

Gender Pay Gap

Report 2022



Gender pay gap

Key findings

- This is our fifth year of gender pay gap reporting. The median gender pay gap of 11.1% in men's favour has reduced by 5.1% since our first report in 2017. The mean gender pay gap in men's favour of 17.0% has reduced by 4.1% compared to 2017.
- As explored in previous years' Reports, the distribution of male and female staff across our workforce is driving our gender pay gap – there are more men in higher graded roles and more women in lower graded roles. Actions we are taking are steadily reducing this.
- The average pay difference between men and women has reduced since our first report in 2017 within our two main staff populations (Academic and Professional Services), and also in our full-time and part-time populations.
- A cause of the bonus pay gap is the high proportion of male clinicians in receipt of Clinical Excellence Awards.

TERMS EXPLAINED

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps.

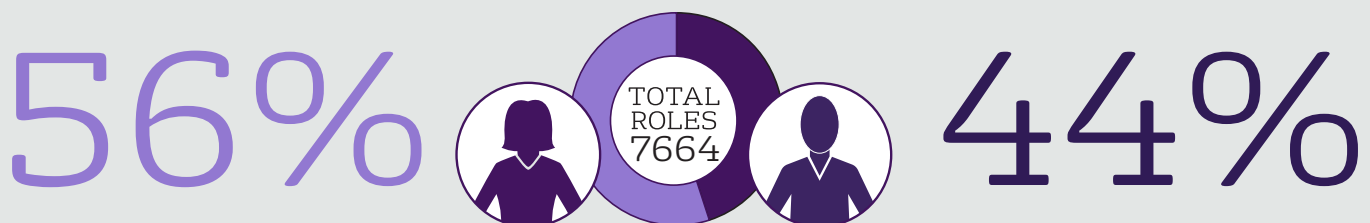
The mean is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values. The median is the middle value of a set of numbers. It is calculated by ordering all of the values in a data set from lowest to highest and identifying the middle value.

The gender pay gap is the percentage difference between the average pay of men and women across the whole

workforce, using the mean and the median. It is different from equal pay which requires men and women to be paid the same for the same work or for work of equal value.

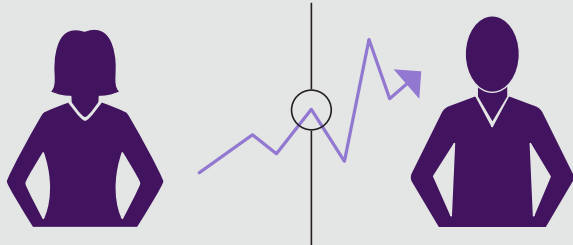
The national independent organisation ACAS explains the benefit of gender pay gap reporting as a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised. 'It is different from equal pay which requires men and women to be paid the same for the same work or for work of equal value.'

OUR WORKFORCE COMPOSITION



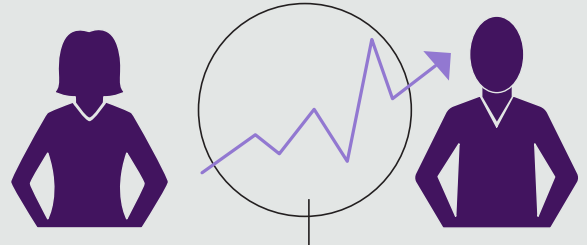
OUR GENDER PAY GAP

Median pay gap **11.1%**



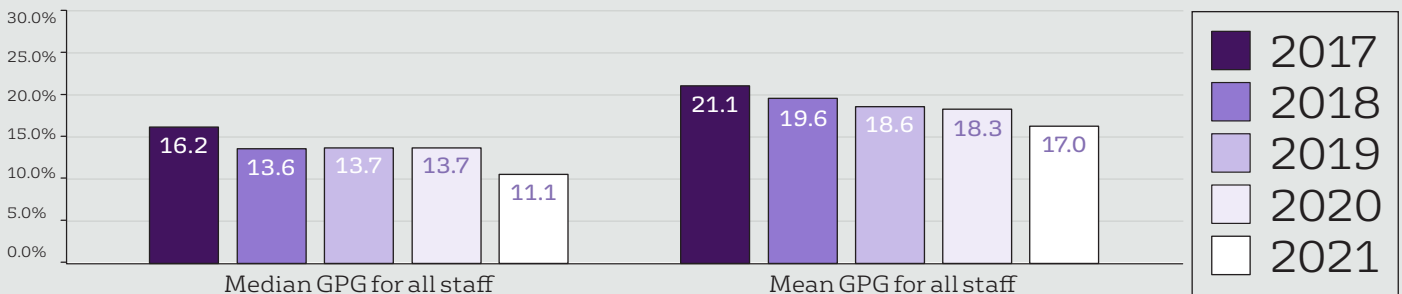
UK-wide median **15.4%**
HE median pay gap **16.2%**

Mean pay gap **17.0%**

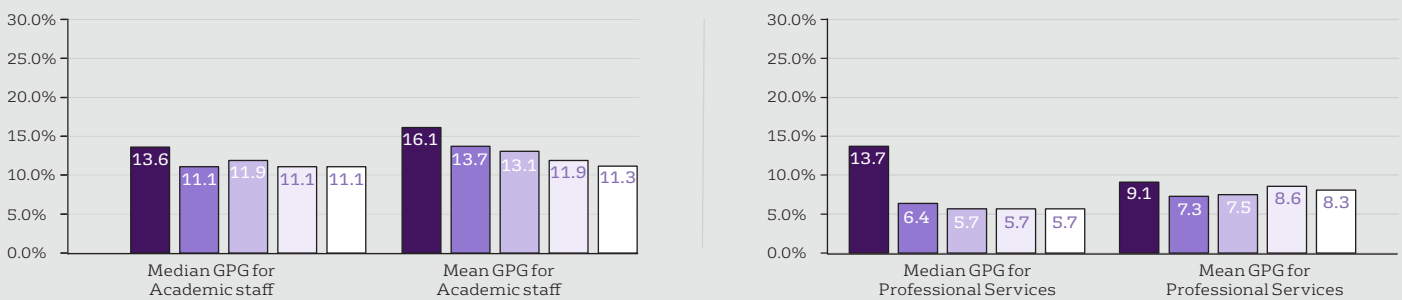


UK-wide mean **14.9%**
HE mean pay gap **18.3%**

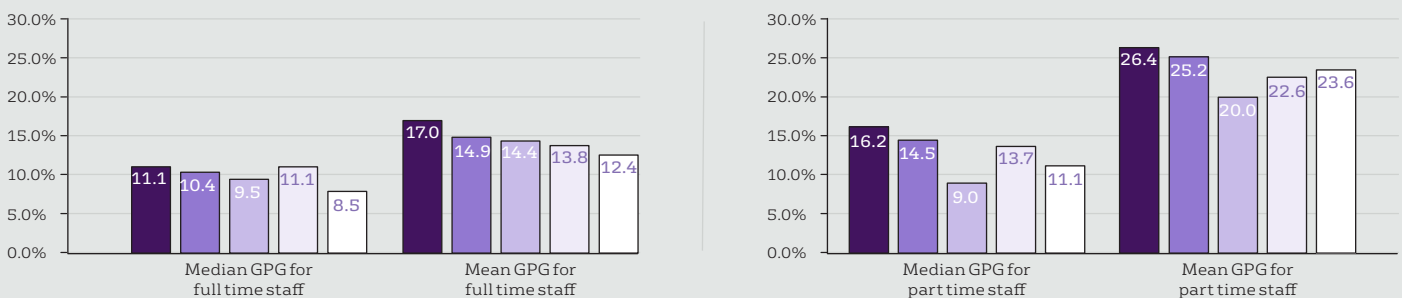
OUR MEDIAN AND MEAN GPG 2017-2021



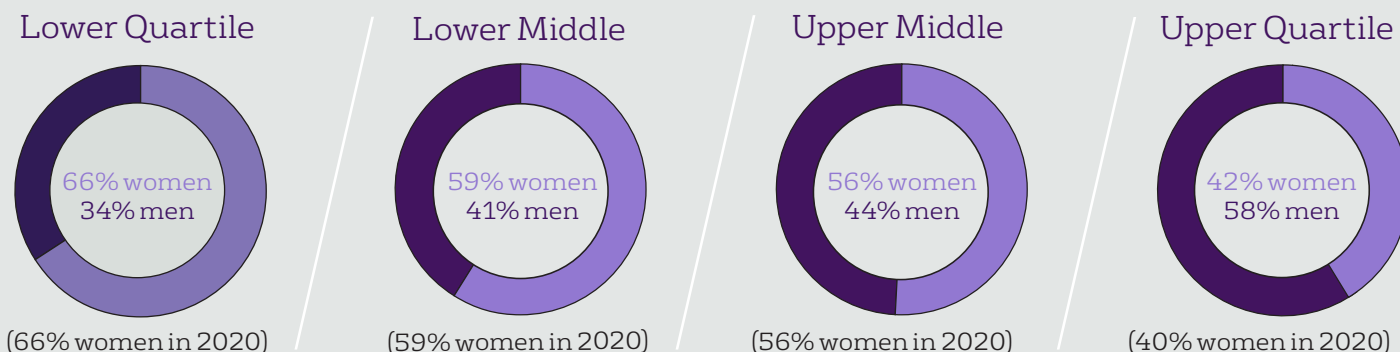
OUR ACADEMIC AND PROFESSIONAL SERVICES GPG 2017-2021



OUR FULL-TIME AND PART TIME STAFF GPG 2017-2021

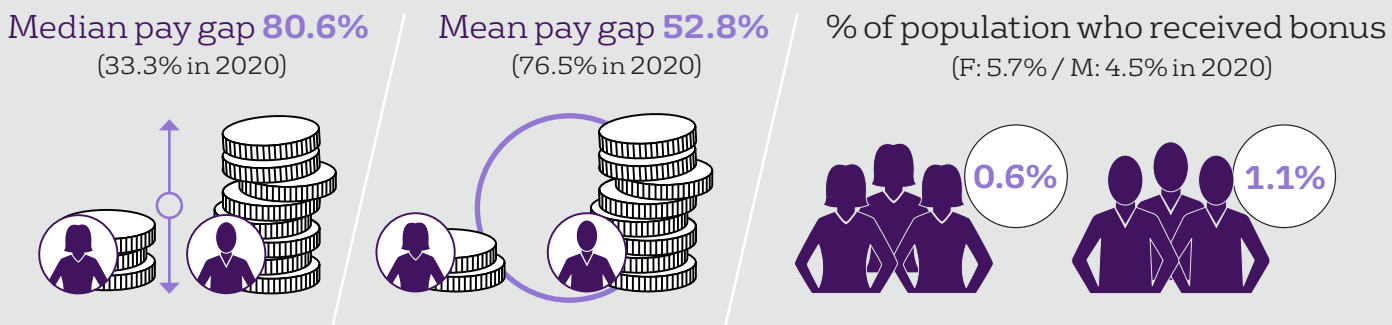


OUR HOURLY PAY QUARTILES

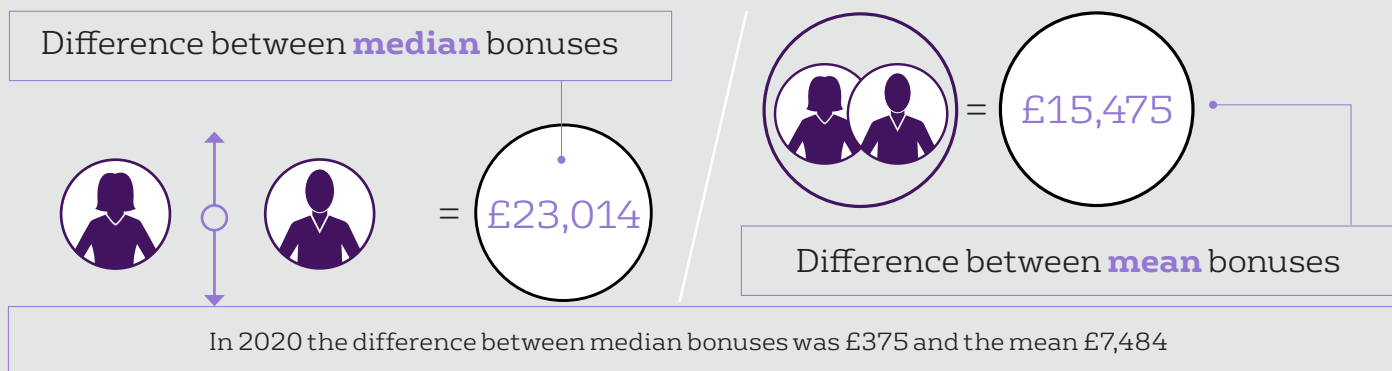


In line with the government requirements we have divided our workforce into four sections (quartiles) ranked according to their total pay, from lowest to highest.

OUR BONUS PAY GAP (INCLUDING CLINICAL ACADEMICS AND GPs)



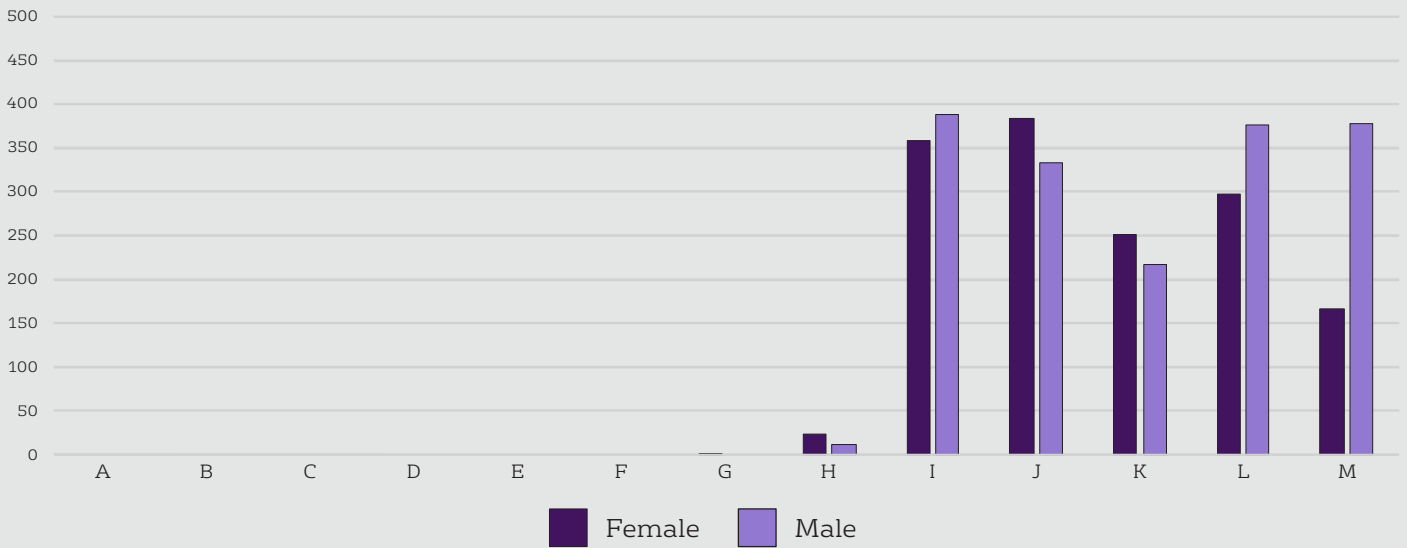
The bonus pay gap figures of 80.6% (median) and 52.8% (mean) also include payments for clinicians known as Clinical Excellence Awards (CEAs) – a National Health Service (NHS) performance-related payment which is not under our control – and Practice Performance Bonuses for doctors in the Student Health Service.



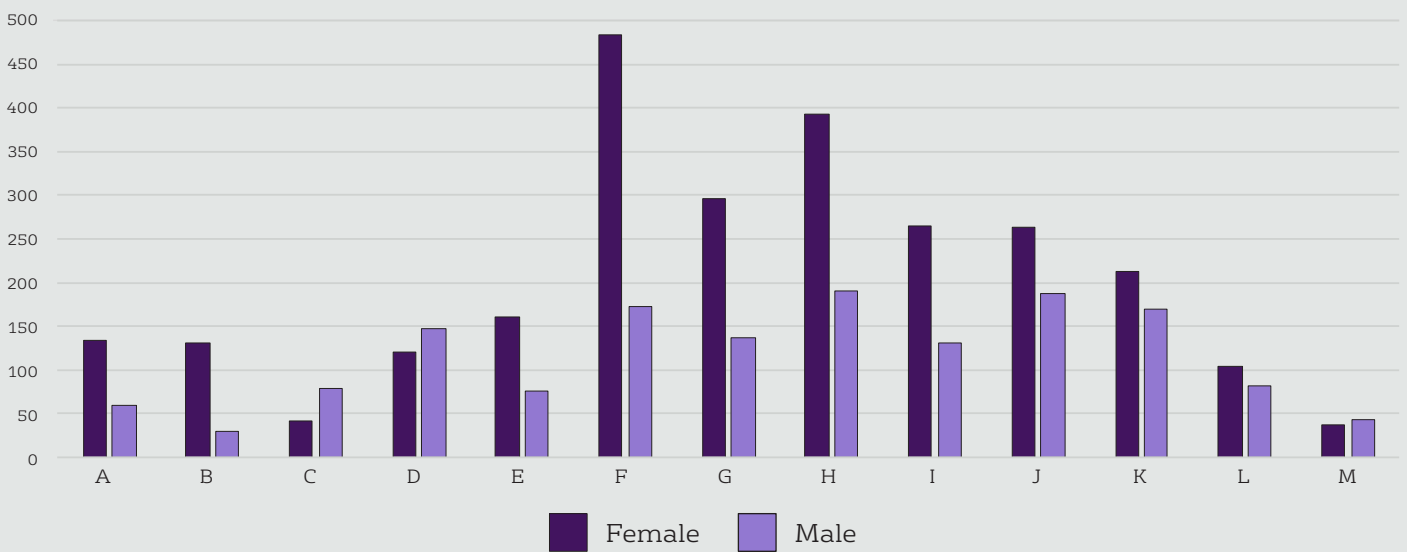
Factors contributing to our gender pay gap

- This is our fifth year of gender pay gap reporting. The median gender pay gap of 11.1% has reduced by 5.1% since our first report in 2017. The mean gender pay gap in men's favour of 17.0% has reduced by 4.1% compared to 2017.
- The gender pay gap figures are from 31 March 2021. As a consequence of the pandemic the University implemented pay-related cost savings which took effect from August 2020. Delays to the impact of academic promotion (whereby men and women are promoted to higher grades thereby changing the overall distribution) meant that salary changes took effect in January 2021, and so were included in this report.
- Under the government's Coronavirus Job Retention Scheme, any furloughed staff included in this report had their pay topped up to 100% by the University, and this therefore has no impact on our gender pay gap.
- A major factor contributing to the gender pay gap is the distribution of men and women across our grading structure: we have more men in the higher grades, and more women in the lower grades, although this is continuing to improve. The distribution of men and women varies within the two main populations of Academic and Professional Services staff, as shown in the graphs of Workforce Headcount for Academic staff and Professional Services staff by grade (page 6).
- The average pay difference between men and women has reduced since our first report in 2017 within our two main staff populations (Academic and Professional Services), and in our full and part-time populations.
- Compared to sector benchmark figures (page 3) the median is 5.1% lower than the HE median of 16.2% and 1.3% lower than the HE mean. A minority of HE institutions have medical schools, and our mean gender pay gap is inflated by the inclusion of clinical staff.
- In 2020-21 the University's Merit Pay Scheme was put on hold in response to the economic impact of the pandemic, which has reduced the proportion of staff by gender who received a bonus. As well as the reduction of bonus recipients in 2021, the impact of not running the Merit Pay scheme has contributed to a higher median and a lower mean bonus pay gap.
- Some clinical staff are in receipt of Clinical Excellence Awards (up to a value of £77,000) and there are a small number of General Practitioners in the Student Health Service who received a Practice Performance Bonus. A cause of the bonus pay gap is the high proportion of male clinicians in receipt of Clinical Excellence Awards.
- It is a priority to begin including casual staff into the next year's report which may affect our future pay gap figures. This is a group which it was not previously possible to include in the data set.

WORKFORCE HEADCOUNT 2021 FOR ACADEMIC STAFF BY GRADE



WORKFORCE HEADCOUNT 2021 FOR PROFESSIONAL SERVICES STAFF BY GRADE



*Graphs exclude Clinical staff who are on national clinical pay scales

Ways we are embedding inclusive HR practices across the University

The gender pay gap is a helpful indicator of the impact of our ongoing work but is not the driver in most areas. We do not develop actions based on the gender pay gap but use the data to measure the impact of existing work priorities in these areas.

Some of our work includes:

- Reviewing and refining our Strategic Performance Indicators in relation to gender and ethnicity as part of a University-wide Strategy refresh in 2021, setting new goals that take us beyond our current targets (33% female professors and reducing the professorial pay gap to 3% by 2022-23).
- The new inclusive [Academic Promotions Framework](#) (APF) was used for the first time in promotion to professor in 2020/21 and will be extended for movement between the professorial ranges, as well as for promotion up to Senior Lecturer / Senior Research Fellow in 2021/22, i.e. most of someone's academic career. We will monitor evidence of any gendered variations, including the possible impact for women on different academic career pathways.
- Continue work to understand the differences between full and part-time academic careers, how this contributes to the pay gap and what steps need to be taken. This includes using a mixture of surveys and focus groups with part-time academics.
- Continue the [Women's Mentoring Network](#) to support Academic and Professional Services communities, and the [Female Leadership Initiative](#) (FLi) for leadership development (including doubling the capacity to meet growing demand).
- As part of the University's wider work-life balance initiative, we have recently focused on reviewing our [Home and Family](#) policies; enhancing entitlements, increasing flexibility and improving processes to support all staff. We have worked closely with our staff networks and trade union representatives to understand what is important to staff, and we have reflected on best practice across other universities.
- A review of the application of our Recruitment and Retention policies has concluded that there no evidence in relation to issues of gender bias.
- A review of the application of academic leadership supplements is underway and is making recommendations in 2022.
- Continuing to proactively support women's applications for NHS Clinical Excellence Awards through workshops, guidance and the tracking of future application rates.