

Report



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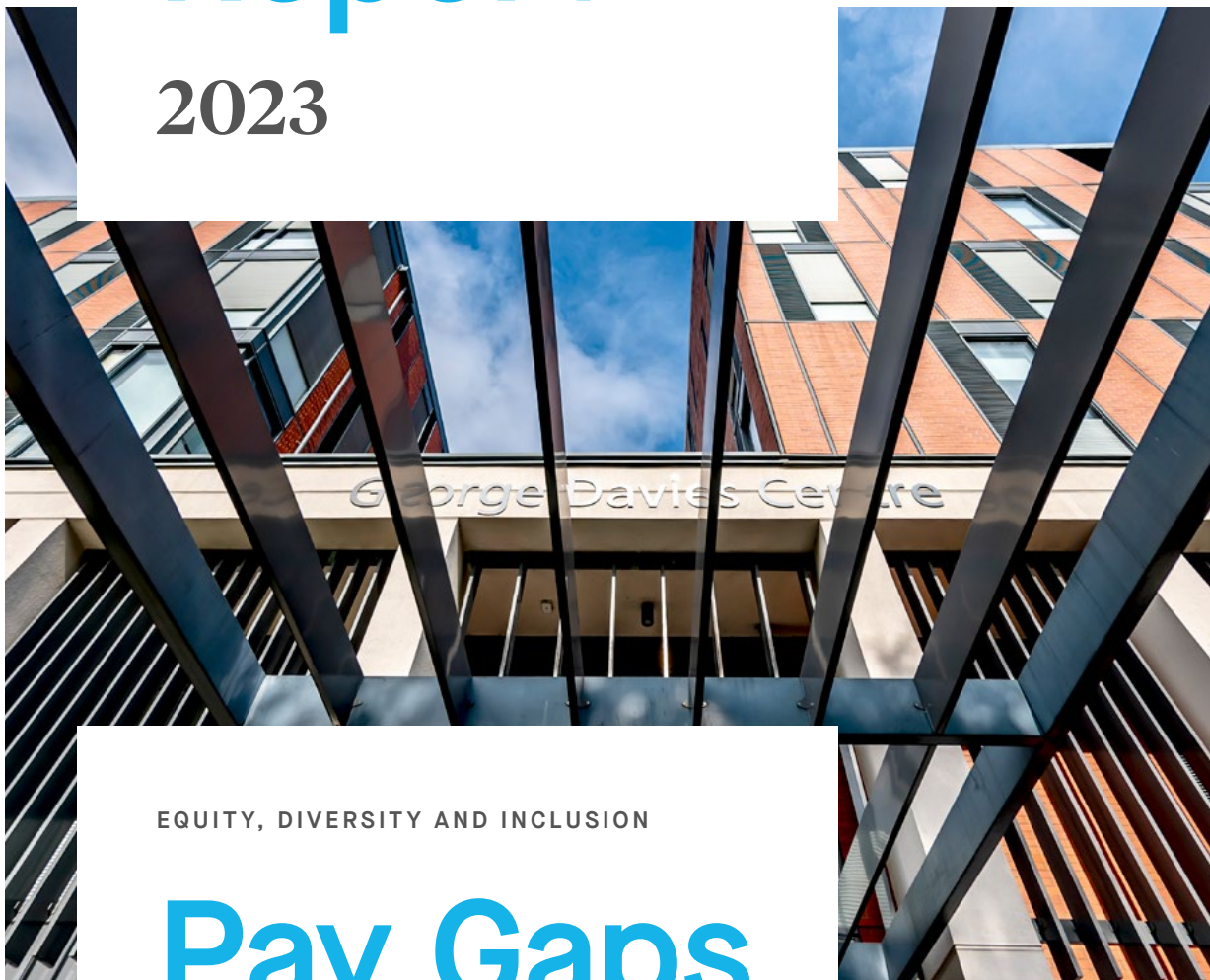
EQUITY, DIVERSITY AND INCLUSION

Pay Gaps Report

2023

EQUITY, DIVERSITY AND INCLUSION

Pay Gaps





Introduction

The University of Leicester is firmly committed to being a truly inclusive university where all members of our community are valued and treated in a fair and equitable way.

This Pay Gaps report provides an overview of the University of Leicester's 2023 gender, ethnicity, disability and sexual orientation pay gap information and the actions we are taking to close these gaps.

Since 2017, we have been required by UK law to publish our gender pay gap. For the first time, this year, we also include headline data on the outcomes of our mean and median pay gap analysis for ethnicity, disability and sexual orientation. We believe that publishing this data will enable us to track, monitor and report our progress in a transparent way, to better understand the cause of any disparities and to identify future actions to close our pay gaps.

Though these analyses are not a legal requirement, they form a crucial part of the University's commitment to equity for all staff, regardless of protected characteristics, and we will broaden the reporting for our ethnicity, disability and sexual orientation pay gaps in future annual reports. For this year only therefore, we have included headline pay gap data only for disability, ethnicity and sexual orientation.

Data notes

The data used in this report to calculate the relevant pay gaps comes from a snapshot of employee data taken on the census date of 31 March 2023.

The Gender Pay Gap data includes all Full Pay Relevant Employees in line with statutory guidelines for reporting.

There are no statutory guidelines for reporting ethnicity, disability or sexual orientation pay gaps. The methodology used to calculate these pay gaps varies from the methodology to calculate the statutory gender pay gap calculations. Due to system limitations and the low declarations of protected characteristics beyond 'legal sex' from our atypical staff, we have excluded these staff from the ethnicity, disability and sexual orientation pay gap figures, along with any staff who have chosen 'Prefer Not To Say' for the relevant protected characteristic. We hope to move to more full reporting of all employees following future system developments.

To note: The ethnicity, disability and sexual orientation pay gap reporting's may be influenced by the proportion of staff who have chosen not to declare their protected characteristics information to the University.

Gender pay gap

The gender pay gap is the difference between the average hourly rate of pay of female and male employees across an organisation, expressed as a percentage.

Gender pay gap vs equal pay

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.

Metrics used to measure the gender pay gap

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

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



Our 2023 gender pay gap

Since 2017 the University has seen an overall reduction of 4.9 percentage points in its mean gender pay gap and a reduction of 4.8 percentage points in its median gender pay gap.

The University's mean gender pay gap is 19.2% and its median gender pay gap is 17.9%. There has been a reduction of 1.9% in the mean gender pay gap from 2022, when the mean gender pay gap was 21.1%, and a reduction in the median gender pay gap of 0.7% from 18.6% in 2022.

The mean pay gap is at its lowest since reporting commenced in 2017.

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 2021/22 of 14.2% and a median gender pay gap of 8.5%. The median gender pay gap for all employees in the UK in 2023, based on the Annual Survey of Hours and Earnings, is calculated by the Office for National Statistics at 14.3%**.

MEAN GENDER PAY GAP

19.2%

MEDIAN GENDER PAY GAP

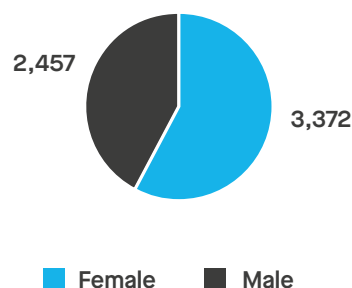
17.9%

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

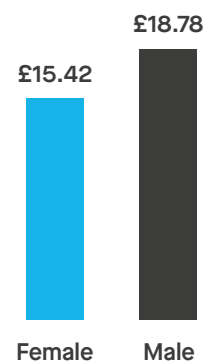
MEAN GENDER PAY GAP 19.2%



TOTAL NUMBER OF STAFF 5,829



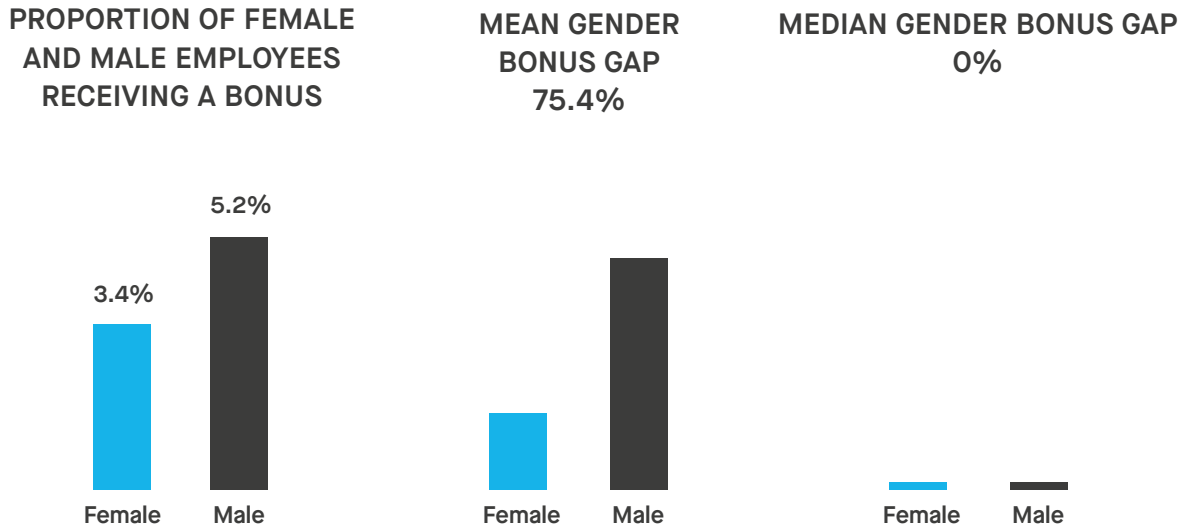
MEDIAN GENDER PAY GAP 17.9%



* Source page 204 in: Advance HE Equality in higher education – staff statistical report 2023

**Source Figure 1 in: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

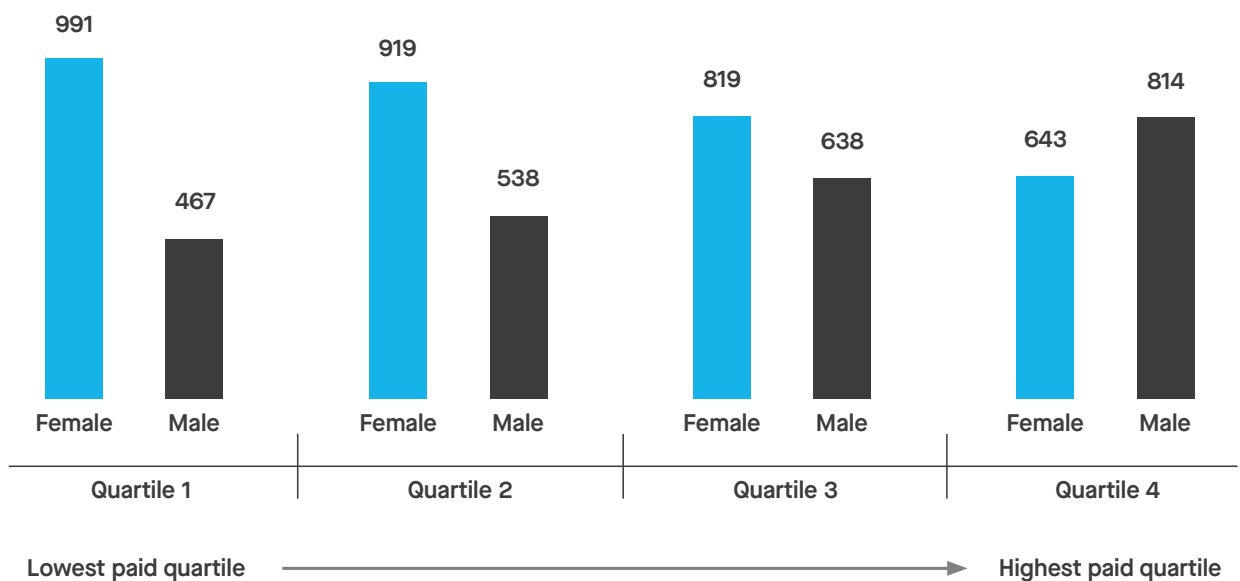
2. The mean and median bonus pay gap, and the proportions of women and men receiving a bonus payment



The University has a mean bonus gender pay gap of 75.4% and a median bonus pay gap of 0%. The mean has increased from 2022 when the mean was 29.4%. The median has reduced from 2022 when the median was 55.9%.

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.

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



Determining key factors in our gender pay gap

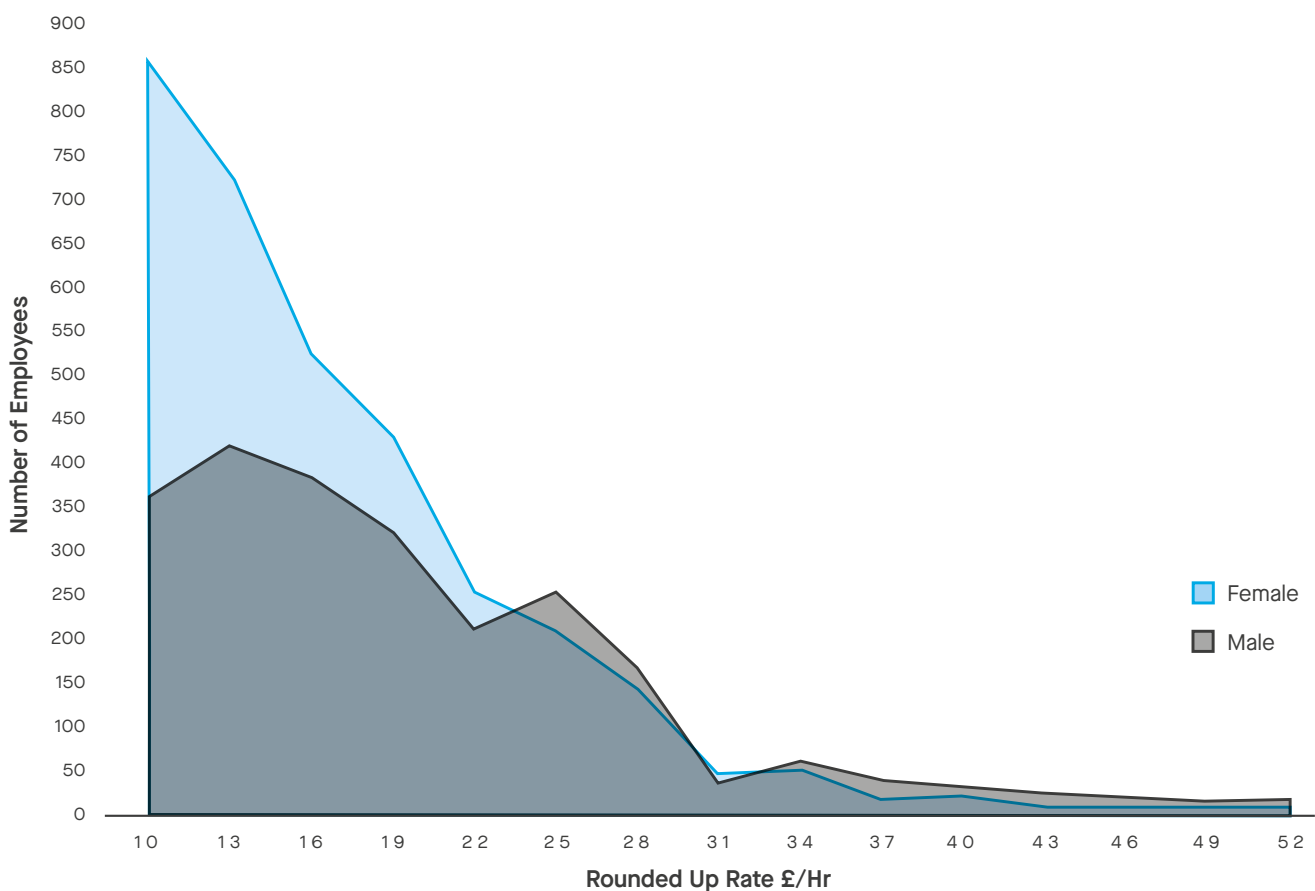
Key determinants of the gender pay gap at the University include the absence of a gender balance across job categories and through the different pay grades.

Women remain over represented in lower pay grade roles and under-represented in higher pay grade roles.

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

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

Employees by pay rate 2023



Ethnicity pay gap

What is the ethnicity pay gap?

The ethnicity pay gap is the difference between the average hourly pay of minority ethnic employees and white employees across an organisation, expressed as a percentage.

Metrics used to measure the ethnicity pay gap

- The mean and median ethnicity pay gap, based on an hourly rate of pay.

Minority ethnic employees include all staff who have declared their ethnicity to the University as Black, Asian, Mixed or Other Ethnic Background.

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

Our 2023 ethnicity pay gap

The University's mean ethnicity pay gap is 12.0% and its median ethnicity pay gap is 13.3%.

MEAN ETHNICITY PAY GAP

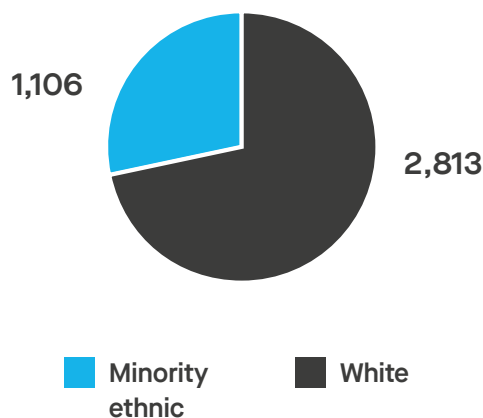
12.0%

MEDIAN ETHNICITY PAY GAP

13.3%

TOTAL NUMBER OF STAFF

3,919



Disability pay gap

What is the disability pay gap?

The disability pay gap is the difference between the average hourly pay of employees with a declared disability and employees with no known disability across an organisation, expressed as a percentage.

Metrics used to measure the disability pay gap

- The mean and median disability pay gap, based on an hourly rate of pay.

In this report, where the pay gap is in favour of employees with no known disability, it is expressed as a percentage (e.g., 12%) and where the gap is in favour of

employees with a declared disability, it is expressed as a negative percentage (e.g., -10%).

Our 2023 disability pay gap

The University's mean disability pay gap is 9.2% and its median disability pay gap is 19.5%.

MEAN DISABILITY PAY GAP

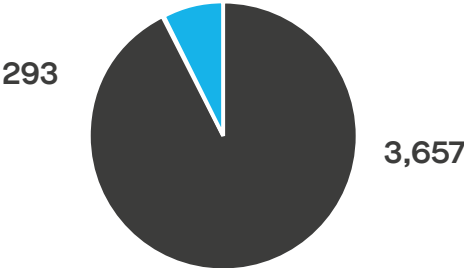
9.2%

MEDIAN DISABILITY PAY GAP

19.5%

TOTAL NUMBER OF STAFF

3,950



■ Declared disability ■ No known disability

Sexual orientation pay gap

What is the sexual orientation pay gap?

The sexual orientation pay gap is the difference between the average hourly pay of LGB+ (Lesbian, Gay, Bisexual+) employees and heterosexual employees across an organisation, expressed as a percentage.

Metrics used to measure the sexual orientation pay gap

- The mean and median sexual orientation pay gap, based on an hourly rate of pay.

'LGB+' employees include all staff who have declared their sexual orientation to the University as Lesbian, Gay, Bisexual or Other Sexual Orientation.

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

Our 2023 sexual orientation pay gap

The University's mean sexual orientation pay gap is 12.4% and its median sexual orientation pay gap is 16.9%.

MEAN SEXUAL ORIENTATION PAY GAP

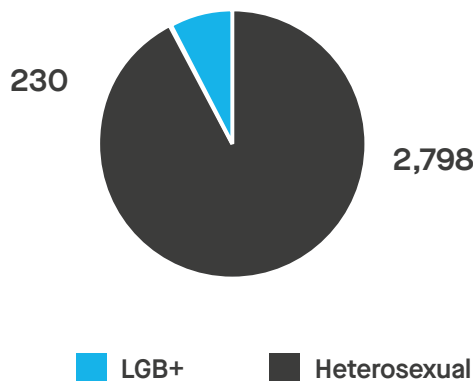
12.4%

MEDIAN SEXUAL ORIENTATION PAY GAP

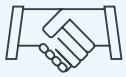
16.9%

TOTAL NUMBER OF STAFF

3,028



We are continuing to make progress and are taking targeted action to close our pay gaps 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.
- Continually reviewing our recruitment practices and processes to ensure that they are equitable and inclusive. Examples include – embedding the University’s Inclusive Recruitment Toolkit, introducing anonymous shortlisting for professional services roles and each department receiving annual recruitment data health checks.
- 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

- Continuing to progress our Institutional Athena Swan Silver, Race Equality Charter Bronze and Disability Confident action plan priorities. Embedding Charter principles and practices across the University.
- Mandating all staff to complete both an Equality, Diversity and Inclusion module and a Challenging Unconscious Bias module. Offering a portfolio of resource and learning and development opportunities to support inclusivity, including LGBT+ and Disability toolkits.
- Improving disclosures rates of diversity characteristics, including ethnicity, disability, gender identity and sexual orientation to enable improved understanding of issues and barriers for equity groups.
- Requiring all staff who sit on recruitment and selection panels to additionally complete training that specifically addresses bias in recruitment and selection processes.
- Offering networking and support opportunities through our Four Staff Equity Fora (Women’s, Mutli-Ethnicity, Disability, LGBT+) 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 equity and unconscious bias awareness embedded throughout.
- Targeted career development programmes: Including our in-house Women Leading with Purpose Programme.
- Implementing mentoring and coaching to support through the academic promotion process.
- Ensuring that annual Personal Development Discussions are used as a platform to support and explore development, progression and promotion.



Celebrating and recognising success

- Ensuring our approach to performance, reward, recognition and promotion, for academic and professional services is transparent, understandable and fair, including promotion workshops and mentoring for minority ethnic and women staff.
- 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.



Closing our pay gaps

We are committed to fostering a culture of inclusion where everyone is treated in a fair and equitable way. Publishing and monitoring our gender pay gap data annually, has been an important way for us to better understand the causes behind any disparities and to develop meaningful targeted actions to achieve gender equity.

This year, we are pleased to report a reduction in both our mean and median gender pay gaps, following a small increase in 2022, with our mean pay gap being at its lowest since statutory gender pay gap reporting began in 2017. We must not get complacent however, we still have a long way to go to close our gender pay gap.

Alongside our gender pay gap, this year we have extended our annual pay gap report to include our ethnicity, disability and sexual orientation pay gaps. Although there is no formal legal requirement to do so, we believe that expanding our reporting will provide critical insights to help us to better understand our position, and to increase transparency and accountability to achieve equity across all key equity groups.

We know that achieving a significant reduction in our pay gaps is a long-term project which requires consistent and continued focus. We are committed to making this happen and are prioritising targeted action at both University and Departmental level to close these gaps.

Professor Henrietta O'Connor,
Chair of the University Equity, Diversity and Inclusion Committee
Provost and Deputy Vice-Chancellor

“We are pleased to report a reduction in both our mean and median gender pay gaps.”



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