



bucks
new university

Gender Pay Gap

Report 2018



Introduction

The Government introduced legislation in 2017 for organisations with more than 250 employees to report their Gender Pay Gap. This is defined as the difference between the mean or median hourly rate of pay that male and female colleagues earn.

This report is based on data from the snapshot date of **31 March 2018** and reported on **30 March 2019**, in line with the Gender Pay Gap Reporting (GPGR) regulations. It provides contextual background and figures for comparison from last year, along with sector benchmarks.

Please refer to Appendix 1 for further information on which employees are included in the data, and the methodology used in calculations.

Highlights:

- The mean gender pay gap for the University is 10.31% and the median is 10.75%. This represents an improvement of 0.28% in the mean gap compared with 2017 (10.59%), while the median gap remains the same. This compares favourably with the latest Higher Education sector mean of 14.9% and median of 13.7%.
- Both median and mean gender pay gaps are more favourable than sector benchmarks across every group - by institution type (pre/post-92); country/region; mission/sector; income group; and no. of employees.

We are confident that males and females are paid equally for doing equivalent jobs across the University. The two main factors which influence our gender pay gap are:

- fewer females in senior roles than males; and
- a higher proportion of females relative to men in lower pay grades.

The University is proactively carrying out a number of initiatives to ensure gender equality for all employees. These include anonymized short-listing in our recruitment and selection processes; skill-based recruitment tests appropriate for the role; mandatory unconscious bias training; and flexible working options.

We have a long-standing and deep commitment to equality, diversity and inclusion (ED&I), and are focusing on reducing the gender pay gap. The actions we have identified to address the pay gap are outlined in our action plan: 'Closing the Gap'.

WHAT IS THE GENDER PAY GAP?

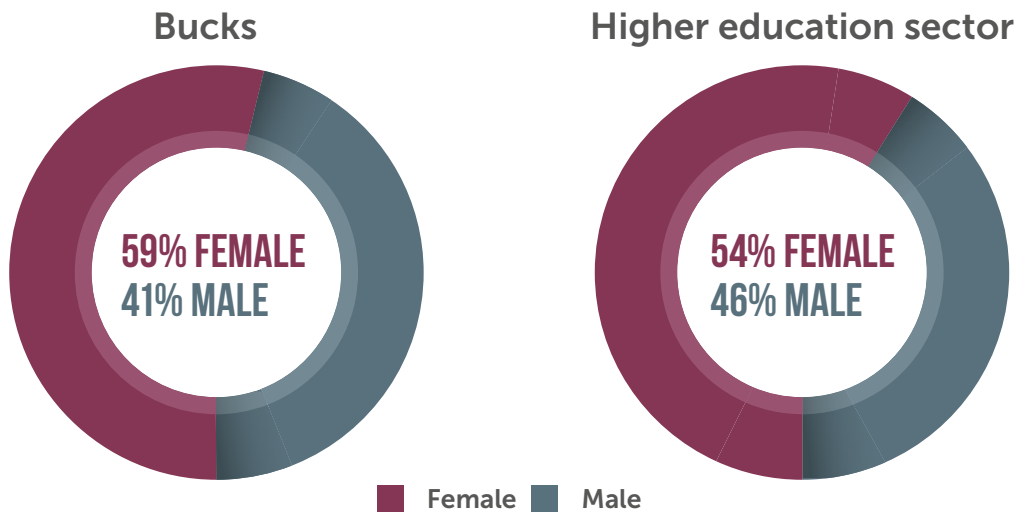
The Gender Pay Gap shows the difference in the average pay between all males and females in the workforce.

It does not measure equal pay, which relates to what women and men are paid for the same jobs of equal value.

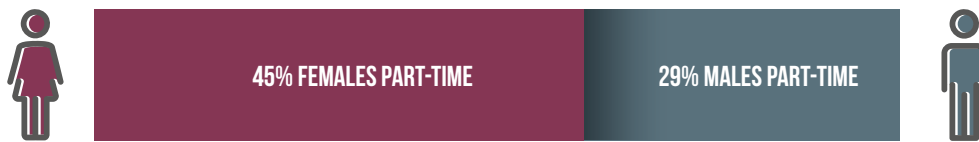
A positive percentage figure demonstrates that female employees have lower pay or bonuses than male employees. For example, a 5% gender pay gap indicates that females earn 5% less, on average, than males. A negative percentage figure reveals that male employees have lower pay or bonuses than female employees. For example, a -5% gender pay gap indicates that females earn 5% more, on average, than males.

Benchmark figures

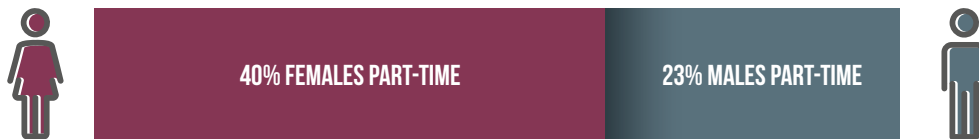
WORKFORCE GENDER BALANCE



BUCKS

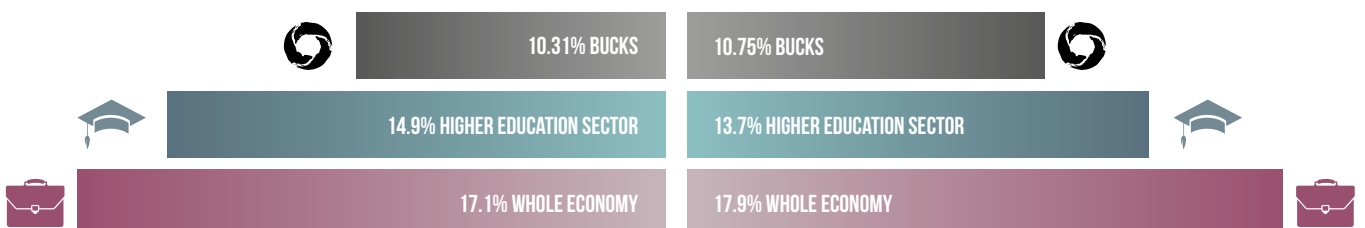


HIGHER EDUCATION SECTOR

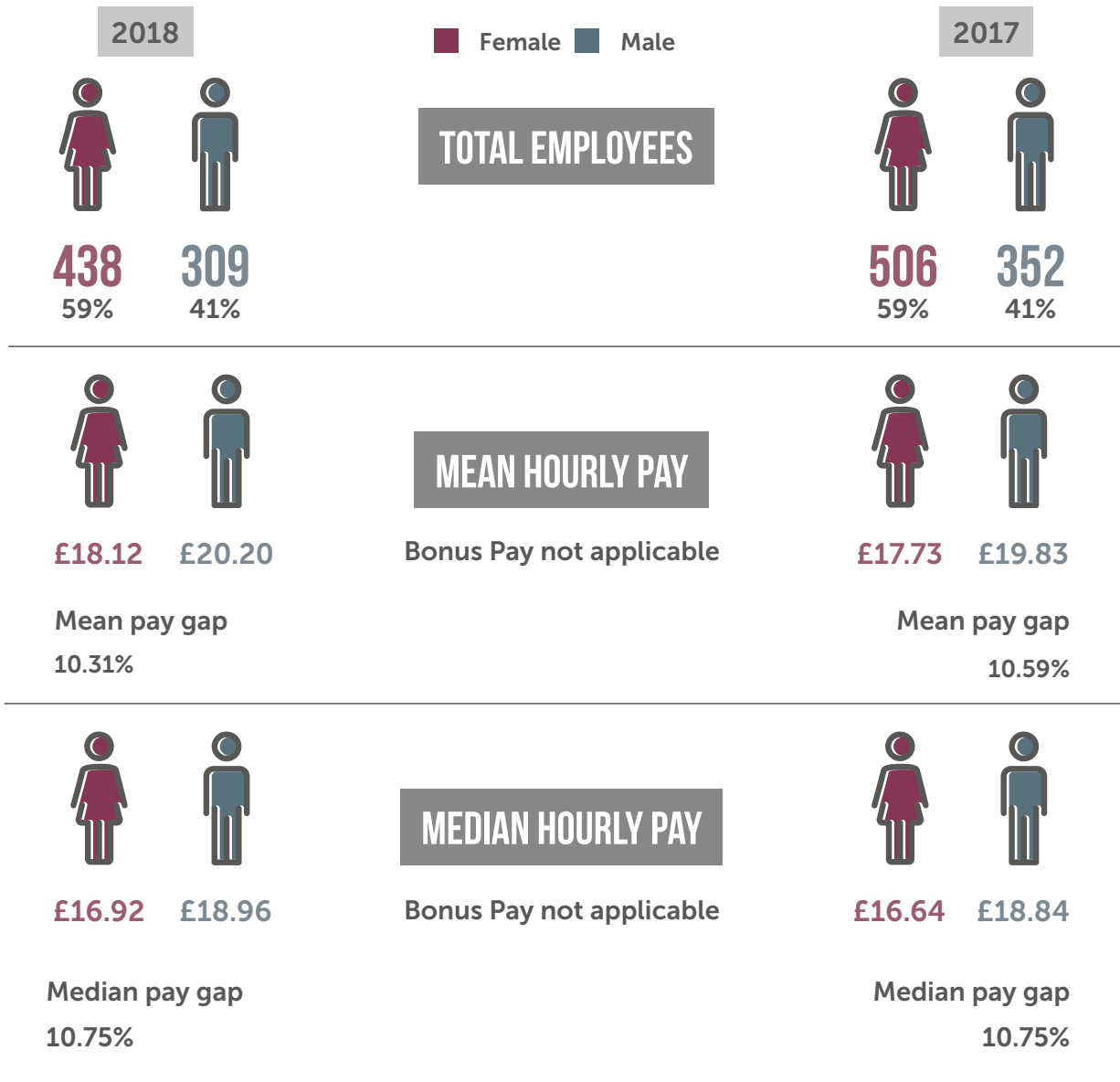


MEAN PAY GAP

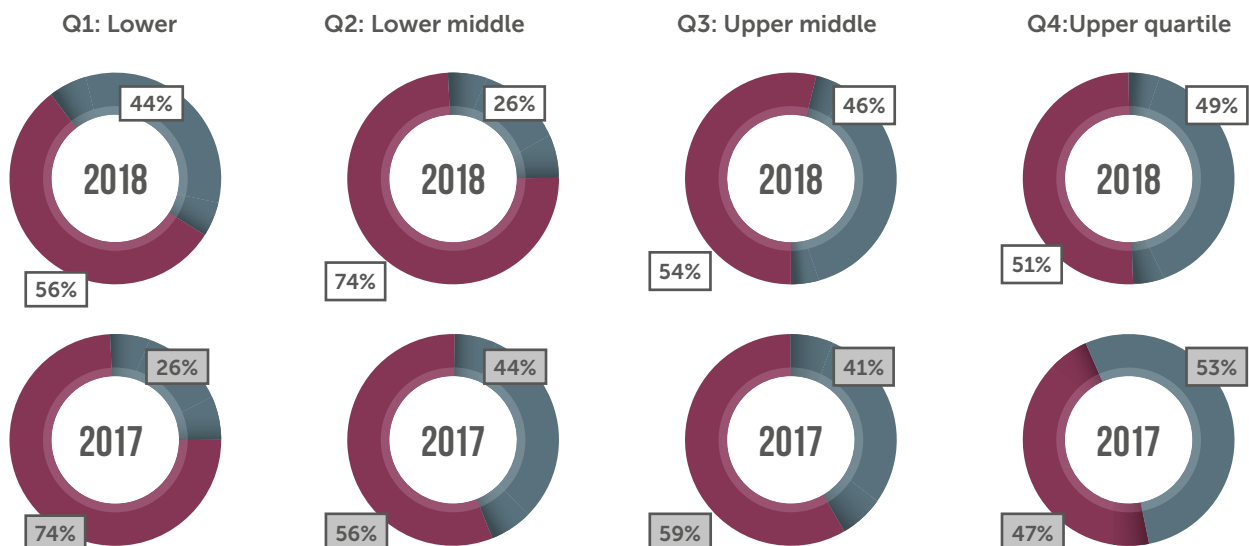
MEDIAN PAY GAP



GENDER PAY GAP DATA - WITH 2017 COMPARATORS



Proportion of males and females in each mean hourly rate quartile band



Why the pay gap?

There are a number of reasons for the gap including the gender distribution across senior roles; and incremental progression with length of service which may detrimentally affect women who may have taken breaks following maternity leave.

CLOSING THE GAP

The University is committed to equality and diversity in all of its activities. Analysis of the results arising from our Gender Pay Gap reports are key to our continuing efforts to ensure equity and equality in our processes and procedures.

The University has identified a number of priorities in its plan and the outline below summarises achievements in 2018/19 and priorities for 2019/20.

WHAT WE ACHIEVED IN 2018/19

Over the last year we have taken actions to close the Gender Pay Gap:

Development



- i. The University has reinstated the Aurora Programme which addresses the under representation of women in leadership positions in the higher education sector, and a number of female leaders are taking part.
- ii. Introduction of coaching for senior female leaders across the University, which has generated positive feedback.

Competency Frameworks



- i. The Bucks Academic Framework was implemented, providing clarity on expectations for roles within the academic area. It has also been designed to support career progression through the academic levels within the University, both in research and education, and is integral to the performance and development review process.

Equality, Diversity and Inclusion Interventions



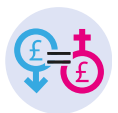
- i. The University ran a programme of activities for International Women's Day in March 2019, which included: networking events across campuses; thought leadership articles; and external widening participation activities including engaging local female school pupils with senior female leaders in Q&A sessions about career ambitions.
- ii. An Equality, Diversity and Inclusion committee was established to drive actions to address the issues related to the gender pay gap.

Improving HR Policies and Procedures



- i. The Family Friendly and Flexible Working policies are being revised to ensure best practice in flexible working opportunities.
- ii. The University has given greater consideration to more senior roles that could be offered on a part-time basis.

Equal Pay



- i. We have carried out an Equal Pay Audit (using of the HERA job evaluation scheme) and are confident that males and females are paid equally for doing equal jobs across the University.
- ii. Hourly-paid 'Atypical' staff have been assimilated onto points on the pay scale spine to ensure greater parity within this group of staff, and against their salaried counterparts.



Organisational Development

- i. As a result of changes to the University's academic structure, we have introduced Associate Professor and Professor roles for both education and research. This will further support and prepare female employees for progression within the university.
- ii. We conducted a staff survey which provided insights around the gaps in engagement between male and female staff. As a result, we have developed an action plan to plug the gaps and address the issues raised by our people through feedback sessions.



Equality Challenge Unit

- i. The University works with Advance HE and this year involved Advance HE in revising the University's Equality Diversity and Inclusion strategic statement. We also developed a set of strategic objectives which will help us in making progress towards closing our gender pay gap.

LOOKING FORWARD

We propose to undertake the following actions for 2019/20:

HR policies and practice



- i. Launch our Family Friendly, Flexible working and Employee Health & Wellbeing policies, backed up with effective training, by October 2020.
- ii. Continue to use anonymised short-listing in our recruitment and selection process, and ensure that recruitment tests are appropriate for the role.

Equality Diversity and Inclusion interventions



- i. Continue the programme of activities such as events around International Women's Day; promote networking opportunities across campuses and encourage senior female leaders to participate in outreach activities in schools to encourage wider participation in Higher Education.

Competency frameworks



- i. Develop and implement the Bucks Professional Framework to provide clarity on expectations for roles within the University's professional service areas.
- ii. Establish a process for succession planning and talent management to identify future female leaders.



Equality Challenge Unit

- i. Continue to work with Advance HE on equality issues, and undertake a feasibility study to assess the value of the Equality Charter.



Development

- i. Launch and embed the newly developed University values, using a community of practice which will include both aspiring and current senior leaders to enhance their development.
- ii. Continue to roll out mandatory equality training, for all employees and new starters including unconscious bias training.

Appendix 1:

LEGISLATIVE REQUIREMENTS

The University is required to publish six employee data calculations on relevant employees as of the 30 March each year on the Government Equalities Office (GEO) website and the University's website.

The calculations are:

- average pay gap as a mean average;
- average pay gap as a median average;
- average bonus gap as a mean average;
- average bonus gap as a median average;
- the proportion of males receiving a bonus payment and portion of females receiving a bonus payment; and
- the proportion of males and females in each quartile band.

DEFINITIONS

The Gender Pay Gap Reporting (GPGR) definition of relevant employees are all employees employed by the University on the snapshot date of 31 March 2018. This includes full-pay relevant employees and also other employees employed on the snapshot date.

The GPGR regulations define ordinary pay as basic pay; paid leave; pay for piece-work; shift premium pay; and allowances.

The GPGR regulations exclude individuals based on a number of criteria: over-time pay; expenses; remuneration provided other than in money; staff who had reduced or unpaid leave of any kind during the recording timeframe; temporary staff who worked at points in the year; and freelance staff.

CALCULATION RATIONALE/METHODOLOGY

The mean and median hourly male and female pay rate was calculated using the guidance from the Advisory, Conciliation and Arbitration Service (ACAS); Managing Gender Pay Reporting (December 2017).

The Gender Pay Gap report includes all relevant employees employed by the University on the snapshot date of 31 March 2018.

The data was analysed by academic grade; by salary grade; and by the Higher Education Statistical Agency (HESA) contract level.

The following employees were excluded from the GPGR calculations: external examiners and reviewers who have no definable hours recorded; and employees identifying as non-binary, i.e. neither male nor female.



High Wycombe Campus

Queen Alexandra Road
High Wycombe
Buckinghamshire HP11 2JZ

Aylesbury Campus

Walton Street
Aylesbury
Buckinghamshire HP21 7QG

Uxbridge Campus

106 Oxford Road
Uxbridge
Middlesex UB8 1NA

Telephone: 0330 123 2023

Fax: 01494 524 392

International: +44 1494 605 259

Email: advice@bucks.ac.uk



BucksNewUni



@BucksNewUni



BucksNewUni



BucksNewUni



BucksNewUniversity

BUCKS.AC.UK

