



BUCKINGHAMSHIRE
NEW UNIVERSITY

EST. 1891



PAY GAPS AT BNU

2020 & 2021

In addition to the statutory requirement for Gender Pay Gap reporting, work has also been carried out to look at our Ethnicity Pay Gap and Disability Pay Gap.

being you
at **BNU.**

INSPIRED.
EMPOWERED.
EMPLOYED.

GENDER PAY GAP

The Gender Pay Gap shows the difference between the mean and median hourly rate of pay for male and female colleagues.

Our mean and median gender pay gap increased between 2019 and 2020. On 31 March 2020, our mean pay gap was 13.6% and our median pay gap was 6.2%. During this period, female mean hourly pay decreased between March 2019 and March 2020, whilst male hourly pay increased. The median hourly rates for both males and females decreased between 2019 and 2020.

Female staff made up 60% of our workforce during this period. The percentage of females in lower paid roles also increased during this period.

On 31 March 2021, our mean pay gap was 11.3% and our median pay gap was 5%.

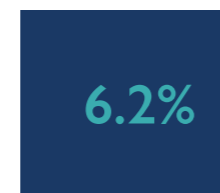
Once data becomes available we will be able to check how we compare and explore wider insights.

2020

Mean & Median Pay Gap



Mean Pay Gap



Median Pay Gap

2021

Mean & Median Pay Gap

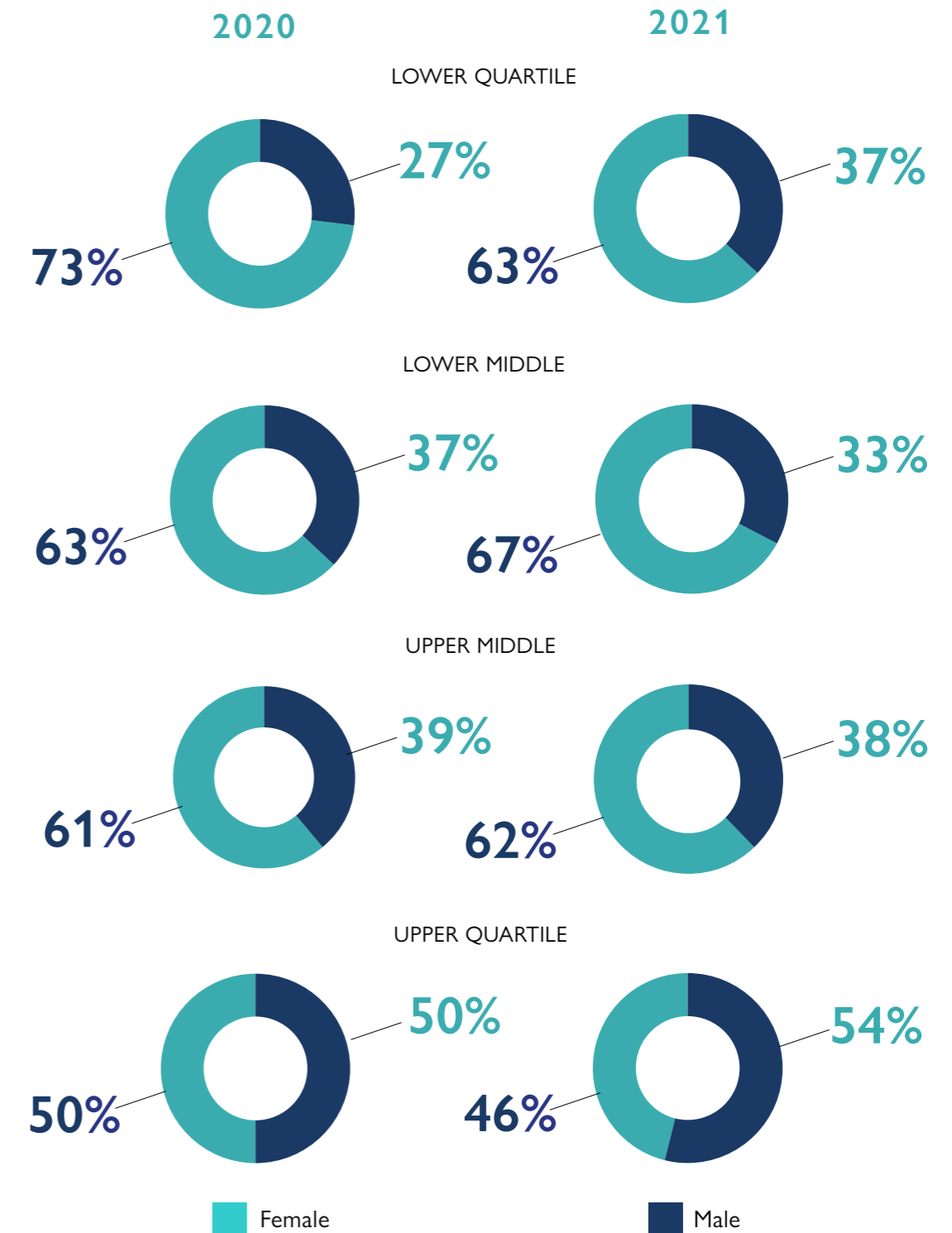


Mean Pay Gap



Median Pay Gap

BREAKDOWN OF HOURLY PAY QUARTILE BY GENDER



ETHNICITY PAY GAP

Though there is no statutory requirement, we have chosen to publish our ethnicity pay gap. This is the first time we have published our ethnicity pay gap. It shows the difference between the mean and median hourly rate of pay for Ethnic Minority and non-Ethnic Minority colleagues.

On 31 March 2020, our mean pay gap was 8.9% and our median pay gap was 7.4%.

On 31 March 2021, our mean pay gap was 9.8% and our median pay gap was 7.2%.

8.9%

9.8%

7.4%

7.2%

DISABILITY PAY GAP

Though there is no statutory requirement, we have chosen to publish our disability pay gap. This is the first time we have calculated our disability pay gap. It shows the difference between the mean and median hourly rate of pay of colleagues who have a disability and those with no known disability.

On 31 March 2020, our mean pay gap was 4.9% and our median pay gap was 1.7%.

On 31 March 2021, our mean pay gap was 5.8% and our median pay gap was 2.4%.

4.9%

5.8%

1.7%

2.4%



CLOSING THE GAP

Since 2019 we have undertaken the following Equality, Diversity and Inclusion Interventions to close our pay gaps

Development

Five Cohorts of women have now taken part in the Aurora (Women's Leadership Development) programme with excellent feedback. Our University Council have recently approved a significant increase in our Aurora sponsorship investment to further support the leadership development of female staff.

We have recently introduced a mentoring scheme for all staff. 25% of places have been reserved for the 'BAME' staff network acknowledging the intersectionality between issues of gender and ethnicity.

Initiatives

We ran a programme of activities for International Women's Day in March 2021, which included networking events across campuses and articles on the intranet.

Our new Dignity at Work training course was launched to promote equality of opportunity and emphasise a zero-tolerance policy to sexism and any other form of discrimination or harassment.

While reviewing our approach to Campus resumption we supported a more dynamic mode of working across many roles to positively and flexibly support those impacted by systemic inequalities.

Colleagues have created a BAME staff network. The network is mindful of intersectionality and has a sub workstream looking at closing pay gaps.

We signed up to the Race Equality Charter (REC) and completed the first stage of the application process with a higher than anticipated staff response rate to the REC questionnaire. Intersectionality is a key theme of the REC, therefore objectives to improve the representation, retention, and progression of BAME female staff will be incorporated into the REC action plan.

Improving HR policies and procedures

We revised and updated the Equality, Diversity and Inclusion information on all our job advertisements and also the equality monitoring form, to ensure that our employer brand fully reflects what we stand for.

A previous collaboration between the HR and Research departments resulted in a new process for reviewing REF individual circumstances. Female research staff taking breaks for family leave are now more fully supported to progress their research careers. This 'Individual Circumstances Assessment' has also been used for the 20/21 academic promotions round.

Procedures have been put in place to monitor and evaluate the return to work rate for all employees on maternity leave, which is currently 80%. As a benchmark, research carried out by recruitment firm Robert Walters shows that only 24% of women taking a career break return to the same employer (Personnel Today, March 2020).

Equal pay

We carry out regular Equal Pay Audits (using HERA job evaluation) and are confident that males and females are paid equally for doing equal jobs across the University. We commission benchmarking reviews for senior roles within the University and are building robustness into our pay related policies and practices.

Organisational Development

During Academic Promotions for 2020/21 we reviewed individual circumstances to ensure no detriment is suffered by colleagues whose outputs are reduced by periods of caring responsibility to positively improve female representation of promotion outcomes.

We recruited an Equality, Diversity and Inclusion HR Business Partner to drive improvements and work with our colleagues to help make BNU a more inclusive University for everyone.

LOOKING FORWARD

We know there is more to do. Our priorities are to:

Work closely with our 'BAME' Staff Network Pay Gap workstream to listen to concerns, barriers and act on ideas

Build on our Dignity and Work training for all employees and new starters to develop better consciousness of structural inequality and inspire behaviours to help drive change within our University community

Review our recruitment practices and the use of gendered language across adverts and job descriptions

Refresh our strategic approach to Equality, Diversity and Inclusion through engagement and consultation

Launch our new Equality, Diversity and Inclusion Committee to shape change and scrutinise our progress

Reflect on institutional and cultural barriers using the Race Equality Charter Framework and develop solutions for action



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This publication was produced by
Buckinghamshire New University.

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