

# GENDER PAY GAP REPORT 2018

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# INTRODUCTION

**At the University of Leicester, our strategic aim is to recognise and value diversity, ensure equality of opportunity, and enable all staff and students to flourish in an inclusive and respectful environment. We have a strong and well-established commitment to advancing gender equality but there is still much progress to be made in order to close our gender pay gap.**

This second annual gender pay gap report details the University of Leicester's 2018 gender pay gap and the actions that we are taking to eliminate this gap.

The gender pay gap is the difference between the average hourly rate of pay of female and male employees, expressed as a percentage.

The gender pay gap is different to equal pay. Equal pay relates to female and male employees receiving equal pay for work of equal value. Since the 1970s, UK law has prohibited paying different amounts to men and women who do work of equal value.

The University of Leicester, like other universities, has a significant gender pay gap. We know that meaningful, sustainable change will take time, but

we are committed to closing our gender pay gap and we are taking action to make this happen.

The data used in this report to calculate the University's gender pay gap comes from a snapshot of employee data taken on the census date of 31st March 2018. On this date, there were 5,194 employees: 54.5% female employees and 45.5% male employees.

## EQUAL PAY

Means that men and women in the same employment performing equal work **must** receive equal pay (Equal Pay Act 1970)

## GENDER PAY GAP

The difference between women's and men's average earnings across an organisation or labour market

# GENDER PAY GAP REPORTING REQUIREMENTS

**The gender pay gap regulations require us to report on our gender pay gap using the following metrics:**

Both the mean and the median calculations are used because they are complementary metrics, and illustrate aspects of the distribution of pay across an organisation.

The **median** is the midpoint of the range of salaries received, expressed as an hourly rate of pay.

The **mean** is the overall average of all salaries, also expressed as an hourly rate of pay.

In this report, where the pay gap is in favour of men, it is expressed as a percentage (e.g. 12%) and where the gap is in favour of women, it is expressed as a negative percentage (e.g. -10%).

1

The mean and median gender pay gap based on an hourly rate of ordinary pay.

2

The mean and median gender bonus gaps, and the proportion of men and women receiving bonuses.

3

The proportion of men and women in each quartile of the University's pay structure.

# UNIVERSITY OF LEICESTER GENDER PAY GAP

The University's mean gender pay gap is 23.1%, and its median gender pay gap is 19.0%, which is a slight decrease from 2017 when the mean gender pay gap was 24.1% and the median gender pay gap was 22.7%.

Both of these are higher than the higher education sector gender pay gap calculated by AdvanceHE, which reports a mean gender pay gap of 17.2%, and a median gap of 13.7%. The median gender pay gap for all employees in the UK, based on the Annual Survey of Hours and Earnings, is calculated by the Office for National Statistics at 17.9%.

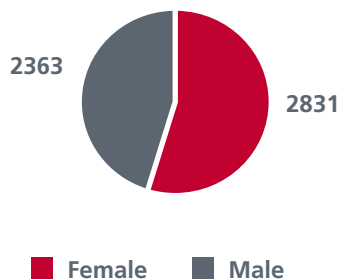


## 1 THE MEAN AND MEDIAN GENDER PAY GAP BASED ON AN HOURLY RATE OF PAY

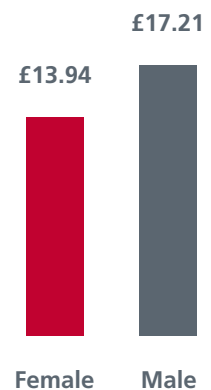
**MEAN GENDER PAY GAP**  
23.1%



**TOTAL NUMBER OF STAFF**  
5,194



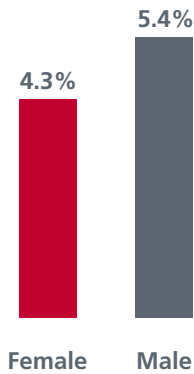
**MEDIAN GENDER PAY GAP**  
19%



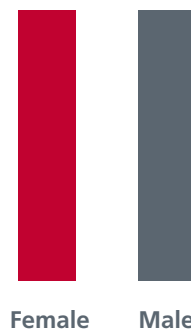
2

THE MEAN AND MEDIAN BONUS PAY GAP, AND THE PROPORTIONS OF FEMALES AND MALES RECEIVING A BONUS PAYMENT

PROPORTION OF FEMALE AND MALE EMPLOYEES RECEIVING A BONUS



MEDIAN GENDER BONUS GAP

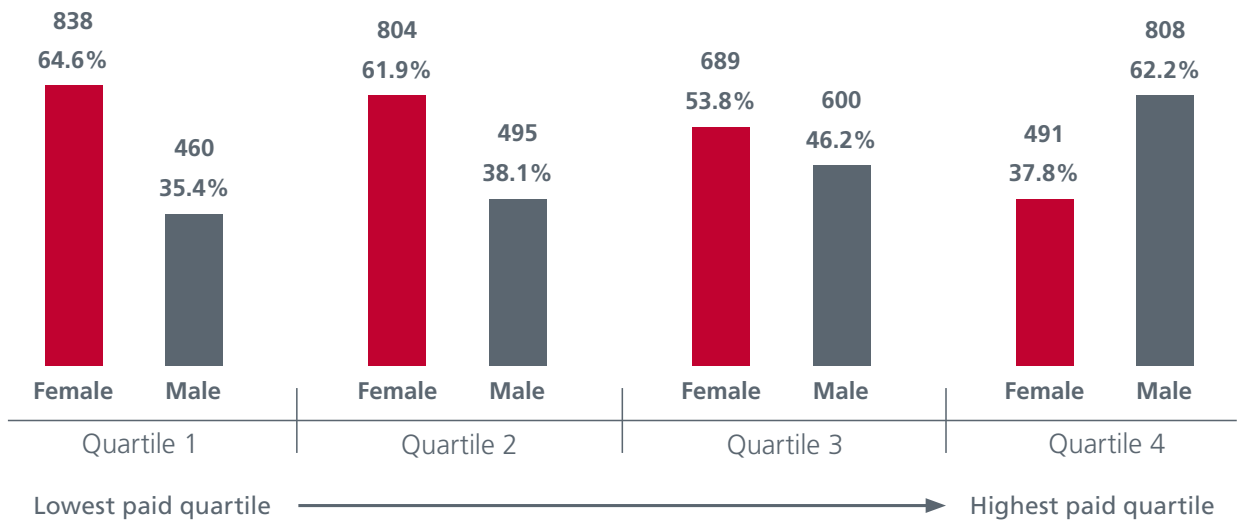


MEAN GENDER BONUS GAP 64.4%



3

THE PROPORTION OF MALES AND FEMALES IN EACH HOURLY RATE QUARTILE PAY BAND



# WHY DO WE HAVE A GENDER PAY GAP?

As for many organisations, key determinants of the gender pay gap at the University include the absence of a gender balance across job categories (horizontally) and through the different pay grades (vertically). Women are overrepresented in lower paid roles and underrepresented in both higher paid roles and at higher grades.

In order to close the gender pay gap, we need to balance the proportion of female and male members of staff at each level of the University and in each job category.

The following graph shows the number of employees in each pay band from zero to £50/Hr and illustrates the impact of the disproportionality large number of women in the lower and middle pay bands on the University's gender pay gap.

The impact of the small number of women in senior roles at the University can be seen in the bonus gender pay gap of 64.4%. This gap can be explained to a large extent by the inclusion of clinical excellence awards which fall into the 'bonus pay' metric.

Clinical excellence awards recognise and reward senior academics whose work contributes to the continuous improvement of NHS services. As such, they are exclusive to universities that have medical schools.

Female employees at the University who received these awards, on average, received higher payments, but the distribution of these awards, 8 to female members of staff and 36 to male members of staff, has a significant impact on the overall bonus pay gap

The proportion of females receiving a bonus overall at the University (including clinical excellence awards) has fallen by 0.5% whilst the proportion of males receiving a bonus has fallen by 2.2%, however the mean gender bonus gap has risen by 8.1% as a result of the average male award rising at a much higher rate.

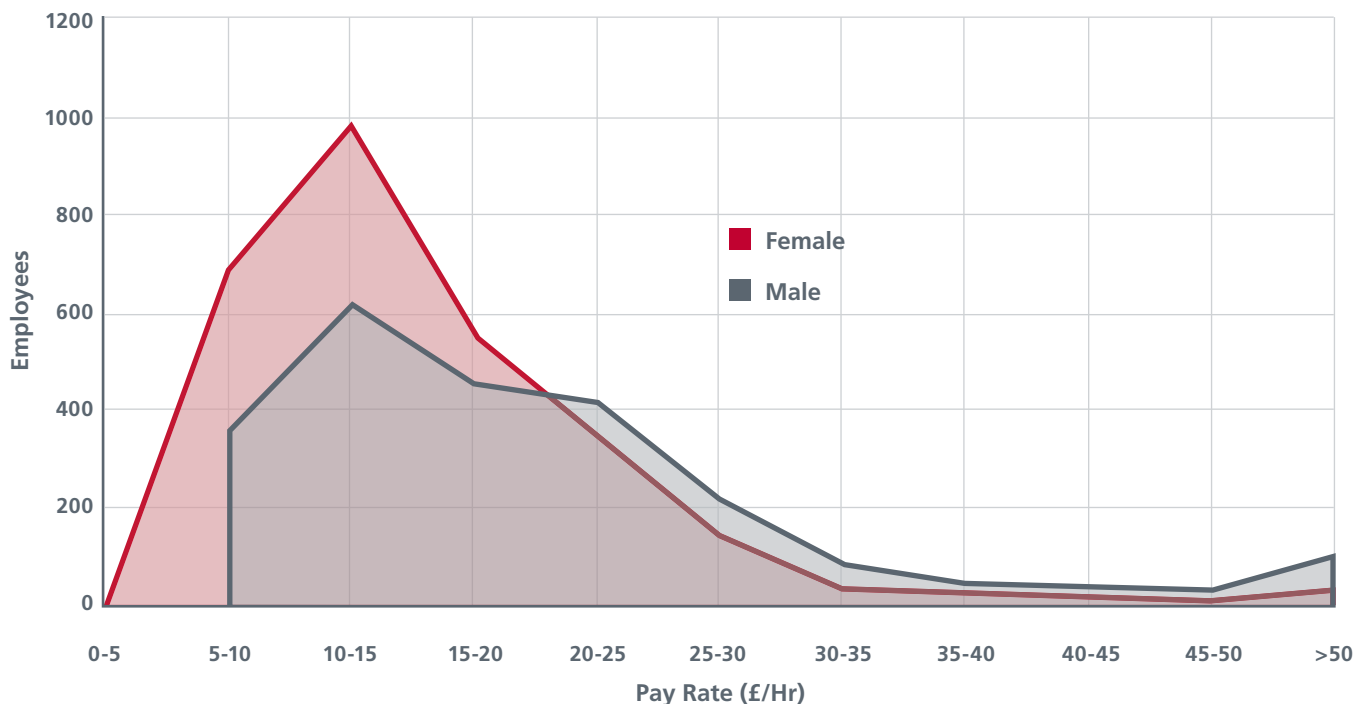
**The University of Leicester is committed to ensuring fair treatment and reward for all.**

The challenge facing the University in closing its gender pay gap is substantial because the contributory factors are multi-fold and the resulting picture is complex. This holds true for the sector as a whole.

Women are in the majority of staff in higher education but are underrepresented among academic staff, in senior management roles and across STEM subjects. Women are consistently more likely to occupy part-time roles, hold fixed term contracts and be in lower salary bands.

Deep and sustainable change is needed to challenge ingrained occupational segregation patterns and to close the sector's gender pay gaps. Change is needed to organisational cultures, to recruitment, pay and reward practices, to systems to support diverse work-life patterns, and to progression and development. The University of Leicester has active initiatives in all of these areas.

EMPLOYEES BY PAY RATE



# ACTIONS WE ARE TAKING TO CLOSE OUR GENDER PAY GAP

We have put in place a range of actions at the University of Leicester to close our gender pay gap and to build an inclusive and fair working environment.



## ATTRACTING THE VERY BEST PEOPLE

- Offering competitive pay, and developing a pay strategy that sets out our approach to pay and reward in an open and transparent way.
- Continuing to encourage greater female representation on our council, where we now have a majority of women council members.
- Annually funding 2 Daphne Jackson Fellowships at the University to support returners to STEM research careers.



## NURTURING AND DEVELOPING PEOPLE

- Reinforcing our transformational approach to academic career progression and promotion, created through the Leicester Academic Career Map.
- Delivering our comprehensive suite of development and leadership programmes, which have gender equality and unconscious bias awareness embedded throughout.
- Furthering our commitment to women-only leadership programmes, which we have traditionally channelled through the Aurora Leadership Programme, with the introduction of our own in-house Women Leading with Purpose Programme.
- Targeting our Coaching and Mentoring Academy at vital organisation-wide initiatives, e.g. working with members of staff affected by the menopause, and supporting returners.
- Improving our focus on career progression and achievement through our Performance Development Discussion Framework.



## VALUING EQUALITY AND DIVERSITY

- Embedding Athena SWAN principles and practices across the University, recognised by the award in 2018 of an Athena SWAN institutional Silver Award.
- Continuing to work with the United Nations as part of the global HeForShe initiative to achieve our stated gender equality commitments.
- Mandating all staff to complete both an Equality, Diversity and Inclusion module and a Challenging Unconscious Bias module.
- Requiring all staff who sit on recruitment and selection panels to additionally complete training that specifically addresses gender bias in recruitment and selection processes.
- Offering networking and support opportunities through our Women's Forum and Carer and Parents Network.



## CELEBRATING AND RECOGNISING SUCCESS

- Ensuring our approach to performance, reward, recognition and promotion, for academic and professional staff is transparent, understandable, and fair.
- Embedding evidence based positive action in promotion processes, e.g. for our 2018 round of professorial promotions we received 32 applications, with 17 from women, an increase from 14% in 2017 to 53% in 2018. 9 out of the 17 applications from women were successful, meaning a 53% success rate for women, compared to 23% in 2017.
- Recognising and celebrating success in all its forms, for example with our Discovering Excellence Awards.

## GOING FORWARDS

We have a range of initiatives in place to close our gender pay gap but recognise that it will take time to see the impact of these because of the complexity of the causal factors of the pay gap and the long term nature of some of the initiatives. We will continue to work towards a gender balance across job categories and through the different pay grades. Our work around recruitment, pay and reward, promotion and progression, support and development will continue, we will take targeted action where appropriate and support all staff facing barriers.



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