



UNIVERSITY
OF HULL



Gender Pay Gap

Report 2021

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Introduction

The pandemic has added to the significant challenges facing society and seen within the Higher Education sector. In this context, it is ever more important that we maintain a focus on gender pay to ensure we provide transparency and address inequalities wherever they exist.

The introduction of the University's Social Justice and Inclusion Board, which I chair, and associated working groups led by senior leaders within our organisation now ensures that there is high level visibility of our work across all areas of equality, diversity, inclusion.

The gender pay gap remains a key issue within society, with greater numbers of women employed in lower paid roles and men disproportionately employed in senior, higher paid roles. 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 progress, but we still have more work to do. Thus, there has been a reduction in our gender pay gap median from 17.05% to 13.70%; however, the gender pay gap mean has remained at 18%. We take these findings seriously and actions will be monitored henceforth through the Social Justice and Inclusion Board.

The launch of the University Strategy 2030 sets our ambition to shape a fairer, brighter and carbon neutral future. Moreover, the objectives of Strategy 2030 include ensuring that we have a diverse workforce which reflects our society and providing a safe, friendly and welcoming environment in which differences are celebrated. Our new Strategy, together with our core value of inclusivity and our Social Justice and Inclusion Board frame our continued work in this important area of inequity.

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 2021.

The gender pay gap provides a snapshot of the gender pay balance at the University, measuring the difference between the average earnings of all men and women employees, irrespective of their role. The gender pay gap is expressed as the percentage difference between the average pay of men and women 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 2021, six staff members were in receipt of a Clinical Excellence Award, none of those staff members were women.

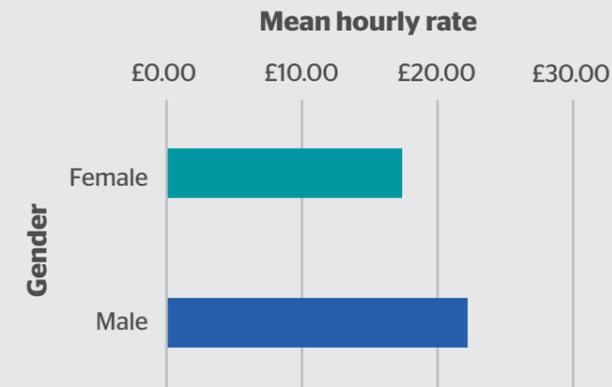
What is causing the gender pay gap?

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. For 2021 56.32% of University staff, included in the gender pay gap report as full pay relevant staff, are women. The ratio of women to men in the full pay relevant employee total has remained broadly the same with there being a reduction of 0.89 percentage points since 2019 even though the total relevant employees has reduced by 23.31% since 2019. Since 2020 there are still more women than men in the lower quartile with the ratio of women to men increasing slightly (an increase of 1.4 percentage points), whereas the ratios of women to men in all the other three quartiles has changed very little (less than 0.5 percentage points).

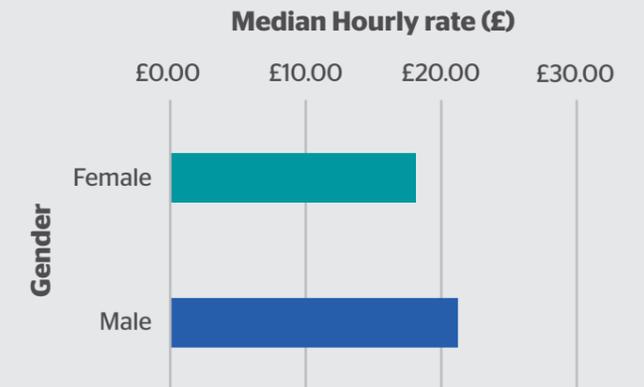
Data - Women's Hourly Rate Compared to Men's Hourly Rate as at 31 March 2021 (2020 figures in brackets):



Lower (mean)

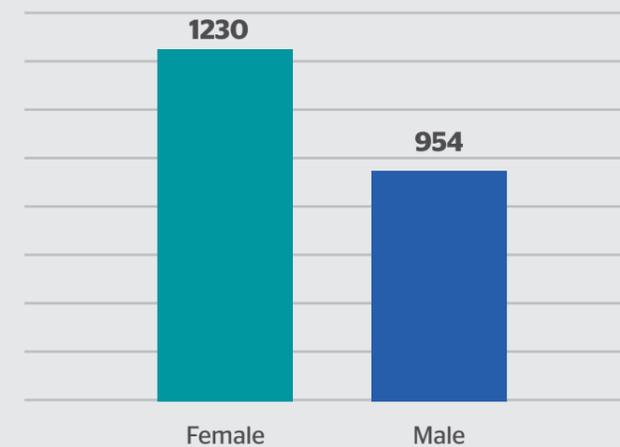


Lower (median)



2184 (2458)

Total Full Pay Relevant Employees



Who received Clinical Excellence Awards Bonus Pay (2020 figures in brackets):

100% (11.56%)

Mean bonus pay gap



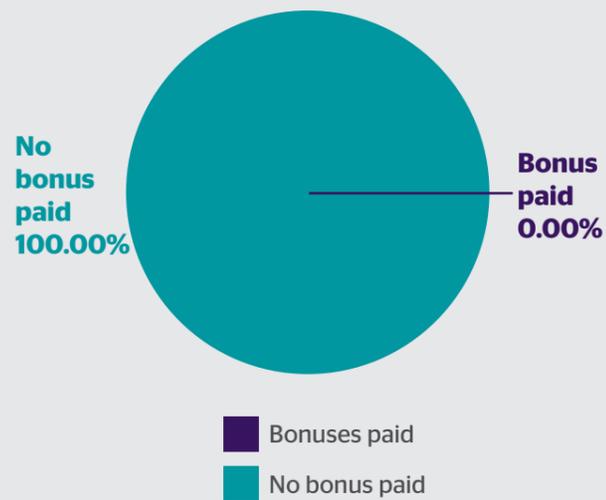
100% (15%)

Median bonus pay gap



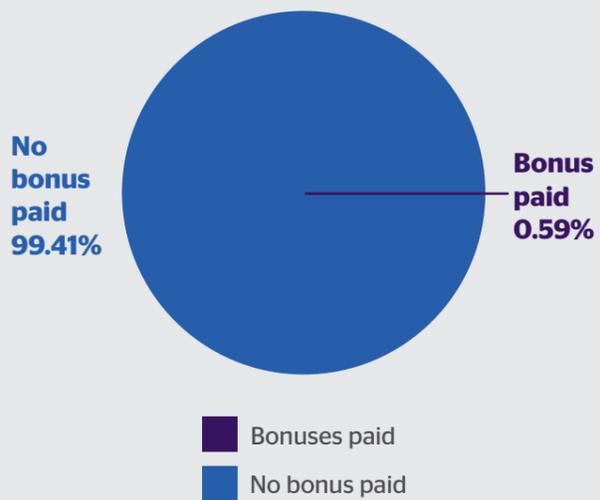
0.0% (0.12%)

Female



0.59% (0.53%)

Male



Pay quartiles

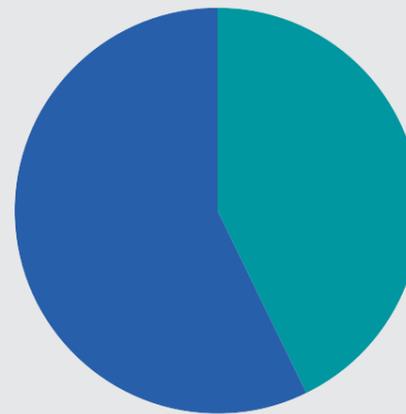
How many men and women are in each quarter of the employer's payroll (full pay relevant employees).

- 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.

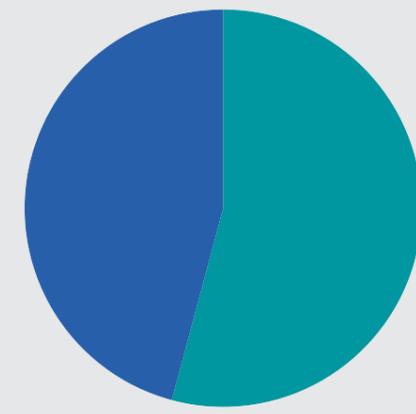
Mean and Median

- The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of men and women employees, expressed as a percentage of men 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.

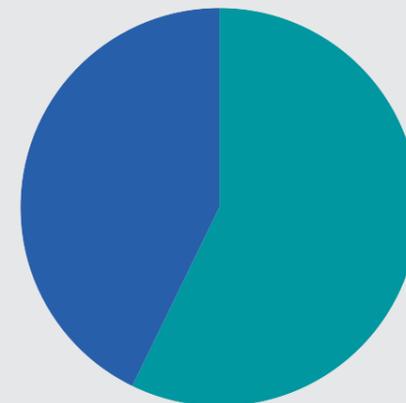
Upper quartile



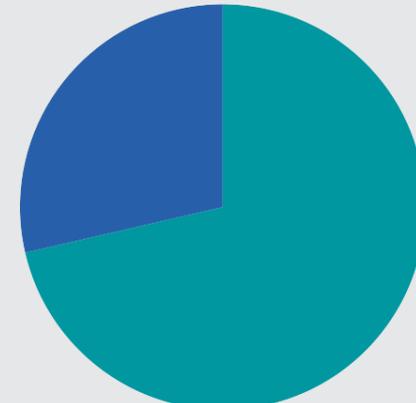
Upper middle quartile



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 continuing to work 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. Flexible working arrangements, across all pay bands, are being reviewed though it is recognised that this isn't possible for many in the lower pay bands.**

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 monitoring group continues to help the University identify and address issues that may influence gender pay. The pay monitoring group will focus on the above priorities to help reduce the gender pay gap over the coming year.
- Over the past 12 months we have increased the focus on our inclusivity agenda and this has reduced our median gender pay gap from 17.05% to 13.70% although there has been a slight increase in the mean gender pay gap.
- Focus will continue in these high impact areas to ensure that we reduce further our gender pay gap.

Other areas of work include:

- The Pay Monitoring Group and HR Equalities Group continue to review and analyse diversity data to understand gender pay gaps, the 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.
- As part of a review on lower pay bands HR are looking to introduce the living wage and removing the lowest pay band.
- 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 professional services and technical services careers framework, that provides specific support and guidance to aid career progression for professional services staff, is continuing to be worked on.
- Deans and Directors will support career development discussions as part of appraisal and development reviews for all staff.
- Further promotion of the University's mentoring networks to improve participation and consistency in development opportunities and initiatives for women.
- The academic careers framework and workload allocation framework are in the middle of an extensive review, 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.
- A new agile working policy has been written and this together with flexible working options are being promoted by HR and line managers.
- The Athena Swan institution's bronze application will be submitted in April 2022 and Faculty level submissions are progressing helping to increase the understanding and promoting opportunities for women.

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