

**Gender Pay Gap Report**

**March 2020**

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**Gender Pay Gap Report 2020**

**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 **National average** is currently **9.1%.** British Universities report a higher median pay gap than the national average – the **sector average** is **13.7%.**

**The data in this report refers to a snapshot date of 31 March 2019**

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|  |  | **University of Cumbria** | |
|  | **HE Sector 2018** | **As at 31.03.18** | **As at 31.03.19** |
| **Mean** Pay Gap | 14.9% | 9.2% | 11.1% |
| **Median** Pay Gap | 13.7% | 8.6% | 8.6% |

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

**Analysis**

The University’s mean gender pay gap has shown an increase of 1.9% and the median gender pay gap a fractional decrease since last year’s report. Whilst the mean has shown an increase, it is still 2.6% lower than the sector average. The median decreasing is a slight positive change and is also ahead of the sector average of 13.7%. However, these are not statistically significantly changes, and we should expect fluctuations from year to year.

It does mean that at the University of Cumbria women earn 92p for every £1 that men earn when comparing median hourly wages.

A major influencer on the mean gender pay gap increasing from the 2019 report can be identified when viewing the staffing profile at key grades and associated gender imbalances. The 2 ends of the spectrum make the biggest impact: Grades 1 and 2 saw an increase of 19 and 13 females respectively since last year’s report, against an increase of only 7 males at Grade 1 and a reduction of 2 males at Grade 2; whilst there were 4 senior appointments (Grade 10 and Corporate salary scale) made to men in the reporting period.

The challenge is for consistent progress, but this can be difficult for smaller organisations where data is more volatile, as it can alter quite dramatically by senior staff moving in and out of the organisation.

**Staffing profile**

**Total number of staff = 1119, 743 Female - 66.4% and 376 Male - 33.6%**

The quartiles (below) 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 higher percentage of women in the lower quartiles represent those on the lower salaries and are effected by a number of socio-economic factors, such as childcare responsibilities, part-time working and ‘typically female’ roles. This is commonly referred to as vertical and occupational segregation. Achieving a better gender balance in the lower quartiles would have a positive impact in decreasing the gender pay gap.

According to the Office for National Statistics, nationally for age groups under 40 years the gender pay gap is close to zero. Among age groups 50+ the pay gap is bigger than 15%, as females over 40 are more likely to work in lower paid occupations and less likely to work as managers, directors or senior officials, as compared with younger women.

**Bonuses**

46 bonuses were paid during the reporting period. Of the 1119 staff, 35 females (3.13%) received a bonus and 11 (0.98%) men, which is approximately in line with the gender ratio of the organisation. These payments range from £100 to £7500 and relate to long service awards and recognising outstanding contribution. 10 long service awards were paid in total (3 to men and 7 to women) with the remaining bonuses being awarded in line with the University’s Honorarium guidance.

The **mean** bonus gender pay gap of 46% is in favour of men and relates to a mean average payment of £1,068.18 for men and £576.59 for women. The **median** bonus gender pay gap is -100% in favour of women and relates to a median average payment of £300 for women and £150 for men.

Which evidences that although a higher amount of female staff received a bonus, the average value was lower than those bonuses received by their male counterparts. This is influenced by the long service awards data in which staff with 25 years’ service receive £100.

**Mean bonus gap Median bonus gap Percentage receiving**

**46% -100% bonus**

**£576.59 £1068.18 £300 £150 35 (3.13%) 11 (0.98%)**

**Addressing the gap**

While our Gender Pay Gap continues to be ahead of the sector, the University of Cumbria remains fully committed to ensuring equality of opportunity for all our students and staff. We continue to progress a wide range of initiatives and activities to further improve equality across our community. Our actions will focus on how we narrow the gaps, investing to make longer term changes rather than on a year on year basis for reporting purposes

Outlined below, is a range of measures designed to contribute towards addressing issues and moving the university forward in this area. Future reports will comment on the impact and outcome of these measures.

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| * continue to ensure that all new employees to the University undergo training in Equality & Diversity |
| * continue to monitor the content of job descriptions, person specifications and adverts for evidence of bias |
| * a positive action statement will accompany vacancies to highlight our commitment to gender equality, welcoming female applicants at senior level |
| * continue to insist all staff participating in recruitment and selection exercises have completed unconscious bias and recruitment and selection training |
| * review procedures affecting pay decisions, for example, those made at appointment; justifications for honoraria payments, and career progression to ensure that equality and diversity issues are observed |
| * continue to monitor our reward and remuneration strategy |
| * Continuing our commitment to advancing gender equality through the delivery of our Athena Swan and HR Excellence in Research action plans both due for submission in 2020 |
| * continue to provide opportunities for staff to access the level and type of development required to enhance their career aspirations alongside mentoring and coaching support |
| * increase promotion and development of an EDI schedule of events to raise awareness of key dates and themes, including those around gender |
| * continue to keep our HR policies and processes under regular review to ensure we are making steps towards removing any existing gender pay gap and ensuring that there is a balanced representation of different genders within the workforce and across all roles |
| * analyse exit interview data to explore leaver’s views on the university’s approach to diversity and take appropriate actions where relevant |

Our People Strategy promotes a positive culture where staff feel engaged, recognised, valued and where they experience fairness and equity. We believe that a positive, inclusive culture enables makes us an excellent place to work and study.

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February 2020