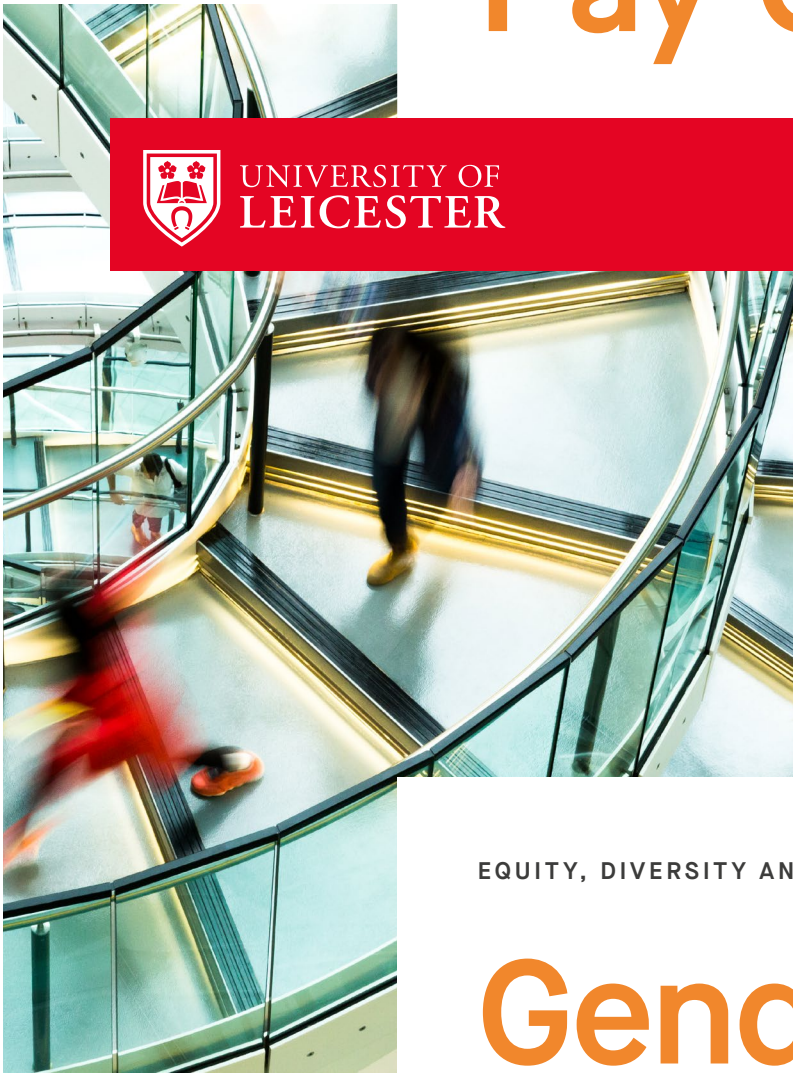


Pay Gap



UNIVERSITY OF
LEICESTER

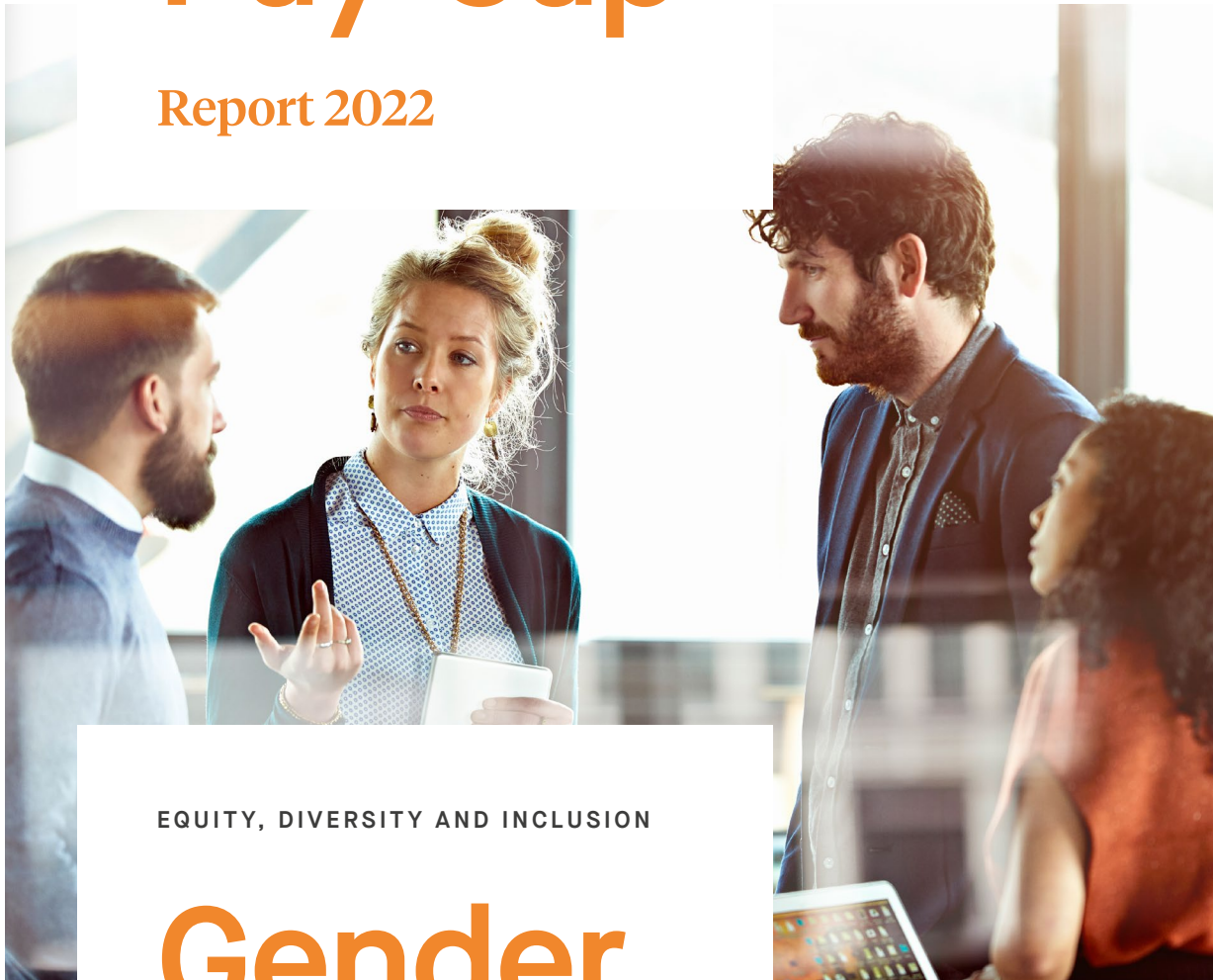
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EQUITY, DIVERSITY AND INCLUSION

Gender Pay Gap

Report 2022



EQUITY, DIVERSITY AND INCLUSION

Gender



We are Citizens of Change

“Since 2017 the University of Leicester has seen an overall reduction of 3 percentage points in its mean gender pay gap and a reduction of 4.1 percentage points in its median gender pay gap.”

Introduction



Introduction

At the University of Leicester we are committed to inclusivity and ensuring equity of opportunity to enable all of our staff and students to flourish in an inclusive and respectful environment.

As an employer of more than 250 people, we are required by UK law to publish our gender pay gap information, both on the Government's Gender Pay Gap Service and on our own website.

This report details the University of Leicester's 2022 gender pay gap and the actions that we are taking to close this gap.

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

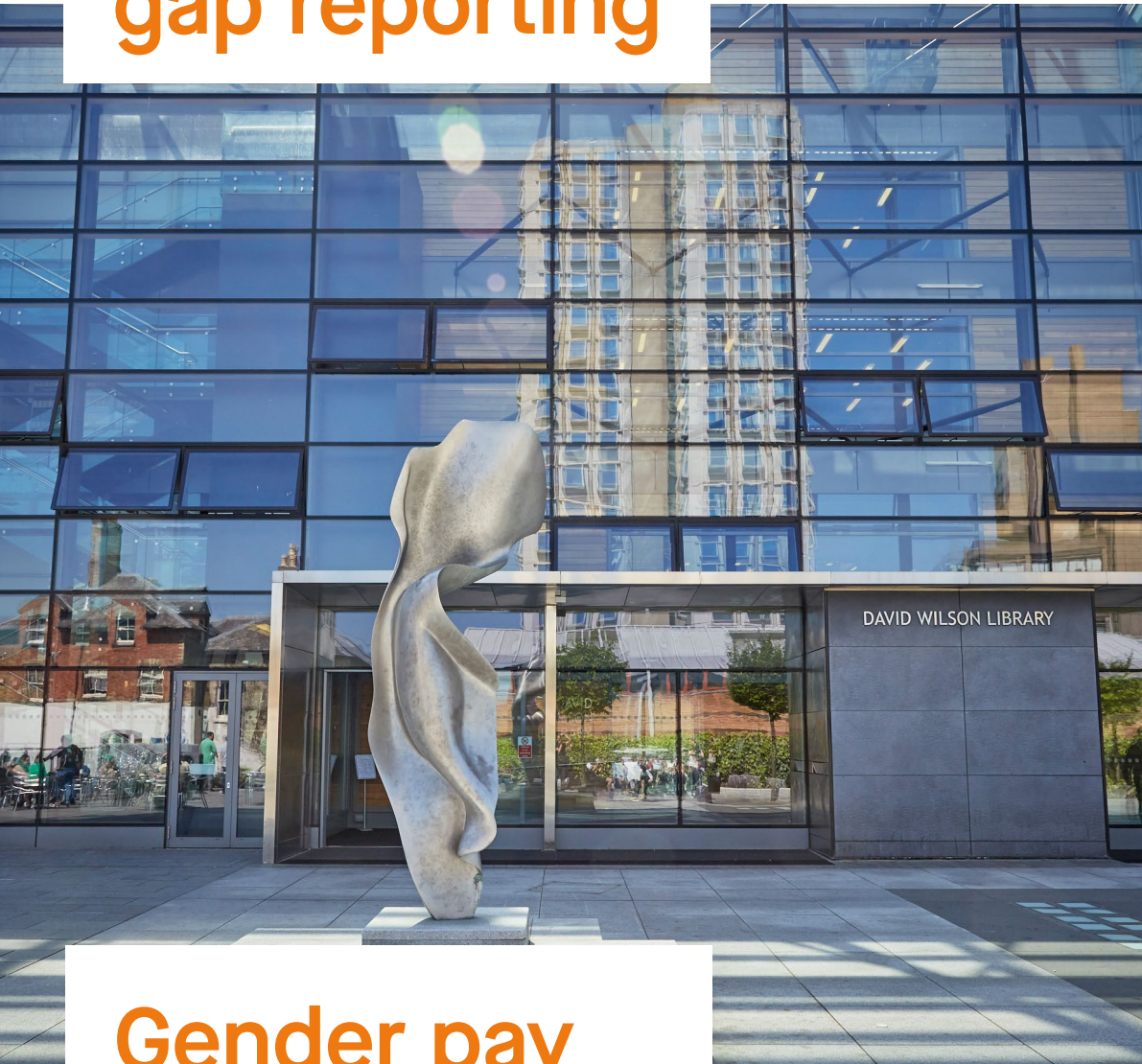
prohibited paying different amounts to men and women who do work of equal value.

The University of Leicester, like other universities, has a significant gender pay gap. Meaningful, sustainable change will take time, but we remain committed to closing our gender pay gap and are continuing to take evidence-based targeted action to make this happen.

The data used in this report to calculate the University's gender pay gap comes from a snapshot of employee data taken on the census date of 31 March 2022. On this date, there were 5,069 employees in scope: 57.2% female employees and 42.8% male employees.

Introduction

Gender pay gap reporting



Gender pay gap reporting

“The gender pay gap is the difference between women’s and men’s average earnings.”



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

Both the mean and the 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 pay.

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

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

Metrics used for measuring the gender pay gap

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.



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.



Our gender pay gap

The University's mean gender pay gap is 21.1% and its median gender pay gap is 18.6%, a slight increase from 2021, when the mean gap was 20.0% and the median was 16.0%. Whilst this represents a relatively small increase, and we do expect some fluctuation in gender pay gap figures, we are committed to ensuring that the overall progress we have made since 2017, decreasing our mean gender pay gap by 3 percentage points and the median by 4.1, continues.

This increase is influenced by staff growth (455 more staff in 2022) with significant changes in the distribution

of women and men employees across all pay quartiles, but particularly with more women in lower paid roles.

The University's mean and median pay gaps are higher than the higher education sector gender pay gap calculated by Advance HE*, which reports a mean gender pay gap in 2020/21 of 14.8% and a median gender pay gap of 8.5%. The median gender pay gap for all employees in the UK in 2022, based on the Annual Survey of Hours and Earnings, is calculated by the Office for National Statistics at 14.9%**.

Mean Gender Pay gap

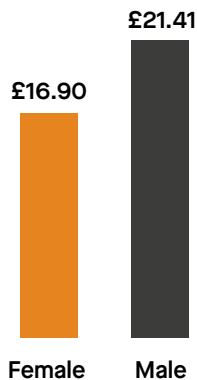
21.1%

Median Gender Pay Gap

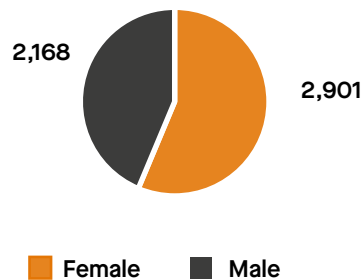
18.6%

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

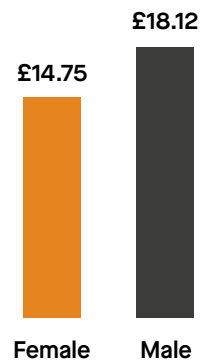
MEAN GENDER PAY GAP
21.1%



TOTAL NUMBER OF STAFF
5,069



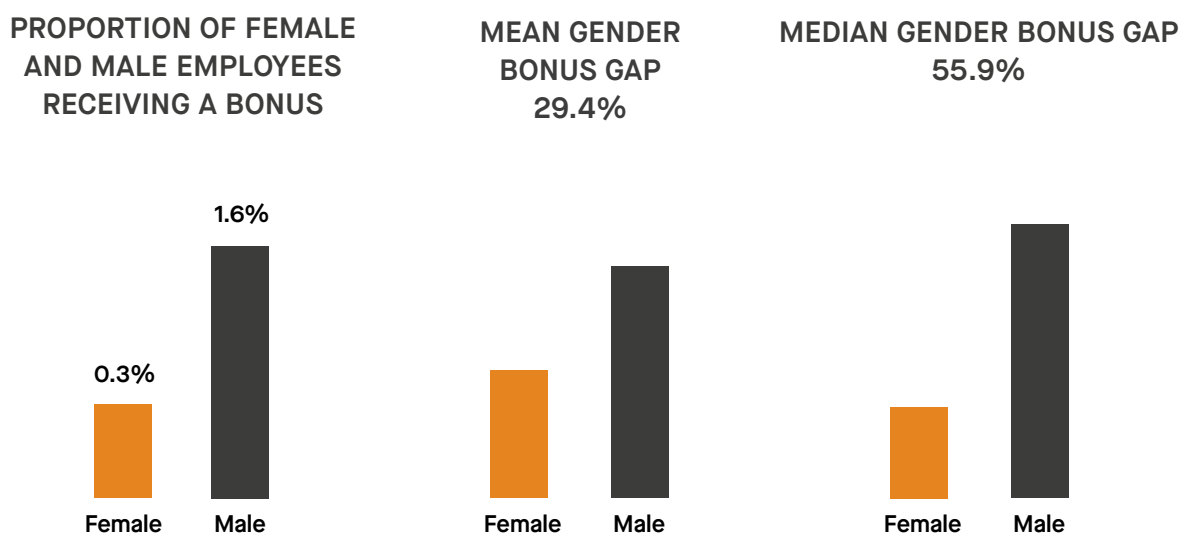
MEDIAN GENDER PAY GAP
18.6%



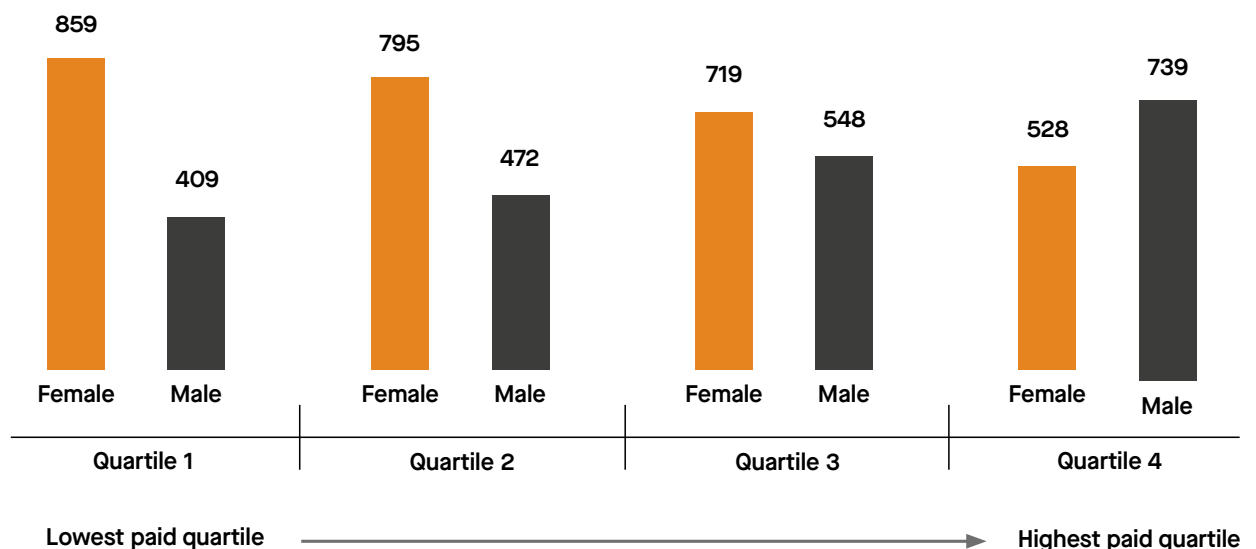
* page 232 in: Advance HE Equality in higher education - staff statistical report 2022_1668613411.pdf

**source Figure 1 in: Gender pay gap in the UK - Office for National Statistics (ons.gov.uk)

2. The mean and median bonus pay gap, and the proportions of women and men receiving a bonus payment



3. The number of women and men in each hourly rate quartile pay band





Determining key factors in our gender pay gap



Key determinants of the gender pay gap at the University include the absence of a gender balance across job categories and through the different pay grades.

Women are over represented in lower paid roles and under represented in both higher paid roles and at higher grades.

Women are also in the majority in professional services roles and in occupying flexible modes of employment (including part-time), and in the minority in academic roles.

The graph below shows the number of employees by pay rate per hour. This illustrates the impact of the disproportionately large number of women in the lower and middle pay bands on the University's gender pay gap.

Significant decrease in our bonus gender pay gaps

The University has a mean bonus gender pay gap of 29.4% and a median bonus gender pay gap of 55.9%. This has decreased significantly from 2021 when the mean was 62.4% and the median was 66.7%.

Clinical excellence awards influence the bonus gender pay gap. 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.

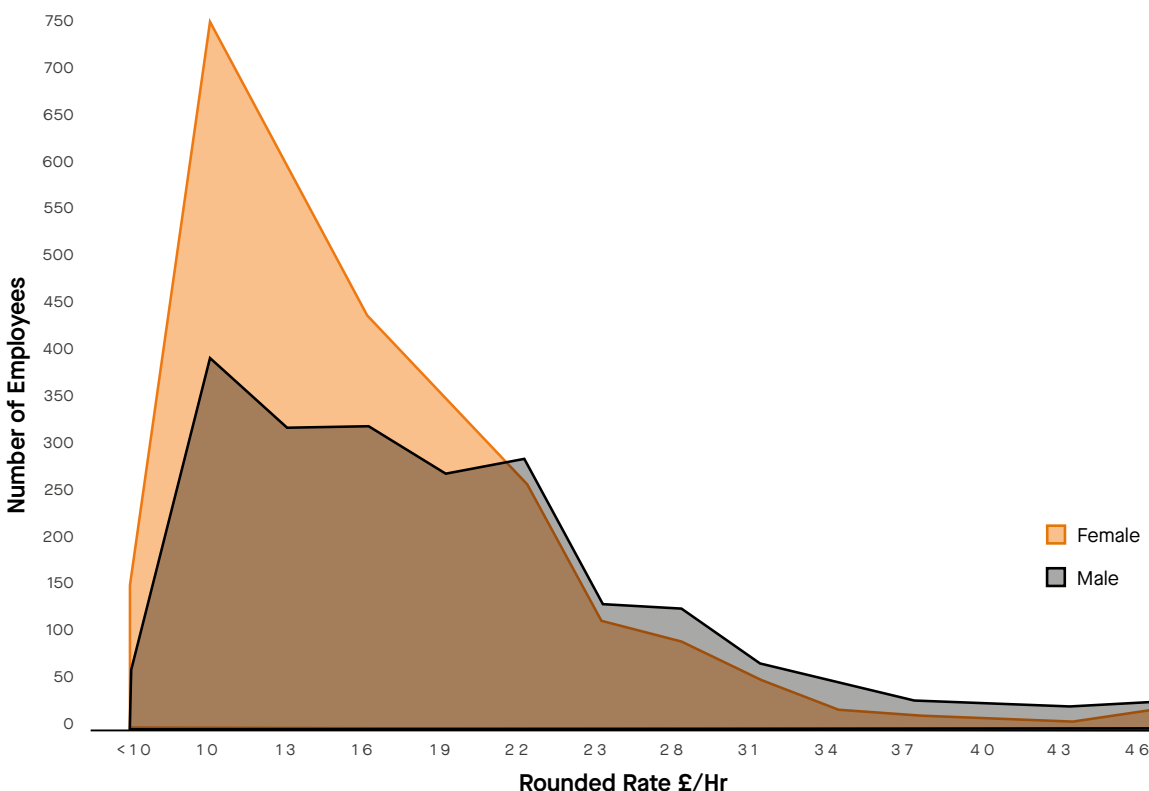
Active initiatives

Sustainable change is needed to challenge occupational segregation patterns and to close the sector's gender pay gaps. Change is required to organisational cultures, to recruitment, pay and reward practices, to systems to support diverse work-life patterns, and to progression and development.

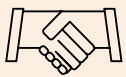
The University of Leicester has active initiatives in all of these areas.

“The University of Leicester is committed to ensuring fair treatment and reward for all.”

Employees by Pay Rate



We have a range of initiatives in place and we are taking targeted action to close our gender pay gap and build an inclusive and fair working environment.



Attracting and retaining the very best people

- Offering competitive pay, and setting out our approach to pay and reward in an open and transparent way.
- Reviewing our recruitment practices and processes to ensure that they are equitable and inclusive. Examples include – embedding the University’s Inclusive Recruitment Toolkit, trialling anonymous shortlisting and each department completing a recruitment data health check.
- Annually funding two Daphne Jackson Fellowships at the University to support returners to STEM research careers.
- Ensuring that our WorkSmart agile working approach retains inclusive practices to support flexible working.



Valuing equity and diversity

- Embedding Athena Swan principles and practices across the University, as recognised by an Athena Swan Institutional Silver Award.
- Mandating all staff to complete both an Equality, Diversity and Inclusion module and a Challenging Unconscious Bias module.
- Requiring all staff who sit on recruitment and selection panels to additionally complete training that specifically addresses gender bias in recruitment and selection processes.
- Offering networking and support opportunities through our Women’s Forum and Carers and Parents Network.



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 gender equity and unconscious bias awareness embedded throughout.
- Furthering our commitment to women-only leadership programmes with our own in-house Women Leading with Purpose Programme.
- Implementing mentoring to support women through the academic promotion process.



Celebrating and recognising success

- Ensuring our approach to performance, reward, recognition and promotion, for academic and professional services is transparent, understandable and fair.
- Completing a comprehensive review of our academic promotion processes to identify and remove systemic barriers to equity.
- Embedding evidence-based action in promotion processes, including providing gender and ethnicity demographic data to professorial promotion panels.
- Reviewing our reward and recognition schemes for academic and professional services staff.



Our commitment to closing the gap

We are committed to ensuring a fair, diverse and inclusive working environment. Analysing and reporting on our gender pay gap data annually is an important way for us to track the progress we are making.

Closing the gender pay gap requires consistent and sustained focus on recruitment and retention, pay transparency, flexible working and parental leave, which are things we have already made great progress with.

This year, we are reporting a significant reduction in our mean and median bonus gender pay gaps. It is disappointing, therefore, that we have seen a slight increase in our gender pay gap in 2022. This increase is primarily the result of staff growth and, in particular, significant changes in the distribution of women and men across the organisation with more women entering lower paid roles.

We must now drive forward with the targeted action for change, identified by the cross university Gender Pay Gap Working Group, in relation to recruitment, reward, and progression to ensure fairness and to close our gender pay gap.

Professor Henrietta O'Connor

Chair of the University Equality, Diversity and Inclusion Committee

Pro Vice-Chancellor and Head of the College of Social Sciences, Arts and Humanities

“We must now drive forward with the targeted action for change.”



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