

Gender Pay Gap

Report 2018

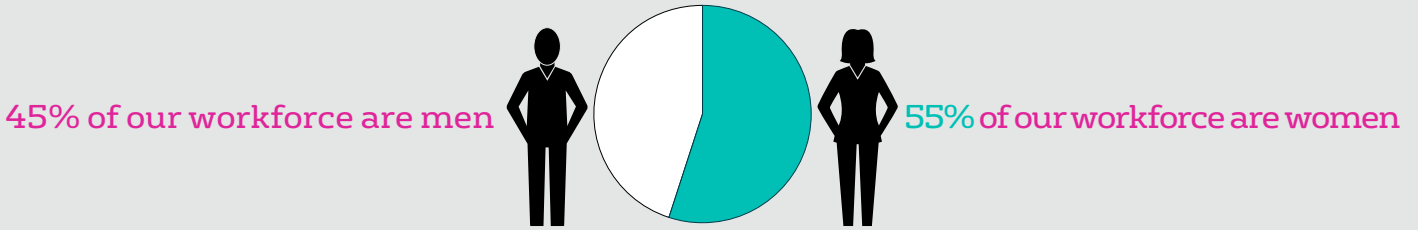


Gender Pay Gap

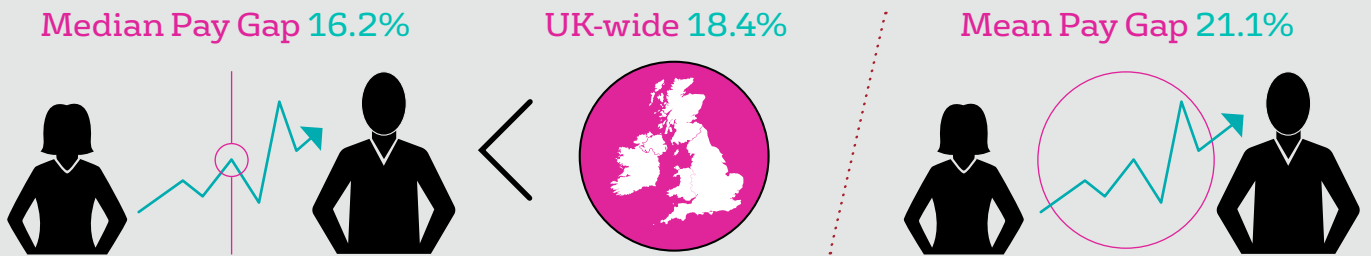
Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 31 March 2017. The gender pay gap should not to be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

The University of Bristol's pay approach supports the fair treatment and reward of all staff irrespective of gender.

OUR GENDER COMPOSITION

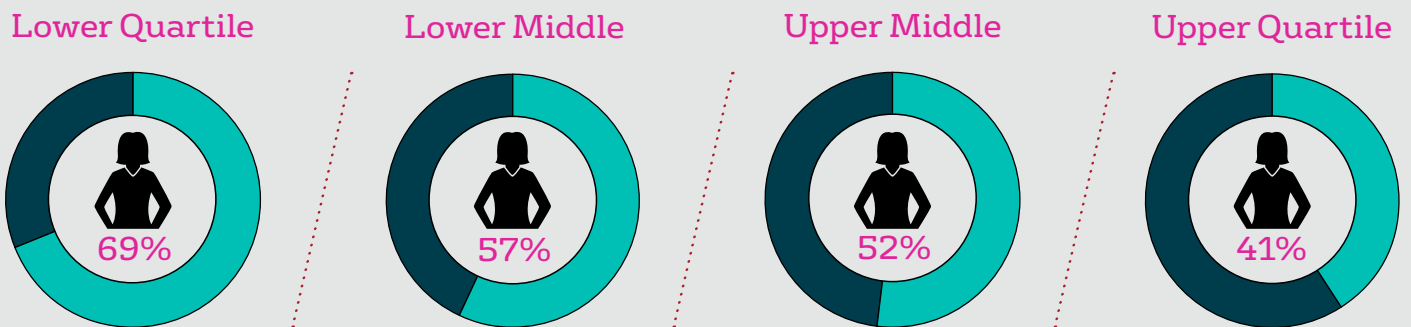


OUR GENDER PAY GAP



Our median figure is lower than the Office of National Statistics UK-wide median gender pay gap of 18.4%, as at April 2017. The ONS do not provide the mean pay gap as a national comparison.

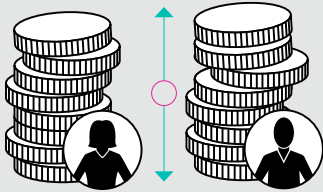
PAY BY QUARTILES — OUR HOURLY PAY QUARTILES



The four quartiles show the distribution of men and women using their hourly pay. In the lower pay quartile there are 69% of women and in the upper pay quartile there are 41% of women. As 55% of our staff are women, this illustrates that the pay gap is largely a result of a higher concentration of women in lower graded roles.

OUR BONUS PAY GAP

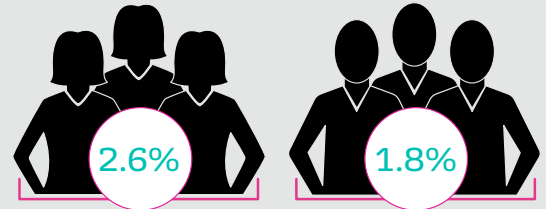
Median Pay Gap 6.7%



Mean Pay Gap 5.3%



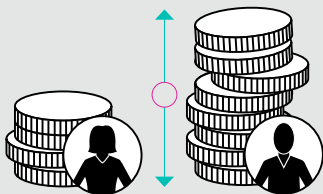
% of population who received bonus



Our Merit Pay Scheme forms the basis of the bonus gender pay gap figures of 6.7% (median) and 5.3% (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 are capped at 5% of salary.

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

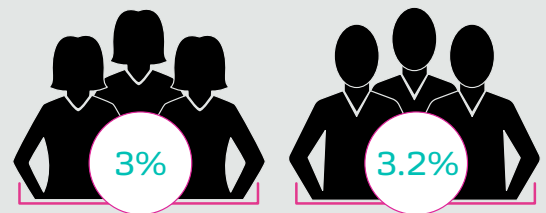
Median Pay Gap 50%



Mean Pay Gap 58.1%



% of population who received bonus



The higher bonus pay gap figures of 50% (median) and 58.1% (mean) also include payments for clinicians known as Clinical Excellence Awards (a National Health Service performance-related payment which is not under our control) and Practice Performance Bonuses for doctors in the Student Health Service, with Clinical Excellence Awards having the biggest impact on the bonus pay gap figures.

Work to close the gender pay gap

Increasing the diversity of our workforce is part of our University Strategy and this includes a focused effort to increase female representation in leadership roles.

Our activities include:

Attraction

A variety of family friendly initiatives including Shared Parental Leave, University nursery provision and flexible working opportunities. We encourage gender diversity on all panels and we have rolled out unconscious bias training across the organisation. We are proud to be recognised for our excellence in gender equality practices under the Athena SWAN Charter. We are a Stonewall Diversity Champion.

Retention

We recognise the importance of retaining female talent and offer a range of support including a Maternity Coaching Service, access to a grant for research-active staff to help them reestablish their research career via our Returning Carers' Scheme and we also have a Parents' Network. Childcare costs are covered as expenses for staff who need to attend conferences or training courses as part of their job and we have facilities for nursing mothers available across our campus. We have a Gender Equality Group that champions gender equality and drives actions to develop and sustain an inclusive working environment.



Work to close the gender pay gap

Development

Women have access to opportunities such as mentoring, job shadowing, training and leadership development to progress their careers. Individual circumstances such as maternity or other caring responsibilities are considered as part of our promotions procedures and steps are taken to mitigate against any impact. Our HerStories career seminar series provide a forum where senior women share their own personal career stories to inspire others and we also offer various upskilling events such as Personal Impact and Influence and Being a Better Candidate for Internal Jobs.

Pay

Our job evaluation process ensures fairness and consistency by measuring all roles against the same criteria, and each grade has a set pay range and staff move through the grade annually subject to satisfactory performance. Senior pay decision-making is managed by the Remuneration Committee in line with best practice. We aim to increase the number of female professors from 23.5% to 33% by 2022-2023.

