



Gender pay gap report 2021

As a University we are embedding equality, diversity and inclusion into everything we do to create an enabling environment for all our people.

We remain committed to increasing the diversity of our University community through a range of targeted actions to recruit, support and promote talented individuals from different backgrounds, and diversity is fundamental to our University Strategy. Reducing our institutional pay gap is an institutional priority for us.

Our commitment is demonstrated, in part, through being a member of the Athena Swan Charter. We successfully renewed our institutional bronze Athena Swan award in 2017, and enjoyed continued departmental success, taking the total number of awards to 11 including 3 silver awards in Health and Social Care, Life Sciences and Psychology. The remaining departments are actively working towards gaining Athena Swan recognition.

How has the pay gap changed over time?

After 3 consecutive years of a shrinking gender pay gap, in spite of the small decrease in the mean gender pay gap by 0.4% to 16.1% it is disappointing that we have seen a 2.4% increase in the median gender pay gap to 18.6%, which is equivalent to its 2017 level. We therefore must take further action to improve and this report sets out the actions the University will be taking to continue to reduce our gender pay gap further.



Mandatory gender pay gap reporting

In accordance with UK government legislation, we first published our gender pay gap, which is the 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%.

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 third audit (using data as at 31 March 2019), showed our overall mean gender pay gap was 16.5% and our overall median gender pay gap was 16.2%. Our latest audit (using data as at 31 March 2020) showed our overall mean gender pay gap was 16.1%¹ and our median gender pay gap was 18.6% (back to the level in 2017).

Why do we have a gender pay gap?

Our underlying gender pay gap is caused by the imbalance in distribution of men and women throughout the organisation with a greater concentration of women in roles at the lower end of our pay scales and men in roles at the higher end. Departments with flatter grade distributions by gender have a lower gender pay gap and those with large imbalances have a higher gender pay gap.

Women make up the majority of staff in Grades 1 to 4 at 72%. Representation of females at Grade 11 has risen year on year from 24.1% in December 2013 to 33.3% in March 2020 which is encouraging. However, the percentage of females at Grades 9 and 10 has reduced since 2019, having been trending upwards in each of the past 2 years.



What have we done to reduce the gap so far?

- Our long-standing engagement with **Athena Swan Charter** has helped to ensure that conversations about gender equality are now part of the norm. Our ongoing work to upgrade our Institutional Bronze award to a Silver award, and our commitment to having regular people landscape conversations with departments, has meant that discussions about gender equality are taking place regularly across the institution.
- We have invested in **career development and training programs**, to specifically assist in closing the gender pay gap. We proudly offer the Aurora Leadership program to our female colleagues. Aurora provides an opportunity for women to influence their institutions and to develop leadership skills, which in turn supports them to progress to higher graded roles. Most recently we have established our own development programme Chrysalis, aimed specifically at supporting the personal development of women.
- Ongoing work with Professors through the **Professors' Network**, resulted in the creation of case studies from individual Professors outlining the contribution they make at the University, nationally and internationally. The case studies highlighted different pathways to Professorship to encourage promotion applications from female staff and other underrepresented groups.
- Alongside changes to the **permanency and promotions process**, workshops to demystify the process have been delivered to departments to better support staff with their applications and reduce any barriers to promotion.
- Establishing a **flexible working culture** by ensuring people can work in ways that suit them within the limits set down by the University and their role.



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

Continuing to reduce the gender pay gap is a long-term commitment that will involve growing our female staff in the upper pay quartile and creating a greater gender balance between women and men in the middle and lower pay quartiles.

Due to the current COVID-19 pandemic some of these actions may prove more difficult than others. However, despite this challenging time the University will continue to set bold actions that will underpin the changes necessary for a long-term, sustainable reduction in the gap between male and female pay.

Recruitment

- In January 2020 work began to support departments to achieve at least a 60/40 gender distribution in every grade in line with the current pattern of gender distribution by 2025. If every department had at least a 60/40 gender distribution in every grade (in line with the current pattern of distribution), the mean gender pay gap would reduce to 9.3% and the median to around 11.1%
- Routinely advertise all jobs as available to be worked flexibly.

Progression

- The University will continue to place great importance on supporting women's development in the workplace and identifying visible role models at all levels of the organisation. Whether that be through facilitating networking opportunities; providing access to role models and mentorship; supporting a women's network or encouraging other staff-led support groups, we encourage everyone to progress.
- To support leadership development, we are reviewing the nominations process for Future/Strategic Leaders to ensure decision making is as inclusive as possible.

- Unsuccessful applicants for our Diversifying Leadership programme will be offered the opportunity to meet with the PVC Education to identify professional development opportunities and committee observation.

Promoting flexible working

Whilst the recent COVID-19 pandemic will limit our ability to affect the gender pay gap through targeted recruitment activities it will enable us to further support our flexible working agenda. The University's response in terms of requiring staff to work from home, has led to a swifter change in attitudes towards flexible working than expected which is likely to have a positive effect on the gender pay gap over time.

- We will continue to proactively encourage existing staff to work flexibly as appropriate to the role and business needs.



16.1%

Mean gender pay gap

18.6%

Median gender pay gap

£19.44

Mean hourly rate of ordinary pay for women

£17.97

Median hourly rate of ordinary pay for women

£23.18

Mean hourly rate of ordinary pay for men

£22.08

Median hourly rate of ordinary pay for men

We have 2,824 staff of whom 1589 (56.3%) are women and 1235 (43.7%) are men.

31.8%

Mean bonus gender gap

0.0%

Median bonus gender gap

£ 643.81

Mean bonus pay for women

£500

Median bonus pay for women

£943.94

Mean bonus pay for men

£500

Median bonus pay for men

146 staff received a bonus of whom 77.4% were to women and 22.6% were to men.

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