



# Gender Pay Gap Report

## As at 31<sup>st</sup> March 2022

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## Gender Pay Gap Report 2023

**Under the Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all public sector employers with 250 or more employees are required to report their gender pay gap data annually.**

The Gender Pay Gap is the percentage difference between the average hourly earnings for men and women across the entire organisation.

The use of Gender Pay Gap data can help to identify the extent to which men and women undertake different types of jobs at different levels within the organisation, which can create differences in pay. It is different to equal pay, which is to pay men and women differently for performing work of equal value. This is illegal and there has been legislation against this since 1970 Equal Pay Act.

The mandatory reporting information required is as follows:

- The mean and the median gender pay gaps;
- The mean and the median gender bonus pay gaps, and the proportion of men and women who receive them;
- Percentages of men and women employees in each pay quartile

The **mean** is the average i.e. the sum of all the values divided by the total number, and the **median** is the middle value when ranked in ascending order i.e. the figure directly in the middle of the results. The median is considered to be the more accurate representation of the gender pay gap as it is not distorted by the highest and lowest outliers.

**The data in this report refers to a snapshot date of 31 March 2022**

|                       |                |                | University of Cumbria |                |                |                |
|-----------------------|----------------|----------------|-----------------------|----------------|----------------|----------------|
|                       | HE Sector 2020 | HE Sector 2021 | As at 31.03.19        | As at 31.03.20 | As at 31.03.21 | As at 31.03.22 |
| <b>Mean</b> Pay Gap   | 14.5%          | 18.3%          | 11.1%                 | 9.1%           | 11.8%          | 13.1%          |
| <b>Median</b> Pay Gap | 13.0%          | 16.3%          | 8.6%                  | 7.5%           | 11.1%          | 11.1%          |

\*HE sector data from Office for National Statistics

### Analysis

The university's median pay gap remains static, whilst the mean pay gap has increased since last year's report. As at 31<sup>st</sup> March 2022:

- The University has a pay gap, which continues to be less than the sector average
- The median pay gap is **11.1%**, remaining static since last year, unlike the sector which rose by 3.3%
- The mean pay gap **13.1%**, continues to rise since last year, by 1.3%, noting this is less than the sectors 3.8% rise

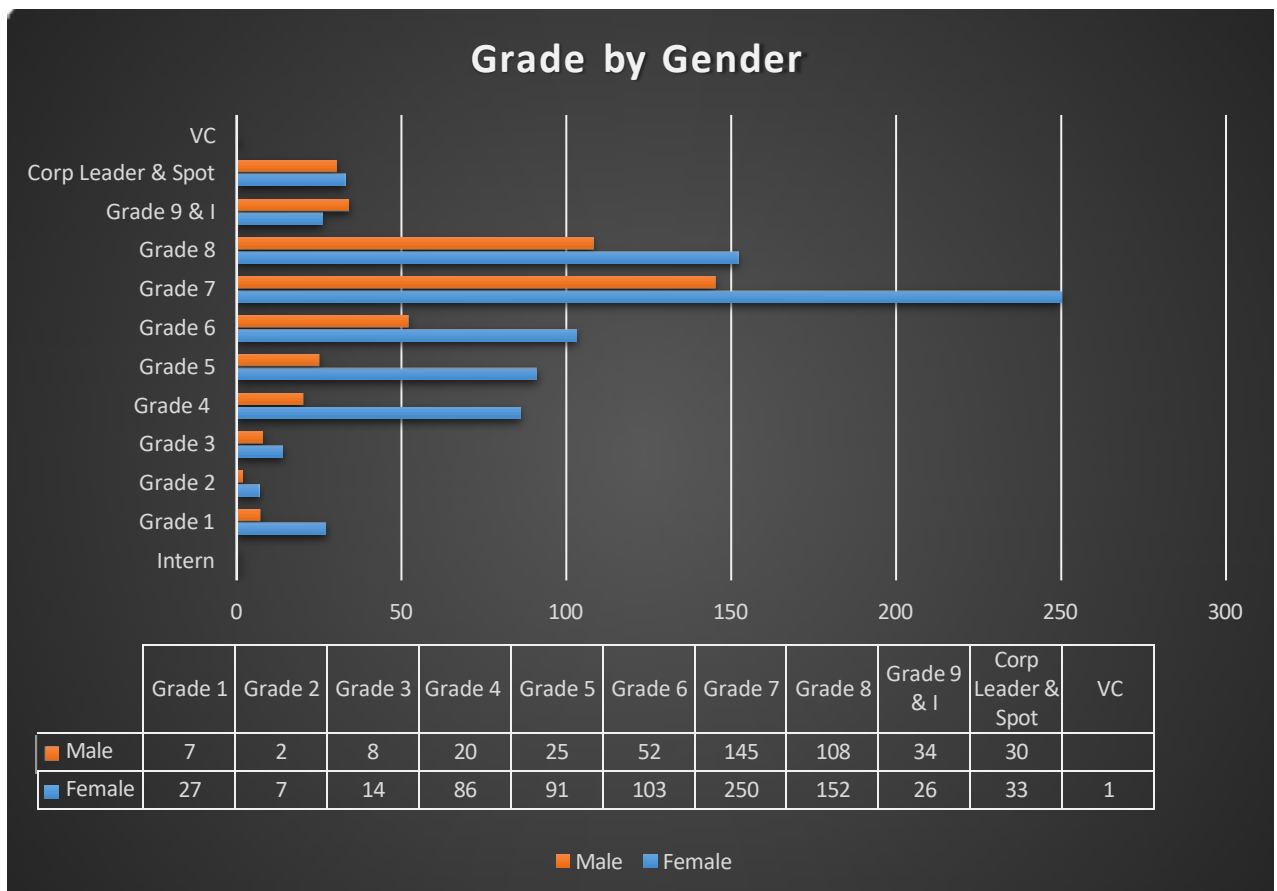
The university's mean gap has fluctuated since 2018, rising and falling from between 11.8% to 9.1% annually. This year the rise continued, but at a reduced rate in comparison to the sector.

Grade 7 and below impacts on our increased mean pay gap, with more women than men joining at each grade. Another aspect that has influenced the widening gap this year has been staff turnover at the more senior grades. The largest impact on the mean gender pay gap increasing is at Corporate Leader and Spot salary level, whereby in comparison to last year, analysis shows that there are 5 more women and 16 more men.

### Staffing profile as at 31st March 2022

|               |             |            |
|---------------|-------------|------------|
| <b>Total</b>  | <b>1223</b> |            |
| <b>Female</b> | <b>791</b>  | <b>65%</b> |
| <b>Male</b>   | <b>432</b>  | <b>35%</b> |

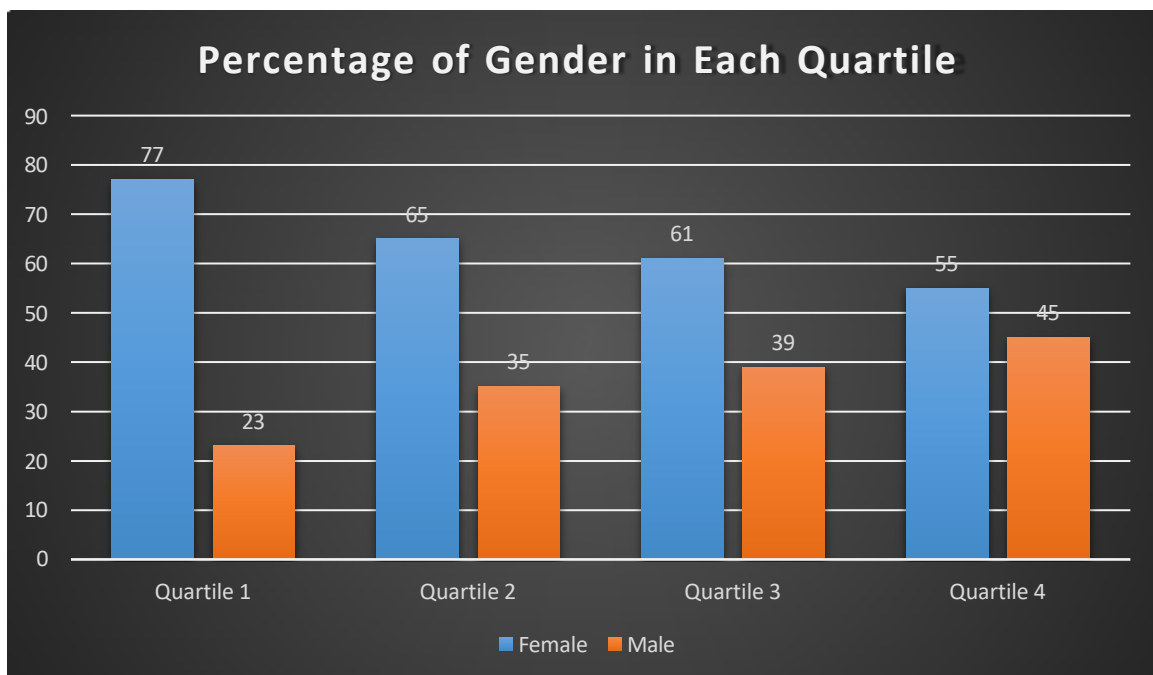
The table below shows the split of staff by gender by each grade band. It shows that proportionately there are more male staff in higher paid roles compared to the junior grades. This is the main driver for the pay gap results.



## Pay Quartiles

The quartiles have been calculated by ranking all employees by their hourly rate of pay from lowest to highest and dividing them into four even groups. It is worth noting from our quartile data that women make up the majority of employees across all four quartiles. The gender split moves towards a more even parity and draws closer as you progress through the quartiles.

The higher percentage of women in the lower quartiles represent those on the lower salaries and are affected by a number of socio-economic factors, such as childcare responsibilities, part-time working and what may be seen as 'typically female' roles. This is commonly referred to as vertical and occupational segregation and there is minimal change from last year's report.



## Bonuses

10 bonuses were paid during the relevant pay period. 7 bonuses were awarded to female colleagues and 3 to male. The payments range from £500 to £4500, recognising outstanding contribution in line with the University's honorarium guidance. The pool of colleagues receiving a bonus is very small and it is positive to note there is no median gap. The mean gap is very high at -89.1%, heavily impacted by a single bonus payment at the top of the range.

| Mean bonus gap   | Median Bonus Gap | % receiving bonus |
|------------------|------------------|-------------------|
| -89.1%           | 0%               | -27.9%            |
| £1071.43 £566.67 | £500 £500        | 0.87% 0.68%       |

## Addressing the gap

The University continues to make positive strides in relation to gender equality, achieving a Silver Award as part of the 2022 Stonewall WEI and achieving UK Top 10 status (Top 50 internationally) in the 2022 THE Impact Rankings for SDG5: Gender Equality. Alongside these developments, the university has dedicated significant effort and resource to an Athena Swan Bronze Award submission

The Athena Swan submission involved extensive data analysis in relation to gender equality and the 5-year action plan encompasses a range of data-informed steps that will contribute to the improvement of our gender pay gaps. Delivery of our Athena Swan action plan will be an institutional focus as we move forward in this area.