

**University of
Northampton**

**Gender, Ethnicity,
Disability Pay Gap
& Equal Pay Report
2023**

UoN

Introduction.

Peter Gregory, Director of HR

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 seventh year of reporting and over that time the mean pay gap at UON has moved in a predominantly downward trajectory from 10.5% in 2017 to 7.3% in 2023.

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 2023, 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.

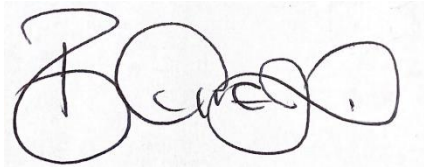
So why are we still reporting a GPG? We know that the main reason for this is we attract and employ more female staff in lower grade jobs. This appears to be a challenge across society in general and we are aware of specific occupations within UON that attract one gender over another. We have continued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

The University of Northampton remains committed to removing the Gender Pay Gap and we will continue to take action to achieve this outcome.

Since 2021 the University has also reported on its Ethnicity and Disability pay data although this is not a legal requirement.

There has been a slight change in the Ethnicity pay gap data in 2023 which is showing the pay gap data at 1% on 31 March 2023, which is up from -1.3% in 2022. This is the first year since reporting that we are unable to report a negative pay gap. However, the university remains committed to eradicating an ethnicity pay gap and the report sets out what we are doing to address this in the section 'working to close the gap'.

This report reflects on our work to date and highlights new actions which will continue to enable us to tackle the gaps and continue to promote Equality Diversity and Inclusion at the University of Northampton.

A handwritten signature in black ink, appearing to read 'Peter Gregory', written in a cursive style.

Peter Gregory

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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 2023. This includes basic pay and holiday pay, but excludes reduced pay, overtime pay and pay in lieu of leave.

Gender pay gap (GPG)

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 2141 “Full-Pay Relevant” (FPR) members of staff.

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

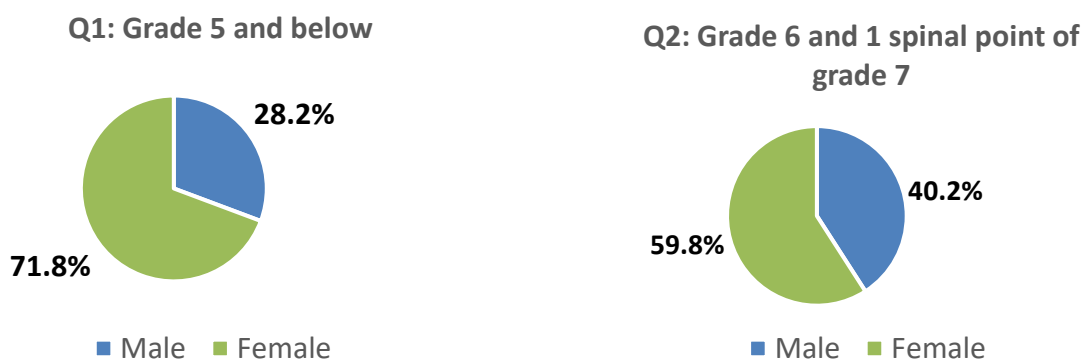
- Total FPR males, and those that identify as male: 880 (41% of FPR members)
- Total FPR females and those that identify as female: 1261 (59% of FPR members)

This represents a 1% increase in female FPR members of staff and a 1% decrease in male FPR members of staff compared to the 2022 figures.

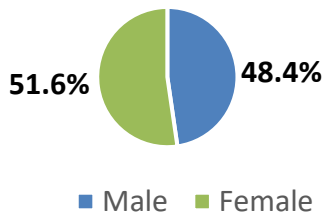
Proportion of Males and Females in each Quartile

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

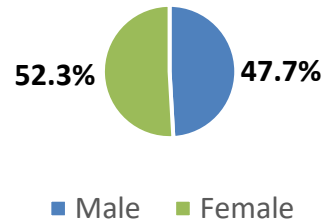
These quartiles show the following:



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



Q4: Upper half of grade 8 and above



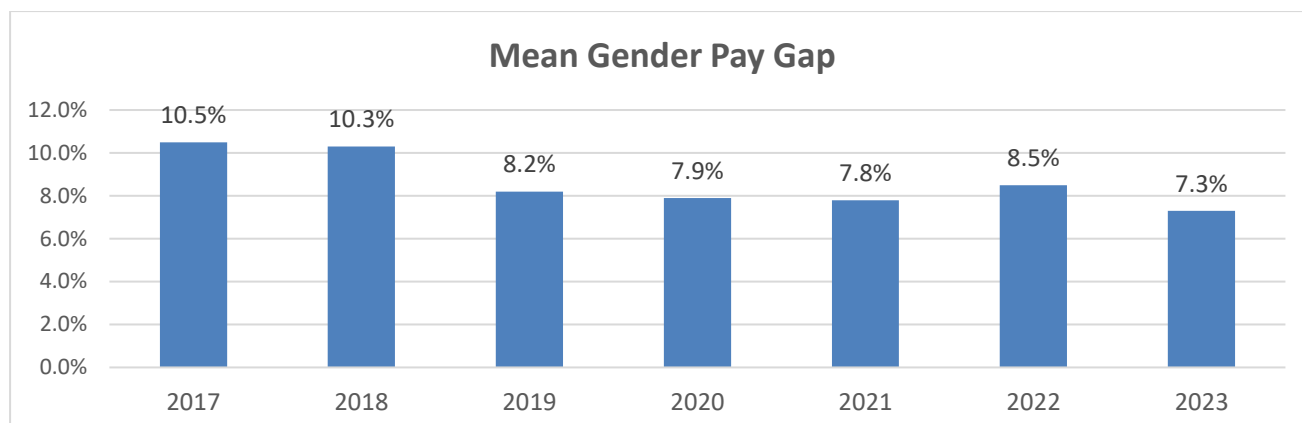
The gender split in the upper two quartiles is roughly equal and in 2023 the number of females increased by 0.7% in quartile 3 and 1.4% in quartile 4. The lowest 2 quartiles however, show a much greater number of females at the University employed in grades 6 and below compared to their male counterparts.

The majority of applicants for roles at grades 5 and below continue to be female, and the number of females appointed to those roles increased from 69.3% in 2022 to 71.8% in quartile 1, however there was a very slight decrease of 0.7% in quartile 2.

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.

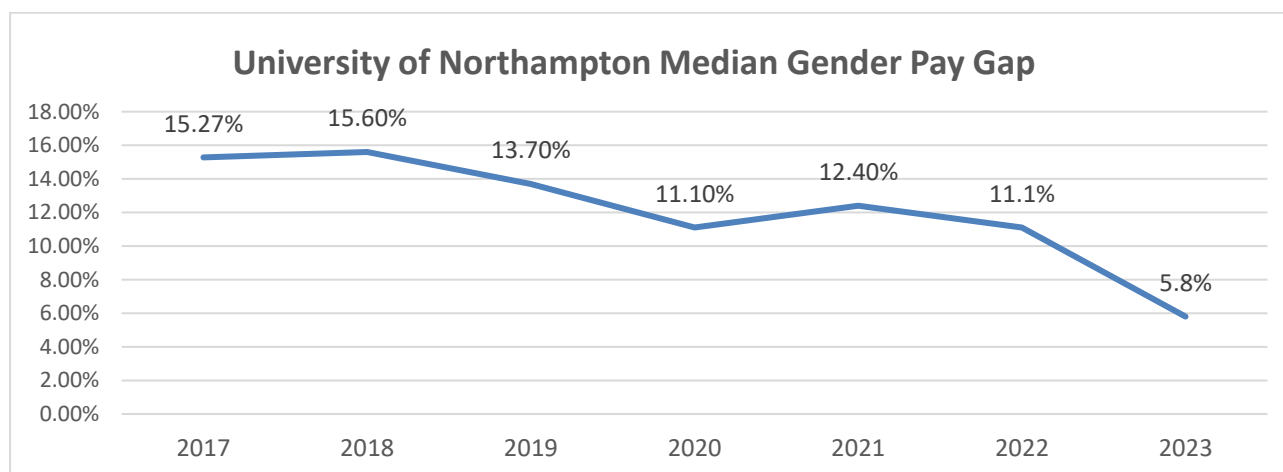
Pay Gaps

Mean and Median gender pay based on hourly rate

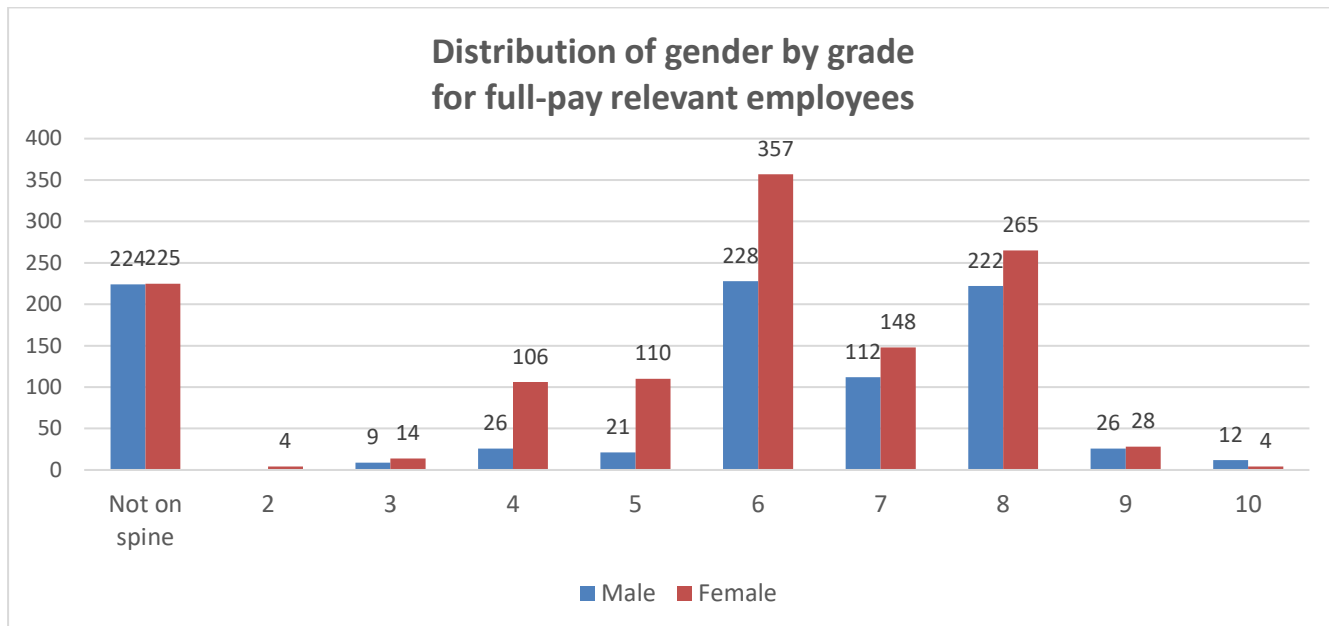


The overall mean gender pay gap (GPG) has decreased to 7.3%.

The impact of an increase in female employees in the upper quartile has impacted significantly upon the downward trend and reduction in the overall pay gap. However, the mean GPG in the lower and upper middle quartiles has remained consistent and the proportion of female staff in the lowest pay quartile has increased for a second year. This mirrors an upwards trend shown in the 2022 figures which saw a percentage increase of 4.2% of females employed in quartile 1.



The median GPG has decreased to 5.8% and can be attributed to a significant increase in headcount for females within Grade 6 in which the median rate falls. There has also been a general overall increase in females at the higher grades which would attribute to the median GPG decreasing by 5.3% since 2022. The female median hourly rate increased to £18.83, whilst the male rate stayed the same at £20.



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 = 2.3%, an increase from last year of 1.5%

Professional Services mean gender pay gap = 14.6%, a decrease on last year of 17.1%

Bonuses

Proportions of staff receiving bonus pay (August 2022)

- Male FPR employees who received bonus pay: 9 (1% of total male FPR staff)
- Female FPR employees who received bonus pay: 6 (0.5% of total female FPR staff)

Mean bonus pay

- Male FPR mean bonus pay: £6420 (£5555 in 2022)
- Female FPR mean bonus pay: £6174 (£4965 in 2022)
- Difference/gap: £246 (3.8%) (£590 10.6%)

Median bonus pay

- Male FPR median bonus pay: £6930 (£5,528 in 2022)
- Female FPR median bonus pay: £6553 (£5,465.46 in 2022)
- Difference/gap: £377 / 5.4% (£62.41/1.1% in 2022)

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.

There has been a significant decrease in the mean bonus pay of male and female staff with a decrease from a gap of 10.6% in 2022 to 3.8% in 2023. This can be attributed to the increase in female staff in Senior positions although the proportion of female staff receiving a bonus remains 0.5% lower than male colleagues. Although there has been an increase in the median bonus pay this can be accounted for a wider range in bonus payment for female staff than male staff.

The University discontinued the Discretionary Performance Related Bonus Plan, with effect from the performance year commencing 1 August 2023.

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 2023.

Grade	Female Mean hourly rate	Count of female staff	Male Mean Hourly Rate	Count of male staff	Gender Pay Gap
2	10.90	4	0	0	N/A
3	10.94	14	10.94	9	0%
4	11.93	106	12.23	26	2%
5	13.98	110	14.18	21	1%
6	17.34	357	17.64	228	2%
7	20.89	148	21.57	112	3%
8	25.74	265	25.91	222	1%
9	31.42	28	31.04	26	-1%
10	39.37	4	35.89	12	-9%
Senior Staff	61.39	10	50.53	8	-18%

Note the figures above (apart from Senior Staff) are representative only of those staff on the pay spine (1036 females and 656 males).

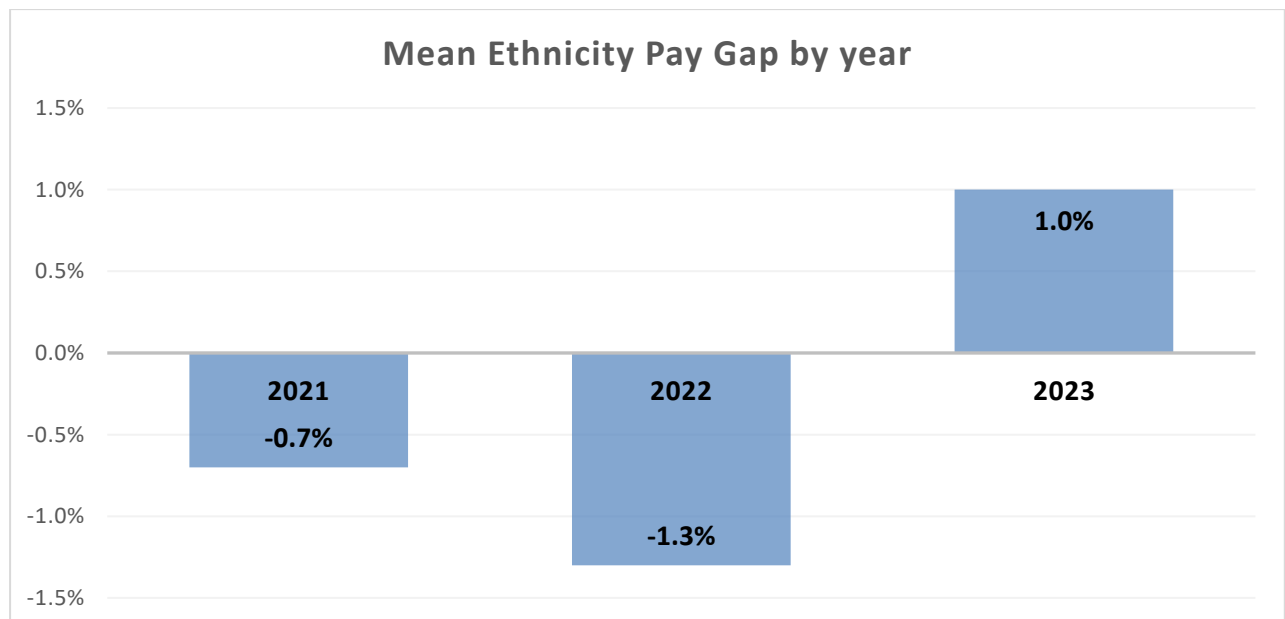
The biggest gap is at the Senior Staff level. The senior staff group includes Deputy Deans, Deans, Directors, Executive Directors, Deputy Vice Chancellor, Vice Chancellor and Chief Operating Officer. Two of the three most senior roles, those of Vice Chancellor and Chief Operating Officer, which were held by men in 2022 are now held by women. This has added to the significant change to the gap from 9% (senior staff) in 2022 to the current -18%. The overall GPG across the institution continues to reduce through the appointment of more females in senior roles particularly across grades 9 to Senior Staff. Across the wider institution the gap remains and there are a significantly higher number of women than men in grades 4 – 8.

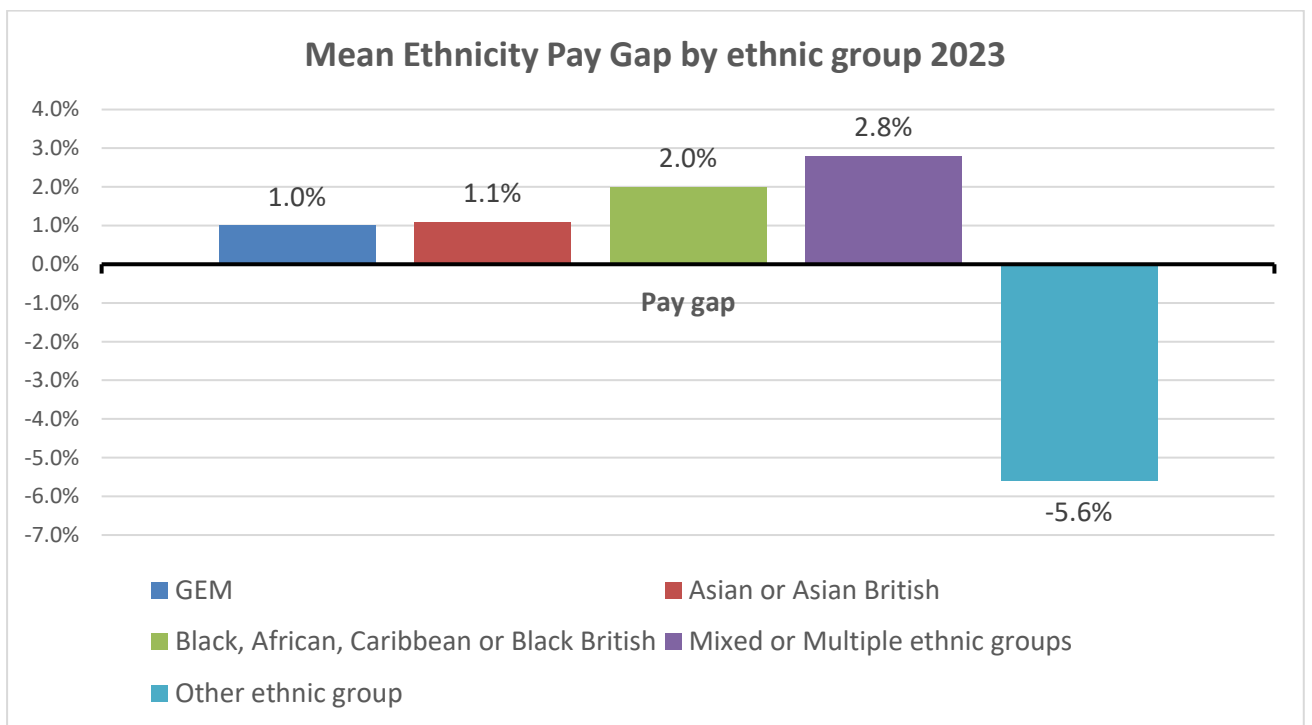
Ethnicity Pay Gap.

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

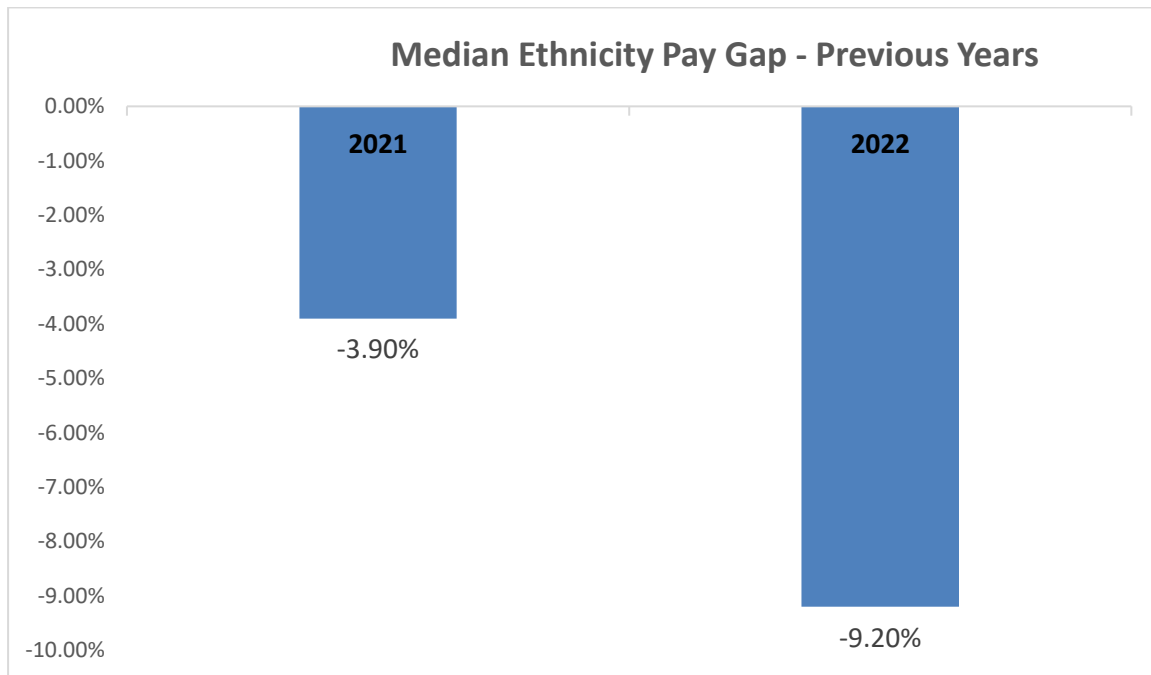
- White
- Asian or Asian British
- Black, African, Caribbean or black British
- Other ethnic groups
- Mixed or multiple ethnic groups

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 1.0% which means that overall, GEM colleagues are paid 1.0% less than white colleagues. This has increased since last year by 1.7% moving the overall group from a negative to a positive pay gap. The group with the largest pay gap and which remains negative are colleagues of Mixed and Multiple Ethnic groups which is -5.6% with colleagues in this group paid more than their white colleagues.



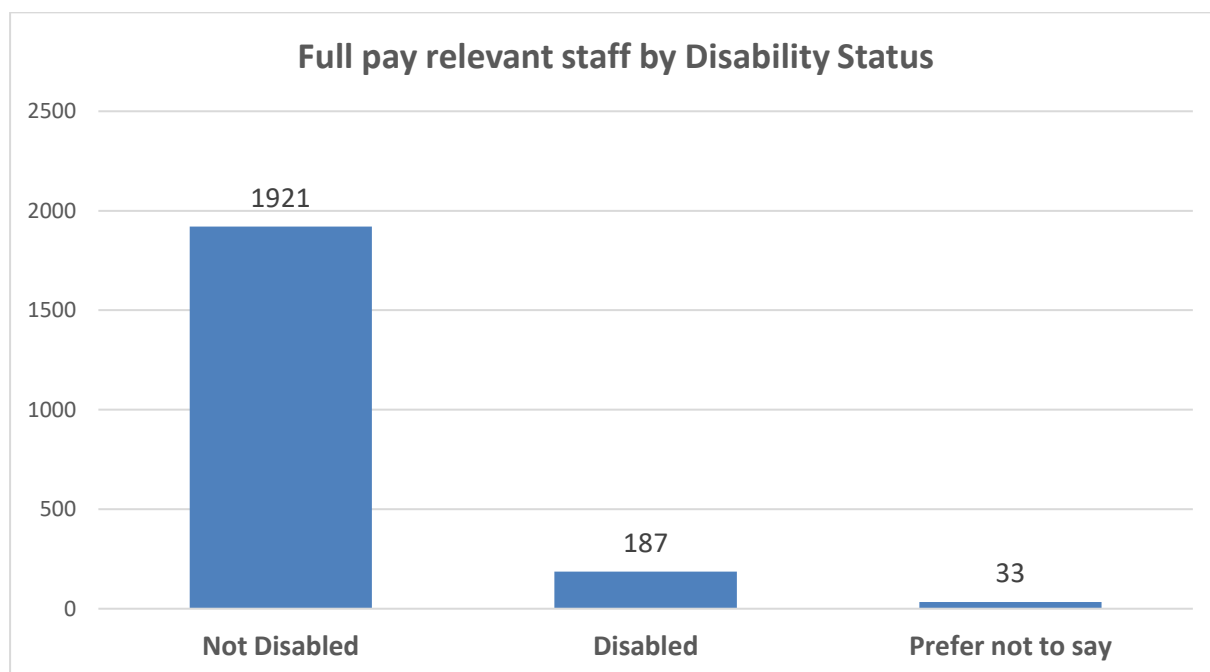
The median pay gap for 2023 is -2.9% which demonstrates that overall, GEM colleagues are paid 2.9% more than white colleagues. This demonstrates a decrease from the previous year of -9.20% and also represents a decrease in the 2021 figure.

Disability Pay Gap.

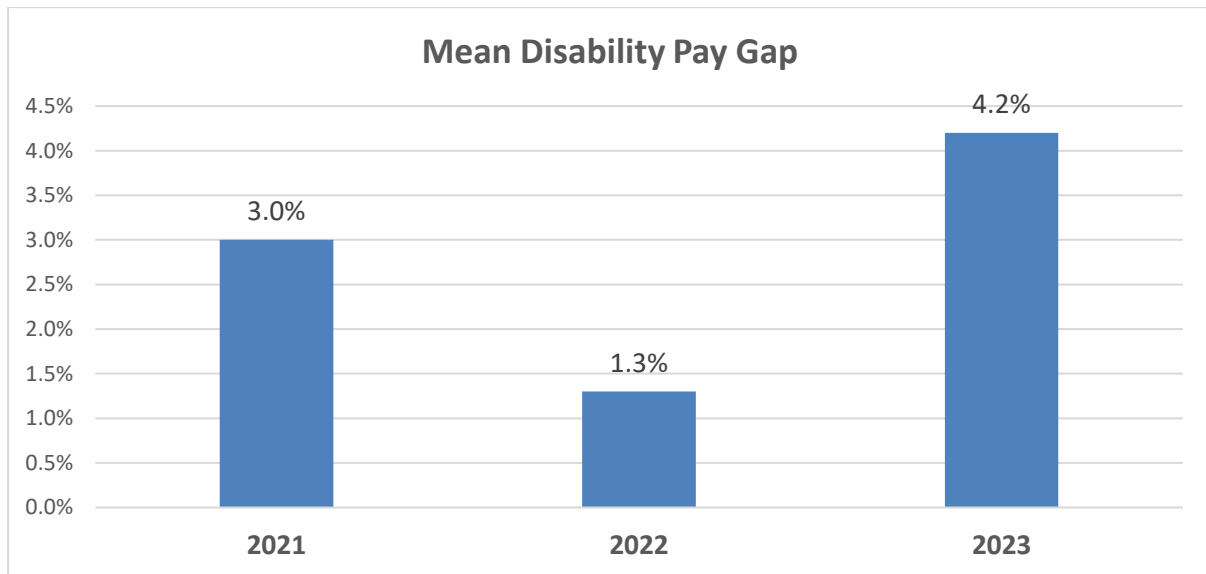
Since 2021 we have also been able to report the disability pay gap for colleagues. All staff who have declared a disability are in the group shown on the graph as Disabled and are compared against those that have not declared a disability and are shown as Not Disabled.

The table below shows our full pay relevant staff by disability status on 31 March 2023:

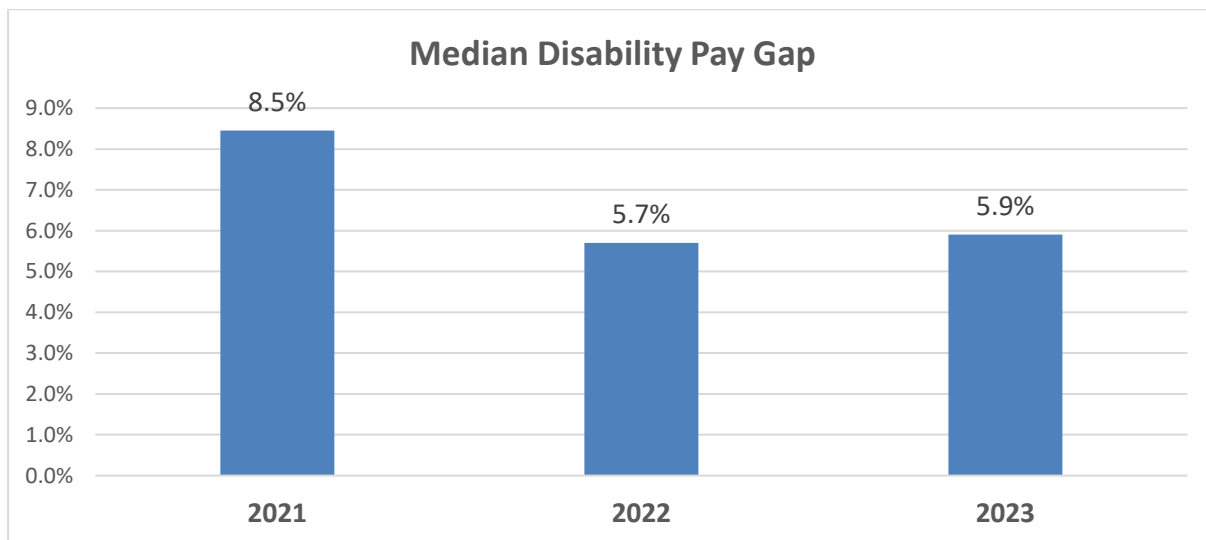
It is worth noting that there has been a significant decrease in the number of staff who have preferred not to say. In 2021, 230 staff chose not to declare their status but this decreased significantly to 28 in 2022 and only 33 people preferred not to say in 2023



The graph below shows that the mean Disability Pay Gap is 4.2%, which has increased from 1.3% last year.



The median pay gap is 5.9% and remains quite static although a slight increase on the 2022 figure of 5.7%.



Working to close the gap.

The University is committed to closing the gaps and this section outlines the action we are taking to do this:

Recruitment & Selection

The University is actively undertaking initiatives to enhance our commitment to EDI across our recruitment and selection process and these include:

- Completing a comprehensive review of our EDI practices within the context of recruitment and selection. With the primary objective being to improve our EDI sourcing and selection strategies we will continue to ensure that all recruiting managers receive training on unconscious bias awareness and mitigation strategies and promotion of our recruiting managers guide which encourages the importance of unbiased selection methods and decision making.
- We will use our current EDI datasets to strengthen our EDI sourcing and selection strategies and support the current EDI action plan to proactively address the recruitment of underrepresented groups.
- We will also take steps to integrate EDI recruitment objectives into our sourcing matrix and work proactively with the EDI forum and other relevant working groups and networks to enhance our EDI talent acquisition promotion, sourcing and selection activities.

- We will review our Applicant Tracking System (ATS) and update it to enable us to better track, record and showcase our diverse hiring metrics effectively. We are taking a proactive approach into our sourcing metrics and this includes incorporating the following key components:
- **Unbiased screening:** We will implement and enhance unbiased screening methodologies, including anonymized CV screening, to eliminate bias in our candidate selection process.
- **Supplier Diversity:** We will track and evaluate the diversity of our suppliers and partners, aiming to promote supplier diversity in our sourcing activities.
- **Inclusive Job Advertisements:** Our job postings will be reviewed and modified to ensure they are inclusive and appealing to a diverse audience.
- **Partnerships with Underrepresented groups:** We are actively partnering with underrepresented groups and networks to promote our job opportunities and engage a wider pool of candidates.

Staff Initiatives

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.
- With the change to legislation due in April 2024, flexible working will be available to all staff from the first day of employment and enable staff to make two requests in one year, removing any EDI bias that may have arisen from the original parameters.

Development Opportunities for all

- The Staff Development team continue to promote the range of opportunities available to all staff to ensure that everyone is aware of how they can achieve personal and work development goals.
- A mentor programme is currently in development for Black Professionals, and it is intended that this be developed further and evolve into an organisational wide programme.
- All PDRs include at least 1 development objective and appropriate time will be given to engage and complete. Compliance will continue to be monitored and reported back to the EDI forum.

Development opportunities for all women

- Access to Springboard, a self-development programme that provides personal and work development opportunities for women, will continue and evaluation of impact will be reported back to the EDI forum.

Academic progression

- PDRs continue to 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 2023-24 PDR round will, as per 2022-23, include at least 1 research or teaching and learning focused objective that supports high achievement and/ or progression.

Ethnicity and Disability pay gaps

- Cross institutional working groups have been formed to further analyse the data and to look at actions to address any pay gaps. Project groups have also been set up including:
 - Race Equality Project 23 – 25,
 - Empowering the Black Professional
 - An EDI workstream to increase recruitment and progression of Black staff
- The Equality, Diversity and Inclusion Forum will include a 2024 agenda item to look at intersectional data, identifying what and how this will be analysed with the view to reporting this in the 2024 pay gap report.