

Equal Pay Review 2014

During the winter of 2014/15 the University conducted its third Equal Pay Review. The Working Group consisted of representatives of the recognised Trade Unions, UNISON and UCU, a member of the Equality and Diversity Steering Group, Human Resources and Planning Support.

This Equal Pay Review showed that there has been a reduction in the percentage of males being paid more than females across the University and the overall pay gap has decreased from 16.08% to 15.68% which compares favourably against the HEI ASHE benchmark data of 19.4%. The reason why overall men are paid more than females is the current gender distribution of the University, which is predominately males within senior roles and has more females in lower graded roles.

These issues are broader equality issues around gender representation culturally, and the University will continue to consider initiatives to increase gender representation across all levels as published in the University Equality Objectives.

The University has made steps to reduce the pay gap by doing the following:

- Conducting the annual equality and diversity report to see any areas of inequality in senior roles between males and females. And as a result of this report, to continue to consult with staff to consider initiatives to increase gender representation across all senior grades as published in our Equality Objectives.
- Producing the annual HR metrics report to see if there are any discrepancies between males and females being promoted or moving internally within the University. To also look at the number of male and female new starters and leavers within each grade.
- To continue to benchmark BSU's pay gaps against the Annual Survey of Hours and Earnings in Higher Education.
- Introducing the Developing Leaders Program.
- Positive action statement for recruiting Professors and senior managers which particularly encouraged applications from female staff.

The University continues to be committed to equality of opportunity for all staff. Part of this commitment is equality in the application of its pay and grading structure to ensure equal pay for work of equal value and BSU will undertake a further Equal Pay Review in 2016.