

# EQUALITY, DIVERSITY AND INCLUSION: ANNUAL DIVERSITY MONITORING REPORT

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Equity, Diversity and Inclusion Team

2023 - 2024

# ANNUAL DIVERSITY MONITORING REPORT

## 2023-24

***Our mission is to make a positive impact locally, nationally, and globally by addressing society's greatest challenges through our distinctive education, innovative research and the value we place on excellence, inclusivity and partnership. Diversity is an essential component to driving innovation: different perspectives, experiences and ideas are critical to our ability to remain curious and creative, thus maintaining our position as a leading research-intensive university.***

The University's Annual Diversity Monitoring Report informs our people-led approach to equity and inclusion and we strive to ensure our staff and student populations reflect and are representative of society as a whole. This Report accompanies the University's Equality, Diversity and Inclusion Annual Report for the period 2023–2024.

# ANNUAL DIVERSITY MONITORING REPORT 2023-24

## STUDENTS

This report accompanies the University's EDI Annual Report for the period 2023-24<sup>1</sup>.

Demographic data is collected through a combination of application and student registration processes. Sector comparisons are taken from HESA Who's studying in HE? <sup>2</sup> Personal characteristics data reports. The most recent year of data currently available is 2021/2022, which was published in January 2023.

### STUDENT NUMBERS

Year	Undergraduate	Postgraduate Taught	Postgraduate Research	Total
<b>2021/22</b>	24,730	9,467	4,324	38,433
<b>2022/23</b>	25,249	10,025	4,212	39,413
<b>2023/24</b>	24,399	10,195	3,628	38,222

### AGE

Age on entry	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
<b>2021/22</b>	69.6%	20.9%	4.9%	3.2%	1.0%	0.5%	0.0%
<b>2022/23</b>	69.5%	20.4%	5.0%	3.5%	1.1%	0.6%	0.0%
<b>2023/24</b>	59.8%	29.2%	5.8%	3.5%	1.1%	0.6%	0.0%

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<sup>1</sup> The latest year of data reported represents a snapshot taken on 1 July 2024. Previous years were from the snapshot taken on 31 July 2023.

<sup>2</sup> <https://www.hesa.ac.uk/data-and-analysis/students/whos-in-he>

## AGE ON ENTRY BY LEVEL OF STUDY

UG students	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
<b>2021/22</b>	93.6%	4.8%	0.9%	0.5%	0.2%	0.1%	0.0%
<b>2022/23</b>	93.6%	4.7%	0.9%	0.5%	0.2%	0.2%	0.0%
<b>2023/24</b>	93.2%	5.3%	0.9%	0.5%	0.1%	0.1%	0.0%

- A mature student is defined as someone aged 21 or over when they begin their first undergraduate programme of study.
- The proportion of students in the 21-25 age bracket has increased slightly in the most recent year, although the overall the proportion of mature students has only increased very slightly.

PGT students	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
<b>2021/22</b>	1.0%	71.3%	13.8%	9.4%	3.2%	1.2%	0.0%
<b>2022/23</b>	1.0%	69.9%	13.9%	10.6%	3.4%	1.2%	0.0%
<b>2023/24</b>	1.2%	77.8%	11.1%	6.8%	2.4%	0.8%	0.0%

- There has been an increase in students in the 21-25 age bracket and a very small increase in the proportion of students aged under 21 in the postgraduate cohort.
- The proportion of students in all age brackets over 26 years has decreased.

PGR students	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
<b>2021/22</b>	0.2%	56.2%	22.5%	14.4%	3.9%	2.8%	0.0%
<b>2022/23</b>	0.2%	53.8%	22.5%	15.7%	4.7%	3.0%	0.1%
<b>2023-24</b>	0.3%	53.4%	23.9%	15.1%	4.5%	2.8%	0.1%

- There has been an increase in students in the 26-30 age bracket and a very small increase in the proportion of students aged under 21 in the postgraduate cohort.
- There has been a small decrease in the proportion of students in all other age brackets.

## DISABILITY

Disability: all students	Disabled	No disability	Unknown
<b>2021/22</b>	17.0%	80.7%	2.3%
<b>2022/23</b>	17.4%	81.3%	1.4%
<b>2023/24</b>	18.1%	80.3%	1.5%

- Disability declarations have increased significantly over the last 10 years.
- In 2014/15 there were 2540 disabled students at the University representing 9.6% of the student body.
- In 2023/24 just over 18% of the student body declared a disability but the total number of disabled students was more than double what it was 10 years ago, with 6587 students declaring a disability.
- The proportion of students declaring a disability continues to increase each year but more slowly in recent years than was previously the case.

## DISABILITY BY DOMICILE

All levels of study	UK			Non-UK		
	Disabled	No disability	Unknown	Disabled	No disability	Unknown
<b>2021/22</b>	22%	77%	1%	5%	90%	4%
<b>2022/23</b>	23%	76%	1%	6%	93%	1%
<b>2023/24</b>	24%	75%	1%	6%	93%	2%

- Declaration rates are highest from UK domiciled students.
- The most recent HESA data available for comparison is 2021/22 when 19% of UK domiciled students declared a disability and 5% of non-UK students.
- The University of Bristol is seeing higher than average rates of disability declarations by UK students at 22% in 2021/22, rising to 24% in the most recent year.
- Non-UK declarations are broadly in line with the sector.

## DISABILITY TYPE

All levels of study	Cognitive or learning difficulties	Mental health condition	Other or multiple impairments	Sensory, medical or physical impairments	Social or communication impairment	No disability	Unknown
<b>2019/20</b>	5%	4%	3%	1%	0%	84%	3%
<b>2020/21</b>	5%	5%	4%	2%	0%	84%	2%
<b>2021/22</b>	5%	6%	4%	2%	0%	83%	2%
<b>2022/23</b>	4%	6%	4%	2%	0%	84%	1%
<b>2023/24</b>	5%	5%	5%	2%	0%	82%	2%

- There were small increases in the proportion of students declaring cognitive or learning difficulties and other or multiple impairments in 2023/24.
- There was a small reduction in the proportion of students declaring a mental health for the first time in 10 years.

## ETHNICITY

Ethnicity: all students	Asian	Black	Mixed	Other	White	Unknown
<b>2021/22</b>	27.8%	2.3%	5.0%	2.7%	54.3%	8.0%
<b>2022/23</b>	30.9%	2.3%	5.0%	2.9%	51.3%	7.5%
<b>2023/24</b>	31.6%	2.5%	5.1%	2.9%	49.1%	8.8%

- HESA publishes only ethnicity data for UK domiciled students, so sector comparisons are not possible where home and overseas data is combined.

## ETHNICITY BY LEVEL OF STUDY

UG Ethnicity	Asian	Black	Mixed	Other	White	Unknown
<b>2021/22</b>	17.9%	2.3%	5.8%	2.6%	61.2%	10.2%
<b>2022/23</b>	19.4%	2.3%	6.1%	3.1%	59.7%	9.5%
<b>2023/24</b>	17.8%	2.5%	6.4%	3.2%	58.8%	11.3%

- HESA publishes only ethnicity data for UK domiciled students, so sector comparisons are not possible where home and overseas data is combined.

PGT Ethnicity	Asian	Black	Mixed	Other	White	Unknown
<b>2021/22</b>	56.5%	2.1%	2.9%	1.7%	34.3%	2.5%
<b>2022/23</b>	62.6%	2.1%	2.2%	1.7%	28.3%	3.0%
<b>2023/24</b>	65.9%	2.3%	1.9%	1.7%	23.9%	4.3%

PGR Ethnicity	Asian	Black	Mixed	Other	White	Unknown
<b>2021/22</b>	22.0%	2.2%	4.9%	5.1%	58.6%	7.2%
<b>2022/23</b>	24.7%	2.7%	4.9%	4.8%	56.2%	6.6%
<b>2023/24</b>	27.5%	2.8%	5.0%	4.9%	54.9%	4.9%

## ETHNICITY BY DOMICILE

UK domicile students	Asian	Black	Mixed	Other	White	Unknown
<b>2021/22</b>	8.0%	2.6%	6.5%	1.6%	77.9%	3.5%
<b>2022/23</b>	8.8%	2.6%	6.7%	1.6%	76.5%	3.9%
<b>2023/24</b>	9.5%	2.8%	7.1%	1.7%	76.1%	2.9%

- 73% of UK domiciled students across the sector were white in 2021/22 according to HESA data, compared to 77.9% at Bristol.
- 8% of UK domiciled students across the sector were Black in 2021/22 according to HESA data, compared to 2.6% at Bristol.
- There have been small increases in the proportion of UK students from all groups other than white in 2023/24.

Overseas domicile students	Asian	Black	Mixed	Other	White	Unknown
<b>2021/22</b>	64.5%	1.7%	2.3%	4.6%	10.8%	16.1%
<b>2022/23</b>	67.6%	1.7%	2.2%	5.1%	9.7%	13.6%
<b>2023/24</b>	66.9%	1.9%	1.8%	5.0%	6.1%	18.4%

- Ethnicity declaration rates are lower for overseas students.
- UCAS does not supply ethnicity data on overseas applicants and HESA does not publish ethnicity data for overseas students.
- Changes have been proposed to registration wording in an effort to address this, and these will be implemented in September 2024.

## GENDER IDENTITY

Year	Gender identity different than assigned at birth	Gender identity same as assigned at birth	Information refused
<b>2021/22</b>	1.3%	94.8%	3.9%
<b>2022/23</b>	1.3%	94.8%	3.9%
<b>2023/24</b>	1.3%	94.9%	3.8%

- The proportion of students declaring that their gender identity is not the same as sex assigned at birth remains static at 1.3% for the last three years.
- HESA do not publish sector data on this characteristic so no comparison can be made.

## RELIGION OR BELIEF

Year	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Spiritual	Any other religion or belief	No religion	Information refused	Unknown
<b>2021/22</b>	1.6%	14.4%	2.5%	1.1%	4.6%	0.4%	1.7%	1.1%	60.7%	12.1%	0.0%
<b>2022/23</b>	1.7%	13.4%	3.0%	1.1%	4.8%	0.4%	1.6%	1.1%	60.5%	12.4%	0.0%
<b>2023/24</b>	1.9%	13.0%	3.4%	1.1%	5.0%	0.4%	1.4%	1.1%	60.1%	12.6%	0.0%

- There has been a small year on year increase in the proportion of Buddhist, Hindu and Muslim students over the last three years.
- There has also been a small increase in those who choose not to declare their religion over the same period.
- Bristol has a higher proportion of students who declare no religion at 60.7% in 2021/22 compared with 47% in HESA student data, and a lower proportion of Christian students at 14.4% compared to 31% recorded by HESA in 2021/22.
- 12% of students across the sector declare their religion as Muslim compared to 4.8% at Bristol in 2021/22.
- 1.1% of Bristol students declared their faith as Jewish, compared to 0% across the sector in 2021/22.

- This proportion has remained static at Bristol for the last three years, as has the proportion of Sikh students at 0.4%.

## SEX

Year	Female	Male	Other	Unknown
<b>2021/22</b>	55.8%	44.1%	0.1%	0.0%
<b>2022/23</b>	56.0%	43.9%	0.1%	0.0%
<b>2023/24</b>	55.8%	44.1%	0.1%	0.1%

- The University of Bristol is broadly in line with the sector in terms of sex.
- The HESA data shows that 57% of students were female and 43% were male.
- This rate is consistent for the five years up to 2021/22.

## SEXUAL ORIENTATION

Year	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual	Information refused	Other	Unknown
<b>2021/22</b>	9.1%	1.8%	1.2%	70.4%	15.7%	1.8%	0.0%
<b>2022/23</b>	9.4%	1.7%	1.3%	69.4%	16.1%	2.0%	0.0%
<b>2023/24</b>	9.6%	1.6%	1.4%	68.9%	16.4%	2.2%	0.0%

- HESA do not publish sector data on this characteristic so no comparison can be made.

# ANNUAL DIVERSITY MONITORING REPORT 2023-24

## STAFF

These data are based on a snapshot as of 30 April 2024 (unless otherwise stated) and represent a total number of 9,300 employees. Please note that our data are based on staff who have chosen to share their diversity data with the University. With the exception of the protected characteristic of sex, provision of these data is optional. Sector comparisons are taken from Advance HE's report [Equality and higher education: Staff statistical report 2023 | Advance HE \(advance-he.ac.uk\)](https://www.advance-he.ac.uk/equality-and-higher-education/staff-statistical-report-2023) unless otherwise specified.

Our focus is on representation and distribution across our grades, emphasising the value of 'culture add' rather than 'culture fit' when discussing recruitment and selection processes. We encourage colleagues to see diversity as an essential component to driving our ability to innovate, rather than a numbers-based problem to be solved, on the basis that without different perspectives, experiences and ideas, our capacity to remain curious and creative is limited. We are also mindful that diversity and inclusion go hand-in-hand: it's all very well attracting people from different backgrounds to work here, but if they are being brought into an unwelcoming or exclusionary environment, they will be unhappy and leave. Although we monitor representation by all protected characteristics (plus gender), our focus remains on representation of Black staff, female professors, and disclosure rates more generally.

## KEY PERFORMANCE INDICATORS

### ETHNICITY PAY GAP

Although not a legal requirement, the University of Bristol (UoB) is committed to reporting our ethnicity pay gap (EPG), which is calculated by comparing the average pay of white employees and global majority<sup>3</sup> employees in an organisation, regardless of the roles they do. Previously, we published an aggregated ethnicity pay gap however this masked inequality across different ethnic groups. In 2022/23, we disaggregated our ethnicity pay gaps and our 2022/2023 annual report data set the baseline to enable future progress to be tracked:

Year	Ethnicity Pay Gaps	Asian	Black	Multiple Ethnicity	Other Ethnicity	Aggregated
2022/2023	Median	1.4%	21.0%	5.8%	1.4%	3.2%
2023/2024	Median	5.1%	13.2%	7.8%	3.2%	7.8%

Year	Ethnicity Pay Gaps	Asian	Black	Multiple Ethnicity	Other Ethnicity	Aggregated
2022/2023	Mean	7.6%	25.5%	15.3%	6.9%	11.8%
2023/2024	Mean	9.7%	21.7%	19.1%	8.5%	12.2%

Representation and distribution of global majority groups across our grading structure are factors that influence the ethnicity pay gap and disaggregation of the EPG provides a much clearer picture of where we need to target our efforts for recruitment, career support and progression. A 13.2% median and 21.7% mean EPG between Black staff and white staff is the most pronounced difference, decreasing from 21.0% and 25.5% respectively since last year. We will continue to closely monitor the distribution of Black staff across our grading structure and take action to address any gaps or barriers.

## GENDER PAY GAP

The University is legally required to report annually on our gender pay gap (GPG). The median GPG of 10.6% in men's favour has reduced by 5.6% since our first report in 2017. The mean GPG in men's favour of 14.4% has reduced by 6.7% compared to 2017.

<sup>3</sup> We use the term 'global majority' to refer to all ethnic groups except white British and other white groups, including white ethnic minorities.

Gender Pay Gap		
Year	Median	Mean
2017	16.2%	21.1%
2018	13.6%	19.6%
2019	13.7%	18.6%
2020	13.7%	18.3%
2021	11.1%	17.0%
2022	11.0%	15.5%
2023	10.6%	14.4%

From our 2022 report, we included hourly paid staff within our calculations and will continue to do so in subsequent reporting. With 67.0% of female staff (33% male) in our lower quartile and 45.6% female staff (54.4% male) in our upper quartile, we recognise that a major factor in reducing our GPG is achieving diversity of representation at all levels, particularly in senior roles. We remain fully committed to addressing our GPG over the coming years.

**A note on pay gaps:** Pay gaps are indicators of inequality in the workplace, reflecting the consequences of uneven distribution and representation. 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. As of March 2022, and in line with statutory guidelines, our pay gap calculations now include hourly paid staff. Closing pay gaps is primarily about building a more inclusive and flexible work culture with diversity of representation at all levels of the organisation. Equality legislation requires the University to publish annual gender pay gap reports. The University also publishes annual reports on ethnicity pay. To access full reports, please follow this link

<https://www.bristol.ac.uk/inclusion/governance-policy-and-guidance/gender-pay-gap-reporting/>.

## REPRESENTATION OF FEMALE PROFESSORS

In 2023, we exceeded the target set of 33% female professors. Our current value is 34.2% female professors, which compares to professorial representation across the sector of 29.7% female and 70.3% male. We are aiming to reach the target of 50% of female professors by 2030, which would also support our commitment to eliminate the GPG by 2030. 91.4% of the female professor (non-clinical) population at UoB is white, meaning it is vital to adopt an intersectional approach where ethnicity is also considered in any future work to improve gender balance.

Percentage of Female Professors at the University of Bristol over time										
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
17.2%	18.5%	22.2%	23.5%	25.1%	29.0%	30.4%	30.9%	32.2%	34.0%	34.2%

The expansion of the Academic Career Promotions process to include all levels of the academic pipeline, replacing the former time-served process, will hopefully help with reaching our goal of 50% female professors. Our data continues to show that, when they apply, female applicants are more likely to be promoted than male applicants.

Promotion to Professor	Year	Female (%)	Male (%)
Eligible Population	2021/2022	45%	55%
	2022/2023	45%	55%
	2023/2024	47%	53%
Application Rate (% of those eligible)	2021/2022	20%	17%
	2022/2023	18%	17%
	2023/2024	11%	11%
Success Rates (% of those who applied)	2021/2022	79%	69%
	2022/2023	85%	71%
	2023/2024	85%	69%

We continue to monitor male and female representation at Senior Lecturer and Associate Professor levels, ensuring we have a healthy pipeline of female talent feeding into professorial roles.

Academic Pipeline to Professor			
Job title	Year	Female	Male
Senior Lecturer	2021/2022	44%	56%
	2022/2023	45%	55%
	2023/2024	46%	54%
Associate Professor	2021/2022	43%	57%
	2022/2023	43%	57%
	2023/2024	45%	55%
Professor	2021/2022	32%	68%
	2022/2023	34%	66%
	2023/2024	34%	66%

- Our Senior Lecturer and Associate Professor pools for female staff increase year on year.
- This represents the impact of broadening our Academic Promotions Framework.

## STAFF DIVERSITY

### AGE

Year	Under 20	20-29	30-39	40-49	50-59	60-69
2020/2021	<1%	15%	35%	24%	18%	6%
2021/2022	<1%	12%	35%	26%	19%	8%
<i>Note change of reporting categories from 2022/2023</i>						
Year	16-24	25-34	35-44	45-54	55-64	65+
2022/2023	3%	26%	32%	22%	14%	3%
2023/2024	3%	27%	32%	21%	14%	3%

- The majority of our staff are aged 35 and over, with the highest proportion falling within the 35-44 age bracket.
- The new reporting categories, brought in in 2022/2023, show that 3% of our staff are between 16 and 24 years old.

### Sector comparison, HESA data 2022/23:

- The highest proportion of staff across the sector fell within the 36-45 age bracket (29%).
- Staff were distributed across other age ranges as follows <25 (3.4%), 26-35 (24.7%), 36-45 (29%), 46-55 (23.2%), 56-65 (15.9%), 65+ (3.7%)

### DISABILITY

Year	Known Disabled	No known disability	Prefer not to say	Undisclosed
2020/2021	7%	85%	7%	1%
2021/2022	8%	84%	7%	<1%
2022/2023	10%	82%	7%	<1%
2023/2024	10%	81%	8%	1%

- Staff are periodically reminded to review and update their diversity data, with a recent communication in June 2023 having a particular focus on disability resulting in more staff

disclosing as disabled than ever before. This does not necessarily mean an increase in disabled staff: it may indicate that we are creating a safe and supportive environment where existing staff are more willing to share this information.

- 71.6% of staff who have disclosed as disabled are based in Professional Services; 28.6% of staff who have disclosed as disabled are academic.
- Most commonly disclosed impairment types were learning difference such as dyslexia, dyspraxia or AD(H)D (30%); mental health condition (25%); long-standing illness or health condition (20%).

<b>Disability Disclosed</b>	<b>%</b>	<b>n</b>
<b>Learning difference such as dyslexia, dyspraxia or AD(H)D</b>	30%	318
<b>Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety</b>	25%	263
<b>Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy</b>	20%	214
<b>An impairment, health condition or learning difference not listed above</b>	9%	96
<b>Physical impairment or mobility issues</b>	5%	57
<b>Social/communication conditions such as a speech and language impairment or autistic spectrum condition</b>	5%	48
<b>D/deaf or have a hearing impairment</b>	3%	32
<b>Blind or have a visual impairment uncorrected by glasses</b>	1%	14
<b>Development condition which affects motor, cognitive, social and emotional skills, and speech and language</b>	<1%	5

### **Sector comparison, Advance HE 2023 Report:**

- Overall, 6.8% of staff disclosed as disabled in 2021/22 (the most recently published data); the disability disclosure rate for UoB (10%) is higher than the sector average.
- Most commonly disclosed impairment types were a long-standing illness or health condition (21.2%) or a specific learning difficulty (21%).
- 16.5% disclosed two or more disabilities, impairments or conditions; 15.4% of staff disclosed a mental health condition; 10.7% other type of disability, impairment or condition; 6.6% a physical impairment or mobility issues; 4% deaf or serious hearing impairment; 2.1% a social/communication impairment; 1.5% blind or a serious visual impairment; 0.9% general learning disability.
- The HE Sector data is configured differently to the University categories, although there are similarities to draw on. The categories are slightly differently worded, as well as the University allowing multiple choice options for each individual to select, whereas the HE sector data has a 'two or more' option instead.
- The most common types of disability disclosed at the University align with the sector, with the highest proportion of our staff disclosing under the categories of specific learning difficulty, mental health condition and long-standing illness/health condition.

## ETHNICITY

	Self-disclosed Ethnicity									
	Asian		Black		Multiple Ethnicity/Dual Heritage		Other Ethnicity		White	
Year	N	%	N	%	N	%	N	%	N	%
2020/2021	451	6.2%	142	1.9%	209	2.9%	100	1.4%	6385	87.6%
2021/2022	564	7.2%	181	2.3%	236	3.0%	127	1.6%	6709	85.8%
2022/2023	653	8.0%	198	2.4%	292	3.6%	149	1.8%	6914	84.3%
2023/2024	739	8.6%	228	2.7%	314	3.7%	163	1.8%	7154	83.2%
<b>HE Sector</b>		9.6%		3.2%		2.7%		2.0%		82.5%
<b>Bristol census</b>		6.6%		5.9%		9.0%		1.9%		81.1%
<b>UK census</b>		9.3%		4.0%		2.9%		2.1%		81.7%

- These data are based on known ethnicity and represent 92.5% of our staff population: 6.8% of our staff have preferred not to say, have replied not known, or declined to say and have been excluded from our calculations on the basis of ethnicity being unknown.
- Between 2020/21 and 2023/24 the percentage of global majority staff<sup>3</sup> has risen from 12.4% to 16.8%.
- Overall representation of staff who disclose Black, has increased from 1.9% in 2020/2 to 2.7% in 2023/24.
- Predominantly targeted at Professional Services staff, since the central EDI Team launched its *Diversify* initiative in 2019/20 (comprising targeted apprenticeships, guidance on positive action and inclusive recruitment, and a programme of employment outreach), representation of global majority staff has increased by 74.8%.

### Sector comparison, Advance HE 2023 Report:

- White staff remain in the majority at 83.2%, which is aligned with the sector average.
- Although numbers of Black staff have increased by 60.6% since 2020/21, representation remains low, and is also low across the sector, particularly when compared with census data. We are therefore aiming for representation of Black staff between 4% and 5.9%, to reflect the UK and Bristol population respectively.

## Academic staff

*Data on academic staff are based on known ethnicity, with a disclosure rate of 90.9%*

	Academic Staff									
	Asian		Black		Multiple Ethnicity/Dual Heritage		Other Ethnicity		White	
Year	N	%	N	%	N	%	N	%	N	%
2020/2021	318	9.9%	41	1.3%	91	2.8%	72	2.3%	2677	83.7%
2021/2022	383	11.5%	58	1.7%	97	2.9%	79	2.4%	2708	81.4%
2022/2023	435	12.7%	69	2%	121	3.5%	88	2.6%	2700	79.1%
2023/2024	482	13.7%	76	2.2%	125	3.6%	99	2.8%	2739	77.8%
HE Sector (Academic Staff)		11.8%		2.9%		2.9%		2.8%		79.6%
Bristol census data		6.6%		5.9%		9.0%		1.9%		81.1%
UK census data		9.3%		4.0%		2.9%		2.1%		81.7%

Academic Staff (non-clinical) by ethnicity and level over time by year	Asian	Black	Multiple Ethnicity	Other Ethnicity	White
<b>Level A</b>					
20/21	14.4%	2.1%	3.7%	3.4%	76.4%
21/22	18.6%	3.5%	3.8%	3.2%	71.0%
22/23	22.2%	3.5%	4.7%	4.1%	65.6%
23/24	24.9%	3.7%	4.0%	4.0%	62.4%
<b>Level B</b>					
20/21	11.6%	2.4%	4.0%	1.9%	80.1%
21/22	14.3%	2.6%	3.4%	2.6%	77.1%
22/23	14.1%	3.8%	3.9%	3.2%	75.0%
23/24	15.5%	3.7%	4.6%	4.0%	72.2%
<b>Level C</b>					

20/21	10.8%	0.7%	2.6%	2.1%	83.8%
21/22	10.9%	1.3%	2.8%	2.6%	82.4%
22/23	12.6%	1.4%	5.4%	2.5%	78.1%
23/24	16.7%	2.1%	3.9%	2.7%	74.6%
<b>Level D1</b>					
20/21	5.3%	1.1%	3.0%	2.3%	88.3%
21/22	5.8%	1.2%	3.2%	2.8%	87.0%
22/23	7.4%	1.1%	3.0%	2.5%	85.9%
23/24	8.6%	1.1%	3.4%	2.5%	84.5%
<b>Level D2</b>					
20/21	5.8%	0.0%	1.2%	1.2%	91.9%
21/22	7.2%	0.5%	3.6%	0.5%	88.1%
22/23	7.7%	0.9%	3.2%	1.4%	86.9%
23/24	6.1%	0.8%	4.5%	1.6%	86.9%
<b>Level E</b>					
20/21	5.6%	0.2%	1.2%	1.0%	91.9%
21/22	5.6%	0.2%	1.4%	1.2%	91.7%
22/23	5.2%	0.2%	1.3%	1.2%	92.1%
23/24	5.3%	0.6%	1.3%	1.5%	91.4%
<b>Clinical</b>					
20/21	10.6%	0.4%	1.3%	3.5%	84.1%
21/22	10.7%	0.5%	0.9%	2.8%	85.1%
22/23	12.5%	0.5%	1.0%	2.0%	84.0%
23/24	11.6%	0.9%	2.2%	2.7%	83.0%

#### Sector comparison, Advance HE 2023 Report:

- UoB is broadly in line with sector averages (which are low) in relation to representation of academic staff. Overall, we see percentages in line with, or higher than, the sector for ethnicity categories, with the exception of Black academic staff which is a slightly lower percentage at the University compared to the sector (2.2% UoB; 2.9% HE Sector). Academic staff of White ethnicities also have a slightly lower % at UoB (77.8%) than the HE sector overall (79.6%).
- The majority of Black academic staff at UoB are at a (Research/Teaching Associate: 26.3%) and level b (Lecturer/Senior Research Associate: 39.5%).
- Representation of Black academic staff remains low across the sector, with many institutions focused on interventions across the academic pipeline to support researchers from Black heritage, particularly researchers making the transition from postgraduate to early postdoctoral stages. These interventions also respond to the persistent structural

inequalities that disadvantage people from Black heritage, including existing barriers within education, higher education and academic research.

- We will be closely monitoring the representation, progression and promotion of Black academic staff taking action to address any gaps or barriers.

## Professional Services staff

**Data on Professional Services staff are based on known ethnicity, with a disclosure rate of 93.5%**

	Professional Services Staff									
	Asian		Black		Multiple Ethnicity/ Dual Heritage		Other Ethnicity		White	
Year	N	%	N	%	N	%	N	%	N	%
2020/2021	134	3.3%	101	2.5%	118	2.9%	28	0.7%	3726	90.7%
2021/2022	183	4.0%	123	2.7%	140	3.1%	49	1.1%	4039	89.1%
2022/2023	223	4.6%	129	2.7%	172	3.6%	61	1.3%	4255	87.9%
2023/2024	262	5.1%	152	3%	190	3.7%	64	1.2%	4459	87%
HE Sector (Professional Services)		7%		3.5%		2.4%		1.1%		86%
Bristol census data		6.6%		5.9%		9.0%		1.9%		81.1%
UK census data		9.3%		4.0%		2.9%		2.1%		81.7%

Professional Services Staff by Grades A to H and ethnicity over time	Asian	Black	Multiple Ethnicity	Other Ethnicity	White
<b>Grade A</b>					
20/21	4.3%	11.2%	1.6%	1.1%	81.8%
21/22	5.7%	15.1%	2.6%	1.6%	75.0%
22/23	4.6%	14.9%	3.1%	2.6%	74.9%
23/24	6.5%	16.1%	2.7%	2.2%	72.6%
<b>Grade B</b>					

20/21	6.9%	8.1%	4.0%	1.2%	79.8%
21/22	9.9%	7.1%	4.4%	2.2%	76.4%
22/23	8.9%	9.5%	5.9%	2.4%	73.4%
23/24	10.5%	9.5%	7.5%	3.0%	69.7%
<b>Grade C</b>					
20/21	2.6%	2.6%	6.1%	0.9%	87.8%
21/22	4.0%	4.0%	5.6%	0.8%	85.5%
22/23	5.0%	4.2%	4.2%	0.8%	85.8%
23/24	3.8%	4.5%	3.0%	2.3%	86.5%
<b>Grade D</b>					
20/21	4.5%	2.7%	3.8%	0.8%	88.3%
21/22	8.1%	3.8%	2.5%	2.1%	83.5%
22/23	10.7%	2.5%	4.1%	2.1%	80.6%
23/24	8.6%	2.9%	4.1%	1.7%	82.7%
<b>Grade E</b>					
20/21	6.4%	3.0%	3.9%	2.1%	84.5%
21/22	6.4%	3.2%	4.8%	0.8%	84.8%
22/23	7.1%	2.9%	3.7%	0.8%	85.5%
23/24	9.4%	4.3%	4.3%	0.8%	81.3%
<b>Grade F</b>					
20/21	2.7%	1.5%	4.0%	0.2%	91.6%
21/22	3.3%	1.1%	3.8%	0.7%	91.2%
22/23	5.0%	1.4%	5.0%	1.3%	87.4%
23/24	5.7%	2.6%	4.4%	1.2%	86.2%
<b>Grade G</b>					
20/21	3.6%	1.7%	2.6%	0.7%	91.5%
21/22	3.0%	2.8%	3.0%	1.2%	90.0%
22/23	4.0%	2.6%	3.5%	1.3%	88.7%
23/24	4.2%	2.3%	4.2%	1.1%	88.3%
<b>Grade H</b>					
20/21	1.7%	1.7%	1.8%	0.3%	94.5%
21/22	2.3%	1.6%	2.5%	0.7%	93.0%
22/23	3.0%	1.7%	3.6%	0.6%	91.1%
23/24	3.2%	1.7%	4.2%	0.7%	90.3%

Professional Services Staff by Grades I to M and ethnicity overtime	Asian	Black	Multiple Ethnicity	Other Ethnicity	White
<b>Grade I</b>					
20/21	3.1%	2.3%	2.1%	0.3%	92.2%
21/22	3.0%	1.3%	2.4%	1.3%	92.1%
22/23	3.6%	1.7%	2.5%	1.5%	90.8%
23/24	4.4%	1.5%	2.5%	1.3%	90.2%
<b>Grade J</b>					
20/21	2.2%	2.2%	2.9%	0.9%	91.8%
21/22	4.2%	1.7%	2.9%	0.8%	90.4%
22/23	4.6%	1.7%	3.3%	1.0%	89.3%
23/24	4.7%	2.3%	3.1%	1.1%	88.8%
<b>Grade K</b>					
20/21	4.2%	1.0%	1.3%	1.3%	92.2%
21/22	4.4%	2.1%	1.4%	1.6%	90.4%
22/23	3.2%	1.5%	1.7%	1.7%	91.8%
23/24	4.8%	1.9%	2.1%	1.7%	89.5%
<b>Grade L</b>					
20/21	1.1%	0.0%	3.8%	0.5%	94.6%
21/22	1.5%	0.5%	3.6%	0.5%	93.8%
22/23	1.8%	1.4%	2.3%	0.5%	94.1%
23/24	2.2%	0.9%	2.2%	0.4%	94.4%
<b>Grade M</b>					
20/21	1.3%	0.0%	1.3%	0.0%	97.4%
21/22	1.2%	0.0%	1.2%	0.0%	97.6%
22/23	4.0%	0.0%	2.0%	0.0%	94.0%
23/24	3.5%	0.0%	0.9%	0.9%	94.9%

- Representation of global majority Professional Services staff is improving, increasing from 9.3% in 2020/21 to 13% in 2023/24.
- Since the central EDI Team launched its *Diversify* initiative in 2019/20 (comprising targeted apprenticeships, guidance on positive action and inclusive recruitment, and a programme of employment outreach), the number of global majority Professional Services staff has increased by 88.7%.

- Testament to our work to position the University as a local employer of choice, the number of Black staff across Professional Services has increased by 50.5% since 2020/21.
- Arguably, Professional Services roles are more likely to attract local applicants, and yet representation at the University is below census data for the city.
- Across Professional Services the majority of Black staff (19.5%) are at the bottom of the structure on Grade A. This is influencing the pay gap for Black staff which currently stands at 13.2% median and 21.7% mean. Although these figures have seen a small improvement on last year (23% Black professional services staff on Grade A, 21% median and 25.5% mean ethnicity pay gap), there is still work to be done.
- We will continue to closely monitor the representation and distribution of Black staff across our grading structure and taking action to address any gaps or barriers.
- Last year, we set a baseline for future monitoring of all staff by the protected characteristics of ethnicity and sex:

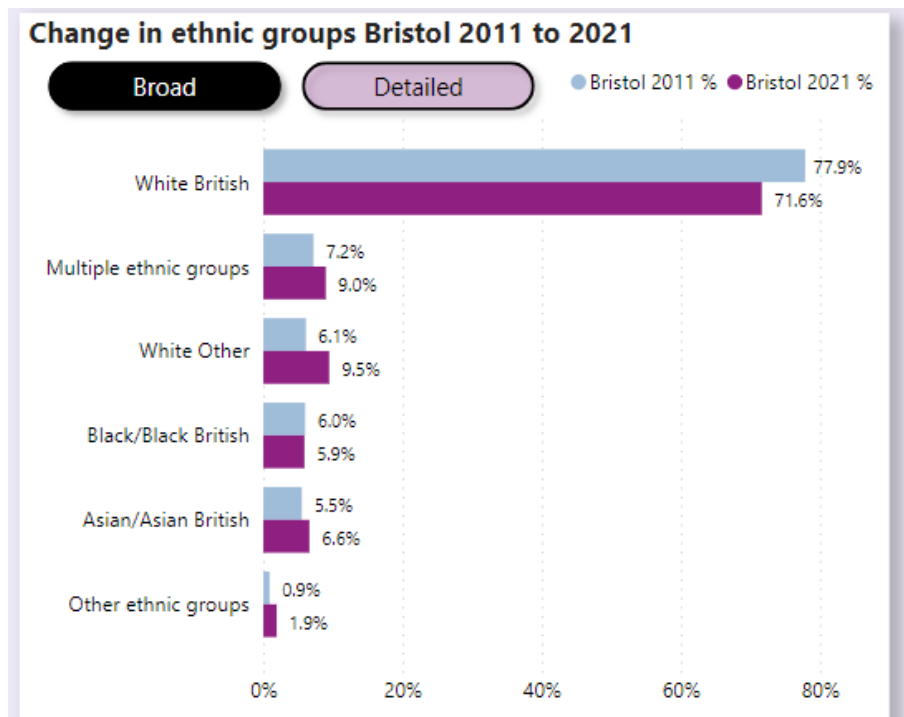
#### Female staff

Year	Self-disclosed Ethnicity									
	Asian		Black		Multiple Ethnicity		Other Ethnicity		White	
	N	%	N	%	N	%	N	%	N	%
<b>2022/2023</b>	329	7.0%	109	2.3%	177	3.7%	85	1.8%	4030	85.2%
<b>2023/2024</b>	383	7.7%	126	2.5%	188	3.8%	88	1.8%	4201	84.3%

#### Male staff

Year	Self-disclosed Ethnicity									
	Asian		Black		Multiple Ethnicity		Other Ethnicity		White	
	N	%	N	%	N	%	N	%	N	%
<b>2022/2023</b>	324	9.3%	89	2.6%	115	3.3%	64	1.8%	2884	83.0%
<b>2023/2024</b>	356	9.9%	102	2.8%	126	3.5%	75	2.1%	2953	81.8%

- We continue to compare the ethnicity of Professional Services staff with ethnic groups across the city.



## GENDER IDENTITY

Year	My gender is not the same as the sex assigned to me at birth	My gender is the same as the sex assigned to me at birth (%)	Prefer not to say	Undisclosed
2020/2021	<1%	36%	3%	61%
2021/2022	<1%	45%	4%	51%
2022/2023	<1%	54%	4%	41%
2023/2024	<1%	58%	5%	36%

- Introduced in 2018, gender identity (or trans status) remains a relatively new diversity monitoring category.
- 64% of staff have shared their gender identity, with the majority (58%) disclosing their gender as the same as the sex assigned at birth; 5% preferring not to share this information; and less than 1% disclosing that their gender is different to the sex assigned at birth.
- The reporting category of gender identity refers to people whose gender identity is not the same as the sex they were registered at birth.
- Our data are broadly in line with the sector.

### Sector comparison, Advance HE 2023 Report:

- Across the sector, 59% of staff disclosed that their gender identity is the same as sex assigned at birth; <1% disclosed that their gender identity is different from that assigned at birth; 4% prefer not to say; and 36% were undisclosed.

## GENDER

Year	Woman	Man	Non-Binary	Other	No Data	Prefer Not to Say
2022/2023	22%	14%	<1%	<1%	62%	2%
2023/2024	26%	17%	<1%	<1%	53%	3%

- 44% of staff have shared their gender with UoB.
- This is an increase from 36% last year when this was a newly introduced diversity monitoring category.

## RELIGION OR BELIEF

Year	No religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	Prefer not to say	No data
2020/2021	40%	<1%	17%	<1%	<1%	2%	<1%	1%	9%	29%
2021/2022	43%	1%	17%	1%	<1%	2%	<1%	1%	9%	25%
2022/2023	45%	<1%	17%	1%	<1%	2%	<1%	3%	10%	21%
2023/2024	47%	<1%	17%	1%	<1%	2%	<1%	3%	11%	18%

- 82% of staff have made a disclosure under the diversity monitoring category of religion/belief, an increase from 79% last year.
- The majority of staff at Bristol disclose as having no religion (47%).

### Sector comparison, Advance HE 2023 Report:

- The disclosure rate for staff across the sector was 75%: No religion 33%, Buddhist <1%, Christian 22%, Hindu 1%, Jewish <1%, Muslim 3%, Sikh <1%, Spiritual <1%, Any other religion or belief 2%, Prefer not to say 9%, Undisclosed 27%.

## SEX

	All staff		Academic		Professional Services	
Year	Female	Male	Female	Male	Female	Male
2020/2021	56%	44%	47%	53%	64%	36%
2021/2022	56%	44%	55%	45%	60%	40%
2022/2023	57%	43%	47%	53%	64%	36%
2023/2024	57%	43%	48%	52%	64%	36%
HE Sector	55%	45%	48%	52%	63%	37%

- 57% of all staff are female; 64% of Professional Services staff are female; 48% of academic staff are female.

### Sector comparison, Advance HE 2023 Report:

- The University has a higher proportion of female staff (57%) overall when compared with sector data (55%), and a slightly higher proportion of female staff across Professional Services.
- Representation of female academic staff is aligned with the sector average.

## SEXUAL ORIENTATION

- Sexual Orientation: all disclosures

Year	Bisexual	Gay or Lesbian	Heterosexual or straight	Other sexual orientation	Prefer not to say	No data
2020/2021	3%	2%	54%	<1%	10%	29%
2021/2022	3%	3%	57%	1%	10%	26%
2022/2023	4%	3%	60%	1%	11%	21%
2023/2024	5%	3%	60%	1%	12%	19%
HE Sector	2%	3%	57%	<1%	9%	28%

- Sexual orientation: known

Year	Bisexual	Gay or Lesbian	Heterosexual or straight	Other sexual orientation
<b>2022/2023</b>	6.3%	4.3%	87.4%	2.0%
<b>2023/2024</b>	6.7%	4.4%	86.9%	2.0%
<b>HE sector</b>	3.2%	4.2%	91.6%	1.0%

- 81% of staff have made a disclosure under the diversity monitoring category of sexual orientation.
- Of those staff, 69% have shared their sexual orientation with the University and 12% indicated that they preferred not to share this.

#### **Sector comparison, Advance HE 2023 Report:**

Across the sector, 49.5% of staff have shared their sexual orientation, meaning that Bristol has a higher than average disclosure rate.



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