

Gender pay gap report 2019

Through our people-centred approach we aim to establish an inclusive working environment which recognises and harnesses the contribution of every member of our diverse community. The way in which we champion our values and put people first was rewarded when we were named as the Times Higher Education University of the Year 2018.

As a values-driven organisation, we are committed to rewarding staff fairly, based on their contribution regardless of their personal characteristics and we have worked hard to turn our commitment to fairness into action. When we identified a gap existed between the pay of male and female professors, we took action to eradicate it by giving our female professors a one-off uplift in their salaries. Subsequent regular reviews have confirmed that our equal pay gap remains closed and we have no significant pay gaps at any grade meaning every member of staff at Essex, regardless of their gender, receives equal pay for work of equal value.

However, our mean overall gender pay gap as at 31 March 2018 (defined as the difference between men's and women's average earnings across an organisation, remains unacceptably high at 17.6%.



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 a 7.2% reduction in the overall mean gap between 2013 and 2018 (24.8% v 17.6%). This is due, in part, to the action we took in relation to female professors but there are other factors which have also contributed to this improvement.

8.9% INCREASE

An increase of 8.9% in the proportion of female professors from 24.1% as at December 2013 to 33.0% as at March 2018. This is 8.4% above the sector average, which was 24.6% in 2016-17 (the latest year for which we have data)

2.1% INCREASE

An increase of 2.1% in the proportion of women in the highest pay quartile, from 38.0% to 40.1% between March 2017 and March 2018

1.8% INCREASE

An increase of 1.8% in the proportion of women in grades 9, 10 and 11 (our highest grades), from 42.1% to 43.9% between March 2017 and March 2018

4.4% INCREASE

An increase of 4.4% in the proportion of female academic staff over the last 5 years from 40% in December 2013 to 44.4% in October 2018

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%¹.

We have now carried out a subsequent audit using data as at 31 March 2018. At this point our overall mean gender pay gap was 17.6%² and our overall median gender pay gap was 18.6%³.

18.6%

¹overall for both *mean* and *median* gender pay gap (using data as at 31 March 2017)

17.6%

²overall *mean* gender pay gap (using data as at 31 March 2018)

18.6%

³overall *median* gender pay gap (using data as at 31 March 2018)



Why do we have a gender pay gap?

Pay gaps are the result of a number of different factors and we are committed to understanding these in order to develop policy that will be effective in addressing this issue. Factors may include occupational imbalance in the wider labour market, barriers and biases in recruitment and promotion processes and historical differences in the proportions of men and women appointed to different types of roles.

In addition, pay gaps can arise because of the way in which staff behave and how they apply policy. We are clear about the need for us to work collectively so that all staff understand how their decisions, judgements, behaviours and actions shape the organisation we want to be. This is, and will remain, a focus for our work in tackling the gender pay gap.

What have we done to reduce it?

We have implemented specific changes to tackle issues of workplace culture and to change our recruitment processes and practices.

These include: using positive action statements in all recruitment material; embedding unconscious bias training across the university; running academic promotion workshops and talent development programmes; encouraging staff to engage in informal networks; encouraging flexible working; putting in place career and peer mentoring schemes; identifying and raising the profile of role models; and putting in place robust processes to manage any variations to salary.

We have made good progress, but we know that there is more that we can and must do. We are taking an holistic approach to tackling this which places as much emphasis on how people work as it does on policy and process.

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

In April 2018 we were awarded Bronze Athena SWAN Institutional status for the second time. This award recognises that we have a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff. The action plan that accompanies this award sets out what we are going to do, over the next 4 years, to advance gender equality. Actions include:

Analysis

- Analysing salaries using an intersectional approach to seek to identify whether the intersection of gender with age, ethnicity and length of service has a particular impact on career progression
- Analysing the profile of ethnicity non-disclosure rates in order to identify whether any particular groups of staff have particularly high non-disclosure rates and tailor communications encouraging disclosure as appropriate
- Reviewing the gender, age and ethnicity profile for academic staff at all grades to determine whether there are 'blocks' at any point which restricts the flow into posts and is a contributing factor in the gender imbalances at higher grades



Support

- Updating our current Performance Development Review process to include a system of regular check-ins and regular mentoring conversations, tracking of career stages and milestones and a reflective approach to professional development
- Reviewing the support provided to early career researchers in order to identify gaps in our provision
- Reviewing how we support 'later career' staff, including those who aspire to change career direction, those who are thinking about retiring and those for whom a change in circumstances necessitates a change of role



Culture

- Empowering and encouraging staff to challenge inappropriate behaviour through the development of bystander intervention training
- Expanding the observer role for University-level committees to demystify their workings and encourage a wider group of people to put themselves forward for roles that involve being a committee member
- Reviewing the support and mechanisms available to staff before, during and after a period of parental leave
- Reimagining our existing employee code of conduct as How We Work at Essex to help staff connect their everyday decisions, judgements, behaviours and actions with the intrinsic values of the University



17.6%**Mean gender pay gap****£18.62****Mean hourly rate of ordinary pay for women****£16.81****Median hourly rate of ordinary pay for women****18.6%****Median gender pay gap****£22.59****Mean hourly rate of ordinary pay for men****£20.65****Median hourly rate of ordinary pay for men**

*We have 2586 staff of whom 56.7% are women and 43.3% are men

7.7%**Mean bonus gender pay gap****£541****Mean bonus pay for women****£500****Median bonus pay for women****0.0%****Median bonus gender pay gap****£586****Mean bonus pay for men****£500****Median bonus pay for men**

* 152 (5.9%) staff received a bonus of whom 77% were women and 23% were men

The proportion of women and men in each pay quartile group: