



UNIVERSITY OF THE
WEST of SCOTLAND
UWS

Pay Gap Report 2026

Department of People and Wellbeing



UWS Pay Gap Report 2026

1. Introduction

At the University of the West of Scotland (UWS), we believe that fairness and equality are the cornerstones of a thriving workplace. Our commitment to equal pay for work of equal value is unwavering, and we are dedicated to fostering an environment where every employee, regardless of their background, feels valued and respected. This Pay Gap Report is a testament to our ongoing efforts to ensure transparency and equity in our pay practices. These efforts are also embedded in our People Priorities which recognise the importance of fair work and support for employees. The People Priorities focus on strengthening the employee voice, promoting wellbeing, supporting a culture of change, developing people and enhancing performance, and ensuring sustainable reward and recognition.

By examining and addressing pay disparities, we aim to create a more inclusive and equitable workplace for everyone. Our commitment is detailed in our Equal Pay statement, which can be found in Appendix 1.

In compliance with the Public Sector Equality Duty under the Equality Act 2010, UWS has consistently published Gender Pay Gap reports since 2012 and Ethnicity Pay Gap reports since 2022. These reports underscore our efforts to enhance transparency and fairness in our pay practices.

2. What does the UWS Pay Gap Report cover?

This report presents comprehensive data on gender, ethnicity, and occupational segregation pay gaps at the University of the West of Scotland, using data from a snapshot taken on 31 March 2025. In accordance with pay gap reporting regulations, a “relevant employee” includes all individuals employed by the University on the snapshot date, including both full-time and part-time core staff.

This report provides two measures for pay gap calculations – the mean and median. Although no single measure can fully capture the complexities of pay disparities, this report uses mean and median hourly earnings (excluding overtime) to provide a comprehensive review.

The mean average is calculated by adding all individual employees’ hourly rate of pay and dividing by the total number of employees. The mean is a useful measure as it accounts for both the highest and lowest rates of pay.

E.g.: the mean gender pay gap calculation would be:

$$\text{Mean Gender Pay Gap} = \frac{\text{Mean hourly rate of pay for male employees} - \text{Mean hourly rate of pay of female Employees}}{\text{Mean hourly rate of male employees}} \times 100$$

The median average is calculated by listing all employees’ hourly rate of pay and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay and gives a more accurate representation of the typical difference. However, the median can also distort the true picture if there are large numbers of a particular grouping at one end of the pay spectrum.

E.g.: the median gender pay gap calculation would be:

$$\text{Median Gender Pay Gap} = \frac{\text{Median hourly rate of pay for male employees} - \text{Median hourly rate of pay of female Employees}}{\text{Median hourly rate of male employees}} \times 100$$

There is no universal consensus on which is the best measure, however it is argued that some preference should be given to the mean, as this can offer a more comprehensive insight into pay disparities. Consequently, this report includes both mean and median calculations to provide a balanced perspective.

Occupational segregation is a term that is used to describe employment patterns where workers with certain characteristics tend to be grouped in certain jobs. For instance, women are frequently found in lower-paid positions such as caring, catering, cleaning, clerical, cashiering, as well as in the lower grades within an organisation. Previous research has shown that occupational segregation is one of the main causes of the pay gaps in the United Kingdom. Understanding the scope and causes of occupational segregation is key for addressing gender and ethnicity pay gaps within our institution.

There are two main dimensions to occupational segregation:

Horizontal segregation	Workers with certain characteristics are clustered in certain types of jobs across an organisation.
Vertical segregation	Workers with certain characteristics are clustered at certain levels of jobs within an organisation’s hierarchy.

3. Data

In line with GDPR and to prevent any identifiable data being published, measures have been taken throughout this report when presenting data. Wherever possible, a percentage will be given throughout this report rather than a number. Where the number of employees is less than five, this has been indicated as “<5” and the corresponding percentage has been removed.

4. Gender Pay Gap:

The gender pay gap is the difference between the average hourly pay for male and female employees across the University workforce, expressed as a percentage. 58% of the UWS headcount are female, and 42% are male as can be seen below in Figure 1.

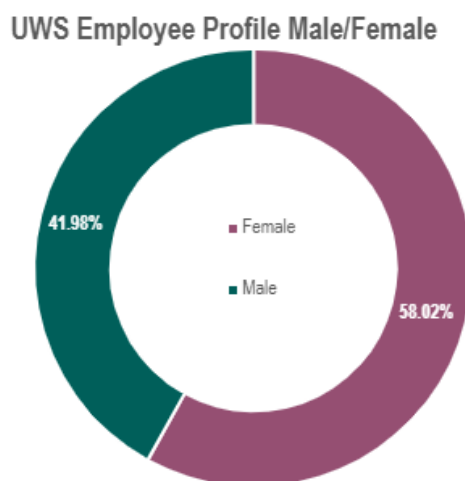


Figure 1 - Male and Female Employees at UWS in 2025

In 2025 UWS had a mean pay gap of 9% and a median pay gap of 15.94%.

Mean Hourly Rate for Female Employees across UWS	£23.57
Mean Hourly Rate for Male Employees across UWS	£25.93
MEAN PAY GAP	9%

Median Hourly Rate for Female Employees across UWS	£22.83
Median Hourly Rate for Male Employees across UWS	£27.16
MEDIAN PAY GAP	15.94%

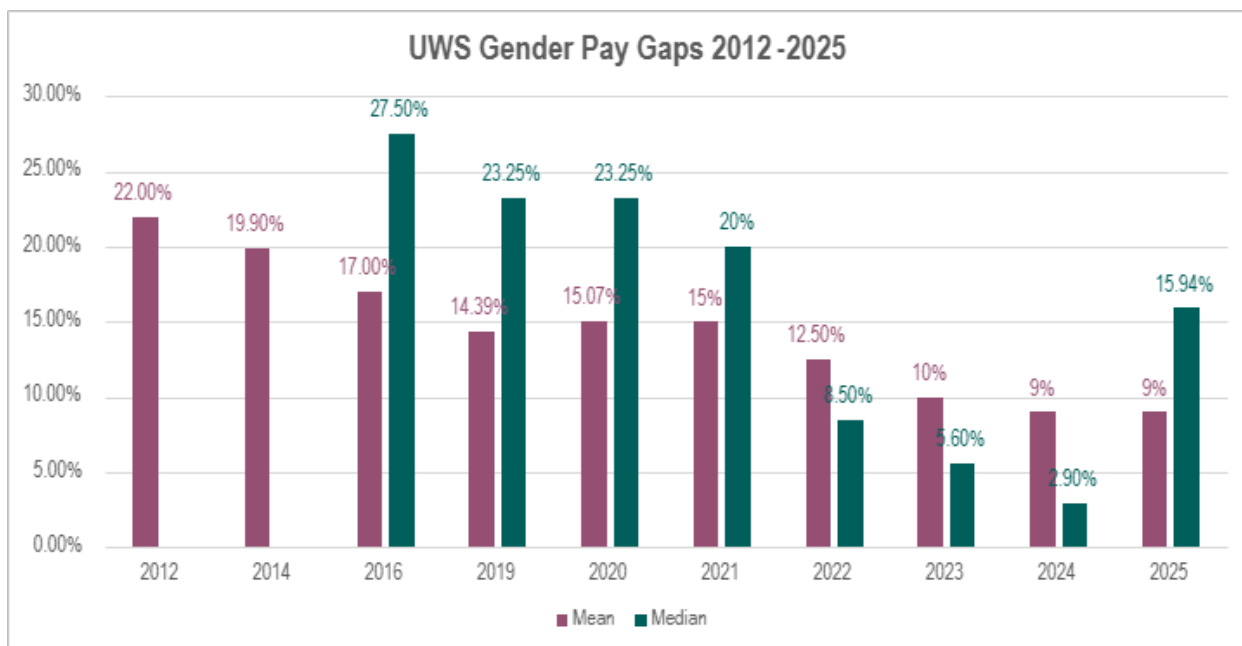


Figure 2 - UWS Gender Pay Gaps 2012 - 2025

Why the MEDIAN gender pay gap increased:

In 2025, our median gender pay gap percentage increased. One of the key reasons for this was a reduction in the number of employees - specifically, 166 fewer male employees and 136 fewer female employees compared to the previous year. Between 2024 and 2025, the total number of records (employees) dropped by 302. This reduction can significantly affect the shape of the pay distribution, especially if those leaving are concentrated in specific pay bands.

The median pay is the middle value when all salaries are listed from lowest to highest. It is not an average – it is the 'middle person's' pay.

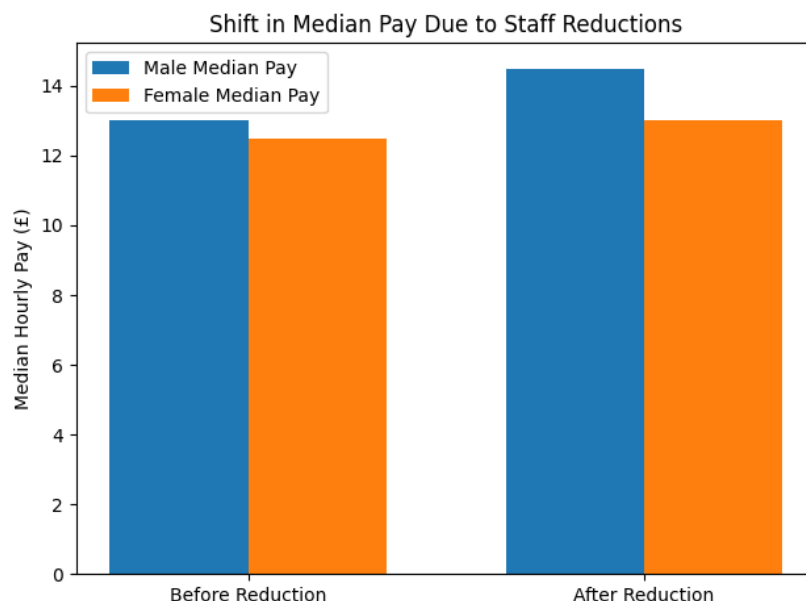
When many lower-paid male staff leave, especially those earning £12–£13 per hour, it removes many of the lower salaries from the male pay distribution. This means the remaining male staff are, on average, earning more - not because their pay increased, but because the lower-paid individuals are no longer included in the calculation.

As a result, the median male pay appears higher, which widens the gap between male and female median pay - even if female pay has not changed.

In 2025, 92 female staff earning £12–£13/hour left, and 43 male staff earning £12–£13/hour left. Although more women left in this pay band, the larger reduction in male staff overall (166) including those in lower pay brackets, had a greater impact on the male median pay. This shifts the middle point of male pay upwards, even if no one received a pay rise.

This kind of change can skew the gender pay gap figures, making it look like men are paid significantly more than women, when in reality the actual pay rates may not have changed. It is the composition of the workforce that has changed, especially at the lower end of the pay scale. It is therefore important to consider workforce composition when interpreting gender pay gap data.

The chart below illustrates how the reduction in lower-paid staff affects the median pay and contributes to the gender pay gap:



What the chart shows:

- Before Reduction: Male and female median pay are closer together.
- After Reduction: The male median pay increases more sharply because a significant number of lower-paid male staff are no longer in the calculation, shifting the middle point of male pay upwards.
- Female median pay also increases slightly, but not as much, because fewer lower-paid female staff were removed proportionally.

This visual helps demonstrate how changes in workforce composition, not actual pay increases, can skew the gender pay gap figures.

Why the Mean Gender Pay Gap remained unchanged:

While the median gender pay gap increased in 2025 due to the reduction of lower-paid male staff, the mean (average) gender pay gap remained largely unchanged. This is because the mean is calculated by adding all salaries and dividing by the number of employees, making it sensitive to extreme values.

In 2025, <5 high-earning female employees left UWS. This departure offset the impact of other staff changes, particularly the reduction in lower-paid employees. As a result, the overall average pay for females decreased slightly, balancing out the changes in male pay and keeping the mean gender pay gap stable.

This highlights the difference between mean and median calculations: the median reflects the middle point of pay distribution, while the mean is influenced by all individual salaries, especially those at the high and low ends.

In summary, the median shifted due to the departure of lower-paid male staff, while the mean stayed static because the departure of high-earning female staff balanced out the average.

The national picture:

According to the ONS report on the Gender Pay Gap in the UK: 2025, the gender pay gap for all employees decreased to 12.8% in April 2025, down from 13.1% in April 2024.

5. Ethnicity Pay Gap:

The ethnicity pay gap is the difference between the average hourly pay of Minority Ethnic employees and white employees across an organisation, expressed as a percentage.

The Black or Minority Ethnic group (BME) category includes all employees who have declared their ethnicity to the University as ‘Black’, ‘Asian’, ‘Mixed’ or ‘Other’. Calculations are based on a disclosure rate of 96% of staff who have shared their ethnicity with the University. Responses of “Not Known” are not included in the detailed grade by grade analysis.

Figure 3 shows the ethnicity profile of UWS staff, with 79% of employees declaring their ethnicity as white, and 17% of employees declaring as Black or Minority Ethnic (BME).

Ethnicity Profile of UWS Employees 2025

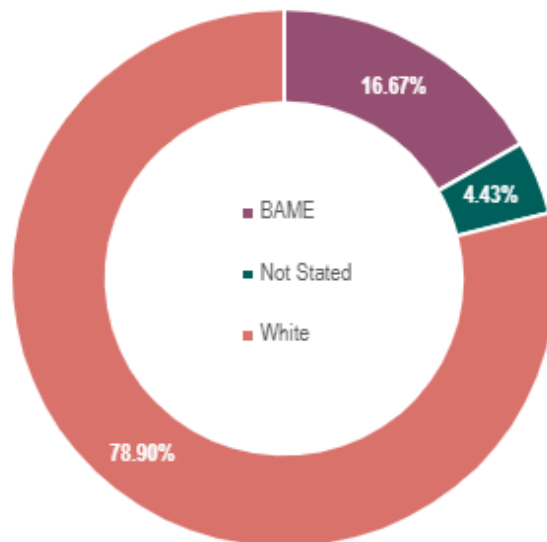


Figure 3 – Ethnicity Profile of UWS Employees 2025

Mean Salary 'BME' across UWS	£25.27
Mean Salary 'white' across UWS	£24.52
MEAN PAY GAP	-3.07%

Median Salary 'BME' across UWS	£27.16
Median Salary 'white' across UWS	£23.50
MEDIAN PAY GAP	-16%



Figure 3 - UWS Ethnicity Pay Gap 2021 to 2025

The ethnicity pay gap has increased positively for employees in the Black or Minority Ethnic category. This is largely due to 36 employees from Black or Minority Ethnic groups leaving UWS, but those remaining having longer length of service and therefore holding salaries further up the grade scale.

There is no single official UK-wide ethnicity pay gap statistic for 2025 published by the ONS yet. The last comprehensive ONS analysis of ethnicity pay gaps covered **2012–2022** using the Annual Population Survey (APS), and no update for 2023–2025 has been released due to data quality issues with the Labour Force Survey and APS.

PAY GAPS LARGER THAN 5%

Professional Services Grade 5:

This grade has a pay gap of 6%. Further investigation has shown that the gap is related to employees' length of service. 73% of Black or Minority Ethnic employees in this grade have less than 2 years' service and are therefore lower down the grade scale, compared with 28% of white employees with less than 2 years' service. 52% of white employees in this grade have a length of service of more than 7 years, and so are higher up on their grade scale.

Senior Management Grade 1:

This grade has a pay gap of 6%. Further investigation has shown that the gap is related to employees' length of service. 93% of employees at this grade are white, with just 2% from a Black or Minority Ethnic Group. 60% of the white employees have more than 5 years' service in this grade and all employees from a Black or Minority Ethnic group have less than 1 years' service.

6. Occupational Segregation:

Occupational segregation refers to a non-representative distribution of individuals from various demographic categories across different occupations. Historical occupational segregation, which occurs where employees work in stereotypical jobs or occupational sectors, also accounts for the concentration of female staff in lower-graded roles, such as cleaners, domestic assistants, and catering staff. The data used to calculate occupational segregation is based on the characteristics of occupants in positions. Unlike gender and ethnicity pay gap reporting, this includes Knowledge Transfer Partnership positions and hourly paid employees. It is based on posts rather than individual people, so if an individual holds more than one post at UWS, they will be counted twice.

The tables below provide a breakdown by job family, highlighting that there is generally a broadly even split of males and females within the Academic & Research and the Senior Management job families. As is the case sector wide, there is a dominance of females in Professional Services.

**7. Breakdown by Job Family –
Horizontal segregation**Sex

Job Family	Female	Male
Academic & Research	50.79%	49.21%
Professional Services	64.92%	35.08%
Senior Management	57.14%	42.86%
TOTAL	58.19%	41.81%

Disability

Job Family	Disabled	Not Disabled	Not Known
Academic & Research	7.90%	65.01%	27.10%
Professional Services	7.43%	68.20%	24.37%
Senior Management	4.29%	80.00%	15.71%
TOTAL	7.52%	67.20%	25.28%

Ethnicity

Job Family	BME	White	Not Known
Academic & Research	25.15%	69.74%	5.10%
Professional Services	10.16%	85.79%	4.04%
Senior Management	5.71%	92.86%	1.43%
TOTAL	16.81%	78.76%	4.42%

Breakdown by Occupational Category - Horizontal segregation
Sex

Occupational Category	Female	Male
Academic & Research	50.79%	49.21%
Administrative & Clerical	75.08%	24.92%
Campus Support	59.84%	40.16%
Professional	68.03%	31.97%
Senior Management	57.75%	42.25%
Technical & IT	26.39%	73.61%
TOTAL	58.19%	41.81%

Disability

Occupational Category	Disabled	Not Disabled	Not Known
Academic & Research	7.92%	65.16%	26.92%
Administrative & Clerical	7.97%	66.78%	25.25%
Campus Support	7.23%	63.05%	29.72%
Professional	7.82%	75.51%	16.67%
Senior Management	4.23%	77.46%	18.31%
Technical & IT	4.17%	62.50%	33.33%
TOTAL	7.52%	67.20%	25.28%

Ethnicity

Occupational Category	BME	White	Not Known
Academic & Research	25.21%	69.79%	4.99%
Administrative & Clerical	6.98%	88.70%	4.32%
Campus Support	14.86%	80.72%	4.42%
Professional	9.86%	86.39%	3.74%
Senior Management	5.63%	91.55%	2.82%
Technical & IT	8.33%	88.89%	2.78%
TOTAL	16.81%	78.76%	4.42%

8. Breakdown by Grade - Vertical segregation

Sex

Grade	Female (% of Grade)	Male (% of Grade)
Academic & Research Ac 1	38.46%	61.54%
Academic & Research Ac 2	54.35%	45.65%
Academic & Research Ac 3	52.45%	47.55%
Academic & Research Ac 4	47.74%	52.26%
Academic & Research FE64	57.14%	42.86%
Academic & Research Professor	27.27%	72.73%
Professional Services Grade 1	74.42%	25.58%
Professional Services Grade 2	40.38%	59.62%
Professional Services Grade 3	71.61%	28.39%
Professional Services Grade 4	70.62%	29.38%
Professional Services Grade 5	66.45%	33.55%
Professional Services Grade 6	64.55%	35.45%
Professional Services Grade 7	63.89%	38.89%
Professional Services Grade 8	47.06%	52.94%
Senior Management Grade 1	60.47%	39.53%
Senior Management Grade 2	37.50%	62.50%
Senior Management Grade 3	75.00%	25.00%
Senior Management Grade 4, 5 & 6	50.00%	50.00%
Total	58.51%	41.49%

Disability

Grade	Disabled (% of Grade)	Not Disabled (% of Grade)	Not Known
Academic & Research Ac 1	7.69%	61.54%	30.77%
Academic & Research Ac 2	7.07%	54.89%	38.04%
Academic & Research Ac 3	8.39%	71.79%	19.81%
Academic & Research Ac 4	7.10%	62.58%	30.32%
Academic & Research FE64	0.00%	0.00%	100.00%
Academic & Research Professor	12.12%	63.64%	24.24%
Professional Services Grade 1	3.88%	61.24%	34.88%
Professional Services Grade 2	11.54%	60.58%	27.88%
Professional Services Grade 3	7.74%	65.16%	27.10%
Professional Services Grade 4	7.22%	70.10%	22.68%
Professional Services Grade 5	8.39%	72.26%	19.35%
Professional Services Grade 6	8.18%	70.91%	20.91%
Professional Services Grade 7	5.56%	86.11%	11.11%
Professional Services Grade 8	5.88%	70.59%	23.53%
Senior Management Grade 1	4.65%	76.74%	18.60%
Senior Management Grade 2	0.00%	62.50%	37.50%
Senior Management Grade 3	12.50%	87.50%	0.00%
Senior Management Grade 4 & 5	0.00%	83.33%	16.67%
TOTAL	7.59%	67.04%	25.38%

Ethnicity

Grade	BME (% of Grade)	White	Not Known
Academic & Research Ac 1	38.46%	53.85%	7.69%
Academic & Research Ac 2	31.52%	54.35%	14.13%
Academic & Research Ac 3	25.64%	71.56%	2.80%
Academic & Research Ac 4	16.13%	82.58%	1.29%
Academic & Research FE64	0.00%	100.00%	0.00%
Academic & Research Professor	27.27%	72.73%	0.00%
Professional Services Grade 1	20.16%	75.19%	4.65%
Professional Services Grade 2	11.54%	82.69%	5.77%
Professional Services Grade 3	5.81%	90.32%	3.87%
Professional Services Grade 4	7.73%	88.14%	4.12%
Professional Services Grade 5	7.10%	92.26%	0.65%
Professional Services Grade 6	8.18%	84.55%	7.27%
Professional Services Grade 7	10.81%	86.49%	2.70%
Professional Services Grade 8	5.88%	88.24%	5.88%
Senior Management Grade 1	2.33%	93.02%	4.65%
Senior Management Grade 2	12.50%	87.50%	0.00%
Senior Management Grade 3	12.50%	87.50%	0.00%
Senior Management Grade 4, 5 & 6	8.33%	91.67%	0.00%
TOTAL	16.62%	78.92%	4.46%

9. Conclusion and Next Steps:

To address pay gaps and occupational segregation, UWS has implemented a series of impactful actions such as:

- Athena Swan Action Plan:** UWS currently holds a bronze Athena Swan award, with a [renewed submission \(PDF\)](#) submitted in March 2024. The submission includes the letter of endorsement from the Vice-Chancellor as well as the five-year Athena Swan action plan. In 2025, the Athena Swan Self-Assessment Team made progress in delivering activity aligned to year one of the action plan, with 58 activities progressed and 5 completed.
- UWS Gender Equality Action Plan 2025:** The University's plans for gender equality are embedded within a range of initiatives, reports and action plans in line with our mainstreamed approach to equality, diversity and inclusion. The University's [Gender Equality Plan \(GEP\)](#) is approved annually by the Vice-Chancellor's Executive and published on the UWS website. It outlines how UWS meets the European Commission eligibility criterion through Athena Swan, our Public Sector Equality Duty requirements and reports, and broader Equality, Diversity and Inclusion (EDI) work.
- Fair Starting Salary Placement:** In 2025 UWS embedded the monitoring of starting salaries to ensure adherence to new Starting Salary Guidance. Should there be a proposal to offer a starting salary above the standard parameters, this must be

formally submitted through the appropriate review and approvals process. All such cases are reviewed in line with the established criteria, and no exceptions are made outside of this process. This ensures a fair and equitable approach, preventing the perpetuation of pay inequality.

- **Bias-Free Job Descriptions:** UWS utilises software to review job adverts and descriptions for gendered language before publishing to ensure adverts are bias-free and inclusive. Any identified gendered terms are tracked to inform future improvements and support the ongoing development of equitable recruitment practices.
- **Women's Leadership Development Programme Lite:** Due to high demand, in 2025 UWS launched a streamlined version of the Women's Leadership Development Programme (WLDP Lite). Designed as a shorter, more accessible alternative to the full WLDP—now in its ninth cohort—this version broadens participation and offers a flexible format for colleagues who are either unable to commit to the full programme or awaiting a place via the application process. WLDP Lite supported 19 participants from all five campuses, who engaged in a weekly, book-club style development series centred on *How Women Rise*. The sessions were facilitated by WLDP alumni, creating a safe and supportive environment for reflection, discussion, and skill-building. All participants reported that the programme met their expectations, and several facilitators have expressed interest in contributing to future events.

Future Activity:

The table below provides a comprehensive overview of UWS's future activities and success measures aimed at enhancing diversity, equity, and inclusion across the institution. It encompasses targeted marketing and communication strategies to address academic discipline and occupational segregation, as well as initiatives to increase gender and ethnic diversity among applicants and promotions. Additionally, the table outlines efforts to improve the representation of underrepresented groups in leadership positions and ensure equitable recruitment processes. For more detailed information on these activities and their expected outcomes, please refer to the table itself.

Activity	Success Measure	Responsible	RAG & Update
<p>Targeted Marketing and Communications to Address Segregation:</p> <p>Implement targeted marketing and communications strategies to address academic discipline and occupational segregation, using a gendered and intersectional approach to review representation in each area. Promote gender diversity across all job families and levels to address occupational segregation.</p>	<p>By Q1 2029, reporting will demonstrate progress towards aligning gender profiles with appropriate subject-level sector benchmarks. Additionally, aim to achieve a more balanced gender distribution across all job families, ensuring no job family has less than 40% representation of either gender by 2028.</p>	<p>Head of Marketing & Communications</p>	<p>To be delivered through Athena Swan Action Plan, with activity deadline extended</p>
<p>Enhance Representation of Female Employees in Leadership Positions:</p> <p>Increase and widen participation in internal programmes and activities designed to boost the representation of female employees in leadership roles, such as the Women’s Leadership Development Programme, Management Development Programme/ Aspiring Managers Programme, BME Leadership Programme.</p>	<p>By 2028, the proportion of female professors has increased from 32.3% to 40%.</p>	<p>People Experience Manager</p>	<p>On track</p> <p>9th co-hort of WLDP due to begin Q1 2026</p> <p>WLDP Lite cohort 1 due to finish Q1 2026</p>
<p>Disaggregate Anonymised Recruitment and Selection Data:</p> <p>Disaggregate anonymised recruitment and selection data for all protected characteristics before GDPR redaction to enable intersectional analysis and establish baseline data for measuring success.</p>	<p>By 2027, intersectional recruitment and selection data will be captured, analysed, monitored, and reported at institutional level.</p>	<p>People Manager</p>	<p>On Track</p> <p>Recruitment data analysed by sex, ethnicity & disability and published in 2026 Employee Equalities Monitoring Report</p>

Activity	Success Measure	Responsible	RAG & Update
<p>Identify barriers to representation and progression for BME colleagues:</p> <p>Collate data to review the representation, progression and success of BME employees at UWS and create targeted actions to address any findings of underrepresentation and lack of progression. This will enable us to gain a deeper understanding of occupational segregation by race and address our ethnicity pay gap more effectively.</p>	<p>Targeted SMART Actions created by September 2027.</p>	<p>Associate Vice-Principal Inclusivity</p>	<p>On track</p> <p>Although formal submission not planned, work underway to pursue key areas of the Race Equality Charter to monitor and evaluate our position internally.</p>
<p>Increase Upskilling and Support for Promotion Eligibility:</p> <p>Enhance upskilling and support initiatives for employees to improve their eligibility for promotion, by designing and implementing programmes, such as mentoring to expand leadership opportunities of existing UWS female and female BME staff.</p>	<p>By 2028, promotions data reflects an increase in academic promotion applications from female BME employees from 7.5% to 10% and the success rate of these applicants improves 33% to 43%.</p>	<p>Associate Vice-Principal Inclusivity</p>	<p>On track</p> <p>Mentoring programme to be redeveloped in 2026</p>
<p>Run Internal "Data Matters" Campaigns:</p> <p>Conduct internal campaigns with positive-language messaging to highlight who can access protected characteristic data and how this data aids in making better decisions.</p>	<p>By 2027 increase employee disclosure rates by 5% of Sexual Orientation, Religion and Trans Status.</p>	<p>Director of Marketing & Student Recruitment</p>	<p>To be delivered through Athena Swan Action Plan, with activity deadline extended</p>

Activity	Success Measure	Responsible	RAG & Update
<p>Develop and Implement a Career Development Approach for PSS Staff:</p> <p>Create and implement a career development strategy tailored for Professional Support Staff (PSS) to enhance their growth and development opportunities.</p>	<p>By 2028, employee engagement survey data shows an increase from 43% to 60% in positive responses by females to the statement, 'My career development aspirations at the University are being met'.</p>	<p>Director of People and Wellbeing</p>	
<p>Review and Revise Recruitment Process for Gender Underrepresentation:</p> <p>Evaluate and update the recruitment process, including advertising channels and materials, to effectively target gender underrepresentation in subject areas according to appropriate benchmarks.</p>	<p>By 2027, applicant data shows a 10% increase in gender-diverse applicants to address underrepresentation in subject areas.</p>	<p>People Manager</p>	<p>On track</p> <p>Review of advertising channels underway</p>
<p>Analyse Applicant Characteristics and Success Rates by Gender:</p> <p>Conduct quantitative and qualitative data analysis of applicant characteristics and success rates through the recruitment process at subject level, to understand relative success levels by gender and overcome internal barriers to the successful progression of gender diverse applicants.</p>	<p>By 2027, applicant data shows a 10% increase in gender-diverse applicants to address underrepresentation in subject areas.</p>	<p>People Manager</p>	<p>Limited progress in 2025 due to resources required</p>

Activity	Success Measure	Responsible	RAG & Update
<p>Conduct Intersectional Analysis of Recruitment and Selection Data:</p> <p>Perform intersectional analysis of recruitment and selection data is undertaken at all stages of recruitment to understand applicant characteristics and success rates, and to overcome barriers facing female BME candidates.</p>	<p>By 2028, applicant data shows an increase in gender and ethnically diverse applicants to academic and PSS roles.</p>	<p>People Manager</p>	<p>On Track</p> <p>Recruitment data analysed by sex, ethnicity & disability and published in 2026 Employee Equalities Monitoring Report</p>
<p>Family Friendly Procedure Review:</p> <p>Conduct a comprehensive review of UWS' Family Friendly procedures to ensure these are in line with best practice to foster an inclusive working environment for all colleagues utilizing family leave.</p>	<p>By June 2026, completed the reviewing and update of Family Friendly Procedures.</p>	<p>People Governance Manager</p>	<p>On track</p> <p>New Neonatal Leave procedure developed, to be launched 2026. Review underway of all Family Friendly procedures.</p>
<p>Develop Case Studies Highlighting Success of Female BME Staff:</p> <p>Create and publish case studies, including video testimonials, for publishing on the UWS jobs page, highlighting the success of female BME staff who are underrepresented by role type, to ensure effective targeting of intersectional underrepresentation according to appropriate national benchmarks.</p>	<p>By 2028, applicant data shows an increase in gender and ethnically diverse applicants to academic and PSS roles</p>	<p>Head of Marketing & Communications</p>	<p>Limited progress to date but confident this timeline is realistic</p>

Activity	Success Measure	Responsible	RAG & Update
<p>Monitor Starting Salaries for Adherence to New Starting Salary Guidance:</p> <p>Through the recruitment and selection process, ensure that starting salaries comply with the new Starting Salary Guidance.</p>	<p>By 2027, improve mean gender pay gap from 12.5% to 10%.</p>	<p>Head of People Services</p>	<p>On track</p> <p>Mean gender pay gap 9%</p>
<p>Pay Gap Monitoring and Reduction:</p> <p>Make recommendations to the Salaries Committee to address pay anomalies, with these being reviewed annually to ensure ongoing equity and alignment with institutional goals</p>	<p>By Q1 2028, all identified pay anomalies by grade will have been addressed, with recommendations made to correct disparities or anomalies that are not equitable, particularly concerning spot salaries. These will be reviewed annually.</p>	<p>Director of People & Wellbeing</p>	
<p>Participating in external research:</p> <p>UWS will participate in a study aiming to understand and explore the challenges and opportunities ethnically minoritised professional services staff have encountered, and how Higher Education institutions can better support their development.</p>	<p>By 2026, have participated in the research project and gain insight into how UWS is better able to support BME colleague professional development.</p>	<p>EDI Specialist</p>	<p>Date for completion to be extended to 2027</p> <p>No progress on this action due to vacancies in EDI Specialist and EDI Coordinator posts in 2025</p>

Activity	Success Measure	Responsible	RAG & Update
<p>Monitor and evaluate the impact of the new academic career development framework:</p> <p>Assess the effects of the new academic career development framework, focusing on alternate promotion pathways, on the application and success rates of female staff and part-time workers. Review practices and make recommendations to address any negative impacts to VP People & Student Wellbeing, establishing baseline data through every stage of the process against which we can be measured.</p>	<p>By 2028, promotions data reflects an increase in the proportion of applications from female academics for promotion to professor from 35% to 40%, and the success rate of these applicants improves from 33% to 40%.</p>	<p>People Experience Manager</p>	<p>On track</p>
<p>Ethnic Representation in Senior Roles:</p> <p>Develop targeted leadership development programs for BME staff to improve representation in senior management roles.</p>	<p>Increase BME representation in senior management from less than 5% to 10% by 2028.</p>	<p>Associate Vice-Principal Inclusivity</p>	<p>On track</p> <p>Although formal submission not planned, work underway to pursue key areas of the Race Equality Charter to monitor and evaluate our position internally</p>
<p>Gender Representation in Academic Roles:</p> <p>Enhance mentorship and career development programs specifically for female academics to support their progression to professor roles.</p>	<p>Achieve a gender balance in professor roles, increasing female representation from the current level to at least 50% by 2028.</p>	<p>People Experience Manager</p>	

Appendix I: Equal Pay Statement

At the University of the West of Scotland (UWS), we believe that fairness and equality are the cornerstones of a thriving workplace. Our commitment to equal pay for work of equal value is unwavering, and we are dedicated to fostering an environment where every employee, regardless of their background or protected characteristics, feels valued and respected.

We adhere strictly to the legislative requirements set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, and the Public Sector Equality Duty. We are aware of the importance of ensuring that our pay system is free from bias on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation; and must not discriminate between those on different contractual arrangements.

Our robust pay and grading framework, underpinned by the analytical HAY job evaluation scheme and supported by complementary reward mechanisms, ensures equitable, fair, and transparent pay and reward systems. This commitment reflects our dedication to providing equal pay for work of equal value, fostering an environment where remuneration, development, and career progression are aligned with the relative size and content of each role.

Our policies and procedures related to pay and remuneration are designed to eliminate all forms of bias. We regularly review these processes in partnership with recognised trade unions to maintain their integrity concerning equal pay considerations.

Our equal pay objectives include:

- Conducting regular monitoring of the impact of our pay practices and reviewing the application of our policies and procedures.
- Performing regular equal pay reviews in line with guidance from the Equalities and Human Rights Commission (EHRC), as required under the Public Sector Equality Duty (PSED).
- Monitoring starting salaries for new employees to ensure compliance with our Starting Salary Guidance.
- Assessing and reviewing the findings of equal pay reviews in collaboration with our recognized local Trade Unions and taking necessary actions.
- Presenting the findings of these reviews to the University's Resource and People Committee for consideration.

Appendix 2

Table 1 - UWS Gender Pay Gaps 2012 – 2025 and ONS Comparator Data¹
(where available)

Publication	Snapshot date for data	Mean Gender Pay Gap	ONS Comparator Mean data	Median Gender Pay Gap	ONS Comparator Median data
Equal Pay Mainstreaming Report 2012/2013	31st August 2012	22.00% (core staff only)	-	Not Published	-
Equal Pay Mainstreaming Report 2014/2015	31st August 2014	19.90% (core staff only)	-	Not Published	-
PSED Report 2017	31st December 2016	17.00%	-	27.5% (Not published)	-
PSED Report 2019	28th February 2019	14.39%	16.3%	23.25%	17.4%
PSED Report 2021	31st July 2020	15.07%	13.9%	23.25%	14.9%
Snapshot Annual Report 2022	31st July 2021	15%	14.9%	20%	15.4%
PSED Report 2023	31st July 2022	12.5%	13.9%	8.5%	14.9%
Snapshot Annual Report 2024	31st March 2023	10%	13.2%	5.6%	14.3%
Pay Gap Report 2025	31st March 2024	9%	-	2.9%	13.1%
Pay Gap Report 2026	31 st March 2025	9%	-	15.9%	12.8%

Table 2 below indicates the percentage value of any pay gaps by grade. Where a pay gap is in favour of female employees this is indicated by a '-' before the pay gap. Pay gaps of more than 5% in favour of males are highlighted in red, pay gaps under 5% are highlighted in yellow. Those figures where the pay differential is neutral or in favour of females are highlighted in green.

¹ [Annual Survey of Hours and Earnings](#), Office for National Statistics

Table 2 – Gender Pay Gap by Grade 2025

Job Family	Headcount	Female	Male	Average Hourly Rate	% difference Female to Male
Academic & Research Ac 1	13	£18.70	£18.86	£18.84	1%
Academic & Research Ac 2	184	£23.89	£24.37	£24.15	2%
Academic & Research Ac 3	429	£29.27	£29.33	£29.30	0%
Academic & Research Ac 4	155	£34.46	£34.59	£34.53	0%
Academic & Research FE64	7	£29.09	£27.40	£28.37	-6%
Academic & Research Professor	33	£46.74	£45.85	£46.09	-2%
Professional Services Grade 1	129	£12.83	£12.83	£12.83	0%
Professional Services Grade 2	104	£13.09	£13.09	£13.09	0%
Professional Services Grade 3	155	£14.08	£13.86	£14.01	-2%
Professional Services Grade 4	194	£16.79	£16.61	£16.74	-1%
Professional Services Grade 5	155	£20.92	£20.97	£20.94	0%
Professional Services Grade 6	110	£25.51	£25.66	£25.56	1%
Professional Services Grade 7	37	£29.46	£29.31	£29.40	0%
Professional Services Grade 8	17	£35.57	£35.33	£35.44	-1%
Senior Management Grade 1	43	£42.29	£42.81	£42.49	1%
Senior Management Grade 2	8	£47.68	£49.73	£48.96	4%
Senior Management Grade 3	8	£56.52	£55.38	£56.23	-2%
Senior Management Grade 4 to 6	12	£71.75	£75.01	£73.38	4%
TOTAL	1,793				

Table 3 indicates the percentage value of any pay gaps by grade. Pay gaps of more than 5% in favour of white employees are highlighted in red, pay gaps in favour of white employees under 5% are highlighted in yellow. Those figures where the pay differential is neutral or in favour of BME employees are highlighted in green.

Table 3 - Ethnicity Pay Gap by Grade 2025

Grade	Headcount	Ethnic Minority	White	Not Known	Average Hourly Rate	% Difference Ethnic Minority to White
Academic & Research Ac 1	13	£18.70	£19.07	£18.70	£18.84	2%
Academic & Research Ac 2	184	£24.26	£24.23	£23.12	£24.15	0%
Academic & Research Ac 3	429	£28.72	£29.51	£29.12	£29.30	3%
Academic & Research Ac 4	155	£33.73	£34.66	£36.46	£34.53	3%
Academic & Research FE64	7	0	£28.37	0	£28.37	100%
Academic & Research Professor	33	£45.59	£46.28	0	£46.09	1%
Professional Services Grade 1	129	£12.83	£12.83	£12.83	£12.83	0%
Professional Services Grade 2	104	£13.09	£13.09	£13.09	£13.09	0%
Professional Services Grade 3	155	£13.52	£14.04	£14.15	£14.01	4%
Professional Services Grade 4	194	£16.10	£16.78	£16.91	£16.74	4%
Professional Services Grade 5	155	£19.78	£21.04	£19.24	£20.94	6%
Professional Services Grade 6	110	£26.09	£25.50	£25.66	£25.56	-2%
Professional Services Grade 7	37	£29.05	£29.41	£30.55	£29.40	1%
Professional Services Grade 8	17	£36.46	£35.31	£36.46	£35.44	-3%
Senior Management Grade 1	43	£39.83	£42.49	£43.98	£42.49	6%
Senior Management Grade 2	8	£48.58	£49.02	0	£48.96	1%
Senior Management Grade 3	8	£56.19	£56.24	0	£56.23	0%
Senior Management Grade 4 / 5 / 6	12	£73.72	£73.35	0	£73.38	-1%
Grand Total	1,793					

Table 4 - Number and Percentage of Female Colleagues in each Job Family 2025 - 2022

Job Family	2025		2024		2023		2022	
	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total
Academic & Research	418	50.79	501	47.99	479	49.53	443	51.27
Professional Services	594	64.92	650	65.33	580	66.21	542	66.26
Senior Management	40	57.14	38	54.29	36	52.17	31	50.00
TOTAL	1052	58.19	1189	56.38	1095	57.27	1016	58.26

Table 5 - Number and Percentage of Male Colleagues in each Job Family 2025 - 2022

Job Family	2025		2024		2023		2022	
	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total
Academic & Research	405	49.21	543	52.01	488	50.47	421	48.73
Professional Services	321	35.08	345	34.67	296	33.79	276	33.74
Senior Management	30	42.86	32	45.71	33	47.83	31	50.00
TOTAL	756	41.81	920	43.62	817	42.73	728	41.74

Table 6 - Breakdown by Job Family and Disability 2025

Job Family	% of Total Declared Disabled	% of Total Declared Not Disabled	% of Total Not Known
Academic & Research	7.90%	65.01%	27.10%
Professional Services	7.43%	68.20%	24.37%
Senior Management	4.29%	80.00%	15.71%
TOTAL	7.52%	67.20%	25.28%

Table 7 - Breakdown by Job Family and Disability 2024

Job Family	% of Total Declared Disabled	% of Total Declared Not Disabled	% of Total Not Known
Academic & Research	6.72%	59.50%	33.78%
Professional Services	6.83%	63.52%	29.65%
Senior Management	4.29%	82.86%	12.86%
TOTAL	6.69%	62.17%	31.13%

Table 8 - Breakdown by Job Family and Disability 2023

Job Family	% of Total Declared Disabled	% of Total Declared Not Disabled	% of Total Not Known
Academic & Research	6.10%	55.74%	38.16%
Professional Services	6.39%	61.64%	31.96%
Senior Management	4.35%	81.16%	14.49%
TOTAL	6.17%	59.36%	34.47%

Table 9 - Breakdown by Job Family and Disability 2022

Job Family	% of Total Declared Disabled	% of Total Declared Not Disabled	% of Total Not Known
Academic & Research	7.99%	64.24%	27.78%
Professional Services	6.97%	63.08%	29.95%
Senior Management	4.84%	79.03%	16.13%
TOTAL	7.40%	64.22%	28.38%

Table 10 - Breakdown by Job Family and Disability 2021

Job Family	% of Total Declared Disabled	% of Total Declared Not Disabled	% of Total Not Known
Academic & Research	3.83%	49.66%	46.51%
Professional Services	1.93%	46.82%	51.25%
Senior Management	0.00%	49.23%	50.77%
TOTAL	2.68%	48.15%	49.16%

Table 11 - Breakdown by Job Family and Ethnicity 2025

Job Family	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	207	25.15%	574	69.74%	42	5.10%	823
Professional Services	100	10.05%	821	82.51%	74	7.44%	995
Senior Management	93	10.16%	785	85.79%	37	4.04%	915
TOTAL	<388	18.37%	1562	74.13%	<162	7.50%	<2112

Table 12 - Breakdown by Job Family and Ethnicity 2024

Job Family	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	283	27.16%	676	64.88%	83	7.97%	1042
Professional Services	100	10.05%	821	82.51%	74	7.44%	995
Senior Management	<5	5.71%	65	92.86%	<5	1.43%	<75
TOTAL	<388	18.37%	1562	74.13%	<162	7.50%	<2112

Table 13 - Breakdown by Job Family and Ethnicity 2023

Job Family	Ethnic Minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	233	24.10%	648	67.01%	86	8.89%	967
Professional Services	57	6.51%	734	83.79%	85	9.70%	876
Senior Management	<5	4.35%	62	89.86%	<5	5.80%	<72
TOTAL	<295	15.32%	1444	75.52%	<176	9.15%	<1915

Table 14 - Breakdown by Job Family and Ethnicity 2022

Job Family	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	187	21.64%	631	73.03%	46	5.32%	864
Professional Services	54	6.60%	728	89.00%	36	4.40%	818
Senior Management	<5	3.23%	58	93.55%	<5	3.23%	<68
TOTAL	<243	13.93%	1417	81.25%	<87	4.82%	<1750

Table 15 - Breakdown by Job Family and Ethnicity 2021

Job Family	Black & Ethnic Minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	118	16.14%	32	4.38%	581	79.48%	731
Professional Services	43	4.89%	48	5.45%	789	89.66%	880
Senior Management	<5	6.15%	<5	3.08%	59	90.77%	<69
TOTAL	<166	9.84%	<85	4.89%	1429	85.26%	<1680

Table 16 - Number and Percentage Female Colleagues in each Occupation Category 2025 - 2021

Occupation Category	2025		2024		2023		2022	
	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total
Academic & Research	417	50.79 %	500	48.03 %	478	49.43 %	452	51.50 %
Administrative & Clerical	226	75.08 %	261	74.57 %	255	75.89 %	291	74.20 %
Campus Support	149	59.84 %	158	63.20 %	122	62.56 %	101	68.20 %
Professional	200	68.03 %	211	66.98 %	189	67.26 %	124	64.90 %
Senior Management	41	57.75 %	40	54.79 %	36	52.94 %	19	45.20 %
Technical & IT	19	26.39 %	19	24.36 %	15	23.08 %	29	30.90 %
TOTAL	1052	58.19 %	1189	56.43 %	1095	57.27 %	1016	58.30 %

Table 17 - Number and Percentage Male Colleagues in each Occupation Category 2025 - 2021

Occupation Category	2025		2024		2023		2022	
	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total
Academic & Research	404	49.21 %	541	51.97 %	489	50.57 %	425	48.50 %
Administrative & Clerical	75	24.92 %	89	25.43 %	81	24.11 %	101	25.80 %
Campus Support	100	40.16 %	92	36.80 %	73	37.44 %	47	31.80 %
Professional	94	31.97 %	104	33.02 %	92	32.74 %	67	35.10 %
Senior Management	30	42.25 %	33	45.21 %	32	47.06 %	23	54.80 %
Technical & IT	53	73.61 %	59	75.64 %	50	76.92 %	65	69.10 %
TOTAL	756	41.81 %	918	43.57 %	817	42.73 %	728	41.70 %

Table 18 - Breakdown by Occupation Category and Disability 2025

Occupational Category	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research	65	7.92%	535	65.16%	221	26.92%	821
Administrative & Clerical	24	7.97%	201	66.78%	76	25.25%	301
Campus Support	18	7.23%	157	63.05%	74	29.72%	249
Professional	23	7.82%	222	75.51%	49	16.67%	294
Senior Management	<5	4.23%	55	77.46%	13	18.31%	<71
Technical & IT	<5	4.17%	45	62.50%	24	33.33%	<72
TOTAL	<136	7.52%	1215	67.20%	457	25.28%	1808

Table 19 - Breakdown by Occupation Category and Disability 2024

Occupation Category	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research	70	6.72%	621	59.65%	350	33.62%	1041
Administrative & Clerical	27	7.71%	229	65.43%	94	26.86%	350
Campus Support	9	3.60%	132	52.80%	109	43.60%	250
Professional	28	8.89%	229	72.70%	58	18.41%	315
Senior Management	<5	4.11%	58	79.45%	12	16.44%	<75
Technical & IT	<5	5.13%	41	52.56%	33	42.31%	<79
TOTAL	<144	6.69%	1310	62.17%	656	31.13%	<2110

Table 20 - Breakdown by Occupation Category and Disability 2023

Occupation Category	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research	59	6.10%	539	55.74%	369	38.16%	967
Administrative & Clerical	24	7.14%	216	64.29%	96	28.57%	336
Campus Support	7	3.59%	90	46.15%	98	50.26%	195
Professional	22	7.83%	199	70.82%	60	21.35%	281
Senior Management	<5	4.41%	55	80.88%	10	14.71%	<70
Technical & IT	<5	4.62%	36	55.38%	26	40.00%	<67
TOTAL	<122	6.17%	1135	59.36%	659	34.47%	<1916

Table 21 - Breakdown by Occupation Category and Disability 2022

Occupation Category	% of Total Declared Disabled	% of Total Declared Not Disabled	% of Total Not Known
Academic & Research	8.0%	64.8%	27.3%
Administrative & Clerical	6.9%	62.5%	30.6%
Campus Support	5.4%	55.4%	39.2%
Professional	7.9%	72.3%	19.9%
Senior Management	4.8%	73.8%	21.4%
Technical & IT	7.4%	59.6%	33.0%
TOTAL	7.4%	64.2%	28.4%

Table 22 - Breakdown by Occupation Category and Disability 2021

Occupation Category	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research	28	3.83%	363	49.66%	340	46.51%	731
Administrative & Clerical	10	2.31%	214	49.42%	209	48.27%	433
Campus Support	-	0.00%	58	38.41%	93	61.59%	151
Professional	<5	2.07%	90	46.63%	99	51.30%	<194
Senior Management	-	0.00%	32	49.23%	33	50.77%	65
Technical & IT	<5	2.91%	50	48.54%	50	48.54%	<105
TOTAL	<48	2.68%	807	48.15%	824	49.16%	<1679

Table 23 - Breakdown by Occupation Category and Race 2025

Job Family	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	207	25.21%	573	69.79%	41	4.99%	821
Administrative & Clerical	21	6.98%	267	88.70%	13	4.32%	301
Campus Support	37	14.86%	201	80.72%	11	4.42%	249
Professional	29	9.86%	254	86.39%	11	3.74%	294
Senior Management	<5	5.63%	65	91.55%	<5	2.82%	<71
Technical & IT	6	8.33%	64	88.89%	<5	2.78%	<72
TOTAL	<304	16.81%	1424	78.76%	<80	4.42%	<1808

Table 24 - Breakdown by Occupation Category and Race 2024

Occupation Category	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	284	27.28%	674	64.75%	83	7.97%	1041
Administrative & Clerical	24	6.86%	300	85.71%	26	7.43%	350
Campus Support	41	16.40%	178	71.20%	31	12.40%	250
Professional	27	8.57%	274	86.98%	14	4.44%	315
Senior Management	<5	4.11%	68	93.15%	<5	2.74%	<78
Technical & IT	8	10.26%	68	87.18%	<5	2.56%	<81
TOTAL	<389	18.37%	1562	74.13%	<164	7.50%	<2115

Table 25 - Breakdown by Occupation Category and Race 2023

Occupation Category	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	232	23.99%	648	67.01%	87	9.00%	967
Administrative & Clerical	18	5.36%	288	85.71%	30	8.93%	336
Campus Support	14	7.18%	150	76.92%	31	15.90%	195
Professional	22	7.83%	237	84.34%	22	7.83%	281
Senior Management	<5	4.41%	61	89.71%	<5	5.88%	<71
Technical & IT	<5	6.15%	60	92.31%	<5	1.54%	<70
TOTAL	<296	15.32%	1444	75.52%	<180	9.15%	<1920

Table 26 - Breakdown by Occupation Category and Race 2022

Occupation Category	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	187	21.4%	643	73.3%	46	5.2%	876
Administrative & Clerical	19	5.1%	348	88.8%	24	6.1%	391
Campus Support	6	4.1%	136	91.9%	6	4.1%	148
Professional	21	11.0%	166	86.9%	<5	2.1%	<192
Senior Management	0	0.0%	40	95.2%	<5	4.8%	<45
Technical & IT	8	8.5%	84	89.4%	<5	2.1%	<97
TOTAL	<246	13.9%	1417	81.3%	<91	4.8%	<1749

Table 27 - Breakdown by Occupation Category and Race 2021

Occupation Category	Black & Ethnic Minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	118	16.14%	32	4.38%	581	79.48%	731
Administrative & Clerical	15	3.46%	35	8.08%	383	88.45%	433
Campus Support	<5	1.99%	6	3.97%	142	94.04%	151
Professional	17	8.81%	5	2.59%	171	88.60%	193
Senior Management	<5	6.15%	<5	3.08%	59	90.77%	<69
Technical & IT	8	7.77%	<5	1.94%	93	90.29%	<106
TOTAL	<168	9.84%	<88	4.89%	1429	85.26%	<1685

Tables 28 to 32 highlight those grades where there is male/female gender dominance of over 60% in yellow or a male/female gender dominance of over 70% in red.

Table 28 - Breakdown of grades by sex 2025

Grade	Headcount Female	% to Grade	Headcount Male	% to Grade	Total
Academic & Research Ac 1	5	38.46 %	8	61.54%	13
Academic & Research Ac 2	100	54.35 %	84	45.65%	184
Academic & Research Ac 3	225	52.45 %	204	47.55%	429
Academic & Research Ac 4	74	47.74 %	81	52.26%	155
Academic & Research FE64	<5	57.14 %	<5	42.86%	<7
Academic & Research Professor	9	27.27 %	24	72.73%	33
Professional Services Grade 1	96	74.42 %	33	25.58%	129
Professional Services Grade 2	42	40.38 %	62	59.62%	104
Professional Services Grade 3	111	71.61 %	44	28.39%	155
Professional Services Grade 4	137	70.62 %	57	29.38%	194
Professional Services Grade 5	103	66.45 %	52	33.55%	155
Professional Services Grade 6	71	64.55 %	39	35.45%	110
Professional Services Grade 7	23	63.89 %	14	38.89%	36
Professional Services Grade 8	8	47.06 %	9	52.94%	17
Senior Management Grade 1	26	60.47 %	17	39.53%	43
Senior Management Grade 2	<5	37.50 %	5	62.50%	<8
Senior Management Grade 3	6	75.00 %	<2	25.00%	<8
Senior Management Grade 4, 5 & 6	6	50.00 %	6	50.00%	12
Total	<1049	58.51 %	<744	41.49%	<1793

Table 29 - Breakdown of grades by sex 2024

Grade	Headcount Female	% to Grade	Headcount Male	% to Grade	Total
Academic & Research Ac 1	8	47.06%	9	52.94%	17
Academic & Research Ac 2	169	45.92%	199	54.08%	368
Academic & Research Ac 3	228	51.12%	218	48.88%	446
Academic & Research Ac 4	81	48.80%	85	51.20%	166
Academic & Research FE64	<5	57.14%	<5	42.86%	<10
Academic & Research Professor	10	27.03%	27	72.97%	37
Professional Services Grade 1	122	77.71%	35	22.29%	157
Professional Services Grade 2	40	38.83%	63	61.17%	103
Professional Services Grade 3	122	68.54%	56	31.46%	178
Professional Services Grade 4	149	71.29%	60	28.71%	209
Professional Services Grade 5	102	63.35%	59	36.65%	161
Professional Services Grade 6	74	67.89%	35	32.11%	109
Professional Services Grade 7	23	57.50%	17	42.50%	40
Professional Services Grade 8	12	57.14%	9	42.86%	21
Senior Management Grade 1	24	52.17%	22	47.83%	46
Senior Management Grade 2	<5	50.00%	<5	50.00%	<10
Senior Management Grade 3	7	77.78%	<5	22.22%	<12
Senior Management Grade 4, 5 & 6	6	50.00%	6	50.00%	12
Total	<1187	56.60%	<915	43.40%	<2102

Table 30 - Breakdown of grades by sex 2023

Grade	Headcount Female	% to Grade	Headcount Male	% to Grade	Total
Academic & Research Ac 1	5	29.41%	12	70.59%	17
Academic & Research Ac 2	180	48.39%	192	51.61%	372
Academic & Research Ac 3	202	54.01%	172	45.99%	374
Academic & Research Ac 4	74	46.84%	84	53.16%	158
Academic & Research FE64	<5	57.14%	<5	42.86%	<10
Academic & Research Professor	11	29.73%	26	70.27%	37
Professional Services Grade 1	82	83.67%	16	16.33%	98
Professional Services Grade 2	52	45.22%	63	54.78%	115
Professional Services Grade 3	96	71.64%	38	28.36%	134
Professional Services Grade 4	145	71.43%	58	28.57%	203
Professional Services Grade 5	95	65.52%	50	34.48%	145
Professional Services Grade 6	69	65.71%	36	34.29%	105
Professional Services Grade 7	21	58.33%	15	41.67%	36
Professional Services Grade 8	11	52.38%	10	47.62%	21
Senior Management Grade 1	20	51.28%	19	48.72%	39
Senior Management Grade 2	<5	57.14%	<5	42.86%	<10
Senior Management Grade 3	7	70.00%	<5	30.00%	<12
Senior Management Grade 4, 5 & 6	5	41.67%	7	58.33%	12
Total	<1085	57.30%	<813	42.70%	<1898

Table 31 - Breakdown of grades by sex 2022

Grade	Headcount Female	% to Grade	Headcount Male	% to Grade	Total
Academic & Research Ac 1	12	52.2%	11	47.8%	23
Academic & Research Ac 2	173	53.1%	153	46.9%	326
Academic & Research Ac 3	186	53.3%	163	46.7%	349
Academic & Research Ac 4	59	46.1%	69	53.9%	128
Academic & Research FE64	5	62.5%	<5	37.5%	8
Academic & Research Professor	8	26.7%	22	73.3%	30
Professional Services Grade 1	87	82.9%	18	17.1%	105
Professional Services Grade 2	66	52.8%	59	47.2%	125
Professional Services Grade 3	87	73.7%	31	26.3%	118
Professional Services Grade 4	127	69.8%	55	30.2%	182
Professional Services Grade 5	91	62.3%	55	37.7%	146
Professional Services Grade 6	57	62.6%	34	37.4%	91
Professional Services Grade 7	17	54.8%	14	45.2%	31
Professional Services Grade 8	10	50.0%	10	50.0%	20
Senior Management Grade 1	19	55.9%	15	44.1%	34
Senior Management Grade 2	<5	66.7%	<5	33.3%	<10
Senior Management Grade 3	5	41.7%	7	58.3%	12
Senior Management Grade 4, 5 & 6	<5	30.0%	7	70.0%	12
Total	<1019	58.3%	<733	41.7%	<1752

Table 32 - Breakdown of grades by sex 2021

Grade	Headcount Female	% of Grade Total	Headcount Male	% of Grade Total	Total
Academic & Research Ac 1	10	55.56%	8	44.44%	18
Academic & Research Ac 2	113	49.78%	114	50.22%	227
Academic & Research Ac 3	171	52.78%	153	47.22%	324
Academic & Research Ac 4	54	43.20%	71	56.80%	125
Academic & Research FE64	5	55.56%	<5	44.44%	<10
Academic & Research	9	30.00%	21	70.00%	30
Knowledge Transfer	9	40.91%	13	59.09%	22
Professional Services Grade	116	80.00%	29	20.00%	145
Professional Services Grade	94	55.29%	76	44.71%	170
Professional Services Grade	73	68.87%	33	31.13%	106
Professional Services Grade	120	69.36%	53	30.64%	173
Professional Services Grade	83	63.85%	47	36.15%	130
Professional Services Grade	58	66.67%	29	33.33%	87
Professional Services Grade	19	55.88%	15	44.12%	34
Professional Services Grade	6	37.50%	10	62.50%	16
Senior Management Grade 1	16	51.61%	15	48.39%	31
Senior Management Grade 2	<5	42.86%	<5	57.14%	<10
Senior Management Grade 3	5	45.45%	6	54.55%	11
Senior Management Grades	<5	36.36%	7	63.64%	<12
TOTAL	<971	57.76%	<710	42.24%	<1674

Table 33 - Breakdown of disability disclosure by grade 2025

Grade	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research Ac 1	<5	7.69%	8	61.54%	<5	30.77%	<13
Academic & Research Ac 2	13	7.07%	101	54.89%	70	38.04%	184
Academic & Research Ac 3	36	8.39%	308	71.79%	85	19.81%	429
Academic & Research Ac 4	11	7.10%	97	62.58%	47	30.32%	155
Academic & Research FE64	0	0.00%	0	0.00%	7	100.00%	7
Academic & Research Professor	<5	12.12%	21	63.64%	8	24.24%	<33
Professional Services Grade 1	5	3.88%	79	61.24%	45	34.88%	129
Professional Services Grade 2	12	11.54%	63	60.58%	29	27.88%	104
Professional Services Grade 3	12	7.74%	101	65.16%	42	27.10%	155
Professional Services Grade 4	14	7.22%	136	70.10%	44	22.68%	194
Professional Services Grade 5	13	8.39%	112	72.26%	30	19.35%	155
Professional Services Grade 6	9	8.18%	78	70.91%	23	20.91%	110
Professional Services Grade 7	<5	5.56%	31	86.11%	<5	11.11%	<36
Professional Services Grade 8	<5	5.88%	12	70.59%	<5	23.53%	<17
Senior Management Grade 1	<5	4.65%	33	76.74%	8	18.60%	<43
Senior Management Grade 2	<5	0.00%	5	62.50%	<5	37.50%	<8
Senior Management Grade 3	<5	12.50%	7	87.50%	<5	0.00%	<8
Senior Management Grade 4 & 5	<5	0.00%	10	83.33%	<5	16.67%	<12
TOTAL	<136	7.59%	1202	67.04%	<455	25.38%	<1793

Table 34 - Breakdown of disability disclosure by grade 2024

Grade	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research Ac 1	<5	5.88%	7	41.18%	9	52.94%	<21
Academic & Research Ac 2	17	4.62%	172	46.74%	179	48.64%	368
Academic & Research Ac 3	35	7.85%	319	71.52%	92	20.63%	446
Academic & Research Ac 4	13	7.83%	102	61.45%	51	30.72%	166
Academic & Research FE64	0	0.00%	0	0.00%	7	100.00%	7
Academic & Research Professor	<5	10.81%	21	56.76%	12	32.43%	<38
Professional Services Grade 1	<5	2.55%	81	51.59%	72	45.86%	<158
Professional Services Grade 2	7	6.80%	54	52.43%	42	40.78%	103
Professional Services Grade 3	12	6.74%	101	56.74%	65	36.52%	178
Professional Services Grade 4	16	7.66%	147	70.33%	46	22.01%	209
Professional Services Grade 5	15	9.32%	114	70.81%	32	19.88%	161
Professional Services Grade 6	9	8.26%	73	66.97%	27	24.77%	109
Professional Services Grade 7	<5	7.50%	31	77.50%	6	15.00%	<42
Professional Services Grade 8	<5	4.76%	17	80.95%	<5	14.29%	<27
Senior Management Grade 1	<5	4.35%	35	76.09%	9	19.57%	46
Senior Management Grade 2	<5	0.00%	5	83.33%	<5	16.67%	<15
Senior Management Grade 3	<5	11.11%	8	88.89%	0	0.00%	9
Senior Management Grade 4 to 6	<5	0.00%	10	83.33%	<5	16.67%	<20
TOTAL	<169	6.69%	<1297	62.00%	<664	31.31%	<2130

Table 35 - Breakdown of disability disclosure by grade 2023

Grade	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research Ac 1	0	0.00%	7	41.18%	10	58.82%	17
Academic & Research Ac 2	17	4.57%	161	43.28%	194	52.15%	372
Academic & Research Ac 3	28	7.49%	257	68.72%	89	23.80%	374
Academic & Research Ac 4	11	6.96%	93	58.86%	54	34.18%	158
Academic & Research FE64	0	0.00%	0	0.00%	7	100.00%	7
Academic & Research Professor	<5	8.11%	20	54.05%	14	37.84%	<39
Professional Services Grade 1	<5	2.04%	43	43.88%	53	54.08%	<101
Professional Services Grade 2	<5	3.48%	56	48.70%	55	47.83%	<116
Professional Services Grade 3	10	7.46%	76	56.72%	48	35.82%	134
Professional Services Grade 4	15	7.39%	146	71.92%	42	20.69%	203
Professional Services Grade 5	14	9.66%	101	69.66%	30	20.69%	145
Professional Services Grade 6	7	6.67%	69	65.71%	29	27.62%	105
Professional Services Grade 7	<5	8.33%	30	83.33%	<5	8.33%	<40
Professional Services Grade 8	<5	4.76%	16	76.19%	<5	19.05%	<26
Senior Management Grade 1	<5	5.13%	30	76.92%	7	17.95%	<42
Senior Management Grade 2	0	0.00%	6	85.71%	<5	14.29%	<11
Senior Management Grade 3	<5	10.00%	8	80.00%	<5	10.00%	<18
Senior Management Grade 4 to 6	0	0.00%	11	91.67%	<5	8.33%	<16
TOTAL	<137	6.24%	1130	59.79%	<657	33.97%	<1924

Table 36 - Breakdown of disability disclosure by grade 2022

Grade	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research Ac 1	<5	4.3%	15	65.2%	7	30.4%	<27
Academic & Research Ac 2	31	9.5%	236	72.4%	59	18.1%	326
Academic & Research Ac 3	28	8.0%	230	65.9%	91	26.1%	349
Academic & Research Ac 4	7	5.5%	61	47.7%	60	46.9%	128
Academic & Research FE64	0	0.0%	0	0.0%	8	100.0%	8
Academic & Research Professor	<5	6.7%	13	43.3%	15	50.0%	<33
Professional Services Grade 1	<5	1.0%	60	57.1%	44	41.9%	<109
Professional Services Grade 2	8	6.4%	69	55.2%	48	38.4%	125
Professional Services Grade 3	10	8.5%	70	59.3%	38	32.2%	118
Professional Services Grade 4	17	9.3%	122	67.0%	43	23.6%	182
Professional Services Grade 5	12	8.2%	97	66.4%	37	25.3%	146
Professional Services Grade 6	5	5.5%	57	62.6%	29	31.9%	91
Professional Services Grade 7	<5	9.7%	26	83.9%	<5	6.5%	<36
Professional Services Grade 8	<5	5.0%	15	75.0%	<5	20.0%	<25
Senior Management Grade 1	<5	8.8%	26	76.5%	5	14.7%	<36
Senior Management Grade 2	0	0.0%	<5	66.7%	<5	33.3%	<10
Senior Management Grade 3	0	0.0%	10	83.3%	<5	16.7%	<15
Senior Management Grade 4 & 5	0	0.0%	9	100.0%	<5	0.0%	<14
TOTAL	<148	7.4%	<1121	64.2%	<508	28.4%	<1778

Table 37 - Breakdown of disability disclosure by grade 2021

Grade	Declared Disabled	% of Total	Declared Not Disabled	% of Total	Not Known	% of Total	TOTAL
Academic & Research Ac 1		0.00%	9	50.00%	9	50.00%	18
Academic & Research Ac 2	10	4.41%	129	56.83%	88	38.77%	227
Academic & Research Ac 3	14	4.32%	163	50.31%	147	45.37%	324
Academic & Research Ac 4	<5	2.40%	49	39.20%	73	58.40%	<127
Academic & Research FE64		0.00%		0.00%	9	100.00%	9
Academic & Research Professor	<5	3.33%	13	43.33%	16	53.33%	<34
Knowledge Transfer Partnerships		0.00%	15	68.18%	7	31.82%	22
Professional Services Grade 1	<5	2.76%	78	53.79%	63	43.45%	<146
Professional Services Grade 2	<5	1.76%	84	49.41%	83	48.82%	<172
Professional Services Grade 3	<5	1.89%	42	39.62%	62	58.49%	<109
Professional Services Grade 4	5	2.89%	82	47.40%	86	49.71%	173
Professional Services Grade 5	<5	0.77%	56	43.08%	73	56.15%	<134
Professional Services Grade 6	<5	2.30%	35	40.23%	50	57.47%	<90
Professional Services Grade 7		0.00%	12	35.29%	22	64.71%	34
Professional Services Grade 8		0.00%	9	56.25%	7	43.75%	16
Senior Management Grade 1		0.00%	15	48.39%	16	51.61%	31
Senior Management Grade 2		0.00%	<5	57.14%	<5	42.86%	<10
Senior Management Grade 3		0.00%	7	63.64%	<5	36.36%	<12
Senior Management Grades 4 to		0.00%	5	45.45%	6	54.55%	11
TOTAL	<64	2.68%	<808	48.15%	<827	49.16%	<1699

Table 38 - Breakdown by grade and ethnicity 2025

Grade	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	Total
Academic & Research Ac 1	5	38.46%	7	53.85%	1	7.69%	13
Academic & Research Ac 2	58	31.52%	100	54.35%	26	14.13%	184
Academic & Research Ac 3	110	25.64%	307	71.56%	12	2.80%	429
Academic & Research Ac 4	25	16.13%	128	82.58%	<5	1.29%	<155
Academic & Research FE64	0	0.00%	7	100.00%	0	0.00%	7
Academic & Research Professor	9	27.27%	24	72.73%	0	0.00%	33
Professional Services Grade 1	26	20.16%	97	75.19%	6	4.65%	129
Professional Services Grade 2	12	11.54%	86	82.69%	6	5.77%	104
Professional Services Grade 3	9	5.81%	140	90.32%	6	3.87%	155
Professional Services Grade 4	15	7.73%	171	88.14%	8	4.12%	194
Professional Services Grade 5	11	7.10%	143	92.26%	<5	0.65%	<155
Professional Services Grade 6	9	8.18%	93	84.55%	8	7.27%	110
Professional Services Grade 7	<5	10.81%	32	86.49%	<5	2.70%	<37
Professional Services Grade 8	<5	5.88%	15	88.24%	<5	5.88%	17
Senior Management Grade 1	<5	2.33%	40	93.02%	<5	4.65%	<43
Senior Management Grade 2	<5	12.50%	7	87.50%	0	0.00%	8
Senior Management Grade 3	<5	12.50%	7	87.50%	0	0.00%	8
Senior Management Grade 4, 5 & 6	<5	8.33%	11	91.67%	0	0.00%	12
TOTAL	<298	16.62%	1415	78.92%	<80	4.46%	<1793

Table 39 - Breakdown by grade and ethnicity 2024

Grade	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	Total
Academic & Research Ac 1	6	35.29%	9	52.94%	<5	11.76%	<20
Academic & Research Ac 2	130	35.33%	171	46.47%	67	18.21%	368
Academic & Research Ac 3	111	24.89%	324	72.65%	11	2.47%	446
Academic & Research Ac 4	26	15.66%	137	82.53%	<5	1.81%	<168
Academic & Research FE64	0	0.00%	7	100.00%	0	0.00%	7
Academic & Research Professor	11	29.73%	26	70.27%	0	0.00%	37
Professional Services Grade 1	37	23.57%	102	64.97%	18	11.46%	157
Professional Services Grade 2	6	5.83%	81	78.64%	16	15.53%	103
Professional Services Grade 3	12	6.74%	152	85.39%	14	7.87%	178
Professional Services Grade 4	16	7.66%	182	87.08%	11	5.26%	209
Professional Services Grade 5	9	5.59%	149	92.55%	<5	1.86%	<163
Professional Services Grade 6	9	8.26%	93	85.32%	7	6.42%	109
Professional Services Grade 7	5	12.50%	33	82.50%	<5	5.00%	40
Professional Services Grade 8	0	0.00%	19	90.48%	<5	9.52%	<24
Senior Management Grade 1	0	0.00%	44	95.65%	<5	4.35%	<49
Senior Management Grade 2	<5	16.67%	5	83.33%	0	0.00%	<10
Senior Management Grade 3	<5	11.11%	8	88.89%	0	0.00%	<13
Senior Management Grade 4 to 6	<5	8.33%	11	91.67%	0	0.00%	<16
TOTAL	<393	18.21%	<1553	74.24%	<174	7.55%	<2120

Table 40 - Breakdown by grade and ethnicity 2023

Grade	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	Total
Academic & Research Ac 1	<5	23.53%	10	58.82%	<5	17.65%	<20
Academic & Research Ac 2	125	33.60%	178	47.85%	69	18.55%	372
Academic & Research Ac 3	69	18.45%	296	79.14%	9	2.41%	374
Academic & Research Ac 4	24	15.19%	129	81.65%	5	3.16%	158
Academic & Research FE64	0	0.00%	7	100.00%	0	0.00%	7
Academic & Research Professor	9	24.32%	27	72.97%	<5	2.70%	<41
Professional Services Grade 1	9	9.18%	73	74.49%	16	16.33%	98
Professional Services Grade 2	9	7.83%	86	74.78%	20	17.39%	115
Professional Services Grade 3	5	3.73%	116	86.57%	13	9.70%	134
Professional Services Grade 4	13	6.40%	181	89.16%	9	4.43%	203
Professional Services Grade 5	9	6.21%	134	92.41%	<5	1.38%	<148
Professional Services Grade 6	10	9.52%	87	82.86%	8	7.62%	105
Professional Services Grade 7	<5	8.33%	30	83.33%	<5	8.33%	<40
Professional Services Grade 8	0	0.00%	20	95.24%	<5	4.76%	<25
Senior Management Grade 1	<5	2.56%	36	92.31%	<5	5.13%	<46
Senior Management Grade 2	<5	14.29%	6	85.71%	0	0.00%	<11
Senior Management Grade 3	0	0.00%	8	80.00%	<5	10.00%	<13
Senior Management Grade 4 to 6	0	0.00%	11	91.67%	<5	8.33%	<16
TOTAL	<302	15.40%	1435	75.97%	<189	8.63%	<1926

Table 41 - Breakdown by grade and ethnicity 2022

Grade	Ethnic minority	% of Total	White	% of Total	Not Known	% of Total	Total
Academic & Research Ac 1	5	21.7%	16	69.6%	<5	8.7%	<26
Academic & Research Ac 2	99	30.4%	190	58.3%	37	11.3%	326
Academic & Research Ac 3	58	16.6%	286	81.9%	5	1.4%	349
Academic & Research Ac 4	17	13.3%	109	85.2%	<5	1.6%	<131
Academic & Research FE64	0	0.0%	8	100.0%	0	0.0%	8
Academic & Research Professor	8	26.7%	22	73.3%	0	0.0%	30
Professional Services Grade 1	8	7.6%	90	85.7%	7	6.7%	105
Professional Services Grade 2	7	5.6%	102	81.6%	16	12.8%	125
Professional Services Grade 3	6	5.1%	108	91.5%	<5	3.4%	<119
Professional Services Grade 4	10	5.5%	168	92.3%	<5	2.2%	<183
Professional Services Grade 5	12	8.2%	132	90.4%	<5	1.4%	<149
Professional Services Grade 6	8	8.8%	82	90.1%	<5	1.1%	<95
Professional Services Grade 7	<5	9.7%	27	87.1%	<5	3.2%	<37
Professional Services Grade 8	0	0.0%	19	95.0%	<5	5.0%	<24
Senior Management Grade 1	<5	2.9%	32	94.1%	<5	2.9%	<42
Senior Management Grade 2	0	0.0%	6	100.0%	0	0.0%	6
Senior Management Grade 3	<5	8.3%	10	83.3%	<5	8.3%	12
Senior Management Grade 4, 5 & 6	0	0.0%	10	100.0%	0	0.0%	10
TOTAL	<253	13.9%	1417	81.3%	<115	4.8%	<1785

Table 42 - Breakdown by grade and ethnicity 2021

Grade	Black & Ethnic Minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research Ac 1	<5	16.67%	<5	5.56%	14	77.78%	<24
Academic & Research Ac 2	53	23.35%	23	10.13%	151	66.52%	227
Academic & Research Ac 3	40	12.35%	6	1.85%	278	85.80%	324
Academic & Research Ac 4	15	12.00%	<5	1.60%	108	86.40%	<128
Academic & Research FE64		0.00%		0.00%	9	100.00%	9
Academic & Research Professor	8	26.67%		0.00%	22	73.33%	30
Knowledge Transfer Partnership	10	45.45%		0.00%	12	54.55%	22
Professional Services Grade 1	6	4.14%	13	8.97%	126	86.90%	145
Professional Services Grade 2	6	3.53%	21	12.35%	143	84.12%	170
Professional Services Grade 3	<5	2.83%	<5	2.83%	100	94.34%	<110
Professional Services Grade 4	8	4.62%	<5	2.31%	161	93.06%	<174
Professional Services Grade 5	<5	3.08%	<5	3.08%	122	93.85%	<132
Professional Services Grade 6	6	6.90%	<5	1.15%	80	91.95%	<91
Professional Services Grade 7		0.00%	<5	2.94%	33	97.06%	<38
Professional Services Grade 8		0.00%	<5	6.25%	15	93.75%	<20
Senior Management Grade 1	<5	6.45%	<5	3.23%	28	90.32%	<38
Senior Management Grade 2		0.00%		0.00%	7	100.00%	7
Senior Management Grade 3	<5	9.09%	<5	9.09%	9	81.82%	<19
Senior Management Grades 4, 5 & 6		0.00%		0.00%	11	100.00%	11
TOTAL	<177	9.84%	<113	4.89%	1429	85.26%	<1719



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