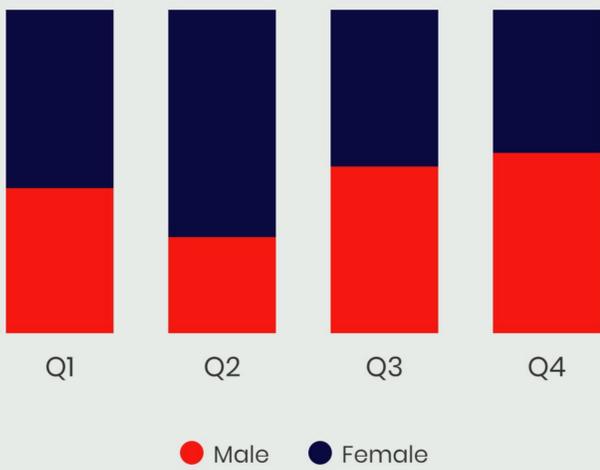
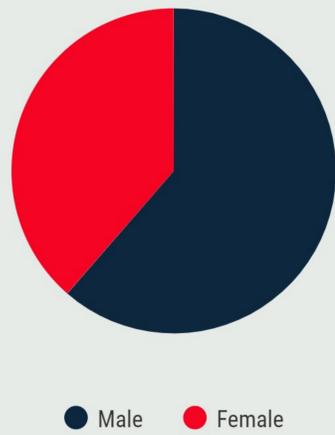


Gender Pay Gap

ANALYSIS AND ACTION



Quartiles of Hourly Pay



Median Difference in Hourly Pay

Action Plan

Transparency in promotions and pay awards for all staff

Family friendly policies

Athena Swan principles

Focus groups with all staff involvement

Invested in the professional development of female employees



2018



Reporting and Monitoring through Diversity and Inclusion Committee to Senate and Council

End of year report on progress and developing initiatives

2019-2025



Strategic Action Plan to Minimise the Gender Pay Gap

To include:
Athena Swan principles
Department/school specific objectives

Gender Pay Gap Report 2018

All companies in Great Britain (but not Northern Ireland) with more than 250 employees are reporting their gender pay gap to the Government Equalities Office.

The gender pay gap is a measure of the difference between men's and women's mean and median earnings across an organisation or the labour market. It is represented as a percentage, where a positive number is a pay gap in favour of men, and a negative number is a pay gap in favour of women.

The University of Buckingham's Gender Pay Gap Report is based on data from March 2018, made up of 698 employees of which 373 (53.5%) were Female, and 325 (46.5%) were Male. It primarily measures the differences in hourly mean and median earnings and in bonus pay. In keeping with the statutory data requirements, the report covers:

- The Mean Hourly Pay Gap (%) of all Full Pay Relevant Employees
- The Median Hourly Pay Gap (%) of all Full Pay Relevant Employees
- The Mean Bonus Pay Gap (%) of all Full Pay Relevant Employees
- The Median Bonus Pay Gap (%) of all Full Pay Relevant Employees
- The proportion (%) of women and men who received Bonus Pay
- The proportion (%) of women and men on 4 equal population quartiles.

Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£24.64	£19.50	21%
Median	£23.58	£14.82	37%

Bonus Pay	Male	Female	Difference
Mean	£ -	£ -	0%
Median	£ -	£ -	0%
Proportion of Employees receiving a Bonus	0.00%	0.00%	

Quartiles (Gross Hourly Rate of Pay)	Male	Female	
£0.00 to £9.52	45.00%	55.00%	
£9.53 to £17.46	30.00%	70.00%	
£17.47 to £34.74	52.00%	48.00%	
£34.75 to £117.65	56.00%	44.00%	

With reference to Quartile 2, this skew is illustrative of a significant proportion of female employees in junior or administrative roles. This quartile is also influenced by the majority of part time roles across the university being predominantly occupied by women.

Initiatives Helping to Address Our Gender Pay Gap

Below are some examples of action the University has taken and continue to take to address the Gender Pay Gap.

Promoting Gender Equality

The University is not currently subscribed to the Athena SWAN Charter, primarily due to its small size, the Diversity and Inclusion Group are working to implement the principles of monitoring female career progression through academic, support staff and student experiences. In time this will provide the necessary evidence base to enter the Athena SWAN Charter.

Family Friendly Support

Positive policies have been introduced around adoption leave, flexible working, maternity guides and policy and the paternity policy. Find out more about our Family Friendly initiatives at <https://intranet.buckingham.ac.uk/hr/Pages/UniversityPoliciesProcedures.aspx>

Transparent Promotion Processes

In response to evidence suggesting reticence on the part of women to apply for promotion, the University has implemented or is implementing initiatives such as:

- Ensuring that promotion panel members are representative of the academic workforce
- Unconscious Bias training for panel members
- Promotion workshops, led by recently promoted staff and panel members – with some sessions ring-fenced for women
- Developing online resources including case studies linked to career paths, drawn from across the protected characteristics, sharing tips

Training, Development and Networking

- Assisting performance improvement and also engagement / enablement through recognition, achieved by providing detailed action plans, informed sharing of knowledge and experience and training in specific skills
- Formal recognition of good teaching skills following the HEA Fellowship principles
- Support function staff encouraged to follow professional and trade career paths such as the Association of University Administrators (AUA) competency approach which includes skills related to communication, people management, customer service, results orientation, and problem-solving
- Re-defining job-related development paths, in, for example, information technology, marketing, HR, payroll, pensions, finance, facilities, health and safety, student support, librarianship, trade skills, etc.

Valuing comments

The University invites all staff to join the discussion about the causes and solutions to the gender pay gap:

- What further analysis would help us understand the causes of the gender pay gap?
- What can we do to improve current initiatives/policies to close the gender pay gap?
- What potential new activity could be introduced that would contribute to reducing the gender pay gap?