# Pay Gap Report 2025

## Department of People and Wellbeing

# University of the West of Scotland Pay Gap Report 2025

## Department of People and Wellbeing

**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. 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.

## What does the UWS Pay Gap Report cover?

This report presents comprehensive data on gender, ethnicity, and occupational segregation pay gaps at UWS, using data from a snapshot taken on 31 March 2024. 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 both for the highest and lowest rates of pay.

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

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

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:

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

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. |

## Data:

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

If a table only has one number that is less than five within it the table will not display both the numbers and percentages. Instead, only percentages will be reported.

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## 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. 56.4% of the UWS headcount are female, and 43.6% are male as can be seen below in Figure 1.



Male and Female Employees 2024

43.60%

56.40%

■ Male ■ Female
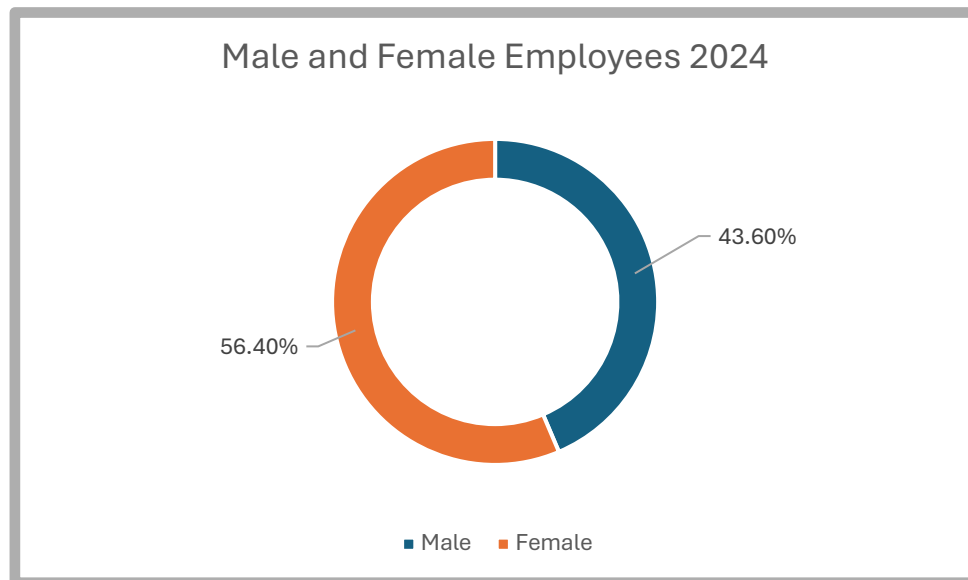
*Figure 1 - Male and Female Employees at UWS in 2024*

In 2024 UWS had a mean pay gap of 9% and a median pay gap of 2.9%.

| | |
|---|---|
| Mean Hourly Rate for Female Employees across UWS | £22.45 |
| Mean Hourly Rate for Male Employees across UWS | £24.66 |
| **MEAN PAY GAP** | **9%** |

| | |
|---|---|
| Median Hourly Rate for Female Employees across UWS | £22.20 |
| Median Hourly Rate for Male Employees across UWS | £22.87 |
| **MEDIAN PAY GAP** | **2.9%** |

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*Figure 2 - UWS Gender Pay Gaps 2012 - 2024*

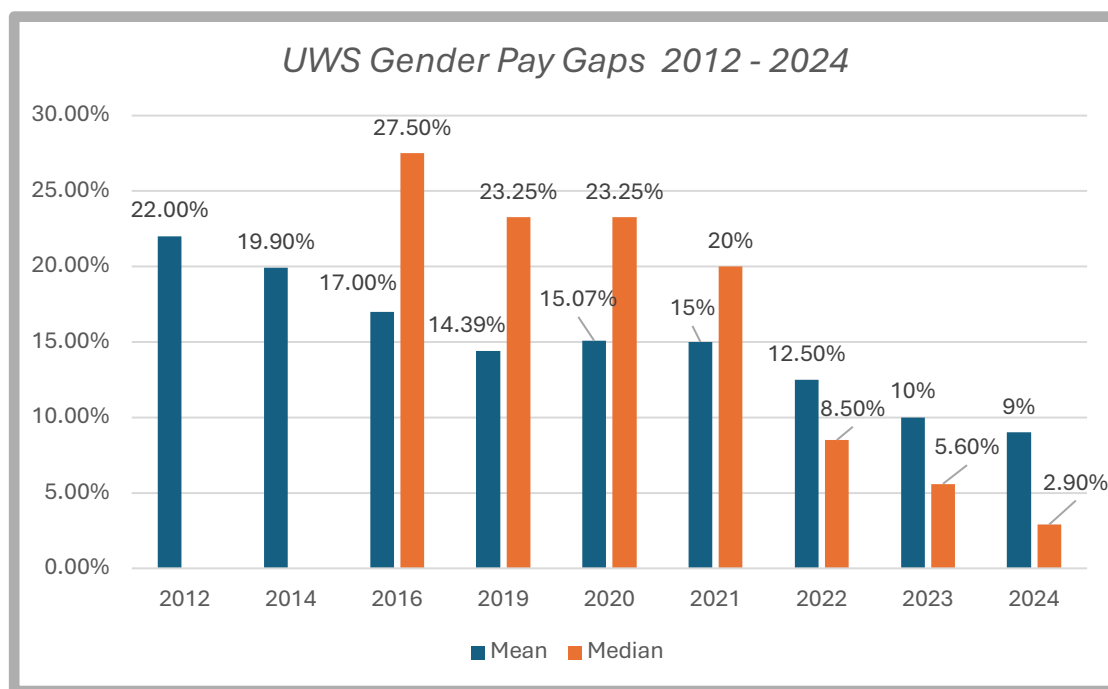UWS has made notable progress in reducing gender pay disparities. Compared to 2023, the mean gender pay gap has decreased by one percentage point, and the median gender pay gap has decreased by 2.7 percentage points. These figures are the lowest since we began formal reporting, as shown in Figure 2.

Our latest figures compare favourably with national statistics. In 2024, the median UK pay gap was 13.1%[1], while UWS achieved a median pay gap of just 2.9%. Although higher education sector data is currently unavailable for further comparison, a detailed breakdown from 2012 to 2024, alongside Office for National Statistics comparator data, can be found in Table 1 of Appendix 2.

A comprehensive overview of the gender pay gap by grade is available in Table 2 of Appendix 2. Seven grades have pay gaps favouring female employees, and six grades have pay gaps favouring male employees, all below the 5% threshold for further investigation. Pay gaps of 5% or more are generally considered significant and may require further analysis and targeted action plans.

The Academic & Research Ac 1 grade is occupied with entry level roles such as Research Assistants and has a notable pay gap of -12% in favour of female employees. However, this gap has decreased by four percentage points from the 2024 report, where it was -16%. The primary reason for this gap is the length of service, with many female employees having more than five years of service and many male employees having less than four years. The relatively small number of employees at this grade (17) means that small changes, such as employees joining or leaving, can significantly impact pay differentials.

The Academic & Research FE64 and Senior Management Grades 4 to 6 have pay gaps of -6% in favour of female employees, consistent with the 2024 report.

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

The FE64 contract is a historical academic contract which was replaced by the HE2000 contract in 2000. Existing employees had the opportunity to transfer to the new contract or remain on the FE64 contract. As a result, only a small number of academic employees remain on the FE64 contract(currently seven). The majority of colleagues remaining on FE64 contracts are female, largely due to the terms and conditions of this contract type, which are likely to be more attractive to female employees. The FE64 pay gap persists because female employees are on the discretionary point, with no male employees at this level. The discretionary point rewards exceptional sustained performance and higher responsibility and is accessible only by application through the UWS Salary Recognition and Reward Procedure (currently paused at time of publication).

The pay gap for Senior Management Grades 4 to 6 has shifted significantly from 2% in the 2024 report to -6%. This change is due to one female employee being at a higher grade and spinal point (due to length of service) within the grade. The small population at this level means that small changes in employee numbers can significantly impact pay differentials.

Compared to the 2024 Pay Gap Report, several positive trends have emerged. The largest pay gap (Academic & Research Ac 1) has reduced from 16% to 12%, and the Senior Management Grade 2 pay gap has decreased from 7% to 4%. There are currently no pay gaps of 5% or larger in favour of male employees, and five grades have no pay gap at all. All grades with more than 100 employees have pay gaps of less than 5%.

One pay gap remained the same at -6% (Academic & Research FE64 grade), and the pay gap for Senior Management Grades 4 to 6 increased from 2% to -6%. With only 12 employees at these senior management grades, small changes in employee numbers can significantly impact pay differentials.

## 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.

Black and Minority Ethnic (BME) employees include all staff who have declared their ethnicity to the University as Black, Asian, Mixed or Other Ethnic Background. Calculations are based on a disclosure rate of 91% of staff who have shared their ethnicity with the University. "Not Known" are not included in the detailed grade by grade analysis.
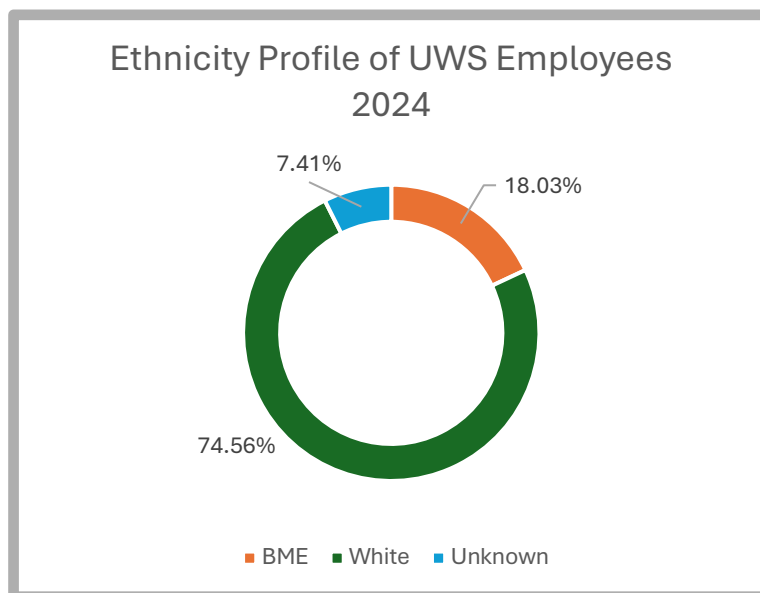


*Figure 3 - Ethnicity Profile of UWS Employees 2024*

Figure 3 shows the ethnicity profile of UWS staff. With 74.56% of staff who have declared their ethnicity being white, and 18.03% being BME.

| Mean Salary for BME across UWS | £23.84 |
| --- | --- |
| Mean Salary for White across UWS | £23.65 |
| **MEAN PAY GAP** | **-0.80%** |

| Median Salary for BME across UWS | £22.87 |
| --- | --- |
| Median Salary for White across UWS | £22.20 |
| **MEDIAN PAY GAP** | **-3%** |

Figure 4 shows the UWS ethnicity pay gap data since 2021. Our ethnicity pay gap in 2024 is -0.80% mean and -3% median in favor of employees who are BME. The UWS mean ethnicity pay gap has reduced steadily from 2021 to 2024, reducing from -3.40% in 2023 to -0.80% in 2024. From 2021 to 2023 the median pay gap reduced, seeing an increase from 2023 at 0% to -3% in 2024.
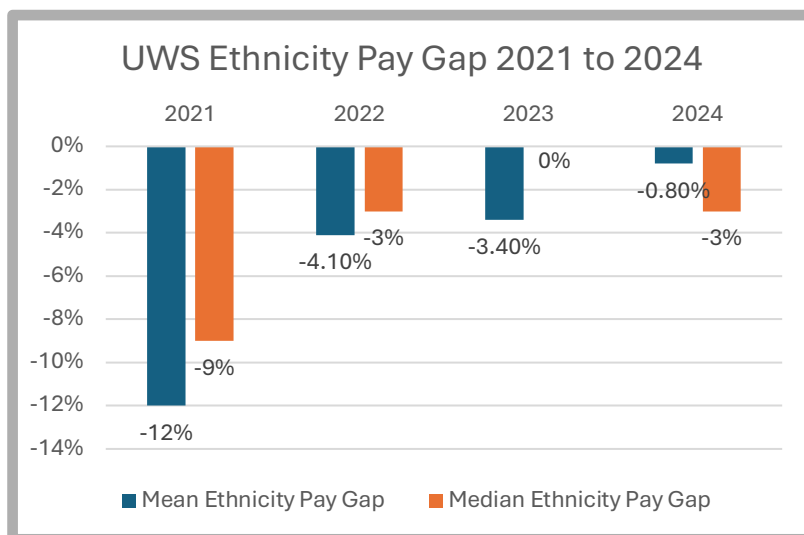


*Figure 4 - UWS Ethnicity Pay Gap 2021 to 2024*

Table 3 in Appendix 2 highlights the percentage value of pay gaps by grade. In 2024, the Academic & Research Ac 1 and Professional Services Grade 6 grades showed positive pay gaps in favour of BME employees, at -6% and -2% respectively. Notably, only the Academic & Research Ac 1 grade exceeds the 5% threshold for further investigation, with its pay gap increasing by four percentage points from -2% in the 2024 report. This gap is influenced by the small sample size of BME employees in this grade, many of whom have less than five years of service, skewing the average.

Nine grades have pay gaps favouring white employees, all below the 5% threshold for further investigation. However, Professional Services Grades 3 and 5, with pay gaps of 4%, will require close monitoring.

Professional Services Grade 4 has a 5% pay gap in favour of white employees, up from 4% the previous year. This is due to a large number of BME employees having less than four years of service.

Senior Management Grade 2 shows a 6% pay gap in favour of white employees, compared to 5% in the 2024 report. This gap is due to the small number of BME employees in this grade having shorter service lengths, while other role holders have longer service, placing them higher on the scale.

The small population at this level means that small changes in employee numbers can significantly impact pay differentials.

It's important to note that low numbers of BME employees can skew average comparisons. For example, if there is only one person at the top or bottom of their grade, their hourly rate significantly impacts the average, making it less representative of the broader group.

## 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 narrative below provides 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 the females in Professional Services.

### Breakdown by Job Family - Horizontal segregation

- <u>Sex</u>

  Overall, UWS maintains a balanced gender distribution across job families. In the academic and research sector, 47.99% of employees are female, reflecting a slight decrease of 1.54 percentage points since 2023. However, it's important to note a gradual decline in female representation in this job family since 2022.

  In professional services, female employees hold 65.33% of roles, with a minor decrease of 0.88 percentage points compared to 2023. Despite this, there has been a consistent, albeit small, increase in female representation in this job family since 2022.

  Significantly, senior management roles exhibit a healthy balance, with 54.29% of positions held by female employees, marking an increase of 2.12 percentage points from the previous year. This job family has also seen a steady rise in female representation since 2022.

For a detailed breakdown of gender distribution by job family from 2021 to 2024, please refer to Tables 4 and 5 in Appendix 2.

- Disability

  In 2024, 6.69% of our employees declared they had a disability, marking a slight increase from 6.17% in 2023. The 2022 Scottish Census reported that 21.4% of the population has a long-term illness, disease, or condition, suggesting potential under-reporting of disabilities within UWS.

  Encouragingly, we have seen a positive trend in the number of employees choosing to declare their disability, rising from 2.9% in 2021. Additionally, there has been a welcome decrease in the number of employees opting not to disclose their disability status, from 34.47% in 2023 to 31.13% in 2024.

  The declaration of disabilities has been fairly consistent across job families, with 6.72% of Academic & Research employees and 6.83% of Professional Services employees reporting a disability. The percentage of Senior Management employees disclosing a disability has remained steady at around 4.29% from 2021 to 2024.

For a comprehensive overview of the number and percentage of employees declaring a disability from 2021 to 2024, please refer to Tables 6 to 9 in Appendix 2.

- Race

  In 2022 the BME population made up 12.9% of the total population of Scotland[2]. The University is comparatively well represented with 18.37% of colleagues being BME, up from 15.32% in 2023. The BME population is well represented in the Academic & Research job family at 27.15%, with the percentage of BME employees increasing steadily in this job family since 2021. Within the Professional Services job family BME colleagues make up 10.05% of employees, again seeing a steady increase of BME representation since 2021.

  BME employees are less well represented in Senior Management at 5.71%.

Tables 10 to 13 in Appendix 2 give a full overview of the number and percentage of Black and Minority Ethnic employees in each job family from 2024 to 2021.

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[2] Scottish Census Data, 2022

# Breakdown by Occupational Category - Horizontal segregation

- Sex

  Job family information at UWS can be further detailed to show specific occupational groupings. Tables 14 and 15 in Appendix 2 provide a comprehensive breakdown of the headcount of males and females in each occupational grouping from 2021 to 2024.

  The gender distribution across occupational categories at UWS mirrors broader societal trends. We observe a higher representation of female employees in administrative, clerical, and campus support roles. In contrast, there is a nearly equal split in Academic and Research roles, with 48.03% female and 51.97% male employees, and in Senior Management roles, where female employees hold 54.79% of positions compared to 45.21% held by male employees. However, technical and IT roles are predominantly occupied by male employees (75.64%), with female employees representing 24.36%, reflecting wider societal patterns.

  Since 2021, there have been no significant shifts in the male/female split of employees across any occupational groupings, indicating a stable gender distribution over the years.

- Disability

  A significant 31.13% of employees have chosen not to disclose or have not filled in their disability status. While all occupational categories at UWS include disabled employees, representation remains low in Campus Support (3.60%), Senior Management (4.11%), and Technical & IT (5.13%) roles. Additionally, there is a high percentage of employees in Campus Support (43.60%) and Technical & IT (42.31%) roles for whom disability status is unknown.

  The highest representation of disabled employees is found in our Academic & Research (6.72%), Professional (8.89%), and Administrative (7.71%) categories.

For a detailed breakdown of occupational categories by disability from 2021 to 2024, please refer to Tables 16 to 19 in Appendix 2.

- Race

  UWS has good representation of BME employees within the Academic & Research occupational category, 27.28% in 2024 compared to 23.99% in 2023. There remains a very low representation in Senior Management at 4.11%, a slight decrease from 4.41% in 2023. Within Administrative & clerical roles BME employees made up 6.86% of the occupational category a slight increase from 5.36% in 2023. There has been a welcome increase in the representation of BME employees within Technical & IT roles from 6.15% in 2023 to 10.26% in 2024. UWS has seen an increase in the representation of BME employees within most occupational categories since 2021.

Tables 20 to 23 in Appendix 2 show a full breakdown of occupational categories by race from 2021 to 2024.

## Breakdown by Grade - Vertical segregation

- Sex

  A large part of the overall pay gender gap is attributable to vertical occupational segregation, where females are clustered within the lower grades in the University.

  Professional Services Grade 1 (77.71% female) and Grade 3 (68.54% female) have roles which are predominantly filled by females across society – cleaners, food services assistants and invigilators (Grade 1), and administrative and clerical roles (Grade 3). 78% of our Grade 1 incumbents are female, a decrease of 6 percentage points compared to the previous year.

  It is worth noting that within Professional Services grades 1 to 6 the only grade which sees an overrepresentation of male employees is grade 2 at 61.17%.  A large proportion of our grade 2 colleagues are based in security, which societally (and within UWS) see an overrepresentation of male employees. Professional services employees across the higher education sector are predominantly female.

  The largest imbalances are found in areas such as the Academic & Research Professor grade, where 72.97% of postholders are male, a larger imbalance in 2024 compared to 2023, with an increase of 2.97 percentage points. Professional Services Grade 1 is also largely imbalanced with 77.71% female employees, a decrease from 83.67% female employees in 2023. 71.29% of Professional Services Grade 4 are female, comparable to 2023 when 71.43% employees at this grade were female.  Senior Management Grade 3 has seen an increase in the imbalance with 77.78% female employees compared to 70.00% in 2023.

  Within the higher graded Professional Services grades 5 to 8 (generally deemed to be of graduate level), 64% are female (the same as the previous year).

Tables 24 to 27 in Appendix 2 show a full breakdown of grades by sex from 2024 to 2021.

- Disability

  Grades where we see the highest percentage of disabled employees at UWS is found in Senior Management Grade 3 (11.11%), Professional Services Grade 5 (9.32%), and Professional Services Grade 6 (8.26%). While the number of colleagues who have declared a disability remains relatively low, making it challenging to identify consistent trends, we have observed significant fluctuations since 2020.

  However, a positive trend is emerging: there is increasing representation of employees who have disclosed a disability across more grades since 2021. This demonstrates our ongoing commitment to fostering an inclusive and supportive culture and workplace.

For a detailed breakdown of employees who have disclosed a disability within each grade from 2021 to 2024, please refer to Tables 28 to 31 in Appendix 2.

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- Race

  Scotland's 2022 census shows that 7% of the total population of Scotland falls is Black or from an Ethnic Minority[3]. At UWS 10 out of 19 of our grades have 7% or more employees who are BME.

  3 grades have no BME representation compared to 4 grades in 2023. The grades with no BME representation are at a senior level (Professional Services Grade 8, Senior Management Grade 1, and Academic & Research FE64). The underrepresentation of BME employees at higher levels of the organisation has been a trend since 2020, and as such will continue to be a priority area of work.

More information on the breakdown of the ethnicity of employees within each grade from 2024 to 2021 can be found in Appendix 2, tables 32 to 35.

## Conclusion and Next Steps:

UWS has continued to make significant strides in reducing the gender pay gap. Notably, there are no pay gaps of 5% or more in favour of male employees, and five grades have achieved full pay parity. Furthermore, all grades with more than 100 employees have pay gaps of less than 5%.

However, challenges remain in certain areas. In the Academic & Research Ac 1 grade, there is a -12% pay gap favouring female employees, an improvement from -16% in 2023. The gap is primarily due to differences in length of service, with many female employees having more than five years of service compared to their male counterparts, who typically have less than four years.

The Academic & Research FE64 grade continues to show a -6% pay gap in favour of female employees, as female employees occupy the FE64 contribution point, with no male counterparts at this level.

Senior Management Grades 4 to 6 have seen a notable significant shift, with the pay gap changing from 2% in 2024 to -6% in favour of female employees. This change is due to female employees holding the most senior roles within these grades and being positioned at the higher end of the salary range. Given the small population at this level, even minor changes, such as staff turnover, can significantly affect pay differentials.

While the ethnicity pay gap at UWS remains minimal, with the largest gaps being 6% in grades fewer employees, we are committed to monitoring and addressing specific areas:

- **Professional Services Grade 4:** A 5% pay gap in favour of white employees exists, primarily because many BME employees have less than four years of service, affecting their salary scale position.

- **Senior Management Grade 2:** A 6% pay gap in favour of white employees is observed, resulting from the shorter service lengths of BME employees compared to others in the same grade, who have longer service and thus higher on the scale.

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[3] Scottish Census Data, 2022

Key trends in occupational segregation at UWS indicate an overrepresentation of female employees in Professional Services grades 1 and 3 to 6, contributing to the overall gender pay gap. Despite this, these grades exhibit minimal or no pay gaps. Additionally, female employees are predominantly found in administrative and clerical roles, prompting a future focus on increasing male representation in these areas.

There is no BME representation at Professional Services Grade 8, Senior Management Grade 1, and Academic & Research FE64, resulting in either non-existent or minimal pay gaps due to the lack of BME employees for comparison. Increasing BME representation in these grades will be a future focus.

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

- **Retained the Athena Swan Bronze Award**: In 2024, UWS proudly retained the Athena Swan Bronze Award following the submission of an evidence-based report and SMART action plan. This prestigious award supports the progression of gender equality within higher education and research institutions worldwide, promoting inclusivity for all roles, gender identities, and those facing intersectional inequalities. Achieving this award underscores our commitment to fostering an equitable working environment, enhancing inclusive practices, and increasing employee retention.

- **Fair Starting Salary Placement**: We have reviewed our Starting Salary Placement guidelines to ensure a fair and equitable approach, preventing the perpetuation of pay inequality. Additionally, we have updated our job adverts to clearly state that successful candidates will typically be placed on the minimum salary point shown.

- **Inclusive Career Development Framework**: UWS has recently launched a new academic career development framework and promotions pathways for 2023/24. This framework is designed to be inclusive, support equality of opportunity, and demonstrate the University's commitment to diversity. The aligned Academic Promotion Process ensures a transparent, objective, and equitable approach, with initial analysis showing promising results in sex and ethnicity demographics. It is anticipated that this will address the pay gaps seen at Academic and Research grades.

- **Bias-Free Job Descriptions**: We have revised the UWS guide for creating job descriptions, focusing on potential bias areas and emphasising the skills required for the role rather than personal attributes.

- **Supporting Working Carers**: UWS is committed to the needs of working carers. Our Carers Leave Procedure provides up to five days of paid and five days of unpaid leave to support caregiving responsibilities, helping individuals balance their roles at UWS with their caregiving duties.

- **Flexible Working Procedure**: UWS values flexibility within our workforce and recognises the importance of supporting employees to balance work and personal life. Our Flexible Working Procedure allows employees to request flexible working arrangements for various reasons, supporting such opportunities while aligning the University's business needs and commitment to delivering an excellent student experience.

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## 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.

| Future Activity | Success Measure | Responsible |
|---|---|---|
| **Targeted Marketing and Communications to Address Segregation:**<br><br>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. | 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. | Head of Marketing & Communications |
| **Enhance Representation of Female Employees in Leadership Positions:**<br><br>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. | By 2028, the proportion of female professors has increased from 32.3% to 40%. | People Experience Manager |
| **Disaggregate Anonymised Recruitment and Selection Data:**<br><br>Disaggregate anonymised recruitment and selection data for all protected characteristics before GDPR redaction to enable intersectional analysis and establish baseline data for measuring success. | By 2027, intersectional recruitment and selection data will be captured, analysed, monitored, and reported at institutional level. | People Manager |

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| Future Activity | Success Measure | Responsible |
|---|---|---|
| **Identify barriers to representation and progression for BME colleagues:**<br><br>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. | Targeted SMAR Actions created by September 2027. | Associate Dean Equality, Diversity and Inclusion |
| **Increase Upskilling and Support for Promotion Eligibility:**<br><br>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. | 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%. | Associate Dean Equality Diversity and Inclusion |
| **Run Internal "Data Matters" Campaigns:**<br><br>Conduct internal campaigns with positive-language messaging to highlight who can access protected characteristic data and how this data aids in making better decisions. | By 2027 increase employee disclosure rates by 5% of Sexual Orientation, Religion and Trans Status. | Director of Marketing & Student Recruitment |
| **Develop and Implement a Career Development Approach for PSS Staff:**<br><br>Create and implement a career development strategy tailored for Professional Support Staff (PSS) to enhance their growth and development opportunities. | 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'. | Director of People and Wellbeing |
| **Review and Revise Recruitment Process for Gender Underrepresentation:**<br><br>Evaluate and update the recruitment process, including advertising channels and materials, to effectively target gender underrepresentation in subject areas according to appropriate benchmarks. | By 2027, applicant data shows a 10% increase in gender-diverse applicants to address underrepresentation in subject areas. | People Manager |

| Future Activity | Success Measure | Responsible |
|---|---|---|
| **Analyse Applicant Characteristics and Success Rates by Gender:**<br><br>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. | By 2027, applicant data shows a 10% increase in gender-diverse applicants to address underrepresentation in subject areas. | People Manager |
| **Conduct Intersectional Analysis of Recruitment and Selection Data:**<br><br>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. | By 2028, applicant data shows an increase in gender and ethnically diverse applicants to academic and PSS roles. | People Manager |
| **Family Friendly Procedure Review:**<br><br>Conduct a comprehensive review of UWS's Family Friendly procedures to ensure these are in line with best practice to foster an inclusive working environment for all colleagues utilizing family leave. | By June 2026, completed the reviewing and update of Family Friendly Procedures. | People Governance Manager |
| **Develop Case Studies Highlighting Success of Female BME Staff:**<br><br>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. | By 2028, applicant data shows an increase in gender and ethnically diverse applicants to academic and PSS roles | Head of Marketing & Communications |
| **Monitor Starting Salaries for Adherence to New Starting Salary Guidance:**<br><br>Through the recruitment and selection process, ensure that starting salaries comply with the new Starting Salary Guidance. | By 2027, improve mean gender pay gap from 12.5% to 10%. | Head of People Services |

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| Future Activity | Success Measure | Responsible |
|---|---|---|
| **Pay Gap Monitoring and Reduction**:<br><br>Make recommendations to the Salaries Committee to address pay anomalies, with these being reviewed annually to ensure ongoing equity and alignment with institutional goals | 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. | Director of People & Wellbeing |
| **Participating in external research**:<br><br>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. | By 2026, have participated in the research project and gain insight into how UWS is better able to support BME colleague professional development. | EDI Consultant |
| **Monitor and evaluate the impact of the new academic career development framework:**<br><br>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. | 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%. | People Experience Manager |
| **Ethnic Representation in Senior Roles**:<br><br>Develop targeted leadership development programs for BME staff to improve representation in senior management roles. | Increase BME representation in senior management from less than 5% to 10% by 2028. | Associate Dean of EDI |
| **Gender Representation in Academic Roles**:<br><br>Enhance mentorship and career development programs specifically for female academics to support their progression to professor roles. | Achieve a gender balance in professor roles, increasing female representation from the current level to at least 50% by 2028. | People Experience Manager |

# Appendix 1: 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 - Table 1 - UWS Gender Pay Gaps 2012 - 2024 and ONS Comparator Data[4] (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% | Figure not yet available at the time of writing this report | 2.9% | 13.1% |

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[4] Annual Survey of Hours and Earnings , Office for National Statistics

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.

*Table 2 – Gender Pay Gap by Grade 2024*

| Job Family | Headcount | Female | Male | Average Hourly Rate | % difference Female to Male |
|---|---|---|---|---|---|
| Academic & Research Ac 1 | 17 | £20.40 | £18.15 | £18.82 | -12% |
| Academic & Research Ac 2 | 352 | £23.05 | £23.36 | £23.20 | 1% |
| Academic & Research Ac 3 | 445 | £28.20 | £28.32 | £28.26 | 0% |
| Academic & Research Ac 4 | 166 | £33.21 | £33.56 | £33.39 | 1% |
| Academic & Research FE64 | 7 | £28.38 | £26.73 | £27.67 | -6% |
| Academic & Research Professor | 37 | £46.28 | £44.86 | £45.24 | -3% |
| Professional Services Grade 1 | 155 | £12.17 | £12.17 | £12.17 | 0% |
| Professional Services Grade 2 | 101 | £12.43 | £12.43 | £12.43 | 0% |
| Professional Services Grade 3 | 177 | £13.31 | £13.04 | £13.22 | -2% |
| Professional Services Grade 4 | 208 | £15.97 | £15.82 | £15.92 | -1% |
| Professional Services Grade 5 | 159 | £20.19 | £20.09 | £20.15 | 0% |
| Professional Services Grade 6 | 108 | £24.67 | £24.96 | £24.76 | 1% |
| Professional Services Grade 7 | 40 | £28.56 | £28.38 | £28.49 | -1% |
| Professional Services Grade 8 | 21 | £34.01 | £34.12 | £34.06 | 0% |
| Senior Management Grade 1 | 45 | £40.75 | £41.61 | £41.16 | 2% |
| Senior Management Grade 2 | 6 | £47.43 | £49.25 | £48.34 | 4% |
| Senior Management Grade 3 | 9 | £54.62 | £55.69 | £54.86 | 2% |
| Senior Management Grade 4 to 6 | 12 | £75.30 | £71.06 | £73.18 | -6% |
| **TOTAL** | **2,065** | | | | |

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 2024*

| Grade | Headcount | Ethnic Minority | White | Not Known | Average Hourly Rate | % Difference Ethnic Minority to White |
|---|---|---|---|---|---|---|
| Academic & Research Ac 1 | 17 | £19.82 | £18.65 | £18.07 | £18.82 | -6% |
| Academic & Research Ac 2 | 352 | £23.05 | £23.38 | £22.20 | £23.20 | 1% |
| Academic & Research Ac 3 | 445 | £27.55 | £28.50 | £28.14 | £28.26 | 3% |
| Academic & Research Ac 4 | 166 | £32.73 | £33.50 | £34.25 | £33.39 | 2% |
| Academic & Research FE64 | 7 | 0 | £27.67 | 0 | £27.67 | - |
| Academic & Research Professor | 37 | £44.42 | £45.59 | 0 | £45.24 | 3% |
| Professional Services Grade 1 | 155 | £12.17 | £12.17 | £12.17 | £12.17 | 0% |
| Professional Services Grade 2 | 101 | £12.43 | £12.43 | £12.43 | £12.43 | 0% |
| Professional Services Grade 3 | 177 | £12.73 | £13.27 | £13.11 | £13.22 | 4% |
| Professional Services Grade 4 | 208 | £15.14 | £16.01 | £15.63 | £15.92 | 5% |
| Professional Services Grade 5 | 159 | £19.33 | £20.22 | £19.23 | £20.15 | 4% |
| Professional Services Grade 6 | 108 | £25.20 | £24.76 | £24.30 | £24.76 | -2% |
| Professional Services Grade 7 | 40 | £27.81 | £28.51 | £29.81 | £28.49 | 2% |
| Professional Services Grade 8 | 21 | 0 | £33.84 | £36.10 | £34.06 | - |
| Senior Management Grade 1 | 45 | 0 | £41.11 | £42.31 | £41.16 | - |
| Senior Management Grade 2 | 6 | £46.06 | £48.80 | 0 | £48.34 | 6% |
| Senior Management Grade 3 | 9 | £53.23 | £55.06 | 0 | £54.86 | 3% |
| Senior Management Grade 4 to 6 | 12 | £71.92 | £73.30 | 0 | £73.18 | 2% |
| **Grand Total** | **2,065** | | | | | |

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*Table 4 - Number and Percentage of Female Colleagues in each Job Family 2024 - 2021*

| Job Family | 2024 | | 2023 | | 2022 | | 2021 | |
|---|---|---|---|---|---|---|---|---|
| | Headcount Female | % of Total | Headcount Female | % of Total | Headcount Female | % of Total | Headcount Female | % of Total |
| Academic & Research | 501 | 47.99% | 479 | 49.53% | 443 | 51.27% | 362 | 49.52% |
| Professional Services | 650 | 65.33% | 580 | 66.21% | 542 | 66.26% | 577 | 65.57% |
| Senior Management | 38 | 54.29% | 36 | 52.17% | 31 | 50.00% | 29 | 44.62% |
| **TOTAL** | **1189** | **56.38%** | **1095** | **57.27%** | **1016** | **58.26%** | **968** | **57.76%** |

*Table 5 - Number and Percentage of Male Colleagues in each Job Family 2024 - 2021*

| Job Family | 2024 | | 2023 | | 2022 | | 2021 | |
|---|---|---|---|---|---|---|---|---|
| | Headcount Male | % of Total | Headcount Male | % of Total | Headcount Male | % of Total | Headcount Male | % of Total |
| Academic & Research | 543 | 52.01% | 488 | 50.47% | 421 | 48.73% | 369 | 50.48% |
| Professional Services | 345 | 34.67% | 296 | 33.79% | 276 | 33.74% | 303 | 34.43% |
| Senior Management | 32 | 45.71% | 33 | 47.83% | 31 | 50.00% | 36 | 55.38% |
| **TOTAL** | **920** | **43.62%** | **817** | **42.73%** | **728** | **41.74%** | **708** | **42.24%** |

*Table 6 - 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 7 - 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 8 - 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 9 - 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 10 - 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 11- 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 12 -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 13 - 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** |

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*Table 14 - Number and Percentage Female Colleagues in each Occupation Category 2024 - 2021*

| Occupation Category | 2024 | | 2023 | | 2022 | | 2021 | |
|---|---|---|---|---|---|---|---|---|
| | Headcount Female | % of Total | Headcount Female | % of Total | Headcount Female | % of Total | Headcount Female | % of Total |
| Academic & Research | 500 | 48.03% | 478 | 49.43% | 452 | 51.50% | 362 | 49.52% |
| Administrative & Clerical | 261 | 74.57% | 255 | 75.89% | 291 | 74.20% | 320 | 73.90% |
| Campus Support | 158 | 63.20% | 122 | 62.56% | 101 | 68.20% | 101 | 66.89% |
| Professional | 211 | 66.98% | 189 | 67.26% | 124 | 64.90% | 121 | 62.69% |
| Senior Management | 40 | 54.79% | 36 | 52.94% | 19 | 45.20% | 29 | 44.62% |
| Technical & IT | 19 | 24.36% | 15 | 23.08% | 29 | 30.90% | 35 | 33.98% |
| **TOTAL** | **1189** | **56.43%** | **1095** | **57.27%** | **1016** | **58.30%** | **968** | **57.76%** |

*Table 15 - Number and Percentage Male Colleagues in each Occupation Category 2024 - 2021*

| Occupation Category | 2024 | | 2023 | | 2022 | | 2021 | |
|---|---|---|---|---|---|---|---|---|
| | Headcount Male | % of Total | Headcount Male | % of Total | Headcount Male | % of Total | Headcount Male | % of Total |
| Academic & Research | 541 | 51.97% | 489 | 50.57% | 425 | 48.50% | 369 | 50.48% |
| Administrative & Clerical | 89 | 25.43% | 81 | 24.11% | 101 | 25.80% | 113 | 26.10% |
| Campus Support | 92 | 36.80% | 73 | 37.44% | 47 | 31.80% | 50 | 33.11% |
| Professional | 104 | 33.02% | 92 | 32.74% | 67 | 35.10% | 72 | 37.31% |
| Senior Management | 33 | 45.21% | 32 | 47.06% | 23 | 54.80% | 36 | 55.38% |
| Technical & IT | 59 | 75.64% | 50 | 76.92% | 65 | 69.10% | 68 | 66.02% |
| **TOTAL** | **918** | **43.57%** | **817** | **42.73%** | **728** | **41.70%** | **708** | **42.24%** |

*Table 16 - 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 17 - 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 18 - 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 19 - 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 20 - 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 21 - 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 22 - 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 23 - 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 24 to 27 highlight those grades were there is male/female gender dominance of over 60% in yellow or a male/female gender dominance of over 70% in red.

*Table 24 - 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 25 - 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 26  - 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 27  - 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 Professor | 9 | 30.00% | 21 | 70.00% | 30 |
| Knowledge Transfer Partnerships | 9 | 40.91% | 13 | 59.09% | 22 |
| Professional Services Grade 1 | 116 | 80.00% | 29 | 20.00% | 145 |
| Professional Services Grade 2 | 94 | 55.29% | 76 | 44.71% | 170 |
| Professional Services Grade 3 | 73 | 68.87% | 33 | 31.13% | 106 |
| Professional Services Grade 4 | 120 | 69.36% | 53 | 30.64% | 173 |
| Professional Services Grade 5 | 83 | 63.85% | 47 | 36.15% | 130 |
| Professional Services Grade 6 | 58 | 66.67% | 29 | 33.33% | 87 |
| Professional Services Grade 7 | 19 | 55.88% | 15 | 44.12% | 34 |
| Professional Services Grade 8 | 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 4 to | <5 | 36.36% | 7 | 63.64% | <12 |
| **TOTAL** | **<971** | **57.76%** | **<710** | **42.24%** | **<1674** |

*Table 28 - 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 29 - 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 30 - 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 31- 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 6 | | 0.00% | 5 | 45.45% | 6 | 54.55% | 11 |
| TOTAL | <64 | 2.68% | <808 | 48.15% | <827 | 49.16% | <1699 |

*Table 32 - 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 33 -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 34 - 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 35 -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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