

# Gender Pay Gap

**REPORT 2017**



# Introduction

## Transparency in gender pay

I welcome the Government's move to publish gender pay gap statistics. It provides the data on which to base meaningful conversations and drive progress. For the University of Hull, this report is about being honest and transparent, and making clear commitments with respect to the areas we need to progress to address our gender pay gap.

We strive to be a university that recognises talent and maximises individuals' potential, and we have seen an increase in the representation of women in leadership positions in recent years. However, the gender pay gap report reveals that we have more work to do.

Unfortunately, the University is representative of society – where a higher proportion of women are employed in lower-band roles and a higher proportion of men are employed in higher-band roles. Our gender pay gap reflects this situation. Indeed, it is important to be aware that the gender pay gap reveals the difference in the average pay between *all* men and women in a workforce. Thus, the gaps highlighted in this report are not the result of unequal pay for women. We undertake regular equal pay reviews and are fully compliant in this area.

We must work to address our gender pay gap. Our focus must be on increasing the number of women in higher-paid roles through a variety of mechanisms that support both the recruitment of new staff and the development of our current staff. We must also look to attract men into those roles that are currently held predominantly by women. We must also review access to part-time working across all pay bands and continue to explore areas for improvement – so that all colleagues are able to reach their full potential, taking account of

their personal circumstances. Further, we must embed good practice across the institution. To drive forward with this work, we have established a pay parity group which will regularly report to the University Leadership Team on progress against key priorities.

The positive benefits of a diverse and inclusive workforce are well established. We must continue to work hard to achieve such a workforce. Addressing the gender pay gap is one part of this, and the University Leadership Team and I are fully committed to improving our performance in this regard.

**Professor Susan Lea**  
Vice-Chancellor  
University of Hull

# Gender pay gap report

## 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 as at 31 March 2017.

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 employees and female employees.

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 2017) demonstrates 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 2017, nine staff members were in receipt of a Clinical Excellence Award, and one of those staff members was female.

## What is causing the gender pay gap?

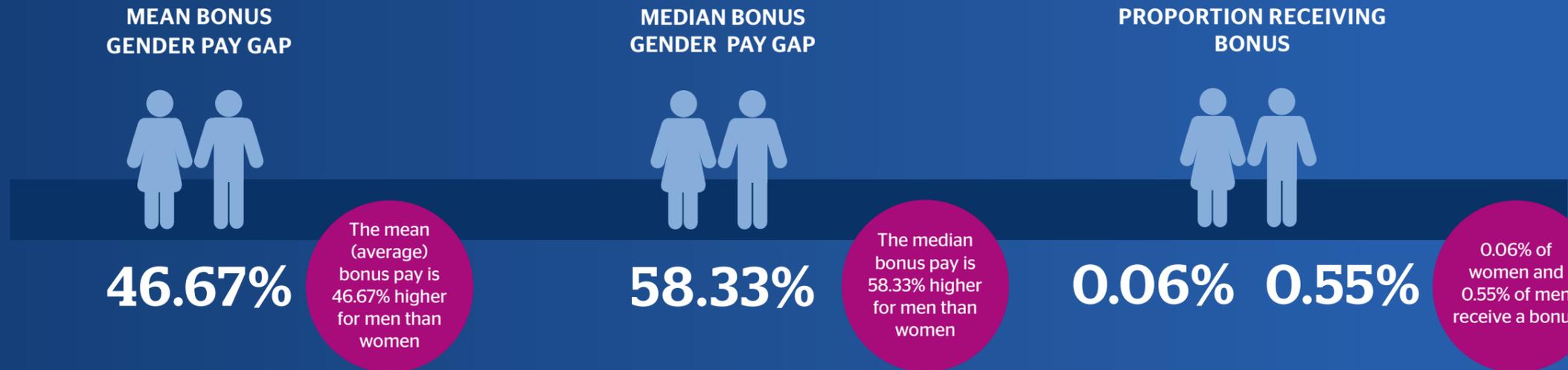
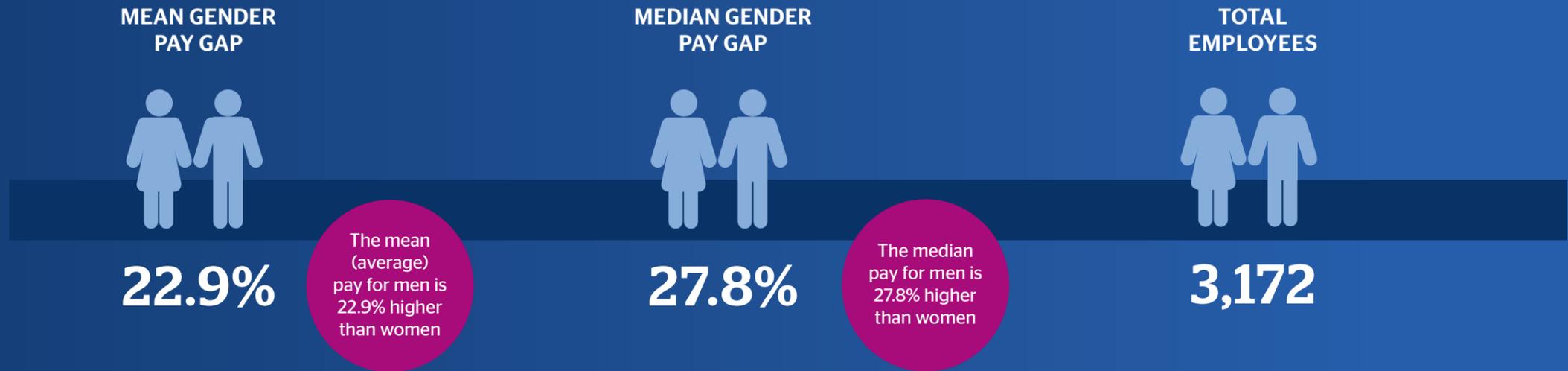
Gender pay gap analysis covers all levels of work across a wide range of employment contracts and roles. The gender pay gap is complex because of the way organisations, such as universities, are structured and organised. Analysis shows that the gender pay gap at the University of Hull is driven by the structure of the workforce with concentrations of men and women clustered at different levels within the organisation. As an example, 53.78% of University staff included in the gender pay gap report are women. However, 72.67% of staff in the lower quartile are women, whereas 60.21% of staff in the upper quartile are men. This illustrates the fact that the gender pay gap is largely a result of a much higher number of women in the lower quartile undertaking lower paid work.

# Our data

- 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.

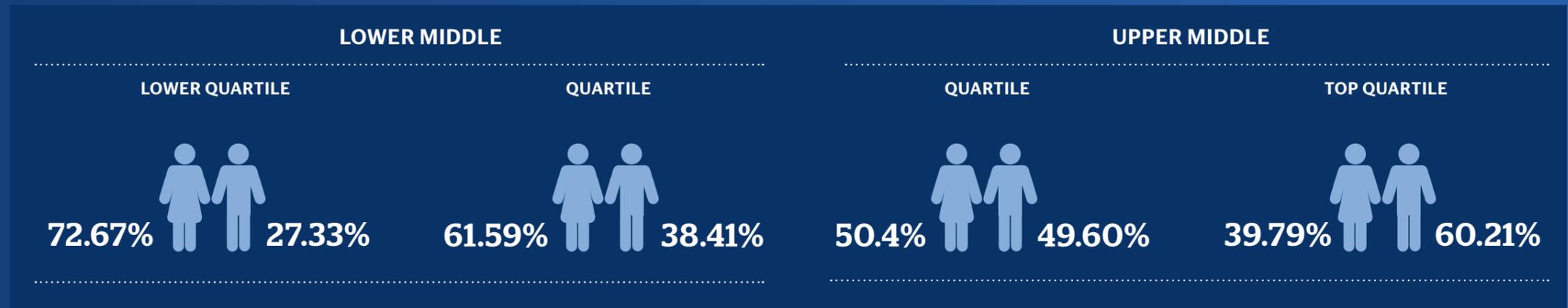
## MEAN AND MEDIAN

- 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.



NB: 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.

## Proportion of males and females in each hourly rate quartile pay band





## How the **University of Hull** is working to close the gap

**As part of the plan to reduce our gender pay gap, the University has identified three priorities.**

- 1. Increase the number of women employed in roles within our highest pay bands.**
- 2. Ensure jobs at our lower pay bands are attractive and accessible to men as well as women.**
- 3. Review access to part-time working across all pay bands.**

**To make progress against these priorities, we will**

- establish a pay parity group that meets regularly, recommends activities designed to reduce the gender pay gap and monitors the impact, and reports to the University Leadership Team on progress;
- continuously monitor the application of pay policies through the Pay Parity Group to ensure equality in pay decisions, to understand the impact of those decisions on the gender pay gap and to report any causes for concern;
- investigate gender distribution of men and women in specific roles, including role design and recruitment practices used to attract and appoint into these roles;
- monitor the application of recruitment and promotion processes for consistency to ensure greater transparency around how we recruit, develop and promote our staff – ensuring opportunity and progression for all;
- review recruitment adverts to counter unconscious gender-bias language in job descriptions and recruitment materials;
- provide career development programmes for staff to address gender imbalance in identified areas of work;
- strengthen the University's mentoring networks to improve participation and consistency in development opportunities and initiatives;
- review the workload allocation framework for consistency – to understand if and where disadvantages to career progression may exist and to address any issues identified;
- investigate the effectiveness and consistency of flexible working practices and female return rates following family leave;
- continue our commitment to supporting and developing the Athena SWAN initiative at institutional and school level.

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