



The Statutory Gender Pay Gap and Ethnicity Pay Gap Report 2025

Purpose

1. This paper provides an overview of the statutory Gender Pay Gap (GPG) report for the University of Bristol based on a snapshot date of 31 March 2024 and a reporting deadline of 30 March 2025.
2. It also provides details of the University's Ethnicity Pay Gaps (EPG) that we have elected to report on and publish since 2020 to support our strategic commitment to anti-racism and maintain a culture of openness and transparency.

Background

3. 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 GPG data.
4. The text of that statutory report is included at appendix 1 for information.
5. 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. This is different to data used for internal comparisons and reporting.
6. The University currently uses the diversity monitoring category of legal sex to calculate the GPG. This field is mandatory and does not include a 'prefer not to say' option so therefore provides the most accurate results as it is based on the legal sex of 100% of our staff population.
7. From 2022 the data has included hourly paid staff (casuals, teaching support staff, temporary workers).
8. 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
9. As agreed in January 2024, the statutory report will be supplemented by wider more comprehensive internal annual end of year report which will provide full analysis on the equality impact and outcomes of HR people-related processes, from application to promotion.
10. That end of year report will inform targeted and timely measures to improve representation at key career transition points, enhancing our understanding of how

representation influences pay gaps across our institution. This annual report will be shared at UEB prior to being shared at Senate and with the Board of Trustees.

11. Upcoming UK employment law changes in 2025: Companies will be required to provide more detailed information on pay disparities between employees. The main things an employer needs to submit are:
 - Gender Pay Gap figures; and
 - A written statement (most public authority employers do not need to do this). Employers can also choose to publish:
 - A supporting narrative; and
 - An action plan.

The University of Bristol already meets this 'new' requirement and will continue to do so with a snapshot report.

Terms explained.

12. The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps.
13. 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.
14. The median is calculated by ordering all the values in a data set from lowest to highest and identifying the middle value.
15. The gender 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.
16. The ethnicity pay gap is the difference in average earnings between ethnic groups.

Overview

17. The percentage of female staff in the organisation has remained at 58% from 2023 to 2024.
18. 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.
19. 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%.
20. 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).
21. Since 2023, we disaggregate our ethnicity pay gap reporting and will begin to track changes going forward.
 22. 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).
 23. 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:
 - For the median:
 - As of March 2024, Black staff receive £4.43 per hour less than White staff.
 - As of March 2023, Black staff received £2.57 per hour less than White staff.
 - For the mean:
 - As of March 2024, Black staff receive £5.59 per hour less than White staff.
 - As of March 2023, Black staff received £4.74 per hour less than White staff.
 24. Pay quartiles: there are more minority ethnic staff in three out of the four quartiles, the exception being in the upper quartile.

Factors Contributing to and Actions to Address Our Pay Gaps

25. As previously agreed by UEB the pay gap report appended below is a snapshot for external publication in response to our statutory duty.
26. The separate annual (November) end of year report is the mechanism by which full analysis of both representation and pay gaps will be undertaken. It ensures that key initiatives and processes are fully impact assessed for their impact on EPG/GPG, including Academic promotion, Grade M movement, recruitment and retention and that key decision makers have the full picture and the time to understand their data early in the academic year.
27. For the benefit of UEB, in addition to the information being published on the statutory report, we have identified the following factors as having an influence on pay gaps which we will explore further in the end-of year report:
 - When we remove all grade M data from the GPG calculation the GPG mean reduces from 15.5% to 10.9%. If we also remove all grade L this would further reduce our mean pay gap to 8.8%. This shows that the key areas to address are the distribution of men and women on the higher grades.
Note: There has been a 6% increase in the number of grade M employees. There were 656 grade M as of March 2023 and 697 grade M as of March 2024
 - A 10% increase in staff in Grade B from March 2023 to March 2024. This grade has more women than men.
 - An increase in the number of hourly paid staff between March 2023 and March 2024. As at March 2024 there were 2276 hourly paid staff compared to 1970 the previous year. There is a 60% female population in this hourly group.

- The primary factor that contributes to our ethnicity pay gap continues to be the underrepresentation of staff from minority ethnic backgrounds – particularly Black staff - in our most senior grades and a higher representation in lower grades.
 - There continues to be more ethnic minority staff in the upper middle, lower middle, and lower quartiles than there are in the upper quartile.
 - If we remove grade M and L data from our EPG calculations, we reduce the mean from 24.1% to 14.8%.
 - There are 8502 white staff across the grades compared to 300 Black staff. The distribution of staff is predominantly between grade F to M. However Black staff have an additional peak of distribution at grade A and B.
 - RR1 and RR2 allowances are primarily used at higher grades e.g. L and above. With fewer ethnic minorities and women in these higher grades the allowances will have some impact on pay gaps.
28. Given that our pay gaps have gone up since last year's statutory report we must continue to pay close attention to all changes and ensure we understand the impacts of decision making on our pay gaps. The Annual end of year report in November will provide timely analysis of the initiatives we have in place to drive down our pay gaps. 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.
29. We recognise that there are also bias and barriers preventing people from different ethnic backgrounds from reaching their full potential, particularly people of Black heritage. This requires intervention at various stages of the recruitment process, plus the development of an inclusive Employee Value Proposition. However, it should be noted that the recent move to 'internal first' advertisements of job vacancies may adversely impact on our ability to attract local Black talent into Professional Services roles.
30. We will investigate the effect of a combination of the protected characteristics of sex and ethnicity on pay gaps (intersectionality) and this analysis will be shared annually via the EPG report.
31. EU transparency laws. The EU has introduced a new pay transparency directive that will require employers to ensure they meet certain levels of transparency and commitment to how they set and advertise pay. The labour party has pledged that it will "go further and faster in closing the gender pay gap", which could mean it decides to reform current reporting requirements to match those in the EU pay transparency directive. There are several requirements including:
- Employers with at least 100 employees to publish information on the pay gap between female and male workers.
 - Job applicants have the right to receive information on the pay level and range for any advertised position.
 - Employers cannot ask candidates about their previous salary or current pay.
 - Employers must share information on how pay is set and managed, including details on promotion and progression criteria.
 - Where countries have their own reporting mechanisms in place, they will have to certify that they meet the terms of the directive.

The Reward team will be reviewing its Pay and Benefits offerings over the next 2 years and will continue to ensure Pay Transparency is a key consideration.

Report

32. The final published report is currently with Print Services. The text of the report is provided below as an appendix to this paper.
33. The report is split into three parts:
 - Part One: Statutory Gender Pay Gap (GPG)
 - Part Two: Ethnicity Pay Gap (EPG)
 - Part Three: Factors Contributing to and Actions to Address our Pay Gaps

Next Steps

34. The report will be finalised and prepared for publication. It will be shared for information with the Board of Trustees, Senate, Remco, EDI SMIG, EDI BOT prior to being published on the University and Government websites on 31st March 2025.
35. Further work on analysis of the data and actions to respond to our current GPG and EPG will be carried out over the coming months and summarised in our planned end-of-year report which will be shared with UEB and reported to our Board of Trustees in the Autumn.

Appendix 1: Report

Part One: Statutory Gender Pay Gap (GPG)

*Note that in 2022 we revised our data to include hourly paid staff. We will remove reference to 2020 and 2021 data from the government published report and our website

1. Our Workforce Composition

	2020*	2021*	2022	2023	2024
Total roles	7307	7664	9905	10972	11735
% female	55%	56%	56%	58%	58%
% male	45%	44%	44%	42%	42%

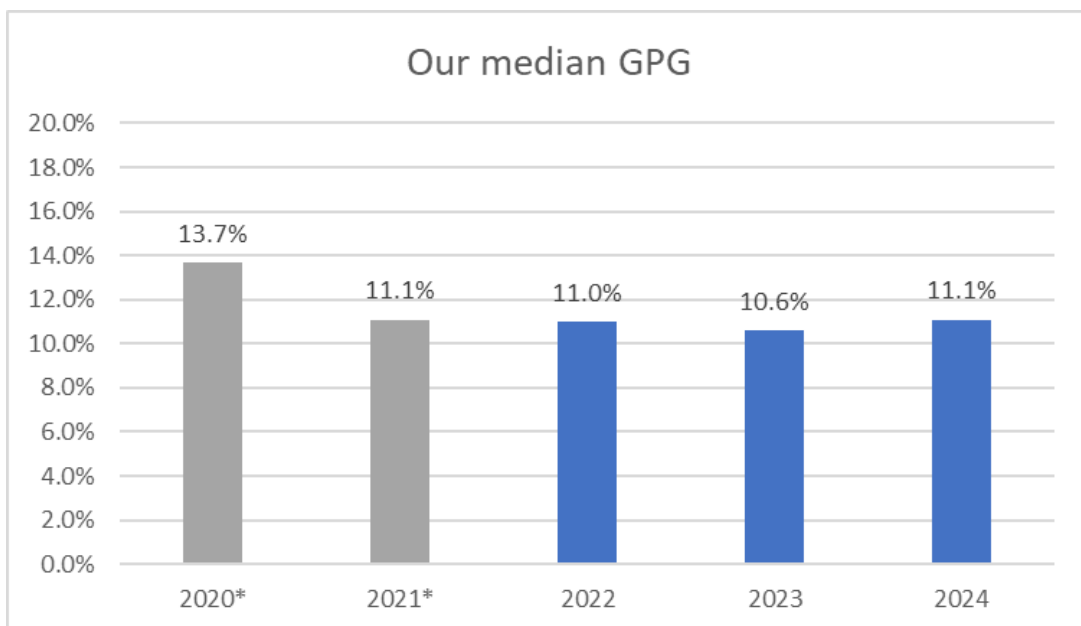
Headcount is main staff and hourly paid staff. Hourly paid staff were added to the dataset in 2022.

2. Our Gender Pay Gap

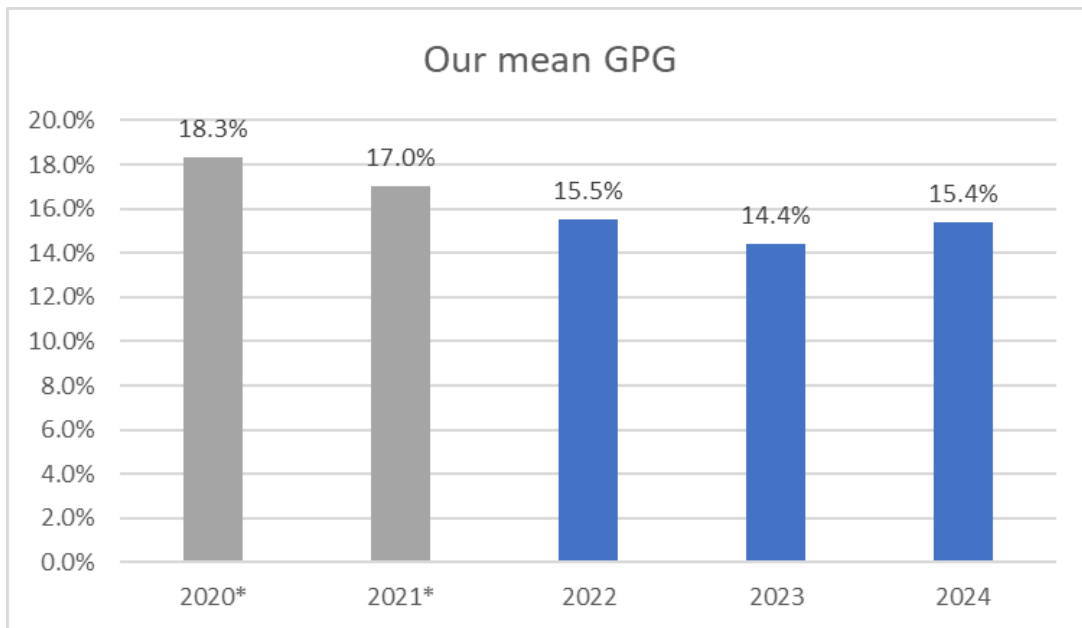
Median UoB pay gap	11.1%	Mean UoB pay gap	15.4%
UK median pay gap	13.1%	UK mean pay gap	13.8%
HE median pay gap	11.1%	HE mean pay gap	13.4%

3. Our Median and Mean Gender Pay Gap 2020 – 2024

Median GPG by year:



Mean GPG by year:

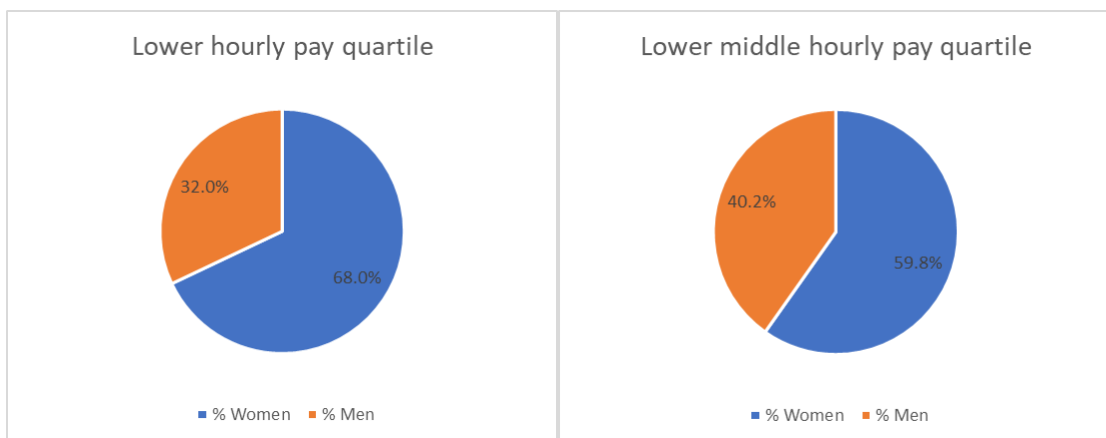


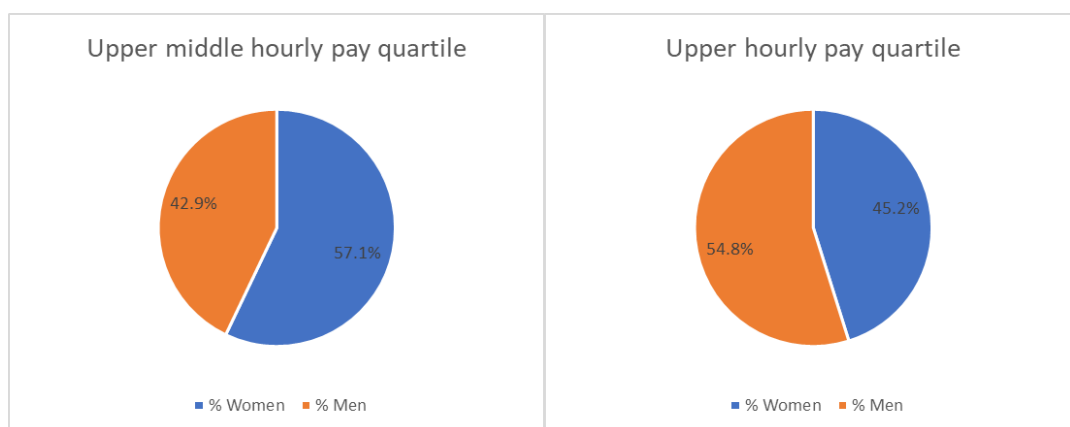
4. Our Pay Quartiles

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.

Quartile	2020*	2021*	2022	2023	2024
Lower	66%	66%	67%	67%	68%
Lower middle	59%	59%	58%	59%	60%
Upper middle	56%	56%	56%	56%	57%
Upper	40%	42%	44%	46%	45%

Charts below show % of women in each pay quartile:





5. Bonus Pay Gap

In 2020-21 the University's Merit pay scheme was put on hold in response to the pandemic. Merit pay is still suspended.

The 2023 figures include a one-off recognition payment.

N/A: No Bonus payments were made to non-clinical staff in 2021/2022/2024.

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.

The orange columns represent Bonus payments prior to hourly paid staff being included in the data. These will be removed from the government published report.

Bonus Pay Gap (excluding clinicians)

	2020*	2021*	2022	2023	2024
Median BPG %	25.0%	n/a (0%)	n/a (0%)	0.0%	n/a (0%)
Mean BPG %	19.7%	n/a (0%)	n/a (0%)	8.7%	n/a (0%)
% F receiving bonus	5.1%	n/a (0%)	n/a (0%)	57.3%	n/a (0%)
% M receiving bonus	3.2%	n/a (0%)	n/a (0%)	61.9%	n/a (0%)
Median BPG £	£250	n/a (£0)	n/a (£0)	£0	n/a (£0)
Mean BPG £	£206	n/a (£0)	n/a (£0)	£79	n/a (£0)

Bonus Pay Gap (including clinicians):

	2020*	2021*	2022	2023	2024
Median BPG %	33.3%	80.6%	78.6%	0.0%	60.1%
Mean BPG %	76.5%	52.8%	55.6%	25.7%	46.0%

% F receiving bonus	5.7%	0.6%	0.5%	57.4%	0.5%
% M receiving bonus	4.5%	1.1%	0.9%	61.9%	0.8%
Median BPG £	£375	£23,014	£18,591	£0	£7,953
Mean BPG £	£7,484	£15,475	£14,968	£14,968	£9,173

6. Part Two: Ethnicity Pay Gap (EPG)

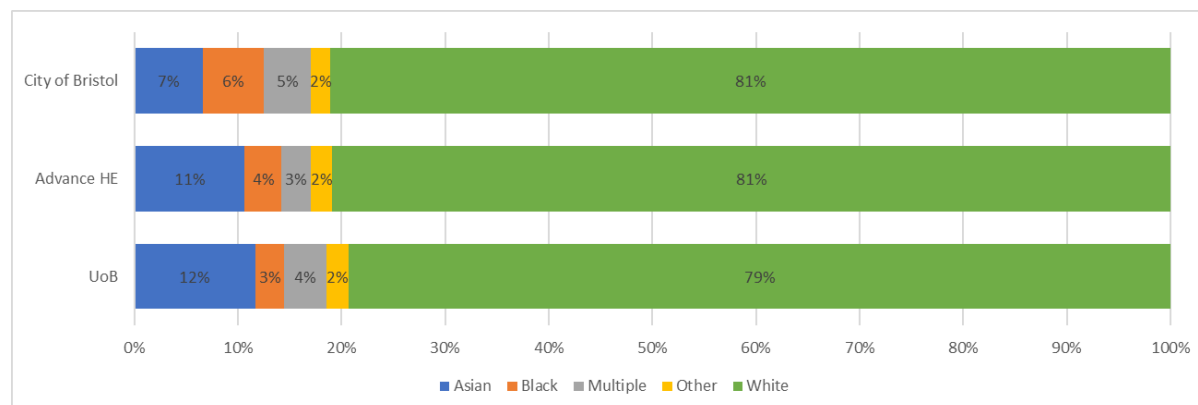
To enable our university to evidence how different ethnic groups are represented in an organisation we have as per government guidance, mirrored the legislated pay measures used for GPG reporting, and the methods of calculation, but applied through a disaggregated lens of ethnicity.

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.

Since 2023 we have disaggregated our ethnicity pay gaps. Data collected prior to this cannot be used for comparisons or trend analysis.

7. Our Workforce Composition by Ethnicity

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.



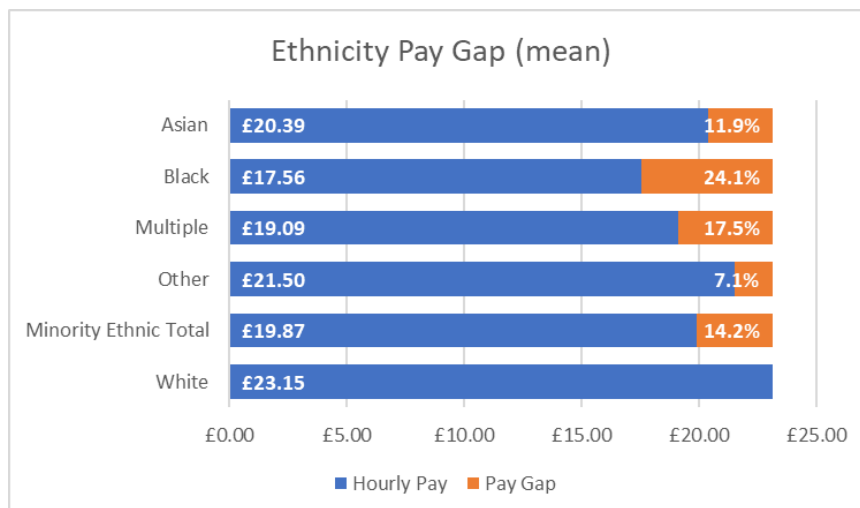
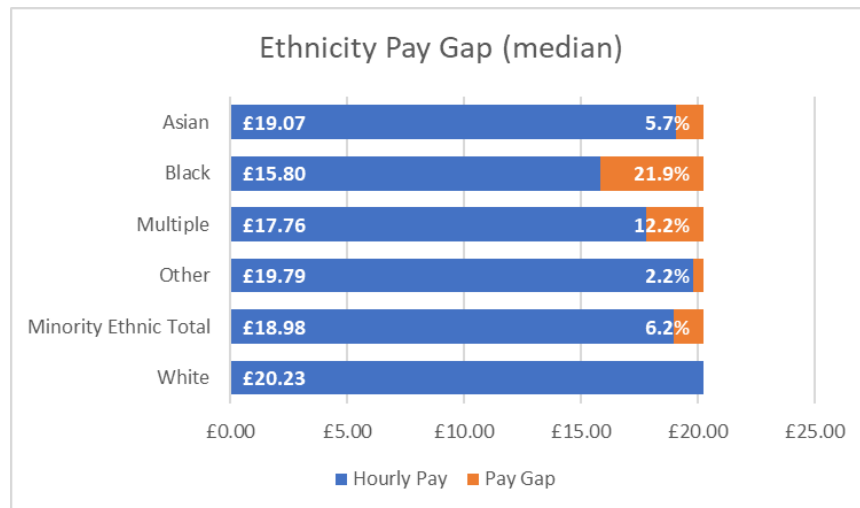
Ethnicity	Total Roles	Proportion
Asian	1251	11.7%
Black	300	2.8%
Multiple	438	4.1%
Other	231	2.2%
Minority Ethnic total	2220	20.7%
White	8502	79.3%
Grand total	10722	100%

8. Our Median and Mean Ethnicity Pay Gap

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 2025 both the mean and median ethnicity pay gaps widened, with the most marked difference for Black staff:

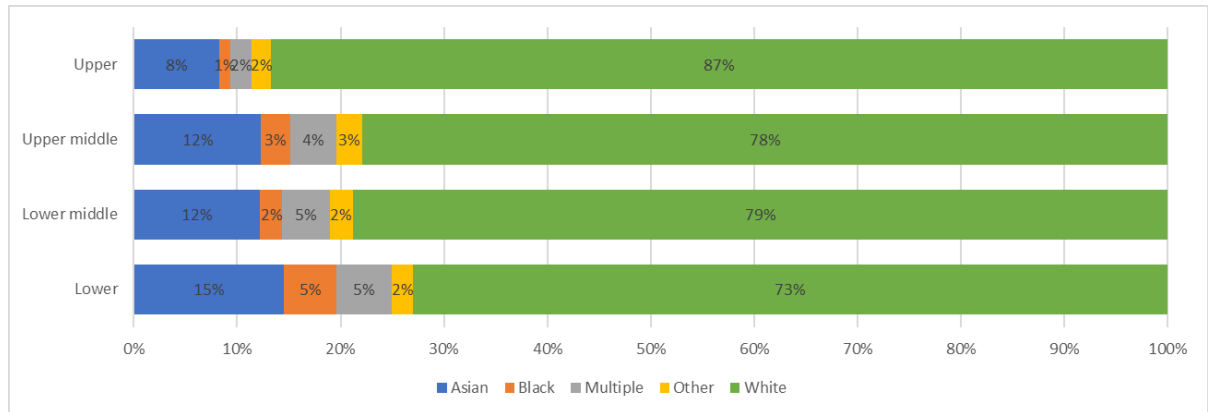
- The median pay gap increased from 13.2% in 2024 to 21.9% in 2025.
- The mean pay gap increased from 21.7% in 2024 to 24.1% in 2025.
- For the median: Black staff receive £4.43 per hour less than White staff; in 2024 Black staff received £2.57 per hour less than White staff.
- For the mean: Black staff receive £5.59 per hour less than White staff.; in 2024 Black staff received £4.74 per hour less than White staff.



9. Our Pay Quartiles by Ethnicity

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

There are more ethnic minority staff in the upper middle, lower middle, and lower quartiles than there are in the upper quartile.

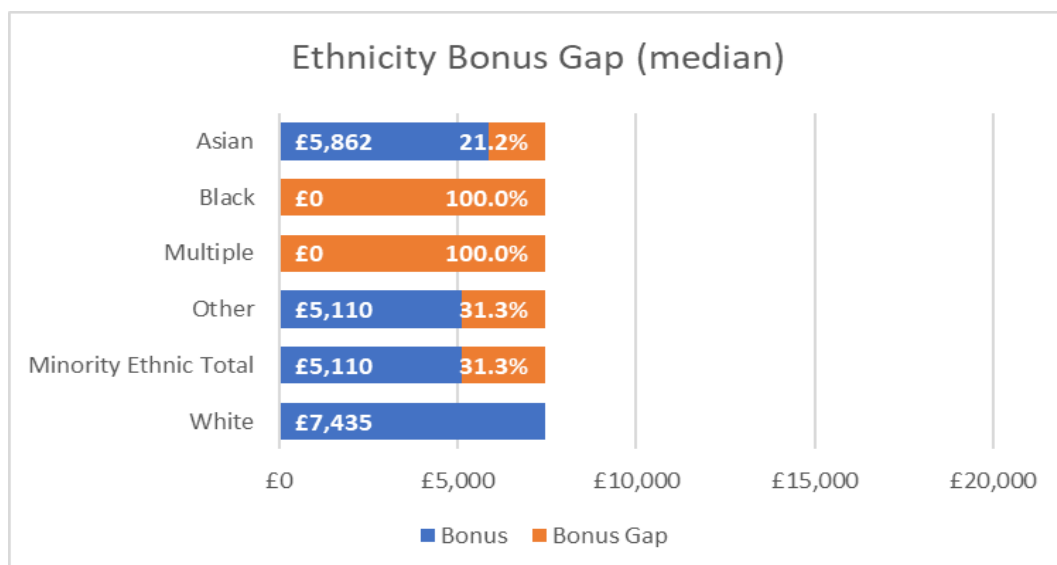


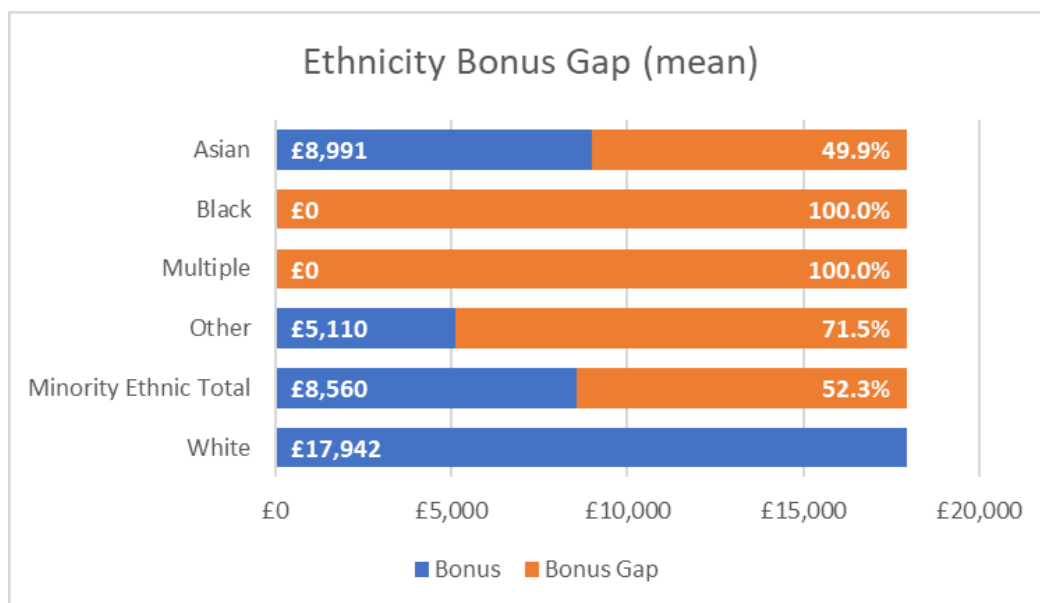
10. Our Bonus Pay Gap by Ethnicity

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

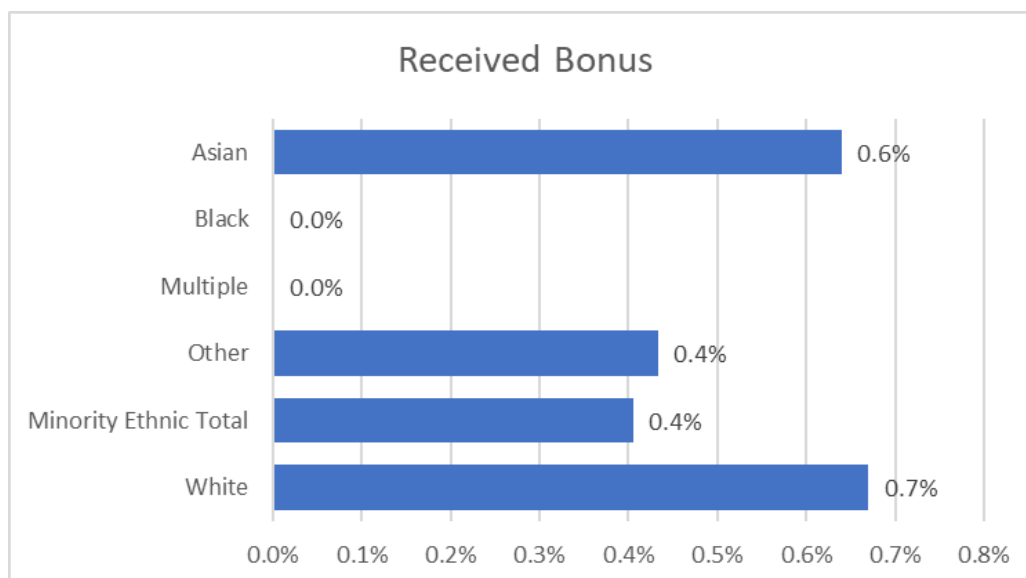
The University of Bristol's bonus scheme is called Merit Pay and it is still suspended.

There is no data to present for bonus pay gaps excluding clinicians.





Proportion of staff receiving bonus pay by ethnicity (including clinicians).



11. Part Three: Factors Contributing to and Actions to Address Our Pay Gaps

A full analysis of factors contributing to our pay gaps will be undertaken in the 2025 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.

12. 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.

Given the pay gaps and the impact of Academic promotion and Grade M movement (and representation), taking 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.