



Gender Pay Gap Report As of 31st March 2023

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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.

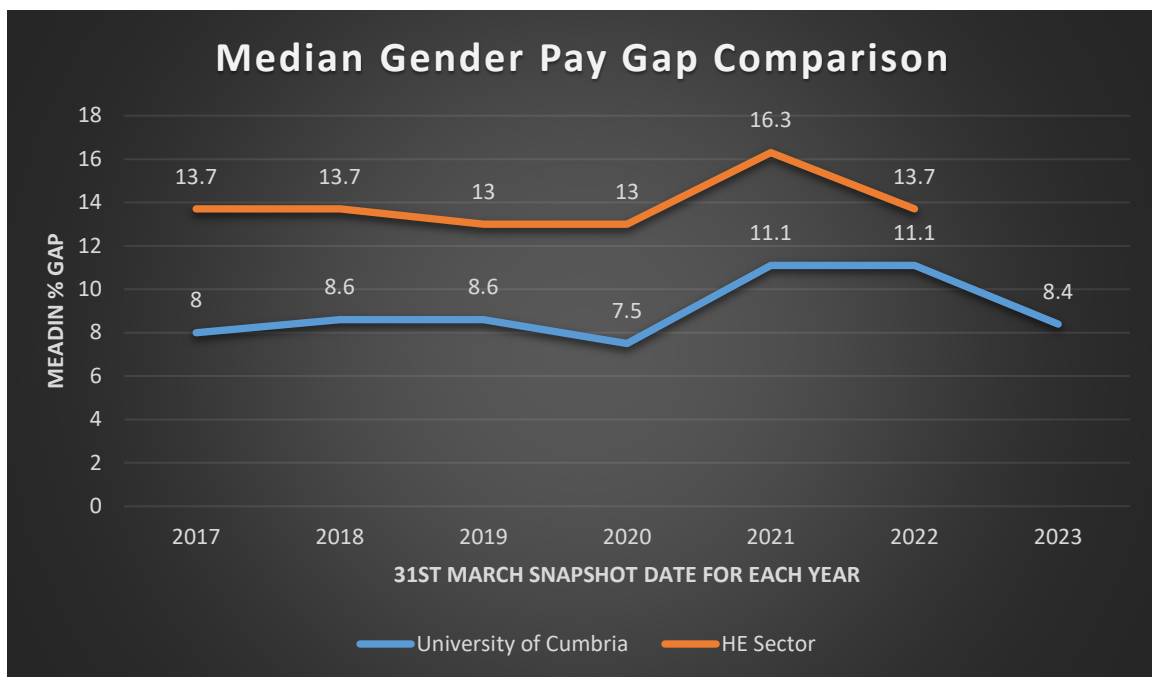
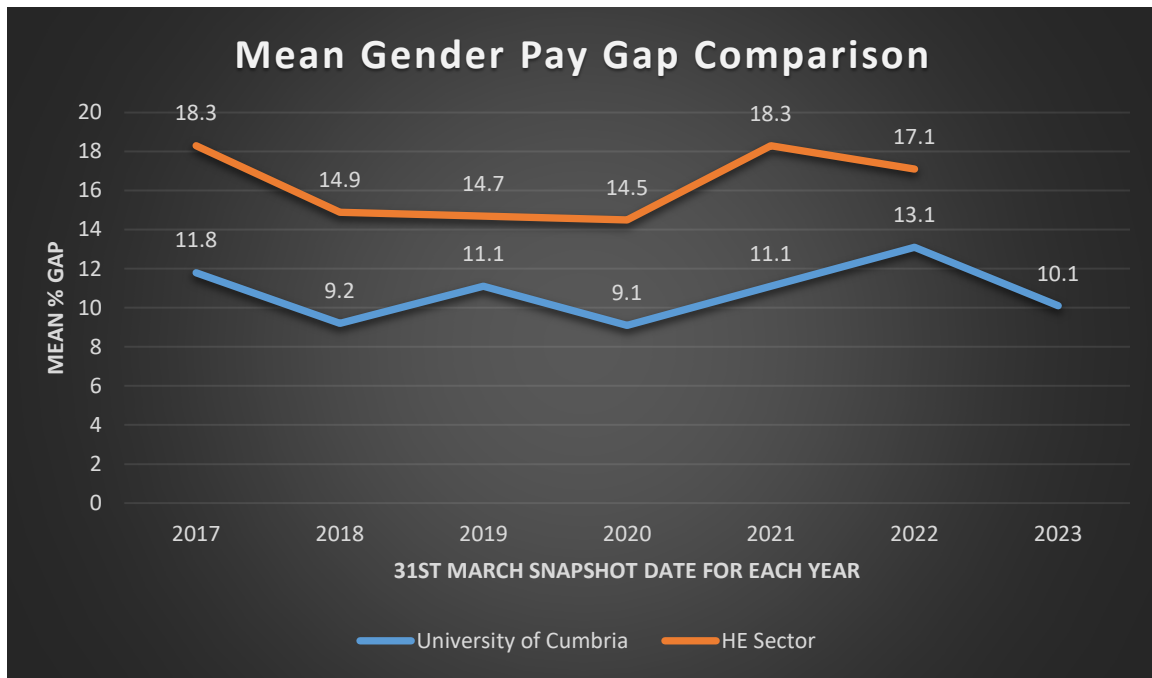
The data in this report refers to a snapshot date of 31 March 2023

	HE Sector 2022	University of Cumbria 2023
Mean Pay Gap	17.1%	10.1%
Median Pay Gap	13.7%	8.4%

*UCEA HE Sector 2022 data source: Intersectional Pay Gaps 2023 – survey guidance notes.

Analysis

The university's mean gap has reduced from last year's report by 3% and the median has reduced by 2.7%. These reductions are pleasing to see and more than counteracts last year's outcome, whereby our mean rose 1.3% to 13.1% and the median remained static at 11.1%. The graphs below showcase our history against the sector, noting that our mean and median has always fell below the sector average.



As noted in previous reports, the university's mean and median averages have reverted back to form in terms of fluctuating, with last year an anomaly having broken the trend, with a continued rise for the mean pay gap.

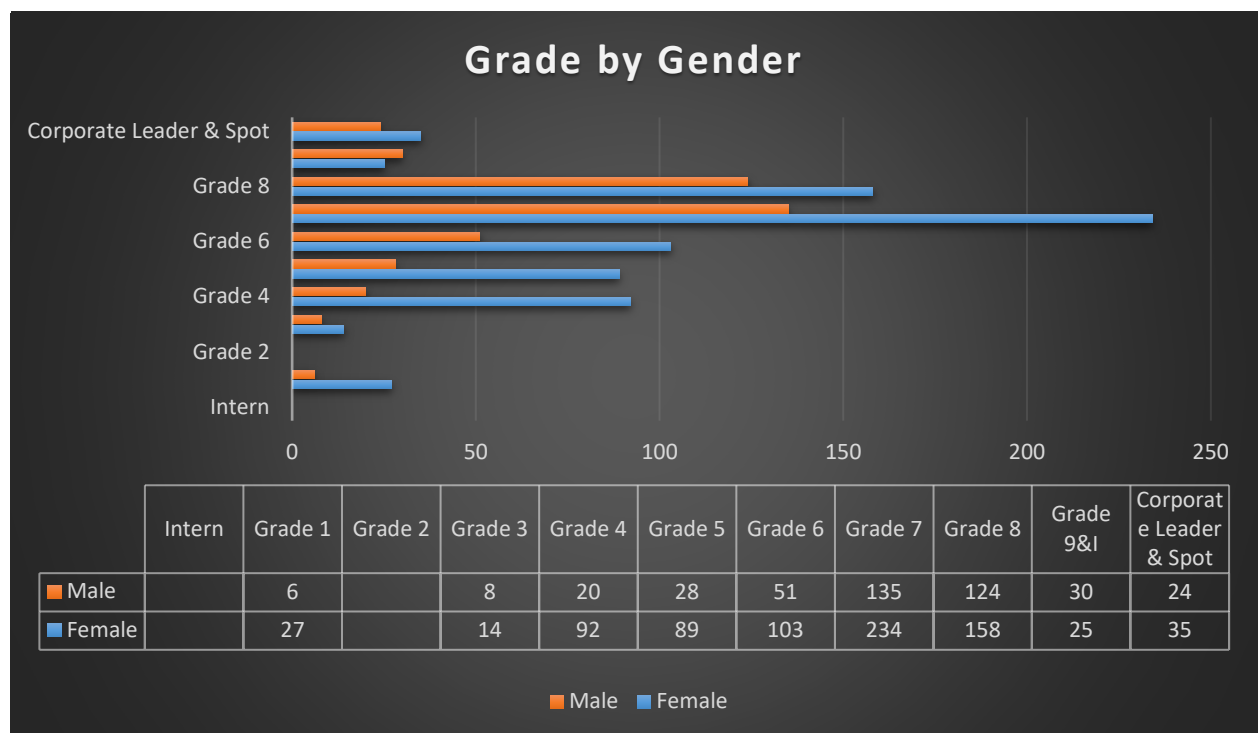
The cause of the mean reducing is attributed to pay spine increases in August 2022 and February 2023. In both cases, the % increase at the junior grades was higher than the % increase at the higher grades and there are a higher percentage of women than men in the junior grades, as is reflected in the Staffing Profile and Pay Quartiles graphics. A combination of the pay spine increases and the turnover of staff at senior grades since last year's report, where Grade 9 saw a reduction of 4 males and Corporate Leader a reduction of 6 males, compared to there being 1 less female at Grade 9 and 1 additional female at Corporate Leader, has heavily influenced the overall Mean average reduction.

The mean and particularly the median were impacted by a spike in non-salaried hourly-paid female staff at salary point 30 receiving payments in March 22, which affected last year's increase. This was an anomaly, and the figure has returned to the previous levels as of March 2023, resulting in the reductions of these pay gaps.

Staffing profile as of 31st March 2023.

Total	1216	
Female	786	65%
Male	430	35%

The table below shows the split of staff by gender by each grade band.

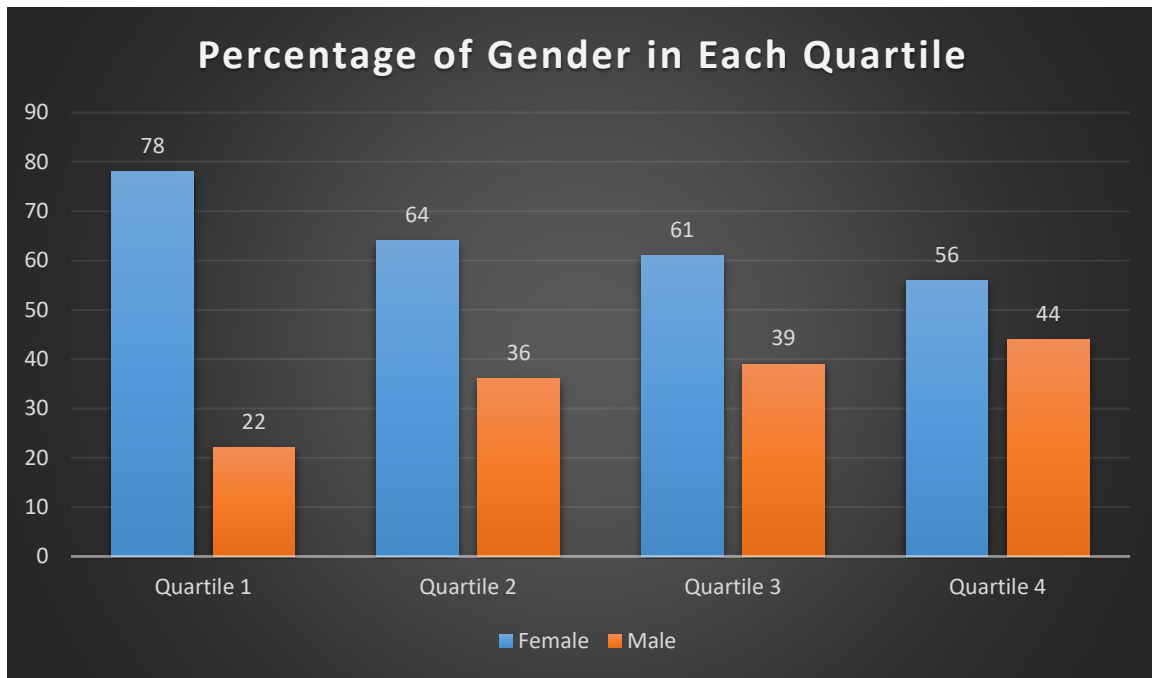


*The data for Intern and Grade 2 colleagues is suppressed due to low numbers that would make them potentially identifiable.

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 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.



Honorarium

At the university an honorarium is a one-off payment to recognise an outstanding contribution by an employee, which exceeds the normal role expectations to an exceptional degree. In relation to Gender Pay Gap guidance, these payments are classified as part of bonus pay gap reporting.

9 honorariums were paid during the relevant pay period. 8 were awarded to female colleagues and 1 to male. The payments ranged from £250 to £2000, recognising outstanding contributions in line with the honorarium guidance.

Mean Bonus Gap	Median Bonus Gap	% Receiving Bonus
75.86%	75%	0.73%
£428.83 £2000	£500 £2000	1.00% 0.23%

Addressing The Gap

The University achieved [Athena Swan Charter Bronze Award - University of Cumbria](#) in April 2023 and will focus efforts on the 5-year action plan to positively impact our gender pay gap and wider aspects of gender equality. Progress against this action plan will be tracked by our EDIW Monitoring Group, who report in to our EDIW Committee.