



BISHOP
GROSSETESTE
UNIVERSITY

GENDER PAY GAP REPORT

2021

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GENDER PAY GAP REPORT - 2021

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 blind shortlisting, diversity among the interview panel members, all interview panel members including the chair of the panel will have completed Recruitment and Selection Training including Unconscious Bias Training within the past two years. We continue to provide Unconscious Bias Training to all of 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.

As part of our legal obligation, we are publishing these data in response to our responsibilities under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that require us to report on a number of metrics as of 31st 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.





PAY & BONUS GAP

	Mean	Median
Hourly fixed pay	15.7%	11.1%
	LOWER	LOWER
Bonus paid	0%	0%
	HIGHER	LOWER

KEY

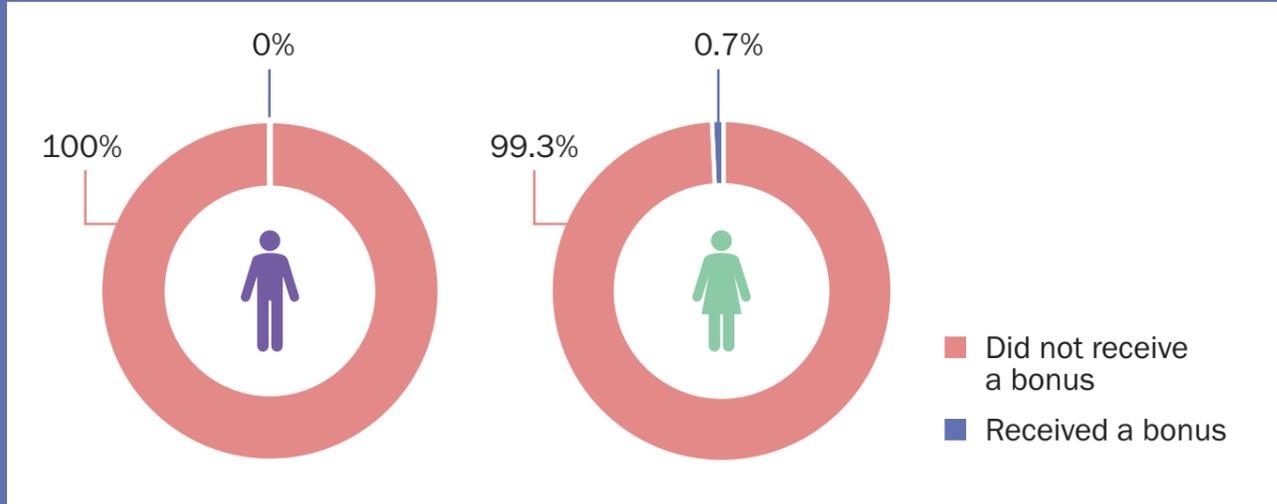
The gender pay gap shows the difference between the mean (average) and median (mid-point) based on hourly pay and bonus earnings of men and women employees, expressed as a percentage of men employees' earnings.

The hourly fixed mean pay gap has decreased from 18.3% in 2020 to 15.7% in 2021. The median has decreased from 20.3% in 2020 to 11.1% in 2021.

The University employs its own housekeeping staff and also student casual workers/ambassadors. Given the larger number of women workers represented in these categories, which for student workers are also representative of the student body, the University recognises that this provides additional challenges for gender pay gap reporting. 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 (75%).

Proportion of Staff Awarded a Bonus in 2021

0.0% of men received bonus pay in 2021. 0.7% of women received bonus pay in 2021.



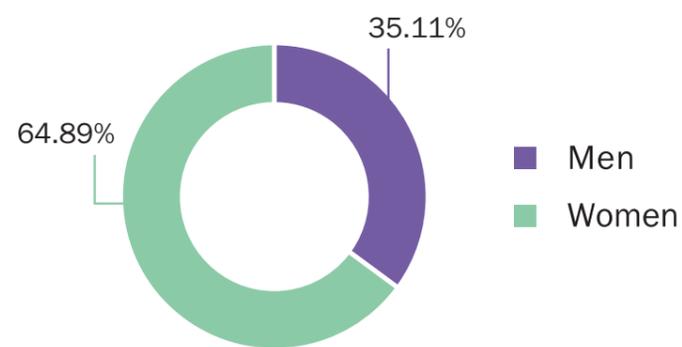
KEY

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



QUARTILES AND GENDER BALANCE

Gender Balance at BGU



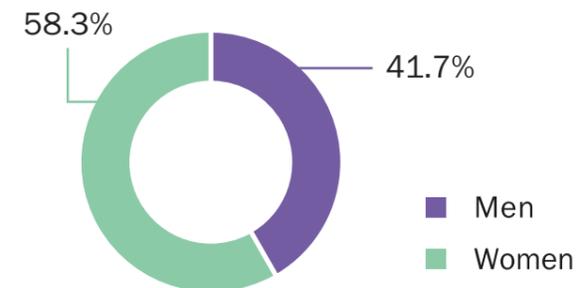
KEY

Gender Balance: Across 412 employees

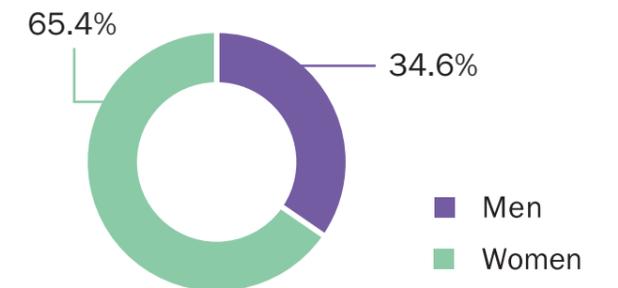
In comparison to the previous years data, there has been a 3.23% increase in the proportion of male employees.

Proportion of Men and Women in Each Hourly Rate Pay Quartile

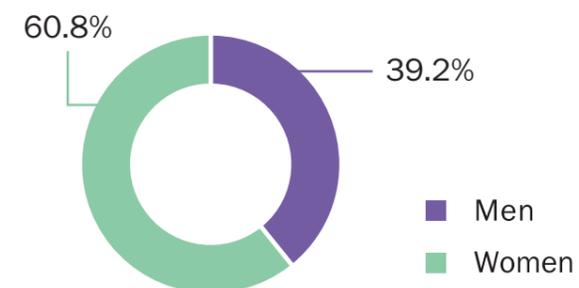
Upper Quartile



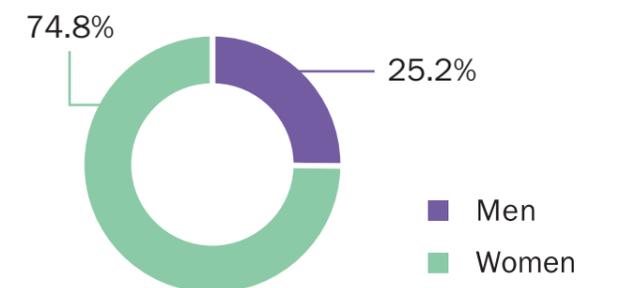
Upper Middle Quartile



Lower Middle Quartile

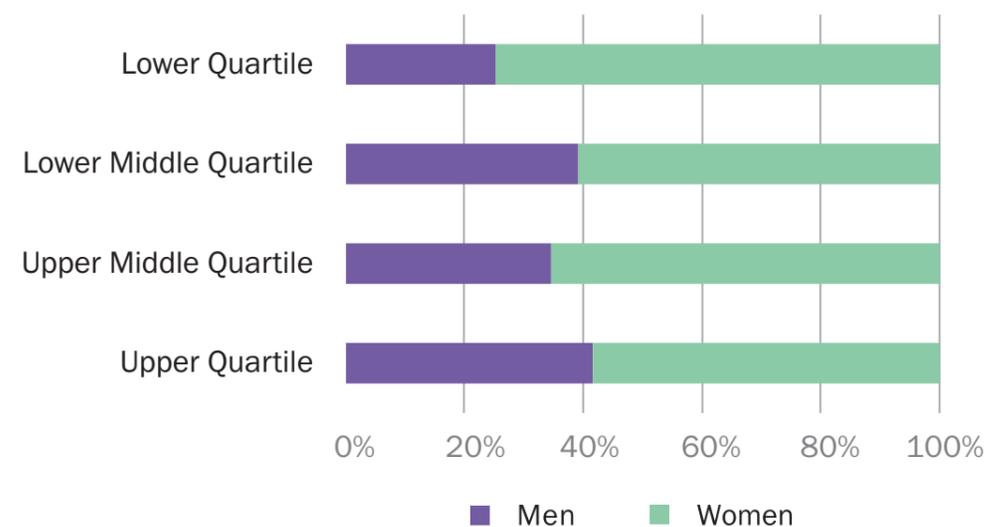


Lower Quartile



KEY

The quartile pie-charts illustrate the percentage of men and women within each of the four quartiles of equal size on 31st March 2021. 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%.





EQUAL PAY

The University is committed to providing equal pay for equal work, not only because of legal obligations but because it is the right thing to do. It is committed to the principle of equality of opportunities and equal treatment for all employees, irrespective of sex, 'race', religion or 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 recruitment process is a critical point where gender pay inequality could arise.

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 are not complacent. We are committed to doing everything that we can to reduce the gap.

To date, the steps that the University has taken to promote gender equality in all areas of its workforce include the following:

- **Flexible Working Policy:** flexible working was introduced in 2019 and makes clear that employees in all areas and levels of the organisation will be considered for flexible working irrespective of their role and level of seniority and that flexible working need not be limited to part-time working.
- **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.
- **Annual Leave:** the University has recently increased the holiday entitlements to ensure a good work-life balance.
- **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 has also implemented an Agile Working Scheme that greatly benefits staff and the University, it provides employees with flexibility which supports with dependant and caring responsibilities.

NARROWING THE GENDER PAY GAP

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

- 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.

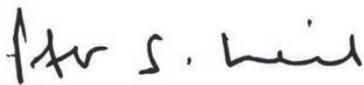
VICE-CHANCELLOR'S STATEMENT

As Vice-Chancellor, I welcome the opportunity to publish our Gender Pay Gap Report for the year ending 31 March 2021. I am encouraged to see a significant improvement in our gender pay gap from the 2019/2020 report and I am confident this will continue moving in the right direction. 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.

During 2020/21 we have made further strides, our Athena Swan journey through the Tackling Gender Inequality Working Group continues to work towards the accreditation and I am delighted Bishop Grosseteste University has now officially registered with Advance HE our formal intention to work towards the bronze award. BGU has also continued delivering Unconscious Bias and Recruitment and Selection training to our managers, supported by our Leadership Development programme which heavily focuses on recruitment and selection and creating an inclusive working environment. We implemented our Agile Work Scheme to support staff with flexibility and work life balance, although only initially a trial period the feedback from staff is extremely positive.

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 Executive Group. There is a real energy and enthusiasm for the gender equality imperative from the Senior Management Group and we will continue to work closely with the Students Union and the Trade Unions to make real progress.

Despite our positive improvements, we still have some way to go and have identified this as a key priority in living our values and delivering our strategic ambitions. I am very grateful to all involved for the continuing hard work and tireless efforts.



Rev Canon Professor Peter Neil

Vice-Chancellor



Jonathan Cheeseman

Director of HR

