

## Gender Pay Gap Reporting 2022

We have recently reported our [gender pay gap](#), as of 31 March 2022. Overall, the 2022 results have shown improvement, with modest reductions in the base pay gaps and significant reductions in the bonus pay gaps between men and women. For several metrics the 2022 results reflect the smallest gaps since the introduction of gender pay analysis in 2017.

The key points of the latest figures can be summarised as follows:

- The mean gender pay gap is 15.9% in 2022 (reducing from 18.6% in 2017). This is the smallest gap recorded for this metric since the inception of the gender pay review
- The median gender pay gap is 16.2% in 2022 (reducing from 23.3% in 2017). This is again the smallest gap recorded for this metric
- In 2022, the top pay quartile increased to 45.5% female, the highest proportion of women recorded in this quartile since gender pay gap analysis began
- 10.2% of men and 7.9% of women received a bonus in 2022, the highest proportion of both sexes to receive a bonus since the introduction of gender pay gap analysis
- The mean bonus gender pay gap is 15.3% in 2022, reducing from was 40.8% in 2017. This is the second lowest recorded figure for this metric
- The median bonus gender pay gap is 0% in 2022, reducing from 53.7% in 2017. This is the joint lowest result for this metric.

We continue to take steps towards our aspiration of reducing the gender pay gap to 0% by 2025, and whilst there is more work to do, some key achievements during 2022 are shared below:

- The number of female senior academics (Grade 9+) has increased by 107%, from 68 in 2014/15 to 141 as at November 2022
- The number of female professorial and equivalent academics (Grade 11+) has increased by 62%, from 21 in 2014/15 to 34 as at November 2022
- In 2022, 71% (59/83) of female academic applicants at grades seven to nine were promoted, compared to 41% (29/70) of male academic applicants. 63% of female academic applicants at grade 10+ were promoted (5/8), compared to 40% of male academic applicants (4/10)
- In the 2022 professional and support staff pay progression round, 61% of staff receiving discretionary pay progression were female (195)
- Female-only development sessions were held in 2022 to support academics applying for pay progression and promotion. In the 2022 academic pay progression round, 52% of applicants were female and in the internal academic promotion round, 53% of applicants were female.

Whilst we had hoped to make more progress in respect of the gender pay gap, we remain confident that members of the BU community are paid the same for doing the same work from the equal pay reviews. However, we know that there is an uneven distribution of men and women across the pay and grading structure. For historical and societal reasons, there are proportionally more men in the higher grades and more women in the lower grades. This is

the direct cause of the gender pay gap and we recognise that is challenging to reduce and will take time. We aim to rebalance the workforce across the four pay quartiles by recruiting more men in lower grades and recruiting/promoting more women to higher grades. This will require changes to advertising and recruitment processes to attract new and diverse pools of applicants.

We have action plans in place to continue our progress to significantly reduce the current gap.