

Gender and Ethnicity Pay Gap

Report 2020



Gender pay gap

Key findings

- The mean gender pay gap (in men's favour) of 18.6% has reduced by 1% compared to last year, and the median pay gap of 13.7% has remained broadly unchanged. However since the reporting began in 2017 the underlying trend remains positive as the median and the mean gender pay gap have both improved by 2.5%.
- As explored in previous years' Reports, the distribution of male and female staff across our workforce is driving our gender pay gap – there are more men in higher graded roles and more women in lower graded roles.
- The average pay difference between men and women has reduced steadily over a three-year period within our two main staff populations (Academic and Professional Services), with median pay gaps for both workforces now below 10%. As we identified in the 2019 report, there has also been a reduction in the pay gap between men and women in relation to working patterns (full-time and part-time) with a reduction of nearly 10% (to 15.3%) in the mean pay gap for part time colleagues in the last year.
- The bonus pay gap (in men's favour) between men and women resulting from the University's Merit Pay scheme has reduced compared to 2018. As we identified in the 2019 report, the gap is affected by the size of payments and the distribution of a low number of payments. Bonuses are paid to different people each year, and whilst we continue to aim for gender parity we expect to see considerable variation in this figure annually. The bonus pay gap including clinicians has also reduced.

We have been engaged in a range of activities to close our Gender Pay Gap, see pages 7-8

TERMS EXPLAINED

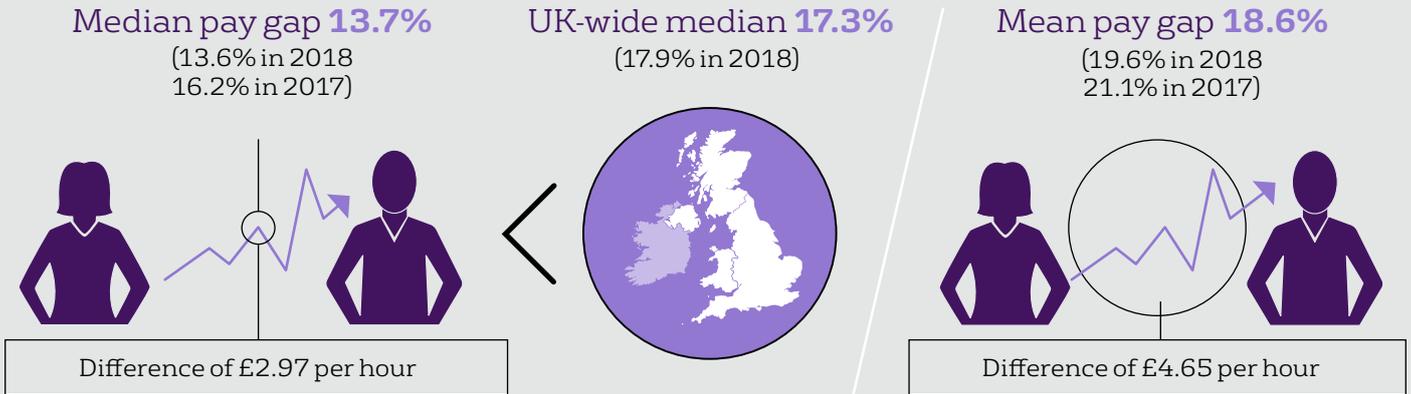
The **mean** is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values.

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.

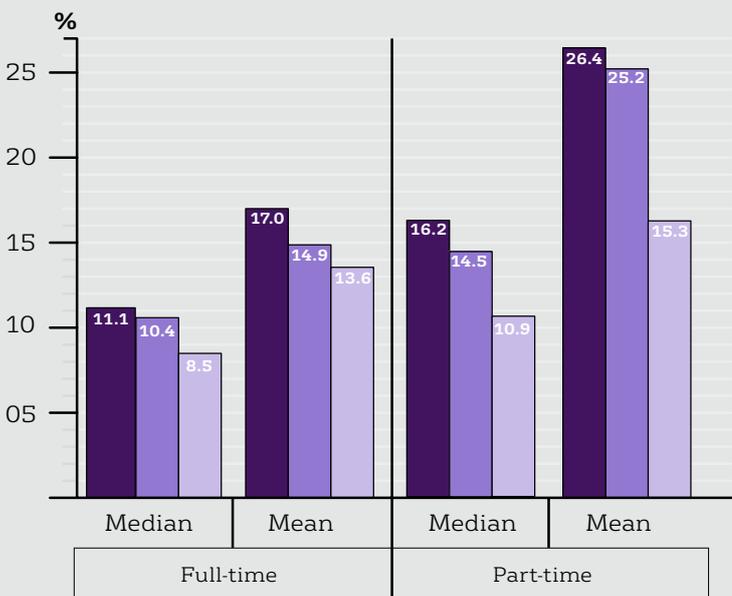
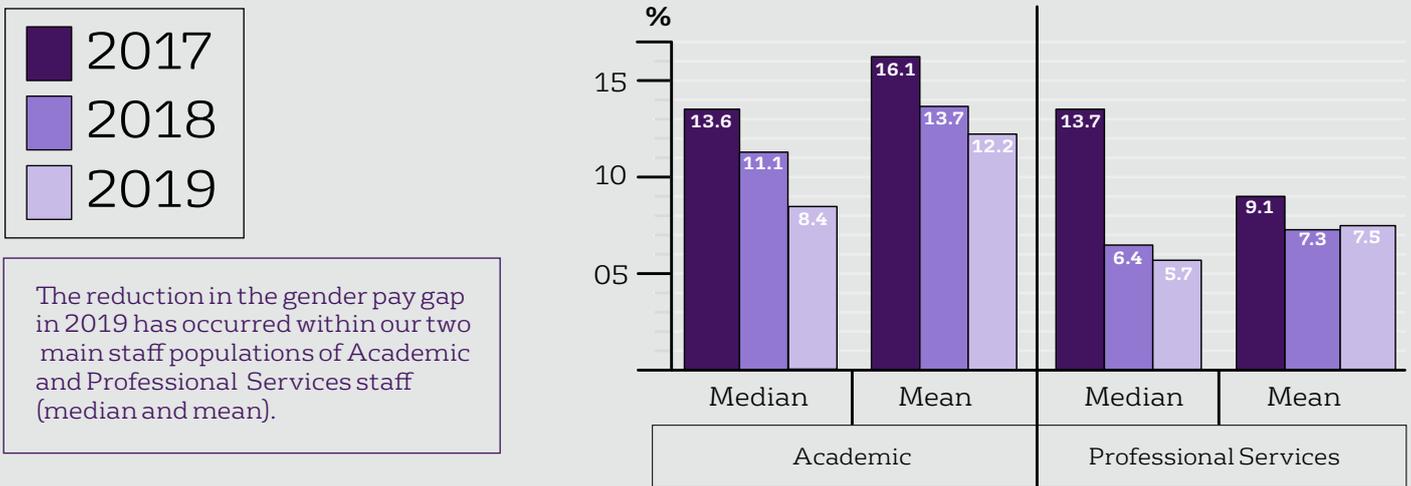
OUR WORKFORCE COMPOSITION



OUR GENDER PAY GAP

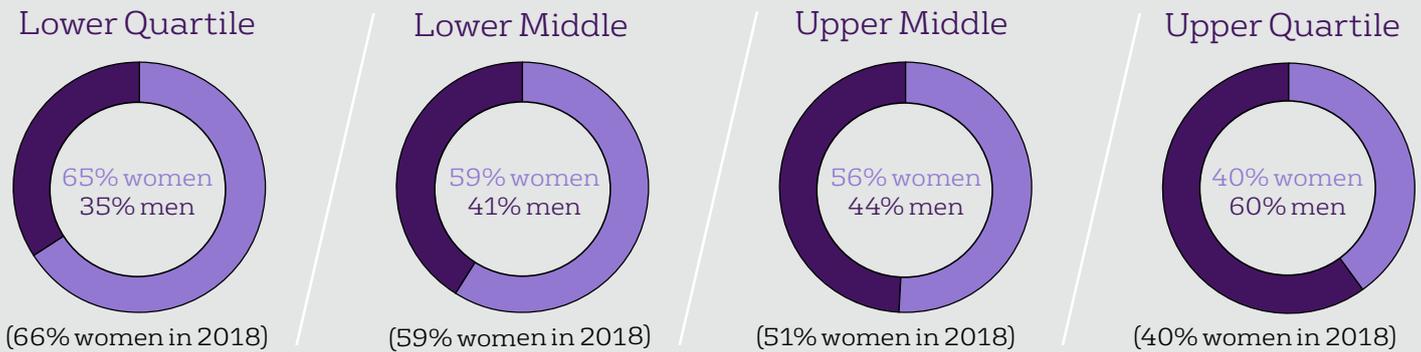


OUR ANNUAL GPG CHANGE



The gender pay gap has also reduced for staff with full-time and part-time work patterns.

OUR HOURLY PAY QUARTILES

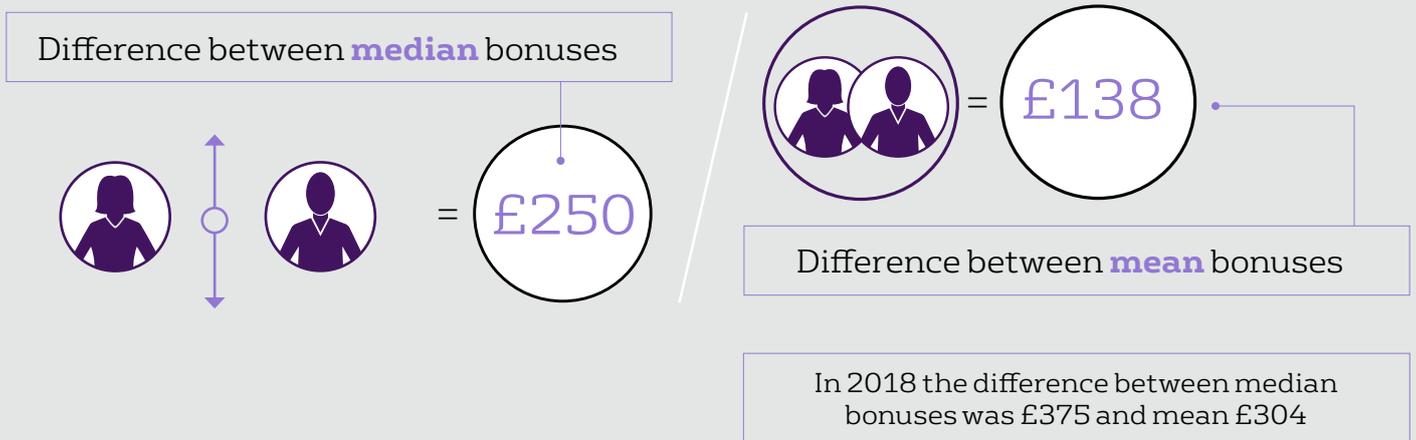


In line with the government requirements we have divided our workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest.

OUR BONUS PAY GAP (EXCLUDING CLINICAL ACADEMICS AND GPs)



Our Merit Pay Scheme forms the basis of the bonus gender pay gap figures of 25.0% (median) and 13.4% (mean). Merit pay can be awarded to any member of staff for a one-off task or other contribution, with cases reviewed collectively for equity and consistency, and payments capped at 5% of salary.



OUR BONUS PAY GAP (INCLUDING CLINICAL ACADEMICS AND GPs)

Median pay gap **33.3%**
(60.7% in 2018)

Mean pay gap **67.3%**
(79.9% in 2018)

% of population who received bonus
(F: 4.9% / M: 4.0% in 2018)



The bonus pay gap figures of 33.3% (median) and 67.3% (mean) also include payments for clinicians known as Clinical Excellence Awards (CEAs) – a National Health Service (NHS) performance-related payment which is not under our control – and Practice Performance Bonuses for doctors in the Student Health Service.

Difference between **median** bonuses

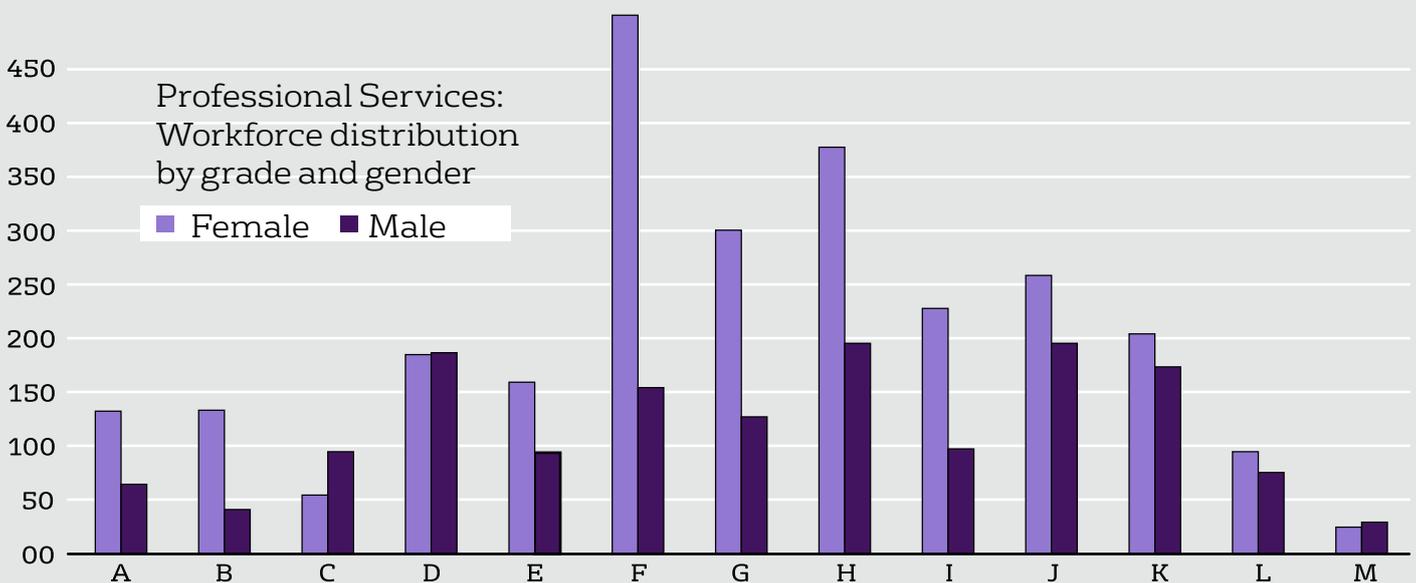
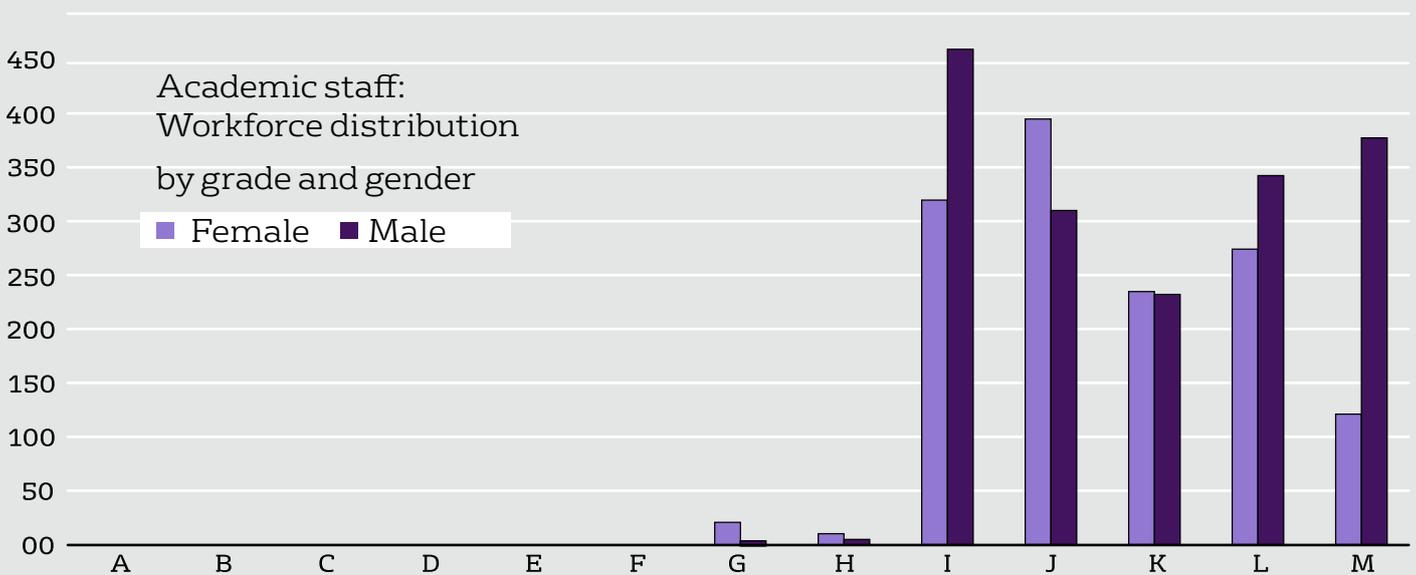


Difference between **mean** bonuses

In 2018 the difference between median bonuses was £1,159 and mean £11,236

Factors contributing to our gender pay gap

- The major factor contributing to our gender pay gap is the distribution of men and women across our grading structure: we have more men in the higher grades, and more women in the lower grades. The distribution of men and women varies within the two main populations of Academic and Professional Services staff, as shown in the graphs of Academic staff and Professional Services staff by grade and gender (page 6).
- The graphs showing the Academic and Professional Services gender pay gaps show a steady reduction in the difference between average pay of men and women over a three year period (page 3). The median academic pay gap has reduced by more than 5% to 8.4% and the median Professional Services pay gap has reduced by 8% to 5.7%.
- The gender pay gaps for full-time and part-time staff also show a reduction over the three-year period. The most notable improvement is for the part-time mean pay gap which has reduced by 9.9% in the last year, from 25.2% to 15.3%.
- Bonuses are paid to different people each year, and whilst we continue to aim for gender parity we expect to see considerable variation in this figure from report to report. The bonus pay gap including clinicians has also reduced and this has been affected by some male clinicians leaving the organisation.



Work to close the gender pay gap

What have we been doing?

- Real progress for women's career development includes a new Women's Mentoring Network supporting 121 mentees at grades K and L and the new Female Leadership Initiative, with 22 participants to date.
- We reviewed our Returning Carers' Scheme and the recommendations will become part of a broader package of support for all returning carers in the 2019/20 academic year.
- We have exceeded our target of 28% female professors by 2019-20 and modelling of the female professor population data suggests that we are on track to meet our longer-term target of 33% by 2022-2023.
- We have created a new Academic Promotions Framework for Associate Professor and Professor to be launched during the 2020/21 academic year. It recognises the full academic contribution, rewarding research, education, engagement and impact, and leadership and citizenship.
- All job adverts now include the 'Happy to talk flexible working' logo from the Working Families charity.
- We are proactively supporting women's applications for NHS Clinical Excellence Awards through workshops, guidance and the tracking of future application rates.
- We have been working closely with Bristol UCU colleagues on the academic gender pay gap and have signed a Collective Agreement to undertake a range of activities, the first of its kind in UK Higher Education.
- We have initiated an Academic Career Development programme to bring together all related activities to ensure that we create an academic career that is challenging, rewarding and inclusive, and which enables all academic staff to have the opportunity to reach their full potential.

A 2.5% REDUCTION in the Gender Pay Gap since 2017

38%

Population of female Associate Professors (the 'Professor in waiting' role)

11.8% IN 5 INCREASE YRS

of female Professors in 2019
to 29%

2% since 2018 REDUCTION in the

professorial mean gender pay gap
to 5.5%

Work to close the gender pay gap

What are we going to do?

- Review the in-house bonus scheme Merit Pay to include guidance for managers on appropriate levels of payment to help maintain consistency and reduce unconscious bias.
- Analyse the gender pay gap by grade as part of a comprehensive Equal Pay Audit and identify any issues to resolve.
- We will be extending the Academic Promotions Framework to include all academic levels, expanding leadership development and mentoring for women, and looking at a number of academic practices such as recruitment and staff review.
- As part of the UCU Collective Agreement on gender pay for academic staff, one school is piloting a bridging fund and a process for transfer to a core-funded contract to support grant-funded researchers, which includes a higher percentage of women.
- We will also be reviewing the impact of flexible and part-time working on academic careers, including exploring the pay gap for part-time staff.

The gender pay information provided in this report includes our statutory data as a public organisation with more than 250 employees for 31 March 2019. It is also published on the government website: <https://gender-pay-gap.service.gov.uk/viewing/search-results>.

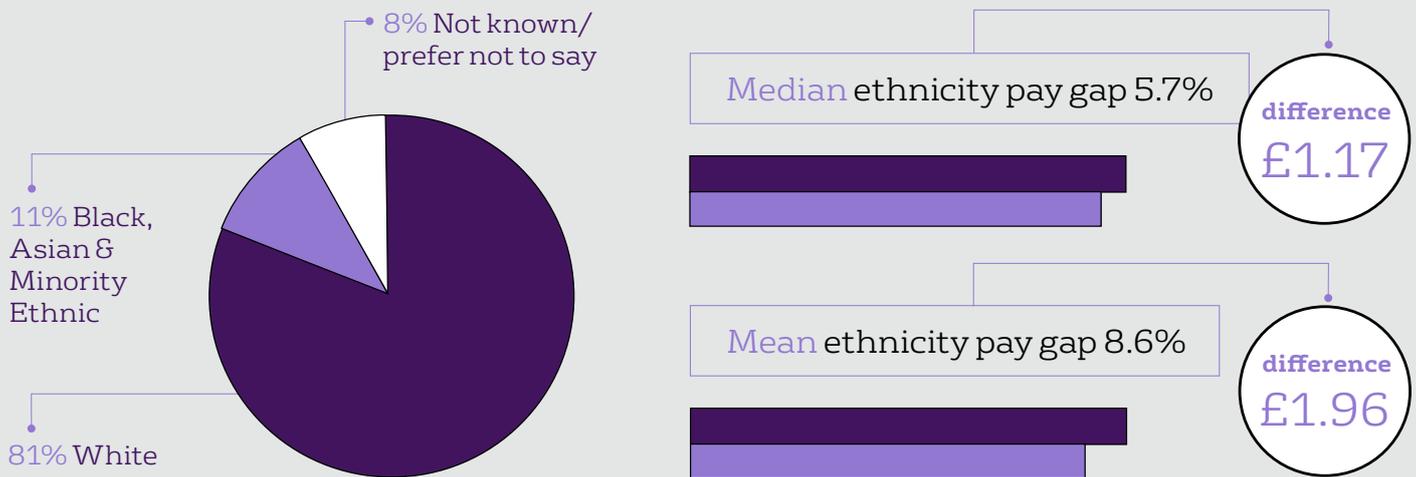
Ethnicity pay gap

To support our wider commitment to improve the representation of Black, Asian and Minority Ethnic (BAME) people across our workforce, we have chosen to publish our ethnicity pay gap - the difference in average pay between White and BAME staff - for the first time.

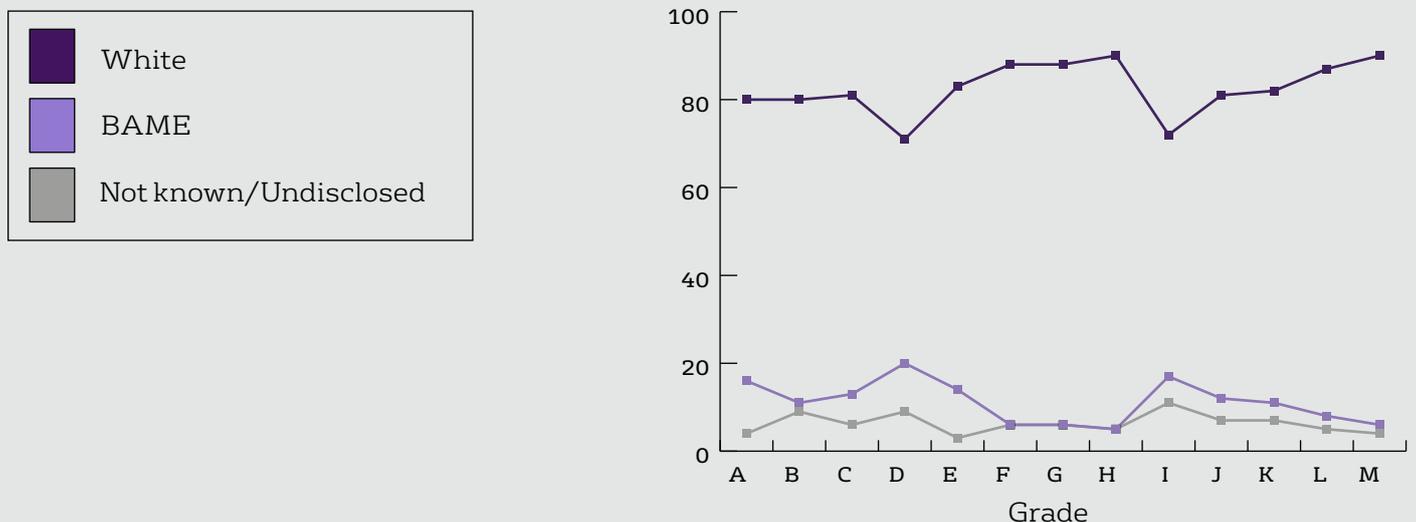
Key findings

- Our ethnicity pay gap is 5.7% median and 8.6% mean in favour of staff who disclose as White. 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.

KEY FINDINGS



PROPORTION OF ETHNICITY BY GRADE



Work to close the ethnicity pay gap - our ethnicity actions

Improving the representation of BAME people across our staff population remains a priority for us and we remain engaged with the following activity:

- Working collaboratively with leaders of public sector agencies across the city as part of the Bristol Race Equality Strategic Leaders Group to increase the diversity and improve the inclusion of staff across all organisations.
- Targeting of local BAME communities and groups to promote employment opportunities across Professional Services, providing advice and support through the process.
- Building ethnic diversity throughout our talent pipeline, with a particular focus on entry level career development roles.
- Engaging with and exploring the development of targeted programmes to enhance and extend the leadership potential of existing BAME staff.
- Undertaking an Equal Pay Audit which will look at pay gaps by grade and ethnicity.
- Working with other organisations across the city and across the sector - particularly other Russell Group universities - to better understand the reasons for the ethnicity pay gap.

The University joined the Race Equality Charter in 2019 - a national standard focusing on the attraction, progression and retention of BAME staff and students in higher education. To inform activity in this area we are analysing data on all key stages of the employee lifecycle and engaging with our staff via surveys and focus groups.

As stated in the report, we have calculated the difference in average pay between White and BAME staff. 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 their methodology.