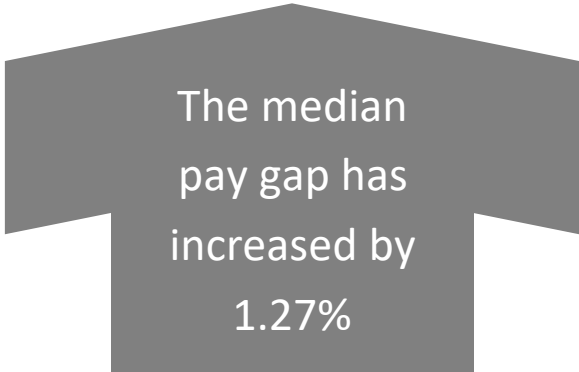


University of Bath

Gender Pay Gap 2024

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 2024:



Pay Gap

Mean	Median
15.63%	15.01%



Bonus Gap

Mean	Median
-10.48%	0.0%

Proportion of staff receiving bonuses

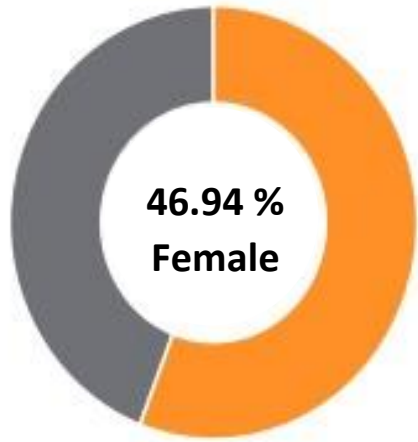
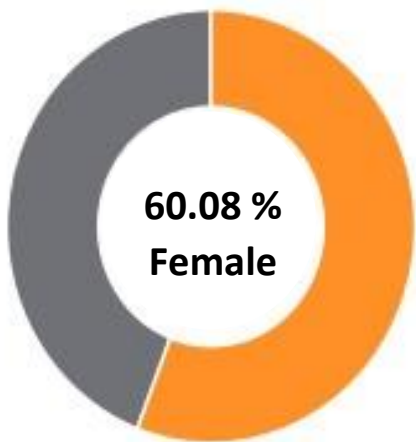
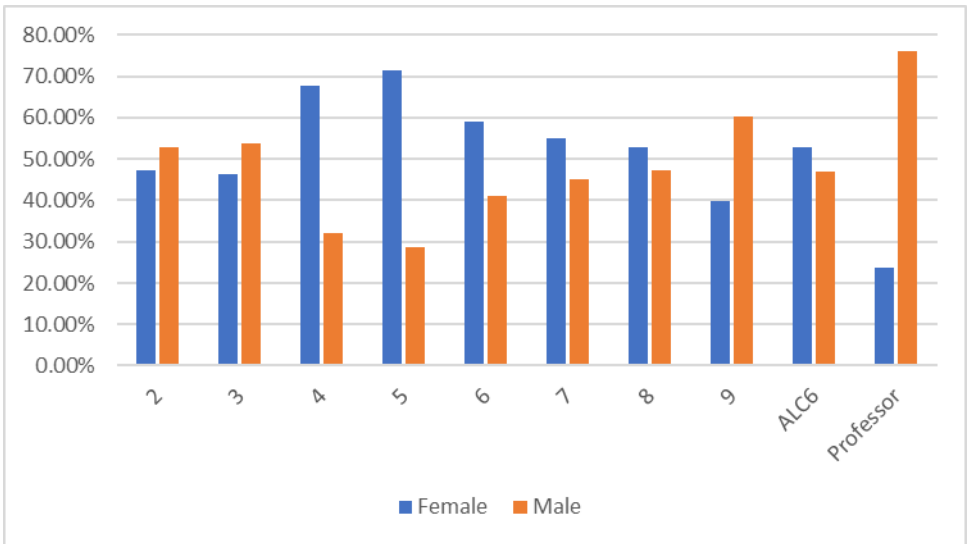


Distribution of Gender by Grade

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

Men currently occupy positions at the top of the pay scale in greater numbers than women, with much fewer in the middle grades. Women make up a greater proportion of grades 4 to 8 than men, but with less in the highest two grades.

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 are fewer 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.



Equality of Pay Reporting

Reporting pay gaps other than for Gender is not currently a statutory requirement. The University has committed as part of its Statement of Equality Objectives to report on ethnicity, sexual orientation and disability.

Reporting Item		2024	2023
A	mean disability pay gap	19.03%	14.23%
B	median disability pay gap	23.53%	16.46%
C	mean sexual orientation pay gap	11.27%	7.40%
D	median sexual orientation pay gap	9.03%	6.92%
E	mean Ethnicity pay gap	7.71%	5.00%
F	median Ethnicity pay gap	8.26%	1.46%

This will be used as a baseline to monitor our improvement over the coming years.



Reducing the Gap

What we've done since the 2023 report – highlights

What has gone well

- Improved the representation of females at senior levels in the MSA job family
- Improved the representation of male candidates appointed to MSA grades 2-5
- Continue to monitor the gender pay via our Professorial remuneration process
- Creating an environment that encourages allyship in the workplace

What could have gone better

- Building confidence in academic promotion by building and showcasing examples of non typical promotions
- Expanding the developed career framework for T&E for Faculty MSA roles
- Exploring the barriers to disclosing a disability and/or sexual orientation

Targeted areas for 2024/25

- Improving the diversity of our workforce remains a priority. Areas that continue to be underrepresented and driving elements of our gender pay gap will be a focus.
- To reduce potential unconscious bias, current salary information will not be visible on application forms
- Deans to work with Academic staff that have not requested an increase in 3 years to explore reasons and address via SDPR or Career Conversations
- Academic Career Progression criteria will be reviewed and implemented for the new Academic year 25/26. Inclusion is at the heart of the review.
- Review the impact and value of leadership programmes targeted at female progression
- Explore barriers to disclosure and develop ways of building confidence within the community to feel 'safe' to disclose disability and/or sexual orientation to increase disclosure rates for 'not known'/prefer not to say.'
- HR systems to capture caring responsibilities (Stonefish and Itrent)
- Exit data for future annual reviews linked to underrepresented groups

Gender Pay information will be shared with departments