Joint Statement from the University of Bristol and Bristol UCU

The Gender Pay Gap

The University of Bristol and Bristol UCU are united in their commitment to eliminating the gender pay gap at the University. We acknowledge the importance of the Equal Pay Audits that have been undertaken since 2009; however, we have shared concerns about the pace with which changes are being made towards reducing the gender pay gap and agree that further action is required.

The University of Bristol and UCU recognise that, although the gender pay gap needs to be tackled across the whole of the University, there are a number of cultural, structural and policy issues which affect women academic staff in particular. For this reason, the University has agreed to engage in time-limited negotiations with UCU with a view to agreeing actions, including setting appropriate targets, to significantly reduce the gender pay gap among academic staff within three years. These negotiations will be completed by December 2018, and their agreed outcomes will form part of the University-wide Action Plan of the Gender Pay Gap Working Group.

The University of Bristol agrees to provide leadership across and within schools and to commit resources, support and guidance to achieve this objective. It will also ensure that the University’s strategic objectives include appropriate key performance indicators.

Both the University and UCU are committed to implementing a jointly agreed action plan, and to monitoring and reviewing that plan together regularly to ensure we achieve our shared objective of eliminating the gender pay gap among academic staff at the University of Bristol.