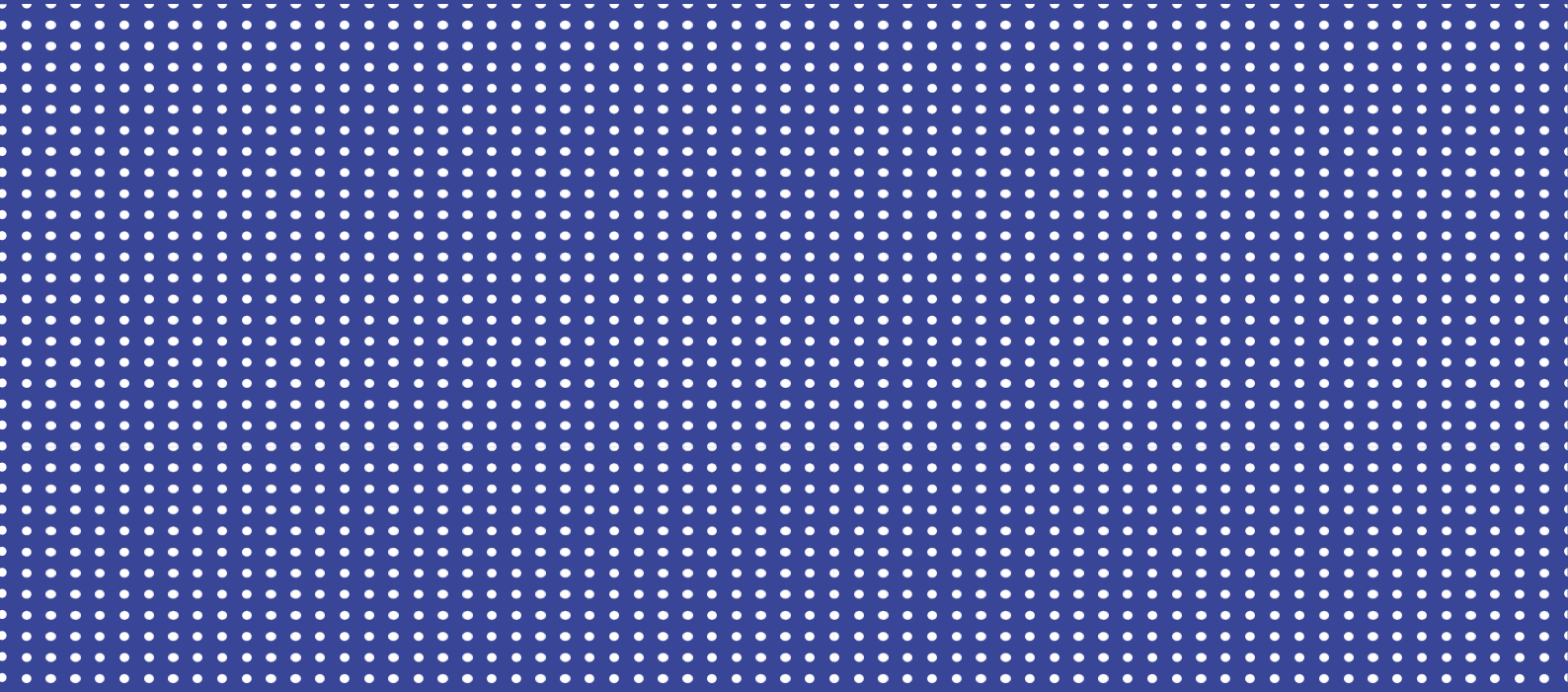


# GENDER PAY GAP REPORT MARCH 2023



# 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 2023 GENDER PAY GAP DATA

## MEAN PAY GAP %, ESTABLISHED STAFF

ACADEMIC	<b>6.06</b>
PROFESSIONAL SERVICES	<b>11.25</b>

## MEDIAN PAY Gap %, ESTABLISHED STAFF

ACADEMIC	<b>8.28</b>
PROFESSIONAL SERVICES	<b>0</b>

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

**15.58**

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

**20.45**

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	46.08	53.92
Upper Middle Quartile	42.65	57.35
Lower Middle Quartile	39.71	60.29
Lower Quartile	21.46	78.54

pay quartile is 78.54%, due to the number of

## WORKFORCE PROFILE

Employment Category	Male	Female
Established	210	291
Visiting Tutors	112	185
Casual	48	120
Student Ambassadors	22	100
<b>Total</b>	<b>392</b>	<b>696</b>

## KEY FINDINGS

- The percentage number of females has dropped slightly in both the Upper and Upper Middle Quartiles. The University leadership team this year comprises 50% of males and 50% of females.
- Whilst the median and mean pay gap has slightly increased on last year's figures, we have seen a contrasting reduction in the pay gap for both academic and professional services established staff, demonstrating the security of recruitment and reward practices.
- The percentage of females employed in the lower

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

- 36.43% of females work part-time hours compared with just 18.57% of males who work part-time. There has been an increase in part-time working this year as AUB adopts more agile ways of working and slightly more males are now working in part-time roles than in previous years.

- 82% of student ambassadors are female and 18% are male, a slight increase in male representation compared to last year, with the same total number of student ambassadors this period. 71% 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 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” training being mandatory for all established staff; refresher training takes place every three years. Training and frequency of refresher training is currently under review to ensure it is still appropriate in the contemporary workplace.
- The EDI team are taking forward additional opportunities for diversity and inclusion awareness and work closely with the Staff Collaboration Group to discuss innovative opportunities for progress in EDI issues.
- Inclusive Recruitment and Selection training has been introduced this year and continues to be rolled out to all those involved in the recruitment process.
- During the next academic year, Gender Equality training will be provided to raise awareness of gender inequalities and support staff in tackling issues across the University.

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.
  - All staff have to complete Unconscious Bias awareness.
  - The University has strong family-friendly policies, including opportunities for agile and 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.