

UHR Showcasing Good Practice – Improving gender equality

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A brief history

Created
Professorial
Gender Pay Gap
Working Group

- Published analysis and recommendations ('Parken Report')
- Started GPG Project
- Issued Joint Statement of Intent with Bristol UCU

Launched Academic
Career Development
Programme (ACDP)



2016 University Strategy:

- To eliminate the gender pay gap (GPG) in the professoriate: +/-5% by 2020 and +/-3% by 2023
- To increase the % of female professors: 28% by 2020 and 33% by 2023

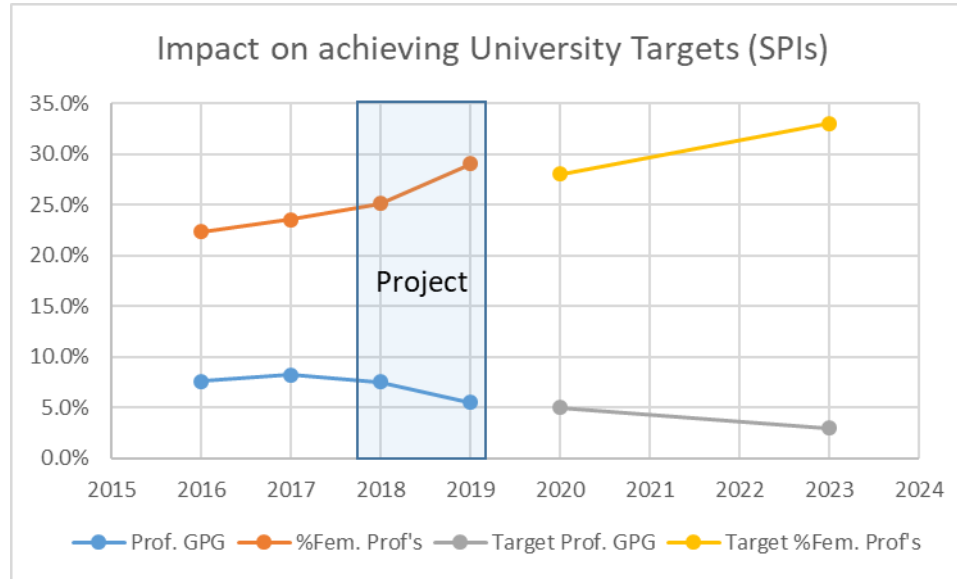
Bristol UCU
submitted formal
GPG claim

Signed UCU
Collective Agreement

Areas of focus and work done

- Flexible working:
 - Updated policy on caring-related expenses and made recommendations to further improve Returning Carers Scheme
 - Made all job adverts open to discuss flexible working
 - Showed that both part-time men and women are progressing slower than their full-time colleagues
- Career Development:
 - Launched the Bristol Women's Mentoring Network and the Female Leadership Initiative (FLi)
 - Carried out a longitudinal evaluation of all leadership development programmes with a gender focus
 - Explored the role of Principal Investigators (PIs) in supporting their research teams
- Promotions Framework:
 - Developed a new Academic Promotions Framework to be implemented in 2020/21

Measuring impact

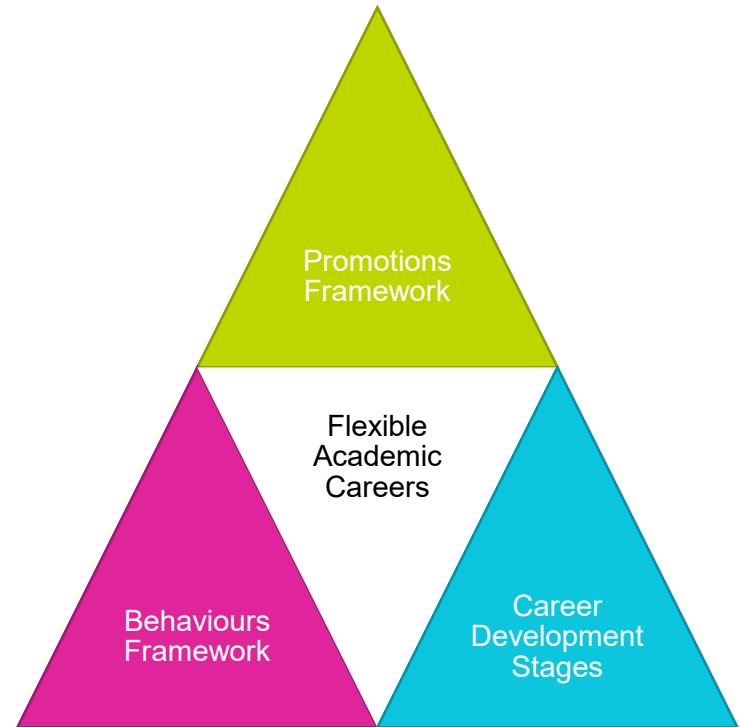


Any questions?

Looking ahead – Funded three-year Academic Career Development Programme



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Reflection

- Key ingredients:

1. Clear and unambiguous objectives
2. Support from senior management backed up by funding
3. External expertise to provide a critical evaluation of gender employment and pay
4. Partnership working with UCU colleagues

- Lessons:

1. Have the humility to look at what isn't working and to try things out, however small
2. Know what you're looking to achieve – have a star to steer by
3. Also look for what is already working well
4. Work in partnership with others, e.g. a relationship with shared responsibility and a vision that you persist with

Any questions?