

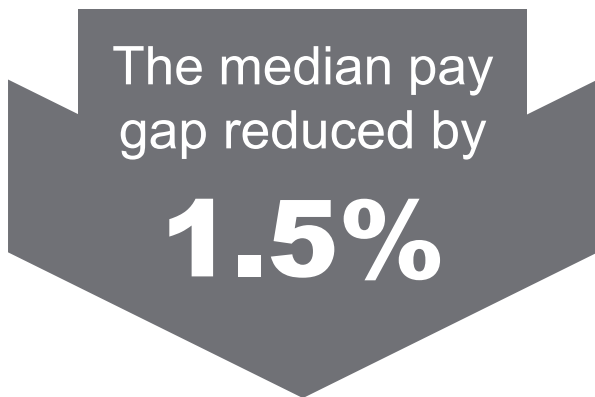
University of Bath Gender Pay Gap Report

2020



At the University of Bath we are committed to equality of employment. We use a grading system to measure equal work to ensure fairness and consistency by measuring all jobs against the same criteria.

In 2020...



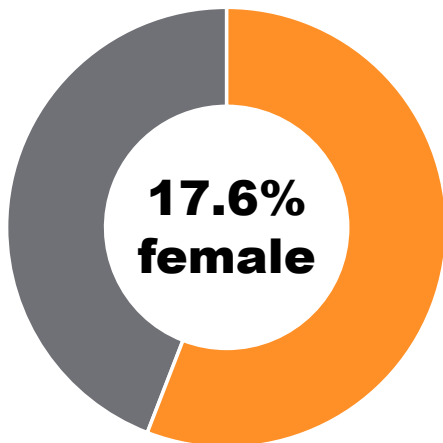
Pay Gap

Mean	Median
19.0% (0.6% ▼)	15.1%

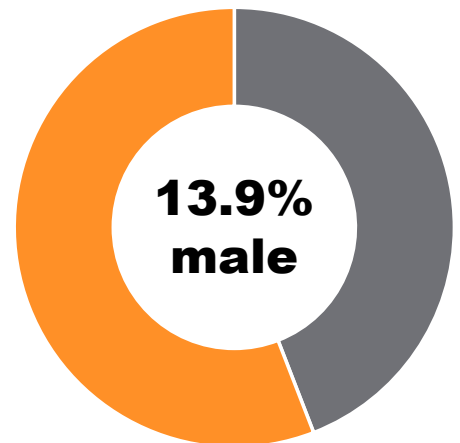
Bonus Gap

Mean	Median
-15.3%	0.0%

Proportion of staff receiving bonuses



Vs.



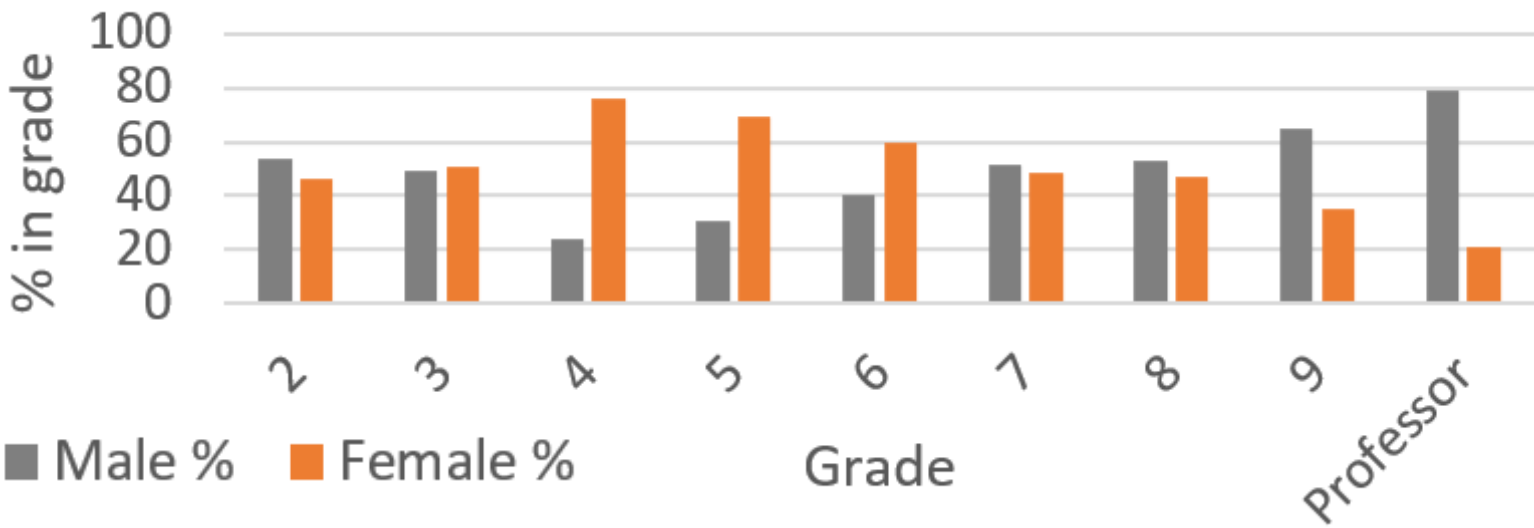
But where does the gap come from? The gender split at the University of Bath is



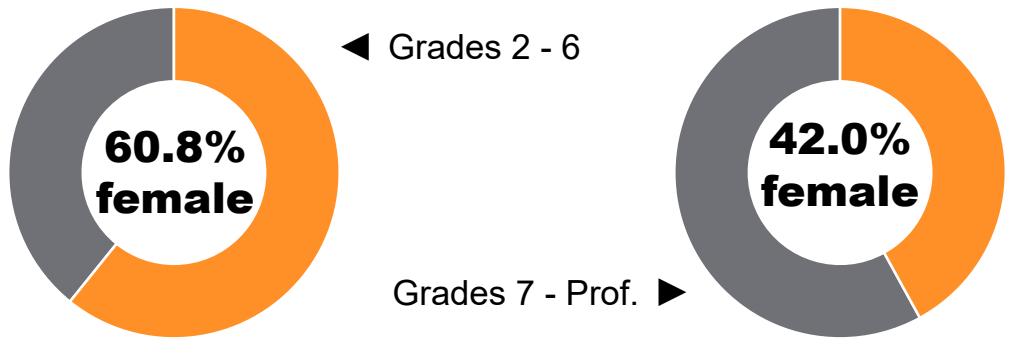
Distribution of Gender by Grade

The distribution of pay by grade shows that there are no significant, enduring differences of equal pay for equal work. It is the lower proportion of women in the more senior grades and lower proportion of men in the lower grades which contribute significantly to the difference in mean and median pay. We also know that more women than men choose to take up flexible working opportunities and that these are currently more common in the lower grades.

2019	0.2%	8.0%	8.3%	3.4%	1.9%	2.9%	4.5%	1.8%	2.2%
2020	6.2%	1.1%	0.3%	13.8%	2.3%	3.7%	5.5%	2.9%	0.5%



* % represents mean pay gap at each grade. Colour represents the gender with the higher mean hourly pay figures.



Analysis of the gender pay gap by age

Analysis of employees also shows a gender pay gap of 11.1% in those under the age of 40 and a gap of 27.7% in those aged 40 and over.

This indicates that the steps the University is taking to reduce the gap have had an effect and therefore as the population matures, we expect the gap will continue to improve.



Reducing the Gap

What have we already done?

Recruitment

- Anonymous shortlisting is now offered as part of our general recruitment offering.
- We no longer ask candidates to complete a 'statement in support of application'. Instead, hiring managers select a minimum of three 'shortlisting' questions taken from the person specification that candidates respond to as part of the application. The panel then shortlists against the criteria.
- We have developed our management information provision so that we can better analyse the gender makeup of each department so that we can tailor our recruitment approach. For academic departments, we can now compare the landscape of the department and that of the student body to try and focus our recruitment attraction on under-represented areas.
- We have centralised whom can discuss offers of employment with candidates. Hiring managers are now able to offer above the lowest spine point for the grade by writing a justification for the Talent Acquisition Manager to review, alongside an internal review of salaries. The Talent Acquisition Manager can authorise the request where justified.
- We continue to ensure there is a balanced gender mix involved in all stages of the recruitment process.
- We continue to use a programme to assess language neutrality and bias in our recruitment adverts.
- We continue to promote our flexible working offer on all our recruitment adverts as standard.

Equality and Diversity

To promote equality and diversity in the organisation, we have:

- Established a Staff Experience Board to provide a pathway to instigate specific actions on equality, diversity and inclusion issues.
- Appointed a full-time Equality, Diversity and Inclusion Officer.
- Established a part time Executive Chair of the Equality, Diversity and Inclusion Committee role reporting directly to the Vice Chancellor and the University Executive Board.
- Established a part-time University Athena SWAN Leader role providing oversight, strategy and direction.
- Prepared an application for an Athena SWAN Silver Award.



What will we do now?

- We will look to continue career progression information workshops for academic employees to help 'myth-bust' gender stereotypes.
- We will roll out our career management reports University-wide (currently piloted in three Departments). These reports can assist academic Heads of Department in supporting the career progression of their staff. This will allow gender trends to be identified and challenged/investigated.
- Investigate progression opportunities for professional services employees compared with academic employees, considering equity and fairness between the two areas.
- We will trial a two-stage shortlisting process with the aim of minimising bias where the role allows for this. In the first stage, shortlisting questions will be able to be viewed. At the second stage only will further data be shared for each candidate.
- We will consider making anonymous shortlisting mandatory for the University recruitment process.
- We now ensure that there is at least one person on each recruitment panel who is trained on gender issues, and we actively target those individuals for refresher training every five years. This will be reduced to every three years in the near future.

By putting the above actions into place, we are taking steps to reduce the gender pay gap in the longer term.

[Search and compare gender pay gap data - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/collections/gender-pay-gap-data)

