

**Gender Pay Gap Report**

**March 2019**

**Lee McDermott**

Equality, Diversity and Inclusion Officer

Student & Staff Services

# Gender Pay Gap Report – March 2019

**Context**

The University of Cumbria remains fully committed to ensuring equality of opportunity for all our students and staff, in line with meeting our public sector equality duty (PSED). By conducting an annual Gender Pay Gap Report we continue to establish and monitor any differences in male and female average earnings, at all levels of the organisation, whilst maintaining a transparent approach.

We use the Higher Education Role Analysis (HERA) job evaluation scheme to establish a fair grade for each role, meaning that the job is evaluated, rather than the person and we have a clear policy and procedure for recruiting and promoting staff that is available to all staff.

A full breakdown of relevant data is provided below.

**Pay Gap**

The University has a pay gap which is much less than the sector average and also less than was reported last year. Please see below:

A mean gender pay gap of 9.2% (15% in the UK HE sector for 2017)

A median gender pay gap of 8.6% (14% in the UK HE sector for 2017)

\*UK HE sector data sourced from [https://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-](https://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-data/index.cfm) [data/index.cfm](https://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-data/index.cfm)

The figures from the 2018 report were:

A mean gender pay gap of 11.8% (18.3% for the UK HE sector)

A median gender pay gap of 8% (13.7% for the UK HE sector)

The University’s mean gender pay gap has shown a reduction of 2.6% and the median gender pay gap a minor increase of 0.6%, since the 2018 report. The main reason for the pay gap is that the University has a disproportionately high number of women compared to men from Grade 4 to 8, as shown in the graph below. Only at Professor Grade are there more men than women and the number of female Student Ambassadors is also vastly greater than the number of males, which further impacts on the overall figures.

# Male and Female staff at each grade - 1140 relevant employees

Corp Leader

Professor Grade 10

Grade 9

Grade 8

Grade 7

Grade 6

Grade 5

Grade 4

Grade 3

Grade 2

Grade 1 Intern Student Amb

-150

-100

-50

0

50

100

150

200

Male Female

**Bonuses – 15 bonuses paid**

The University pays very few bonuses, with a total of 15 being paid during 2017-18. 1.8% of women received a bonus and 0.3% of men. These payments range from £100 to £1000 and relate to long service awards (£100) or a one-off payment to recognise an outstanding contribution by an employee, which exceeds the normal role expectations to an exceptional degree.

The mean bonus gender pay gap of 45.2% is in favour of men and relates to a mean average payment of £548 for women and £1000 for men. The median bonus gender pay gap is 45.7% in favour of men and relates to a median average payment of £543 for women and £1000 for men.

# Salary Quartiles

The proportion of males and females in each quartile pay band are shown on page 4. The quartiles have been calculated by ranking all 1140 relevant employees by their hourly rate of pay from lowest to highest and dividing them into four even groups. This information shows that while women make up the majority in each quartile, they are a more significant majority in the lower and lower middle quartiles which again explains the existence of a gender pay gap.

# Pay Gap Data

**Mean and median gender pay gap – based on hourly rate of pay (excluding bonuses)**

**£16.8 £18.50 £16.00 £17.50 766 (37.2%) 374 (32.8%)**



**Mean gender pay gap Median gender pay gap Total employees**

**9.2% 8.6% 1140**

**Mean and median gender pay gap – bonuses only**

**£548 £1000 £543 £1000 14 (1.8%) 1 (0.3%)**



**Mean gender bonus gap Median gender bonus gap Proportion receiving**

**45.2% 45.7% bonus**

**Proportion of males and females in each salary quartile**

**75.4% 24.56% 70.88% 29.12% 63.51% 36.49% 58.95% 41.05%**



**Q1 (lower) Q 2 (lower middle) Q3 (Upper middle) Q4 (Upper)**

**Evidence of addressing the gap**

While we continue to be proud of our gender equality record, we are not complacent and continue to progress a wide range of initiatives and activities to further improve equality across our community.

Outlined on page 5 is a range of the supportive measures that continue to contribute towards addressing issues and moving the organisation forward in this area:

|  |
| --- |
| * EDI training continues as part corporate induction and is also ongoing as part of the mandatory training programme   Separate training for academic and professional services staff is in place to ensure  relevance to the job role. |
| * We have an Equality Impact Assessments (EIA’s) process in place and these are completed where appropriate to consider any/all equality issues, including any impact on gender equality (including gender reassignment) |
| * Equal pay audits continue every 2 years in collaboration with our recognised Trade Unions. |
| * An improved on-line portal has been implemented, which provides easy access to all on- line materials. A new module covering unconscious bias was introduced in November 2018, with an action plan in place to address completion rates. |
| * Exit interviews have been reviewed and now provide opportunity for staff to share their views on the university’s approach to diversity. All staff departures since August 2018 have been invited to contribute to the amended process. |
| * Internal Trans Awareness Training has been developed and delivered at Lancaster, Fusehill Street and London, with an Ambleside date pending, to raise general awareness around support and guidance for Trans staff and students. Updated guidance from ECU is also accessible on the university website. |
| * The staff mentoring scheme has been recently reintroduced and will continue to be implemented for new colleagues as a supportive measure university wide. |
| * Supporting the Research Excellence Framework, specific EDI training has been developed internally for the REF panel, with ongoing support from HR and the Equality, Diversity and Inclusion Officer for any EDI related issues throughout the process. |
| * Data continues to be collated and monitored for a range of equality information such as:   + Staff and student profiles   + Staff and student recruitment   + Student retention, achievement and employability   + Staff training/development, promotion and engagement   + REF profiles and related splits based on EDAP guidance |
| * The opportunity for all staff to discuss development issues and flexible working with   their line manager through formal appraisal process every year |
| * We will continue to develop an EDI schedule of events to raise awareness of key dates and themes, involving a variety of activities and partnership working, including those around gender from a specific and an intersectional angle. |
| * Increasing staff awareness of the range of flexible working opportunities and support available for those with caring responsibilities e.g. reviewing the Family Friendly Policy within HR to reflect recent changes and to ensure we continue to display best practice in respect of leave and pay. |

# For more information, please contact Lee McDermott, EDI Officer: T: 01228 616029

**E:** [**lee.mcdermott@cumbria.ac.uk**](mailto:lee.mcdermott@cumbria.ac.uk)