



University of
BRISTOL

ANNUAL DIVERSITY MONITORING REPORT

edi

Equity, Diversity and Inclusion Team

2024 - 2025

ANNUAL DIVERSITY MONITORING REPORT

2024-25

Our vision is to contribute positively at local, national, and international levels by responding to society's most significant challenges. This ambition is driven by our distinctive educational offering, cutting-edge research, and our enduring commitment to excellence, inclusion, and collaboration. Diversity is a key driver of innovation: bringing together a range of perspectives, backgrounds, and ideas fuels curiosity and creativity, helping us sustain our reputation as a leading research-intensive university.

The University's Annual Diversity Monitoring Report supports our people-centred approach to equity and inclusion. We are dedicated to ensuring that our staff and student communities reflect the diversity of the wider society. This document is published alongside the University's Equality, Diversity and Inclusion Annual Report for the 2024 - 2025 academic year.

ANNUAL DIVERSITY MONITORING REPORT 2024-25

STUDENTS

This report accompanies the University's EDI Annual Report for the period 2024-25¹.

Demographic data is collected through a combination of application and student registration processes. Sector comparisons are taken from the Higher Education Statistics Agency *Who's studying in HE?*² personal characteristics data reports. The most recent data available from HESA is for 2023/24 so all comparisons are for that year.

STUDENT NUMBERS

Level of study	Undergraduate	Postgraduate Taught	Postgraduate Research	Total
2022/23	23843	6018	3543	33404
2023/24	24237	6092	3604	33933
2024/25	24223	6378	3723	34324

AGE

Age on entry	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
2022/23	66.7%	22.0%	5.7%	3.9%	1.2%	0.6%	0%
2023/24	66.8%	22.4%	5.5%	3.6%	1.2%	0.6%	0%
2024/25	66.1%	23.0%	5.7%	3.4%	1.2%	0.6%	0%

¹ 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.

² <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
2022/23	93.2%	5.1%	0.9%	0.5%	0.2%	0.2%	0%
2023/24	93.3%	5.2%	0.8%	0.4%	0.1%	0.1%	0%
2024/25	93.4%	5.2%	0.8%	0.4%	0.1%	0.1%	0%

The data above reports on students in all years of their course, rather than reporting specifically on mature students - defined as students aged 21 or over when they begin their first undergraduate programme of study.

The proportion of all undergraduates over the age of 21 dropped by 0.1pp in 2024/25. In comparison the proportion of mature students in the undergraduate intake fell by 0.5pp from 5.2% in 2023/24 to 4.7% in 2024/25.

PGT students	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
2022/23	0.8%	70.2%	13.9%	10.5%	3.4%	1.1%	0%
2023/24	1.1%	72.5%	13.0%	9.0%	3.4%	1.0%	0%
2024/25	0.9%	73.5%	13.3%	7.8%	3.4%	1.1%	0%

There has been a slight increase in PGT students in the 21-25 and 26-30 age groups, and in the proportion of students aged 51 and over. The proportion of students aged 41-50 remained static and the proportion of students aged under 21 fell slightly.

PGR students	Under 21	21-25	26-30	31-40	41-50	51 and over	Unknown
2022/23	0.2%	54.1%	23.4%	15.4%	4.3%	2.7%	0.1%
2023/24	0.2%	53.2%	24.1%	15.3%	4.4%	2.8%	0.0%
2024/25	0.1%	52.5%	24.7%	15.6%	4.4%	2.8%	0.0%

There has been a slight increase in students in the 26-30 and 31-40 age groups. This is balanced by a decrease in the proportion of the cohort aged under 25 years. The proportion of students aged 41-50 remained static.

DISABILITY

Disability: all students	Disabled	Not disabled	Unknown
2022/23	21.9%	76.6%	1.5%
2023/24	21.6%	76.8%	1.6%
2024/25	20.7%	77.9%	1.4%

Disability declarations had increased significantly over the previous 12 years with the highest proportion of declarations in 2022/23 at 21.9% and the highest number of declarations in 2023/24 at 7337. Both proportion (20.7%) and number (7075) of students declaring a disability fell slightly in 2024/25 although it remains to be seen if this will be a sustained trend or a single-year anomaly.

DISABILITY BY DOMICILE

All levels of study	UK Disabled	UK Not Disabled	UK Unknown	Non-UK Disabled	Non-UK Not Disabled	Non-UK Unknown
2022/23	27.5%	71.2%	1.3%	9.3%	88.7%	2.0%
2023/24	28.1%	70.6%	1.3%	8.7%	89.2%	2.1%
2024/25	27.5%	71.2%	1.3%	7.7%	90.7%	1.6%

Declaration rates are higher from UK domiciled students. The most recent HESA data available for comparison is 2023/24 when 22% of UK domiciled students nationally declared a disability and 6% of non-UK students. We continued to see higher than average rates of disability declaration by UK students at 28.1% in 2023/24. Non-UK declarations are also slightly higher than the sector at 7.7%.

DISABILITY TYPE

All levels of study	Cognitive or learning difficulties	Mental health condition	Other or multiple impairments	Sensory, medical, or physical	Social or communication impairment	No disability	Unknown
2022/23	5.5%	6.9%	7.3%	1.7%	0.4%	76.6%	1.5%
2023/24	5.2%	6.3%	8.1%	1.7%	0.5%	76.8%	1.6%
2024/25	5.0%	5.4%	8.0%	1.7%	0.6%	77.9%	1.4%

There was a small decrease in the proportion of students declaring cognitive or learning difficulties, mental health conditions and other or multiple impairments in 2024/25.

ETHNICITY

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

Ethnicity: all students	Asian	Black	Mixed	Other	White	Unknown
2022/23	26.0%	2.5%	5.5%	3.2%	56.0%	6.9%
2023/24	29.2%	2.5%	5.6%	3.2%	53.5%	5.9%
2024/25	31.7%	2.6%	5.8%	3.2%	52.1%	4.5%

ETHNICITY BY LEVEL OF STUDY

UG Ethnicity	Asian	Black	Mixed	Other	White	Unknown
2022/23	18.2%	2.4%	6.3%	3.2%	61.8%	8.2%
2023/24	21.7%	2.5%	6.6%	3.3%	59.6%	6.3%
2024/25	23.4%	2.7%	6.9%	3.4%	58.7%	4.8%

All ethnic groups other than white students increased in 2024/25 with the greatest increase in the percentage of Asian students. The proportion of students who withheld ethnicity data decreased.

PGT Ethnicity	Asian	Black	Mixed	Other	White	Unknown
2022/23	57.9%	2.5%	2.4%	1.8%	32.8%	2.7%
2023/24	60.3%	2.4%	1.9%	1.7%	28.6%	5.1%
2024/25	64.0%	2.0%	2.1%	1.9%	26.4%	3.6%

All ethnic groups other than white students increased in 2024/25 with the greatest increase in the percentage of Asian students. The proportion of students who withheld ethnicity data decreased.

PGR Ethnicity	Asian	Black	Mixed	Other	White	Unknown
2022/23	24.7%	2.9%	5.3%	5.4%	56.3%	5.4%
2023/24	27.6%	2.8%	5.0%	5.0%	54.8%	4.7%
2024/25	29.9%	3.0%	4.9%	4.5%	53.3%	4.4%

The proportion of Asian and Black PGR students increased in 2024/25. All other groups decreased slightly, including the proportion who withheld ethnicity data.

ETHNICITY BY DOMICILE

UK domiciled students	Asian	Black	Mixed	Other	White	Unknown
2022/23	8.8%	2.7%	6.8%	1.6%	76.8%	3.3%
2023/24	9.5%	2.8%	7.1%	1.6%	76.0%	3.0%
2024/25	10.1%	3.1%	7.6%	1.6%	75.0%	2.6%

70% of UK domiciled students across the sector were white in 2023/24 compared to 76% at Bristol. 9% of UK domiciled students across the sector were Black in 2023/24 compared to 2.8% at Bristol. There have been small increases in the proportion of Asian, Black and mixed or multiple ethnicity UK domiciled students in 2024/25. The proportion of white students decreased, as did the proportion for whom we do not hold ethnicity data.

Overseas domicile students	Asian	Black	Mixed	Other	White	Unknown
2022/23	64.2%	1.9%	2.5%	6.7%	9.8%	14.9%
2023/24	68.6%	2.0%	2.5%	6.3%	8.8%	11.8%
2024/25	72.8%	1.8%	2.4%	6.3%	8.5%	8.2%

Ethnicity declaration rates remain lower for overseas students although declaration rates continue to improve and the difference in declaration rates compared to UK students is reducing. The proportion of Asian students increased while there was a small decrease in the proportion of Black, mixed or multiple ethnicity and white students in 2024/25.

GENDER IDENTITY

	Gender identity different than registered at birth	Gender identity same as registered at birth	Unknown
2022/23	1.5%	94.2%	4.3%
2023/24	1.5%	94.1%	4.5%
2024/25	1.5%	95.0%	3.6%

The proportion of students declaring that their gender identity is different from the sex assigned at birth remains static at 1.5% for the last three years. HESA do not publish sector data on this characteristic so no comparison can be made.

RELIGION OR BELIEF

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Spiritual	Any other religion or belief	No religion	Unknown
2022/23	1.6%	13.9%	2.7%	1.1%	5.1%	0.5%	1.7%	1.1%	58.5%	13.8%
2023/24	1.8%	13.5%	2.9%	1.1%	5.1%	0.5%	1.4%	1.0%	58.2%	14.4%
2024/25	2.0%	13.9%	3.3%	1.1%	5.3%	0.4%	1.3%	1.0%	58.4%	13.2%

The year-on-year increase in the proportion of Buddhist, Hindu and Muslim students has continued. We have a higher proportion of students who declare no religion at 57.2% in 2023/24 compared with 44% in national HESA student data, and a lower proportion of Christian students at 13.9% compared to 30% recorded by HESA in 2023/24. 14% of students across the sector declare their religion as Muslim compared to 5.1% at Bristol in 2023/24. 6% of students across the sector declare their religion as Hindu compared to 2.9% at Bristol in 2023/24. 1.1% of Bristol students declared their faith as Jewish, compared to 0% across the sector in 2023/24, and these proportions have remained static for the last three years.

SEX

	Female	Male	Other
2022/23	55.2%	44.7%	0.1%
2023/24	55.3%	44.6%	0.1%
2024/25	54.5%	45.3%	0.1%

HESA data shows that 57% of students were female and 43% were male. This rate is consistent for the five years up to 2023/24. Bristol has a slightly greater proportion of male students at 44.6% in the same year, increasing to 45.3% in 2024/25.

SEXUAL ORIENTATION

	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual	Other	Unknown
2022/23	9.9%	1.8%	1.4%	67.9%	2.0%	16.9%
2023/24	10.1%	1.7%	1.6%	66.7%	2.1%	17.8%
2024/25	9.8%	1.6%	1.5%	68.5%	2.2%	16.5%

HESA do not publish sector data on sexual orientation so no comparison can be made. The proportion of students who have not declared their sexual orientation remains high albeit slightly smaller in the most recent year.

ANNUAL DIVERSITY MONITORING REPORT 2024-25

STAFF

Unless otherwise stated, the data presented in this report is based on a snapshot taken as of 30 April 2025 and reflects a total of 9,317 employees. Figures are drawn from staff who have voluntarily shared their diversity information with the University. Except for the protected characteristic of sex, providing this data is optional. Sector comparisons are sourced from [Advance HE's Equality and Higher Education: Staff Statistical Report](#), unless otherwise noted.

Our focus remains on representation and distribution across all staff grades, with an emphasis on the value of 'culture add' over 'culture fit' in recruitment and selection. We encourage colleagues to view diversity not as a numbers exercise, but as a vital driver of innovation, recognising that without a range of perspectives, experiences, and ideas, our ability to remain curious and creative is diminished. We acknowledge that diversity must be matched by inclusion: attracting individuals from diverse backgrounds is only meaningful if they are welcomed into an environment where they feel valued and supported. While we monitor representation across all protected characteristics (and gender), our priorities include increasing the representation and workplace experience of Black staff, reducing our gender and ethnicity pay gaps, and improving overall disclosure rates to inform targeted local actions.

KEY PERFORMANCE INDICATORS

ETHNICITY PAY GAP

Although not a legal requirement, we remain committed to transparency by voluntarily reporting our ethnicity pay gap (EPG). The EPG is calculated by comparing the average pay of white staff with that of staff from global majority backgrounds³, irrespective of job roles. In previous years, we published an aggregated figure, which inadvertently obscured disparities among different ethnic groups. In 2022/23, we took a more detailed approach by disaggregating the data, allowing for a clearer understanding of pay inequalities across ethnic groups. The data presented in the 2022/23 annual report established a baseline

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

from which future progress can be measured, which was maintained in 2023/24 and in this report for 2024/25.

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%
2024/2025	Median	5.7%	21.9%	12.2%	2.2%	6.2%

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%
2024/2025	Mean	11.9%	24.1%	17.5%	7.1%	14.2%

The representation and distribution of global majority staff across our grading structure significantly influence the ethnicity pay gap. By disaggregating the data, we gain a clearer understanding of where targeted efforts are needed to improve recruitment, career development, and progression pathways. The most notable disparity is observed between Black and white staff, with a median ethnicity pay gap of 21.9% and a mean gap of 24.1% - an increase from 13.2% and 21.7% respectively in the previous year. A key factor influencing our ethnicity pay gap is the current imbalance in representation: staff from global majority backgrounds are underrepresented in senior roles and more prevalent in lower-grade positions. However, this insight provides an opportunity for targeted action. By continuing to focus on inclusive recruitment, career development, and progression pathways, we are well-positioned to create meaningful change and improve representation at all levels of the organisation. We remain committed to closely monitoring the distribution of Black staff across grades and will continue to take proactive steps to identify and address any barriers to equity.

GENDER PAY GAP

In line with legal requirements, we continue to publish our annual gender pay gap (GPG). The latest data shows a median GPG of 11.1% in favour of men. While this represents a 5.1% reduction since our initial report in 2017, there was a slight increase of 0.5% between 2023 and 2024. The mean GPG currently stands at 15.4% in favour of men - a 5.7% improvement compared to 2017, though it rose by 1% over the past year. These figures highlight both the progress made over time and the need for continued focus. We remain committed to identifying and addressing the underlying factors contributing to the gap, and to fostering a more equitable and inclusive workplace for all.

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%
2024	11.1%	15.4%

Since 2022, we have included hourly paid staff in its gender pay gap (GPG) reporting for greater transparency. Currently, 68% of staff in the lower pay quartile are women and 32% are men, while the upper quartile comprises 45.2% women and 54.8% men. These figures underscore the importance of fostering diverse representation across all levels of the organisation, particularly in senior roles. We remain committed to reducing the GPG through inclusive recruitment, career development, and progression opportunities.

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 proportion of female professors stands at 35.2%, representing a 1% increase from last year. This compares to professorial representation across the sector, where female professors make up 30.8% and male professors 69.2%. Currently, 89.1% of our non-clinical female professors, who have disclosed their ethnicity, are white. This highlights the need for an intersectional approach that considers ethnicity in efforts 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	2025
17.2%	18.5%	22.2%	23.5%	25.1%	29.0%	30.4%	30.9%	32.2%	34.0%	34.2%	35.2%

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 our goal to decrease our gender pay gap. 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	2022/2023	45%	55%
	2023/2024	47%	53%
	2024/2025	49%	51%
Application Rate (% of those eligible)	2022/2023	18%	17%
	2023/2024	11%	11%
	2024/2025	12%	13%
Success Rates (% of those who applied)	2022/2023	85%	71%
	2023/2024	85%	69%
	2024/2025	73%	65%

We continue to track male and female representation at Senior Lecturer and Associate Professor levels to ensure a strong and sustainable pipeline of female talent progressing into professorial roles.

Academic Pipeline to Professor			
Job title	Year	Female	Male
Senior Lecturer	2022/2023	45%	55%
	2023/2024	46%	54%
	2024/2025	47%	53%
Associate Professor	2022/2023	43%	57%
	2023/2024	45%	55%
	2024/2025	42%	58%
Professor	2022/2023	34%	66%
	2023/2024	34%	66%
	2024/2025	35%	65%

The proportion of female staff at Senior Lecturer level continues to grow year on year. At Associate Professor level, the overall trend is upward, although we see a slight dip in the percentage of women in 2024/25, which we will continue to monitor, but this is the pool for the promotion to professor level, and we continue to see consistent annual increases in the number of female Professors. These developments reflect the positive impact of our broader and more inclusive Academic Promotions Framework.

STAFF DIVERSITY

AGE

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%
2024/2025	3%	26%	32%	22%	14%	3%

The majority of staff are aged 35 and above, with the highest concentration in the 35-44 age group. Since the introduction of updated reporting categories in 2022/23, data shows that 3% of staff are aged between 16 and 24, providing a more detailed view of age distribution across the workforce.

Sector comparison, HESA data 2023/24 (used as age groupings match):

- 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 (4%), 26-35 (25%), 36-45 (29%), 46-55 (23%), 56-65 (16%), 66+ (4%).

DISABILITY

Year	Known Disabled	No known disability	Prefer not to say	Undisclosed
2022/2023	10%	82%	7%	<1%
2023/2024	10%	81%	8%	1%
2024/2025	10%	82%	7%	1%

- Staff are regularly encouraged to review and update their diversity information, and we continue to see consistent levels of disability disclosure.
- Of those who have disclosed a disability, 71.4% are employed in Professional Services roles, while 28.7% are in academic positions.

Disability Disclosed	%	n
Learning difference such as dyslexia, dyspraxia or AD(H)D	31.1%	341
Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety	24.3%	266
Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	21.0%	230
An impairment, health condition or learning difference not listed above	8.0%	88
Physical impairment or mobility issues	5.8%	64
Social/communication conditions such as a speech and language impairment or autistic spectrum condition	4.5%	49
D/deaf or have a hearing impairment	3.4%	37
Blind or have a visual impairment uncorrected by glasses	1.5%	16
Development condition which affects motor, cognitive, social and emotional skills, and speech and language	<1%	5

The most commonly reported types of impairment include learning differences such as dyslexia, dyspraxia, or AD(H)D (31.1%), mental health conditions (24.3%), and long-term illnesses or health conditions (21%). This year, learning differences have become the most frequently disclosed type of disability, surpassing mental health conditions, which has seen a small decrease from the value from last years' value of 25%.

Sector comparison, Advance HE 2024 Report and HESA data 2023/24:

- As of 2022/23, 7.2% of staff across the sector disclosed a disability, according to Advance HE. More recent HESA data for 2023/24 indicates a sector-wide disclosure rate of 6.9%. Our known disability disclosure rate of 10% exceeds this sector average.
- Advance HE reports the most commonly disclosed impairments as learning differences (23.7%), long-standing illnesses or health conditions (21.9%), and mental health conditions (17.3%). Additional disclosures include multiple impairments (7.1%), other types of disability (13.4%), physical impairments (6.7%), deaf or serious hearing impairments (5.1%), social/communication conditions (2.9%), serious visual impairments (1.6%), and developmental conditions (0.4%).
- While sector and University of Bristol reporting categories differ slightly in wording and the ability for our staff to select multiple options, there are clear parallels. Our most frequently disclosed impairments align with sector trends, with the highest proportions in specific learning difficulties, mental health conditions, and long-standing health issues. We report a higher proportion of staff disclosing mental health conditions compared to the sector.

ETHNICITY

	Self-disclosed Ethnicity									
	Asian		Black		Multiple Ethnicity/Dual Heritage		Other Ethnicity		White	
Year	N	%	N	%	N	%	N	%	N	%
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%
2024/2025	821	9.4%	230	2.6%	317	3.6%	163	1.9%	7185	82.4%
HE Sector		10.7%		3.5%		2.8%		2.1%		80.9%
Bristol census		6.6%		5.9%		9.0%		1.9%		81.1%
UK census		9.3%		4.0%		2.9%		2.1%		81.7%

- The data presented are based on staff who have disclosed their ethnicity. This represents 93% of the total staff population. 7% of staff who selected "prefer not to say," "not known," or declined to respond have been excluded from ethnicity-based calculations due to the absence of known data.
- Between 2020/21 and 2024/25, the proportion of staff from global majority backgrounds increased from 12.4% to 17.6%.
- The overall representation of staff who disclose as Black, has increased from 1.9% in 2020/21 to 2.6% in 2024/25, although this reflects a slight decrease from 2.7% in the previous year.
- Since the launch of the central EDI Team's Diversify initiative in 2019/20, targeted primarily at Professional Services staff and comprising initiatives such as apprenticeships, guidance on positive action and inclusive recruitment, and employment outreach, the representation of global majority staff has increased by 86%.

Sector comparison, Advance HE 2024 Report:

- White staff continue to represent the majority of the workforce (82.4%), which is slightly above the sector average. However, this proportion has gradually declined over time.
- While the number of Black staff has increased by 62% since 2020/21, overall representation remains low - both within the organisation and across the wider sector, particularly when compared with national and local census data. In response, we are working towards a target representation of 4% to 5.9%, aligning with the demographics of the UK and Bristol populations, respectively.

Academic staff

Data on academic staff are based on known ethnicity, with a disclosure rate of 91.6%

	Academic Staff									
	Asian		Black		Multiple Ethnicity/Dual Heritage		Other Ethnicity		White	
Year	N	%	N	%	N	%	N	%	N	%
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%
2024/2025	536	14.9%	69	1.9%	134	3.7%	97	2.7%	2750	76.7%
HE Sector (Academic Staff)		13%		3.4%		3%		2.9%		77.7%
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
Level A					
22/23	22.2%	3.5%	4.7%	4.1%	65.6%
23/24	24.9%	3.7%	4.0%	4.0%	62.4%
24/25	29.0%	2.1%	4.9%	3.3%	60.7%
Level B					
22/23	14.1%	3.8%	3.9%	3.2%	75.0%
23/24	15.5%	3.7%	4.6%	4.0%	72.2%
24/25	18.2%	3.5%	4.2%	3.3%	70.8%
Level C					
22/23	12.6%	1.4%	5.4%	2.5%	78.1%
23/24	16.7%	2.1%	3.9%	2.7%	74.6%
24/25	18.2%	2.7%	4.2%	2.8%	72.1%
Level D1					
22/23	7.4%	1.1%	3.0%	2.5%	85.9%
23/24	8.6%	1.1%	3.4%	2.5%	84.5%
24/25	9.1%	1.3%	3.6%	3.0%	83.0%
Level D2					
22/23	7.7%	0.9%	3.2%	1.4%	86.9%
23/24	6.1%	0.8%	4.5%	1.6%	86.9%
24/25	6.9%	1.0%	5.2%	1.7%	85.1%
Level E					
22/23	5.2%	0.2%	1.3%	1.2%	92.1%
23/24	5.3%	0.6%	1.3%	1.5%	91.4%
24/25	5.6%	0.5%	1.5%	1.2%	91.2%
Clinical					
22/23	12.5%	0.5%	1.0%	2.0%	84.0%
23/24	11.6%	0.9%	2.2%	2.7%	83.0%
24/25	12.2%	0.8%	3.0%	3.8%	80.2%

Sector comparison, Advance HE 2024 Report:

- We are broadly aligned with sector averages regarding the representation of academic staff, although these averages remain low across the sector. For most ethnic categories, our representation is comparable to or slightly higher than sector benchmarks. However, the proportion of our Black academic staff is slightly lower (1.9%) compared to the higher education sector average (3.4%). The percentage of academic staff from White ethnic backgrounds is marginally lower within the University (76.7%) than the sector average (77.7%).
- The majority of our Black academic staff (Lecturer/Senior Research Associate: 42.4%) and level c (Lecturer/Research Fellow: 21.2%).
- The representation of Black academic staff remains disproportionately low across the higher education sector, leading many institutions to introduce targeted interventions throughout the academic pipeline. These efforts primarily focus on supporting researchers of Black heritage during the pivotal transition from postgraduate study to early postdoctoral positions, as well as improving staff retention through culture change initiatives designed to enhance the overall experience of Black staff. Such measures seek to confront and dismantle the enduring structural inequalities and systemic barriers that continue to marginalise individuals from Black backgrounds in education, academia, and research.
- We are committed to closely monitoring the representation, progression, and promotion of Black academic staff, and will take proactive steps to identify and address any disparities or barriers that may exist.

Professional Services staff

Data on Professional Services staff are based on known ethnicity, with a disclosure rate of 93.9%

	Professional Services Staff									
	Asian		Black		Multiple Ethnicity/ Dual Heritage		Other Ethnicity		White	
Year	N	%	N	%	N	%	N	%	N	%
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%
2024/2025	285	5.6%	161	3.1%	183	3.6%	66	1.3%	4435	86.5%
HE Sector (Professional Services)		7.9%		3.7%		2.6%		1.2%		84.6%
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%

Professional Services Staff by Grades A to H and ethnicity over time	Asian	Black	Multiple Ethnicity	Other Ethnicity	White
Grade A					
22/23	4.6%	14.9%	3.1%	2.6%	74.9%
23/24	6.5%	16.1%	2.7%	2.2%	72.6%
24/25	9.5%	17.1%	3.0%	2.0%	68.3%
Grade B					
22/23	8.9%	9.5%	5.9%	2.4%	73.4%
23/24	10.5%	9.5%	7.5%	3.0%	69.7%
24/25	11.3%	10.8%	5.4%	4.3%	68.3%
Grade C					
22/23	5.0%	4.2%	4.2%	0.8%	85.8%
23/24	3.8%	4.5%	3.0%	2.3%	86.5%
24/25	5.0%	2.5%	2.5%	2.5%	87.5%
Grade D					
22/23	10.7%	2.5%	4.1%	2.1%	80.6%
23/24	8.6%	2.9%	4.1%	1.7%	82.7%
24/25	10.6%	4.6%	5.0%	0.9%	78.9%
Grade E					
22/23	7.1%	2.9%	3.7%	0.8%	85.5%
23/24	9.4%	4.3%	4.3%	0.8%	81.3%
24/25	7.2%	3.4%	4.2%	1.1%	84.0%
Grade F					
22/23	5.0%	1.4%	5.0%	1.3%	87.4%
23/24	5.7%	2.6%	4.4%	1.2%	86.2%
24/25	6.1%	2.4%	4.6%	1.3%	85.5%
Grade G					
22/23	4.0%	2.6%	3.5%	1.3%	88.7%
23/24	4.2%	2.3%	4.2%	1.1%	88.3%
24/25	5.4%	2.3%	3.5%	0.9%	88.0%
Grade H					
22/23	3.0%	1.7%	3.6%	0.6%	91.1%
23/24	3.2%	1.7%	4.2%	0.7%	90.3%
24/25	3.4%	1.9%	3.6%	0.4%	90.7%

Professional Services Staff by Grades I to M and ethnicity overtime	Asian	Black	Multiple Ethnicity	Other Ethnicity	White
Grade I					
22/23	3.6%	1.7%	2.5%	1.5%	90.8%
23/24	4.4%	1.5%	2.5%	1.3%	90.2%
24/25	4.6%	1.4%	3.0%	1.6%	89.5%
Grade J					
22/23	4.6%	1.7%	3.3%	1.0%	89.3%
23/24	4.7%	2.3%	3.1%	1.1%	88.8%
24/25	5.0%	2.4%	2.8%	1.6%	88.2%
Grade K					
22/23	3.2%	1.5%	1.7%	1.7%	91.8%
23/24	4.8%	1.9%	2.1%	1.7%	89.5%
24/25	6.0%	2.6%	2.2%	1.6%	87.6%
Grade L					
22/23	1.8%	1.4%	2.3%	0.5%	94.1%
23/24	2.2%	0.9%	2.2%	0.4%	94.4%
24/25	1.3%	1.3%	2.6%	0.9%	93.9%
Grade M					
22/23	4.0%	0.0%	2.0%	0.0%	94.0%
23/24	3.5%	0.0%	0.9%	0.9%	94.9%
24/25	4.8%	0.8%	1.6%	0.0%	92.8%

- Representation of global majority Professional Services staff is improving, increasing from 9.3% in 2020/21 to 13.6% in 2024/25, seeing a 0.6% increase on last year.
- 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 proportion of global majority staff in Professional Services has grown by 96.3%.
- 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 59.4% since 2020/21.

- While Professional Services roles are arguably more attractive to local applicants, current representation of global majority staff remains below the city's census benchmarks, indicating further work is needed to close this gap.
- Across Professional Services, the majority of Black staff (21%) are on Grade A - the lowest grade in the structure. This distribution is contributing to the overall pay gap for Black staff, which stands at 21.9% median and 24.1% mean.

We remain committed to monitoring the representation and distribution of Black staff across our grading structure and will continue to take targeted action to identify and address any disparities or barriers to progression.

- We continue to monitor all staff by the protected characteristics of ethnicity and sex:

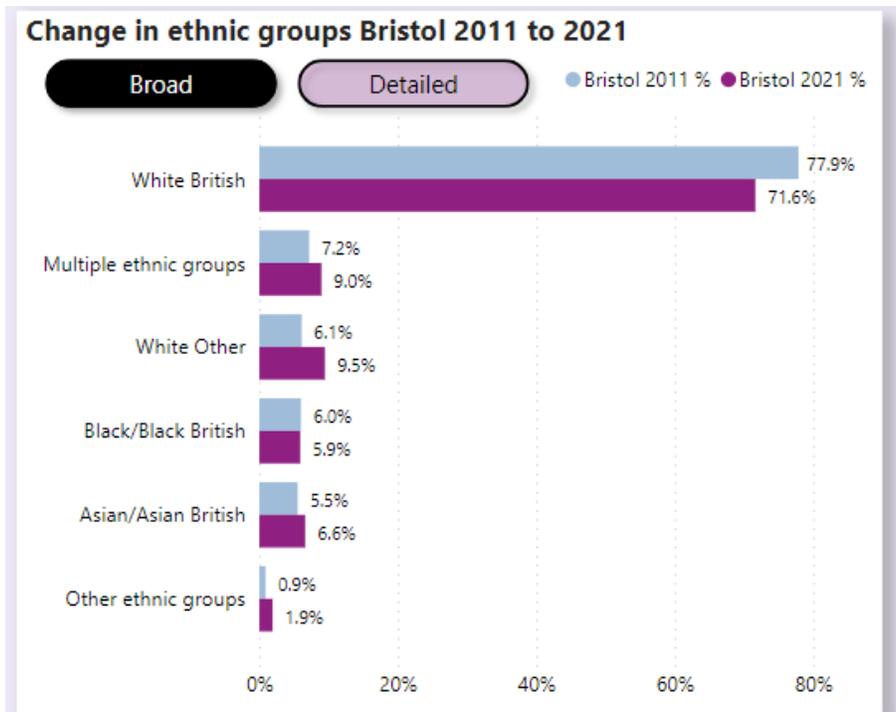
Female staff

Year	Self-disclosed Ethnicity									
	Asian		Black		Multiple Ethnicity		Other Ethnicity		White	
	N	%	N	%	N	%	N	%	N	%
2022/2023	329	7.0%	109	2.3%	177	3.7%	85	1.8%	4030	85.2%
2023/2024	383	7.7%	126	2.5%	188	3.8%	88	1.8%	4201	84.3%
2024/2025	428	8.5%	129	2.6%	189	3.8%	93	1.8%	4197	83.3%

Male staff

Year	Self-disclosed Ethnicity									
	Asian		Black		Multiple Ethnicity		Other Ethnicity		White	
	N	%	N	%	N	%	N	%	N	%
2022/2023	324	9.3%	89	2.6%	115	3.3%	64	1.8%	2884	83.0%
2023/2024	356	9.9%	102	2.8%	126	3.5%	75	2.1%	2953	81.8%
2024/2025	387	10.7%	100	2.8%	125	3.4%	70	1.9%	2946	81.2%

- We continue to assess the ethnic diversity of Professional Services staff in comparison with the wider population across the city.



GENDER IDENTITY

Year	My gender is not the same as the sex registered at birth	My gender is the same as the sex registered at birth (%)	Prefer not to say	Undisclosed
2022/2023	<1%	54%	4%	41%
2023/2024	<1%	58%	5%	36%
2024/2025	1%	61%	5%	33%

- First introduced in 2018, gender identity (or trans status) remains a relatively recent addition to our diversity monitoring categories.
- 67% of staff have made a disclosure to the question of gender identity. Of those, the majority (61%) identify with their gender as the same as the sex registered at birth; 5% preferred not to share this information; and 1% disclosed that their gender is different to the sex registered at birth.
- The reporting category of gender identity refers to whether people’s gender identity is the same, or not the same as the sex they were registered at birth.

Sector comparison, Advance HE 2024 Report:

- Across the sector, 58% of staff in institutions returning data made a response to the demographic question of gender identity. 51% disclosed that their gender identity matches their sex assigned at birth, <0.5% said it differs, 7% preferred not to say, and 42% did not provide any information.
- Our data is broadly in line with the sector. At the University of Bristol, a higher proportion of staff disclosed their gender identity compared to the sector overall, including a slightly higher percentage who said their gender identity differs from their sex assigned at birth.

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%
2024/2025	30%	19%	<1%	<1%	47%	3%

- 53% of staff have responded to the question of gender, with 50% of staff sharing their gender and 3% preferring not to say.
- This is an increase from 44% last year, continuing a steady year-on-year rise since gender was added as a category in our diversity monitoring.

RELIGION OR BELIEF

Year	No religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	Prefer not to say	No data
2022/2023	45%	<1%	17%	1%	<1%	2%	<1%	3%	10%	21%
2023/2024	47%	<1%	17%	1%	<1%	2%	<1%	3%	11%	18%
2024/2025	49%	<1%	17%	1%	<1%	2%	<1%	3%	10%	17%

- 83% of staff have made a disclosure under the diversity monitoring category of religion/belief, up slightly from 82% last year, with 10% of respondents preferring not to share this information.
- Most staff who disclosed this information identified as having no religion (49%).

Sector comparison, Advance HE 2024 Report:

Across the sector (in institutions returning data), 77% of staff disclosed their religion or belief: No religion 34%, Buddhist <1%, Christian 23%, Hindu 2%, Jewish <1%, Muslim 3%, Pagan <1%, Sikh <1%, Any other religion or belief 3%, Prefer not to say 11%, Undisclosed 23%.

SEX

Year	All staff		Academic		Professional Services	
	Female	Male	Female	Male	Female	Male
2022/2023	57%	43%	47%	53%	64%	36%
2023/2024	57%	43%	48%	52%	64%	36%
2024/2025	57%	43%	48%	52%	64%	36%
HE Sector	55%	45%	49%	51%	63%	37%

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

Sector comparison, Advance HE 2024 Report:

- We have a higher overall proportion of female staff (57%) compared to the sector average of 55%. This includes a higher proportion of female staff within Professional Services, which is consistent with the HE sector value (64% within the University of Bristol, compared to 63% within the sector average).
- Our proportion of female academic staff is broadly in line with the sector average (48% University of Bristol, 49% 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
2022/2023	4%	3%	60%	1%	11%	21%
2023/2024	5%	3%	60%	1%	12%	19%
2024/2025	5%	3%	61%	1%	12%	17%
HE Sector	2%	3%	60%	<1%	11%	22%

- Sexual orientation: known

Year	Bisexual	Gay or Lesbian	Heterosexual or straight	Other sexual orientation
2022/2023	6.3%	4.3%	87.4%	2.0%
2023/2024	6.7%	4.4%	86.9%	2.0%
2024/2025	7.2%	4.5%	86.2%	2.1%
HE sector	3.7%	4.3%	90.9%	1.1%

- 82% of staff have made a disclosure under the diversity monitoring category of sexual orientation. Within this, 12% of staff indicated a preference not to share this information.
- A further 17% of staff have left this information on their records blank.

Sector comparison, Advance HE 2024 Report:

77.5% of staff across the sector have provided information regarding their sexual orientation, inclusive of the prefer not to say option, indicating that we have an above-average disclosure rate for this diversity monitoring category.



University of
BRISTOL

If you need all or part of this publication in an alternative format please contact the Equity, Diversity and Inclusion Team
email: edi-team@bristol.ac.uk

bristol.ac.uk

edi

Equity, Diversity and Inclusion Team