



UNIVERSITY OF
LEICESTER

Gender Pay Gap Report 2017



Introduction

At the University of Leicester, our strategic aim is to recognise and value diversity, ensure equality of opportunity, and enable all staff and students to flourish. We have a strong and well-established commitment to advancing gender equality. However, we recognise that there is progress to be made in relation to closing our current gender pay gap.

In March 2017 the Government introduced new legislation requiring all organisations with 250+ employees to publish their gender pay gap annually. The gender pay gap is the difference between the average hourly rate of pay of female and male employees, expressed as a percentage. The gender pay gap is different to equal pay. Equal pay relates to female and male employees receiving equal pay for work of equal value. Since the 1970s, UK law has prohibited paying different amounts to men and women who do work of equal value.

The backdrop to the UK gender pay gap is complex, and there are a range of factors that influence it. However, the primary reason for the existence of the gap appears to be the disproportionately high numbers of female employees in lower paid roles, and the relatively low numbers of female employees in the senior roles within an organisation.

The University of Leicester, like other universities, has a significant gender pay gap. The University welcomes the new regulations for the increased transparency that they bring in relation to gender and pay, not only to the University itself, but the wider higher education sector - and indeed to all employment sectors.

The data used in this case to calculate the gender pay gap comes from a snapshot of employee data taken on a specified census date 31st March 2017. On this date at the University of Leicester, there were 5,228 employees: 55.1% female employees and 44.9% male employees.

This report details our gender pay gap and, importantly, the actions we are taking to eliminate the gap.

Equal Pay

Means that men and women in the same employment performing equal work **must** receive equal pay (Equal Pay Act 1970)

Gender Pay Gap

The difference between women's and men's average earnings across an organisation or labour market



Gender Pay Gap Reporting Requirements

The gender pay gap regulations require us to report on our gender pay gap using the following metrics:

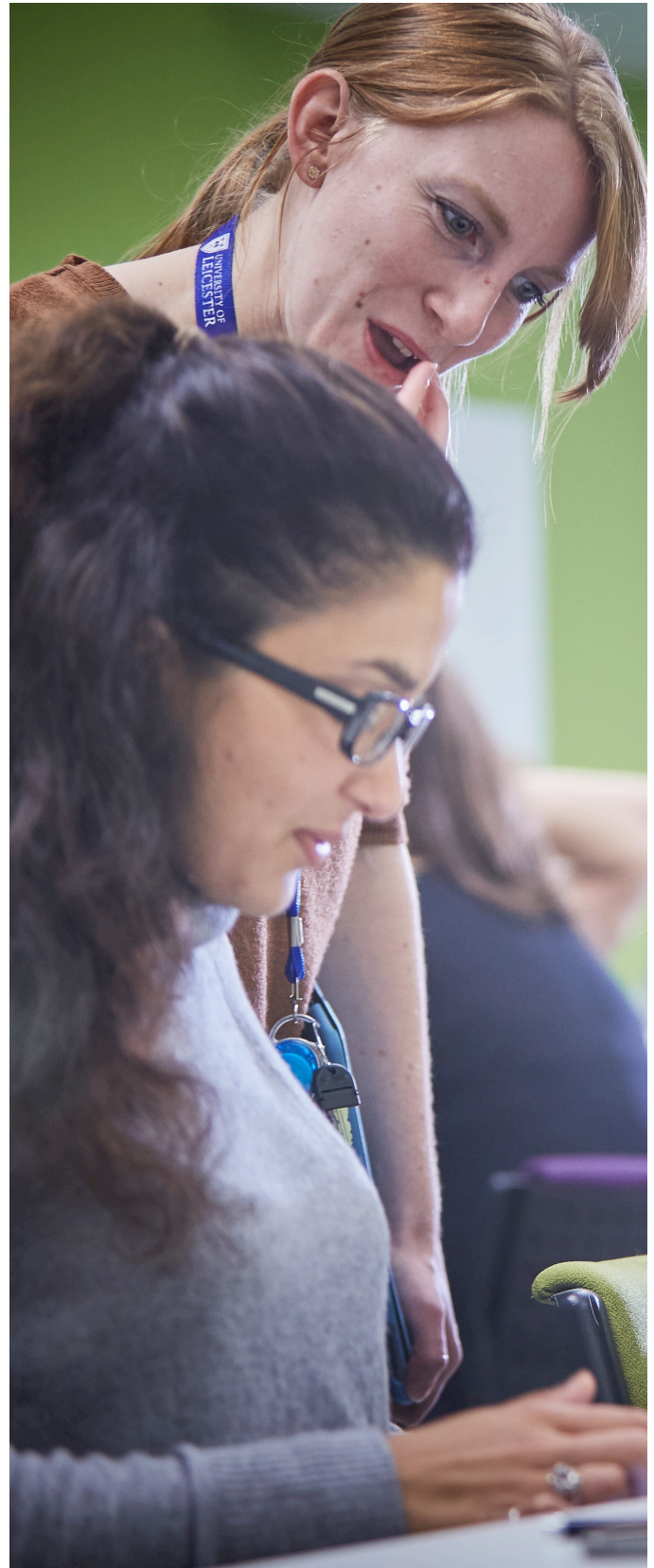
- 1 The mean and median gender pay gap based on an hourly rate of pay
- 2 The mean and median gender bonus gaps, and the proportion of men and women receiving bonuses
- 3 The proportion of men and women in each quartile of the University's pay structure

Both the mean and median calculations are used because they are complementary metrics, and illustrate aspects of the distribution of pay across an organisation.

The **median** is the midpoint of the range of salaries received, expressed as an hourly rate of ordinary pay.

The **mean** is the overall average of all salaries, also expressed as an hourly rate of ordinary pay.

In this report, where the pay gap is in favour of men, it will be expressed as a percentage (e.g. 12%) and where the gap is in favour of women, it will be expressed as a negative percentage (e.g. -10%).



University of Leicester Gender Pay Gap

The University's mean pay gap is 24.1%, and its median pay gap is 22.7%. Both of these are higher than the sector gender pay gap calculated by the Equality Challenge Unit, who report a mean gender pay gap of 17.8%, and a median gap of 13.7%.



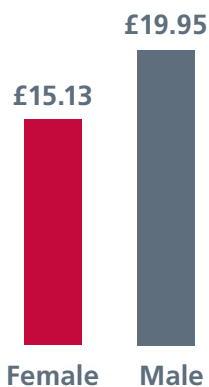
24.1% Mean Gender Pay gap

22.7% Median Gender Pay Gap

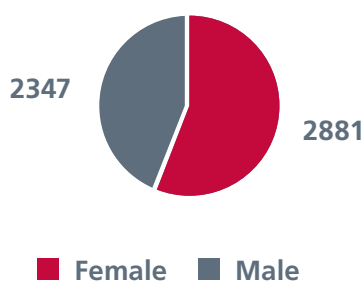
1

The mean and median gender pay gap based on an hourly rate of pay

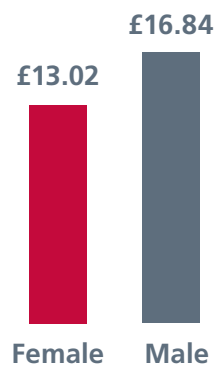
Mean Gender Pay Gap
24.1%



Total Number of Staff
5,228

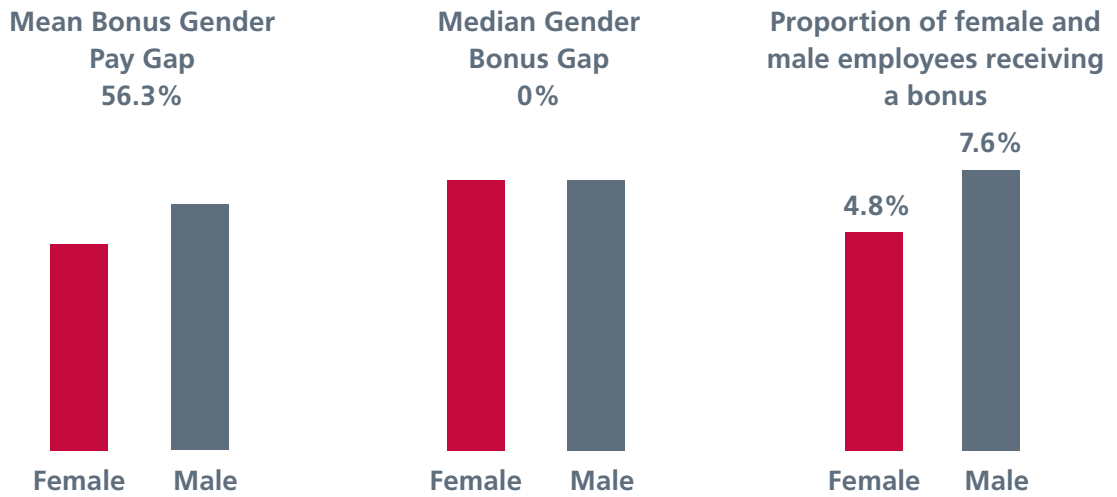


Median Gender Pay Gap
22.7%



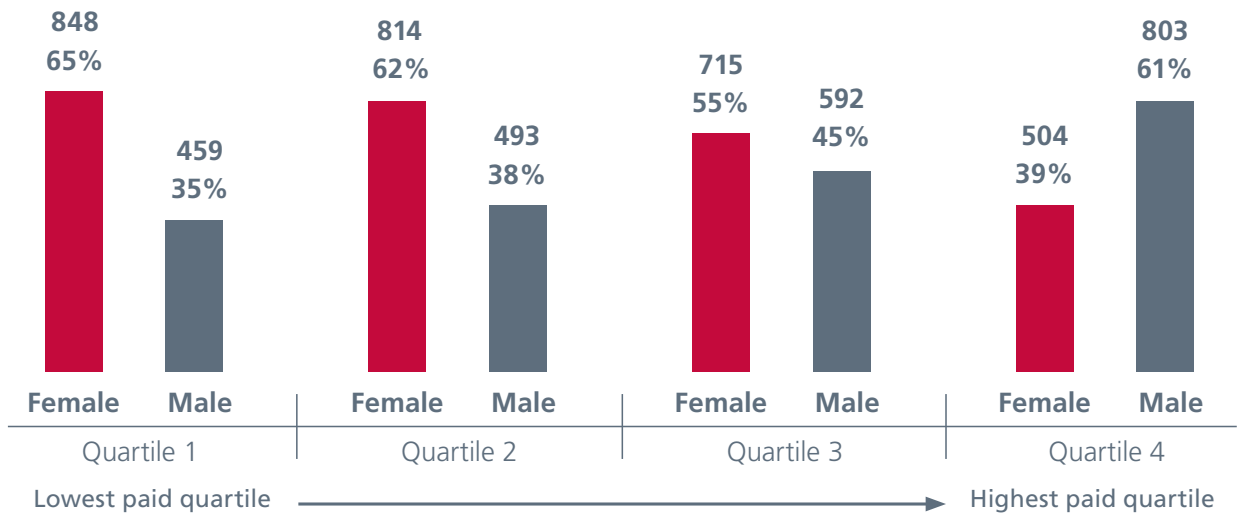
2

The mean and median bonus gender pay gap, and the proportion of females and males receiving a bonus payment



3

The proportion of males and females in each hourly rate quartile pay band



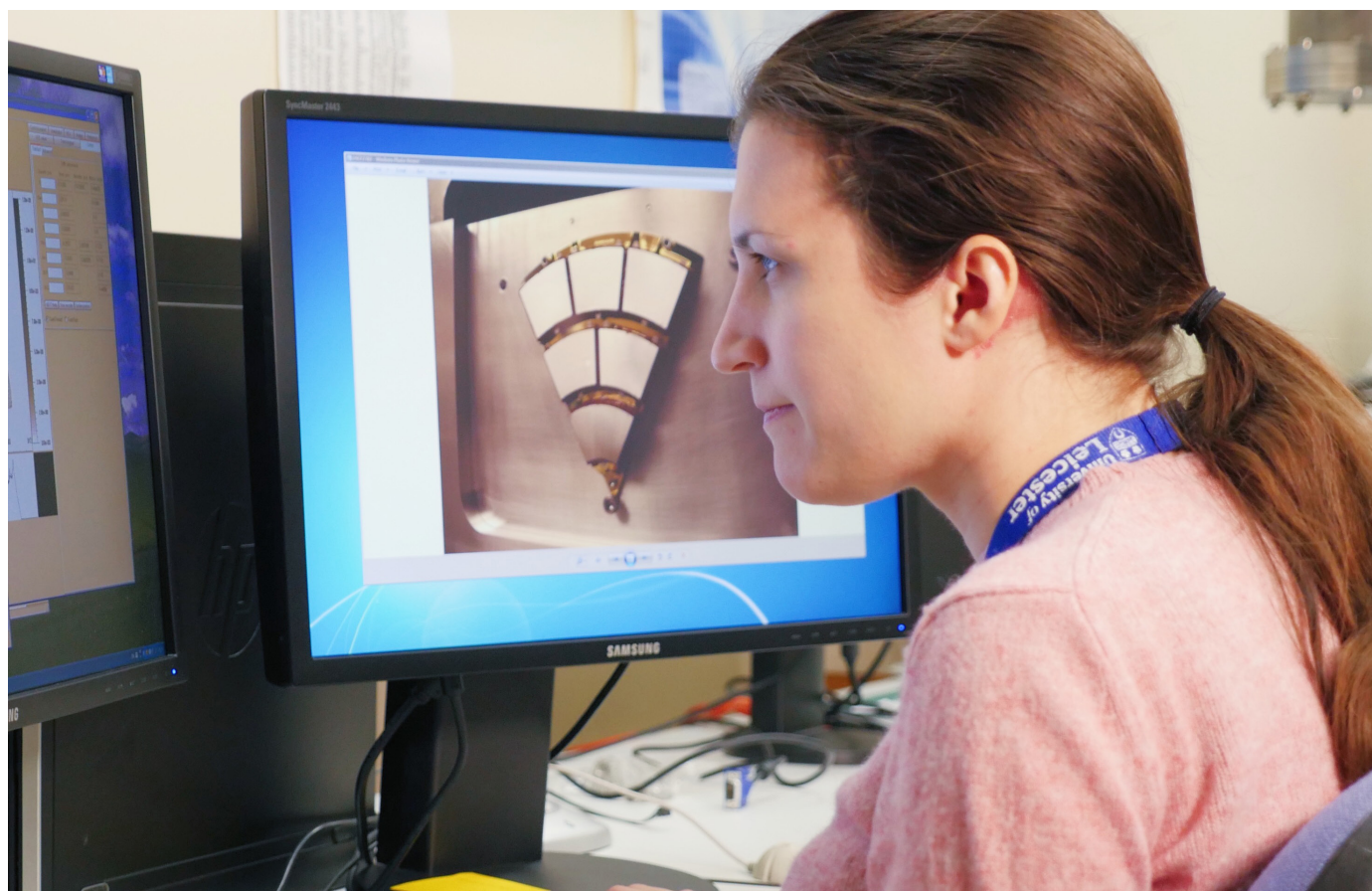
Why do we have a Gender Pay Gap?

As in many organisations, one of the key determinants of the gender pay gap at the University of Leicester is the disproportionately low number of female employees at higher grades and the absence of a gender balance at lower and middle grades. In order to close the gender pay gap, we need to balance the proportion of female and male members of staff at each level of the University.

The percentage of female professors at the University is currently 22.69% (53 female: 184 male). This is below the 2015/16 reported sector national average of 23.9% (ECU, 2016). We are committed to achieving a gender balance at professorial level. However, the gender pay gap, although a matter of concern, is 3.4% at professorial level. As at 1st January 2018, of the 24 academic departments, 7 departments have no professorial gender pay gap, 9 have pay gaps in favour of women and 8 have pay gaps in favour of men.

Where the small number of senior women does impact, is the bonus gender pay gap of 56.3%. This can be explained to a large extent by the inclusion of clinical excellence awards which fall into the 'bonus pay' metric. These awards recognise and reward senior academics whose work contributes to the continuous improvement of NHS services. As such, they are exclusive to universities that have medical schools. Female employees at the University who received these awards, on average, received higher payments, but the distribution of these awards, 8 to female members of staff and 34 to male members of staff, has a significant impact on the overall bonus pay gap.

The University of Leicester is
**committed to ensuring fair
treatment and reward for all staff**



What we are Doing to Close our Gap

The University's Human Resource Strategy, 'Discovering People', includes a wide range of initiatives, which align with our commitment to close the gender pay gap.



Attracting the Very Best People

- Offering competitive pay, and developing a pay strategy that sets out our approach to pay and reward in an open and transparent way.
- Continuing to encourage greater female representation on our Council - we now have a majority of women council members.



Delivering our Health & Wellbeing Programme

- Ensuring our leaders and managers are aware of their own styles, and are able to flex appropriately to the needs of their team members.
- Embedding our Health and Wellbeing Strategy, which promotes social, physical and mental wellbeing.



Valuing Equality and Diversity

- Embedding Athena SWAN across the University, and continuing to work with the United Nations as part of the global HeforShe initiative to achieve our stated gender equality commitments.
- Mandating all staff to complete an equality, diversity and inclusion training module and introducing an Unconscious Bias training module (mid 2018).



Nurturing and Developing People

- Reinforcing our transformational approach to academic career progression and promotion, created through the Leicester Academic Career Map.
- Delivering our comprehensive suite of development and leadership programmes, which have a gender equality element embedded throughout, and continuing our commitment to the Aurora Leadership programme.
- Targeting our Coaching and Mentoring Academy at vital organisation-wide initiatives, e.g. working with members of staff affected by the menopause, and supporting returners.
- Improving our focus on career progression and achievement through our Performance Development Discussion Framework.



Embracing Change, Innovation and Learning

- Implementing our transparent and consistent Workload Allocation Model, which will ensure recognition of all contributions to our University, not some at the expense of others.
- Launching our Digital Strategy, which enables collaboration, learning and teamwork across platforms, irrespective of where colleagues are working.



Celebrating and Recognising Success

- Ensuring our approach to performance, reward, recognition and promotion, for academic and professional staff is transparent, understandable, and fair.
- Discovering Excellence Awards - an example of how we recognise and celebrate success in all its forms.



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