



Bishop  
Grosseteste  
University

# Gender Pay Gap Report 2024

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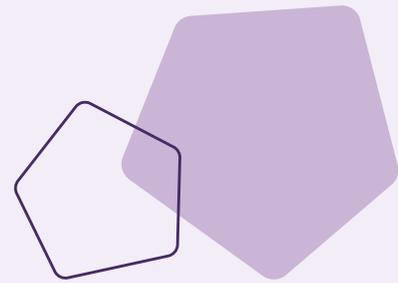
# Introduction

At Bishop Grosseteste University (BGU), we are committed to fostering an inclusive and equitable environment for all our staff and students. As part of this commitment, we are pleased to present our Gender Pay Gap Report for 2024. This report provides a detailed analysis of the gender pay gap within our institution, highlighting the progress we have made and the areas where we continue to strive for improvement.

Our analysis reveals both the strides we have taken towards gender equality and the challenges that remain. We believe that transparency is key to driving change, and this report is an important step in our ongoing efforts to ensure fairness and equality in our workplace.

We are pleased with the initiatives we have implemented over the past few years to support gender equality, including positive changes to our recruitment and selection processes, opportunities for training, and policies designed to promote work-life balance. However, we recognise that there is still work to be done, and we are committed to taking further action to close the gender pay gap.

We invite you to explore the findings of this report and join us in our commitment to creating a more equitable future for all members of the Bishop Grosseteste University community.



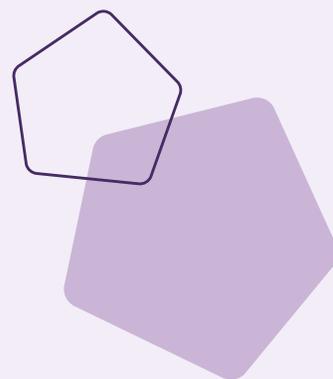
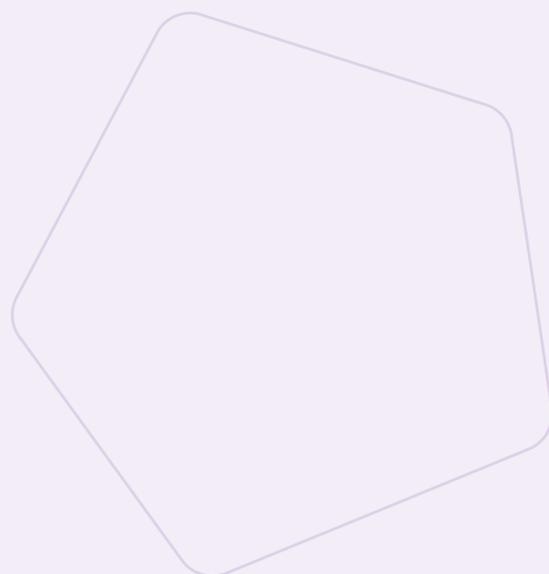
# What's the Gender Pay Gap?

The gender pay gap is a measure of the difference in average hourly earnings between men and women, expressed as a percentage of men's earnings. It is important to note that the gender pay gap is not the same as equal pay, which refers to men and women being paid the same for performing the same or similar work.

In the UK, the gender pay gap is calculated by comparing the median hourly earnings of men and women, excluding overtime. The median is the middle value in a list of numbers, which helps to reduce the impact of very high or very low earnings on the overall figure. This measure provides a more accurate representation of typical earnings differences between genders.

The data used in this report is based on a snapshot date of 31st March 2024. This date is used to ensure consistency and comparability of data across different reporting periods and organisations.

Addressing the gender pay gap is crucial for promoting gender equality in the workplace. By understanding and addressing the underlying causes of the pay gap, we can work towards creating a more equitable and inclusive environment for all employees.



# Quartiles and Gender Balance

## Gender Balance at BGU

Based on data extracted on 31/03/2024 and used as the basis of this analysis, BGU had 470 employees, of which 377 were flagged as 'full pay relevant' and subsequently included in this analysis.

The graph below shows the breakdown of the remaining 377 members of staff (248 females, 129 males) by sex and their hourly pay rate quartile.

**Proportion of staff by sex and hourly pay quintile (March 2024)**



*Graph 1: Source payroll systems*

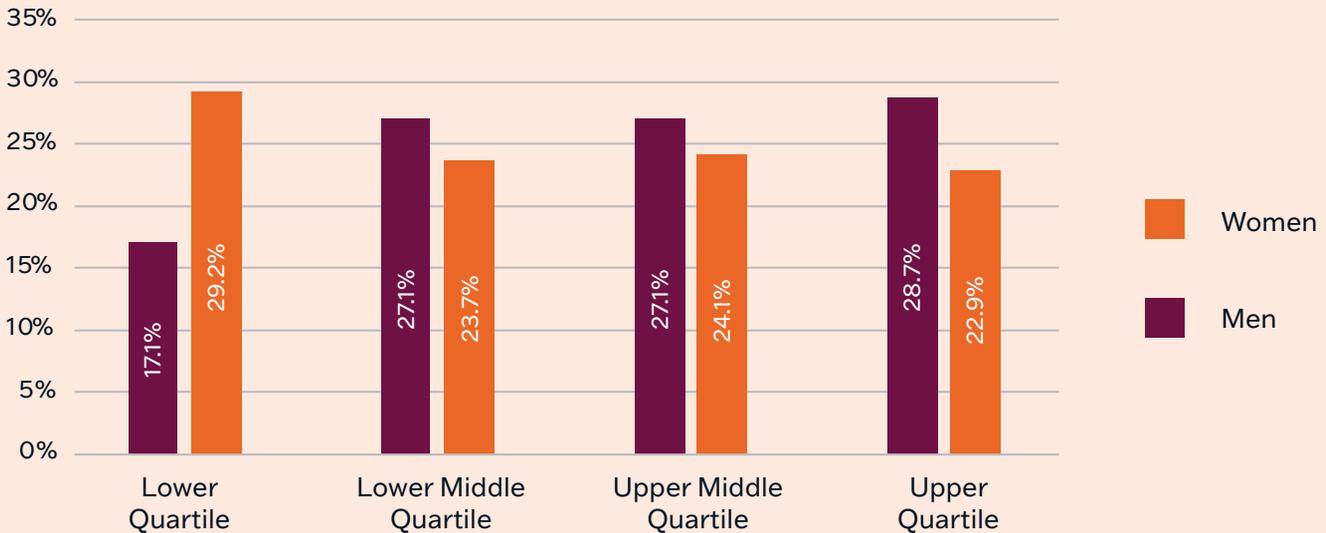
Given the higher numbers of female staff at BGU, it is more meaningful to view these data in terms of proportions. Graph 1 shows the proportion of each group that fall into the four quartiles. This clearly shows that the highest proportion of female staff (27.8%, n=69) are in the lower quartile for hourly pay. Whereas the male staff group is split evenly (in terms of numbers and proportion) between the lower middle and upper quartiles (29.5%, n=38).

Data related to both disability and ethnicity has been examined for this report, however the numbers were too small to draw any meaningful conclusions.

During the 12-month period between March 2023 and March 2024, BGU underwent a significant restructure, graph 2 shows the data extracted on 31/03/2023.

Whilst overall staff numbers have changed<sup>1</sup>, the nature of the gender pay gap at BGU is largely consistent year on year, with 29.2% of females (n=74) falling into the lowest quartile and 28.7% of males (n=37) falling into the upper quartile.

### Proportion of staff by sex and hourly pay quintile (March 2023)



Graph 2: Source payroll systems

Overall, the mean hourly rate for female staff at BGU is 10% lower than that of male staff at an average of £20 for females compared to £22 for males (see table 1).

Male			Female			Hourly Rate Difference	Hourly Rate Variance
Hourly Rate Sum	Head Count	Mean Hourly Rate	Hourly Rate Sum	Head Count	Mean Hourly Rate		
2899	129	£22	5015	248	£20	-2.25	-10%

Table 1: Source payroll systems

<sup>1</sup> 382 staff flagged as 'full pay relevant' in 2023, 253 females and 129 males.

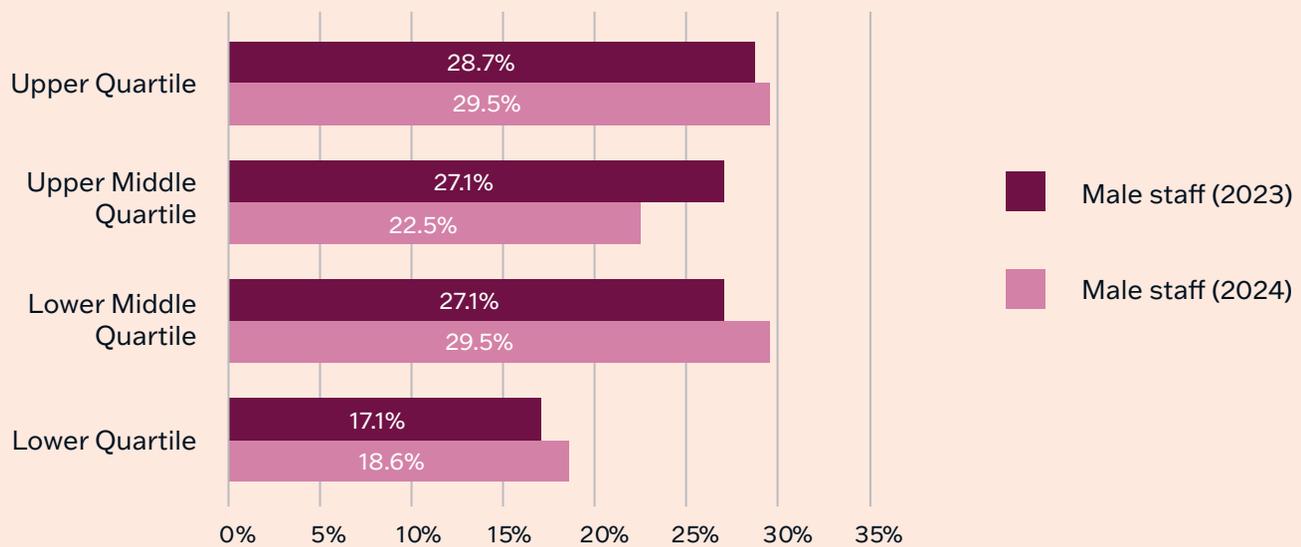
Table 2 shows the proportion of males and females in each quartile. Because there are higher numbers of female staff at BGU (roughly two thirds of all staff are female), the proportion of females across each quartile is subsequently higher.

Pay Quartiles	Male	Female	All
Upper Quartile	40.4%	59.6%	100%
Upper Middle Quartile	30.5%	69.5%	100%
Lower Middle Quartile	40%	60%	100%
Lower Quartile	25.8%	74.2%	100%

Table 2: Source payroll systems

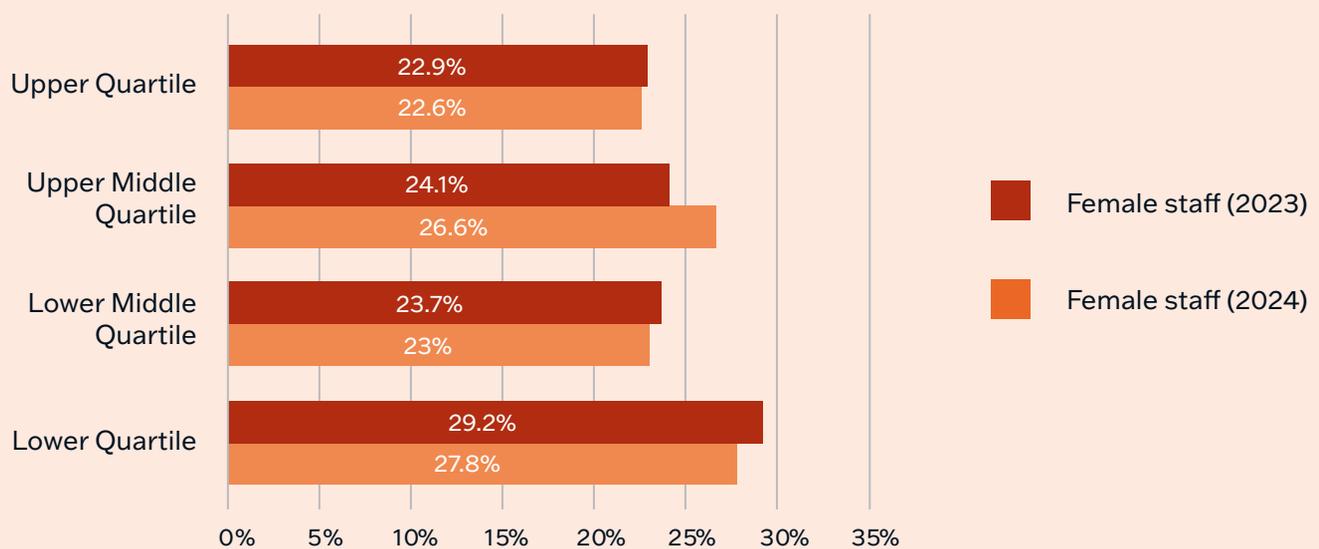
Graphs three and four look at the data year on year.

**Proportion of all male staff in each hourly pay quartile**



Graph 3: Source payroll systems

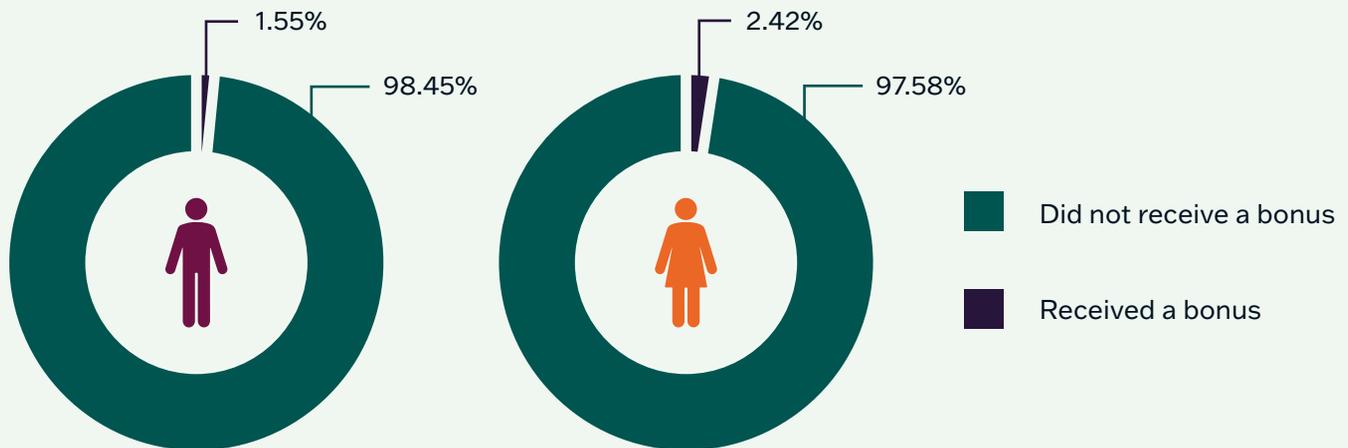
**Proportion of all female staff in each hourly pay quartile**



Graph 4: Source payroll systems

# Pay and Bonus Gap

In 2024 1.55% of males and 2.24% of females who were flagged as 'full-pay relevant' received a bonus. Bonus pay refers to long-term service awards and incentive payments paid to all permanent and fixed term staff.



Graphs 5 & 6: Source payroll systems



# Equal Pay

Bishop Grosseteste University (BGU) is dedicated to fostering an inclusive culture that promotes equality, values diversity, and maintains a respectful environment for all staff and students. We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion, belief, age, marital or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment, or disability. Our policy ensures that employees are paid equally for the same or equivalent work, irrespective of these characteristics.

Our pay policies and practices are designed to minimise potential biases. We use the Higher Education Role Analysis

(HERA) evaluation for job grading, which underpins our approach to rewarding employees. We continually review and enhance our recruitment processes to attract a diverse and talented workforce.

BGU utilises a single pay spine and is confident that our gender pay gap does not result from paying men and women differently for the same or equivalent work. Instead, the gender pay gap arises from the distribution of roles and the associated salaries within the institution.



# Current Initiatives

At BGU, we are dedicated to fostering an inclusive and equitable workplace and remain committed to reducing the gender pay gap. This section outlines the proactive measures and initiatives we have implemented to address and reduce the gender pay gap within our institution.

## Recruitment and Selection

- **Inclusive Interviews:** All internal women applicants who meet the minimum essential requirements for a vacancy will be invited to interview.
- **Diverse Interview Panels:** All interview panels must consist of at least 50% women to ensure diverse perspectives.
- **Equality, Diversity, and Inclusion Statement:** We have updated our equality, diversity, and inclusion statement, which is now featured on all job adverts and posted on our job opportunities page.
- **Commitment to Diversity:** We are dedicated to attracting, recruiting, and developing talented individuals from a wide range of backgrounds as part of our EDI Action Plan.
- **Unconscious Bias Training:** We provide unconscious bias and other inclusion training for all staff involved in the recruitment and selection process to promote fairness and equity.

## Career Development and Progression

- **Training on Appraisal Processes:** All line managers will receive training on appraisal processes and policies to ensure they effectively address career progression and development with their team members.

- **Employee Mentoring Scheme:** A comprehensive Employee Mentoring Scheme will be available to all employees, fostering growth and development.
- **Inclusion Initiatives:** We are committed to equipping and empowering our leaders and employees to take ownership of and drive inclusion within the organisation.
- **Enhanced Promotion Criteria:** BGU has broadened the criteria for the posts of Associate Professor and Professor and formalised the accelerated promotion arrangements from Grade 7 to Grade 8, enhancing promotion routes.
- **Skills Bootcamp (Future Leadership):** The University has introduced a Skills Bootcamp focused on future leadership. Line managers will nominate employees for this training to enhance their leadership skills and support career progression.
- **New HR Learning and Organisational Development Partner:** The University will be advertising a new HR Learning and Organisational Development Partner post in 2025. This role will be pivotal in developing and implementing a strategically aligned service for learning, performance, and organisational development initiatives.



- **Reviewing Pay Policy:** We are currently reviewing our Pay Policy and refreshing the accelerated progression routes to ensure fairness and transparency in career advancement opportunities.

## Policies and Practices

- **Family-Friendly Policies:** We are committed to developing and promoting family-friendly policies, including flexible working opportunities, to support our employees' work-life balance.
- **Job Evaluation:** All jobs are evaluated in accordance with the HERA process designed by the Education Competencies Consortium, ensuring fairness and consistency.
- **Model Pay Spine Structure:** We operate a model pay spine structure that has been commended by the Joint Negotiating Committee for Higher Education Staff within the National Framework Agreement.
- **Menopause Policy:** We have launched a Menopause Policy to create an environment where colleagues can openly discuss menopause and its associated symptoms. This policy also educates and informs line managers on how to support colleagues experiencing menopause.
- **Dignity and Respect at Work:** BGU has a clearly communicated policy on dignity and respect at work, emphasising zero tolerance for any form of discrimination and harassment.
- **Job Opportunities and Benefits:** Our job opportunities page and job adverts highlight benefits such as the Agile Working Scheme, showcasing our commitment to employee well-being.
- **Family-Friendly Workplace Policies:** We have introduced a suite of family-friendly workplace policies designed to support our employees during challenging circumstances. These include the Compassionate Leave Policy, Parental Bereavement Leave Policy, Time Off for Dependents Policy,

Carers Policy, and Manager Guidance for Supporting an Employee following a death.

- **Mandatory Training:** All employees are required to complete equality, diversity, and inclusion training, which covers disability, gender reassignment, and unconscious bias as part of their induction.
- **Sexual Harassment Awareness Training:** The University has introduced mandatory Sexual Harassment Awareness training for all employees. This training aims to foster a culture of respect, increase awareness, and ensure that all staff are equipped to recognise, prevent, and address inappropriate behaviours.
- **Agile Working Scheme:** The University continues to encourage the use of the Agile Working Scheme, which greatly benefits both employees and the University by providing flexibility that supports dependent and caring responsibilities.

## Monitoring and Improvement

We are committed to continuous improvement and actively monitor our progress through various initiatives:

- **Organisational Staff Survey:** We regularly review the results of our organisational staff surveys and implement action plans and development initiatives based on the feedback received to drive positive change.
- **Collaboration with the Student Union:** BGU maintains a close working relationship with the Student Union, through the People and Inclusion Committee to address and advance gender equality matters, ensuring that student voices are heard and considered.

# Deputy Vice-Chancellor's Statement

I am pleased to share Bishop Grosseteste University's (BGU) Gender Pay Gap Report for the year ending 31<sup>st</sup> March 2024. While we have seen improvements in some areas, it is clear that there is still extensive work ahead to achieve our desired progress.

The University has made considerable progress in embedding best practices into our policies and initiatives aimed at narrowing the pay gap in recent years, and we are beginning to see positive outcomes. We are committed to maintaining this momentum by allocating more resources to organisational development initiatives. One such initiative is a mentoring scheme designed to bridge the gender pay gap across the workforce, which will be led by a newly appointed HR Learning and Organisational Development Specialist. Additionally, we have piloted a Skills Boot Camp for aspiring future leaders and managers.

Building an inclusive community with dynamic and engaged individuals is a key part of the University's strategic plan. While we celebrate the progress made, we remain steadfast in our commitment to addressing the gender pay gap and fostering an inclusive and diverse environment at our institution.

We will continue to monitor pay equality and address any unjustified differences, as addressing the gender pay gap remains a priority for the Senior Leadership Team. We will also ensure that the University maintains momentum in recruiting, supporting, and promoting our people to create a more diverse workforce.

I look forward to working with all colleagues towards achieving our future success.



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