



# Gender pay gap report 2020

**Our mission is to ‘improve people’s lives through excellence in education and research’ and we recognise that our ability to achieve this is built on the talents and capability of our people.**

This is why our strategic plan has people at its centre and commits us to ensuring that ‘every member of staff is supported, through induction and ongoing professional development, to be inspirational, inclusive and innovative, to define their own professional paths, plan their career goals, identify and address their learning needs and opportunities, build and develop skills and knowledge’.

Our commitment is demonstrated, in part, through being a signatory to the Athena SWAN Charter, which recognises the work we have already undertaken, and are committed to taking in the future, to addressing identified gender inequalities.

We hold an institutional Bronze Athena SWAN award, 7 of our 19 academic departments currently hold awards and the remaining 12 departments are working towards submitting for an award.

## How has the pay gap changed over time?

We have been working hard to reduce the gender pay gap and our actions have resulted in an 8.3% reduction in the overall mean gap between 2013 and 2019 (24.8% v 16.5%). This represents good progress and we remain focused on taking further action to reduce the gap.

Factors of influence on the gap include:

### 5% INCREASE

A 5% increase in the proportion of female academic staff on grades 10 and 11 (the top 2 grades), from 31% in January 2016 to 36% in January 2019.

### 3.1% INCREASE

A 3.1% increase in the proportion of women in the highest pay quartile, from 38% in March 2017 to 41.1% in March 2019.



## Mandatory gender pay gap reporting

In accordance with UK government legislation, we first published our gender pay gap, which is a measure of the difference between men's and women's average earnings across an organisation, in March 2018 (using data as at 31 March 2017). At this point our overall mean gender pay gap was 18.6% and our overall median gender pay gap was also 18.6%<sup>1</sup>.

Our second audit (using data as at 31 March 2018), showed our overall mean gender pay gap was 17.6% and our overall median gender pay gap was 18.6%. Our latest audit (using data as at 31 March 2019) showed our overall mean gender pay gap was 16.5%<sup>2</sup> and our overall median gender pay gap was 16.2%<sup>3</sup>.



### Why do we have a gender pay gap?

Our institutional pay gap arises because of an imbalance in the distribution of men and women throughout the workforce hierarchy. We have more men in the top 2 grades (grades 10 and 11), the gender split at grade 9 is roughly even and there are more women than men at all grades below grade 9.

The higher the grade, the higher the pay, therefore the gap 'favours men' because the average salary of men is greater, by a positive percentage measure, than the average salary of women.

# 16.5%

<sup>2</sup>overall mean gender pay gap (using data as at 31 March 2019)

# 16.2%

<sup>3</sup>overall median gender pay gap (using data as at 31 March 2019)



### What have we done to reduce the gap so far?

All our academic departments are engaged in Athena SWAN and we are extending this to our professional services sections. This means that conversations about gender equality are taking place across the institution and actions have been implemented that we believe have contributed to the reduction in the gap to date.

In the latter part of 2018 we put in place a robust system to monitor completion of essential training. This is important as it helps to ensure that across the University our decision-making practices are aligned to our commitment to transparency, natural justice in the workplace and the avoidance of bias. 71% of all staff have now completed Equality, Diversity and Inclusion Essentials training, 45% have completed Unconscious Bias training and we are committed to achieving 100% completion by the end of the year.

We have also been focusing on promoting flexible working across all staff groups and all grades.



## What are we doing further to close the gender pay gap?

### Recruitment and progression

- Introducing an augmented writing software tool for adverts and job descriptions
- Undertaking case studies of women in grades 5 and 6 to understand motivations and perception of ability to progress to grade 7
- Analysing the profile of starting salaries in order to determine where staff were appointed on the pay scale by gender



### Promoting flexible working

- Creating an institutional narrative around flexible working in order to empower individuals to request it, and managers to respond positively wherever possible
- Working with managers to ensure that appropriate technologies and expectations support a range of flexible working options
- Encouraging heads of departments and sections to assess all posts for their suitability to be worked on a part-time or job-share basis



### Increasing the number of men in grades 1-6

- Reviewing job titles at these grades to ensure no inferences of gender specificity
- Developing case studies of men in these grades to increase visibility of role models
- Reviewing how we attract men to apply for roles in which they are currently under-represented



**16.5%**

**Mean gender pay gap**

**16.2%**

**Median gender pay gap**

**£18.93**

*Mean hourly rate of ordinary pay for women*

**£17.65**

*Median hourly rate of ordinary pay for women*

**£22.67**

*Mean hourly rate of ordinary pay for men*

**£21.06**

*Median hourly rate of ordinary pay for men*

We have 2663 staff of whom 56.9% are women and 43.1% are men

**15.9%**

**Mean bonus gender pay**

**0.0%**

**Median bonus gender pay**

**£707.03**

*Mean bonus pay for women*

**£500**

*Median bonus pay for women*

**£840.27**

*Mean bonus pay for men*

**£500**

*Median bonus pay for men*

147 (5.5%) staff received a bonus of whom 67.3% were women and 32.7% were men.

- mean
- median

**The proportion of women and men in each pay quartile group:****In the lowest quartile**

**66.7%**  
are women (444)

**33.3%**  
are men (222)

**In the lower middle quartile**

**63.4%**  
are women (422)

**36.6%**  
are men (244)

**In the upper middle quartile**

**56.5%**  
are women (376)

**43.5%**  
are men (290)

**In the highest quartile**

**41.1%**  
are women (273)

**58.9%**  
are men (392)

■ women  
■ men