



BUCKINGHAMSHIRE
NEW UNIVERSITY
EST. 1891

Being you at BNU



Pay Gaps at BNU

2022

[BNU.AC.UK](https://www.bnu.ac.uk)

Pay gaps at BNU

In addition to the statutory requirement for gender pay gap reporting, we introduced ethnicity and disability pay gap reporting from 2020. The following information is based on the hourly pay of employees on the snapshot dates of 31 March 2022. Advance HE figures are based on the contract salary for members of staff at institutions on 31 July in the reporting period, or the end date of the contract if earlier.

Pay gaps are a persistent unacceptable phenomenon with complex causes influenced by social issues. We are confident that our colleagues are paid equally for doing equivalent jobs across the University. The main factor that influences our pay gaps, is a lack of proportionate representation in senior roles and subsequently, overrepresentation of minoritised colleagues in lower pay grades.

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 gender pay gap increased between 2021 and 2022, as new starters on lower pay were more likely to be female over this period. In addition, general pay increases across all salaries exacerbated our existing gap. Our median gender pay gap stayed the same between 2021 and 2022. During this period female staff made up 58% of our workforce.

	2020	2021	2022
Mean BNU	13.6%	11.3%	13.3%
Mean UK (Advance HE)	15.7%	14.8%	Not yet known
Median BNU	6.2%	5%	5%
Median UK (Advance HE)	11.1%	8.5%	Not yet known

Ethnicity pay gap

The Ethnicity Pay Gap shows the difference between the mean and median hourly rate of pay for known 'Ethnic Minority' and known 'non-Ethnic Minority' colleagues. Our mean and median ethnicity pay gap decreased between 2021 and 2022. During this period 'Ethnic Minority' staff made up 23% of our workforce.

	2020	2021	2022
Mean BNU	8.9%	9.8%	4.7%
Mean UK (Advance HE)	Comparable data not yet available		
Median BNU	7.4%	7.2%	1.3%
Median UK (Advance HE)	Comparable data not yet available		

Disability pay gap

The Disability Pay Gap shows the difference between the mean and median hourly rate of pay for disabled colleagues and colleagues with no known disability. Our mean and median disability pay gap increased between 2021 and 2022. During this period disabled staff made up 10% of our workforce.

	2020	2021	2022
Mean BNU	4.9%	5.8%	7.8%
Mean UK (Advance HE)	9.4%	9.5%	Not yet known
Median BNU	1.7%	2.4%	3.8%
Median UK (Advance HE)	7.7%	8.4%	Not yet known

Being you at BNU

BNU has a proud history of valuing the importance of inclusion and we will continue to challenge inequality and build a fairer society. Being a more inclusive university is not only morally right; it aligns with our Thrive strategy. We acknowledge the significance of our wider landscape and our responsibility to do more to be a more inclusive university for everyone. Unacceptable inequalities and challenges are well documented and provide opportunities for us to continually reflect. We are committed to driving forward progress, so that 'Being you at BNU', is a reality for everyone in our community.



Closing the gaps

Our priorities in 2021	What we did
<p>Work closely with our 'BAME' Staff Network Pay Gap workstream to listen to concerns, barriers and act on ideas</p>	<p>We invested in our Race Equality Network, through assigning budget and resource.</p>
<p>Review our recruitment practices and the use of gendered language across adverts and job descriptions</p>	<p>We spot checked adverts to give feedback to hiring managers on masculine coded adverts and followed up to ensure managers complied with our policy of recording recruitment decisions.</p>
<p>Launch our new Equality, Diversity and Inclusion Committee to shape change and scrutinise our progress</p>	<p>We successfully launched our Committee and openly publish our meeting minutes.</p>
<p>Build on our Dignity at 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</p>	<p>Our Respect and Inclusion workshop content was revised for all new starters and refreshers throughout the year, to better reflect on wider inequalities, definitions and microaggressions.</p>
<p>Refresh our strategic approach to Equality, Diversity and Inclusion through engagement and consultation</p>	<p>Refreshing our approach has involved different ways of reflecting and engagement with our community. As a result, 95% of students that responded agreed that our proposed priorities were appropriate. In addition to formal and informal engagement, we received 2,000 comments to our recent student and staff surveys, and this has been vital in informing our activity.</p>
<p>Reflect on institutional and cultural barriers using the Race Equality Charter Framework and develop solutions for action</p>	<p>Action plans are being assembled with a number of colleagues and student representatives to deliver improvements and address systemic inequality. Workstreams are examining incidents, engagement, postgraduate pipeline, students and staff. Key areas are: transforming our complaints process, equipping our community and enhancing scrutiny. We also sought advice on supporting our Asian community after closely monitoring comments from our survey and having further focus sessions. This led to us taking steps to co-produce a definition of Islamophobia. We expect engagement on this topic to be a catalyst for understanding lived experience around anti-Muslim prejudice and then being able to better support communities.</p>





Our progress

In addition to the priorities we set in 2021, we have undertaken the following Equality, Diversity and Inclusion interventions to make short and long term progress to address our pay gaps. The following headings support the actions in our Equality Strategy.

Involve and empower our community

To enhance our Inclusive Recruitment e-learning offer for hiring managers, we redesigned new full day Inclusive Recruitment training. This applies best practice and pay gap recommended insights. It has also been offered as an express online course available as an ongoing resource for our community. We have also run a series of events throughout the year, such as Holocaust Memorial Day, International Women’s Day, Neuro-Inclusive Teams, Microaggressions and Banter and Inclusive Language. Sexual Misconduct Investigation training has also been delivered as well as Mentor training. There has been a greater strategic and compliance led focus on the adequate completion of Equality Impact Assessments.

The appointment of our Chancellor Jay Blades MBE is a key moment in our history and has afforded us the opportunity to develop civic engagement. We have introduced and resourced a new directorate to build on our civic engagement activities.

We have played an active role in the Buckinghamshire Hate Crime Forum, with the Forum securing a new Stop Hate helpline for the local community.

We have developed sessions from our new Inclusion Network, including a Mental Health podcast and our Race Equality Network hosted a local radio station take over during Black History Month. A number of other events throughout the month also strengthened our community engagement, such as World Food Day and Diwali. We also marked Gypsy, Roma, Traveller History Month. Our rainbow lanyard pledge initiative also saw us ask our community how they pledge to show solidarity to our LGBTQ+ community.



So what?

Ensuring our community better understand the challenges we face and how to address them is an important priority for reducing pay gaps. We realise our colleagues make decisions and need to be better equipped to deliver change. Enabling and empowering people to become involved in shaping change allows us to create a more inclusive space for everyone.

Take action to tackle inequalities

We have adopted a definition of Antigypsyism and developed a definition of Islamophobia. Around recruitment, we introduced social mobility equality monitoring questions, ban the box around convictions and no longer ask for salary history on our applications.

We renewed our Disability Confident status and secured Real Living Wage accreditation.

We launched a decolonisation reading group and Sustainability Committee.

We revised our personal relationship policy and adopted UUK recommendations for Sexual Misconduct and Data Sharing.

So what?

Delivering consistent change to build momentum in tackling disparities, means we are developing a culture of closing unequal disparities.

Building a community where people can be themselves

We have ensured inclusivity is key to our Thrive 28 strategy and introduced a new Equality Strategy. We have also introduced a Professional Service Employee (PSE) promotion round, to consider opportunities more fairly for colleagues and we have revised our Contribution and Market pay policies to ensure better scrutiny. Inclusion has been better embedded into our Academic Promotion Round processes and reported into our EDI committee, increasing transparency. Our Race Equality Charter Team meet regularly to analyse data and propose antiracism actions across BNU.

So what?

Being honest and open, helps us to discuss ideas and share experience. Having stronger scrutiny improves accessibility of decision making and ensures effective accountability to create fairer outcomes.

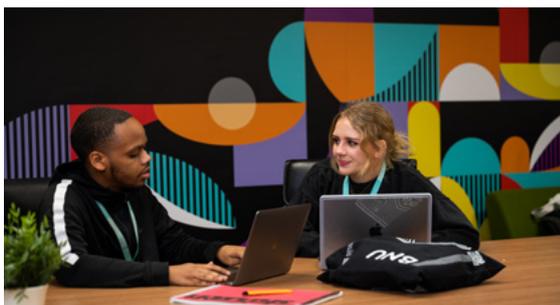
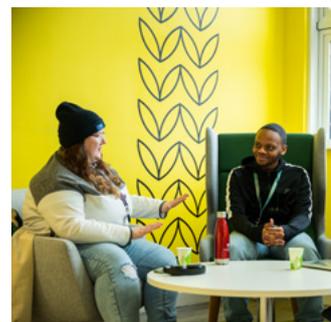


Looking forward

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

- Deliver against Thrive 2028 and our Equality Strategy
- Finalise our submission for the Race Equality Charter
- Continue to strengthen our competence, improve transparency and scrutiny, develop community engagement and continuously deliver change
- Evaluate job descriptions, for essential, desirable and physical job requirements and better embed EDI into requirements. Share our question bank on our website. Consider governance and further scrutiny and quality assurance around recruitment decision sheets
- Review exit interview disparities
- Produce and publish a comprehensive EDI report
- Respond to the results of our 'Being you at BNU' Staff survey

We welcome feedback from our community at any time. If you want to share concerns, barriers or ideas for improvement, email equalities@bnu.ac.uk





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