



BISHOP  
GROSSETESTE  
UNIVERSITY

# GENDER PAY GAP REPORT 2019

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[www.bishopg.ac.uk](http://www.bishopg.ac.uk)

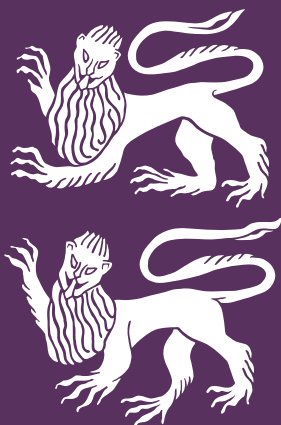






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# GENDER PAY GAP REPORT 2019

Bishop Grosseteste University (BGU) is committed to Diversity and Inclusion and has well developed policies that support this commitment. Diversity and Inclusion is recognised, encouraged, promoted and valued at all levels within the University. We aim to create a culture where people can be themselves at work, regardless of their gender or any other attribute or choice.

BGU's recruitment and selection procedure provides a fair, systematic and reliable basis for selecting the most suitable candidate for any given vacancy immaterial of gender.

As part of our legal obligation, we are publishing this data in response to our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that require

us to report on a number of metrics as of 31st March in a given year. The gender pay gap is the difference between the average pay (expressed as both the mean and median) of men and women expressed as a percentage.

Gender Pay Gap & Equal Pay are two different measures. A gender pay gap is a broader measure of the difference, i.e. 'gap' in percentage terms, between the average earnings of men and women – regardless of the nature of their work within the organisation. Equal pay refers to the pay difference between male and female staff who are engaged in equal or similar jobs/roles with work of equal value.







# PAY AND BONUS GAP



	Mean	Median
Hourly fixed pay	15.1%	19.1%
	LOWER	LOWER
Bonus paid	21.0%	0%
	HIGHER	LOWER

## KEY

**Mean and Median:** The gender pay gap shows the difference between the mean (average) and median (mid-point) based on hourly pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

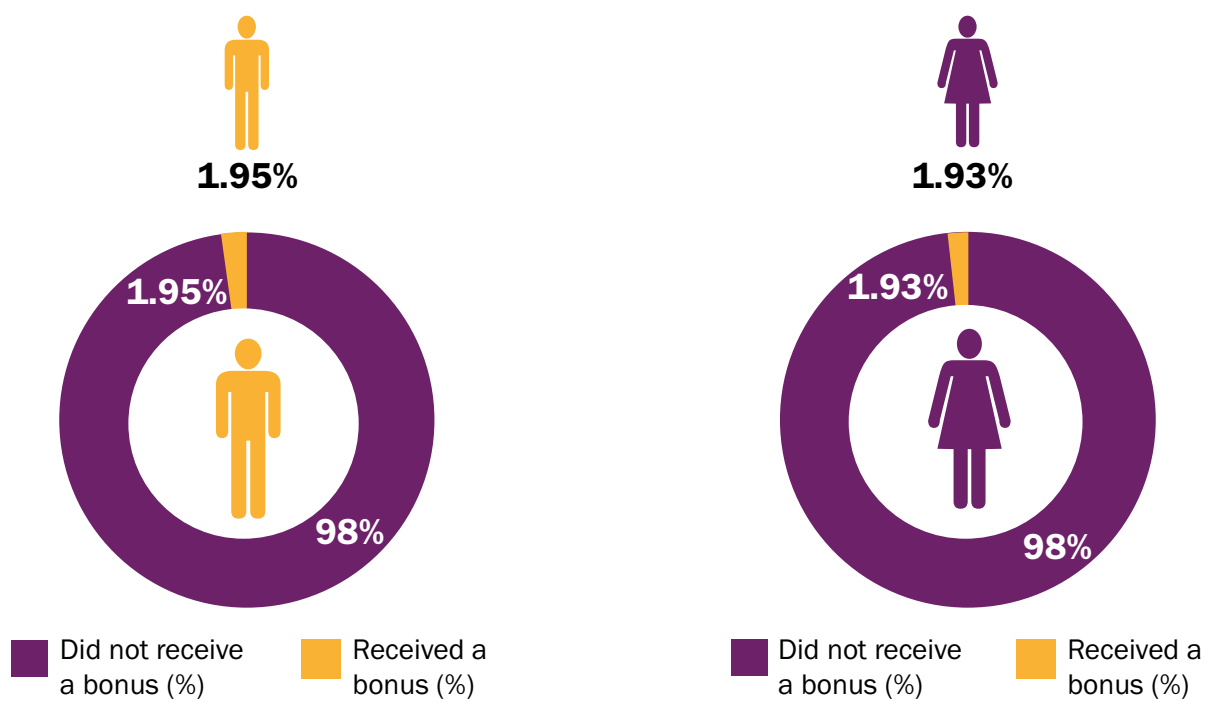
The hourly fixed mean pay gap has increased from 10.4% in 2018 to 15.1% in 2019, however, the median has increased from 6.1% in 2018 to 19.1% in 2019. These changes can be explained by an increase in male employees represented in the upper and upper middle pay quartiles creating a greater impact on the mean and median position but equally a greater number of male employees within the upper and upper middle quartiles impacting on the mean position.

The University employs its own housekeeping staff and also student casual workers/ ambassadors. Given the larger number of female workers represented in these categories, which for student workers is also representative of the student body, the University recognises this provides additional challenges for gender pay gap reporting. The University will continue to explore measures which encourage female applicants to upper quartile roles and equally male applicants to those in the lower quartile where female employees currently make up the majority at 75%.





## PROPORTION OF STAFF AWARDED A BONUS IN 2019

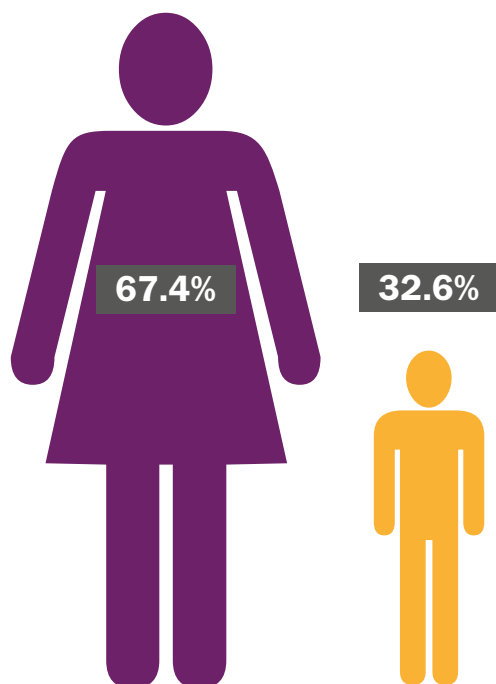


KEY  
2019 bonus refers to long-term service awards.

# QUARTILES AND GENDER BALANCE



## GENDER BALANCE



Gender balance female proportion (%)

Gender balance male proportion (%)

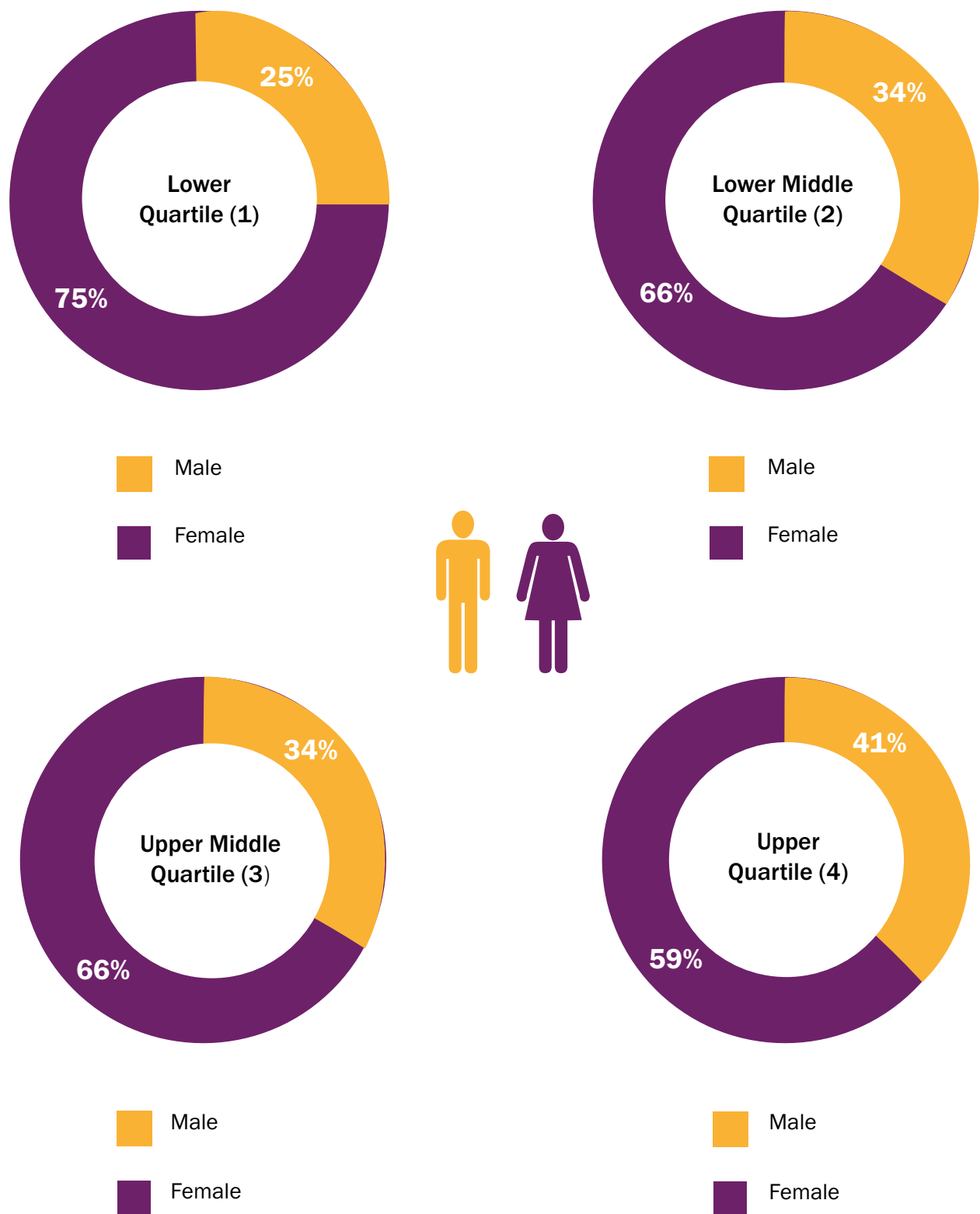
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**Gender Balance:**

Across 635 employees

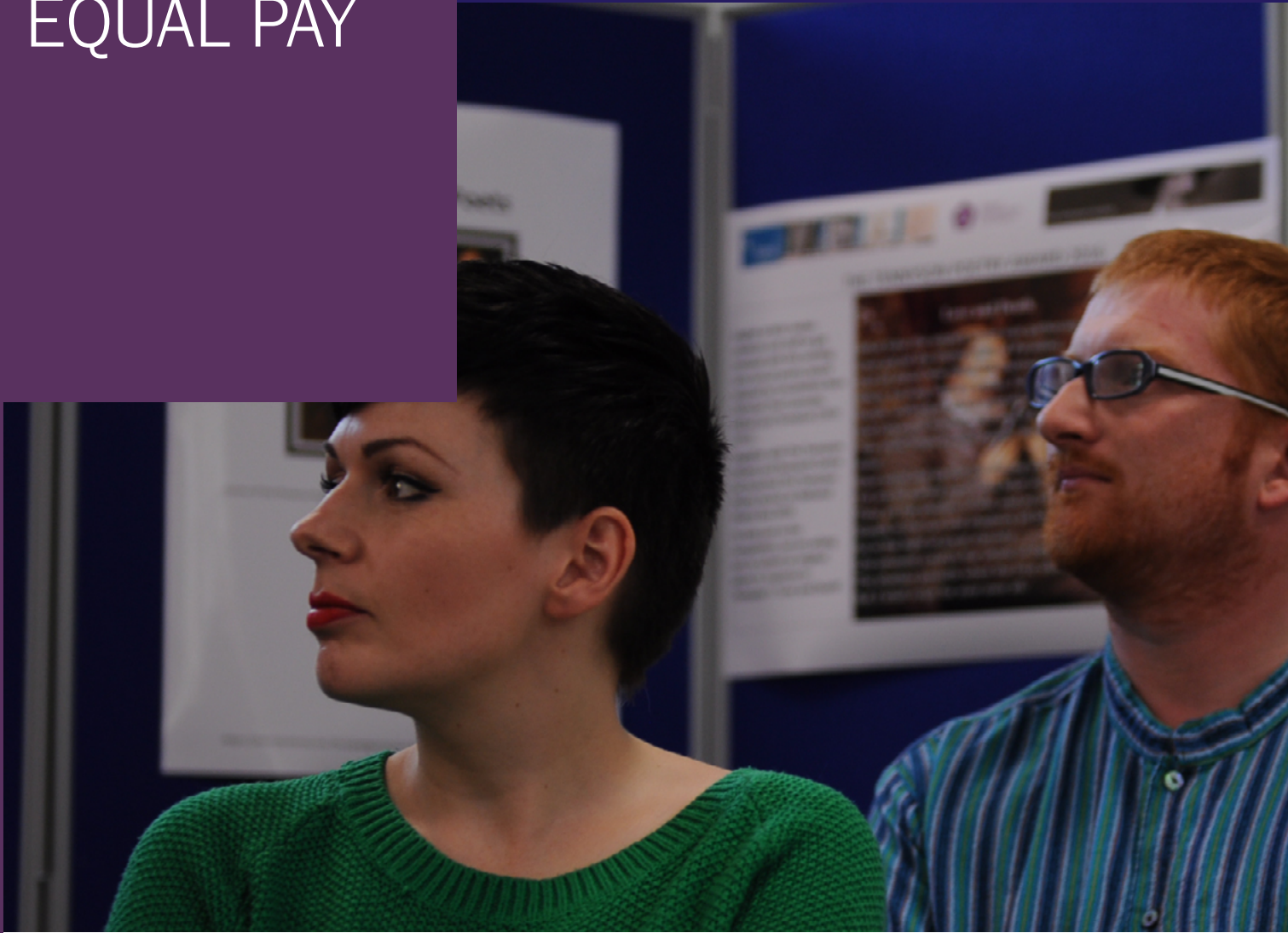


PROPORTION OF MALES AND FEMALES IN EACH HOURLY RATE PAY QUARTILE



The above information illustrates the gender distribution at the University across four equally sized quartiles. This is the percentage of men and women within each quartile as at 31st March 2019. The quartiles are determined by hourly pay rates with the lower quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%.

# EQUAL PAY



**BGU is committed to providing equal pay for equal work, not just because this is a legal requirement but because it is the right thing to do. We conduct regular analyses that show male and female employees are paid equally for equivalent work.**

Our pay policies and practices are designed to control potential biases and to ensure equal pay for equivalent jobs, regardless of gender. We have a standard approach to job grading using the HERA job evaluation methodology, which underpins how we reward employees.

BGU's recruitment process aims to attract the most diverse and talented people it can. The recruitment process is a critical point, when gender pay inequity could arise. Partly because of this risk we adopt a closed shortlisting process to ensure anonymity and gender bias. The HR function has processes in place to ensure there is no bias in the compensation offers made by the University.

BGU is committed to the principle of equality of opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

BGU utilises a single pay spine and is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work (equal pay). The existence of a gender pay gap is a result of the roles in which men and women work within the organisation and the salaries that these roles attract.

While our gender pay gap compares favourably with that of the HE sector, this is not a subject about which we are complacent. We are committed to doing everything that we can to reduce the gap.



# NARROWING THE GENDER PAY GAP

To date, the steps that the University has taken to promote gender diversity in all areas of its workforce include the following:

- **Flexible working policy:** Flexible working was introduced, which makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority and that flexible working need not be limited to part-time working.
- **Supporting parents:** BGU has policies for Maternity, Paternity, Adoptive and Parental Leave.
- **Emergency leave to care for dependants:** Employees may take a reasonable amount of time off in order to make arrangements for dependants.
- **Flexitime Scheme:** The flexi-scheme is intended to allow employees to work prearranged times that suit their individual circumstances whilst ensuring that service standards are maintained.
- **Childcare Vouchers:** are available for employees to purchase through the salary sacrifice scheme.
- **Annual Leave:** The University has recently increased the holiday entitlements to ensure a good work life balance.
- **Equality and Diversity Training:** All employees are expected to complete the equality and diversity training which includes disability, gender reassignment and unconscious bias.

BGU remains committed to providing equality of opportunity for all and improving the gender pay gap. The University will continue to reduce the gender pay gap through for example:

- Continuing to attract, recruit and develop talented people from a range of backgrounds;
- Equipping and empowering our leaders and employees to continue to own and drive inclusion;
- Reviewing the organisational staff survey results and work to implement action plans/associated development initiatives;
- Continuing to evaluate jobs in accordance with the Higher Education Role Analysis job evaluation scheme designed by Education Competencies Consortium (ECC);
- Continuing to operate the model pay spine structure that was commended by Joint Negotiating Committee for Higher Education Staff within the National Framework Agreement;
- Continuing to develop and promote family friendly policies including flexible working opportunities;
- Continuing to provide unconscious bias and other inclusion training to staff involved in the recruitment and selection process.

While we appreciate that these initiatives will not remove the gender pay gap alone, we are committed to developing our long-term sustainable practices and ways of working to ensure inclusivity and fairness. We will continue reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making and action being taken.



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## VICE CHANCELLORS STATEMENT

As Vice-Chancellor, I welcome the opportunity to publish our Gender Pay Gap report for the year ending 31 March 2019. I am however, slightly disappointed to see our gender pay gap has not improved following our 17/18 report. This is despite improved efforts across the institution to equalise the representation of men and women in the spectrum of different job grades. As a university we recognise that more needs to be done to address the disproportionately low number of women at senior levels in the University – especially in academic roles – as well as the higher concentration of women in lower paid employment. Given the efforts that we have made to improve the Gender Pay Gap at the university, it is disheartening not to have made a significant progress; that said we remain committed to equalising the representation of men and women across the spectrum of different job grades. Therefore, we will continue to work collaboratively across the institution including with our Trades Unions to deliver on this important agenda. In addition, improving gender equality will be a standing item on People and Inclusion committee, chaired by our Director of Human Resources.

I can confirm the gender pay gap data contained in this report for BGU is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).

Rev Canon Professor Peter Neil  
Vice Chancellor

Jonathan Cheeseman  
Director of Human Resources



@BGULincoln

