



BISHOP
GROSSETESTE
UNIVERSITY

Gender Pay Gap Report 2023

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Contents

- 4 Welcome
- 5 Quartiles & Gender Balance
- 7 Pay & Bonus Gap
- 9 Equal Pay
- 11 Narrowing the Gender Pay Gap
- 12 Vice Chancellor's Statement

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.

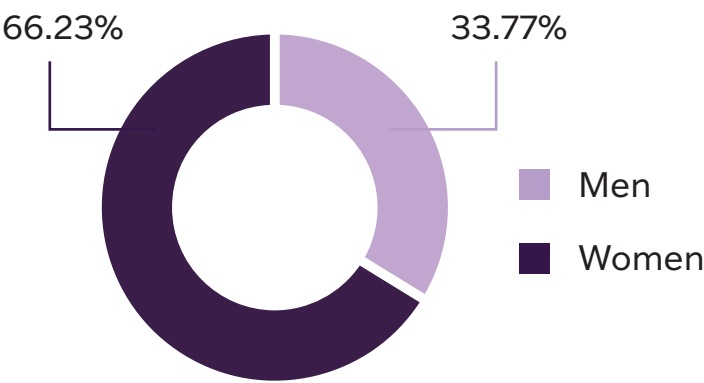
The University's Recruitment and Selection Policy provides a fair, systematic, and reliable basis for selecting the most suitable candidate for any given vacancy irrespective of gender. Our current recruitment process includes anonymous short-listing and diverse interview panels who have received recruitment 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

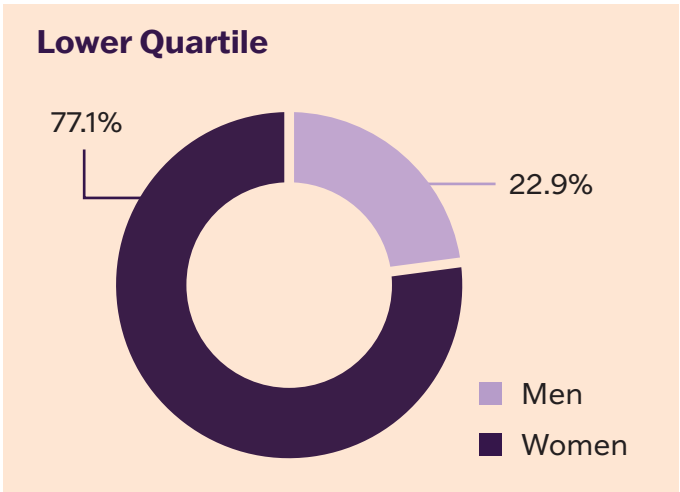
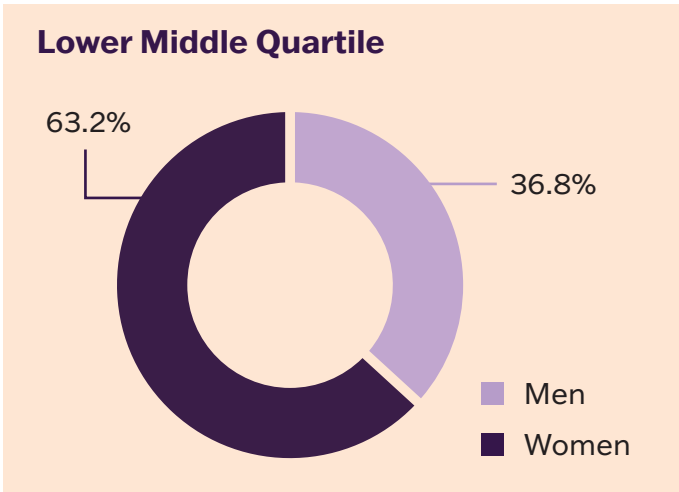
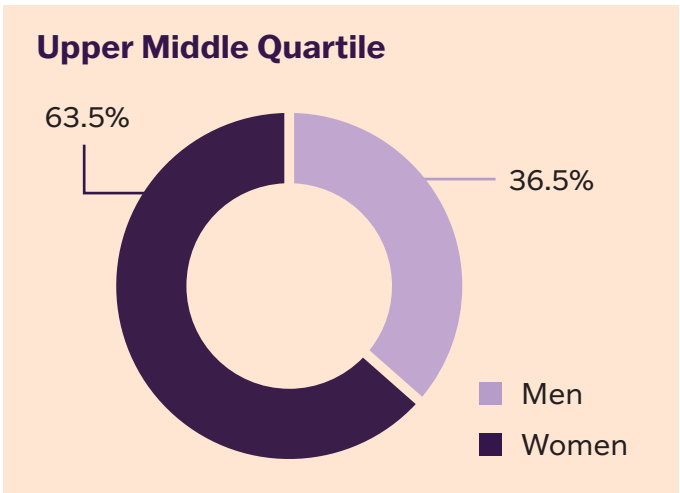
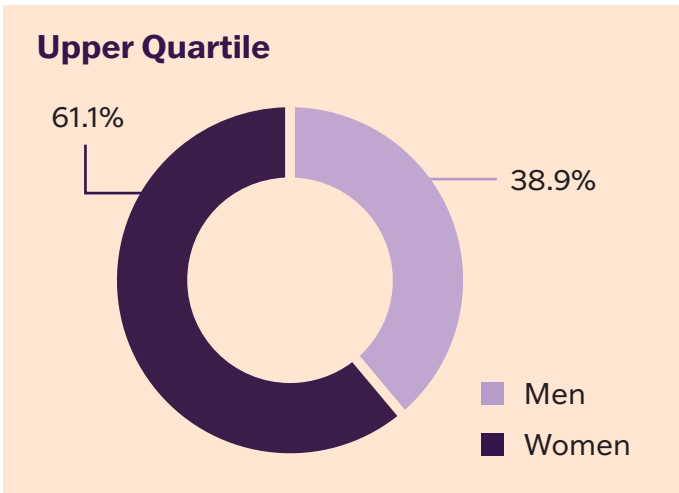


Key

Gender Balance: Across 382 employees

In comparison to the previous year's data, there has been a 1.22% increase in the overall proportion of male employees.

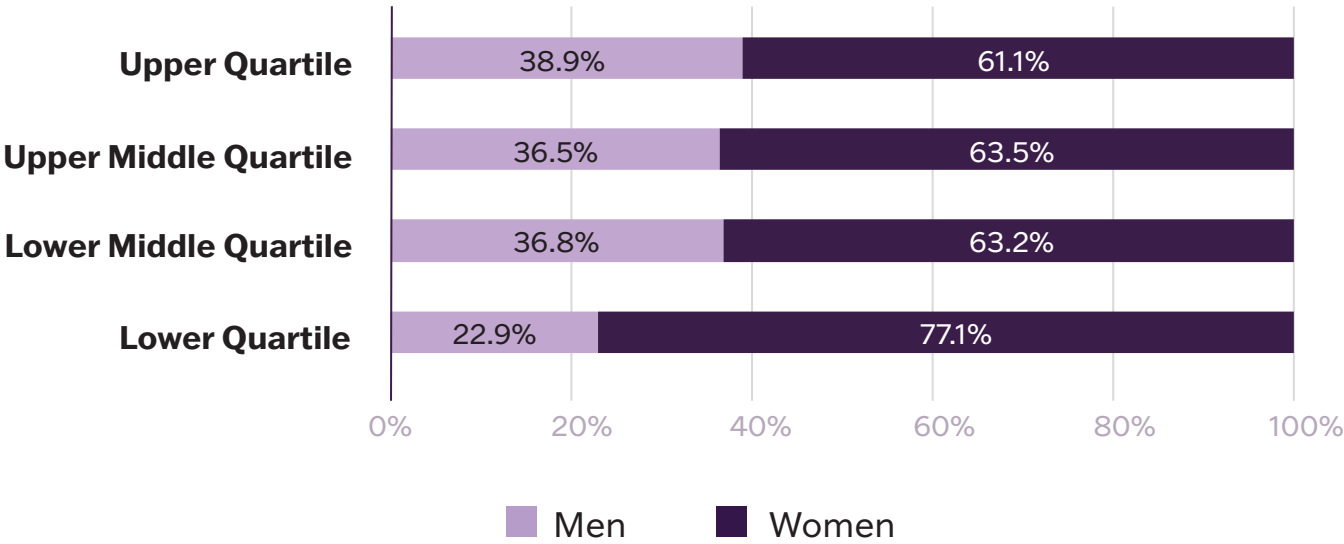
Proportion of Men and Women in Each Hourly Rate Pay Quartile



Key

The quartile pie-charts illustrate the percentage of men and women within each of the four quartiles of equal size on 30th March 2023. 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 decreased by 1.22% since 2022. The proportion of women in the upper hourly pay quartile has decreased by 1.5%, it has also decreased in the upper middle quartile by 1.0%. The proportion of women in the lower middle quartile has remained the same as the previous year, however, the proportion of women in the lower hourly pay quartile has decreased by 2.3%.



Pay & Bonus Gap

	Mean	Median
Hourly fixed pay	15.3%	18.1%
	LOWER	HIGHER
Bonus paid	54%	0%
	HIGHER	NO CHANGE

Key

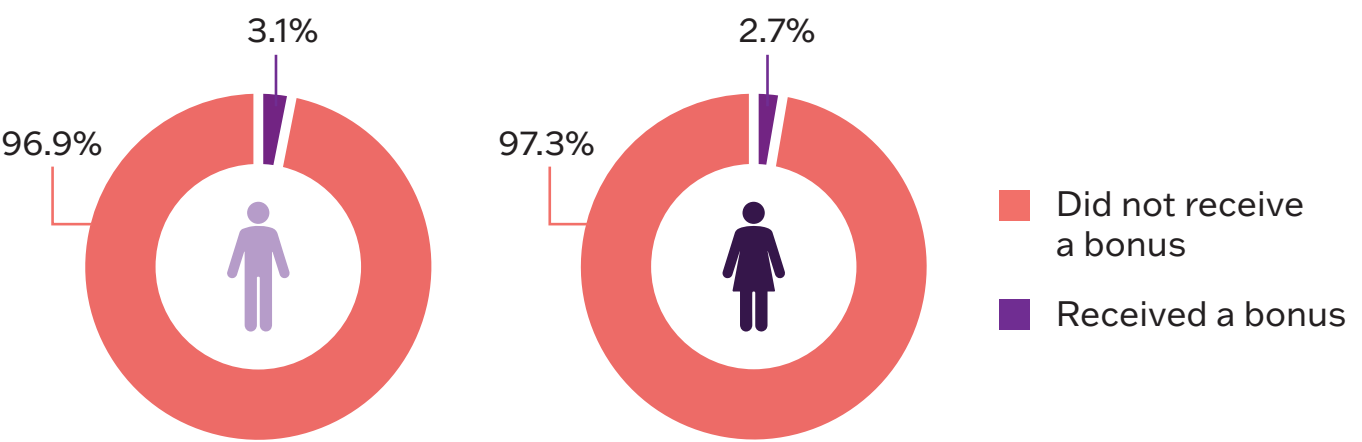
The gender pay gap shows the difference between the mean (average) and median (mid-point) based on hourly pay and bonus earnings of men and women employees, expressed as a percentage of men employees' earnings.

In comparison to the previous year, the mean hourly fixed pay gap has reduced by 0.5% from 15.8% to 15.3%. However, the median has increased from 13.4% in 2022 to 18.1% in 2023. This is an increase of 4.7%. Since 2021, the median hourly fixed pay gap has gradually increased year on year.

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 2023

3.1% of men and 2.7% of women received bonus pay in 2023. 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.

Bishop Grosseteste University continues 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 Menopause Policy is continuing to support in creating an environment in which colleagues can openly discuss menopause and associated symptoms, as well as educating and informing Line Managers about the potential symptoms of menopause and how they can support colleagues at work.
- 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.
- We have recently reviewed and published a suite of family-friendly workplace policies which are designed to support our employees' wellbeing during challenging circumstances. These are comprised of; Compassionate Leave Policy, Parental Bereavement Leave Policy, Time Off for Dependents Policy, and Manager Guidance to Supporting an Employee following a death.
- It is mandatory that all employees are required to complete equality, diversity and inclusion training which includes disability, gender reassignment and unconscious bias as part of their induction.
- BGU continues to work closely with the Student Union on gender equality matters.
- BGU has extended the scope of criteria for the posts of Associate Professor and Professor and formalised the accelerated Grade 7 to Grade 8 promotion arrangements to support in enhancing promotion routes.
- Our Tackling Gender Inequality Working Group is continuing to develop Athena Swan and Race Equality Charter submissions.
- The University continues to encourage the use of the Agile Working Scheme that greatly benefits employees and the University. It provides employees with flexibility which supports with dependant and caring responsibilities.
- The University is in the process of introducing a Mentoring Framework, whereby 10 employees attended a training session delivered by an external consultant. It is a priority of the University to have this scheme launched in 2024.

Narrowing the Gender Pay Gap

The University continues 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

I am pleased to share Bishop Grosseteste University's (BGU) Gender Pay Gap Report for the year ending 31 March 2023. As Vice-Chancellor, I must acknowledge that despite improvements in some areas, we have not achieved the progress we had hoped for. This realisation is indeed disappointing and underscores the pressing need for further action to effectively address the gender pay gap within our institution.

I understand that simply reiterating last year's efforts is not enough. Therefore, we are not only continuing our enhanced recruitment and retention practices, but we are reviewing policies and further developing initiatives to ensure greater gender balance across all levels of the University. Addressing the under-representation of women in senior academic roles and the concentration of women in lower-paid positions continues to be a shared responsibility at BGU, with guidance from various committees and groups dedicated to fostering inclusivity and diversity.

I am pleased to announce that in late 2023, a cohort of colleagues from across the University completed their training for our upcoming BGU Mentoring Scheme. Through institutional collaboration, this scheme aims to develop skills within the workforce and support women at BGU to advance in their careers through personal development and promotion. We also hope that effective mentoring will bridge the gender gap in senior positions.

Furthermore, our ongoing review of the University's operations and institutional structure not only presents an opportunity to identify and understand pay disparities at BGU, but also provides a structured framework to systematically address and rectify these discrepancies.

While progress has been made over time, there is still much work to be done. Addressing the gender pay gap remains a priority, aligning with our overarching values and strategic objectives. I am grateful for the dedication of our community in driving the necessary changes to create a more equitable workplace environment.



Professor Karen Stanton

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