

# Gender Pay Gap

## Report 2019



# Gender pay gap

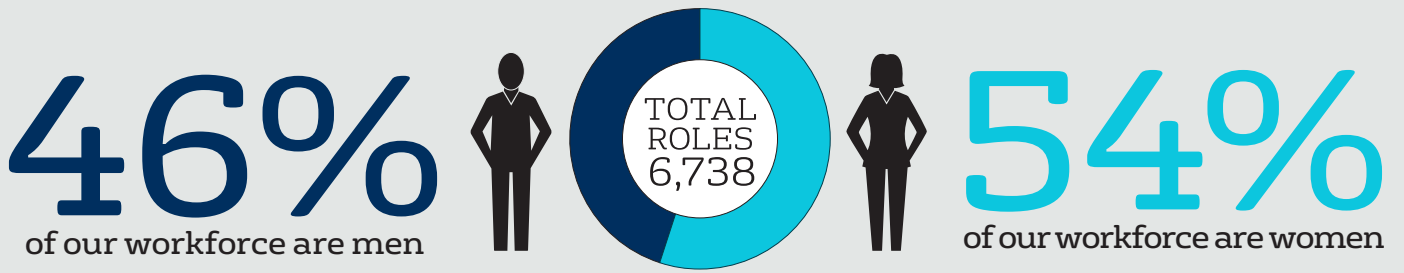
Gender diversity remains at the heart of our collective ambition to build a diverse and inclusive University community that actively seeks to recruit, support and promote talented individuals from different backgrounds and heritages.

Although we are confident that our staff are paid equally for doing the same or similar work regardless of gender, we are aware that the higher numbers of men in senior grades and the higher numbers of women in lower grades is creating a gender pay gap (a difference in the average overall pay between men and women). It is encouraging that the gender pay gap at Bristol has narrowed since we last published in 2018. However, we are not complacent and will work even harder to address issues of gender representation across our workforce.

## Key findings

- The median gender pay gap has reduced compared to last year by 2.6%. At 13.6% our gap is considerably lower than the Office of National Statistics UK-wide gap at 17.9%.
- The distribution of male and female staff across our workforce is creating our gender pay gap – there are fewer women in higher graded roles and more women in lower graded roles.
- The average pay difference between men and women has reduced since 2017 within our two main staff populations (Professional Services and Academic) and working patterns (full-time and part-time).
- The payments made through the University Merit Pay (bonus) Scheme result in a median bonus gender pay gap of 37.5%. Although a higher proportion of women than men receive bonus payments, the gap is affected by the larger numbers of women on lower grades receiving merit pay compared to men and by the fact that these payments are linked to salary.

OUR GENDER COMPOSITION



OUR GENDER PAY GAP

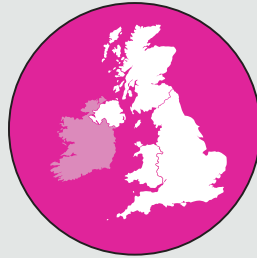
Median pay gap 13.6%  
(16.2% in 2017 - 2.6% reduction)

UK-wide median 17.9%  
(18.4% in 2017 - 0.5% reduction)

Mean pay gap 19.6%  
(21.1% in 2017 - 1.5% reduction)

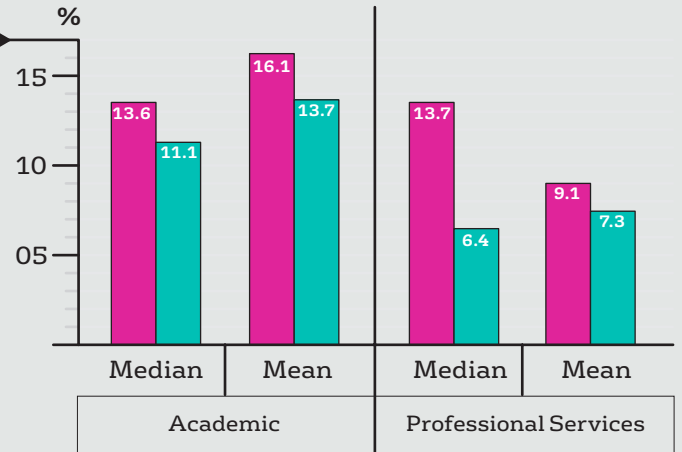
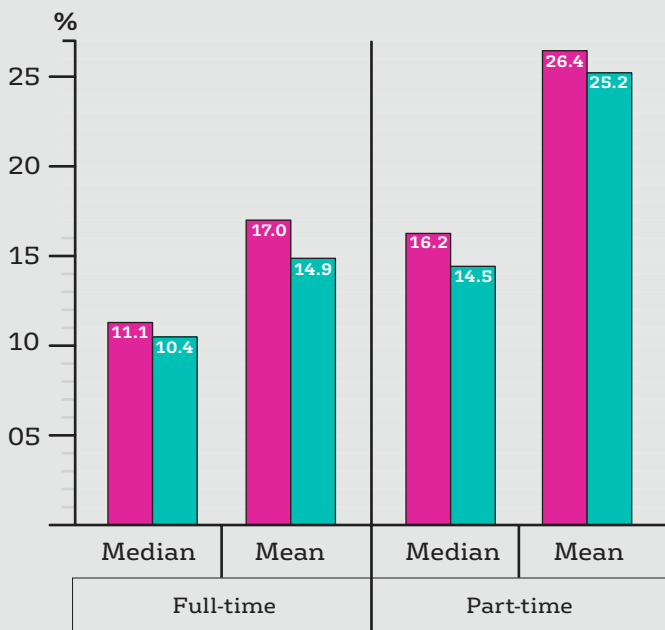


Difference - £2.69 per hour



Difference - £4.51 per hour

The reduction in the gender pay gap in 2018 has occurred within our two main staff populations of Academic and Professional Services staff (median and mean).



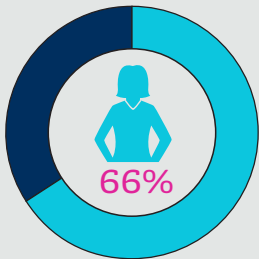
The gender pay gap has also reduced for staff with full-time and part-time work patterns.

2017  
2018

OUR GPG ANNUAL REDUCTION

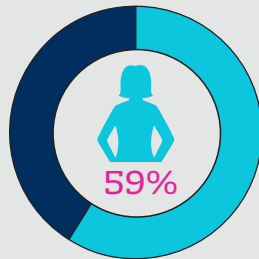
**OUR HOURLY PAY QUARTILES**

Lower Quartile



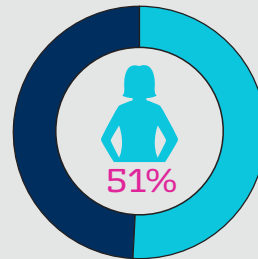
(69% in 2017)

Lower Middle



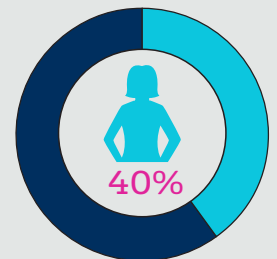
(57% in 2017)

Upper Middle



(52% in 2017)

Upper Quartile



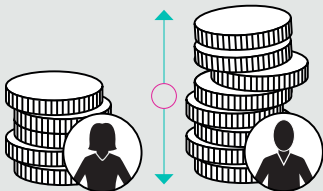
(41% in 2017)

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.

**OUR BONUS PAY GAP**

Median pay gap 37.5%

(6.7% in 2017)



Mean pay gap 26.3%

(5.3% in 2017)



% of population who received bonus

(F: 2.6% / M: 1.8% in 2017)



Our Merit Pay Scheme forms the basis of the bonus gender pay gap figures of 37.5% (median) and 26.3% (mean). Merit pay can be awarded to any member of staff for a one-off task or other contribution, with cases reviewed collectively for equity and consistency, and payments capped at 5% of salary.

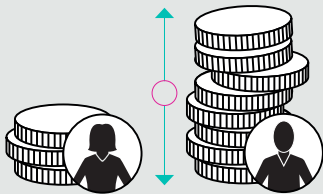
Difference between **median** bonuses



Difference between **mean** bonuses

**OUR BONUS PAY GAP (INCLUDING CLINICAL ACADEMICS AND GPs)**

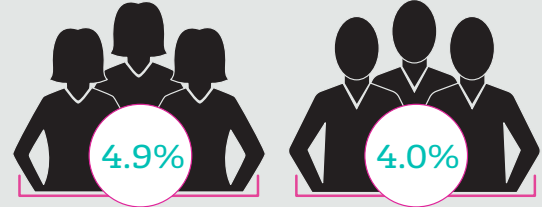
Median pay gap **60.7%**  
(50% in 2017)



Mean pay gap **79.9%**  
(58.1% in 2017)



% of population who received bonus  
(F: 3% / M: 3.2% in 2017)



The bonus pay gap figures of 60.7% (median) and 79.9% (mean) also include National Health Service (NHS) payments for clinicians, which are not under our control, known as Clinical Excellence Awards and Practice Performance Bonuses for doctors in the Student Health Service.

Difference between **median** bonuses



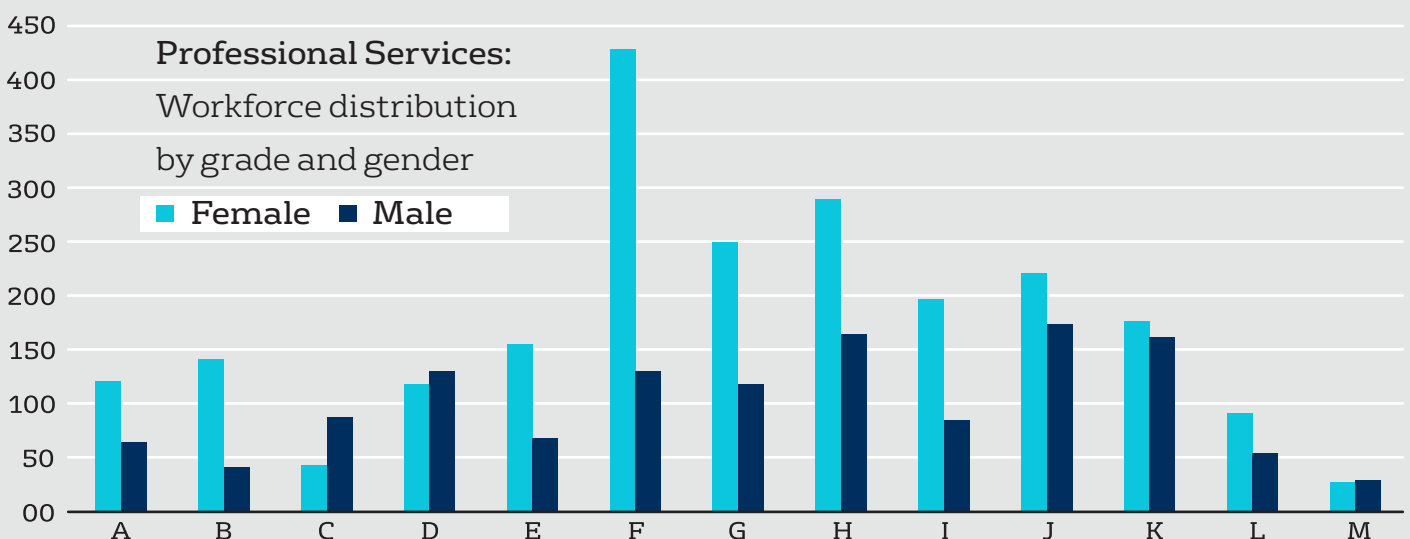
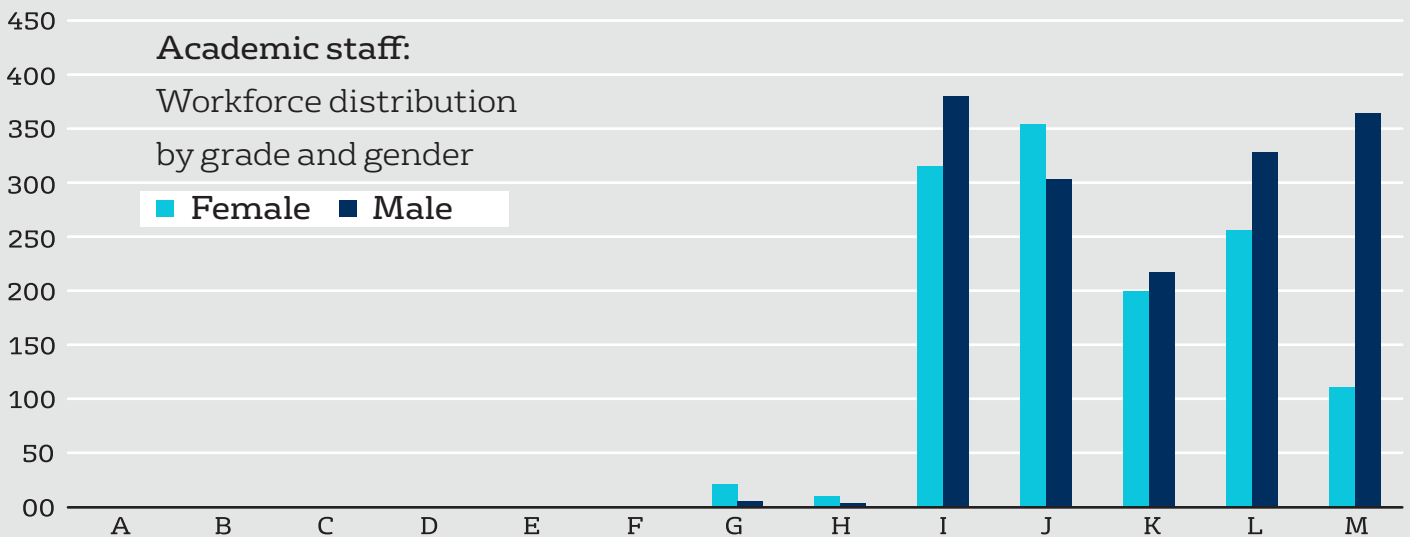
Difference between **mean** bonuses

# Factors contributing to our gender pay gap

- The major factor contributing to our gender pay gap is the distribution of men and women across our grading structure: we have more men in the higher grades, and more women in the lower grades.
- The distribution of men and women varies within the two main populations of Academic and Professional Services staff, as shown in the following two graphs of Academic staff and Professional Services staff by grade and gender. We operate a single grading structure (grades A to M), with roles such as cleaners on the lower grades and professional and academic roles on the higher grades.
- The payments made through the University Merit Pay (bonus) Scheme result in a median bonus gender pay gap of 37.5%. Although a higher proportion of women than men received

payments (66% women/158 recipients, 33% men/77 recipients), the gap is affected by larger numbers of women on lower grades receiving merit pay and by the fact that these payments are linked to salary. Looking at 5 years' merit bonus data the median and mean have varied considerably, ranging from -7.1% (in women's favour) to 37.5% for the median, and 5.3% to 26.3% for the mean. These fluctuations are affected by the size of payments (up to a maximum of 5% of salary) and the distribution of a low number of payments. This is an area of work we will continue to monitor.

- In addition to the factor above with the University scheme, when NHS CEAs are included in the bonus pay gap figures, the gap is caused by more men than women receiving the higher awards.



# Work to close the gender pay gap

## What have we been doing?

Building an inclusive approach to recruitment through a variety of measures including encouraging gender diversity on selection panels and shortlists.

Providing mandatory training in unconscious bias for those involved in recruitment and selection.

Raising awareness of ways to mitigate bias during promotions and encouraging candidates to submit details of any individual circumstances that they wish to share with promotions committees.

Targeted and discipline-specific activity to understand and address any gender imbalances through ongoing engagement with the Athena SWAN Charter.

Commissioned an independent review of gender pay with a particular focus on our professorial pay gap. Established a working group and recruited a project manager to implement recommendations.

Completed a review of our promotions and progression procedures for academic staff to identify and address any systemic barriers.

Obtained accreditation as a Living Wage Employer which will benefit some staff on our lowest grade, casual staff and interns.

35%

Population of female Readers (the 'Professor in waiting' role)

7.8% IN INCREASE 5 YRS

of female Professors in 2018 to 25.1%

0.7% REDUCTION since 2017 in the

professorial mean gender pay gap to 7.5%

# Work to close the gender pay gap

## What are we going to do?

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Implement recommendations arising from the review into promotion and progression for academic staff.

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Introduce a range of measures to improve female representation at senior levels including mentoring, development opportunities and initiatives to better support staff with caring responsibilities.

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Undertake the next Equal Pay Audit (2019) to explore the causes of any pay gaps arising within grades by gender and ethnicity.

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Publish our Ethnicity Pay Gap alongside future statutory Gender Pay Gap Reports.

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Work with our Faculty Equality, Diversity and Inclusion Committees and Heads of HR Business Partnering to investigate the causes of any discipline-specific gender pay gaps and take action as appropriate.

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Review the University's bonus scheme (merit pay) around process and equity, to include steps to minimise risk of bias.

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The gender pay information provided in this report includes our statutory data as a public organisation with more than 250 employees for 31 March 2018. It is also published on the government website: <https://gender-pay-gap.service.gov.uk/viewing/search-results>.

