University of
BRISTOL

Gender Pay Gap

Report 2021

bristol.ac.uk/inclusion

This report is based on data as at 31 March 2020

Gender pay gap

Key findings

- This is our fourth year of Gender Pay Gap reporting. The mean gender pay gap in men's favour of 18.3% has reduced for the 3rd year in a row and is 0.3% lower compared to 2019. The median pay gap of 13.7% has remained unchanged compared to 2019.

- As explored in previous years' Reports, the distribution of male and female staff across our workforce is driving our gender pay gap – there are more men in higher graded roles and more women in lower graded roles. Actions we are taking are steadily reducing this.

- The average pay difference between men and women has reduced since our first report in 2017 within our two main staff populations (Academic and Professional Services), and in our full and part-time populations. Compared to the previous year, there has been a reduction in the Academic pay gap but not in the lower Professional Services figure. When looking at the part-time figures we have identified that the clinicians are having a large impact on the data set, for example, without the clinicians; the 2020 part-time mean would reduce from 22.6% to 11.1%.

- The bonus pay gap (in men's favour) between men and women resulting from the University's Merit Pay scheme has not changed significantly compared to 2019. As we identified in the 2019 report, the gap is affected by the size of payments and the distribution of a low number of payments. Bonuses are paid to different people each year, and whilst we continue to aim for gender parity, we expect to see considerable variation in this figure annually. The bonus pay gap including clinicians has increased, which has been affected by two-thirds of male clinicians now receiving the second highest award (Gold, £59,477). We are actively supporting female colleagues applying for these awards.

We have been engaged in a range of activities to close our Gender Pay Gap, see page 8

TERMS EXPLAINED

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps.

The mean is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values. The median is the middle value of a set of numbers. It is calculated by ordering all of the values in a data set from lowest to highest, and identifying the middle value.

The gender pay gap is the percentage difference between the average pay of men and women across the whole workforce, using the mean and the median. The national independent organisation ACAS explains the benefit of GPG reporting as 'a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.'[1]

It is different from equal pay which requires men and women to be paid the same for the same work or for work of equal value.
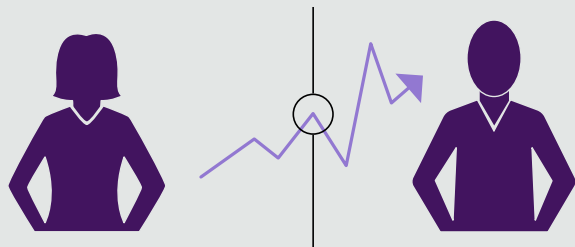
OUR WORKFORCE COMPOSITION

55%   TOTAL ROLES 7307   45%
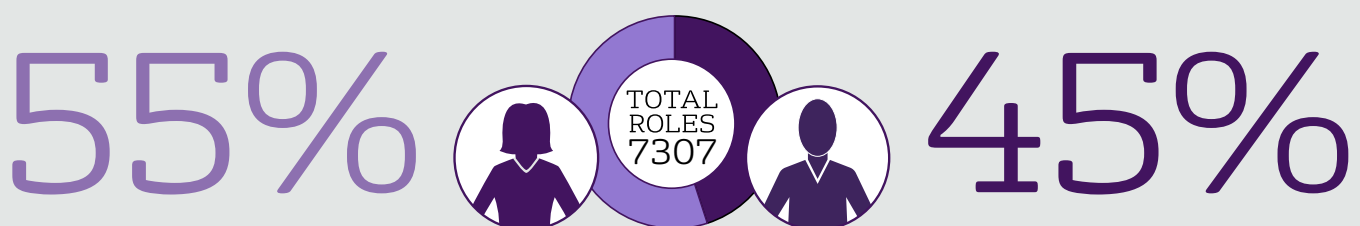
[1] https://archive.acas.org.uk/media/4764/Managing-gender-pay-reporting/pdf/Managing_gender_pay_reporting_07.02.19.pdf

OUR GENDER PAY GAP

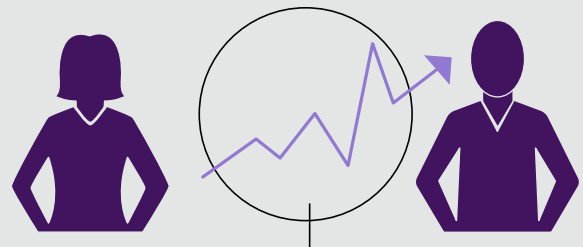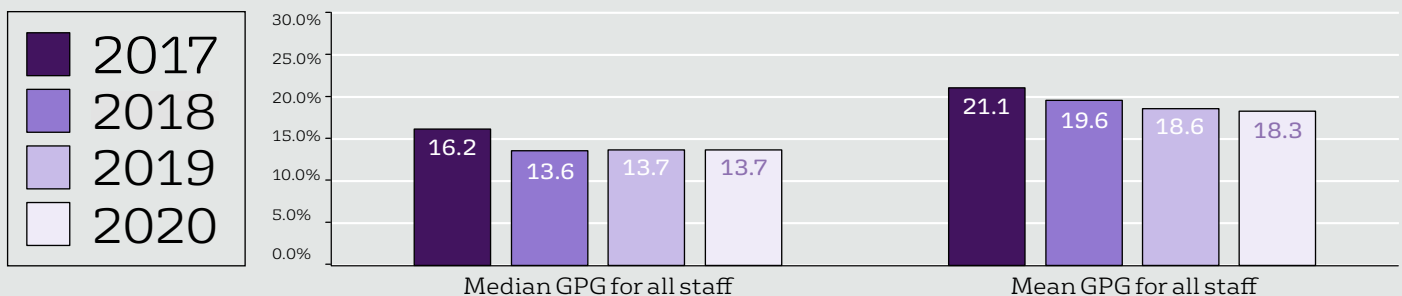Median pay gap **13.7%**

Mean pay gap **18.3%**

UK-wide median **15.5%**
HE median pay gap **13.6%**

UK-wide mean **14.6%**
HE mean pay gap **17.7%**

OUR MEDIAN AND MEAN GPG 2017-2020
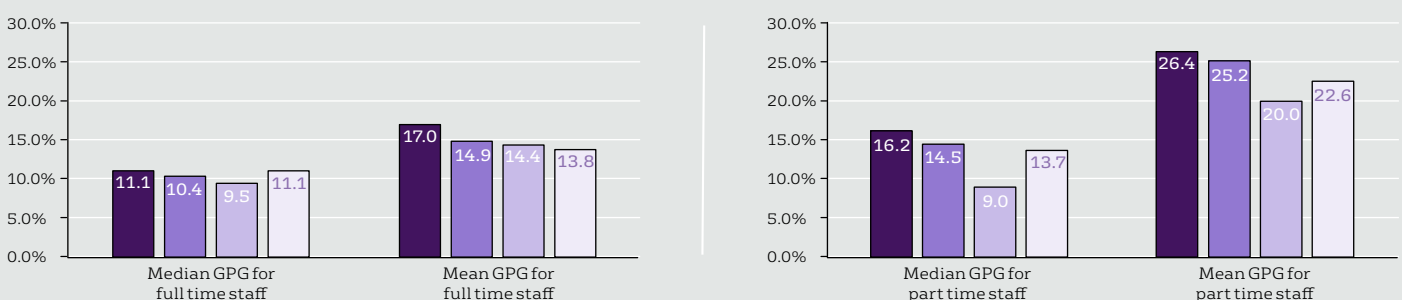
Legend:
- 2017
- 2018
- 2019
- 2020

Median GPG for all staff
- 2017: 16.2
- 2018: 13.6
- 2019: 13.7
- 2020: 13.7

Mean GPG for all staff
- 2017: 21.1
- 2018: 19.6
- 2019: 18.6
- 2020: 18.3

OUR ACADEMIC AND PROFESSIONAL SERVICES GPG 2017-2020

Median GPG for Academic staff
- 2017: 13.6
- 2018: 11.1
- 2019: 11.9
- 2020: 11.1

Mean GPG for Academic staff
- 2017: 16.1
- 2018: 13.7
- 2019: 13.1
- 2020: 11.9

Median GPG for Professional Services
- 2017: 13.7
- 2018: 6.4
- 2019: 5.7
- 2020: 5.7

Mean GPG for Professional Services
- 2017: 9.1
- 2018: 7.3
- 2019: 7.5
- 2020: 8.6

OUR FULL-TIME AND PART TIME STAFF GPG 2017-2020

Median GPG for full time staff
- 2017: 11.1
- 2018: 10.4
- 2019: 9.5
- 2020: 11.1

Mean GPG for full time staff
- 2017: 17.0
- 2018: 14.9
- 2019: 14.4
- 2020: 13.8

Median GPG for part time staff
- 2017: 16.2
- 2018: 14.5
- 2019: 9.0
- 2020: 13.7

Mean GPG for part time staff
- 2017: 26.4
- 2018: 25.2
- 2019: 20.0
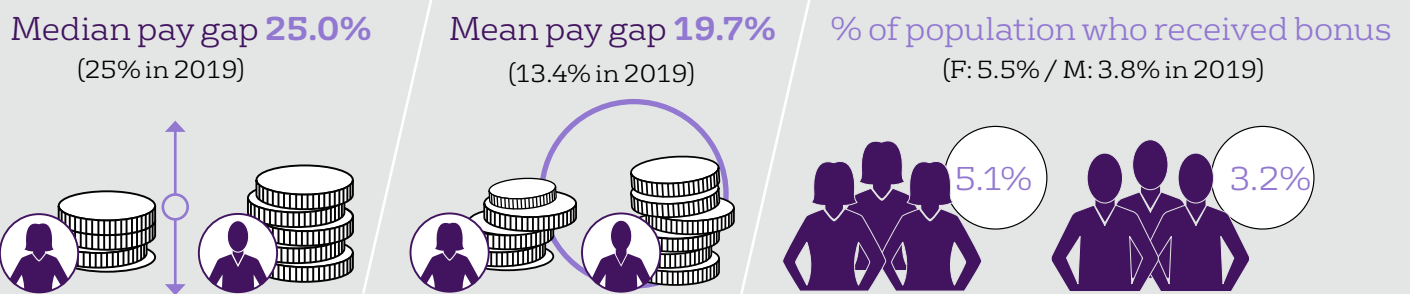- 2020: 22.6

Footnote: An error in the 2019 median and mean for Academics, and the full-time and part-time median and mean has been corrected.

OUR HOURLY PAY QUARTILES

Lower Quartile

66% women
34% men

(65% women in 2019)

Lower Middle

59% women
41% men

(59% women in 2019)

Upper Middle

56% women
44% men

(56% women in 2019)

Upper Quartile

40% women
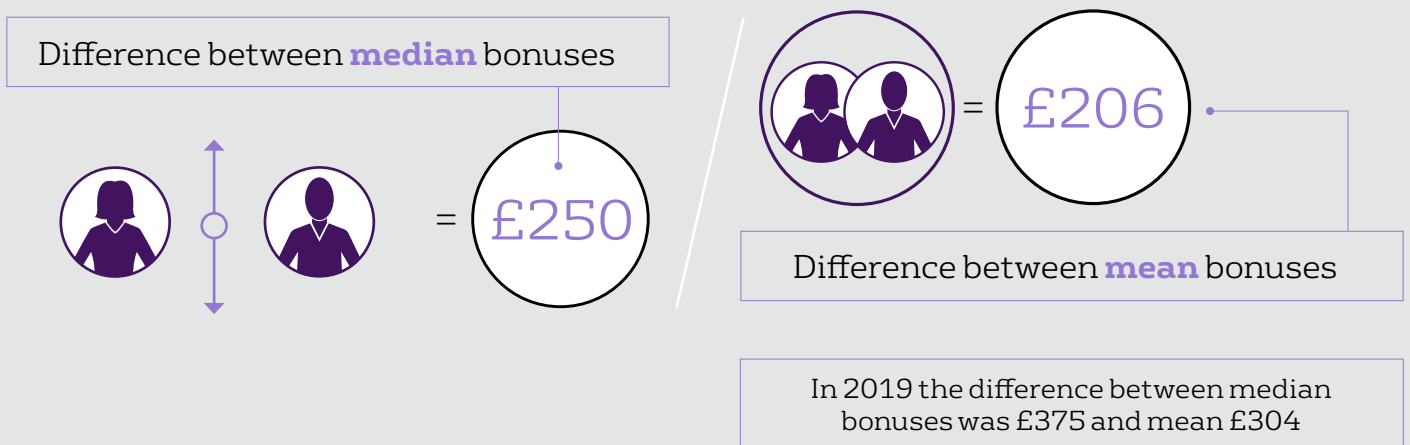60% men

(40% women in 2019)
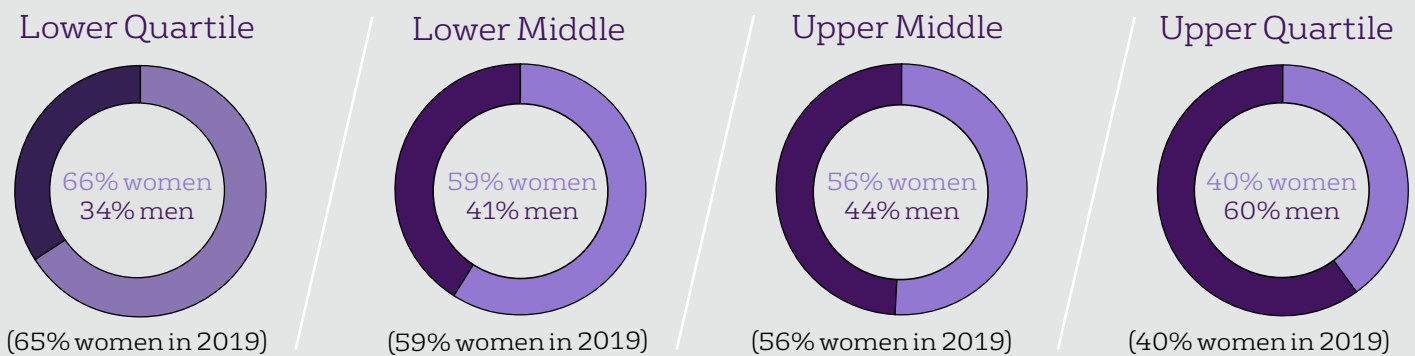
In line with the government requirements we have divided our workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest. Our workforce by pay quartile has not changed significantly compared to 2019.

OUR BONUS PAY GAP (EXCLUDING CLINICAL ACADEMICS AND GPs)

Median pay gap **25.0%**
(25% in 2019)

Mean pay gap **19.7%**
(13.4% in 2019)

% of population who received bonus
(F: 5.5% / M: 3.8% in 2019)

5.1%

3.2%

Our Merit Pay Scheme forms the basis of the bonus gender pay gap figures of 25.0% (median) and 19.7% (mean). Merit pay can be awarded to any member of staff for a one-off task or other contribution, with cases reviewed collectively for equity and consistency, and payments capped at 5% of salary.

Difference between **median** bonuses

= £250

= £206

Difference between **mean** bonuses

In 2019 the difference between median bonuses was £375 and mean £304

OUR BONUS PAY GAP (INCLUDING CLINICAL ACADEMICS AND GPs)

Median pay gap **33.3%**
(33.3% in 2019)

Mean pay gap **76.5%**
(67.3% in 2019)

% of population who received bonus
(F: 5.8% / M: 4.9% in 2019)

5.7%   4.5%

The bonus pay gap figures of 33.3% (median) and 76.5% (mean) also include payments for clinicians known as Clinical Excellence Awards (CEAs) – a National Health Service (NHS) performance-related payment which is not under our control – and Practice Performance Bonuses for doctors in the Student Health Service.

Difference between **median** bonuses

= £375

= £7,484

Difference between **mean** bonuses

In 2019 the difference between median bonuses was £500 and the mean £5,280

Factors contributing to our gender pay gap

- The GPG figures are from 31 March 2020, and are not directly impacted by the economic impact of the Coronavirus pandemic. As a consequence of the pandemic the University agreed some cost savings with the Trades Unions which took effect from August 2020. In relation to the government's Coronavirus Job Retention Scheme, any furloughed staff included in this report had their pay topped up to 100% by the University, and were therefore not excluded, as per the GPG methodology.

- A major factor contributing to the gender pay gap is the distribution of men and women across our grading structure: we have more men in the higher grades, and more women in the lower grades. The distribution of men and women varies within the two main populations of Academic and Professional Services staff, as shown in the graphs of Academic staff and Professional Services staff by grade and gender (page 7).

- Population fluctuations will impact on the gender pay gap. Having compared the Academic and Professional Services staff populations from 2019 and 2020, we have identified a 20% increase in female professors into the highest grade (M) relating to promotion and new appointments. However there was less population change within the middle of the grade structure (grades F, G and H) comprising 22% of all roles and 16% of female staff, and where formal promotion processes do not operate.

- Despite a static median GPG compared to 2019, a small reduction in the mean GPG has occurred (page 3). The university operates a grade structure in which staff are located on a granular pay scale and consequently we would not automatically expect to see a large annual shift in the median figure, without a very significant change in the population on grades.

- Compared to national benchmark figures (page 3), the 13.7% median GPG is similar to the Higher Education (HE) median of 13.6%. The 18.3% mean GPG is slightly higher than the HE mean. A minority of HE institutions have medical schools, and our mean GPG figure is inflated by the inclusion of clinical staff.

- When looking at the GPG for Academics and Professional Services staff (see page 3) we see a reduction for both Academics and Professional Services over the four years of reporting, and a reduction for Academics compared to 2019. For Professional Services the GPG has not reduced compared to 2019 but remains lower than the academic GPG.

- The GPG for full-time and part-time staff (see page 3) shows a small reduction over the four years of reporting, apart from for the full-time median figure which is static compared to the first year of reporting. When looking at the higher part-time figures we have identified that the clinicians are having a large impact on the data set, for example, without the clinicians; the 2020 part-time mean would reduce from 22.6% to 11.1%.

- Merit pay bonuses are paid to a small number of different people each year, typically around 300 staff, and whilst we continue to aim for gender parity we expect to see considerable variation in this figure annually.

- The all staff bonus pay gap (see page 5) which includes an additional 70 clinicians shows the impact of a small number of Clinical Excellence Awards of up to £77,000, and as with the merit pay bonus figures, changes to the small population will lead to a fluctuating pay gap. Having explored the 2019 and 2020 bonus pay data it is the case that two-thirds of male clinicians are now in receipt of the second highest award (Gold, £59,477) a much higher proportion than in 2019, contributing to the increased bonus pay gap.

ACADEMIC STAFF: WORKFORCE DISTRIBUTION BY GRADE AND GENDER 2020

Legend:
- Academic Staff Female
- Academic Staff Male
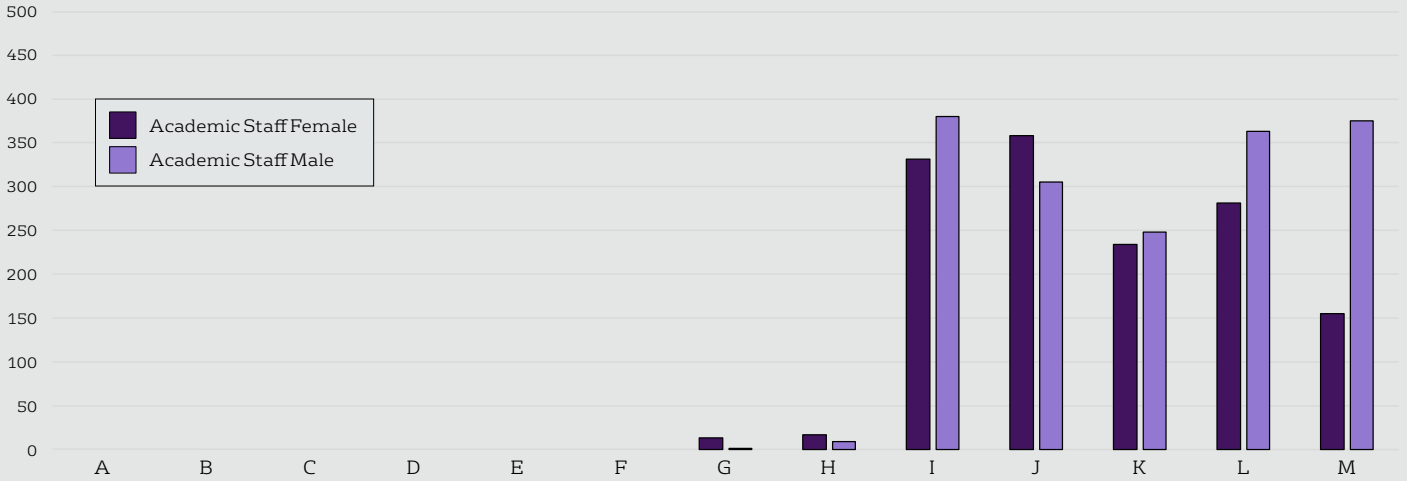
PROFESSIONAL SERVICES STAFF : WORKFORCE DISTRIBUTION BY GRADE AND GENDER 2020

Legend:
- Professional Services staff Female
- Professional Services staff Male
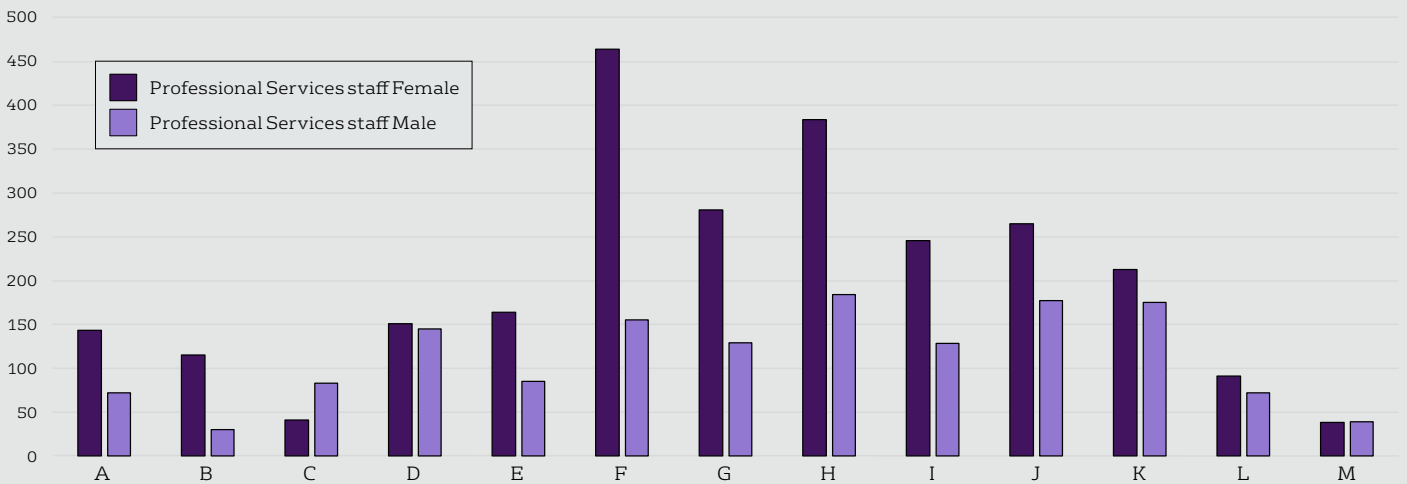
Graphs exclude 216 Clinical staff who are on national clinical pay scales

Work to close the gender pay gap

What have we been doing?

We continue to deliver a range of measures to reduce our gender pay gap. These include:

- creating a new Academic Promotions Framework that is being used for the 2020/21 promotion round to Associate Professor and Professor to reward and recognise the full range of contributions and achievements that are valued by our institution;

- continuing our Women's Mentoring Network supporting 78 new mid-career mentees from both Academic and Professional Services communities. The Female Leaders Initiative (FLi) supported 30 more women from across all career levels and both Academic and Professional Services teams;

- operating promotion and recruitment have increased the number of female professors at the University between 2018/19 and 2019/20 from 29% to 30.4% and our pipeline of Associate Professors now stands at 43% female;

- following the signing of the UCU Collective Agreement on gender pay for Academic staff, we have agreed several bridging fund requests to support Academics between contracts, and cases for transfers to core-funded contracts will be

actively considered in 2021;

- concluding a Task and Finish Group which has delivered guidance to reduce the impact of Covid-19 on academic careers, focussing on those with caring responsibilities that have been particularly disrupted by the pandemic;

- continuing our Returning Carers scheme supporting staff in re-establishing their research career following extended caring related leave;

- continuing to proactively support women's applications for NHS Clinical Excellence Awards through workshops, guidance and the tracking of future application rates;

- finalising a comprehensive Equal Pay Audit to review causes of pay gaps and develop solutions where required;

- reviewing the Merit Pay Scheme and have developed guidance to be launched before the next round, on levels of payment to manage consistency and equity concerns.

What are we going to do?

- Review and refine our Strategic Performance Indicators in relation to gender and ethnicity as part of University wide work on refreshing our Strategy in 2021, setting new goals that take us beyond our current targets (33% female professors and reducing the professorial pay gap to 3% by 2022-23).

- Ongoing work to monitor the differences between full and part-time academic careers, how this contributes to the pay gap and what steps need to be taken.

- Continue the Women's Mentoring Network to support Academic and Professional Services communities, and the Female Leaders Initiative (FLi).

- A major review of our employment policies is underway with a first priority being a review of our policies that relate to home, work and family, which benefit all our people but are particularly supportive of female staff.

- Analysis to explore the differential impact of staff groups on the University's mean and median GPG, such as those in the middle of the grade structure (grades F, G and H) comprising 22% of all roles and 16% of female staff.