

**Bournemouth  
University**



# **Gender Pay Gap Report 2018**

## **Inclusivity is a core value that underpins the Bournemouth University (BU) strategic plan, BU2025. We are proud of our increasingly diverse community and work to take action to address gaps and challenges in equality and diversity in order to support development, progression and achievement for all.**

We remain confident that members of the BU community are paid the same for doing the same work from our most recent equal pay review. Whilst we still have an uneven distribution of men and women across the pay and grading structure, we are pleased to see that the gender pay gap at BU has started to decrease, in line with our KPIs that underpin our strategic plan. Historical and societal factors have contributed to our current position and an action plan is in place to address the issues in order to eliminate this as soon as practically possible.

The results from our actions over the last 12 months have been very positive.

- All base pay gaps have reduced. The mean difference has decreased by 1.6%, while the median gap has dropped by 4.7% compared to the 2017 figures.
- All bonus pay gaps have reduced significantly. The mean difference is 7.7% lower and the median gap is 47.9% lower than the 2017 figures.
- The proportion of male and female employees receiving a bonus has equalised at 3.1%.
- The number of women in the lowest two pay quartiles has decreased slightly and the number of men has increased slightly.
- The number of women in the highest two pay quartiles has increased slightly, while the number of men has decreased slightly.

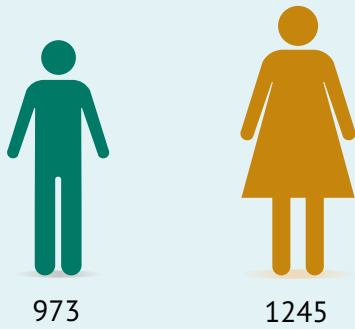
Other key achievements towards our ongoing commitment include:

- The Media Production department received a Bronze Athena SWAN award in 2018. BU also made a new institutional application to Athena SWAN in November 2018 for a Bronze and Silver award.
- In the 2018 academic promotion round, 41% of applicants were female and 49% of female applicants applying for promotion were successful. The male success rate was also 49%.

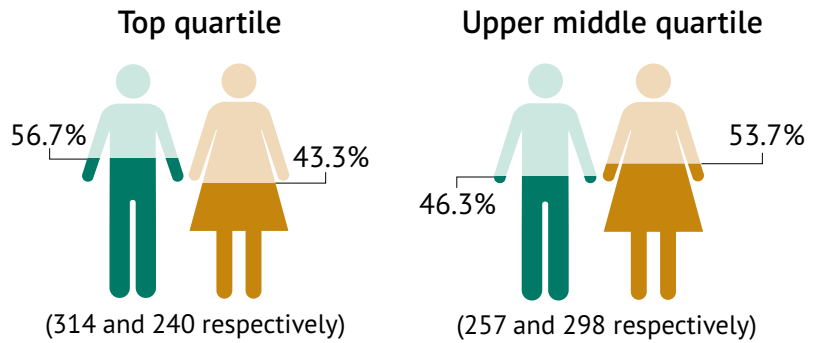
- Numbers of female professors have increased year-on-year and women therefore represented 36% of professors at BU in 2017/18.
- In the 2018 academic pay progression round, 47% of applicants were female and 69% of female applicants applying for pay progression were successful. The male success rate was 68%.
- In the 2018 professional services staff pay progression round, 55% of staff receiving discretionary pay progression were female.
- BU2025, our strategic plan, includes four strategic investment areas, half of which are led by women.
- In August 2018, we revised and enhanced maternity and adoption leave policies, increasing the number of weeks' full maternity/adoption pay available from six to 26 weeks.
- We also introduced an enhanced paternity/partner leave policy in August 2018, increasing the pay available from two weeks' statutory paternity pay to two weeks' full pay.
- We are promoting a culture of flexible working for staff.
- A flexi-time scheme was successfully piloted in 2018 and subsequently launched across BU in January 2019.
- A carers' group was launched in 2018 to provide a safe and supportive space for carers.
- We increased our commitment to visible female leadership and role models, including the appointment of a new female Chancellor. The distinguished broadcaster and writer Kate Adie became the third female Chancellor of the university since our foundation in 1992. In addition, we have appointed two further female Pro-Chancellors, making an all-female Chancellery.

**Professor John Vinney, Vice-Chancellor**

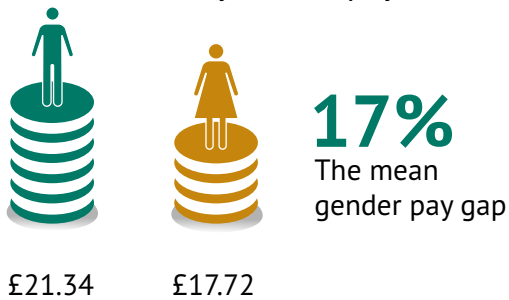
**Number of male and female staff inclusive of part-time hourly paid staff as at March 2018**



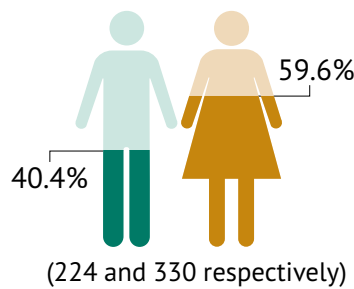
**Proportion of male and female employees in each quartile pay band**



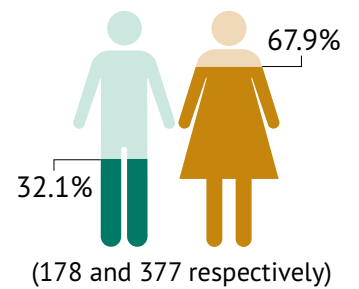
**Mean gender pay gap – the mean hourly rate of pay**



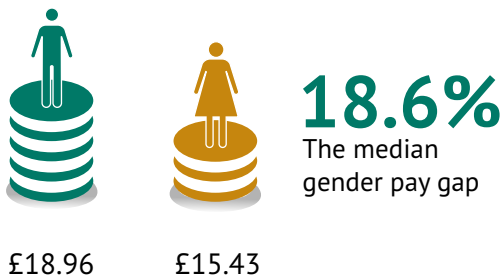
**Lower middle quartile**



**Lower quartile**



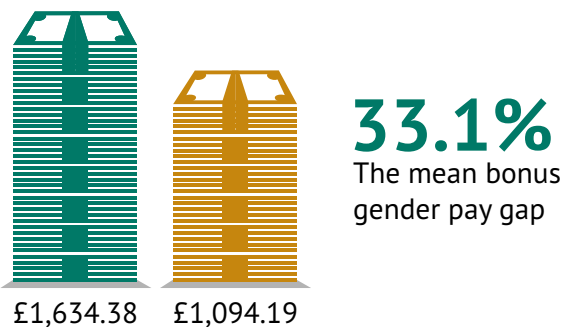
**Median gender pay gap – the median hourly rate of pay**



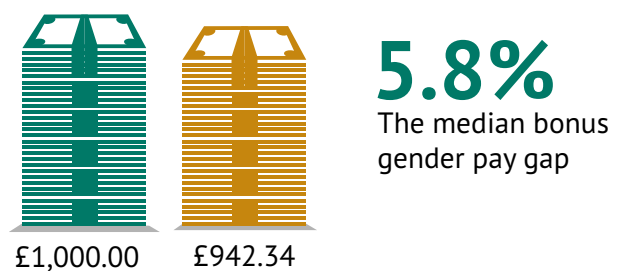
**Proportion of male and female employees receiving a bonus payment**



**Mean bonus gender pay gap – the mean honorarium**



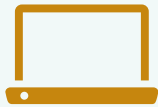
**Median bonus gender pay gap – the median honorarium**



The mean is an average that involves adding up all the numbers and dividing the result by how many numbers were in the list. The median is an average that involves listing all the numbers in numerical order and then selecting the middle number.

# What we are doing

We are committed to eliminating barriers that might prevent female staff at BU from progressing at the same rate as their male colleagues. Our action plan includes:



Ensuring that all job descriptions, person specifications and job adverts are gender-neutral and providing managers with guidance on creating gender-neutral recruitment documentation and selection processes during 2019-20.



Piloting blind shortlisting across faculties and services during 2019-20.



Providing coaching and mentoring opportunities for staff to support their career aspirations, in addition to providing coaching to women returning from maternity and adoption leave.



Ensuring that all academic staff have a research mentor by August 2019.



Implementing a revised appraisal process for academics from January 2019 to provide more support for nurturing talent and potential.



Developing Advance HE's Aurora Programme for Women alumni as mentors for future programme participants.



Supporting our academic departments to achieve at least a Bronze Athena SWAN award by 2025.



Continuing to create development opportunities for staff so they can maximise their potential.



Ensuring all roles are open to the possibility of flexible working.



Continuing to investigate the issues which may negatively impact on part-time staff and those from Black and Minority Ethnic (BME) backgrounds. Many of these actions are already underway.