

Equality Diversity and Inclusion Pay Gap Reporting

UWE Bristol 2024- 25

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1.0 Executive summary

This report is UWE Bristol's mandatory gender pay gap report for 2024/2025 alongside our pay gap reports for ethnicity and disability. It is based on a snapshot of data as at 31 March 2024. We are also publishing for the first time our intersectional pay gap report.

The pay gap data helps us to understand where we have work to do to drive inclusion across the University and supports our aim to advance equity, diversity, and social justice; to be anti-racist and challenge all forms of discrimination; and, to enable fulfilling and rewarding careers, with learning and development that promotes this culture. By analysing the data and drilling down to where our gaps are prevalent, we can focus actions to address these and measure the impact of these actions.

Our mean gender pay gap has seen consistent decrease since 2017 from 13.2% to 9.2% in 2024. The median pay gap has seen a fluctuating pattern since 2017 which is similar to that seen in the ONS figures. Whilst we saw significant decrease in the median over the past two years, this year has seen a sudden increase from 10.8% to 13.7%. This is mainly driven by women being underrepresented in the higher grades and overrepresented in the lower grades. Several factors have contributed to these figures, including a voluntary severance scheme and a recruitment freeze implemented in late 2023 and early 2024, driven by the financial challenges facing the HE sector.

Comparable external data for our ethnicity and disability pay gaps, are not available in the same manner as gender, as these are not yet mandatory in the UK. Our ethnicity mean pay gap saw a reduction from 7.8% to 6.4% from 2022-23 but has then risen to 9.4% in 2024. We can see that this is driven by a higher proportion of global majority staff in the lower and lower middle quartiles, and a decrease in the upper quartile. Natural turnover of global majority senior staff at the end of 2023 and then a recruitment freeze on all but business critical roles implemented in late 2023 and early 2024, has had an impact on both our mean and median pay gaps. Our actions will focus on tackling these gaps through progression and recruitment activities where the data shows the most impacted areas.

The intersectional pay gap is calculated using the same methodology as gender pay gap reporting. Where sample sizes allow, the analysis underscores the importance of examining pay gaps through an intersectional lens, revealing specific instances of pay inequality. For example, compared to white men, the median pay gap for Global Majority women is 18.6%, which is wider than the gaps experienced by Global Majority men (8.4%) and white women (13.7%).

1.1 Key Initiatives to address our pay gaps:

Initiative	Description
 Career development & progression schemes	Targeted programs to support underrepresented groups, including mentorship schemes and leadership training, along with university wide schemes including Academic Promotion and Career Pathways.
 Recruitment and Retention Strategies	Strategies to attract and retain diverse talent, ensuring all our recruitment practices are inclusive, creating staff reward and recognition schemes that are accessible and inclusive. Including work in the Access and Participation Plan (APP).
 Pay Equity Audits	Regular audits to identify and address pay disparities, ensuring fair and equitable pay across all groups. Ensuring responsibility and accountability for addressing pay gaps in all our Colleges and Services and measuring the impact of any actions.
 Awareness and Training	Ongoing training and awareness programs on unconscious bias, diversity, and inclusion. Focused training in feedback and bias to support programs such as the Academic Promotion scheme.
 Support Networks	Establishing and strengthening support networks for various staff groups to foster a sense of belonging and community. Engaging proactively with these groups to inform development of policies and practice across the university.
 Anti-Racist Strategy	Developing a strategy to create a culture of anti-racism, including changing terminology to Global Majority and launching an Anti-Racist terminology guide and e-learning modules.

2.0 Gender pay gap

2.1 Gender identity

In line with current gender pay gap reporting requirements, data must be reported in a binary format, recognising only men and women. Unfortunately, this means we are unable to include non-binary or other gender identities in this report. The data used for these calculations comes from Her Majesty's Revenue and Customs (HMRC) records, which we acknowledge may not accurately reflect the gender of many trans and non-binary individuals.

For this report, we have used the terms 'gender,' 'men,' and 'women,' though we recognise that, for some, this refers to their biological sex. Gender identity is often assumed based on sex assigned at birth. However, we acknowledge that some people's lived experiences of both sex and gender are more complex than a binary framework suggests. Some people do not fit into these categories, such as non-binary or intersex individuals or someone with variations in sex characteristics, and others may have a gender identity that does not align with the sex they were assigned at birth.

2.2 What is the difference between equal pay and the gender pay gap?

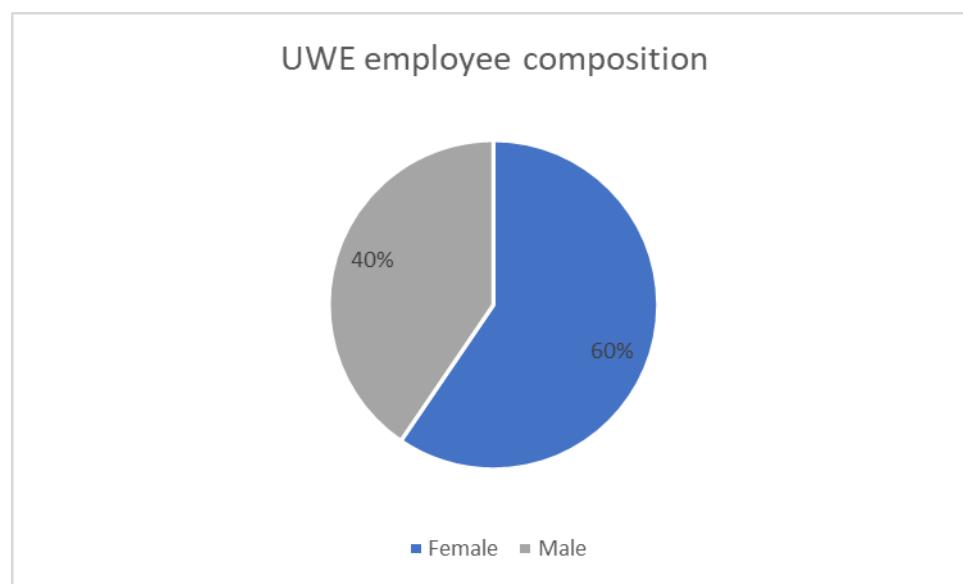
Equal pay is men and women being paid the same for the same, like or equivalent work within the workforce.

The **gender pay gap** is a measure of the difference between the mean (average) or median (mid-point) hourly rate of pay for men and women across the whole workforce.

At UWE Bristol we use job evaluation schemes across all levels of roles to ensure equal pay for work of equal value and are confident through the regular monitoring and reviewing of such schemes that we do not discriminate against men or women in relation to pay.

2.3 UWE BRISTOL employee composition

As of 31 March 2024, 60% of UWE Bristol employees were female, and 40% were male. This is unchanged from last year.

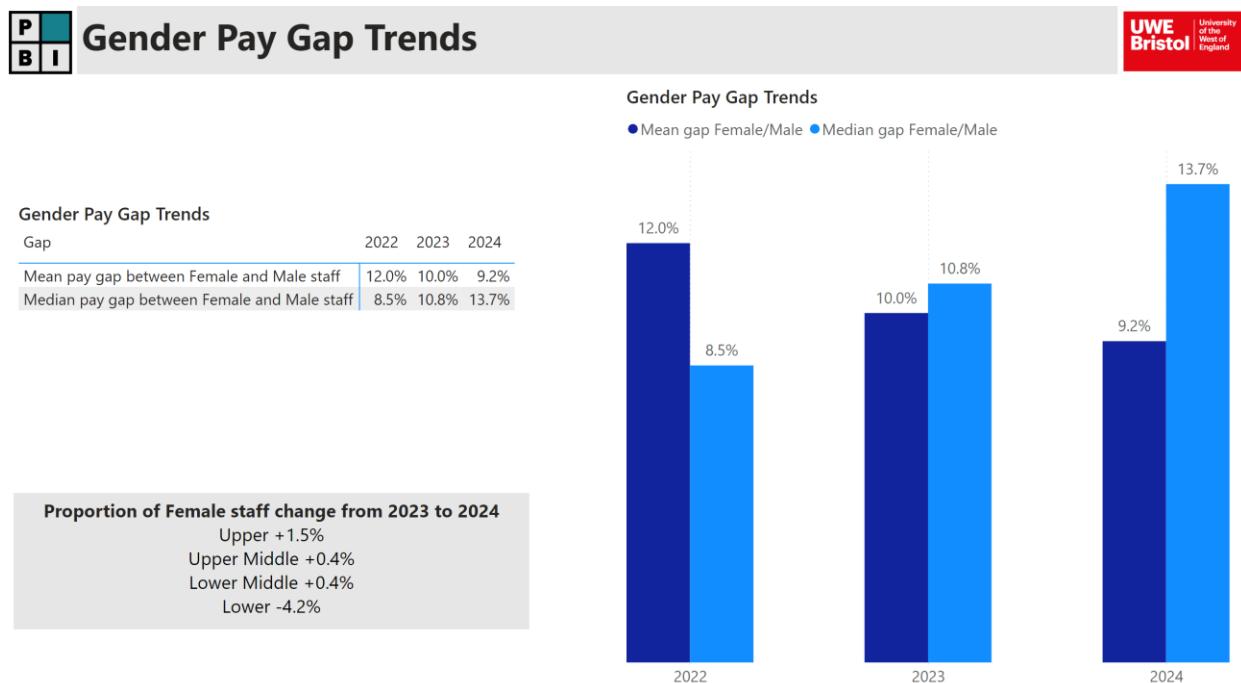


2.4 UWE Bristol gender pay gap 2024

In 2024, the mean gender pay gap is 9.2% and the median gender pay gap is 13.7%. The table below illustrates the pay gap trends since the last report:

- There has been a decrease in the mean gender pay gap by 0.8 percentage points.
- There has been an increase in the median gender pay gap by 2.9 percentage points
- There has been an increase in the number of females in the top quartile by 1.5 percentage point and a 4.2% decrease in the lower quartile.

- No bonuses were paid in year 2024 in line with the government's definition. There is currently no formal bonus scheme in place.



2.5 Gender pay gap over the last 7 years

The table below shows the difference in average hourly pay for men and women and the gender pay gap for 2024 compared with previous years alongside the ONS median pay gap.

- The UWE mean gender pay gap has steadily declined since 2017 with a 4% decrease.
 - The median gender pay gap has seen greater fluctuation over the last 7 years, from 11.1% in 2017, reaching a low of 8.5% in 2022 and then rising again in 2023 to 10.8%.
 - Whilst we have always tracked well below the ONS median the pay gap shows that the UWE median gender pay gap is now slightly higher at 13.7% than the national average of 13.1%, for the first time since 2017.
 - This fluctuation is seen across industries and the median gender pay gap is often worse (larger) than the mean gender pay gap because of how each statistic handles extreme values and distribution shapes.



Gender Pay Gap at UWE

Gender Pay Gap at UWE Bristol: 2017 - 2024

● Mean ● Median ● ONS Median

20%

18%

16%

14%

12%

10%

2017

2018

2019

2020

2021

2022

2023

2024

Change from 2017 - 2024:

Mean: -4%

Median: +2.6%

ONS Median: -5.3%

Gap	2017	2018	2019	2020	2021	2022	2023	2024
Mean	13.2%	12.4%	11.2%	12.0%	12.8%	12.0%	10.0%	9.2%
Median	11.1%	12.6%	11.7%	11.1%	13.7%	8.5%	10.8%	13.7%
ONS Median	18.4%	17.8%	17.4%	14.9%	15.1%	14.4%	14.3%	13.1%

Mean Gender Pay Gap:
the difference between the average hourly pay between Male and Female staff

Median Gender Pay Gap:
the difference between the midpoints of the average hourly pay of Male and Female staff

2.6 Gender pay gap quartiles

The graph below shows that as at March 2024 women continue to predominate in the lower pay quartiles although there has been an increase in the upper and upper middle quartiles which has helped to reduce the mean pay gap. However, women are still underrepresented in the upper quartile in proportion to the workforce.



Gender Pay Gap Quartiles

Proportion of each sex in quartile

● Female ● Male

Upper

50.4%

49.6%

Upper Middle

58.3%

41.7%

Lower Middle

63.0%

37.0%

Lower

67.7%

32.3%

UWE Female %: 59.6%

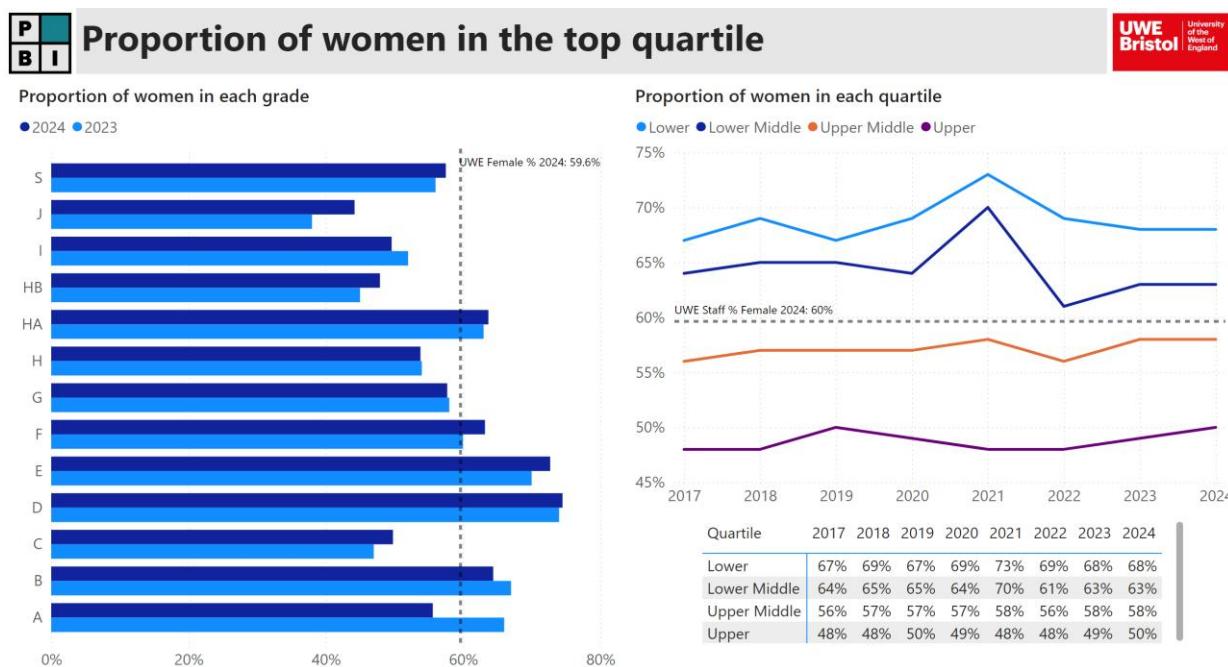
Our analysis shows since our last report:

- There has been an increase in the proportion of women in the upper and upper middle quartiles of 1.5% and 0.4% respectively.
- Further analysis shows that there has been an increase in women in our senior roles overall since last year.
- Significant increase in women in Grade J since last year (6.2% increase) contributing to the improvement in our mean gender pay gap
- There has been a reduction in number of women in the lower quartile of 4.2% and an increase of 0.4% in the lower middle quartiles.

2.7 Proportion of women in each grade/quartile

The graph below shows the percentage of females by grade and the difference since the last report demonstrates:

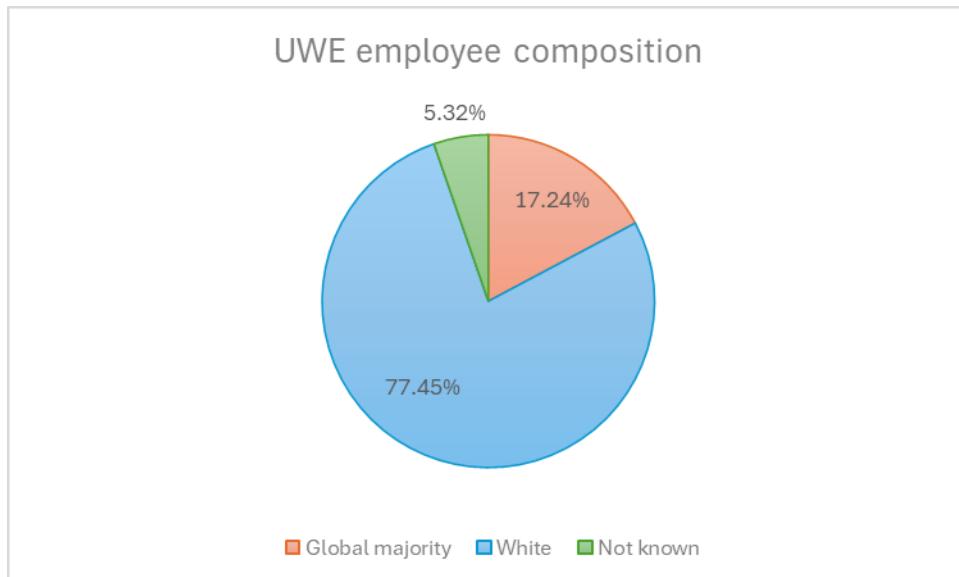
- Women are under-represented in the higher grades Hb, I and J
- Women are over-represented in the lower grades A, B, D, E and F. There has also been an increase in women in grades E and F since the previous year.



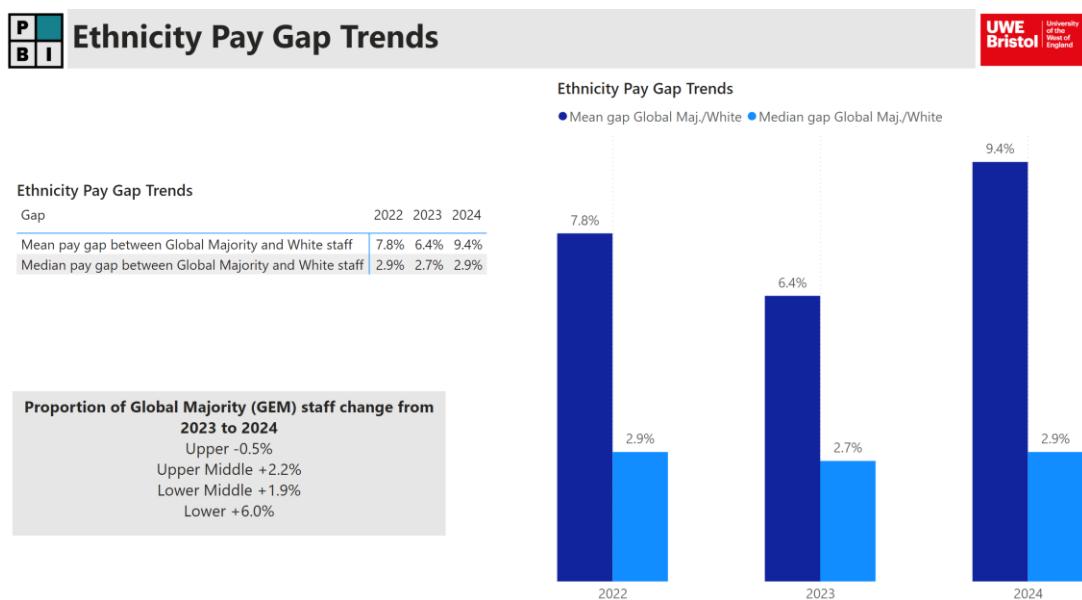
3.0 Ethnicity pay gap

The ethnicity pay gap is calculated using the same methodology as for gender pay gap reporting. For this review, we have used the term Global Majority for employees who are Black, Asian, Brown, Mixed Heritage, Indigenous to the Global South and/or are not racialised as White. Using 'Global Majority' denotes a move away from Eurocentrism, acknowledging that people from these backgrounds represent approximately 85% of the world's population. Where possible we disaggregate ethnicity data to help us identify issues that specific ethnic groups may be experiencing

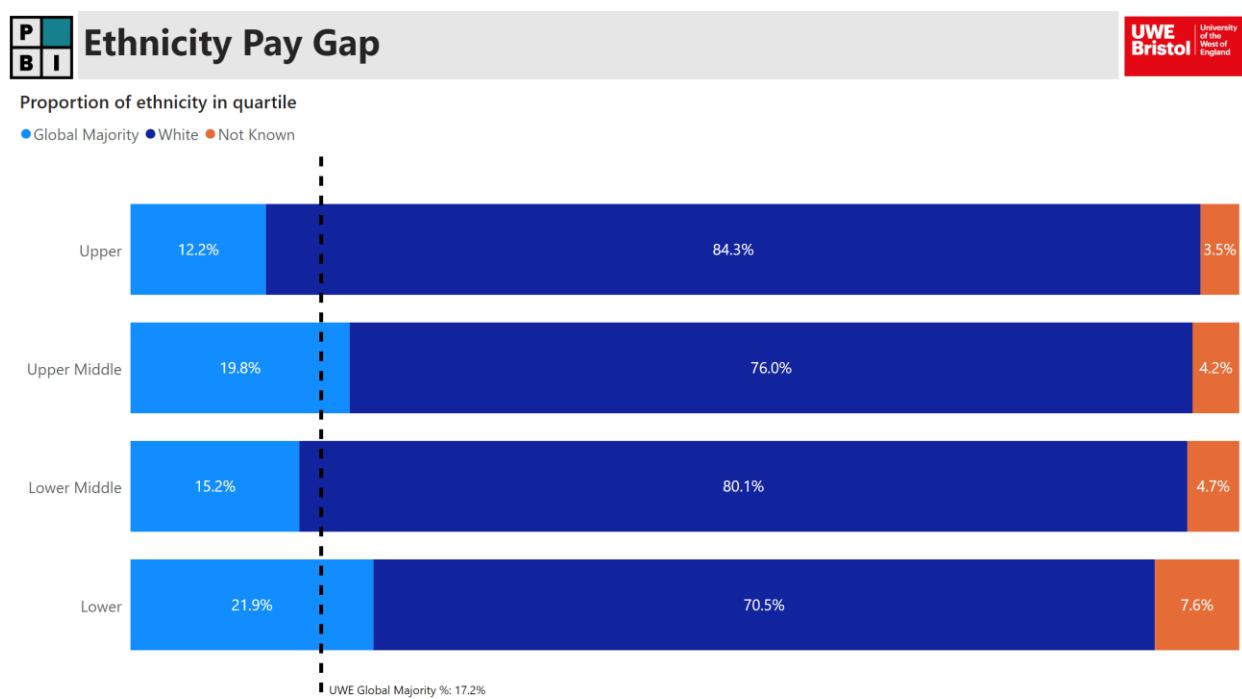
As of 31 March 2024, 77% of UWE Bristol employees were white and 17% were Global Majority. 5% of employees have not disclosed their ethnicity. We are proactively looking at ways to engage with existing staff to increase disclosure in all areas; disclosure rates in new starters are positive.



3.1 Ethnicity Pay Gap Trends



3.2 Ethnicity Pay Gap Quartiles



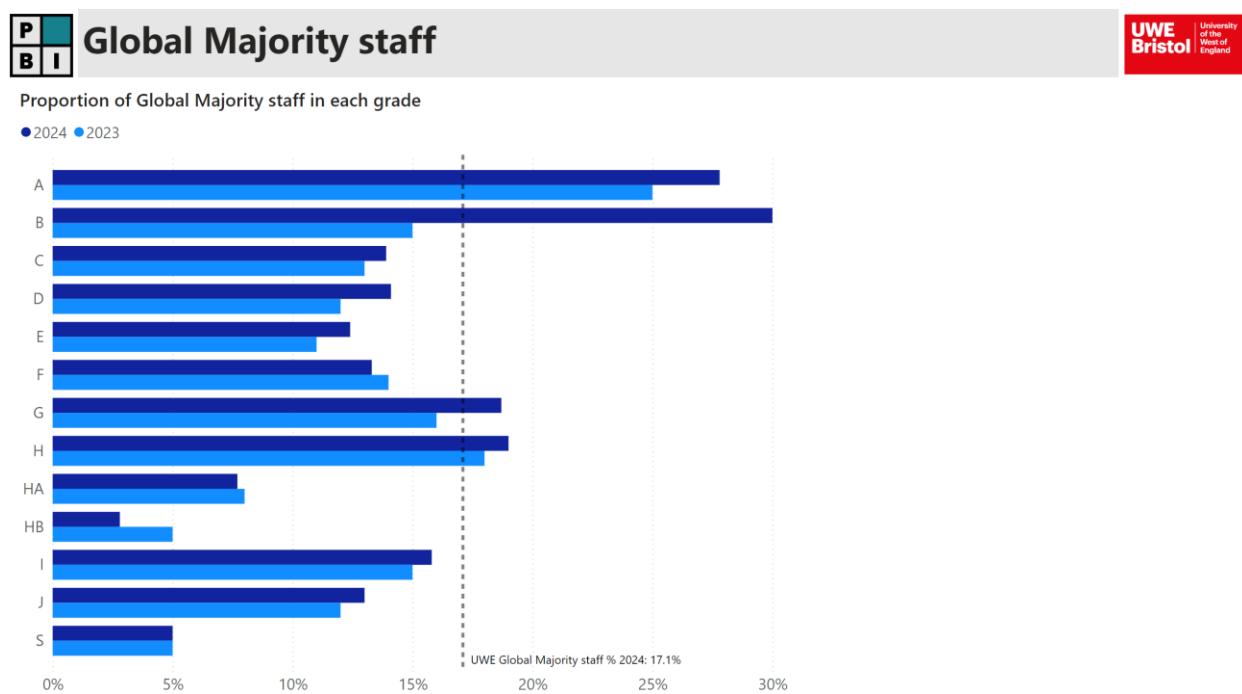
In 2024, the mean ethnicity pay gap is 9.4% and the median ethnicity pay gap is 2.9%. Our report findings show that since the last report:

- The median pay gap has increased slightly by 0.2%
- There has been an increase in the mean pay gap of 3%
- The percentage of not known has decreased by 2 percentage points from 7% to 5%
- There has been a significant increase in proportion of global majority staff in the lower and lower middle quartiles and together with the reduction in the proportion of the upper quartile has contributed to the increase in the mean pay gap.
- There has been a decrease in the percentage of not known staff in all the quartiles. We will continue to address and monitor this as this could impact the size of the gaps; either positively or negatively.

Our analysis shows:

- There remains over representation of Global Majority staff in our Grade A and B manual staff population. This has increased significantly since last year which has contributed to the increase in our pay gap. The main reason for this has been the exceptional activity in late 2023 and early 2024 because of the financial challenges facing the HE sector; UWE had a recruitment freeze for all but business critical roles.
- Global Majority staff are under-represented in our senior management population. Natural turnover of higher senior grade staff at the end of 2023, followed by the recruitment freeze have impacted in this area.
- Global Majority staff are under-represented in professional grades Ha and Hb although this is not replicated within academic grade H which has a higher representation.

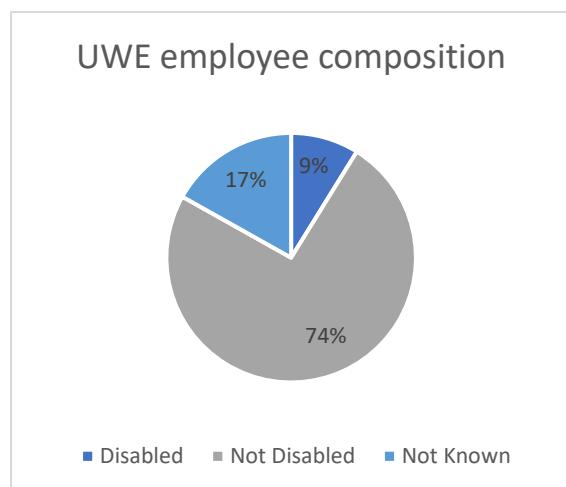
The graph below shows the proportion of Global Majority staff within each grade, highlighting where there are significant differences as represented within the 17.1% population.



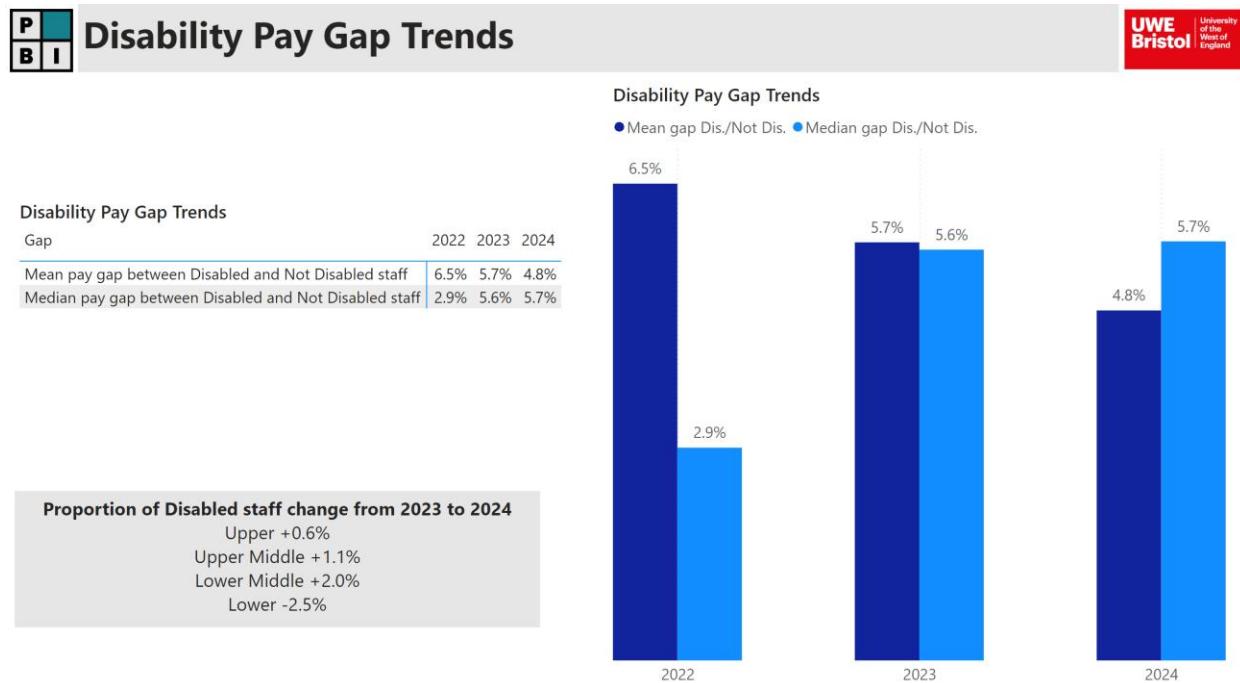
4.0 Disability pay gap

The disability pay gap is calculated using the same methodology as for gender pay gap reporting.

As of 31 March 2024, 9% of UWE Bristol staff had told us that they are disabled with 17% of employees not disclosing whether they are disabled.



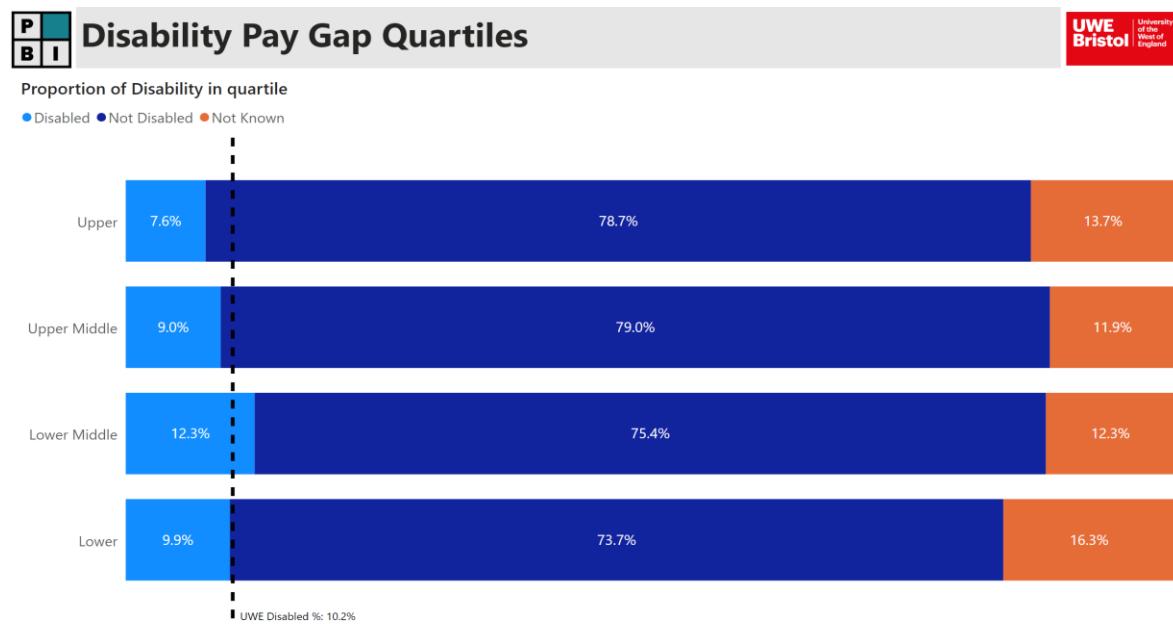
4.1 Disability Pay Gap Trends



Our report findings show that since the last report:

- There has been a reduction in the mean pay gap of just under 1%
- There has been a slight increase in the median pay gap of 0.2%
- There have been increases in the proportion of staff who've told us that they're disabled in each of the quartiles except for the lower quartile which has seen a 2.5% decrease.
- The number of staff with an unknown disability status has fallen significantly in all quartiles.

4.2 Disability Pay Gap Quartiles



5.0 Intersectional pay gap

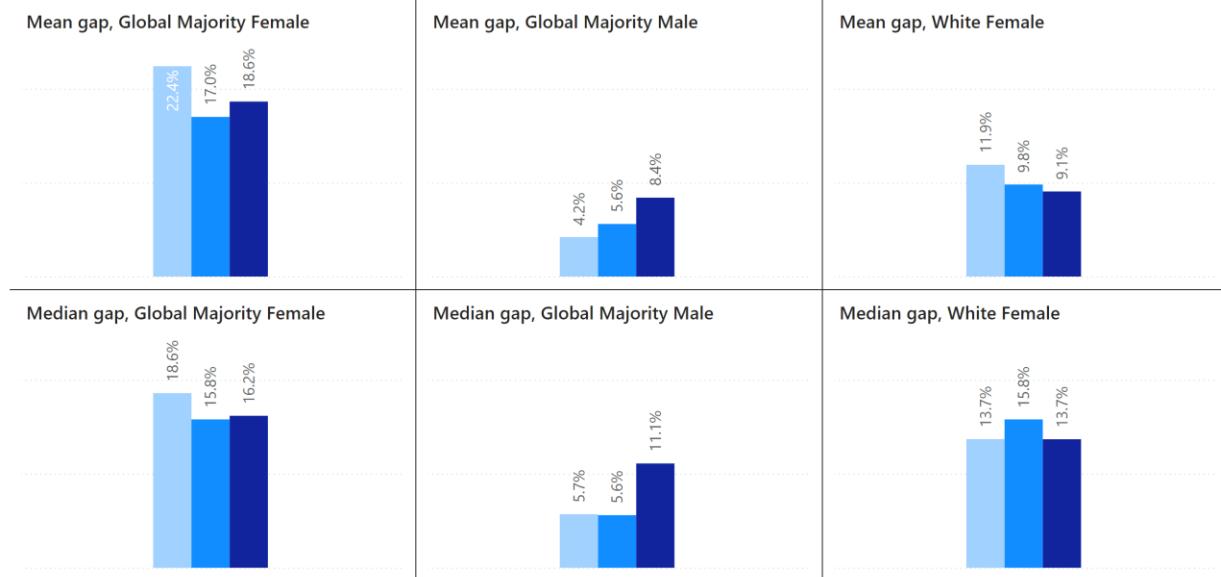
The intersectional pay gap is calculated using the same methodology as for gender pay gap reporting. Where sample sizes allow, the analysis shows the importance of analysing pay gaps through an intersectional lens, highlighting specific cases of pay inequality.

- When compared to white men, the median pay gap experienced by Global Majority women is 18.6%. This is wider than the median pay gaps experienced by Global Majority men (8.4%) and by white women (13.7%), both relative to white men.



Intersectional Pay Gap Comparisons to White Male

● 2022 ● 2023 ● 2024

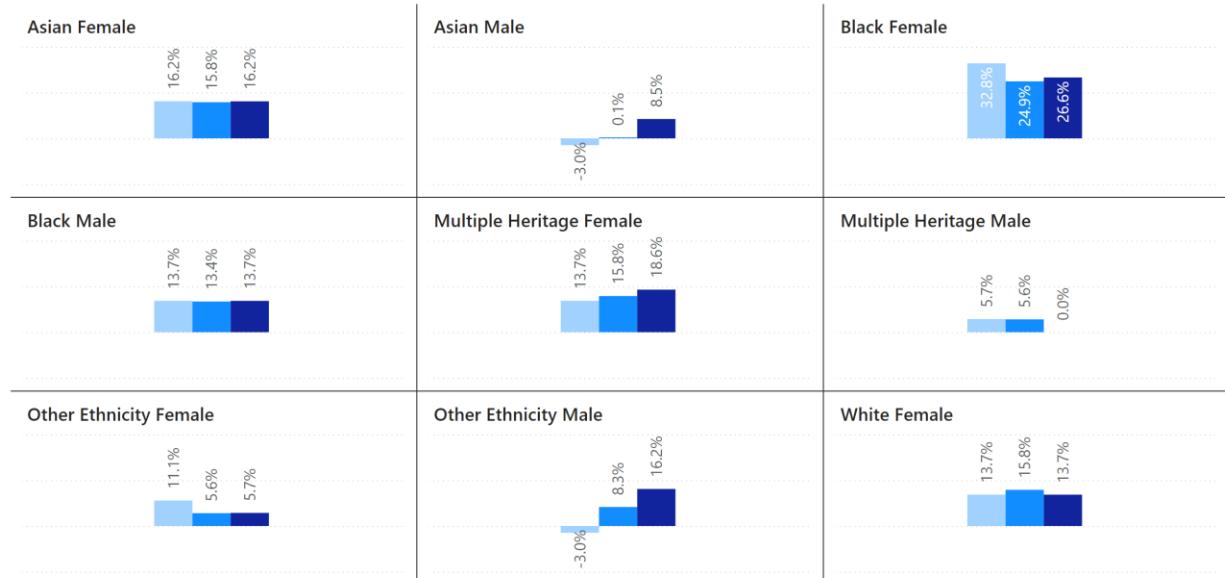


- When analysed by the three detailed ethnicity groups, the largest median pay gap between intersectional groups is that between white men and black women (26.6%). This compares to a median pay gap of 13.7% between white men and black men.



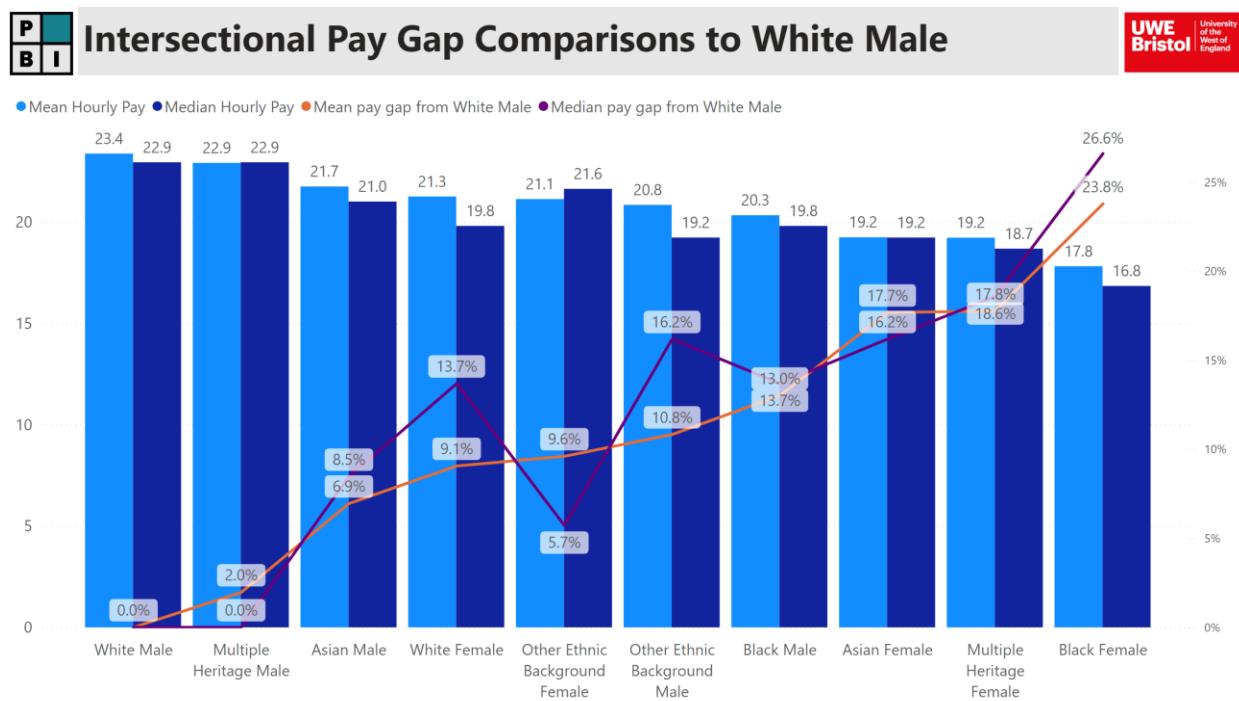
Median Pay Gap Comparisons to White Male

● 2022 ● 2023 ● 2024



- This intersectional approach shows that gender pay gaps exist within ethnicity groups and that ethnicity pay gaps exist within genders.

- The median pay of white men is the same as that of men from multiple heritage and greater than that of men from other ethnicity groups.
- The median pay of white women is greater than that of Asian and black women but lower than women from other ethnic backgrounds.



6.0 Addressing the pay gap

Having the data to inform our actions, focus our resources and to measure impact is key to addressing our pay gaps. Inclusivity is a core value of the University and in collaboration with stakeholders across the University we will continue to develop and progress the work we have started including:

Our VCE Diversity Champions have been listening and engaging across the University to drive inclusion across the University. They want to ensure the University's strategies and plans are thoughtful towards the needs and realities of staff. This is in addition to our existing EDI champions network and will be responsible for advocating for positive changes to address equality and diversity issues on the ground. **We've increased the number of EDI Champions from 108 to 152 trained Champions.**

We have developed an Anti-Racist Strategy to steer our journey as we strive to create a culture of anti-racism at UWE Bristol. The first outcome has been to change our terminology around race to Global Majority to further support inclusion.

We've launched an Anti-Racist terminology guide, alongside a supporting e-learning module with another being developed to enhance understanding of and engagement with anti-racist language and practices.

<p>Ensuring all recruitment practices and policies are inclusive throughout the whole recruitment lifecycle including the requirement for balanced recruitment panels and mitigating bias training. Our family friendly policies and flexible ways of working principles are designed to allow our staff to develop a positive work life balance. We continue to enhance our recruitment practices through focus groups and actions such as refresher training to emphasise and enhance the importance of inclusive recruitment.</p>	<p>Strategic Workforce planning across the University, using data such as equal pay, workforce diversity, and performance data, to assess our current workforce and create focused action plans to address our gaps and ensure we have the skills needed in the future.</p>
<p>Our Women Researchers Mentoring Scheme (WRMS) provides support to female staff to develop and strengthen their research portfolio.</p>	<p>We are a member of the Women in Business Charter, which is a city-wide initiative created to support women in business.</p>
<p>We offer places on several leadership programmes such as Aurora, Elevate and Stepping Up, 100 Black Women Professors Now programme aimed at increasing opportunities for minoritised staff, e.g., women Global Majority individuals and disabled people.</p>	<p>Continuing commitment to our Athena Swan five-year action plan which includes increasing appointments of Global Majority women to Professor, Associate Professor and the senior management team</p> <p>43 women promoted to Associate Professor and 14 to Professor through the Academic Promotion Scheme</p>
<p>Ensuring that there is the right support and processes in place that do not cause additional barriers to disabled people with training and guides for reasonable adjustments.</p> <p>We've launched our resolution online hub to recognise and provide support to staff when 'things don't feel right'.</p>	<p>Conduct regular equal pay audits to analyse and measure the impact of our actions, ensuring accountability and responsibility for activities across the University.</p> <p>To engage and raise awareness on the equalities pay gaps with information sessions and local initiatives.</p>
<p>Report and support – we have extended the student reporting system to include staff which allows for anonymous reporting. The information will help us to identify trends and develop appropriate interventions to create an inclusive culture.</p>	<p>UWE Bristol is an accredited Living Wage Foundation employer, meaning that no member of staff will be paid less than the Foundation Living Wage rate (£12.60 from March 2025). This ensures our lowest paid employees are paid a real living wage.</p>