

# **Gender, Ethnicity & Disability Pay Gap**

Report 2026



## Background

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 Gender Pay Gap (GPG) data.

There is currently no statutory requirement for an Ethnicity Pay Gap (EPG) report but there is government guidance that aligns to the GPG guidance.

This is our ninth year of gender pay gap reporting and our seventh year of publishing our ethnicity pay gap report. This will also be the first year of publishing our disability pay gap.

## Data

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.

It is important to note that this report focuses on data as of 31 March 2025. As such there is a time lag between initiatives taken and their effect on data.

The University uses the diversity monitoring category of legal sex to calculate the GPG.

From 2022 the data includes hourly paid staff (casuals, teaching support staff, temporary workers).

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**

## 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 the values in a data set, and then dividing by the total number of values.

The median is calculated by ordering all the values in a data set from lowest to highest and identifying the middle value.

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.
- The gender pay gap is an equality measure that shows the difference in average earnings between women and men.
- Even when pay is equal there may still be a gender pay gap. The same is true of the ethnicity pay gap and the disability pay gap.

## Foreword

The percentage of female staff in the organisation has remained at 58.2% from 2023 to 2025.

Our first statutory GPG report in 2017 showed a median gender pay gap of 16.2% in men's favour and a mean gender pay gap of 21.1%. In 2022 we introduced hourly paid staff into our dataset, therefore, direct comparisons can only be drawn from this time.

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 +0.2% i.e. from 15.5% to 15.7%.

Overall there has been a steady decrease in our gender pay gaps but in the last few years it has leveled off with small fluctuations up and down.

This year our median gender pay gap is unchanged at 11.1%. This is below the national average of 12.8% but above the higher education sector average of 10.3% (ONS 2025 provisional).

Our mean pay gap has increased by 0.3% from 15.4% to 15.7%. It is above the national average of 13.4% and the HE sector average of 13.8%.

Since 2023, we disaggregate our ethnicity pay gap reporting and will begin to track changes going forward.

Over the last year there has been a slight change in our workforce composition with our Global Majority staff increasing from 21% to 22.4%. Asian staff increased from 12% to 13.0%, while Black, Multiple and Other ethnicities remained very similar (within 0.2% change).

When compared to white staff there are pay disparities across all global majority backgrounds, with the largest pay gap evidenced for Black staff.

In 2025 the median pay gap for Black staff is 22.3% and in 2024 it was 21.9%.

In 2025, the mean pay gap for Black staff is 23.7% and in 2024 it was 24.1%.

Global Majority staff are over represented in the lower quartile and under represented in the upper quartile.

We are pleased to report our disability pay gap (DPG) for the first time this year. The first reporting figures for 2025 show that our median disability pay gap is 13.3% and the mean is 15.9%.

We remain fully committed to addressing our pay gaps recognising that a major factor in reducing these is achieving diversity of representation at all levels, particularly in senior roles. We will continue to embed a series of initiatives to tackle our workforce composition addressing the bias and barriers that prevent people from different backgrounds from reaching their full potential. These plans are set out in our institutional action plans on gender and anti-racism.

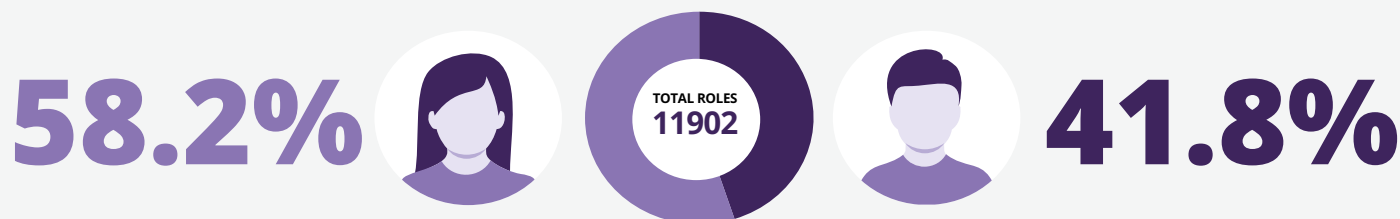
### This report is split into four parts:

- **Part one:** Our Gender Pay Gap (GPG)
- **Part two:** Our Ethnicity Pay Gap (EPG)
- **Part three:** Our Disability Pay Gap (DPG)
- **Part four:** Factors and Actions to Address Pay Gaps

## PART ONE: OUR GENDER PAY GAP (GPG)

In 2022 we revised our data to include hourly paid staff.

### OUR WORKFORCE COMPOSITION



### OUR GENDER PAY GAP

Median pay gap **11.1%**



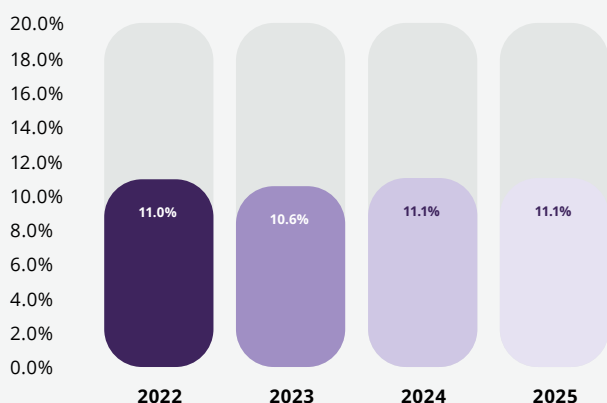
UK median **12.8%**  
HE median pay gap **10.3%**

Mean pay gap **15.7%**

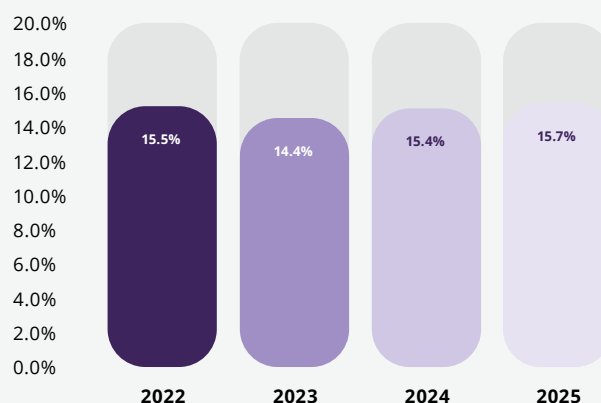


UK mean **13.4%**  
HE mean pay gap **13.8%**

### OUR MEDIAN AND MEAN GENDER PAY GAP 2022 - 2025



Our Median GPG

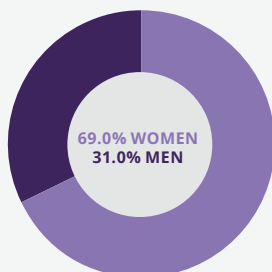


Our Mean GPG

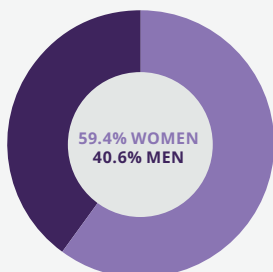
OUR HOURLY PAY QUARTILES

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 58.2% female representation of the workforce is not evenly distributed, with women making up 69.0% of the lower quartile, and 45.3% of the upper quartile.

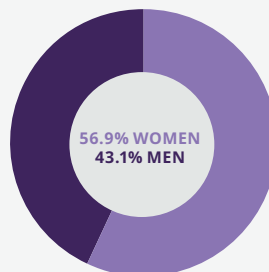
LOWER QUARTILE



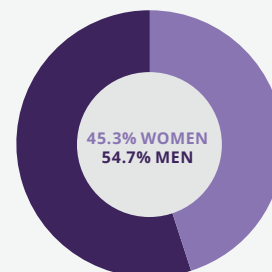
LOWER MIDDLE



UPPER MIDDLE



UPPER QUARTILE



OUR BONUS PAY GAP (INCLUDING CLINICAL STAFF)

**MEDIAN PAY GAP 73.3%**  
(60.1% IN 2024)



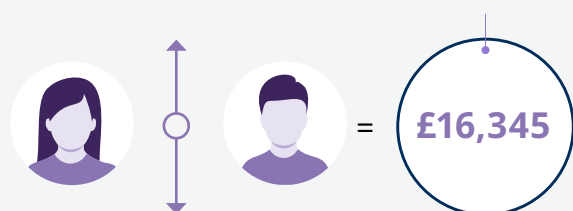
**MEAN PAY GAP 43.7%**  
(46.0% IN 2024)



**% OF POPULATION WHO RECEIVED BONUS**  
(F: 0.5% / M: 0.8% IN 2024)



**DIFFERENCE BETWEEN MEDIAN BONUSES**



**DIFFERENCE BETWEEN MEAN BONUSES**



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. No bonuses were awarded to non-clinical staff. The University does have a bonus scheme called Merit Pay but it has been on hold since 2020 and does not contribute to the bonus gap this year.

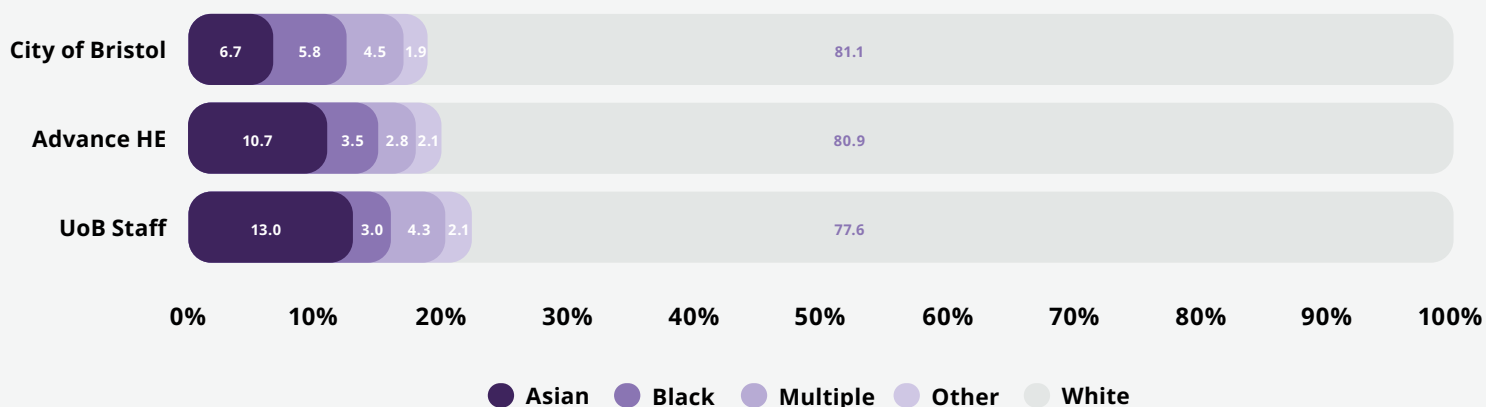
## PART TWO: OUR ETHNICITY PAY GAP (EPG)

To enable our university to evidence how different global majority groups are represented in our organisation we have mirrored the legislated gender pay gap measures and their methods of calculation.

Our disclosure rate is 94.4% leaving 5.6% who declined to answer or prefer not to say (PNTS). Along with 1.8% Not Known, they make up the group Unknown and are excluded from our calculations.

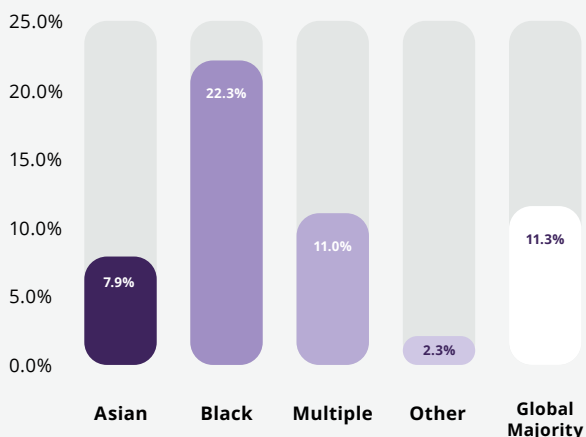
### OUR WORKFORCE COMPOSITION

Benchmark populations from Advance HE data report 2024 (2022/23 data) and City of Bristol census data 2021.

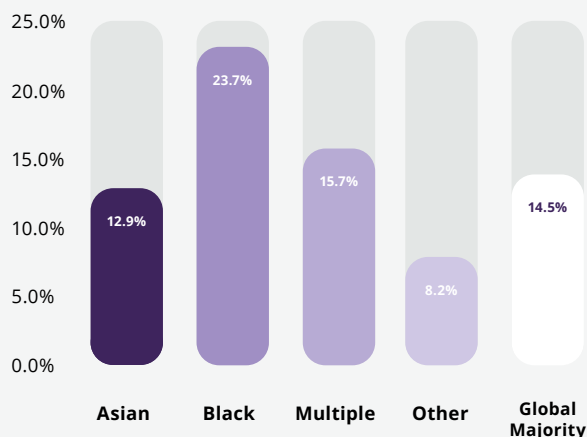


OUR ETHNICITY PAY GAP

Ethnicity Pay Gap (median)

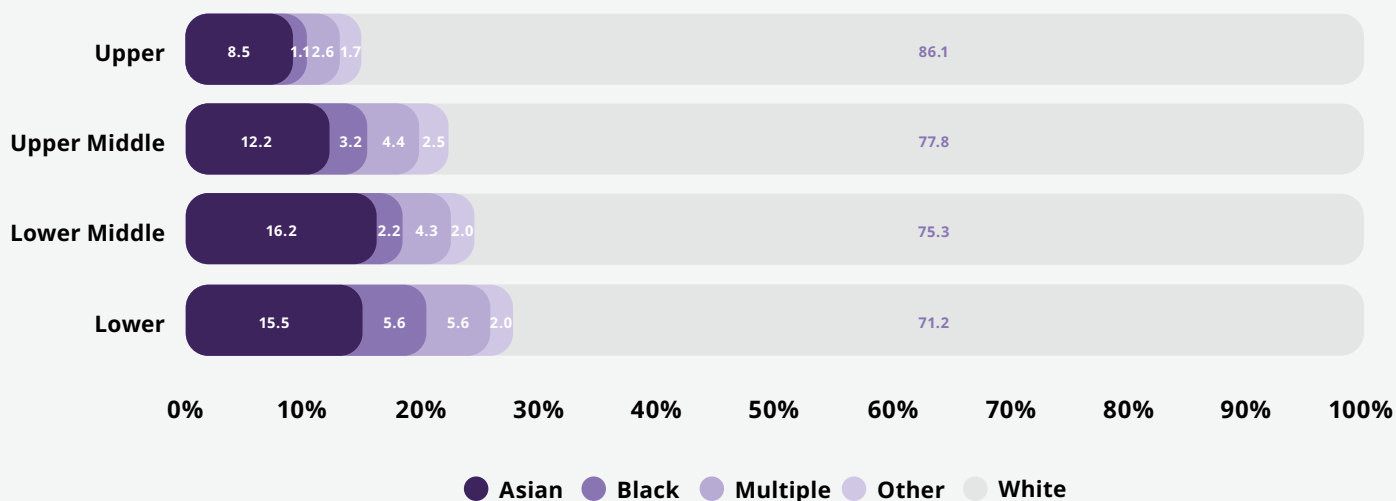


Ethnicity Pay Gap (mean)



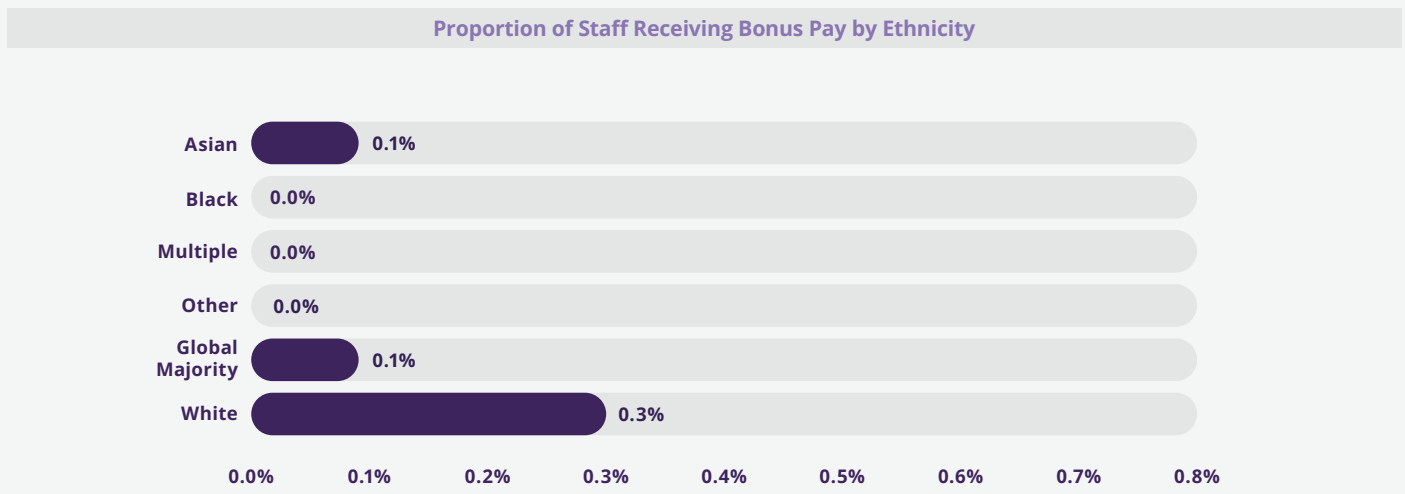
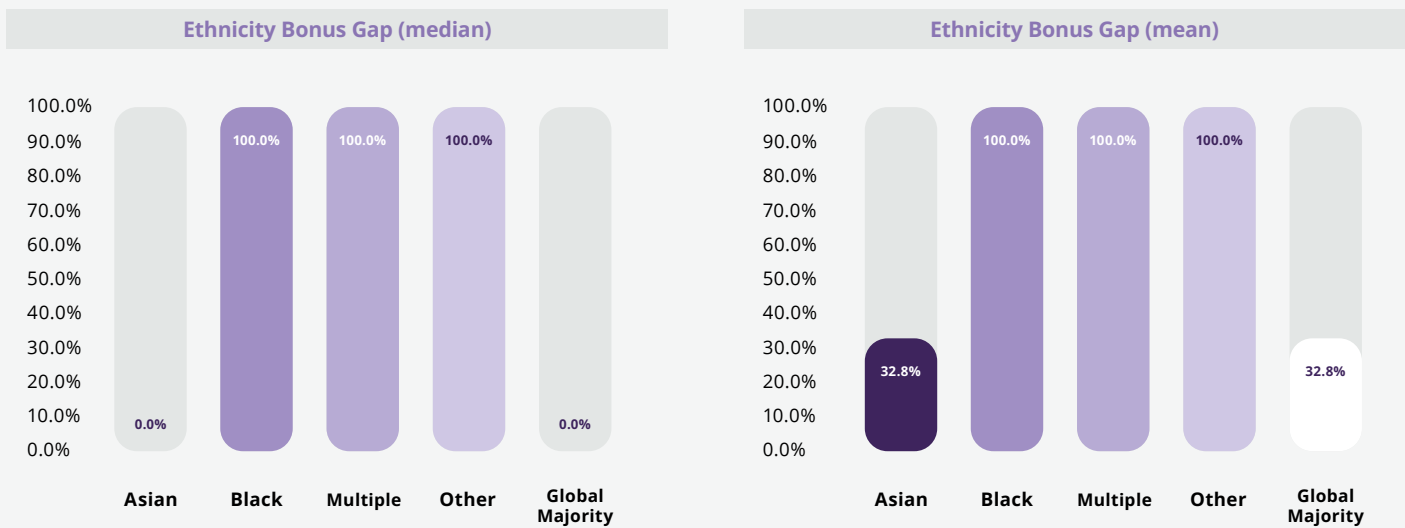
HOURLY PAID QUARTILES (DISAGGREGATED)

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



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 is still suspended meaning no bonus payments were made to non-clinical staff in this reporting year. The bonus pay gaps presented are for all staff including clinicians.



## PART THREE: OUR DISABILITY PAY GAP (DPG)

Our disclosure rate is 88.1% leaving 11.9% who declined to answer or preferred not to say. Since the 11.9% are unknown they are excluded from our calculations.

### OUR WORKFORCE COMPOSITION

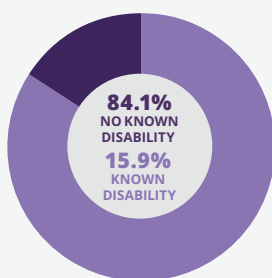


### OUR DISABILITY PAY GAP

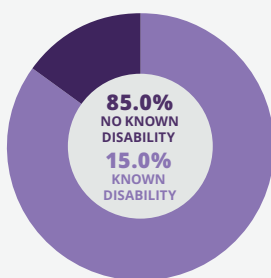


### OUR HOURLY PAY QUARTILES

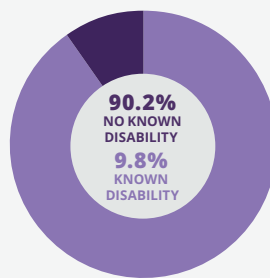
#### LOWER QUARTILE



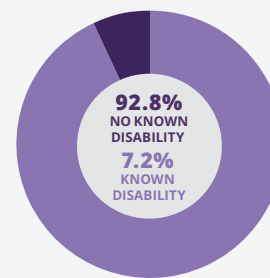
#### LOWER MIDDLE



#### UPPER MIDDLE



#### UPPER QUARTILE



### OUR DISABILITY BONUS GAP

#### MEDIAN BONUS GAP

**-48.2**



#### MEAN BONUS GAP

**10.2%**



DIFFERENCE BETWEEN **MEDIAN** BONUSES

**-£5,820**

#### % OF POPULATION WHO RECEIVED BONUS

**KNOWN DISABILITY**

**0.1%**

**NO KNOWN DISABILITY**

**0.3%**

DIFFERENCE BETWEEN **MEAN** BONUSES

**£2,022**

## PART FOUR: FACTORS AND ACTIONS TO ADDRESS PAY GAPS

The University's gender, ethnicity and disability pay gaps reflect complex and interconnected factors. A major contributor across all pay gaps is the distribution of staff across grades. For example, we currently have a higher percentage of men in senior grades and more women in lower grades, though the proportion varies across different parts of the workforce. Although we continue to have a higher proportion of female professors in comparison to the sector benchmark, we will see a cycling of the GPG value as female professors progress through the professorial M1-M3 ranges.

The primary factor contributing to the ethnicity pay gap remains the underrepresentation of staff from global majority backgrounds in senior grades, alongside a higher percentage in lower-graded roles. We also recognise that efforts to improve representation, particularly in roles with longer progression pathways, may have a short-term impact on pay gaps.

This year marks the University's first Disability Pay Gap report, an important milestone in strengthening our understanding of pay inequality. As with gender and ethnicity, disability pay gaps are influenced by representation across grades, disclosure rates, and structural barriers to progression. The publication of this data provides a baseline from which we can better monitor progress and target action.

Gender, ethnicity and disability pay gap reporting are important indicators of the effectiveness of our work to improve representation, particularly at senior levels. The University remains focused on transformational cultural and structural change to remove bias and barriers across the entire employee lifecycle.

Pay gap reporting is one of the key metrics used to track progress in addressing imbalances. In 2024 we commenced our latest Equal Pay Audit and in 2024 we started the 3-year implementation of several improvements to our pay and grading structure to benefit staff, particularly on lower grades.

### Currently identified work to close the gaps.

An intersectional approach is critical to addressing pay gaps simultaneously. The University holds an institutional Athena Swan Silver Award, recognising our commitment to advancing gender equality. Our published Athena Swan Institutional Action Plan includes specific actions on recruitment, career progression, leadership representation and pay gaps.

We also have a published Anti-Racism Action Plan, which sets out measures to improve representation, especially in leadership roles, remove bias across the employee lifecycle, and embed racial equity in recruitment, development, promotion, pay and reward, and retention.

While achieving gender, ethnicity and disability parity remains a top priority, we recognise that challenges vary across Faculties and Divisions. Alongside institution-wide action plans, targeted, evidence-based, local actions across the career pipeline are essential to delivering sustained change and closing our pay gaps over time.