

UWE Bristol gender pay gap reporting 2020/21

This report is UWE Bristol’s mandatory gender pay gap report for 2020/2021. It is based on a snapshot of data as at 31 March 2020. This year sees a continuation of the overall narrowing of the median gender pay gap with a small increase in the mean gender pay gap.

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. We are confident that, across the university, there is 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](#) provides more detail, setting out the actions we will drive forward as part of Strategy 2030.

Gender pay gap information 2019 compared with previous years

	2020	2019	2018	2017
Mean gender pay gap	12.02%	11.23%	12.41%	13.15%
Median gender pay gap	11.09%	11.74%	12.58%	11.07%
Mean Bonus pay gap	49.0%	17.2%	30.1%	44.3% *
Median Bonus pay gap	0.0%	0.0%	50%	44.3% *
Proportion of males paid bonus	1.95%	3.43%	2.06%	0.05% *
Proportion of females paid bonus	1.63%	3.04%	1.76%	0.03% *

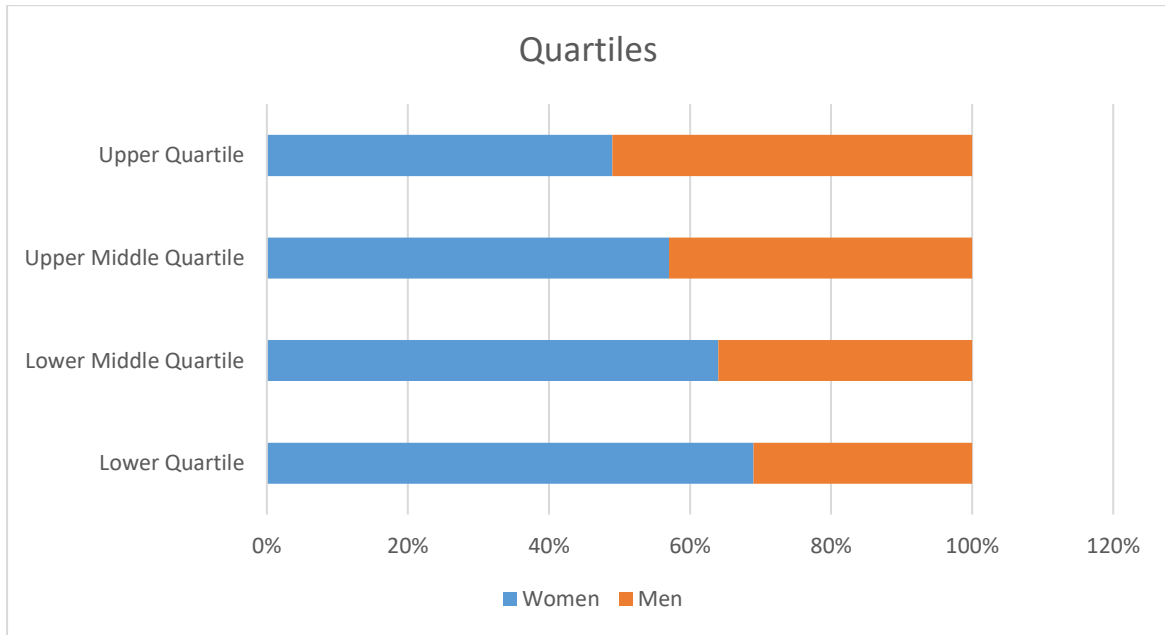
* when there were only VC/DVC bonuses

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. Given the small numbers who received ‘bonus’ payments, within the statutory definition, we suggest that these figures should be treated with caution.

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 2020 compared with previous years.

Quartile band	2020		2019		2018		2017	
	Female	Male	Female	Male	Female	Male	Female	Male
Upper quartile	49%	51%	50%	50%	48%	52%	48%	52%
Upper middle quartile	57%	43%	57%	43%	57%	43%	56%	44%
Lower middle quartile	64%	36%	65%	35%	65%	35%	64%	36%
Lower quartile	69%	31%	67%	33%	69%	31%	67%	33%

Understanding the data

Since the statutory reporting of gender pay gap data began in 2017, UWE Bristol has seen the gradual closure of its gender pay gap. Our mean gender pay gap fell for two years consecutively in 2018 and 2019 with a slight increase in 2020. The median pay gap has fallen for the last two years.

There continues to be 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 and it is with this group that we need to focus attention. During 2020, UWE Bristol became a Foundation Living Wage employer, meaning that no member of staff will be paid less than the Foundation Living Wage rate (currently £9.50 per hour). In addition, the 2021 New JNCHES pay award included higher uplifts for the lowest paid employees. This focus on increasing pay for those on the lowest pay spines should help to regress the gender pay balance within the lower quartile group.

UWE Bristol recently completed a review of equal pay which, alongside our 2030 Strategy, will help inform work to further reduce the gender pay gap.

The report also highlights that the University's gender pay gap is well below the national average for employees of 15.5% (Source: Office for National Statistics, 2020). 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 colleagues 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.

Delivery of actions on improving the gender pay gap

Recruitment Decoding job descriptions and job adverts to remove gender bias and using 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 childcare vouchers, promote flexible working opportunities, paternity and maternity leave are a few of our policies designed to make continual employment easier 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 addressing 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.

EDI Champions In the Estates and Facilities department, where we have the greatest level of occupational segregation, the EDI champion role creates an informal support mechanism to support EDI work. The role is shaped by what staff feel is useful for their team, department or faculty. EDI 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. Building on the good practice in Estates and Facilities we now have close to 100 EDI champion role across all professional services departments in the university and are working towards recruiting 200 champions more widely across the university.

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. As a Charter member we work with other local employers sharing common challenges and good practices.

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.

Alison McIver

Director of HR&OD

4 October 2021