

# THE GENDER PAY GAP AND ETHNICITY PAY GAP

Report 2024



# THE GENDER PAY GAP & ETHNICITY PAY GAP

## Background

All UK employers with more than 250 colleagues are required to report their gender pay gap.

There is currently no statutory requirement for an EPG report but there is government guidance that aligns to the GPG guidance. We have chosen to take a proactive approach to voluntarily report our disaggregated ethnicity pay gaps to continue to build stronger relationships with our workforce through openness and transparency. As reporting is currently voluntary there is limited data available to allow us to compare to other organisations.

Pay gap reporting is best looked at through an intersectional lens – and whilst this report does not look at intersectionality, the University will produce an annual Intersectional (Gender and Ethnicity) report for internal use.

This is our seventh year of gender pay gap reporting and our fifth year of publishing our Ethnicity pay gap (EPG) report.

## Data

The data below is produced in line with statutory requirements for GPG, using gross pay before deductions like tax and national insurance, but after reductions such as salary sacrifice. From 2022 the data also includes hourly paid figures (Casuals, Teaching Support Role staff, temporary staff).

It is important to note that this report focuses on data as of 31st March 2023. As such there is a time lag between initiatives taken and their effect on data. The university currently uses the diversity monitoring category of legal sex to calculate gender pay gaps regulations. Although we also monitor staff by gender, this is a relatively new category and we do not yet have sufficient disclosure rates to use this data as a basis for our calculations.

Ethnicity pay gap reporting at the university is disaggregated and categorised as follows:

- Black (including Black Caribbean, Black African and any other Black, Black British, or Caribbean background)
- Asian (including Indian, Pakistani, Bangladeshi, Chinese, and other Asian background)
- Multiple (including any mix of the above categories, including white)
- Other - This is 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 and ethnicity 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.
- The 'ethnicity pay gap' is the difference in average earnings between ethnic groups

## Foreword

The percentage of females in the organisation has gone from 56% in 2022 to 58% in 2023.

We continue to make progress in reducing our gender pay gap and have seen a reduction in both the median and mean pay gaps. The median gender pay gap of 10.6% in men's favour has reduced by 5.6% since our first report in 2017. The mean gender pay gap in men's favour of 14.4% has reduced by 6.7% compared to 2017.

Since last year, our median gender pay has decreased by 0.4% to 10.6%. This remains below the national average of 14.3% but above the HE (Higher Education) median of 10% (ONS (Office for National Statistics) provisional figures for 2023)

Our mean pay gap has also decreased by 1.1% to 14.4%, but is above the national average of 13.2% but below the HE mean of 14.8% (ONS provisional figures for 2023)

Over the last year, there has been a slight change in our workforce composition with the percentage of white staff reducing from 83% to 81%, our Asian staff increasing from 9% to 10% and our Black staff decreasing from 3% to 2%.

There has been no change in the percentage of Multiple or Other ethnicities staff.

We have recently disaggregated our ethnicity pay gap reporting and will begin to track changes going forward.

We remain fully committed to addressing gender and ethnicity pay gaps over the coming years, 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 ethnic and gender backgrounds from reaching their full potential. These initiatives are clearly set out in our institutional action plans on gender and anti-racism.

This report is split into three parts:

- Part one: Gender Pay Gap (GPG) report.
- Part two: Ethnicity Pay Gap (EPG) report.
- Part three: Factors, and actions to address gaps.

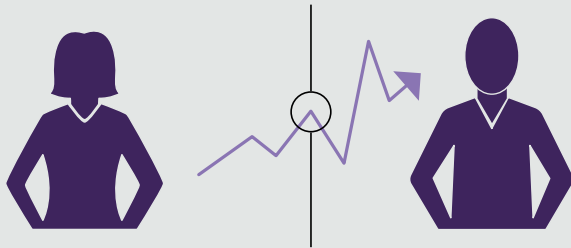
# PART ONE: STATUTORY GENDER PAY GAP (GPG)

## OUR WORKFORCE COMPOSITION



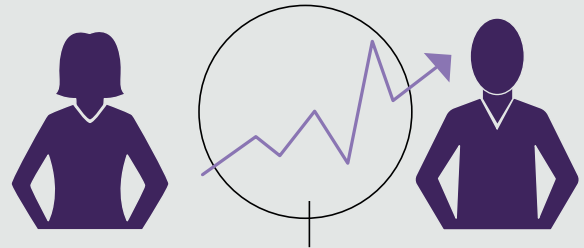
## OUR GENDER PAY GAP

Median pay gap **10.6%**



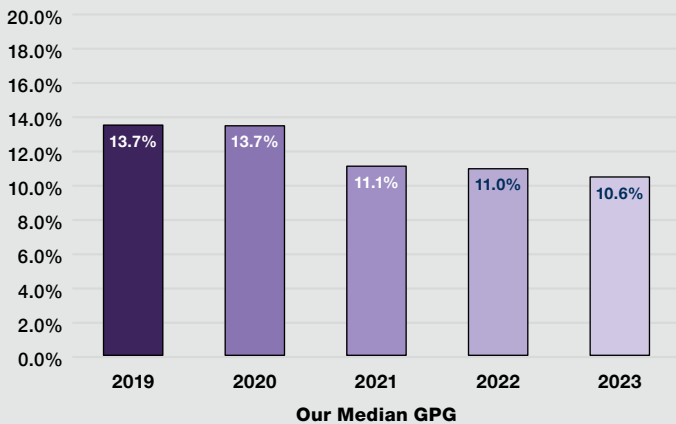
UK median **14.9%**  
HE median pay gap **10%**

Mean pay gap **14.4%**



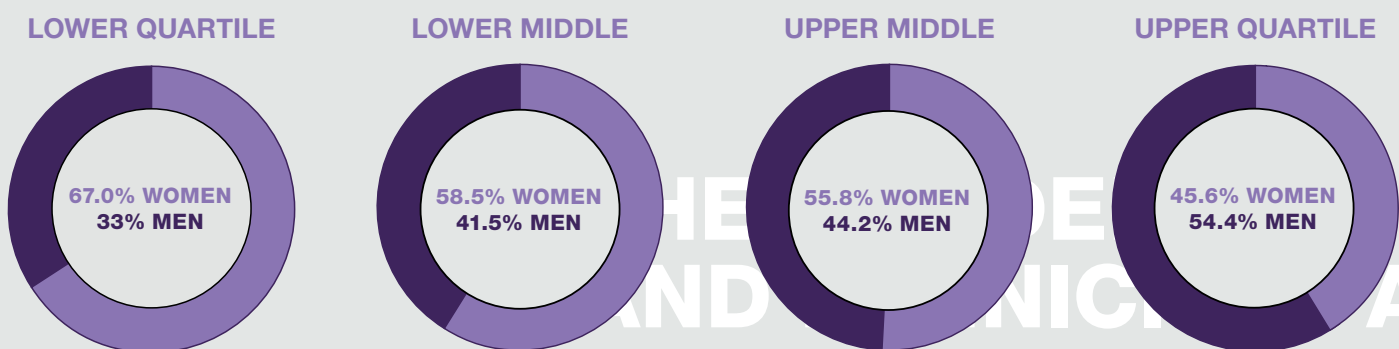
UK mean **13.9%**  
HE mean pay gap **14.8%**

## OUR MEDIAN AND MEAN GPG (GENDER PAY GAP) 2019-2023



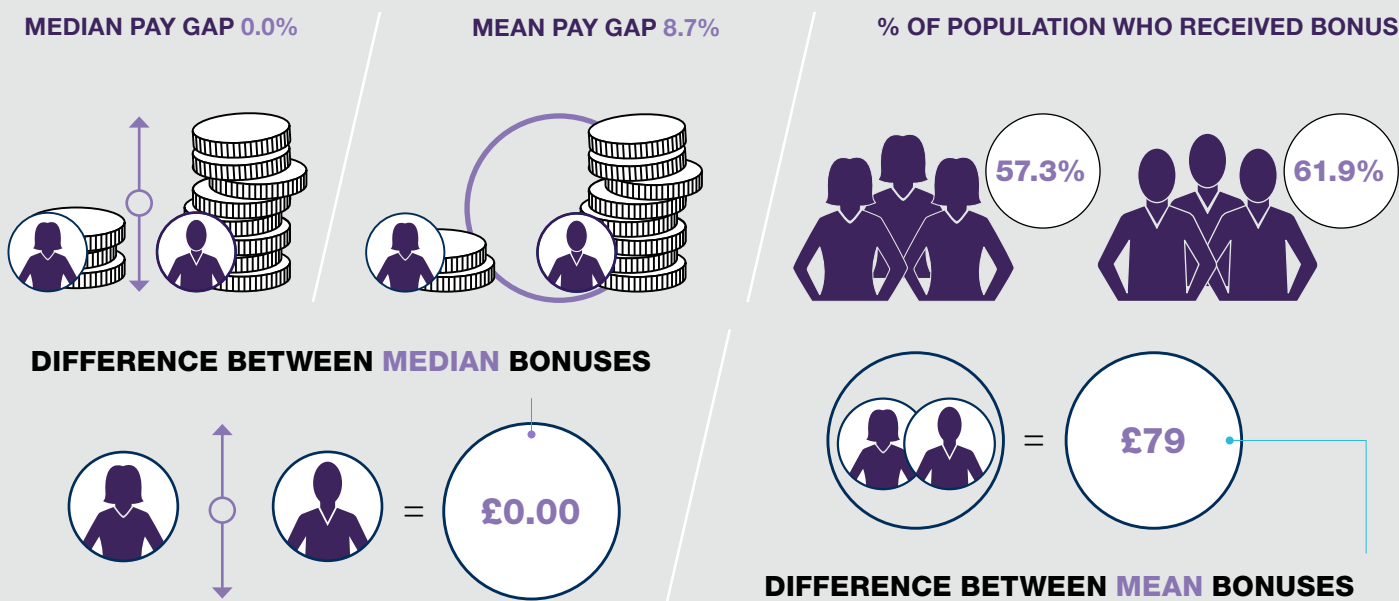
The above charts show data over the last five years.

**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. Whilst there has been some gradual movement with regards to quartiles, the Lower quartile and Upper quartile figures do not reflect the 58% female representation.

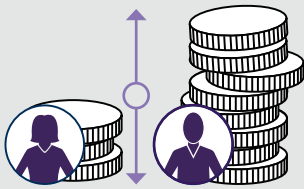
**OUR BONUS PAY GAP (EXCLUDING CLINICAL STAFF)**



The March 2023 figures include a one-off recognition payment in the previous 12 months. Clinicians are rewarded in line with NHS (National Health Service) policies and as such are part of NHS bonus schemes. Merit pay is still suspended, so it has not impacted the 2023 bonus gaps.

OUR BONUS PAY GAP (INCLUDING CLINICAL STAFF)

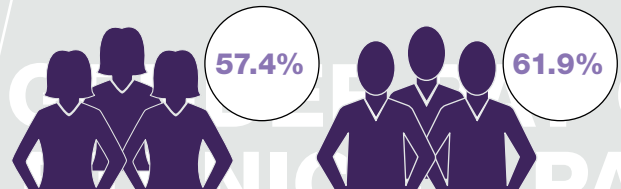
**MEDIAN PAY GAP 0.0%**  
(78.6% IN 2022)



**MEAN PAY GAP 25.7%**  
(55.6% IN 2022)



**% OF POPULATION WHO RECEIVED BONUS**  
(F: 0.5% / M: 0.9% IN 2022)



**DIFFERENCE BETWEEN MEDIAN BONUSES**



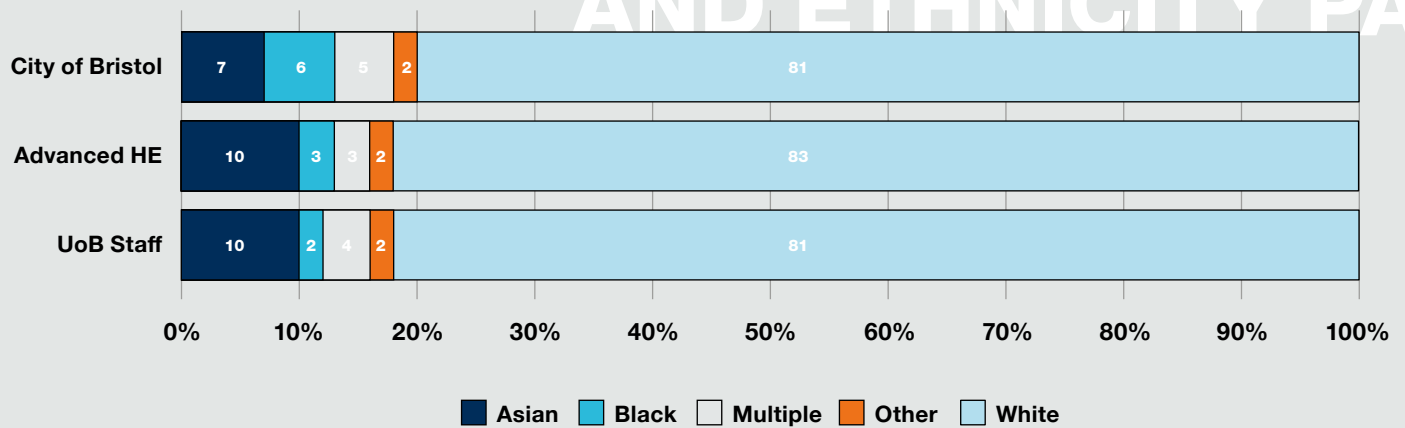
**DIFFERENCE BETWEEN MEAN BONUSES**

The March 2023 figures include a one-off recognition payment in the previous 12 months. Clinicians are rewarded in line with NHS (National Health Service) policies and as such are part of NHS bonus schemes. Merit pay is still suspended, so it has not impacted the 2023 bonus gaps.

## PART TWO: ETHNICITY PAY GAP REPORT

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 (Gender Pay Gap) reporting, and the methods of calculation, but applied through a disaggregated lens of ethnicity.

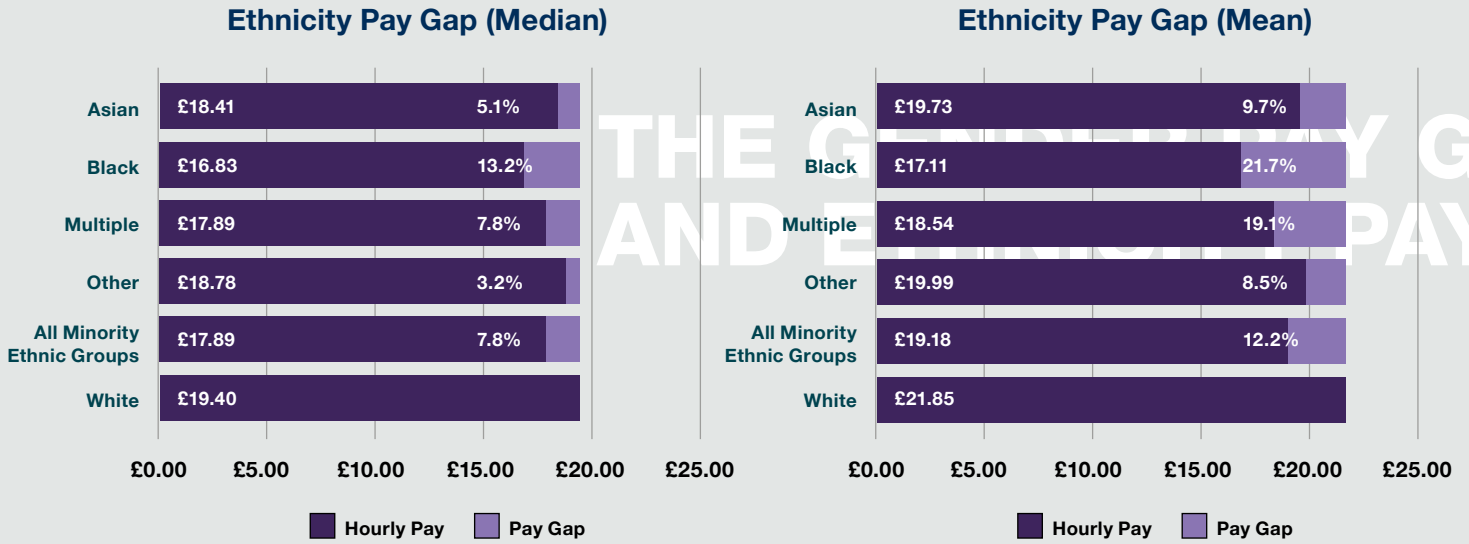
### OUR WORKFORCE COMPOSITION (INCLUDES HOURLY PAID AND CLINICIANS)



ONS do not provide disaggregated ethnicity data so we have based our benchmark distribution on the Advance HE Data reports for 2023 - based on 21/22 data and City of Bristol census data as of 2021

**Note:** Our disclosure rate is 93.2% leaving 6.8% who declined to answer or preferred not to say (PNTS). Along with 3% Not Known, they make up the group 'Unknown' and are excluded from our calculations.

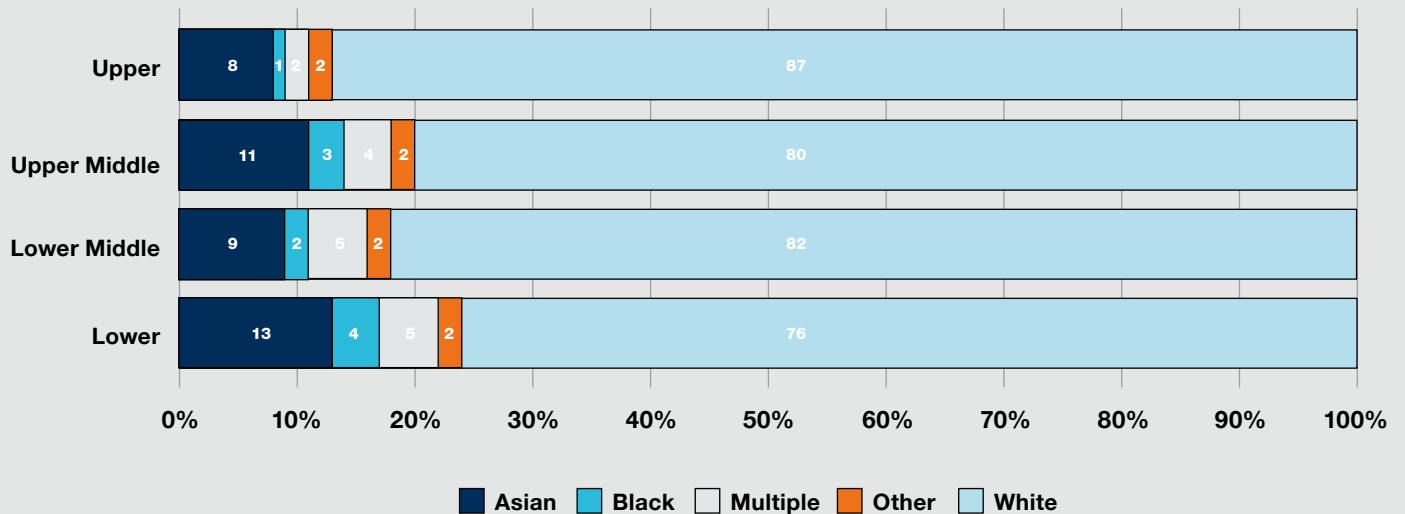
**OUR EPG DISAGGREGATED**  
(INCLUDES HOURLY PAID AND CLINICIANS)



- For the median: Black staff receive £2.57 per hour less than White staff
- For the mean: Black staff receive £4.74 per hour less than White staff

**HOURLY PAID QUANTILES (DISAGGREGATED)**  
(INCLUDES HOURLY PAID AND CLINICIANS)

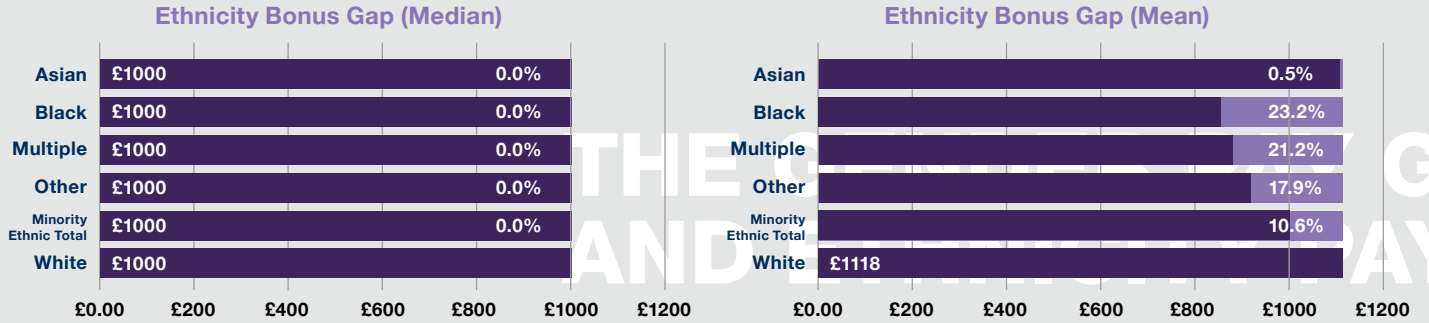
We have divided our workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest, which mirrors the requirement for gender pay reporting.



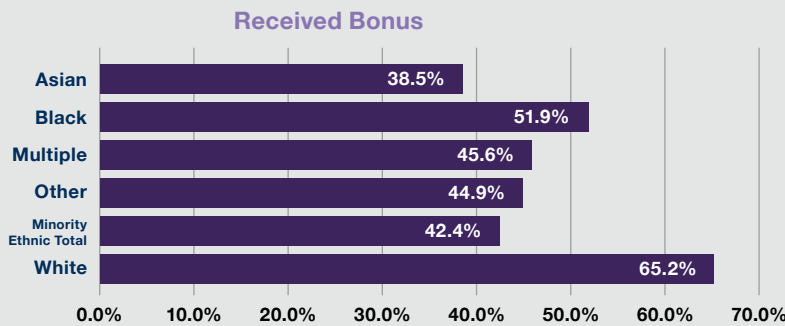


**BONUS GAPS**

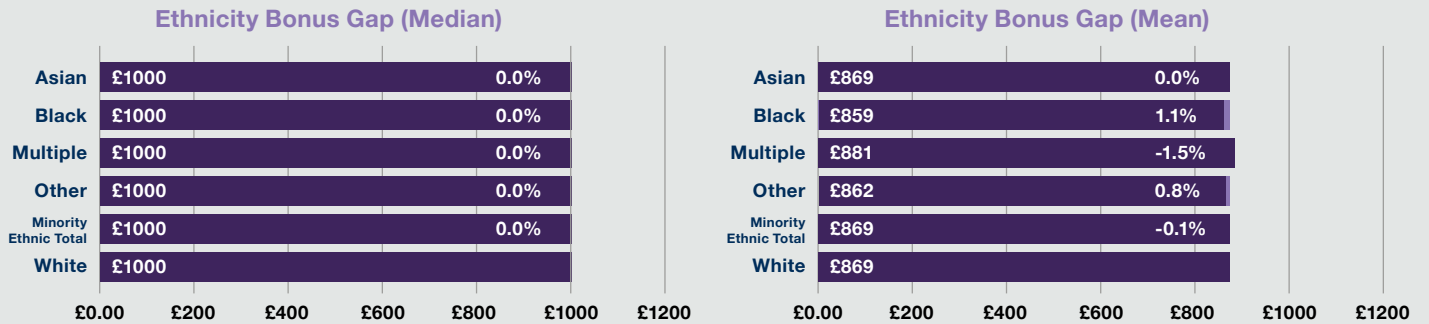
1a. Our mean and median ethnicity bonus gaps (includes clinicians)



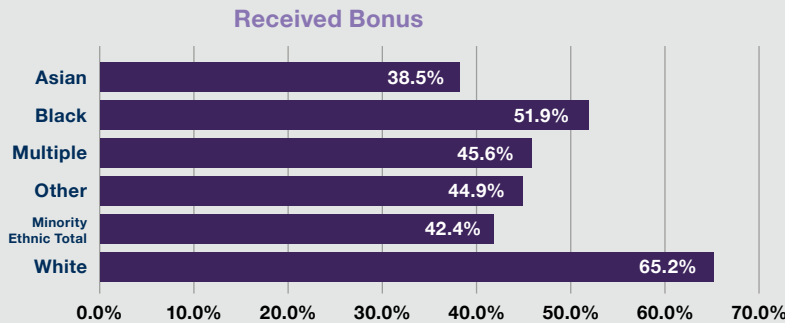
1b. The proportion of minority ethnic groups who receive bonus (includes clinicians)



2a. Our mean and median ethnicity bonus gaps (Excluding clinicians)



2b. The proportion of minority ethnic groups who receive bonus (Excluding clinicians)



The March 2023 figures include a one-off recognition payment in the previous 12 months.

Clinicians are rewarded in line with NHS (National Health Service) policies and as such are part of NHS bonus schemes. Merit pay is still suspended, so it has not impacted the 2023 bonus gaps.

## Factors contributing to our Gender and Ethnicity pay gaps

- Whilst the reason for pay gaps is complex, distribution of staff between the grades continues to be a major cause. 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.
- The primary factor that contributes to our ethnicity pay gap continues to be the underrepresentation of staff from ethnic minority backgrounds in our most senior grades and a higher representation in lower grades. Our actions to address the gaps are focused on improving representation at all grades and we must do more to understand how we can attract, develop, and retain staff to grow their careers within UOB.

Taking an intersectional approach to meeting this objective by focusing on increasing representation of women of colour at this level and at comparable levels in Divisions would help tackle gender and ethnicity pay gaps simultaneously.

## Work to close the gaps

- 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
- The University was granted an institutional Athena Swan Silver award in 2023 recognising the progress that has been made over the previous 5 years to address key areas where gender gaps existed.
- Although we are pleased to see the reduction in our gender mean pay gap, we know we have more work to do. Achieving gender parity remains a top priority. Our [gender action plan](#) for the period 2022 to 2027 builds on actions that will contribute directly to increasing the female population and closing the gender pay gap. We recognise that the issues and challenges faced across the university vary considerably and to supplement the institution's overarching gender action plan, focussed local actions will be required to drive change.
- 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
- The anti-racism action plan [Anti-racism at the University of Bristol | About the University | University of Bristol](#) 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 inclusivity. This will require action centrally and locally as Faculty and Divisions will be encouraged to review their data and take targeted action to improve representation at key stages of the career pipeline. Additionally, the University's [Reparative Futures](#) programme commits to investing £10million over a ten-year period to drive transformational structural and cultural change that will build race equity.
- 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.
- In 2024 we will undertake an Equal Pay audit which will review if there are significant pay gaps (i.e., 5% or more) by gender, ethnicity or disability for staff paid within each of our grades.