



BISHOP  
GROSSETESTE  
UNIVERSITY

# Gender Pay Gap Report 2022

[bgu.ac.uk](http://bgu.ac.uk)







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# Welcome

Bishop Grosseteste University (BGU) is committed to the recognition and encouragement of diversity and inclusion at all levels within the organisation and has a well-developed infrastructure and related policies that support the development and promotion of strategies and sector-leading practices. We aim to create an inclusive and supportive culture where differences are celebrated, and employees are not subject to discriminatory behaviour.

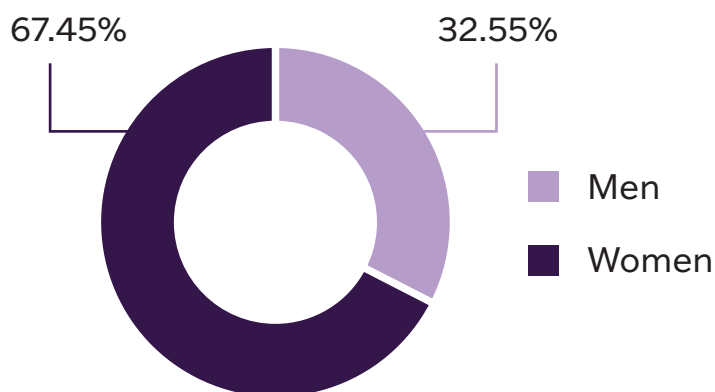
The University's Recruitment and Selection Policy provides a fair, systematic, and reliable basis for selecting the most suitable candidate for any given vacancy irrespective of gender. Our current recruitment process includes anonymous short-listing and diverse interview panels who have received recruitment and selection training, including Unconscious Bias Training, within the past two years. We continue to provide Unconscious Bias Training to all our employees. We are continually improving our recruitment processes to ensure they are effectively targeted to attract individuals from groups who are currently under-represented. Following recent discussions with the Unions, we have updated our jobs webpage to include an improved recruitment diversity and equality statement which will be publicised on all of our job advertisements.

We are publishing the data contained in this report in response to our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. These require us to report on several metrics as of 30th March in a given year. The gender pay gap is the difference between the average pay (expressed as both the mean and median) of men and women expressed as a percentage.

Gender Pay Gap and Equal Pay are two different measures. A gender pay gap is a broad measure of the difference, (i.e., 'gap' in percentage terms) between the average earnings of men and women irrespective of the nature of their work within the organisation. Equal pay refers to the pay difference between men and women staff who are engaged in equal or similar jobs/roles with work of equal value.

# Quartiles and Gender Balance

## Gender Balance at BGU

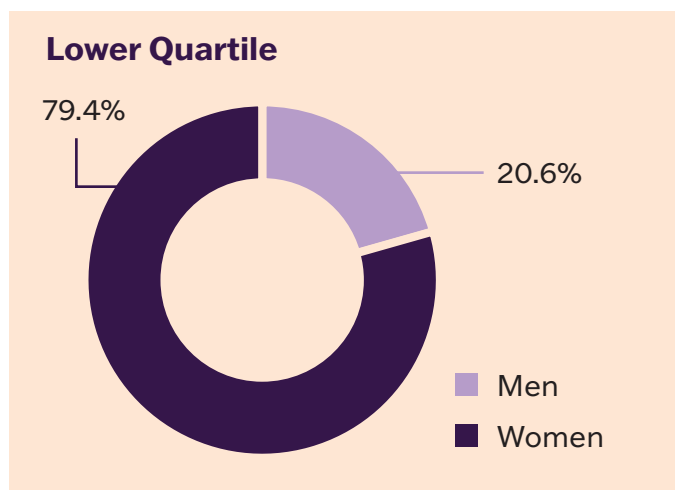
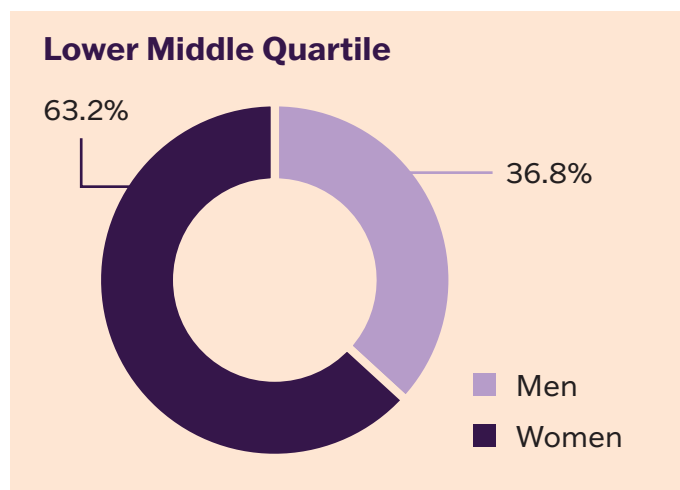
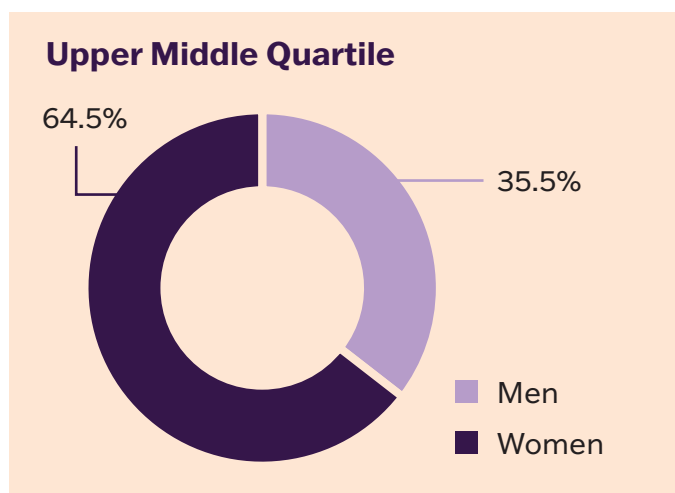
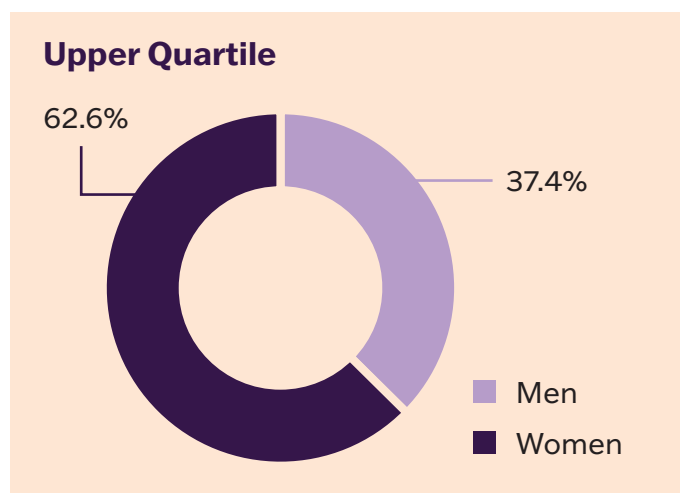


### Key

*Gender Balance: Across 427 employees*

In comparison to the previous year's data, there has been a 2.56% decrease in the overall proportion of male employees.

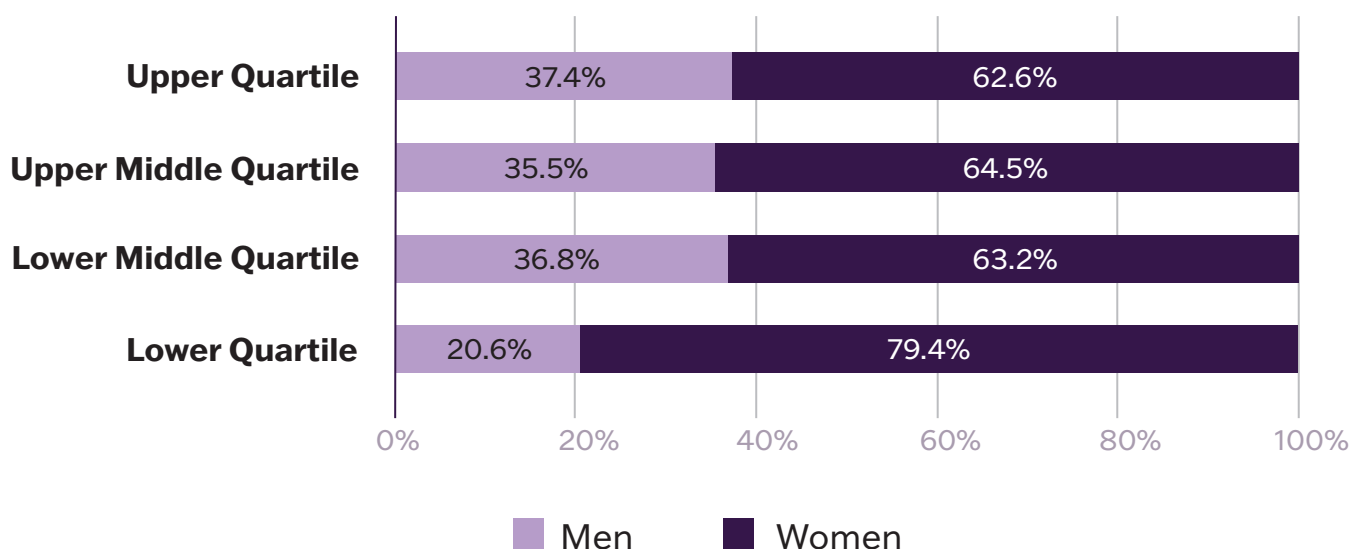
## Proportion of Men and Women in Each Hourly Rate Pay Quartile



### Key

The quartile pie-charts illustrate the percentage of men and women within each of the four quartiles of equal size on 30th March 2022. The quartiles are determined by hourly pay rates with the lower quartile representing the lowest paid 25% of employees and the upper quartile the highest paid 25%.

## Pay Quartiles



Across the University, the proportion of women has increased by 2.56% since 2021. At the same time, the proportion of women in the upper hourly pay quartile has increased by 4.3% but has decreased by 0.9% in the upper middle quartile. The proportion of women in the lower middle quartile has also increased by 2.4%, and in the lower quartile by 4.6%. Overall, because of the relatively even distribution of increase across the upper and lower quartiles especially, there is slight widening of the gender pay gap.



# Pay & Bonus Gap

	Mean	Median
Hourly fixed pay	15.8%	13.4%
	LOWER	LOWER
Bonus paid	52.9%	0%
	HIGHER	LOWER

### Key

The gender pay gap shows the difference between the mean (average) and median (mid-point) based on hourly pay and bonus earnings of men and women employees, expressed as a percentage of men employees' earnings.

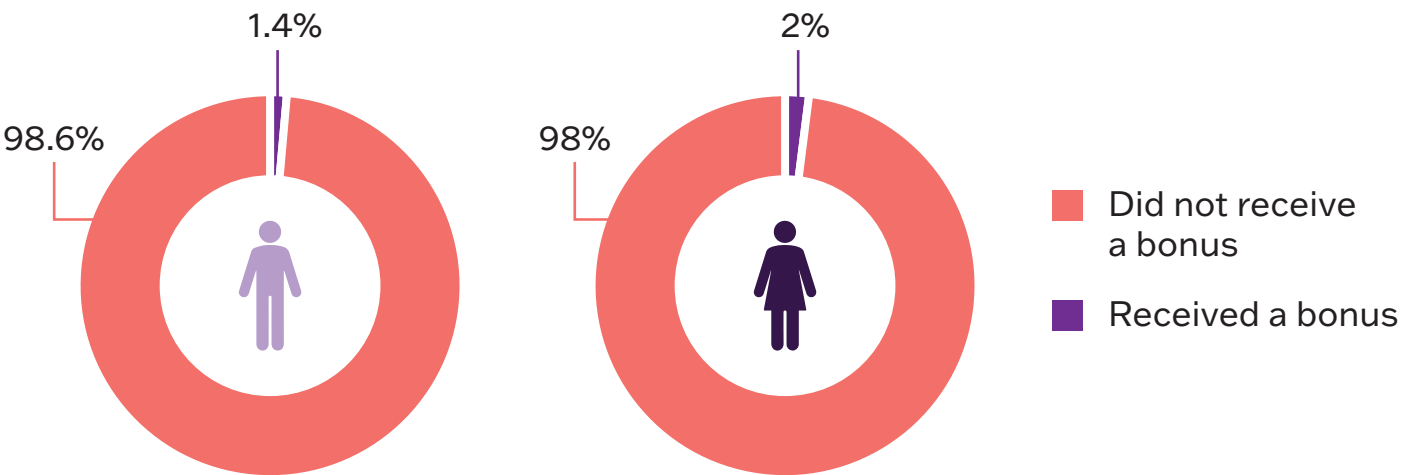
The hourly fixed mean pay gap has increased from 15.7% in 2021 to 15.8% in 2022. The median has increased from 11.1% in 2021 to 13.4% in 2022.

The University employs its own housekeeping staff and student casual workers. Given the larger number of women workers represented in these categories (including the student workers), the University recognises that this provides additional challenges for gender pay gap reporting.

## Proportion of staff awarded a bonus in 2022

1.4% of men received bonus pay in 2022. 2.0% of women received bonus pay in 2022.

Bonus pay refers to long-term service awards and incentive payments paid to all permanent and fixed term staff.











## Equal Pay

The University is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. It is committed to the principle of equality of opportunities and equal treatment for all employees, irrespective of sex, race, religion, belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. There is a clear policy of paying employees equally for the same or equivalent work, irrespective of their sex (or any other characteristic set out above).

Our pay policies and practices are designed to control potential biases and we have a standard approach to job grading using the Higher Education Role Analysis (HERA) evaluation, which underpins how we reward employees. We continually review and improve the recruitment processes to attract the most diverse and talented people we can.

The University utilises a single pay spine and is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work (equal pay). The existence of a gender pay gap is a result of the roles in which men and women work within the organisation and the salaries that these roles attract.



While our gender pay gap compares favourably with the HE sector, we continue to be committed to reducing the gender pay gap. To date, the steps that the University has taken to promote gender equality in all areas of its workforce include the following:

- The Flexible Working Policy has recently been updated to make requesting flexible working a day-one right for all employees.
- The Menopause Policy has been published to support in creating an environment in which colleagues can openly discuss menopause and associated symptoms, as well as to educate and inform Line Managers about the potential symptoms of menopause and how they can support colleagues at work.
- A new equality, diversity and inclusion statement has been published on all BGU job adverts and it has been posted on the BGU careers page.
- BGU has a clearly communicated policy on dignity and respect at work, highlighting that there is zero tolerance of any form of discrimination and harassment.
- The BGU careers page and job adverts highlights benefits such as the Agile Working Scheme
- Supporting Parents and Carers: BGU has policies for Maternity, Paternity, Adoptive, Parental Leave and Carers.
- Emergency Leave to Care for Dependants: employees may take a reasonable amount of time off in order to make arrangements for dependants.
- Flexitime Scheme: the flexi-scheme is intended to allow employees to work prearranged times that suit their individual circumstances whilst ensuring that service standards are maintained.
- Childcare Vouchers: employees may purchase these through the salary sacrifice scheme.
- Equality and Diversity Training: all employees are required to complete the equality and diversity training which includes disability, gender reassignment and unconscious bias.
- Collaboration across the BGU Community: Working closely with the Student Union on gender equality matters.
- Enhanced Promotion Routes: BGU has extended the scope of criteria for the posts of Reader and Professor and formalised the accelerated Grade 7 to Grade 8 promotion arrangements.
- Staff-led Action: A Tackling Gender Inequality Working Group has been launched that is committed to developing Athena Swan and 'Race' Equality Charter submissions.
- The University successfully implemented an Agile Working Scheme that greatly benefits staff and the University and is now fully embedded into our culture. It provides employees with flexibility which supports with dependant and caring responsibilities.

# Narrowing the Gender Pay Gap

The University will continue to explore measures which encourage women applicants to upper quartile roles where women are disproportionately under-represented and encourage men applicants to lower quartile roles where women employees currently make up the majority.

The University remains committed to providing equality of opportunity for all and will seek to reduce the gender pay gap by, for example:

- All internal women applicants who meet the minimum requirements of a vacant role/post will be invited to interview;
- Interview panels must be at least 50% women;
- Appraisal training for all line-managers will address career progression and development;
- A refreshed mentoring scheme will be offered to all colleagues;
- A new equality, diversity and inclusion statement will be used on all job adverts and posted on our careers page.
- Attracting, recruiting, and developing talented people from a range of backgrounds.
- Equipping and empowering our leaders and employees to own and drive inclusion.
- Reviewing the organisational staff survey results and implementing action plans/ associated development initiatives.
- Evaluating jobs in accordance with the HERA process designed by Education Competencies Consortium.
- Operating the model pay spine structure that was commended by Joint Negotiating Committee for Higher Education Staff within the National Framework Agreement.
- Developing and promoting family-friendly policies including flexible working opportunities.
- Providing unconscious bias and other inclusion training to staff involved in the recruitment and selection process.

While we appreciate that these initiatives will not remove or narrow the gender pay gap alone, we will develop our long-term sustainable practices and ways of working to ensure inclusivity and fairness. We will continue to report on an annual basis what we are doing to reduce the gender pay gap, the progress that we are making, and action being taken.



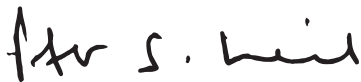
# Vice-Chancellor's Statement

As Vice-Chancellor, I welcome the opportunity to publish our Gender Pay Gap Report for the year ending 31 March 2022. We had made significant improvement in 2020/2021 and therefore it is disappointing to see that the trend has not continued, although we are still below the national average. With more than twice as many women as men in the workforce, we recognise that we need to continue to address the disproportionate under-representation of women at senior levels in the organisation, especially in academic roles, as well as the higher concentration of women in lower paid employment.

The challenge of gender equality is owned by the whole University but is led through the deliberative structure by the People and Inclusion Committee and championed by the Vice Chancellor's Advisory Group and the Senior Management Group. We will continue to work closely with the Students' Union and the Trades Unions to make real progress.

We are in the process of developing a mentoring scheme at BGU which will provide development and progression opportunities for our staff and will build a talent pipeline across the University for the future. We will continue our work and training with managers to enhance our staff recruitment experience and encourage applications for all roles from women and ensure that all internal women staff members who meet the minimum criteria for jobs are offered an interview. We will continue to work closely with our Unions, who have supported the University in making positive changes to enhance the employee experience.

We still have a long way to go and have identified this as a key priority in living our values and delivering our strategic ambitions. We are fully committed to this crucial work, and I am very grateful to all involved for their dedication in bringing about the changes we need to make.



**Rev Canon Professor Peter Neil**

*Vice-Chancellor*



**Jonathan Cheeseman**

*Director of People & Infrastructure*

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