9%	3.7%	3.0%
75 plus	2		2	0.05%	0.1%	0.1%

Section 1.5 - Staff by Sexual Orientation

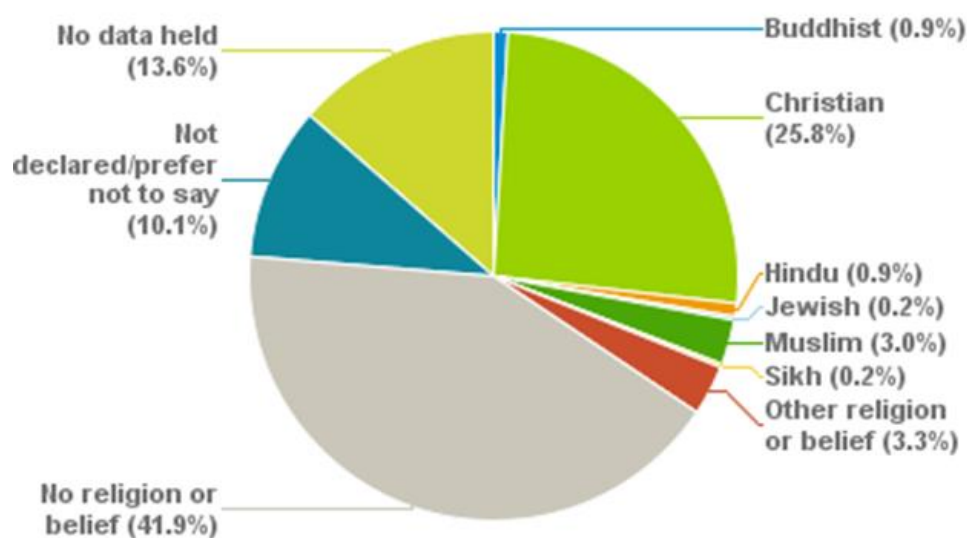


In 2020 UWE has 5.9% of staff declaring as lesbian, gay, bisexual (LGB) or other, compared to 5.2% in 2019.

TABLE 10 – SEXUAL ORIENTATION

GROUP	HEADS 2020	PERCENTAGE 2020	PERCENTAGE 2019	PERCENTAGE 2018
Bisexual	91	2.2%	1.8%	1.4%
Gay man	72	1.7%	1.6%	1.6%
Gay woman / lesbian	61	1.5%	1.4%	1.3%
Other	22	0.5%	0.6%	0.4%
Heterosexual / straight	3044	73%	72%	70%
Prefer not to say	334	8.0%	8.1%	7.4%
No data held	555	13%	15%	18%

Section 1.6 - Staff by Religion and Belief

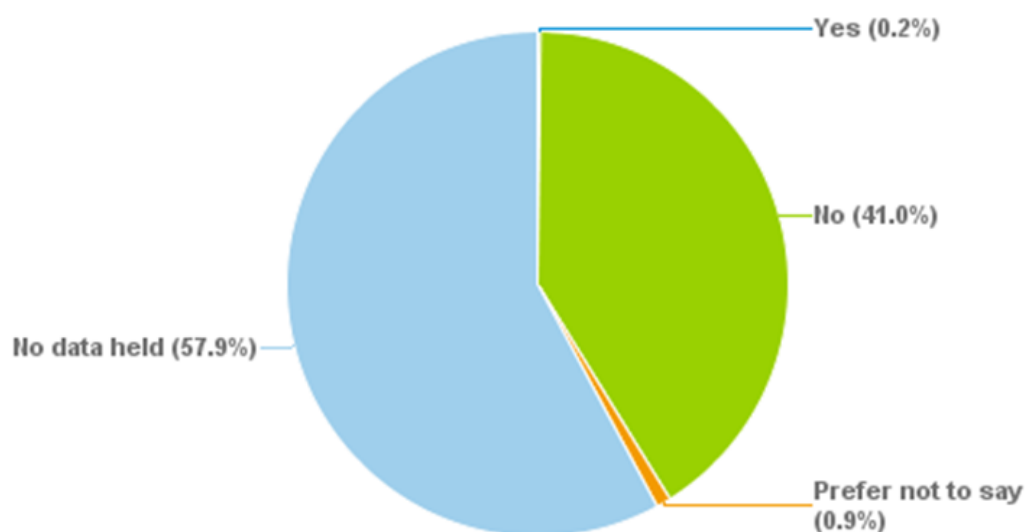


34% of UWE staff have declared as having a religion/belief in 2020, the same as in 2019.

TABLE 11 – RELIGION AND BELIEF

GROUP	HEADS 2020	PERCENTAGE 2020	PERCENTAGE 2019	PERCENTAGE 2018
Buddhist	39	0.9%	0.9%	0.8%
Christian	1080	26%	26%	26%
Hindu	36	0.9%	0.8%	0.7%
Jewish	10	0.2%	0.2%	0.2%
Muslim	124	3.0%	2.6%	2.3%
Sikh	10	0.2%	0.2%	0.1%
Other religion or belief	138	3.3%	3.2%	3.0%
No religion or belief	1751	42%	41%	39%
Prefer not to say	424	10%	10%	10%
No data held	567	14%	15%	18%

Section 1.7 - Staff by Trans/Transgender

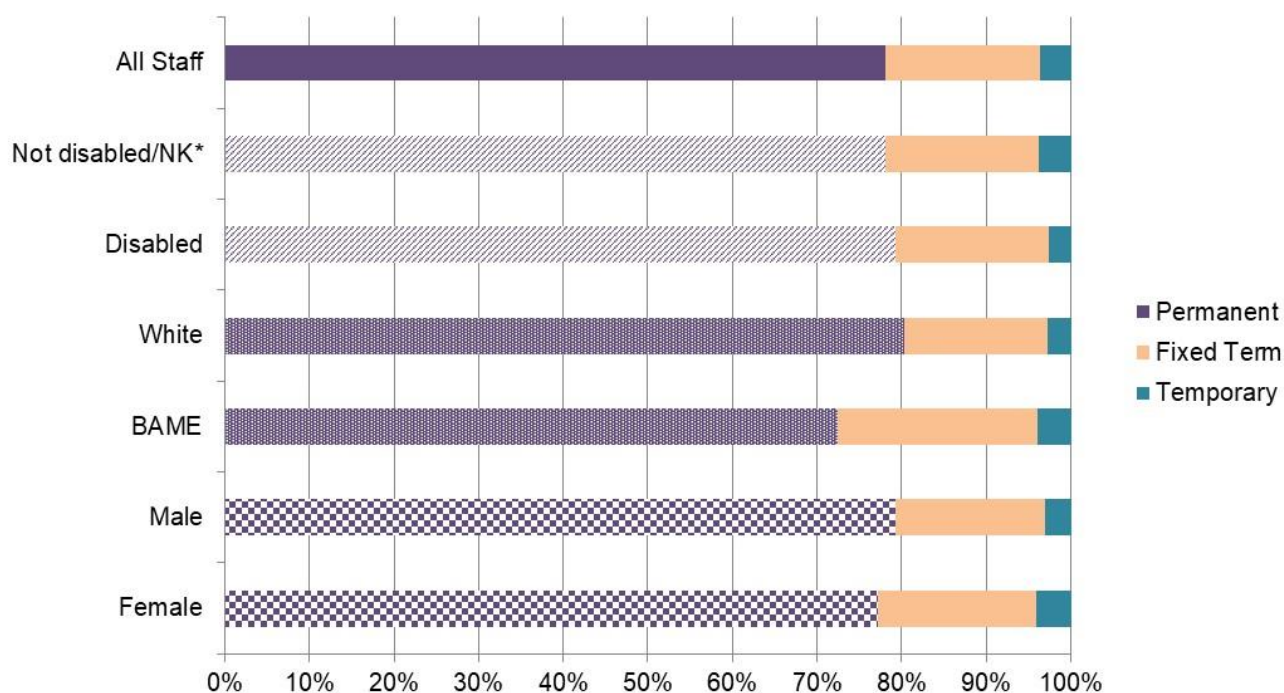


In 2020 UWE's declared trans/transgender population is 0.2%, down from 0.4% in 2019.

TABLE 12 – TRANS/TRANSGENDER

CATEGORY	HEADS 2020	PERCENTAGE 2020	PERCENTAGE 2019	PERCENTAGE 2018
Yes	8	0.2%	0.4%	0.3%
No	1712	41%	39%	41%
Prefer not to say	39	0.9%	1.1%	1.0%
No data held	2420	58%	59%	57%

Section 1.8 - Staff by Contract Term

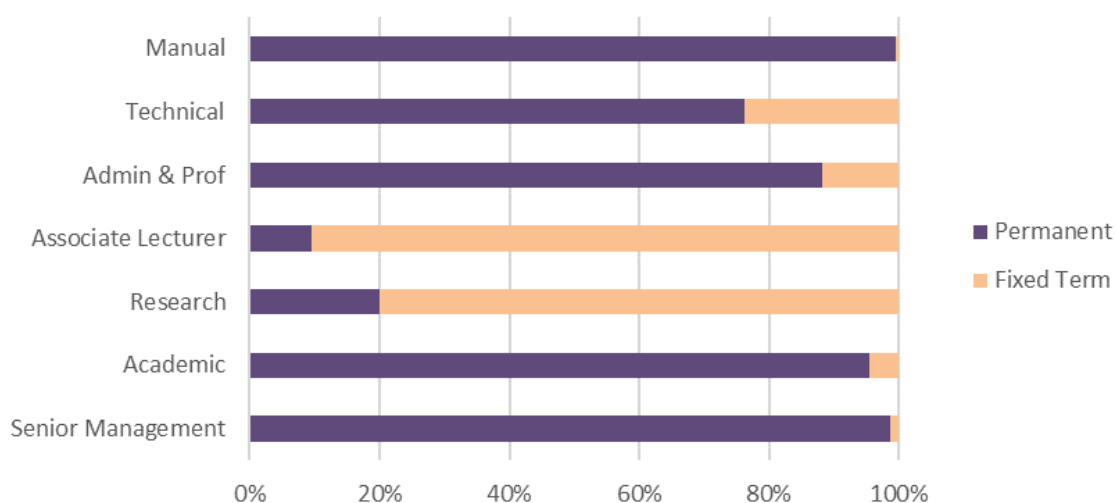


*NK = not known

In 2020 a slightly higher proportion of disabled staff were on permanent contracts compared to staff with no declared disability; a higher proportion of BAME staff were on fixed term and temporary contracts compared to white staff; a higher proportion of male staff were on permanent contracts than female staff.

Overall in 2020 the workforce is 78% permanent, 18% fixed term and 4% temporary.

Job Group by Contract Term



Associate lecturers and research staff are mainly on fixed term contracts.

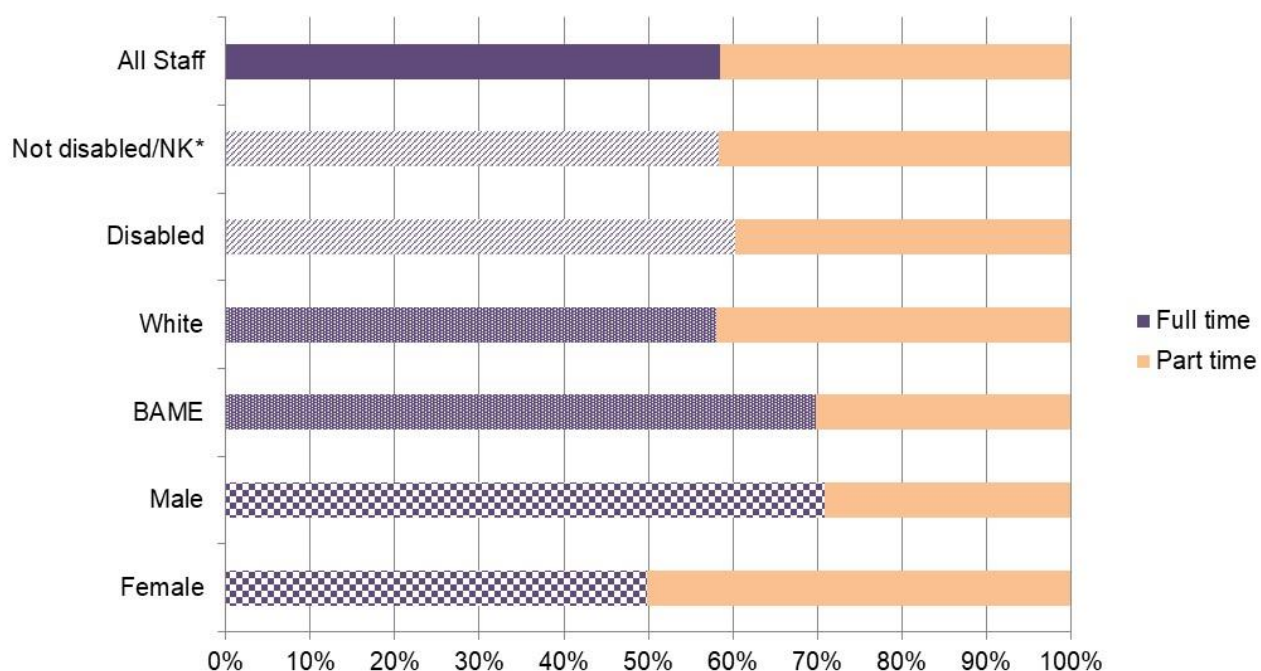
TABLE 13 – CONTRACT TYPE BY EQUALITY GROUP

TYPE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %
Permanent	2020	3264	1373	42%	1891	58%
	2019	3202	1348	42%	1854	58%
	2018	3183	1334	42%	1849	58%
Fixed Term	2020	760	305	40%	455	60%
	2019	781	318	41%	463	59%
	2018	795	323	41%	472	59%
Temporary	2020	155	53	34%	102	66%
	2019	99	34	34%	65	66%
	2018	118	35	30%	83	70%

TYPE	YEAR	ALL HEADS	BAME	BAME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %
Permanent	2020	3264	355	10.9%	2808	86%	101	3.1%
	2019	3202	312	9.7%	2782	87%	108	3.4%
	2018	3183	298	9.4%	2781	87%	104	3.3%
Fixed Term	2020	760	116	15.3%	587	77%	57	7.5%
	2019	781	126	16.1%	595	76%	60	7.7%
	2018	795	113	14.2%	625	79%	57	7.2%
Temporary	2020	155	19	12.3%	99	64%	37	24%
	2019	99	16	16.2%	73	74%	10	10%
	2018	118	18	15.3%	71	60%	29	25%

TYPE	YEAR	ALL HEADS	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Permanent	2020	3264	238	7.3%	3026	93%
	2019	3202	229	7.2%	2973	93%
	2018	3183	221	6.9%	2962	93%
Fixed Term	2020	760	54	7.1%	706	93%
	2019	781	41	5.2%	740	95%
	2018	795	45	5.7%	750	94%
Temporary	2020	155	8	5.2%	147	95%
	2019	99	5	5.1%	94	95%
	2018	118	7	5.9%	111	94%

Section 1.9 - Staff by Contract Mode



*NK = not known

In 2020 a slightly higher proportion of disabled staff were working full time compared to staff without a declared disability; a higher proportion of BAME staff were working full time compared to white staff; a higher proportion of male staff were working full time compared to female staff.

Overall in 2020 the workforce is 59% full time and 41% part time.

TABLE 14 – MODE OF EMPLOYMENT BY EQUALITY GROUP

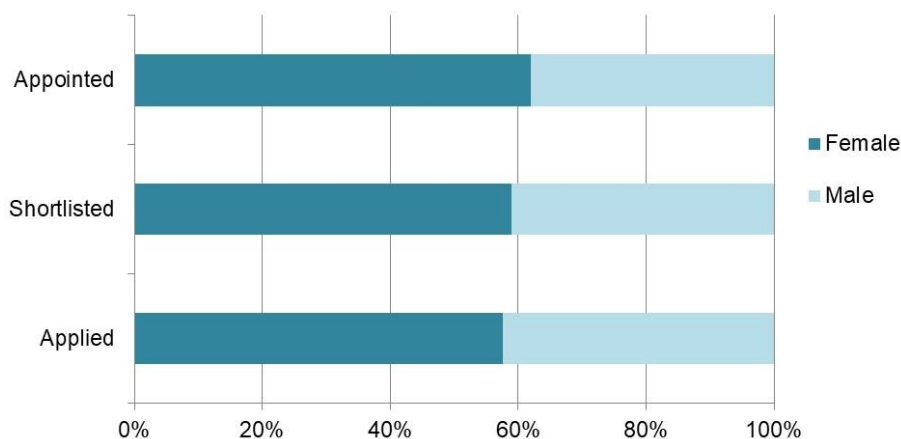
MODE	YEAR	ALL HEADS	MALE	MALE %	FEMALE	FEMALE %
Full Time	2020	2446	1226	50%	1220	50%
	2019	2402	1217	51%	1185	49%
	2018	2372	1205	51%	1167	49%
Part Time	2020	1733	505	29%	1228	71%
	2019	1680	483	29%	1197	71%
	2018	1724	487	28%	1237	72%

MODE	YEAR	ALL HEADS	BAME	BAME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %
Full Time	2020	2446	342	14%	2028	83%	76	3.1%
	2019	2402	314	13%	2013	84%	75	3.1%
	2018	2372	275	12%	2030	86%	67	2.8%
Part Time	2020	1733	148	8.5%	1466	85%	119	6.9%
	2019	1680	140	8.3%	1437	86%	103	6.1%
	2018	1724	154	8.9%	1447	84%	123	7.1%

MODE	YEAR	ALL HEADS	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
Full Time	2020	2446	181	7.4%	2265	93%
	2019	2402	177	7.4%	2225	93%
	2018	2372	172	7.3%	2200	93%
Part Time	2020	1733	119	6.9%	1614	93%
	2019	1680	98	5.8%	1582	94%
	2018	1724	101	5.9%	1623	94%

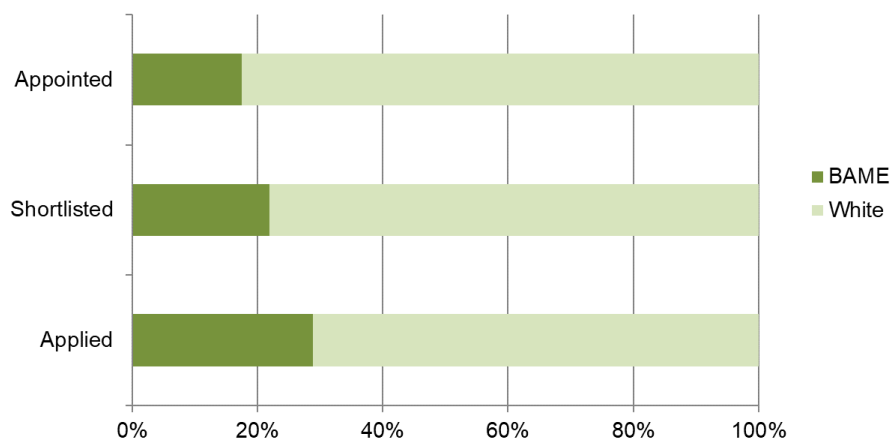
Section 2 – Staff Recruitment

Recruitment by Sex



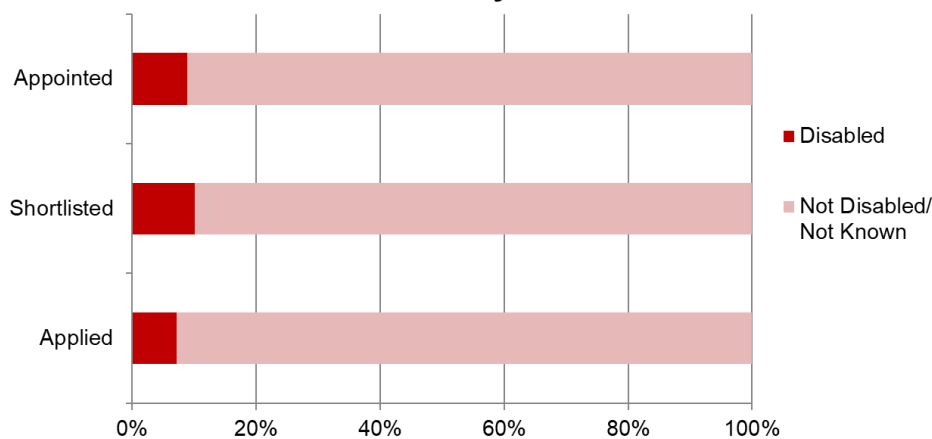
The 2019/20 data shows that female applicants are appointed in higher proportion compared to male applicants. See table 15 on page 31 for historical data.

Recruitment by Ethnicity



BAME applicants have a lower rate of recruitment success compared to white applicants. See table 15 on page 31 for historical data.

Recruitment by Disabled Status



Applicants declaring a disabled were shortlisted in higher proportion to those who did not declare as disabled and were appointed in slightly lower proportion; 7.2% of applicants declared as disabled. See table 15 on page 31 for historical data.

The average age of UWE starters in 2020 was 36 years, the same as in 2019.

TABLE 15 – RECRUITMENT BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BAME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2020															
Applied	7984	3387	42%	4562	57%	2210	28%**	5536	69%**	238	3.0%	574	7.2%	7410	93%
Shortlisted	1788	735	41%	1050	59%	383	21%	1340	75%	65	3.6%	180	10%	1608	90%
Appointed	522	197	38%	324	62%	88	17%	415	80%	19	3.6%	46	8.8%	476	91%
2019															
Applied	10100	4443	44%	5538	55%	2473	24%	7355	73%	272	2.7%	810	8.0%	9290	92%
Shortlisted	2410	1029	43%	1359	56%	1891	19%	1891	78%	60	2.5%	278	12%	2132	88%
Appointed	778	309	40%	462	59%	636	16%	636	82%	17	2.2%	56	7.2%	722	93%
2018															
Applied	11090	4795	43%	6133	55%	2351	21%	8513	77%	226	2.0%	884	8.0%	10206	92%
Shortlisted	2238	962	43%	1243	56%	353	16%	1846	82%	39	1.7%	233	10%	2005	90%
Appointed	783	315	40%	463	59%	120	15%	656	84%	7	0.9%	66	8.4%	717	92%

Data relates to the period August to July.

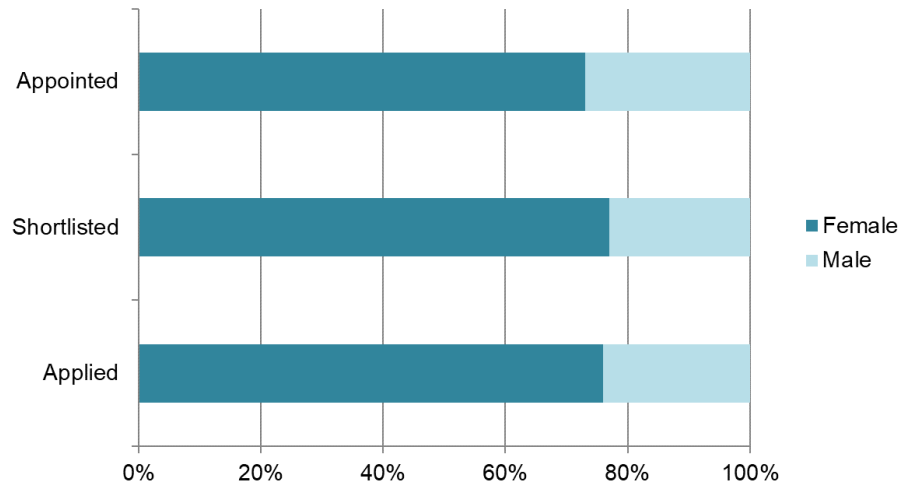
* Data excludes applicants who selected other as their sex: 162 in 2018; 119 in 2019; 35 in 2020

** In 2020 there were 443 BAME applicants and 78 White applicants who did not have right to work in the UK.

The volume of recruitment activity in 2020 was impacted by the COVID-19 Coronavirus pandemic.

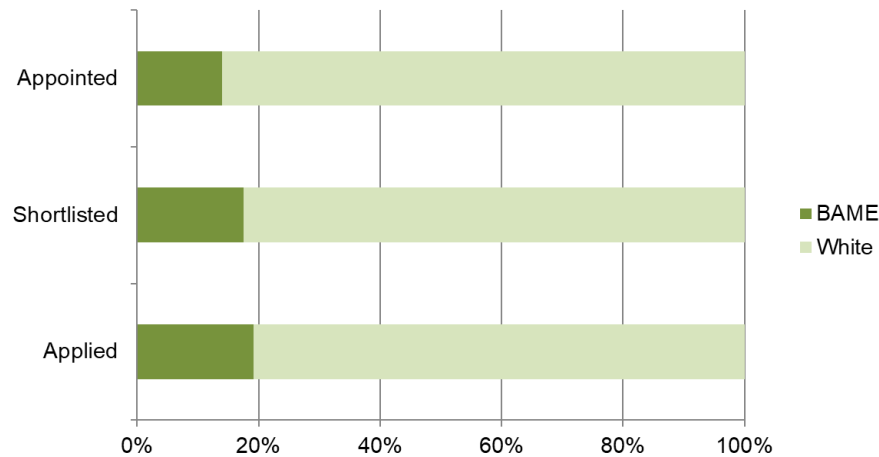
Recruitment to the Temporary Staff Unit Bank

TSU Recruitment by Sex



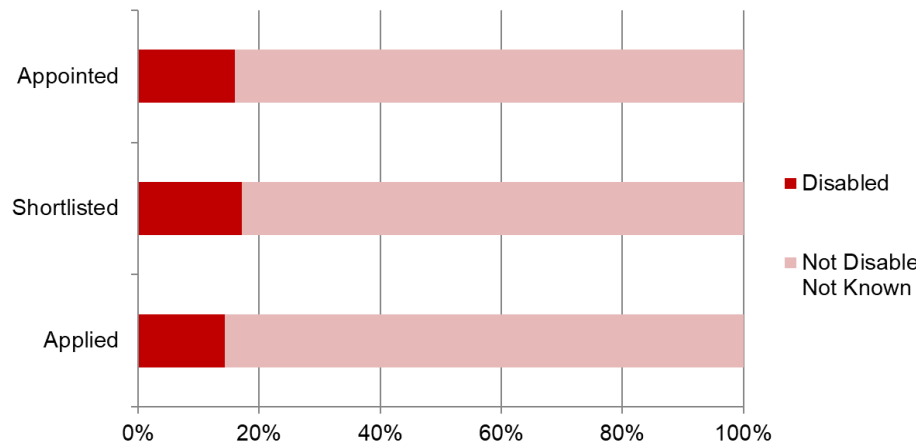
The 2019/20 figures show that the female applicants were shortlisted in higher proportion and appointed in lower proportion compared to male applicants. See table 16 on page 33 for historical data.

TSU Recruitment by Ethnicity



Compared to white applicants, a lower proportion of BAME applicants were shortlisted and appointed. See table 16 on page 33 for historical data.

TSU Recruitment by Disabled Status



Applicants declaring as disabled had a slightly higher rate of recruitment success compared to those who did not declare as disabled; 14% of applicants declared as disabled. See table 16 on page 33 for historical data.

TABLE 16 - RECRUITMENT TO THE TEMPORARY STAFF UNIT BANK BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BAME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2020</u>															
Applied	189	45	24%	143	76%	35	19%	147	78%	7	3.7%	27	14%	162	86%
Shortlisted	64	15	23%	49	77%	11	17%	52	81%	1	1.6%	11	17%	53	83%
Appointed	44	12	27%	32	73%	6	14%	37	84%	1	2.3%	7	16%	37	84%
<u>2019</u>															
Applied	112	36	32%	72	64%	23	21%	86	77%	3	2.7%	11	10%	101	90%
Shortlisted	65	20	31%	43	66%	15	23%	50	77%	0	0%	5	7.7%	60	92%
Appointed	29	12	41%	16	55%	4	14%	25	86%	0	0%	1	3.4%	28	97%
<u>2018**</u>															
Applied	58	18	31%	39	67%	11	19%	45	78%	2	3.4%	7	12%	51	88%
Shortlisted	33	13	39%	20	61%	7	21%	25	76%	1	3.0%	5	15%	28	85%
Appointed	26	10	38%	16	62%	4	15%	21	81%	1	3.8%	4	15%	22	85%

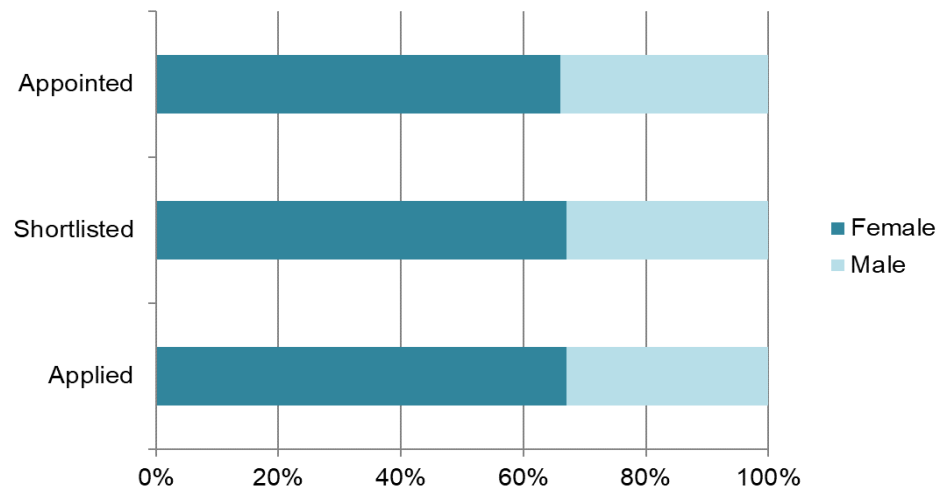
Data relates to the period August to July.

* Data excludes applicants who selected Other as their sex: 1 in 2018; 4 in 2019; 1 in 2020

**In 2018 there was a reduced need to recruit temporary staff due to lower turnover and reduced demand.

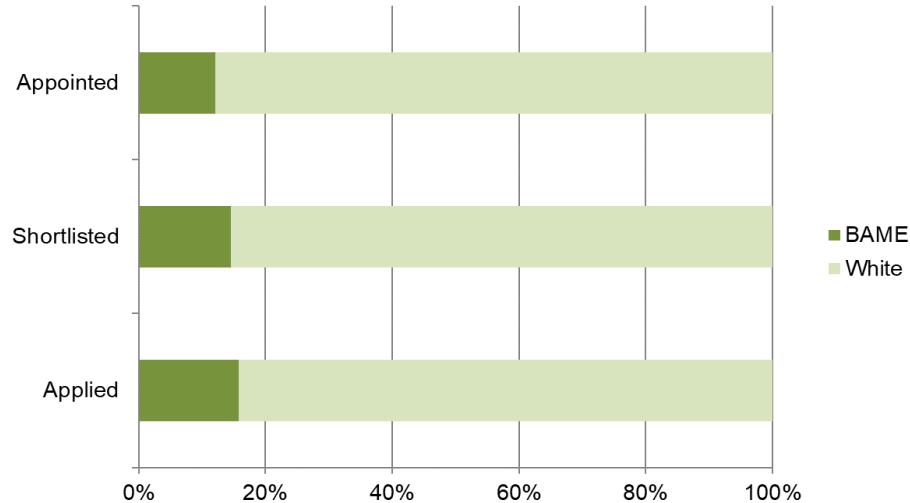
Recruitment of Internal Candidates

Internal Recruitment by Sex



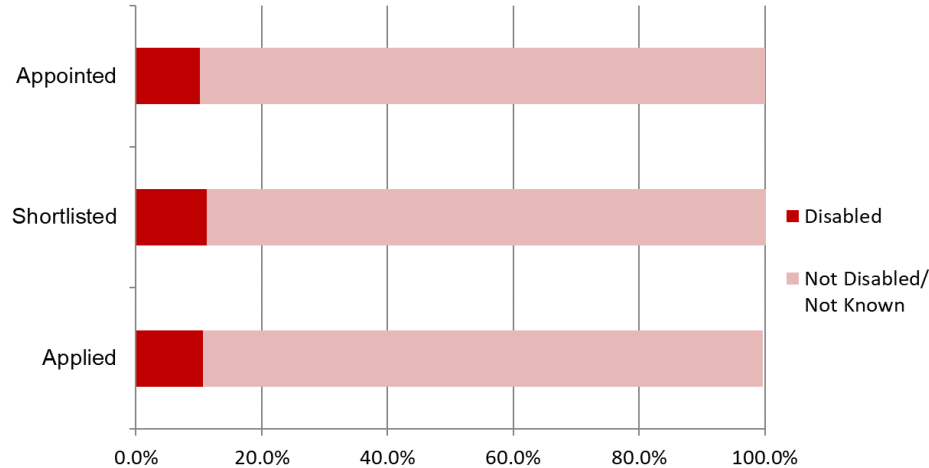
In 2019/20 female and male internal applicants generally had equal recruitment success. See table 17 on page 35 for historical data.

Internal Recruitment by Ethnicity



In 2019/20 internal BAME applicants had a lower rate of recruitment success compared to white applicants. The proportion of BAME internal applicants is higher than the UWE BAME workforce of 11.7%. See table 17 on page 35 for historical data.

Internal Recruitment by Disabled Status



The proportion of internal applicants declaring as disabled is 11% and is higher than the UWE disabled workforce of 7.2%. The figures show a slightly higher proportion were shortlisted and a slightly lower proportion appointed compared to those not declaring as disabled. See table 17 on page 35 for historical data.

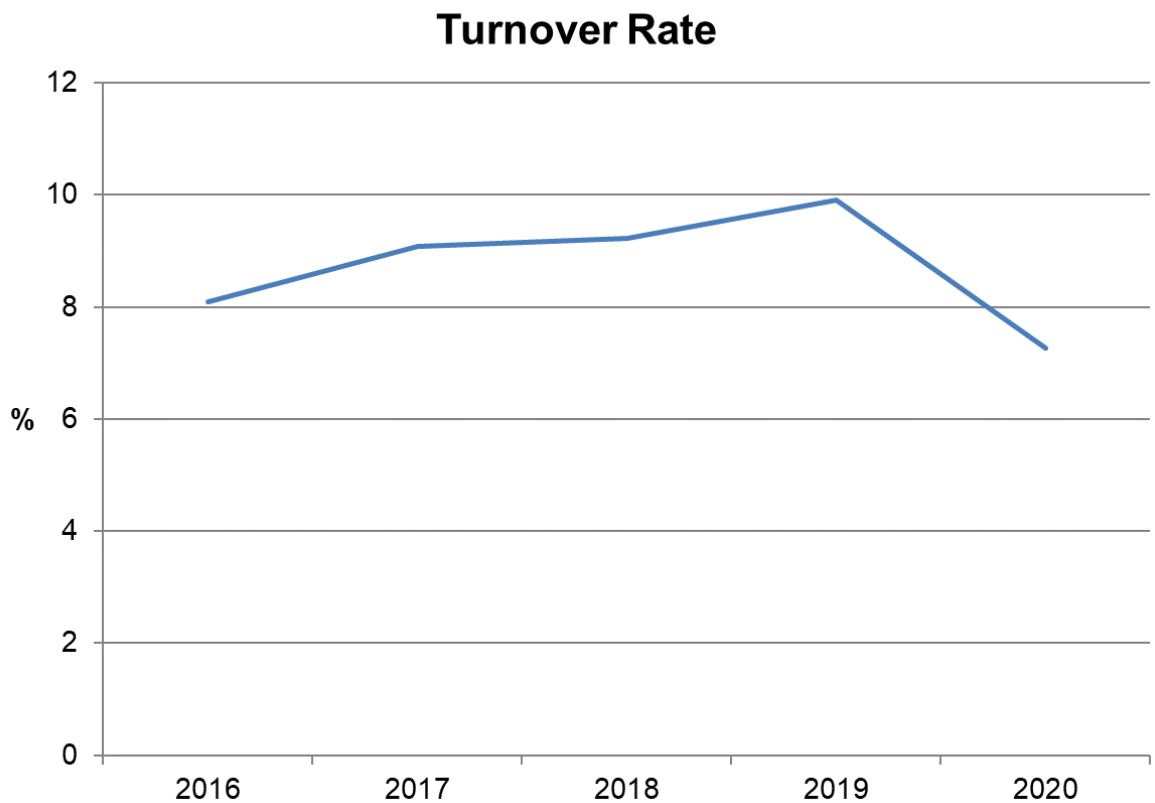
TABLE 17 - INTERNAL RECRUITMENT ONLY BY EQUALITY GROUP

	ALL	MALE*		FEMALE*		BAME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED / NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2020</u>															
Applied	615	201	33%	414	67%	92	15%	489	80%	34	5.5%	66	11%	549	89%
Shortlisted	356	117	33%	239	67%	49	14%	289	81%	18	5.1%	40	11%	316	89%
Appointed	148	50	34%	98	66%	17	11%	125	84%	6	4.1%	15	10%	133	90%
<u>2019</u>															
Applied	1142	428	37%	708	62%	217	19%	905	79%	20	1.8%	142	12%	1000	88%
Shortlisted	654	245	37%	405	62%	102	16%	540	83%	12	1.8%	97	15%	557	85%
Appointed	292	107	37%	183	63%	41	14%	246	84%	5	1.7%	30	10%	262	90%
<u>2018</u>															
Applied	1215	501	41%	696	57%	191	16%	1006	83%	18	1.5%	128	11%	1087	89%
Shortlisted	655	257	39%	387	59%	93	14%	551	84%	11	1.7%	77	12%	578	88%
Appointed	324	124	38%	198	61%	50	15%	271	84%	3	0.9%	34	10%	290	90%

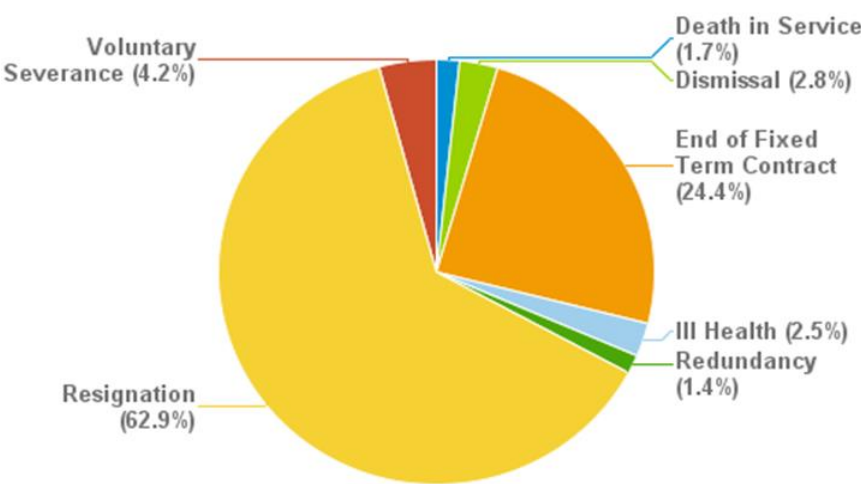
Data relates to the period August to July.

* Data excludes applicants who selected Other as their sex: 18 in 2018; 6 in 2019

Section 3 - Leavers



Between 2016 and 2019, the rate at which staff left UWE employment (excluding at the end of a fixed term contract) increased. In 2020 the turnover rate has decreased from 9.9% to 7.3% - an impact of the COVID19 Coronavirus pandemic.



The main categories of leaver in 2020 were resignation, followed by end of fixed term contract. See table 18 on page 33 for historical data.

The average age of UWE leavers in 2020 was 47 years, compared to 42 years in 2019, and slightly higher than the average age of all UWE staff which is 45 years.

TABLE 18 – LEAVERS BY CATEGORY BY EQUALITY GROUP

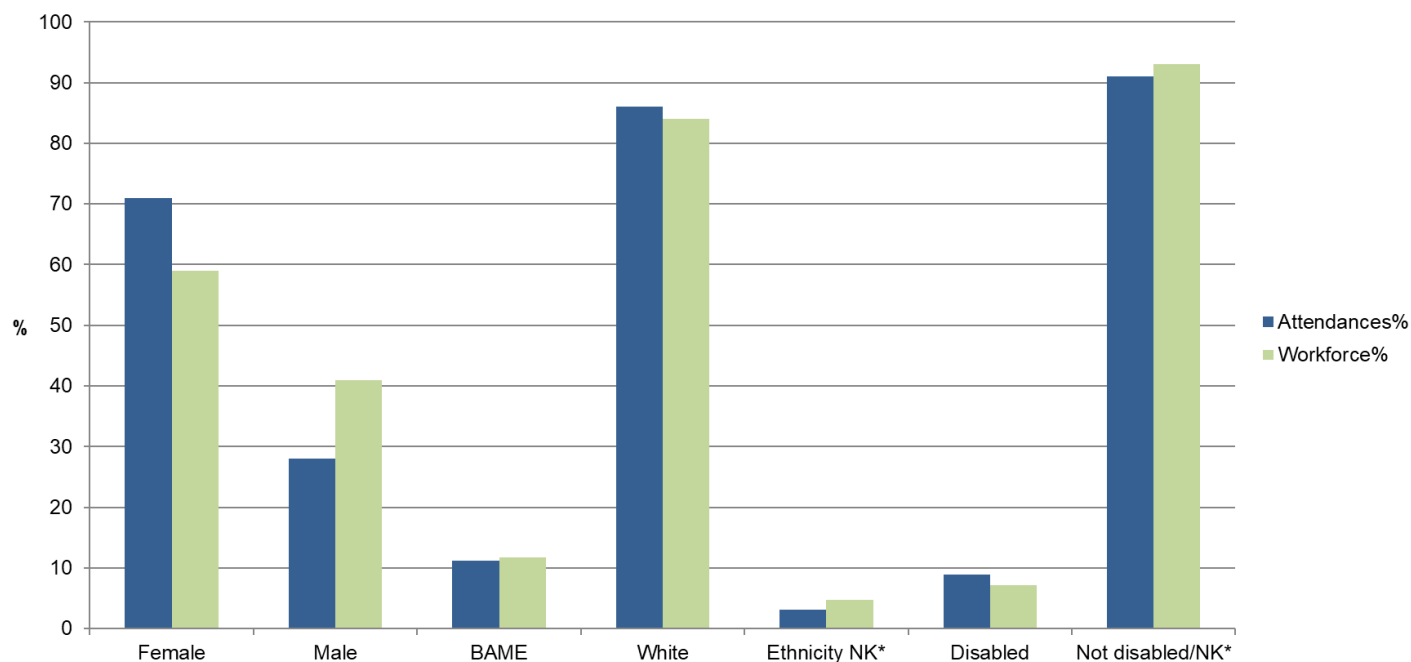
LEAVER CATEGORY	HEADS	MALE	FEMALE	BAME	WHITE	ETHNICITY NOT KNOWN	DISABLED	NOT DISABLED/ NOT KNOWN
Death in Service	6	4	2		6		3	3
Dismissal	10	4	6	3	6	1	3	7
End of Fixed Term Contract	86	32	54	22	58	6	9	77
Ill Health	9	3	6	1	8		5	4
Redundancy	5	2	3		5		1	4
Resignation	222	87	135	32	182	8	18	204
Voluntary Severance	15	5	10	1	14		2	13
ALL LEAVERS - 2020	353	137 (39%)	216 (61%)	59 (17%)	279 (79%)	15 (4.2%)	41 (11.6%)	312 (88%)
ALL LEAVERS - 2019	448	177 (39%)	271 (61%)	51 (12%)	377 (84%)	20 (4.5%)	32 (7.1%)	416 (93%)
ALL LEAVERS - 2018	441	169 (38%)	272 (62%)	51 (12%)	378 (86%)	12 (2.7%)	46 (10%)	395 (90%)

TABLE 19 – REASONS FOR LEAVING (data is taken from the exit survey completed by leavers)

REASON	FACULTIES	SERVICES	TOTALS 2020	TOTALS 2019	TOTALS 2018
Change of career path	3	4	7	12	16
Giving up employment	1	4	5	16	15
Seeking a more challenging role/development	1	2	3	15	13
Promotion/prospects	1	3	4	12	11
Moving out of area	2	2	4	9	7
End of fixed term contract	5	10	15	8	7
Personal/domestic reasons	2	3	5	5	6
Higher salary/better benefits	1	1	2	3	6
Workload demands/stress	1	0	1	3	5
Organisational culture/working relations	2	0	2	9	5
Management style		3	3	6	5
Job insecurity/impact of changes	2	1	3	2	4
Discrimination/harassment	0	0	0	2	4
Travel difficulties to/from work	1	0	1	1	3
Returning to education	0	0	0	0	1
Seeking more flexible working	0	0	0	0	1
Other	2	0	2	0	0
NUMBER OF RESPONDENTS	24	33	57	103	109

Section 4 – Staff Development and Career Progression

Internal Training Attendances 2020



*NK = not known

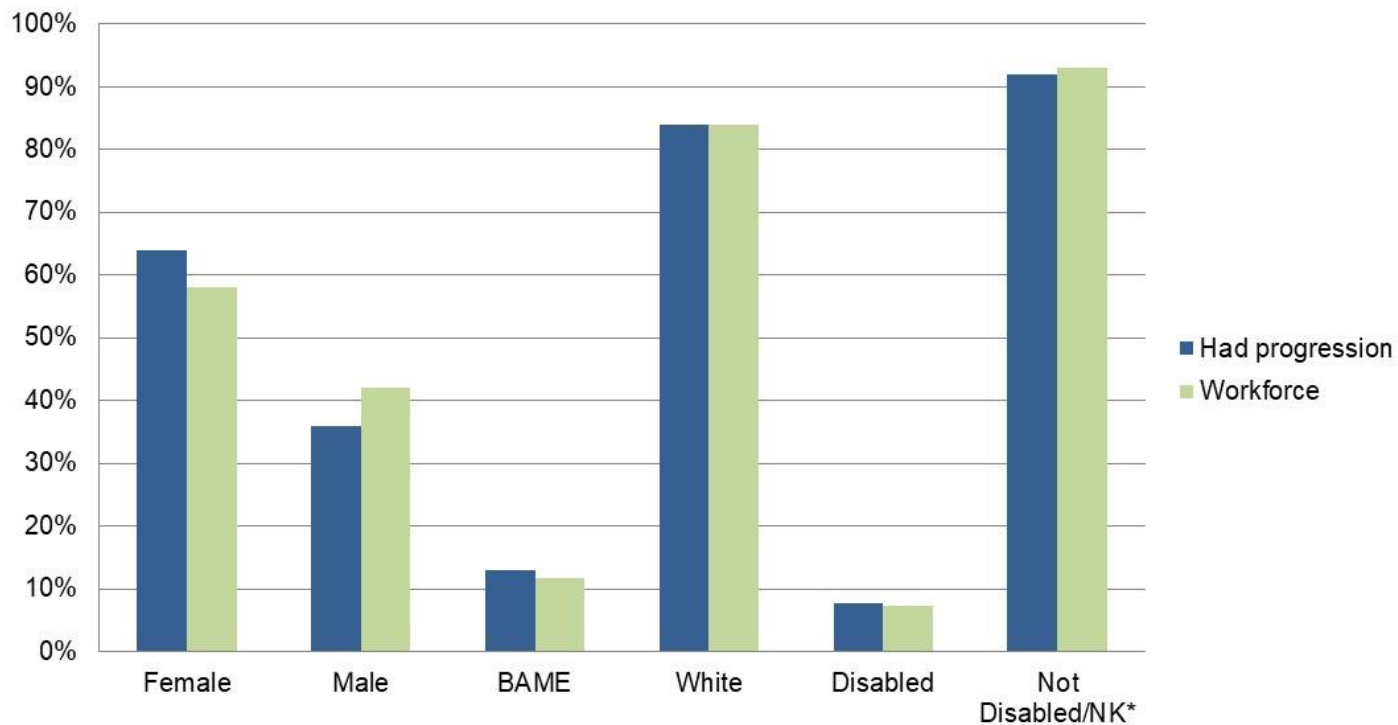
In 2020 UWE internal training course opportunities were taken up in higher proportion by female staff and disabled staff, and in lower proportion by BAME staff and compared to their representation in the workforce.

TABLE 20 – INTERNAL TRAINING ATTENDANCES BY EQUALITY GROUP

YEAR	ALL	MALE	MALE %	FEMALE	FEMALE %	BAME	BAME %	WHITE	WHITE %	ETHNICITY NOT KNOWN	ETHNICITY NOT KNOWN %	DISABLED	DISABLED %	NOT DISABLED/ NOT KNOWN	NOT DISABLED/ NOT KNOWN %
2020	5628	1553	28%	4075	72%	631	11.2%	4823	86%	174	3.1%	501	8.9%	5127	91%
2019	5649	1803	32%	3846	68%	557	9.9%	4907	87%	185	3.3%	594	11%	5055	89%
2018	6317	1949	31%	4368	69%	496	7.9%	5636	89%	185	2.9%	455	7.2%	5862	93%

Data excludes compulsory fire safety, equality, data protection and information security training.

Career Progression 2020



In 2020 career progression opportunities (promotion, regrading, secondment/ temporary upgrade) were taken up in higher proportion by female staff and by disabled staff compared to their representation in the workforce.

*NK = not known

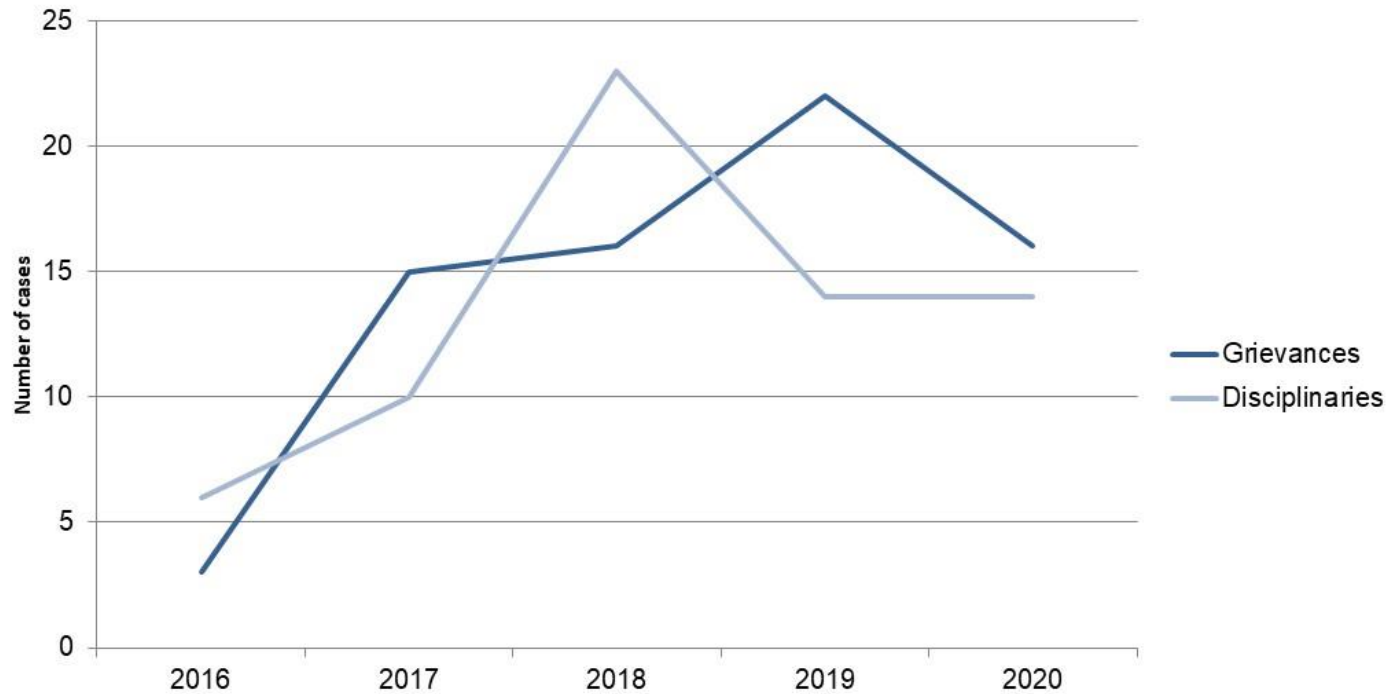
TABLE 21 – CAREER PROGRESSION BY EQUALITY GROUP

YEAR	TOTAL	MALE		FEMALE		BAME		WHITE		ETHNICITY		DISABLED		NOT DISABLED/	
		Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2020	155	56	36%	99	64%	20	13%	130	84%	5	3.2%	12	7.7%	143	92%
2019	262	87	33%	175	67%	28	11%	229	87%	5	1.9%	20	7.6%	242	92%
2018	302	117	39%	185	61%	34	11%	259	86%	9	3.0%	16	5.3%	286	95%

TABLE 22 – CAREER PROGRESSION BY TYPE

TYPE	YEAR	TOTAL	MALE		FEMALE		BAME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED/ NOT KNOWN	
			Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
Promotion	2020	73	27	37%	46	63%	10	14%	59	81%	4	5.5%	4	5.5%	69	95%
	2019	133	54	41%	79	59%	15	11%	115	86%	3	2.3%	11	8.3%	122	92%
	2018	163	66	40%	97	60%	17	10%	140	86%	6	3.7%	8	4.9%	155	95%
Regrading	2020	22	8	36%	14	64%	3	14%	19	86%	0		2	9.1%	20	91%
	2019	33	12	36%	21	64%	5	15%	27	82%	1	3.0%	0	0%	33	100%
	2018	41	23	56%	18	44%	6	15%	34	83%	1	2.4%	1	2.4%	40	98%
Secondment & Acting up	2020	60	21	35%	39	65%	7	12%	52	87%	1	1.7%	6	10%	54	90%
	2019	96	21	22%	75	78%	8	8.3%	87	91%	1	1.0%	9	9.4%	87	91%
	2018	98	28	29%	70	71%	11	11%	85	87%	2	2.0%	7	7.1%	91	93%

Section 5 – Formal Procedures



The number of formal grievances and disciplinary cases have increased in 2020. A full breakdown, including historical data and analysis by equality strand, is shown in the tables below, but it is difficult to ascribe statistical significance to the data due to low numbers.

TABLE 23 – STAFF GRIEVANCES BY EQUALITY GROUP

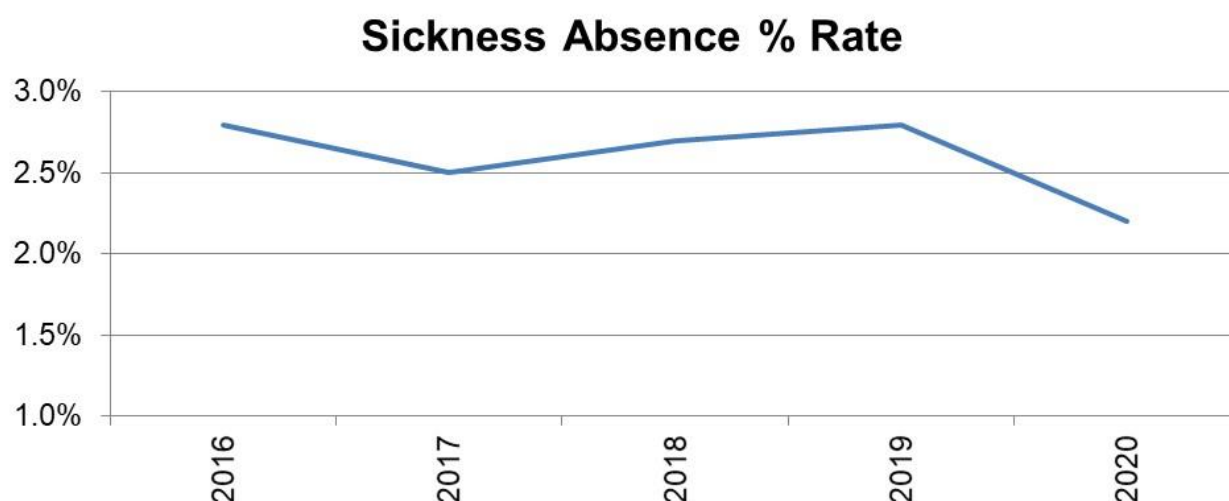
YEAR	ALL	MALE		FEMALE		BAME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED/ NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
2020*	16	4	31%	9	69%	2	15%	11	85%	-	-	3	23%	10	77%
2019*	22	6	29%	15	71%	4	19%	15	71%	2	9.5%	4	19%	17	81%
2018	16	6	38%	10	62%	-	-	15	94%	1	6%	4	25%	12	75%

* Collective grievances not included in equality analysis: one in 2019, three in 2020.

TABLE 24 – STAFF DISCIPLINARIES BY TYPE BY EQUALITY GROUP

YEAR/TYPE	ALL	MALE		FEMALE		BAME		WHITE		ETHNICITY NOT KNOWN		DISABLED		NOT DISABLED/ NOT KNOWN	
	Heads	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%	Heads	%
<u>2020</u>															
Conduct	12	7	58%	5	42%	5	42%	6	50%	1	8.3%	2	17%	10	83%
Capability	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Performance	2	2	100%	-	-	1	50%	1	50%	-	-	1	50%	1	50%
Total 2020	14	9	64%	5	36%	6	43%	7	50%	1	7.1%	3	21%	11	79%
Total 2019	14	12	86%	2	14%	3	21%	10	71%	1	7.1%	-	-	14	100%
Total 2018	23	12	52%	11	48%	4	17%	19	83%	-	-	2	9%	21	91%

Section 6 – Sickness Absence

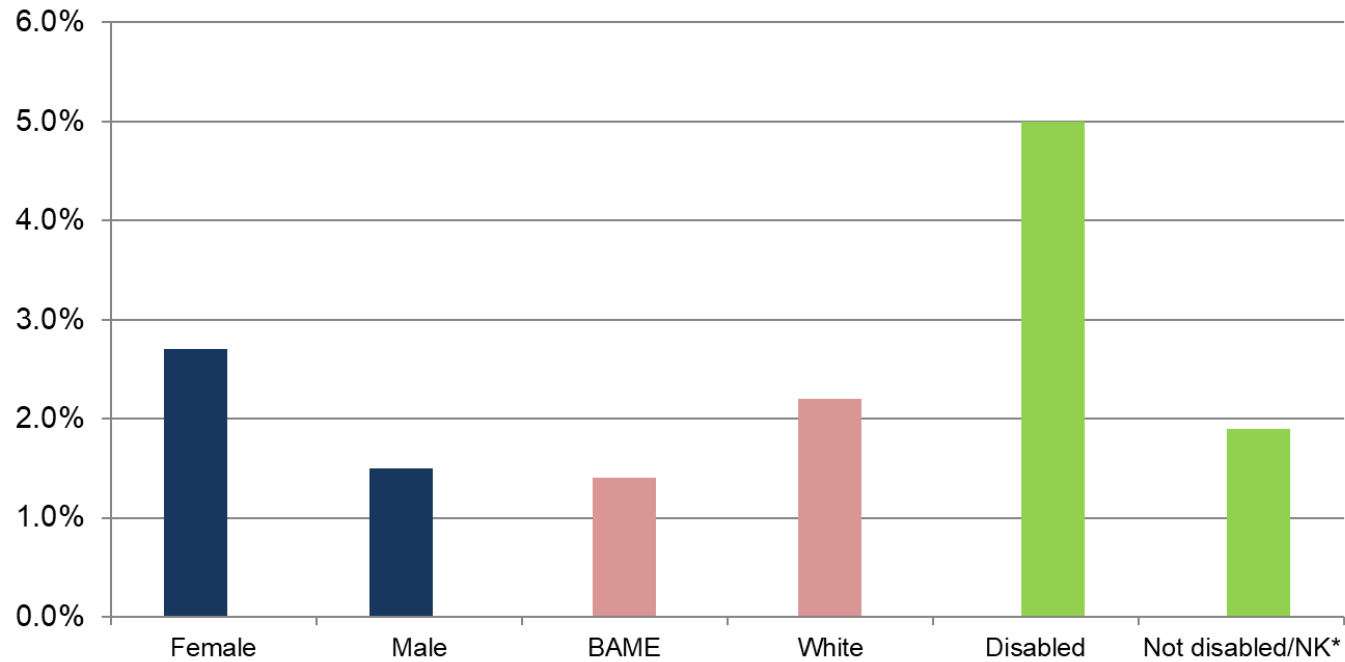


In 2020 the sickness absence rate reduced to 2.2%, an impact of the COVID-19 pandemic. There were 19,585 days lost and 2,577 incidents, so on average sickness incidents were 7.6 days in duration.

TABLE 25 – SICKNESS ABSENCE RATES BY FACULTY/SERVICE

FACULTY/SERVICE	DAYS LOST 2020	INCIDENTS 2020	ABSENCE RATE 2020	ABSENCE RATE 2019	ABSENCE RATE 2018
ACE Faculty of Arts Creative Industries & Education	1567	160	1.7%	1.8%	2.2%
FBL Faculty of Business & Law	1150	86	1.4%	1.8%	2.1%
FET Faculty of Environment & Technology	1071	142	0.8%	1.3%	1.1%
HAS Faculty of Health & Applied Sciences	2517	207	1.5%	1.9%	2.1%
Faculty sub total	6305	595	1.4%	1.7%	1.8%
APD Academic Practice Directorate	197	7	5.4%	1.3%	0.9%
DIR Directorate	30	13	0.3%	0.3%	0.4%
FAC Facilities	5317	470	4.1%	4.8%	4.8%
FIN Finance Department	391	71	1.8%	2.8%	3.0%
HRS Human Resources	275	49	1.9%	4.4%	3.2%
ITS IT Services	864	157	2.0%	3.3%	3.0%
LCI Library Careers and Inclusivity	1085	250	2.0%	2.9%	3.0%
RBI Research Business & Innovation	461	110	2.0%	3.6%	2.6%
SAS Student and Academic Services	3504	629	4.1%	5.0%	4.3%
SCM Strategic Communications and Marketing	147	61	0.8%	3.3%	3.0%
SFS Future Students	894	139	3.6%	3.6%	2.6%
SPO Strategic Programmes Office	115	26	1.6%	2.6%	1.3%
Services sub total	13280	1982	3.0%	4.0%	3.7%
All services excluding manual staff	9181	1670	2.5%	3.6%	3.3%
Manual staff only	4099	312	5.4%	6.1%	5.3%
All Staff	19585	2577	2.2%	2.8%	2.7%

Sickness Absence Rate by Equality Group 2020



In 2020 the absence percentage rate was higher for female staff, lower for BAME staff and higher for disabled staff (NB: data includes disability-related absence – see below).

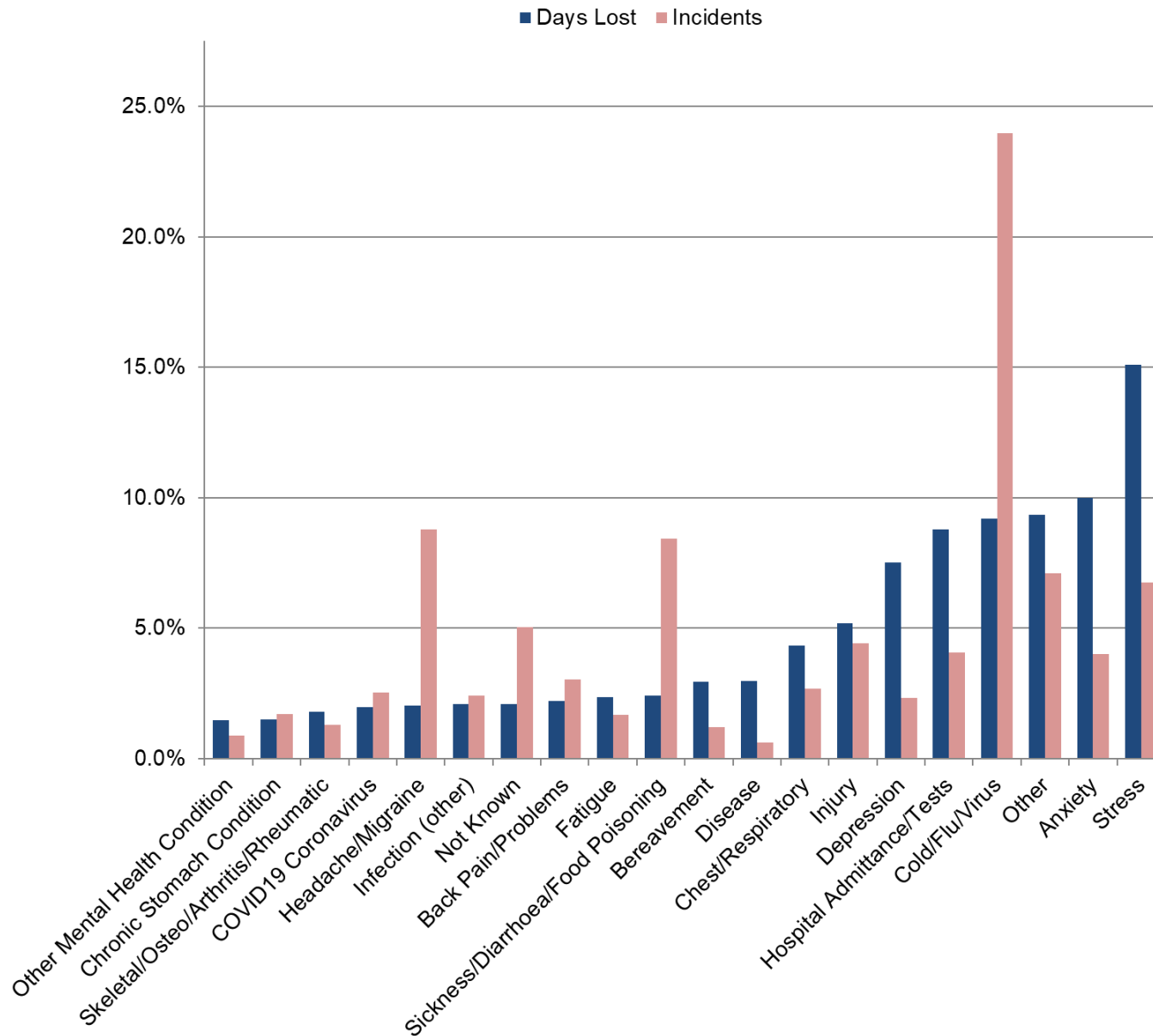
*NK = not known.

TABLE 26 – SICKNESS ABSENCE RATES BY EQUALITY GROUP

YEAR	ALL	MALE	FEMALE	BAME	WHITE	ETHNICITY NOT KNOWN	DISABLED	NOT DISABLED/ NOT KNOWN
2020	2.2%	1.5%	2.7%	1.4%	2.2%	2.9%	5.0%	1.9%
2019	2.8%	1.9%	3.5%	2.3%	2.9%	2.8%	7.3%	2.5%
2018	2.7%	2.0%	3.3%	1.5%	2.9%	2.7%	6.3%	2.5%

Data includes disability related sickness absence, a classification first made available to staff in 2017. 90 staff reported disability related sickness in 2020 absence amounted to 2,169 days.

Sickness Reasons 2020



In 2020 the most days lost were due to stress/depression/anxiety/other mental health condition at 6,674 days (up from 6,189 in 2019).

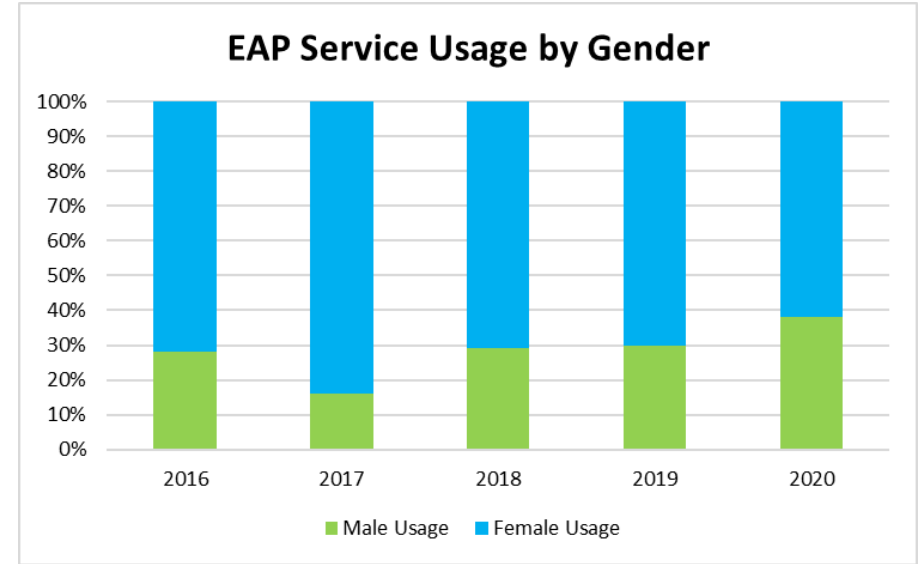
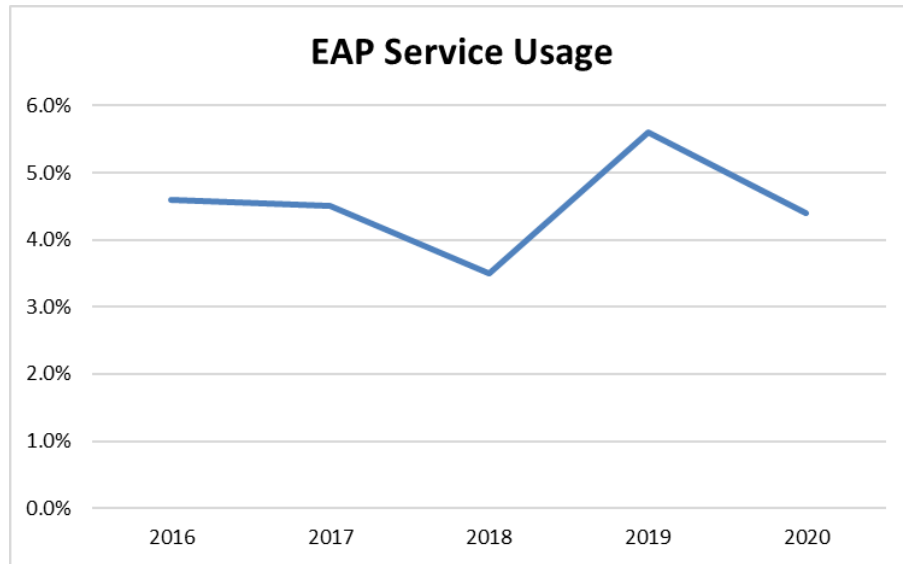
Cold/flu/virus continues to be the reason with the highest incident rate at 618 incidents, but down significantly from 1,446 in 2019. This is suggestive of being an impact of the COVID19 pandemic.

The chart is restricted to reasons with an absence rate of 1% or more; data on all reasons and historical data is available in table 27 on page 41.

TABLE 27 - REASONS FOR SICKNESS ABSENCE

Proportion of days lost				Proportion of incidents			
ABSENCE REASON	2020	2019	2018	ABSENCE REASON	2020	2019	2018
Stress	15.1%	15.1%	19.2%	Cold/Flu/Virus	24.0%	32.1%	27.0%
Anxiety	10.0%	3.0%	Less than 1%	Headache/Migraine	8.8%	6.5%	7.7%
Other	9.3%	8.3%	6.7%	Sickness/Diarrhoea/Food Poisoning	8.4%	11.3%	12.5%
Cold/Flu/Virus	9.2%	13.3%	11.4%	Other	7.1%	6.2%	4.6%
Hospital Admittance/Tests	8.8%	7.9%	10.9%	Stress	6.8%	3.2%	5.6%
Depression	7.5%	4.2%	5.1%	Not Known	5.0%	7.2%	11.8%
Injury (sprains/strains/bruises/broken bones)	5.2%	5.5%	8.4%	Injury (sprains/strains/bruises/broken bones)	4.4%	3.8%	4.0%
Chest/Respiratory	4.3%	5.1%	3.4%	Hospital Admittance/Tests	4.1%	3.3%	2.8%
Disease	3.0%	2.8%	2.9%	Anxiety	4.0%	1.2%	Less than 1%
Bereavement	3.0%	1.9%	Less than 1%	Back Pain/Problems	3.0%	2.6%	3.1%
Sickness/Diarrhoea/Food Poisoning	2.4%	3.7%	4.1%	Chest/Respiratory	2.7%	3.5%	2.3%
Fatigue	2.3%	2.7%	3.3%	COVID-19 Coronavirus	2.5%	n/a	n/a
Back Pain/Problems	2.2%	3.2%	2.3%	Infection (not covered by another category)	2.4%	3.8%	5.2%
Not Known	2.1%	4.1%	5.3%	Depression	2.3%	1.1%	1.1%
Infection (not covered by another category)	2.1%	3.1%	3.8%	Chronic Stomach Condition	1.7%	1.9%	1.3%
Headache/Migraine	2.0%	1.8%	2.1%	Fatigue	1.7%	2.4%	2.3%
COVID-19 Coronavirus	2.0%	n/a	n/a	Dizziness/Fainting/Vertigo	1.4%	1.4%	1.7%
Skeletal/Osteo/Arthritis/Rheumatic	1.8%	3.1%	1.5%	Skeletal/Osteo/Arthritis/Rheumatic	1.3%	1.4%	Less than 1%
Chronic Stomach Condition	1.5%	1.4%	1.2%	Bereavement	1.2%	Less than 1%	Less than 1%
Other Mental Health Condition	1.5%	2.3%	1.8%	Dental/Oral	1.1%	1.2%	1.1%
Heart/Blood Pressure	Less than 1%	2.1%	1.2%	Gynaecological Related (PMT/Menstrual/Menopause)	1.0%	1.2%	Less than 1%
Maternity Related		Less than 1%	Less than 1%	Eye Problems	Less than 1%	Less than 1%	
Gynaecological Related (PMT/Menstrual/Menopause)		1.4%	Less than 1%	Other Mental Health Condition			
Dizziness/Fainting/Vertigo		Less than 1%	1.4%	Maternity Related			
Eye Problems			Less than 1%	Disease			
Epilepsy				Heart/Blood Pressure			
Dental/Oral				Skin Condition	Less than 1%	Less than 1%	
Skin Condition				Asthma	Less than 1%	Less than 1%	
Blood Disorder				Allergy			
Asthma				Epilepsy			
Allergy				Diabetes			
Diabetes				Blood Disorder			
Thyroid Condition				Thyroid Condition			

Section 7 – Employee Assistance



The number of staff accessing the services of the Employee Assistance Programme reduced in 2020. The UWE workforce is 58% female and 42% male, therefore the data shows a higher proportion of female staff use the service compared to male staff, though male staff usage is increasing.

TABLE 28 – USE OF EAP SERVICES

TYPE		2020				2019				2018			
		HEADS		MALE	FEMALE	HEADS		MALE	FEMALE	HEADS		MALE	FEMALE
TOTAL HELPLINE USAGE	Legal helpline	182	55	38%	62%	230	83	30%	70%	141	45	29%	71%
	Telephone counselling		127				147				96		

Section 8 – Benchmark Performance Indicators

This table shows the University's performance against HE benchmarking data obtained from UCEA (Universities and Colleges Employers Association) which is generally derived from HESA (Higher Education Statistical Agency) Staff returns completed by all HE Institutions (HEIs). HESA data relates to financial years and the benchmark data is for the most recent year available. The values for UWE shown below are therefore not for the time period or the same data definition as used to produce the same category values shown elsewhere in this report.

Category	Benchmark data			UWE performance					
	HEIs average -median	HEIs upper quartile	Public sector average	Year			Target		
				2017/2018	2018/2019	2019/2020	2021	2022	Long term
Female staff in senior roles	42%			52%	51%	53%			59%
Female professors	28%			39%	44%	45%			59%
BAME staff	14.3%			9.7%	10.2%	11.1%	12%		16%
Disabled staff	5.5%			5.9%	6.0%	6.1%	7.5%		9%
Staff on temporary/fixed term contracts	25%			21%	21%	22%	-	-	-
Part time staff	33%			41%	41%	42%	-	-	-
Voluntary staff turnover	8.2%	9.9%		6.9%	9.4%	-	-	-	-
Sickness: days off per employee	5.5		8.0	7.8	8.0	6.2	HEI Average		
Sickness: % of working days lost	2.5%		3.5%	2.7%	2.8%	2.2%	HEI Average		