



BISHOP
GROSSETESTE
UNIVERSITY

GENDER PAY GAP REPORT 2018

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Bishop Grosseteste University
Longdales Road
Lincoln
Lincolnshire
LN1 3DY

Tel: **01522 527347**
E-mail: **reception@bishopg.ac.uk**

GENDER PAY GAP REPORT 2018

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 each year. The gender pay gap is the difference between the average pay (expressed as both the mean and median) of men and women, it is expressed as a percentage.

Gender Pay Gap and 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



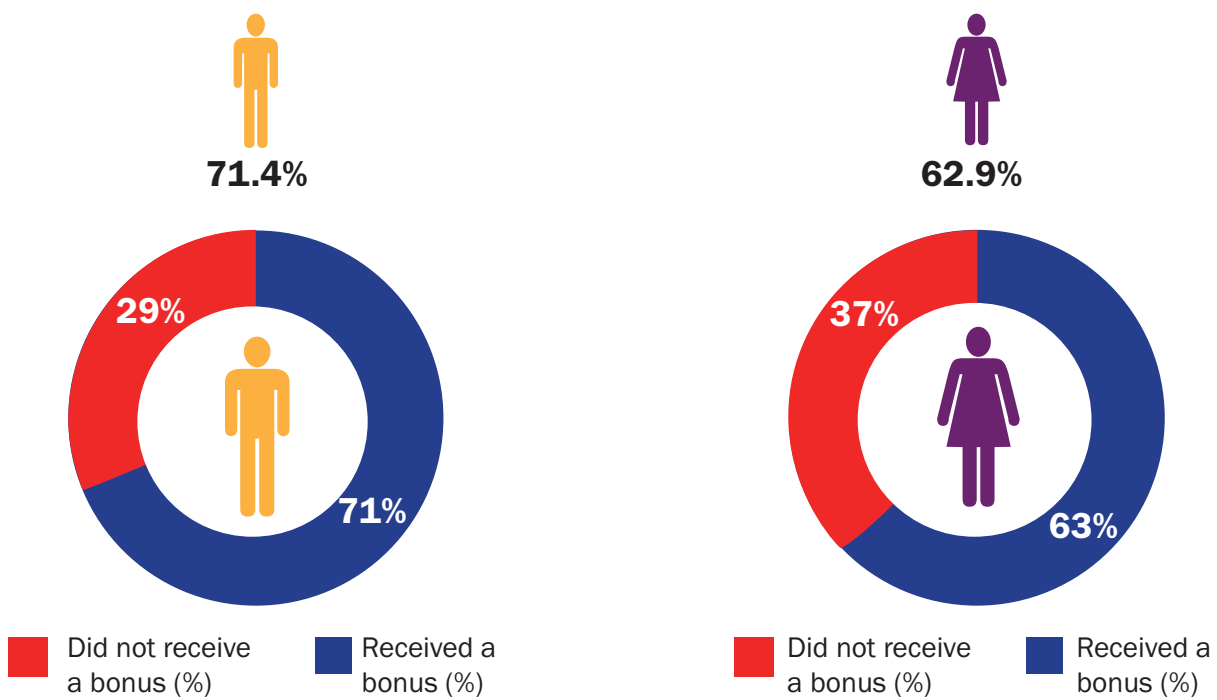
Mean and Median: The gender pay gap shows the difference between the mean (average) and median (mid-point) based on hourly pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

	Mean	Median
Hourly fixed pay	10.4%	6.1%
	LOWER	LOWER
Bonus paid	17.2%	0%
	LOWER	LOWER

The hourly fixed mean pay gap has increased from 6.3% in 2017 to 10.4% in 2018, however, the median has fallen from 12.5% in 2017 to 6.1% in 2018. These changes can be partially explained by a small increase of female employees represented in the upper pay quartiles creating a greater impact on the median position but equally a greater number (6% increase compared to 2017) within the lowest quartile 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 79%.



PROPORTION OF STAFF AWARDED A BONUS IN 2018

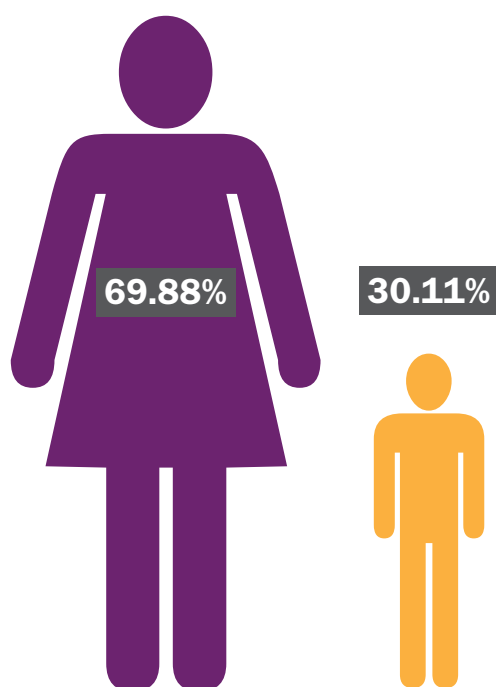


2018 bonus refers to long-term service awards and an institutional performance bonus of £100 paid to all permanent and fixed term staff employed as at 1st August 2017.

QUARTILES AND GENDER BALANCE



GENDER BALANCE OF MALE AND FEMALE STAFF ACROSS THE UNIVERSITY



Gender balance female proportion (%)

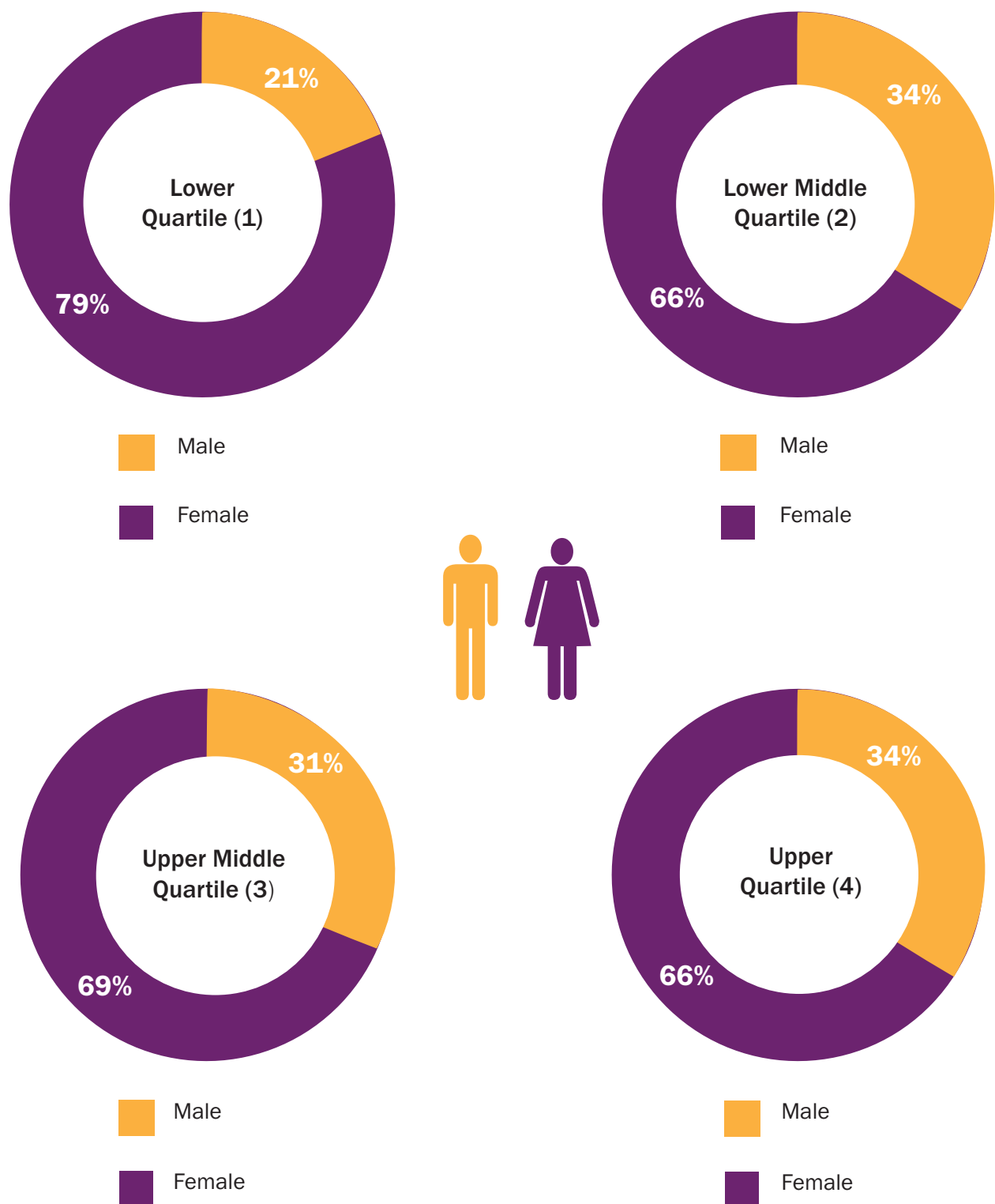
Gender balance male proportion (%)

KEY

Gender Balance:

Across 435 employees

PROPORTION OF MALES AND FEMALES IN EACH HOURLY RATE PAY QUARTILE



KEY
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 2018. 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.

The vast majority of organisations have a gender pay gap. BGU compares favourably with other organisations within the HE sector. We will however continue to ensure efforts are made to reduce any gender pay gap. According to UCEA's Gender Pay Gap Over The Decade Report, the higher education sector median has reduced from 24.5% in 2006/07 to 14.3% in 2016/17. BGU's gender pay gap median is 6.1% for 2017/18.

NARROWING THE GENDER PAY GAP

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 empower 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;
- Continuing to providing unconscious bias and other inclusion training to staff involved in the recruitment and selection.

None of these initiatives will remove the gender pay gap alone - and it may be several years before some have any impact at all. In the meantime, we are committed to 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.

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.

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 pre-arranged 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.



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VICE CHANCELLOR'S STATEMENT

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



@BGULincoln

