

Bath ASU *2020* Gender Pay Gap Report



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Our commitment to you

We are dedicated to our staff and committed to ensuring that we offer a diverse and inclusive place to work. Part of this is addressing our **gender pay gap**, so we have formulated this report in accordance with the UK government's new **Gender Pay Gap Regulations**, whereby businesses with over 250 employees are required to report their pay gap.

If you are also interested in learning about our Ethnic Minority Pay Gap, in our holding group report we have provided group figures as part of our absolute commitment to being an employer that is inclusive of all cultures and orientations. **[Click here to view.](#)**

Gender Pay Gap explained



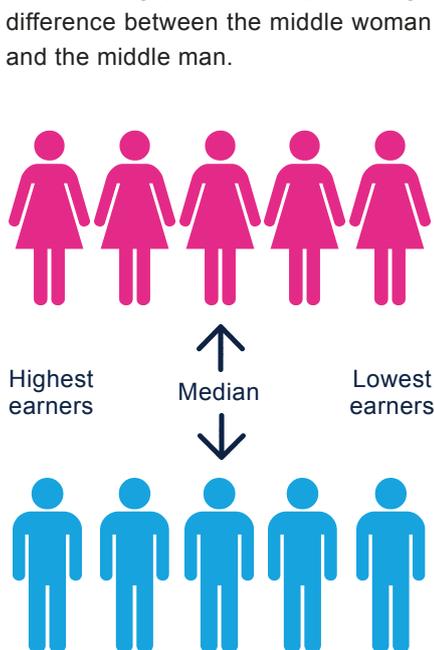
The **gender pay gap** is a measure of the percentage difference in the average hourly pay of men and women working for Bath ASU, regardless of role, length of service and any other differentiating factors.

This is separate to equal pay, which is about ensuring men and women doing the same job (or similar work of equal value) are paid the same, regardless of gender.

The **bonus gap** looks at all bonus payments in the last 12 month period to 5th April 2019.

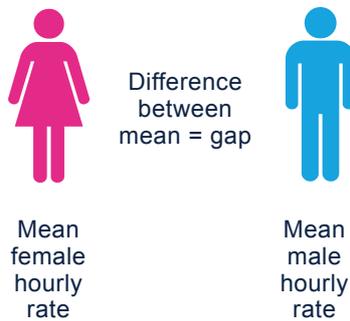
Median Gap

The 'middle value' of a population. If you line up all of the women in order of hourly rate and then all of the men, the median gap will be the percentage difference between the middle woman and the middle man.



Mean Gap

The percentage difference in the mean hourly pay and bonus for women within the business compared to men.



Quartiles

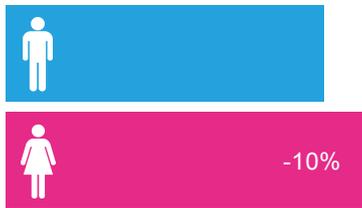
Calculated by ranking the pay for all employees, from highest to lowest. This is then divided into four equal sized groups, called quartiles. In this report, we will look at the percentage each gender makes up within these quartiles.



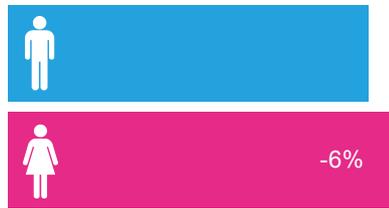
Our results

The following data is from the snapshot date of 5th April 2020.

Median Gender Pay Gap

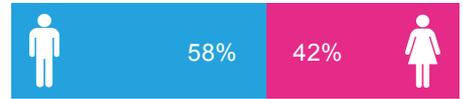


Mean Gender Pay Gap

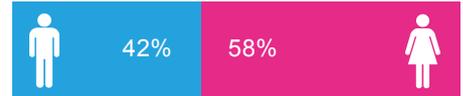


Gender Split in each quartile pay band

Upper quartile



Upper middle quartile



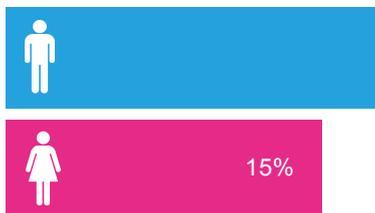
Lower middle quartile



Lower quartile



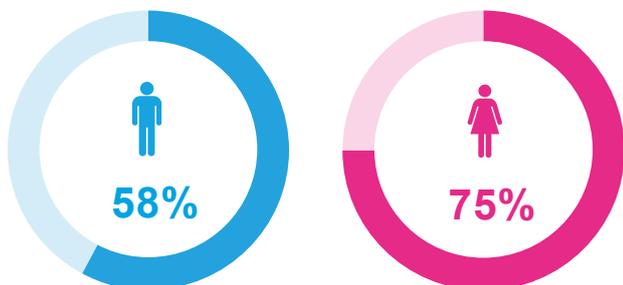
Median Gender Bonus Pay Gap



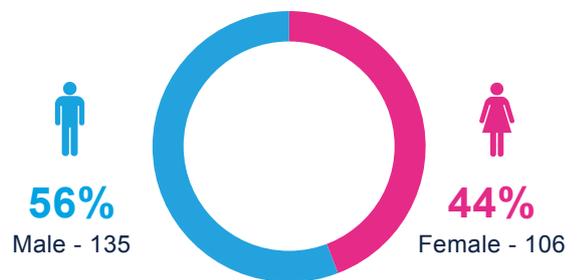
Mean Gender Bonus Pay Gap



Proportion receiving a bonus payment



Employee numbers



How we compare



Overall, our **gender pay gap** is consistently better than the UK averages.

Median Pay Gap

Our **median pay gap** is 10% in favour of women, who have a relatively high representation in roles above median pay. This is compared to 2019, when the median hourly rate of pay was equal between men and women, showing the shift in more women entering leadership and management roles.

Mean Pay Gap

Our **mean pay gap** is 6% in favour of women, compared to 2019 when it was 5% in favour of women. This is also due to women having high representation in roles above mean pay. Our mean pay gap is more positive than the UK average, which was 17% in favour of men in 2019.

Bonus

All employees who have passed probation are entitled to a performance-based bonus. 58% of men and 75% of women received this. Both figures are better than the UK averages of 50% men and 49% women receiving a bonus.

Quartiles

Our upper quartile split reflects that of the UK average in 2019, comprising of 58% men and 42% women. However, our upper-middle quartile is a majority women, unlike the UK average which is 53% men, representing a 6% increase on Bath ASU 2019 figures, as more women have been entering management roles.

Declaration of accuracy



All the relevant gender pay reporting figures set out in the pages above have been calculated in accordance with the **gender pay gap** reporting legislation. I can confirm that the data contained within this report is accurate.

A handwritten signature in blue ink, appearing to read 'C. J. Fountain'.

Chris Fountain, Chief Financial Officer