



UNIVERSITY
OF HULL

Gender Pay Gap

REPORT 2020



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Introduction

In a year that has seen significant challenges nationally and within the Higher Education sector, we have maintained a focus on gender pay to ensure we provide transparency and address inequalities wherever they exist.

As part of our wider Social Justice & Inclusion agenda, the annual gender pay gap report provides our University with important information to help address this key societal issue. This report provides transparency about our progress and the actions we are undertaking.

The gender pay gap remains an issue within our society, where greater numbers of women are employed in lower paid roles and men are disproportionately employed in more senior, higher paid roles. However, this situation reflects the need for all organisations to remove the obstacles and barriers that hinder pay parity and to take proactive, positive steps to influence and shape an environment which promotes equality. It is important to note that the gaps highlighted in this report are not the result of unequal pay for women.

As this report makes clear, the University is continuing to make some progress, with a further annual reduction in gender pay gap mean from 19.18% to 18.34% and a reduction in our gender pay gap median from 23.23% to 17.05%, but we still have work to do.

Our vision focuses on shaping a fairer and brighter future, with inclusivity as one of our core values. We are working to ensure that we have a diverse workforce which reflects our society and provides a safe, friendly and welcoming environment for all, where our differences are celebrated. As part of our work, we undertake regular equal pay audits and are fully compliant in this area. We are also keen to increase the proportion of women in higher-paid academic and professional services roles. We aim to achieve this through a variety of University initiatives and activities and by embedding good practice across the institution.

Professor Susan Lea
Vice-Chancellor
University of Hull



Our data

What is the gender pay gap?

Legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope. This report covers workers in scope as at 31 March 2020.

The gender pay gap provides a snapshot of the gender pay balance at the University, measuring the difference between the average earnings of all male and female employees, irrespective of their role. The gender pay gap is expressed as the percentage difference between the average pay of male and female employees.

Equal pay for equal work

The gender pay gap is different from equal pay. Equal pay records whether men and women in the same workplace receive equal pay for carrying out work of equal value. The University uses Higher Education Role Analysis (HERA), which forms part of the 2004 Framework agreement for the modernisation of pay structures to analyse pay differentials. The University undertakes regular equal pay reviews and the most recent review in 2020, demonstrated that the University is fully compliant with requirements around equal pay. Therefore, gender pay gaps highlighted in this report are not a result of unequal pay for women.

Bonus pay

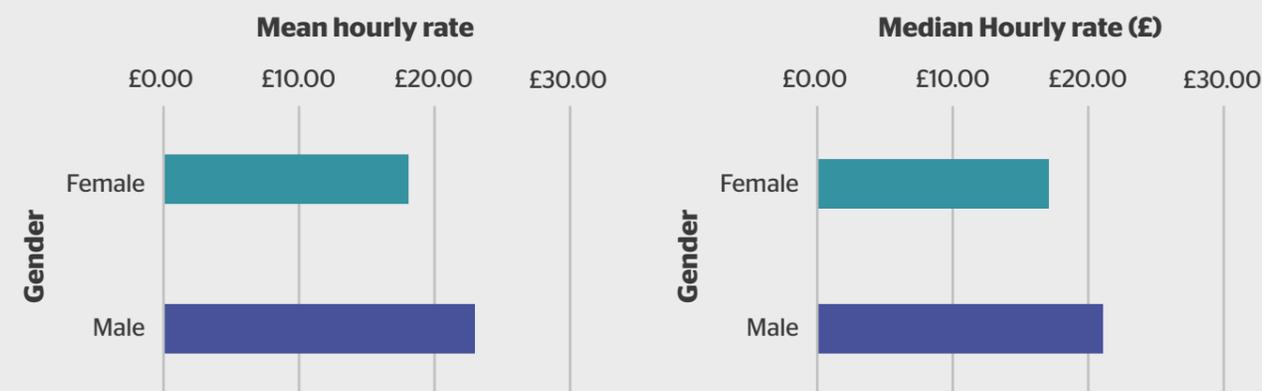
The University of Hull does not award bonus pay to its employees. Clinical Excellence Awards are awarded by the NHS to some of the University's clinical academic staff and are subsequently paid by the University to those staff who qualify for this award. These awards are identified as bonus pay in the context of the gender pay gap and have therefore been included in the report. On 31 March 2020, nine staff members were in receipt of a Clinical Excellence Award and two of those staff members were female.

What is causing the gender pay gap?

Gender pay gap analysis covers all levels of work across a wide range of employment contracts and roles. The gender pay gap is complex because of the way organisations, such as universities, are structured and organised. Analysis shows that the gender pay gap at the University of Hull is driven by the structure of the workforce with concentrations of men and women clustered at different levels within the organisation. The number of women to men in the full pay relevant employee total has remained broadly the same (reduction of 0.14 percentage points since 2019). However, there have been larger changes in some of the quartiles from 2019 where there are now more women in the lower quartile (an increase of 3.49 percentage points), fewer women in the lower middle quartile (a decrease of 5.08 percentage points) and very small increases of women in the upper middle and upper quartiles by 0.25 and 0.60 percentage points respectively.

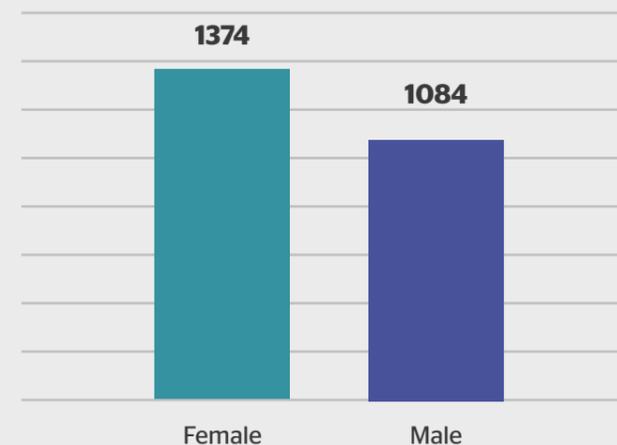
As an example, 55.90% of University staff included in the gender pay gap report are women. However, 69.92% of staff in the lower quartile are women, whereas 57.49% of staff in the upper quartile are men. This illustrates the fact that the gender pay gap is largely as a result of a much higher number of women in the lower quartile undertaking lower paid work.

Data - Women's Hourly Rate Compared to Men's Hourly Rate as at 31 March 2020 (2019 figures in brackets):



2458 (2848)

Total Full Pay Relevant Employees



**Who received Clinical Excellence Awards bonus pay
(2019 figures in brackets):**

♀ -11.56% (8.46%)

♀ 15% (29.17%)

Mean bonus pay gap

Median bonus pay gap

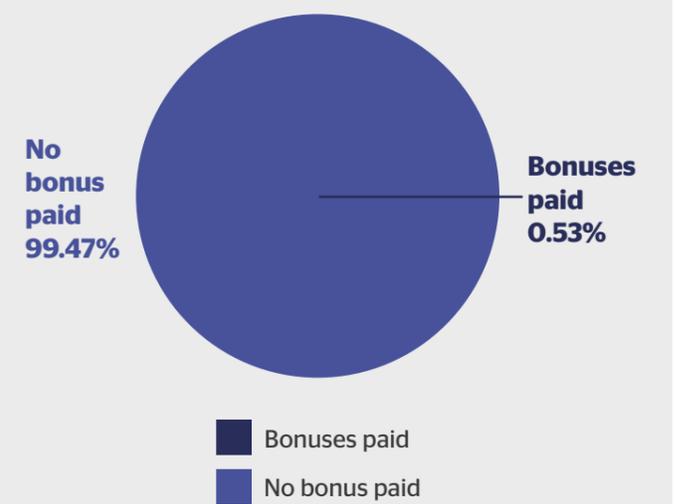
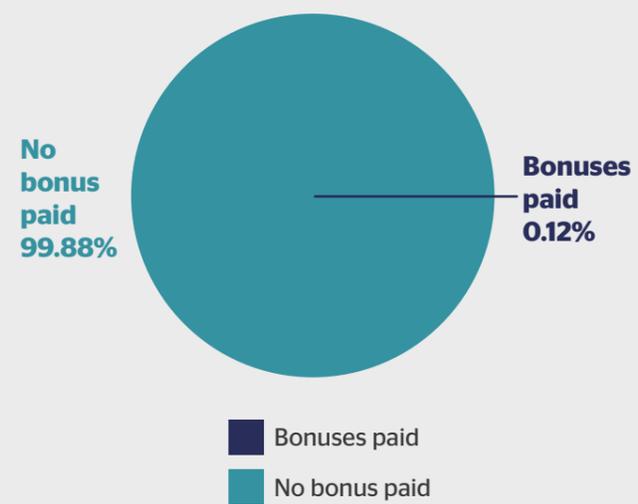


♀ 0.12% (0.13%)

♂ 0.53% (0.56%)

Female

Male



■ Bonuses paid
■ No bonus paid

■ Bonuses paid
■ No bonus paid

Pay quartiles

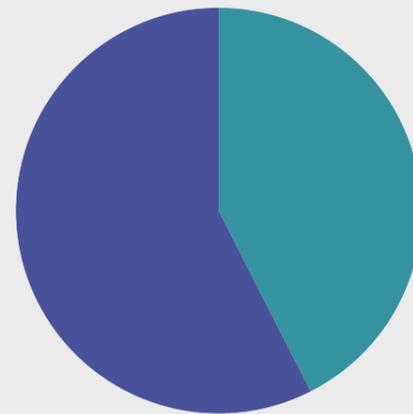
How many men and women are in each quarter of the employer's payroll (Full pay relevant employees).

- The gender pay gap is a measure that shows the difference in the average (mean or median) pay and bonuses of all men and all women - regardless of the nature of their work - across an entire organisation.
- The gender pay gap should not be confused with unequal pay. Equal pay comparison would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.
- There are more women than men in our lower-band roles and fewer women in higher-band roles: this is the main reason for our gender pay gap.

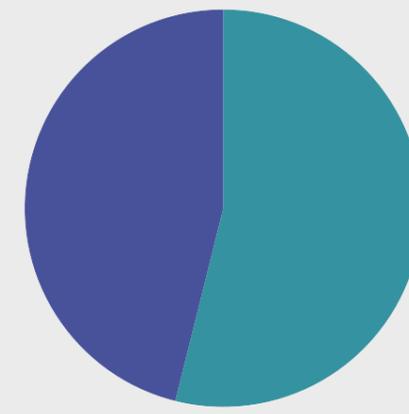
Mean and Median

- The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.
- The mean gender pay gap shows the difference in the average hourly pay for all women compared to all men, regardless of the nature of their work within the organisation.
- The median represents the middle point of a population. If you separately lined up all the women and all the men in the organisation in order of lowest hourly rate of pay to highest, the median pay gap is the difference in pay between the middle woman compared to that of the middle man.
- The mean and median are affected by the different numbers of men and women in different roles.

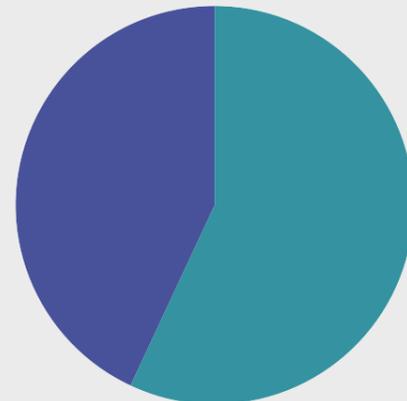
Upper quartile



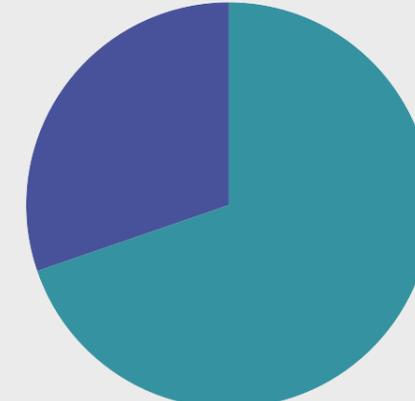
Upper middle quartile



Lower middle quartile



Lower quartile





How the University of Hull is working to close the gap

As part of our plan to continue to reduce our gender pay gap, the University has identified and is working on three priorities:

1. Increase the number of women employed in roles within our highest pay bands.
2. Ensure our management processes and practices remain transparent, consistent and fair and support the development of women.
3. Review access to flexible working arrangements across all pay bands, learning from coronavirus.

In order to make progress against these priorities, the following points have been identified to help the University address the gender pay gap:

- A pay parity group has been reformed to help the University identify and address issues that may influence gender pay. The pay parity group will focus on the above priorities to help reduce the gender pay gap over the coming year.
- Over the past 12 months focus on our inclusivity agenda and associated activities has reduced our mean gender pay gap from 19.18% to 18.34% and reduced our median gender pay gap from 23.23% to 17.05%.
- Focus will continue in these high impact areas to ensure that we reduce further our gender pay gap.

Other areas of work include:

- Ongoing review and analysis of diversity data to understand gender pay gaps, impact of actions taken and to determine future actions.
- Continue to review gender distribution of men and women in specific roles, including appropriate role design and recruitment practices used to attract and appoint into these roles.
- A review of our recruitment and promotion processes to eliminate bias and ensure transparency around how we recruit, develop and promote our staff ensuring opportunity and progression for all.
- Ongoing review of recruitment adverts to counter unconscious gender-bias in the language in job descriptions and recruitment materials and provide support in the drafting of adverts.

- The implementation of a professional services careers framework that provides specific support and guidance to aid career progression for professional services staff.
- Deans and Directors will support career development discussions as part of appraisal and development reviews for all staff.
- Strengthen and promote the University's mentoring networks to improve participation and consistency in development opportunities and initiatives for women.
- Review the academic careers framework and workload allocation framework to understand if and where disadvantages to career progression may exist and to address any issues identified.
- HR, Faculty and Directorate managers will continue to investigate the effectiveness and consistency of flexible working practices and women return rates following family leave.
- Offer and promote flexible working options, monitor take up and staff perception about flexible working, taking action as appropriate.
- Continue our commitment to supporting and developing the Athena SWAN programme at institutional and Faculty level.

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