



Gender Pay Gap Report As of 31st March 2024

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Gender Pay Gap Report 2024

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 2024

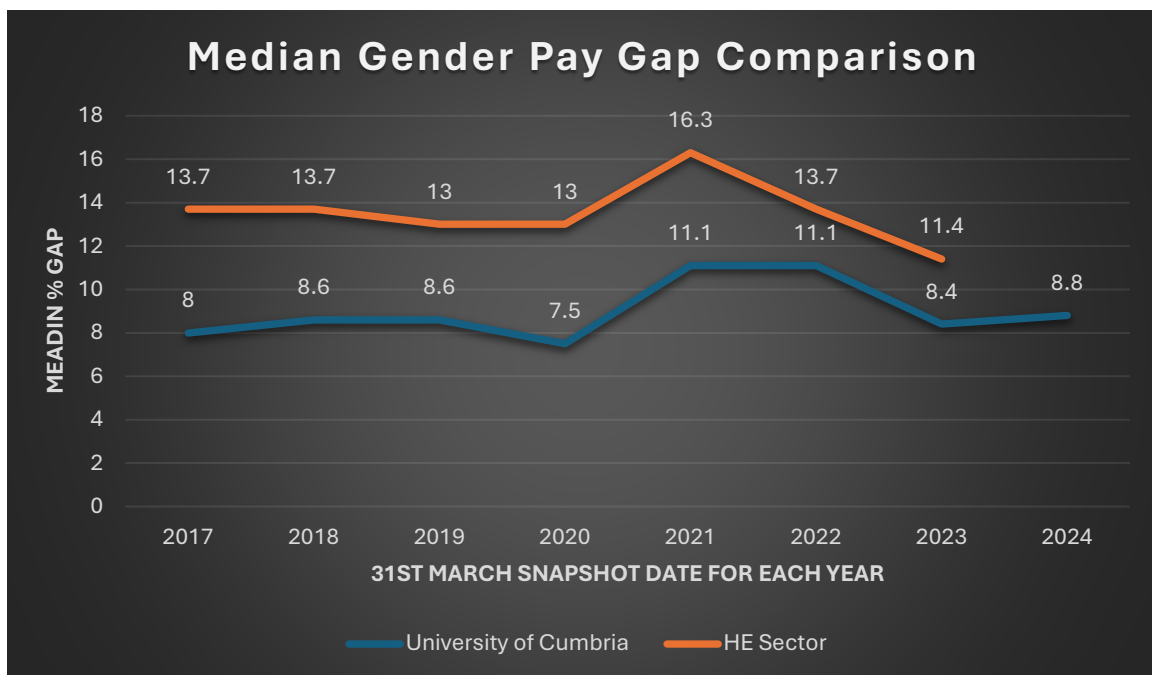
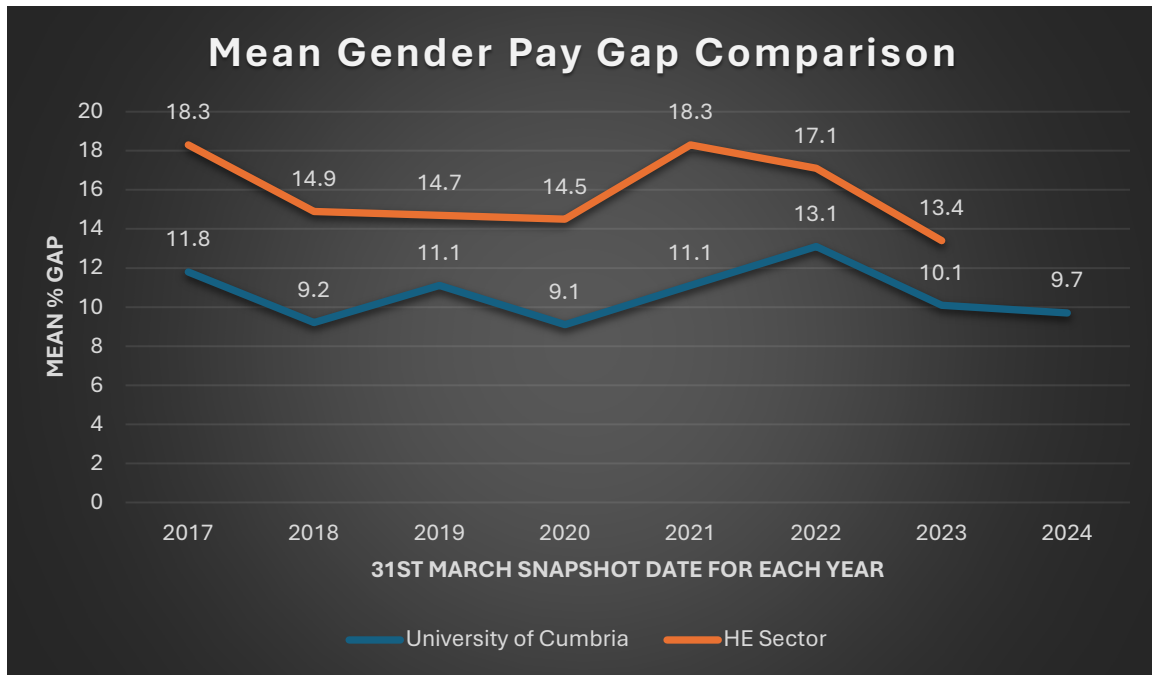
Gender Pay Gap

	HE Sector 2023	University of Cumbria 2023	University of Cumbria 2024
Mean Pay Gap	13.4%	10.1%	9.7%
Median Pay Gap	11.4%	8.4%	8.8%

*HE Sector 2023 data source: [Gender pay gap - Office for National Statistics](#)

Analysis

The university's mean gap has reduced from last year's report by 0.4% and the median has increased by 0.4%. The reduction of the mean is positive to see and continues the trend of reducing, after last year's 3% drop. The median has had a slight increase of 0.4%. The graphs below showcase our history against the sector, noting that our mean and median has always fallen below the sector average.



The reduction of the mean is due to Corporate Leaders not receiving the August 2023 pay award, coupled with greater percentage pay awards being applied at the bottom of the pay spine. Natural turnover has also impacted the reduction of the mean, with a higher amount of male employees leaving the university who were at Grade 7 and above, compared to female employees.

There has not been a change in where the median lands, resulting in only a minor increase. This is due to our historic and continuing vertical segregation and occupational segregation.

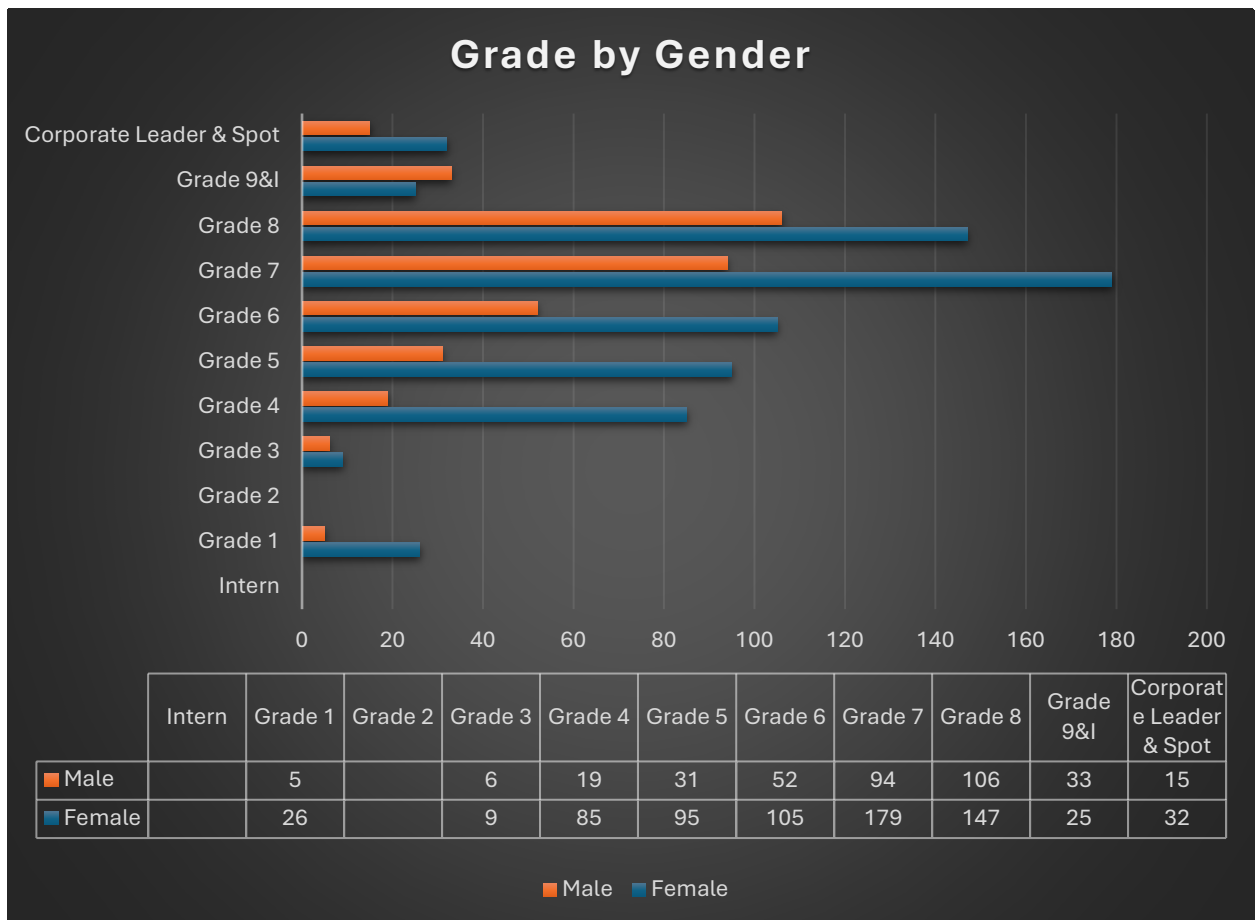
Staffing profile as of 31st March 2024.

Total 1072 (headcount)

Female 708 66%

Male 364 34%

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

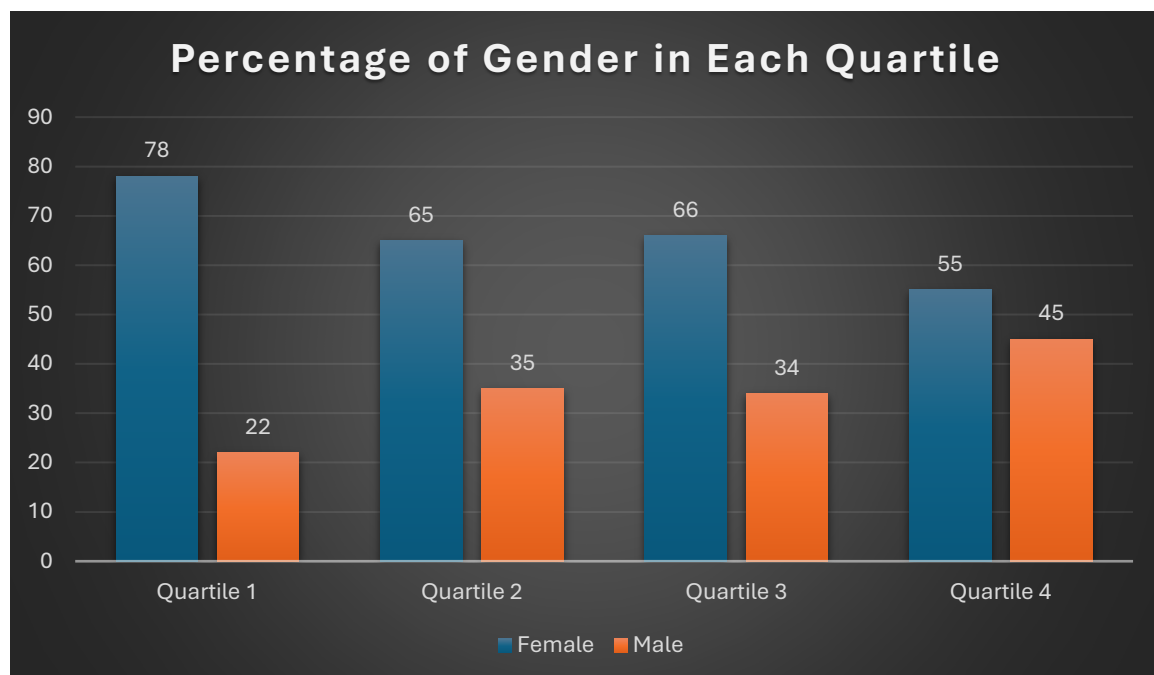


*The data for Intern and Grade 2 colleagues is redacted due to low numbers that would make them potentially identifiable.

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. As in previous years, our quartile data evidences that women make up the majority of employees across all four quartiles. The gender split is most disparate in Quartile 1. Quartile 2 and 3 reflect the overall University gender split and Quartile 4 has the greatest parity.

The University continues to have a higher percentage of women in the lower quartiles, representing those on lower salaries. The percentage of women is at its lowest in Quartile 4, which represents those on the higher salaries. This scenario highlights vertical segregation, and occupational segregation, which was referenced earlier in the report. There has been minimal change in relation to this for the University since our first report in 2018.



Honorarium (Bonuses)

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 are classified as bonus pay for reporting purposes.

15 bonuses were paid during the relevant pay period. 13 were awarded to female colleagues and 2 to male. The payments ranged from £200 to £1000, recognising outstanding contribution in line with the honorarium guidance.

Mean Bonus Gap		Median Bonus Gap		% Receiving Bonus	
-33.4%		-33.3%		1.37%	
£500.38	£375	£500	£375	1.78%	0.55%
Female	Male	Female	Male	Female	Male

Addressing The Gap

The University achieved [Athena Swan Charter Bronze Award - University of Cumbria](#) in April 2023 and the delivery of the 5-year action plan continues to be the main workstream where efforts are focussed to positively impact our gender pay gap and wider aspects of gender equality. Our Vice Chancellors Directorate (VCD) lead has responsibility to deliver the action plan and progress is tracked by our Equality Diversity Inclusivity and Wellbeing Committee.