

# GENDER PAY GAP REPORT

March 2019

## INTRODUCTION

The gender pay reporting legislation - Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 - aims to make organisations more accountable for closing the gender pay gap and requires employers with 250 or more employees to publish statutory calculations on an annual basis showing how large the pay gap is between their male and female employees at a 'snapshot date'. The 'snapshot' date is 31st March annually and the University publishes its data by the end of March in the following year.

### *The University's Commitment to the Gender Pay Gap*

Gender pay gap differs from equal pay. Equal pay deals with potential pay differentials between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows differences in the average pay between men and women. A gender pay gap does not necessarily mean that there is unlawful inequality in pay.

Here at the University of Bolton our existing pay and grading structure, implemented in 2009, is underpinned by an analytical Higher Education specific job evaluation scheme and forms the basis for evidence-based decisions on pay and reward. The pay of the University's most senior members of staff is managed by the Remuneration Committee in line with best practice. This ensures that we comply with the legal requirements of the Equality Act 2010. It is also worth noting that since 2014 the University has been a Living Wage accredited employer. The University also operates a Pay Committee to review bonus payments.

Gender pay gaps are the outcome of economic, cultural, societal and educational factors not just the outcomes of personal choice so it is a controversial and complex area. While some of the causes of the gap remain outside of the control of the University we wish to take action to close any gap. The idea is that in doing so will benefit the institution and the economy as a whole, and, ultimately, working women will reap the rewards of greater pay equality.

## OUR DATA

### *Our Gender Split*

Males accounted for 48% of the employees at the University and females 52%. The proportion of male and females employees retained unchanged from the previous year.

### *Our Gender Pay and Bonus Pay Gap*

This section outlines the difference in hourly rates of between male and female employees, the difference in any bonus payments made and the proportion of employees receiving a bonus.

The Median Average Gender Pay Gap was 6.9% (compared to 10.8% reported in 2018)

The Mean Average Gender Pay Gap was 14.1% (compared to 17.9% reported in 2018)

The Median Average Gender Bonus Gap was 0% (competed to 33.3% reported in 2018)

The Mean Average Gender Bonus Gap was 0.14% (competed to 12.4% reported in 2018)

3.5% of females and 4.8 of males received a bonus payment (compared to 3.8% and 4.8% respectively in 2018)

### *Our Pay Quartiles*

This section shows the distribution of men and women using their hourly rate of pay in four quartiles.

	<b>Males</b>	<b>Females</b>
Lower Quartile	37.9% (35.3 %)	62.1% (64.7%)
Lower Middle Quartile	47.7% (45.7 %)	52.3% (54.3 %)
Upper Middle Quartile	47.1% (50.9 %)	52.9% (49.1 %)
Upper Quartile	59.2% (60.5 %)	40.8% (39.5 %)

### *Summary*

The University of Bolton prides itself on being a diverse HEI with respect to its workforce. Our median pay gap is lower than the Office of National Statistics UK-wide median gender pay gap of 17.9% (as at April 2018) and is below the sector average. There has been a reduction in the reported Gender Pay Gap locally compared to the situation reported in 2018. This has primarily been as a result of the number of females appointed into managerial and/or senior roles. However, the evident local gender pay gap continues to be largely as a result of the following;

- Women are underrepresented within certain higher occupational role categories.
- Women are concentrated in some role categories in the lower grades.

The Equality, Diversity & Organisational Development Committee of the University continues to monitor developments.

## **OUR ACTION PLAN**

The University continues to progress proportionate measures to close the gender pay gap at the University. Measures include;

- complete the planned full equal pay audit/review to understand the issues in more detail;
- continuing to focus on breaking down horizontal occupational segregation and getting more women into senior roles;
- encourage a greater take-up of flexible working arrangements at all levels where possible;
- strengthen the existing mentoring arrangements and ensure women are encouraged to take up mentoring opportunities;
- ensure gender balance in management development programmes for University employees;
- strengthen and extend the commitment to the University's existing Talent & Succession Planning process and give greater consideration to gender issues;
- provide unconscious bias training to staff across the institution now that line managers have undertaken this training;
- take advantage of any joint work undertaken at a national level in the sector by UCEA and the recognised trade unions.