



Gender Pay Gap

REPORT 2023



What is the *gender pay gap*?

The mean and the median are two measurements we use to calculate the Gender Pay Gap:

The mean

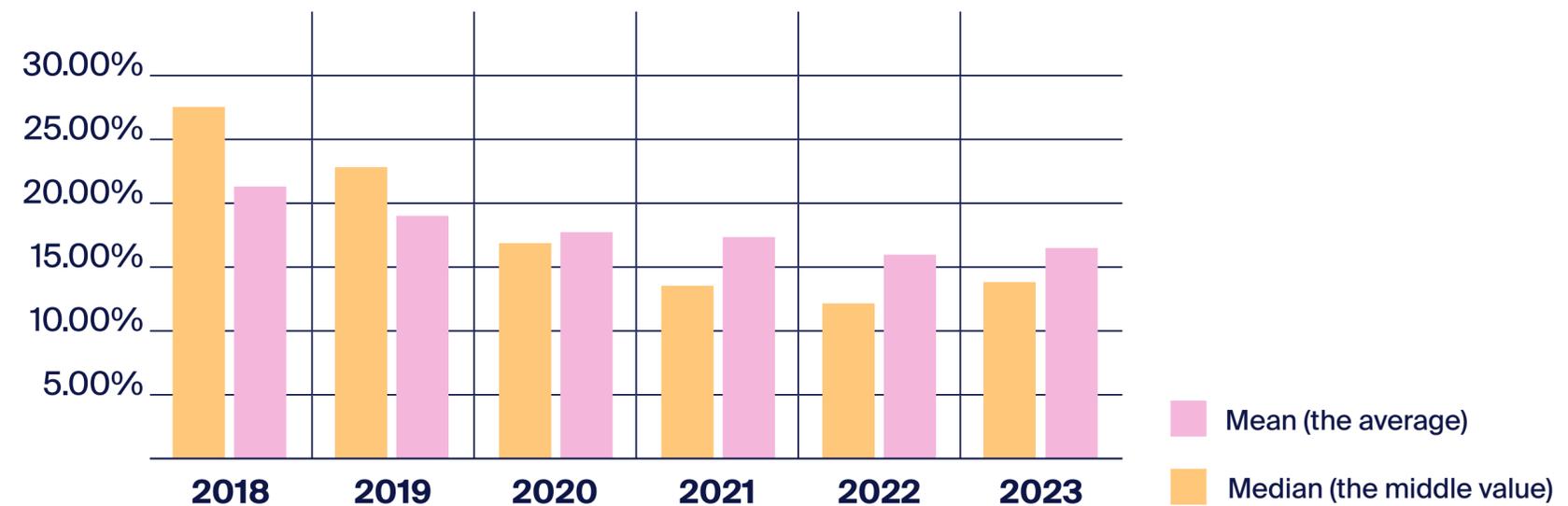
The mean average is the combined total salary of all female colleagues (full-time equivalents), divided by their total population number. The same calculation is then applied to male colleagues, with any difference between the two figures denoting a gap.

The median

The median average arranges all the individual salaries of female employees (FTE's) in lowest-to-highest order, to find the exact 'mid-point' wage. This is then repeated with male colleagues and the difference between these become the 'gap'.

University of Hull Gender Pay Gap

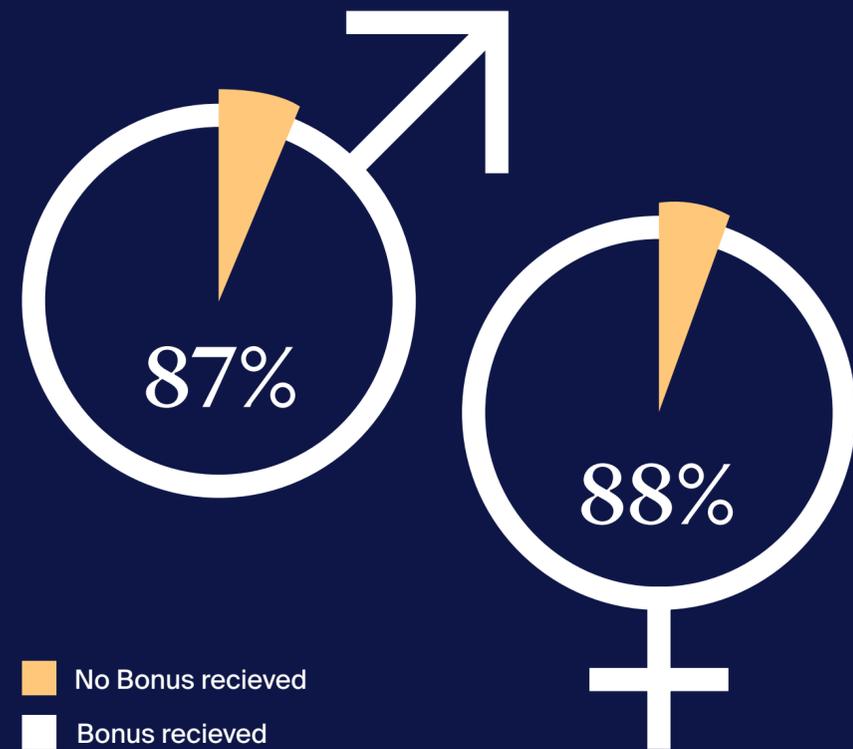
Year	Mean (the average)	Median (the middle value)
2023	17%	14%
2022	17%	12%
2021	19%	14%
2020	18%	17%
2019	19%	23%
2018	22%	27%



Bonus Pay

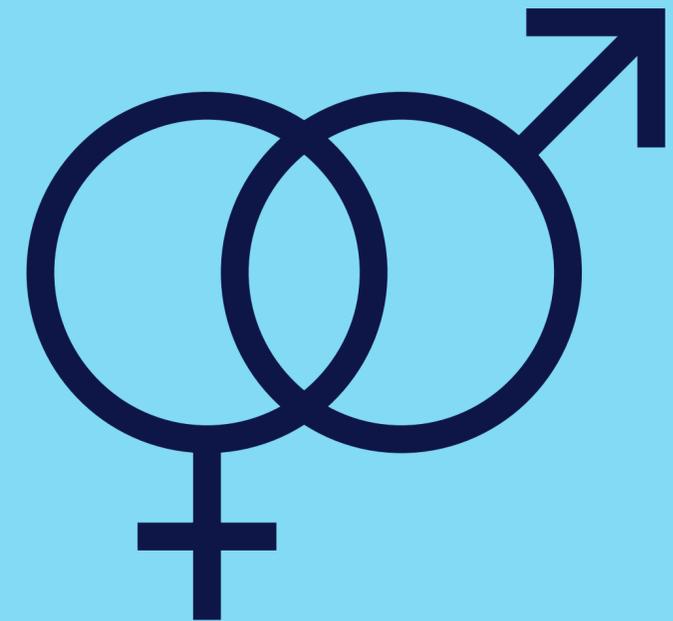
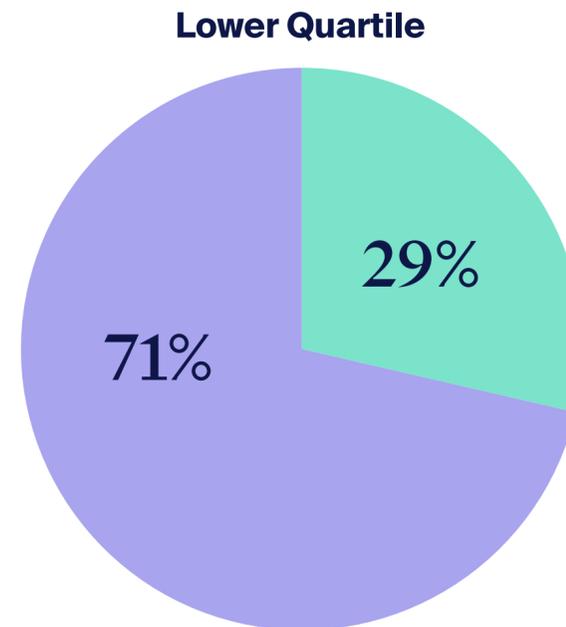
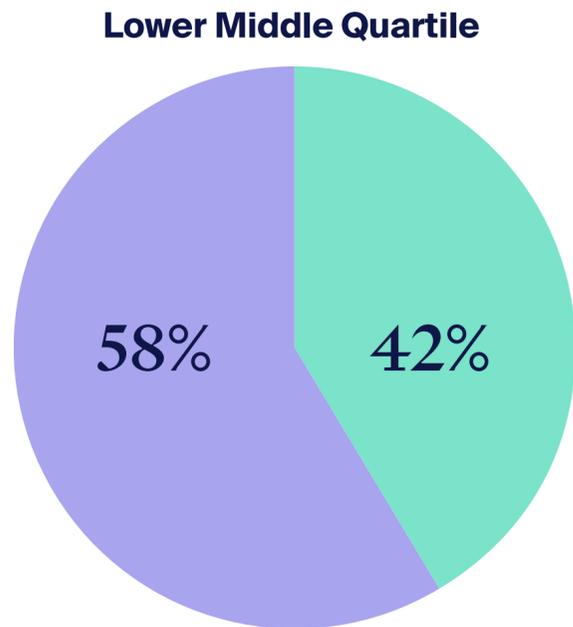
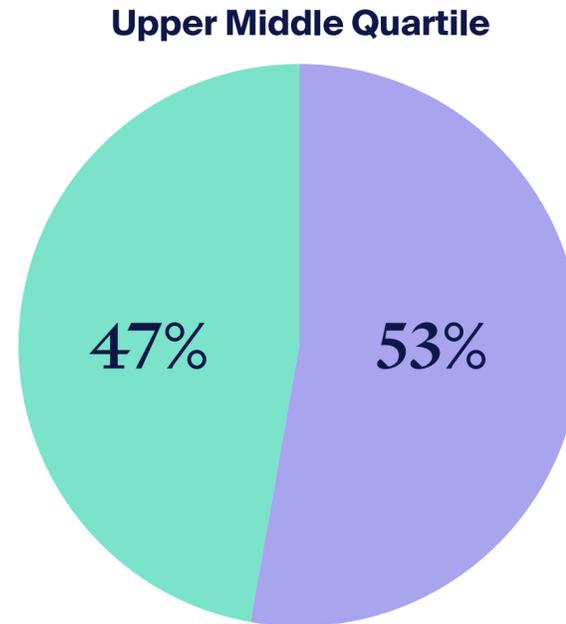
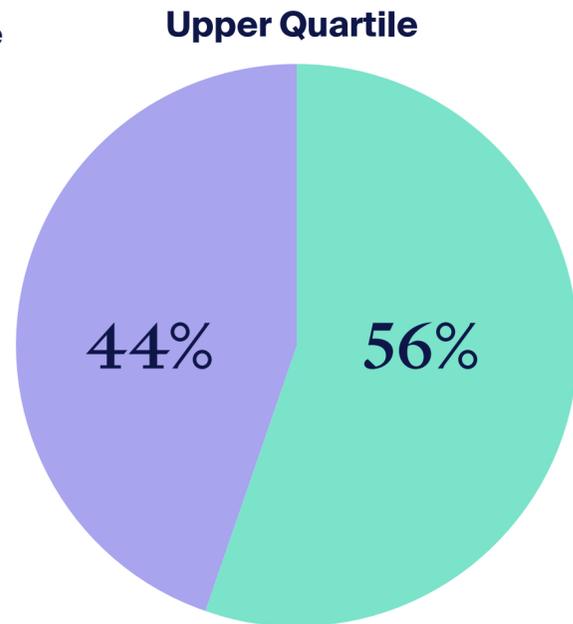
University Bonus pay, includes all staff who received a bonus in the 12 month prior March 2023. These figures are higher than previous years, this is due to a one off ex gratia payment which was made to staff in July 2022. This bonus was to recognise and thank employees for their efforts and achievements, which resulted in improvements in the Research excellence Framework (REF), the complete University Guide League Table and the Times Higher Education Impact rankings. Of the eligible population 88% Females 87% Males received bonus payments. In previous the majority of bonus payments are awarded through clinical excellence awards, which are dictated by the NHS.

Proportion of men and women receiving a bonus:



Pay Quartiles

Female
Male



Why did the gender pay gap change between 2022 and 2023?

- In March 2023 there were fewer women in the top-20 salary bracket than there were in 2022.
- Clinically paid academic staff received a larger increase in hourly rate than University of Hull paid academic staff during the period 2022-23. The majority of clinical roles in the upper quartile are held by men.

What have we done since March 2023?

- Implemented a new EDI Governance structure, that encompasses all areas of the University to achieve a more cohesive, accountable and holistic approach to EDI. The governance board monitors the Gender Pay Gap on a quarterly basis to track progress against our institutional commitments. The board also reviews trends and responses to recruitment, retention, absence, and salary calibration.
- Partnered with recruitment agencies to access female talent for senior roles, and prioritised succession planning for women. By January 2024, half of the upper and upper-middle quartile were women.
- Updated EDI related policies and introduced workplace fairness guidance.
- Focused our efforts on establishing a strong Athena Swan Silver submission in 2027.
- Continued our partnership with the Humber Women in the Workforce programme, a local programme that tackles skills gaps, confidence, and inequality.
- Partnered with independent training providers to mobilise female-first career pathways in data and digital roles which are expected to be in high demand both at University of Hull and amongst local employers, carry comparatively greater salaries to other departments, and are currently disproportionately held by men.
- We have introduced the Building Brilliant Leaders programme, an internal development programme for leadership. Detailed consideration was given when designing the delivery of the programme to ensure it is fully accessible to participants with teaching schedules and those with parental or caring responsibilities.
- We have conducted a pay review, to ensure our staff on the lower half of our pay scale receive a salary which is above the UK statutory living wage. Our equality impact assessment at the time showed that there are more women in the Band 1-6 cohort (the lower half of our pay scale) and as a result of implementing the pay changes more women benefited from the increase.
- In March 2023 the new women's empowerment staff network was established to support the University's aim to embed gender equality and inclusion across campus.
- We are now working towards becoming a menopause friendly employer, and we are actively achieving this by aligning our work to the menopause friendly accreditation standards, which we will critically review annually.
- Continued our commitment to the Human Library and introduced 'imposter syndrome' videos: The Human Library is a virtual library in which "human books" shed light on their lived experiences to help people understand one another, challenge biases, overcome stereotypes, and help build a more inclusive society. To view our human library, please scan the QR on this page.
- Allocated funding for Aurora programme, an Advance-HE leadership development initiative developed for women. 38 women from the University of Hull participated in the 2023/24 national programme, 84% of this year's cohort have a mentor.
- In September 2023 the new Parent and Carer's network was established. The network creates awareness around caring responsibilities and initiatives that help the university understand how to support parents and carers.



Please scan to view
our Human Library

What is causing the gap?

There continues to be a disproportionate amount of women in the lower-quartile, predominantly in non-academic support roles with fewer immediate progression opportunities compared to other job roles (e.g. academics and in IT).

Meanwhile, there continues to be more men in the upper-quartile than women. The proportion of men in this quartile increased between 2022 and 2023.





What are we doing next?

- We have made a commitment to reduce our median gender pay gap to below 10% by 2027. We will continue to develop clear and accessible development pathways for staff, and ensure women have access to development opportunities. Alongside this we will continue to empower all members of our university community to champion gender equality, we are also committed to:
 - Conducting a review of the current Academic Careers Framework to ensure there are no barriers to progression.
 - Review the utilisation of market rate supplements to support gender pay gap objectives.
 - Launching a staff survey and incorporating EDI KPIs into the business planning and reporting cycle.
 - Introducing the PushFar mentoring platform
 - Introducing a catalogue of 22,000 free-to-access online courses for all staff to access regardless of role or grade.
 - Promoting a continuous improvement framework that promotes equity, developed by Tidal Equality.
 - Continuing our work towards the Athena Swan Silver action plan 2022-2026, identifying Athena Swan Champions from all faculties and directorates.
 - Continuing to develop and implement EDI guidance policy documents to reinforce our commitment to Equality, Diversity and Inclusion.
 - Delivering Equality Impact Assessment training to all decision makers across the University.
 - Evolving our Human Library project.
 - Developing Management Dashboards to provide strategic direction and to promote data informed decision making within all area's of the University.
 - Publishing an annual equal pay report.
 - Continuing our work to mobilise career pathways for women from both the organisation and the community, including building development pathways for technical, high-grade roles in our professional services.



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