

UWE Bristol gender pay gap reporting 2019/20

This report is UWE Bristol’s third mandatory gender pay gap report and is based on a snapshot of data as at 31 March 2019. It reveals a continued downward trend in the gender pay gap in both the mean and median pay.

What is the gender pay gap?

The gender pay gap is a measure of the difference between the mean (average) or median (mid-point) hourly rate of pay for men and women.

The gender pay gap is not the same as equal pay which means there should be no difference in pay between women and men who carry out the same, similar or equal jobs.

At UWE Bristol we use job evaluation schemes across all levels of roles to ensure equal pay for work of equal value and are confident through the regular monitoring and reviewing of such schemes that we do not discriminate against men or women in relation to pay.

Addressing the gender pay gap

The data indicates that we are in a strong position and we will build on this and continue our work on improving gender equality across the University.

Inclusivity is a core value at UWE Bristol and we have a longstanding commitment in recognising the power of a truly diverse staff community. Our [Transforming Futures Equality, Diversity and Inclusivity Strategy](#) will provide more detail, setting out the actions we will drive forward as part of Strategy 2030.

Gender pay gap information 2019 compared with previous years

	2019	2018	2017
Mean gender pay gap	11.23%	12.41%	13.15%
Median gender pay gap	11.74%	12.58%	11.07%
Mean Bonus pay gap	17.2%	30.1%	44.3% *
Median Bonus pay gap	0.0%	50%	44.3% *
Proportion of males paid bonus	3.43%	2.06%	0.05% *
Proportion of females paid bonus	3.04%	1.76%	0.03% *

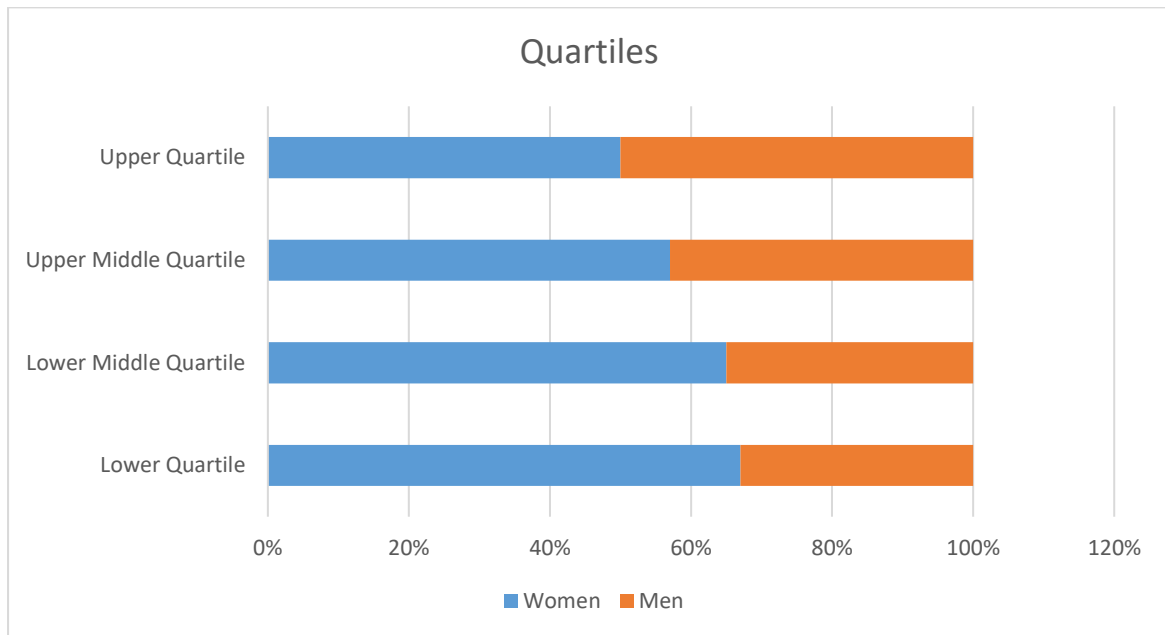
* when there were only VC/DVC bonuses

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. Since 2018 these figures reflect payments made through the Exceptional Contribution Honorarium (ECH) Scheme which recognises exceptional staff performance

and is open to all staff under senior management grade. For the purposes of statutory gender pay gap reporting, these payments are classed as a bonus.

Pay quartiles

The graph below shows the proportion of men and women by pay quartile 2019



The table below shows the proportion of women and men in each pay quartile for 2019 compared with previous years.

Quartile band	2019		2018		2017	
	Female	Male	Female	Male	Female	Male
Upper quartile	50%	50%	48%	52%	48%	52%
Upper middle quartile	57%	43%	57%	43%	56%	44%
Lower middle quartile	65%	35%	65%	35%	64%	36%
Lower quartile	67%	33%	69%	31%	67%	33%

Understanding the data

Our mean gender pay gap has fallen for two years consecutively, from 13.15% in March 2017 and 12.41% in March 2018, to 11.23% in 2019.

Our median gender pay has fallen from 12.58% in March 2018 to 11.74% in March 2019.

There is an equal distribution of women and men in the upper pay quartile and a slightly higher representation of women than men in the upper middle pay quartile.

Women continue to predominate in the lower pay quartiles although the representation of women in lower grade roles has slightly decreased.

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.

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.

UWE Bristol is currently undertaking a full Equal Pay Review to improve our understanding of this issue together with any pay issues across other equality groups and the findings and recommendations will be published when completed.

The report also highlights that the University's gender pay gap is well below the national average for employees of 17.3% (Source: Office for National Statistics, 2019). 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.

Bonus pay

The Exceptional Contribution Honorarium (ECH) Scheme recognises those who have made a positive difference and impact to the University and is open to all staff. Awards are based on three flat rates of £500, £1000 and £1500. The bonus scheme for the Vice-Chancellor and Deputy Vice-Chancellor is linked to salary.

There was no gender pay gap in median earnings and the mean bonus pay gap has reduced to 17.2% from 30.1% in 2018. The median pay gap indicates the typical situation and is not distorted by very large or small bonus payments.

Delivery of actions on improving the gender pay gap

Recruitment Decoding job descriptions and job adverts to remove gender bias and improve language that does not discriminate and can encourage applications from women. Our data at application to shortlisting and shortlisting to appointment is reviewed to identify areas of improvement or to share good practice across UWE.

Family Friendly Policies Our policies are designed to allow our staff to develop a positive work life balance and help where ever we can. Policies that support staff with caring responsibilities, provide child care vouchers, promoting flexible working opportunities, paternity and maternity leave are a few of our policies designed to make continual employment easy for women.

Women Researchers Mentoring Scheme (WRMS) This scheme provides support to female staff to develop and strengthen their research portfolio. Making them more able to compete for senior research roles alongside their male counterparts and address the imbalance of male and female staff in senior roles. In the longer term, this scheme helps to achieve the strategic aim of increasing the number of women in senior research roles across UWE.

Equality and Diversity Champions In Facilities and Estates where we have the greatest level of occupational segregation, the E&D champion role creates an informal support mechanism to support E&D work. The role is shaped by what staff feel is useful for their team, department or faculty. E&D champions act as a 'critical friend' of UWE Bristol's equality and diversity work and advocate for positive changes to address equality and diversity issues.

Furthermore, we are committing to

Women in Business Charter This charter is a city-wide initiative, recognising and supporting the work of Bristol businesses to create workplaces that are gender equal. The charter underpins values to improve recruitment, retention, a commitment to close the gender pay gap and promoting gender equality and inclusion in senior roles and boards.

Athena SWAN The charter is based on ten key principles that commit to advancing gender equality in academia, in particular, addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles and tackling the gender pay gap. UWE currently has an institutional bronze award and is working towards gaining a silver award. The charter work is driven by action plans to continually address gender inequality through development of new initiatives across UWE.

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UWE Bristol
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