

THE STATUTORY GENDER PAY GAP AND ETHNICITY PAY GAP

Report 2025



Background

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employees with 250 or more employees on a specific date each year (the 'snapshot date') to report their Gender Pay Gap (GPG) data.

There is currently no statutory requirement for an Ethnicity Pay Gap (EPG) report but there is government guidance that aligns to the GPG guidance. We have chosen to take a proactive approach to voluntarily report our disaggregated ethnicity pay gaps to continue to build stronger relationships with our workforce through openness and transparency. As reporting is voluntary there is limited data available to allow us to compare to other organisations.

Pay gaps are best looked at through an intersectional lens and whilst this report does not look at intersectionality the University will look at intersectionality internally.

This is our eighth year of gender pay gap reporting and our sixth year of publishing our Ethnicity pay gap report.

Data

Data is produced in line with statutory requirements for GPG and government guidance for EPG, using gross pay before deductions like tax and national insurance, but after reductions such as salary sacrifice.

It is important to note that this report focuses on data as of 31st March 2024. As such there is a time lag between initiatives taken and their effect on data.

The University currently uses the diversity monitoring category of legal sex to calculate the GPG. Whilst we also monitor data by gender, we do not have sufficient disclosure rates to use this as a basis for calculations.

From 2022 the data includes hourly paid staff (casuals, teaching support staff, temporary workers).

From 2023 the University's EPG reporting has been disaggregated and categorised as follows:

- **Black** (including Black Caribbean, Black African and any other Black background)
- **Asian** (including Indian, Pakistani, Bangladeshi, Chinese, and other Asian background)
- **Multiple** (including any mix of the above categories, including white)
- **Other** (where staff have disclosed that their ethnicity does not fall into the above categories or any of the white ethnic groups)
- **White**

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 the values in a data set, and then dividing by the total number of values.

The median is calculated by ordering all the values in a data set from lowest to highest and identifying the middle value.

The gender and ethnicity pay gap is not the same as equal pay.

- Equal pay is the right for women and men to be paid the same for like work or work of equal value. Even when pay is equal there may still be a gender pay gap.
- The gender pay gap is an equality measure that shows the difference in average earnings between women and men.
- The ethnicity pay gap is the difference in average earnings between ethnic groups

Foreword

The percentage of female staff in the organisation has remained at 58% from 2023 to 2024.

Whilst our first statutory GPG report in 2017 showed a median gender pay gap of 11.1% in men's favour and a mean gender pay gap of 15.4%, it must be noted that from 2022 we introduced hourly paid figures into our dataset. As such direct comparisons can only be drawn with reports published since 2022.

The change in the median gender pay gap since 2022 is +0.1%, i.e. from 11% to 11.1% and for the mean gender pay gap the change is -0.1% i.e. from 15.5% to 15.4%.

Whilst in 2023 we saw a reduction in both our median and mean gender pay gaps, the 2024 data show that both pay gaps have now increased:

Our 2024 median gender pay gap has increased by 0.5% from 10.6% to 11.1%. This remains below the national average of 13.1% and is equivalent to the median for the higher education (HE) sector (ONS provisional figures for 2024).

Our mean pay gap has increased by 1% from 14.4% to 15.4% and is above the national average of 13.8% and the HE mean of 13.4% (ONS provisional figures for 2024).

Since 2023, we disaggregate our ethnicity pay gap reporting and will begin to track changes going forward.

Over the last year, there has been a slight change in our workforce composition with the percentage of white staff reducing from 81% to 79%, our Asian staff increasing from 10% to 12% and our Black staff increasing from 2% to 3%. Those that are recorded as multiple ethnicities is at 4% and other ethnicity at 2% (no changes from 2023).

When compared to white staff there are pay disparities across all minority ethnic groups, with the largest pay gap evidenced for Black staff. We have seen a worsening of the pay gap in this area over the 12 months from March 31st, 2023, to March 31st, 2024:

In 2024 the median pay gap for Black staff is 21.9% and in 2023 it was 13.2%.

In 2024, the mean pay gap for Black staff is 24.1% and in 2023 it was 21.7%.

Minority ethnic staff are over represented in the lower three quartiles and under represented in the upper quartile.

We remain fully committed to addressing gender and ethnicity pay gaps recognising that a major factor in reducing these is achieving diversity of representation at all levels, particularly in senior roles. We will continue to embed a series of initiatives to tackle our workforce composition addressing the bias and barriers that prevent people from different ethnic and gender backgrounds from reaching their full potential. These plans are set out in our institutional action plans on gender and anti-racism.

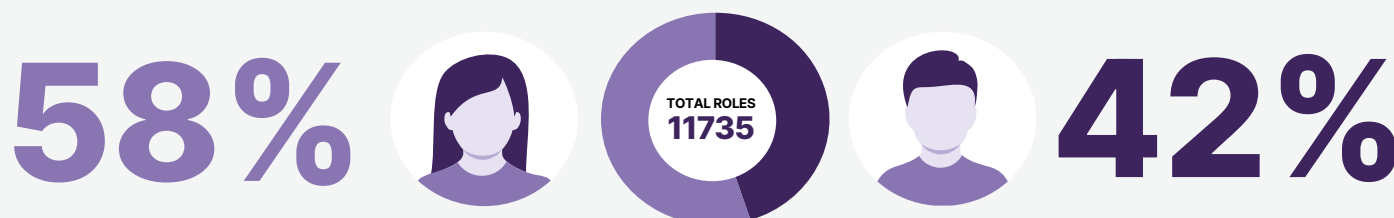
This report is split into three parts:

- **Part one:** Gender Pay Gap (GPG) report.
- **Part two:** Ethnicity Pay Gap (EPG) report.
- **Part three:** Factors, and actions to address gaps.

PART ONE: STATUTORY GENDER PAY GAP (GPG)

In 2022 we revised our data to include hourly paid staff. We have removed reference to 2020 and 2021 data from the government published report and our website as we cannot track back beyond the revised data set.

OUR WORKFORCE COMPOSITION



OUR GENDER PAY GAP

Median pay gap **11.1%**



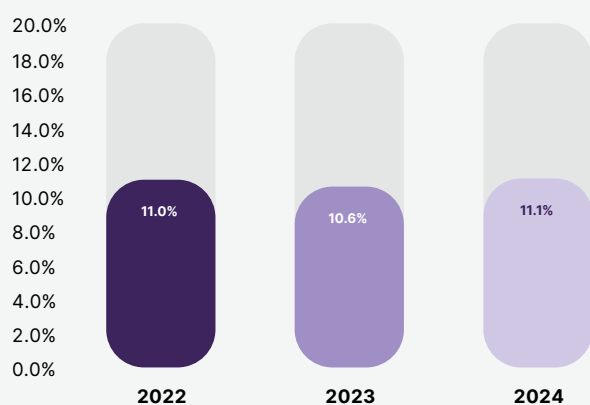
UK median **13.1%**
HE median pay gap **11.1%**

Mean pay gap **15.4%**

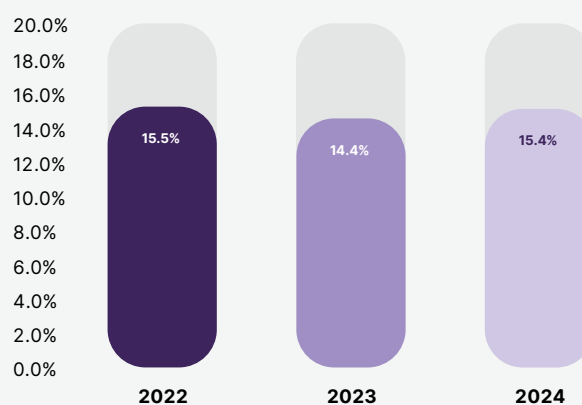


UK mean **13.8%**
HE mean pay gap **13.4%**

OUR MEDIAN AND MEAN GENDER PAY GAP 2022 – 2024



Our Median GPG

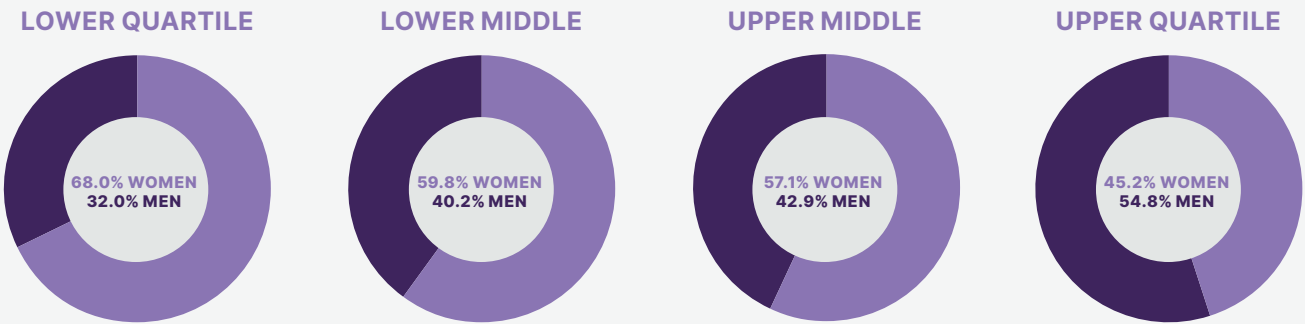


Our Mean GPG

The above charts show data over the last three years.

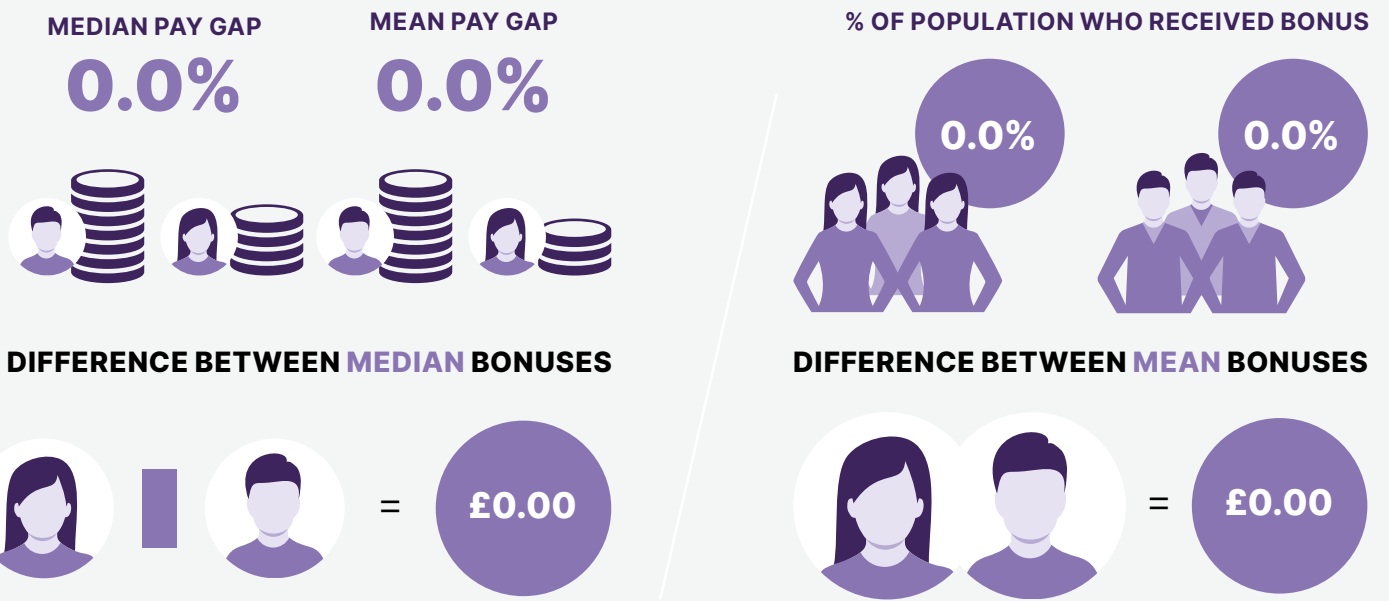
OUR HOURLY PAY QUARTILES

In line with the government requirements, we have divided our workforce into four sections (quartiles) ranked according to their hourly pay, from lowest to highest. The overall 58% female representation of the workforce is not evenly distributed, with women making up 45% of the workforce at the upper quartile.



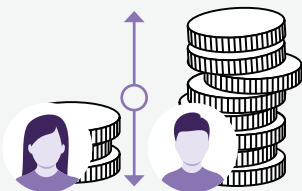
OUR BONUS PAY GAP (EXCLUDING CLINICAL STAFF)

In 2020 the University's Merit Pay scheme was put on hold in response to the pandemic. Merit Pay is still suspended and as such no bonus payments were made to non-clinical staff in this reporting year.



OUR BONUS PAY GAP (INCLUDING CLINICAL STAFF)

MEDIAN PAY GAP 60.1%
(0.0% IN 2023)



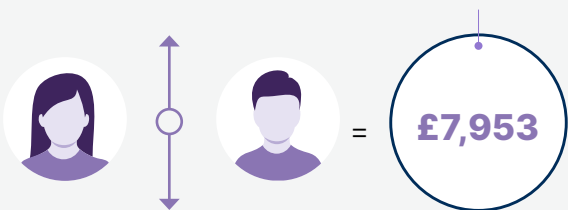
MEAN PAY GAP 46.0%
(25.7% IN 2023)



% OF POPULATION WHO RECEIVED BONUS
(F: 57.4% / M: 61.9% IN 2023)



DIFFERENCE BETWEEN MEDIAN BONUSES



DIFFERENCE BETWEEN MEAN BONUSES



The March 2023 figures include a one-off recognition payment in the previous 12 months.

Clinicians are rewarded in line with NHS (National Health Service) policies and as such are part of NHS bonus schemes which are out of the control of the University.



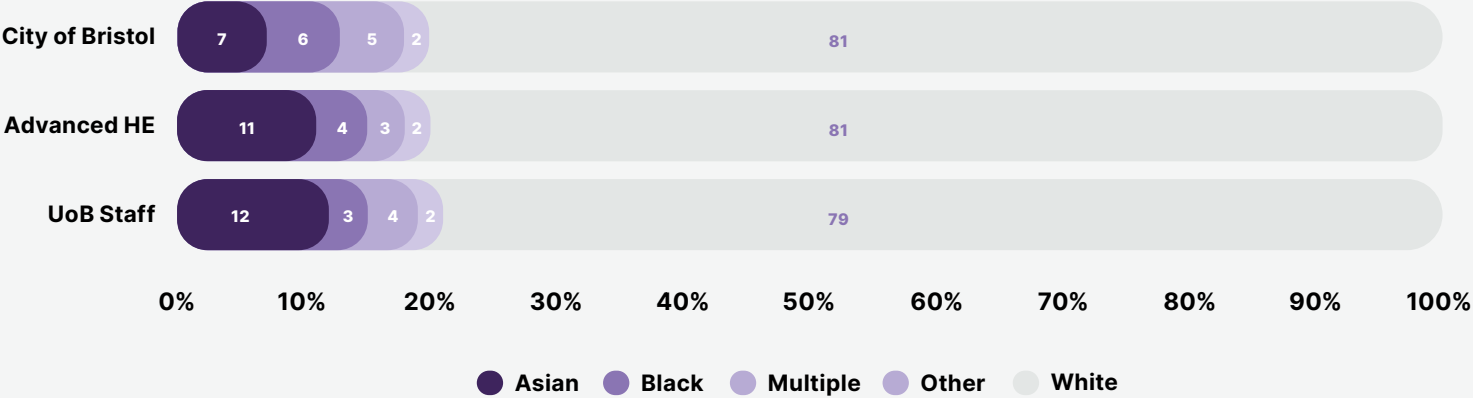
PART TWO: ETHNICITY PAY GAP REPORT

To enable our university to evidence how different ethnic groups are represented in an organisation we have as per government guidance, mirrored the legislated pay measures used for GPG reporting, and the methods of calculation, but applied through a disaggregated lens of ethnicity.

Our disclosure rate is 93.4% leaving 6.6% who declined to answer or prefer not to say (PNTS). Along with 2.1% Not Known, they make up the group Unknown and are excluded from our calculations.

OUR WORKFORCE COMPOSITION

Benchmark distribution is based on the Advance HE data reports for 2024 based on 2022/23 data and the City of Bristol census data as of 2021.



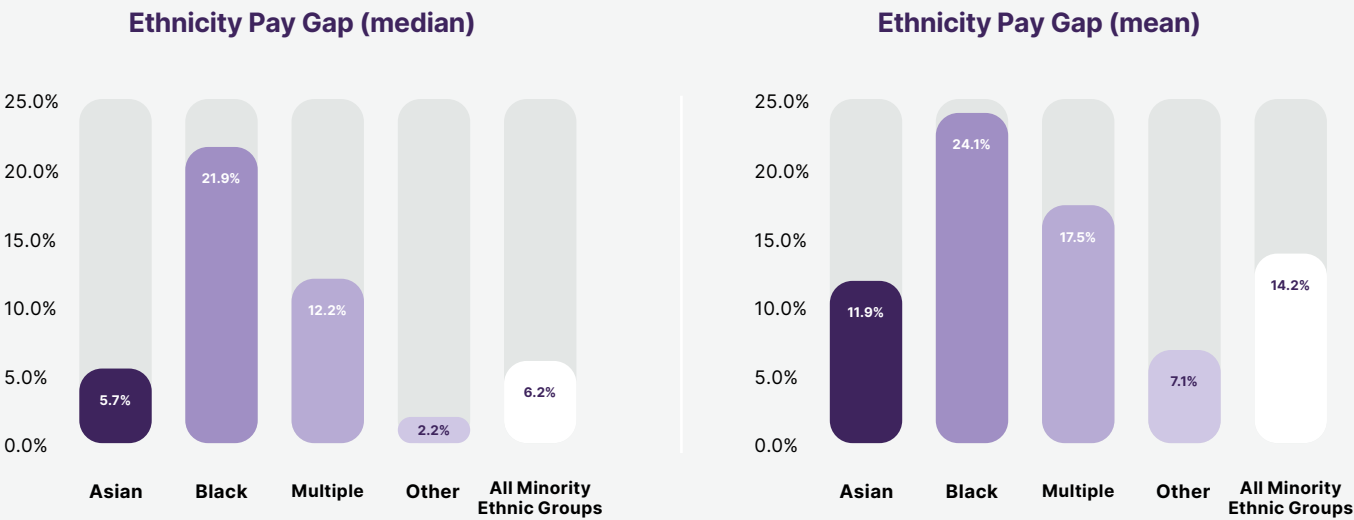
Since 2023 we have disaggregated our ethnicity pay gaps. It is therefore too soon to draw any conclusions from these data or to determine any trends of statistical significance.

However, in 2024 both the mean and median ethnicity pay gaps widened, with the most marked difference for Black staff:

- The median pay gap increased from 13.2% in 2023 to 21.9% in 2024.
- The mean pay gap increased from 21.7% in 2023 to 24.1% in 2024.

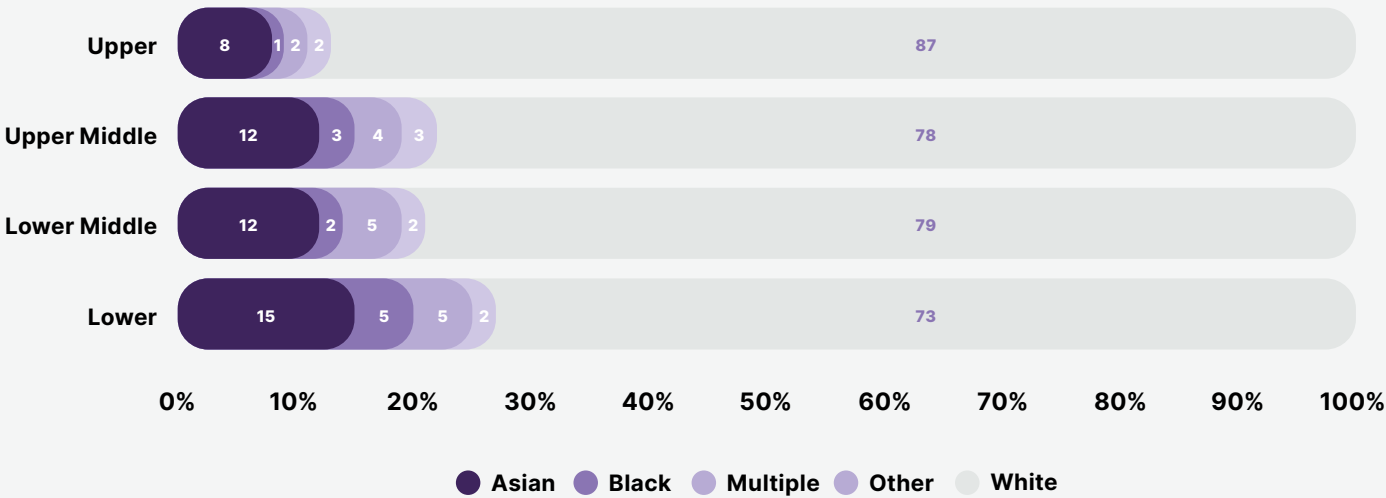
The primary factor that contributes to our ethnicity pay gap continues to be the underrepresentation of staff from ethnic minority backgrounds in our most senior grades and a higher representation in our lower grades.

OUR EPG DISAGGREGATED



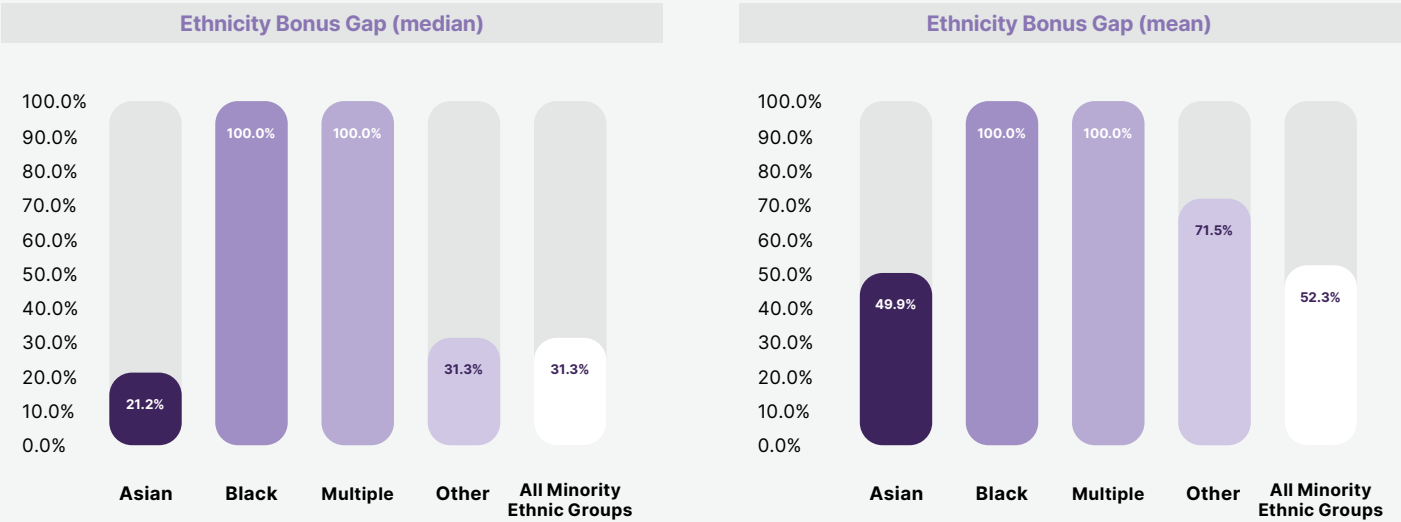
HOURLY PAID QUARTILES (DISAGGREGATED)

We have divided our workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest, which mirrors the requirement for gender pay reporting.



OUR BONUS PAY GAP BY ETHNICITY

Clinicians are rewarded in line with National Health Service (NHS) policies and as such are part of NHS bonus schemes. The University of Bristol’s bonus scheme is called Merit Pay and is still suspended meaning no bonus payments were made to non-clinical staff in this reporting year. The bonus pay gaps presented are for all staff including clinicians.



PART THREE: FACTORS AND ACTIONS TO ADDRESS PAY GAPS

A full analysis of factors contributing to our pay gaps will be undertaken in the 2025 internal annual end of year report.

Whilst the reason for pay gaps is complex, distribution of staff between the grades is a major factor. We have more men in higher grades and more women in lower grades, recognising that there are different proportions in different parts of the workforce. This is continuing to improve, and the University has set itself a key objective to increase the number of women professors.

The primary factor that contributes to our ethnicity pay gap continues to be the underrepresentation of staff from ethnic minority backgrounds in our most senior grades and a higher representation in our lower grades. We must however recognise that if we are to increase our representations of staff particularly in areas where there is lead time for progressing up the pay scales, there may be a short term impact on pay gaps e.g. if we were to recruit more Black women into our Academic Lecturer roles, it will take a few years for this group to reach Professor status and as such will cause the Gender and Ethnicity pay gaps to rise.

Currently identified work to close the gaps.

Gender and ethnicity pay gaps are helpful indicators of the impact of our ongoing work to improve representation, particularly at senior levels. We will continue to focus on transformational cultural and structural change to remove bias and barriers from all stages of the employee lifecycle. Actions we are taking to achieve this are clearly set out in our institutional action plans on gender and anti-racism.

Gender and ethnicity pay gap reporting is one of the key metrics that allow us to track how effective our actions are in reducing any imbalance in gender or ethnicity within the institution. The University undertakes gender and ethnicity impact assessment on all processes including Grade M movement and promotion.

We are currently completing our 2024 Equal Pay Audit which will review if there are significant pay gaps (i.e. 5% or more) by gender, ethnicity, or disability within each of our grades.

We are undertaking a full audit of our grade evaluation process.

Undertaking an intersectional approach to improving our representation of women of colour at senior levels across the University would help tackle gender and ethnicity pay gaps simultaneously.

The University was granted an institutional Athena Swan Silver award in 2023 recognising our commitment to advancing gender equality. Our institutional gender action plan includes specific measures in areas such as gender equality in recruitment and career progression and gender balance in leadership and decision-making. We have a published Athena Swan Institutional plan which sets out key actions to address pay gaps <https://bristol.ac.uk/media-library/sites/equality/documents/Athena-Swan-Institutional-Action-Plan-Web-2022-2027-Web.pdf>

We know we have more work to do and achieving gender and ethnicity parity remains a top priority. We recognise that the issues and challenges faced across the university vary considerably and to supplement the institution's overarching action plan, focussed local actions at different levels of the career pipeline will be required to drive change.

We have a published anti-racism plan which sets out key action to improve representation therefore addressing pay gaps <https://bristol.ac.uk/media-library/sites/equality/antiracism-action-plan.pdf>. The University's Anti-Racism Action Plan sets out the steps we are taking to improve representation, particularly in leadership roles, to remove barriers and bias from all stages of the employee lifecycle and to embed racial equity in all people management practices, including Recruitment and growing our own, career progression and development, promotion, pay and reward, improving representation, retention and ensuring a culture of belonging. This will require action centrally and locally as Faculty and Divisions are encouraged to review their data and take targeted action to improve representation at key stages of the career pipeline.