

Bournemouth University Equal Pay Review 2022

1. Introduction

The Joint Negotiating Committee for Higher Education Staff (JNCHES) recommends that all Higher Education institutions conduct periodic equal pay reviews, in partnership with their locally recognised trades unions, and take action to deal with any unjustified inequalities identified. BU has conducted a biennial equal pay review every even year from 2014 onwards. This paper summarises the results of the 2022 equal pay review, based upon data as at 1st August 2022. (This date is used to ensure consistency and comparability with Athena SWAN reporting).

2. The Legislative Framework

An equal pay review is a systematic analysis of pay within an organisation, designed to investigate whether there are pay inequities arising because of gender, race and ethnicity, disability, sexual orientation, religion or belief, age and/or differing contractual arrangements. An equal pay review also involves diagnosing the causes of pay inequities and determining the action required to rectify any unjustified inequities.

The underpinning legislation is as follows:

- The Gender Equality Duty which came into force on 6th April 2007 and required all public sector organisations to create and publish a policy on developing and maintaining equal pay between male and female employees.
- The Equality Act 2010 extended this legislation by prohibiting direct discrimination in respect of 'protected characteristics' (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief and sex and sexual orientation).

An equal pay review provides an effective demonstration of action to promote equal pay under the terms of the gender equality duty and is an effective method of assessing whether employees are rewarded equitably.

3. The BU Approach

The Bournemouth University Equal Pay Review Working Group (EPRWG) was formed in October 2013 and was responsible for the production and publication of Equal Pay Reviews in 2014, 2016, 2018 and 2020. The group stands down post publication but will shortly be reconvened to oversee the analysis and production of the 2022 equal pay review. This paper provides a summary of the 2022 equal pay results, but further analysis and subsequent actions are yet to be determined by the EPRWG.

Bournemouth University remains committed to conducting a full equal pay review biennially. Undertaking an equal pay review links directly to the BU value of inclusivity, for home and international students, staff and visitors, both in the physical and virtual environment and wider community. It also supports Bournemouth University's commitment to taking action on pay gaps, to challenge inequalities and to support development, progression and achievement for all.

The EPRWG will report their findings to the University Executive Team (UET). The report will be made available on the staff intranet and will also be shared with the Equality, Diversity and Inclusion Committee (EDIC) and the Athena SWAN institutional self-assessment team. Findings and recommendations will inform the Annual Equality Report and the Equality Action Plan. The implementation of recommendations will become the responsibility of the EDIC.

4. Methodology

This review has been conducted in accordance with the JNCHES Equal Pay Review and Gender Pay Gap Reporting Guidance for Higher Education Institutions 2018 using data correct as at 1 August 2022. This date was selected to ensure consistency and comparability with Athena SWAN reporting. (Please note that salary changes that have resulted from the 2022 pay progression and promotion rounds will not be reflected in the data set, as the equal pay data is as at 1 August 2022 and the results from pay progression and promotion are effective from 1 September 2022).

The JNCHES methodology is systematic, rigorous and comprehensive, and recommends a three-stage approach as follows:

- **Stage One: Analysis** of the relative rates of pay for men and women, those from different racial groups, those with and without declared disabilities, those with different sexual orientations, religions or beliefs and those of different ages carrying out 'like work', together with analysis of relative pay rates for full and part-time staff and for those on indefinite and fixed-term contracts. (Like work, also referred to as work rated as equivalent or work of equal value, can be defined as jobs which have been evaluated using an analytical method of job evaluation and found to be at the same grade). The aim is to establish the degree to which inequality exists in the form of a 'significant' pay gap. (A significant pay gap, warranting further investigation, is defined as being more than 5%. Pay gaps of between 3-5%, representing marked patterns of difference in favour of one particular group, may also warrant further investigation).
- **Stage Two: Diagnosis** of the likely factors that have contributed to any significant pay gaps or marked patterns of difference identified. This stage seeks to explain why pay gaps exist and to question whether they can be objectively justified. If they cannot be objectively justified the diagnosis should indicate what remedial action is required to close the gap.
- **Stage Three: Remedial actions** are specified, planned and implemented in accordance with the diagnosis above, to remove any unjustified pay gaps.

5. Data Collection, Analysis and Reporting

The systematic use of analytical job evaluation methodology (Hay) at Bournemouth University means that it is possible to measure work of equal value across the institution. Therefore, all staff paid on the monthly payroll, from grade one to grade twelve, are included in this analysis.

Three staff groups, those who are 'protected', 'marking time' or 'other ISS' cannot be defined as doing 'like work' but are nevertheless included in all the analyses as special categories. These groups, which are statistically very small in number, are defined as follows:

- **'Protected'**: staff of any grade who have a protected salary for a period of two years following an organisational restructure which has resulted in their new role being evaluated at a lower grade, or redeployment to a post at a lower grade. Protected staff are still eligible to receive the annual nationally negotiated cost of living award and are eligible for consideration for pay progression.
- **'Marking Time or MT'**: staff of any grade who have been protected as above for a period of two years and whose salary is still above the maximum for the correct grade for their role. Thereafter their salary is frozen, (and is not increased by the annual nationally

negotiated cost of living award), until they are either promoted to a higher role or their salary is incorporated by the correct pay grade commensurate with their role.

- **'Other ISS'**: senior staff above BU grade twelve who are paid on the 'Independent Single Pay Spine', which continues above the nationally negotiated single pay spine and is determined at local institutional level.

Part-time hourly paid (PTHP) staff paid on the Fees payroll are excluded from the analyses in this report.

All data in this report is drawn from the iTrent staff record system as at 1 August 2022. Whilst iTrent is a comprehensive and accurate source of base data, there are certain caveats relating to the ethnicity, disability, religion and belief and sexual orientation data contained within.

Although data collection and completeness has improved since the production of the 2014 Equal Pay Review, gaps in the data remain. For example, of the 1,734 staff included in the 2022 review (decreasing from 1,749 in 2020), ethnicity data is unavailable for 2% of employees (43 people), as it was in 2020. Only 118 staff (7%) have declared a disability in 2022, increasing from 106 staff (6%) in 2020. Religion and belief data is unavailable for 36% of employees (632 people), decreasing from 43% of employees (751 people) in 2020. Sexual orientation data is unavailable for 33% of employees (572 people), decreasing from 40% of employees (700 people) in 2020.

Some staff simply do not wish to disclose such sensitive information, and in this report this category is referred to as 'prefer not to say'. Other staff simply decide not to respond to requests for equality information, and in this report this category is referred to as 'not known'. It should also be noted that the quantities of ethnicity and disability data held have improved markedly over time. Protected characteristics such as religion and belief and sexual orientation have been incorporated into equality legislation far more recently and therefore less data is available, although the quantity is also improving slowly.

Such information gaps will of course continue to distort the ethnicity, disability, religion and belief and sexual orientation analyses, particularly as the numbers of employees reported to be from BME backgrounds, declaring a disability, practising a religion or belief other than Christianity or who are lesbian/gay/bisexual (LGB) are already small. Such small numbers make detailed analyses statistically unreliable, as well as potentially compromising the confidentiality of individuals. Therefore, this report will only include broad, high-level ethnicity, disability, religion and belief and sexual orientation analyses. (No analysis will be reported for a minority group with less than ten individuals within a grade).

This report focuses upon base pay, as the numbers of staff in receipt of allowances are small, as are the sizes of the few allowances that are paid. (Some examples of allowances include First Aid at £233 per annum, Homeworking (which is applicable to eleven individuals at BU because they undertake specific roles which are home based) at £641 per annum and Acting Up/Responsibility allowances, which are variable). This report also excludes honoraria, although both honoraria and all allowances are included and analysed in the [Gender Pay Review](#). All salaries are quoted as full-time equivalents and all averages quoted are arithmetic means. All pay gaps are expressed in percentage terms, with the average salaries of the minority groups being compared to the average salaries of the majority group. If the pay 'gap' is 100%, then the average salaries of both the minority and majority groups are equal and there is in fact no pay gap. If the pay gap is greater than 100%, then the average salary of the minority group is higher than that of the majority group. If the pay gap is less than 100%, then the average salary of the minority group is lower than that of the majority group.

Where data is split into separate analyses for academic and professional and support staff, research assistants at grade four are included in the professional and support staff category. Researchers at grade six and above are included in the academic staff category.

6. Workforce Composition

Many of the potential equal pay gaps identified later in this report relate to the distribution of different staff groups across the pay and grading structure, hence the need to describe the current workforce composition at the University.

The total number of BU employees increased steadily from 2014-18, before decreasing slightly in 2020 and 2022. The proportion of men and women has remained very similar, with 2022 recording the highest percentage of women and the lowest percentage of men since the inception of the equal pay review:

Table 1: Workforce Composition by Gender by Year

Year	2014		2016		2018		2020		2022	
	No.	%	No.	%	No.	%	No.	%	No.	%
Women	876	56%	922	56%	963	54%	964	55%	996	57%
Men	684	44%	731	44%	805	46%	785	45%	738	43%
Total	1,560	N/A	1,653	N/A	1,768	N/A	1,749	N/A	1,734	N/A

The distribution of men and women across the pay and grading structure varies considerably. In 2022 women represent 77% (88) of the workforce at grade three and 68% (168) of the workforce at grade four. Contrastingly men represent 63% (61) of the workforce at grade eleven and 64% (7) of the workforce at grade twelve.

Table 2: 2022 Workforce Composition by Gender and Grade

Grade	Female	Male	Total	Females as % of Total	Males as % of Total
1	1	0	1	100%	0%
2	27	19	46	59%	41%
3	88	26	114	77%	23%
4	168	79	247	68%	32%
5	136	82	218	62%	38%
6	101	60	161	63%	37%
7	160	134	294	54%	46%
8	141	132	273	52%	48%
9	77	81	158	49%	51%
10	41	40	81	51%	49%
11	36	61	97	37%	63%
12	4	7	11	36%	64%
MT/Protected	5	2	7	71%	29%
Off Scale Rate	11	15	26	42%	58%
Grand Total	996	738	1734	57%	43%

BU is continuing to address this issue and the number of female senior academics (G9+) has increased by 82%, from 68 in 2014 to 124 in 2022. The numbers of male professional and support staff at grades 1-5 still needs to increase commensurately.

The majority of the workforce at the University remains white, although the numbers of employees recorded as BME has increased slightly since 2014. Similarly, the numbers of employees with a declared disability, the numbers of employees who have declared a religion or belief other than Christianity and the numbers of employees declaring themselves to be lesbian, gay or bisexual (LGB) have also steadily increased since 2014 as follows:

Table 3: Workforce Composition by Protected Characteristic by Year

Year	2014		2016		2018		2020		2022	
	No.	%	No.	%	No.	%	No	%	No	%
BME Employees	113	7.2	140	8.5	169	9.6	178	10.2	201	11.6
Employees declaring a Disability	72	4.6	82	5.0	106	6.0	106	6.1	118	6.8
Other Religion or Belief	55	3.5	65	3.9	70	4.0	82	4.7	94	5.4
LGB Employees	30	1.9	36	2.2	51	2.9	63	3.6	90	5.2

Ethnicity analyses are not broken down into very specific racial groupings due to the small numbers of staff in each sub-category. The table below shows a high level break down of staff by ethnicity:

Table 4: 2022 Workforce Composition by Ethnicity

Ethnicity	Asian	Black	Mixed Race	Other Ethnic Group	Prefer Not to Say	White
No. of Staff	107	37	39	18	43	1,490

The University workforce remains fairly evenly distributed across the 31-60 age bracket. Just 8.9% (154) of the workforce are younger than age 31 in 2022, increasing from 8.6% (151) in 2020. Only 9.9% (172) of the workforce are older than age 60 in 2022, increasing from 8.5% (148) in 2020.

24% (410) of the BU workforce are employed part-time in 2022, unchanged from 2020. Of those that work part-time 79% (323) are female, increasing from 77% (323) in 2020. In 2022 the distribution of part-time employees continues to vary considerably across the pay and grading structure and remains broadly inversely proportional to grade. For example, part-time staff represent 45% (72) of the workforce at grades two and three, decreasing steadily to just 12% (10) at grade ten.

The numbers of employees on fixed-term contracts have reduced fairly steadily over time as follows:

Table 5: Numbers of Employees with Fixed-Term Contracts by Year

Year	2014		2016		2018		2020		2022	
	No.	%	No.	%	No.	%	No.	%	No.	%
Employees with Fixed-Term Contracts	241	15	223	13	162	9	189	11	161	9

In 2022, of those that work on a fixed term basis 66% (106) are female, increasing from 56% (105) in 2020, and 34% (55) are male, decreasing from 44% (84) in 2020. Proportionally, the numbers of fixed-term employees are highest in the middle of the pay and grading structure, with 29% (46) of all fixed-term workers located in grade six, representing 29% of the total workforce (161) at that grade.

1.7% (29) of BU employees are employed on a term-time only basis in 2022, decreasing from 2.3% (41) in 2020, concentrated in grades one to eight. Of these term-time only employees, 79% (23) are female, decreasing from 80% (33) in 2020.

7. Summary of the 2022 Equal Pay Review Results

Overall, due to the existence of the BU pay and grading structure and the rigorous use of the analytical Hay job evaluation methodology for assigning posts to grades, we can be confident that BU pays equal pay for work of equal value. However, when analysed by category, pay gaps are apparent due to the uneven distribution of staff with different characteristics across the pay and grading structure. A summary of the main findings from the 2022 Equal Pay Review is as follows:

- Women at Bournemouth University earn on average 85% of that earned by men (the same percentage as in 2014 and 2020).** In 2022 the average female full-time equivalent salary is £39,893, (£37,475 in 2020), compared to an average of £47,082 for men (£44,175 in 2020). This discrepancy is due to the uneven distribution of men and women across the pay and grading structure discussed in detail in section six. When analysed by grade, women earned on average 1-3% less than men at every grade apart from grade 10, where they earned 100% of average male earnings. However there were no significant differences found in the average base pay earned by male and female staff in the same grade. Academic women earn on average 89% of that earned by academic men (again unchanged from 2020). In 2022 the average academic female full-time equivalent salary is £51,041 (increasing from £48,882 in 2020), compared to an average of £57,429 for men (increasing from £54,635 in 2020). Professional and support women earn on average 91% of that earned by professional and support men. In 2022 the average professional and support female full-time equivalent salary is £33,189 (increasing from £30,855 in 2020), compared to an average of £36,509 for men (increasing from £34,558 in 2020).
- Staff at Bournemouth University from BME backgrounds earn 105% of that earned by white colleagues (increasing from 103% in 2020 and the same as in 2014).** In 2022 the average full-time equivalent salary of BME staff is £44,736, (increasing from £41,680 in 2020), compared to an average of £42,742 for white staff (increasing from £40,340 in 2020). However, with the exception of grades two and eleven, staff from BME backgrounds earn between 1-6% less than their white counterparts in each pay grade. At grades four and eight the gap is 6%, a 'significant' pay gap, warranting further investigation. When the data is analysed by length of service as well as ethnicity, it becomes apparent that staff from BME backgrounds continue to have significantly shorter lengths of service than white staff. The average length of service of BME employees in 2022 is 6.4 years, compared to nine years for white staff. As BU has incremental pay scales, it is likely that these disparities in length of service are the causal factor behind the figures outlined above. Female staff from BME backgrounds continue to earn more on

average than white women. In 2022 female BME employees earn on average 102% of that earned by white colleagues, the same percentage as in 2020. (£40,673 compared to £39,730). Male BME employees earned 104% of that earned by white colleagues in 2022 (£49,091 compared to £47,041), increasing from 103% in 2020.

- **Bournemouth University employees who have declared a disability earn on average 99% of that earned by those who have not declared a disability (increasing from 98% in 2020). This is the best result for this metric since the inception of biennial equal pay reviews in 2014.** In 2022 the average full-time equivalent salary for staff with declared disabilities is £42,387, (£39,849 in 2020), compared to £42,946 for those who have not declared a disability (£40,523 in 2020). When analysed by grade, staff with a declared disability were actually earning more than those who had not declared a disability in five out of the eleven grades in which they were represented. When the data is analysed by gender as well as disability, male employees who have declared a disability earn on average 101% of that earned by those who have no declared disability. (£47,444 compared to £47,075). This has improved since 2020 when the figure was 98% (£43,230 compared to £44,244). For female employees, those with declared disabilities earn on average 96% of that earned by those who have no declared disability (£38,403 compared to £39,848). This has decreased from 97% in 2020, when the figures were £36,338 and £37,540 respectively.

- **Analysis of the difference in the average full-time equivalent salary earned by male and female employees indicates that the difference continues to increase with age.** Amongst those aged 21-30, women actually earn 101% of that earned by men (increasing from 92% in 2020). Thereafter the pay gap increases steadily as age rises, probably attributable to women having more breaks in service than men for family or caring responsibilities. The pay gap is highest for those aged 61-70, with women earning just 82% on average of that earned by men in this age category (increasing from 75% in 2020). In the over 70 age bracket the pay gap decreases again, with women earning on average 97% of that earned by men. The age pay gap is attributable to the fact that male salaries appear to rise steadily until age 60, whereas for women salaries increase more modestly until age 60. Salaries for those aged 61-70 actually decrease slightly for both genders.

- **Staff at Bournemouth University who practise a religion or belief other than Christianity earn 110% of that earned by Christian colleagues (increasing from 106% in 2020).** In 2022 the average full-time equivalent salary of staff practising other religions or beliefs is £44,080, (£40,139 in 2020), compared to an average of £39,952, (£37,931 in 2020), for Christian staff. However, the numbers of staff declaring that they practice a religion or belief other than Christianity remains very low (5%). Staff declaring 'no religion' earn very slightly more than those practising Christianity. On average the full-time equivalent salary in 2022 of those declaring 'no religion' was £39,491, (£37,553 in 2020), which represents 99% of that earned by Christian staff. As noted in section six there are still a significant number of staff, (632 individuals or 36% of the workforce), for whom their religion or belief is recorded as 'not known' or 'prefer not to say' in 2022. This has however steadily improved as 'not known' or 'prefer not to say' was recorded for 43% of the workforce in 2020 and 49% in 2018. The University will of course continue to explore ways of encouraging disclosure so that staff records are as complete as possible, and the University can meet its obligations in promoting and monitoring equality under the Equality Act 2010.

- **Staff who have declared that they are LGB (lesbian, gay or bisexual) earn 92% of that earned by heterosexual staff (decreasing from 94% in 2020). This is the worst result for this metric since the introduction of equal pay reviews.** The average full-time equivalent salary of LGB staff in 2022 is £37,099, (£35,771 in 2020), compared to £40,153 for heterosexual

staff, (£38,231 in 2020). As above, the numbers of staff declaring that they are LGB remains very low (5%). There are large numbers of staff (572 individuals or 33% of the workforce), for whom their sexual orientation is recorded as 'not known' or 'prefer not to say'. This has however steadily improved, as 'not known' or 'prefer not to say' was recorded for 40% of the workforce in 2020 and 48% of in 2018. The University will however continue to encourage disclosure with the aim of producing more detailed analyses in the future when a more complete data set is available.

- **Bournemouth University staff who work part-time earn on average 84% of that earned by full-time staff (decreasing from 88% in 2020). This is the poorest result for this metric since the launch of equal pay reviews at BU.** In 2022 the average full-time equivalent salary for part-time staff is £37,616, (£36,801 in 2020), compared to £44,605, (£41,634 in 2020), for full-time staff. This discrepancy is due to the uneven distribution of full-time and part-time staff across the pay and grading structure. When analysed by grade, part-time staff actually earn the same or more than full-time staff in all pay grades with the exception of grade five (where they earn 99% of that earned by full-time staff). Amongst academic staff the pay gap almost disappears, with part-time academics earning on average 97% (£52,845) of that earned by full-time staff (£54,525). However amongst professional and support staff, the pay gap is much larger with part-time professional and support staff earning on average only 85% (£30,466) of that earned by full-time staff (£35,974). This is because 77% (216) of professional and support part-time roles are at grades one to five, whereas 75% (98) of academic part-time roles are at grades seven to nine. However, the principal disparity is one of gender: 48% (323) of female employees work part-time compared to just 13% (87) of men, and 79% (323) of all part-time staff are female.

- **Staff employed by Bournemouth University on a fixed-term basis earn on average 80% of that earned by those employed on a permanent basis (decreasing from 85% in 2020). This is again the poorest result for this metric since equal pay reviews were introduced at BU in 2014.**

In 2022 the average full-time equivalent salary for fixed-term staff is £34,811, (£35,100 in 2020), compared to £43,786, (£41,134 in 2020), for permanent staff. When analysed by grade, staff on fixed-term contracts earn less than permanent employees at all grades with the exception of grade ten. This is because fixed-term staff have significantly shorter lengths of service than permanent staff (3.3 years compared to 9.2 years). The pay gap can be termed as 'significant' at grades two, three, five and six, ranging from 5% at grades three and six to 6% at grade two and 8% at grade five. Fixed-term academics earn on average 77% (£42,560) of that earned by permanent academics (£55,213). This is because the majority of academic staff on fixed term contracts are grade six post-doctoral researchers. Amongst professional and support staff, the pay gap is smaller with fixed-term professional and support staff earning on average 87% (£30,447) of that earned by full-time staff (£34,879). Higher proportions of women (11% or 106 individuals) than men (7% or 55 individuals) are employed on fixed-term contracts. Fixed-term female staff earn on average 84% of that earned by permanent female staff (£34,155 compared to £40,576), decreasing from 88% in 2020. Fixed-term male staff earn on average 75% of that earned by permanent male staff (£36,075 compared to £47,969), decreasing from 83% in 2020.

- **At Bournemouth University staff working on a term-time only basis earn on average only 66% of that earned by those working all year round (increasing from 65% in 2020). This is however the joint best result for this metric, equal to 2018.** In 2022 the average full-time equivalent salary for term-time only employees is £28,723, (£26,674 in 2020), compared to £43,195 (£40,813 in 2020), for those working all year. The numbers of term-time only staff are very small and decreasing (29 individuals) and they represent just 1.7% of the workforce. All are professional and support staff and 79% (23 individuals) are female. However, when analysed by grade, it becomes obvious that this pay gap is attributable to the distribution of term-time only staff across the pay and grading structure. 90% of term-time only employees (26 individuals) are

concentrated in grades one to five, and there are none in grades nine and above. When analysed within grade, term-time only staff actually earn the same or more on average than staff working all year in five out of the seven grades in the pay and grading structure at which they are represented, and there are no significant gaps in the grades where they earn very slightly less (grades two and four).

Graphs showing the results described above by grade can be found in Appendix One. Please note that graphs are not provided for religious observation and sexual orientation. The numbers of staff practising other religions or beliefs and BME staff within grade are very small. More detailed analyses would be both statistically unreliable and could potentially compromise staff confidentiality. A summary of the results for all metrics from 2014 onwards can be found in Appendix Two.

8. Comparator Equal Pay Data

In this section some background contextual information is provided regarding the sizes of pay gaps in the U.K as a whole and in the Higher Education sector in specific.

The Office for National Statistics (ONS) calculates the gender pay gap based upon average hourly earnings (excluding overtime) and uses median data. When the Annual Survey of Hours and Earnings (ASHE) began in 1997, the pay gap for full-time employees was 17.4%. The results of the 2021 survey were released by the ONS in October 2021 and recorded the second lowest gender pay gap for full-time employees since the survey began at 7.9%, increasing slightly from 7.0% in 2020. When part-time employees are also included, the pay gap for 2021 increases to 15.4%. This represents a slight increase from 14.9% in 2020 but is again the second lowest figure since the inception of the survey when the pay gap for all employees was 27.5%. (The 2020 data was impacted by the COVID-19 pandemic). Therefore, the overall 2022 BU pay gap of 15% is marginally lower than the overall pay gap reported in the 2021 ASHE report.

Two other sources of comparative data within the Higher Education sector are the Universities and Colleges Employers Association (UCEA) Senior Staff Remuneration Survey (SSSR) and the UCEA/XpertHR Salary Survey of Higher Education Staff. The 2021 UCEA Senior Staff Remuneration Survey, published in March 2022, quotes an overall median gender base pay gap of 6.2% (reducing from 6.7% in 2020). In contrast, the ONS' gender pay gap stood at 10.2% for managers, directors and senior officials (SOC1 occupation group) in April 2021. The 2021 SSSR survey recorded the largest median gender base pay gap of 11.5% at level 1 (Head of Institution), and the smallest median gender base pay gap of 2.4% at level 2 (Deputy Vice-Chancellor).

The 2022 UCEA/XpertHR Salary Survey of Higher Education Staff, published in August 2022, quotes an overall gender pay gap of 7.4%, decreasing from 8.5% in 2021. (N.B. This only includes staff on the national pay spine and does not include those classified at Bournemouth University as 'other ISS'). Therefore the 2022 overall BU pay gap of 15% is significantly higher than the medians quoted by both the Senior Staff Remuneration Survey and the Salary Survey of Higher Education Staff.

9. Progress to Date

Whilst there are issues regarding other metrics, the principal area of concern remains the fact that women at BU only earn on average 85% of that earned by men. This disparity is the result of the concentration of women in clerical grades 1-5, and any improvements to this metric are likely to result in corresponding improvements to other metrics of concern such as age and part-time working. It should be noted that although the numbers of senior academic women have increased markedly since 2014, and this is undoubtedly a very positive change, this has not had any impact

on the overall equal pay gap. Women at BU earned on average 85% of that earned by men in 2014 and still earn 85% of earned by men in 2022. This cannot be improved without significantly increasing the numbers of male employees at grades 1-5.

Reprofiling the BU workforce would better align the average salaries earned by men and women at BU and could be achieved by:

- Increasing the proportion of female staff in grades six and above, especially amongst professional and support staff.
- Increasing the proportion of male staff in grades one to five.
- Increasing the number of female professors.
- Increasing the number of part-time staff in grades six and above, again especially amongst professional and support staff.

Positive actions may be necessary to achieve the recommended workforce reprofiling. Under the Equality Act 2010, employers can legally take positive action to support those from under-represented groups. Positive action can be used to encourage particular groups to apply for job vacancies, promotion or training and development opportunities, or to help people with particular protected characteristics to perform to the best of their ability. Some examples of positive action that BU has already introduced include:

- Targeted advertising of jobs to attract female applicants, especially at grades six and above.
- Using positive action statements and targeted searches to increase the proportion of female staff in grades six and above.
- Using gender-decoding tools to review job adverts and recruitment materials to remove any gender bias within the text and encourage more male applicants at grades 1-5.
- Targeting and encouraging academic women to make a pay progression/promotion application, especially those who have not previously made applications and/or those who have been in post for a considerable length of time.
- Conducting pay progression support and development sessions for professional and support staff for the first time.
- Promoting flexible working with a view to enabling a better work-life balance and increasing the number of part-time staff in grades six and above, (as part of the hybrid working arrangements trial).
- Offering mentoring, job-shadowing and buddy schemes for professional and support staff.

10. Next Steps

Other positive actions that BU is currently considering include:

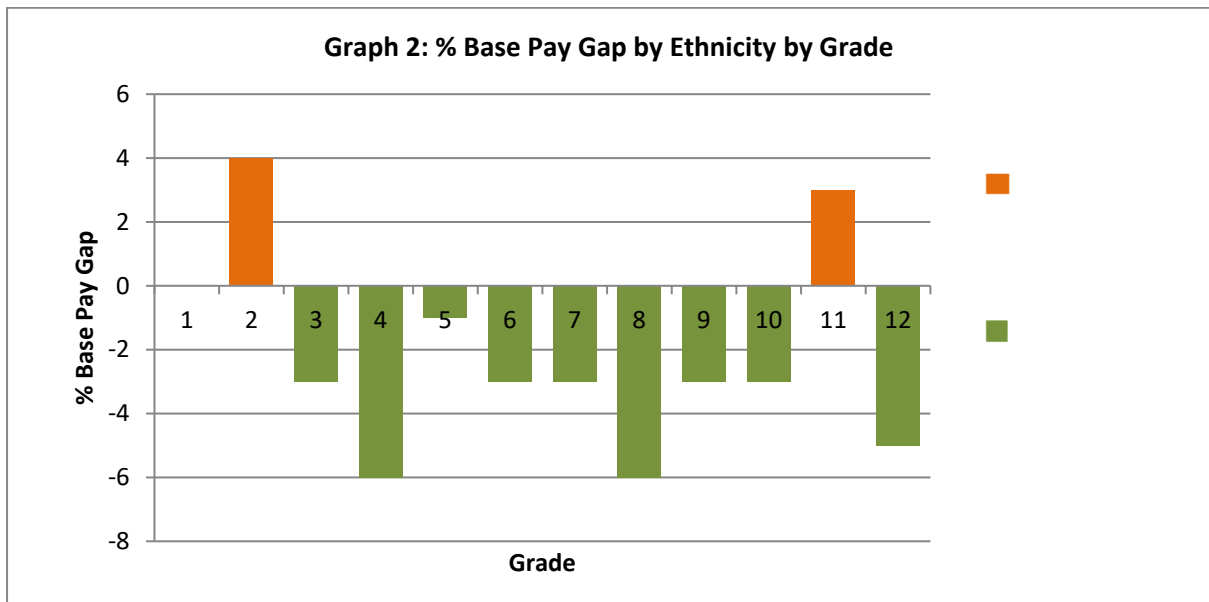
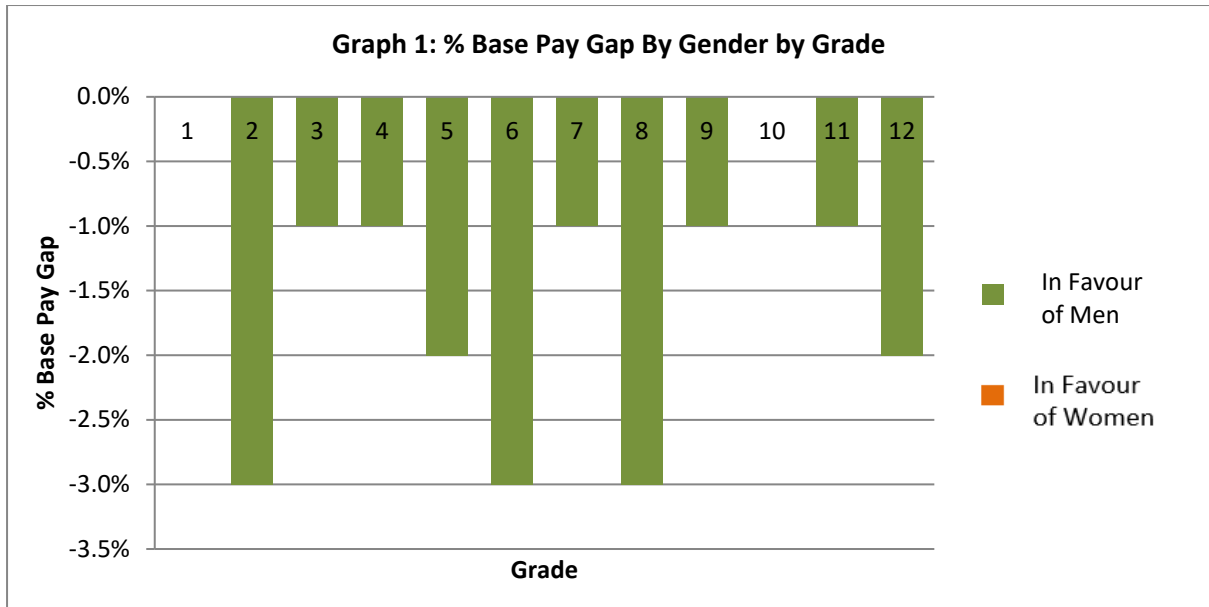
- Launching an administrative recruitment campaign, specifically targeting male applicants.
- Conducting a BU specific careers fayre and open day in conjunction with the Dorset Job Centre Plus.
- Exploring whether an apprenticeship scheme could provide opportunities to help provide entry level positions to tackle the underrepresentation of men at lower grades.
- Launching a BU wide job-share register, to improve access to and visibility of job-sharing roles and those interested in job-sharing at all levels.

In addition, BU remains committed to supporting all academic departments to achieve at least a Bronze Athena SWAN award by 2025, and detailed departmental action plans have been developed to assist the achievement of this goal.

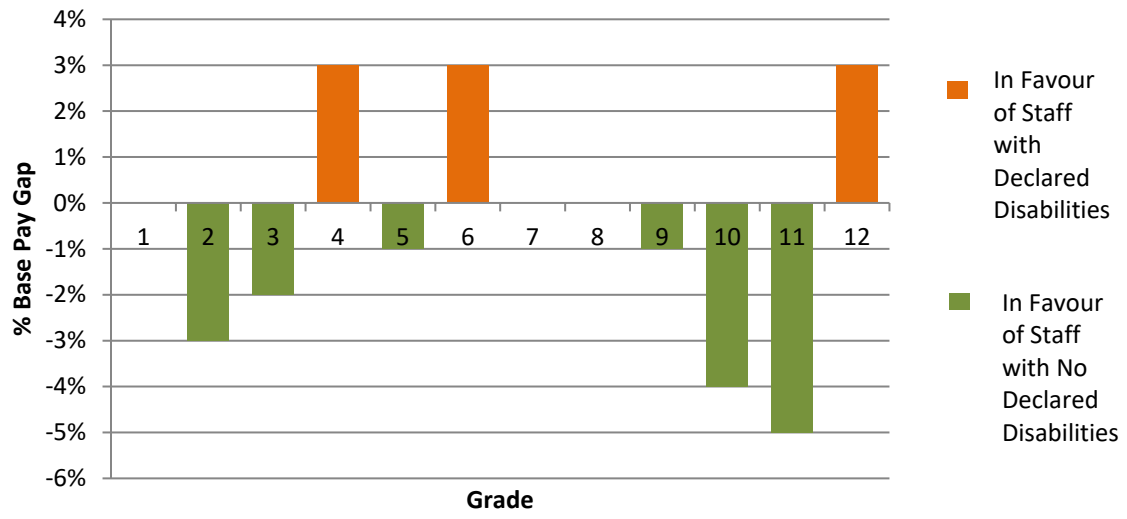
The results of this review have yet to be shared with the Equal Pay Review Working Group, and it is likely that the group will request further analysis and suggest additional actions.

Elaine Sheridan
Reward Manager
6 October 2022

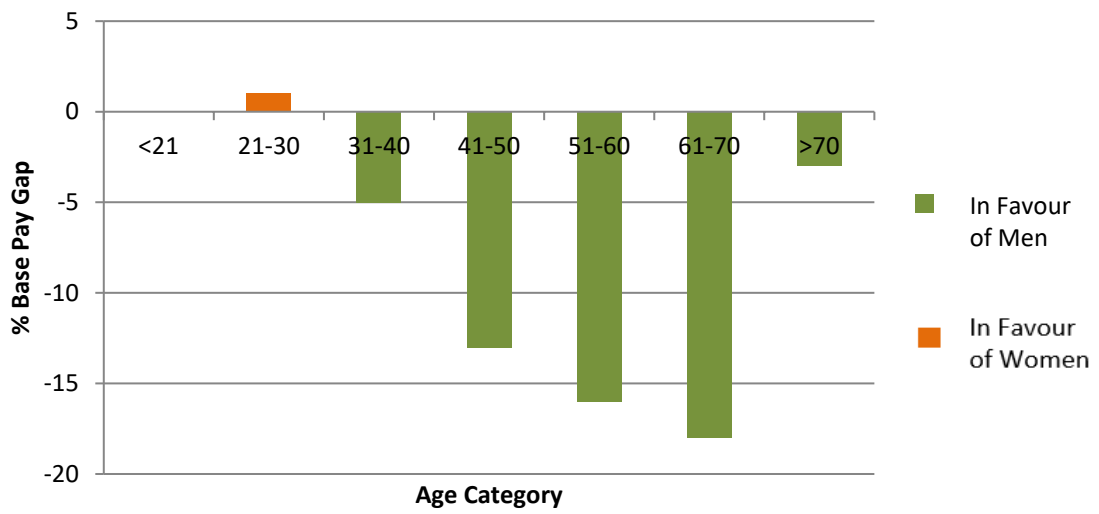
Appendix One: Equal Pay Review 2022 Graphs



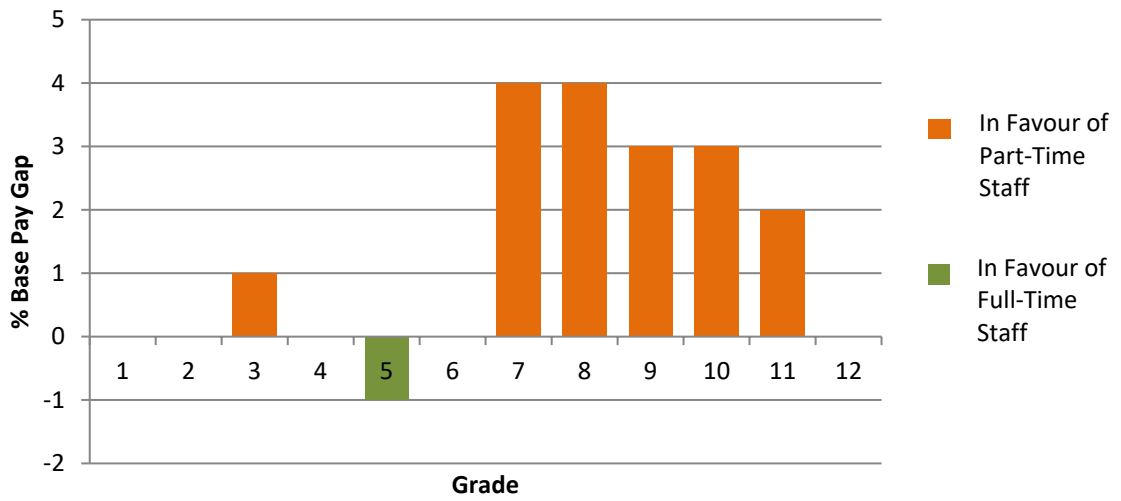
Graph 3: % Base Pay Gap by Disability By Grade



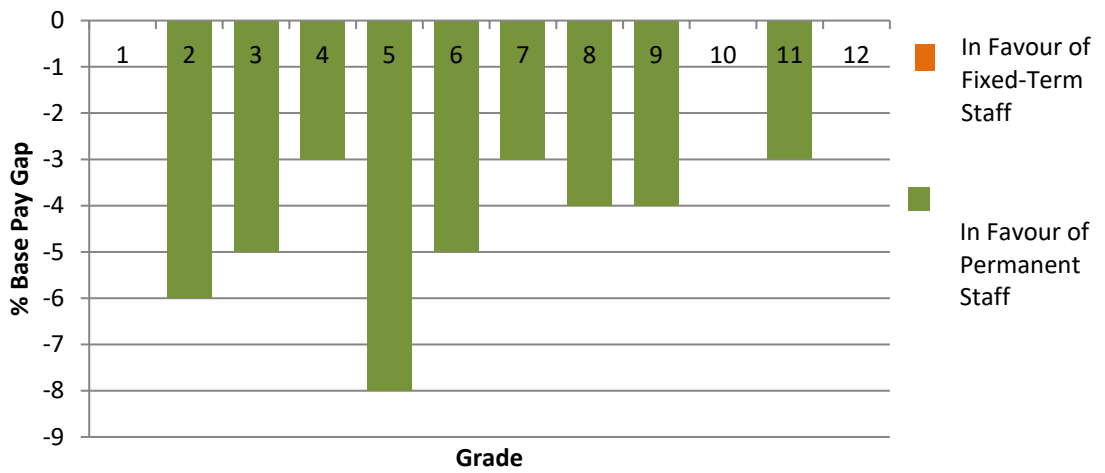
Graph 4: % Base Pay Gap by Age and by Gender



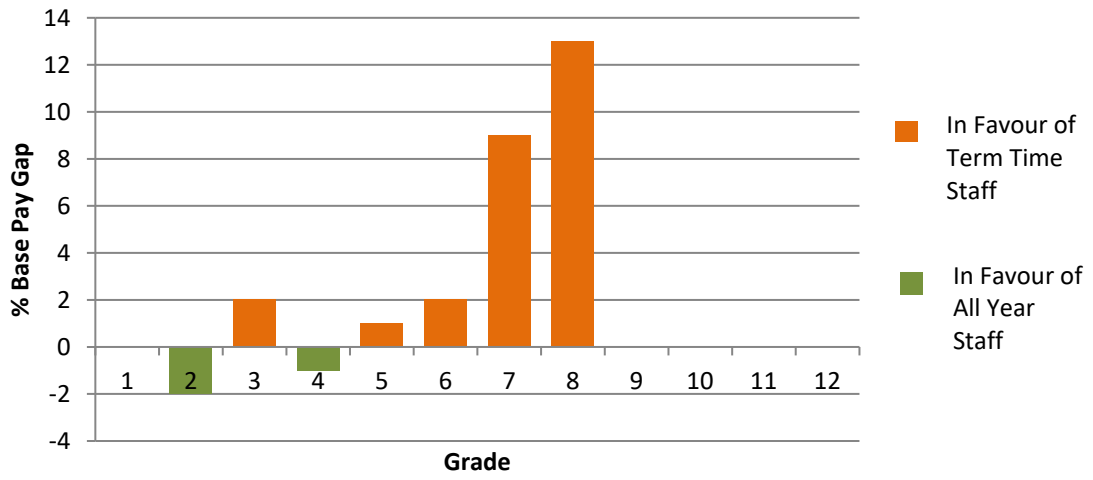
Graph 5: % Base Pay Gap by Contract Type (Full/Part-Time) by Grade



Graph 6: % Base Pay Gap by Contract Type (Permanent/Fixed Term) by Grade



Graph 7: % Base Pay Gap by Contract Type (Term Time/All Year) by Grade



EQUAL PAY REVIEW 2014-22: TRENDS

1) GENDER

Percentage Base Pay Gap by Gender by Grade

2014	2016	2018	2020	2022
85%	84%	86%	85%	85%

What women earn when compared to men

2) ETHNICITY

Base Pay Analysis by Ethnicity - Overall

2014	2016	2018	2020	2022
105%	103%	104%	103%	105%

What BME employees earn when compared to white employees

3) DISABILITY

Base Pay Analysis by Disability - Overall

2014	2016	2018	2020	2022
95%	98%	98%	98%	99%

What those with a declared disability earn when compared to those without a declared disability

4) RELIGION/FAITH

Base Pay Analysis by Religion or Belief

2014	2016	2018	2020	2022
103%	107%	112%	106%	110%

What those who practice a religion or belief other than Christianity earn when compared to Christian employees

5) SEXUAL ORIENTATION

Base Pay Analysis by Sexual Orientation

2014	2016	2018	2020	2022
102%	107%	96%	94%	92%

What those who have declared they are LGB earn when compared to those who are heterosexual

6) CONTRACT STATUS: FULL-TIME / PART-TIME

Base Pay Analysis by Contract Status: Full-Time / Part-Time

2014	2016	2018	2020	2022
88%	86%	92%	88%	84%

What those who are part-time earn when compared to those who are full-time

7) CONTRACT STATUS: PERMANENT AND FIXED-TERM CONTRACT

Base Pay Analysis by Contract Status: Permanent and Fixed Term

2014	2016	2018	2020	2022
91%	87%	97%	85%	80%

What those who are on fixed-term contracts earn when compared to those who are permanent

8) CONTRACT STATUS: TERM-TIME ONLY

Base Pay Analysis by Contract Status: Term-Time Only

2014	2016	2018	2020	2022
59%	61%	66%	65%	66%

What those on a term-time arrangement earn when compared to those working all year-round