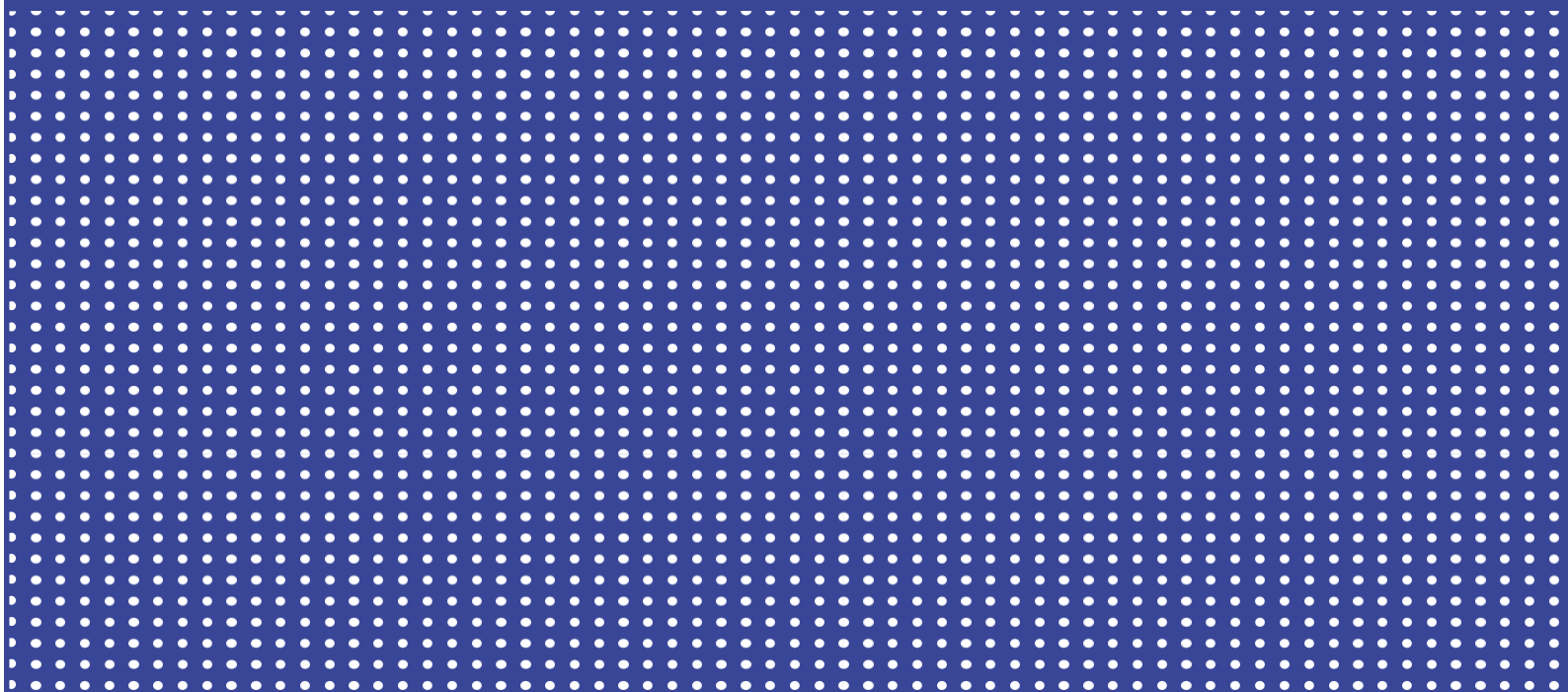




Gender Pay Gap Report

MARCH 2024



Foreword

About Arts University Bournemouth

Arts University Bournemouth is committed to being the leading professional Arts University dedicated to creative education and career success. We value our diverse community and want to support everyone, students and staff, to thrive and fulfil their potential. Through our equity, diversity and inclusion commitment we aim to actively challenge inequalities and promote equity and equality of opportunity for all in our community.

The University has committed to provide a working and learning environment founded on dignity, respect and equity, where discrimination of any kind is treated with the utmost seriousness. Our values are to embrace innovation, collaboration and connectedness.

We are confident that our policies, and our values, make the University a desirable and fair place to work for all individuals, regardless of their characteristics and lived experiences that may define their identity.

Gender Pay Gap

The gender pay gap refers to the differences in the average pay of men and women. It does not take account of the different roles to which each may be assigned but reports on the difference in average pay for all staff employed by an organisation. We are required to provide the mean and median pay gap figures as well as the percentage of males and females in each of the four pay quartiles. This information is detailed below, along with the methodology as to how the figures were calculated (at the end of the report).

Equal Pay

Equal pay legislation requires that men and women who carry out the same or similar jobs, or work of equal value, are paid the same. All posts at AUB are evaluated using a national evaluation model, to ensure that work of equal value falls into the same pay grade.

All new staff into the University join at the bottom of their pay scale to ensure work of equal value is fairly rewarded regardless of gender.

Arts University Bournemouth's

2024 Gender Pay Gap Data

MEAN PAY GAP %, ESTABLISHED STAFF

ACADEMIC

4.09

PROFESSIONAL
SERVICES

13.48

MEDIAN PAY Gap %, ESTABLISHED STAFF

ACADEMIC

5.71

PROFESSIONAL
SERVICES

8.18

MEAN PAY GAP %, ESTABLISHED STAFF
+ VISITING TUTORS
AND CASUALS

16.72

MEDIAN PAY GAP %, ESTABLISHED STAFF +
VISITING TUTORS AND
CASUALS

25.98

Gender Bonus Gap %*

0

*No staff at the Arts University Bournemouth is entitled to a bonus, and all pay is consolidated. Thus, there are no data to return for the Gender Bonus Gap.

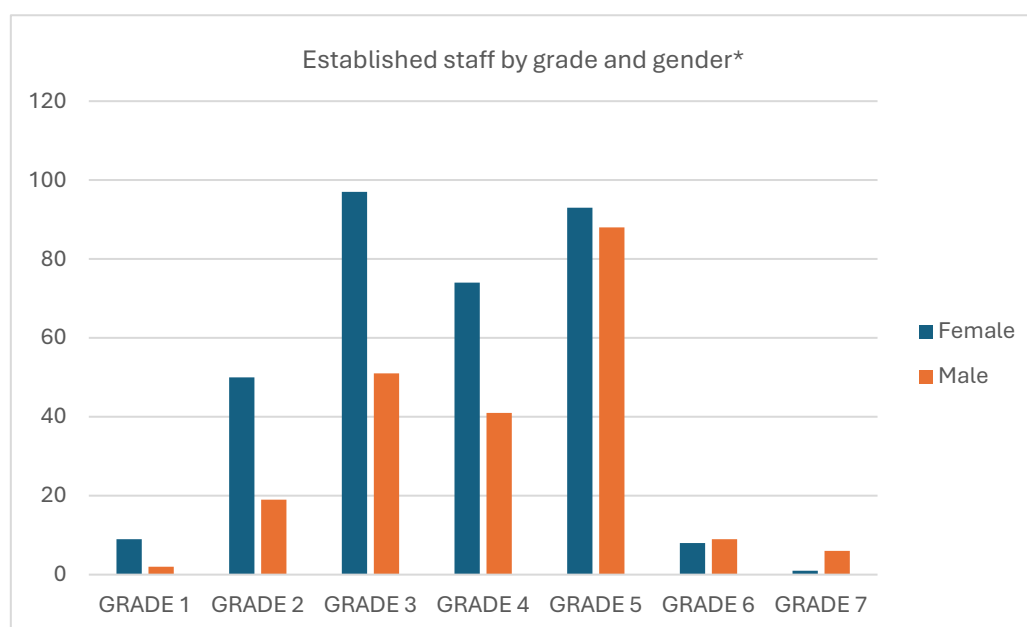
DISTRIBUTION OF STAFF

PAY QUARTILE	MALE %	FEMALE %
Upper Quartile	44.09	55.91
Upper Middle Quartile	41.36	58.61
Lower Middle Quartile	33.64	66.36
Lower Quartile	18.64	81.36

WORKFORCE PROFILE*

Employment Category	MALE	FEMALE
Established	192 (210 roles)	291 (308 roles)
Visiting Tutors	120 (129 roles)	183 (216 roles)
Casual	21	35
Student Ambassadors*	43 (52 roles)	187 (215 roles)

*Many Student Ambassadors and Visiting Tutors hold more than one Student Ambassador or Visiting Tutor role; in addition, 3% of Established staff hold more than one Established post, and a further 4% of Established staff also hold one or more Visiting Tutor position. The first figure is actual headcount, in brackets the number of roles included in the gender pay gap reporting data.



*Excluding senior leadership which is 50/50 male and female. Grade 1 is entry level and grade 7 most senior.

Key findings

- The percentage number of females has increased slightly against last year in the Upper and Upper Middle Quartiles. The University leadership team continues to comprise of 50% males and 50% females which demonstrates the University's commitment to ensuring equality of opportunity for females at senior levels.
- Whilst the mean and median pay gap has slightly increased on last year's figures, we have seen a contrasting reduction in the pay gap for Academic established staff. AUB's Recruitment Report 2022-23 revealed an increase in the number of new female staff appointed into academic roles which may have contributed towards the

reduction in the gender pay gap within the Academic workforce.

- The small increase in the mean and median pay gaps for Professional Services coincides with a slight fall in the number of females recruited into Professional Services workforce during this period. The upcoming Recruitment Report 2023-24 will provide further insight to identify if such trends continue during this gender pay gap reporting period.
- The high proportion of females employed in the Lower Quartile is largely attributable to the volume of new Student Ambassador roles created by the University during the same period, the majority of which are fulfilled by female students. Approximately 80% of student ambassadors are female and 20% male, a slight increase in male representation compared to last year. It is important, however, to recognise that 71% of AUB's student population are female. Employment as a student ambassador is valuable and can build confidence and provide practical work experience which, when combined with the excellent employability education at AUB, ensures individuals are well-prepared when they enter the workforce. The University would not wish to set artificial targets to change the gender balance of its student ambassadors, which is currently consistent with the AUB student population.
- In addition, it must be acknowledged that many student ambassadors hold multiple student ambassador roles; as the gender pay gap report examines jobs by role and associated average pay rather than individuals, this may not necessarily provide an accurate portrayal of the constitution of the casual workforce as this leads to some females being double counted in the reporting data.
- Furthermore, a small number of established staff are employed in multiple roles which again can lead to misleading gender pay gap reporting; particularly where females may be working in two part-time roles of the same grade and same pay scale and are potentially double counted.
- During this reporting period, 20% of the male established workforce are employed in part-time roles in contrast to 35% of females. This is an increase of 1.5% on last year for established males. As this is the second year the University has seen an increase in the percentage of males working part-time, the University will analyse results from the agile working survey and staff engagement survey to determine if this may be attributable to the ongoing implementation of agile and flexible working policies.
- It is important to highlight that within the University, most part-time established roles are within the Upper Middle Quartile and the Lower Middle Quartile. The largest proportion of part-time employees are at grades 4 and 5 within the grading structure rather than at junior administrative grades.
- It is likely that the predominance of males at Grades 6 and 7, along with the predominance of females at grades 1-4 influence the overall pay gap. Aside from the Leadership Team, the highest graded roles are male dominated and lowest grades female dominated.
- Pay differentials within the University are usually attributable to either job grade or to length of service. Those with longer service are more likely to be working towards the top of their pay scale compared to a relatively new employee who has joined at the bottom of their pay scale. More investigation needs to be conducted in future to determine in which ways, if any, this influences the gender pay gap in any given year.

Addressing our gender pay gap

Arts University Bournemouth remains committed to ensuring that all staff are paid fairly for the work they do, and that no categories of staff are disadvantaged in seeking employment at any level. We are taking the following steps in support of this commitment:

- The University uses nationally agreed pay scales and negotiates incremental pay increases at a national level to reduce opportunities for bias. All new staff into the University join at the bottom of the pay scale for their role and their pay increases annually with length of service.
- The University has an Equality, Diversity and Inclusion Committee, chaired by the Director of People, Inclusion and Organisational Development, which will be involved with the development and oversight of actions.
- We continue to build on diversity and inclusion awareness with our “Diversity in the Workplace” and “Unconscious Bias” training being mandatory for all established staff; refresher training takes place every 3 years. This training is complemented by a suite of diversity and inclusion e-learning opportunities including a micro-learning module and on-demand webinar on Gender Equality.
- The EDI team are taking forward additional opportunities for diversity and inclusion awareness and work closely with the Staff Collaboration Group and LGBTQ+ Staff Network to discuss innovative opportunities for progress in EDI issues.
- We will continue to take positive action where appropriate to address gender imbalances within course teams and departments; and interview panels are, wherever possible, gender balanced.
- The University has strong family-friendly policies, including opportunities for agile and flexible working and shared parental leave. We will continue to promote these to all staff and discussions around working flexibly are encouraged at point of recruitment.
- The University has reviewed and updated the language in its recruitment advertisements to attract diverse candidates to apply for roles; and plans to review the language used within its job descriptions and person specifications to attract females to apply for senior roles, particularly senior academic vacancies where female leaders are currently underrepresented.
- The University is a committed member of Inclusive Employers, and all vacancies are advertised on diversity job board diversifying.io which is demonstrative of our ongoing commitment towards equity and equality of opportunity for all in our community.
- The University has conducted both an Agile Working Survey and Engagement Survey for staff, the results of which will help inform its understanding of the effectiveness of agile working practices in reducing the gender pay gap in future years.

Methodology

Gender Pay Gap

The calculation of both the mean and the median includes all groups of staff including established staff (full-time and part-time), Visiting Tutors (VTs) and Casual staff, which includes Student Ambassadors. For Casuals and VTs, we have included figures over the last 12 weeks and calculated an average amount of their hourly pay and average hours worked. Mean = average; Median = the mid-point in a ranking once hourly rates are sorted from lowest to highest.

Distribution of Male and Female Staff by Pay Quartile

To determine pay quartiles, the mean hourly rate of all staff members is calculated; and this is then divided into four equal segments: the highest earning quarter through to the lowest earning. The proportion of men and women in each 'quartile' is then determined.

Workforce Profile

Established staff are those who are contracted to work as AUB employees with either part time or full time contracts. Visiting Tutors are provided with a range of contractual benefits associated with being an AUB employee and have mutually agreed irregular working hours. Casual staff are employed as AUB workers with a mutually agreed position of no guaranteed working hours.