

**University of
Northampton**

**Gender Pay &
Equal Pay
Report 2021**

UoN

Introduction.

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Since April 2017, employers with more than 250 staff have been required to publish data on their Gender Pay Gap (GPG). This is the average difference between the pay of male and female employees. This is our fifth year of reporting and over that time the mean pay gap at UON has fallen from 10.5% to 7.8%.

We report 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)
- Proportion of men and women receiving bonuses
- Gender bonus gap (mean and median)

The GPG is distinct from Equal Pay. The GPG is the difference between the average pay between men and women whereas Equal Pay deals with the pay difference between men and women who carry out the same job, similar jobs or work of equal value. Equal Pay data is reported every 3 years. The latest data from 31 March 2021, is included in this report. The table reports on each grade and demonstrates that we pay male and female colleagues equally to do work of equal value.

So why, after 5 years of actions, are we still reporting a GPG? We know that the main reason for this is we attract and employ more female staff in lower grade jobs. This appears to be a challenge across society in general and we are aware of specific occupations within UON that attract one gender over another. We have continued to provide support and development opportunities for such colleagues, whilst working to remove any potential barriers to progression and reviewing our recruitment processes.

The University of Northampton is however committed to removing the Gender Pay Gap and has pledged to take action to eradicate the Gender Pay Gap by 2030.

This report reflects on our work to date and highlights new actions agreed at the Staff Equality, Diversity & Inclusion Forum, which will continue to enable us to close the gap.



Deborah Mattock

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Glossary.

Equal pay

Where people are paid the same for work of equal value, i.e. all staff on the same grade on 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 2021. 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 2067 “Full-Pay Relevant” (FPR) members of staff.

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

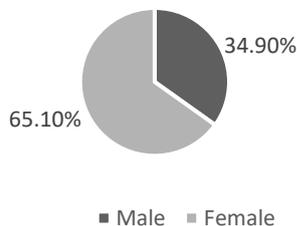
- Total FPR males: 877
- Total FPR females: 1196

Proportion of Males and Females in each Quartile

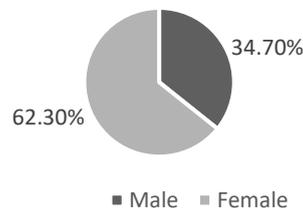
We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

These quartiles show the following:

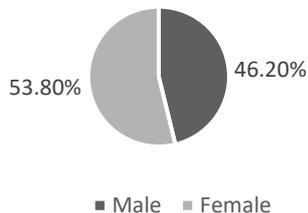
Q1: Grade 5 and below



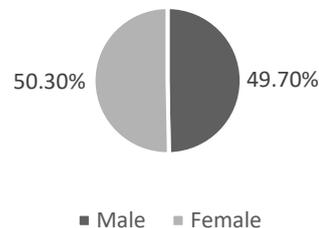
Q2: Grade 6 and 1 spinal point of grade 7



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



Q4: Upper half of grade 8 and above



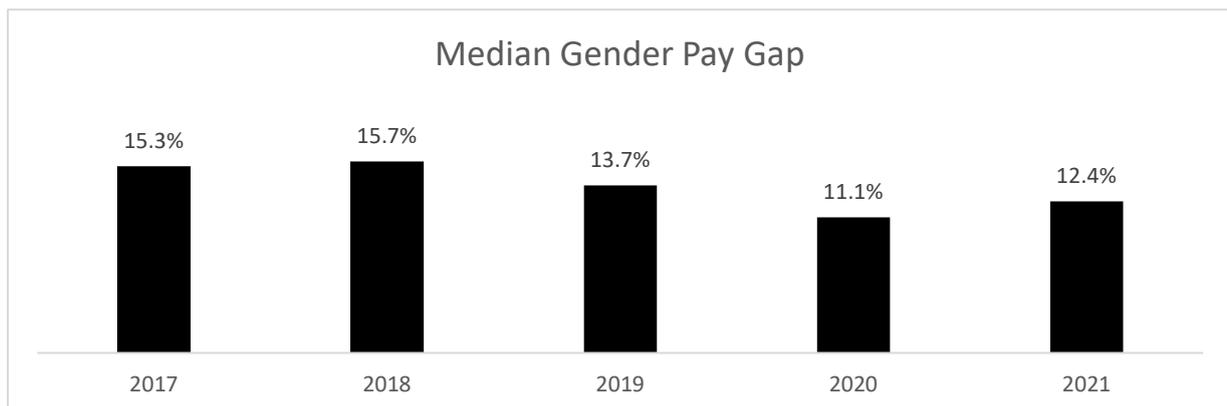
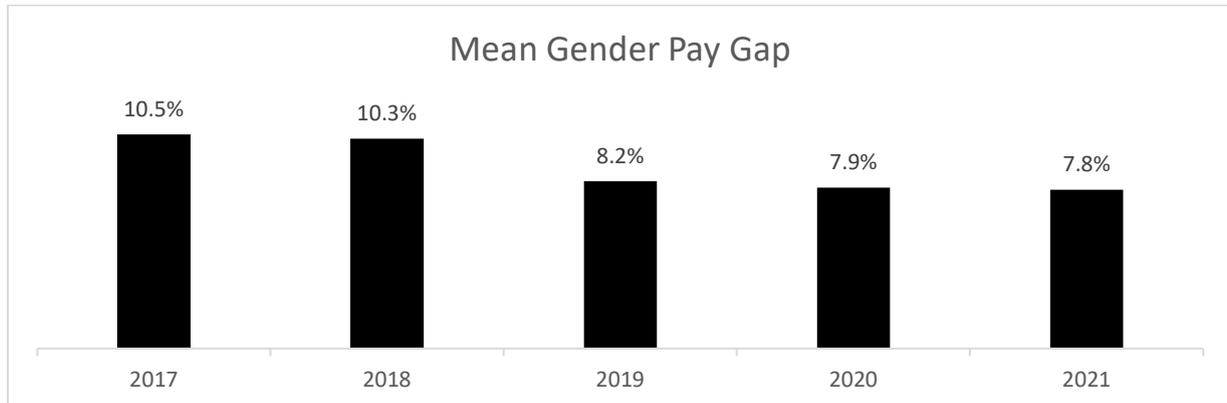
While the gender split in the upper two quartiles is roughly equal, the lowest 2 quartiles shows a disproportionate number of females at the University employed in grades 6 and below.

The majority of applicants for roles at grades 5 and below continue to be female, and therefore the number of women appointed to those roles was higher.

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

Mean and Median gender pay based on hourly rate



The overall mean gender pay gap has roughly stayed the same, a 0.1% decrease on last year. The median GPG has increased slightly and can be attributed to an increase in headcount for male dominated areas such as IT and a decrease in headcount in female dominated areas in the Faculties. The female median hourly rate dropped from £17.78 to £17.52, whilst the male rate stayed the same.

Gender pay gap by staff category

Academic staff mean gender pay gap = 2.57%

Professional Services mean gender pay gap = 16.89%

Bonuses

No bonus or PRP was paid in 2020 so this section does not apply.

Equal Pay

Equal Pay evaluates pay for work of equal value. The following table shows the mean salary at each grade for data as at 31 March 2021. It should be noted that those at grade 1 include all zero hours staff, those on spot salaries, non-staff claims and external examiners.

| Grade | Female Mean hourly rate | Count of female staff | Male Mean Hourly Rate | Count of male staff | Pay Gap |
|--------------|-------------------------|-----------------------|-----------------------|---------------------|---------|
| 1 | £16.15 | 309 | £16.18 | 301 | 0% |
| 2 | £9.50 | 6 | £9.50 | 1 | 0% |
| 3 | £10.23 | 9 | £9.71 | 2 | -5% |
| 4 | £10.92 | 95 | £10.83 | 24 | -1% |
| 5 | £12.89 | 107 | £13.10 | 26 | 2% |
| 6 | £16.43 | 256 | £16.52 | 157 | 1% |
| 7 | £19.64 | 140 | £20.13 | 101 | 2% |
| 8 | £24.06 | 242 | £24.18 | 216 | 1% |
| 9 | £29.65 | 23 | £29.66 | 23 | 0% |
| 10 | £36.42 | 3 | £33.96 | 10 | -7% |
| Senior Staff | £52.20 | 6 | £56.90 | 10 | 8% |

The three significant pay gap results are all in areas with very small numbers of staff where an outlying salary can make a significant difference. In the case of grade 3 and grade 10 some female staff have received honorariums for stepping up duties resulting in a negative gender pay gap.

The senior staff group includes Deputy Deans, Deans, Directors, Exec Directors, Deputy Vice Chancellor, Vice Chancellor and Chief Operating Officer. The two most senior roles 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 an 8% pay gap at this level. 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.

Working to close the gap

Successes from 2021

- The Equality, Diversity and Inclusion agenda received a new lease of life with the refresh of the staff and student EDI forums, developing new EDI priorities and action plans.
- EDI is on the agenda of all University committees as a standing item.
- The Women's network was launched with an overwhelming response. A higher than expected number of members came forward to participate and engagement has been exceptional.
- The Women's network organised the second International Women's day event, resulting in a number of online sessions across a week.
- A menopause support group has continued and grown with online presence allowing female employees to share experiences and support each other.
- We have continued to promote and deliver Springboard throughout the pandemic with a further 18 women completing this last year taking the total to 169.
- We have analysed our recruitment data to identify trends of underrepresented groups and made recommendations for further work, use other data sets to answer key questions.
- For Senior posts where Executive search is used, a key requirement has been to demonstrate diversity of shortlisted candidates including gender balance. Targeted advertising is requested including specialist platforms such as Women in Technology.

Further actions

Development opportunities for all women

- The range of opportunities available to staff will be promoted to ensure women are aware of how they can achieve personal and work development goals.
- All PDRs will include at least 1 development objective and appropriate time will be given to engage and complete. Compliance will be monitored and reported back to EDI forum.
- Access to Springboard will continue and evaluation of impact will be reported back to EDI forum
- A mentor programme will be implemented for all women who want it.
- Implementation of a Secondment scheme for professional services staff will be explored to allow them to work in different departments, gaining skills and knowledge allowing them to increase opportunities for progression.

Academic progression

- PDRs will have a focus on academic career progression, ensuring research time, scholarly activity and hours allocated under Professorial and Associate Professor titles is protected in workload planning through management support and empowerment. The 2022 PDR round will include at least 1 research or teaching and learning focused objective that supports high achievement and/ or progression.

Recruitment

- Following on from the analysis of Recruitment data undertaken in 2021, a Staff Recruitment Working Group will be tasked with addressing any gender biases and barriers to recruitment experienced by underrepresented groups including female and those that identify as female. The group will be responsible for taking forward recommended actions from the Gender Pay Gap discussions and EDI Staff Recruitment report, identifying routes to further analysis and reporting back to the EDI forum on progress.

Flexible working

- The Smarter Working and Flexible Working policies will be actively promoted at recruitment stages with all appropriate jobs advertised as flexible working friendly.
- Current flexible working and family friendly policies and procedures will be reviewed and promoted to all prospective and current staff.