

Gender Pay Gap Report

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Lee McDermott

Equality, Diversity and Inclusion Officer

**Gender Pay Gap Report 2021**

**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.

Whilst the government did not enforce reporting last year, due to the impact of COVID-19, 113 HEI’s in England and Wales still submitted their figures (compared to 126 the previous year). According to the Office for National Statistics (ONS), the median gender pay gap fell to 15.5% among all organisations in 2020 and whilst COVID-19 had a substantial impact on the labour markets, it appears to have had little impact on this Gender Pay Gap.

**The data in this report refers to a snapshot date of 31 March 2020**

|  |  |  |
| --- | --- | --- |
|  |  | **University of Cumbria** |
|  | **HE Sector 2019** | **As at 31.03.19** | **As at 31.03.20** |
| **Mean** Pay Gap | 14.7% | 11.1% | 9.1% |
| **Median** Pay Gap | 13.% | 8.6% | 7.5% |

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

**Analysis**

The university’s median and mean pay gaps have decreased since last year’s report. The median has decreased by 1.1% to 7.5%, remaining favorably ahead of the sector at 13%. The mean gap has decreased to 9.1%, falling 2% from 2019 and remaining ahead of the sector at 14.7%.

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 and it is positive to see it decrease to its lowest figure yet, of 7.5% in this report.

**Staffing profile**

**Total number of staff = 1067 691 Female - 65% and 376 Male - 35%**

The quartiles (page 5) 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. 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 the figures in the Lower Quartile and Second Quartile have shown signs that this is moving in the right direction.

**Bonuses**

15 bonus payments were paid during the relevant reporting period. 12 bonuses were awarded to female colleagues and 3 to male. The payments range from £300 to £1526, recognising outstanding contribution in line with the University’s honorarium guidance. Whilst the pool of colleagues receiving a bonus payment is small, it is positive to note that there is no median bonus gap and the mean is gap is very small at -3.63%. A small working group was tasked to review bonus payments and provided recommendations to the EDIW Committee to review the honorarium bonus processes across the University to support the gender balance in respect of bonus payments moving forward.

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

**-3.63% 0%**

**£656.33 £633.33 £500 £500 1.12% <1%**

**Addressing the gap**

Whilst we are pleased to report that we remain ahead of the sector, this does not reduce the appetite at the university to improve in this area. The university has recently updated its diversity training, which new employees will undertake as part of their mandatory training, alongside existing colleagues who will complete it as part of their ongoing CPD.

Positive action statements are utilised in recruitment in relation to underrepresentation of specific groups (including gender) against the relevant vacant roles and as referred to above, the EDIW Committee will consider recommendations linked directly to this report.

Further planned measures to contribute towards improving gender equality and the gender pay gap include:

* Develop and implement an overarching EDI policy
* Review our Equality Impact Assessment guidance
* Review processes for application of bonus payments and additional responsibility
* Review how bonus payment and additional responsibility processes are communicated to managers to ensure transparency and consistency of application
* Deeper analysis of data to identify all potential aspects of bias, beyond just gender
* Consider including a section on bonus/honorarium or additional responsibility payments, within the PPDR
* Achieve Stonewall WEI Bronze Award
* Maintain and improve on our THE Impact 2020 Ranking of UK Top 15 for Gender Equality