

University of the West of England
Gender Pay Gap Reporting 2018/19

Introduction

In March 2018 UWE Bristol published its first gender pay gap report under the new legislation brought in by the government in 2015. This is UWE's second gender pay gap report using the new statutory methodology, based on a snapshot of data as of 31 March 2018, and provides the first opportunity to compare progress directly to previous data produced under the new legislation. Although UWE Bristol has published gender pay gap information for many years, earlier analysis was based on a different reference period.

Detailed staffing information, which supports this report, can be found in UWE Bristol's [staffing statistics](#).

The gender pay gap is the difference in average pay between women and men within the university. It is not the same as equal pay which deals with the difference between women and men who carry out the same, similar or equal jobs.

Within UWE Bristol, job evaluation is used across all roles using the HERA (Higher Education Role Analysis) method for grades A to J and the Hay method for senior roles. The use of these schemes serves to ensure that UWE Bristol provides equal pay for work of equal value and we are confident that UWE Bristol does not discriminate against men or women in relation to pay.

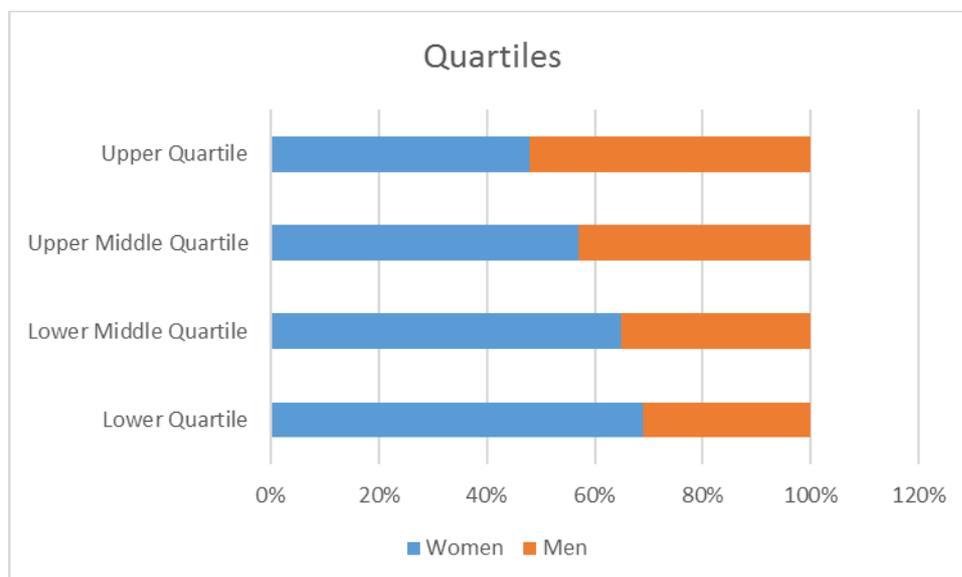
UWE Bristol already has a longstanding commitment to the principles of equality and in particular to ensuring equal pay between women and men. The university's single equality scheme, [Inclusivity 2020](#) sets out how we intend to ensure equality throughout all of our activities.

UWE Bristol's gender pay gap information

1. The difference in the mean pay of full-pay men and women, expressed as a percentage is 12.41% (13.5%, 2017)
2. The difference in the median pay of full-pay men and women, expressed as a percentage is 12.58% (11.07%, 2017)
3. The difference in the mean bonus pay of men and women, expressed as a percentage is 30.1% (44.3%, 2017)
4. The difference in the median bonus pay of men and women, expressed as a percentage is 50% (44.3%, 2017)
5. Proportion of males paid bonus = 2.06% (0.05%, 2017), Proportion of females paid bonus = 1.76% (0.03%, 2017)

The proportion of women and men in each pay quartile is set out below. The table includes the 2017 figures as comparison.

Quartile Band	Women		Men	
	2017	2018	2017	2018
Upper Quartile	48%	48%	52%	52%
Upper Middle Quartile	56%	57%	44%	43%
Lower Middle Quartile	64%	65%	36%	35%
Lower Quartile	67%	69%	33%	31%



These figures have been calculated in accordance with the requirements of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Explanatory notes

- “full-pay” means a staff member who was employed on 31 March 2018 who was not on a reduced rate of pay (because, for example they are receiving sick pay).
- Only the two most senior posts within the university (the Vice-Chancellor, President and Chief Executive Officer (VC) and the Deputy Vice-Chancellor and Provost (DVC)) are entitled to receive a bonus. UWE Bristol’s 2017 gender pay gap report referred only to the bonus outcomes of the VC, who is male and the DVC, who is female. However, UWE Bristol now operates an Exceptional Contribution Honorarium (ECH) Scheme to acknowledge exceptional staff performance. This is open to all staff under senior management grade. Now that the ECH scheme is in place, payments made between 1 April 2017 and 31 March 2018 to UWE staff who were still employed as of

31 March 2018, have been included in the bonus data. The reported change in UWE Bristol's bonus pay gap in 2018 can be explained by the inclusion of ECH payments.

Analysis

UWE Bristol's mean gender pay gap has reduced to 12.41%, showing a continued downward trend in our gender pay gap since 2003.

UWE Bristol's gender pay gap remains well below the national average for all employees of 17.9% (ONS, 2018).

There continues to be an almost equal distribution of women and men in the upper pay quartile and a higher representation of women than men in the upper middle pay quartile. However women also continue to predominate in the lower pay quartiles and the representation of women in lower grade roles has increased. This may account for the marginal increase in the median pay gap since the last report.

Within the lower pay quartiles there is a high proportion of lower graded roles with a prevalence of female staff; for example administration, cleaning and catering. The effects of horizontal occupational segregation may therefore help to explain the over-representation of women in the lower pay quartiles.

Addressing the gender pay gap

The figures indicate that UWE Bristol is in strong position with regards to the distribution of men and women in our higher grade roles and that the main contributing factor to our current gender pay gap is the number of women in lower grade positions.

UWE Bristol will be undertaking a full Equal Pay Review in 2019 to improve our understanding of this issue together with any pay issues across other equality groups.

To help us address the challenges regarding occupational segregation, the review will consider the effect of the gendered distribution of jobs within the lowest pay quartile, including the use of part time employment and flexible working practices.

UWE Bristol will also continue work to meet the objectives set out in the [Single Equality Scheme](#).

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