University of
BRISTOL

GENDER PAY GAP

Report 2023

bristol.ac.uk/inclusion

This report is based on statutory reporting
requirements with data as at **31 March 2022**

GENDER PAY GAP

BACKGROUND & KEY FINDINGS

This is our 6th year of gender pay gap reporting. The median gender pay gap of 11.0% in men's favour has reduced by 5.2% since our first report in 2017. The mean gender pay gap in men's favour of 15.5% has reduced by 5.6% compared to 2017.

Since last year our median gender pay gap has decreased to 11%. This remains below the national average of 14.9%. Our mean pay gap has also decreased to 15.5%, but is above the national average of 13.9%.

As of March 2022, and in line with statutory guidelines, the data now includes hourly paid figures (Casual staff, Teaching Support Role staff and Temporary staff) unless specified in the tables. We were unable to include these figures previously due to HR data difficulties. The impact on GPG figures can be clearly seen in 'Our Gender Pay Gap' (Page 4) and the 'Our Academic and Professional Services GPG 2017-2022' (Page 5).

Casual and Temporary staff are assumed to be in Professional Services and Teaching Support Roles staff in Academia.

The data below is produced in line with statutory requirements, using gross pay before deductions like tax and national insurance, but after reductions such as salary sacrifice. All data is as of 31 March 2022.

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 gender pay gap reporting as a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised. '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

56%

TOTAL ROLES
9905

44%
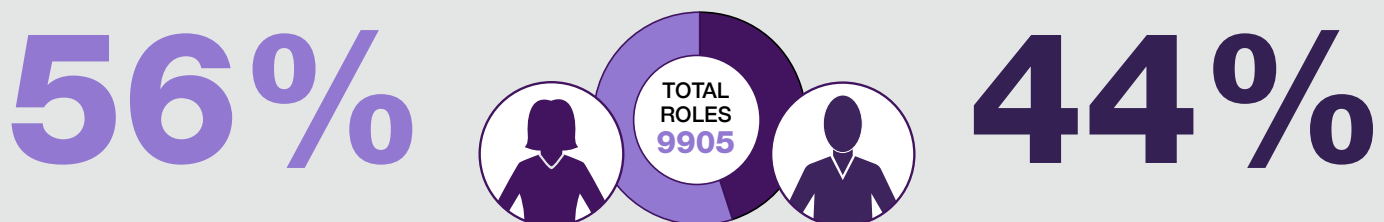
Total number of roles includes hourly paid staff for the first time. Excluding this group, the total would be 8803 roles with the female/male percentages remaining unchanged.

WORKFORCE COMPOSITION: ACADEMIC ROLES BY GRADE
(EXC CLINICIANS AND HOURLY PAID STAFF)

Legend: ■ Female ■ Male
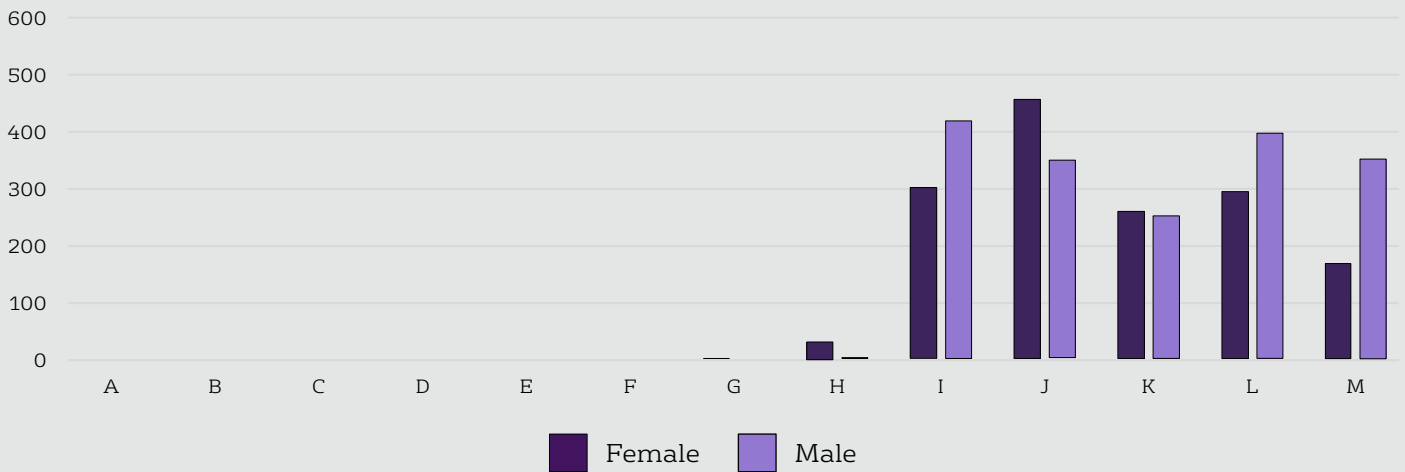
WORKFORCE COMPOSITION: PROFESSIONAL SERVICES ROLES BY GRADE
### (EXC CLINICIANS AND HOURLY PAID STAFF)
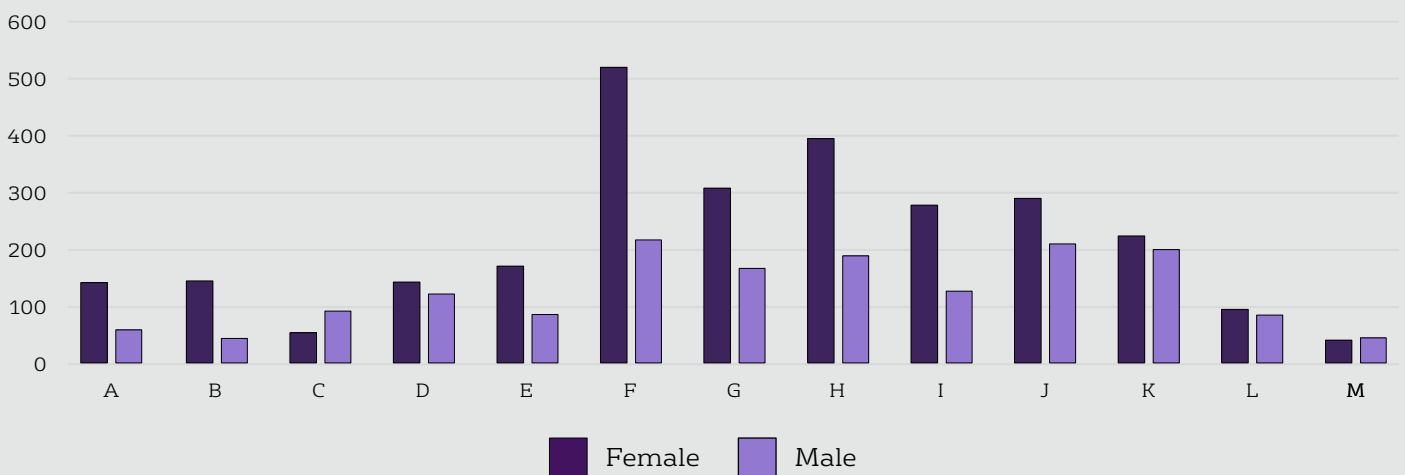
Legend: ■ Female ■ Male

Since we began to report our gender pay gap in 2017, our female workforce has remained constant at around 55%. However, the distribution of male and female staff across our workforce continues to be a key driver in our gender pay gap.

- Within Academia there are still more men in the grade L and M roles and more women in grade J roles. However, it is worth noting that at grade K we have an almost equal number of men and women.

- Within Professional Services we have a different picture with there being more women than men across all but Grade C and grade M roles.

OUR GENDER PAY GAP
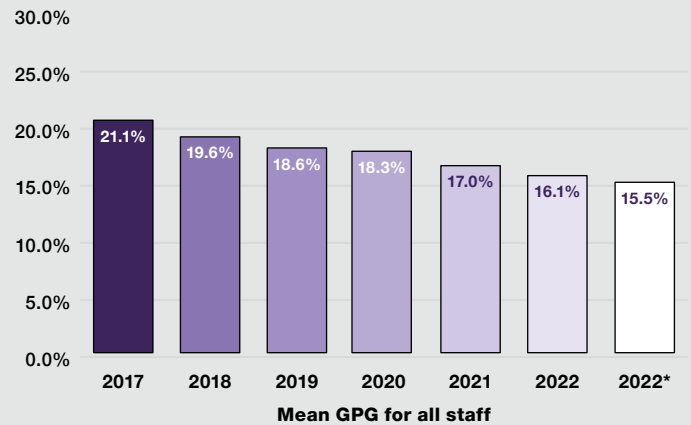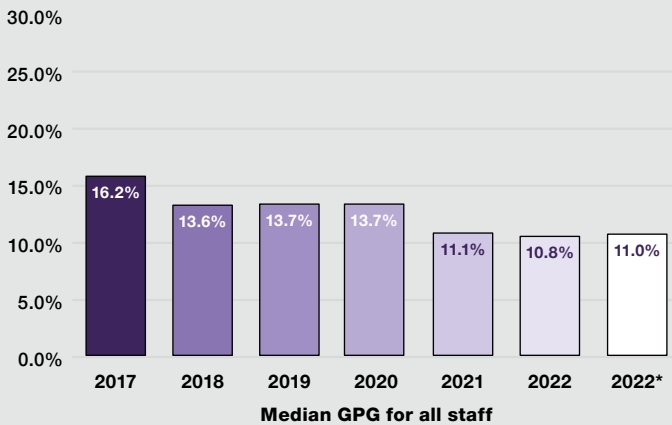
Median pay gap **11%**
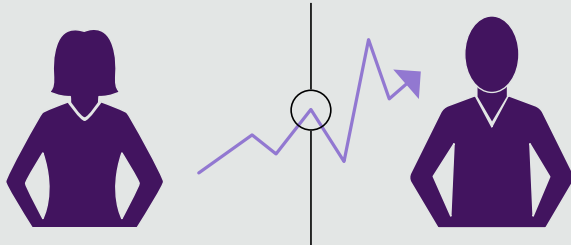
UK median **14.9%**
HE median pay gap **13.7%**

Mean pay gap **15.5%**

UK mean **13.9%**
HE mean pay gap **17.1%**

OUR MEDIAN AND MEAN GPG (GENDER PAY GAP) 2017-2022

Year	Median GPG
2017	16.2%
2018	13.6%
2019	13.7%
2020	13.7%
2021	11.1%
2022	10.8%
2022*	11.0%

Median GPG for all staff

Year	Mean GPG
2017	21.1%
2018	19.6%
2019	18.6%
2020	18.3%
2021	17.0%
2022	16.1%
2022*	15.5%

Mean GPG for all staff

* with hourly paid staff.

The impact of including the hourly paid staff in 2022 has reduced the mean GPG from 16.1% to 15.5% and increased the median GPG from 10.8% to 11.0%. We now have a new baseline for future years that is inclusive of hourly paid staff.
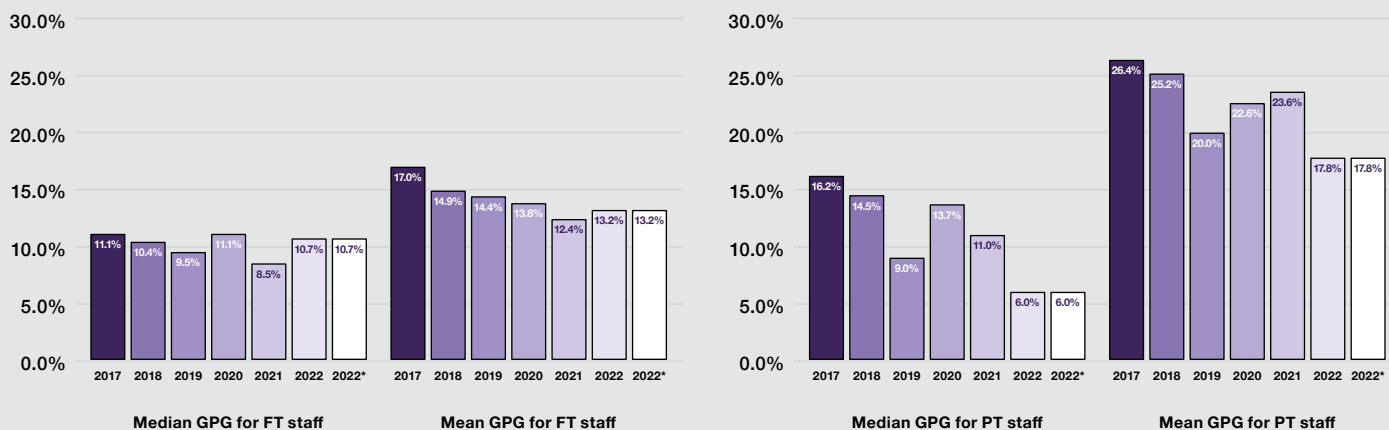
OUR ACADEMIC AND PROFESSIONAL SERVICES GENDER PAY GAP 2017-2022

Median GPG for Academic staff: 2017 13.6%, 2018 11.1%, 2019 11.9%, 2020 11.1%, 2021 11.1%, 2022 9.7%, 2022* 2.8%

Mean GPG for Academic staff: 2017 16.1%, 2018 13.7%, 2019 13.1%, 2020 11.9%, 2021 11.3%, 2022 10.7%, 2022* 8.4%

Median GPG for PS staff: 2017 13.7%, 2018 6.4%, 2019 5.7%, 2020 5.7%, 2021 5.7%, 2022 5.7%, 2022* 6.6%

Mean GPG for PS staff: 2017 9.1%, 2018 7.3%, 2019 7.5%, 2020 8.6%, 2021 8.3%, 2022 8.0%, 2022* 8.3%
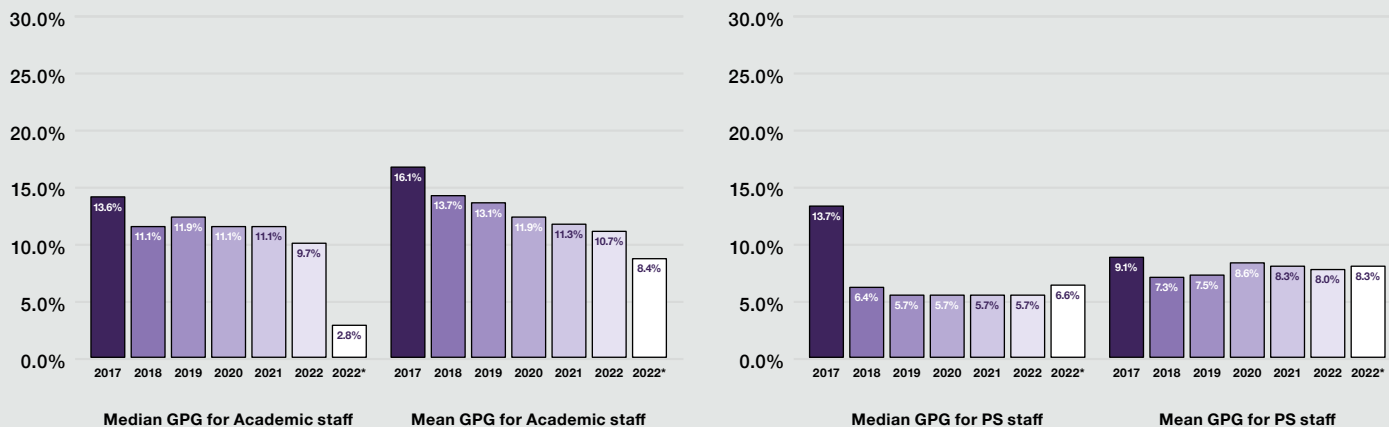
Each separate community has a smaller GPG than that of the institutional GPG due to the difference in female and male populations and the pay ranges of Academic and Professional Services.

• The Academic median pay gap has decreased since 2021 from 11.1% to 2.8% and from 11.3% to 8.4% for the mean

• The Professional Services median pay gap has increased since 2021 from 5.7% to 6.6% and has remained at 8.3% for the mean
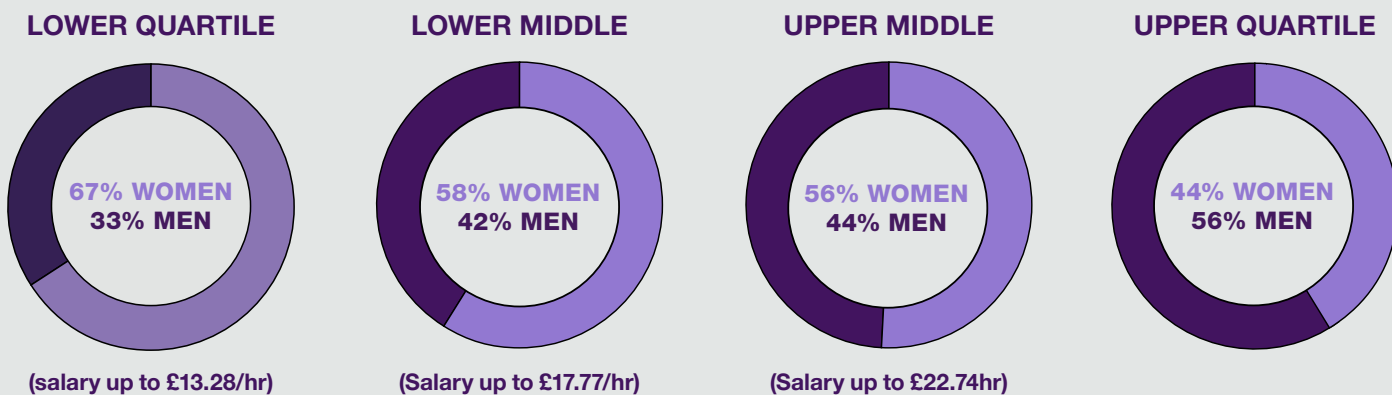
OUR FULL-TIME AND PART-TIME STAFF GENDER PAY GAP 2017-2022

Median GPG for FT staff: 2017 11.1%, 2018 10.4%, 2019 9.5%, 2020 11.1%, 2021 8.5%, 2022 10.7%, 2022* 10.7%

Mean GPG for FT staff: 2017 17.0%, 2018 14.9%, 2019 14.4%, 2020 13.8%, 2021 12.4%, 2022 13.2%, 2022* 13.2%

Median GPG for PT staff: 2017 16.2%, 2018 14.5%, 2019 9.0%, 2020 13.7%, 2021 11.0%, 2022 6.0%, 2022* 6.0%

Mean GPG for PT staff: 2017 26.4%, 2018 25.2%, 2019 20.0%, 2020 22.6%, 2021 23.6%, 2022 17.8%, 2022* 17.8%
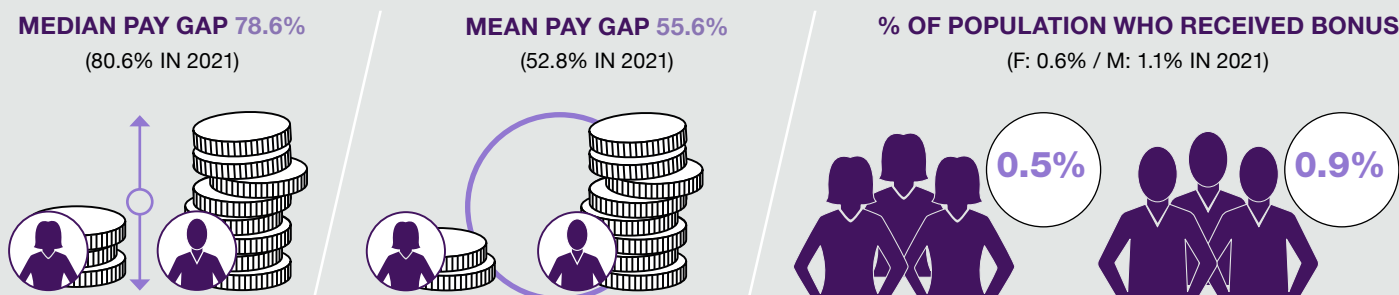
* with hourly paid staff.

• Our institutional median pay gap has decreased since 2021 from 11.1% to 11.0%. and from 17.0% to 15.5% for the mean.

• The full-time median pay gap has increased since 2021 from 8.5% to 10.7% and from 12.4% to 13.2% for the mean

• The part-time median pay gap has decreased since 2021 from 11.1% to 6% and from 23.6% to 17.8% for the mean

OUR HOURLY PAY QUARTILES

LOWER QUARTILE

67% WOMEN
33% MEN

(salary up to £13.28/hr)

LOWER MIDDLE

58% WOMEN
42% MEN

(Salary up to £17.77/hr)

UPPER MIDDLE

56% WOMEN
44% MEN

(Salary up to £22.74hr)

UPPER QUARTILE

44% WOMEN
56% MEN

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. There has been some gradual movement in a positive direction with regards to quartiles, but no significant shift.

OUR BONUS PAY GAP (INCLUDING CLINICAL STAFF AND HOURLY PAID)

MEDIAN PAY GAP 78.6%
(80.6% IN 2021)

MEAN PAY GAP 55.6%
(52.8% IN 2021)

% OF POPULATION WHO RECEIVED BONUS
(F: 0.6% / M: 1.1% IN 2021)

0.5%   0.9%

Clinicians are rewarded in line with NHS (National Health Service) policies and as such are part of NHS bonus schemes.
The University did not operate a bonus scheme this year.

DIFFERENCE BETWEEN MEDIAN BONUSES

= £18,591

= £14,968.

DIFFERENCE BETWEEN MEAN BONUSES
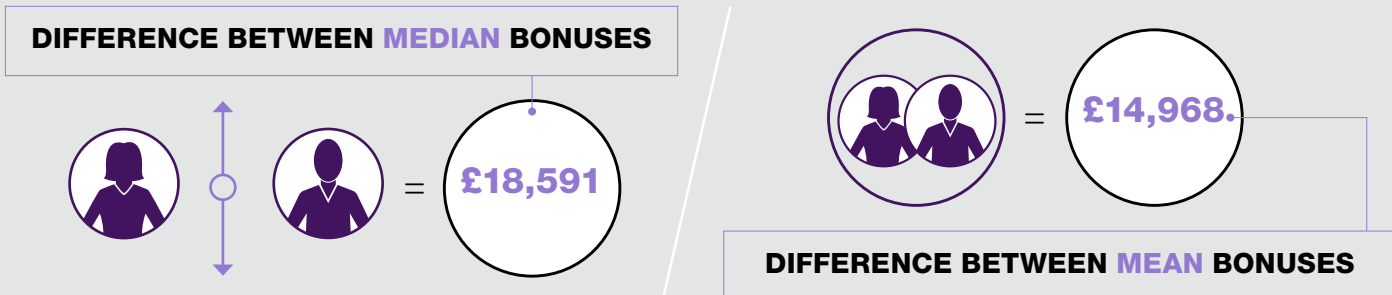
In 2021 the difference between median bonuses was £23,014 and the mean £15,475

FACTORS CONTRIBUTING TO OUR GENDER PAY GAP

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 higher grades in academia and more women in lower grades. This is continuing to improve, and the University has set itself a key objective to increase the number of women professors in Academia to 50% by 2030.

The distribution of men and women varies within the two populations of Academic and Professional Services staff, as shown in the graphs of Workforce composition (page 3).

Some Clinical staff are in receipt of National Clinical Awards (previously known as Clinical Excellence Awards) up to a value of £77,320pa. Whilst there are a small number of General Practitioners in the Student Health Service who receive a Practice Performance Bonus, this scheme will cease in 2023 in line with NHS guidelines. A cause of the bonus pay gap is the high proportion of male clinicians in receipt of National Clinical Awards.

The University recruitment and retention schemes have been reviewed and whilst the market-based scheme is tightly governed and has been shown to have no gender bias, we need to undertake a similar review with the personal market worth scheme.

Due to increasing market pressures our starting salaries are now using the full spine point figures and not necessarily starting new recruits at the first (bottom) spine point of the grade. The impact of this needs to be reviewed.

As of March 2022, the data now includes hourly paid staff figures (Casual staff, Teaching Support Role staff and Temporary staff), unless specified in the tables. The impact of including this data has not increased our gender pay gap. The impact has been to reduce the mean GPG from 16.1% to 15.5% with a very small increase to the median, 10.8% to 11.0%.

ACTIONS TO CLOSE THE GENDER PAY GAP

As a founder member of the Athena Swan Charter, we are part of a global community with a shared goal of addressing gender inequalities, embedding inclusive cultures and inclusive recruitment practices as evidenced in our institutional Gender Action Plan. Eliminating the gender pay gap is intrinsically linked to building a workforce with a more equal representation of men and women at each level of our grading structure, where there is a healthy proportion of top female talent and where part-time working does not adversely impact career progression. Key actions we have identified to improve our understanding of the gender pay gap and/or to help close the gap are listed below.

ACTION 1: We aim to increase the overall proportion of female professors at the University of Bristol to 50% by 2030, engaging each of our faculties in action at local levels to improve female professorial representation across their disciplines that will contribute towards this aim.

ACTION 2: We will review our Reward policies to ensure there are no gender bias issues, including a review of the business case criteria for awarding recruitment and retention 2 pay supplements.

ACTION 3: We will monitor the impact of the new Local and National Clinical Awards (recently been changed by ACCIA (Advisory Committee on Clinical Impact Awards)) and continue to pro-actively support women's applications through workshops and guidance.

ACTION 4: We will implement a new academic leadership supplement policy in 2023, ensuring fairness and transparency.

ACTION 5: We will take steps to better understand and address the implications of part-time working on gender pay, promoting the potential for job sharing for colleagues in leadership roles who work part-time and developing a targeted programme to better support parental leave returners (prioritising part-time returners) to work on challenges and enablers for their future career progression.