

University of Bath

Gender Pay Gap 2023

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 2023:



Pay Gap

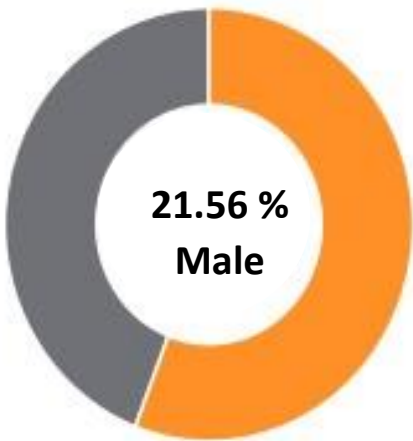
Mean	Median
16.76%	13.74%



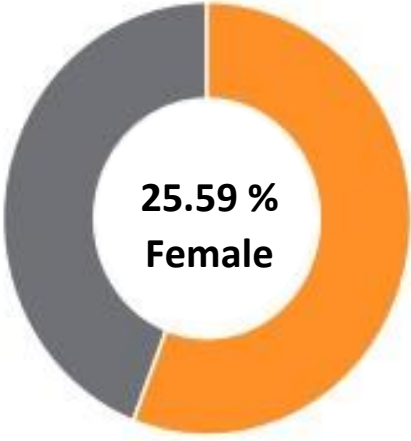
Bonus Gap

Mean	Median
0.23%	0.0%

Proportion of staff receiving bonuses



Vs.

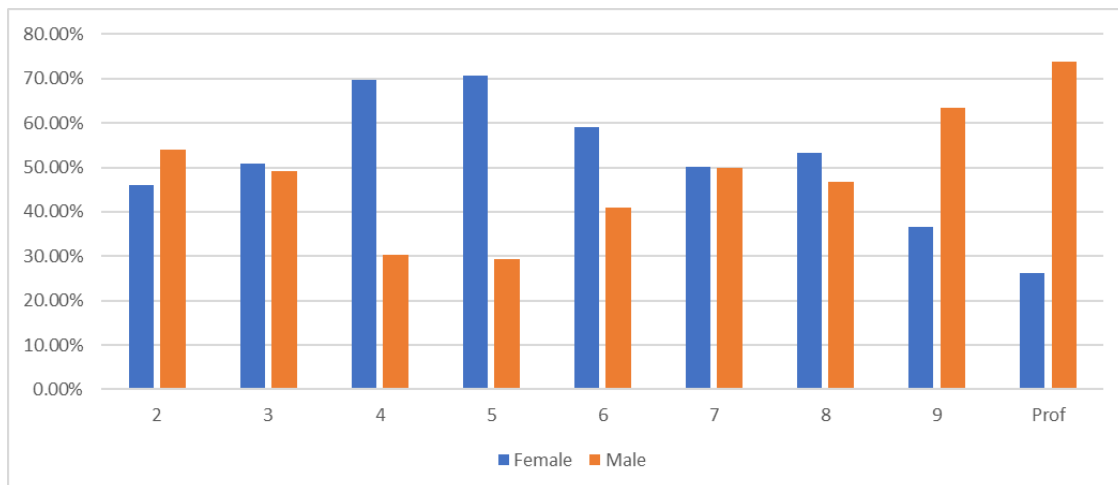


Distribution of Gender by Grade

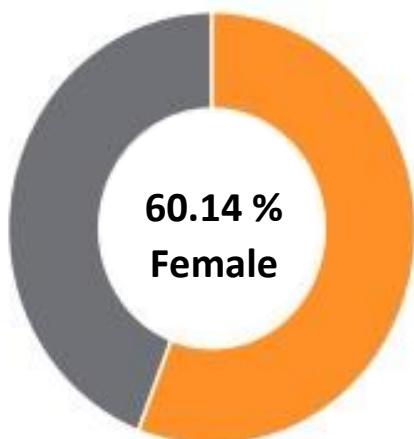
The distribution of gender at different grades helps explain the Gender Pay Gap at the University.

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.

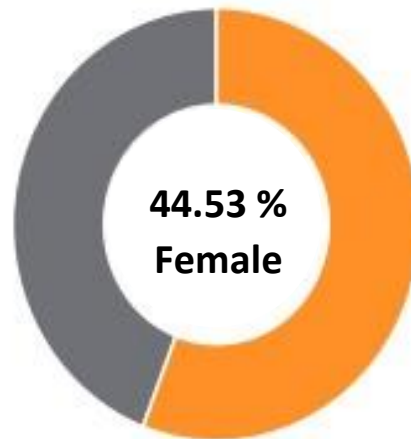
More individuals opt for part time work at the lower end of the pay structure, where there is a higher representation of women. Fewer individuals towards the top of the structure make use of these flexible working arrangements, where there is an underrepresentation of women. We know that more women than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



Grades 2-6



Grades 7—Prof.



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		2023
A	mean disability pay gap	14.23%
B	median disability pay gap	16.46%
C	mean sexual orientation pay gap	7.40%
D	median sexual orientation pay gap	6.92%
E	mean Ethnicity pay gap	5.00%
F	median Ethnicity pay gap	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 2022 report

Recruitment		
<i>Actions</i>	<i>Update</i>	
Recognising that recruitment creates the entry point for diversity the University requires all Chair/panel members to undertake mandatory training (refresher training is also provided) prior to engaging in recruitment activity to tackle biases and practices that could disadvantage women.	<p>All recruitment adverts need to be assessed via our augmented writing platform Textio to ensure gender neutral or linked to positive action campaigns.</p> <p>Dashboard is produced and reviewed quarterly by Talent Acquisition Manager and Head of Talent. Data shows we are increasing the diversity profile at all stages of the recruitment cycle. 100% of jobs are advertised on EDI friendly outlets: BME jobs, LGBT jobs and Disability jobs as well as Careers Transition Partnership.</p>	
All recruitment adverts highlight offering of flexible working arrangements and inclusivity statements especially targeted at Grade 7 and above MSA roles.	<p>100% of adverts contain the agreed University statement.</p> <p><i>We aim to be an inclusive university, where difference is celebrated, respected and encouraged. We have an excellent international reputation with staff from over 60 different nations and have made a positive commitment towards gender equality and intersectionality receiving a Silver Athena SWAN award. We truly believe that diversity of experience, perspectives, and backgrounds will lead to a better environment for our employees and students, so we encourage applications from all genders, backgrounds, and communities, particularly from under-represented groups, and value the positive impact that will have on our teams.</i></p>	
Interview panels must be visibly diverse, with various genders, ethnicities, ages, and disabilities represented, wherever possible. Adopted in professional services as well as Academic departments.	Wording updated on Jobs aka Stonefish under the shortlisting 'aim for a diverse and gender balanced panel.	

<p>Positive action campaigns are targeted at engaging males into professional services roles and females into E&R as well as Senior Academic roles. Similarly continue to target Senior Professional Services (Grade 8 and above) roles.</p>	<p>March 2022 to March 2023 Males engaged in professional services roles have increased by 7% (403 to 432) Females engaged in E&R roles have increased by 6% (568 to 602) Females engaged in Senior Academic roles have increased by 15% (60 to 69) Females engaged in senior professional services roles have increased by 11% (46 to 51)</p>	
<p>Engaging with external organisations such as Women Work Lab, Bath City College and Project Search to diversify our recruitment market in underrepresented areas.</p>	<p>Continued to engage with supporting one placement for Womens Work Lab, 4 candidates for Project Search, 4 placements T-Level placements from Bath City College and improved centralised work experience programme targeting disadvantaged students engaging with approx. 80 students.</p> <p>Following signing of the Armed Forces Covenant all roles are now advertised via Career Transition Partnership</p>	

<p>Progression and Promotion</p>		
<p>The University has been accredited Athena SWAN Silver and has a detailed action plan regards supporting and advancing careers.</p>	<p>Progress is monitored by USAT on a regularly basis.</p>	
<p>Agreement to set up a working group looking at career progression for Professional Services Staff (MSA).</p>	<p>Approach framed as part of more fundamental proposals to changing the way that we do reward, pay and grading, and any change will be subject to both negotiation with the trade unions and agreement with the University on the financial viability and risk profile of the proposition.</p> <p>Not taking a classic working group approach but setting up enabling projects under the above reward work. T&E job family is the first project taking lessons we learn there being brought across into other areas.</p> <p>September 2023 a project started to <i>create a set of profession-appropriate frameworks for technical staff and those in DDaT that will support the progression of professional services staff to move between grades because of their sustained personal contribution.</i></p>	

<p>Task and Finish Group: gender differences in promotable vs non promotable tasks created, with an aim to identify actions to recognise the value of “necessary but thankless tasks” and, where appropriate, make recommendations for change.</p>	<p>Priorities and actions presented to Staff Experience Advisory Board agreed to be considered as part of the Academic Talent Initiative.</p>																			
<p>Commitment to engage in initiatives to develop and explore leadership as part of careers, in particular supporting women into senior roles.</p>	<p>Active participation Aurora [16 delegates for 2023/4] and Elevate [7 delegates for 2023/4] as female only leadership development initiatives, at a combined cost of £26.4k [or c.28% of centrally held WD/C&I development funds combined]</p> <p>Other £70k dedicated to supporting the delivery of the People Management Curriculum, Strategic Leadership Programme [formerly ALP] and Managing with Impact Programme.</p> <p>Number for the last two years of delegates on SLP and MWI, split by gender, below:</p> <table border="1" data-bbox="958 660 1984 933"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">2023</th> <th colspan="2">2022</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Managing with Impact</td> <td>16</td> <td>2</td> <td>13</td> <td>4</td> </tr> <tr> <td>Strategic Leaders Programme</td> <td>11</td> <td>4</td> <td>7</td> <td>3</td> </tr> </tbody> </table>		2023		2022		Female	Male	Female	Male	Managing with Impact	16	2	13	4	Strategic Leaders Programme	11	4	7	3
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<p>Professorial Pay Structure</p>	
<p>The University has introduced a formal pay structure for Professoriate community. All Professorial are allocated to a specific spine point within the pay structure. Progression within and between pay bands is based on set criteria. This structure has been defined to improve inclusivity and equality with the use of more transparent criteria, structured pay scale and equality checks during</p>	<p>Been developed and deployed. Three cycles completed over two years as part of the migration and deployment plan. Annual cycles will follow hereon in.</p>

the process are all aimed at ensuring that the system offers fair outcomes to individuals.	
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Family Friendly provision	
<p>The University provide assurances that there is a committed to address and explore the concerns becoming a parent whilst working at the University. Reviewing maternity pay options, shared parental leave pay and implement a 'returner to work scheme' following absence due to becoming a parent on positive re-integrating into the workplace.</p>	<p>Pilot support scheme for Academics returning to work after parent leave launched in 22/23. 8 applications supported [£31,645.16. 94.66% of the awarded fund]. University has funded a further pilot for 23/24. 22 would be entitled to claim in this financial year estimated the fund of £50,000 will be spent. Consideration is being made to whether the scheme is extended to Professional Services.</p>
<p>Supporting On-Campus Childcare group has been set up and is drawn from parents of children who are cared for in the Nursery. There is a ToR and reps are voted for by parents. Focus on addressing concerns regards the Westward Nursey links to the University Parents' Network.</p>	<p>An external consultant has been engaged to review the nursery provision and these recommendations are being considered. A new external Nursery Manager joined in December 2023 and a Deputy post has been created. The team continue to review occupancy rates and pride themselves on accommodating as many children as is practical to do so. Occupancy rates are governed by OFSTED floor space restrictions which means we will be limited in terms of what we can offer due to our footprint. With the new Manager we are conducting initial exploratory work to see how we might diversify the provision to cover more children and a wider group of ages.</p>
<p>Developing our culture towards family friendly, working with the HR Service Delivery team to support Line Managers in adopting and applying flexible working policies and practices in a fair and equitable manner. Maximising the use of hybrid and flexible working opportunities.</p>	<p>There continues to be a steady rate of applications for flexible working arrangements. In the academic year 2022/23 we received and accepted 37, of which 11 were for a change in working pattern, 10 a reduction in hours, 5 for largely homeworking, 5 for compressed hours and 1 each for annualised hours, flexible retirement, Job sharing, and term time working.</p> <p>The Flexible Working and Leave Policy has been updated to take account of the implementation of the Carer's Leave Act 2023 on 04 December 2023, and the signing of the Armed Forces Covenant by the University in July 2023. A project has been launched to review the policy early in 2024 to make it more accessible for staff, with the first agreed action to separate the topics and create a standalone Flexible Working Policy.</p>

Operation of the Bath Hybrid model was reviewed during 2023, and this was found to now be embedded in the working lives of our MSA staff. Staff who responded value it highly and reported benefits for their personal lives and also for their productivity in engaging in work on a hybrid basis.

- **Returning Parents Support Fund (E&R only)** – 8 applications [£31,645.16. 94.66% of the awarded fund successful in being issued with funding to help restart their research.
- **Temporary Teaching Exemption (TTE) Scheme (E&R only)** – 115 requests accepted for 2023/24 with the vast majority focused on family friendly reasons which particularly support the retention and progression of female staff
- **The change to Organisational Shared Parental Leave Pay (ShPLP)** (all staff) – we have seen an increase in the number of staff taking ShPLP since this change in 2021.

Plans for 2023/24

1. Recruitment

- a. Improve the representation of females at senior levels in the MSA job family. Aiming for 70% of grades 7-9 being held by females by December 2025, as described in our Athena Swan Institutional Action plan. Requires increase from 61% (375 Female) and 39% (242 Males) in March 2021. As at March 2023 a 7.7% gap remains to be reduced (417 Female and 252 Males).
- b. The number of male candidates offered interviews and appointed to increase by 35% across MSA grades 2-5. Aiming to reach 25% males team members from March 2021 to December 2025. 83% Female and 17% Male as at March 2021 (72 Male and 358 Female).
- c. Utilising existing analytical tool to investigate talent pool in the marketplace for males working within MSA job family typical roles – reviewing job titles and descriptions to attract more male candidates.

2. **Pay Policy** to address gender pay gap amongst the Professoriate. Following the introduction of the professorial pay structure, assessing the effect of changes on the gender pay gap.

3. Career progression

- a. To build confidence in Academic staff. Develop case studies promotions, including non-typical or non-research promotion cases.
- b. Take the lessons learnt from the development of the T&E career framework and expanding to another area, ideally MSA (subject to both negotiations with the trade unions and agreement with the University on the financial viability and risk profile of the proposition).

4. Equality of pay – beyond gender.

- a. 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'.
- b. Creating an environment that encourages allyship in the workplace by developing a formalised programme.