

Equal Pay Review 2018



Bournemouth University Equal Pay Review 2018

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1. Introduction

The Joint Negotiating Committee for Higher Education Staff (JNCHES) comprises the Universities and Colleges Employers Association (UCEA) and the five nationally recognised Higher Education trades unions (EIS-ULA, GMB, UCU, Unison and Unite).

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.

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 Gender Equality Duty which came into force on 6th April 2007 required all public sector organisations to develop 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).

The University is strongly committed towards creating an inclusive environment. In achieving this it is clarifying why specific terms are being used within this report. It is recognised that individuals self-define themselves.

Term	Rationale
Black Minority Ethnic (BME)	The University acknowledges that by using this term it does not recognise the distinct experience of individual ethnic groups. However, it is being used because of the risk of identifying specific individuals within small cohorts.
Disability	It is recognised that disability is a social/environment construct.
Male/Female	Individuals define themselves as either male or female
LGB	Covers staff who define themselves as either Lesbian, Gay or Bisexual. It is focussing on sexual orientation.
Religion and Belief	This covers any religion or philosophical belief

The new Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires employers to report on six gender pay gap and gender balance metrics annually, using data from every 31st March from 2017 onwards. Employers have until 31st March of the following year to produce each report. The regulations apply to all public sector employers (including all HEIs) in England and all cross border authorities operating across England, Wales and Scotland with 250 or more employees as at the snapshot date of 31st March. All other private, voluntary and public sector employers have very similar reporting requirements enshrined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. (Please see Appendix One to review the six gender pay gap metrics).

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.

The Bournemouth University Equal Pay Review Working Group (EPRWG) was formed in October 2013 and was responsible for the production and publication of the 2014 Equal Pay Review in June 2015 and the 2016 Equal Pay Review in November 2017. The group stands down post publication but has now reformed as Bournemouth University is committed to conducting a full equal pay review biennially in addition to the mandatory annual requirements described above. Undertaking an equal pay review links directly to the BU2025 value of inclusivity for home and international students, staff and visitors, both in the physical and virtual environment and community. It also supports Bournemouth University's commitment to taking action on gaps and challenges in equality and diversity 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 and Diversity Committee (EDC) 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 EDC.

2. Executive Summary

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 this report is as follows:

- **The overall percentage base pay gap at Bournemouth University is 14% (decreasing from 16% in 2016).** This discrepancy is due to the uneven distribution of men and women across the pay and grading structure. When analysed by grade there were no significant differences found in the average base pay earned by male and female staff in the same grade.
- **Staff at Bournemouth University from BME backgrounds earn 104% of that earned by white colleagues (increasing from 103% in 2016).** However, with the exception of grades three and six, staff from BME backgrounds earn between 1-4% less than their white counterparts in

each pay grade. Although the pay gap is small, this is classified as a 'marked pattern of difference in favour of one particular group'. Further analysis indicates this may be because staff from BME backgrounds have shorter lengths of service than staff from white backgrounds.

- **Bournemouth University employees who have declared a disability earn on average 98% of that earned by those who have not declared a disability (unchanged from 2016).**

When analysed by grade, staff with a declared disability were actually earning more than those who had not declared a disability in six out of the twelve grades in the pay and grading structure.

- **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.** Women only earned 100% of that earned by men in the 26-30 age bracket. Thereafter average male salaries continue to rise steadily until age 55, whereas average female salaries increase more slowly. This results in an increasing pay gap peaking at 19% for those aged 56 and above.

- **Staff at Bournemouth University who practise a religion or belief other than Christianity earn 112% of that earned by Christian colleagues (increasing from 107% in 2016).** However, it is not possible to discern any 'marked patterns of difference in favour of one particular group'.

- **Staff who have declared that they are LGB (lesbian, gay or bisexual) earn 96% of that earned by heterosexual staff (decreasing from 107% in 2016).** Again it is not possible to identify within grade any 'marked patterns of difference in favour of one particular group'.

- **Bournemouth University staff who work part-time earn on average 92% of that earned by full-time staff (increasing from 86% in 2016).** 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 earned more than full-time staff in eleven out of the twelve pay grades.

- **Staff employed by Bournemouth University on a fixed-term basis earn on average 97% of that earned by those employed on a permanent basis (increasing from 87% in 2016).** When analysed by grade, staff on fixed-term contracts earn less than permanent employees at all grades with the exception of grades eight, ten and eleven. This is because fixed-term staff have significantly shorter lengths of service than permanent staff.

- **At Bournemouth University staff employed on a term-time only basis earn on average only 66% of that earned by those employed all year round (increasing from 61% in 2016).** This pay gap is attributable to the distribution of term-time only staff across the pay and grading structure. When analysed within grade, term-time only staff actually earn more on average than all year round staff in six out of the eight grades in the pay and grading structure at which they are represented.

More detailed analysis of the findings commences in section six. Accompanying graphs are located in Appendix Two and equal pay review trends 2014-18 can be found in Appendix Three.

3. Methodology

This review has been conducted in accordance with the JNCHEs Equal Pay Review Guidance for Higher Education Institutions 2013 using data correct as at 1 August 2018. This date was selected to ensure consistency and comparability with Athena SWAN reporting. (Please note that salary changes that have resulted from the Autumn 2018 pay progression and promotion round will not be reflected in the data set).

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.

4. 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 fifty-one point 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 CORE staff record system as at 1 August 2018. Whilst CORE is largely 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 1,768 staff included in the 2018 review (increasing from 1,653 in 2016), ethnicity data is unavailable for 2.9% of employees (51 people), increasing from 2.5% (42 people) in 2016. Disability data is unavailable for 5.1% of employees (90 people), increasing from 4.6% (76 people) in 2016. Religion and belief data is unavailable for 49% of employees (874 people), decreasing from 53% (869 people) in 2016. Sexual orientation data is unavailable for 48% of employees (844 people), decreasing from 52% (860 people) in 2016. 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, whereas protected characteristics such as religion and belief and sexual orientation are far more recently incorporated into equality legislation, although the quantity of data is 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 very 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). For the same reasons of

confidentiality and data reliability, the graphs provided in Appendix Two represent the total BU workforce and have not been split into academic and professional and support staff.

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 £219 per annum, Homeworking at £585 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.

5. 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 University employees has increased steadily since the introduction of the first equal pay review. However, the proportion of men and women has remained very similar, with the numbers of men increasing very slightly in 2018 as follows:

Table 1: Workforce Composition by Gender by Year

Year	2014		2016		2018	
	Number	Percentage	Number	Percentage	Number	Percentage
Women	876	56%	922	56%	963	54%
Men	684	44%	731	44%	805	46%
Total	1,560	N/A	1,653	N/A	1,768	N/A

The distribution of men and women across the pay and grading structure varies considerably. In 2018 women represent 76% (94) of the workforce at grade three and 63% (128) of the workforce at grade four. Contrastingly men represent 65% (51) of the workforce at grade eleven and 65% (13) of the workforce at grade twelve. The pattern was very similar in 2014 and 2016. (See Graph 1 and Table 2 overleaf).

Table 2: 2018 Workforce Composition by Gender and Grade

Grade	Male	Female	Total	Males as % of Total	Females as % of Total
1	6	7	13	46%	54%
2	21	26	47	55%	55%
3	29	94	123	24%	76%
4	75	128	203	37%	63%
5	94	131	225	42%	58%
6	79	95	174	45%	55%
7	144	187	331	44%	56%
8	157	150	307	51%	49%
9	61	43	104	59%	41%
10	49	37	86	57%	43%
11	51	27	78	65%	35%
12	13	7	20	65%	35%
MT/Protected	6	13	19	32%	68%
Other ISS	20	18	38	53%	47%
Total	805	963	1,768	46%	54%

BU is continuing to address this issue and the number of female senior academics (G9+) has increased by 34%, from 68 in 2014/15 to 91 in 2017/18.

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	
	No.	%	No.	%	No.	%
BME Employees	113	7.2%	140	8.5%	169	9.6%
Employees declaring a Disability	72	4.6%	82	5.0%	106	6.0%
Employees declaring a Religion or Belief other than Christianity	55	3.5%	65	3.9%	70	4.0%
LGB Employees	30	1.9%	36	2.2%	51	2.9%

The distribution of BME employees across the pay and grading structure is shown in Graph 2 and the distribution of employees with a declared disability is shown in Graph 3. Distribution graphs are not provided for reasons of confidentiality for religion and belief or sexual orientation, due to the high proportion of employees for whom the relevant data is either 'not known' or 'prefer

not to say'. Analyses by race are not broken down into very specific racial groupings due to the small numbers of staff in each grade in each sub-category. The table below shows a high level break down of the numbers of staff from different racial backgrounds:

Table 4: 2018 Workforce Composition by Ethnicity

Ethnicity	Asian	Black	Mixed Race	Other Ethnic Group	Not Known /Prefer Not to Say	White
No. of Staff	94	23	38	14	51	1,548

The University workforce remains fairly evenly distributed across the 31-60 age bracket. Just 10% (180) of the workforce are younger than age 31 in 2018, the same percentage as in 2016. Only 9.0% (161) of the workforce are older than age 60 in 2018, increasing from 8.5% (141) in 2016. (See Graph 4).

25% (436) of the BU workforce are employed part-time in 2018, increasing from 20% (338) of the workforce in 2016. Of those that work part-time 75% (326) are female, decreasing from 80% (270) in 2016. In 2018 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 40% (24) of the workforce at grades one and two, decreasing steadily to just 12% (23) at grades nine and ten, before increasing to 21% (21) of the workforce at grades eleven and twelve. (See Graph 5).

The numbers of employees on fixed-term contracts has reduced steadily since 2014 as follows:

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

Year	2014		2016		2018	
	No.	%	No.	%	No.	%
Employees with Fixed-Term Contracts	241	15%	223	13%	162	9%

In 2018, of those that work on a fixed term basis 54% (88) are female, decreasing from 60% (133) in 2016, and 46% (74) are male, increasing from 40% (90) in 2016. Proportionally, the numbers of fixed-term employees are highest in the middle of the pay and grading structure, with 27% (43) of all fixed-term workers located in grade six, representing 25% (43) of the total workforce at that grade. The distribution of fixed-term employees across the pay and grading structure is shown in Graph 6.

2.4% (43) of BU employees are employed on a term-time only basis in 2018, the same as in 2016 (39), concentrated in grades one to eight. Of these term-time only employees, 77% (33) are female, reducing from 82% (32) in 2016. There is no distribution graph provided for term-time only employees, due to the very small numbers of staff involved.

6. Analysis of Base Pay by Gender

The overall percentage base pay gap at Bournemouth University is 14%, (decreasing from 16% in 2016), meaning that on average female staff at BU earn 86% of that earned by their male colleagues. This is the lowest base pay gap recorded since the inception of the equal pay review in the current format in 2014. In 2018 the average female full-time equivalent salary is £37,129 (£34,666 in 2016), compared to an average of £43,366 for men (£41,316 in 2016). However this discrepancy is due to the uneven distribution of men and women across the pay and grading structure as outlined in section five. When analysed by grade there were no significant differences found in the average base pay earned by male and female staff in the same grade. There were no pay gaps within grade greater than 3% and no marked patterns of difference in favour of one gender. At grades one, three, four, five, seven, and ten female employees broadly earned 100% or more of male average earnings. (See Graph 7 and Table 6 below).

Table 6: Percentage Base Pay Gap by Gender by Grade

Grade	Male Average Full-Time Salary	Female Average Full-Time Salary	Female Average Full-Time Salary as % of Male Average Full-Time Salary
1	£18,178	£18,435	101%
2	£19,302	£19,115	99%
3	£20,881	£20,820	100%
4	£23,594	£23,600	100%
5	£28,910	£28,884	100%
6	£33,419	£32,759	98%
7	£38,426	£38,408	100%
8	£48,256	£47,705	99%
9	£54,813	£54,444	99%
10	£63,421	£63,378	100%
11	£70,912	£69,003	97%
12	£82,247	£81,734	99%
Total	£43,366	£37,129	86%

When the workforce is divided into academic staff and professional and support staff, the overall percentage base pay gap reduces to 10% for both staff groups. (The gap in 2016 was also 10% for both staff groups). In 2018 the average female academic full-time equivalent salary is £47,632 (£46,056 in 2016), compared to an average of £53,103 for men. (£51,095 in 2016). For professional and support staff the average female full-time equivalent salary in 2018 is £30,401 (£28,436 in 2016), compared to £33,844 for men. (£31,724 in 2016). The pay gap varies considerably across the pay and grading structure, and remains greatest at grade eleven for academic staff, (3% but reducing from 5% in 2016), and grades seven and eight for professional and support staff (4% but reducing from 5% at grade seven in 2016). However, amongst academic staff, average female salaries were equal to or very slightly higher than males at grades seven, eight, ten and twelve. Amongst professional and support staff, average female salaries were equal to or very slightly higher than males at grades one, three, four, five and eleven. This is illustrated in Tables 7 and 8 overleaf:

Table 7: Percentage Base Pay Gap by Gender by Grade: Academic Staff

Grade	Academic Male Average Full-Time Salary	Academic Female Average Full-Time Salary	Academic Female Average Full-Time Salary as % of Academic Male Average Full-Time Salary
6	£33,551	£32,531	97%
7	£37,694	£38,370	102%
8	£48,107	£48,001	100%
9	£54,321	£53,964	99%
10	£63,104	£64,054	102%
11	£71,040	£68,977	97%
12	£82,247	£82,605	100%
Total	£53,103	£47,632	90%

Table 8: Percentage Base Pay Gap by Gender by Grade: Professional & Support Staff

Grade	Prof & Support Male Average Full-Time Salary	Prof & Support Female Average Full-Time Salary	Prof & Support Female Average Full-Time Salary as % of Prof & Support Male Average Full-Time Salary
1	£18,178	£18,435	101%
2	£19,302	£19,115	99%
3	£20,881	£20,820	100%
4	£23,594	£23,600	100%
5	£28,910	£28,884	100%
6	£33,380	£32,849	98%
7	£39,986	£38,510	96%
8	£48,723	£46,656	96%
9	£56,630	£56,258	99%
10	£64,400	£62,387	97%
11	£69,729	£69,695	100%
12	N/A	£80,571	N/A
Total	£33,844	£30,401	90%

There are no male professional and support staff at grade twelve.

7. Analysis of Base Pay by Black Minority Ethnic (BME)

Overall, staff at Bournemouth University from BME backgrounds earn 104% of that earned by white colleagues, (increasing from 103% in 2016). In 2018 the average full-time equivalent salary of BME staff is £41,422, (£38,726 in 2016), compared to an average of £39,947 for white staff (£37,673 in 2016). In grades three and six staff from BME backgrounds earn 100% of that earned by their white colleagues, and this is the first time this has been recorded in the equal pay review which is very positive. However staff from BME backgrounds earn slightly less than their white counterparts in all other pay grades. At grades one and two and eight to eleven gaps of between 3-4% are apparent. Whilst none of the pay gaps are more than 5%, and thus cannot be classified as 'significant', the fact that staff from BME backgrounds earn between 1-4% less

than their white counterparts in the majority of pay grades can be classified as a 'marked pattern of difference in favour of one particular group'. (See Graph 8).

In 2018 academic staff from BME backgrounds earn 90% of that earned by white colleagues. (£46,509 compared to £51,403). This figure has decreased from 92%, (£45,385 compared to £49,365), in 2016. In grade six staff from BME backgrounds earn 102% of that earned by white colleagues, and this is the first time a positive pay gap within grade in favour of BME employees has been recorded in the equal pay review. However, as above, BME academic staff earn between 1-5% less than their white counterparts in all other pay grades.

The ethnicity pay gap amongst professional and support staff continues to close, reducing from 82% in 2014, to 88% in 2016 to 91% in 2018. In 2018, professional and support staff from BME backgrounds earned an average of £29,314, (£26,359 in 2016), compared to an average of £32,044 (£29,975 in 2016) for white colleagues. Within grade professional and support staff from BME backgrounds earned the same or more than white staff at grades three and eight, and the pay gap in all other grades was 3% or less. However it should be noted that whereas academic BME staff can be found at all grades from six to twelve, (although the majority are clustered at grades seven and eight), amongst professional and support staff there are no employees from BME backgrounds above grade nine, with the majority clustered between grades three to six.

As mentioned in section five, analyses by ethnicity cannot be broken down into very specific racial groupings due to the small numbers of staff in each sub-category. However, high level break downs of the numbers of staff from different racial backgrounds are possible as shown in the table below:

Table 9: Percentage Base Pay Gap by Ethnicity

Ethnicity	No. of Employees	Average Salary	% Against White Average
Asian	94	£43,500	109%
Black	23	£37,378	94%
Mixed Ethnicity	38	£38,173	96%
Other Ethnic Groups	14	£42,931	107%
White	1,548	£39,947	100%
Not Known / Prefer Not to Say	51	£35,805	90%
Total	1,768	£39,969	100%

As the table shows, Asian staff and staff from 'other ethnic groups' earn significantly more on average than white staff (7-9%), whereas black staff and staff with mixed ethnicity earn less on average than white staff (4-6%).

When the data is analysed by gender as well as ethnicity, female staff from BME backgrounds continue to earn more on average than white women. In 2018 female BME employees earn on average 105% of that earned by white colleagues, (£38,887 compared to £37,020). This differential has increased very slightly since 2016 when BME women earned on average £36,054

compared to £34,716 for white women. In 2018 male BME employees earned 102% of that earned by white colleagues (£44,309 compared to £43,493). This differential has also increased since 2016 when BME men earned on average 100% of that earned by white men (£41,398 compared to £41,491).

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. For example, in 2018 28% (48) of BME employees have less than two years' service, compared to 18% (283) of white employees. The differential has reduced from 2016 however, when 34% (47) of BME employees had less than two years' service, compared to just 20% (296) of white employees. Contrastingly in 2018 only 15% (26) of BME employees have more than ten years' service, compared to 31% (483) of white employees. In this scenario the differential has remained unchanged, as in 2016 only 18% (25) of BME employees had more than ten years' service, compared to 34% (493) of white employees. The average length of service of BME employees in 2018 is five years, compared to eight 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 'marked patterns of difference in favour of one particular group' outlined above.

8. Analysis of Base Pay by Disability

Bournemouth University employees who have declared a disability earn on average 98% of that earned by those who have not declared a disability, (the same as in 2016 but increasing from 95% in 2014). In 2018 the average full-time equivalent salary for staff with declared disabilities is £39,440, (£37,200 in 2016), compared to £40,307 for those who have not declared a disability (£37,930 in 2016). When analysed by grade, staff with declared disabilities were found to earn on average the same or slightly more than those without declared disabilities in six out of the twelve grades in the pay and grading structure. The greatest negative differences were apparent at grades one and ten, where staff with declared disabilities earned 5% and 3% less respectively than those without. However, the very small number of staff declaring disabilities at these grades makes these results unreliable. The distribution of staff with declared disabilities across the pay and grading structure is shown in Graph 9.

When the workforce is divided into academic and professional and support staff, a similar pattern emerges. In 2018 academic staff with declared disabilities earn on average 98% of that earned by those who have not declared a disability, compared to 96% in 2016. In 2018 the average full-time equivalent salary for academic staff with declared disabilities is £49,728, (£47,191 in 2016), compared to £50,998 for those who have not declared a disability (£49,115 in 2016). As above, staff with declared disabilities were found to earn on average slightly more than those without declared disabilities in four out of the seven academic grades in the pay and grading structure. Grade six was the only grade where staff with declared disabilities earned significantly less (6%) than those without declared disabilities, but again very small numbers make this result unreliable.

In 2018 professional and support staff with declared disabilities earn on average 93% of that earned by those who have not declared a disability, reducing slightly from 94% in 2016. In 2018 the average full-time equivalent salary for professional and support staff with declared disabilities is £29,900, (£28,139 in 2016), compared to £32,030 for those who have not declared a disability (£29,961 in 2016).

Academic staff with declared disabilities can be found at all grades of the pay and grading structure, with the majority clustered at grades seven and eight. Professional and support staff with declared disabilities are clustered at grades four to six and there are no professional and support staff with declared disabilities above grade ten.

When the data is analysed by gender as well as disability, male employees who have declared a disability earn on average 96% of that earned by those who have no declared disability. (£42,218 compared to £43,860). This has improved slightly since 2014 when the figure was 95% (£37,951 compared to £39,915), but is less positive than 2016 when the figure was 99% (£41,523 compared to £41,763). For female employees, those with declared disabilities earn on average 97% of that earned by those who have no declared disability. (£36,209 compared to £37,313). This figure has improved steadily, increasing from 94% in 2014, (£31,656 compared to £33,551), and 95% in 2016, (£33,280 compared to £34,884).

9. Analysis of Base Pay by Age

Analysis of the difference in the average full-time equivalent salary earned by male and female employees continues to indicate that the difference increases with age. Male and female staff earn very similar levels of base pay aged 26 to 30, with women earning 100% of that earned by men (£27,232 compared to £27,254) in 2018.

However, thereafter the pay gap increases significantly, probably attributable to women having more breaks in service than men for family or caring responsibilities. The pay gap is highest for those aged over 56, with women earning just 81% on average of that earned by men in the age 56-60, age 61-65 and 66 and over categories. Between the ages of 31 and 56 the pay gap fluctuates between 83-93% of male earnings. However, compared to the 2016 and 2014 data, when at least two age brackets revealed a pay gap of greater than 80%, this does represent a modest improvement. Graph 10 shows the base pay gap by age and gender.

The age pay gap is attributable to the fact that male salaries appear to rise steadily as age increases until age 55. They decrease marginally between ages 56-65, before continuing to rise again sharply in the 66 and over age bracket. For women salaries increase more modestly as age increases until age 55. Female salaries then decrease between the ages of 56 – 65, before rising again in the 66 and over age bracket.

Analysis of the distribution of male and female employees across the age bands suggests there is an uneven distribution within the University. For example, in 2018 58% of all staff aged 35 and under are female (209 individuals), whereas contrastingly 61% of all staff aged 61 and over (98 individuals) are male. These statistics are virtually identical to those reported in 2016 and 2014.

Analysis of the distribution of staff by age band across the pay and grading structure also continues to show an uneven distribution. Whilst older employees appear to be fairly evenly distributed across the pay grades, there were no employees aged under 31 in grade nine or above in 2018 and there were none in 2016 or 2014 either. Amongst the academic workforce at least, this may reflect the time required to develop an academic profile and resulting seniority.

10. Analysis of Base Pay by Religion or Belief

As noted in section four there are still a significant number of staff, (874 individuals or 49% of the workforce), for whom their religion or belief is recorded as 'not known' or 'prefer not to say'. This has however improved as 'not known' or 'prefer not to say' was recorded for 53% of the workforce (869 individuals) in 2016. In 2018 a further 415 individuals (23.5%) have declared they have 'no religion' increasing from 21% (339) in 2016. There remain 409 members of staff (23%) who have declared they practise Christianity and 70 (4.0%) who have declared they practise another religion or belief. These proportions are unchanged from 2014.

This lack of data obviously makes it more difficult to make a robust analysis of base pay by religion and belief. 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.

From the data available, **staff at Bournemouth University who practise a religion or belief other than Christianity earn 112% of that earned by Christian colleagues, (increasing from 107% in 2016 and 103% in 2014).** In 2018 the average full-time equivalent salary of staff practising other religions or beliefs is £41,502, (£37,385 in 2016), compared to an average of £37,114, (£34,891 in 2016), for Christian staff. Staff declaring 'no religion' also earn very slightly more than those practising Christianity. On average the full-time equivalent salary in 2018 of those declaring 'no religion' was £37,786, (£36,069 in 2016), which represents 102% of that earned by Christian staff.

The numbers of staff practising other religions or beliefs within grade are very small. More detailed analyses would be both statistically unreliable and could potentially compromise staff confidentiality.

11. Analysis of Base Pay by Sexual Orientation

As in section ten above, there are large numbers of staff (844 individuals or 48% of the workforce), for whom their sexual orientation is recorded as 'not known' or 'prefer not to say'. This has however improved, as 'not known' or 'prefer not to say' was recorded for 52% of the workforce (860 individuals) in 2016. 49% of staff at Bournemouth University, (873 individuals), have stated that they are heterosexual, an increase from 46% (757 individuals) in 2016. Just 3.0% of staff, (51 individuals), have declared that they are lesbian, gay or bisexual (LGB), an increase from 2.2% (36 individuals) in 2016.

As above, this paucity of data makes it very difficult to conduct a thorough analysis of base pay by religion or belief, without compromising staff confidentiality or producing results that are

statistically unsound. The University will however continue to encourage disclosure with the aim of producing more comprehensive analyses in the future when a more complete data set is available.

With the data currently available it is possible to state that **staff who have declared that they are LGB are earning 96% of that earned by heterosexual staff, (decreasing from 107% in 2016).** The average full-time equivalent salary of LGB staff in 2018 is £36,555, (£38,200 in 2016), compared to £37,979 for heterosexual staff, (£35,827 in 2016). As the numbers of LGB employees remain very small, more detailed analyses would not be robust or preserve anonymity.

12. Analysis of Base Pay by Contract Status (Full and Part-Time Staff)

At Bournemouth University staff who work part-time earn on average 92% of that earned by full-time staff, (increasing from 86% in 2016). This is the smallest pay gap recorded in this category since the inception of the equal pay review in the current format in 2014. In 2018 the average full-time equivalent salary for part-time staff is £37,571, (£33,249 in 2016), compared to £40,754, (£38,727 in 2016), for full-time staff. However when analysed by grade, it becomes obvious that this pay gap is attributable to the distribution of full and part-time staff across the pay and grading structure. On average part-time staff actually earned broadly the same or more than those working full-time in eleven out of the twelve pay grades. (See Graph 11). At grade ten the pay gap is 'significant' at 6%, and the gap is 4% at grade eight, but both are in favour of part-time staff. There were no other significant differences found in the average base pay earned by full and part-time staff in the same grade and no other gaps within grade of greater than 2%.

Amongst academic staff the pay gap disappears completely, with part-time academics earning on average 102% of that earned by full-time staff. In 2018 the average full-time equivalent salary for part-time academic staff is £51,333, compared to £50,184 for full-time academic staff. This is the same as in 2016, when part-time academics also earned on average 102% of that earned by full-time staff (£49,694 compared to £48,517). In 2018, part-time staff earned more than their full-time colleagues in six out of the seven academic pay grades, and they earned 6% more than full-time staff at grade ten. Grade six was the only grade where part-time staff earned less than full-time staff, with a small variance of 2%.

The situation is very different amongst professional and support staff, with part-time professional and support staff earning on average only 85% of that earned by full-time staff. In 2018 the average full-time equivalent salary for part-time professional and support staff is £28,255, compared to £33,071 for full-time professional and support staff. This has increased since 2016 however, when part-time professional and support staff earned on average 81% of that earned by full-time staff (£25,208 compared to £31,073). However as with academic staff, part-time professional and support staff earned the same or more than their full-time colleagues in eight out of the nine pay grades where they were represented. Grade nine was the only grade where part-time staff earned less than full-time staff, with a small variance of 1%.

As highlighted in section five, this reiterates the fact that part-time staff are unevenly distributed across the pay and grading structure, representing 40% (24) of staff at grades one and two.

Overall 44% (191) of part-time staff are in grades one to five and just 10% (44) are in grade nine or above. There is much less of a dichotomy amongst academic staff, where 67% (118) of part-time employees are employed at grades six to eight and 23% (40) are employed at grades nine or above. Amongst professional and support staff, only 7% (18) of part-time staff are employed at grade eight or above, and there are no part-time professional and support staff employed above grade nine.

11% (19) of staff from BME backgrounds work part-time at Bournemouth University compared to 26% (406) of white staff. Proportionally 26% (28) of staff with declared disabilities work part-time, compared to 24% (384) of staff with no declared disabilities. The principle disparity is one of gender: 34% (326) of female employees work part-time compared to just 14% (110) of men, and 75% (326) of all part-time staff are female.

13. Analysis of Base Pay by Contract Status (Permanent and Fixed-Term Staff)

Staff employed by Bournemouth University on a fixed-term basis earn on average 97% of that earned by those employed on a permanent basis, (increasing from 87% in 2016). This is the smallest pay gap recorded in this category since the introduction of the equal pay review in the current format in 2014. In 2018 the average full-time equivalent salary for fixed-term staff is £38,876, (£33,351 in 2016), compared to £40,079, (£38,271 in 2016), for permanent staff. When analysed by grade, fixed-term employees earn broadly less on average than permanent employees at all grades with the exception of grades eight, ten and eleven. A similar situation was observed in the 2014 and 2016 Equal Pay Reviews. The pay gap can be termed as 'significant' at grades two to five, ranging from 6% at grade three to 10% at grade two. (See Graph 12).

Greater disparity is evident when academic and professional and support staff are analysed separately. Academic staff working on a fixed-term basis also earn 97% of that earned by permanent academic staff. This contrasts with figures of 94% in 2016 and 106% in 2014. The average full-time equivalent salary for fixed-term academics in 2018 is £48,932, compared to £50,630 for permanent academics. Within grade there are no pay gaps greater than 5%, and fixed-term academics actually earn more than their permanent counterparts at grades eight to eleven inclusive.

Contrastingly professional and support staff who work on a fixed-term basis earn on average only 87% of that earned by their permanent colleagues in 2018, increasing from 81% in 2016. The average full-time equivalent salary for professional and support fixed-term staff in 2018 is £28,046, compared to £32,132 for permanent staff. This can be partially explained by the uneven distribution of fixed-term professional and support staff across the pay and grading structure, with 59% of professional and support fixed-term staff, (46 individuals), concentrated in grades four to six. Within grade fixed-term professional and support staff earn less on average than their permanent colleagues at every level of the pay and grading structure. With the exception of grade six, the gap at all other grades is significant, ranging from 5% at grade seven to 10% at grade two.

Equal proportions of women (9% or 88 individuals) and men (9% or 74 individuals) are employed on fixed-term contracts, although the percentages of both genders employed on a fixed-term basis continues to decline. Fixed-term female staff earn on average 101% of that earned by permanent female staff (£37,435 compared to £37,098), increasing from 90% in 2016. Fixed-term male staff earn on average 93% of that earned by permanent male staff (£40,589 compared to £43,647), increasing from 85% in 2016.

When the data is analysed by length of service as well as contract status, it becomes apparent that staff with fixed-term contracts have significantly shorter lengths of service than staff with permanent contracts. In 2018 the average length of service in years for academic staff was five years for fixed-term employees compared to nine years for permanent employees. Amongst professional and support staff the disparity was even greater, with an average length of service of just one year for fixed-term employees compared to eight years for permanent staff. A very similar pattern was observed in the 2014 and 2016 Equal Pay Reviews. As BU has incremental pay scales, it is likely that this disparity in length of service is the causal factor behind the pay gaps outlined in this section.

14. Analysis of Base Pay by Contract Status (Term Time Only)

At Bournemouth University staff employed on a term-time only basis earn on average 66% of that earned by those employed all year round. However, this is the smallest pay gap recorded in this category since the introduction of the equal pay review in the current format in 2014. In 2018 the average full-time equivalent salary for term-time only employees is £26,471, (£23,339 in 2016), compared to £39,969, (£37,952 in 2016), for all year round employees. The numbers of term-time only staff are very small (43 individuals) and represent just 2.4% of the workforce. All are professional and support staff and 77% (33 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. 93% of term-time only employees (40 individuals) are concentrated in grades one to six, 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 all year round staff in six out of the eight grades in the pay and grading structure at which they are represented. Term-time only staff only earn less on average than all year round staff at grades four and five, where the pay gap is 3% at each grade.

15. Comparator Equal Pay Data

In this section some background contextual information is provided regarding the sizes of equal 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 2018 survey were released by the ONS in October 2018, and recorded the lowest gender pay gap for full-time employees since the survey began at 8.6% decreasing from 9.1% in 2017. When part-time employees are also included, the pay gap for 2018 increases to 17.9%. However this still represents a decrease from 18.4% in 2017 and is also the lowest figure since the inception of

the survey when the pay gap for all employees was 27.5%. Within the higher education sector, the 2017-18 ASHE records a median all employee pay gap of 15.0%, increasing from 14.3% in 2016-17. Therefore the 2018 BU all employee pay gap of 14% is lower than both the overall 2018 ASHE figure and the higher education specific ASHE figure.

Two other sources of comparative data within the Higher Education sector are the Universities and Colleges Employers Association (UCEA) Senior Staff Remuneration Survey and the UCEA/XpertHR Salary Survey of Higher Education Staff. The 2018 UCEA Senior Staff Remuneration Survey, published in March 2019, quotes an overall median gender base pay gap of 7.6%, increasing from 7.3% in 2017 and 7.2% in 2016, and equalling the 2015 figure. The 2018 survey recorded the largest median gender base pay gap at one of the most senior non-academic levels in the survey, (University Registrar/Secretary at 21.4%), and the smallest median gender base pay gap at the other most senior non-academic level in the survey, (Chief Operating Officer at 1.7%). The 2018 UCEA/XpertHR Salary Survey of Higher Education Staff, published in July 2018, quotes an overall gender pay gap of 9.6%, decreasing from 10.2% in 2017. (N.B. This only includes staff on the 51 point national pay spine, and does not include those classified at Bournemouth University as 'other ISS'). Therefore the 2018 overall BU pay gap of 14% is higher than the medians quoted by both the Senior Staff Remuneration Survey and the Salary Survey of Higher Education Staff.

16. Progress to Date

Following the last equal pay review in 2016, an equal pay action plan was created based on the findings and recommendations of the review. An updated action plan is appended which details the progress made since the review in 2016, clearly indicating which recommendations are complete (in grey), which are in progress (in yellow) and which are ongoing (in beige/pink).

Once the 2018 equal pay review has been discussed, completed and agreed with the Equal Pay Review Working Group (EPRWG) and the Equality and Diversity Committee (EDC), an updated equal pay action plan will be created, representative of the findings of 2018 and the actions suggested necessary to address them. This will also incorporate any remaining or incomplete actions from the 2016 review.

17. Next Steps

The next step is to seek explanations of why the pay gaps summarised in section two exist and to establish the extent to which the pay gaps can be objectively justified. If the pay gaps cannot be objectively justified, diagnosis should be undertaken to decide what remedial action is required to remove them. From the summary of report findings, the following are the key areas of concern that warrant further investigation:

- To analyse the starting salaries of new employees at BU against each criteria analysed in this report, to determine whether starting salaries are a causal factor in the pay gaps evident for different staff groups.
- To analyse the interaction between age and part-time working, to determine whether part-time working is a causal factor in the age-related pay gap for women.

- To investigate and remove any possible barriers that may be preventing professional and support staff working on a part-time basis above grade nine and to explore new initiatives to support flexible working amongst senior staff.
- To investigate and remove any possible barriers that may be preventing male employees from working on a part-time basis and to explore new initiatives to support flexible working amongst men.
- To review the results of the flexible working survey and identify potential case study examples from across professional service areas to be placed on the flexible working webpages.
- To invite [Dr Zoe Young](#), an academic, writer, speaker and consultant specialising in gender diversity practices, organisation design and culture change to present to the Women's Academic Network/EPRWG.

Thanks are expressed to the EPRWG for their help and expertise in formulating this report. Members of the EPRWG that have contributed to this report are as follows:

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Elaine Sheridan
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21st March 2019

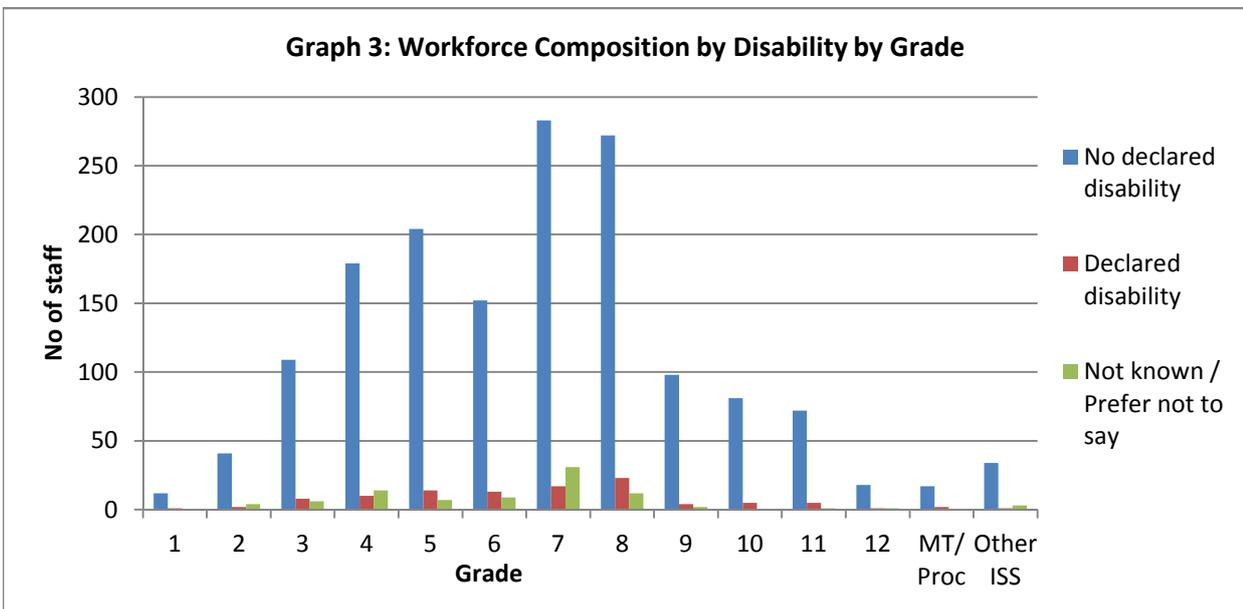
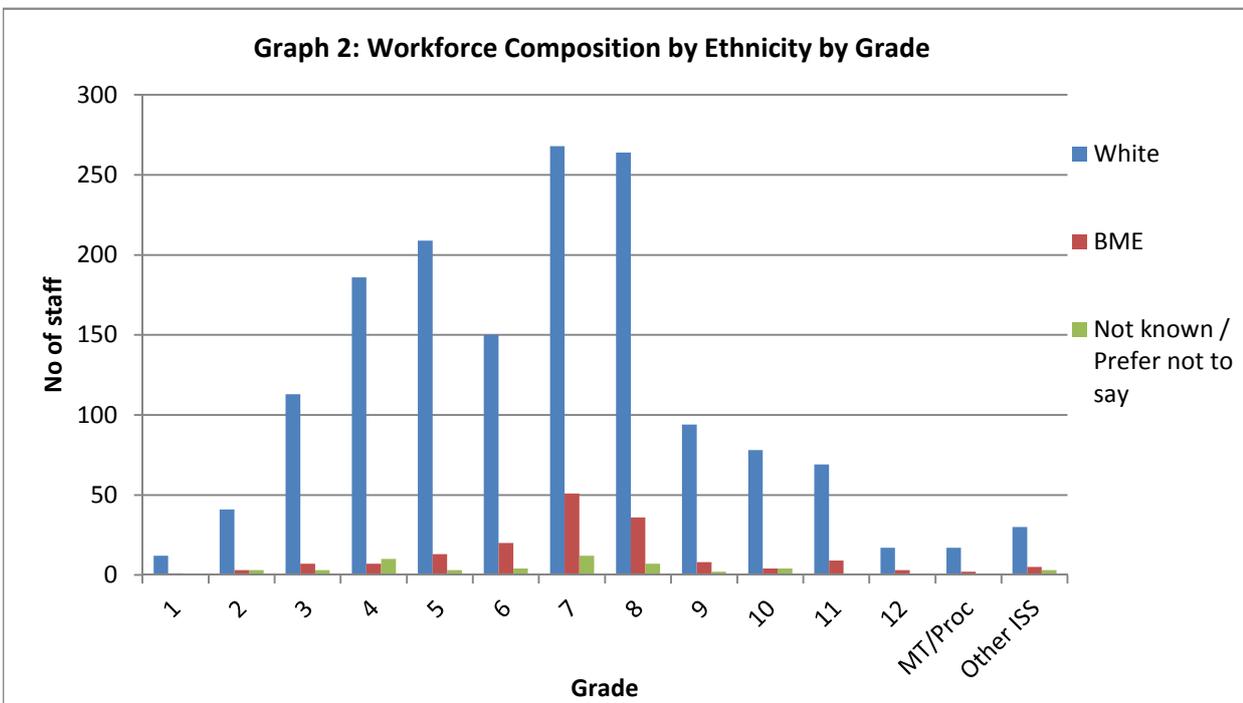
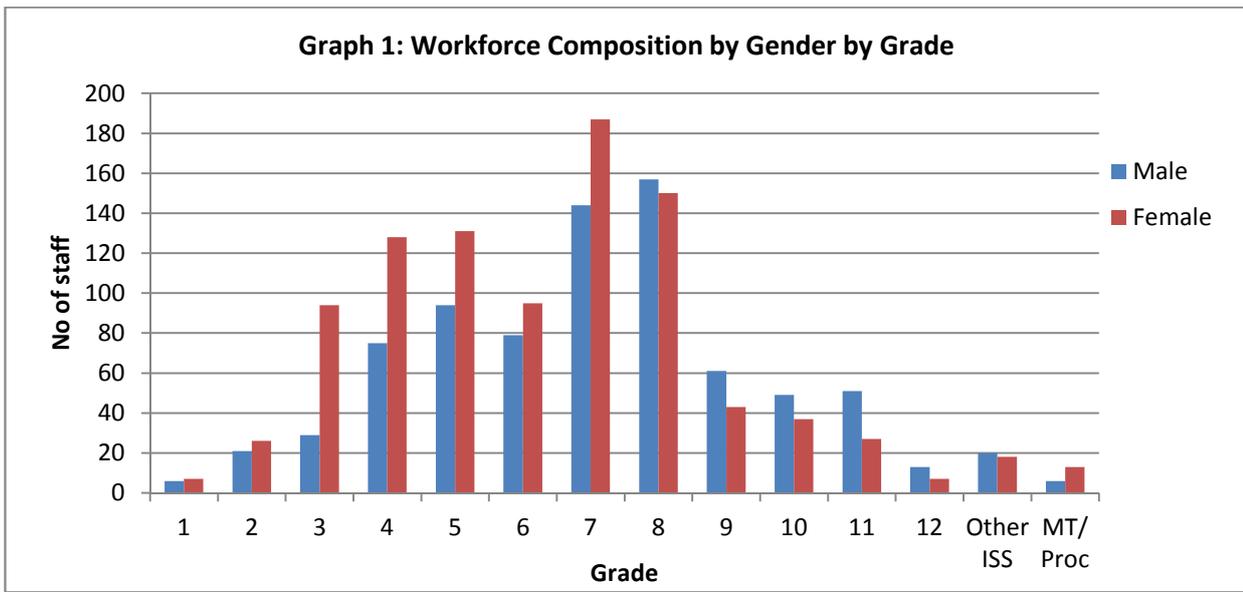
Appendix One: Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require employers to report on six gender pay gap and gender balance metrics annually as follows:

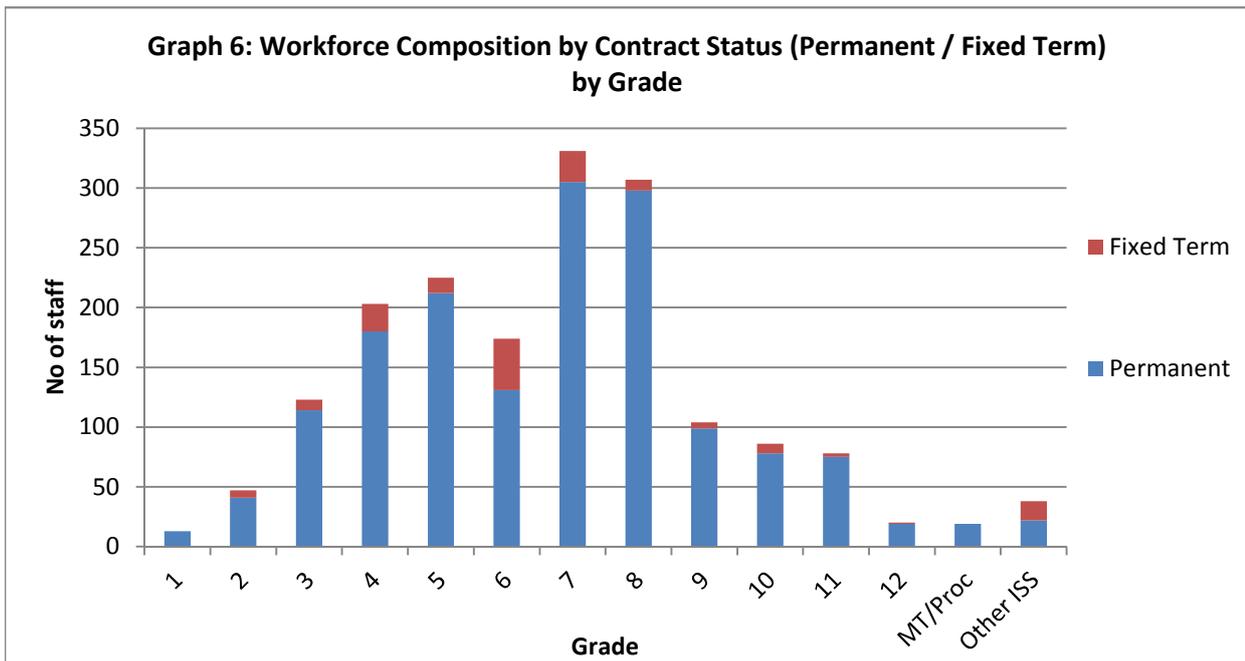
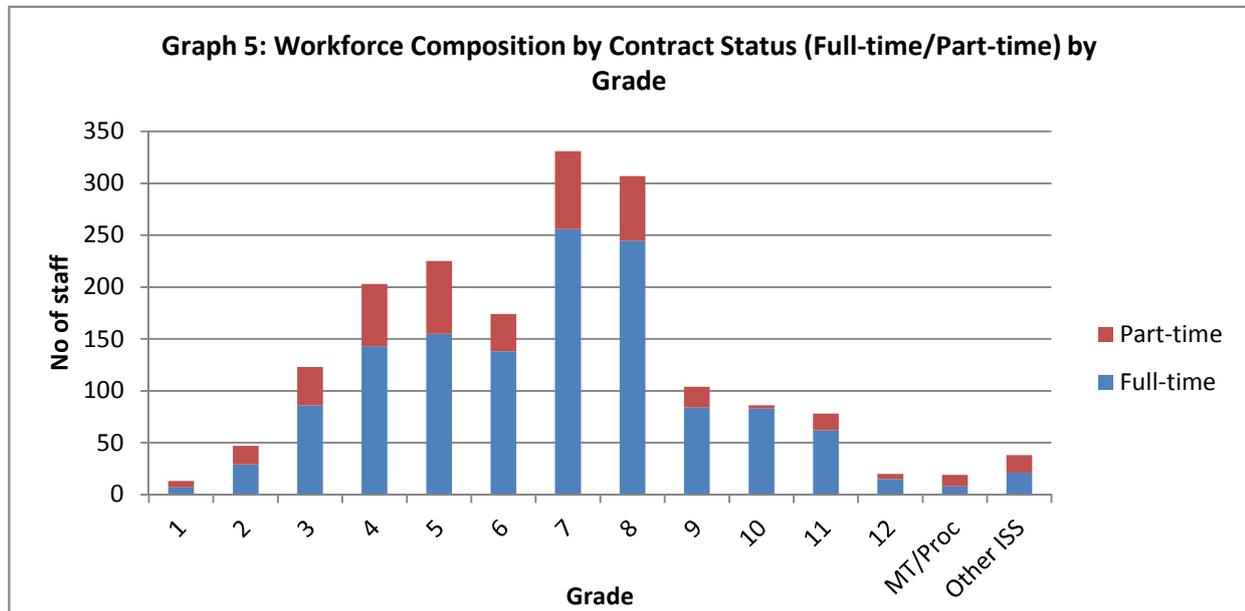
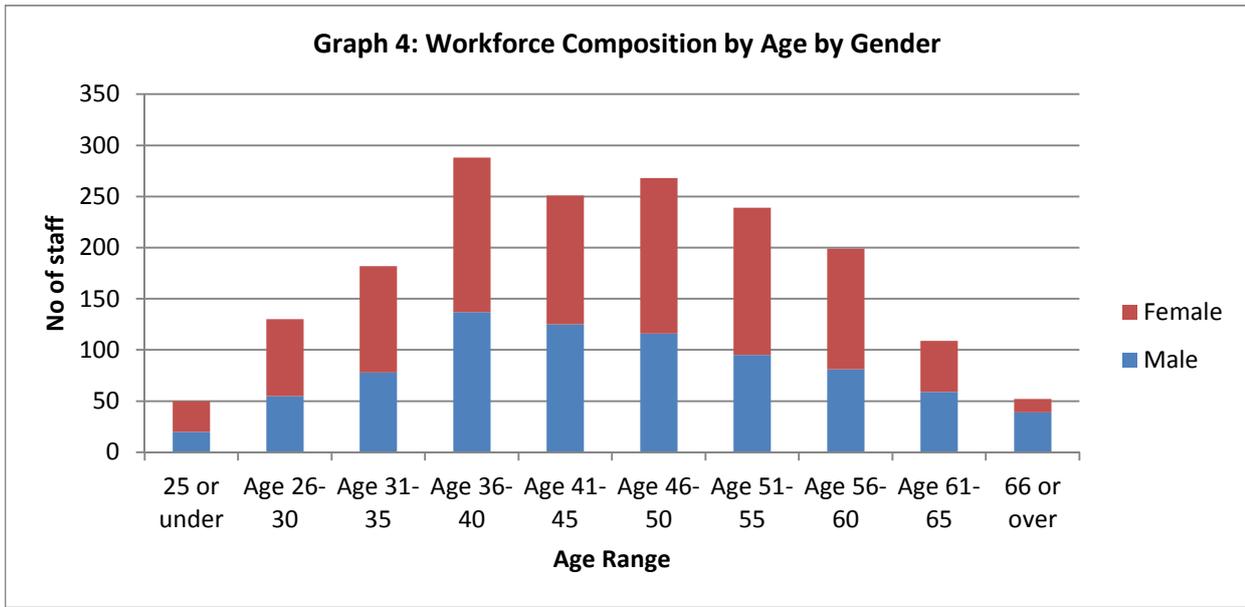
- Mean gender pay gap.
- Median gender pay gap.
- The proportion of men and women in each salary quartile.
- Mean bonus gender pay gap, based on bonuses received in the 12 months preceding the relevant date.
- Median bonus gender pay gap, based on bonuses received in the 12 months preceding the relevant date.
- The proportion of men and women receiving bonuses in the 12 months preceding the relevant date.

Employers have to report on the six metrics as at the relevant date of 31st March annually. Employers have until 30th March of the following year to publish the results and accompanying report. The report must be published on employers' websites within 12 months of the relevant date. The report should be accessible to the public for at least three years and must be accompanied by a written statement by the 'most senior employee' confirming that the information is accurate.

Appendix Two: Equal Pay Review 2018 Graphs

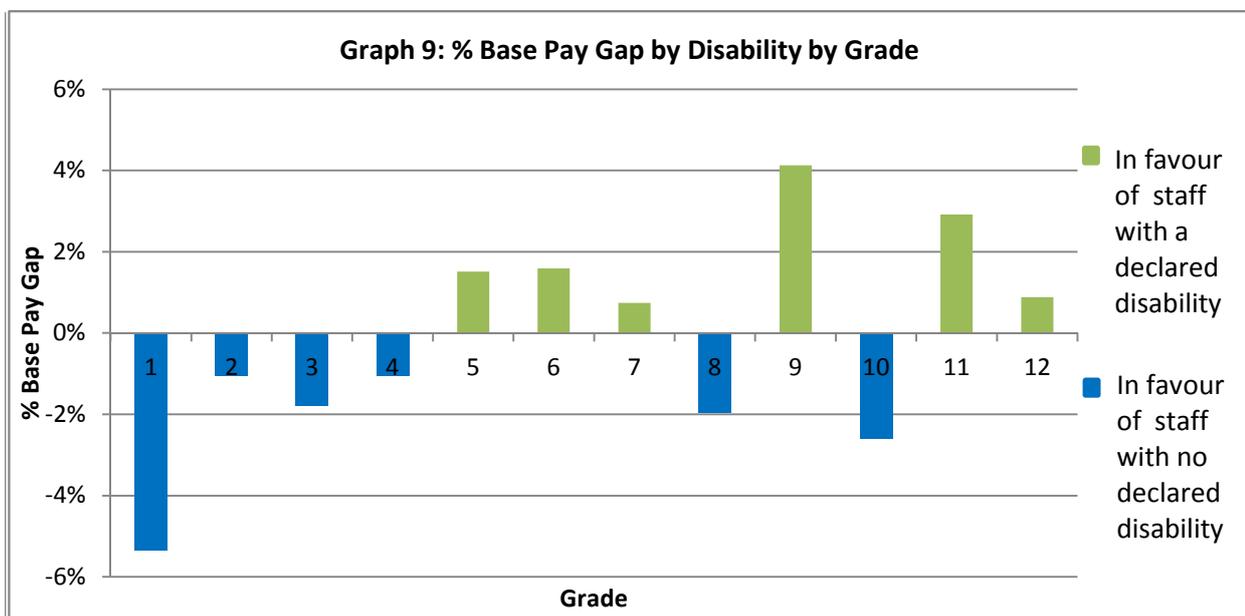
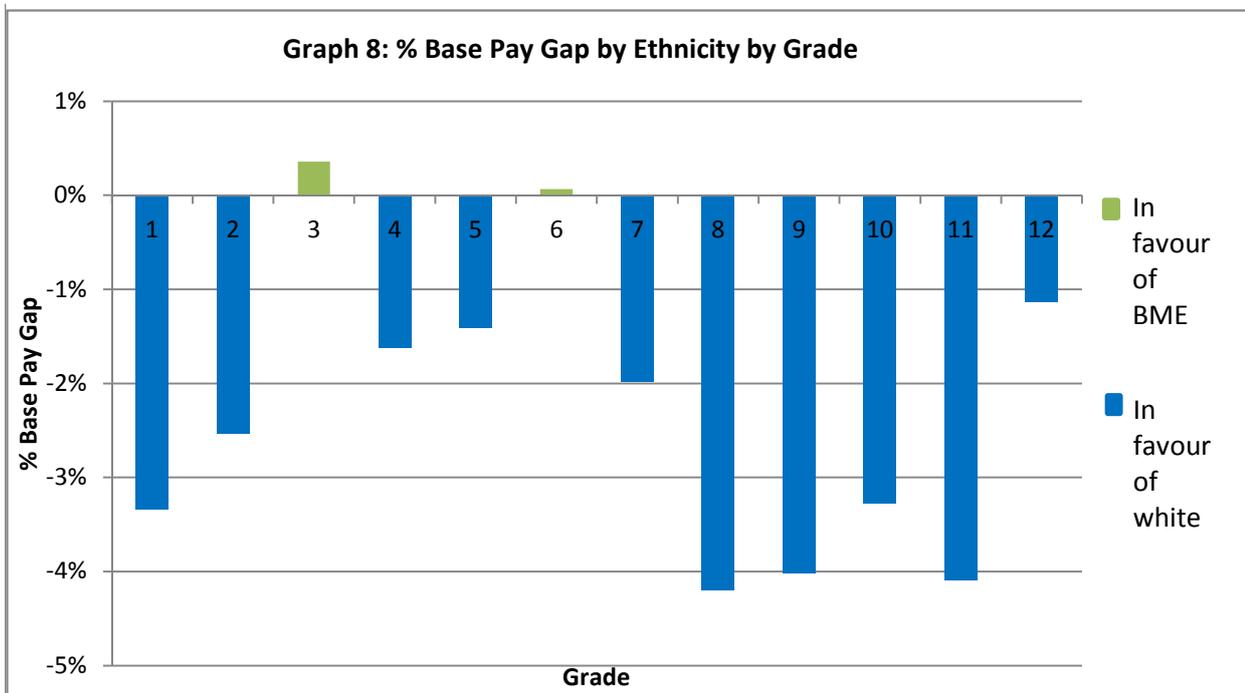
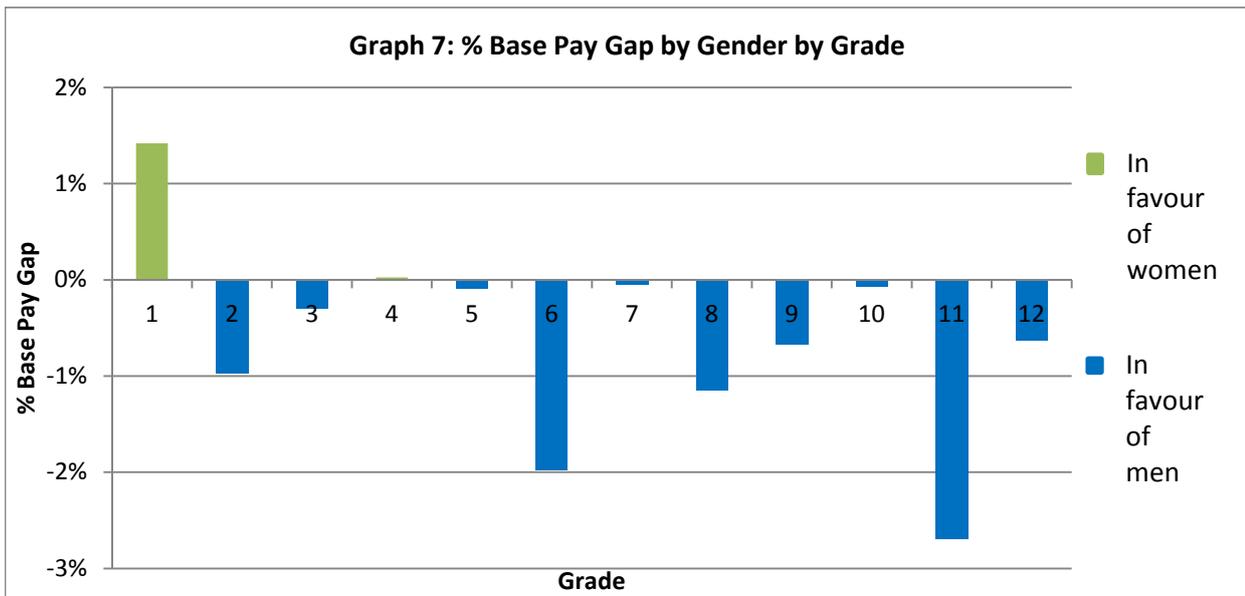


Appendix Two: Equal Pay Review 2018 Graphs

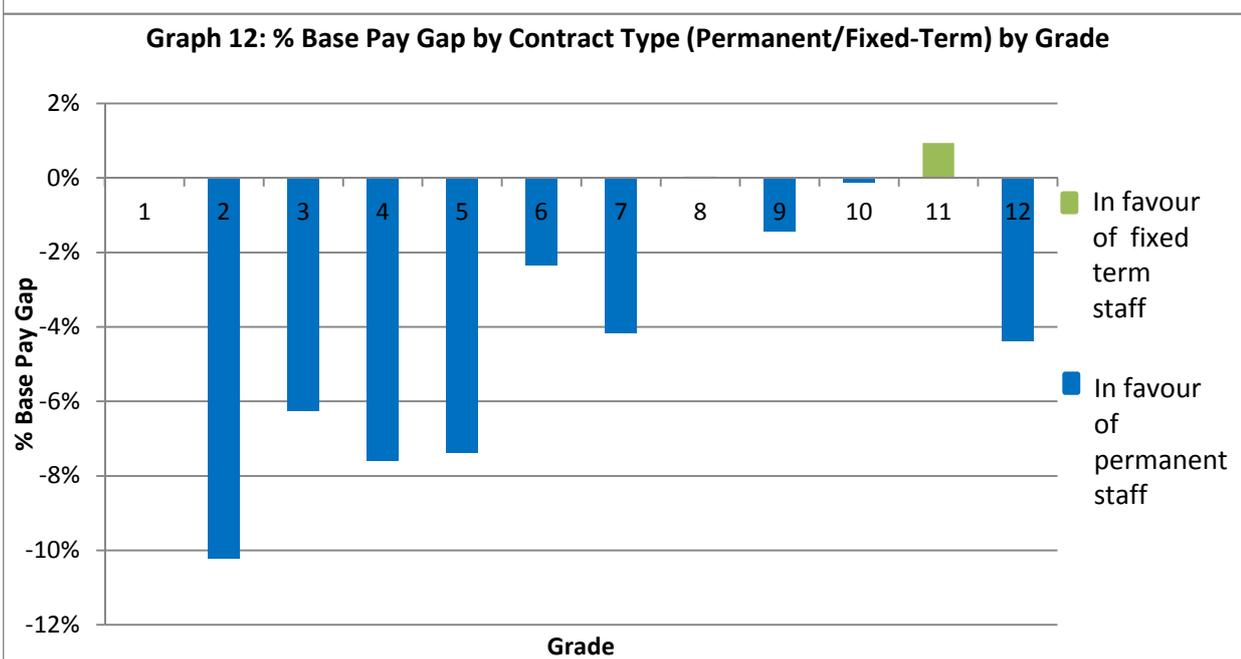
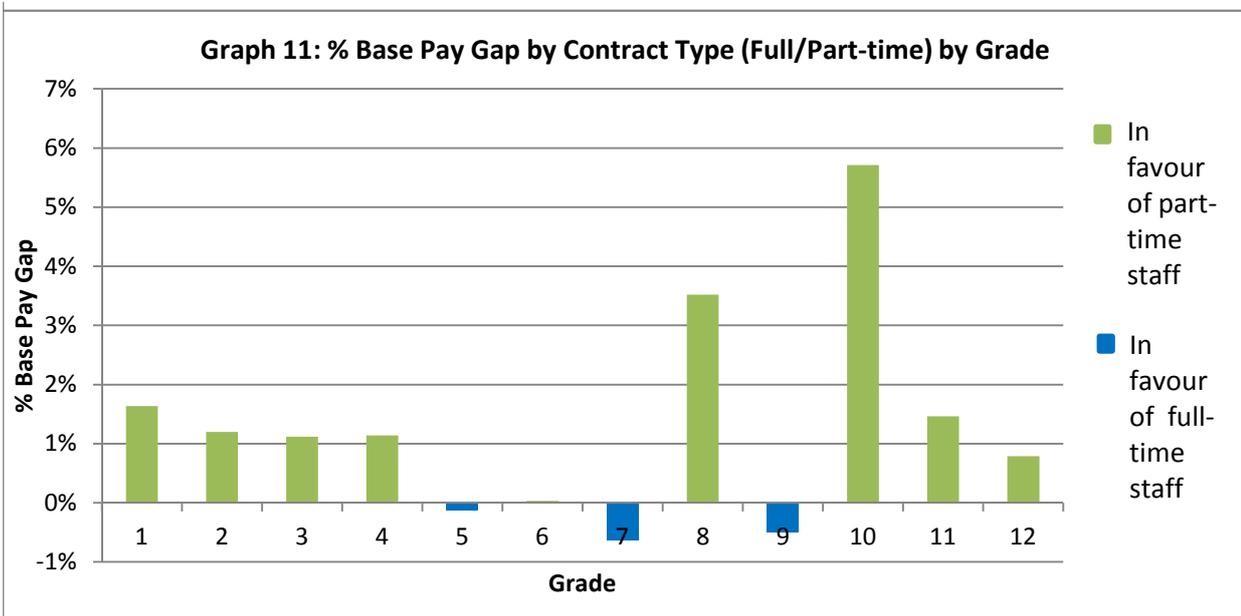
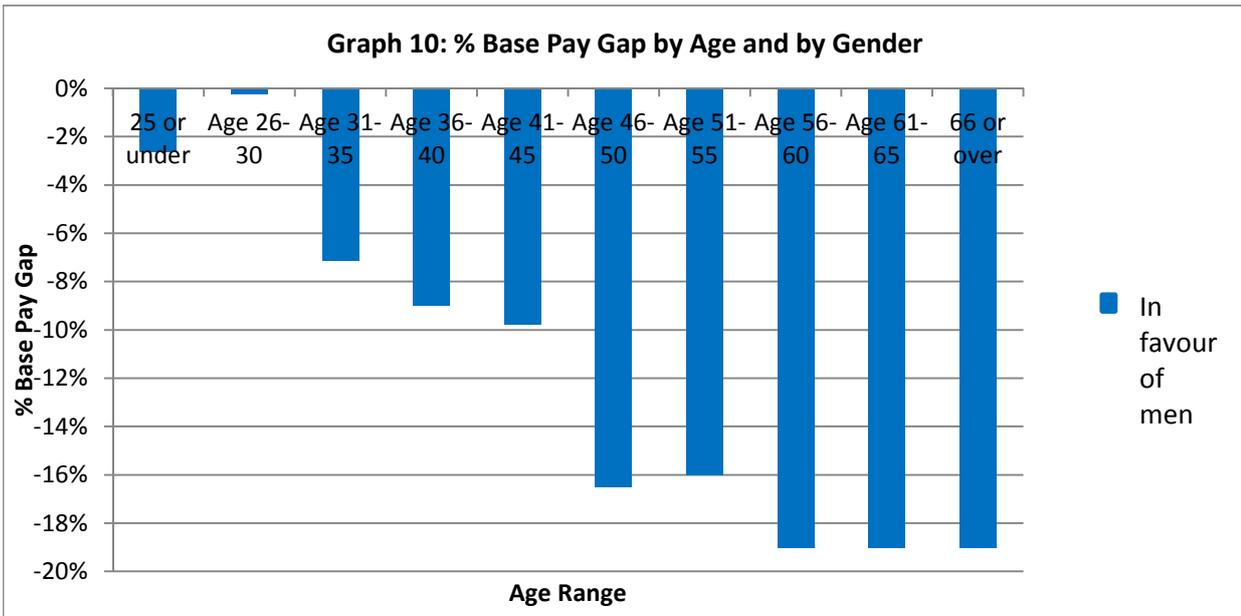


MT= Marking Time
Proc = Protected

Appendix Two: Equal Pay Review 2018 Graphs



Appendix Two: Equal Pay Review 2018 Graphs



Appendix Three: Equal Pay Review 2018 Trends

GENDER

Percentage Base Pay Gap by Gender by Grade

2014	2016	2018
15%	16%	14%

Base pay gap between men and women

ETHNICITY

Base Pay Analysis by Ethnicity - Overall

2014	2016	2018
105%	103%	104%

What BME employees earn against white employees

DISABILITY

Base Pay Analysis by Disability - Overall

2014	2016	2018
95%	98%	98%

Those with a declared disability earn against those without a declared disability

RELIGION/FAITH

Base Pay Analysis by Religion or Belief

2014	2016	2018
103%	107%	112%

Those who practice a religion or belief other than Christianity earn against Christian employees

SEXUAL ORIENTATION

Base Pay Analysis by Sexual Orientation

2014	2016	2018
102%	107%	96%

Those who have declared they are LGB against those who are heterosexual

CONTRACT STATUS: FULL-TIME / PART-TIME

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

2014	2016	2018
88%	86%	92%

Those who are part-time against those who are full-time

Appendix Three: Equal Pay Review 2018 Trends

CONTRACT STATUS: PERMANENT AND FIXED-TERM CONTRACT

Base Pay Analysis by Contract Status: Permanent and Fixed Term

2014	2016	2018
91%	87%	97%

Those who are on fixed-term contracts against those who are permanent

CONTRACT STATUS: TERM-TIME ONLY

Base Pay Analysis by Contract Status: Term-Time Only

2014	2016	2018
59%	61%	66%

Those on a term-time arrangement against those working all year-round