

GENDER PAY GAP REPORT

March 2018

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 first 'snapshot' date is 31st March 2017 (31st March each year). The deadline to report (the data as at each 'snapshot' date) is 30 March 2018 and annually thereafter (for public sector employers).

The University's Commitment to the Gender Pay Gap

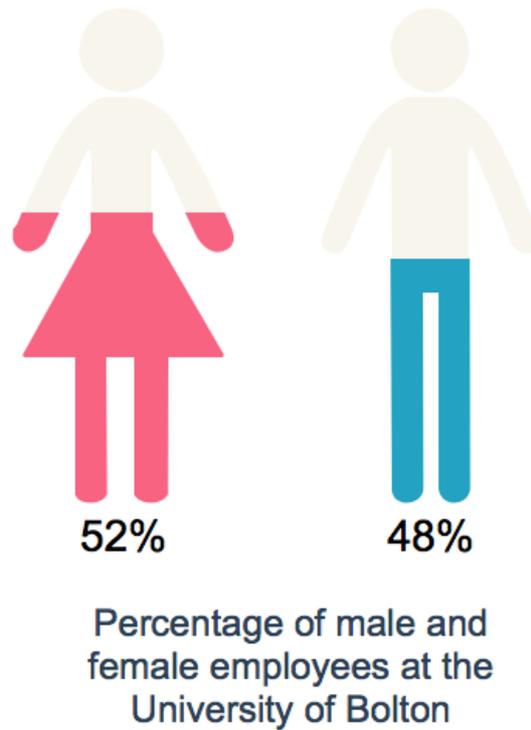
Gender pay gap differs from equal pay. Equal pay deals with potential pay differentials between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows differences in the average pay between men and women. A gender pay gap does not necessarily mean that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

Gender pay gap reporting is going to make organisations more accountable for closing the gender pay gap. 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.

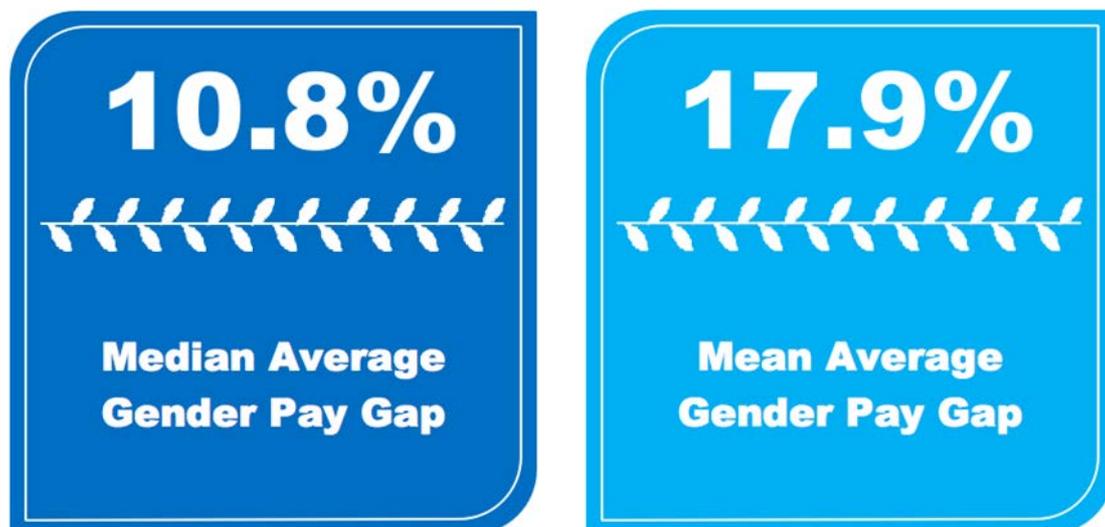
OUR DATA

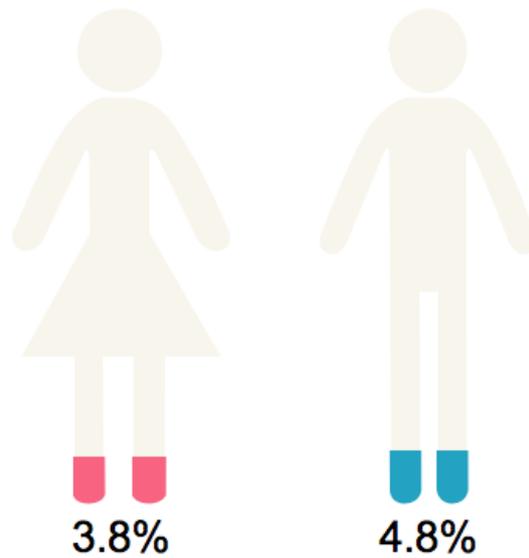
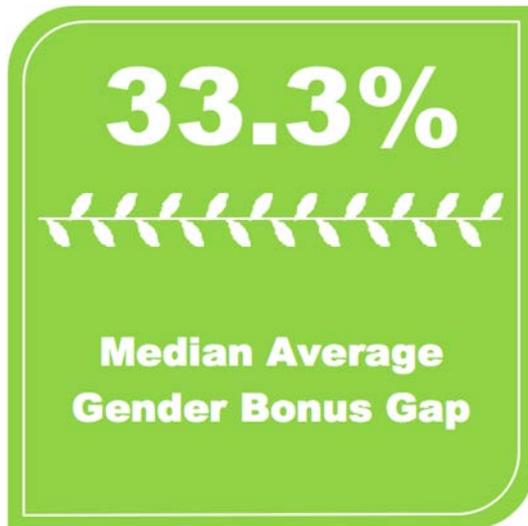
Our Gender Split



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.



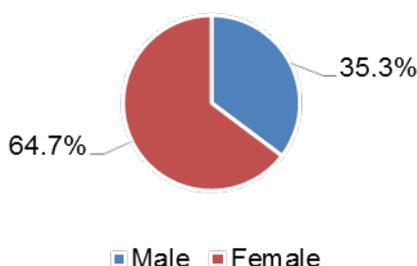


Proportion of males and females receiving a bonus payment at the University of Bolton

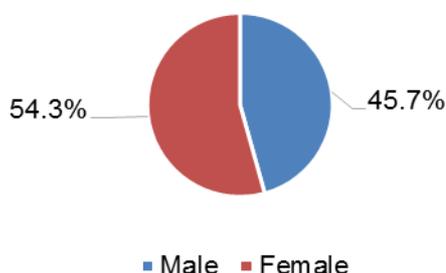
Our Pay Quartiles

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

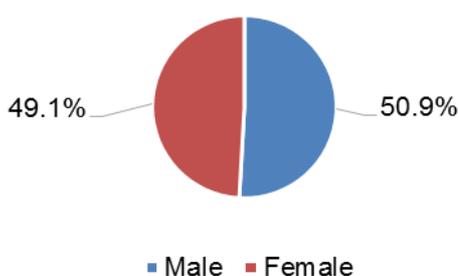
Lower Pay Quartile



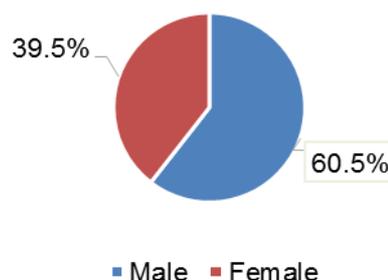
Lower Middle Pay Quartile



Upper Middle Pay Quartile



Upper Pay Quartile



Summary

The University of Bolton prides itself on being a diverse HEI with respect to its workforce. Although our median pay gap is lower than the Office of National Statistics UK-wide median gender pay gap of 18.4% (as at April 2017) the evident local gender pay gap is largely as a result of the following;

- Women are underrepresented within certain higher occupational role categories. For example as at the 'snapshot' date the University only employed one female Professor out of a Professoriate of 15. It would appear that there is evidence to suggest that women are not rising through the ranks and the University is not attracting suitably qualified women to some senior posts.
- Women are concentrated in some role categories in the lower grades. For example the vast majority of our Cleaners and colleagues in administrative posts are women.

These and other issues are being considered by the Equality, Diversity & Organisational Development Committee of the University.

OUR ACTION PLAN

The University is committed to putting in place proportionate measures to close the gender pay gap at the University. Over the next academic year the University will commence the following measures;

- undertake a full equal pay audit/review to understand the issues in more detail;
- 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 the newly developed management development focused apprenticeship programme 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 involved in the recruitment and selection process;
- take advantage of any joint work undertaken at a national level in the sector by UCEA and the recognised trade unions.