

ETHNICITY PAY GAP

Report 2023



ETHNICITY PAY GAP

BACKGROUND

As part of our commitment to improve the representation of minority ethnic groups across our workforce we voluntarily publish our Ethnicity Pay Gap (EPG) report. This is our fourth year of doing so. There is currently no guidance or statutory requirement as to any pay measures that need to be reported re the ethnicity pay gap

The Gender Pay Gap and Ethnicity Pay Gap are not the same as Equal Pay, which formed part of the 2010 Equality Act prohibiting discrimination of grounds of race and gender and other protected characteristics, and involves men and women or white and minority ethnic employees being paid the same for like/similar work.

The Gender Pay Gap is the difference in average pay between all men and women regardless of the work they perform. The Ethnicity Pay Gap is calculated by comparing the average pay of white employees and minority ethnic employees in an organisation, regardless of the roles they do.

Note: The ethnicity pay gap is best looked at through an intersectional lens – and whilst this report does not look at gender/ethnicity intersectionality, we will also be producing an annual Intersectional (Gender and Ethnicity) report for internal use. This report is split into two parts:

PART ONE: EPG DATA ALIGNED TO STATUTORY GENDER PAY GAP (GPG) REPORTING REQUIREMENTS

To ensure we are aligned to those institutions and companies that do produce EPG reports, and to enable our university to evidence how different ethnic groups are represented in an organisation we have taken the approach to mirror the legislated pay measures used for GPG reporting, and the methods of calculation, but applied through a lens of ethnicity (where outcomes for aggregated minority ethnic groups are compared against White ethnic groups). This will also give us a snapshot view of EPG.

EPG measures that to mirror the legislated pay measures required for GPG are:

- The mean and median ethnicity pay gaps for the aggregated minority ethnic groups, compared against White ethnic group
- The mean and median ethnicity bonus gaps for the aggregated minority ethnic groups, compared against White ethnic group
- The proportion of the aggregated minority ethnic groups, who received bonuses
- The proportion of employees in each pay quartile for the aggregated minority ethnic groups.

PART TWO: INSTITUTIONAL DATA

The University has committed to disaggregate data by ethnicity for all future reporting, and that includes the EPG. This will enable us to remove the distinction between White and minority ethnic groups. As such we have produced both historical aggregated data and disaggregated data:

- Academic and Professional Services EPG. (Historical Aggregated)
- Academic and Professional Services EPG. (Disaggregated)
- Full time and part time EPG for Grade A-M. (Historical Aggregated)
- Full time and part time EPG for Grade A-M (Disaggregated)
- Staff distribution graphs

DATA

All data below is produced to mirror GPG statutory requirements, using gross pay before deductions like tax and National Insurance, but after reductions such as salary sacrifice. Data also includes hourly paid figures (Casuals, Teaching Support Role staff, temporary staff). We were unable to include these figures previously due to the way that HR data was recorded.

Where appropriate, we have included the 2022 figures without casuals and the 2022* figures with casuals so the impact can be clearly understood. The 2022* figure will be our baseline in future years. All data is as of 31st March 2022.

KEY FINDINGS

- Including hourly paid figures in our data has increased both our median and mean EPG since 2021.
 - » Median EPG without hourly paid figures is 0% but with hourly paid figures is 3.2%.
 - » Mean EPG figures without hourly paid is 6.4% but with hourly paid figures is 11.8%.
- The proportion of minority ethnic groups in each hourly pay quartile for the aggregated minority ethnic groups is
 - » Lower quartile 22%
 - » Lower middle quartile 17%
 - » Upper middle quartile 18%
 - » Upper quartile 12%
- Including hourly paid figures in our data has had a notable change in the number of minority ethnic groups in the lower quartiles, with Asian minorities having the greatest ethnicity percentage representation in the lower quartile
- The proportion of the aggregated minority ethnic groups, who received bonuses is 0.3% and the proportion of White staff who received bonus is 0.8%.
 - » Our median bonus pay gap for minority ethnic groups versus White is -51.4% (in minority ethnic groups favour).
 - » Our mean bonus pay gap for minority ethnic groups versus White is -30.9% (in minority ethnic groups favour).
- This is based on NHS (National Health Service) clinical bonus awards as the University does not operate a bonus scheme for its non-clinical staff.
- Our overall minority ethnic groups representation (15.3%) is 1% lower than the overall HE (Higher Education) representation.
- Our disaggregated ethnicity pay gaps show that, except for full-time median data, Black staff receive less pay than all other ethnic groups.

TERMS EXPLAINED

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps.

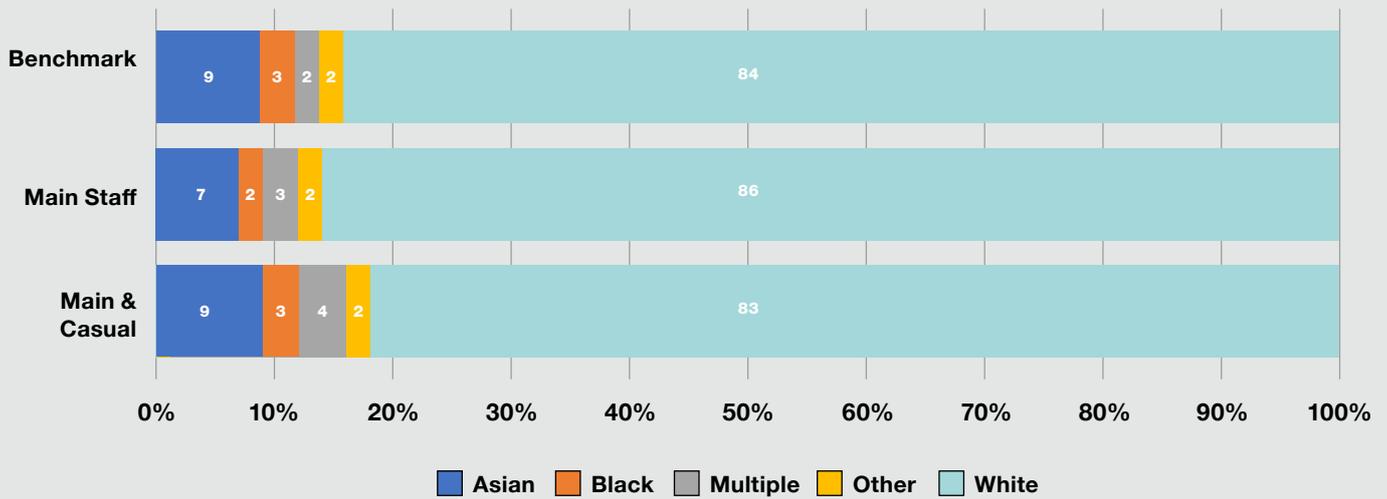
The mean is the average of a set of numbers. It is calculated by adding up all the values in a data set, and then dividing by the total number of values.

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

POPULATION (REPRESENTATION)
(INCLUDES HOURLY PAID AND CLINICIANS)

Note: 89.3% staff have shared their ethnicity and our calculations are based on this proportion of our staff.

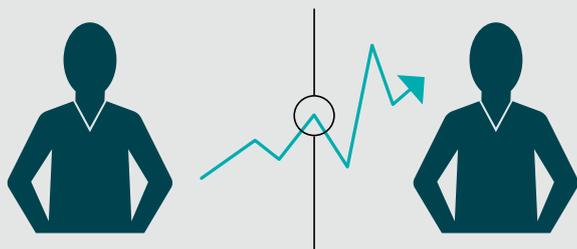
Benchmark distribution is based on the Advance HE Data reports for 2022 - based on 20/21 data.



PART ONE

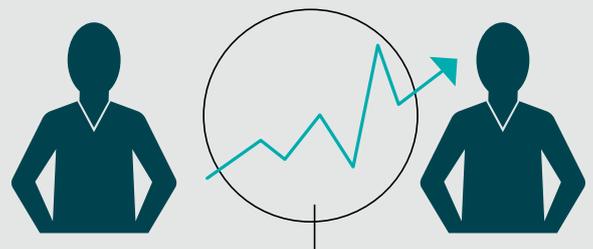
EPG DATA ALIGNED TO STATUTORY GPG REPORTING REQUIREMENTS

Median pay gap with casuals **3.2%**



HE median pay gap **2.7%**

Mean pay gap with casuals **11.8%**

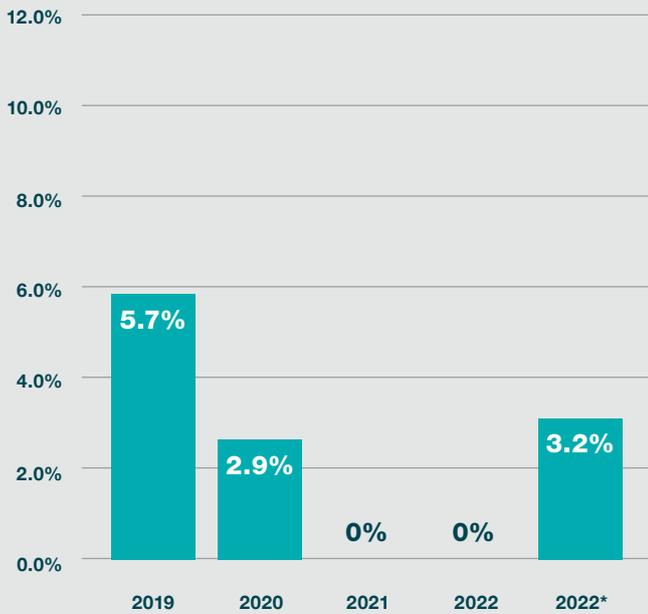


HE mean pay gap **0.9%**

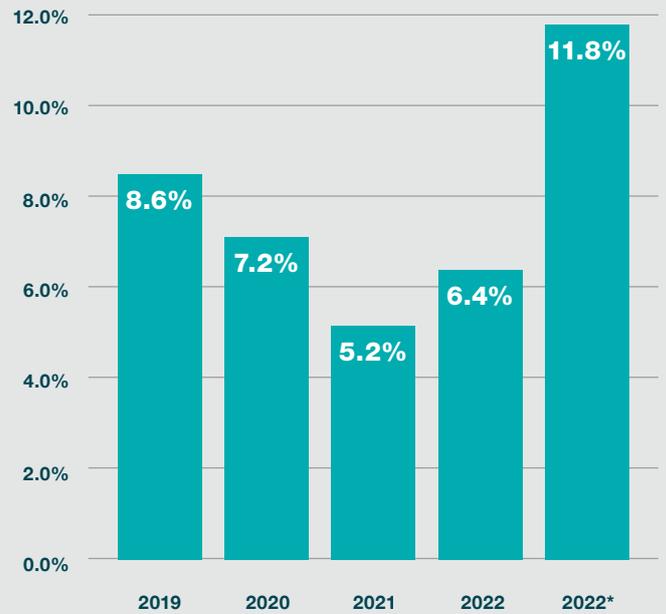
OUR MEDIAN AND MEAN EPG (HISTORY)

Including hourly paid figures in our data (2022*) has increased both our median and mean EPG since 2021. Median EPG without hourly paid figures is 0% but with hourly paid figures is 3.2%. Mean EPG figures without hourly paid is 6.4% but with hourly paid figures is 11.8%. The 2022* figure will become our external baseline going forward.

Median EPG



Mean EPG



OUR EPG DISAGGREGATED
(INCLUDES HOURLY PAID AND CLINICIANS)

Ethnicity Pay Gap (Median)



Ethnicity Pay Gap (Mean)



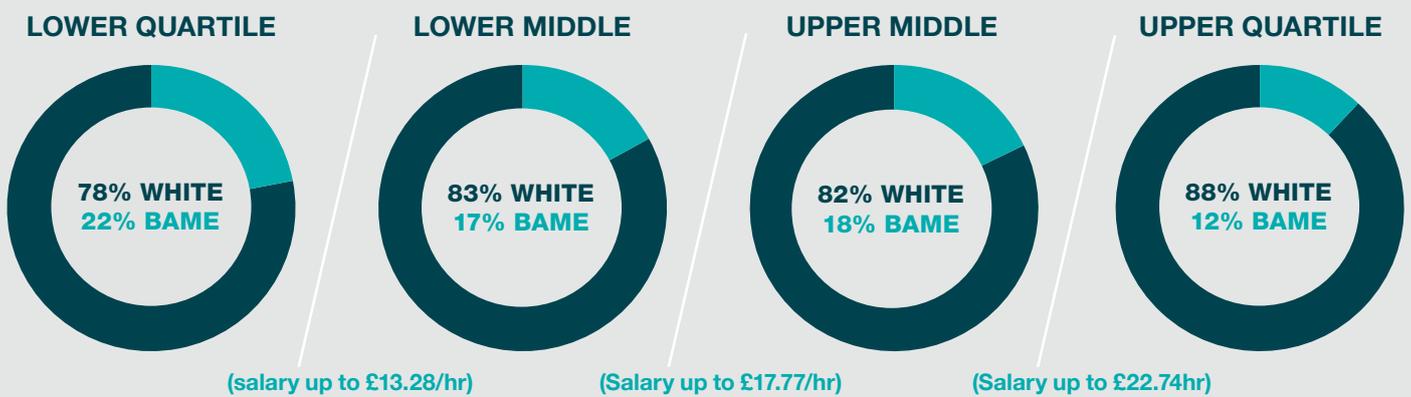
- For the median: Black staff receive £3.78 per hour less than White staff
- For the mean: Black staff receive £5.27 per hour less than White staff

OUR HOURLY PAY QUARTILES (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 is a requirement for gender pay reporting, whilst ethnicity pay reporting remains voluntary.

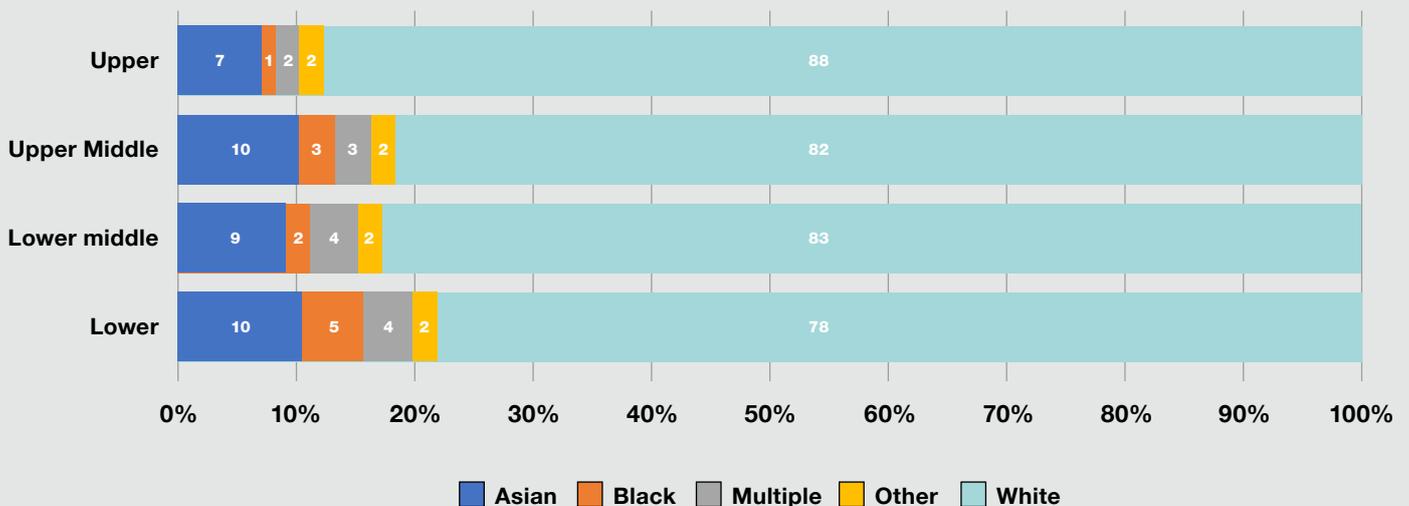
The pay boundaries for the quartiles including hourly paid staff are as follows:

- Between lower and lower middle is £13.28/hr.
- Between the middle quartiles is £17.77/hr.
- Between upper middle and upper is £22.74/hr.



HOURLY PAID QUARTILES (DISAGGREGATED) (INCLUDES HOURLY PAID AND CLINICIANS)

Ethnicity percentage in each pay quarter

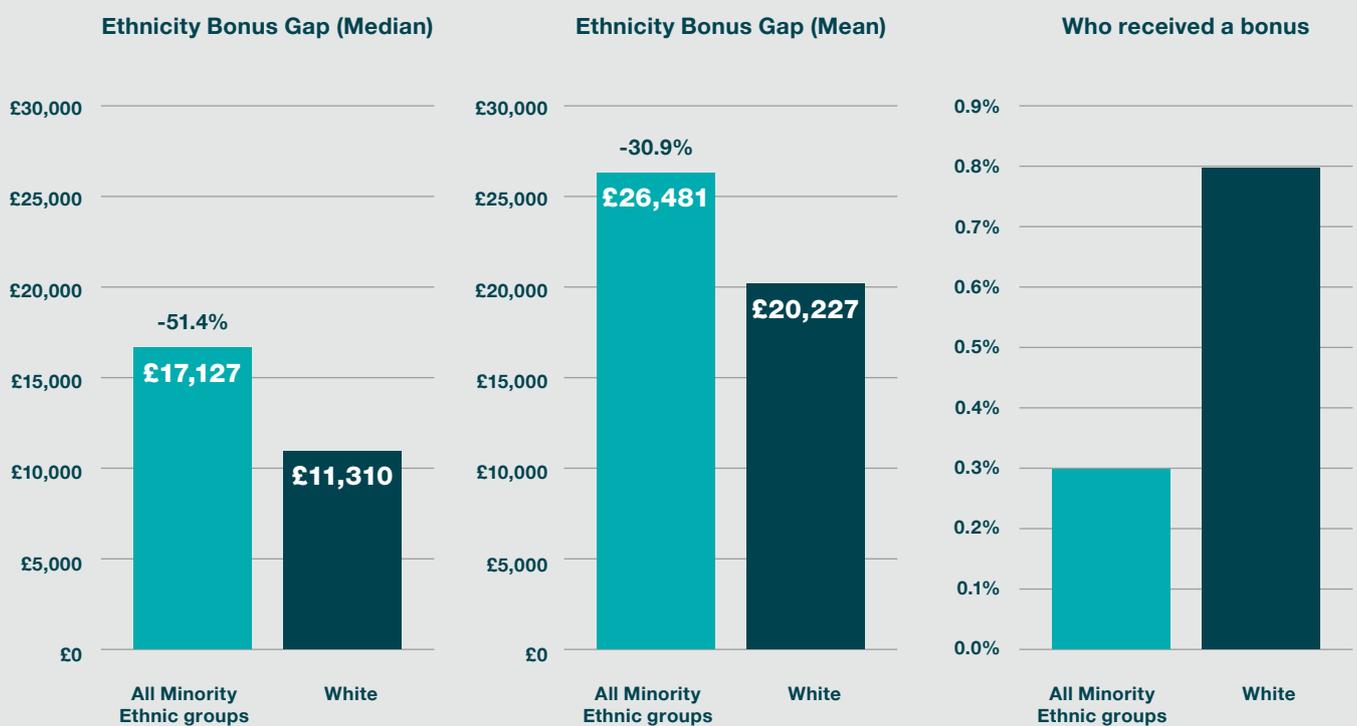


OUR MEAN AND MEDIAN ETHNICITY BONUS GAPS
(INCLUDES HOURLY PAID AND CLINICIANS)

Due to extremely small numbers, we are not disaggregating the bonus

THE PROPORTION OF MINORITY ETHNIC GROUPS WHO RECEIVE BONUS
(INCLUDES HOURLY PAID AND CLINICIANS)

Note: 72 staff in total received a bonus. 65 white, 5 from all minority ethnic groups, and 2 unknown



The University did not operate a bonus scheme in 2021/2022, so the above figures are based on Clinical bonus only which are determined by the NHS (National Health Service). The NHS bonus pay gap is in minority ethnic groups favour.

PART TWO

Our main staff data (Academics: research, teaching and clinicians. Professional Services staff: admin, operative and technical) all excluding hourly paid staff.

ACADEMIC AND PROFESSIONAL SERVICES EPG HISTORY

	2019	2020	2021	2022
Academic median EPG	13.7%	16.2%	11.1%	11.1%
Academic mean EPG	14.5%	14.7%	12.7%	12.6%
Professional Services median EPG	20.9%	16.1%	13.7%	14.4%
Professional Services mean EPG	16.1%	13.1%	12.0%	12.7%

ACADEMIC AND PS EPG DISAGGREGATED

Academic EPG (Median)



Academic EPG (Mean)



- For the median: Black Academic staff receive £3.86 per hour less than White staff
- For the mean: Black Academic staff receive £5.82 per hour less than White staff

Professional Services EPG (Median)



Professional Services EPG (Mean)



- For the median: Black Professional Services staff receive £3.85 per hour less than White staff
- For the mean: Black Professional Services receive £3.21 per hour less than White staff

FULL-TIME AND PART TIME EPG HISTORY
(EXCLUDES HOURLY PAID)

	2019	2020	2021	2022
Full Time median EPG	3.1%	2.9%	0.0%	-1.5%
Full Time mean EPG	2.9%	4.2%	3.0%	2.4%
Part Time median EPG	24.6%	20.6%	13.7%	20.2%
Part Time mean EPG	37.2%	17.8%	15.1%	18.7%

OUR FULL TIME AND PART TIME STAFF DISAGGREGATED EPG

Full time EPG (Median)



Full time EPG (Mean)



Part time EPG (Median)



Part time EPG (Mean)

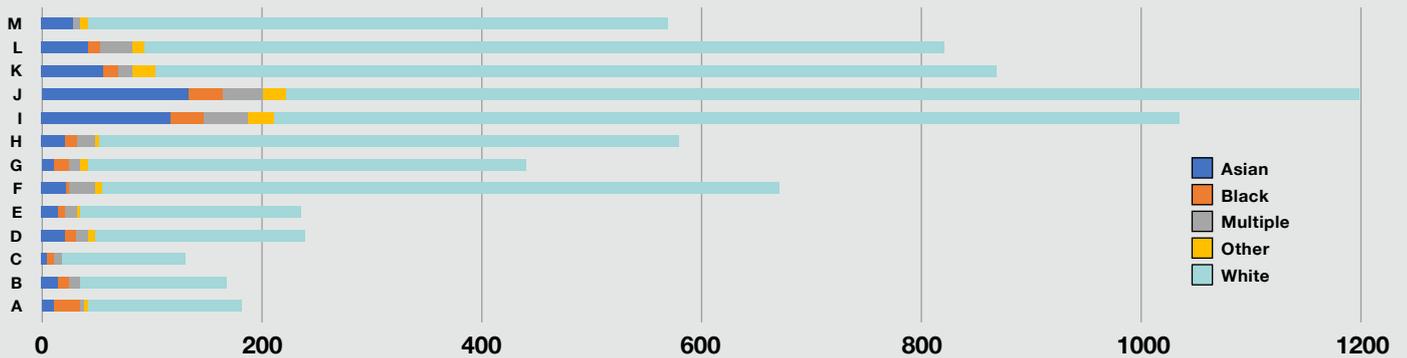


- For the median: Multiple Ethnicity full time staff receive £1.21 per hour less than White full time staff
- For the mean: Black full time staff receive £3.57 per hour less than White full time staff
- For the median: Black part time staff receive £7.32 per hour less than White part time staff
- For the mean: Black part time staff receive £7.40 per hour less than White part time staff

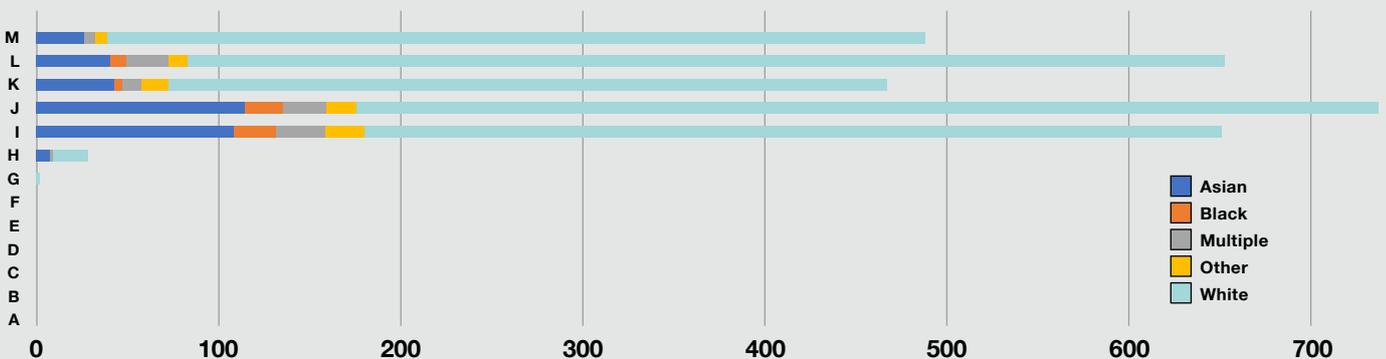
6. WORKFORCE DISTRIBUTIONS

The following graphs show our minority ethnic groups representation across our grades. We do not include hourly paid or clinical staff as they are outside our grading structure.

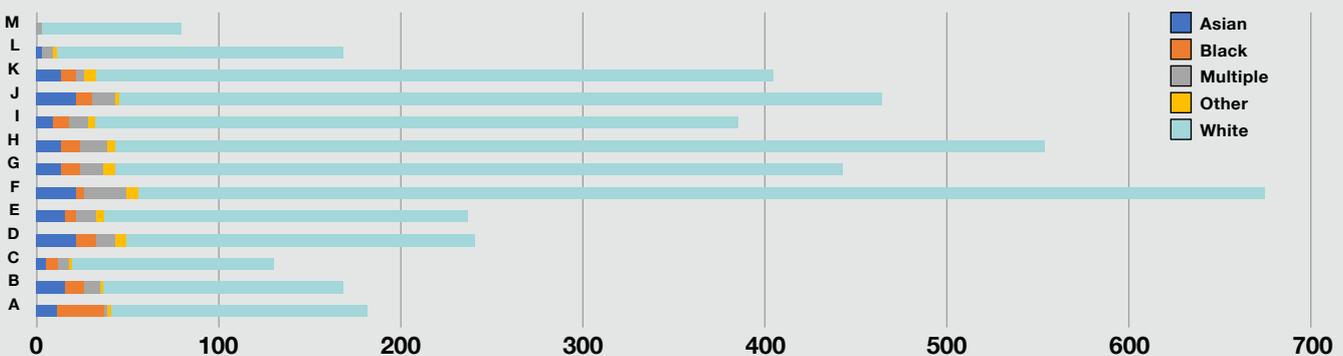
WORKFORCE DISTRIBUTION FOR GRADES A-M (EXCLUDING CLINICIANS AND HOURLY PAID)



ACADEMIC WORKFORCE DISTRIBUTION GRADES A-M (EXCLUDING CLINICIANS AND HOURLY PAID STAFF)



ACADEMIC WORKFORCE DISTRIBUTION GRADES A-M (EXCLUDING CLINICIANS AND HOURLY PAID STAFF)



FACTORS CONTRIBUTING TO OUR ETHNICITY PAY GAP

- The median is the middle value of a set of numbers and the ethnicity pay gap is affected by the position of the middle salary for both White and minority ethnic groups, which is on the border of the I and J University grade spine
- Representation and distribution of minority ethnic groups across our grading structure are factors that influence the ethnicity pay gap.
- Employment rates. 15.3% of all our staff have declared themselves to be from a minority ethnic background.
- Adding hourly paid and casual figures

WORK TO CLOSE THE GAP: WAYS WE ARE EMBEDDING INCLUSIVE HR PRACTICES ACROSS THE UNIVERSITY

We recognise that there are barriers, preventing people from different ethnic backgrounds from reaching their full potential. Individuals from different ethnic backgrounds are less likely to participate in, and progress through, the workplace than their White counterparts, and they are paid less, as this report highlights. The ethnicity pay gap is one way that we measure the effectiveness of ongoing activity to build a more diverse and inclusive organisation. This activity includes the following.

- Embedding anti-racism across the University with specific focus on removing potential for racial bias in our people-related policy and embedding anti-racism into all people related practices. [Anti-racism at Bristol](#)
- Working with colleagues across the University to develop targeted and evidence-based approaches to improving the representation of minority ethnic staff with a particular focus on improving the pipeline to Grade M professorial staff and leadership roles across Professional Services.
- By prioritising apprentice standards where there is an internal skills gap and/or shortage, our [eXcel](#) Bristol apprenticeship scheme adopts a targeted approach to encouraging applications to a range of entry levels from groups that are currently under-represented across our workforce. Over 48% of our apprentice intake is from ethnically diverse backgrounds and six of our apprentices have now secured an open-ended position at the University
- 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.
- We will continue to undertake ethnicity monitoring including reviewing recruitment figures, monitoring our pipeline of future leaders, reviewing all promotion and reward decisions from an ethnicity perspective,
- The ethnicity pay gap must be looked at through an intersectional lens – one that considers how multiple forms of discrimination create new, compounded experiences of discrimination as opposed to simply being the sum of individual forms of prejudice. We will develop an intersectionality (gender and ethnicity) pay gap report using disaggregated Ethnicity data. This report will be shared at Board of Trustee level and will continue to inform our anti-racism activity.