



UNIVERSITY OF THE  
WEST of SCOTLAND  
**UWS**

# Employee Equalities Monitoring Report

*(published April 2026)*



## Introduction:

**The University of the West of Scotland (UWS) Employee Equalities Monitoring report provides an overview of our employee demographics, focusing on the protected characteristics: sex, age, disability, religion and belief, sexual orientation, and ethnicity. The report examines working patterns, recruitment, promotion, and leavers data, alongside equalities monitoring for University Court membership.**

Monitoring these characteristics enables us to benchmark our demographics against the sector and assess their representativeness of our student population. This comparison helps identify areas for action to ensure UWS is inclusive and diverse. All employees are invited to provide information on their protected characteristics on a voluntary basis at the time of recruitment and can update this data at any time. We use the Higher Education Statistics Agency (HESA) Scotland dataset (2023/24) for benchmarking, as this is the most up-to-date data available at the time of writing this report.

To maintain confidentiality, we report data in percentages, preventing redaction due to low numbers.

This report serves as a supporting statistical document for internal and external use, with insights contributing to the UWS Equalities Mainstreaming Report 2026.



# Protected Characteristics:

Overall, staffing levels have reduced with 1713 employees in 2025 compared to 1928 employees in 2024.

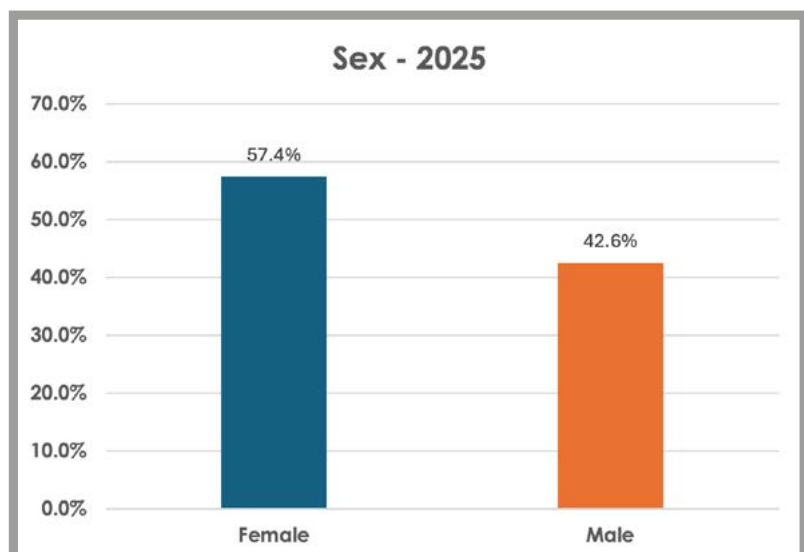
Some of the key information on the employee profile within this section includes:

Protected Characteristic	Key Information
<b>Sex</b>	At 57.4% female employees, we slightly exceed the HESA Scotland Benchmark (55.2%).
<b>Age</b>	Overall, the age profile of employees has remained largely consistent over the past two years and is older compared to the Higher Education Statistics Agency Scotland equivalent.  However, UWS has seen an increase in employees in the 20 and under, 41-50 and 61-65 age groups.
<b>Ethnicity</b>	Most UWS employees declared as white, with the percentage of Minority Ethnic employees at 16.9%, above the HESA Scotland benchmark of 9.9% for 2022/23.
<b>Disability</b>	Disclosure of disability has increased and remains higher than the HESA Scotland benchmark (7.2% of UWS employees reported some form of disability, compared to 5.9% for Scotland).
<b>Religion and Belief</b>	Of those who disclosed, No religion and Roman Catholic were the most frequently chosen categories, at 12.9% and 9.7% respectively.
<b>Sexual Orientation</b>	In 2025, 4.9% of employees who declared their sexual orientation were LGBTQ+.  There was an increase in employees who declared their sexual orientation as "Straight/Heterosexual" from 58% in 2024 to 63.8% in 2025.

## Sex:

The UWS employee profile is 57.4% female and 42.6% male with no significant change since 2024. This female proportion slightly exceeds the HESA Scotland benchmark of 55.2%.

For a detailed breakdown by sex for 2024 and 2025, see Table 1 in the Appendix.

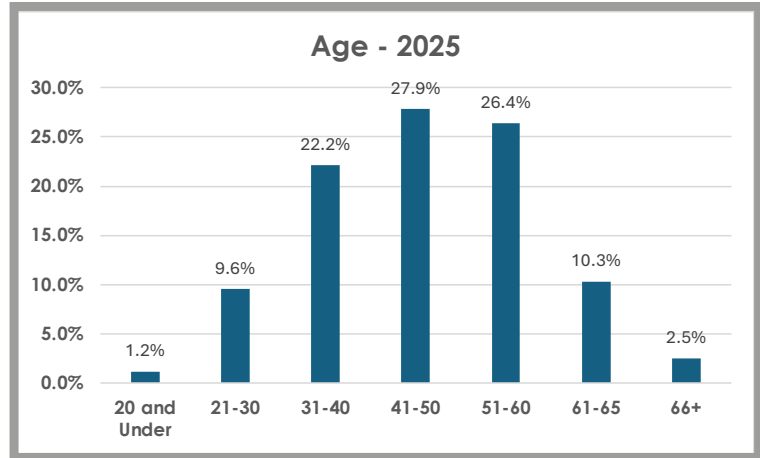


### Age:

The age range of UWS employees has remained largely stable over the last 2 years, with majority of employees aged between 31-60.

Detailed age profiles are in Table 2 of the Appendix.

Our age data is comprehensive owing to information gathered through the Right to Work aspect of the recruitment process.

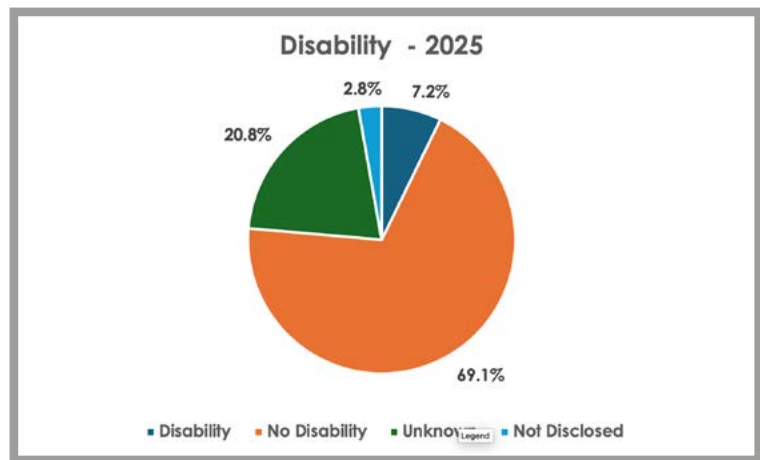


### Disability Status:

In 2025 there was an increase in employees choosing to share their disability status, with the unknown responses dropping by 6 percentage points to 20.8%. Disability disclosures remained consistent at 7.2% in 2025 and 7.1% in 2024.

Full details are in Table 3 of the Appendix.

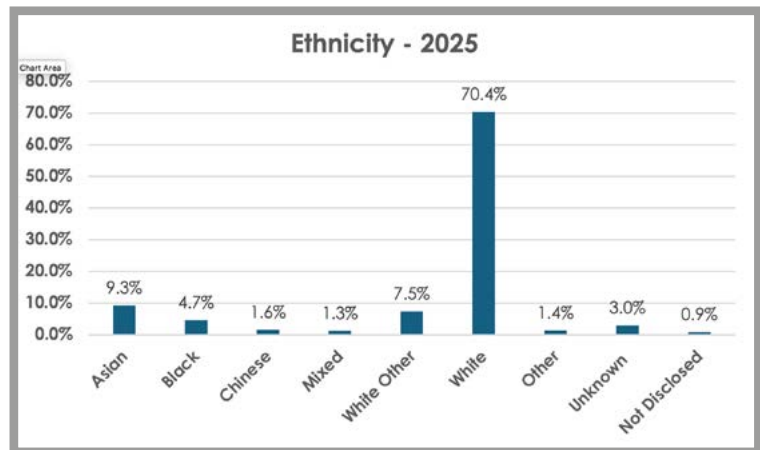
UWS employees who disclosed a disability exceeds the 2023/24 HESA Scotland benchmark of 5.9%.



### Ethnicity:

UWS employees declare as predominantly white, with the total proportion of Black or Minority Ethnic employees at 16.9%, remaining consistent with 2024. This is significantly higher than the HESA Scotland benchmark of 9.9% for 2023/24.

Detailed information is in Table 6 of the Appendix.



**Note:** Our London Campus employees reflect the local, more diverse population, making direct comparisons to Scottish HESA data less accurate.

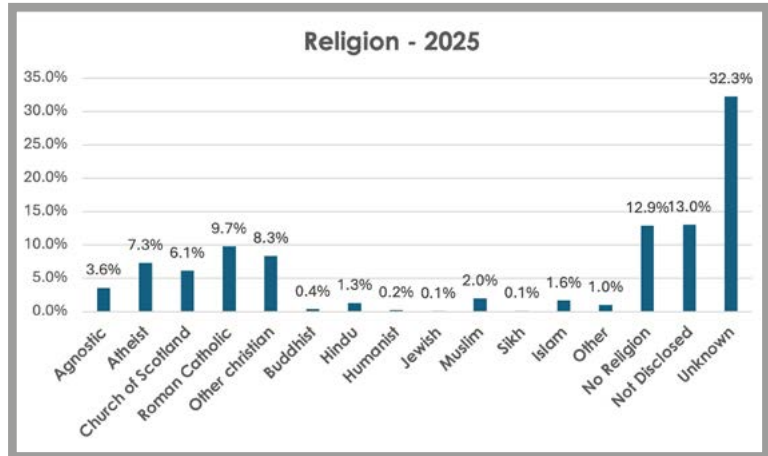
### Religion:

There has been an increase in the number of employees who choose to complete their religion and belief information, with the "unknown" category reducing from 38.5% to 32.3%. The number of employees who completed this information but chose "prefer not to say" stayed consistent at 13%.

Overall, there were minor fluctuations across most of the categories but no significant changes from 2024 to 2025.

Consistently with the 2024 reports, employees who have no religion (12.9%) make up the highest proportion, followed by employees who are Roman Catholic (9.7%), and then other Christian (8.3%).

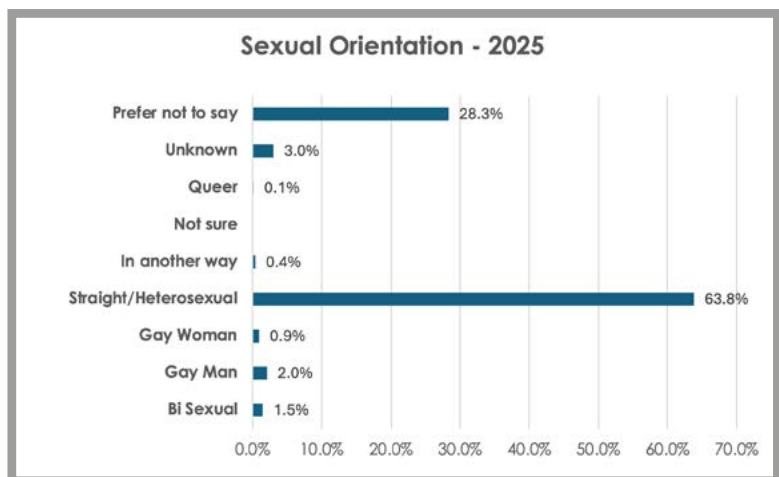
A full breakdown of the religion and belief employee profile for 2024 and 2025 can be found in Table 4 in the Appendix.



### Sexual Orientation:

In 2025, 4.9% of employees who declared their sexual orientation were LGB+. Most employees declared their sexual orientation as "Straight/Heterosexual", with an increase from 58% in 2024 to 63.8% in 2025.

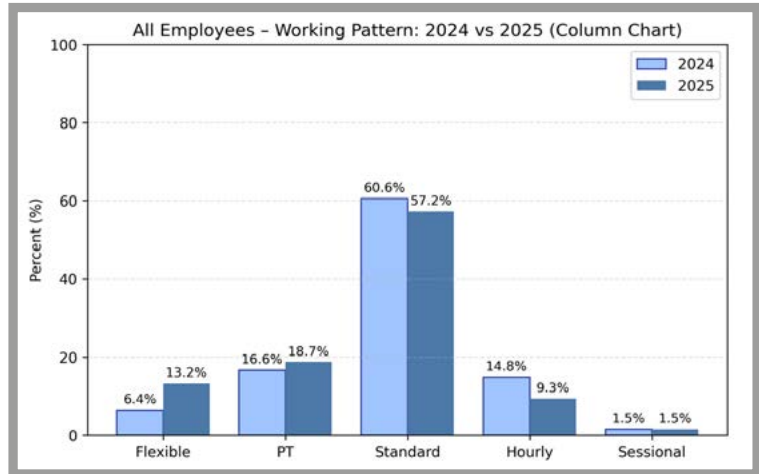
The number of employees who did not complete this information at all reduced by almost half to 3% (shown as "Unknown" in graph), however the number of employees who chose "prefer not to say" remained at a similar level of 28.3% (shown as "not disclosed").



A further breakdown of employees by sexual orientation for 2024 and 2025 can be found in Table 5 in the Appendix.

# Working Patterns:

Most UWS employees follow a standard working pattern, though flexible working is more common in Professional Services (15.2%) than Academic contracts (11.2%). Senior Leaders opting for flexible working has increased significantly. Flexible and part-time work is seen across all employee sub-groups, including those with disabilities, ethnic minorities, younger employees (under 40), and LGBTQ+ employees.



In 2025, 57.2% of employees had a standard working pattern, down from 60.6% in 2024. Part-time working decreased by 2.1 percentage points, while flexible working more than doubled from 6.4% to 13.2%. This is the second year in a row flexible working has doubled at UWS. Hourly workers decrease from 14.8% to 9.3%, with sessional working remaining consistent at 1.5%. See Table 7 in the Appendix for more details.

**Note:** Data is based on roles, not individuals, as some employees hold multiple positions.

## Professional Services Employees:

In 2025, 49.6% of employees had a standard working pattern, down from 60.6% in 2024. Part-time working increased by 9.1 percentage points, while flexible working more than doubled from 6.4% to 15.2%. This is the second year in a row flexible working has doubled at UWS. Hourly workers decrease from 14.8% to 6.6%, and sessional workers increased from 1.5% to 3%.

*Please see Table 8 in the Appendix for more details.*

## Academic Employees:

Most employees on an academic contract have a standard working pattern at 65.5%, a slight increase from 2024. The percentage of Academic employees working part time has returned to 2023 levels at 11.0% (previously at 11.1% in 2023 and 10.1% in 2024). Similar to Professional Services employees, flexible working increased significantly for Academic employees from 3.8% in 2024 to 11.2% in 2025.

*Please see Table 9 in the Appendix for further detail and breakdown of academic employee working patterns.*

## Sex:

Flexible, part time and sessional working is more common for female employees than males at UWS. There are more male employees working hourly contracts than female. This is consistent with previous years. The majority of both female and male staff work standard patterns.

Female employees working flexible patterns increased by 8.1 percentage points to 16.7% in 2025. 12.7% of male employees work part time, an increased from 10.9% in 2024.

*Full details are in Table 10 in the Appendix.*

### Age:

In 2025, flexible working fluctuated by age group. Of those employees with flexible working, the majority were in the 41–60 age bracket (66.7% in total). No employees under 20 had flexible working, and less than 1% were aged 66+.

Part time working increased for employees aged 20 and under, 41–50 and 61–65.

Employees aged 21–30 working hourly increased by 8.9 percentage points to 25.8%.

*Full details are in Table 11 in the Appendix.*

### Ethnicity:

In 2025, employees from a Minority Ethnic background mostly worked to a standard contract (62.7%). Flexible and part time working patterns decreased slightly for the second year in a row for Minority Ethnic employees, from 3.8% to 3.1% and 10/1% to 9.6% respectively.

*Please see Table 12 in the Appendix for further detail on the working patterns of ethnic minority employees.*

### LGBTQ+ Status:

In 2025, employees who are LGBTQ+ mostly worked to a standard contract (65.9%). There was an increase of LGBTQ+ employees working flexible patterns, from 9.9% in 2024 to 16.5% in 2025. LGBTQ+ employees with hourly working patterns decreased by 2.2 percentage points to 4.7%.

*Please see Table 13 in the Appendix for further detail on the working patterns of LGBTQ+ employees.*

### Disability Status:

In 2025 employees with a disability mostly worked to a standard contract 56.8%, a decrease of 9.4 percentage points from the previous year. Similar to other protected characteristics, the percentage of those who worked flexibly increased from 7.2% in 2024 to 18.4% in 2025.

*Please see Table 14 in the Appendix for further detail on the working patterns of employees with a disability*

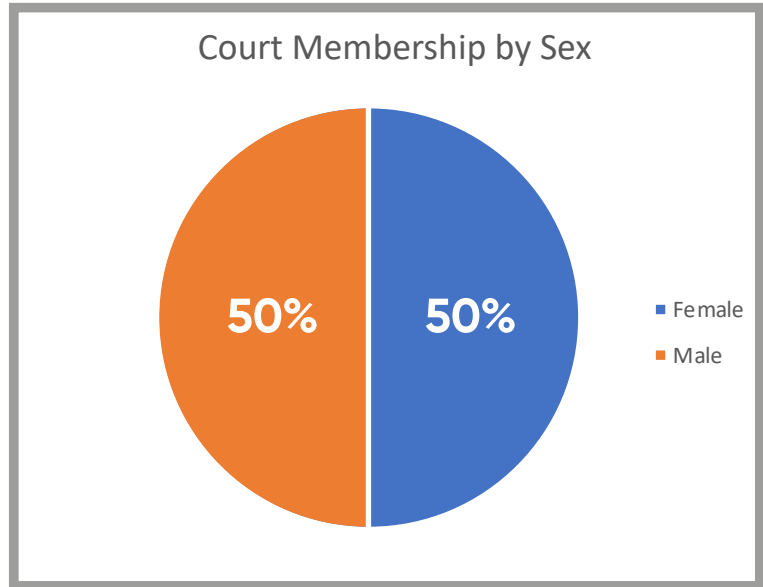
### Senior Leaders:

Flexible working in Senior Leaders increased from 1.5% in 2024 to 11.6% in 2025, whilst part time working halved from 3% to 1.5% in 2025.

*Please see Table 15 in the Appendix for further detail on the working patterns of senior employees.*

# Court Equalities Monitoring

The membership of the University Court is defined by the University of the West of Scotland (Order of Council) 2019 and is composed of appointed and elected governors reflecting a variety of interests and experience, having regard to the balance of skills, attributes and experience required to enable the Court to function effectively. As of 30th April 2025, 50% of Court Members were male and 50% were female.



The University Court, through its Governance & Nominations Committee, monitors the diversity of its membership by examining 10 characteristics – Age, British Sign Language (BSL) user, Disability, Gender Reassignment, Marital Status, Pregnancy or Maternity, Religion or Belief, Sex and Sexual Orientation. This information, along with the balance of skills, attributes and experience required in the membership of the Court, is used to inform the recruitment and appointment of lay governors.

The University complies with the Gender Representation on Public Boards(Scotland) Act 2018 to publish information on how it has met the duties specified under sections 5 and 6 of the Act.

## Recruitment:

Some of the key information on employee recruitment within this section includes:

Protected Characteristic	Key Trend
Sex	More males applied for Academic and Professional Services roles, but more females were appointed.
Ethnicity	Most applicants to Academic roles were from Black or Minority Ethnic groups. Across Academic roles and Professional Services roles, applicants from Black or Minority Ethnic groups were significantly less likely to be appointed.
Disability Status	More disabled applicants were appointed to Academic and Professional Services roles than applied.

### Academic and Research Vacancies by Sex:

In 2025 there were more male applicants (56.7%) for Academic and Research vacancies than female applicants (36.5%). However, there was a higher percentage of females appointed (58.8%) than males. This is consistent with 2024.

*Please see Table 17 in the Appendix for further detail.*

### Professional Services Vacancies by Sex:

In a similar trend to Academic and Research vacancies, there were more male applicants (51.3%) to Professional Service roles than females (40.3%), but a higher percentage of female applicants were appointed (58.8%).

*Please see Table 18 in the Appendix for further detail.*

### Academic and Research Vacancy Applications from Black and Minority Ethnic Applicants:

In 2025, 61% of applicants to Academic and Research roles were from a Black or Minority Ethnic group. This is an increase from 53% in 2024. Out of all applicants shortlisted, 61.2% were from a Black or Minority Ethnic group, however only 17.6% of those appointed were from a Black or Minority Ethnic group.

*More details are in Table 19 in the Appendix.*

### Professional Services Vacancy Applications from Black and Minority Ethnic Applicants:

In comparison to Academic and Research roles, there were less applicants from a Black or Minority Ethnic group to Professional Service roles (45.9%). A slightly higher percentage were shortlisted (47%), but similarly to Academic and Research roles, only 17.9% were appointed.

*More details can be found in Table 19 in the Appendix.*

### Academic and Research Vacancy Applications from Disabled Applicants:

In 2025 more disabled applicants were appointed (11.8%) to Academic and Research roles than applied (5.9%). This is a positive increase from 2024, where no disabled candidates were appointed. *More details are in Table 20 in the Appendix.*

Disabled candidates meeting essential criteria are guaranteed an interview under the University's disability confident scheme.

### Professional Services Vacancy Applications from Disabled Applicants:

Consistent with Academic and Research vacancies, 5.4% of applications to Professional Service roles were from disabled candidates. A similar percentage were shortlisted (5.2%), but more disabled applicants were appointed (7.4%). This is a positive increase from 2024, where no disabled candidates were appointed.

*Please see Table 20 in the Appendix for further detail.*

Disabled candidates meeting essential criteria are guaranteed an interview under the University's Disability Confident scheme.

## Academic Promotions:

Due to financial pressures, academic promotions for 2024/25 were paused and are under review. Academic promotions are expected to resume in financial year 2026/27.

## Leavers:

Overall, 461 employees exited in 2025 compared to 443 in 2024. Please see below for the key data points followed by those leaving UWS employment:

Protected Characteristic	Trend
<b>Sex</b>	<p>51.4% of leavers were female. 57.4% of our employee population is female and as such this indicates that male employees leave at a higher rate than female employees.</p> <p><i>Please see more detail in Table 21 in the Appendix.</i></p>
<b>Age</b>	<p>The 31-40 age group had the highest proportion of leavers (29.9%), this is reasonably proportionate as they make up 22.2% of our employee population.</p> <p>The 20 and under age group had the lowest (1.3%) percentage of leavers, this is proportionate as those who are 20 and under make up the smallest age group within the organisation.</p> <p><i>More details are in Table 22 in the Appendix.</i></p>
<b>Disability Status</b>	<p>58.8% of leavers did not identify as having a disability compared to 9.1% of leavers who did identify as having a disability. These numbers are proportionate as 7.2% of employees have disclosed a disability.</p> <p><i>Please see more detail in Table 23 in the Appendix.</i></p>
<b>Religion</b>	<p>61.2% of leavers' religion was unknown, this is disproportionate to the general employee population where 32.3% of employees' religion is unknown. This is partly due to historic data capture issues, with action planned in 2026 to improve employee data disclosure.</p> <p>Those who had no religion made up 8% of all leavers in 2025 in comparison to 12.9% of the employee population.</p> <p><i>Please see more detail in Table 24 in the Appendix.</i></p>
<b>Sexual Orientation</b>	<p>In 2025, 43.4% of leavers were heterosexual, which is proportionally lower than the general UWS employee population.</p> <p>20.8% had an unknown sexual orientation, a large overrepresentation as within the employee population only 3% did not share this information.</p> <p>29.7% chose not to disclose their orientation, this is in line with the employee population of whom 28.3% decided not to disclose.</p> <p><i>Please see more detail in Table 25 in the Appendix.</i></p>
<b>Ethnicity</b>	<p>The majority of leavers in 2025 identified as white (52.7%), this is proportionate as the majority of UWS employees have indicated that they are white.</p> <p>24.3% of leavers were from a Black or Minority Ethnic group.</p> <p><i>Please see more detail in Table 26 in the Appendix.</i></p>

### **Leavers by Service Profile:**

The largest proportion of leavers in 2025 were those who had been in service for 1-2 years (43%), followed by those with less than one year's service (30.8%). These were also the two categories with the most leavers in 2024.

For full details of leavers by service profile, please see Table 27 in the Appendix.

### **Voluntary and Involuntary Leavers:**

A voluntary leaver is an employee who took the decision to resign, while an involuntary leaver is an employee who was made redundant or whose contract was terminated for another reason.

Of all voluntary leavers, the majority were female (56.6%) and white (84.6%).

Of all involuntary leavers, the majority groups were male (51.8%) and white (52.5%).

For full details of voluntary leavers see Table 28 and for involuntary leavers see Table 29. Full details are provided for those who left due to another reason in Table 30 and those who left for an unknown reason are included in Table 31 in the Appendix.

# Appendix:

**TABLE 1 – SEX (EMPLOYEES)**

Sex	2023/24	2024/2025
Female	57.1%	57.4%
Male	42.9%	42.6%
Other	0.0%	0.0%

**TABLE 2 – AGE (EMPLOYEES)**

Age	2023/24	2024/2025
20 and under	0.3%	1.2%
21-30	10.9%	9.6%
31-40	24.4%	22.2%
41-50	26.1%	27.9%
51-60	26.6%	26.4%
61-65	8.7%	10.3%
66+	3.1%	2.5%
Unknown	0.0%	0.0%

**TABLE 3 – DISABILITY STATUS (STUDENTS)**

Disability	2023/24	2024/2025
Yes	7.1%	7.2%
No	63.7%	69.1%
Unknown	26.6%	20.8%
Not Disclosed	2.6%	2.8%

**TABLE 4 – RELIGION (EMPLOYEES)**

Religion	2023/24	2024/2025
Agnostic	3.2%	3.6%
Atheist	6.6%	7.3%
Church of Scotland	5.8%	6.1%
Roman Catholic	8.4%	9.7%
Other Christian	7.5%	8.3%
Buddhist	0.3%	0.4%
Hindu	1.0%	1.3%
Humanist	0.2%	0.2%
Jewish	0.1%	0.1%
Muslim	1.6%	2.0%
Sikh	0.1%	0.1%
Islam	1.5%	1.6%
Other	0.8%	1.0%
No Religion	11.6%	12.9%
Not Disclosed	13.0%	13.0%
Unknown	38.5%	32.3%

**TABLE 5 – SEXUAL ORIENTATION (EMPLOYEES)**

Sexual Orientation	2023/24	2024/2025
Bisexual	1.5%	1.5%
Gay Man	2.0%	2.0%
Gay Woman	1.2%	0.9%
Straight/Heterosexual	58.0%	63.8%
In another way	0.2%	0.4%
Not sure	0.0%	0.0%
Queer	0.1%	0.1%
Unknown	7.5%	3.0%
Not Disclosed	29.6%	28.3%

**TABLE 6 – ETHNICITY (EMPLOYEES)**

Ethnicity	2023/24	2024/2025
Asian	8.6%	9.3%
Black	5.1%	4.7%
Chinese	1.5%	1.6%
Mixed	1.2%	1.3%
White Other	8.8%	7.5%
White	67.3%	70.4%
Other	1.3%	1.4%
Unknown	5.3%	3.0%
Not Disclosed	0.8%	0.9%

**TABLE 7 – ALL EMPLOYEE WORKING PATTERN**

All Employees - Working Pattern	2024	2025
Flexible	6.4%	13.2%
PT	16.6%	18.7%
Standard	60.6%	57.2%
Hourly	14.8%	9.3%
Sessional	1.5%	1.5%

**TABLE 8 – PROFESSIONAL SERVICES EMPLOYEES WORKING PATTERN**

Professional Services Employees - Working Pattern	2024	2025
Flexible	6.4%	15.2%
PT	16.6%	25.7%
Standard	60.6%	49.6%
Hourly	14.8%	6.6%
Sessional	1.5%	3.0%

**TABLE 9 – ACADEMIC EMPLOYEE WORKING PATTERN**

Academic Employees - Working Pattern	2024	2025
Flexible	3.8%	11.2%
PT	10.1%	11.0%
Standard	64.6%	65.5%
Hourly	21.4%	12.4%
Sessional	0.0%	0.0%

**TABLE 10 – WORKING PATTERN BY SEX**

Working Pattern	Sex	2024	2025
Flexible	Female	8.6%	16.7%
	Male	3.6%	8.5%
PT	Female	20.9%	23.1%
	Male	10.9%	12.7%
Standard	Female	55.3%	49.9%
	Male	67.6%	67.1%
Hourly	Female	12.8%	7.9%
	Male	17.5%	11.4%
Sessional	Female	2.4%	2.5%
	Male	0.4%	0.3%

**TABLE 11 – WORKING PATTERN BY AGE**

Working Pattern	Age	2024	2025
Flexible	20 and Under	0.0%	0.0%
	21-30	8.6%	5.6%
	31-40	21.9%	17.3%
	41-50	24.2%	26.4%
	51-60	39.1%	40.3%
	61-65	6.3%	9.5%
	66+	0.0%	0.9%
	Unknown	0.0%	0.0%

Working Pattern	Age	2024	2025
PT	20 and Under	0.3%	3.4%
	21-30	8.2%	6.7%
	31-40	21.5%	19.0%
	41-50	24.8%	27.0%
	51-60	26.4%	23.0%
	61-65	14.5%	17.5%
	66+	4.2%	3.4%
	Unknown	0.0%	0.0%
Standard	20 and Under	0.1%	0.1%
	21-30	10.6%	9.0%
	31-40	23.7%	24.2%
	41-50	27.6%	29.2%
	51-60	27.8%	26.4%
	61-65	8.3%	9.1%
	66+	1.9%	2.0%
	Unknown	0.0%	0.0%

Working Pattern	Age	2024	2025
Hourly	20 and Under	1.0%	5.5%
	21-30	16.9%	25.8%
	31-40	35.9%	25.2%
	41-50	23.1%	27.0%
	51-60	11.9%	8.0%
	61-65	4.1%	3.7%
	66+	7.1%	4.9%
	Unknown	0.0%	0.0%
Sessional	20 and Under	0.0%	0.0%
	21-30	6.7%	0.0%
	31-40	10.0%	11.1%
	41-50	16.7%	22.2%
	51-60	60.0%	55.6%
	61-65	0.0%	3.7%
	66+	6.7%	7.4%
	Unknown	0.0%	0.0%

**TABLE 12 – WORKING PATTERNS OF MINORITY ETHNIC EMPLOYEES**

Minority Ethnic Employee - Working Pattern	2024	2025
Flexible	3.8%	3.1%
PT	10.1%	9.6%
Standard	64.6%	62.7%
Hourly	21.4%	24.2%
Sessional	0.0%	0.0%

**TABLE 13 – WORKING PATTERNS OF LGBTQ+ EMPLOYEES**

LGBTQ+ Employee - Working Pattern	2024	2025
Flexible	9.9%	16.5%
PT	12.9%	11.8%
Standard	69.3%	65.9%
Hourly	6.9%	4.7%
Sessional	1.0%	1.2%

**TABLE 14 – WORKING PATTERNS OF EMPLOYEES WITH A DISABILITY**

Employees with a Disability - Working Pattern	2024	2025
Flexible	7.2%	18.4%
PT	13.7%	13.6%
Standard	66.2%	56.8%
Hourly	12.2%	10.4%
Sessional	0.7%	0.8%

TABLE 15 – WORKING PATTERNS OF SENIOR LEADERS

Senior Employees - Working Pattern	2024	2025
Flexible	1.5%	11.6%
PT	3.0%	1.5%
Standard	95.5%	87.0%

TABLE 16 – COURT MEMBERS BY SEX IN 2025

Sex	2025
Female	50%
Male	50%

TABLE 17 – ACADEMIC AND RESEARCH VACANCIES BY SEX IN 2025

Academic and Research Vacancy Applications			
	Female	Male	Unknown
Applications	36.5%	56.7%	6.9%
Shortlisted	36.5%	56.6%	6.9%
Appointed	58.8%	41.2%	0.0%

TABLE 18 – PROFESSIONAL SERVICES VACANCIES BY SEX IN 2025

Professional Services Vacancy Applications			
	Female	Male	Unknown
Applications	40.3%	51.3%	8.4%
Shortlisted	39.9%	51.7%	8.4%
Appointed	58.9%	38.9%	2.1%

**TABLE 19 – ALL VACANCY APPLICATIONS FROM BLACK AND MINORITY ETHNIC (BME) APPLICANTS IN 2025:**

Applications from BME Applicants		
	Academic and Research Vacancies	Professional Services Vacancies
Applications	61.0%	45.9%
Shortlisted	61.2%	47.0%
Appointed	17.6%	17.9%

**TABLE 20 – ALL VACANCY APPLICATIONS FROM DISABLED APPLICANTS IN 2025:**

Applications from Disabled Applicants		
	Academic and Research Vacancies	Professional Services Vacancies
Applications	5.9%	5.4%
Shortlisted	5.5%	5.2%
Appointed	11.8%	7.4%

**TABLE 21 – LEAVERS BY SEX IN 2025:**

Sex	2025
Female	51.4%
Male	48.6%

**TABLE 22 – LEAVERS BY AGE IN 2025:**

Age	2025
20 and Under	1.3%
21-30	18.0%
31-40	29.9%
41-50	20.8%
51-60	14.1%
61-65	7.2%
66+	8.7%
Unknown	0.0%

**TABLE 23 – LEAVERS BY DISABILITY STATUS IN 2025:**

Disability Status	2025
Yes	9.1%
No	58.8%
Not Disclosed	20.4%
Unknown	11.7%

**TABLE 24 – LEAVERS BY RELIGION IN 2025:**

Religion	2025
Agnostic	1.1%
Atheist	3.3%
Buddhist	0.0%
Church of Scotland	1.7%
Hindu	0.0%
Humanist	0.0%
Islam	0.9%
Jewish	0.0%
Muslim	1.3%
No Religion	8.0%
Not Disclosed	13.4%
Other	0.4%
Other Christian	4.8%
Roman Catholic	3.3%
Sikh	0.0%
Unknown	61.2%

**TABLE 25 – LEAVERS BY SEXUAL ORIENTATION IN 2025:**

<b>Sexual Orientation</b>	<b>2025</b>
Gay	3.3%
Heterosexual	43.4%
Bisexual	2.4%
Not sure	0.0%
Not Disclosed	29.7%
Unknown	20.8%

**TABLE 26 – LEAVERS BY ETHNICITY IN 2025:**

<b>Age</b>	<b>2025</b>
Asian	12.6%
Black	8.5%
Chinese	1.5%
Mixed	1.7%
Not Disclosed	0.9%
White Other	11.5%
White	52.7%
Other	1.7%
Unknown	8.2%

**TABLE 27 – LEAVERS BY LENGTH OF SERVICE IN 2025:**

Length of Service	2025
<1 year	30.8%
1-2 years	43.0%
3-5 years	12.4%
6-10 years	3.0%
11-15 years	2.8%
16-20 years	3.0%
21-25 years	2.0%
26-30 years	0.2%
>30 years	2.8%

**TABLE 28 – VOLUNTARY LEAVERS IN 2025:**

Voluntary Leavers	2025	
Sex	Female	56.6%
	Male	43.4%
Ethnicity	White	84.6%
	Minority Ethnic	12.6%
	Not Disclosed	1.1%
	Unknown	1.7%

**TABLE 29 – INVOLUNTARY LEAVERS IN 2025:**

Voluntary Leavers		2025
Sex	Female	48.2%
	Male	51.8%
Ethnicity	White	52.5%
	Minority Ethnic	34.1%
	Not Disclosed	0.7%
	Unknown	12.7%

**TABLE 30 – ‘OTHER’ LEAVERS IN 2025:**

‘Other’ Leavers		2025
Sex	Female	50.0%
	Male	50.0%
Ethnicity	White	20.0%
	Minority Ethnic	70.0%
	Not Disclosed	0.0%
	Unknown	0.0%

**TABLE 31 – LEAVERS WHOSE REASON FOR LEAVING WAS UNKNOWN IN 2025:**

Leavers Whose Reason for Leaving Was Unknown		2025
Sex	Female	0.0%
	Male	0.0%
Ethnicity	White	0.0%
	Minority Ethnic	0.0%
	Not Disclosed	0.0%
	Unknown	0.0%



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