University of BRISTOL

Ethnicity Pay Gap

Report 2022

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Ethnicity Pay Gap

As part of our wider commitment to improve the representation of Black, Asian and minority ethnic (BAME) people across our workforce, we monitor our ethnicity pay gap, i.e. the difference in average pay between White and BAME staff. This is our third year of publishing our findings, and for the second year we are publishing our findings on how our ethnicity and gender pay gaps intersect.
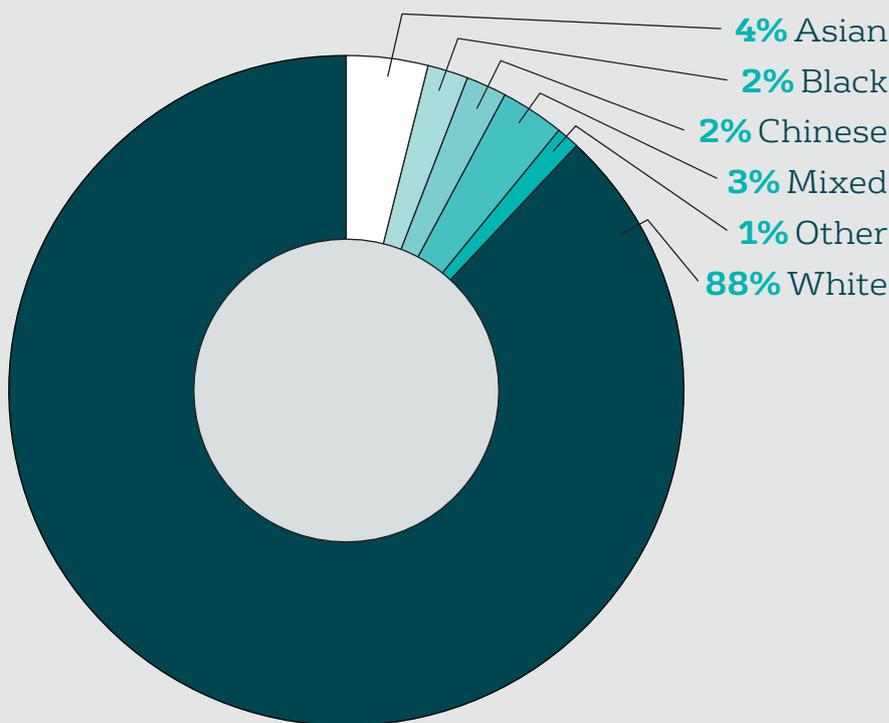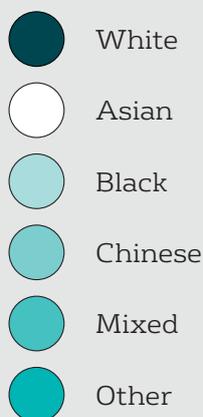
We recognise that 'BAME' is an imperfect term that encompasses a hugely diverse population who cannot be defined as a single homogenous group. For the purposes of reporting our ethnicity pay gap we use the term BAME to make comparisons between Black, Asian and minority ethnic colleagues and those who do not share these ethnic identifiers.

Key findings

- Our ethnicity pay gaps have reduced to 0.0% median and 5.2% mean in favour of staff who disclose as White, compared to 2.9% median and 7.2% mean in 2020. Bearing in mind that the median is the middle value in a set of numbers, the 0% ethnicity pay gap is affected by the position of the middle salary value for White and BAME staff, which is on the boundary of grades I and J of the University's grade spine.

- Ninety-two percent of staff have shared their ethnicity, and our calculations are therefore based on this proportion of our staff.

- Representation and distribution of BAME staff across our grading structure are factors that influence the ethnicity pay gap.

- Our intersectionality pay gap between gender and ethnicity for women shows a median pay gap in BAME staff's favour of 3% and a mean pay gap in White staff's favour of 3.7%. Our intersectionality pay between gender and ethnicity for men shows pay gaps in White men's favour of 8.5% median and 8.4% mean.

Population Distribution

- White
- Asian
- Black
- Chinese
- Mixed
- Other

4% Asian
2% Black
2% Chinese
3% Mixed
1% Other
88% White

TERMS EXPLAINED

The difference in average pay between White and Black, Asian and minority ethnic staff has been calculated. 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 a methodology. We have therefore used the same approach for ethnicity reporting as for gender pay reporting, by stating the percentage difference between the comparator groups which are White and BAME staff, using the mean and median.

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 of the values in a data set, and then dividing by the total number of values. The median is calculated by ordering all of the values in a data set from lowest to highest, and identifying the middle value.

Up-to-date national ethnicity pay gap data comparisons are not available but comparative higher education benchmarks from 2020 are included for the first time in this report.

Within the context of our established gender pay gap reports and an institutional focus on anti-racism, this report also presents an overview of intersectionality of gender and ethnicity and comparative higher education benchmarks from 2020.

OUR ETHNICITY PAY GAP

Median pay gap **0.0%**

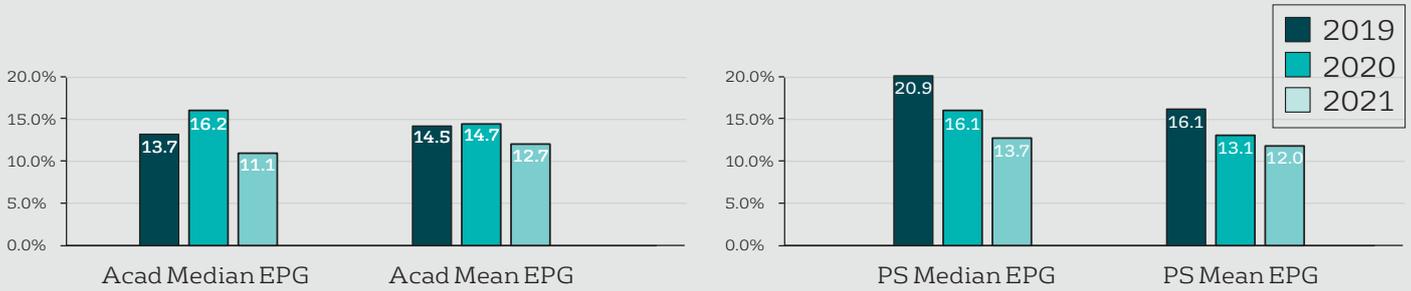HE median pay gap **5.7%**

Mean pay gap **5.2%**
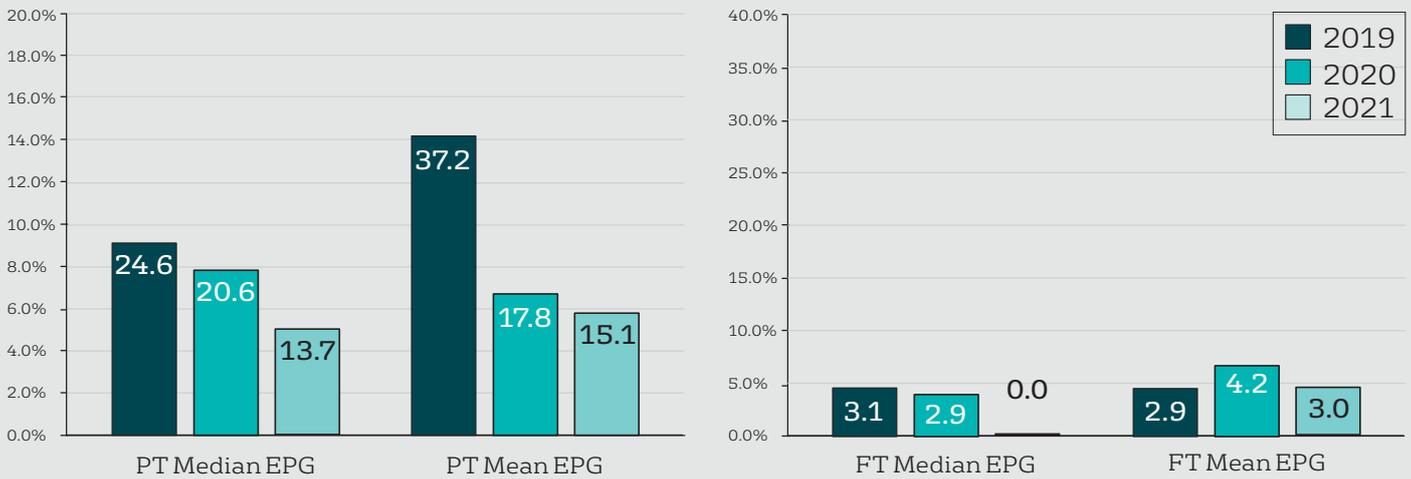

HE mean pay gap **7.2%**
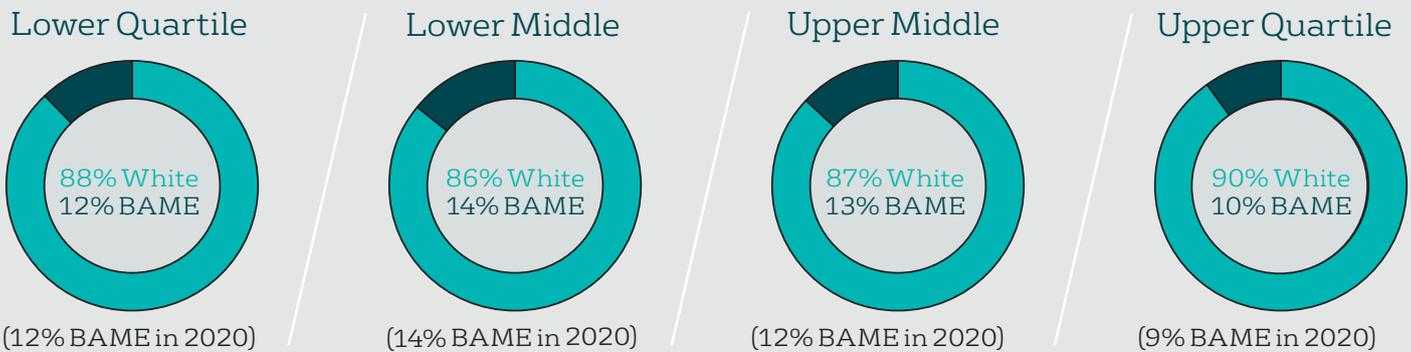
OUR MEDIAN AND MEAN EPG 2019-2021

OUR ACADEMIC AND PROFESSIONAL SERVICES EPG 2019-2021

Legend: 2019, 2020, 2021

Acad Median EPG: 13.7, 16.2, 11.1
Acad Mean EPG: 14.5, 14.7, 12.7

PS Median EPG: 20.9, 16.1, 13.7
PS Mean EPG: 16.1, 13.1, 12.0

OUR FULL-TIME AND PART TIME STAFF EPG 2019-2021

PT Median EPG: 24.6, 20.6, 13.7
PT Mean EPG: 37.2, 17.8, 15.1

FT Median EPG: 3.1, 2.9, 0.0
FT Mean EPG: 2.9, 4.2, 3.0

OUR HOURLY PAY QUARTILES

Lower Quartile
88% White
12% BAME

(12% BAME in 2020)

Lower Middle
86% White
14% BAME

(14% BAME in 2020)

Upper Middle
87% White
13% BAME

(12% BAME in 2020)

Upper Quartile
90% White
10% BAME

(9% BAME in 2020)
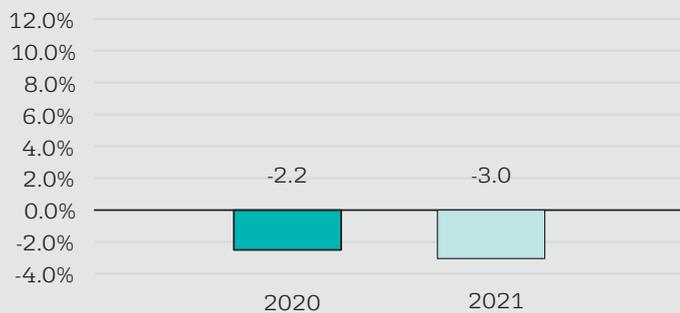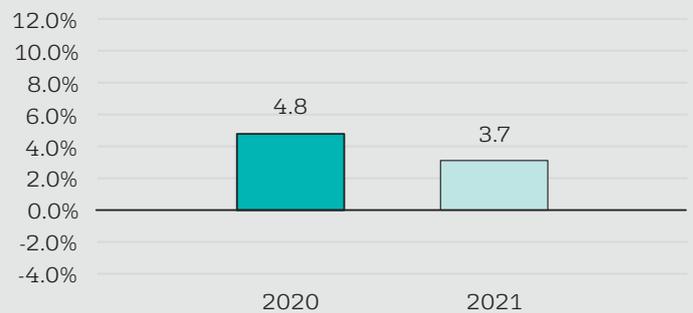
We have divided our workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest, which is a requirement for gender pay reporting, whilst ethnicity pay reporting remains voluntary.
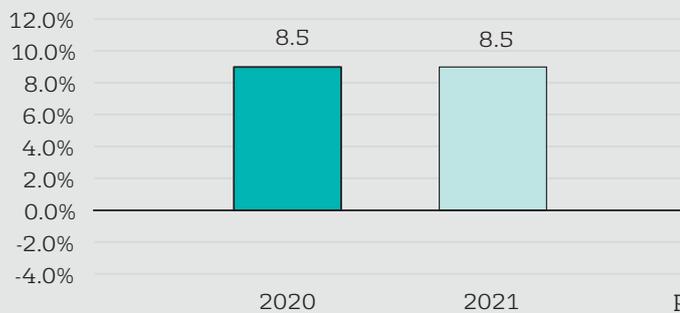
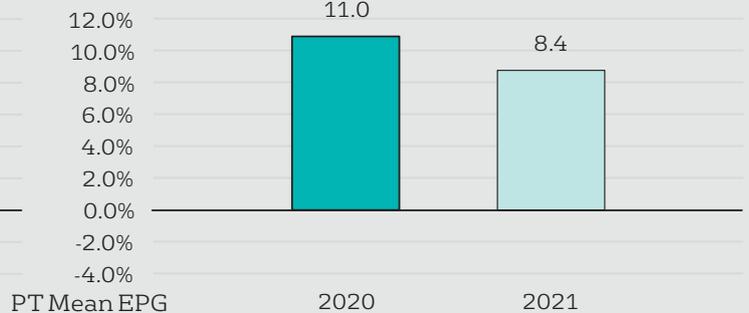## INTERSECTIONALITY PAY GAP – GENDER AND ETHNICITY

HE median female **EPG 7.2%**

HE mean female **EPG 6.4%**


HE median male **EPG 8.3%**


HE mean male **EPG 9.0%**

Factors contributing to our Ethnicity Pay Gap

- Representation and distribution of BAME staff across our grading structure will affect the EPG.

- Over the three years of reporting of Ethnicity Pay Gaps there has been a decrease in the pay gap to 0% (median) and 5.2% (mean).

- Of particular interest is the 2021 0% median ethnicity pay gap. Bearing in mind that the median is the middle value in a set of numbers, the 0% ethnicity pay gap is affected by the position of the middle salary value for White and BAME staff, which is on the boundary of grades I and J of the University's grade spine.

- The 1% increase of BAME staff in the upper middle and upper pay quartiles compared to 2020 indicates that there has been an improvement in the representation of BAME population distribution on the grade structure.

- Ethnicity pay gaps have reduced for our main staff groups, Academics and Professional Services, over the three years of reporting.

- Ethnicity pay gaps have also reduced for staff in full-time and part-time roles, over the three years of reporting.

- This is the second year of intersectional pay gap reporting, comparing ethnicity pay gaps by gender.

WORKFORCE HEADCOUNT 2021 BY GRADE

Legend: BAME, White

Excludes clinicians
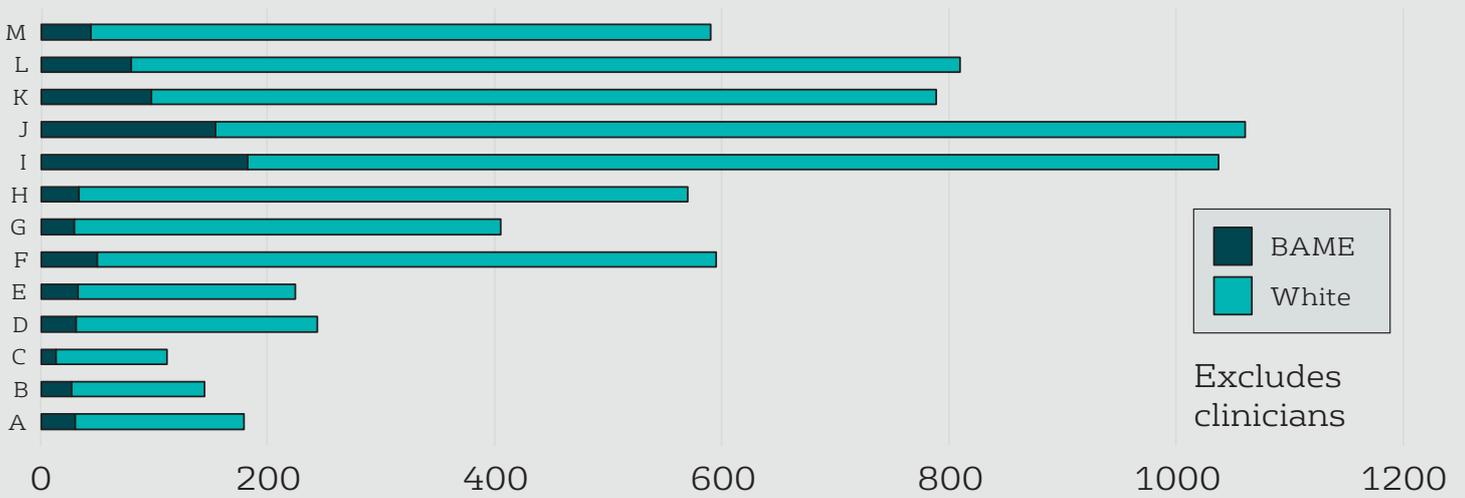
WORKFORCE HEADCOUNT 2021 FOR ACADEMIC STAFF BY GRADE

Legend: BAME, White
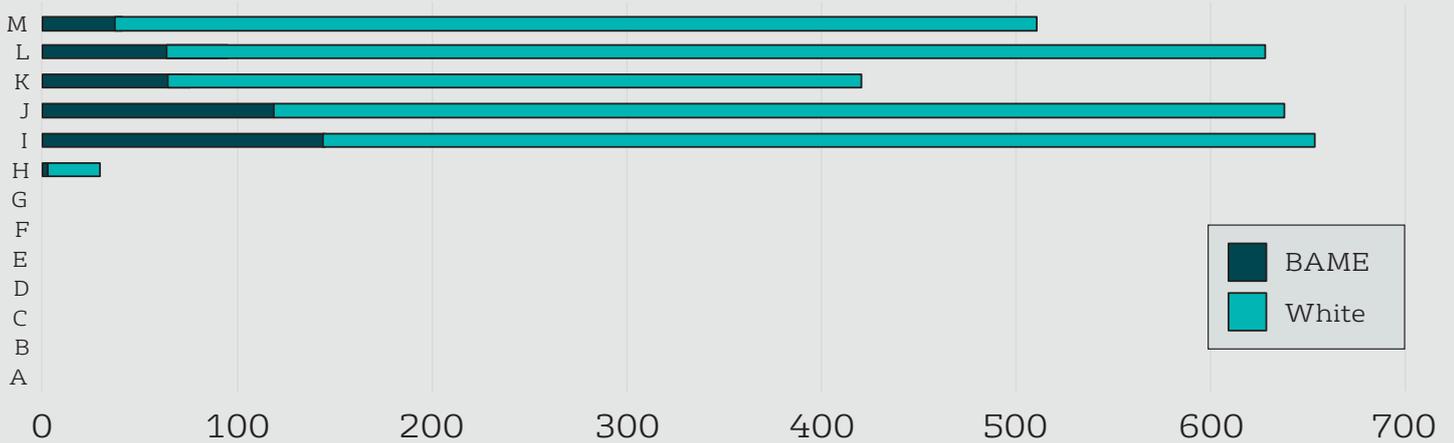
WORKFORCE HEADCOUNT 2021 FOR PROFESSIONAL SERVICES STAFF BY GRADE

Legend: BAME, White
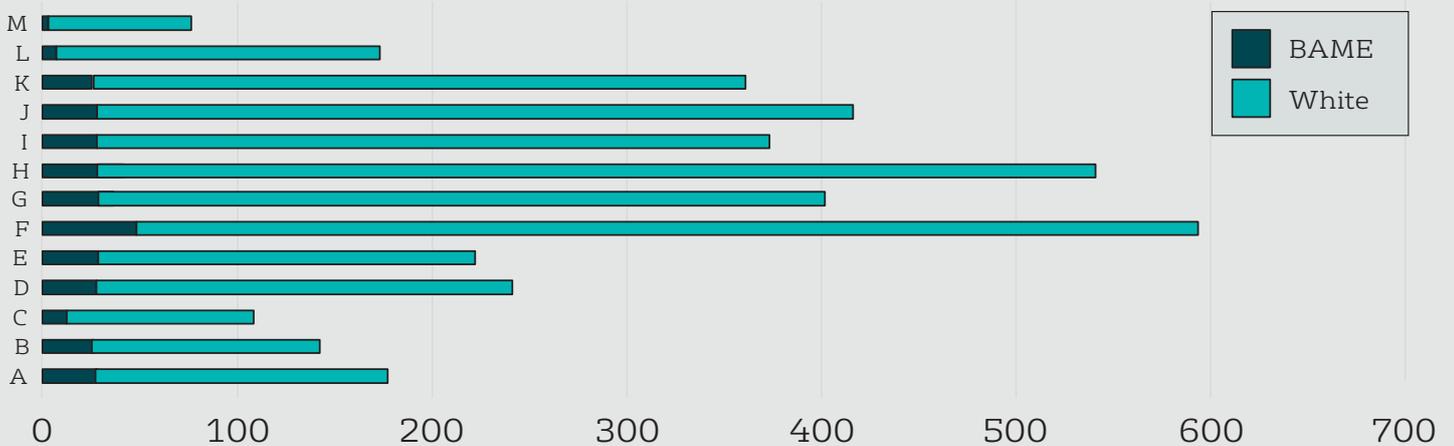
*Graphs exclude Clinical staff who are on national clinical pay scales

Work to close the gap: ways we are embedding inclusive HR practices across the University

What have we been doing?

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.

- Working with colleagues across the University to develop targeted and evidence-based approaches to improving the representation of Black, Asian and 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 60% of our apprentice intake is from ethnically diverse backgrounds and one has secured a permanent position at the University.

- To improve the data we hold on the diversity of our workforce, Bristol Counts was launched in 2021 as a web-based campaign to improve disclosure rates related to ethnicity and all other protected characteristics.

- HR colleagues engaged in an assessment of their core functions and identified action to be taken in order to ensure they are actively establishing anti-racism in their activity. As a member of Advance HE's Race Equality Charter, this activity is now being integrated into a comprehensive evaluation of race equality across the institution to demonstrate that we have a solid foundation for eliminating racial inequalities.

- As part of a response to our engagement with local communities in our work to develop the Temple Quarter Enterprise Campus, we have worked in partnership with local employment groups to deliver the sessions to a range of communities that are currently under-represented across our workforce or that face barriers to employment. In partnership with Neuropool, Learning Partnership West and Babbasa, in 2020/21 we delivered five JOIN US! sessions to 20 potential applicants, with two applicants being successful in securing a position at the University and a further five reaching the shortlist stage.

- We introduced an anonymised shortlisting process for Professional Services roles in October 2020 alongside new best practice for recruitment diversity monitoring. This has significantly improved the accuracy of our recruitment data on ethnicity and will allow future year-on-year comparison, and a better understanding of the impact anonymised shortlisting has on our recruitment pipeline.

- We sponsored two members of staff to participate in Bristol's Stepping Up development programme 2021: a diversity leadership talent pipeline for Black, Asian, and minority ethnic communities, disabled people and women who live and work in Bristol and the wider region.

- In January 2021, in collaboration with GW4 partners, we launched the Elevate programme, which aims to address the under-representation of Black, Asian and minority ethnic women at more senior levels in the sector through developing their personal leadership style and influence.

- 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. The Our City, Your Jobs event, hosted by the Bristol Race Equality Strategic Leaders' Group and Bristol Race Equality HR Leaders' Group, took place on Thursday 7 October 2021 at City Hall, Bristol. This provided an opportunity for people to hear from some of the city's major public sector and other sector organisations about career opportunities within their business.