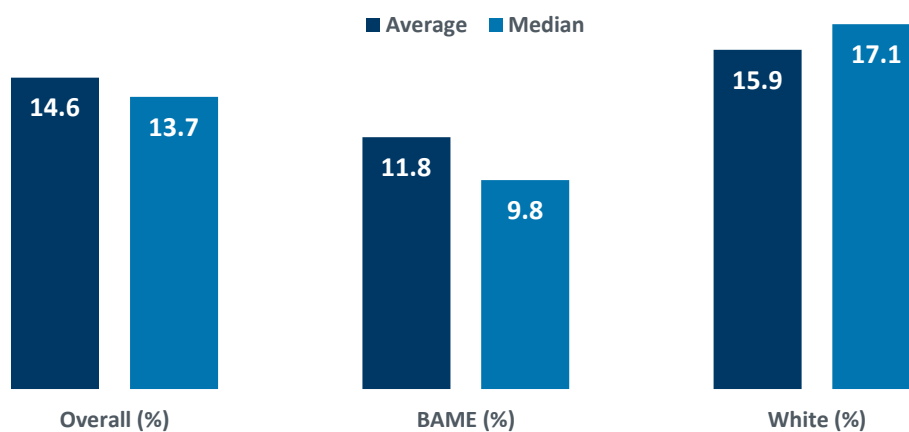


Ethnicity

The University applies demographic categorisation as determined by the Higher Educational Statistics Agency (HESA) consistently across the UK. Throughout the report, we have used the acronym 'BAME', (Black Asian and Minority Ethnic) to denote those social groups who have been subject to historic and contemporaneous forms of racism and exclusion. We are attentive to the fact that such aggregate forms of conceptualisation are not ideal and can sometimes mask important differences between groups. However, gaps in the declared data currently prohibit further breakdown into separate ethnic groupings, which we aim to address. Ethnicity related categorisation is considered as part of the report in comparison to majority groups and, in this instance, has been collated and reported comparing White categories to Black Asian and Minority Ethnic (BAME) group.

Key Figures/Highlights

Graph 1: Internal ethnicity pay gap by demographic group



Graph 2: Median Hourly Rate (£)



Table 1: Ethnicity Equal Pay, by grade

Grade	White	BAME	Pay Gap
Grade 1	16,973	16,973	0.0%
Grade 2	17,260	17,301	-0.2%
Grade 3	18,559	17,865	3.9%
Grade 4	21,430	20,546	4.3%
Grade 5	24,795	23,508	5.5%
Grade 6	31,509	30,801	2.3%
Grade 7	38,962	38,213	2.0%
Grade 8	48,633	47,796	1.8%
Grade 9	58,550	57,272	2.2%
Professor	84,841	86,798	-2.3%

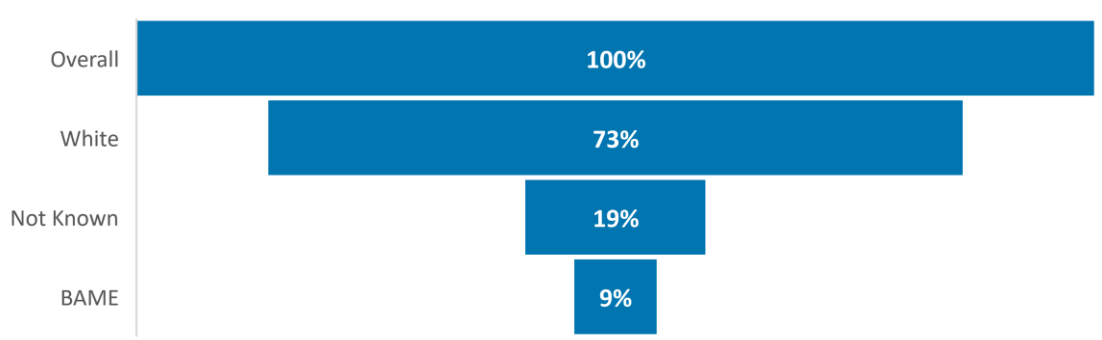
Ethnicity Pay Gap: Summary

The University's ethnicity median hourly pay gap appears to favour BAME colleagues albeit a marginal difference of 0.41%. It should be noted that only 9% of the population have disclosed their ethnicity BAME thus it is difficult to draw any accurate deduction.

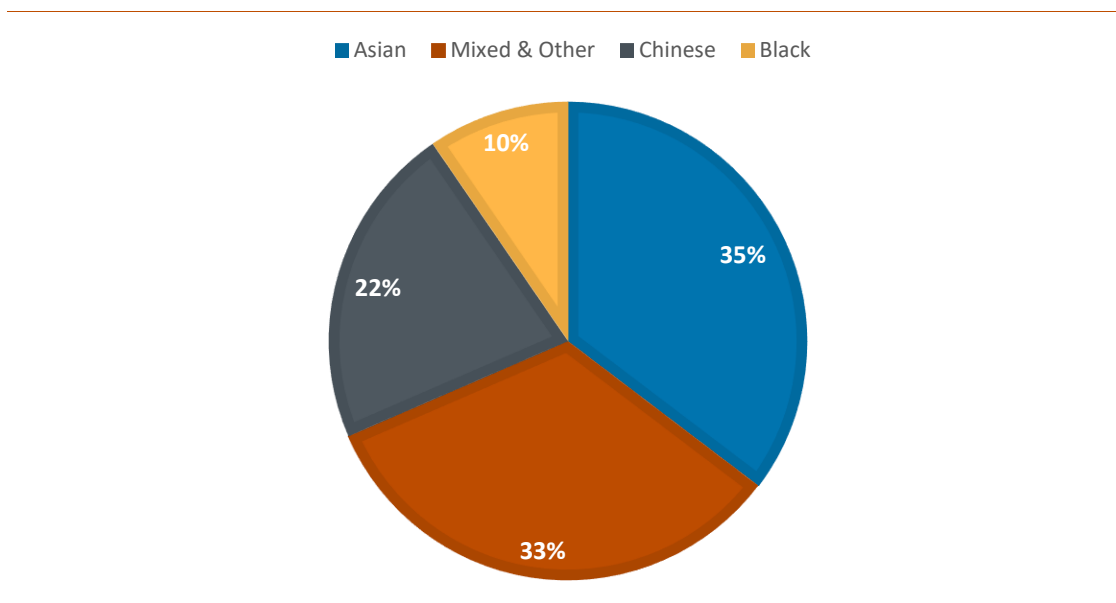
When considering average ethnicity pay data by grade, Table 1, Grades 3 to 9 favour White colleagues over BAME colleagues with a degree of variance. The greatest variance is evident at Grade 5 in excess of 5% and Grades 3 and 4 above 3%, each of which requires further investigation (it should be noted that specifically in Grade 3 the number of BAME colleagues is very low).

It is notable that BAME Professor group has a favourable variance of 2.3% with a resultant impact on the levelling up of the median hourly pay gap.

Graph 3: Demographic Summary



Graph 4: BAME Demographic Split



Given that the largest proportion of the population fall within the White category, this group statistically dominates in terms of influencing our overall pay gap.

The median ethnicity pay gap for BAME colleagues is more favourable in comparison to colleagues categorised as White as outlined in Graph 1. The detailed analysis by grade outlined in Table 1 shows those of BAME background are paid less than those categorised as White across the grades within permitted degrees of variation for most grades, with Grade 5 being the exception. The pay gap is in favour of BAME colleagues within the Professorial Grade, clearly impacting the overall pay gap information.

The significant level of non-disclosure rates across the University is likely to mask the true ethnicity pay gap. The University is taking urgent action to address non-disclosure rates which will support accurate understanding of the fairness of the ethnicity pay structure.

Ethnicity Pay Gap – Actions

The University launched its [Understanding Racism Transforming University Culture](#) (URTUC) report and action plan in February 2021. This report and action plan, based around four key principles, had a focus on ensuring that the University becomes an anti-racist organisation. This has necessarily resulted in the University reviewing all of its internal processes to ensure there is no systemic racism and will include career development practices such as promotion, performance review and recruitment.

The significant levels of non-disclosure of ethnicity are highly problematic within this context, as the University's ethnic diversity pay data is likely to be considerably different with full disclosure from the institutional population. The Race Equality Champion, Bonnie Dean (VP for Corporate Engagement and Innovation), has recently published an infographic highlighting the key diversity trends across a range of protected characteristics and, importantly, the gaps in ethnicity data. This information will be reviewed quarterly to build colleague confidence in utilising their data, and the way this will shape strategy and policy.

There was a range of agreed actions in the URTUC report, these included:

- Senior Management Group to publicly commit to taking an anti-racist approach to University processes and systems.
- SMG members publicly committing to a personal race equality related objective.
- Mandatory training on racial equality and cultural awareness raising for colleagues and students on acceptable codes of behaviour at the University.
- Conduct an anti-racism campaign.
- Recruitment of new Respect Advisers in support of ethnic diversity.
- Racial equality and cultural awareness training beyond the mandatory requirements for SMG, and other senior leaders and those involved in staff or student investigation processes.

These collective actions support elements of the URTUC action plan relative to understanding our processes and the extent to which these have a differential impact. Specifically, engendering a holistic approach to inclusion building on our learning from the work undertaken to reduce our gender pay gap.

Going forward academic promotion, PDR and ECDP data will be analysed and reviewed with respect to ethnicity and disability related information with further analysis to be undertaken within particular grades where variances exist outside permitted allowances.