

# UNIVERSITY AND COLLEGE UNION: UNIVERSITY OF BRISTOL

## GENDER PAY GAP: FORMAL CLAIM

### 1. INTRODUCTION

The gender pay gap for academic staff at the University of Bristol is 12.7% (mean gap from HESA data 2015/16).

It is noted that the University of Bristol management conducted Equal Pay Reviews in 2009, 2013 and 2016. While the regular reviews are to be commended, management will be aware of UCU's concerns about the exercises.

Nevertheless, the evidence is clear, the higher up in seniority, the more male dominated. Even the commentary in the Equal Pay Audit, 2016, accepts that the gender pay gap in the academic grades is, 'more likely to be as a result of the gender distribution across grades, rather than differences within grades'. This should not be a justification for the gap; it is the imbalanced distribution across grades that warrants further investigation and remedial action.

The progress to close the gender pay gap has been agonisingly slow. While we accept that there are many factors contributing to the gap, it is UCU's contention that the need to implement a jointly agreed action plan and commit to joint monitoring and review is long overdue.

We want to work with the University management to address the gender pay gap. Our claim is designed to provide a starting point for concrete action which will do just that.

### 2. POINTS OF CLAIM

#### 2.1 STATEMENT OF INTENT

It is noted that the University Strategy from 2016 includes the aim to eliminate the gender pay gaps within the professoriate. This strand of work is welcomed but it is noted that the University's target to achieve this is 2022/23. UCU believes that it is possible for the University to take the necessary steps to eliminate the GPG across all academic and related grades and to do so within a reasonable timescale.

Our claim is for the University senior management:

- to agree a joint statement, committing to eliminate the gender pay gap within 3 years;
- to provide the leadership across and within schools and to commit sufficient resources (people and money) to achieve this objective;
- to develop and agree key performance indicators to achieve this objective;
- to arrange mandatory training to tackle cultural practices that mitigate against women, including for all members of shortlisting, recruitment and promotion panels. This training should ensure that managers and recruiters have a clear understanding of the policies around equality/part-time working and implicit bias.

It is noted that training material covering many of these issues has been developed by professional staff both within the University of Bristol and elsewhere in the sector.

## **2.2 RECRUITMENT AND RETENTION PREMIA**

There is evidence that pay supplements at the University of Bristol disproportionately advantage men. It is accepted that they are not a large contributor to the pay gap but they are nevertheless an important source of discrimination.

Our claim is:

- The University to agree to conduct a joint review of all pay supplements, including recruitment and retention practices;
- To take the necessary steps to ensure such payments do not disadvantage women

## **2.2 PROGRESSION AND PROMOTION PATHWAYS**

The evidence at the University of Bristol is that women are disproportionately under-represented the higher up the career pathway and grading structure.

In addition, there are concerns about the uneven distribution of women across the University of Bristol's academic career pathways. This is confirmed by the 'Review of Academic and Staff Promotion and Progression Paper'.

Our claim is for:

- the University senior management to agree a joint statement, committing to addressing the loss of women across and within the career pipeline and the absence of women from senior academic and professional roles;
- the recognition that progression should be available to all academics and related staff;
- a targeted mentoring and development scheme to identify suitable individuals on PW 2 and 3 and support movement onto PW1.

## **2.3 PROFESSORIAL GRADING STRUCTURE**

The evidence is that not only are there fewer women professors but that when women do break into the professoriate, they tend to be paid less than their male counterparts.

Our claim is for:

- The University management to provide a justification of differential rates paid across academic disciplines;
- A review of current grading practices with the objective of implementing a transparent and jointly agreed grading structure of the professoriate.

## **2.4 FLEXIBLE AND PART-TIME WORKING**

The University should ensure that all employees can achieve a work-life balance. However, it is worth restating that this is especially important for women who are still statistically more likely to have child or other caring responsibilities.

Our claim is for:

- further investigation of requests for part-time work and flexible working practices, including rates of progression and promotion for staff on flexible working as compared to staff not on flexible working;
- if a statistically significant difference is identified, develop a SMART action plan to close the gap;
- a joint review of current flexible working, including job share requests;
- a revision of all relevant policies to include reference to part-time and job-share opportunities being available for all academic posts except in 'exceptional circumstances';
- further training for managers and leaders in relation to flexible working requests;
- requests for and decisions about flexible working to be monitored and this information to form part of the annual equality report;
- a review of the Returning Carers Scheme to see if it is helping to minimise disruption to an individual's research because of extended absences such as maternity or paternity leave.

## **2.5 GOOD CITIZENSHIP AND ADMINISTRATIVE WORK**

There is a perception that women often undertake a greater share of good citizenship and administrative work, at the expense of research.

Our claim is for:

- the University management to conduct a review of the allocation of such work on an annual basis;
- to ensure that there is a fair allocation of such work;
- to review existing policies and procedures and agree any amendments that such work should receive parity of treatment for progression and promotion purposes.

## **2.6 MENTORING**

UCU believes that the University shares our view that there is a need to tackle the under-representation of women in higher-graded posts.

Our claim is for:

- a development programme to assist women through the promotion process.

## **2.7 TERMS OF AGREEMENT TO BE INCORPORATED INTO UNIVERSITY POLICIES**

UCU believes that the terms of agreement reached following negotiation should be incorporated into the University's policies.

## **2.8 RECALIBRATION**

If by the start of the 2019/2020 academic year, the gender pay gap persists within and across academic pathways then the University of Bristol agree to make additional payments to close the gap.

## **3. NEGOTIATING FORUM**

UCU submit this claim as a matter for negotiation. This is a matter pertaining to the pay, terms and conditions of academic staff in the main. As such, we want negotiations to be held between representatives of the UCU and University management alone.

It is important that the negotiations are conducted in a timeous fashion and that the objective should be to reach agreement by the end of the summer term with implementation at the start of the 2018/19 academic year.

## **4. IMPLEMENTATION, MONITORING AND REVIEW**

The provisions of the agreement reached should be disseminated in a manner that provides for uniform application across the University. Managers should be fully trained on the provisions of this agreement. The terms of the agreement should be monitored and reviewed after 24 months.

## **5. SUMMARY**

In summary, the points of claim are:

- i. to agree a joint statement, committing to eliminate the gender pay gap within 3 years;
- ii. to provide the leadership across and within schools and to commit sufficient resources (people and money) to achieve this objective;
- iii. to develop and agree key performance indicators to achieve this objective;
- iv. to arrange mandatory training to tackle cultural practices that mitigate against women, including for all members of shortlisting, recruitment and promotion panels. This training should ensure that managers and recruiters have a clear understanding of the policies around equality/part-time working and implicit bias.
- v. the University to agree to conduct a joint review of all pay supplements, including recruitment and retention practices;
- vi. To take the necessary steps to ensure such payments do not disadvantage women
- vii. the University senior management to agree a joint statement, committing to addressing the loss of women across and within the career pipeline and the absence of women from senior academic and professional roles;
- viii. the recognition that progression should be available to all academics and related staff;
- ix. a targeted mentoring and development scheme to identify suitable individuals on pathway 2 and 3 and support movement onto pathway 1;
- x. the University management to provide a justification of differential rates paid across academic disciplines;
- xi. a review of current grading practices with the objective of implementing a transparent and jointly agreed grading structure of the professoriate;

- xii. further investigation of requests for part-time work and flexible working practices, including rates of progression and promotion for staff on flexible working as compared to staff not on flexible working;
- xiii. if a statistically significant difference is identified, develop a SMART action plan to close the gap;
- xiv. a joint review of current flexible working, including job share requests;
- xv. a revision of all relevant policies to include reference part-time and job-share opportunities being available for all academic posts except in 'exceptional circumstances';
- xvi. further training for managers and leaders in relation to flexible working requests;
- xvii. monitoring of requests to form part of a review of the annual equality report;
- xviii. a review of the Returning Carers Scheme to see if it is helping to minimise disruption to an individual's research because of extended absences such as maternity or paternity leave.
- xix. the University management to conduct a review of the allocation of such work on an annual basis;
- xx. to ensure that there is a fair allocation of such work;
- xxi. to review existing policies and procedures and agree any amendments that such work should receive parity of treatment for progression and promotion purposes;
- xxii. a development programme to assist women through the promotion process.

**UCU – March 2018**

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