

# Gender Pay Gap Reporting 2017/2018

## Introduction

In 2015 the government brought in new legislation which requires large organisations in both the public and private sector to publish information relating to their gender pay gap.

The legislation requires UWE Bristol to publish its gender pay gap as at 31 March 2017.

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.

We are confident that UWE Bristol does not discriminate against women or men 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 has published details of its staff gender pay gap for many years, along with other equality information.

Detailed staffing information can be found in the [staffing statistics](#).

The new legislation requires us to calculate the university's gender pay gap using a slightly different method, for example, the reference date is now 31 March, rather than 31 December as used previously. We are also required to include more staff groups.

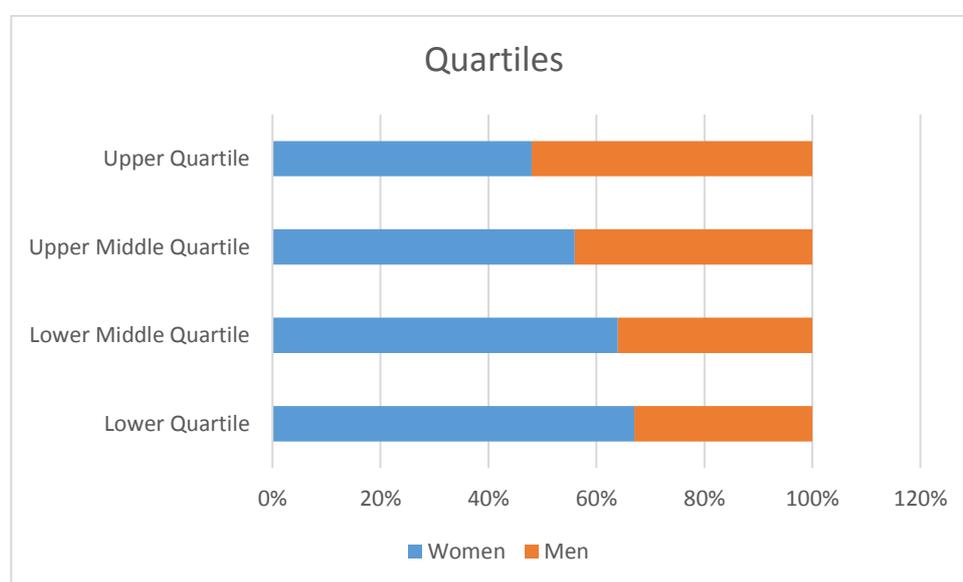
Because of these changes, it is not always possible to make a direct comparison with previous years.

## 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 13.15%
2. The difference in the median pay of full-pay men and women, expressed as a percentage is 11.07%
3. The difference in the mean bonus pay of men and women, expressed as a percentage is 44.3%
4. The difference in the median bonus pay of men and women, expressed as a percentage is 44.3%
5. Proportion of males paid bonus = 0.05%, Proportion of females paid bonus = 0.03%

6. The proportion of full pay for men and women in each of the four quartile bands is:

| <b>Quartile Band</b>  | <b>Women</b> | <b>Men</b> |
|-----------------------|--------------|------------|
| Upper Quartile        | 48%          | 52%        |
| Upper Middle Quartile | 56%          | 44%        |
| Lower Middle Quartile | 64%          | 36%        |
| Lower Quartile        | 67%          | 33%        |



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 2017 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 Deputy Vice-Chancellor and Provost (DVC)) are entitled to receive a bonus. As at 31 March 2017, the VC was male and DVC was female. The mechanism for determining the VC and DVC’s bonus is identical, they both have the opportunity to earn a bonus equal to the same percentage of basic pay. The difference in bonus paid can be explained by the salary relativity between the role of VC and DVC.

## **Analysis**

UWE Bristol carries out regular reviews of equal pay, across a number of protected characteristics, in conjunction with its recognised trade unions.

In relation to earlier reviews, there has been a downward trend in the university's gender pay gap from around 18% in 2003 to 10.9% in 2015.

Although this figure is lower than that reported above, this is likely to be due to the different methodology required by the new reporting mechanism.

Within UWE Bristol, job evaluation is used across all roles.

The HERA (Higher Education Role Analysis) method is used to assign roles to grades A to J and the Hay method is used for senior roles.

Both are 'analytical' schemes and serve to ensure that UWE Bristol provides equal pay for work of equal value.

UWE Bristol's gender pay gap is well below the national average for all employees of 18.1% (ONS, 2016).

It is important to note that the figures reported do not indicate that men and women within UWE Bristol are being paid differently for equal work.

However, the figures do indicate that there is a larger proportion of women in more junior grades with a more even distribution in higher grades.

## **Addressing the gender pay gap**

UWE Bristol's objectives in addressing the gender pay gap are set out in the [Single Equality Scheme](#).

Debbie England  
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