



UNIVERSITY OF THE
WEST of SCOTLAND
UWS

Pay Gap Report 2024

Department of People and Wellbeing



University of the West of Scotland Pay Gap Report 2024

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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 recognises 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 2023. 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:

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

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

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

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

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

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

There are two main dimensions to occupational segregation:

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

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 the percentage will be reported.

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. 57.3% of the UWS headcount are female, and 42.7% are male as can be seen in Figure 1 below.

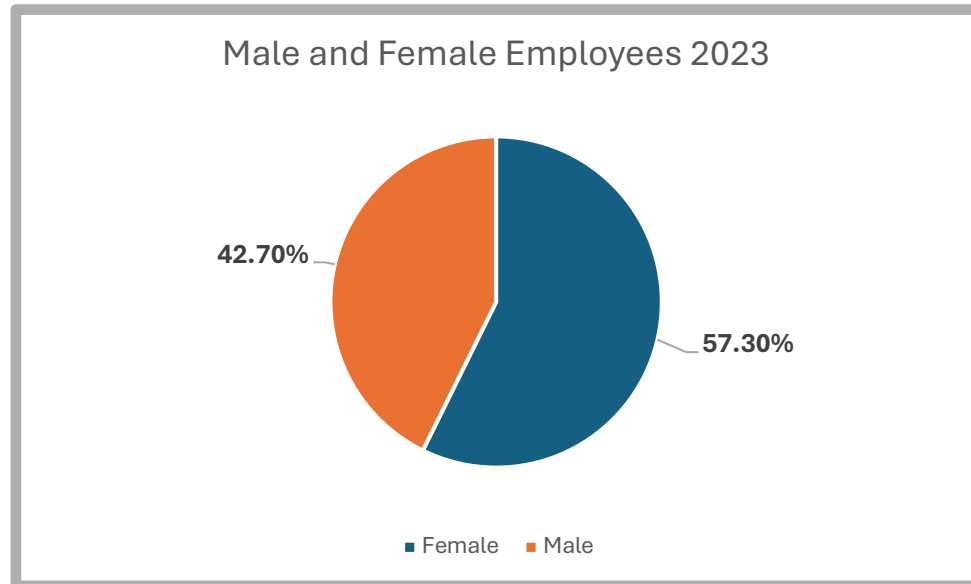


Figure 1- Male and Female Employees 2023

In 2023 UWS had a mean gender pay gap of 10% and a median pay gap of 5.6%.

Mean Hourly Rate for Female Employees across UWS	£22.20
Mean Hourly Rate for Male Employees across UWS	£24.56
MEAN PAY GAP	10%

Median Hourly Rate for Female Employees across UWS	£21.69
Median Hourly Rate for Male Employees across UWS	£22.98
MEDIAN PAY GAP	5.6%

As shown in Figure 2, the University of the West of Scotland (UWS) demonstrates a commendable performance in addressing gender pay disparities compared to the Higher Education Sector in Scotland. UWS reports a mean gender pay gap of 10%, significantly lower than the sector's 14.2%. Furthermore, the median gender pay gap at UWS is 5.6%, which is notably below the sector's median of 10%¹.

¹ [Equality in higher education - Staff statistical report 2023](#), Advance HE

Additionally, UWS outperforms UK-wide benchmarks, with the Universities & Colleges Employers Association reporting a median pay gap of 14.3%² and the Office for National Statistics indicating a mean pay gap of 13.2%³. These figures underscore UWS's dedication to fostering a fair and equitable workplace.

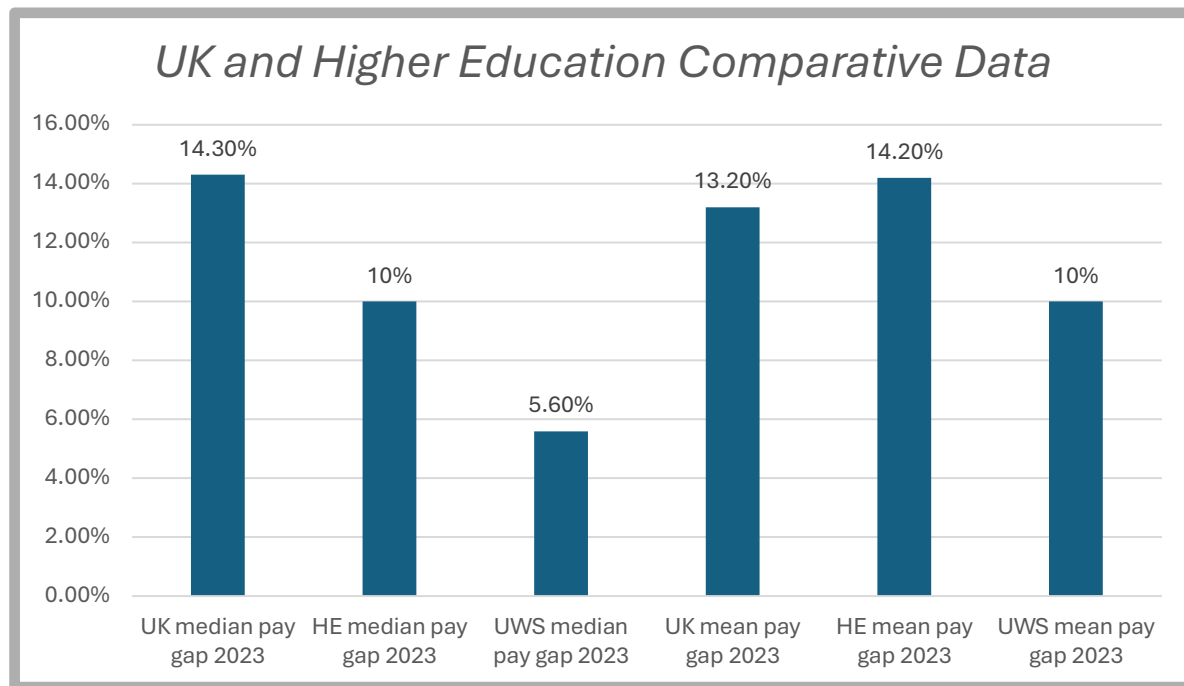


Figure 2 - UK and Higher Education Comparative Data

Figure 3 shows UWS comparative data since 2012. A more detailed breakdown of the figures compared to the Office for National Statistics comparator data can be found in Table 1 in Appendix 2.

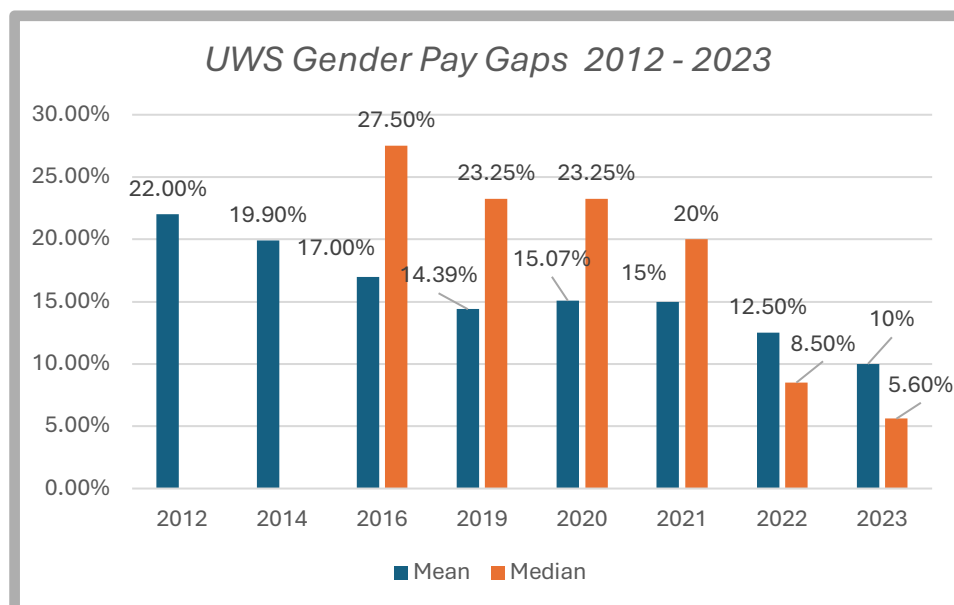


Figure 3 - UWS Gender Pay Gap 2012 - 2023

² [Examining the gender pay gap in HE](#), Universities & Colleges Employers Association

³ [A08: Labour market status of disabled people](#), Office for National Statistics

UWS has achieved notable progress in narrowing gender pay disparities. Since 2022, the mean gender pay gap has decreased by 2.5 percentage points, while the median gender pay gap has decreased by 2.9 percentage points. These reductions mark the lowest gaps since we began formal reporting, as shown in Figure 3.

Challenges remain, particularly in addressing occupational segregation and salary point placement. While our standard practice is to appoint new hires at the first point of the salary scale, exceptions are made when a business case supports appointing at a higher point to secure a desired candidate who has demonstrated particular skills and relevant experience. This flexibility is crucial in the current competitive labour market.

A detailed analysis of the gender pay gap by grade, as shown in Table 2 of Appendix 2, indicates that six grades have positive pay gaps in favour of female employees, while six grades have pay gaps in favour of male employees, all below the 5% threshold for further investigation. Pay gaps of 5% or more are generally considered significant and may require targeted action plans.

Notably, Senior Management Grade 2 has a 7% pay gap in favour of men, due to male employees being placed higher on the salary scale due to length of service. One recently appointed interim post is significantly affecting the figures (due to a female employee being placed on the starting point of the salary scale).

In contrast, the Academic & Research Associate 1 job family has a -16% pay gap in favour of female employees. This is attributed to a longer length of service among female employees, resulting in higher salary placements compared to their male counterparts.

Similarly, the FE64 job family shows a -6% pay gap in favour of female employees. 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 (7) of academic employees remain on the FE64 contract. 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 pay gap at this grade is due to female employees being on the FE64 contribution point, which rewards exceptional sustained performance and higher responsibility. This point is accessible through application via the UWS Salary Recognition and Reward Procedure.

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 employees 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 employees who have shared their ethnicity with the University. "Not Known" are not included in the detailed grade by grade analysis.

Figure 4 shows the ethnicity profile of UWS employees. With 76.40% of employees who have declared their ethnicity being white, and 14.80% being BME.

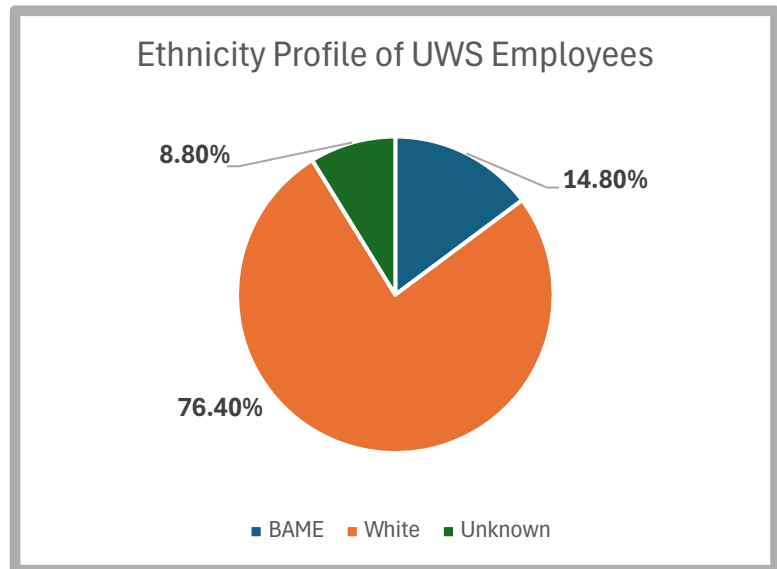


Figure 4 - Ethnicity Profile UWS Employees

Mean Salary for BME colleagues across UWS	£24.17
Mean Salary for white colleagues across UWS	£23.38
MEAN PAY GAP	-3.4%

Median Salary for BME colleagues across UWS	£22.33
Median Salary for white colleagues across UWS	£22.33
MEDIAN PAY GAP	0%

In 2023, our ethnicity pay gap is 0% for the median and -3.4% for the mean, favouring BME employees. According to Advance HE, the median and mean pay gaps in UK higher education are 0.1% and 0.9%, respectively⁴, favouring white employees.

UWS has a larger mean pay gap, but it favours BME employees. Our median pay gap is similar to the sector average. As shown in Figure 5, both our mean and median pay gaps have decreased since 2021.

⁴ [Equality in higher education: staff statistical report 2024](#), Advance HE.

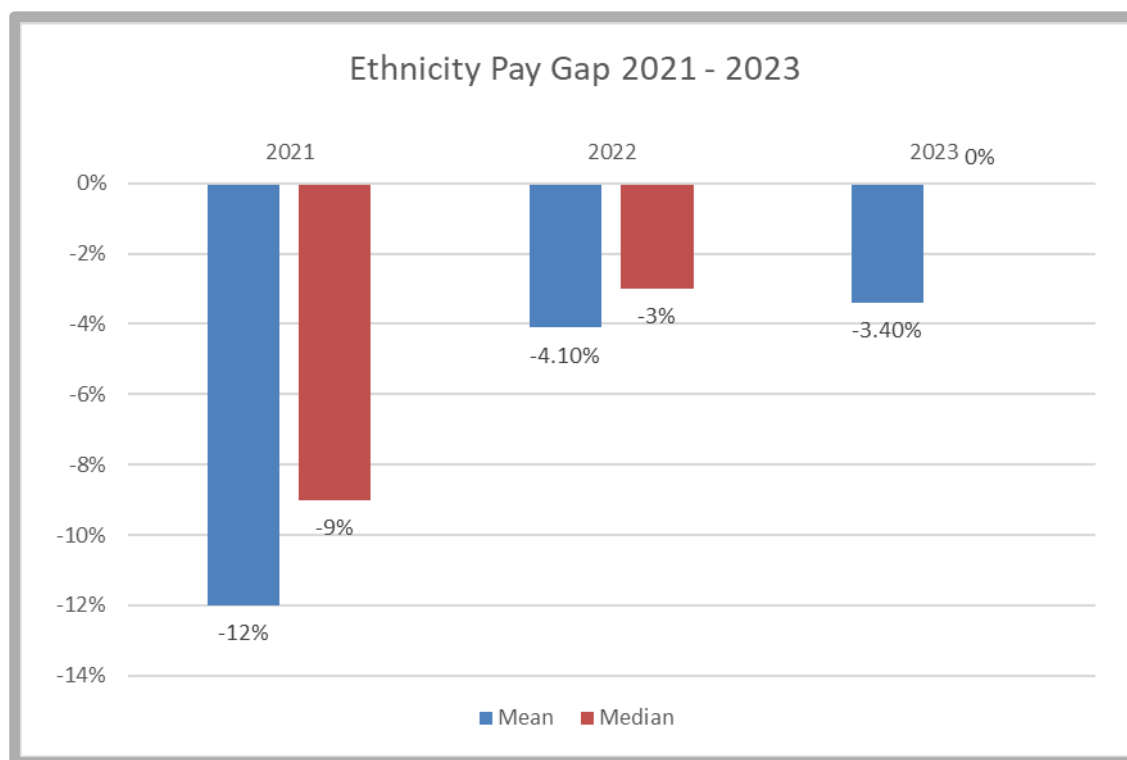


Figure 5 - Ethnicity Pay Gap 2021 - 2023

Table 3 in Appendix 2 indicates the percentage value of pay gaps by grade. In 2023, 4 grades had pay gaps in favour of BME colleagues (highlighted in green in table 3), with two pay gaps larger than 5%. Pay gaps of 5% or larger are generally regarded as significant, potentially requiring further analysis and the development of specific action plans/interventions.

Professional Services Grade 2 has a pay gap of -7% (in favour of BME employees). This gap reflects a small sample size of BME employees with average length of service being high. Due to a longer length of service on average, these employees are higher up on the incremental salary scale.

The pay gap at Senior Management grade 1 is also -7% (in favour of BME employees). This pay gap is due to there being less than 5 BME employees at this grade with their salary at the top of the scale due to length of service. The remaining salaries vary on the scale, thereby affecting the average.

Seven grades exhibited pay gaps favouring white colleagues, but these were below the 5% threshold for further investigation. However, Professional Services Grade 3, Professional Services Grade 7 and Senior Management Grade 2 have pay gaps of 5% or more in favour of white colleagues, as highlighted in red in table 3 in Appendix 2. These disparities are primarily due to BME incumbents having shorter lengths of service, resulting in their placement lower on the salary scale.

Further investigation has identified that the majority of BME employees in Professional Services Grade 3 and 7 have a length of service of less than 1 year, placing them at the minimum salary points for their grade. This results in the salary figures that suggest white colleagues earn more than BME colleagues, however, these differences are primarily due to the impact of length of service, due to the incremental nature of our salary scales.

It is worth noting that low numbers of BME headcount are likely to skew the comparison of the averages. Low numbers aren't representative enough to be compared as averages – for example, if there is one person and they are at the top or bottom of their grade then the reported figure is in effect one person's hourly rate and not an average for BME colleagues overall.

Occupational Segregation:

Occupational segregation refers to a non-representative distribution of individuals from various demographic categories across different occupations. 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

- Sex

Overall, UWS maintains a balanced representation of male and female employees across job families. Notably, 49.53% of our academic and research staff are female, reflecting a slight decrease of 1.74 percentage points since 2022. In professional services, female employees hold 66.21% of roles, marking a modest increase of 0.05 percentage points from the previous year. Impressively, 52.17% of our senior management positions are occupied by female employees, an increase of over 2.17 percentage points compared to the year before.

For a detailed breakdown of the distribution in each job family by sex from 2020 to 2023, refer to Tables 4 and 5 in Appendix 2.

- Disability

In 2023, 10.21 million people of working age reported having a disability, yet only 5.53 million of working-age disabled people were in employment⁵.

The percentage of our employees declaring a disability decreased slightly from 7.40% in 2022 to 6.17% in 2023. Notably the disability status of 34% of our employees is unknown, up from 28% in 2022.

Since 2021 there has been a significant increase in employees choosing to declare their disability, rising from 2.9% at that time.

The distribution of those declaring a disability has been fairly consistent, with 6.10% in Academic & Research roles and 6.39% in Professional Services roles in 2023. The percentage of Senior Management employees disclosing a disability has remained stable at around 4.35% from 2021 to 2023.

Tables 6 to 9 in Appendix 2 give a full overview of the number and percentage of employees declaring a disability from 2023 to 2020.

⁵ [A08: Labour market status of disabled people](#), Office for National Statistics

- Race

In 2022, the BME population constituted 7.1% of the total population of Scotland⁶. The University is comparatively well represented, with 15.32% of our employees being Black and Minority Ethnic, up from 13.9% in 2022. The BME population is well represented in the Academic & Research job family at 24.1% but not as well represented in Professional Services (6.51%). These two job families have seen a steady increase in the representation of BME employees since 2020. The representation within Senior Management is lower at 4.35%.

Tables 10 to 13 in Appendix 2 give a breakdown by job family and ethnicity from 2023 to 2020.

Breakdown by Occupational Category - Horizontal Segregation

- Sex

Job family information can be further broken down to a greater level of detail showing occupational categories. Tables 14 and 15 in Appendix 2 show a full breakdown of the headcount and percentage of males and females in each job family from 2023 to 2020.

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 positions, with 49.43% female and 50.57% male employees, and in Senior Management roles, where female employees hold 52.94% of positions compared to 47.06% held by male employees. Technical and IT roles are predominantly occupied by male employees (76.92%), with female employees representing 23.08%, reflecting wider societal patterns.

- Disability

At UWS, we are proud to have a significant number of disabled employees across various occupational categories. Our Professional roles have the highest representation at 7.83%, followed by Administrative & Clerical roles at 7.14%, and Academic & Research roles at 6.10%. This aligns with sectoral trends, where disability disclosure is most common among professional and support employees. However, unlike the broader higher education sector, where academic employees are less likely to disclose a disability⁷, UWS stands out with a notable representation in this category.

For a detailed breakdown of disability representation by occupational category from 2020 to 2023, refer to Tables 16 to 19 in Appendix 2.

⁶ [Scottish Census Data, 2022](#)

⁷ [Equality in higher education: staff statistical report 2024](#), Advance HE.

- Race

UWS has high BME representation in the Academic & Research occupation category at 23.99% but there is a reduction in Professional posts (from 11% in 2022 to 7.83% in 2023). There remains a very low representation in Senior Management (4.41% in 2023 and 0% in 2022) and Administrative & clerical roles (5.36% in 2023 and 5.10% in 2022).

Tables 20 to 23 in Appendix 2 give a full breakdown by occupational category and ethnicity from 2023 to 2020.

Breakdown by Grade - Vertical Segregation

- Sex

A significant proportion of the overall pay gender gap is attributable to vertical occupational segregation, with females predominantly occupying lower grades within the University. As detailed in tables 24 to 27 in Appendix 2, Professional Services grades 1 and grades 3 – 6 have consistently shown an a majority of female colleagues since 2020.

This is in line with societal trends as Professional Services Grade 1 and Grade 3 have roles which are predominantly filled by females within wider society - cleaners, food services assistants and invigilators (Grade 1), and administrative and clerical roles (Grade 3). 84% of our Grade 1 incumbents are female, marking an increase of just over 1 percentage point compared the previous year. Furthermore, professional services employees across the higher education sector are predominantly female.

70% of our Professorial employees are male, with this grade remaining male dominated at, or over, 70% since 2020. Therefore, this specific grade remains an area of focus for the University.

Shifts were seen within the Academic and Research Ac1 grade with 70.59% of the population being male compared to 47.8% in 2022. Currently Senior Management Grade 3 is also male dominated at 70%, however, this has not been a trend in previous years (58.3% male employees in 2022 and 54.55% male employees in 2021).

More information on the trends of the male and female split within the grades from 2023 to 2020 can be found in Appendix 2, tables 24 to 27.

- Disability

Grades with the highest representation of disabled employees at UWS is found in Senior Management Grade 3 (10%), Professional Services Grade 5 (9.66%), and Professional Services Grade 7 (8.33%). While the number of colleagues who have declared a disability is relatively low, making it challenging to identify consistent trends, we have observed a positive increase in the representation of disabled employees across various grades since 2020. This demonstrates our ongoing commitment to fostering an inclusive and supportive workplace.

For a detailed breakdown of disabled employees within each grade, please refer to Tables 28 to 31 in Appendix

- Race

According to Scotland's 2022 census, 7.1% of the population identifies as Black or from an Ethnic Minority⁷ (BME). At UWS, we are proud that 10 out of our 19 grades have 7% or more BME employees. However, we recognise the need for improvement, as four grades, including three senior levels (Professional Services Grade 8, Senior Management Grades 3, 4, 5, and 6), currently lack BME representation. Addressing the underrepresentation of BME employees at higher organisational levels has been a priority since 2020 and will continue to be a focus.

Nationally, 22% of academics with known ethnicity were BME in the 2022/2023 academic year⁸. At UWS, 24% of employees in Academic & Research grades Ac 1 to Ac 4 are BME. Additionally, while 13% of professors nationally are BME⁹, UWS excels with 24.32% of our professors being BME.

For a detailed breakdown of employee ethnicity by grade from 2020 to 2023, please refer to Tables 32 to 35 in Appendix 2.

Conclusion and Next Steps:

As we reflect on the journey of the UWS in addressing pay disparities, we see a narrative of progress and ongoing commitment. The gender pay gap has been steadily decreasing, and the ethnicity pay gap remains minimal. However, our story also highlights areas where significant pay gaps persist, each with its own unique context.

In the Academic & Research Ac 1 category, there is a -16% pay gap in favour of female employees. This gap is shaped by the length of service, with many female employees having over five years of service, while many male employees have less than four years.

In the Academic & Research FE64 category, a -6% pay gap in favour of female employees is observed because female employees are on the discretionary point, with no male counterparts at this level.

Senior Management Grade 2 shows a 7% pay gap in favour of male employees, influenced by an interim post that skews the figures for females.

Professional Services Grade 2 shows a -7% pay gap in favour of BME employees, driven by a small number of BME colleagues with longer service, which affects the average.

Similarly, Senior Management Grade 1 has a -7% pay gap in favour of BME employees, attributed to a few BME colleagues at the top of the scale due to their length of service.

Conversely, Professional Services Grades 3 and 7, and Senior Management Grade 2, each have a 5% pay gap in favour of white employees. These gaps are linked to BME incumbents having shorter service and thus being lower on the salary scale.

⁸ [Higher Education Staff Statistics: UK, 2022/23](#), Higher Education Statistics Authority

⁹ [Higher Education Staff Statistics: UK, 2022/23](#), Higher Education Statistics Authority

Our journey continues, with a commitment to addressing these disparities and fostering an inclusive and equitable workplace.

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. However, there are minimal or no pay gaps at these grades. There is also a continued overrepresentation of female employees in administrative and clerical roles. Therefore, a future area of focus will be on increasing the representation of male employees in these grades.

BME representation is low at Professional Services Grade 8, Senior Management Grade 3, and Senior Management Grade 4, 5 & 6. Due to this low representation, pay gaps do not exist or are minimal, highlighting the need to increase BME representation at these grades.

Recent work to address pay gaps and occupational segregation:

- **Enhanced Ways of Working:** In 2024, we updated our "Work Well" approach from 2022/2023 by introducing the UWS Ways of Working Principles. Developed with input from colleagues, employee networks, and trade union representatives, these principles aim to foster a flexible, inclusive, and dynamic work environment that aligns with our People Priorities, enhancing the experience for everyone at UWS.
- **Transparent Adjustments for Disabled Employees:** We have implemented Reasonable Adjustments Guidance to ensure a clear and transparent process for making necessary adjustments for our disabled employees, fostering an inclusive workplace.
- **Inclusive Career Development:** UWS recently launched a new academic career development framework and promotions pathways. This framework is designed to be inclusive, support equality of opportunity, and demonstrate our commitment to diversity. The aligned Academic Promotion Process ensures a transparent, objective, and equitable approach.
- **Athena Swan Bronze Award Efforts:** We are actively working on our Athena Swan Bronze Award submission. The required data analysis and evaluation will help us better understand gender representation across the organisation and enable us to take targeted actions.
- **Living Wage Commitment:** UWS continues to be a Living Wage Employer, ensuring fair pay for all employees. Both male and female employees receive a minimum hourly rate that aligns with the Real Living Wage.
- **Promoting Flexible Working:** We support flexible working as a day-one right for all employees, regardless of their responsibilities. This policy supports career development for both male and female employees.
- **Bias-Free Recruitment Training:** Employees responsible for chairing recruitment panels are required to complete our 'Chair Recruitment Training'. This training emphasises good recruitment practices and addresses common biases, ensuring a fair and equitable hiring process.

Future Activity:

- **Enhancing Academic Promotions:** We will continue to meticulously analyse academic promotions data to identify and address underrepresentation in applications and promotions, ensuring equal opportunities for all.
- **Athena Swan Bronze Award:** We are committed to submitting our Athena Swan Bronze Award application and advancing the associated action plan to tackle underrepresentation and promote gender equality.
- **Leadership Development for Underrepresented Groups:** We will continue to run and expand internal programs and activities aimed at increasing the representation of underrepresented employees in leadership positions.
- **Women's Leadership Development:** Our dedication to the Women's Leadership Development program remains unwavering. We continuously analyse feedback to refine and enhance future offerings, actively engaging Senior Leaders as guest speakers and mentors to foster a culture of empowerment and growth.
- **Equitable Starting Salary Guidance:** We will review and refine our starting salary guidance to ensure a fair and equitable approach to salary placement, preventing the perpetuation of pay inequality.

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: Data

Table 1 - UWS Gender Pay Gaps since 2012 and ONS Comparator Data¹⁰ (where available)

Publication	Snapshot date for data	Mean Gender Pay Gap	ONS Comparator Mean data ^[1]	Median Gender Pay Gap	ONS Comparator Median data ^[2]
Equal Pay Mainstreaming Report 2012/2013	31 st August 2012	22.00% (core employees only)	-	Not Published	-
Equal Pay Mainstreaming Report 2014/2015	31 st August 2014	19.90% (core employees only)	-	Not Published	-
PSED Report 2017	31 st December 2016	17.00%	-	27.5% (Not published)	-
PSED Report 2019	28 th February 2019	14.39%	16.3%	23.25%	17.4%
PSED Report 2021	31 st July 2020	15.07%	13.9%	23.25%	14.9%
Snapshot Annual Report 2022	31 st July 2021	15%	14.9%	20%	15.4%
PSED Report 2023	31 st July 2022	12.5%	13.9%	8.5%	14.9%
Pay Gap Report 2024	31 st March 2023	10%	13.2%	5.6%	14.3%

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.

¹⁰ [Annual Survey of Hours and Earnings](#), Office for National Statistics

Table 2 - Gender Pay Gap by Grade

Job Family	Headcount	Female	Male	Average Hourly Rate	% difference Female to Male
Academic & Research Ac 1	17	£21.08	£18.22	£18.74	-16%
Academic & Research Ac 2	359	£22.95	£23.15	£23.05	1%
Academic & Research Ac 3	374	£27.83	£28.14	£27.97	1%
Academic & Research Ac 4	158	£32.72	£33.18	£32.96	1%
Academic & Research FE64	7	£27.38	£25.74	£26.68	-6%
Academic & Research Professor	37	£43.96	£43.67	£43.75	-1%
Professional Services Grade 1	97	£11.45	£11.45	£11.45	0%
Professional Services Grade 2	114	£12.13	£11.95	£12.03	-2%
Professional Services Grade 3	133	£13.22	£12.96	£13.14	-2%
Professional Services Grade 4	201	£15.69	£15.72	£15.70	0%
Professional Services Grade 5	142	£20.00	£20.08	£20.03	0%
Professional Services Grade 6	104	£24.57	£24.51	£24.55	0%
Professional Services Grade 7	36	£28.03	£27.35	£27.74	-2%
Professional Services Grade 8	21	£32.18	£32.72	£32.44	2%
Senior Management Grade 1	37	£39.70	£40.04	£39.87	1%
Senior Management Grade 2	7	£44.13	£47.41	£45.53	7%
Senior Management Grade 3	10	£52.43	£52.30	£52.39	0%
Senior Management Grade 4 to 6	11	£67.84	£69.33	£68.71	2%
TOTAL	1,865				

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

Grade	Headcount	Ethnic Minority	White	Not Known	Average Hourly Rate	% Difference Ethnic Minority to White
Academic & Research Ac 1	17	£19.04	£18.75	£17.76	£18.74	-2%
Academic & Research Ac 2	359	£22.84	£23.25	£22.06	£23.05	2%
Academic & Research Ac 3	374	£27.46	£28.08	£28.16	£27.97	2%
Academic & Research Ac 4	158	£32.59	£33.03	£33.01	£32.96	1%
Academic & Research FE64	7	0	£26.68	0	£26.68	-
Academic & Research Professor	37	£43.63	£44.01	£37.75	£43.75	1%
Professional Services Grade 1	97	£11.45	£11.45	£11.45	£11.45	0%
Professional Services Grade 2	114	£12.83	£11.99	£11.83	£12.03	-7%
Professional Services Grade 3	133	£12.57	£13.18	£13.02	£13.14	5%
Professional Services Grade 4	201	£15.07	£15.75	£15.68	£15.70	4%
Professional Services Grade 5	142	£19.52	£20.07	£19.42	£20.03	3%
Professional Services Grade 6	104	£25.02	£24.50	£24.58	£24.55	-2%
Professional Services Grade 7	36	£26.28	£27.80	£28.67	£27.74	5%
Professional Services Grade 8	21	0	£32.34	£34.55	£32.44	-
Senior Management Grade 1	37	£42.27	£39.67	£42.27	£39.87	-7%
Senior Management Grade 2	7	£43.49	£45.88	0	£45.53	5%
Senior Management Grade 3	10	£50.20	£52.16	£56.49	£52.39	4%
Senior Management Grade 4 / 5 / 6	11	0	£68.83	£67.44	£68.71	-
Grand Total	1,865					

Table 4 - Number and Percentage Female Colleagues in each Job Family 2023 - 2020

Job Family	2023		2022		2021		2020	
	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total
Academic & Research	479	49.53%	443	51.27%	362	49.52%	349	52.09%
Professional Services	580	66.21%	542	66.26%	577	65.57%	692	67.51%
Senior Management	36	52.17%	31	50.00%	29	44.62%	31	50.82%
TOTAL	1095	57.27%	1016	58.26%	968	57.76%	1072	61.05%

Table 5 - Number and Percentage Male Colleagues in each Job Family 2023 - 2020

Job Family	2023		2022		2021		2020	
	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total
Academic & Research	488	50.47%	421	48.73%	369	50.48%	321	47.91%
Professional Services	296	33.79%	276	33.74%	303	34.43%	333	32.49%
Senior Management	33	47.83%	31	50.00%	36	55.38%	30	49.18%
TOTAL	817	42.73%	728	41.74%	708	42.24%	684	38.95%

Table 6 - Breakdown by Job Family and Disability 2023

Job Family	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
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 7 - Breakdown by Job Family and Disability 2022

Job Family	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
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 8 - Breakdown by Job Family and Disability 2021

Job Family	Declared Disabled	% of Total	Declared Not	% of Total	Not Known	% of Total	TOTAL
Academic & Research	28	3.83%	363	49.66%	340	46.51%	731
Professional Services	17	1.93%	412	46.82%	451	51.25%	880
Senior Management	0	0.00%	32	49.23%	33	50.77%	65
TOTAL	45	2.68%	807	48.15%	824	49.16%	1676

Table 9 - Breakdown by Job Family and Disability 2020

Job Family	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research	3.58%	49.85%	46.57%
Professional Services	2.54%	46.24%	51.22%
Senior Management	1.64%	50.82%	47.54%
TOTAL	2.90%	47.78%	49.32%

Table 10 - 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 11 - 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	<246	13.93%	1417	81.25%	<87	4.82%	<1750

Table 12 - Breakdown by Job Family and Ethnicity 2021

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

Table 13 - Breakdown by Job Family and Ethnicity 2020

Job Family	Black & Ethnic Minority	% of Total	White	% of Total	Not Known	% of Total	TOTAL
Academic & Research	89	13.28 %	548	81.79%	33	4.93%	670
Professional Services	35	3.41%	910	88.78%	80	7.80%	1025
Senior Management	<5	4.92%	56	91.80%	<5	3.28%	<66
TOTAL	<129	7.23%	1514	86.22%	<118	6.55%	<1761

Table 14 - Number and Percentage Female Colleagues in each Occupation Category 2023 - 2020

Occupation Category	2023		2022		2021		2020	
	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total	Headcount Female	% of Total
Academic & Research	478	49.43%	452	51.50%	362	49.52%	349	52.09%
Administrative & Clerical	255	75.89%	291	74.20%	320	73.90%	375	74.40%
Campus Support	122	62.56%	101	68.20%	101	66.89%	136	62.67%
Professional	189	67.26%	124	64.90%	121	62.69%	146	73.00%
Senior Management	36	52.94%	19	45.20%	29	44.62%	31	52.54%
Technical & IT	15	23.08%	29	30.90%	35	33.98%	35	33.02%
TOTAL	1095	57.27%	1016	58.30%	968	57.76%	1072	61.05%

Table 15 - Number and Percentage Male Colleagues in each Occupation Category 2023 - 2020

Occupation Category	2023		2022		2021		2020	
	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total	Headcount Male	% of Total
Academic & Research	489	50.57%	425	48.50%	369	50.48%	321	47.91%
Administrative & Clerical	81	24.11%	101	25.80%	113	26.10%	129	25.60%
Campus Support	73	37.44%	47	31.80%	50	33.11%	81	37.33%
Professional	92	32.74%	67	35.10%	72	37.31%	54	27.00%
Senior Management	32	47.06%	23	54.80%	36	55.38%	28	47.46%
Technical & IT	50	76.92%	65	69.10%	68	66.02%	71	66.98%
TOTAL	817	42.73%	728	41.70%	708	42.24%	684	38.95%

Table 16 - Breakdown by Occupation Category and Disability 2023

Occupation Category	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic &	6.10%	55.74%	38.16%
Administrative &	7.14%	64.29%	28.57%
Campus Support	3.59%	46.15%	50.26%
Professional	7.83%	70.82%	21.35%
Senior Management	4.41%	80.88%	14.71%
Technical & IT	4.62%	55.38%	40.00%
TOTAL	6.17%	59.36%	34.47%

Table 17 - Breakdown by Occupation Category and Disability 2022

Occupation Category	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic &	8.0%	64.8%	27.3%
Administrative &	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 18 - Breakdown by Occupation Category and Disability 2021

Occupation Category	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research	3.83%	49.66%	46.51%
Administrative & Clerical	2.31%	49.42%	48.27%
Campus Support	0.00%	38.41%	61.59%
Professional	2.07%	46.63%	51.30%
Senior Management	0.00%	49.23%	50.77%
Technical & IT	2.91%	48.54%	48.54%
TOTAL	2.68%	48.15%	49.16%

Table 19 - Breakdown by Occupation Category and Disability 2020

Occupation Category	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research	3.58%	49.85%	46.57%
Administrative & Clerical	3.37%	49.40%	47.22%
Campus Support	0.00%	39.63%	60.37%
Professional	2.50%	45.00%	52.50%
Senior Management	1.69%	50.85%	47.46%
Technical & IT	3.77%	47.17%	49.06%
TOTAL	2.90%	47.78%	49.32%

Table 20 - Breakdown by Occupation Category and Ethnicity 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	<295	15.32%	1444	75.52%	<180	9.15%	<1919

Table 21 - Breakdown by Occupation Category and Ethnicity 2022

Occupation Category	Black & Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research	21.4%	73.3%	5.2%
Administrative & Clerical	5.1%	88.8%	6.1%
Campus Support	4.1%	91.9%	4.1%
Professional	11.0%	86.9%	2.1%
Senior Management	0.0%	95.2%	4.8%
Technical & IT	8.5%	89.4%	2.1%
TOTAL	13.9%	81.3%	4.8%

Table 22 - Breakdown by Occupation Category and Ethnicity 2021

Occupation Category	Black & Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research	16.14%	4.38%	79.48%
Administrative & Clerical	3.46%	8.08%	88.45%
Campus Support	1.99%	3.97%	94.04%
Professional	8.81%	2.59%	88.60%
Senior Management	6.15%	3.08%	90.77%
Technical & IT	7.77%	1.94%	90.29%
TOTAL	9.84%	4.89%	85.26%

Table 23 - Breakdown by Occupation Category and Ethnicity 2020

Occupation Category	Black & Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research	13.28%	81.79%	4.93%
Administrative & Clerical	4.37%	88.10%	7.54%
Campus Support	0.92%	84.79%	14.29%
Professional	3.00%	95.00%	2.00%
Senior Management	5.08%	91.53%	3.39%
Technical & IT	4.72%	88.68%	6.60%
TOTAL	7.23%	86.22%	6.55%

Tables 24 to 27 highlight grades where there is male/female dominance of over 60% in yellow and a male/female dominance of over 70% in red.

Table 24 - Breakdown by Grade and Sex 2023

Grade	Headcount Female % to Grade	Headcount Male % to Grade
Academic & Research Ac 1	29.41%	70.59%
Academic & Research Ac 2	48.39%	51.61%
Academic & Research Ac 3	54.01%	45.99%
Academic & Research Ac 4	46.84%	53.16%
Academic & Research FE64	57.14%	42.86%
Academic & Research Professor	29.73%	70.27%
Professional Services Grade 1	83.67%	16.33%
Professional Services Grade 2	45.22%	54.78%
Professional Services Grade 3	71.64%	28.36%
Professional Services Grade 4	71.43%	28.57%
Professional Services Grade 5	65.52%	34.48%
Professional Services Grade 6	65.71%	34.29%
Professional Services Grade 7	58.33%	41.67%
Professional Services Grade 8	52.38%	47.62%
Senior Management Grade 1	51.28%	48.72%
Senior Management Grade 2	57.14%	42.86%
Senior Management Grade 3	70.00%	30.00%
Senior Management Grade 4, 5 & 6	41.67%	58.33%
TOTAL	57.30%	42.70%

Table 25- Breakdown by Grade and Sex 2022

Grade	Headcount Female % to Grade	Headcount Male % to Grade
Academic & Research Ac 1	52.2%	47.8%
Academic & Research Ac 2	53.1%	46.9%
Academic & Research Ac 3	53.3%	46.7%
Academic & Research Ac 4	46.1%	53.9%
Academic & Research FE64	62.5%	37.5%
Academic & Research Professor	26.7%	73.3%
Professional Services Grade 1	82.9%	17.1%
Professional Services Grade 2	52.8%	47.2%
Professional Services Grade 3	73.7%	26.3%
Professional Services Grade 4	69.8%	30.2%
Professional Services Grade 5	62.3%	37.7%
Professional Services Grade 6	62.6%	37.4%
Professional Services Grade 7	54.8%	45.2%
Professional Services Grade 8	50.0%	50.0%
Senior Management Grade 1	55.9%	44.1%
Senior Management Grade 2	66.7%	33.3%
Senior Management Grade 3	41.7%	58.3%
Senior Management Grade 4, 5 & 6	30.0%	70.0%
TOTAL	58.3%	41.7%

Table 26 - - Breakdown by Grade and Sex 2021

Grade	Headcount Female % of Grade Total	Headcount Male % of Grade Total
Academic & Research Ac 1	55.56%	44.44%
Academic & Research Ac 2	49.78%	50.22%
Academic & Research Ac 3	52.78%	47.22%
Academic & Research Ac 4	43.20%	56.80%
Academic & Research FE64	55.56%	44.44%
Academic & Research Professor	30.00%	70.00%
Knowledge Transfer Partnerships	40.91%	59.09%
Professional Services Grade 1	80.00%	20.00%
Professional Services Grade 2	55.29%	44.71%
Professional Services Grade 3	68.87%	31.13%
Professional Services Grade 4	69.36%	30.64%
Professional Services Grade 5	63.85%	36.15%
Professional Services Grade 6	66.67%	33.33%
Professional Services Grade 7	55.88%	44.12%
Professional Services Grade 8	37.50%	62.50%
Senior Management Grade 1	51.61%	48.39%
Senior Management Grade 2	42.86%	57.14%
Senior Management Grade 3	45.45%	54.55%
Senior Management Grades 4 -6	36.36%	63.64%
TOTAL	57.76%	42.24%

Table 27 - Breakdown by Grade and Sex 2020

Grade	Headcount Female % of Grade Total	Headcount Male % of Grade Total
Academic & Research Ac 1	76.47%	23.53%
Academic & Research Ac 2	56.80%	43.20%
Academic & Research Ac 3	52.96%	47.04%
Academic & Research Ac 4	45.97%	54.03%
Academic & Research FE64	55.56%	44.44%
Academic & Research Professor	26.67%	73.33%
Professional Services Grade 1	75.76%	24.24%
Professional Services Grade 2	56.77%	43.23%
Professional Services Grade 3	71.56%	28.44%
Professional Services Grade 4	69.54%	30.46%
Professional Services Grade 5	66.67%	33.33%
Professional Services Grade 6	72.04%	27.96%
Professional Services Grade 7	46.67%	53.33%
Professional Services Grade 8	46.67%	53.33%
Senior Management Grade 1	56.67%	43.33%
Senior Management Grade 2	44.44%	55.56%
Senior Management Grade 3	55.56%	44.44%
Senior Management Grades 4 and 5	40.00%	60.00%
TOTAL	61.05%	38.95%

Table 28 - Breakdown by Grade and Disability 2023

Grade	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research	0.00%	41.18%	58.82%
Academic & Research	4.57%	43.28%	52.15%
Academic & Research	7.49%	68.72%	23.80%
Academic & Research	6.96%	58.86%	34.18%
Academic & Research	0.00%	0.00%	100.00%
Academic & Research	8.11%	54.05%	37.84%
Professional Services	2.04%	43.88%	54.08%
Professional Services	3.48%	48.70%	47.83%
Professional Services	7.46%	56.72%	35.82%
Professional Services	7.39%	71.92%	20.69%
Professional Services	9.66%	69.66%	20.69%
Professional Services	6.67%	65.71%	27.62%
Professional Services	8.33%	83.33%	8.33%
Professional Services	4.76%	76.19%	19.05%
Senior Management	5.13%	76.92%	17.95%
Senior Management	0.00%	85.71%	14.29%
Senior Management	10.00%	80.00%	10.00%
Senior Management	0.00%	91.67%	8.33%
TOTAL	6.24%	59.79%	33.97%

Table 29 - Breakdown by Grade and Disability 2022

Grade	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research	4.3%	65.2%	30.4%
Academic & Research	9.5%	72.4%	18.1%
Academic & Research	8.0%	65.9%	26.1%
Academic & Research	5.5%	47.7%	46.9%
Academic & Research	0.0%	0.0%	100.0%
Academic & Research	6.7%	43.3%	50.0%
Professional Services	1.0%	57.1%	41.9%
Professional Services	6.4%	55.2%	38.4%
Professional Services	8.5%	59.3%	32.2%
Professional Services	9.3%	67.0%	23.6%
Professional Services	8.2%	66.4%	25.3%
Professional Services	5.5%	62.6%	31.9%
Professional Services	9.7%	83.9%	6.5%
Professional Services	5.0%	75.0%	20.0%
Senior Management	8.8%	76.5%	14.7%
Senior Management	0.0%	66.7%	33.3%
Senior Management	0.0%	83.3%	16.7%
Senior Management	0.0%	100.0%	0.0%
TOTAL	7.4%	64.2%	28.4%

Table 30 - Breakdown by Grade and Disability 2021

Grade	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research Ac 1	0.00%	50.00%	50.00%
Academic & Research Ac 2	4.41%	56.83%	38.77%
Academic & Research Ac 3	4.32%	50.31%	45.37%
Academic & Research Ac 4	2.40%	39.20%	58.40%
Academic & Research FE64	0.00%	0.00%	100.00%
Academic & Research Professor	3.33%	43.33%	53.33%
Knowledge Transfer Partnerships	0.00%	68.18%	31.82%
Professional Services Grade 1	2.76%	53.79%	43.45%
Professional Services Grade 2	1.76%	49.41%	48.82%
Professional Services Grade 3	1.89%	39.62%	58.49%
Professional Services Grade 4	2.89%	47.40%	49.71%
Professional Services Grade 5	0.77%	43.08%	56.15%
Professional Services Grade 6	2.30%	40.23%	57.47%
Professional Services Grade 7	0.00%	35.29%	64.71%
Professional Services Grade 8	0.00%	56.25%	43.75%
Senior Management Grade 1	0.00%	48.39%	51.61%
Senior Management Grade 2	0.00%	57.14%	42.86%
Senior Management Grade 3	0.00%	63.64%	36.36%
Senior Management Grades 4 to 6	0.00%	45.45%	54.55%
TOTAL	2.68%	48.15%	49.16%

Table 31 - Breakdown by Grade and Disability 2020

Grade	Declared Disabled % of Total	Declared Not Disabled % of Total	Not Known % of Total
Academic & Research Ac 1	0.00%	58.82%	41.18%
Academic & Research Ac 2	2.96%	62.13%	34.91%
Academic & Research Ac 3	4.67%	49.53%	45.79%
Academic & Research Ac 4	2.42%	38.71%	58.87%
Academic & Research FE64	0.00%	0.00%	100.00%
Academic & Research Professor	3.33%	40.00%	56.67%
Professional Services Grade 1	3.03%	43.94%	53.03%
Professional Services Grade 2	1.75%	50.66%	47.60%
Professional Services Grade 3	1.83%	39.45%	58.72%
Professional Services Grade 4	3.45%	50.00%	46.55%
Professional Services Grade 5	3.51%	49.12%	47.37%
Professional Services Grade 6	1.08%	39.78%	59.14%
Professional Services Grade 7	3.33%	40.00%	56.67%
Professional Services Grade 8	0.00%	53.33%	46.67%
Senior Management Grade 1	3.33%	46.67%	50.00%
Senior Management Grade 2	0.00%	55.56%	44.44%
Senior Management Grade 3	0.00%	77.78%	22.22%
Senior Management Grades 4 and 5	0.00%	40.00%	60.00%
TOTAL	2.90%	47.78%	49.32%

Table 32 - Breakdown by Grade and Ethnicity 2023

Grade	Black and Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research Ac 1	23.53%	58.82%	17.65%
Academic & Research Ac 2	33.60%	47.85%	18.55%
Academic & Research Ac 3	18.45%	79.14%	2.41%
Academic & Research Ac 4	15.19%	81.65%	3.16%
Academic & Research FE64	0.00%	100.00%	0.00%
Academic & Research	24.32%	72.97%	2.70%
Professional Services Grade	9.18%	74.49%	16.33%
Professional Services Grade	7.83%	74.78%	17.39%
Professional Services Grade	3.73%	86.57%	9.70%
Professional Services Grade	6.40%	89.16%	4.43%
Professional Services Grade	6.21%	92.41%	1.38%
Professional Services Grade	9.52%	82.86%	7.62%
Professional Services Grade	8.33%	83.33%	8.33%
Professional Services Grade	0.00%	95.24%	4.76%
Senior Management Grade 1	2.56%	92.31%	5.13%
Senior Management Grade 2	14.29%	85.71%	0.00%
Senior Management Grade 3	0.00%	80.00%	10.00%
Senior Management Grade	0.00%	91.67%	8.33%
TOTAL	15.40%	75.97%	8.63%

Table 33 - Breakdown by Grade and Ethnicity 2022

Grade	Black and Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research Ac 1	21.7%	69.6%	8.7%
Academic & Research Ac 2	30.4%	58.3%	11.3%
Academic & Research Ac 3	16.6%	81.9%	1.4%
Academic & Research Ac 4	13.3%	85.2%	1.6%
Academic & Research FE64	0.0%	100.0%	0.0%
Academic & Research	26.7%	73.3%	0.0%
Professional Services Grade	7.6%	85.7%	6.7%
Professional Services Grade	5.6%	81.6%	12.8%
Professional Services Grade	5.1%	91.5%	3.4%
Professional Services Grade	5.5%	92.3%	2.2%
Professional Services Grade	8.2%	90.4%	1.4%
Professional Services Grade	8.8%	90.1%	1.1%
Professional Services Grade	9.7%	87.1%	3.2%
Professional Services Grade	0.0%	95.0%	5.0%
Senior Management Grade 1	2.9%	94.1%	2.9%
Senior Management Grade 2	0.0%	100.0%	0.0%
Senior Management Grade 3	8.3%	83.3%	8.3%
Senior Management Grade	0.0%	100.0%	0.0%
TOTAL	13.9%	81.3%	4.8%

Table 34 - Breakdown by Grade and Ethnicity 2021

Grade	Black & Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research Ac 1	16.67%	5.56%	77.78%
Academic & Research Ac 2	23.35%	10.13%	66.52%
Academic & Research Ac 3	12.35%	1.85%	85.80%
Academic & Research Ac 4	12.00%	1.60%	86.40%
Academic & Research FE64	0.00%	0.00%	100.00%
Academic & Research Professor	26.67%	0.00%	73.33%
Knowledge Transfer Partnership	45.45%	0.00%	54.55%
Professional Services Grade 1	4.14%	8.97%	86.90%
Professional Services Grade 2	3.53%	12.35%	84.12%
Professional Services Grade 3	2.83%	2.83%	94.34%
Professional Services Grade 4	4.62%	2.31%	93.06%
Professional Services Grade 5	3.08%	3.08%	93.85%
Professional Services Grade 6	6.90%	1.15%	91.95%
Professional Services Grade 7	0.00%	2.94%	97.06%
Professional Services Grade 8	0.00%	6.25%	93.75%
Senior Management Grade 1	6.45%	3.23%	90.32%
Senior Management Grade 2	0.00%	0.00%	100.00%
Senior Management Grade 3	9.09%	9.09%	81.82%
Senior Management Grades 4, 5 & 6	0.00%	0.00%	100.00%
TOTAL	9.84%	4.89%	85.26%

Table 35- Breakdown by Grade and Ethnicity 2020

Grade	Black & Ethnic Minority % of Total	White % of Total	Not Known % of Total
Academic & Research Ac 1	11.76%	76.47%	11.76%
Academic & Research Ac 2	19.53%	68.64%	11.83%
Academic & Research Ac 3	10.28%	87.23%	2.49%
Academic & Research Ac 4	11.29%	86.29%	2.42%
Academic & Research FE64	0.00%	100.00%	0.00%
Academic & Research Professor	23.33%	76.67%	0.00%
Professional Services Grade 1	3.41%	80.30%	16.29%
Professional Services Grade 2	3.49%	88.21%	8.30%
Professional Services Grade 3	3.67%	88.99%	7.34%
Professional Services Grade 4	3.45%	93.68%	2.87%
Professional Services Grade 5	1.75%	96.49%	1.75%
Professional Services Grade 6	6.45%	92.47%	1.08%
Professional Services Grade 7	0.00%	96.67%	3.33%
Professional Services Grade 8	0.00%	93.33%	6.67%
Senior Management Grade 1	6.67%	86.67%	6.67%
Senior Management Grade 2	11.11%	88.89%	0.00%
Senior Management Grade 3	0.00%	100.00%	0.00%
Senior Management Grades 4, 5 & 6	0.00%	100.00%	0.00%
TOTAL	7.23%	86.22%	6.55%



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