

**University of
Northampton**

**Gender, Ethnicity,
Disability Pay Gap
& Equal Pay Report
2022**



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 sixth year of reporting and over that time the mean pay gap at UON fell from 10.5% to 7.8% until 2022 when it increased to 8.5%. Reasons for this increase are explored in this report.

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 also reported. The latest data from 31 March 2022, informs 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 6 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 increase in 2022 and has impacted on the GPG. 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 maintaining a negative Ethnicity Pay Gap and removing the Gender Pay Gap. We have 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 tackle the gaps.

A handwritten signature in black ink, appearing to read 'D Mattock', with a small flourish at the end.

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 2132 “Full-Pay Relevant” (FPR) members of staff.

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

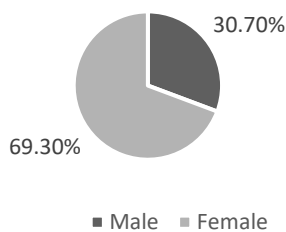
- Total FPR males, and those that identify as male: 897
- Total FPR females and those that identify as female: 1235

Proportion of Males and Females in each Quartile

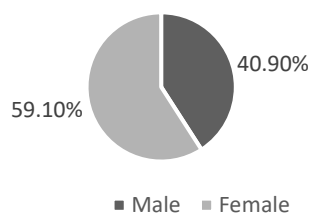
We have ranked these FPR employees from highest to lowest paid, then divided this into four equal parts called quartiles.

These quartiles show the following:

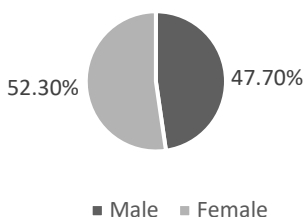
Q1: Grade 5 and below



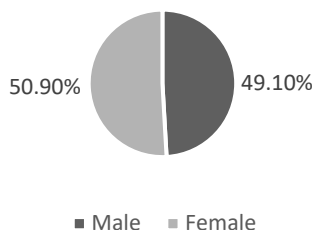
Q2: Grade 6 and 1 spinal point of grade 7



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



Q4: Upper half of grade 8 and above



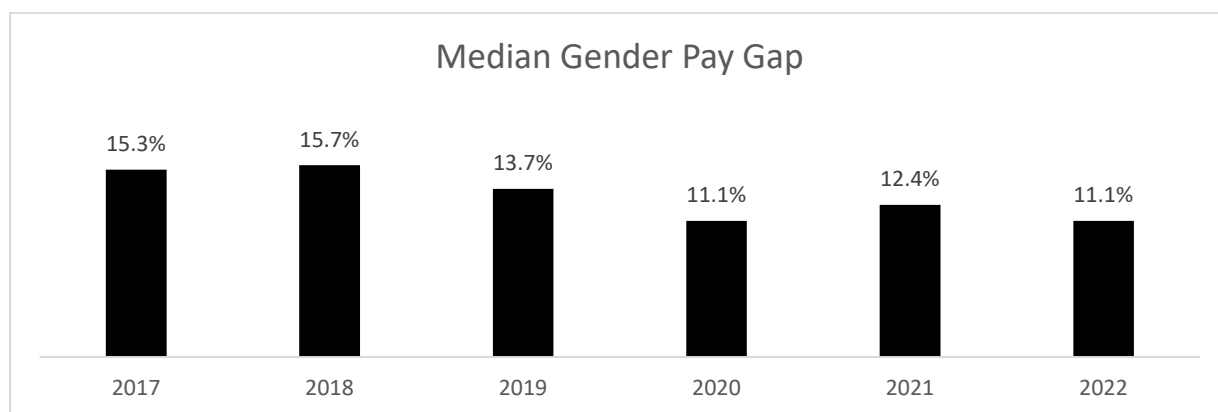
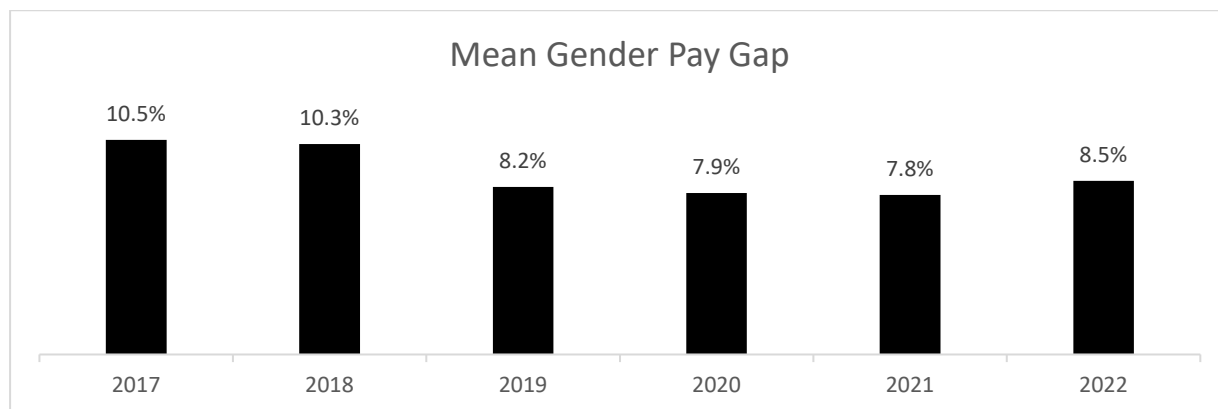
While the gender split in the upper two quartiles is roughly equal, the lowest 2 quartiles shows a disproportionate number of females at the University employed in grades 6 and below.

The majority of applicants for roles at grades 5 and below continue to be female, and therefore the number of females 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.

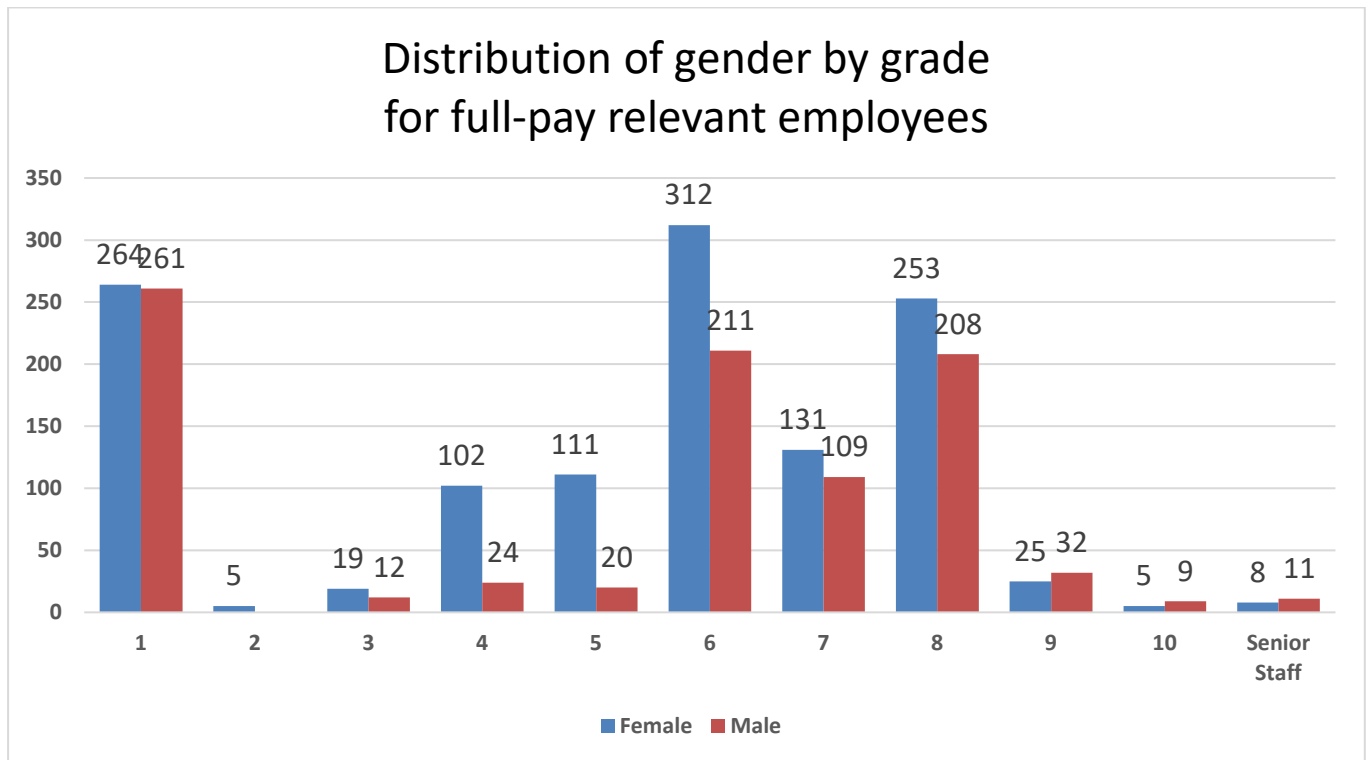
Pay Gaps

Mean and Median gender pay based on hourly rate



The overall mean gender pay gap has increased to 8.5%. This can be attributed to an increase in the proportion of female staff in the lowest pay quartile, most evident in grades 3-5 where we have employed 21 more female staff than the previous year.

The median GPG has decreased to 11.1% and can be attributed to an increase in headcount for the faculty that includes more females, who are mostly at grade 7 and 8. The female median hourly rate increased to £17.78, whilst the male rate stayed the same.



Note: UON does not employ any staff at Grade 1. Column one is used to represent all staff not on the spinal framework, including invigilators, external examiners and workers who claim fees.

Gender pay gap by staff category

Academic staff mean gender pay gap = 1.5%, a drop from last year of 2.6%

Professional Services mean gender pay gap = 17.1%, a slight increase on last year of 16.9%

Bonuses

Proportions of staff receiving bonus pay (August 2021)

- Male FPR employees who received bonus pay: 9 (1% of total FPR staff)
- Female FPR employees who received bonus pay: 9 (0.7% of total FPR staff)
- Split: 50/50

Mean bonus pay

- Male FPR mean bonus pay: £5,554.51
- Female FPR mean bonus pay: £4,964.86
- Difference/gap: £589.65 or 10.6% (male)

Median bonus pay

- Male FPR median bonus pay: £5,527.87
- Female FPR median bonus pay: £5,465.46
- Difference/gap: £62.41 or 1.1%

Senior staff at the University of Northampton are eligible to be considered under the University's Discretionary Performance Related Bonus Plan, paid in August each year relating to the previous academic year.

- Vice Chancellor, Deputy Vice Chancellor, Chief Operating Officer
- Executive Deans and Deans
- Executive Directors and 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.

Prior to this report Senior staff bonuses were last paid in August 2018 and were reported in the 2019 Gender pay gap report. The Mean and Median GPG have significantly reduced from 27.8 and 15.4% respectively, as a result of appointment of female staff in more senior roles, despite the split remaining at 50/50.

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 2022.

Grade	Female Mean hourly rate	Count of female staff	Male Mean Hourly Rate	Count of male staff	Gender Pay Gap
2	9.90	5			
3	10.02	19	10.17	12	1%
4	10.97	102	11.07	24	1%
5	13.07	111	13.45	20	3%
6	16.51	309	16.52	204	0%
7	19.98	130	20.43	109	2%
8	24.39	251	24.40	207	0%
9	29.24	24	30.19	32	3%
10	33.21	5	34.89	9	5%
Senior Staff	54.78	8	55.40	11	1%

The biggest gap is at grade 10.

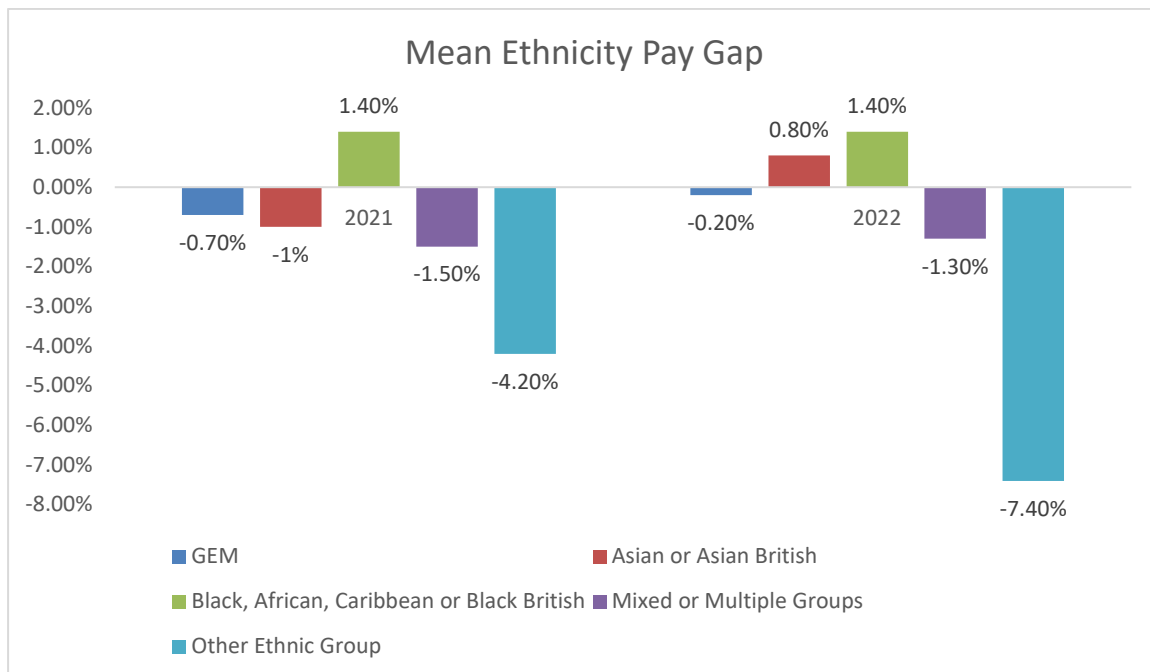
The senior staff group includes Deputy Deans, Deans, Directors, Exec Directors, Deputy Vice Chancellor, Vice Chancellor and Chief Operating Officer. The two most senior roles of Vice Chancellor and Chief Operating Officer were held by men, which are the highest paid positions in the institution however the gap has reduced on previous years through the appointment of more females in more senior roles.

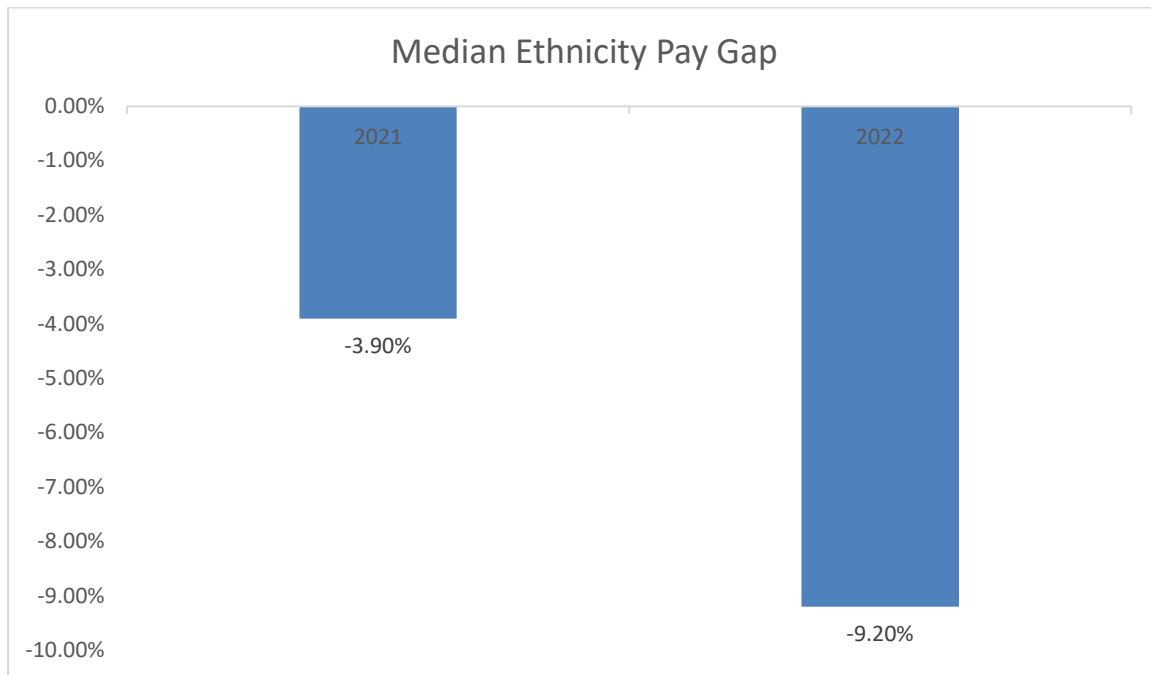
Ethnicity Pay Gap.

Since 2021 we have reported the Ethnicity pay gap for our staff. We have defined our ethnic groups as follows:

- White
- Asian or Asian British
- Black, African, Caribbean or black British
- Other ethnic group
- Mixed or multiple ethnic groups

At the University of Northampton, the term used for all ethnic minority groups together is Global Ethnic Majority (GEM).



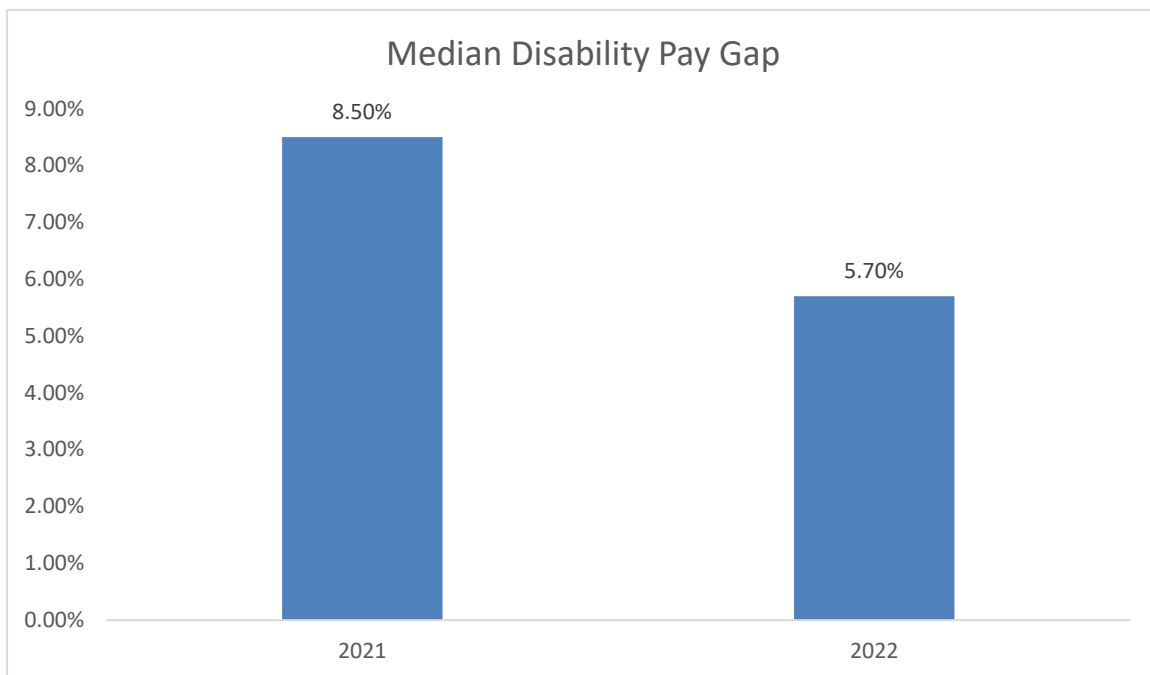
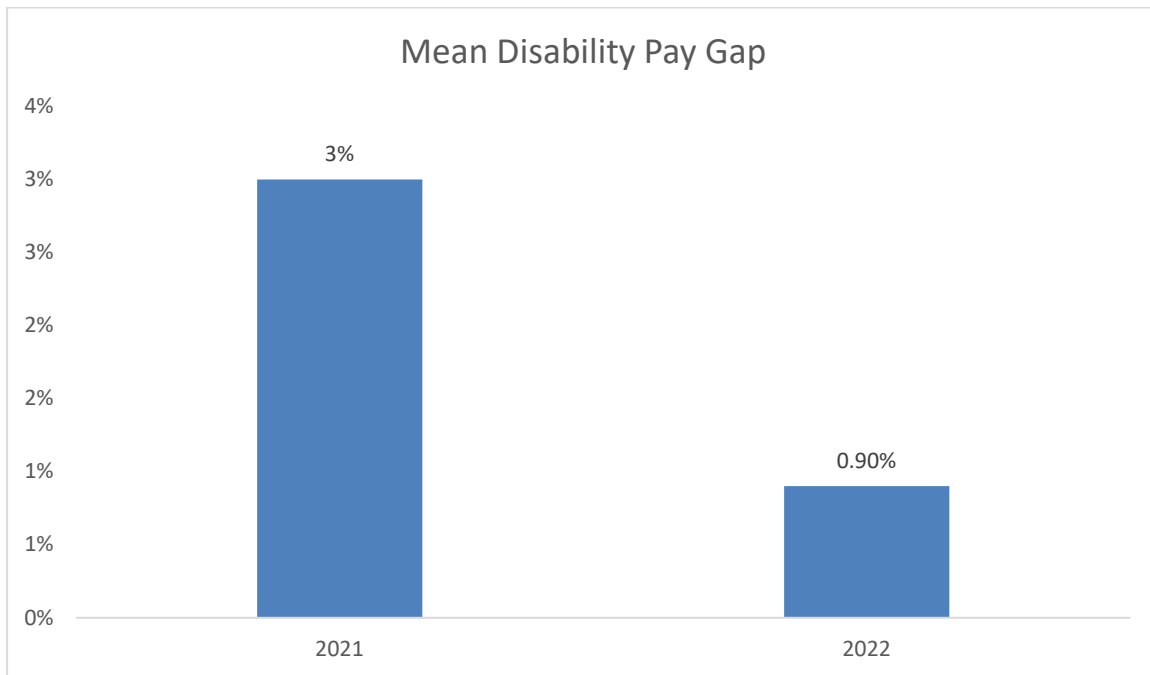


The mean pay gap across all GEM colleagues is -0.2% which means that GEM colleagues are paid 0.2% more than white colleagues. This has decrease since last year by 0.5%. The group with the largest pay gap are colleagues of Other Ethnic groups which is -7.4%.

The median pay gap is -9.2% which also demonstrates that GEM colleagues are paid 9.2% more than white colleagues.

Disability Pay Gap.

Since 2021 we have been able to report the disability pay gap for colleagues. All staff who have declared a disability are in the group Declared Disability and are compared against those that have not declared a disability.



The mean pay gap is 0.9%, a decrease since 2021 in which it was 3%. The median pay gap is 5.7%, a decrease since 2021 in which it was 8.5%.

Working to close the gap.

The actions identified on the 2021 report, remain relevant and have been agreed by a cross institutional working group with representatives from the trade unions.

Gender pay gap

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.

Ethnicity and Disability pay gaps

- Cross institutional working groups will be formed to further analyse the data and to look at actions to address any pay gaps.
- The Staff Equality, Diversity and Inclusion Forum will begin to look at intersectional data, identifying what and how this will be analysed and report in the 2023 Pay Gap reports.