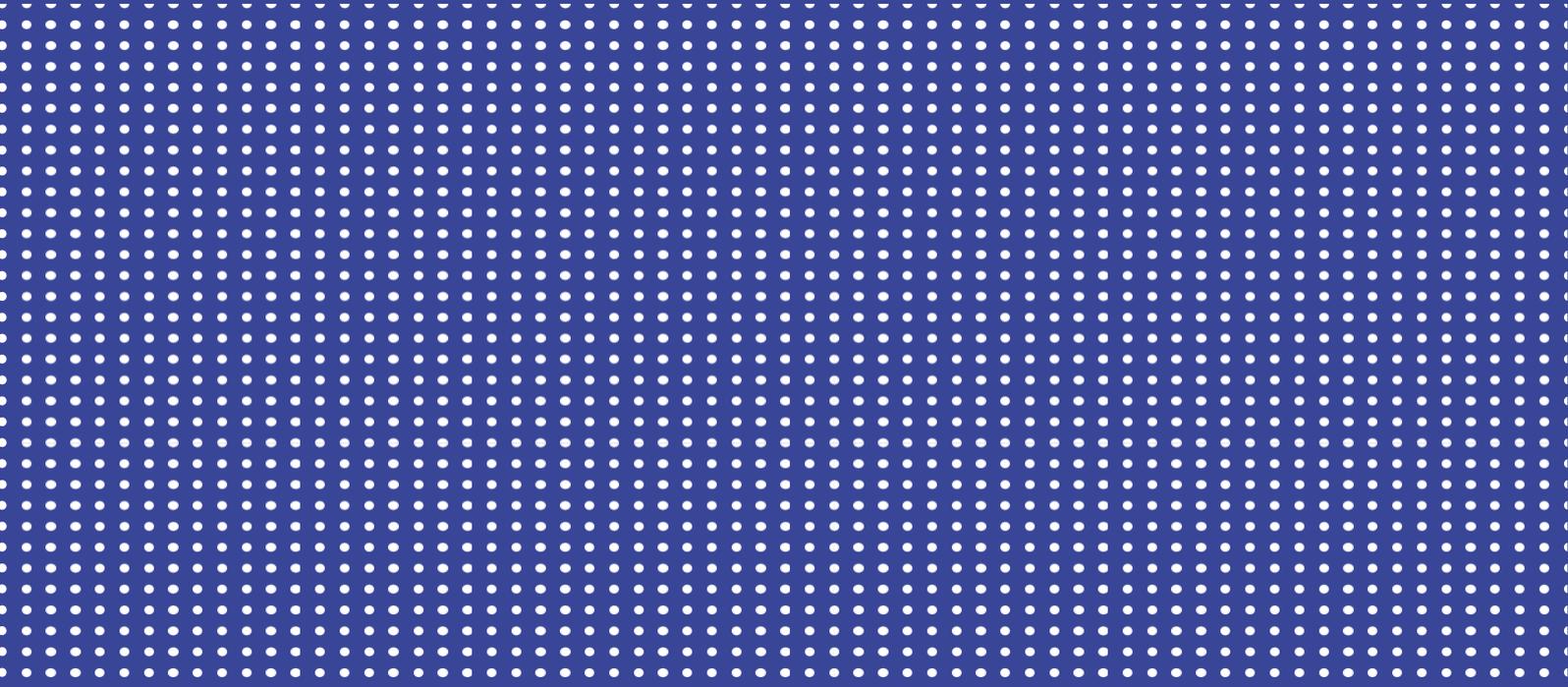




# GENDER PAY GAP REPORT MARCH 2020



# 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 believe in being an inclusive and diverse organisation where students and staff can fulfil their potential. AUB is committed to maintaining a positive and inclusive working environment based on the equal treatment of all staff regardless of the characteristics which may define their identity. These include the legally protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

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 gender.

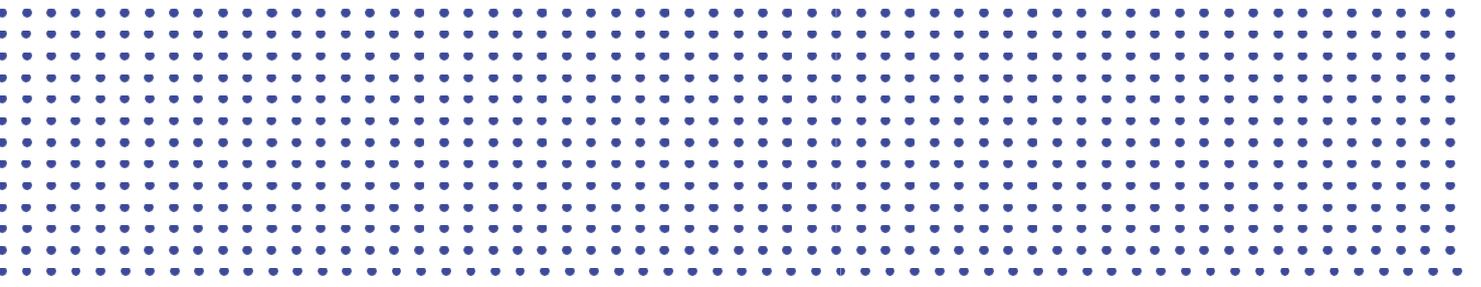
## **GENDER PAY GAP**

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 gender 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 job evaluation model, to ensure that work of equal value falls into the same pay grade.





# ARTS UNIVERSITY BOURNEMOUTH'S 2020 GENDER PAY GAP DATA

MEAN PAY GAP % **16.02**

MEDIAN PAY GAP % **22.68**

## MEAN GAP ESTABLISHED STAFF %

ACADEMIC **7.46**

PROFESSIONAL SERVICES **16.84**

## MEDIAN GAP ESTABLISHED STAFF %

ACADEMIC **11.13**

PROFESSIONAL SERVICES **2.93**

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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	45.79	54.21
Upper Middle Quartile	50	50
Lower Middle Quartile	41.05	58.95
Lower Quartile	23.28	76.72

## KEY FINDINGS

- The percentage number of females remains constant in the upper pay quartile, as compared to last year's position, and the position has remained the same as reported last year in terms of the number of females in the upper middle quartile. The University leadership team comprises 60% of males and 40% of females.
- AUB's gender pay gap for academic staff is significantly lower among established staff, which demonstrates the security of recruitment and reward practices.
- The percentage of females employed in the lower pay quartile is 76.76%, due to the number of

females working in casual posts across a range of areas within the University, including the category of student ambassadors.

- The number of student ambassadors reported has increased from 106 in the last reporting period to 171, with a majority of whom are female. This has depressed the mean value for female workers.

## WORKFORCE PROFILE

<b>Employment Category</b>	<b>Male</b>	<b>Female</b>
Established	190	241
Visiting Tutors	126	174
Casual	28	77
Student Ambassadors	39	132
<b>Total</b>	<b>383</b>	<b>624</b>

- 77% of student ambassadors are female and 23% are male; 70% of our overall 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 that individuals are well-prepared when they enter the full-time workforce. The University would not wish to set artificial targets to change the gender balance of its student ambassadors, which is consistent with the AUB student population.

# 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 has an Equalities Committee, chaired by the University Secretary, 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” training being mandatory for all established staff; refresher training takes place every three years.
- We are committed to and continue to ensure a fair and consistent approach in the appointment of our staff.
- We will continue to take positive action where appropriate to address gender imbalances within course teams and departments. At the shortlisting stage we complete a gender balance check as part of the process of HR confirming shortlisting decisions.
- We have introduced Unconscious Bias awareness training during the reporting year for all staff and additional Unconscious Bias awareness training for those involved in staff recruitment.
- Given the high numbers of females within our staffing base we will be reviewing how we are attracting applicants to our vacancies, how managers are selecting these workers, and how rates of pay are agreed.
- The University has strong family-friendly policies, including opportunities for flexible working and shared parental leave and we will continue to promote these to all staff.

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## **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.



