



## **GENDER PAY GAP REPORT**

### **ABOUT THE ARTS UNIVERSITY BOURNEMOUTH**

The Arts University Bournemouth is committed to being the leading professional Arts University dedicated to turning creativity into careers. 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 gender, or any other protected characteristic, and to addressing workplace barriers to equality, providing all employees with equal opportunities.

Our values are to be innovative, connected and collaborative.

### **AUB'S EQUALITY COMMITMENT**

All members of the University's community including staff, students, visitors and contractors have a responsibility to treat others fairly and respectfully 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.

AUB is committed to promoting equality and diversity and to employing the most talented people and ensuring that they are paid fairly, irrespective of their characteristics (whether legally protected or not).

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.

### **WHY ARE WE PUBLISHING THIS REPORT?**

New legislation requires all employers with 250 or more employees to publish statutory calculations which show the size of the pay gap is between their male and female employees. The analysis is based on data as at 31 March of each year, and the first publication uses figures from 31 March 2017.

### **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 below Director level are evaluated using a national job evaluation model, to ensure that work of equal value falls into the same pay grade. Hence we can be confident, and proud, that we meet Equal Pay legislation.

## 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. Gender pay gap reporting can benefit an organisation by demonstrating any pay differentials in a transparent way, which can enable an understanding of the factors which contribute to pay disparity. 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.

## FACTORS WHICH MAY INFLUENCE THE GENDER PAY GAP

There are various wider societal or population factors which may influence the gender pay gap. Research conducted by the Office for National Statistics (ONS) into why pay differentials may exist has suggested that these factors include the proportion of part-time work (which tends to be more prevalent in lower pay/grade jobs) within an organisation; the size of the organisation a person is employed in; and occupational segregation (i.e. some types of work tend to attract more employees from a particular gender). Nationally 41% of women work part-time, compared to 12% of men who work part-time. Women tend to be disproportionately represented in occupations which offer lower salaries such as administration and caring roles. From age 40 the pay gap is much wider, this is likely to be connected to women taking time out to have children.

We are aware of these trends, but we also acknowledge that we have a role in addressing this issue within our workplace where it is possible to do so.

## GENDER PAY GAP AT AUB

### Mean Gender Pay Gap

	Mean Hourly Rate
Male	£20.53
Female	£18.41
<b>AUB's Mean Gender Pay Gap</b>	<b>10.3%</b>

### Median Gender Pay Gap

	Median Hourly Rate
Male	£19.09
Female	£15.64
<b>AUB's Median Gender Pay Gap</b>	<b>18.1%</b>

### Methodology

*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 by Pay Quartile

Quartile	Male %	Female %
Upper Quartile	44.64	55.36
Upper Middle Quartile	52.38	47.62
Lower Middle Quartile	38.69	61.31
Lower Quartile	29.76	70.24

### Methodology

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.

## Gender Bonus Gap

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, or the proportion of men and women receiving bonuses.

## Workforce Profile as at 31 March 2017

Employment Category	Male	Female	Total
Established	169	201	370
Visiting Tutors	87	112	199
Casual	50	129	179
<b>Total</b>	<b>306</b>	<b>442</b>	<b>748</b>

### Methodology

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.

## Gender Pay Gap – Established Staff

Staff Category	Mean	Median
Academic Male	£20.97	£21.62
Academic Female	£19.14	£18.66
<b>Gender Pay Gap – Academic Staff</b>	8.7%	13.7%
Professional Services Male	£14.71	£13.91
Professional Services Female	£14.54	£13.11
<b>Gender Pay Gap – Professional Services Staff</b>	1.2%	5.8%

## **IMPLICATIONS FOR AUB**

The Mean Gender Pay Gap at AUB as at 31 March 2017 is 10.3%.

The Median Gender Pay Gap is 18.1%.

The overall AUB workforce includes 442 females and 306 males as at 31 March 2017; thus 60% of those on the payroll are female. Among the established staff, females outnumber males by 201 to 169 (55% to 45%). Similar numbers of women and men work full-time but there is a much greater number of women in part-time roles, 30% of women and only 14% of men. There is a greater disparity among Casual staff, with 72% female and 28% male.

In the upper pay quartile, 55% of staff are female compared to 45% male. This demonstrates that there is a higher proportion of women than men holding senior roles within AUB, including director level and management positions, which shows that there are no barriers to the progression of women into senior level roles.

There is a slightly higher proportion of males in the upper middle quartile (53%-47%). The lower middle and lower quartiles both show a greater proportion of females (61% and 72% respectively). This is due to a larger number of women being employed as VTs and Casual staff, who are employed on a part-time basis.

By calculating the Gender Pay Gap based on our established staff we have demonstrated that a significant contributing factor to the mean and median gender pay gaps is the profile of our Casual and Visiting Tutor staff. The Casual group includes Student Ambassadors, who are students employed by the University to assist at events, including Open Days and Graduation. As the University has a student population which is 70% female, it is not surprising that females are disproportionately represented in this group. Employment as Student Ambassadors 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.

Furthermore, we have identified that the Gender Pay Gap within our academic staff is due to there being a higher proportion on males than females in the more senior academic grades. The University has recently introduced an Academic Career Framework and one of the implications of this new initiative is that this disproportionate position will be addressed.

## **NEXT STEPS**

The Arts University Bournemouth is proud of its record on gender equality. In particular, it is pleased to note that in the upper two quartiles females are proportionately represented; indeed they outnumber males in the upper pay quartile and represent more than 50% of those in the upper two quartiles combined.

There is good evidence, both through this audit and through internal data analysis, that recruitment and selection of staff is fair. We are committed to providing unconscious bias training for all of our staff, but the consistent appointment of females to senior positions



within the organisation demonstrates that our existing processes do not discriminate on the grounds of gender.

The University's Induction process requires all new staff to undertake Equality and Diversity training within their first week, with refresher training to take place every three years. The University also has a programme of equalities roundtable events to which all staff are invited, to raise awareness of a wide range of equalities issues.

All posts at the University below Director level are subject to a rigorous job evaluation process, and mapped against a common salary scale. There is no scope for personal negotiation or discretionary pay rises, in which men typically secure better deals than women. All staff are encouraged to undertake continuous professional development, regardless of grade or salary level. This may enable progression, although in a comparatively small organisation we are aware that many staff progress to posts outside the University.

The University has strong family-friendly policies, including opportunities for flexible working and shared parental leave. We shall continue to promote these to all staff.