



1. Regulations:

Regulations make it mandatory for all organisations with more than 250 employees to report their gender pay gap on an annual basis. Universities, along with other public sector bodies, are required to report their gender pay gap based on data at 31 March each year. The gender pay gap measures differences in pay between men and women across the entire workforce, which includes jobs of different size and level.

This report provides the outcomes of our mandatory gender pay gap reporting requirements and is based on 2020 data. It reports on the following across our entire workforce:

- Proportion of males and females within pay quartiles
- Gender pay gap
- Bonus pay gap
- Proportion of males and females who received a bonus or recognition payment.

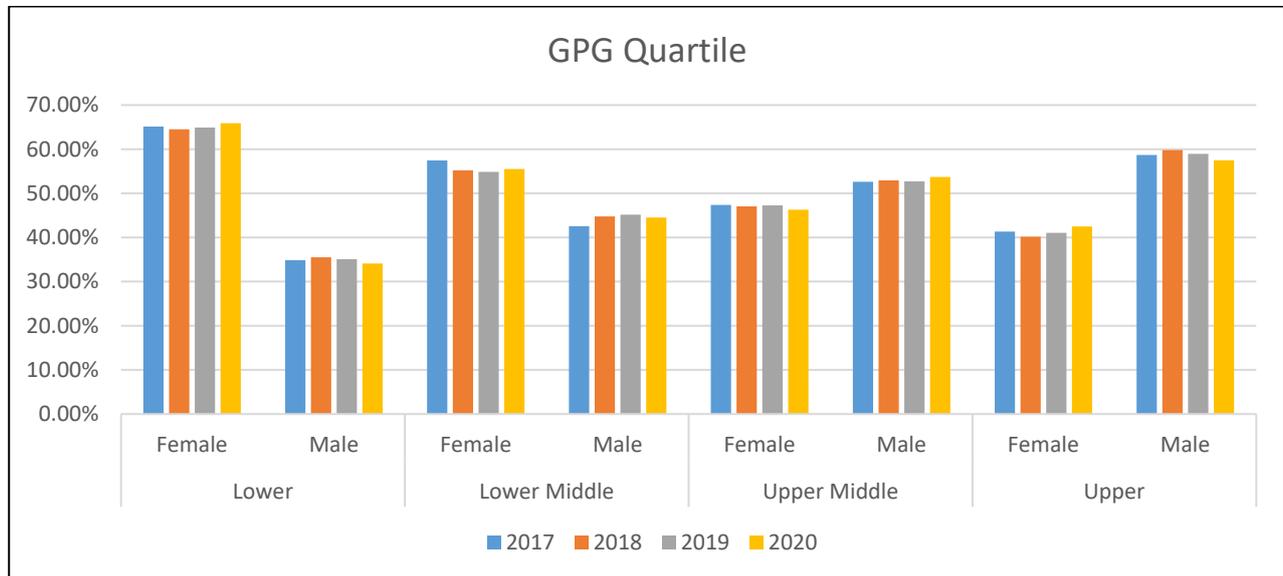
This report also shares our ambition to **eliminate our gender pay gap**, outlines how we intend to take action to do this and how this work connects to our vision for the University.

We take a partnership approach to our gender pay gap analysis and action planning, working closely with senior academic and professional services colleagues, campus trade unions through our joint Gender Pay Gap Working Group, our Gender Equality Committee and Equality, Diversity and Inclusion Committee.

2. Pay Quartiles:

Pay quartiles show a breakdown of the percentage of males and females by pay quartile – where the workforce is split into equal quarters according to level of pay:

Table 1: Percentage of males and females by pay quartile 2017–2020



Note: The quartiles broadly equate to our grade structure (lower G1-4, lower middle G4-7, upper middle G7-8, upper G8+) but this is variable given that pay is based on gross pay after salary sacrifice, so individuals who are in salary sacrifice schemes may be in a lower pay quartile than we would expect for their grade.

There are only subtle changes in the quartile data from the three previous years. Our pay quartile figures continue to show the root cause of our gender pay gap – we have a higher proportion of females in our lower pay quartiles (our lower pay grades) and a higher proportion of males in our upper pay quartiles (our higher pay grades).

3. Gender Pay Gap:

The gender pay gap shows the difference between the average (mean or median) earnings of men and women across the whole workforce, expressed as a percentage of men's earnings:

Our 2020 figures show a further reduction in our mean gender pay gap compared with the three previous years.

Table 2: 2017–2020 mean and median gender pay gap.

Gender Pay Gap Snapshot	Legislation Snapshot			
Data Group	<ul style="list-style-type: none"> - Based on the entire workforce (includes clinical academics and zero hours' employees and workers paid in March) - Excludes individuals who were on reduced/nil pay due to absence - Includes additional pay such as allowances - Based on pay after salary sacrifice deductions 			
PAY GAP	2020	2019	2018	2017
Mean %	16.5	17.8	17.9	19.0
Median %	11.5	10.7	10.7	11.1

Mean = average, Median = the mid-point value of a sorted list of values.

The gap between male and female earnings is lower for the median (mid-point) than the mean (average). This is because the mean is impacted by outliers (individuals with earnings higher than the norm) within our workforce. The median pay gap has increased slightly in 2020. This is due to the impact of a review of our casual pay rates in the previous year.

The median tends to be a better indicator of the most typical figure, where a range of figures have an outlier, and is the normal salary measure used by the Office for National Statistics.

Although we are pleased to see that our mean gender pay gap continues to fall and compares well with the gender pay gap figures published by other Russell Group universities last year, we recognise we still need to do more to reduce the gap at a greater pace.

4. Gender Bonus Gap:

The gender bonus gap shows the difference between the average (mean or median) bonus received by men and women across the whole workforce. A positive bonus gap shows that males have received, on average, a higher bonus value than females.

Our bonus gap figures are based on bonus, incentive and recognition payments from a number of different schemes (listed below) paid from April to March.

Our 2019–2020 figures show a continued slight reduction in our mean bonus gap compared to previous years.

The median bonus gap has fluctuated in the three years we have measured it. This is due to fluctuating median bonus gaps in the component schemes that make up the overall gender bonus gap.

Table 3: Mean and median bonus gap 2016–17, 2017–18, 2018–19 and 2019–2020.

	April 2019 – March 2020	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
Mean %	64.3	64.4	64.5	68.6
Median %	0	20	6.3	40.0

Our 2019-2020 figures show a continued trend of more females receiving bonus/awards over one year than males, with a higher proportion of bonus received by both males and females than in previous years.

Table 4: Proportion of workforce by gender who received a bonus award in 2016–17, 2017–18, 2018–19 and 2019–2020.

	April 2019 – March 2020	April 2018 – March 2019	April 2017 – March 2018	April 2016 – March 2017
Female	26.2	23.6	22.8	20.3
Male	20.5	20.1	19.3	16.2

In line with the legislation, our bonus pay gap figures are based on the combined bonuses and awards paid from a number of very different schemes listed below:

Clinical Excellence Awards Scheme: This scheme applies to clinical academics in our employment but who are on NHS terms and conditions and pay scales, and is not controlled by the University. We have classified these awards as bonus pay in line with the NHS.

Recognition Award Scheme: This scheme is available to all staff and enables departments to nominate individuals and teams to receive awards throughout the year for a job well done. In line with the legislation, this only includes monetary and voucher awards for individuals, not team awards or individual non-monetary gifts.

Senior Pay Schemes: This includes our Executive Bonus Scheme, Professorial and Professorial Equivalent Pay Schemes, which are subject to strict governance and scrutiny (including gender equality monitoring) with delivery against pre-agreed objectives and criteria assessed by independent reward panels.

The impact of combining these very different schemes is to create a higher overall mean bonus gap than if they were each assessed separately.

As with our pay gap, the bonus gap between males and females is lower for the median (midpoint) than the mean (average). This is because, overall, the mean is impacted by outliers (males with higher bonus or award values) across the above schemes.

Fluctuations in the mean or median bonus gap of the differing component schemes can have an impact on the overall bonus gap, particularly the median bonus gap.

We highlighted previously how our Recognition Award Scheme had a significant impact on the overall median bonus gap. For example, in 2016 to 2017, more males were awarded monetary payments, rather than vouchers, which normally have a higher value (despite more females getting awarded through the scheme overall). In 2017 to 2018, the reverse happened and more females received overall a higher average value of award than males through the Recognition Award Scheme. In 2018 to 2019, the median bonus gap has been influenced by our senior bonus schemes, where the median bonus paid to males was higher than the median bonus paid to females. In 2019 to 2020, the median bonus gap is zero, but the mean bonus gap is still high. This was influenced both by our senior bonus schemes and the impact of combining very different schemes to determine one single bonus gap.

These shifts lead to fluctuations in the overall median bonus gap, and continue to demonstrate how a change in one scheme can have a significant impact on our overall bonus gap from year to year. It also illustrates how important it is that we continue to monitor the impact of each of the component bonus and recognition award schemes each year.

5. Gender Pay Gap Action

Our University vision includes a commitment to 'identify and tackle patterns of inequality, to ensure that staff and students can achieve their full potential'. This commitment is at the heart of our ambition to **eliminate our Gender Pay Gap**.

To enable us to remain on track to achieve this, we have set a target for Gender Pay Gap reduction of **five percentage points by 2025**. We will review progress against this target annually and increase it if we are able to meet it before 2025.

Our Gender Pay Gap will be tackled at a local level in Faculties and Professional Services, through the creation of specific targets and supportive bespoke action plans. This will mean that Gender Pay Gap actions become part of the everyday business of departments, highlighting the connection between local action and University ambition.

To support activity at a local level, we have also identified a programme of work that is designed to address structural and cultural contributors to gender inequality. This work will be driven centrally and is summarised as follows;

Recruitment

We will provide a programme of support and training for recruiters. This will include support to ensure that the recruitment process in each department attracts a diverse pool of talent, as well as specific implicit bias training to be rolled out for all those involved in recruitment, with an additional priority for chairs of interview panels.

Work will also be undertaken to improve recruitment panels themselves, through the use of gender balanced panels, as well as trialling and rolling out ways of enabling panels to shortlist anonymised applications. Policy will be developed to tackle inequalities arising at the salary negotiation stage.

Career progression

We will use the development of Professional Services Pathways to provide opportunities for the University to increase the number of women in senior roles in Professional Services departments.

Career development discussions will be improved through the creation of workload allocated SRDS review roles in academic departments. This will be supplemented by targeted action for roles that are predominantly undertaken by female colleagues (such as learning and teaching roles).

Promotions data will be reviewed systematically as part of the annual academic promotions process to identify particular areas where female success rates are significantly lower than men, at both a department level and at a University level. Promotion panel members will also be expected to undertake implicit bias training.

Workload

Research will be commissioned to examine the impact of unequal workload allocation on research performance. This will look in particular at the gender impact of how personal tutoring is allocated, and will recommend actions to address any inequality.

Leadership

We will create transparent processes for filling significant departmental leadership roles, as well as exploring opportunities for female fast track routes within Professional Services roles. Our Leadership Development programme will also be reviewed to improve its contribution to increasing the number of female leaders across the University.

Working environment

To enable us to provide a working environment that recognises the additional pressures that both impact exclusively on or traditionally disproportionately on female colleagues and seeks to mitigate the impact of these on career progression, actions will be taken to deliver support for carers, to improve opportunities for flexible working, as well as providing specific support for women undergoing the menopause.