

UWE Bristol gender pay gap reporting 2021/22

This report is UWE Bristol’s mandatory gender pay gap report for 2021/2022. It is based on a snapshot of data as at 31 March 2021. This year has seen a slight widening in both the mean and median gender pay gaps.

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.

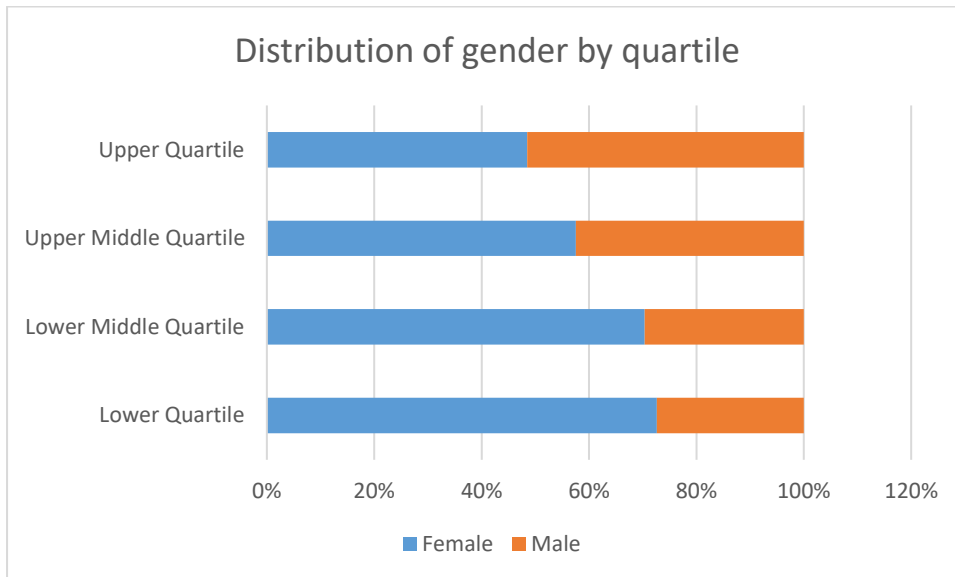
Gender pay gap information 2021 compared with previous years

	2021	2020	2019	2018	2017
Mean gender pay gap	12.80%	12.02%	11.23%	12.41%	13.15%
Median gender pay gap	13.65%	11.09%	11.74%	12.58%	11.07%
Mean Bonus pay gap	11.7%	49.0%	17.2%	30.1%	44.3%
Median Bonus pay gap	6.7%	0.0%	0.0%	50%	44.3%
Proportion of males paid bonus	4.98%	1.95%	3.43%	2.06%	0.05%
Proportion of females paid bonus	1.72%	1.63%	3.04%	1.76%	0.03%

Given the small numbers who received ‘bonus’ payments within the statutory definition (which includes honorarium payments), 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 2021



The table below shows the proportion of women and men in each pay quartile for 2021 compared with previous years.

Quartile band	2021		2020		2019		2018		2017	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Upper quartile	48%	52%	49%	51%	50%	50%	48%	52%	48%	52%
Upper middle quartile	58%	42%	57%	43%	57%	43%	57%	43%	56%	44%
Lower middle quartile	70%	30%	64%	36%	65%	35%	65%	35%	64%	36%
Lower quartile	73%	27%	69%	31%	67%	33%	69%	31%	67%	33%

Understanding the data

The mean gender pay gap for UWE Bristol fell for two years consecutively in 2018 and 2019 with a slight increase in 2020 and 2021. The median pay gap has fallen for the two years prior to 2021 where it then saw a small increase.

Distribution of gender across the organisation

UWE Bristol operate a job evaluation scheme meaning we can be confident that we have equal pay for equal work. It is therefore the distribution of gender across grades which contributes to the gaps in mean and median pay. The distribution of gender by quartiles graph demonstrates this by showing that we have a significantly higher proportion of women in the lower pay quartiles and a slightly higher proportion of men in the upper pay quartile. These proportional differences have seen increases in 2021 in comparison to previous reporting years and more women in senior grades left the organisation in the reporting year compared with men in senior grades.

Women continue to predominate in the lower pay quartiles, and this is further underpinned by the findings that women are disproportionately affected by low paid work and the cost-of-living crisis, being more likely to be in low paid jobs. [Source: [The Living Wage Foundation, 2022](#)]. We therefore need to focus our attention in this area. 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 £9.90 per hour). In addition, the 2021 New JNCHES pay award included higher uplifts for the lowest paid employees. We will continue to follow these rates of pay to ensure our lowest paid employees are paid a real living wage.

The report also highlights that the University's gender pay gap is well below the national average for employees of 15.4% (Source: [Office for National Statistics, 2021](#)). It is important to reiterate that the figures reported do not indicate that men and women within UWE Bristol are being paid differently for equal work.

Covid-19

Further investigation is required to fully understand the impact of the Covid-19 pandemic on our gender pay gap results.

The ONS explains that there are complexities in interpreting earnings data due to the impact of Covid-19 and therefore recommend looking at the longer-term trend, rather than comparing data on a year-by-year basis. (Source: [Office for National Statistics, 2021](#)). We should therefore be cautious when comparing our 2021 statistics solely with the 2020 figures.

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. We advertise all jobs as job shares by default unless a business case can be provided to explain why this is not appropriate in exceptional cases.

Family Friendly Policies Our policies are designed to allow our staff to develop a positive work life balance and help wherever 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 An EDI champion role was introduced in 2021 to create an informal support mechanism to support EDI work and 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. We continue to expand our EDI champions network and now have close to 100 EDI champions across all professional services departments in the University and are working towards recruiting 200 champions more widely.

Creating an inclusive culture UWE Bristol offers places on a number of leadership programmes such as Aurora, Elevate and Stepping Up, aimed at increasing opportunities for women in the Southwest.

- The Aurora programme is a leadership development course run by Advance HE specifically for women in higher education and activities include contributions from keynote speakers, workshops plus opportunities to network with staff from other HE institutions.
- Elevate is a cross-institutional programme run by an external provider and specifically for staff in higher education, who identify as female and are from Black, Asian and minority ethnic communities. It offers an opportunity for Professional Services and Academic staff to meet, share, support and learn together from across five universities in the Southwest.
- Stepping Up Diversity Leadership programme is an external initiative developed for Black, Asian, Minority ethnic, Disabled and Women in the Southwest. It has won awards for excellence in diversity and mentoring and sets an exemplar of a regional talent pipeline and aims to unlock potential and talent.

UWE Bristol also celebrate Women's History Month, championing gender equality through the development of a programme of events including talks and workshops that are open to staff, students, and the public.

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

8 March 2022