

# Ethnicity Pay Gap

Report 2021

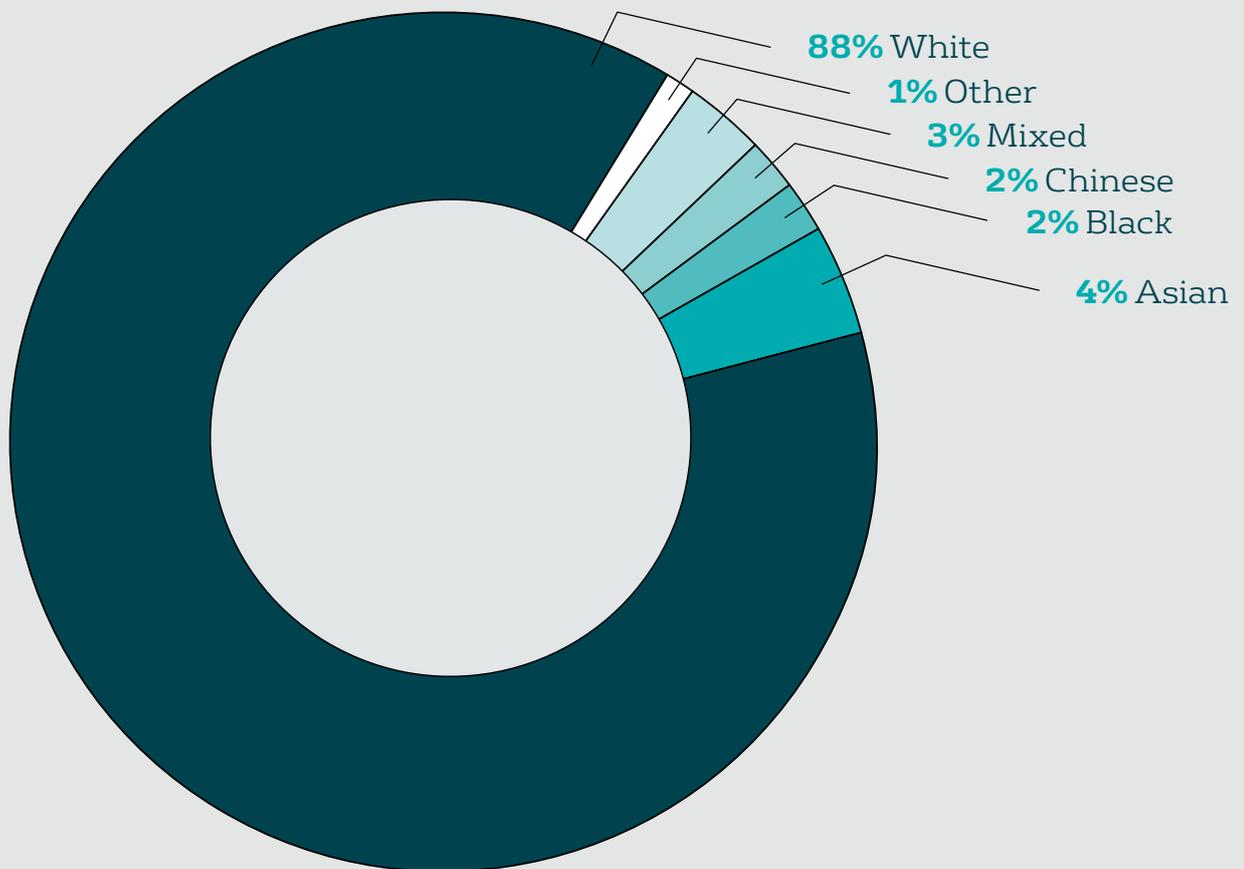


# Ethnicity Pay Gap

As part of our wider commitment to improve the representation of Black, Asian and Minority Ethnic (BAME) people across our workforce, we monitor our ethnicity pay gap which is the difference in average pay between White and BAME staff. This is our second year of publishing our findings, and for the first time we are publishing our findings on how our ethnicity and gender pay gaps intersect.

## Key findings

- Our ethnicity pay gaps have reduced to 2.9% median and 7.2% mean in favour of staff who disclose as White, compared to 5.7% median and 8.6% mean in 2019. This is based on a disclosure rate of 92% of staff who have shared their ethnicity with the University.
- Representation and distribution of BAME staff across our grading structure are factors that influence the ethnicity pay gap.
- Our intersectionality pay gap between gender and ethnicity for women shows a median pay gap in BAME staff's favour of 2.2% and a mean pay gap in White staff's favour of 4.8%. Our intersectionality pay between gender and ethnicity for men shows pay gaps in White men's favour of 8.5% median and 11% mean.



### TERMS EXPLAINED

The difference in average pay between White and Black, Asian and Minority Ethnic staff has been calculated. However it is important to note that the government does not yet require organisations to publish their ethnicity pay gap, and have yet to publish a methodology. We have therefore used the same approach for ethnicity reporting as for gender pay reporting, by stating the percentage difference between the comparator groups which are White and BAME staff, using the mean and median.

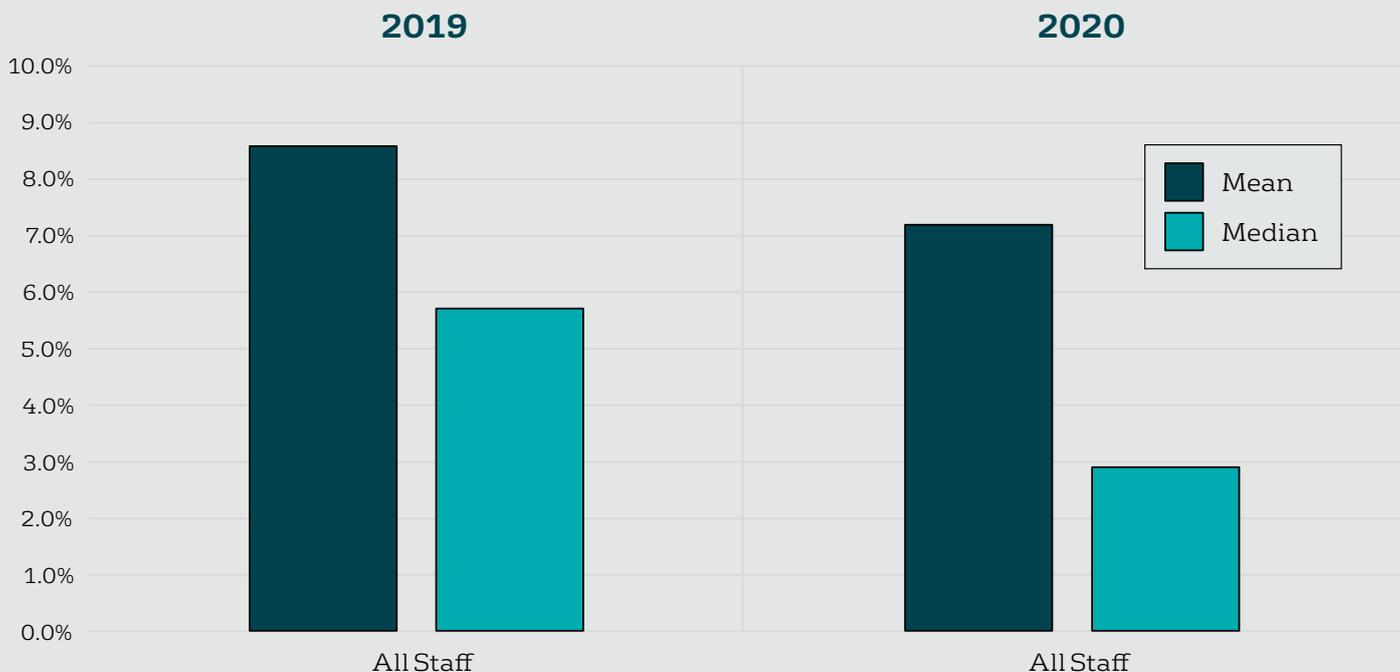
The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps. The mean is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values. The median is the middle 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.

It is acknowledged that Black, Asian and Minority Ethnic staff are not a discrete group, but that it has been necessary to combine them for the purposes of reporting, due to data size limitations.

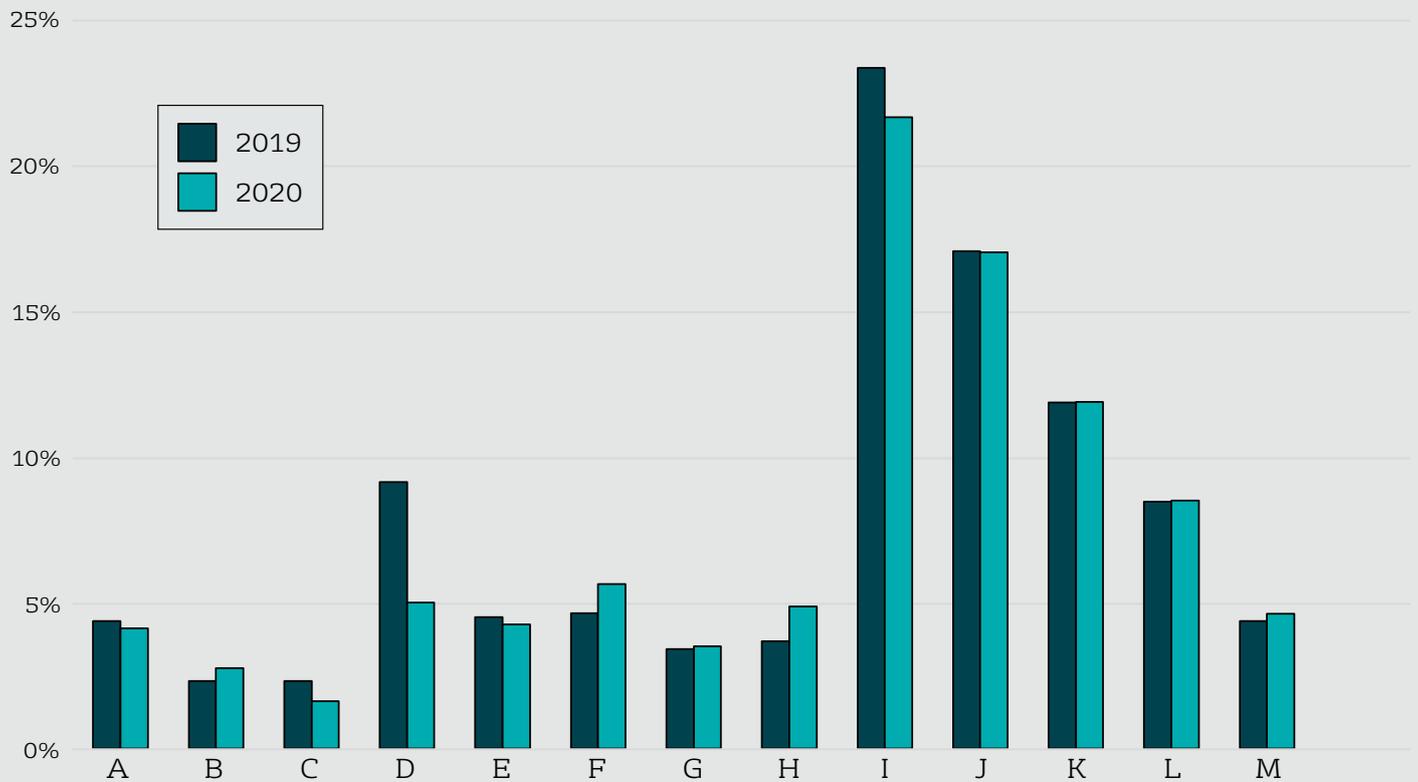
No comparative benchmarks have been provided as it is not currently possible to obtain up to date figures making comparisons by region or sector difficult, although discussions are underway to develop Higher Education benchmarks. Currently a minority of UK universities report their ethnicity pay gap.

Within the context of our established gender pay gap reports and an institutional focus on anti-racism, this report presents an analysis of intersectionality of gender and ethnicity. With future years' data, further analysis will improve our understanding of how the intersection of ethnicity and gender contribute to gender inequality across our university and enable us to develop targeted action.

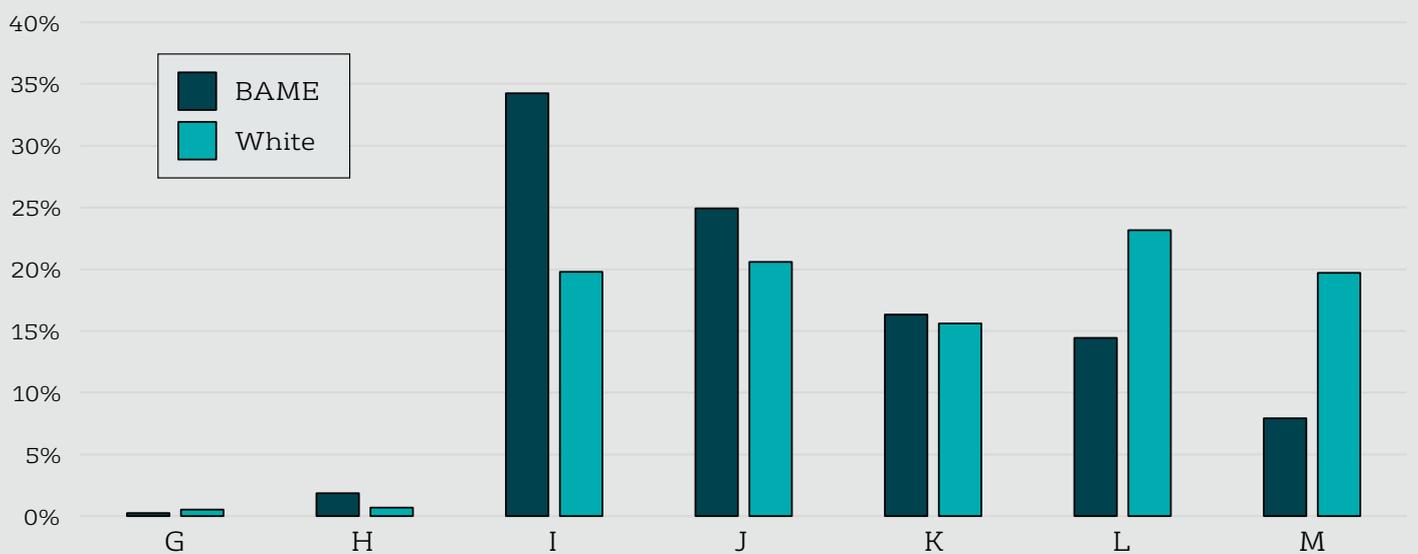
### ETHNICITY PAY GAP 2020 VS 2019



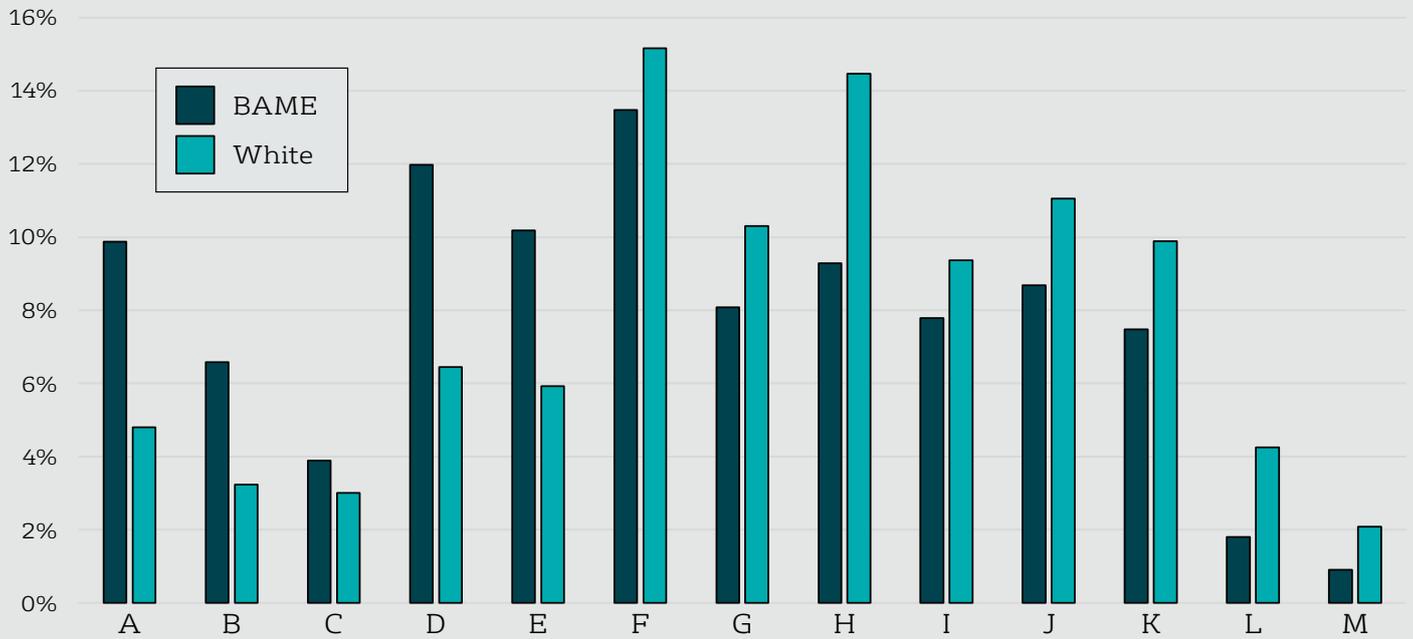
**DISTRIBUTION OF BLACK, ASIAN AND MINORITY ETHNIC STAFF**



**ACADEMIC - DISTRIBUTION OF BAME AND WHITE STAFF IN EACH GRADE 2020**

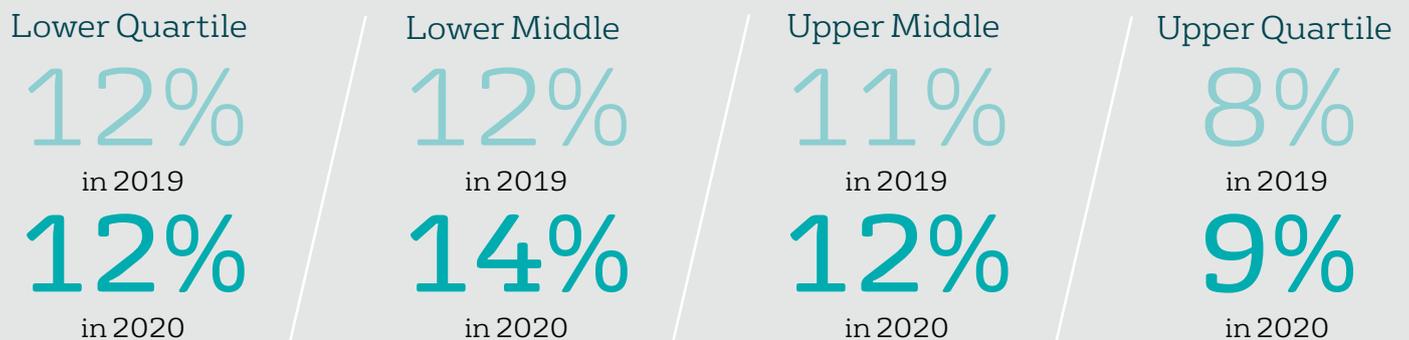


**PROFESSIONAL SERVICES - DISTRIBUTION OF BAME AND WHITE STAFF IN EACH GRADE 2020**



BAME staff are distributed more towards the lower grades in both Academia and the Professional Services, leading to pay gaps in both staff groups.

**DISTRIBUTION OF BAME STAFF BY PAY QUARTILE 2019 AND 2020**



Following the same method as for gender pay reporting, we have divided our BAME workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest.

**EPG BY STAFF GROUP**

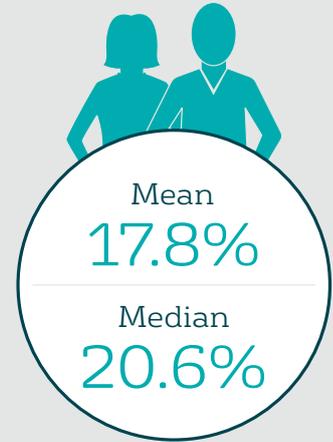
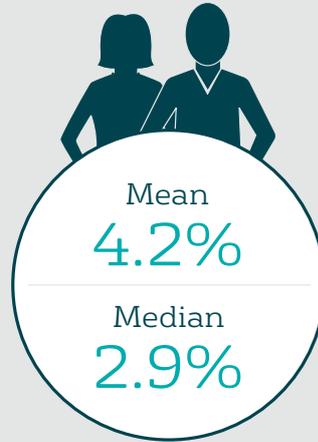
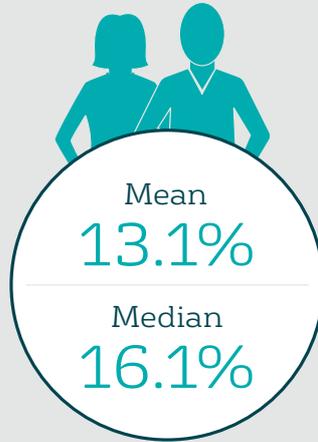
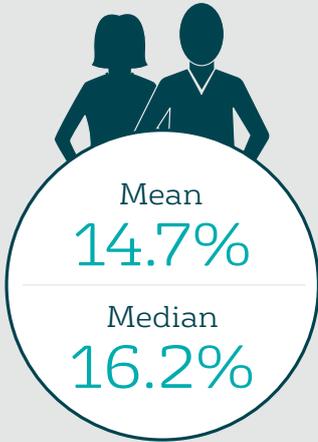
Academic

Professional Services

**EPG BY FULL-TIME/PART-TIME**

Full Time

Part Time



Mean: **14.5%**  
Median: **13.7%**  
in 2019

Mean: **16.1%**  
Median: **20.9%**  
in 2019

Mean: **2.9%**  
Median: **3.1%**  
in 2019

Mean: **37.2%**  
Median: **24.6%**  
in 2019

**INTERSECTIONALITY PAY GAP - GENDER AND ETHNICITY**

**Mean** Female White  
vs Female BAME



**4.8%**  
**£1.00**

**Median** Female White  
vs Female BAME



**2.2%**  
**£0.40**  
(in BAME women's favour)

**Mean** Male White  
vs Male BAME



**11.0%**  
**£2.80**

**Median** Male White  
vs Male BAME



**8.5%**  
**£2.70**

# Factors contributing to our Ethnicity Pay Gap

- Representation and distribution of BAME staff across our grading structure will affect the EPG. For example, there are fewer BAME staff in the higher grades.
- The distribution of BAME staff by grade has seen small changes in 2020 compared to 2019 (see page 4). Of BAME staff, 58% are in academic roles.
- Although it is positive to note that the overall EPG has reduced in 2020, with only two year's data it is too soon to confirm if this is part of an ongoing trend.

## Work to close the ethnicity pay gap - our ethnicity actions

### What have we been doing?

- Published our [Institutional commitment to anti-racism](#) setting out the key areas of focus for our evolving race equality strategy, establishing our direction of travel for the coming years including a specific commitment to improving representation of Black, Asian and minority ethnic people across all levels of our organisation.
- As part of our response to the Black Lives Matter protests, we established a new [Anti-Racism Steering Group](#) that is taking action to effect real change to improve the representation, experience, and outcomes for our Black, Asian and minority ethnic staff and students across our institution.
- Launched our [Diversify](#) initiative bringing together a range of positive action measures to improve representation of Black, Asian and minority ethnic staff across all levels of our Professional Services workforce.
- By strategically reframing our approach to apprenticeships we have developed a pipeline of talent from groups that are traditionally under-represented in professions such as Finance, IT and Human Resources. Currently 75% of trainees across Professional Services are from a Black, Asian or minority ethnic background.
- Launched the Elevate [programme](#) with 30 participants (8 academics, 22 professional service staff) across the GW4 universities. The first pilot of its kind, Elevate aims to address the underrepresentation of Black, Asian and minority ethnic women at senior levels across the sector.
- In recognition of the need to create an inclusive and welcoming environment for the diverse range of staff we are hoping to attract, we have launched a new development programme - Disrupting Racism: it starts with you – as a way to educate and empower members of staff to promote and embed anti-racism in localised areas of the University.
- For Professional Services staff we removed names and other identifying candidate information from the shortlisting process to address potential for racial bias at this stage.
- As a longstanding member of [Bristol's Race Equality Strategic Leaders Group](#) we work collaboratively with other public sector city partners to ensure we collectively tackle race inequality across Bristol by identifying opportunities and tackling issues through transparent approaches.

## What are we going to do?

- Work with key stakeholders across the University to develop targeted and evidence-based approaches to improving the representation of Black, Asian and minority ethnic staff with a particular focus on Grade M professorial staff and leadership roles across Professional Services.
- Take steps to improve staff disclosure rates related to ethnicity and other protected characteristics in order to better understand the diversity of our staff and to enable us to measure progress.
- Implement a HR Anti-Racism Action Plan to prevent any potential for racial bias in HR structures and policies.
- Launch our [JOIN US!](#) programme, aimed at providing a supported route into employment for individuals from a diverse range of backgrounds;
- Monitor and report on the impact the removal of identifying candidate information at shortlisting stages has on ethnic diversity at interview stage across Professional Services. We will identify and implement different approaches for applications to academic roles.
- Analyse the differential impact of staff groups on the University mean and median EPG;
- Sponsor staff to engage in Bristol's [Stepping Up](#) development programme 2021: a diversity leadership talent pipeline for groups that are currently under-represented in senior roles across Bristol and the South-West region.
- As a member of [Bristol's Race Equality Strategic Leaders Group](#) we will continue to work with other public sector organisations to ensure that we produce fairer, more inclusive workplaces for our employees across the City as well as ensuring more representative workforces to serve the communities of Bristol.