EQUALITY, DIVERSITY & INCLUSION: STAFF ANNUAL MONITORING REPORT 2017/18

1.   EXECUTIVE SUMMARY

1.1   The Annual Monitoring Report for the University of Bristol provides a summary of the staff-related equality-related data (based on head count) that we have gathered over the last year alongside data gathered in previous years. These data provide us with an evidence-based approach to equality to demonstrate our compliance with the requirement to publish relevant equality information in accordance with the Equality Act 2010. It also enables us to prioritise and focus our resources on specific equality agendas; although our University Strategy prioritises race and gender equality, there are also issues affecting other protected groups that need attention.

1.2   Student-related diversity data and analysis is published separately in the annual monitoring report produced the Academic Registry.

1.3   The overall diversity profile of our staff is summarised as follows:
  ➢ The majority of all staff (34%) were aged between 30-39.
  ➢ 5% of all staff disclosed having a disability, with the majority disclosing as having a long-standing illness/health condition.
  ➢ The gender breakdown in the University was 55% female and 45% male: the pipeline to professorial Grade M continues to improve, as does female representation at this level.
  ➢ 10% of staff disclosed as Black, Asian or Minority Ethnic (BAME): we have seen a numerical increase in staff disclosing as BAME for both UK and non-UK nationals.
  ➢ The majority of staff that have disclosed religion/belief to the University state that they have no religion.
  ➢ Our LGB disclosure rate continues to improve with 58% of our staff sharing this information; an increase in our disclosure rate of around 50% since we introduced this monitoring category in 2015.

1.4   An overview of supporting activity relevant to each section of this report is included for information purposes. Highlights have included:
  ➢ Launching our BAME Staff Advisory Group and resultant and ongoing improvements to our recruitment processes.
  ➢ Connecting with other employers across the city to share practice and work collaboratively on common challenges.
  ➢ Sponsoring and engaging with a range of events across the city including St Paul's Carnival, Bristol's Islamic Cultural Fair and Bristol Pride.
  ➢ Initiating an ongoing programme of activity to raise awareness of staff wellbeing and mental health in the workplace.
  ➢ Celebrating the success of schools applying for recognition under the Athena SWAN Charter.
  ➢ We have grown our central EDI Team in HR and appointed a new full-time member of staff to identify ways in which we can improve representation of BAME staff, with a particular focus on local recruitment. We also appointed an EDI Champion in the Elizabeth Blackwell Institute who is funded by the Wellcome Trust and engaging in activity to better support a diverse range of staff across the faculties of Health and Life Sciences.

1.5   Further activity is planned for the coming year to promote and enable a diverse, vibrant and inclusive working environment where all staff can reach their full potential and flourish at work.

2.   INTRODUCTION

2.1   Equality monitoring data in key areas are published in this report. These data are requested from staff at point of application although disclosures can be made at any point during their time at the University. Sector-wide equality data - taken from Advance HE's publication Equality in higher education: statistical report 2018 that is based on data that are available from the Higher Education Statistics Agency (HESA) - are included in this report to indicate how the University compares with the national picture in key areas.   These data provide us with an evidence-based approach to equality, enabling us to prioritise and focus our resources on specific equality agendas and develop and focus actions accordingly. The data shown in this report were drawn at the end of February 2018 (this was due to a change to our employment data monitoring systems) and are based on a staff population of 6,884 split across our job families as shown in Table 1 below:

Table 1: staff profile

Job Family	Number of employees (headcount)	Percentage of employees
Professional Services	**3687**	**53.5%**
Admin & Professional	*2500*	*36.3%*
Operational	*719*	*10.4%*
Technical	*468*	*6.8%*
Research & Teaching	**3007**	**43.6%**
Clinical	**204**	**2.9%**
All Staff	**6884**	**100%**

2.2   Bristol is the 8th largest city in England and the largest city in the South-West. The population of Bristol has become increasingly diverse – there are now at least 45 religions, at least 187 countries of birth represented and at least 91 main languages spoken by people living in Bristol. The Black, Asian and Minority Ethnic group (BAME) population (all groups with the exception of all the White groups) make up 16% of the total population in Bristol and 12% of the economically active population[1].

2.3   The Board of Trustees is responsible for ensuring that the University is operating in compliance with the Equality Act 2010 and fulfilling the requirements of the Public Sector Equality Duty. The duty requires us to publish relevant equality information which supports the University in identifying activity to meet the three elements of the general equality duty, which are to have due regard to the need to:
• eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
• advance equality of opportunity between people from different groups
• foster good relations between people from different groups

2.4   The University's Human Resources Committee - considers matters relating to staff diversity and is a committee of the Board of Trustees; Education Committee considers student diversity, reporting to Senate as appropriate.

---

[1] Source: The Population of Bristol – Bristol City Council, July 2018
https://www.bristol.gov.uk/statistics-census-information/the-population-of-bristol

2.5 The PVC Research & Staff Engagement – Professor Nishan Canagarajah – is our senior institutional lead on diversity and inclusion, providing strategic direction to HR's EDI Team and engaging with external stakeholders to raise our profile as an inclusive employer.
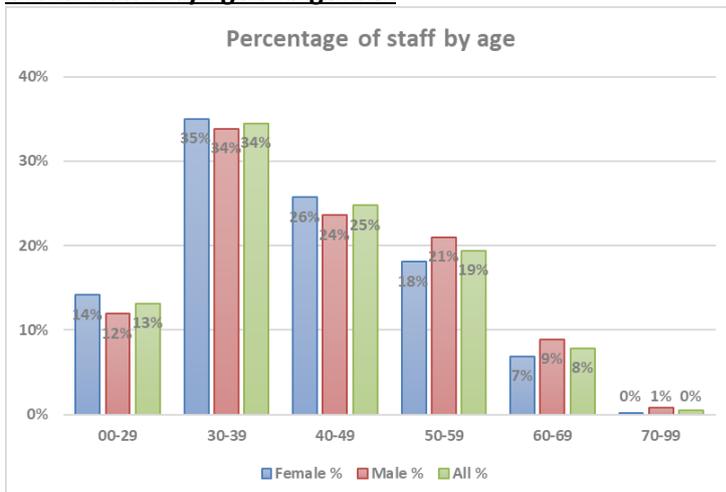
3. AGE

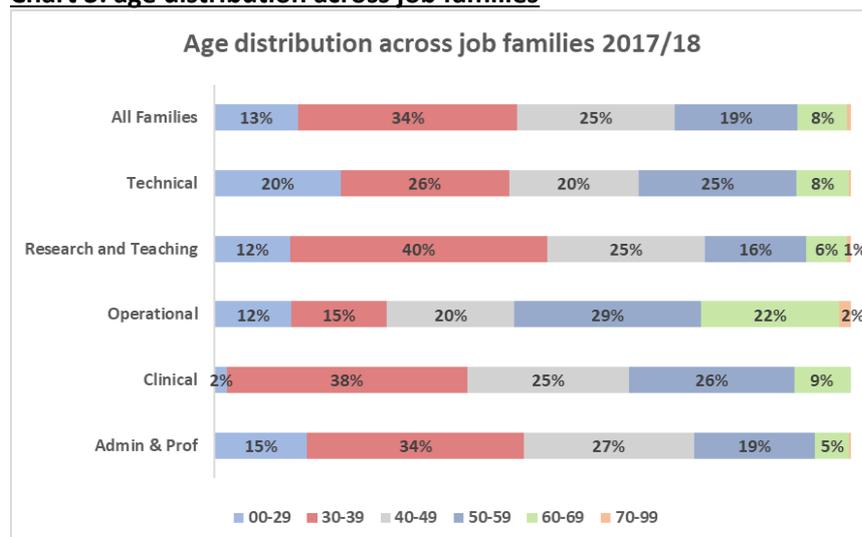3.1 The results of monitoring the age profile of our staff are provided below.

Chart 1: changing age demographic over time
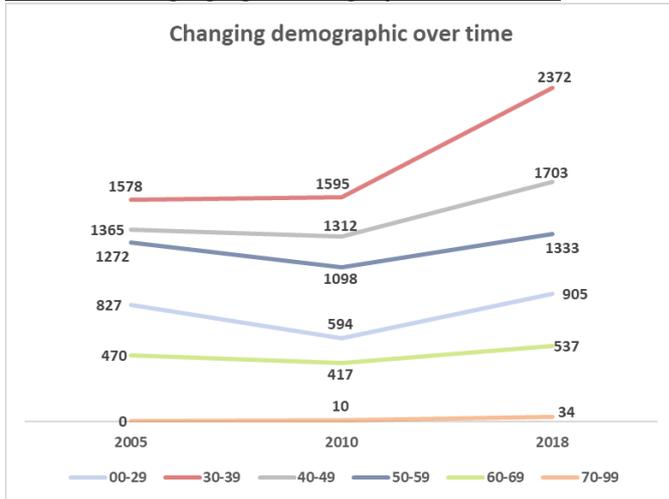
Chart 2: staff by age and gender

Chart 3: age distribution across job families

Age distribution across job families 2017/18

Job Family	00-29	30-39	40-49	50-59	60-69	70-99
All Families	13%	34%	25%	19%	8%	
Technical	20%	26%	20%	25%	8%	
Research and Teaching	12%	40%	25%	16%	6%	1%
Operational	12%	15%	20%	29%	22%	2%
Clinical	2%	38%	25%	26%	9%	
Admin & Prof	15%	34%	27%	19%	5%	

Legend: ■ 00-29 ■ 30-39 ■ 40-49 ■ 50-59 ■ 60-69 ■ 70-99

3.2 Context and commentary

3.2.1 HE Sector
- Across the UK, 16.7% of staff working in higher education were aged 30 and under.
- The proportion of staff in this age group was higher in England (16.9%), Scotland (15.8%) and Wales (15.7%) than Northern Ireland (10.5%).

3.2.2 University of Bristol
- The majority of our staff fall within the 30-39 age bracket.
- Our workforce is ageing, in line with national trends, and this is particularly prevalent in the Operational job family where the majority of staff are aged over 50.
- Generally higher proportions of women working at the University are aged under 50; higher proportions of men working at the University are aged over 50.

3.3 Supporting activity
- We remain mindful of the complexities of managing a multi-generational workforce with differing expectations and support individuals in finding a balance.
- The peak age for caring for a loved one who is older, disabled or seriously ill is 45-64; as our workforce ages, it is likely that a growing number of our staff will be managing multiple caring responsibilities for children or grandchildren and for older parents. Supporting people to combine work and care has now become an economic as well as a social imperative and we continue to work closely with our Parent & Carers' Network and other key stakeholders to ensure that this group of staff remains supported in our workplace.
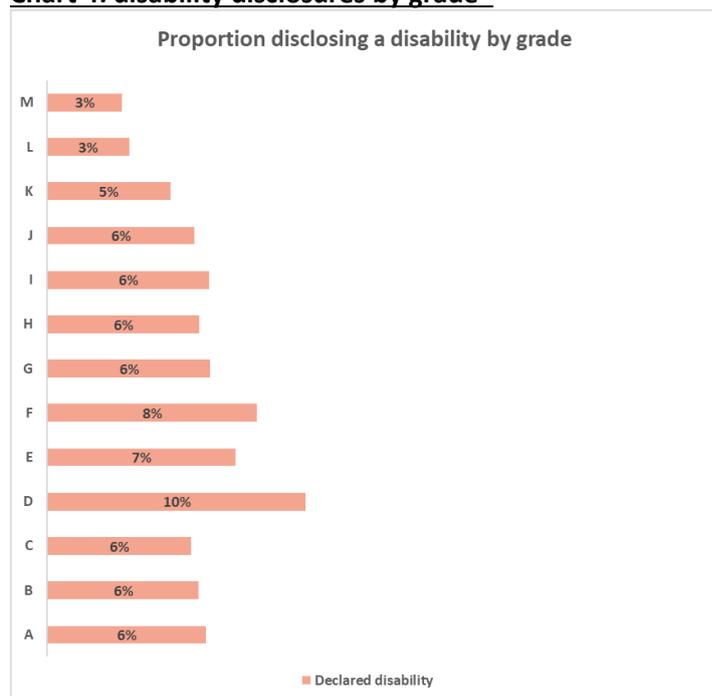
4. DISABILITY
4.1 The results of monitoring the disability profile of our staff is provided below.

Table 2: disability disclosures

Disability	Headcount	%
Undisclosed	182	3%
No Disability	6326	92%
Has a Disability	376	5%
Total Disclosures	**6702**	**97%**

Chart 4: disability disclosures by grade

Proportion disclosing a disability by grade

Grade	Declared disability
M	3%
L	3%
K	5%
J	6%
I	6%
H	6%
G	6%
F	8%
E	7%
D	10%
C	6%
B	6%
A	6%

■ Declared disability

Table 3: disclosures by impairment type

Disabled staff by impairment type[1]	2012	2018
Long-standing illness or health condition (such as HIV, cancer)	88	116
As a %age of all staff disclosures	*38%*	*31%*
Specific learning disability (such as dyslexia or dyspraxia)	50	115
As a %age of all staff disclosures	*22%*	*31%*
Mental health condition	33	68
As a %age of all staff disclosures	*14%*	*18%*
Physical impairment or mobility issues	28	23
As a %age of all staff disclosures	*12%*	*6%*
Other type of disability	14	29
As a %age of all staff disclosures	*6%*	*8%*
Deaf or serious hearing impairment	11	10
As a %age of all staff disclosures	*5%*	*3%*
Cognitive impairment (such as autism)	3	9
As a %age of all staff disclosures	*1%*	*2%*
Blind or serious visual impairment	3	6
As a %age of all staff disclosures	*1%*	*2%*
Total	**231**	**376**

[1] It should be noted that staff can disclose more than one impairment type

4.2 Context and commentary

4.2.1 HE Sector

- 4.7% of staff working in higher education disclosed as disabled in 2016/17. Disability disclosure rates were higher among staff working in Northern Ireland (6.3%) and Wales (5.3%) than in England (4.8%) and Scotland (3.6%)
- Across the sector, the most commonly disclosed impairments were a long-standing illness or health condition, a specific learning difficulty, and a physical impairment or mobility issues

4.2.2 University of Bristol

- 5% of our staff have disclosed a disability. This is broadly in line with the sector average.

- As in previous years, the largest proportion of our disabled staff disclosed a long-standing illness/health condition. This is also consistent with the sector where a quarter of all disabled staff disclosed a long-standing illness or health condition.
- The data show an increase in the numbers and proportion of staff disclosing a Specific Learning Disability (such as dyslexia or dyspraxia)
- Since 2012, there has been a 51% increase in staff disclosing a mental health condition (from 33 disclosures to 68 disclosures). This is within the national context of approximately 1 in 4 people in the UK will experience a mental health difficulty each year. It is estimated that one in six workers are currently dealing with a mental health condition at work, with one in four people being affected by mental ill-health each year.
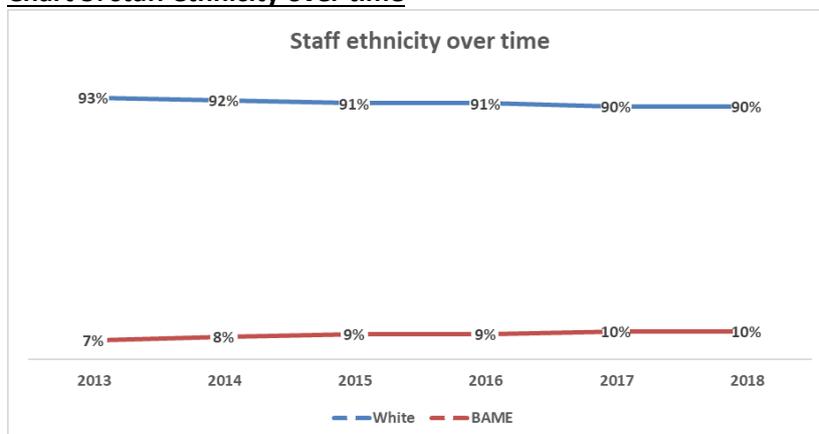
4.3   Supporting activity
- Disability inclusion is at the heart of our new building projects and we have facilitated meetings between Estates and members of our Disabled Staff Network to ensure consultation and involvement from the earliest stages of design.
- The University signed the Time to Change pledge in 2017 - a national movement campaigning against mental health discrimination to improve public attitudes and behaviour, reduce the amount of discrimination people report, and increase confidence to challenge discrimination.
- We launched a series of sessions linked to staff wellbeing. The Assistant HR Director and EDI Manager delivered a series of Masterclasses for managers that provided an overview of the new HR policy on managing staff absence, with an emphasis on better equipping managers to support staff with mental health difficulties. 120 managers attended these sessions.
- We also ran several drop-in sessions to approximately 150 members of staff to promote Wellness Action Plans: a voluntary initiative to help facilitate conversations about managing mental health at work.
- We worked with the mental health charity MIND on the delivery of more in-depth sessions on managing mental health in the workplace that were targeted at specific staff groups.
- Our Staff Counselling Service introduced Sleep Clinics in acknowledgement of the impact of sleep on health and wellbeing.

5.   ETHNICITY
5.1   The results of monitoring the ethnicity of our staff is provided below. Please note that BAME is used as shorthand for staff who disclose as Black, Asian or Minority Ethnic.

Chart 5: staff ethnicity over time

Staff ethnicity over time

White: 2013 93%, 2014 92%, 2015 91%, 2016 91%, 2017 90%, 2018 90%

BAME: 2013 7%, 2014 8%, 2015 9%, 2016 9%, 2017 10%, 2018 10%

Chart 6: disclosures of ethnicity by job family

Staff ethnicity (disclosed) by job family 2018

Job family	BAME	White
Technical	6%	94%
Research/Teaching	14%	86%
Operational	11%	89%
Clinical	12%	88%
Admin/Prof	6%	94%

Legend: ■ BAME ■ White
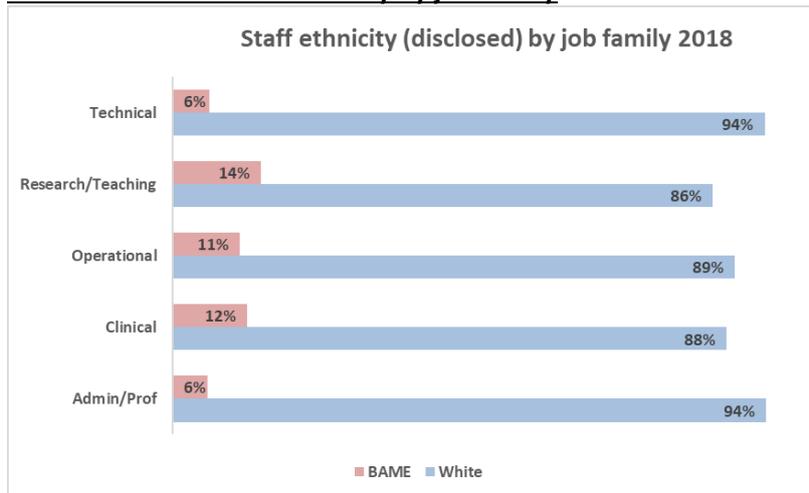
Chart 7: UK nationals – disclosure of ethnicity by job family

Staff ethnicity (disclosed) by job family 2018 - UK Nationals

Job family	BAME	White
Technical	4%	96%
Research/Teaching	7%	93%
Operational	7%	93%
Clinical	10%	90%
Admin/Prof	5%	95%

Legend: ■ BAME ■ White
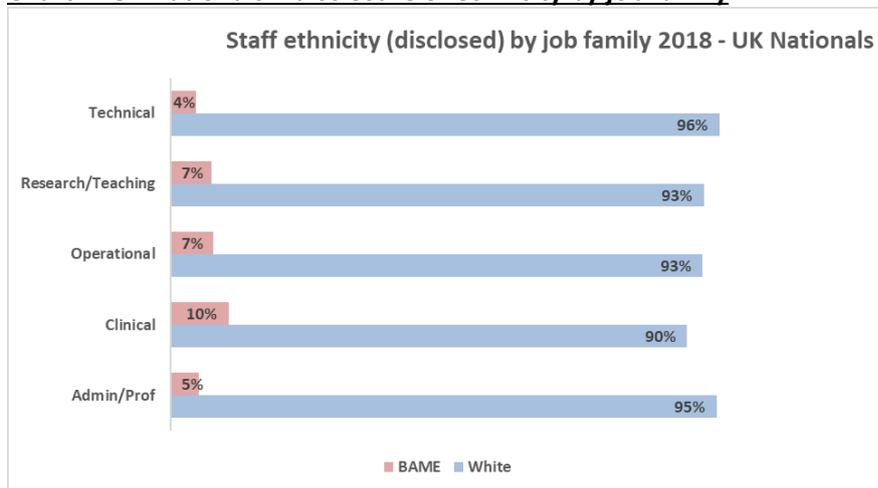
Chart 8: numbers of disclosures by job family: all staff

All Staff - numbers of disclosures by ethnicity

Job family	BAME	White
Technical	26	422
Research/Teaching	399	2450
Operational	73	615
Clinical	24	178
Admin/Prof	134	2268

Legend: ■ BAME ■ White
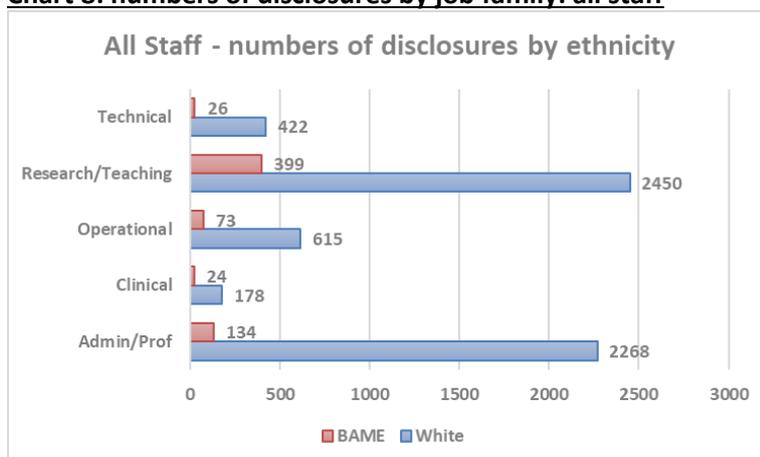
Chart 9: numbers of disclosures by job family: all staff

Numbers of disclosures - UK only

Job family	White	BAME
Technical	392	18
Research/Teaching	1726	131
Operational	558	44
Clinical	161	18
Admin/Prof	2116	109

□ White ■ BAME
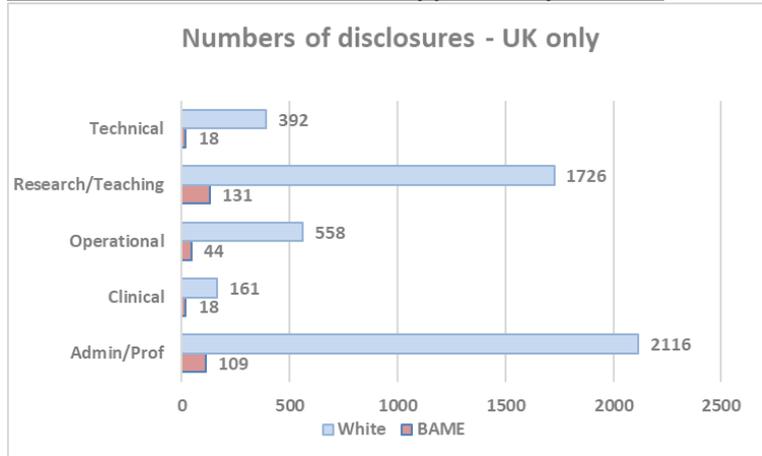
Table 4: UK national/non-UK national disclosures

%	Non-UK national	UK national	Total
BAME	5%	5%	10%
White	15%	75%	90%
Number	**Non-UK national**	**UK national**	**Total**
BAME	336	320	656
White	979	4941	5920

Chart 10: UK national/non-UK national by ethnic group

UK/Non-UK National BAME staff

Ethnic group	Non-UK national	UK national
Mixed - White and Black Caribbean	10%	90%
Mixed - White and Asian	17%	83%
Black or Black British - Caribbean	18%	82%
Asian or Asian British - Bangladeshi	31%	69%
Gypsy or Traveller	33%	67%
Other Mixed Background	37%	63%
Arab	43%	57%
Black or Black British - African	43%	57%
Asian or Asian British - Pakistani	48%	52%
Other Ethnic Background	50%	50%
Mixed - White and Black African	50%	50%
Asian or Asian British - Indian	51%	49%
Black Other	64%	36%
Chinese	71%	29%
Asian Other	76%	24%

■ Non-UK national ■ UK national

Chart 11: disclosures of ethnicity by grade – all staff

Staff ethnicity disclosed - all staff

Grade	White	BAME
A	86%	14%
B	89%	11%
C	91%	9%
D	90%	10%
E	91%	9%
F	95%	5%
G	95%	5%
H	96%	4%
I	83%	17%
J	89%	11%
K	89%	11%
L	91%	9%
M	94%	6%
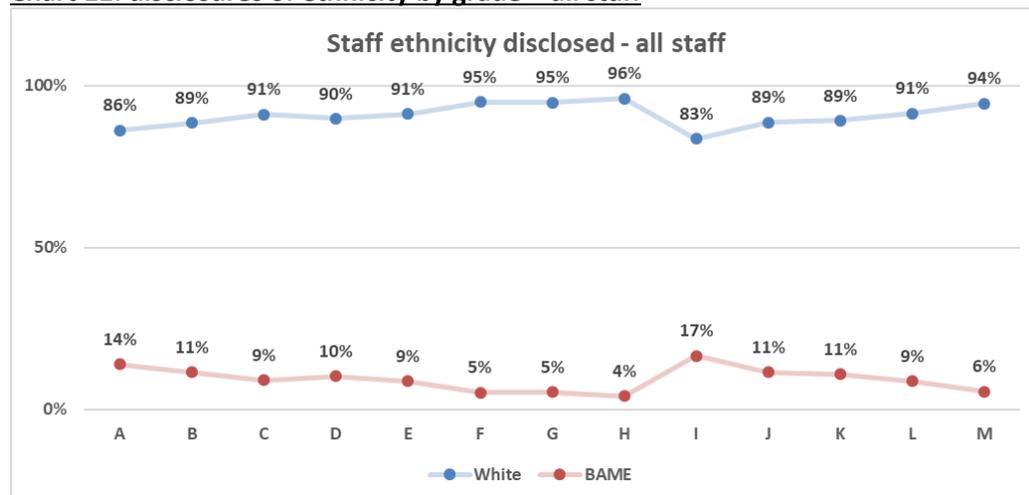
Chart 12: disclosures of ethnicity by grade – UK Nationals

Staff ethnicity disclosed - UK Nationals

Grade	White	BAME
A	91%	9%
B	92%	8%
C	96%	4%
D	91%	9%
E	94%	6%
F	96%	4%
G	96%	4%
H	97%	3%
I	94%	6%
J	94%	6%
K	91%	9%
L	94%	6%
M	95%	5%
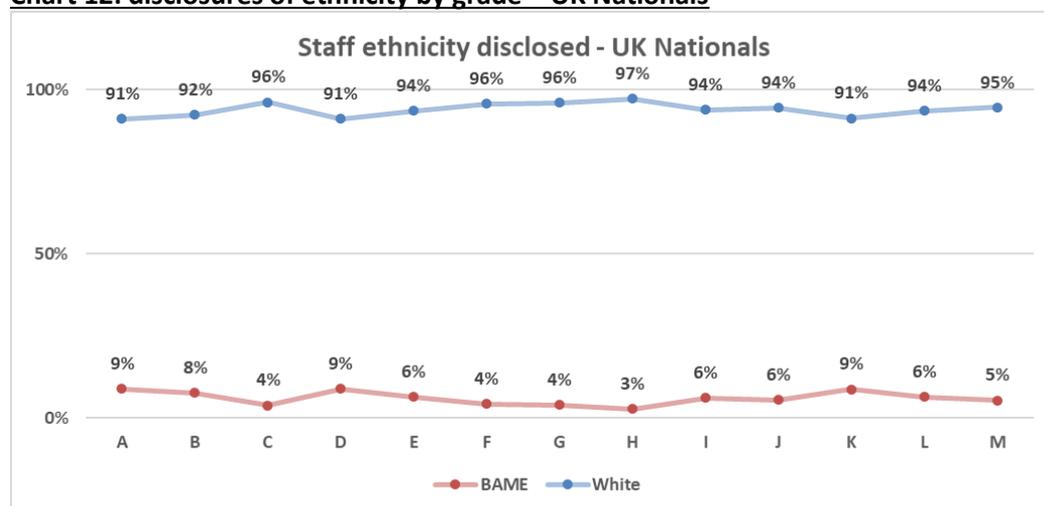
5.2   Context and commentary
5.2.1   HE Sector
- Overall 13% of staff disclosed as BAME; 87% disclosed as White. The Russell Group average is 12% BAME.
- Of those with known ethnicity, 8.9% of UK staff identified as BAME. However, this proportion varied by nation, ranging from 2.1% in Northern Ireland to 10.1% in England.
- Among UK academics, the difference in proportions between white professors (11.1%) and BAME professors (9.7%) was small at 1.4 percentage points.

5.2.2   University of Bristol
- During 2017/18, 656 staff disclosed as BAME representing 10% of our workforce.
- Based on the total of staff (UK and non-UK national) who disclosed their ethnicity to the University, 10% are BAME; 90% are White.
- The University Strategy introduced a Strategic Performance Indicator to improve UK BAME representation to 8% by 2022/23; we are currently at 5%.

- Numbers of BAME staff have increased from 610 in 2016/17 to 656 in 2017/18, but this is not reflected in the overall proportion which remains static at 10%.
- Since the 2016/17 annual report, numbers of UK BAME staff have increased from 300 to 326.
- Out of the 450 professors that disclosed ethnicity to the University, 27 (6%) were BAME

5.3 Supporting activity

- We aim to reflect this diversity across our staff profile – with a particular focus on roles across the Professional Services job family over the coming year as these are roles that we generally recruit to locally.
- The inaugural meeting of the BAME Staff Network took place in September 2017 with improvements to the way in which we develop and promote job opportunities to improve inclusivity and reach being a main focus for members.
- We supported a variety of events across the City to build relationships and to improve the visibility of the University as an employer including St Paul's Carnival, Bristol's Islamic Cultural Fayre and we sponsored and hosted the Iconic Black Bristolians Art Exhibition at Beacon House.
- Our Joint Task Force on Racism, formed in 2017 to tackle racism in all its forms and chaired by Pro Vice-Chancellor Professor Nishan Canagarajah, completed its work in 2018. The Task Force supported the introduction of a range of measures, including cultural awareness training for staff, an online tool – Report/Support - for students and staff to report incidents of harassment and discrimination, and the appointment of a full-time EDI Officer with a specific brief for race.
- To celebrate Black History Month, we invited Year 10 students from across the city (Bristol Metropolitan Academy, Cotham School and City Academy) to visit the University to engage with poetry and dance workshops while learning about the significant contributions to society made by African individuals and communities. We also arranged a lecture exploring 'Whiteness' as a phenomenon that conditions society and social relations and encouraged staff to reflect on issues connected to 'White privilege'.
- We joined Bristol's HR Race Manifesto Working Group collaborating with other major employers across the city - such as Bristol City Council, NHS and Police - to improve representation.
- PVC Professor Nishan Canagarajah became one of 12 commissioners on the newly formed Bristol Commission for Race Equality.
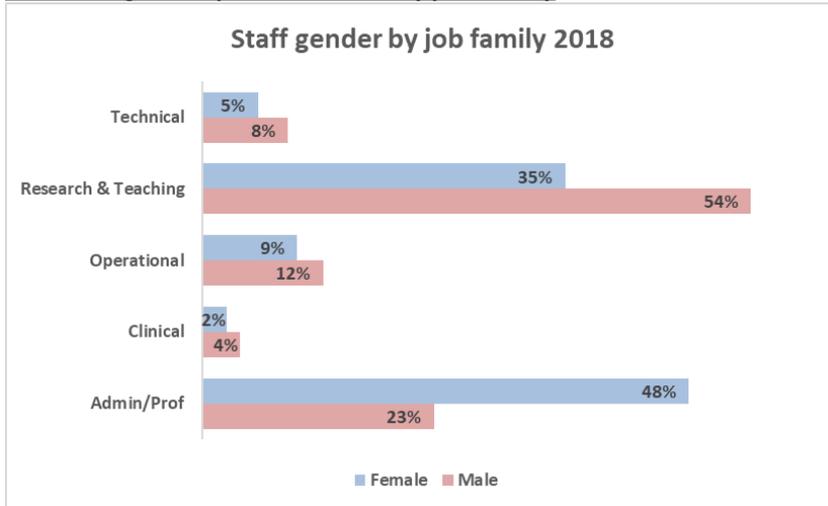
6.   GENDER[2]

6.1   The results of monitoring the gender of our staff is provided below. Please note that it is not possible to report on staff who disclose as non-binary/other as numbers are too small (>10). For this reason, data monitoring shows male and female categories only. Similarly gender identity is not included in this section as numbers are too small (>10) for reporting purposes.
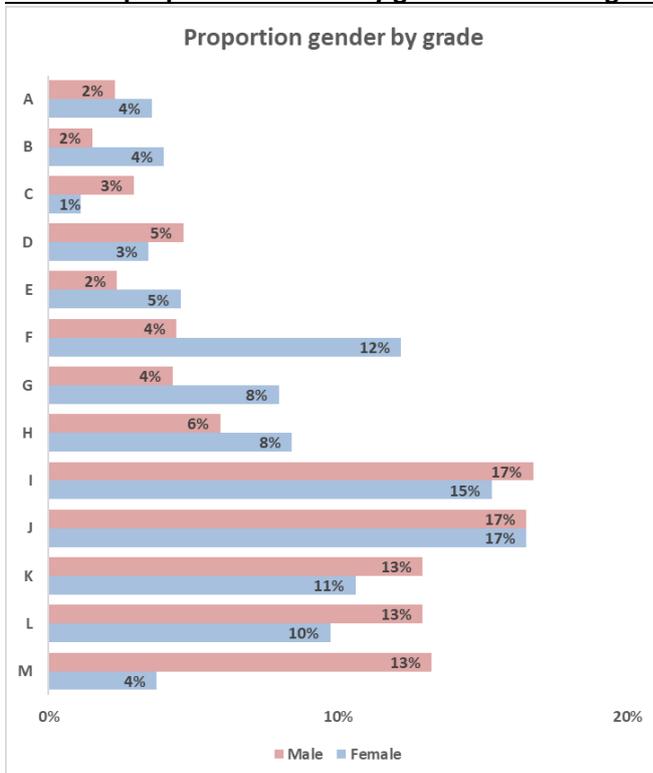
---

[2] Please note that it is not possible to report on staff who disclose as non-binary/other as numbers are too small. For this reason, data monitoring shows male and female categories only. Similarly gender identity is not included in this section as numbers are too small.

Chart 13: gender profile of staff by job family

Staff gender by job family 2018

Job Family	Female	Male
Technical	5%	8%
Research & Teaching	35%	54%
Operational	9%	12%
Clinical	2%	4%
Admin/Prof	48%	23%

Legend: ■ Female ■ Male

Chart 14: proportion of staff by gender across all grades

Proportion gender by grade

Grade	Male	Female
A	2%	4%
B	2%	4%
C	3%	1%
D	5%	3%
E	2%	5%
F	4%	12%
G	4%	8%
H	6%	8%
I	17%	15%
J	17%	17%
K	13%	11%
L	13%	10%
M	13%	4%

Legend: ■ Male ■ Female

Chart 15: proportion of staff by gender and grade

Proportion of grade by gender

Grades: A, B, C, D, E, F, G, H, I, J, K, L, M

Female: 66%, 77%, 32%, 48%, 71%, 77%, 70%, 64%, 53%, 56%, 51%, 48%, 26%

Male: 34%, 23%, 68%, 52%, 29%, 23%, 30%, 36%, 47%, 44%, 49%, 52%, 74%

Legend: Female, Male
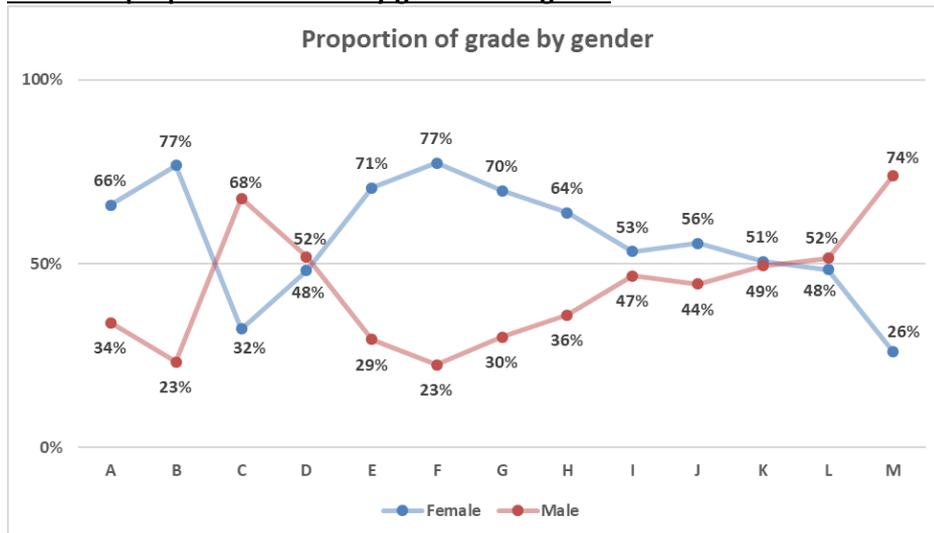
Chart 16: proportion of staff across Research & Teaching and Admin & Professional grades

Proportion gender by grade
Research & Teaching (excl. Clinicians)

Grade	Male	Female
G	0%	2%
H	0%	1%
I	25%	27%
J	19%	28%
K	13%	16%
L	20%	20%
M	22%	8%

Legend: Male, Female

Proportion gender by grade
Professional/Administration

Grade	Male	Female
C	1%	1%
D	4%	5%
E	3%	7%
F	9%	22%
G	7%	13%
H	9%	13%
I	8%	11%
J	23%	13%
K	23%	10%
L	8%	5%
M	4%	1%

Legend: Male, Female
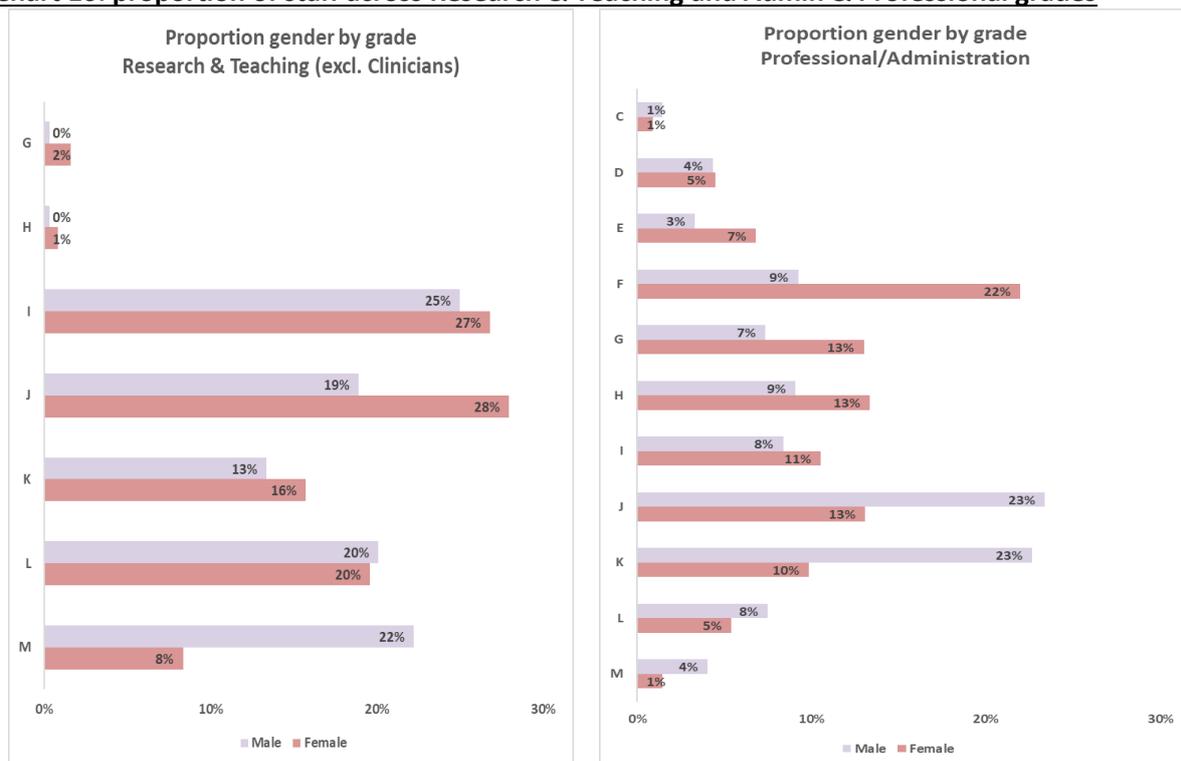
Chart 17: numbers of professorial staff by gender over time

Numbers of professorial staff over time

Male: 236 (2005), 263 (2006), 319 (2007), 338 (2008), 335 (2009), 341 (2010), 344 (2011), 332 (2012), 356 (2013), 369 (2014), 347 (2015), 340 (2016), 354 (2017), 357 (2018)

Female: 37 (2005), 43 (2006), 55 (2007), 61 (2008), 61 (2009), 62 (2010), 67 (2011), 70 (2012), 72 (2013), 80 (2014), 79 (2015), 83 (2016), 106 (2017), 110 (2018)
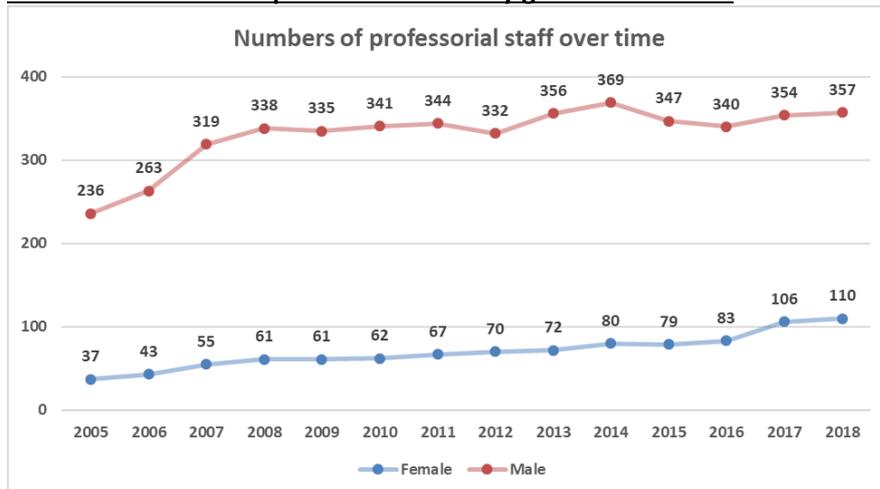
Chart 18: percentage of professorial staff by gender over time

Percentage of professorial staff over time

Male: 86% (2005), 86% (2006), 85% (2007), 85% (2008), 85% (2009), 85% (2010), 84% (2011), 83% (2012), 83% (2013), 82% (2014), 81% (2015), 80% (2016), 77% (2017), 76% (2018)

Female: 14% (2005), 14% (2006), 15% (2007), 15% (2008), 15% (2009), 15% (2010), 16% (2011), 17% (2012), 17% (2013), 18% (2014), 19% (2015), 20% (2016), 23% (2017), 24% (2018)
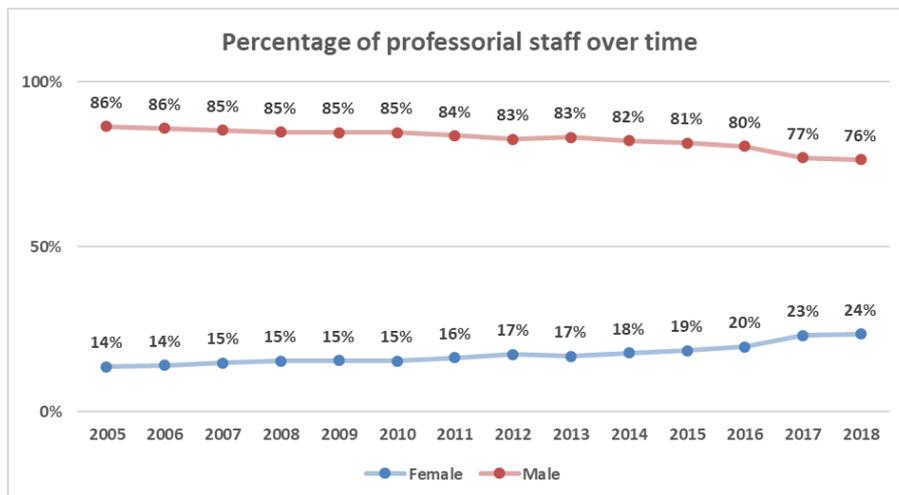
Chart 19: percentage of female professorial staff against Russell Group average

% of female professors

Russell Group: 20% (2013), 21% (2014), 22% (2015), 23% (2016), 24% (2017), 25% (2018)

UoB: 17% (2013), 18% (2014), 19% (2015), 20% (2016), 23% (2017), 24% (2018)

Legend: UoB, Russell Group, Predicted RG
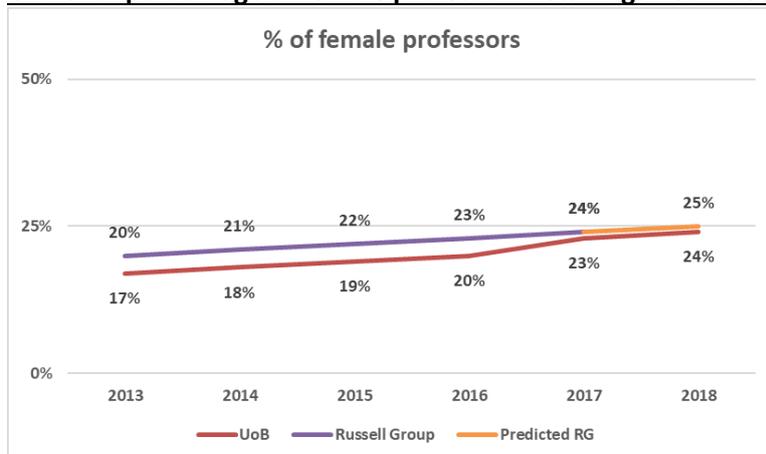
Chart 20: gender profile of the academic pipeline to professorial level

Pipeline to professorial level
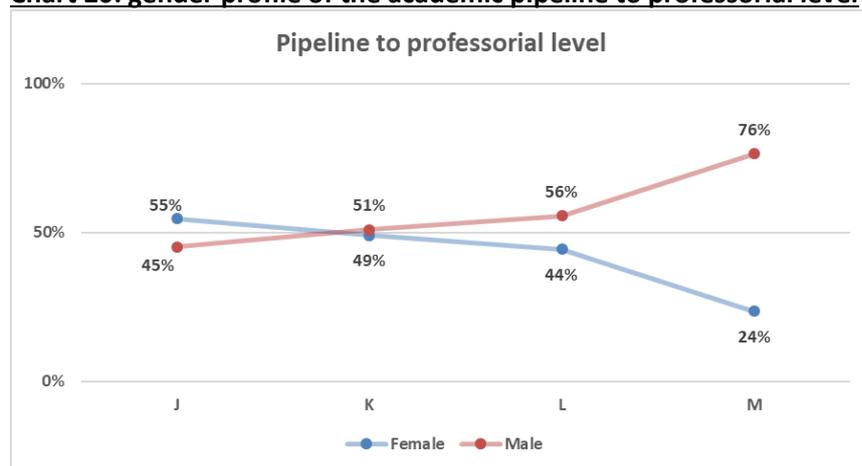
Chart 21: gender profile of the female academic pipeline to professorial level

Female pipeline to professorial levels over time

	J	K	L	M
2018	55%	49%	44%	24%
2017	50%	45%	41%	23%
2016	43%	43%	38%	20%
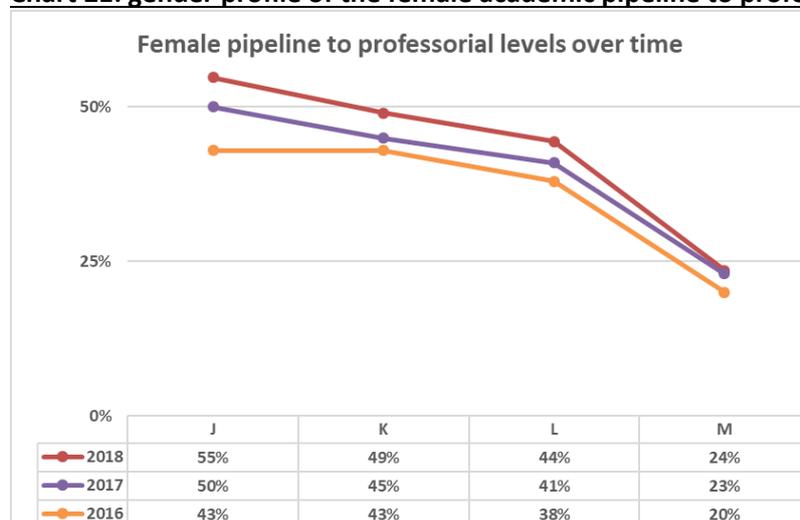
6.2   Context and commentary
6.2.1   HE Sector
- 54% of staff working in UK higher education were women; 46% were men.
- As the seniority of contract levels increased, the proportion of female staff decreased. For example, 75% of all professorial staff were male.
- For both academic and professional and support staff, women were underrepresented in senior positions and overrepresented in junior positions. For example, at the Head of Institutions contract level, 79.3% of academic staff and 77.5% of professional and support staff were men.
- Russell Group average representation of female professors was 25%.

6.2.2 University of Bristol
- 55% of all staff were female; 45% of all staff were male.
- Our monitoring shows issues with distribution across our grading structure that are influencing the gender pay gap (see Section 7 below). For example, across our Research & Teaching staff, 22% of all men are employed at Grade M; 8% of all women employed across Research & Teaching staff are at this grade.

- Around 50% of all men employed across the Admin/Professional job family are in middle-management grades J and K; just under a quarter of all women employed across the Admin/Professional job family occupy these grades.
- Female representation at professorial level has increased by 80% over the last ten years and a quarter of all Grade M professorial staff are female.
- The 'pipeline' to professorial Grade M is improving year-on-year with increased pools of women at grades J, K and L.
- The University Strategy 2016-23 sets a target to increase the proportion of female professors to 33% by 2022-2023 and we are enhancing the pipeline bringing forward female academic leaders.

6.3 Supporting activity

- Our involvement with Advance HE's Athena SWAN Charter continues, with three of our Schools achieving Silver Awards for their commitment to good practice in gender equality. The School of Mathematics and School of Biochemistry rose from Bronze to Silver; and the Bristol Medical School – created in August 2017 by the merging of the former Schools of Clinical Sciences and Social and Community Medicine (both Silver Award holders) and teaching staff from Medical Education – applied as a new department and was also awarded Silver. We now have thirteen schools holding SWAN awards. The Gender Equality Group continues to maintain oversight of SWAN progress and will soon begin working as a self-assessment team on University-level SWAN accreditation.
- The EDI team hosted our first Men's Allyship Workshops in July, facilitated by the Feminist Men's Project, where issues such as male entitlement were explored. This was a male only workshop for those interested in looking at feminism, masculinity and what men can do to be better allies to the women and non-binary people in our lives. The session was fully booked and based on the positive feedback received, we are running further sessions over the coming year.
- The EDI team hosted the Women in STEMM Outreach Day in December 2017 where over 100 school children came to see talks and get hands on with experiments and demonstrations to highlight and celebrate women in STEMM. Dr Annela Seddon from the School of Physics and the Chief of Manufacturing Engineering at Rolls-Royce - Ruth Ginever - were guest speakers talking about their life and career in STEMM.
- We continue to organise HerStories seminars - an ongoing career seminar series, which provides staff with the opportunity to hear about and discuss the diverse career paths of leading female colleagues across the University. Our Registrar, Robin Geller, and the Chief Executive of Bristol SU, Sam Budd, were featured in last year's programme with hugely positive feedback received.

7. GENDER PAY GAP

7.1   We published the results of our statutory Gender Pay Gap Report in March 2018:

Image 1: Gender Pay Gap

OUR GENDER PAY GAP

Median Pay Gap 16.2%   UK-wide 18.4%   Mean Pay Gap 21.1%

7.2 Context and commentary
7.2.1 HE Sector
- Overall, the median gender pay gap was 13.7% and the mean pay gap was 17.8%.

7.2.2 University of Bristol
- The overall gender pay gap can be largely attributed to population distribution, with a greater number of men in the higher paid roles at the University (see Section 6 above).
- At 16.2% (favouring men), our median gender pay gap is lower than the Office of National Statistics national UK-wide gap (18.4%).

7.3 Supporting activity
- The Professorial Gender Pay Gap Working Group was created in May 2017 to tackle the objective set in our University Strategy to eliminate the gender pay gap in the professoriate (+/-3%) by 2023.
- Our employment structure is strongly segmented by occupation (academic and professional services), career pathways, grade and working patterns. Our gender pay gap can be largely attributed to population distribution, with a greater number of men in the higher paid roles at the University: women make up 55% of our workforce but comprise only 41% of the upper quartile of staff by salary. A range of activity is in place to address issues of under-representation.
- We established the Professorial Gender Pay Gap Working Group in May 2017 and commissioned Dr Alison Parken, a Senior Research Fellow at Cardiff University and a leading expert in this field, to undertake a gender employment and pay analysis. The report is clear that its analysis revealed no significant equal pay issues at Bristol: addressing this gender pay gap effectively will require us to tackle gender segmentation in our employment structure as a whole. The Group has been working on an action plan based on the report's recommendations and a project has been created to continue the work, taking forward the actions under the guidance of a Professorial Gender Pay Gap Steering Group.

8. RELIGION/BELIEF
8.1 The results of monitoring the religious diversity of our staff is provided below.

Chart 22: staff disclosures of religion/belief
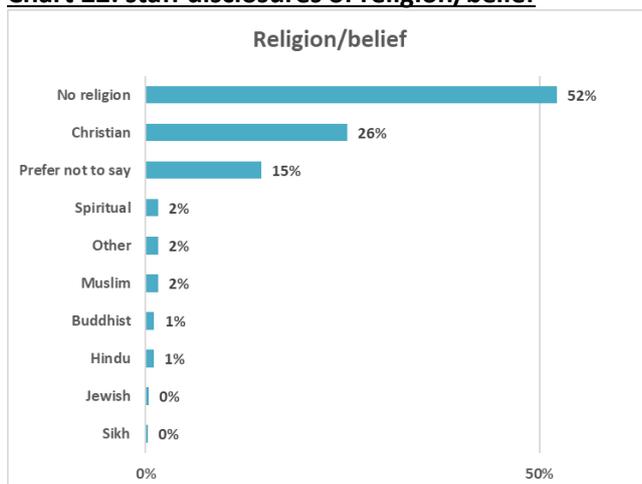
8.2   Context and commentary

8.2.1   HE Sector
- Of the staff in institutions that returned religion and belief data to HESA, at least 61.7% were given the option to provide data on their religion and belief, with 49.0% providing information and the remaining 12.7% refusing to provide information.
- Overall, religion and belief information, including 'information refused', was returned to HESA for 43.9% of all staff working in higher education – an increase of 2.0 percentage points from 2014/15 (41.9%).

8.2.2   University of Bristol
- Our disclosure rate for religion/belief increased from 50% in 2016; to 56% in 2017; and to 59% in 2018.
- The majority of staff are disclosing as having no religion.

8.3   Supporting activity
- We launched a Diversity Calendar promoting over 240+ significant dates, including holy days, special events, festivals and bank holidays to assist with planning and to raise awareness.
- We developed guidance for staff on supporting colleagues who may be observing Ramadan.

9.   SEXUAL ORIENTATION

9.1   The results of monitoring our staff by sexual orientation are provided below.

Table 5: all staff – numbers of sexual orientation disclosures

Sexual Orientation disclosures	2018	2018 %	2017	2017 %
Bisexual	82	2%	69	2%
Gay man	84	2%	80	2%
Gay woman/lesbian	30	1%	31	1%
Heterosexual	3161	79%	2820	78%
Other	29	1%	28	1%
Prefer not to say	612	15%	573	16%
Total staff disclosures	3998	100%	3601	100%

9.2   Context and commentary

9.2.1   HE Sector
- Of the staff in institutions that returned sexual orientation data to HESA, at least 62.0% were given the option to provide data on their sexual orientation, with 47.3% providing information and the remaining 14.7% refusing to provide information.
- The proportion of all staff for which sexual orientation data was known increased by 19.2 percentage points from 40.8% in 2014/15 to 62.0% in 2015/16.

9.2.2   University of Bristol
- 58% of our staff have disclosed under the sexual orientation category; this represents a 50% increase in staff disclosures since we introduced this monitoring category in 2015.

9.3   Supporting activity
- We continued and developed our support of the Bristol LGBT+ community this year by again supporting Bristol Pride (one of only four in the UK to feature in the list of Top 50 Pride Destinations in the world). We also sponsored the Pride Dog Show for the first time.

- We launched our on-line LGBT+ Role Models programme where a range of staff share their experiences to show that being LGBT+ is not a barrier to success: individuals can be open about themselves at work if they want to be.
- We worked with the LGBT+ Staff Network to finalise a glossary of terms to raise awareness of LGBT+ terminology.
- We promoted and supported a range of events developed by our LGBT+ Staff and Students to celebrate LGBT+ History Month and we continued the tradition of lighting up an iconic building in rainbow colours (the Victoria Rooms).

10.   TRANS INCLUSION

10.1   We are unable to publish monitoring on the gender identity of our staff. We have engaged with activity to ensure that staff are able to fully support trans colleagues including:
- We joined with other local organisations, community groups and individuals to sign the Bristol Trans Support Pledge, to signify our commitment to trans equality.
- In collaboration with members of our LGBT+ Staff and Students Networks we reviewed and improved our guidance on supporting trans people.
- We provided advice and guidance on an individual basis to staff who are supporting trans students or colleagues on a range of issues.
- We have worked with colleagues in Estates to improve the provision of gender-neutral facilities across our buildings.

11.   LOOKING AHEAD

11.1   We will focus on the following priority areas over the coming academic year:
- ➢ Support the development of a new governance structure to support and strengthen our institutional approach to EDI.
- ➢ Launch of a development programme on Active Bystander techniques to help staff challenge poor behaviours and bring about cultural change through the reinforcement of messages defining the boundaries of unacceptable behaviour. This will be supplemented with web-based information and a tool kit.
- ➢ Develop and deliver a targeted programme of positive action through a series of Recruitment Workshops for key roles held in local community venues such as Barton Hill Settlement to improve representation of UK BAME staff.
- ➢ Launch a LGBT+ Allies programme across the organisation to ensure our culture in welcoming and inclusive to LGBT+ colleagues.
- ➢ Actively participate in the national Athena SWAN review, designed to explore the structure of the initiative and make recommendations for change.
- ➢ Undertake a root and branch review of our recruitment processes – from advertising and job descriptions to induction – with a particular focus on BAME inclusion. Initial focus will be on Professional Services recruitment.
- ➢ Launch a series of workshops and seminars under the Inclusion Matters banner to raise awareness of key issues.
- ➢ Work in partnership with the Student Inclusion Manager and Bristol SU on a range of campaigns and activities to promote diversity and inclusion.
- ➢ Build on relationships already established with employers and other stakeholder groups across the city of Bristol through continued activity aligned with the Bristol Equality Charter and Race Manifesto Group.