

**University of  
Northampton**

# **Gender Pay Report 2017**

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# Introduction.

## **Deborah Mattock, Director of HR, Marketing and International Relations**

**I would like to thank you for reading this report, which outlines the University of Northampton's situation in regard to payment of its staff for the year preceding March 2017.**

Employers in Great Britain with more than 250 staff are now required by law to publish for the first time their gender pay gap data. The data will be reported annually in the following four categories:

- Proportion of males and females in each quartile of the organisation's pay structure
- Gender pay gap (mean and median hourly pay for each gender across the organisation)
- Proportion of men and women receiving bonuses
- Gender bonus gap (mean and median)

In addition, we have published within this report our latest figures relating to 'equal pay', which is distinct from the gender pay gap. We welcome the opportunity to benchmark our performance in an area that is of such importance to society by using these figures as our starting point. Universities are at the forefront of ensuring equality and opportunity, and therefore as an employer we must give men and women equal treatment in the terms of their contract if they are employed to do similar work.

In light of this commitment, at the University of Northampton we are pleased and proud that we pay male and female colleagues equally to do work of equal value.

However, across the entirety of our workforce there is an undeniable discrepancy with regards to the gender pay gap. As you will see from the data we present here, there are currently more female staff employed in lower grades which is a main contributing factor for our gender pay gap. This is a situation that we are investigating in order to ensure that we are providing equality of opportunity for all our employees and to identify measures to mitigate the gap.

While this appears to be a challenge across society in general, our focus is now is on determining the causes as to why specific occupations within the University attract one gender over another, thereby contributing to the gap, and where possible to enact measures to address this. This report contains a number of new and ongoing actions which will enable us to close the gap.



Director of HR, Marketing and International Relations

# Glossary.

## **Equal pay**

**Where people are paid the same for work of equal value - i.e. all staff on the same grade of the University single pay spine.**

## **Full-pay relevant**

**To be included as a full-pay relevant employee, the employee must have been paid their full usual pay on 31 March 2017. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay and pay in lieu of leave.**

## **Gender pay gap**

**The average difference between hourly pay for the two genders across the University workforce.**

## **Mean value (average)**

**The sum divided by the count.**

## **Median value**

**The value in the middle of the list of numbers.**

# Gender Pay Gap.

At the time this data was collected the University had 1854 "full-pay relevant" (FPR) members of staff.

The workforce of the University of Northampton at this time was made up of:

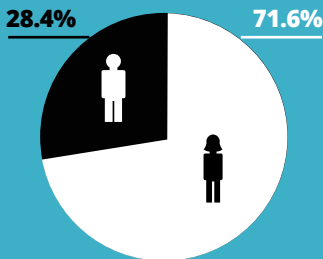


## Proportion of males and females in each quartile

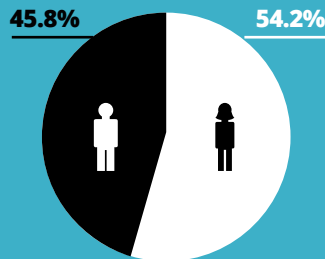
We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

These quartiles show the following:

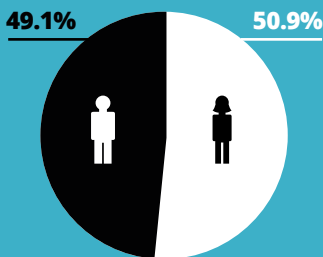
Q1: Grade 5 and below



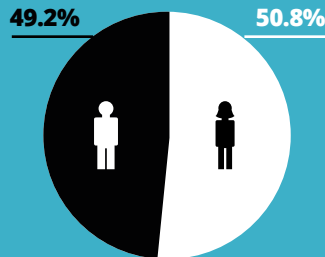
Q2: Grade 6 and lower half of grade 7



Q3: Upper half of grade 7 and lower half of grade 8



Q4: Upper half of grade 8 and above



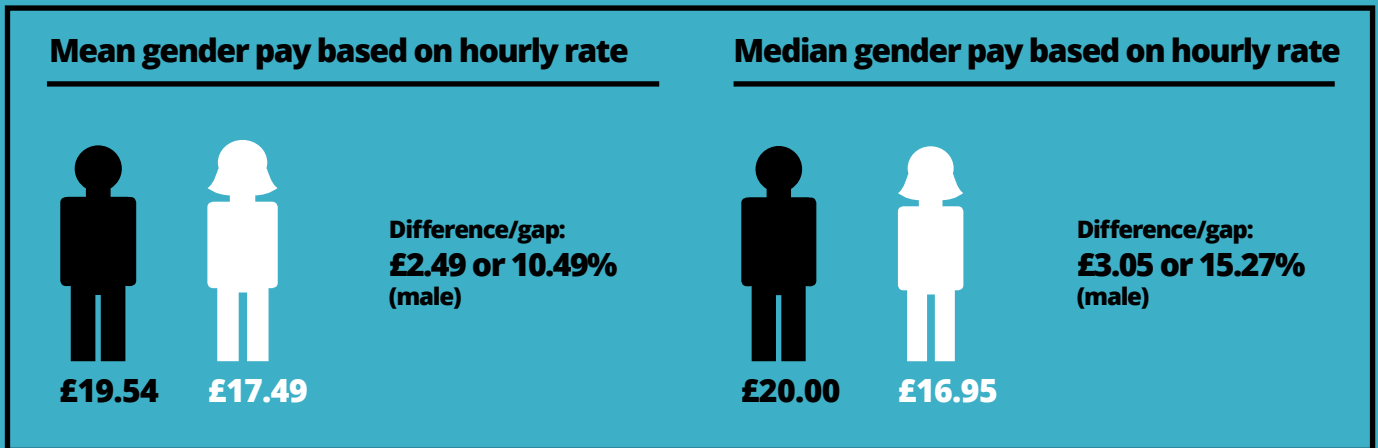
### Gender split

While the gender split in the upper three quartiles is roughly equal, the lowest quartile shows a disproportionate number of females at the University employed in lower grades.

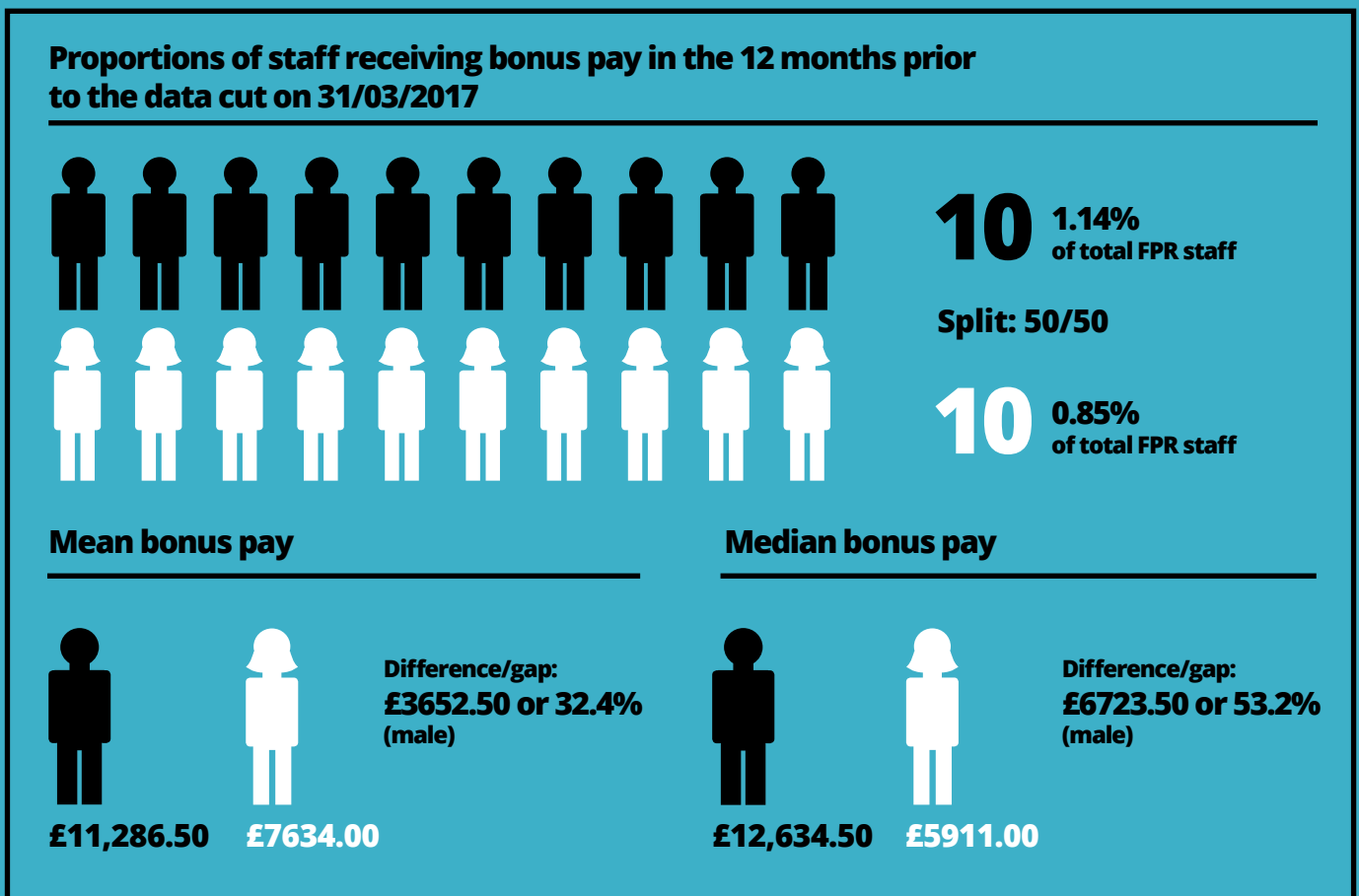
A subsequent investigation into the number of applicants for roles at grades 5 and below in 2016/17 showed 75.5% were female, and therefore the number of women appointed to those roles was higher. In grades higher than 5 the number of male and female applicants became more evenly split.

The higher percentage of females applying for, and subsequently being employed in, lower grades must therefore be considered in any reporting of average pay gaps.

# Gaps



# Bonuses



## Discretionary performance related bonus plan

Senior staff at the University of Northampton are eligible to be considered under the University's discretionary performance related pay (PRP) plan.

- Vice Chancellor and Chief Operating Officer
- Executive Deans/Deans
- Directors
- Deputy Deans

### Bonus payments are based on two sets of criteria:

- Corporate/University Performance measured by the Remuneration Committee against corporate targets/KPI's
- Individual performance measured against SMART objectives and submitted with evidence to Human Resources and the Board of Governors

## Senior Executive

The three most senior roles – including those of Vice Chancellor and Chief Operating Officer – are currently held by men, which are the highest paid positions in the institution, this is why there is such a disparity in the amount of pay and bonus. Even though there is a gap across the senior team, where work of equal value is being performed by males and females the pay is the same.

# Equal pay.

**The equal pay review carried out by the University is distinct from gender pay reporting. The University carried out an equal pay audit at the same time as the gender pay review.**

**Equal pay evaluates pay for work of equal value, and therefore only takes into account staff subject to job evaluation i.e. all staff on a grade on the pay scales and senior staff. This is the equal pay data from 2017:**

Grade	Female mean salary	Count of female staff	Male mean salary	Count of male staff	Pay gap
2	£16,303.00	8	£16,303.00	1	0.0%
3	£17,006.42	66	£17,013.32	22	0.0%
4	£19,525.90	117	£19,444.50	16	-0.4%
5	£23,282.21	100	£23,675.25	20	1.7%
6	£29,707.88	264	£29,940.38	202	0.8%
7	£35,286.98	127	£35,086.55	93	-0.6%
8	£44,644.14	230	£44,723.41	184	0.2%
9	£53,157.79	33	£51,948.87	39	-2.3%
10	£62,516.29	7	£62,679.87	23	0.3%

## Senior Executive average salary



**£111,481.60**



**£86,080.67**

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# Working to close the gap.

**These are some of the actions that we have already taken or are planning to take to support our employees and to ensure that any possible form of bias is eliminated from our recruitment and pay processes.**



We will hold facilitated, in depth discussions with staff in grades 2 - 6 to identify perceived barriers to progression for females in the lower grades and thereby enhance development/progression opportunities at the University for female staff



Our Human Resources colleagues will review promotions of staff moving to higher grades



We will continue to promote and support Springboard – the award-winning work and personal development programme for women currently offered to University staff



We have reviewed our recruitment procedures to ensure there is no potential for bias or disadvantage



We are conducting further analysis of fixed term and casual contracts throughout the University



We are reviewing the starting salaries procedure for all new appointments and internal staff moves within the University to ensure consistency



Continue to promote the university's Understanding Unconscious Bias training for all staff and ensure it is mandatory for our managers



Since 2013, 51 women and 33 men have participated in our leadership development programme, and since 2015, 49 women and 20 men have participated in our management development training for aspiring or new managers



We will continue to provide leadership and management training for our colleagues



We will continue to match our minimum level of pay to the Living Wage Foundation's recommended rate