

Pay Gap



UNIVERSITY OF
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EQUALITY, DIVERSITY AND INCLUSION

Gender Pay Gap

Report 2020



EQUALITY, DIVERSITY AND INCLUSION

Gender

**We are
Citizens
of Change**





Introduction

At the University of Leicester, we recognise and value diversity and are committed to ensuring equality of opportunity to enable all staff and students to flourish in an inclusive and respectful environment.

We have a strong and well-established commitment to advancing gender equality, and whilst we have made some progress over recent years, there is still much more to do in order to close our gender pay gap.

This fourth annual gender pay gap report details the University of Leicester's 2020 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. We know that meaningful, sustainable change will take time, but we are committed to closing our gender pay gap and we are taking 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 31st March 2020. On this date, there were 6,325 employees: 56.7% female employees and 43.3% male employees.

We have a strong and well-established commitment to advancing gender equality.

Gender pay gap reporting



Gender pay gap reporting

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.



Men and women in the same employment performing equal work must receive equal pay.



University of Leicester gender pay gap

The University's mean gender pay gap is 20.3% and its median gender pay gap is 19%. There has been a slight reduction in the mean from 2019 when the mean gender pay gap was 20.6%, however the median gender pay gap has increased slightly from 18.4% in 2019.

Both of these are higher than the higher education sector gender pay gap calculated by Advance HE*, which reports a mean gender pay gap of 16.1% and a median gender pay gap of 13.7%. The median gender pay gap for all employees in the UK in 2020, based on the Annual Survey of Hours and Earnings, is calculated by the Office for National Statistics at 15.5%**.

Since 2017, the University of Leicester has seen an overall reduction of 3.8% to its mean gender pay gap and reduction of 3.7% to its median gender pay gap.

Mean Gender Pay gap

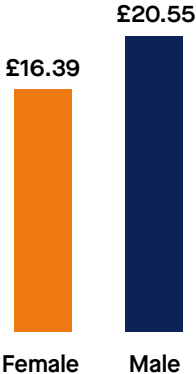
20.3%

Median Gender Pay Gap

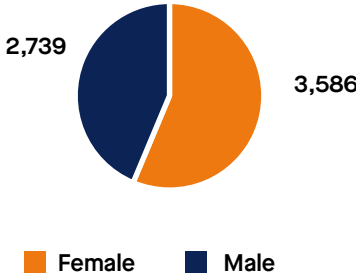
19%

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

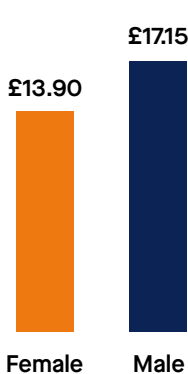
MEAN GENDER PAY GAP
20.3%



TOTAL NUMBER OF STAFF
6,325

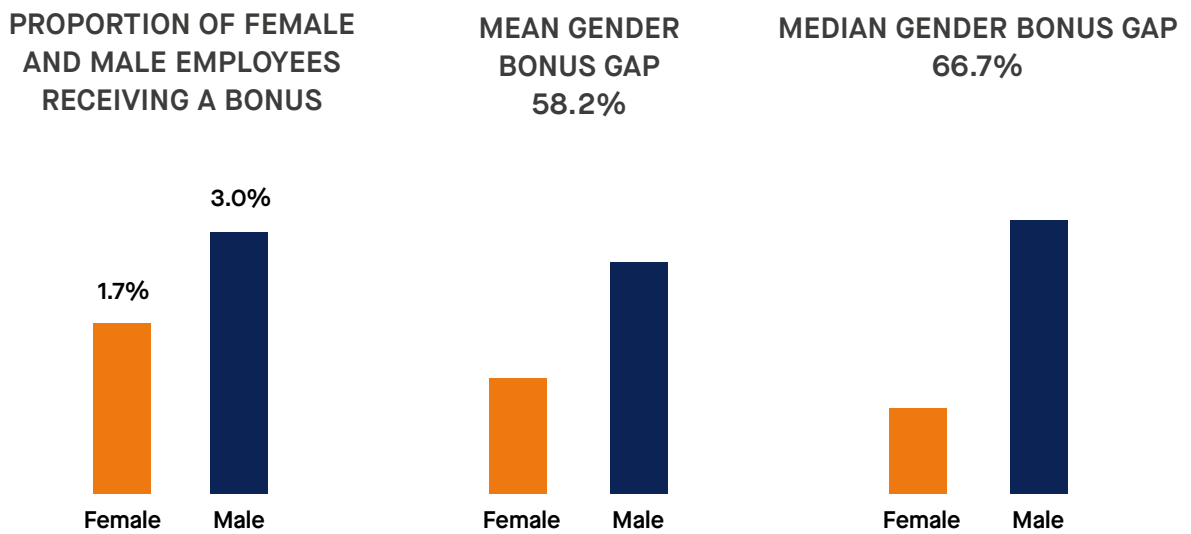


MEDIAN GENDER PAY GAP
19%

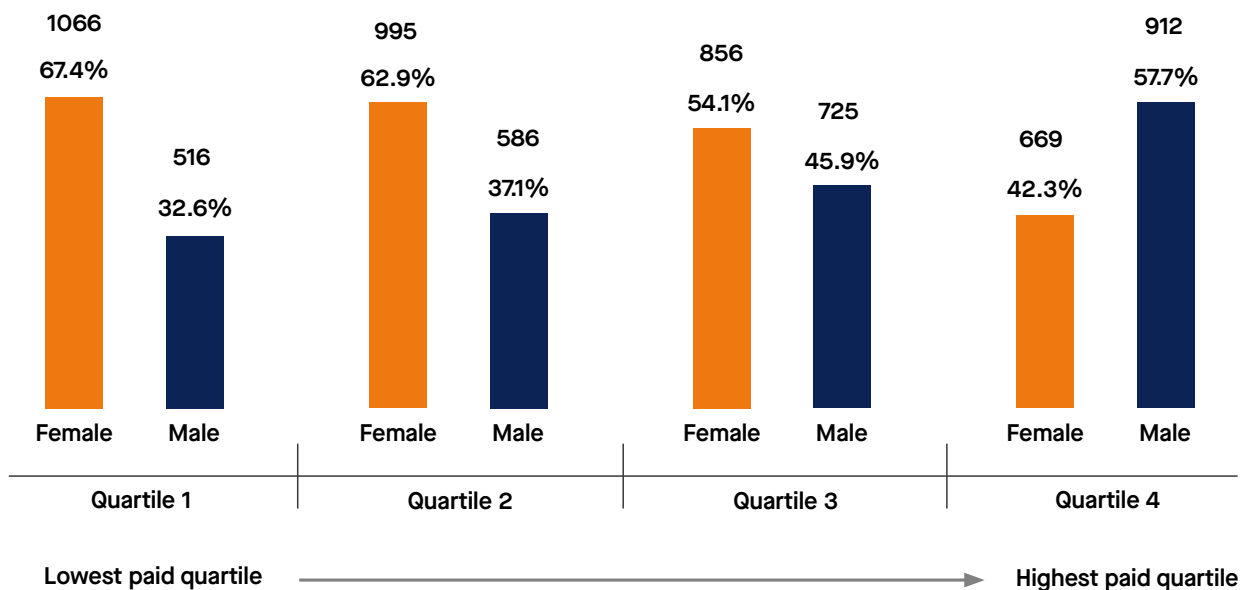


*www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020
 **<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020#the-gender-pay-gap>

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



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



Determining key factors in our gender pay gap

Women are also in the majority in professional services roles and in occupying flexible modes of employment.

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 overrepresented in lower paid roles and underrepresented 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 overleaf shows the number of employees in each pay band from

Flexible modes of employment

zero to £50/Hr and illustrates the impact of the disproportionately large number of women in the lower and middle pay bands on the University's gender pay gap.

The University has a mean bonus gender pay gap of 58.2% and a median gender pay gap of 66.7%. The mean bonus gender pay gap has decreased from 2019 (64.6%) and the median has remained the same at 66.7%, it is important to note that the median bonus gender pay gap is susceptible to small movements in individual bonus awards and the median value for male bonuses moved from £1,000 to £3,000 for men.





Active initiatives

Clinical excellence awards also 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.

Female employees at the University who received these awards, on average, received higher payments, but the distribution of these awards, nine to female members of staff and 32 to male members of staff, has a significant impact on the overall bonus pay gap.

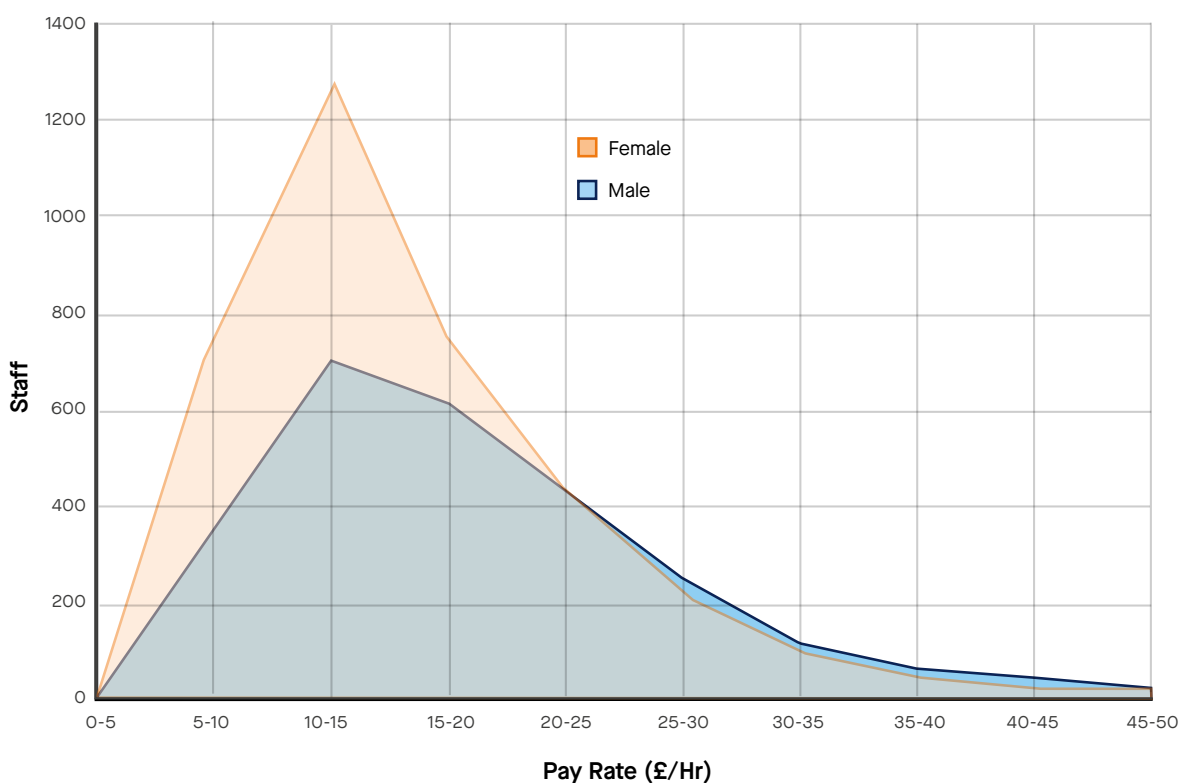
Sustainable change is needed to challenge occupational segregation patterns and to close the sector's gender pay gaps. Change is needed to organisational cultures, to recruitment, pay and reward practices, to systems to support diverse work-life patterns, and to progression and development.

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

Sustainable change is needed

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

Employees by Pay Rate

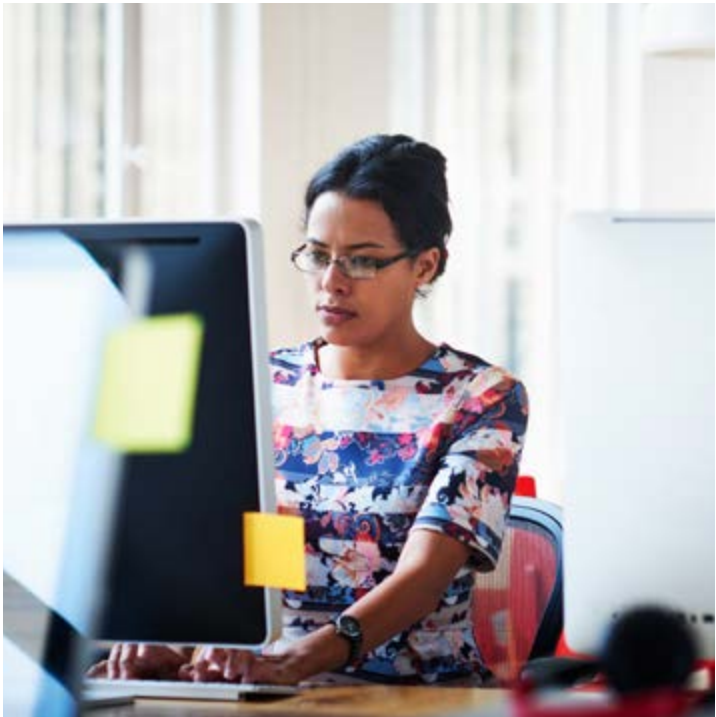


Actions we are taking to close our gender pay gap



ATTRACTING THE VERY BEST PEOPLE

We have committed to reduce our gender pay gap to that of the sector average for Pre-92 universities within three years.



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



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.
- Annually funding two Daphne Jackson Fellowships at the University to support returners to STEM research careers.



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 equality and unconscious bias awareness embedded throughout.
- Furthering our commitment to women-only leadership programmes with our own in-house Women Leading with Purpose Programme.



Valuing equality and diversity

- Embedding Athena Swan principles and practices across the University, as recognised by an Athena Swan institutional Silver Award in 2018.
- 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.
- We have undertaken a full Equal Pay Audit for a comprehensive analysis of our gender and ethnicity pay gaps.



Celebrating and recognising success

- Ensuring our approach to performance, reward, recognition and promotion, for academic and professional staff is transparent, understandable, and fair.
- Embedding evidence based positive action in promotion processes, including providing gender and ethnicity demographic data to professorial promotion panels.

Additional next steps

We have committed to reduce our gender pay gap to that of the sector average for Pre-92 universities within three years. Whilst we have a range of initiatives in place to close our gender pay gap, we know that it will take time to see the impact of these. So, additional steps that we are taking include:

- Our cross University Gender Pay Gap Working Group, chaired by our President and Vice-Chancellor, is developing an evidence-based SMART action plan to take targeted action at both a whole university and departmental level to close our gender pay gap.
- We will continue to work towards a gender balance across job categories and through the different pay grades.
- Our work around recruitment, pay and reward, promotion and progression, support and development will continue and we will take action where appropriate and support all staff facing barriers.
- Having shared local level GPG dashboards with Schools/ Departments, we will work with Schools to identify local actions to contribute to addressing the gender pay gap.



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