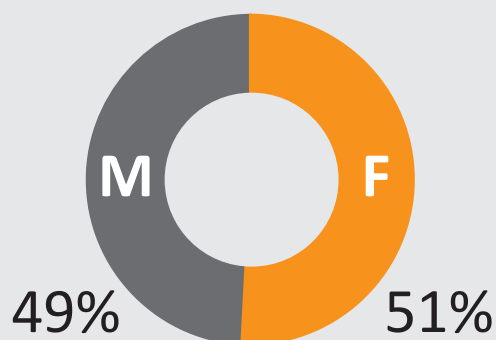


# Gender Pay Gap Narrative 2018

At the University of Bath we are committed to equality of employment. In 2018:

- The median pay gap has reduced by 0.3%
- More women received bonus pay than men
- More women made use of the University's flexible working offer than men
- Our grading system ensures equal pay for equal work. The maximum pay difference at each grade is 5.4%.

## Gender Split

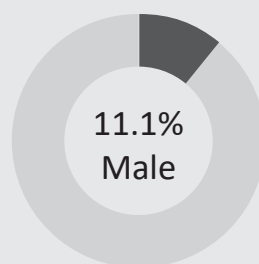


## Pay

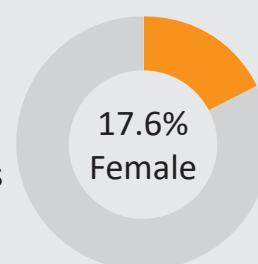
Mean	Median
19.8%	17.6%

## Bonus

Mean	Median
-28.0%	0.0%

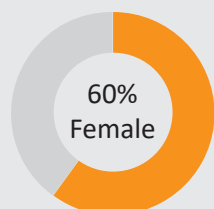


Proportion of Male/Female getting Bonus

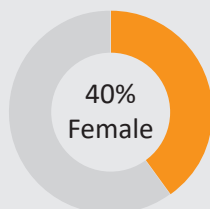


## Distribution of Gender by Grade

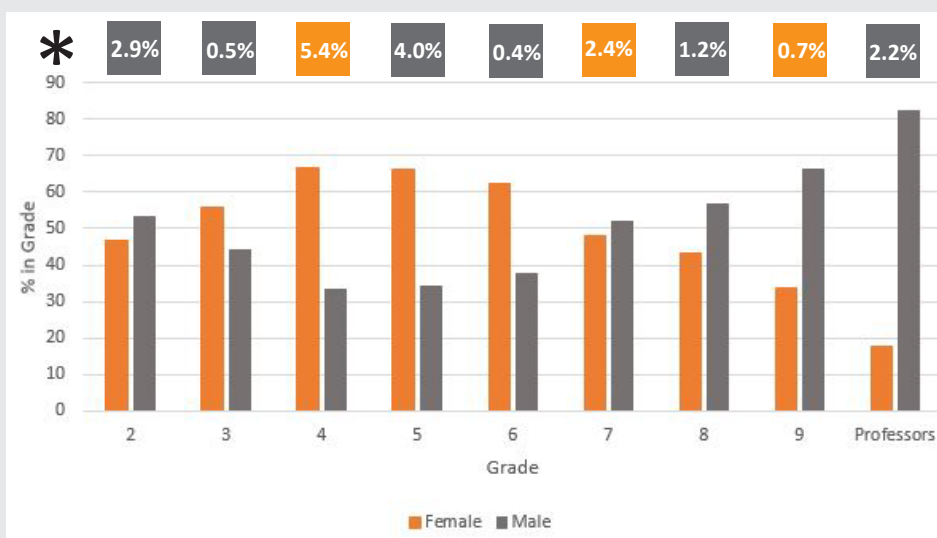
The distribution of gender at different grades helps explain the Gender Pay Gap at the University.



Grades 2 - 6



Grades 7 - Professor



\* % represents mean pay gap. Colour represents the gender with the higher mean hourly pay.

- The lower rate of progression of women to the most senior grades causes the distortion we see in the gender pay gap.
- There is a higher representation of women in Grades 2 - 6 but women are also more likely to work part-time.

## Reducing the Gap

### What have we already done?

- We have removed the pro-rating of bonuses for part-time workers so that women are not disadvantaged by making use of the flexible working offer
- Reviewed our job adverts and established the wording is not biased towards men
- Set up a Gender Pay Gap Working Group, jointly with the Trades Unions, to investigate why there is a gap
- We have already achieved the Athena SWAN "20% by 2020" goal - 20% of our Professors are now women

### What will we do now?

- Continue the work already started by the Gender Pay Gap Working Group to find out the causes of the gap and to make recommendations on what more can be done to reduce it
- Work towards attaining an Athena SWAN silver award
- Review the parental and maternity leave policies