



Gender Pay Gap Report

As at 31st March 2021

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Published March 2022

Gender Pay Gap Report 2022

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 2021

		University of Cumbria		
	HE Sector 2020	As at 31.03.19	As at 31.03.20	As at 31.03.21
Mean Pay Gap	14.5%	11.1%	9.1%	11.8%
Median Pay Gap	13.0%	8.6%	7.5%	11.1%

The University has a pay gap, which is less than the sector average.

Analysis

The university's median and mean pay gaps have increased since last year's report. As at 31st March 2021:

- The median pay gap is **11.1%**, an increase of 3.6%, whilst still remaining ahead of the sector at 13%.
- The mean pay gap **11.8%**, rising 2.7% from 2020 (last year dropped by 2.1%),

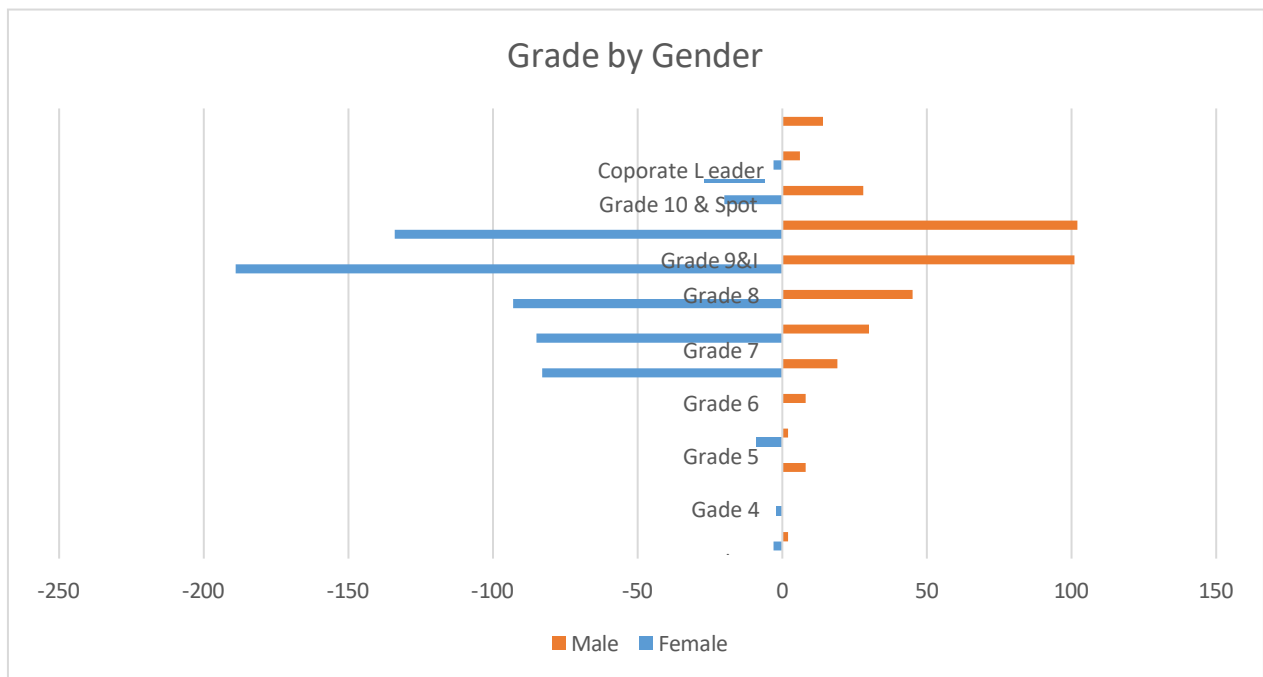
The university's mean gap continues to fluctuate since 2018, rising and falling from between 11.8% to 9.1% annually.

The median gap has been more stable in previous years, reaching its lowest figure of 7.5% in the 2021 report and this year rising to 11.1%.

Staffing profile as at 31st March 2021

Total	1054	
Female	689	65%
Male	365	35%

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. This is the main driver for the pay gap results.



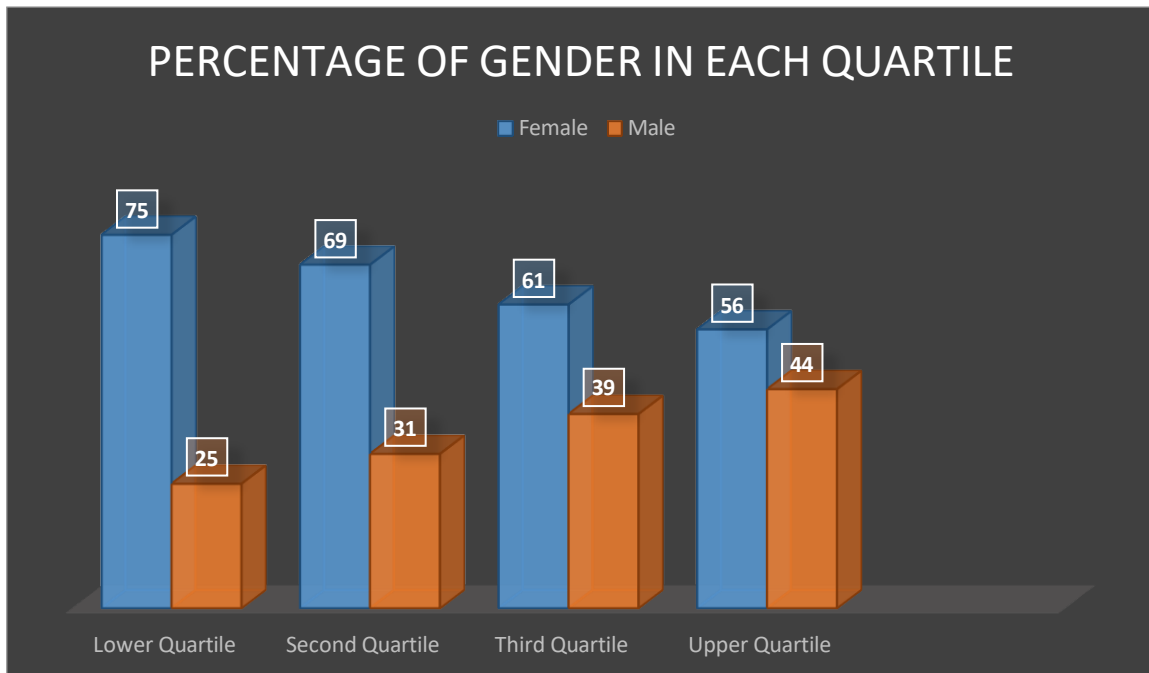
Pay Quartiles

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. It was acknowledged in last year's report that "achieving a better gender balance in the lower quartiles would have a positive impact in decreasing the gender pay gap" and whilst the figures in the Lower Quartile and

Second Quartile showed signs that this is moving in the right direction in last year's report, this did not continue and has reversed this year.

Another aspect that has influenced the widening gap this year has been staff turnover, this includes a large increase of female representation at Grade 7, with 44% of female colleagues at grade point 30 or below, compared to 38% of males. These percentages are to be expected, with new starters joining at the bottom of the pay grade. Grades 4, 5 and 6 have had some minor turnover with more female colleagues leaving than males, so whilst the gender parity has improved across these grades, it has detrimentally influenced the overall pay gap. Grade 8 has shown a loss of 10 female staff since last year's report, with only 4 males leaving and Grade 10 has saw male representation double in size, which has impacted the University's pay gaps.



Bonuses

No bonuses were awarded throughout the relevant period. A working group reviewed the bonus and honorarium process, with further action to be undertaken to embed the recommendations within the University.

Mean bonus gap	Median Bonus Gap	% receiving bonus
0%	0%	0%

Addressing the gap

In relation to the planned measures outlined in the 2021 report, the Equality Impact Assessment guidance has been reviewed and updated, pending dissemination and our Equality Diversity and Inclusion Policy has been developed. The bonus process has been reviewed, as alluded to previously in this report, with a deeper analysis set to follow in relation to the group's recommendations. Due to the impact of Covid, the Times Higher Education Impact Rankings submission was paused, with a 2022 submission complete.

Moving forward the University will focus on:

- Using our biennial Equal Pay Audit to identify and analyse factors that contribute to the gender pay gap, in line with reporting guidelines, and also consider other areas of potential pay gaps including ethnicity, disability, sexual orientation, and religion and belief
- Use our Athena Swan Institutional Bronze Award submission to explore the data to review obstacles that impact on the gender pay gap