

## Gender Pay Gap Communication 2021

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

We remain confident that members of the BU community are paid the same for doing the same work from the 2020 equal pay review. However, we know that there is an uneven distribution of men and women across the pay and grading structure. For historical and societal reasons, there are proportionally more men in the higher grades and more women in the lower grades. This is the direct cause of the gender pay gap and we recognise that is challenging to reduce and will take time.

When the results of the 2020 and 2021 gender pay reports are compared several results have improved as follows:

- The mean base pay gap has reduced significantly from 20.1% to 16.0%.
- The median base pay gap has also reduced significantly from 22.% to 18.4%.
- For the first time since the gender pay analysis commenced, a significantly larger number of women received a bonus (3.6%) than men (1.4%).

However, some of the metrics are less favourable in 2021 than in 2020 as follows:

- The mean bonus gender pay gap has increased significantly from 9.5% to 40.5%.
- The median bonus gender pay gap has also increased significantly from 0% to 50%.

The reason the bonus pay gap data has deteriorated is due to technical differences in the data sets analysed. The 2020 bonus analysis was based upon a large data set (127 recipients), mainly comprising the 2019 flat-rate £1,000 payments paid to professional and support staff as part of the pay progression process. The 2021 bonus analysis was based upon a small data set (54 recipients), wholly comprising honoraria payments, because the 2020 pay progression non-consolidated payments were not paid until July 2021. It is anticipated that the bonus gender pay gap results for 2022, based upon the usual data set, will be much improved and similar to the 2020 results.

BU remains committed to the long-term objective of reducing the gender pay gap to 0% by 2025, and some progress towards this goal has already been made:

- The number of female Professorial and equivalent academics (G11+) has increased by 81%, from 21 in 2014/15 to 38 in 2021/22. (This excludes female GP Educators).
- The number of female senior academics (G9+) has increased by 107%, from 68 in 2014/15 to 141 in September 2021. (This includes female GP Educators).
- In the 2021 professional and support staff pay progression process, 37% of women were awarded performance related pay progression (232/631) as were 37% of men (159/425).

Some measures that BU has already put in place to reduce the gender pay gap include:

- Trialling hybrid working to encourage flexible working practices and working from home.
- Targeting under-represented groups in relation to promotion by individual intervention, including ensuring that managers are encouraging staff who do not usually apply and dispelling gender stereotypes.
- Continuing to include positive statements regarding under representation as appropriate in job adverts.
- Continuing to reference flexible working and job-share arrangements in all job adverts.
- Introduction of gender pay gap data at Faculty and Professional Service level, which is being used to inform local action plans .

Future actions that BU are considering to further reduce the gender pay gap are as follows:

- Elevating BU's commitment to flexible working. Advertising part-time jobs with an FTE range for the right candidate rather than a specific FTE.
- Requiring any external recruitment agencies used to provide diverse shortlists of at least 50% female candidates.
- Aspiring to ensure that all internal recruitment shortlists at grades 6+ comprise 50% female applicants.
- Exploring whether an apprenticeship scheme could help to create entry level positions to tackle underrepresentation.
- Exploring whether a fast-track graduate type training and development scheme for professional and support staff could improve representation.
- 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.

BU also remains fully committed to embedding a culture of flexible working and to supporting all academic departments to achieve a Bronze Athena SWAN award by 2025.