

**University of Bath**

**Gender Pay Gap 2021**

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 2021:**



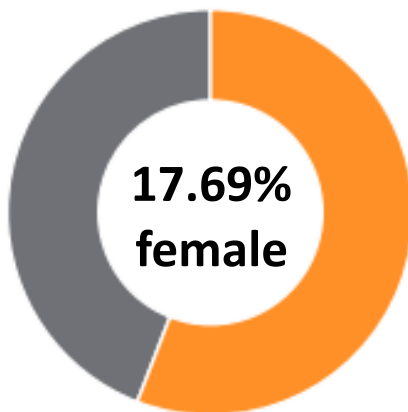
**Pay Gap**

Mean	Median
17.73% (1.27% ▼)	15.72%

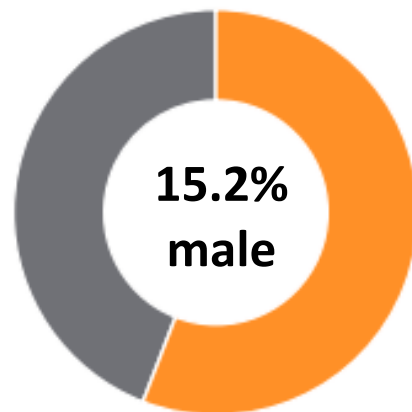
**Bonus Gap**

Mean	Median
13.81%	0.0%

**Proportion of staff receiving bonuses**



**Vs.**

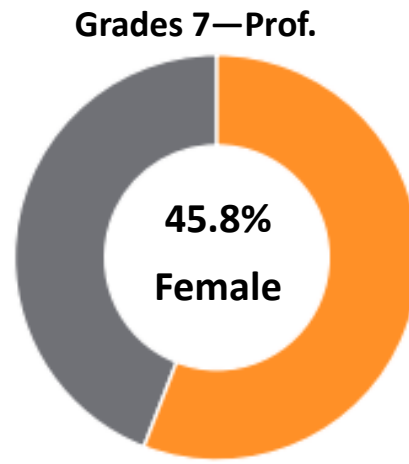
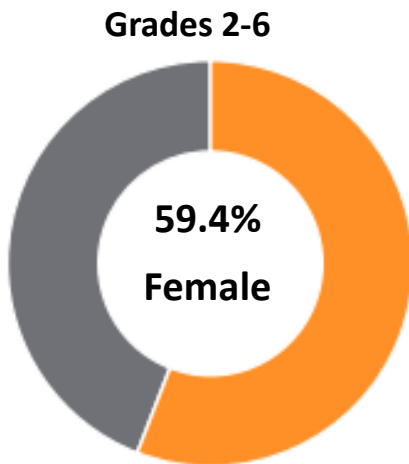
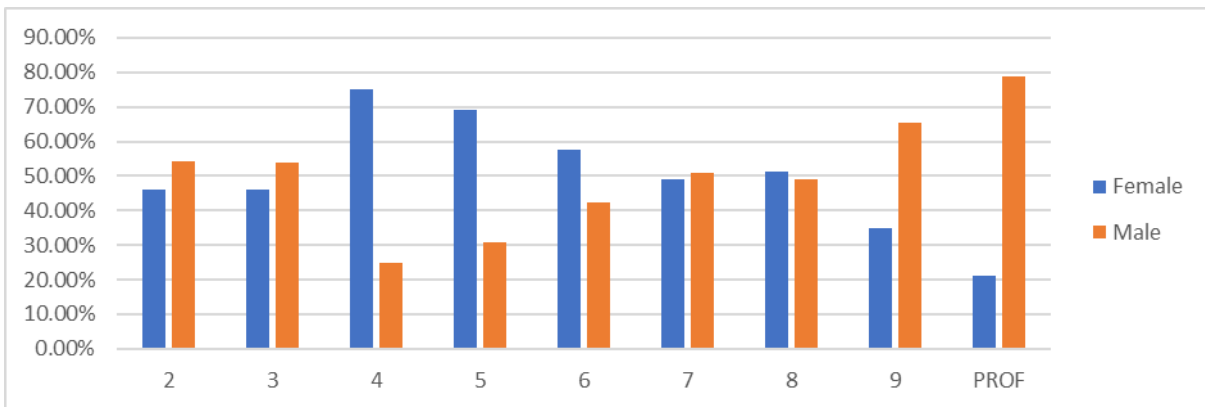


## Distribution of Gender by Grade

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

It is the lower rate of progression of women to the most senior grades which causes the distortion we see in the gender pay gap.

More individuals opt for part time work at the lower end of the pay structure, where there is a higher representation of women. Fewer individuals towards the top of the structure make use of these flexible working arrangements, where there is an underrepresentation of women. We know that more women than men work part time, so this can account for some of the difference in pay across the different grades.



## Analysis of the gender pay gap by age

The gender pay gap for those aged under 40 is 7.7%, compared to 26.5% for those aged over 40. This shows an improvement since 2020 and indicates that the steps the University is taking to reduce the gap have had an effect. As the population matures, we expect the gap will continue to improve.



# Reducing the Gap

What we've already done

## Recruitment

We continue to use and implement best practice recruitment procedures by:

- Ensuring that there is a balanced gender mix involved in all stages of the recruitment process
- Using software to assess language neutrality and bias in our recruitment adverts
- Utilising management information to analyse the gender makeup of departments so that we can tailor our recruitment campaigns.
- Investing in software that allows us to analyse the labour market and ensure that recruitment campaigns attract candidates from underrepresented groups
- Ensuring that there is consistency in the way that offers are made to candidates. Any offers made above the lowest spine point for the grade require justification and sign off from the Talent Acquisition Manager

## Equality and Diversity

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

- Appointed a full time Vice President of Culture and Inclusion, reporting to the Vice-Chancellor, to provide oversight, direction and strategy on Equality, Diversity and Inclusion.
- Created a Culture & Inclusion team to provide the infrastructure to support the direction set by the new Vice President for Community and Inclusion
- Received an Athena Swan Silver Award
- Established a Staff Experience Board to review and initiate proposals that affect staff at the University. This includes providing a pathway to support the implementation of EDI initiatives
- Continued to operate a Gender Pay Working Group to investigate the causes of the Gender Pay Gap

## **What will we do now?**

- Following the appointment of the Vice-President for Community and Inclusion we will review and renew plans to tackle pay gaps across the University and grow the Equality and Diversity function at the University.
- Complete recruitment to the roles that have been created within the newly formed Culture & Inclusion team.
- Increase the use of anonymous shortlisting by trialling the automatic opt-in of managers at the start of the recruitment process.
- Explore and promote opportunities to increase flexible hours and part time recruitment for positions at G7 and above.

