

POLICY PROPOSAL

TITLE: 5:1 PAY RATIO

Policy number 2016/17-2

Passed 8th December 2016 at policy round

PROPOSED BY: MEG MURPHY

SECONDED BY: PHIL HERBERT

INTRODUCTION

Staff at the University of Bath, including students who work on campus, are not treated fairly in pay. VC Dame Professor Glynis Breakwell has an annual salary of £406,000. By January 12th of this year (2016), she had already earned more than the lowest paid staff at the University will in an entire year. We call this 'Vice Chancellor's Day'. Our VC has campaigned for increases to tuition fees, refused to pay staff a Living Wage, and presided over a university with more people on Zero-Hour contracts than anywhere else in the country. We call on the Students' Union to lobby the University for a 5:1 Pay Ratio for staff whose jobs are just as important in maintaining the running of our University.

REASON FOR CHANGE

Considering that

1. Vice-Chancellor Dame Professor Glynis Breakwell, in 2014, accepted a 10% pay increase, at a time when many staff are still being denied the Living Wage
2. Dame Professor Glynis Breakwell's salary now stands at over £446,000 per year, not including home expense claims, whilst staff on grade 1, level 1 of the University's pay scale currently earns the equivalent of £14,899 a year. This is a pay ratio of 30:1
3. Institutional pay disparity has led to strikes, direct actions, and damage to staff morale, all of which are disruptive to the student experience

Bath Students' Union recognises that

1. Universities are communities in which all students, academics, and workers contribute to the financial success and sustainability of the institution – not just the VC and senior managers
2. The highest-paid members of the University of Bath should not be earning salaries which are more than five times the salaries which the lowest-paid members are earning

THE PROPOSAL

Bath Students' Union will

1. Lobby the University for a five-to-one Pay Ratio for all staff
2. Bath SU will adopt the position that the highest-paid members of the University of Bath should not be earning salaries which are more than five times the salaries which the lowest-paid members are earning
3. Lobby for the University to reject Zero-Hours contracts considering there are more people on such precarious contracts than anywhere else in the country, and ensure secure employment contracts which enforce workers' rights which are frequently not included on precarious Zero-Hours contracts.
4. Mandate support for VC Day post-ISB 2017 to raise awareness and discussion on campus about the Vice-Chancellor's pay and expenses, as well as the pay inequalities prevalent on Bath's campus. VC Day is when we, students and staff from the University of Bath, hold a party on the Parade to 'celebrate' pay inequality at the university.