



Bournemouth
University



Gender Pay Gap Report 2017



Bournemouth University is a diverse and inclusive place to work, study and visit. Staff satisfaction is central to our strategy and we value the contribution of all employees. We believe in promoting equality of opportunity throughout the university.

We are confident that men and women are paid the same for doing the same work. We know this from the equal pay reviews conducted in 2014 and 2016. However, the uneven distribution of men and women across the pay and grading structure has created a gender pay gap. While we recognise that this is the result of several historical and societal factors and cannot be solved overnight, we are fully committed to addressing this issue, as part of our vision to make a positive impact and enrich society.

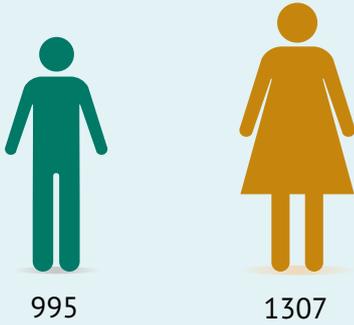
We have already started on this commitment with the following successes:

- The 2016 equal pay report showed that there were no significant differences in the average base pay earned by male and female staff in the same grade
- In 2015 we achieved an Athena SWAN bronze award for the first time in recognition of our commitment to tackling gender inequality within higher education and research
- In 2015 we also launched the Academic Career Framework to promote better understanding of how academic staff can achieve pay progression and promotion through education and professional practice as well as research
- We appointed new Independent Pay and Promotion Panel Members to provide an independent and objective voice on all academic pay progression and promotion panels
- Unconscious Bias staff development sessions have been conducted by an external provider for all those involved in academic pay progression and promotion panels
- We launched female-only pay progression and development sessions in 2015
- We launched a coaching and mentoring scheme specifically for women in 2016
- The proportion of female professors at Bournemouth University has increased from 19% in 2012 to 35% in 2017
- In the 2017 academic pay progression round 71% of female academics applying for pay progression were successful
- In the 2017 professional and support staff pay progression round, 55% of staff receiving second increments or increments above the contribution point were female
- Our 'Respect at BU' campaign for staff and students promoted tolerance, understanding and celebrated differences between people.

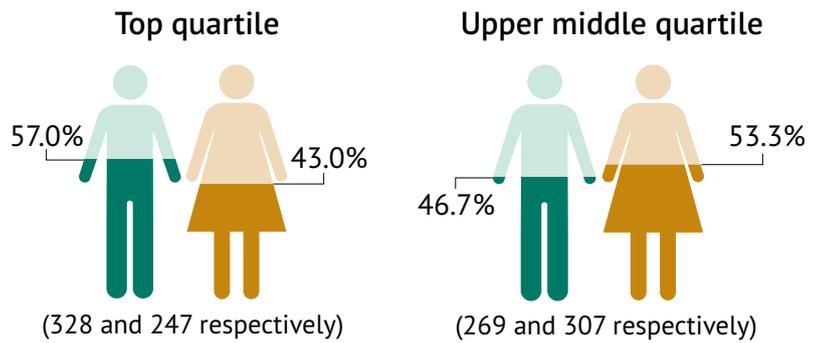
Professor John Vinney, Vice-Chancellor

Number of male and female staff

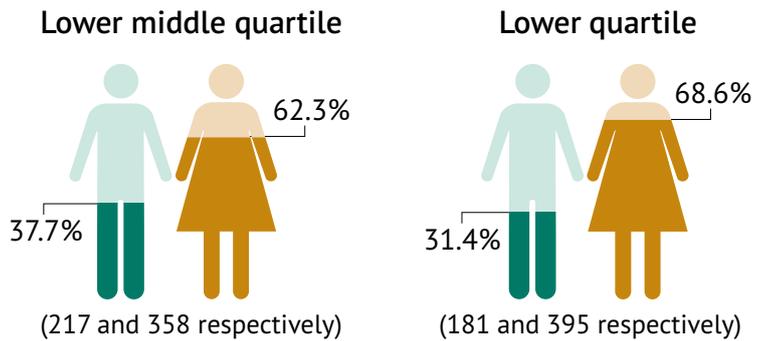
Inclusive of part-time hourly paid staff as at March 2017



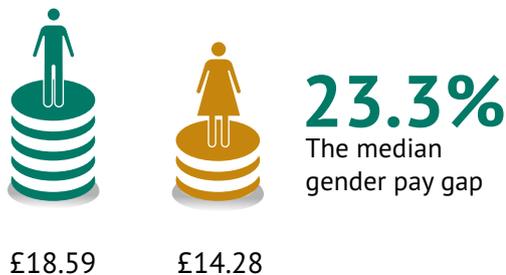
Proportion of male and female employees in each quartile pay band



Mean gender pay gap – the mean hourly rate of pay



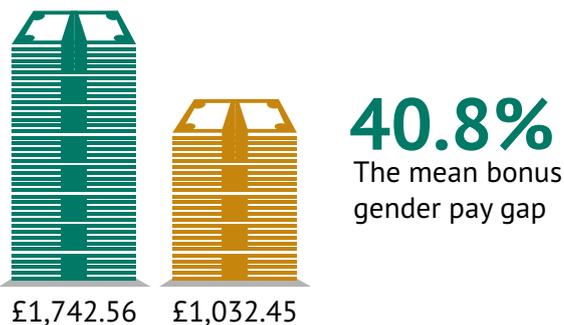
Median gender pay gap – the median hourly rate of pay



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 continue to investigate and remove any possible barriers that might prevent female staff from moving up the university's grading structure at the same rate as their male colleagues. Our action plan includes:



Offering coaching and mentoring opportunities for staff to support their career aspirations.



Providing professional development opportunities for staff so they can maximise their potential.



An increased focus on flexible working and family-friendly policies, with the launch of easy-to-access information on the university's website.



Ensuring all roles are advertised both internally and externally on a flexible working basis, subject to operational requirements.



We are also working towards finding 'champions' at senior levels who work flexibly and act as role models for others wishing to do the same.



A review of maternity and paternity leave policies and the launch of a new carers' policy.



Continuing to provide development and support for staff involved in the recruitment process, so they are both aware of the current equal pay gaps and promote the flexible working opportunities available.



In autumn 2018, we will be submitting a new institutional application to Athena SWAN to ensure that our accreditation is up to date.



Our commitment to equal pay is not limited to tackling the gender gap. We are also investigating 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. Our next equal pay review will take place during 2018 and the outcomes will inform further measures going forward.